

A proud partner of the AmericanJobCenter network

WORKFORCE SOLUTIONS RURAL CAPITAL AREA BOARD OF DIRECTORS REGULAR MEETING

Wednesday, June 19, 2019 Texas Workforce Center of Williamson County 575 Round Rock West Drive, Bldg H, Suite 200 Round Rock, Texas 78681

Agenda

Meeting Begins at 12:30 PM (Lunch at 11:45 AM)

- 1) Call to Order/Roll Call/Establish Quorum
- 2) Public Comment Period
- 3) Vice Chair and Treasurer Nominations and Elections
- 4) Information Sharing Board Social Media Efforts, Brian Hernandez, Director of Communications
- 5) *Consent Agenda
 - a. Adopt minutes of the April 17, 2019 Regular Meeting
- b. Consider approval of Board Policy changes6) Executive Committee/Chair's Report Frank Leonardis, Chair
- *Consider approval of recommendation from the Executive Committee on Workforce Contractor
- 7) Business Education Services Committee Report Frank Leonardis, Chair
- 8) Community Awareness Committee Report Camille Clay, Chair
- 9) Governance Finance Committee Report Mark Hiemstra, Chair
- 10) Untapped Populations Committee Report Cassandra Moya, Chair
- 11) Chief Executive Officer's Report Paul Fletcher, Chief Executive Officer
- 12) Performance Reports
 - Child Care Sandy Anderson, Director of Child Care Services
 - Workforce Center Management– Mike Crane, Project Director
- 13) Fiscal Report Janie Kohl, Chief Financial Officer
- 14) Workforce Board Announcements Board at Large (what's happening in your area) Submit your announcements to the Board Secretary prior to the meeting
- 15) New Business
- 16) Consider date, time, and location of next Regular or Special Board Meeting
- 17) Adjourn

*Denotes Action Item

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

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

Travel Reimbursement

All employees will be reimbursed for all eligible business related expenses according to the WSRCA's Fiscal Manual policy. These reimbursable expenses may include but are not limited to mileage, parking, toll fees, lodging and meals.

The rate of mileage reimbursement will be equal to the state rate unless the board of directors chooses to designate a reimbursement rate less than the State rate through formal action. The WSRCA <u>Mileage Reimbursement Request</u> form must be received by the employee's immediate supervisor by the 10th of the month for reimbursable mileage occurring during the previous month. <u>Mileage Reimbursement Request</u> forms received by the supervisor after the 10th of the month for reimbursable mileage occurring during the previous month. <u>Mileage Reimbursement Request</u> forms received by the supervisor after the 10th of the month for reimbursable mileage occurring during the previous month. It is the employee's responsibility to travel to and from their residence and their workplace each day without reimbursement.

The costs of meals and lodging are reimbursed at up to the maximum daily rate on the federal travel regulations in accordance with the State of Texas Comptroller of Public Accounts' webpage. The costs of meals are only reimbursed when overnight travel status occurs.

The **Travel Reimbursement** form is used to claim reimbursement for meal expenses and other travel related expenses. Receipts for meals and miscellaneous expenses such as parking, toll fees and taxi fares must accompany the Travel Reimbursement form.

For additional details related to employee travel, please see section 01.003.3 **Employee Travel Expenses** in the WSRCA Fiscal Manual.



A proud partner of the AmericanJobCenter network

Minutes from the Business & Education Services Committee

May 15, 2019

Attended:

Frank Leonardis, Chair, Ember Industries Elva Zdeb, Board Member, Embassy Suites Sherri Pall, Victoria College Sherri Gould, Victoria College Chris Duran, Greater San Marcos Partnership Victor Blalack, Texas State Technical College Montie May, Workforce Solutions Don Tracy, Austin Community College Nancy Laudenslager, Austin Community College Al Lopez, Workforce Solutions Eugene Ratliff, Workforce Solutions Diane Tackett, Workforce Solutions Cara DiMattina Ryan, Workforce Solutions Jenna Akridge, Workforce Solutions

Frank Leonardis brought the meeting to order

Diane gave a presentation on childcare and the responsibilities the committee will have to support it.

Al Lopez gave a presentation on the living wage and the historical context of how we have made decisions regarding the target occupation list and its criteria.

Nancy asked if there was potential for VR and ACC work together to on the STEPS program. Workforce Solutions is looking into the possibilities.

Don Tracy asked how CIP codes translate and are identified in the ETPS system. Jenna explained the system we use and how there is some wiggle room for applying CIP codes as long as the trainings are relevant and appropriate.

Nancy asked what the process is for getting an occupation added to the list. Workforce Solutions explained that it would get added in a committee meeting like this. It would then be recommended to and approved by the Board of Directors.

Frank announced that he would be stepping down as Chair of the Business and Education Services Committee because of other commitments he has to the Board.

Frank adjourned the committee.

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)



A proud partner of the AmericanJobCenter network

Workforce Solutions Rural Capital Area Community Awareness Committee

Meeting Minutes

Meeting Date/Time: May 16, 2019 | 2 p.m.

Meeting Location: Community Action, Inc. of Central Texas The Village Main 215 S. Reimer Avenue, Suite 130 San Marcos, TX 78666

Committee Members in Attendance: Camille Clay, Carole Belver, Margaret Lindsey, Tracy Jackson

Committee Members Absent: Hector Aguilar, Adriana Cruz, Andy Hapanowicz, Briley Mitchell

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 4 committee members and 1 Board staff member attending: Camille Clay, Carole Belver, Margaret Lindsey, Tracy Jackson and Brian Hernandez (staff)
- Public Comments Camille Clay: No comments were made.
- Information Sharing Camille Clay: Committee Member Carole Belver shared insights about her organization, Community Action, Inc. of Central Texas
- Consent Agenda Camille Clay: Consider adopting the April 1, 2019 Community Awareness Committee Meeting Minutes:
 - ✓ Motion to approve
 - ✓ Seconded
 - ✓ Motion approved
- Consent Agenda Camille Clay: Consider adopting the WSRCA Community Awareness Committee Charter:
 - \checkmark Motion to approve
 - ✓ Seconded
 - $\checkmark \quad \text{Motion approved}$

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)

- Discussion Items Camille Clay: Review handouts from the Board Retreat:
 - What Could We Do?
 - What Should We Do?
 - First Action Plan
- Communications Report Camille Clay: The Committee Secretary/WSRCA Communications Director Brian Hernandez discussed his initial research into the use of focus groups to guide the development of a communications campaign to boost awareness
- Communications Report Camille Clay: Brian Hernandez delivered a multi-platform communications report for the month of April 2019 and an overview of metrics for the relaunched website
- New Business Camille Clay: There was no New Business
- Priorities for Board Staff Camille Clay: The Committee instructed Brian Hernandez to research the availability of inter-agency councils in each Rural Capital Area county and who is running them
- Priorities for Board Staff Camille Clay: The Committee instructed Brian Hernandez to continue exploring options for Focus Groups, including surveying, video conferencing and face-to-face questioning of Rural Capital Area past, present and future customers
- Priorities for Board Staff Camille Clay: The Committee instructed Brian Hernandez to resend the handouts and "What Should We Do Together" survey to committee members
- Next Committee Meeting Camille Clay: Next meeting was scheduled for Monday, July 22, from 2-4 p.m. at the Workforce Solutions Rural Capital Area Board Office
- Meeting Adjourned Camille Clay



A proud partner of the AmericanJobCenter*network

GOVERNANCE AND FINANCE COMMITTEE

MEETING MINUTES MAY 15, 2019

> Prepared by Al Lopez, Secretary

The Governance and Finance Committee held the bi-monthly meeting on May 15, 2019 from 2:00 p.m. to 3:00 p.m. in the Board's Large Conference Room and via Zoom Webinar.

Call to Order. Mark Hiemstra, Chair, Governance and Finance Committee

Welcome. Mark Hiemstra, Committee Chair welcomed the committee members and staff to the Governance and Finance Committee meeting and asked Rene Flores, Committee Vice Chair to call roll.

Roll Call. Rene Flores, Vice Chair, Governance and Finance Committee

Board Members Present: Mark Hiemstra, Chair; Rene Flores, Vice Chair, Frank Leonardis, Board Chair

Board Members via Webinar: Margaret Lindsey and Jenna Fohn-Thomas

Board Members Not Present: John Robison

Board Staff Present: Al Lopez, Secretary, Jenna Akridge, Janie Kohl and Diane Tackett

Board Staff Not Present: Paul Fletcher

Visitors: Richard Rogers, Technical Assistance, Management RFP

Public Comment.

There were no comments from the public.

Consider adopting the minutes from the regular Committee meeting.

Once the Board Members had an opportunity to review the minutes from the March 20, 2019 committee meeting the Chair asked if there was a motion to approve the minutes as written. Jenna Fohn-Thomas offered a motion to approve and Margaret Lindsey seconded. Unanimous voice vote for approval.

Review Board Membership.

The Chair provided the following update on Board Membership.

- Edna Rehbein—Texas State—has resigned because she is retiring from Texas State.
- Tim Wauson—Texas Workforce Commission—has resigned because he is retiring from TWC on May 31st.
- Tracy Jackson—Private Sector—announced she will be unavailable for sixmonths because she is primary caregiver for her parents. She plans to stepdown from the Board soon and will rejoin the Board when she has time to devote to the position.

• The Board is still recruiting board member representatives from Blanco, Fayette and Lee Counties.

The Chair asked AI Lopez, Secretary to provide any additional updates.

- The Texas Workforce Commission will provide a replacement for Tim Wauson and the Board has requested a representative with senior policy experience.
- Dr. Becky Garlick, Blinn College—Schulenberg, has previously expressed interest in a Board seat and staff will be contact her with the Committee's approval to replace Edna Rehbein-Texas State. Approval was granted by the committee.
- The committee will continue to recruit board members from Blanco and Lee Counties when Tracy Jackson steps down from her Board seat.

Overview of the Governance and Finance Committee's In-Person Oral Interviews with Management RFP Finalists.

Richard Rodgers (Technical Assistance, for the Management Request for Proposal (RFP)) introduced himself to the Board members. He explained Boards are required to re-procure their management contractor at least every five years—whether they are happy with their current contractor or not, and, he was hired to manage the procurement process.

One of the elements that was added to this center management procurement was the requirement for a scored in-person interview with the board members on the Government and Finance Committee. All proposers who receive a score of 70% or higher from the independent evaluators, during their formal proposal review, will be invited to the live interview. The date for the live interviews is June 10, 2019.

Richard explained these live interviews allow board members to have an active role in the selection of the next center management contractor.

Each proposer can receive up to 15 points from the live interview with the G&F Committee.

The G&F committee members interview score is then added to the independent evaluators score for the total proposal score.

Richard explained the live interviews give board committee members an opportunity to meet representatives from the companies that are bidding for the contract. It also gives the committee members a feel for how the companies will approach the daily operations within the centers.

Question from Frank Leonardis: Do the representatives who are invited to the interview receive the proposed interview questions in advance?

