

Workforce 101

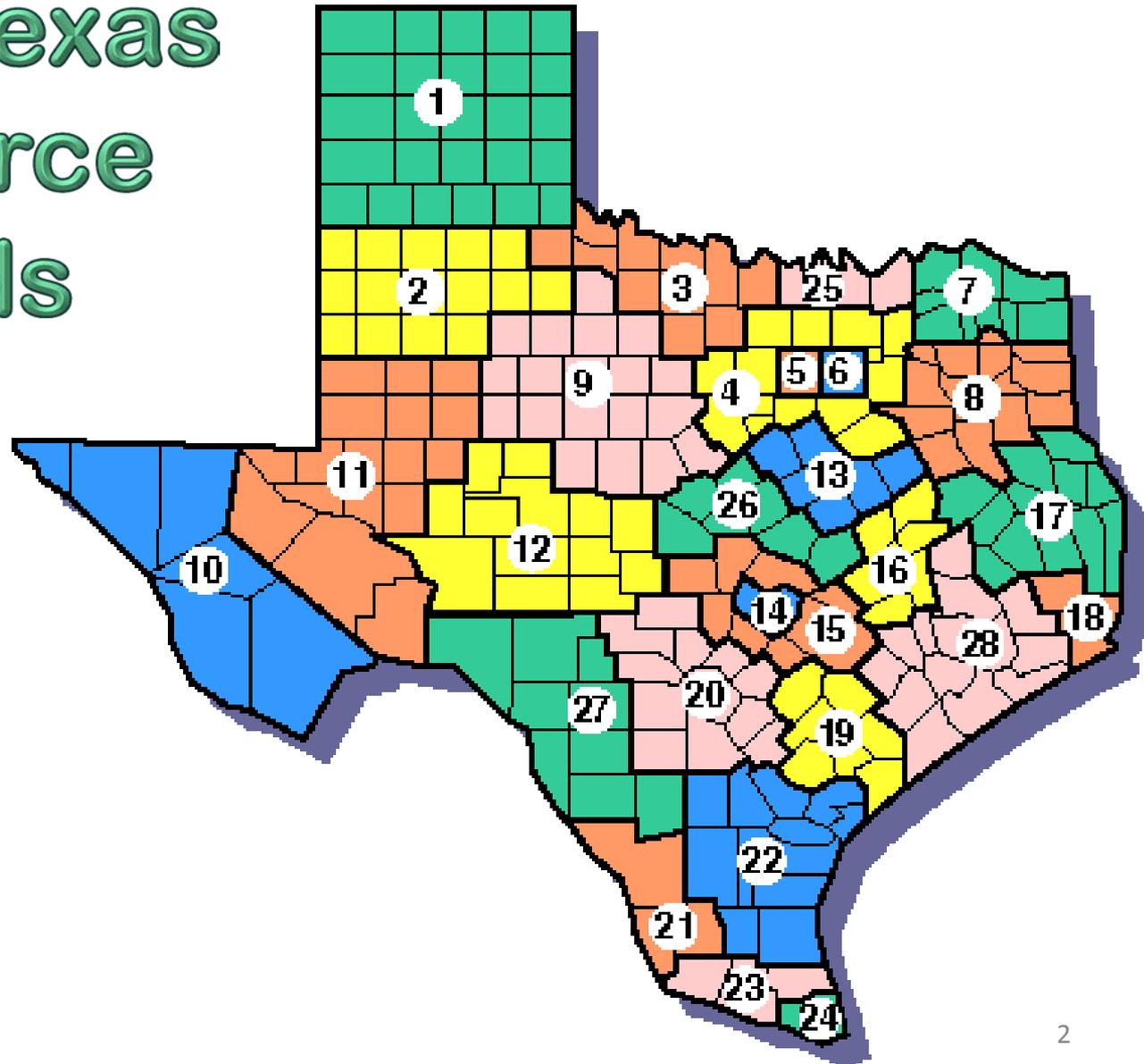
An Introduction to

Texas Workforce

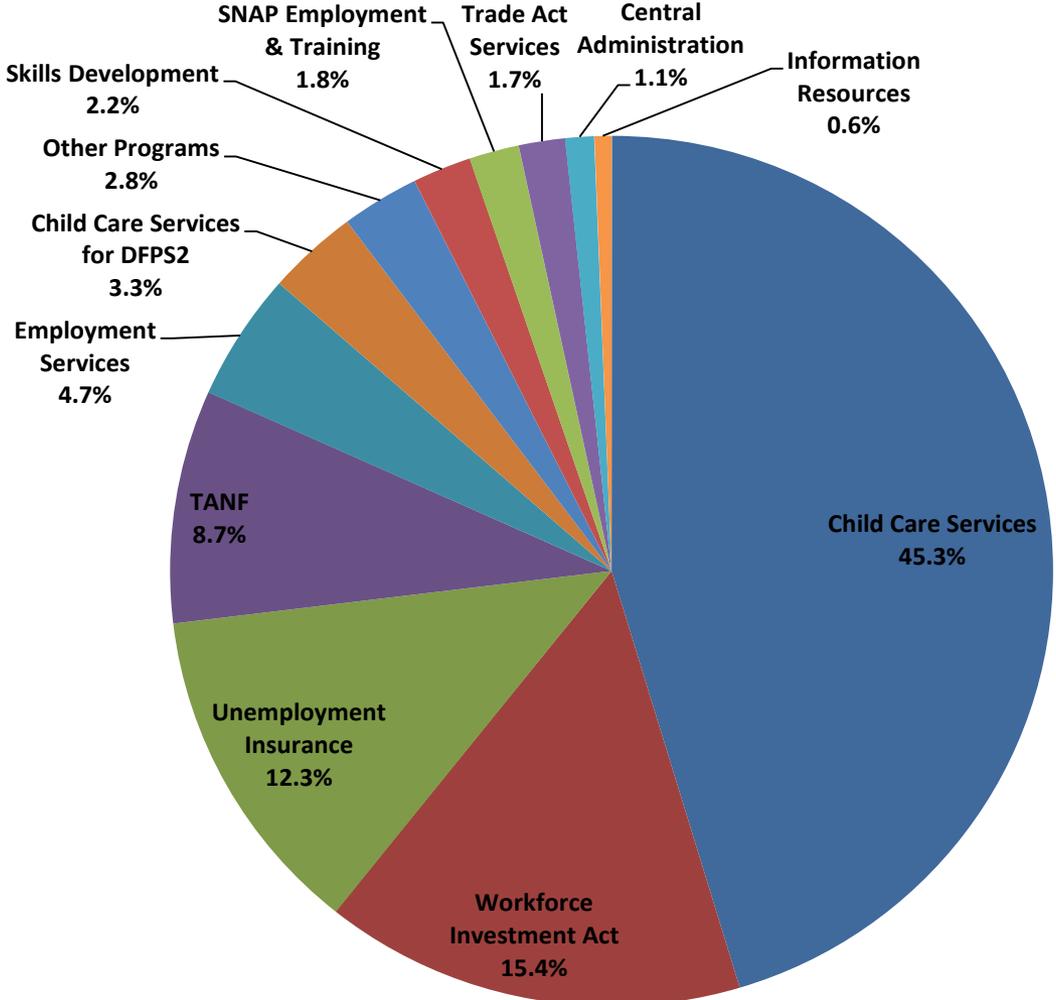
Solutions



The 28 Texas Workforce Boards



Texas Workforce Commission FY2013 Budget¹



Child Care Services	\$ 512,847,949
Workforce Investment Act	\$ 174,530,679
Unemployment Insurance	\$ 139,741,118
TANF	\$ 98,072,476
Employment Services	\$ 53,692,463
Child Care Services for DFPS ²	\$ 37,733,198
Other Programs ³	\$ 32,147,877
Skills Development	\$ 24,383,453
SNAP Employment & Training	\$ 20,731,226
Trade Act Services	\$ 19,210,899
Central Administration	\$ 11,955,728
