



Board Meeting

October 20, 2021



Briefing Materials

Canyon of the Eagles
16942 Ranch Road 2341
Burnet, Texas 78611




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

Wednesday, October 20, 2021
Via Zoom

Register in advance for this webinar at:
https://zoom.us/webinar/register/WN_rjaIBDAvRc-QoNRqXw6slQ

AGENDA

Meeting Begins at **3:30 PM**

- 1) Call to Order/Roll Call/Establish Quorum
- 2) Public Comment Period
- 3) Information Sharing – Brian Hernandez, Chief Storytelling Officer
 Customer Testimonial
- 4) *Consent Agenda
 - a. Adopt minutes of the August 18, 2021 Regular Meeting
 - b. Adopt continuation of COVID-19 Policy
- 5) Executive Committee/Chair's Report – Frank Leonardis, Chair
- 6) Business Education Services Committee Report – Elwood Engebretson, Chair
- 7) Community Awareness Committee Report – Camille Clay, Chair
- 8) Governance Finance Committee Report – Vacant, Chair & Rene Flores, Treasurer
 - a. *Consider approval of TWC Monitoring Report
- 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 – Roberto Perez, Deputy 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.



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MEETING HELD ON AUGUST 18, 2021

Virtual Webinar - Via Zoom

Board Meeting Minutes

AGENDA ITEM #1

Call to Order – Frank Leonardis

Roll Call – Alfonso Sifuentes

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

19 members present at roll call. Quorum established.

AGENDA ITEM #2

Public Comment Period

There were no comments made by the public.

AGENDA ITEM #3

Information Sharing – Brian Hernandez, Chief Storytelling Officer

Brian Hernandez shared customer testimonials.

AGENDA ITEM #4

Consent Agenda – Frank Leonardis

Adopt Minutes from the June 16, 2021 regular Board of Directors’ meeting

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

Consider continuation of the COVID-19 Policy

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

AGENDA ITEM #5

Executive Committee Chair's Report – Frank Leonardis

Frank Leonardis stated that the Executive Committee met on August 11, 2021. The Fiscal Policy changes were discussed and all voted for approval. In the planning stages for our Board Retreat in October. Attended TAWB and received a lot of good information.

AGENDA ITEM #6









Business Education Services Committee Chair's Report – Elwood Engebretson

Cara Ryan stated that the Business Education Services Committee did not meet and has nothing to report.

AGENDA ITEM #7

Community Awareness Committee Chair's Report – Camille Clay

Camille Clay stated that the Community Awareness Committee met on July 14, 2021 with 7 members in attendance and discussed the following:

-  Information Sharing – Camille Clay introduced guest speaker WSRCA Board/Committee Member Tracy Jackson, Senior Human Resources Manager at [TASUS Texas](#). Tracy provided insights on how TASUS recruits, trains, and retains its talented Central Texas manufacturing team, how this global company engages in workforce outreach, and how the Committee/Board can support their workforce development efforts.
-  Reviewed outreach ideas to help celebrate Manufacturing Month in October, and recognize great local manufacturing employers, such as TASUS, and the career opportunities they provide Central Texans
-  Generated ideas for new grassroots outreach efforts within each Central Texas community to help connect residents in need with WSRCA services
-  Explored the concept of a WSRCA mascot to enhance outreach and awareness of workforce services
-  The launch of Interactive Skill-Based Career Progression Lattices on Rural Capital Headlight
-  Reviewed completion of the Texas Rising Star Orientation videos for both parents and providers
-  WSRCA Business Services Manager, Carl Braun, shared that the workforce contractor has matched its first [Neurodiversity Initiative Program](#) candidate with a local employer and interviews are commencing
-  Board staff were asked to continue their work to develop options for a possible WSRCA mascot, and to provide the committee with updates on active projects

The next meeting has been scheduled for September 29, 2021.

AGENDA ITEM #8

Governance Finance Committee Chair's Report – Vacant

Frank Leonardis stated that the Governance Finance Committee met on August 11, 2021 and discussed the following:

Consider approval of the 2021-2022 Budget

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

Consider approval of the Fiscal Policy changes

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

Rene Flores stated that more than 9.5 million of additional funds have been allocated for 2022. No surprises with current financials. Lagging in SEAL, but will catch up.

Janie Kohl said we are at 74.4% of a benchmark of 75%, and doing well.

The next meeting is scheduled for October 13, 2021.

AGENDA ITEM #9

Untapped Populations Committee Chair's Report – Cassandra Moya

Cassandra Moya stated that the Untapped Populations Committee met on July 12, 2021 and discussed the following:

SEAL Update:

- 296 placements (employer worksites available)
- As of July 12th, 197 applications have been received with 52 placements occurring in June, and an additional 27 pending for the first session
- Placements have already resulted in direct hires and ongoing employment for some students
- Employers repeated participation from previous years, stating it was a positive experience and they wanted to participate again

Business Perspective / Employer Webinars Update:

- BSC's have worked with employers for SEAL recently and are developing topics related to neurodiversity and hiring practices with Vocational Rehabilitation
- SEAL workshops for employers were successful and should be expanded

NDEAM Planning - Subcommittee discussed and is interested in seeing programming about:

- How to market vacancies to individuals with disabilities
- Accessibility facilities and equipment / understanding accommodations
- Discussion around disability and apprenticeships / skilled trades, including hesitancy in certain industries (construction, etc.) and how to identify risk mitigation practices

Board Retreat

- Will use the September meeting to do some pre-planning for the Board Retreat

The next meeting has been scheduled for September 13, 2021 at 2:30pm.

AGENDA ITEM #10

Chief Executive Officer's Report – Paul Fletcher

Paul Fletcher thanked everyone for their participation and stated that we had been on a trend to continue to be able to do more in person events, but things have taken a recent turn with some big events that were planned to be canceled, such as the Workforce Development Council meeting (part of US Conference of Mayors meeting) and the addition of virtual options to other conferences planned for later this fall. Our workforce centers remain open to the public and we continue to offer in person, curbside and online services. We are continuing an aggressive social media campaign to get everyone back in the workforce. Unemployment rates continue to drop, and I think we'll be in a much fuller employment status by the fall.

I was able to join with Capital Area, ACC, ARMA, and a few others to tour the Tesla sites in Fremont, California and Reno, Nevada. We learned how they facilitated the workforce needs in those areas, and what the impacts were to existing infrastructure and industry.

We continue to hold our Workforce Wednesday's Virtual Job Fairs each week. Since the start of the pandemic, we've hosted 82 virtual and 22 in person hiring events, which helped 2,227 employers connect with almost 24,000 job seekers.

The budget work for next year is done, and we're working with a dramatic increase in funds for next year, mostly due to child care. As we add funds to our system, we have to make sure our staffing and infrastructure keep pace. One of the ways we are working to do that is to have procured resources we can utilize as needed, for things like IT/Cybersecurity, accounting, etc.

We held our annual TAWB Meeting and Retreat in August in San Antonio. This was our first big in person event since February of 2020. Our Board Retreat will be held October 20th and 21st at the Canyon of the Eagles. In November we have the annual TWC conference, which will be at the Marriot Marquis in Houston from the 17th through the 19th. We are paying attention to what is happening with COVID and will be working with board leadership to determine the viability of the in person Board Retreat. As of now we are still moving ahead with that and will ensure that anyone who attends can do so safely. There has been a virtual option added to the TWC Conference in November.

Our implementation work for the Rural Healthcare Initiatives (RHI) Grant from DOL continues. We are starting actual training under that grant earlier than planned. We're also partnering in Bastrop with the Hyatt Lost Pines and the Art Institute to utilize the PATHS for Texas Program to help upskill restaurant and hospitality workers to meet the recovery needs of these critical sectors.

Thanks for your participation in the regular meetings and committee meetings, as well as the extra events we've held lately in conjunction with establishing the workforce plan and workforce matters coalitions throughout the area. Your participation in these events is important and I thank you for the time and attention that you have given.






Frank Leonardis stated that TWC gave us a waiver due to COVID until September 1, 2021. Meetings must now be held in person unless TWC tells us differently.

AGENDA ITEM #11

Performance Reports

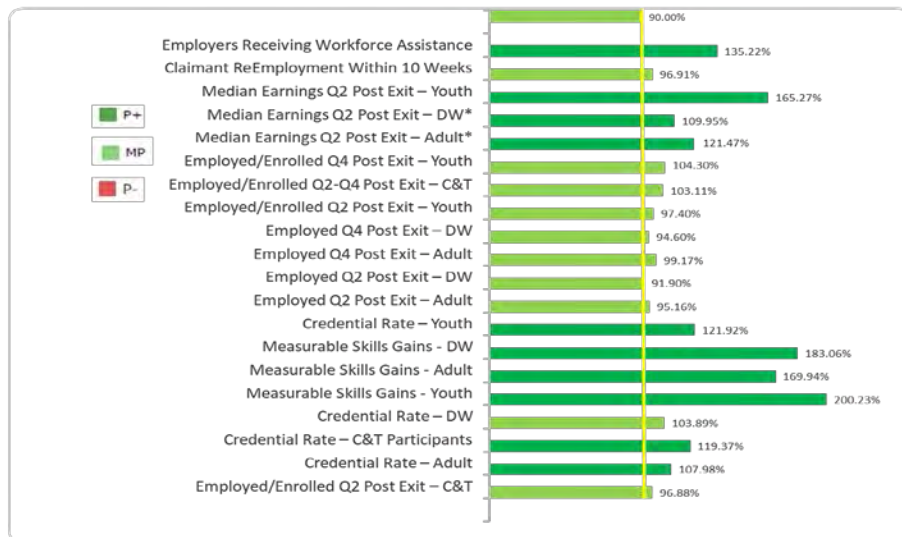
Child Care Status Report - Sandy Anderson, Baker Ripley

Sandy Anderson presented the following:

-  Children in care by fund type equals 2,842
-  Total funds expended by all counties is \$12,190,685
-  Total CCS Providers equals 434 with 155 being Texas Rising Star Providers
-  Total number of children on the waitlist for all counties is 2,135
-  Performance Measure FY 2021 has a target of 2,265 and is at 102.96%

Workforce Center Management – Mike Crane, Equus

Mike Crane stated that we are meeting all performance measures at 100%.



AGENDA ITEM #12

Workforce Board Announcements

There were no announcements.

AGENDA ITEM #13

New Business

No new business.

AGENDA ITEM #14

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

The next regular meeting is scheduled for October 20, 2021, at the Board Retreat.

AGENDA ITEM #15

Adjourn

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



POLICY TITLE: COVID-19
POLICY NUMBER: ADM 002

APPLICATION

Rural Capital Area Workforce Board (RCAWDB) employees, contractors and providers.

PURPOSE

To allow for timely decisions regarding RCAWDB responses to COVID – 19.

POLICY

The Board authorizes the Chief Executive Officer to take action for authorization of contracts, policies and re-contracting issues for WIOA, childcare, adult education & literacy, and other funding streams, as appropriate during the COVID-19 pandemic. These items will be brought back to the Board for approval and ratification.

This policy will be in effect until the next Board meeting on October 20, 2021.

