
Skills Development Fund Annual Report

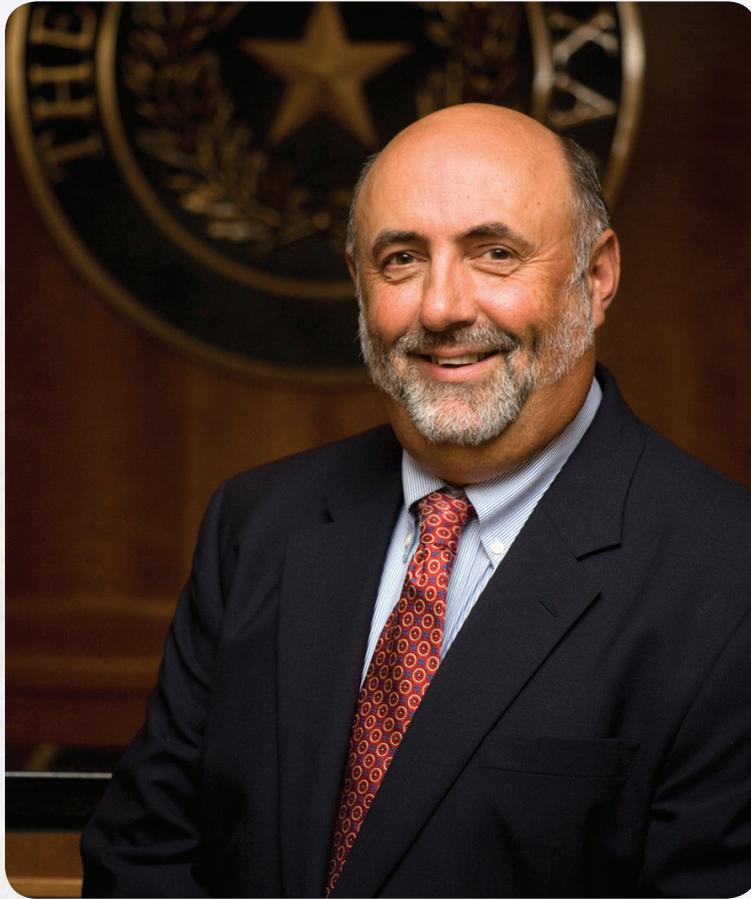
Fiscal Year 2018



Skills
Development Fund



Train your workforce.
Power your business.



Texas Workforce Commission (TWC) In Memory of Mr. Larry Temple

Mr. Larry Temple faithfully served the state of Texas for over two decades, from 1997 until 2019.

Mr. Temple came to the TWC agency in 1997, serving first as Director of Welfare Reform for six years, and then served as Executive Director since 2004 for 14 years. Mr. Temple's exemplary service to the State of Texas will be missed by individuals inside and outside of Texas. TWC will miss his deep compassion, humor and charismatic life that championed major transformation in individuals lives. TWC strengthened under his leadership, becoming one of the most comprehensive and integrated workforce development systems in the country.

Mr. Temple was the force behind the Skills Development Fund program. He took great pride in the success resulting from our partnerships with you and the businesses in your communities.

He will be missed.

Texas Workforce Commission Mission:

To promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.



Recruit Texas Dual Credit



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Scope

The Skills Development Fund Annual Report provides an overview of Fiscal Year 2018 activities related to training projects across Texas.

The report highlights Texas Workforce Commission's (TWC) implementation of the Skills Development Fund in partnership with public community and technical colleges, Texas A&M Engineering Extension Service (TEEX), and Independent School Districts to meet workforce training needs for Texas businesses. The report meets the requirements set forth by the 76th Texas Legislature, Regular Session (1999).

Commissioner's Acknowledgements

The Texas Workforce Commission (TWC) continues to play a pivotal role in fostering partnerships that result in increased workforce talent development and business growth and sustainability. TWC recognizes that these partnerships are essential to the economic development of local communities and the state as a whole.

We are fortunate to have the valuable resources of the Skills Development Fund (Skills) which we are able to deploy locally through public community and technical colleges and Independent School Districts to assist with both current and future workforce development. When these entities partner with the local workforce development boards and economic development organizations the full array of workforce services lead to even greater successes for businesses.

We thank the Governor and Legislators for the vision to create and sustain the Skills Development Fund. We also thank the business community and educational partners for their ongoing support. Additionally, we thank all of the local partners for collaboration in ensuring the delivery of skills training. Texas continues to lead the nation in creating new jobs and attracting and retaining businesses because of our team effort. This annual report highlights a few of the successes achieved in Fiscal Year 2018. We are pleased to present it to you.



