

WORKFORCE**SOLUTIONS**
G R E A T E R D A L L A S

2021 - 2024

PLAN SUMMARY

DRAFT



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Dallas, Texas 75201

214-290-1000



www.wfsdallas.com

About Us

Workforce Solutions Greater Dallas (WFSDallas) convenes, informs, designs and invests resources to establish the workforce system for the greater Dallas region. WFSDallas ensures the development and implementation of a multi-faceted system of job training, job placement and job retention services! We meet employer and jobseeker needs while providing economic development support for our community. We provide eight workforce centers throughout Dallas County, and a fully trained team to assist you both virtually; and as conditions permit, in-person. Social distancing, masks, hand-sanitizers, and other CDC recommended protocols are followed for all in-person services. We care about YOU and OUR team!

WFSDallas is led by a volunteer Board of twenty-five Directors appointed by the Dallas County Judge and the Mayor of the City of Dallas. Our annual budgets of approximately \$140M includes government and private funding. Funds provide a broad range of services addressing workforce challenges with employer-led solutions including virtual and in-person hiring events; customized training, scholarships for job training credentials, adult education, and English as a Second Language; layoff services; virtual and in-person seminars for resumes, interviews and dress for success; and we may be able to subsidize training supplies, equipment, uniforms, childcare and transportation.

Our Workforce Plan for 2021-2024 includes, but is not limited to:

- Assisting Employers to retain the workforce, fill vacancies, and retrain workers for new job specifics;
- Assisting Job seekers to retrain, rehire, and up-skill for this rapidly changing marketplace;
- Convening the community to provide labor market data, job specific and industry information, in-person and virtual hiring events for today's jobs;
- Assisting young adults in planning and executing their future career plan – Opportunity Youth are a top priority;
- Assisting anyone to achieve a better record of academic achievement and work credentials, overcoming obstacles to that dream career including ESL instruction;
- Assisting working parents to locate and pay for quality care for infants, toddlers, and after school care for young students.
- Assisting the childcare industry to increase quality and sustainability including innovative training and financial strategies.

MISSION

Workforce Solutions Greater Dallas exists to ensure competitive solutions
FOR EMPLOYERS through quality people, and
FOR PEOPLE through quality jobs.

New Initiatives

There are several new initiatives launching in 2021 to train thousands of unemployed workers for in-demand jobs. Dallas benefits from a robust job market, and constant influx of new employers, even during the pandemic. Our efforts will continue to aggregate employers with sector strategies, with an emphasis on Retain (jobs), Retrain (for employer specifications), and Reboot (our workforce system). Key industries include: healthcare, technology, logistics, and jobs in the public sector. We will focus on **work&learn** strategies, technology tools, private sector investments, quality child care and share labor market information with our education/chamber/economic development and community leaders. The partnerships of the Workforce Ecosystem are more critical in a time of disruption and recovery.

2021 Youth Reboot is first up to address the growing number of young adult workers who were seriously impacted by the change in workforce. Far too many young adults between the ages of 18-30 became displaced workers during the COVID-19 pandemic. We intend to increase opportunities and resources to the future workforce immediately, and sustain the effort for the next three years. Education beyond high school made a marked difference in work availability and sustainability during 2020 – a difference that can be overcome through postsecondary workforce preparation.

Innovative Strategies – One Workforce project is designed and implemented by Dallas College to use momentum within current and new partnerships to leverage resources and training that will narrow a gap and create opportunities for unemployed, underemployed, and incumbent workers to upskill/reskill into middle- to high-skilled career paths. Employers in the three key sectors will direct investments in programs that have proven successful locally and/or are nationally recognized training models that have proven completion/employment rates necessary to secure participant career success. Thanks to a generous \$10M grant from the US Department of Labor, and the inclusion of WFSDallas as an arm for outreach of students, workers, employers and job opportunities, we will embark on this four-year odyssey to reinvent **work&learn** strategies for career preparedness.

