

Board Meeting

October 16, 2019

Briefing Materials

Workforce Center of Williamson County 575 Round Rock West Drive Building H, Suite 220 Round Rock, Texas 78681



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WORKFORCE SOLUTIONS RURAL CAPITAL AREA BOARD OF DIRECTORS REGULAR MEETING

Wednesday, October 16, 2019 Texas Workforce Center of Williamson County 575 Round Rock West Drive, Bldg H, Suite 220 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) Information Sharing Rich Froeschle of RCFroeschle Consulting, Career Progressions Project
- 4) *Consent Agenda
 - a. Adopt minutes of the August 21, 2019 Regular Meeting
 - b. Approve Board Financial Statements
 - c. Adopt WIOA Alternative Funding Plan
 - d. Adopt revised Target Occupations List to add multimedia artists and animators
 - e. Adopt Board Policy on Board Member Attendance
- 5) Executive Committee/Chair's Report Frank Leonardis, Chair
- 6) Business Education Services Committee Report Jeff Light, Chair
- 7) Community Awareness Committee Report Camille Clay, Chair
- 8) Governance Finance Committee Report Mark Hiemstra, Chair & Rene Flores, Treasurer
- 9) Untapped Populations Committee Report Cassandra Moya, Chair
- 10) Chief Executive Officer's Report Paul Fletcher, Chief Executive Officer
- 11) Performance Reports
 - Child Care Sandy Anderson, Director of Child Care Services
 - Workforce Center Management– Mike Crane, Project Director
- 12) Workforce Board Announcements Board at Large (what's happening in your area) Submit your announcements to the Board Secretary prior to the meeting
- 13) New Business
- 14) Consider date, time, and location of next Regular or Special Board Meeting
- 15) Adjourn

*Denotes Action Item

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



MEETING HELD ON AUGUST 21, 2019

Bastrop Convention Center – Bastrop, Texas

Board Meeting Minutes

AGENDA ITEM #1

Call to Order - Frank Leonardis

Roll Call – Alfonso Sifuentes

Aguilar	P	Fohn Thomas	P	McKeown	A	
Belver	A	Goode	A	Mitchell	P	
Clay	P	Hapanowicz	A	Moya	A	
Cruz, Adriana	P	Hiemstra	P	Munson	P	
Cruz, Marco	P	Leonardis	P	Robison	Α	
Dillett	P	Light	P	Sifuentes	P	
Flores	P	Lindsey	A	Zdeb	P	

14 members present at roll call. Quorum established.

AGENDA ITEM #2

Public Comment Period

Sandy Anderson, Director of Child Care Services introduced **Julie Galban**, Child Development and Early Education Supervisor with Baker Ripley. Sandy announced that Julie has been with us since 1994 and is retiring. She has made many contributions to our childcare program and will be missed.

Paul Fletcher thanked Julie for her years of service and informed the Board that we wouldn't be where we are today without her.

Frank Leonardis introduced our new Board members who will be approved by the Commissioners in a few days.

Ben Brenneman – Organized Labor (replaces Matt Friestman)

Business Manager at IBEW Local 520.

Debbie Burkhard – Private Sector (new seat)

Owner of Old Annex Office Solutions.

Elwood Engebretson – Community-Based Organization (new seat)

Rotary Club of Cedar Park.

Becky Garlick - Adult Basic and Continuing Education (replaces Edna Rehbein)

Executive Dean at Blinn College.

Nikki Stallings – Private Sector (replaces Tracy Jackson)

Human Resources with NOV Wellbore Technologies.

AGENDA ITEM #3

Consent Agenda - Frank Leonardis

Adopt Minutes from the June 19, 2019 regular Board of Directors' meeting

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

Adopt revised Target Occupations List

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

Adopt Board Personnel Policy changes regarding Paid Time Off

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

AGENDA ITEM #4

Executive Committee Chair's Report – Frank Leonardis

Consider approval of recommendation from the Executive Committee on the 2019-2020 Budget

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

Consider approval of recommendation from the Executive Committee on the 2017 Audit Report

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

AGENDA ITEM #5

Business Education Services Committee Report – Jeff Light

Jeff Light stated that the Business Education Services Committee met on July 16, 2019 and discussed the following:

- Discussion to expand the Target Occupations List which has occupations that represent industries with a focus of progression ladders and a living wage
- Add 20 occupations to this list, in an effort to increase the options we can give to individuals coming to our centers
 - o Remove two items, Inspectors, Testers, Sorters, Samplers, Weighers, and Secretaries & Administrative Assistants, except Legal, Medical, & Executive since they do not meet a living wage of \$18.00 an hour
 - Carpentry is not on the list, but will be reviewed in 6 months to determine if the other occupations should be removed due to lack of interest and availability of training
 - Teachers have a broader occupational code than construction workers so we could incorporate all types of teachers, however we cannot do this for construction workers since not all positions have a living wage
- The Demand List was also discussed, and carpentry will be added to this list
- Work In Texas will be re-released in August and the committee will review in September
- Our SHRM presentation is scheduled for November
- BSU staff will send surveys regarding incorporating staffing agency services for a fee and present to the committee

The next committee meeting will be scheduled for mid-September.

AGENDA ITEM #6

Community Awareness Committee Report – Camille Clay

Camille Clay stated that the Community Awareness Committee met on July 22, 2019 and discussed the following:

- Information Sharing Committee Chair Camille Clay, provided an overview on the Career and Technical Education program at Leander ISD, where she serves as the Senior Director of the College & Career Transition Programs
- Discussion Items The Committee reviewed the results of the "What Should We Do Together" online survey and action plans for the top 3 activities selected and will reassess at the September meeting:
- Options for focus groups are being reviewed to guide the development of a new communications campaign, including in-house surveys and the procurement of a vendor
- Research into the availability of interagency councils in each Rural Capital Area county was reviewed and there are limited options. The Committee asked to review inter-agency councils within regional industries and community service organizations
- WSRCA has nominated Dell Technologies for the 2019 Local Employer of Excellence Award at the TWC Annual Conference, for its trailblazing recruitment efforts by expanding its Autism Hiring Program to its Round Rock headquarters, and inspiring other employers to embrace neurodiversity as a competitive advantage
- WSRCA was asked by TWC to present on the "We Are Rural Capital Area" campaign and social media best practices to all 28 workforce boards

- WSRCA has submitted a proposal for the Texas Path/Walmart Grant. The campaign will advance positive awareness of Rural Capital Area opportunities for retail businesses to train their incoming and current workforce to meet industry demands. The campaign is all about people, connections and community, and how the opportunities created by WSRCA business services empowers local retail employers, which fuels regional economic growth and family self-sufficiency for our workforce.
- WSRCA is assisting the Greater San Marcos Partnership in their new outreach campaign.
- The team at Workforce Solutions of Williamson County was recognized by the American Legion as the Outstanding Employment Service Office (statewide) for 2018, for their work to empower Rural Capital Area veterans.

The next committee meeting was scheduled for Wednesday, September 18, 2019 from 2-4 p.m., at Community Resources Centers of Texas, Inc., 100 Legend Hills, Llano, Texas 78643. Committee Member, Briley Mitchell, will be our host, and share information about the Llano Chamber of Commerce, where he serves as the Chamber's Executive Director.

AGENDA ITEM #7

Governance Finance Committee Report – Mark Hiemstra

Mark Hiemstra stated that the Governance Finance Committee met on July 17th and August 16th and discussed the following:

- Mark Audit Closeout
 - o The FYE 16/17 Single Audit has finally been completed and the Board will receive a clean opinion with \$27,151 being returned to the state
 - O Work will now begin on the FYE 17/18 Single Audit which is due October 31, 2019 and then begin work on the FYE 18/19 Single Audit
 - o Mark congratulated Janie and her staff on getting this completed
- **PY** 19-20 Budget
 - o The current funding level takes all the allocations we receive, plus any carryover funds and gives us a current FY 19/20 budget of \$28,880,373
 - o A new module will be used to track the budget
- Board Membership
 - o Will have 6 new Board members at our next board meeting
 - o Also, 5 of our current members will have their terms renewed
- **Expectation** of attendance
 - Attendance expectations were discussed in detail and it was recommended that a policy be drafted to guide future attendance expectations

AGENDA ITEM #8

Untapped Populations Committee Report – Cassandra Moya

Diane Tackett stated that the Untapped Populations Committee met on July 8, 2019 and discussed the following:

- Reviewed the demographic data related to:
 - 1. the number of Supplemental Nutrition Assistance Program (SNAP) families in each county,
 - 2. the number of Youth aging out of Foster Care in each county,
 - 3. the number of Ex-offenders without a high school equivalency in each county, and
 - 4. the number English Language Learners without a high school equivalency in each county
- Discussion of the additional data that would be appropriate to make determination on how big the "untapped pool" is. Additional data suggested included highest level of education and if they are currently working or not.
- Gather additional data, if possible, from HHSC and contact TIERS developer to determine if reporting is available
- Gather outstanding data about other untapped populations
- Discussion on benefits of disability inclusion and Summer Earn and Learn

The next committee meeting has been scheduled for September 9, 2019 at 2:30pm at the Board office or via Zoom video conference.

AGENDA ITEM #9

Chief Executive Officer's Report – Paul Fletcher

Paul Fletcher stated that there is new leadership at TWC. The new Commissioner for the people, **Bryan Daniels** will be the new Chair of the Commission. **Aaron Demerson** will replace **Ruth Hughs** as the Commissioner representing Employers.

We should have a full slate of Board members after the 9/10/19 commissioners meeting. The Board has grown to 27 members.

The budget is complete, and we are in good shape to operate our programs for the next year. We will be expanding our Teacher Externship Grant.

We have completed our goal to hold a workforce-oriented meeting in each of our nine counties to hear firsthand what the community needs are and how workforce can help meet those needs. This will form the foundation of our plans as we move forward.

Al Lopez's last day with us will be September 27th and we'll have a small going away party for him in our Round Rock office at 10:30am.

Our meeting with Congressman Williams on August 14th was very successful with 9 Board members and 40 people in attendance. We're holding a similar meeting with Representative Zweiner in San Marcos on August 29th at 2:00pm.

A graduation ceremony is scheduled for Saturday, August 24th in Lockhart for 14 inmates at the Lockhart Correctional Facility. We sponsored their tuition in a production technician certification program with ACC.

