

2020

ANNUAL
REPORT



CELEBRATING OUR

FRONTLINE HEROES

EMPOWERING OUR WORLD-CLASS WORKFORCE
TO FUEL THE ECONOMIC RECOVERY OF OUR CENTRAL TEXAS COMMUNITIES

★ ★ ★ ★ ★
WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

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Workforce Solutions Rural Capital Area is the Facilitator of Workforce Resources Throughout the Rural Capital Area of Central Texas

This region includes the following nine counties:



Rural Capital Area's mission, vision and values communicate and guide our efforts toward regional economic growth and family self-sufficiency. We are a community partnership committed to planning and working collaboratively with all of our program partners, including elected officials; economic development corporations; chambers of commerce; independent school districts; regional universities and community colleges; training providers; child care providers and parents; as well as employers and job seekers. We greatly value every partner's contribution.

WHO WE ARE

MISSION

To preserve our integrated, employer-driven workforce system by actively involving employers in workforce decisions that allows them to: identify labor and economic trends, define skills and training standards and hire highly-skilled workers, while simultaneously providing job seekers with information, advice, job search assistance, support services, and training in the employer identified industries and occupations, so they will attain cutting edge skills that will lead to self-sufficient employment.

VISION

Our employers will have a highly skilled and educated workforce and our residents will have the competencies, skills and education to become self-sufficient and live a quality life.

VALUES

- **Commitment:** We embrace our mission, vision and values.
- **Professionalism:** We welcome diversity and treat everyone with respect, dignity and courtesy.
- **Quality:** We have a passion for our customers and partners. We are self-critical, questioning and committed to providing accessible, accurate, complete and timely services.
- **Integrity:** We are accountable, honest and trustworthy.
- **Leadership:** We have the courage to lead change and shape the future.
- **Teamwork:** We work better together. We share our ideas and talents to find the best solutions. We support and rely on each other. We value clear and open communication. We make everyone better.

Message from the Board Chair:

Dear community partners and stakeholders,

At the conclusion of 2020, I have to relay a message of gratitude. As a Board and a community, we had to navigate a new landscape, find new ways to work together, and above all find grace within ourselves and for each other.

The year 2020 took everyone by surprise. It left many people unsure of their circumstances due to job loss and health concerns. It united us in rising stress and lack of clarity for what we should expect and prepare for in the foreseeable future. The Workforce Solutions Rural Capital Area team took this time to see how we could utilize our resources to support those who were most impacted. I would like to extend my gratitude to our Board members and staff, our workforce and child care services contractors and their staff, as well as our state and local partners, for the speed and resiliency they have all shown during the pandemic.

As a Board, we moved swiftly to protect our staff and customers by making all of our services available virtually and preparing the workforce centers for a phased reopening with protective equipment in addition to health and safety protocols. We distributed PPE to child care centers that had been working to stay open to support frontline workers with less income and greater expenses. This year we had to focus on what resources were immediately available to answer pressing needs, while planning for an unsure future.

As we evaluate what we experienced in the workforce, we see the pandemic sped up trends in a matter of months rather than years. Working virtually increased exponentially. More businesses are rethinking their approach to brick and mortar facilities and incorporating lessons learned from working virtually. There was a dramatic increase in career opportunities in logistics and manufacturing, while the construction industry barely slowed. Our community's small restaurants and retail shops had to make dramatic shifts in their business models to accommodate virtual consumers and fewer in-person customers.

We will enter 2021 stronger, because we have gained from the experience of the past year. As part of our strategic planning process during 2020, we identified new ways for Workforce Solutions Rural Capital Area to support the community and our stakeholders. We are more energized for the work that we will get to do to support our communities, further our reach to job seekers, and assist businesses as they continue to find new ways to compete at a global level.



FRANK LEONARDIS

Message from the Board Chief Executive Officer:

2020 started off for us as a very busy year. We had just procured a company to help develop a regional strategic workforce plan and we were deep into putting that plan together to help provide the talent supply chain needed by our businesses.



PAUL FLETCHER

Then we experienced a sharp change to our economy with the pandemic. This put us in the position of swiftly shifting gears to change from ultra-low unemployment to double digit unemployment in a very few days.

This change occurred in a pandemic environment where we had to convert our services to virtual while continuing to meet the needs of both job seekers and employers. We implemented JobsNow! over a weekend to help connect job seekers to immediate employment and help our businesses fill critical positions such as logistical delivery of goods, grocery stores and other retail operations that were providing critical goods and services. We began Workforce Wednesday which is a weekly virtual hiring event that allows employers and job seekers to interact in a virtual environment which allowed people to find jobs and employers to fill jobs all while keeping each other safe. We saw just how important child care is during this time and we were able to help providers by providing a 25% bonus payment to providers that were able to remain open. This helped offset the providers losses due to many children staying home and the increased costs of providing care with smaller class sizes and frequent cleaning.

We also conducted several rounds of PPE distribution to providers to make sure they had the critical supplies needed to stay open. As the pandemic progressed, we were able to outfit our workforce centers to allow curbside service delivery and the addition of safety equipment such as plexiglass dividers to allow customers that could not access our services virtually to get access to what they needed. We were able to implement many new things during the pandemic that will allow us to continue to provide virtual services to supplement the in-person services we have always provided.

None of us anticipated nor wanted the pandemic nor the change to our economy, but we look forward to being able to utilize the tools and resources at our disposal to help return our communities and the economy to a strong position.



BOARD OF DIRECTORS

Workforce Solutions Rural Capital Area is led by an all-volunteer Board of Directors comprised of recognized community leaders across many areas of expertise including, business; community-based organizations; economic development; education; government; literacy; labor; and vocational rehabilitation. The Board of Directors contribute significant amounts of time, talent, and energy to further our organizational mission of empowering the workforce of the Rural Capital Area.

Board Officers



Frank Leonardis
Board Chair
(Hays County)
Ember Industries



Alfonso Sifuentes
Board Vice Chairman
(Caldwell County)
Central Texas Refuse, LLC.



Rene Flores
Board Treasurer
(Williamson County)
Amplify Credit Union

New Board Members



Denice Harlan
(Lee County)
Giddings Chamber of
Commerce



Tim Ols
(Burnet County)
Baylor Scott & White
Hill Country Region



Scott Stanton
(Williamson County)
TDIndustries

Board Members



Hector Aguilar
(Williamson County)
Austin Community College



Sandra Dillett
(Williamson County)
Texas Health and Human
Services Commission



Mike Kamerlander
(Caldwell County)
Lockhart Economic
Development Corporation



Felix Munson
(Williamson County)
Anchor-Ventana
Glass



Carole Belver
(Hays County)
Community Action, Inc. of
Central Texas



Woody Engebretson
(Williamson County)
Rotary Club of
Cedar Park-Leander



Jeff Light
(Hays County)
Hoar Construction



Eben Riggs
(Williamson County)
Texas Workforce
Commission



Ben Brenneman
(Williamson County)
IBEW Local Union 520



Jenna Fohn-Thomas
(Bastrop County)
First National Bank of
Bastrop



Margaret Lindsey
(Hays County)
San Marcos Area Chamber
of Commerce



John Robison
(Bastrop County)
New Republic Studios



Debbie Burkhard
(Blanco County)
Old Annex Office Solutions



Becky Garlick
(Fayette County)
Blinn College
Schulenburg Campus



Mike McKeown
(Burnet County)
Horseshoe Bay Resort



Nikki Stallings
(Williamson County)
NOV Wellbore
Technologies



Camille Clay
(Williamson County)
Leander ISD



Kimberly Goode
(Williamson County)
Literacy Council of
Williamson County



Briley Mitchell
(Llano County)
Llano Chamber of
Commerce



Jennifer Tucker
(Williamson County)
Goodwill Central Texas



Marco Cruz
(Williamson County)
Opportunities for
Williamson & Burnet
Counties



Tracy Jackson
(Williamson County)
TASUS Texas
Corporation



Cassandra Moya
(Hays County)
Texas Workforce
Solutions-Vocational
Rehabilitation Services



Elva Zdeb
(Hays County)
Atrium Hospitality



WORKFORCE SNAPSHOT

1,077,595

**Rural Capital Area
Population**

Source: U.S. Census Bureau, Population Division
Release Date: March 2020

564,474

Labor Force

537,340

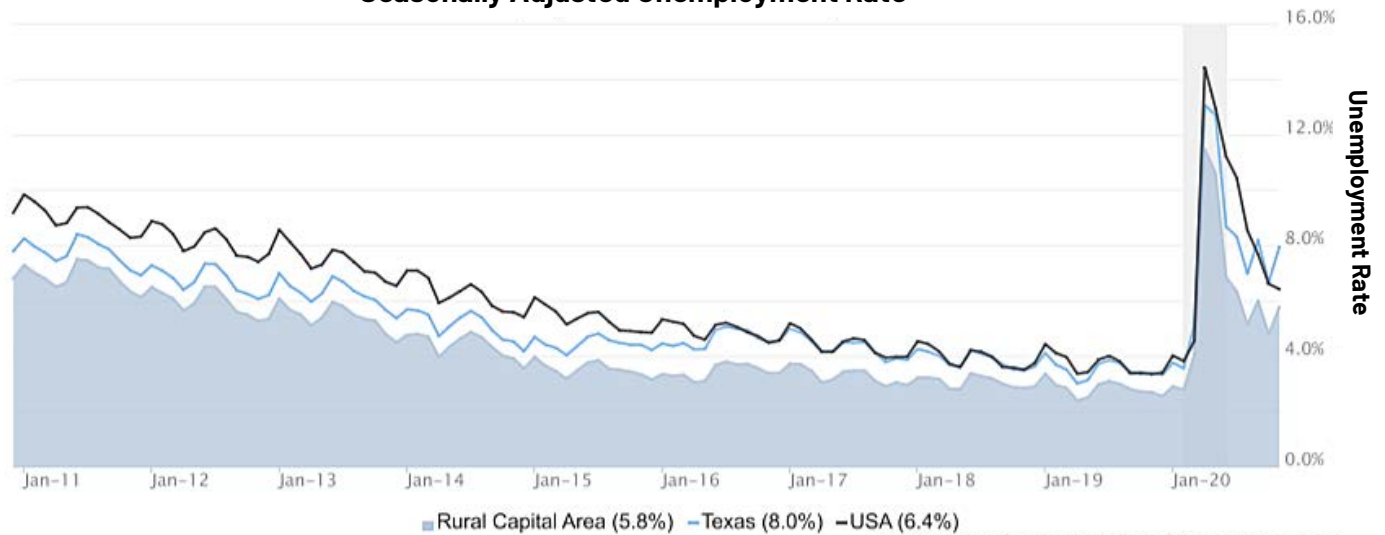
Employed

5.8%

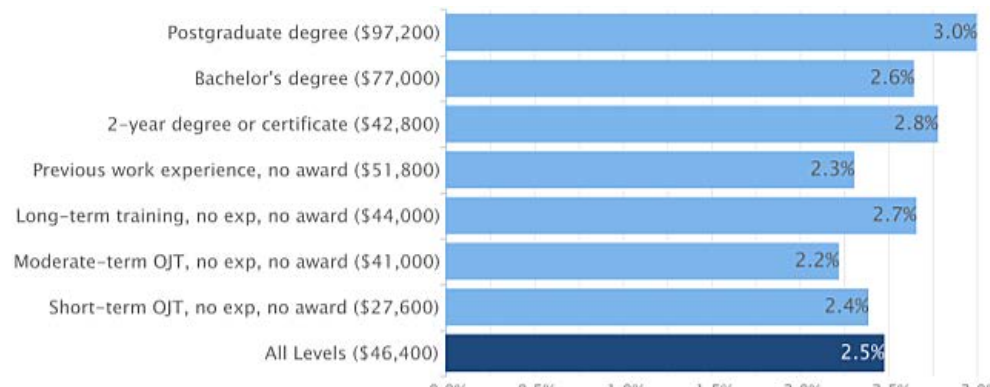
**Unemployment
Rate**

Source: Labor Market and Career Information Department, Texas Workforce Commission

Seasonally Adjusted Unemployment Rate



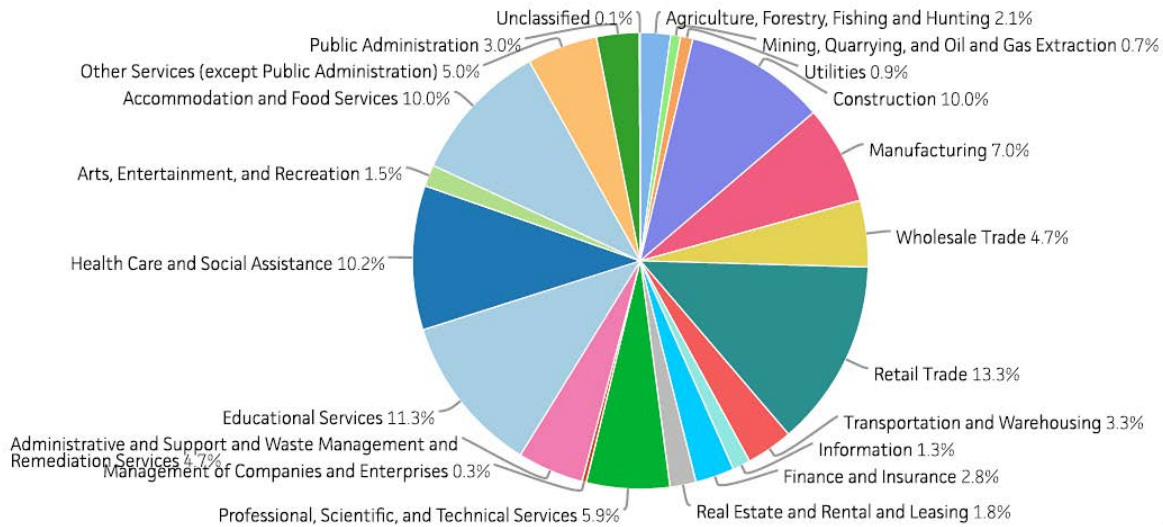
Annual Average Projected Job Growth by Training



Rural Capital Area Industries

The largest sector in the Rural Capital Area is Retail Trade, employing 47,869 workers. The next-largest sectors in the region are Educational Services (40,689 workers) and Health Care and Social Assistance (36,821). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Construction (LQ = 1.73), Mining, Quarrying, and Oil and Gas Extraction (1.68), and Utilities (1.66).

