

2018

ANNUAL REPORT



WHERE BUSINESS AND CAREERS MEET



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Closing the Skills Gap Between Employer Demands and Employee Qualifications to Empower Rural Capital Area Communities





WHO WE ARE

Workforce Solutions Rural Capital Area is a community partnership providing no cost recruitment and employment services to businesses and job seekers in the Rural Capital Area of 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 committed to planning and working collaboratively with all of our program partners, economic development corporations, chambers of commerce, independent school districts, regional universities and community colleges, training providers, employers and job seekers. We greatly value every partner's contribution.

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 high 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:

Margaret Lindsey



Dear Stakeholders,

2018 was a year where we focused on strengths and capacity-building for Workforce Solutions Rural Capital Area. We developed strategies for continuing the expansion of integrated services with our partners from Adult Education and Vocational Rehabilitation and the One-Stop System. Relationships with educational partners have grown stronger as we have worked strategically to implement programs that blend education with business and industry.

Throughout the year, we focused attention on excellence in all that we undertook and new strategies emerged. They enabled us to set goals for restructuring and we found bold and creative ways to deliver excellence in new services to clients. Job seekers and employers alike benefit from this effort and we will continue to work toward this end in the future.

As we move forward into a new year, I am proud of what Workforce Solutions Rural Capital Area has achieved. It has opened many new doors into the future and will continue to do so for years to come. I appreciate all those who have been involved in these achievements. This includes Board members, Board staff and all our partners who have assisted us during the year.

As Texans, we are indeed fortunate to live in the Innovation Corridor. New ideas will continue to emerge and with them come new challenges and a brighter future. Let us continue to lead to provide a vibrant workforce that our area needs for the growth that is still to come.

**Workforce Solutions Rural Capital Area
Board Chair
Margaret Lindsey**



Message from the Chief Executive Officer:

Paul Fletcher

It has been a transitional year for Workforce Solutions Rural Capital Area. We spent a good part of the year focused on our internal processes to help us better fulfill our overall mission to help develop the workforce in our 9-county region to better meet the needs of our employers.

We have worked diligently to improve our partner relationships with the key stakeholders involved in this effort. By furthering these relationships, we help ensure that the resources we and others have are fully utilized and not duplicated.

A key objective this year was to redesign the board's website to make it more functional for all users and to provide access to resources through the site whenever possible. The Board's labor market tools have been well-utilized to help both job seekers and employers better understand the labor market and how they each fit within that market. We continue to use occupational skills training to help job seekers bridge the skills gap and take advantage of the employment opportunities in their communities.

We remain fortunate to live and work in one of the fastest growing areas of the country with many opportunities for the future.

**Workforce Solutions Rural Capital Area
Chief Executive Officer
Paul Fletcher**



BOARD OF DIRECTORS

Workforce Solutions Rural Capital Area is led by a 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.

Our Board of Directors contribute significant amounts of time, talent, and energy to further our organizational mission of empowering the workforce of our 9-county Rural Capital Area.

Margaret Lindsey
Board Chair - Hays County

Jenna Fohn-Thomas
Bastrop County

Briley Mitchell
Llano County

Hector Aguilar
Williamson County

Mathew Friestman
Williamson County

Cassandra Moya
Hays County

Carole Belver
Hays County

Kimberly Goode
Williamson County

Felix Munson
Williamson County

Bonnie Baskin
Blanco County

Mark Hiemstra
Williamson County

Edna Rehbein
Hays County

Camille Clay
Williamson County

Tracy Jackson
Williamson County

John Robison
Bastrop County

Adriana Cruz
Hays County

Mark Johnson
Lee County

Alfonso Sifuentes
Caldwell County

Sandra Dillett
Williamson County

Frank Leonardis
Hays County

Timothy Wauson
Hays County

Rene Flores
Williamson County

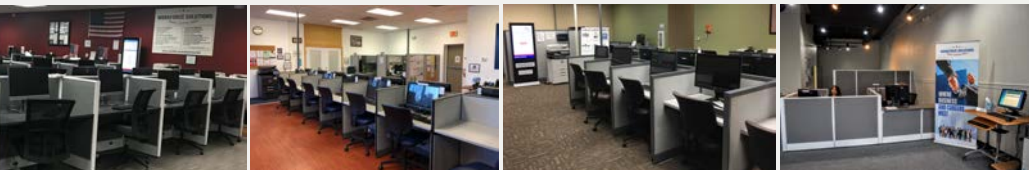
Mike McKeown
Burnet County

Elva Zdeb
Hays County



WORKFORCE SNAPSHOT

Where We Work:
Bastrop, Blanco, Burnet, Caldwell,
Fayette, Hays, Lee, Llano, and
Williamson Counties



977,000

**Rural Capital Area
Population**

535,161

Labor Force

518,736

Employed

3.1%

**Unemployment
Rate**

Industry Sector	Job Growth (2013-2018)	Growth Rate (2013-2018)
Construction	9,439	38.7%
Health Care and Social Assistance	7,857	30.3%
Accommodation and Food Services	7,746	26.5%
Retail Trade	7,073	17.0%
Manufacturing	6,306	38.9%
Government	5,876	12.3%
Professional, Scientific, and Technical Services	5,107	34.0%
Transportation and Warehousing	3,148	58.5%
Other Services (except Public Administration)	2,217	13.4%
Real Estate and Rental and Leasing	1,913	43.9%

The Rural Capital Area's economy has performed very well over the past decade, creating new jobs every year except one, as it weathered the recession in 2009. The unemployment rate has fallen from a peak of 7.3% in 2010 to 3.1% in 2018. The area unemployment rate has been consistently lower than the U.S. rate.

