



Board Meeting

April 15, 2020

Briefing Materials



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WORKFORCE SOLUTIONS RURAL CAPITAL AREA BOARD OF DIRECTORS REGULAR MEETING

Wednesday, April 15, 2020
Via Zoom by Calling +1 346 248 7799
Webinar ID: 126 056 042
Password: 067889

AGENDA

Meeting Begins at **12:30 PM**

- 1) Call to Order/Roll Call/Establish Quorum
- 2) Public Comment Period
- 3) Information Sharing – Commissioner Alvarez of the Texas Workforce Commission
- 4) Milo Martinez with Martinez, Rosario & Company to present the FY2019 Audit
- 5) *Consent Agenda
 - a. Adopt minutes of the February 21, 2020 Regular Meeting
 - b. Approve changes to Board Fiscal Policies
- 6) Executive Committee/Chair's Report – Frank Leonardis, Chair
 - a. *Consider approval of the Paycheck Protection Program
 - b. *Consider approval of the FY2019 Audit
 - c. *Consider approval of COVID-19 Policy
- 7) Business Education Services Committee Report – Jeff Light, Chair
- 8) Community Awareness Committee Report – Camille Clay, Chair
- 9) Governance Finance Committee Report – Vacant, Chair & Rene Flores, Treasurer
- 10) Untapped Populations Committee Report – Cassandra Moya, Chair
- 11) Chief Executive Officer's Report – Paul Fletcher, Chief Executive Officer
- 12) Performance Reports
 -  Child Care – Sandy Anderson, Director of Child Care Services
 -  Workforce Center Management– Mike Crane, Project Director
- 13) Workforce Board Announcements - Board at Large (what's happening in your area) – Submit your announcements to the Board Secretary prior to the meeting
- 14) New Business
- 15) Consider date, time, and location of next Regular or Special Board Meeting
- 16) Adjourn

***Denotes Action Item**

NOTICE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Gina Hyde, (512) 244-7966 (or Relay Texas 800-735-2989), at least two days before this meeting so that appropriate arrangements can be made.

The Texas Workforce Commission in partnership with 28 local workforce development boards forms Texas Workforce Solutions
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MEETING HELD ON FEBRUARY 21, 2020

Sheraton Hotel & Conference Center – Georgetown, Texas

Board Meeting Minutes

AGENDA ITEM #1

Call to Order – Frank Leonardis

Roll Call – Alfonso Sifuentes

Aguilar	P	Engebretson	P	Light	A	Robison	A
Belver	A	Flores	P	Lindsey	P	Sifuentes	P
Brenneman	A	Fohn Thomas	A	McKeown	A	Stallings	P
Burkhard	A	Garlick	P	Mitchell	P	Tucker	P
Clay	P	Goode	P	Moya	A	Zdeb	P
Cruz	P	Kamerlander	A	Munson	A		
Dillett	A	Leonardis	P	Riggs	A		

14 members present at roll call. Quorum established.

AGENDA ITEM #2

Public Comment Period

There were no comments made by the public.

AGENDA ITEM #3

Consent Agenda – Frank Leonardis

Adopt Minutes from the December 11, 2019 regular Board of Directors' meeting

- ✓ Motion to approve
- ✓ Seconded
- ✓ Motion approved

Approve Board Financial Statements

- ✓ Motion to approve
- ✓ Seconded
- ✓ Motion approved

AGENDA ITEM #4





Executive Committee Chair's Report – Frank Leonardis

Frank Leonardis thanked everyone for their hard work all year and for their attendance at the retreat. A lot has been accomplished in 2019.

AGENDA ITEM #5

Business Education Services Committee Chair's Report – Jeff Light

Cara DiMattina Ryan stated that the Business Education Services Committee met on January 27, 2020 and discussed the following:

-  Most important aspects to create job fairs
 - Location
 - Theme
 - Promotion
-  Career Lattices
-  Manufacturing Day
-  Apprenticeship Week



A list of deliverables for the February meeting will include a targeted list of employers for job fairs, a basic framework for funding, and information about a plan to promote career lattices and tuition reimbursement.

The next committee meeting will be scheduled in March.

AGENDA ITEM #6

Community Awareness Committee Chair's Report – Camille Clay

Camille Clay stated that the Community Awareness Committee met on January 15, 2020 and discussed the following:

-  Jason Mock, President & CEO of the San Marcos Area Chamber of Commerce shared insights about:
 - How the Chamber developed and utilized a strategic plan as an advocate for the San Marcos business community
 - The Chamber's role in the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)
 - The Chamber's 3rd Annual Inter-City Visit to Raleigh-Durham, North Carolina
-  Brian Hernandez discussed the following items:
 - The Talent Impact Units (TIU) are being created for the career centers and introduced in Round Rock
 - A menu of services is being developed
 - A RFQ was issued to vendors for a "Work for Hire" video to be produced
 - A Communications Editorial Calendar was reviewed

The next committee meeting was scheduled for Wednesday, March 25, 2020 at noon at the new San Marcos Workforce Center.

AGENDA ITEM #7

Governance Finance Committee Chair's Report – Vacant




Paul Fletcher stated that the Governance Finance Committee met today at 1pm and reviewed the following:

-  Board Financials
-  Board Membership
-  Committee Assignments

AGENDA ITEM #8

Untapped Populations Committee Report – Cassandra Moya

Diane Tackett stated that the Untapped Populations Committee met on January 27, 2020 and discussed the following:

-  Updates on outstanding tasks
 - Public assistance data demographic report by county
 - Multi-agency referral mechanism for interagency referrals and data tracking
 - Frontline staff training for continued integration of AEL, VR and workforce
-  Accomplishments
 - RWS developed points of contact in each office to assist untapped populations
 - Services to justice-involved youth
 - Easier access to childcare resources
-  Ongoing projects
 - Develop a video for all agencies to use
 - Spearhead a non-profit resource fair in each area
 - Develop a digital or electronic display for businesses
 - Develop training for businesses on the benefits of hiring individuals with barriers

The next committee meeting was held today, and goals, priorities and next steps were discussed.

AGENDA ITEM #9

Chief Executive Officer's Report – Paul Fletcher

Paul Fletcher thanked everyone for their attendance at the retreat and thanked Board and contractor staff for their hard work during the past year.

AGENDA ITEM #10

Performance Reports

Child Care Status Report - Sandy Anderson, Baker Ripley

- 📌 Children in care by fund type equals 3,386
- 📌 Total funds expended by all counties is \$4,327,957
- 📌 Total CCS Providers equals 401 with 118 being Texas Rising Star Providers
- 📌 Total number of children on the waitlist for all counties is 1,851
- 📌 Performance Measure FY 2019 has a target of 2,447 and is at 106.20%

Workforce Center Management – Mike Crane, ResCare

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target (Year-to-Date Performance Periods)

FINAL RELEASE

As Originally Published 2/4/2020

DECEMBER 2019 REPORT

DECEMBER 2019 REPORT

Green = +P	White = MP	Yellow = MP but At Risk	Red = -P																						
Board	Reemployment and Employer Engagement	Participation	WIOA Outcome Measures																		Total Measures				
			C&T Participants				Adult				DW				Youth				+P	MP	-P	% MP & +P			
			Choices Full Work Rate-All Family Total	Avg # Children Svd Per Day-Combined	Empl/Enrolled Q2 Post-Exit	Empl/Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Empl/Enrolled Q2 Post-Exit	Empl/Enrolled Q4 Post-Exit					Credential Rate		
			Client ReEmpl within 10 Weeks	Employs Rcvg Wkfc Assist																					
Rural Capital	n/a	n/a	111.78%	106.20%	103.36%	105.51%	121.59%	128.83%	102.17%	99.37%	n/a	111.86%	102.97%	102.55%	n/a	111.11%	99.17%	88.51%	102.88%	7	7	1	93%		

AGENDA ITEM #11

Workforce Board Announcements

There were no announcements.

AGENDA ITEM #12

New Business

No new business to report.

AGENDA ITEM #13

Consider Date, Time and Location of Next Regular or Special Board Meeting

The next regular meeting is scheduled for April 15, 2020 at the First National Bank of Bastrop.

AGENDA ITEM #14

Adjourn

- ✓ Motion to adjourn
- ✓ Seconded
- ✓ Motion approved

Fiscal Policy Changes

April 15, 2020

Explanation of changes to Policies 01.012.10, 01.013.4, and 01.013.5.

- TWC's Financial Manual for Grants and Contracts (FMGC) increased the amount of:
 - a micro-purchase threshold from \$3,000 to \$10,000; and
 - the simplified acquisition threshold from \$150,000 to \$250,000.These increases are reflected in the policy changes below.
- Replace the title and wording of 01.017.5 Consulting Contracts to mirror wording in TWC's FMGC.

01.012.10 Bidders List

In accordance with TWC FMGC §14.6, the WSRCA will develop a bidders list for use in acquiring goods and services. **For an RFP/RFQ for over \$150,000 \$250,000, WSRCA** will notify all appropriate bidders on the list to ensure a competitive procurement.

