

# Texas Workforce Conference 2015 Service to Business Award Nomination Form

The Service to Business Award honors a Local Workforce Development Board (Board) that demonstrated a commitment to Texas businesses through local coordination efforts that significantly improved the interaction between one or more businesses and the Texas workforce system. Your nomination should detail innovative approaches—which may include marketing/outreach and technology innovations—to meeting employer needs through recruiting, hiring, training, upgrading employee skills, retaining and transitioning employees, and involving the community. Describe how the Board served the business community through collaboration and involvement with the Texas workforce system, and how the participation and cooperation of the business community led to development or improvement of workforce services. Identify business needs, Board goals and objectives, and the economic and social impact on Texas businesses and workers.

## Nomination Form Instructions:

- Download, complete, and save the nomination form.
- E-mail nomination to [awards@twc.state.tx.us](mailto:awards@twc.state.tx.us).
- Nomination e-mail must show a courtesy copy to the Board Chair and Executive Director.

If you have questions or need additional information, please contact:

Joel Mullins  
(512) 475-0230  
[joel.mullins@twc.state.tx.us](mailto:joel.mullins@twc.state.tx.us)

**SUBMISSION DEADLINE is Thursday, June 25, 2015.**

## BOARD INFORMATION

WDB Name: Workforce Solutions for Tarrant County

WDB Contact Name: Lacey Douglas

WDB Contact Phone Number: 817.413.4489

WDB Contact Mailing Address: 1320 S. University Drive, Ste 600

Fort Worth, TX 76107

WDB Contact E-mail Address: lacey.douglas@workforcesolutions.net

# 2015 Service to Business Award

WDB Name: Workforce Solutions for Tarrant County

1. Provide an overview of no more than 350 words describing Board services to businesses through the Texas workforce system. Identify area business needs and describe innovation, partnership, and collaboration the Board used to build capacity to meet economic and workforce objectives.

30 Points

The Board's "Building Successful Communities" model is built on three premises; **Enhance economic vitality of the community, Connect industry specific businesses to solve common problems, Develop the future workforce to sustain Industry Growth.** The success of this model has been the recruitment of numerous new business, such as Amazon, GE Transportation, Klein Tools and Wal-Mart Fulfillment center, which has resulted in the creation of approximately 4,500 new jobs, bringing over \$400 million in capital investments, \$300 million in salaries and over \$350 million in taxable sales

The "Building Successful Communities" model also requires close, consistent, mutually beneficial relationships with all Tarrant County businesses, Chambers of Commerce, Economic Development organizations, Educators, Cities, and community and faith based organizations. Industry consortiums were established to identify career pathways, develop industry specific curriculum to grow the future workforce, and to address skills gap/shortages for their respective industries. The model was also designed to ensure the business community was connected with the education system to support HB-5 requirements. As the economic outlook for Tarrant County remains strong, this business led model continues to evolve, with more community organizations being added to the economic equation. A major part of this equation was the addition of Independent School districts and Career and Technology departments. ISD Career and Technology programs are tasked with preparing the future workforce for emerging technological jobs; because of the Board's collaboration within the model, Workforce Solutions for Tarrant County has effectively connected manufacturing and aerospace companies with our ISD educators to assist in skills building through curriculum development and mentoring. "Building Successful Communities" has been the catalyst for the County's economic development efforts. The "Building Successful Communities" is truly a comprehensive approach to the economic vitality, and growth of Tarrant County.

2. Describe Board involvement with area businesses and the benefits each received.

10 Points

Workforce Solutions for Tarrant County continues to be actively engaged with recruiting representatives from the businesses that have expanded, or relocated, and continue to connect our Tarrant County businesses in recruiting campaigns, and targeted hiring events in its six workforce centers, the veterans outreach center at the Fort Worth Naval Air Station, Joint Reserve Base, and at community organizations around the county. Through the Board's partnerships with our local chambers, economic development corporations and city municipalities, the Board has established several business, community and educational consortias that actively address the widening skills gap and aging workforce challenges of the Tarrant County. The Aerospace Consortia, consisting of over 25 companies, such as Lockheed Martin, Bell Helicopter, Sikorsky Aviation and Airbus, in coordination with Tarrant County College, have developed an aerospace worker training program that has trained approximately 200 new aerospace workers. Parts of the training curriculum is being utilized within 3 ISD Career and Technology programs. Region 11 Education Service Center has worked with the Board, the Fort Worth Chamber of Commerce and two of the Board's industry consortiums to host several summits connecting industry leaders to educators as another way to address the skills gap challenge. These components are an intricate part of the "Building Successful Communities" model, and has been instrumental in the board's approach to assisting the business community, placing workforce center clients into career paths within demand driven industries, and its economic development strategies to recruit new businesses into the Tarrant County area.

3. What were the results? Identify the economic impact or other measurable results on employers, workers, the local community, and the state of Texas within the past 12 months or most recent reporting period (for example: new business, new jobs, upgraded worker skills, improved worker retention).

