



# Work Ready Community (WRC) Sustainability Strategy

For Tom Green County, Texas  
and the Concho Valley

By: Randy C. LeCompte

**ACT**  
**WORKFORCE**  
**SUMMIT** 2019

Join the conversation using #ACTWorkforce @ACT



# Concho Valley Work Ready Community (WRC) Background

**ACT**  
**WORKFORCE**  
**SUMMIT** 2019

Join the conversation using [#ACTWorkforce](#) @ACT

# Garnering Support for the Effort

- 2010 and 2012: School testing and improved results at Christoval ISD
- 2011-2016: Attainment of business support through discussions, ACT Workforce summits, training academies, presentations and educational type sessions, ongoing dialog with Gregg County (a sister WRC effort in Texas) to share products
- 2016: Establishment of specific county goals
- Letters and commitments of support for a Work Ready Committee (members noted by an \*)
  - Texas House of Representatives Drew Darby (April 27, 2016)
  - Mayor of San Angelo Dwaine Morrison (April 28, 2016)
  - \*Tom Green County Judge Steve Floyd (January 28, 2016) (2 County Commissioners-Rick Bacon)
  - \*City of San Angelo Development Corporation (COSADC) Director (Initial Chair)
  - \*Concho Valley Workforce Development Board Director & Planner (Ongoing Chair)
  - \*Local Community College Jamie Rainey (Howard College – April 26, 2016)
  - \*Employer Representatives (Ethicon/Shannon Hospital/Foster Communications)
  - \*San Angelo ISD Joy Gay
- Submission of an ACT application for Tom Green County
- 2016-2019: Piecemeal Program execution funds (TWC grants and COSADC)



	Tom Green County	McCulloch County	Menard County	Schleicher County
<b>Initial Certification Goals</b>				
Emerging	662	31	11	11
Current	94	10	2	4
Transitioning	507	18	32	6
Employers Supporting	50	14	4	5
<b>First Year Re-Certification Goals</b>				
New and Reaffirming Employers	68			
Profiles	5			
Improved ACT NCRC	43			
<b>Legend and Notes</b>				
	Indicates met or exceeded County Goal			
	indicates achievement and not goal			
Goals are established based on County Demographic data: Number people employed, unemployed, high school graduates, graduates, and number of employers.				

# Established County Certification Goals Concho Valley



# Concho Valley Actual Numbers

## 13 Counties with the largest county - Tom Green County

Work Ready Concho Valley Counties	Population	NCRCs Earned	Employers Recognize	Participation Start Date	Certification Date	Percentage of Goals Complete	Anticipated Recertification Date	Percentage of Goals Complete
Tom Green County	118,019	2,457	124	10/27/2016	8/28/2017	100%	By 2/28/2020	87%
Menard County	2,124	104	4	10/31/2018	6/1/2019	100%	By 6/1/2021	
Schleicher County	3,001	57	5	2/1/2019		88%		
McCulloch County	7,957	97	16			50%		
Sutton County	3,767	8	1					
Irion County	1,516	25	2					
Kimble County	4,410	0	1					
Concho County	2,717	6	2					
Reagan County	3,710	30	0					
Coke County	3,306	10	0					
Sterling County	1,295	0	0					
Crockett County	3,564	0	0					
Mason County	4,222	0	0					



# Concho Valley WRC Successful Sustainment Approach

- Sustained Leadership
- Funding
- Continued WRC community involvement
- Extension / Modification of WRC Goal Selection
- Realization of Benefits



# WRC Secured Funding

- Concho Valley Secured Funding
  - Employer Ethicon ACT Work Keys license
  - Angelo State University Vista Program
  - City of San Angelo Development Corporation Funds
  - Texas Workforce Commission Grants
    - 2016-2017 WRC Grant: \$147,378
    - 2017-2018 WRC Grant: \$165,069
    - 2018-2019 Texas Talent Connection Grant: \$500,000 (included job certification training, tuition and equipment costs as well)
  - Workforce Board WIOA Program – ACT Work Keys assessments
  - Employer Agreements
- End Result: For 3 years we had much more funding than what we needed to have Tom Green County and other counties certified!

