

Workforce Solutions Capital Area

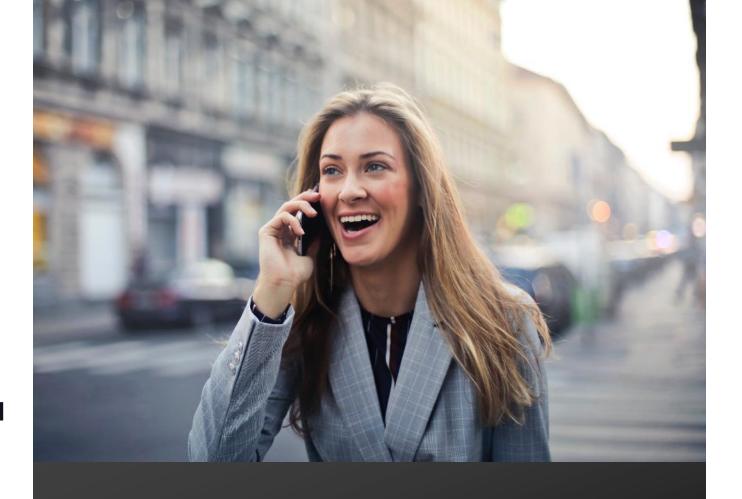
Workforce Wednesday

Future in information technology

Highlight open positions in Austin's growing IT industry

Workforce Solutions Capital Area

- Workforce Solutions is the publicly-funded workforce board and first responders for employment in Travis County.
- Through our strong partnerships and strategic collaborations, we lead our region's workforce system in the development of a world-
- 1. First, we connect local people to local jobs
- 2. Second, we're here for Travis County parents.
- 3. Third, we're here for Travis County students and youth.
- 4. And lastly, we stand with Austin businesses.

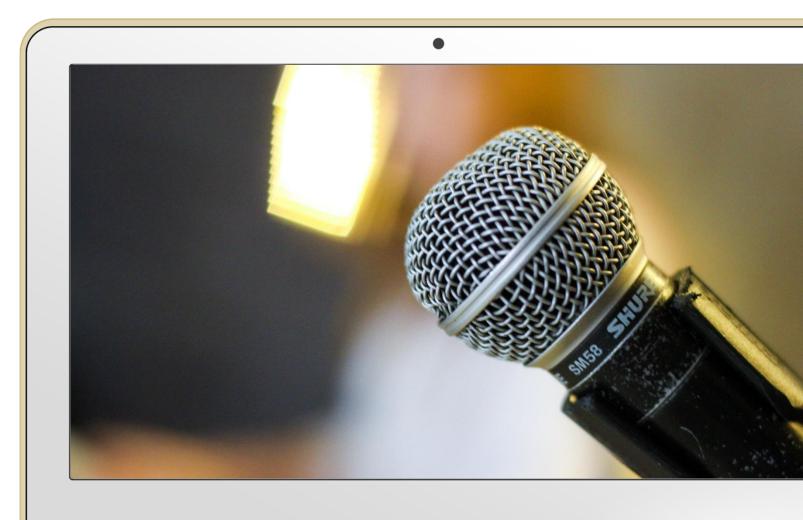


About Us

To learn more, visit our website, and connect with us on social media.

Special Guests

IBM, Austin
Urban
Technology
Movement and
MindSource





Workforce Solutions Capital Area has created RE:WorkNOW

- **260 full scholarships** for rapid, safe training programs for City of Austin and Travis County residents on a first-come, first-served basis *space is limited!*
- Supporting \$200/week stipends, transportation, digital inclusion and career guidance
- Made possible by Travis County and the City of Austin funding

reworknow.org/austin



RE:Work NOW

- Realizing the extreme need for fast-track training to get people back to work quickly and into in-demand, good paying career pathways, Workforce Solutions Capital Area has created RE:Work NOW:
 - Full scholarships for rapid, safe training programs for City of Austin and Travis County residents, on a first come, first served basis with supporting \$200/week stipends, transportation, digital inclusion, and career guidance. This is made possible by funds from Travis County and the City of Austin.
 - Spaces are limited! Your clients can apply today to learn more about eligibility and identify training programs that align with their career interests: reworknow.org/Austin.
 - All previously mentioned RE:Work NOW training providers' information/training program details can be accessed through the RE:Work NOW platform.
 - Questions? Email wfs.werc@wfscapitalarea.com, or call 512-381-5160.



Types of Expenses we can help with:

- Tuition and fees
- Books
- Tools
- Uniforms
- Tests
- Medical immunizations/tests
- Childcare and Transportation

Eligibility

Eligibility Requirement	Description of Criteria	Verification Method
Receipt of Unemployment Insurance Assistance	Receipt of Unemployment Insurance any time after March 1, 2020	Texas Workforce Commission verification of benefit letter or verification through Unemployment Insurance system
Income Level	Individuals at or below 200% of Federal Poverty Income Guidelines receive preference	Paystubs, employer certification, self- employment attestation, or a self- attestation of no income.
Age	All enrollees will be at least age 18	Photo ID
"Right to Work"	All enrollees will be a US citizen or have "Right-to-Work" status and live in the City of Austin or Travis County	"Right to work" status is documented by a government issued card
Class of 2020 graduate from a high school that serves Austin	Priority given to eligible individuals with family income at or below 200% of poverty	High school diploma or transcripts Paystubs, employer certification, self-
		employment attestation, or a self-
	Individual must attest to being jobless	attestation of no income.
	or unable to secure more than part-	
	time employment at least in part due to COVID	Self-attestation of effect of COVID on employment



Referral Process - Facilitated

- The customer is helped to access training services by the provider
- The provider and the customer complete the Referral Tool together
- Eligibility questions/training interest, referring agency, referring staff and contact information are emailed to WFS
- Customer is emailed a detailed list of documents needed for enrollment/eligibility. They should begin collecting those documents prior to meeting with WFS staff
- WFS staff will respond within 24 hours to initiate the intake process

Passive referrals are not recommended Referral Form:

https://wfscapitalareacom-xzivj.formstack.com/forms/referral eligibility online form



YOUR JOURNEY WITH RE: WORKNOW



RE:Work Now Training Programs

RE:Work NOW Trainings		
Administrative Assistant	Office Technology	
Adobe Certified Assistant	PC Technician	
Bookkeeping & Accounting	Patient Care Technician	
Certified Production Technician	Phlebotomy Technician	
Cyber Secruity	Pre-Apprentice Electrician	
Data Analyst	Pre-Apprentice Plumbing	
Digital Marketing	Truck Driving Training	
EKG Technician	Welding	
Full Stack – Java Development (PT & FT)	See start dates here	
HVAC		
Medical Office Professionals		
Multi-Craft Core Curriculum (MC3)		
Nurse Aide Training		





