



ROCKIN' THE WORKFORCE

2016
ANNUAL REPORT

 **Workforce Solutions**
Northeast Texas



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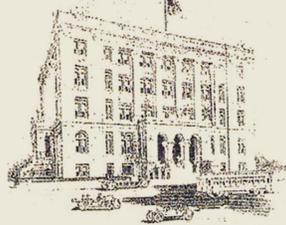
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LAMAR COUNTY

Paris, Texas 75660



M.C. Superville, Jr.

COUNTY JUDGE

903-737-2410

November 29, 2016

To the Chief Elected Officials, the Board, and Partners of Workforce Solutions Northeast Texas:

I am pleased to present the 2016 Annual Report for Workforce Solutions Northeast Texas. This report provides an overview of the accomplishments by the Board and the Contracted Service Provider as well as Board expenditures and statistical data for the region.

Workforce Solutions continues to provide stellar services to the employers and job seekers in our region. Our region experienced a number of significant job losses during the past year. However, through foresight, special grants were secured to provide training and job search to those who have suffered through a layoff and the work of the Board and Contractor staff to improve the workforce of the future has been phenomenal.

We've experienced changes in legislation that have created challenges for the workforce system; however, the organization and staff addressed each with diligence and perseverance, looking to change a "challenge" into an "opportunity."

I'd like to thank the Board members, the Board staff, and the workforce center staff for their hard work and dedication. Each person involved with this organization plays a vital role in helping businesses, job seekers, and the overall region to thrive.

It is with great pride I present you with the attached report. Thank you all for your continued support.

A handwritten signature in blue ink that reads "M.C. Superville, Jr." The signature is fluid and cursive.

M.C. Superville, Jr.
Lamar County Judge
Lead Chief Elected Official

LAMAR COUNTY COURTHOUSE • 119 N. MAIN • PARIS, TX 75460



December 16, 2016

Chief Elected Officials and Workforce Solutions Board:

Workforce Solutions Northeast Texas faced our share of challenges in 2016, including budget cuts, legislative and child care rule changes, and layoffs. However, I'm pleased to report that, thanks to the hard work and dedication of the Workforce Solutions team, we **"rocked the workforce"** and realized many notable successes. Among those highlights were securing over \$2.5 million in grants to train those who were laid off in the region; being recognized during the Texas Workforce Commission Annual Conference for outstanding board performance; and receiving a Performance Incentive award for Claimant Reemployment for \$30,000.

As we move forward in 2017, I am proud of what Workforce Solutions Northeast Texas accomplished in 2016 and excited about the future. Our region is strong and vibrant, and together we will continue our efforts to ensure our initiatives and our commitments meet or exceed the employment and training needs of Texas' businesses and its workers.

I am honored to have served as Board Chair and thankful for your continued support to enhance the economic vitality of the Northeast Texas Region.

Jennifer K. Harland
Board Chair

Centre West | 911 N. Bishop, Building A Suite 100 | Wake Village, TX 75361 | Telephone: (903) 794-9490 | Fax: (903) 223-0445
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A MESSAGE FROM THE **EXECUTIVE DIRECTOR**

Thank you to our Chief Elected Officials and Board members for your leadership, dedication and support. Thank you to the Board and contractor staffs for outstanding service to our customers and making us all proud every day. Thanks to our economic development, education, and workforce partners who make reaching our goals possible.

We excelled at meeting our performance measures, achieved another clean audit and continued to respond to the challenges and needs of our employers and job seekers. We accomplished our goals through hard work and dedication and by employing fiscal discipline and sound decision making in the process.

We were honored again this year during the Texas Workforce Commission annual conference when the Board was recognized in front of our peers statewide for outstanding board performance. This recognition was the result of a total team effort.

With the productivity, employee commitment and engagement this team is capable of, I am confident we will continue to **ROCK THE WORKFORCE** in Northeast Texas.

- Randy Reed

A MISSION HEARD LOUD AND CLEAR



OUR MISSION

To be “a driving force” in the area to provide employers with workforce support for the economic benefit of the communities we serve.

The Northeast Texas Workforce Development Area (NETxWDA) consists of 9 counties: Bowie, Cass, Delta, Franklin, Hopkins, Lamar, Morris, Red River and Titus counties.

5,924 square miles

2010 estimated population: 281,947

Population density:

47.59 residents per square mile.

The civilian labor force (CLF) in the nine county area is 122,467 as of September 2016.

