



WORKFORCE
SOLUTIONS Capital Area
Connecting People to Jobs

GROW YOUR TALENT UPSKILLING IN AUSTIN

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A proud partner of the **americanjobcenter** network

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www.wfscapitalarea.com





The Workforce Solutions Network is
comprised of the
Texas Workforce Commission

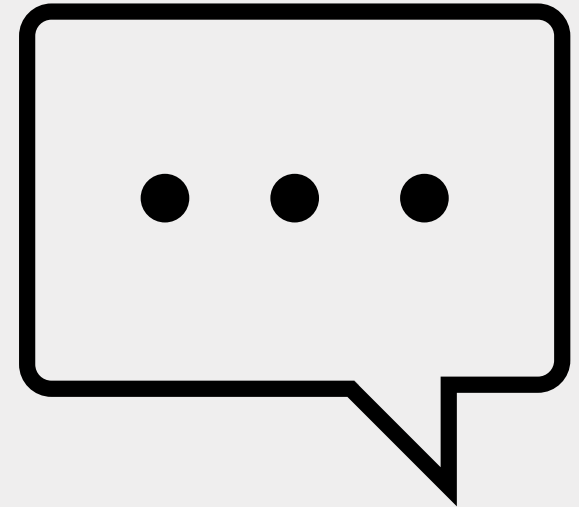


partnered with the
28 local workforce development boards
known as
Workforce Solutions.



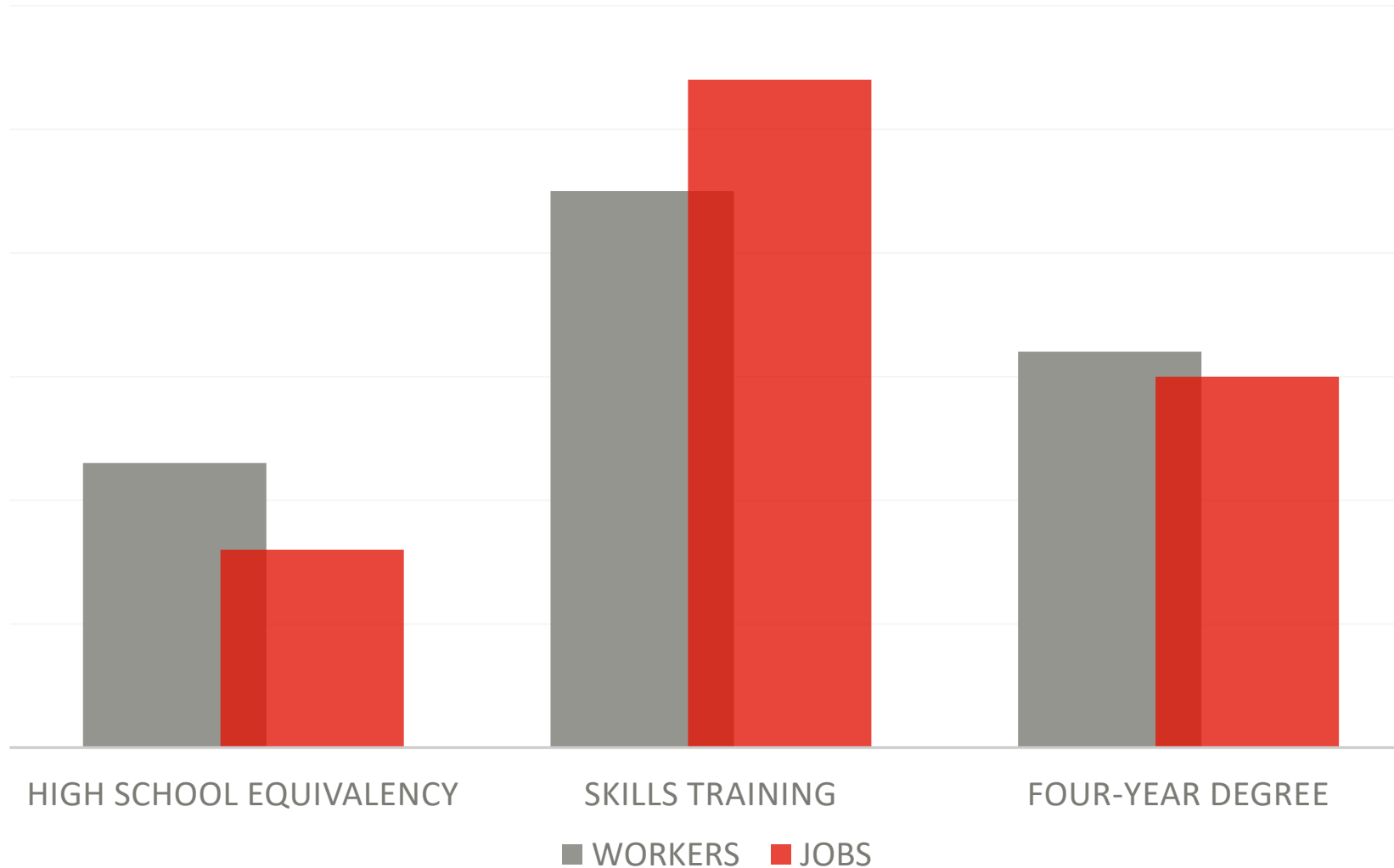
What are your talent pain points?

