

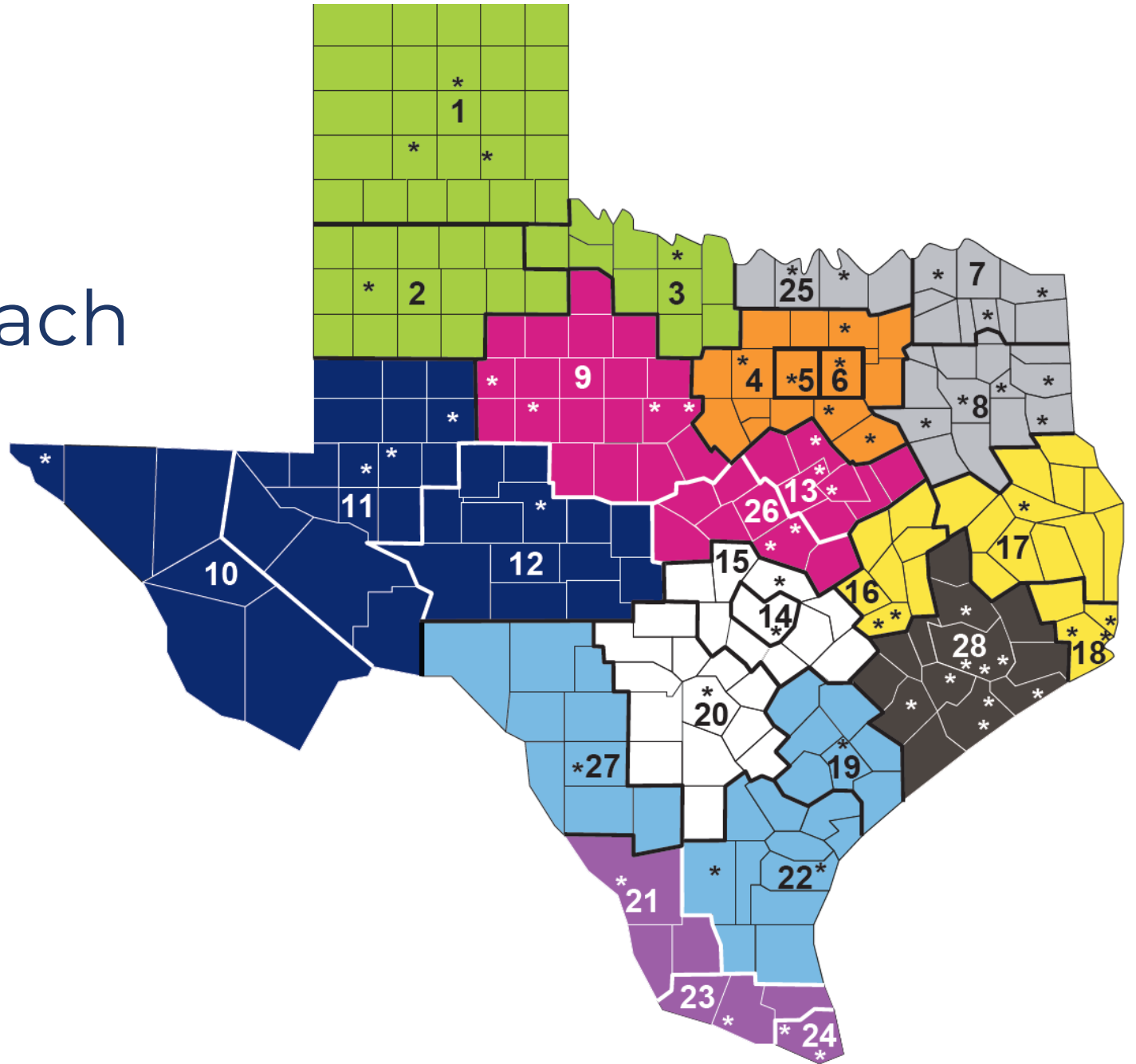


# Texas Workforce Commission SOLUTIONS

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# Employer Engagement and Community Outreach Team





**Invest in your Employees  
with workforce training**

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# Workforce Training Grant Opportunities



- Skills Development Fund
- Skills for Small Business
- Lone Star Workforce of the Future Fund
- Healthcare Initiatives
- Apprenticeships