Response from Richard: No

The live interview process:

- 10-15-minute introduction by the bidder's representative.
- Then the G&F Committee asks the pre-determined scored questions. (Predetermined questions are used so the committee will have comparability between proposers' responses.)
- Follow-up questions from the committee based on the proposer's response to a question.
- Finally, there could be additional clarification questions, submitted by the independent evaluators, but those clarification questions are not scored, and they would be different for each bidder.

Question from Margaret Lindsey: Richard, is this a team of people?

Response from Richard: It could be an adhoc board committee. The chairs of the board's committees. It's up to the board to designate who conducts the live interviews.

Margret Lindsey clarified her question: Richard will there be a group of people from the company or a single individual?

Response from Richard: It's up to the company. Generally, it's a spokesperson for the company.

Question from Rene Flores: The people who come to interview, the fact that we are inviting them, can we then assume they meet the minimum qualifications required to run the centers?

Response from Richard: They will have received at least 70 points or higher on their proposal, so they will all be viable candidates.

Question from Mark Hiemstra: Will there be a list of Conflicts of Interest for board members who will be on the interview committee?

Response from Richard: The Texas Workforce Commission has a standardized approach to address Conflict of Interest. Each proposer is required to sign a Conflict of Interest Form and identify any conflicts they may have with the board, board members, or chief elected officials in the region. The signed conflict of interest certificate must be included with their response to the proposal.

Follow-up Question from Mark Hiemstra: If we have board members who have a Conflict of Interest how do we vet the board member conflicts of interest?

Response from Richard: You would handle board member conflicts of interest just as you do at a board meeting. If a member of the interview committee has or had a relationship or an interest with one of the proposers, they would recuse themselves from that portion of the interview.

Follow-up Question from Mark Hiemstra: When you say related is that through family or business dealings?

Response from Richard: AI (AI Lopez, Secretary) can you find the Conflict of Interest document in the RFP and provide it the committee members? There is a definition dealing with relationships to a business, interest in a business, person's in the business, family relationships, all are detailed in the conflict of interest document. It is very well defined and not ambiguous. I will also provide to the interview committee a list of companies and their interview team, in advance of the interviews, so members can identify if they have a Conflict of Interest.

Comment from Jenna Akridge (Board Staff): Richard, Diane Tackett (Board Staff) is pulling up the Conflict of Interest document and she will email it to AI right now.

Richard continues: We do ask members to self-identify but just like in a board meeting we would expect a board member to recuse themselves if they have a conflict.

Question Jenna Akridge (Board Staff): Richard, if we have four board members who agree to conduct the interviews, does the interview committee need to identify their Conflict of Interest prior to the oral interviews itself?

Response from Richard: You can do the same thing you do for board votes.

Richard's comments on recommendation to award: After the independent evaluators scores and the G&F committee's interview scores are combined there is a recommendation to award. Some boards ask for staff recommendations and the board decides if they will support the staff recommendation or not. In other areas the interview committee makes a recommendation to the full board and the full board votes on the recommendation.

Question from Mark Hiemstra: Richard, in reviewing the interview questions again, is there going to be a rubric so we have an idea of what to listen for and how to score each of the questions?

Response from Richard: He asked if everyone had the "draft" interview questions in from of them. Then pointed out that on some of the questions staff provided an idea about responses they would be listening for in a response. Richard emphasized that the six questions are just a draft, and the committee can make changes, throw one question out if the committee doesn't like it, replace one question with another question. He said we don't want to expand past six questions because we are only awarding 15 points. Half-point scoring (i.e., 1.5 points) is allowed. He did ask the board members to record their thoughts on each response in the space provided under the question. (i.e., they didn't seem to be very sure about how they were going to implement the management process they described to us.)

Richard's comments on questioning the representatives: Richard said some boards assign each member of the interview team one or two of the six questions to

ask. Other boards ask the technical assistance staff (that would be Richard) to ask all the questions for them.

Question from Mark Hiemstra: So, Richard will you facilitate the interviews on June 10th.

Response from Richard: Yes, I will attend the interviews. And, I will also let you know if one of your questions shouldn't be asked. i.e., is it true you are going out of business or have filed for bankruptcy protection?

Richard's comments continue: You are looking for the proposer's competency, ability to think on their feet, and a good feeling they would be a good fit to manage the workforce centers. I would say there are some boards that have had five different contractors over the years, but RCA has only had one contractor. So, you've been very stable for a long time, as a result you might not receive many proposals although we had eight companies at the bidder's conference. Generally, when a board has a well-established contractor, who is meeting performance, no real major issues, other contractors pick up on that and don't bid. Don't be surprised if you only receive two or three bids.

Question from Mark Hiemstra: Is staff permitted to share their contractor preference prior to the interviews?

Response from Richard. Not really. I ask board staff what their relationship is with the current contractor. If they are having conflicts or if they wished something was different then I would build that into the RFP questions. So, if the current contractor is very weak on business services then I would build out the section of the RFP to ask for more details on strategies to serve businesses and improve business services. Your board staff didn't identify any specific issues of concern. So, as best as I could determine your current center manager is doing well. However, selection of a center manager is the board decision to make not the staff. Where board staff play a vital role is during contract negotiations because they are the technical experts.

Question from Mark Hiemstra: When will the scores from the independent evaluators be available?

Response from Richard: The due date from proposals is May 20th. Depending on the number of proposals the Board receives the scores should be available in 5 or 6 days. ...By the end of May.

Question from Mark Hiemstra: Who are they available to?

Response from Richard: They are shared with the Board Staff and I also provide the staff with the evaluation score sheets. My assumption is the staff would share the company name of the proposer's who received a 70% or higher score with the G&F committee. But, staff would not share the independent evaluators actual scores with the

committee until after the live interviews are complete. Just know the bidders will have met the minimum score requirement and are available for an interview.

Comment from Mark Hiemstra: So, the final decision is the board's based on the independent evaluators score and the score awarded during the committee interview?

Response from Richard: Correct. Although, I tell boards this is a tool to help them decide. It doesn't make the decision. You would brief your executive committee on your impression and make your selection recommendations to the executive committee based on that impression. Then the executive committee would recommend a selection to the full board. This tool tells you who was the most responsive to the RFP. But, it doesn't select the contractor. The Board does. The board's selection doesn't have to be the bidder with the highest score but if it's not the bidder with the highest score the Board's rationale for selecting a lower bid must be very well documented.

Comment from Rene Flores: So, we will make a recommendation to the executive committee.

Response from Richard: Yes. The interview committee is part of the review process. Once I receive the committee's interview scores I prepare a report for the executive committee with all the scoring information. The G&F committee will not be making the selection recommendation to the board.

Rene Flores clarifies: So, we are only responsible for scoring the interviews.

Response from Richard: Yes, you are part of the review process.

Comment from Jenna Akridge (Board Staff). I want to add something Richard. We have had a long-term contract with ResCare. And, because of what we report to ya'll in terms of monitoring of our contractor, their performance, you have some idea of what they can do. That being said, this is an open competition! If someone has a proposal and an oral interview that gives the Board greater value added, then that's why we conduct this procurement. It's not to select the same contractor. We are really and truly open to competition. So, does that make sense? It's not like we would never say keep the same contractor. If there was something not going well, you would be aware of it through the information Paul gives you at the board meetings. So, we really consider this open competition. Competitiveness to run and improve our workforce centers.

Question from Al Lopez (Secretary): Richard. You mentioned questions that would be provided by the independent reviews. Are they provided to the interview committee in advance? Along with the scored questions?

Response from Richard: Yes. You will receive one sheet with the scored questions and another sheet of questions to be directed at the specific bidder. Again, there may not be any additional questions for a specific responder. Very often these questions are about confusing line items in a budget or an audit. You should know there is a separate independent reviewer who is just looking at budgets and audits and he will provide his

comments to the RFP independent review team. So, if there are red flags, areas for additional clarification that's what you should expect in the additional questions. Again, those questions would not be scored.

Follow-up Question from Al Lopez: What do we do with the information the committee gathers from the responses to the additional questions? Are we responsible for providing the responses to the independent evaluators?

Response from Richard: The committee would use that information and make it part of their overall assessment of the bidder. You don't need to provide the responses to the independent evaluators.

Question from Mark Hiemstra: Al do you have a record of G&F committee members who will be attending.

Response from AI Lopez: The June 10th interviews?

Response from Mark Hiemstra: Yes.

Response from Al Lopez: I did receive a response that all committee members would be attending. However, we must add Frank to the invitation since he is now a member of the G&F Committee.

Comment from Frank Leonardis: I will not be attending, as far as Paul said. I'm an exception, I think. We will have to confirm that with Paul but that was my understanding.

Question from Al Lopez: Was that prior to you becoming Board Chair? Because now that you are the Board Chair you are a member of the Governance and Finance Committee.

Comment from Frank: Yeah. But even after I was selected Board Chair I got the impression from Paul that he didn't want me to participate in the live interview.

Comment from AI Lopez: I'll find out for sure on Monday and then email you the information I get from Paul.

Comment from Frank: I can participate, if necessary. I was just under the impression Paul didn't want me to participate.

Comment from Jenna Fohn-Thomas. Al, this is Jenna Fohn-Thomas. I hadn't responded to the invite, but I did send an email to say I don't think I can be out of the office on a Monday, June 10th.

Question from Margaret Lindsey: Frank, do you know the rationale for Paul not wanting you to be on the interview committee?

Response from Frank Leonardis. I don't think it was he didn't want me to participate it was just a comment that ... and this is my perception ... the committee had already been established and that I would be joining the G&F committee and that was the extent

of the conversation. So, either I'll follow-up with him next week or Al can follow-up with Paul.

Comment from AI Lopez: I think Paul would welcome any board member who wants to participate on the interview committee.

Comment from Mark Hiemstra: If you have the time available we'd certainly like to see you on the committee.

Comment from Frank Leonardis: I'll check my calendar when I get back to the office.

Question from Mark Hiemstra: Jenna you won't be able to participate, is that correct.

Response from Jenna Fohn-Thomas: No, I will not. I will be out on vacation the week before and so there is no way I can be out again on Monday, June 10th.

Question from Mark Hiemstra: Richard do you have anything else for the committee?

Response from Richard: Is there anything you want to change on the questions? I sent a list of questions to the board staff and they made several recommended revisions and additions. We did some back and forth and ended up with these questions. However, the questions are subject to your consideration and approval.

Question from Mark Hiemstra: Richard these are standard questions that other boards have asked of folks they have interviewed?

Response from Richard: Pretty much. Ah...the board staff put a twist on some of them that is different from what I've asked before. For instance, question four about rural services. I ask a question that is more "What are your going to do?" not "what have you done in other areas?". They may not have worked in a rural area and if they simply say we haven't worked in a rural area, it doesn't give you much information. But, if you ask them "what do you plan to do here" the expectation is they are able to understand which areas are rural and which are urban. Which areas have commuter issues. Which areas have business development needs. My expectations are, in these kind of procurements, if you are going to submit a huge pile of paper to me you better have done your research on the region, what is there and what needs to happen in both the rural and urban areas. So, it's just a different take on question four.