Chair Ruth R. Hughes
Represents Employers



Commissioner Julian Alvarez
Represents Labor



Commissioner Robert D. Thomas
Represents Public

Skills Development Fund Historical Data

In Fiscal Year (FY) 2018, TWC's skills program:

- received 58 proposal submissions totaling \$27,433,174;
- funded 50 regular skills grants with an average award of \$474,656;
- served 90 businesses;
- supported the creation of 4,682 jobs; and
- assisted with the retraining of 11,494 current workers in existing jobs.

Employer Contribution

Business partners contribute to the success of Skills Development Fund (Skills) grants through in-kind supports which included, providing trainees' wages during training, the use of training space and equipment, funding a portion of course costs as necessary, the provision of complementary courses that are not part of the Skills Development grant, and salaries for staff who are assisting with the grant. These in-kind business partner contributions totaled over \$19.2 million in FY 2018.

TWC aims to ensure the equitable distribution of SDF funds statewide to expand the state's capacity to respond to rural and urban workforce needs.

Since its inception in 1996, the skills program has helped 4,446 employers create 116,065 jobs and upgrade the skills of 256,885 incumbent workers, for a total of 372,950 workers trained. Participating workers have received career and/or advancement opportunities at the completion of training, which includes wages equal to or greater than the prevailing wage in the local area. Statewide, the average wage paid to workers trained with skills grants has increased from \$10.33 an hour in FY 1996 to \$28.54 an hour in FY 2018.



Business, Workforce/Economic Development and Education as Partners

The Skills Development Fund program has successfully provided training opportunities in partnership with businesses, public community and technical colleges, economic development organizations and TEEEX for over 20 years.

Businesses of all sizes have worked with these stakeholders to develop customized and innovative training curriculums that are replicated and shared statewide.

The 28 local workforce boards continue to play a critical role in the alignment of stakeholders and partners. Their knowledge of employer and employee needs and their ability to leverage resources serves as a key driver for successful projects.

Special Initiatives Under the Skills Development Fund Program

Skills for Small Business

By providing training for Texas small businesses and their employees, the Skills for Small Business (SSB) program provides more than 511,990 small businesses, in both rural and urban communities, the opportunity to respond to their operational needs by increasing the skills of their employees.

This initiative provides training opportunities through existing courses offered by the participating local public community or technical college or TEEEX to businesses with fewer than 100 employees.

In FY 2018, \$924,000 in training was approved to support small businesses throughout Texas.

Recruit Texas

Recruit Texas provides leadership and direction to, and linkage among, employers, economic developers, economic development organizations, local workforce development boards, public junior colleges, and public technical institutes to address the employers' needs for recruitment and hiring for complex or high-skilled employment positions to facilitate employers' relocation to or expansion of operations in Texas. The program provides the opportunity for Fast-Track curriculum development including customized training necessary to facilitate complex and high-skilled business operations.



Skills for Transition

The Skills for Transition program assist military service members who are preparing to separate from service within 180 days or have been discharged within 180 days with plans to remain in Texas. The program prepares military service members by translating their military skills into civilian terms, locating employment, completing short-term certification programs or obtaining the appropriate licensure or certifications to compete in the job market.

Since the program's inception, over \$900,000 in grants to assist transitioning military personnel have been awarded. Over 170 military personnel have received training to assist with immediate entry into the local workforce. Areas of training include:

- Occupations in Aviation, such as Aircraft Structure and Assembly
- Occupations in the Information Technology industry, such as Network and Computer Systems Administration and Computer Support Specialist
- Occupations in Healthcare, such as Registered Nurse, Emergency Medical Technician, Pharmacy Technician, and Medical Laboratory Technician
- Occupations in Law Enforcement
- Occupations in Manufacturing, such as Electrician, Automotive Service Technician, Industry Machine Mechanic, Team Assemblers, Heavy Equipment Operator, and Welder
- Occupations in Administrative and Service, such as Human Resource Specialist, Bookkeeper, Executive Secretary, and Management Analyst

Training has been provided in such areas as the Borderplex, Central Texas, West Texas, Capital and Alamo regions.

Dual Credit Program

The TWC Dual-Credit grant program addresses local industry demands through expanded joint-credit courses in partnership with local independent school districts and public community, state, or technical colleges.

The program gives school districts the opportunity to expand dual-credit while enhancing career and technical education (CTE) programs utilizing Skills Development Funds.

In FY 2018, TWC's Dual Credit Program:

- received 36 proposals totaling \$5,854,412; and
- awarded seven grants, with an average award of \$157,564.





SKILLS HIGHLIGHTS FOR FY2018

Texas State Technical College (TSTC) - Harlingen

Saint Gobain Abrasives & Prism Plastics was awarded a SDF grant in the amount of \$197,253 to train one new and 113 incumbent employees. Participating trainees came from maintenance, machine operators and automation occupations at both Prism Plastics and Saint Gobain Abrasives plants. They participated in a customized training program receiving 4,159 hours of industrial training held at their facilities.