Source: EMSI & Texas LMI

Business Services Spotlight:

Marble Falls Public Library



"Many of our library patrons use our computers to write resumes, perform job searches, and complete applications. Most of the time, they had no idea where to

begin that process. Our library does not currently possess the available staff to educate our patrons on those topics.

Because of our partnership with Workforce Solutions Rural Capital Area (WSRCA), we were able to fill the gap that our lack of staffing created. I can personally say that one of the patrons who attended the program hosted by WSRCA employees, received a job offer.

WSRCA is a great resource for business and community organizations, who don't necessarily have the required funding to hire a professional workforce instructor, to connect with instructors, who in my opinion, are just as qualified and passionate.

The passion and amazing attitudes that I have experienced by working with WSRCA have been top notch. Connections with organizations, who are just as passionate about what they do as we are, are something we really want to focus on. Thank you so much WSRCA, for the exceptional services that you have given us, and we hope to continue to develop a deeper, more meaningful working relationship with you."

**Brittany Cavness
Marble Falls Public Library
Business Services Customer**



BUSINESS SERVICES

We understand that the success of our Rural Capital Area businesses is largely dependent on their ability to find qualified candidates to fill staffing needs. Yet, the task of finding and maintaining employees 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:

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



3,829
Employers Served

472
New Employers
Enrolled in
Work in Texas

10,364
New Job Postings in
Work in Texas

3,087
Went to Work

1,209
Hires
Recorded

Job Seeker Services Spotlight:

Tracy Clark



securing my own future.



"If I had not gotten help from Workforce Solutions Rural Capital Area there is a very high probability that I would not have been able to finish school. I gained encouragement from Patsy Shirocky at Workforce Solutions, about how to be a better student, making me a better nurse. I was also held accountable for all my actions and taught to not be complacent and expect help from anyone else, but to always be

I have gained leadership skills from Workforce Solutions and I'm still offered many certificates that I can obtain to further my career. But before reaching out to Workforce Solutions, I felt like I had so much in me to give, I just didn't know which direction to go. When I met with Patsy, she was like, 'Here's your background. You're already touching people. You're already helping and talking to them. This is a good background for you. Continue and just expand it.'

I had my Cosmetology degree for probably about 20 years, and I've cared for my people, my clients. Sometimes I'd go to their homes, or when they'd get sick, or be placed in the hospital, I'd go there and help them. But I always felt like I could do more. I felt helpless around them, not helping them. So, I wanted to help them, and I figured a career in nursing was the best way to invest in my future. When I decided to pursue a nursing career, I needed more help, and direction on how to do it; how to stay in school, funds to help me stay in school and live and support myself and my family. Patsy found solutions for me and was there for me as I trained to become a Licensed Vocational Nurse at Temple College in Taylor.

Now I'm an LVN and a charge nurse. I help everyone who comes there for rehab. If you've had a broken hip, if you've had a broken shoulder, and they have to fix you, they bring you to our facility and we help you get better. I'm currently looking to get back into nursing school and obtain my Registered Nurse license, and that only requires nine more months of school.

If I can share some advice to workers of all ages, you have to be able to accept that there's something you don't know, but you can get it, you can do it. You can learn it just as easy as a 25-year-old. So, it's just a different way to reinvent yourself, and sometimes that's a daily thing. You just need to remind yourself that when you're among all the Millennials, or even younger than Millennials now, that what we have to offer is experience and a little bit more patience, and we're a little bit wiser about our choices because we have been around."

Tracy Clark
Talent Development Customer



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 services and programs that are designed to help job and career seekers at different stages of their search.



