

#### **Board Meeting**

March 4, 2021

#### **Briefing Materials**

Workforce Center of Hays County 4794 Transportation Way Bldg 5, Suite 500 San Marcos, Texas 78666



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WORKFORCE SOLUTIONS RURAL CAPITAL AREA BOARD OF DIRECTORS REGULAR MEETING

Wednesday, March 4, 2021 Via Zoom

Register in advance for this webinar at:

https://zoom.us/webinar/register/WN xD I50MqQ9-zsW9hQYIewA

#### AGENDA

#### Meeting Begins at 12:30 PM

- 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 December 16, 2020 Regular Meeting
  - b. Adopt continuation of COVID-19 Policy
- 5) Executive Committee/Chair's Report Frank Leonardis, Chair
  - a. \*Consider approval of the State Required WIOA 2021-2024 Strategic Plan
  - b. \*Consider approval of the revised Budget to add additional funds
- 6) Business Education Services Committee Report Debbie Burkhard, Chair
- 7) Community Awareness Committee Report Camille Clay, Chair
- 8) Governance Finance Committee Report Vacant, Chair & Rene Flores, Treasurer
- 9) Untapped Populations Committee Report Cassandra Moya, Chair
- 10) Chief Executive Officer's Report Paul Fletcher, Chief Executive Officer
- 11) Performance Reports
  - Child Care Sandy Anderson, Director of Child Care Services
  - Workforce Center Management– Mike Crane, Project Director
- 12) Workforce Board Announcements Board at Large (what's happening in your area) Submit your announcements to the Board Secretary prior to the meeting
- 13) New Business
- 14) Consider date, time, and location of next Regular or Special Board Meeting
- 15) 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.



#### MEETING HELD ON DECEMBER 16, 2020

Virtual Webinar - Via Zoom

## Board Meeting Minutes

#### Call to Order - Frank Leonardis

#### **Roll Call – Alfonso Sifuentes**

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

22 members present at roll call. Quorum established.

#### AGENDA ITEM #2

#### **Public Comment Period**

There were no comments made by the public.

**Frank Leonardis** introduced our new Board Members and thanked them for joining the Board. **Denice Harlan**, with the Giddings Area Chamber of Commerce in Lee County and **Scott Staton**, with TD Industries in Williamson County.

#### AGENDA ITEM #3

#### TIP Strategies for Workforce Plan – Caroline Alexander & Tom Stellman

#### **Caroline Alexander** presented the following:

- TIP Strategies was founded in 1995 and works with organizations across the country Stakeholder Engagement
  - Survey sent to job seekers and employers to identify biggest challenges
  - Held county workshops to understand resources, players, initiatives, and ideas specific to each county
  - Topic-specific focus groups discussed ideas to address common issues and structural barriers
  - Strategy development to address common agenda and engage other partners
- Key Findings of 128 Employers and Job Seekers
  - Shortage of workers with the technical or hard skills needed
  - Need more people with technical skills instead of a 4-year degree
  - The younger generation of workers lack basic employability skills
  - Housing is very expensive in comparison to the wages earned

- There are not enough jobs that pay high enough wages to only have 1 job
- Not enough affordable, quality childcare
- System Observations
  - Great and innovative things are happening, but no formal mechanisms for knowledge sharing
  - Vast difference in capacity to implement strategies
  - Appetite to tackle problems but need direction and support
  - Retirement exposure is high in some counties
  - As much as 20.1% of people are working without a high school diploma in some counties with 27% of high school graduates going directly into the workforce
- Key Aspects of the Mission and Vision
  - Employer driven
  - Goal of becoming self-sufficient
- Strategic Framework
  - Collaborate on solutions for structural barriers
  - Enhance the employer-led and demand driven system
  - Create pathways to self-sufficient employment and career advancement
- M Implementation
  - Utilize current committee structure
  - Measure progress and impact

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

**Brian Hernandez** shared an employer testimonial from Nate Duke, HR Director of Kalahari, and two job seekers utilizing our programs.

#### AGENDA ITEM #5

#### **Consent Agenda – Frank Leonardis**

#### Adopt Minutes from the October 21, 2020 regular Board of Directors' meeting

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

#### **Consider continuation of the COVID-19 Policy**

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

#### **Executive Committee Chair's Report – Frank Leonardis**

**Frank Leonardis** stated that the Executive Committee met on December 9, 2020 and reviewed the TIP Strategies of the Plan. Changes considered and approved regarding benefits and the CEO contract.

Also wanted to thank everyone for their work on the committees.

#### AGENDA ITEM #7

#### **Business Education Services Committee Chair's Report – Debbie Burkhard**

**Ms. Burkhard** stated that the Business Education Services Committee met on November 17, 2020 and discussed:

- How to reach the untapped population and promote available training initiatives
- What platforms are being used
- Different ideas for advertising and promotion
- Flyers printed and distributed to food banks regarding our services
- Finding better ways to serve the community

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

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

**Hector Aguilar** stated that the Community Awareness Committee met on November 18, 2020 and discussed:

- How to get the message out to the community
- Chris Caballero spoke about programs and activities regarding the WIOA Youth Program which hosted 47 events/presentations in 2020
- Hiring Red, White, and You for veterans, and how to multiply our efforts with our other partners

The next meeting has been scheduled for January 20, 2021.

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

#### **Governance Finance Committee Chair's Report - Rene Flores**

**Rene Flores** stated that the Governance Finance Committee met on December 9, 2020 and discussed financials. Expenses are in line but a little light due to COVID. Tracking 6.58% year to date. In the future will see an amended budget going forward with increased funding.

#### **Untapped Populations Committee Chair's Report - Cassandra Moya**

**Diane Tackett** stated that the Untapped Populations Committee met on November 9, 2020, and discussed:

- Changes to procedures due to COVID
- Update on reconvened Tri-Agency Leadership Council
- Overview of the Youth Advisory Council
- Increase awareness with businesses on recruiting untapped populations
- Identified the Texas Hire Ability recognition program

The next committee meeting is scheduled for January 11, 2021.

#### AGENDA ITEM #11

#### **Chief Executive Officer's Report – Paul Fletcher**

**Paul Fletcher** stated that we instituted curbside service delivery at our workforce centers in July and in person by appointment services in August. Staff are back in the centers, but mostly serve customers online. Have been taking appropriate precautions and fortunate that no one has gotten sick. Should see increased activity in our centers in January.

As a new administration works on the transition, we are watching closely to see what happens at the Department of Labor and Health and Human Services. This is where most of our funding originates.

We are also planning to support TAWB and other boards as we get closer to the state legislative session in January. We anticipate some questions of the workforce system regarding what we do and to justify funds we receive.

In child care a lot of time has been dedicated to planning and adapting to the changes in funding that we experienced for the child care system. Hopefully, funding for child care will stay with each of the workforce boards moving forward.

We have applied jointly with Capital Area for an HB1 visa grant and also for a separate HB1 grant on our own. The joint application is to increase the number of trainees in IT and advanced manufacturing with 5.5 million in funding. The other is for Rural Health care with 1.5 million in funding. We should hear back on both of those opportunities around mid-January.

We have been in several news stories in the last few months regarding our work with employers, job seekers, and child care. We have much more visibility during COVID and we want to maintain that visibility. The addition of Tesla to our area has generated a lot of interest in manufacturing.

We will be offering New Board Member Orientation starting next year on a regular basis for anyone who would like to attend.

Board members, staff, and contractor staff have done a tremendous job through this entire pandemic. A clear message has been sent about who we are and what we do.

#### AGENDA ITEM #12

#### **Performance Reports**

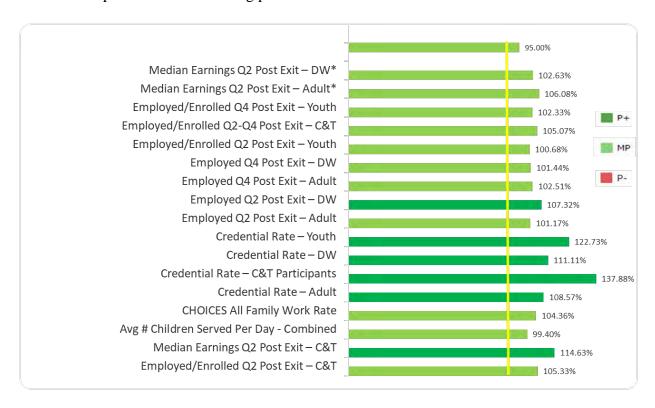
#### Child Care Status Report - Sandy Anderson, Baker Ripley

Sandy Anderson presented the following:

- Children in care by fund type equals 2,676
- Total funds expended by all counties is \$1,797,633
- Total CCS Providers equals 406 with 137 being Texas Rising Star Providers
- Total number of children on the waitlist for all counties is 1,654
- Performance Measure FY 2020 has a target of 2,265 and is at 92.94%

#### Workforce Center Management - Mike Crane, Equus

**Mike Crane** presented the following performance.



#### **Workforce Board Announcements**

There were no announcements.

#### AGENDA ITEM #14

#### **New Business**

No new business to report.

**Frank Leonardis** thanked Board members for their leadership, staff for their flexibility and contractor staff for their hard work, which is recognized and appreciated.

#### **AGENDA ITEM #15**

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

The next regular meeting is scheduled for February 17, 2021.

#### AGENDA ITEM #16

#### Adjourn

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



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.

This policy will be in effect until the next Board meeting on March 4, 2021.

