



BUILDING PARTNERSHIPS WITH REGIONAL ALIGNMENT

Presented By: Elena Madrid

TWC AEL Technical Assistance Supervisor

Here's your mission:

You were on a plane that just crashed into a mountain in the middle of nowhere. You and the people sitting at your table are the only survivors. Your mission is to find civilization and stay alive. Your odds of survival are increased if you can work in teams and help each other. Tell the people in your group why you would be someone they should want to partner with in order to survive.

Agenda

- Why Regional Alignment
- Who is Included in the Alignment
- Student Benefits and Enhanced Outcomes
- What Partners Do you Currently Have?
- Tips for Effective Partnerships
- Obstacles to Partnerships

Please hold questions for the end.

“

It is the long history of
humankind (and animal kind,
too) those who learned to
collaborate and improvise
most effectively have
prevailed.

CHARLES DARWIN

GRACIOUSQUOTES.COM

Let's Talk About Partnerships



- Discuss what you believe key attributes of a successful partnership to be.
- What do you consider to be a successful partnership? Why so?
- Why do you think partnerships fail?



SHARE OUT

Let's hear your
thoughts.

Why Regional Alignment?

Support for Partnership
Building

Shared Resources and
Collaborations

Enhance TWC Staff
Effectiveness

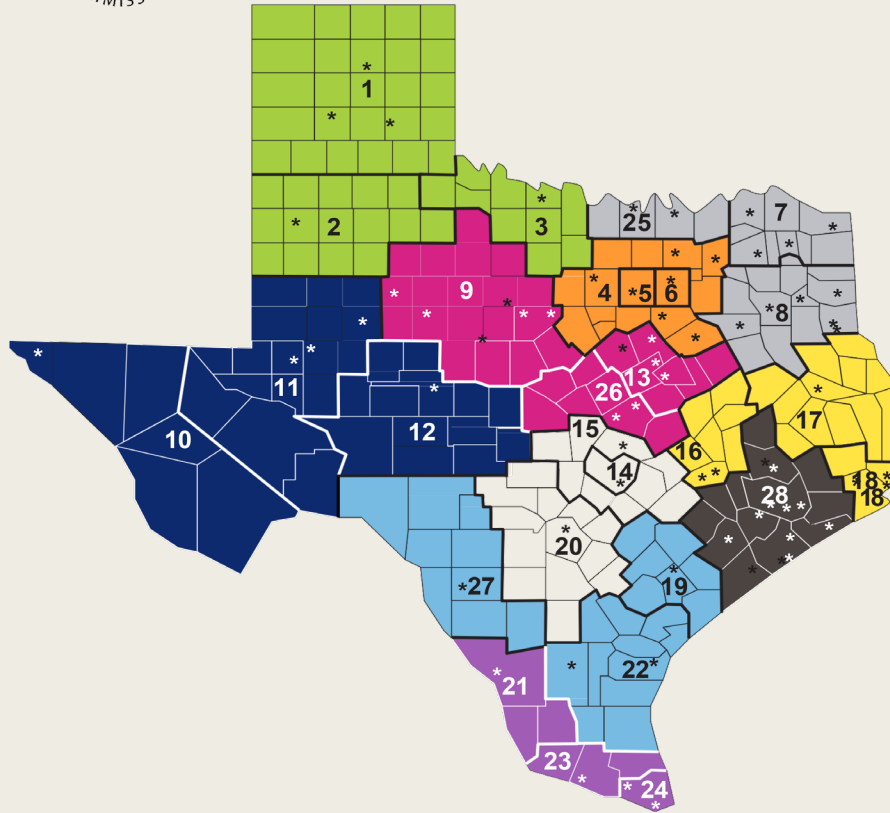
SUPPORT FOR
PARTNERSHIP
BUILDING



The Regional Alignment



Texas Workforce Commission | Outreach & Employer Initiatives
Employer Engagement and Community Outreach Regions



Employer Engagement and Community Outreach (EECO) Regional Business Liaisons

EECO Regional Business Liaisons are available to work with employers, colleges, local workforce development boards, economic development organizations, and other stakeholders throughout a training project to ensure employers get the resources their businesses need. Each team member also serves as a guide to other workforce services, helping businesses and communities make the connections they need to maximize their workforce.