Our San Marcos facility is on track for our move in November/December. We will check on progress of construction on September 29th.

As of today, 16 Vocational Rehabilitation staff have moved in at our Round Rock Workforce Center.

The annual TWC conference is being held at the Gaylord in Grapevine on December 4-6, 2019. Please let me know if you would like to attend.

AGENDA ITEM #10

Performance Reports

Child Care Status Report - Sandy Anderson, Baker Ripley

- Children in care by fund type equals 3,274
- Total funds expended by all counties is \$10,462,786
- Total CCS Providers equals 400 with 107 being Texas Rising Star Providers
- Total number of children on the waitlist for all counties is 1,364
- Performance Measure FY 2019 has a target of 2,577 and is at 98.87%

Workforce Center Management - Mike Crane, ResCare

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

FINAL RELEASE As Originally Published 8/7/2019

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

Reemp		Partic	pation						- 3	WIOA OI	utcome N	leasures							Tota	
	nployer gement	Choices	Ava#		C&T Par	ticipants			Ad	lult:	- 44	4	D	W			Youth		Measu	ires
Clmnt ReEmpl within 10	Emplyrs Rovg Wkfc	Full Work Rate-All		Empl/ Enrolled Q2	Empl/ Enrolled Q2-Q4	Median Earnings Q2	Credential	Employ- ed Q2	Employ- ed Q4	Median Earnings Q2	Credential		Employ- ed Q4	Median Earnings Q2	Credential	Empl/ Enrolled Q2	Empl/ Enrolled Q4	Credential		% MF

AGENDA ITEM #11

Fiscal Report - Janie Kohl

Janie Kohl provided information regarding our budget balances for our FY2019 grants.

Our Budget to Actuals Fiscal Report today is based on the June 30, 2019 month-end reporting period. Overall the Board has spent approximately 69% of its \$29,119,823 allocations as of 6.30.19.

High Level Review of Expenditures:

Fiscal Year 2019 Grants:

We are at \$20M (68.9%) expended out of the \$29.0M in grants and contracts from the state. This leaves a budget balance of about \$9M.

Grants with lower expenditures which are explained as follows:

- Child Care Quality contract. We have recently worked through some reporting adjustments for Mentors and Assessors which will be reflected in our July 2019 report.
- Teachers Externships contract is fairly active. We anticipate more invoices to start rolling in soon. As of July 2019, we have recorded approximately \$72,500 in expenditures.
- Trade Act Services for Dislocated Workers contract. We have not had a lot of customers who qualify for this grant, so expenditures have been low in our prior year grant.
- Summer Earn and Learn (SEAL) SEAL is projected to spend about 320k of the allocation. Currently, only contractor expenses are recorded. Board related costs will be added on and the remainder will become unrestricted funds.
- The Student Hireability Navigator Program is expected to be 100% utilized.
- The Wage Services for Paid Work Experience is just getting going.

Grants with higher expenditures which are explained as follows:

- 1519CCM This grant is customarily 100% exhausted by our Board area during the months of March June. We are on target.
- 1519CCP This grant provides funding for mandatory populations and is replenished as needed. A contract amendment is in progress to ensure we have the funds to cover the entire program year.
- WIOA, TANF and SNAP Grants Many of these grants are coming in rather high at this time. Allocation adjustments are in process to better reflect expenses where the benefits were received.

Audit Updates:

FY 16-17:

- Audit is complete and we have a clean opinion.
- Next week our form 990, revised taxes, for 16/17 will be filed with the IRS and the audit will be filed with the federal clearinghouse by our auditor.

FY 17-18:

- Due date for this audit is 11.15.19 and has been confirmed with the state.
- Roll over of balances is completed.
- 45 50% of our documentation requests are already prepared for our new auditor.
- Training with our new auditor regarding documentation expectations and additional staffing have been arranged to ensure the timeline is met.

AGENDA ITEM #12

Workforce Board Announcements

AGENDA ITEM #13

New Business

No new business to report.

AGENDA ITEM #14

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

The next regular meeting is scheduled for October 16, 2019 at our Workforce Center in Round Rock.

AGENDA ITEM #15

Adjourn

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



FY 2019-2020 FINANCIAL REPORT

Budget for October 1, 2019 - September 30, 2020

	FY18/19	FY19/20
Current Funding Level	28,417,393.00	28,982,174.00
Current Annual Budget	28,417,393.00	28,982,174.00
Unobligated Funds	-	-

						Percent		
		FY 2019				Variance of		FY 2020
FY 2019	FY 2019	Y-T-D		Percent of	Percent of	Expended	FY 2020	Y-T-D
Actual	"Approved"	Budget	Foot-	Budget	Budget	from	"Draft"	Budget
Expense	Budget	Remaining	notes	Expended	Benchmark	Benchmark	Budget	Remaining

10 1 18 - 6 30 19

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

Salaries & Benefits	949,626	1,325,359	375,733		71.65%	75.00%	3.35%	1,354,301	1,354,301
Operating Expenses	526,477	531,318	4,841	2	99.09%	75.00%	-24.09%	553,998	553,998
Board Facilities	113,501	168,478	54,977		67.37%	75.00%	7.63%	179,500	179,500
Total Management Services	1,589,603	2,025,155	435,552		78.49%	75.00%	-3.49%	2,087,799	2,087,799

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

Workforce Centers - ResCare	1,215,928	246,155	(969,773)	3	493.97%	75.00%	-418.97%	499,000.00	499,000.00
Child Care Contractor - Baker-Ripley	186,174	1,353,151	1,166,977	3	13.76%	75.00%	61.24%	1,660,433.00	1,660,433.00
Total Infrastructure Services	1,402,102	1,599,306	197,204		87.67%	75.00%	-12.67%	2,159,433	2,159,433
TOTAL OPERATING BUDGET	2,991,706	3,624,461	632,755		82.54%	75.00%	-7.54%	4,247,232	4,247,232

CONTRACTED SERVICES (Employer Outreach and Business Support Staff)

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Workforce Centers - ResCare	3,101,040	4,141,300	1,040,260		74.88%	75.00%	0.12%	3,986,382	3,986,382
Child Care - Baker-Ripley	2,102,845	3,258,041	3,258,041	3	64.54%	75.00%	10.46%	3,023,801	3,023,801
Total Contracted Services	5,203,885	7,399,341	4,298,301		70.33%	75.00%	4.67%	7,077,722	7,077,722

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

			782,617	-	30.16%	75.00%	44.84%	2,975,332	2,975,332
Workforce Support Services - ResCare	343,335	718,906	375,571	4	47.76%	75.00%	27.24%	718,906	718,906
Direct Care - Child Care - Baker-Ripley	13,358,722	15,554,031	2,195,309	5	85.89%	75.00%	-10.89%	13,861,181	13,861,181
Total Training Services	14,040,094	17,393,591	3,353,497		80.72%	75.00%	-5.72%	17,555,419	17,555,419

TOTAL PROGRAM BUDGET	19,243,979	24,792,932	7,651,798	77.62%	75.00%	-2.62%	24,633,141	24,633,141
TOTAL ANNUAL BUDGET	22,235,685	28,417,393	8,284,553	78.25%	75.00%	-3.25%	28,880,373	28,880,373

MANAGEMENT TO TOTAL BUDGET RATIO 7.15% 7.13% 5.26% 1 7.23% 7.23%
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FOOTNOTES:

- 1 Projected benchmarks are straightlined while expenditures are actual expenditures as of 6.30.19:
- Moving and moving related repairs and maintenance expenditures are one time costs and when straightlined appear that we are over-spending when we are not.

 * Budget was based on historical data which correlates to different Board activities
- * Current expenditures in the line items noted below are higher than budgeted since Board activity has ramped up in Board travel, Board meetings, Staff meetings, etc.
- 2 Due to multiple variances totalling approximately \$187,000 and more specifically:
- Board travel budgeted last year for \$2,000 and totalled \$29,000. R&M budgeted for \$5,000 and actual was \$58,719.43.
- Staff meetings budgeted at \$7,650 and actual was \$26,980.88.
- Accounting, auditing, professional services and temporary services were budgeted at \$79,380 and actual was
- * Other line items from this budget grouping were budgeted higher than actuals which makes up the difference.
- 3 Allocations between child care and workforce are off for the year. Once allocations are corrected costs should align within budgetary limitations.
- 4 Have not been able to spend training budget so far. Will carry forward a portion into next year. Can't find people who need training since it's a good economy because they are all working. Support services are directly correlated to training expenditures and impacted similarly.
- 5 We are ramping down and attrition was not as high as anticipated. We are reviewing our child care expenditures and anticipate lower numbers next month. Due to the merging of databases and possiblity of duplicate entries this number appears higher than anticipated.

RCA Board

Statement of Revenues and Expenditures - Unposted Transactions Included In Report From 10/1/2018 Through 6/30/2019

	Current Year Actual
Revenues	
Grant Revenue	
Workforce Investment Opportunity Act Funds	3,183,334.93
Child Care Funds	16,194,309.75
Temporary Assistance for Needy Families	1,558,829.18
Other Funding	966,123.27
Total Grant Revenue	21,902,597.13
Program Income	
Workforce Investment Opportunity Act Funds	8,890.00
Child Care Funds	7,986.96
Temporary Assistance for Needy Families	8,126.42
Other Funding	(6,993.19)
Total Program Income	18,010.19
Total Revenues	21,920,607.32
Expenditures	
Workforce Investment Opportunity Act Funds	3,326,344.18
Child Care Funds	16,252,342.94
Temporary Assistance for Needy Families	1,571,522.40
Other Funding	1,085,475.77
Total Expenditures	22,235,685.29
Variance	(315,077.97)

RCA Board

Balance Sheet - Statement of Net Position - Unposted Transactions Included In Report As of 6/30/2019

	Current Year
Assets	
Current Assets	
Cash	424,603.04
Grant Receivable	927,262.67
Other Current Assets	142,969.29
Total Current Assets	1,494,835.00
Total Assets	1,494,835.00
Liabilities	
Current Liabilities	
Accounts Payable	733,277.32
Other Accrued Liabilities	128,770.80
Total Current Liabilities	862,048.12
Total Liabilities	862,048.12
Net Assets	
Unrestricted	
Beginning Net Assets	(9,015.75)
Total Unrestricted	(9,015.75)
Permanently Restricted	
Beginning Net Assets	(70,000.14)
Changes in Net Assets	652,202.77
Total Permanently Restricted	582,202.63
Total Net Assets	573,186.88
Total Liabilities and Net Assets	1,435,235.00
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WIOA Alternative Funding Plan

Mandatory Program - Teacher Externships

Workforce Solutions Rural Capital Area (WSRCA) will apply to TWC for \$200,000 of competitive funds for Teacher Externships for the Summer of 2020. This will fund approximately 225 teachers.