\$23,290,543

Invested in
Rural Capital Area
Workforce Funding

17,846
Job Seekers
Served

15,377
Unemployment
Insurance
Claimants Served

4,998
Customers
Transitioning From
Public Assistance

208
Ex-Offenders

202
Job Seekers
Sponsored in
Training

179
Youth Customers
Served



— In Texas —

**For Qualified Service
Placements and
Retention Beyond
Basic Assistance**

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

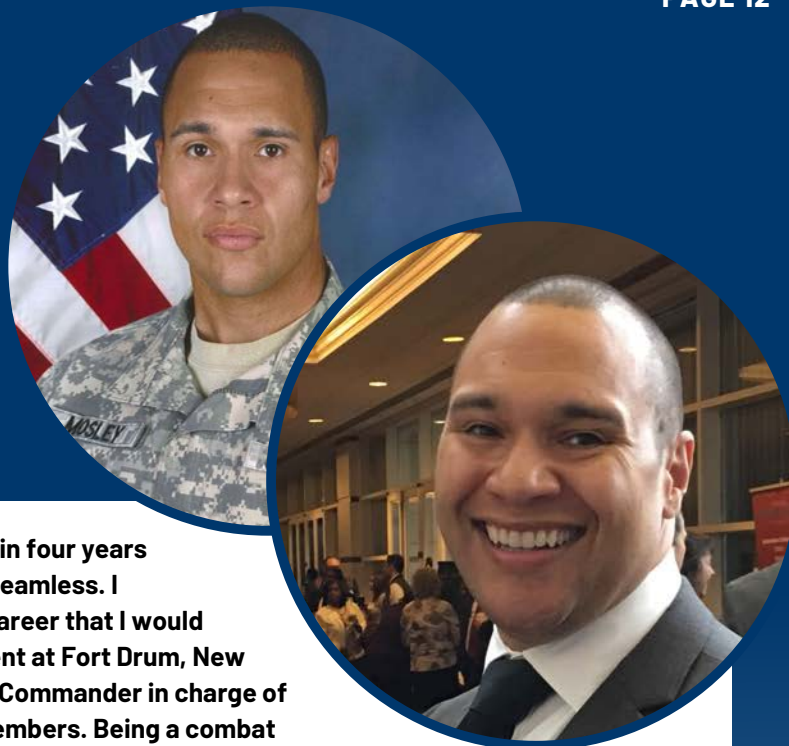


Bringing the Training to Workers

Through our community partnerships and funding programs, Workforce Solutions Rural Capital Area has been able to help host continuing education certification training in high-demand skilled-trades careers such as electrical, HVAC, and plumbing, through portable training modules brought to almost any location in the Rural Capital Area.

Veterans Services Spotlight:

Blair Mosley



"When I left the United States Army as a Captain four years ago, I thought my civilian transition would be seamless. I thought that I would walk right into a civilian career that I would enjoy and later retire. During my last assignment at Fort Drum, New York, I served as a Forward Support Company Commander in charge of the health and welfare for over 250 service members. Being a combat veteran, I experienced a lot and I felt that I was ready for the challenges to come as a civilian. But, after being recruited by a major big box retail company located in Central Texas, I struggled to find my comfort zone in my new position.

Family is very important to me and when I started to work over 60 hours a week. All my time was going into my job and not my family. There was no way that I could continue to sacrifice my time with my family, nor was I willing to. I knew I had to find another job. But, I did not know where to begin my job search. So, I looked up Workforce Solutions Rural Capital Area, and connected with the Texas Veterans Leadership Program (TVLP) Veterans Resource and Referral Specialist (VRRS) Mr. Casey Wade, at the Round Rock office. As, a fellow veteran and Army Soldier, Casey understood the challenges and struggles that I was facing with finding employment. After, reviewing my resume, Casey recognized that I had all the right skill sets and experience that employers wanted in an applicant. But, I needed to "Demilitarize" my resume as Casey would call it. Which meant to take out all the military language and acronyms that only a military professional would know and use. Casey walked me through the Texas Skills to Work tool, which assisted me in translating my military experience into civilian skills. Casey also helped me with uploading my resume to the WorkInTexas.com website for state employment. But more importantly, Casey was someone I could talk to about family.

As a fellow combat veteran, who also served in Afghanistan, I knew that Casey would do whatever he could to help me succeed and find employment. Having the support from a fellow veteran, in my opinion, is what TVLP is all about in my book. In a very short time, I was offered a position with the Texas Workforce Commission (TWC), as the Program Manager for the Texas College Credit for Heroes (TCCH) program. The TCCH program seeks to maximize college credits awarded to veterans and service members for their military experience and to expedite their transition into the Texas Workforce. My current position is a dream and I have never been happier. I am grateful for this opportunity and I want to give back to all fellow veterans and service members.

Casey and Workforce Solutions Rural Capital Area helped me when I needed them the most and I am forever grateful for everything they did for me, and all that they do for our community."

Blair Mosley
Veterans Services Customer



VETERANS SERVICES

2,269

**Veterans Served
Throughout the
Rural Capital
Area**

524

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



Hiring Red, White & You! Statewide Veterans Hiring Fair 2018

102
Employers

247
Job Seekers

134
Veterans

21
Immediate Hires

Attendees Served at Round Rock and San Marcos Events

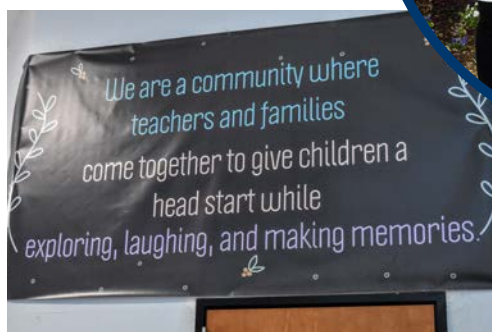


Workforce Solutions Rural Capital Area hosted the seventh annual statewide Hiring Red, White and You! Hiring Fair (HRWY) on November 8, 2018, in both Williamson and Hays counties. In partnership with 27 fellow local workforce development boards, The Texas Workforce Commission, the Texas Veterans Commission, the Texas Medical Center, and Governor Greg Abbott, HRWY connected Texas veterans and their spouses with Texas employers that value the experience, discipline, and other exceptional qualities inherent in a military background.

