



Board Meeting

December 15, 2021



Briefing Materials

Workforce Center of Williamson County
575 Round Rock West Drive
Building H, Suite 200
Round Rock, Texas 78681

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

Wednesday, December 15, 2021
Workforce Center of Williamson County
575 Round Rock West Drive, Bldg H, Suite 200
Round Rock, Texas 78681




Via Zoom

Register in advance for this webinar at:

https://zoom.us/webinar/register/WN_ITJrSoteQWS9eGUnOZTB-A

AGENDA

Meeting Begins at **12:30 PM**

- 1) Call to Order/Roll Call/Establish Quorum
- 2) Public Comment Period
- 3) Information Sharing – Brian Hernandez, Chief Storytelling Officer
 Customer Testimonial
- 4) *Consent Agenda
 - a. Adopt minutes of the October 20, 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) Untapped Populations Committee Report – Cassandra Moya, Chair
- 9) Chief Executive Officer's Report – Paul Fletcher, Chief Executive Officer
- 10) Performance Reports
 -  Child Care – Sandy Anderson, Director of Child Care Services
 -  Workforce Center Management – Roberto Perez, Deputy Director
- 11) Workforce Board Announcements - Board at Large (what's happening in your area) –
Submit your announcements to the Board Secretary prior to the meeting
- 12) New Business
- 13) Consider date, time, and location of next Regular or Special Board Meeting
- 14) Adjourn

***Denotes Action Item**

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



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MEETING HELD ON OCTOBER 20, 2021

Canyon of the Eagles

Board Meeting Minutes

AGENDA ITEM #1

Call to Order – Frank Leonardis

Roll Call – Frank Leonardis

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

17 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 August 18, 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 October 13, 2021. A change to the mileage policy regarding a stipend was discussed and all voted for approval. An update was provided about YPTC.

AGENDA ITEM #6

Business Education Services Committee Chair's Report – Elwood Engebretson

Elwood Engebretson stated that the Business Education Services Committee met on October 13, 2021 and discussed the self-sufficiency wage. We are currently at \$18.00 an hour. After discussion on cost of living and target occupations, a vote was taken to increase the self-sufficiency wage to \$19.00 an hour. All voted for approval.

The next meeting has been scheduled for Thursday, December 2, 2021 at 3:00pm.

AGENDA ITEM #7

Community Awareness Committee Chair's Report – Camille Clay

Camille Clay stated that the Community Awareness Committee met on September 29, 2021 with 7 members in attendance and discussed the following:

- Information Sharing – Camille Clay introduced guest speaker WSRCA Board Member Marco Cruz, Executive Director, [Opportunities for Williamson & Burnet Counties](#), who 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.
- Brian Hernandez provided an update on projects, events, outreach campaigns and initiatives

The next meeting has been scheduled for November 10, 2021 at noon.

AGENDA ITEM #8

Governance Finance Committee Chair's Report – Vacant

Rene Flores stated that the Governance Finance Committee met on October 13, 2021 and presented the following:

- Finances are tracking well
- Currently cash heavy, which is due to payroll being lighter due to staff vacancies
- The TWC Monitoring Report is clean and the best report in 4 years

Consider approval of the TWC Monitoring Report

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

AGENDA ITEM #9

Untapped Populations Committee Chair's Report – Cassandra Moya

Cassandra Moya stated that the Untapped Populations Committee met on September 13, 2021 and discussed the following:

Data Dashboard/Data Review

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

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.

Board Retreat

- Identify goals for PY 22 and follow through/action steps with key indicators of progress

The next meeting has been scheduled for November 8, 2021 at 2:30pm.

AGENDA ITEM #10

Chief Executive Officer's Report – Paul Fletcher

Paul Fletcher stated that the unemployment rate for our area continues to drop and we are definitely in the mode of helping employers recruit potential employees. There is an almost constant refrain from employers of “where did everyone go?” We are spending considerable time analyzing data to understand why people are not back in the workforce and to mitigate any barriers that might be preventing their return.

We are on a trend to continue to be able to do more in-person events. This retreat being one of those events. We have a check signing event coming up in Marble Falls with TWC Commissioner Demerson to present the HDJT grant check for the grant we jointly worked on with 3 Economic Development organizations and our partners at Workforce Network Inc. October is Manufacturing month and we have participated in numerous proclamations and events

to celebrate manufacturing as a career. We will be attending a tour of TASUS in Georgetown this Friday and at Ember Industries in San Marcos on October 27th. The TWC Conference which was canceled last year is being held in mid-November in Houston, as a hybrid virtual and in person event. We are also able to attend many other community events around the area.

We participated with CAPCOG, ARMA, ACC, Capital Area Workforce Board and many others to develop a grant proposal for the Build Back Better opportunity that would provide additional resources to support continued growth around the semiconductor industry in our area.

We continue to hold our Workforce Wednesday's virtual job fairs each week. Since the start of the pandemic, we've hosted 70 virtual and 34 in-person hiring events, which helped 2,812 employers connect with almost 22,678 job seekers. Our annual veterans job fair, Hiring Red, White, and You will be held as both an in person hiring event and a virtual event on November 4, 2021. The in-person portion will happen at two locations. One in Round Rock and another in San Marcos.

We continue to work to improve the work we do and refine our processes to incorporate technology to make us more efficient. In addition to our upcoming launch of the WSRCA Mobile App, we have been awarded a technology grant from DOL that will allow us to press ahead with workflow/document imaging, as well as increased audio and video capabilities that will enhance our ability to deliver virtual workforce services and better access to virtual meetings for the public, staff, and board members.






