



CELEBRATING 10 YEARS OF INDUSTRY COLLABORATIONS

Members:



Regional Workforce
Leadership Council

Annual Report 2012

Serving the Dallas/Fort Worth Region
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THE PRESENT

Industry Clusters are a Texas Priority...and the DFW Region Leads the Way.

The Dallas/Fort Worth Regional Workforce Leadership Council (RWLC) is the driving force for a cooperative approach to promoting the region's strongest industries. Following the industry cluster concept popularized by Michael Porter and the directives of Governor Rick Perry's Industry Cluster Initiative, the RWLC has focused on supporting the region's key clusters.

The RWLC works to meet industries' needs through the collaboration of the local workforce boards, chambers of commerce and business leaders. By addressing the employment, training and certification needs of the region's industries, the RWLC aids in the further growth and success of the Dallas/Fort Worth economy. To date, the RWLC has received over \$12 million in grants for training and educational initiatives that meet the needs of DFW regional employers.

National Recognition

In 2008, the RWLC received two prestigious awards commending it for its innovative work:

- The National Association of Workforce Boards' (NAWB) Theodore E. Small Partnership Award Distinguished Honoree for innovative business-led community partnerships; and
- The U.S. Department of Labor Honorable Mention for Building a Regionally Focused Workforce Strategy, which recognizes talent development programs from around the nation that have achieved outstanding success.

Impact on Local Industry/Employers

To date, the RWLC has created clusters in the following areas: Aerospace, Healthcare, Infrastructure, Logistics (Advanced Manufacturing and Supply Chain) and Technology. This annual report outlines the impacts the RWLC has had in these industries over the past year, as well as plans for continuing the region's success.

The achievements made throughout the past year reflect the dedicated work of the RWLC, but more importantly, they are a testament to the continuous support of the business community. The RWLC looks forward to continued collaboration with our major industry leaders in developing initiatives that increase the region's global economic competitiveness.



THE FUTURE

Be Part of the Future

The future of the RWLC will be driven by the needs of the industries it serves. Additionally, the organization will continue to seek out opportunities to support the growing industries in the region. The active participation of business, education and community leaders will ensure the continued success of the RWLC and the region's economy. Get involved now. Contact the appropriate Cluster Manager to see how you can get your organization involved in cluster activities.

overview

BACKGROUND

The DFW Regional Workforce Leadership Council (RWLC) was formed in 2002 with a Memorandum of Understanding between the Dallas, North Central Texas and Tarrant Workforce Boards and the Arlington, Dallas and Fort Worth Chambers of Commerce that guided the work of developing industry clusters. Led by business, the RWLC has functioned as the convener and connector for the formation and ongoing development of the regional clusters. The membership also includes representatives from the targeted industries as well as important education partners.

2012 LEADERSHIP

Carey O'Connor, Chair
Flowserve Corporation

MEMBERS

Sarah Carabias-Rush
Dallas Regional Chamber

Jon Gustafson
Lockheed Martin Corporation

Wes Jurey
Arlington Chamber of Commerce

Laurie Bouillion Larrea
Workforce Solutions
Greater Dallas

Judy McDonald
Workforce Solutions
for Tarrant County

Cynthia Fisher Miller
Fort Worth
Chamber of Commerce

Dan Naegeli
University of North Texas

Victoria Powell
B.R. Powell & Associates, P.C.

David Setzer
Workforce Solutions for
North Central Texas

Maria Smith-Brackenridge
North Texas Regional
Center for Innovation
& Commercialization (RCIC)



VISION/MISSION STATEMENT

To be the regional center of excellence in meeting the education and workforce needs of the Aerospace/Manufacturing Industry.

KEEPING TEXAS WORKING

This year Workforce Solutions for Tarrant County was awarded an H-1B Technical Skills Training Grant from the Department of Labor (DOL). Through this special grant, called Engineer Job Connect, companies who hire engineers may qualify for On-the-Job (OJT) Training funds. The OJT funds are intended to offset the extraordinary cost of training for participating employers.