#### FY 2020-2021 FINANCIAL REPORT

Budget for October 1, 2020 - September 30, 2021				
•	FY20/21			
Approved Budget	29,058,934			
Revised Annual Budget (pending Board Approval)	32,597,726			
Change in Budget	3,538,792			
		2021 Proposed		Foot-
	2021 Budget	Revised Budget	Difference	notes
MANAGEMENT SERVICES (Board Operations, Staff, Outreach, Financial Services)	4 400 004 1	4 400 004		
Salaries & Benefits	1,489,334	1,489,334		1
Operating Expenses	361,863	361,863	-	
Board Facilities	195,000	195,000	-	
Total Management Services	2,046,197	2,046,197		
INFRASTRUCTURE SERVICES (Rent, Phone, Utilities, Maintenance, Supplies)				
Workforce Infrastructure	1,429,105	1,644,243	215,138	1
Child Care Infrastructure	285,967	289,701	3,734	$\perp$
Total Infrastructure Services	1,715,072	1,933,944	218,872	1
TOTAL OPERATING BUDGET	3,761,269	3,980,141	218,872	
CONTRACTED SERVICES	-, -,	-,,	-,-	
Workforce Centers - ResCare	4,555,177	4,913,922	358.745	
Child Care - Baker-Ripley	2,867,400	2,867,400	358,745	
Total Contracted Services	7,422,577	7,781,322	358,745	2
Total Contracted Services	1,422,511	1,101,322	330,743	Z
CUSTOMER SERVICES (Direct Care, Training, Support Services Only)	_ <del>_</del>			
Workforce Training/Support Activities - ResCare	1,799,929	2,145,484	345,555	
Direct Care - Child Care - Baker-Ripley	16,075,159	17,968,690	1,893,531	
Total Customer Services	17,875,088	20,114,173	2,239,085	3
Small Contracts - Local Initiatives *****	345,253	722,089	376,836	4
TOTAL PROGRAM BUDGET	25,642,918	28,617,585	2,974,667	
TOTAL ANNUAL BUDGET	29,404,187	32,597,726	3,193,539	5
MANAGEMENT TO TOTAL BUDGET RATIO	6.96%	6.28%		
Small Contracts - Local Initiatives *****				
Workforce Alternative Funds		100,743		
Entrepreneur Bootcamp		28,746		
Workforce Career Initiatives		82,431		
SEAL Program		396,000		
Paths		90,000		
Potential Reserve from Navigator		24,169		
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Budget Revision Footnotes				1
	1			

Budget Revision Footnotes	
	The initial budget of \$1,715,072 was based on prior expenses but not all expenditures were recorded at the time the initial budget was created. Final reconcilitation determined higher expenditures in some GL items. There was an increase in rent for two facilities that was not originally included of approximately \$26,436; COVID supplies of \$8,396; equipment of \$36,460; and network infrastructure of \$137,396 with the remaining adjustments being minor revisions.
	Contracted services increased due to additional funding added to NDW, RESEA, and ES. This additional funding increased customers needing served and therefore increased the number of front line staff needed in the Centers.
	Additional funding was added for NDW. Additional funding was added to 3 Child Care. Child Care UP Payments, CCQ Quality, etc.
	This budget item shows local initiatives amounts for special projects that are not already included in infrastructure, contracted services or customer services, above. This is the amount remaining that is devoted to individualized initiatives across many service providers.
	SEAL has been added to the revision, resulting in the majority of the revision, and smaller amounts adjusted out that were already accounted for 4 in infrastructure (TVLP, etc.)
	There was a formula error. The Approved Budget Total in cell B6, \$29,058,934, did not include B36 in the amount of \$345,253 even though B40, \$29,404,187, did correctly include B36.
	The 2021 Budget is provided as originally approved.

#### Business and Education Services Committee February 8, 2021 Minutes

#### Agenda

- I. Introductions/Roll Call
- II. Follow up about the distribution of flyers to the region
- III. Presentation by Joe Harper, the Executive Director of the SBDC, about small business needs throughout the region
- IV. Last thoughts, questions, feedback
- V. Adjourn

#### Attendees:

Joe Harper, Alfonso Sifuentes; Elva Zdeb, Debbie Burkhard, Linda Williamson, Nikki Stallings, Jeff Light, Paul Fletcher, Frank Leonardis

#### **Flyer Distribution:**

Update about the distribution of flyers to organizations with overlapping customer base. Went out to housing authorities, food banks, etc.. Flyers can continue to be distributed. If there are other drop off points that we need to consider, please feel free to share.

#### Presentation by Joe Harper -

- Restart/Rebuild focus with SBDC how can small businesses retool in response to Covid?
- Developing assessments & identify training series to serve the small businesses
  - o Money management, asset management
  - Supply chain, rebuilding, stabilizing supply chains

HR realignment important to supporting small business, because of the transitions that companies are going through

Potential for retraining employees, company resizing, enhancing the use of technology (improve productivity & communications)

Pandemic had us embrace the use of technology in a much quicker way

Choose technologies that we can use to upskill staff, rather then replace staff

#### Barriers to success for small business:

Access to capital a barrier to small business success,

Mental health issues in the workplace; the stress and depression of dealings with the context of the pandemic;

#### SBDC training programs are being released for business owners/leaders:

Training programs are being launched by the SBDC, including a restaurant series; Market validation, branding; going from brick and mortar to a virtual setting

#### https://sbdc.mccoy.txstate.edu/

SBDC could use support in distributing and making resources available to the entire rural chamber of membership; how can we reach the rural communities effectively with these resources?

IKEA grant a positive/HOME application – costly to run distributed/virtual business model; there is a lot of efficiency, but there is a cost.

What are the mental health issues that businesses are facing?

- High-anxiety, depression, worried about losing their business, how does this impact my employees?
- Inability to focus and strategize as a result
- A lot of need for empathy for leaders

Rapid testing at some chambers/ training requested from Governor Abbott with reporting requirements; we'll learn more about the training and who implements it

All of us are learning as we go, rather than receiving information up front. How can we approach this in a more effective way considering the circumstances?

How can we help the SBDC with more information about the skills needed by business?

#### Supporting the growth of companies with capital investment:

Companies not wanting to borrow money; early grants were unclear in their guidelines;

Community banks are not giving out loans, unless land is involved. Risk assessment models have changed. But access to capital is needed, equity partner, banking or lending community, or being bought out. Prime market for big companies to buy out small companies. Communities have to rally to support their small businesses.

Small businesses need cash flow, keep customers, and add them – the process for doing this is slow, but the expenses are increasing to run them.

#### **Next Steps:**

See how we can improve the flow of information from Chambers and small businesses to the SBDC

SBDC will continue to share out our resources that can serve rural community businesses, such as Skills for Small Business and the HOME grant.

WSRCA will look at how we can support the stakeholder landing page that can be promoted with the chambers to promote opportunities locally in rural areas.

Work with SBDC to create comprehensive workforce plans for small businesses as a unified and strategic effort

#### **Closing thoughts:**

Debbie Burkhard is going to move to the Community Awareness Committee. She's been an amazing thought leader on the Business-Education Committee.

Business-Education committee will be looking for a new Chair.

#### **Adjourned**



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www.workforcesolutionsrca.com

#### Workforce Solutions Rural Capital Area Community Awareness Committee

#### **Meeting Minutes**

Meeting Date/Time: January 20, 2021 | 12 p.m.

Meeting Location: Zoom (Video: https://youtu.be/vMq\_FJIr3qk)

Committee Members in Attendance: Hector Aguilar, Camille Clay, Woody Engebretson, Tracy Jackson,

Margaret Lindsey, Jennifer Tucker

Committee Members Absent: Carole Belver, Briley Mitchell, John Robison

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

- Community Awareness Committee Chair Camille Clay called the meeting to order.
- Roll Call Camille Clay: We had a quorum with six committee members attending.
- Public Comments Camille Clay: No comments were made.
- \*Consent Agenda Chair
  - o Adopt minutes of the November 18, 2020 Community Awareness Committee Meeting
    - ✓ Motion to approve
    - ✓ Seconded
    - ✓ Motion approved
- Information Sharing Camille Clay introduced guest speaker Chair/Guest Speaker: Jennifer Tucker, Committee member and Vice President of Workforce Advancement with Goodwill Central Texas, who provided insights on how our partners at Goodwill Central Texas develop and implement workforce programming to empower people to find, keep, and advance in their careers, and how the WSRCA Committee/Board can continue to support their efforts. Among the items discussed:
  - Profits from Goodwill Central Texas stores go directly to supporting their mission of "Transforming Generations by empowering people through education, career training, and work."
  - Goodwill Central Texas operates in 15 counties across Central Texas (All of WFS Capital Area & Rural Capital Area)
  - o Goodwill Central Texas serves 5 target populations:

- ➤ People lacking education
- ➤ People with criminal backgrounds
- Opportunity Youth
- > People with disabilities
- ➤ People who are homeless
- o Goodwill Central Texas believes that "Work and education are the only pathways out of poverty"
- o In 2019, Goodwill Central Texas:
  - Served: 11,838 people
  - ➤ Total Unique Intensively Served: 9,095
  - ➤ Total Placements: 3,226
- o Goodwill Central Texas Operates:
  - ➤ Goodwill Career & Technical Academy
    - Individuals Served: 267
    - Course Completion Rate: 89%
    - Credential Rate: 76%
    - ❖ Average Placement Wage: \$14.36
  - ➤ The Exploration Center
  - ➤ The Goodwill Excel Center: 863 graduates to date
  - ➤ Upward Program: 1,100 team members served in 2019
- o 70% of Goodwill Employees have a criminal background
- Information Discussion Camille Clay led the Committee to review discussion points and action items generated from the Committee workgroup to enhance outreach for the WSRCA Youth Services Team. Among the findings were:
  - o Program outreach is split between connecting with in-school vs. out-of-school youth
  - o The challenge is in boosting outreach to in-school youth amid pandemic
  - o Workgroup Recommendations:
    - ➤ Generate/Update contact list for stakeholders at each of the 30+ ISD's within the 9-county region
    - ➤ Connect Youth Services to members of the CTE Association and Regional Education Centers to help generate awareness of the program
    - ➤ Connect Youth Services to Chambers across the region to help generate awareness of the program with employers
    - Craft a Memorandum of Understanding about the Youth Services Program and share with advocates at each ISD
    - ➤ Host multiple information session webinars for youth prospects, ISD administrators and community members
    - ➤ Distribute collateral on the TWC Jobs Y'all campaign and WSRCA's Career Progression Lattices to advance awareness of resources and solutions available
    - There is a pre-graduation scramble among high school students looking for work and higher education options after graduation from March-May of each year. The Committee identified this as a great opportunity to connect with youth at a great time of need.

