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Board Meeting

June 17, 2020





Briefing Materials

**WORKFORCE SOLUTIONS RURAL CAPITAL AREA
BOARD OF DIRECTORS REGULAR MEETING**

Wednesday, June 17, 2020
Via Zoom by Calling +1 346 248 7799
Zoom ID: 976 8414 3457
Password: 602688

AGENDA

Meeting Begins at **12:30 PM**

- 1) Call to Order/Roll Call/Establish Quorum
- 2) Public Comment Period
- 3) *Consent Agenda
 - a. Adopt minutes of the April 15, 2020 Regular Meeting
- 4) Executive Committee/Chair's Report – Frank Leonardis, Chair
 - a. *Consider approval of the Authorization to Perform Duties and Sign Documents
 - b. *Review and consider continuation of COVID-19 Policy
- 5) Business Education Services Committee Report – Jeff Light, Chair
- 6) Community Awareness Committee Report – Camille Clay, Chair
- 7) Governance Finance Committee Report – Vacant, Chair & Rene Flores, Treasurer
- 8) Untapped Populations Committee Report – Cassandra Moya, Chair
- 9) Chief Executive Officer's Report – Paul Fletcher, Chief Executive Officer
- 10) Performance Reports
 -  Child Care – Sandy Anderson, Director of Child Care Services
 -  Workforce Center Management– Mike Crane, Project Director
- 11) Workforce Board Announcements - Board at Large (what's happening in your area) – Submit your announcements to the Board Secretary prior to the meeting
- 12) New Business
- 13) Consider date, time, and location of next Regular or Special Board Meeting
- 14) Adjourn

***Denotes Action Item**

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



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MEETING HELD ON APRIL 15, 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	A	Fohn Thomas	P	Lindsey	P	Sifuentes	P
Burkhard	P	Garlick	P	McKeown	A	Stallings	P
Clay	P	Goode	P	Mitchell	P	Tucker	P
Cruz	P	Jackson	P	Moya	P	Zdeb	P
Dillett	A	Kamerlander	P	Munson	P		

23 members present at roll call. Quorum established.

AGENDA ITEM #2





Public Comment Period

There were no comments made by the public.

AGENDA ITEM #3

Information Sharing – Commissioner Alvarez, Texas Workforce Commission

Commissioner Alvarez thanked the Board and staff and discussed the following:






-  Call volume has been overwhelming, but hours have been extended to assist clients
-  Posting information has been helpful to be able to share with constituents
-  Thanks to Brian Hernandez for help with videos, he's done a great job
-  TWC is listening to Boards regarding training dollars
 - Funding for remote areas
 - Will provide tools
 - Team up with Rural Capital Area with DOL Grants
 - We are open for business and will need to be creative to get things done

AGENDA ITEM #4

2019 Audit Review - Milo Martinez with Martinez, Rosario & Company

Milo Martinez presented the 2019 Audit Review to the Board and discussed the following:

-  Financial Statements

-  Federal Awards Report on internal control over financial reporting and compliance and other matters based on an audit of financial statements
 - No internal control over financial reporting findings noted
 - No material noncompliance findings noted
-  Independent Auditor's Report on compliance for each major federal or state program and on internal control over compliance required by uniform guidance
 - Clean opinion on major program compliance
 - No internal control over compliance findings noted
-  Schedule of findings and questioned costs
 - None noted
-  Summary schedule of prior audit findings
 - Two prior year findings cleared in the current year
-  New accounting pronouncements
 - ASU 2018-08 Revenue recognition of grants and contracts by not-for-profit entities – effective date for resource recipients beginning after 12/15/18 and for resource providers beginning after 12/15/19
 - ASU 2014-09 Revenue from contracts with customers (not applicable to nonprofit contributions) effective date FY beginning after 12/15/18

AGENDA ITEM #5

Consent Agenda – Frank Leonardis

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

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

Approve changes to Board Fiscal Policies

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

AGENDA ITEM #6

Executive Committee Chair's Report – Frank Leonardis

Frank Leonardis stated that the Executive Committee recommends approval for the following:

Consider approval of the Paycheck Protection Program

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

Consider approval of the FY2019 Audit

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

Consider approval 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 #7

Business Education Services Committee Chair's Report – Jeff Light

Jeff Light stated that the Business Education Services Committee met on March 26, 2020 with great attendance and discussed the following:

-  Learned about the current impact of COVID-19 on:
 - Unemployment Insurance
 - Industries most affected
 - Small businesses
 - Construction industry
-  Representatives from TSTC presented on how they do business
-  **Jobs Now** portal for job seekers
-  Hiring practices for the future

Committee members compared notes on how businesses in their communities are being affected.

AGENDA ITEM #8

Community Awareness Committee Chair's Report – Camille Clay

Camille Clay stated that the Community Awareness Committee had to postpone their meeting but will meet in May to discuss elevator speech.

AGENDA ITEM #9

Governance Finance Committee Chair's Report – Vacant

Frank Leonardis stated that the Governance Finance Committee met on April 9, 2020 and reviewed the following:





-  Board Financials

-  Fiscal Policy Changes
-  Paycheck Protection Program

AGENDA ITEM #10

Untapped Populations Committee Report – Cassandra Moya

Cassandra Moya discussed the following:

-  The committee continues to look at the demographic report by county
-  We've been nominated for an award from TWC for the collaboration between AEL/VR and the workforce
-  Making progress on multi-agency referrals
-  Working on priorities for next steps

The next committee meeting will be scheduled in May.

AGENDA ITEM #11

Chief Executive Officer's Report – Paul Fletcher

Frank Leonardis thanked **Tracy Jackson** for her return to the Board.

Paul Fletcher stated that in early March we started preparing for the coming wave of layoffs prompted by businesses that were closing due to COVID-19. Beginning on March 15th we had a sharp uptick in UI claims, phone calls and child care center closures. While some child care centers have re-opened, some are still prevented from opening due to local city or county declarations. The ***Jobs Now*** portal that we built over a weekend and implemented on Monday, March 30th has been visited about 8,000 times. Since March 15th we have seen over 14,520 new registrants to Work In Texas. We have had over 7,000 direct contacts with customers since March 15th. On March 23rd we closed the workforce centers to the public and began serving customers virtually. Board staff began working from home and contractor staff started a phased approach of both working from home and staffing the centers to serve customers virtually. We were able to supply each staff person with a laptop and their desk phone to use from home. In a few instances where staff did not have an internet connection at home, we were able to supply them with a wireless hotspot so they could work from home. At this point we are all working virtually from home with a few staff scheduled to be in each of our facilities 1 or 2 at a time to do some things that cannot be done remotely.

I can't stress strongly enough how appreciative I am of the work done by the Board staff, the State staff, and both our contractors, ResCare and Baker Ripley. The leadership from all these groups has been working non-stop to make sure staff had the tools they needed to deliver the critical services to our employers, jobseekers, child care providers, parents and kids. We have built a COVID Impact Dashboard on our website to provide the data we have to our elected officials and partners around the area. We have been participating in nonstop calls and meetings with these groups since the crisis started. There has been a standing Saturday call with our TAWB members to discuss what is happening and to share best practices.

We have been able to do some very visible things to let our communities know who we are and what we do and how we can help them. This has been received in a very positive way. The video we put out with Frank and I has been seen by over 13,000 on Facebook and 10,000 on Twitter. We also conducted a now infamous virtual town hall meeting for employers with TWC **Commissioner Demerson** that was Zoombombed. That was on Thursday April 2nd. We stepped back and learned a lot about Zoom security and rescheduled another virtual town hall on April 6th. That one was very successful with many employer questions answered and more importantly some great linkages made to facilitate the ongoing answering of questions.

In the midst of this crisis, the cloud hosting service that provides us with the connectivity and security for our accounting system was hit by a ransomware attack. This happened on March 24th. It took until April 8th for the company to be able to tell us when we could get a backup of our data. Then we learned the latest backup that was still accessible was for March 15th. We obtained that backup and **Eric Stanfield**, our CIO was able to restore that backup to a surplus server and make the accounting system available to the accounting staff on April 10th. Fiscal staff are working diligently to restore the data from March 15th through the 24th, by re-entering the manual transactions from March 24th through April 10th and keeping up with daily work. It appears this will cost us about 10 days delay in closing our books for the month of March. TWC has been informed.

In spite of the loss of our accounting system, our fiscal staff was able to continue working with our auditors to complete the last audit. As you heard earlier, the audit was completed on time, was clean, and the report filed by the due date. That is the first time that has happened in 3 years and was quite an accomplishment.

We continue our work with TIP Strategies on our county workforce plans. Our survey to gather information from our community stakeholders and employers about where we need to focus our efforts to improve workforce services will be sent out by email beginning in late April/early May. The feedback from these surveys will help us to learn more about where we need to have more targeted discussions with various groups. The county forums currently scheduled are tentative and may move to an online format depending on the feedback we receive from the surveys and the restrictions our communities determine are necessary to keep everyone healthy.



This is our first attempt for an electronic Board meeting and I suspect as we learn more about available tools and ways to conduct meetings this way we will do more of this in the future.




AGENDA ITEM #12

Performance Reports

Child Care Status Report - Sandy Anderson, Baker Ripley



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

-  Children in care by fund type equals 3,357
-  Total funds expended by all counties is \$6,187,386

-  Total CCS Providers equals 389 with 117 being Texas Rising Star Providers
-  Total number of children on the waitlist for all counties is 2,419
-  Performance Measure FY 2019 has a target of 2,730 and is at 98.6%

Workforce Center Management – Mike Crane, ResCare

Mike Crane presented the following:

-  Only 1 of 6 Boards are meeting all performance measures
-  Thanks to the Board IT Department, **Eric Stanfield and Michael Sartain** for their amazing work
 - The leadership team and all staff have moved to teleworking with all the necessary equipment provided
 - The virtual job fairs will be held soon

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

FINAL RELEASE
As Originally Published 3/31/2020
FEBRUARY 2020 REPORT

FEBRUARY 2020 REPORT

Green = +P	White = MP	Yellow = MP but At Risk	Red = -P																				
Board	Reemployment and Employer Engagement	Participation		WIOA Outcome Measures																Total Measures			
				C&T Participants				Adult				DW				Youth							
		Choices Full Work Rate-All Family Total	Avg # Children Svd Per Day-Combined	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credentia Rate	Empl/ ed Q2 Post-Exit	Empl/ ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credentia Rate	Empl/ ed Q2 Post-Exit	Empl/ ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credentia Rate	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q4 Post-Exit	Credentia Rate	+P	MP	-P	% MP & +P	
	Rural Capital	n/a	n/a	110.32%	109.08%	104.94%	105.44%	109.34%	131.95%	102.10%	99.57%	n/a	111.86%	108.22%	100.99%	n/a	111.11%	99.50%	99.98%	102.88%	7	8	0

AGENDA ITEM #13

Workforce Board Announcements

There were no announcements.