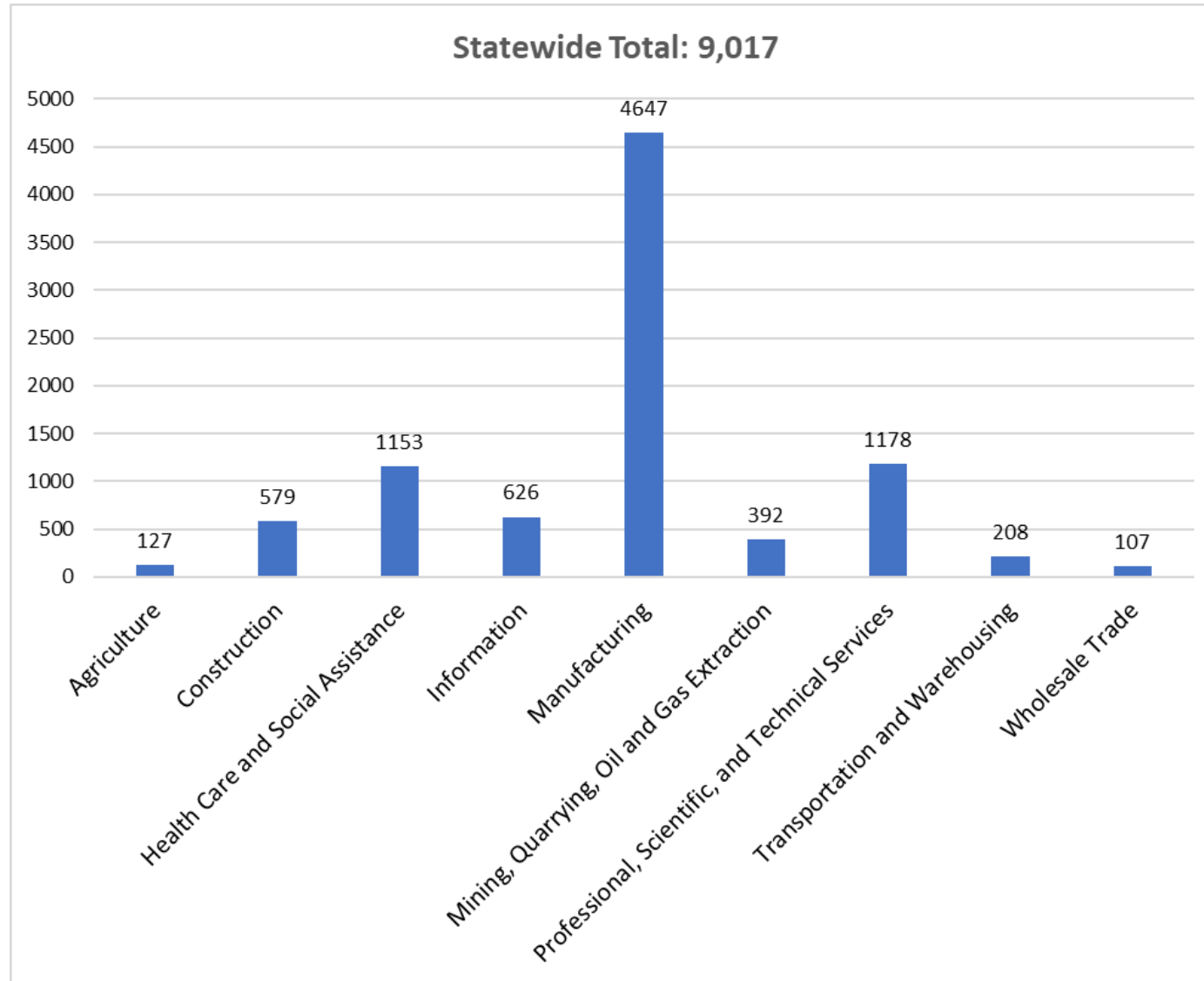
# Customized Training for Texas Employers



**SKILLS**  
Development Fund

- Skills Development Fund is Texas' premier upskilling program. The program provides an average of \$2,000 in training per participant.
- SDF grants assist businesses by financing the design and implementation of customized job-training programs to increase the skills level and wages of the Texas workforce
- Eligible applicants include community and technical colleges, workforce development boards and Texas A&M Extension Services (TEEX)
- Perfect for businesses that need technical training for their employees

# Skills Development Trainees by Industry





**SKILLS**  
Development Fund

## Memorial Herman Northeast Hospital

- Trained 33 New Employees
- Trained 38 Incumbent Employees
- 8 Courses
- 14 Positions trained to include:

**Award Amount**  
**\$116,567**

Operating Room Attendant, Patient Care Assistant, Patient Care Tech, Patient Transporter, Pharmacy Tech, Radiology Tech, Registered Nurse, Sterile Process Technician, Telemetry Monitor Tech, Unit Clerk, Patient Relations Coordinator



**SKILLS**  
Development Fund

# TENET Hospitals Ltd. DBA Providence Memorial Hospital El Paso

**Award Amount**  
**\$359,678**

- 22 New Employees Trained
- Upskilled 205 Incumbent Employees
- 35 Courses
- 63 positions trained to include:

Registered Nurses, Administrative Staff, Supervisory Staff, Histotechnologist, Hyperbaric Oxygen Technologist, CT Tech, Radiology Tech, Laboratory Tech, Social Workers, Physical Therapist, Trauma Registrar, Unit Clerks





**SKILLS**  
Development Fund

## Methodist Health Centers

- Trained 30 New Employees to include:

Nurse Aide Skills

**Award Amount**  
**\$88,750**



**SKILLS**  
Development Fund

## Doctor's Hospital at Renaissance

**Award Amount**  
**\$1,700,000**

- Trained 1,748 New Employees
  - Trained 3,286 Incumbent Employees
- Training included:

Advanced Medical Billing Training, Certified Nurse Assistant (CAN) Training, Certified Oncology Nurse (OCN) Training, Certified, Rehabilitation RN (CRRN) Training, EKG Training, Healthcare Customer Service, Project Management, Stroke Certified, Registered Nurse (SCRN) Review Course, Transplant Education



- Training for businesses with fewer than 100 full-time employees
- Tuition and fees up to \$1,800 for new employees and up to \$900 for existing workers per 12-month period
- Select courses from catalogs for public community or technical colleges, or TEEX
- Trainees must earn prevailing wage
- Easy opportunity for businesses to invest in their employees

# Lone Star Workforce of the Future Fund



- Lonestar Workforce of the Future Fund was designed to increase the supply of qualified workers for entry-level to mid-level jobs in high demand occupations
- Grants may be awarded to community and technical colleges, TEEX, and non-profit organizations to develop and administer training programs to support this goal
- 50% of program participants must be successfully transitioned from unemployment or low wage work to full-time jobs offering a self-sufficient wage
- Funds may be used to support instructor fees and curriculum development, work-based experience stipends, training materials, administrative costs, and wraparound services
- 40% of the project's funding must come from sources other than state government funds
- Eligible entities may apply for up to \$250,000 in FY2024, and individual training costs may not exceed \$7,500

# Healthcare Initiatives

**\$2 million has been made available** through Workforce Innovation and Opportunity Act (WIOA) federal grant funds for the **Upskill Texas Program**. Through this program, healthcare employers can upskill incumbent workers who are providing **direct patient care**. TWC invites healthcare organizations with 100 or more employees to apply for funds to identify and deploy qualified training for patient care related occupations. **Eligible participants include publicly funded healthcare employers.** Eligible employees must have worked for the employer for six months or more. Individual awards will range from \$150,000-\$500,000. Employers **must provide at least 50% of the training costs**, which may include trainee wages and benefits.

**\$2 million has been made available** for public sector healthcare employers seeking to train new or incumbent workers under the **Skills Development Fund**. There will be a temporary reduction of the **prevailing wage requirement for this initiative from 25% to 10%** to ensure all areas of the state, including rural areas, can upskill their healthcare staff.

# Earn-While-Learn Customized Training



## **Registered Apprenticeships (RA)**

TWC's Apprenticeship Outreach team assists employers with exploring various Registered Apprenticeship (RA) models, provide consultation on options to design and build RA programs, and facilitate the registration process with the U.S. Department of Labor (DOL). The average amount awarded per apprentice is \$2,000.

## **Texas Industry Recognized Apprenticeships (TIRA)**

TWC funds apprenticeship programs to address Texas' immediate industrial workforce needs resulting from the impact of hurricanes, other natural disasters, and overall workforce shortages. This program encourages businesses to develop specialized apprenticeships in the top 25 in-demand occupations, resulting in higher wages and attainment of industry credentials in the related occupation. Individual awards may not exceed \$500,000 and the cost per participant cannot exceed \$10,000.



# How to partner with your Local Workforce Development Board

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# Who We Are

- We are the largest of the 28 public workforce development organizations in Texas, we partner with the Texas Workforce Commission as part of the Texas Workforce Solutions network
- We help employers meet their workforce needs and individuals build careers so both can compete in the global economy
- We are a resource for employers
- No fee to employers for HR related services



# Local Offices & Personalized Service

We operate local career offices throughout the 13-county Gulf Coast region, including:

Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Harris, Liberty, Matagorda, Montgomery, Walker, Waller and Wharton

# Services for Texas Employers

- Recruitment and applicant pre-screening
- Free job postings in the state's WorkInTexas.com database
- Educational seminars and training for HR professionals and employers
- Outplacement assistance for companies downsizing or restructuring
- Job fairs, hiring events and career expos