10 Points

The economic development piece of the "Building Successful Communities" model has been instrumental in filling additional positions within the four companies mentioned above, which currently equates to over 8,000 jobs, and salaries and benefits of approximately \$250 million. This part of the model remains the cornerstone of the economic vitality of the county, and is always discussed within site selection meetings with prospective new companies. The industry consortia and educational piece of the model, as mentioned in item #2, has trained over 200 new aerospace and over 100 new manufacturing workers. Positions within these industries have a average entry level wage range of \$15 to \$20 per hour. As the aerospace industry continues to expand in the DFW region, it is estimated that approximately 800 to 1,500 new jobs will be created within the next two years. The connection of industry businesses, especially within the manufacturing sector, with the education system is essential to this growth. Various committees within the aerospace and manufacturing consortias have been developed to enhance training programs for new and future workers, create occupational interest within school districts, identify emerging skill sets, validate career pathways and needed credentials, and recruit potential business suppliers to meet the needs of the industry consortia members.

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4. Explain how the Texas business community gained leverage, capacity, and advantage from these efforts.

**10 Points**

The “Building Successful Communities” economic development piece was designed to assist in recruiting new businesses within industry clusters, for the specific purpose of attracting suppliers and vendors. As a community, we always have this in the forefront of our recruitment strategy. The workforce piece of the equation assists our local businesses, especially with our demand industries by utilizing their subject matter experts to validate career pathways, identify industry specific credentials, identify emerging skill sets and develop industry specific training curriculum. The workforce system identifies potential candidates that, with additional training, will be able to fill these positions. By coordinating meetings with industry leaders, the educational community can gain valuable information on future demand occupations and skills, and the needed credentials and certifications that they can add into their training while also meeting their requirements for HB-5. The model is truly a comprehensive approach for business recruitment, retention and growth. Business, community and educational members meet at partner organizational facilities and all staff time is considered “in-kind” funds. The size of the projects within the mode, and the number of partnering businesses and organizations gain leverage when applying for Federal and State grants, such as Skills Development and Department of Labor targeted grants.

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5. Identify those involved, including collaborators, both inside and beyond your workforce area.

10 Points

The “Building Successful Communities” was a concept developed as part of the Board’s Industry Sector Cluster initiative. The strategic partners include the Fort Worth, Mansfield and Arlington Chambers of Commerce, the City of Fort Worth, the City of Arlington, and Mansfield Economic Development Corporation. The major collaborators include the Board’s Aerospace Consortia, which comprises of 25 companies led by Lockheed Martin, Bell Helicopter, Sikorsky and Airbus. The Board’s manufacturing consortia, which comprises of 20 companies led by Klein Tools, Drill King, Martin Sprocket, GE Transportation and Cam-Tech, Inc. The educational (Career and Technology) consortia, which comprises of 19 school districts and led by Region 11 Education Service Center, Birdville ISD, Arlington ISD, Fort Worth ISD, Grapevine ISD, Tarrant County College and UTA’s Continuing Education Department (Division of Enterprise Development). Since the majority of Tarrant County businesses have a veterans preference, the Board has engaged the veteran transition center at the Fort Worth Naval Air Station, Joint Reserve Base, as well as the facility at Fort Hood, Texas Veterans Leadership Program, Texas Veterans Commission and several other Texas Military installations.

6. Describe the scope of this initiative, including the budget, human resource requirements, time invested, and time frame. In terms of any or all of the elements identified above, what was the approximate cost of this endeavor?

10 Points

The “Building Successful Communities” is managed by the Board however, without the leadership of the above mentioned businesses, community partners and educators it could not be successful. Strategic committees are staffed by volunteers from the industry sector consortia businesses and community organizations. Educational and career pathway committees include business leaders, board staff and educational leaders. Meetings of the consortia members as a whole usually meeting bi-monthly to discuss industry challenges and plan strategies to solve common problems. Committees will normally meet on a monthly basis, and will include board staff and representatives from the above mentioned organizations. All staff time of these consortia boards and committees is considered “in-kind” funds.

7. Describe innovative methods or essential ideas.

10 Points

Innovation was the key to developing the “Building Successful Communities” model. As we identified the three premises we wanted to build our model around, which are, **Enhance economic vitality of the community, Connect industry specific businesses to solve common problems, Develop the future workforce to sustain Industry Growth**, we knew we would have to get the business “buy in.” We began by seeking local champions at the highest level, with the county’s most notable businesses. This was accomplished in a coordinated effort with our local chambers of commerce, economic development corporations, city leaders and educational partners. With the assistance of our community partners, meetings with business leaders were arranged, strategic plans, including business recruiting and retention were developed, industry businesses were identified, and educational leaders were surveyed for their needs. The Board wanted to ensure that a comprehensive community approach was taken to ensure the model’s success, and the needs of the businesses were met.

8. Explain how others are using or might replicate these efforts.

10 Points

The Regional Workforce Leadership Council, which comprises Workforce Solutions for Tarrant County, Workforce Solutions for Greater Dallas, Workforce Solutions for North Central Texas, the Fort Worth, Arlington and Dallas Chambers of Commerce are utilizing similar characteristics of this model as a regional approach for their business recruitment and industry sector outreach. The “Building Successful Communities” model is easy to replicate, as long as there are community and educational partners to assist in identifying, and recruiting the appropriate businesses, and top level corporate champions.

### SUPPORTING DOCUMENTATION

Scan supporting documentation (two-page limit), such as newspaper articles, and attach to your e-mail nomination.