AGENDA ITEM #14

New Business

No new business to report.

AGENDA ITEM #15

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

The next regular meeting is scheduled for June 17, 2020 with the location to be determined.

AGENDA ITEM #16

Adjourn

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



POLICY TITLE: Authorization to Perform Duties
POLICY NUMBER: ADM

APPLICATION

All Rural Capital Area Workforce Development Board (RCAWDB) employees and Board Directors.

PURPOSE

The RCAWDB has created a delegation plan to support continuity of operations if the Chief Executive Officer (CEO) is unable to perform the designated duties. This policy has been developed to ensure the proper designation of duties and approval is provided through the lines of succession.

BACKGROUND

The Board of Directors employs a Chief Executive Officer (“CEO”) to lead Board staff and to act on behalf of WSRCA in all matters as described in the CEO’s contract and authorized by the Board.

The Board of Directors approves the annual budget that authorizes the CEO and Board staff to deploy resources in accordance with the Board-approved budget and subsequent budget revisions. The Board’s staff provides the Board “Budget to Actual” reports from the most recent month of record, including any budget revisions as appropriate.

Board staff enter into contracts with funders, namely the Texas Workforce Commission (“TWC”), throughout each month, and the corresponding funds are recognized through the budget review and revision process. The CEO and Board staff then execute (i) new contracts via required procurement processes with subrecipients, and (ii) budget amendments with existing contractors, both within the scope of the approved budget.

The CEO seeks Board approval prior to executing a contract in the following instances:

- a) The largest contracts under management by the Board (i.e. Child Care Services, Career Center Services, and Youth Services); and
- b) Contracts that are required by the funder (TWC) to be approved in an open Board meeting.

Date Effective: June 17, 2020	Revision Date:	Issued by:
Revision No:	Supersedes:	Diane Tackett
Control No:	Page 1 of 2	

POLICY

It is the policy of RCAWDB that the duties listed above will be carried out by the CEO. In the event that the CEO becomes incapacitated or unable to perform the duties listed above, the CEO will use the Authorization to Perform Duties and Sign Documents, Attachment 1, to designate a proxy to perform those duties, including the effective dates the designation remains in place.

The order of delegation is listed in the Order of Signature Delegation, Attachment 2.

If the CEO is physically or mentally incapacitated or hospitalized and unable to execute the authorization, the Board Chair can execute this written authorization (via email accepted) in the event of such incapacity or hospitalization.

ACTION

All RCAWDB staff will adhere to this policy.

Date Effective: June 17, 2020	Revision Date:	Issued by:
Revision No:	Supersedes:	Diane Tackett
Control No:	Page 2 of 2	



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Attachment 1

Workforce Solutions Rural Capital Area Authorization to Perform Duties and Sign Documents

As I will be away from my office and unavailable to perform my duties and execute documents for Workforce Solutions Rural Capital Area ("WSRCA"), I, _____ (name) as _____ (position) hereby authorize _____ (designee) to make decisions and exercise power and execute documents related to my duties and within my authority on my behalf to the extent specified in the attached "Order of Signature Designation."

This authorization starts from _____ (date) until _____ (date) after which such authorization automatically terminates.

Unless the undersigned is the Chief Executive Officer (CEO), I must also provide the recipient of this letter the authorization letter(s) of any other individual(s) who provided an authorization leading to this authorization according to the chain of command listed in the "Order of Signature Designation."

[If the CEO is physically or mentally incapacitated or hospitalized and unable to execute this authorization, the Board Chair may execute this written authorization (via email accepted) in the event of such incapacity or hospitalization.]

Name/Title

Date: _____

Signature:

I hereby accept the responsibility of making decisions and executing documents on behalf of the Chief Executive Officer for the time period listed above.

Name/Title

Date: _____

Signature:

The Texas Workforce Commission in partnership with 28 local workforce development boards forms Texas Workforce Solutions
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)

Order of Signature Delegation*

Version June 2, 2020

Chain of Authority	Title	Name	Telephone / Contact information	Delegation Authority (<i>applies to all 5 designees</i>)
1	Chief Operations Officer	Diane Tackett	512-244-7966 x 5028 Diane.tackett@ruralcapital.net	-Sign contracts with TWC or other funders -Approve financial transactions (Wells Fargo Transactions) and TWC (TWC Cash Draw and Expenditure Reporting System), and other funders -Approve commitment of resources related to funds already budgeted or in approved contracts -Approve staff administrative documents (travel approve/reimbursement, timesheets) -Approve Board Member Certifications -Approve Memoranda of Understanding, Grant Applications, and similar documents In the event of emergency: -Make operational procedural changes -Make personnel management decisions -Redeploy staff to support critical business processes -Sign contracts with TWC, or other funders -Other duties as assigned by the Executive Committee and/or Board Chair
2	Chief Contracts Officer	Jenna Akridge	512-244-7966 x 5013 Jenna.akridge@ruralcapital.net	
3	Chief Information Officer	Eric Stanfield	512-244-2207 x 1046 Eric.stanfield@ruralcapital.net	
4	Chief Financial Officer	Janie Kohl	512-244-7966 x 5018 Janie.kohl@ruralcapital.net	
5	Chief Strategy Officer	Cara DiMattina Ryan	512-244-7966 x 5024 Cara.dimattinaryan@ruralcapital.net	

*Scope of Authority:

The Board of Directors employs a Chief Executive Officer (“CEO”) to lead a Board staff and to act on behalf of WSCA in all matters as described in the CEO’s contract and authorized by the Board.

The Board of Directors approves the annual budget by each August that authorizes the CEO and Board staff to deploy resources in accordance with the Board-approved budget and subsequent budget revisions. The Board’s staff provides the Board “Budget to Actual” reports from the most recent month of record, including any budget revisions as appropriate.

Board staff enter into contracts with funders, namely the Texas Workforce Commission (“TWC”), throughout each month, and the corresponding funds are recognized through the budget review and revision process. The CEO and Board staff then execute (i) new contracts via required procurement processes with subrecipients, and (ii) budget amendments with existing contractors, both within the scope of the approved budget.

The CEO seeks Board approval prior to executing a contract in the following instances:

- a) The largest contracts under management by the Board (i.e. Child Care Services, Career Center Services, and Youth Services); and
- b) Contracts that are required by the funder (TWC) to be approved in an open Board meeting.



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 June 17, 2020.

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

Business & Education Services Committee Minutes
Tuesday June 2, 2020

Attendees:

Paul Fletcher
Cara DiMattina Ryan
Carl Braun
Don Tracy
Mike Crane
Elva Zdeb
Bill Turner
Becky Garlick
Debbie Burkhard
Nikki Stallings
Mike Kamerlander
Alfonso Sifuentes
Hector Aguilar
Jeff Light

Jeff began the meeting and did introductions.

Cara gave an update on the Board's activities to support businesses during Covid-19 pandemic, including developing webinars and requested that the committee explore establishing industry advisory boards for the health care industry, manufacturing, etc.. to encourage businesses to share more information about how we can support their development.

The committee most avidly supported the development of how businesses can reopen during Covid-19, especially related to health concerns and keeping customers safe.

Cara brought up how our government agencies were hiring contact tracers to work virtually and track the spread of the virus. We're supporting the hiring of these individuals through our Jobs Now page, WorkinTexas, and our new virtual job fairs.

Elva brought up that the health, safety, and concerns of employees and customers are the primary concerns of our businesses as they consider how to reopen. There is a need to show that you've been through a process and are committed to keeping everyone safe, like a certification.

Cara asked ACC if this was something that they could put together for the businesses. Don, from ACC, mentioned that there were a few possibilities on what information they could touch on, especially how the schools are planning their strategy for reopening. Each County has its own separate rules associated with how to handle the crisis, so it would be difficult to teach them all as part of a certification.

Don added that they were training the contact tracers and could use that curriculum, however, the position for contact tracers requires a different skill set than business owners and on-site employees would need.

Becky from Blinn College mentioned how it would be difficult for their college to produce a course that quickly to meet the need. Their own reopening procedures consist of 76 pages and are updated frequently. To a small business this can seem overwhelming, but there is a need for small businesses to have the information. She also brought up the liability issues associated with it.

Jeff brought up how important the liability issue is. Liability appears to be shifting back to the employer. There is no history of litigation and this can't be identified as an "unforeseen circumstance". It is a scary time to determine how to reopen.

Cara explained that the Board had been taking steps to identify resources that could be put forth as a free webinar or series. Unfortunately, it was hard to pin down experts willing to talk about the subject and rules varying by County make things difficult.

Jeff pointed out how important it was to help businesses navigate their way to reopening with this issue. We need to help by at least presenting the Counties with a basic framework for how to reopen and point them towards other resources.

Elva explained how her organization created a Sally Superhero to create a human aspect for how to outreach employees and have them step up to take responsibility for these health issues.

Cara requested that Elva help the Board develop resources to share with businesses.

Paul mentioned that pre-training those to enter the workforce was incredibly important in the current circumstances.

Cara suggested again the idea of developing committees by industry/region to understand what the business needs of the community are.

Alfonso asked about how we are thinking this would look for the region. How would we make sure the rural and small business communities are represented?

Cara explained that they could be developed by County or region with retail/restaurant/hospitality, being an important piece of that development.

Elva added it needed to be industry specific.

Jeff mentioned how important the health guidance is to get people returned to work. Are we providing data? Who are the most impacted.

Cara described the Covid-19 impact dashboard. Our restaurants, small businesses, retail have been the most impacted.

Don asked if companies have a communication plan in place. That's a big part of the solution.

Elva added concerns about what the employee rights are as well.

Don asked what are the steps to support those steps?

Elva added a lot of companies are placing a great deal of the responsibility on the employee to self-furlough.

Cara asked so what should the next steps be?

Elva requested a certification that companies could display on their wall

Don recommended to outreach OSHA.

Alfonso suggested that the resource include an audit for the company.

Debbie added that certifications may be out of reach for small employers and rural areas. A webinar series would be preferable. Jeff and Don agreed.

Elva mentioned that there is value in a certification for something like this, because of the fear and trust issues present. It adds credibility.

Jeff added there is a need to move on this quickly, waiting for a course to start is not reasonable, a webinar stimulates response.