GUIDING PRINCIPLES:

HIGH QUALITY The Board values quality and will ensure that the service delivery system it oversees is characterized by these guiding principles:

- Employer-driven
- Efficiency through technology
- Integrated and seamless service delivery
- Universal access to basic workforce services
- Choice and independence for individuals
- Accountability for program outcomes

VISIONARY LEADERSHIP The Board will promote a vision for Northeast Texas that inspires commitment to lifelong learning, high skills, strong work ethic, and equal opportunity for all.

ANTICIPATORY PLANNING AND DESIGN The Board analyzes global, national, and state economic and workforce trends and translates those trends into a system design that helps Northeast Texas communities become more competitive.

SHARED ACTION AND SHARED SUCCESS THROUGH PARTNERSHIPS The Board recognizes that no single entity can affect change in the region. The Board's role is not to do everything, but to convene the right people and foster the right partnership to do the right work – and then share the recognition for success.

COMMITMENT TO CONTINUOUS IMPROVEMENT The Board will never settle for meeting expectations, whether for itself or the delivery system. The Board continually strives to re-examine and re-invent its work for the economic benefit of all Northeast Texas employers, workers, and communities.



TUNED INTO OUR CUSTOMERS

CUSTOMERS RECEIVING INTENSIVE SERVICE	NETX COUNTY	TRAINING EXPENDITURES
864	Bowie	\$83,205
105	Cass	\$237,977
58	Delta	\$25,397
61	Franklin	\$56,279
198	Hopkins	\$112,267
525	Lamar	\$79,605
275	Morris	\$364,580
117	Red River	\$23,740
401	Titus	\$401,547

2,604

\$1,384,597

PROVIDED **188** WORKSHOPS
 PRESENTED **166** EMPLOYER EVENTS
 HOSTED **5** JOB FAIRS WITH **224** EMPLOYERS PARTICIPATING
 AND **1,215** JOB SEEKERS ATTENDING
 ENROLLED **238** NEW EMPLOYERS IN WORKINTEXAS.COM
1,099 TOTAL JOB POSTINGS
2,600 NEW JOB SEEKER REGISTRATIONS
 RECORDED **1,420** HIRES
 PROVIDED CHILD CARE ASSISTANCE FOR
2,046 INFANTS AND CHILDREN
 INVESTED **\$497,834**
 IN QUALITY FOR CHILD CARE PROVIDERS

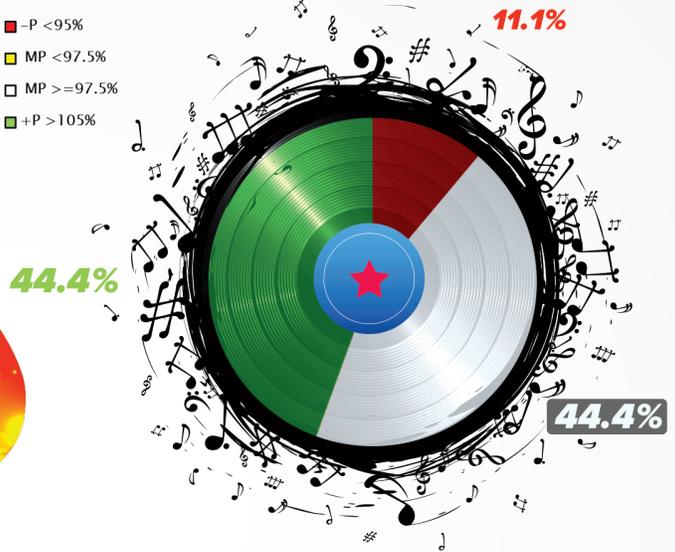


NORTHEAST TEXAS FORMALLY CONTRACTED MEASURES

BY THE NUMBERS



- -P <95%
- MP <97.5%
- MP >=97.5%
- +P >105%



Measure	Percent of Current Target	Percentage Point Change from Prior MPR	Number of Consecutive Mth/Qtr at -P *	Number of Boards at -P
Claimant Reemployment within 10 Weeks M	102.04%			1
Number of Employers Receiving Workforce Assistance M	101.90%			3
Staff-Guided Entered Employment - State Reporting Q	88.90%	2.96%	4 Q	1
At Risk Employment Retention Q	102.77%			
Total Job Seekers Educational Achievement Q	119.57%			
WIA Youth Placement in Employment or Education Q	111.12%			1
WIA Youth Literacy/Numeracy Gains Q	136.91%			5
Choices Full Work Rate - All Family M	113.52%			2
Average # Children Served Per Day - Combined M	104.60%			

M - Monthly Measure Q - Quarterly Measure * Consecutive Mth/Qtr from October 2009 forward (exception: Avg Child Srvd - ARRA from July 2009). Measures are either quarter (Q) or month (M) based.

