We are one of 28 workforce boards in the state of Texas. Our Workforce Development Area (WDA 10) encompasses six counties:

- Brewster
- Culberson
- El Paso
- Hudspeth
- Jeff Davis &
- Presidio
THE WDB AS AN ENTITY

- The WDB provides oversight of the regional workforce system
- The WDB is the “fiscal agent” responsible for workforce funding
- The WDB develops key regional workforce/economic development partnerships and initiatives
- The WDB provides labor market information to the community
- The WDB hires contractors to provide direct services to employers and job seekers
THE BOARD OF DIRECTORS: GOVERNANCE

Law
(federal/state law, regulations and guidance)

Bylaws

Board of Directors Policy Manual

Robert’s Rules
THE WORKFORCE DEVELOPMENT BOARD
WHO WE ARE

We are a non-profit organization serving a six-county Borderplex region. We have a 27-member Board of Directors responsible for strategic guidance and policy governance to achieve goals focusing on employment, education and economic development.

OUR MISSION

To provide skilled workers for employers by advancing education, employment, entrepreneurship and economic development opportunities in support of global competitiveness and regional prosperity.

OUR VISION

Empower the most dynamic workforce to achieve global competitiveness and regional prosperity.
VALUES

❖ Integrity
❖ Customer Focus
❖ Teamwork & Collaboration
❖ Transparency
❖ Excellence
❖ Innovation

Guiding Principles

❖ Maintain a diverse and sustainable financial plan to ensure the organization’s long-term viability
❖ Ensure a focus on customer-valued services
❖ Become the standard for ‘best in class’ quality
❖ Maintain an inspired, competent WSB Team
❖ Strive to make a positive impact on our region
STRATEGIC GOALS

- Facilities & Administration
- Programs and Priority Populations
- Partnerships, Communications and Advocacy
STRATEGIC GOAL - **FACILITIES & ADMINISTRATION**

- Grow non-formula grant funding to 10% of total budget by end of FY 2019.
- Reassess all fixed costs, particularly leased space, to ensure we maximize resources.
- Integrate technology to maximize effectiveness.
- Continue to cross-train staff and reassess vacancies as they arise to determine whether to fill.
- Maintain succession planning focus to ensure a strong pipeline of future leaders for the workforce system.
- Identify strategic partners and continue to look for ways to collaborate.
- Identify and executive collaborative arrangements with at least 2 new strategic partners before end of calendar year 2018.
- Focus on partnerships that provide ROI.
- Continue to develop Board of Directors’ working knowledge of WSB to expand their ability to promote WSB to their constituencies.
STRATEGIC GOAL – **PARTNERSHIPS, COMMUNICATIONS, AND ADVOCACY**

- Strengthen industry sector partnerships – Let private sector lead
- Create consortiums for small/medium-sized businesses to garner some economies of scale to support training investments and OJT opportunities
- Work with employers to raise awareness of value of upskilling workers. Develop resources to help employers upskill their workers and plan for succession. Work with training providers to assist employers in systematizing their OJT programs.
- Align training investments and initiatives with businesses to ensure they hire graduates at end of training program (ie. YouthBuild, CompTIA cohorts).
- Build and expand upon marketing and outreach to include paid media, PSA’s, and social media outreach in order to increase and raise awareness of WSB services.
- Enhance research capabilities and information-sharing to provide more data analytics and artificial intelligence in real time.
- Project Labor Market Demand 10 years ahead to plan for future talent pipeline.
- Develop an Advocacy Agenda.
OUR PARTNERS

- Community / Technical Colleges & Career Schools
- Apprenticeship programs
- Job Corps
- Adult Education, English as a Second Language & Literacy Providers
- Far West Adult Education Consortium
- State Agencies
- Senior Community Service Employment Program
- Community- & Faith-Based Organizations
- Economic Development Agencies
- Chambers of Commerce
Transition to a targeted industry/high-demand job approach for priority populations (veterans and military personnel, foster youth, migrant farm workers and persons with disabilities) with 2-3 targeted industry-sector approaches by the end of 2019

Decrease unemployment rate for veterans to that of general population

Increase number of persons with disability-securing, full-time employment

Increase number of out-of-school youth being served successfully

Increase number of trainings offered by AEL Consortium that align with industry needs

Protect services to rural counties (manage funding cuts to minimize adverse impact to rural areas)