In addition to the competitive funds, \$100,000 of WSRCA's WIOA Alternative fund allocation will be used to <u>expand</u> the Teacher Externship Program from 225 to 337 teachers. If competitive funds are not awarded, WSRCA will amend this plan and use an additional \$100,000 of WIOA alternative funds to maintain the current level of its Teacher Externship program.

Targeted Participants – Teachers, counselors, and administrators from ISDs in Rural Capital Area.

Match and/or Leveraged Resources – The required 25% will be documented by ISDs, chambers of commerce, and host employers.

Cost per participant - Approximately \$889

Planned Activities - As described in TWC's RFP for funding

Required Activities - As described in TWC's RFP for funding

Community Partners - WSRCA requires each ISD to partner with their area chamber of commerce, as well as host employers.

Mandatory Project in Process

WSRCA currently has an application for HDJT grant in process at TWC. It has not been notified of award. If awarded, WSRCA will complete this project.

Completely New Project #1 – Other Innovative Projects for Targeted Populations

Developing strategies for effectively serving individuals with barriers to employment is a priority for WSRCA. \$127,743 will be used to provide paid work experience or internship opportunities for individuals with multiple barriers to employment who

are underserved in the community and unemployed or underemployed. Examples of activities may include:

- Collaborating with the Lone Star Justice Alliance to provide young adults with an employment opportunity to defer a first-time non-violent felony conviction
- Collaborating with employers to provide untapped populations with the opportunity to work in the hospitality or retail industry.

Targeted Participants – justice-involved individuals, the "grey-force" – retired workers looking to return to the workforce, individuals with disabilities, and other low-income individuals or those who have previously received public assistance.

Match and/or Leveraged Resources – not applicable.

Cost per participant – Approximately \$1850 (this is the equivalent of \$10.00 per hour +\$2.30 per hour payroll services fee x 30 hours per week x 5 weeks)

Planned Activities – paid work experience or internship for approximately 65 individuals, targeting, but not limited to the hospitality or retail industry. The collaboration with Lone Star Justice Alliance will likely target industries that offer more opportunities for potential justice-involved individuals.

Allowable Activities – paid work experience, internship, job readiness / preemployment skills, and referral to additional programs if more specific education or training is required.

Required Activities – individual participant recruitment, basic WIOA eligibility requirements, basic skills assessment, and any of the allowable activities described above.

Community Partners – to be determined.

This plan will include coordination of community partners with one-stop partners.

Final List of Targeted Occupations for Workforce Solutions Rural Capital

				RCA
List	soc	Occupational Title	Median Ann Wages 2018	Wide
	00-0000	Total - All Occupations	\$55,014	Growth
1	13-2011	Accountants and Auditors	\$65,711	930
2	49-3021	Automotive Body and Related Repairers	\$44,711	
3	49-3023	Automotive Service Technicians and Mechanics	\$45,574	
4	43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$38,218	
5	47-2031	Carpenters	\$39,300	
6	15-1121	Computer Systems Analysts	\$88,523	
7	15-1151	Computer User Support Specialists	\$50,060	
8	13-1051	Cost Estimators	\$74,832	
9	15-1141	Database Administrators	\$86,981	73
10	31-9091	Dental Assistants	\$37,044	
11	29-2021	Dental Hygienists	\$73,537	
12	49-9051	Electrical Power-Line Installers and Repairers	\$58,039	
13	47-2111	Electricians	\$53,369	
14	27-1024	Graphic Designers	\$49,705	
15	49-9021	Heating, A.C. & Refrigeration Mechanics/Installers	\$43,031	433
16	53-3032	Heavy and Tractor-Trailer Truck Drivers	\$37,094	
17	13-1071	Human Resources Specialists	\$56,393	
18	49-9041	Industrial Machinery Mechanics		
19	15-1122	•	\$47,013	
	29-2061	Information Security Analysts Licensed Practical Vocational Nurses	\$99,995	
20	51-4041	Machinists	\$46,839	
21			\$43,729	
22	49-9071 13-1111	Maintenance and Repair Workers, General	\$35,415	
23		Management Analysts	\$89,296	
24	29-2012	Medical and Clinical Laboratory Technicians	\$47,985	
25	29-2011	Medical and Clinical Laboratory Technologists	\$47,985	
26	31-9092	Medical Assistants	\$30,658	
27	29-2071	Medical Records & Health Information Techs	\$39,317	116
28	27-1014	Multimedia Artists and Animators	\$57,387	
29	23-2011	Paralegals and Legal Assistants	\$41,243	
30	31-2021	Physical Therapist Assistants	\$58,199	
31	47-2152	Plumbers, Pipefitters, and Steamfitters	\$47,237	721
32	29-2034	Radiologic Technologists	\$59,220	
33	29-1141	Registered Nurses	\$69,974	
34	29-1126	Respiratory Therapists	\$57,473	
35	47-5012	Rotary Drill Operators, Oil and Gas	\$53,800	
36	47-5013	Service Unit Operators, Oil, Gas and Mining	\$43,597	57
37	21-1093	Social and Human Service Assistants	\$33,665	
38	15-1132	Software Developers, Applications	\$102,245	
39	29-2055	Surgical Technologists	\$48,238	
40	25-0000	Teachers	\$47,624	
41	15-1134	Web Developers	\$79,557	108
42	51-4121	Welders, Cutters, Solderers, and Brazers	\$41,928	314

Primary Data Source: JobsEQ®



POLICY TITLE: Attendance Expectations, Board and Committee Meetings **POLICY NUMBER:**

APPLICATION

All Rural Capital Area Workforce Development Board Directors.

PURPOSE

Regular attendance at Board and committee meetings is essential to the continuity and cohesion in the management and governance of the Rural Capital Area Workforce Development Board (RCAWDB).

The policy will ensure the full contribution of all board members at board and committee meetings, but especially those meetings that have been publicly published as an open meeting on the Secretary of State website.

The policy has been reviewed and authorized by the Governance and Finance Committee and accepted by the Board of Directors.

Board member attendance at board and committee meetings is directly related to the Board's ability to successfully fulfill its mission of oversight and planning of workforce programs and services and ensuring unquestioned fiscal management of allocated funds. Creating and maintaining a board culture that expects full participation of its Board of Directors in productive open meetings will increase the active engagement of board members and provide the Board leadership expected by our Chief Elected Officials.

POLICY

Board and committee members are expected to demonstrate their commitment by regular attendance at the Board and committee meetings on which they sit, except when prevented by unforeseeable illness or events.

The Governance and Finance committee will monitor the attendance of board members and

address absences with the full board.

If a Board member is absent for two consecutive Board meetings, the Board member is considered in default. The Director is potentially liable for removal from the Board.

ACTION

All RCAWDB Directors shall adhere to this policy and recommit annually.

Additional procedural information that outlines the steps to implement the policy:

- 1. Notify all Board of Directors of scheduled board and committee meetings annually, in electronic and written formats.
- 2. Ensure Board of Directors have the board and committee meeting notices at least 21 days before the scheduled meetings.
- 3. Explain that Board of Directors should notify the Board Chair of any absence prior to the meeting.
- 4. Electronic participation (conference call, video conferencing) at Board of Directors meetings is currently restricted by statute; however, attendance at committee meetings using this format is acceptable.

Once absences are identified, the following steps will be taken:

- The Board Chair or G&F Committee Chair will intervene individually with the identified Board member to reinforce the attendance requirements, identify issues with non-attendance and determine if ongoing regular attendance is possible.
- 2. The results may be presented to the full Board of Directors, along with a recommendation to maintain or remove membership.
- 3. A committee chair may request removal of a Board member from their committee due to non-attendance. The request goes to the G&F Committee Chair, and if granted, the committee chair who had the member removed must begin recruiting for replacement. Recommendations for replacement must also be sent to the G&F Committee for approval.
- 4. The Board member whose subcommittee membership has been revoked, still may continue membership on the full board unless the G&F Committee recommends removal from the Board is also appropriate.

Business & Education Services Committee

Minutes from Tuesday, September 10th 1 pm - 2 pm

701 E Whitestone Blvd. #200, Cedar Park, TX

Attendees

Becky Garlick

Frank Leonardis

Felix Munson

Dennis Bevans

Hector Aguilar

Eugene Ratliff

Carl Braun

Jeff Light

Cara DiMattina-Ryan

Paul Fletcher

Jeff Light brought the meeting to order. We went around the room and over the WebEx making introductions.

Carl Braun presented on the consultative selling approach that the BSCs would be utilizing in the field to engage businesses. The new survey was shared with the committee that the BSCs would be using in the field as a tool to help start conversations and gather data.

Jeff Light asked clarifying questions about this strategy with the BSCs to engage business, including details about the how the survey was created, how it would be used to collect data and information, and what were the expected challenges of this approach.

Paul, Carl, & Cara explained the goals that were laid out for the BSU staff as a part of their contract beginning in October. BSUs will be required to use the survey to do in-depth surveys with a minimum of 4 businesses in an identified industry sector, large business, or other business identified to be important to the growth of the community.

Carl explained that he expects his biggest challenge to just be lack of awareness and creating buy-in with companies that are unfamiliar with us.

Eugene Ratliff gave us a brief update on the SHRM presentation. We're on target to give the presentation at the Hill Country chapter of the SHRM in November.

Cara requested a last-minute addition to the meeting. An opportunity appeared for Bastrop County to use a TIP grant towards the development of the film industry. Bastrop County has had itself designated with the State of Texas as the "Film Hospitality Capital of Texas". The Art Institute will be opening in the City of Bastrop in June 2020. Both of these are expected to help establish an industry cluster in the County. New Republic Studios will be investing in equipment to support the development of this workforce. The TIP program would allow us to support this aspect of IT developing as an industry cluster in the County. To pursue a TIP grant, the Target Occupation List needed to incorporate *multimedia artists and animators*.