23,729 Job Seekers Served Oct 2015–Sept 2016
1,716 Employers Receiving Workforce Assistance Oct 2015–Sept 2016
1,159 Average Children Served per day Oct 2015–Sept 2016
16,335 Job Seekers Entering Employment after exiting Oct 2015–Sept 2016



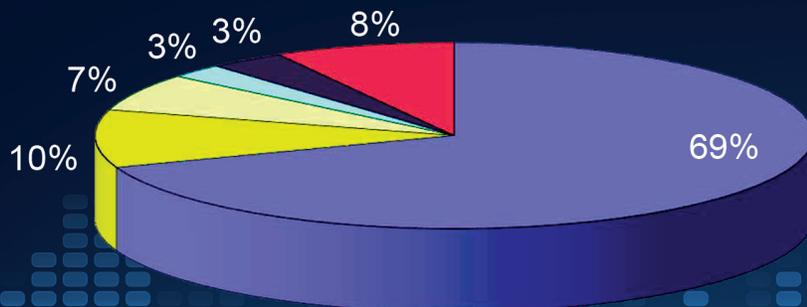
BOARD LEVEL EXPENDITURES

FOR THE YEAR ENDING SEPTEMBER 30, 2016

Board Operating Costs	FY 2016	YTD 2016	
	Budget	Actual	Variance
Personnel	\$ 851,239	\$ 846,882	\$ 4,357
Facilities	80,400	80,400	-
Utilities	13,200	10,603	2,597
Telecommunications	25,250	23,608	1,642
Repairs & Maintenance	150	99	51
Janitorial/Lawn/Security	7,908	7,921	(13)
Insurance	20,000	19,719	281
Postage & Shipping	600	804	(204)
Advertising, Marketing & Promotions	2,000	565	1,435
Community Relations	3,500	1,972	1,528
Supplies	3,500	891	2,609
Information Technology	34,505	33,061	1,444
Board Member Expenses	13,200	6,785	6,415
Development & Training	13,750	7,008	6,742
Dues, Fees & Subscriptions	5,150	6,998	(1,848)
Printing & Reproduction	3,500	1,678	1,822
Travel - Board Staff	50,000	30,002	19,998
Equipment - Leased	8,275	7,572	703
Strategic Initiatives	52,125	34,450	17,675
Contracted Services	82,000	65,028	16,972
Audit & Legal Expense	35,300	34,054	1,246
Total Board Funding Available for FY 2016	\$ 1,305,552	\$ 1,220,100	\$ 85,452

YEAR TO DATE EXPENSES

- Employee Cost
- Facility Cost
- Operational Cost
- Travel Cost
- Equipment Cost
- Contracted Services





LEAP

expos 2016

Workforce Solutions Northeast Texas held the 2nd annual L.E.A.P. (Learning Endorsements and Professions) Expos this fall. Eighth grade students in Texas begin making early career related education choices prior to entering high school. Students choose from five endorsement areas that include: STEM, Business and Industry, Public Service, Arts and Humanities and Multidisciplinary Studies. The LEAP Expo gives students a hands-on look at many of the careers that are available in the local job market. The students who attend these events leave with a better understanding of career options and the choices they can make now and in the future.

The Texarkana L.E.A.P. Expo was held September 9th at the Texarkana Convention Center with over 750 eighth grade students and more than 50 employers, as well as higher education representatives participating.

The Sulphur Springs L.E.A.P. Expo was held September 23rd at the Hopkins County Civic Center with over 40 local business and higher education groups serving more than 500 students.

The Mt. Pleasant L.E.A.P. Expo was held on October 21st at the Mt. Pleasant Civic Center. Higher education groups and employers represented more than 40 occupations with 500 students in attendance.

The next L.E.A.P. Expo will be held January 27th in Paris at the Love Civic Center.

Prior to the Sulphur Springs L.E.A.P. Expo students from Como-Pickton Junior High were given an assignment. At the Expo they were to engage in conversation with employers about their jobs, take notes and return to school and write an essay on a career field of their interest. There were many good essays written and the following are excerpts from two students who participated in the event:

VENTURE CAPITALISM

"During the L.E.A.P. presentation in Sulphur Springs, I found a new liking for a career I plan to pursue. The many different presentations there helped pieced together my career path. I hope the future eighth grade classes get the same opportunity.

