

Pathways Out of Poverty

Data-Informed Solutions for Austin/Travis County

Heath Prince
Director

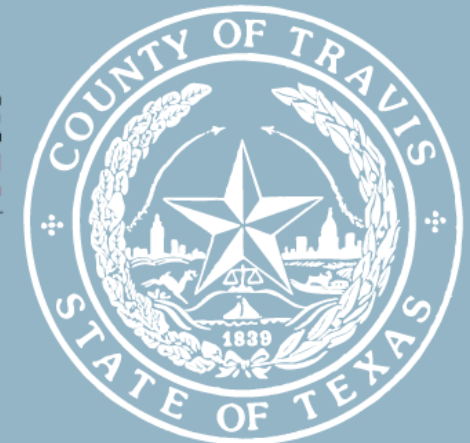
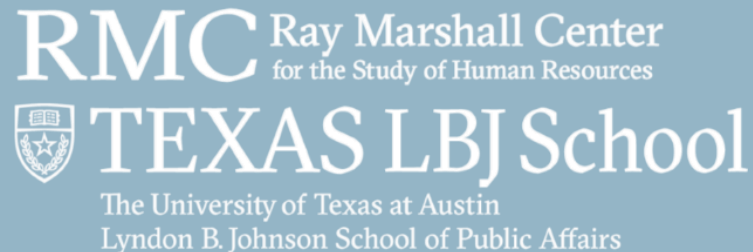
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Outline

- Overview
- Program Measurement
- Implementation
- Systems Measurement

Overview

Workforce development in Central Texas

- History
 - Role workforce development system has played in state/local economy
 - Workforce development and the Ray Marshall Center
 - Proximity to state capital, policy and program implications
- Central Texas as national workforce development laboratory
 - Policy
 - Program
 - Evaluation



AUSTIN METRO AREA

MASTER COMMUNITY WORKFORCE PLAN

THE NEED

To make living in the Austin Metro Area more affordable by improving economically disadvantaged residents' access to better economic opportunities via employment

THE OPPORTUNITY

By 2021, the Austin Metro Area is projected to have more than 60,000 middle-skill job openings

THE APPROACH

To find and reach people where they are – whether they are considering a new career or feeling stalled in their current career. Engagement may begin before a resident considers enrolling in a targeted training program, while they are in training, as they are seeking new employment or when they are exploring upskilling opportunities with their current employer.



AUSTIN METRO AREA

MASTER COMMUNITY WORKFORCE PLAN

THE AUDIENCE

14-17 year-old youth and 18+ adults living at or below 200% of the federal poverty level

THE REGION

10 county Austin-Round Rock MSA

THE INDUSTRIES

- Healthcare
- Information Technology
- Skilled Trades/Advanced Manufacturing

THE JOBS

Middle-skill occupations (those that require more than a high school diploma but less than a bachelor's degree) in the three target industries



AUSTIN METRO AREA
MASTER COMMUNITY WORKFORCE PLAN

10,000 local residents living at or below 200% of poverty will secure middle-skill jobs by 2021

AWARENESS & ENROLLMENT: Cultivate interest in high-demand, middle-skill careers

30,000
enroll in
middle-skill
training



TRAINING: Equip workers with the skills they need to succeed

12,000
earn
middle-skill
credentials



PLACEMENT:
Connect employers
with local talent to fill
middle-skill jobs

8,000 placed



ADVANCEMENT:
Assist frontline
workers in acquiring
skills to advance into
middle-skill jobs