Thanks for your participation in the regular meetings and committee meetings, as well as the community events we have held around our workforce plan and celebrating successes for our organizations and those of our partners. Your participation in these events is important and I thank you for the time and attention that has been given to that.

AGENDA ITEM #11

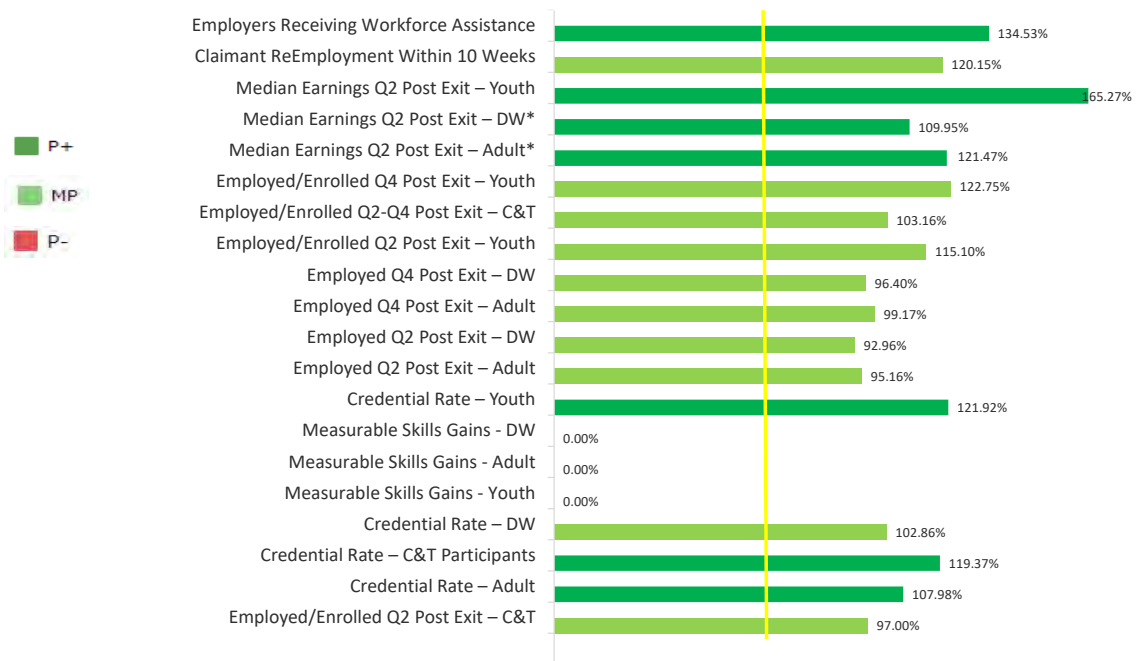
Performance Reports

Child Care Status Report - Sandy Anderson, Baker Ripley

Sandy Anderson presented the following:

-  Children in care by fund type equals 2,640
-  Total funds expended by all counties is \$13,450,569
-  Total CCS Providers equals 461 with 153 being Texas Rising Star Providers
-  Total number of children on the waitlist for all counties is 2,691
-  Performance Measure FY 2021 has a target of 2,175 and is at 102.78%

Workforce Center Management – Roberto Perez, Equus



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 December 15, 2021.

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 December 15, 2021.



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FY 2021-2022 FINANCIAL REPORT

Budget for October 1, 2021 - September 30, 2022

	FY21/22
Approved Budget	44,464,677
Proposed Budget Revision	-
Funds Pending Board Budget Approval	-

	FY 2022 Actual Expense	2022 Proposed Budget	FY 2022 Budget Benchmark Expenditures	FY 2022 Y-T-D Budget Remaining	Footnotes	Percent of Budget Expended	Percent of Budget Benchmark	Percent Variance of Expended from Benchmark
10.1.21 - 10.31.21								
MANAGEMENT SERVICES (Board Operations, Staff, Outreach, Financial Services)								
Salaries & Benefits	120,142	1,704,229	142,019	1,584,087		7.05%	8.33%	-1.28%
Operating Expenses	70,608	336,917	28,076	266,309	1	20.96%	8.33%	12.62%
Board Facilities	17,310	210,352	17,529	193,042		8.23%	8.33%	-0.10%
Total Management Services	208,060	2,251,498	187,625	2,043,438		9.24%	8.33%	0.91%
INFRASTRUCTURE SERVICES (Rent, Phone, Utilities, Maintenance, Supplies)								
Workforce Infrastructure	192,228	1,975,496	164,625	1,783,268		9.73%	8.33%	-1.40%
Child Care Infrastructure	20,858	342,355	28,530	321,497		6.09%	8.33%	2.24%
Total Infrastructure Services	213,086	2,317,851	193,154	2,104,765		9.19%	8.33%	-0.86%
TOTAL OPERATING BUDGET	421,146	4,569,349	380,779	4,148,203		9.22%	8.33%	-0.88%
CONTRACTED SERVICES								
Workforce Centers - Equus	350,867	5,219,715	434,976	4,868,848		6.72%	8.33%	1.61%
Child Care - Baker-Ripley	192,023	3,467,953	288,996	3,275,930		5.54%	8.33%	2.80%
Total Contracted Services	542,890	8,687,668	723,972	8,144,778		6.25%	8.33%	2.08%
CUSTOMER SERVICES (Direct Care, Training, Support Services Only)								
Workforce Customer Services - Equus	107,250	2,627,087	218,924	2,519,837		4.08%	8.33%	4.25%
Direct Care - Child Care - Baker-Ripley	1,420,059	27,743,808	2,311,984	26,323,749		5.12%	8.33%	3.21%
Total Customer Services	1,527,309	30,370,895	2,530,908	28,843,586		5.03%	8.33%	3.30%
Small Contracts - Local Initiatives	140,209	836,765	36,650	696,556	2	16.76%	4.38%	-12.38%
TOTAL PROGRAM BUDGET	2,210,409	39,895,328	3,291,531	37,684,919		5.54%	8.33%	2.79%
TOTAL ANNUAL BUDGET	2,631,554	44,464,677	3,672,310	41,833,123		5.92%	8.33%	2.41%
MANAGEMENT TO TOTAL BUDGET RATIO	7.91%	5.06%						