Hector said he didn't see enough policies and standards yet for them to create a certification course, but could if necessary.

Cara mentioned that the time had moved quickly. We would have to miss hearing from ACC today. But we would have them present again in the near future.

Jeff adjourned the meeting.



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Workforce Solutions Rural Capital Area Community Awareness Committee

Meeting Minutes

Meeting Date/Time: May 13, 2020 | 12 p.m.

Meeting Location: Zoom

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

Committee Members Absent: Briley Mitchell, John Robison

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

- Community Awareness Committee Chair Camille Clay Called the meeting to order.
- Roll Call – Camille Clay: We had a quorum with seven committee members and 1 Board staff member attending
- Public Comments – Camille Clay: No comments were made.
- Information Sharing – Camille Clay introduced guest speaker DeWayne Street, ResCare Regional Director of Workforce Services, who shared insights on:
 - ResCare’s approach to operating employment centers, job seeker and employer services, as well as adult, dislocated worker, and youth programs
 - Virtual training opportunities available through ResCare Academy
 - How the company has served 1,435,110 job seekers annually through 385 locations through 100 funding partners in 32 states
 - ResCare’s focus is on solutions, and on advancing economies and helping communities thrive
 - Locally, ResCare is hyper-focused on putting people to work amid COVID-19, and supporting regional industries by developing a talent supply chain for employers
 - ResCare is committed to eliminating generational marginalization by investing in state-of-the-art technologies, and sharing best practices, that improve the workforce system, and can be shared between urban and rural areas, to offer continuity in vast service areas
- Information Discussion Item #1 – Camille Clay introduced guest speaker Nellie Reyes, WSRCA Contracts Specialist, who reviewed Elevator Pitch Proposals from the 2020 Board Retreat, and will whittle down the phrasing options down to three selection based on these proposals:
 - Phrases

--more--

We Are:

- Workforce Solutions Rural Capital Area – Have you heard of us? Do you know about us?
- We help you achieve your family's dreams.
- We serve any job seeker and/or employer either to enhance their job skills and or employers' employee's skill base.
- We find solutions to our workforce needs.
- The ability to develop relationships and make connections within our communities.
- What can we do to support you? Would you like to partner with us?

○ Key Words

- ❖ Talent Supply chain
- ❖ Regional
- ❖ Economic Development
- ❖ Extremely important necessary
- ❖ Employers
- ❖ Commitment
- ❖ Cradle to Career
- ❖ Data driven
- ❖ Child Care
- ❖ Job Seekers
- ❖ Training
- ❖ The Great Connector
- ❖ Career focused
- ❖ Build connections/remove obstacles
- ❖ Information brokers
- ❖ Progressive learning
- ❖ We are your neighbors/local
- ❖ Employer driven
- ❖ Next steps
- ❖ Funded/financial resource
- ❖ No additional costs/investment

○ Phrases

- ❖ Disruptive & innovative
- ❖ Putting people to work in fastest growing economy
- ❖ Program are meant to give people a hand-up & not handout
- ❖ Ensuring Texas' economy
- ❖ Connect with companies & industry
- ❖ Network of company resources that support going to work
- ❖ Greater understanding of industry needs

○ Statement

- ❖ Commitment to connect & engage stakeholders to align resources with strategic needs of employers in our nine-county area.
 - Unlocking potential
 - Forward thinking/cutting edge skills
 - Growth in the region is unique

- Information Discussion Item #2 – Camille Clay and Committee Secretary Brian Hernandez, provided an overview of the 2020 Board Retreat breakout session for the Community Awareness Committee, including the results from the handouts:

--more--

- What Could We Do? | Handout – The Committee collaborated to choose action items for the year, including:
 - ❖ Launch a new outreach campaign to promote the Workforce Solutions Rural Capital Area Skills-Based Career Progression Lattice tools found on our website. This will require:
 - Rebranding/simplifying the name (Examples: Earn-&-Learn/Level Up, etc.)
 - Developing a plan for education partners (High School Career Counselors, CTE Leaders at each ISD) to utilize the tool with students
 - Developing a plan for businesses, Chambers and EDC's to help define and demonstrate the economic benefit to our communities/region, from our workforce moving up through the tiers
 - Crafting a guide for parents of working aged children to discuss the benefit of charting a career path with the lattices
 - Developing a utilization guide for parents enrolled in our Child Care Services program who may be unemployed/underemployed
 - ❖ Support the development of the Master Community Workforce Plan for the Rural Capital Area and launch an outreach campaign to educate and inform all stakeholders on the vision, goals, and implementation of the plan. Project to include:
 - Nine individual County plans with county specific strategies that will allow WSRCA to more efficiently and effectively deliver employer and workforce services within each county; and
 - A 9-County summary document that highlights challenges and strategies that may be common to the entire region.

Outreach events to include stakeholder meetings, multi-channel messaging within the communities to promote the value of the plan.
 - ❖ Partner with the Business Services Committee and Business Services Unit at the career centers, to host an “Earn & Learn Job Fair” promoting some of our strongest regional companies and their internal upskilling opportunities, which include:
 - Registered Apprenticeships
 - Tuition reimbursement/assistance for workers to upskill
 - The outreach should include:
 - Clarifying branding/developing messaging/targeting multi-channel promotion to ensure a large turnout and that participating employers and job seekers gain value
 - A strong push to the WSRCA Skill-Based Career Progression Lattice tool
 - ❖ New outreach campaign to promote the vital role early childhood education and development plays in the success of our workforce system, and our communities.
 - ❖ New awareness campaign to support the launch of the Rural Capital Area Second Chance Initiative, to help ex-offenders re-enter the workplace and build success with local employers. The Business Services Team has identified companies that are willing to be Second Chance Partners, and to display a Second Chance Logo in their advertisements. This helps potential employees identify quickly with companies willing to hire them. Fidelity Bonding is offered to employers at no charge eliminating most of the perceived risk. Each company can set the criteria through which they are willing to hire ex-offenders.

- ❖ New awareness campaign to support the launch of the Rural Capital Area Neurodiversity Project, to help develop work initiatives or internship programs for people on the Autism spectrum. The Business Services Team is seeking companies that would like to hire an Intern with the hopes of potentially making that person full time. WSRCA will pay the intern for the first 12 weeks. Ideal roles could be Cyber Security Analysis, Statistician, Information Technology, Engineering Support and any area that requires an individual work through complex analytical challenges.

During the 12-week program, participating employers assess the candidate on their fit within their organization, and WSRCA & Texas Workforce Solutions-Vocational Rehabilitation Services staff, provide support and counseling for both the employer and the new employee to ensure a maximum opportunity for success.

- ❖ New Awareness Campaign to help families and workers impacted by homelessness within the Rural Capital Area, connect with resources available throughout our communities.
- ❖ Promote a new hiring effort called “We Hire You,” to help workers of all abilities, ages and backgrounds, connect with employers who are eager to tap into their unique strengths and skills.
- What Should We Do Priorities | Handout – Of the action items selected for the year, the two selected by the Committee for prioritization include:
 - ❖ Launching a new outreach campaign to promote the Workforce Solutions Rural Capital Area Skills-Based Career Progression Lattice tools.
 - ❖ Launching a new outreach campaign to promote the vital role early childhood education and development plays in the success of our workforce system, and our communities.
- First Action Plans for the selected priorities will be developed and presented to the Committee at the next meeting
- Information Discussion Item #3 – Camille Clay and Committee Secretary/WSRCA Communications Director Brian Hernandez provided a copy of the Committee’s charter to new members and asked if any updates were needed. The Committee instructed Brian to propose amendments to the Charter that would reflect new members, and also action items for the coming year. These proposed amendments will be delivered to the Committee for consideration at the next Committee meeting.
- Consent Agenda – Camille Clay: Adopting the January 15, 2020 Community Awareness Committee Meeting Minutes:
 - ✓ Motion to approve
 - ✓ Seconded
 - ✓ Motion approved
- Communications Report – Camille Clay: The Committee Secretary/WSRCA Communications Director Brian Hernandez discussed the following items:
 - Board member updates:
 - a) Tracy Jackson has rejoined the Board and the Committee. Tracy represents Williamson County/ Private Industries and is the Senior HR Manager at the TASUS Texas Corporation manufacturing facility in Georgetown.
 - b) Andy Hapanowicz has left the Board and the Committee
 - The Committee reviewed the COVID-19 outreach strategy including examples of website, email and social media messaging
 - The Committee discussed the plan to delay the grand opening ribbon-cutting ceremony for the new Workforce Solutions of Hays County Career Center until the fall due to COVID-19 concerns.

--more--

- The Committee reviewed the plan to delay production on the “We Are Rural Capital Area” campaign video until the workforce centers reopen to the public.
- The Committee discussed options to promote the Walmart PATHS (Pursuit of Advanced Training in High-Demand Skills) for Texas Retail Training Scholarship Program.
- New Business – Camille Clay: Vice Committee Chairman Hector Aguilar, shared a flyer from Austin Community College Continuing Education displaying eligible programs and course offerings for the summer 2020 term, which include the method of delivery, the length of the program, the start dates, tuition and the industry certification awarded. The Committee asked Brian to help distribute the flyer to customers in search of immediate training options.
- Priorities for Board Staff – Camille Clay: The Committee instructed Brian Hernandez to provide updates on the on the action items presented during the meeting
- Next Committee Meeting – Camille Clay: The next committee meeting is scheduled for Wednesday, July 15, from 12-2 p.m., at the new Workforce Solutions of Hays County career center, and also on Zoom.
- Meeting Adjourned – Camille Clay



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FY 2019-2020 FINANCIAL REPORT

Budget for October 1, 2019 - April 30, 2020

	FY19/20
Budget	28,880,373.00
Revised Annual Budget (pending Board Approval)	35,331,944.00
Change in Budget	6,451,571.00

FY 2020 Actual Expense	FY 2020 "Approved" Budget	FY 2020 Proposed Budget Revision	FY 2020 Y-T-D Budget Remaining	Foot- notes	Percent of Budget Expended	Percent of Budget Benchmark	Percent Variance of Expended from Benchmark
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10.1.19 - 4.30.20

MANAGEMENT SERVICES (Board Operations, Staff, Outreach, Financial Services)

Salaries & Benefits	879,698	1,354,301	1,375,823	496,125		63.94%	58.33%	-5.61%
Operating Expenses	314,196	553,998	538,650	224,454		58.33%	58.33%	0.00%
Board Facilities	110,440	179,500	180,000	69,560		61.36%	58.33%	-3.03%
Total Management Services	1,304,334	2,087,799	2,094,473	790,139		62.28%	58.33%	-3.95%