01.013.4 Small Purchase Method

The small purchase method of procurement will be used to obtain goods and services costing in the aggregate, from ~~\$3,000~~ **\$10,000** and not more than ~~\$150,000~~ **\$250,000**. Supplies, services and equipment costing from ~~\$3,000~~ **\$10,000** to ~~\$150,000~~ **\$250,000** will be procured using at least two (2) written bids to select the vendor using the Procurement Summary. The bids may be written or by phone. A phone bid must be documented in writing by the individual conducting the procurement and attached to the procurement summary.

The lowest bid will be selected, unless other circumstances warrant. In this case, justification for selection of the higher bid should be explained in the procurement summary. When appropriate, before any subsequent awards or purchases shall be made, prior vendor performance must be evaluated.

01.013.5 Micro-Purchases

The micro-purchase method of procurement will be used to obtain goods and services for which the aggregate cost does not exceed ~~\$3,000~~ **\$10,000**.

Micro-purchases may be made without soliciting price or rate quotations if the price is considered to be reasonable based on information such as research, experience, prior purchases, or other information. The basis (e.g. research, experience, purchases, or other information) used to determine price reasonableness of a purchase shall be noted in support documentation.

For purposes of determining whether a cost exceeds the simplified acquisition threshold or a micro-purchase threshold, “aggregate cost” means the following:

- For single purchases or individual recurring purchases made without contract, aggregate cost means the cost of the individual purchase.
- For contracts, aggregate cost means the total potential cost of the contract, including any option years and amendments.

Explanation of changes to Policy 01.017.5

01.017.5 Professional and Consulting Contracts

~~According to Article 664-4, Vernon's Texas Civil Statutes, and Attorney General Opinion JM 376, November 7, 1985, Consulting Service means the practice of studying an existing or a proposed operation or project of an agency and advising the agency with regard to the operation or project.~~

~~Consultant contracts for less than \$150,000 do not require formal bids. At least two prospective consultants should be evaluated to determine that best cost/price is obtained for services being sought.~~

~~Contracts over \$150,000 \$250,000 must be secured through RFP or formal bid method.~~

Professional services, including auditors, and consulting services, must be selected and awarded in accordance with applicable administrative requirements.



CARES Act

Paycheck Protection Program (PPP) Loan Forgiveness FAQ¹

April 7, 2020

1. How is the forgiveness amount calculated?	<p>Forgiveness is equal to the sum of the following costs incurred and payments made during the 8-week period beginning on the date of origination of the loan (“8-week Covered Period”), proportionate to maintaining employees and wages:</p> <ul style="list-style-type: none">• “Payroll Costs” (as further defined below)• Interest payments on any mortgage obligation incurred before 2/15/20• Rent payments on real or personal property leases entered into prior to 2/15/20• Utility payments on services started prior to February 15, 2020
2. What constitutes “Payroll Costs”?	<ul style="list-style-type: none">• Salary, wage, commission, or similar compensation (not in excess of an annualized salary of \$100,000);• Cash tip or equivalent;• Vacation, parental, family, medical, or sick leave;• Payment required for the provision of group health care benefits, including insurance premiums;• Payment of any retirement benefit;• Payment of state or local taxes assessed on the compensation of employees.
3. What is excluded from “Payroll Costs”?	<ul style="list-style-type: none">• Compensation of an employee whose principal place of residence is outside the United States;• Compensation paid to an employee in excess of an annual salary of \$100,000 (with annual salary up to \$100,000 to such employee included);• Federal employment taxes;• Qualified sick and family leave wages for which a credit is allowed under the Families First Coronavirus Response Act.

¹ This FAQ does not constitute legal advice and is subject to change based upon the issuance of new guidance and/or change in laws.

<p>4. What is the maximum amount of forgivable non-Payroll Costs?</p>	<p>Payroll Costs must make up no less than 75% of the expenditure; the remaining up to 25% can be spent on non-Payroll Costs, including rent, utilities and mortgage interest (see question #1 above).</p>
<p>5. When does the 8-week forgiveness period start?</p>	<p>The 8-week Covered Period begins on the date the PPP loan is disbursed to the entity.</p>
<p>6. Do reductions in staffing affect the amount of loan forgiveness?</p>	<p>Yes. The amount forgiven is reduced proportionally by any reduction in employees retained compared to a previous period using the following formula:</p> $\text{Loan Forgiveness Amount} \times \frac{\text{Average \# of full-time employees (FTEs) per month during 8-week Covered Period}}{\text{Average \# of FTEs per month employed from 2/15/19 – 6/30/19 OR 1/1/20 – 2/29/20 (at borrower's election)}}$ <p><i>Here is an example:</i></p> <ol style="list-style-type: none"> 1. Loan Forgiveness Amount = \$100,000 (Payroll Costs (\$75,000) + Mortgage (\$5,000) + Rent (\$15,000) + Utilities (\$5,000) = \$100,000) 2. Average FTEs per month during 8-Week Cover Period = 30 3. Average FTEs per month from 2/15/19 – 6/30/19 = 50; OR 4. Average FTEs per month from 1/1/20 – 2/29/20 = 40 <p>Since 40 FTEs is more favorable to the borrower than 50, #4 is selected as the denominator in above formula.</p> <p>TOTAL = \$75,000 forgiveness, or 75% after reductions (\$100,000 x $\frac{30}{40}$ = \$75,000)</p>
<p>7. Can I reduce the number of employees and still be eligible for forgiveness?</p>	<p>Yes, however, per the equation in Question #6 directly above, a reduction will result in less than 100% debt forgiveness.</p>
<p>8. Do reductions in compensation affect the amount of loan forgiveness?</p>	<p>Yes. Any reduction during the 8-Week Covered Period in excess of 25% of total salary paid to an employee in the most recent full quarter before the covered period will result in a dollar-for- dollar reduction (for the amount in excess of 25%) in loan forgiveness.</p>

	<ul style="list-style-type: none"> • A reduction in the salary of an employee who makes more than \$100,000 annually will <u>not</u> cause a reduction in the forgiveness amount, regardless of whether such reduction is in excess of 25%. • Employee salaries reduced between 2/15/20 and 4/26/20 must be restored by 6/30/2020 in order to avoid a reduction in the amount eligible for forgiveness.
9. What if I already laid off employees?	If you reduced the number of your employees between February 15, 2020 and April 26, 2020, those reductions will not decrease the amount of loan forgiveness you receive if you rehire those employees by June 30, 2020 (the deadline set by the CARES Act).
10. Some employees I need to rehire are no longer available, do I get credit for filling position with a new employee?	Yes. There is no requirement to rehire the same employees. Hiring full-time equivalent employees is sufficient.
11. Can I defer payments on my PPP loan?	You will not have to make any payments for six months following the date of disbursement of the loan. However, interest will continue to accrue during this six-month deferment.
12. Am I responsible for interest on the forgiven loan amount?	No. You are not responsible for any accrued interest on the portion of the loan that is forgiven.
13. Do I have to pay fees on the loan?	No. You will not have to pay any fees on the loan.
14. How do I apply to get forgiveness on my PPP loan?	You must prepare and submit an application with your lender who is responsible for its review and processing.
15. What documents do I need to apply for loan forgiveness?	<p>You will need to provide:</p> <ul style="list-style-type: none"> • Documentation verifying the number of employees on payroll and pay rates, including IRS payroll tax filings and State income, payroll and unemployment insurance filings; • Documentation verifying payments on covered mortgage obligations, lease obligations, and utilities; • A certification that the documentation is true and correct and that the amount that is being forgiven was used in accordance with the program's guidelines for use; • Any other documentation the SBA determines necessary.
16. When will the debt forgiveness be applied to the loan?	The forgiveness should be applied to the loan during the initial deferral period.
17. When will I learn the loan has been forgiven?	The lender must issue a decision regarding loan forgiveness within 60 days after receiving your application for loan forgiveness, during which time interest continues to accrue.



18. What happens with any balance that remains after the portion is forgiven?	Any balance remaining on the loan will be amortized over what remains of the original 2-year term once the 6 month deferral period has ended.
19. What is the interest rate on the remaining balance, if any?	The PPP loan features a 2-year term with interest capped at 1% and a 100% loan guarantee by the SBA.
20. Do I have to provide collateral or a personal guaranty?	No. There are no collateral requirements and the SBA's personal guaranty requirement is waived.
21. Can I count my own salary towards loan forgiveness if I am a sole proprietor or independent contractor?	Yes. If you are an individual who operates under a sole proprietorship or as an independent contractor, you may include wage, commissions, income, or net earnings from self-employment or similar compensation as Payroll Costs.
22. Can I include payments to 1099 and independent contractor workers for purposes of loan forgiveness?	No. Independent contractors have the ability to apply for a PPP loan on their own, so they do not count for purposes of a borrower's PPP loan calculation.
23. What happens if I misuse the PPP loan funds?	The SBA will direct you to repay misused amounts. If you knowingly use the funds for unauthorized purposes, you will be subject to additional liability such as charges for fraud. The SBA will also have recourse against a shareholder, member, or partner of borrower for the unauthorized use.
24. Are forgiven amounts considered cancellation of indebtedness income for federal tax purposes?	No. Unlike normal circumstance where canceled debt is taxable, cancellation of indebtedness income will not apply to loan forgiveness.
25. Is the PPP "first-come, first-served"?	Yes.
26. Is there a deadline to file for a PPP loan?	Yes. Presently, all PPP loans must be made on or before June 30, 2020 or until the funds made available for PPP are exhausted. Since the loans are on a "first-come-first-served basis", borrowers should consider reaching out to a lending bank as soon as possible.
27. Where can I apply for a PPP loan?	You can apply through any existing SBA lender or through any federally insured depository institution, federally insured credit union, and Farm Credit System institution that is participating. Other regulated lenders will be available to make these loans once they are approved and enrolled in the program. You should consult with your local lender as to whether it is participating. Visit https://www.sba.gov/ for a list of SBA lenders.

