

DRAFT



Workforce Plan Modification Summary 2023 – 2024

Workforce Innovation & Opportunity Act

A proud partner of the **AmericanJobCenter** network

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ABOUT US

Workforce Solutions Greater Dallas (WFSDallas) convenes, informs, designs, and invests resources to establish the workforce system for the greater Dallas region. WFSDallas ensures the development and implementation of a multi-faceted system of job training, job placement and job retention services! We meet employer and jobseeker needs while providing economic development support for our community. We provide seven workforce centers throughout Dallas County, and a fully trained team to assist you both virtually and in-person.

WFSDallas is led by a volunteer Board of twenty-five Directors appointed by the Dallas County Judge and the Mayor of the City of Dallas. Our annual budget of over \$180M includes government and private funding. Funds provide a broad range of services addressing workforce challenges with employer-led solutions including virtual and in-person hiring events; customized training, scholarships for job training credentials, adult education, and English as a Second Language; layoff services; virtual and in-person seminars for resume prep, interviewing skills, and workplace attire; and we often subsidize training supplies, equipment, uniforms, childcare and transportation.

This Plan Modification for 2023 - 2024 includes, but is not limited to:



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New & Continuing Innovations

As we celebrate our **40th Anniversary in 2023**, we are kicking-off several new initiatives to train thousands of unemployed workers for in-demand jobs. Dallas continues to lead with a robust job market, and constant influx of new employers and job seekers. We will continue to aggregate employers with sector strategies, targeting industries in healthcare, technology, logistics, advanced manufacturing, and jobs in the public sector. Work&learn strategies, technology tools, private sector investments, quality childcare and sharing labor market information with our community partners will remain our priorities.



2023 Youth Pilot Initiative will build off last year's positive momentum in serving opportunity youth. The growing number of opportunity youth who face systemic barriers impacting their ability to obtain a job and pursue a self-sustaining career is more critical now than before the pandemic. WFSDallas will increase opportunities and leverage available resources to offer unique solutions to our future workforce immediately. To better support over 5,000+ younger youth customers, the **Opportunity Youth – Education Outreach Initiative** offers educational/work opportunities, collaborative resources, and industry partnerships to help build pathways to higher education or meaningful careers.



ConnectU2Jobs is a collaborative workforce development project targeting primarily justice involved young adults in Dallas County. WFSDallas partners with TxDOT, Lone Star Justice Alliance and Dallas College. The project introduces youth to the infrastructure industry through a 12-week paid internship that places students with an employer to gain work experience while they attend classes at Dallas College (OSHA, NCCER Core Construction and NCCER Heavy Equipment Operator certifications). Employers include Webber, Austin Bridge & Road, Flour, Balfour Beatty, and others. To date, 28 students completed the program with over 40 students signed up for February classes in 2023!

Workforce Solutions Greater Dallas collaborates with **Dallas College** within the WIOA Youth and Adult programs, Adult Education and Literacy Grant, **Dallas College ISOW Grant**, Dallas Healthcare Apprenticeship Grant, Childcare Quality, and numerous TWC Skills Development funds. Most recently, WFSDallas added our support to Dallas College and the EDA grant to build upon the success of the bio-industry in Dallas. Dallas College and partner institutions will use funding to create a regional career pathway model in three areas, biotechnology, biomanufacturing, and bioinformatics, while generating a new market employment and educational opportunities with the help of an employer-led biotechnology advisory council. WFSDallas will continue to track jobs, outreach job seekers and offer services to the industry in support of this excellent effort!



In partnership with NAWB, the **Grow with Google** partnership helps job seekers attain a Google Career Certificate offering an entry-level or upskilling opportunity in IT, for careers in IT support, User Experience Design, Data Analytics, and Project Management. These certificates connect job seekers with skills to employers such as Walmart, Hulu, and Sprint. Grow with Google delivers economic opportunities for job seekers through free training and tools to assist our jobseekers and current workers grow their skills, careers and businesses.