Information Resources	\$ 7,024,622
Total	\$ 1,132,071,688

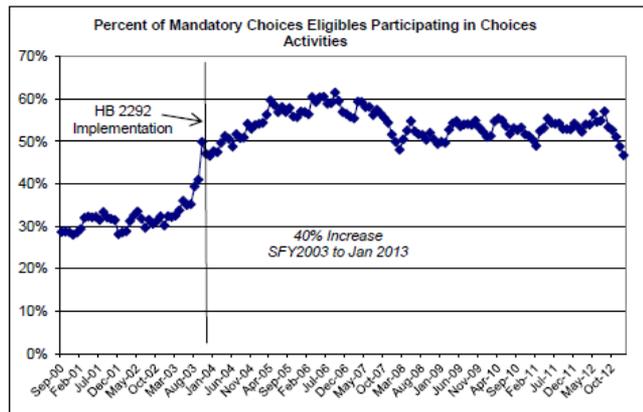
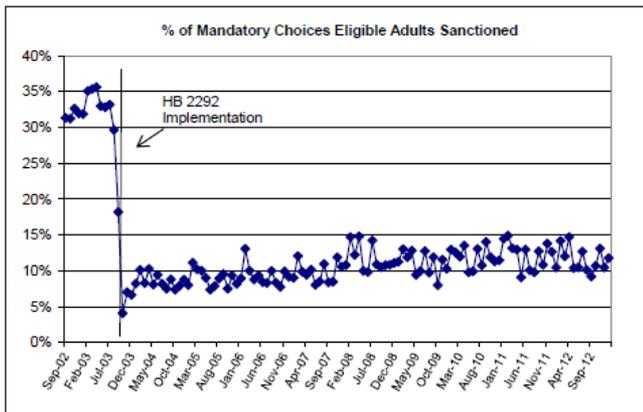
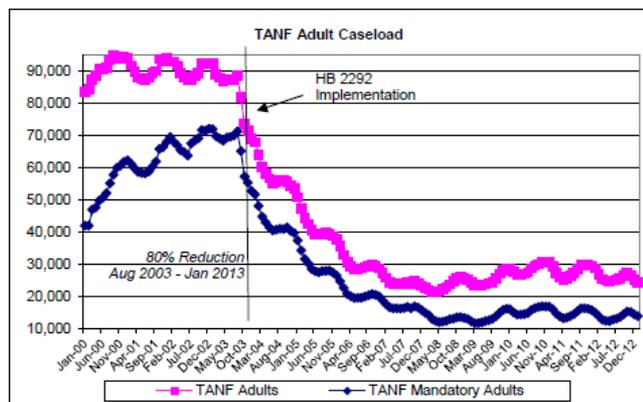
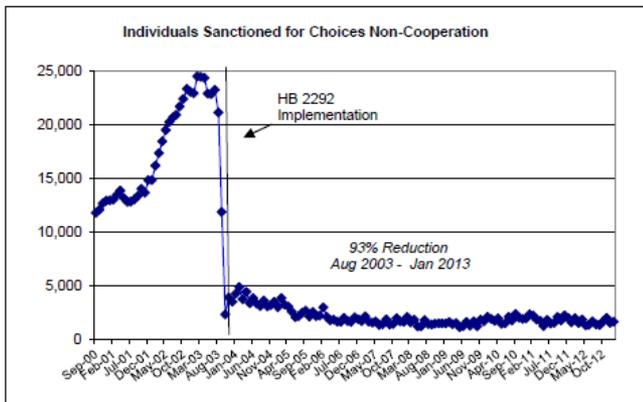
¹ Employee benefits are not included.

² Texas Department of Family and Protective Services (DFPS) funds child care services through TWC's workforce boards for children in foster care and for children needing protective services.

³ Other Programs include Senior Employment Services, Labor Law, Labor Market and Career Information, Civil Rights, Career Schools and Colleges, Apprenticeship, and various other programs.