Ensure all TWC and local metrics are met by contractors
THE WDB: FUNDING SOURCES

Budget Period: October 1, 2019 - September 30, 2020
Adopted: August 15, 2019

<table>
<thead>
<tr>
<th>Total Budget Allocation</th>
<th>Value</th>
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<tr>
<td>Board Operating</td>
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<td>Child Care Services</td>
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<td>Service Contracts</td>
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<td>Case Management Contracts</td>
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<tr>
<td>Unallocated</td>
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<tr>
<td>Total</td>
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</tbody>
</table>
Our Results BCY 2019

- Job Seekers Entered Employment **18,262**
- Employers Served **4,024**
- Customers Trained **491**
- Veterans placed in jobs **1,634**
- Ex-offenders placed in jobs **286**
- Public assistance recipients placed in jobs **1,071**
- Youth Served **344**
- Customers with disabilities served **1,012**
- Homeless placed in jobs **311**
- Children Served in Child Care Program **9,713**

Report Period: Employment (BCY 2019 - Four Quarters Data) Served and Trained (10/1/18 To 8/31/19)
Benefits for Employers

Job Postings through WorkInTexas.com
Job Candidate Recruitment, Screening and Referral
Customized Job Fairs and Interview Space
Skills Testing and Assessment
Customized Training
On the Job Training
Work Opportunity Tax Credit (WOTC)
Fidelity Bonding
Labor Market Information
Partnerships for Skills Funding Opportunities
Rapid Response and Layoff Aversion Services
BUSINESS SERVICES

We help businesses recruit, hire, and train employees to be successful and grow their business. Our business services unit provides job matching, job screening, recruiting, and labor market information.

CONTACT OUR BUSINESS SERVICES UNIT AT 915.887.2332
HOW IT’S DONE: BUSINESS SERVICES

➢ BSU Executives for Employers:
  ▪ Job Posting for employer
  ▪ Job Candidates, Recruitment, Screening and Referral through Work-In-Texas.com
  ▪ Skills Testing and Assessment services
  ▪ Labor Market Information

➢ Incentives for Employers:
  ▪ Work Opportunities Tax Credit (WOTC)
  ▪ Subsidized Employment Programs
  ▪ On-the-Job-Training (OJT)
  ▪ Customized Job Fairs
  ▪ Fidelity Bonding
MAJOR HIRING FAIRS - 2018

• On Thursday, April 19 we had a Summer Hiring Fair at the El Paso Zoo.
• Total number of employers who attended the event: 53
• **Total number of jobseekers attended:** 470
• Total number of onsite interviews: 45
• **Total number of interviews scheduled in upcoming weeks:** 55
• Total number of onsite conditional hires reported: 67

2018 Retail and DisAbility Friendly Hiring Fairs
• Total number of employers who attended the event:
• **Total number of jobseekers attended:**
• Total number of onsite interviews:
• **Total number of interviews scheduled in upcoming weeks:**
• Total number of onsite conditional hires reported:
MAJOR HIRING FAIRS - 2019

Spring Hiring Fair - April 10 - Advanced Manufacturing, Advanced Logistics, Defense & Aerospace, and Construction Industries

Texas Hireability Job Fair - October 2

Red, White and You - November 11
TOURISM ROUND TABLE

▪ Businesses and Training Providers gathered to discuss business workforce skills needs and to identify existing training programs to meet their needs.

▪ Lessons Learned:
  ➢ 43% requested training in soft skills
  ➢ 23% desiring sales training.
  ➢ For specific retail segments, a desire to create a continuing education track to ensure workers stay abreast of the latest trends and integrate that into sales techniques (e.g. commission) was also discussed.
  ➢ Less than 1% requested support in management training.
SKILLS GRANTS

Skills for Small Business

Skills for Veterans

Self Sufficiency Fund
The Texas Industry Partnership (TIP) program is intended to address skills gaps, creating a talent pipeline to address industry needs.

TIP will provide a 100% match from cash contributions provided by corporations and foundations. Workforce Boards are eligible though an application method to apply for up to $100,000 per Board per fiscal year.

The program is a collaboration between local Workforce Development Boards and private employers, corporations, and foundations.
Agricultural Employer Conference

Created to provide agricultural employers vital information regarding labor laws, regulations and available technical assistance and support.

Helps educate employers by collaborating with several organizations such as the Texas Workforce Commission, Motivational Educational Training (MET), New Mexico Workforce and other Labor Law agencies.