Resolution

Whereas, the current economic uncertainty related to the Covid-19 pandemic makes a loan necessary to support our ongoing operations;

Whereas, the Small Business Administration is administering the Paycheck Protection Program (PPP) SBA 7 (a) loan program to provide a direct incentive for small businesses, including nonprofits, to keep their workers on the payroll.

Whereas, the loan amount is based on 2.5 times the monthly payroll and may be used on payroll related expenses together with rent and certain other expenses;

Whereas, SBA will forgive loans if all employees are kept on the payroll for eight weeks and the money is used for payroll, rent, mortgage interest, or utilitiesⁱ;

Whereas, if 1) the number of full-time equivalent employees is reduced or 2) wages for individual employees making less than \$100,000 per year are reduced by more than 25%, then a portion of the loan will be repayable in two years;

NOW therefore, it is resolved that:

Rural Capital Area Workforce Development Board is authorized to borrow the maximum amount available under the PPP SBA 7(a) loan program or such lesser amount as the Officers shall determine; and

The officers of the Corporation are authorized to execute a promissory note and such other documents as are necessary in the name of the Corporation and take any and all action necessary to obtain the loan.

ⁱ Statement taken from SBA website: <https://www.sba.gov/funding-programs/loans/paycheck-protection-program-ppp>



POLICY TITLE: COVID-19
POLICY NUMBER: ADM 002

APPLICATION

Rural Capital Area Workforce Board (RCAWDB) employees, contractors and providers.

PURPOSE

To allow for timely decisions regarding RCAWDB responses to COVID – 19.

POLICY

The Board authorizes the Chief Executive Officer to take action for authorization of contracts, policies and re-contracting issues for WIOA, childcare, adult education & literacy, and other funding streams, as appropriate during the COVID-19 pandemic. These items will be brought back to the Board for approval and ratification.

Date Effective: April 16, 2020	Revision Date:	Issued by: Diane Tackett
Revision No:	Supersedes:	
Control No:	Page 1 of 1	

Minutes

Business & Education Committee

Thursday, March 26 2020

Attendees:

Cara DiMattina Ryan

Paul Fletcher

Debbie Burkhard

Nikki Stallings

Mike Smith

Becky Garlick

Mike Crane

Lissa Adams

Edgar Padilla

Jeff Light

Don Tracey

Mike Kamerlander

Jeff brought the meeting to order

He introduced TSTC and asked them to give us a rundown of the work that they do to support the community

Edgar Padilla described how they are a resource to businesses and individuals for upskilling and preparing the workforce.

Don Tracy jumped in and explained that ACC creates that value as well.

Cara asked what kind of questions the committee had about the current impact that the pandemic is having on the workforce and board. She provided some data, including that over 10,000 people had applied for unemployment insurance and the industries most affected are accommodation and food services and retail trade. Our small businesses were the ones to be most impacted first. Added that we need to start considering what the long term impacts of this may be on our future business structure (will advanced manufacturing turn to adding more equipment and replace workers, will we see greater interest in "essential workers")

Debbie Burkhard explained the impact in Blanco. They are navigating layoffs for small businesses. Only about 3 restaurants are open for takeaway. Everything else is closed and they don't know if they will be able to reopen.

Don asked what do you think this means for the long run in Blanco? Is it a permanent change or is it temporary for the current businesses? How can workforce respond to these needs right now?

Debbie explained that some of the larger more established businesses, like wineries, would likely be able to reopen. But it was hard to say how other smaller businesses would be able to respond.

Edgar and ACC described the value of training and impact that it can have.

ACC asked if the labor force is mobile to move to where jobs are and where they are moving to.

Cara described the Jobs Now page and encouraged people to look into it. Jobs were available in every County, while people navigated their way forward in this climate. ACC mentioned that many of them spread out like that looked temporary in nature.

Debbie Burkhard added that the internet companies in Blanco are considered an essential business and required to stay open. They are looking for workers.

Cara mentioned that one of the development was working with several different entities to develop small business training that would help them either move to an online platform and/or rethink their strategy and business plan. Asked Debbie, do you think that is of value or is it too late? What are your thoughts?

Debbie felt that small businesses were still processing what was going on. A rollout of these resources too quickly may not have the impact that we want it to, but the resource would be appreciated. The act of it will help many people to think more positively about the situation.

Debbie suggested looking into what the FCC requires for internet companies in terms of certifications and broaden our training in those fields.

We need to be working on strategies that incorporate EDCS, training partners, businesses, and new platforms.

Edgar suggested focusing on who is the essential worker now.

Cara mentioned we had intended to discuss our "Earn & Learn" job fair and promotions. How did we want to think about it in light of the situation? Are companies still thinking about training, tuition assistance, etc...

Cara asked Nikki for her input on how manufacturing and oil & gas were responding in this climate.

Nikki said that many of the companies that she works with are staying as close to business as usual as possible. The oil & gas industry had put the brakes on before the pandemic. They are looking at how to offer training and use this time to think forward.

Debbie asked if we know about the hiring practices associated with going back to work in this climate? Are those hiring taking precautions?

Mike Crane and Cara emphasized that WSRCA was connecting people directly with the companies through Jobs Now. We aren't involved in their hiring practices. We have to assume that they are taking precautions across the companies, because of the steps they are taking to stay open.

Don asked if this is geared towards employers or individuals looking for short term skilled training for short term employers? Where can we create training today? Who is hiring?

Manufacturers are stable, others are not. Are the companies able to commit in this type of environment? Cara mentioned that there was a grant deadline this week for employers to commit to a manufacturing SDF among Georgetown employers. We were going to be checking in with them to talk about their status, interest, and how we should move forward.

Debbie asked can the companies afford it?

Edgar talked about the "sweet spot" for training. We don't want to over train and have companies lose income.

Jeff weighed in on the impact that COVID -19 will likely have on the construction industry. He mentioned that this was comparable to 2008 when there was a slow down in construction and the industry never truly gained back the skilled tradesmen that it lost. Legislative packages are likely to fund construction projects.

Money will likely be funneled into skilled trades and telecommunications will be important moving forward.

Potential ideas for moving forward are that career lattices are important especially to highlight related to essential workers. We have a chance to celebrate the stability those jobs bring and their essential nature and to rebrand the trades in that way.

Everything is still early.

What are your thoughts on health care?

There is a surge of interest again in the health professions and growing their infrastructure for community and economic health. The experience that the health care professionals are publicizing doesn't help the cause. But their essential nature and the demand for nurses and more beds is clear.

Debbie mentioned that she had worked in recruitment in the past. These kinds of shifts/pauses gave her and employees in the company to learn more about other jobs within the company.

Cara asked about layoff aversion tactics. How should the board play that role? Any ideas, thoughts?

Debbie said small companies probably just can't avoid it unfortunately. Large companies we need to be discussing it with their HR. There's potential to support them if we can offer incentives, but the majority is just reaching out.

Edgar asked us to publish info for companies defining layoffs versus furloughs. Use this as an opportunity to educate the business population about the options.



Child Care

Workforce Solutions Rural Capital
Area Workforce Development
Board Meeting
April 15, 2020

Children in Care FY 2020

<u>Fund Type</u>	<u>March 2020</u>	<u>%</u>
CPS Clients	444	13
Mandatory <small>(Choices, Former CPS, TANF)</small>	358	11
Income Eligible	2,555	76
Totals	3,357	100

Child Care Funds Expended by County

thru February 2020

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	740,588.98	12.00	12.00
Blanco	32,173.40	1.00	1.00
Burnet	341,800.50	6.00	7.00
Caldwell	252,387.73	4.00	7.00
Fayette	70,052.22	1.00	2.00
Hays	1,166,134.40	19.00	23.00
Lee	78,685.80	1.00	2.00
Llano	78,333.03	1.00	2.00
Williamson	3,427,230.20	55.00	43.00
Total	6,187,386.26	100.00	100.00

Child Care Providers

County	Providers	TRSP	Relative
Bastrop	26	7	1
Blanco	3	1	0
Burnet	13	5	0
Caldwell	9	3	0
Fayette	4	2	0
Hays	56	21	2
Lee	6	1	0
Llano	4	1	0
Williamson	166	28	3
Total RCA	288	69	6
Outside Nine County	101	48	0
Total	389	117	6

Children on Waitlist as of 4/9/2020

County	Children
Bastrop	271
Blanco	21
Burnet	125
Caldwell	121
Fayette	30
Hays	523
Lee	59
Llano	61
Williamson	1,203
Total	2,419