Dallas Thrives! is an umbrella collective of area institutions that seek to align efforts and funding streams toward its community goal of equitably doubling Dallas County living wage attainment by the year 2040. Dallas Thrives! launched in late 2020, but the initial implementation will take us well into 2022. WFSDallas is an active member of the Board, and supporter of the community vision to double living wage attainment in a single generation.

Future of Work Grand Challenge identifying and funding the most promising ideas and solutions, New Profit's \$6 million Future of Work Grand Challenge, powered by XPRIZE, MIT Solve, and JFF selected Workforce Solutions Greater Dallas as one of seven national sites to execute a cross-sector, equity-focused effort aimed to rapidly reskill 25,000 displaced workers into higher wage jobs in the next 24 months and equip influential workforce boards with vetted tools to support the wave of displaced workers in six months. The Future of Work Grand Challenge will achieve broader systemic change to help prepare 12 million Americans from under-invested communities for workforce success by 2025.

In the next two years, we will continue our online learning journey with **PATHS for Texas** to upskill 1,200 incumbent and recently displaced workers from retail and other customer facing occupations. PATHS mirrors our successful upskilling initiative, Retail Pays by providing online as well as blended training that leads to certifications in and beyond Retail Pays. Both Retail Pays and PATHS for Texas are funded by the workforce advocates at **Walmart.org**. The statewide project includes four (4) participating workforce boards and other subgrantees: Workforce Solutions Boards of Coastal Bend, Gulf Coast, North Texas, Rural Capital Area; and The Ray Marshall Center – UT Austin will evaluate project outcomes.

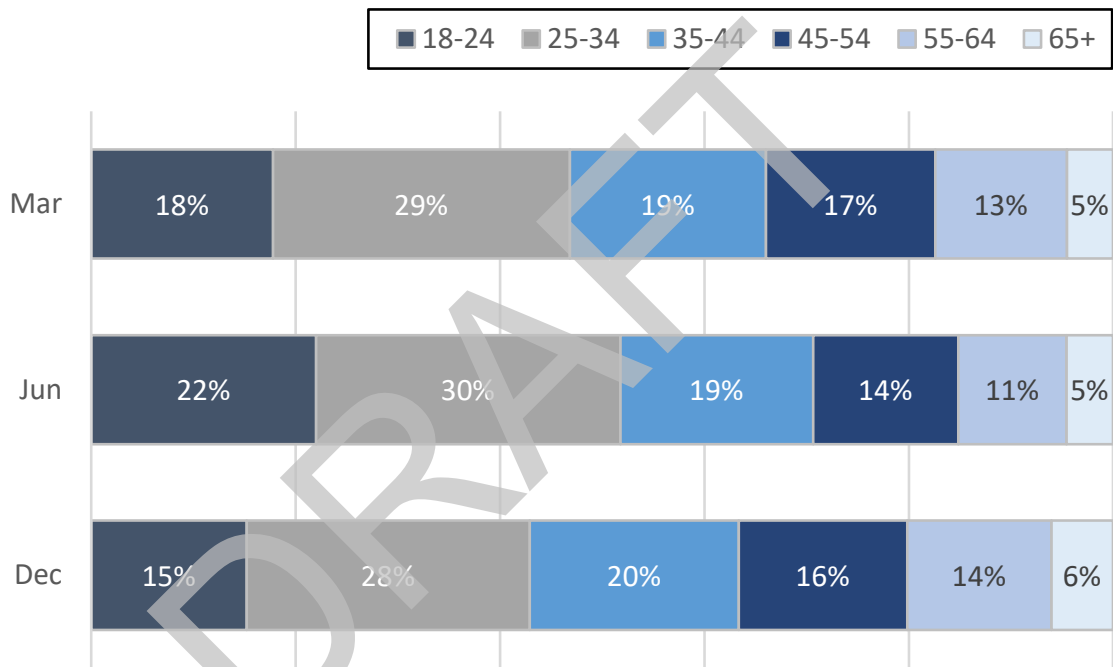
As we plan ahead with the large number of workers, displaced by COVID-19, we have launched **JobsNOW!** to provide immediate career services through Facebook Live Monday, virtual job fairs for essential jobs; and highly produced virtual experiences through Easy Virtual Events that feature thousands of jobs each quarter. We have increased WiFi access in our workforce center parking lots to allow people greater connectivity at night and on weekends! Workforce issues are not just 8-5. **We are workforce!**

