



2025 WORKFORCE EXCELLENCE AWARD NOMINATION FORM

NOMINATION FORM

APPLICANT:

Name of Community or Workforce Board

Contact Name and Title

Email Address

Telephone Number

Community Population (as of the most recent census or as officially marketed)

TEDC Member Name (TEDC membership is held by the individual, not the organization)

SUMMARY and INSTRUCTIONS:

Please attach a brief description of the workforce development initiative. Within this description, address the award criteria of Innovativeness, Transferability, Community Commitment and Leverage, Measured Objectives and Secondary Benefits. Please provide the start date of the project and completion date, if applicable.

The program or initiative is to be for the period of January 1 to December 31, 2024. Please provide measurable results for that 12-month period. The workforce development initiative can be a long-term project, however, it must show measurable results within the award year.

Important Information:

- The submittal must be the application page and four conventionally formatted 8.5" x 11" pages. Therefore, no more than five (5) pages in total for the award submission. Any award submissions that exceeds the five-page limit will be disqualified.
- The project or program may not have been submitted previously for a TEDC Workforce Excellence Award.

Please submit this completed nomination form and your project summary via email to Amy Swank at amy@texasedc.org on or before 5:00 PM, Friday, May 9, 2025. You may also submit up to five (5) photographs of your workforce project as separate jpeg or png files.

Application Fee: There is a \$100 fee to apply for the TEDC's Workforce Excellence Award. An invoice will be generated upon receipt of the application.

City of Lubbock ARPA Funds for Job Training

In 2024, the Lubbock Economic Development Alliance (LEDA) partnered with the City of Lubbock to administer job training activities with the City's American Rescue Act Plan (ARPA) funds.

Background:

The City of Lubbock (City) received its ARPA funding in 2021 and allocated funding for job training in March of 2022. The Lubbock City Council appropriated \$3,185,496 for Job Training activities in the local community.

Some of the earlier job training activities included working with the East Lubbock Resident Owned Business Initiative (EL ROBI), which is a six-week pre-apprenticeship program that targets low-to-moderate income people that are pursuing careers in skilled trades. The City's ARPA grant funded 14 classes of students that were held from 2022 to 2024.

Another earlier job training project funded was childcare training. The City worked with Lubbock's YWCA and funded classes to train students in a childcare professional accelerator program. The program included working with children, qualifying for a Child Development Assistant (CDA) certification and job placement support services. The City's ARPA grant funded this training during the 2023-2024 time frame.

In 2022 and 2023, LEDA partnered with the City to administer a Healthcare Training Grant Program for students enrolled in health sciences programs. ARPA funding provided 650 scholarships to 1300 students enrolled in health sciences programs. Having this scholarship application process in place led to the 2024 project being nominated for the WEA award.



2024 Activities:

Of the \$3,185,496 in ARPA funding for job training activities in the City, \$350,000 was appropriated for licensed trades scholarships and \$45,000 was appropriated for workforce training grants. The ARPA funding was required to be committed by December 2024 and expended by December 2026. LEDA's participation in the 2024 programs included receiving and screening the applications for eligibility and facilitating payment.



The licensed trades scholarships were part of the City's Technical Training Grants Program for students enrolled in technical education programs related to HVAC and Electrical. The purpose of the program is to support individuals looking to enter or advance in these fields. Students enrolled in the Electrician and Power Transmission Technology Program (ELPT) at South Plains College were eligible to apply for the scholarship. The ELPT program offers students an array of

degree and certification options in the electrical industry. During 2024, 45 electrical students received \$2,000 in scholarships to support them in their educational goals. Scholarships will continue to be awarded to students through December 2026 or until the grant is depleted.

Students enrolled in Lubbock's Chapter of the Independent Electrical Contractors (LIEC) were also eligible to apply for these scholarships. LIEC offers electrical apprenticeship services to help new and existing electricians learn and thrive. These apprentices work for a business during the day and attend classes at LIEC at night to earn the required hours towards their apprenticeship license. During 2024, 47 electrical apprentices received scholarships to support them in their educational goals and additional apprentices will be offered these scholarship opportunities in 2025.