INFRASTRUCTURE SERVICES (Rent, Phone, Utilities, Maintenance, Supplies)

Workforce Infrastructure	864,570	1,660,433.00	2,594,798.75	1,730,229	0	33.32%	58.33%	25.01%
Child Care Infrastructure	254,340	499,000.00	869,793.00	615,453	0	29.24%	58.33%	29.09%
Total Infrastructure Services	1,118,910	2,159,433	3,464,592	2,345,682		32.30%	58.33%	26.03%

TOTAL OPERATING BUDGET	2,423,244	4,247,232	5,559,065	1,823,988		43.59%	58.33%	14.74%
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CONTRACTED SERVICES

Workforce Centers - ResCare	2,199,768	3,986,382	4,339,246	2,139,479	1	50.69%	58.33%	7.64%
Child Care - Baker-Ripley	1,985,435	3,023,801	3,076,840	1,091,405	1	64.53%	58.33%	-6.20%
Workforce Services - Local Partners	7,730	-	10,000	2,270	1	77.30%	58.33%	-18.97%
Total Contracted Services	4,192,932	7,077,722	7,426,086	3,233,154		56.46%	58.33%	1.87%

CUSTOMER SERVICES (Direct Care, Training, Support Services Only)

Special Grants Training Activities	9,448	-	25,894	16,446	2	36.49%	58.33%	21.84%
Special Grants Support Services	11,961	-	29,412	17,451	2	40.67%	58.33%	17.66%
Workforce Training Activities - ResCare	310,166	1,120,654	1,046,265	736,099	3	29.65%	58.33%	28.68%
Workforce Support Services - ResCare	279,338	718,906	697,509	418,171	3	40.05%	58.33%	18.28%
Direct Care - Child Care - Baker-Ripley	10,941,609	13,861,181	20,547,713	9,606,104		53.25%	58.33%	5.08%
Total Customer Services	11,552,522	17,555,419	22,346,793	10,794,271		51.70%	58.33%	6.63%

TOTAL PROGRAM BUDGET	15,745,454	24,633,141	29,772,879	14,027,425		52.89%	58.33%	5.44%
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TOTAL ANNUAL BUDGET	18,168,698	28,880,373	35,331,944	17,163,246		51.42%	58.33%	6.91%
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MANAGEMENT TO TOTAL BUDGET RATIO	7.18%	7.23%	5.93%	4.60%				
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FOOTNOTES:

General Note: Projected benchmarks are straightlined while expenditures are actual expenditures as of 4.30.20:

0 Approximately \$1.083M is included in infrastructure that will be reallocated to our contractors within the next two months.

1 The target expenditure rate needs to be other than straightline. Expenditures are seasonal and also impacted by

2 We are looking separating this out into a separate budget. These are draft budgets.

RCA BoardStatement of Revenues and Expenditures - Unposted Transactions Included In Report
From 4/1/2020 Through 4/30/2020

	<u>Current Year Actual</u>
Revenues	
Grant Revenue	
Workforce Investment Opportunity Act Funds	3,059,321.44
Child Care Funds	13,304,634.00
Temporary Assistance for Needy Families	928,010.01
Other Funding	<u>1,131,622.76</u>
Total Grant Revenue	18,423,588.21
Program Income	
Workforce Investment Opportunity Act Funds	718.45
Child Care Funds	(636.47)
Temporary Assistance for Needy Families	249.15
Other Funding	<u>4,788.13</u>
Total Program Income	<u>5,119.26</u>
Total Revenues	<u>18,428,707.47</u>
Expenditures	
Workforce Investment Opportunity Act Funds	3,060,138.29
Child Care Funds	13,304,080.63
Temporary Assistance for Needy Families	928,293.25
Other Funding	<u>874,570.69</u>
Total Expenditures	<u>18,167,082.86</u>
Variance	<u><u>261,624.61</u></u>

RCA Board

Balance Sheet - Unposted Transactions Included In Report As of 4/30/2020

	Current Year
Assets	
Current Assets	
Cash	
Cash-Operating Fund	1,192,034.76
Cash-General Fund	25,604.53
Total Cash	1,217,639.29
Grant Receivable	
Grants Receivable	661,695.49
Contracts Receivable	27,282.01
Total Grant Receivable	688,977.50
Other Current Assets	
Prepaid Expense	150,467.63
Security Deposits	90,517.52
Gift Card Inventory	550.00
Total Other Current Assets	241,535.15
Total Current Assets	2,148,151.94
Property & Equipment	
Fixed Assets	2,659,102.01
Leasehold Improvements	9,972.72
Accumulated Depreciation	(2,013,209.75)
Total Property & Equipment	655,864.98
Total Assets	2,804,016.92
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable Control Acct	1,455,979.68
Grants Payable	(68,034.51)
Accounts Payable Accruals	465,824.57
Total Accounts Payable	1,853,769.74
Other Accrued Liabilities	
Fed Withholding Tax Payable	3,356.15
FICA Taxes Payable	5,460.48
Health Insurance Payable	1,362.73
125 Plan Deductions Payable	1,049.26
401K Plan Deductions Payable	5,948.78
Salaries Payable	26,209.90
Payables-Other	(1,081.37)
Accrued Uncompensated Absences	32,174.78
Other Accrued Liabilities - Closing Account	11,162.01
Total Other Accrued Liabilities	85,642.72
Total Current Liabilities	1,939,412.46
Total Liabilities	1,939,412.46
Net Assets	
Unrestricted	
Beginning Net Assets	
Fund Balance - Restricted	655,864.98
Fund Balance - Unrestricted	(52,885.13)
Total Beginning Net Assets	602,979.85
Total Unrestricted	602,979.85
Permanently Restricted	
Changes in Net Assets	261,624.61
Total Net Assets	864,604.46
Total Liabilities and Net Assets	2,804,016.92



Child Care

Workforce Solutions Rural Capital Area Workforce Development Board Meeting June 17, 2020

Children in Care FY 2020

<u>Fund Type</u>	<u>May 2020</u>	<u>%</u>
CPS Clients	328	10
Mandatory <small>(Choices, Former CPS, TANF)</small>	304	10
Income Eligible	2,501	80
Totals	3,133	100
Essential Workers	920	

Child Care Funds Expended by County

thru May 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	1,211,185.29	38,838.96	1,250,024.25	12%	12.00
Blanco	52,181.57	1,678.04	53,859.61	1%	1.00
Burnet	563,569.23	23,745.99	587,315.22	6%	7.00
Caldwell	402,388.45	27,305.13	429,693.58	4%	7.00
Fayette	118,684.61	50,216.98	168,901.59	2%	2.00
Hays	1,903,755.09	29,982.58	1,933,737.67	18%	23.00
Lee	126,865.65	5,823.79	132,689.44	1%	2.00
Llano	138,069.30	17,826.32	155,895.62	1%	2.00
Williamson	5,657,826.11	194,686.71	5,852,512.82	55%	43.00
Board Meeting Materials June 17, 2020					
Total	\$ 10,174,525.30	\$ 390,104.50	\$ 10,564,629.80	100	100.00
					Page 30

Child Care Providers

County	Providers Open/Closed	TRSP	Relative
Bastrop	26	7	1
Blanco	3	1	0
Burnet	15	5	0
Caldwell	9	3	0
Fayette	5	2	0
Hays	54	21	2
Lee	7	1	0
Llano	4	1	0
Williamson	174	28	3
Total RCA	297	69	6
Outside Nine County	118	53	0
Total	415	122	6

Child Care Providers

County	Open	Closed	Normal Summer Closures	COVID Closure	Perm. Closure	New Contracts since April
Bastrop	18	8	7	0	1	0
Blanco	3	0	0	0	0	0
Burnet	13	2	2	0	0	2
Caldwell	8	1	1	0	0	0
Fayette	5	0	0	0	0	1
Hays	19	35	31	4	0	0
Lee	7	0	0	0	0	1
Llano	4	0	0	0	0	0
Williamson	104	70	64	4	2	11
Totals:	181	116	105	8	3	15

Out of Area Providers

County	Open	Closed	Normal Summer Closures	COVID Closure	Perm. Closure	New Contracts since April
Bell	2	1	0	1	0	1
Bexar	1	0	0	0	0	1
Colorado	2	0	0	0	0	1
Comal	1	0	0	0	0	1
Guadalupe	2	0	0	0	0	1
Milam	0	1	1	0	0	0
Travis	75	32	23	9	0	6
Washington	1	0	0	0	0	1
Totals:	84	34	24	10	0	12

Children on Waitlist as of 6/10/2020

County	Children
Bastrop	324
Blanco	25
Burnet	148
Caldwell	143
Fayette	60
Hays	593
Lee	62
Llano	78
Williamson	1,327
Total	2,760