Prism Plastics, located in Harlingen, Texas, manufactures high-precision injection molded plastic components with a focus on small, tight tolerance automotive parts. The company leverages highly automated, cutting-edge technologies and processes that eliminate process variations. Saint Gobain Abrasives, located in Brownsville, Texas, is part of the Saint Gobain family of companies. Saint-Gobain Abrasives offers powerful, precise, user-friendly solutions, which enable customers to cut, shape and finish all materials in the most complex and challenging applications

“When companies relocate to Texas, they do so because they recognize we have the best workforce in the world. The Skills Development Fund is a vital tool in Texas’ workforce toolkit, and sends a great message to industry: whatever specialized skills your business needs, Texas stands ready to make sure there’s a workforce ready to meet your needs.”

— State Representative Oscar Longoria

“This grant is a wonderful example of collaboration across government, education and private sector lines to build and grow our economy. Through the Workforce Commission and TSTC-Harlingen, we’re able to assist a key manufacturer develop a high-skilled workforce, creating stable jobs and high wages right here in the Rio Grande Valley.”

— State Senator Eddie Lucio, Jr.

El Paso Community College

Classic Industries, known as Technimark, Inc., is a global leader and manufacturer of high-value injection-molded packaging and components serving the consumer packaging, healthcare and industrial markets. The El Paso facility is currently experiencing growth and needed to relocate operations from its Puerto Rico plant operations to its El Paso facility. The El Paso facility currently employs approximately 105 full-time employees, housed in two separate business units.

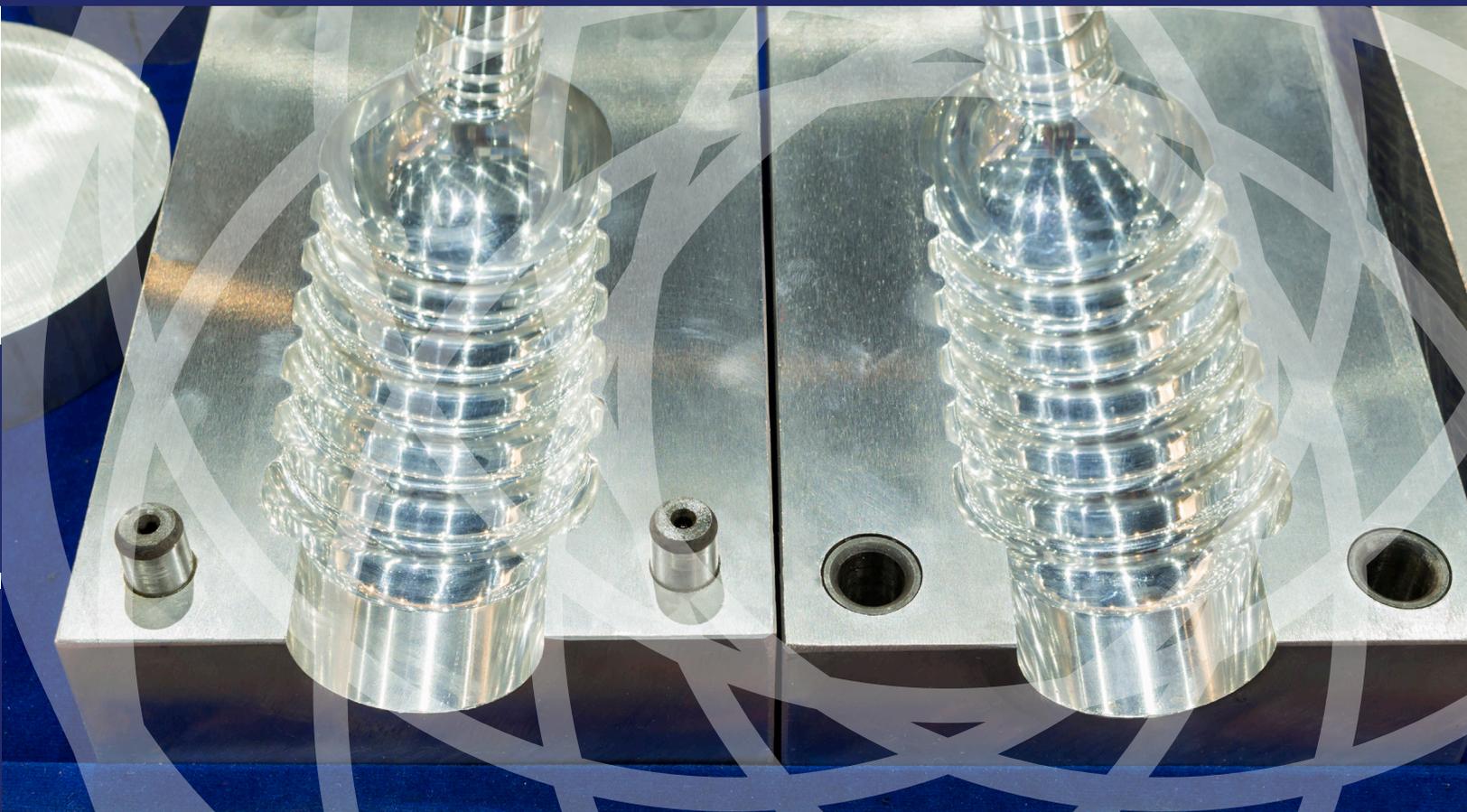
The SDF grant will allow Technimark to strengthen competencies and certify their current staff in the high demand technology of mold making. The grant trained 33 new and 91 incumbent employees at their growing facility.

