

Board Oversight Capacity—BCY 2021

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

Permian Basin Score Card

The Texas Workforce Commission’s annual evaluation of each Board’s oversight capacity. Boards are assigned a rating of Meets Standards or Below Standards for each of the following six categories.

Develop, maintain, and upgrade comprehensive fiscal management systems

Meets

- √ Does the Board have fiscal management systems in place that include appropriate fiscal controls?
- √ * Does the Board, during its regularly scheduled meetings, include a quarterly review of the financial status of the Board and its service providers for all funding sources it administers?
- √ Have single audits been free of material weaknesses?

Hire, train, and retain qualified staff to carry out the Board’s oversight activities

Meets

- √ Has the Board been certified?
- √ * Has the Board hired or retained qualified staff (Executive Director, Chief Financial Officer, Program Director, Contract Management Staff, Monitoring staff) to oversee contractors?

Select and oversee local contractors to improve the delivery of workforce services

Meets

- √ Does the Board have an effective formal procurement process, and has the Board been following this process?
- √ Does the Board have a certified monitoring function in place to oversee contractors?
- √ The Board has no disallowed costs exceeding one percent of allocation (non-self-reported).
- √ The Board has no disallowed costs exceeding one percent which resulted in repaying funds.

Oversee and improve the operations of Workforce Solutions Offices in the Board’s service area

Meets

- √ Does the Board have certified Workforce Solutions Offices?

- √ * Can the Board provide documentation demonstrating that it has policies in place to address service improvement, such as the initiation of performance improvement or service improvement plans when performance issues are identified with a local contractor?
- √ * Has the Board applied its service improvement policy when necessary?

Manage the contractors' performance across multiple Board programs

Meets

- √ Did the Board meet target on at least 80 percent of its contracted performance measures?
- √ Is the Board within 35 percent of target on all contracted performance measures?
- √ * Does the Board hold performance oversight meetings, do performance reviews, or, during its regularly scheduled meetings, include a review of its status on contracted performance measures at least four times throughout the year?

Identify and resolve long-standing or severe Board oversight problems and workforce service provider performance issues

Meets

- √ The Board did not miss target on the same performance measure two years in a row.
- √ The Board does not have any unresolved material weaknesses discovered through a single audit.
- √ The Board has not been placed on an Intent to Sanction or a Sanction.

Permian Basin Community Impact Statement

A written statement from each Board summarizing its impact on and relationship with the local community and economy. Specify how the Board's efforts demonstrate and contribute to an effective workforce system by engaging employers, helping workers find jobs, and ensuring good fiscal stewardship.

This past year the Permian Basin WDB largest MSAs saw their unemployment rates go from double digits to trending down to a respectable 4.9% in Midland and Odessa 7.1%. As we begin returning to normal, our region has been heavily impacted by a shortage of potential skilled workers. The Oil/Gas Industry continues to be the top employer in the region followed by Transportation and Construction. Every industry sector in the Permian Basin is currently posting now hiring signs throughout our seventeen-county area.

The Permian Basin child care industry saw 14 providers close their doors because of their inability to attract workers in a low wage industry. Our local Workforce Solutions Offices held job fairs and provided information about financial resources offered through TWC. PBWDB has set aside scholarships at our local Community Colleges specifically to grow our local Child Care workforce population. Child Care is and will be even more important for our economy as it reopens for both businesses and their employees.

Permian Basin WDB continues to mandate 40% of our workforce dollars are earmarked for training within our targeted occupation list. This effort is no doubt having a positive impact on growing and increasing our workforce pipeline. Our Workforce Solutions offices are assisting employers by conducting individualized and general job fairs weekly and monthly. PBWDB received over \$350,000 in Skills Development COVID funds to support our rural hospitals with training over 250 incumbent employees.

Partnership building among all public and private entities is still a focused priority in our workforce area. PBWDB added to, expanded and/or enhanced its partnerships with Region 18 Educational Service Center, ISDs, community colleges, local employers, and economic development groups. The goal behind each partnership is to expand/educate students about future careers, assist employers to recruit/retain employees, and assist job seekers to secure employment that matches employers' skill needs. A new partnership with the Permian Basin Fuel America task force was developed. The purpose of the task force is to support dislocated workers from the oil/gas industry so they will remain in the Permian Basin and be available to return to the oil/gas jobs when that industry rebounds.

Ensuring sound, effective, and appropriate fiscal management systems and controls of the funds allocated to PBWDB is a critical priority for the Board. The following safeguards/ practices are in place reflecting that priority commitment.

- Conduct an annual agency-wide audit by an independent and procured CPA firm. The results of all audits are shared with PBWDB's Oversight Committee and Board of Directors who has approval authority of the audit findings.
- Review and discuss the Board's budgets, expenditures, and any fiscal concerns monthly by the PBWDB's management staff.

- Provide quarterly financial reports to the PBWDB Oversight Committee and Board of Directors.
 - Evaluation and adoption by PBWDB's Board of Directors of the agency-wide annual budget.
 - Meet with PBWDB's service provider monthly to discuss current and projected expenditures for each contracted funding stream and actions needed to address any concerns.
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√ = Meets Standard

X = Below Standard

* = Board Attestation