Engineer Job Connect is a four-year grant that will provide education, training and job placement assistance related to high-growth occupations and industries including: Aerospace, Computer Software, Electrical, Electronics, Industrial and Mechanical Engineers. Several companies in the North Texas region are already benefiting from this special grant. Thank you to: American Eurocopter, Bell Helicopter and Lockheed Martin for your support of this important initiative. For more information, please visit www.engineerjobconnect.com or email us at engineerjobconnect@workforcesolutions.net.

INDUSTRY ROUNDTABLE

A small group of fifteen aerospace and advanced manufacturing companies was invited to a special industry roundtable to help determine the future direction of the Dallas/Fort Worth (DFW) Regional Aerospace Cluster. The group was joined by two special guests, Chairman and Commissioner Representing the Public for the Texas Workforce Commission, Andres Alcantar and Director of Aerospace & Aviation for the Office of the Governor, Keith Graf.

With the assistance of a facilitator, various topics were discussed to determine how the Cluster could best support a company's workforce planning and training strategy. The industry leaders discussed the need for diversity in the engineering and manufacturing workforce, how to address the retiring workforce and the loss of their knowledge, the negative perception of manufacturing, and much more. A November follow-up meeting took place to work on next steps.

SUPPORTING THE PIPELINE

The Career and Technical Education (CTE) Directors' Advisory Committee sponsored an Industry Education Summit for the 2011-2012 school year. The CTE Summit was a vehicle to highlight the numerous career opportunities in Healthcare and Hospitality. The intent was to have an open dialogue on the ways industry can partner with education to increase the relevance of math and science along with work-ready skills. The audience for the summit included CTE Directors, counselors, principals, superintendents, workforce staff, industry representatives and local Chambers of Commerce.

Birdville ISD's Career & Technology Education Center showcased the CTE Summit where attendees were welcomed by a beautiful array of breakfast foods and ice sculptures all prepared by the CTE Culinary students. During the program, Industry Panelists were asked about changes in the industry, skill sets needed to land a job, and the importance of math and science. The event helped foster new relationships while reinforcing the importance of the CTE Programs in the high schools.



CLOSING THE GAP

Training Opportunities offered through Tarrant County College (TCC) and the Community Learning Center (CLC):

- Aircraft Assembly Classes
- Aerospace Manufacturing Training Program (AMTP): 240 hour curriculum designed by industry experts to enhance the skills of future Aerospace/Manufacturing Assemblers. This curriculum is also offered in several school districts.
- Aviation Maintenance and Avionics Technology
- Computer Numerical Control and Conventional Machinist
- Composite Bonding
- Manufacturing Skills Standards Council national certification program
- Welding

Industry Supported Science, Technology, Engineering, and Math Programs:

- Project Lead the Way: nationally recognized pre-engineering program with scholarship opportunities
- Industry Mentoring Program, Engineers in the Classroom, Summer Intern program for teachers and more....

Industry Supported Projects:

- "Gotta Jet?" and "Gotta Make It?" Outreach projects: With support from Industry, brochures and companion DVD's were developed to reach students, parents, teachers and counselors about careers in Aerospace and Manufacturing. Other areas of outreach include: a Facebook page and YouTube channel.



DFW Regional Aerospace Cluster

2012 INDUSTRY MEMBERS

American Eurocopter LLC
Bell Helicopter
Lockheed Martin Corporation
Raytheon
Triumph Aerostructures – Vought Aircraft Division

PARTNER MEMBERS

Arlington Chamber of Commerce
Fort Worth Chamber of Commerce
NanoMaterials Design & Commercialization Center
Texas Manufacturing Assistance Center
Workforce Solutions for Tarrant County

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aerospace



VISION/MISSION STATEMENT

To bring together a comprehensive collection of industry players, including all aspects of the industry eco-system, to create the most impactful healthcare and innovative life science community in the United States.

