

OVERVIEW

Developing collaborative, sustainable industry led workforce solutions that address the Dallas-Fort Worth regional needs.

2016-2017 LEADERSHIP

Carey O'Connor, Chair
Flowserve Corporation

MEMBERS

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Dallas Regional Chamber

Brandom Gengelbach
Fort Worth Chamber of Commerce

Jon Gustafson
Lockheed Martin Corporation

Michael Jacobson
Arlington Chamber of Commerce

Laurie Bouillion Larrea
Workforce Solutions Greater Dallas

Judy McDonald
Workforce Solutions for Tarrant County

Dan Naegeli
University of North Texas

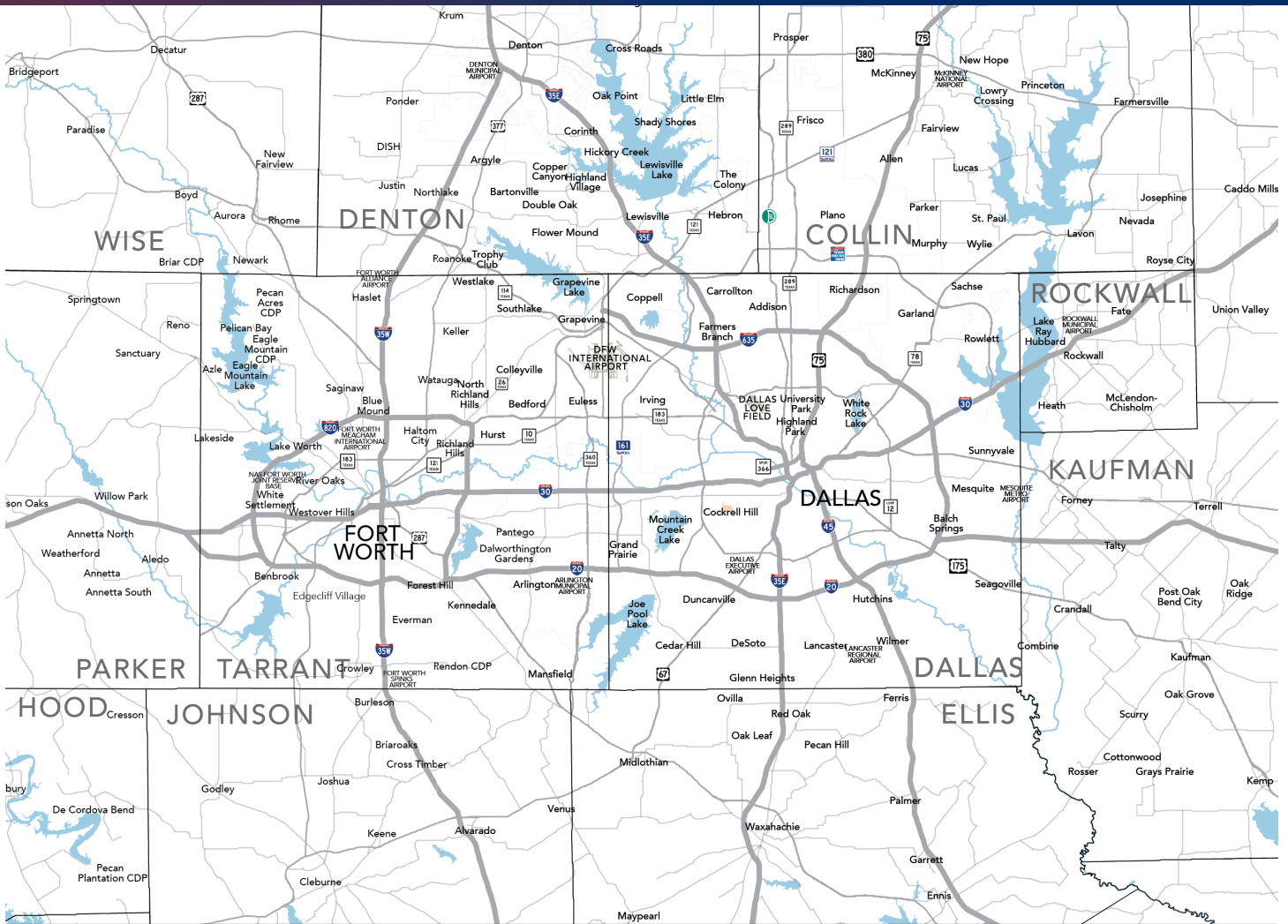
David Setzer
Workforce Solutions for North Central Texas

The Dallas-Fort Worth Regional Workforce Leadership Council (RWLC) is the driving force for a collaborative approach to providing workforce solutions across the Dallas-Fort Worth region. The RWLC was founded in 2002 on the premise that employers and job seekers viewed the Dallas-Fort Worth region as one regional labor market, not the separate cities, counties and special purpose districts that make up North Texas. Employers and job seekers wanted the local workforce system to be borderless, seamless and accessible. To address this need, the RWLC brings together local leaders from business, workforce boards, chambers of commerce and educational institutions to share information and collaboratively design workforce solutions. The RWLC focuses its effort on industry sectors within the region, following the directives of the Texas Governor's Industry Cluster Initiative and using the industry cluster concept popularized by Michael Porter.

The RWLC currently works with six established industry sectors (aerospace, health care, infrastructure, logistics, retail, and technology) and two emerging industry sectors (digital technology and hospitality).

The RWLC and its members have won 11 awards for innovative programs and have received over \$50M in grants for training and educational initiatives.

2000	2002	2004	2006	2008
<ul style="list-style-type: none"> DFW business, workforce and education leaders form concept of regional workforce partnership Semiconductor Sector is formed NAWB Theodore E. Small Workforce Partnership Award for DFW Airport Logistics Project 	<ul style="list-style-type: none"> RWLC begins coordinating regional activity Healthcare Sector is formed Semiconductor and Healthcare launch Advanced Summer Institutes for high school STEM teachers Semiconductor establishes a Speakers Bureau for high schools Aerospace Sector is formed 	<ul style="list-style-type: none"> Logistics Sector formed Health Care Job Shadowing Program RWLC supports Hurricane Katrina victims 200+ TEKS math and science lesson plans Semiconductor Destination: GAMES Semiconductor Career Investigation Forum Aerospace Manufacturing Worker Certificate program Logistics www.TexasLCC.org 	<ul style="list-style-type: none"> 400+ TEKS math and science lesson plans Semiconductor Get an Internship Semiconductor Destination: Engineering Community Healthcare Awareness Fair Aerospace Project Lead the Way Semiconductor Engineering Minds of Tomorrow Discover Health Careers Gotta Jet Aerospace education campaign Certified Logistics Associate (CLA) – nationally validated skills standard NAWB recognizes Aerospace Gotta Jet campaign 	<ul style="list-style-type: none"> RWLC Honoree for NAWB Theodore E. Small Partnership Award RWLC honored by U.S. Department of Labor Health Science Teacher Interactive Workshop Logistics creates Center of Excellence Logistics The Journey Starts Here website Health Care Registered Nurse Externship Program Healthcare medical coding PACE Program Annual Health Care Conference State-wide Aerospace Manufacturing Training Program (AMTP) Aerospace Mentoring At-Risk Engineering Students Certified Logistics Technician (CLT)- nationally validated skills standard