Numbers = Workforce Board Areas
* = Colleges

March 2024

I. Maegan Franklin
(806) 315-1697
maegan.franklin@twc.texas.gov

- 1 **Panhandle**
Amarillo College
Clarendon College
Frank Phillips College
- 2 **South Plains**
South Plains College
- 3 **North Texas**
Vernon College

II. Leigh Heath
(325) 650-4303
leigh.heath@twc.texas.gov

- 10 **Borderplex**
El Paso Community College District
- 11 **Permian Basin**
Midland College
Odessa College
Howard College – Big Spring
- 12 **Concho Valley**
Howard College – San Angelo

III. Chandra Eggemeyer
(325) 337-0114
chandra.eggemeyer@twc.texas.gov

- 9 **West Central TX**
Cisco Junior College
Ranger College
TSTC – West TX
Western TX College

- 13 **Heart of TX**
Hill College
McLennan Community College
TSTC – Waco

- 26 **Central TX**
Central Texas College
Temple College

IV. Seth Green
(512) 590-9618
seth.green@twc.texas.gov

- 4 **North Central TX**
Collin College
Weatherford College
Navarro College
TSTC – North Texas
- 5 **Tarrant County**
Tarrant County College
- 6 **Greater Dallas**
Dallas Community College District

V. Chuck Vanderbilt
(903) 987-1414
chuck.vanderbilt@twc.texas.gov

- 7 **North East TX**
Northeast Texas Community College
Paris Junior College
Texarkana College
- 8 **East Texas**
Trinity Valley Community College
Kilgore College
Tyler Junior College
TSTC – Marshall
Panola College
- 25 **Texoma**
Grayson College
North Central Texas College

VI. Lindsey Thomas
(737) 329-6794
lindsey.thomas@twc.texas.gov

- 14 **Capital Area**
Austin Community College
- 15 **Rural Capital Area**
TSTC – Williamson County
- 20 **Alamo**
Alamo Colleges

VII. Tabatha Reeves
(737) 235-2383
tabatha.reeves@twc.texas.gov

- 16 **Brazos Valley**
Blinn College
Texas A&M Engineering
Extension Service (TEEX)
- 17 **Deep East TX**
Angelina College
- 18 **South East TX**
Lamar Institute of Technology
Lamar St College – Orange
Lamar St College – Port Arthur

VIII. Natalie Gonzalez
(832) 707-6122
natalie.gonzalez@twc.texas.gov

- 28 **Gulf Coast**
Brazosport College
College of the Mainland
Galveston College
Lee College
San Jacinto College District
Alvin Community College
Wharton County Junior College
Houston Community College System
Lone Star College System
TSTC – Fort Bend

IX. Kiley Magerkurth
(361) 424-3347
kiley.magerkurth@twc.texas.gov

- 19 **Golden Crescent**
Victoria College
- 22 **Coastal Bend**
Coastal Bend College
Del Mar College
- 27 **Middle Rio Grande**
Southwest TX Junior College

X. Nestor Lopez
(737) 329-8359
nestor.lopez@twc.texas.gov

- 21 **South Texas**
Laredo Community College
- 23 **Lower Rio Grande**
South Texas College
- 24 **Cameron County**
Texas Southmost College
TSTC – Harlingen



Learn more about TWC training grants.

Kristie Caviness
Employer Engagement and
Community Outreach Manager
(512) 417-9272
kristie.caviness@twc.texas.gov

Monica Sayen
Administrative Assistant
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**Employer Engagement and
Community Outreach**
(877) 463-1777
skills@twc.texas.gov
www.twc.texas.gov

Who is included in the Regional Alignment?

- Adult Education and Literacy
- Office of Employment Engagement and Community Outreach (EECO)
- Boards
- Junior and Community Colleges

What Does EECO Do?