Funded Partners & Programs









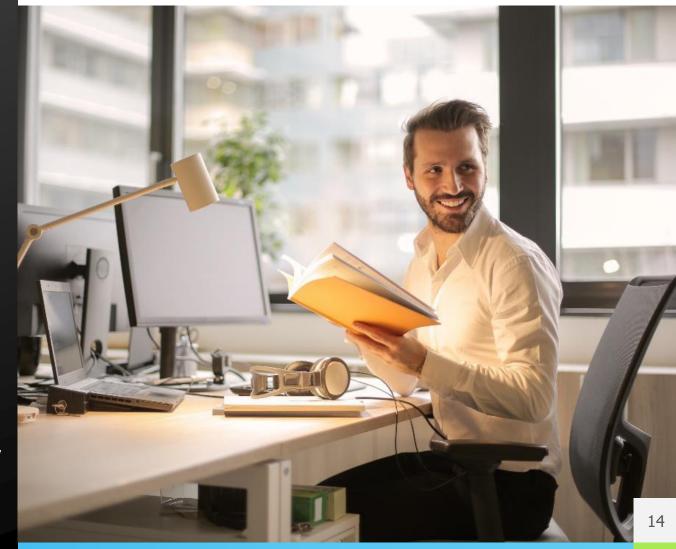






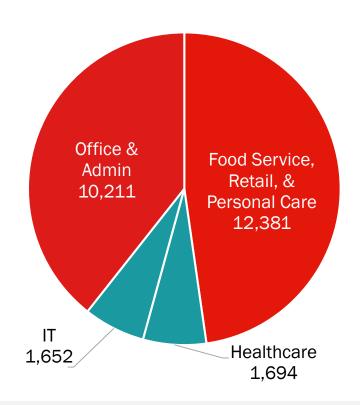
Labor Market Trends

Informational Technology

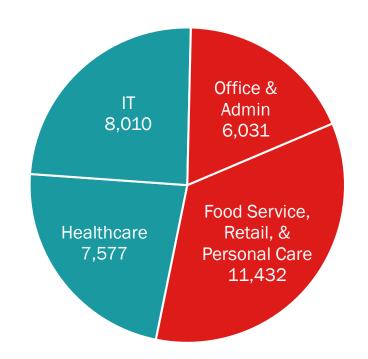


UNEMPLOYED RESIDENTS NEED TRAINING TO SECURE HIGH-DEMAND JOBS

Unemployed by Industry, Austin MSA



Job Postings, Austin MSA



4.5x

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

4.8x

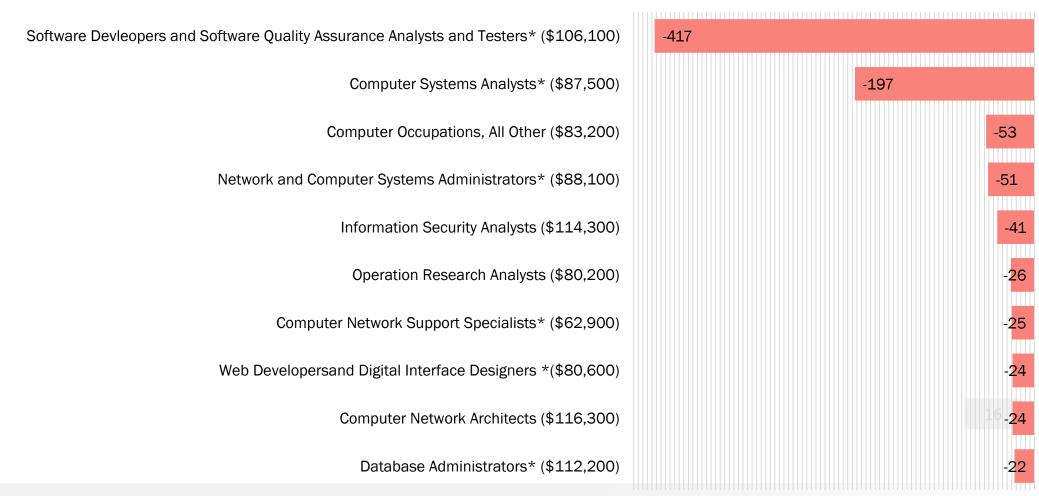
Open job postings in IT compared to jobless residents previously in IT

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

Talent supply shortage projected for Austin tech occupations

Occupation Gaps (Computer and Mathematical)

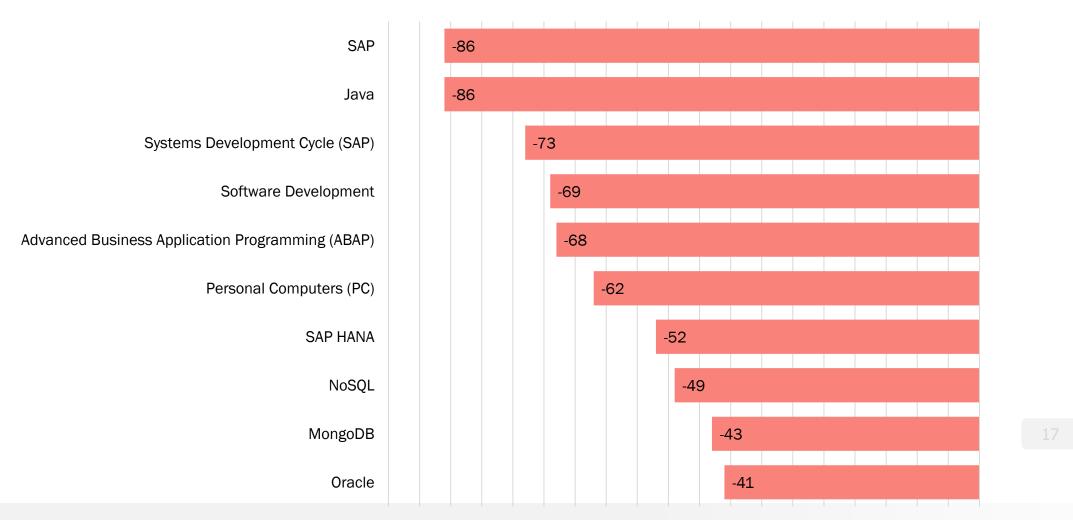
Potential Average Annual Occupation Gaps over 10 Years in Austin MSA