ECONOMIC SNAPSHOT

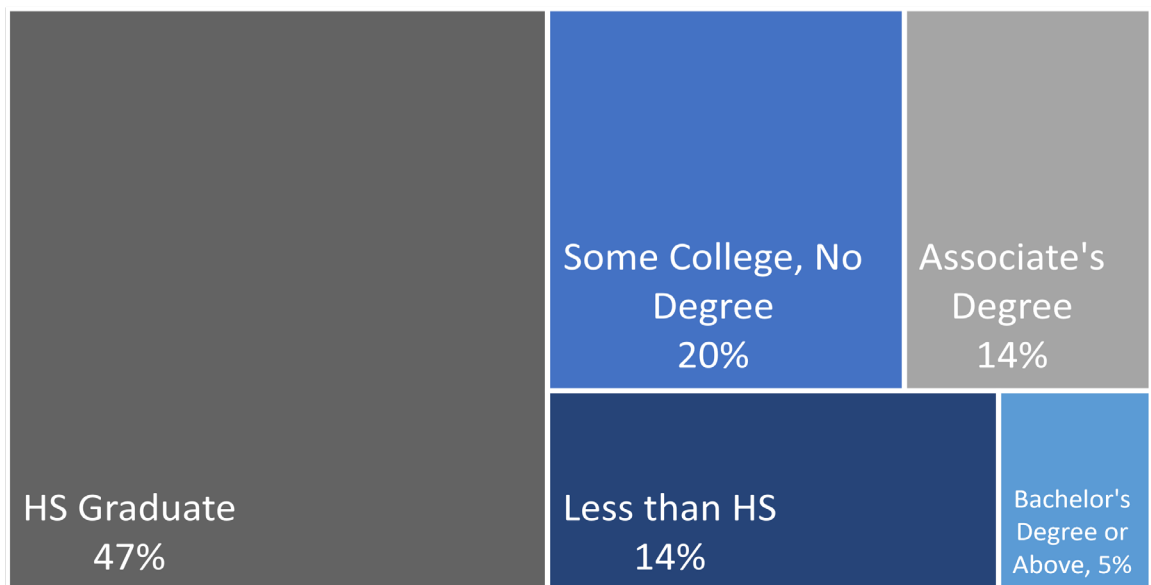
Data analysis informs our resource utilization plans for a better workforce, and a stronger economy. During 2020, we watched our unemployment numbers reach heights we never thought possible. Our workforce plans consider all of the factors necessary to return workers to the workplace, and prepare our future workforce to withstand future events!

338,082 Unemployment Insurance Claims March 1, 2020-December 26, 2020

Age Groups The largest groups impacted by Unemployment included 18-34 year olds



Educational Attainment The largest groups most impacted by unemployment included those with a high school diploma, but less than a Post Secondary certificate or Credential.

