



A YEAR OF *Impact*

Workforce Solutions for the Heart of Texas 2022 Impact Report



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Vision

A highly valued workforce system that meets the economic demands of the Heart of Texas communities.

Mission

To provide a well-trained workforce for employers in order to ensure the economic growth of the region.

YES! High School Student Welding Internship students gaining hands-on work experience at Carry-On Trailer in Mexia.

Letter from the Board Chair & Executive Director

Dear Friends & Colleagues,

Workforce Solutions for the Heart of Texas has had an impactful year in our commitment to our region. Throughout the year, we have diligently served our Veterans, built our talent pipeline, empowered and invested in our workforce, and exceeded in helping employers hire qualified candidates. We are pleased to share that work and the impact it has had in our 2022 Impact Report.

Some of our proudest highlights include:

- Supporting and hosting 150 hiring events and job fairs;
- Assisted 31 new businesses with staffing for new operations;
- Securing \$425,429 in grant funding to expand our healthcare, early childhood educator, and trades apprenticeship programs;
- Making the 2022 Hiring Red, White & You! Hiring Fair Waco's largest hiring event for Veterans;
- Granting child care tuition scholarships to 2,267 families.



Our work would not be possible without the visionary leadership and guidance of our Chief Elected Officials and Board of Directors. Our regional chambers of commerce, economic development corporations, post-secondary institutions, independent school districts, and other agency partners have been invaluable to achieving our mission. As always, thank you for your continued confidence in Workforce Solutions for the Heart of Texas.

Sincerely,

David Fowler

David Fowler
Board Chair
Heart of Texas Workforce Development Board, Inc.

Anthony Billings

Anthony Billings
Executive Director
Workforce Solutions for the Heart of Texas

Heart of Texas Workforce Development Board, Inc.

Chief Elected Officials

Judge Justin Lewis Lead Chief Elected Official Hill County	Judge Richard Duncan Limestone County	Judge Jay Elliott Falls County	Judge Scott Felton McLennan County
Judge Linda Grant Freestone County	Mayor Dillon Meek City of Waco	Judge Cindy Vanlandingham Bosque County	

Board of Directors

David Fowler Board Chair Freestone County	Russ Foster Chair-Elect Limestone County	Alvin Pollard, Sr. Secretary/Parliamentarian McLennan County	Shirley Crockett Treasurer McLennan County
Paige Key Past-Chair Bosque County	Keith Stanford At-Large Member All Counties	Clyff Curry Oversight Committee Chair All Counties	Linda Calhoun Bosque County
Howard Childs McLennan County	Diane Cowan McLennan County	Warren Davis Freestone County	Jessica Ford Falls County
Stephanie Garza Limestone County	Laura Harborth Hill County	Bruce Hardt McLennan County	Dr. Susan Kincannon McLennan County
Roy Nash McLennan County	Janise Ochoa McLennan County	Valerie Parker McLennan County	Andrew Pick McLennan County
Celia Stem Falls County	Maggie Stinnett McLennan County	Ronda Swaim All Counties	Mark Vera McLennan County
Casey Wade All Counties			

SERVING OUR
Veterans



Connected Veterans with
92
employers at our 2022 Veteran Hiring Fairs.

Helped Veterans earn
\$11,647
median wages per quarter.



Assisted disabled Veterans in earning
\$13,043
median wages per quarter.



Impact in *Action*

Meet Donald, a US Navy Veteran who attended the 2022 Hiring Red, White and You! Hiring Fair in hopes to secure a new job after three months of what seemed like an endless job search.

"The hiring fair was awesome. It was really easy. I received several job leads. Salvation Army gave me an application on the spot and asked me to fill it out, bring it in, and I'd have the job right then and there.

This new position is helping me finally move out of transitional housing and obtain permanent housing. And for that I'm grateful."

419
Veterans Served



IMPACTING OUR ★ Employers

Partnerships with employers are crucial to the success of our local workforce. Just this year, Workforce Solutions assisted **31 new businesses** by helping them quickly identify and hire staff for their new operations. We hosted **150 hiring events and job fairs—an average of 12 events per month**—to help employers stay connected with our highly-qualified, local talent pool. Our staff works tirelessly to make employer relationships a priority, and our employer data reflects that effort.