Total Workers by Industry

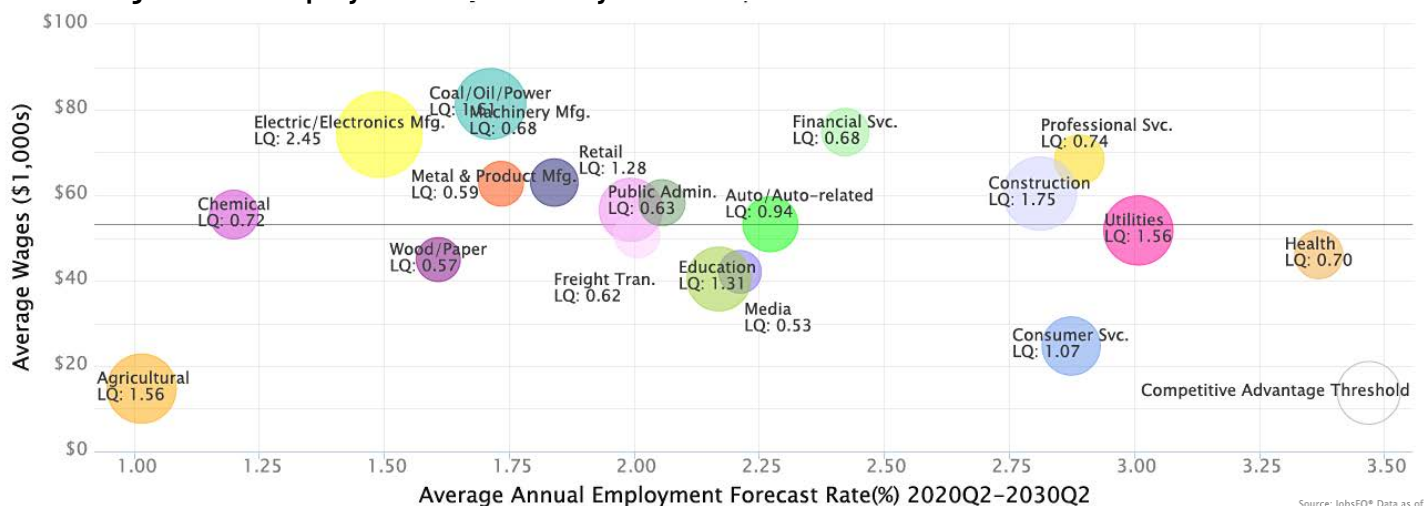


Sectors in the Rural Capital Area with the highest average wages per worker are Management of Companies and Enterprises (\$226,539), Wholesale Trade (\$122,681), and Manufacturing (\$115,064). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Construction (+8,468 jobs), Health Care and Social Assistance (+7,378), and Educational Services (+4,986).

Over the next year, employment in the Rural Capital Area is projected to expand by 8,913 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +3.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+1,240 jobs), Accommodation and Food Services (+1,049), and Construction (+1,028).

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the Rural Capital Area with the highest relative concentration is Electric/Electronics Manufacturing with a location quotient of 2.45. This cluster employs 9,547 workers in the region with an average wage of \$74,227. Employment in the Electric/Electronics Manufacturing cluster is projected to expand in the region about 1.5% per year over the next ten years.



BUSINESS SERVICES SPOTLIGHT



Over 1,400 Workers Hired Ahead of Grand Opening

It's been a pretty amazing partnership with our friends at Workforce Solutions Rural Capital Area. To hire over 1,400 people during a pandemic, and pull it off, I think is something pretty incredible that we've done. To be the second largest employer in this town – I'm just really appreciative of Workforce Solutions, and I know the feeling is mutual. I just look forward to us working together for a long time to come.



- Nate Duke
Director Of Human Resources
Kalahari Resorts & Conventions



Dozens of Drive-Thru, In-Person & Weekly Interactive Virtual Hiring Events Hosted & Supported by the Workforce Solutions Rural Capital Area Team

Property Photos: Courtesy of Kalahari Resorts



BUSINESS SERVICES

We understand that the success of Central Texas businesses is largely dependent on their ability to find qualified candidates to fill staffing needs. Yet, the task of finding and maintaining employees amid the pandemic, with the right skills, training and education can be daunting. That's where we come in.

At Workforce Solutions Rural Capital Area, we assist businesses at every stage of their workforce needs:

- Virtual & On-Site Recruiting
- Interviewing and Hiring
- Virtual Job Fairs
- Internet-Based Job Postings
- Assistance with Customized Skills Training
- DOL Registered Apprenticeship
- Wage and Labor Market Information
- Employee Layoff Assistance



5,025
Employers Served

48
Virtual Job Fairs
Hosted for
Employers

12,164
Number of Job
Seekers Attending
Virtual Events

10,011
Number of Jobs
Offered at Hiring
Events

JOB SEEKER SERVICES SPOTLIGHT



“To the Workforce Solutions Rural Capital Area team, I would like to personally thank you for your services you have provided me this year. Your dedication to help others like myself, helped me achieve my lifelong dream of becoming a Nurse. With your talent, time and dedication to help me succeed, my dream became my reality. I owe a great deal of gratitude to the Rural Capital Area team, as they provided me with the guidance and financial assistance that enabled me to focus on my schooling.”

-Whitney Norman

“As I was attending school full time, working part time, and was a full-time single mother, I was informed about Workforce Solutions Rural Capital Area and the assistance they could provide me as a Temple College nursing student. Attending school in the spring of 2020 was full of challenges. But the Rural Capital Area team reassured me that support would continue to be provided through these difficult and unknown times as they normally would.”

After graduation I took my National Council Licensure Examination (NCLEX) paid for by Workforce Solutions. After successfully passing my NCLEX, I was matched with local job opportunities and now I am a full-time Nurse. I am appreciative of all the encouragement, assistance and opportunities provided to me by the Workforce Solutions Rural Capital Area team.”

-Ashley Jiminez

“They asked me what I wanted to do and then paid for my CDL training...Even if I paid out of pocket, I would not get the attention or support that the Workforce Solutions Rural Capital Area team gave me. From my personal experience, if you need help, they are always there. I will always appreciate it.”

-Midhat Omer
Certified Heavy Tractor & Trailer Operator



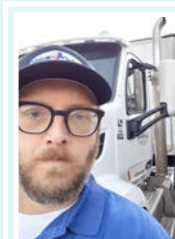
“I want to thank the Workforce Solutions Rural Capital Area team for their very important role in this new journey of mine. Since Day 1, they have been more help than I could have expected. The staff, as one, are so amazing. I would advise any individual to go through their program.”

- Louis Walker
Certified Heavy Tractor & Trailer Operator

“Workforce Solutions Rural Capital Area, it was extremely helpful having you meet with me personally, to review my resume, advise on formatting, and brainstorm ideas on how to better utilize WorkInTexas.com – Providing helpful tips and pointers to improve my profile and work searches was invaluable.”

Throughout this process, I have felt ashamed and encountered personal difficulty asking for assistance. Upon taking a few of your free virtual workshops, I was inspired. Your positivity, compassion, and sharing of personal experiences instilled my hope and reinstated some much needed confidence.

-Trish Gully



The Workforce Solutions Rural Capital Area team gave me encouragement and help when I needed it the most. I gained skills and a Class A License to find gainful employment and prosper.

-Jack Smith



JOB SEEKER SERVICES

When Rural Capital Area residents are searching for a job or seeking a career change, employment success can be the difference between making the right connections and going at it alone. At Workforce Solutions Rural Capital Area, we offer an array of virtual and in-center services and programs that are designed to help job and career seekers at different stages of their search.

Preparing job seekers for successful employment is part of Workforce Solutions' mission of providing a well-trained workforce for Texas. We take pride in empowering job seekers of all abilities and backgrounds to find and retain employment, and in supporting them as they successfully transition into the Rural Capital Area workforce.

“Workforce Solutions Rural Capital Area responded quickly and professionally. I felt like I was getting individual attention.”
-Harris Schanhaut



\$34,813,866

Invested in Rural Capital Area Workforce Funding Across the Region



— Best In Texas —
For Qualified Service Placements and Retention Beyond Basic Assistance

Employed/Enrolled Q2-Q4 Post Exit
Among All 28 Workforce Development Boards



11,178

Job Seekers Served

3,154

At-Risk Jobseekers Served

8,832

Unemployment Insurance Claimants Served

186

Ex-Offenders

327

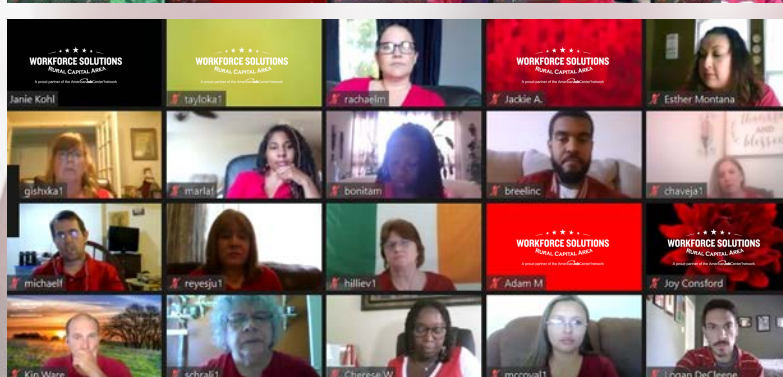
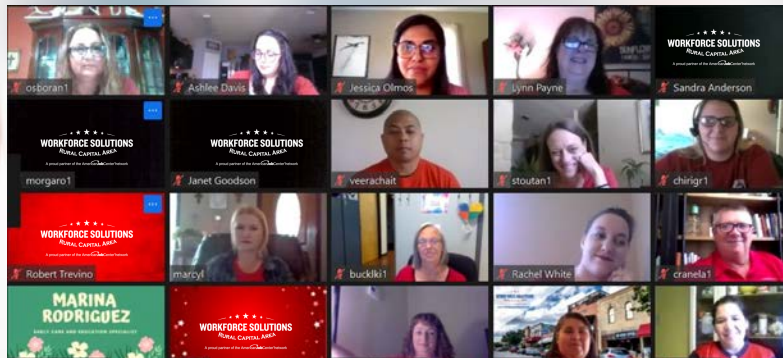
Job Seekers Sponsored in Training

591

Total WIOA Customers Served

GONE BUT
NEVER
FORGOTTEN

IN BILL'S HONOR, WE WEAR RED EACH FRIDAY TO:
REMEMBER
EVERYONE
DEPLOYED



IN MEMORIAM

USMC GYSGT. RETIRED

BILL TURNER

1960-2020

WORKFORCE SOLUTIONS RURAL CAPITAL AREA
DEPUTY PROJECT MANAGER
& PROUD ADVOCATE OF VETERANS SERVICES

WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

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VETERANS SERVICES

Workforce Solutions Rural Capital Area is a proud "We Hire Vets" employer, committed to serving our nation's military veterans. If you have served in the U.S. Armed Forces or are an eligible spouse, we are honored to meet your job search and training needs. Honorably discharged veterans and eligible spouses are afforded priority services in our workforce centers.

