



CONTINUING TO **EMPLOY & EDUCATE** OUR COMMUNITY

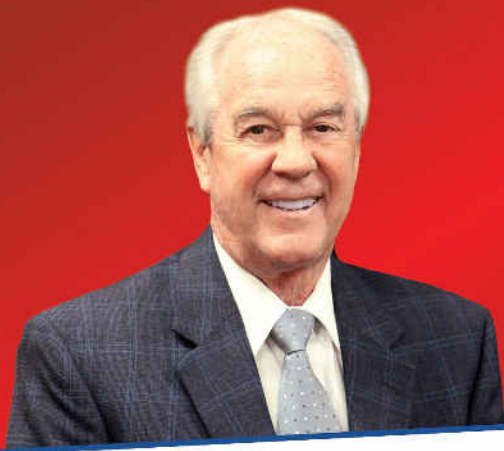
2015-2016 ANNUAL IMPACT REPORT

WORKFORCE
SOLUTIONS

CAMERON

american**job**center®





VISIONARY LEADERSHIP

This Annual Impact Report is meant to highlight to our public and our partners the many good things happening at Workforce Solutions Cameron over the past year, 2016. Many parties share the wealth of successes we have enjoyed, including our visionary Board of Directors, our County and City elected officials, our many partner organizations, our dedicated Board staff, and the hard-working staff of our service delivery contractor, Southwest Key Workforce Development, LLC. Working closely together with our educational and community partners, WFS Cameron will continue to play a major role in facilitating the development of new training programs, initiating new areas of cooperation and collaboration, and taking advantage of new opportunities to improve the quality of our workforce.

We have just completed our Local Workforce Plan as required by the new Workforce Innovation & Opportunity Act (WIOA) of 2014, which meets the new standards for the development and implementation of a “fully integrated” workforce system. This means that we now are charged with serving our customers not only with workforce services to adults, dislocated workers, and youth, but also Veterans’ services, Vocational Rehabilitation services, and Adult Education and Literacy services.

With the WIOA law, new sets of performance measures now govern our performance, and our team looks forward to demonstrating that we can meet or exceed these new standards, just as we did under the prior law. We optimistically anticipate continuous improvement of our organizational processes and our service delivery mechanisms, and fully intend to be judged by our Board, our clients, and our peers as one of the premier workforce boards in the great state of Texas.

Sincerely,

Pat Hobbs

Executive Director

Workforce Solutions Cameron

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

BOARD OF DIRECTORS



As the Chair of the Workforce Solutions Cameron Board of Directors, I am proud and honored to serve with the visionary leaders who work on our Board and on our Committees, our exemplary Board staff, and our hard-working service delivery Contractor staff. With their genuine and selfless input, our Board has risen from among the ranks of the 28 state Boards to become a recognized leader in meeting or exceeding all Texas Workforce Commission performance measures, and garnering Texas Workforce Commission awards for outstanding performance. Our agency is also a recognized partner and leader in working with a variety of educational, economic development, and collective impact groups to make improvements to our educational and workforce systems to positively impact the quality of our workforce.

WFS Cameron believes that part of our responsibility is to continue working with our educational, EDC, and community and industry partners to help build a more highly-trained technical workforce that will attract new industries that will bring with them more and better-paying jobs to improve the overall quality of our workforce. There are already some exciting prospects on the horizon -- such as Space X, LNG facilities, a machining and foundry operation, and increased bi-national trade and manufacturing projects, to name a few -- and WFS Cameron is at the table to assist in the development of these opportunities and more.

This Annual Impact Report publication shows the myriad of partnerships we have developed and the high volume of clients we serve with the many programs and support services that we offer. I am continually impressed with the high quality effectiveness of the work being done by our contractor, Southwest Key Workforce LLC, as well as our Board staff. Continuing to work together in partnership for the good of the community is a priority for even greater accomplishments in the future, and I am confident we can make it happen for Cameron County. Please enjoy our FY 2016 Annual Impact Report!

Sincerely,

A handwritten signature in black ink, appearing to read "Sonia Walsh".

Ms. Sonia Walsh
Board Chair
Workforce Solutions Cameron

BOARD OFFICERS

SONIA WALSH

Board Chair
Private Sector

JUAN E. RIVERA

Board Vice Chair
Private Sector

RUDY MARTINEZ

Secretary
Private Sector

NANCY DOMINGO

Parliamentarian
Private Sector

WORKFORCE BOARD MEMBERS

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Private Sector

Dr. Debbie Alford

ABE

Joel Benitez

Private Sector

Marcos Cardoza

CBO

Nancy Domingo

Private Sector

Art Garza

Private Sector

Federico V. Garza

Private Sector

Vacancy

Education

Edna V. Guajardo

Private Sector

Cledia R. Hernandez

Education

David Kowalski

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Polo Leal

Employment Services

Mark Moore

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Paulino Muñoz

Private Sector

Sylvia S. Murphy

CBO

Karla Page

Vocational Rehabilitation

Jesus T. Garcia, Jr.