Business, management, and administration are the top employer in today's world. One of those many options is a venture capitalist. To pursue this profession, college is greatly suggested. There are many positive and negative factors that accompany this occupation. Talking to the banking people at the fair helped to answer many of my questions."
- Garrett Tarver

GAME WARDEN

"I am so glad that the people at L.E.A.P took time out of their day to help us investigate the many different career opportunities available for this younger generation. I was particular excited to talk to the Game Wardens there to discuss the opportunities for me to pursue this as my career path.

Most people overlook Game Wardens and what they do. A Game Warden is a good job because the wardens interact with both people and animals. Game Wardens are amazing people and deserve more recognition than they get. I can't wait to fulfill my dream and become one of these amazing people." - Jackson Monk



OUR COMMUNITY PARTNERS



In April 2016, Workforce Solutions Northeast Texas, with the support of several regional organizations, was awarded a \$454,772 U.S. Department of Defense (DOD) Office of Economic Adjustment (OEA) Defense Industry Adjustment Grant. Additionally, \$50,530 in local non-federal match funds was contributed by a number of key partners. A requirement of the OEA Grant is a 10% non-federal match for any grant funds awarded. Several local partners contributed to these efforts, including: the City of Texarkana, TX; the City of Texarkana, AR; Texarkana Chamber of Commerce; Atlanta, TX Economic Development Corporation; Cass County; Nash, TX Industrial Development Corporation; DeKalb, TX Industrial Development Corporation; and Clarksville, TX Economic Development Corporation. These partners made a significant commitment, allowing Workforce Solutions Northeast Texas to qualify for this grant opportunity and secure the additional funding.

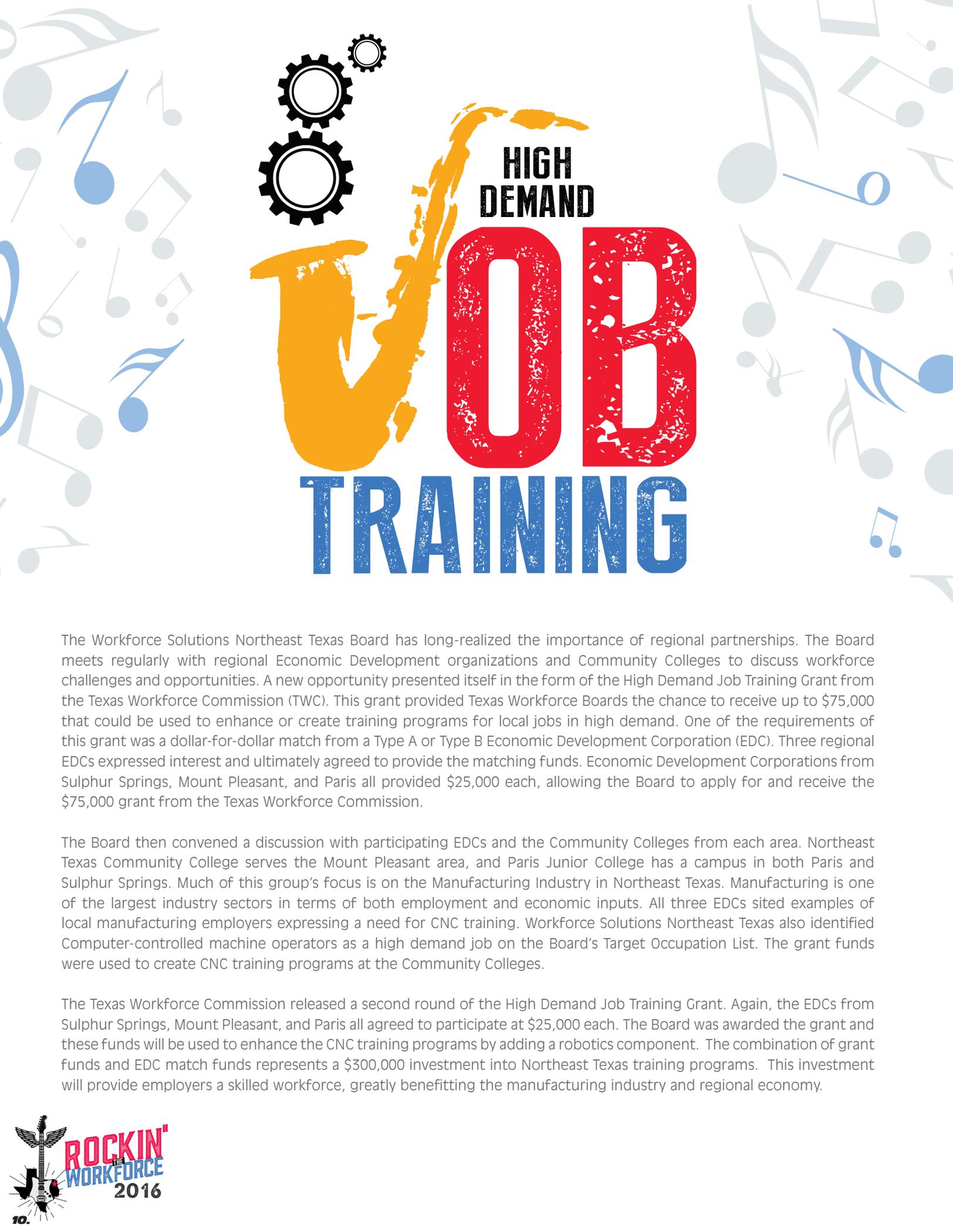
This award is a follow-up to the first OEA grant, received in December 2014. The scope of the current grant from OEA addresses many of the recommendations developed during the first grant. Workforce Solutions Northeast Texas applied for the first grant, in support of the workforce at the Red River Army Depot (RRAD). These efforts will continue to support RRAD while working to further develop the regional economy.