674

Veterans Served
Throughout the Rural
Capital Area

153

Veterans of Operation
Enduring Freedom
(OEF) and Operation
Iraqi Freedom (OIF)



**Texas Operation
Welcome Home**
Transitioning Texas Troops



2020 Hiring Red, White & You!

Virtual Statewide Veterans Hiring Fair

62

Employers

544

Job Seekers

786

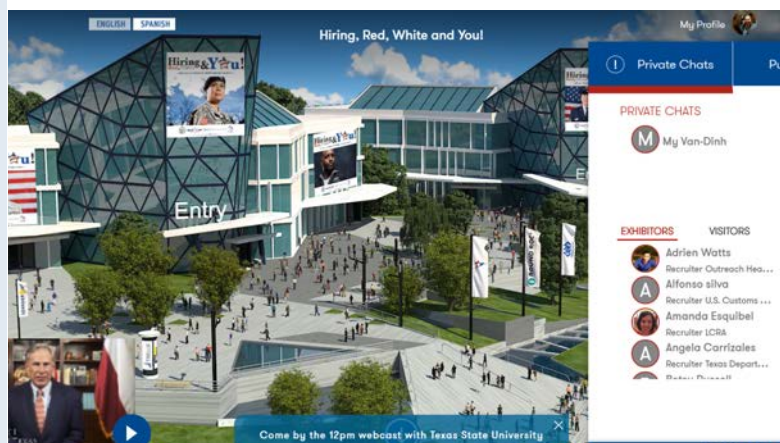
Virtual Sessions



The 9th Annual Hiring Red, White & You! Statewide Veterans Hiring Event was held virtually in 2020. Workforce Solutions Rural Capital Area joined with sister Boards, Workforce Solutions Heart of Texas, Central Texas, Capital Area and Alamo, to link up our virtual events and host the largest collective veterans hiring experience in the state: Warrior Welcome Central Texas.

Our multiple "Warrior Welcome Central Texas" events spanned the Interstate-35 corridor from Waco to San Antonio and enhanced career opportunities for veterans, transitioning military and their spouses within 36 counties.

In partnership with 27 fellow local workforce development boards, The Texas Workforce Commission, the Texas Veterans Commission, the Texas Medical Center, and Governor Greg Abbott, Hiring Red, White & You! connects Texas veterans and their spouses with Texas employers that value the experience, discipline, and other exceptional qualities inherent in a military background.



CHILD CARE SERVICES SPOTLIGHT

TRS Outdoor Expansion and Enhancement Grant

Workforce Solutions Rural Capital Area offered Texas Rising Star 3-star and 4-star providers the chance to apply for an Outdoor Expansion and Enhancement Grant in Fiscal Year 2020. Specific needs were identified and qualifying TRS providers were given the opportunity to apply for one or more select playground packages. These targeted packages included: Infant Outdoor Package, Furniture Package, Gross Motor Package, Centers Package, and a STEAM Package. These packages were designed to improve Texas Rising Star scores and encourage greater planning in outdoor activities for all age levels.

20 TRS PROVIDERS

A total of 20 TRS 3-star and 4-star providers received targeted outdoor playground resources.

Over \$80,000

spent on improving playgrounds and providing resources designed to bring the classroom outside.

16 INFANT MODULAR KITS

These kits provide infants a designated safe and developmentally appropriate space to encourage infant play and exploration outdoors.

257 Infants

impacted based on enrollment at the time of grant applications.



WORKFORCE SOLUTIONS RURAL CAPITAL AREA

FY2020 Child Care Training Initiatives

CHILD DEVELOPMENT ASSOCIATE (CDA) CREDENTIAL CLASS



20 Teachers from 14 different Texas Rising Star Providers participated in the six-month course. The teachers received over 120 hours of training, one-on-one coaching, and assistance creating a professional portfolio and application. 11 of the teachers have received their CDA credential to date, with the remaining students anticipated finishing in the coming months.

"Honestly, every class was an amazing experience...she inspired me to be an amazing teacher and to remember that every child just wants love and someone that believes in them."

MARIA CONTRERAS - CDA PARTICIPANT



CONSCIOUS DISCIPLINE

A total of 53 teachers and directors from 22 different Texas Rising Star sites participated in an in-depth four part Conscious Discipline Basic or Advanced course. These classes focused on equipping Early Childhood Educators with Social and Emotional skills to assist children with behavior management and emotional regulation skills.

"Totally opened my eyes to behaviors, how to see, deal, react and have positive results."

CONSCIOUS DISCIPLINE BASIC PARTICIPANT

TEXAS RISING STAR VIRTUAL TRAINING



The Rural Capital Area Early Care and Education team planned, created and implemented the first ever Virtual TRS Training Day. 30 Texas Rising Star teachers and directors participated in a 3-hour interactive Zoom training focused on quality teacher-child interactions and developmentally appropriate environments.

"I got a lot out of this training, and enjoyed every minute of it."

ARIELLE WHITE - PARTICIPANT

"The training helped me get a lot of information that I will use in the classroom."

SADIKE JAKUPE IBRAHIMI - PARTICIPANT

FROG STREET SPLASH VIRTUAL CONFERENCE



Frog Street Splash Early Childhood Conference brings together Child Development Professionals from around the country to participate in quality trainings and listen to nationally recognized keynote speakers. 31 Texas Rising Star staff were able to attend the first ever virtual conference receiving a total of 12 training hours over the 3 day conference.



WORKFORCE SOLUTIONS RURAL CAPITAL AREA

CHILD CARE INFANT & TODDLER EXPANSION AND ENHANCEMENT GRANT

2019-2020 Quality Improvement Highlights

WORKFORCE SOLUTIONS RURAL CAPITAL AREA

CHILD CARE HEALTH AND SAFETY SUPPLIES

2019-2020 Quality Improvement Highlights



EXPANDED INFANT SLOTS

Resources such as cribs, shelves, and changing tables were provided to expand unused space into infant classrooms, increasing the number of slots available to infants in Texas Rising Star centers by 16.



EXPANDED TODDLER SLOTS

Resources such as tables, chairs, shelves, and nap mats were provided to expand the number of toddler classrooms in Texas Rising Star centers, increasing available toddler slots by 12.



AVERAGE AMOUNT OF INVESTMENT

Nineteen Texas Rising Star Providers were awarded the Infant and Toddler Expansion or Enhancement Grant with an average grant amount of \$3,500 dollars per center.



ENHANCED ENVIRONMENTS

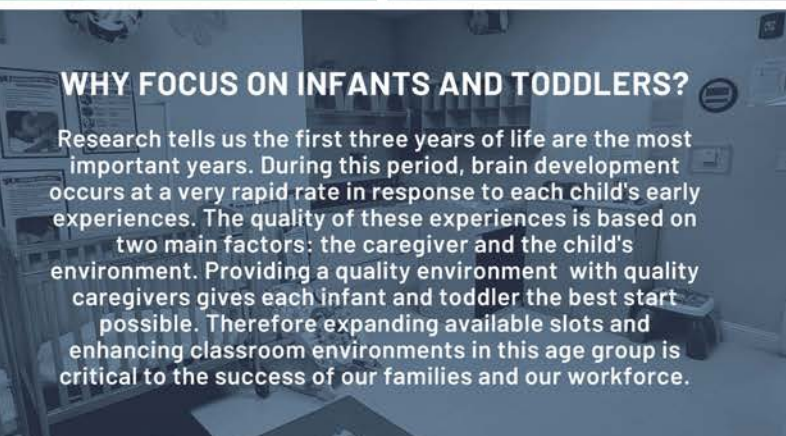
Though the Infant and Toddler Enhancement Grant, centers received resources designed to enhance their infant and toddler classrooms, adding to the quality of the environments for their youngest students.

OVER 80 CHILD CARE PROVIDERS RECEIVED NEEDED SUPPLIES TO HELP ENSURE THEY REMAINED OPEN TO SERVE ESSENTIAL WORKERS WHILE MAINTAINING INCREASED HEALTH STANDARDS.



NUMBER OF SUPPLIES PROVIDED INCLUDE:

- OVER 1,900 BOXES OF DISPOSABLE GLOVES
- OVER 1,200 BOTTLES OF HAND SANITIZER
- OVER 1,500 BOTTLES OF SPRAY DISINFECTANT

WHY FOCUS ON INFANTS AND TODDLERS?

Research tells us the first three years of life are the most important years. During this period, brain development occurs at a very rapid rate in response to each child's early experiences. The quality of these experiences is based on two main factors: the caregiver and the child's environment. Providing a quality environment with quality caregivers gives each infant and toddler the best start possible. Therefore expanding available slots and enhancing classroom environments in this age group is critical to the success of our families and our workforce.

OVER \$75,000 SPENT ON HEALTH AND SAFETY SUPPLIES AND DISTRIBUTED TO PROVIDERS ACROSS THE ENTIRE 9 COUNTY RURAL CAPITAL REGION OVER A FOUR-MONTH PERIOD.





CHILD CARE SERVICES

The Child Care Services program provides financial aid to eligible families to support long-term self-sufficiency by enabling parents to work or attend school or job training programs. Additionally, through the investment into quality, through Texas' quality rating and improvement system known as the Texas Rising Star program, we are able to support school readiness for children by promoting professional development opportunities for our early care and education providers, advance the curriculum used in early care classrooms and support learning of positive social and emotional skills at an early age, which are predictors of long-term success.

Child Care Services Customers Served

Age Group	Total	Parents	Children
0-3	2,095	0	2,095
4-6	1,978	0	1,978
7-12	1,264	0	1,264
13-18	37	16	21
19-26	584	584	0
27-45	2,293	2,293	0
46-59	253	253	0
60-64	30	30	0
65-74	21	21	0
75-84	4	4	0
85 or over	0	0	0
Data Not Collectible*	0	0	0
Total	8,559	3,201	5,358

5,358

**Children
Sponsored in
Child Care**

3,201

**Child Care
Parents Served**

295

**Child Care
Providers
Served**

70

**Texas Rising Star
Providers
Served**

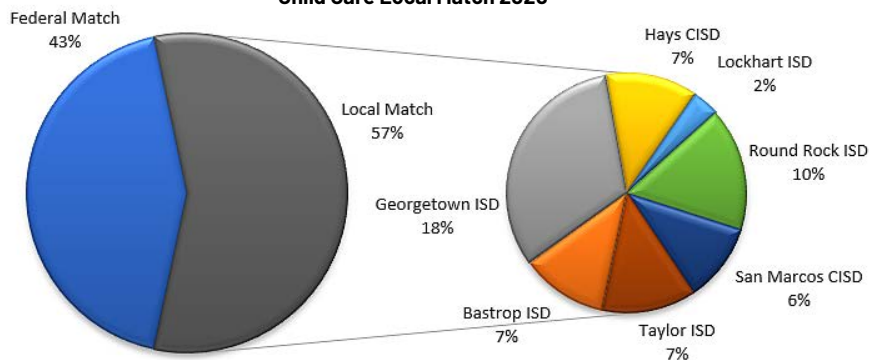
Household Income	Total	Parents	Children
Under \$5,000	1,731	684	1,047
\$5,001 to \$10,000	72	27	45
\$10,001 to \$25,000	1,227	448	779
\$25,001 to \$50,000	3,079	1,138	1,941
Over \$50,000	573	193	380
Data Not Collectible*	1,877	711	1,166
Total	8,559	3,201	5,358

Source: BakerRipley CY2020 Child Care Program Demographics;
Data Timeframe January 1 – December 31, 2020

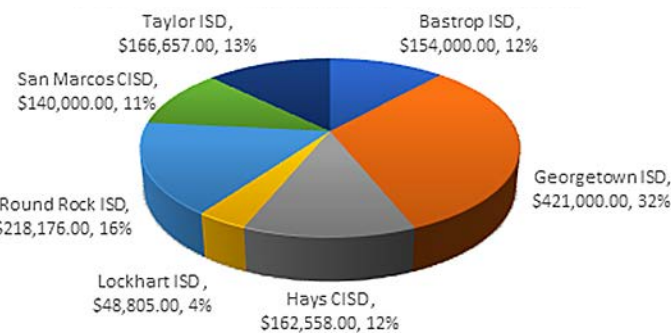
Education Partners Meet the Local Match Requirement

Securing Local Funds to Match Federal Dollars in Order to Provide Child Care Assistance to More Parents
Bastrop ISD, Georgetown ISD, Hays ISD, Lockhart ISD, Round Rock ISD, San Marcos CISD and Taylor ISD

Child Care Local Match 2020



Local Match Goal: \$1,003,857
Invested in the Community: \$2,007,714



Legend: Bastrop ISD, Georgetown ISD, Hays CISD, Lockhart ISD, Round Rock ISD, San Marcos CISD, Taylor ISD

Source: Child Care Match 2020 Allocations Table, Board Office

YOUTH CAREER EXPLORATION

The Workforce Solutions Rural Capital Area Youth Services program assists motivated young adults ages 16-24, who have barriers and challenges to workforce success. The Youth Services Team provides support in setting and achieving goals to eligible participants to complete their General Educational Development (GED), post-secondary education, vocational training and or job search help. To assist with job search or the completion of education, some of the services offered through the Workforce Innovation and Opportunity Act and other programs include:

- Personalized Goal Planning
- Tutoring Services
- Career Exploration
- Guidance and Counseling
- College Information
- Paid/Unpaid Internships
- Job Search Assistance
- Financial Literacy Education
- Labor Market & Employment Information
- GED Certificate Completion

158

Youth Services
Customers
Supported

580

Youth Career Expo
Participants

50

Employers
Participating in
Youth Events

874

Employer Sessions
With Youth
Participants



Workforce Solutions Rural Capital Area works in partnership with Independent School Districts, Chambers of Commerce, Economic Development Corporations, and Community Colleges to host virtual career events for youth throughout the nine-county Rural Capital Area.