Jeff asked if there were any expected negative consequences of this addition. Eugene, Cara, and Paul explained that they did not expect any negative implications. This also included an explanation of the new State Target Occupation List. It will allow all boards to train all eligible people for any occupation on the list, as long as they agree to consider looking for a job in the area where it is identified as in demand.

In addition, it was added that we agree to review the Target Occupation List annually. At that time, we will consider what the implications have been and determine if *multimedia artists and animators* need to be removed from the list.

Hector mentioned that he would love to have ACC included in other community outreach we're doing for unemployed/underemployed workers to increase ACC as a resource in the community, including at RESEA meetings. He also encouraged us to use our funds towards helping our students go to training.

Paul explained that we also consider it an important aspect of our role, but the federal government does interpret us to be the "payer of last resort". Even if we are not funding training though, we can potentially support other aspects of the students effort, such as with transportation, etc... We seek to braid multiple resource together to support the goals of the student.

Jeff stated that the next meeting should have an emphasis on discussion of a new target goal for the business and education committee. He felt that we were limited on time and that it warranted real discussion.

Jeff asked that Cara use a doodle poll to schedule the next meeting in November.

The meeting adjourned.



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www.workforcesolutionsrca.com

Workforce Solutions Rural Capital Area Community Awareness Committee

Meeting Minutes

Meeting Date/Time: September 18, 2019 | 2 p.m.

Meeting Location: Workforce Solutions of Llano County

100 Legend Hills Blvd. Llano, TX 78643

Committee Members in Attendance: Carole Belver, Camille Clay, Adriana Cruz, Briley Mitchell

Committee Members Absent: Hector Aguilar, Andy Hapanowicz, Margaret Lindsey, John Robison

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

- Community Awareness Committee Chair Camille Clay Called the meeting to order.
- Roll Call Camille Clay: We had a quorum with 4 committee members and 1 Board staff member attending: Carole Belver, Camille Clay, Adriana Cruz, Briley Mitchell and Brian Hernandez (staff)
- Public Comments Camille Clay: No comments were made.
- Information Sharing Camille Clay introduced guest speaker Briley Mitchell, Committee member and Executive Director of the Llano Chamber of Commerce, who shared insights on:
 - Chamber operations and the social media tactics used to promote community awareness of Llano, its businesses and events
 - o Planning and promotion of community-wide events such Bucktoberfest, Starry Starry Night, and the total solar eclipse, which is expected to draw more than a million visitors to the area in 2024
 - o How the Chamber utilizes labor market information provided by WSRCA to guide strategy
- Information Sharing Camille Clay introduced guest speaker Cara DiMattina Ryan, Ph.D., WSRCA Chief Strategy Officer, who shared insights from the county workforce forums held across the region and how they could benefit the Committee. Some of the learnings included:
 - The need for greater awareness among partnerships of resources WSRCA provides, especially business services
 - o More understanding of where WSRCA's resources are needed most and how we can assist with projects in each community

- Information Sharing Camille Clay introduced guest speaker Bill Turner, WSRCA Deputy Project Director, who shared insights on the new Talent Impact Units (TIU) being created at the career centers. Some of the highlights he shared include:
 - o The TIU program has evolved from an earlier initiative introduced in the career centers called the Talent Development Model
 - The program will be tested at the Round Rock career center before being rolled out across the region
 - The TIU model addresses one of the key challenges of the previous Talent Development model: Eliminating silos across services in our career centers, where members of programs clustered together
 - The TIU model in Round Rock will form three teams of five representatives from different programs and services, who will sit together and work as a collective to create more value for customers
- Consent Agenda Camille Clay: Consider adopting the July 22, 2019 Community Awareness
 Committee Meeting Minutes:
 - ✓ Motion to approve
 - ✓ Seconded
 - ✓ Motion approved
- Discussion Items Camille Clay: As a result of the insights shared during the information sessions, the Committee asked that the action plans about to be considered for approval, be reformatted to incorporate learnings from the county workforce forums and the TIU rollout. New action plans will be reassessed at the November meeting for these three Committee activities:
 - Develop and implement a communications campaign to boost awareness of Board activities and services.
 - Develop a menu of services for targeted customers (i.e. employers, unemployed, employed, those seeking training), and implement the communications menu as part of workforce center protocols.
 - Develop and implement a transition coordination process with enhanced focused on customer service, to ensure each customer gets something of value on their first visit to a workforce center, along with a sense of hope and encouragement.
- Communications Report Camille Clay: The Committee Secretary/WSRCA Communications Director Brian Hernandez discussed the following items:
 - o Committee member updates: Adriana Cruz has moved to the Business Education Services Committee and John Robison has joined the Community Awareness Committee
 - o Focus groups with customers and partners, which was requested by the Committee, will be rolled into research for the upcoming Rural Capital Area Master Community Workforce Plan
 - o The plans for the ribbon cutting ceremony on Sept. 30, to celebrate the co-location of Texas Workforce Solutions-Vocational Rehabilitation Services staff at the Round Rock career center
 - o The plans to recognize and celebrate National Manufacturing Day on Oct. 4
 - o The plans to recognize National Disability Employment Awareness Month in October
 - o The strategy to promote Hiring Red, White & You! Veterans Hiring Fairs in Williamson and Hays Counties on Nov. 7
 - o The strategy for the new blog feature being launched on the WSRCA website and possible Board member participation
 - o Options for customer testimonials at Committee and Board meetings

- o Update provided on new photo/video equipment
- o Update provided on Rural Capital Headlight and Career Pathways industry interviews
- o Update provided on WSRCA support of the Greater San Marcos Partnership outreach campaign
- New Business Camille Clay: There was no New Business
- Priorities for Board Staff Camille Clay: The Committee instructed Brian Hernandez to provide an update on the focus group audience segments and interview process that will be conducted by a vendor as part of the research into the Master Community Workforce Plan
- Priorities for Board Staff Camille Clay: The Committee instructed Brian Hernandez to research
 options for workforce-related awareness events, holidays, special months in 2020 (Manufacturing Day,
 Apprenticeship Week, etc.) that align with the Board's mission, that the Committee can target for a
 focused awareness campaign that enhances visibility of services
- Priorities for Board Staff Camille Clay: The Committee instructed Brian Hernandez to explore options
 to create video testimonials of customers (from all programs) that can be shared at future Board
 meetings and as part of the communications campaign
- Next Committee Meeting Camille Clay: The next committee meeting was scheduled for Wednesday, November 13, from 12-2 p.m., at the Workforce Solutions Rural Capital Area Board Office in Cedar Park.
- Meeting Adjourned Camille Clay



GOVERNANCE AND FINANCE COMMITTEE

MEETING MINUTES
SEPTEMBER 18, 2019

Prepared by Al Lopez, Secretary

The Governance and Finance Committee held a regularly called meeting on September 18, 2019 from 1:30 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 board staff to the Governance and Finance Committee meeting and asked Al Lopez, Committee Secretary to call roll.

Roll Call. Al Lopez, Secretary, Governance and Finance Committee

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

Board Members via Webinar: Frank Leonardis, Board Chair, Margaret

Lindsey, Member.

Board Members Not Present: John Robison, Member; Jenna Fohn-Thomas, Member.

Board Staff Present: Al Lopez, Secretary, Janie Kohl, CFO; Jenna Akridge, CCO.

Board Staff via Webinar: Paul Fletcher, CEO; Diane Tackett, COO

Board Staff Not Present: None

Public Comment.

There were no comments from the public.

Consider adopting the minutes from the regular Committee meeting.

The minutes from the Aug 16, 2019 Special Committee Meeting were approved at the Board Meeting hosted in Bastrop on Aug 21, 2019.

Board Financial Statement, FY 17-18 and FY 18-19 Audits, WIOA Alternative Fund

Rene Flores, Vice Chair: provided comments on the results of his review of the Board's Financial Statements. His said this was his first attempt at standardizing the look of each of the financial reports with the goal of making the reports easier for board members to understand and use during oversight of the Board's financial position. He explained the importance of reading the notes on each of the reports because they enhance understand of the raw numbers that might appear to be tracking higher or lower.

Budget. The first line items Rene called attention to was board travel. One of the results of a more engaged board is increased board travel expenses. At this point, he thinks the Board travel expenses, while much higher than past years, are fine but it's a line item he wants the committee to keep an eye on because the committee may want to cap the board travel expenditures in the future. He said board travel shouldn't be an open line item but a structured target the committee is committed to meeting. He said the committee must be diligent on how and when travel funds are expended.

He also brought attention to the increased expenditures under staff meetings which include community outreach, and partnership meetings. Again, this is a line item he wants the committee to monitor and like travel he doesn't want it to be an open line item.

Rene stated as he gets more familiar with all the line items and the committee becomes more familiar with the new financial reports it will become easier to provide oversight and direction. He said the format of the budget report is easy for him to understand and use but if committee members have format recommendations, or additional budget information they would like included in the budget report to let him know.

Rene confirmed the budget variances column is based on the budget benchmarks.

Balance Sheet and Revenues and Expenses Reports. These reports provide a summary of where we stand financially at the end of June 2019. Some of these numbers are a little larger than past years but accounts payable is fine at 45 days, accounts receivable is about two weeks, and cash on hand is fine. Rene noted the variances are becoming smaller, but he asked the committee to be aware of the amount of money committed to childcare.

Rene told the members the financial data in these reports are significantly cleaner than past reports and the reports will be even cleaner by the October 16th Board meeting.

FY 17-18 Audit Update. Janie Kohl, CFO. We had planned to have already completed training with the new auditor. The training was scheduled to occur two weeks ago, but that training has not been conducted yet. The fiscal staff had two audits to finish for the city and county. And, the auditor who was assigned to work on the boards FY 17-18 audit had a death in the family. So, training and review of initial documents has been pushed back for two weeks. Janie said she has about 50% of the

requested documents ready for review and already uploaded to the auditor's server. She said the point of the staff training is learn how the auditor likes the documentation presented, so staff isn't constantly redoing work. Even with the delayed start she still expects the audit to be completed by the end of October 2019.

FY 18-19 Audit Update. Janie said she has profession help working with her on the FY 18-19 audit. The accountant has been focusing on reconciling accounts. She is tasked with clearing up about \$315K from both audits because many of the accounts overlap.