2010

2012

2014

2016

- RWLC hosts DFW Workforce Summit
- Health Information Technology Training program
- Healthcare Professional Science Master's degree
- DFW Area Health Education Center
- Aerospace Technology Education Directors' Advisory Committee
- Logistics Career Exploration video
- **Infrastructure Sector formed**
- Semiconductor renamed Technology Sector
- Technology Career Information Sessions
- Life Science and Health Related Industries Directory
- The Healthcare Impact
- Healthcare Life Science Connection Quarterly Review
- Logistics Academy
- Infrastructure Heavy Equipment Operator Training program
- Technology Junior FIRST Lego League
- Certified Nurse Assistant Training program
- The Healthcare Impact
- Health Care JPMorgan Chase Foundation - New Skills at Work
- Healthcare Registered Nurses & Healthcare Technicians Training program
- Health Care Career Pathway classes
- Aerospace www.nctaviationcareers.com
- National Infrastructure Week career fair
- Infrastructure wins TWC Service to Business Award
- **Retail Sector formed**
- Infrastructure's NorthGate Constructor, named 2011 TWC Employer of the Year
- Health Care launches www.Healthcare.DMagazine.com
- Aerospace Engineer Job Connect (EJC)
- Aerospace Gotta Make IT campaign
- Infrastructure Iron and Rebar Training program
- Healthcare Work Plan for Short, Medium and Long Term Staffing
- Infrastructure Construction and Safety Training program
- Aerospace FLYBY DFW career gaming app
- RWLC supports Hurricane Harvey relief with job fairs
- Retail Starbucks 100,000 Opportunities Initiative
- **Digital Technology Sector formed**
- **Hospitality Sector formed**
- DCCCD launches Fast Track Retail Management Certificate



AEROSPACE

The regional center of excellence in meeting the education and workforce needs of the Aerospace and Aviation industry.

DFW IS

Several large aerospace and aviation companies including Lockheed Martin, Bell Helicopter, Triumph Aerostructures, American Airlines and Southwest Airlines call DFW home. Aerospace and aviation are critical industries in the North Texas region. They employ more than 75,000 individuals in over 489 companies. The industry generates \$10.5 billion of in-region purchases. The DFW Regional Aerospace Consortium was formed in 2003 as a result of both a targeted analysis of industry trends and an employer driven collaboration to address the aging workforce and lack of youth migrating to science and math careers.

WHAT'S HAPPENING

- Launched FLYBY DFW gaming app to the community at the Fort Worth Alliance Air Show 2016.
- Conducted a pipeline analysis of workforce supply and demand in the Aerospace and Aviation Industry to build a more robust talent pipeline that meets business needs in the region.
- Expanded consortium membership to include aviation companies.
- Lockheed Martin was awarded the Large Employer of the Year by the Texas Workforce Commission (TWC) and the W.O. Lawton Business Leadership Award by the National Association of Workforce Boards (NAWB) in 2016/2017 for their work with the Aerospace Consortium and Employer Services.

WHAT'S NEXT

- Publish North Texas Aerospace and Aviation Talent Pipeline study and release to the community.
- Demo the FLYBY DFW phone app with students and parents at regional educational events.
- Launch the North Texas Aviation/Aerospace Education Speakers Bureau a program created by NCTCOG that places industry professionals in classrooms to speak about Aerospace and Aviation careers.
- Launching Next Generation Aerospace Manufacturing Training Program (AMTP).

DFW is home to several of the largest aerospace and aviation companies including Lockheed Martin, Bell Helicopter, Triumph Aerostructures, American Airlines and Southwest Airlines.



29,941

The aerospace industry employed 29,941 in North Texas in 2016. Nearly 7 in 10 jobs in the aerospace sector statewide are here in North Texas.

45,712

The air transportation (aviation) industry employed 45,712 in North Texas in 2016. Nearly 6 in 10 jobs in the air transportation sector statewide are here in North Texas.

6.3%

Demand for air travel increased by 6.3 percent in 2016, the sixth consecutive year above 5 percent, far exceeding global economic growth expectations and causing heightened demand for aircraft, engine and parts manufacturing.



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2016-2017 INDUSTRY MEMBERS

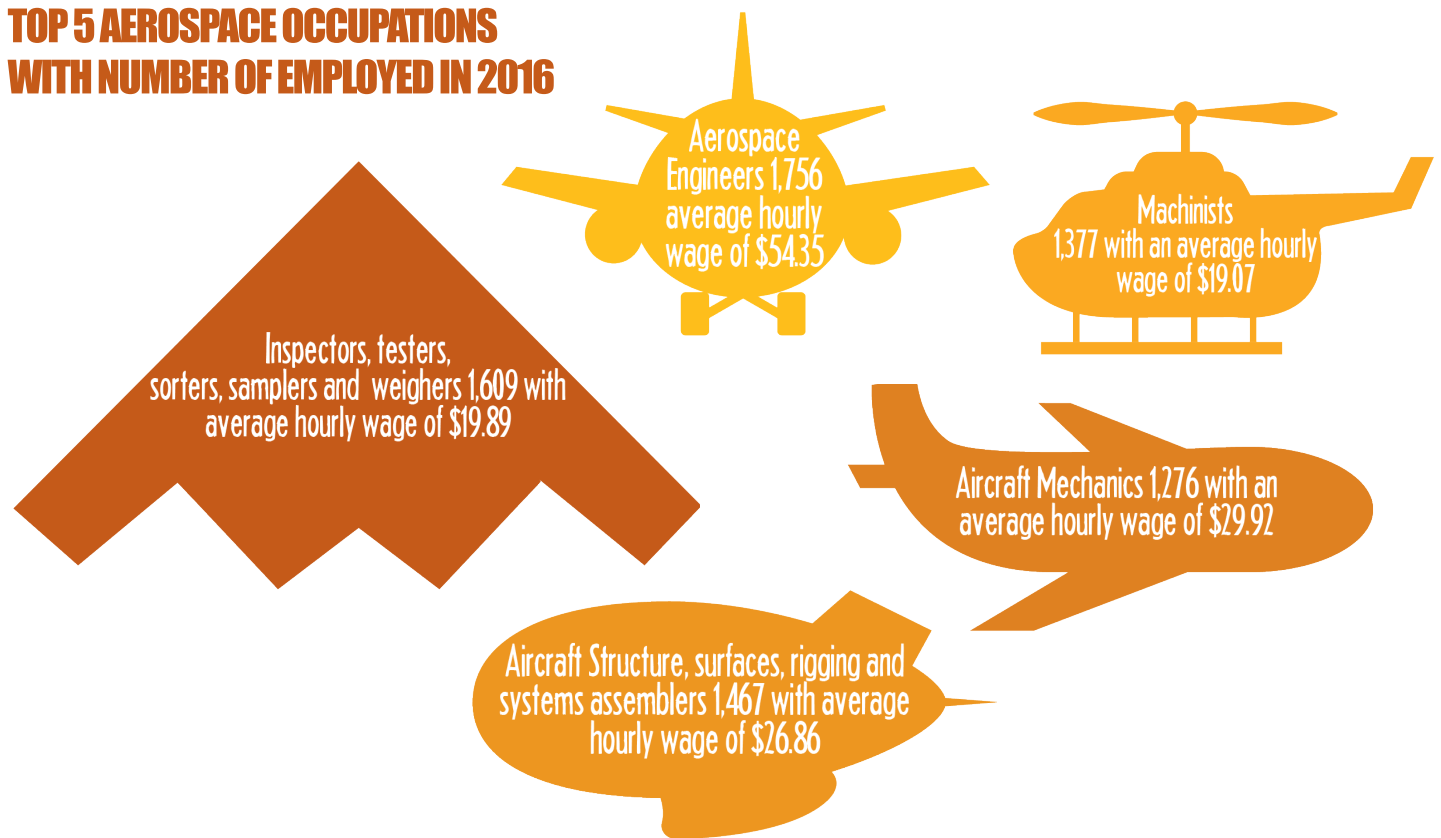
Airbus Helicopter
AllianceTexas - A Development of Hillwood
Bell Helicopter
Co-Operative Industries Aerospace
C&S Propeller
GDC Technics
Elbit Systems of America
GE Manufacturing Solutions
Lockheed Martin Corporation
Sagem Avionics

FLYBY DFW is a gaming app that teaches all ages key aspects of aerospace/aviation while virtually flying the world's most sophisticated aircraft such as Lockheed Martin's F-35 Lightning II, Bell Helicopter's V-280 and Airbus Helicopters' H155 and EC255. The game is available as a free download in app stores through a government and business partnership led by the DFW Regional Aerospace Consortium in partnership with the North Central Texas Council of Governments.



