

Texas Workforce Investment Council

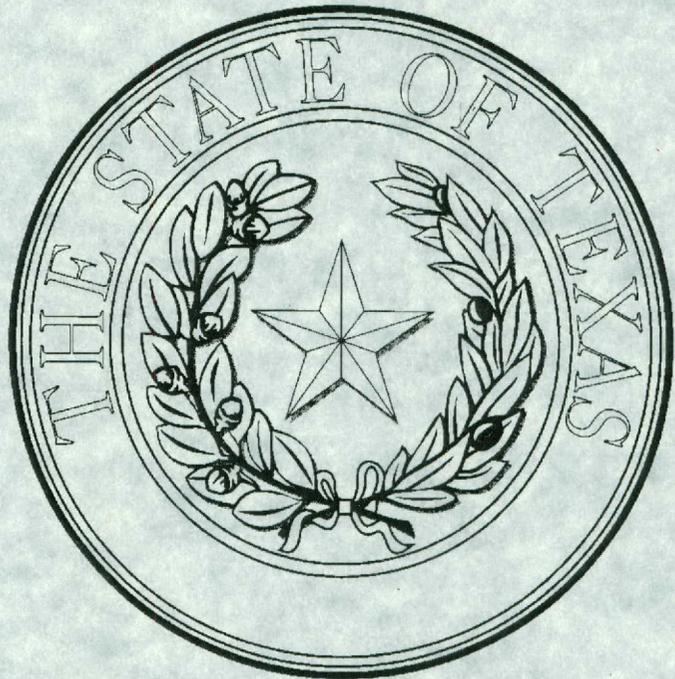
Greg Abbott
Governor

Dan Patrick
Lt. Governor

Dennis Bonnen
Speaker

Mark Dunn
Chair

Lee Rector
Director



Briefing Materials
September 13, 2019
Austin Community College
Highland Business Center
5930 Middle Fiskville Road
Room 201
Austin, Texas 78752

Texas Workforce Investment Council

Members

Mark Dunn (Chair), Lufkin
Sharla Hotchkiss (Vice Chair), Midland
Gina Aguirre Adams, Jones Creek
Mark Barberena, Fort Worth
Lindsey Geeslin, Waco
Carmen Olivas Graham, El Paso
Thomas Halbouty, Southlake
Robert Hawkins, Bellmead
Adam Hutchison, Elm Mott
Paul Jones, Austin
Wayne Oswald, Houston
Paul Puente, Houston
Richard Rhodes, Austin
Jerry Romero, El Paso
Mike Morath, Austin
Raymund Paredes, Austin
Courtney Phillips, Austin
Ed Serna, Austin

Representing

Business and Industry
Community-Based Organizations
Business and Industry
Labor
Labor
Education
Business and Industry
Labor
Education
Labor
Business and Industry
Labor
Education
Business and Industry
Texas Education Agency
Texas Higher Education Coordinating Board
Texas Health and Human Services Commission
Texas Workforce Commission

Mission of the Texas Workforce Investment Council

Assisting the Governor and the Legislature with strategic planning for and evaluation of the Texas workforce system to promote the development of a well-educated, highly skilled workforce for Texas.

[HTTPS://WWW.GOV.TEXAS.GOV/ORGANIZATION/TWIC](https://www.gov.texas.gov/organization/twic)



GOVERNOR GREG ABBOTT

TEXAS WORKFORCE INVESTMENT COUNCIL

September 5, 2019

Dear Council Members:

Enclosed please find the September 13, 2019, meeting briefing book.

The Texas Workforce Investment Council (Council) will meet at 9:30 a.m. on Friday, September 13, 2019, at the Austin Community College Highland Business Center located at 5930 Middle Fiskville Road, room 201, in Austin, Texas. On Thursday, September 12, 2019, the Apprenticeship and Training Advisory Committee will meet at 10:00 a.m. in room 1.312 in the State Insurance Building located at 1100 San Jacinto Boulevard.

Overview of Council Meeting Agenda Items and Briefing Book Contents

The Council meeting will begin with reports from the Apprenticeship and Training Advisory Committee and from the member representing the Rehabilitation Council of Texas. These reports will be followed by an update on Texas Talent Connection grants and a briefing on fiscal year 2019 Council work plan achievements. The Council will then consider for approval the Council's work plan for fiscal year 2020, which may be found in the briefing book on page 7. After this action item, the Council will consider for approval the skill standards for advanced manufacturing, energy, and healthcare occupations, found on page 19. The skill standards will be available online for Council members' review and reference prior to the meeting at the following address: <https://tssb.org/meeting-review-materials>. The next several agenda items will include briefings on Council activities, projects, and reports. The first briefing item, found on page 27, will provide information on the upcoming update to the Texas workforce system strategic plan. Next, members will receive a briefing on the Council's annual evaluation report. This briefing item may be found on page 35. The following item, found on page 41, provides an update on the Council's most recent research report, *Mature Workers in Texas: A Demographic Study*. The final item, found on page 95, will provide members with information on the Results for America workforce initiative.

For the remainder of the meeting, members will hear two presentations: one on the Skills Development Fund and Self-Sufficiency Fund from staff of the Texas Workforce Commission and one on certification attainment from representatives of the Smart Automation Certification Alliance. The presentation items may be found on pages 101 and 103.

Upcoming Projects and Activities

In the coming months, we will continue to work with our system partners on the implementation of the workforce system strategic plan, as well as begin the work identified within the Council's work plan for fiscal year 2020.

I look forward to seeing you in September. In the meantime, I would be happy to answer any questions that you have about the meeting or the agenda. Please do not hesitate to contact me by email at lee.rector@gov.texas.gov or at (512) 936-8100.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lee Rector".

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AGENDA





TEXAS WORKFORCE INVESTMENT COUNCIL

Austin Community College
Highland Business Center
5930 Middle Fiskville Road
Room 201
Austin, Texas 78752

COUNCIL MEETING
September 13, 2019

Mark Dunn, Chair

ORDER OF AGENDA AND TABLE OF CONTENTS

(9:30 A.M.)

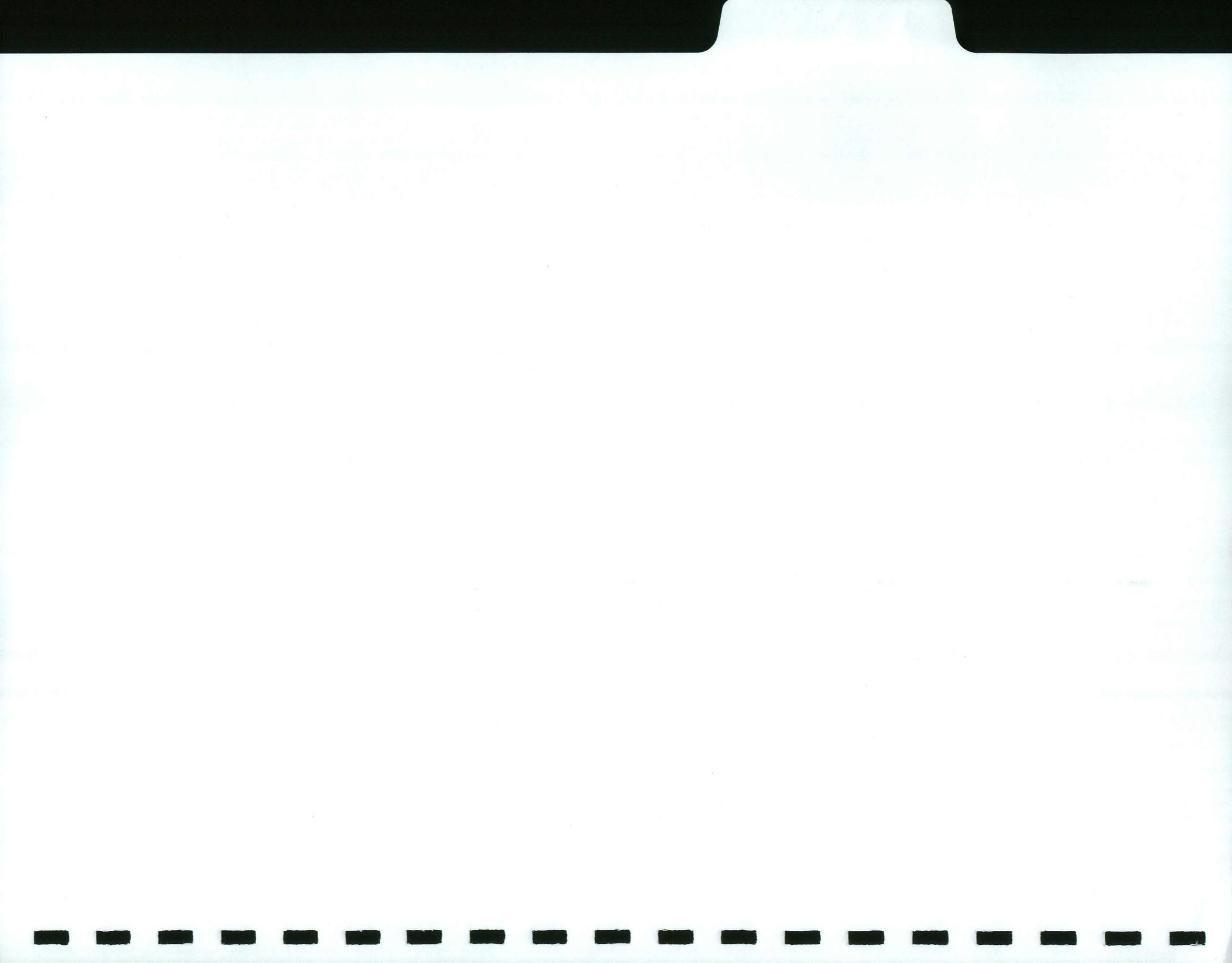
The following items may not necessarily be considered in the order they appear.

I.	<u>Introduction</u>	<u>Item</u>	<u>Page</u>
	Call to Order, Announcements, and Public Comment		
	Approval of Minutes – June 14, 2019	Action	1
II.	<u>Reports, Actions, and Briefings</u>		
	1. Report from the Apprenticeship and Training Advisory Committee	Report	
	2. Meeting of the Rehabilitation Council of Texas	Briefing	5
	3. Update on the Texas Talent Connection Grant Program	Briefing	
	4. Fiscal Year 2019 Council Work Plan Achievements and Consideration of the Fiscal Year 2020 Council Work Plan	Action	7
	5. Consideration for Approval—Skill Standards for Advanced Manufacturing, Energy, and Healthcare Occupations	Action	19
	6. Update to <i>The Texas Workforce System Strategic Plan FY 2016-FY 2023</i>	Briefing	27
	7. <i>Evaluation 2019: Accomplishments and Outcomes of the Texas Workforce System</i>	Briefing	35
	8. <i>Mature Workers in Texas: A Demographic Study</i>	Briefing	41
	9. Results for America Workforce Initiative	Briefing	95
III.	<u>Presentations</u>		
	1. Skills Development Fund and Self-Sufficiency Fund – Texas Workforce Commission	Presentation	101
	2. Certification Attainment (Industry 4.0) – Smart Automation Certification Alliance	Presentation	103
IV.	<u>Information and Updates</u>		
	1. Apprenticeship Brochures: Employers, Students, and Local Education Agencies	Information	105
	2. Fiscal Year 2019 Expenditure Report	Information	113
V.	<u>Adjourn</u>		

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MINUTES





TEXAS WORKFORCE INVESTMENT COUNCIL MEETING

Austin Community College
Highland Business Center
5930 Middle Fiskville Road
Room 201
Austin, Texas 78752

Friday, June 14, 2019
MINUTES

MEMBERS PRESENT

Mark Dunn (Chair), Sharla Hotchkiss (Vice Chair), Gina Aguirre Adams, Mark Barberena, Bryan Daniel, Aaron Demerson [designee for Ed Serna], Lindsey Geeslin, Carmen Olivas Graham, Thomas Halbouty, Adam Hutchison, Heather Justice [designee for Mike Morath], Molly Lester [designee for Courtney Phillips], Wayne Oswald, Rex Peebles [designee for Raymund Paredes], and Paul Puente

MEMBERS ABSENT

Robert Hawkins, Paul Jones, Mike Morath, Raymund Paredes, Courtney Phillips, Richard Rhodes, and Ed Serna

WELCOME AND ANNOUNCEMENTS

Chair Mark Dunn called the meeting to order at 9:32 a.m. and welcomed members and guests, including Julian Alvarez, commissioner representing labor at the Texas Workforce Commission (TWC). He also acknowledged Dr. Rex Peebles of the Texas Higher Education Coordinating Board (THECB) and Heather Justice of the Texas Education Agency (TEA), who were invited to present information on career and technical education under the Carl D. Perkins Act.

PUBLIC COMMENT

No public comment.

APPROVAL OF MINUTES – ACTION

Mr. Dunn asked if there were any changes to the March 8, 2019, minutes. Hearing none, he called for a motion. Carmen Olivas Graham recommended approval of the minutes. Paul Puente seconded the motion. There was no discussion. The minutes were approved.

REPORTS, ACTIONS, AND BRIEFINGS

Report from the Executive Committee (Oral Report)

Mr. Dunn reported that the newly reconstituted executive committee met that morning and heard briefings on a number of items, including the evaluation of local workforce development board plan modifications, the Texas Talent Connection grants and repository, and the update to *Veterans in Texas: A Demographic Study*. He noted that the committee also had a brief discussion on organizational staffing, planning, priorities, and other matters.

May Meeting of the Rehabilitation Council of Texas (Briefing Item)

Mr. Dunn explained that members would receive an update each quarter on the meeting of the Texas Rehabilitation Council (RCT) and asked Lindsey Geeslin, who represents the Council on RCT, to provide the briefing. Ms. Geeslin reviewed the highlights of the May RCT meeting, which included briefings on the implementation of vocational rehabilitation services established in the combined state plan; an upcoming monitoring visit by the federal Vocational Rehabilitation Services Administration; national employment trends; and other topics.

Local Workforce Development Board Plan Modifications (Action Item)

Mr. Dunn asked Council staff Kaki Leyens to provide a briefing on the action item. Ms. Leyens reminded members that the Council is required under federal and state law to assist in the review of local board plans and to make recommendations to the Governor for approval. She explained that each board is required to develop and submit a four-year local workforce development plan to the state and to review and modify the plan at the end of the first two-year period. Ms. Leyens reported that Council staff analyzed the 28 local board plan modifications and that all boards met the Council requirements to demonstrate alignment with the workforce system strategic plan. She then reviewed four examples of initiatives that align with goal areas in the strategic plan.

After Ms. Leyens' briefing, Mr. Dunn invited Debbie Carlson of TWC to brief members. Ms. Carlson discussed Workforce Innovation and Opportunity Act requirements for local workforce board plans, TWC's review of the plans, and overarching themes identified in the plans. After Ms. Carlson's remarks, there was brief discussion on how the best practices identified in the plans are shared among the boards.

Mr. Dunn called for a motion to approve the local workforce development board plan modifications and to recommend the plan modifications to the Governor for his consideration and approval. Carmen Olivas Graham so moved. Gina Aguirre Adams seconded the motion. There was no further discussion. The motion passed unanimously by voice vote.

Texas Talent Connection Grants and Repository Update (Briefing Item)

Mr. Dunn asked Council staff Charlene Hamilton to provide an update. Ms. Hamilton briefed members on the grant repository intake and evaluation process and reported that Council staff is collaborating with TWC to restructure the application and contract language. She presented information on the Texas Talent Connection II grant program and noted that the application period for the 2019 grant offering closed on June 3. She then walked members through the application management process and outlined the next steps for the program.

Update to *Veterans in Texas: A Demographic Study* (Briefing Item)

Mr. Dunn called on Council staff Rafael González to present the item. Mr. González provided a brief overview of the 2019 demographic report on veterans, which is an update to a report that was published in 2016. He summarized key data points for veterans across the nation and reviewed a breakdown of the Texas veteran population by region, by race and ethnicity, by gender, by age, and by industry. After the briefing, Council director Lee Rector noted that the final report would be posted on the Council's website.

The Texas 86th Legislative Session (Briefing item)

Mr. Dunn asked Ms. Rector to provide an update on the legislative session. Ms. Rector reviewed key dates for the 2019 legislative process and noted that of the 7,324 bills filed during the session, Council staff tracked 75 bills related to the workforce. She then discussed the status of several bills of interest to the Council. After the briefing, Mr. Dunn asked the representative of each member agency on the Council to comment on the legislative session and the relevant bills that passed or did not pass.

PRESENTATION

Mr. Dunn announced that Heather Justice of TEA and Dr. Rex Peebles of THECB would provide information on implementing changes to career and technical education as part of the Carl D. Perkins Act.

Career and Technical Education Under Perkins V

Ms. Justice began the joint presentation by providing an overview of the Strengthening Career and Technical Education for the 21st Century Act, including the major components, timeline, and goals of the legislation. She also discussed the state plan requirements for TEA and for local educational agencies. Dr. Peebles then discussed the outreach strategies of THECB and provided information on approved postsecondary programs of study in the fields of architecture and construction and health science. Ms. Justice closed the presentation by reviewing next steps for the initiative. After the presentation, discussion focused on the competitiveness of the Texas workforce, strategies to gather feedback, and accountability systems.

INFORMATION AND UPDATES

Mr. Dunn announced that the next meeting of the Council would be held on Friday, September 13, 2019.

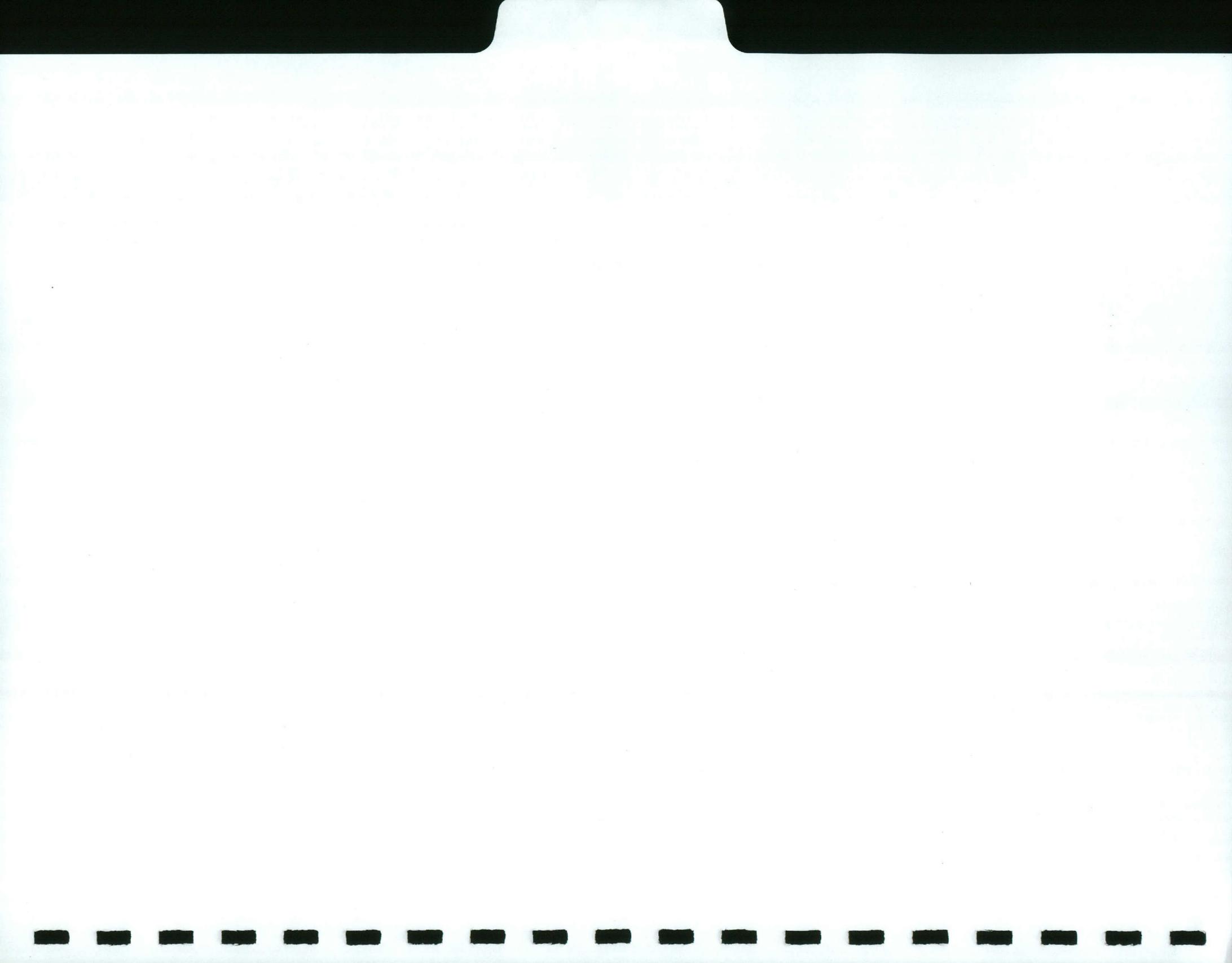
ADJOURN

Mr. Dunn called for a motion to adjourn the meeting. Adam Hutchison moved to adjourn. Thomas Halbouty seconded the motion. The motion was approved by unanimous voice vote. The meeting adjourned at 11:56 a.m.

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REPORTS, ACTIONS,
AND BRIEFINGS





**TWIC BRIEFING ITEM
MEMORANDUM**

REF: KL.twic.H2.091319

TO Council Members

SUBJECT Meeting of the Rehabilitation Council of Texas

Introduction

The Rehabilitation Council of Texas (RCT) partners with the Texas Workforce Commission (TWC) to advocate for Texans with disabilities in the vocational rehabilitation process. This briefing provides the major points of discussion from the RCT quarterly meeting on August 1–2, 2019.

Background

RCT is federally mandated by the Rehabilitation Act of 1973 and the Workforce Innovation and Opportunity Act of 2014 (WIOA). RCT reviews, analyzes, and advises TWC on policy, scope, and effectiveness of vocational rehabilitation services and eligibility requirements. RCT works in partnership with TWC to develop and review state goals and priorities. RCT also contributes to the preparation of the state plan for vocational rehabilitation.

Statutory membership requirements for a state rehabilitation council, as specified in 34 Code of Federal Regulations 361.17, include the appointment by the Governor of a minimum of 15 members, with at least one member representing the state workforce investment board (state board). The Texas Workforce Investment Council (Council) serves as the state board in Texas. The RCT member representing the Council is Lindsey Geeslin.

Discussion

Individuals with disabilities are a valuable resource for Texas employers and the Texas economy. The demographic report, *People with Disabilities: A Texas Profile*, suggests that Texas has the second largest number of individuals with disabilities of all states. These individuals experience numerous challenges associated with participation in the labor force. Vocational rehabilitation services assist eligible individuals to prepare, obtain, retain, and advance in competitive integrated employment so that they may work and live as independently as possible. Members may also refer to the document, *Vocational Rehabilitation Services: A Texas Primer* (June 2018), on the Council website for more information.

RCT's primary role is to ensure the success of the vocational rehabilitation program by advising TWC regarding program effectiveness; customer satisfaction with providers and employment services; and the state plan, goals, and priorities. A majority of RCT members are people with disabilities and represent a range of disabilities or organizations interested in serving people with disabilities.

RCT chair Neva Fairchild opened the meeting and introduced TWC chair Ruth Hughs. Chair Hughs recognized Ms. Fairchild's long-standing service to the state and leadership of RCT in light of her retirement with a certificate from Governor Abbott. Members elected Michael Ebbeler to serve as the incoming chair and Lisa Maciejewski-West to serve as vice chair of RCT.

Committee Meetings

RCT committees are structured to facilitate discussion related to policy, procedures, and personnel development; membership and education; customer satisfaction and needs assessment; and planning and review. Each committee briefed and received direction from members on topics including the following:

- The policy committee reported a positive trend toward reducing the number of open vocational rehabilitation counselor positions and efforts to hire and retain counselors in a tight labor market.
- The membership committee reported on new member appointments, RCT leadership, and plans to update member training documents.
- The customer satisfaction committee discussed the comprehensive statewide needs assessment, including important changes to improve access and increase awareness and attendance at regional town hall meetings. Vocational rehabilitation uses this assessment to identify goals and priorities for the program that are aligned with the combined state plan.
- The planning and review committee reported on the status, schedule, and process for RCT members to review and comment on the combined state plan for vocational rehabilitation.

TWC Vocational Rehabilitation Services Report

Cheryl Fuller, director of the Vocational Rehabilitation Services Division at TWC, announced the Governor's appointment of a new TWC Commissioner Representing the Public, Bryan Daniel, former director of the Economic Development and Tourism Division in the Office of the Governor. Ms. Fuller commented on legislation to improve occupational skills training for individuals with intellectual and developmental disabilities. Vocational rehabilitation will support implementation through TWC and the Texas Higher Education Coordinating Board (THECB). TWC will identify and report on funding sources and specific occupations in high-demand industries in the state that may be appropriate for individuals with intellectual and developmental disabilities. The report will focus on occupations that require a postsecondary certification, occupational license, or other workforce credential and will be due in November 2020. THECB will establish an advisory council to study the accessibility of higher education for individuals with intellectual and developmental disabilities, make recommendations to address barriers and gaps in postsecondary data, and report historic and current higher education data and information related to this population.