WIOA Alternative Funding (\$227,743). This is a new TWC Contract. It represents the Board's portion of the statewide redistribution of excess WIOA state alternative funds. The board is required to identify at least one mandatory program that we will support with these funds. And, the board can use the remainder of the funds for innovative programs and services. To begin, the Board plans to compete for a \$200K Teacher Externship Grant again this year. In addition to those Teacher Externship Grant funds, the mandatory programs the board choses to support with the WIOA Alternative Funds is a continuation and extension of the Teacher Internship Program and a High Demand Job Training Grant this is currently being reviewed by TWC staff. The innovative program we recommended to TWC was a paid work experience/stipend program of up to five weeks for underserved populations in our rural counties. We think we can serve up to 65 participants and we will have until August 2020 to fully expend the funds on these participants. Staff is currently looking for work opportunities for underserved populations in each of our rural counties. We are collaborating with our Vocational Rehabilitation partners and county partners we have not worked with in the past—Lone Star Justice Alliance. If we don't receive the competitive Teacher Externship Grant, then this plan will be modified so most of these funds will support the Teacher Externship project.

Board policy on board member attendance.

The Governance and Finance committee approved the DRAFT of the Board Policy on Board Member Attendance. Staff will complete a policy to bylaw review, placed the policy in the appropriate format and attached the policy for the Executive Committee to review. This will be an ACTION ITEM at the October 16th Board Meeting.

Board Membership, Nominations, and Re-Nominations.

Re-nomination packages for the three board members listed below were accepted by TWC and they were placed on the Oct 8th, 2019 Commission docket.

- Jenna Fohn-Thomas-First National Bank (Private Sector)
- Mark Hiemstra-Goodwill (CBO)
- Alfonso Sifuentes-Green Group (Private Sector)

The G&F Committee unanimously approved Adriana Cruz's (Economic Development) request to be re-nominate for another two-year term. Her nomination package was accepted by TWC on September 23, 2019 and we are waiting for her Commission docket date from TWC.

Committee has not received completed nomination packages from Randall Casey (CyberDefenses) (private sector) or Rick Wahrmund (Lehman Foundation-Lee County) (CBO).

Board Meetings/Retreat/Workforce Plans

- Rich Froeschle is invited to speak at the Oct 16th Board Meeting--Round Rock.
- December Board Meeting. The December Board Meeting will be hosted in Round Rock instead of San Marcos. At the October meeting, a consensus of members present will decide on the December Board Meeting date. A Doodle Poll was sent to board members for date options.
- February Retreat/Board Meeting. The committee agreed to host a joint February Retreat and Board Meeting. It will be 1.5 days and staff will begin working on location recommendations. There will be a general request for proposed agenda topics at upcoming committee meetings.
- Workforce Strategies and Plans-one strategy plan for each County and a
 consolidated summary of strategies for the region. A Request for Information
 (RFI) was published and staff received responses from TIP Strategies and
 Angelou Economics. Staff will use their recommendations to prepare a
 Request for Proposals. The working deadline for all strategies is September
 2020.

The next Regular Governance and Finance Committee Meeting.

Monday, November 18th, 2019 from 1:00 p.m. to 2:30 p.m. in the Board's Large Conference Room (Cedar Park) and via Zoom.

Mark Hiemstra, Committee Chair: I need a motion to adjourn.

Rene Flores, Vice Chair: "Motion to adjourn."

Mark Hiemstra, Committee Chair: "All in favor." Unanimous vote to adjourn.

Untapped Populations | MINUTES

Meeting date | time 09/09/19 | 2:30 pm | Meeting location WSRCA office in Cedar Park and via Zoom: https://zoom.us/j/378949387

Meeting called by Cassandra Moya

Type of meeting Committee Meeting

Facilitator Diane Tackett

Note taker Diane Tackett

Timekeeper Diane Tackett

Attendees: Sandra Dillett, Mike McKeown, Cassandra Moya, Hector Aguilar, Marco

Cruz, Kimberly Goode

WSRCA staff attendees: Paul Fletcher,

Diane Tackett

AGENDA TOPICS

1. Reviewed current projects designed to support Untapped Populations

- Reviewed SEAL program outcomes
- Reviewed the program outcomes and success stories from the Production Tech training at Lockhart Jail

2. Reviewed county demographic data provided thus far

- Diane reviewed the spreadsheet of county demographic date for several population groups the committee is targeting. Explained the limitations of data.
- Identified additional steps / data needed

3. Recent Promising practices

• Discussion of the New York Times interview with WSRCA and the Greater San Marcos Partnership, highlighting the work we are doing with employers to promote hiring underutilized populations.

4. Developing Awareness in the Business Community

- Discussion of upcoming events, such as the Hiring Red, White and You community job fair.
- Potential summer expansion of SEAL, Youth work experience and other paid work experience programs designed to promote employment for underutilized populations using the additional WAF (Workforce Alternative Funding) dollars.
- Brainstorming session:
 - Still have a need for Workforce staff to be trained regarding working with individuals with different barriers / disabilities, including sensitivity awareness
 - o Identify staff who will be the Point of Contact for untapped populations in each county; encourage those staff to be familiar with the county demographics for untapped populations and proactively reach out to serve those individuals (using different methods of outreach)

- o Develop specific county strategies based on the individual county demographics of untapped populations, employers, etc.
- o Develop a strategy for identifying and outreaching untapped populations, using best practices derived from Marco's team.
- o Develop a presentation for all agencies to use
- o Develop a referral mechanism between partner agencies
- o Spearhead a non-profit resource fair in each area
- o Develop post-program (SEAL, summer work experience) surveys to determine areas for improvement
- o Track SEAL participants longer to see permanent employment outcomes
- Business to business coordination develop incentives to businesses for partnering with Untapped Populations program providers; develop a display they could use in their business – creates a culture of inclusivity
- Encourage WIT Registration for participants of all partner programs (aren't we all self-sufficiency / workforce focused to some degree)
- o Outreach through child care program / providers
- o Create data report for employers of "potential employee" pool in their areas
- o Have a VR representative at each job fair to be prepared to discuss accommodation

Action items			Person responsible Deadline		
	Further paring down of Public Assistance data		Sandra Dillett	11/19	
	to a instance of the control of the	mpare numbers to either statewide data or another Board area (Capital Area for tance) mpare historical data to see trends termine how many might be			
	Gather information	deremployed formation from VR Business Relations Unit retention information for individuals with and accommodation data	Cassandra	11/19	
		ulti-agency referral mechanism for cy referrals and data tracking purposes	Diane / Eugene	01/20	

5. Next Meeting:

Monday, November 4, 2019 at 2:30 pm. Location: Cedar Park Board office – 701 E. Whitestone Blvd., Suite 200 or via Zoom video conference.







The moment you've all been waiting for...

REGISTRATION IS NOW OPEN FOR THE FORUM 2020, POWERED BY NAWB!

The Forum, powered by NAWB
The Washington Hilton
Washington D.C.
March 21-24, 2020

The Forum 2020, powered by NAWB





For over forty years, The National Association of Workforce Boards (NAWB) has gathered the leading voices in the workforce community for four days of dialogue, learning, relationship building, and a deep dive into the issues that affect the nation's workforce system. As the premier event in workforce development, The Forum draws 1500 professionals and leaders in business, government, labor and education to Washington, DC to gain insights, share best practices and discuss innovative strategies to advance America's workforce and to close the skills gap between the employees of today and the jobs of tomorrow.

The Forum 2020 will feature a host of high-impact speakers who are developing cutting edge solutions for the future of work. There will be interactive workshops, thought-provoking dialogue, and hard-hitting issue sessions, as well as the opportunity to engage with and hear from top leadership in Congress, the Department of Labor, business, and industry.

WIOA 2020 & BEYOND:

In 2014, the passage of the Workforce Innovation and Opportunity Act (WIOA) ushered in a new era of workforce development with a focus on customer choice, innovation, strategic partnerships and employer needs. With WIOA set to expire in 2020, this year's Forum is more critical than ever. The time is now to take stock of where we are and where we want to go. Throughout our intensive workshops, collaborative roundtables, and thoughtful dialogue from main stage speakers, we will explore the next chapter in workforce development, giving Forum attendees a chance to be part of a national conversation on the future of work.

NAWB is pleased to offer an early bird registration discount to all attendees that register by Friday, November 15th.

NAWB members also receive significant savings on registration. If you wish to become a member or have misplaced your member login credentials, please email forristalr@nawb.org or call us at 202-857-7900.

Visit our <u>revamped website</u> to find important information, insights, and everything you need to know about registering for The Forum 2020.

REGISTER NOW!

FAQS

Another exciting announcement! Based on your feedback from last year, we'll be launching a BRAND NEW app for Forum 2020. Stay tuned for more details!

Back by popular demand...

LEADERSHIP ACADEMY



Based on the breakout success of last year's Leadership Academy, we'll be revamping the Leadership Academy for Forum 2020! This impactful professional development opportunity is divided into multi-session tracks that provide targeted training sessions for either new or experienced Directors and new or experienced Board members. Expert facilitators will lead Academy participants in discussions to explore and digest information, best practices and strategies they heard during The Forum. Spots are limited and will be reserved on a first come, first serve basis - they are sure to fill up fast! Don't miss out on this unique opportunity to form long-lasting networks and professional connections.

LEARN MORE ABOUT THE LEADERSHIP ACADEMY

DEPARTMENT OF LABOR SESSIONS

The U.S. Department of Labor, along with other key federal agencies, will be returning to The Forum 2020 to provide intensive technical assistance sessions focused on the issues front and center in the workforce development conversation.

Share your know-how...
SUBMIT WORKSHOP PROPOSALS BY NOV. 12





NAWB is accepting proposals for Workshop sessions for The Forum 2020. Workshops will be held on Sunday, March 22 and Monday, March 23. Proposals must be submitted online. The deadline for all session proposals is Friday, November 12, 2019 so don't delay!

SUBMIT A WORKSHOP PROPOSAL

Want even more from The Forum? PRE-CONFERENCE SESSIONS

Pre-conference sessions take place on Saturday, March 21st. They are the perfect way to maximize your time at The Forum and get even more out of your experience. Pre-conference sessions will explore a variety of issues, including:

- Board Governance: Building a Culture of Innovation
- Analyzing Labor Market Data: Utilizing Data for Progress and Innovation
- Technology Enabled: Building Better Organizations with New Tools
- Leveraging and Diversifying Funding: Maximizing ALL Funding Streams for Sustainability
- NAWB Workforce Executive Bootcamp

VIEW FULL PRE-CONFERENCE DESCRIPTIONS

BOOTCAMP

The NAWB Workforce Executive Bootcamp is an intensive 3-day professional development experience which provides the opportunity for new directors and those likely to become directors to hone their skills and learn new strategies, access experienced leaders, and grow their professional network with others from across the nation. We're offering limited spots to this exclusive experience - stay tuned for more details on how to sign up!