Since 2011, HRWY has connected more than 84,153 job seekers statewide, including 40,575 veterans and spouses, to 14,420 employers.

Child Care Services Spotlight:

Little Acorn Academy



"As we near our eighth anniversary, it's amazing to me how far we have come in what is really a short amount of time for a business (and I hate calling it that). The team I've built is just amazing. We've tripled the number of children served and it looks as though we will have waiting lists soon for the first time since opening.

In September of 2011, I left my real estate career and took a struggling child care center over and established Little Acorn Academy. It wasn't the most well-received center in the area and we struggled for a few years as we began to find our footing and build a reputation. With taking on children supported by Workforce Solutions Rural Capital Area Child Care Services (CCS), I learned that CCS also provided support and resources. Any opportunity that CCS presented to us we took, doing whatever we could to gain knowledge and resources to serve our families.

I had heard a little about the Texas Rising Star (TRS) program, and in 2015, I went to a directors meeting that explained in detail what it was and the benefits for being a TRS center. At first the thought of the process was very overwhelming, with our center still building and establishing ourselves, it seemed premature to go for something like that. But I was encouraged to go for it by an employee at CCS who had complete faith in us. It was the most amazing feeling to be awarded and recognized as a 4-Star TRS school.

It's always been about the families and the children for me, and I have staff that share that same outlook. We strive to make everyone who enters our school feel like family. It's great to see the bonds and friendships that everyone has made. It's these moments that make me love what I do and what I have built. This is what I wanted, a place where family values were important, children were loved and families were a part of a community."

Stacy Ham
Little Acorn Academy
4-Star Texas Rising Star Child Care Services Provider



CHILD CARE SERVICES

Helping Families with Self-Sufficiency



5,320
Children
Sponsored in
Child Care

3,167
Child Care
Parents Served

Household Income	Total	Parents	Children
Under \$5,000	839	325	514
\$5,001 to \$10,000	76	29	47
\$10,001 to \$25,000	1,417	539	878
\$25,001 to \$50,000	3,181	1,191	1,990
Over \$50,000	370	121	249
Data Not Collectible*	2,604	962	1,642
Total	8,487	3,167	5,320

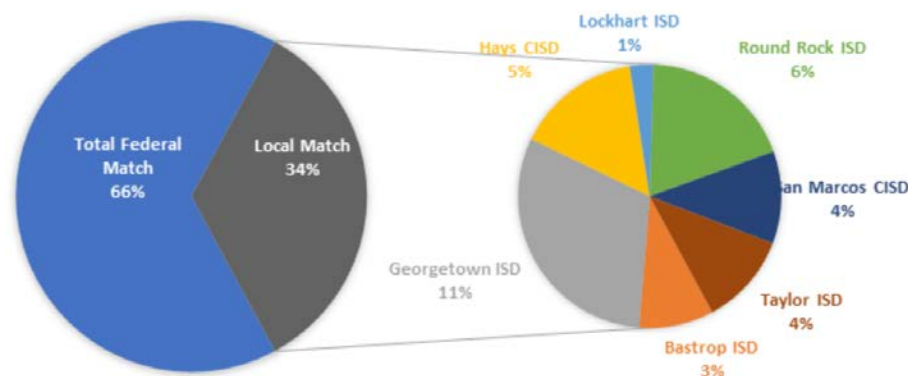
Age Group	Total	Parents	Children
0-3	2,329	0	2,329
4-6	1,709	0	1,709
7-12	1,268	0	1,268
13-18	60	46	14
19-26	670	670	0
27-45	2,100	2,100	0
46-59	277	277	0
60-64	50	50	0
65-74	22	22	0
75-84	2	2	0
85 or over	0	0	0
Data Not Collectible*	0	0	0
Total	8,487	3,167	5,320

Source: BakerRipley CY2018 Child Care Program Demographics

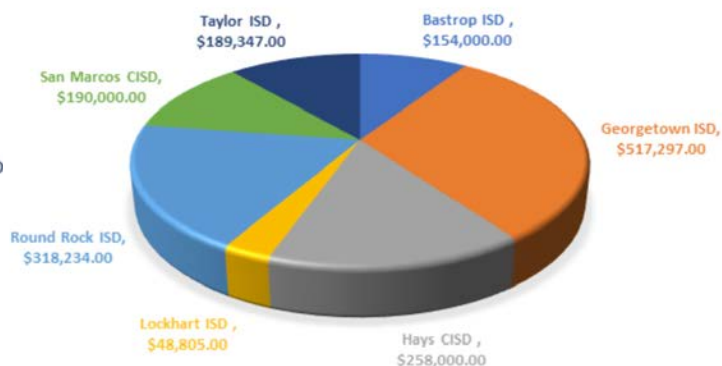
Education Partners Meet the Local Match Requirement

Bastrop ISD, Georgetown ISD, Hays ISD, Lockhart ISD, Round Rock ISD, San Marcos CISD and Taylor ISD.