Expenditure to Budget Variance Footnotes:

¹ Higher due to YTPC professional services engaged to support and enhance Board accounting function for the first several months of this fiscal year. The effect of the additional professional services costs on operating expenses will even out over the year and shifts some costs out of salaries and benefits to operating costs.

² Budgeted expenditures are noted in the Oct 2021 column below of the Small Contracts - Local Initiatives Budget. The 4.38% budgeted benchmark expenditures for Oct 2021 are based on expenditures of 1/12 for the PATHS and Navigator contracts and does not include the SEAL program.

a) SEAL for FY22 will begin expenditures in late Spring - Summer of 2022.

b) PATHS is currently spending slightly lower than expected.

c) Navigator is also currently spending as expected.

Small Contracts - Local Initiatives Budget *****		
	Total	Oct-21
SEAL	396,069	0
PATHS	400,000	33,333
Navigator	40,696	3,391
TOTAL	836,765	36,725

RCA Board
Balance Sheet - Unposted Transactions Included In Report
As of 10/31/2021

	Current Year	Current Period Change	Prior Year	
Assets				
Current Assets				
Cash				
Cash-Operating Fund	1,165,683.90	(141,509.73)	(71,222.21)	1000
Cash-General Fund	25,608.27	0.22	25,605.18	1040
Bill.com Clearing Account	15,929.14	15,929.14	0.00	1099
Total Cash	1,207,221.31	(125,580.37)	(45,617.03)	
Grant Receivable				
Grants Receivable	1,497,206.58	599,853.40	2,313,327.94	1270
Contracts Receivable	191,000.45	(198,086.59)	16,666.67	1275
Total Grant Receivable	1,688,207.03	401,766.81	2,329,994.61	
Other Current Assets				
Accounts Receivable	(287.12)	(287.12)	8.95	1200
Prepaid Expense	281,056.77	137,429.77	265,352.27	1340
Security Deposits	91,317.52	(200.00)	90,517.52	1375
Gift Card Inventory	550.00	0.00	550.00	1400
Total Other Current Assets	372,637.17	136,942.65	356,428.74	
Total Current Assets	3,268,065.51	413,129.09	2,640,806.32	
Property & Equipment				
Fixed Assets	3,093,704.22	0.00	3,093,704.22	1300
Leasehold Improvements	42,077.72	0.00	42,077.72	1302
Construction in Progress	105,656.86	0.00	105,656.86	1303
Accumulated Depreciation	(2,079,810.52)	0.00	(2,033,497.65)	1305
Total Property & Equipment	1,161,628.28	0.00	1,207,941.15	
Total Assets	4,429,693.79	413,129.09	3,848,747.47	
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable Control Acct	1,922,217.12	395,440.31	779,370.96	2000
Grants Payable	167,113.26	0.00	(1,772.76)	2002
Accounts Payable Accruals	729,616.66	155,259.30	1,178,175.71	2004
Total Accounts Payable	2,818,947.04	550,699.61	1,955,773.91	
Other Accrued Liabilities				
Fed Withholding Tax Payable	0.00	0.00	1,825.66	2010
FICA Taxes Payable	0.00	0.00	2,875.86	2020
Health Insurance Payable	0.00	0.00	757.07	2040
125 Plan Deductions Payable	2,330.34	1,013.99	978.07	2050
401K Plan Deductions Payable	24,580.89	21,522.40	3,088.81	2070
Salaries Payable	0.00	0.00	13,970.72	2090
Payables-Other	148.84	0.00	71,373.90	2300
Accrued Uncompensated Absences	56,230.98	0.00	56,173.40	2500
Other Accrued Liabilities - Closing Account	0.00	0.00	11,173.43	2600

RCA Board

Balance Sheet - Unposted Transactions Included In Report
As of 10/31/2021

	Current Year	Current Period Change	Prior Year	
Total Other Accrued Liabilities	<u>83,291.05</u>	<u>22,536.39</u>	<u>162,216.92</u>	
Total Current Liabilities	<u>2,902,238.09</u>	<u>573,236.00</u>	<u>2,117,990.83</u>	
Total Liabilities	<u>2,902,238.09</u>	<u>573,236.00</u>	<u>2,117,990.83</u>	
Net Assets				
Unrestricted				
Beginning Net Assets				
Fund Balance - Restricted	1,067,198.82	0.00	1,113,511.69	3000
Fund Balance - Unrestricted	620,363.79	0.00	613,119.97	3100
Total Beginning Net Assets	<u>1,687,562.61</u>	<u>0.00</u>	<u>1,726,631.66</u>	
Total Unrestricted	<u>1,687,562.61</u>	<u>0.00</u>	<u>1,726,631.66</u>	
Permanently Restricted				
Changes in Net Assets	<u>(160,106.91)</u>	<u>(160,106.91)</u>	<u>4,124.98</u>	
Total Net Assets	<u>1,527,455.70</u>	<u>(160,106.91)</u>	<u>1,730,756.64</u>	
Total Liabilities and Net Assets	<u><u>4,429,693.79</u></u>	<u><u>413,129.09</u></u>	<u><u>3,848,747.47</u></u>	