Projected skills shortage projected for Austin tech occupations

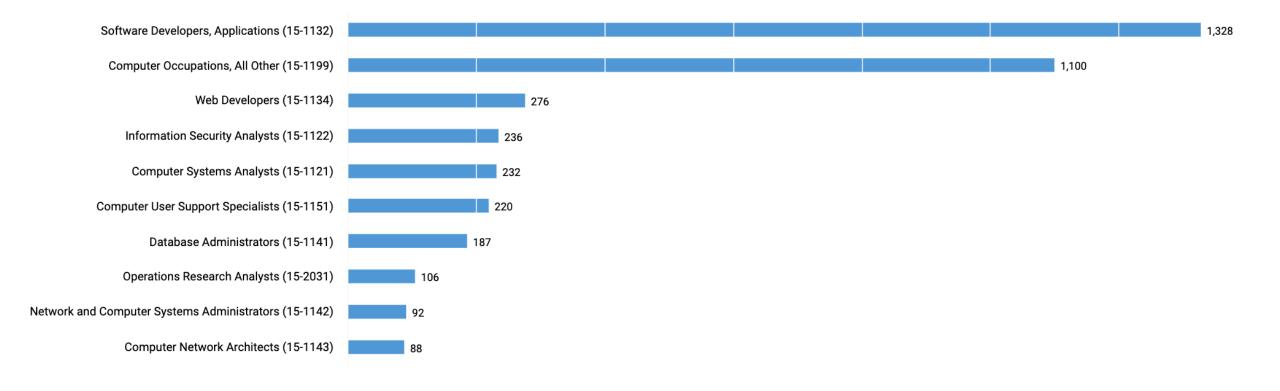
Skills Gap (Computer and Mathematical Occupations)

Potential Average Annual Occupation Gaps over 10 Years in Austin MSA



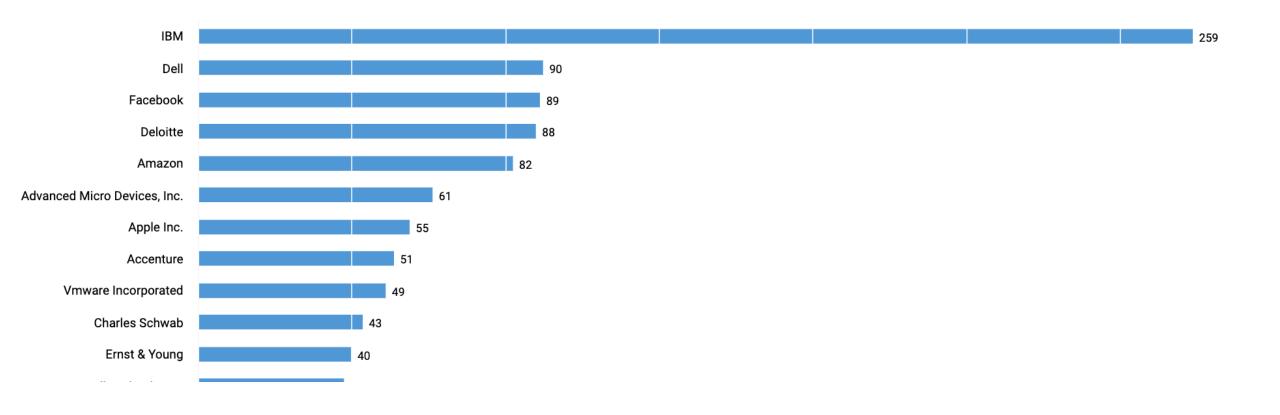
NAME OR LOGO

Online Job Postings- Tech Occupations



18

Online Job Postings- Tech Employers



19





Dave Moss

Center Manager Workforce Solutions Capital Area

Training Services

Scholarships for occupational training Free Tuition up to \$10,000 for Short Term Trainings

Or up to \$3,000 per semester for Associate Level Degree.

Training must be in a high demand industry or occupation.



Training Services

Scholarships also cover non-tuition related costs such as:

- Technology needs laptop, license fees
- Transportation to and from training or to and from employment
- Rent and/or Utilities Certification test and related costs
- Childcare while in training

In some cases, customers may be paid weekly stipends for satisfactory attendance and/or participation in classroom activities



What are Targeted Occupations?

Workforce Solutions Capital Area regularly analyzes the regional labor market, looking for industry and occupational trends.

Based on this analysis, we have identified **In-Demand Industries** (like healthcare, skilled trades/advanced manufacturing and information technology), **In-Demand Occupations** (such as administrative and retail roles) and **Targeted Occupations**.

Targeted Occupations:

- Are in demand or emerging in the local economy
- Are experiencing growth, and
- Provide opportunities for high-skill, high-wage jobs



Training Services

High Demand Industry Sectors

- Healthcare
- Information Technology
- Skilled Trades
- Manufacturing

Ask us for a list of which trainings are available!



Additional Training Services

- On-the-job training
- Registered Apprenticeship
- Skills upgrading and retraining
- Disaster Relief Temporary Employment (DRTE)
 - Placement in a job where WFS covers 100% of the wages
 - Ask us for a list of position available!

In some cases, customers may be paid weekly stipends for full attendance of class participation





VOCATIONAL SCHOLARSHIP **FUNDING AVAILABLE Apply Today!**



- ONLINE & CLASSROOM TRAINING
- ON THE JOB TRAINING
- **WORK EXPERIENCE OPPORTUNTIES**

Healthcare
 Information Technology
 Skilled Trades
 Manufacturing

MONDAYS Healthcare 3:30pm - 5pm Career & Training Services Orientation

CLICK TO REGISTER for Healthcare

WEDNESDAYS

Information Technology

Manufacturing

3:30pm - 5pm Career & Training Services Orientation

CLICK TO REGISTER

for Information Tech

FRIDAYS Skilled Trades &

11:30am - 1pm Career & Training Services Orientation

CLICK TO REGISTER

for Skilled Trades

Receive training in in-demand fields at no cost to you!

- Full scholarships for training in high-demand field to those who qualify.
- Payment to obtain or renew a license or certification in your line of work.
- Incidental costs related to your training including childcare, transportation, books, and tools.

**You may be eligible if you have lost your job through no fault of your own or make below the designated income threshold.

A proud partner of the americaniobcenter network

Workforce Solutions Capital Area is an Equal Opportunity Employer/Program. Auxiliary aids and services are available, upon request, to persons with disabilities. Relay Texas: 1.800.735.2989 (TDD) / 711 (Voice). www.wfscapitalarea.com

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Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud.

