



**WORKFORCE**  
SOLUTIONS Capital Area  
*Connecting People to Jobs*

# GROW YOUR TALENT UPSKILLING IN TECH

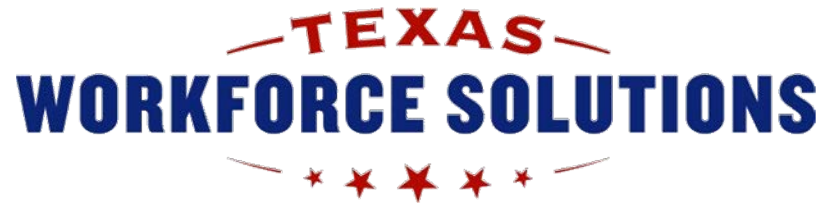
Amber Warne, Director of Upskilling & Advancement

A proud partner of the **americanjobcenter** network

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[www.wfscapitalarea.com](http://www.wfscapitalarea.com)





The Workforce Solutions Network is  
comprised of the  
**Texas Workforce Commission**



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



# What is upskilling?

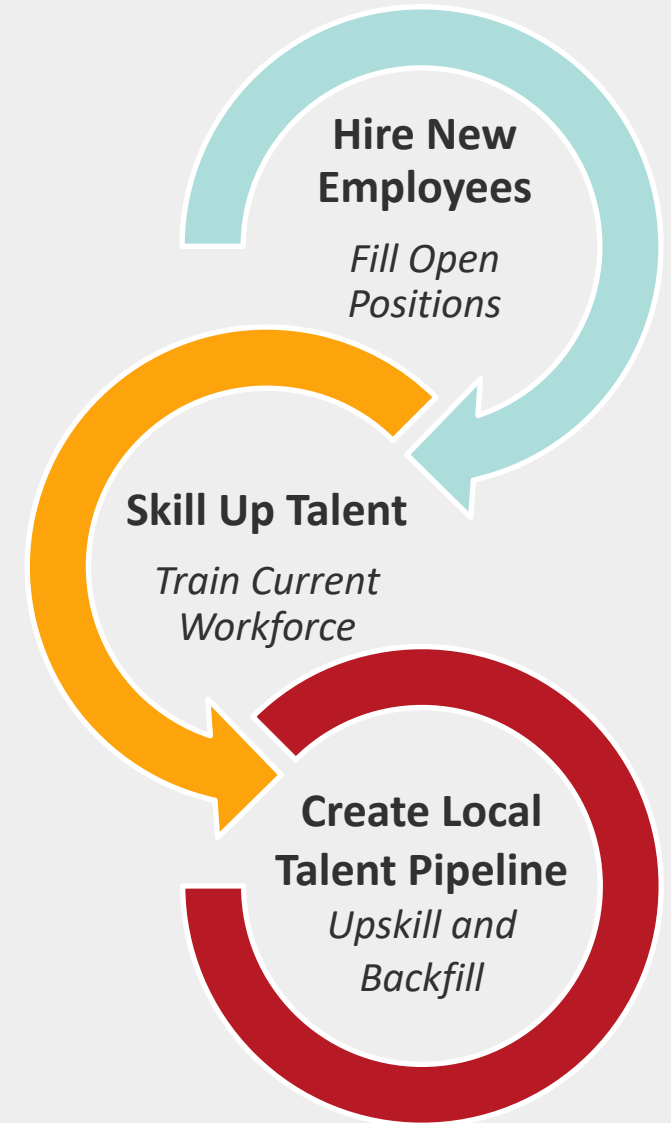
## Upskilling

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

## Earn & Learn

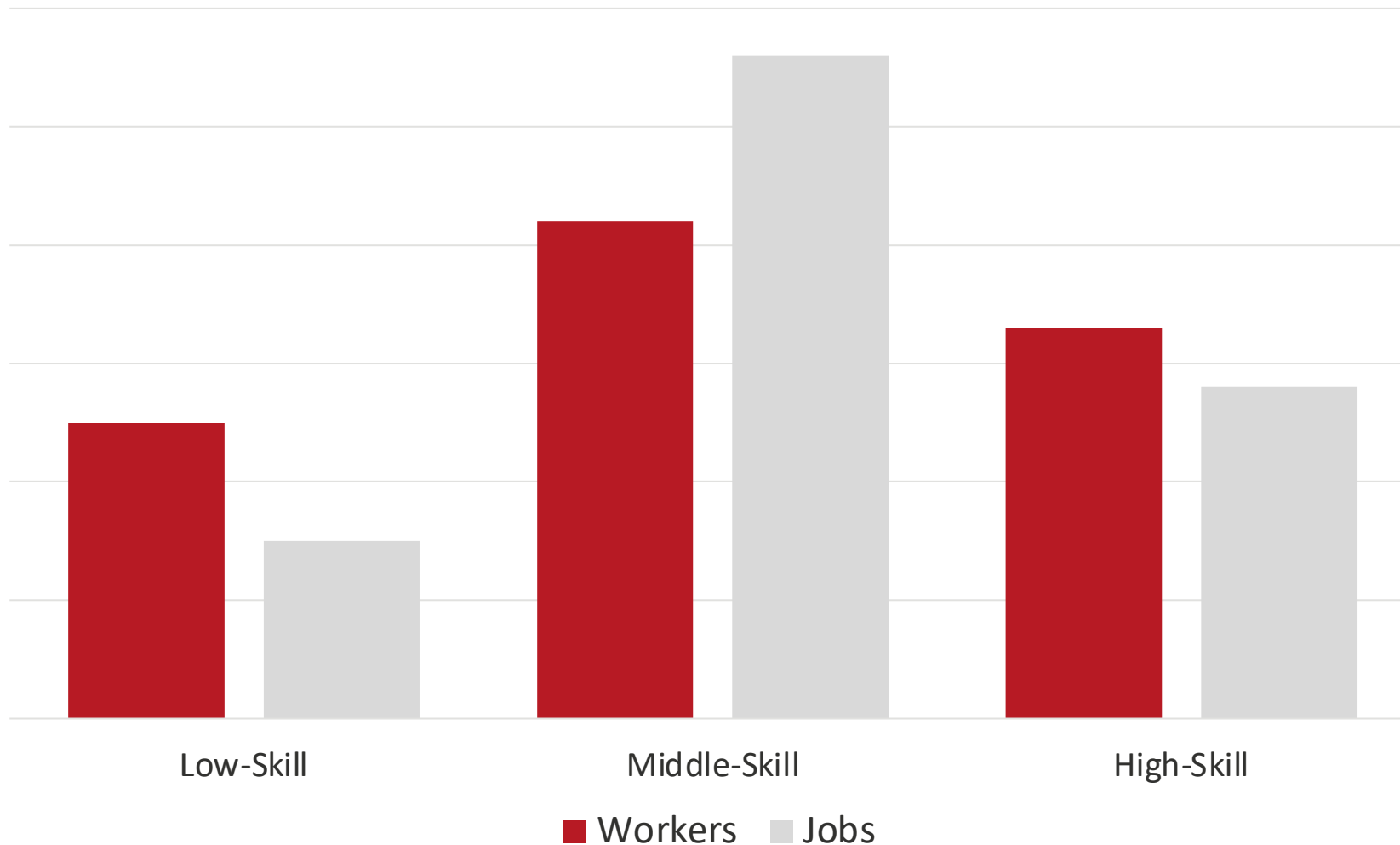
Providing an individual the opportunity to gain paid experience in the field in which they are studying.

