

Board Meeting

October 21, 2020

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, October 21, 2020 Via Zoom

Register in advance for this webinar:

https://zoom.us/webinar/register/WN CGELCsRoTZyO8e6FiKNeLg

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
 - Second Chance Initiative Customer Testimonial
- 4) *Consent Agenda
 - a. Adopt minutes of the August 19, 2020 Regular Meeting
- 5) Executive Committee/Chair's Report Frank Leonardis, Chair
 - a. *Consider approval of changes to Bylaws
 - b. *Review and consider continuation of COVID-19 Policy
- 6) Business Education Services Committee Report Jeff Light, Chair
- 7) Community Awareness Committee Report Camille Clay, Chair
 - a. Adopt Elevator Speech
- 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 AUGUST 19, 2020

Virtual Webinar - Via Zoom

Board Meeting Minutes

AGENDA ITEM #1

Call to Order - Frank Leonardis

Roll Call – Alfonso Sifuentes

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

22 members present at roll call. Quorum established.

AGENDA ITEM #2

Public Comment Period

There were no comments made by the public.

AGENDA ITEM #3

Consent Agenda - Frank Leonardis

Frank introduced **Tim Ols**, our newest Board member who replaces Mike McKeown. Tim is the President of Hill Country Region of Baylor Scott & White Health System. The Hill Country Region extends west from the Greater Austin area and Tim leads two hospitals and eight clinics providing integrated healthcare to over 80,000 residents in four counties.

Mr. Ols thanked the Board for this opportunity. Baylor Scott & White is a people service business and he looks forward to partnering and helping where we can.

Adopt Minutes from the June 17, 2020 regular Board of Directors' meeting

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

AGENDA ITEM #4

Executive Committee Chair's Report – Frank Leonardis

Frank Leonardis stated that he participated in the NAWB and TAWB Virtual Forums. It was announced that Roger Harris is the new Chair of TAWB. The county strategic meetings for TIP Strategies started in mid-July and they all went well. The Executive Committee met on August 12, 2020 and recommends approval for the following:

Consider approval of the Budget

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

Consider approval of the Change of Fiscal Year to October 1st through September 30th

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

Consider continuation of the COVID-19 Policy

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

This policy is approved for 60 days and will be reviewed at the next Board meeting.

AGENDA ITEM #5

Business Education Services Committee Chair's Report – Jeff Light

Jeff Light stated that the Business Education Services Committee met on August 5, 2020 with 11 in attendance and discussed the following:

- Initiative to get resources to businesses
- Information and guidance on acquiring speakers for webinars
- Manufacturing day on October 2nd and emerging business sectors
- How we are focusing on career progression
- Support for small businesses and the difficulties they are facing
- Structure advisory groups to assist employers
- ACC to provide information sharing at the next meeting

AGENDA ITEM #6

Community Awareness Committee Chair's Report – Camille Clay

Camille Clay stated that the Community Awareness Committee met on July 15, 2020 with 7 in attendance and discussed the following:

- Lisa Givens, Communications Specialist with TWC provided information to the committee on Vocational Rehabilitation Services
- Formed a small group to review Elevator speech and provide direction to the rest of the committee
- The launching of an outreach campaign for Skill Based Career Progression Lattice tools and early childhood education
- Charter changes to reflect new members and action items for the coming year were completed
- Brian provided an update on activities
- Mike Crane discussed ResCare's new branding to Equus and the promotion of Linda Williamson to Deputy Project Director.

The next meeting has been scheduled for September 16, 2020.

AGENDA ITEM #7

Governance Finance Committee Chair's Report – Vacant

Rene Flores stated that the Governance Finance Committee met on August 12, 2020 and reviewed the Budget. The committee recommended approval. He said that the revenues and expenditures look good.

AGENDA ITEM #8

Untapped Populations Committee Chair's Report – Cassandra Moya

Diane Tackett stated that the Untapped Populations Committee met on July 7, 2020, and looked at and reviewed updates on ways to:

- Impact the untapped populations affected by COVID-19
- Outreach those without internet
- Set goals for 2020

The next committee meeting is scheduled for September 2020.

AGENDA ITEM #9

Chief Executive Officer's Report – Paul Fletcher

Paul Fletcher thanked everyone for their attendance and stated that since mid to late March our workforce centers have been closed to the public physically. We transitioned our service delivery to virtual very quickly and have been able to deliver all our services online and over the phone to those customers who have access to the internet. We started curbside service delivery back in July and began in person services by appointment this week.

We received additional funding to help us transition to virtual services and to make our physical centers safe for the staff and the public when we reopen. We converted our phone system to a Call Center, acquired a software solution to allow mass emailing and texting to reach the maximum number of customers, implemented an appointment scheduling solution for customers to schedule their time in the workforce center, and installed plexiglass barriers at all front desks and resource rooms to ensure separation, electrostatic cleaning devices and temperature checking kiosks at 4 centers. We are converting our WIOA application to allow completion from an online portal, as well as online document signing. Staff and customers will wear PPE while in the centers.

We continue our work on our strategic workforce plan with TIP strategies and have completed much of the data gathering. This was delayed by COVID and we eventually decided to continue our work virtually. In retrospect the delay was good, as it allowed us to look at data from both low unemployment and high unemployment scenarios. We have completed the county forums and are beginning forums to collect information on workforce topics such as housing, child care, transportation, small business, internet access, and industry-education alignment.

We have completed our work on the budget for next year. That prepares us to begin working on new contracts with our workforce center and childcare contractors that will start on October 1, 2020. We are prepping for our annual review with TWC Monitors in late September and have started preparing for the next audit which will begin in late fall.

In child care we have spent a lot of time adding children of essential workers to our system, and working with our child care providers to help them get the cleaning supplies and PPE they need to keep their businesses open and safe by having distribution events where they can receive these supplies. We have also been paying them an enhanced rate since April to help them overcome reduced numbers and increased costs. We are gathering information directly from these child care providers on the impact of remaining open during COVID and the implications for providing care to school age children. We are conducting our second director conversation this Friday to gather their feedback and concerns.

We are working with our peers around the state and with TWC to focus our efforts in the Texas Association of Workforce Boards on a few relevant topics and keep that focus as we get closer to the state legislative session early next year. Last week we engaged in data-driven discussions with our fellow Board leaders at the TAWB annual meetings.

Finally, it is time for the Board staff to complete their annual evaluation process. That process is underway and will be complete by the end of September.

We presented to the Rotary Club of Cedar Park-Leander on what we do as a workforce board, and led a webinar discussion with Austin Community College to review the Skills Development

Fund COVID-19 Special Training Initiative grant released by the Texas Workforce Commission, as well as hosting a discussion on the Future of Education and Work with Dr. Nicole Smith, of the Georgetown University Center on Education and the Workforce.

AGENDA ITEM #10

Performance Reports

Child Care Status Report - Sandy Anderson, Baker Ripley

Sandy Anderson thanked the Board for all the resources made available to our childcare providers and presented the following:

- Children in care by fund type equals 3,750 with 979 for essential workers
- Total funds expended by all counties is \$14,869,992 which includes additional funds for COVID of \$1,728,968
- Total CCS Providers equals 414 with 125 being Texas Rising Star Providers
- 188 CCS Providers are open and 103 are still closed
- Total number of children on the waitlist for all counties is 2,178
- Performance Measure FY 2020 has a target of 2,730 and is at 97.84%

Workforce Center Management - Mike Crane, Equus

Mike Crane discussed the new branding from ResCare to Equus and let the Board know that staff moral is high due to all the safety measures put in place at the centers.

He then presented the following performance.

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES FINAL RELEASE Percent of Target (Year-to-Date Performance Periods) As Originally Published 8/7/2020 JUNE 2020 REPORT Green = +P | White = MP | Yellow = MP but At Risk | Red = -P Participation WIOA Outcome Measures Reemployment Total Measures and Employer Engagement C&T Participants Adult DW Youth Empl Full Work Empl/ Empl MP Svd Per Employ-ReEmpl Rate-All Enrolled Earnings Enrolled Enrolled Earnings Earnings Enrolled ed 04 ed Q2 ed Q4 Q2 Credentia Post-Exit Post-Exit Post-Exit Rate ed Q2 ed Q4 Post-Exit Post-Exit Wkfc 02-04 Q2 Q4 Post-Exit Rate Post-Exit Rate Post-Exit Post-Exit Rate Weeks Total Post-Exit Post-Exit 97.84% 105.32% 105.04% 114.63% 137.88% 101.17% 102.51% n/a 108.57% 107.32% 101.44%

Paul Fletcher let the Board know that TWC informed the workforce boards that if we were meeting performance before COVID, then that is where we'll be ranked.

AGENDA ITEM #11

Workforce Board Announcements

Frank Leonardis stated that if anyone wants more information on agenda items requiring approval, they are welcome to attend committee meetings. The committee meetings are where details are discussed, and recommendations made. He would also like feedback concerning the

format of our Board meetings. Board meetings should focus on how we are making an impact, and strategic direction. Please email with any changes you would like to see.

AGENDA ITEM #12

New Business

No new business to report.