GET INVOLVED

Cluster efforts are vital to the region's economic viability. The Healthcare Cluster provides an unparalleled collaborative opportunity to address industry challenges and solve short- and long-term industry needs. Amidst high competition in healthcare and life sciences, the Cluster provides neutral ground to accomplish what no single system can accomplish alone. Cluster efforts focus on three key areas:

- Provide a venue for broad industry interaction that creates an environment of collaboration and innovation;
- Develop and promote programming to support key areas of regional topical expertise to drive increased national and international recognition for that expertise; and
- Identify key industry needs, including those related to workforce, and design comprehensive programs to meet those needs.

KEY ACCOMPLISHMENTS TO DATE

- Published "The Health Care Impact: Assessing the scope and depth of the healthcare industry in Dallas-Fort Worth," an evaluation of the industry's contribution to the regional economy (<http://www.dallaschamber.org/files/healthcarebrochure.pdf>).
- Produced Life Science Connection Quarterly Review, an online publication with 6,000 subscribers, to inform the life science community of funding opportunities, and to engage them on the latest trends for research and commercialization.
- Launched a searchable Life Science Directory in conjunction with Bio DFW that serves as a go-to resource for all things related to innovation, entrepreneurship, technology research and development (www.innovatedfw.com).

- Hosted 4th Annual Health Care Conference focusing on healthcare policy.
- Dallas Regional Chamber co-hosted with UNT and Jones Day a collaborative symposium on "Biomedical Informatics and Health IT Workforce: Pipeline and 40 plus."
- Participated on the Texas Health Information Technology (HIT) Executive Committee of Texas State University charged with performing a state-wide workforce needs assessment and an educational program inventory in order to anticipate and meet HIT needs in the healthcare industry.
- Partnered and collaborated with the University of North Texas System on Professional Science Masters (PSM) degree.



FUTURE ACTIVITIES

- Establish a Healthcare Workforce Council for human resource professionals in the healthcare industry to replicate the success and leverage the momentum of the Dallas Regional Chamber's Health Innovation Council, Health System CEO Council and Life Sciences Committee.
- Complete and distribute a second edition of "The Health Care Impact" brochure.
- Connect small to medium-sized companies with best practices in wellness and healthcare.
- Continue to market the region to attract companies by traveling to healthcare and innovation trade shows.
- Develop a marketing and public relations plan that will highlight the region's strengths.
- Engage in targeted outreach to health care companies around the U.S. to recruit companies to the DFW region and create new job opportunities.
- Provide industry information online at www.dallaschamber.org.

BACKGROUND

The total value added by the healthcare industry in the DFW region amounts to \$52 billion annually according to a study prepared by the University of North Texas Center for Economic Research and Development. This places the healthcare industry among the largest sectors in the Metroplex representing 15 percent of all regional economic activity. The healthcare industry is expected to continue to grow as our population expands, and as baby boomers age. As a result, the overall economic impact of the DFW healthcare industry will likely continue to increase in the coming years. The healthcare cluster aims to address workforce gaps by increasing career opportunity awareness at all levels, offering professional development, and coordinating industry-specific training to meet the needs of the healthcare sector.

healthcare



2012 INDUSTRY MEMBERS

Baylor Health Care System
Children's Medical Center
Department of Veterans Affairs
North Texas Health Care System
DFW Area Health Education Center
DFW Hospital Council Foundation
HCA North Texas
Medical City Hospital
Methodist Health System
Parkland Hospital
Tenet Healthcare Corporation
Texas Health Resources
Texas Scottish Rite
Hospital for Children
University of Texas at Arlington
University Medical Center, Inc.
UT Southwestern Medical Center

PARTNER MEMBERS

Dallas Regional Chamber
Workforce Solutions Greater Dallas

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VISION/MISSION STATEMENT

To support the regional infrastructure community – from surface transportation and aviation to energy and broadband transmission – in becoming a recognized center of excellence by meeting participating industry training and workforce needs.