The funds will be used in a 15 month economic adjustment project for the region. The project has a number of goals:

- GOAL #1** Strengthen support for economic development efforts
- GOAL #2** Diversify the regional economy through both business expansion and attraction
- GOAL #3** Explore the possibility of a regionally focused Economic Development group

The grant funds are being used to complete a stakeholder network and communication plan. The communication plan will provide updates on grant activities and events. Additional pieces of the plan include a Target Industry Analysis and Workforce Needs Analysis. These regional studies will highlight economic assets and resources, strengthening economic development efforts in business expansion and attraction.

Workforce Solutions Northeast Texas is partnering with the TexAmericas Center to accomplish this initiative. TexAmericas, a state of Texas redevelopment authority, is acting as the Local Project Coordinator and Convener, and is responsible for subcontracting for certain plans and studies necessary to accomplish the goals of the project. TexAmericas brings robust economic development knowledge and experience to this job creation and resource alignment effort.



The background features a light blue and white pattern of musical notes and gears. In the upper left, three black gears of varying sizes are stacked. The word 'JOB' is written in large, bold letters: 'J' is orange with a brushstroke effect, 'O' is red with a distressed texture, and 'B' is red with a distressed texture. Below 'JOB' is the word 'TRAINING' in blue, bold, distressed letters. Above 'JOB' is the text 'HIGH DEMAND' in black, bold, sans-serif font.

HIGH DEMAND JOB TRAINING

The Workforce Solutions Northeast Texas Board has long-realized the importance of regional partnerships. The Board meets regularly with regional Economic Development organizations and Community Colleges to discuss workforce challenges and opportunities. A new opportunity presented itself in the form of the High Demand Job Training Grant from the Texas Workforce Commission (TWC). This grant provided Texas Workforce Boards the chance to receive up to \$75,000 that could be used to enhance or create training programs for local jobs in high demand. One of the requirements of this grant was a dollar-for-dollar match from a Type A or Type B Economic Development Corporation (EDC). Three regional EDCs expressed interest and ultimately agreed to provide the matching funds. Economic Development Corporations from Sulphur Springs, Mount Pleasant, and Paris all provided \$25,000 each, allowing the Board to apply for and receive the \$75,000 grant from the Texas Workforce Commission.

The Board then convened a discussion with participating EDCs and the Community Colleges from each area. Northeast Texas Community College serves the Mount Pleasant area, and Paris Junior College has a campus in both Paris and Sulphur Springs. Much of this group's focus is on the Manufacturing Industry in Northeast Texas. Manufacturing is one of the largest industry sectors in terms of both employment and economic inputs. All three EDCs cited examples of local manufacturing employers expressing a need for CNC training. Workforce Solutions Northeast Texas also identified Computer-controlled machine operators as a high demand job on the Board's Target Occupation List. The grant funds were used to create CNC training programs at the Community Colleges.

The Texas Workforce Commission released a second round of the High Demand Job Training Grant. Again, the EDCs from Sulphur Springs, Mount Pleasant, and Paris all agreed to participate at \$25,000 each. The Board was awarded the grant and these funds will be used to enhance the CNC training programs by adding a robotics component. The combination of grant funds and EDC match funds represents a \$300,000 investment into Northeast Texas training programs. This investment will provide employers a skilled workforce, greatly benefitting the manufacturing industry and regional economy.