Child Care State Performance Measure

- FY2020 Target for February 2020 of 2,730
 - February 2020 = 98.6%



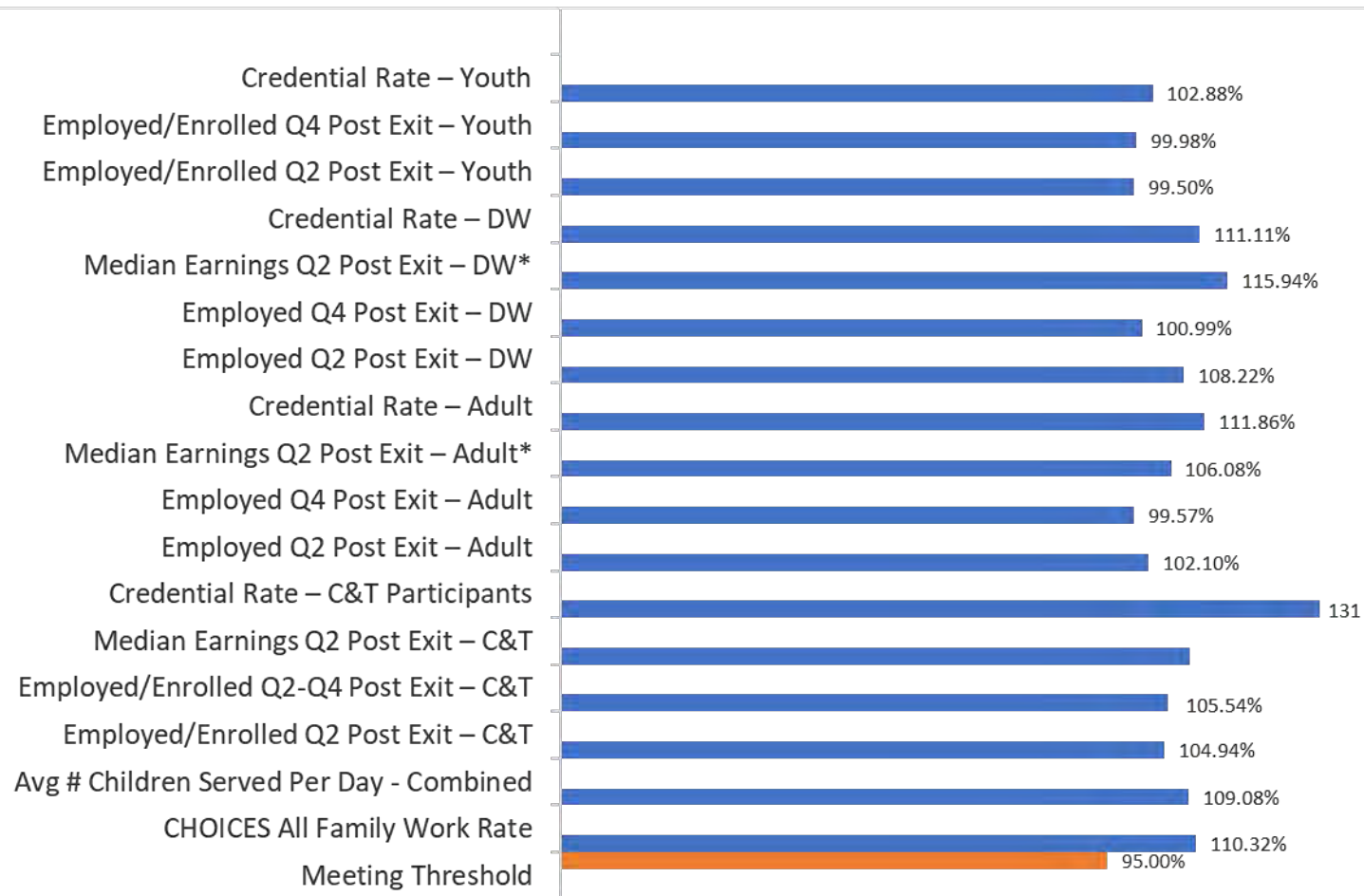
Workforce Solutions Rural Capital Area Workforce Performance

By ResCare Workforce Services

April 10, 2020

Board Contract Year 20

Workforce Solutions Rural Capital Area Workforce Performance Overview





Claimant Reemployment within 10 Weeks

This performance measure consists of everyone in the Rural Capital Area that has applied for Unemployment and was able to find employment within 10 weeks from the date they applied for Unemployment. The timeframe is for customers that applied for Unemployment from July 1 through June 30.



Reemployment of Registered Claimants within 10 weeks as of February 2020

The end of target for Rural Capital Area is 59.66% of all claimants being employed within 10 weeks. Current measures are not available.

of Employers Receiving Workforce Assistance

This performance measure consists of the number of Employers that received a “countable” service from RCA Staff. The countable services are:

- Taking job postings;
- Providing specialized testing to job seekers on behalf of an employer;
- Performing employer site recruitment;
- Job Fairs;
- Providing employer meeting or interview space;
- Providing customized or incumbent worker training;
- Entering into a subsidized/unpaid employer agreement;
- Providing Rapid Response;
- Job Development (if recorded with a valid UI Tax ID);
- Work Opportunity Tax Credit; or
- Other services provided to employers for a fee.

The time frame is from October through September.



Employer Workforce Assistance as of February 2020

In August 2019, TWC implemented a replacement for its WorkInTexas.com online labor exchange system. Unfortunately, TWC is currently unable to connect and unduplicate data across the old and new systems, which prevents us from accurately reporting performance for any period that involves August 2019 or later at this time.



Employed/Enrolled Q2
Post Exit All
Participants

This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages (or in Post Secondary Education for Youth), in the 2nd calendar quarter after they exited from the any program.

The time frame is for customers exited from July through June.

Employed/Enrolled Q4
Post Exit All
Participants

This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages (or in Post Secondary Education for Youth), in the 4th calendar quarter after they exited from any program

The time frame is for customers exited from January through December.

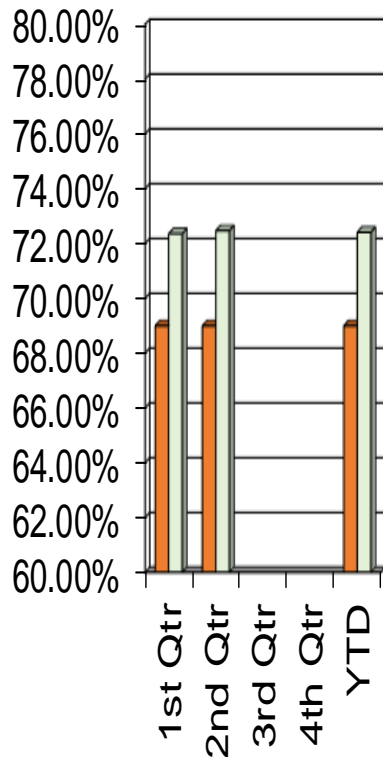
Median Earnings QS
Post Exit All
Participants

This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages in the 2nd calendar quarter after they exited from the all programs and what their median wages were.

The time frame is for customers exited from July through June.

Employed/Enrolled Q2 Post Exit All Participants

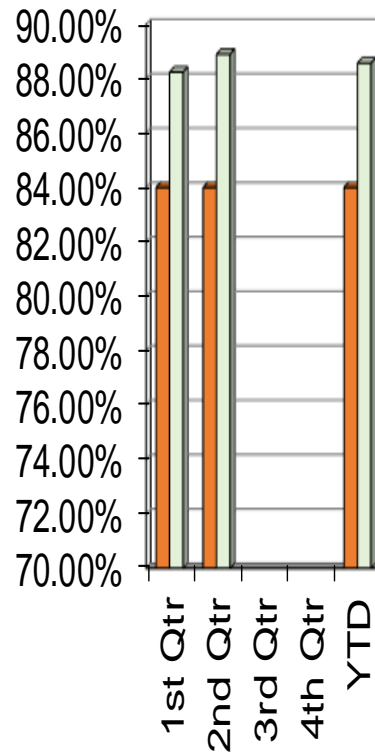
The Measure for
All Participants is
69.00%



Currently at 104.94% of the
measure with 6717 YTD
customers placed in
employment

Employed/Enrolled Q4 Post Exit All Participants

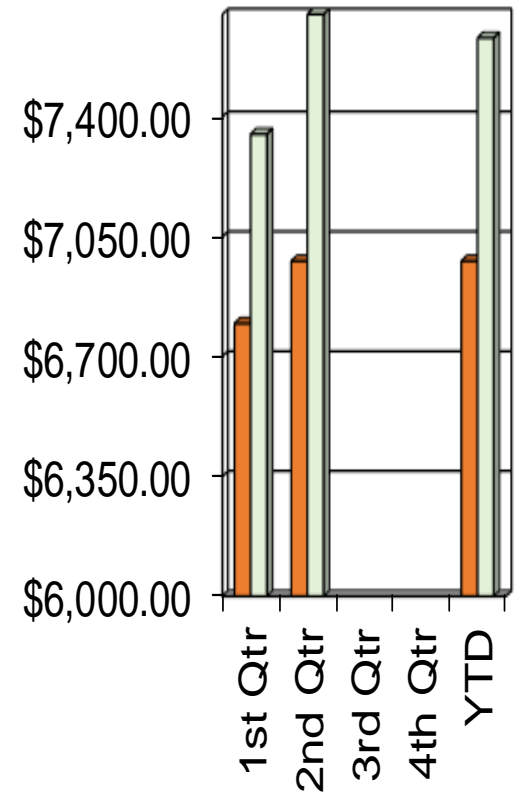
The Measure for
All Participants is
84%



Currently at 105.44% of the
measure with 6997 YTD
customers placed in
employment.