Private Sector

Steven D. Solis

Public Sector

Lupita Gutierrez-Garza

Private Sector

Celeste Sanchez

Literacy

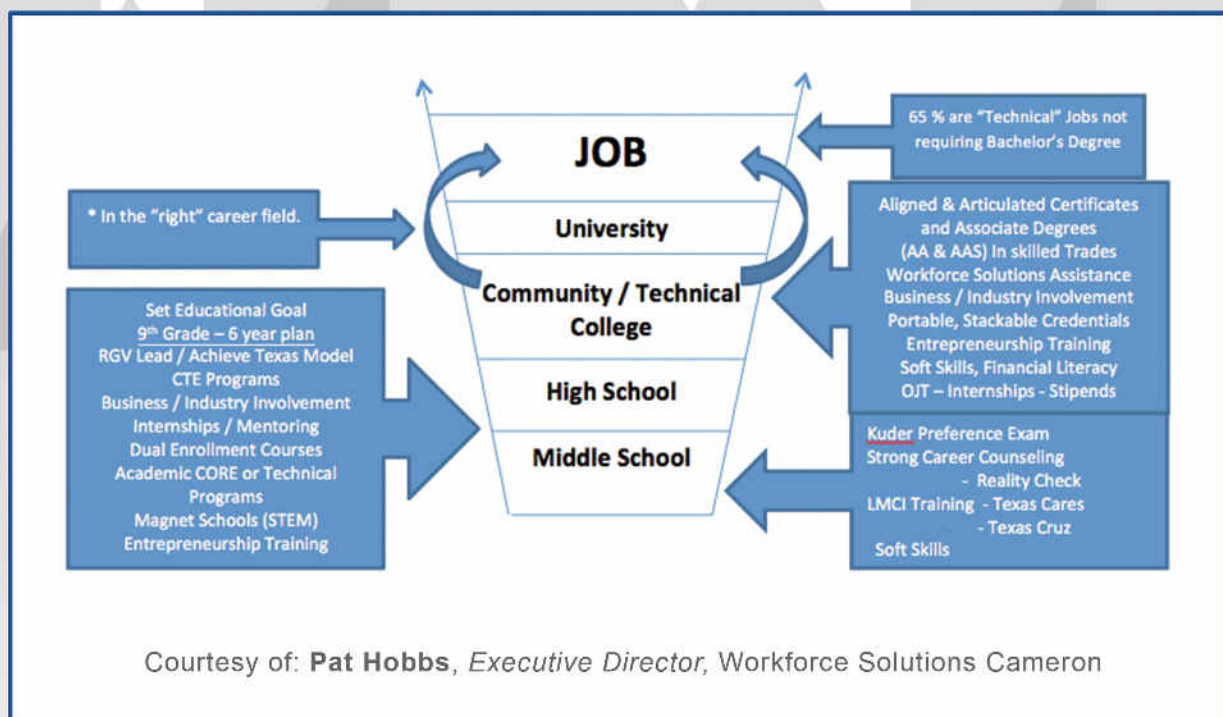
Baldomero Treviño

Private Sector

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

THE WORKFORCE PIPELINE

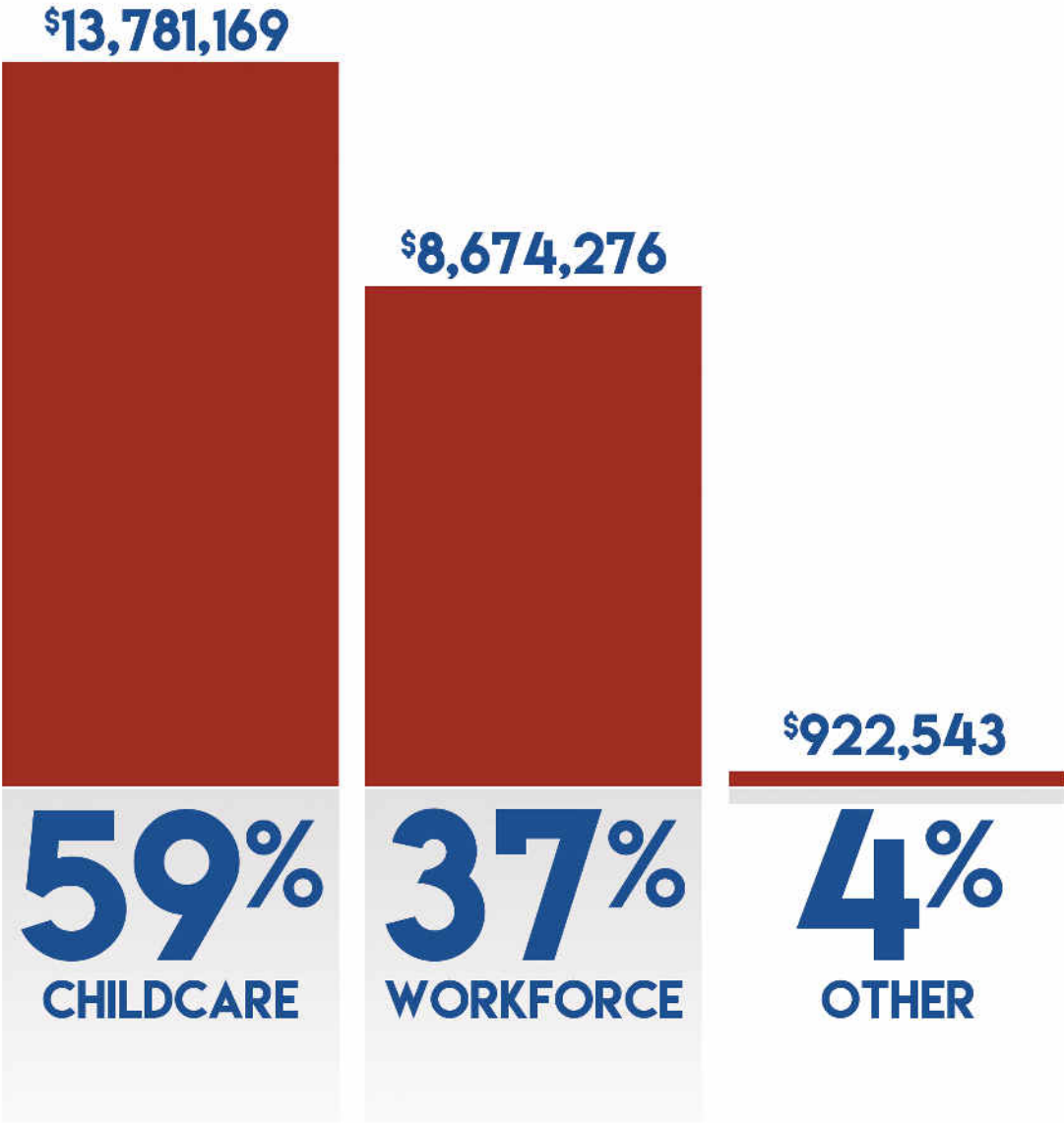
“GUIDED EDUCATION IS THE KEY”



This Workforce Pipeline chart depicts a constant and overriding message to our community partners from WFS Cameron Workforce Board. We use it in almost every WFS Cameron formal presentation to constantly remind the public that a healthy, high quality workforce is forever dependent on an efficient and effective educational system. Only if guided educational goals and career choices are set by parents and students at the middle school level, & enhanced with aligned and articulated high school CTE and college certificate and associate degrees and participation from industry, can we expect to fulfill the workforce needs of the future.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

2015-2016 FISCAL YEAR BUDGET*:
\$23,377,998



* Funding allocated to Workforce Solutions Cameron is provided primarily through federal and state funds. Additional funds may be secured through public and private grants.

JOB SEEKERS

Workforce Solutions Cameron provides employment and training-related services to thousands of individuals who used our services to find jobs and begin building their careers. Our employment experts provide individualized job search assistance and coaching, career advising and planning and occupational skills assessment. Our staff help match and place job seekers with hundreds of hiring employers who utilize Workforce Solutions Cameron for their hiring needs. In addition, we offer professional employment workshops to help prepare individuals for employment success. This year, Workforce Solutions Cameron served 31,485 job seekers, of which 25,262 were referred for employment and 18,909 (75%) entered employment.

Rapid Reemployment services are provided to job seekers receiving Unemployment Insurance (UI) from the Texas Workforce Commission to help them reenter the workforce and minimize the impact on the Texas Unemployment Compensation (UC) Trust Fund. Rapid Reemployment services include:

- Registration with WorkInTexas.com
- Referrals to job postings
- Labor market information
- Knowledge, skills and abilities evaluation and assessment
- Services through community-based organizations (CBOs) and faith-based organizations (FBOs)
- Referral to support services

During the past year, Workforce Solutions Cameron help place 4,896 UI claimants back to work within the initial 10 weeks of receiving UI benefits, resulting in over \$10.4 million savings to the UC Trust Fund.

*Data from the office of the Attorney General.