“El Paso, like the rest of Texas, needs skilled workers who can continue adapting in the ever-changing and highly competitive health care-related goods market. This Skills grant helps ensure opportunities for our workforce to receive training deemed essential by our local businesses like Technimark.”

— State Senator José Rodríguez

“Technology evolves almost by the second, and the skill set of our workforce needs to mirror that rapid change. This Skills Development Fund grant and its use by El Paso Community College and Technimark reflect the state’s commitment to staying ahead of the workforce training curve.”

— State Representative Evelina “Lina” Ortega





Brazosport College

BASF Corporation, partnered to provide job training using a \$157,608 Skills Development Fund to train 70 new employees. In 2017 BASF completed two plastic and chemical expansions which contribute to the production of plasticizers used to soften and increase the flexibility of rigid materials like polyvinyl chloride, called PVC. Houston is experiencing growth in the port area that is estimated at \$30 billion. The expansion by BASF is just part of the continuing growth in the Houston port area.

This grant will be used to provide custom training for industry-related topics with focused instruction on chemical plant operations, including troubleshooting, pipefitting and hazardous materials management. Trainees will include engineer technicians and operators.

“I applaud the long standing partnership between Brazosport College and BASF. The utilization of this particular Skills Development Fund grant is another great example of business and government working together to create high paying jobs for hard-working Texans throughout the Gulf Coast and especially in Brazoria County.”

— State Senator Joan Huffman

“The training partnership between BASF and Brazosport College provides exceptional opportunities for the Gulf Coast workforce by enhancing industry-related skills, providing access to high-quality jobs and contributing to economic growth across a vital area of our state.”

— State Rep. Dennis Bonnen

Brookhaven College - DCCCD

Thomson Reuters, is the world's leading source of news and information for professional markets. Their customers rely on the company to deliver the intelligence, technology, and expertise they need to find trusted answers. The Tax & Accounting software and services company deliver the technology, content and expertise that businesses, professional firms and governments need to meet their tax challenges.

Utilizing a \$455,400 grant, Brookhaven College provided training in Amazon Web Services and Java for Object Oriented platform using SPRING framework required by 46 new and 199 incumbent programmers.

“The Skills Development Fund helps build partnerships between great educational institutions such as Brookhaven College, and innovative Texas employers like Thomson Reuters. This grant trains workers for high-demand IT jobs and provides a great return on investment to the taxpayer.”