Median Earnings Q2 Post Exit All Participants

The Measure for
All Participants is
\$6979.00



Currently at 121.59% of the
measure.



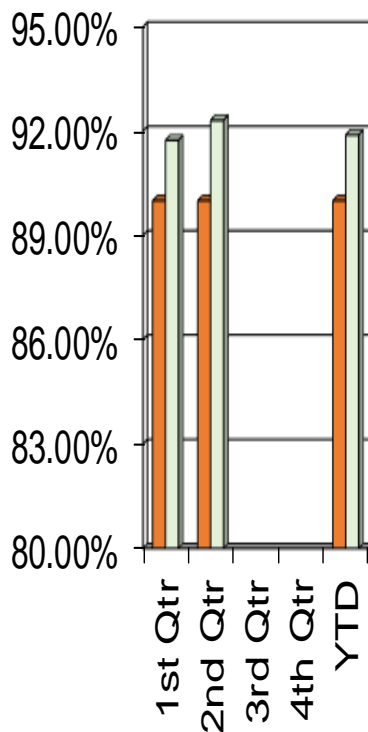
Employed/Enrolled Q2 Post Exit WIOA Adult, DW, Youth

This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages (or in Post Secondary Education for Youth), in the 3rd calendar quarter after they exited from the WIOA Program.

The time frame is for customers exited from July through June.

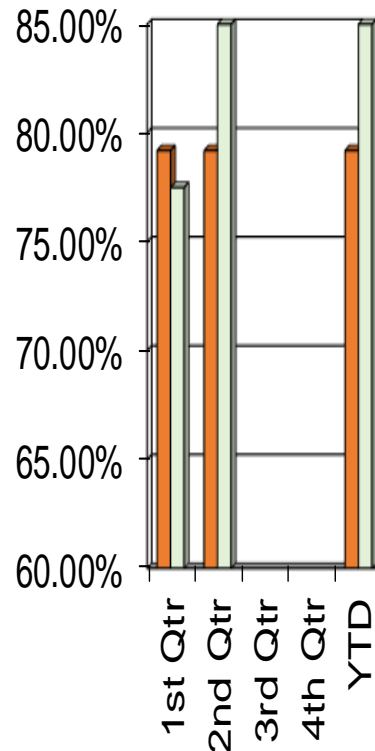
Employed/Enrolled Q2 Post Exit WIOA Adult, DW, Youth

The Measure for
WIOA Adults is
90.00%



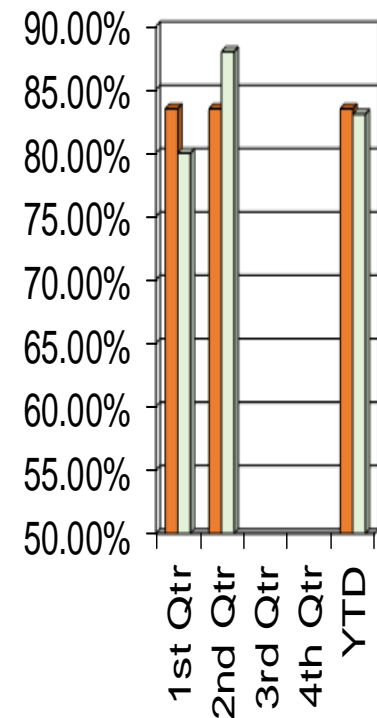
Currently at 102.10% of the
measure placing 136 YTD.

The Measure for
WIOA DW is
79.20%



Currently at 108.22% of the
measure placing 84 YTD

The Measure for
WIOA Youth is
83.50%



Currently at 99.5% of the
measure 54 YTD



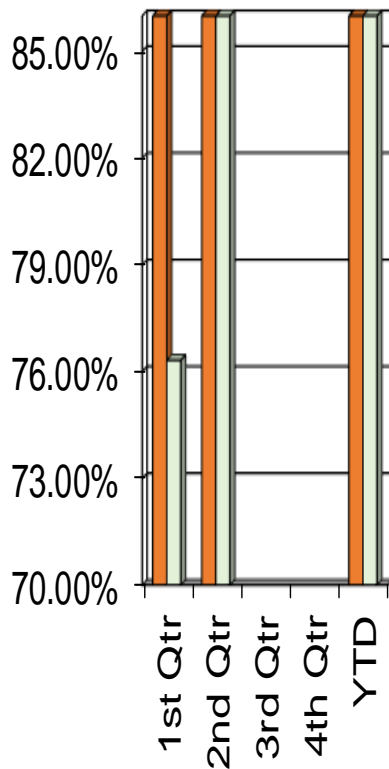
Employed/Enrolled Q4 Post Exit WIOA Adult, DW, Youth

This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages (or in Post Secondary Education for Youth), in the 4th calendar quarter after they exited from the WIOA Program.

The time frame is for customers exited from January through December.

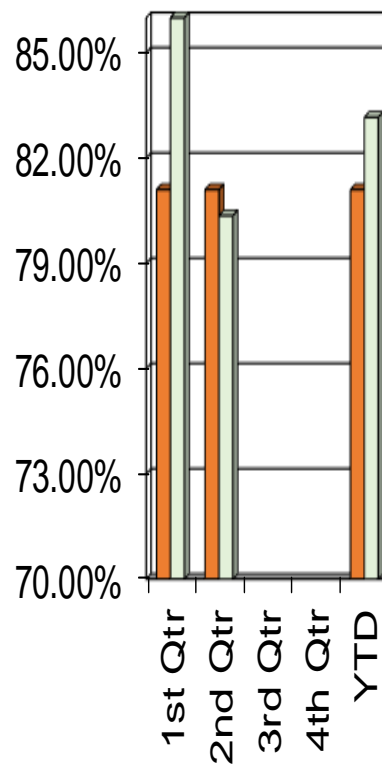
Employed/Enrolled Q4 Post Exit WIOA Adult, DW, Youth

The Target Measure for WIOA Adults is **87.8%**



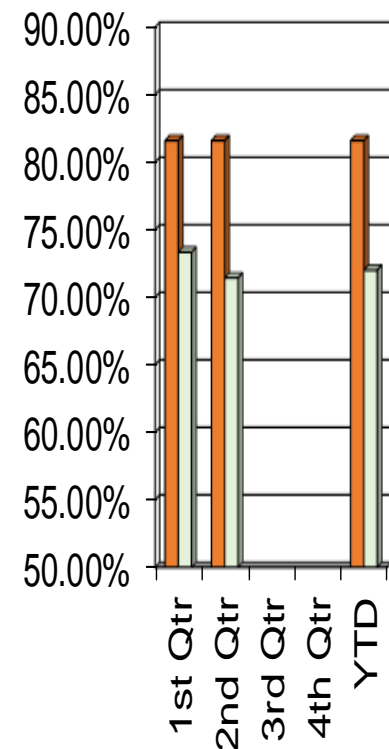
Currently we are at 99% of the target measure placing 132 YTD.

The Target Measure for WIOA DW is **81.10%**



Currently at 102.55% of the target measure 86 YTD.

The Target Measure for WIOA Youth is **81.60%**



Currently at 88% of the measure 31 YTD.



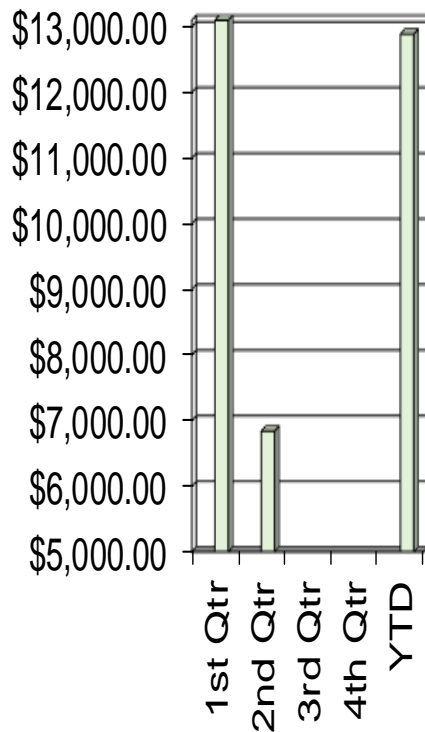
Median Earnings QS Post Exit WIOA Adult and DW

This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages in the 3rd calendar quarter after they exited from the WIOA Program and what their median wages were.

The time frame is for customers exited from July through June.