31,485
job seekers served

25,262
job seekers referred
for employment

\$9,241,630
trust fund savings
for previous year*



- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -



The 2014 federal Workforce Innovation and Opportunity Act (WIOA) has required all workforce Boards in Texas to enter into new strategic planning activities. The WFS Cameron Board of Directors, Board staff, and staff of our operations contractor, Southwest Key Workforce, LLC, have developed the required Local Workforce Plan for 2017-2020 to include the following six (6) Goals for the next four-year period:

1. Increase presence and linkages with Employers.
2. Facilitate the preparation of an educated and skilled workforce, including youth and individuals with barriers to employment.
3. Attain exceptional performance rating on all Texas Workforce Commission accountability performance measures.
4. Improve the quality of workforce services to Employers and Job Seekers.
5. Ensure accountability and transparency in all matters and actions.
6. Increase presence and image while building community relationships.

Aside from employing a wide variety of new efforts to expand our presence through social media, traditional media, and expansion of presentations and partnership collaborations, special creative attention will be directed toward more and better services to our special populations, such as the homeless, persons with disabilities, foster youth, out of school youth, and legal system offenders.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

GED PATHWAY



With nearly 40% of adults in Cameron County lacking a HS Diploma or GED, WFS Cameron Initiated a GED Career Pathway Program. Unlike other GED programs that focus solely on preparing students for GED testing, WFS Cameron's GED Career Pathway Program helps prepare students for their GED and careers after they earn their GED. Our program includes GED instruction, workshops on labor market and career

information, job readiness, soft skills, and financial literacy. In addition, students in the program are offered paid work experience opportunities to begin exploring their career choices and develop job skills and experience. Furthermore, our GED graduates can also receive financial Assistance if they decide to pursue post-secondary education or training to doors to better career opportunities. Total students served in 2016 through = 180; 98 GEDs earned.

85.8%
OF YOUTH SERVED
EARNED A
DEGREE

"GOOD HABITS FORMED AT YOUTH MAKE ALL THE DIFFERENCE."

- Aristotle

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

NON-CUSTODIAL PARENT PROGRAM

The Noncustodial Parent (NCP) Choices program is a collaborative effort of the Texas Workforce Commission (TWC), the Office of the Attorney General (OAG) of Texas, Workforce Solutions and family court judges. The program targets low-income unemployed or under-employed NCPs who are behind on their child support payments.

The goal of the NCP program is to help NCPs overcome substantial barriers to employment and career advancement while becoming economically self-sufficient and making consistent child support payments. This year, Workforce Solutions Cameron served 235 court-ordered NCPs resulting in \$3,627,926 in OAG child support collections.

*Data from the Office of the Attorney General.

\$14,719,523

OAG Child Support
collections since 2008*

\$3,627,926

OAG Child Support
collections for 2015-2016*

VETERAN'S SERVICES



1,739

Veterans Served*

Workforce Solutions Cameron is committed to helping veterans, separating service members and their spouses, by preparing them for meaningful careers, providing employment resources and expertise, and protecting their employment rights. Workforce Solutions Cameron staff, TWC Veterans Resource and Referral Specialist staff and Texas Veterans Commission staff are available to provide prioritized one-on-one assistance with job search, job coaching and resume-building. This year, Workforce Solutions Cameron assisted 1,739 veterans resulting in 67% entering employment and 84% employment retention.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

MEMORANDA OF UNDERSTANDING

Workforce Solutions Cameron utilizes a memorandum of understanding (MOU) to enter into formal agreements with agencies/organizations, establishing official partnerships. With over 25 MOU established within Cameron County, Workforce Solutions Cameron conducts various opportunities for individuals to attend orientations, workshops, job fairs, and usage of online resources at workforce centers, providing guidance on job search services, job retention, current labor market information, and employment trends. Other services include career exploration, leadership development and job/work readiness.

Workforce Solutions Cameron has also supported educators in professional development to serve preschool children according to federal, state, and local regulations. It is through these various opportunities of collaborated efforts that Workforce Solutions Cameron has established an exchange of information and data, coordinating programs for a more streamlined and efficient workforce development system in Cameron County.

Rio Grande Valley Sustainability Council
TSR! Project
Brownsville Independent School District
Harlingen CISD
La Villa ISD
AARP Foundation/Senior Community Service Employment Program
Alabama-Caushatta Indian Tribal Council Employment & Training Program
BCFS HHS McAllen Transition Center
Brownsville Economic Development Council
Brownsville Housing Authority
Brownsville Literacy Center
Brownsville Navigation District
Brownsville Public Library
City of Brownsville - Brownsville Urban System
Community Development Corporation of Brownsville's Youthbuild Program
Preparation for Adult Living Program/Child Protective Services
Ethel L. Whipple Memorial Library
Harlingen Economic Development Council
Housing Authority of the City of Harlingen
Lower Rio Grande Valley Development Council
Office of the Attorney General NCP Project, Contract No. 17-C0107
Rio South Texas Economic Council
South Texas College
Senior Texans Employment Program
South Texas Manufacturers Association
Texas Department of Criminal Justice - Parole Division
Texas Southmost College
Texas State Technical College - Harlingen



