



# Board Meeting

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April 20, 2022



## Briefing Materials

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Workforce Center of Bastrop County  
53 TX-150 Loop  
Bastrop, TX 78602



701 E Whitestone Blvd, Suite 200  
Cedar Park, Texas 78613  
Phone: 512.244.7966  
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## **WORKFORCE SOLUTIONS RURAL CAPITAL AREA BOARD OF DIRECTORS MEETING**

Wednesday, April 20, 2022  
Workforce Center of Bastrop County  
53 TX-150 Loop  
Bastrop, TX 78602

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### **AGENDA**

**Meeting begins at 12:30pm**

- 1) Call to Order/Roll Call/Establish Quorum
- 2) Public Comment Period
- 3) Information Sharing – Brian Hernandez, Chief Storytelling Officer    Customer Testimonial
- 4) \*Consent Agenda
  - a. Adopt minutes of the February 16, 2022 Regular Meeting
  - b. Financial Report Approval
- 5) Executive Committee/Chair's Report – Frank Leonardis, Chair
- 6) Business Education Services Committee Report – Elwood Engebretson, Chair
- 7) Community Awareness Committee Report – Camille Clay, Chair
- 8) Untapped Populations Committee Report – Cassandra Moya, Chair
- 9) Chief Executive Officer's Report – Paul Fletcher, Chief Executive Officer
- 10) Performance Reports
  - a. Child Care – Sandy Anderson, Director of Child Care Services
  - b. Workforce Center Management – Roberto Perez, Deputy Director
- 11) Workforce Board Announcements - Board at Large (what's happening in your area) – Submit your announcements to the Board Secretary prior to the meeting
- 12) New Business
- 13) Consider date, time, and location of next Regular or Special Board Meeting
- 14) 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.



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MEETING HELD ON FEBRUARY 16, 2022

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San Marcos Workforce Center

# Board Meeting Minutes

## **AGENDA ITEM #1**

**Call to Order – Frank Leonardis**

**Roll Call – Frank Leonardis**

Agatston	A	Engebretson	P	Leonardis	P	Stallings	P
Aguilar	A	Flores	P	Light	P	Tucker	A
Belver	P	Fohn Thomas	A	Lindsey	P	Womble	P
Brenneman	A	Garlick	P	Mitchell	P	Zdeb	P
/Burkhard	A	Glaze	P	Moya	P		
Clay	P	Goode	A	Ols	P		
Cruz	A	Jackson	P	Riggs	P		
Dillett	P	Kamerlander	A	Sifuentes	P		

20 members present at roll call. Quorum established. (Roll call sheet in meeting binder/check off)

## **AGENDA ITEM #2**

**Public Comment Period**

There were no comments made by the public.

## **AGENDA ITEM #3**

**Information Sharing – Brian Hernandez, Chief Storytelling Officer**

**Brian Hernandez** shared customer testimonials.

## **AGENDA ITEM #4**

**Consent Agenda – Frank Leonardis**

**Adopt Minutes from the December 15, 2021 regular Board of Directors' meeting**

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

## **AGENDA ITEM #5**

**Executive Committee Chair's Report – Frank Leonardis:** Review and approval of financial policy updates that were made during the Executive Committee meeting on 02/09/2022.

/

**Frank Leonardis** stated that the Executive Committee met on February 09, 2022.

Changes/Amendments to the following policies were discussed/made:

Administration (A1-A7), Finance (Fin1-Fin2), Personnel (Per1) and Planning (PLN1-4)

- See executive committee meeting minutes and Board meeting packet for complete changes.
  - ✓ Motion to approve
  - ✓ Seconded
  - ✓ Motion approved

#### **AGENDA ITEM #6**

##### **Business Education Services Committee Chair's Report – Elwood Engebretson**

**Elwood Engebretson** stated that the Business Education Services Committee met on January 20, 2022 and discussed the target occupation list and related training and fund distribution. Further review and discussion to take place at next ESC meeting scheduled for March 17, 2022.

The next meeting has been scheduled for Thursday March 17, 2022.

#### **AGENDA ITEM #7**

##### **Community Awareness Committee Chair's Report – Camille Clay**

**Camille Clay** stated that the Community Awareness Committee met in January 2022.

- Information Sharing – Camille Clay introduced guest speaker WSRCA Board Member Jeff Light, who discussed several challenges within the labor force; skill level, retention, recruitment as well as intention of creating new ways to increase current workload for employers (in house fabrication vs outsourcing).

#### **AGENDA ITEM #8**

##### **Untapped Populations Committee Report – Cassandra Moya, Chair**

**Cassandra Moya** stated that the Untapped Populations Committee met in January 2021 and discussed the following:

Inclusion Events-

- Promoting the idea of hiring a disability navigator
- WeHire ability- promoting n TexasHire ability
- Staff Education and outreach
  - Data differences w/in each different county
  - Veterans

- Clients w/out H.S. Diploma
- Labor Outreach
- Tool Box
  - Untapped population outreach
  - Ad/Hoc Workgroup creation
  - How to achieve a sustaining wage

The next meeting has been scheduled for April, 2022.