The mission of the game is to generate interest in aerospace and aviation careers at the elementary, middle and high school levels to build the local talent pipeline for future employment opportunities. Industry investments from Lockheed Martin, Bell Helicopter, Airbus Helicopters and Alliance Air/Aviation Services-a Hillwood company were used in the creation of the gaming app. Career and technology students from Arlington, Birdville, Fort Worth and Northwest Independent School Districts beta tested and named the app.

TOP 5 AEROSPACE OCCUPATIONS WITH NUMBER OF EMPLOYED IN 2016



2016-2017 INDUSTRY MEMBERS CONTINUED

Sikorsky, A Lockheed Martin Company
 Triumph Aerostructures – Vought Aircraft Division
 Turbomeca, USA
 Wesco Air

PARTNER MEMBERS

Arlington and Fort Worth Chambers of Commerce
 Community Learning Center (CLC)
 CTE Directors' Advisory Committee
 Representing 19 school districts
 North Central Texas Council of Governments
 Tarrant County College
 Texas Manufacturing Assistance Center
 University of Texas at Arlington
 Workforce Solutions for Tarrant County



HEALTHCARE

Engaging industry companies, regional school districts, community colleges and economic development agencies in the continued development of a sustainable and certified healthcare workforce in North Texas.

DFW IS

Healthcare touches the lives of nearly everyone in the Dallas-Fort Worth region at some point and what happens in the healthcare sector is felt throughout our regional economy. Overall, the value added by the healthcare industry in this region exceeds \$52 billion per year, putting this industry among the largest sectors of the DFW region representing about 15% of the regional economic activity.

WHAT'S HAPPENING

Hospital representatives from across the region formed a group of workforce focused leaders working with one another to address the rising middle-skills gap in the healthcare field. Middle-skill jobs are those that require some form of postsecondary credential but not necessarily a four-year baccalaureate degree. With support from the United Way of Metropolitan of Dallas' Pathways to Work program, healthcare systems have been meeting quarterly to create sustainable pathways for Patient Care Technicians. This group is truly industry led and bringing various stakeholders into the fold to address healthcare workforce needs.

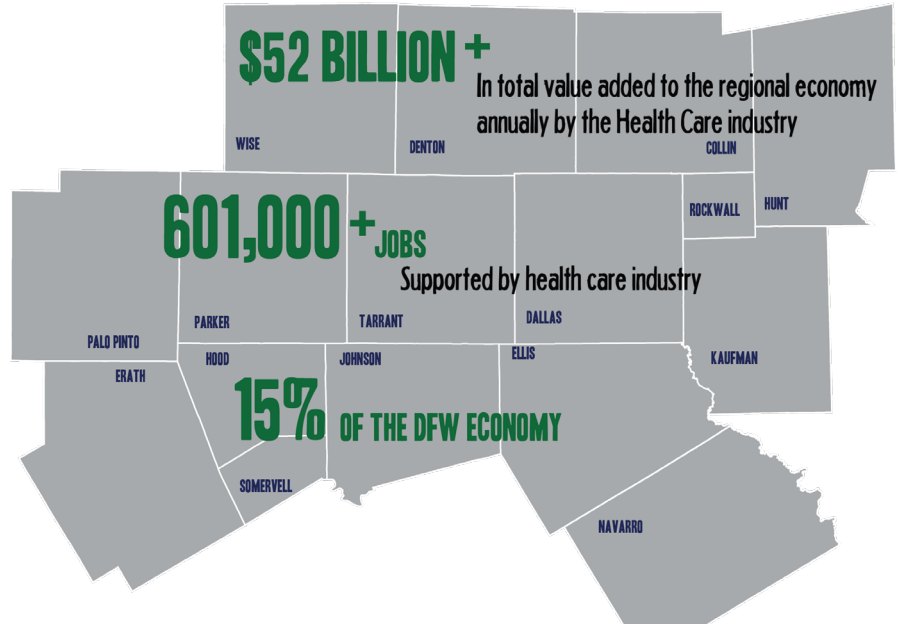
PATHWAYS to WORK

An industry convening of healthcare providers supplied education partners with valuable information about the needs of the healthcare workforce. Twenty healthcare HR representatives, CEOs and practitioners came together to provide insight into the needs of their workforce ranging from medical preparation to soft skills. The convening was videotaped and distributed to regional education faculty to aid in creating curriculum for these professions.

WHAT'S NEXT

The DFW region plans to capitalize on the momentum from 2016-2017, bringing in more hospital systems and healthcare providers to the table. In the next year, we plan to publish an updated Healthcare Impact report for the region, invest resources into the Pathways to Work workforce group and find innovative ways to grow the impact of the RWLC in preparing the future healthcare workforce.

HEALTHCARE IMPACT TO DFW ECONOMY



The health care industry plays an essential role in the regional economy, and is one of the largest economic sectors in the region

\$49
BILLION

Based on the number of jobs, the direct output of the health care industry was about \$49.4 billion dollars in 2010. In addition, property income in the form of rents, royalties, dividends, and corporate profits increased \$13.3 billion in the region. And even though many of the entities in the delivery of health care services operate as non-profits, indirect taxes in the form of property taxes, sales taxes, and fees boosted state and local public sector revenues by \$2.9 billion.

331,000

The existing health care industry directly supports almost 331,000 jobs in the region. Health care services, including hospitals, offices of physicians, dentists, etc. dominate health industry landscape employing over 281,000 people.

\$36
BILLION

The health care industry supports over \$36 billion in annual salaries, wages, and benefits.

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2016-2017 INDUSTRY MEMBERS

- Baylor Scott & White Health
- Children's Medical Center
- North Texas Health Care System
- DFW Hospital Council Foundation
- Health Careers Resource Center
- Medical City Hospital
- Methodist Health System
- Parkland Hospital
- Tenet Healthcare Corporation
- Texas Health Resources

HEALTHCARE

Health industry companies are located throughout the Dallas-Fort Worth region, making it easy for them to tap into a broad base of skilled employees. The health-care industry in DFW is more than health-care services; it also is manufacturing, research and goods distribution. The activities often cluster around each other, creating a synergy within the health-care community.