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Mark Loftus

Vice President Service Delivery



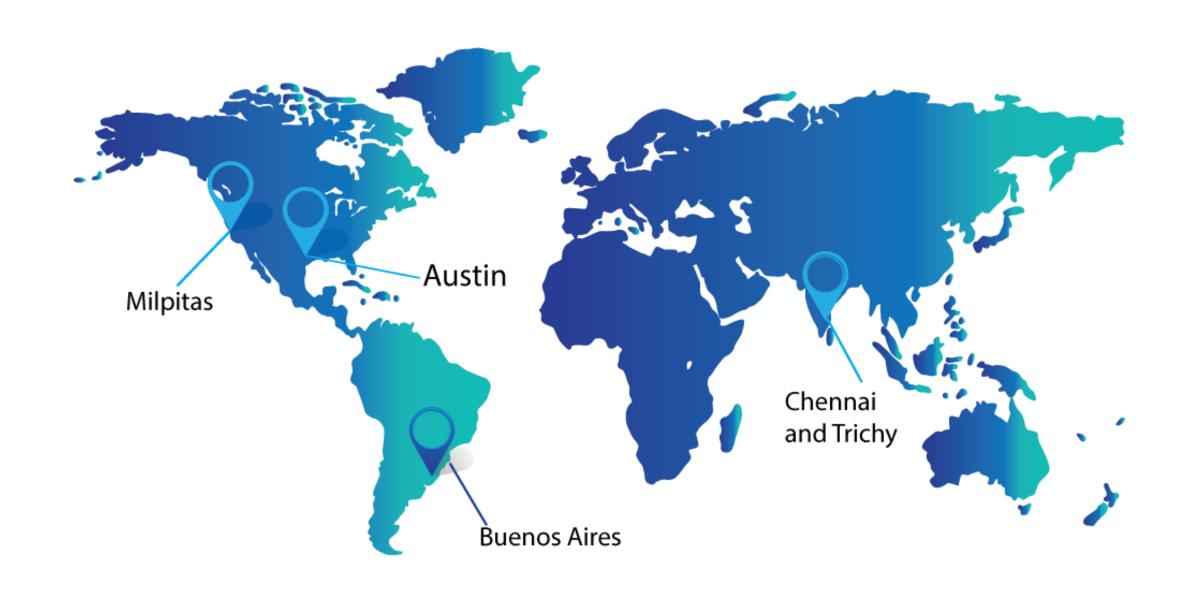
ABOUT MINDSOURCE

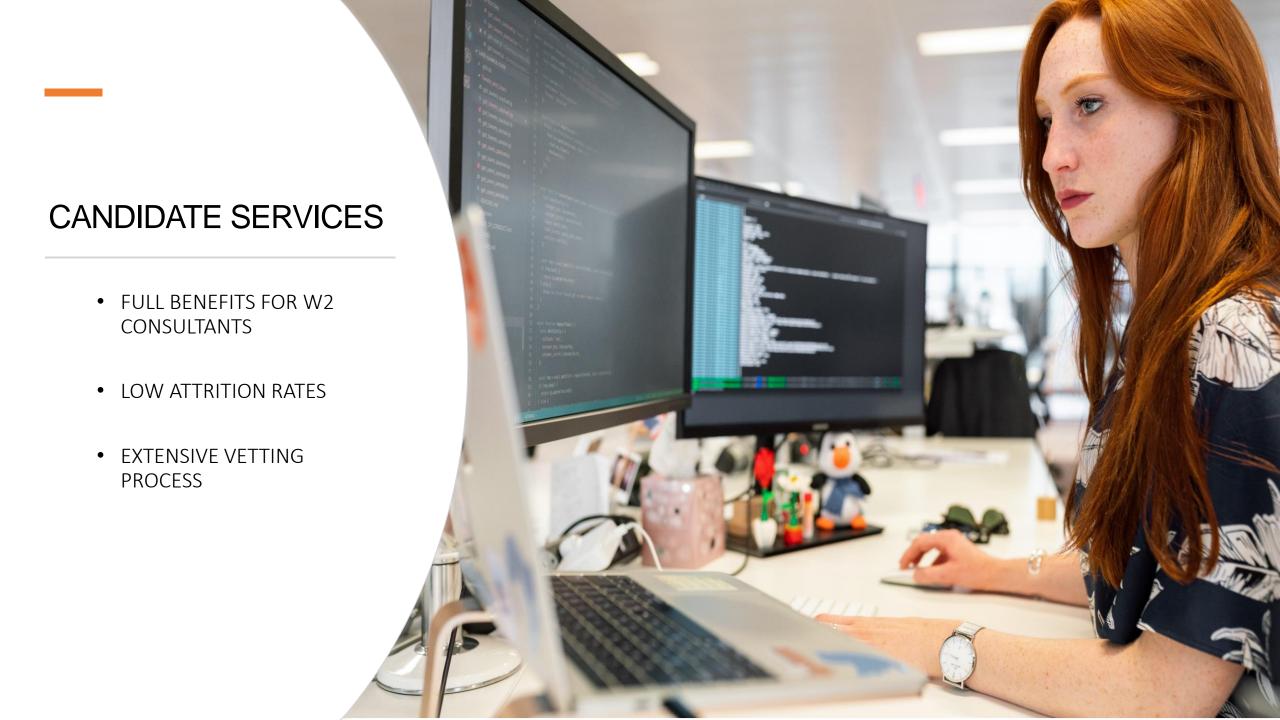
• 25+ YEARS OF DELIVERING TECHNICAL SOLUTIONS

 A LONG HISTORY WITH INNOVATIVE COMPANIES

DOMAIN EXPERIENCE







JOB SEEKING SERVICES

 CONNECT AND DISCUSS YOUR CAREER GOALS

 GUIDANCE THROUGH INTERVIEWS WITH HIRING MANAGERS

 POINT OF CONTACT THROUGH THE WHOLE PROCESS



EMPLOYEE BENEFITS

• MEDICAL

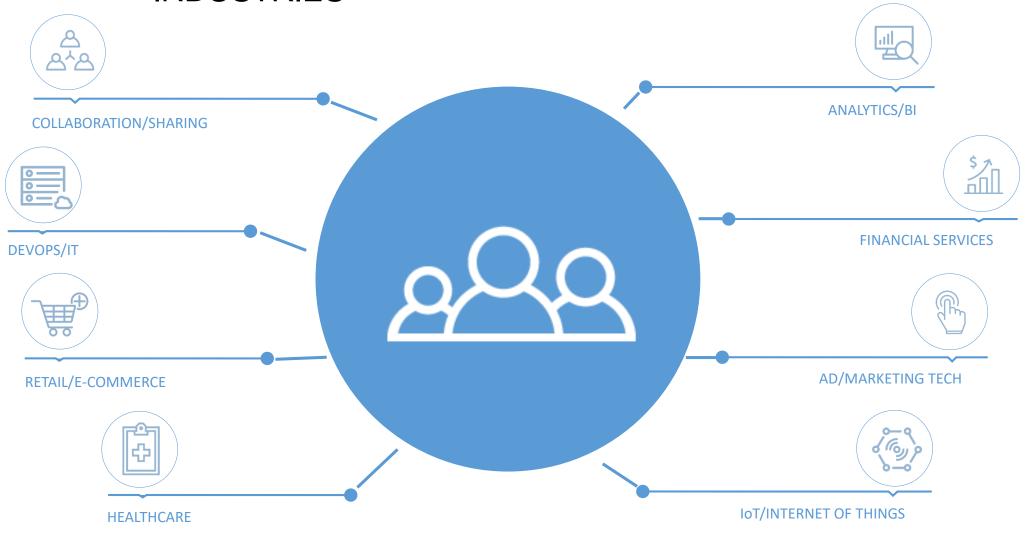
• DENTAL

• VISION

• 401K



DIVERSE CUSTOMERS ACROSS INDUSTRIES

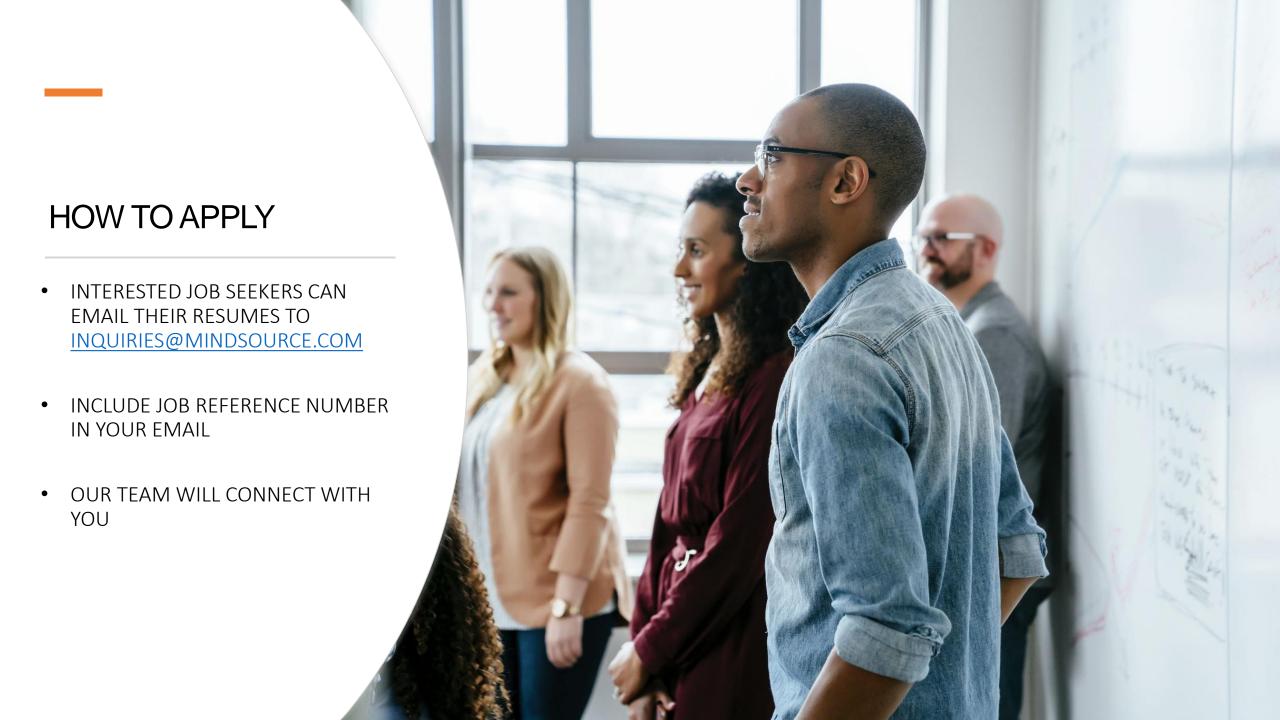


WE ARE HIRING!

- HARDWARE
- SOFTWARE
- ENGINEERING
- IT SERVICES
- ARTS & DESIGN
- QUALITY ASSURANCE
- HR
- FINANCE

From entry to manager level, we have more openings available each day at www.mindsource.com







CONNECT WITH US!



Mark Loftus
VP Service Delivery



mloftus@mindsource.com



650.314.6400



www.mindsource.com



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@MindSource



Facebook
@MindSourceInc



Instagram
@mindsource



Twitter
@MindSource



Julie Campbell

