

Board Oversight Capacity—BCY 2021

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

West Central Texas 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.

West Central Texas 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.

High Profile Statistics:

Job-seekers served:	2,888
Employers served:	1,854
Average Number of children served per day:	1,483

Assistance to Employers and Job-seekers

Creating connections between employers and qualified job-seekers.

- The annual Hiring Red White and You veterans job fair in November 2020 included 37 employers and was attended by 124 job seekers. The event offered access to 188 different positions, representing 3,000 job openings.
- Partnered with local tv station to produce a series of career videos featuring employees engaged in targeted occupations at local businesses. Videos were featured each Wednesday from March 3 to May 26, 2021 in conjunction with the 6 pm news segment as part of Workforce Wednesdays. The videos were seen by 44,963 individuals or an average of 3,211 individuals each week.
- Hosted regional hybrid job fair that was co-sponsored by KTXS (local ABC affiliate), Abilene Chamber of Commerce, Abilene Industrial Foundation and Sweetwater Economic Development. The event was held on July 7, 2021, which was the week following the ending of extended UI and pandemic UI benefits. A total of 251 registered job seekers attended to connect with 80 in-person employers and 21 employers participating virtually.

Business and Education Partnerships

Building relationships between business and education to improve alignment.

- Continued support for industry sector partnership, Big Country Manufacturing Alliance (BCMA), that was launched in 2017. BCMA was one of four entities to receive an Advance Together Implementation Grant totaling \$300,000 for a 3-year period. During the past year, the BCMA has awarded two, \$1,000 scholarships with one going to a graduating high school senior and one to a current college student. The high school student winner enrolled in TSTC-Sweetwater to pursue welding and the college level winner is enrolled at Abilene Christian University in the engineering program. BCMA produced a second video highlighting career opportunities for women in manufacturing. Five employers from the BCMA participated in a discussion with approximately 75 area superintendents, principals, and other administrators at Region XIV Education Service Center in February 2021. BCMA also served as a sponsor and presenter at the Hispanic Leadership Council Planning for College and Career Workshop in late January 2021.
- Received a three-year, \$250,000 grant from the Trellis Foundation to develop an accelerated model of upskilling and reskilling to assist unemployed and underemployed adults transition into family supporting careers. Through this grant, we are partnering with AEL, post-secondary partners,

community and faith-based organizations, business, economic development, and community members.

- Expanded participation in the rootED Alliance program to 10 rural school districts in the second year. This program embeds Youth Success Advisors in high schools to work directly with students, parents, and counselors to promote college, career and/or military entrance. Students who graduated from high school continue to be outreached regularly and provided support by social work interns.
- Received a \$145,400 High Demand Job Training Grant in partnership with the Development Corporation of Baird, Community Development Corporation of Baird, and Baird ISD to provide virtual welders and upgraded welding equipment to train high school students. Baird ISD is building a new technical training center that will house a new welding lab that will serve students from Baird and Clyde ISDs. TWC Commissioner Julian Alvarez III presented a big check in Baird on June 24, 2021.
- Received a \$37,500 Texas Industry Partnership Grant in partnership with the Abilene Industrial Foundation to conduct a cluster analysis of the following industry sectors: advanced manufacturing, aerospace, bio-tech and life science, information technology and energy in the Abilene MSA. The study will identify the labor shed, workforce trends, labor participation rates and skill requirements as well as an assessment of training availability, viability and the correlation between existing training offerings and business needs. Information from the study will be shared with business and education partners.

Career Pathways

Promoting awareness of and preparing students for local quality career opportunities.

- The seventh annual regional World of Work Youth Expo on October 20 - 22 as a virtual event. Students had the opportunity to virtually tour and connect with 18 unique employers representing various career pathways. Sessions were interactive via livestream and were also recorded and made available to schools. A total of 411 educators, representing 5,744 students from 50 different school districts participated in the event.
- A total of 60 videos were submitted for the 2020 Careers in Action Video Contest. A virtual Red Carpet Premiere and awards ceremony was held in December. Winning videos resulted in awarding of over \$25,000 in prize packages to schools that included digital media equipment, iPads, and 3-d printers. Prize packages and big checks were also presented on school campuses during special school assemblies in spring 2021. These events were attended by local media, legislative staff, employers, and parents.
- The Workforce Career and Education Outreach Specialist Pilot Project ended in August 2021. Key stats from the last two years are as follows:
 - 2,472 career presentations to students
 - 39 partner school districts engaged
 - 669 one-on-one career planning sessions with students
 - 53,729 engagements with students
- Celebrate Careers, an intentional and intensive focus on exposing students in grades 6 to 12 to locally available careers impacted over 12,378 students, 660 teachers and 89 schools who

participated in one or both years. “Career kits” of interactive games, activities, posters, and resource materials were provided to 84 teachers. initiative held in February of each year.

- Through seven “lunch and learn” webcasts and 134 partner presentations, we were able to connect with over 1,500 educators, parents, and other professionals to promote awareness of careers, post-secondary partners, and other resources.

Promoting Quality Child Care

Improving the quality of affordable child care for families who are working or attending school.

- Providing Child Development Associate training for 23 current teachers through a modular approach that allows completion of all required training over the course of a year.
- Purchased PPE supplies, materials, and equipment for 88 providers, 38 of which are Texas Rising Star providers.
- Provided technical assistance to 96 directors and early childhood teachers regarding changes to the TRS guidelines.
- Provided financial support for 28 child care owners and/or directors to attend McCormick Center for Early Childhood Leadership Conference – Leadership Connections National Virtual Conference to obtain 18 hours of professional development and training.
- Continued to provide shared services software to assist with business operations, communications, and education improvement to 17 child care providers.
- Purchased outdoor supplies and materials for Texas Rising Star providers to promote greater awareness of outdoor learning.
- Mentoring continued to be provided virtually and on-site to over 70 teachers individually and in group settings.

√ = Meets Standard

X = Below Standard

* = Board Attestation