HEALTHCARE SYSTEMS IN DFW

7 NOT-FOR-PROFIT SYSTEMS

- Baylor Scott and White Health
- Texas Health Resources
- Methodist Health System
- Parkland Health & Hospital System
- JPS Health Network
- UT Southwestern Hospital System
- Children's Medical Center

2 NATIONAL FOR-PROFIT SYSTEMS

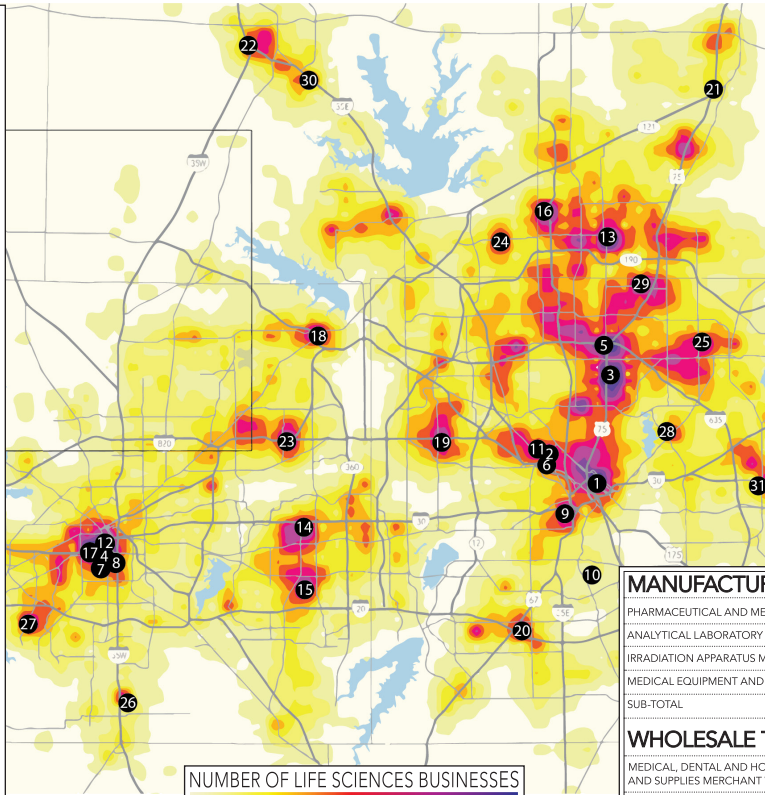
- HCA North Texas
- Tenet Healthcare Corp.

28 PHYSICIAN-OWNED AND INDEPENDENT HOSPITALS

1 MAJOR VETERANS HOSPITAL

4 NATIONAL HEADQUARTERS IN DFW

- Tenet Healthcare Corp.
- Legacy Hospitals
- Cirrus Health
- CHRISTUS Health System



MAJOR HOSPITALS

(with more than 200 beds) NUMBER OF BEDS

1	Baylor University Medical Center	1079
2	Parkland Memorial Hospital	968
3	Texas Health Presbyterian Hospital Dallas	888
4	Texas Health Harris Methodist Hospital Fort Worth 726	
5	Medical City Dallas (includes Medical City Children's Hospital)	668
6	Children's Medical Center of Dallas	591
7	Baylor All Saints Medical Center at Fort Worth	574
8	John Peter Smith Hospital	537
9	Methodist Dallas Medical Center	515
10	Dallas VA Medical Center	488
11	UT Southwestern Medical Center	459
12	Cook Children's Medical Center	433
13	Medical Center of Plano	429
14	Texas Health Arlington Memorial Hospital	369
15	Medical Center of Arlington	342
16	Texas Health Presbyterian Hospital Plano	338
17	Plaza Medical Center of Fort Worth	320
18	Baylor Regional Medical Center at Grapevine	314
19	Baylor Medical Center at Irving	293
20	Methodist Charlton Medical Center	285
21	Medical Center of McKinney	260
22	Texas Health Presbyterian Hospital Denton	255
23	Texas Health Harris Methodist Hospital Hurst-Euless-Bedford	234
24	Baylor Medical Center at Carrollton	232
25	Baylor Medical Center at Garland	227
26	Texas Health Huguley Hospital	223
27	Texas Health Harris Methodist Hospital Southwest Fort Worth	222
28	Doctors Hospital at White Rock Lake	218
29	Methodist Richardson Medical Center	209
30	Denton Regional Medical Center	208
31	Dallas Regional Medical Center	202

SOURCE: Texas Department of State Health Services

MANUFACTURING

	ESTABLISHMENTS	AVG. EMPLOYMENT
PHARMACEUTICAL AND MEDICINE MFG.	54	4,590
ANALYTICAL LABORATORY INSTRUMENT MFG.	4	621
IRRADIATION APPARATUS MFG.	5	33
MEDICAL EQUIPMENT AND SUPPLIES MFG.	234	6,262
SUB-TOTAL	297	11,506

WHOLESALE TRADE

	ESTABLISHMENTS	AVG. EMPLOYMENT
MEDICAL, DENTAL AND HOSPITAL EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	437	5,356
OPHTHALMIC GOODS MERCHANT WHOLESALERS	39	1,439
DRUGS AND DRUGGISTS' SUNDRIES MERCHANT WHOLESALERS	314	7,534
SUB-TOTAL	790	14,329

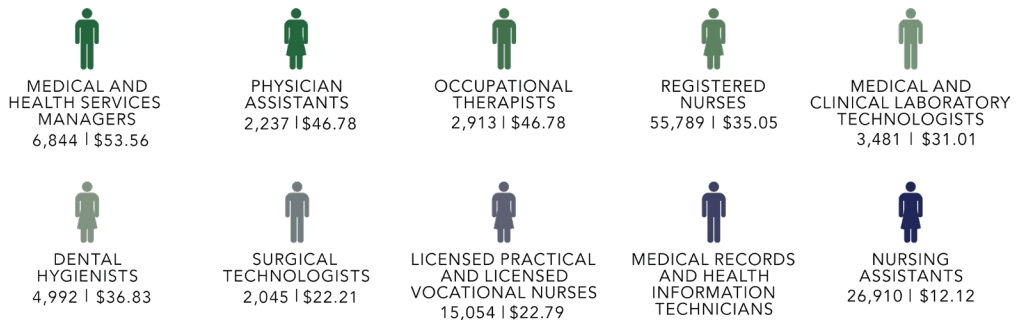
TOTAL FOR ALL SECTORS	21,586	420,115
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82 ACUTE CARE HOSPITALS

NEARLY 20,000 BEDS SERVING THE DFW REGION

SERVICES	ESTABLISHMENTS	AVG. EMPLOYMENT
HEALTH CARE AND SOCIAL ASSISTANCE	18,472	350,335
HOME HEALTH EQUIPMENT RENTAL	35	534
PHARMACIES AND DRUG STORES	1,199	12,076
OTHER HEALTH AND PERSONAL CARE STORES	234	1,438
OPTICAL GOODS STORES	389	2,467
RESEARCH AND DEVELOPMENT IN BIOTECHNOLOGY	81	1,338
SUB-TOTAL	20,410	368,388
GOVERNMENT		
ADMINISTRATION OF PUBLIC HEALTH PROGRAMS	35	17,000
SUB-TOTAL	35	17,000
INSURANCE		
DIRECT HEALTH AND MEDICAL INSURANCE CARRIERS	54	8,892
SUB-TOTAL	54	8,892

Healthcare Jobs/Median Hourly Wage



2016-2017 INDUSTRY MEMBERS CONTINUED

- Texas Scottish Rite Hospital for Children
- University of Texas at Arlington
- University of Texas at Dallas
- University Medical Center, Inc.
- UT Southwestern Medical Center

PARTNER MEMBERS

- Dallas Regional Chamber
- Dallas County Community College District
- Workforce Solutions Greater Dallas



INFRASTRUCTURE

Building the talent pipeline to economic growth and security in the infrastructure sector.

DFW IS

DFW is a vibrant and growing economic force with a wealth of diverse employers and job seekers. Almost 31% (959,636) of regional employment is devoted to infrastructure building and/or maintenance. In recognition of this considerable economic impact, Workforce Solutions Greater Dallas established an Infrastructure Sector to serve the workforce needs of participating industries.

WHAT'S HAPPENING

In 2017, Dallas was named one of 10 national Highway Construction Pilot Projects by the U.S. Department of Labor and the Federal Highway Administration. The purpose of the pilot project is to bring together key parties across the public and private sectors to effectively address staffing and training needs in highway construction. The pilot project will use an industry-led approach to identify, train and place individuals, or upskill and retain current workforce, in high demand highway construction occupations.

WHAT'S NEXT

Next year, the focus will be on expanding industry membership to include employers engaged in the planning, development and construction of projects that go beyond highway construction and are vital to the expansion of the DFW region.