- Communications Report Camille Clay: The Committee Secretary/WSRCA Chief Storyteller Brian Hernandez discussed the following items:
  - o Welcome our Communications team member, Angela Maldonado, Multimedia Content Producer
  - o Review status of the development of the Board's 2020 Annual Report
  - o Review status of Strategic Plan outreach
  - o Review Sesame Street Foundation opportunity in partnership with Austin PBS
  - o Review outreach strategy for the Summer Earn & Learn (SEAL) Information Session Webinars
- New Business Camille Clay: The Committee Secretary/WSRCA Chief Storyteller Brian Hernandez relayed that WSRCA was awarded a \$2.5 million Rural Healthcare Initiative Grant:
  - o The RHI will serve communities in the Blanco, Burnet and Llano county areas with the goals of:
    - 1. Increasing the number of individuals in healthcare occupations.
    - 2. Alleviating healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations serving rural communities.
    - 3. Developing a coordinated approach to preparing a skilled healthcare workforce for rural area(s), through leveraging existing work in creating community workforce councils, engaging partners, and aligning workforce activities; and
    - 4. Identifying and incorporating new and emergent technologies into healthcare training including interactive simulations, personalized and virtual instruction, digital tutors, etc. into the training design (when appropriate).
  - We will begin to work with our partners at the DOL throughout the spring to finalize the project. We have a 7-9 month implementation planning phase that we will begin in early February and continue through September, with implementation targeted to begin October 2021.
  - o Partners include: Marble Falls Economic Development Council, Bluebonnet Trails Community Services, Hill Country Memorial, Central Texas College, Texas Tech University, Central Texas Allied Health Institute, Texas State University, Workforce Network Inc., Community Resource Centers of Texas and Community Action, Inc.
- Priorities for Board Staff Camille Clay: Board staff were asked to continue to provide the Committee with updates on active projects
- Next Committee Meeting Camille Clay: The next committee meeting is scheduled for Wednesday, March 24, 2021, from 12-2 p.m., on Zoom.
- Meeting Adjourned Camille Clay

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FY 2020-2021 FINANCIAL REPOR	т												
Budget for October 1, 2020 - December 31, 2021													
Approved Budget	FY20/21 29,058,934												
Proposed Annual Budget	32,597,726												
Funds Pending Board Budget Approval	3,538,792												
					FY 2021				Percent Variance of		Percent of	Percent of	Percent Variance of
	FY 2021				Y-T-D		Percent of	Percent of	Expended		Revised	Revised	Expended
	Actual		2021 Proposed		Budget	Foot-	Budget	Budget	from	Foot-	Budget	Budget	from
	Expense 10.1.20 - 12.31.20	2021 Budget	Revised Budget	Difference	Remaining	notes	Expended	Benchmark	Benchmark	notes	Expended	Benchmark	Benchmark
MANAGEMENT SERVICES (Board Operation Salaries & Benefits	ons, Staff, Outreach, F 378,812	inancial Services 1,489,334	1,489,334	0	1,110,522		25.44%	25.00%	-0.44%		25.44%	25.00%	-0.44%
Operating Expenses	100,282	361,863	361,863	0			27.71%	25.00%	-0.44%		27.71%	25.00%	-0.44%
Board Facilities	50,206	195,000	195,000	0	, -		25.75%	25.00%	-0.75%		25.75%	25.00%	-0.75%
Total Management Services	529,301	2,046,197	2,046,197	0	1,516,896		25.87%	25.00%	-0.87%		25.87%	25.00%	-0.87%
INFRASTRUCTURE SERVICES (Rent, Phone,	Utilities, Maintenanc	ce, Supplies)											
Workforce Infrastructure Child Care Infrastructure	442,819 65,307	1,429,105 285,967	1,644,243 289,701	215,138 3,734	986,286 220,660		30.99% 22.84%	25.00% 25.00%	-5.99% 2.16%		26.93% 22.54%	25.00% 25.00%	-1.93% 2.46%
Total Infrastructure Services	508,126	1,715,072	1,933,944		1,206,946		29.63%	25.00% 25.00%	-4.63%		26.27%	25.00% 25.00%	-1.27%
	1.007.407	2 754 252	2 222 444	240.072	. =		27.500/	25.000/	-2.58%		25.070/	25.000/	1.070/
TOTAL OPERATING BUDGET	1,037,427	3,761,269	3,980,141	218,872	2,723,842		27.58%	25.00%	-2.58%		26.07%	25.00%	-1.07%
CONTRACTED SERVICES													
Workforce Centers - Equus Child Care - Baker-Ripley	1,114,654 782,771	4,555,177 2,867,400	4,913,922 2,867,400	358,745	3,440,523 2,084,629		24.47% 27.30%	25.00% 25.00%	0.53% -2.30%		22.68% 27.30%	25.00% 25.00%	2.32%
Total Contracted Services	1,897,425	7,422,577	7,781,322	358,745	5,525,152		25.56%	25.00%	-0.56%		24.38%	25.00%	0.62%
CUSTOMED SEDVICES / Direct Care Trainin	a Support Sorvices O	nhu)											
Workforce Customer Services - Equus	256,747	1,799,929	2,145,484	345,555	1,543,182	1	14.26%	25.00%	10.74%	1	11.97%	25.00%	13.03%
Direct Care - Child Care - Baker-Ripley	4,639,640		17,968,690		11,435,519		28.86%	25.00%	-3.86%		25.82%	25.00%	-0.82%
Total Customer Services	4,896,387	17,875,088	20,114,173	2,239,085	12,978,701		27.39%	25.00%	-2.39%		24.34%	25.00%	0.66%
Small Contracts - Local Initiatives	30,642	345,253	722,089	376,836	314,611	2	8.88%	25.00%	16.12%	2	4.24%	25.00%	20.76%
TOTAL PROGRAM BUDGET	6,824,454	25,642,918	28,617,585	2,974,667	18,818,464		26.61%	25.00%	-1.61%		23.85%	25.00%	1.15%
TOTAL ANNUAL BUDGET	7,861,881	29,404,187	32,597,726	3,193,539	21,542,306		26.74%	25.00%	-1.74%		24.12%	25.00%	0.88%
				3,133,333	21,542,500		20.7470	25.0070	1.7470		24.1270	23.0070	0.0076
	6.73%	6.96%	6.28%										
MANAGEMENT TO TOTAL BUDGET RATIO		t Variance Footn	otes:										
	Expenditure to Budge	et variance rootii											
MANAGEMENT TO TOTAL BUDGET RATIO  7.861.881	Expenditure to Budge												
	Expenditure to Budge	1		enrollment into NE	DW and other upskill	ing.							
	Expenditure to Budge		Equus is ramping up		DW and other upskill		ot begin until la	ater in the yea	r.				

#### RCA Board

### Statement of Revenues and Expenditures - Unposted Transactions Included In Report From 12/1/2020 Through 12/31/2020

	Prior Year Actual	Current Period Actual	Current Year Actual	
Revenues				
Grant Revenue				
Workforce Investment Opportunity Act Funds	1,337,070.45	431,912.26	1,325,765.56	01
Child Care Funds	5,336,059.73	1,679,242.59	5,699,302.97	02
Temporary Assistance for Needy Families	411,681.91	131,010.20	377,827.03	03
Other Funding	354,765.12	148,489.11	463,593.01	04
Total Grant Revenue Program Income	7,439,577.21	2,390,654.16	7,866,488.57	
Workforce Investment Opportunity Act Funds	1,976.12	0.00	0.00	01
Child Care Funds	634.16	0.00	0.00	02
Temporary Assistance for Needy Families	684.22	0.00	0.00	03
Other Funding	1,049.22	0.22	0.65	04
Total Program Income	4,343.72	0.22	0.65	
Total Revenues	7,443,920.93	2,390,654.38	7,866,489.22	
Expenditures				
Workforce Investment Opportunity Act Funds	1,339,046.57	431,912.26	1,325,765.56	01
Child Care Funds	5,336,693.89	1,679,242.59	5,699,302.97	02
Temporary Assistance for Needy Families	412,366.13	131,010.20	377,827.03	03
Other Funding	362,321.89	152,268.52	459,873.51	04
Total Expenditures	7,450,428.48	2,394,433.57	7,862,769.07	
Variance	(6,507.55)	(3,779.19)	3,720.15	

#### **RCA Board**

#### Balance Sheet - Unposted Transactions Included In Report As of 12/31/2020

-	Prior Year	Current Period Change	Current Year
Assets			
Current Assets			
Cash			
Cash-Operating Fund	138,190.00	(240,816.73)	468,228.61
Cash-General Fund	52,750.55	0.22	25,606.25
Total Cash	190,940.55	(240,816.51)	493,834.86
Grant Receivable	-, -,,	(= , ,	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Grants Receivable	1,001,657.59	(629,744.73)	1,022,718.35
Contracts Receivable	152,883.33	(16,666.67)	8,333.33
Total Grant Receivable	1,154,540.92	(646,411.40)	1,031,051.68
Other Current Assets	, - ,-	(= =, =,	,,
Accounts Receivable	12,811.00	(8.95)	0.00
Prepaid Expense	138,535.40	13,623.16	198,286.63
Security Deposits	73,767.52	0.00	90,517.52
Gift Card Inventory	550.00	0.00	550.00
Total Other Current Assets	225,663.92	13,614.21	289,354.15
Total Current Assets	1,571,145.39	(873,613.70)	1,814,240.69
Property & Equipment			
Fixed Assets	2,865,885.49	0.00	2,865,885.49
Leasehold Improvements	42,077.72	0.00	42,077.72
Construction in Progress	105,656.86	0.00	105,656.86
Accumulated Depreciation	(2,042,828.24)	0.00	(2,042,828.24)
Total Property & Equipment	970,791.83	0.00	970,791.83
Total Assets	2,541,937.22	(873,613.70)	2,785,032.52
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable Control Acct	456,119.35	(424,464.41)	1,045,136.82
Grants Payable	(65,997.26)	0.00	(68,238.58)
Accounts Payable Accruals	755,844.35	(410,606.47)	228,197.50
Total Accounts Payable	1,145,966.44	(835,070.88)	1,205,095.74
Other Accrued Liabilities			
Fed Withholding Tax Payable	1,746.73	(2,931.91)	1,631.31
FICA Taxes Payable	3,320.88	(2,241.90)	601.90
SUI Taxes Payable	528.04	0.00	0.00
Health Insurance Payable	1,157.63	0.00	0.00
125 Plan Deductions Payable	3,667.56	(149.01)	1,078.53
401K Plan Deductions Payable	10,918.49	(5,410.87)	5,185.16
Salaries Payable	15,326.42	(24,029.94)	13,293.76
Payables-Other	74,365.59	0.00	(1,081.37)
Accrued Uncompensated Absences	32,174.78	0.00	32,174.78
Other Accrued Liabilities - Closing Account	36,071.69	0.00	11,173.43