Impact in *Action*

Amazon
Hiring Event **2** Events **430** Attendees **418** Hired

"Amazon is absolutely blown away by the results we have experienced by partnering with Workforce Solutions. The Business Solutions team was able to leverage the many tools available to the employers they serve and have consistently exceeded our expectations each time we have a hiring event. We are so thankful to have built a partnership with Workforce Solutions for the Heart of Texas and look forward to the future in Waco."

-Adam Kern, WFS Engagement Specialist Amazon



Representative from KWKT Fox 44 greeting job seeker at the 2022 Fall Hiring Fair

150

Hiring events & job fairs hosted



31

New businesses were provided assistance in staffing for new operations



488

Employers participated in hiring events & job fairs



2,004

Employers Served



EMPOWERING OUR

★ *Workforce*

We continue to leverage our programs, funding and resources to ensure residents in our six-county region can find and keep employment, obtain in-demand skills, and maximize their earning potential. Our programs are more than filling vacant jobs—they allow us to empower individuals to get back on their feet, achieve and maintain a high quality of life, and find fulfilling careers.

3,879

**Job Seekers
Served**

88%

Of job seekers remained employed one year after receiving services

\$1,216

Increase in monthly median wages of job seekers who completed career training

3,137

Job seekers attended hiring events & job fairs

Facilitator, Ron, providing hands-on assistance to a job seeker at the McLennan County Workforce Solutions Center

BUILDING OUR
★ *Talent Pipeline*

Continuing to grow a first-class, competitive workforce takes vision—a vision that provides opportunities for individuals to obtain the in-demand skills and experience necessary to succeed within our targeted industries. Workforce Solutions for the Heart of Texas is building that pipeline of workers by expanding its apprenticeship programs with the help of **\$425,429 in grant funding**.

Part of the funds allowed us to plan and create two new apprenticeship offerings, the **Early Childhood Educator Registered Apprenticeship Program (RAP)** and the **Patient Care Technician program**. Both programs will provide apprentices with paid on-the-job learning, educational courses, and one-on-one coaching in the field, as well as national, industry-recognized credentials.

We were also able to extend our **Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Program**, which prepares individuals for RAPs in high-demand, skilled trade occupations.

Our community partners including local unions, educational institutions, healthcare facilities, and child care providers ensure we are able to offer quality training programs along with employment after training.



Bailey in uniform at his worksite, Rosendin Electric in Waco, TX

Meet Bailey

2022 MC3 Graduate & First-Year Electrician Apprentice at Rosendin Electric

"The MC3 program gave me a firsthand look at what I was getting myself into because I'd never been in the construction trade before. It teaches you everything about what you're about to do—the money you're about to make, the contract you're about to sign, and the work you're about to do. My experience with Rosendin Electric has been really great. I feel really accomplished with what I'm doing."

▶ Scan to watch Bailey's story:



INVESTING IN OUR *Future* WORKFORCE

We invest in the future by ensuring our youth have access to local career and educational opportunities through a variety of programs and events. This year, we reached over 3,000 students across 35 high schools.

Through our Summer Work Experience Programs, which assist at-risk youth and youth with disabilities, 58 youth gained real, hands-on work experience over the summer. Participating youth earned 4,381 paid summer work experience hours, totaling \$43,810 in wages, at 20 different worksites throughout our six-county service area.

We also secured \$55,908 in grant funding for continued support of the YES! High School Student Welding Internship initiative, a paid internship for Waco ISD's Greater Waco Advanced Manufacturing Academy (GWAMA) juniors and seniors.

142

Youth Served

3,045

Students across 35 high schools received career & education outreach

\$43,810

Wages earned by youth in Summer Work Experience Programs



Students participating in the 2022 YES! Expo and Summer Work Experience Programs

▶ Scan to see the 2022 YES! Expo in action:



Meet Angelo

2022 Summer Work Experience Participant at Hilton Waco

Angelo is one of many youth who participated in our Paid Summer Work Experience Programs. He spent his summer gaining work experience and valuable, hands-on skills at Hilton Waco.

"It's been really awesome working here at the Hilton. I've learned to check people in, scan their cards, and assist them with their flights. This job helps me do my best and is good experience if I were to ever work at another hotel."





Tomorrow's Workforce, Today.

Sustained success for our workforce begins with providing access to high-quality, early childhood programs for all families. Research shows that high-quality child care helps children be more successful in school, as well as provides improved health and increased learning outcomes over children's lifetimes.