The Workforce Solutions Rural Capital Area Youth Services Team helped me pay my tuition and certification fees to become a Registered Dental Assistant and helped me gain externship and work experience to secure a job. The team even helped me with funding to buy scrubs for my new job, as I was trying to better my life for myself and my 6-year-old daughter.

School is expensive, and I felt that I needed to prioritize spending my money on my daughter's needs which didn't leave extra for school tuition, etc. As a Registered Dental Assistant, I now have a job that pays better and better suits my daughter's life, allowing me free time to spend with her.

I like going to work now! I can see myself growing in this career and going even further—possibly as a dental hygienist.

— Ambur Hernandez



www.jobsyall.com

Through the Jobs Y'all career exploration campaign, we are able to raise

awareness about the opportunities and benefits of Texas industries, to inspire and attract young Texans to explore careers, and understand the education and training needed to best position themselves for where the jobs will be when they enter the workforce.



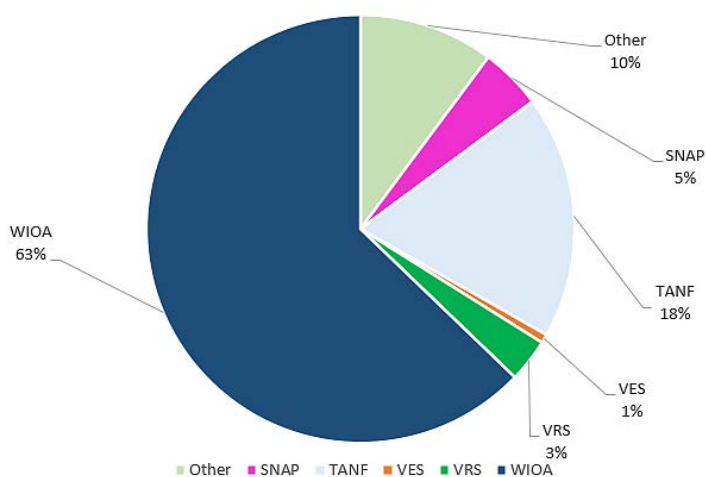
FINANCIAL DATA

Workforce Solutions Rural Capital Area Expenditures:

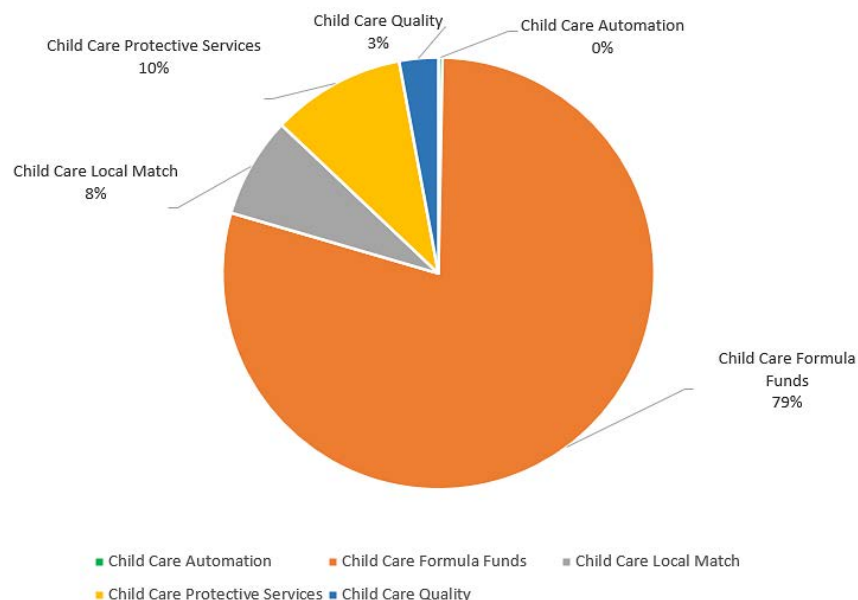
Child Care Services (CCS)	\$26,630,149
Supplemental Nutrition Assistance Program (SNAP)	\$382,120
Temporary Assistance for Needy Families (TANF)	\$1,504,290
Veterans Services (VES)	\$54,380*
Vocational Rehabilitation Services (VRS)	\$268,261*
Workforce Innovation and Opportunity Act (WIOA)	\$5,140,914
Other	\$833,747
Grand Total	\$34,813,866

**Total Investment by Community Partners is Not Reflected*

Workforce Services Program Expenditures



Child Care Services Program Expenditures

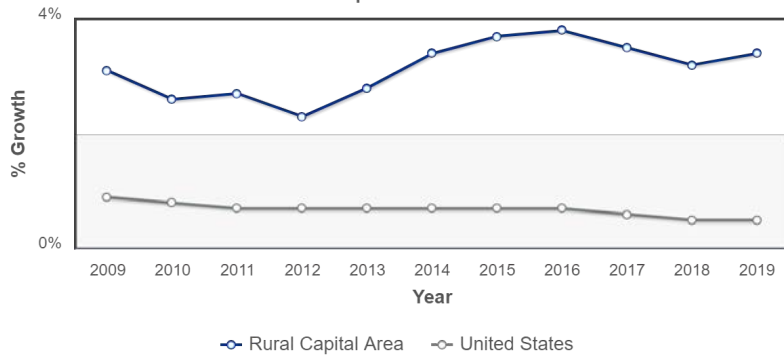


October 2019 to September 2020

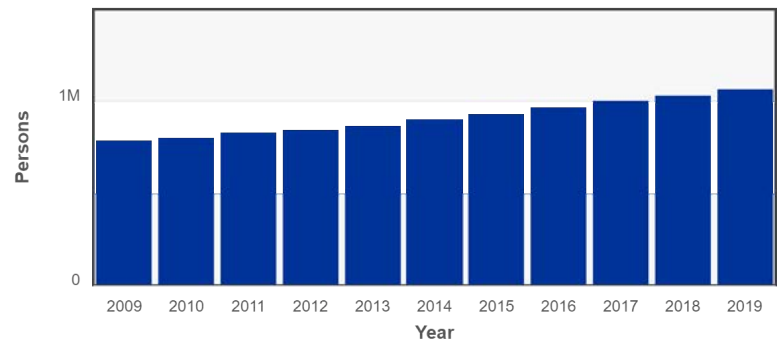


ECONOMIC OVERVIEW

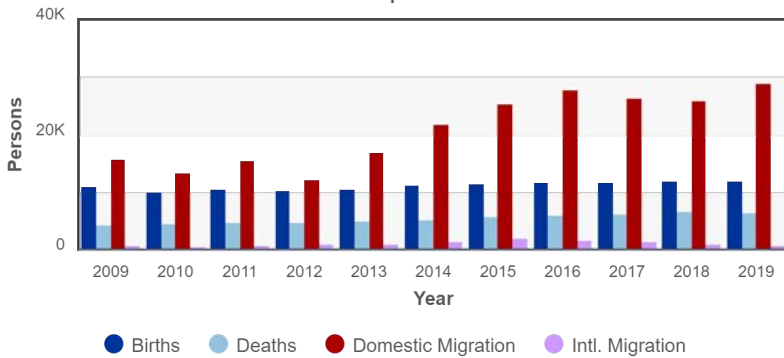
Population Growth, 2009-2019
Rural Capital Area vs. U.S.



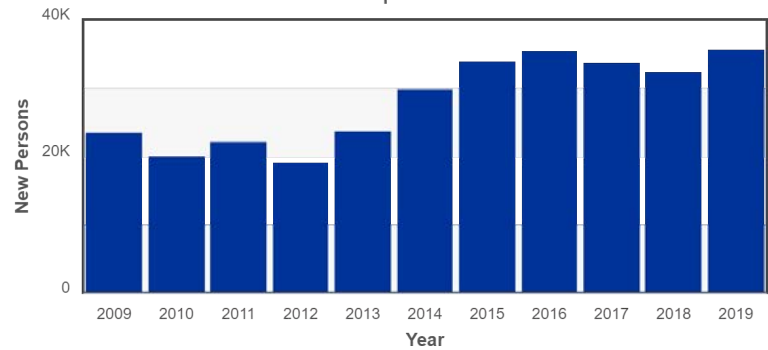
Population, 2009-2019
Rural Capital Area



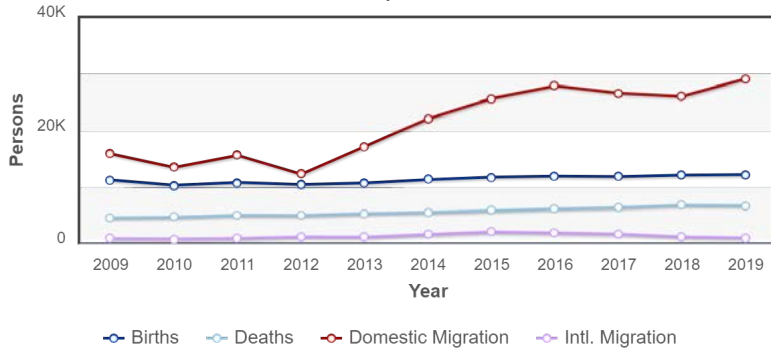
Population Change Components, 2009-2019
Rural Capital Area



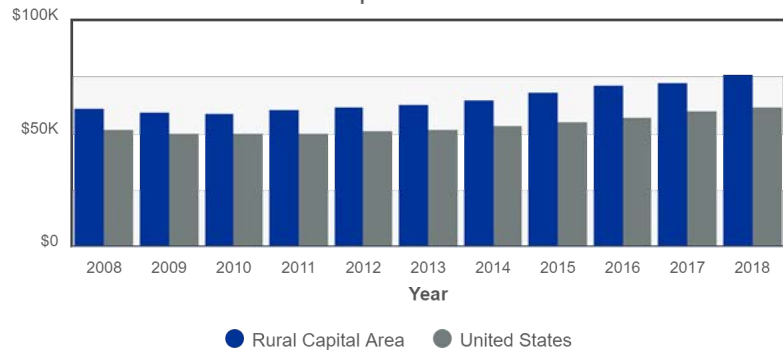
New Persons Per Year, 2009-2019
Rural Capital Area



Population Change Components, 2009-2019
Rural Capital Area



Median Household Income, 2008-2018
Rural Capital Area vs. U.S.