RCA Board

Statement of Revenues and Expenditures - Unposted Transactions Included In Report
From 10/1/2021 Through 10/31/2021

	Current Period Actual	Current Year Actual	Prior Year Actual	
Revenues				
Grant Revenue				
Grant Revenue				010
Workforce Investment Opportunity Act Funds	424,876.77	424,876.77	412,189.70	01
Child Care Funds	1,759,394.91	1,759,394.91	2,311,750.65	02
Temporary Assistance for Needy Families	118,626.64	118,626.64	115,618.79	03
Other Funding	167,940.04	167,940.04	130,044.86	04
Total Grant Revenue	2,470,838.36	2,470,838.36	2,969,604.00	
Program Income				
Program Income				011
Workforce Investment Opportunity Act Funds	237.19	237.19	0.00	01
Child Care Funds	195.76	195.76	0.00	02
Temporary Assistance for Needy Families	68.68	68.68	0.00	03
Other Funding	107.59	107.59	0.22	04
Total Program Income	609.22	609.22	0.22	
Total Revenues	2,471,447.58	2,471,447.58	2,969,604.22	
Expenditures				
Expense				012
Workforce Investment Opportunity Act Funds	425,113.96	425,113.96	412,189.70	01
Child Care Funds	1,759,590.67	1,759,590.67	2,311,750.65	02
Temporary Assistance for Needy Families	118,695.32	118,695.32	115,618.79	03
Other Funding	328,154.54	328,154.54	125,920.10	04
Total Expenditures	2,631,554.49	2,631,554.49	2,965,479.24	
Variance	(160,106.91)	(160,106.91)	4,124.98	

RCA BoardStatement of Revenues and Expenditures - Unposted Transactions Included In Report
From 10/1/2021 Through 10/31/2021

	Current Period Actual	Current Year Actual	Prior Year Actual
Revenues			
Grant Revenue			
Grant Revenue	<u>2,470,838.36</u>	<u>2,470,838.36</u>	<u>2,969,604.00</u>
Total Grant Revenue	<u>2,470,838.36</u>	<u>2,470,838.36</u>	<u>2,969,604.00</u>
Program Income			
Program Income	<u>609.22</u>	<u>609.22</u>	<u>0.22</u>
Total Program Income	<u>609.22</u>	<u>609.22</u>	<u>0.22</u>
Total Revenues	<u>2,471,447.58</u>	<u>2,471,447.58</u>	<u>2,969,604.22</u>
Expenditures			
Expense	<u>2,631,554.49</u>	<u>2,631,554.49</u>	<u>2,965,479.24</u>
Total Expenditures	<u>2,631,554.49</u>	<u>2,631,554.49</u>	<u>2,965,479.24</u>
Variance	<u>(160,106.91)</u>	<u>(160,106.91)</u>	<u>4,124.98</u>



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WORKFORCE SOLUTIONS RURAL CAPITAL AREA BUSINESS AND EDUCATION COMMITTEE MEETING

Thursday, December 9, 2021 at 3:00PM

Join Zoom Meeting
<https://zoom.us/j/98112714584>

Meeting ID: 981 1271 4584
Passcode: 134874
Dial by your location
1 346 248 7799 US (Houston)

AGENDA

Meeting Begins at 2:00 PM

Business and Education Committee Chair—Woody Engebretson

Board Members: Alfonso Sifuentes, Becky Garlick, Elva Zbeb, Hector Aguilar, Jeff Lights, Jenna Fohn Thomas, Mike Kamerlander, Nikki Stallings

Board Staff Representative: Eugene Ratliff

- Call the meeting to order/roll call:
Meeting was called to order. Committee members present were Woody Engebretson, Jenna Thomas, Mike Kamerlander, Nikki Stallings and Monica Moore from ACC sitting in for Hector Aguilar.

Board Staff present were Paul Fletcher, Diane Tackett, and Eugene Ratliff
- Review Required Action:
Paul Fletcher presented an overview of what the committee's original purpose and functions were. Eugene went over some of the responsibilities the committee has over the year. Eugene clarified the name of the committee was "Business and Educations" as some documentation was showing "Business Education" and that name was misleading. It was determined to do a "soft reboot" of the committee and relook at goals and what is our desired outcomes.
- Review Goals
Due to clarification of the committee's purpose, the goals determined at the retreat were reviewed and rewritten for clarity.

- **Determine timeframes**
Woody suggested the committee try and meet at least once a month at this time to assist in setting up a strong foundation of our purpose and goals. Eugene will be sending out a “Doodle Poll” to all members to set a standing day of the month that everyone can mark on their calendars in order to allow the majority of members to attend.
- **Set next meeting/Adjourn**
A doodle poll is going to be sent for the next meeting that will be held in January. The committee will hear from Eugene on the Targeted Occupations list and how it is determined what occupations are chosen. Eugene will provide data behind each occupation on the list, current projections and additional information so the committee can potentially look to see if any changes need to be made at a follow-up meeting.

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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Workforce Solutions Rural Capital Area Community Awareness Committee

Meeting Minutes

Meeting Date/Time: November 10, 2021 | 12 p.m.