#### **AGENDA ITEM #9**

**Chief Executive Officer's report – Paul Fletcher, Chief Executive Office**

#### **AGENDA ITEM #10**

**Performance Reports**

**Child Care Status Report– Sandy Anderson, Director of Child Care Services**

- Information contained in Board Packet

**Workforce Center Management – Roberto Perez, Deputy Director**

- Information contained in Board Packet

#### **AGENDA ITEM #11**

Workforce Board Announcements – Board at Large (what's happening in your area) – Submit your announcements to the Board Secretary prior to the meeting

#### **AGENDA ITEM #12**

**New Business**

#### **AGENDA ITEM #13**

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

The next regular meeting is scheduled for April 20, 2022

#### **AGENDA ITEM #14**

**Adjourn**

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



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## **WORKFORCE SOLUTIONS RURAL CAPITAL AREA EXECUTIVE COMMITTEE MEETING**

Wednesday, April 20, 2022  
Workforce Solutions Bastrop  
53 TX-150 Loop  
Bastrop, TX 78602

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### **AGENDA**

Meeting Begins at 10:30 AM

Welcome: Executive Committee Chair—Frank Leonardis

- Call the meeting to order/roll call
- CEO Performance Review & Goals
- Financial Review
- Cybersecurity Report
- Monitoring Report Review
- Contract Review less than \$250k
- Schedule date/time for next committee meeting
- Adjourn



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## **Workforce Solutions Rural Capital Area**

### **Community Awareness Committee**

#### **Meeting Minutes**

Meeting Date/Time: March 23, 2022 | 2 p.m.

Meeting Location: Zoom (Video: <https://youtu.be/B6doOFMl0X4>)

Committee Members in Attendance: Hector Aguilar, Carole Belver, Debbie Burkhard, Camille Clay, Michele Glaze, Tracy Jackson, Margaret Lindsey, Briley Mitchell

Committee Members Absent: Jennifer Tucker

Workforce Solutions Rural Capital Area (WSRCA) Board Staff Attendees: Brian Hernandez

1. Community Awareness Committee Chair Camille Clay called the meeting to order
2. Roll Call – Camille Clay: Seven members of the Committee were present, which constituted a quorum
3. Public Comments – Camille Clay:
  - a. Board Chair Frank Leonardis thanked the Committee members for all of their hard work and commitment towards enhancing the Board and its outreach
  - b. Introduction of new Committee Member, [Michele Glaze](#), Representing Private Industry in Williamson County, Director of Communications and Community Affairs at Samsung Austin Semiconductor:
    - Michele reviewed Samsung's \$17 billion expansion into Taylor, TX
    - Discussed Samsung's hiring needs and recruitment efforts in Williamson and Bastrop counties
4. \*Consent Agenda – Chair
  - a. Adopt minutes of the January 19, 2022, Community Awareness Committee Meeting:
    - ✓ Motion to approve
    - ✓ Seconded
    - ✓ Motion approved
5. Information Sharing – Camille Clay introduced guest speaker WSRCA Project Director, [Roberto Pérez Jr.](#), who provided insights and updates on his vision for workforce center operations moving forward across the region:
  - a. Roberto introduced Sarah Oettle, new WSRCA Special Projects Manager, who has started off her focus on the Summer Earn & Learn (SEAL) Program's 2022 session
  - b. Reviewed workforce center safety and sanitation, resource room, and virtual services
  - c. Discussed internal/external customer service, staff training, 1:1 mentorships
  - d. Roberto shared insights from working with his mentor, Christine Grigsby, Project Director with Equus Workforce Solutions based in Georgia



- a. Explored the Pathways to Services Pilot – how do we expedite and streamline services to make more timely and on customer’s agenda
1. Information/Discussion Items – Chair
  - a. Committee Member Round Robin to identify opportunities to improve workforce services, meet community/industry needs, and enhance outreach efforts
    - Carole Belver shared that Community Action, Inc. of Central Texas is recruiting a Nurse Practitioner – job has been posted for 45 days with zero applicants, risk of clinic closure
    - Camille Clay shared that recruitment and retention in the Health and Education sectors have been greatly affected
    - Camille Clay shared that ISDs are needed for the 2022 Teacher Externship Program – 240 spots open for teachers with \$700 stipend
    - Briley Mitchell shared that eight new businesses have recently opened in Llano and are actively hiring staff, but that the area is already struggling with recruiting – one of the challenges is not enough housing for new workers
  - b. Rebranding of the WSRCA Internal & External Newsletters: What do you want to see included?
    - Brian Hernandez shared that the external newsletter (the Rural Capital Roundup), goes out to over 150,000 people, the internal CEO Report goes out to an audience of about 2,000
    - Committee members said they enjoy the WSRCA staff spotlights and would like to see more
  - c. Grand Opening Ribbon-Cutting Ceremonies planned for Lee (May 4) & Fayette Counties (May 19): How do we improve these events - What did we learn from the Hays County ceremony?
    - Lee event will feature TWC Commissioner Representing Labor Julian Alvarez
    - Fayette event will feature TWC Commissioner Representing Employers Aaron Demerson
    - Suggestion from the Committee is to continue to invite media outlets to the events
  - d. What would you like to see included during Trade Up Texas Week, planned for July 11-15?
    - Raise awareness of the outstanding local career opportunities in skilled trades and manufacturing
    - Events include:
      - Monday (July 11) - Orientations (Career Awareness Webinars)
      - Tuesday/Wednesday (July 12-13) - Hiring Events:
        - In-Person – WSRCA Round Rock (July 12)
        - In-Person– WSRCA Hays (July 13)
        - In-Person – Capital Area North Austin Center (July 13)
      - Thursday-Friday (July 14-15)– Employer Tours & Events
    - Committee shared that Trade Up Texas should have awareness year-round – Committee wants more events like this
    - Committee asked that proclamations be issued at the county and city levels to recognize Trade Up Texas Week officially
2. Chief Storytelling Officer Report – The Committee Secretary/WSRCA Chief Storyteller, Brian Hernandez, discussed the following items:
  - a. Reviewed Progress of Action Plans for the Community Awareness Committee 2022 goals:
    - Fostering more opportunities in Committee/Board meetings for each member to provide insights, updates, and opportunities from their networks and regions
    - Develop an external WSRCA Menu of Services for partners and employers to distribute to promote our workforce and child care opportunities
      - Waiting on final edits, accepting input
    - Design and develop business cards for Board members to distribute, that include QR codes for targeted services: Job Seeker/Business Services/Child Care Assistance
      - Landing page sample: <https://workforcesolutions.webflow.io/>
      - Digital Business Cards being mailed out to Board members