– State Sen. Don Huffines



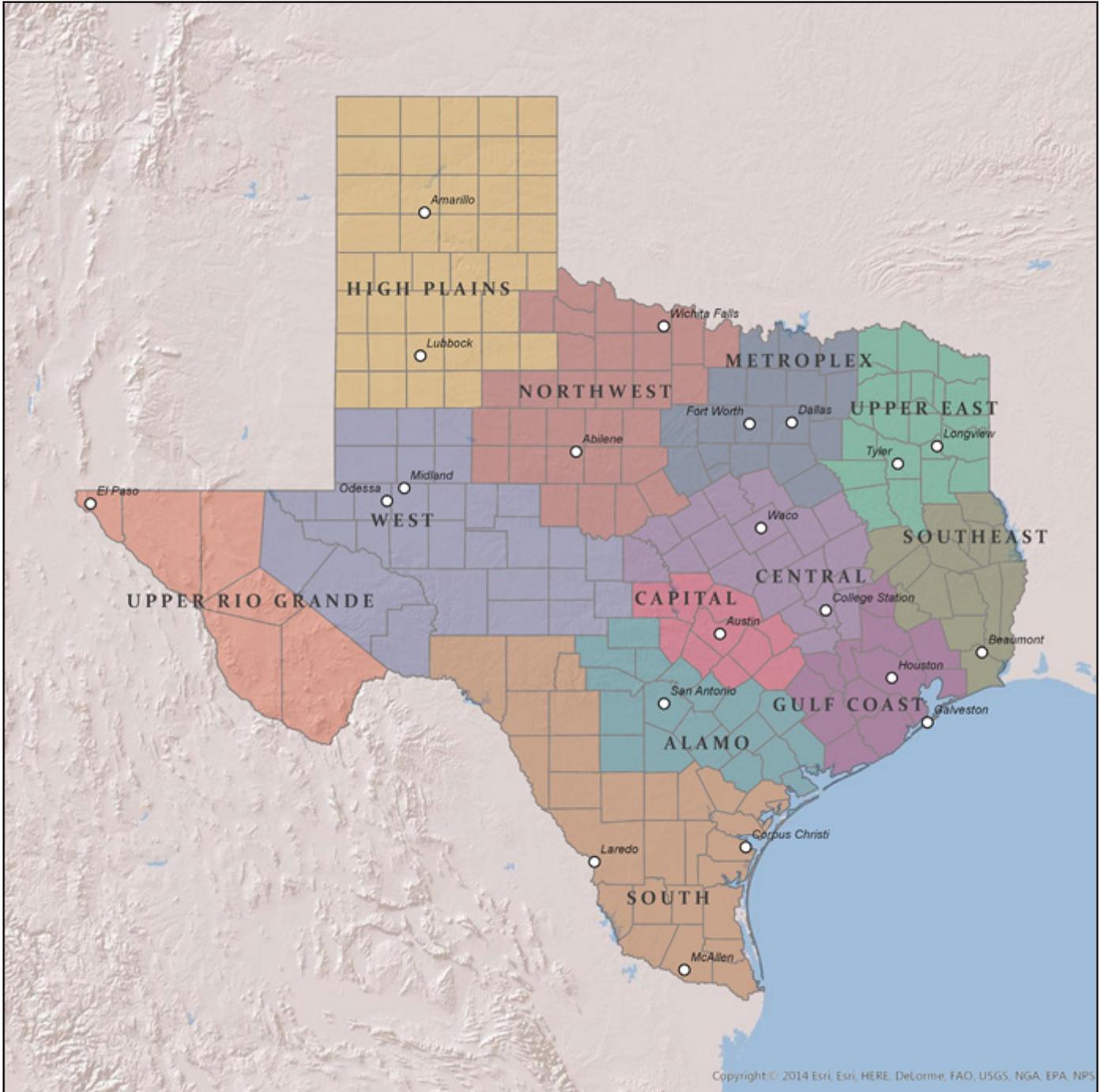
Reflections

In this time of record high employment levels due to phenomenal business growth, its increasingly apparent communities that actively engage and strategically form alliances with business, workforce development, education, and economic development have the competitive edge. This action coupled with other efforts make for a winning combination when retaining and attracting businesses.

Fortunately, the Skills Development Fund is available to all communities across the state and often supports whether a company remains in or locates to a community. We look forward to continuing the work of the last 20 plus years in assisting businesses through our partnerships with all our local partners. The strength of partnerships and collaborations will help us confidently approach the future.



Comptroller's 12 Regions of Texas



Texas Workforce Commission
 Skills Development Fund Fiscal Year 2018 Annual Report
 (Texas Labor Code Section 303.006)

TABLE I: Shows the total number of applications submitted and approved for funding in FY 2018 for each region of the state.

Region	Number of Applications	Number of Applications Approved
Alamo	3	2
Capital	7	6
Central	10	9
Gulf Coast	12	9
High Plains	3	2
Metroplex	19	14
Northwest	6	4
South	26	14
Southeast	2	2
Upper East	9	7
Upper Rio Grande	2	1
West	3	2
Statewide Total	102	72

- One application was not approved for funding. This application was for a project in the Gulf Coast region.
- One application was withdrawn by the applicant. This application was for a project in the Northwest region.

Important Notes:

- Some applications were submitted by colleges that had partnered with businesses in different Comptroller regions. In these cases, the application is counted in each region, sometimes, multiple times.
- Number of applications submitted includes some applications that were not awarded during FY2018, as well as 22 proposals submitted for dual credit funding that were not funded via a competitive RFA process.
- Skills for Small Business applications received and awarded are noted in the next table, Table 1a.

TABLE 1a: Shows the number of Skills for Small Business applications received and awarded per college.

Region	Number of Applications Submitted	Number of Applications Approved
Alamo	1	1
Capital	0	0
Central	1	1
Gulf Coast	2	2
High Plains	2	2
Metroplex	5	5
Northwest	1	1
South	1	1
Southeast	2	2
Upper East	1	1
Upper Rio Grande	1	1
West	2	2
Statewide Total	19	19

Important Notes:

- Skills for Small Business projects are awarded to community colleges. The above number of applications reflects grant awards to colleges and not individual applications received from small businesses.



Table 2: Shows the total amount of funding awarded in each region of the State, and the percentage those amounts represent of total dollars awarded on a statewide basis. The second and third columns show data for FY18 only, and the last two columns show cumulative data from FY96 (program inception) through FY18.