Meeting Location: Zoom (Video: <https://youtu.be/d62nDcpC5aw>)

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

Committee Members Absent: Tracy Jackson, 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: Six 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 September 29, 2021 Community Awareness Committee Meeting
 - ✓ Motion to approve
 - ✓ Seconded
 - ✓ Motion approved
- Information Sharing – Camille Clay introduced guest speaker WSRCA Board Member Tim Ols, [President of Baylor Scott & White Health - Hill Country Region](#), who provided insights on BSW's recruiting and retention efforts as the largest not-for-profit healthcare system in Texas (and one of the largest in the U.S.), and how the Committee/Board could support their workforce efforts. Among the insights shared:
 - Baylor Scott & White Health includes 48 hospitals, more than 900 patient care sites, more than 6,000 active physicians, 40,000+ employees and the Scott & White Health Plan.
 - Company was founded as a Christian ministry of healing, Baylor Scott & White Health promotes the well-being of all individuals, families, and communities. Its mission is to be the trusted leader, educator and innovator in value-based care delivery, customer experience and affordability. Its values include:
 - We serve faithfully

-- more --

- We act honestly
- We never settle
- We are in it together
- BSW's strategies include:
 - Health – Provide seamless and exceptional quality care by transforming into one high-performing team
 - Experience – Create customers for life; driving loyalty by empowering consumers and delivering on the brand promise
 - Affordability – Reduce the financial burden on our customers and invest in Our Core by relentlessly driving down the total cost of care
 - Alignment – Ensure consistent results through a streamlined team approach and unified operating and clinical models
 - Growth – Create value for those we serve through the pursuit of sustainable growth initiatives
- BSW's employee recruitment process relies on:
 - BSW Website
 - Employee Referrals
 - Web Recruiters (Indeed)
 - Schools
 - Recruitment Firms
 - Internal Development
- BSW's employee retention strategies include:
 - Hire Right - Behavioral and Peer Interviewing
 - Thorough Orientation
 - Tools for the Job
 - Treated Fairly
 - Compensation and Benefits
 - Internal Development
- COVID has impacted BSW's staff by challenging their sense of meaning, autonomy and mastery – example: Many healthcare staff members were moved to different/unfamiliar departments to support a high volume of patient care, which elevated stressors.
- BSW has a strong internal development program for staff through its Baylor Scott & White institute. Some of the programs include:
 - Graduate Nurse Residency
 - Specialty Changes
 - Clinical Certifications
 - Certified Nursing Executive
- BSW supports nursing education by providing financial assistance to individuals enrolled in a number of schools of nursing at the associate, baccalaureate, and graduate levels of nursing. The Baylor Scott & White Health Nursing Scholarship Program is open to anyone, including applicants not employed by Baylor Scott & White, who has either been accepted or applied to a school of nursing may apply.

- Thanks to a grant from WSRCA, BSW is training Certified Medical Assistants (CMA) locally and working with ACC to train more CMA's. BSW has also applied for a grant to upskill Patient Care Techs to Sterile Processing Department (SPD); Endoscopy and Dialysis and researching apprenticeships to boost the number of Surgical Technologists.
- BSW has developed its own career progression pathways to help staff see opportunities available through advanced certification and training.
- BSW invests in leadership development through:
 - Coaching
 - Leadership Effectiveness Program
 - Tuition Reimbursement
 - On-Line Learning Modules
 - System Advancement
 - Conferences
- Information Discussion – Camille Clay led the Committee to:
 - a. Committee Member Round Robin to identify opportunities to improve workforce services, meet community/industry needs, and enhance outreach efforts
 - b. Review results of the Doodle Poll for the Committee's meeting preferences and determine if a new day/time is needed for future meetings
 - c. Overview of the 2021 Board of Director's Goals for Fiscal Year 2022:
 - Increase awareness of services in the communities we serve
 - Use data to inform decision making
 - Focus on upskilling to bridge the middle skills gap
 - d. Review Community Awareness Committee 2022 goals that were identified at the Board Retreat and formulate action items:
 - a. Keeping Committee and Board Meetings to 1-hour and foster more opportunities for each member to provide insights, updates, and opportunities from their networks and regions
 - b. Develop a WSRCA Menu of Services for partners and employers to distribute to promote our workforce and child care opportunities
 - c. Design and develop business cards for Board members to distribute, that include QR codes for targeted services: Job Seeker/Business Services/Child Care Assistance
- Chief Storytelling Officer Report – The Committee Secretary/WSRCA Chief Storyteller Brian Hernandez discussed the following items:
 - Board Member Updates:
 - Addition of Becki Womble as a new Board Member representing Bastrop County
 - Departure of Scott Staton, who represented Williamson County
 - Debrief of Hiring Red, White & You 2021 Event/Outreach efforts:
 - Participants:
 - i. 130+ - Employers Online & In-Person
 - ii. 51 - Job Seekers In-Person
 - iii. 27 - Job Seekers Online
 - Outreach Campaign:
 - i. 2,111 - HRWY Website Pageviews (+741% Year-to-Year)
 - ii. 2:39 - Average Time on Page (+48.5% Y-to-Y)
 - iii. 63,125 - Facebook Accounts Reached Through Ads
 - iv. 8 - 1/4 Page Newspaper Ads:

The Texas Workforce Commission in partnership with 28 local workforce development boards forms Texas Workforce Solutions
 Workforce Solutions Rural Capital Area is an Equal Opportunity Employer/Program
 Auxiliary Aids and Services are available upon request to individuals with disabilities
 Relay TX: 711 or 1-800-735-2988 (Voice) or 1-800-735-2989 (TDD)