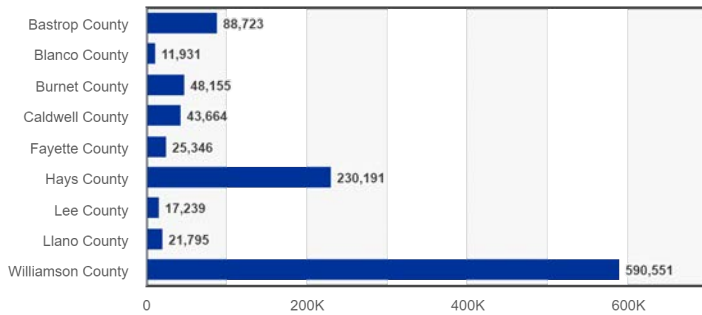


Source: Census Population Estimates Program (PEP)

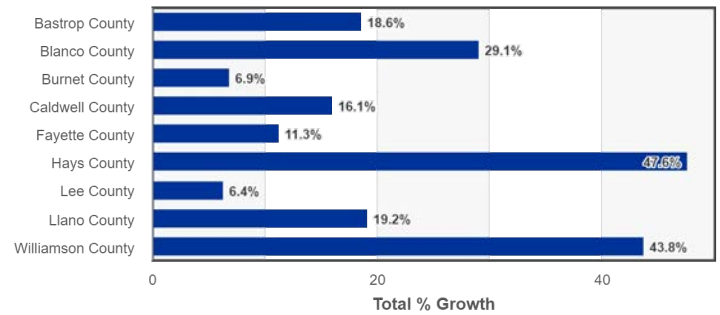


ECONOMIC OVERVIEW

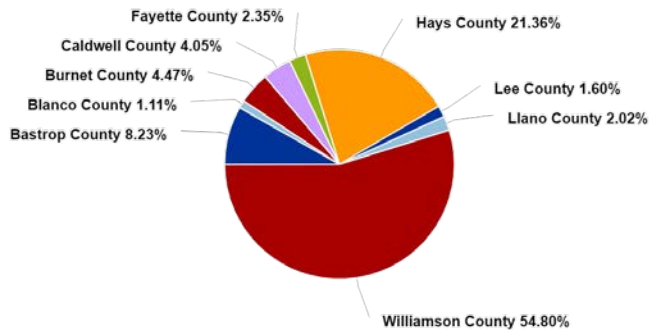
Population by County, 2019
Rural Capital Area



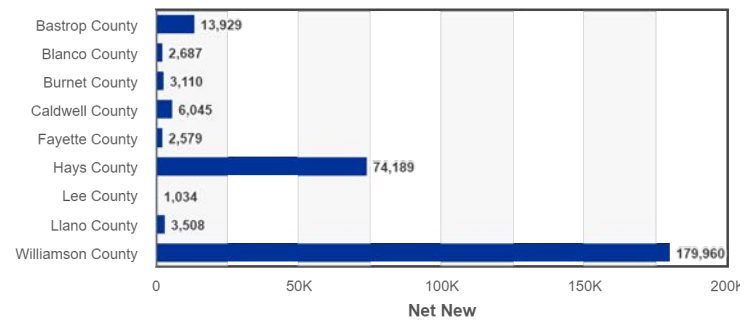
Population by County, Total % Growth, 2009-2019
Rural Capital Area



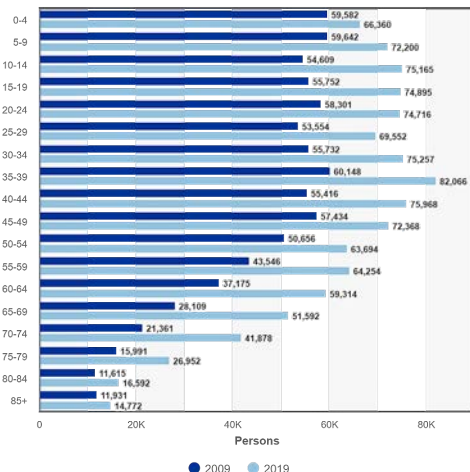
Population by County, 2019
Rural Capital Area



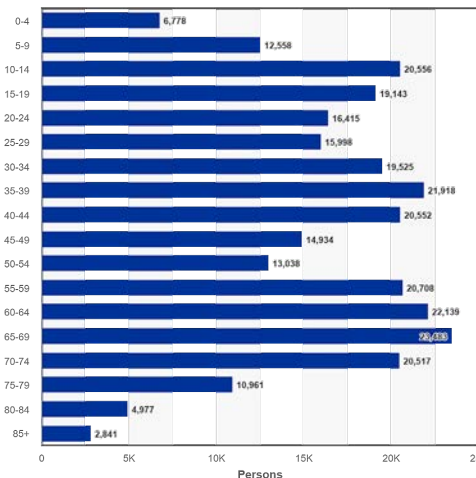
Population by County, Net New 2009-2019
Rural Capital Area



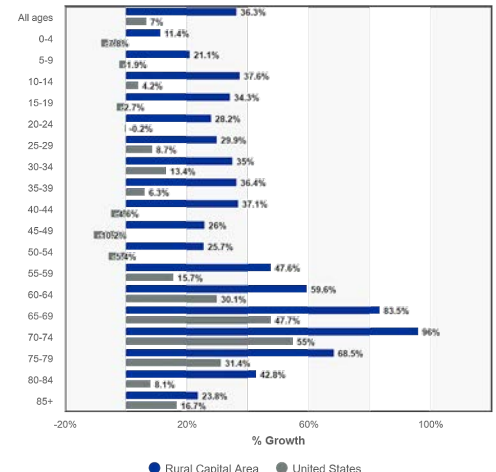
Age Distribution, All Races, 2009-2019
Rural Capital Area



Age Distribution, New Population, All Races, 2009-2019
Rural Capital Area



% Growth by Age Group, All Races, 2009-2019
Rural Capital Area vs. U.S.

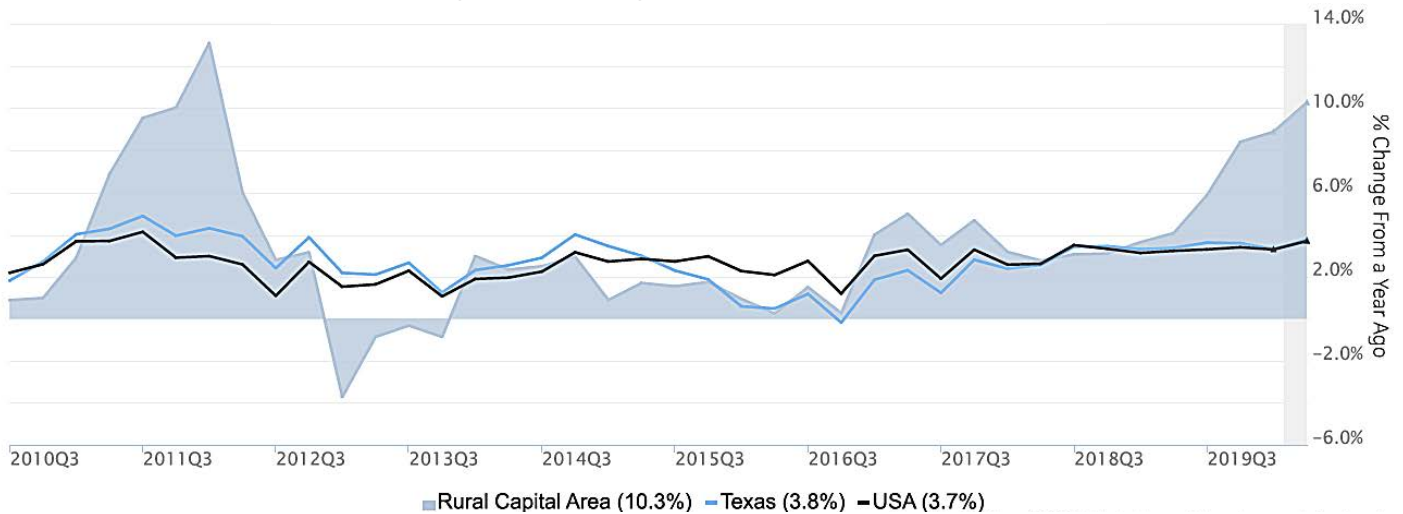


Source: Census Population Estimates Program (PEP)

Wage Trends

The average worker in the Rural Capital Area earned annual wages of \$53,261 as of 2020 Q2. Average annual wages per worker increased 10.3% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$58,849 in the nation as of 2020 Q2.

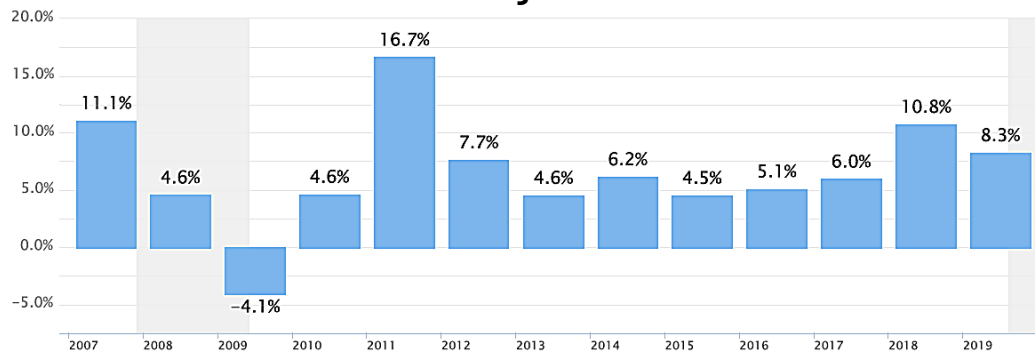
Average Annual Wages for the Rural Capital Area



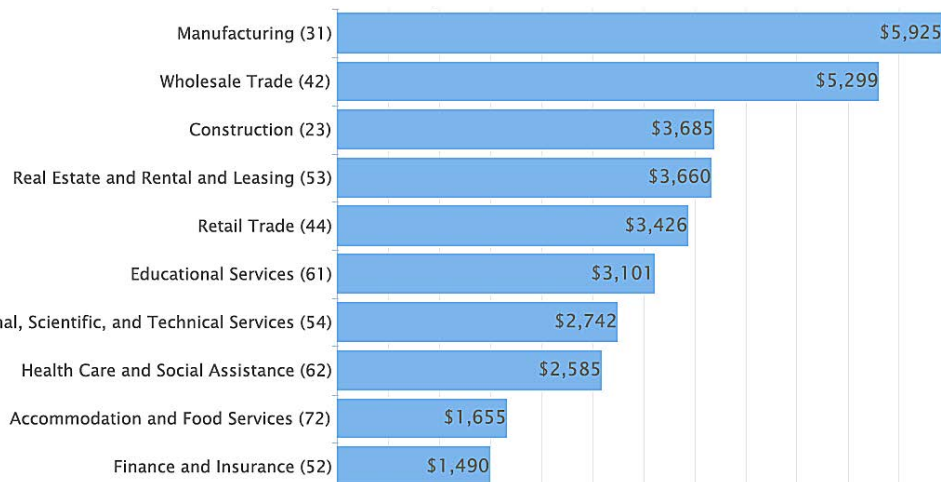
Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2019, nominal GDP in the Rural Capital Area expanded 8.3%. This follows growth of 10.8% in 2018. As of 2019, total GDP in the Rural Capital Area was \$41,422,449,000.

1 Year % Change in GDP



GDP (in \$ Millions) - Rural Capital Area - 2019



Of the sectors in the Rural Capital Area, Manufacturing contributed the largest portion of GDP in 2019: \$5,925,018,000.

The next-largest contributions came from:

- Wholesale Trade: \$5,299,226,000
- Construction: \$3,685,010,000
- Real Estate & Rental/Leasing: \$3,659,710,000

Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2019.

EVENT SPOTLIGHT

Workforce Solutions Rural Capital Area Joins with Community Partners to Celebrate Anchor-Ventana Glass' Efforts to Launch the First Commercial Glazing Registered Apprenticeship Program in Texas



Workforce Solutions Rural Capital Area Hosts Region-Wide Building Trades Apprenticeship Showcase to Connect Central Texas Students to Skilled Trade Careers



Workforce Solutions Rural Capital Area Hosts Apprenticeship Seminar for Employers



Workforce Solutions Rural Capital Area Joins with Capital Area and Community Partners to Host Master Community Workforce Plan Discussion for the Austin/Round Rock Metropolitan Statistical Area



Workforce Solutions Rural Capital Area Opens New Workforce Solutions of Blanco County Office at the Community Resource Centers of Texas in Johnson City



Workforce Solutions Rural Capital Area Joins with Community Partners to Host Registered Apprenticeship Kickoff for TDIndustries



Workforce Solutions Rural Capital Area Webinars

Workforce Solutions Rural Capital Area is committed to connecting our communities to best practices, resources and thought leaders to empower your business or career. Explore some of the webinars we hosted in 2020 with workforce and education experts from across Texas, and the nation.



WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

You Are Invited!

Virtual Town Hall for Rural Capital Area Employers

Aaron Demers
Commissioner
Representing Employers
Texas Workforce Commission

Paul Fletcher
CEO
Workforce Solutions
Rural Capital Area

Tammy Simmons
Legal Director
Representing Employees
Texas Workforce Commission

**April 2, 2020
11:30 a.m.**

Join Us Via Zoom:
bit.ly/wscacovidemployerstownhall

Call-In: (346) 248 7799
Meeting ID: 757 895 760

The Virtual Town Hall is a forum for employers to ask questions related to employment law and business services amid COVID-19 concerns.

Submit your questions in advance, please email: communications@ruralcapital.net

www.workforcesolutionsrca.com

Workforce Solutions Rural Capital Area is an Equal Opportunity Employer/Program Auxiliary Aids and Services are available upon request to individuals with disabilities. Relay TX: 711 or 1-800-735-2888 (voice) or 1-800-735-2888 (TDD)

WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

AUSTIN COMMUNITY COLLEGE
CONTINUING EDUCATION

Webinar: ACC & the Skills Development Fund COVID-19 Special Training Initiative Grant

July 22, 2020

SKILLS Development Fund
\$100 Million Train Your Workforce Transform Your Business

www.workforcesolutionsrca.com

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**Career Transition Webinar:
From Retail/Hospitality into Logistics**

October 22, 2020

amazon **WORKFORCE SOLUTIONS**
RURAL CAPITAL AREA

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WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

Webinar: Recession Proofing Strategies for Businesses

May 12, 2020 / 2:30 p.m.