Child Care State Performance Measure

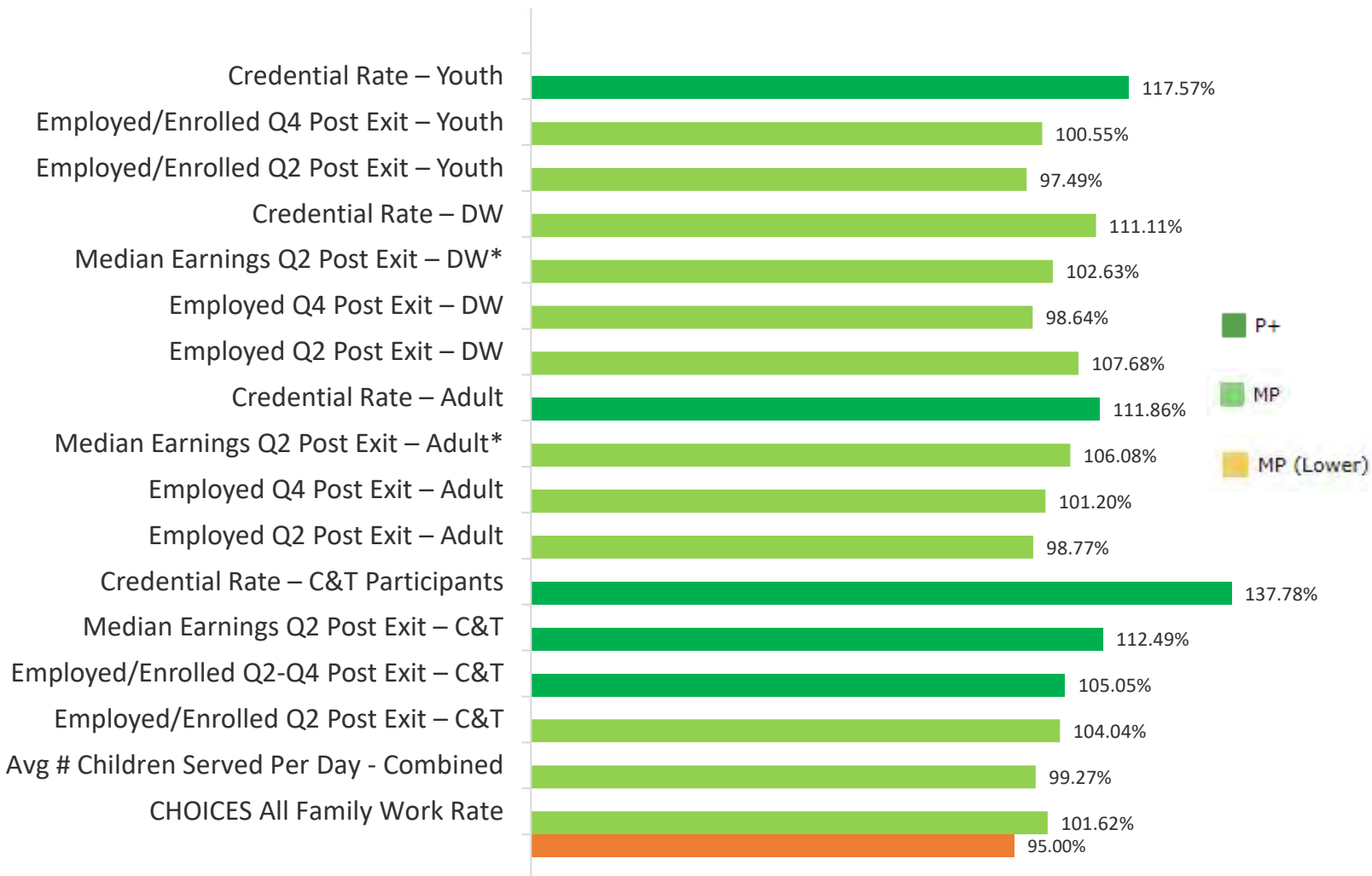
- FY2020 Target 2,730
 - April 2020 = 99.71%



Workforce Solutions Rural Capital Area Workforce Performance

By ResCare Workforce Services
June 10, 2020

Workforce Solutions Rural Capital Area Workforce March 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 June 30.

Reemployment of Registered Claimants within 10 weeks as of May 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 May 2020

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

Employed/Enrolled Q2
Post Exit All
Participants

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

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

Employed/Enrolled Q4
Post Exit All
Participants

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

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

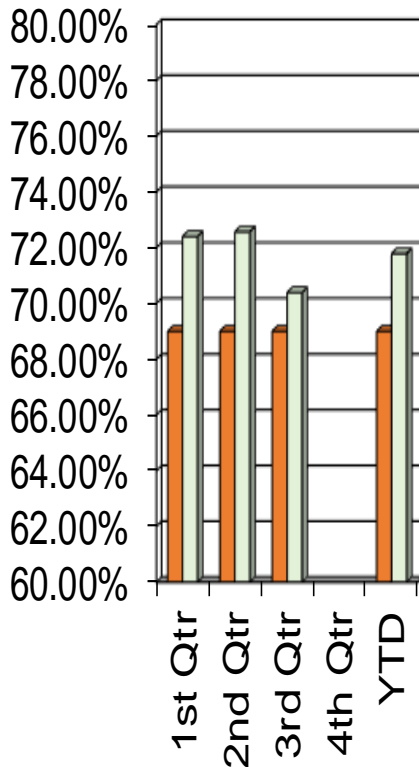
Median Earnings QS
Post Exit All
Participants

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

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

Employed/Enrolled Q2 Post Exit All Participants

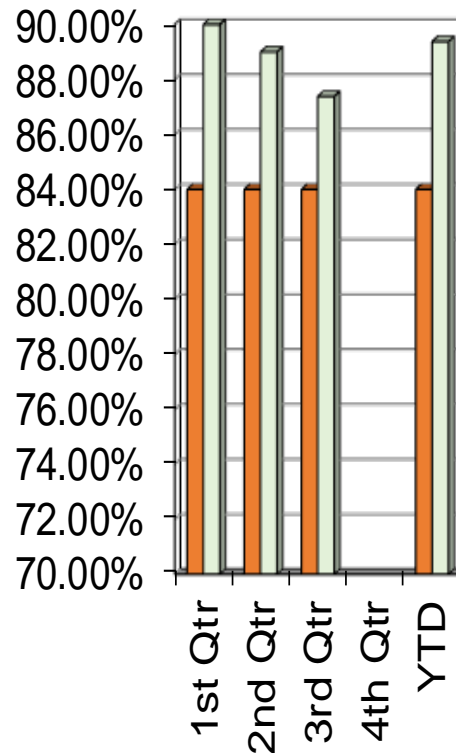
The Measure for
All Participants is
69.00%



Currently at 104.94% of the
measure with 9,923 YTD
customers placed in
employment.

Employed/Enrolled Q4 Post Exit All Participants

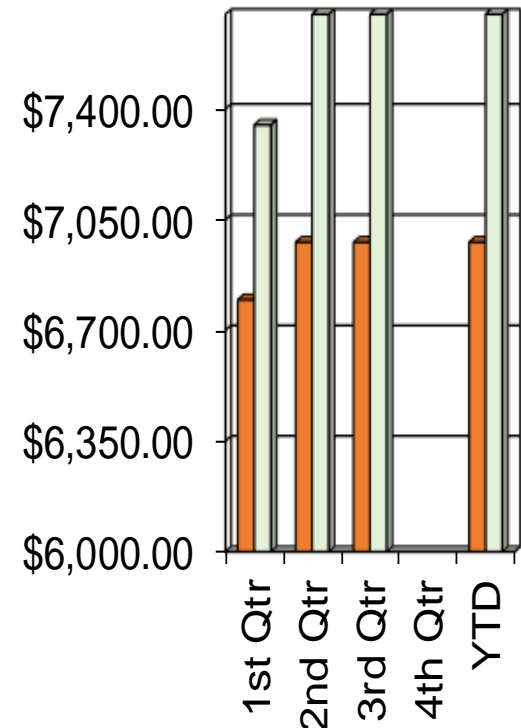
The Measure for
All Participants is
84%



Currently at 105.44% of the
measure with 10,258 YTD
customers placed in
employment.

Median Earnings Q2 Post Exit All Participants

The Measure for
All Participants is
\$6979.00



Currently at 121.59% of the
measure.



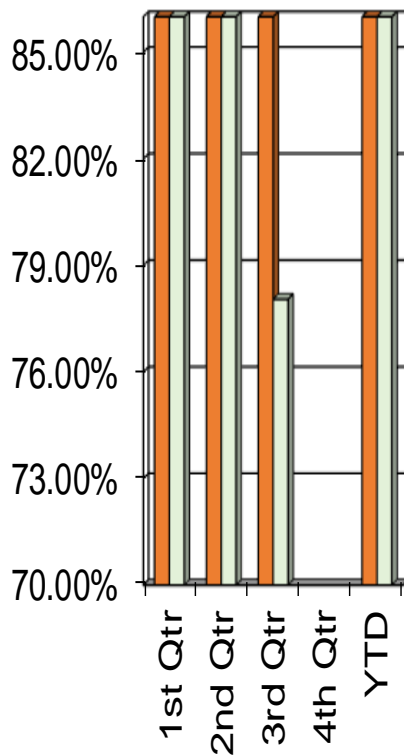
Employed/Enrolled Q2 Post Exit WIOA Adult, DW, Youth

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

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

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

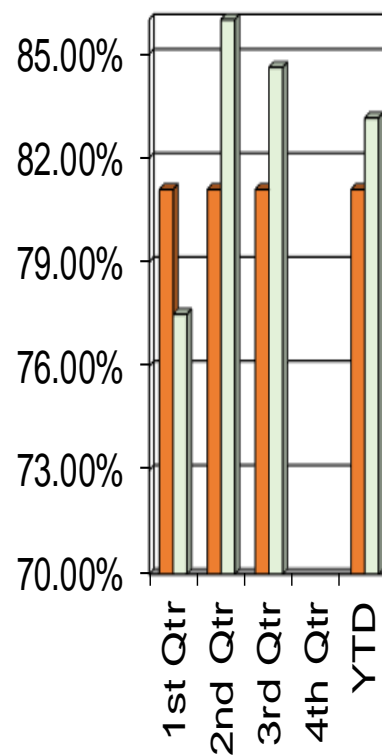
The Target Measure for WIOA Adults is 90%



Currently we are at 98.77% of the target measure

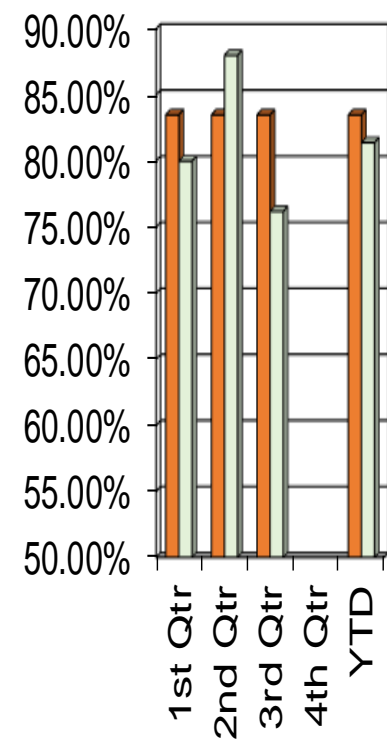
placing 168 YTD

The Target Measure for WIOA DW is 79.20%



Currently at 98.64% of the target measure 116 YTD.

The Target Measure for WIOA Youth is 83.5%



Currently at 97.49% of the measure 70 YTD.