1. Blanco County News
 2. Fayette County Record
 3. Johnson City Record Courier
 4. Llano News
 5. Lockhart Post Register
 6. San Marcos Record
 7. Taylor Press
 8. Wilco Sun
- 100+ HRWY radio ad spots:
 - i. Mix 94.7-FM
 - ii. Magic 95.5
 - iii. KBEY 103.9-FM
 - Development of the Board's 2021 Annual Report is Underway – to be distributed in early January
 - New Business – Camille Clay: The Committee reiterated that there are many different reasons why some workers are not returning to work, including fears about the pandemic, and that our outreach campaigns should be layered to reflect that every individual and every industry has their own challenges. We must strive create value for Texans at every state of their workforce journey.
 - Priorities for Board Staff – Camille Clay:
 - Board staff were asked to send out What Could We Do/What Should We Do forms to members to help determine Committee priorities in 2022
 - Board staff were asked to develop action plans based on What Could We Do/What Should We Do responses to target Community Awareness Committee 2022 goals
 - Next Committee Meeting – Camille Clay: The next committee meeting is scheduled for Wednesday, January 19, 2021, from 2-4 p.m., on Zoom.
 - Meeting Adjourned – Camille Clay

Untapped Populations

Date | time 12/6/2021 2:30 PM |

Location Zoom: <https://zoom.us/j/92542548169>

Meeting ID: 925 4254 8169 *Passcode:* 862489

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

Attendance

Hector Aguilar	x	Ben Brenneman	
Marco Cruz	x	Sandra Dillett	
Kimberly Goode	x	Eben Riggs	
Cassandra Moya	x		

Guests

Agenda Items

Topic

- ☐ Welcome
- ☐ Planning Worksheet and 2022 Goals

Developed goals, benchmarks and began discussing measurement of success for the topics and goals identified by the subcommittee.

Goal 1: Focus on Inclusion Events and Positions (Student HireAbility Navigator, We Hire Ability employer recognition, SEAL, NDEAM, Hiring Red White and You, etc.)

- Proper advance notice to subcommittee to share event details to Board of Directors and other stakeholders
- Share information on marketing and then share results of the event
- Develop process to text attendees to solicit feedback

Success measures:

- Report of event outcomes provided to subcommittee
- Track referrals from partner agencies to the event and to enrollment in other services and those outcomes
- Number of participants entering employment and retaining employment and wage as a result of the event
- Attendee survey results reported to subcommittee

Goal 2: Staff education and outreach (increase enrollment through affirmative outreach, based on characteristics of underrepresented populations in each county)

- Analyze county demographics
- Identify staff in each county, train staff on those characteristics and develop an outreach plan to increase enrollment for those populations
- Track outreach activities (street teams designed to meet the customer population where they are comfortable)

Measures of success:

- Outreach / Enrollment goals will be determined at January meeting based on county characteristics.
- Verification of training completion and identification of specific points of contact at each office.
- Development of “street teams” for outreach and implementation of the outreach plan.

Goal 3: Business Toolbox Development (Increase the placement rate and retention of individuals with disabilities into quality jobs).

- BSC staff training on inclusion and the interactive process for accommodation and the tools and tax rebates available to businesses
- Website updates to include a toolbox specifically related to inclusion
- Monthly webinar / videos for employers and other interested parties on issues related to inclusive employment

Success measures:

- Website updates implemented and posted
- Number of videos created / webinars attended
- New hires attained from participants enrolled through the affirmative outreach activities in Goal 2.
- Retention of those participants.
- Number of employers nominated for We Hire Ability recognition.

Discussed a recommendation for an adhoc workgroup to review and determine how to combine data sources and analysis from different stakeholders and a workgroup to look at service delivery cliffs that occur based on program rules and the impact of goals of “moving out of poverty” versus the goal of “achieving a family sustaining wage.”



Next Meeting Dates:

January 10, 2022 2:00 pm

March 7, 2022 2 pm

May 2, 2022 2 pm

July 11, 2022 2 pm

September 12, 2022 2 pm

November 7, 2022 2 pm

Attachments



2022 UP Goals and
progress 12.6.21 upi



Child Care

Child Care Funds Expended by County
October 2021

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	114,740.05	9.64	12.00
Blanco	6,330.99	0.53	1.00
Burnet	66,338.31	5.58	7.00
Caldwell	56,290.13	4.73	7.00
Fayette	19,636.12	1.65	2.00
Hays	226,036.53	19.00	23.00
Lee	14,857.71	1.25	2.00
Llano	17,530.35	1.47	2.00
Williamson	668,074.57	56.15	43.00
Total	1,189,834.77	100.00	100.00

Children In Care October 2021

CPS	294	11%
Mandatory	100	4%
Income Eligible	2,194	85%
Totals	2,588	100%

Children on Waitlist as of 12/10/2021

County	Children
Bastrop	315
Blanco	14
Burnet	131
Caldwell	156
Fayette	44
Hays	713
Lee	48
Llano	36
Williamson	1,442
Total	2,899



Child Care Providers

County	Providers	TRSP	Relative
Bastrop	29	6	0
Blanco	3	1	0
Burnet	14	5	0
Caldwell	10	3	0
Fayette	4	2	0
Hays	55	24	2
Lee	6	1	0
Llano	4	1	0
Williamson	172	34	3
Total RCA	297	77	5
Outside Nine County	136	71	0
Total	433	148	5