**HELP BUSINESSES TRAIN AND
UPSKILL THEIR EMPLOYEES**

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graph TD; A[HELP BUSINESSES TRAIN AND UPSKILL THEIR EMPLOYEES] --> B[WHICH IN TURN IMPROVES THEIR QUALITY OF LIFE]; B --> C[WHICH LEADS TO A SKILLED WORKFORCE THAT STRENGTHENS THE TEXAS ECONOMY];
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**WHICH IN TURN IMPROVES THEIR
QUALITY OF LIFE**

**WHICH LEADS TO A SKILLED
WORKFORCE THAT STRENGTHENS
THE TEXAS ECONOMY**

How Does EECO Do This?

We partner with:

- Community Colleges / Technical Colleges
- Workforce Development Boards
- Economic Development Corporations
- Industry Partners
- Non-Profit Organizations

Who in turn partner with:

- Local businesses large and small

**We help create training programs to meet the businesses
workforce development needs!**

Why align in this way?

- To better assist those we serve in gaining employment, receiving training, wrap around services and to continue into higher education.
- Not working in silos.
- Sharing resources and combining efforts.
- Streamlining pathways for participants.

Who Else Can Be Part of the Alignment?

Who could benefit from AEL services? Whose services and support could AEL benefit from?

- Community Based Organizations
- Libraries
- Local Employer Organizations
- Religious Affiliations
- Vocational Rehabilitation
- Foster Youth Support
- Local Charities
- Housing Authority
- Employers
- Non-Profit

Some Examples



WHAT
PARTNERS DO
YOU CURRENTLY
HAVE?

Do you have an MOU?

- A memorandum of understanding, or MOU, is a nonbinding agreement that states each party's intentions to take action, conduct a business transaction, or form a new partnership. This type of agreement may also be referred to as a letter of intent (LOI) or memorandum of agreement (MOA).

RFA Requirement

- Enter into an MOU with the Board – 120 days after grant begin date

An MOU should clearly state the following:

- what parties are involved, the context of the agreement
- the proposed date of when the agreement will become effective
- the contact details of all relevant parties
- the broad purpose of the agreement
- what each party is hoping to achieve,
- as well as a space for all necessary signatures.

Why Is an MOU Important?

An MOU is important because it allows each party to clearly state their objectives and what they expect from one another.

Drafting an MOU can help solve any disputes before each party enters into a full, legally binding contract.


SHARED
RESOURCES AND
COLLABORATIONS



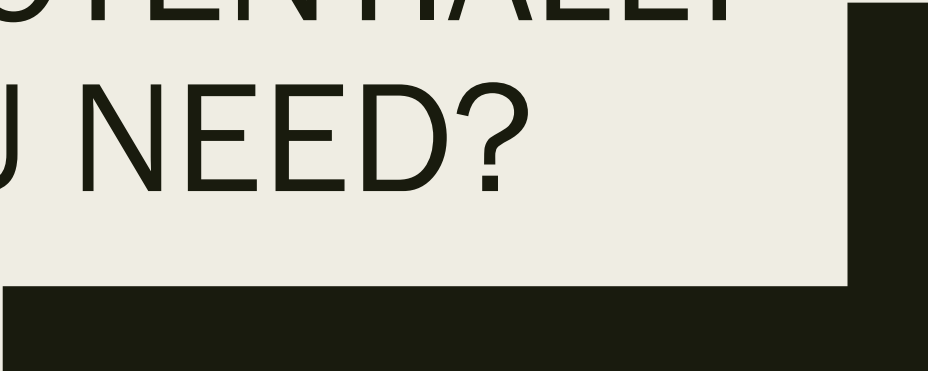


WHAT ARE SOME THINGS
THAT YOUR PROGRAM OR
PARTICIPANTS COULD
BENEFIT FROM THAT YOUR
PROGRAM MAY NOT HAVE OR
MAY BE LIMITED ON?

Make a list.



NEXT TO EACH ITEM, LIST
WHO (ORGANIZATION OR
SOURCE) COULD POTENTIALLY
HAVE WHAT YOU NEED?