EXPLO

WFS Cameron partnered with both the education and business communities to help students make a successful transition from school to the workplace. To work in tandem with educational institutions, WFS Cameron evolved the concept of a career fair into a career exploration fair to assist students in making an informed decision when they select their endorsement, as required by Texas HB5. The purpose of the EXPLO is to expose 8th graders to various careers and career paths. By inviting the business community, students can speak to a wide-range of business professionals engaged in real-world industry experience. In addition, by inviting the school districts to showcase their clusters, students can get a preview of the type of projects they will be working on if they select that cluster. Furthermore, the middle school students get to speak with current high school students, who gain experience in describing their work and discussing their experience in the program.

In conjunction with these event, WFS Cameron brought down the Trailblazer from Austin. Leading up to the EXPLOs, the Trailblazer was stationed at several area schools where elementary and middle school were exposed to STEM exhibits. TAME describes the Trailblazer as “one-of- a-kind science museums-on-wheels. Exciting, hands-on exhibits teach students about energy, space, weather, biotechnology, and aerodynamics while also introducing them to educational and career opportunities in STEM.”

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -



WFS Cameron hosted two EXPLOs in 2016. The first was held at UTRGV on May 27, 2016. Nearly 1,000 middle school students from 4 local Independent School Districts participated. 19 businesses in following clusters participated in the event: Business Management & Administration, Education & Training, Government & Public Administration, Health Science, Hospitality & Tourism, Human Services, Law, Public Safety, Corrections & Security, Manufacturing, Science, Technology, Engineering & Mathematics, and Transportation, Distribution & Logistics.

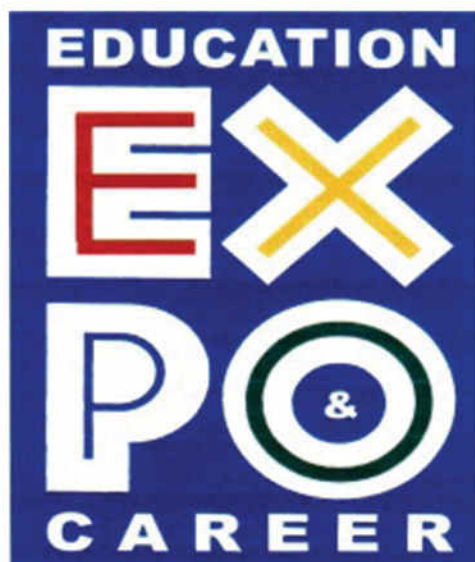
The second EXPLO was held at the Brownsville Event Center on November 16, 2016. Approximately 2,100 middle school students from 2 local ISDs participated. 25 businesses in following clusters participated in the event: Business Management & Administration, Education & Training, Health Science, Hospitality & Tourism, Human Services, Law, Public Safety, Corrections & Security, Manufacturing, Marketing, Science, Technology, Engineering & Mathematics, and Transportation, Distribution & Logistics.

The EXPLOs helped students:

- Align their educational plans with their career goals;
- Reinforce the link between educational attainment and future career prospects;
- Broaden their understanding of a career path; and
- Understand the skill-sets that are needed for various occupations.



OVER 1,200 YOUTH ATTENDED



In 2016, Workforce Solutions Cameron, in partnership with RGV Lead, served as the coordinator for the 14th Annual Education & Career EXPO. The EXPO was once again held at the Casa de Amistad in Harlingen, Texas. Over 1,200 students from 28 schools throughout the Rio Grande Valley attended this event.

This event brings together educational institutions, businesses, and community leaders to help juniors and seniors in the Rio Grande Valley, preparing for success in college and beyond.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

Red, WHITE, & YOU!

60
PARTICIPATING
EMPLOYERS

525
JOB SEEKERS
IN ATTENDANCE

“Red, White & You!” was designed to connect Texas veterans with Texas employers who value the experience, discipline and other exceptional qualities inherent with a military background. Workforce Solutions Cameron, the Texas Medical Center, the Texas Veterans Commission and the Texas Workforce Commission collaborated once again, to have a state-wide 5th Annual Red, White & You Hiring Job Fair on November 10, 2016. Local partners included IHeart Radio, Chuy's Custom Sports, and the Texas Afghanistan Iraq Veterans Association (RGV Desert Eagles Chapter). The Texas Workforce Commissioner Representing Labor, Julian Alvarez III was in attendance as well. We attracted over 60 employers and over 500 job seekers, along with over 10 resource agencies.



- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

MOBILE RESOURCE UNIT

In an effort to expand services in the community, WFS Cameron initiated MOUs with public libraries in Brownsville, San Benito, Harlingen and Los Fresnos. These new partnerships will enable residents in those communities to access workforce services through the Mobile Lab. WFS Cameron plans to expand these services to public libraries & school districts throughout the county.