New and Continuing Innovations

Investing in the next generation within the logistics sector, **The Prologis Learning Academy**, funded by Prologis, offers upskilling opportunities to expand the transportation distribution, logistics industry talent pool and meet the needs of employers. Prologis acquires, develops, and maintains the largest collection of high-quality logistics real estate in the world. Over 850,000 workers are employed in a Prologis facility!

The **Inland Port of Dallas County** is recognized for its premier rail service and interstate highway connections supporting regional access to North American and international ports. WFSDallas collaborated with area partners to bring innovations to job seeker outreach, industry specific training, transportation assistance and created workforce pipelines. WFSDallas has trained hundreds of CDL truck drivers and other transportation and warehouse occupations supporting the industry.

For the online learner, **Metrix Learning and SkillUP America** offers free electronic training through an online learning portal, that helps learners refresh existing skills and learn new ones that ensures success in the ever-changing employment market. SkillUp™ Greater Dallas assists residents build a workforce ecosystem that supports positive economic development.

Beginning in 2017, with the generous support of Walmart.org, we began the Retail Pays project focusing on upskilling retail workers. We continue our online learning journey with **PATHS for Texas** to upskill and reskill retail and customer-facing current workers, funded by the workforce advocates at Walmart.org through May 2024. The statewide project includes four (4) participating workforce boards and other subgrantees. To date, we have trained 1,133 learners!

The **Dallas Apprenticeship Accelerator** event held during National Apprenticeship Week 2022, brought together apprenticeship stakeholders (employers, industry, labor, equity, and other workforce partners) and resources to accelerate the further use and adoption of Registered. Additional events are planned in 2023.

Dallas FAME is an employer-driven initiative to fill the talent gap for technicians in advanced manufacturing. This 5-straight semester program offers students an associate degree in Advanced Manufacturing partnering with Benjamin Moore, Daisy Brand, Kraft Heinz, General Dynamics, and others. With 2 years underway, Dallas FAME begins training 2 new cohorts of Advanced Manufacturing Technicians (AMTs) in Fall 2023.

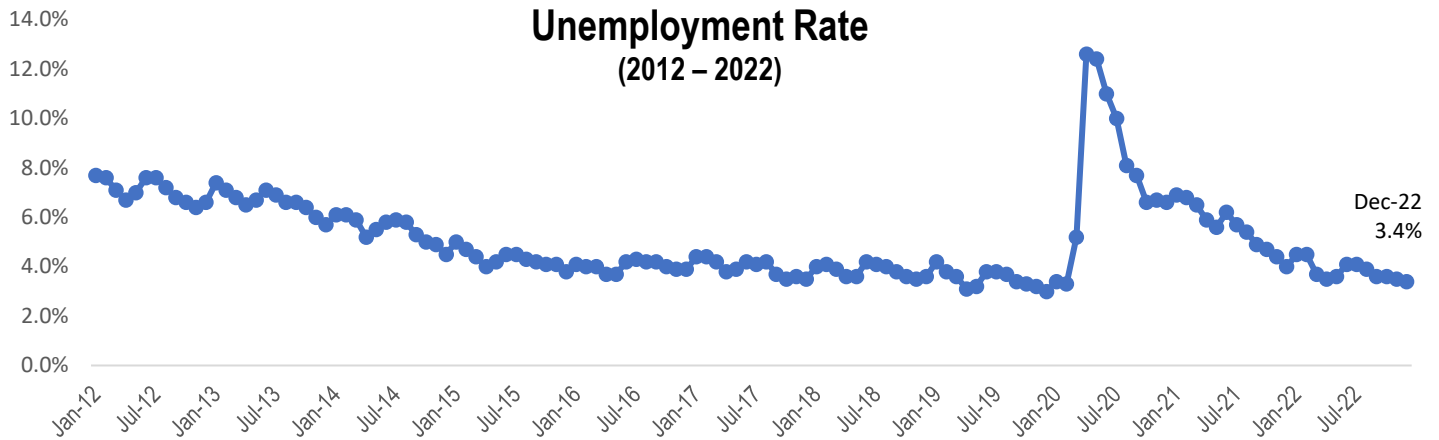
This year, the Google-sponsored, **Fiber Technician Certification** project is a phased, multi-level comprehensive training program tailored to under-represented groups looking to add skills or upskill in the trades in geographic areas where Google is building new data centers (locally in Midlothian, TX). The pilot program offers OSHA 10 and BICSI Installer 1 certifications through two six-week cohorts of 12 participants each.