STATEMENT OF NEED

As state and federal governments continue to promote infrastructure projects as a means to stimulate the economy, relevant industries will create new jobs throughout our region. North Texas already benefits from spending and job growth related to improving the nation's most critical infrastructure. For example, Infrastructure Cluster partners are currently implementing surface transportation projects totaling over \$6 billion in the DFW region, generating good paying jobs.

Projections show this trend is likely to continue. On the national front, employment in the Construction sector is expected to grow by 18.5% from 2008-18. During the same time frame, employment in the Highway, Bridge and Construction Industry is expected to grow by 15.7%. With the 6th largest highway system in per capita lane miles, Dallas-Fort Worth-Arlington will continue to be a growth area as new roadways are authorized and existing roadways undergo capacity expansion.

- Partnered with the Texas Department of Transportation (TxDOT) to coordinate logistics for bidder's conferences and to provide local contractors with workforce information and services.
- Partnered with TxDOT, North Central Texas Council of Governments, Dallas County Community College District, local contractors, and Dallas City Councilmember Carolyn Davis to initiate a job training program in construction for communities impacted by the S.M. Wright Freeway Project.
- Engaged KSWRP Joint Venture to meet the workforce needs for construction of the DART Orange Line Light Rail Expansion to Irving.
- Matched over 200 jobs seekers to positions with employer partners since 2010.



FUTURE ACTIVITIES

- Formalize relationship in and around Love Field for aviation-related infrastructure issues.
- Seek out and recruit private sector employers to lead on infrastructure-related issues in the broadband and energy transmission industries.

BACKGROUND

A number of large scale infrastructure projects are either planned or currently underway in the Dallas-Fort Worth region. Due to the considerable economic impact these projects hold for DFW, Workforce Solutions Greater Dallas (WFSDallas) has taken the lead in establishing an Infrastructure Cluster to serve the workforce needs of participating industries.

The Infrastructure Cluster began with a series of meetings in October 2010 when employers in the surface transportation industry approached WFSDallas seeking assistance in meeting contract goals for non-traditional employees. Upon learning of the wide range of workforce services available to employers, these firms quickly realized they could take advantage of solutions to other employment challenges – a shortage of skilled candidates and career pathway preparation. The Cluster's efforts to fulfill these workforce needs will serve to promote regional economic development from direct spending and improved regional mobility.

As the Infrastructure Cluster continues to evolve, WFSDallas is aligning the initiative with national efforts to create jobs. Roads and bridges are only part of the equation. Washington is poised to invest heavily and spur private investment to modernize railways, runways, our nation's air traffic control system, and our energy and broadband transmission infrastructure. Based upon information shared by the President's Council on Jobs and Competitiveness (a bi-partisan group of business and community leaders), investments targeted at upgrading the nation's infrastructure will require a ready workforce. WFSDallas will recruit industry leaders to represent all facets of infrastructure development to ensure that training and workforce needs are met.

infrastructure

KEY ACCOMPLISHMENTS TO DATE

- Lead business member, NorthGate Constructors, received the Texas Workforce Commission's 2011 Employer of the Year Award for their commitment to employing out-of-work Texans in the construction field.
- Partnered with the Texas Construction Career Academy at the University of Arlington to provide basic highway construction and safety training and recruitment assistance for participating job seekers.
- Partnered with the Associated General Contractors of Texas (Highway, Heavy, Utilities and Industrial Branch) to determine industry needs and to disseminate information to member contractors.
- Continue outreach to small and medium-sized employers to offer training and recruitment services.
- Establish a web presence to provide industry cluster information and develop a market identity as part of the WFSDallas employer website renovation.
- Develop a strategic plan to ensure systemic expansion of the DFW infrastructure workforce pool.
- Secure grants and other resources to fund the initiative.
- Develop mutually beneficial relationships with private sector recruiters.