FY2022 Target 2,262
October 2021 Anticipated Target: 97.2%



Child Care

**Workforce Solutions Rural Capital
Area Workforce Development**

Board Meeting

December 15, 2021

Children in Care FY 2021

<u>Fund Type</u>	<u>October 2021</u>	<u>%</u>
CPS Clients	294	11
Mandatory <small>(Choices, Former CPS, TANF)</small>	100	4
Income Eligible	2,194	85
Totals	2,588	100
Service Industry Recovery National Dislocated Worker	145 5	

Child Care Funds Expended by County thru October 2021

County	Amount – CCF and CCM	% Paid	% of children under the age of 13 and households <85% SMI of working parents
Bastrop	114,740.05	9.64	12.00
Blanco	6,330.99	0.53	1.00
Burnet	66,338.31	5.58	7.00
Caldwell	56,290.13	4.73	7.00
Fayette	19,636.12	1.65	2.00
Hays	226,036.53	19.00	23.00
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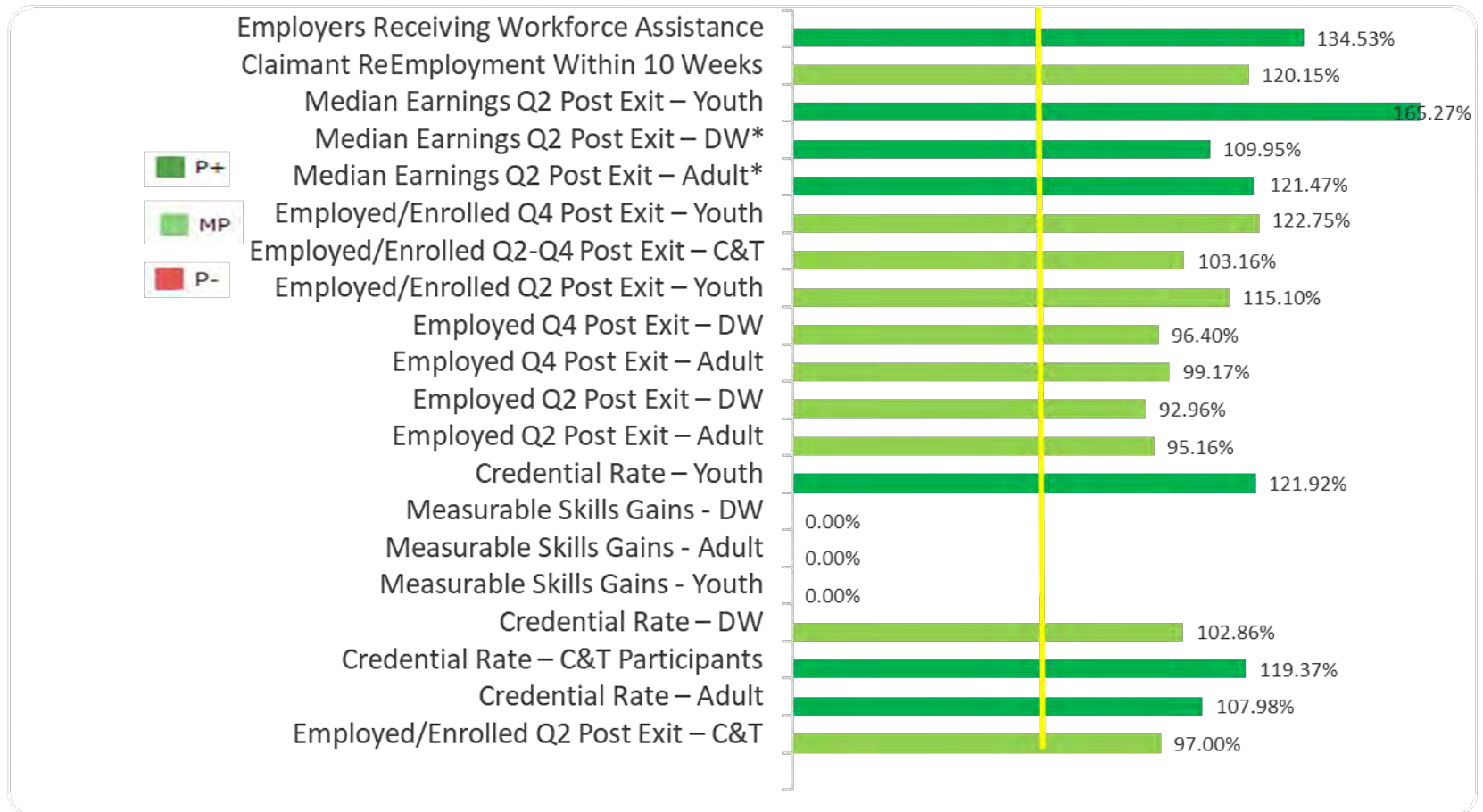
Child Care State Performance Measure

