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Mary Ross

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## MISSION

Our mission is to provide an effective local service delivery system to place Texans in jobs and to equip workers with skills needed to foster economic development.

## Manufacturing Skill Standards Council

By Robert Puls, Business Service Consultant

Manufacturing Skill Standards Council (MSSC) is a national standard in manufacturing and just one of the latest projects undertaken by the Workforce Solutions of West Central Texas, Texas State Technical College—West Texas (TSTC), Cisco Junior College (CJC), Economic Development Entities and Western Texas College (WTC) in developing a certified workforce in manufacturing.

What is the vision of MSSC? It is to equip America's workforce with the high-performance knowledge and skills necessary to boost the productivity, innovation, and competitiveness of U.S. manufactures. The goal is to train, assess and credential forty percent of the nation's production workforce over the next ten years. Locally, the goal is to make the region more attractive to diverse manufacturing businesses by provided a highly trained and certified workforce.

To accomplish this TSTC, in partnership with CJC, WTC, DCOA and the Workforce Center, received a \$445,000 grant from the Texas Workforce Commission to develop the MSSC Skills Development training program for our region and to become the first in the state to train and assist individuals in obtaining this national certification. The program has two tracks. The first is a 140-hour track to train individuals interested in developing nationally

recognized manufacturing skills. The second track is a 72-hour fast track program designed to certify existing employees in the manufacturing industry. Both programs are comprised of four modules: Manufacturing Processes and Production; Quality and Continuous Improvement; Maintenance Awareness; and Safety. A certificate will be issued for each individual module.

This is a true partnership of education, economic development, workforce development and employers to certify the quality of our region's workforce now and in the future. Currently there are eleven employers in our area that have partnered with TSTC and the other partners to help mentor this program. Business partners also participate through offering positions to those individuals who have completed the 140-hour course and increase the wages and benefits of current employees who complete the 72-hour fast track course.

Individuals or businesses interested in the MSSC program can go to [www.workforcesystem.org](http://www.workforcesystem.org) website for further information and to find an application for the program or call the Career Unit at Workforce Solutions of West Central Texas at 325-795-4200 or 1-800-457-5600.

## Economic Indicators

West Central WDA				Texas				West Central WDA		
	Sep 07	Aug 07	Sep 06		Sep 07	Aug 07	Sep 06	Average Weekly Wage		
Labor Force	157,996	155,992	158,720	Labor Force	11,584,939	11,491,788	11,522,367			
Employment	151,803	150,126	152,281	Employment	11,078,888	11,016,263	10,984,801	1st QTR 07	\$577	\$872
Unemployment	6,193	5,866	6,439	Unemployment	506,051	475,525	537,566	2006 Avg	\$560	\$826
Rate	3.9	3.8	4.1	Rate	4.4	4.1	4.7	2005 Avg	\$536	\$759

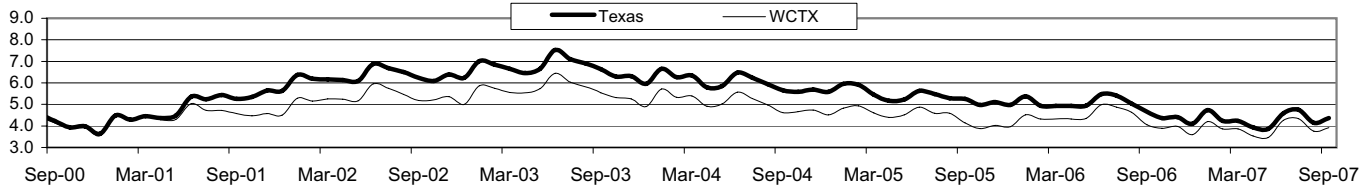
# West Central Texas Workforce Development Area

# September 2007

## Civilian Labor Force Estimates (Not Seasonally Adjusted)

	West Central Texas WDA				Texas			
	CLF	Employed	Unemployed	Rate	CLF	Employed	Unemployed	Rate
Sep-07	157,996	151,803	6,193	3.9	11,584,939	11,078,888	506,051	4.4
Aug-07	155,992	150,126	5,866	3.8	11,491,788	11,016,263	475,525	4.1
Sep-06	158,720	152,281	6,439	4.1	11,522,367	10,984,801	537,566	4.7