AGENDA ITEM #13

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

The next regular meeting is scheduled for October 21, 2020.

AGENDA ITEM #14

Adjourn

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

Changes to the

RURAL CAPITAL AREA WORKFORCE DEVELOPMENT BOARD, INC.

BYLAWS

ARTICLE XII - FINANCE

A. Fiscal Year

The fiscal year of the Corporation shall begin on the first (1st) day of July October and end on the thirtieth (30th) day of the month of June September of the next calendar year.



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 October 21, 2020.

Business/Education Services Committee Meeting Minutes

October 6, 2020

Attendees: Frank Leonardis, Cara DiMattina Ryan, Brian Hernandez, Mike Crane, Alfonso Sifuentes, Paul Fletcher, Jeff Light, Debbie Burkhard, Carl Braun, Hector Aguilar, Nikki Stallings

Jeff brought the meeting to order and introduced ACC.

ACC provided the committee with a presentation on the work and services that they provide to the region as a training provider across various industries. They are continuing to expand their opportunities with a partnership with the Army Futures Command and adapting to the growing needs of their student population.

Jeff Light announced that he would need to step down as Chair of the Business/Education Committee. He was given a great thank you by the group for keeping us on track and focused on our goals as a group. Debbie Burkhard volunteered to be the new Chair of the Committee. We look forward to her leadership.

Cara shared the K-shaped recovery article to spark discussion about the directions that we see our industries and recovery going. This ties together the goals that we had pre-pandemic of a "tuition reimbursement" job fair and working towards meeting the training needs of companies with increased trainings.

Brian included that his group is working on a career lattice campaign that would potentially dovetail into the work that we are discussing here.

The committee requested more information on how we work with new job seekers with higher degrees having to take lower paying positions? How do we work with employers whose workers see the opportunities as temporary?

Mike Crane explained that they had increased their staff to serve the needs of employees going through this transition. It was added that the region has experienced a greater rebound to normalcy than most areas throughout Texas and the nation, so many staff have returned to their previous jobs with 1,200 good paying jobs at Kalahari and another 1,700 from the IRS posted this week.

Revisiting what industries are successful within the region and which are declining how do we support the remaining job seekers who can't go back to their jobs and potentially help them find employment in another career with higher wages.

Alfonso added wanting to explore career lattices as part of a job seeker orientation that can help them to navigate their way forward.

Mike added that they need to be thoughtful and creative in their new virtual experience with job seekers. They have to look at increasing engagement and providing them content.

Alfonso mentioned it would be interesting to see if we could somehow educate them on career opportunities and lattices among industries. Hector volunteered to have his staff do videos about training offerings.

Since we were low on time, Cara suggested that we revisit these in the next meeting with Briand and the staff doing workforce Wednesdays to see what we could coordinate. Mike added the potential to do a video for RESEA as well.

Meeting was adjourned.



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Workforce Solutions Rural Capital Area Community Awareness Committee

Meeting Minutes

Meeting Date/Time: September 16, 2020 | 12 p.m.

Meeting Location: Zoom

Committee Members in Attendance: Hector Aguilar, Camille Clay, Woody Engebretson, Margaret Lindsey, Tracy Jackson, Briley Mitchell, Jennifer Tucker

Committee Members Absent: Carole Belver, John Robison

Board Members in Attendance: Board Chairman Frank Leonardis

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

- Community Awareness Committee Chair Camille Clay called the meeting to order.
- Roll Call Camille Clay: We had a quorum with seven committee members attending.
- Public Comments Camille Clay: No comments were made.
- *Consent Agenda Chair
 - o Adopt minutes of the July 15, 2020 Community Awareness Committee Meeting
 - ✓ Motion to approve
 - ✓ Seconded
 - ✓ Motion approved
 - o Adopt Final Elevator Speech selections proposed by sub-Committee working group for advancement to the Board of Directors for adoption
 - ✓ Motion to approve
 - ✓ Seconded
 - ✓ Motion approved
- Information Sharing Camille Clay introduced guest speaker Chair/Guest Speaker: Carl Braun, Workforce Solutions Rural Capital Area (WSRCA) Business Services Manager, who introduced the Committee to his team and shared insights on how our WSRCA Business Services Unit helps employers find workforce and training solutions. Carl also discussed special initiatives the team is targeting,

- including weekly virtual hiring fairs for Kalahari Resorts, the IRS, and special webinars for National Disability Employment Awareness Month.
- Information Discussion Item #1 Camille Clay led a discussion to generate ideas to celebrate/raise awareness of Texas Apprenticeship Week and the 6th Annual National Apprenticeship Week, November 8-14, 2020. Camille stressed how important apprenticeships are in the development of our workforce
- Communications Report Camille Clay: The Committee Secretary/WSRCA Communications Director Brian Hernandez discussed the following items:
 - o The Committee reviewed the Board's continued COVID-19 outreach strategy including examples of website, email, and social media messaging
 - The Committee reviewed progress of the approved action plans to promote awareness of the Skill-Based Career Progression Lattices and the vital role early childhood and development play in the success of our workforce system, and our communities
 - o The Committee reviewed the outreach strategy for National Disability Employment Awareness Month in October including the NDEAM Webinars
 - o The Committee reviewed the outreach strategy to promote and celebrate Manufacturing Month/Day (October 2, 2020) across the Rural Capital Area.
 - O The Committee reviewed the outreach strategy to promote the Hiring Red, White & You! Statewide Veterans Virtual Hiring Event on November 5, and our joint-Board special landing page: WarriorWelcome.com
- New Business Camille Clay: WSRCA Board Member Briley Mitchell discussed some upcoming events planned for the Llano area and how the Llano Chamber has been with working with businesses and the community to help reopen the economy safely amid the COVID-19 pandemic.
- Priorities for Board Staff Camille Clay: The Committee instructed Brian Hernandez to coordinate with WSRCA CEO, Paul Fletcher, on how to take the final elevator speech proposals to the full Board of Directors for adoption, and also to work with WSRCA Chief Strategy Officer, Cara DiMattina Ryan, to identify, promote and celebrate registered apprenticeships within our region to raise more awareness of these great opportunities for National Apprenticeship Week in November.
- Next Committee Meeting Camille Clay: The next committee meeting is scheduled for Wednesday, November 18, from 12-2 p.m., on Zoom.
- Meeting Adjourned Camille Clay



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Elevator Speech: Who Are We?



















I'm a Board Member with Workforce Solutions:

- 1. We Put People to Work! We do this by bringing together community leaders, industry experts and training providers to develop workforce solutions for Texans.
- 2. We facilitate workforce and child care services in the 9-county Rural Capital Area by finding new and innovate ways to keep each of our counties working, growing and competing at a global level.
- 3. Through strategic alliances and partnerships, we're building a world-class workforce to meet the high-tech demands of local businesses in the 9-county Rural Capital Area.
- 4. We help Texans of all abilities find sustainable career outcomes by coaching them to employment to meet the workforce needs of local industries.

Optional:

- We help Texans find career opportunities and businesses find the employees they need. We empower job seekers to upskill and launch sustainable careers by offering free workshops and paying college training costs for those who are eligible.
- At Rural Capital Area, we are keeping our counties working, growing and competing. We connect
 employers with job seekers through online virtual environments. We help them find solutions for their
 job search, child care, and transportation needs.
- We work to meet the workforce needs of businesses and job seekers in one of the fastest growing economies in the nation.
- Texas Workforce Solutions provides workforce development services that help workers find and keep good jobs, and helps employers hire the skilled workers they need to grow their businesses.















Equal Opportunity Employer/Program

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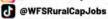
Important Notice To Customers

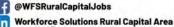
This document contains vital information about requirements, rights, determinations, and/or responsibilities for accessing workforce system services. Language services, including the interpretation/translation of this document, are available free of charge upon request.

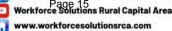
Board Meeting Briefing Materials October 21, 2020 Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud. This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, the accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.