Comment from Jenna Akridge. Well, we can easily change the verb tense on question four and ask, "How do you plan?"

Comment from Richard: I just think it's very important that you not ask how you do rural because there is a possibility you are left hanging.

Question from Mark Hiemstra: So, assuming there was a reason, what were you thinking when you constructed question four.

Response from Jenna Akridge: Well, our rural counties are very different. So, it would be nice to see proposers succinctly address how they will behave differently in

Blanco County as opposed to Fayette County. We would be able to see if they have really done their research. We need some indication they really understand how diverse our communities are, geographically, and the population distribution and diversity.

Comment from AI Lopez: What we were looking for are specific examples of how they have gone into a rural community, made significant and impactful changes that have benefited the community, services to business and services to job seekers. i.e., how have they gotten employers involved, coordinated the provision of job training. We want to know how they have made the rural communities feel they are part of the system.

Comment from Mark Hiemstra: I would think there is some concern that there are people who have thoughts of doing things in a rural area that have never been in a rural area.

Comment from Jenna Akridge: And, I agree with Richard though. That doesn't mean they can't come in and have a good strategy. So, if it's just a verb tense.

Comment from Frank Leonardis: Maybe it could be "what strategies have you implemented or will you"

Comment from Mark Hiemstra: Whether they have worked rural or not...

Comment from Richard: I think that would be good. You could ask what experience they have had and what they plan to do...

Comment from Mark Hiemstra: I think we all agree on that adjustment.

Comment from Richard: Another difference on approach is on question number two. Describe your organizations internal talent development and retention system including awards and recognition programs, team building, continuing education, and how your leadership monitors systemwide morale of the staff. In other areas I would put a period after system. I would not include all that other stuff because my expectation is they should understand what elements need to be addressed without me leading them to those elements in the question. In this type of interview if you say internal talent development and retention you'd expect them to talk about all those elements. If they have those they are going to be willing to tell you about them. It's no big deal you can leave it the way it is, I just don't like to lead the company into here's how you answer my question. And, to me that's what this question does. It gives them hints and clues.

Question from Frank Leonardis: Can we put that section in italics? The interview team could then use that as a guide for what they should be listening for, like in question number one.

Comment from Richard: That's a good idea. I would suggest that, yes.

Comment from Rene Flores: Mark, I think it would be good for all the questions to have, as Frank just mentioned, some italics or guides for us to listen for. This is my first time doing this and I'm not exactly sure what I should be listening for.

Comment from Richard: I can do that.

Question from Mark Hiemstra: Are there any addition questions or clarifications?

Comment from Mark Hiemstra: So, the Date, Time, and Location of the interviews will be in this conference room on Monday, June 10th, lunch starts at noon, and interviews are scheduled between 12:30 and 3:30 p.m.

Question from Mark Hiemstra: Al, do we have a date, time, and location for the Regular Governance and Finance Committee meeting?

Comment from AI Lopez: Wednesday, July 17th, at 2 p.m. in this conference room.

Question from Mark Hiemstra: Do I have motion to adjourn?

So, moved. Margaret Lindsey.

Seconded. Rene Flores.

The meeting is adjourned.

Revised Interview Questions from Richard Rogers with proposed changes included--May 15th G&F Committee meeting.

<u>Board Committee Member Interview Instrument – Workforce Center Contractor</u> <u>Procurement</u>

June 10, 2019

Interviewer – _____Points: _____ out of 15

Proposer-____

This instrument contains scored questions for each proposer as well as specific nonscored questions for each proposer based on their proposal submission. Follow up questions may be asked to clarify the proposer's response to the original question. Scores may be at half-point increments.

Interview Questions:

SCORED QUESTIONS

1. What is the value-added you bring to this system?

(looking for experience, initiative, innovation, performance excellence, quality customer service, awareness of customer needs, additional resources.)

(2 points) **Points awarded_____.**

2. Describe your organizations internal talent development and retention system. (looking for discussion of awards and recognition programs, team building, continuing education, identifying and addressing staff skills deficiencies, and how your leadership monitors systemwide morale of the staff).

(3 points) Points awarded_____.

3. How do you propose to implement a continuous improvement process in the workforce center system? How will you include vocational rehabilitation and Adult Education and Literacy in that effort? (Looking for team development, delegation, assessment of center operations, review processes, obtaining customer input, obtaining staff input, implementation of strategies and evaluation of the results. Regarding VR and AEL, looking for full integration into the workforce development service delivery system)

(3 points) Points awarded_____

4. What strategies have you implemented in other service areas to improve outreach and services delivery to rural employers and job seekers, and what are your proposed strategies for this region? (looking for strategies to gain understanding of needs of rural job seekers and employers, outreach of job seekers, strategies to help rural businesses find qualified employees.)

(2 points) Points awarded____

5. Describe strategies you have implemented that have had a significant impact on increasing employer access and use of center services.

(Looking for efforts that build awareness of employer services, strategies to obtain employer feedback concerning satisfaction with the centers, strategies to assess employer needs, strategies to use employer feedback to redesign services to meet employer needs, understanding of the local economy).

(3 points) Points awarded_____

6. Describe your ability to support the Board's multi-platform awareness campaign which targets businesses in specific industries, job development, skills training in trades and career pathways development. (looking for use of technology such as video development and publishing, web development, and social media.)

(2 points) Points awarded_____

NON-SCORED QUESTIONS – Committee members may ask these or other questions of the identified proposer.

[The proposal evaluation team may suggest questions related to elements noted in each proposal for which the Board might like more information.

ATTACHMENT K

CERTIFICATION REGARDING CONFLICT OF INTEREST

By signature of this proposal, Proposer covenants and affirms that:

- 1. No manager, employee or paid consultant of the proposer is a member of the Workforce Solutions Rural Capital Area Board;
- 2. No manager or paid consultant of the proposer is a spouse to a member of the policy board, the president or a manager of the Workforce Solutions Rural Capital Area Board;
- 3. No member of the policy board, the Chair or an employee of the Workforce Solutions Rural Capital Area Board owns or controls more than 10 percent in the proposer;
- 4. No spouse of a member of the policy board, Chair or employee of the Rural Capital Area Workforce Development Board is a manager or paid consultant of the proposer;
- 5. No member of the policy board, Chair or employee of the Workforce Solutions Rural Capital Area Board receives compensation from proposer for lobbying activities as defined in federal laws or Chapter 305 of the Texas Government Code;
- 6. Proposer has disclosed within the proposal any interest, fact or circumstance which does or may present a potential conflict of interest;
- 7. Should proposer fail to abide by the forgoing covenants and affirmations regarding conflict of interest, proposer shall not be entitles to recovery of any costs or expenses incurred in relation to any contract with the Workforce Solutions Rural Capital Area Board and shall immediately refund to the Workforce Solutions Rural Capital Area Board any fees or expenses that may have been paid under the contract and shall further be liable for any costs incurred or damages sustained by the Workforce Solutions Rural Capital Area Board relating to that contract.

Name of Organization Submitting Proposal: ______

Name and Title of Authorized Signatory: _____

Signature: _____ Date: _____ Date: _____

Email Request for Governance and Finance Committee Approval: Recruiting and Reappointing Board Members (May 23, 2019)

Good Morning Governance and Finance Committee Members!

Our next regularly scheduled G&F Committee meeting isn't until July 17th.

Unfortunately, staff need your approval to move forward on several board member nominations and reappointments.

During our May 15th committee meeting the following board membership information was briefed to the committee.

Review Board Membership.

The Chair provided the following update on Board Membership.

- Edna Rehbein—Texas State—has resigned because she is retiring from Texas State.
- Tim Wauson—Texas Workforce Commission—has resigned because he is retiring from TWC on May 31st.
- Tracy Jackson—Private Sector—announced she will be unavailable for six-months because she is primary caregiver for her parents. She plans to step-down from the Board soon and will rejoin the Board when she has time to devote to the position.
- The Board is still recruiting board member representatives from Blanco, Fayette and Lee Counties.

The Chair asked AI Lopez, Secretary to provide any additional updates.

- The Texas Workforce Commission will provide a replacement for Tim Wauson and the Board has requested a representative with senior policy experience.
- Dr. Becky Garlick, Blinn College—Schulenberg, has previously expressed interest in a Board seat and staff will be contact her with the Committee's approval to replace Edna Rehbein-Texas State. Approval was granted by the committee.
- The committee will continue to recruit board members from Blanco and Lee Counties when Tracy Jackson steps down from her Board seat.

Yesterday, TWC notified us Carole Belver (Community Action, Inc.) and Cassandra Moya (TWC-Vocational Rehabilitation) need to be reappointed or replaced because they terms have expired. Both Carole and Cassandra are willing to continue serving and they both have been regular contributors to the Board. Staff recommend reappointment of both of these board members. With one change! Designate Carole Belver the required Adult Basic Education (ABE) representative—Edna Rehbein (who is retiring from Texas State and resigned from the board) is the current ABE representative. This action will free up a Community-Based Organization seat—as you continue to read you'll see our rationale for this redesignation.

Increase Board Membership, from 25 members to 27 members by adding 1 Private Sector Employer and 1 Education Representative. This action will require 14 board members to be present at the Board Meetings for a quorum. However, the action is necessary because staff have received two very strong nominations—1 private sector and 1 education representative to join the board membership—and it will

allow us to add representatives from Fayette (Education), Lee (Private Sector) and Blanco (CBO) Counties.

As previously approved by the committee, staff will contact Dr. Becky Garlick, Blinn College— Schulenberg—to fill an Education Seat and become our representative from <u>FAYETTE COUNTY</u>. She will fill the newly created Education Seat.

We received a private sector nomination from the Cedar Park EDC. Ms. Nikki Stallings, HR Director, NOV Wellbore Technologies of Cedar Park. She would replace Tracy Jackson as a private sector representative on the Board.

Staff was notified yesterday afternoon the Lee County Commissioner's Court has approved a private sector replacement for Mark Johnson <u>LEE COUNTY</u>. With your approval staff will contact the Lee County Judge's staff and begin the nomination of the new private sector representative to TWC. This private sector representative will fill the newly created private sector seat.

Blanco County designated their Library a Community-Based Organization will an emphasis on Education and Literacy. Again, with your permission, we will contact the Blanco County Judge (who has been very supportive of the board in the past) to nominate his Librarian as a Community-Based Organization representative on the Board from <u>BLANCO COUNTY</u>.

Once these nominations are approved by the TWC Commissioners the Board would have board member representation from all 9-Counties.

I know lots of information, lots of moving parts, and if you'd prefer a webinar to discuss I can certainly schedule a webinar.

If you feel comfortable with these requested actions from the staff please let us know and we will get right on it!!

If you approve these actions, I'll add this email and your responses to our May 15th minutes as an addendum and we will vote to formally approve these actions at our July 17th committee meeting.

Thank You!!