*The Agricultural Employer Conference was held in New Mexico on January 25, 2017.*
COMMUNICATIONS & OUTREACH

- Interactive Website and Social Media that is updated regularly
- Workforce Wednesdays – New Initiative
- Business Brief – Quarterly Digital Newsletter
- Quarterly Report to Chief Elected Officials
- Routine Presentations to Business Organizations and Elected Officials
- Labor Market Reports and Ongoing Research
- Targeted Outreach to Priority Population Groups to Encourage Participation in Initiatives and General Programs
GRANT INITIATIVES

- Hired a Grant Service to Assist with Identifying and Developing Applications
- Foundation (Chase, Wells Fargo)
- DOL (YouthBuild, Wagner-Peyser CompTIA)
- Vocational Rehabilitation Services – Hireability Navigator
- Special TWC Initiatives (Rural Services, Youth Outreach, Youth Career Exploration)
- City of El Paso – Training Grants
JOB SEEKER SERVICES

- **Self-Service**
  - WorkinTexas.com
  - Career Focused Workshops
  - Computer, telephone, fax usage

- **Staff Assisted Core**
  - Job Search
  - Initial assessment of skill levels
  - Career Advice
  - Job Referrals
CHILD CARE SERVICES

- The Board helps low-income families move toward self-sufficiency by providing child care subsidies to eligible parents during work, educational or training hours.
- Services are also provided when customers are participating in Workforce Services.
- Providing training opportunities for child care caregivers in early childhood to increase the quality of child care and after school programs.
CAREER-READY INITIATIVES

Initiatives provide broader career awareness for individuals at all levels such as development of occupational career awareness, including STEAM for youth; summer jobs for youth with disabilities; opportunities for veterans and families; and, model initiatives that help the current workforce advance skills relevant to the labor market.
Workforce Solutions Borderplex created a media campaign that showcases original materials using regional labor market information, including the website HowtoPickaCareer.com with industry career cards for our region’s high growth industries, interactive career pathways, and virtual career videos. WSB printed the industry career cards in the form of brochures, posters, and banners.
JOBCON SERIES EVENTS

Geared towards high school students, the JobCon Series provides a platform where Borderplex youth learn about the in-demand careers of the Borderplex region from the actual workers employed by some of the most coveted businesses. JobCons provide a wonderful opportunity for local employers to engage with their community, mentor youth, and showcase and highlight the impactful elements of their work.

The JobCon Series was developed to captivate the interest and educate high school students in the Borderplex region about the high-demand careers that are available in their communities. Students will leave this event knowledgeable about the diverse range of career opportunities available in their area, as well as the skills needed to acquire these jobs.

2018 FINAL RESULTS

JOBCON EAST:
- 650 – Students
- 24 – Employers

JOBCON WEST:
- 380 – Students
- 26 – Employers
VIDEO CAREER EXPLORATION

- In-depth STEAM career videos were produced and published on YouTube for youth and parents to explore what it means to be in a STEAM career.

- Videos highlight stories from professionals on how they connected to STEAM.

- Research shows that it is invaluable to provide youth insight into career exploration to guide them in selecting their HS5 endorsement.

https://www.youtube.com/channel/UCrxfF79W0_4bL5XptZ9UF8g
The STEAM Fiesta is a unique, multidimensional two-day event targeting Middle and High School Students in our region. The purpose of the STEAM Fiesta is to increase awareness of opportunities in Science, Technology, Engineering, Arts and Mathematics (STEAM). This year we are launching ten unique high school student competitions. Competitions that include Architecture, Coding, App Design, Makerspace, Physics, Business, 3D, Robotics, Applied Tech and Math. It’s time to compete!
2018 SUMMER YOUTH PROGRAM

➢ Workforce Solutions subsidizes 100% of the paid work experience for Summer Youth Employment Program
➢ We issue bi-weekly pay checks for the youth
➢ Businesses benefit by having highly motivated young adults in their workplace while giving them a crucial career building opportunity.
➢ Employers who take part in the Summer Earn & Learn Program will receive:
  ✓ Insights and recommendations as to how to best serve customers with disabilities
  ✓ Learn how to easily adapt workplaces to employ persons with disabilities
➢ Youth undergo training/preparation before entering your workforce
REVERSE JOB FAIR

- The Reverse Job Fair is an incredible opportunity for young adults to showcase their skills, personality and ambition to local employers and businesses.
- This role reversal puts the ball in the young person’s court and provides new opportunities to stand out among their peers.
WORKFORCE MILITARY SERVICES

- Employment Advice & Resume Help
- Career Focused Orientations
- Jobs in WorkInTexas.com
- Attend Hiring Events
- Education & Training Funds
- Prove it Kenexa Tests (Typing Test)

OUR MISSION

To provide skilled workers for employers by advancing education, employment, entrepreneurship and economic development opportunities in support of global competitiveness and regional prosperity.