CHILD CARE MATCH 2018



CHILD CARE MATCH 2018
TOTAL LOCAL MATCH PLEDGED \$1,675,683



Source: Child Care Match 2018 Allocations Table, Board Office

Summer Earn & Learn Spotlight:

Embassy Suites San Marcos Hotel



"Our staff strongly believe in the Summer Earn and Learn (SEAL) program. Since Day One, just over three years ago, our SEAL interns have shown a love for work which is contagious. The participants come in on time and ready for work, with a glowing sense of pride and accomplishment. Their outlook is positive and their work is focused. The pride they bring emanates to our own staff who are in-turn, proud to work with the SEAL interns and happy to teach. Thus, developing our staff as mentors and leaders.



The sense of ownership from our own staff grows, and that value is measured by the high service scores given to our entire team by our guests. Diversity and inclusion is no longer just a class, but a daily way of life which reminds all Embassy Suites San Marcos team members to work with respect for each other. Other benefits include a decrease in discipline issues, and a bolstered recruiting effort. Since we began with the program, we have hired four SEAL interns. We are looking forward to summer 2019 for the program to return."

Elva Zdeb

Human Resources Director

Embassy Suites San Marcos Hotel Spa & Conference Center

Workforce Solutions Rural Capital Area Board Member



SUMMER EARN AND LEARN

Summer Earn & Learn (SEAL) is a statewide initiative to offer students with disabilities, aged 14-22, work readiness training and paid work experience. Across the state of Texas in 2018, more than 2,400 students participated in paid work experience with more than 600 Texas employers.

131

Summer
Registered
Participants

29

Employers
Participated

41

Employer
Worksites

90%

Participants
Placed at
Worksites

88%

Participants
Successfully
Completed the
Program

92%

Of Participating
Employers Would
Recommend the
Program to Other
Businesses

+22%

Increase in
Successful
Completions
Over 2017

+26%

Increase in
Work Experience
from 2017



Throughout the SEAL program, students received work readiness training and connected with local employers where they had the opportunity to do hands-on work for five weeks or more.

The students learned about the employer's industry and developed skills and work experience that will prepare them for successful transitions to post-secondary education and employment. Upon completion of the program, some students were presented with the opportunity to become employed full time.

The SEAL program is a partnership between the Texas Workforce Commission, Texas Workforce Solutions and Texas Workforce Solutions-Vocational Rehabilitation Services.

Youth Career Explorations Spotlight:

Anyssa Botello



"I moved to San Marcos in 2017 to help my grandparents after I graduated from high school. But after months of searching for a job with no response, and no interviews, a family member told me I should check with the workforce office for help. So in February 2018, I walked into the Workforce Solutions of Hays County office in San Marcos and met with Youth Talent Development Specialist, Yvonne Moreno, who really helped me right from the start.

I was 18 years old and very early on in my workforce journey. But Yvonne went above and beyond to give me the guidance, the tools and the boost of confidence I needed to help me set my sights on career goals. She not only helped me develop and craft my first resume, we worked on my interview skills, which I used to secure a Workforce Innovation and Opportunity Act (WIOA)-subsidized position as an Administrative Assistant with the Hays County Clerk's Office. I loved the office management process and maintaining official records and documents for Hays County, and gained great skills and work experience to add to my resume along with references.

Through networking, Yvonne learned of a new position that aligned with my career goals and referred me to San Marcos Family Medicine. I started full-time as an Administrative Assistant with the clinic in June 2018, and have loved the joint responsibilities of managing the office and checking-in patients. I have a lot of friends either entering the workforce or trying to find that perfect job, and I always recommend that they reach out to Workforce Solutions Rural Capital Area for help. I'm so thankful for all of the support I was given and I'm excited about what lies ahead for me."

**Anyssa Botello
Youth Talent Development Customer**



YOUTH CAREER EXPLORATIONS

Workforce Solutions Rural Capital Area works in partnership with Independent School Districts, Chambers of Commerce, Economic Development Corporations, and Community Colleges to host career events for youth throughout the 9-county Rural Capital Area. The funds assist community partners in the planning and delivery of the events.