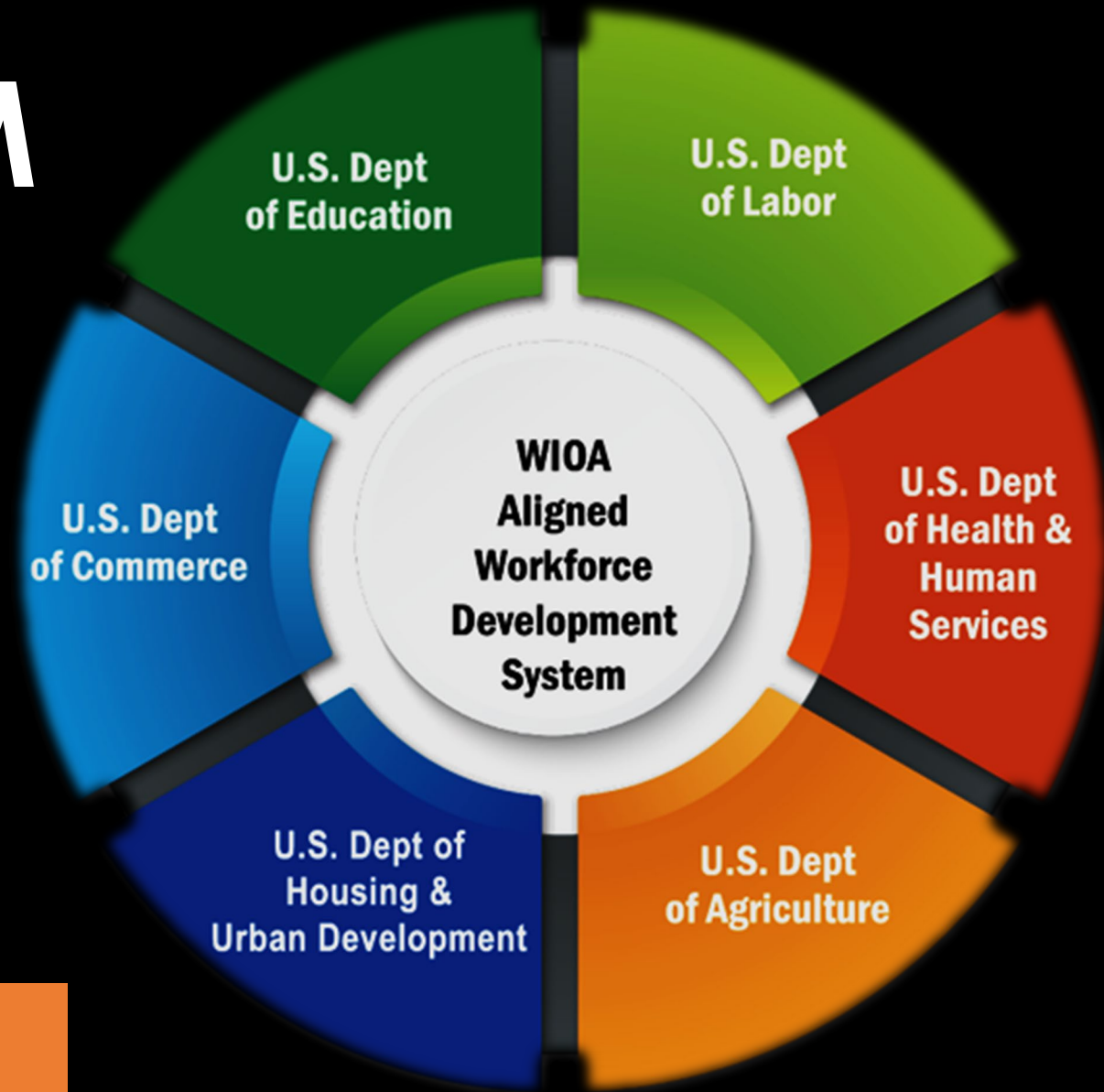


NOT SURE
WHERE TO
START?