SKILLS DEVELOPMENT FUND



TEXARKANA COLLEGE

The Skills Development Fund is the foremost job-training program in the state of Texas. The Skills Development program provides local customized training opportunities for Texas businesses and workers to increase skill levels and wages. The Texas Workforce Commission (TWC) administers funding for the program. Workforce Solutions Northeast Texas collaborates with area employers, community colleges, and economic development partners to utilize this training opportunity.

The Board works with each of the community colleges in Northeast Texas (Northeast Texas Community College, Paris Junior College, and Texarkana College) to outreach and advertise the Skills Development program to potential employer partners. Employers play a key role in the process by determining what type of training is needed for their workforce and committing to training schedules and wage increases for their employees that participate. The Community Colleges administer the training and work with each employer to ensure the customized training programs are meeting operational needs.

During FY16, TWC Commissioners Hughs and Alvarez visited the area to make check presentations to Texarkana College for approved Skills Development Fund awards.

Mayo Manufacturing Corporation (Texarkana) \$163,582 to train 28 new and 55 incumbent workers. Areas of training include furniture production operations, safety, and operational problem solving.

JCM Industries Inc. (Texarkana) \$74,115 to train 6 new and 37 incumbent workers. Areas of training include welding, metal fabrication, and production assembly

Alcoa Mills Products (Nash/Texarkana) \$109,581 to train 56 new and 15 incumbent workers. Areas of training include industrial manufacturing maintenance, electrical high voltage training and mobile crane operations.

Working together in partnership during the last two years, the Board, Community Colleges, Economic Developers, and employers have been able to bring \$1.3 million dollars to Northeast Texas. This money is being used to support the creation of 232 new jobs and upgrade the skills of 739 incumbent workers. This training will help companies and their employees expand product lines, meet operational increases, and stay current on the latest technology. These results show a true commitment to the area workforce and highlight the exceptional power of partnerships and collaboration.





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Our Passion. Our Promise. Your Care.

Mayo

EMPLOYERS OF THE YEAR



LARGE EMPLOYER OF THE YEAR (500 + EMPLOYEES)

Titus Regional Medical Center (TRMC) is the only Texas-based independent in-patient health care provider in the Northeast Texas region. TRMC has approximately 650 employees and is located in Mt. Pleasant Texas. TRMC has partnered with Workforce Solutions Northeast Texas in many ways. TRMC fully utilizes the WorkInTexas job database system for all job postings and participates in all of the Board's local job fairs. TRMC utilizes the On the Job Training (OJT) Program and often participates in the weekly profiling classes held at the local workforce center. TRMC has also supported and participated in specialty job fair events for dislocated workers, held in response to the closing of regional health care facilities.

TRMC has taken great strides to connect with local high schools and area students. TRMC has partnered with local high schools to establish a Health Occupation Students of America (HOSA) program. TRMC also created the Phenomenal Phridays program. Phenomenal Phridays is a medical job shadowing program aimed to inform students about health care occupations in an effort to ensure a future workforce of quality health care providers. TRMC commits resources to educating their workforce through well developed, formal on the job training and encourages staff to continue their professional development by offering a rich educational assistance benefit. TRMC partners with the Economic Development Board, Chamber of Commerce, and other community organizations. Over the past year, TRMC has developed a stronger relationship with Workforce Solutions Northeast Texas and all signs indicate the partnerships will continue to grow.

During the last year TRMC has added 44 jobs to the local economy by expanding healthcare offerings. TRMC has also generated approximately 50 construction jobs with Texas based contractor. TRMC recently added a Clinical Decision Unit, opened the Community Care Center, expanded the Family Care Center, expanded Emergency Medical Services footprint, and opened a Heart Catheterization Lab. All projections indicate growth will continue for the foreseeable future, impacting both the local workforce and economy. Through these efforts, TRMC has become the health system of choice, dedicated to healing and well-being through a culture of excellence and compassion.

SMALL EMPLOYER OF THE YEAR (<500 EMPLOYEES)

Mayo Manufacturing is a third generation locally owned business, operating for more than 50 years in Texarkana TX. Mayo is an upholstered furniture manufacturer producing a full line of fabric and leather sofas, loveseats, chairs, ottomans and sleepers. Since its founding in 1965 the company has been owned and operated by the Mayo family. The company currently employs 194 full time workers at their facility, in positions such as upholstery, sewing, sales, design, truck drivers, customer service, and production. Over the past year, Mayo has experienced increased sales, adding 6 new positions and a facility expansion project resulting in an additional 17,000 square feet of space.