179

Youth Customers
Served

43

Youth Career &
Community Hiring
Events

351,250

Video Views
Through
Partnership
Campaigns

5,381

Students
Participating in
Career Fair
Events

536

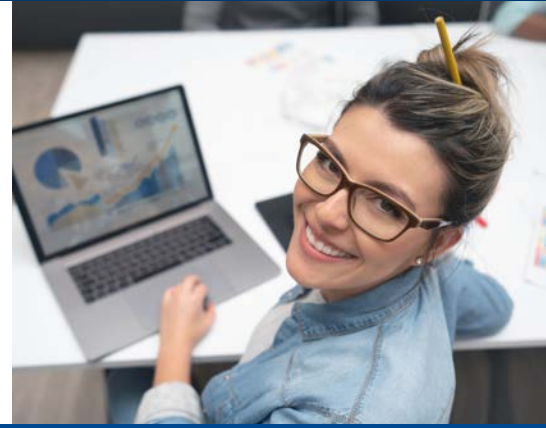
Businesses,
Employers &
Exhibitors
Participating
in Events



careers
In Texas Industries
#TXCareers



Partners: ARCIL; Austin Community College; Bastrop Economic Development Corporation; Bastrop ISD; Bastrop County Juvenile Probation Department; Burnet ISD; Community Action, Inc of Central Texas; Elgin ISD; Fayette County 4-H; Georgetown Chamber of Commerce; Georgetown ISD; Hays CISD; Hays County Juvenile Detention Center; Hays County United Way; Llano Housing Authority; Leander ISD; Liberty Hill ISD; Lifeworks; Nest Empowerment Center; Round Rock Chamber of Commerce; Round Rock ISD; San Marcos Chamber of Commerce; San Marcos CISD; Smithville Chamber of Commerce; Southwestern University; Williamson County Juvenile Services; and the Williamson County United Way.



TEACHER EXTERNSHIPS

Connecting the Classroom to Careers

Workforce Solutions Rural Capital Area is proud to help offer unique professional learning opportunities for educators in the 9-county Rural Capital Area, in collaboration with workforce partners in business and industry, to enrich the classroom to career connections made for students.

In 2018 we collaborated with the following six Independent School Districts (ISD) and six Chambers of Commerce to create an externship program for teachers to shadow area businesses:

- Dripping Springs ISD and Dripping Springs Chamber of Commerce
- Georgetown ISD and Georgetown Chamber of Commerce
- Hutto ISD and Hutto Chamber of Commerce
- Leander ISD and Leander Chamber of Commerce
- Round Rock ISD and Round Rock Chamber of Commerce
- San Marcos Consolidated ISD and San Marcos Area Chamber of Commerce

"My extern was very passionate and eager to learn about my profession and the company culture. She was very attentive and asked appropriate questions throughout her time here. My staff thoroughly enjoyed getting to meet her."
- Participating Employer

"Our extern was excited to learn, and I appreciated that she shared a lot of her experience she has gained at RRISD with us!"
- Participating Employer

130
Employers
Participated

166
Teachers
Successfully
Completed the
Program

98%
Teacher
Completion
Rate

50
Academic
Subject Areas

16,600
Number of
Students Impacted



"It is very useful to see how professionals in the field use the technology we use in the classroom."
- Participating Educator

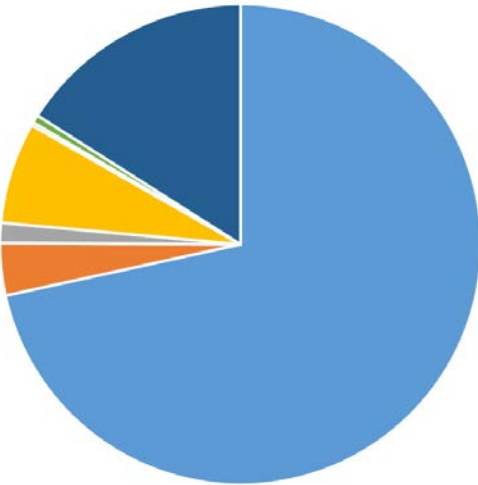
"As a Special Education teacher, this partnership helped me see how to start preparing our students for possibly supported employment programs."
- Participating Educator



FINANCIAL DATA

Workforce Solutions Rural Capital Area Expenditures:

Child Care Services	\$16,671,048
Other	\$819,570
Supplemental Nutrition Assistance Program (SNAP) ...	\$312,173
Temporary Assistance for Needy Families (TANF)	\$1,589,474
Veterans Services	\$49,756
Vocational Rehabilitation Services	\$124,652
Workforce Innovation and Opportunity Act (WIOA)	\$3,723,870
Grand Total	\$23,290,543



- CHILD CARE
- OTHER
- SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM
- TEMPORARY ASSISTANCE FOR NEEDY FAMILIES
- VETERANS
- VOCATIONAL REHABILITATION