Included in this effort is a plan to convene key employers and engage them in a discussion and analysis of talent pipeline needs, planning for training initiatives and organized hiring plans for sector partner projects. Workforce Solutions Greater Dallas will take advantage of Infrastructure Week in May of 2018 to create awareness of the sector initiative and highlight our current efforts.

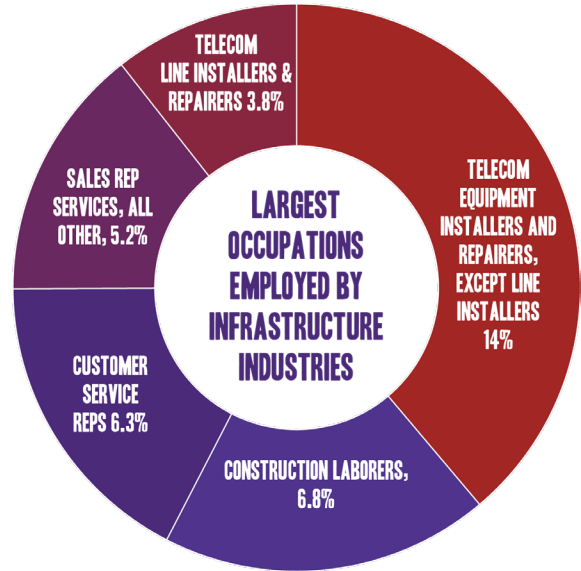
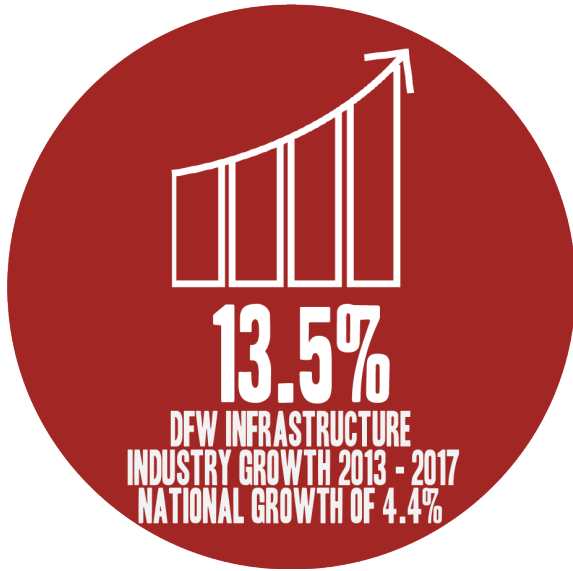


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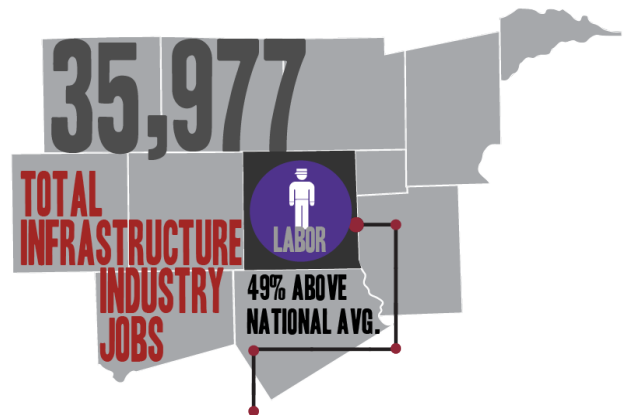
2016-2017 INDUSTRY MEMBERS

AT&T
Atlas Traffic Services
Bluebonnet Contractors LLC
K Strategies
Kiewit
Pegasus Link Constructors
Texas Central – The Texas Bullet Train



The sustainability of DFW's regional economic strength is highly dependent on the availability of a qualified workforce to support key industries. As state and federal governments continue to promote infrastructure projects as a means to grow the economy, industries associated with infrastructure design, construction and maintenance find themselves at the forefront of workforce development.

Infrastructure companies provide the technical structures needed to build roads, railroads, bridges, tunnels, water supply, sewers, electrical grids and telecommunications.



THE 49% DISCREPANCY BETWEEN DALLAS COUNTY AND THE U.S. CAN BE ATTRIBUTED TO RAPID CORPORATE RELOCATION AND RESIDENTIAL MIGRATION.

Infrastructure Wage Comparison



PARTNER MEMBERS

- City of Dallas
- Dallas County Community College District
- North Central Texas Council of Governments
- Texas Construction Career Academy
- Texas Department of Transportation
- Workforce Solutions Greater Dallas



LOGISTICS

Engaging industry members, regional school districts, community colleges, and economic development agencies in the continued development of a sustainable and certified logistics workforce.

DFW IS

DFW's centralized location makes it an attractive destination for logistics companies. The logistics industry in the DFW region has grown 5.4% over the last five years, more than twice the national rate. With this rapid growth, the need to develop a sustainable, qualified workforce in the region developed. Workforce Solutions for North Central Texas created the North Texas Supply Chain Council to address industries workforce needs.

WHAT'S HAPPENING

The North Texas Supply Chain Council created nationally validated and globally recognized skills standards for associate and technician positions. The training programs for the foundation-level Certified Logistics Associate (CLA) certification and mid-level Certified Logistics Technician (CLT) certification are currently being offered across the U.S. and are gaining acceptance in Mexico and Canada.

WHAT'S NEXT

Workforce Solutions for North Central Texas is initiating inspireNTX: a sector strategy to facilitate employer-driven workforce development in collaboration with industry, education, and economic development partners. Seven logistics industry employers joined a charrette to discuss workforce challenges and identify possible solutions. The strategy will build regional partnerships to address industry workforce needs and create sustainable solutions to foster logistics growth.

4,900

DFW LOGISTICS COMPANIES

DFW LOGISTICS EMPLOYMENT

192,336 JOBS (2016)

42% ABOVE NATIONAL AVERAGE

+30.1% CHANGE
(2007-2017)

STRATEGICALLY PLACED



inspireNTX
LOGISTICS

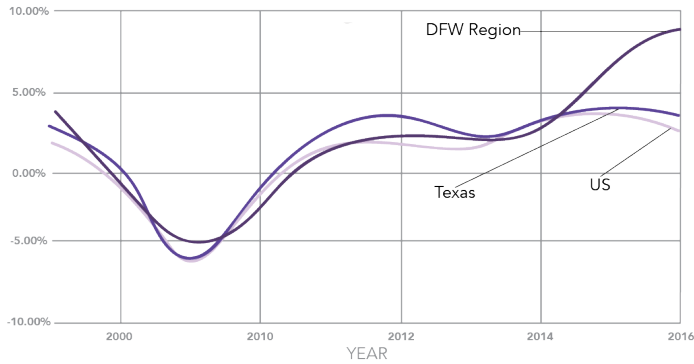
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2016-2017 INDUSTRY MEMBERS

AllianceTexas- A Hillwood Development
Bridgestone
DHL
Team Fishel
Farmer Brothers
Wesco Aircraft
Samsung HVAC
Ryder Logistics