Business/Education Committee

Wednesday, October 13, 2021

1:00 pm

Virtual

Agenda: In attendance: Eugene Ratliff, Diane Tackett, Woody E, Jeff Light, Hector Aguilar, Becky Garlick, Nikki Stallings (All Virtual)

- i. Welcome-Meeting called to order 3:03 pm
- ii. What is the definition of Self-Sufficiency wage? WD letter that deals with what determines eligibility. Whatever the higher standard it is used. Allows more customers to be eligible to be served. Helps determine which target occupations will help the customer get to the self-sufficiency wage. We also look at occupations that will put you on the career pathway to that wage. Today we want to look at what the wage should be for the next year. Do we want to make any changes or keep it where it is? We make it the same to cover our 9-county region.
- iii. How do we determine it? Eugene shared information that is done by the university of Washington that tabulates data for every county of every state. How does this relate to WIOA eligibility? We look at the cost of living in our communities
- iv. Why are occupations on target list listed and why are others not? Occupations that are not on the list could still be trained if on the Statewide List.
- v. What do we want to change? We are currently at \$18/hr. individual members were asked to share their opinions. Subcommittee members discussed the current self-sufficiency wage of \$18/ hour and provided local input on the cost of living in their area. Comments included starting wages at certain employers of \$20 or more per hour, as well as discussion around balancing the self-sufficiency wage with balancing starting salaries in smaller communities so that employers in smaller communities would be able to “keep up” with the cost of living and self-sufficiency in a particular area. Recommendation to adjust the self-sufficiency wage to keep track with the rate of inflation, to increase the wage from \$18 to \$19 / hour.
- vi. Motion to vote and second and the vote passed to increase the wage. At the conclusion of the conversation, the committee agreed to have a deeper dive into the targeted occupations list at the next scheduled meeting.
- vii. Set next meeting Thursday Dec 2. at 3:00 pm
- viii. Adjourn meeting adjourned at 3:56 pm



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Workforce Solutions Rural Capital Area Community Awareness Committee

Meeting Minutes

Meeting Date/Time: September 29, 2021 | 12 p.m.

Meeting Location: Zoom (Video: <https://youtu.be/XZqBzf5HZLg>)

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

Committee Members Absent: Briley Mitchell

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

- Community Awareness Committee Chair Camille Clay called the meeting to order
- Roll Call – Camille Clay: Seven members of the Committee were present, which constituted a quorum
- Public Comments – Camille Clay: No public comments were made
- *Consent Agenda – Chair
 - Adopt minutes of the July 14, 2021 Community Awareness Committee Meeting
 - ✓ Motion to approve
 - ✓ Seconded
 - ✓ Motion approved
- Information Sharing – Camille Clay introduced guest speaker WSRCA Board Member Marco Cruz, Executive Director, [Opportunities for Williamson & Burnet Counties](#), provided insights on OWBC's mission to empower children, families and seniors to achieve and maintain independence by partnering with area organizations to provide education, nutrition, housing and community support, and how the Committee/Board could support their efforts.
- Information Discussion – Camille Clay led the Committee to:
 - Identify deliverables the Committee would like to see presented at the upcoming Board Retreat
 - Explore opportunities to safely host ribbon cutting/grand opening celebrations for new workforce centers in San Marcos, Giddings, and La Grange
 - Review Board leadership's interest in procuring a marketing vendor to identify new outreach opportunities to connect more job seekers with employers, and to close the middle skills gap by touting the occupational benefits of upskilling
- Chief Storytelling Officer Report – The Committee Secretary/WSRCA Chief Storyteller Brian Hernandez discussed the following items:

- Reviewed Board Member/Staff Changes
- Reviewed transition plans for new Workforce Solutions of Fayette County Workforce Center
- Reviewed outreach plans for 10th Annual Hiring Red, White & You Statewide Veterans Hiring Event
- Reviewed plans for the new WSRCA Mobile App
- Reviewed plans for the new WSRCA Virtual Reality Career Exploration Immersion Tools
- Reviewed updates on active and upcoming Texas Workforce Commission outreach campaigns and initiatives
- New Business – Camille Clay: Brian Hernandez asked to coordinate with Marco Cruz to see how the Committee/Board can better support the outreach efforts of [Opportunities for Williamson & Burnet Counties](#).
- Priorities for Board Staff – Camille Clay:
 - Board staff were asked to craft a synopsis of Committee achievements this past year and to provide that guide to the Board at the upcoming Retreat.
 - Board staff were asked to distribute a doodle poll to Committee Members to determine what meeting dates/times would work best leading into the new year.
- Next Committee Meeting – Camille Clay: The next committee meeting is scheduled for Wednesday, November 10, 2021, from 12-2 p.m., on Zoom.
- Meeting Adjourned – Camille Clay



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FY 2020-2021 FINANCIAL REPORT

Budget for October 1, 2020 - September 30, 2021

	FY20/21
Approved Budget	34,213,926
Proposed Budget Revision III	-
Funds Pending Board Budget Approval	-

	FY 2021 Actual Expense	2021 Revised Approved Budget Revision #2	FY 2021 Y-T-D Budget Remaining	Footnotes	Percent of Budget Expended	Percent of Budget Benchmark	Percent Variance of Expended from Benchmark
10.1.20 - 8.31.21							
MANAGEMENT SERVICES (Board Operations, Staff, Outreach, Financial Services)							
Salaries & Benefits	1,340,033	1,569,334	229,301	4	85.39%	91.67%	-6.28%
Operating Expenses	333,463	361,863	28,400		92.15%	91.67%	0.49%
Board Facilities	168,268	195,000	26,732	4	86.29%	91.67%	-5.38%
Total Management Services	1,841,764	2,126,197	284,433		86.62%	91.67%	-5.04%
INFRASTRUCTURE SERVICES (Rent, Phone, Utilities, Maintenance, Supplies)							
Workforce Infrastructure	1,457,737	1,644,243	186,506	4	88.66%	91.67%	-3.01%
Child Care Infrastructure	247,866	289,701	41,835	4	85.56%	91.67%	-6.11%
Total Infrastructure Services	1,705,603	1,933,944	228,341	4	88.19%	91.67%	-3.47%
TOTAL OPERATING BUDGET	3,547,368	4,060,141	512,773		87.37%	91.67%	-4.30%
CONTRACTED SERVICES							
Workforce Centers - Equus	4,527,728	4,913,922	386,194		92.14%	91.67%	0.47%
Child Care - Baker-Ripley	2,446,100	2,867,400	421,300	4	85.31%	91.67%	-6.36%
Total Contracted Services	6,973,828	7,781,322	807,494		89.62%	91.67%	-2.04%
CUSTOMER SERVICES (Direct Care, Training, Support Services Only)							
Workforce Customer Services - Equus	996,273	2,145,484	1,149,211	1	46.44%	91.67%	-45.23%
Direct Care - Child Care - Baker-Ripley	18,996,378	19,504,890	508,512	2	97.39%	91.67%	5.73%
Total Customer Services	19,992,652	21,650,374	1,657,722		92.34%	91.67%	0.68%
Small Contracts - Local Initiatives	427,945	722,089	294,144	3	59.26%	91.67%	-32.40%
TOTAL PROGRAM BUDGET	27,394,424	30,153,785	2,759,361		90.85%	91.67%	-0.82%
TOTAL ANNUAL BUDGET	30,941,792	34,213,926	3,272,134		90.44%	91.67%	-1.23%
MANAGEMENT TO TOTAL BUDGET RATIO	5.95%	6.21%					

Expenditure to Budget Variance Footnotes:

- 1 Based on how NDW was budgeted, expenditures are low.
- 2 Enhanced reimbursement payments are due to end in July.
- 3 Expenditures for SEAL began in June but reported in July. We have three months recorded and anticipate additional expenses. Other smaller grants are starting to spend also.
- 4 Staffing savings from unfilled positions or new vacancies and related impact on infrastructure.

Small Contracts - Local Initiatives *****	
Workforce Alternative Funds	\$ 100,743.00
Entrepreneur Bootcamp	28,746.00
Workforce Career Initiatives	82,431.00
SEAL Program	396,000.00
Paths	90,000.00
Potential Reserve from Navigator	24,169.00
	\$ 722,089.00

RCA Board

Statement of Revenues and Expenditures - Unposted Transactions Included In Report
Unrestricted - Unrestricted Non-Federal Fund
From 8/1/2021 Through 8/31/2021

	<u>Current Period Actual</u>	<u>Current Year Actual</u>	
Revenues			
Grant Revenue			
Grant Revenue	<u>0.00</u>	<u>285,671.61</u>	010
Total Grant Revenue	<u>0.00</u>	<u>285,671.61</u>	
Program Income			
Program Income	<u>0.22</u>	<u>23.48</u>	011
Total Program Income	<u>0.22</u>	<u>23.48</u>	
Total Revenues	<u>0.22</u>	<u>285,695.09</u>	
Expenditures			
Expense	<u>351.27</u>	<u>22,998.95</u>	012
Total Expenditures	<u>351.27</u>	<u>22,998.95</u>	
Variance	<u>(351.05)</u>	<u>262,696.14</u>	

RCA Board

Statement of Revenues and Expenditures - Unposted Transactions Included In Report From 8/1/2021 Through 8/31/2021

	Current Period Actual	Current Year Actual	
Revenues			
Grant Revenue			
Grant Revenue	<u>3,242,365.22</u>	<u>30,761,920.01</u>	010
Total Grant Revenue	<u>3,242,365.22</u>	<u>30,761,920.01</u>	
Program Income			
Program Income	<u>609.22</u>	<u>6,340.46</u>	011
Total Program Income	<u>609.22</u>	<u>6,340.46</u>	
Total Revenues	<u>3,242,974.44</u>	<u>30,768,260.47</u>	
Expenditures			
Expense	<u>3,333,475.13</u>	<u>30,941,791.61</u>	012
Total Expenditures	<u>3,333,475.13</u>	<u>30,941,791.61</u>	
Variance	<u>(90,500.69)</u>	<u>(173,531.14)</u>	

RCA Board
Balance Sheet - Unposted Transactions Included In Report
As of 8/31/2021

