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GOVERNOR'S JOB CREATION CAMPAIGN  
Reagan Brown, Chairman

September 1976

### TEXAS FIRST CONTRACT TO BE EXTENDED

Tentative approval has been given a \$200-thousand contract to extend the TEXAS FIRST program another year.

Program specialists at the Texas Department of Community Affairs' Division of Manpower Services and the Texas Industrial Commission are finalizing the program which will concentrate on matching unemployed and underemployed Texans with jobs in Texas industry while boosting industrial expansion, according to TEXAS FIRST Coordinator Ed Latta.

Reagan Brown, special assistant to Governor Dolph Briscoe and chairman of the program, said increasing industry's employment capacity is the most stable way to reduce unemployment.

"Texas has one of the lowest unemployment rates in the nation. That fact is a direct result of the state's soaring manufacturing employment. Texas and the Southwest had the second highest industrial employment growth in the nation in the last 15 years," he said.

A series of job fairs will be held throughout the state during the next year to match Texans with these job opportunities. The task of spreading the word of the fair to unemployed and underemployed Texans will be shared by local prime sponsors of manpower services, the Texas Department of Community Affairs and the Texas Employment Commission.

The Industrial Commission and regional and local chambers of commerce will help business and industry with their participation in the job fairs.

In addition, the Texas Education Agency, local learning institutions and the In-

dustrial Commission will design and conduct training programs for prospective workers to bring them up to minimum required employment skills within industry.

A statewide information campaign will promote participation in the job fairs, as well as continue to boost the positive attitudes Texans are displaying in their business expansions and employment increases.

In addition to the job fairs, training programs and new jobs identified, a research report will be published regarding the benefits of on-site, industry-sponsored day care in rural and low-income areas. The report will document the effectiveness of the day care centers in helping reduce high employee turnover rates among low-level female employees.

Governor Briscoe's office, through which the TEXAS FIRST funds are channeled from the U.S. Department of Labor, will supervise the program. Funds are authorized by the Comprehensive Employment Training Act of 1973.

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FROM OUR LOCAL COORDINATORS...

...Quintin Koecher Jr., owner of Custom Controls Co., was honored by the Greater Bellaire C of C for participation in TF. A flag and citation from Gov. Briscoe were presented by Bellaire Mayor Joe Poindexter; LeRoy Gardner, district manager of Houston Lighting and Power Co.; and Roland Stelzer, manager of Texaco Inc. and president of the chamber.

...The Abilene C of C presented citations to five of their outstanding firms for fulfilling TEXAS FIRST pledges...more



## INDUSTRIAL TRAINING DOUBLE BONUS

More than 2,200 Texans are on the job today because they have the skills required by burgeoning industries across the state, according to Jim Harwell, executive director of the Texas Industrial Commission.

These workers are graduates of Industrial Start-Up training programs offered through Governor Dolph Briscoe's Job Creation Campaign to make TEXAS FIRST in economic development.

Training programs are designed to bring underemployed and unemployed Texans up to minimum skill standards for job slots with new and expanding industries. The Industrial Commission and Texas Education Agency work with the industry to outline skills required, and with local learning institutions to design the curriculum. Courses are taught through one of the state's 51 junior colleges, one of the four Texas State Technical Institute campuses or one of the independent school districts.

"The instruction is in fields not covered by the usual industrial arts programs in our schools," Harwell said. "The instructors are often company supervisors with long experience in the field."

Industrial Start-Up Training is funded with appropriations first set aside by the 64th Texas Legislature which gave the Industrial Commission and the Texas Education Agency the joint mandate to provide such training as was necessary to upgrade Texas workers.

State funds are used to pay instructors, maintain special equipment loaned for the training program and for consumable supplies used by students. The industry pays any wages to the trainee, and may also provide special transportation for employe trainees.

The Texas Employment Commission works with the industry to locate persons interested in the training program. These students begin training with the understanding that they must satisfactorily complete the program, and that the company is not required to hire those who do not qualify for the job. At the end of the training, companies interview,

screen and hire or reject trainees as they would any other job applicant.

"Those persons hired by the company are at an entry-level of skill," Harwell said. "The company continues to train them, often for up to two years or more before the trainee can be considered fully productive. The cost to the state is an infinitesimal part of the total cost to the company."

The average training period is five weeks and involves about 30 hours of training. No salary is paid the trainee by the state, so the cost per trainee is approximately \$152.

"The return to the state's economy through Industrial Start-Up Training is two for one," Harwell said. "By the time all 50 of the training programs currently on the books are completed, the cost to the state will have been a one-time expenditure of approximately \$1.05 million, but the benefit to the state in new taxes generated will exceed \$1.650 million...and that's per year."

Sewing machine operators are among the most sought-after employes, and seven training programs have been conducted for them. Other skills taught have included machine operators, food processing, pottery making, aluminum production and electric motor manufacturing.

Many industries are enticed to Texas by the productivity of Texas workers, and the availability of a trained work force, Harwell said. Companies choosing to build in rural areas can take advantage of a large labor pool, and the potential workers can take advantage of the Industrial Start-Up Training to qualify for the job openings.

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FROM OUR LOCAL COORDINATORS...(cont'd)  
...Honored were Tom South of C.G. Conn, Allen Baird of Mrs. Baird's Bakeries, Sid Waynick of Valley Faucet, Raymond McDaniel of Coca-Cola Bottlers and Bob Gooch of Gooch Packing.