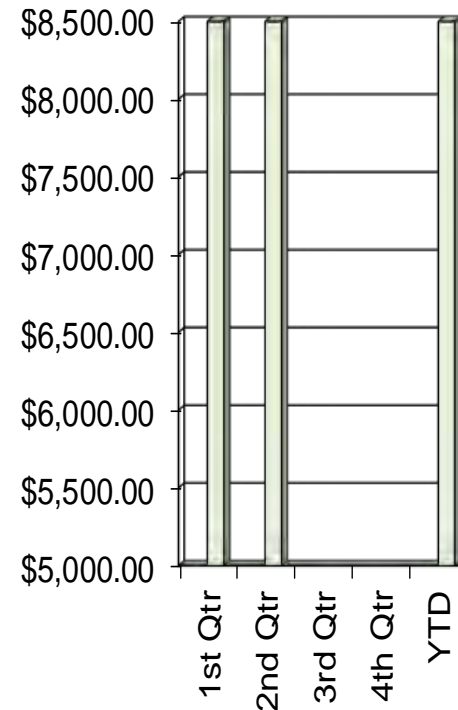
Median Earning Q2 Post Exit WIOA Adult and DW

The Target Measure for WIOA Adult measure is not available established.



Current performance is 106.1% of prior year's end.

The Target Measure for WIOA DW is not available or established.



Current performance is 115.9% of prior year's end.



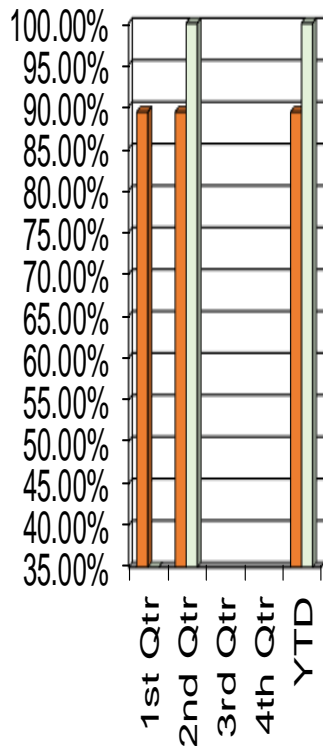
Credential Rate WIOA Adult, DW, Youth

This performance measure consists of the number of customers that were provided a training service in WIOA that would lead to a recognized credential within one year after exit.

The time frame is for customers exited from January through December.

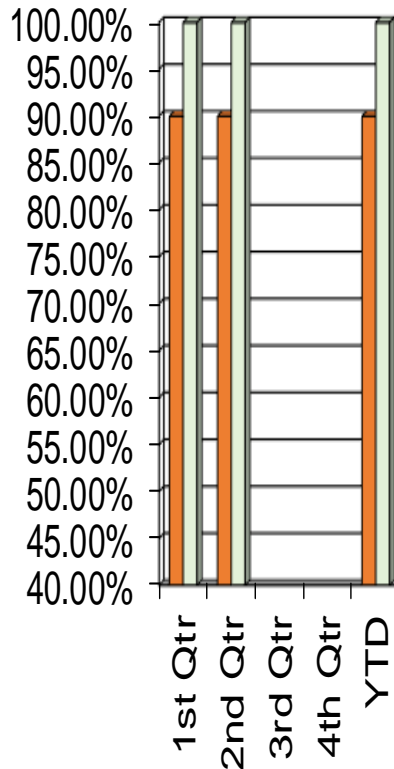
Credential Rate WIOA Adult, DW, Youth

The Target Measure for WIOA Adults is 89.4%



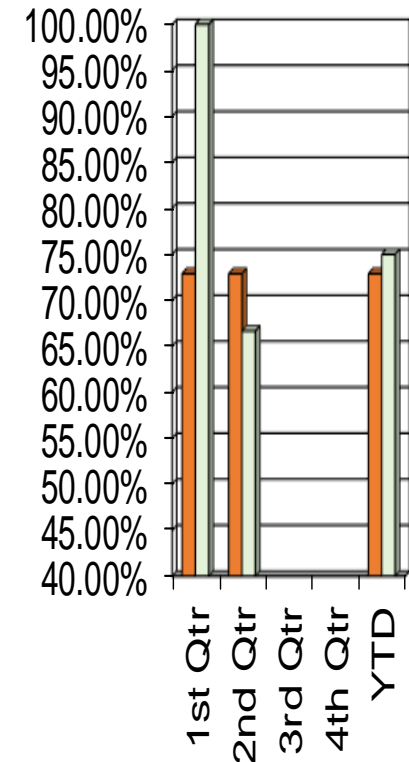
Currently at 111.86% of the measure. with 11 YTD customers receiving a credential

The Target Measure for WIOA DW is 90%



Currently at 111.11% of the measure with 9 YTD customers receiving a credential

The Target Measure for WIOA Youth is 72.90%



Currently at 102.88% of the measure with 3 YTD customers receiving a credential

Choices Full Work Rate – All Family Total

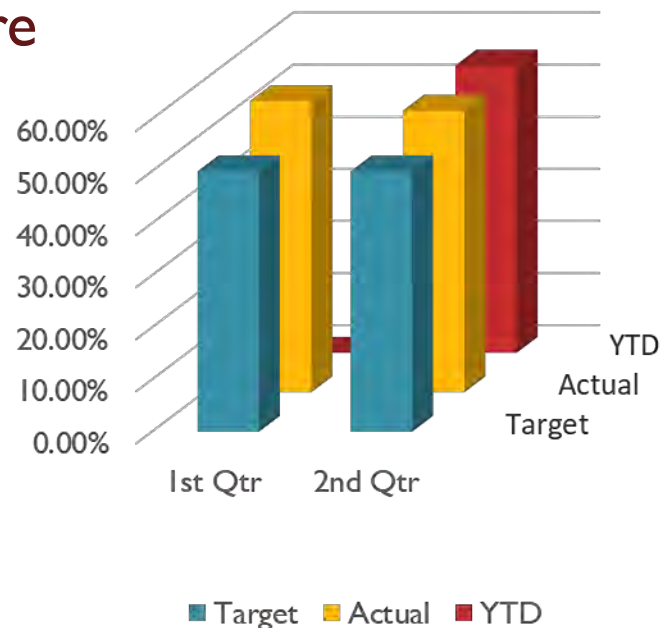
This performance measure consists of TANF recipients who are mandatory to participate in the Choices program (ie: search for and take permanent employment). The time frame for this is from October through September. In order to be considered as a meeting the full work rate, the customer must be participating their required minimal hours (depending on their status.... 20 or 30 hours per week) in one of the following activities:

Paid Employment (including unsubsidized/subsidized employment and on-the-job training), or
High School/GED (only for teens without a High School Diploma or GED).

Choices Full Work Rate All Family February 2020

The current target measure for Rural Capital Area is to ensure 50.00% of all TANF Customers are in a work activity each month.

We are currently at 110.30% of the target.



BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: **RURAL CAPITAL**

FINAL RELEASE

As Originally Published 3/31/2020

FEBRUARY 2020 REPORT

Status Summary		With Positive Performance (+P):		Meeting Performance (MP):		With Negative Performance (-P):		% +P & MP							
Contracted Measures		7		8		0		100.00%							
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes															

Reemployment and Employer Engagement Measures

TWC 1	Claimant Reemployment within 10 Weeks	n/a	n/a	n/a	59.66%	N/L	N/L	59.72%	N/L	N/L	N/L	N/L	7/19	11/19
1	# of Employers Receiving Workforce Assistance	N/L	N/L	—	—	N/L	N/L	3,821	N/L	N/L	N/L	N/L	10/19	2/20

1. In August 2019, TWC implemented a replacement for its WorkInTexas.com online labor exchange system. Unfortunately, TWC is currently unable to connect employer service data across the old and new systems, which prevents us from accurately reporting performance at this time. When the issue is resolved, we will begin reporting this measure again.

Program Participation Measures

TWC	Choices Full Work Rate - All Family Total	+P	110.32%	50.00%	50.00%	55.16%	52.81%	55.89%	41 75	55.89%	54.08%		10/19	2/20
TWC 2	Avg # Children Served Per Day - Combined	+P	109.08%	2,467	2,730	2,691	2,583	1,931	293,273 109	2,630	2,784		10/19	2/20

2. On 1/7/2020, the Commission approved updated CC targets but we delayed implementation to provide time to ramp-up where needed. These targets are now all in effect with the February MPR.