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#### **RCA Board**

#### Balance Sheet - Unposted Transactions Included In Report As of 12/31/2020

	Prior Year	Current Period Change	Current Year
Total Other Accrued Liabilities	179,277.81	(34,763.63)	64,057.50
Total Current Liabilities	1,325,244.25	(869,834.51)	1,269,153.24
Total Liabilities	1,325,244.25	(869,834.51)	1,269,153.24
Net Assets			
Unrestricted			
Beginning Net Assets			
Fund Balance - Restricted	949,201.15	0.00	949,201.15
Fund Balance - Unrestricted	273,999.37	0.00	556,534.98
Total Beginning Net Assets	1,223,200.52	0.00	1,505,736.13
Total Unrestricted	1,223,200.52	0.00	1,505,736.13
Permanently Restricted			
Changes in Net Assets	(6,507.55)	(3,779.19)	3,720.15
Total Net Assets	1,216,692.97	(3,779.19)	1,509,456.28
Total Liabilities and Net Assets	2,541,937.22	(873,613.70)	2,785,032.52

Date: 2/10/21 06:50:35 AM Page: 2



701 E Whitestone Blvd, Suite 200 Cedar Park, Texas 78613 Phone: 512.244.7966

Fax: 855.326.3055

www.workforcesolutionsrca.com

## WORKFORCE SOLUTIONS RURAL CAPITAL AREA GOVERNANCE FINANCE COMMITTEE MEETING

Wednesday, February 10, 2021 at 2:00PM

Via Zoom Meeting ID 410 868 7538 Password: 173062 By Phone +1 346 248 7799 Password: 173062

#### AGENDA

Meeting Begins at 2:00 PM

Governance Finance Committee Chair—Vacant

• Call the meeting to order/roll call Frank called the meeting to order. Committee members present via ZOOM are:

Frank Leonardis Rene Flores Margaret Lindsey Tim Ols Eben Riggs

Not present: Jenna Thomas

Board Staff present: Paul Fletcher, Eugene Ratliff, Janie Kohl, Diane Tackett, Jenna Akridge, and Eric Stanfield.

#### • Financial Overview

Renee Flores discussed budget. Balance sheet discussed was updated from handout in packet and shared on screen for all to view. The original balance sheet showed an entry to contracts receivable that should have been charged to grants receivable. The revised balance sheet shows that transaction corrected to the appropriate category and the net result was not a change. Updated version will be made available at the board meeting on 2/17/21. After discussion, there were no questions.

Renee also discussed the current budget with new budget due to additional funds made available. Frank asked for motion and second to approve. No discussion was requested. Motion moved and

voted unanimous to approve. The approved budget was increased from \$29,404,187 to \$32,597,726 due to increased funding in Child Care and additional funding in NDW funding. The expenditures were mainly in the Onestop Contractor needing to hire more staff due to additional funding and expectations of more customers and direct customer expenditures in Support and Training.

Janie Kohl discussed Budget vs Actuals. All expenditures appear on track. No questions or discussion.

#### • Audit Status Timeline for the Year

Janie Kohl discussed timeline of Audit Status to all committee members. No discussion or comments were made.

- Review of **9.30.20 Aging of Accounts Payable balances** this week.
- Prepare the uncompensated absences adjustments for 6.30.20 and 9.30.20 this week.
- The grant receivable reconciliation to TWC close-outs this weekend.
- February 22<sup>nd</sup> 24th focus on final schedules (which also includes the SEFA).
- February 25<sup>th</sup> 27th is reserved for **fixed assets and statement of functional position.**
- February 28<sup>th</sup> Provide a complete expanded general ledger for auditors to sampling.

#### State Required WIOA 2021-2024 Strategic Plan -

https://workforcesolutionsrca.com/board/strategic-plan

Eugene Ratliff discussed the WIOA required plan, the purpose and generically went over each topic. This is a required plan from TWC that the Board must do every 4 years. Not questions or discussion.

#### • Committee Membership

Paul Fletcher commented on some Committee Members moving to different committees and the purpose behind each. This did not change the purpose or direction of committees, only the current members.

#### • Adding Information Technology Governance to this committee

Paul Fletcher discussed the emphasis TWC is placing on IT at each Board and how a more streamlined approach on Policies and Procedures is needed. Due to this, he wanted to add it to the oversight of the Governance and Finance Committee. WSRCA does have Policies and Procedures but will need to be more in line with the direction the State is headed and possibly detailed. The committee agreed.

• Schedule date/time for next committee meeting

April 14, 2021 ZOOM 2:00 pm

#### Adjourn

Frank adjourned meeting.

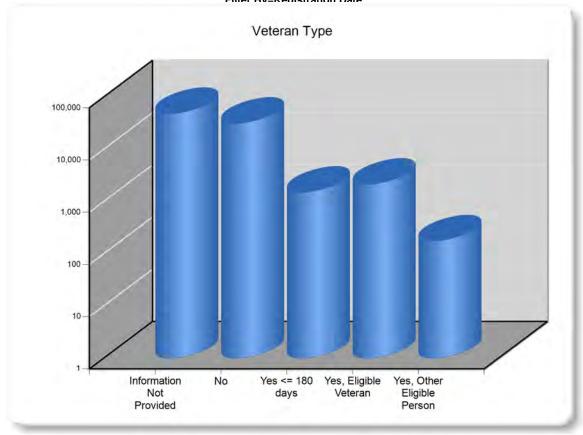
**NOTICE**: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services or persons who need assistance in having English translated into Spanish, should contact Gina Hyde, (512) 244-7966 (or Relay Texas 800-735-2989), at least two days before this meeting so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

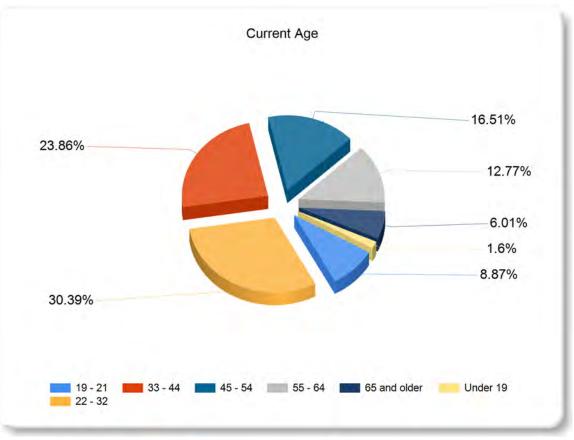
## **Untapped Populations**

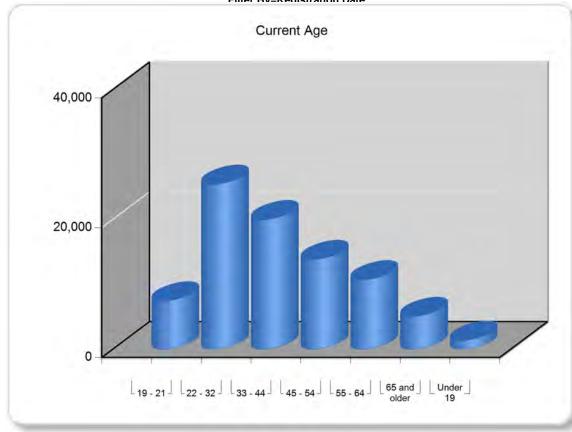
Locati	time 1/11/2021 2:: on Zoom: <u>https:/</u> ng ID: 990 4201 40	//zoom.us/j/99042014075	
Meeting called by  Type of meeting		Cassandra Moya Committee Meeting	Attendees: Frank Leonardis, Cassandra Moya, Sandra Dillett, Marco Cruz, Hector Aguilar, Scott Staton, Wood
• .	tator	Cassandra	Engebretson, Paul Fletcher, Diane Tackett Guests:
Note	taker	Diane	
Time	keeper	Diane	
Ager	nda Items		
Topic			
	Welcome		
	Annual Custome	ers Served Characteristics Rep	ort
		poard (see attachment.)	
	In the future, the	e team recommended the follo	wing:
	<ul><li>Compare</li><li>Data sha</li><li>Review r</li></ul>	e data over time to identify de	nrt of Tri-Agency Leadership initiative) ices
	additional inform	_	ACC looking into paid tv advertisements and identifying previous wage, job / training interest, skills / interests.
	Tri-Agency Lead	lership (Rural Capital Integrat	red Services Initiative) update
	Tri-Agency Lead	lership team met on 1/15/21 at	1 pm.
	_	WIT information like disabilind Adult Ed and Lit	ty or education to make sure those WIT applicants are being
		*	racy and Workforce Solutions to ensure those coming into referred to the appropriate program and tracking them.
	Youth Advisory	Council development	
	Student HireAbi	ility Navigator	
	Will provide the understanding of	, ,	tion of this position for the next meeting for a better

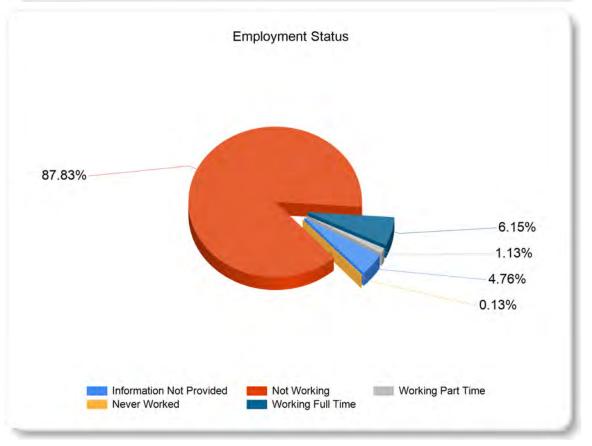
	Texas HireAbility recognition program <a href="https://twc.texas.gov/partners/texas-hireability">https://twc.texas.gov/partners/texas-hireability</a>
	This is an employer recognition program to raise awareness about the benefits of hiring individuals with disabilities and to highlight the contributions of people with disabilities to the workforce.
	In WSRCA, this awareness happens in October in conjunction with National Disability Employment Awareness Month (NDEAM) where WSRCA completed a weekly series of webinars which discussed the benefits of hiring people with disabilities, their contributions, and the resources available to business.
	Next steps:
	<ul> <li>Include an annual job fair in NDEAM / Texas HireAbility monthly activities</li> <li>Include the "We Hire Ability" employer recognition information</li> <li>Share the Guide to hiring people with disabilities with the community</li> </ul>
	This led to a conversation about business perspective on hiring individuals with disabilities and identifying priorities to accomplish in 2021.
	Scott identified success in the past when businesses are brought specifically to the population we are trying to impact – such as having a hiring event at a homeless shelter or assisting the employer target recruitment to jobs (such as a reverse job fair / video).
	Subcommittee goals and objectives for 2021
	The subcommittee brainstormed certain goals / objectives to accomplish in 2021, which will be reviewed and finalized during the March meeting.
	• Untapped Populations "survey" to question customers when they come in so they can be referred to the right programs for assistance
	<ul> <li>What is their interest in (skills training or transition into other occupation or industry or is job seeker just wanting employment now, what is the work based opportunities- OJT, apprenticeship)</li> </ul>
	<ul> <li>Business perspective- connecting employers to untapped populations (discussed targeting populations through outreach) and employer recognition</li> </ul>
	o How are we measuring our outcomes: Set a goal of employers who are recognized through HireAbility, marketing awareness. Creating a checklist or survey that can be tracked.
	<ul> <li>Outreach: churches, organizations, 211, Bluebonnet Trails, community resource centers</li> <li>Developing webinars for employers</li> </ul>
$_{\square}\mid$	Next Meeting Date: 3/8/21 at 2:30 pm