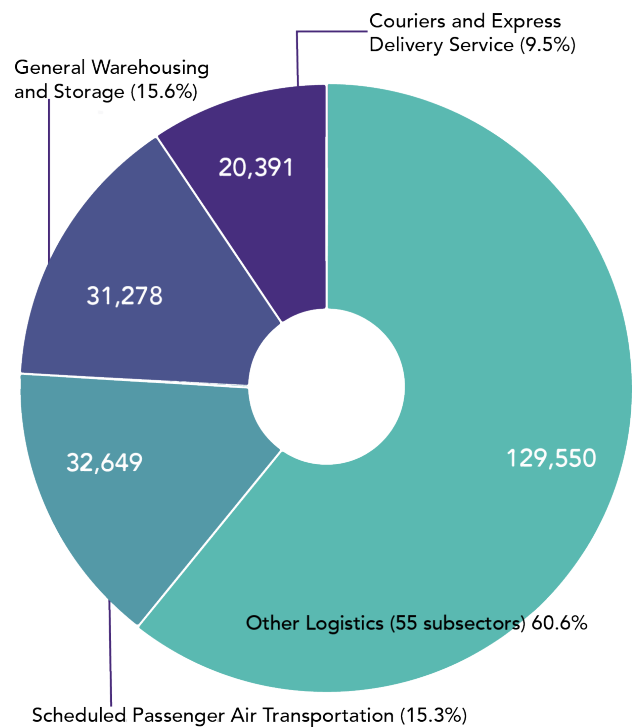
YEAR-OVER-YEAR LOGISTICS EMPLOYMENT CHANGE



2,469
CERTIFIED LOGISTICS
TECHNICIAN REGIONAL
GRADUATES SINCE 2009

63
CERTIFIED LOGISTICS
TECHNICIAN
ASSESSMENT CENTERS

TOP 3 DFW LOGISTICS SECTOR INDUSTRIES BY EMPLOYMENT



TOP 5 MOST EMPLOYED OCCUPATIONS IN LOGISTICS

Occupation (# Employed in DFW Region)

-  Heavy and Tractor-Trailer Truck Drivers (36,710)
-  Laborers & Freight, Stock, & Material Movers, Hand (27,765)
-  Light Truck or Delivery Service Drivers (10,702)
-  Flight Attendants (8,937)
-  Industrial Truck and Tractor Operators (7,869)

PARTNER MEMBERS

Collin College
Community Learning Center, Inc.
Manufacturing Skill Standards Council
NASCO
North Central Texas College
Tarrant County College
Texas Manufacturing Assistance Center



RETAIL

Creating a sustainable entry-level talent pipeline that provides economic opportunities and career progression to participants and supports retail growth for industry members.

DFW IS

DFW is home to 33 Fortune 500 companies in the region, 6 of whom are in the Retail Industry. Retail supports 1 in 4 American jobs and drives a large percentage of new job growth. In the Dallas-Fort Worth region, there were over 363,000 jobs in the Retail Industry with an annual growth rate of 2.8% last year. Average job earnings are approximately \$3,000 higher than the nation.

WHAT'S HAPPENING

In partnership with the Earn Dallas Coalition, a workforce talent pipeline assessment was developed in 2016. The assessment led to a retail certification training program which is now being provided to new and current employees. Retail Industry Members worked closely with the training providers in developing and improving the training tools and strategies.

Workforce Solutions Greater Dallas is providing scholarships for fast track supervisory certificates, an 18-hour course that can count towards a Management Associate Degree Program. Helping entry-level employees be eligible for supervisory positions is an important step in creating career ladders in the Retail Industry.

WHAT'S NEXT

The Retail Sector Partners are exploring ways to expand the breadth and depth of services offered based on ongoing discussions with Retail Industry Members. Additionally, Workforce Solutions Greater Dallas is actively working to expand Industry Members to include other employers who have "customer facing" employees with the goal of creating different career pathways within the broader Retail Sector.



CONTACT

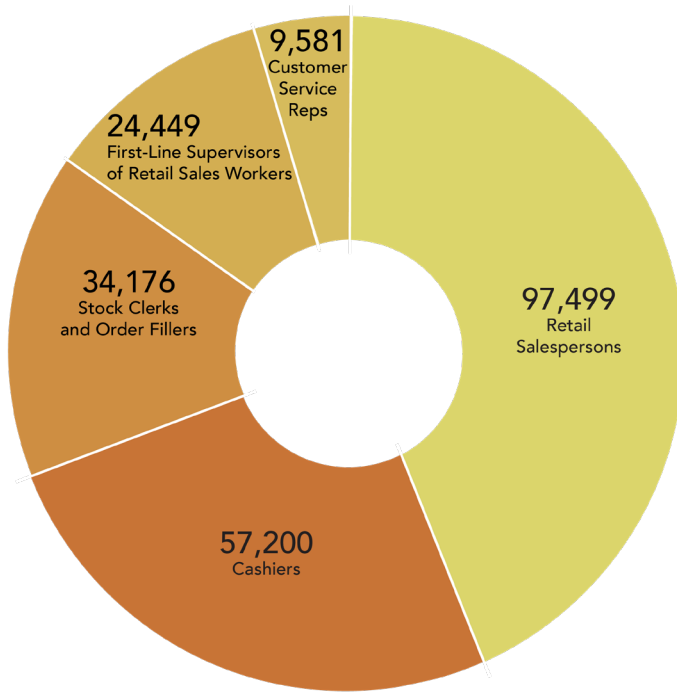
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2016-2017 INDUSTRY MEMBERS

AT&T
CVS Health
Dallas Area Rapid Transit
El Rancho Foods
Kroger
Lowe's
Starbucks
Walgreens
Walmart
WinCo Foods

The Dallas-Fort Worth region has a thriving Retail Sector, offering a large pool of employers. In defining the industry, the Dallas-Fort Worth Retail Sector includes retail sales, call centers and other industries that have "customer facing" occupations.

TOP RETAIL INDUSTRY OCCUPATIONS IN DFW



RETAIL EMPLOYMENT INDUSTRY SUMMARY



363,916
Jobs (2016)



2.8%
% Change (2015-2016)
Nation: 1.2%



\$38,462
Avg. Earnings Per Job (2016)
Nation: \$35,978

PARTNER MEMBERS

Dallas County Community College District
 Dallas Regional Chamber
 National Retail Federation
 Innovate+Educate
 Schultz Family Foundation
 Starbucks Foundation
 United Way of Metropolitan Dallas
 Workforce Solutions Greater Dallas



TECHNOLOGY

To significantly increase the science, technology, engineering, arts and math (STEAM) workforce in North Texas via K-12 and post-secondary initiatives through enhanced school, business and employer partnerships.

DFW IS

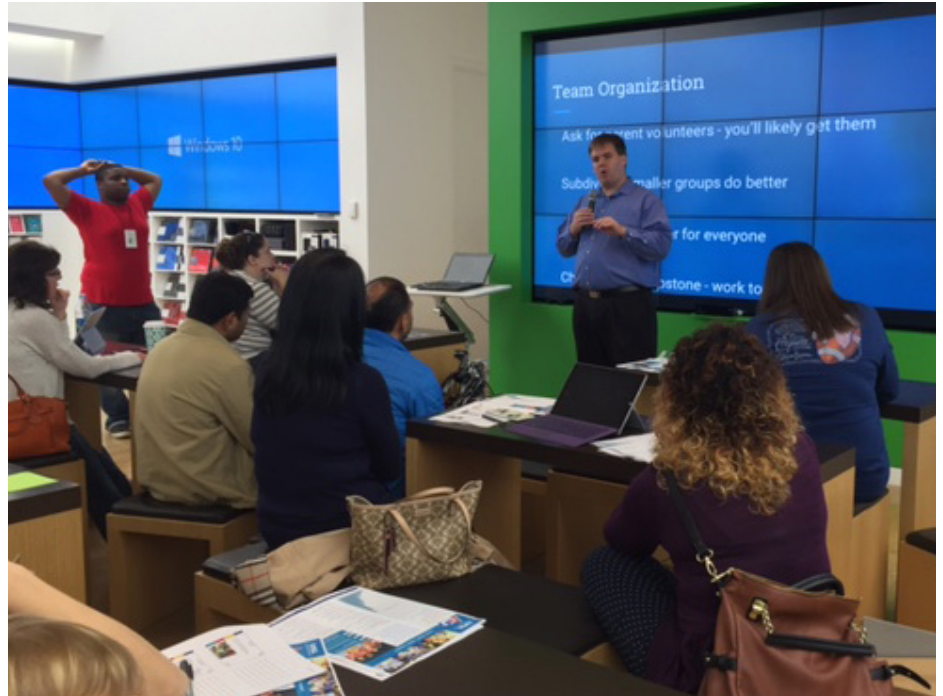
The DFW Technology and Education Council (DFW TEC) is a consortium of companies and educators working to enable North Texas to become the premier ecosystem of innovation in Texas through effective educational partnerships. Since 2003, over 450,000 students, educators, administrators, professionals and volunteers have participated in programs offered by the DFW TEC.