2,000 upskilled

RMC Ray Marshall Center
for the Study of Human Resources



TEXAS LBJ School

The University of Texas at Austin
Lyndon B. Johnson School of Public Affairs



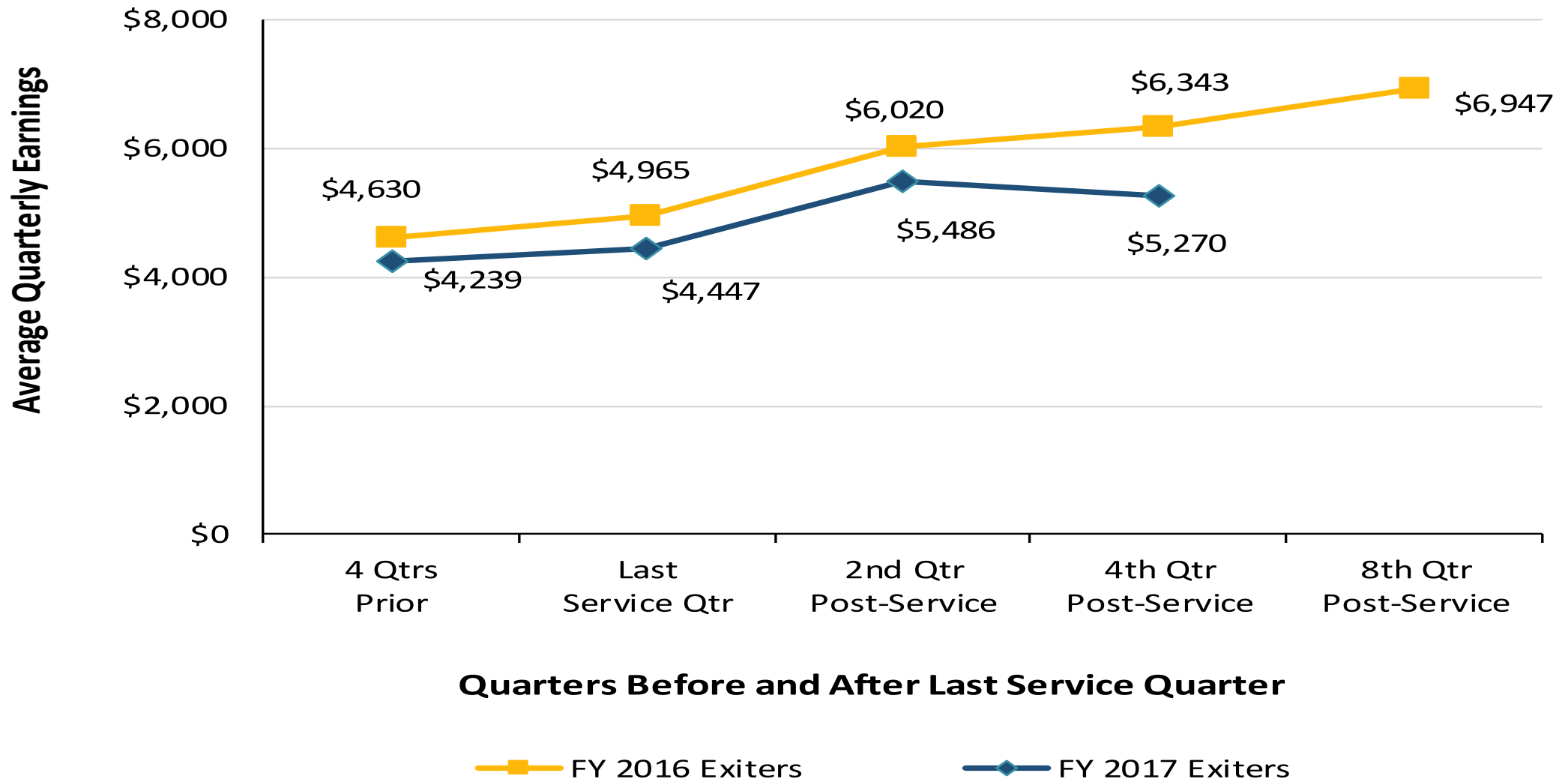
Program Measurement

Travis County and Ray Marshall Center Partnership

Outcomes and impacts

Cohort Outcome Measure	Four Qtrs Before Service	Last Qtr of Service	2nd Qtr Post-Service	4th Qtr Post-Service	8th Qtr Post-Service	All Post-Service Qtrs
Number of Participants:	1,434	1,434	1,434	993	190	1,434
Quarterly Employment:						
FY 2016	47.2%	73.8%	69.8%	63.1%	66.3%	66.4%
FY 2017	40.2%	69.4%	62.0%	59.5%	.	61.3%
Overall	43.8%	71.6%	66.0%	62.1%	66.3%	64.5%
Average Qrtly Earnings:						
FY 2016	\$4,622	\$4,936	\$5,976	\$6,272	\$6,905	\$6,208
FY 2017	\$4,247	\$4,465	\$5,518	\$5,256	.	\$5,449
Overall	\$4,452	\$4,712	\$5,765	\$6,014	\$6,905	\$5,941
Qualified for UI Benefits:						
FY 2016	39.7%	40.1%	49.7%	60.9%	62.6%	56.1%
FY 2017	34.2%	37.6%	55.7%	58.7%	.	56.6%
Overall	37.0%	38.8%	52.7%	60.3%	62.6%	56.3%
Filed UI Claim:						
FY 2016	3.0%	1.2%	3.2%	2.3%	1.1%	2.6%
FY 2017	2.6%	2.0%	1.3%	3.0%	.	1.8%
Overall	2.8%	1.6%	2.2%	2.5%	1.1%	2.3%