Ms. Fuller also updated members on the upcoming federal Rehabilitation Services Administration monitoring visit in mid-September. Representatives will meet with RCT and review program performance, financial management, pre-employment transition services, and implementation of requirements under WIOA. RCT will hear the outcomes of the monitoring visit at the November meeting. In addition, the Rehabilitation Services Administration will seek RCT input on a project to rethink vocational rehabilitation performance in light of state and national trends that suggest a decline in applications for service and a need to improve outcomes in competitive integrated employment upon exiting training programs. It was noted that employment retention rates remain positive.

Finally, Ms. Fuller reported the outcomes of summer programs and plans to reassess the division structure and integration with workforce centers to improve key elements of alignment that support more effective services.

The next RCT meeting is scheduled for November 7–8, 2019, in Austin, Texas.

Recommendation

It is recommended that the Council note the information contained in this item.

**TWIC ACTION ITEM
MEMORANDUM**

REF: LR.twic.II4.091319

TO Council Members

SUBJECT Fiscal Year 2019 Council Work Plan Achievements and Consideration of the Fiscal Year 2020 Council Work Plan

Introduction

Each September, the Executive Committee considers a fiscal year (FY) work plan for recommendation to the Texas Workforce Investment Council (Council) to guide the activities of the Council and its staff for the upcoming fiscal year. This memorandum includes a progress report on implementation of the FY 2019 work plan and an overview of the proposed work plan for FY 2020.

Background

The annual work plan organizes the Council's work for the 12-month period from September 1 through August 31. The work plan is based on the duties and responsibilities assigned to the Council by state and federal law. The Council's responsibilities in federal law are contained in Title I of the Workforce Innovation and Opportunity Act; the Council's state statutes are codified in Chapter 2308 of Texas Government Code.

The work plan is structured according to the Council's five primary roles in the Texas workforce system, as well as an additional section for general administration:

- Strategic Planning and Capacity Building
- Evaluation and Performance Measurement
- Research and Continuous Improvement
- Review
- Skill Standards
- General Administration

Each role is further organized by critical function and by strategy. A critical function is a summary of the statutes that assign the Council a specific duty or responsibility. A strategy is the action that the Council will take during the fiscal year to fulfill that responsibility. The last role, General Administration, identifies the projects and responsibilities associated with the ongoing administration and continuous improvement of general operations that support Council activities.

The resources to support this work plan are specified in a Memorandum of Understanding (MOU) between the Office of the Governor, the Texas Workforce Commission, the Texas Education Agency, the Texas Health and Human Services Commission, and the Texas Higher Education Coordinating Board. The statutory basis of the MOU is Texas Government Code, Section 2308.065, and the Council funding formula approved by the Council and the Governor in March 2004.

Attachment

1. Draft Work Plan for Fiscal Year 2020

Discussion

FY 2019 Council Work Plan Progress Report

The Council approved the FY 2019 work plan in September 2018 to guide the activities of the Council and staff from September 1, 2018, to August 31, 2019. Deliverables in the work plan have been completed or did not require action from the Council or staff during the fiscal year.

A primary focus of the Council's work in FY 2019 continued to be the implementation of the eight-year system strategic plan. *The Texas Workforce System Strategic Plan FY 2016–FY 2023* was approved by the Council in September 2015. The Governor subsequently approved the plan later that fall. During FY 2019, the Council approved the third system evaluation report under that strategic plan. Additionally, the Council continued its system initiative on capturing best practices from Wagner-Peyser 7(b) grants.

Related to its system review role, the Council undertook a significant action related to its federal state workforce board responsibilities. At the June 2019 meeting, the Council considered and endorsed plan modifications for the 28 local workforce development boards and recommended those plan modifications to the Governor for his approval.

The Council also completed the following activities during the fiscal year:

- Continued work to design a system to identify and collect deliverables from federally-funded discretionary grants such as Wagner-Peyser 7(b) to enable other system stakeholders to access and use those promising practices,
- Updated the family income and assistance model to assist the Texas Workforce Commission,
- Approved the funding formula recommendations for Chapter 133 apprenticeship programs,
- Hosted two employer panels,
- Published the results of a statewide employer engagement strategy to identify industry-based certifications for middle-skill STEM occupations in Texas that are of value to Texas employers,
- Published a demographic study on understanding the need for adult education in Texas,
- Published a demographic study on Texans with disabilities,
- Published a demographic study on veterans in Texas,
- Published a final report on the state's 86th legislative session,
- Published the Texas Workforce Investment Council annual report for FY 2018,
- Coordinated the Texas Talent Connection grant program on behalf of the Office of the Governor,
- Collaborated with the Texas Workforce Commission (TWC), the Texas Higher Education Coordinating Board (THECB), and the Texas Education Agency (TEA) on the transition plan for career and technical education under Perkins V,
- Collaborated with TWC, THECB, and TEA on the formal plan for career and technical education under Perkins V,
- Began hosting the tri-agency staff meetings,
- Worked with TWC and local workforce boards to secure grant funding for upskilling workers, and
- Recognized or renewed recognition for 18 community or technical college technical education programs.

Other briefs and publications such as the federal and state interim legislative updates were published and distributed electronically.

FY 2020 Council Work Plan

The attached work plan represents those key activities that the Council and staff will engage in during FY 2020. The Council has over 45 duties identified in Chapter 2308 of Texas Government Code and the Workforce Innovation and Opportunity Act of 2014. Sixteen critical functions form the structure of the plan; each function has one or more associated strategies that will ensure that the Council fulfills that function during FY 2020.

A continuing focus of the Council in FY 2020 will be the implementation of the workforce system strategic plan and updating the action plans contained in the strategic plan. Work will continue on studies and reports to support the implementation of the system strategic plan and to design and launch system projects to strengthen the three strategic pillars that form the foundation of the strategic plan: customer service and satisfaction, data-driven program improvement, and continuous improvement and innovation. In addition, a number of publications are scheduled for FY 2020, including the fourth evaluation report of system performance under the new system strategic plan.

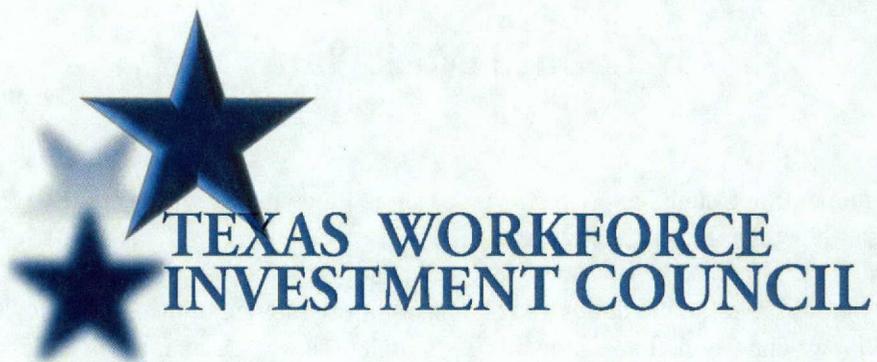
Fiscal year 2020 will also require that the Council consider and recommend to the Governor action on several key responsibilities of the Council, including:

- Consideration for endorsement and forwarding to the Governor for his consideration, a new four-year state plan as required by the Workforce Innovation and Opportunity Act.

Recommendation

It is recommended that the Council approve the FY 2020 work plan.

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Draft Work Plan for Fiscal Year 2020
September 1, 2019 – August 31, 2020

Council Work Plan

Each September, the Council approves a work plan to guide the activities of the Council and staff for the upcoming fiscal year.

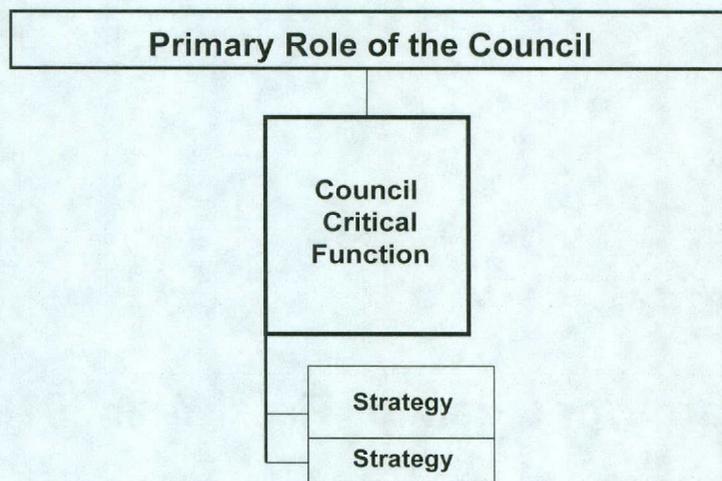
The work plan is based on the duties and responsibilities assigned to the Council by state and federal law. The Council's responsibilities in federal law are contained in Title I of the Workforce Innovation and Opportunity Act (WIOA); the Council's state statutes are codified in Chapter 2308 of Texas Government Code.

The work plan is structured according to the six **primary roles** of the Council in the Texas workforce system:

1. strategic planning and capacity building
2. evaluation and performance measurement
3. research and continuous improvement
4. review
5. skill standards (development and facilitation of use)
6. general administration

Each role is further organized by critical function and by strategy. A **critical function** is a summary of statutes that assign the Council a specific duty or responsibility. A **strategy** is the action that the Council will take during the fiscal year to fulfill that responsibility.

The layout of each page in the work plan is as follows:



System Strategic Planning and Capacity Building

Develop a single strategic plan that establishes the framework for budgeting and operation of the workforce system and includes goals, objectives, and performance measures.

To facilitate delivery of integrated workforce services, the plan must include long-range strategies that identify the accountable agency(ies) and must also include timelines for implementation of each strategy.

Convene task and focus groups to assist in the implementation of system initiatives related to the system strategic plan pillars and system competencies.

Conduct research to support implementation of the workforce system strategic plan.

Conduct meetings with agencies to update action plans in the system strategic plan.

Identify and document promising and best practices from implementation of plan objectives and agency strategic plans.

As required, or as requested by the Office of the Governor, lead development or assist in coordination of relevant plans and applications required under federal law or regulation.

As required, update the workforce program directory.

As required or requested, consult on, or provide review and comment on, workforce plans and applications.

As required, review and comment on WIOA Combined State Plan modifications and recommend final approval by the Governor.

Identify barriers to integrated service delivery at the local level and develop linkages in the system to ensure the development and continuous improvement of a state-wide system of activities carried out through the one-stop delivery system.

As required, identify barriers to integrated program and service delivery by evaluating local workforce board and state agency plans.

Monitor agency achievement of action plans to identify barriers and effective strategies for improving system integration and alignment.

Report to the Governor regarding barriers to integrated service delivery through the 2019 annual evaluation report on system strategic plan implementation.

System Evaluation and Performance Measurement

Develop, implement, and continuously improve a comprehensive system of performance measures.

Evaluate the effectiveness of the workforce development system, including the degree to which the system is effective in achieving state and local goals and objectives.

Evaluate programs to identify any gaps or duplications in planning or service delivery, and any other problems that adversely affect the seamless delivery of services.

Monitor the implementation of workforce programs and services to identify gaps and duplication or delivery issues, and work with partner agencies to facilitate resolution.

Collect, analyze, and report on system, formal, and less formal performance measures in the annual workforce system evaluation report.

Maintain and monitor a system to capture and report technical data for performance measures for the workforce system strategic plan.

Identify collaborative opportunities to pilot external evaluation of workforce programs or initiatives.

Provide annual evaluation reports to the Governor and the legislature, including a report on the implementation of the workforce system strategic plan and a report on the status of Welfare to Work initiatives in Texas.

Include in the annual report on strategic plan implementation problems identified by the Council, those to be addressed in the coming year, and the results of measures taken by the Council to address those problems.

Implement research to evaluate program, service, or planning gaps in Texas' workforce system.

Report on the status of welfare to work programs in the Council's annual system evaluation report.

Publish research on emergent issues as relevant to assist system partners.

Publish and disseminate the 2019 workforce system evaluation report that provides the fourth evaluation of system performance under the workforce system strategic plan.

Develop a system to monitor and evaluate employment-related outcomes of adult education and literacy programs. Evaluate programs to identify any lack of adequate client information-sharing and any other problems that adversely affect the seamless delivery of those services.

Establish, with the approval of the Governor, a funding formula for the follow-up and evaluation system.

Monitor implementation of adult education strategies and action plans in the system strategic plan.

Include employment-related outcomes for adult education in the Council's system measures and report in the annual workforce system evaluation report.

Monitor and report on integrated delivery models for adult education and literacy.

Apply funding formula for the follow-up and evaluation system.

System Research and Continuous Improvement

The Council shall promote the development of a well-educated, highly skilled workforce, and shall advocate the development of an integrated workforce system.

Periodically, develop recommendations to the Governor in the Council's areas of responsibility.

Report to the Governor and the legislature.

Publish briefs on emerging issues in the workforce system or in the workforce.

Develop periodic recommendations to the Governor through the annual evaluation report, research reports, issues briefs, and the Council Chair.

Research and publish reports and studies to support program planning and improvement.

The Council shall carry out the federal and state duties and responsibilities of advisory councils under applicable federal and state workforce development laws or regulations.

Monitor implementation of the Workforce Innovation and Opportunity Act.

As relevant, monitor workforce system-related legislation introduced and passed during the Texas Legislative Session.

Recommend funding formulas for apprenticeship programs funded under Chapter 133 of the Texas Education Code.

Publish the FY 2019 Council annual report.

Encourage, support, or develop research and demonstration projects designed to develop new programs and approaches to service delivery.

Maintain the family income and assistance model and develop other research tools and projects as necessary and feasible.

Where feasible and relevant, participate in relevant state and national projects.

Design and develop projects to strengthen the strategic pillars of the workforce system and strategic plan.

Participate in Results for America Workforce Fellowship for evidence-based funding decisions and grant-making.

System Review

Review and comment on state plans required by applicable federal law in order for Texas to receive federal funds, and on certain reports required under WIOA.

This review and comment shall include the review of state agency strategic plans for alignment with the Texas workforce system strategic plan for fiscal years 2016–2023, as specified in state law.

As required, review and comment on the state WIOA plan.

As required, review state plan(s) and modifications for recommendation to the Governor for consideration for approval.

As required in even-numbered years, revise agency strategic planning guidelines appendix to determine partner agency alignment/progress.

As required in even-numbered years, review partner agency plans for alignment with the workforce system strategic plan.

As required, prepare a summary analysis of partner strategic plans documenting alignment with the workforce system strategic plan.

Recommend to the Governor the designation or redesignation of workforce development areas for the local planning and delivery of workforce development.

As required, review and consider requests for redesignation and recommend to the Governor for action.

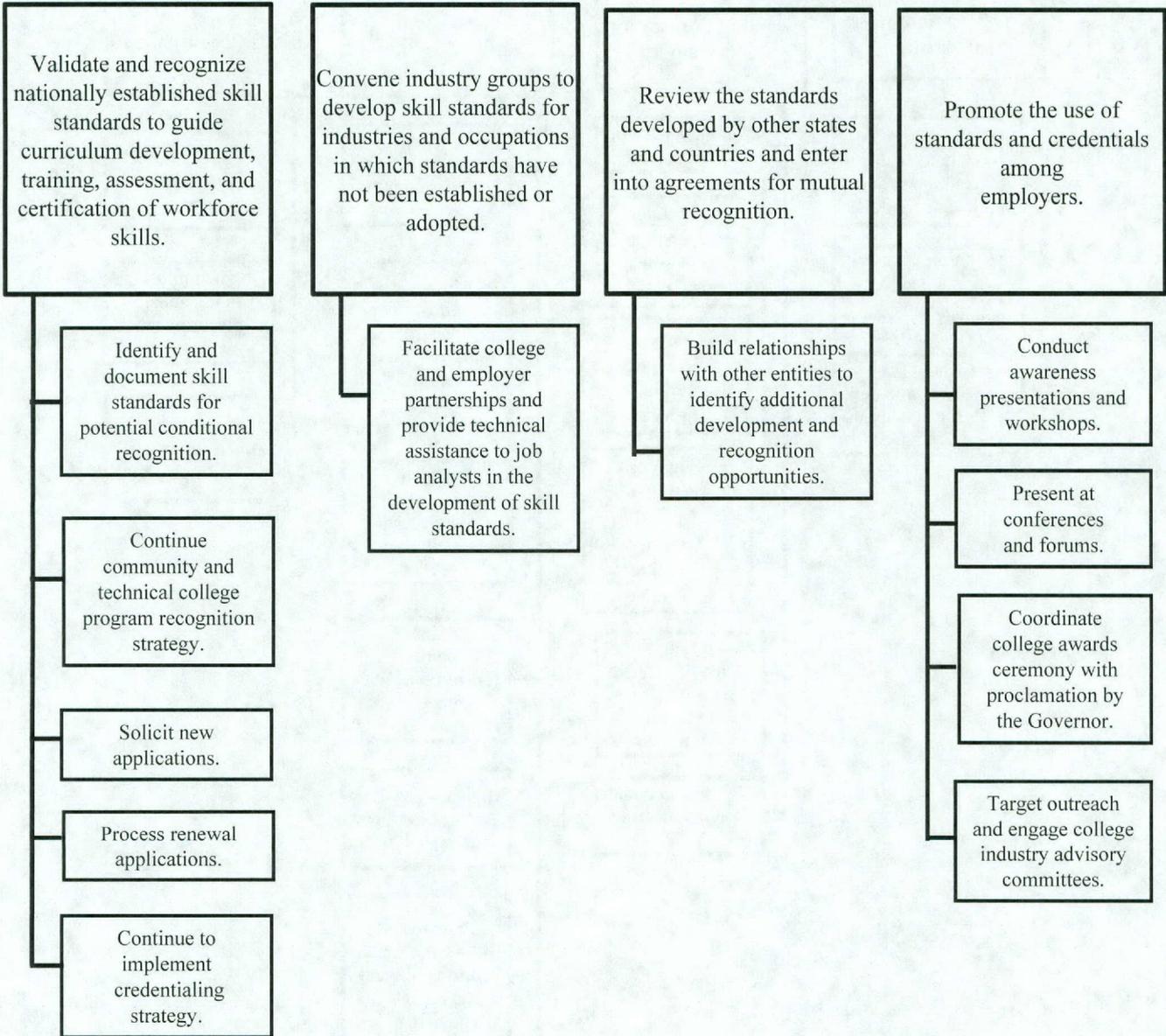
Review local plans to determine the degree to which local boards have developed broad goals and objectives consistent with statewide strategic plan goals and objectives and performance measures, and to assist the Governor in continuous improvement of the one-stop system.

As required, revise instrument for inclusion in TWC guidelines to determine local board alignment/progress.

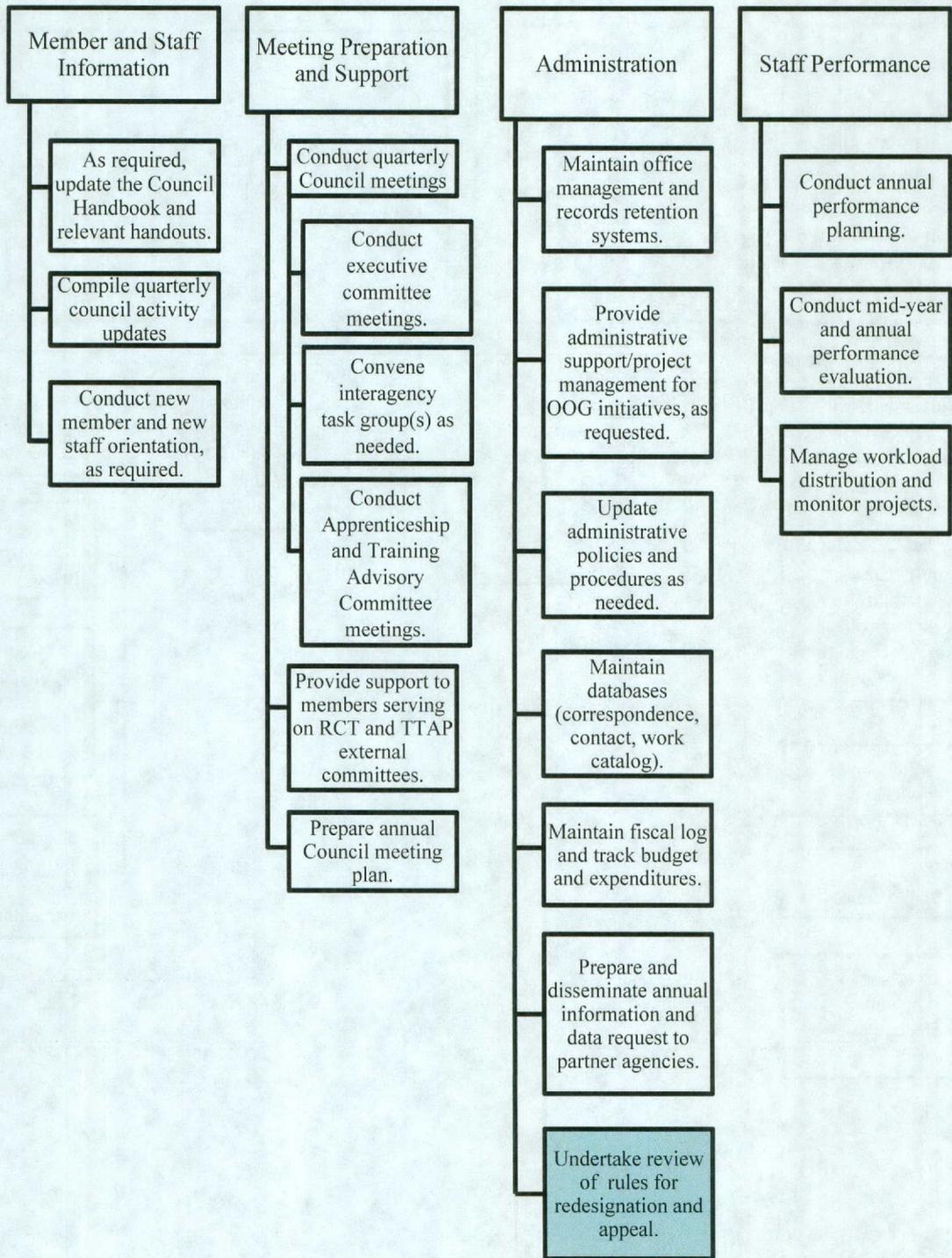
As required, review local board plans or modifications for recommendation to the Governor for approval.

As required, prepare aggregate level analysis of local workforce development board alignment and progress.

Skill Standards



General Administration



**TWIC ACTION ITEM
MEMORANDUM**

REF: AMD.twic.II5.091319

TO Council Members**SUBJECT** Skill Standards for Advanced Manufacturing, Energy, and Healthcare Occupations**Introduction**

The Texas Workforce Investment Council (Council) will consider recognition of skill standards for eight occupations in advanced manufacturing, energy, and healthcare submitted by national industry groups.

Background

In Texas Government Code, Section 2308.109, the Council is charged with developing and maintaining a statewide system of industry-defined and industry-recognized skill standards for major skilled occupations that provide strong employment and earnings opportunities and require less than a baccalaureate degree. The Council's charge includes four specific mandates. This item pertains to the Council's first mandate to validate and recognize nationally established skill standards. This mandate is addressed under the conditional recognition policy specified in the *Guidelines for the Development, Recognition, and Usage of Skill Standards (Guidelines)*, which the Council approved at its December 2015 meeting.

The *Guidelines* define skill standards and the elements that compose them, which describe both the work and the worker qualifications for the occupation, as follows:

Work-oriented elements

- Critical work functions – the principal responsibilities of an occupational area
- Key activities – the major clusters of tasks required to perform each critical work function
- Performance criteria – the standard or proficiency level to which the key activity must be performed

Worker-oriented elements

- Academic knowledge and skills – traditional subjects of math, science, reading, and writing
- Employability knowledge and skills – transferable, cross-functional competencies
- Occupational skills, knowledge, and conditions – job-specific skills and knowledge and the related tools, resources, and equipment

Attachments

1. Letter from Montez King, Executive Director, National Institute for Metalworking Skills, requesting recognition of four advanced manufacturing standards
2. Letter from Christine Carpenter, Director, Energy Providers Coalition for Education, requesting recognition of the transmission line worker standards
3. Letter from Daniel Bustillo, Executive Director, Healthcare Career Advancement Program, requesting recognition of three healthcare standards

Discussion

The skill standards under consideration, called Competency-Based Occupational Frameworks for Registered Apprenticeship, meet the skill standards definition in the *Guidelines*, and are composed of

equivalent work- and worker-oriented elements, although some of the terminology is different. The frameworks also meet the legislative criteria for the Texas skill standards system: industry-defined, industry-recognized, and for major skilled occupations. Staff has verified with Texas labor market information data the wage level, education level, and employment prospects of the occupations that the frameworks describe. The eight occupations described in the frameworks, followed by the month and year developed or last updated, include:

- *Advanced Manufacturing*: CNC Set-Up Programmer – Milling and Turning (August 2018); Industrial Maintenance Mechanic (August 2018); Mechatronics Technician I (Fitter) (August 2018); and Mechatronics Technician II (Installer) (February 2019)
- *Energy*: Transmission Line Worker (February 2018)
- *Healthcare*: Community Health Worker (December 2017); Medical Records and Health Information Technician/Medical Coder (December 2017); and Surgical Technologist (February 2019)

The Transmission Line Worker framework will replace the Lineman skill standards previously recognized by the Council. It is an updated, more current version of standards for the occupation.

