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www.dfwjobs.com

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FOR TARRANT COUNTY
www.workforcesolutions.net

ARLINGTON
CHAMBER
www.arlingtontx.com

DALLAS REGIONAL CHAMBER
www.dallaschamber.org

Fort Worth
CHAMBER
www.fortworthchamber.com



Regional Workforce
Leadership Council
Annual Report 2013
Serving the Dallas/Fort Worth Region
www.dfw-rwlc.com

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overview

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.

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.



2013 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)



aerospace

VISION/MISSION STATEMENT

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

KEEPING TEXAS WORKING

Engineer Job Connect (EJC), Workforce Solutions for Tarrant County's H-1B Technical Skills Training Grant from the Department of Labor (DOL), provides reimbursement funds to companies of all sizes who hire engineers. The funds help to offset the extraordinary cost of training for newly hired engineers. The objective is to place unemployed engineers in industries across the DFW area to reduce the need for imported foreign labor.

EJC requires a four-year engineering degree in one of six occupations: Aerospace, Computer Software, Electrical, Electronics, Industrial or Mechanical Engineering. Many companies are benefiting from the grant, such as American Eurocopter, Mouser Electronics, Bell Helicopter, Elbit Systems, Lockheed Martin, Fluidic Techniques, and more. For more information, please visit www.engineerjobconnect.com or email us at engineerjobconnect@workforcesolutions.net.

INDUSTRY ROUNDTABLE

A series of Industry Roundtables began in 2012 and continued through 2013. They were offered to take a fresh look at the current and projected needs of the aerospace, manufacturing, and aviation industries from the perspective of its key business leaders. One meeting included a one-on-one pre-meeting with three State Commissioners: Andres Alcantar, Texas Workforce Commission, Raymund Paredes, Ph.D., Texas Higher Education Coordinating Board, and Michael Williams, Texas Education Agency. The educators shared their concerns and challenges, and then put the spot light on industry so that they could hear about industry's needs.

The final meeting of the year was dedicated to hearing reports from the three Work Groups. The Marketing/Outreach group is creating the foundation for market growth and a talent pipeline. The Touch Skills group is focused on a blueprint for sustainable touch labor workforce pipeline. The Soft Skills group is researching ways to integrate the Soft Skills training for new hires and incumbent workers within the education system. All the meetings were hosted by industry members: Bell Helicopter, American Eurocopter, Turbomeca, Elbit Systems, and Sikorsky.

SUPPORTING THE PIPELINE

Supporting the pipeline is enhanced by the Career and Technical Education (CTE) Directors' Advisory Committee facilitated by Workforce Solutions for Tarrant County. The CTE Committee is comprised of nineteen school districts throughout the region in addition to the local and regional entities: Fort Worth Chamber, Region II Education Service Center, Tarrant County College, InterLink, Inc., and Tarrant and North Central Texas Workforce Boards.

The Committee supports CTE initiatives and informs education on real time information from businesses and industry. Time was also dedicated to Dual Credits, concurrent high school and college credits and the State's HB 5 legislation which creates new opportunities for Career Technical Education for students.

The lines of communication among the CTE Directors, Workforce, Industry, and Education have been strengthened exponentially because of the CTE Committee. The CTE Committee is a venue for sharing pertinent information that can result in quality curricula that meet industry's standards, while preparing the way for our future workforce.



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) 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 (STEM) Programs:

- Project Lead the Way: nationally recognized pre-engineering program with scholarship opportunities
- Local School Districts that support PLTW: Arlington, Birdville, Keller, Fort Worth, Mansfield, Dallas, Carrollton, Burleson Northwest and Crowley
- Industry Mentoring Program, Engineers in the Classroom, Summer Intern program for teachers and more....

Industry Supported Projects:

- "Gotta Jet?" and "Gotta Make It?"
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 a YouTube channel.

aerospace



2013 INDUSTRY MEMBERS

American Eurocopter LLC
Bell Helicopter
Elbit Systems of America
GE Manufacturing Solutions
Lockheed Martin Corporation
Sikorsky
Texas Aerospace Engine Service Limited (TAESL)
Triumph Aerostructures – Vought Aircraft Division
Turbomeca, USA

PARTNER MEMBERS

Arlington Chamber of Commerce
Fort Worth Chamber of Commerce
NanoMaterials Design & Commercialization Center
Texas Manufacturing Assistance Center
Workforce Solutions for Tarrant County
Education/Training Partners
Tarrant County College
Community Learning Center (CLC)
University of Texas Arlington
Career Technical Education (CTE)
Directors' Advisory Committee Representing 19 school districts

CONTACT INFO

Judy Bell
Business Initiatives Manager
Workforce Solutions for Tarrant County
1320 S. University Drive Suite 600
Fort Worth, Texas 76107
817-413-4440
judy.bell@workforcesolutions.net
www.workforcesolutions.net



healthcare

VISION STATEMENT

The healthcare and life sciences community in the Dallas-Fort Worth (DFW) region generates the most progressive, innovative, and cost-effective strategies for attracting, educating, and retaining the finest workforce in the United States.