Providers in our child care programs are encouraged to obtain a Texas Rising Star (TRS) certification, a quality rating and improvement system that ensures we continue to enhance the quality of our programs and better equip child care providers.

Workforce Solutions helped **65 child care providers obtain or maintain their TRS certification**, as well as provided 156 hours of professional development to program teachers and directors. Our programs significantly impact our current workforce as well, as they provide lower income families with child care tuition scholarships (2,267) so parents can work or attend educational programs.

We also **invested \$378,572 to enhance classroom learning environments** for children by extending the classroom outdoors. Playground equipment and materials were purchased to create outdoor classrooms to more deeply engage children in learning math, science, art and literacy.

156

Hours of professional development provided to teachers & directors

2,267

Families received child care tuition scholarships so they could go to school or work

2,550

Children received access to high-quality early learning programs

3,911

Children Served

Valerie and her son, faces of the 2022 Child One Calendar

★ Employer Awards

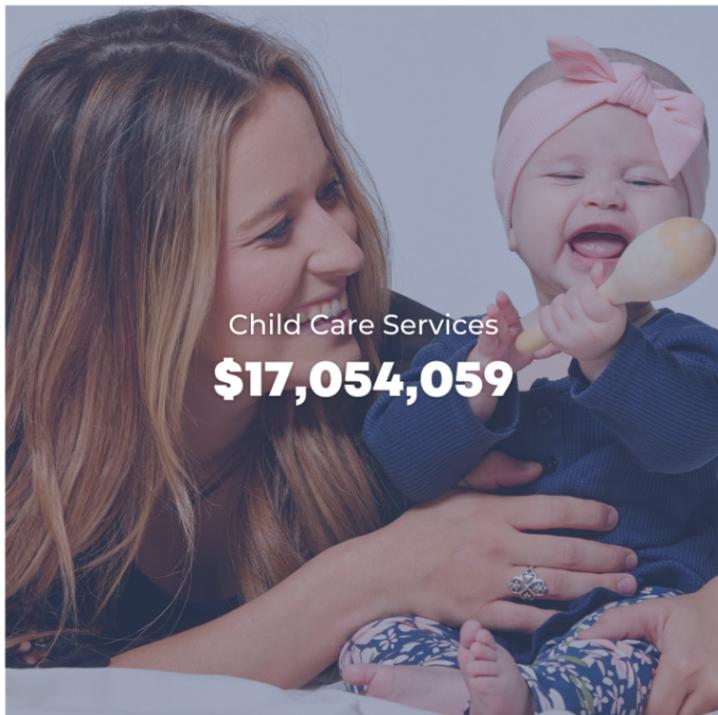
Workforce Solutions for the Heart of Texas is proud to have nominated local employers for the 25th Annual Texas Workforce Conference. These employers were honored for the positive impact their efforts and initiatives have made on our workforce and community.

▶ Scan to learn more and view the 2022 Employer Nomination videos:



★ *Impact* Funds

Workforce Solutions for the Heart of Texas administered \$22,230,617 in program funds during the 2021-2022 fiscal year.



Workforce Solutions for the Heart of Texas is funded by federal and state funds and through private grants.

Heart of Texas Workforce Development Board, Inc. Board Staff

Anthony Billings
Executive Director

Aquanetta Brobston
Quality Assurance Coordinator/Equal
Opportunity Officer/504 Coordinator

David Davis
Project Support Specialist

Erin Doshier
Workforce Grants & Initiatives Manager

April Dossey
Digital Communications Specialist

Eunice Fernández
Director of Strategic Planning

Judy Hedge
Administrative Coordinator

Sugey Jaimes
Project Support Specialist

Kary Kuecker
Workforce Contract Manager

Nancy Maldonado
Accountant

José Palacios
Manager of Business & Industry Initiatives

Julie Talbert
Child Care Manager

Vicki Williams
Budget & Contract Officer



Proudly serving the six-county region of Bosque, Falls, Freestone, Hill, Limestone, and McLennan.

WORKSOLUTIONS
FORCE ★★ HEART OF TEXAS ★★
Linking Jobseekers and Employers

www.hotworkforce.com



@hotworkforce

The Heart of Texas Workforce Development Board, Inc. is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities. TTY/TDD via RELAY Texas service at 711 or (TDD) 1-800-735-2989 / 1-800-735-2988 (voice).

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