October 2017 to September 2018





ECONOMIC OVERVIEW

Median Household Income : Rural Capital Area

\$72,961

Median Household Income (\$) 2017

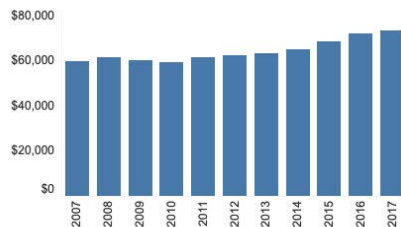
+22.3%

10-Year % Growth 2007 - 2017

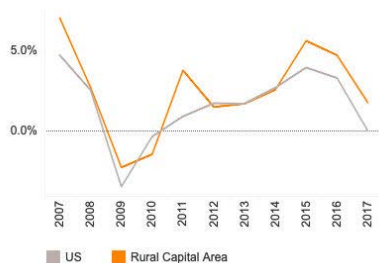
\$13,311

Net Change, 10-Year 2007 - 2017

Median Household Income, (\$) Rural Capital Area, 2007 - 2017



Median Household Income, % Growth Rural Capital Area vs. US, 2007 - 2017



Employment Growth Snapshot: Rural Capital Area

296,742

Employment 2017

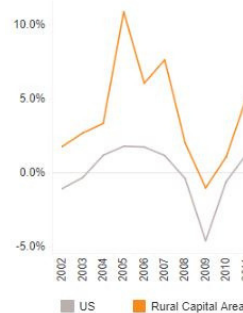
+4.1%

Employment Growth 2016 - 2017

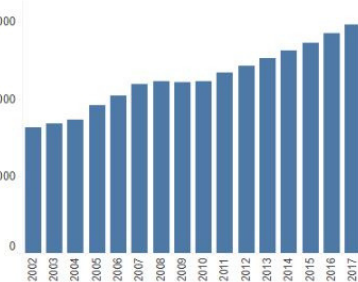
+11,640

Net New Employment 2016 - 2017

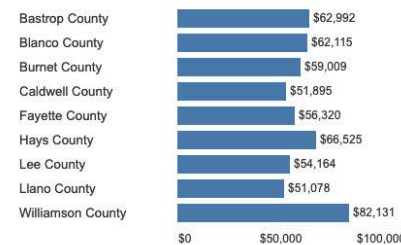
Employment Growth, 2002 - 2017 Rural Capital Area vs. US



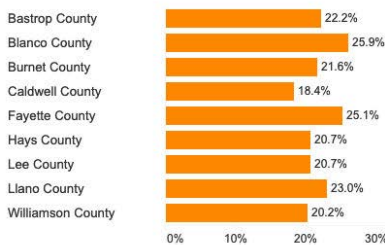
Employment, 2002 - 2017 Rural Capital Area



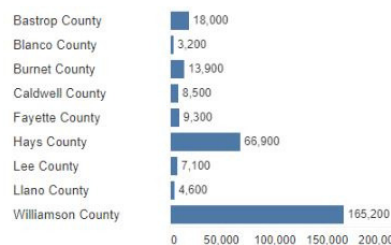
Median Household Income, (\$) Rural Capital Area, 2017



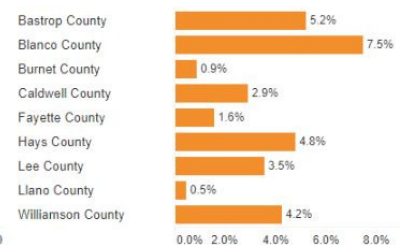
Median Household Income, % Growth, 10-Year Rural Capital Area, 2007 - 2017



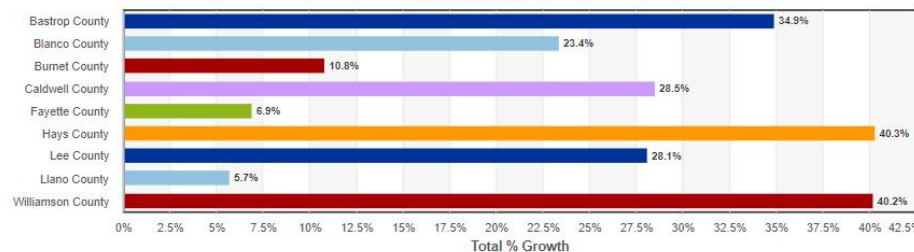
Employment, 2017 Rural Capital Area



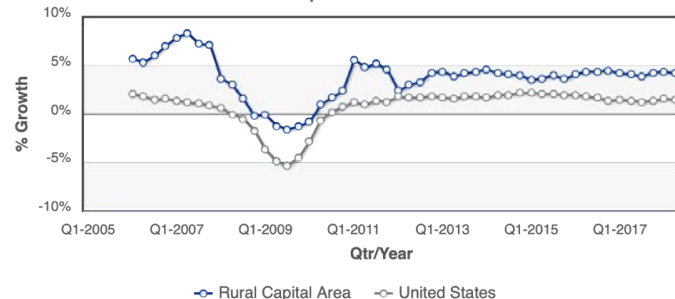
% Growth, 1-Year, Employment, 2016 - 2017 Rural Capital Area



Employment by County, Total % Growth, 2007-2017 Employment Rural Capital Area



Year-over-Year Growth Rate, Employment, All Industries, 2005-2018 Rural Capital Area vs. U.S.