Mayo goes above and beyond to ensure their workforce is trained and given every opportunity to succeed. The company offers tuition reimbursement, onsite training, and advancement programs. The addition of a new upholstery line and increase product demand led Mayo to discussions with Texarkana College and Workforce Solutions Northeast Texas on worker training. The three organizations worked together on a Skills Development Fund grant application and on June 10 2015, the Texas Workforce Commission awarded Mayo Manufacturing and Texarkana College a Skills Development Fund grant in the amount of \$163,582. The funds are being used to upgrade the skills of 83 Mayo team members.

Mayo has also taken steps to not only recruit and train their employees, but to ensure they retain those high skilled employees for their operation. As part of their retention strategy, Mayo formed the Morale Team. This is a group of volunteer representatives from each department. The Morale Team has been responsible for employee contests, spirit week, holiday decorating, and family bowling night.

Mayo is also very active in the Texarkana community, raising money for United Way, which supports programs such as Race for the Cure, American Red Cross Lace Up and Go Challenge, Meals on Wheels, Randy Sam's Outreach Shelter, among many others. Mayo has been a key figure in the Texarkana economy for 5 decades, providing jobs and wages for area workers. Mayo is dedicated to their employees, their customers, and their community.

LOCAL EMPLOYER OF EXCELLENCE



Beako Manufacturing Company has been in business for over forty-nine years, providing the residents of Cass County with great employment opportunities and their customers, both local and international, with great products. The Company was opened by Ken and Sue Cullins in 1969 to service military and industrial contractors. Beako received certificates of appreciation from Thiokol as well as being named the Supplier of the Year by Day & Zimmerman in 2006. Beako is fully committed to their customers, providing plating, painting, and assembly services to government contractors for almost five decades. Manufacturing products for the military, they understand that the quality of their products is of the upmost importance, as soldier's lives may depend on their equipment.

Beako Manufacturing is a great example of the positive impact a locally owned small business can have on the workforce and economy. The company employs approximately 45 people and is seeking ways to expand and grow the business. Beako also places emphasis on employee retention and development. Over the past year, Beako has partnered with Workforce Solutions Northeast Texas on 6 On-the-Job Training contracts.

While most of their contracts are awarded through larger companies that contract directly with the U.S. Government,

they also provide parts to the Australian government. Beako is one of the oldest continuously operated, family owned businesses in Cass County. Their commitment to family and quality drives their dedication to their customers.

In December of 2012 Beako had the opportunity to open their 2nd manufacturing company, BMC Industry, LLC. The company manufactures wiring harnesses and dashes for the marine industry. They have experienced tremendous growth with this company in a very short period of time. BMC provides merchandise to boat manufacturers in multiple states, and for variety of watercrafts such as fishing boats, pontoon boats, rescue boats, and recreational boats.

Beako and BMC Industry, LLC understands the important role they play to their employees, their community and most of all their customers. Above all else, they understand that integrity is everything as evidenced by their company motto, "You never do wrong by doing right."



WORKFORCE SOLUTIONS NORTHEAST TEXAS HONORED AT TEXAS WORKFORCE CONFERENCE

Northeast Texas was recognized for outstanding board performance, receiving a Performance Incentive award for Claimant Reemployment for \$30,000. The TWC Performance Incentive awards recognize boards that display increased accountability and improved efficiencies. Monetary awards in these categories will be used to enhance workforce service programs during the next year. Texarkana College, in the Northeast Texas area, was also recognized and received a Partnership Award. This award highlights the important work of community colleges and other entities integral to supporting a skilled workforce.





ROCKIN' INFORMATION TECHNOLOGY

NEW WEBSITE

After an enormous amount of hard work, the organization was able to take on and complete a rebuild of the Board's website this fiscal year. The new site was completed and went live in late October 2016. Some of the main features include a user friendly "mega-menu" structure which is a great time saver, allowing users to navigate to almost any of the sites resources with just a few clicks.

Interactive regional site maps have been developed to assist parents with locating various types of Child Care service providers within our region. The maps sort and filtering options will allow users to zero in on specific types of providers such as, Rising Star providers, Texas Ready providers or even Registered Home providers. There is also an interactive map that provides information for our Adult Education facilities within Northeast Texas. Many additional resource maps are currently being developed and expected for full integration by the end of 2016.

Agenda and minutes are now much easier to find. Long gone are the days of searching endlessly thru the document center for a misplaced agenda. Now all a user needs to do is click the Agendas and Minutes button on the homepage, enter the time period you want to search by and you're done. It's that simple!