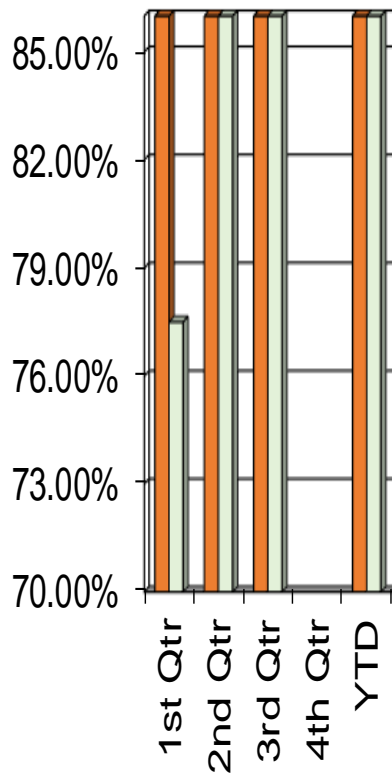
Employed/Enrolled Q4 Post Exit WIOA Adult, DW, Youth

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

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

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

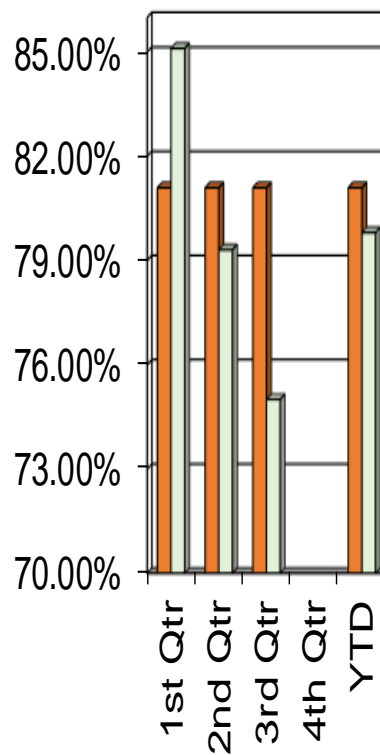
The Target Measure for WIOA Adults is 87.8%



Currently we are at 101.20% of the target measure

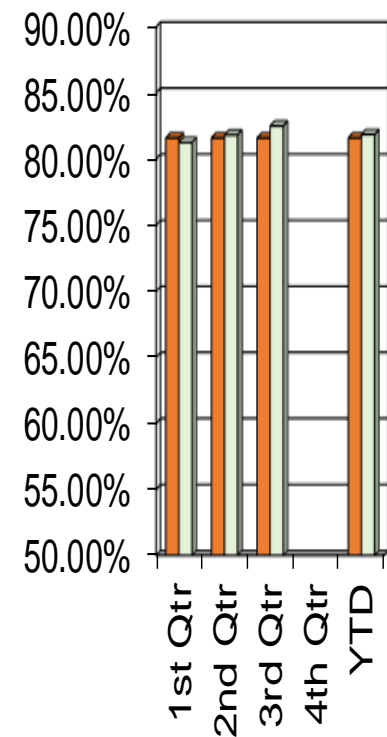
placing 231 YTD

The Target Measure for WIOA DW is 81.10%



Currently at 98.64% of the target measure 116 YTD.

The Target Measure for WIOA Youth is 81.60%



Currently at 100.55% of the measure 64 YTD.



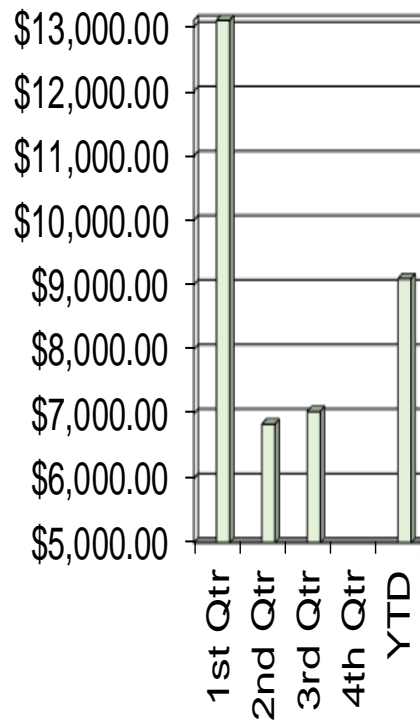
Median Earnings QS Post Exit WIOA Adult and DW

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

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

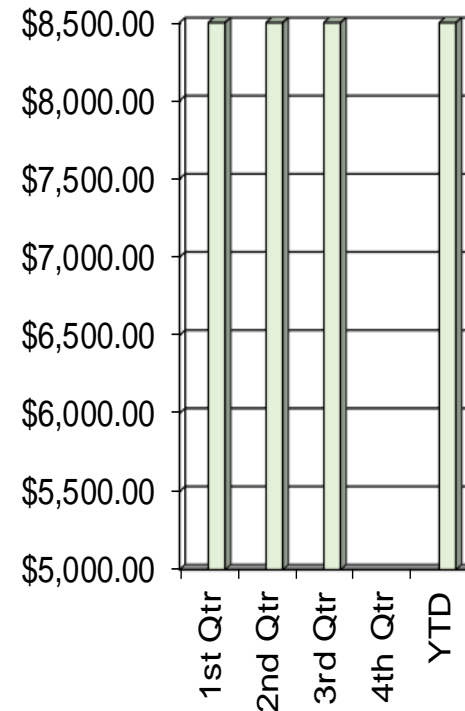
Median Earning Q2 Post Exit WIOA Adult and DW

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



Current performance is 102.63% of prior year's end.

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



Current performance is 106.8% of prior year's end.

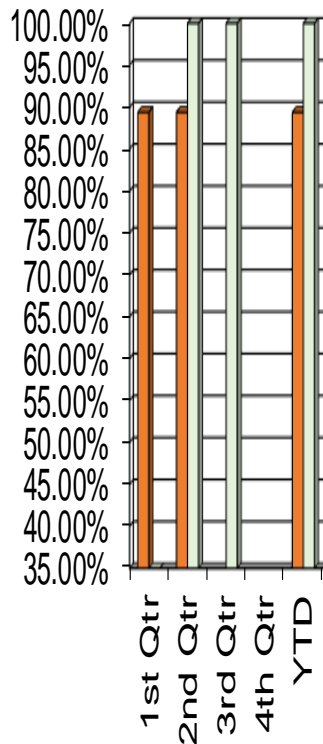
Credential Rate WIOA Adult, DW, Youth

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

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

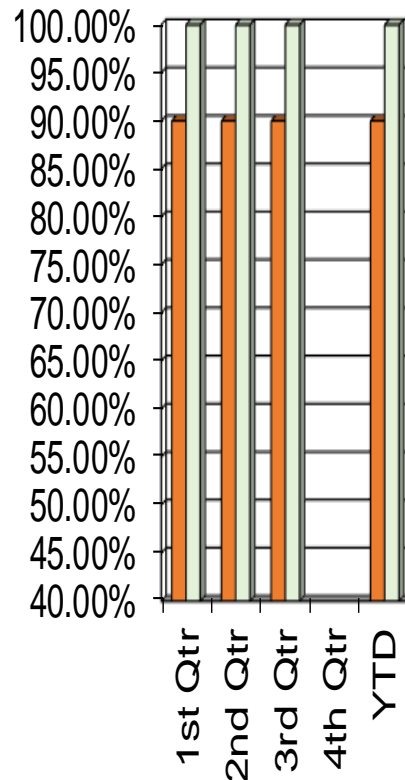
Credential Rate WIOA Adult, DW, Youth

The Target Measure for WIOA Adults is 89.4%



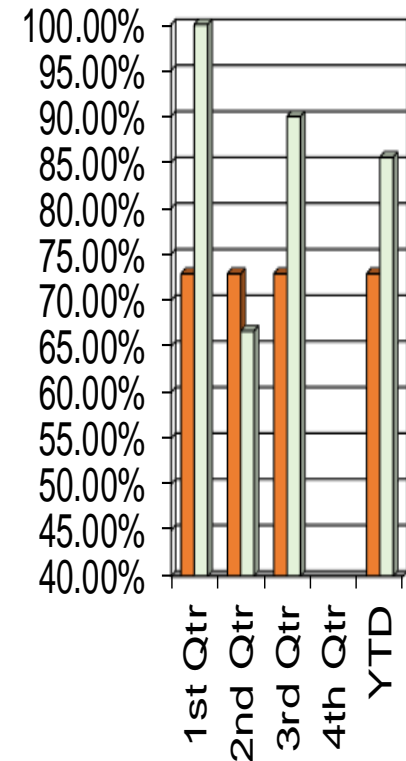
Currently at 111.86% of the measure. with 19 YTD customers receiving a credential

The Target Measure for WIOA DW is 90%



Currently at 111.11% of the measure with 10 YTD customers receiving a credential

The Target Measure for WIOA Youth is 72.90%



Currently at 117.57% of the measure with 12 YTD customers receiving a credential

Choices Full Work Rate – All Family Total

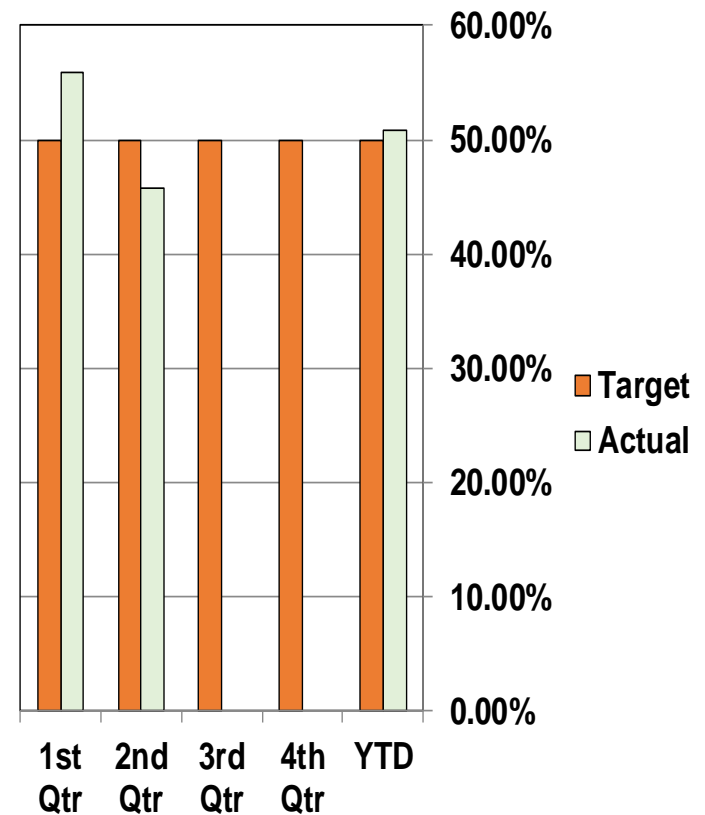
This performance measure consists of TANF recipients who are mandatory to participate in the Choices program (ie: search for and take permanent employment). The time frame for this is from October through September. In order to be considered as a meeting the full work rate, the customer must be participating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

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

Choices Full Work Rate All Family May 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 101.62% serving 38 customers TYD.



BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: **RURAL CAPITAL**

FINAL RELEASE
As Originally Published 5/14/2020
MARCH 2020 REPORT

Status Summary		With Positive Performance (+P):		Meeting Performance (MP):		With Negative Performance (-P):		% +P & MP							
Contracted Measures		6		9		0		100.00%							
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes															

Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	n/a	n/a	n/a	59.66%	N/L	N/L	59.72%	N/L	N/L	N/L	N/L	7/19	12/19
1														
	# of Employers Receiving Workforce Assistance	N/L	N/L	---	----	N/L	N/L	3,821	N/L	N/L	N/L	N/L	10/19	3/20
1														

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

Program Participation Measures

TWC	Choices Full Work Rate - All Family Total	MP	101.62%	50.00%	50.00%	50.81%	52.81%	55.89%	38 74	55.89%	45.73%			10/19	3/20
TWC	Avg # Children Served Per Day - Combined	MP	99.27%	2,730	2,730	2,710	2,583	1,931	355,017 131	2,631	2,791			10/19	3/20

WIOA Outcome Measures

LBB-K	Employed/Enrolled Q2 Post Exit - C&T Participants	MP	104.04%	69.00%	69.00%	71.79%	72.69%	72.21%	9,923 13,822	72.40%	72.57%	70.39%		7/18	3/19
LBB-K	Employed/Enrolled Q2-Q4 Post Exit - C&T Participants	+P	105.05%	84.00%	84.00%	88.24%	88.65%	86.81%	10,258 11,625	88.29%	89.00%	87.38%		1/18	9/18
TWC	Median Earnings Q2 Post Exit - C&T Participants	+P	112.49%	\$6,979.00	\$6,979.00	\$7,850.55	\$7,640.87	\$7,182.40	n/a 9,483	\$7,349.86	\$7,998.96	\$8,309.03		7/18	3/19
LBB-K	Credential Rate - C&T Participants	+P	137.78%	60.00%	60.00%	82.67%	73.88%	45.15%	62 75	81.25%	78.13%	88.89%		1/18	9/18
DOL-C	Employed Q2 Post Exit - Adult	MP	98.77%	90.00%	90.00%	88.89%	92.67%	93.41%	168 189	91.74%	92.31%	78.05%		7/18	3/19
DOL-C	Employed Q4 Post Exit - Adult	MP	101.20%	87.80%	87.80%	88.85%	95.89%	90.85%	231 260	77.50%	90.99%	90.83%		1/18	9/18
DOL-C	Median Earnings Q2 Post Exit - Adult	---	----	---	---	\$12,470.52	\$12,150.21	\$12,369.75	n/a 166	\$13,404.87	\$6,840.83	\$7,037.38		7/18	3/19
DOL-C	Credential Rate - Adult	+P	111.86%	89.40%	89.40%	100.00%	75.00%	80.70%	19 19	n/a	100.00%	100.00%		1/18	9/18
DOL-C	Employed Q2 Post Exit - DW	MP	107.68%	79.20%	79.20%	85.28%	80.28%	80.68%	139 163	77.50%	91.38%	84.62%		7/18	3/19
DOL-C	Employed Q4 Post Exit - DW	MP	98.64%	81.10%	81.10%	80.00%	87.50%	81.07%	116 145	85.11%	79.31%	75.00%		1/18	9/18
DOL-C	Median Earnings Q2 Post Exit - DW	---	----	---	---	\$9,478.35	\$8,279.01	\$8,017.88	n/a 135	\$9,288.44	\$9,727.98	\$9,330.00		7/18	3/19
DOL-C	Credential Rate - DW	+P	111.11%	90.00%	90.00%	100.00%	100.00%	88.64%	10 10	100.00%	100.00%	100.00%		1/18	9/18
DOL-C	Employed/Enrolled Q2 Post Exit - Youth	MP	97.49%	83.50%	83.50%	81.40%	82.50%	85.45%	70 86	80.00%	88.00%	76.19%		7/18	3/19
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes															

WIOA Outcome Measures

DOL-C	Employed/Enrolled Q4 Post Exit - Youth	MP	100.55%	81.60%	81.60%	82.05%	84.85%	82.72%	64 78	81.25%	81.82%	82.50%		1/18	9/18
		+P	117.57%	72.90%	72.90%	85.71%	92.31%	77.50%	12 14	100.00%	66.67%	90.00%		1/18	9/18

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: **RURAL CAPITAL**

FINAL RELEASE
As Originally Published 5/14/2020
MARCH 2020 REPORT

Status Summary		With Positive Performance (+P):		Meeting Performance (MP):		With Negative Performance (-P):		% +P & MP							
Contracted Measures		6		9		0		100.00%							
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes															

Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	n/a	n/a	n/a	59.66%	N/L	N/L	59.72%	N/L	N/L	N/L	N/L	7/19	12/19
1									N/L	N/L	N/L	N/L		
	# of Employers Receiving Workforce Assistance	N/L	N/L	---	----	N/L	N/L	3,821	N/L	N/L	N/L	N/L	10/19	3/20
1									N/L	N/L	N/L	N/L		

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

Program Participation Measures

TWC	Choices Full Work Rate - All Family Total	MP	101.62%	50.00%	50.00%	50.81%	52.81%	55.89%	38 74	55.89%	45.73%			10/19	3/20
TWC	Avg # Children Served Per Day - Combined	MP	99.27%	2,730	2,730	2,710	2,583	1,931	355,017 131	2,631	2,791			10/19	3/20

WIOA Outcome Measures

LBB-K	Employed/Enrolled Q2 Post Exit - C&T Participants	MP	104.04%	69.00%	69.00%	71.79%	72.69%	72.21%	9,923 13,822	72.40%	72.57%	70.39%		7/18	3/19
LBB-K	Employed/Enrolled Q2-Q4 Post Exit - C&T Participants	+P	105.05%	84.00%	84.00%	88.24%	88.65%	86.81%	10,258 11,625	88.29%	89.00%	87.38%		1/18	9/18
TWC	Median Earnings Q2 Post Exit - C&T Participants	+P	112.49%	\$6,979.00	\$6,979.00	\$7,850.55	\$7,640.87	\$7,182.40	n/a 9,483	\$7,349.86	\$7,998.96	\$8,309.03		7/18	3/19
LBB-K	Credential Rate - C&T Participants	+P	137.78%	60.00%	60.00%	82.67%	73.88%	45.15%	62 75	81.25%	78.13%	88.89%		1/18	9/18
DOL-C	Employed Q2 Post Exit - Adult	MP	98.77%	90.00%	90.00%	88.89%	92.67%	93.41%	168 189	91.74%	92.31%	78.05%		7/18	3/19
DOL-C	Employed Q4 Post Exit - Adult	MP	101.20%	87.80%	87.80%	88.85%	95.89%	90.85%	231 260	77.50%	90.99%	90.83%		1/18	9/18
DOL-C	Median Earnings Q2 Post Exit - Adult	---	----	-----	-----	\$12,470.52	\$12,150.21	\$12,369.75	n/a 166	\$13,404.87	\$6,840.83	\$7,037.38		7/18	3/19
DOL-C	Credential Rate - Adult	+P	111.86%	89.40%	89.40%	100.00%	75.00%	80.70%	19 19	n/a	100.00%	100.00%		1/18	9/18
DOL-C	Employed Q2 Post Exit - DW	MP	107.68%	79.20%	79.20%	85.28%	80.28%	80.68%	139 163	77.50%	91.38%	84.62%		7/18	3/19
DOL-C	Employed Q4 Post Exit - DW	MP	98.64%	81.10%	81.10%	80.00%	87.50%	81.07%	116 145	85.11%	79.31%	75.00%		1/18	9/18
DOL-C	Median Earnings Q2 Post Exit - DW	---	----	-----	-----	\$9,478.35	\$8,279.01	\$8,017.88	n/a 135	\$9,288.44	\$9,727.98	\$9,330.00		7/18	3/19
DOL-C	Credential Rate - DW	+P	111.11%	90.00%	90.00%	100.00%	100.00%	88.64%	10 10	100.00%	100.00%	100.00%		1/18	9/18
DOL-C	Employed/Enrolled Q2 Post Exit - Youth	MP	97.49%	83.50%	83.50%	81.40%	82.50%	85.45%	70 86	80.00%	88.00%	76.19%		7/18	3/19
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes															

WIOA Outcome Measures

DOL-C	Employed/Enrolled Q4 Post Exit - Youth	MP	100.55%	81.60%	81.60%	82.05%	84.85%	82.72%	64 78	81.25%	81.82%	82.50%		1/18	9/18
		+P	117.57%	72.90%	72.90%	85.71%	92.31%	77.50%	12 14	100.00%	66.67%	90.00%		1/18	9/18

