

LOWER RIO GRANDE BOARD OVERSIGHT CAPACITY RATINGS

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.

(1) 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 provider, for all funding sources it administers?
- ✓ Have single audits been free of Material Weaknesses?

(2) 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 contractor?

(3) 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 contractor?
- ✓ The Board has no disallowed costs exceeding 1% of allocation (non-self-reported).
- ✓ The Board has no disallowed costs exceeding 1% which resulted in repaying funds.

(4) Oversee and improve the operations of Workforce Solutions Offices in the Board's service area

Meets

- ✓ Does the Board have certified Workforce Solutions Office(s)?
- ✓ * 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 the local contractor?
- ✓ * Has the Board applied its service improvement policy when necessary?

(5) Manage the contractors' performance across multiple Board programs

Meets

- ✓ Did the Board meet target on at least 80% of its contracted performance measures?
- ✓ Is the Board within 35% 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 4 times throughout the year?

(6) 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.

COMMUNITY IMPACT STATEMENT

A written statement from each Board summarizing their 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.

Impact on and relationship with local community and economy.

Lower Rio continues as a statewide leader in workforce development. For BCY 2017/2018 the Board of Directors' Strategic Partnership Committee continues its dedication towards ensuring Workforce Solutions leads or is a premier partner within the community and economy. The Committee's Key Strategic Imperatives of: 1) Preparing a job ready-workforce and foster external partnerships, and; 2) Building strategic partnerships to leverage resources for our customers, holds board staff accountable for maintaining the vital relationships needed to provide quality workforce services to both the job seeking customer and employers.

The Board's "Community Engagement Department" is comprised of full time staff positions dedicated to developing and maintaining relationships with the local community's services providers as well as with the employers and economic development entities.

Specify how the Board's efforts demonstrate and contribute to an effective workforce System:

Lower Rio invites stakeholders to its Strategic Partnership Committee meetings throughout the year to obtain feedback from the community and employers. During BCY17/18, Lower Rio continued with stakeholder meetings inclusive of Economic Development Councils, ISD, South Texas College and University of Texas Rio Grande Valley representative providing information relevant to producing a skilled workforce. Lower Rio will host its fourth Education and Workforce Summit with RGV LEAD to bring together education representatives, employers and representatives from the local major industries to identify how workforce can align training programs for employment opportunities within these demand and emerging industries.

Lower Rio recognizes that employers are its primary consumer and continuous engagement is required to meet it needs. TWC's High Demand Job Training Matching Grants with the Mission Economic Development and McAllen Economic Development Council increased training in industry recognized credentials. In addition, the Industry Taskforce in Allied Health Care continues to convene employers to identify where gaps in training exists so the board can be responsive with training programs that meet this ever increasing need.

The Chief Executive Officer, Francisco Almaraz sits on the Rio regional Economic Development Council board and local EDCs providing workforce data. Mr. Almaraz was selected to spearhead the Lower Rio Grande Valley regional team for the Tri-Agency Education to Workforce Summit to set the strategies for the near future. Leaders from Texas Education Administration, Texas Higher Education Coordinating Board and Texas Workforce Commission provided an overview of the goals and anticipated outcomes of the summit.

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On a monthly basis over 300 businesses receive Lower Rio's labor market reports to maintain their industries current on workforce development services and data.

Lower Rio negotiated Key Performance Indicators above the contracted measures from TWC pertaining to: Job Placements and Employer Engagement. In addition, Lower Rio contracts with an independent survey company to survey employers and job seekers on the quality of services received, and solicits input on improving services.

Lower Rio continues to enhance and increase innovative ways via technology that increases access to both job seekers and employers during regular job fairs. At the 2018 Board of Directors Strategic Planning Workshop the board set as a goal the expansion technology to allow one-on-one interface with job seekers. Lower Rio continues to present at Workforce Forums on a variety of projects and successful programs.

Ensuring good fiscal stewardship:

Lower Rio maximizes services to both job seekers and employers by ensuring that a significant amount of available funding is used for direct services, inclusive of investments in technology to facilitate the delivery of services. Expenses are compared to budget on a monthly basis and reviewed by executive management to ensure funds are spent as planned.

- ✓ = Meets Standards
- X = Below Standards
- * = Board Attestation