ALIGNED SYSTEM

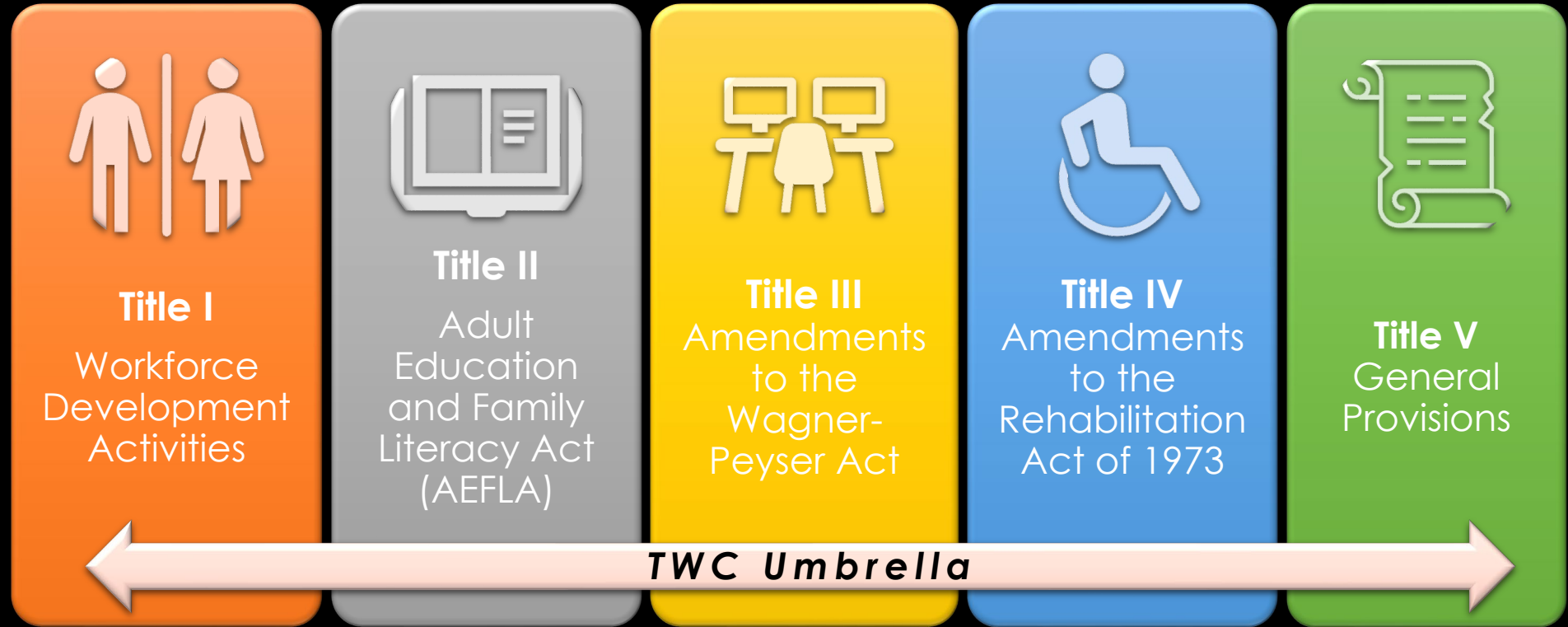
Leveraging:

- Public Workforce Investment Funds
- Education
- Economic Development Systems



Shaping Tomorrow's Workforce: Unleashing the Power for Adult Learners- Presented by Linda Ross and Maria Morrow
September 19th 2:45 p.m. – 4 p.m.