According to the *Guidelines*, the category of conditional recognition is awarded to skill standards submitted by an industry or stakeholder group that provides evidence of a rigorous development and validation process that took place somewhere other than the state of Texas. The development of the competency-based occupational frameworks under consideration was facilitated by the Urban Institute under a grant from the U.S. Department of Labor. The grant required a development and validation process that adheres to the job analysis methodology and actions outlined in the *Guidelines*, including convening industry subject matter experts to identify the work-oriented information and validation by a wider range of practitioners in the occupation. The Urban Institute worked with employers, subject matter experts, labor unions, trade associations, credentialing organizations, and academics to facilitate this process and develop the frameworks.

Among the stakeholder groups that may submit standards for Council recognition is a “national industry group which is recognized by its constituent industry/business base.” For each occupational area, the related frameworks are being submitted by the following national industry groups: National Institute for Metalworking Skills (advanced manufacturing), Energy Providers Coalition for Education (energy), and Healthcare Career Advancement Program (healthcare). As indicated in the letters of request for recognition (Attachments 1–3), each industry group is strongly represented by a constituent base of employers across the various sectors of the industry.

Staff has reviewed the eight competency-based occupational frameworks and verified that they meet the skill standards recognition criteria and documentation requirements for conditional recognition as established in the *Guidelines*. If recognized by the Council, the standards will be posted in the public domain on the Texas skill standards website per policy in the *Guidelines*.

The frameworks will be available online for Council members’ review and reference prior to the meeting at the following address: <https://tssb.org/meeting-review-materials>.

Recommendation

It is recommended that Council members recognize the eight competency-based occupational frameworks for inclusion in the Texas skill standards system.



August 8, 2019

Mark Dunn
Chair, Texas Workforce Investment Council
1100 San Jacinto Boulevard, Suite 1.100
Austin, Texas 78701

Dear Chairman Dunn:

The National Institute for Metalworking Skills (NIMS) requests that the Texas Workforce Investment Council recognize the following advanced manufacturing competency-based occupational frameworks for inclusion in the Texas skill standards system:

- CNC Set-Up Programmer – Milling and Turning
- Industrial Maintenance Mechanic
- Mechatronics Technician I (Fitter)
- Mechatronics Technician II (Installer)

NIMS was formed in 1995 to develop and maintain a globally competitive American workforce. Today, NIMS is the industry standard for training and skill validation within precision manufacturing. NIMS has a stakeholder base of over 6,000 metalworking companies in partnership with five major industry trade associations. The vision of NIMS is to empower organizations and individuals through workforce skills standards and credentials to build a thriving and globally competitive manufacturing industry.

Facilitated by the Urban Institute under a grant from the US Department of Labor, the advanced manufacturing occupational frameworks were created in August 2018. The competencies for the framework were subjected to a rigorous development and validation process that engaged practitioners and subject matter experts in the occupational analysis.

As a participant in the development of these advanced manufacturing occupational frameworks, NIMS endorses the competencies as requirements for employees in the industry and for use in education and training programs. NIMS understands that these frameworks will be posted to the online Texas skill standards repository, where they will be available in the public domain.

We appreciate your consideration of this request.

Sincerely,

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Montez King
Executive Director

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Aug. 9, 2019

Mark Dunn
Chair, Texas Workforce Investment Council
1100 San Jacinto Boulevard, Suite 1100
Austin, Texas 78701

Dear Chairman Dunn:

Energy Providers Coalition for Education (EPCE) would like to bring to your attention the opportunity to review the transmission line worker competency-based occupational framework for possible recognition and inclusion in the Texas skill standards system.

EPCE represents energy employers across the country working to educate and train the energy workforce. EPCE's national coalition of over 2,500 energy members represent various entities, including private, public, and government-owned utilities; energy contractors and suppliers; professional associations; unions partnering together to educate and train the energy workforce.

EPCE, along with other organizations, participated in a review of the transmission line worker framework, facilitated by the Urban Institute under a grant from the US Department of Labor in February 2018. The competencies for the framework were subjected to a rigorous development and validation process that engaged practitioners and subject matter experts in the occupational analysis to review competency based occupational framework for line workers.

As a participant in the review of the transmission line worker framework, EPCE understand the importance of the competencies for employees in the industry and for use in education and training programs. EPCE supports the transmission line worker framework to be posted to the Texas skill standards system website, where it will be available in the public domain.

We appreciate your consideration of this request.

Sincerely,

Christine Carpenter

Christine Carpenter
Director
[Energy Providers Coalition for Education](http://www.energyproviderscoalitionforeducation.org)
ccarpenter@cael.org

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H-CAP, Inc.
PO Box 775
New York, NY 10108

July 31, 2019

Mark Dunn
Chair, Texas Workforce Investment Council
1100 San Jacinto Boulevard, Suite 1.100
Austin, Texas 78701

Dear Chairman Dunn:

The Healthcare Career Advancement Program (H-CAP) requests that the Texas Workforce Investment Council recognize the following health care competency-based occupational frameworks for inclusion in the Texas skill standards system:

- Community Health Worker
- Medical Records and Health Information Technicians/Medical Coders
- Surgical Technologist

H-CAP is a national labor/management organization that promotes innovation and quality in healthcare career education. Its board includes Service Employees International Union locals and healthcare employers across all sectors of healthcare. H-CAP's mission is to transform healthcare workforce development and education to support and engage a well-trained and valued workforce to better meet the need for quality care in a rapidly changing industry.

Facilitated by the Urban Institute under a grant from the US Department of Labor, the community health worker and medical records and health information technician frameworks were updated in December 2017 and the surgical technologist framework was updated in February 2019. The competencies for these frameworks were subjected to a rigorous development and validation process that engaged practitioners and subject matter experts in the occupational analysis.

As a participant in the development of the community health worker and surgical technologist frameworks and after review of the other healthcare framework, H-CAP endorses the competencies as meeting requirements for employees in the industry and for use in education and training programs. H-CAP understands that these frameworks will be posted to the online Texas skill standards system repository, where they will be available in the public domain.

We appreciate your consideration of this request.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel Bustillo", with a long, sweeping horizontal line extending to the right.

Daniel Bustillo
Executive Director, H-CAP

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**TWIC BRIEFING ITEM
MEMORANDUM**

REF: KL.twic.II6.091319

TO Council Members

SUBJECT Update to *The Texas Workforce System Strategic Plan FY 2016–FY 2023*

Introduction

In February, the Texas Workforce Investment Council (Council) will consider endorsement of the four-year update to *The Texas Workforce System Strategic Plan FY 2016–FY 2023* and recommend final approval by the Governor. This item will provide an overview of the primary requirements and schedule for the update.

Background

Texas Government Code §2308.104 specifies that the Council shall develop a single strategic plan for the state workforce system, and that the strategic plan should establish the framework for budgeting and operation of the workforce system programs administered by the agencies represented on the Council. The Council is directed to include the goals, objectives, and performance measures that guide system partners in implementing workforce system strategies and that align Texas workforce programs with the Council's vision and mission for the workforce system.

Covering the period of September 1, 2015–August 31, 2023, *The Texas Workforce System Strategic Plan FY 2016–FY 2023* was devised on an eight-year timeframe to align with the federal workforce requirements under the Workforce Innovation and Opportunity Act of 2014 (WIOA) (Public Law 113-128). The act requires each state to submit its four-year unified or combined state plan for program years 2020–2023 to the U.S. Department of Labor. The update of the system strategic plan coincides with the development of the four-year state plan. The system plan states that during the fourth year of implementation, the Council will undertake an update of the plan.

Attachments

1. The Texas Workforce System Strategic Plan FY 2016–FY 2023 one-page summary
2. Texas Workforce System Strategic Plan Architecture FY 2016–FY 2023
3. Sample Partner Agency Action Plan

Discussion

In his introduction to *The Texas Workforce System Strategic Plan FY 2016–FY 2023*, Governor Abbott stated that the strength of our state's workforce system is grounded in the collaborative efforts of the Council and its system partners. During the development of the system plan, partner agencies recast issues and opportunities as strategies and carefully crafted the agency action plans and less formal performance measures that demonstrate achievement of the system goals and objectives. An overview of the system strategic plan is provided in Attachment 1. Now at the midpoint of the implementation period, the Council will again consider the recommendations and priorities of its partner agencies in an update of the action plans for fiscal years (FY) 2020–2023. The activities specified in the agency action plans are the key levers for achieving the system objectives in the strategic plan.

As required by federal and state statute, the system plan must contain system goals. The Council and its partners use the primary goals of the system strategic plan to create actionable objectives that align performance with the Council's vision and mission for the Texas workforce system. All agency partners contribute to achievement of the following system goals:

- Focus on Employers
- Engage in Partnerships
- Align System Elements
- Improve and Integrate Programs

Each goal is supported by one or more system objectives, as illustrated in the system plan architecture in Attachment 2. The system goals and objectives are supported by multiple action plans to guide implementation of the plan.

Action Plans

Each action plan outlines system objectives, partner strategies, and the agency responsible for implementing each strategy. System objectives identify high-priority outcomes necessary to achieve system goals. The action plans also include performance measures to evaluate whether the strategies are successful. The action plans directly reference the less formal measures. These measures provide feedback on the successful implementation of each action plan and are specific to each goal. Twenty-five less formal measures are detailed in the strategic plan. This update of the system strategic plan will focus on the agency action plans, including revisions to the less formal measures if necessary.

Plan Update Guidelines and Process

The update of the action plans will be a guided process with each agency partner and will include the following steps:

1. Review status toward achieving the relevant system objectives relative to each agency's action plan(s).
2. Identify additional actions required to achieve the relevant system objective(s) by the end of the plan period.
3. Confirm alignment between the proposed actions and the less formal measures.
4. Document new action plan(s) and due dates and submit to the Council.

Schedule

The schedule for the system strategic plan update includes the following dates:

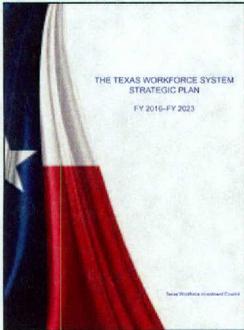
August–October 2019	Conduct system planning meetings with agencies
December 13, 2019	Agencies complete and submit action plan updates to Council
October–January 17, 2020	Council and agency staff address questions and finalize edits
February 28, 2020	Staff briefs Council for recommendation to the Governor
February 28, 2020	Council submits the plan update to the Governor for approval

Recommendation

It is recommended that members note the information in this briefing item.

The Texas Workforce System Strategic Plan

FY 2016—FY 2023



Texas Government Code, Section 2308.104, charges the Texas Workforce Investment Council (Council) with developing a single strategic plan for the state's workforce system. Approved by Governor Greg Abbott, the strategic plan was developed by the Council and its partners to align Texas workforce programs, services, and initiatives. The plan guides system partners in implementing workforce strategies that are designed to achieve specific objectives. These

outcomes are based on key issues identified throughout Texas that shape the goals, action plans, and performance measures of the plan. The strategic plan identifies and magnifies future achievements that are crucial to the success of the Texas workforce system.

The Planning Process

Starting in 2013, The Council developed a process to identify critical issues and opportunities that system partners must address in the next five to eight years. Activities included conducting listening sessions with Council member agencies and other workforce system partners; gathering information and feedback from the Council's System Integration Technical Advisory Committee quarterly meetings; and following up with agencies and stakeholders. The results from these processes were analyzed to determine commonalities across agencies and to pinpoint issues of significant strategic value to the workforce system.

Foundations of the Plan

The planning process identified several core elements that represent a world-class workforce system. These elements were combined into three broad system imperatives that serve as the foundation for all elements of the strategic plan:

- **Customer Service and Satisfaction.** Assessing customer satisfaction and translating this data into useful actions is essential to meet the needs of workforce system customers. Employers, all current and future workers, and system program and service providers are key customers of the Texas workforce system.
- **Data-Driven Program Improvement.** Data from across the workforce system are critical to evaluate whether programs, services, and products are meeting the needs of customers. The Texas workforce system can measure what matters most by collecting and analyzing key data in order to demonstrate outcomes, determine if changes are required, and establish benchmarks for future performance.
- **Continuous Improvement and Innovation.** A commitment to continuous improvement and innovation is necessary to ensure an adaptive workforce system. This includes researching best practices; incorporating promising practices from outside the Texas workforce system; analyzing program and system performance; and streamlining processes to ensure improvement and innovation become embedded into all system elements.

Vision

An innovative, world-class Texas workforce system ensures success in the dynamic global economy.



Mission

The mission of the Texas workforce system is to position Texas as a global economic leader by:

- Growing and sustaining a competitive workforce
- Aligning programs with employer needs
- Integrating system services
- Leveraging partnerships



Partners

Texas Department of Criminal Justice
Texas Education Agency
Health and Human Services Commission
Texas Higher Education Coordinating Board
Texas Juvenile Justice Department
Office of Economic Development and Tourism
Texas Veterans Commission
Texas Workforce Commission

Primary Goals of the Plan

According to federal and state statute, the strategic plan must contain system goals that the Council and its partners use to create actionable objectives to meet the vision and mission of the system. For that reason, the strategic plan is organized by four goal areas.

1. Focus on Employers. Through greater engagement with employers, education and training providers can better design career education content and delivery options that are more aligned with industry needs.

2. Engage in Partnerships. Through collaboration, system partners can focus on outcomes that improve the employability of all program participants in order to meet employer needs.

3. Align System Elements. By enhancing the education and training pipeline, Texas can improve the ability of all students to complete programs of study, earn credentials, transition to further education, and gain employability skills.

4. Improve and Integrate Programs. By sharing resources, the Texas workforce system can create new, relevant, and innovative opportunities that serve the needs of all stakeholders.

Each goal area contains multiple action plans. Each action plan outlines system objectives, partner strategies, and the agency responsible for implementing each strategy. System objectives identify high-priority outcomes necessary to achieve system goals. Partner strategies are the key actions each agency must accomplish in order to achieve system objectives. The agency responsible for carrying out each strategy could be one or more of the eight Texas workforce system partners.

The action plans also include performance measures to evaluate whether the strategies are successful. Formal measures provide data on system performance as a whole and are essentially consistent across all workforce agencies. These measures include educational achievement, entered employment, employment retention, and customers served. Less Formal measures provide feedback on the successful implementation of each action plan and are specific to each goal. Twenty-five of these measures are detailed in the strategic plan.

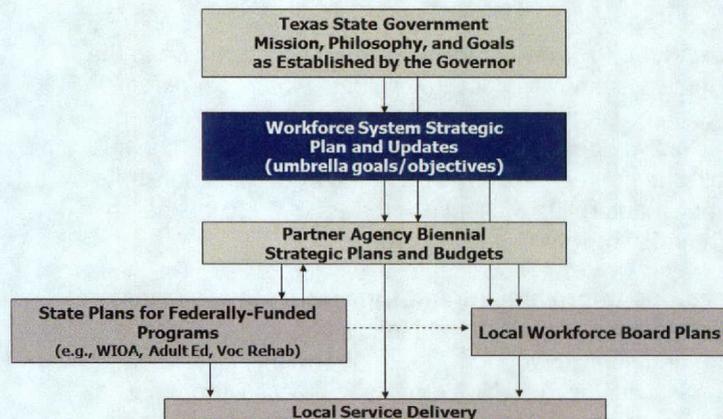
Linking Key Texas Workforce Plans

The Texas workforce system strategic plan is intended to align complementary elements with the Texas state government strategic planning and budgeting system, not to duplicate other agencies' strategic plans. Therefore, the issues, goals, objectives, and actions found in this plan should be incorporated into partner agencies' strategic plans, which will be completed in 2016, 2018, 2020, and 2022. This alignment furthers the vision to realize an innovative, world-class Texas workforce system that will ensure success in a dynamic global economy.

Key Issue Areas

The planning process revealed several key issue areas that helped define the objectives in the strategic plan:

- ★ Educational programs of study
- ★ Adult education
- ★ Middle-skill workers
- ★ Industry-based certifications for Texas workers
- ★ Demand-driven programs and services
- ★ Education system coordination and alignment



Texas Workforce System Strategic Plan Architecture FY 2016-FY 2023

System Goal	System Objectives	Agency Partners	Partner Strategies
Focus on Employers	Increase business and industry involvement.	TVC	Expand outreach programs to employers to assist veterans to find quality employment.
		TEA	Involve business and industry in Texas Essential Knowledge and Skills review and programs of study.
	Expand licensure and industry certification.	TWC TEA THECB TVC TDCJ	Use third-party, industry-based certifications where relevant as an education or training outcome to connect graduate competencies to job skill requirements.
		TEA THECB	Align career and technical education program content and outcomes with third-party, industry-based certifications.
Engage in Partnerships	Expand partnerships with system partners and stakeholders to promote collaboration, joint planning, and enhanced participant outcomes.	TWC	Improve rehabilitation employment outcomes by establishing additional partnerships with secondary and postsecondary entities, and employers.
		TWC	Create greater access and effective services by promoting collaboration and regional planning.
		TWC THECB	Increase access to, referral between, and outcomes of adult education programs and services.
		TDCJ	Establish and leverage regional employer partnerships to benefit students pre- and post-release.
Align System Elements	Improve and enhance services, programs, and policies to facilitate effective and efficient transitions.	TEA THECB	Develop and implement programs of study in community and technical colleges and align with secondary programs of study.
		TWC	Enhance transition services for students and youth with disabilities to competitive integrated employment or postsecondary education and training and then to competitive integrated employment.
	Develop and implement policies and processes to ensure portable and transferrable credit and credentials.	THECB	Ensure consistent credit transfer based on programs of study and common technical core curriculum.
		TJJD	Expand career and technical education courses to provide additional opportunities for dual credit.
Improve and Integrate Programs	Employ enhanced or alternative program and service delivery methods.	TJJD TWC	Identify and implement new, relevant technology and service delivery options to expand program and service outcomes.
		TWC	Increase competitive integrated employment outcomes by increasing awareness of vocational rehabilitation services and better serving underserved populations.
		TWC	Enhance quality of and increase access to quality child care to support parents in obtaining and retaining employment.

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Sample Partner Agency Action Plan

System Objective

Improve and enhance services, programs, and policies to facilitate effective and efficient transitions.

Strategy

Enhance transition services for students and youth with disabilities to competitive integrated employment or to postsecondary education and training followed by competitive integrated employment.

Partner Agency

Texas Workforce Commission

Action	Start Date	End Date
Evaluate, identify, and implement revisions to vocational rehabilitation program policy, procedures, and staffing strategies to improve consistency and effectiveness in the delivery of transition services for students and youth with disabilities.	FY 2016	FY 2016
Develop and deploy a core group of subject matter experts to assist in implementation of program improvements in transition services, including the development and coordination of training and guidance to increase staff capacity to assist students and youth with disabilities.	FY 2016	FY 2017
Collaborate with other states, providers, and system partners to develop policy, curriculum, resources, and staff capacity to enhance provision of transition services for students and youth with disabilities. [Transition services include but are not limited to career exploration, work-based learning experiences, counseling on opportunities for postsecondary education and training, job readiness skills training, and self-advocacy instruction.]	FY 2016	FY 2019

Performance Measures

- Percentage of students and youth with disabilities who participated in transition services and subsequently enrolled in postsecondary education and training
- Percentage of students and youth with disabilities who participated in transition services and subsequently entered competitive integrated employment

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**TWIC BRIEFING ITEM
MEMORANDUM**

REF: DM.twic.II7.091319

TO Council Members**SUBJECT** *Evaluation 2019: Accomplishments and Outcomes of the Texas Workforce System***Introduction**

Each September, the Texas Workforce Investment Council (Council) is briefed on the development of an annual evaluation report on the Texas workforce system. The annual report is a key part of the Council's overall evaluation framework, which is designed to address multiple statutory requirements outlined in Texas Government Code.

Background

Texas Government Code specifies that the Council prepare an annual report on implementation of the workforce system strategic plan, including an analysis of system performance based upon the formal and less formal performance measures approved by the Governor. The Council is also required to report annually on adult education activities, work development programs that focus on welfare to work initiatives, and the Council's duties related to skill standards development. The annual evaluation report is the Council's key strategy for fulfilling these statutory responsibilities. It does not duplicate reports that are required by the Legislative Budget Board or other federal or state agencies with funding or oversight responsibility for a given workforce system program(s).

Attachment

1. System Evaluation Framework: Evaluation Report Components

Discussion

Guided by *The Texas Workforce System Strategic Plan FY 2016–FY 2023*, system partners collaborate to ensure Texas has the workforce required to be successful in the global economy. Each year, the Council prepares a system evaluation report for submission to the Governor and the legislature. The 2019 evaluation report will be the Council's fourth evaluation for the eight-year strategic plan period. In anticipation of Council action in December 2019, this briefing item provides an overview of the report structure which features the balanced scorecard.

Evaluation Framework: A new evaluation framework was developed for use during the FY 2016–FY 2023 strategic plan period. The framework provides information on statutory requirements and creates a plan and structure for development of the Council's overall evaluation strategy, including preparation of the Council's annual evaluation report to the Governor and legislature. (Attachment 1)

System Strategic Plan – Structure and Reporting: Following Council action in September 2015, the Governor approved both *The Texas Workforce System Strategic Plan FY 2016–FY 2023* and the formal and less formal performance measures. The plan was developed collaboratively by the Council and its system partners and further elevated the system-level approach utilized for the previous two workforce system plans. The plan is structured around four goal areas that address cross-agency, strategic issues related to employers, partner engagement, system alignment, and program improvement and integration. It focuses on

high-level, system objectives—many of which require multi-partner collaboration or alignment of programs, initiatives, and outcomes.

Reporting elements were designed to provide a system perspective of progress and achievement for partner agencies and other system stakeholders, and to meet statutory requirements for reporting to the Governor and legislature. To complement the plan's structure and to support associated reporting and performance assessment, a balanced scorecard was developed as part of the Council's overall evaluation framework.

Draft Report Structure

Introduction: This section will provide an overview of the balanced scorecard and set the context for the report with regard to the Council and its reporting requirements. It will also include information on data decisions, treatment, and related limitations.

Balanced Scorecard: The balanced scorecard—aligned with the system strategic plan structure—supports Council and system partner efforts to continuously improve the workforce system's efficiency and effectiveness. In keeping with the intent to elevate and further improve Council reports, the components were designed to include focused narrative along with graphical representations. The balanced scorecard includes the components outlined below:

- ▶ *Workforce System Performance Outcomes (scorecard 1, formal performance measures):* Performance accountability is a key element under the system strategic plan, which includes four formal measures—educational achievement, entered employment, employment retention, and customers served. Performance trend data and high-level explanatory information will be presented, as well as partner agency aggregate data for each formal measure. Data are currently available for 2004–2019 and will continue to be submitted to the Council by six partner agencies for 23 programs and services focused on education, workforce, and workforce training services.
- ▶ *System Goals (scorecards 2-5, less formal measures):* Four scorecards are based on the plan's goal areas, incorporating the goal titles as headers. Each goal area includes multiple partner agency action plans that outline the partner strategies that are tied to the plan's system objectives—the high-priority actions and outcomes necessary to achieve system goals. Each scorecard will present:
 - a description of why the goal area is important to Texas;
 - system objective(s), to communicate the objectives identified as high-priority outcomes/actions considered essential to achieve the goal;
 - system partner strategies, linked to the applicable system objective; and
 - associated performance indicators that link directly to a partner strategy that is considered critical to achievement of the system goal (less formal measures). This year, the scorecards will also include:

Action plan implementation reports: Partner agencies are required to report action plan status information in order to ensure agency alignment with and accountability in implementing the system strategic plan. In even-numbered years, this is documented through the agencies' biennial strategic plans. In odd-numbered years, implementation status is requested from the agencies. Key implementation highlights are presented in the action plan reports. Additional data elements, such as examples of industry-based certifications successfully completed by program participants, may also be included.

Strategic Pillars: This section will provide information on efforts designed to address one or more of the strategic pillars outlined in the system plan: customer service and satisfaction, data-driven program improvement, and continuous improvement and innovation. Potential topics include work in progress under

agencies' action plans and/or Council-managed projects, such as the industry-based certification initiative or efforts to expand the impact of grant activity.

Texas Skill Standards System: Effective September 1, 2015, skill standards functions were transferred to the Council as a result of the Council's 2015 Sunset review (House Bill 1606, 84th Legislature). The annual reporting requirement specified in Texas Government Code, Section 2308.109(c)(2), is addressed in this section of the evaluation report.

Report Development Schedule

Report preparation is on schedule, with the report to be presented to the Council for consideration and approval in December 2019. Interim deadlines for partner agencies include:

- ▶ action plan implementation reports: August 26, 2019
- ▶ performance data: September 30, 2019

Recommendation

It is recommended that the Council note the information contained in this memorandum in anticipation of action in December.