IBM SkillsBuild is free digital training program that assists customers in building valuable new skills and finding jobs, regardless of background or education. Through this grant, WFSDallas offers participants IBM-branded digital credentials. Most learners start with no experience and can be ready to apply for IT jobs within six months through participation in hands-on, project-based learning and mentoring support.

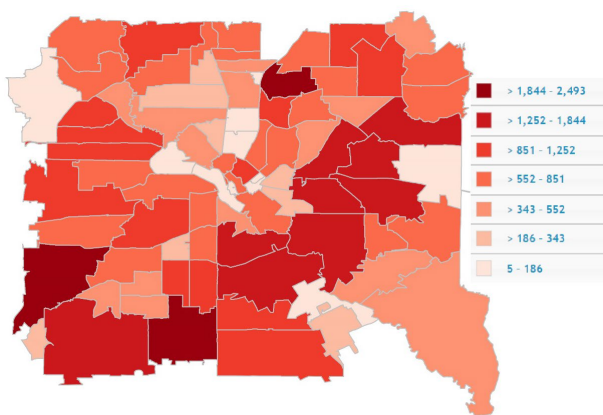


Dallas County Economic Snapshot

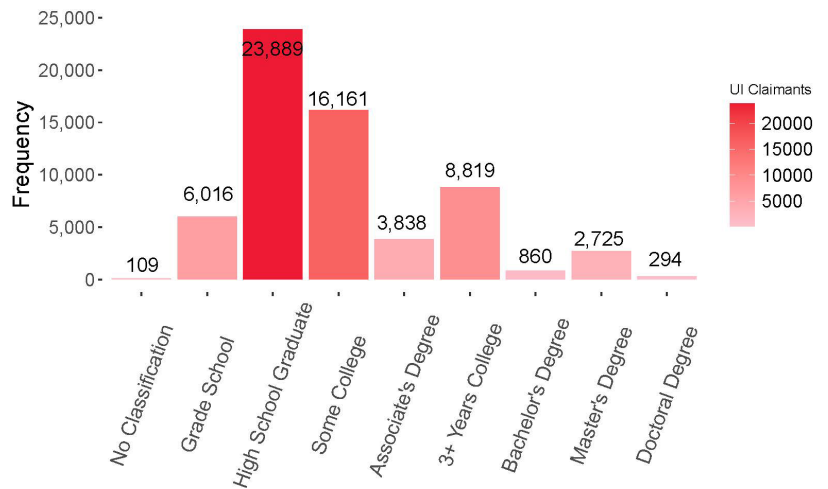
Data analysis helps guide our resource utilization plans for a better workforce, a stronger economy. During 2022, we saw our unemployment numbers slowly trend downwards. Our workforce plans consider all the factors necessary to meet employer needs, return workers to the workplace and prepare our future workforce to withstand future events.