294

SITE VISITS
SERVING

2,825

CUSTOMERS

6

JOB FAIRS/ HIRING
EVENTS SERVING

744

CUSTOMERS

15

ON-CAMPUS SCHOOL
EVENTS SERVING

887

STUDENTS

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

BUSINESS SERVICES UNIT

The goals of Workforce Solutions Cameron with respect to our employer customers are to develop new and innovative ways to support the retention and expansion of existing businesses, by assisting them in identifying their workforce challenges, providing solutions to their needs and to ensure quality pre- screening and referrals to their job openings. Last year, we served over 1,800 employers using the above goals as service parameters. Services provided included recruitment & pre-screening for qualified job applicants, on-line job listings for local, state and national recruitments, matching qualified applicants to job openings, customized trainings, and testing of applicants for specific job skills & computer program knowledge. Services also included outplacement services for employees affected by downsizing, and dedicated resources to help employers hire Veterans and people with disabilities.

To improve our services to employers, we renovated our offices in Brownsville and Harlingen and now offer available space for interviews, meetings and employee training. Our interview rooms offer telephone and Wi-Fi to enable employers the opportunity to conduct phone and virtual interviews. Our expanded employer service areas also offer printer/copier/fax, computers, Wi-Fi and on-demand access to our Business Service Unit staff. We continue to offer space for hiring events, enabling employers and job seekers to connect in a one-stop environment.

31,485
job seekers served

25,262
job seekers referred
for employment



"TIME SPENT ON HIRING IS TIME WELL SPENT."

- Robert Half

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

PARTNERSHIPS



RGV FOCUS
a collaboration with Educate Texas

RGV FOCUS, in collaboration with Educate Texas, is a collective impact initiative centered on improvement of the region's educational

system. Their goal is that all RGV learners will graduate high school college ready, transition to postsecondary programs within a year, receive a degree or credential on time, and be gainfully employed within 6 months. The group is made up of most high school districts in our 4-county area, higher education officials from all institutions, and the workforce Boards of Cameron and Lower Rio. WFS Cameron and Lower Rio provide the group with labor market information and insights into what occupations the institutions should be targeting for their programs of study.



The All In Project centered with the United Way of Southern Cameron County, was originally funded by the Gates Foundation as partners for Post Secondary Success, with a goal of doubling the number of students with post-secondary credentials with labor market value by the year 2030. WFS Cameron has served for the last three years on the Leadership Team of this group of dedicated secondary and post-secondary educators, business, and workforce professionals, who are having a positive impact on Brownsville's educational achievement metrics. Better educational achievement by more students will result in a higher quality workforce for improved economic development potential and more and better jobs.



The Rio South Texas Economic Council is a collective impact initiative with economic development flavor that concentrates a large part of its efforts on the public relations and

business-attracting quality of life issues of our region. WFS Cameron and Lower Rio serve on the Board of Directors for this organization, and provide them with labor market information they can use to develop their messaging.



United Brownsville is a collective impact group working to develop bi-national industrial growth in the Lower Valley through targeted initiatives that positively impact education, trade, and workforce development. WFS Cameron serves on the Board of Directors of this group and provides insight & direction concerning workforce development matters, as well as providing labor market information for their decision-making processes.



Texas School Ready (TSR) is a collaboration with the University of Texas at Houston Health Science Center that promotes high quality educational activities in the Pre-K levels, which are seen as critical determinates of future educational success for young children. TSR provides a team of skilled child care professionals to work with school districts to improve the teaching and learning in these grades across the county. The team is administered by WFS Cameron, but funded by UT.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -



TSTC Harlingen is part of the state's technical college system; with the regional goal of providing high-tech educational programs that will produce Certificates or Associates of Applied Science Degrees to area residents

in fields of study that have state-wide demand. Fortunately for the Rio Grande Valley, TSTC Harlingen is also able to offer an Academic Core of general education courses that can be transferred to any state university, similar to what a community college can offer. WFS Cameron provides TSTC with TWC, DOL, and DOE grant opportunities that are determined to be within the realm of the college's scope, mission, and capabilities, and assists them with the development of the grant applications by providing demographic LMI data, collaboration opportunities with other WFS Cameron partners, and workforce rationales and initiatives to fit the grant parameters. Successful grant funding can increase the colleges' ability to offer students more programs with less strain on local resources.



Texas Southmost College (TSC) has just recently ended its 20-year partnership with UT Brownsville, and has attained its separate, new

community college accreditation. It is now poised to play its very critical role as a full standing community college for the Brownsville area, offering the array of technical certificates, associate degrees, and academics that will provide area businesses with the workers they need. As with TSTC, WFS Cameron provides TSC with TWC, DOL, and DOE grant opportunities that are determined to be within the realm of the college's scope, mission, and capabilities, and assists them with the development of the grant applications by providing demographic LMI data, collaboration opportunities with other WFS Cameron partners, and workforce rationales and initiatives to fit the grant parameters. Successful grant funding can increase the colleges' ability to offer more students more programs with less strain on local resources.