2012 INDUSTRY MEMBERS

Altus Traffic Services
Bluebonnet Contractors LLC
Ed Bell Construction
NorthGate Constructors
KSWRP Joint Venture
Texas Department of Transportation
Trinity Infrastructure LLC

PARTNER MEMBERS

Workforce Solutions Greater Dallas

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2012 INDUSTRY MEMBERS

Adecco
 AllianceTexas –
 A Development of Hillwood
 American Airlines
 Genco
 DART Transportation
 DC Logistics
 Horizon Lines
 North Central Texas Interlink, Inc.
 On-Target Supplies & Logistics
 Ranstad
 Texas Woman's University
 Leadership Institute

PARTNER MEMBERS

Collin College
 Community Learning Center, Inc.
 Manufacturing Skill Standards Council
 NASCO
 Navarro College
 Tarrant County College
 Texas Manufacturing
 Assistance Center
 Workforce Solutions for
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 www.the-journey-starts-here.com



logistics

VISION STATEMENT

Driven by Workforce Solutions for North Central Texas (WSNCT), the North Texas Supply Chain Council (NTSCC) is a leading force in the development of a Logistics, Supply Chain and Advanced Manufacturing Center of Excellence for the North Central Texas region. The NTSCC is focused on strengthening economic development, education opportunities, job creation and advanced ready-to-work employee base.

MISSION STATEMENT

To partner with business, academic institutions, economic development and workforce agencies to advance the NTSCC network and outreach, resulting in a highly competitive North Central Texas region.

STRATEGIC PLAN

Facilitated by WSNCT, the Strategic Plan for the Logistics Cluster in North Central Texas will utilize the NTSCC to focus on the following:

1. Secure funding to advance the Logistics, Supply Chain and Advanced Manufacturing capabilities of the North Central Texas Region, as well as promote the education and training of the workforce.
2. Promote existing relationships between academic, government, and industry partners for the identification of best practices, shared resources and training curriculum to enhance the economic development of the region.
3. Our partnership with the Manufacturing Skill Standards Council (MSSC) and industry produced the Certified Logistics Technician (CLT) certification, an industry-defined, nationally validated skill standard. Our plan seeks to preserve our connection with industry to ensure the scope of information contained within the CLT curricula is maintained and adequately relates to their current workforce requirements.
4. Expand our advocacy and outreach of Logistics, Supply Chain and Advanced Manufacturing education and training through our annual Workforce Symposium, panel discussions and regional meetings.
5. Work with our local Independent School Districts and Career and Technical Education (CTE) programs to introduce the MSSC certifications into their curricula.
6. Research and publish a white paper (sustainability study describing the CLT Certification development process, the long term viability of the certification and its impact on the logistics industry.

BACKGROUND

North Central Texas is recognized as the leading inter-modal distribution center in the Southwest and one of the top distribution centers in the North American trading bloc. The region acts as a staging area for truck, rail and air cargo into the United States and sits along two central corridors of trade. These corridors carry goods from West Coast and Mexican deep-water ports through the Dallas/Fort Worth region and into eastern United States and Canadian markets. Both of these corridors support the existing regional network of inland ports, including Alliance Texas along I-35 in Fort Worth and the International Inland Port of Dallas along I-20. The Dallas/Fort Worth International Airport cargo continues to see significant increases since 1993, reaching 652,655 metric tonnes in 2011. It is also the only airport in the world capable of landing four aircraft simultaneously.

Dallas/Fort Worth sits at the focal point of five major interstate highways, more than any other major metropolitan region in the United States. The nation's second largest railroad, BNSF Fe Railway, has its corporate headquarters in Fort Worth. Two additional Class 1 freight line rail carriers, more than 600 motor carriers and over 100 freight forwarders conduct operations in the region. Due to the region's proximity in the North American Market, pro-business climate and availability of land, the region enjoys a significant cost advantage when compared to other major distribution hubs in the United States.