Region	Amount Awarded by Region FY18	Percent of Statewide Funds Awarded FY18	Total Amount of Funds Awarded by Region, Cumulative Since Inception FY96-FY18	Percent of Total Statewide Funds Awarded, Cumulative FY96-FY18
Alamo	\$1,367,936	5%	\$57,265,352	13%
Capital	\$2,626,129	10%	\$19,894,963	5%
Central	\$4,232,160	17%	\$34,850,021	8%
Gulf Coast	\$2,889,943	11%	\$67,309,321	16%
High Plains	\$790,878	3%	\$10,061,407	2%
Metroplex	\$6,338,008	25%	\$120,173,133	28%
Northwest	\$503,220	2%	\$15,268,716	4%
South	\$3,836,487	15%	\$41,911,965	10%
Southeast	\$854,350	3%	\$12,104,085	3%
Upper East	\$1,393,903	6%	\$29,075,181	7%
Upper Rio Grande	\$230,312	1%	\$11,699,339	3%
West	\$203,271	1%	\$13,186,872	3%
Statewide Total	\$25,266,597	100%	\$432,745,478	100%

Important Notes:

- The above table includes all grant awards made from the Skills Development Fund, including grant awards made in the Alamo region prior to FY2010, awards to Dual Credit projects, awards for the Skills for Transition program and all Skills for Small Business dollars awarded since inception of the program, in 2010.

Table 3: Shows the percentage of total funding awarded to each region of the State, as well as each region's percentage of the:

- State's population;
- Civilian labor force;
- Number of unemployed people; and
- Number of grant applications submitted to TWC by public community and technical colleges.

This second column shows data for FY18 only, and the last column shows cumulative data from FY1996 (program inception through FY18).

Region	Percent of Statewide Funds Awarded FY18	Percent of State's Population	Percent of State's Civilian Labor Force	Percent of Statewide Unemployed	Percent of Grant Applications FY18	Percent of Statewide Funds Awarded FY96-FY18
Alamo	5%	10%	10%	8%	3%	13%
Capital	10%	8%	9%	7%	7%	5%
Central	17%	4%	4%	4%	10%	8%
Gulf Coast	11%	25%	25%	29%	12%	16%
High Plains	3%	3%	3%	2%	3%	2%
Metroplex	25%	27%	29%	26%	19%	28%
Northwest	2%	2%	2%	2%	6%	4%
South	15%	9%	7%	11%	25%	10%
Southeast	3%	3%	2%	3%	2%	3%
Upper East	6%	4%	4%	4%	9%	7%
Upper Rio Grande	1%	3%	3%	3%	2%	3%
West	1%	2%	2%	2%	3%	3%
Statewide Total	100%	100%	100%	100%	100%	100%

Table 4: Shows the statewide average and median weekly wage levels of individuals to be trained under new FY18 grants. The data include wages for current employees that will be retrained and those who will be hired into new positions.

All Trainees	Statewide Average Weekly Wage	Statewide Median Weekly Wage
New Jobs	\$1,177	\$1,131
Upgraded Jobs	\$1,127	\$1,123

Important Notes:

- Does not include Dual Credit projects – these are equipment only grants, no trainees attached.
- Does not include Skills for Small Business or Skills for Transition projects due to the unique nature of these programs.



Table 5: Shows the average and median weekly wage levels of all individuals to be trained under new FY 2017 grants. These wage levels are presented for each region of the State awarded projects.

Region	Average Weekly Wage	Median Weekly Wage
Alamo	\$1,628	\$1,589
Capital	\$1,470	\$1,522
Central	\$843	\$851
Gulf Coast	\$1,006	\$912
High Plains	\$1,258	\$1,249
Metroplex	\$1,203	\$1,113
Northwest	\$1,048	\$1,022
South	\$1,062	\$1,095
Southeast	\$953	\$923
Upper East	\$725	\$624
Upper Rio Grande	\$559	\$459
West	\$1,183	\$1,388

Important Notes:

- Does not include Dual Credit projects – these are equipment only grants, no trainees attached.
- Does not include Skills for Small Business or Skills for Transition projects due to the unique nature of these programs.

Table 5a: Shows the number of new jobs and the number of incumbent jobs by wage level. Wage levels are listed in five-dollar increments.

Average Wage	Total # New Jobs	Total # Retrained Jobs
\$10.00 to \$15.00	46	196
\$15.01 to \$20.00	977	1,224
\$20.01 to \$25.00	1,106	3,459
\$25.01 to \$30.00	808	3,461
\$30.01 to \$35.00	303	1,077
\$35.01 to \$40.00	84	140
\$40.00+	1,358	1,937
Total	4,682	11,494

Important Notes:

- Dual Credit projects, Skills for Transition projects, and Skills for Small Business projects are not included due to the unique nature of these programs.
- A majority of the occupations that fall under the \$40.00+ wage range work in the Aerospace & Defense Industry and the Information Technology Industry.