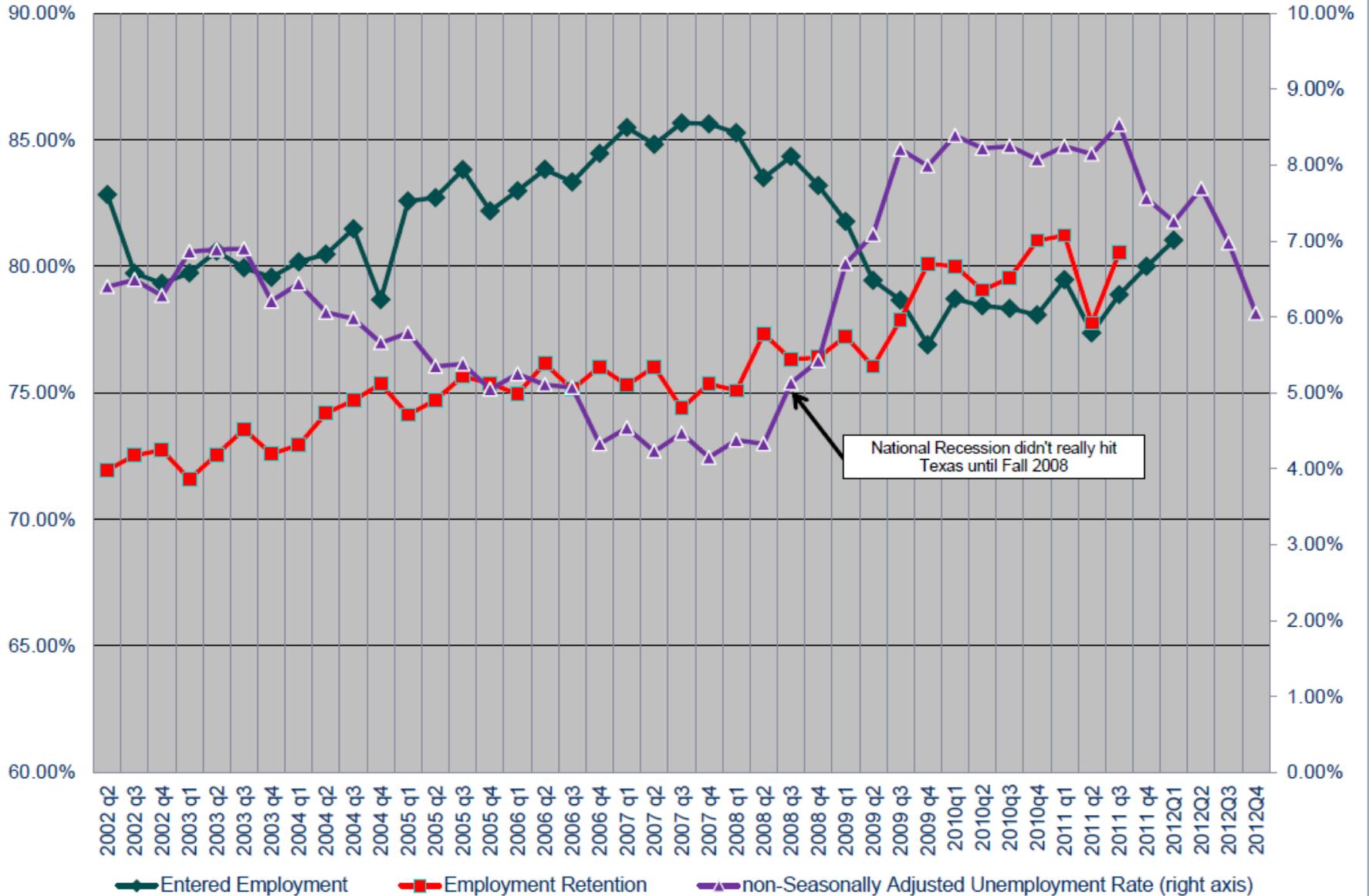
Impact of Pay for Performance (HB 2292)

In Fiscal Year 2003, prior to HB 2292 implementation, the number of individuals sanctioned for not cooperating with Choices work requirements averaged 23,000 per month, which was 33% of the mandatory Choices Eligible Adults. Following the implementation of the pay for performance model, the number of individuals sanctioned in January 2013 dropped to 1,654 representing 12% of the mandatory Choices Eligible Adults. This represents a 93% percent reduction in the number of individuals sanctioned for noncooperation with Choices work requirements. Texas' Mandatory TANF adult caseload decreased from 71,000 in August 2003 to 14,030 in January 2013, a 80% decrease. The percentage of Choices Mandatory Adults participating in Choices activities increased from 33% in SFY 2003 to 47% in January 2013, a 40% increase.