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System Evaluation Framework: Evaluation Report Components

Element	Texas Government Code	Report Component
System Strategic Plan Implementation	Section 2308.104(a) requires the Council to report annually to the Governor and the legislature on the implementation of the workforce system strategic plan, <i>The Texas Workforce System Strategic Plan FY 2016–FY 2023</i> . This plan, and the system partner strategies contained within it, was developed by the Executive Committee in its capacity as the Council’s strategic planning committee, and representatives from all system partners. It was approved by the Council in September 2015, with final approval by the Governor.	<p>The eight-year system strategic plan is structured around four goal areas that address cross-agency, high-priority issues: focus on employers, engage in partnerships, align system elements, and improve and integrate programs. Each goal area includes multiple system partner action plans that outline the partner strategy, activities, timelines, and performance measures tied to the plan’s system objectives—the high-priority outcomes and actions necessary at the system level to achieve system goals.</p> <p>Status reports will be included for the action plans, providing a summary of how they are being implemented by system partners:</p> <ul style="list-style-type: none"> ▶ Qualitative information—such as status of actions not started or in progress—will be addressed through action plan reporting, not in the balanced scorecards. ▶ Less formal data may also be included to help tell the story. ▶ Similarly, subset data might be included as contextual information for action plan reporting rather than in the higher-level scorecard format.
	Section 2308.104 requires the Council to report annually on formal and less formal measures. Statute specifies that formal measures are those that are essentially consistent across all workforce programs, and that less formal measures provide information essential to implementation of the workforce system strategic plan. The measures were negotiated with partner agencies before approval by the Council in September 2015 and final approval by the Governor.	<p>Addressed primarily through:</p> <ul style="list-style-type: none"> ▶ Balanced scorecards (2016-forward): <ul style="list-style-type: none"> – Workforce System Performance Outcomes (1-formal measures) – Goal Areas (4-less formal measures) ▶ Action plan status reports <p>Based on data availability, in a given year one or more goal area scorecards may include additional data (e.g., number and type of industry-based certifications successfully completed by program participants).</p>
Welfare to Work Initiatives	Section 2308.101(a)(14) requires the Council to provide annual reports to the Governor and the legislature, including an annual report analyzing work development programs that focus on welfare to work initiatives.	Performance for welfare to work-related programs will continue to be addressed through formal measures reporting. Program-level data will be included in a technical companion document that is available by request.
Adult Education and Literacy	Section 2308.1016 mandates that the Council facilitate the efficient delivery of integrated adult education services in Texas, in part by evaluating the adult education and literacy services administered by the Texas Workforce Commission.	The annual evaluation report will include action plan updates and related less formal performance measures.
Skill Standards Development	Section 2308.109 mandates that the Council provide advice to the Governor and the legislature on the development of a statewide system of industry-defined and industry-recognized skill standards and credentials for all major skilled occupations that meet specified criteria.	Effective September 1, 2015, skill standards functions were transferred to the Council as a result of the Council’s 2015 Sunset review (House Bill 1606, 84 th Legislature). Beginning in 2016, the annual reporting requirement specified in subsection (c)(2) will be addressed in the annual evaluation report.

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**TWIC BRIEFING ITEM
MEMORANDUM**

REF: RG.twic.II8.091319

TO Council Members

SUBJECT *Mature Workers in Texas: A Demographic Study*

Introduction

This memorandum provides highlights from the Texas Workforce Investment Council's (Council) research report update, *Mature Workers in Texas: A Demographic Study*. This report details the demographic characteristics of the population of mature workers in Texas. The research can be utilized to understand issues related to an aging workforce and as a general reference for data about this specific segment of the population. This report presents updated data sets from the previous demographic report published in June 2017.

Background

Under Texas Government Code, Section 2308.101, the Council is responsible for promoting the development of a well-educated, highly skilled workforce and advocating for the development of an integrated workforce development system to provide quality services addressing the needs of business and workers in Texas.

Attachment

1. *Mature Workers in Texas: A Demographic Study*

Discussion

To sustain and increase economic growth, a well-trained labor supply must be available for employers seeking to establish, conduct, or expand business operations in Texas. The mission of *The Texas Workforce System Strategic Plan FY 2016–FY 2023* is to position Texas as a global economic leader by growing and sustaining a competitive workforce. All Texans are part of the critical pool of potential employees. This includes Texans age 55 and over, also known as mature workers.

Context of the Study

For over 30 years, research initiatives to understand the aging American workforce have examined the labor force participation and retirement patterns of older workers. In 2017, 28.5 percent of the U.S. population was 55 or older. Improvement in health-related outcomes at older ages means that Americans are not only living longer, but they are working longer, too. Additionally, fewer older workers are transitioning directly from full-time employment to full-time retirement than at any other point in history.

Despite the concern regarding the potential retirement of a large portion of the mature workforce, the labor force participation rate for these workers has increased since the early mid-1980s. The unemployment rate for mature individuals has been lower than for prime-age workers (ages 25 to 54). However, mature individuals have consistently experienced longer durations of unemployment than younger workers have since the recession of 2007 to 2009. The impact of the recession had many negative implications for older Americans' decisions concerning retirement. For example, the recession challenged the security of

retirement plans of many Americans as the housing and stock markets crashed. In many cases, this resulted in a drop in asset prices, as well as cuts in employer contributions for workers.

In 2008, individuals born in the earliest year of the Baby Boom (between 1946 and 1964) turned 62 and were eligible to receive retirement benefits. The economic environment along with personal factors, such as personal income, health status, and the availability of pension plans to employees, influence retirement plans and decisions about remaining in the labor force. Currently, the number of older workers outpaces the overall growth of the labor force. However, these trends are happening at a time when attitudes, expectations, and behaviors related to work and retirement are changing. With such a large segment of the labor force approaching retirement over the next two decades, government leaders, policy makers, employers, and other workforce stakeholders must develop strategies to attract, retain, and retrain mature workers, while also addressing the resulting gaps in skills and knowledge.

Demographic Analysis of the Texas Population

A review of the changes to Texas' population over the past few decades provides the background to better understand the composition of the current population and identifies two important trends:

- The population of Texas grew from 9,579,677 in 1960 to 28,304,596 in 2017.
- The number of individuals in the older age categories has been increasing. The number of individuals 55 or older increased from 1,497,120 in 1960 to 6,654,179 in 2017. This represents an increase from 15.6 percent of the total population in 1960 to 23.5 percent in 2017.

Demographic Analysis of the Mature Civilian Labor Force in Texas

Approximately 41.3 percent (2,747,532 individuals) of Texans 55 and older (an estimated 6,651,674 individuals) were labor force participants in 2017 and accounted for approximately 20 percent of the state's total labor force. Of the employed mature workers, 81.6 percent (2,165,764 individuals) worked full time. The three industries in Texas that employed the greatest number of mature workers were elementary and secondary school education, construction, and the medical (hospitals) industry.

An analysis of the state's 2017 mature labor force indicates several important characteristics:

- The state's mature civilian labor force was 54 percent male and 46 percent female.
- The average age of a mature worker in Texas was 67. Approximately 44 percent of mature workers were between the ages of 55 to 59 and 75 percent were between the ages of 55 to 64.
- Approximately 60 percent were white, 26 percent were Hispanic, and 10 percent were African American.
- Approximately 87 percent of mature workers in Texas had at least a high school diploma or equivalent and approximately 33 percent had a bachelor's degree or higher.
- Mature workers earned an average salary of \$56,124.

Recommendation

It is recommended that members note the information contained in this memorandum.

MATURE WORKERS IN TEXAS: A DEMOGRAPHIC STUDY

Texas Workforce Investment Council
September 2019 Update

Table of Contents

Introduction	1
The Texas Workforce Investment Council	1
Statutory Directive	1
The State Strategic Plan	1
Scope of Report.....	2
Concepts, Data Limitations, and Issues	2
Data Sources	2
Context of the Study.....	3
Implications of an Aging Workforce	3
Upgrading Mature Workers’ Skills	5
Recent Labor Force Trends for Mature Individuals	5
Demographic Analysis of the Texas Population	7
The Changing Texas Population: 1960 to 2017.....	7
The Texas Population in 2017	9
The Future Texas Population	12
Demographic Analysis of the Mature Labor Force in Texas	14
Labor Force Concepts	14
Employment Status and Labor Force Participation of the Population 55 and Older in Texas	14
Average Salaries of Mature Workers.....	20
Concluding Comments.....	22
References	23
Appendix A: Mature Workers in Texas by LWDA, 2017.....	25
Appendix B: Texas Population 55 and Older by County	26
Appendix C: Estimated Labor Force Participants 55 and Older by County in Each LWDA	34

List of Tables

Table 1: Median Ages, 1960-2017	9
Table 2: Population Age 55 and Older in Texas by Age Group, 2017	10
Table 3: Labor Force Participation and Employment Status of the Population 55 and Older in Texas, 2017	14
Table 4: Labor Force Participation of the Population 55 and Older in Texas by Race/Gender, 2017	15
Table 5: Labor Force Participation of the Population 55 and Older in Texas by Race/Ethnicity and Gender, 2017	16
Table 6: Age Distribution of the Mature Labor Force in Texas by Age Group, 2017	17
Table 7: Class of Worker for Population 55 and Older in Texas, 2017	18
Table 8: Top 20 Industries Employing Mature Labor Force Participants in Texas, 2017	19
Table 9: Mature Labor Force Participants and Non-Participants Reporting a Disability in Texas, 2017	20
Table 10: Average Yearly Salary for Mature Workers in Texas by Educational Attainment, 2017	20
Table 11: Average Yearly Salary for Mature Workers in Texas by Race/Ethnicity, 2017	21
Table 12: Average Yearly Salary for Mature Workers in Texas by Race/Gender, 2017	21
Table 13: LWDA 1 Panhandle–Mature Labor Force Participants by County, 2017	34
Table 14: LWDA 2 South Plains–Mature Labor Force Participants by County, 2017	35
Table 15: LWDA 3 North Texas–Mature Labor Force Participants by County, 2017	35
Table 16: LWDA 4 North Central–Mature Labor Force Participants by County, 2017	36
Table 17: LWDA 5 Tarrant County–Mature Labor Force Participants by County, 2017	36
Table 18: LWDA 6 Greater Dallas–Mature Labor Force Participants by County, 2017	37
Table 19: LWDA 7 Northeast–Mature Labor Force Participants by County, 2017	37
Table 20: LWDA 8 East Texas–Mature Labor Force Participants by County, 2017	38
Table 21: LWDA 9 West Central–Mature Labor Force Participants by County, 2017	39
Table 22: LWDA 10 Borderplex–Mature Labor Force Participants by County, 2017	39
Table 23: LWDA 11 Permian Basin–Mature Labor Force Participants by County, 2017	40
Table 24: LWDA 12 Concho Valley–Mature Labor Force Participants by County, 2017	41
Table 25: LWDA 13 Heart of Texas–Mature Labor Force Participants by County, 2017	41
Table 26: LWDA 14 Capital Area–Mature Labor Force Participants by County, 2017	42
Table 27: LWDA 15 Rural Capital–Mature Labor Force Participants by County, 2017	42
Table 28: LWDA 16 Brazos Valley–Mature Labor Force Participants by County, 2017	43
Table 29: LWDA 17 Deep East Texas–Mature Labor Force Participants by County, 2017	43
Table 30: LWDA 18 Southeast Texas–Mature Labor Force Participants by County, 2017	44
Table 31: LWDA 19 Golden Crescent–Mature Labor Force Participants by County, 2017	44
Table 32: LWDA 20 Alamo–Mature Labor Force Participants by County, 2017	45
Table 33: LWDA 21 South Texas–Mature Labor Force Participants by County, 2017	45
Table 34: LWDA 22 Coastal Bend–Mature Labor Force Participants by County, 2017	46
Table 35: LWDA 23 Lower Rio Grande Valley–Mature Labor Force Participants by County, 2017	46
Table 36: LWDA 24 Cameron County–Mature Labor Force Participants by County, 2017	47
Table 37: LWDA 25 Texoma–Mature Labor Force Participants by County, 2017	47
Table 38: LWDA 26 Central Texas–Mature Labor Force Participants by County, 2017	47
Table 39: LWDA 27 Middle Rio Grande–Mature Labor Force Participants by County, 2017	48
Table 40: LWDA 28 Gulf Coast–Mature Labor Force Participants by County, 2017	48

List of Figures

Figure 1: Percentage of U.S. Population 55 Years and Older, 1960-2017	3
Figure 2: National Labor Force Participation Rate of Mature Individuals, 1970-2017	4
Figure 3: National Unemployment Rates for Prime-Age Workers and Mature Workers, 1970-2017.....	6
Figure 4: Texas Population Pyramids, 1960-2017	8
Figure 5: Percentage of Population 55 Years and Older in U.S. and Five Largest States, 2017.....	9
Figure 6: Racial and Ethnic Composition of Texas, All Ages, 2017	11
Figure 7: Educational Attainment of the Texas Population Age 25 and Older, 2017	12
Figure 8: Texas Population Pyramid, 2050.....	12
Figure 9: Percentage of Population 55 Years and Older in Texas, 1960-2050.....	13
Figure 10: Race and Ethnicity of Texas Population, 1980-2050.....	13
Figure 11: Race and Ethnicity Composition of Mature Labor Force Participants in Texas, 2017	16
Figure 12: Educational Attainment of the Mature Labor Force in Texas, 2017	17

Introduction

Mature (age 55 and older) labor force participants made up 28.5 percent of the national workforce in 2017. In 2008, individuals born in the earliest year of the Baby Boom cohort, which refers to those individuals born between mid-1946 and mid-1964, turned 62 and were eligible to receive early retirement benefits. This departure of the Baby Boom cohort from the workforce could cause both worker and skill shortages. However, recent trends indicate that many mature workers will need or simply want to remain in the workforce. Many of these individuals will require help identifying transferable skills that lead to new career opportunities as well as education and training to upgrade their skills.

With such a large segment of the labor force approaching retirement over the next two decades, government leaders, policy makers, employers, and other workforce stakeholders must develop strategies to attract, retain, and retrain mature workers.

The Texas Workforce Investment Council

The Texas Workforce Investment Council was created in 1993 by the 73rd Texas Legislature. As an advisory body to the Governor and the Legislature, the Council assists with strategic planning for and evaluation of Texas' workforce system. The Council promotes the development of a well-educated, highly skilled workforce for Texas and advocates for a workforce system that provides quality workforce education and training opportunities. The 19-member Council includes representatives from business, labor, education, community-based organizations, and the Council's five member state agencies.

Statutory Directive

Under Texas Government Code, Section 2308.101, the Council is responsible for promoting the development of a well-educated, highly skilled workforce and advocating the development of an integrated workforce development system to provide quality services addressing the needs of business and workers in Texas.

The State Strategic Plan

The development of an integrated strategic plan for the workforce system is one of the Council's primary responsibilities. To sustain and increase economic growth, a well-trained labor supply must be available for employers seeking to establish, conduct, or expand business operations in Texas. The mission articulated in the Texas workforce system strategic plan (FY 2016–FY 2023) is to position Texas as a global economic leader by growing and sustaining a competitive workforce. For this to become reality, all Texans—including mature workers—must be part of the critical pool of potential employees.

Scope of Report

This report provides information about mature labor force participants in Texas, specifically those 55 years and older. The research can be utilized to understand the significant issues related to mature labor force participants and as a reference for data about this specific segment of the population. The first section utilizes national data to detail the possible effect that the Baby Boom generation will have on the workforce as more individuals in this large cohort approach the traditional age of retirement. In the second section, a general overview of Texas population trends is provided with a specific focus on issues related to aging. The third section offers a detailed demographic analysis of the mature labor force in Texas using data from 2017.

Concepts, Data Limitations, and Issues

Data Sources

The main data sources used for this report include: the 2017 American Community Survey (ACS) (summary table), 2017 ACS PUMS (microdata), labor force data from the Bureau of Labor Statistics (BLS), and population projections produced by the Texas State Demographic Center (TDC). The ACS is an ongoing, yearly survey that samples a small percentage of the population. The sample respondents are weighted to approximate the demographic characteristics of the entire population. ACS data are available as summary tables and PUMS (public use microdata sample) files. The creation of custom analyses rely on 2017 ACS PUMS (microdata) files. In this report, 2017 ACS (summary table) data support analyses at the national level and 2017 ACS PUMS (microdata) data support analyses at the state level, unless otherwise specified. Differences exist between the information derived from the ACS (summary tables) and ACS PUMS (microdata) because of sampling differences. Based on techniques applied during analysis, data source totals may differ across analyses and sections.

BLS derives annual and monthly labor force statistics from the Current Population Survey (CPS). The CPS is an ongoing monthly survey administered to a sample of households. Economic statistics such as the national unemployment rate and measures related to employment and income use CPS data.

The baseline population for each county and the county specific estimates for mature workers were extracted from the 2017 ACS PUMS (microdata) one-year estimates—the most current estimates available. The one-year estimates are generally used for analyzing smaller populations and geographies (U.S. Census Bureau, 2019). For the counties not represented on the survey, allocation factors developed by the Missouri Census Data Center (2018) were used to align the respondents in the ACS geographic segments (called public use microdata areas) with Texas counties. Rounding may affect totals.

The Texas Demographic Center produces population projections for 2010 to 2050. These projections provide statewide population totals utilizing recent migration trends, race/ethnicity categories, and age distribution. This most recent set of projections utilize a single projection scenario of migration patterns observed in Texas between 2010 and 2015 that are assumed throughout the years available in the

projections. An emphasis on migration patterns for this latest set of projections emphasizes strong domestic migration and a smaller share of international migration. This trend could mitigate the aging effect of the Baby Boom generation on the Texas population over time (Texas Demographic Center, 2019).

Context of the Study

Older workers are transforming the American labor force in unprecedented ways. According to a report published by the Special Committee on Aging (2017), “the number of older workers is growing at a rate that outpaces the overall growth of the labor force,” increasing from 12.5 percent in 2000 to 18.6 percent in 2016. This section details the association between this demographic trend and the workforce at the national level to provide a context to frame the description of the mature labor force in Texas. The terms “older worker” and “mature worker” are interchangeable in the following discussion.

Figure 1: Percentage of U.S. Population 55 Years and Older, 1960-2017

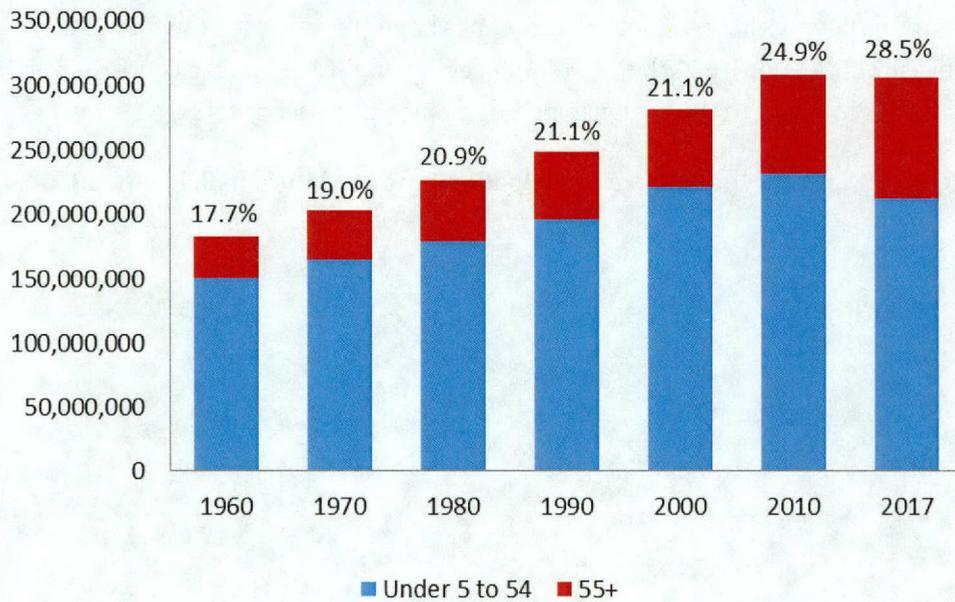


Figure notes: Data for 1960-2010 are from U.S. decennial census. Data for 2017 are from 2017 ACS (summary table).

Implications of an Aging Workforce

For over 30 years, research initiatives to understand the aging American workforce have examined the labor force participation and retirement patterns of older workers. During this time, the labor force participation of older adults declined from 1970 to the mid-1980s but has been increasing ever since. U.S. Census Bureau data presented in Figure 2 are consistent with these observations. According to analysis of economic projections produced by the Bureau of Labor Statistics (2019), the number of workers age 55 and older is projected to grow from 35.7 million in 2016 to 42.1 million in 2026. By 2026, approximately one quarter of the labor force will be composed of mature workers.

Attention by researchers and policymakers has expanded to understand the varied ways in which older Americans are choosing to remain in the workforce. Improvement in health-related outcomes at older ages means that Americans are not only living longer, but they are working longer too (Society for Human Resource Management, 2015; Special Committee on Aging, 2017). According to the Special Committee on Aging (2017), fewer older workers are transitioning directly from full-time employment to full-time retirement than at any other point in history. Additionally, many aging workers have not saved enough for retirement, with many choosing to work longer in order to prepare financially for this transition. The impact of the Great Recession of 2007 to 2009 had many negative implications for older Americans' decisions concerning retirement. For example, the Great Recession challenged the security of retirement plans of many Americans as the housing and stock market crashed (Gustman, Steinmeier, & Tabatabai, 2010). In many cases, this resulted in a drop in asset prices and cuts in employer contributions for current workers (Health and Retirement Study, 2015). In times of economic volatility, the economic environment along with personal factors, such as personal income, health status, and the availability of pension plans to employees, influence retirement plans and decisions about remaining in the labor force (Cahill, Giandrea, & Quinn, 2012; Szinoivacs, Davey, & Martin, 2015). While the trend toward an aging workforce that remains employed has been tracked since the mid-1980s (Texas Workforce Investment Council, 2017), the Great Recession intensified public concerns regarding employers' abilities to adapt to the changing demographics of the labor force.

Figure 2: National Labor Force Participation Rate of Mature Individuals, 1970-2017



Figure notes: Seasonally adjusted quarterly labor force participation rates for individuals 55 years old and older are illustrated. Data are from the Bureau of Labor Statistics (BLS).

Upgrading Mature Workers' Skills

As the American workforce continues to age, projections show that the size of the younger workforce will stay the same (Pew Research Center, 2016). These trends create a variety of opportunities and challenges for employers. However, compounding these challenges is a growing skills gap. Many organizations are taking steps to address the skills gap and maintain a high-quality workforce. Consistent recommendations made to employers to help meet these challenges include hiring, retaining, and training older employees (Special Committee on Aging, 2017). Older workers' experience, productivity, and engagement are among the benefits to hiring and retaining older workers (Society for Human Resource Management, 2015; Special Committee on Aging, 2017). Among other advantages cited in a study on basic and applied skills of the aging workforce conducted by the Society for Human Resource Management (SHRM) was the value of mentorship and knowledge-sharing skills that older employees bring to organizations. "Mentoring and sharing of knowledge and skills between employees," the SHRM report states, "can help organizations meet current demands and better prepare for the future by reducing the amount of institutional knowledge that is lost when older workers retire." The loss of older workers provides an opportunity for employers to prepare for potential skills gaps by increasing training or cross-training efforts across industries.

Although many mature workers have specific skills that are essential to their career fields, technological innovations may necessitate the need to acquire additional skills. Focus groups conducted by the Government Accountability Office (2012) identified out-of-date skills as an important reemployment barrier for older individuals. However, some employers assume that mature individuals are resistant to change and learning about new technology (Van Horn, Krepcio, & Heidkamp, 2015). A 2017 American Association of Retired Persons survey indicated that mature workers are among the most engaged and bring advantages to the workplace, including their experience, professionalism, work ethic, lower turnover, and knowledge—although access to training and skills retraining programs may be limited (Heidkamp & Heldrich, 2012).

Recent Labor Force Trends for Mature Individuals

The unemployment rate for mature individuals has been lower than for prime-age workers (age 25 to 54), as illustrated in Figure 3. However, mature individuals have consistently experienced longer durations of unemployment than younger workers have since the recession of 2007 to 2009. Before 2007, the median duration of unemployment for mature individuals was 10 weeks, compared to 9 weeks for prime-age workers.

By 2011, the median duration of unemployment for mature individuals increased to 35 weeks compared to 26 weeks for prime-age workers (U.S. Government Accountability Office, 2012). Therefore, although mature individuals were less likely to lose their jobs than prime-age workers, mature individuals who did lose their jobs had more difficulty finding employment. A long-term unemployment study conducted in 2015 by Monge-Naranjo & Sohail for the Federal Reserve Bank of St. Louis concluded that the recession was difficult for two age groups of unemployed workers: those age 25-44 and those

age 55 and older. For younger workers who are in the early stages of their careers, the scars from long-term unemployment may have a long-lasting impact on their lifetime earnings. For older workers, long-term unemployment would have a smaller impact on lifetime earnings, but the consequences could be much worse for those with low assets and those who were counting on the last years of work to save for retirement. (Monge-Naranjo, Sohail, 2017).