Table 6: Shows the total amount of funds awarded in FY18 to micro-employers, small employers, medium employers, and large employers, as defined by the number of employees working for each business. The data are presented for each region of the State.

Region	Micro (<21 Employees)	Small (21-99 Employees)	Medium (100-499 Employees)	Large (500+ Employees)
Alamo	\$52,444	\$24,367	\$0	\$1,210,436
Capital	\$0	\$101,088	\$36,960	\$2,488,081
Central	\$6,325	\$14,913	\$1,777,030	\$2,280,461
Gulf Coast	\$16,350	\$31,240	\$789,576	\$1,958,367
High Plains	\$9,656	\$23,256	\$0	\$738,378
Metroplex	\$82,384	\$466,572	\$977,305	\$4,738,963
Northwest	\$4,886	\$4,667	\$346,635	\$135,585
South	\$0	\$132,060	\$146,191	\$2,782,971
Southeast	\$8,323	\$10,179	\$0	\$812,350
Upper East	\$2,700	\$1,800	\$160,244	\$931,448
Upper Rio Grande	\$2,348	\$3,852	\$0	\$209,312
West	\$18,327	\$5,050	\$0	\$161,271
Statewide Totals	\$203,743	\$819,044	\$4,233,941	\$18,448,388

Important Notes:

- The above table now includes Skills for Small Business awards, reflected in the Micro and Small Business Size columns.
- Dual Credit projects and Skills for Transition projects are not included in the data due to the unique nature of these projects.

Table 7: Shows the total number of individuals to be trained under new FY18 grants by regions of the State. The total for each region includes the number of trainees who will enter new jobs and the number of current workers to be retrained.

Region	Total Number of Trainees
Alamo	1,081
Capital	1,978
Central	1,956
Gulf Coast	1,451
High Plains	441
Metroplex	3,966
Northwest	290
South	2,777
Southeast	517
Upper East	737
Upper Rio Grande	124
West	858
Statewide Total	16,176

Important Notes:

- Does not include Dual Credit projects; these are equipment only with no trainees attached.
- Does not include Skills for Transition projects due to the unique nature of these projects.
- Skills for Small Business trainees are listed in the table below.

Of the trainees, percent will be offered one or more benefits options such as health care, workers' compensation, or other analogous benefits programs.

Of the new hires to be trained through Skills grants in:

- will be from existing Texas employers; and
- will be from employers relocating to Texas.

Of the incumbent workers to be trained through Skills grants in:

- will be from existing Texas employers; and
- will be from employers relocating to Texas.



Table 7a: Shows the total number of individuals requesting training through the Skills for Small Business program.

Region	Total Number of Trainees
Alamo	138
Capital	0
Central	26
Gulf Coast	24
High Plains	85
Metroplex	221
Northwest	6
South	0
Southeast	37
Upper East	5
Upper Rio Grande	12
West	20
Statewide Totals	574