AI Lopez

Chief Operating Officer (aka: Goverance and Finance Committee Secretary!) Workforce Solutions-Rural Capital Area 701 E. Whitestone Blvd, Suite 200, Cedar Park, Texas 78613 Phone: (512) 244-7966 ext 5011 Email: <u>al.lopez@ruralcapital.net</u>



From: Margaret Lindsey <<u>margaretl@sanmarcostexas.com</u>>
Sent: Thursday, May 23, 2019 1:53 PM
To: Al Lopez <<u>al.lopez@ruralcapital.net</u>>
Subject: Re: Request for Approval: Recruiting and Reappointing Board Members

Al,

I approve these nominations for appointment -- all sound like very strong candidates!

Margaret

From: Mark Hiemstra <<u>Mark.Hiemstra@goodwillcentraltexas.org</u>>

Sent: Thursday, May 23, 2019 1:56 PM

To: Al Lopez <<u>al.lopez@ruralcapital.net</u>>; Frank Leonardis <<u>fleonardis@emberindustries.com</u>>; Heather Briscoe <<u>Heather.Briscoe@goodwillcentraltexas.org</u>>; Jenna Fohn-Thomas (<u>ifohn@fnbbastrop.com</u>) <<u>ifohn@fnbbastrop.com</u>>; John Robison (<u>j.robison@newrepublicstudios.com</u>)

<<u>i.robison@newrepublicstudios.com</u>>; Margaret Lindsey (<u>margaretl@sanmarcostexas.com</u>) <<u>margaretl@sanmarcostexas.com</u>>; Margaret Lindsey Home (<u>mlindsey2330@gmail.com</u>) <<u>mlindsey2330@gmail.com</u>>; Mindy Raymond (<u>m.raymond@newrepublicstudios.com</u>) <<u>m.raymond@newrepublicstudios.com</u>>; Rene Flores (<u>RFlores@extracobanks.com</u>) <<u>RFlores@extracobanks.com</u>>

Cc: Paul Fletcher paul.fletcher@ruralcapital.net; Gina Hyde signa.hyde@ruralcapital.net; Jenna Akridge signa.akridge@ruralcapital.net; Janie Kohl signa.ekohl@ruralcapital.net Subject: RE: Request for Approval: Recruiting and Reappointing Board Members

Please accept this correspondence as an electronic vote in favor of the slate as presented.

Regards,

Mark Hiemstra

Chief Operating Officer

Goodwill Central Texas

From: Frank Leonardis <<u>fleonardis@emberindustries.com</u>>
Sent: Thursday, May 23, 2019 3:28 PM
To: Al Lopez <<u>al.lopez@ruralcapital.net</u>>
Subject: RE: Request for Approval: Recruiting and Reappointing Board Members

Al,

I approve.

Thanks,

Frank

Thu 5/23/2019 10:38 AM Rene Flores <u>RFlores@extracobanks.com</u>

Approve

Extraco Banks.

Rene Flores | Round Rock Vice President

Commercial Lender

website | profile

106 S Harris St, Suite 124

Round Rock, TX 78664

P 512.815.0946

M 512.771.9560

F 512.868.4121 NMLS#: 707477



Fri 5/24/2019 8:42 AM Jenna Fohn <u>ifohn@fnbbastrop.com</u> RE: Request for Approval: Recruiting and Reappointing Board Members Approve

Al's note: I received a message from John Robison. His mother has been in the hospital and he is with her.

WORKFORCE SOLUTIONS RURAL CAPITAL AREA

A proud partner of the AmericanJobCenter'network

GOVERNANCE AND FINANCE COMMITTEE

ORAL-INTERVIEWS

FINALISTS FOR THE MANAGEMENT & OPERATION OF WORKFORCE CENTERS AND OTHER SITES CONTRACT JUNE 10, 2019

Prepared by Al Lopez, Secretary The Governance and Finance Committee held in-person oral interviews with five finalists for the Management & Operation of Workforce Centers and Other Sites Contract on June 10, 2019 from 11:30 a.m. to 5:00 p.m. in the Board's Large Conference Room.

Governance and Finance (G&F) Committee Oral Interview Team.

Committee Members Present: Mark Hiemstra, Chair; Rene Flores, Vice Chair, Frank Leonardis, Board Chair and Margaret Lindsey, Past Chair.

Committee Members Not Present: John Robison and Jenna Fohn-Thomas

Non-Scoring Board Staff Present: Al Lopez, Secretary and Projections, Paul Fletcher, Timer, Jenna Akridge and Diane Tackett, Scoring Verification

Non-Scoring Additional member: Richard Rogers, Technical Assistance for the Management RFP and Questions Reader.

G&F committee members read and signed a conflict of interest form prior to the interviews.

Governance and Finance Committee's In-Person Oral Interviews with the finalists for the Management & Operation of Workforce Centers and Other Sites contract.

Each finalist could receive up to 15 points from their oral interview with the G&F Committee. The G&F committee members awarded individual scores to each finalist that were averaged by the score verification team and added to the independent evaluators score for a total proposal score.

The oral interviews were designed to give the G&F Committee members an active role in the selection of the next contractor for the Management & Operation of Workforce Centers and Other Sites.

The G&F Committee's final proposal scores were forwarded to the Executive Committee who will prepare a contract award recommendation for the Board of Directors.

The oral interview process:

- 10-minute opening presentation.
- 20 minutes for six pre-determined and scored questions. (Pre-determined questions were used so the committee would have comparability between proposers' responses.)
- Follow-up questions from the committee members.

Pre-Determined Interview Questions:

1. What is the value-added you bring to this system? (looking for experience, initiative, innovation, performance excellence, quality customer service, awareness of customer needs, additional resources.) (2 points)

2. Describe your organizations internal talent development and retention system. (looking for discussion of awards and recognition programs, team building, continuing education, identifying and addressing staff skills deficiencies, and how your leadership monitors systemwide morale of the staff). (3 points)

3. How do you propose to implement a continuous improvement process in the workforce center system? How will you include vocational rehabilitation and Adult Education and Literacy in that effort? (Looking for team development, delegation, assessment of center operations, review processes, obtaining customer input, obtaining staff input, implementation of strategies and evaluation of the results. Regarding VR and AEL, looking for full integration into the workforce development service delivery system) (3 points)

4. What strategies have you implemented in other service areas to improve outreach and services delivery to rural employers and job seekers, and what are your proposed strategies for this region? (looking for strategies to gain understanding of needs of rural job seekers and employers, outreach of job seekers, strategies to help rural businesses find qualified employees.) (2 points)

5. Describe strategies you have implemented that have had a significant impact on increasing employer access and use of center services. (Looking for efforts that build awareness of employer services, strategies to obtain employer feedback concerning satisfaction with the centers, strategies to assess employer needs, strategies to use employer feedback to redesign services to meet employer needs, understanding of the local economy). (3 points)

6. Describe your ability to support the Board's multi-platform awareness campaign which targets businesses in specific industries, job development, skills training in trades and career pathways development. (looking for use of technology such as video development and publishing, web development, and social media.) (2 points)

Oral Interview Schedule. (Note: Interviews were conducted in alphabetical order.)

12:30: C2 Global Professional Services, LLC (Chkib Chehadi, CEO; Patrick Mele, CFO; Shannon Spriggs, CCO; Aaron Smith, COO; Ramsey Olivarez, CIPO)

1:10: Dynamic Workforce Solutions (Paul Dunn, CEO and Owner; Terri Leisten, President and Owner)

1:50: Maximus Human Services, Inc (Doug Howard, Sr., Vice President State and Local Services; and Dana R. Alfred, Vice President Strategy and Solutions; Greg Warmink, Vice President Workforce Services Operations, Austin, Texas was on vacation and unable to attend)

2:30: ResCare Workforce Solutions (Bradley Williams, Vice President, Operations; Debra Giordano, Vice President, Service Delivery; DeWayne Street, Regional Director; Mike Crane, Project Director)

3:10: SERCO of Texas Inc (Manuel Ugues, Regional Director; Robert Gonzales, Proposed Project Director; Bruno Ricciuti, VP and CFO; Manuela Zarate, VP and COO; Angela Bush, Texas Controller, Gabriela Horbach, Youth Director)



Executive Team	C
kib Chehadi, President and CEO, has held many positions in the workforce system over the last 23 years. He has seen workforce, child care, and youth programs at the Board lawel and for the last 9 years, at the senice provider lavel. He instands the complexities of the program and emphasizes staff development and training, customer service and quality work, be best nedge for success.	He
Patrick Mais, <u>CPA</u> , <u>Chief Financhi Offfeer</u> , saisin in the development of accounting staff, setting up the accounting staff developming backgrounds. Itselfug the system for accounting and advanditive of costs. and a conducting with Baart staff on all man related to fiscal transactions, <u>M. Nells</u> experiment includes over 15 years as the CPG of a workforce services focused pri sector service provider, including the patts § years as 15 of 12 c2 rBs.	ters
Aaron Smith, Chief Operations Officer, is in charge of the day to day openations for all programs. Mr. Smith has over 15 y of experience in the public and private sector performing complex operational and strategic planning, operational anal workforce planning, primary/secondary research, and project management.	
Crisanta Garza, Vice President for Administration, has over 25 years of experience in managing workforce and child programs, Ne. Garza manages all company-wide procurement activity including the responsibility to meet the busin insurance requirements of all of our contracts.	
Ramsey Olivarez, Chief Innovation and Performance Officer, provides guidance on performance analysis and report supports business services, and facilitates the implementation of innovations and technology enhancements. Mo Olivarez 13 years of publics and private experience analyzing performance data and providing strategies for improvement.	

















Why C2 GPS?

C2

C2

Engagement: Our model is premised on the simple but their belief that local management knows best what our ousformers need. Local management is empowered to be responsive to our Board partners, to suggest effective practices and to respond appropriately to our customers

Executive Team Support The C2 GPS Executive Team includes members who have worked in Texas at the survice provider and Board stall level. The Team is always available to you and your staff and will spend significant time on the ground in support of Rural Capital Area opensions

Board Partnership: We work in the pathership with our Board chalomiers to operate responsive workforce systems that embrance continuous improvement and path-driven decasion making. <u>Our approach boards on building a statistical partnership</u> with the Board may terulind in successful avaitable for board of compatible relative.

Large Board Expertise: Dut systems and processes were developed and tested in large scale environments and include the quality and internal controls. We are experienced in operating languescale Woktors Center meteorits within Taxes, including the Lower Rio Grandwide Valler (Qualite R). Traint Courty (Qualite R), Marce Courtel R), and Copinal Area (Quarite III), Open Communication: We actively build communication networks between and within the controls that we operate. Our approach accelerates the afterning of best practices and technical assistance between systems by creating deglar interactions between oblegaces in per systems.

becaute our spectral social terminants and a learning to their providers and learning and associated between systems by creating regular interactions between colleagues in pre-systems. Flexibility We do not believe in fitting all systems into a single mold. We are flexible in system planning and operations, and we are quick to evolve as the aneinniment changes.

13

Why C2 GPS?