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A proud partner of the America		u orle						
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FY 2019-2020 FINANCIAL REPORT Budget for October 1, 2019 - August 31, 2020								
Budget for October 1, 2017 - August 31, 2020	FY19/20							
Current Funding Level	36,151,378.14							
Current Annual Budget Funds Pending Board Budget Approval	33,400,798.00 2,750,580.14							
	FY 2020 Actual Expense 10.1.19 - 8.31.20	FY 2020 Board Adopted Budget ^A	FY 2020 Proposed Budget ^B	FY 2020 Y-T-D Budget Remaining	Foot- notes	Percent of Budget Expended	Percent of Budget Benchmark	Percent Variance of Expended from Benchmark
MANUACEMENT SERVICES (Poord Operations Staff Our	troach Financial Corvice	nel .						
MANAGEMENT SERVICES (Board Operations, Staff, Out Salaries & Benefits	1,279,757	1,354,301	1,354,301	74,544	1	94.50%	91.67%	-2.839
Operating Expenses	430,279	553,998	553,998	123,719	1	77.67%	91.67%	14.009
Board Facilities Total Management Services	175,957 1.885.993	179,500 2,087,799	179,500 2,087,799	3,543 201,806	1	98.03% 90.33%	91.67% 91.67%	-6.369 1.33 9
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	2,007,733	2,007,733	201,000		30.3370	31.0770	1.557
NFRASTRUCTURE SERVICES (Rent, Phone, Utilities, Ma		1 660 100	4 660 400 00	120.515		02.100/	04.670/	0.520
Workforce Infrastructure Child Care Infrastructure	1,530,788 212,655	1,660,433 499,000	1,660,433.00 499,000.00	129,645 286,345	2	92.19% 42.62%	91.67% 91.67%	-0.539 49.059
Fotal Infrastructure Services	1,743,443	2,159,433	2,159,433	415,990		80.74%	91.67%	10.939
TOTAL OPERATING BUDGET	3,629,436	4,247,232	4,247,232	617,796		85.45%	91.67%	6.219
CONTRACTED SERVICES								
Norkforce Centers - ResCare	4,025,993	4,441,340	4,441,340	415,347		90.65%	91.67%	1.029
Child Care - Baker-Ripley	2,544,172	2,746,857	2,746,857	202,685	3	92.62%	91.67%	-0.95%
Total Contracted Services	6,570,165	7,188,197	7,188,197	618,032		91.40%	91.67%	0.269
CUSTOMER SERVICES (Direct Care, Training, Support S	ervices Only)							
Norkforce Training Activities - ResCare	532,317	633,406	633,406	101,089		84.04%	91.67%	7.639
Norkforce Support Services - ResCare	346,950	677,993	677,993	331,043		51.17%	91.67%	40.499
Direct Care - Child Care - Baker-Ripley Total Customer Services	20,906,241 21,785,508	20,222,569 21,533,968	22,973,149 24,284,548	2,066,908 2,499,040	3	103.38% 101.17%	91.67% 91.67%	-11.719 - 9.50 9
Small Contracts - Local Initiatives	53,273	431,401	431,401	431,401	4	12.35%	91.67%	79.329
			,					
OTAL PROGRAM BUDGET	28,408,945	29,153,566	31,904,146	3,495,201		97.45%	91.67%	-5.789
OTAL ANNUAL BUDGET	32,038,381	33,400,798	36,151,378	4,112,997	5	95.92%	91.67%	-4.25
MANAGEMENT TO TOTAL BUDGET RATIO	5.89%	6.25%	5.78%	4.91%				
	FOOTNOTES: General Note:		Projected benchmarks a	are straightlined while e	expenditures	are actual expenditure	es as of 8.31.20:	
2,038,381								
			May have budgeted to be Overall, the Board is open				salaries and benefits a	nd facilities.
		2	Workforce infrastructure budgeted. One main of	e under-budgeted. Ha ffice only. Suggest shil	s mulitple of fting budget	fices thoughout nine co between two categorie	ounties. Child Care int es next fiscal year.	rastructure over-
			Child care funding has of the Board adopt revised CCS estimate may have	I budget that takes into	o account an			
		4	Smaller local initiatives h	nave different timelines	and many h	nave extended timeline	s due to COVID.	
			Comparison of expendit Expenditures off by \$88 Working out that immat	7.99 due to utility cost	not coming	through financials but	showing up in expand	
			Revised Budget propose October 1, 2019 - June		g August 202	20 Finance and Govern	ance meeting covering	the period of
			Revised Budget propose \$2,745,827 in child care meet our local area's. T	e services funding be in	ncorporated	into the budget. New	funding was requeste	d and provided to
				• • • • • • • • • • • • • • • • • • • •				

RCA Board

Statement of Revenues and Expenditures - Unposted Transactions Included In Report From 8/1/2020 Through 8/31/2020

	Current Period Actual	Current Year Actual
Revenues		
Grant Revenue		
Workforce Investment Opportunity Act Funds	371,106.74	4,759,443.97
Child Care Funds	2,495,722.98	24,612,959.56
Temporary Assistance for Needy Families	110,348.33	1,385,373.68
Other Funding	123,754.32	1,552,707.08
Program Income		
Workforce Investment Opportunity Act Funds	71.57	1,255.65
Child Care Funds	1,981.98	1,782.62
Temporary Assistance for Needy Families	24.68	435.05
Other Funding	16.82	4,917.81
Total Revenues	3,103,027.42	32,318,875.42
Expenditures		
Expense		
Workforce Investment Opportunity Act Funds	371,178.31	4,760,699.62
Child Care Funds	2,497,704.96	24,614,742.18
Temporary Assistance for Needy Families	110,373.01	1,385,808.73
Other Funding	120,493.76	1,276,241.92
Total Expenditures	3,099,750.04	32,037,492.45
Variance	3,277.38	281,382.97

RCA Board

Balance Sheet - Unposted Transactions Included In Report $As\ of\ 8/31/2020$

	Current Year
A	
Assets	
Current Assets Cash	
	222 220 77
Workforce Investment Opportunity Act Funds	322,220.77
Child Care Funds	1,575,535.74
Temporary Assistance for	1,575,533.74
Needy Families	,
Other Funding	564,318.47
Total Cash	2,587,218.32
Grant Receivable	
Workforce Investment Opportunity Act Funds	74,055.62
Child Care Funds	(365,303.50)
Temporary Assistance for Needy Families	(90,781.00)
Other Funding	(365,980.23)
Total Grant Receivable	(748,009.11)
Other Current Assets	
Other Funding	183,229.18
Total Other Current Assets	183,229.18
Total Current Assets	2,022,438.39
Property & Equipment	
Other Funding	970,792.51
Total Property & Equipment	970,792.51
Total Assets	2,993,230.90
Liabilities	
Current Liabilities	
Accounts Payable	
Workforce Investment Opportunity Act Funds	380,977.19
Child Care Funds	1,203,486.70
Temporary Assistance for Needy Families	27,424.23
Other Funding	117,094.49
Total Accounts Payable	1,728,982.61
Other Accrued Liabilities	
Workforce Investment Opportunity Act Funds	15,151.10
Child Care Funds	6,745.48
Temporary Assistance for	6,939.11
Needy Families	
Other Funding	35,974.15
Total Other Accrued Liabilities	64,809.84
Total Current Liabilities	1 703 702 45
Total Liabilities	1,793,792.45 1,793,792.45
Total Elaomides	1,175,174.45

Net Assets

Unrestricted

Beginning Net Assets

Date: 10/13/20 04:13:25 PM

RCA Board

Balance Sheet - Unposted Transactions Included In Report $As\ of\ 8/31/2020$

	Current Year
Workforce Investment Opportunity Act Funds	148.10
Child Care Funds	0.06
Temporary Assistance for Needy Families	(1.00)
Other Funding	917,908.32
Total Beginning Net Assets	918,055.48
Total Unrestricted	918,055.48
Permanently Restricted	
Changes in Net Assets	
Other	281,382.97
Total Changes in Net Assets	281,382.97
Total Permanently Restricted	281,382.97
Total Net Assets	1,199,438.45
Total Liabilities and Net Assets	2,993,230.90

Date: 10/13/20 04:13:25 PM



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, October 14, 2020 at 2:00PM

COMMITTEE MEETING NOTES

The meeting was held via ZOOM call.

Attendance Board Staff - Paul Fletcher, Diane Tackett, Eugene Ratliff, and Janie Kohl

Attendance Board Members: Frank Leonardis, Renee Flores, Jenna Fohn Thomas, Eben Riggs, Margaret Lindsey, and Tim Ols

Frank L. started the meeting shortly after 2:00 pm and noted the roll call had been completed.

The first item on the agenda was the review of the minutes from the August 12th meeting in August. Minutes were approved as written.

The next item was approval of the changes to Article XII of the Bylaws. This was needed to coordinate with the change of the Board Fiscal year from July to June to October to September. The change was approved as written. Additionally, the Fiscal/Financials were discussed by Renee. Renee stated nothing appeared out of the ordinary and appeared everything was on track. Frank asked a few questions on why some line items appeared underspent. Janie stated that most of that was due to COVID and offices not being open to public and the exemption of participation in all programs.

Next item was a discussion of possible new members to the Board and the recertification of current members. Paul spoke of potential new members and the status of recertifications.

Next item to discuss was the recent monitoring conducted by TWC. Paul provided a generic overview of the monitoring. It did not appear to have any major issues and was better than the prior monitoring. This year's monitoring was 100% virtual.

Paul asked to speak on one item not on the agenda. He was curious to know if Board Members attending the Board Meetings in person would like to have an electronic device provided as to have 100% of Board Members to vote for items on the "Zoom Poll". This was discussed and

decided that taking votes from members via ZOOM on the Poll and continuing to count votes for those in person separately was the preference.

Frank asked if anyone had anything else. No response. The next meeting was scheduled for Dec. 14 at 2:00 pm.