Outcomes and impacts



Value of partnerships

- Multiple multi-year projects with Travis County, City of Austin
 - Enjoy support of elected officials
 - Examine of multiple research questions over time
 - Explore of various methodologies
 - Provide evidence base for additional investment
- Master Community Workforce Plan
- Where we're heading



Systems Measurement

Research

Baseline

Identify outcomes and processes engaged in prior to the MCWP

Provide recommendations for improvement

Implementation

Review and verify new processes engaged in after start of MCWP

Provide implementation recommendations to enable seamless tracking of regional efforts

Evaluation

Use organization and admin. data to determine number of individuals pulled out of poverty

Intended to be iterative and inform ongoing decision-making

Participating Training Providers

Baseline/Year One Report

- American Youthworks
- Austin Community College
- Capital IDEA
- Goodwill Industries of Central Texas
- Skillpoint Alliance
- Workforce Solutions Capital Area
- Workforce Solutions Rural Cap

Year Two Report

- All Year One Participants
- Austin Coding Academy
- Texas State Technical College
- Foundation Communities
- Huston-Tillotson University
- Austin Area Urban League

Seamless Tracking of Individuals

Awareness and Enrollment

Training

Placement

Upskilling

Engaged in Job Shadow and Career Fair

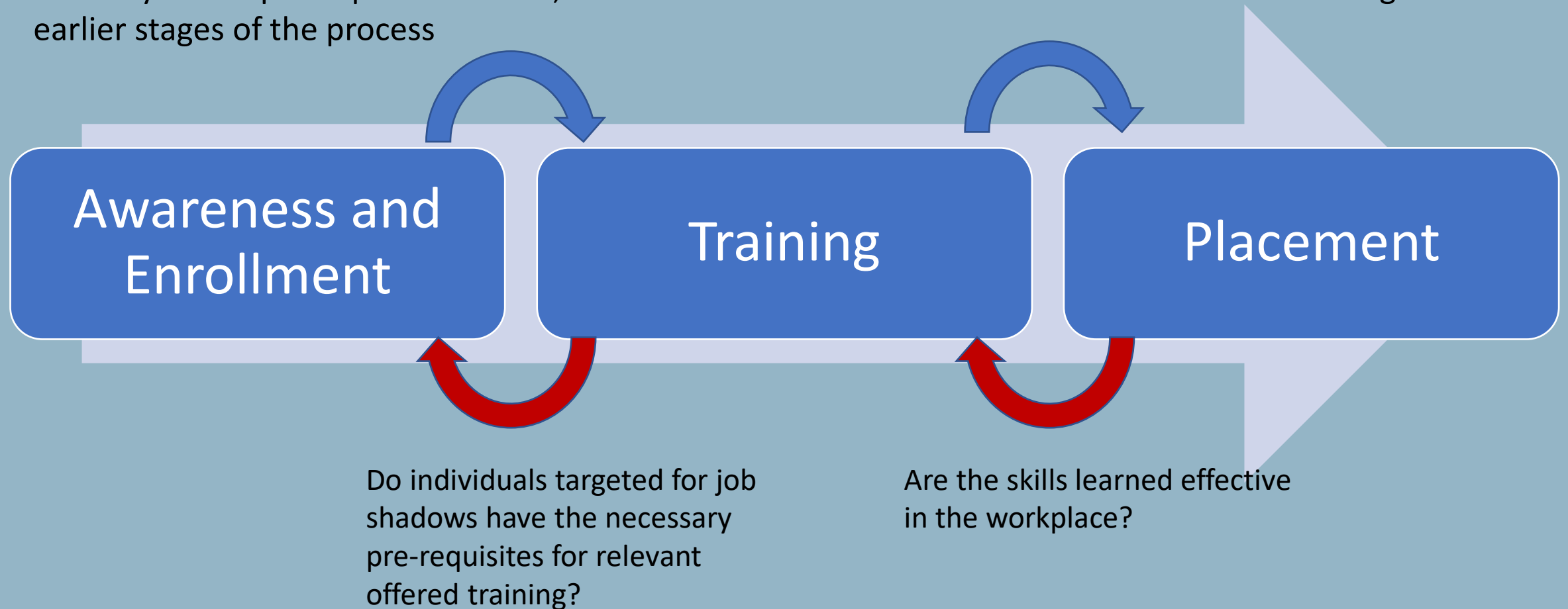
Enrolled in middle-skill training opportunity