# Local Labor Market Information

- Customized labor market information that includes current economic data for:
  - Local and regional wage and salary data
  - Local and regional unemployment rates
  - Labor force & talent pool availability estimates
  - Workforce and job growth projections by industry and occupation
  - Regional staffing patterns

# TALENT DEVELOPMENT SERVICES

## **Work-Based Learning: Paid Work Experience**

- Paid work experience helps offset the cost of hiring a new employee that may lack skills or knowledge entering in the workforce for the first time or after a long hiatus. It allows the employer to try the individual on a temp-to-hire basis before they commit to permanent employment.
- Workforce Solutions will pay 100% of the salary for up to 240 hours ( 29 hours per week )

# TALENT DEVELOPMENT SERVICES

## **On-The-Job Training**

- Provides employers with partial reimbursement of an employee's hourly wage, helping to offset the cost of hiring and training a new employee
- Reimbursement up to 50% of the hourly wage for positions paying \$12.00 per hour or more
- Applies to full time positions, minimum of 30 hours per week
- Up to 400 hours of training is available, depending on the new hires experience and training plan content.

# TALENT DEVELOPMENT SERVICES

## **Work-Based Learning : Apprenticeship**

- Projects that train individuals for jobs through an apprentice system at a specific employer or union. Apprenticeships have structured and federally approved curricula that has required on-the-job training and classroom education components toward skills milestones.
- When combined with On-the-Job Training, the reimbursement is enhanced to 75% for up to 640 hours.

# TALENT DEVELOPMENT SERVICES

## Current Worker (Incumbent Worker) Training

Training for employees of an employer who currently work for that employer. This can include skill training, skill upgrading, basic education or combinations.

- The employer selects the training provider. Workforce Solutions may assist in provider selection at the request of the customer, including using adult education providers for basic education projects.
- Paying Workforce Solutions share – Workforce Solutions will pay its agreed upon share of project costs to the employer. When Workforce Solutions contributes funds toward the cost of a current worker project, it can participate as follows:
  - Contribute up to **90%** of total project costs for employers with **50 or fewer employees;**
  - Contribute up to **75%** of total project costs for employers with **51 to 100 employees**
  - Contribute up to **50%** of total project costs for employers with more than **100 employees**

# TALENT DEVELOPMENT SERVICES

## **Soft-Skills / Employability Skills Training**

Workshops and training on various Job Readiness topics including Soft or Employability Skills. This type of training might braid well with the “hard” skill training provided by the other strategies to build more well-rounded workers

- Conflict Management Strategies
- Communication Skills – Confident Communication
- Customer Relations and Complaint Resolutions
- Effective Time Management
- Team Building: Working Effectively in a Team Environment
- Customized Training based on your training needs





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All of this sounds  
really interesting ....  
Now what?

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# How do I know if these grants are for me?

- How much do I currently spend on technical training whether in-house or private vendor?
- Would upskilling my employees be beneficial to my bottom line?
- If the state paid for the technical training, how much could I then direct funding for soft skill training?
- Would investing in training my employees help with retention?
- Would training enhance my recruitment efforts?

# Employer Considerations

## **Who do you want to train?**

- Must be full-time, W-2 employees
- Job titles, and a job description on company letterhead for each employee
- PII, including SSN (non-negotiable), full name, mailing address, birth date, and other information relevant to training after the project has been approved
- You must retain 85% for 60 days after the conclusion of training (individually)
- You must have an MOU with the applicant that outlines the responsibilities of each entity

# Employer Considerations

## **What training do you want?**

- Customized for a specific training
- Modified from an existing course
- Technical training must be 75% of the total project

## **Who do you want for instruction and delivery method?**

- College – on site or at business location
- Third-party training – could be equipment related
- In person or online instruction

# Employer Considerations

## **What are your financial obligations?**

- You will be required to pay your employees' wages during training
- All trainees must be paid at least the 25<sup>th</sup> percentile prevailing wage based of the workforce board area wages
- At least 1% average wage increase for incumbent workers
- Consider how long you can let each employee train and how it will affect your overall productivity

# **Employer Engagement & Community Outreach Department Texas Workforce Commission**



**Skills Development Fund**



**Workforce Training  
Grant Opportunities**



# Additional Information

[Skills Development Fund](#)

[Self Sufficiency Fund](#)

[Skills for Small Business](#)

[High Demand Job Training](#)

[Texas Industry Program](#)

[Gov's Small Business Summit 2024](#)

[Texas Conference for Employers](#)

[TWC Website](#)

[Apprenticeship](#)

[Internships](#)

[Annual Workforce Conference](#)

[TWC Event Page](#)

[Upskill Texas Healthcare](#)

[Lone star Workforce of the Future](#)





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