- a. Reviewed Plans for the “[We Hire Ability](#)” Employer Recognition Ceremony on April 6 in Round Rock for [Bloom Consulting](#) – recognized for maintaining a workforce comprised of at least 10% people with disabilities
  - b. Reviewed plans to shoot/produce video of WSRCA team at the National Association of Workforce Boards (NAWB) [Annual Forum](#) in Washington DC- April 11-14
1. New Business – Chair – No New Business
  2. Set Community Awareness Committee Priorities for Board Staff – Chair
    - a. Trade Up Texas: Board staff were asked to explore how we can continue awareness of this campaign throughout the year, or scale it larger
  3. Next Committee Meeting – Camille Clay: The next committee meeting is scheduled for Wednesday, May 18, 2022, from 2-4 p.m., on Zoom.
  4. Adjourn – Chair

**\*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.



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## **WORKFORCE SOLUTIONS RURAL CAPITAL AREA BUSINESS AND EDUCATION COMMITTEE MEETING**

Thursday, April 7, 2022 at 3:00PM

Join Zoom Meeting  
<https://us06web.zoom.us/j/87338426144>  
Meeting ID: 873 3842 6144  
Passcode: 990741

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### **AGENDA**

Business and Education Committee Chair—Woody Engebretson

Board Members: Alfonso Sifuentes, Becky Garlick, Elva Zbeb, Hector Aguilar, Jeff Lights, Jenna Fohn Thomas, Mike Kamerlander, Nikki Stallings

Board Staff Representative: Eugene Ratliff

- Call the meeting to order/roll call:  
**Woody called the meeting to order. Board Members present were Woody, Alfonso, Hector, Jenna, Mike, and Nikki. Board Staff present were Eugene and Kelly**
- Introduce Kelly:  
**Kelly introduced herself and her role in the Business and Education Committee. She discussed having a meeting to regroup and reevaluate the direction of the committee to be in line with the Board Goals.**
- Discussion of Target Occupations List for STATE  
**Eugene went over the Target Occupations list that is considered the State list. It is an unduplicated list of all target occupations from each Board in the state. Eugene explained WIOA rules on how WSRCA can utilize any trainings on the list for customers if it is appropriate and the customer shows interest in that occupation. The training occupation does not have to be listed only on the RCA list for us to utilize.**
- Set next meeting  
**The next meeting is TBD**

**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.

# Untapped Populations

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*Date | time* 3/7/2022 2:00 PM |

*Location* Zoom: <https://zoom.us/j/93486707649>

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*Meeting ID:* 934 8670 7649    *Passcode:* 421073

Meeting called by	Cassandra Moya
Type of meeting	Committee Meeting
Facilitator	Cassandra
Note taker	Diane
Timekeeper	Diane

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## Attendance

Hector Aguilar	✓	Ben Brenneman	
Marco Cruz		Sandra Dillett	✓
Kimberly Goode		Eben Riggs	✓
Cassandra Moya	✓	Frank Leonardis	✓

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## Guests

Paul Fletcher

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## Agenda Items

Topic

- ☐ Welcome
- ☐ Inclusion Events update
  - Student HireAbility Navigator **Submitted SHAN 3-year plan to TWC, working on some revisions. Will provide update to subcommittee once revisions are go over during the May subcommittee meeting.**
  - We Hire Ability / Texas HireAbility **April 6<sup>th</sup> at 2 pm – Bloom Consulting; will send more info to subcommittee members.**
  - SEAL **Planning continues with SEAL program.**

## Inclusion Events update

- Student HireAbility Navigator Submitted SHAN 3-year plan to TWC, working on some revisions. Will provide update to subcommittee once revisions are go over during the May subcommittee meeting.
  - We Hire Ability / Texas HireAbility April 6<sup>th</sup> at 2 pm – Bloom Consulting; will send more info to subcommittee members.
  - SEAL Planning continues with SEAL program.
- 

## Staff Education and Outreach

- Identify outreach goals  
Discussed a strategy to use the data provided by comparing each county to the Rural Capital Area as a whole to identify county-specific outreach goals.