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



# Jobs and Workers by Skill Level

Texas, 2015



**56%**

jobs in Texas are middle-skill positions

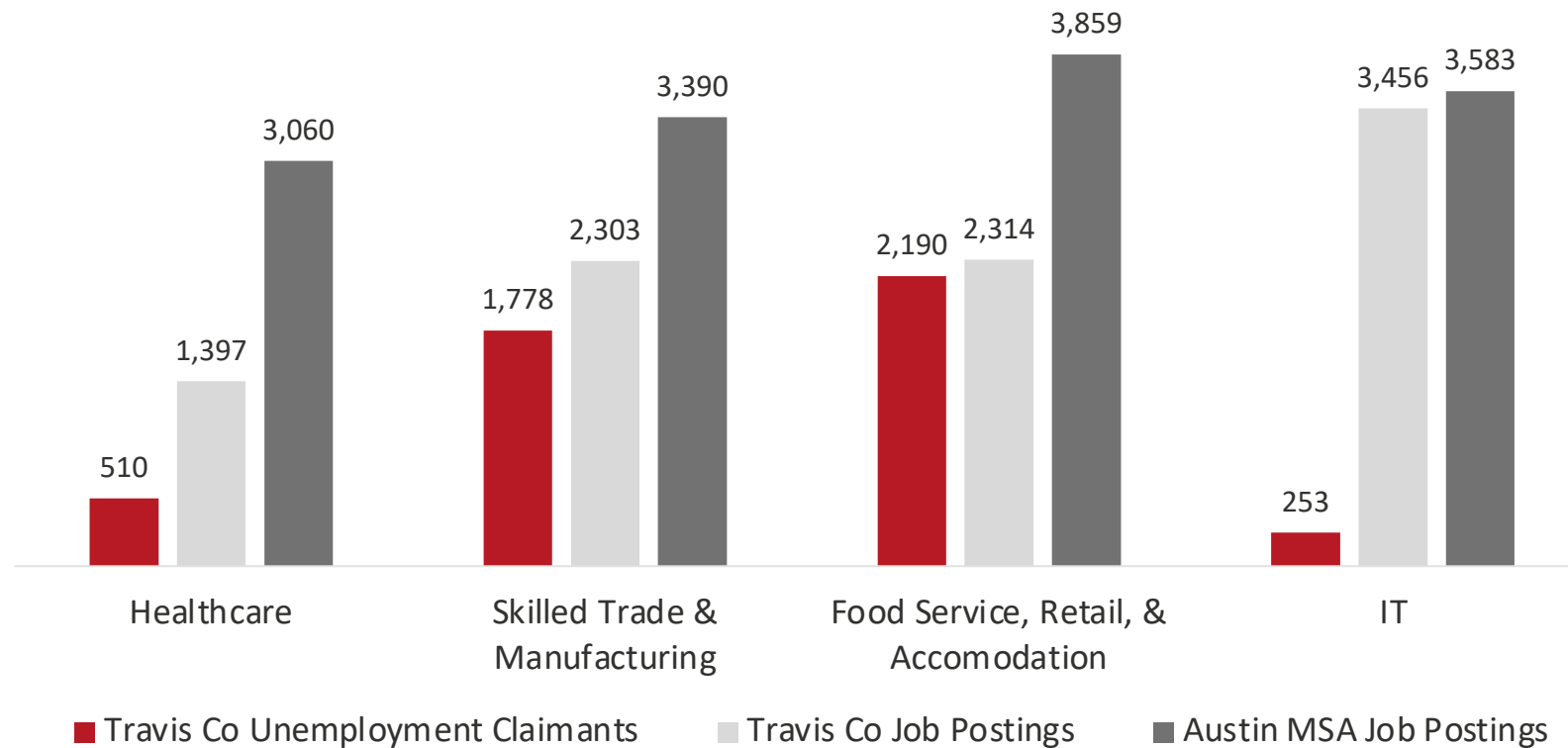
**42%**

Texas' workers are trained to the middle-skill level

# Initial Jobless Claimants\* vs. New Job Ads

## July 1 – July 31, 2020

Healthcare & IT remain strongest CWP sectors



6x

Healthcare job ads compared to jobless claimants previously in Healthcare

14x

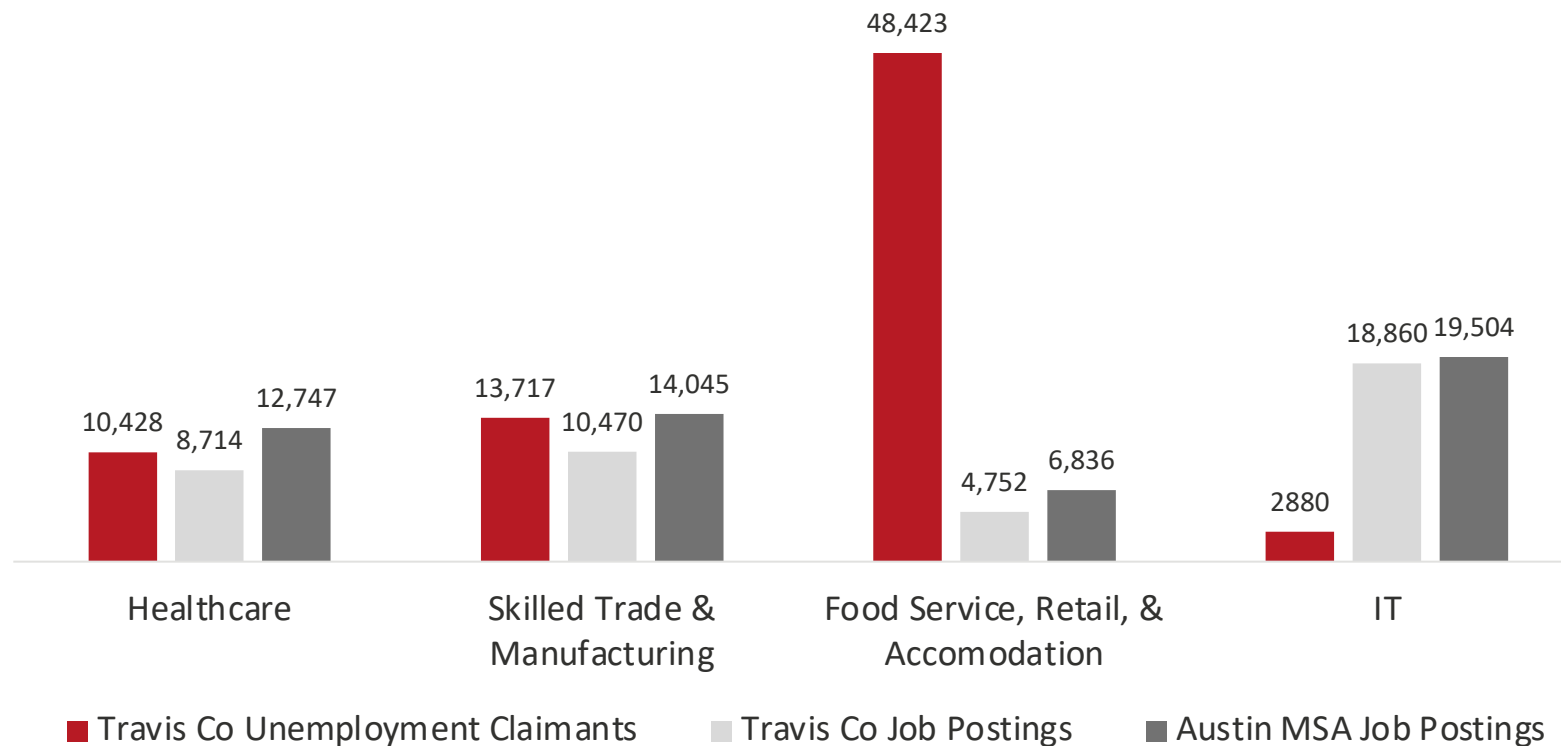
IT job ads compared to jobless claimants previously in IT

\* Does not include continued claims

# Initial Jobless Claimants\* vs. New Job Ads

March 1 – July 31, 2020

Response needed to retrain entry-level workers into stable, higher-wage jobs



7x

Jobless claimants previously in food service, retail & accommodation occupations than new job ads in this sector

\* Does not include continued claims

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

This moment provides the opportunity to reshape the workforce

**77%**

Of companies are leaning towards training over hiring <sup>1</sup>

**54%**

Of all employees will require significant reskilling and upskilling <sup>2</sup>



Yearly cost of turnover is nearly \$15,000 per employee <sup>3</sup>



Discover Financial Services achieved 144% return on upskilling investment <sup>4</sup>



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



# Why Upskill?



**Address Critical Hiring Needs and Skill-Gaps**



**Reduce Cost and Increase Profits**



**Improve Company Culture and Morale**



# Methods of Upskilling



APPRENTICESHIP



IN-HOUSE  
TRAINING



EXTERNAL  
TRAINING  
PROVIDER



ON-THE-JOB  
TRAINING



CAREER  
COACHING