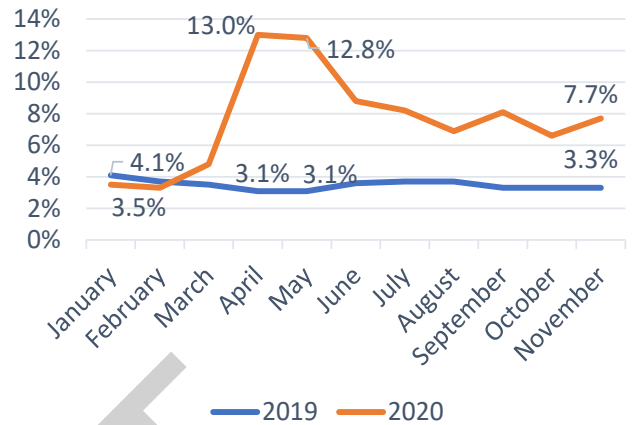


ECONOMIC SNAPSHOT

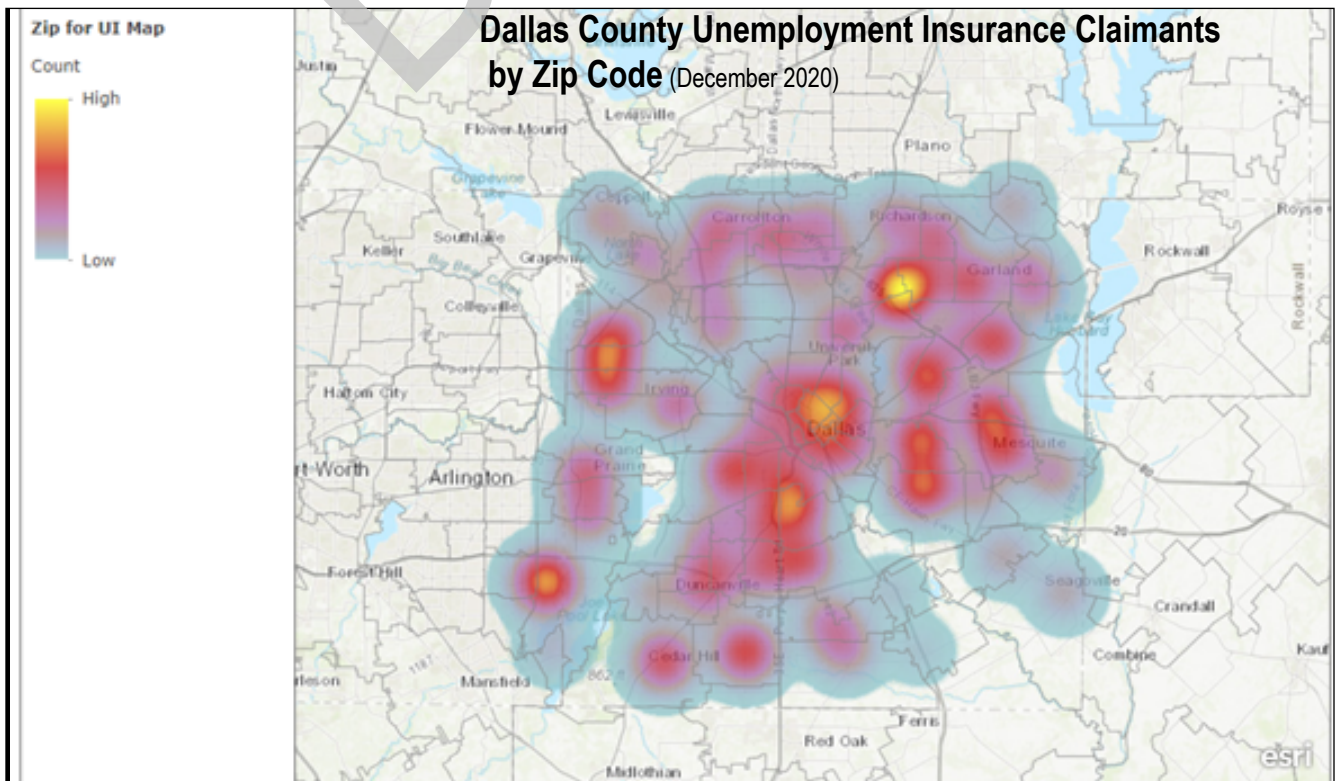
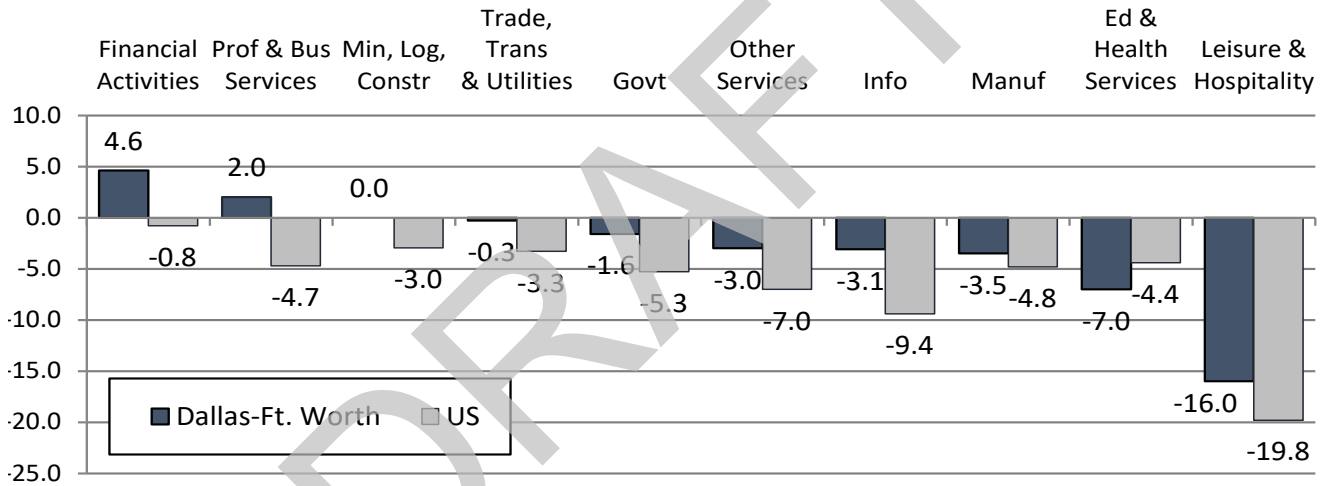
Dallas County	Dec-20	Dec-19
Civilian Labor Force	1,404,557	1,386,624
Employed	1,308,742	1,343,894
Unemployed	95,815	42,730
Unemployment Rate	6.8	3.1