Register on Zoom: bit.ly/wscacovidwebinarmay12

Joe Harper
Executive Director
Texas State University
Small Business Development Center

Elva Zdeb
Human Resources Director
Atrium Hospitality

Dr. Bill Chittenden
Associate Dean for Graduate Programs & Associate Professor
of Finance
Texas State University

A panel of experts will be available online to answer business strategy questions to help you identify ways to recession proof your business in this unprecedented circumstance.

Submit your questions in advance, please email: carla.dimattina@ruralcapital.net

www.workforcesolutionsrca.com

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WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

Webinar: SCORE Small Business Reopening Toolkit & Free Business Mentoring

August 27, 2020

SCORE
FREE SMALL BUSINESS SUPPORT

www.workforcesolutionsrca.com

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**Webinar: Giga Texas!
Exploring Tesla's Drive to Recharge Manufacturing in Central Texas**

November 12, 2020

TESLA **WORKFORCE SOLUTIONS**
RURAL CAPITAL AREA

Featuring Paul Fletcher, Chief Executive Officer, Texas Workforce Commission

Featuring Aaron Demers, Commissioner Representing Employers, Texas Workforce Commission

Featuring Roben Patel, Senior Director, Public Policy and Business Development, Tesla Inc.

Featuring Tamara Atkinson, Chief Executive Officer, Workforce Solutions Capital Area

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WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

Webinar: The Future of Education and Work

July 9, 2020

Nicole Smith, Ph.D.
Research Professor and Chief Economist
Georgetown University Center on Education and the Workforce

www.workforcesolutionsrca.com

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**Manufacturing in Central Texas
Virtual Roundtable**

October 13, 2020

ARMA **Georgetown** **WORKFORCE SOLUTIONS**
RURAL CAPITAL AREA **GREATER SAN MARCOS** **GSMMA**

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Virtual Workforce Town Hall with Texas State Rep. John Cyrier House District 17

Nov. 18, 2020

WORKFORCE SOLUTIONS
RURAL CAPITAL AREA **WORKinTEXAS.com**

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Workforce Development Stakeholder Forums Held Virtually for Each County

Workforce Solutions Rural Capital Area continues to strengthen partnerships across all nine counties to listen, learn and deliver unique workforce solutions to bolster the economy of our region. Together we are enabling Texas businesses and workers to be competitive in a global market.

Thank you to everyone who took part in our county and community forums in 2020, focused on housing, child care, industry/education alignment, and transportation. Together, we identified challenges, developed strategies, and shared best practices on how we can leverage our partnerships to enhance opportunities for our communities.

In your county...

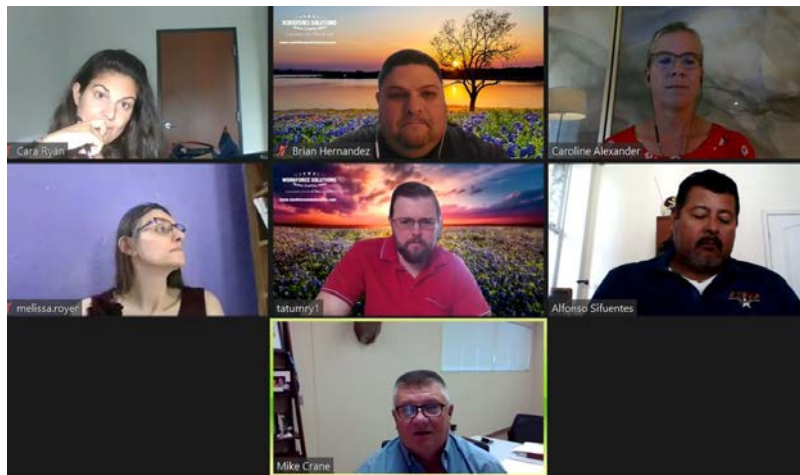
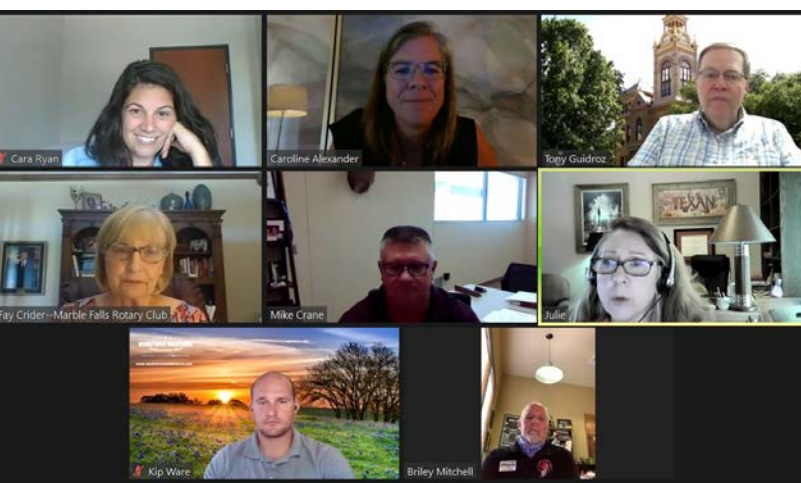
What jobs/industries will come back?

Which jobs will become obsolete?

Which industries will be fundamentally changed?

What are the biggest challenges related to jobseekers, workers, and potential workers in the county?

41 Respondents, 1=not a challenge; 5=very challenging



Child Care Services COVID-19 Critical Health and Safety Supplies Distribution Events for Rural Capital Area Early Childhood Education Providers



"We totally cannot find many of these items...We're safe from COVID with these supplies."
-Alicia Jonse

"This is a life saver."
-Kids Kottage

"People Care!"
-Seventh Street Daycare

"Thank you so much! It brings tears to my eyes (Happy tears) knowing we have this kind of support here."
-Creative World Learning Center

"This provides essential materials to help us keep our facility safe and clean for our staff and children."
-Little People Learning Place

"The Child Care Services team is very helpful...our facility was able to maintain its cleanliness"
-La Petite Academy

"This helps us keep our facility open for essential parents in need."
-Achieve Learning CDC

"This has been amazing. We have not been able to find so many cleaning supplies and we didn't know what we were going to do."
-First Step School

"This helps us save time and money procuring the supplies."
-Little Acorn Academy

"A clean environment lets kids stay healthy and parents are able to work."
-Little Texans CDC Burnet

"This helps a lot."
-Malory's Munchkins

"This helps us so much...Thank you is not enough."
-Wee Care Child Development Center

WORKFORCE SOLUTIONS
RURAL CAPITAL AREA
A proud partner of the AmericanJobCenter® network

"We are blessed by WSRCA to keep our doors open and to care for our community."
-Little Crusaders Christian Preschool

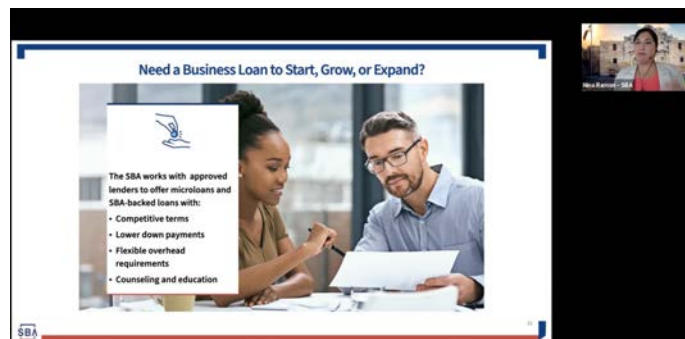
Committed to Serving Our Communities!

Workforce Solutions Rural Capital Area Helps Increase Access and Opportunity by Hosting 2nd Annual National Disability Employment Awareness Month Webinars

Workplaces welcoming of the talents of all people, including people with disabilities, are a critical part of our efforts to build an inclusive Central Texas community and a strong local economy. In this spirit, Workforce Solutions Rural Capital Area and its partners at Texas Workforce Solutions-Vocational Rehabilitation Services, joined for a second year to recognize National Disability Employment Awareness Month in October, to raise awareness about disability employment issues and to celebrate the many and varied contributions of people with disabilities.



Activities during the month included free local webinars each week, to reinforce the value and talent people with disabilities add to our workplaces and communities, and affirm Rural Capital Area's commitment to an inclusive community.

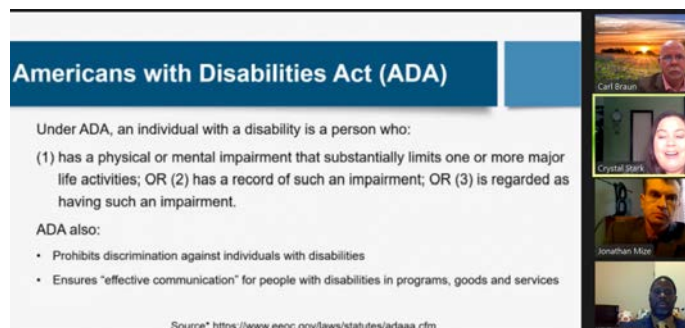
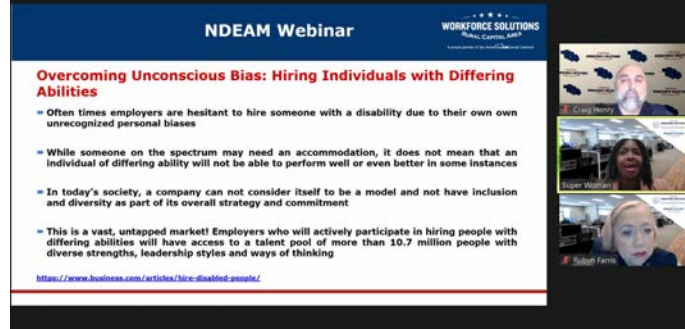


National Disability Employment Awareness Month Free Webinars

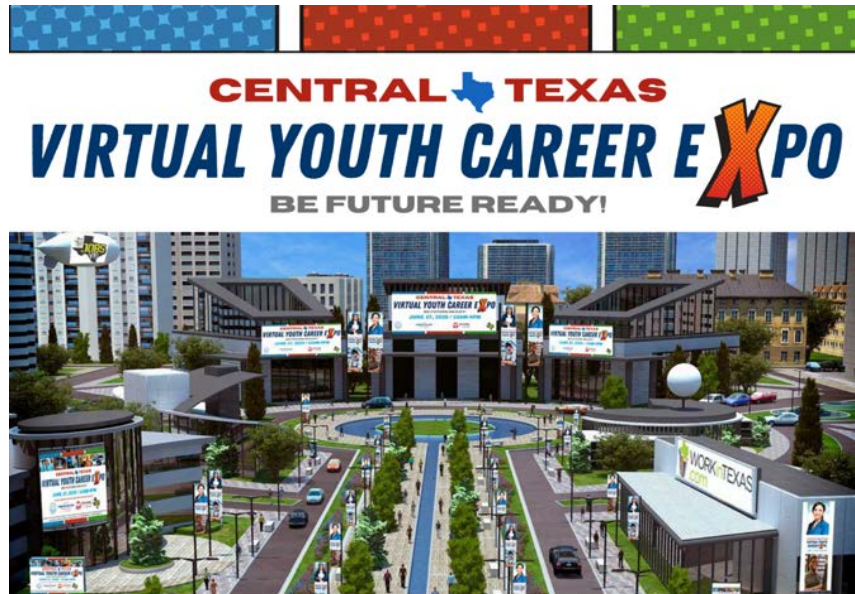


Register for the October Zoom Sessions at:
workforcesolutionsrca.com

- 1 How to Become an Entrepreneur - October 1: 1 PM**
 Start your own business! Learn more about programs in our region that support the entrepreneurial spirit, and provide startup guidance and resources to Texans with physical and cognitive disabilities.
- 2 Workforce Solutions/Vocational Rehabilitation Partnership - October 8: 1 PM**
 Employers and jobseekers alike can utilize the services of both Workforce Solutions and Texas Workforce Solutions-Vocational Rehabilitation Services (VR) at the same time. Our partnership eliminates multiple visits, streamlines service delivery, and provides educational opportunities like these webinars, throughout the year. Learn how you and your organization can benefit. The webinar panel is hosted by Senior VR Services Counselor Robyn Farris.
- 3 Celebrating Success - October 15: 1 PM**
 Hear from local employers on how they have used the resources of Workforce Solutions and VR Services to improve the lives of their employees with disabilities, while enriching their culture and shoring up the bottom line. The webinar is hosted by VR Regional Business Service Specialist Arthur Jones.
- 4 What is Neurodiversity? - October 22: 1 PM**
 VR Services Neurodiversity Specialist, Jennifer Hines, will show employers how they can benefit by tapping into highly functional, exceptionally bright individuals on the Neurodiversity Spectrum. Special guests include employers who have pioneered empowering workers on the Spectrum, and who will share some of their best practices.
- 5 Understanding ADA and Reviewing Physical/Cognitive Disabilities in the Workplace - October 29: 1 PM**
 VR Services Experts, Jonathan Mize and Crystal Stark, will provide an overview of Americans with Disabilities Act for employers and accommodating physical and cognitive disabilities in the workplace.