FY2022 Target 2,262

- Anticipated October 2021 – 97.2%

Workforce Solutions Rural Capital Area

Workforce August 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			

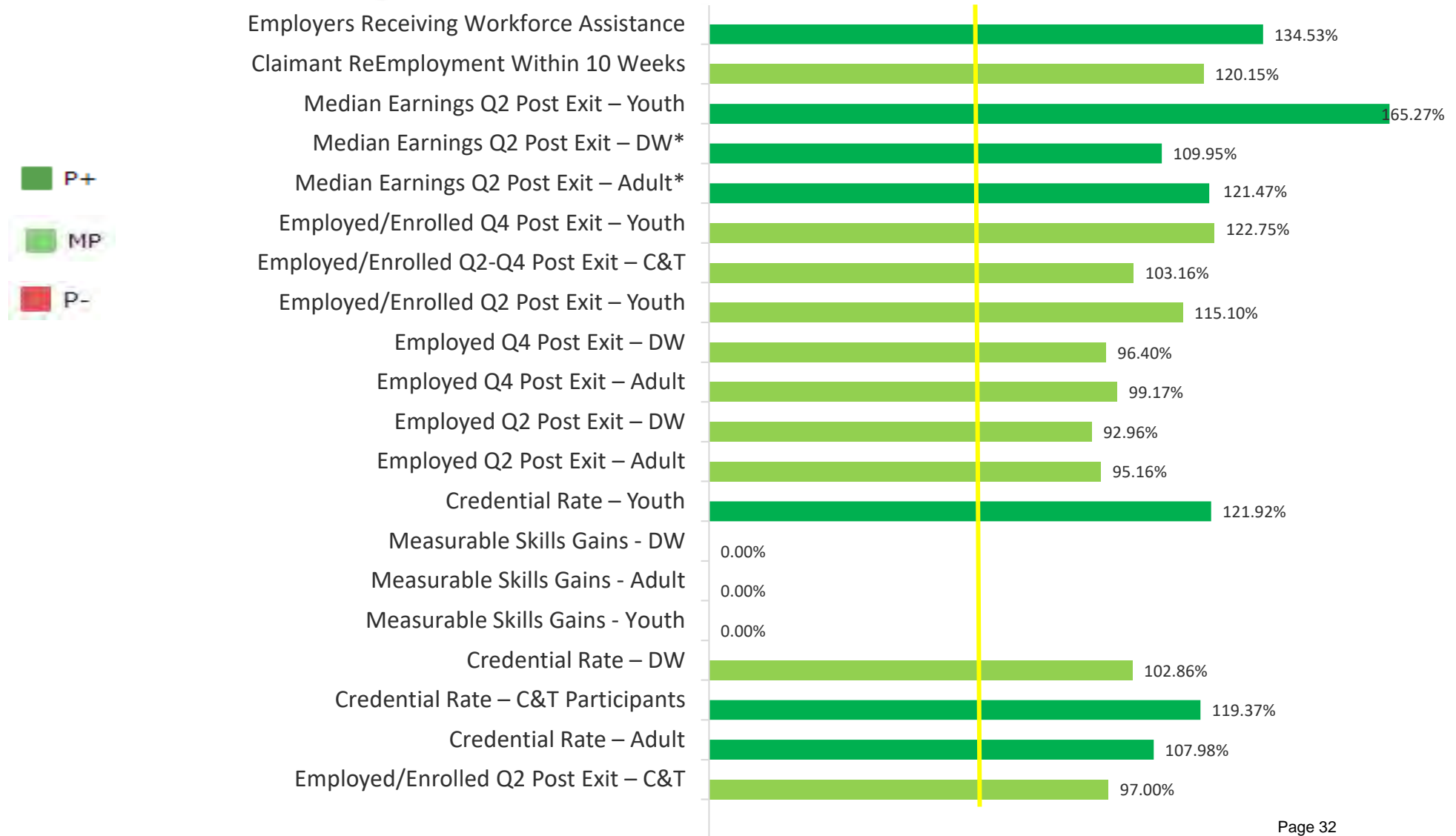


Workforce Solutions Rural Capital Area Workforce Performance

By Equus Workforce Services
December 15, 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
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 2 nd 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 4 th 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 2 nd calendar quarter after they exited from the all programs and what their median wages were.
The time frame is for customers exited from July through August.	The time frame is for customers exited from January through December.	The time frame is for customers exited from July through August.

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.

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			

Measure Name	Numerator	Denominator	Rate	OTY Change
Employed Q2 Post Exit – Adult (DOL)	139	191	72.80%	-9.23%
Employed Q4 Post Exit – Adult (DOL)	136	189	72.00%	-2.17%
Median Earnings Q2 Post Exit – Adult (DOL)	N/A	139	\$7,410	5.67%
Credential Rate – Adult (DOL)	67	75	89.30%	-7.56%
Measurable Skills Gains - Adult (DOL)	10	52	19.20%	-4.00%
Employed Q2 Post Exit – DW (DOL)	63	90	70.00%	-15.46%
Employed Q4 Post Exit – DW (DOL)	120	160	75.00%	-3.23%
Median Earnings Q2 Post Exit – DW (DOL)	N/A	63	\$9,456	2.12%
Credential Rate – DW (DOL)	18	20	90.00%	-6.83%
Measurable Skills Gains - DW (DOL)	5	45	11.10%	-67.45%
Employed/Enrolled Q2 Post Exit – Youth (DOL)	91	103	88.40%	-3.07%
Employed/Enrolled Q4 Post Exit – Youth (DOL)	100	113	88.50%	1.14%
Median Earnings Q2 Post Exit – Youth (DOL)	N/A	75	\$5,454	35.94%
Credential Rate – Youth (DOL)	32	42	76.20%	-11.81%
Measurable Skills Gains - Youth (DOL)	16	55	29.10%	315.71%
Employed/Enrolled Q2 Post Exit – C&T Participants	6,320	9,931	63.64%	-12.74%
Employed/Enrolled Q2-Q4 Post Exit – C&T	9,084	10,778	84.28%	-4.75%
Credential Rate – C&T Participants	169	204	82.84%	-0.78%
Claimant Reemployment within 10 Weeks	5,235	8,590	60.94%	-3.25%
# of Employers Receiving Workforce Assistance	3,799	1	3,799	30.77%
Avg # Children Served Per Day - Combined	602,414	261	2,308	-10.75%

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