Youth are identified as a priority group across all counties. The subcommittee provided a recommendation to focus on all types of paid learning opportunities from apprenticeship to on-the-job training as well as high school re-engagement opportunities. The data identified individuals who attained less than high school equivalency, focus efforts here.

Identified which counties had high English language learner characteristics and discussed strategies to outreach and work with community partners on service availability.

Also, discussed counties that have high uninsured rates and higher than anticipated poverty rates with lower than expected enrollment in SNAP. This may be due to a lack of access to applying for services – knowing what is available and having the resources to apply online or over the phone.

Additional characteristics and priorities are identified in the Outreach Priorities document.

- Next step: Share analysis with staff and develop outreach plan; staff training  
Discussed how to measure that the affirmative outreach to the priority populations identified is successful. WSRCA will look at developing a report based on the following:
  1. Type of affirmative outreach
  2. Number reached (if applicable and countable)
  3. Number responding to the outreach
  4. Number enrolled in services (conversion rate)

Would like to baseline the outreach and enrollment numbers first to determine if target setting is warranted.

## Business Toolbox Development

- Tri-Agency Business workgroup to convene by March 2022.  
Eben discussed the TANF State refund tax credit and WOTC as part of the toolbox.  
Apprenticeship opportunities also need to be part of the toolbox.

## Planning Worksheet and 2022 Goals

- Review progress and update, as needed  
May meeting will focus on Inclusion Events and updates.

## Other Items

No additional items were reported.

- ☐ Next Meeting Dates:  
January 10, 2022 2:00 pm  
March 7, 2022 2 pm  
May 2, 2022 2 pm  
July 11, 2022 2 pm  
September 12, 2022 2 pm  
November 7, 2022 2 pm
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## Attachments

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2022 UP Goals and  
progress 03.07.22 upr



Demographics by  
County 030722 updat



2022 UP Goals and  
progress 03.07.22 upr

# Workforce Solutions Rural Capital Area February 2021 MPR Performance Overview

% Current Target for Board Contracted Measures

Measure Name	Nume..	Deno..	Rate	OTY Change		
Employed Q2 Post Exit - Adult (DOL)	49	59	83.05%	8.89%	MP	108.56%
Employed Q4 Post Exit - Adult (DOL)	48	65	73.85%	-6.15%	MP	101.72%
Median Earnings Q2 Post Exit - Adult (DOL)	N/A	48	\$10,496	45.76%	P+	172.06%
Credential Rate - Adult (DOL)	37	38	97.40%	1.78%	P+	117.78%
Measurable Skills Gains - Adult (DOL)	14	27	51.90%	-10.67%	P- at P: 0	78.40%
Employed Q2 Post Exit - DW (DOL)	26	35	74.29%	-4.49%	MP	98.66%
Employed Q4 Post Exit - DW (DOL)	16	25	64.00%	-21.35%	P- at P: 2	82.26%
Median Earnings Q2 Post Exit - DW (DOL)	N/A	24	\$11,413	57.39%	P+	132.71%
Credential Rate - DW (DOL)	10	13	76.90%	-14.56%	P- at P: 1	87.89%
Measurable Skills Gains - DW (DOL)	32	54	59.30%	-30.81%	P- at P: 0	84.71%
Employed/Enrolled Q2 Post Exit - Youth (DOL)	26	38	68.42%	-11.62%	P- at P: 2	89.09%
Employed/Enrolled Q4 Post Exit - Youth (DOL)	29	39	74.36%	-8.48%	MP	103.13%
Median Earnings Q2 Post Exit - Youth (DOL)	N/A	26	\$5,833	15.50%	P+	176.77%
Credential Rate - Youth (DOL)	23	28	82.10%	-4.20%	P+	131.36%
Measurable Skills Gains - Youth (DOL)	33	50	66.00%	51.38%	P+	132.00%
Employed/Enrolled Q2 Post Exit - C&I Participants	4,022	7,160	56.17%	-16.53%	P- at P: 2	88.74%
Employed/Enrolled Q2-Q4 Post Exit - C&I Participants	1,981	2,257	87.77%	2.02%	P+	109.37%
Credential Rate - C&I Participants	90	110	81.82%	0.48%	P+	116.72%
Claimant Reemployment within 10 Weeks	2,298	3,674	62.55%	-9.44%	MP	104.51%
# of Employers Receiving Workforce Assistance	2,349	1	2,349	13.20%	MP	100.64%
Choices Full Engagement Rate	5	29	15.37%	1055.6..	P- at P: 30.74%	
Avg # Children Served Per Day - Combined	228,276	107	2,133	-3.05%	P- at P: 3	94.30%

Filters keep the values: Rural Capital, February 2022, and YTD for % Current Target for Board Contracted Measures.  
Columns include: Measure Name, Numerator, Denominator, Rate, OTY Change, % Current Target and indicators for Status and Number of months at negative performance.