Don't miss out... BOOK YOUR HOTEL ROOM AT THE DISCOUNTED GROUP RATE!



The Forum hotel blocks are now open! All conference activities will be held at the Washington Hilton, located at 1919 Connecticut Ave. NW in Washington, DC. For a convenient and stress-free Forum experience, we suggest staying at The Washington Hilton. Don't worry about transportation to and from the Forum venue, running late for that must-see guest speaker, or snagging a spot in that in-demand workshop - stay at the Washington Hilton and get the most out your Forum experience!

Booking your hotel room is easy and can be done <u>online</u> through our partner website with the Washington Hilton, or by calling (202) 483-3000. If booking by phone, please identify yourself as an NAWB Forum attendee.

The hotel room block sells out very quickly, so we advise to book your rooms as early as possible!

Reserve by February 21, 2020

RESERVE YOUR ROOM ONLINE NOW



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Child Care

Workforce Solutions Rural Capital Area Workforce Development Board Meeting October 16, 2019

Children in Care FY 2019

Fund Type	September 2019	<u>%</u>
CPS Clients	431	13
Mandatory (Choices, Former CPS, TAN	F) 371	11
Income Eligible	2,476	76
Totals	3,278	100

Child Care Funds Expended by County thru September 2019

	County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop		1,565,764.49	11.00	12.00
Blanco		100,608.42	1.00	1.00
Burnet		774,269.22	6.00	7.00
Caldwell		638,260.81	5.00	7.00
Fayette		180,666.28	1.00	2.00
Hays		2,810,691.17	20.00	23.00
Lee		212,871.54	1.00	2.00
Llano		239,666.70	2.00	2.00
Williamso	n	7,468,110.35	53.00	43.00
Board Mee	Total ting Briefing Materials	13,990,909.68	100.00	100.00 Page 40

Child Care Providers

Page 41

County	Providers	TRSP	Relative
Bastrop	27	7	2
Blanco	3	1	0
Burnet	12	5	0
Caldwell	9	4	0
Fayette	4	2	0
Hays	53	19	2
Lee	6	1	0
Llano	4	1	0
Williamson	165	26	2
Total RCA	283	66	6
Outside Nine County	117	42	О
Total Board Meeting Briefing Materials	400	108	6

Children on Waitlist as of 10/09/2019

County	

Children

Bastrop 200

Blanco 21

Burnet 105

Caldwell 93

Fayette 35

Hays 426

Lee 42

Llano 58

Williamson 906

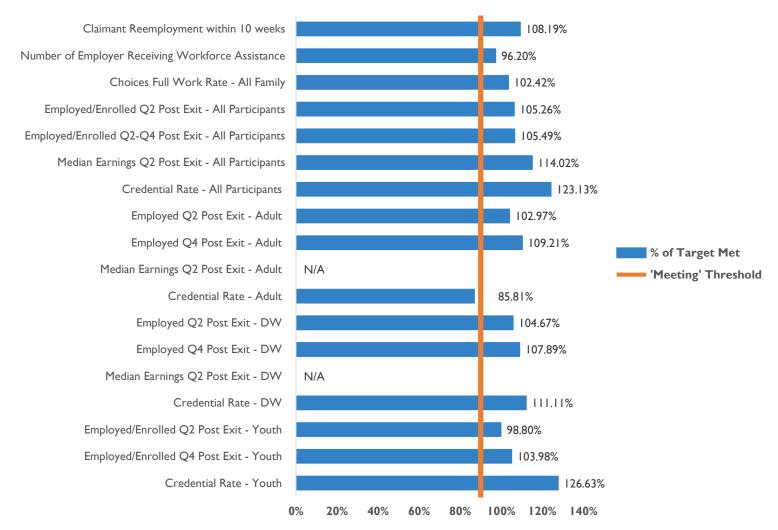
Child Care State Performance Measure

- FY2019 Target of 2,577
 - September 2019 anticipated meeting at 99%

Workforce Solutions Rural Capital Area Workforce Performance

By ResCare Workforce Services
October 16, 2019
Board Contract Year 19

Workforce Solutions Rural Capital Area Workforce Performance Overview



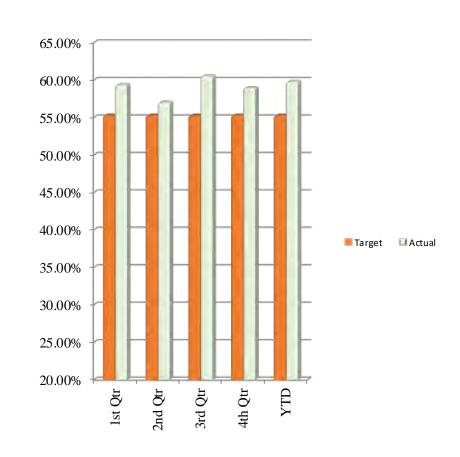
Claimant Reemployment within 10 Weeks

This performance measure consists of everyone in the Rural Capital Area that has applied for Unemployment and was able to find employment within 10 weeks from the date they applied for Unemployment. The timeframe is for customers that applied for Unemployment from July 1 through June 30.

Reemployment of Registered Claimants within 10 weeks as of July 2019

The current target for Rural Capital Area is 55.32% of all claimants being employed within 10 weeks.

Currently we are at 108.19% of that target. 4,954 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.

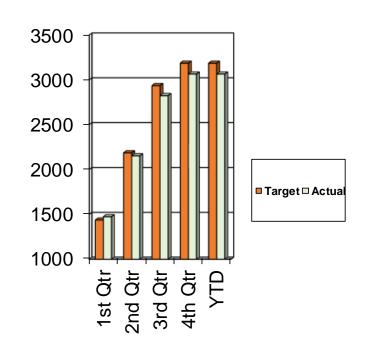
Board Meeting Briefing Materials

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Employer Workforce Assistance as of July 2019

The current goal for Rural Capital is to provide a service to 3,186 Employers by July 2019

We are currently at 96.20% of this measure.



Employed/Enrolled Q2 Post Exit All Participants Employed/Enrolled Q4
Post Exit All
Participants

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 (or in Post Secondary Education for Youth), in the 2nd calendar quarter after they exited from the any program.

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

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

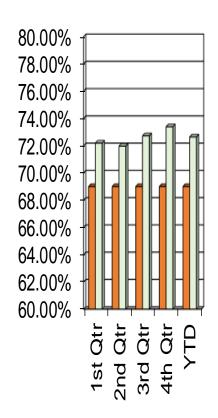
The time frame is for customers exited from July through June.

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

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

Employed/Enrolled Q2 Post Exit All Participants

The Measure for All Participants is 69.00%



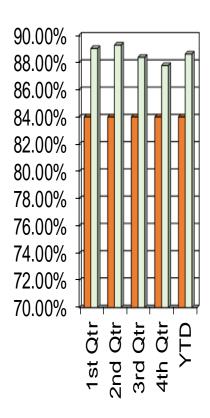
Currently at 105.26% of the measure with 15,656

Board Meeting Briefing Materials

employment

Employed/Enrolled Q4 Post Exit All Participants

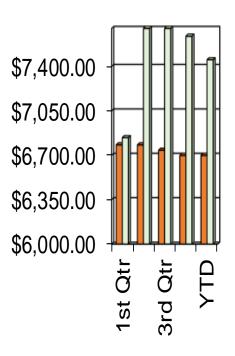
The Measure for All Participants is 84.00%



Currently at 105.49% of the measure with 13,253 customers placed in employment

Median Earnings Q2
Post Exit All
Participants

The Measure for All Participants is \$6,699.00



Currently at 114.02% of the measure with 14,921 customers in this measure Page 51

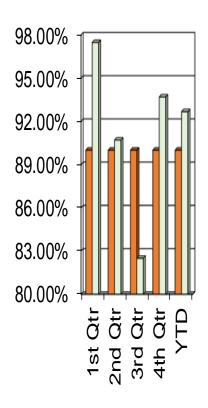
Employed/Enrolled Q2 Post Exit WIOA Adult, DW, Youth

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.

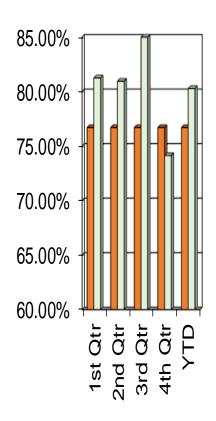
Employed/Enrolled Q2 Post Exit WIOA Adult, DW, Youth

The Measure for WIOA Adults is 90.00%



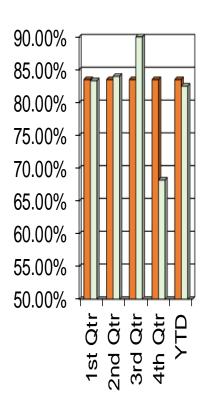
Currently at 102.97% of the measure with 253 customers placed in employment

The Measure for WIOA DW is 76.70%



Currently at 104.67% of the measure with 114 customers placed in employment

The Measure for WIOA Youth is 83.50%



Currently at 98.80% of the measure with 66 customers placed in employment Page 53

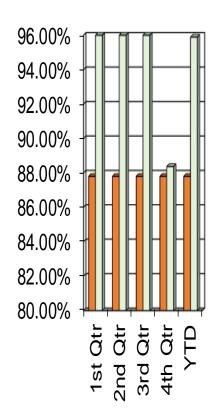
Employed/Enrolled Q4 Post Exit WIOA Adult, DW, Youth

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.