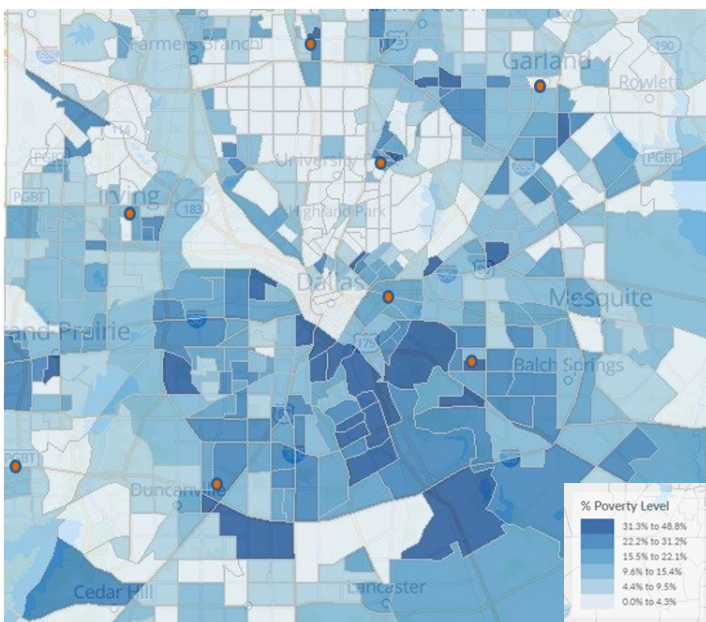
2022 UI Claimants



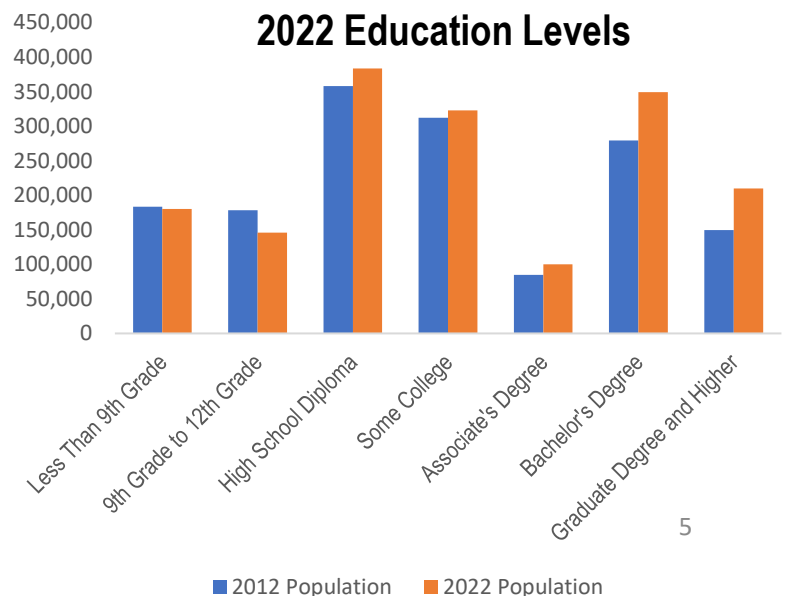
2022 UI Claimants Education Levels



2022 Poverty Rates by Census Tract

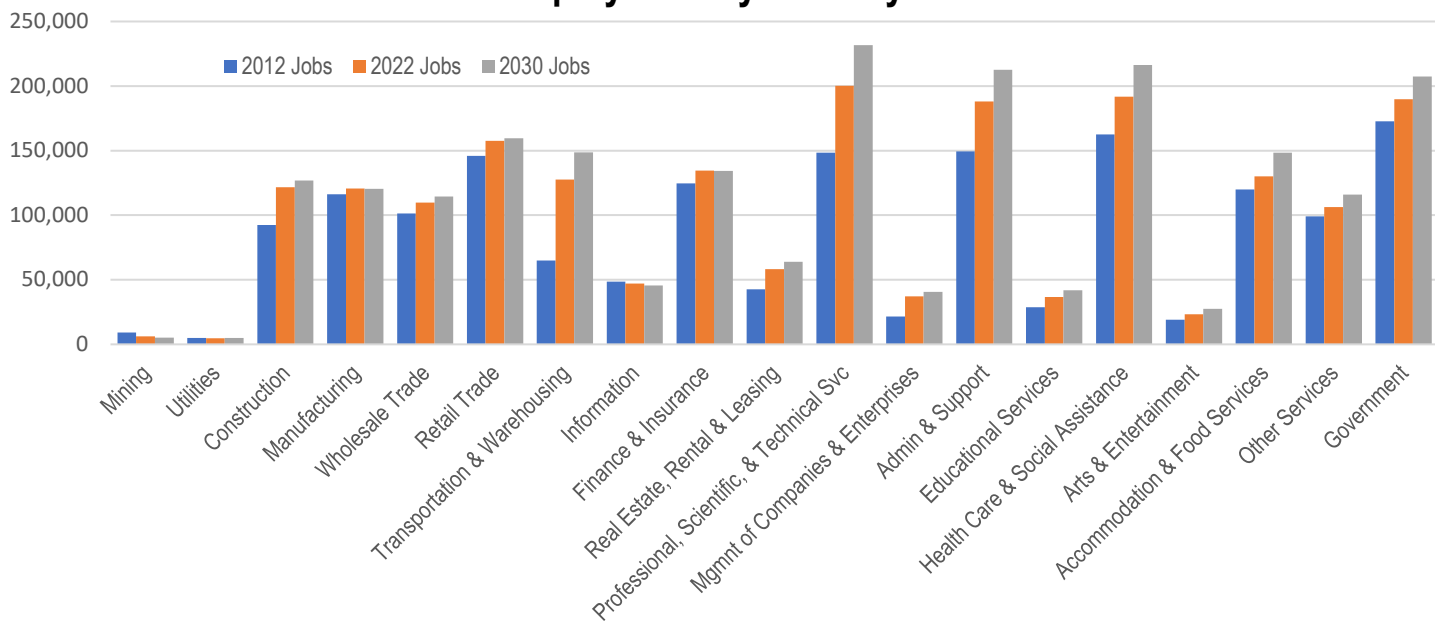


2022 Education Levels



Dallas County Economic Snapshot

Employment by Industry



Civilian Labor Force 16 yrs. +

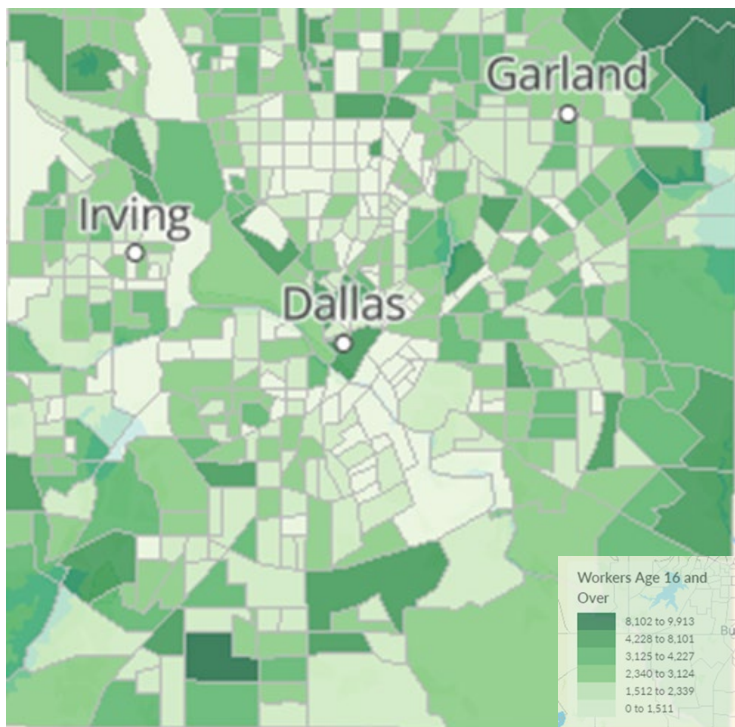
68.9%

2021 Population

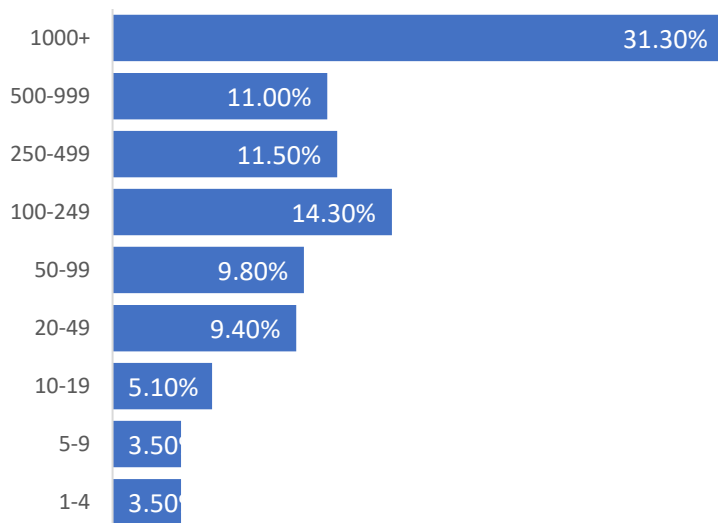
US Census Estimate

2,586,050

Dallas County Workers (Ages 16 and over) by Census Tract



% of Employees by Size Class (2nd Quarter 2022)



Source: Lightcast