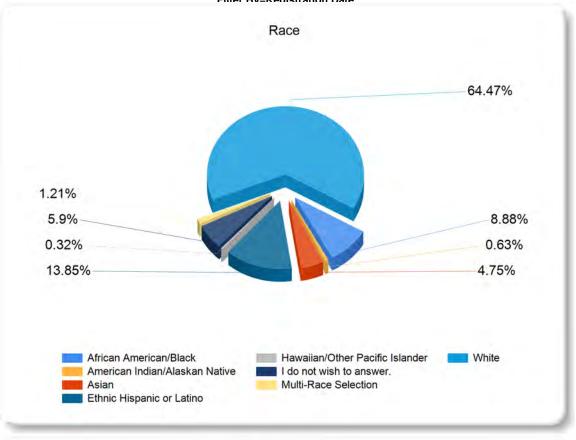
Attachments: WIT 2020 Registered Individuals Dashboard

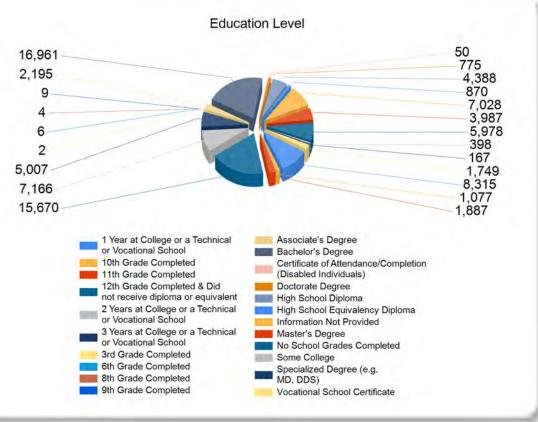


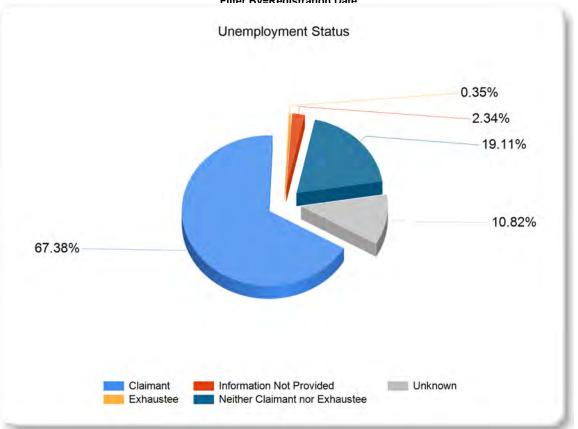


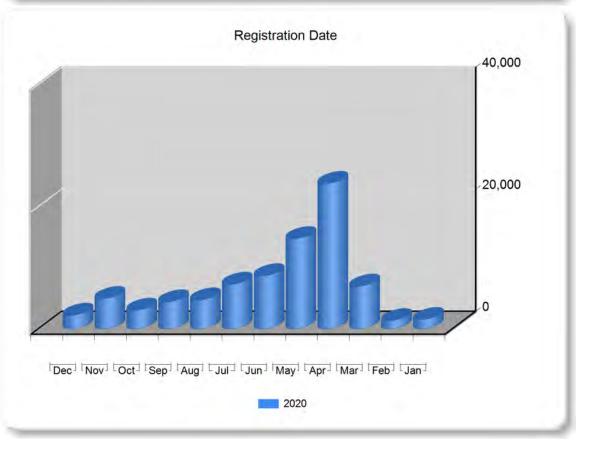














#### Child Care

## Child Care Funds Expended by County thru January 2021

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	474,140.41	10.90	12.00
Blanco	14,108.36	0.32	1.00
Burnet	244,734.15	5.63	7.00
Caldwell	171,461.79	3.94	7.00
Fayette	58,412.85	1.34	2.00
Hays	782,451.16	17.99	23.00
Lee	49,355.89	1.13	2.00
Llano	68,902.25	1.58	2.00
Williamson	2,485,648.23	57.15	43.00
Total	4,349,215.09	100.00	100.00

#### Children In Care January 2021

CPS	343	12%
Mandatory	232	8%
Income Eligible	2,300	80%
Totals	2,875	100%

#### Children on Waitlist as of 2/02/2021

Children
143
11
77
67
42
264
32
29
708
1,373

Board Meeting Briefing Materials - March 4, 2021 Page 29



#### **Child Care Providers**

County	Providers	TRSP	Relative
Bastrop	26	7	1
Blanco	3	1	0
Burnet	14	5	0
Caldwell	9	3	0
Fayette	4	2	0
Hays	54	23	42
Lee	6	1	0
Llano	3	1	0
Williamson	168	36	4
Total RCA	287	83	7
Outside Nine County	123	66	0
Total	410	149	7

## FY2021 Target 2,265

December 2020 Performance Target: 93.3%

Board Meeting Briefing Materials - March 4, 2021 Page 30



## Child Care

# Workforce Solutions Rural Capital Area Workforce Development Board Meeting February 17, 2021

## Children in Care FY 2021

Fund Type	January 2021	<u>%</u>
CPS Clients	343	12
Mandatory (Choices, Former CPS, TANF)	232	8
Income Eligible	2,300	80
Totals	2,875	100

## Child Care Funds Expended by County thru January 2021

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
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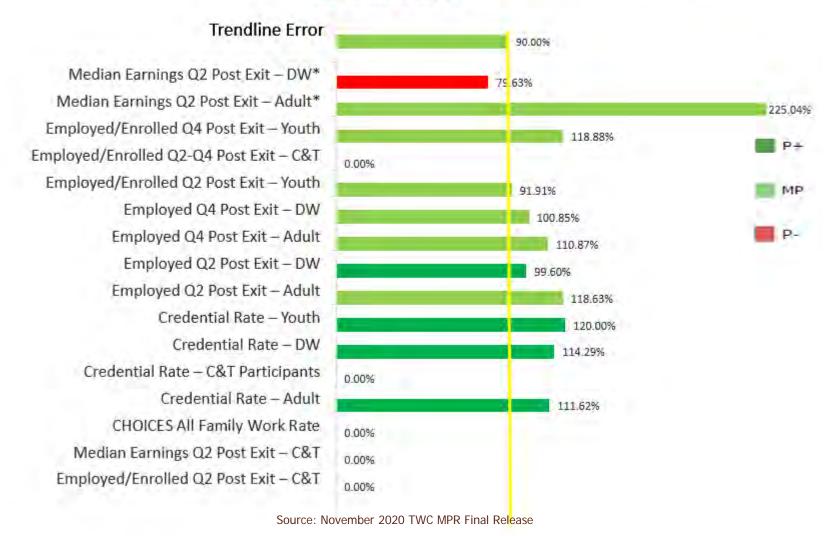
## Children on Waitlist as of 2/02/2021

County	Children
Bastrop	143
Blanco	11
Burnet	77
Caldwell	67
Fayette	42
Hays	264
Lee	32
Llano	29
Williamson	708
Total	1,373

## Child Care State Performance Measure

- FY2021 Target 2,265
  - December 2020 = anticipated 93.3%

# Workforce Solutions Rural Capital Area Workforce November MPR Performance Overview



#### AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

FINAL RELEASE As Originally Published 1/12/2021

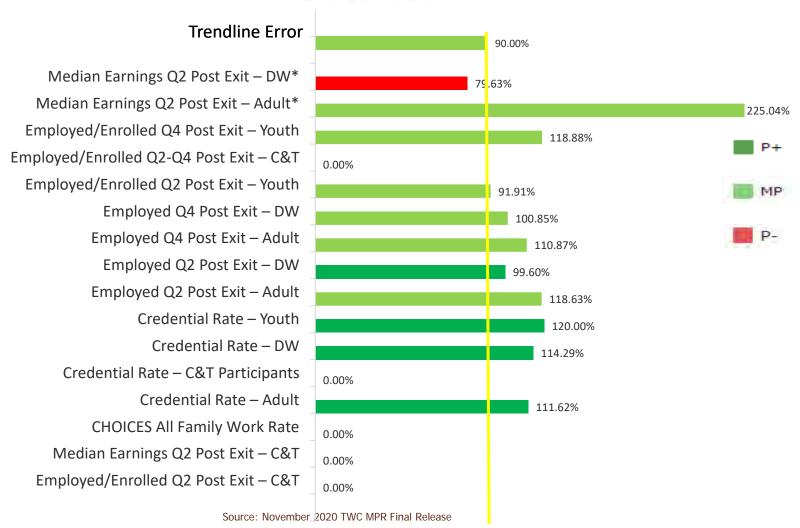
#### **NOVEMBER 2020 REPORT** Green = +P White = MP Yellow = MP but At Risk Red = -P