## Programs and Business Services

January - March 2022



# Workshops/Center Visits

January – March 2022

Workshops  
Offered



139

Workshops  
Attendance



401

Attendance  
Rate



74.38%

Total Visits  
to our Centers



4244

New Visitors  
to the Centers



312



Utilize the  
Resource Room



1853



**Workforce Solutions  
Rural Capital Area**

**Workforce Performance**

**Equus Workforce Services  
April 2022**

**Roberto Pérez Jr.  
Project Director**

### % Current Target for Board Contracted Measures

Measure Name	Nume..	Denom..	Rate	OTY Change	
Employed Q2 Post Exit – Adult (DOL)	49	59	83.05%	8.89%	MP 108.56%
Employed Q4 Post Exit – Adult (DOL)	48	65	73.85%	-6.15%	MP 101.72%
Median Earnings Q2 Post Exit – Adult (DOL)	N/A	48	\$10,496	45.76%	P+ 172.06%
Credentiaial Rate – Adult (DOL)	37	38	97.40%	1.78%	P+ 117.78%
Measurable Skills Gains – Adult (DOL)	14	27	51.90%	-10.67%	P- at P-: 0 78.40%
Employed Q2 Post Exit – DW (DOL)	26	35	74.29%	-4.49%	MP 98.66%
Employed Q4 Post Exit – DW (DOL)	16	25	64.00%	-21.35%	P- at P-: 2 82.26%
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Credentiaial Rate – DW (DOL)	10	13	76.90%	-14.56%	P- at P-: 1 87.89%
Measurable Skills Gains – DW (DOL)	32	54	59.30%	-30.81%	P- at P-: 0 84.71%
Employed/Enrolled Q2 Post Exit – Youth (DOL)	26	38	68.42%	-11.62%	P- at P-: 2 89.09%
Employed/Enrolled Q4 Post Exit – Youth (DOL)	29	39	74.36%	-8.48%	MP 103.13%
Median Earnings Q2 Post Exit – Youth (DOL)	N/A	26	\$5,833	15.50%	P+ 176.77%
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Measurable Skills Gains – Youth (DOL)	33	50	66.00%	51.38%	P+ 132.00%
Employed/Enrolled Q2 Post Exit – C&T Participants	4,022	7,160	56.17%	-16.53%	P- at P-: 2 88.74%
Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	1,981	2,257	87.77%	2.02%	P+ 109.37%
Credentiaial Rate – C&T Participants	90	110	81.82%	0.48%	P+ 116.72%
Claimant Reemployment within 10 Weeks	2,298	3,674	62.55%	-9.44%	MP 104.51%
# of Employers Receiving Workforce Assistance	2,349	1	2,349	13.20%	MP 100.64%
Choices Full Engagement Rate	5	29	15.37%	1055.6..	P- at P30.74%
Avg # Children Served Per Day – Combined	228,276	107	2,133	-3.05%	P- at P-: 3 94.30%
					0.00% 40.00% 80.00% 120.00% 160.00%

Filters keep the values: Rural Capital, February 2022, and YTD for % Current Target for Board Contracted Measures.

Columns include: Measure Name, Numerator, Denominator, Rate, OTY Change, % Current Target and Indicators for Status and Number of months at negative performance.

# AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

**FINAL RELEASE**  
As Originally Published 4/1/2022  
**FEBRUARY 2022 REPORT**

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

Board	WIOA Outcome Measures											
	Adult						DW					
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit
Youth												
	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Measurable Skills Gains (YTD-Only)
Alamo	88.30%	102.17%	109.62%	91.33%	75.04%	89.09%	90.06%	120.71%	113.98%	118.64%	97.43%	102.52%
Borger	121.70%	108.77%	193.85%	108.60%	137.44%	102.04%	92.88%	140.18%	110.21%	105.24%	117.81%	116.29%
Brazos Valley	115.64%	102.04%	102.64%	109.17%	121.61%	83.64%	69.60%	93.05%	123.00%	86.92%	86.52%	69.35%
Cameron	106.60%	110.14%	126.78%	116.93%	93.96%	106.07%	106.81%	150.08%	119.47%	124.33%	107.53%	121.86%
Capital Area	56.06%	106.08%	203.92%	86.34%	92.30%	96.82%	120.89%	139.07%	104.70%	104.33%	110.00%	97.97%
Central Texas	103.36%	85.03%	176.87%	104.47%	86.71%	85.50%	79.17%	123.55%	75.48%	92.75%	73.91%	116.14%
Coastal Bend	94.36%	85.24%	133.47%	94.50%	96.37%	106.71%	89.56%	88.02%	103.86%	120.36%	101.85%	101.71%
Concho Valley	113.87%	94.72%	130.32%	85.02%	119.50%	103.60%	122.10%	203.60%	85.71%	102.00%	130.21%	78.99%
Dallas	83.29%	79.90%	105.56%	113.01%	110.96%	79.76%	92.96%	104.03%	120.00%	124.83%	95.93%	103.34%
Deep East	106.33%	93.40%	104.19%	123.19%	101.51%	104.65%	77.88%	177.34%	116.28%	84.74%	94.28%	107.88%
East Texas	92.59%	104.12%	118.72%	108.84%	101.21%	94.76%	96.65%	166.70%	86.51%	106.81%	94.40%	99.62%
Golden Crescent	112.09%	89.41%	139.33%	104.02%	98.96%	93.69%	88.16%	168.05%	102.00%	157.50%	52.08%	110.96%
Gulf Coast	92.13%	86.74%	122.77%	93.88%	112.24%	94.80%	91.08%	122.18%	78.86%	120.89%	99.43%	101.45%
Heart of Texas	119.83%	93.13%	228.23%	114.27%	153.83%	108.84%	73.08%	172.91%	114.29%	119.11%	133.19%	92.94%
Lower Rio	111.32%	97.32%	97.83%	103.02%	100.00%	85.52%	123.00%	138.16%	117.23%	113.34%	91.62%	93.58%
Middle Rio	118.84%	94.61%	97.03%	76.75%	92.32%	116.55%	121.80%	278.07%	142.86%	119.11%	86.81%	94.79%
North Central	83.32%	81.00%	100.86%	104.59%	92.93%	91.89%	76.86%	110.95%	108.71%	70.70%	102.59%	95.73%
North East	115.16%	100.94%	153.86%	91.90%	112.54%	115.68%	94.61%	109.50%	95.29%	156.61%	113.93%	115.27%
North Texas	101.67%	130.38%	154.01%	60.46%	96.98%	103.60%	0.00%	150.01%	142.86%	146.07%	138.89%	142.86%
Panhandle	96.54%	112.81%	156.66%	116.78%	101.14%	104.40%	81.21%	140.15%	114.29%	114.29%	104.17%	130.03%
Permian Basin	109.65%	107.00%	134.99%	103.98%	92.93%	96.57%	77.88%	187.48%	101.49%	99.85%	100.16%	79.25%
Rural Capital	108.56%	101.72%	172.06%	117.78%	78.40%	98.66%	82.26%	132.71%	87.89%	84.71%	89.09%	103.13%
South Plains	123.19%	95.61%	105.01%	93.21%	101.06%	116.55%	121.80%	145.93%	114.29%	119.00%	130.21%	106.69%
South Texas	131.20%	94.82%	82.99%	120.92%	97.43%	124.07%	133.51%	108.81%	114.29%	107.14%	104.17%	109.81%
Southeast	65.95%	102.32%	116.20%	126.61%	122.37%	81.63%	129.20%	105.90%	57.14%	102.00%	87.59%	94.54%
Tarrant	93.47%	95.65%	133.89%	102.48%	99.31%	95.74%	104.36%	121.77%	97.64%	112.62%	110.77%	96.98%
Texoma	100.55%	119.04%	171.28%	107.05%	73.70%	97.12%	121.80%	105.36%	114.29%	59.57%	116.91%	97.09%
West Central	130.72%	100.66%	156.08%	133.79%	100.57%	110.72%	106.58%	157.59%	114.29%	123.88%	127.17%	93.77%
+P	11	4	19	9	8	5	8	21	15	15	9	7
MP	12	18	8	15	16	17	9	6	7	8	13	18
-P	5	6	1	4	4	6	11	1	6	5	6	3
% MP & +P	82%	79%	96%	86%	86%	79%	61%	96%	79%	82%	79%	89%
From	7/20	1/20	7/20	1/20	7/21	7/20	1/20	7/20	1/20	7/21	7/20	1/20
To	12/20	6/20	12/20	6/20	2/22	12/20	6/20	12/20	6/20	2/22	12/20	6/20