TIMELINE



VISION STATEMENT

Enable the Dallas/Fort Worth region to become the premier ecosystem of innovation in Texas through effective educational partnerships.

MISSION STATEMENT

To significantly increase the science, technology, engineering and math workforce in North Texas via K-12 and post-secondary initiatives through enhanced school and business partnerships.

STRATEGIES

- Provide opportunities for industry to build and influence the future workforce.
- Offer relevant, inspiring, student-focused Science, Technology, Engineering and Math (STEM) experiences in the latest technology.
- Provide professional development opportunities for educators and industry representatives.
- Create awareness of local post-secondary educational resources.

CURRENT PROGRAMS

Speakers' Bureau

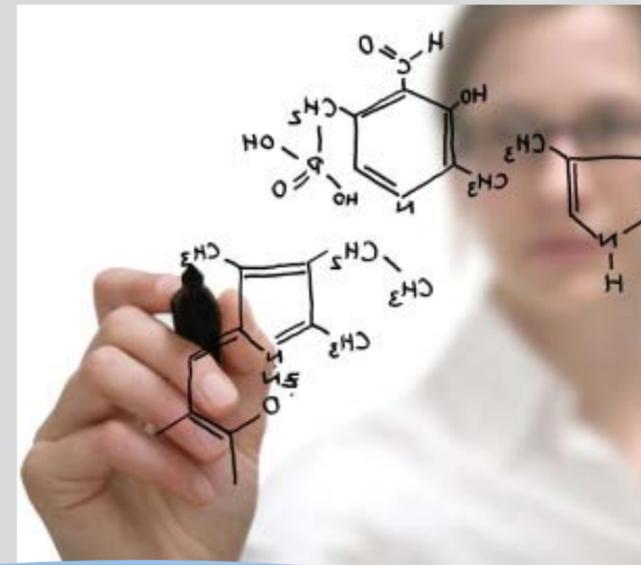
The Speakers' Bureau provides presentations from engineers to elementary, middle and high schools and local colleges and faculty. Engineers from member companies present to students and educators, the majority of whom have little prior understanding of the semiconductor, technology, and advanced manufacturing industries. Educators interested in bringing a speaker into their classroom or inviting one to participate in an event can make a request through the Dallas Fort Worth Technology and Education Council (DFW TEC) web site, www.dfwtec.org. Training sessions and recruiting for the Speakers' Bureau continues on a rolling basis.

Industry Information Series

Held each year in the spring and fall, Industry Information Series events are designed for students, educators, administrators, counselors, and parents to learn about science, technology, engineering and math careers and receive a tour of a local high tech company or a local university campus with a great engineering program. In 2012, sessions were held at the Tarrant County College Trinity River Campus in Fort Worth, and at L-3 Communications in Arlington. Registrants participated in information sessions, gaining knowledge of the region's semiconductor and technology industries, taking tours of the facilities, and gaining insight from leading engineers, as well as utilizing resources available to them through the DFW TEC. Students and educators can sign up through the DFW TEC website www.dfwtec.org

Engineering Minds of Tomorrow

The Engineering Minds of Tomorrow program encourages students to explore the possibilities of engineering through hands on learning and research projects, while stressing that engineers are not a particular race, gender, or of a specific socio-economic class. The one week summer camp introduces guest engineer speakers, provides college tours and many classroom engineering projects. These include the complex Lego Mindstorm NXT exercises where engineering challenges include categories in mechanical engineering (building), software engineering (programming) and architectural engineering (building dioramas). Throughout the week students are constantly engaged in challenges such as the construction of straw towers, construction and design of cardboard chairs and kinetic art, all with severe material restrictions, along with many others. These camps take place each summer at designated schools around the Metroplex and are open to incoming 9th grade students.



technology

BACKGROUND

In 2011, the Technology Cluster, known as the Dallas Fort Worth Semiconductor and Technology Executive Council (DFW STEC) went through a strategic planning process with its board. What resulted was a mission change to focus on connecting K-12 and post-secondary science, technology, engineering and math (STEM) educational initiatives with the local high tech industry. This also precipitated a name change to the Dallas Fort Worth Technology and Education Council (DFW TEC) to better reflect its work with potential business stakeholders and the multitude of local STEM industries with which the organization partners. As an independent 501(c)3, DFW TEC has updated its logo, mission and vision to reflect the strong commitment the organization has to local STEM initiatives within area education systems.