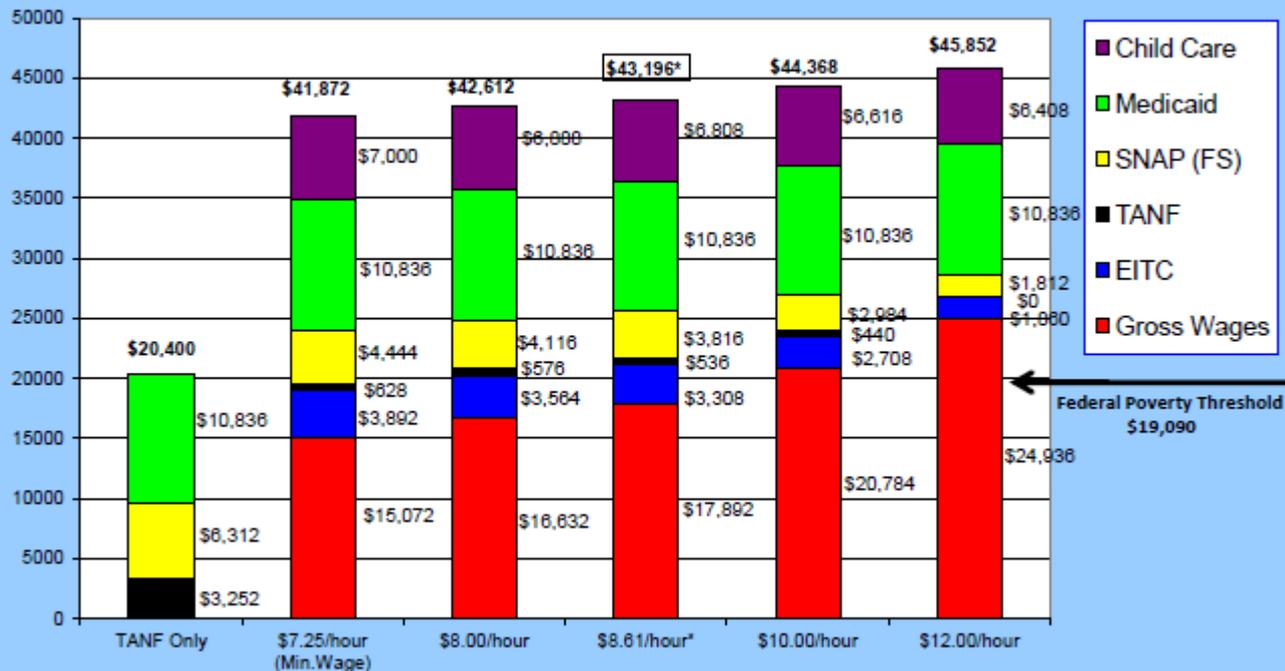
Data Source:
TWIST Ad Hoc - Choices Universe Table
HHSC RA112 Report

TANF Choices Performance vs. Unemployment Rate



2013 Annual Wage and Benefit Scenarios for a Single Parent with Two Children

(Calculated Assuming Full-time Employment of 40 Hours per Week and Four Months of Earned Income Disregard)

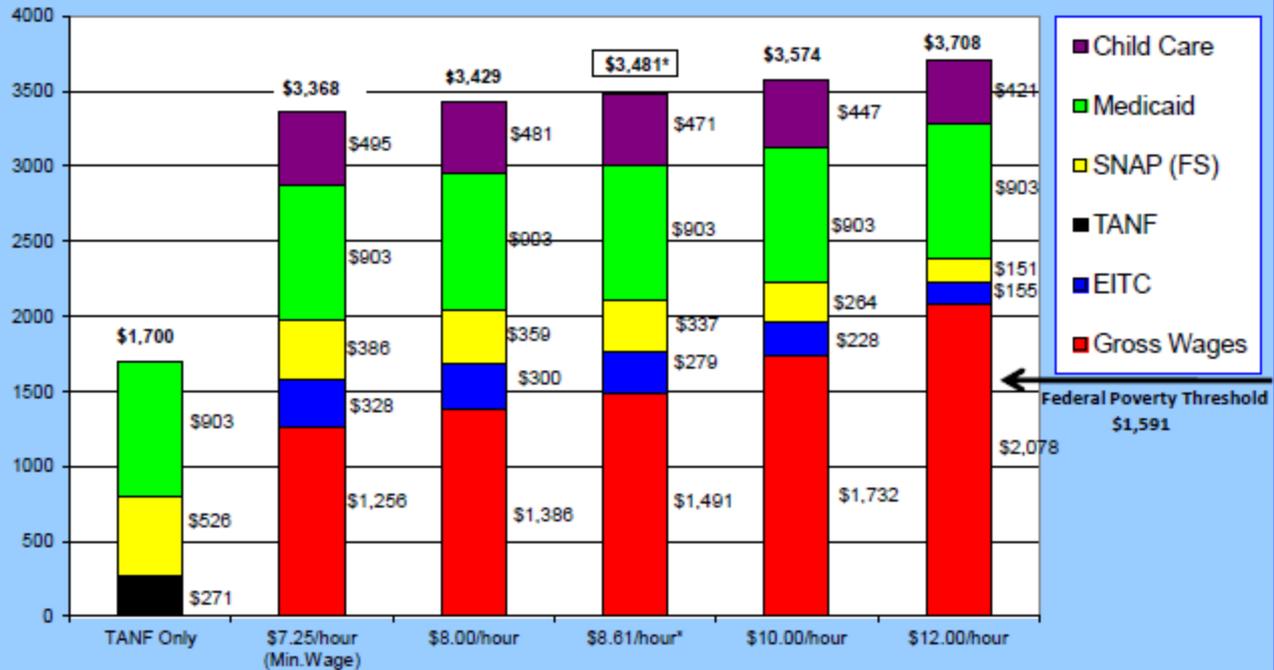


* \$8.61 per hour is the state average beginning wage (from September 1, 2011 to August 31, 2012) for Choices participants entering employment. Note: At \$12.00 per hour, TANF values are \$0. Annual values are derived by using four months of the Earned Income Disregard (EID) values plus eight months of Transitional values. Housing and Transportation costs are not included.