2023-2024 Targeted Occupations

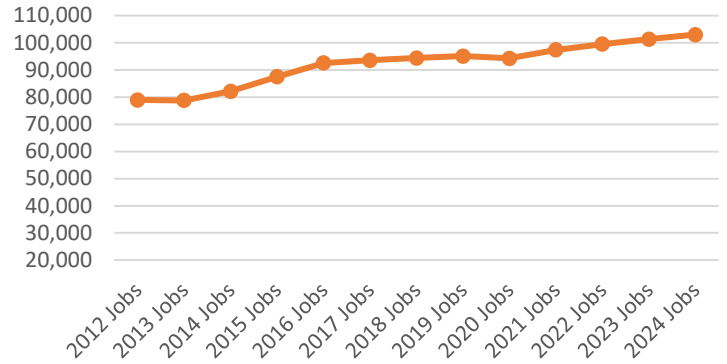
WFSDallas continually assesses the regional business environment to identify employer needs by establishing linkages between employers and job seekers. Occupations in **green** indicate a newly added occupation, with **red** indicating removal of an occupation due to a lack of openings or low wages. Non-traditional employment by occupation is indicated with an asterisk “*”.

Health Care

- Dental Assistants
- Medical Assistants
- Registered Nurse
- Respiratory Therapists
- Radiologic Technologists
- Pharmacy Technicians