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

FINAL RELEASE

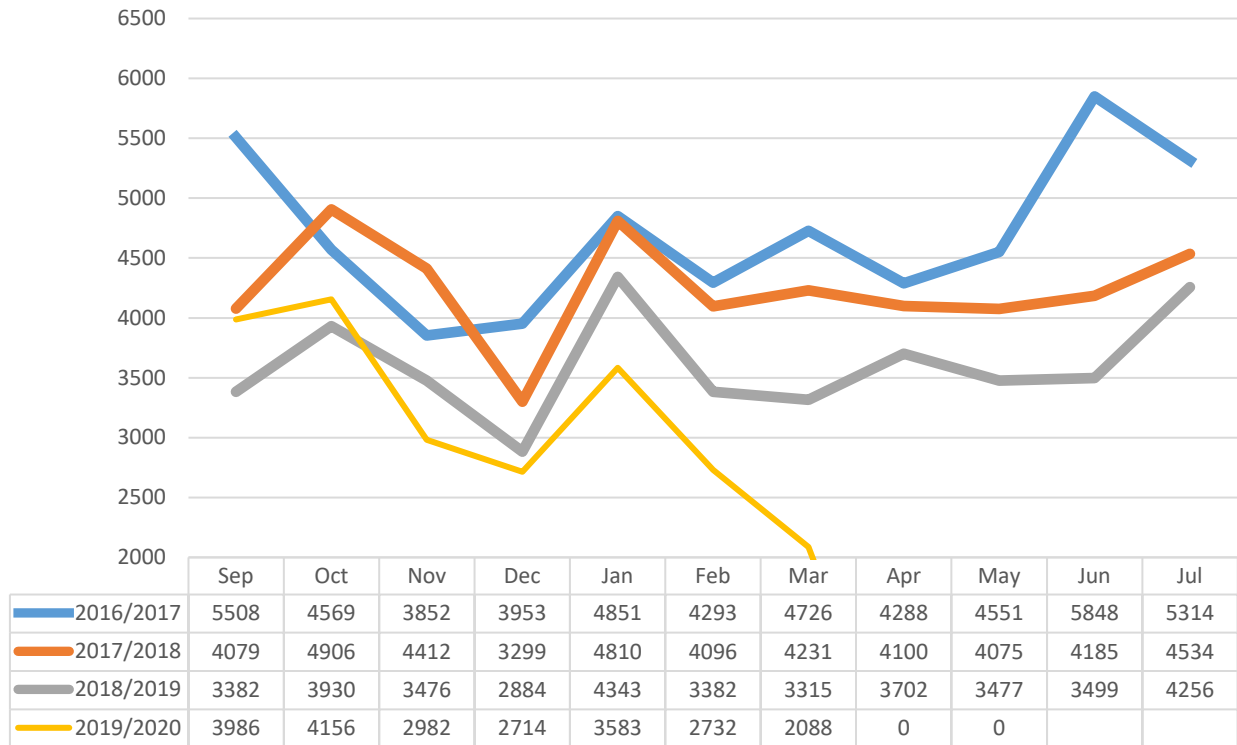
As Originally Published 5/14/2020

MARCH 2020 REPORT

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

Board	Reemployment and Employer Engagement		Participation		WIOA Outcome Measures																	Total Measures			
			Choices	Avg # Children Svd Per Day-Combined	C&T Participants				Adult				DW				Youth								
	Full Work Rate-All Family Total	Enrolled Q2 Post-Exit			Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Enrolled Q2 Post-Exit	Enrolled Q4 Post-Exit	Credential Rate							
	Cmnt ReEmpl within 10 Weeks	Emplrs Rcvg Wkfc Assist	Rate-All Family Total	Enrolled Q2 Post-Exit	Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Enrolled Q2 Post-Exit	Enrolled Q4 Post-Exit	Credential Rate	+P	MP	-P	% MP & +P			
Alamo	n/a	n/a	113.64%	99.27%	103.42%	102.87%	112.38%	129.22%	101.67%	100.96%	n/a	99.77%	98.06%	93.68%	n/a	110.84%	95.11%	99.97%	114.19%	5	10	0	100%		
Borderplex	n/a	n/a	96.78%	96.23%	98.71%	99.79%	109.00%	136.18%	101.80%	96.94%	n/a	112.86%	98.45%	101.34%	n/a	105.96%	95.21%	98.34%	148.86%	4	11	0	100%		
Brazos Valley	n/a	n/a	97.64%	92.30%	100.25%	98.52%	104.70%	108.70%	99.24%	95.47%	n/a	84.44%	114.68%	102.75%	n/a	112.78%	118.97%	89.31%	104.17%	4	8	3	80%		
Cameron	n/a	n/a	97.60%	110.10%	107.64%	100.61%	110.01%	132.63%	90.74%	99.70%	n/a	101.83%	95.34%	87.72%	n/a	92.59%	96.77%	94.62%	74.02%	4	9	2	87%		
Capital Area	n/a	n/a	99.18%	100.93%	104.64%	103.80%	110.24%	129.33%	110.92%	96.68%	n/a	115.85%	106.71%	99.70%	n/a	110.24%	115.65%	105.84%	105.75%	6	9	0	100%		
Central Texas	n/a	n/a	111.16%	99.52%	93.45%	99.65%	105.60%	109.28%	100.82%	104.97%	n/a	133.51%	98.43%	92.59%	n/a	110.12%	95.63%	89.25%	62.60%	5	7	3	80%		
Coastal Bend	n/a	n/a	94.64%	103.71%	101.62%	101.20%	109.11%	86.47%	107.59%	98.41%	n/a	82.87%	93.36%	100.36%	n/a	84.57%	101.35%	97.46%	91.58%	1	10	4	73%		
Concho Valley	n/a	n/a	83.16%	98.61%	104.16%	99.76%	97.48%	139.53%	84.78%	105.50%	n/a	97.58%	119.24%	92.81%	n/a	112.99%	120.85%	88.64%	89.55%	4	7	4	73%		
Dallas	n/a	n/a	90.54%	102.27%	100.17%	100.79%	107.65%	130.05%	93.66%	89.85%	n/a	107.13%	97.49%	90.23%	n/a	92.73%	96.28%	97.60%	121.28%	3	10	2	87%		
Deep East	n/a	n/a	93.16%	96.44%	101.00%	97.99%	109.93%	139.27%	90.96%	89.66%	n/a	76.14%	85.58%	88.18%	n/a	115.33%	98.24%	99.58%	95.38%	3	7	5	67%		
East Texas	n/a	n/a	92.66%	91.74%	103.33%	100.98%	106.58%	129.63%	103.73%	99.31%	n/a	96.69%	95.09%	100.01%	n/a	114.04%	105.30%	103.12%	111.98%	4	9	2	87%		
Golden Cresce	n/a	n/a	115.38%	96.56%	109.15%	104.86%	115.94%	129.47%	102.29%	102.79%	n/a	101.87%	101.01%	102.52%	n/a	98.16%	100.88%	120.21%	152.44%	6	9	0	100%		
Gulf Coast	n/a	n/a	97.64%	94.39%	95.90%	98.54%	106.50%	109.80%	96.20%	92.85%	n/a	95.79%	86.91%	81.92%	n/a	76.64%	94.59%	98.20%	118.02%	3	8	4	73%		
Heart of Texas	n/a	n/a	113.82%	95.53%	104.72%	101.19%	102.17%	113.33%	110.89%	125.63%	n/a	89.49%	103.12%	110.42%	n/a	74.08%	112.95%	101.37%	86.29%	6	6	3	80%		
Lower Rio	n/a	n/a	103.72%	105.81%	107.80%	98.92%	106.38%	135.58%	96.05%	100.78%	n/a	109.16%	100.69%	95.68%	n/a	97.22%	93.85%	99.30%	87.10%	4	10	1	93%		
Middle Rio	n/a	n/a	90.02%	102.35%	102.93%	96.48%	101.11%	150.60%	91.71%	97.62%	n/a	94.19%	118.06%	101.01%	n/a	111.11%	98.98%	97.54%	122.97%	4	10	1	93%		
North Central	n/a	n/a	93.16%	97.55%	96.39%	102.49%	116.91%	115.85%	98.44%	96.21%	n/a	89.40%	97.23%	98.46%	n/a	93.98%	103.81%	105.79%	121.31%	3	10	2	87%		
North East	n/a	n/a	101.10%	103.60%	98.46%	101.11%	105.93%	120.12%	111.00%	109.85%	n/a	112.18%	98.81%	107.88%	n/a	79.37%	99.80%	94.88%	95.18%	4	10	1	93%		
North Texas	n/a	n/a	91.60%	96.85%	100.46%	101.75%	104.09%	146.47%	98.77%	100.86%	n/a	121.06%	125.00%	111.11%	n/a	57.01%	106.46%	118.72%	126.90%	6	7	2	87%		
Panhandle	n/a	n/a	118.76%	99.05%	103.86%	102.71%	107.44%	136.12%	109.29%	100.68%	n/a	96.27%	106.33%	112.10%	n/a	120.05%	99.32%	111.82%	94.00%	6	9	0	100%		
Permian Basin	n/a	n/a	85.46%	99.18%	106.19%	100.19%	105.97%	122.22%	81.14%	81.87%	n/a	100.80%	120.63%	95.23%	n/a	88.89%	102.65%	122.55%	0.00%	5	5	5	67%		
Rural Capital	n/a	n/a	101.62%	99.27%	104.04%	105.05%	112.49%	137.78%	98.77%	101.20%	n/a	111.86%	107.68%	98.64%	n/a	111.11%	97.49%	100.55%	117.57%	6	9	0	100%		
South Plains	n/a	n/a	93.74%	102.23%	102.01%	98.89%	104.79%	141.55%	103.80%	110.96%	n/a	92.68%	120.52%	105.27%	n/a	105.82%	119.76%	120.21%	137.15%	6	8	1	93%		
South Texas	n/a	n/a	110.70%	99.80%	97.00%	101.45%	92.83%	155.80%	99.71%	112.08%	n/a	111.86%	114.42%	111.73%	n/a	131.58%	125.50%	112.20%	110.96%	10	4	1	93%		
Southeast	n/a	n/a	87.96%	98.28%	103.62%	97.75%	101.26%	122.95%	101.86%	102.83%	n/a	103.59%	106.74%	100.10%	n/a	119.30%	100.00%	98.92%	111.04%	3	11	1	93%		
Tarrant	n/a	n/a	89.90%	98.36%	101.20%	101.75%	112.67%	126.78%	95.72%	92.80%	n/a	90.67%	90.75%	96.60%	n/a	85.71%	89.95%	89.12%	75.22%	2	8	5	67%		
Texoma	n/a	n/a	86.36%	100.78%	103.46%	103.17%	104.83%	141.90%	93.26%	105.95%	n/a	107.52%	114.42%	111.11%	n/a	120.00%	98.37%	98.73%	99.46%	4	10	1	93%		
West Central	n/a	n/a	97.36%	99.53%	97.81%	98.70%	101.93%	108.70%	102.73%	83.37%	n/a	93.09%	103.41%	73.43%	n/a	111.11%	96.43%	111.37%	0.00%	3	9	3	80%		
+P	0	0	6	2	4	1	18	27	3	3	0	7	8	5	0	14	6	7	13				124		
MP	0	0	9	23	23	27	9	0	23	21	0	16	18	19	0	7	21	17	7				240		
-P	0	0	13	3	1	0	1	1	2	4	0	5	2	4	0	7	1	4	8				56		
% MP & +P	N/A	N/A	54%	89%	96%	100%	96%	96%	93%	86%	N/A	82%	93%	86%	N/A	75%	96%	86%	71%				87%		
rd Meeting Materials	June 17, 2020		10/19	7/18	1/18	7/18	1/18	7/18	1/18	1/18		1/18	7/18	1/18		1/18	7/18	1/18	1/18				Page 55 From		
To			3/20	3/20	3/19	9/18	3/19	9/18	3/19	9/18		9/18	3/19	9/18		9/18	3/19	9/18	9/18				To		

Customers Visiting Centers Area Wide



2016/2017 total = 56,326

2017/2018 total = 51889

2018/2019 total = 43,264

2019/2020 total = 22,241 (YTD)