In the chat, write out a challenge you face when hiring for your hard-to-fill positions.



Skills Mismatch

Texas, 2018



54%

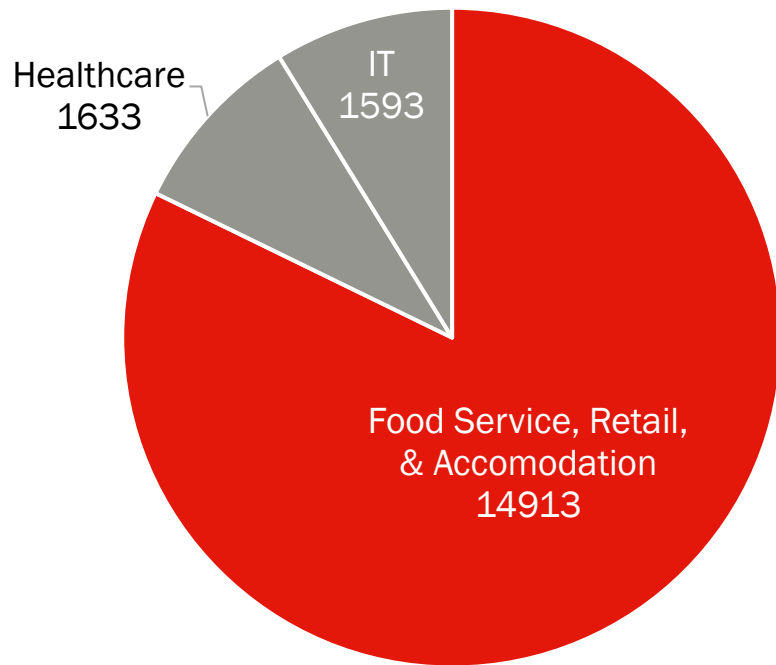
jobs in Texas are middle-skill positions