- Surgical Technologists
- Licensed Practical Nurse
- Patient Care Technician
- Medical Equipment Preparers
- Medical & Clinical Lab Techs
- Diagnostic Medical Sonographers
- **Health Information Coding**
- Emergency Medical Technicians and Paramedics
- **Bio-Tech Technicians and Related**



Healthcare Practitioners & Technical Occupations

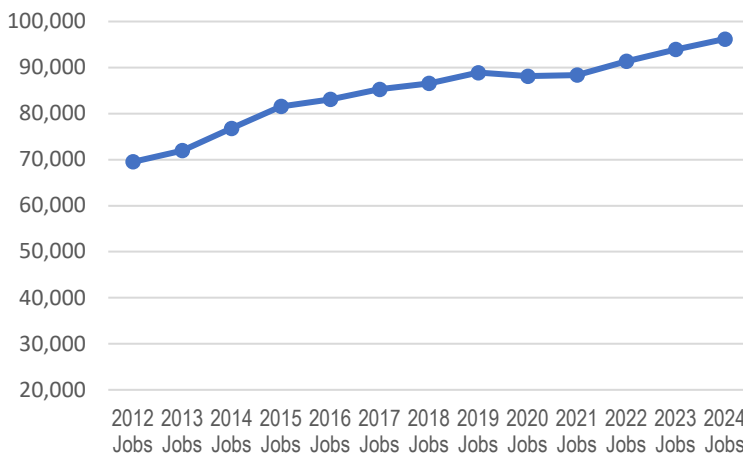


Education

- Teacher



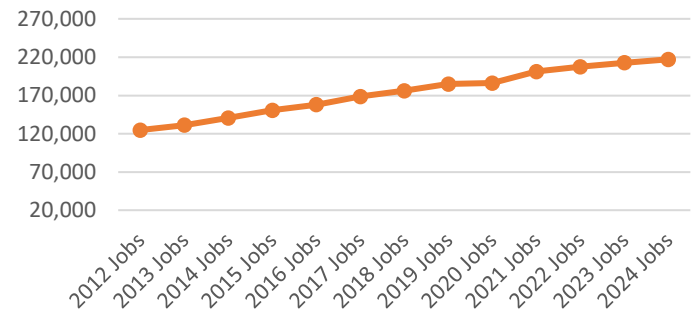
Computer and Mathematical Occupations



Logistics

- Logistics & Supply Chain Managers
- Tractor-Trailer Truck Drivers
- Industrial Forklift Operators
- Dispatcher