	Reemployment and Employer		Partic	Participation		WIOA Outcome Measures															Tot	tal
		jement	Choices	Avg#		C&T Par	ticipants			Ad	lult			D	W			Youth		Ш	Weds	ures
Board	Clmnt ReEmpl within 10 Weeks	Emplyrs Rovg 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	Employ- ed Q2 Post-Exit	Employ- ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employ- ed Q2 Post-Exit	Employ- ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q4 Post-Exit	Credential Rate	+P	MP -	% MP & -P +P
Alamo	n/a	101.20%	n/a	90.87%	n/a	n/a	n/a	n/a	112.15%	110.71%	242.11%	107.94%	85.77%	101.17%	116.97%	122.12%	100.50%	107.54%	146.21%	6	5	2 85%
Borderplex	n/a	108,91%	n/a	73.81%	n/a	n/a	n/a	n/a	116.89%	118.16%	157.06%	100.87%	126.98%	108.08%	119.34%	98.17%	109.56%	131.64%	0.00%	7	4	2 85%
Brazos Valley	n/a	129.08%	n/a	92.41%	n/a	n/a	n/a	n/a	113.71%	129.58%	199.50%	76.45%	94.79%	0.00%	118.32%	123.00%	99.63%	138.70%	307.69%	8	2	3 77%
Cameron	n/a	107.90%	n/a	91.78%	n/a	n/a	n/a	n/a	111.49%	96.95%	119.71%	105.01%	110.81%	106.81%	106.48%	95.58%	97.76%	109.37%	165.85%	5	7	1 92%
Capital Area	n/a	110.68%	n/a	76.76%	n/a	n/a	n/a	n/a	130.24%	118.94%	232.62%	114.20%	99.43%	103.63%	174.42%	88.40%	96.97%	128.95%	144.00%	8	3	2 85%
Central Texas	n/a	108.97%	n/a	77.30%	n/a	n/a	n/a	n/a	121.59%	108.64%	206.03%	98.94%	99.42%	105.57%	132.47%	96.62%	103.58%	121.28%	0.00%	5	6	2 85%
Coastal Bend	n/a	107.25%	n/a	83.62%	n/a	n/a	n/a	n/a	106.24%	107.88%	134.66%	66.90%	117.92%	88.43%	108.81%	63.49%	94.76%	125.29%	29.23%	4	4	5 62%
Concho Valley	n/a	98.39%	n/a	78.56%	n/a	n/a	n/a	n/a	105.41%	93.68%	90.92%	122.32%	83.25%	122.10%	144.50%	0.00%	97.66%	157.98%	175.44%	5	5	3 77%
Dallas	n/a	109.36%	n/a	88.03%	n/a	n/a	n/a	n/a	94.78%	91.83%	126.03%	108.49%	98.83%	113.66%	102.59%	110.75%	101.02%	103.81%	160.87%	5	7	1 92%
Deep East	n/a	114.29%	n/a	86.94%	n/a	n/a	n/a	n/a	134.66%	104.55%	84.85%	133.87%	126.34%	120.16%	94.26%	87.21%	116.40%	108.61%	n/a	6	3	3 75%
East Texas	n/a	128.49%	n/a	76.98%	n/a	n/a	n/a	n/a	89.87%	104.70%	90.05%	110.50%	94.41%	85.92%	61.53%	81.06%	99.08%	79.69%	116.95%	3	4	6 54%
Golden Cresce	n/a	101.43%	n/a	72.14%	n/a	n/a	n/a	n/a	146.20%	143.06%	94.53%	110.96%	94.48%	80.97%	130.52%	130.96%	78.13%	69.35%	n/a	5	3	4 67%
Gulf Coast	n/a	110.94%	n/a	86.15%	n/a	n/a	n/a	n/a	107.84%	103.46%	85.89%	102.48%	99.43%	91.76%	107.65%	92.06%	96.83%	105.56%	132.43%	2	9	2 85%
Heart of Texas	n/a	111.91%	n/a	78.31%	n/a	n/a	n/a	n/a	110.61%	104.30%	131.45%	0.00%	108.84%	121.80%	117.33%	142.86%	111.92%	113.15%	187.62%	9	2	2 85%
Lower Rio	n/a	99.79%	n/a	80.68%	n/a	n/a	n/a	n/a	126.01%	102.70%	205.46%	97.52%	110.62%	115.31%	187.41%	92.11%	118.06%	96.30%	140.35%	7	5	1 92%
Middle Rio	n/a	101.84%	n/a	78.81%	n/a	n/a	n/a	n/a	120.67%	107.22%	127.00%	106.70%	87.41%	99.66%	99.53%	95.24%	130.21%	121.52%	n/a	4	6	2 83%
North Central	n/a	100.30%	n/a	83.03%	n/a	n/a	n/a	n/a	115.19%	108.70%	146.00%	97.31%	86.73%	107.56%	120.75%	101.12%	107.35%	107.08%	136.99%	4	7	2 85%
North East	n/a	104.06%	n/a	90.51%	n/a	n/a	n/a	n/a	116.20%	130.38%	103.52%	72.55%	118.65%	113.54%	105.41%	102.04%	122.07%	144.09%	n/a	6	4	2 83%
North Texas	n/a	114.67%	n/a	74.45%	n/a	n/a	n/a	n/a	87.15%	n/a	31.59%	n/a	n/a	n/a	n/a	n/a	111.11%	142.86%	162.07%	4	0	3 57%
Panhandle	n/a	106.92%	n/a	79.31%	n/a	n/a	n/a	n/a	95.65%	108.95%	106.44%	118.89%	121.80%	121.80%	84.04%	114.29%	106.54%	123.84%	145.46%	7	4	2 85%
Permian Basin	n/a	101.97%	n/a	73.99%	n/a	n/a	n/a	n/a	116.96%	104.58%	103.64%	104.62%	87.41%	76.29%	236.24%	82.72%	74.40%	104.02%	350.88%	3	5	5 62%
Rural Capital	n/a	107.97%	n/a	93.33%	n/a	n/a	n/a	n/a	118.63%	110.87%	225.04%	111.62%	99.60%	100.85%	79.39%	114.29%	91.91%	118.88%	120.00%	8	3	2 85%
South Plains	n/a	104.91%	n/a	91.40%	n/a	n/a	n/a	n/a	126.54%	108.64%	147.89%	121.21%	93.24%	121.80%	165,91%	114.29%	104.17%	83.22%	160.00%	7	4	2 85%
South Texas	n/a	90.97%	n/a	64.54%	n/a	n/a	n/a	n/a	134.96%	108.64%	107.03%	120.92%	124.07%	133.51%	130.21%	114.29%	104.17%	124.83%	162.07%	8	3	2 85%
Southeast	n/a	106.58%	n/a	102.45%	n/a	n/a	n/a	n/a	117.85%	99.02%	93.65%	131.06%	108.84%	120.58%	128.45%	114.29%	106.53%	109.78%	350.88%	7	6	0 1009
Tarrant	n/a	101.54%	n/a	87.49%	n/a	n/a	n/a	n/a	112.42%	99.31%	126.34%	107.94%	114.33%	101.51%	104.64%	111.93%	106.09%	116.58%	174.83%	6	6	1 92%
Texoma	n/a	109.37%	n/a	97.60%	n/a	n/a	n/a	n/a	130.72%	102.44%	105,34%	107.95%	n/a	n/a	n/a	n/a	91.57%	100.87%	106.67%	2	7	0 1009
West Central	n/a	101.45%	n/a	88.08%	n/a	n/a	n/a	n/a	99.59%	134.22%	176.10%	118.93%	108.23%	97.44%	102.94%	57.14%	104.05%	109.40%	n/a	3	7	2 83%
+P	0	16	0	0	0	0	0	0	20	8	16	11	9	10	14	11	6	14	19		15	j <b>4</b>
MP	0	11	0	2	0	0	0	0	6	19	.9	12	12	_11_	9	8	20	11	_1_		13	31
_p	0	1	0	26	0	0	0	0	2	0	3	4	5	5	3	7	2	3	3		6	
% MP & +P	N/A	96%	N/A	7%	N/A	N/A	N/A	N/A	93%	100%	89%	85%	81%	81%	88%	73%	93%	89%	87%		82	
From		10/20		10/20					7/19	1/19	7/19	1/19	7/19	1/19	7/19	1/19	7/19	1/19	1/19		Fro	m
To		11/20		11/20			1	11	9/19	3/19	9/19	3/19	9/19	3/19	9/19	3/19	9/19	3/19	3/19		T	0



By Equus Workforce Services February 17, 2021

# Workforce Solutions Rural Capital Area Workforce November MPR 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 September 30.

## Reemployment of Registered Claimants within 10 weeks as of September 2020

The end of year target for Rural Capital Area is 59.66% of all claimants being employed within 10 weeks. We are currently at 96.32% of this measure.

## # 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.

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## Employer Workforce Assistance as of September 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.

### 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 2<sup>nd</sup> calendar quarter after they exited from the any program.

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

## 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 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 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 Measure for All Participants is 69.00%



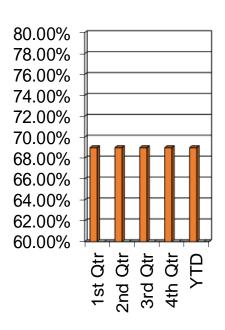
The Measure for All Participants is 84%

### ■ Target

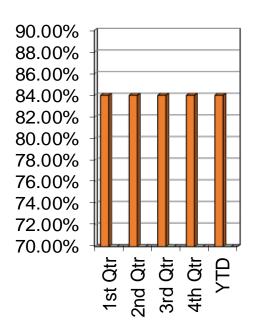
□ Actual



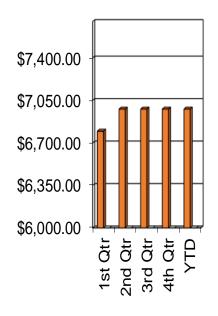
The Measure for All Participants is \$6979.00



Currently, we are at 0.00% of the measure with N/A customers placed in employment.



Currently, we are at 0.00% of the measure with N/A customers placed in employment.



Currently, we are at 0.00% of the measure with N/A customers in this 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 August.

## Employed Q2 Post Exit WIOA Adult, DW, Youth

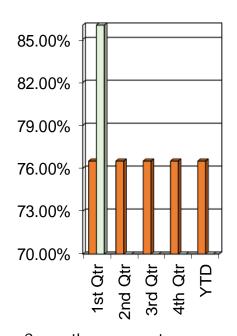
The Target Measure for WIOA Adults is 76.50%

The Target Measure for WIOA DW is 75.30%

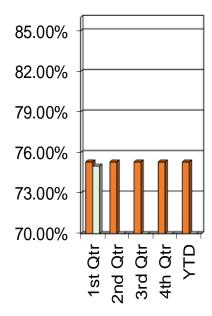
The Target Measure for WIOA Youth is 76.80%



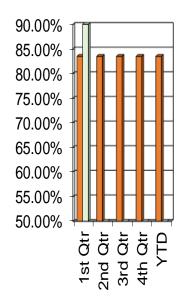
#### □ Actual



Currently, we are at 118.63% of the target Board Meeting Briefing Materials - March 4, measure with 157 customers placed in employment.