	Current Year	Current Period Change	Prior Year	
Assets				
Current Assets				
Cash				
Cash-Operating Fund	2,577,518.01	2,151,398.22	2,410,793.63	1000
Cash-General Fund	25,608.05	0.22	5,488.65	1040
Petty Cash	0.00	0.00	50.00	1090
Total Cash	2,603,126.06	2,151,398.44	2,416,332.28	
Grant Receivable				
Grants Receivable	(773,148.53)	(1,592,942.18)	(620,881.60)	1270
Contracts Receivable	389,087.04	199,333.78	(17,161.49)	1275
Total Grant Receivable	(384,061.49)	(1,393,608.40)	(638,043.09)	
Other Current Assets				
Accounts Receivable	0.00	0.00	(14,090.00)	1200
Prepaid Expense	115,306.52	(86,243.04)	104,022.24	1340
Prepaid Card Clearing Acct.	0.00	0.00	5,000.00	1341
Security Deposits	91,517.52	0.00	1,750.00	1375
Gift Card Inventory	550.00	0.00	6,950.00	1400
Total Other Current Assets	207,374.04	(86,243.04)	103,632.24	
Total Current Assets	2,426,438.61	671,547.00	1,881,921.43	
Property & Equipment				
Fixed Assets	3,093,704.22	0.00	2,825,654.73	1300
Leasehold Improvements	42,077.72	0.00	0.00	1302
Construction in Progress	105,656.86	0.00	0.00	1303
Accumulated Depreciation	(2,079,810.52)	0.00	(1,831,553.41)	1305
Total Property & Equipment	1,161,628.28	0.00	994,101.32	
Total Assets	3,588,066.89	671,547.00	2,876,022.75	
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable Control Acct	1,448,984.52	570,547.71	2,054,333.50	2000
Grants Payable	167,113.26	137,278.90	206,435.61	2002
Accounts Payable Accruals	329,861.20	43,484.39	(896,453.99)	2004
Total Accounts Payable	1,945,958.98	751,311.00	1,364,315.12	
Other Accrued Liabilities				
Fed Withholding Tax Payable	3,009.99	835.50	4,338.17	2010
FICA Taxes Payable	4,826.18	1,356.72	6,048.01	2020
SUI Taxes Payable	0.00	(1,417.42)	187.48	2030
Health Insurance Payable	0.00	0.00	746.41	2040
125 Plan Deductions Payable	1,155.60	107.17	(1,563.26)	2050
401K Plan Deductions Payable	442.70	3,075.48	3,603.50	2070
Loans Payable 401k Plan	0.00	0.00	268.08	2082
Salaries Payable	23,926.66	6,779.24	29,260.80	2090
Payables-Other	148.84	0.00	1,230.41	2300
Advance - Payable to Grantor	0.00	0.00	59,600.00	2400
Accrued Uncompensated Absences	56,230.98	0.00	56,636.62	2500
Other Accrued Liabilities - Closing Account	0.00	0.00	24,907.87	2600
Total Other Accrued Liabilities	89,740.95	10,736.69	185,264.09	
Total Current Liabilities	2,035,699.93	762,047.69	1,549,579.21	
Total Liabilities	2,035,699.93	762,047.69	1,549,579.21	
Net Assets				
Unrestricted				
Beginning Net Assets				
Fund Balance - Restricted	929,538.07	0.00	756,952.00	3000
Fund Balance - Unrestricted	796,360.03	0.00	1,031.23	3100
Total Beginning Net Assets	1,725,898.10	0.00	757,983.23	

RCA Board

Balance Sheet - Unposted Transactions Included In Report
As of 8/31/2021

	Current Year	Current Period Change	Prior Year
Total Unrestricted	<u>1,725,898.10</u>	<u>0.00</u>	<u>757,983.23</u>
Permanently Restricted			
Changes in Net Assets	<u>(173,531.14)</u>	<u>(90,500.69)</u>	<u>568,460.31</u>
Total Net Assets	<u>1,552,366.96</u>	<u>(90,500.69)</u>	<u>1,326,443.54</u>
Total Liabilities and Net Assets	<u><u>3,588,066.89</u></u>	<u><u>671,547.00</u></u>	<u><u>2,876,022.75</u></u>

Texas Workforce Commission

A Member of Texas Workforce Solutions

Report #21.15.0001

July 6, 2021

Mr. Paul Fletcher, Chief Executive Officer
Workforce Solutions Rural Capital Area
701 E. Whitestone Blvd., Suite 200
Cedar Park, Texas 78613

Bryan Daniel, Chairman
Commissioner Representing
the Public

Julian Alvarez
Commissioner Representing
Labor

Aaron Demerson
Commissioner Representing
Employers

Edward Serna
Executive Director

Dear Mr. Fletcher:

We have completed our review of the Child Care Services, Choices (employment services for Temporary Assistance for Needy Families), Employment Services, Trade Adjustment Assistance, and Workforce Innovation and Opportunity Act programs administered by Workforce Solutions Rural Capital Area. Our review covered the period March 1, 2019, through June 30, 2020.

Our findings are summarized in the enclosed report. TWC Audit Resolution will contact you with an initial notification letter requesting the documentation necessary to resolve the outstanding findings identified in the report. The Board will have 45 calendar days from the issuance of the letter to respond to Audit Resolution with the documentation.

Thank you again for your cooperation and assistance. Should you have any further questions concerning the review, please contact me at (512) 936-3612.

During the review, we tested the Board's monitoring function and found that it incorporates the necessary attributes for certification, e.g., a risk assessment and monitoring plan, program and fiscal reviews, follow ups and resolution process. We are able to place reliance in Fiscal and the following programs: WIOA, Choices, and Child Care. As a result, we were able to re-certify the monitoring function.

Sincerely,



Mary B. Millan, Director of Field Operations
Subrecipient Monitoring
Regulatory Integrity Division

Attachment



Monitoring Report

#21.15.0001

Workforce Solutions Rural Capital Area

Issued by Texas Workforce Commission
Subrecipient Monitoring Department

Board Background

Workforce Solutions Rural Capital Area is part of Texas Workforce Solutions – a statewide network of 28 Workforce Development Boards for regional planning and service delivery, their contracted service providers and community partners, and the TWC unemployment benefits Tele-Centers. This network, which includes the Texas Workforce Commission, gives customers local access to workforce solutions and statewide services through Workforce Solutions offices and Tele-Centers throughout the state.

The Board serves the following counties: Bastrop, Blanco, Burnet, Caldwell, Fayette, Hays, Lee, Llano, and Williamson.

ResCare/Equus Workforce Solutions is the subrecipient responsible for management of the Workforce Centers and BakerRipley is responsible for Child Care Services.

Executive Summary

The Texas Workforce Commission, Subrecipient Monitoring Department conducted a review of Workforce Solutions Rural Capital Area. This review identified opportunities to strengthen management controls and support compliance with contract requirements.

The Board is responsible for providing its Partners, Subrecipients, and Contractors with these findings and areas of concern and following up to ensure that any needed corrective actions are completed.

Finding: Ensure Employment Outcomes are Entered Accurately into TWIST

The Board did not ensure NCP Choices program requirements were met. All six (100 percent) of the applicable files tested were missing employment outcomes in TWIST.

The Board should strengthen controls to ensure Workforce Solutions Office staff closes cases accurately and enters employment outcomes in TWIST when an NCP Choices program participant has met Choices program requirements, (e.g., retained employment for six months).

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Finding

Ensure Employment Outcomes are Accurately Entered into TWIST

The Board did not ensure NCP Choices program requirements were met. All six (100 percent) of the applicable files tested were missing employment outcomes in TWIST.

If employment outcomes are not entered in TWIST, it may affect performance measures.

NCP Choices Program Guide, B-404.a: Meets NCP Choices Program Requirements states:

“Boards must be aware that when an NCP has met the NCP Choices program requirements (e.g., retained employment for six months), no confirmation from the OAG or the court is required to close the case.

Boards must ensure that Workforce Solutions Office staff:

- Accurately enters employment outcomes into TWIST...”

NCP Choices Program Guide, B-500:NCP Choices Performance Measures states:

“Performance measures are important indicators of progress toward meeting the goals of the NCP Choices program....

Exiters are defined as individuals who received a service while participating in the program and exited for the one of the following reasons:

- Case Dismissed
- Court Imposed Penalty
- Closed Successful

Exiters who obtained employment count toward the Entered Employment performance measure by the end of the 1st calendar quarter after exit.”

NCP Choices Program Guide, Part C – Frequently Asked Questions: C-200: NCP Choices Procedures and TWIST Documentation states:

“Q: If an NCP obtains employment, what do we document?

A: Once an NCP obtains employment, case managers verify employment then enter the information into TWIST Employment Outcomes and Counselor Notes. Employment Outcomes is updated monthly. Additionally, case managers document employment and verification into OAG’s COLTS Notes.”

Recommendation

The Board should strengthen its controls to ensure Workforce Solutions Office staff closes cases accurately and enters employment outcomes in TWIST when an NCP Choices program participant has met Choices program requirements, (e.g., retained employment for six months).

Areas of Concern

CDER

Monitors noted the Board financial reports could not be reconciled to the expenditures reported in CDER.

Bank Reconciliations

The Board did not consistently conduct bank reconciliations in a timely manner, as required by local policy.

Child Care

Cases in PIRTS were left open past the required time frame without journal notes to support waiving the requirement, and warrant holds were not always sent to TWC collections as required. Also, in some cases, the Collections Statement (RID-64) was not sent, as required, before a Demand Letter (RID-65), was sent.

Appendix A. Abbreviations and Terms

ADA	Americans with Disabilities Act
Board	Workforce Solutions Rural Capital Area
CDER	Cash Draw and Expenditure Reporting system
CCS	Child Care Services
Choices	Employment services for TANF (Temporary Assistance for Needy Families)
COLTS	Choices Online Tracking system
DFPS	Department of Family and Protective Services
ES	Employment Services
FMGC	Financial Manual for Grants and Contracts
IFA	Infrastructure Facilities Agreement
MOU	Memorandum of Understanding
NCP	Noncustodial Parent
OAG	Office of the Attorney General
PIRTS	Program Integrity Reporting Tracking System
TAA	Trade Adjustment Assistance
TWC	Texas Workforce Commission
TWIST	The Workforce Information system of Texas
UGMS	Uniform Grant Management Standards
WIOA	Workforce Innovation and Opportunity Act
WSRCA	Workforce Solutions Rural Capital Area

Appendix B. Review Objectives, Scope, and Methodology

Review Objectives

The purpose of our review was to provide reasonable assurance that Workforce Solutions Rural Capital Area uses TWC grant resources in accordance with state and federal requirements. We also sought to determine whether activities are conducted toward the goal of achieving program objectives while maintaining fiscal accountability.

Scope and Methodology

Monitoring reviewed the CCS, Choices, ES, TAA, and WIOA programs administered by the Board. We conducted this review from September 28, 2020, to October 2, 2020. Our goal was to provide reasonable but not absolute assurance regarding compliance with contract terms and objectives.

Toward this goal, we randomly selected and tested samples of transactions that occurred during the period of March 1, 2019, through June 30, 2020. Although no material issues came to the reviewers' attention other than those contained in this report, there is no assurance that other issues may not exist. Within the accounting and program books, records and documentation we tested control systems and transactions in the following areas:

Board

- Monitoring and Oversight
 - Monitoring Certification
 - Monitoring Recertification
- Automation
- Governance
 - Internal Controls
 - MOUs and IFAs

Child Care

- DFPS Referrals
- Recoupment

Service Provider

- NCP Choices

Fiscal

- Allowable Costs and Pooled Expenditures
 - Disbursements
 - Cost Allocation
- Procurement
 - Small and Micro-Purchases
 - Formal
- Fiscal Controls
 - Cash Management
 - Financial Reporting
- Property

Appendix C. Report Distribution List

Copies of the report will be provided to the following parties:

Workforce Solutions Rural Capital Area

Frank T. Leonardis, Chair

United States Department of Health and Human Services

Gwendolyn Jones, Regional Program Manager

Deborah Daniels, Program Specialist

Alisa Matthews, Program Specialist

United States Department of Labor

Nicholas E. Lalpui, Regional Administrator, Employment and Training Administration

M. Frank Stluka, Regional Director, Office of State Systems, Employment and Training Administration

Texas Workforce Commission

Bryan Daniel, Chairman and Commissioner Representing the Public

Julian Alvarez, III, Commissioner Representing Labor

Aaron Demerson, Commissioner Representing Employers

Edward Serna, Executive Director

Randy Townsend, Deputy Executive Director

Courtney Arbour, Director, Workforce Development Division

Reagan Miller, Director, Child Care and Early Learning Division

Paul D. Carmona, Director, Regulatory Integrity Division

Chris Nelson, Chief Financial Officer

Adam Leonard, Director, Operational Insight Division

Appendix D. Exit Conference

Date: October 2, 2020

Attendees:

Paul Fletcher, Chief Executive Officer, Workforce Solutions Rural Capital Area

Diane Tackett, Chief Operations Officer, Workforce Solutions Rural Capital Area

Janie Kohl, Chief Financial Officer, Workforce Solutions Rural Capital Area

Jenna Akridge, Chief Contracts Officer, Workforce Solutions Rural Capital Area

Angie Stout, Senior Accountant, Workforce Solutions Rural Capital Area

Carla Gonzalez, Accounting Specialist, Workforce Solutions Rural Capital Area

Eugene Ratliff, Planning and Projects Specialist, Workforce Solutions Rural Capital Area

Mike Crane, Project Director, ResCare/EQUUS

Linda Williamson, Deputy Project Director, ResCare/EQUUS

Chris Cabellero, Program Quality Manager, ResCare/EQUUS

Janice Henschen, Program Quality Manager, ResCare/EQUUS

Monte May, Program Quality Manager, ResCare/EQUUS

Lon Forman, Project Accountant, ResCare/EQUUS

Sandy Anderson, Area Director of Child Care Services, BakerRipley

Julie Rivera, Operations Manager of Child Care, BakerRipley

Tony Johnson, Project Manager, TWC

Cynthia Garza, Monitor, TWC

Rebecca Bustamante, Monitor, TWC

Crystal Sanders, Monitor, TWC

Linda Banks, Monitor, TWC

Ben Ringer, Monitor, TWC

Texas Workforce Commission

A Member of Texas Workforce Solutions

Report #21.15.0001

July 6, 2021

Mr. Paul Fletcher, Chief Executive Officer
Workforce Solutions Rural Capital Area
701 E. Whitestone Blvd., Suite 200
Cedar Park, Texas 78613

Bryan Daniel, Chairman
Commissioner Representing
the Public

Julian Alvarez
Commissioner Representing
Labor

Aaron Demerson
Commissioner Representing
Employers

Edward Serna
Executive Director

Dear Mr. Fletcher:

Our review of the Supplemental Nutrition Assistance Program Employment and Training program administered by Workforce Solutions Rural Capital Area indicates fiscal and program systems are effectively managed.

The review covered the period March 1, 2019, through June 30, 2020, and included tests of transactions and fiscal and program controls.

We appreciate the cooperation and assistance you and your staff provided throughout the review. Should you have any questions, please contact me at (512) 936-3612.

Sincerely,



Mary B. Millan, Director of Field Operations
Subrecipient Monitoring
Regulatory Integrity Division

cc: Frank T. Leonardis, Chair, Workforce Solutions Rural Capital Area
Gwendolyn Jones, Regional Program Manager, U. S. Department of Health and Human Services
Deborah Daniels, Program Specialist, U. S. Department of Health and Human Services
Alisa Matthews, Program Specialist, U. S. Department of Health and Human Services
Bryan Daniel, Chairman and Commissioner Representing the Public, TWC
Julian Alvarez, III, Commissioner Representing Labor, TWC
Aaron Demerson, Commissioner Representing Employers, TWC
Edward Serna, Executive Director, TWC
Randy Townsend, Deputy Executive Director, TWC
Courtney Arbour, Director, Workforce Development Division, TWC
Paul D. Carmona, Director, Regulatory Integrity Division, TWC
Chris Nelson, Chief Financial Officer, TWC
Adam Leonard, Director, Operational Insight Division, TWC

Texas Workforce Commission

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Bryan Daniel, Chairman
Commissioner Representing
the Public

Julian Alvarez
Commissioner Representing
Labor

Aaron Demerson
Commissioner Representing
Employers

Edward Serna
Executive Director

July 6, 2021

Mr. Paul Fletcher
Chief Executive Officer
Workforce Solutions Rural Capital Area
701 E. Whitestone Blvd. Suite 200
Cedar Park, Texas 78613

Dear Mr. Fletcher:

We recently completed data validation testing of the Workforce Innovation and Opportunity Act (WIOA) program for the State of Texas, as administered by Workforce Solutions Rural Capital Area. Data validation is required by the U.S. Department of Labor Employment and Training Administration Training and Development Guidance Letter 78-018, "Guidance for Validating Jointly Required Performance Data Submitted under the Workforce Innovation and Opportunity Act (WIOA)." and Workforce Development Letter 27-19, "State Data Validation Requirements". It is a process for verifying data elements in client records by comparing them to source documentation to ensure compliance with federal requirements and appropriateness of fund use. This data validation initiative was conducted to ensure the accuracy of data collected and reported to United States Department of Labor (USDOL) for the Fiscal Year 2020.

Attached is a Summary Report that outlines the results for each program tested in your area. The scope of review was from July 1, 2019, through June 30, 2020.

We appreciate the support of you and your staff and look forward to our continuing partnership to ensure the quality of the data reported by the State of Texas.

Sincerely,



Mary B. Millan, Director of Field Operations
Subrecipient Monitoring
Regulatory Integrity Division

Data Validation Results Report

PY2021 Data Validation Results for Rural Capital Area Board 15



WIOA Adult

Assessment

Field Description	Records Tested	Records Unmet	Unmet Percentage
Type of Recognized Credential (WIOA)	7	0	0%
Date Attained Recognized Credential (WIOA)	7	0	0%
Type of Recognized Credential #2 (WIOA)	4	1	25%
Date Attained Recognized Credential #2 (WIOA)	4	1	25%
Type of Recognized Credential #3 (WIOA)	3	0	0%
Date Attained Recognized Credential #3 (WIOA)	3	0	0%
SUB TOTALS	28	2	7%

Characteristics

Field Description	Records Tested	Records Unmet	Unmet Percentage
Date of Birth (WIOA)	16	3	19%
Employment Status at Program Entry (WIOA)	6	1	17%
Date of Actual Dislocation	1	0	0%
Supplemental Nutrition Assistance Program (SNAP)	2	0	0%
Other Public Assistance Recipient	2	0	0%
Low Income Status at Program Entry (WIOA)	4	1	25%
SUB TOTALS	31	5	16%

Education

Field Description	Records Tested	Records Unmet	Unmet Percentage
Highest Educational Level Completed at Program Entry (WIOA)	13	3	23%
School Status at Program Entry (WIOA)	16	6	38%
SUB TOTALS	29	9	31%

Service Tracking

Field Description	Records Tested	Records Unmet	Unmet Percentage
Type of Training Service #1 (WIOA)	7	1	14%
SUB TOTALS	7	1	14%

Training

Field Description	Records Tested	Records Unmet	Unmet Percentage
Date of Program Entry (WIOA)	16	6	38%
Date of Program Exit (WIOA)	16	6	38%
SUB TOTALS	32	12	38%

WIOA Dislocated Worker

Assessment

Field Description	Records Tested	Records Unmet	Unmet Percentage
Type of Recognized Credential (WIOA)	2	0	0%
Date Attained Recognized Credential (WIOA)	2	0	0%
<i>SUB TOTALS</i>	<i>4</i>	<i>0</i>	<i>0%</i>

Characteristics

Field Description	Records Tested	Records Unmet	Unmet Percentage
Date of Birth (WIOA)	4	0	0%
Veteran Status	1	0	0%
Eligible Veteran Status	1	0	0%
Date of Actual Military Separation	1	0	0%
Date of Actual Dislocation	3	0	0%
<i>SUB TOTALS</i>	<i>10</i>	<i>0</i>	<i>0%</i>

Education

Field Description	Records Tested	Records Unmet	Unmet Percentage
Highest Educational Level Completed at Program Entry (WIOA)	4	0	0%
School Status at Program Entry (WIOA)	4	0	0%
<i>SUB TOTALS</i>	<i>8</i>	<i>0</i>	<i>0%</i>

Service Tracking

Field Description	Records Tested	Records Unmet	Unmet Percentage
Type of Training Service #1 (WIOA)	2	0	0%
<i>SUB TOTALS</i>	<i>2</i>	<i>0</i>	<i>0%</i>

Training

Field Description	Records Tested	Records Unmet	Unmet Percentage
Date of Program Entry (WIOA)	4	1	25%
Date of Program Exit (WIOA)	4	0	0%
<i>SUB TOTALS</i>	<i>8</i>	<i>1</i>	<i>13%</i>

Comment: Scope of Review: July 1, 2019 - June 30, 2020
 Limited review due to COVID-19 (Remote Review)

Texas Workforce Commission

A Member of Texas Workforce Solutions

Bryan Daniel, Chairman
Commissioner Representing
the Public

Julian Alvarez
Commissioner Representing
Labor

Aaron Demerson
Commissioner Representing
Employers

Edward Serna
Executive Director

September 30, 2021

Mr. Paul Fletcher, Chief Executive Officer
Workforce Solutions Rural Capital Area
701 E. Whitestone Blvd., Suite 200
Cedar Park, Texas 78613

Audit Resolution Report

Dear Mr. Fletcher:

This letter is regards to a finding identified in the Texas Workforce Commission (TWC) Monitoring Report #21.15.0001. This report included a review of the Child Care Services, Choices (employment services for Temporary Assistance for Needy Families), Employment Services, Trade Adjustment Assistance, and Workforce Innovation and Opportunity Act programs administered by Workforce Solutions Rural Capital Area (Board). This monitoring review identified a finding that was referred to Audit Resolution for final disposition, as outlined below:

Finding: Ensure Employment Outcomes are Accurately Entered into TWIST

The Board did not ensure Noncustodial Parent (NCP) Choices program requirements were met. All six (100 percent) of the applicable files tested were missing employment outcomes in TWIST.

If employment outcomes are not entered in TWIST, it may affect performance measures.

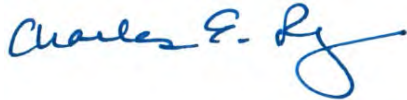
Corrective Action Taken:

The Board has adequate controls in place to ensure employment outcomes are entered in TWIST and initiated within the NCP program requirements. The Board provided the following: revised NCP procedures, ongoing training documentation, and Board monitoring. Recent monitoring provided by the Board and TWC Workforce Technical Assistance resulted in acceptable error rates for applicable files tested for the months of June 2021 through September 2021. The corrective actions taken are sufficient to resolve this finding.

The corrective actions taken adequately resolves the finding and the TWC Monitoring Report #21.15.2021 is closed. We encourage the Board to continue its efforts in adhering to state and federal guidelines and requirements for the Choices Noncustodial Parent program, in order to ensure compliance, as this area will be tested during subsequent monitoring reviews.

Thank you for your assistance on this matter. If you have any further questions, please contact Judy Ohn at (512) 354-9616 or judy.ohn@twc.texas.gov

Sincerely,

A handwritten signature in blue ink, reading "Charles E. Ross, Jr." with a stylized flourish at the end.

Charles E. Ross, Jr., Director
Fraud Deterrence and Compliance Monitoring

**WORKFORCE SOLUTIONS RURAL CAPITAL AREA
GOVERNANCE FINANCE COMMITTEE MEETING**

Wednesday, October 13, 2021 at 1:00PM

Via Zoom Meeting ID 410 868 7538

Password: 173062

By Phone +1 346 248 7799

Password: 173062

Minutes

Meeting Begins at 1:00 PM

Governance Finance Committee Chair—Vacant

- **Call the meeting to order/roll call**

Board Staff: Paul Fletcher, Eugene Ratliff, Diane Tackett, Janie Kohl, Eric Stanfield, Jenna Akridge
Board Members: Frank Leonardis, Margaret Lindsey, Rene Flores, Tim Ols, Mike Kamerlander, Janna Fohn Thomas

- **Revised Mileage Policy**

Frank did a quick summary. Paul elaborated stating that the identified staff spend many hours documenting mileage and mileage forms cause monitors to have findings. Margaret asked if staff were “OK” with it being considered income. Paul replied that staff had been made aware and there were no concerns. Frank asked if the new policy would affect the budget much and Paul stated that these averages were based on past expenses which were also used to develop the budget.