WIOA 5 Titles



6 Core Programs/Partners

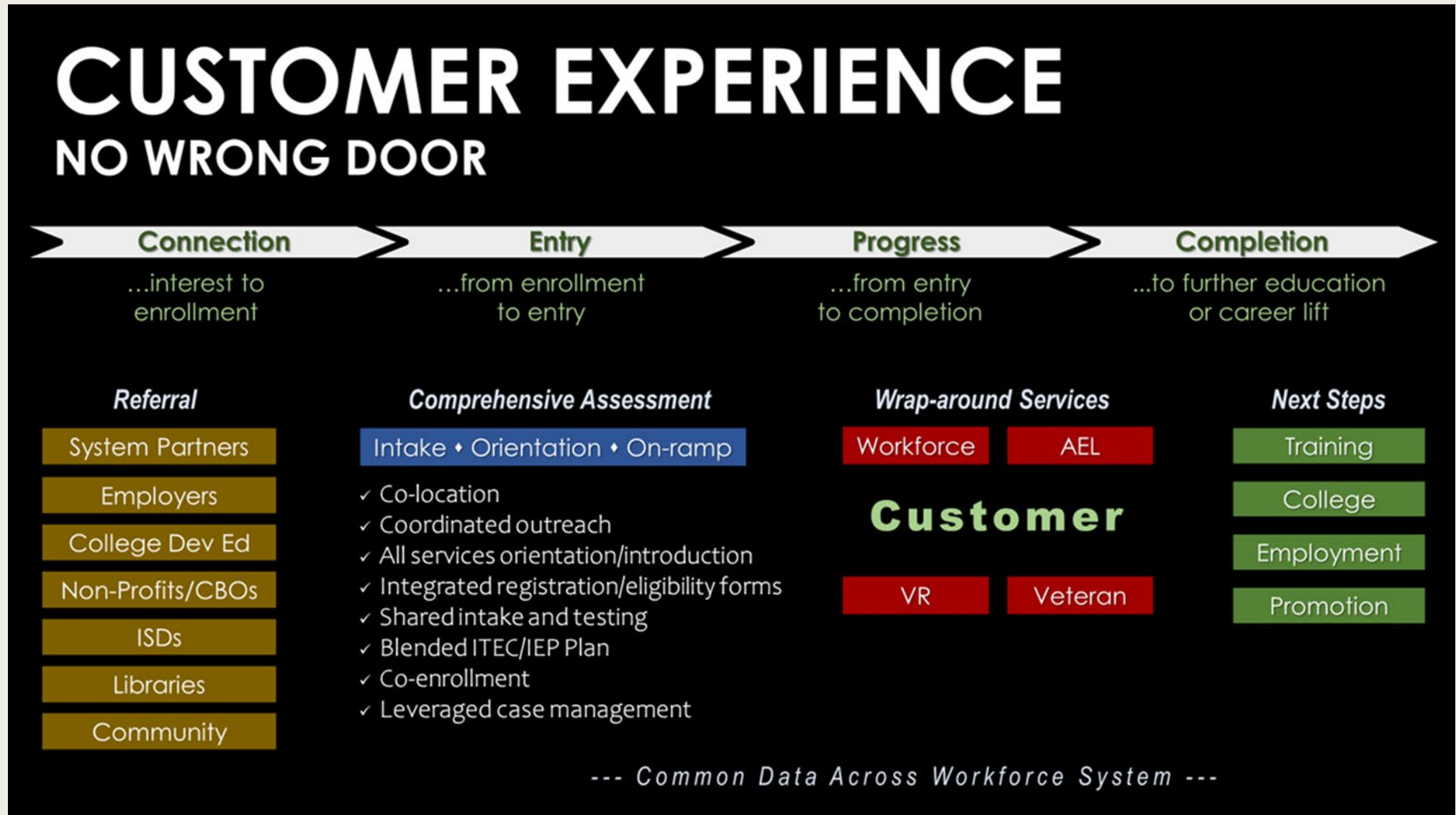
1. Adults (DOL)
2. Dislocated Workers (DOL)
3. Youth (DOL)
4. Adult Education and Literacy (ED)
5. Wagner-Peyser Employment Services (DOL)
6. Vocational Rehabilitation (ED)

Fall Institute Promo: WIOA - Shaping Tomorrow's Workforce: Unleashing the Power for Adult Learners with Linda Ross and Maria Morrow
@ 2:45 p.m. – 4 p.m. today.

Student Benefits and Enhanced Outcomes

- Increased access to resources
- Improved support services
- Enhanced learning experiences
- Stronger connections to the workforce

Combining Efforts to Support Participant Outcomes



ENHANCE TWC EFFECTIVENESS



Small, but Mighty!