Talent Acquisition Partner

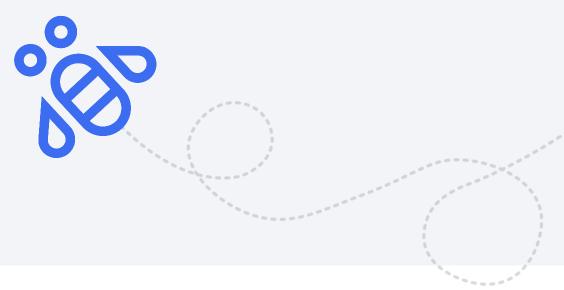


Sherry Wynn

CSR Manager, IBM

IBM Apprenticeship Program

Building 21st Century Skills



15 April 2021

New Collar Programs

We're reorienting the US labor market and our organization's talent model to put **skills first**.

The New Collar team focuses on building new pathways and improving access to opportunities for people that come from non-traditional backgrounds and are historically overlooked; that can be someone without a 4 year degree, or someone who has been out of the workforce for a few years.

Apprenticeship

Registered apprenticeships are a proven approach for preparing workers for jobs while meeting the needs of a business for a highly skilled workforce.

IBM's industry-leading apprentice program is a new talent pipeline for IBM -- and we've been growing rapidly since our launch in 2017.

P-TECH Model

Public education reform model focused on college attainment and career readiness.

IBM's P-TECH model enables students, from primarily underserved backgrounds, to earn both a high school diploma and a no-cost associate degree in a STEM field within a six-year period.