2012 INDUSTRY MEMBERS

Austin Commercial

Cisco

Raytheon

Time Warner Cable:
Connect a Million Minds

Total Facility Solutions, Inc.

TriQuint Semiconductor

PARTNER MEMBERS

Dallas Regional Chamber

Workforce Solutions
Greater Dallas

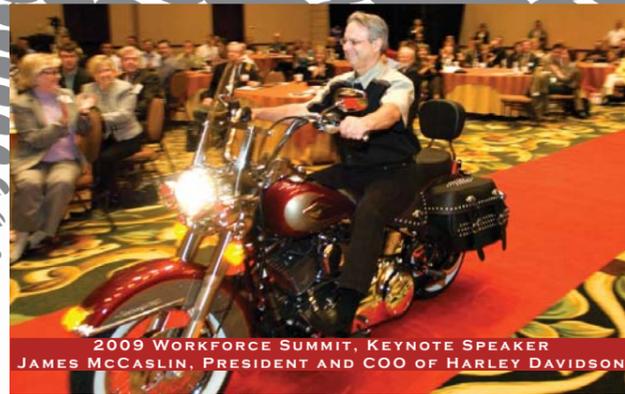
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2011 EMPLOYER OF THE YEAR NORTHGATE



2009 WORKFORCE SUMMIT, KEYNOTE SPEAKER
JAMES MCCASLIN, PRESIDENT AND COO OF HARLEY DAVIDSON



ENGINEERING MINDS OF TOMORROW SUMMER PROGRAM



INDUSTRY ROUNDTABLE 2012 AT BELL HELICOPTER

INDUSTRY COLLABORATIONS



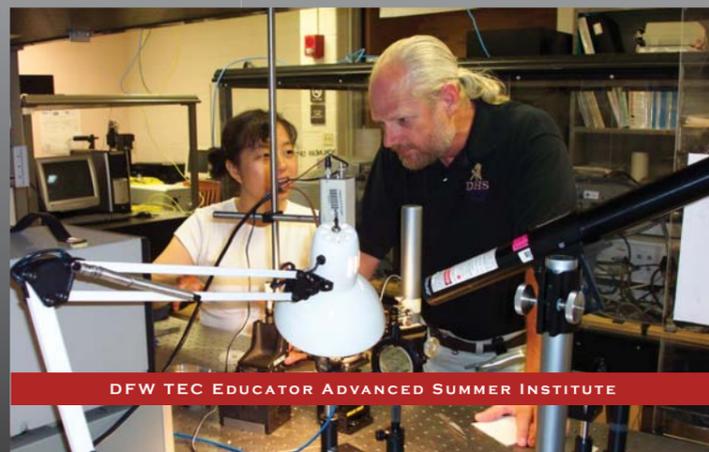
2008 NATIONAL ASSOCIATION OF WORKFORCE BOARDS (NAWB)
THEODORE E. SMALL AWARD



2008 EMPLOYMENT AND TRAINING ADMINISTRATION
RECOGNITION OF EXCELLENCE AWARD



2011 CAREER AND TECHNICAL EDUCATION (CTE)
INDUSTRY EDUCATION SUMMIT



DFW TEC EDUCATOR ADVANCED SUMMER INSTITUTE



2011 JUDGE TOM VANDERGRIF AWARDS PRESENTED TO THE RWLC



AEROSPACE MANUFACTURING TRAINING PROGRAM (AMTP)