Currently, we are at 99.60% of the target measure with 33 customers placed in employment.



Currently, we are at 91.91% of the measure with 24 youth customers placed in employment.

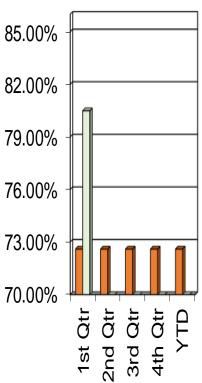
## Employed/Enrolled Q4 Post Exit WIOA Adult, DW, Youth

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.

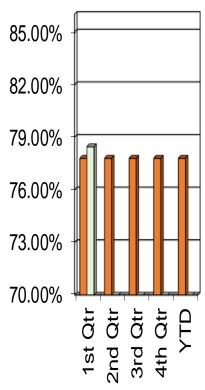
## Employed Q4 Post Exit WIOA Adult, DW, Youth





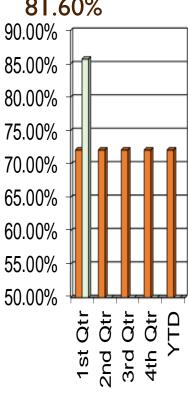
Currently, we are at 110.87% of the target negative with 33 customers placed in employment.

The Target Measure for WIOA DW is 81.10%



Currently, we are at 100.85% of the target measure with 24 customers placed in employment.

The Target
Measure for
WIOA Youth is
81.60%



Currently, we are at 118.88% of the measure with 18 youth customers placed in employment.

## Median Earnings QS Post Exit WIOA Adult and DW

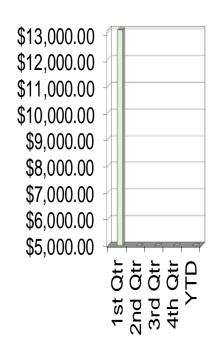
This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages in the 3rd calendar quarter after they exited from the WIOA Program and what their median wages were.

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

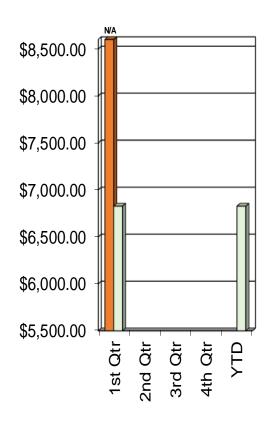
## Median Earning Q2 Post Exit WIOA Adult and DW

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

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



□ Actual



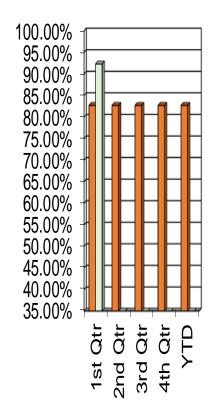
## Credential Rate WIOA Adult, DW, Youth

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 on year after exit.

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

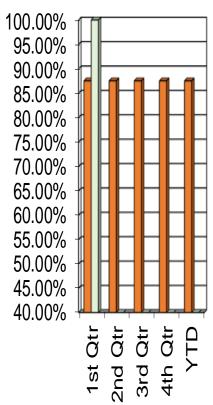
### Credential Rate WIOA Adult, DW, Youth

The Target Measure for WIOA Adults is 82.7%



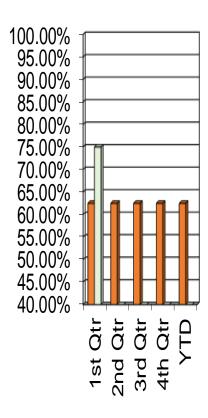
Currently at 111.63% of the measure with 12 customers

The Target Measure for WIOA DW is 87.5%



Currently at 114.29% of the measure with 3 customers receiving a credential.

The Target Measure for WIOA Youth is 62.50%



Currently at 120.00% of the measure with 3 customers receiving a credential.

## Choices Full Work Rate – All Family Total

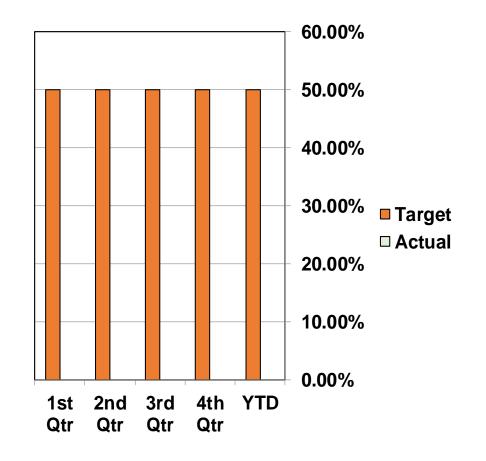
This performance measure consists of TANF recipients who are mandatory to participate in the Choices program (ie: search for and take permanent employment). The time frame for this is from October through September. In order to be considered as a meeting the full work rate, the customer must be participating 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 September 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 0.00% of this target. 2 Families are in this measure YTD.





#### **BOARD SUMMARY REPORT - CONTRACTED MEASURES**

FINAL RELEASE
As Originally Published 1/12/2021

Rolling Performance Periods\*

**NOVEMBER 2020 REPORT** 

BOARD NAME: RURAL CAPITAL

	Status Summary		n Positive mance (+P):	Meeting Performance (MP):		With Negati Performance		& MP							
	Contracted Measures	1		11		0	100	.00%							
Source Notes	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	One Year Earlier	Two Years Earlier	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	То
Reemp	Reemployment and Employer Engagement Measures														
1	Claimant Reemployment within 10 Weeks	_				n/a	n/a	59.21%	3,329 5,161	n/a	n/a	n/a	n/a	9/19	8/20
	# of Employers Receiving Workforce Assistance					2,810	n/a	3,893		1,336	1,217	1,346	1,396	12/19	11/20

- 1. During the period in which work search was suspended, this measure was no longer meaningfully reportable. However, with the reimplementation of work search, we anticipate the measure to become reportable again later this year.
- 2. Because of the impact of COVID-19 on demand for services, we adjusted the BCY20 performance period to Mar 2019 to Feb 2020 to reflect how Boards were doing before COVID-19 and to ensure that no Board would be considered to have failed to meet BCY20 performance solely because of COVID-19.
- 3. Though the Texas Workforce System has remained open to the public throughout the COVID-19 pandemic offering services remotely, whether due to lockdowns, general health concerns, or business interruptions, demand for employer services was generally since March 2020 making current data largely incomparable to prior periods.

#### **Program Participation Measures**

	Choices Full Work Rate - All Family Total					21.39%	53.79%	55.28%	16	54.31%	23.73%	5.60%	1.90%	12/10	11/20
						21.5570	33.1370	33.2070	95	01.0170	23.1370	3.0070	1.5070	12 13	11/20
TWC	Avg # Children Served Per Day - Combined	MP	98.96%	2,490	2.265	2.464	2,633	1.942	643,103	2.728	2.777	2.250	2.105	12/19	11/20
4			00.0070	2,100	2,200	2,101	2,000	1,012	261	2,720	2,,,,,	2,200	2,100	12710	
	# of EWC Children Served					n/a	n/a	n/a						4/20	11/20
4						Tirea	TIV C	100		I					

<sup>4.</sup> TWC took a number of actions to mitigate the impact of COVID-19 on child care providers and families and to ensure the availability of child care for working parents in Texas. Some of these actions resulted in a increased costs of care. In addition, many families suspended care during the summer. The system began ramping enrollment back up but has not yet reached the level of enrollment expected because it takes several months to accomplish this.

#### **WIOA Outcome Measures**

	outcome measures														
LBB-K	Employed/Enrolled Q2 Post Exit – C&T Participants	n/a	n/a	n/a	n/a	72.76%	71.88%	72.36%	12,469 17,137	72.70%	71.21%	74.56%	72.42%	10/18	9/19
LBB-K	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	n/a	n/a	n/a	n/a	88.35%	88.72%	86.83%	12,295 13,917	89.12%	88.23%	87.33%	88.48%	4/18	3/19
	Median Earnings Q2 Post Exit – C&T Participants					\$8,134.21	\$8,352.99	\$7,304.59	n/a 11,865	\$7,997.59	\$8,310.38	\$8,438.85	\$7,615.20	10/18	9/19
LBB-K	Credential Rate – C&T Participants	n/a	n/a	n/a	n/a	83.05%	70.03%	52.36%	98 118	77.42%	88.89%	82.35%	84.62%	4/18	3/19
DOL-C 5	Employed Q2 Post Exit – Adult	MP	106.94%	84.83%	76.50%	90.72%	90.52%	96.52%	352 388	90.00%	78.05%	94.78%	90.75%	10/18	9/19
DOL-C 5	Employed Q4 Post Exit – Adult	MP	103.19%	87.58%	72.60%	90.37%	93.00%	93.10%	272 301	90.99%	91.74%	95.00%	80.49%	4/18	3/19
DOL-C 5	Median Earnings Q2 Post Exit – Adult	+P	117.86%	\$11,371.38	\$6,100.00	\$13,402.49	\$12,716.28	\$12,503.76	n/a 351	\$6,840.83	\$7,040.76	\$13,905.27	\$13,727.71	10/18	9/19
DOL-C 5	Credential Rate – Adult	MP	101.84%	94.01%	82.70%	95.74%	70.00%	86.79%	45 47	100.00%	100.00%	93.33%	92.31%	4/18	3/19