Date Source: *Single Parent Family Income and Assistance Model*, Texas Workforce Investment Council. November 2012

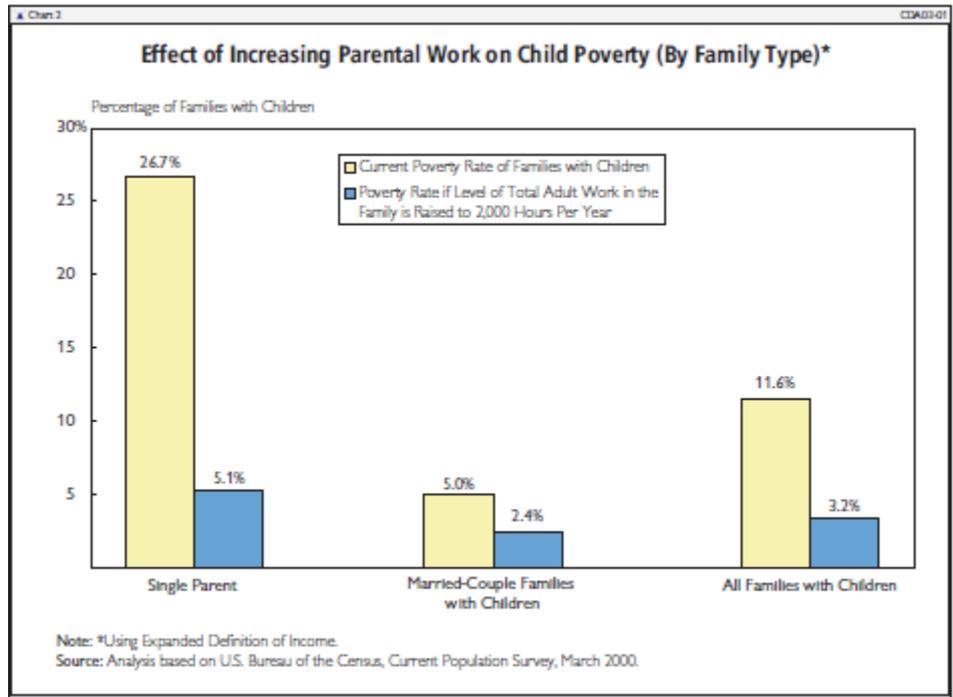
2013 Monthly Wage and Benefit Scenarios for a Single Parent with Two Children

(Calculated Assuming Full-time Employment of 40 Hours per Week with Transitional Benefits)



* \$8.61 per hour is the state average beginning wage (from September 1, 2011 to August 31, 2012) for Choices participants entering employment.
 Note: With family in transitional benefits, TANF values are \$0. Housing and Transportation costs are not included.

Date Source: *Single Parent Family Income and Assistance Model*, Texas Workforce Investment Council. November 2012