P-TECH students are paired with an IBM mentor, participate in workplace learning, and are eligible for paid internships

Tech Re-Entry

Returnship program for experienced technologists re-entering the workforce following a career break. Re-Entry hires participate in ~6-month returnship program to refresh skills and prepare for transition to full time opportunities. The experience provides personalized technical learning to update and gain additional skills; earning badges and credentials along the way.

Neurodiversity

IBM has recently launched a global Neurodiversity program, focusing mainly on neurodivergent-friendly hiring, training and career development.

IBM Apprentice Program – The Basics

2017

year registered with the United States Department of Labor

77

registered roles, including Software Engineer, Project Manager, Mainframe Administrator, Data Scientist, and UX Designer

states where apprentices are currently working: AZ, CA, CO, CT, GA, IA, IL, LA, MA, MD, MO, MN, NC, NY, TX, VA, WV

12 - 24

months of apprenticeship, though the competency-based design allows apprentices to progress at their own pace

200+

hours of learning completed by each apprentice per year



Apprenticeship DOL Registration

The IBM Apprenticeship Program is officially registered with the US Department of Labor (DOL).

Why is this important? Registering our program and roles with the DOL demonstrates IBM's commitment to setting the benchmark for the entire industry. It holds us accountable in ensuring we are providing a consistent framework and approach to competency and skill development through on-the-job training and learning.

Upon completion of a Registered Apprenticeship program, participant will receive an industry issued, nationally recognized credential that certifies occupational proficiency, is portable, and can provide a pathway to employment.

This registration also allows us to take advantage of the program "perks," which includes the eligibility to utilize various funding channels to subsidize costs for things like training.



Benefits for IBM

- Allows IBM to evaluate performance and obtain a comprehensive view of the apprentice's capabilities and ultimate potential
- Provides diverse perspectives to IBM on our tools, processes, and strategy
- Strengthens our community relationships to build high-caliber local talent and improves skills profile in local economy

Benefits for the apprentice

- Experiences a variety of roles to form a better opinion of areas of interest
- Builds confidence in handling challenging environments and supporting clients
- Gains valuable technical and business skills to be marketable both internally and externally
- Applies knowledge in a real-world environment

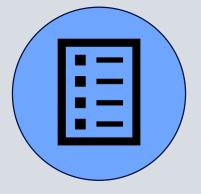


Apprenticeship Components



Mentorship

 Dedicated and invested in the success of the apprentice, uses framework and projects to provide continuous, real-time feedback



Competency Framework

 Setting a clear picture, of skill attainment and what success looks like, mutually agreed upon from the beginning



Learning

 Integrates self-paced learning with practical application on the job



Mentors Play a Critical Role



- Engaged mentors who are excited about the chance to develop apprentices are key.
- Mentors engage, guide, and support apprentices in their on-the-job training and learning journeys and determine if a competency has been achieved.
- Mentoring apprentices might include:
 - ✓ Providing on-the job training opportunities
 - ✓ Coaching apprentices to attain role-based competencies
 - ✓ Serving as a "Culture Coach" by helping apprentices navigate the team, site, and company culture
 - ✓ Helping apprentices set learning and career goals
 - ✓ Providing regular feedback on their progress
 - ✓ Meeting and communicating with apprentices daily
 - ✓ Answering their questions
 - ✓ Reporting progress and performance updates to the apprentice's manager.
 - ✓ Determining apprenticeship completion and graduation



Competency Framework











- Apprenticeships are designed as competency-based programs.
- Apprenticeship competencies and work processes are defined in the role "Framework" and are curated by Business Unit
 Subject Matter Experts. The Framework is a standards document submitted to and approved by the DOL and serves as
 the competency "roadmap" for managers, mentors and apprentices.
- Apprentices are required to achieve all competencies as outlined by the Competency Frameworks.
- In addition to competencies outlined in the frameworks, teams can elect to deliver supplemental training as needed by the business unit.

In Apprenticeship, we hire for aptitude and knowledge.

We teach the skills required to do the job.

We give experiences to increase success in the role.



Training Journeys



On-the-job Learning (OJL)

As part of the design process, we work with SME's to develop a learning journey to help develop the apprentices' skills. The learning journey will include:

- Digital Learning
- Lunch and Learns
- Capstone Projects

On-the-job Training (OJT)

On-the-job training allows the apprentice to apply learned skills in order to master the required competencies.

We have created an agile program that will give managers the flexibility to curate an on-the-job training journey that best fits the business needs.



Current Apprentice-able Roles

Data Science

Data Scientist Junior Data Analyst

Design

Visual Designer User Experience Designer Design Researcher

Manufacturing and Testing

Mainframe System Verification Tester System Support Technician Lab Technician (Electronics or Materials Analysis) Hardware Design Technician

Human Resources

Talent Acquisition Coordinator Talent Acquisition Partner

Marketing

Marketing Specialist

Cybersecurity

Junior Cybersecurity Analyst Hacker

Software Development & Support

Software Engineer **Application Developer Cloud Support Specialist**

System Administration

Network Administrator Threat Analyst z/OS Mainframe System Administrator z/OS Mainframe Application Developer

Sales

Technical Solution Specialist Technical Solution Seller

Offering Management

Offering Manager

Project Management

Associate Project Manager



Helpful Links

- IBM Apprenticeship Page: https://www-03.ibm.com/employment/us/new_collar/apprenticeships.html
- IBM Careers: https://www.ibm.com/employment/
- Join the IBM Talent Network: https://careers.ibm.com/campaign/global-en-tf-400-general-talent-form/



SkillsBuild: Career-readiness Program

Free industry leading tech content from IBM & experts in online learning.

Certifications for course and pathway completion recognized by potential employers.

Courses on professional workplace skills like collaboration, communication & problem solving

Access to coaches and mentors to guide career trajectory.

IBM Watson AI technology helps find, recommend, and track skills development.



Workforce Solutions Capital Area Referral Link

http://tiny.cc/skillsbuildatx





Questions?



Austin Urban Technology Movement



Isa White Program Director

AUSTIN URBAN TECHNOLOGY MOVEMENT

Programs: AUTMites & Cohorts

Join the Movement

AUSTIN URBAN TECHNOLOGY MOVEMENT





Eliminating the wealth divide by bridging the gap between the Black and Hispanic communities and the technology industry.