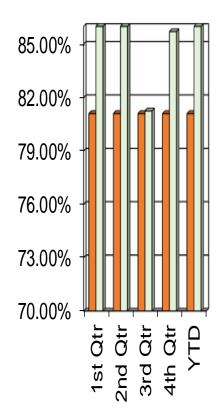
Employed/Enrolled Q4 Post Exit WIOA Adult, DW, Youth

The Measure for WIOA Adults is 87.80%



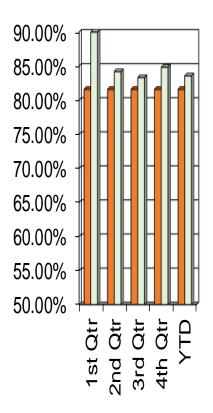
Currently at 109.21% of the measure with 210 customers placed in employment

The Measure for WIOA DW is 81.10%



Currently at 107.89% of the measure with 77 customers placed in employment

The Measure for WIOA Youth is 81.60%



Currently at 103.98% of the measure with 56 customers placed in employment Page 55

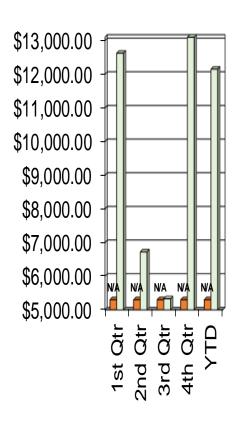
Median Earnings QS Post Exit WIOA Adult and DW

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.

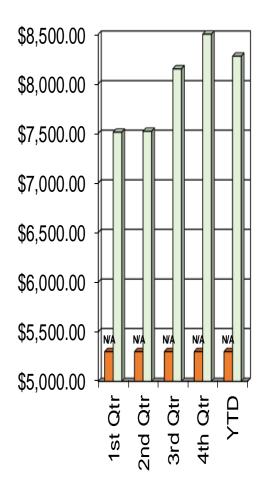
The time frame is for customers exited from July through June.

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



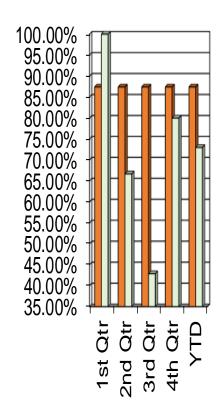
Credential Rate WIOA Adult, DW, Youth

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

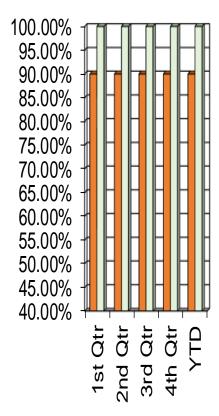
The Measure for WIOA Adults is 87.40%



Currently at 85.81% of the measure with 27 customers

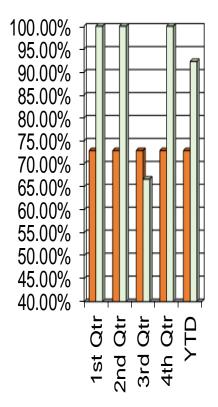
Board Meeting Briefing Materials

The Measure for WIOA DW is 90.00%



Currently at 111.11% of the measure with 27 customers receiving a credential

The Measure for WIOA Youth is 72.90%



Currently at 126.63% of the measure with 12 customers receiving a credential Page 59

Choices Full Work Rate – All Family Total

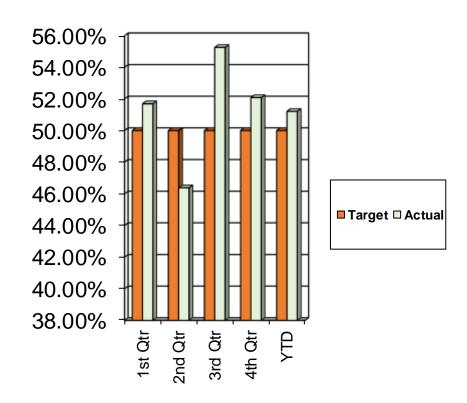
This performance measure consists of TANF recipients who are mandatory to participate in the Choices program (ie: search for and take permanent employment). The time frame for this is from October through September. In order to be considered as a meeting the full work rate, the customer must be participating 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 July 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 102.42% of the target. 28 Families are in this measure YTD.



BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: RURAL CAPITAL

FINAL RELEASE As Originally Published 9/4/2019

JULY 2019 REPORT

	Status Summary	- 5500	Positive mance (+P):	Meet Performan		With Negati erformance		& MP							
	Contracted Measures		7	8		2	88.24	4%							
Source Notes	Measure	Status % Current Current Target 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	
Reemp	loyment and Employer Engagement N	/leasur	es												
TWC	Claimant Reemployment within 10 Weeks	+P	108.19%	55.32%	55.32%	59.85%	59.72%	58.21%	4,954 8,277	59.80%	59.14%	60.87%	58.96%	7/18	4/1
TWC	of Employers Receiving Workforce Assistance	MP	96.20%	3,186	3,686	3,065	3,821	3,292		1,482	1,454	1,616	964	10/18	7/1
Progra	m Participation Measures														
TWC	Choices Full Work Rate - All Family Total	MP	102.42%	50.00%	50.00%	51.21%	55.89%	59.07%	28 56	51.69%	46.38%	55.25%	52.08%	10/18	7/1
TWC	Avg # Children Served Per Day - Combined (Discrete Month)	-P	89.76%	2,577	2,577	2,313	n/a	n/a	53,193 23	n/a	n/a	n/a	n/a	7/19	7/1
TWC			n/a	n/a	n/a	2,588	1,931	1,817	564,109 218	2,382	2,755	2,729	2,313	10/18	7/1

WIOA Outcome Measures

LBB-K	Employed/Enrolled Q2 Post Exit – C&T Participants	+P	105.26%	69.00%	69.00%	72.63%	72.21%	72.30%	15,656 21,556	72.21%	72.09%	72.84%	73.39%	7/17	6/18
LBB-K	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	+P	105.49%	84.00%	84.00%	88.61%	86.81%	88.08%	13,253 14,957	89.01%	89.32%	88.43%	87.77%	1/17	12/17
TWC	Median Earnings Q2 Post Exit – C&T Participants	+P	114.02%	\$6,699.00	\$6,699.00	\$7,638.12	\$7,182.40	\$6,798.68	n/a 14,921	\$6,839.00	\$7,787.20	\$7,708.33	\$8,145.42	7/17	6/18
LBB-K	Credential Rate – C&T Participants	+P	123.13%	60.00%	60.00%	73.88%	45.15%	57.89%	99 134	78.13%	75.00%	64.00%	75.61%	1/17	12/17
DOL-C 2	Employed Q2 Post Exit – Adult	MP	102,97%	90.00%	90.00%	92.67%	93.41%	87.33%	253 273	97.47%	90.70%	82.50%	93.69%	7/17	6/18
DOL-C 2	Employed Q4 Post Exit – Adult	MP	109.21%	87.80%	87.80%	95.89%	90.85%	83.05%	210 219	100.00%	96.51%	98.73%	88.37%	1/17	12/17
DOL-C 2,3	Median Earnings Q2 Post Exit – Adult	-	-	-		\$12,150.21	\$12,369.75	\$7,276.63	n/a 253	\$12,625,00	\$6,723.97	\$5,330.50	\$13,346.77	7/17	6/18
DOL-C	Credential Rate – Adult	-P	85.81%	87.40%	87.40%	75.00%	80.70%	84.44%	27 36	100.00%	66.67%	50.00%	80.00%	1/17	12/17
DOL-C 2	Employed Q2 Post Exit – DW	MP	104.67%	76.70%	76.70%	80.28%	80.68%	78.28%	114 142	81.25%	80.95%	87.23%	74.14%	7/17	6/18
DOL-C 2	Employed Q4 Post Exit – DW	MP	107.89%	81.10%	81.10%	87.50%	81.07%	82.29%	77 88	88.00%	92.31%	81.25%	85.71%	1/17	12/17
DOL-C 2,3	Median Earnings Q2 Post Exit – DW	-			-	\$8,279.01	\$8,017.88	\$6,643.00	n/a 112	\$7,512.35	\$7,521.62	\$8,151.16	\$10,025.80	7/17	6/18

Operational Insight - MPR 4.0

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BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

FINAL RELEASE
As Originally Published 9/4/2019

JULY 2019 REPORT

BOARD NAME:	DUDAL	CADITAL
BUAKU NAME:	RURAL	CAPITAL

Source Notes	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	То
WIOA C	Outcome Measures														
DOL-C 2	Credential Rate – DW	+P	111.11%	90.00%	90.00%	100.00%	88.64%	87.04%	27 27	100.00%	100.00%	100.00%	100.00%	1/17	12/17
DOL-C 2	Employed/Enrolled Q2 Post Exit - Youth	MP	98.80%	83.50%	83.50%	82.50%	85.45%	82.52%	66 80	88.24%	84.00%	93.75%	68.18%	7/17	6/18
DOL-C 2	Employed/Enrolled Q4 Post Exit – Youth	MP	103.98%	81.60%	81.60%	84.85%	82.72%	82.35%	56 66	100.00%	84.21%	88.24%	80.00%	1/17	12/17
DOL-C 2	Credential Rate – Youth	+P	126.63%	72.90%	72.90%	92.31%	77.50%	73.91%	12 13	100.00%	100.00%	66.67%	100.00%	1/17	12/17

^{2. &}lt;90% of Target is -P and >= 110% of Target is +P.

Note: In some নুৱৰ্গৰ (net expense) time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysiage 63

Operational Insight - MPR 4.0

^{3.} Targets will be negotiated late in BCY19 when casemix data is available.