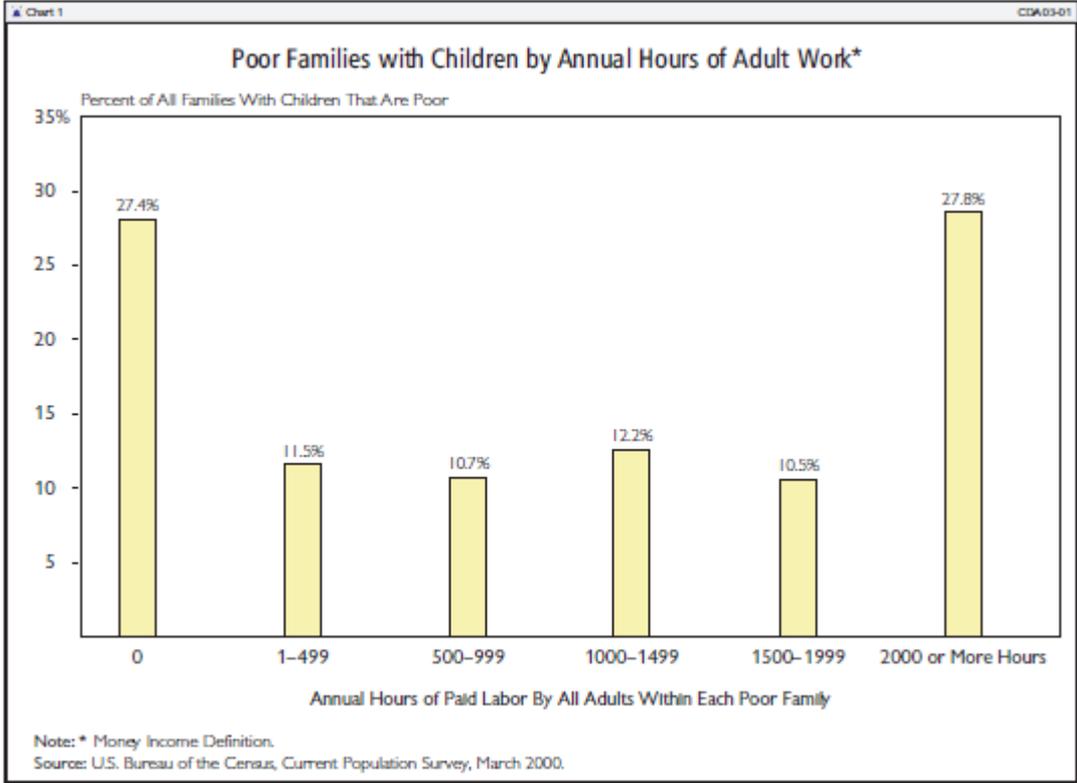


Figure 10
Job Vacancies by Educational Requirement
Kansas
Second Quarter 2012

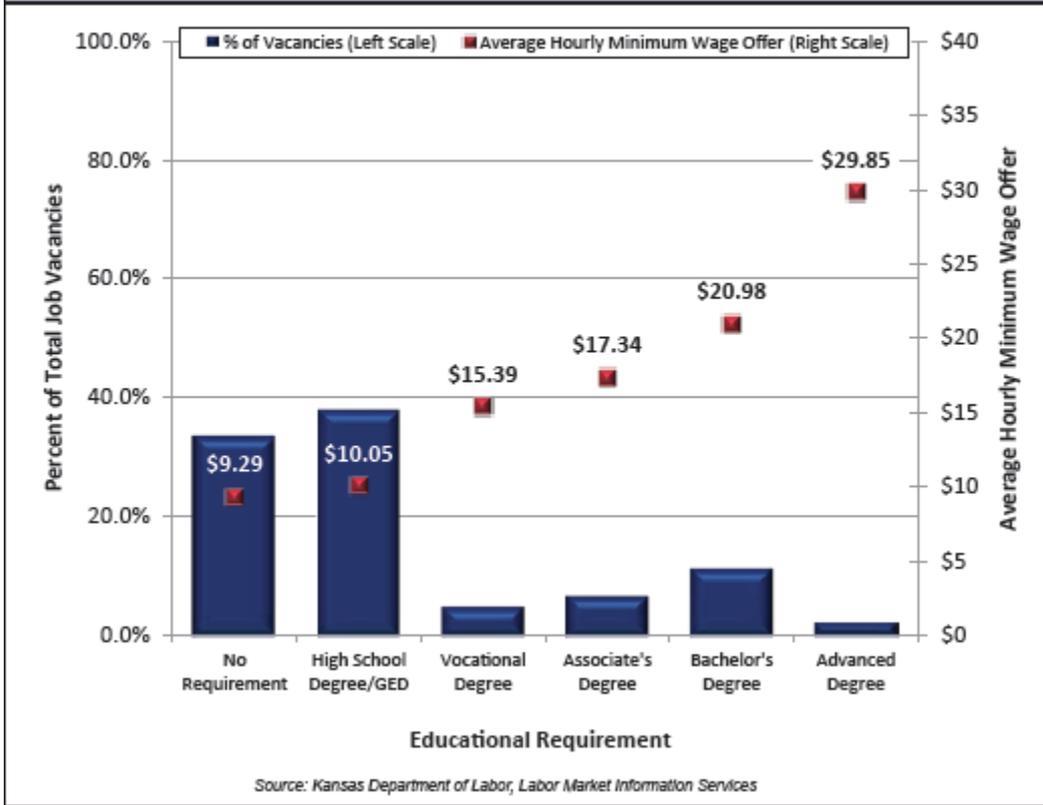
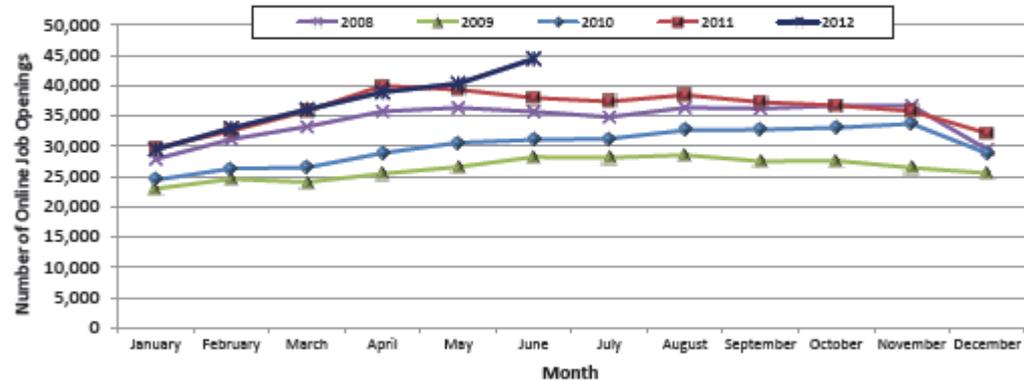


Figure 11
Online Job Openings
Kansas
2008 - 2012



Source: Help Wanted Online (HWOL) Job Advertisements; Kansas Department of Labor, Labor Market Information Services

2012 In-Demand Jobs

Kansas

Occupational Title ¹	Most Common Education ²	Total Rank ³	Average Annual Wages ⁴
Nursing Aides, Orderlies, and Attendants*	Postsecondary non-degree award	30	\$23,030
Registered Nurses*	Associate's degree	30	\$58,750
Cashiers	Less than high school	30	\$18,500
Combined Food Preparation and Serving Workers, Including Fast Food	Less than high school	30	\$17,910
Customer Service Representatives	High school diploma or equivalent	30	\$30,810
Retail Salespersons	Less than high school	30	\$24,040
Waiters and Waitresses	Less than high school	30	\$18,950
Truck Drivers, Heavy and Tractor-Trailer	High school diploma or equivalent	30	\$39,040
Stock Clerks and Order Fillers	Less than high school	29	\$22,630
First-Line Supervisors/Managers of Retail Sales Workers	High school diploma or equivalent	29	\$37,280
Office Clerks, General	High school diploma or equivalent	28	\$26,500
Food Preparation Workers	Less than high school	27	\$18,650
Landscaping and Groundskeeping Workers	Less than high school	27	\$24,410
Receptionists and Information Clerks	High school diploma or equivalent	27	\$24,230
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Less than high school	27	\$22,540
Laborers and Freight, Stock, and Material Movers, Hand	Less than high school	27	\$25,440
Teacher Assistants	High school diploma or equivalent	27	\$22,050
First-Line Supervisors/Managers of Office and Administrative Support Workers	High school diploma or equivalent	26	\$46,540
Bookkeeping, Accounting, and Auditing Clerks	High school diploma or equivalent	26	\$32,260
Home Health Aides	Less than high school	26	\$21,000
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Less than high school	25	\$20,750
Welders, Cutters, Solderers, and Brazers	High school diploma or equivalent	25	\$34,650
Maids and Housekeeping Cleaners	Less than high school	25	\$18,420
Sales Representatives, Services, All Other	High school diploma or equivalent	25	\$58,870
Cooks, Restaurant	Less than high school	25	\$20,440
Secretaries, Except Legal, Medical, and Executive	High school diploma or equivalent	25	\$27,790
Secondary School Teachers, Except Special and Vocational Education	Bachelor's degree	25	\$45,660
Accountants and Auditors	Bachelor's degree	25	\$61,030
Personal and Home Care Aides	Less than high school	25	\$19,080
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	25	\$62,780