STATEMENT OF NEED

The sustainability of regional economic strength in DFW is highly dependent on the availability of a qualified workforce to support key industry clusters. Amid stiff competition for talent and dramatic changes in the delivery of healthcare services, the Healthcare Cluster provides an opportunity to collaboratively address industry challenges and solve short- and long-term industry needs. The Cluster provides neutral ground for providers to accomplish what no single entity can accomplish alone. Cluster efforts focus on three key areas:

- Providing a venue that promotes collaborative innovation;
- Anticipating and assessing workforce trends and needs in the healthcare industry;
- Seeking out and implementing best practices, or designing new flexible systems to address those needs.

BACKGROUND

According to a study prepared by the University of North Texas Center for Economic Research and Development on behalf of the Dallas Regional Chamber, the total value added by the healthcare industry in the Dallas-Fort Worth region amounts to \$52 billion, annually. This places the healthcare industry among the largest sectors in DFW, 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.

KEY ACCOMPLISHMENTS TO DATE

- Advised the Texas Health Information Technology (HIT) Executive Committee of Texas State University in their work to craft a state-wide workforce needs assessment, an educational program inventory, and multi-media products in order to increase awareness among Texas educators and policy makers (see <http://tinyurl.com/7kdpucj> for the report and <http://tinyurl.com/mvd2wum> for multi-media examples).
- Partnered and collaborated with the University of North Texas System on Professional Science Masters (PSM) degree.
- Published "The Health Industries Review," an evaluation of the industry's contribution to the Dallas-Fort Worth regional economy (www.dallaschamber.org).
- Produced by D Magazine Partners, the Dallas Regional Chamber assisted in the launch of D Healthcare Daily, a news and information site that focuses exclusively on the business of healthcare in the North Texas region (found at <http://healthcare.dmagazine.com/>).
- Hosted Annual Health Care Conference focusing on healthcare policy.
- Hosted a Veteran's Healthcare Education and Recruitment Fair for 100 military veteran's to provide one-on-one resume and interviewing tips from healthcare industry recruiters; opportunities to interact with current healthcare employees to hear first-hand accounts of on-the-job experiences; and invitations to apply for current openings.
- Partnered with Tenet Healthcare to identify industry wide short-, medium-, and long-term staffing and recruitment needs resulting in the development of a work plan and funding strategy to implement best practices system wide.



FUTURE ACTIVITIES

- Cultivate relationships with private healthcare funders to seek assistance in crafting proposals to implement innovative recruitment, training, and retention programs for high-demand healthcare occupations.
- Assist healthcare industry leadership in crafting a series of white papers addressing critical workforce issues in the healthcare industry to educate policy makers and potential funders.
- 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 Task Force.
- Formalize ongoing series of Veteran's Education and Recruitment Fairs throughout the region.
- Work with healthcare employers and community college district to customize medical coder curriculum, and share final product with other districts in key markets across the country.
- Connect small to medium-sized companies with "best practices" in wellness and healthcare practices.



healthcare

2013 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
Health Careers Resource Center
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
Dallas County Community College District
Workforce Solutions Greater Dallas

CONTACT INFO

Eric Griffin
Sector/Sustainability Manager
Workforce Solutions Greater Dallas
1201 Main Street, Suite 2700
Dallas, Texas 75202
214-290-1000
egriffin@wfsdallas.com
www.wfsdallas.com



RWLC

infrastructure

VISION STATEMENT

The Dallas-Fort Worth (DFW) regional infrastructure community – from surface transportation and aviation to energy and communication networks – is a recognized center of excellence in generating progressive, innovative, and cost-effective strategies for attracting, educating, and retaining the finest workforce in the United States.

STATEMENT OF NEED

The sustainability of regional economic strength in DFW is highly dependent on the availability of a qualified workforce to support key industry clusters. As state and federal governments continue to promote infrastructure projects as a means to stimulate the economy, industries associated with infrastructure design, construction and maintenance 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 substantially through 2020. In fact, the Highway, Bridge and Construction Industry alone is expected to increase employment by 27.7%. With the 6th largest highway system in per capita lane miles, DFW will continue to be a growth area as new roadways are authorized and existing roadways undergo capacity expansion.