Figure 3: National Unemployment Rates for Prime-Age Workers and Mature Workers, 1970-2017

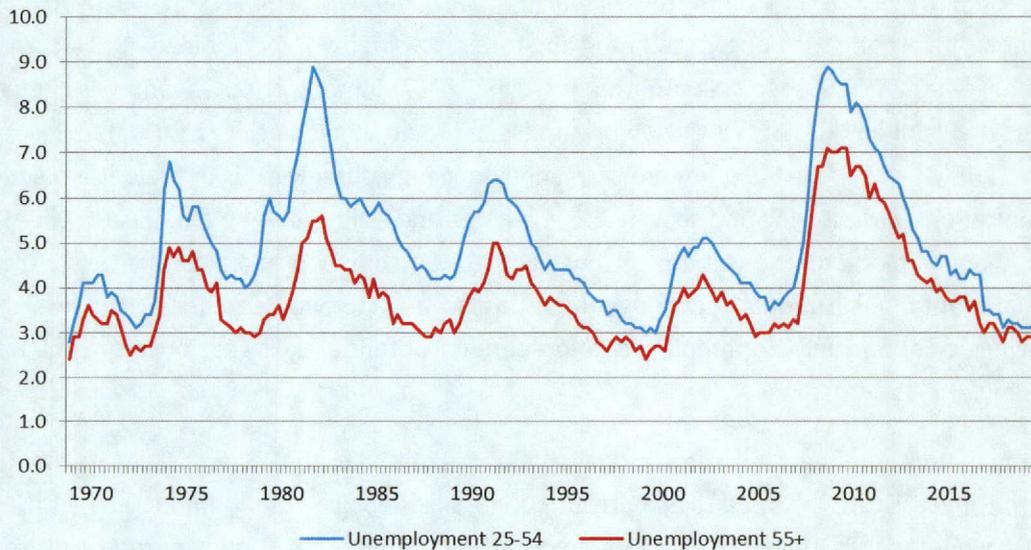


Figure notes: Seasonally adjusted quarterly unemployment rates are illustrated. Data are from BLS.

Demographic Analysis of the Texas Population

The population of Texas is growing, diverse, and relatively young. These attributes provide for a large workforce and place the state in an advantageous position to compete in the global market. The Texas population is younger than the national average. However, the Texas population is also aging and the percentage of the Texas population age 55 and older is increasing. In this section, data from the decennial census 1960-2000, the 2017 ACS (summary tables), ACS PUMS (microdata), and population projections produced by TDC provide a general overview of the characteristics of the Texas population with a focus on issues and trends related to aging. Discussion includes past population trends, current demographic characteristics of the state, and future population projections.

The Changing Texas Population: 1960 to 2017

The population of Texas grew from 9,579,677 in 1960 to 28,304,596 in 2017. This is a gain of approximately 18.7 million individuals in 57 years. Figure 4 utilizes multiple population pyramids to illustrate the age and gender distribution of the Texas population from 1960 to 2017. In these graphs, the horizontal bars represent the numbers of females (in red) and males (in blue) for the age categories on the left side. The vertical Y-axis is the age in years of the individuals and the horizontal black line represents the beginning of the mature population (55 years and older).

Figure 4: Texas Population Pyramids, 1960-2017

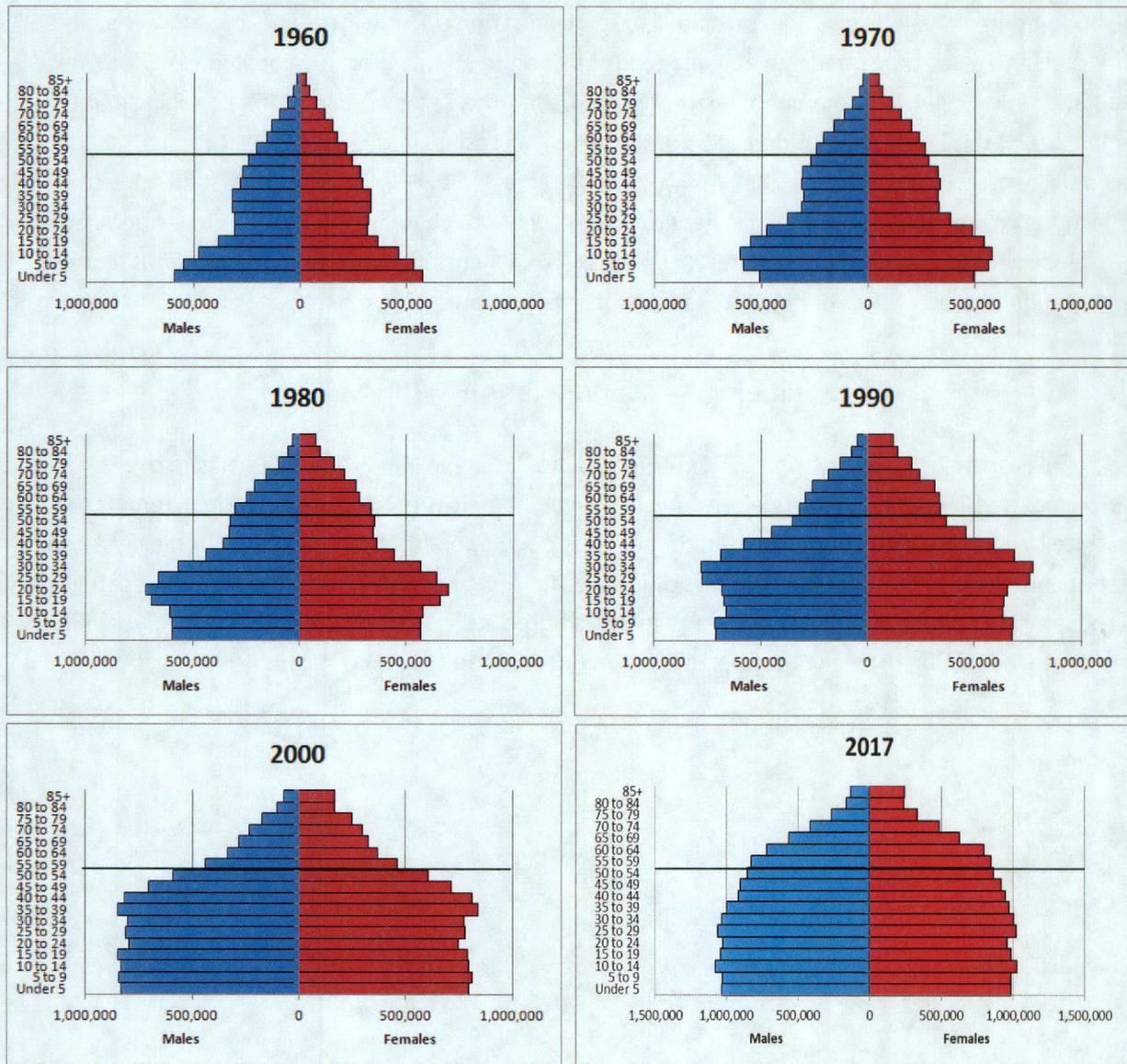


Figure notes: Data for 1960-2000 are from the U.S. decennial census. Data for 2017 are from 2017 ACS (summary table). Dark horizontal lines demarcate 55 and older.

In Figure 4, comparison of each decade reveals three relevant trends: the growth of the state’s population, the greater number of individuals in the older age categories, and the progression of the Baby Boom cohort from the younger age categories into the older age categories.

The number of individuals 55 or older increased from 1,497,120 in 1960 to 6,654,179 in 2017, an increase from 15.6 percent of the total population in 1960 to 23.5 percent in 2017. This increase in the number of older individuals influences the median age of the population. Median age is a reliable method to summarize a population’s age distribution across decades. The median age in Texas is traditionally younger than that of the U.S., as illustrated in Table 1. Additionally, the median age in Texas has risen steadily since 1970.

Table 1: Median Ages, 1960-2017

Year	U.S.	Texas
1960	29.5	27.0
1970	28.1	26.4
1980	30.0	28.2
1990	32.9	30.8
2000	35.3	32.3
2010	37.2	33.6
2017	38.1	34.7

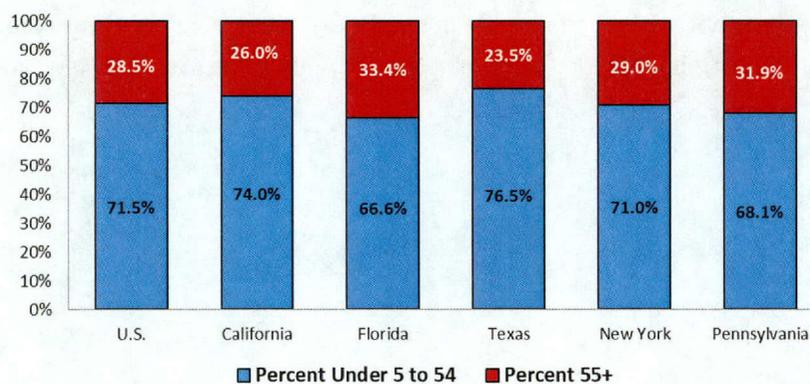
Table Notes: Data for 1960-2010 are from the U.S. decennial census. Data for 2017 are from 2017 ACS (summary table).

The final trend evidenced by the population pyramids in Figure 4 is the progression of the Baby Boom cohort towards retirement age. The expanded base of the 1960 population pyramid indicates the Baby Boom cohort with the greatest number of individuals in the five and under age category. In 1970, the approximate midpoint of this cohort was at the 10 to 14 age category. The midpoint of the cohort was at the 20 to 24 age category in 1980 and at the 30 to 34 age category in 1990. In 2000, the greatest number of the cohort was in the 35 to 39 age category. By 2017, the Baby Boom cohort is difficult to distinguish in Texas since the younger cohorts contain a greater number of individuals.

The Texas Population in 2017

In many ways, the current composition of the state’s population is a snapshot of the ongoing demographic trends evidenced by the population pyramids in Figure 4. In 2017, males accounted for 49.7 percent of the Texas population (14,062,701) and females accounted for 50.3 percent (14,241,895). Individuals age 55 and older made up 23.5 percent of the total Texas population. Figure 5 illustrates that a relatively lower percentage of the Texas population is age 55 and older compared to the U.S. and the four other largest states.

Figure 5: Percentage of Population 55 Years and Older in U.S. and Five Largest States, 2017



Source: 2017 ACS (summary table).

Regarding both land area and population size, Texas is the second largest state in the U.S. However, growth in Texas has not been uniform and distributed evenly throughout the state. A majority of the growth has occurred in metropolitan areas, whereas many rural counties have either grown at a much slower rate or declined in population (Texas Comptroller, 2016). This affects the size and distribution of the state's mature workforce. Appendix A contains a thematic map that illustrates the population of mature workers in each local workforce development area (LWDA). Appendices B and C contain detailed tables for each county and LWDA, respectively.

In 2017, the median age in Texas was 34.7 compared to 38.1 for the U.S. Individuals age 18 to 65 are considered working-age. According to 2017 ACS (summary table) data, 26 percent of the Texas population was under 18 years old and 12 percent was older than 65 in 2017. Table 2 illustrates the number of individuals age 55 and older in Texas by age groups. Of the population over 55 in Texas, nearly half are between the ages of 55 and 64.

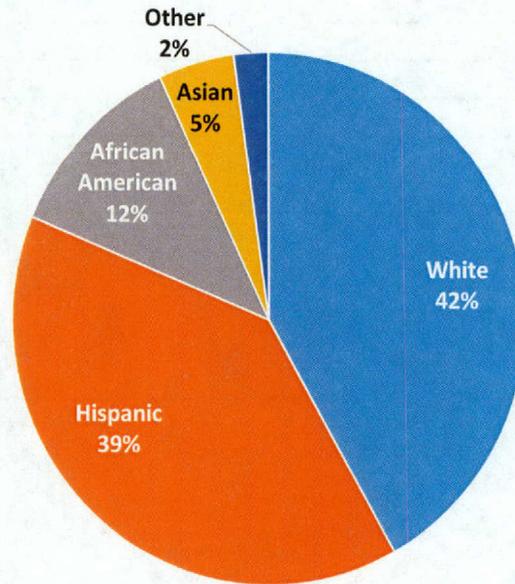
Table 2: Population Age 55 and Older in Texas by Age Group, 2017

Age Group	Count	Percent (of 55+)
55 to 59	1,673,649	25.2%
60 to 64	1,515,038	22.8%
65 to 69	1,188,268	17.9%
70 to 74	902,080	13.6%
75 to 79	597,625	9.0%
80 to 84	403,104	6.1%
85+	374,415	5.6%
Total	6,654,179	100.0%

Source: 2017 ACS (summary table).

An ongoing trend not indicated by the population pyramids is the increase in the state's racial and ethnic diversity. In 1980, approximately 66 percent of the Texas population was white, 21 percent was Hispanic, and 12 percent was African American. The Texas population had become more diverse by 2017, with the proportion of whites in the population decreasing and the proportion of Hispanics increasing. As illustrated in Figure 6, approximately 42 percent of the entire Texas population was white, 39 percent was Hispanic, 12 percent was African American, five percent was Asian, and two percent was Other (this category includes American Indian, Alaskan Native, and Hawaiian Pacific Islander).

Figure 6: Racial and Ethnic Composition of Texas, All Ages, 2017

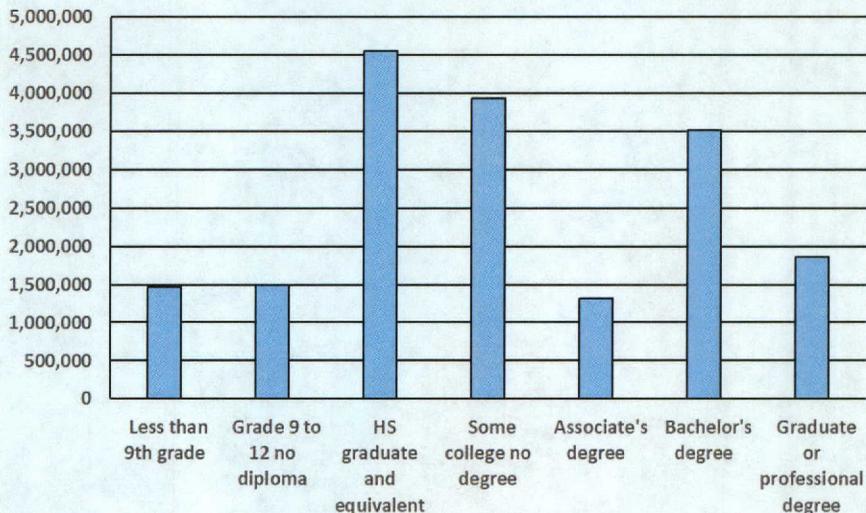


Source: 2017 ACS PUMS (microdata).

Differences in median age exist between the racial and ethnic groups. Whites are the oldest racial group in the state and Hispanics are the youngest. According to the 2017 ACS PUMS (microdata), the median age was 35.8 for whites, 35.5 for Asians, 33.2 for African Americans, and 28.7 for Hispanics.

Figure 7 illustrates the educational attainment of Texans over the age of 25 in 2017. In January 2016, Texas had the second largest civilian labor force of all the states: 13,112,957 individuals. Education is a key aspect of a competitive workforce (Murdock, Cline, Zey, Jeanty, & Perez, 2014). Approximately 83.6 percent of the population over age 25 in Texas (15,180,323 individuals) had at least a high school diploma in 2017 and approximately 29.6 percent (5,371,489 individuals) had at least a bachelor's degree.

Figure 7: Educational Attainment of the Texas Population Age 25 and Older, 2017



Source: 2017 ACS PUMS (microdata).

The Future Texas Population

The Texas population will keep growing, aging, and become increasingly diverse due, in part, to increases in the Hispanic population. Figure 8 illustrates the projected population pyramid for Texas in 2050.

Figure 8: Texas Population Pyramid, 2050

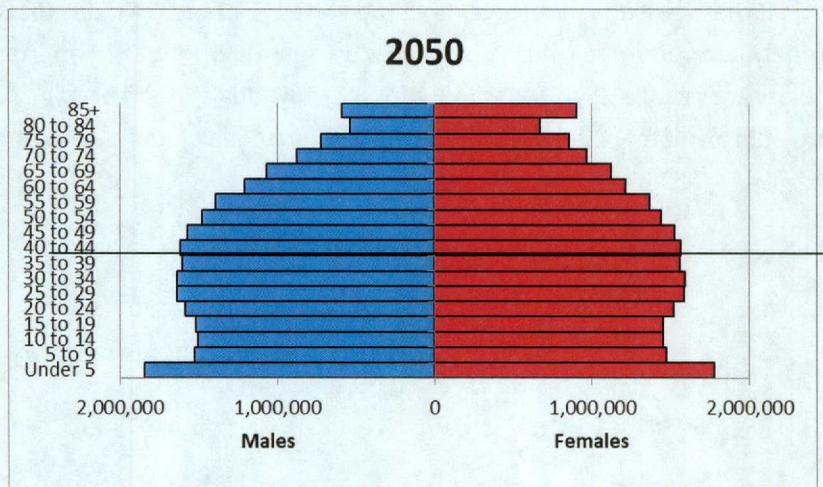


Figure notes: Texas Demographic Center population projections. Dark horizontal line demarcates 55 and older.

Projections indicate that the population of Texas will be 47,342,417 in 2050—an increase of approximately 68 percent from 2017. Additionally, 13,175,691 Texans will be 55 or older in 2050, or over 28 percent of the total population. Figure 9 illustrates the percentages of the population 55 and older from 1960 to 2050.

Figure 9: Percentage of Population 55 Years and Older in Texas, 1960-2050

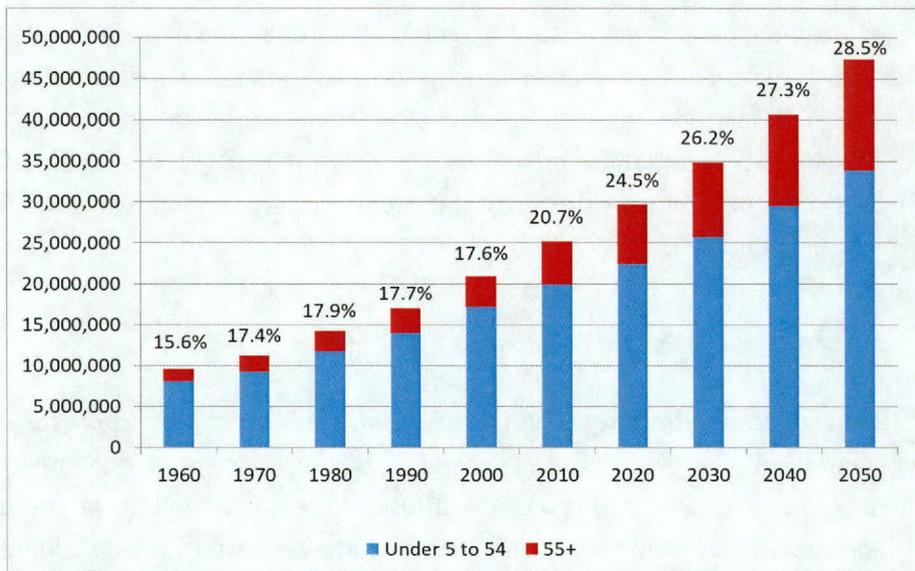


Figure notes: Data for 1960-2010 are from U.S. decennial census. Projections for 2020 through 2050 use data from Texas Demographic Center’s 2018 projections and utilize rates produced using the migration trends observed in Texas in 2010-2015.

The 2050 Texas population will be even more racially and ethnically diverse. Projections indicate that approximately 29 percent of the 2050 Texas population will be white, 43 percent will be Hispanic, 13 percent will be African American, and 16 percent will belong to the Other category. Figure 10 illustrates the race and ethnicity of the Texas population from 1980 through 2050. The most noticeable trend is the increasing percentages of Hispanics relative to the other categories.

Figure 10: Race and Ethnicity of Texas Population, 1980-2050

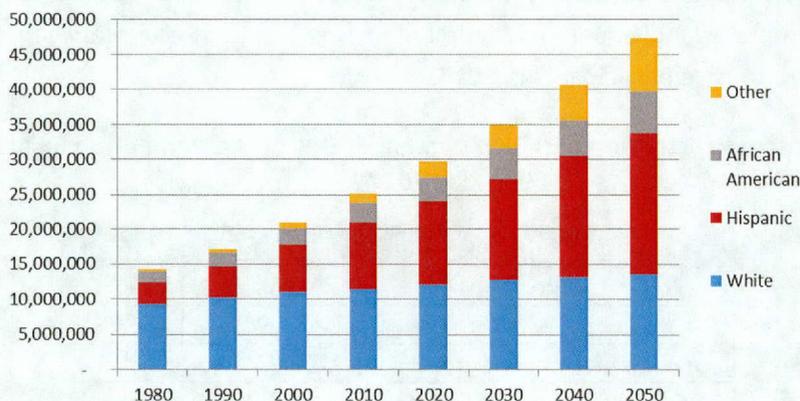


Figure notes: Census data is for 1980 through 2010. Projections for 2020 through 2050 use data from Texas Demographic Center’s 2018 projections and utilize rates produced using the migration trends observed in Texas 2010-2015.

Demographic Analysis of the Mature Labor Force in Texas

This section utilizes weighted data from the 2017 ACS PUMS (microdata) to provide detailed demographic analyses of mature labor force participants in Texas so that this specific segment of the workforce can be better understood. Discussion includes labor force participation, various characteristics of the population, and the average salaries of mature workers. Due to the sampling differences discussed in the Data Sources section of this report, statewide totals will differ from those provided in the previous section.

Labor Force Concepts

To remain consistent with accepted concepts and measures related to the labor force (such as the labor force participation and unemployment rates), all analyses in this section refer to only the civilian labor force. The civilian labor force is composed of all noninstitutionalized individuals 16 years old and older who are either employed or unemployed. This definition excludes those individuals residing in institutional group quarters facilities such as correctional institutions, juvenile facilities, skilled nursing facilities, and other long-term care living arrangements. For comparative analyses, the number and percentages of individuals not in the labor force are also provided.

Employment Status and Labor Force Participation of the Population 55 and Older in Texas

The employment status and labor force participation of individuals 55 and older in Texas were analyzed using data from the 2017 ACS PUMS (microdata). Table 3 illustrates that 39.9 percent of the Texas population 55 and older were employed in civilian occupations. Nearly one and a half percent were unemployed and 58.7 percent were not in the labor force. Since the labor force is composed of employed and unemployed individuals, 41.3 percent of Texans 55 and older (an estimated 2,747,532 individuals) were labor force participants in 2017.

Table 3: Labor Force Participation and Employment Status of the Population 55 and Older in Texas, 2017

Employment Status	Number	Percent
Employed (civilian)	2,652,731	39.9%
Unemployed	94,801	1.4%
Not in Civilian Labor Force	3,904,142	58.7%
Total	6,651,674	100.0%

Source: 2017 ACS PUMS (microdata).

Employment status can also be categorized by full- and part-time employment. The Bureau of Labor Statistics defines full-time employment as working 35 hours or more per week. Part-time employment is defined as working 1 to 34 hours per week. Of the 2,747,532 employed individuals 55 and older in 2017,

81.6 percent (2,165,764 individuals) worked full time whereas 20.4 percent (540,652 individuals) worked part time.

Labor force participation for individuals 55 years and older differed between various groups. Approximately 54 percent of Texas males 55 and older and 46 percent of Texas females 55 and older were labor force participants in 2017. Analysis of race and gender reveal detailed differences between groups. Table 4 illustrates that the largest numbers of labor force participants are Hispanic, White, and African American. Asian and Hispanic males participate in the workforce at higher rates than all individual race categories. The category with the lowest percentage of individuals in the labor force in 2017 was Hispanic female.

Table 4: Labor Force Participation of the Population 55 and Older in Texas by Race/Gender, 2017

Race/Gender	Labor Force Participant	Percent	Not in Labor Force	Percent	Total
White Male	880,870	47.7%	966,537	52.3%	1,847,407
White Female	722,030	34.6%	1,363,717	65.4%	2,085,747
African American Male	131,724	43.6%	170,699	56.4%	302,423
African American Female	148,201	38.1%	240,590	61.9%	388,791
Hispanic Male	405,911	51.9%	376,485	48.1%	782,396
Hispanic Female	310,824	34.5%	590,785	65.5%	901,609
Asian Male	60,141	51.4%	56,783	48.6%	116,924
Asian Female	53,782	37.5%	89,778	62.5%	143,560
Other Male	18,564	47.7%	20,335	52.3%	38,899
Other Female	15,485	35.3%	28,433	64.7%	43,918
Total	2,747,532	41.3%	3,904,142	58.7%	6,651,674

Table notes: Data are from 2017 ACS PUMS (microdata). Percentages are for each row and indicate the percentage of individuals in each race/gender category participating in the labor force.

As previously stated, labor force participation includes both employed and unemployed individuals. Table 5 disaggregates labor force participants to illustrate differences in the numbers of employed and unemployed individuals.