ECONOMIC DEVELOPMENT ORGANIZATIONS

WFS Cameron serves on the Board of the Brownsville EDC, and is a member of the Harlingen, San Benito, Port Isabel, and South Padre Island EDC's. It is our expressed goal to provide these groups with labor market information that will assist them in determining their initiatives and goals, and to give them the accurate LMI for inclusion in DOL and/or TWC grant opportunities that come along. WFS Cameron is a working partner with EDC's who need to analyze and grow their respective human capital through talent chain development efforts.

REGIONAL TRANSPORTATION ADVISORY PANEL

The panel provides a platform for collaborative approaches to transit planning for seamless and efficient movement of people in the region. The RTAP does not directly implement transportation services, but rather provides coordinated support to the numerous agencies that provide these services. Members of this planning organization include state, regional, and local organizations such as MPOs, TXDOT, and Public Transportation Providers. Some of the outcomes of the RTAP include a regional transit plan and a 2015 grant award from TXDOT to implement a Bus Transit Training Academy.

PARTNERSHIPS

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -



The youthful, fast-growing, bi-cultural, bi-national population of the Lower Rio Grande Valley has the potential to develop into a globally competitive workforce that will attract and retain economic development and better jobs. Positioned as an intermediary organization, RGV LEAD facilitates communication across domains - public education, higher education, business/industry, government, and workforce development—to facilitate partnerships that effectively address the region's challenges and help students set and achieve college and career goals. WFS Cameron serves on the Board and helps RGV LEAD gather the labor market information used to produce their annual Labor Market Information Report that is widely distributed throughout the Valley. We're also partnered to help build an industry-driven workforce through new Industry Cluster Academies.



On the Child Care side of our agency, WFS Cameron strongly supports and strongly funds the growth in the number of child care facilities that meet the stringent requirements of the Texas Rising Star (TRS) Program sponsored by TWC. TRS centers will have more highly qualified staff, with CDA credentials, better curriculums, better training aids, better equipment, and therefore the ability to deliver a quality learning experience for Pre-K to Kinder children rather than just serve as a baby-sitting facility. WFS Cameron considers Pre-K and Kinder education to be a primary concern for improvement in the making of a higher quality workforce in the future of the Valley. Centers striving for TRS status are assisted by WFS Cameron mentors and monitors, are funded for professional development, curriculum aids, and playground equipment, and are paid a higher rate for child care when they attain TRS status.

SCHOOL DISTRICT COLLABORATIONS

WFS Cameron has worked closely with the school districts to encourage adoption of initiatives that are proven to produce more engaged students, with advanced knowledge of career pathways selection based on labor market information. By providing enhanced work readiness skills as they hopefully prepare for a postsecondary education attainment. WFS Cameron have provided Career & Technical Education (CTE) departments with our Soft Skills Course to be infused into their CTE programs, encouraged the mandatory use of the Kuder Preference Exam and TWC website programs for career awareness training. WFS Cameron have funded teacher internship programs to make counselors and teachers more aware of business/industry careers in the real world work environment.

LOWER RIO GRANDE VALLEY P-16 COUNCIL

P-16 Regional Councils are very significant civic structures that exist to meet the goal of the state's higher education plan. Membership in each Council includes leaders from regional education service centers, public school districts, community colleges, at least one public or private four-year institution of higher education, business representatives who are members of local workforce boards or chambers of commerce, and representatives from civic and/or community organizations. P-16 Councils advance regional efforts to target, design and implement systemic actions to establish college-going habits and traditions in middle and high schools. They were also created to increase awareness of College and Career Readiness Standards.



3,573

AVERAGE CHILDREN SERVED PER DAY

TODAY'S CHILDREN, TOMORROW'S WORKFORCE

It all begins with a quality foundation.

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www.wfscameron.org



CONFERENCES

Workforce Solutions Cameron is dedicated in promoting quality child care, which will support the future workforce in Cameron County. In the past year, WFS Cameron provided the Child Development Associate (CDA) course to its caregivers and the cohort had an 86% completion rate. Additionally, 80 Texas Rising Star (TRS) caregivers received Frog Street Pre-K curriculum professional development. In partnership with other entities, like the Southmost Association for the Education of Young Children (SAMEYC), Texas Southmost College, United Way for Southern Cameron County, WFS Cameron provided additional training to over 900 caregivers.



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"Today's Children, Tomorrow's Workforce!"