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

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

Board	WIOA Outcome Measures (cont.)				Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants				Claimant ReEmployment within 10 Weeks	Employers Receiving Workforce Assistance	Choices Full Engagement Rate	Average # Children Served Per Day-Combined	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Exit	Credentialed Rate									
Alamo	91.72%	104.15%	63.40%		103.30%	106.60%	82.58%	106.26%	8	8	6	73%
Borderplex	97.25%	102.87%	103.17%		100.61%	96.22%	69.68%	76.60%	7	12	3	86%
Brazos Valley	97.44%	104.15%	114.12%		105.99%	96.03%	105.22%	104.10%	8	8	5	76%
Cameron	94.03%	95.04%	121.47%		104.09%	102.25%	56.94%	104.34%	11	9	2	91%
Capital Area	81.26%	105.53%	95.65%		104.37%	100.05%	45.04%	103.06%	5	11	6	73%
Central Texas	92.76%	102.24%	112.84%		102.81%	108.21%	79.96%	85.68%	6	6	10	55%
Coastal Bend	90.35%	102.11%	79.97%		103.90%	106.44%	41.54%	100.92%	3	11	8	64%
Concho Valley	97.88%	105.18%	85.59%		120.14%	108.47%	116.28%	101.63%	13	5	4	82%
Dallas	91.74%	101.82%	114.02%		102.35%	111.09%	76.20%	106.25%	8	9	5	77%
Deep East	95.40%	99.35%	114.12%		103.07%	97.28%	71.04%	96.17%	6	12	4	82%
East Texas	86.95%	97.94%	97.00%		109.22%	107.14%	58.80%	84.00%	7	11	4	82%
Golden Crescent	102.51%	106.58%	106.99%		103.46%	101.75%	44.30%	96.48%	7	8	7	68%
Gulf Coast	88.09%	99.98%	85.68%		99.82%	75.45%	53.30%	109.71%	8	8	6	73%
Heart of Texas	99.87%	107.99%	80.63%		110.24%	107.64%	43.90%	96.14%	12	5	5	77%
Lower Rio	91.93%	93.26%	105.61%		105.24%	108.86%	80.12%	115.43%	12	6	4	82%
Middle Rio	89.56%	83.53%	93.47%		93.38%	102.59%	66.06%	113.28%	10	5	7	68%
North Central	90.79%	103.61%	99.77%		101.27%	107.52%	55.80%	76.46%	5	10	7	68%
North East	97.73%	101.77%	108.00%		98.88%	99.90%	45.96%	92.57%	10	9	3	86%
North Texas	104.72%	109.43%	123.20%		108.47%	109.07%	42.54%	112.89%	14	4	4	82%
Panhandle	95.59%	105.91%	128.90%		118.27%	113.73%	105.98%	100.31%	14	7	1	95%
Permian Basin	92.67%	100.60%	97.42%		101.16%	107.53%	29.00%	93.00%	4	12	6	73%
Rural Capital	88.74%	109.37%	116.72%		104.51%	100.64%	30.74%	94.30%	8	6	8	64%
South Plains	96.35%	103.07%	102.28%		122.56%	93.38%	49.34%	97.31%	9	10	3	86%
South Texas	93.67%	92.41%	142.65%		100.10%	108.03%	102.34%	120.55%	11	8	3	86%
Southeast	92.46%	100.83%	97.26%		108.10%	99.84%	72.38%	101.58%	7	9	6	73%
Tarrant	91.52%	104.49%	102.30%		103.07%	106.00%	44.70%	82.64%	8	11	3	86%
Texoma	97.16%	110.02%	118.87%		100.27%	101.96%	50.56%	103.02%	8	11	3	86%
West Central	91.93%	100.80%	123.64%		105.96%	102.05%	67.34%	102.73%	12	7	3	86%
+P	0	8	14		10	14	3	7				241
MP	11	17	8		17	12	1	13				238
-P	17	3	6		1	2	24	8				136
% MP & +P	39%	89%	79%		96%	93%	14%	71%				78%
From	7/20	1/20	6/20		7/21	10/21	10/21	10/21				From
To	12/20	6/20	6/20		11/21	2/22	2/22	2/22				To

% Current Target for Board Contracted Measures									
Measure Name	Nume..	Deno..	Rate	OTY Change					
Employed Q2 Post Exit – Adult (DOL)	49	59	83.05%	8.89%	MP	108.56%			
Employed Q4 Post Exit – Adult (DOL)	48	65	73.85%	-6.15%	MP	101.72%			
Median Earnings Q2 Post Exit – Adult (DOL)	N/A	48	\$10,496	45.76%	P+	172.06%			
Credential Rate – Adult (DOL)	37	38	97.40%	1.78%	P+	117.78%			
Measurable Skills Gains – Adult (DOL)	14	27	51.90%	-10.67%	P- at P-: 0	78.40%			
Employed Q2 Post Exit – DW (DOL)	26	35	74.29%	-4.49%	MP	98.66%			
Employed Q4 Post Exit – DW (DOL)	16	25	64.00%	-21.35%	P- at P-: 2	82.26%			
Median Earnings Q2 Post Exit – DW (DOL)	N/A	24	\$11,413	57.39%	P+	132.71%			
Credential Rate – DW (DOL)	10	13	76.90%	-14.56%	P- at P-: 1	87.89%			
Measurable Skills Gains – DW (DOL)	32	54	59.30%	-30.81%	P- at P-: 0	84.71%			
Employed/Enrolled Q2 Post Exit – Youth (DOL)	26	38	68.42%	-11.62%	P- at P-: 2	89.09%			
Employed/Enrolled Q4 Post Exit – Youth (DOL)	29	39	74.36%	-8.48%	MP	103.13%			
Median Earnings Q2 Post Exit – Youth (DOL)	N/A	26	\$5,833	15.50%	P+	176.77%			
Credential Rate – Youth (DOL)	23	28	82.10%	-4.20%	P+	131.36%			
Measurable Skills Gains – Youth (DOL)	33	50	66.00%	51.38%	P+	132.00%			
Employed/Enrolled Q2 Post Exit – C&T Participants	4,022	7,160	56.17%	-16.53%	P- at P-: 2	88.74%			
Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	1,981	2,257	87.77%	2.02%	P+	109.37%			
Credential Rate – C&T Participants	90	110	81.82%	0.48%	P+	116.72%			
Claimant Reemployment within 10 Weeks	2,298	3,674	62.55%	-9.44%	MP	104.51%			
# of Employers Receiving Workforce Assistance	2,349	1	2,349	13.20%	MP	100.64%			
Choices Full Engagement Rate	5	29	15.37%	1055.6..	P- at P-: 3	30.74%			
Avg # Children Served Per Day – Combined	228,276	107	2,133	-3.05%	P- at P-: 3	94.30%			
					0.00%	40.00%	80.00%	120.00%	160.00%
Filters keep the values: Rural Capital, February 2022, and YTD for % Current Target for Board Contracted Measures. Columns include: Measure Name, Numerator, Denominator, Rate, OTY Change, % Current Target and Indicators for Status and Number of months at negative 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.