45%

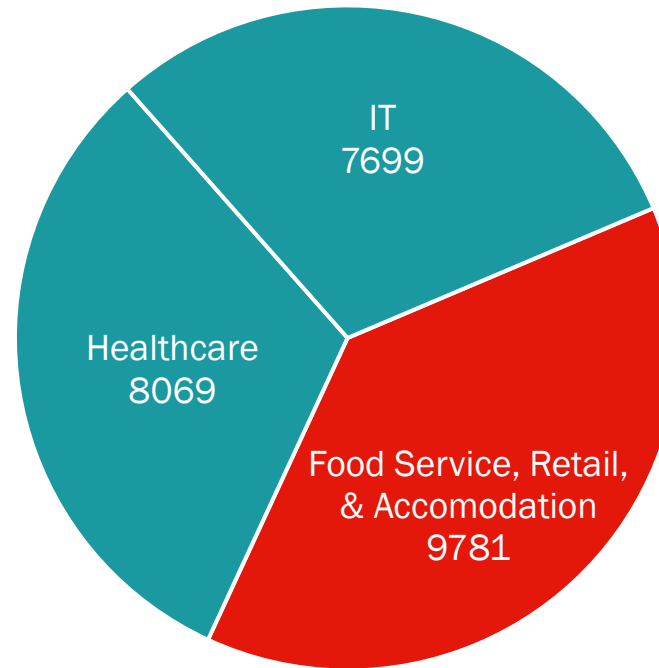
Texas' workers are trained to the middle-skill level

In Austin's job market, talent demand is still unmet in the most in-demand industries

Austin MSA Unemployed by Industry



Austin MSA Job Postings



4.9x

Open job postings in Healthcare compared to jobless residents previously in Healthcare

4.8x

Open job postings in IT compared to jobless residents previously in IT

* Unemployed as of Dec 2020 (does not include gig workers); Job Postings as of Dec 31, 2020 (Source: Burning Glass Labor Insight)

In 2 months, more people filed for unemployment than in Great Recession

This moment provides the opportunity to reshape the workforce.

77%

Of companies are leaning towards training over hiring ¹

54%

Of all employees will require significant reskilling and upskilling ²



Yearly cost of turnover is nearly \$15,000 per employee ³



Discover Financial Services achieved 144% return on upskilling investment ⁴



Millennials (75% global workforce) are less likely to leave their jobs when they work for companies that support their ambitions and professional development ⁵



**Does this data reflect your
company's talent needs
and challenges?**

What is upskilling?

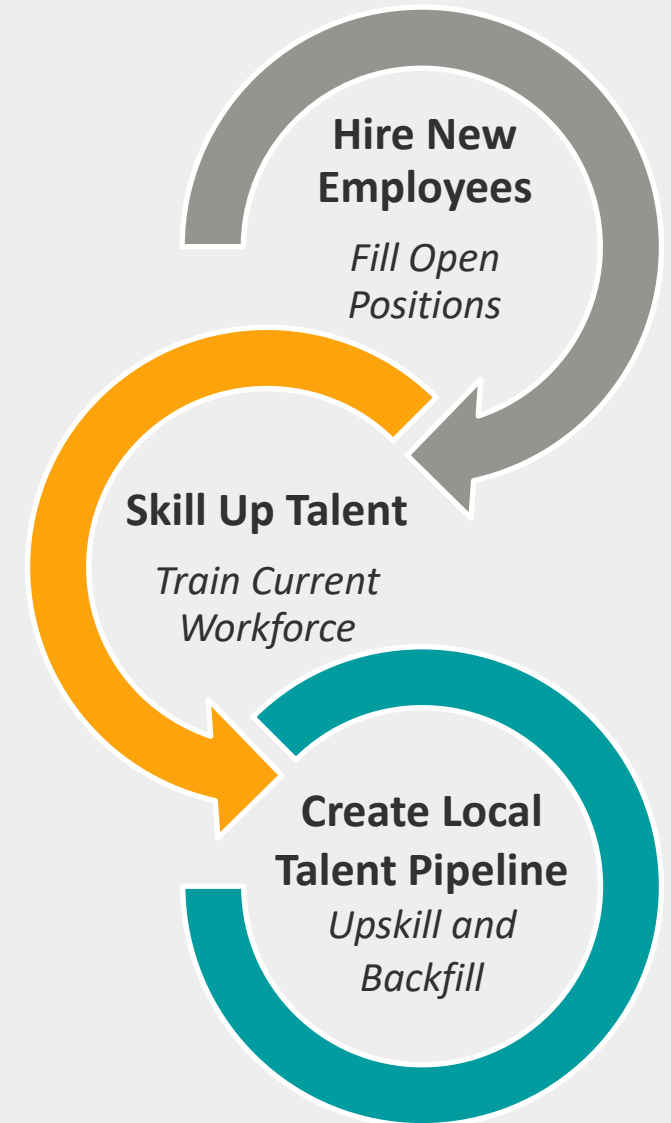
Upskilling

Assisting incumbent workers in acquiring skills to advance into middle and upper-skill jobs, particularly those in high demand for the company.

