

WSTC BOARD VISION, MISSION, GOALS AND ROLE

VISION

The Vision of Workforce Solutions for Tarrant County is a well-trained, productive, equitable and fully employed workforce that supports the needs of local employers, promotes regional prosperity and improves quality of life.

MISSION

The Mission of Workforce Solutions for Tarrant county is to ensure the successful delivery of innovative workforce solutions and create economic, educational and developmental opportunities that fully engage all employers and career seekers.

GOALS

- Goal 1: Enhance Governing and Workforce Boards' leadership in meeting the mission of improving workforce quality to support economic development.
- Goal 2: Advance a Workforce Intelligence system to achieve vertical and horizontal alignment with Tarrant County employer and targeted industry demand.
- Goal 3: Exercise proper fiduciary stewardship, budget for new opportunities, and ensure adequate Board oversight of financial concerns.
- Goal 4: Improve the quality of the existing, potential, and future workforce in Tarrant County through strategic partnerships.
- Goal 5: Develop and offer responsive Business Services to help Tarrant County businesses, especially smaller businesses, meet their human resource needs and improve the quality of the workforce available to them.
- Goal 6: Improve the quality of the future workforce to ensure that Tarrant County businesses have a longer-term, vibrant, and qualified talent pipeline.
- Goal 7: Expand the talent pool available to Tarrant County employers by reaching, serving and preparing untapped talent markets.
- Goal 8: Continue to improve the workforce services delivery system to increase the number of Tarrant County workforce system customers employed at higher wages.

ROLE

WIOA Requires:

Align workforce education, training and center services to the needs of employers.

- Identify existing talent pipelines for current and projected job openings in demand industries.
- Assist employers in back-mapping talent flows and identify providers or processes now supplying the best talent.
- Support employers in communicating their competency and credentialing requirements to training entities, funding entities and job seekers and to enhance mapping of career pathways.
- Request employer validation of mapped career pathways within their industries.
- Empower and incentivize students and workers with employer-validated pathways in demand industries, consumer information on preferred providers, funding, and flexibility to access career pathways.
- Encourage employer engagement in providing work-based learning opportunities.
- Encourage employer engagement in enhancing Workforce Center (Center) services.

Further develop partnerships to provide a seamless continuum along career pathways for ALL job seekers.

- Define WSTC's role on career pathways, identify partners to fill all pathway roles and align programs and employer engagement for a seamless continuum.
- Ensure multiple entry points that enable well-prepared students, as well as targeted populations with limited education or English skills and work experiences, to successfully enter the career pathway. (Targeted populations served by career pathways may include adult education or other lower-skilled adult students, English Language learners, offenders or ex-offenders, high school graduates, disconnected youth, former military personnel, unemployed or under-employed adults, college graduates, and all others).
- Ensure multiple exit points at successively higher levels that lead to self- or family-supporting employment and that are aligned with subsequent entry points.
- Ensure well connected and transparent education, training, support services, and credentials within specific sectors or cross-sector demand occupations.

Allocate resources to maximize outcomes and impact.

- Expand student and worker access to employer-validated career pathways by directing funding and targeting resources.
- Provide needed supportive services to support successful participation.

Tarrant County Workforce System**Expectations of our Workforce Centers under WIOA:**

- Conduct consistent and non-duplicative assessments of participants' education, skills, and assets/needs.
- Eliminate all artificial barriers (sequence of service, job search requirements, etc.) to enrollment in services at all Workforce Centers.
- Ensure processes to enrollment and service provision are efficient and appropriate for customers who may be working. Reduce the number of trips and appointments necessary to enroll in services. Ensure consistency across centers in processes leading to services.
- Improve the quality and consistency of "Career Services" available in the Centers.

- Utilizing career pathways and industry intelligence, provide professional level career counseling, and career navigation services.
- Provide employer informed Work-Readiness instruction.
- Provide and/or refer participants to support services needed for successful participation.
- Refer to most appropriate entry point for chosen career pathway. (Occupational training, work-based learning, apprenticeships, integrated basic education and skills training, job placement, etc.)
- Expand available Career Services customized to targeted groups based on lessons learned in competitive pilot projects.
- Effectively utilize virtual service strategies.
- Provide Job Placement Assistance.

