WORKFORCE SOLUTIONS
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Board Policy Issuance

POLICY NUMBER:
CEW01-201805-02

Policy Name: Development and Maintenance of the Target Occupations, In-Demand Occupations, and In-Demand Industries	**Description:** Selection criteria for determining the Target Occupations, In-Demand Occupations, and In-Demand Industries
Date of Approval: May 25, 2021	**Revision History:** 2nd Revision
Effective Date: May 25, 2021	**Scheduled for Review:** May 25, 2025
Policy Topic: WIOA	**Administering Department:** Policy, Planning, and Public Affairs

DEFINITIONS:

In-Demand Industry: Industry which meets the following minimum conditions:

- Demonstrates a substantial number of openings due to job growth rather than openings due to job turnover.
- Uniquely positioned in our region in comparison to the nation

In-Demand Occupation: Occupation which meets the following minimum condition:

- Demonstrates a substantial number of openings due to job growth rather than openings due to job turnover.

Target Occupation: In-demand occupation which meets the following minimum conditions:

- Connected to a training or educational component that results in a credential or certificate.
- Results in a wage that meets our Board's self-sufficiency requirements; and
- Demonstrates a substantial number of openings due to job growth rather than openings due tojob turnover.

POLICY STATEMENT:

Workforce Solutions for North Central Texas (WSNCT) develops the Target Occupations, In-Demand Occupations, and In-Demand Industries Lists to identify high-demand areas that are critical to the regional economy. The occupations and industries are established based on economic indicators, local wisdom, and will be reviewed annually.

The WSNCT Board must review and adopt the Target Occupations, In-Demand Occupations, and In-Demand Industries Lists annually and reserves the right to make subsequent changes between formal reviews. Consideration will be given to the effects of significant economic disruptions on the labor market.

The approved lists, and any subsequent revisions, must be emailed to Board.Plans@twc.state.tx.us.

Development of the In-Demand Industries

The Development of the In-Demand Industries should include a review of the following criteria:

- Total current supply of jobs
- Growth and total demand
- Location quotient
- Historical growth

Development of the In-Demand Occupations

The Development of the In-Demand Occupations should include a review of the following criteria:

- Total current supply of jobs
- Growth and total demand
- Unemployment rate
- Historical growth

Development of the Target Occupation List

The Development of the TOL should include a review of the following criteria:

- Total current supply of jobs
- Growth and total demand
- Historical growth
- Annual wages
- Unemployment rate
- Typical education-level required
- Local wisdom, including input from Board members and partner entities
    - Educational, economic development, career seekers, and employer partners may request the addition or removal of an occupation to amend the proposed TOL. Any request received must include the occupation name, corresponding Standard Occupation (SOC) code, and supporting documentation, such as letters from employers, and quantitative information supporting the labor market need for thestated occupation.

ACTIONS REQUIRED:

Board staff will adhere to the development criteria outlined in this policy. The Workforce Subrecipient staff shall promote the Targeted Occupations List to career seekers.

Board and Workforce Subrecipient staff will direct employers, training providers, and/or career seekers inquiring about amending the Target Occupations List to send the required information to Board's Research Analyst and Planner.

RELATED POLICIES/RESOURCES:

Texas Workforce Commission, WD 24-20 In-Demand Industries, In-Demand Occupations, and Target Occupations Lists

INQUIRIES:

Please contact policy@dfwjobs.com

Approved by
Roger Harris
Board Chair
Workforce Solutions for North Central Texas

Reviewed by
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Sr. Program Manager, Compliance and Continuous Improvement