Navigation and content edit controls have also been simplified (and expanded) by the addition of a new and improved content management engine. Live edits to the front end of the website can now be accomplished much faster without the constant need for manual scripting or coding. We also have the enhanced ability to add an ever-expanding array of useful widgets and/or features to any page we choose, without the need to call on the hosting provider.

The on-time and under budget completion of this project was very much a team effort by the entire organization. We are very happy with the final result and look forward to being a part of the ongoing evolution of this wonderful resource.

SUCCESS STORIES

CHOICES PROGRAM

Parneia enrolled in the Temporary Assistance to Needy Families/Choices (TANF) program in July of 2015. At the time she was a twenty-seven year old single mother with an infant. As her child was only six months old, Parneia was not required to participate, but chose to, as she wanted to get off of TANF and make a better life for herself and her daughter. Parneia was a high school graduate, but was determined via an assessment to be basic skills deficient in both reading and math. In addition, due to some youthful indiscretions she had a criminal record. Parneia's previous work history was lacking, with only a background in food production and caregiving, never making more than the minimum wage.

All of these barriers to employment would be difficult to overcome, but with the help of her Career Planner, she was able to do just that. Parneia participated in subsidized employment and staff directed job search. Workforce Solutions Northeast Texas provided support services in the form of transportation and child care assistance to ensure that she was available for work. In December of 2015, Parneia accepted a full-time position as a housekeeping supervisor with a local hotel. She was able to successfully transition off of TANF and is now on a path towards self-sufficiency.

TECHNICAL ADJUSTMENT ASSISTANCE

Jerry was employed with US steel for six years when he was laid off. He, along with over 700 others found themselves unemployed, due in large part to the downturn in the oil industry. Since the layoffs were a result of international trade fluctuations, a Trade Adjustment Assistance (TAA) petition was granted and Workforce Solutions Northeast Texas was able to assist many of these individuals, including Jerry.

Jerry worked as a line supervisor with U.S. Steel and knew he was unlikely to find local employment that would match his previous earnings without some type of skills upgrading. Jerry was a single father with a GED and no higher education or certifications to fall back on. He needed to get back to work quickly to support his family. After working extensively with his Career Planner, it was

determined that Electric Line Worker training would be a suitable choice. The training was available and only a few months long, but a prerequisite for the course was a class A driver's license.

Jerry was able to attend Northeast Texas Community College to attain his CDL and then enrolled in the Line Worker Training. Workforce Solutions Northeast Texas assisted Jerry with transportation costs while he attended training. Once he completed, he was offered a job search allowance to help him secure employment. In June of 2016, Jerry obtained full time employment with Oncor Electric in the Lufkin area. The TAA program even provided relocation assistance for his move. Jerry is still employed with Oncor and is looking forward to transferring back to the Mount Pleasant area to work once he gains some experience.

EMPLOYER

Cass County has the second highest unemployment rate among the nine counties of Northeast Texas, so any new employer in the area is of vital importance. Love's Travel stop was in the process of building and opening a new location in Cass County. The deadline for the opening was moved up and it quickly became apparent to the site managers they needed to hire staff as soon as possible.

The manager contacted the Business Services Unit at the Greater Texarkana Workforce Center for assistance. The team went to work setting up a job fair for the employer with a very short turnaround time. The staff performed job matches in Work-in-Texas, sent call-in cards and job alerts to individuals, went onsite to get the details of the job postings, and announced the fair on the events calendar. The job fair was held two days after the initial call from the employer was received, and a total of 39 individuals attended the fair, and of those the employer hired 9. Love's plans on hiring additional employees and attended this year's Red, White, and You Veteran's job fair to obtain additional applications.



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ROCKIN' THE WORKFORCE 2016

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312 North Riddle
Mt. Pleasant, TX 75455
(903) 572-9841
(903) 572-0159 (Fax)

Paris
5210 S.E. Loop 286
Paris, TX 75460
(903) 784-4356
(903) 784-7267 (Fax)

Sulphur Springs
1716 Posey Lane
Sulphur Springs, TX 75482
(903) 885-7556
(903) 439-1012 (Fax)

Texarkana
1702 Hampton Road
Texarkana, TX 75503
(903) 794-4163
(903) 792-2976 (Fax)

Child Care Services
1702 Hampton Road
Texarkana, TX 75503
(903) 794-8999
(903) 794-8012 (Fax)

EQUAL OPPORTUNITY EMPLOYER/PROGRAMS | Auxiliary aids and services are available upon request to individuals with disabilities.

Relay Texas TDD: 800-735-2989
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