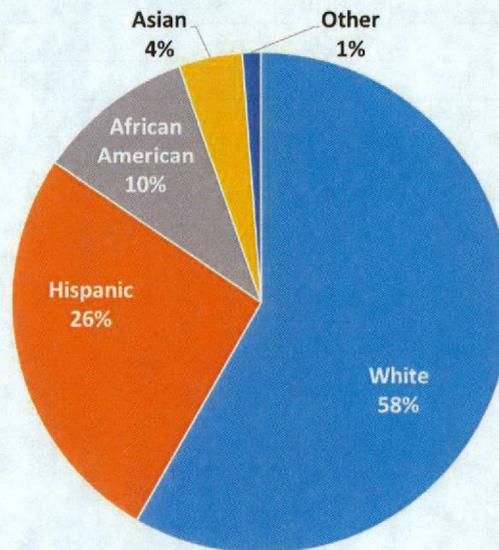
Table 5: Labor Force Participation of the Population 55 and Older in Texas by Race/Ethnicity and Gender, 2017

Race/Gender	Employed	Percent	Unemployed	Percent	Not in Labor Force	Percent	Total
White Male	851,871	46.1%	28,999	1.6%	966,537	52.3%	1,847,407
White Female	702,943	33.7%	19,087	0.9%	1,363,717	65.4%	2,085,747
African American Male	126,281	41.8%	5,443	1.8%	170,699	56.4%	302,423
African American Female	140,132	36.0%	8,069	2.1%	240,590	61.9%	388,791
Hispanic Male	388,475	49.7%	17,436	2.2%	376,485	48.1%	782,396
Hispanic Female	302,213	33.5%	8,611	1.0%	590,785	65.5%	901,609
Asian Male	57,684	49.3%	2,457	2.1%	56,783	48.6%	116,924
Asian Female	51,043	35.6%	2,739	1.9%	89,778	62.5%	143,560
Other Male	17,599	45.2%	965	2.5%	20,335	52.3%	38,899
Other Female	14,490	33.0%	995	2.3%	28,433	64.7%	43,918
Total	2,652,731	39.9%	94,801	1.4%	3,904,142	58.7%	6,651,674

Table notes: 2017 ACS PUMS (microdata). Percentages are for each row and indicate the percentage of individuals in each race/gender category participating in the labor force.

Figure 11 provides the race and ethnicity composition of mature labor force participants.

Figure 11: Race and Ethnicity Composition of Mature Labor Force Participants in Texas, 2017



Source: 2017 ACS PUMS (microdata).

In 2017, the average age of a mature labor force participant in Texas was 67. As illustrated in Table 6, approximately 44 percent of mature labor force participants were between the ages of 55 to 59 and 75 percent were between the ages of 55 to 64. Approximately 25 percent of the mature labor force participants in Texas were 65 or older.

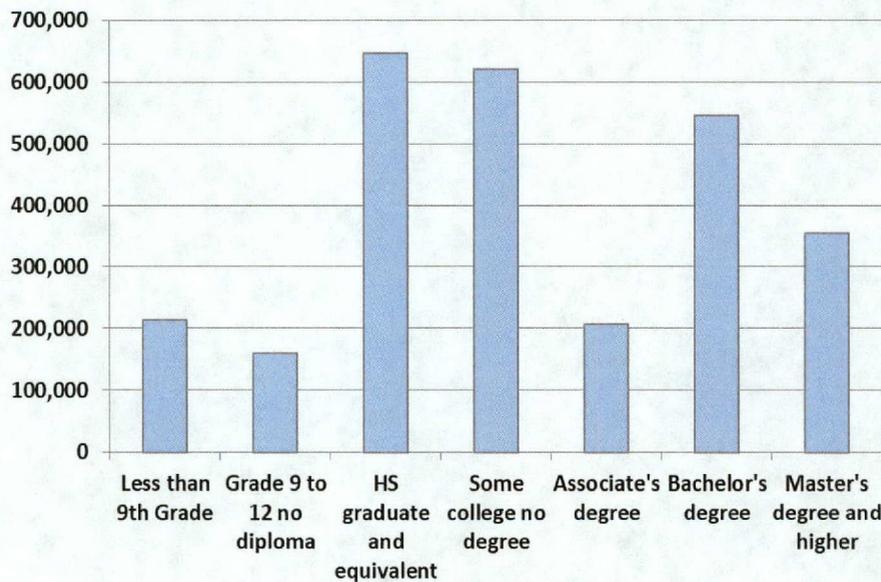
Table 6: Age Distribution of the Mature Labor Force in Texas by Age Group, 2017

Age Group	Number	Percent
55 to 59	1,199,807	43.7%
60 to 64	867,320	31.6%
65 to 69	409,067	14.9%
70 to 74	173,014	6.3%
75 to 79	66,003	2.4%
80 to 84	23,418	0.9%
85+	8,903	0.3%
Total	2,747,532	100.0%

Source: 2017 ACS PUMS (microdata).

Of the mature labor force participants in Texas, over 86 percent had at least a high school diploma or equivalent in 2017. Approximately 33 percent had a bachelor’s degree or higher. Figure 12 illustrates the educational attainment levels of mature labor force participants in Texas for 2017.

Figure 12: Educational Attainment of the Mature Labor Force in Texas, 2017



Source: 2017 ACS PUMS (microdata).

Members of the mature labor force held various jobs in numerous industries throughout Texas. Table 7 illustrates the percentages of mature labor force participants by general category of work, also referred to as class of worker. Approximately 62 percent of mature labor force participants in Texas were employees of private, for-profit companies in 2017. Aggregate data shows that approximately 15 percent of workers 55 and older were federal, state, or local government employees, and approximately 16 percent were self-employed.

Table 7: Class of Worker for Population 55 and Older in Texas, 2017

Class of Worker*	Count	Percent
Employee of a private for-profit company	1,695,241	61.7%
Employee of federal, state, or local government	404,543	14.7%
Self-employed in own business, professional practice, or farm	437,075	15.9%
Employee of a private not-for-profit organization	191,302	7.0%
Unemployed or never worked	12,405	0.5%
Working without pay in family business or farm	6,966	0.3%
Total	2,747,532	100%

Table notes: 2017 ACS PUMS (microdata).

*Class of worker categorizes individuals according to the type of ownership of the employing organization. Assigning class of worker categories is, in most cases, independent of industry and occupation. Additionally, class of worker refers to the type of work normally done or the work performed most regularly.

Table 8 illustrates the 20 Texas industries employing the highest percentages of mature labor force participants in 2017. These 20 industries employed nearly 47 and a half percent of the mature labor force in the state. The industries employing the greatest percentage of total labor force participants were in elementary and secondary school education, followed by construction, and hospitals.

Table 8: Top 20 Industries Employing Mature Labor Force Participants in Texas, 2017

Industry	Count	Percent of Total LFPs
Elementary and Secondary Schools	213,196	7.8%
Construction	208,623	7.6%
Hospitals	116,652	4.2%
Real Estate	69,848	2.5%
Restaurants and Other Food Services	67,440	2.5%
Colleges, Universities, and Professional Schools, including Junior Colleges	63,213	2.3%
Insurance Carriers and Related Activities	51,912	1.9%
Home Health Care Services	51,627	1.9%
Truck Transportation	47,156	1.7%
Religious Organizations	43,291	1.6%
Architectural, Engineering, and Related Services	42,496	1.5%
Grocery Stores	41,629	1.5%
Justice, Public Order, and Safety Activities	40,668	1.5%
Department and Discount Stores	40,653	1.5%
Support Activities for Mining	40,192	1.5%
Management, Scientific, and Technical Consulting Services	38,007	1.4%
Computer Systems Design and Related Services	34,010	1.2%
Legal Services	32,755	1.2%
Banking and Related Activities	29,517	1.1%
Offices of Physicians	29,078	1.1%
	Top 20 Total	1,301,963
	Total labor force participants	2,747,532
		100.00%

Table notes: Data are from 2017 ACS PUMS (microdata). Only the top 20 industries are included in this table.

Since the likelihood of developing a disability increases with age, the issue of disability is particularly relevant for mature labor force participants. Table 9 details the specific types of disabilities reported by mature labor force participants and the mature population not participating in the labor force. The reported disability categories are not mutually exclusive and one individual could have reported multiple disabilities. Ambulatory difficulty was the most frequently reported by 5.7 percent of the mature labor force. Hearing and vision difficulties were the second and third most frequently reported disabilities. These data underscore the need for any services that address the needs of mature labor force participants to include support for disabilities.

Table 9: Mature Labor Force Participants and Non-Participants Reporting a Disability in Texas, 2017

Reported Disability	Mature Workers		Mature Population not in Labor Force	
	Number	Percent	Number	Percent
Ambulatory difficulty	155,991	5.7%	1,140,145	18.4%
Hearing difficulty	132,003	4.8%	564,731	9.1%
Vision difficulty	67,626	2.5%	342,311	5.5%
Cognitive difficulty	44,463	1.6%	506,893	8.2%
Independent living difficulty	39,887	1.5%	759,670	12.2%
Self-care difficulty	26,905	1.0%	463,247	7.5%
Total mature workers with a disability	466,875	17.0%	3,776,997	58.8%
Total mature labor force participants	2,747,532		3,904,142	

Table notes: 2017 ACS PUMS (microdata). Reported disability categories are not mutually exclusive and one individual can report having several disabilities.

Average Salaries of Mature Workers

In 2017, mature workers earned an average salary of \$56,124 (inflation adjusted for 2017). Numerous differences exist between different demographic categories. On average, male mature workers earned \$69,274, whereas females earned \$42,974. Salaries also varied depending on levels of educational attainment. Table 10 illustrates that mature workers with an education level below the ninth grade earned an average yearly salary of \$26,330.94. Average salary increases with higher levels of educational attainment. The highest average yearly salary is earned by mature workers with a master's degree or higher.

Table 10: Average Yearly Salary for Mature Workers in Texas by Educational Attainment, 2017

Educational Attainment	Percent of Mature Labor Force Participants	Average Annual Salary
Less than 9th Grade	7.7%	\$ 26,330.94
Grade 9 to 12 no diploma	5.8%	\$ 33,335.62
HS graduate and equivalent	23.5%	\$ 42,327.83
Some college no degree	22.6%	\$ 53,640.10
Associate's degree	7.5%	\$ 55,543.88
Bachelor's degree	19.9%	\$ 86,598.45
Master's degree and higher	12.9%	\$ 108,692.15

Source: 2017 ACS PUMS (microdata).

Table 11 illustrates the differences in mature workers' average salaries in 2017 between racial and ethnic groups.

Table 11: Average Yearly Salary for Mature Workers in Texas by Race/Ethnicity, 2017

Racial Category	Average Annual Salary
White	\$ 74,283.49
African American	\$ 45,804.84
Hispanic	\$ 39,485.78
Asian	\$ 64,933.39
Other	\$ 57,288.78

Source: 2017 ACS PUMS (microdata).

Additional differences in yearly salaries are present when considering gender and race, as noted in Table 12.

Table 12: Average Yearly Salary for Mature Workers in Texas by Race/Gender, 2017

Race/Gender Category	Average Annual Salary
White male	\$ 94,055.89
White female	\$ 51,295.39
African American male	\$ 53,845.02
African American female	\$ 38,967.55
Hispanic male	\$ 45,755.32
Hispanic female	\$ 31,499.65
Asian male	\$ 80,037.87
Asian female	\$ 47,946.18
Other male	\$ 68,840.91
Other female	\$ 42,784.30

Source: 2017 ACS PUMS (microdata).

Concluding Comments

This study has provided a demographic overview of mature labor force participants in Texas. National data illustrates how older workers' labor force participation has increased in recent decades, the circumstances affecting older workers' decisions to either retire or remain in the workforce, and the challenges an aging population pose for employees and employers. Trends highlighted in this report will continue into the future.

Analysis of the Texas population yields four relevant trends: the growth of the state's population, the increase in the state's racial and ethnic diversity, the greater number of individuals in the older age categories, and the percentage growth of mature workers' continued participation in the labor market. Demographic analysis illustrates that 39.9 percent of Texas labor force participants 55 and older were employed in civilian occupations in 2017. A majority of mature labor force participants (81.6 percent) worked full time. Additionally, mature workers earned an average salary of \$56,124. Finally, differences in labor force participation and income were observed between various demographic groups.

The proportion of the Texas population age 55 and older is increasing. The impact of this transformation on the labor force presents unique challenges and opportunities for employees and employers navigating an increasingly competitive global economy. Employers must understand the implications for worker and skill shortages that are associated with the aging of the American workforce propelled by the retirement of the Baby Boomers. Conversely, older workers choosing to remain in the workforce will be met with opportunities for training and skill development that goes beyond their already desirable skills. Employers, government, non-profits and other organizations play a critical role in helping older employees to acquire new skills to remain up-to-date with the demands of the modern labor force.

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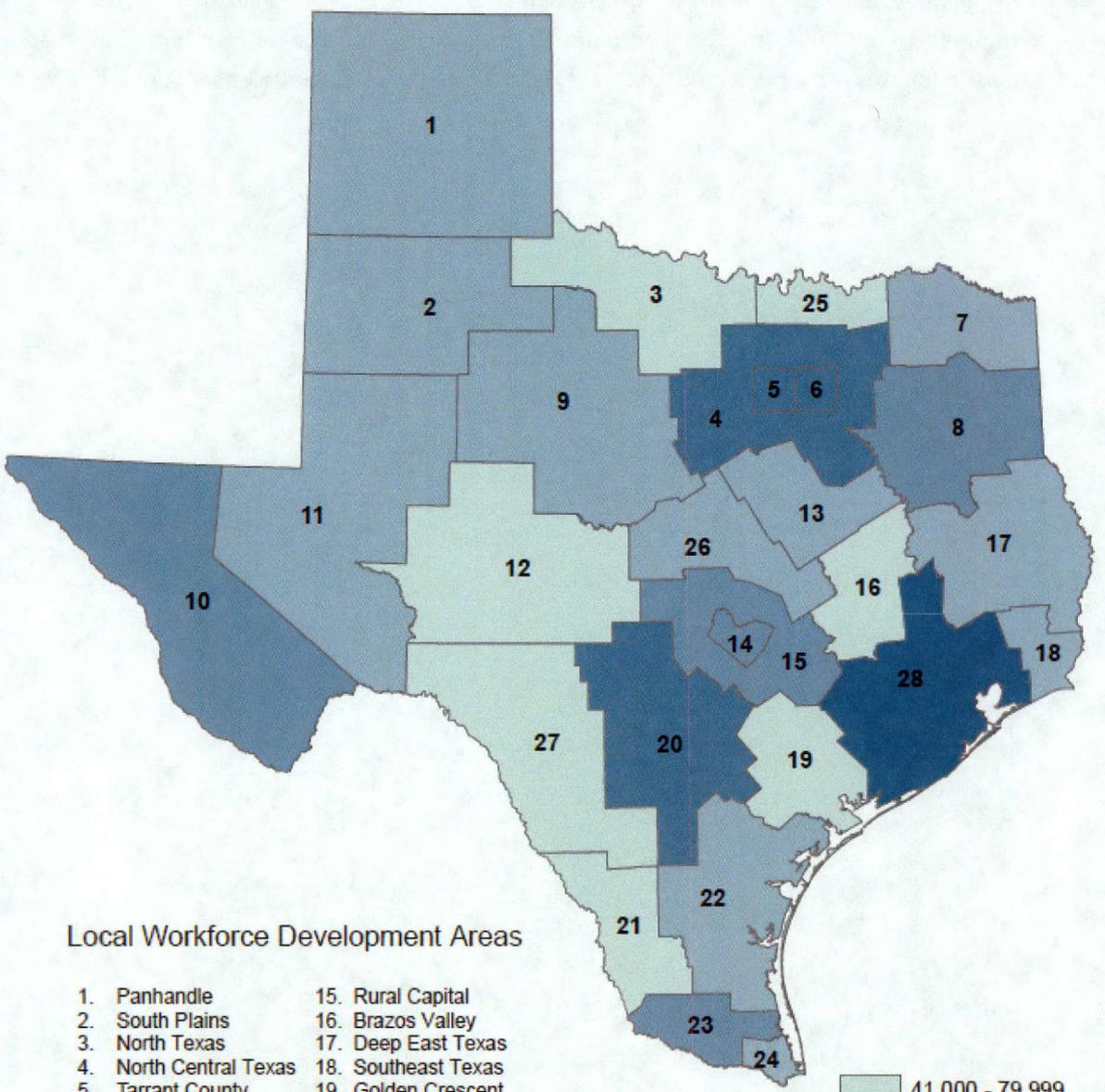
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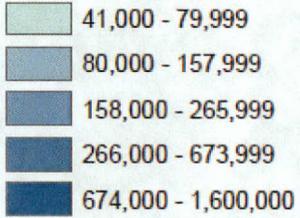
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Appendix A: Mature Workers in Texas by LWDA, 2017



Local Workforce Development Areas

- 1. Panhandle
- 2. South Plains
- 3. North Texas
- 4. North Central Texas
- 5. Tarrant County
- 6. Greater Dallas
- 7. Northeast Texas
- 8. East Texas
- 9. West Central Texas
- 10. Borderplex
- 11. Permian Basin
- 12. Concho Valley
- 13. Heart of Texas
- 14. Capital Area
- 15. Rural Capital
- 16. Brazos Valley
- 17. Deep East Texas
- 18. Southeast Texas
- 19. Golden Crescent
- 20. Alamo
- 21. South Texas
- 22. Coastal Bend
- 23. Lower Rio Grande Valley
- 24. Cameron
- 25. Texoma
- 26. Central Texas
- 27. Middle Rio Grande
- 28. Gulf Coast



Source: U.S. Census Bureau, 2017

Appendix B: Texas Population 55 and Older by County

This appendix illustrates the numbers of mature workers by each county in Texas. In the following tables, the total, male, and female mature worker population of each county is illustrated. The estimated numbers of mature workers are from the 2017 ACS PUMS (microdata). For more information on how county estimates were calculated, see the explanation in the Data Sources section of this report.