WHAT'S HAPPENING

- **FIRST Legal League Junior** – We are proud to be the affiliate partner in North Texas for FIRST Lego League Junior, a program designed to introduce STEM concepts to kids ages 6 to 10 while exciting them through a brand they know and love – Lego. Event registration has grown from just 4 teams in North Texas in 2014 to over 300 teams in 2017!
- **Speaker's Bureau** - The DFW TEC Speaker's Bureau is a service aimed at helping students, educators, administrators, counselors, and parents learn more about the high-demand career fields in Science, Technology, Engineering and Math, and the North Texas Companies that hire them.
- **Industry Information Sessions** - During the fall and spring semesters we offer industry information sessions for student and educator groups ranging from 50 to 200. Each session consists of an organized tour, visits with engineers and scientists and an overview of the high-demand hard-to-fill STEM occupations in North Texas.
- **Talent Supply** – DFW is adding tech jobs faster than tech degrees are being awarded in the region. Workforce Solutions Greater Dallas is partnering with employers and training providers including the community college district to help fill technical positions.

WHAT'S NEXT

STEM is now STEAM! Science and technology interpreted through engineering and the arts, all based in elements of math. DFW TEC will continue to identify ways to bring effective programs to North Texas with strong brand recognition, proven impacts and collaborative resources.



DFW AVERAGE HOURLY WAGE IN TECH ROLES

Advanced Computer Support	\$29.81
CADD Drafter	\$23.14
Computer Programmer	\$21.63
Database Administrator	\$38.30
Financial Analyst	\$40.86
Help Desk Computer Support	\$20.30
Information Security Analyst	\$42.77
Network Administrator	\$34.76
Technical Artist	\$37.74

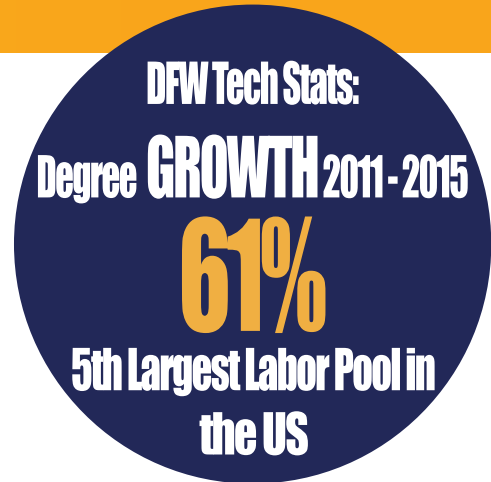
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The region added 40,310 tech jobs while adding 17,750 tech degrees, a “brain gain” of 22,560.

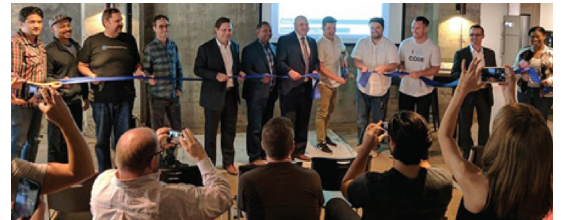


Amazon brought their new **apprenticeship program**, Amazon Web Services Apprenticeship for Veterans, to DFW. The company is partnering with DCCCD Richland College to offer a 16-week certification program in cloud-based computing solutions that culminates in a one-year apprenticeship. Upon completion, participants are guaranteed an interview for a full-time position with Amazon. **DFW is one of just two regions in the country where these apprenticeships are being offered.**



DEVMOUNTAIN

DevMountain opened their newest training facility in Dallas offering hands-on, project-based coding bootcamps that accelerate education by focusing on modern technical skills for today's fast-paced high-tech industries. Six courses are taught by industry professionals with real-world experience from web development and user experience (UX) design to iOS development.



Cognizant Technology Solutions is partnering with Per Scholas and DCCCD North Lake to recruit and train 250 students as certified tech workers. New Jersey-based Cognizant is a Fortune 500 company and a global leader in business, digital and technology services, and one of the largest employers of STEM professionals in the United States. Per Scholas is a national nonprofit that drives positive and proven social change in communities across the country.



Cognizant



2016-2017 INDUSTRY MEMBERS

- Amazon
- Austin Commercial
- Cognizant
- ExxonMobil
- Kinetics
- Raytheon Precision Manufacturing
- VCE (now Dell Technologies)

PARTNER MEMBERS

- The Caruth Institute for Engineering Education at SMU
- Dallas ISD
- Dallas Community College District
- Educate Texas
- Fort Worth ISD
- Richardson ISD
- Tarrant County Community College DistrictE



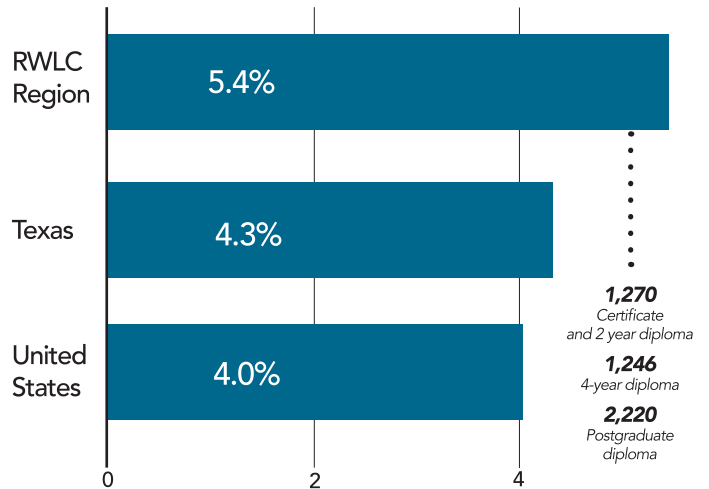
DIGITAL TECHNOLOGY

Digital technology has quickly become an emerging industry sector in the North Texas region. As industry needs evolve, new careers continuously emerge.

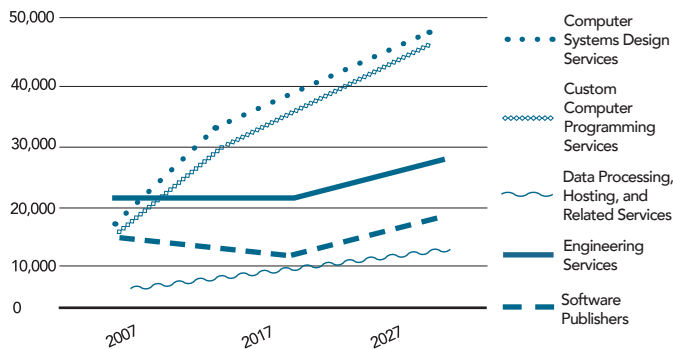
Workforce Solutions for North Central Texas (WSNCT) recently initiated a Digital Technology Industry Sector in response. The sector strategy and membership are in active development. Workforce Solutions for North Central Texas facilitated a \$50,000 skill grant to provide Agile methodology training to 44 Gearbox Software employees.