### Number 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.

<b>Employed/Enrolled Q2 Post Exit All Participants</b>	<b>Employed/Enrolled Q4 Post Exit All Participants</b>	<b>Median Earnings Q2 Post Exit All Participants</b>
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 2 <sup>nd</sup> calendar quarter after they exited from the any program.	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	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 August.	The time frame is for customers exited from January through December.	The time frame is for customers exited from July through August.

#### **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 August.

#### **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.

#### **Median Earnings Q2 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 September.

#### **Choices Full Work Rate – All Family Total**

This performance measure consists of TANF recipients who are mandatory to participate in the Choices

participating their required minimal hours (depending on their status.... 20 or 30 hours per week) in one of the following activities:

- Unsubsidized Employment – Full- or part-time employment for a Choices customer even if they already have the job.
- Subsidized Employment – Full- or part-time employment in either the private or public sector that is subsidized in full or in part with wages of at least federal or state minimum wage, whichever is higher.
- On-the Job Training – Employee training at the place of work while he or she is doing the actual job.
- Occupational/Vocational Training – Training conducted in an institutional setting that provides specific technical skills and knowledge required for a specific job or group of jobs and results in the attainment of a certificate.
- Community Service – Community service (with nonprofit organizations)
- Entrepreneurial Training – Training that assists job seekers to achieve their goals for economic self-sufficiency by providing information on starting and running their own businesses.
- GED – For job seekers without a high school diploma or GED credential who are attending GED classes as a training service conducted in an institutional setting designed to enable an individual to pass a GED exam.
- Basic Educational Skills/**ABE** (remedial education)– Training designed to enhance the employability of the job seeker by upgrading basic skills.
- ESL – Training activities designed to enhance the English-speaking ability of nonnative speakers.
- Work-based Literacy – Work-based (tied to employment) literacy component (ABE, ESL, Workforce Adult Literacy).
- Other Work Experience Opportunities
- High School – For teen heads of household and adults without high school diploma or GED credential, who are attending high school.



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# Child Care

## **Workforce Solutions Rural Capital Area Workforce Development Board Meeting April 20, 2022**

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### Children in Care FY 2022

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<u>Fund Type</u>	<u>March 2022</u>	<u>%</u>
CPS Clients	295	11
Mandatory <small>(Choices, Former CPS, TANF)</small>	92	4
Income Eligible	2,247	85
Totals	2,634	100
Service Industry Recovery	416	
National Dislocated Worker	5	

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County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	775,869.90	9.95	12.00
Blanco	39,344.11	0.50	1.00
Burnet	397,081.25	5.24	7.00
Caldwell	348,902.43	4.42	7.00
Fayette	134,795.17	1.70	2.00
Hays	1,530,735.59	19.56	23.00
Lee	99,647.88	1.28	2.00
Llano	110,835.36	1.46	2.00
Williamson	4,387,925.55	55.88	43.00
Total	7,825,137.34	100.00	100.00

## Child Care Funds Expended by County thru March 2022

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County	Providers	TRSP	Relative
Bastrop	30	6	0
Blanco	3	1	0
Burnet	14	5	0
Caldwell	10	3	0
Fayette	4	2	0
Hays	56	25	2
Lee	6	1	0
Llano	5	1	0
Williamson	185	33	4
Total RCA	314	77	6
Outside Nine County	140	71	0
Total	454	148	6

## Child Care Providers

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COUNTY	CHILDREN
Bastrop	158
Blanco	9
Burnet	75
Caldwell	78
Fayette	33
Hays	414
Lee	23
Llano	24
Williamson	765
Total	1,579

## Children on Waitlist as of 4/15/2022

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## Child Care State Performance Measure

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### FY2022 Target 2,262

- February 2022– 94.3%



## Child Care

Child Care Funds Expended by County  
March 2022

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	775,869.90	9.95	12.00
Blanco	39,344.11	0.50	1.00
Burnet	397,081.25	5.24	7.00
Caldwell	348,902.43	4.42	7.00
Fayette	134,795.17	1.70	2.00
Hays	1,530,735.59	19.56	23.00
Lee	99,647.88	1.28	2.00
Llano	110,835.36	1.46	2.00
Williamson	4,387,925.55	55.88	43.00
<b>Total</b>	<b>7,825,137.34</b>	<b>100.00</b>	<b>100.00</b>

### Children In Care March 2022

CPS	295	11%
Mandatory	92	4%
Income Eligible	2,247	85%
Totals	2,635	100%

SIR 416 NDW 5

### Children on Waitlist as of 4/15/2022

County	Children
Bastrop	158
Blanco	9
Burnet	75
Caldwell	78
Fayette	33
Hays	414
Lee	23
Llano	24
Williamson	795
<b>Total</b>	<b>1,579</b>



## Child Care Providers

County	Providers	TRSP	Relative
Bastrop	30	6	0
Blanco	3	1	0
Burnet	14	5	0
Caldwell	10	3	0
Fayette	4	2	0
Hays	56	25	2
Lee	6	1	0
Llano	5	1	0
Williamson	185	33	4
Total RCA	314	76	6
Outside Nine County	140	71	0
<b>Total</b>	<b>454</b>	<b>148</b>	<b>6</b>

**FY2022 Target 2,262**

February 2022 94.30%