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Anderson	59,289	19,302	9,353	9,949	32.6%
Andrews	15,988	3,905	1,901	2,004	24.4%
Angelina	88,004	23,929	11,110	12,819	27.2%
Aransas	22,620	7,079	3,459	3,619	31.3%
Archer	9,432	2,982	1,462	1,519	31.6%
Armstrong	1,808	494	240	254	27.3%
Atascosa	49,139	14,845	7,373	7,472	30.2%
Austin	30,208	8,913	4,111	4,802	29.5%
Bailey	7,202	1,824	887	937	25.3%
Bandera	22,387	6,763	3,359	3,404	30.2%
Bastrop	82,499	26,045	12,979	13,066	31.6%
Baylor	3,930	1,242	609	633	31.6%
Bee	31,072	9,723	4,752	4,972	31.3%
Bell	347,497	70,394	31,874	38,520	20.3%
Bexar	1,958,296	438,932	197,700	241,232	22.4%
Blanco	11,995	4,758	2,230	2,528	39.7%
Borden	612	188	92	97	30.7%
Bosque	17,938	5,785	2,746	3,039	32.3%
Bowie	93,480	27,936	12,815	15,121	29.9%
Brazoria	362,929	84,058	40,562	43,496	23.2%
Brazos	223,018	38,168	17,745	20,423	17.1%
Brewster	10,022	2,448	1,191	1,256	24.4%
Briscoe	1,627	444	216	228	27.3%
Brooks	7,327	1,800	821	979	24.6%
Brown	36,938	12,438	6,100	6,339	33.7%
Burleson	17,945	5,805	2,736	3,069	32.3%
Burnet	43,929	13,163	6,300	6,863	30.0%
Caldwell	42,272	13,346	6,651	6,695	31.6%
Calhoun	22,474	6,250	2,881	3,369	27.8%
Callahan	13,070	4,401	2,158	2,243	33.7%
Cameron	423,421	97,967	44,064	53,903	23.1%
Camp	13,400	4,934	2,284	2,650	36.8%
Carson	5,966	1,630	792	838	27.3%
Cass	30,828	9,213	4,226	4,987	29.9%
Castro	7,774	2,123	1,032	1,092	27.3%
Chambers	39,620	9,771	4,890	4,880	24.7%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Cherokee	50,845	15,327	7,189	8,138	30.1%
Childress	6,870	1,876	912	965	27.3%
Clay	11,161	3,528	1,731	1,798	31.6%
Cochran	3,201	811	394	416	25.3%
Coke	3,266	1,004	488	516	30.7%
Coleman	8,524	2,870	1,408	1,463	33.7%
Collin	969,936	211,971	97,636	114,335	21.9%
Collingsworth	2,893	790	384	406	27.3%
Colorado	22,068	6,511	3,004	3,508	29.5%
Comal	141,024	46,109	22,018	24,091	32.7%
Comanche	13,449	4,529	2,221	2,308	33.7%
Concho	4,083	1,255	610	645	30.7%
Cooke	40,834	12,803	6,023	6,781	31.4%
Coryell	77,510	23,226	11,116	12,110	30.0%
Cottle	1,572	497	244	253	31.6%
Crane	4,772	1,166	567	598	24.4%
Crockett	3,675	1,130	549	580	30.7%
Crosby	6,135	1,554	756	798	25.3%
Culberson	2,625	641	312	329	24.4%
Dallam	6,509	1,778	864	914	27.3%
Dallas	2,617,835	557,932	254,072	303,860	21.3%
Dawson	13,781	4,236	2,060	2,176	30.7%
Deaf Smith	18,803	5,136	2,495	2,640	27.3%
Delta	5,230	1,628	753	875	31.1%
Denton	836,550	174,087	80,959	93,128	20.8%
DeWitt	22,634	6,884	3,334	3,550	30.4%
Dickens	2,401	608	296	312	25.3%
Dimmit	10,236	2,496	1,126	1,370	24.4%
Donley	3,616	988	480	508	27.3%
Duval	12,060	2,659	1,244	1,415	22.0%
Eastland	17,995	6,060	2,972	3,088	33.7%
Ector	157,015	30,283	14,557	15,726	19.3%
Edwards	2,047	499	225	274	24.4%
El Paso	840,566	187,844	82,785	105,059	22.3%
Ellis	173,859	43,290	20,316	22,974	24.9%
Erath	41,586	14,270	6,679	7,591	34.3%
Falls	17,617	5,682	2,697	2,985	32.3%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Fannin	36,114	11,324	5,327	5,997	31.4%
Fayette	27,272	8,610	4,291	4,319	31.6%
Fisher	3,789	1,276	626	650	33.7%
Floyd	6,535	1,655	805	850	25.3%
Foard	1,415	447	219	228	31.6%
Fort Bend	764,816	172,252	81,538	90,714	22.5%
Franklin	10,619	3,306	1,530	1,776	31.1%
Freestone	19,539	6,301	2,991	3,310	32.3%
Frio	18,867	5,700	2,831	2,869	30.2%
Gaines	18,970	4,634	2,255	2,378	24.4%
Galveston	335,148	92,159	43,650	48,509	27.5%
Garza	6,535	1,655	805	850	25.3%
Gillespie	28,303	11,226	5,261	5,965	39.7%
Glasscock	1,225	377	183	193	30.7%
Goliad	8,117	2,469	1,196	1,273	30.4%
Gonzales	22,322	6,789	3,288	3,501	30.4%
Gray	21,877	5,975	2,903	3,072	27.3%
Grayson	128,453	40,276	18,947	21,330	31.4%
Gregg	123,000	33,923	15,407	18,516	27.6%
Grimes	27,776	8,984	4,234	4,750	32.3%
Guadalupe	159,590	39,702	18,418	21,284	24.9%
Hale	36,409	9,220	4,485	4,735	25.3%
Hall	3,254	889	432	457	27.3%
Hamilton	8,713	2,611	1,250	1,361	30.0%
Hansford	5,424	1,481	720	762	27.3%
Hardeman	4,402	1,391	682	709	31.6%
Hardin	56,924	16,393	7,809	8,584	28.8%
Harris	4,654,217	973,604	451,213	522,391	20.9%
Harrison	66,180	21,089	9,833	11,255	31.9%
Hartley	5,966	1,630	792	838	27.3%
Haskell	5,683	1,914	938	975	33.7%
Hays	214,242	44,072	20,962	23,110	20.6%
Hemphill	3,616	988	480	508	27.3%
Henderson	79,561	25,901	12,550	13,351	32.6%
Hidalgo	860,572	164,533	74,563	89,970	19.1%
Hill	34,594	11,157	5,296	5,861	32.3%
Hockley	23,073	5,843	2,842	3,001	25.3%
Hood	56,232	19,295	9,032	10,264	34.3%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Hopkins	35,028	10,904	5,045	5,859	31.1%
Houston	24,800	7,838	3,945	3,893	31.6%
Howard	34,707	10,669	5,189	5,480	30.7%
Hudspeth	3,818	933	454	479	24.4%
Hunt	100,157	26,553	12,394	14,158	26.5%
Hutchinson	21,515	5,876	2,855	3,021	27.3%
Irion	1,633	502	244	258	30.7%
Jack	9,432	2,982	1,462	1,519	31.6%
Jackson	15,922	4,843	2,345	2,498	30.4%
Jasper	35,148	12,507	6,012	6,496	35.6%
Jeff Davis	2,506	612	298	314	24.4%
Jefferson	256,453	68,409	32,134	36,275	26.7%
Jim Hogg	5,443	1,200	561	639	22.0%
Jim Wells	41,662	10,234	4,669	5,565	24.6%
Johnson	167,585	43,928	20,762	23,166	26.2%
Jones	19,511	6,570	3,222	3,348	33.7%
Karnes	16,702	5,080	2,460	2,620	30.4%
Kaufman	123,016	29,201	13,642	15,559	23.7%
Kendall	38,007	15,075	7,065	8,011	39.7%
Kenedy	419	103	47	56	24.6%
Kent	758	255	125	130	33.7%
Kerr	56,472	22,399	10,497	11,903	39.7%
Kimble	4,594	1,412	687	725	30.7%
King	267	68	33	35	25.3%
Kinney	3,753	915	413	502	24.4%
Kleberg	32,660	8,022	3,660	4,362	24.6%
Knox	3,599	1,212	594	618	33.7%
La Salle	6,995	1,706	769	936	24.4%
Lamar	49,610	15,443	7,146	8,298	31.1%
Lamb	14,004	3,546	1,725	1,821	25.3%
Lampasas	20,149	6,038	2,890	3,148	30.0%
Lavaca	21,698	6,599	3,196	3,404	30.4%
Lee	18,409	5,812	2,896	2,916	31.6%
Leon	17,477	5,653	2,664	2,989	32.3%
Liberty	85,364	21,051	10,537	10,515	24.7%
Limestone	23,063	7,438	3,531	3,907	32.3%
Lipscomb	3,254	889	432	457	27.3%
Live Oak	11,847	2,612	1,222	1,390	22.0%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Llano	19,786	5,929	2,838	3,091	30.0%
Loving	119	29	14	15	24.4%
Lubbock	304,848	68,614	31,001	37,613	22.5%
Lynn	6,002	1,520	739	781	25.3%
Madison	14,200	4,593	2,165	2,428	32.3%
Marion	10,603	3,379	1,575	1,803	31.9%
Martin	4,798	1,475	717	757	30.7%
Mason	3,981	1,224	595	629	30.7%
Matagorda	38,890	11,475	5,293	6,182	29.5%
Maverick	55,447	13,520	6,097	7,423	24.4%
McCulloch	8,268	2,542	1,236	1,305	30.7%
McLennan	251,540	64,425	29,476	34,949	25.6%
McMullen	747	165	77	88	22.0%
Medina	50,406	15,228	7,563	7,665	30.2%
Menard	2,246	690	336	355	30.7%
Midland	165,101	35,628	16,395	19,233	21.6%
Milam	25,904	8,379	3,949	4,430	32.3%
Mills	5,083	1,523	729	794	30.0%
Mitchell	9,092	3,062	1,501	1,560	33.7%
Montague	20,594	6,510	3,193	3,317	31.6%
Montgomery	571,079	144,382	68,760	75,622	25.3%
Moore	21,334	5,827	2,831	2,996	27.3%
Morris	12,838	3,997	1,849	2,147	31.1%
Motley	1,200	304	148	156	25.3%
Nacogdoches	65,313	17,759	8,245	9,514	27.2%
Navarro	47,086	15,185	7,209	7,977	32.3%
Newton	14,174	5,044	2,424	2,620	35.6%
Nolan	14,775	4,975	2,440	2,536	33.7%
Nueces	361,653	94,585	43,774	50,811	26.2%
Ochiltree	9,944	2,716	1,320	1,396	27.3%
Oldham	1,989	543	264	279	27.3%
Orange	85,386	24,589	11,713	12,876	28.8%
Palo Pinto	30,948	10,620	4,971	5,649	34.3%
Panola	23,822	7,181	3,368	3,813	30.1%
Parker	133,355	39,664	19,583	20,081	29.7%
Parmer	9,944	2,716	1,320	1,396	27.3%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Pecos	16,823	4,109	2,000	2,109	24.4%
Polk	47,548	15,029	7,564	7,464	31.6%
Potter	120,432	28,041	13,186	14,855	23.3%
Presidio	8,471	2,069	1,007	1,062	24.4%
Rains	11,869	4,370	2,023	2,347	36.8%
Randall	134,222	36,183	16,258	19,925	27.0%
Reagan	3,369	1,035	504	532	30.7%
Real	3,412	832	375	457	24.4%
Red River	12,838	3,997	1,849	2,147	31.1%
Reeves	14,914	3,643	1,773	1,870	24.4%
Refugio	7,209	2,256	1,102	1,153	31.3%
Roberts	904	247	120	127	27.3%
Robertson	17,321	5,603	2,640	2,962	32.3%
Rockwall	90,982	24,120	11,259	12,862	26.5%
Runnels	10,229	3,444	1,689	1,755	33.7%
Rusk	53,407	16,099	7,551	8,548	30.1%
Sabine	10,717	3,814	1,833	1,981	35.6%
San Augustine	8,758	3,117	1,498	1,619	35.6%
San Jacinto	27,597	8,723	4,390	4,332	31.6%
San Patricio	63,262	19,797	9,674	10,122	31.3%
San Saba	6,353	1,904	911	993	30.0%
Schleicher	3,471	1,067	519	548	30.7%
Scurry	16,291	5,486	2,690	2,796	33.7%
Shackelford	3,220	1,084	532	553	33.7%
Shelby	25,007	8,899	4,277	4,621	35.6%
Sherman	2,893	790	384	406	27.3%
Smith	228,067	64,742	28,738	36,004	28.4%
Somervell	9,395	3,224	1,509	1,715	34.3%
Starr	62,435	13,765	6,440	7,325	22.0%
Stephens	9,282	3,126	1,533	1,593	33.7%
Sterling	1,123	345	168	177	30.7%
Stonewall	1,515	510	250	260	33.7%
Sutton	4,083	1,255	610	645	30.7%
Swisher	7,594	2,074	1,008	1,066	27.3%
Tarrant	2,052,945	459,395	211,773	247,622	22.4%
Taylor	136,598	34,275	15,281	18,994	25.1%
Terrell	1,074	262	128	135	24.4%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Terry	12,670	3,209	1,561	1,648	25.3%
Throckmorton	1,515	510	250	260	33.7%
Titus	32,175	10,016	4,634	5,382	31.1%
Tom Green	118,042	31,794	14,562	17,232	26.9%
Travis	1,227,473	245,051	114,902	130,149	20.0%
Trinity	15,290	4,833	2,432	2,400	31.6%
Tyler	21,434	7,627	3,666	3,961	35.6%
Upshur	39,615	12,624	5,886	6,737	31.9%
Upton	3,369	1,035	504	532	30.7%
Uvalde	26,956	6,573	2,964	3,609	24.4%
Val Verde	49,987	12,189	5,497	6,692	24.4%
Van Zandt	56,919	20,956	9,701	11,255	36.8%
Victoria	91,031	25,314	11,668	13,646	27.8%
Walker	71,043	22,455	11,302	11,153	31.6%
Waller	45,764	13,503	6,229	7,274	29.5%
Ward	11,573	2,827	1,376	1,451	24.4%
Washington	35,266	11,407	5,376	6,031	32.3%
Webb	274,728	49,013	21,672	27,341	17.8%
Wharton	43,774	12,916	5,958	6,958	29.5%
Wheeler	5,243	1,432	696	736	27.3%
Wichita	132,575	35,095	16,119	18,976	26.5%
Wilbarger	14,148	4,472	2,194	2,279	31.6%
Willacy	22,610	5,554	2,534	3,020	24.6%
Williamson	547,953	122,444	56,043	66,401	22.3%
Wilson	48,546	14,766	7,151	7,615	30.4%
Winkler	7,755	1,894	922	972	24.4%
Wise	61,781	19,530	9,579	9,951	31.6%
Wood	45,433	16,727	7,743	8,984	36.8%
Yoakum	7,869	1,993	969	1,023	25.3%
Young	19,336	6,112	2,998	3,114	31.6%
Zapata	14,301	3,153	1,475	1,678	22.0%
Zavala	11,942	2,912	1,313	1,599	24.4%

Appendix C: Estimated Labor Force Participants 55 and Older by County in Each LWDA

The estimated numbers of mature workers are from the 2017 ACS PUMS (microdata). For more information on how county estimates were calculated, see the explanation in the Data Sources section of this report.

Table 13: LWDA 1 Panhandle—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Armstrong	1,808	494	240	254	231	125	106
Briscoe	1,627	444	216	228	208	112	95
Carson	5,966	1,630	792	838	761	411	350
Castro	7,774	2,123	1,032	1,092	992	536	456
Childress	6,870	1,876	912	965	877	474	403
Collingsworth	2,893	790	384	406	369	199	170
Dallam	6,509	1,778	864	914	831	449	382
Deaf Smith	18,803	5,136	2,495	2,640	2,399	1,296	1,103
Donley	3,616	988	480	508	461	249	212
Gray	21,877	5,975	2,903	3,072	2,791	1,508	1,283
Hall	3,254	889	432	457	415	224	191
Hansford	5,424	1,481	720	762	692	374	318
Hartley	5,966	1,630	792	838	761	411	350
Hemphill	3,616	988	480	508	461	249	212
Hutchinson	21,515	5,876	2,855	3,021	2,745	1,483	1,262
Lipscomb	3,254	889	432	457	415	224	191
Moore	21,334	5,827	2,831	2,996	2,722	1,471	1,252
Ochiltree	9,944	2,716	1,320	1,396	1,269	685	583
Oldham	1,989	543	264	279	254	137	117
Parmer	9,944	2,716	1,320	1,396	1,269	685	583
Potter	120,432	28,041	13,186	14,855	10,046	5,267	4,779
Randall	134,222	36,183	16,258	19,925	16,773	8,737	8,036
Roberts	904	247	120	127	115	62	53
Sherman	2,893	790	384	406	369	199	170
Swisher	7,594	2,074	1,008	1,066	969	523	445
Wheeler	5,243	1,432	696	736	669	361	308
Panhandle Total	435,273	113,556	53,413	60,143	49,866	26,455	23,411

Table 14: LWDA 2 South Plains—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bailey	7,202	1,824	887	937	763	492	271
Cochran	3,201	811	394	416	339	218	120
Crosby	6,135	1,554	756	798	650	419	231
Dickens	2,401	608	296	312	254	164	90
Floyd	6,535	1,655	805	850	692	446	246
Garza	6,535	1,655	805	850	692	446	246
Hale	36,409	9,220	4,485	4,735	3,855	2,485	1,370
Hockley	23,073	5,843	2,842	3,001	2,443	1,575	868
King	267	68	33	35	28	18	10
Lamb	14,004	3,546	1,725	1,821	1,483	956	527
Lubbock	304,848	68,614	31,001	37,613	31,619	17,378	14,241
Lynn	6,002	1,520	739	781	635	410	226
Motley	1,200	304	148	156	127	82	45
Terry	12,670	3,209	1,561	1,648	1,341	865	477
Yoakum	7,869	1,993	969	1,023	833	537	296
South Plains Total	438,349	102,422	47,445	54,976	45,754	26,489	19,265

Table 15: LWDA 3 North Texas—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Archer	9,432	2,982	1,462	1,519	1,100	689	412
Baylor	3,930	1,242	609	633	459	287	172
Clay	11,161	3,528	1,731	1,798	1,302	815	487
Cottle	1,572	497	244	253	183	115	69
Foard	1,415	447	219	228	165	103	62
Hardeman	4,402	1,391	682	709	514	321	192
Jack	9,432	2,982	1,462	1,519	1,100	689	412
Montague	20,594	6,510	3,193	3,317	2,403	1,503	899
Wichita	132,575	35,095	16,119	18,976	12,160	6,088	6,072
Wilbarger	14,148	4,472	2,194	2,279	1,651	1,033	618
Young	19,336	6,112	2,998	3,114	2,256	1,412	844
North Texas Total	227,998	65,259	30,914	34,345	23,292	13,054	10,238

Table 16: LWDA 4 North Central–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Collin	969,936	211,971	97,636	114,335	104,197	57,340	46,857
Denton	836,550	174,087	80,959	93,128	83,729	44,957	38,772
Ellis	173,859	43,290	20,316	22,974	19,029	10,503	8,526
Erath	41,586	14,270	6,679	7,591	4,563	2,655	1,908
Hood	56,232	19,295	9,032	10,264	6,169	3,590	2,580
Hunt	100,157	26,553	12,394	14,158	10,487	5,642	4,845
Johnson	167,585	43,928	20,762	23,166	16,044	8,853	7,191
Kaufman	123,016	29,201	13,642	15,559	11,824	6,863	4,961
Navarro	47,086	15,185	7,209	7,977	4,826	2,839	1,987
Palo Pinto	30,948	10,620	4,971	5,649	3,395	1,976	1,420
Parker	133,355	39,664	19,583	20,081	14,775	8,749	6,026
Rockwall	90,982	24,120	11,259	12,862	9,527	5,125	4,402
Somervell	9,395	3,224	1,509	1,715	1,031	600	431
Wise	61,781	19,530	9,579	9,951	7,208	4,510	2,698
North Central Total	2,842,469	674,938	315,530	359,409	296,804	164,202	132,602

Table 17: LWDA 5 Tarrant County–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Tarrant	2,052,945	459,395	211,773	247,622	205,912	111,247	94,665
Tarrant County Total	2,052,945	459,395	211,773	247,622	205,912	111,247	94,665

Table 18: LWDA 6 Greater Dallas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dallas	2,617,835	557,932	254,072	303,860	261,872	139,854	122,018
Greater Dallas Total	2,617,835	557,932	254,072	303,860	261,872	139,854	122,018

Table 19: LWDA 7 Northeast–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bowie	93,480	27,936	12,815	15,121	9,031	4,392	4,638
Cass	30,828	9,213	4,226	4,987	2,978	1,449	1,530
Delta	5,230	1,628	753	875	586	314	273
Franklin	10,619	3,306	1,530	1,776	1,190	637	554
Hopkins	35,028	10,904	5,045	5,859	3,926	2,100	1,827
Lamar	49,610	15,443	7,146	8,298	5,561	2,974	2,587
Morris	12,838	3,997	1,849	2,147	1,439	770	669
Red River	12,838	3,997	1,849	2,147	1,439	770	669
Titus	32,175	10,016	4,634	5,382	3,606	1,929	1,678
Northeast Total	282,647	86,440	39,848	46,591	29,757	15,332	14,425

Table 20: LWDA 8 East Texas—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Anderson	59,289	19,302	9,353	9,949	4,906	2,436	2,470
Camp	13,400	4,934	2,284	2,650	1,429	749	680
Cherokee	50,845	15,327	7,189	8,138	5,525	2,507	3,018
Gregg	123,000	33,923	15,407	18,516	14,579	7,722	6,857
Harrison	66,180	21,089	9,833	11,255	7,725	4,469	3,256
Henderson	79,561	25,901	12,550	13,351	6,584	3,270	3,314
Marion	10,603	3,379	1,575	1,803	1,238	716	522
Panola	23,822	7,181	3,368	3,813	2,588	1,175	1,414
Rains	11,869	4,370	2,023	2,347	1,266	664	602
Rusk	53,407	16,099	7,551	8,548	5,803	2,633	3,170
Smith	228,067	64,742	28,738	36,004	25,720	13,128	12,592
Upshur	39,615	12,624	5,886	6,737	4,624	2,675	1,949
Van Zandt	56,919	20,956	9,701	11,255	6,071	3,183	2,889
Wood	45,433	16,727	7,743	8,984	4,846	2,540	2,306
East Texas Total	862,009	266,553	123,202	143,351	92,905	47,867	45,038

Table 21: LWDA 9 West Central–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brown	36,938	12,438	6,100	6,339	4,038	2,302	1,736
Callahan	13,070	4,401	2,158	2,243	1,429	815	614
Coleman	8,524	2,870	1,408	1,463	932	531	401
Comanche	13,449	4,529	2,221	2,308	1,470	838	632
Eastland	17,995	6,060	2,972	3,088	1,967	1,121	846
Fisher	3,789	1,276	626	650	414	236	178
Haskell	5,683	1,914	938	975	621	354	267
Jones	19,511	6,570	3,222	3,348	2,133	1,216	917
Kent	758	255	125	130	83	47	36
Knox	3,599	1,212	594	618	393	224	169
Mitchell	9,092	3,062	1,501	1,560	994	567	427
Nolan	14,775	4,975	2,440	2,536	1,615	921	695
Runnels	10,229	3,444	1,689	1,755	1,118	637	481
Scurry	16,291	5,486	2,690	2,796	1,781	1,015	766
Shackelford	3,220	1,084	532	553	352	201	151
Stephens	9,282	3,126	1,533	1,593	1,015	578	436
Stonewall	1,515	510	250	260	166	94	71
Taylor	136,598	34,275	15,281	18,994	14,465	7,697	6,768
Throckmorton	1,515	510	250	260	166	94	71
West Central Total	325,835	97,998	46,530	51,468	35,154	19,490	15,664

Table 22: LWDA 10 Borderplex–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brewster	10,022	2,448	1,191	1,256	755	467	288
Culberson	2,625	641	312	329	198	122	76
El Paso	840,566	187,844	82,785	105,059	68,229	36,761	31,468
Hudspeth	3,818	933	454	479	288	178	110
Jeff Davis	2,506	612	298	314	189	117	72
Presidio	8,471	2,069	1,007	1,062	638	394	244
Borderplex Total	868,007	194,547	86,047	108,499	70,296	38,038	32,258

Table 23: LWDA 11 Permian Basin—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Andrews	15,988	3,905	1,901	2,004	1,204	744	460
Borden	612	188	92	97	74	47	27
Crane	4,772	1,166	567	598	360	222	137
Dawson	13,781	4,236	2,060	2,176	1,664	1,060	604
Ector	157,015	30,283	14,557	15,726	13,871	8,878	4,993
Gaines	18,970	4,634	2,255	2,378	1,429	883	546
Glasscock	1,225	377	183	193	148	94	54
Howard	34,707	10,669	5,189	5,480	4,192	2,670	1,522
Loving	119	29	14	15	9	6	3
Martin	4,798	1,475	717	757	579	369	210
Midland	165,101	35,628	16,395	19,233	16,622	9,813	6,809
Pecos	16,823	4,109	2,000	2,109	1,267	783	484
Reeves	14,914	3,643	1,773	1,870	1,124	694	429
Terrell	1,074	262	128	135	81	50	31
Upton	3,369	1,035	504	532	407	259	148
Ward	11,573	2,827	1,376	1,451	872	539	333
Winkler	7,755	1,894	922	972	584	361	223
Permian Basin Total	472,595	106,359	50,632	55,727	44,487	27,472	17,014

Table 24: LWDA 12 Concho Valley–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Coke	3,266	1,004	488	516	394	251	143
Concho	4,083	1,255	610	645	493	314	179
Crockett	3,675	1,130	549	580	444	283	161
Irion	1,633	502	244	258	197	126	72
Kimble	4,594	1,412	687	725	555	353	201
Mason	3,981	1,224	595	629	481	306	175
McCulloch	8,268	2,542	1,236	1,305	999	636	363
Menard	2,246	690	336	355	271	173	98
Reagan	3,369	1,035	504	532	407	259	148
Schleicher	3,471	1,067	519	548	419	267	152
Sterling	1,123	345	168	177	136	86	49
Sutton	4,083	1,255	610	645	493	314	179
Tom Green	118,042	31,794	14,562	17,232	13,029	6,502	6,527
Concho Valley Total	161,833	45,255	21,109	24,146	18,318	9,871	8,447

Table 25: LWDA 13 Heart of Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bosque	17,938	5,785	2,746	3,039	1,839	1,082	757
Falls	17,617	5,682	2,697	2,985	1,806	1,062	743
Freestone	19,539	6,301	2,991	3,310	2,003	1,178	824
Hill	34,594	11,157	5,296	5,861	3,546	2,086	1,460
Limestone	23,063	7,438	3,531	3,907	2,364	1,391	973
McLennan	251,540	64,425	29,476	34,949	25,687	14,109	11,578
Heart of Texas Total	364,291	100,787	46,737	54,050	37,244	20,908	16,336

Table 26: LWDA 14 Capital Area–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Travis	1,227,473	245,051	114,902	130,149	120,247	65,684	54,563
Capital Area Total	1,227,473	245,051	114,902	130,149	120,247	65,684	54,563

Table 27: LWDA 15 Rural Capital–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bastrop	82,499	26,045	12,979	13,066	10,808	6,044	4,764
Blanco	11,995	4,758	2,230	2,528	1,802	983	819
Burnet	43,929	13,163	6,300	6,863	3,946	2,135	1,811
Caldwell	42,272	13,346	6,651	6,695	5,538	3,097	2,441
Fayette	27,272	8,610	4,291	4,319	3,573	1,998	1,575
Hays	214,242	44,072	20,962	23,110	19,502	11,072	8,430
Lee	18,409	5,812	2,896	2,916	2,412	1,349	1,063
Llano	19,786	5,929	2,838	3,091	1,777	962	816
Williamson	547,953	122,444	56,043	66,401	50,086	27,707	22,379
Rural Capital Total	1,008,357	244,179	115,189	128,990	99,443	55,347	44,097

Table 28: LWDA 16 Brazos Valley–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brazos	223,018	38,168	17,745	20,423	16,223	9,073	7,150
Burleson	17,945	5,805	2,736	3,069	1,860	979	881
Grimes	27,776	8,984	4,234	4,750	2,880	1,516	1,364
Leon	17,477	5,653	2,664	2,989	1,812	954	858
Madison	14,200	4,593	2,165	2,428	1,472	775	697
Robertson	17,321	5,603	2,640	2,962	1,796	945	850
Washington	35,266	11,407	5,376	6,031	3,656	1,924	1,732
Brazos Valley Total	353,004	80,213	37,560	42,652	29,698	16,166	13,532

Table 29: LWDA 17 Deep East Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Angelina	88,004	23,929	11,110	12,819	8,475	4,721	3,754
Houston	24,800	7,838	3,945	3,893	1,890	848	1,042
Jasper	35,148	12,507	6,012	6,496	3,733	2,154	1,579
Nacogdoches	65,313	17,759	8,245	9,514	6,290	3,504	2,786
Newton	14,174	5,044	2,424	2,620	1,505	869	637
Polk	47,548	15,029	7,564	7,464	3,624	1,626	1,998
Sabine	10,717	3,814	1,833	1,981	1,138	657	481
San Augustine	8,758	3,117	1,498	1,619	930	537	393
San Jacinto	27,597	8,723	4,390	4,332	2,103	944	1,160
Shelby	25,007	8,899	4,277	4,621	2,656	1,533	1,123
Trinity	15,290	4,833	2,432	2,400	1,165	523	642
Tyler	21,434	7,627	3,666	3,961	2,276	1,314	963
Deep East Texas Total	383,791	119,117	57,397	61,720	35,786	19,228	16,558

Table 30: LWDA 18 Southeast Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hardin	56,924	16,393	7,809	8,584	5,700	2,949	2,751
Jefferson	256,453	68,409	32,134	36,275	22,943	12,487	10,456
Orange	85,386	24,589	11,713	12,876	8,550	4,424	4,126
Southeast Texas Total	398,763	109,391	51,656	57,735	37,193	19,860	17,333

Table 31: LWDA 19 Golden Crescent–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Calhoun	22,474	6,250	2,881	3,369	2,381	1,367	1,013
DeWitt	22,634	6,884	3,334	3,550	2,430	1,453	977
Goliad	8,117	2,469	1,196	1,273	871	521	350
Gonzales	22,322	6,789	3,288	3,501	2,396	1,433	964
Jackson	15,922	4,843	2,345	2,498	1,709	1,022	687
Lavaca	21,698	6,599	3,196	3,404	2,329	1,393	937
Victoria	91,031	25,314	11,668	13,646	9,643	5,539	4,105
Golden Crescent Total	204,198	59,149	27,907	31,241	21,760	12,727	9,033

Table 32: LWDA 20 Alamo–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Atascosa	49,139	14,845	7,373	7,472	5,016	2,967	2,049
Bandera	22,387	6,763	3,359	3,404	2,285	1,352	933
Bexar	1,958,296	438,932	197,700	241,232	168,620	88,497	80,123
Comal	141,024	46,109	22,018	24,091	18,573	11,087	7,486
Frio	18,867	5,700	2,831	2,869	1,926	1,139	787
Gillespie	28,303	11,226	5,261	5,965	4,251	2,319	1,932
Guadalupe	159,590	39,702	18,418	21,284	16,163	8,282	7,881
Karnes	16,702	5,080	2,460	2,620	1,793	1,072	721
Kendall	38,007	15,075	7,065	8,011	5,709	3,115	2,594
Kerr	56,472	22,399	10,497	11,903	8,483	4,628	3,855
McMullen	747	165	77	88	59	32	28
Medina	50,406	15,228	7,563	7,665	5,145	3,044	2,101
Wilson	48,546	14,766	7,151	7,615	5,211	3,116	2,096
Alamo Total	2,588,488	635,992	291,772	344,220	243,235	130,650	112,585

Table 33: LWDA 21 South Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Jim Hogg	5,443	1,200	561	639	433	232	201
Webb	274,728	49,013	21,672	27,341	21,656	10,300	11,356
Zapata	14,301	3,153	1,475	1,678	1,137	610	528
South Texas Total	294,472	53,366	23,708	29,658	23,226	11,142	12,084