# How Workforce Solutions Capital Area can help!

Shift the way you source talent through start up consultation and services.

## Incumbent Worker Training Funds

Cost reimbursement for training

**50%**

cost covered for  
**large** companies  
(100 ≥ employees)

**75%**

cost covered for  
**medium** companies  
(51 – 99 employees)

**90%**

cost covered for  
**small** companies  
(50 ≤ employees)

# How Workforce Solutions Capital Area can help!

Shift the way you source talent through start up consultation and services.

## On-the-Job-Training

- Reimbursement of 50% straight-time wages (no holidays or overtime) for up to 6 months or up to \$10,000
- New employees trained in the company culture with skills needed to support your industry

## Subsidized Employment

- The worker is our employee (via Unique Staffing) working at your location
- We cover all straight-time wages for up to 12 weeks
- You have the opportunity to hire the newly trained worker upon completion of the program

A grayscale background image of the Austin skyline, featuring the Capitol Tower and other high-rise buildings, with a river and a bridge in the foreground.

# 500X5 TO UPSKILL ATX!

500 employers upskill at least 5 employees by 2021

# How can you get involved?

## Capital Area Tech Workforce Coalition

- Define common workforce-related pain points.
  - Document and communicate critical and emerging workforce needs.
  - Adopt strategies to address these needs and pain points.
  - Work actively and collaboratively with the network of partners to implement the strategies.
- 
- Amplify the impact of business-led STEM, diversity, and talent initiatives by pooling resources and reducing the fragmentation of the tech-related workforce landscape.





*Thank you!*

**Questions?**

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