TEXAS RISING STAR FACILITY



Texas Rising Star

The Texas Rising Star (TRS) program is a voluntary, quality-based child care system of child care providers participating in TWC's subsidized child care program. This program is available to Licensed Center, Licensed Home, and Registered Child Care Home and strives to exceed Texas's Minimum Child Care Licensing Standards. Workforce Solutions Cameron had 36 child care providers; 6 of which earned a 4-star rating, the highest rating possible. These providers are monitored yearly & assessed every three years.

With the help of the TRS's assessor and mentor, who work closely with TRS participating and potential TRS providers, to ensure they are operating within TRS standards and to assist them in maintaining and/or obtaining the highest rate desired, these providers can aid in the development of the children they serve on a daily basis.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -



SPECIAL NEEDS, INFANT & TODDLER INCLUSION & EXPANSION OF INFANT/TODDLER CARE CAPACITY

Annual Child Care and Development Fund (CCDF) appropriations include funds targeted to investments in infant/toddler care. Recognizing the challenge posed by the limited availability of infant/toddler care, including options for serving child with special needs, TWC awarded Workforce Solutions Cameron more than \$203,000.00 to assist the county's child care providers. With the help of this grant, six (6) TRS facilities received mentoring and equipment to assist them in increasing infant/toddler capacity. Overall, 61 slots were created.

WFS Cameron hosted an Infant and Toddler Special Needs training for TRS Providers on August 26, 2016. 100 TRS owners, directors, and teachers attended and received training on the physiological and behavioral challenges in children with special needs. In addition to the trainings, 43 facilities received a kit, specially developed with guidance from a professor specializing in behavioral sciences, and included materials that would help children with fine, gross, social, and emotional skills.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -



TSR

Texas School Ready!

Texas School Ready (TSR) is a comprehensive preschool teacher training program, developed by the Children's Learning Institute, which combines a research-based, state-adopted curriculum with ongoing professional development and progress monitoring tools. Teachers from child care centers, Head Start programs, and public school pre-kindergarten participate in TSR. Throughout the school year, teachers who enrolled in either TSR Comprehensive Face to Face, Comprehensive Remote, or Online Plus Remote, are provided tools to help them learn more about the specific instructional needs of the children in their classrooms and how to support children using engaging lessons and activities.

WFS Cameron has been the lead Agency for the local TSR community for over 10 years, and in the 2015-2016 school year, Cameron County had 61 facilities, 81 teachers, and 1,315 children participating in one of the three versions TSR offers. In addition, the local TSR community worked with 52 facilities and 859 teachers within the State through the Comprehensive Remote and Online Plus Remote versions, which in turned helped an additional 859 children become Kinder ready.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

PARENTAL INVOLVEMENT

In partnership with United Way of Southern Cameron County, the Parental Involvement Coordinator works with child care centers, elementary schools, and Head start facilities who are currently or have been a Texas School Ready participating school and/or Texas Rising Star center. The Parental Involvement Coordinator hosts monthly meetings where the coordinator shares and discusses educative topics with parents while replicating activities like the ones their children use during class.

In the past year, the Parental Involvement Coordinator worked with over 750 parents and helped 900 children in Cameron County to get ready for Kindergarten. Workforce Solutions Cameron was the first workforce board to take the initiative and become the lead agency for the Texas School Ready Project and integrate the Parental Involvement Initiative to educate the parents, children and community whom are and will be the workforce of today and tomorrow. This gave the TSR Project, and now TRS providers, specific insight into the future workforce needs of our community and allowed the community to be exposed to the world of early literacy and its economic impact. Since its inception in 2009, this program has outreached over 2,500 parents and children and has improved parent's knowledge of school readiness understanding in the county.



- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -

AWARDS



Workforce Solutions Cameron was honored by the Texas Workforce Commission (TWC) for Workforce Innovation and Opportunity Act (WIOA) Exemplary Performance for FY2016. The award, presented at the 20th Annual Texas Workforce Conference held Dec. 7-9, 2016 in Houston, recognizes exemplary performance in serving those who qualify for career and training services under WIOA.

Workforce Solutions Cameron earned second place among all 28 statewide workforce boards for meeting or exceeding all of TWC's state-wide performance measures. The exemplary performance award also recognizes boards that display increased accountability and improved efficiencies. In addition, the award recognizes a local workforce development board that has demonstrated a commitment to its community through local coordination and collaboration efforts that have significantly improved services through the Texas Workforce System.

Only three Texas workforce boards earn this recognition every year. This is the third consecutive year, and fourth year in the last 5 years, that Workforce Solutions Cameron has been the recipient of the Exemplary Performance Award. Workforce Solutions Cameron is proud to be the only Board south of the Austin area to receive this recognition over the past 5 years.

- CONTINUING TO EMPLOY AND EDUCATE OUR COMMUNITY -



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