BACKGROUND

A number of large scale infrastructure projects are either planned or currently underway in the DFW region. Due to the considerable economic impact from these projects, 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. As the partnership took shape, WFSDallas expanded the scope of its workforce service offerings to address the shortage of skilled candidates and career pathway preparation for Infrastructure Cluster members. The Cluster's efforts to overcome 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. Both Washington and the private sector are poised to invest heavily in modernizing railways, runways, the nation's air traffic control system, and the energy and communication network 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.

KEY ACCOMPLISHMENTS TO DATE

- Recruited new cluster members responsible for communications network infrastructure in 2013.
- Partnered with AT&T to identify high demand positions due to system expansion, turnover and workforce supply issues, and developed strategies to ensure the availability of qualified job candidates.
- 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.
- 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.
- Received approval from FWHHA to move forward with the S.M. Wright Freeway Project job training program, a partnership among TxDOT, North Central Texas Council of Governments, Dallas County Community College District, local contractors, and Dallas City Councilmember Carolyn Davis.
- Engaged KSWRP Joint Venture to meet the workforce needs for construction of the DART Orange Line Light Rail Expansion to Irving.
- Cluster 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.



FUTURE ACTIVITIES

- Seek out and recruit private sector employers to lead on infrastructure related issues in the both the aviation and energy network industries.
- Establish partnerships with other workforce development boards in Texas to address communications network workforce needs based on local market conditions.
- 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.

infrastructure



2013 INDUSTRY MEMBERS

AT&T

Atlas Traffic Services

Bluebonnet Contractors LLC

Ed Bell Construction

NorthGate Constructors

KSWRP Joint Venture

Texas Department of Transportation

Trinity Infrastructure LLC

PARTNER MEMBERS

Associated general Contractors of Texas

City of Dallas

Dallas County Community College District

North Central Texas Council of Governments

Texas Construction Career Academy

Workforce Solutions Greater Dallas

CONTACT INFO

Eric Griffin

Workforce Solutions Greater Dallas

1201 Main Street, Suite 2700

Dallas, Texas 75202

214-290-1000

egriffin@wfsdallas.com

www.wfsdallas.com



RWLC



logistics

VISION STATEMENT

Driven by Workforce Solutions for North Central Texas, 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

1. Promote Logistics, Supply Chain and Advanced Manufacturing capabilities of the North Central Texas Region including the education and training of the workforce.

2. Expand our existing relationships between employers, academic and government partners for the identification of best practices, shared resources and training curriculum to enhance economic development in 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 by educating employers, engaging 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. Completed our CLT Impact and Sustainability Report. The study describes the CLT Certification development, the long term viability and its impact on the logistics industry and will be distributed in January 2014.

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.

DFW International Airport cargo operations have seen a five-fold increase since 1993, reaching 329,162 U.S. tons in 2012. 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.



2013 INDUSTRY MEMBERS

- Adecco
- AllianceTexas - A Development of Hillwood
- American Airlines
- Ben E Keith
- Genco
- DART Transportation
- DC Logistics
- Horizon Lines
- North Central Texas Interlink, Inc.
- On-Target Supplies & Logistics
- Ranstad
- Texas Women'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 North Central Texas

CONTACT INFO

Kent Andersen
 Business Development Manager
 Workforce Solutions for North Central Texas
 600 Six Flags Drive
 Arlington, Texas 76011
 817-695-9289
 kandersen@nctcog.org
 www.ntscc.org
 www.the-journey-starts-here.com

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.

technology

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) website, 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 more 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 2013, sessions were held at the new Parkland Hospital Campus hosted by Austin Commercial, Tarrant County College Trinity River Campus in Fort Worth, and Raytheon's McKinney Campus. 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.