Employed and received increase in hourly and quarterly earnings

Continued employment over time

Facilitate, Encourage, and Measure Feedback Loops

Not only follow participants forward, but ensure feedback mechanisms inform decision-making at earlier stages of the process



Baseline Report [Broad Highlights]

- The wider workforce system included in the report:
 - Graduates enrollees (~90% completion rate for CBO enrollees),
 - Finds them jobs (85% employed year after finishing training),
 - Adds to their earnings (average pay increase of \$13.5 K), and
 - Pulls some out of poverty (38% of completers above 200% FPG).
- Average Earnings **Gains** for Completers (2015-2016 Year)
 - \$26,460 for ACC Associate Degree
 - \$18,991 for ACC credential and CBO graduation
 - \$15,356 for ACC Certificate recipients
 - \$9,165 for ACC Short-term credential recipients
 - \$8,778 for CBO completers

Implementation

From Research to Reality

Baseline

Identify outcomes and processes engaged in prior to the MCWP

Implementation

Review and verify new processes engaged in after start of MCWP

Provide implementation recommendations to enable seamless tracking of regional efforts

Evaluation

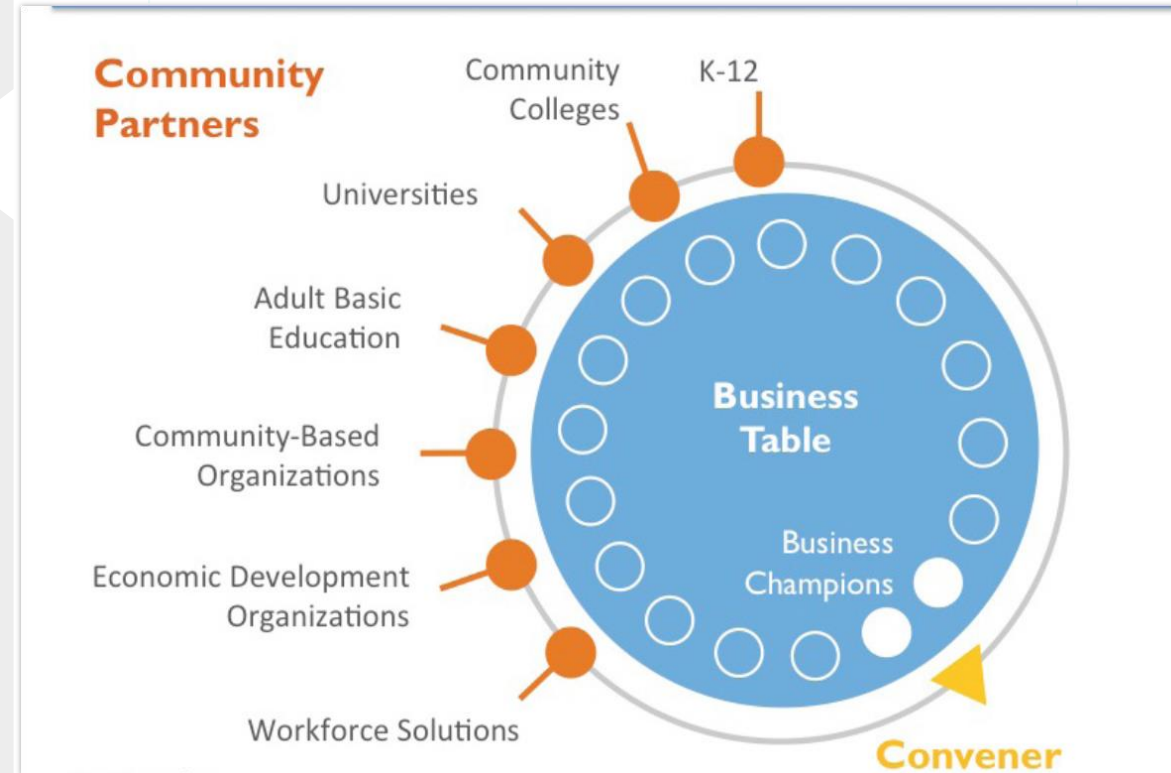
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Theory of Change

- Start with research
- Convene stakeholders
 - Identify shared priorities
 - Develop 30, 60 and 90 day goals
 - Form task teams
 - Develop actionable strategies and move to implementation
- Fund and evaluate pilot programs
- Measure impact on:
 - Business and industry
 - Jobseekers and students
 - Use of public programs and resources
- Create a process for continuous improvement and feedback



Central Texas Healthcare Partnership

- 2018 Tuition Assistance Utilization Study: A Focus on Healthcare Employers in the Austin Metro Area
- 2018 Workforce Solutions Capital Area Healthcare Industry Analysis
- 2019 Areas of Focus
 - The Youth Talent Pipeline
 - Post-Secondary Access & Success
 - Upskilling