Tim made motion to approve policy. Frank second. Renee asked if travel was based from home office. Paul verified. Vote was made and all approved.

- **Revised Organizational Chart**

Paul spoke about the new organization chart. The Chief Strategy Officer (held by Cara Ryan) had been re-vamped as Director of Community Engagement and Strategic Planning. We have added a Business Analyst and Business Support to assist with a new DOL grant we received for a new document imaging system. There has been a new contract specialist position added to support the numerous contracts. We have two vacancies in Finance. We had an assessment done on the Fiscal Department and it was suggested we do a restructure and bring in a controller. In addition, the accounting specialist resigned. We are currently working with a contractor to assist. Paul did mention that Jenna Akridge would be retiring soon. Margaret asked if we new a timeframe. Paul stated possibly the first of 2022 or the first quarter of 2022.

Renee asked about the two new Business Analyst/Support staff and if they would be full time or temporary. Paul explained when the DOL grant ended, the staff would no longer be with us.

Margaret asked about experience/knowledge for those staff. Diane stated someone with business analysis background that could see what we do and how we operate and get it documents. Tim asked if it needed voted on and Paul stated that we would be adding the funds to the budget once the

- **Board Membership with attendance for committee and board meetings**

Frank discussed the chart of Board Members and the attendance to the Board Meeting and to their assigned committee. It was stated that some have been absent without explanation as to why. There is the chance that we made need to check with them and see if they are still interested in being on the Board. Frank stated that there is a defined policy that states attendance requirements or a member could be asked to resign. Paul stated 2 members have resigned. Paul stated that we have had a couple of nomination for new Board Members, and we have submitted the paperwork for approval.

- **Financials**

Renee discussed financials. Renee stated the financials are through August 31 and explained that Fiscal Dept had been down staff members. Most expenses are in line with where they should be. There is a small lag in a few items but should catch up. Renee stated that because of the vacancies, it did have a small effect on administrative expenses. Frank requested a motion to approved financials as were. Mike motioned, Jenna second. All approved motion.

- **TWC Monitoring Report**

Paul stated the monitoring report was finally released and resolved. Frank asked if there were any questions. Frank agreed it was a clean report, just small things, and better than reports from the past. Paul explained that the Data Integrity report is not Board Specific. The monitoring is done so TWC can report to DOL. Renee asked if areas of concern have been and addressed and Paul stated yes. Frank asked for a motion to recognize we received and reviewed the monitoring reports. Renee made motion; Tim seconded. All approved

- **Schedule date/time for next committee meeting**

December 8, 2021 was chosen for the next date at 1:00 pm. Renee asked if we would have financials. Paul explained that we would have what was closed for October due to the time frame. Paul also explained that we could possibly have financials sooner now that we are utilizing “Your Part Time Controller”.

- **Adjourn**

Motion to adjourn was made by Jenna Fohn Thomas and meeting ended at 1:44 pm.

Untapped Populations

Date | time 9/13/2021 2:30 PM |

Location Zoom: <https://zoom.us/j/94118844445>

Meeting ID: 941 1884 4445 *Passcode:* 210024

Meeting called by	Cassandra Moya
Type of meeting	Committee Meeting
Facilitator	Cassandra
Note taker	Diane
Timekeeper	Diane

Attendance

Hector Aguilar		Ben Brenneman	
Marco Cruz	✓	Sandra Dillett	✓
Kimberly Goode		Denice Harlan	
Cassandra Moya	✓	Scott Staton	

Guests

Frank Leonardis
Paul Fletcher

Agenda Items

Topic

- ☐ Welcome
 - ☐ Data dashboard / data review
-

Provided more information on the demographic characteristics of WorkInTexas registrants prior to, and during, the pandemic.

- From August 2019 – August 2021, over 123,000 individuals registered in WorkInTexas
- Approximately 20% identified as Hispanic / Latino, 28% identified as Black, 17% identified as Asian and 61% identified as White.
- Over 63,000 individuals, approximately 51%, were between the ages of 22 – 44.
- Approximately 45,000 individuals achieved a level of post-secondary education up to a Bachelor's degree.
- Approximately 48,000 individuals had a high school level of education or less.

☐ Business perspective / employer webinars update

Discussed as part of the NDEAM planning / webinar creation.

Additional discussion included accessibility standards for businesses and future creation of a toolbox for businesses to include resources for accessibility standards and accommodation questions.

☐ “We Hire Ability” recognition / Texas HireAbility recognition update

Discussed the We Hire Ability recognition and nominations. BSC staff reaching out to area businesses to recommend businesses to nominate for this recognition opportunity.

☐ NDEAM Planning

Reviewed the draft webinar topics; including a discussion of the Long-COVID webinar and how requests for accommodations will be added to future webinar topics for employers.

☐ Board Retreat

Items for the subcommittee to work on during the Board retreat are:

- Review committee structure (are the right people on the committee – what gaps in representation are there?)
- Identify goals for PY 22 and follow through / action steps with key indicators of progress
- Focus on increasing the business perspective on the committee and as a service to the community
- Review messaging – diversity and inclusion is important, how is this currently coming across, what improvements are needed

☐ Next Meeting Date: Monday, 11/8/21 at 2:30 pm

Attachments

Demographic characteristics report, yearly trending:



key insights of WIT
registrants.docx



Child Care

Child Care Funds Expended by County
thru August 2021

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	1,447,820.17	10.76	12.00
Blanco	60,348.34	0.45	1.00
Burnet	770,241.91	5.73	7.00
Caldwell	575,691.73	4.28	7.00
Fayette	191,358.50	1.42	2.00
Hays	2,569,787.59	19.11	23.00
Lee	177,155.34	1.32	2.00
Llano	220,092.30	1.64	2.00
Williamson	7,438,073.66	55.30	43.00
Total	13,450,569.44	100.00	100.00

Children In Care September 2021

CPS	300	11%
Mandatory	185	7%
Income Eligible	2,155	82%
Totals	2,640	100%

Children on Waitlist as of 10/14/2021

County	Children
Bastrop	286
Blanco	13
Burnet	128
Caldwell	159
Fayette	38
Hays	649
Lee	34
Llano	41
Williamson	1,343
Total	2,691



Child Care Providers

County	Providers	TRSP	Relative
Bastrop	27	6	0
Blanco	3	1	0
Burnet	14	5	0
Caldwell	9	3	0
Fayette	4	2	0
Hays	56	24	3
Lee	6	1	0
Llano	4	1	0
Williamson	174	37	5
Total RCA	297	80	8
Outside Nine County	137	75	1
Total	434	155	9

FY2021 Target 2,265

August 2021 Performance Target: 102.78%

FY2022 Target 2,175



Child Care

**Workforce Solutions Rural Capital
Area Workforce Development**

Board Meeting

October 20, 2021

Children in Care FY 2021

<u>Fund Type</u>	<u>September 2021</u>	<u>%</u>
CPS Clients	300	11
Mandatory <small>(Choices, Former CPS, TANF)</small>	185	7
Income Eligible	2,155	82
Totals	2,640	100

Child Care Funds Expended by County thru August 2021

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	1,447,820.17	10.76	12.00
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Lee	177,155.34	1.32	2.00
Llano	220,092.30	1.64	2.00
Williamson	7,438,073.66	55.30	43.00
Total	13,450,569.44	100.00	100.00

Child Care Providers

County	Providers	TRSP	Relative
Bastrop	36	6	0
Blanco	3	1	0
Burnet	13	5	0
Caldwell	9	3	0
Fayette	4	2	0
Hays	64	24	3
Lee	6	1	0
Llano	4	1	0
Williamson	176	36	5
Total RCA	319	79	8
Outside Nine County	142	74	1
Total	461	153	9

Children on Waitlist as of 10/14/2021

County	Children
Bastrop	286
Blanco	13
Burnet	128
Caldwell	159
Fayette	38
Hays	649
Lee	34
Llano	41
Williamson	1,343
Total	2,691

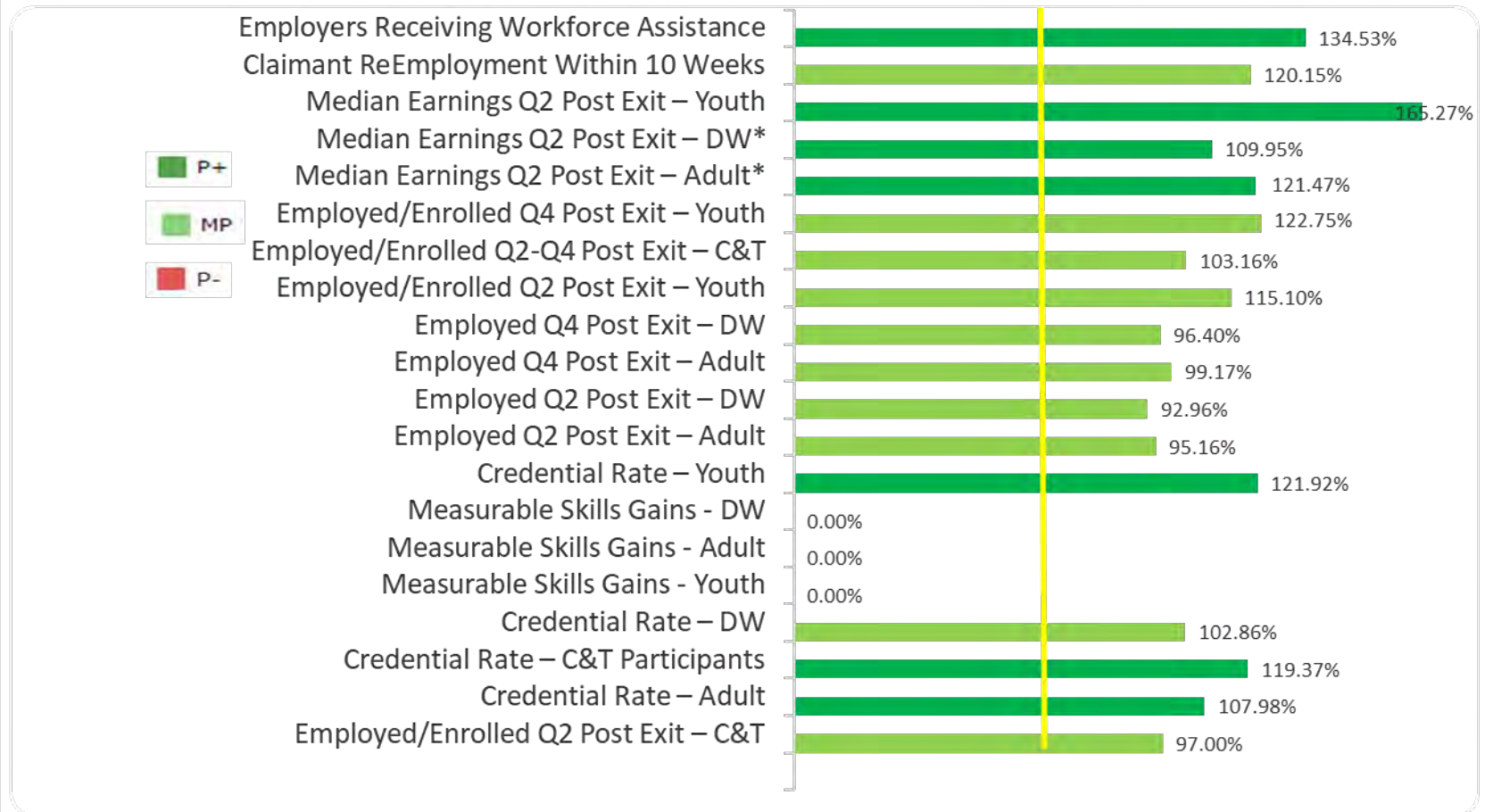
Child Care State Performance Measure

FY2021 Target 2,265

- August 2021 – 102.78%

FY2022 Target 2,175

Workforce Solutions Rural Capital Area Workforce June 2021 MPR Performance Overview