Frank adjourned the meeting

Untapped Populations

	time 9/21/2020 2:: on Zoom: https://2		: 925 0270 6149 Password: 001105				
Meeting called by Type of meeting Facilitator		Cassandra Moya Committee Meeting Cassandra	Attendees: Cassandra Moya, Hector Aguilar, Ben Brennemen, Marco Cruz, Paul Fletcher, Diane Tacke Guests: Nikki Stallings, Debbie Burkhard, Frank Leonardis				
Note	taker	Diane	Decitation				
Timel	keeper	Diane					
Ager	ida Items						
Topic	Welcome						
	Updates on Serv	rice Delivery during COVID19 / C	Dutreach				
	Provided an ove	erview and update on changes to	service delivery and outreach activities.				
	Staff education /	resources					
	Equal Opportun	ity and access to services					
	Discussed the up	pcoming webinar regarding marg	ginalized populations and the business community.				
	Engaged in a dis	ctive on Untapped Populations scussion with invited guests on the pulations. The following items v	ne business perspective on hiring untapped / vere discussed:				
	• Accomm	nodation is not a huge factor for n	nost businesses. However, smaller employers may be				

- Accommodation is not a huge factor for most businesses. However, smaller employers may be
 less familiar with the process of interactive dialogue and accommodation. WSRCA should be
 proactive in engaging in discussions with businesses about this and what this means.
- Regarding second chance citizens, most businesses will continue to maintain the "case-by-case" determination for offers of employment. If state allows the citizen to achieve the license, there is no statutory restriction limiting employment, therefore, it is the other factors that need to be addressed for these citizens: support, language, transportation, housing, etc.

Actions:

- Explore "Communication in a Crisis" or English-language types of classes for Hazardous Communication. Could also explore Crisis communication classes for supervisors in other languages.
- Build employer awareness about an affirmative approach to hiring individuals who are untapped / marginalized.

- Focus on skills related to the job; not the aspect that marginalizes the individual.
- Look at relationship between businesses and outsourced hiring functions many businesses may not be aware of interest by marginalized populations (businesses may not be offered the opportunity to "give someone a chance.")
- Build webinar series for business owners, HR professionals, about the accommodation resource available, including best practices for hiring in small, 5-minute-long formats.
- Educate employers on building job descriptions that focus on clear, specific functions of the job
- Educate employers, business owners and HR professionals on additional resources that are typically outside the purview of normal benefits functions such as resources for transportation, education, child care, etc. Provide a dashboard / tools for businesses to easily link to for employee resources.

□ Next Meeting Date: Monday, 11/9/20 at 2:30 pm

Attachments

Data Analysis / Update

	TWIST (Case-Managed	Total Participants
	Customers)	(WIT)
Total	2483	13,774
Free or reduced lunch	28	
BSD / English Language Learner	223	898
Under_Age_30	923	
Older Individual		2975
Sum of School_Dropout	105	
Veteran	40	1004
Sum of Disabled	165	639
Sum of Criminal_Justice	212	531
Homeless	58	212*
Displaced_Homemaker	2	127
Sum of runaway_youth	0	*
Sum of foster_youth	10	35
Sum of preg_parent_youth	91	

Service Delivery Highlights:

- Over 100 appointments scheduled using calendar appointment scheduling software (in-office and curbside)
- Over 153,000 emails distributed to claimants since June regarding outreach and upskilling opportunities
- 651 claimants have registered for the no-cost upskilling software (Metrix Learning) offered by TWC
- 4,486 Virtual job fair attendees (4,166 job seekers and 320 employers)
- 219 virtual workshops provided since June

National Disability Employment Awareness Month (NDEAM)

https://workforcesolutionsrca.com/blog/help-increase-access-and-opportunity-register-to-participate-in-free-national-disability-employment-awareness-month-webinars

The RuralCap Workforce/HireAbility/VR Committee has finalized the National Disability Employment Awareness Month (NDEAM) Webinar Schedule:

- 1) Thursday October 1 @ 1 PM via Zoom Webinar **How to Become an Entrepreneur?**We will introduce job seekers to organizations/programs (such as <u>Austin SCORE</u>, <u>Texas State University SBDC</u>, <u>U.S. Small Business Administration</u> & the Texas <u>Historically Underutilized Business Program</u>) in our area that support the entrepreneurial spirit, and provide guidance and resources to Texans with physical and cognitive disabilities.
- 2) Thursday October 8 @ 1 PM via Zoom Webinar The WSRCA/Vocational Rehabilitation Partnership Employers and jobseekers alike can utilize the services of both Workforce Solutions and Texas Workforce Solutions-Vocational Rehabilitation Services (VR) at the same time. Our partnership eliminates multiple visits, streamlines service delivery, and provides educational opportunities like these seminars, throughout the year. Learn how you and your organization can benefit.
- 3) Thursday October 15 @ 1 PM via Zoom Webinar **Celebrating Success!**Hear from local employers on how they have used the resources of WSRCA and VR to improve the lives of their physically or cognitively challenged employees while enriching their culture and shoring up the bottom line.
- 4) Thursday October 22 @ 1 PM via Zoom What is Neuro Diversity?

 VR Neurodiversity Specialist Jennifer Hines, will show employers how they can benefit by tapping into highly functional, exceptionally bright individuals on the Neurodiversity Spectrum. A Special Guest from Dell, a company that has pioneered using workers on the Spectrum, will share their successes and challenges.
- 5) Thursday October 29 @ 1 PM via Zoom Understanding ADA and Reviewing Physical & Cognitive Disabilities in the Workplace

 TWS-VR Services Experts will provide an overview of Americans with Disabilities Act for employers and accommodating physical and cognitive disabilities in the workplace.

Workforce Wednesdays https://workforcesolutionsrca.com/seekers/job-search/workforce-wednesdays-virtual-career-expo

Hiring Red, White and You! https://www.warriorwelcome.com/

WiFi Map https://workforcesolutionsrca.com/board/rural-capital-area-wi-fi-map





Untapped/Marginalized Populations Webinar



With the outbreak of COVID-19 in March of 2020, the U.S. Economy experienced record job losses. These job losses have been felt most acutely by those from untapped/marginalized populations, e.g. - women, youth, older workers and people of color.

EQUUS Workforce Solutions (EWS) will be hosting a webinar featuring a multi-media presentation for local HR representatives and local staff focused on working with untapped/marginalized populations. Included in this session will be current data and best practices for the attraction and retention of this often-overlooked talent pool.

EWS Business Services staff will specifically provide the following information:

- Overview of our many services for local employers and job seekers.
- Testimonials from individuals representing untapped/marginalized populations

We look forward to seeing you on the 22nd!

WEBINAR

Tuesday September, 22, 2020 9:00 -10:30 AM

Register Here: #######

Workforce Solutions Rural Capital Area is an Equal Opportunity Employer/Program Auxiliary Aids and Services are available upon request to individuals with disabilities Relay TX: 711 or 1-800-735-2988 (voice) or 1-800-735-2989 (TDD)



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Mask Up & Make a Difference!

In Compliance with Governor Greg Abbott's Executive Order GA29,



Virtual

Face Coverings are Required to Be **Worn Inside Our Offices**

Curbside

In-Center (by

appointment

Rural Capital Area	
TODO	MOMI
JOBS	MOAA:
	4.2.4.2.2.3

DO MOUM	Menu of Services:	(online)	Carbsiac	only)
BS NOW!	Computer with Internet Access		1	1
DO110111.	Access to Wi-Fi		1	
	Telephone for employer calls			1
	Faxing, copying, scanning		V	1
Self-asse	essment and career assessment tools	1		
Sk	ills Upgrading / Training information	1		1
	Typing and spelling tests			1
	Submit wage claims	1	V	1
	Community Resources and referrals	1	V	1
	Job Search Assistance	V		V
	Resumes / Cover Letters	1		1
Services for Individuals with D	isabilities (Vocational Rehabilitation)	1		
	Services for Veterans	1		
Unemployment Ins	urance Benefits Services information	1	1	1
Jo	b Readiness / Job Search Workshops	1		
	EEO Complaint information	1	1	*
Co	ise-management Supportive Services	1	1	1
	Child care services	1		
	GED classes and Literacy services	1		
	Housing assistance resources	1	4	1
-	Local Job Fairs / Hiring events	1		
	Youth services	1		
Case-ma	anagement program eligibility review	V		















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TEXAS



Child Care

Child Care Funds Expended by County thru September 2020

County	Amount – CCF and CCM	Amount COVID	Total	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	1,794,198.67	161,913.16	1,956,111.83	12%	12.00
Blanco	78,443.81	5,645.08	84,088.89	1%	1.00
Burnet	878,203.52	114,590.63	992,794.15	6%	7.00
Caldwell	603,742.13	159,946.44	763,688.57	4%	7.00
Fayette	185,533.23	186,561.97	372,095.20	2%	2.00
Hays	2,767,564.52	142,056.62	2,909,621.14	17%	23.00
Lee	187,785.07	34,210.74	221,995.81	1%	2.00
Llano	227,877.93	66,900.13	294,778.06	2%	2.00
Williamson	8,517,069.38	1,015,285.74	9,532,355.12	55%	43.00
Total	\$ 15,240,418.26	\$ 1,887,110.51	\$ 17,127,528.77	100	100.00

Children In Care September 2020

CPS	371	10%
Mandatory	306	10%
Income Eligible	2,042	80%
Essential Worker	0	
Totals	2,719	100%