**Table 4
Top 25 In-Demand Jobs (All occupations)
Kansas**

Rank	Occupation Title ¹	JVS Score (2012) ²	ST Score (2013) ³	LT Score (2020) ⁴	Total Score ⁵	Average Annual Wage ⁶	Education	Work Experience	Job Training
1	Registered Nurses*	10	10	10	30	\$58,750	Associate degree	None	None
2	Truck Drivers, Heavy and Tractor-Trailer	10	10	10	30	\$39,040	High school diploma or equivalent	1 to 5 years	Short-term on-the-job training
3	Customer Service Representatives	10	10	10	30	\$30,810	High school diploma or equivalent	None	Short-term on-the-job training
4	Retail Salespersons	10	10	10	30	\$24,040	Less than high school	None	Short-term on-the-job training
5	Nursing Aides, Orderlies, and Attendants*	10	10	10	30	\$23,030	Postsecondary non-degree award	None	None
6	Waiters and Waitresses	10	10	10	30	\$18,950	Less than high school	None	Short-term on-the-job training
7	Cashiers	10	10	10	30	\$18,500	Less than high school	None	Short-term on-the-job training
8	Combined Food Preparation and Serving Workers, Including Fast Food	10	10	10	30	\$17,910	Less than high school	None	Short-term on-the-job training
9	First-Line Supervisors/Managers of Retail Sales Workers	10	10	9	29	\$37,280	High school diploma or equivalent	1 to 5 years	None
10	Stock Clerks and Order Fillers	10	10	9	29	\$22,630	Less than high school	None	Short-term on-the-job training
11	Office Clerks, General	8	10	10	28	\$26,500	High school diploma or equivalent	None	Short-term on-the-job training
12	Landscaping and Groundskeeping Workers	8	10	9	27	\$24,410	Less than high school	None	Short-term on-the-job training
13	Receptionists and Information Clerks	8	10	9	27	\$24,230	High school diploma or equivalent	None	Short-term on-the-job training
14	Food Preparation Workers	8	10	9	27	\$18,650	Less than high school	None	Short-term on-the-job training
15	Laborers and Freight, Stock, and Material Movers, Hand	7	10	10	27	\$25,440	Less than high school	None	Short-term on-the-job training
16	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7	10	10	27	\$22,540	Less than high school	None	Short-term on-the-job training
17	Teacher Assistants	7	10	10	27	\$22,050	High school diploma or equivalent	None	Short-term on-the-job training
18	First-Line Supervisors/Managers of Office and Administrative Support Workers	7	10	9	26	\$46,540	High school diploma or equivalent	1 to 5 years	None
19	Bookkeeping, Accounting, and Auditing Clerks	7	10	9	26	\$32,260	High school diploma or equivalent	None	Moderate-term on-the-job training
20	Home Health Aides	6	10	10	26	\$21,000	Less than high school	None	Short-term on-the-job training
21	Welders, Cutters, Solderers, and Brazers	10	8	7	25	\$34,650	High school diploma or equivalent	Less than 1 year	Moderate-term on-the-job training
22	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	10	8	7	25	\$20,750	Less than high school	None	Short-term on-the-job training
23	Sales Representatives, Services, All Other	8	9	8	25	\$58,870	High school diploma or equivalent	None	Short-term on-the-job training
24	Cooks, Restaurant	8	9	8	25	\$20,440	Less than high school	Less than 1 year	Moderate-term on-the-job training
25	Maids and Housekeeping Cleaners	8	9	8	25	\$18,420	Less than high school	None	Short-term on-the-job training

Note: Education/training and work experience classifications can be found at http://www.bls.gov/emp/ep_defin/ions_edtrain.pdf

* Indicates a hybrid Standard Occupational Classification. These may not match the 2010 Standard Occupational Classification

¹ Occupational title is based on the 2010 Standard Occupational Classification <http://www.bls.gov/SOC/>

² Score is based on the 2012 Edition of the Job Vacancy Survey

³ Score is based on the number of openings projected in the 2011-2013 round of short-term projections

⁴ Score is based on the number of openings projected in the 2010-2020 round of long-term projections

⁵ Total score is the sum of the JVS, ST and LT scores

⁶ Average Annual Wage data is from the 2012 Edition of the Kansas Wage Survey

Source: Kansas Department of Labor, Labor Market Information Services

Table 5
Top 25 In-Demand Jobs (Requiring postsecondary education,
12 months of training or 12 months work experience)
Kansas

Rank	Occupation Title ¹	JVS Score (2012) ²	ST Score (2013) ³	LT Score (2020) ⁴	Total Score ⁵	Average Annual Wage ⁶	Education	Work Experience	Job Training
1	Registered Nurses*	10	10	10	30	\$58,750	Associate degree	None	None
2	Truck Drivers, Heavy and Tractor-Trailer	10	10	10	30	\$39,040	High school diploma or equivalent	1 to 5 years	Short-term on-the-job training
3	Nursing Aides, Orderlies, and Attendants*	10	10	10	30	\$23,030	Postsecondary non-degree award	None	None
4	First-Line Supervisors/Managers of Retail Sales Workers	10	10	9	29	\$37,280	High school diploma or equivalent	1 to 5 years	None
5	First-Line Supervisors/Managers of Office and Administrative Support Workers	7	10	9	26	\$46,540	High school diploma or equivalent	1 to 5 years	None
6	Secondary School Teachers, Except Special and Vocational Education	7	9	9	25	\$45,660	Bachelor's degree	None	Internship/residency
7	Accountants and Auditors	6	10	9	25	\$61,030	Bachelor's degree	None	None
8	Automotive Service Technicians and Mechanics	8	8	8	24	\$36,920	High school diploma or equivalent	None	Long-term on-the-job training
9	First-Line Supervisors/Managers of Food Preparation and Serving Workers	7	9	8	24	\$27,620	High school diploma or equivalent	1 to 5 years	None
10	Carpenters	8	7	8	23	\$40,170	High school diploma or equivalent	None	Apprenticeship
11	Licensed Practical and Licensed Vocational Nurses	7	8	8	23	\$37,520	Postsecondary non-degree award	None	None
12	Electricians	8	7	7	22	\$47,180	High school diploma or equivalent	None	Apprenticeship
13	Coaches and Scouts	7	7	8	22	\$26,120	High school diploma or equivalent	None	Long-term on-the-job training
14	General and Operations Managers	5	9	8	22	\$97,820	Associate degree	1 to 5 years	None
15	Recreation Workers	10	5	6	21	\$22,710	Bachelor's degree	None	None
16	Computer Support Specialists*	5	8	8	21	\$44,000	Some college, no degree	None	Moderate-term on-the-job training
17	Executive Secretaries and Administrative Assistants	5	8	8	21	\$41,710	High school diploma or equivalent	1 to 5 years	None
18	Industrial Machinery Mechanics	7	7	6	20	\$42,720	High school diploma or equivalent	None	Long-term on-the-job training
19	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	6	7	7	20	\$57,430	High school diploma or equivalent	1 to 5 years	None
20	Middle School Teachers, Except Special and Vocational Education	6	6	8	20	\$46,050	Bachelor's degree	None	Internship/residency
21	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	5	8	7	20	\$81,310	Bachelor's degree	None	Moderate-term on-the-job training
22	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	5	7	8	20	\$58,210	High school diploma or equivalent	More than 5 years	None
23	Computer Systems Analysts	5	7	7	19	\$76,370	Bachelor's degree	None	None
24	Elementary School Teachers, Except Special Education	8	0	10	18	\$44,240	Bachelor's degree	None	Internship/residency
25	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8	4	6	18	\$43,430	Postsecondary non-degree award	None	Long-term on-the-job training