Partnering with Local Independent School Districts to Host Multiple In-Person and Virtual Career Exploration Events



580
Participants

50+
Employer
Booths

874
Sessions



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TRADE UP
TEXAS

VIRTUAL
FAIR



A proud partner of the AmericanJobCenter network

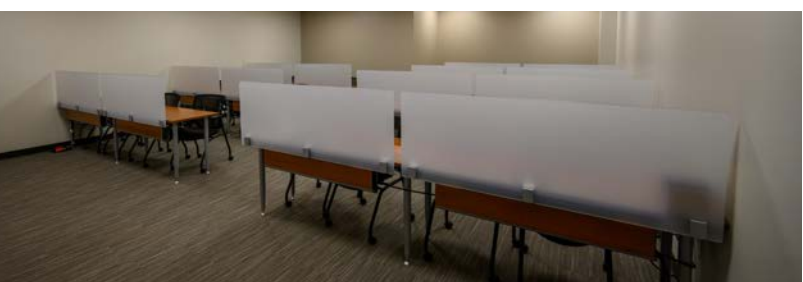
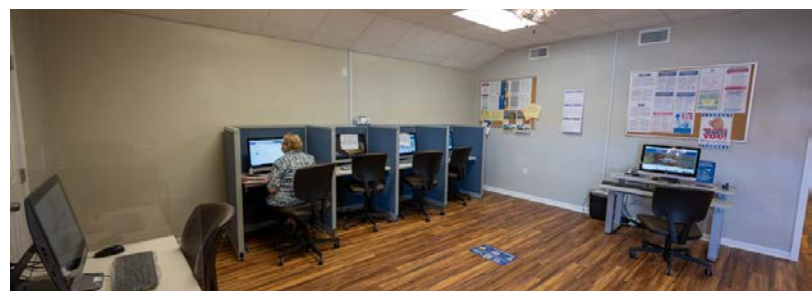
Trade Up Texas is sponsored by Texas Mutual Insurance Company

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2988 (TTY) and 711 (Voice)

Connecting Students to Careers & Strengthening Community Partnerships!

Workforce Solutions Rural Capital Area Opens 2 New Offices to Expand Workforce Development Services

Workforce Solutions Rural Capital Area is proud to welcome new workforce centers in both San Marcos and Giddings to expand workforce development services in these fast growing areas of Central Texas.



INNOVATION SPOTLIGHT

Workforce Solutions Rural Capital Area Team Delivers Unique Service Innovations and Tools to Assist Central Texans as Community Feels Impact of Pandemic

As Governor Greg Abbott declared a state of disaster in Texas due to novel coronavirus (COVID-19), and Central Texas began to feel the increased impact of the pandemic's global effects, the Workforce Solutions Rural Capital Area team mobilized in early 2020 to ensure the health and safety of customers and staff, while ensuring that its business services, early childhood development programs and workforce services, continued throughout its Rural Capital Area communities.

In addition to temporarily moving all of its services to a virtual environment, and maintaining a seamless customer experience as its staff worked from remote locations, the Workforce Solutions Rural Capital Area team introduced many new service innovations and tools that were quickly shared and rolled-out statewide to enhance opportunities for all Texans.

Rural Capital Area **JOBS NOW!**



Workforce Solutions Rural Capital Area Launched the Jobs Now! portal to help job seekers and employers connect for immediate employment.

Upskilling for Success



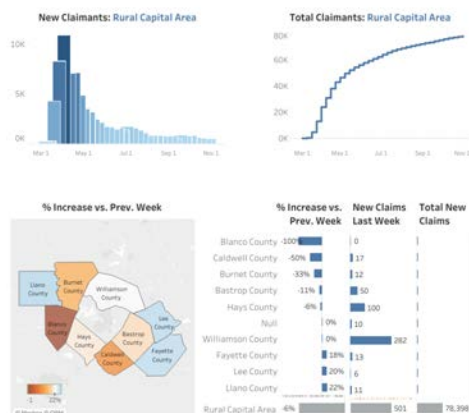
To help Central Texas employers and job seekers stay competitive, live daily career enhancement workshops were moved online to be accessed from any interactive mobile device. In 2020, more than 400 live virtual workshops were held (in English and Spanish), with some of the recordings posted on the Workforce Solutions Rural Capital Area website for viewing at any time.

WORKFORCE SOLUTIONS RURAL CAPITAL AREA WEDNESDAYS **VIRTUAL CAREER EXPO**



First workforce Board in the state to offer online job fairs weekly, through the Workforce Wednesdays Virtual Hiring Events.

UNEMPLOYMENT CLAIMS SNAPSHOT: Rural Capital Area Week Ending 10/30/20



Launched the Interactive COVID-19 Workforce Impact Report on the Workforce Solutions Rural Capital Area website to keep the local community, industries and partnerships informed on pandemic's effect on the regional workforce.

Workforce Solutions Rural Capital Area Enhances All Offices with New Health and Safety Resources



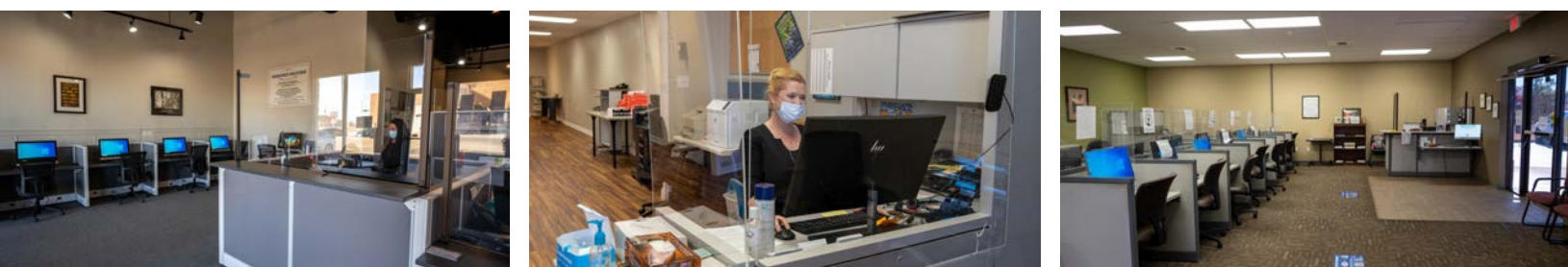
Amid the pandemic, the Workforce Solutions Rural Capital Area team continued to strengthen partnerships across all nine counties to listen, learn and deliver unique workforce solutions to bolster the economy of the region.

In addition to boosting the availability of virtual events, tools, and workshops for Central Texans, Workforce Solutions Rural Capital Area worked to safely reopen its career centers and offices for customers with appointments, by enhancing health, safety and security to keep its staff and visitors protected from the outbreak.

Some of the many improvements made in the workforce centers and offices includes signage reinforcing social distancing and face coverings, curbside services, as well as the installation of plexiglass dividers at each welcome desk and in each resource area.

In addition to adhering to all local and state health and safety guidelines, communicating expected safety protocols to customers and staff, and keeping all areas safe by deep cleaning high-touch surfaces and encouraging social distancing, Workforce Solutions Rural Capital Area is also monitoring COVID-19 positivity rates at the local and state level and can quickly adjust reopening phases as needed.

Through it all, Workforce Solutions Rural Capital Area continues to remain open for business virtually, and its teams find new ways every day to leverage the latest strategies, techniques, and tools to provide sustainable workforce outcomes for Central Texans, through enhanced service delivery.



Workforce Solutions Rural Capital Area First in Texas to Deliver COVID-19 Workforce Resources Video for the Community

To help generate more awareness of the immediate workforce resources available to Central Texas employers and job seekers during the pandemic, Workforce Solutions Rural Capital Area produced a video that was broadcast on all government television channels as well as social media, to create value for the community.

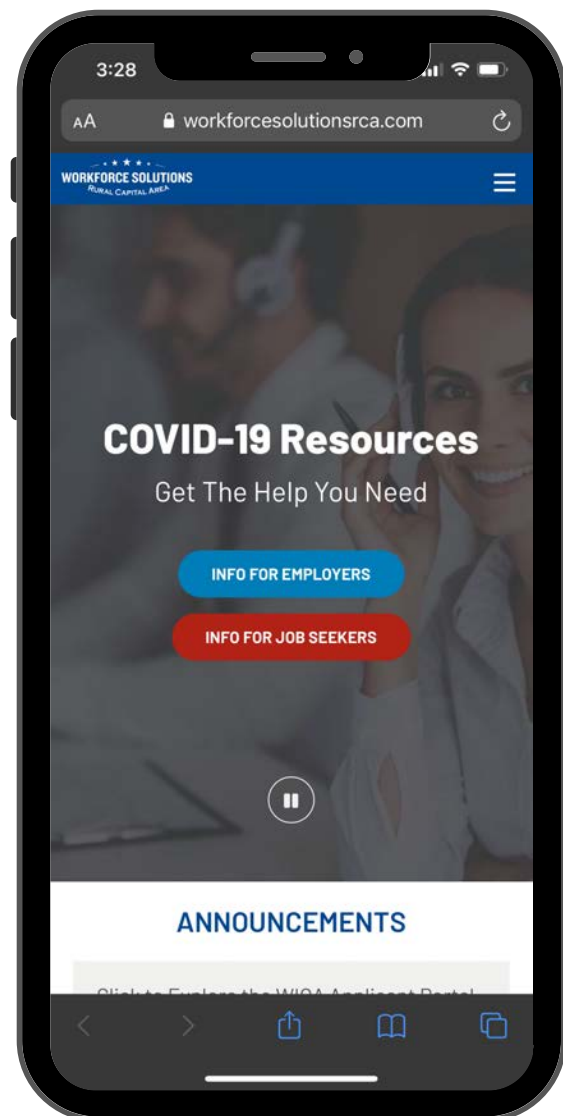
The COVID-19 Workforce Resources Video generated significant engagement and was well-received among community stakeholders. Many of video elements were reproduced by fellow workforce development boards across Texas to meet the needs of their regions.



Frank Leonardis
Board Chair, Workforce Solutions Rural Capital Area



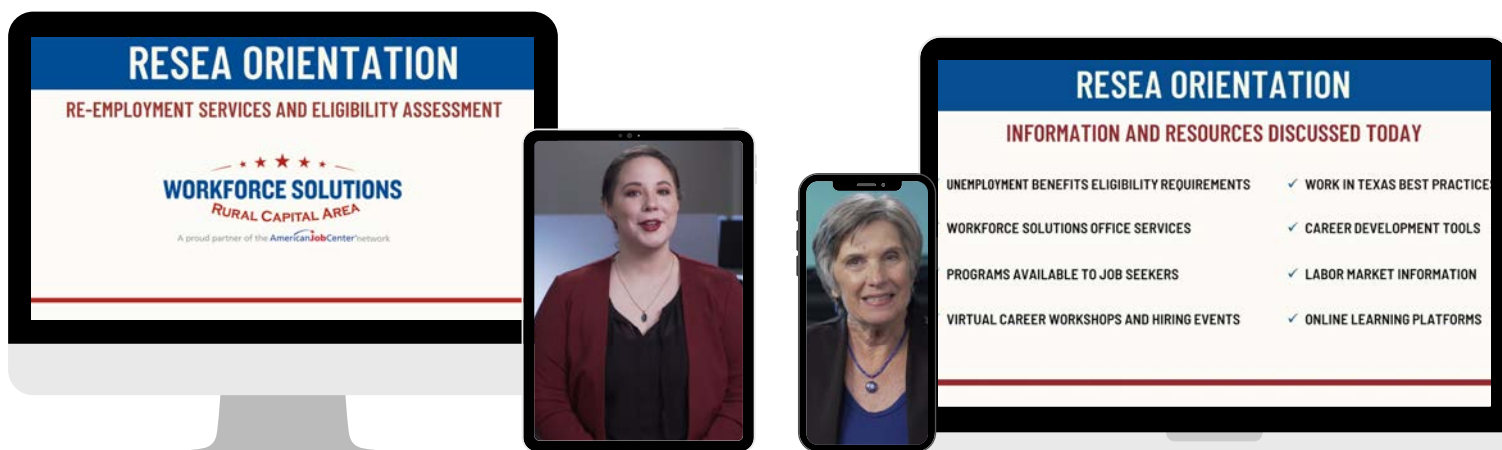
Paul Fletcher
CEO, Workforce Solutions Rural Capital Area



Workforce Solutions Rural Capital Area First in Texas to Deliver RESEA Orientation Video

Workforce Solutions Rural Capital Area continues to evolve its services to deliver the latest innovations in person and virtually. As the pandemic unemployment stipend was scheduled to end in 2020, Workforce Solutions Rural Capital Area anticipated more unemployment insurance (UI) claimants would be reaching out to its teams for assistance and taking part in virtual training and workshops.