The Solution – AUTM Services

Four-part solution to eliminate the skills gap and lack of representation of Blacks and Hispanics in tech:

Increase access and exposure

- Horizons and Day-in-the-Life program
- Weekly newsletter
- Mentorship

2. Build social capital

- Corporate events
- Annual Rethink Austin at SXSW

Upskill and reskill

- AUTM Learn app
- Online and on-the job training
- Internships, bootcamps, and apprenticeships

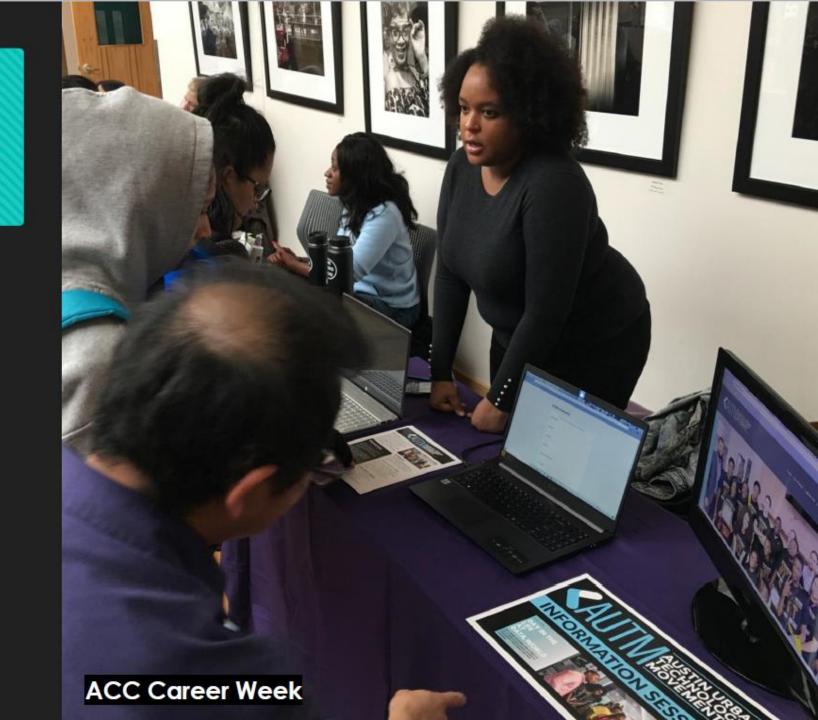
4. Advocate

Promote digital equity - Texas
 Technology for All petition



...to be an AUTMite

- Hard Skills Training
- Soft Skills Training
- AUTM Horizons/ Day in the Life
- Mentorship Matching
- Networking/Events
- Community Service







Getting Started

www.autmtx.org

- 1."Join AUTM" Form
- 2. Orientation
 - •AUTMite Agreement
 - •Computer Loaner Agreement *
- 3. Course Selection
- 4. Course Registration
- Course Completion
- 6. Certification Exam
- 7. Job Placement

*if needed



AUTM LEARN APP

OExposure:

- Emerging Technology
- Career Exploration Ideas

ODevelopment:

- Hard Skills
 - Cybersecurity
 - Computer
 Science
 - Blockchain
- Soft Skills







Partner
Austin Free-Net austinfree.net
Black Girls Drone Black Girls Drone Take Flight with the Future of Drones
Galvanize
galvanize the learning community for tech
Grow with Google
Grow with Google
Skillpoint Alliance Skillpoint -ALLIANCE

Course

IT Fundamental+;

Software Engineering;

Google IT Support;

Google UX Design;

Google Data Analytics;

Google IT Support Automation

Google Project Management

Advanced Manufacturing

Data Science

w/Python;

Program

A+ (Core 1&2);

Network+;

Security+

Drone 101

Certification

Certification;

CompTIA IT Fundamental+

CompTIA A+ Certification (Core 1&2);

CompTIA Network+ Certification;

CompTIA Security+ Certification

Administration (FAA) Certification

Software Engineering Certification;

Google Professional Certificate(s)

Certified Production Technician

(CPT+), Manufacturing Skill

Standards Council (MSSC)

Drone Pilot Federal Aviation

Data Science Certification

Timeframe

7 weeks/

course

8 weeks

40 weeks

course

course

6 weeks

(Part-time)/

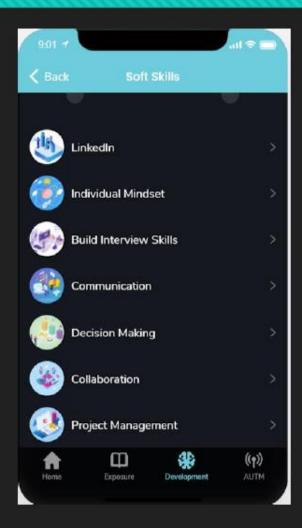
3-6 months/

Soft Skills

AUTM Learn App:

- Self-guided
- Videos

Complete one module per month



Facilitator: Eric Collier

- BLS Leader Development: The Science of Effectiveness
- Creating the Mindful Brain: Applying the Science of Effectiveness

Attend one class per month (6 months)

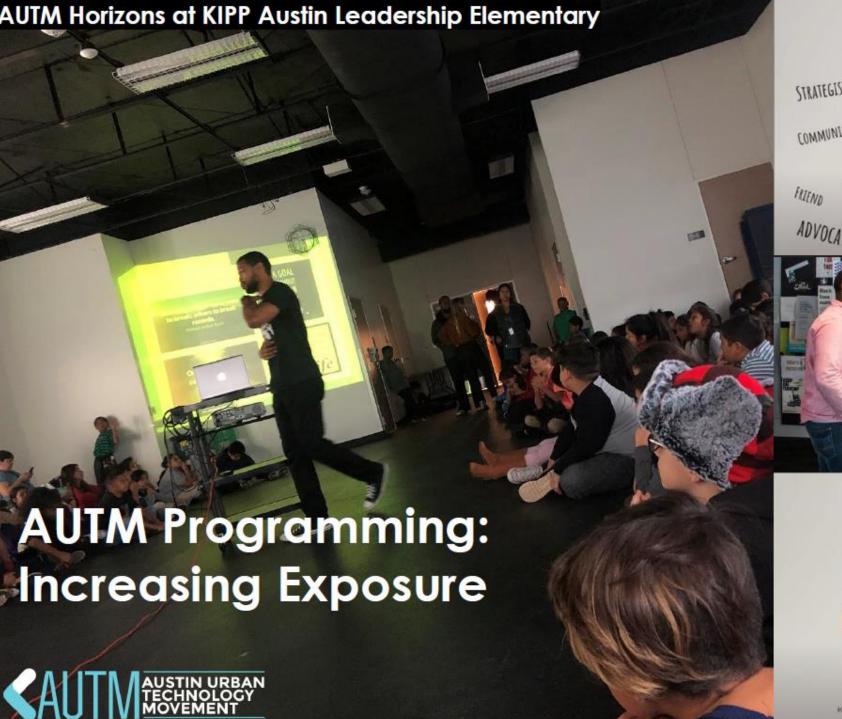


Apprenticeships

- SoftwareDevelopment
- Cybersecurity (coming soon)