## Historical Unemployment Rates



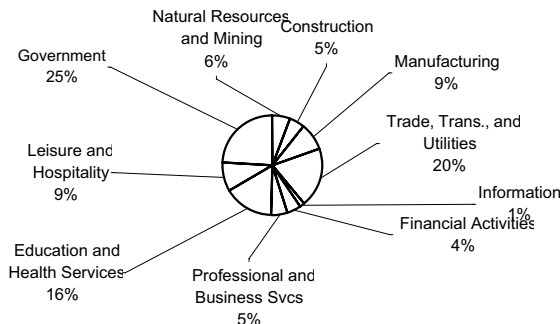
## Total Claims

	Sep-07	Aug-07	Sep-06	OTY
Initial	407	567	412	-5
Continued	1,872	2,345	1,991	-119
<b>Continued Claims for the Week of the 12th</b>				
Continued	473	581	492	-19

## Average Weekly Wage

	WCTX	Change	Texas
1st Qtr 2007	\$577.19	17.44	\$871.81
2006 Average	\$559.76	23.79	\$826.29
2005 Average	\$535.97		\$759.06

## West Central WDA Industry Composition 1st Quarter 2007



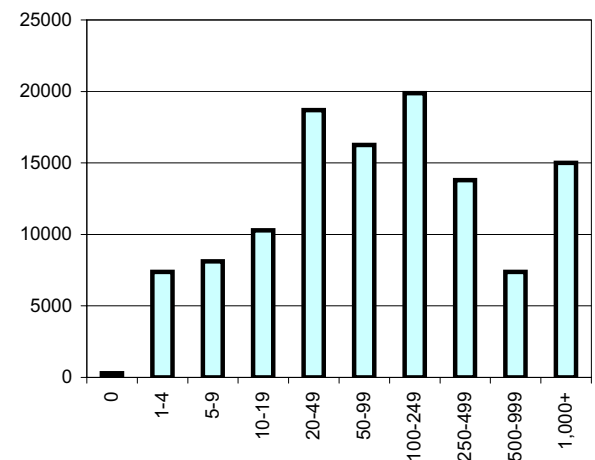
## Top 10 Private Employers in the WDA 1st Quarter 2007

3M MANUFACTURING COMPANY  
 ABILENE CHRISTIAN UNIVERSITY  
 ABILENE REGIONAL MEDICAL CENTER  
 AMS BUSINESS SOLUTIONS & STERLING PERSONNEL  
 BROWNWOOD MEDICAL CENTER LLC  
 GIRLING HEALTH CARE INC  
 HENDRICK MEDICAL CENTER  
 KOHLER COMPANY  
 UNITED SUPERMARKETS LTD  
 WAL-MART ASSOCIATES INC

## NAICS COVERED EMPLOYMENT QUARTERLY DATA 1st Quarter 2007

SUPER SECTOR	Total	Change Quarter	Year
Natural Resources & Mining	6,620	-1,061	-419
Construction	5,789	-13	84
Manufacturing	10,035	-111	-274
Trade, Trans., and Utilities	21,806	-180	-162
Information	1,697	48	10
Financial Activities	5,049	-59	-112
Professional and Business Svcs.	6,054	-442	-429
Education & Health Services	18,321	166	327
Leisure & Hospitality	10,584	-149	-642
Other Services	3,283	-91	-256
Federal Government	1,983	-32	-9
State Government	6,091	-38	45
Local Government	19,423	-246	-31
Nonclassified & Confidential	365	74	199
<b>TOTAL</b>	<b>117,100</b>	<b>-2,134</b>	<b>-1,669</b>

## Size Class Employment Composition 1st Quarter 2007



## **Workplace Substance Abuse**

Excerpt from [www.osha.gov](http://www.osha.gov)

The vast majority of drug users are employed, and when they arrive for work, they don't leave their problems at the door. Of the 17.2 million illicit drug users aged 18 or older in 2005, 12.9 million (74.8 percent) were employed either full or part time. Furthermore, research indicates that between 10 and 20 percent of the nation's workers who die on the job test positive for alcohol or other drugs. In fact, industries with the highest rates of drug use are the same as those at a high risk for occupational injuries, such as construction, mining, manufacturing and wholesale.