Source: August 2021 TWC MPR Final Release

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

FINAL RELEASE
As Originally Published 9/30/2021

AUGUST 2021 REPORT

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

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	89.40%	97.86%	114.72%	109.33%	n/a	82.18%	95.22%	115.68%	113.03%	n/a	103.69%	101.51%	103.61%	187.72%	n/a
Borderplex	98.71%	102.34%	150.10%	113.18%	n/a	93.47%	94.66%	115.31%	117.80%	n/a	113.19%	96.52%	101.75%	73.90%	n/a
Brazos Valley	96.05%	95.51%	100.00%	74.16%	n/a	80.81%	81.24%	110.40%	66.30%	n/a	110.96%	117.34%	111.34%	168.00%	n/a
Cameron	94.51%	100.13%	124.68%	108.71%	n/a	97.61%	103.87%	107.93%	112.78%	n/a	118.15%	120.85%	146.96%	181.84%	n/a
Capital Area	106.02%	104.67%	174.72%	110.52%	n/a	98.25%	97.15%	168.60%	103.59%	n/a	109.11%	124.93%	115.83%	124.32%	n/a
Central Texas	93.99%	103.13%	200.56%	113.06%	n/a	72.90%	87.94%	148.26%	104.71%	n/a	107.68%	114.90%	110.83%	130.08%	n/a
Coastal Bend	88.86%	90.34%	120.55%	93.12%	n/a	98.64%	85.60%	118.38%	86.71%	n/a	113.87%	117.38%	97.84%	107.02%	n/a
Concho Valley	106.23%	92.56%	99.58%	89.60%	n/a	82.28%	108.06%	137.88%	107.54%	n/a	94.40%	138.23%	165.41%	169.12%	n/a
Dallas	83.29%	87.59%	123.59%	101.46%	n/a	86.04%	98.09%	110.59%	112.38%	n/a	112.23%	120.21%	88.89%	125.29%	n/a
Deep East	109.36%	98.08%	98.15%	115.21%	n/a	79.18%	96.13%	98.29%	82.33%	n/a	120.30%	124.17%	118.21%	145.19%	n/a
East Texas	82.48%	93.69%	100.40%	92.54%	n/a	82.65%	89.30%	74.43%	90.79%	n/a	121.35%	125.66%	125.40%	192.98%	n/a
Golden Crescent	114.47%	114.45%	114.61%	110.12%	n/a	93.12%	91.56%	76.61%	127.86%	n/a	108.46%	99.86%	193.50%	53.28%	n/a
Gulf Coast	91.17%	86.68%	84.63%	83.64%	n/a	84.76%	84.78%	102.45%	85.00%	n/a	102.45%	103.63%	99.14%	110.26%	n/a
Heart of Texas	105.49%	94.39%	118.34%	64.27%	n/a	90.75%	91.35%	181.40%	78.00%	n/a	126.23%	106.93%	80.28%	104.32%	n/a
Lower Rio	99.58%	92.99%	96.93%	102.30%	n/a	100.13%	94.83%	143.43%	96.37%	n/a	102.58%	92.39%	103.12%	170.88%	n/a
Middle Rio	104.58%	105.96%	110.79%	106.66%	n/a	96.04%	95.49%	84.47%	130.29%	n/a	124.61%	119.75%	128.95%	330.03%	n/a
North Central	84.06%	93.12%	121.07%	110.55%	n/a	80.88%	87.12%	121.18%	110.11%	n/a	109.04%	109.60%	116.31%	120.32%	n/a
North East	102.88%	101.17%	113.63%	92.02%	n/a	92.80%	92.87%	86.45%	129.43%	n/a	127.73%	129.68%	133.74%	145.74%	n/a
North Texas	87.19%	82.92%	77.79%	72.55%	n/a	58.28%	111.22%	84.90%	142.86%	n/a	129.03%	134.43%	123.29%	108.10%	n/a
Panhandle	98.56%	93.87%	135.67%	115.08%	n/a	104.38%	113.15%	84.30%	114.29%	n/a	117.45%	120.67%	173.03%	134.72%	n/a
Permian Basin	96.93%	86.68%	109.27%	117.74%	n/a	67.13%	68.36%	143.13%	90.57%	n/a	104.17%	121.36%	139.00%	269.82%	n/a
Rural Capital	95.16%	99.17%	121.47%	107.98%	n/a	92.96%	96.40%	109.95%	102.86%	n/a	115.10%	122.75%	165.27%	121.92%	n/a
South Plains	98.55%	104.04%	122.23%	114.42%	n/a	96.04%	89.28%	141.70%	114.29%	n/a	108.98%	114.56%	121.51%	74.72%	n/a
South Texas	82.16%	74.84%	114.68%	118.86%	n/a	88.59%	121.36%	90.95%	114.29%	n/a	98.18%	100.69%	136.33%	126.09%	n/a
Southeast	95.53%	78.86%	103.56%	128.59%	n/a	103.40%	103.36%	136.82%	92.91%	n/a	112.85%	99.58%	79.26%	190.18%	n/a
Tarrant	94.40%	91.36%	128.76%	99.31%	n/a	96.60%	91.46%	117.12%	106.43%	n/a	127.30%	120.92%	81.55%	237.06%	n/a
Texoma	106.67%	107.04%	150.27%	101.76%	n/a	58.28%	121.80%	13.59%	114.29%	n/a	124.03%	129.68%	134.11%	84.16%	n/a
West Central	96.08%	99.71%	160.40%	113.61%	n/a	109.32%	92.81%	124.24%	101.60%	n/a	112.16%	115.47%	103.88%	140.35%	n/a
+P	1	1	19	12	0	0	4	16	13	0	17	19	18	21	0
MP	20	21	7	11	0	15	16	5	10	0	11	9	6	3	0
-P	7	6	2	5	0	13	8	7	5	0	0	0	4	4	0
% MP & +P	75%	79%	93%	82%	N/A	54%	71%	75%	82%	N/A	100%	100%	86%	86%	N/A
From	7/19	1/19	7/19	1/19		7/19	1/19	7/19	1/19		7/19	1/19	7/19	1/19	
To	6/20	12/19	6/20	12/19		6/20	12/19	6/20	12/19		6/20	12/19	6/20	12/19	

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

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

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation	Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Receiving Workforce Assistance	Average # Children Served Per Day-Combined	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Q4 Post-Exit	Credential Rate							
Alamo	92.55%	99.35%	97.71%	112.71%	102.50%	103.72%	5	10	3	83%
Borderplex	92.03%	97.37%	99.65%	115.90%	111.82%	103.35%	7	9	2	89%
Brazos Valley	91.19%	94.68%	67.39%	112.28%	129.21%	97.69%	7	4	7	61%
Cameron	97.80%	94.74%	122.77%	115.30%	123.74%	107.26%	10	7	1	94%
Capital Area	97.15%	100.92%	106.61%	116.85%	110.83%	88.94%	9	8	1	94%
Central Texas	92.44%	98.56%	106.79%	114.35%	112.62%	107.99%	10	5	3	83%
Coastal Bend	86.17%	95.83%	72.05%	110.88%	116.56%	96.96%	6	7	5	72%
Concho Valley	99.94%	98.04%	100.35%	105.99%	97.95%	103.66%	5	11	2	89%
Dallas	92.59%	97.48%	113.70%	181.37%	108.71%	111.45%	10	3	5	72%
Deep East	87.12%	96.43%	104.47%	111.33%	148.35%	100.56%	7	8	3	83%
East Texas	88.93%	97.80%	94.71%	111.96%	104.67%	99.72%	5	7	6	67%
Golden Crescent	101.16%	100.34%	123.78%	114.43%	102.12%	92.62%	8	7	3	83%
Gulf Coast	86.51%	92.28%	82.20%	115.94%	129.51%	92.15%	3	5	10	44%
Heart of Texas	99.79%	96.70%	85.72%	114.69%	114.36%	100.49%	5	9	4	78%
Lower Rio	97.38%	90.45%	110.17%	115.28%	109.66%	88.47%	5	11	2	89%
Middle Rio	92.91%	90.26%	124.78%	116.60%	127.07%	92.01%	9	5	4	78%
North Central	88.35%	100.55%	100.72%	125.53%	123.12%	96.69%	8	6	4	78%
North East	97.44%	97.91%	113.62%	118.10%	96.64%	111.18%	9	8	1	94%
North Texas	102.07%	97.98%	99.76%	121.26%	106.42%	96.64%	7	5	6	67%
Panhandle	99.65%	98.83%	126.08%	115.20%	102.48%	100.26%	10	7	1	94%
Permian Basin	89.60%	89.90%	110.50%	110.08%	106.31%	100.22%	8	5	5	72%
Rural Capital	97.01%	103.16%	119.37%	120.15%	134.53%	102.78%	8	10	0	100%
South Plains	94.89%	96.46%	117.65%	114.56%	115.75%	111.07%	10	5	3	83%
South Texas	91.01%	91.93%	142.22%	114.57%	114.41%	94.52%	9	3	6	67%
Southeast	95.32%	92.11%	78.40%	106.94%	120.29%	109.72%	7	7	4	78%
Tarrant	93.32%	99.40%	109.42%	164.11%	93.13%	117.78%	8	7	3	83%
Texoma	101.43%	99.85%	110.62%	123.87%	106.03%	114.77%	10	5	3	83%
West Central	91.52%	97.17%	104.54%	118.20%	102.78%	100.33%	7	10	1	94%
+P	0	0	15	28	20	8	212			
MP	12	20	7	0	7	14	194			
-P	16	8	6	0	1	6	98			
% MP & +P	43%	71%	79%	100%	96%	79%	81%			
From	7/19	1/19	1/19	7/20	10/20	10/20	From			
To	6/20	12/19	12/19	5/21	8/21	8/21	To			