ECONOMIC OVERVIEW

Population by Age, 25-44 : Rural Capital Area

280,984

Population by Age
2017

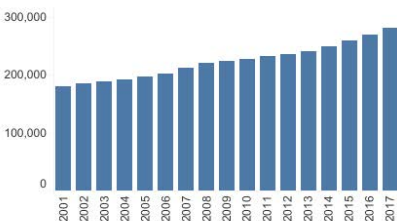
+32.5%

10-Year % Growth
2007 - 2017

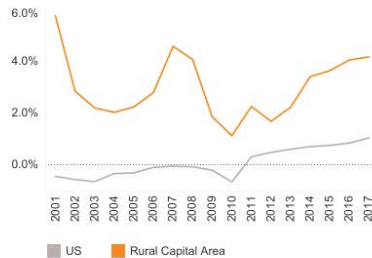
+68,914

Net Change
2007 - 2017

Population by Age, 25-44
Rural Capital Area, 2001 - 2017



Population by Age, % Growth, 25-44
Rural Capital Area vs. US, 2001 - 2017



Veterans, Total : Rural Capital Area

76,799

Veterans
2017

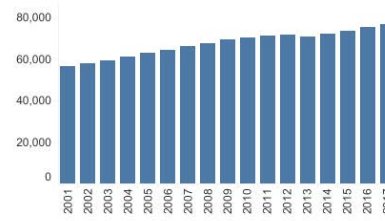
+15.9%

10-Year % Growth
2007 - 2017

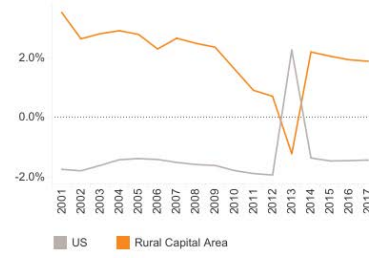
+10,549

Net Change
2007 - 2017

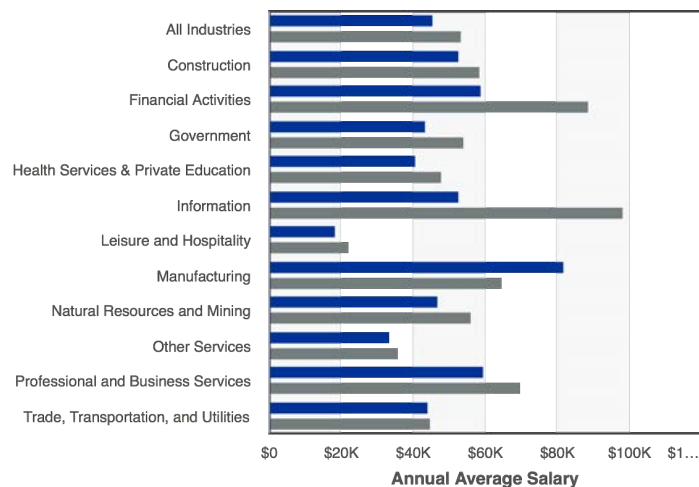
Veterans, Total
Rural Capital Area, 2001 - 2017



Veterans, % Growth, Total
Rural Capital Area vs. US, 2001 - 2017

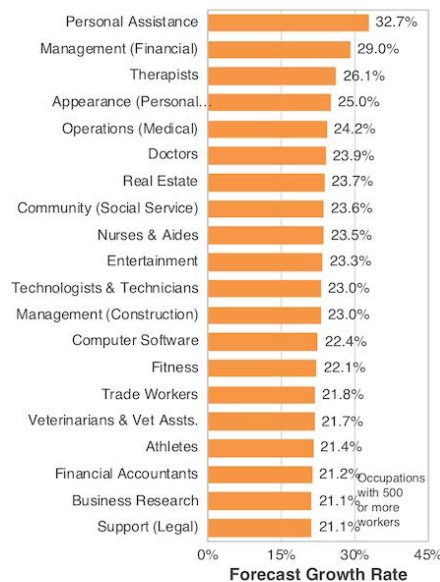


Average Salary by Industry, 2016 Rural Capital Area vs. U.S.



● Rural Capital Area ● United States

Top 20 Highest % Growth Occupations Rural Capital Area, Forecast 2017-2022



Source: Avalanche Consulting calculations on data from EMSI

Top 20 Occupations Creating Most New Jobs Rural Capital Area, Forecast 2017-2022



Source: Avalanche Consulting calculations on data from EMSI



Workforce Solutions Rural Capital Area Board Staff:

Paul Fletcher
Chief Executive Officer

Diane Tackett
Contracts Specialist

Al Lopez
Chief Operating Officer

Eugene Ratliff
Planning and Projects Specialist

Jenna Akridge
Chief Contracts Officer

Angie Stout
Accountant

Janie Kohl
Chief Financial Officer

Carla Gonzales
Accounting Specialist

Eric Stanfield
Chief Information Officer

Gina Hyde
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Cara DiMattina-Ryan
Chief Strategy Officer

Michael Sartain
System Administrator

Brian Hernandez
Communications Director

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