Children on Waitlist as of 10/13/2020

County	Children
Bastrop	298
Blanco	14
Burnet	142
Caldwell	139
Fayette	59
Hays	531
Lee	55
Llano	72
Williamson	1,269
Total	2,579



Child Care Providers

County	Providers	TRSP	Relative
Bastrop	26	7	1
Blanco	3	1	0
Burnet	14	5	0
Caldwell	9	3	0
Fayette	5	2	0
Hays	54	21	4
Lee	6	1	0
Llano	4	1	1
Williamson	171	29	3
Total RCA	292	70	9
Outside Nine County	117	57	0
Total	409	127	9

August 2020 Performance Target: 2,730 MP = 95.02%

FY2021 Target 2,265



Child Care

Workforce Solutions Rural Capital Area Workforce Development
Board Meeting
October 19, 2020

Children in Care FY 2020

Fund Type	September 2020	<u>%</u>
CPS Clients	371	10
Mandatory (Choices, Former CPS, TANF)	306	10
Income Eligible	2,042	80
Totals	2,719	100
Essential Workers	0	

Child Care Funds Expended by County thru September 2020

County	Amount – CCF and CCM	Amount COVID	Total	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	1,794,198.67	161,913.16	1,956,111.83	12%	12.00
Blanco	78,443.81	5,645.08	84,088.89	1%	1.00
Burnet	878,203.52	114,590.63	992,794.15	6%	7.00
Caldwell	603,742.13	159,946.44	763,688.57	4%	7.00
Fayette	185,533.23	186,561.97	372,095.20	2%	2.00
Hays	2,767,564.52	142,056.62	2,909,621.14	17%	23.00
Lee	187,785.07	34,210.74	221,995.81	1%	2.00
Llano	227,877.93	66,900.13	294,778.06	2%	2.00
Williams					43.00
on	8,517,069.38	1,015,285.74	9,532,355.12	55%	
Total Board Meeting Briefing	vSher 1.5,2:40,418: 26	\$ 1,887,110.51	\$ 17,127,528.77	100	100.00

Child Care Providers

County	Providers	TRSP	Relative
	Open/Closed		
Bastrop	26	7	1
Blanco	3	1	О
Burnet	14	5	О
Caldwell	9	3	О
Fayette	5	2	О
Hays	54	21	4
Lee	6	1	О
Llano	4	1	1
Williamson	171	29	3
Total RCA	292	70	9
Outside Nine County	117	57	О
Total Board Meeting Briefing	409 Materials October 21, 2020	127	9 Page 32

Children on Waitlist as of 10/13/2020

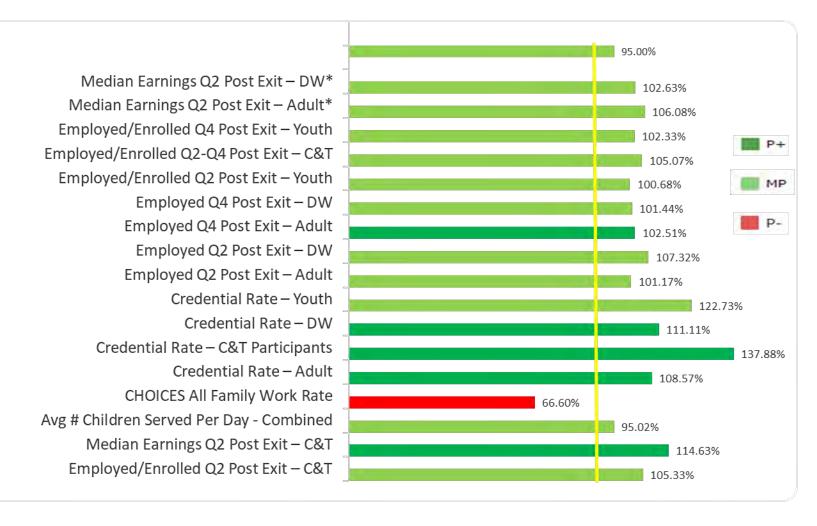
County	Children
Bastrop	298
Blanco	14
Burnet	142
Caldwell	139
Fayette	59
Hays	531
Lee	55
Llano	72
Williamson	1,269
Board Meeting Briefing Materials 5000 er 21, 2020	2,579 Page 33

Child Care State Performance Measure

- FY2020 Target 2,730
 - August 2020 = 95.02%

FY2021 Target 2,265

Workforce Solutions Rural Capital Area Workforce August MPR Performance Overview



AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

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

FINAL RELEASE

As Originally Published 10/2/2020

AUGUST 2020 REPORT

	Reemple and Em		Partic	ipation	WIOA Outcome Measures													Total Measures				
	Engag		Choices	Avg#		C&T Par	rticipants			Ad	dult			D	W			Youth		,	neasu	res
Board	Clmnt ReEmpl within 10 Weeks	Emplyrs Rcvg Wkfc Assist	Full Work Rate-All Family Total	Children Svd Per Day- Combined	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	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 -F	% MI & +F
Vamo	101.12%	n/a	74.60%	97.34%	103.54%	102.88%	113.62%	124.52%	103.08%	99.72%	n/a	96.62%	100.09%	92.45%	n/a	105.27%	96.17%	99.28%	110.43%	3	12 1	94
Borderplex	97.04%	n/a	64.72%	92.06%	99.45%	100.04%	111.39%	132.08%	102.94%	96.58%	n/a	107.28%	99.09%	99.38%	n/a	100.67%	93.90%	95.01%	144.68%	3	11 2	88
Brazos Valley	102.47%	n/a	87.90%	94.34%	99.83%	99.13%	106.04%	114.38%	88.98%	94.57%	n/a	82.24%	105.86%	111.57%	n/a	115.13%	122.95%	94.88%	104.17%	5	7 4	75
ameron	102.30%	n/a	71.50%	103.14%	109.07%	100.85%	110.25%	142.28%	94.66%	94.55%	n/a	105.17%	102.68%	90.53%	n/a	97.78%	97.08%	95.25%	78.10%	3	11 2	88
apital Area	108.38%	n/a	64.38%	93.92%	105.36%	103.79%	112.26%	130.73%	107.26%	97.64%	n/a	111.70%	106.30%	98.57%	n/a	108.38%	112.95%	104.51%	107.59%	6	8 2	88
Central Texas	102.07%	n/a	82.76%	94.68%	94.67%	99.89%	106.69%	108.92%	103.36%	104.41%	n/a	128.91%	109.64%	92.90%	n/a	106.57%	97.86%	92.84%	97.38%	3	10 3	81
Coastal Bend	101.56%	n/a	63.14%	101.72%	102.51%	100.90%	112.62%	80.65%	110.06%	99.29%	n/a	79.38%	97.60%	99.50%	n/a	76.67%	99.03%	95.50%	82.42%	2	9 5	69
Concho Valley	120.34%	n/a	62.12%	94.29%	104.55%	99.62%	102.47%	136.37%	90.25%	101.56%	n/a	101.49%	121.91%	97.69%	n/a	112.99%	110.18%	91.71%	74.63%	5	8 3	81
Dallas	101.81%	n/a	66.78%	96.63%	101.41%	101.57%	109.97%	131.67%	93.55%	94.50%	n/a	107.51%	98.56%	95.72%	n/a	95.73%	97.65%	98.14%	120.86%	3	12 1	94
Deep East	100.70%	n/a	59.10%	95.39%	102.15%	98.71%	110.26%	139.67%	92.80%	90.73%	n/a	90.65%	90.84%	90.50%	n/a	117.11%	100.97%	99.06%	92.58%	3	12 1	94
East Texas	95.63%	n/a	64.12%	90.89%	103.25%	100.61%	106.35%	127.67%	103.98%	100.01%	n/a	94.26%	94.70%	99.86%	n/a	106.51%	104.83%	108.49%	111.04%	3	11 2	88
Golden Cresce	100.29%	n/a	80.94%	95.55%	109.87%	104.38%	116.68%	126.40%	104.97%	95.61%	n/a	97.35%	102.88%	97.92%	n/a	96.61%	90.08%	120.21%	152.44%	5	10 1	94
Gulf Coast	100.43%	n/a	64.00%	92.46%	96.10%	98.85%	107.82%	106.67%	96.73%	92.92%	n/a	90.79%	88.72%	82.30%	n/a	78.72%	95.03%	97.70%	127.85%	3	8 5	69
Heart of Texas	100.92%	n/a	70.20%	92.99%	104.70%	100.89%	104.35%	111.93%	107.78%	122.56%	n/a	89.49%	103.12%	113.88%	n/a	69.44%	111.72%	103.14%	80.37%	4	7 5	69
Lower Rio	102.06%	n/a	74.60%	98.20%	108.58%	98.64%	109.63%	135.83%	95.87%	98.65%	n/a	107.05%	98.90%	97.93%	n/a	98.29%	95.23%	101.39%	88.70%	3	11 2	88
Middle Rio	91.65%	n/a	57.98%	97.12%	103.93%	97.24%	101.64%	138.25%	95.44%	94.01%	n/a	92.57%	118.06%	105.27%	n/a	74.08%	98.35%	91.56%	123.90%	3	10 3	81
North Central	100.50%	n/a	65.16%	95.51%	97.30%	103.04%	118.29%	113.82%	99.13%	97.40%	n/a	90.59%	97.46%	96.32%	n/a	94.36%	103.86%	108.38%	124.77%	3	12 1	94
North East	104.08%	n/a	60.86%	98.20%	99.23%	101.05%	105.86%	122.15%	107.59%	110.90%	n/a	112.87%	98.96%	103.08%	n/a	75.17%	106.81%	91.13%	102.73%	4	10 2	88
North Texas	107.79%	n/a	55.64%	95.19%	100.16%	101.73%	103.95%	144.73%	100.00%	99.32%	n/a	117.40%	100.00%	111.11%	n/a	57.01%	87.82%	111.02%	105.75%	5	8 3	81
Panhandle	105.98%	n/a	84.86%	94.67%	104.57%	102.05%	108.63%	138.07%	108.90%	103.44%	n/a	96.44%	109.04%	110.11%	n/a	120.05%	96.50%	113.34%	100.19%	6	8 2	88
Permian Basin	102.96%	n/a	64.78%	97.40%	106.23%	100.12%	107.33%	122.22%	89.08%	83.52%	n/a	96.10%	116.32%	97.22%	n/a	91.79%	109.78%	122.55%	73.25%	5	7 4	75
Rural Capital	105.45%	n/a	66.60%	95.02%	105.33%	105.07%	114.63%	137.88%	101.17%	102.51%	n/a	108.57%	107.32%	101.44%	n/a	111.11%	100.68%	102.33%	122.73%	7	8 1	94
South Plains	107.77%	n/a	52.82%	103.85%	102.80%	99.26%	107.72%	145.83%	110.98%	108.05%	n/a	97.57%	121.00%	105.69%	n/a	106.28%	116.43%	125.23%	137.76%	8	7 1	94
South Texas	95.35%	n/a	67.40%	94.13%	98.06%	100.89%	94.69%	155.17%	97.78%	112.31%	n/a	107.72%	114.42%	111.73%	n/a	131.58%	126.92%	120.21%	115.58%	8	5 3	81
Southeast	110.26%	n/a	54.54%	97.61%	105.67%	99.64%	105.11%	120.62%	106.83%	103.21%	n/a	103.59%	101.89%	100.61%	n/a	121.86%	95.64%	96.61%	111.04%	6	9 1	94
Tarrant	100.37%	n/a	59.94%	95.09%	102.59%	102.50%	114.64%	128.88%	98.09%	94.01%	n/a	92.78%	91.10%	96.28%	n/a	88.89%	89.58%	92.64%	75.68%	2	10 4	75
Texoma	94.81%	n/a	60.64%	102.02%	103.87%	102.99%	105.42%	135.62%	102.71%	106.38%	n/a	101.79%	114.42%	111.11%	n/a	120.00%	100.71%	96.47%	94.53%	5	9 2	88
West Central	103.11%	n/a	63.86%	97.03%	98.84%	98.81%	105.40%	117.12%	100.26%	81.96%	n/a	90.05%	105.06%	83.48%	n/a	111.11%	104.08%	106.72%	109.89%	3	10 3	81
+P	7	0	0	0	7	1	23	27	2	3	0	4	6	6	0	9	6	6	12		119)
MP	19	0	0	18	20	27	4	0	24	23	0	21	21	20	0	12	20	22	9		260)
-Р	2	0	28	10	1	0	1	1	2	2	0	3	1	2	0	7	2	0	7		69	
% MP & +P	93%	N/A	0%	64%	96%	100%	96%	96%	93%	93%	N/A	89%	96%	93%	N/A	75%	93%	100%	75%	-	85%	ó
lee ting Brie	fing Ma	terials	Databer	210/202	07/18	1/18	7/18	1/18	7/18	1/18		1/18	7/18	1/18		1/18	7/18	1/18	Page 3	6	Fron	n
To	5/20		8/20	8/20	6/19	12/18	6/19	12/18	6/19	12/18		12/18	6/19	12/18		12/18	6/19	12/18	12/18		To	