OSHA recognizes that impairment by drug or alcohol use can constitute an avoidable workplace hazard and that drug-free workplace programs can help improve worker safety and health and add value to American businesses. OSHA strongly supports comprehensive drug-free workforce programs, especially within certain workplace environments, such as those involving safety-sensitive duties like operating machinery.

A comprehensive drug-free workforce approach includes five components—a policy, supervisor training, employee education, employee assistance, and drug testing. Such programs, especially when drug testing is included, must be reasonable and take into consideration employee rights to privacy.

OSHA understands that many workers with substance abuse problems can be returned safely to the workplace provided they have access to appropriate treatment, continuing care and supportive services.

Although not required by OSHA, drug-free workplace programs are natural compliments to other initiatives that help ensure safe and healthy workplaces and add value to America's businesses and communities.

OSHA works closely with the US Department of Labor's Working Partners for an Alcohol- and Drug-Free Workplace program to help employers ensure their health and safety plans are enhanced through workplace drug prevention. Working Partners website is <http://www.dol.gov/workingpartners>. In particular, OSHA and Working Partners strive to raise awareness about the impact drugs and alcohol have on the workplace and provide information on how to establish drug-free workplace programs. A particular focus is placed on small businesses, since they are less likely than their larger counterparts to have mechanisms in place to prevent workplace substance abuse—despite being more likely to suffer from its negative impact.

Also, the Substance Abuse and Mental Health Services Administration (SAMHSA) Division of Workplace Programs provides guidance for employers on workplace drug-testing issues, and its <http://www.GetFit.SAMHSA.gov> website provides a range of information about workplace wellness issues, including drugs and alcohol.



WEST CENTRAL TEXAS WORKFORCE  
DEVELOPMENT BOARD  
400 Oak St. \* Abilene, Texas 79602

The Workforce Center is an equal opportunity employer. Auxiliary aids and services are available upon request in individuals with disabilities. For TDD call 1-800-735-2898 or voice accessible communication at 1-800-735-2988

### **Dr. Ray Marshall to Address Workforce Summit**

Dr. Ray Marshall, Audre and Bernard Rapoport Centennial Chair in Economics and Public Affairs and professor emeritus at the University of Texas, will review *Tough Choices or Tough Times*, the latest report from the National Center on Education and the Economy. Dr. Marshall served as Secretary of Labor for four years during the administration Jimmy Carter. Later he was a member of President Bill Clinton's National Skills Standard Board and the Advisory Commission on Labor Diplomacy. As a member of the board of the National Center on Education and the Economy, Dr. Marshall contributed to *Tough Choices or Tough Times*. The report addresses significant challenges to the American workforce and educational system and makes several recommendations for reform. Registration information is available at [www.workforcesystem.org](http://www.workforcesystem.org) or by contacting Lori Leissner, Kathy Turner or Brenda Church at 325-795-4200. The \$15 registration fee includes a continental breakfast and lunch. Registration is due by Friday, November 2.

#### **Save the Date—11/8/2007**

*"Give a man a fish: you will have fed him for today. Teach a man to fish and you will have fed him for a lifetime"*

### **What happens when there are no more Fish?**

***This important Workforce Summit*** will focus on the complexities involved in hiring, training, maintaining and growing a highly skilled workforce for West Central Texas. Topics include:

**Regional Partnership:** Talent "mapping"; relationship building; discovering your future employee supply chain.

**Critical Skills:** Do your applicants have the essential skills, know how to communicate or have the aptitude to learn how to do so?

**Workforce Intelligence:** Preparing today's workers for tomorrow's jobs...what skills will be needed?

**"Tough Choices or Tough Times"** A report by the National Center on Education & the Economy presented by Dr. Ray Marshall.

#### **2007 Workforce Summit**

**Thursday, November 8, 2007**

**9:00 a.m. to 3:00 p.m. • Abilene Civic Center**

\$15 per person • Continental Breakfast and Lunch Provided

For additional information visit our website at  
[www.workforcesystem.org](http://www.workforcesystem.org) or call 325-795-4200