Central
Texas
Healthcare
Partnership



Baylor Scott & White
HEALTH



Ascension Seton

StDavid's HEALTHCARE



Advanced Manufacturing Partnership

- 2017 Central Texas Manufacturing Workforce Study
- 2018 Manufacturing Education and Training Asset Mapping
- Certified Production Tech pilot



Skilled Trades Partnership



TRADE UP
TEXAS

- Funding for pre-apprenticeship
 - Multi Core Craft Curriculum (MC3)
 - Electrical pre-apprenticeship for high school juniors and seniors
- Media campaign
 - 1,800+ leads
 - 11 million+ viewings
 - Apprenticeship showcase with 40 vendors and 200+ job seekers



T.S.B.C.T.C.

PLUMBERS & PIPEFITTERS

LOCAL 286

★ CENTRAL TEXAS ★



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Central Texas Technology Partnership

- 2019 IT labor market analysis in partnership with the Austin Technology Council and Workforce Solutions Rural Capital Area
- Opportunity Tech Forum in partnership with America's Promise Alliance



Cross-Sector Efforts

- Bridging the Talent Gap Survey, co-led by Workforce Solutions and the Greater Austin Chamber, 144 companies surveyed; 7 employers upskill employees
- Workforce Solutions will serve 18,000 regional middle and high school students over 2 years with career counseling
- Workforce Solutions is deploying new incumbent worker training funds
- Creating articulation agreements between community-based organizations and Austin Community College



Alignment with Community Partners

Skillpoint Alliance	Updated curricula to support electrical & healthcare employers
Goodwill Industries of Central Texas	Expanded WIOA approved courses; creating broader funding sustainability Expanding facilities for training and providing scholarships
American YouthWorks	Initiated Professional Networking Partnership (PNP) to expose students to employers and job shadowing prior to internships or hire
Austin Area Urban League	TX Workforce Commission grant to support training in advanced manufacturing, biotech/life sciences, and information technology
Capital IDEA	Recognizing non-traditional post-secondary routes to good jobs by supporting students in apprenticeship programs by paying for fees, tools, and additional training costs
Austin Community College	Created new position: President of Business Industry Partnerships to coordinate College's alignment with the Master Community Workforce Plan

Appendix: History of the Plan

Economic Divide: Physical as well as Educational

Mayor Steve Adler: “We could spend time in this city trying to make things less expensive... Or, we could focus on **giving people more money to spend, and that happens through training and middle-skill development.**”

Judge Sarah Eckhardt: Create a “**common wealth**” of Austin by connecting qualified job seekers with good-paying middle-skill jobs.



Context:

How Did We Get a Strategic Plan for Talent?

April 2016: Mayor Adler and Judge Eckhardt commissioned workforce plan from Workforce Solutions

May 2016 – May 2017: Input and scoping sessions in the community

June 1, 2017: Austin Metro Area Master Community Workforce Plan launched



Community Engagement was Key

To build the Plan initially, Workforce Solutions sought input from:

- Offices of **Mayor Steve Adler & Judge Sarah Eckhardt**
- **Chambers of Commerce:** Greater Austin, Greater Austin Asian, Greater Austin Black, Greater Austin Hispanic, Greater Austin Gay and Lesbian, Austin Young, Pflugerville
- **Economic Development:** City of Austin Economic Development Department, Pflugerville Community Development Corporation
- **Community Based Organizations:** Austin Community College (ACC), Goodwill, Austin Area Urban League, Capital IDEA, Skillpoint Alliance, CAPCOG, Ray Marshall Center, American YouthWorks, LifeWorks, CAN
- **Industry Associations:** Austin Regional Manufacturers Association, Healthcare Workforce Alliance of Central Texas, Austin Technology Council, Austin Chapter of the Associated General Contractors of America
- **Employer Feedback and Focus Groups:** Silicon Labs, Samsung and its onsite contractors/vendors, Brotherhood of Electrical Workers, Plumbers & Pipefitters Local Union 286, Central Health, St. David's, Seton, Intertech Flooring, Athena Manufacturing, Travis County HR Department, Dynamic Manufacturing Solutions



Appendix: Funding



AUSTIN METRO AREA
MASTER COMMUNITY WORKFORCE PLAN

Funders

Backbone Staff

Sector Partnerships

Training Pilots

Marketing & Events

Data & Evaluation

Google.org

JPMORGAN CHASE & CO.



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