Board

Workforce Solutions Rural Capital Area Workforce Performance

By Equus Workforce Services October 12, 2020

Workforce Solutions Rural Capital Area Workforce August MPR Performance Overview



Board Meeting Briefing Materials October 21, 2020 Page 38

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 August 30.

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Reemployment of Registered Claimants within 10 weeks as of August 2020

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

of Employers Receiving Workforce Assistance

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

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

The time frame is from October through September.

Employer Workforce Assistance as of August 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

Employed/Enrolled Q4 Post Exit All Participants

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 (or in Post Secondary Education for Youth), in the 2nd 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 TVVC 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.



The Measure for All Participants is 69.00%



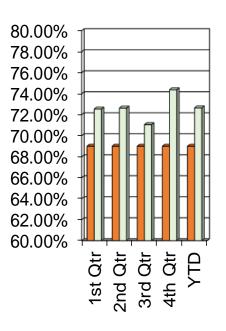
The Measure for All Participants is 84%



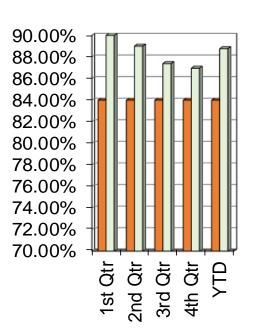
□ Actual



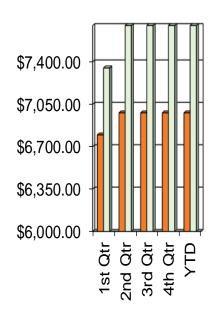
The Measure for All Participants is \$6979.00



Currently, we are at 104.94% of the measure Board Meeting Briefing Materials October 21,2020 13,510 customers placed in employment.



Currently, we are at 105.44% of the measure with 12,927 customers placed in employment.



Currently, we are at 121.59% of the measure with 12,875 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

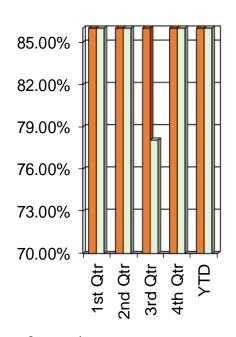
The Target Measure for WIOA Adults is 90%

The Target Measure for WIOA DW is 79.20%

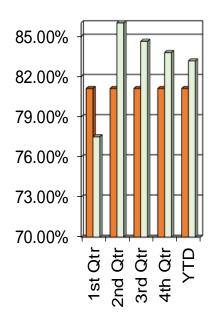
The Target Measure for WIOA Youth is 83.5%



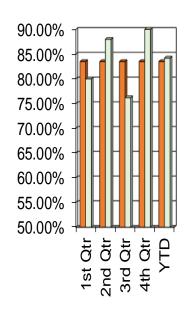
□ Actual



Currently, we are at 101.17% of the target Board Meeting Briefing Materials October 21, 2020 with 295 customers placed in employment.



Currently, we are at 107.32% of the target measure with 170 customers placed in employment.



Currently, we are at 101.68% of the measure with 95 youth customers placed in employment.

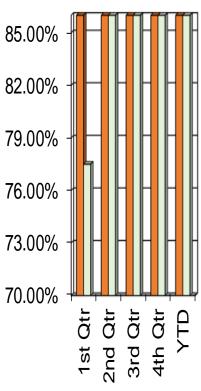
Employed/Enrolled Q4 Post Exit WIOA Adult, DW, Youth

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.

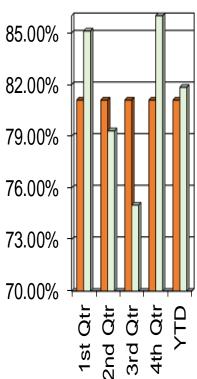
Employed Q4 Post Exit WIOA Adult, DW, Youth





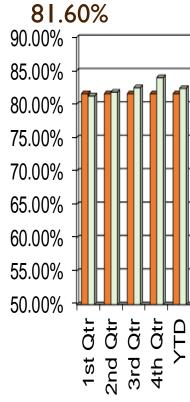
Currently, we are at 102.51% of the target

The Target Measure for WIOA DW is 81.10%



Currently, we are at 101.44% of the target measure with 167 customers placed in employment.

The Target Measure for WIOA Youth is



Currently, we are at 102.33% of the measure with 86 youth customers placed in employment.

Median Earnings QS Post Exit WIOA Adult and DW

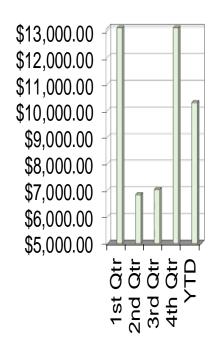
This performance measure consists of the number of customers that were employed, according to TWC Tax Wages or supplemental wages in the 3rd calendar quarter after they exited from the WIOA Program and what their median wages were.