- 51 grant recipients – 3 program specialists, 3 grant specialists
- Each grant recipient has 4 required quarterly meetings annually
- 2 Monthly GROUP MEETINGS - one for 231 and one for 243 (new directors and grants only)
- Statewide TA

Additional Assistance:

- Assistance through the AELTA@twc.Texas.gov, AELContracts@twc.Texas.gov and TEAMS.TechnicalAssistance@twc.Texas.gov
- Assistance from a SME if applicable
- Utilization of resources already available through prerecorded meetings and webinars, PD through the PD Portal, requested PD through TCALL and TWC Guides and other documents

Tips for Effective Partnerships

Get to Know Your
Partners

Shared Vision
and Goals

Open and
Effective
Communication

Defined Roles
and
Responsibilities

Mutual Respect
and Trust

Data Sharing and
Evaluation

Make it Win/Win
(focus on what
you have in
common)


Make a Plan

Getting to Know Your Partners

- Invite them to your events.
- Attend their events.
- Meet with them regularly.
- Stay consistent.
- Build with purpose.

TWC AEL Rolling Calendar

OCTOBER 2023							NOVEMBER 2023							DECEMBER 2023							JANUARY 2024							FEBRUARY 2024							MARCH 2024								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
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29	30	31	26	27	28	29	30	24	25	26	27	28	29	30	28	29	30	31	25	26	27	28	29	24	25	26	27	28	29	30													
CASP Conf 10/4-6 (v) YTexas Summit 10/6 Austin AEL by the #s 10/10 12-1 pm (PD)							TexTESOL State Conf 11/3-4 Dallas TWC AEL Staff 11/17 Austin TWC Preconf 11/28 Houston TWC Workforce Conf 11/29-12/1 Houston							TWC Workforce Conf 11/29-12/1 Houston Winter Break 12/18-1/3 most State Agencies Closed 12/25-26							Winter Break 12/18-1/3 most Far West Lit Sym 1/25-26 El Paso							TWC Employer Conf 2/2 Mesquite TALAE 2/14-17 San Antonio TWC Employer Conf 2/16 Kerrville South TX Lit Sym 2/24 tbd							East TX Lit Sym 3/2 tbd SXSW Edu 3/4-7 Austin Spring Break 3/11-3/15 most COABE 3/17-20 Nashville, TN MM: Using National Student Clearinghouse to Track MSG Type 1b 3/25 noon AEL Advisory Committee Mtg 3/27 1:30-3:30 pm Virtual								
APRIL 2024							MAY 2024							JUNE 2024							JULY 2024							AUGUST 2024							SEPTEMBER 2024								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
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28	29	30	26	27	28	29	30	31	23	24	25	26	27	28	29	28	29	30	31	25	26	27	28	29	30	31	29	30															
Corrections Education Forum 4/7-9 Dallas-Addison TX Library Assoc Annual Conf 4/16-19 San Antonio TWC Employer Conf 4/19 Beaumont Lit Sym FBO 4/20 (v) MM: NRS Test Options/Considerations 4/22 noon Mid-West Lit Sym 4/23 tbd							TWC AEL Quarterly Fiscal Call 5/9 10:30-11:30 (v) Central TX Lit Sym 5/9 (v) TWC Workforce Forum 5/13-14 Austin TT: Comprehensive Assessments 5/14 noon TWC Employer Conf 5/17 Nacogdoches Career Pathways Sym 5/20-22 CC Foster Youth Conf 5/29-31 San Marcos DLTI Sym 5/30-31 San Antonio TWC Employer Conf 5/31 Lubbock							Gulf Coast Lit Sym 6/14 tbd TWC Employer Conf 6/14 Big Spring AEL Advisory Committee Mtg 6/26 1:30-3:00 (v) TWC Employer Conf 6/28 Temple							New Grant Orientation - 7/11 10:30-12 pm (v) TWC Employer Conf 7/11-12 Irving TWC Employer Conf 7/26 Lake Jackson Literacy TX Annual Conf 7/29-7/31 San Marcos							GRACE Conf 8/8 Austin TWC Employer Conf 8/9 Austin AEL Business Mtg - 8/22 9-12 pm (v)							TWC Employer Conf 9/6 San Angelo TWC AEL Fall Symposium 9/17 New Grantees: F2F Invite Only. Live Stream available for all other Grantees. TWC AEL Fall Symposium 9/18-20 Austin TWC Employer Conf 9/27 South Padre								




Holiday-Office Closed

Conference/Event

National/State Event

Winter/Spring Break



Update: 07/30/2024

Make a Plan



1 → 2 → 3 → 4

Identify
Needs &
Assets

Build
Relationships

Formalize
Partnerships

Implement &
Evaluate

Obstacles to Partnerships

Lack of Communication

Conflicting Priorities

Resource Constraints

Lack of Trust

Lack of Leadership or Champion

Let's Talk About Trust - Discussion

- Why is it important?
- How do you develop it?
- What happens when you don't have it?
- How can you get it back if you lose it?