Note: List only includes occupations requiring more than a high school diploma, at least 12 months of work experience, long-term on the job training, apprenticeship or internship

Note: Education/training and work experience classifications can be found at http://www.bls.gov/empirep_defnitions_edtrain.pdf

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² Score is based on the 2012 Edition of the Job Vacancy Survey

³ Score is based on the number of openings projected in the 2011-2013 round of short-term projections

⁴ Score is based on the number of openings projected in the 2010-2020 round of long-term projections

⁵ Total score is the sum of the JVS, ST and LT scores

⁶ Average Annual Wage data is from the 2012 Edition of the Kansas Wage Survey

Source: Kansas Department of Labor, Labor Market Information Services

**Table 7
Top 25 In-Demand Jobs
(Technical Training or Associate's degree)
Kansas**

Rank	Occupation Title ¹	JVS Score (2012) ²	ST Score (2013) ³	LT Score (2020) ⁴	Total Score ⁵	Average Annual Wage ⁶	Education	Work Experience	Job Training
1	Registered Nurses*	10	10	10	30	\$58,750	Associate degree	None	None
2	Nursing Aides, Orderlies, and Attendants*	10	10	10	30	\$23,030	Postsecondary non-degree award	None	None
3	Carpenters	8	7	8	23	\$40,170	High school diploma or equivalent	None	Apprenticeship
4	Licensed Practical and Licensed Vocational Nurses	7	8	8	23	\$37,520	Postsecondary non-degree award	None	None
5	Electricians	8	7	7	22	\$47,180	High school diploma or equivalent	None	Apprenticeship
6	General and Operations Managers	5	9	8	22	\$97,820	Associate degree	1 to 5 years	None
7	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8	4	6	18	\$43,430	Postsecondary non-degree award	None	Long-term on-the-job training
8	First-Line Supervisors/Managers of Production and Operating Workers	5	6	6	17	\$53,910	Postsecondary non-degree award	1 to 5 years	None
9	Hairdressers, Hairstylists, and Cosmetologists	3	7	7	17	\$24,090	Postsecondary non-degree award	None	None
10	Plumbers, Pipefitters, and Steamfitters	2	7	7	16	\$48,550	High school diploma or equivalent	None	Apprenticeship
11	Dental Assistants	3	5	6	14	\$31,560	Postsecondary non-degree award	None	None
12	Emergency Medical Technicians and Paramedics	3	5	6	14	\$26,260	Postsecondary non-degree award	None	None
13	Medical Records and Health Information Technicians	4	4	5	13	\$32,740	Postsecondary non-degree award	None	None
14	Firefighters	0	6	6	12	\$39,750	Postsecondary non-degree award	None	Long-term on-the-job training
15	Medical and Clinical Laboratory Technicians	4	2	4	10	\$34,410	Associate degree	None	None
16	Aircraft Mechanics and Service Technicians	0	5	5	10	\$54,670	Postsecondary non-degree award	None	None
17	Sheet Metal Workers	0	5	5	10	\$41,110	High school diploma or equivalent	None	Apprenticeship
18	Dental Hygienists	0	4	5	9	\$62,670	Associate degree	None	None
19	Radiologic Technologists and Technicians*	0	4	5	9	\$49,240	Associate degree	None	None
20	Preschool Teachers, Except Special Education	0	4	5	9	\$28,340	Associate degree	None	None
21	Psychiatric Technicians	8	0	0	8	\$27,700	Postsecondary non-degree award	None	Short-term on-the-job training
22	Civil Engineering Technicians	3	2	3	8	\$49,880	Associate degree	None	None
23	Paralegals and Legal Assistants	0	4	4	8	\$42,240	Associate degree	None	None
24	Respiratory Therapists	0	3	4	7	\$49,340	Associate degree	None	None
25	Library Technicians	0	3	4	7	\$26,220	Postsecondary non-degree award	None	None

Note: List only includes occupations with education of an associate degree or postsecondary non degree award or job training of internship or apprenticeship

Note: List is secondary sorted by JVS scores

Note: Education/training and work experience classifications can be found at http://www.bls.gov/emp/ep_def/definitions_eoltrain.pdf

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⁴ Score is based on the number of openings projected in the 2010-2020 round of long-term projections

⁵ Total score is the sum of the JVS, ST and LT scores

⁶ Average Annual Wage data is from the 2012 Edition of the Kansas Wage Survey

Source: Kansas Department of Labor, Labor Market Information Services

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