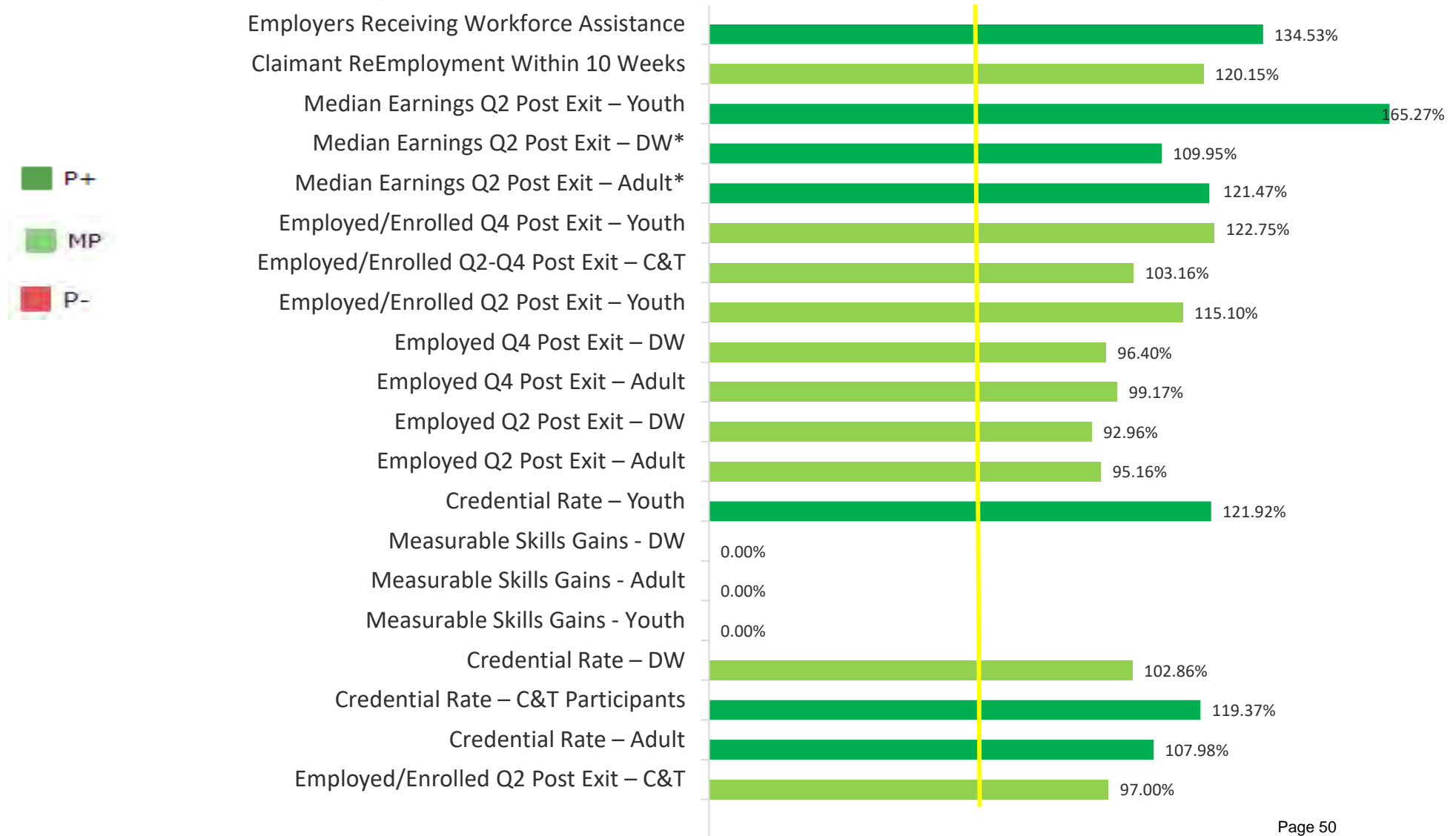


Workforce Solutions Rural Capital Area Workforce Performance

By Equus Workforce Services
October 20, 2021

Workforce Solutions Rural Capital Area

Workforce August 2021 MPR Performance Overview





Claimant Reemployment within 10 Weeks

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



Reemployment of Registered Claimants within 10 weeks as of August 2021

The end of year target for Rural Capital Area is 118.44% of all claimants being employed within 10 weeks. Current measures are not available.

of Employers Receiving Workforce Assistance

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

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

The time frame is from October through September.



Employer Workforce Assistance as of August 2021

The end of year target for Rural Capital Area is 135.05 % of all
Employer Workforce Assistance as of August 2021

Employed/Enrolled Q2 Post Exit All Participants	Employed/Enrolled Q4 Post Exit All Participants	Median Earnings Q2 Post Exit All Participants
<p>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.</p>	<p>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</p>	<p>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.</p>
<p>The time frame is for customers exited from July through August.</p>	<p>The time frame is for customers exited from January through December.</p>	<p>The time frame is for customers exited from July through August.</p>

Employed/Enrolled Q2/Q4 Post Exit All Participants

Performance Measure	Measure	Current Status
Employed/Enrolled Q2 Post Exit All Participants	The Measure for All Participants is 65.00%	Currently, we are at 97.45% of the measure
Employed/Enrolled Q4 Post Exit All Participants	The Measure for All Participants is 81%	Currently, we are at 103.29% of the measure



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

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

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

Employed Q2 Post Exit WIOA Adult, DW, Youth

Performance Measure	Target	Current Status
Employed Q2 Post Exit WIOA Adult	The Target Measure for WIOA Adults is 76.50%	Currently, we are at 95.16% of the target measure.
Employed Q2 Post Exit WIOA DW	The Target Measure for WIOA DW is 75.30%	Currently, we are at 92.96% of the target measure.
Employed Q2 Post Exit WIOA Youth	The Target Measure for WIOA Youth is 76.80%	Currently, we are at 115.10% of the measure.



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

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

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

Employed Q4 Post Exit WIOA Adult, DW, Youth

Performance Measure	Target	Current Status
Employed Q4 Post Exit WIOA Adult	The Target Measure for WIOA Adults is 72.60%	Currently, we are at 99.17% of the target measure.
Employed Q4 Post Exit WIOA DW	The Target Measure for WIOA DW is 77.80%	Currently, we are at 96.40% of the target measure.
Employed Q4 Post Exit WIOA Youth	The Target Measure for WIOA Youth is 72.10%	Currently, we are at 122.75% of the measure.

Median Earnings Q2 Post Exit WIOA Adult and DW

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

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

The Target Measure for WIOA
Adult measure is \$6100.00.

The Target Measure for WIOA
DW is \$8600.00.

Rural Capital-15 Median Earnings Q2 Post Exit – Adult (DOL)

Status: P+
Current Target: \$6,100
% Current Target: 121.47%
End of Year Target: \$6,100
Lower Meeting: 90.00%
Upper Meeting: 110.00%

Rate: \$7,410
Numerator: N/A
Denominator: 139
OTY Change: 5.67%

of Consecutive Quarters At P Minus: 0

Rural Capital-15 Median Earnings Q2 Post Exit – DW (DOL)

Status: MP
Current Target: \$8,600
% Current Target: 109.95%
End of Year Target: \$8,600
Lower Meeting: 90.00%
Upper Meeting: 110.00%

Rate: \$9,456
Numerator: N/A
Denominator: 63
OTY Change: 2.12%

of Consecutive Quarters At P Minus: 0

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.

Performance Measure	Target	Current Status
Credential Rate WIOA Adult	The Target Measure for WIOA Adults is 82.7%	Currently at 107.98% of the measure.
Credential Rate WIOA DW	The Target Measure for WIOA DW is 87.5%	Currently at 102.86% of the measure.
Credential Rate WIOA Youth	The Target Measure for WIOA Youth is 62.50%	Currently at 121.92% of the measure.

Choices Full Work Rate – All Family Total

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

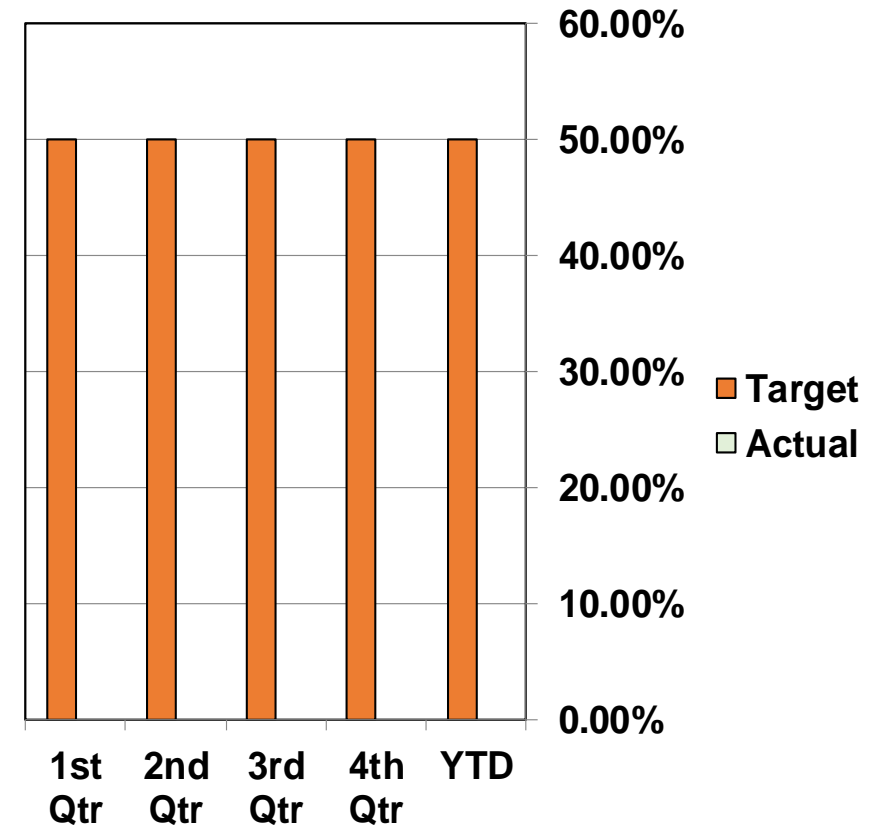
Paid Employment (including unsubsidized/subsidized employment and on-the-job training), or

High School/GED (only for teens without a High School Diploma or GED).

Choices Full Work Rate All Family September 2021

The current target measure for Rural Capital Area is to ensure 50.00% of all TANF Customers are in a work activity each month.

We are currently at 0.00% of this target. 2 Families are in this measure YTD.



AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

FINAL RELEASE
As Originally Published 9/30/2021
AUGUST 2021 REPORT

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

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	89.40%	97.86%	114.72%	109.33%	n/a	82.18%	95.22%	115.68%	113.03%	n/a	103.69%	101.51%	103.61%	187.72%	n/a
Borderplex	98.71%	102.34%	150.10%	113.18%	n/a	93.47%	94.66%	115.31%	117.80%	n/a	113.19%	96.52%	101.75%	73.90%	n/a
Brazos Valley	96.05%	95.51%	100.00%	74.16%	n/a	80.81%	81.24%	110.40%	66.30%	n/a	110.96%	117.34%	111.34%	168.00%	n/a
Cameron	94.51%	100.13%	124.68%	108.71%	n/a	97.61%	103.87%	107.93%	112.78%	n/a	118.15%	120.85%	146.96%	181.84%	n/a
Capital Area	106.02%	104.67%	174.72%	110.52%	n/a	98.25%	97.15%	168.60%	103.59%	n/a	109.11%	124.93%	115.83%	124.32%	n/a
Central Texas	93.99%	103.13%	200.56%	113.06%	n/a	72.90%	87.94%	148.26%	104.71%	n/a	107.68%	114.90%	110.83%	130.08%	n/a
Coastal Bend	88.86%	90.34%	120.55%	93.12%	n/a	98.64%	85.60%	118.38%	86.71%	n/a	113.87%	117.38%	97.84%	107.02%	n/a
Concho Valley	106.23%	92.56%	99.58%	89.60%	n/a	82.28%	108.06%	137.88%	107.54%	n/a	94.40%	138.23%	165.41%	169.12%	n/a
Dallas	83.29%	87.59%	123.59%	101.46%	n/a	86.04%	98.09%	110.59%	112.38%	n/a	112.23%	120.21%	88.89%	125.29%	n/a
Deep East	109.36%	98.08%	98.15%	115.21%	n/a	79.18%	96.13%	98.29%	82.33%	n/a	120.30%	124.17%	118.21%	145.19%	n/a
East Texas	82.48%	93.69%	100.40%	92.54%	n/a	82.65%	89.30%	74.43%	90.79%	n/a	121.35%	125.66%	125.40%	192.98%	n/a
Golden Crescent	114.47%	114.45%	114.61%	110.12%	n/a	93.12%	91.56%	76.61%	127.86%	n/a	108.46%	99.86%	193.50%	53.28%	n/a
Gulf Coast	91.17%	86.68%	84.63%	83.64%	n/a	84.76%	84.78%	102.45%	85.00%	n/a	102.45%	103.63%	99.14%	110.26%	n/a
Heart of Texas	105.49%	94.39%	118.34%	64.27%	n/a	90.75%	91.35%	181.40%	78.00%	n/a	126.23%	106.93%	80.28%	104.32%	n/a
Lower Rio	99.58%	92.99%	96.93%	102.30%	n/a	100.13%	94.83%	143.43%	96.37%	n/a	102.58%	92.39%	103.12%	170.88%	n/a
Middle Rio	104.58%	105.96%	110.79%	106.66%	n/a	96.04%	95.49%	84.47%	130.29%	n/a	124.61%	119.75%	128.95%	330.03%	n/a
North Central	84.06%	93.12%	121.07%	110.55%	n/a	80.88%	87.12%	121.18%	110.11%	n/a	109.04%	109.60%	116.31%	120.32%	n/a
North East	102.88%	101.17%	113.63%	92.02%	n/a	92.80%	92.87%	86.45%	129.43%	n/a	127.73%	129.68%	133.74%	145.74%	n/a
North Texas	87.19%	82.92%	77.79%	72.55%	n/a	58.28%	111.22%	84.90%	142.86%	n/a	129.03%	134.43%	123.29%	108.10%	n/a
Panhandle	98.56%	93.87%	135.67%	115.08%	n/a	104.38%	113.15%	84.30%	114.29%	n/a	117.45%	120.67%	173.03%	134.72%	n/a
Permian Basin	96.93%	86.68%	109.27%	117.74%	n/a	67.13%	68.36%	143.13%	90.57%	n/a	104.17%	121.36%	139.00%	269.82%	n/a
Rural Capital	95.16%	99.17%	121.47%	107.98%	n/a	92.96%	96.40%	109.95%	102.86%	n/a	115.10%	122.75%	165.27%	121.92%	n/a
South Plains	98.55%	104.04%	122.23%	114.42%	n/a	96.04%	89.28%	141.70%	114.29%	n/a	108.98%	114.56%	121.51%	74.72%	n/a
South Texas	82.16%	74.84%	114.68%	118.86%	n/a	88.59%	121.36%	90.95%	114.29%	n/a	98.18%	100.69%	136.33%	126.09%	n/a
Southeast	95.53%	78.86%	103.56%	128.59%	n/a	103.40%	103.36%	136.82%	92.91%	n/a	112.85%	99.58%	79.26%	190.18%	n/a
Tarrant	94.40%	91.36%	128.76%	99.31%	n/a	96.60%	91.46%	117.12%	106.43%	n/a	127.30%	120.92%	81.55%	237.06%	n/a
Texoma	106.67%	107.04%	150.27%	101.76%	n/a	58.28%	121.80%	13.59%	114.29%	n/a	124.03%	129.68%	134.11%	84.16%	n/a
West Central	96.08%	99.71%	160.40%	113.61%	n/a	109.32%	92.81%	124.24%	101.60%	n/a	112.16%	115.47%	103.88%	140.35%	n/a
+P	1	1	19	12	0	0	4	16	13	0	17	19	18	21	0
MP	20	21	7	11	0	15	16	5	10	0	11	9	6	3	0
-P	7	6	2	5	0	13	8	7	5	0	0	0	4	4	0
% MP & +P	75%	79%	93%	82%	N/A	54%	71%	75%	82%	N/A	100%	100%	86%	86%	N/A
From	7/19	1/19	7/19	1/19		7/19	1/19	7/19	1/19		7/19	1/19	7/19	1/19	
To	6/20	12/19	6/20	12/19		6/20	12/19	6/20	12/19		6/20	12/19	6/20	12/19	

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

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

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation	Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Receiving Workforce Assistance	Average # Children Served Per Day-Combined	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Q4 Post-Exit	Credential Rate							
Alamo	92.55%	99.35%	97.71%	112.71%	102.50%	103.72%	5	10	3	83%
Borderplex	92.03%	97.37%	99.65%	115.90%	111.82%	103.35%	7	9	2	89%
Brazos Valley	91.19%	94.68%	67.39%	112.28%	129.21%	97.69%	7	4	7	61%
Cameron	97.80%	94.74%	122.77%	115.30%	123.74%	107.26%	10	7	1	94%
Capital Area	97.15%	100.92%	106.61%	116.85%	110.83%	88.94%	9	8	1	94%
Central Texas	92.44%	98.56%	106.79%	114.35%	112.62%	107.99%	10	5	3	83%
Coastal Bend	86.17%	95.83%	72.05%	110.88%	116.56%	96.96%	6	7	5	72%
Concho Valley	99.94%	98.04%	100.35%	105.99%	97.95%	103.66%	5	11	2	89%
Dallas	92.59%	97.48%	113.70%	181.37%	108.71%	111.45%	10	3	5	72%
Deep East	87.12%	96.43%	104.47%	111.33%	148.35%	100.56%	7	8	3	83%
East Texas	88.93%	97.80%	94.71%	111.96%	104.67%	99.72%	5	7	6	67%
Golden Crescent	101.16%	100.34%	123.78%	114.43%	102.12%	92.62%	8	7	3	83%
Gulf Coast	86.51%	92.28%	82.20%	115.94%	129.51%	92.15%	3	5	10	44%
Heart of Texas	99.79%	96.70%	85.72%	114.69%	114.36%	100.49%	5	9	4	78%
Lower Rio	97.38%	90.45%	110.17%	115.28%	109.66%	88.47%	5	11	2	89%
Middle Rio	92.91%	90.26%	124.78%	116.60%	127.07%	92.01%	9	5	4	78%
North Central	88.35%	100.55%	100.72%	125.53%	123.12%	96.69%	8	6	4	78%
North East	97.44%	97.91%	113.62%	118.10%	96.64%	111.18%	9	8	1	94%
North Texas	102.07%	97.98%	99.76%	121.26%	106.42%	96.64%	7	5	6	67%
Panhandle	99.65%	98.83%	126.08%	115.20%	102.48%	100.26%	10	7	1	94%
Permian Basin	89.60%	89.90%	110.50%	110.08%	106.31%	100.22%	8	5	5	72%
Rural Capital	97.01%	103.16%	119.37%	120.15%	134.53%	102.78%	8	10	0	100%
South Plains	94.89%	96.46%	117.65%	114.56%	115.75%	111.07%	10	5	3	83%
South Texas	91.01%	91.93%	142.22%	114.57%	114.41%	94.52%	9	3	6	67%
Southeast	95.32%	92.11%	78.40%	106.94%	120.29%	109.72%	7	7	4	78%
Tarrant	93.32%	99.40%	109.42%	164.11%	93.13%	117.78%	8	7	3	83%
Texoma	101.43%	99.85%	110.62%	123.87%	106.03%	114.77%	10	5	3	83%
West Central	91.52%	97.17%	104.54%	118.20%	102.78%	100.33%	7	10	1	94%
+P	0	0	15	28	20	8	212			
MP	12	20	7	0	7	14	194			
-P	16	8	6	0	1	6	98			
% MP & +P	43%	71%	79%	100%	96%	79%	81%			
Board Meeting Briefing Materials	7/19	1/19	1/19	7/20	10/20	10/20	From			
To	6/20	12/19	12/19	5/21	8/21	8/21	To			

<div>% Current Target for Board Contracted Measures</div>													
Measure Name	Numerator	Denominator	Rate	OTY Change									
Employed Q2 Post Exit – Adult (DOL)	139	191	72.80%	-9.23%		MP	95.16%						
Employed Q4 Post Exit – Adult (DOL)	136	189	72.00%	-2.17%		MP	99.17%						
Median Earnings Q2 Post Exit – Adult (DOL)	N/A	139	\$7,410	5.67%		P+	121.47%						
Credential Rate – Adult (DOL)	67	75	89.30%	-7.56%		MP	107.98%						
Measurable Skills Gains - Adult (DOL)	10	52	19.20%	-4.00%	0.00%	N/A							
Employed Q2 Post Exit – DW (DOL)	63	90	70.00%	-15.46%		MP	92.96%						
Employed Q4 Post Exit – DW (DOL)	120	160	75.00%	-3.23%		MP	96.40%						
Median Earnings Q2 Post Exit – DW (DOL)	N/A	63	\$9,456	2.12%		MP	109.95%						
Credential Rate – DW (DOL)	18	20	90.00%	-6.83%		MP	102.86%						
Measurable Skills Gains - DW (DOL)	5	45	11.10%	-67.45%	0.00%	N/A							
Employed/Enrolled Q2 Post Exit – Youth (DOL)	91	103	88.40%	-3.07%		P+	115.10%						
Employed/Enrolled Q4 Post Exit – Youth (DOL)	100	113	88.50%	1.14%		P+	122.75%						
Median Earnings Q2 Post Exit – Youth (DOL)	N/A	75	\$5,454	35.94%		P+	165.27%						
Credential Rate – Youth (DOL)	32	42	76.20%	-11.81%		P+	121.92%						
Measurable Skills Gains - Youth (DOL)	16	55	29.10%	315.71%	0.00%	N/A							
Employed/Enrolled Q2 Post Exit – C&T Participants	6,320	9,931	63.64%	-12.74%		MP	97.01%						
Employed/Enrolled Q2-Q4 Post Exit – C&T	9,084	10,778	84.28%	-4.75%		MP	103.16%						
Credential Rate – C&T Participants	169	204	82.84%	-0.78%		P+	119.37%						
Claimant Reemployment within 10 Weeks	5,235	8,590	60.94%	-3.25%		P+	120.15%						
# of Employers Receiving Workforce Assistance	3,799	1	3,799	30.77%		P+	130.06%						
Avg # Children Served Per Day - Combined	602,414	261	2,308	-10.75%		MP	102.58%						
					0.00%	20.00%	40.00%	60.00%	80.00%	100.00%	120.00%	140.00%	160.00%

Filters keep the values: Rural Capital, August 2021, and Rolling for % Current Target for Board Contracted Measures.

Columns include: Measure Name, Numerator, Denominator, Rate, OTY Change, % Current Target and indicators for Status and Number of months at negative performance.

■ P+ ■ MP ■ MP (Lower) ■ N/A

Customers Visiting Centers Area Wide