POC
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Workforce Development Specialist
Soldier for Life Building 503
Pershing Road, Room 127
Fort Bliss, Texas 79906
Phone: 915-887-2857
Sara.Gargan@borderplexjobs.com

BORDERPLEXJOBS.COM
Hiring Red, White & You Veterans Job Fair was held on November 8, 2018 at the Marriot Hotel.

The Job Fair offered prospective jobseekers work opportunities in Information Technology (I.T.), Government, Retail and Healthcare.

The targeted industries aligned closely with the type of jobs service men and women transition into in their civilian lives.

These industries are also targeted due to the high hiring trends during the current season.

The event was free and open to all job seekers, including non-veterans.
Show Me THE MONEY
Financial Literacy Trainings
FREE WORKSHOPS
Workshops will help teach processes to gain understanding of banking, savings, and the importance of good credit.

Let's Start YOUR BUSINESS
Entrepreneurial Training
FREE WORKSHOPS
Workshops will assist people with the fundamentals of writing a business plan, helping to find financing and connect you with advisors and mentors.
On October 1, 2016, Workforce Solutions Borderplex was notified by the Department of Labor that it had been awarded $600,000 for the "YouthBuild El Paso" initiative.

YouthBuild students participate in Mental Toughness, a two week session in which YouthBuild participants are challenged with a rigorous curriculum that includes financial literacy, soft skills, OSHA-10 safety, and are introduced to construction.
ADULT EDUCATION & LITERACY

AEL
ADULT EDUCATION & LITERACY PROGRAM

“In the short time it took me to get my certification, I was able to earn more money for my family.”

-AEL Participant-

WHO
Are you wanting to make more money for your family and thinking of going back to school? Do you think you cannot afford it or find the time?

Whether you have a GED or not, our Adult Education & Literacy (AEL) Program can help you.

WHY
AEL is a free program that helps families get a GED or certification in industries that will continue to grow our area.

By deciding to commit and go back to school, you will be able to find a good career and increase your income.

WHERE
EPISD  SISD  YISD
Choose from various locations throughout the region.

El Paso Independent School District (EPISD)
San Jacinto Adult Learning Center
1216 Olive Ave.
El Paso, TX 79901
Phone: (915) 220-3200
www.sanjacinto.episd.org

Socorro Independent School District (SISD)
Socorro Community Education
12380 Pine Springs Dr.
El Paso TX 79928
Phone: (915) 937-1700
www.sisd.net/communityeducation

Yaleta Independent School District (YISD)
Yaleta Community Learning Center
121 Padres Dr.
El Paso, TX 79907
Phone: (915) 434-9400
www.yisd.net/yaletacomunitylearningcenter
RURAL INITIATIVES

- Support for rural ISDs for STEM career programs and activities
- Partnership with City of Presidio to provide support for 5 Emergency Medical Technician (EMT) certifications.
- Partnership with City of Presidio for a Pop-Up WSB center located next to City Hall
- Support for rural area child care facilities to provide financial management software, equipment, and trainings.
- FAA Drone Pilot Certification for rural teachers and first responders.
- Partnership with Rio Grande Council of Governments to coordinate rural LMI training and community meetings to identify ways to address the shortage in their workforce and explore possibilities for training.
- New Frontiers JobCon – Career exploration event with local employers for high school students.
- Partnerships with City of Marfa and Presidio to host local youth to work at their facilities for work experience.
INITIATIVES FOR DISABLED POPULATIONS

- Disability Subcommittee
- Hireability Navigator
- Earn & Learn
- Year-round work experience for youth
- (VR) Integration Vocational Rehabilitation
- Hireability Forum & Hiring Fair
THANK YOU

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A Proud Partner of the

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.
Relay Texas: 711 (Voice) or 1-800-735-2989 (TTY)
Igualdad de oportunidades de Empleo/Programas. Equipo auxiliar y servicios de apoyo están disponibles para personas con discapacidad al ser requeridos.
Relay Texas: 711 (Voz) o 1-800-735-2989 (TTY)