Rural Community Expertise: We do not employ a "one size fits all approach in instraiging and operating workforce systems, We understand that each community we sarve his unique visions, assets, and challengues and that the Rural Capital Area system must be reportens and a value-add for each community, from Lockine to Cakir Park.

System finance responses and a variance or back commany, more seven w unsue rank. We operate Worklonce Centers in 20 nural counties in central and south Toxas and understand how to operate worklonce systems that respond to the needs to local stakeholders and teverage the unique community assets. We will work with the Rural Capital Area Board to tailor the system to the needs of each community in your region.

Crain Capital need costant or anise net system to use needs to each classification in your region. Invested in the Region: C2 GPS is alse in Austin TX and fasts operated in the Capital Area workfore system since 2012, the Alamo Area workfore system since 2015, and the Golden Clescent workforce system since 2018. We are an attive partner with workfore, advance, and exact and an exact the Golden Clescent workforce system since 2018. We are an attive partner with workfore, advance, and exact and an exact Capital Area.

region in reasoning tragagement in Schwardness that means the total captural rest. We are an and end employed in *Workforces* Schlafors Rendu Captural Area transmittational collaborative with Workforce Schlafors Ramping Schlafors Ramping Captural Area and Workforces Schlafors Ramping Schlafors Rampi

Low Risk Transition A transition to C2 GPS is a low rek alternative for the Rural Capital Area. We have a proven track record of seamless transitions and in most of the transition, we have lowed that the magnity of the staff latert needed each at the contract side. In most cases, we there here had the other employees as meriowed benefits package, including no employee contribution for employee-only health evenage and a 401-K match of 100% of contribution to the SM salarins.















Global Presence, Texas Footprint



Because were more than a workforce company, we understand the complexities facing Texas families.

in Austin, we understand the importance of finding high-quality orkers

being able to coordinate, resources for families, while also providing employment opportunities for job seekers.

3,970+ Senterce - Marting

......

² Because we're a Texas employer

We re in the unique position of

MAXIMUS



Value - Creating Relevance for Job Seekers and Employers

Highlights of Approach

- Sector-based career pathways approach increasing He-long emphasizing through expensional learning and skills development, amend all largel sectors Work-based learning and non-fraditional appreciation in http://bio.secify.overage experiment in larget learning army with the estential learning and of a strated occupator Workshote Executional Boot Camp located and retrificient sectorarizes are by granty bia Workshote Center Sear of Approve 21 and and search estimations are seto.

- Notifiers Centre Seal of Agroups 8 to called point with reporting a list Carter Resultines, extensional backetines monoto onder signings between reiner interaction for a discussional and results and the point of carter backeting reiner with a list operational in more address carter of extension in more address carter of extension in more address carter of extension in point backeting for or seeing pointing system, eacher, address to grandow the profit back the needs of our seeing pointing system, eacher, address to grandow the profit back the needs of our seeing pointing system, eacher, address to grandow the profit back the needs of our seeing pointing system, eacher, address to grandow the profit back the needs of our seeing pointing system carter of weakborded carters

Proof of Our Success

- 24 percent increase im go reservon on me Dictor of Countible, site internano from excitent version > 600 acristions marked in Instants site from two from excitent version (Roschard) (Countog) (Scarle), skoteket emposed martines or a client sites in a mark train 200 24% increase in 6 month retention eter optimizing individual strategimed in features a Marked Scarles in 6 month retention eter optimizing individual strategimed in features a Marked Scarles in 6 month retention eter optimizing individual strategimed in features a Marked Scarles in 6 month retention eter optimizing individual in the strategimed in features a
 - MAYING

Customer Experience - Making Accessibility and Interaction Easy

Highlights of Approach

- Personalized experience in minimum including and for average on the power of the person of the perso
- Konstantina macroalisti santaji docestalisti je po koter tamin (na posaji tir ih ey vehi tamot so miziomis), ved timor dirajeni vehi teori za od na od sekas Thorgh na vrhuki santa bodh 4, m344 aktimu hi od pimman globi ve te-storekto teyrod brikas neg motor, eta por so sobroda hou.
- Desiriated Rustness Account Management Tasm with a polyarity opposition of poly nd and curvers an account interface of branches telephonestic and the constraints were represented to the second tensors the second tensors in the second tensors in the second tensors in the second tensors and t
 - Service environment has reached the Arritage Center transform to data and whene recovery of dational action of the flate for guidence center
- S
- There that is more particulated in the most accommodating of any of the excision particle state, we have a solution of the excision of the exc
- · Their record of collaboration wik contribute to economic gravition Milagokee Chammer of Com-MAXIMUS

Reliability - We deliver on our promises

Highlights of Approach

- Austin-based management feam deliveorg workforce services as a MANTAR Store of home mark a rectade
- Team-based delivery structure devolved to 3 economic for done to teakers rev perform unditations
- Sayntantized Operatori and Analytics (SOA) learn to annulle smooth transition Road-tested service model means we know while successionly interpreting to
- Sidelity of proven practices and expension diminate shared resources for saling propagation Data driven decision-making musure avaidad contempor

Proof of Our Success

- Meeting and exceeding performance measures across our workings services purples
- History of program improvements after franctioning take incompany vendors 2 statewide transitions in Fait P years without service demotion
- 10 years average tenure of program managers. This was its senior landership
- 4.4 out of 5 in satisfaction, some with our government hardwidpartners

Re-affirming our Commitment to You

- Partnership Writing about Ke our gowindhas toorko independent commentation as a preview reform use and in walk part or
- Personalized Experience regariles of each or subscore each conservations approximate approximate
- Career Focus language reflectance manys in restance warmen the the structure of warmpool by its wint ongliem takes. (Sensiment also being also because the reflectance reflectance) Right Match Placements - "Antisymmetric fund proving rear matching and the immediate of the proving rear and endoged reaction of a set of the end of the set of the end of the set of the end of the
- Accessibility Another Last for a several analysis of the mean way of function and an analysis of the anal
- Integrity and Communent dia & while second with young advector compose
- Quality Customer Service cur bout to daily brief or reak producting a super-selence 7 77 (c) 500 cm/select processor
- Results— An even and putoes of the solution of the solution of the method and provident dual of the solution of the solutio
 - MAXIMUS























While we have a centralized corporate model, our Project Directors have local decision making authority and autonomy to run the business as best needed for the local communities' benefit

4







6/13/2019



1 March Statistics (2) March March Statistics Statistics Statistics (2) March March Statistics (2) March














Attachments if needed

Organizational Charts
Transition Plans & Strategies



200	Folderal clear avertise for open and		Formalized
4.99	Oriffration communication	-	External Plan
701	Determine the Who? Inentify subserves where result to be made aware of the transition.		Communication
202	Determine the How? Establish characters of communication with sach audience.		will all key entities
205	Ovientive Whorl Who is responsible for contribution with sam polence?		
204	Determine Whit? What will be the key message to be communicated with each subtrace?		
295	SERCO will arrange opportunities to optimized, with both implicities and community particles to begin to reliablish collaborative reliability.		
88	Begin to prepare NOL's and Agreements to Pertner with commonity partners. Inform all partners of vision and service delivery model which will be imperanted.		







6/13/2019





	Meet with MPRA Contract and Binacement personnel to ducing	Sep fat Jahrenzhins
100	prenimed process to transition	
401	Review with WFECA any potential risks or program fashes which may need to be approximit	
402	Review with INFRCA resources and program instactives available for youth participation.	Steps and strategies to
403	Work with 3FFIGA to escapein timeline and stan for vimilaritation antipication of on-going innumation and programs	assume youth clients and uperations
404	Work with NERCE, an the time reading and addivided which will kine place as the incurnent contractor's project is closed out.	activities
485	Directors and plan for close out consideration such as transfer of unexpended resources, equipment, suppoints and procession flow.	





Child Care

Workforce Solutions Rural Capital Area Workforce Development Board Meeting June 19, 2019

Children in Care FY 2019

Fund Type	<u>May 2019</u>	<u>%</u>
CPS Clients	455	14
Mandatory (Choices, Former CPS, TANF)	325	10
Income Eligible	2,494	76
Totals	3,274	100

Child Care Funds Expended by County

thru April 2019

County		Amount - CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop		850,475.43	11.00	12.00
Blanco		56,178.35	1.00	1.00
Burnet		422,364.41	5.00	7.00
Caldwell		375,248.26	5.00	7.00
Fayette		104,034.40	1.00	2.00
Hays		1,629,666.05	21.00	23.00
Lee		116,883.90	1.00	2.00
Llano		145,882.72	2.00	2.00
Williamso	on	4,201,489.21	53.00	43.00
	Total	7,902,222.73	100.00	100.00

Child Care Providers

County	Providers	TRSP	Relative
Bastrop	28	7	4
Blanco	3	1	0
Burnet	10	5	0
Caldwell	10	2	0
Fayette	4	2	0
Hays	50	18	2
Lee	7	1	0
Llano	4	1	0
Williamson	165	21	1
Total RCA	281	58	7
Outside Nine County	128	43	0
Total	409	101	7

Children on Waitlist as of 5/29/2019

County	Children
Bastrop	208
Blanco	10
Burnet	90
Caldwell	80
Fayette	17
Hays	433
Lee	27
Llano	45
Williamson	1,036
Total	1,946

Child Care State Performance Measure

• FY2019 Target of 2,577

• March 2019 meeting at 108.76%

Workforce Solutions Rural Capital Area Workforce Performance

By ResCare Workforce Services June 19, 2019 Board Contract Year 19

0

Workforce Solutions Rural Capital Area Workforce Performance Overview

Claimant Reemployment within 10 weeks * 106.82% Number of Employer Receiving Workforce Assistance * 102.01% Choices Full Work Rate - All Family * 100.58% Employed/Enrolled Q2 Post Exit - All Participants 104.61% Employed/Enrolled Q2-Q4 Post Exit - All Participants 105.81% Median Earnings Q2 Post Exit - All Participants 110.57% 119.53% Credential Rate - All Participants 102.20% Employed Q2 Post Exit - Adult Employed Q4 Post Exit - Adult 111.31% % of Target Met Median Earnings Q2 Post Exit - Adult N/A 'Meeting' Threshold Credential Rate - Adult 81.04% Employed Q2 Post Exit - DW 110.20% Employed Q4 Post Exit - DW 108.80% Median Earnings Q2 Post Exit - DW N/A Credential Rate - DW 111.11% Employed/Enrolled Q2 Post Exit - Youth 101.50% Employed/Enrolled Q4 Post Exit - Youth 105.04% Credential Rate - Youth 121.93% 0% 20% 40% 60% 80% 100% 120% 140%

Source: March 2019 TWC MPR Final Release / * April 2019 TWC MPR Final Release

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 April 2019

The current target for Rural Capital Area is 55.25% of all claimants being employed within 10 weeks.

Currently we are at 106.82% of that target. 3,417 UI Claimants reemployed YTD.



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 April 2019

The current goal for Rural Capital is to provide a service to 2,436 Employers by April 2019

We are currently at 102.01% of this measure.





