



Burleson Works



“Providing Career Growth through Technical Education”



Mission

To provide an avenue for companies and citizens in our region to connect with one another to *fill the skills gap* in our labor market through *partnerships with local and regional schools* to obtain skills and certifications to gain employment in our community.

Goal

To provide an opportunity for students and citizens in the region to gain technical skills that would be beneficial to our community partners.

Current Program



Basics of the Program

- Survey of industry partners each year to determine what jobs are in need.
- Scholarships offered will be for the specific needs of the partners.
- The partners will have the opportunity to interview the applicants prior to awarding scholarships.
- Applicants that are awarded the scholarships will know exactly where they will be employed at after completion of the courses.

Scholarship Timeline

- Open January through February
- Orientation Class in March
- Interviews with the company through April
- Scholarships awarded in May

This process is time consuming when the companies are in need of labor now.

Program at a Glance



- Launched Burleson Works in 2017-2018.
- EDC contributed \$60,000 to BOF in 2018-2019. There was no contribution the last two years due to having a healthy balance.
- Burleson Works has awarded 10 scholarships in 4 years with 4 employees still working for the local company. The last two years have been impacted by the pandemic.
- The pandemic was a reset for the program as we could not get into the schools to showcase the program.
- Current balance is \$104,172 and have expended \$14,328 over the last 4 years.



Changes Proposed



New Employees

- We will continue to work with our partners to promote the program and current offerings at the companies.
- Companies that find a candidate through their hiring process that is in the need of training can utilize the Burleson Works Program for assistance.
- The assistance is paid to the school of the companies choosing. Scholarships are capped at **\$3,500**
- This will give companies the “On Demand” assistance in getting training sooner rather than waiting on the previous process.

Existing Employees

- Companies that would like to upskill an employee can request to be reimbursed up to **\$1500** prior to the training beginning.
- The assistance is paid to company after receiving the certificate of completed training and confirmation from the company that the additional training has resulted in the employee gaining additional wages or benefits.
- This assistance would be based on a first come, first serve basis. The EDC would utilize half of the Burleson Works budget to assist with this program each year. (\$30,000)

These changes will make the program easier to utilize and give companies the ability to gain new employees quicker as well as give them the ability to strengthen the current workforce.

Industry Feedback



Manufacturing & Industrial Alliance

- We met and presented these changes to our Alliance partners in June.
- The partners are a collection of school districts, trade schools and industrial and manufacturing businesses in Burleson.
- They all were in support of the changes to the program as this will allow them to utilize the program more efficiently in getting employees hired and trained.

Burleson Opportunity Fund Board

- The BOF Board was presented these changes and voted unanimously in favor to make the changes to the Burleson Works Program
- The BOF will be returning the \$104,172 balance to the EDC in October.
- The funds would be managed and disbursed by the EDC. The EDC will work with the BOF on marketing campaigns to highlight both programs.

Council Direction



- Approve of the changes to the Burleson Works Program
- Modify the Burleson Works Program
- Keep the Burleson Works Program the same



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