MEET YOUR AUTM HORIZONS' SPEAKER

David Williams, MBA









A little about us: we're a bit different than the usual speakers







Macradas Ballard Counday & Talant Advisor

Mentorship Matching

Mentorship Type:

- Occupational
- Career/Life Coach

Interest/Expertise: (Occupational)

Technical or Non-Technical

Availability: (min. 1hr/month)

- Meeting Duration
- Occurrence

Process:

- 1. Complete Matching Form
- 2. Email Introduction
- 3. Meet!
- 4. Tracking: POINT Mobile App











Entering and Excelling in Tech: A conversation about the Black and Hispanic experience in the Technology Industry



Join us for a panel discussion with Karlos Knox, Morgan Burgess, and Sara Ines Calderon moderated by Isa White, as they discuss the challenges faced by our community when entering the Tech world.



DESCRIPTION OF

Feature Breakout Sessions:

- Mock interviews
- · Resume Workshop
- · Technology Showcase

You will leave this session ready to overcome and grow your career in the technology industry.

> Dec 9, 2020 | 6-8 PM Register here:



AUTM Events: Building Social Capital









10am - 1pm
DEWITTY JOB TRAINING & EMPLOYMENT
CENTER

2209 ROSEWOOD AVE, AUSTIN, TX 78702



Accepting donations of laptops, desktop computers, monitors, webcams, and hotspots. Monetary donations are also accepted.



Thank You!



Follow us on social @autmtx











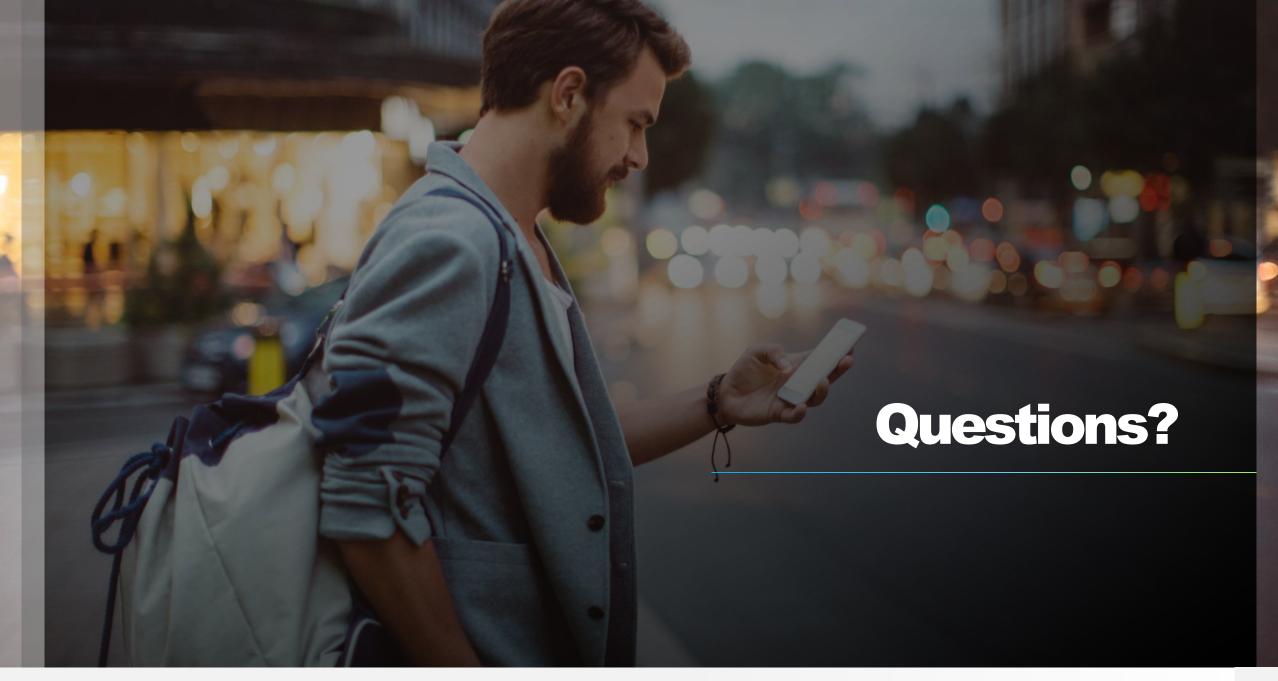
Contact Us

Isa White, MBA - Program Director

<u>isa@autmtx.org</u>

(512) 766-0653

www.autmtx.org



Connect with us



Want to explore more? Visit our new site! www.climbtheladderctx.com

Want help with your resume or information about careers and training? Email us at:

CareerLadder@wfscapitalarea.com

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Second Chance Workforce Webinar

APRIL 21 3:00-4:30pm

A Workforce Webinar for Justice-Involved Job Seekers!

Don't let your past history prevent you from finding a rewarding job opportunity in Austin, Texas. Join us to learn about local community resources and employment opportunities to set you up for success!

Employers: • Area Wide Protective • Athena Manufacturing • City of Austin

Community Partners:
• Austin Area Urban League • ConnectATX

- Need a computer? Visit our North Career Center (9001 N IH 35) and use our public resource room. First come, first served.
- Austin Free-Net public access computer lab available Monday Friday, 9am to 4pm, by appointment only. Headphones available if you make an extended appointment request for a webinar: 737.238.6789 | workforce@austinfree.net.
- You can also call into the virtual event using a mobile device.

Register to attend: http://tiny.cc/WFSSecondChance

Equal Opportunity Employer/Program. Auxiliary aids and services are available, upon request, to persons with disabilities. Relay Texas: 1.800.735.2989 (TDD) / 711 (Voice). www.wfscapitalarea.com

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April 21st 3-4:30 PM



https://wfscapitalarea.zo om.us/webinar/register/ WN_dmHTFP9cTPCHpqov 5blXWQ

See you Soon!

Check back with us each second Wednesday of every month

Workforce Wednesday webinar on 5/12

We will be promoting scholarships and internships opportunities in Austin.

Register here:

https://wfscapitalarea.zoom.us/webinar/register/WN_YIjRr41NS2uy6lzWvioSPg