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

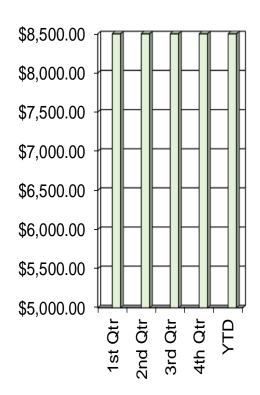
Median Earning Q2 Post Exit WIOA Adult and DW

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

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



□ Actual



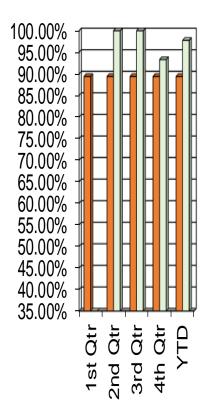
Credential Rate WIOA Adult, DW, Youth

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.

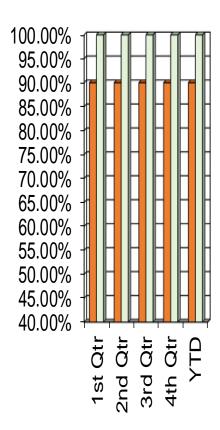
Credential Rate WIOA Adult, DW, Youth

The Target Measure for WIOA Adults is 89.4%



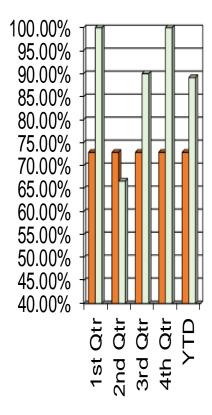
Currently at 108.57% of the measure with 33 customers

The Target
Measure for
WIOA DW is 90%



Currently at 111.11% of the measure with 18 customers receiving a credential.

The Target Measure for WIOA Youth is 72.90%



Currently at 122.73% of the measure with 17 customers receiving a credential.

Choices Full Work Rate – All Family Total

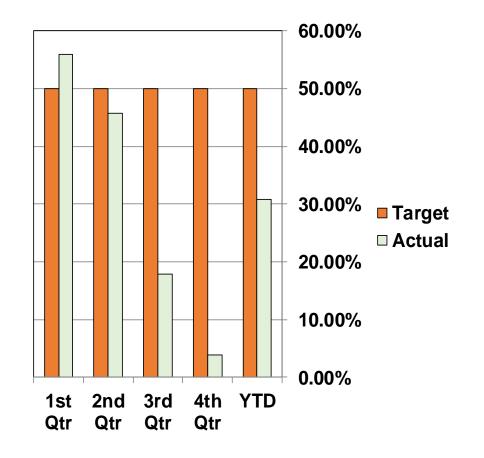
This performance measure consists of TANF recipients who are mandatory to participate in the Choices program (ie: search for and take permanent employment). The time frame for this is from October through September. In order to be considered as a meeting the full work rate, the customer must be participating 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 August 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 30.83% of this target. 25 Families are in this measure YTD.



Board Meeting Briefing Materials October 21, 2020 Page 54

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

FINAL RELEASE
As Originally Published 10/2/2020

AUGUST 2020 REPORT

BOARD NAME: RURAL CAPITAL

Status Summary			n Positive mance (+P):	Meeting Performance (MP):		With Negativ Performance	/0 TE	& MP							
Contracted Measures			6	8		0	100.	00%							
Notes Measure		Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	То
Reem	ployment and Employer Engagement N	/leasur	es				_						_		
TWC 1	Claimant Reemployment within 10 Weeks		n/a	n/a	n/a	62.93%	59.99%	59.72%	4,279 6,800	59.13%	57.89%	74.04%	97.30%	7/19	5/20
	# of Employers Receiving Workforce Assistance					2,709	n/a	3,821		1,306	1,280	1,286	1,094	10/19	8/20

^{1.} TWC is currently evaluating the impact of the pandemic on performance for this measure and will update the data in a future MPR when the analysis is complete.

Program Participation Measures

_																
	TWC	Choices Full Work Rate - All Family Total	n/a	n/a	n/a	n/a	33.30%	52.81%	55.89%	25	55.89%	45.73%	17.93%	3.81%	10/19	8/20
Γ	2			150	100		00.0070	02.0170	00.0070	84	00.0070	10.7070	11.00%	0.0170		0,20
Γ	TWC	Avg # Children Served Per Day - Combined	MP	95.02%	2,730	2,730	2,594	2,583	1,931	622,487	2,631	2,791	2.594	2,247	10/19	8/20
	3,4			33.0276	2,750	2,700	2,004	2,000	1,001	240	2,001	2,701	2,004	2,241	10	0/20
		# of EWC Children Served					1,006	n/a	n/a						4/20	8/20
	4						1,000	100	100						4,20	0/20

^{3.} TWC is currently evaluating the impact of the pandemic on performance for this measure and will update the data in a future MPR when the analysis is complete.

WIOA Outcome Measures

LBB-K	Participants		105.33%	69.00%	69.00%	72.68%	72.69%	72.21%	13,510 18,588	72.56%	72.65%	71.10%	74.35%	7/18	6/19
LBB-K	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	+P	105.07%	84.00%	84.00%	88.26%	88.65%	86.81%	12,927 14,646	88.41%	89.09%	88.18%	87.09%	1/18	12/18
TWC	Median Earnings Q2 Post Exit – C&T Participants	+P	114.63%	\$6,979.00	\$6,979.00	\$8,000.00	\$7,640.87	\$7,182.40	n/a 12,875	\$7,355.72	\$7,999.47	\$8,314.29	\$8,437.25	7/18	6/19
LBB-K	Credential Rate – C&T Participants	+P	137.88%	60.00%	60.00%	82.73%	73.88%	45.15%	91 110	83.33%	77.42%	88.89%	82.35%	1/18	12/18
DOL-C	Employed Q2 Post Exit – Adult	MP	101.17%	90.00%	90.00%	91.05%	92.67%	93.41%	295 324	91.74%	90.00%	78.05%	94.78%	7/18	6/19
DOL-C	Employed Q4 Post Exit – Adult	MP	102.51%	87.80%	87.80%	90.00%	95.89%	90.85%	270 300	77.50%	90.99%	91.74%	95.00%	1/18	12/18
DOL-C	Median Earnings Q2 Post Exit – Adult					\$13,128.50	\$12,150.21	\$12,369.75	n/a 294	\$13,404.87	\$6,840.83	\$7,034.00	\$13,905.27	7/18	6/19
DOL-C	Credential Rate – Adult	MP	108.57%	89.40%	89.40%	97.06%	75.00%	80.70%	33 34	n/a	100.00%	100.00%	93.33%	1/18	12/18
DOL-C	Employed Q2 Post Exit – DW efing Materials October 21, 2020	MP	107.32%	79.20%	79.20%	85.00%	80.28%	80.68%	170 200	77.50%	91.38%	84.62%	83.78%	7/18	6/19
DOL-C	,		101.44%	81.10%	81.10%	82.27%	87.50%	81.07%	167 203	85.11%	79.31%	75.00%	87.93%	1/18	12/18

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^{4.} In April 2020, TWC started a special short-term, COVID-19-related child care program to serve the children of Essential Workers who might not normally qualify for subsidized child care. Because this was a limited program that provided 3 months of care to all enrolled children of Essential Workers (regardless of the day they started care), TWC is reporting this data as the unduplicated number of children served through the program rather than the number per day.

BOARD SUMMARY REPORT - CONTRACTED MEASURES

FINAL RELEASE
As Originally Published 10/2/2020

Year-to-Date Performance Periods*

BOARD NAME: RURAL CAPITAL

AUGUST 2020 REPORT

Source Notes	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	То
WIOA C	utcome Measures														
DOL-C	Median Earnings Q2 Post Exit - DW	1	00000 T	1,600	1000	\$9,259.61	\$8,279.01	\$8,017.88	n/a	\$9.788.44	\$0 727 08	\$9,330.00	\$8.841.62	7/18	8 6/19
						ψ3,233.01	\$0,275.01	30,017.00	166	\$5,200.44	\$3,121.30	\$5,550.00	\$0,041.02	1310	0/13
DOL-C	Credential Rate - DW	+P	111.11%	90.00%	90.00%	100.00%	100.00%	88.64%	18	100.00%	100.00%	100.00%	100.00%	1/18	12/18
3 7 1			10.7 70.0 8 15.5	13335	(/34190XX)	725423.4		2232.012	18	100.0070	100.0070	1000000	100.0070	23.10	12.10
DOL-C	Employed/Enrolled Q2 Post Exit - Youth	MP	100.68%	83.50%	83.50%	84.07%	82.50%	85.45%	95	80.00%	88.00%	76.19%	92.59%	7/18	6/19
			100.0070	00.0070	00.0070	07.0770	02.0070	00.1070	113		00.0070	70.1370	02.0070		0.10
DOL-C	Employed/Enrolled Q4 Post Exit - Youth	MP	102.33%	81.60%	81.60%	83.50%	84.85%	82.72%	86	81.25%	86.36%	82.50%	84.00%	1/18	12/18
		100	102.0070	01.0070	01.00%	00.0070	01.0010	02.72.70	103	01.2070	00.0070	02.0070	01.0070	34.10	
DOL-C	Credential Rate - Youth	+P	122.73%	72.90%	72.90%	89.47%	92.31%	77.50%	17	100.00%	66.67%	90.00%	100.00%	1/18	12/18
	Control of the Control	1	122.1370	12.50 /6	12.3070	05.47 76	32.3170	77.3076	19	100.00%	00.07 70	30.0070	100.0076		.210