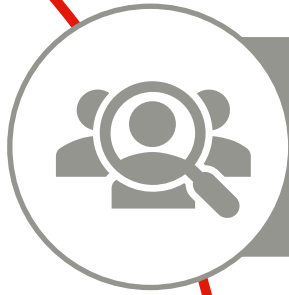
Earn & Learn

Providing an individual the opportunity to gain paid experience in the field in which they are studying.

- Job Shadowing
- Internships
- Part-time employment
- Apprenticeships



Why Upskill?



Address Critical Hiring Needs and Skill-Gaps



Reduce Cost and Increase Profits



Improve Company Culture and Morale

Methods of Upskilling



APPRENTICESHIP



IN-HOUSE
TRAINING



EXTERNAL
TRAINING
PROVIDER



ON-THE-JOB
TRAINING



CAREER
COACHING

Upskilling in Central Texas



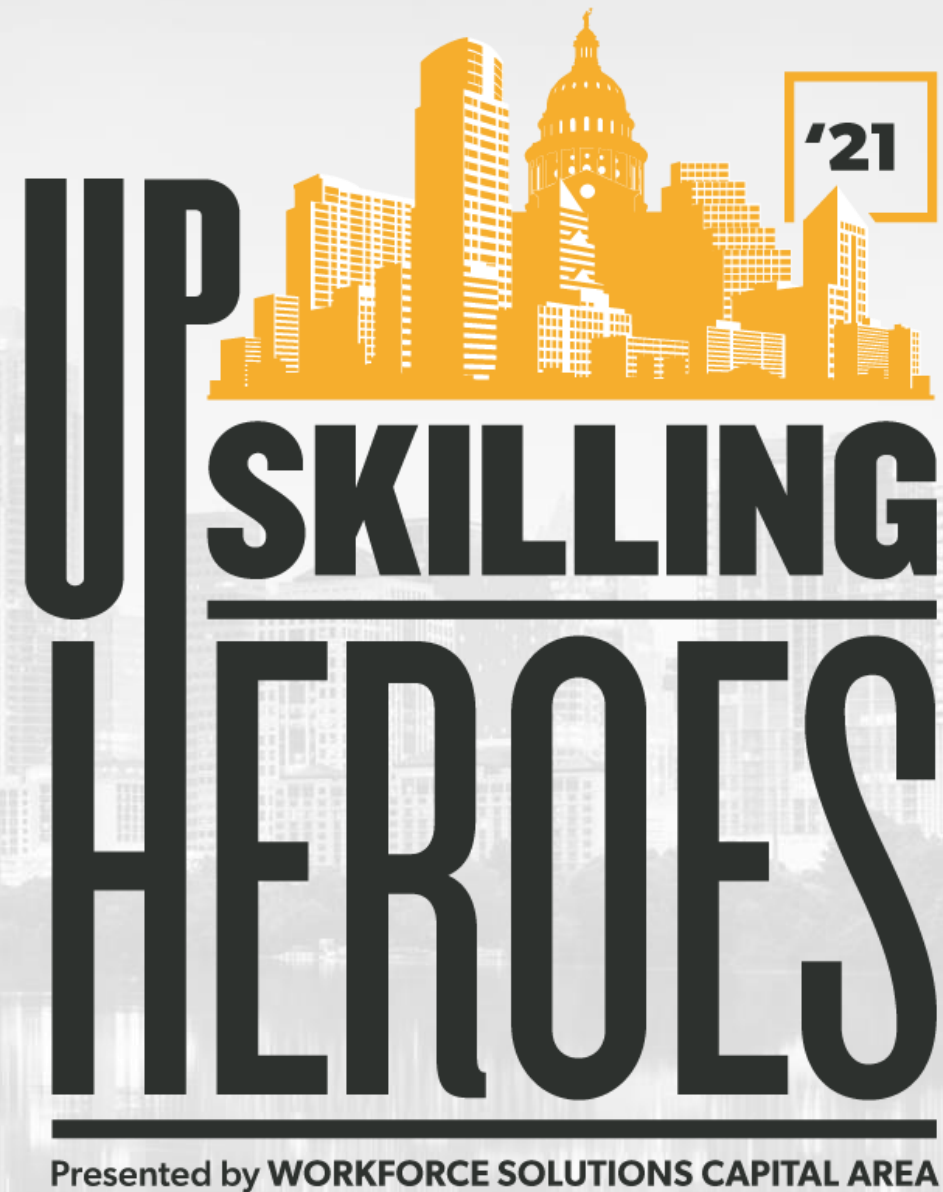
JOIN OUR UPSKILLING HEROES

Workforce Solutions Capital Area recognizes and helps local companies that build a higher-skilled workforce and more competitive economy through upskilling strategies.

Your business could be considered for the 2021 Upskilling HEROES award.

Whether you already upskill, or you want to add upskilling to your talent solutions toolkit, your business can be recognized for contributing to the regional goal.

Nominate your company today by completing the [Upskilling Survey](#).



HOW WE CAN HELP YOU GROW YOUR BUSINESS

Workforce Solutions Capital Area recognizes the rapidly changing workforce with the impacts of COVID. We are here to help you prepare.

Hiring Assistance

- We can directly connect you with local job seekers
- Get full support with WorkInTexas.com including assistance with writing, reviewing, and posting jobs
- Participate in WFS virtual job fairs and opportunities to promote your careers to qualified and emerging talent.

Grants for Internships & Onboarding

- We can provide funding to support new employees by covering their wages. Options can include:
 - Reimbursement of 50% straight-time wages (no holidays or overtime) for up to six months, or \$10,000