Table 34: LWDA 22 Coastal Bend–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Aransas	22,620	7,079	3,459	3,619	2,854	1,509	1,345
Bee	31,072	9,723	4,752	4,972	3,921	2,073	1,848
Brooks	7,327	1,800	821	979	659	353	306
Duval	12,060	2,659	1,244	1,415	959	514	445
Jim Wells	41,662	10,234	4,669	5,565	3,749	2,007	1,742
Kenedy	419	103	47	56	38	20	18
Kleberg	32,660	8,022	3,660	4,362	2,939	1,573	1,366
Live Oak	11,847	2,612	1,222	1,390	942	505	437
Nueces	361,653	94,585	43,774	50,811	36,923	19,613	17,310
Refugio	7,209	2,256	1,102	1,153	910	481	429
San Patricio	63,262	19,797	9,674	10,122	7,982	4,221	3,762
Coastal Bend Total	591,790	158,869	74,424	84,445	61,875	32,869	29,006

Table 35: LWDA 23 Lower Rio Grande Valley–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hidalgo	860,572	164,533	74,563	89,970	56,801	29,334	27,467
Starr	62,435	13,765	6,440	7,325	4,964	2,661	2,303
Willacy	22,610	5,554	2,534	3,020	2,035	1,089	945
Lower Rio Grande Valley Total	945,617	183,852	83,537	100,315	63,800	33,084	30,716

Table 36: LWDA 24 Cameron County–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cameron	423,421	97,967	44,064	53,903	33,167	15,517	17,650
Cameron County Total	423,421	97,967	44,064	53,903	33,167	15,517	17,650

Table 37: LWDA 25 Texoma–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cooke	40,834	12,803	6,023	6,781	5,176	2,688	2,488
Fannin	36,114	11,324	5,327	5,997	4,578	2,377	2,201
Grayson	128,453	40,276	18,947	21,330	16,283	8,456	7,827
Texoma Total	205,401	64,403	30,296	34,107	26,037	13,522	12,516

Table 38: LWDA 26 Central Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bell	347,497	70,394	31,874	38,520	27,270	14,578	12,692
Coryell	77,510	23,226	11,116	12,110	6,963	3,767	3,196
Hamilton	8,713	2,611	1,250	1,361	783	423	359
Lampasas	20,149	6,038	2,890	3,148	1,810	979	831
Milam	25,904	8,379	3,949	4,430	2,685	1,413	1,272
Mills	5,083	1,523	729	794	457	247	210
San Saba	6,353	1,904	911	993	571	309	262
Central Texas Total	491,209	114,074	52,718	61,356	40,538	21,717	18,821

Table 39: LWDA 27 Middle Rio Grande–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dimmit	10,236	2,496	1,126	1,370	807	424	383
Edwards	2,047	499	225	274	161	85	77
Kinney	3,753	915	413	502	296	155	140
La Salle	6,995	1,706	769	936	551	290	262
Maverick	55,447	13,520	6,097	7,423	4,371	2,297	2,074
Real	3,412	832	375	457	269	141	128
Uvalde	26,956	6,573	2,964	3,609	2,125	1,117	1,008
Val Verde	49,987	12,189	5,497	6,692	3,940	2,071	1,870
Zavala	11,942	2,912	1,313	1,599	941	495	447
Middle Rio Grande Total	170,776	41,643	18,780	22,863	13,461	7,074	6,387

Table 40: LWDA 28 Gulf Coast–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Austin	30,208	8,913	4,111	4,802	3,549	2,072	1,476
Brazoria	362,929	84,058	40,562	43,496	34,120	20,024	14,096
Chambers	39,620	9,771	4,890	4,880	3,432	2,256	1,176
Colorado	22,068	6,511	3,004	3,508	2,593	1,514	1,079
Fort Bend	764,816	172,252	81,538	90,714	78,803	45,313	33,490
Galveston	335,148	92,159	43,650	48,509	35,592	19,483	16,109
Harris	4,654,217	973,604	451,213	522,391	437,267	239,630	197,637
Liberty	85,364	21,051	10,537	10,515	7,396	4,862	2,534
Matagorda	38,890	11,475	5,293	6,182	4,569	2,668	1,901
Montgomery	571,079	144,382	68,760	75,622	63,053	35,899	27,154
Walker	71,043	22,455	11,302	11,153	5,414	2,429	2,985
Waller	45,764	13,503	6,229	7,274	5,376	3,139	2,237
Wharton	43,774	12,916	5,958	6,958	5,143	3,003	2,140
Gulf Coast Total	7,064,920	1,573,049	737,046	836,003	686,306	382,293	304,013

**TWIC BRIEFING ITEM
MEMORANDUM**

TO Council Members

SUBJECT Results for America Workforce Initiative

REF: LR.twic.II9.091319

Introduction

The Texas Workforce Investment Council (Council) will be briefed on the scope of a strategic initiative to develop workforce system competencies in results-based decision and grant making. This work supports innovation in the delivery of services designed to lead to stronger employment outcomes. The Council was approached by Results for America (RFA), through the National Governors' Association's Center for Best Practices. RFA is beginning a workforce initiative focused on using data to guide decisions and is convening a number of fellowships consisting of teams of state workforce leaders. The center supports the work of the state workforce board chairs' association.

Background

The Texas Workforce System Strategic Plan FY 2016–FY 2023 identified three strategic system imperatives that are foundational to the strength and responsiveness of the workforce system. These imperatives are fostered through implementation of strategic system initiatives. This system initiative would serve to support continuous improvement and innovation, particularly in the state's grant programs.

Attachments

1. Evidence to Outcomes: State and Local Workforce Fellowship
2. Fellowship Details and Timeline

Discussion

Through extensive research and outreach, RFA has identified seven key recommendations for driving government workforce funding toward evidence-based strategies, along with inspiring examples from state and local boards and agencies across the country. Fellows will be invited to improve upon and add to the following strategies:

1. Link funds directly to priority outcomes through performance-based contracts.
2. Offer flexible award sizes, time periods, and performance measures.
3. Award preference points to providers offering models with high or moderate causal evidence.
4. Set aside funding for contracts that pay directly for outcomes and providers offering models with high or moderate causal evidence.
5. Build evidence by promoting, conducting, and financing external evaluations.
6. Highlight effective strategies in state and local Workforce Innovation and Opportunity Act plans.
7. Establish a policy of transparency about funding and program performance.

Fellows participating in the state-local teams have each been asked to select two or three of the seven strategies (above) that the fellow and team will commit to working on for the duration of the initiative (approximately 18 months). Members of the Texas team (see Attachment 2) agreed, at the behest of the Office of the Governor, that the team would select three strategies on which the work of the entire team

would focus—both individually and collectively. The result should be that while each member may have different actions and projects, all members would be working in the same direction to achieve the stated strategy, which in many respects is a strategic objective.

Next Steps

The Texas team submitted its statement of interest in August and conducted a conference call with RFA. During the October fellows convening in Washington, D.C., the team anticipated developing one or more plans of action to move the initiative forward and creating one or more implementation teams to devise, plan, and implement the operational aspects of the work.

Recommendation

It is recommended that the Council note the information contained in this briefing item.

Evidence to Outcomes: State and Local Workforce Fellowship

Since 2014, Results for America (RFA) has supported the evidence-driven transformation of the public and social services sector through fellowship programs for senior state education agency leaders, city/county government leaders, and nonprofit chief executives. From helping state government leaders implement federal K-12 evidence requirements, to assisting local government officials in strengthening their data and evidence capacity, to working with nonprofit CEOs on analyzing and publishing their evaluation results, RFA has recruited, engaged, and celebrated government champions committed to evidence-based policymaking.

Building on these successful fellowships, RFA is launching a State and Local Workforce Fellowship in fall 2019 to help innovative state and local government leaders make tangible progress in improving employment outcomes for their citizens. Often, workforce metrics focus on short-term outcomes resulting in churning job seekers in and out of low-quality or poor-fit jobs and incentivizing serving individuals who face fewer barriers to employment. There is, however, a growing body of evidence on what works to ensure people have the skills needed to succeed in the workforce, and we have the opportunity to refocus strategies and resources on high-bar outcomes and increased equity.

RFA's State and Local Workforce Fellows will have access to a peer network of leading workforce officials, expert technical assistance to solve problems and implement evidence-based solutions, and support and resources to elevate and spotlight successes and continue to build momentum. By bringing together leaders from the most data- and evidence-driven state and local workforce offices and boards to collaboratively develop and implement strategies for building and using evidence to direct funding, the Fellowship will create national proof points that set the stage for broader adoption across the country.

Through extensive research and outreach, RFA identified seven key recommendations for driving government workforce funding toward evidence-based strategies, along with inspiring examples from state and local boards and agencies across the country.

RFA has collected these recommendations into a Policy Roadmap for using state and local WIOA plans, RFPs, and contracts to build evidence of what works and invest increasing amounts of workforce funding in evidence-based solutions to improve lives. This Roadmap has been informed by RFA's Federal, State and Local Standards of Excellence and input from our workforce development partner organizations.

RFA will provide the following opportunities to our State/Local Government Workforce Fellows:

Peer network of top government innovators from around the country to learn from a leading-edge brain trust. Fellows will consult with and support each other, offering new ideas and approaches and providing direction and courage when challenges inevitably arise.

Expert technical assistance to implement evidence-based strategies, including:

- **Training** from experts to develop the most important capacities and practices to effectively implement evidence-based strategies, which may include data integration and sharing, performance management and continuous improvement, outcomes-based contracting, evaluation and evidence-building, and evidence-based budgeting.
- **Building new evidence** by identifying opportunities for improved performance management, low-cost evaluation, and research partnerships.

- **Access to a curated repository of action-oriented tools** such as sample RFPs, legislative language, contracts, toolkits, checklists, and strategies for leading organizational change.

Spotlighting and celebrating Fellows' successes to drive public and political support and build demand among a broader group of workforce development decision-makers, including through articles, speaking opportunities, documentary films, op-eds, Congressional staff briefings, meetings with U.S. Department of Labor officials, and public events.

Ideal candidates for the Fellowship will meet the following criteria:

Fellows should have a strong individual and organizational commitment to building and using data to direct workforce development funding and improve lives. Fellows will commit to working with RFA to implement at least two of the evidence-based strategies in the Roadmap.

RFA is requesting that Fellows apply as a state partnership with a representative from the state and local level who each have authority related to WIOA funding. State teams may request to include additional Fellows from TANF, SNAP E&T, Perkins CTE, or other workforce funding streams to enhance connectivity and develop a comprehensive approach across the state. While each state is different, ideal Fellows may come from state workforce boards or teams within Governors' offices, state performance and innovation teams, or state employment and commerce agencies. At the local level, ideal Fellows may come from Workforce Development Boards, nonprofits acting on behalf of WDBs, or workforce advisors to mayors. Fellows should have direct access to the key decision-makers for the chosen strategies to enable implementation.

Fellowship Details and Timeline

Texas Team Members

State	Local
<ul style="list-style-type: none">• Charles Miller, Workforce Advisor to Governor, Office of Greg Abbott• Courtney Arbour, Director of the Workforce Division, Texas Workforce Commission• Jennifer Troke, Director of Workforce Grants and Contracts, Texas Workforce Commission• Lee Rector, Texas Workforce Investment Council, Director	<ul style="list-style-type: none">• Paul Fletcher, CEO, Workforce Solutions Rural Capital

Timeline

- August 2019:** Statements of Interest from state and local Fellows teams due
- August 2019:** Statements of Interest review, follow up calls and/or site visits, selection of Fellows finalized
- August–September 2019:** First group call with all state and local Fellows teams
- September 2019:** Preparation for October Summit
- October 2019:** First Workforce Development Fellows Convening in Washington, D.C.

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**TWIC PRESENTATION ITEM
MEMORANDUM**

REF: RO.twic.III1.091319

TO Council Members**SUBJECT** Skills Development Fund and Self-Sufficiency Fund – Texas Workforce Commission

Introduction

To inform the work of the Texas Workforce Investment Council (Council), foster collaboration, and provide a systems perspective across workforce partners and the programs that they administer, the Council frequently invites member agencies and system stakeholders to share information and data on current research, programs and services, and innovative practices and models.

Presentation

The Skills Development and Self-Sufficiency Fund programs, both administered by the Texas Workforce Commission, serve as important strategies in meeting the needs of Texas' employers to hire, train, and retain a qualified workforce.

Skills Development Fund

The Skills Development Fund is designed to assist businesses and trade unions, through partnership with a public community or technical college, in providing customized skills training for new and incumbent workers. The fund also serves as a recruitment tool in that it allows for intensive training and rapid response options for employers expanding in or relocating operations to Texas. In addition, the fund is a critical resource used by workforce solutions offices throughout the state in providing training for military personnel transitioning into the civilian workforce.

For more information on the Skills Development Fund, visit <https://twc.texas.gov/partners/skills-development-fund>.

Self-Sufficiency Fund

The Self-Sufficiency Fund is designed to assist businesses and trade unions by financing the design and implementation of customized job training projects that lead to an industry-recognized certificate or credential. Targeted occupations must be included as part of the Governor's six targeted industry clusters: advanced technologies and manufacturing, aerospace and defense, biotechnology and life sciences, information and computer technology, petroleum refining and chemical products, and energy. Eligible customers include individuals with children, or those individuals at risk of becoming dependent on public assistance, who receive less than \$37,000 annually and are recipients of Temporary Assistance for Needy Families and Supplemental Nutrition Assistance Program benefits.

For more information on the Self-Sufficiency Fund, visit <https://twc.texas.gov/programs/self-sufficiency-fund-program-overview>.

Recommendation

It is recommended that the Council note the information contained in this memorandum.

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**TWIC PRESENTATION ITEM
MEMORANDUM**

REF: RO.twic.III2.091319

TO Council Members**SUBJECT** Certification Attainment (Industry 4.0) – Smart Automation Certification Alliance

Introduction

To inform the work of the Texas Workforce Investment Council (Council), foster collaboration, and provide a systems perspective across workforce partners and the programs that they administer, the Council frequently invites member agencies and system stakeholders to share information and data on current research, programs and services, and innovative practices and models.

Presentation

Certifications serve as a critical training strategy to meet the needs of employers throughout the state for a skilled workforce and are important for the continued success of the state's economy. To that end, the Council has invited the Smart Automation Certification Alliance (SACA), as a certification provider, to share information on its role in advancing certification attainment in Texas. As a nonprofit organization, SACA's mission is to develop and deploy certifications for a wide range of technology industries. Its goal is to provide highly affordable, accessible certification training options to individuals, thereby ensuring that individuals have the skills necessary to compete in a fast-paced and rapidly changing technology industry. In addition, SACA benefits employers by ensuring that businesses have access to the highly skilled talent pool that they require and that those prospective workers have the skills to navigate work during a time of disruptive and rapid change.

For more information on the Smart Automation Certification Alliance, visit www.saca.org.

Recommendation

It is recommended that the Council note the information contained in this memorandum.

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**TWIC INFORMATION ITEM
MEMORANDUM**

REF: RG.twic.IV1.091319

TO Council Members**SUBJECT** Apprenticeship Brochures: Employers, Students, and Local Education Agencies

Introduction

The Apprenticeship and Training Advisory Committee (ATAC) of the Texas Workforce Investment Council (Council) has developed three registered apprenticeship program information brochures titled *Registered Apprenticeship for Students in Texas*, *Registered Apprenticeship for Employers in Texas*, and *Registered Apprenticeship for Local Education Agencies in Texas*.

Background

ATAC is charged with providing advice and recommendations to the Council regarding the apprenticeship program in Texas. Responsibilities of this committee include making annual recommendations to the Council on forms, formulas, and administrative procedures for the distribution of funds to apprenticeship programs under Chapter 133 of the Texas Education Code. The key purpose of the brochures is to provide information that will raise awareness of the registered apprenticeship program in Texas for students, employers, and local education agencies.

Attachments

1. *Registered Apprenticeship for Students in Texas*
2. *Registered Apprenticeship for Employers in Texas*
3. *Registered Apprenticeship for Local Education Agencies in Texas*

Discussion

The brochures identify specific highlights and outcomes of registered apprenticeship training programs and reiterate that registered apprenticeship programs are critical in building a workforce of highly skilled employees for Texas. The brochures designed for students and employers discuss the benefits of registered apprenticeship training programs and the Texas workforce development system. The brochures also provide a list of occupations available as well as program outcomes. The brochure designed for local education agencies explains the role of training providers, how apprenticeship instruction is delivered, and what funding streams are available.

These brochures will be distributed to ATAC members and registered apprenticeship training stakeholders no later than October 2019. The brochures will be posted on the Council's website.

Recommendation

It is recommended that the Council note the information contained in this information item.

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APPRENTICESHIP LEADERS SAY

“Apprenticeship programs prepare our workforce for 21st century jobs requiring a highly specialized skill set.”

Julian Alvarez,
Commissioner Representing Labor,
Texas Workforce Commission

“With 80 years of experience, our truly American apprenticeship system continues to be the premier ‘earn while you learn’ road to success and the middle class.”

Dudley Light,
Regional Director,
Office of Apprenticeship,
U.S. Department of Labor

“Apprentices in Texas will learn the competencies vital to building a successful career...while simultaneously contributing to the local and global economy.”

Governor Greg Abbott,
Texas apprenticeship
program announcement



Learn More About Apprenticeship and Career Options

Texas Workforce Investment Council
Apprenticeship and Training Advisory Committee

REGISTERED APPRENTICESHIP FOR STUDENTS IN TEXAS



- ➔ Texas Workforce Commission
www.twc.state.tx.us/programs/apprenticeship-program-overview
- ➔ U.S. Department of Labor
<https://www.dol.gov/apprenticeship/>
- ➔ Texas Workforce Investment Council
<https://gov.texas.gov/organization/twic/apprenticeship>



WHAT IS REGISTERED APPRENTICESHIP?

Registered apprenticeship is on-the-job training and classroom instruction that prepares students for highly-skilled jobs in various industries.

For each year of a registered apprenticeship program, an apprentice will receive approximately **2,000** hours of paid on-the-job training and a minimum of **144** hours of related classroom instruction. Registered apprenticeship programs are offered for one to six years.

Upon program completion, an apprentice receives an industry-recognized certification that is **portable** from state to state.

Apprenticeship Benefits Students

-  Full-time, paid opportunities to earn while you learn
-  On-the-job training and classroom instruction
-  Marketable skills for in-demand occupations
-  Industry certification that is portable anywhere in the nation
-  Little to no student loan debt
-  Dual accreditation through postsecondary institutions
-  Increased wages with satisfactory progress in classroom instruction and on-the-job training

APPRENTICESHIP OUTCOMES IN TEXAS

468

Number of registered programs

18,276

Number of registered apprentices

\$24.59

Average hourly wage at completion of an apprenticeship program*

121

Number of occupations apprentices were trained in

46%

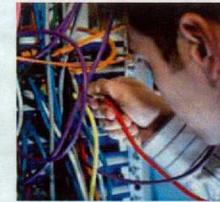
Increase in the number of active apprentices

Sources: U.S. Department of Labor, Texas Workforce Commission
*Average wage is for apprentices in programs receiving Chapter 133 funding in fiscal year 2019

APPRENTICESHIP OCCUPATIONS IN TEXAS

Apprenticeship programs operate within exciting new industries and traditional industries such as:

- Advanced manufacturing
- Automotive
- Construction
- Cyber security
- Energy
- Engineering services
- Finance and business
- Information technology
- Logistics
- Plumbing
- Construction
- Electrical
- Healthcare
- Hospitality
- Service technicians



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Governor Greg Abbott,
Texas apprenticeship
program announcement



Texas Workforce Investment Council
Apprenticeship and Training Advisory Committee

REGISTERED APPRENTICESHIP FOR EMPLOYERS IN TEXAS

Learn More About Apprenticeship and Employer Options



➔ Texas Workforce Commission
www.twc.state.tx.us/programs/apprenticeship-program-overview

➔ U.S. Department of Labor
<https://www.dol.gov/apprenticeship/>

➔ Texas Workforce Investment Council
<https://gov.texas.gov/organization/twic/apprenticeship>



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Upon program completion, an apprentice receives an industry-recognized certification that is **portable** from state to state.

Apprenticeship Benefits Employers

-  Gain a highly skilled workforce
-  Establish strong employer/employee relations
-  Reduce employee turnover
-  Integrate apprentices into the organizational culture
-  Decrease costs (sponsors typically incur the costs of training)
-  Fill positions that require multiple or unique skills
-  Address critical shortages of labor while training future workers

APPRENTICESHIP OUTCOMES IN TEXAS

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APPRENTICESHIP OCCUPATIONS IN TEXAS

Apprenticeship programs operate within exciting new industries and traditional industries such as:

-  Advanced manufacturing
-  Automotive
-  Construction
-  Cyber security
-  Energy
-  Engineering services
-  Finance and business
-  Information technology
-  Logistics
-  Plumbing
-  Construction
-  Electrical
-  Healthcare
-  Hospitality
-  Service technicians



APPRENTICESHIP LEADERS SAY

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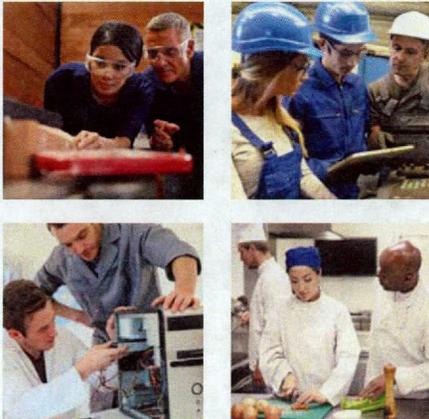


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- ➔ U.S. Department of Labor
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- ➔ Texas Workforce Investment Council
<https://gov.texas.gov/organization/twic/apprenticeship>

Texas Workforce Investment Council
Apprenticeship and Training Advisory Committee

REGISTERED APPRENTICESHIP FOR LOCAL EDUCATION AGENCIES IN TEXAS



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Upon program completion, an apprentice receives an industry-recognized certification that is **portable** from state to state.

WHO ARE THE TRAINING PROVIDERS?

All apprenticeship programs that are registered with the U.S. Department of Labor Office of Apprenticeship are automatically eligible as training providers.

Training providers work with apprentices and employers to determine training needs, deliver training, assess participants through examination, and issue certificates upon successful completion of training.

HOW IS INSTRUCTION DELIVERED?

Education partners collaborate with businesses to develop curriculum based on skills and knowledge that apprentices will need. All partners work to identify costs and funding sources related to instruction, including expenses incurred by employers.

Apprentices receive instruction that complements their on-the-job training and that offers academic, technical, or workforce knowledge relevant to specific jobs.

HOW ARE TRAINING PROVIDERS FUNDED?

The state legislature appropriates general revenue funds for apprenticeship programs authorized under Texas Education Code, Chapter 133. This funding is:

- Available to all eligible apprenticeship programs;
- Based on the number of programs and apprentices in each training program;
- Determined by the approved number of classroom instruction hours not to exceed 220 hours in any one year of funding;
- Determined annually, due to fluctuations in programs being added and removed;
- Provided to the program and governed by an annual written contract between the Texas Workforce Commission and the local education agency;
- Administered by the local education agency; and
- Planned, in partnership with the training program, for appropriate funding expenditures.

Apprenticeship Benefits Training Providers



Establish strong partnerships with local employers



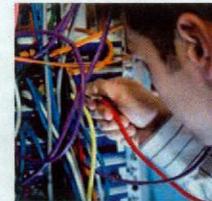
Align the skill sets of unemployed workers with the types of jobs available



Help fill positions that require multiple or unique skills



Address critical shortages of skilled labor while training future workers



Apprenticeship training programs and apprentices must be registered with the U.S. Department of Labor Office of Apprenticeship to ensure employer sponsors and apprentices understand the training content and the procedures that are in place to expand the quality of the training program.

State funding helps pay a portion of the costs related to classroom instruction, instructor salaries, materials, equipment, and instructional supplies for qualified apprenticeship programs.

TEXAS WORKFORCE INVESTMENT COUNCIL

Fiscal Year 2019 Expenditure Report

As of August 7, 2019

Description	Budgeted Amount	Expended	Remaining Budget Balance	Percent Expended
Salaries	\$ 847,734.24	\$ 670,561.05	\$ 177,173.19	79%
Professional Fees & Services	\$ 8,500.00	\$ 8,291.60	\$ 208.40	98%
Supplies	\$ 2,500.00	\$ 1,827.31	\$ 672.69	73%
Rent - Machine & Other	\$ 13,273.08	\$ 13,273.08	-	100%
Rental of Space	\$ 11,220.00	\$ 10,285.00	\$ 935.00	92%
Travel - Out of State	\$ 7,600.00	\$ 3,564.85	\$ 4,035.15	47%
Travel - In State	\$ 34,000.00	\$ 13,986.31	\$ 20,013.69	41%
Operating Costs	\$ 132,961.68	\$ 21,987.80	\$ 110,973.88	17%
Total	\$ 1,057,789.00	\$ 743,777.00	\$ 314,012.00	70%

Note: Budget reflects reconciliation through TWC as of May 2019 (most recent report provided by agency).

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