Transportation and Material Moving Occupations



Information Technology

- Web Developer
- Graphic Designer
- Computer & Info System Manager
- Computer Systems Analysts
- Network & Systems Admin
- Database Administrators
- Information Security Analysts
- Software Developers & Testers
- Computer Network Support Specialists
- Computer User Support Specialists

TARGETED OCCUPATIONS 2023-2024

Advanced Manufacturing

- Surveyors
- Industrial Engineers*
- Electrical Engineers*
- Mechanical Engineers*
- Drafters, & Engineering Techs*
- Electrical & Electronics Techs (Including chip production)
- Mechatronics Technologists and Technicians

Production/Construction

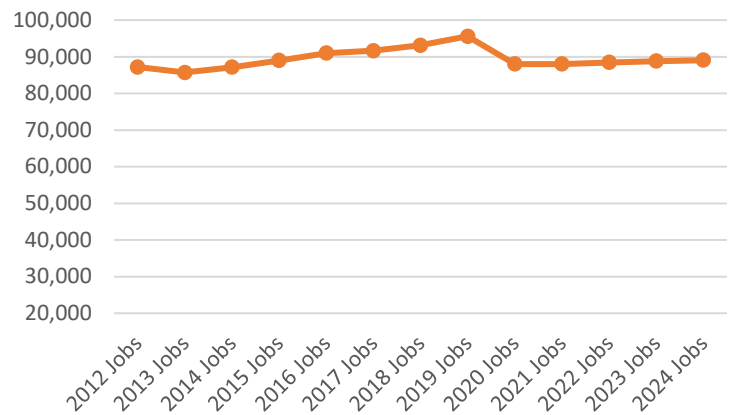
- Construction Managers
- Brick masons & Block masons
- Carpenters
- Cement Masons & Concrete Finishers
- Operating Engineers & Other Construction Equipment Operators
- Electricians
- Plumbers, Pipefitters*
- Highway Maintenance Workers
- Auto Body & Related Repairers
- Auto Service Techs & Mechanics*
- Diesel/Bus/Truck Mech*
- HVAC Mechanics & Installers*
- Maintenance & Repair Workers
- Aircraft Structure Assemblers
- CNC Machine & Tool Operator
- Machinists*
- Welder & Cutter*
- Quality Control Technician
- Crane and Tower Operators
- **Solar Photovoltaic Installer**
- **Telecommunication Line Installer & Repair**

Public Safety

- Police Officer



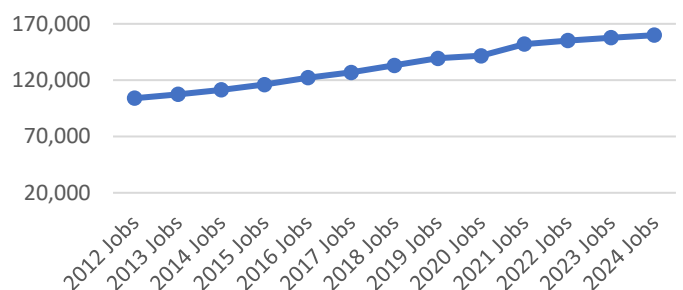
Production Occupations



Business Administration

- General & Operations Managers
- Business Operations Specialists, All Other
- Accountants & Auditors
- Paralegals & Legal Assistants
- First-Line Supervisors of Retail Sales Workers
- Book/Accounting Clerk
- Customer Service Representatives
- Secretary

Business and Financial Operations Occupations



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