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%

80.00% 78.00% 76.00% 74.00% 72.00% 70.00% 68.00% 66.00% 64.00% 62.00% 60.00% Qtr Qtr Qtr 1st Qtr D F 3rd 4th 2nd

Currently at 104.61% of the measure with 11,686 customers placed in employment Employed/Enrolled Q4 Post Exit All Participants

The Measure for All Participants is 84.00%

90.00% 88.00% 86.00% 84.00% 82.00% 80.00% 78.00% 76.00% 74.00% 72.00% 70.00% Qtr Qtr Qtr 1st Qtr 3rd 2nd 4th

Median Earnings Q2 Post Exit All Participants

> The Measure for All Participants is \$6,740.50



Currently at 105.81% of the measure with 9,670 customers placed in employment Currently at 110.57% of the measure with 11,128 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 2nd calendar quarter after they exited from the WIOA Program.

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



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

The Measure for WIOA Adults is 90.00% The Measure for WIOA DW is 76.70%

98.00% 95.00% 92.00% 89.00% 86.00% 83.00% 80.00% 2nd Qtr **3rd Qtr** Qtr 1st Qtr 4th



The Measure for WIOA Youth is 83.50%



Currently at 102.20% of the measure with 149 customers placed in employment

Currently at 110.20% of the measure with 71 customers placed in employment

Currently at 101.50% of the measure with 50 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/Enrolled Q4 Post Exit WIOA Adult, DW, Youth The Measure for WIOA Adults is 87.80% 96.00% 94.00% 92.00% 90.00% 88.00% 86.00% 84.00% 82.00% 80.00% 1st Qtr



The Measure for

WIOA DW is

81.10%

Currently at 111.31% of the measure with 172 customers placed in employment

2nd 3rd 4th

Qtr Qtr

Qtr

Currently at 108.80% of the measure with 60 customers placed in employment

The Measure for WIOA Youth is 81.60%



Currently at 105.04% of the measure with 36 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 2nd 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 Measure for WIOA Adult is N/A



The Measure for WIOA DW is N/A



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 Measure for WIOA Adults is 87.40%

95.00% 90.00% 85.00% 80.00% 75.00% 70.00% 65.00% 60.00% 55.00% 50.00% 45.00% 40.00% 35.00% Qtr Qtr Qtr 1st Qtr 4th 3rd 2nd

Currently at 81.04% of the measure with 17 customers receiving a credential

The Measure for WIOA DW is 90.00%

100.00% 95.00% 90.00% 85.00% 80.00% 75.00% 70.00% 65.00% 60.00% 55.00% 50.00% 45.00% 40.00% Qtr Qtr Qtr 1st Qtr 2nd 3rd 4th

Currently at 111.11% of the measure with 26 customers receiving a credential

The Measure for WIOA Youth is 72.90%



Currently at 121.93% of the measure with 8 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 April 2019

The current 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 100.58% of the target. 29 Families are in this measure YTD.



Year-to-Date Performance Periods*

BOARD NAME: RURAL CAPITAL

FINAL RELEASE As Originally Published 5/3/2019

MARCH 2019 REPORT

	Status Summary		Positive nance (+P):	Meeti Performan		With Negati Performance		& MP							
	Contracted Measures	1	9	7		1	94.1	2%							
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

Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	+P	106.62%	55.32%	55.32%	58.98%	59.72%	58.21%	2,859 4,847	59.52%	58.41%		7/18	12/18
TWC	# of Employers Receiving Workforce Assistance	MP	98.45%	2,187	3,686	2,153	3,821	3,292		1,482	1,459	345 T	10/18	3/19

Program Participation Measures

TWC	Choices Full Work Rate - All Family Total	MP	97.20%	50.00%	50.00%	48.60%	55.89%	59.07%	30	51.69%	45.51%	-		10/18	3/19
1		IVI	57.2070	00.0070	50.0070	40.0078	00.0070	55.0776	61	51.0570	40.0170			10/10	5/15
TWC 1	Avg # Children Served Per Day - Combined (Discrete Month)	+P	108.46%	2,577	2,577	2,795	n/a	n/a	58,694 21	n/a	n/a	n/a	n/a	3/19	3/19
TWC 1	Avg # Children Served Per Day - Combined	n/a	n/a	n/a	n/a	2,562	1,931	1,817	333,040 130	2,381	2,749			10/18	3/19

1. TWC modified child care measure status methodology effective with the February MPR to be more consistent with the historic methodology. Generally, <95% of Target is -P, >=105% of Target is +P (unless service level is unsustainable), or else MP. This methodology is applied to the monthly Ramp-up Target if the Board has not yet hit their Combined Target or against the Combined Target itself once the Board has fully ramped up.

WIOA Outcome Measures

LBB-K	Employed/Enrolled Q2 Post Exit – C&T Participants	MP	104.61%	69.00%	69.00%	72.18%	72.21%	72.30%	11,686 16,190	72.13%	71.88%	72.55%	7/17	3/18
LBB-K	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	+P	105.81%	84.00%	84.00%	88.88%	86.81%	88.08%	9,670 10,880	89.03%	89.25%	88.36%	1/17	9/17
TWC	Median Earnings Q2 Post Exit – C&T Participants	+P	110.57%	\$6,740.50	\$6,699.00	\$7,452.81	\$7,182.40	\$6,798.68	n/a 11,128	\$6,823.50	\$7,761.21	\$7,707.73	7/17	3/18
LBB-K	Credential Rate – C&T Participants	+P	119.53%	60.00%	60.00%	71.72%	45.15%	57.89%	71 99	77.14%	74.29%	62.07%	1/17	9/17
DOL-C 2	Employed Q2 Post Exit – Adult	MP	102.20%	90.00%	90.00%	91.98%	93.41%	87.33%	149 162	97.47%	90.70%	82.50%	7/17	3/18
DOL-C 2	Employed Q4 Post Exit – Adult	+P	111.31%	87.80%	87.80%	97.73%	90.85%	83.05%	172 176	100.00%	96.47%	98.73%	1/17	9/17
DOL-C 2,3	Median Earnings Q2 Post Exit – Adult	-		[شبعة] [\$8,205.69	\$12,369.75	\$7,276.63	n/a 149	\$12,625.00	\$6,723.97	\$5,330.50	7/17	3/18
DOL-C 2	Credential Rate – Adult	-P	81.04%	87.40%	87.40%	70.83%	80.70%	84.44%	17 24	100.00%	62.50%	50.00%	1/17	9/17
DOL-C 2	Employed Q2 Post Exit – DW	+P	110.20%	76.70%	76.70%	84.52%	80.68%	78.28%	71 84	82.35%	80.00%	87.23%	7/17	3/18
DOL-C 2	Employed Q4 Post Exit – DW	MP	108.80%	81.10%	81.10%	88.24%	81.07%	82.29%	60 68	88.00%	92.31%	82.35%	1/17	9/17
DOL-C 2,3	Median Earnings Q2 Post Exit – DW	-			است	\$7,696.61	\$8,017.88	\$6,643.00	n/a 69	\$6,947,79	\$7,535.85	\$8,151.16	7/17	3/18

+P

121.93%

72.90%

72.90%

Year-to-Date Performance Periods*

BOARD NAME: RURAL CAPITAL

As Originally Published 5/3/2019

MARCH 2019 REPORT

FINAL RELEASE

1/17

9/17

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 O	utcome Measures														
DOL-C	Credential Rate – DW	+P	111.11%	90.00%	90.00%	100.00%	88.64%	87.04%	26	100.00%	100 00%	100.00%	1000	1/17	9/17
2		10	111.1120	30.0070	30.00 %	100.0070	00.0476	07.0470	26	100.00 %	100.0076	100.00 %	_	1/17	3/17
DOL-C	Employed/Enrolled Q2 Post Exit – Youth	MP	101.50%	83,50%	83,50%	84.75%	85.45%	82.52%	50	83.33%	84.00%	87.50%	(C	7/17	3/18
2		IVI	101.0070	00.0070	00.0070	04.7570	00.4070	02.0270	59	00.0070	04.0070	07.0070		411	0/10
DOL-C	Employed/Enrolled Q4 Post Exit – Youth	MP	105.04%	81.60%	81.60%	85.71%	82.72%	82.35%	36	100.00%	84.21%	83.33%		1/17	9/17

77.50%

73.91%

88.89%

42

8

9

100.00%

100.00%

66.67%

2. <90% of Target is -P and >= 110% of Target is +P.

2

DOL-C

2

3. Targets will be negotiated late in BCY18 when casemix data is available.

Credential Rate - Youth

Year-to-Date Performance Periods*

BOARD NAME: RURAL CAPITAL

FINAL RELEASE As Originally Published 5/31/2019

APRIL 2019 REPORT

	Status Summary		Positive mance (+P):	Meeti Performan		With Negativ Performance	70 TF 6	& MP							
1	Contracted Measures		1	2		1	75.0	0%							
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

Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	+P	106.82%	55.25%	55.25%	59.02%	59.72%	58.21%	3,417	59.72%	58.72%	57.88%	7/18 1/19
11			100.02 %	00.2070	00.2070	33.02 70	33.7270	50.2170	5,790	33.1270	50.7270	51.0070	1/10 1/13
TWC	# of Employers Receiving Workforce Assistance	MP	102.01%	2.436	3.686	2.485	3,821	3.292		1,482	1,460	1,103	10/18 4/19
11 - 11		IVII.	102.0170	2,400	5,000	2,400	0,021	0,202		1,402	1,400	1,100	10/10 4/10

Program Participation Measures

Choices Full Work Rate - All Family Total	MP	100 58%	50 00%	50.00%	50 29%	55 80%	59 07%	29	51 60%	46 38%	57 78%	1.0	10/18	A/10
er og vertige i verse of det av strander og verse av som av strander.	IVIT	100.0076	50.0070	50.0070	50.2370	55.0570	33.0778	59	1 01.0070	40.0070	51.1070		10/10	4/15
Avg # Children Served Per Day - Combined	-P	110.13%	2,577	2,577	2,838	n/a	n/a	62,442 22	n/a	n/a	n/a	n/a	4/19	4/19
Avg # Children Served Per Day - Combined	n/a	n/a	n/a	n/a	2.605	1.931	1.817	395,924	2.382	2.755	2.838	-	10/18	4/19
	Avg # Children Served Per Day - Combined (Discrete Month)	Avg # Children Served Per Day - Combined (Discrete Month)	Avg # Children Served Per Day - Combined (Discrete Month) Avg # Children Served Per Day - Combined	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,577	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,577 2,838	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,577 2,838 n/a	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,838 n/a n/a	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,577 2,838 n/a n/a 62,442 22 2	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,577 2,838 n/a n/a 62,442 22 n/a	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,577 2,838 n/a n/a 62,442 22 n/a n/a	Avg # Children Served Per Day - Combined (Discrete Month) -P 110.13% 2,577 2,577 2,838 n/a n/a 62,442 22 n/a n/a n/a	Avg # Children Served Per Day - Combined (Discrete Month) P 110.13% 2,577 2,577 2,838 n/a n/a 62,442 n/a n/a n/a n/a	Avg # Children Served Per Day - Combined (Discrete Month) P 110.13% 2,577 2,577 2,838 n/a n/a 62,442 22 n/a n/a n/a n/a 4/.3 n/a 1/a 4/.3 1/a 1/a 4/.3 1/a 1/a 1/a 4/.3 1/a 1/a 1/a 1/a 4/.3 1/a 1/a

1. TWC modified child care measure status methodology effective with the February MPR to be more consistent with the historic methodology. Generally, <95% of Target is -P, >=105% of Target is +P (unless service level is unsustainable), or else MP. This methodology is applied to the monthly Ramp-up Target if the Board has not yet hit their Combined Target or against the Combined Target itself once the Board has fully ramped up.