In April 2017, WSNCT hosted a design-thinking charrette in partnership with Collin College. Twenty employers participated in discussions on in-demand industry credentials, current industry challenges and future workforce needs.

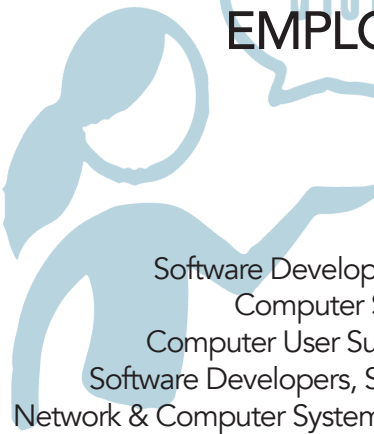
% OF COMPUTER-RELATED DIPLOMA OF TOTAL EDUCATIONAL DIPLOMA (2015-2016)



TOP 2007-2027 DIGITAL TECHNOLOGY AREAS IN DFW



TOP COMPUTER OCCUPATIONS EMPLOYED IN DFW



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HOSPITALITY

The Hospitality/Tourism Industry covers a highly diverse group of employers and occupations. Employers include hotels, restaurants, bars, travel and tourist agencies, passenger services and event management. Occupation opportunities are equally diverse – job opportunities range from entry-level guest support to corporate executive management.



The high number of entry-level positions within the industry provide multi-entry points into higher level positions. According to a 2014 survey of hotel/lodging professionals, 50% of hotel general managers got their start in entry-level positions.



The outlook for occupations in the Hospitality and Tourism Industry is excellent with opportunities not only locally, but globally. Experience in this industry can offer the ability to work all over the world.

There are many full-time jobs with promotion opportunities for someone with critical thinking, communication, customer service and adaptability skills as well as a drive for results. The industry is wide open to quick advancement from entry-level occupations into higher paying positions. The industry also has opportunity for jobs with many career tracks that lead from entry-level wages to middle-income wages in the \$30,000 to \$50,000.00 range. And management occupations can be very well paying depending upon the property and location.



Workforce Solutions for Tarrant County is working with many of our Hospitality and Tourism partners on the following exciting projects:

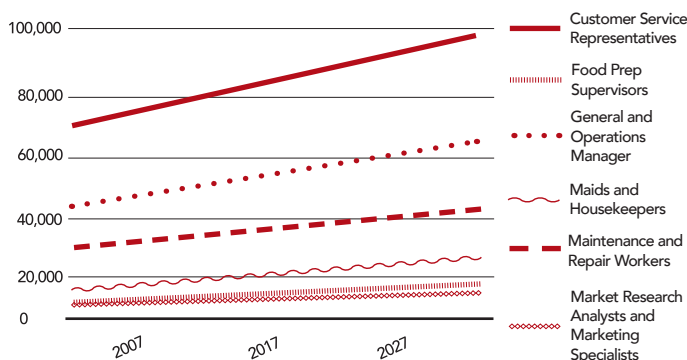
Texas Live! – Hiring over 3,000 job seekers to work in a mixed-used district which features dining, entertainment, retail, a new five star hotel and an event center in the heart of Arlington.

Hospitality Consortium – A group formed by local Hospitality/Tourism Industry leaders to jointly address the workforce needs of this growing industry.

Operation Enduring Opportunity – Marriott Corporation committed to hiring 10,000 veterans by 2020.

Innovate+Educate – A national non-profit developing strategies for new employment pathways in the Hospitality Industry based on their framework: Assess, Hire, Train and Advance.

PROJECTED GROWTH OF HOSPITALITY/TOURISM OCCUPATIONS IN DFW FROM 2007-2027



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SPOTLIGHT

The driving force behind the DFW RWLC is the collaborative nature of the partnerships between businesses, workforce boards, chambers of commerce and educational institutions across North Texas. By focusing on commonalities instead of barriers, the DFW RWLC has grown and thrived along with the DFW region. Below are a few spotlight examples of how a collaborative, regional approach can be successful.

LOCKHEED MARTIN



Lockheed Martin has been the champion for the Aerospace Sector since its inception in 2002. Headquartered in Fort Worth, Lockheed Martin is one of the largest aerospace and global security companies in the world, employing 15,000+ employees in the DFW region. Lockheed Martin is engaged in the research, design, development, manufacturing, integration and sustainment of advanced technology systems and products. The Company contributes \$1.6 billion to the local economy and more than \$739 million to Texas suppliers and vendors within Tarrant County. Lockheed Martin leads the DFW Aerospace Consortium and is an active partner with the consortium members, the Texas Workforce Commission (TWC), Tarrant County and local educational institutions. Their leadership and collaborative approach were honored in 2017 by the TWC and the National Association of Workforce Boards (NAWB). The TWC awarded Lockheed Martin its Large Employer of the Year Award and the NAWB honored Lockheed Martin with its W.O. Lawton Business Leadership award. Both awards recognize Lockheed Martin's collaborative approach and commitment of time, money and leadership to their community's workforce and economic development.

NAWB W.O. Lawton Business Leadership Award



TWC Large Employer of the Year



Klein Tools is a driving force behind the Mansfield Manufacturing Partnership in Tarrant County. Klein Tools, a leading manufacturer of hand tools, located its first Advanced Manufacturing Technology Center in Mansfield in 2011. They currently employ more than 400 people at their Mansfield campus, and they expect to grow their employee population to 600 by 2018. To help address workforce shortages for key employee positions, including computer numeric controlled machinists, Klein Tools partnered with Mansfield's economic development department and the Mansfield Independent School District to create the Mansfield Manufacturing Partnership, a collaborative approach to workforce development. The Partnership developed a training program for high schools students focused on advanced manufacturing skills. Klein Tools offers internships to participating students and full-time employment to many of those who successfully complete the program. Klein Tools' innovative and collaborative leadership in workforce development was honored by the Texas Workforce Commission (TWC) in 2017 with the TWC's Small Employer of the Year award.



TWC Small Employer of the Year

Dallas-Fort Worth RWLC member, Workforce Solutions for Tarrant County, was recognized by the National Association of Workforce Boards (NAWB) in 2017 for its collaborative, employer-led workforce solutions. The WIOA Trailblazer Award is given by the NAWB to recognize a workforce development board that has been a leader in adopting the changes envisioned in the Workforce Innovation and Opportunity Act (WIOA). WIOA was designed, in part, to encourage greater use of business sector partnerships and career pathway models. NAWB gave Workforce Solutions for Tarrant County the 2017 WIOA Trailblazer Award to recognize its work supporting the RWLC Aerospace Sector as well as its creation of a community wide workforce communication system.



Dallas-Fort Worth RWLC member, Workforce Solutions Greater Dallas, received the Texas Workforce Commission (TWC) Service to Business Award recognizing its partnership with DCCCD El Centro College in providing industry-recognized technical training for AT&T. Funded by a Skills Development Grant, over 2,500 AT&T technicians received stackable middle skills training in premise technician troubleshooting, network interface device, DSL/voice system wiring & installation, safety skills and customer service. The training helped define career pathways, as well as, increase wages and advancement within AT&T. AT&T is a key partner of the Infrastructure Sector.



Dallas-Fort Worth RWLC member, Workforce Solutions for North Central Texas, was recognized by the Texas Workforce Commission (TWC) in 2016 for its outreach efforts to local industries. The TWC Industry Sector Outreach Award is given to a workforce board that has been a leader in working with employers, economic development and education partners in response to workforce shortages in targeted industries. TWC gave Workforce Solutions for North Central Texas the 2016 Industry Sector Outreach Award to recognize its work supporting the RWLC Logistics Sector including its new sector strategy – inspireNTX.



Members:



www.workforcesolutions.net



www.arlingontx.com



www.wfsdallas.com



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