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

FINAL RELEASE

As Originally Published 10/2/2020

AUGUST 2020 REPORT

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

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

	Į	Green = +P	vvnite =	· IVIF	Yellow = IV	IF DULAL	KISK K	eu = -P																
			Reemple and Em		Partici	pation							WIOA O	utcome N	Measures								Tota	
			Engag		Choices	Avg#		C&T Par	ticipants			Ad	lult			D	W			Youth			leasu	162
			Clmnt ReEmpl within 10	Emplyrs Rovg Wkfc	Full Work Rate-All Family	Children Svd Per Day-	Empl/ Enrolled Q2	Empl/ Enrolled Q2-Q4	-,-	Credential	Employ- ed Q2	Employ- ed Q4	Median Earnings Q2	Credential	Employ- ed Q2	Employ- ed Q4	Median Earnings Q2	Credential	Empl/ Enrolled Q2	Empl/ Enrolled Q4	Credential	-	\blacksquare	% MP &
- CONTRACT OF THE PARTY OF THE		Board	Weeks	Assist	Total	Combined	Post-Exit	Post-Exit	Post-Exit	Rate	Post-Exit	Post-Exit	Post-Exit	Rate	Post-Exit	Post-Exit	Post-Exit	Rate	Post-Exit	Post-Exit	Rate	-	/IP -P	
		Alamo	101.12%	n/a		97.34%		102.88%			103.08%		n/a	96.62%	100.09%		n/a	105.27%		99.28%		_	12 1	94%
		Borderplex	97.04%	n/a	64.72%	92.06%		100.04%			102.94%		n/a	107.28%	99.09%		n/a	100.67%	93.90%		144.68%		11 2	88%
		Brazos Valley	102.47%		87.90%					114.38%	88.98%		n/a	82.24%		111.57%	n/a	115.13%			104.17%	_	7 4	75%
Maria .		Cameron	102.30%		71.50%					142.28%			n/a	105.17%			n/a	97.78%			78.10%	_	11 2	
		Capital Area	108.38%		64.38%					130.73%			n/a		106.30%		n/a		112.95%				8 2	
		Central Texas	102.07%		82.76%					108.92%			n/a		109.64%		n/a	106.57%		92.84%			10 3	
		Coastal Bend	101.56%		63.14%	101.72%	102.51%	100.90%	112.62%	80.65%	110.06%	99.29%	n/a		97.60%		n/a	76.67%	99.03%	95.50%	82.42%	2	9 5	69%
		Concho Valley	120.34%							136.37%			n/a		121.91%		n/a		110.18%		74.63%		8 3	
		Dallas	101.81%	n/a	66.78%	96.63%	101.41%	101.57%	109.97%	131.67%	93.55%	94.50%	n/a	107.51%	98.56%	95.72%	n/a	95.73%	97.65%	98.14%	120.86%	3	12 1	94%
		Deep East	100.70%	n/a	59.10%	95.39%	102.15%	98.71%	110.26%	139.67%	92.80%	90.73%	n/a	90.65%	90.84%	90.50%	n/a	117.11%	100.97%	99.06%	92.58%	3	12 1	94%
		East Texas	95.63%	n/a	64.12%	90.89%	103.25%	100.61%	106.35%	127.67%	103.98%	100.01%	n/a	94.26%	94.70%	99.86%	n/a	106.51%	104.83%	108.49%	111.04%	3	11 2	88%
		Golden Cresce	100.29%	n/a	80.94%	95.55%	109.87%	104.38%	116.68%	126.40%	104.97%	95.61%	n/a	97.35%	102.88%	97.92%	n/a	96.61%	90.08%	120.21%	152.44%	5	10 1	94%
		Gulf Coast	100.43%	n/a	64.00%	92.46%	96.10%	98.85%	107.82%	106.67%	96.73%	92.92%	n/a	90.79%	88.72%	82.30%	n/a	78.72%	95.03%	97.70%	127.85%	3	8 5	69%
		Heart of Texas	100.92%	n/a	70.20%	92.99%	104.70%	100.89%	104.35%	111.93%	107.78%	122.56%	n/a	89.49%	103.12%	113.88%	n/a	69.44%	111.72%	103.14%	80.37%	4	7 5	69%
		Lower Rio	102.06%	n/a	74.60%	98.20%	108.58%	98.64%	109.63%	135.83%	95.87%	98.65%	n/a	107.05%	98.90%	97.93%	n/a	98.29%	95.23%	101.39%	88.70%	3	11 2	88%
	- 1	Middle Rio	91.65%	n/a	57.98%	97.12%	103.93%	97.24%	101.64%	138.25%	95.44%	94.01%	n/a	92.57%	118.06%	105.27%	n/a	74.08%	98.35%	91.56%	123.90%	3	10 3	81%
		North Central	100.50%	n/a	65.16%	95.51%	97.30%	103.04%	118.29%	113.82%	99.13%	97.40%	n/a	90.59%	97.46%	96.32%	n/a	94.36%	103.86%	108.38%	124.77%	3	12 1	94%
	ı	North East	104.08%	n/a	60.86%	98.20%	99.23%	101.05%	105.86%	122.15%	107.59%	110.90%	n/a	112.87%	98.96%	103.08%	n/a	75.17%	106.81%	91.13%	102.73%	4	10 2	88%
	- 1	North Texas	107.79%	n/a	55.64%	95.19%	100.16%	101.73%	103.95%	144.73%	100.00%	99.32%	n/a	117.40%	100.00%	111.11%	n/a	57.01%	87.82%	111.02%	105.75%	5	8 3	81%
	ı	Panhandle	105.98%	n/a	84.86%	94.67%	104.57%	102.05%	108.63%	138.07%	108.90%	103.44%	n/a	96.44%	109.04%	110.11%	n/a	120.05%	96.50%	113.34%	100.19%	6	8 2	88%
	- 1	Permian Basin	102.96%	n/a	64.78%	97.40%	106.23%	100.12%	107.33%	122.22%	89.08%	83.52%	n/a	96.10%	116.32%	97.22%	n/a	91.79%	109.78%	122.55%	73.25%	5	7 4	75%
		Rural Capital	105.45%	n/a	66.60%	95.02%	105.33%	105.07%	114.63%	137.88%	101.17%	102.51%	n/a	108.57%	107.32%	101.44%	n/a	111.11%	100.68%	102.33%	122.73%	7	8 1	94%
	1	South Plains	107.77%	n/a	52.82%	103.85%	102.80%	99.26%	107.72%	145.83%	110.98%	108.05%	n/a	97.57%	121.00%	105.69%	n/a	106.28%	116.43%	125.23%	137.76%	8	7 1	94%
	1	South Texas	95.35%	n/a	67.40%	94.13%	98.06%	100.89%	94.69%	155.17%	97.78%	112.31%	n/a	107.72%	114.42%	111.73%	n/a	131.58%	126.92%	120.21%	115.58%	8	5 3	81%
	1	Southeast	110.26%	n/a	54.54%	97.61%	105.67%	99.64%	105.11%	120.62%	106.83%	103.21%	n/a	103.59%	101.89%	100.61%	n/a	121.86%	95.64%	96.61%	111.04%	6	9 1	94%
	1	Tarrant	100.37%	n/a	59.94%	95.09%	102.59%	102.50%	114.64%	128.88%	98.09%	94.01%	n/a	92.78%	91.10%	96.28%	n/a	88.89%	89.58%	92.64%	75.68%	2	10 4	75%
	1	Texoma	94.81%	n/a	60.64%	102.02%				135.62%		106.38%	n/a	101.79%	114.42%	111.11%	n/a	120.00%	100.71%	96.47%	94.53%	5	9 2	88%
	İ	West Central	103.11%	n/a	63.86%	97.03%	98.84%	98.81%	105.40%	117.12%	100.26%	81.96%	n/a	90.05%	105.06%	83.48%	n/a		104.08%		109.89%	3	0 3	81%
	ı	+P	7	0	0	0	7	1	23	27	2	3	0	4	6	6	0	9	6	6	12		119	
		MP	19	0	0	18	20	27	4	0	24	23	0	21	21	20	0	12	20	22	9		260	
		-P	2	0	28	10	1	0	1	1	2	2	0	3	1	2	0	7	2	0	7		69	
		% MP & +P	93%	N/A	0%	64%	96%	100%	96%	96%	93%	93%	N/A	89%	96%	93%	N/A	75%	93%	100%	75%		85%	6
Board Me	eting	Briefing Mate	ial <mark>s/Qc</mark> to	ber 21, 2	020/19	10/19	7/18	1/18	7/18	1/18	7/18	1/18		1/18	7/18	1/18		1/18	7/18	1/18	1/18		Fron	n
		То	5/20		8/20	8/20	6/19	12/18	6/19	12/18	6/19	12/18		12/18	6/19	12/18		12/18	6/19	12/18	12/18		To	\neg
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