WIOA Outcome Measures

LBB-K 2	Employed/Enrolled Q2 Post Exit – C&T Participants	n/a	n/a	n/a	69.00%	N/L	N/L	72.30%	N/L N/L	– N/L	N/L	N/L	N/L	7/17	3/18
LBB-K 2	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	n/a	n/a	n/a	84.00%	N/L	N/L	88.08%	N/L N/L	N/L	N/L	N/L	N/L	1/17	9/17
TWC 2	Median Earnings Q2 Post Exit – C&T Participants	n/a	n/a	n/a	\$6,699.00	N/L	N/L	\$6,798.68	N/L N/L	N/L	N/L	N/L	N/L	7/17	3/18
LBB-K 2	Credential Rate – C&T Participants	n/a	n/a	n/a	60.00%	N/L	N/L	57.89%	N/L N/L	N/L	N/L	N/L	N/L	1/17	9/17
DOL-C 2,3	Employed Q2 Post Exit – Adult	n/a	n/a	n/a	90.00%	N/L	N/L	87.33%	N/L N/L	N/L	N/L	N/L	N/L	7/17	3/18
DOL-C 2,3	Employed Q4 Post Exit – Adult	n/a	n/a	n/a	87.80%	N/L	N/L	83.05%	N/L N/L	N/L	N/L	N/L	N/L	1/17	9/17
DOL-C 2,3,4	Median Earnings Q2 Post Exit – Adult	N/L	N/L			N/L	N/L	\$7,276.63	N/L N/L	N/L	N/L	N/L	N/L	7/17	3/18
DOL-C 2,3	Credential Rate – Adult	n/a	n/a	n/a	87.40%	N/L	N/L	84.44%	N/L N/L	N/L	N/L	N/L	N/L	1/17	9/17
DOL-C 2,3	Employed Q2 Post Exit – DW	n/a	n/a	n/a	76.70%	N/L	N/L	78.28%	N/L N/L	N/L	N/L	N/L	N/L	7/17	3/18
DOL-C 2,3	Employed Q4 Post Exit – DW	n/a	n/a	n/a	81.10%	N/L	N/L	82.29%	N/L N/L	N/L	N/L	N/L	N/L	1/17	9/17
DOL-C 2,3,4	Median Earnings Q2 Post Exit – DW	N/L	N/L			N/L	N/L	\$6,643.00	N/L N/L	N/L	N/L	N/L	N/L	7/17	3/18

Year-to-Date Performance Periods*

BOARD NAME: RURAL CAPITAL

As Originally Published 5/31/2019

APRIL 2019 REPORT

FINAL RELEASE

	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
--	-----------------	---------	--------	---------------------	-------------------	---------------	------------------	-------------------	-------------------	--------------------	-------	-------	-------	-------	------	----

DOL-C	Credential Rate – DW	n/a	n/a	n/a	90.00%	N/L	N/L	87.04%	N/L	N/L	N/L	N/L	N/L	1/17	9/17
2,3		17.4	1// 4	1i/a	50.0070	TW/ E	INC	07.0470	N/L					17.17	5/17
DOL-C	Employed/Enrolled Q2 Post Exit – Youth	n/a	n/a	n/a	83.50%	N/L	N/L	82.52%	N/L	N/L	N/L	N/L	N/L	7/17	3/18
2,3		10.04	In a	Tira	00,0070	IWE	THE	02.0270	N/L	TWL.	(WE	14/1	inc.	1410	0/10
DOL-C	Employed/Enrolled Q4 Post Exit – Youth	n/a	n/a	n/a	81.60%	N/L	N/L	82.35%	N/L	N/L	N/L	N/L	N/L	1/17	9/17
2,3		1.00	1// 54	1 ii și	\$1100 <i>1</i> 0	1.0m	164	92.0070	N/L						
DOL-C	Credential Rate – Youth	n/a	n/a	n/a	72.90%	N/L	N/L	73.91%	N/L	N/L	N/L	N/L	N/L	1/17	9/17
2,3		104		10.4					N/L						

2. This data is unavailable as TWC works to updating its WIOA reporting system to comply with changes made by the U.S. Department of Labor. We anticipate it returning for the May 2019 MPR.

3. <90% of Target is -P and >= 110% of Target is +P.

4. Targets will be negotiated late in BCY18 when casemix data is available.

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

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

FINAL RELEASE As Originally Published 5/3/2019

MARCH 2019 RE	PORT
---------------	------

		loyment	Partic	ipation					_		WIOA O	utcome N	leasures	9			10.0			2.4		otal	
	In the second percent	nployer gement	Choices	Ava #		C&T Pa	rticipants			Ac	fult			D	W	_		Youth			Meas	sure	es
Board	Clmnt ReEmpl within 10 Weeks	Emplyrs Rcvg Wkfc Assist	Full Work Rate-All Family Total	Children Svd Per Day-Comb (Discr. Mo)	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		MP	-P	% MP & +P
Alamo	114.93%	100.29%	128.08%	102.68%	103.06%	101.89%	106 49%	115 00%	100 55%	102.42%	n/a	74.04%	100 28%	100.74%	n/a	104.64%	99.71%	97 54%	134,96%		11	1	94%
Borderplex		100 . L. P.	112.30%			100.58%				109.05%	n/a	90.82%	1	94.58%	n/a	95.44%	97.79%	95.08%		-		0	100%
Brazos Valley		98.52%				107-07 1020-07-0	102.478 5 0°2.5			104.85%	n/a	202022212	88.21%	102.75%	n/a	117.29%		10. 10 1 2 2 2 1 4 1		6		3	82%
Cameron			108.96%			100.48%					n/a	and the second second	1.00	104.44%	n/a	a strange being	100 CH (HD) 100	and the second second	108.77%	1.1	11	1	94%
Capital Area			90.42%	98.09%		104.08%		Constraint and	98.31%	101.82%	n/a	89.08%	95.07%	105.70%	n/a	96.55%			104.12%		11	2	88%
Central Texas	110.07%	101.76%	116.84%	103.71%	92.70%	99.37%	103.59%	99.12%	93.33%	99.04%	n/a	115.18%	102.91%	94.17%	n/a	82.34%	107.38%	99.46%	100.17%	3	12	2	88%
Coastal Bend			121.46%	COLUMN COLUMN	1.1.1	101.52%			92.63%	98.39%	n/a	99.80%		101.59%	n/a	12-11-11-11-1			139.83%			0	100%
Concho Valley		106.90%		98.51%	106.71%	101.04%	106.33%	129.63%	and the second sec	118.98%	n/a	82.94%	114.58%		n/a	102.72%			126.30%		7	1	94%
Dallas	107.86%	105.45%	99.00%	101.51%	101.16%	100.54%	105.08%	122.17%	95.49%	97.71%	n/a	94.57%	99.32%	101.82%	n/a	87.16%	107.34%	94.97%	100.69%	4	12	1	94%
Deep East	116.16%	108.08%	94.74%	100.00%	104.10%	100.95%	106.98%	121.38%	108.17%	89.49%	n/a	110.14%	102.13%	95.79%	n/a	101.75%	97.61%	103.21%	136.25%	6	9	2	88%
East Texas	112.07%	126.37%	95.28%	98.94%	98.88%	100.20%	107.13%	99.40%	101.38%	97.09%	n/a	88.41%	101.41%	101.41%	n/a	99.81%	90.21%	100.60%	114.21%	4	12	1	94%
Golden Cresce	113.87%	99.24%	132.52%	99.39%	108.72%	101.85%	113.12%	122.88%	122.39%	111.74%	n/a	106.97%	96.29%	95.73%	n/a	105.47%	118.22%	132.94%	127.03%	10	7	0	100%
Gulf Coast	111.97%	96.11%	99.20%	103.09%	96.57%	98.96%	106.04%	99.77%	99.85%	99.93%	n/a	98.22%	85.10%	96.24%	n/a	96.06%	109.67%	110.68%	153.50%	4	12	1	94%
Heart of Texas	117.02%	125.65%	97.82%	98.47%	102.29%	99.89%	103.84%	137.25%	98.62%	88.68%	n/a	107.27%	116.01%	134.41%	n/a	37.03%	105.22%	101.02%	107.87%	5	10	2	88%
Lower Rio	122.23%	106.23%	111.54%	102.00%	109.97%	100.24%	107.88%	132.27%	99.12%	105.83%	n/a	99.42%	99.66%	101.31%	n/a	103.70%	101.48%	105.57%	117.85%	7	10	0	100%
Middle Rio	106.16%	105.14%	109.66%	102.66%	101.42%	94.27%	103.07%	143.93%	94.44%	85.42%	n/a	101.70%	118.06%	111.11%	n/a	111.11%	109.46%	95.04%	127.53%	8	7	2	88%
North Central	102.55%	118.84%	109.76%	94.13%	97.15%	101.85%	107.50%	117.22%	102.16%	100.83%	n/a	100.23%	101.53%	92.72%	n/a	92.15%	100.83%	100.75%	109.75%	4	12	1	94%
North East	107.43%	93.02%	90.40%	100.58%	99.72%	101.23%	104.67%	78.50%	99.29%	101.93%	n/a	102.69%	114.42%	116.92%	n/a	87.30%	89.82%	114.38%	109.76%	4	8	5	71%
North Texas	112.59%	101.93%	97.54%	99.81%	103.93%	102.23%	103.30%	146.40%	111.11%	105.95%	n/a	112.82%	114.59%	99.41%	n/a	114.03%	95.81%	107.75%	106.87%	6	11	0	100%
Panhandle	123.21%	96.83%	136.60%	97.58%	104.42%	102.20%	103.60%	117.47%	103.49%	113.99%	n/a	87.32%	99.18%	92.84%	n/a	96.04%	95.27%	120.86%	84.61%	5	10	2	88%
Permian Basin	123.25%	102.78%	96.48%	94.43%	108.22%	102.57%	108.62%	133.75%	92.10%	81.36%	n/a	99.29%	117.54%	100.82%	n/a	91.36%	119.76%	122.55%	161.04%	8	7	2	88%
Rural Capital	106.62%	98.45%	97.20%	108.46%	104.61%	105.81%	110.57%	119.53%	102.20%	111.31%	n/a	81.04%	110.20%	108.80%	n/a	111.11%	101.50%	105.04%	121.93%	9	7	1	94%
South Plains	117.27%	100.35%	114.34%	100.71%	101.35%	97.79%	105.62%	126.05%	99.64%	109.20%	n/a	100.41%	97.19%	93.02%	n/a	92.59%	104.79%	119.09%	117.88%	6	11	0	100%
South Texas	108.35%	112.54%	112.48%	96.95%	100.88%	99.21%	103.39%	145.83%	100.00%	102.24%	n/a	104.61%	95.34%	111.73%	n/a	144.72%	108.08%	126.58%	110.96%	8	9	0	100%
Southeast	121.23%	100.43%	99.40%	106.66%	104.20%	100.71%	103.00%	96.57%	101.12%	111.21%	n/a	120.73%	94.10%	109.07%	n/a	100.94%	91.08%	104.08%	96.69%	3	13	1	94%
Tarrant	106.03%	105.35%	99.00%	90.53%	101.25%	101.52%	109.36%	107.22%	103.97%	100.40%	n/a	88.75%	100.46%	98.92%	n/a	90.58%	90.30%	97.02%	63.16%	4	10	3	82%
Texoma	113.03%	98.83%	111.36%	111.26%	106.17%	100.95%	106.40%	128.65%	106.58%	102.92%	n/a	99.52%	114.42%	111.11%	n/a	40.00%	94.10%	102.12%	106.81%	7	8	2	88%
West Central	119.58%	103.01%	91.34%	105.31%	97.74%	98.31%	105.35%	111.12%	107.81%	99.68%	n/a	95.91%	93.19%	93.65%	n/a	111.11%	102.75%	97.64%	0.00%	5	10	2	88%
+P	27	12	13	2	6	1	18	22	3	5	0	4	8	5	0	6	3	9	13		15	57	
MP	1	15	10	21	21	26	10	5	25	18	0	17	18	23	0	17	24	19	11		28	81	
-P	0	1	5	5	1	1	0	1	0	5	0	7	2	0	0	5	1	0	4			38	
% MP & +P	100%	96%	82%	82%	96%	96%	100%	96%	100%	82%	N/A	75%	93%	100%	N/A	82%	96%	100%	86%			2%	
From	7/18	10/18	10/18	3/19	7/17	1/17	7/17	1/17	7/17	1/17		1/17	7/17	1/17		1/17	7/17	1/17	1/17			om	
То	12/18	3/19	3/19	3/19	3/18	9/17	3/18	9/17	3/18	9/17		9/17	3/18	9/17	· · · · · · · · · · · · · · · · · · ·	9/17	3/18	9/17	9/17		T	Го	