In response, the Workforce Solutions Rural Capital Area team expanded its online workshop offerings and was the first workforce development board in Texas to develop a new virtual video version of its Reemployment Services and Eligibility Assessment (RESEA) program, to meet the individual reemployment needs of UI claimants. The video elements were then shared with all 27 other Workforce Solutions Boards across the state to assist in their development of similar videos.



Workforce Solutions Rural Capital Area Launches Second Chance Worker Reentry Initiative



Workforce Solutions Rural Capital Area launched a new reentry initiative in 2020 to offer career pathway options for former offenders within the nine-county Rural Capital Area. The “Second Chance” program helps introduce at-risk job applicants, such as ex-offenders, to local employers while providing upskill training and coaching along the way.

“Workforce Solutions Rural Capital Area is dedicated to building an employer-driven workforce system that bolsters our communities by empowering businesses to connect with talented workers of all abilities, experiences and backgrounds,” said Workforce Solutions Rural Capital Area CEO Paul Fletcher. “Ex-offenders often face barriers to gainful employment, which can result in higher levels of recidivism. Yet there are many local companies that are more than willing to give these workers a ‘Second Chance,’ to forge long term and beneficial employment partnerships.”

Through free fidelity bonding, a type of insurance policy that protects the employer against employee acts of dishonesty such as larceny, embezzlement, and theft, Workforce Solutions Rural Capital Area can reduce employers’ concerns about hiring at-risk job applicants who cannot be bonded through other sources. Each company can set the criteria through which they are willing to hire ex-offenders.

The program also helps employers self-identify through a Second Chance display emblem, that they are open to considering the candidacy of justice-involved applicants for employment within their organization. This helps potential employees identify quickly which companies who are willing to hire them.

“

I think this is a great program to have. The fact there are people out there who understand my situation. Good things can happen with this program, so people like me can get the jobs they need.

—Kevin
Second Chance Initiative Participant

”

Expanded Awareness of the Rural Capital Area's Unique Skills-Based Career Progression Lattice Tools



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Level Up With a Career Lattice!

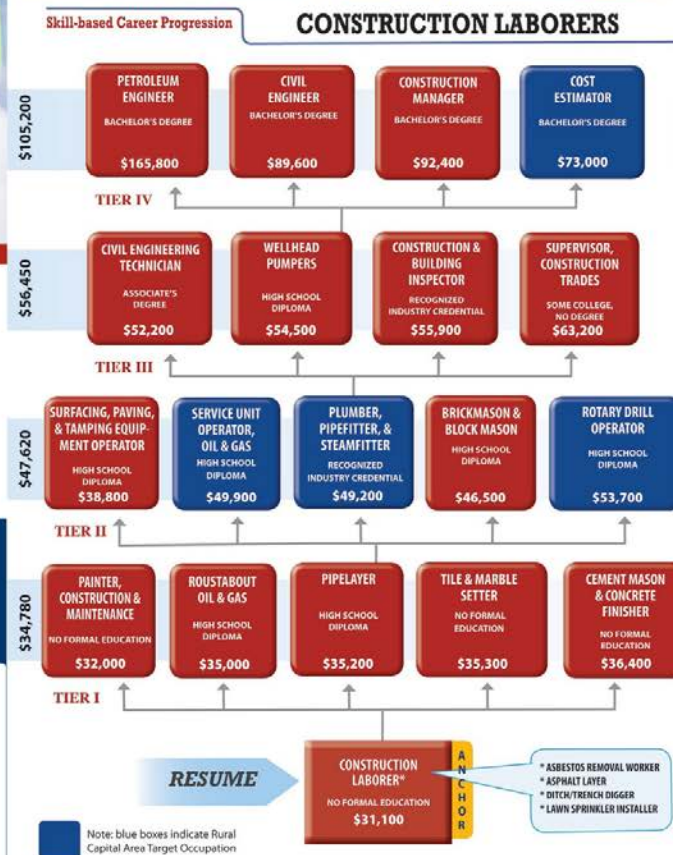


Leveraging
Advanced
Training
To
Improve
Certifications &
Employability

The Workforce Solutions Rural Capital Area Skills-Based Career Progression Lattice helps you see where you are now, what opportunities lay before you, and what it takes to get your professional goals.

When combined with guidance and support from the Workforce Solutions Rural Capital Area Talent Development Team, lattices can be utilized to layout career goals, identify action steps, measure progress, and keep you heading in the right direction.

UpSkill Through the Tiers to Create Career Opportunities!



Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2989 (TTY) and 711 (Voice)

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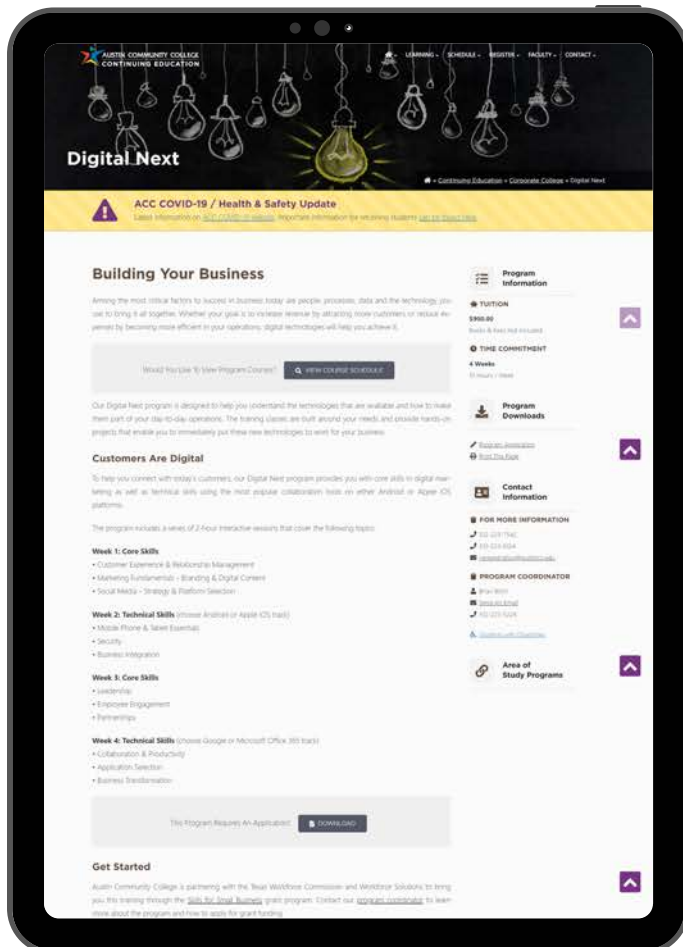
Workforce Solutions Rural Capital Area

Workforce Solutions Rural Capital Area

www.workforcesolutionsrca.com

Workforce Solutions Rural Capital Area Partners with Texas Workforce Commission, Austin Community College Continuing Education to Launch the Digital Next Program for Businesses

DIGITAL NEXT



Workforce Solutions Rural Capital Area partnered with the Texas Workforce Commission's Office of Employer Initiatives and Austin Community College Continuing Education, to launch the Digital Next program to help support small businesses in Central Texas transition their business plans for a digital world.

The training can be funded through the Skills for Small Business grant program, and combines core skills in digital marketing as well as technical skills using the most popular collaboration tools on either Android or Apple iOS platforms. In partnership with the resources and support provided by local chambers of commerce and economic development corporations across the nine-county region, small businesses can utilize the Digital Next program to explore how to leverage new digital tools to enhance their operations.



AUSTIN COMMUNITY COLLEGE
CONTINUING EDUCATION



SKILLS
For Small Business

WORKFORCE SOLUTIONS
RURAL CAPITAL AREA

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Workforce Solutions Rural Capital Area Partners with the Texas State University Small Business Development Center to Host Free Entrepreneur Boot Camp Webinar Series



“The Entrepreneur Boot Camp Webinar Series provided a reality-based road map for prospective and current business owners. The course material was expertly woven together through presenters' laid bare anecdotes of successes and failures in their own small business experiences.

—Mark Ryan
 Boot Camp Webinar Participant”

Entrepreneur Boot Camp Webinar Series



Module 6: Moving Your Business Online, July 11th (2-3 pm)

Presented by: Carina Boston Pinales and Pari Sandage

Moving Your Business Online is about more than just creating a website. This webinar will review several essential steps to creating a successful online presence. This webinar includes marketing your services, establishing an online presence, and payment processing. Whether you are looking to create an online presence or expand your services online, this webinar will benefit your business.

What to do after/before to the module webinar

- Answer the pre-survey to register for the webinar series. You can sign up [here](#).
- After the module webinar, answer the post-survey.

Upcoming Webinars

Module 7: Setting Up a Bookkeeping System, July 25th

Module 8: Basic Fundraising Vocabulary, August 8th

Module 9: How Much to Raise and When, August 22nd

EMPLOYER AWARD

Agilent Technologies, Inc. Recognized with the Employer Award of Excellence for the Workforce Solutions Rural Capital Area



Agilent Technologies

Agilent Technologies, Inc. was recognized with the Employer Award of Excellence for the Workforce Solutions Rural Capital Area in 2020. The award honors private sector employers that are actively involved with Texas Workforce Solutions and have made a positive impact on employers, workers and the community.

Agilent Technologies was selected because of its role in pivoting its operations to the meet needs of the pandemic response, the investment it makes into its employees' growth, and its relationship to Workforce Solutions Rural Capital Area. As a manufacturer in the life sciences industry, Agilent Technologies was able to maintain their current workforce during their response to the pandemic.

Before this pandemic, Agilent Technologies offered tuition reimbursement programs and Agilent University to all of its employees to inspire life-long learning, and invested in career lattice opportunities to empower its team members to grow within the company.

Photos: Courtesy of Agilent Technologies, Inc.

Workforce Solutions Rural Capital Area Board Staff



Paul Fletcher
Chief Executive Officer



Diane Tackett
Chief Operating Officer



Jenna Akridge
Chief Contracts Officer



Cara DiMattina-Ryan
Chief Strategy Officer



Eugene Ratliff
Planning & Projects Specialist



Janie Kohl
Chief Financial Officer



Nellie Reyes
Contracts Specialist



Angie Stout
Senior Accountant



Eric Stanfield
Chief Information Officer



Carla Gonzales
Accounting Specialist



Michael Sartain
System Administrator



Gina Hyde
Executive Office Manager



Chief Storytelling Officer
Brian Hernandez

Workforce Center & Child Care Services Leadership Team



Mike Crane
Project Director



Jesus Guerra
North Area Manager



Sandy Anderson
Director of
Child Care Services



Sean Jevning
Texas Veterans
Commission
Central Texas District
Supervisor Veterans
Employment Services



Linda Williamson
Deputy Project
Director



Rachael McGuire
South Area Manager



Julie Rivera
Operations Manager for
Child Care Services



Carl Braun
Business Services
Manager



John Garcia
East Area Manager



Jessica Olmos
Special Projects
Manager



Montie May
Program Manager WIOA,
TAA, RESEA & NDWG



Logan DeCleene
Child Development and
Early Education Supervisor



Casey Wade
Texas Veterans
Leadership Program
Veterans Resource
Coordinator



Angela Maldonado
Multimedia Content
Producer



Chris Caballero
WIOA Youth Program
Operations Manager



Robert Alexander
Texas Workforce Solutions-
Vocational Rehabilitation
Services Manager



Ryan Tatum
Performance
Analyst &
SEAL Specialist



Janice Henschen
Program Quality
Manager
Choices, SNAP & NCP Choices

WORKFORCE SOLUTIONS

RURAL CAPITAL AREA

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Workforce Solutions of Bastrop County
53 Loop 150 West
Bastrop, TX 78602
(512) 303-3916

Workforce Solutions of Caldwell County
1711 South Colorado Street
Unit G
Lockhart, TX 78644
(512) 398-3491

Workforce Solutions of Lee County
164 West Austin Street
Giddings, TX 78942
(979) 542-1740

Workforce Solutions of Blanco County
206 South Highway 281
Johnson City, TX 78636
(830) 868-0208

Workforce Solutions of Fayette County
811 East Travis
LaGrange, TX 78945
(979) 968-8553

Workforce Solutions of Llano County
100 Legend Hills Boulevard
Llano, TX 78643
(325) 248-0275

Workforce Solutions of Burnet County
1001 West Buchanan Drive
Suite 1
Burnet, TX 78611
(512) 756-6769

Workforce Solutions of Hays County
4794 Transportation Way
Building 5, Suite 500
San Marcos, 78666
(512) 392-1291

Workforce Solutions of Williamson County
575 Round Rock West Drive
Building H, Suite 240
Round Rock, TX 78681
(512) 244-2207

Board Office
701 East Whitestone Boulevard
Suite 200
Cedar Park, TX 78613
(512) 244-7966

Where Business & Careers Meet!

Child Care Administration Office
1101 Arrow Point Drive
Suite 401
Cedar Park, TX 78613
(512) 260-1937

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