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

technology



2013 INDUSTRY MEMBERS

Austin Commercial
Cisco
Raytheon
Total Facility Solutions, Inc.
VCE

PARTNER MEMBERS

Dallas Regional Chamber
Workforce Solutions
Greater Dallas

CONTACT INFO

John Shellene
Director
Dallas Fort Worth Technology
and Education Council
1409 South Lamar, Suite 226
Dallas, Texas 75215
817-273.3701
jshellene@dfwtec.org
www.dfwtec.org





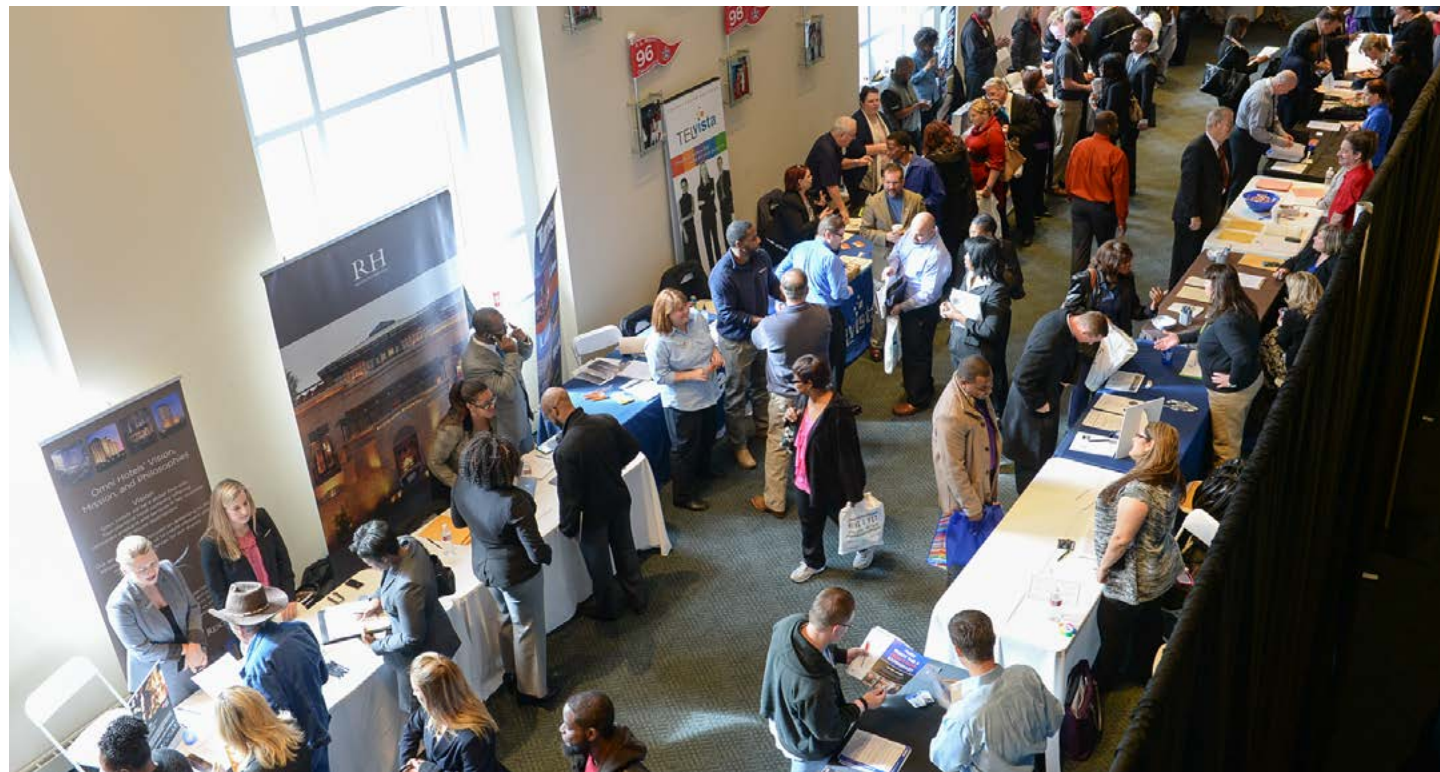
RWLC Supports Our Returning Veterans and Their Families



In 2013, RWLC hosted the second annual Hiring Red, White & You! Job Fair at the Rangers Ballpark in Arlington.



Sponsored by the Texas Workforce Commission in cooperation with 28 Workforce Solutions partners, the Texas Veterans Commission, the Texas Medical Center, Gov. Rick Perry and Dr. "Red" Duke Jr., this statewide annual event connects Texas veterans and their spouses with Texas employers who value the experience, discipline and other exceptional qualities inherent with a military background.



Sectors By The Numbers*

	aerospace	healthcare	infrastructure	logistics	technology
Employers	5,239	10,715	916	2,000	1,803
Employees	213,940	271,540	209,380	269,460	166,590

*These are approximate numbers. Data extracted from the Texas Workforce Commission.

Locally, over 2,000 veterans and other job seekers engaged with more than 200 Dallas-Fort Worth Metroplex employers and community organizations.