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

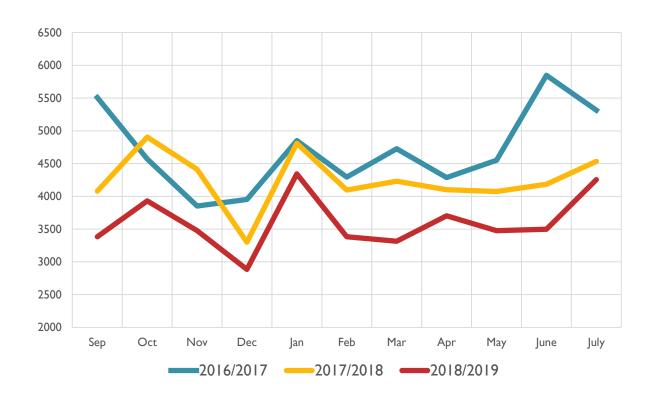
Green = +P | White = MP | Yellow = MP but At Risk | Red = -P

FINAL RELEASE As Originally Published 9/4/2019

JULY 2019 REPORT

	Reemployment		Partic	Participation		WIOA Outcome Measures																otal	
	11 Y . S. P. Janes & P.	and Employer Engagement		Avg#		C&T Par	ticipants			Ac	lult			D	W			Youth			Mea	sure	s
Board	Clmnt ReEmpl within 10 Weeks	Emplyrs Rcvg Wkfc Assist	Choices Full Work Rate-All Family Total	Children Svd Per Day-Comb (Discr. Mo)	100 To 147 To 147	Empl/ Enrolled Q2-Q4 Post-Exit	Median Eamings 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	114.53%	96.53%	127.00%	112.13%	103.28%	101.86%	110.14%	120.02%	101.89%	99.39%	n/a	90.89%	101.27%	98.91%	n/a	105.66%	100.47%	93.42%	129.55%	5	11	1	94%
Borderplex	109.69%	107.02%	112.26%	95.76%	98.00%	100.90%	107.28%	114.00%	98.23%	107.53%	n/a	100.34%	102.64%	97.55%	n/a	94.38%	97.00%	97.96%	133.43%	6	11	0	100%
Brazos Valley	117.84%	92.88%	79.38%	93.57%	101.48%	98.58%	111.54%	116.03%	109.04%	103.86%	n/a	103.39%	90.79%	101.86%	n/a	97.49%	102.98%	97.41%	79.72%	3	10	4	76%
Cameron	112.80%	100.65%	97.94%	101.32%	110.94%	101.36%	116.90%	145.00%	95.10%	92.55%	n/a	104.11%	107.88%	105.16%	n/a	106.92%	108.00%	99.86%	106.43%	4	13	0	1009
Capital Area	111.81%	101.63%	97.14%	92.02%	102.99%	104.18%	118.93%	112.58%	98.31%	101.62%	n/a	99.09%	93.95%	102.27%	n/a	105.94%	107.31%	112.03%	109.99%	4	12	1	94%
Central Texas	111.20%	92.90%	119.24%	99.97%	93.74%	99.79%	104.35%	98.40%	102.34%	105.35%	n/a	111.98%	105.32%	99.26%	n/a	92.02%	109.21%	98.60%	133.56%	4	11	2	88%
Coastal Bend	119.32%	111.50%	123.72%	92.52%	99.99%	101.43%	106.16%	102.82%	94.07%	95.31%	n/a	91.93%	106.78%	98.92%	n/a	94.05%	100.28%	102.93%	120.77%	5	11	1	94%
Concho Valley	112.10%	101.96%	97.18%	93.86%	106.94%	100.35%	108.18%	127.60%	104.93%	115.93%	n/a	82.40%	114.51%	96.30%	n/a	97.58%	100.37%	119.37%	111.94%	8	7	2	88%
Dallas	106.70%	99.48%	100.98%	108.04%	101.87%	101.01%	109.78%	124.17%	97.86%	96.80%	n/a	97.56%	101.09%	101.41%	n/a	89.02%	106.82%	97.94%	101.58%	4	12	1	94%
Deep East	117.48%	98.31%	108.88%	86.88%	103.52%	100.74%	110.04%	120.28%	103.32%	91.12%	n/a	110.46%	92.24%	95.26%	n/a	100.19%	93.76%	102.15%	136.55%	6	10	1	94%
East Texas	112.35%	123.05%	93.68%	108.35%	98.59%	100.39%	108.60%	106.85%	99.67%	98.33%	n/a	91.22%	103.62%	98.29%	n/a	102.28%	92.49%	99.20%	101.52%	5	11	1	94%
Golden Cresce	113.74%	93.60%	132.24%	78.55%	110.00%	102.45%	121.29%	120.65%	118.18%	110.47%	n/a	108.28%	105.19%	93.09%	n/a	101.91%	126.10%	130.76%	133.38%	10	5	2	88%
Gulf Coast	111.02%	89.33%	99.68%	99.36%	96.68%	99.15%	110.60%	101.37%	99.41%	101.09%	n/a	98.34%	84.90%	96.50%	n/a	96.31%	107.47%	109.15%	157.25%	3	12	2	88%
Heart of Texas	115.54%	119.47%	102.39%	100.20%	103.20%	100.14%	108.53%	136.15%	109.50%	100.50%	n/a	114.42%	116.01%	124.07%	n/a	41.67%	103.07%	103.60%	104.70%	7	9	1	94%
Lower Rio	119.46%	98.62%	118.14%	99.60%	110.13%	100.87%	114.37%	132.50%	99.25%	102.53%	n/a	100.06%	104.68%	101.01%	n/a	102.57%	98.93%	105.68%	106.24%	5	12	0	100%
Middle Rio	105.78%	98.64%	105.48%	94.25%	101.93%	95.26%	106.57%	151.82%	104.17%	98.51%	n/a	95.34%	107.33%	111.11%	n/a	111.11%	107.89%	93.71%	119.56%	7	9	1	94%
North Central	103.11%	116.63%	114.92%	84.81%	98.33%	102.19%	112.17%	117.22%	104.19%	103.78%	n/a	97.79%	101.04%	93.24%	n/a	95.60%	102.70%	99.79%	104.77%	4	12	1	94%
North East	111.65%	103.67%	101.36%	112.37%	99.62%	101.50%	104.44%	87.98%	100.48%	98.12%	n/a	93.49%	108.40%	118.31%	n/a	84.66%	89.23%	111.61%	107.59%	4	10	3	82%
North Texas	111.64%	99.83%	102.48%	97.86%	103.57%	102.39%	107.69%	142.60%	99.71%	108.92%	n/a	110.34%	114.59%	101.44%	n/a	108.84%	99.80%	106.35%	107.87%	5	12	0	1009
Panhandle	125.24%	107.99%	133.98%	96.90%	104.97%	102.11%	108.87%	123.87%	105.18%	111.12%	n/a	90.89%	104.60%	94.34%	n/a	108.62%	96.43%	118.16%	84.61%	7	9	1	94%
Permian Basin	122.10%	The second second			108.17%		The same of the same of				n/a	98.51%	113.24%	103.18%	n/a	82.43%	119.76%	107.23%	144.93%	7	6	4	76%
Rural Capital	108.19%	96.20%	102.42%	89.76%	105.26%	105.49%	114.02%	123.13%	102.97%	109.21%	n/a	85.81%	104.67%	107.89%	n/a	111.11%	98.80%	103.98%	126.63%	7	8	2	88%
South Plains	London Committee		The second	ACCUSAGE NO PERSON	102.03%	2000 0000000		Control of the Control	A STATE OF THE PARTY OF THE PAR		n/a	90.74%	97.30%		n/a	93.68%			115.77%		11	1.0	1009
South Texas	The state of the s			F. C.	101.48%	0.000			San Contraction	1	n/a	107.88%	102.37%	111.73%	n/a	136.67%			110.96%		8	0	1009
Southeast	120.40%	95.75%	96.10%	100.56%	105.32%	100.96%	106.81%	102.97%	103.86%	109.57%	n/a	106.77%	91.97%	102.25%	n/a	103.11%	93.44%	99.82%	93.95%	3	14	0	1009
Tarrant	105.65%	97.33%	100.02%	93.31%	102.09%	101.61%	112.20%	114.90%	101.62%	99.40%	n/a	90.65%	100.58%	97.78%	n/a	94.66%	90.38%	95.60%	69.51%	3	12	2	88%
Texoma	114.97%	94.25%	110.92%	99.87%	106.19%	101.26%	111.64%	123.53%	104.93%	102.19%	n/a	91.45%	114.42%	111.11%	n/a	80.01%	99.80%	106.21%	100,42%	7	8	2	88%
West Central	119.49%	200	97.54%	Marine Marine Co.	98.12%	OF THE THE PARTY	PART OF	ACTOR STATE	100 miles		n/a	96.54%	94.11%	O'BURNESS OF THE PARTY OF	n/a	111.11%	100	104.47%	- 2/10/20/20 V	4			94%
+P	27	7	13	3	8	1	26	23	1	3	0	4	5	5	0	4	2	7	13			52	2.21
MP	1	16	13	13	19	27	2	4	26	24	0	22	22	23	0	19	25	21	11		2	288	
-P	0	5	2	12	1	0	0	1	1	1	0	2	1	0	0	5	1	0	4			36	
% MP & +P	100%	82%	93%	57%	96%	100%	100%	96%	96%	96%	N/A	93%	96%	100%	N/A	82%	96%	100%	86%		9	2%	
From	7/18	10/18	10/18	7/19	7/17	1/17	7/17	1/17	7/17	1/17	2.60.2	1/17	7/17	1/17		1/17	7/17	1/17	1/17		Fr	rom	
То	4/19	7/19	7/19	7/19	6/18	12/17	6/18	12/17	6/18	12/17		12/17	6/18	12/17		12/17	6/18	12/17	12/17			То	

Customers Visiting Centers Area Wide

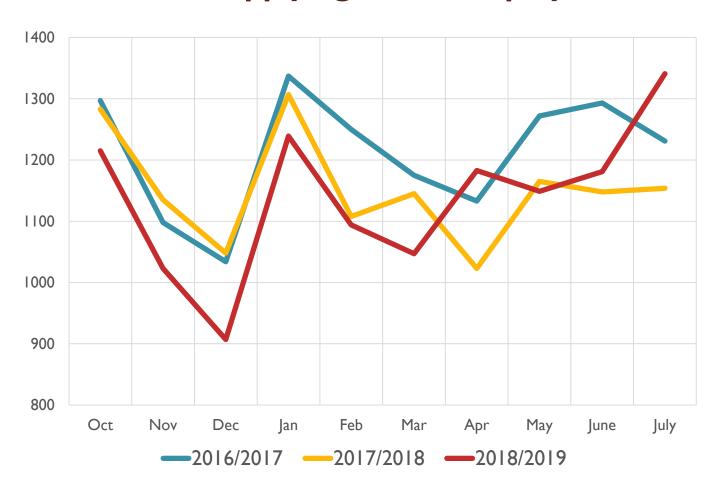


11 month YTD total 2016/2017 = 51,753

11 month YTD total 2017/2018 = 46,727

11 month YTD total 2018/2019 = 39,646

Customers Applying for Unemployment



10 month YTD total 2016/2017 = 12,120

10 month YTD total 2017/2018 = 11,516

10 month YTD total 2018/2019 = 11,379