SHARE OUT



Who Should I Partner With? Why is the Partnership Not Working?

Root Cause Analysis and Decision Trees –
Tools for Problem Solvers and Decision
Makers

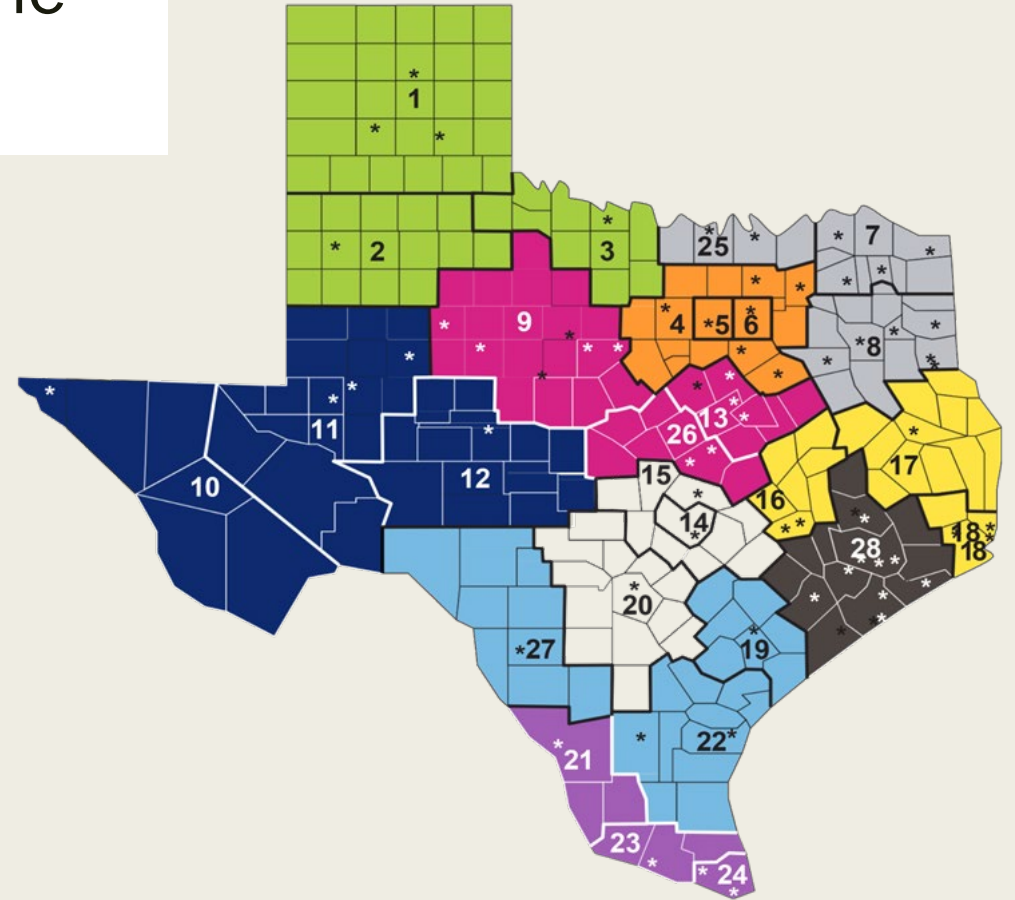
Presented by Elena Madrid. September 18,
2024 @ 2:45 – 4:00 p.m.



What's NEXT?

Regional Meetings – Planning for the Spring or next Fall.

- Promote AEL
- Bring Resources Together
- Facilitate Planning
- Encourage Partnerships
- Provide F2F Technical Assistance





QUESTIONS



THANK YOU

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