#### **BOARD SUMMARY REPORT - CONTRACTED MEASURES**

Rolling Performance Periods\*

FINAL RELEASE
As Originally Published 1/12/2021

BOARD NAME: RURAL CAPITAL

#### **NOVEMBER 2020 REPORT**

Source Notes	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	One Year Earlier	Two Years Earlier	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	То
WIOA Outcome Measures															
DOL-C 5	Employed Q2 Post Exit – DW	MP	101.35%	83.77%	75.30%	84.90%	80.00%	84.21%	163 192	91.38%	84.62%	83.78%	75.00%	10/18	9/19
DOL-C 5	Employed Q4 Post Exit – DW	MP	100.66%	80.01%	77.80%	80.54%	87.50%	80.65%	178 221	79.31%	75.00%	87.93%	78.46%	4/18	3/19
DOL-C 5	Median Earnings Q2 Post Exit – DW	MP	98.66%	\$9,094.71	\$8,600.00	\$8,973.00	\$8,703.10	\$8,254.58	n/a 159	\$9,727.98	\$9,330.00	\$8,841.62	\$6,827.23	10/18	9/19
DOL-C 5	Credential Rate – DW	MP	103.22%	96.88%	87.50%	100.00%	100.00%	90.91%	16 16	100.00%	100.00%	100.00%	100.00%	4/18	3/19
DOL-C 5	Employed/Enrolled Q2 Post Exit – Youth	MP	97.49%	83.40%	76.80%	81.31%	81.73%	83.64%	87 107	88.00%	76.19%	92.59%	70.59%	10/18	9/19
DOL-C 5	Employed/Enrolled Q4 Post Exit – Youth	MP	103.72%	81.24%	72.10%	84.26%	81.82%	81.67%	91 108	86.36%	82.50%	84.00%	85.71%	4/18	3/19
DOL-C 5	Credential Rate – Youth	MP	108.23%	79.79%	62.50%	86.36%	92.31%	80.65%	19 22	66.67%	90.00%	100.00%	75.00%	4/18	3/19

<sup>5.</sup> The September 2020 – November 2020 MPRs still contain WIOA Statewide-Only Participants in the data for these measures. This will be corrected retroactively with the publication of the December 2020 MPR.

#### AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

#### FINAL RELEASE As Originally Published 1/12/2021

#### **NOVEMBER 2020 REPORT**

Green = +P	White:	= MP	Yellow =	MP but At	Risk	ted = -P										N	OVE	MBEF	202	0 F	REI	PO	RT
	1	loyment	Partic	ipation							WIOA OI	itcome N	leasures								To	tal	- 1
		nployer Jement	Choices	Avg#		C&T Par	rticipants			Ac	dult	7	- 1	D	W	- II		Youth			Mea	sure	s
Board	Clmnt ReEmpl within 10 Weeks	Emplyrs Rovg 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	Employ- ed Q2 Post-Exit	Employ- ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employ- ed Q2 Post-Exit	Employ- ed 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	101.20%	n/a	90.87%	n/a	n/a	n/a	n/a	112.15%	110.71%	242.11%	107.94%	85.77%	101.17%	116.97%	122.12%	100.50%	107.54%	146.21%	6	5	2	85%
Borderplex	n/a	108,91%	n/a	73.81%	n/a	n/a	n/a	n/a	116.89%	118.16%	157.06%	100.87%	126,98%	108.08%	119.34%	98.17%	109.56%	131.64%	0.00%	7	4	2	85%
Brazos Valley	n/a	129.08%	n/a	92.41%	n/a	n/a	n/a	n/a	113.71%	129.58%	199.50%	76.45%	94.79%	0.00%	118.32%	123.00%	99.63%	138.70%	307.69%	8	2	3	77%
Cameron	n/a	107.90%	n/a	91.78%	n/a	n/a	n/a	n/a	111.49%	96.95%	119.71%	105.01%	110.81%	106.81%	106.48%	95.58%	97.76%	109.37%	165.85%	5	7	1	92%
Capital Area	n/a	110.68%	n/a	76.76%	n/a	n/a	n/a	n/a	130.24%	118.94%	232.62%	114.20%	99.43%	103.63%	174.42%	88.40%	96.97%	128.95%	144.00%	8	3	2	85%
Central Texas	n/a	108.97%	n/a	77.30%	n/a	n/a	n/a	n/a	121.59%	108.64%	206.03%	98.94%	99.42%	105.57%	132.47%	96.62%	103,58%	121.28%	0.00%	5	6	2	85%
Coastal Bend	n/a	107.25%	n/a	83.62%	n/a	n/a	n/a	n/a	106.24%	107.88%	134.66%	66.90%	117.92%	88.43%	108.81%	63.49%	94.76%	125.29%	29.23%	4	4	5	62%
Concho Valley	n/a	98.39%	n/a	78.56%	n/a	n/a	n/a	n/a	105.41%	93.68%	90.92%	122.32%	83.25%	122.10%	144.50%	0.00%	97.66%	157.98%	175.44%	5	5	3	77%
Dallas	n/a	109.36%	n/a	88.03%	n/a	n/a	n/a	n/a	94.78%	91.83%	126.03%	108.49%	98.83%	113.66%	102.59%	110.75%	101.02%	103.81%	160.87%	5	7	1	92%
Deep East	n/a	114.29%	n/a	86.94%	n/a	n/a	n/a	n/a	134.66%	104.55%	84.85%	133.87%	126.34%	120.16%	94.26%	87.21%	116.40%	108.61%	n/a	6	3	3	75%
East Texas	n/a	128.49%	n/a	76.98%	n/a	n/a	n/a	n/a	89.87%	104.70%	90.05%	110.50%	94.41%	85.92%	61.53%	81.06%	99.08%	79.69%	116.95%	3	4	6	54%
Golden Cresce	n/a	101.43%	n/a	72.14%	n/a	n/a	n/a	n/a	146.20%	143.06%	94.53%	110.96%	94.48%	80.97%	130.52%	130.96%	78.13%	69.35%	n/a	5	3	4	67%
Gulf Coast	n/a	110.94%	n/a	86.15%	n/a	n/a	n/a	n/a	107.84%	103.46%	85.89%	102.48%	99.43%	91.76%	107.65%	92.06%	96.83%	105.56%	132.43%	2	9	2	85%
Heart of Texas	n/a	111.91%	n/a	78.31%	n/a	n/a	n/a	n/a	110.61%	104.30%	131.45%	0.00%	108.84%	121.80%	117.33%	142.86%	111.92%	113.15%	187.62%	9	2	2	85%
Lower Rio	n/a	99.79%	n/a	80.68%	n/a	n/a	n/a	n/a	126.01%	102.70%	205.46%	97.52%	110.62%	115.31%	187.41%	92.11%	118.06%	96.30%	140.35%	7	5	1	92%
Middle Rio	n/a	101.84%	n/a	78.81%	n/a	n/a	n/a	n/a	120.67%	107.22%	127.00%	106.70%	87.41%	99.66%	99.53%	95.24%	130.21%	121.52%	n/a	4	6	2	83%
North Central	n/a	100.30%	n/a	83.03%	n/a	n/a	n/a	n/a	115.19%	108.70%	146.00%	97.31%	86.73%	107.56%	120.75%	101.12%	107.35%	107.08%	136.99%	4	7	2	85%
North East	n/a	104.06%	n/a	90.51%	n/a	n/a	n/a	n/a	116.20%	130.38%	103.52%	72.55%	118.65%	113.54%	105.41%	102.04%	122.07%	144.09%	n/a	6	4	2	83%
North Texas	n/a	114.67%	n/a	74.45%	n/a	n/a	n/a	n/a	87.15%	n/a	31.59%	n/a	n/a	n/a	n/a	n/a	111.11%	142.86%	162.07%	4	0	3	57%
Panhandle	n/a	106.92%	n/a	79.31%	n/a	n/a	n/a	n/a	95.65%	108.95%	106.44%	118.89%	121.80%	121.80%	84.04%	114.29%	106.54%	123.84%	145.46%	7	4	2	85%
Permian Basin	n/a	101.97%	n/a	73.99%	n/a	n/a	n/a	n/a	116.96%	104.58%	103.64%	104.62%	87.41%	76.29%	236.24%	82.72%	74.40%	104.02%	350.88%	3	5	5	62%
Rural Capital	n/a	107.97%	n/a	93.33%	n/a	n/a	n/a	n/a	118.63%	110.87%	225.04%	111.62%	99.60%	100.85%	79.39%	114.29%	91.91%	118.88%	120.00%	8	3	2	85%
South Plains	n/a	104.91%	n/a	91.40%	n/a	n/a	n/a	n/a	126.54%	108.64%	147.89%	121.21%	93.24%	121.80%	165,91%	114.29%	104.17%	83.22%	160.00%	7	4	2	85%
South Texas	n/a	90.97%	n/a	64.54%	n/a	n/a	n/a	n/a	134.96%	108.64%	107.03%	120.92%	124.07%	133.51%	130.21%	114.29%	104.17%	124.83%	162.07%	8	3	2	85%
Southeast	n/a	106.58%	n/a	102.45%	n/a	n/a	n/a	n/a	117.85%	99.02%	93.65%	131.06%	108.84%	120.58%	128.45%	114.29%	106.53%	109.78%	350.88%	7	6	0	100%
Tarrant	n/a	101.54%	n/a	87.49%	n/a	n/a	n/a	n/a	112.42%	99.31%	126.34%	107.94%	114.33%	101.51%	104.64%	111.93%	106.09%	116.58%	174.83%	6	6	1	92%
Texoma	n/a	109.37%	n/a	97.60%	n/a	n/a	n/a	n/a	130.72%	102.44%	105.34%	107.95%	n/a	n/a	n/a	n/a	91.57%	100.87%	106.67%	2	7	0	100%
West Central	n/a	101.45%	n/a	88.08%	n/a	n/a	n/a	n/a	99.59%	134.22%	176.10%	118.93%	108.23%	97.44%	102.94%	57.14%	104.05%	109.40%	n/a	3	7	2	83%
+P	0	16	0	0	0	0	0	0	20	8	16	11	9	10	14	11	6	14	19	1	1	54	
MP	0	11	0	2	0	0	0	0	6	19	9	12	12	11	9	8	20	11	- 1			31	
-p	0	1	0	26	0	0	0	0	2	0	3	4	5	5	3	7	2	3	3			64	
% MP & +P	N/A	96%	N/A	7%	N/A	N/A	N/A	N/A	93%	100%	89%	85%	81%	81%	88%	73%	93%	89%	87%		-	2%	
From		10/20		10/20					7/19	1/19	7/19	1/19	7/19	1/19	7/19	1/19	7/19	1/19	1/19		Fr	rom	
То		11/20		11/20					9/19	3/19	9/19	3/19	9/19	3/19	9/19	3/19	9/19	3/19	3/19			Го	
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