# WRC Funding Comparisons

<b>Tom Green County</b>	<b>Initial 2-yr Certification (Aug 2017)</b>	<b>First 2- yr Re-Certification (FEB 2020)</b>	<b>Second 2-yr Re-Certification (FEB 2022)</b>	<b>Total</b>
<b>Emerging</b>	\$ 23,832.00	\$ 23,832.00	N/A	\$ 47,664.00
<b>Current</b>	\$ 3,384.00	\$ 3,384.00	\$ 3,384.00	\$ 10,152.00
<b>Transitioning</b>	\$ 18,252.00	\$ 18,252.00	N/A	\$ 36,504.00
<b>Employers Supporting</b>	\$ -	\$ -	\$ -	\$ -
<b>New &amp; Reaffirming Employers</b>	N/A	\$ -	\$ -	\$ -
<b>Profiles</b>	N/A	\$ 10,000.00	N/A	\$ 10,000.00
<b>Improved Certificates</b>	N/A	N/A	\$ -	\$ -
<b>ACT Work Keys Curriculum</b>	N/A	N/A	\$ 3,500.00	\$ 3,500.00
<b>College &amp; Career Readiness</b>				
<b>Champion Nominations</b>	N/A	N/A	\$ -	\$ -
<b>Provide Testimonial or Case Study</b>	N/A	N/A	\$ -	\$ -
<b>Present at State Organizations Event</b>	N/A	N/A	\$ 1,000.00	\$ 1,000.00
<b>Total</b>	\$ 45,468.00	\$ 55,468.00	\$ 7,884.00	\$ 108,820.00

# WRC Funding Comparisons

<b>Menard County</b>	<b>Initial 2-yr Certification</b>	<b>First 2- yr Re-Certification</b>	<b>Second 2-yr Re-Certification</b>	<b>Total</b>
<b>Emerging</b>	\$ 396.00	\$ 396.00	N/A	\$ 792.00
<b>Current</b>	\$ 72.00	\$ 72.00	\$ 72.00	\$ 216.00
<b>Transitioning</b>	\$ 1,152.00	\$ 1,152.00	N/A	\$ 2,304.00
<b>Employers Supporting</b>	\$ -	\$ -	\$ -	\$ -
<b>New &amp; Reaffirming Employers</b>	N/A	\$ -	\$ -	\$ -
<b>Profiles</b>	N/A	N/A	N/A	\$ -
<b>Improved Certificates</b>	N/A	\$ -	\$ -	\$ -
<b>ACT Work Keys Curriculum</b>	N/A	\$ -	\$ -	\$ -
<b>College &amp; Career Readiness Champion Nominations</b>	N/A	N/A	\$ -	\$ -
<b>Provide Testimonial or Case Study</b>	N/A	N/A	\$ -	\$ -
<b>Present at State Organizations Event</b>	N/A	N/A	N/A	\$ -
<b>Total</b>	\$ 1,620.00	\$ 1,620.00	\$ 72.00	\$ 3,312.00



# Leadership Team Development

- Academy training sessions
- Local stakeholder meetings (monthly then quarterly)
- Long range plan development that included business, education and economic development together
- Pilot program identified at Shannon Medical Center
- Inclusion of key regional employers like Ethicon (already used Work Keys)
- Hiring of a Vista at the Workforce Board and identification of others to execute the program
- As rollout took place to rural Counties, Workforce Board representatives served as the ACT administrator and provides leadership for these rural county teams



Tom Green County - City of San Angelo

# WORK READY COMMUNITIES INITIATIVE

*A framework for community-based workforce development to drive economic growth*



The Competitive Advantage: Certified Work Ready Community



Designed by Christoval High School Advanced Graphic Design Class

ACT  
WORKFORCE  
SUMMIT 2019

Join the conversation using #ACTWorkforce @ACT



# Concho Valley Realized Benefits

- Forming of Community Leadership Teams for a worthwhile effort such that we continued to meet to discuss the need for work ready communities
- Pre-screening of applicants to secure a job (e.g. Ethicon)
- Use of ACT Curriculum to address individual skill gaps and improve employee productivity
- Sharing of best practices through networking and Conferences
- Civilian crosswalk to transitioning veterans entering civilian Employment
- ACT Efficacy study – direct correlation to successful employees and increased productivity
- Individuals with disabilities were able to score as high as those without disabilities



# Questions?

**ACT**  
**WORKFORCE**  
**SUMMIT** 2019

Join the conversation using [#ACTWorkforce](#) @ACT