The year over year number of unemployed in Dallas County has increased **53,085**. This trend is not unique to Dallas County. This mirrors most large counties and Metropolitan areas.

Unemployment Rate



Industrial Employment

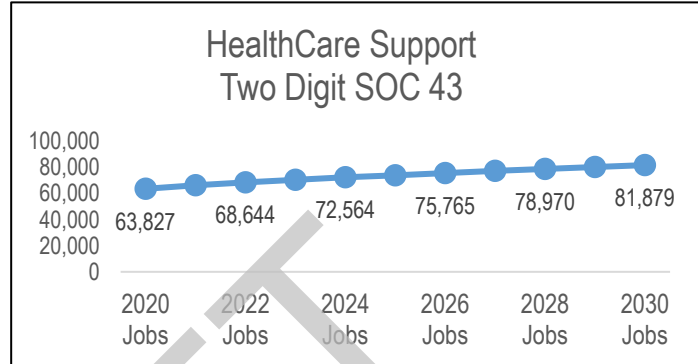


Targeted Occupations 2021-2022

WFSDallas continually assesses the regional business environment to identify employer needs by establishing linkages between employers and job seekers. Occupations in red indicate a newly added occupation. Asterisks (*) indicate non-traditional employment for women.

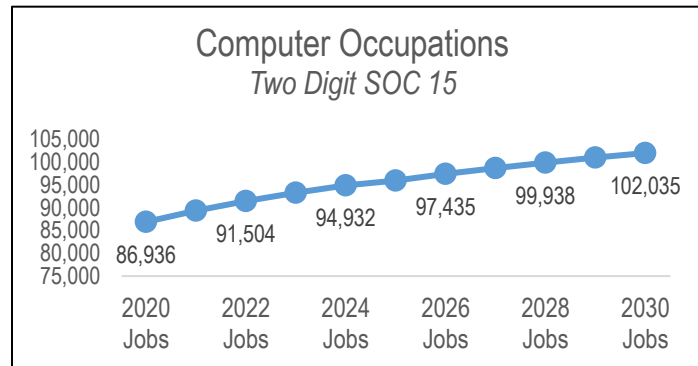
Health Care

- Respiratory Therapists
- Registered Nurse
- Medical & Clinical Lab Techs
- Diagnostic Medical Sonographers
- Radiologic Technologists
- Emergency Medical Technicians
- Pharmacy
- Surgical Technologists
- Licensed Practical Nurse*
- Health Information coding (limited spaces)
- Patient Care Technician
- Dental Assistants
- Medical Assistants
- Medical Equipment Preparers



Information Technology

- Computer & Info. Syst. Mgr.
- Computer Systems Analysts
- **Information Security Analysts**
- Computer Network Support Specialists
- Computer User Support Specialists
- Network & Systems Admin
- Database Administrators
- **Software Developers & Testers**
- Web Developers
- Graphic Designers



Education

- Teacher (Elementary, Secondary)

Trucking and Warehouse

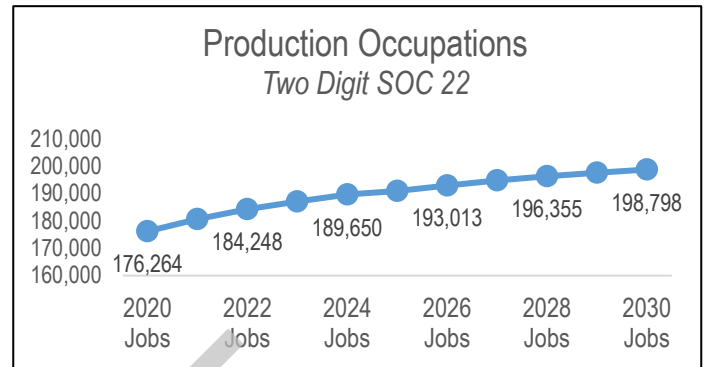
- Logistics & Supply Chain Managers
- Tractor-Trailer Truck Drivers*
- Industrial Forklift Operators*
- **Dispatcher**



Targeted Occupations 2021-2022

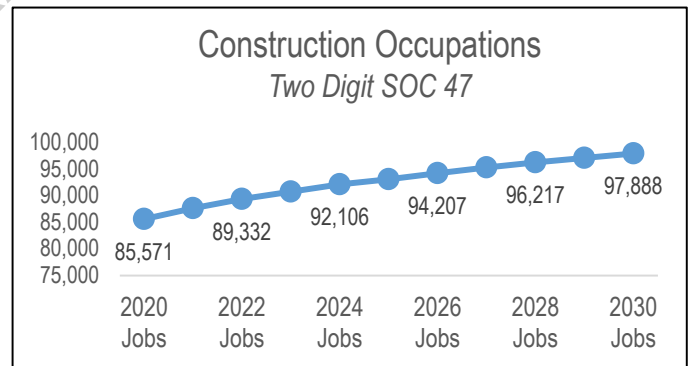
Advanced Manufacturing

- Surveyors
- **Industrial Engineers***
- Electrical Engineers*
- Mechanical Engineers*
- Drafters, & Engineering Techs*
- Electrical & Electronics Techs*
- **Mechatronics Technologists and Technicians**



Construction/Industrial Production

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



Public Safety

- Police Officer



Business Management & Administration

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

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Workforce Solutions Greater Dallas is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.

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100% of funding is afforded from Federal funds (US Departments of Labor, HHS, Agriculture, and Education) and Texas General Revenue Grants.