The funding appropriated for the workforce training grants went to employers to offset the cost of employee training in the licensed trades. Each employer could request grants for up to 2 employees. The grant amount was \$5,000 per employee, with the first \$2,500 being paid upon the hiring of the new employee and the remaining \$2,500 being paid once the employee completed 1,800 hours of training towards their licensing in a trade with the employer. Five businesses successfully applied for 9 grants in this program.

Innovativeness

This program is innovative in that it allowed the City of Lubbock to utilize their ARPA funding in a very diverse way. The ARPA allocation did fund many capital projects and services in the city, but by appropriating a portion of funding for job training, it directly invested in the current and future workforce, targeting the trades which are very much in demand not only in Lubbock, but all over the country. Lubbock City Council understood that the pandemic had changed the labor needs of local businesses, and they wanted to help to reskill some of the workforce to meet those needs. This project is unique as LEDA has not heard of any other city that utilized their ARPA funds for job training projects.

Transferability

Conceptually, this partnership between the City of Lubbock and LEDA and the programs that were administered could be replicated in other communities. The injection of ARPA funding was a one-time opportunity to create these job training programs. However, the relationships and the programs created out of this experience could be repeated with alternative streams of funding, including local foundation grants.

Community Commitment and Leverage

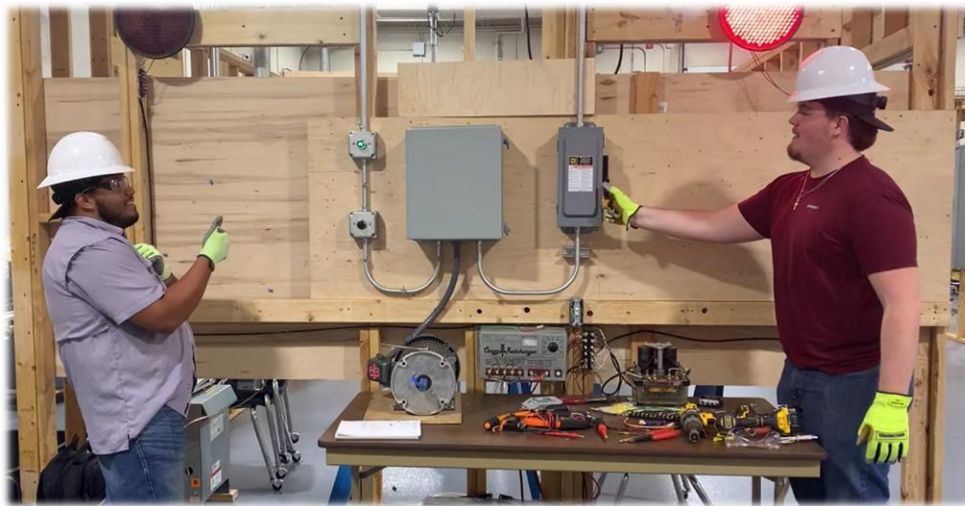
By dedicating ARPA funding to specific job training efforts, the Lubbock City Council was actively participating in and contributing to the well-being of the local community. As a group of collectives, they recognized that the future of jobs was going to be different due to the disruption of the pandemic. The problem was the shortage of skilled labor in trade occupations, and they made a commitment to address this problem. The programs they created leveraged streamlined systems already in place to ensure the successful roll-out of their efforts.

Measured Objectives

Over 100 individuals (students, employees and employers) were supported and positively impacted by these programs in 2024. These are individuals that live in the Lubbock community and will use the skills they acquired to increase the number of electricians, plumbers and HVAC workers in Lubbock's talent pool.

Secondary Benefits

The City of Lubbock and LEDA already had a good working relationship in place, but the partnership formed in delivering these programs strengthened that relationship. Additionally, several employer partners were brought in to give input on these programs, thus creating a network of professionals that can be accessed in the future.



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