 - Payment for all straight-time wages for up to 12 weeks

Upskilling Grants & Support

- Increase retention by filling your open positions with upskilled workers trained in your company culture
- We can assist you in developing your upskilling plans and help you cover training and upskilling costs

Layoff & Outplacement Assistance

- We can help you navigate the layoff process and provide reemployment assistance to your staff
- We can offset infrastructure costs to help ensure you can maintain your workforce

Grants For Internships & Onboarding

Apply today for a paid-for, vetted & trained intern!

Qualified businesses will receive:

- A paid-for intern trained + vetted (March – June 2021)
- Exclusive training, resources + support
- Recruit skilled talent for hard-to-fill jobs
- Onboard your future workforce in your company culture

Sign up to get started!



**Skilled
Tech
Specialists**

**WAGES
COVERED
100%**

WFS | RE+

The advertisement features a smiling man with glasses and a green shirt. The background is split into light blue and dark teal sections. The text 'Skilled Tech Specialists' is in dark teal on the light blue background. 'WAGES COVERED 100%' is in white on the dark teal background. At the bottom left are logos for WFS and RE+.

Grants For Internships & Onboarding

Apply today for a paid-for, vetted & trained intern!

Pair up with a
Facebook-Trained
Intern in 2021!

Apply Today!



Qualified businesses will receive:

- A summer paid-for intern trained + vetted by Facebook (Summer 2021)
- Exclusive training, resources + support
- Improved social media + digital presence
- Networking opportunity with peers and Facebook program staff
- A \$500 Facebook/Instagram ad credit

Sign up to get started!



Questions?



**I Live Here
I Give Here®**

Amplify Austin