WIOA Outcome Measures

LBB-K	Employed/Enrolled Q2 Post Exit - C&T Participants	MP	104.94%	69.00%	69.00%	72.41%	72.69%	72.21%	6,717 9,276	72.36%	72.47%		7/18	12/18
LBB-K	Employed/Enrolled Q2-Q4 Post Exit - C&T Participants	+P	105.44%	84.00%	84.00%	88.57%	88.65%	86.81%	6,997 7,900	88.24%	88.90%		1/18	6/18
TWC	Median Earnings Q2 Post Exit - C&T Participants	+P	109.34%	\$6,979.00	\$6,979.00	\$7,631.00	\$7,640.87	\$7,182.40	n/a 6,418	\$7,349.86	\$7,998.96		7/18	12/18
LBB-K	Credential Rate - C&T Participants	+P	131.95%	60.00%	60.00%	79.17%	73.88%	45.15%	38 48	81.25%	78.13%		1/18	6/18
DOL-C	Employed Q2 Post Exit - Adult	MP	102.10%	90.00%	90.00%	91.89%	92.67%	93.41%	136 148	91.74%	92.31%		7/18	12/18
DOL-C	Employed Q4 Post Exit - Adult	MP	99.57%	87.80%	87.80%	87.42%	95.89%	90.85%	132 151	77.50%	90.99%		1/18	6/18
DOL-C	Median Earnings Q2 Post Exit - Adult	—	—	—	—	\$12,890.07	\$12,150.21	\$12,369.75	n/a 136	\$13,404.87	\$6,840.83		7/18	12/18
DOL-C	Credential Rate - Adult	+P	111.86%	89.40%	89.40%	100.00%	75.00%	80.70%	11 11	n/a	100.00%		1/18	6/18
DOL-C	Employed Q2 Post Exit - DW	MP	108.22%	79.20%	79.20%	85.71%	80.28%	80.68%	84 98	77.50%	91.38%		7/18	12/18
DOL-C	Employed Q4 Post Exit - DW	MP	100.99%	81.10%	81.10%	81.90%	87.50%	81.07%	86 105	85.11%	79.31%		1/18	6/18
DOL-C	Median Earnings Q2 Post Exit - DW	—	—	—	—	\$9,596.30	\$8,279.01	\$8,017.88	n/a 82	\$9,288.44	\$9,727.98		7/18	12/18
DOL-C	Credential Rate - DW	+P	111.11%	90.00%	90.00%	100.00%	100.00%	88.64%	9 9	100.00%	100.00%		1/18	6/18

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: **RURAL CAPITAL**

FINAL REPORT
As Originally Published

FEBRUARY 2020

Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4
Notes													
WIOA Outcome Measures													
DOL-C	Employed/Enrolled Q2 Post Exit – Youth	MP	99.50%	83.50%	83.50%	83.08%	82.50%	85.45%	54	80.00%	88.00%		
									65				
DOL-C	Employed/Enrolled Q4 Post Exit – Youth	MP	99.98%	81.60%	81.60%	81.58%	84.85%	82.72%	31	81.25%	81.82%		
									38				
DOL-C	Credential Rate – Youth	MP	102.88%	72.90%	72.90%	75.00%	92.31%	77.50%	3	100.00%	66.67%		
									4				

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

Operational Insight - MPR 4.0

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target (Year-to-Date Performance Periods)