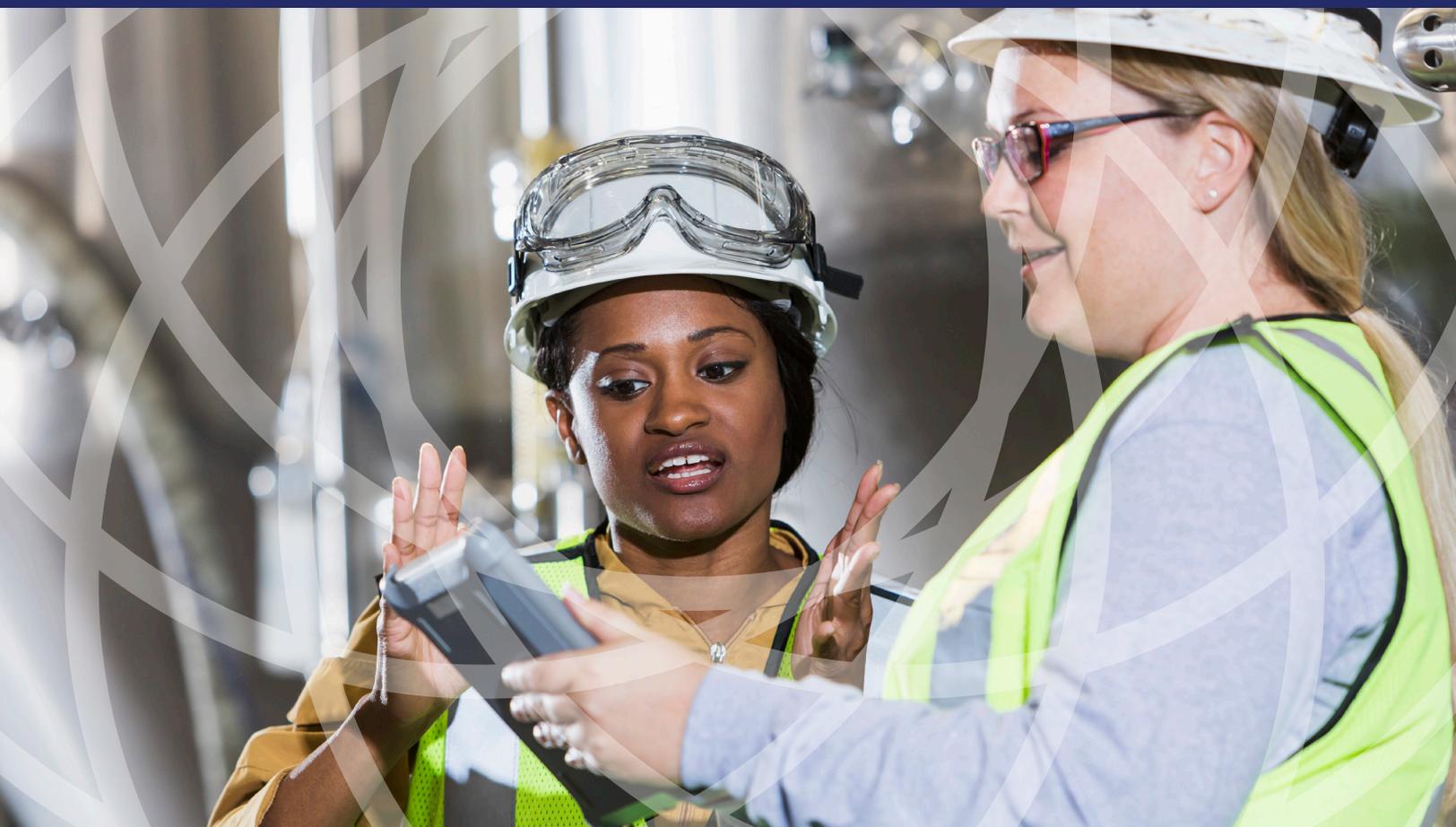


Table 8: Shows the total number of individuals to be trained under the FY18 program by industry classification. The total for each industry includes the number of trainees who will enter new jobs and the number of current workers to be retrained.

Industry	Total Number of Trainees
Aerospace & Defense	1,569
Construction	1,440
Healthcare & Social Assistance	4,403
Information Technology	1,929
Manufacturing	4,984
Retail Trade	832
Services	448
Transportation & Warehousing	237
Utilities	238
Wholesale Trade	96
Statewide Total	16,176

Important Notes:

- Does not include Dual Credit projects, Skills for Transition projects or Skills for Small Business projects due to the unique nature of these programs.



ADDENDUM

Skills Development Fund
College Biannual Review
(Texas Labor Code Section 303.004)

Chapter 303-Sec. 303.004 (b) of the Labor Code requires the Texas A&M Engineering Extension Service and each public community or technical college that provides workforce training under this chapter to conduct a review of their training programs (Skills Development Fund project(s)) to determine and identify the following:

1. Determine the effectiveness of the programs in improving wages of participants who complete the programs; and
2. identify strategies for improving the delivery of workforce training to more effectively impact economic development in this state.

This Fiscal Year (FY) '18 Biennial Review covers projects closed in FY '16 and FY '17.

A total of 34 reports were received from colleges with projects that closed within the FY '16 and FY '17 period.

The responses to the two items Colleges are asked to respond to are summarized below.

ITEM I

Summaries on the effectiveness of the programs in improving wages of participants who complete the programs

Of the 34 colleges reporting 28 reported that participants received a wage increase as a result of participating in a Skills Development Fund project. Those that did not report a wage increase noted other benefits such as, increased productivity, increased opportunity for job advancement and more job openings from participating businesses.

With one exception, colleges reported wage increases of at least 1% for most participants. However, 17 colleges reported wage increases above 2% with more than half of those, reporting wages increase above 3%. One college noted that for one project the wage increase was between 9% and 16%. Another reported a median wage increase of 10%.

ITEM 2

Strategies for improving the delivery of workforce training to more effectively impact economic development in the state

Few of the 28 colleges that responded specifically addressed how to improve training to more effectively impact economic development in the state. The main points from the colleges that did address the item directly were:

1. Continue work with regional economic development entities to assist businesses that are \ relocating.
2. Training is important and allow companies to grow.
3. The ability to educate and train workers is a competitive edge in the competition for jobs.
4. Companies in rural areas should be given special consideration.

The other recommendations, while not specific to the issue of economic development, include items that propose improvements in the delivery of training or to the administration of the program. These items have been noted and remain under consideration by TWC.