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

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

FINAL RELEASE As Originally Published 5/31/2019

APRIL 2019 REPORT

		oyment	Partici	ipation							WIOA OL	Itcome N	leasures	њ.								otal	
	and En Engag	iployer jement	Choices	Avg #	1	C&T Pa	ticipants			Ac	fult			D	W			Youth			Mea	sur	es
Board	Clmnt ReEmpl within 10 Weeks	Emplyrs Rcvg Wkfc Assist	Full Work Rate-All Family Total	Children Svd Per Day-Comb (Discr. Mo)	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employ- ed Q2 Post-Exit	Employ- ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employ- ed Q2 Post-Exit	Employ- ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Empl/ Enrolled Q2 Post-Exit	Empl/ Enrolled Q4 Post-Exit	Credential Rate	+P	MP	-P	% MP & +P
Alamo	113.82%	100.44%	127.18%	104.61%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Borderplex	109.07%	112.08%	110.94%	101.72%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	1	0	100%
Brazos Valley	119.83%	96.60%	76.08%	98.94%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	1	75%
Cameron	111.73%	105.33%	106.10%	98.61%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	1	0	100%
Capital Area	110.65%	104.70%	92.24%	103.05%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	1	75%
Central Texas	110.55%	98.49%	117.58%	103.20%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Coastal Bend	117.30%	116.74%	123.46%	97.03%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	1	0	100%
Concho Valley	114.92%	106.05%	102.16%	105.16%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Dallas	106.67%	105.85%	100.06%	108.01%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	1	0	100%
Deep East	114.91%	107.28%	97.24%	102.04%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
East Texas	111.78%	126.91%	95.68%	101.01%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Golden Cresce	111.32%	98.60%	137.06%	96.87%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Gulf Coast	109.78%	96.21%	99.46%	105.10%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	1	75%
Heart of Texas	109.22%	124.21%	99.31%	99.95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Lower Rio	118.22%	104.80%	112.68%	101.04%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Middle Rio	105.68%	105.09%	108.66%	106.23%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	1	0	100%
North Central	102.99%	120.47%	111.82%	94.26%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	1	1	75%
North East	110.09%	94.08%	94.88%	103.74%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	1	2	50%
North Texas	111.40%	101.30%	95.28%	100.09%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	3	0	100%
Panhandle	123.31%	93.91%	133.80%	97.53%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	1	1	75%
Permian Basin	122.12%	101.76%	96.98%	96.33%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	3	0	100%
Rural Capital	106.82%	102.01%	100.58%	110.13%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	1	75%
South Plains	116.21%	102.02%	114.16%	101.83%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
South Texas	108.57%	113.91%	110.70%	99.69%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	1	0	100%
Southeast	119.00%	100.46%	99.14%	105.63%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	2	0	100%
Tarrant	106.88%	103.10%	99.96%	93.39%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	1	75%
Texoma	115.07%	99.36%	111.36%	107.98%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	1	1	75%
West Central	117.62%	100.95%	89.66%	104.52%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	1	75%
+P	27	11	13	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		5	53	
MP	1	15	11	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		1	48	
-P	0	2	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		1	11	
% MP & +P	100%	93%	86%	82%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		90	0%	
From	7/18	10/18	10/18	4/19	1		· · · · · · · ·		1	· · · · · · · · · · · · · · · · · · ·			1				h			-	Fr	rom	
То	1/19	4/19	4/19	4/19												i					Т	То	

Customers Visiting Centers Area Wide



9 month YTD total 2016/2017 = 40,591 9 month YTD total 2017/2018 = 38,008 9 month YTD total 2018/2019 = 31,891

Customers Applying for Unemployment



8 month YTD total 2016/2017 = 9,596 8 month YTD total 2017/2018 = 9,214 8 month YTD total 2018/2019 = 8,857



A proud partner of the AmericanJobCenter*network

Fiscal Report – June 19, 2019

Janie Kohl, Chief Financial Officer

	Fisca	l Year 20	19 Grants		
Program Branch	Budget	% of FY Budget	Total Expenditures	% Expended	Budget Balance
CHILD CARE	\$21,419,333	73.69%	\$9,347,239	43.64%	\$12,072,094
SNAP	\$259,520	0.89%	\$230,388	88.77%	\$29,132
OTHER	\$1,604,245	5.52%	\$511,176	31.86%	\$1,093,069
TANF	\$1,642,035	5.65%	\$1,317,696	80.25%	\$324,339
WIOA	\$4,142,190	14.25%	\$2,943,595	71.06%	\$1,198,595
Fiscal Year 2019 Totals	\$29,067,323	100.00%	\$14,350,094	49.37%	\$14,717,229

Funding Source	Contract No.	Budget	Percent (%) of FY19 Budget	Total Expenditures	Percent (%) of Grant Expended	Board Benchmark	Budget Balance
Fiscal Year 2019 Grants							
Child Care	1519CCF000	\$15,392,989	52.96%	\$6,414,421	41.67%	33.33%	\$8,978,568
Child Care DFPS	1519CCP000	\$3,063,148	10.54%	\$2,095,057	68.40%	50.00%	\$968,091
Child Care Local Initiative	1519CCM000	\$2,032,471	6.99%	\$640,421	31.51%	20.00%	\$1,392,050
Child Care Attendance Automation Service	1519CAA000	\$88,483	0.30%	\$46,358	52.39%	35.71%	\$42,125
Child Care Quality	1519CCQ000	\$842,242	2.90%	\$150,982	17.93%	53.85%	\$691,260
WIOA - Dislocated Worker Allocation	1518WOD000	\$295,318	1.02%	\$295,318	100.00%	83.33%	\$0
WIOA - Dislocated Worker Formula Allocation (Oct)	1518WOD000	\$1,257,774	4.33%	\$785,248	62.43%	83.33%	\$472,526
WIOA - Adult Allocation	1518WOA000	\$195,238	0.67%	\$195,238	100.00%	83.33%	\$0
WIOA - Adult Allocation (Oct)	1518WOA000	\$852,769	2.93%	\$628,123	73.66%	83.33%	\$224,646
WIOA - Youth Allocation	1518WOY000	\$1,225,083	4.21%	\$1,007,034	82.20%	83.33%	\$218,049
WIOA - Rapid Response	1518WOR000	\$34,904	0.14%	\$21,652	62.03%	83.33%	\$13,252
TAA - Trade Act Services for Dislocated Workers	1519TRA000	\$81,104	0.28%	\$10,982	13.54%	20.00%	\$70,122
WIOA - Teacher Externships	1519EXT000	\$200,000	0.69%	\$0	0.00%	20.00%	\$200,000

Funding Source	Contract No.	Budget	Percent (%) of FY19 Budget	Total Expenditures	Percent (%) of Grant Expended	Board Benchmark	Budget Balance
Fiscal Year 2019 Grants							
TAN - TANF Choices	1519TAN000	\$1,642,035	5.65%	\$1,317,696	80.25%	53.85%	\$324,339
WPA1 - Wagner-Peyser Employment Services	1519WPA000	\$241,598	0.83%	\$149,475	61.87%	20.00%	\$92,123
WOS - Externships for Teachers	1518WOS001	\$147,025	0.51%	\$105,248	71.59%	100.00%	\$41,777
INF - Infrastructure Support Services	1519COL000	\$114,805	0.39%	\$30,133	26.25%	66.67%	\$84,672
VETS - Texas Veterans Commission	VES 18-19	\$56,436	0.19%	\$45,252	80.18%	58.33%	\$11,184
WCI - Workforce Commission Initiatives	1519WCI000	\$79,687	0.27%	\$308	0.39%	58.33%	\$79,379
SNE - SNAP E&T	1519SNE000	\$259,520	0.89%	\$230,388	88.77%	58.33%	\$29,132
REA - Reemployment Services & Eligibility Assessment	1519REA000	\$170,270	0.59%	\$74,092	43.51%	58.33%	\$96,178
NCP - Noncustodial Parent Choices Program	1519NCP000	\$131,924	0.45%	\$106,668	80.86%	61.54%	\$25,256
VRS - Summer Earn & Learn	3019VRS118	\$400,000	1.38%	\$0	0.00%	0.00%	\$400,000
VRS - Student Hireability Navigator Program	3019VRS147	\$150,000	0.52%	\$0	0.00%	0.00%	\$150,000
VRS - Wage Services for Paid Work Experience	3019VRS185	\$112,500	0.39%	\$0	0.00%	0.00%	\$112,500
Fiscal Year 2019 Totals		\$29,067,323	100.00%	\$14,350,094	49.37%	50.73%	\$14,717,229