FINAL RELEASE

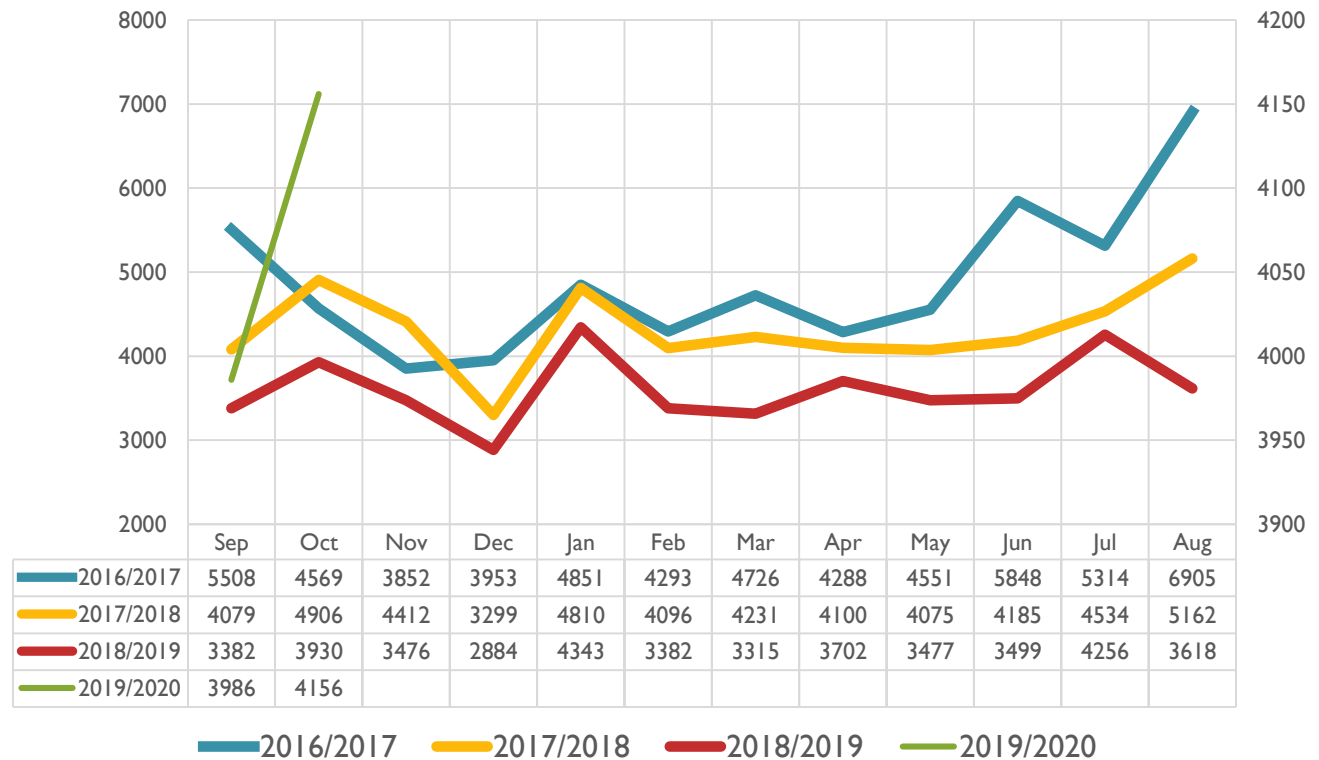
As Originally Published 3/31/2020

FEBRUARY 2020 REPORT

Green = +P White = MP Yellow = MP but At Risk Red = -P

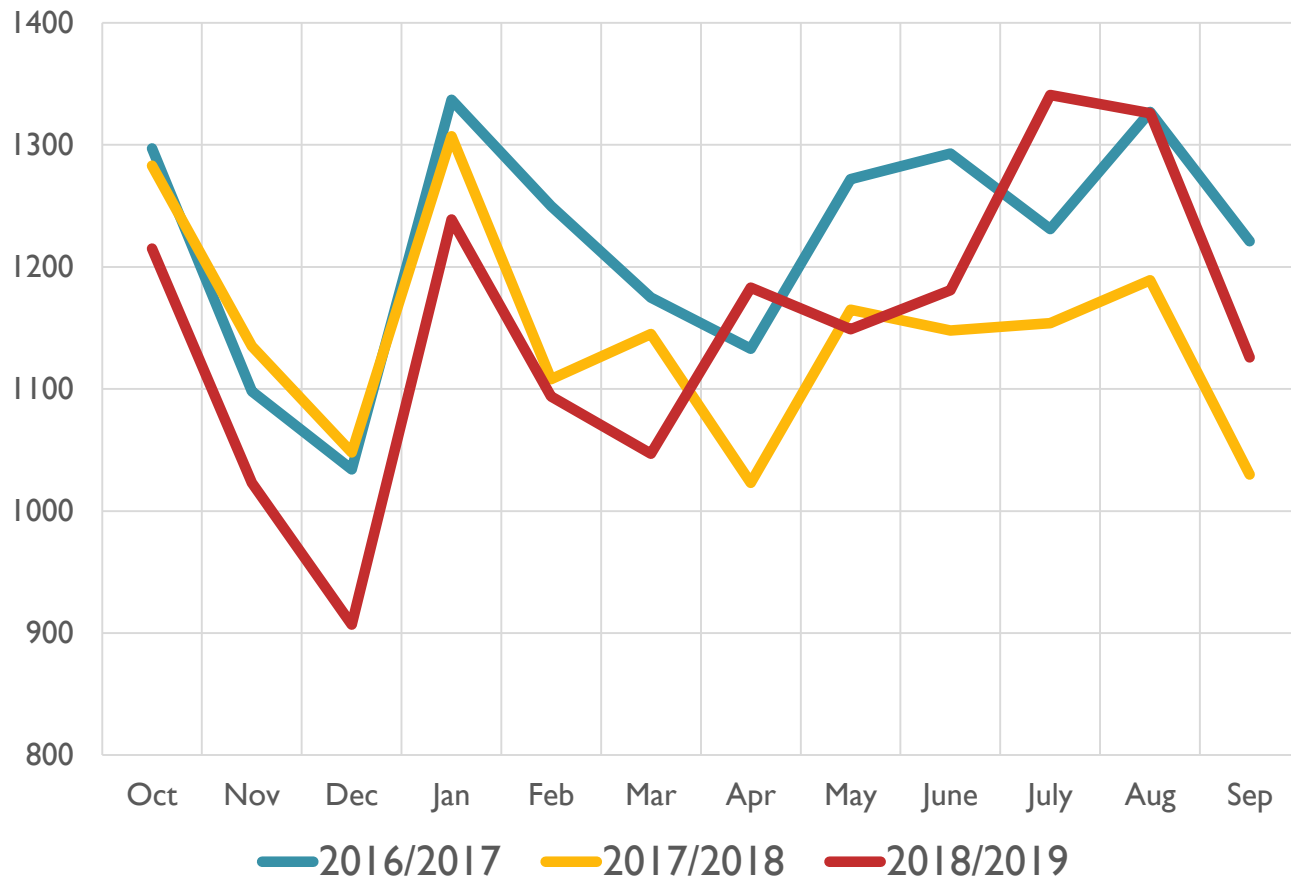
Board	Reemployment and Employer Engagement		Participation		WIOA Outcome Measures															Total Measures			
			Choices	Avg #	C&T Participants				Adult				DW				Youth						
	Clmnt ReEmpl within 10 Weeks	Empls Rcvg Wkfc Assist	Full Work Rate-All Family Total	Children Svd Per Day-Combined	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q4 Post-Exit	Credential Rate	+P	MP	-P	% MP & +P
Alamo	n/a	n/a	116.60%	109.41%	103.74%	102.99%	110.86%	130.43%	100.60%	98.01%	n/a	95.23%	92.78%	96.50%	n/a	111.34%	94.54%	99.31%	105.61%	5	10	0	100%
Borderplex	n/a	n/a	102.44%	104.53%	98.29%	100.12%	106.89%	128.72%	100.97%	101.58%	n/a	109.90%	105.21%	91.81%	n/a	96.41%	97.10%	103.55%	155.67%	3	12	0	100%
Brazos Valley	n/a	n/a	96.26%	97.81%	100.30%	98.49%	105.17%	119.80%	99.59%	96.83%	n/a	86.16%	114.68%	105.68%	n/a	131.58%	112.91%	81.70%	133.33%	6	7	2	87%
Cameron	n/a	n/a	100.40%	123.02%	108.93%	99.62%	111.35%	139.27%	89.17%	105.84%	n/a	99.77%	96.35%	69.44%	n/a	111.11%	95.37%	94.92%	84.61%	5	7	3	80%
Capital Area	n/a	n/a	111.48%	113.92%	105.61%	104.18%	104.35%	125.00%	105.42%	89.72%	n/a	111.11%	106.30%	90.58%	n/a	105.44%	115.77%	104.03%	100.47%	6	8	1	93%
Central Texas	n/a	n/a	115.36%	109.50%	93.20%	99.87%	106.69%	93.85%	100.78%	99.66%	n/a	133.51%	105.32%	91.96%	n/a	103.51%	98.88%	86.68%	55.64%	4	7	4	73%
Coastal Bend	n/a	n/a	101.06%	115.07%	100.77%	100.99%	105.60%	89.60%	111.12%	87.20%	n/a	92.09%	94.38%	102.22%	n/a	101.61%	99.26%	94.38%	94.20%	3	10	2	87%
Concho Valley	n/a	n/a	92.52%	108.10%	105.28%	100.64%	95.15%	139.78%	89.28%	105.61%	n/a	97.58%	116.55%	89.65%	n/a	112.99%	117.09%	90.53%	111.94%	7	5	3	80%
Dallas	n/a	n/a	91.34%	112.36%	99.48%	100.74%	104.54%	130.77%	92.08%	91.08%	n/a	105.27%	95.79%	93.82%	n/a	93.46%	97.30%	97.12%	124.55%	3	11	1	93%
Deep East	n/a	n/a	96.32%	101.36%	102.01%	97.71%	107.36%	143.10%	90.55%	93.64%	n/a	63.45%	85.06%	90.34%	n/a	113.63%	95.44%	95.26%	95.38%	3	10	2	87%
East Texas	n/a	n/a	101.88%	97.54%	105.00%	101.71%	106.34%	123.25%	104.38%	97.12%	n/a	87.39%	97.20%	103.04%	n/a	108.70%	113.56%	98.74%	126.90%	4	10	1	93%
Golden Cresce	n/a	n/a	122.46%	104.30%	110.20%	105.33%	118.98%	122.80%	96.90%	100.93%	n/a	102.69%	104.17%	101.34%	n/a	88.74%	n/a	120.21%	152.44%	7	6	1	93%
Gulf Coast	n/a	n/a	103.44%	99.35%	96.10%	99.07%	105.32%	112.90%	96.31%	92.52%	n/a	97.69%	87.01%	81.39%	n/a	80.97%	92.04%	103.84%	124.55%	3	9	3	80%
Heart of Texas	n/a	n/a	121.58%	103.42%	104.22%	101.90%	101.44%	108.33%	114.31%	125.63%	n/a	95.87%	101.51%	93.17%	n/a	83.33%	115.68%	89.13%	72.51%	5	7	3	80%
Lower Rio	n/a	n/a	108.44%	117.43%	109.10%	98.27%	106.06%	134.18%	98.57%	97.27%	n/a	106.12%	100.96%	97.78%	n/a	100.53%	95.99%	98.92%	91.07%	5	10	0	100%
Middle Rio	n/a	n/a	95.12%	109.47%	102.41%	94.36%	99.28%	151.85%	97.89%	97.62%	n/a	88.31%	118.06%	92.59%	n/a	111.11%	99.12%	104.17%	143.47%	5	8	2	87%
North Central	n/a	n/a	95.10%	97.14%	95.83%	102.87%	112.77%	115.65%	96.64%	95.12%	n/a	78.02%	95.75%	97.89%	n/a	99.74%	101.02%	107.24%	108.35%	2	12	1	93%
North East	n/a	n/a	104.78%	110.56%	99.32%	101.76%	100.32%	119.32%	116.55%	105.73%	n/a	117.79%	88.99%	107.44%	n/a	78.19%	96.95%	88.51%	97.61%	4	8	3	80%
North Texas	n/a	n/a	102.18%	104.79%	100.23%	102.00%	101.13%	142.85%	98.77%	99.32%	n/a	126.10%	125.00%	55.56%	n/a	114.03%	119.76%	108.55%	126.90%	6	8	1	93%
Panhandle	n/a	n/a	127.28%	106.00%	103.96%	102.51%	106.50%	132.48%	112.40%	99.09%	n/a	91.60%	99.20%	107.66%	n/a	120.05%	95.37%	115.32%	93.06%	7	8	0	100%
Permian Basin	n/a	n/a	80.54%	104.48%	106.29%	100.68%	102.75%	119.05%	74.78%	79.24%	n/a	94.52%	120.63%	103.18%	n/a	85.47%	119.76%	122.55%	0.00%	5	5	5	67%
Rural Capital	n/a	n/a	110.32%	109.08%	104.94%	105.44%	109.34%	131.95%	102.10%	99.57%	n/a	111.86%	108.22%	100.99%	n/a	111.11%	99.50%	99.98%	102.88%	7	8	0	100%
South Plains	n/a	n/a	100.86%	111.71%	102.68%	98.77%	103.51%	135.67%	104.51%	107.86%	n/a	89.49%	119.62%	101.01%	n/a	111.11%	119.76%	122.72%	108.06%	6	8	1	93%
South Texas	n/a	n/a	112.70%	106.27%	95.74%	101.10%	94.62%	152.78%	101.01%	111.62%	n/a	111.86%	114.42%	111.73%	n/a	131.58%	123.29%	103.34%	138.70%	10	4	1	93%
Southeast	n/a	n/a	96.24%	105.28%	106.45%	100.11%	101.24%	127.45%	100.92%	107.11%	n/a	103.59%	99.63%	102.25%	n/a	131.23%	102.61%	102.37%	95.42%	4	11	0	100%
Tarrant	n/a	n/a	91.60%	104.09%	100.86%	101.51%	110.43%	134.23%	96.54%	92.61%	n/a	95.02%	89.39%	98.79%	n/a	84.80%	88.41%	84.92%	97.64%	2	8	5	67%
Texoma	n/a	n/a	94.40%	104.48%	105.04%	102.37%	106.04%	146.67%	100.53%	108.47%	n/a	111.35%	114.42%	111.11%	n/a	120.00%	105.68%	92.97%	108.79%	7	7	1	93%
West Central	n/a	n/a	100.36%	110.54%	96.93%	98.18%	99.67%	102.57%	94.34%	93.04%	n/a	101.55%	109.49%	62.80%	n/a	111.11%	103.83%	106.86%	0.00%	2	11	2	87%
+P	0	0	9	16	8	2	16	25	4	2	0	7	8	2	0	14	9	4	10	136			
MP	0	0	14	12	19	25	11	1	21	23	0	15	16	21	0	8	17	19	13	235			
-P	0	0	5	0	1	1	1	2	3	3	0	6	4	5	0	6	1	5	5	48			
% MP & +P	N/A	N/A	82%	100%	96%	96%	96%	93%	89%	89%	N/A	79%	86%	82%	N/A	79%	96%	82%	82%	89%			
From			10/19	10/19	7/18	1/18	7/18	1/18	7/18	1/18		1/18	7/18	1/18		1/18	7/18	1/18	1/18	From			
To			2/20	2/20	12/18	6/18	12/18	6/18	12/18	6/18		6/18	12/18	6/18		6/18	12/18	6/18	6/18	To			

Customers Visiting Centers Area Wide



12 month YTD total 2016/2017 = 51,753
 12 month YTD total 2017/2018 = 46,727
 12 month YTD total 2018/2019 = 39,646
 March 2020=2119

Customers Applying for Unemployment



12 month YTD total 2016/2017 = 14,668

12 month YTD total 2017/2018 = 13,735

12 month YTD total 2018/2019 = 13,831

March 2020= 21855