

WEST CENTRAL TEXAS 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
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Does the Board have fiscal management systems in place that include appropriate fiscal controls? <input checked="" type="checkbox"/> * 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? <input checked="" type="checkbox"/> Have single audits been free of Material Weaknesses? 	
(2) Hire, train, and retain qualified staff to carry out the Board's oversight activities	Meets
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Has the Board been certified? <input checked="" type="checkbox"/> * 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	Below
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Does the Board have an effective formal procurement process, and has the Board been following this process? <input checked="" type="checkbox"/> Does the Board have a certified monitoring function in place to oversee contractor? <input checked="" type="checkbox"/> The Board has no disallowed costs exceeding 1% of allocation (non-self-reported). <input checked="" type="checkbox"/> 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
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Does the Board have certified Workforce Solutions Office(s)? <input checked="" type="checkbox"/> * 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? <input checked="" type="checkbox"/> * Has the Board applied its service improvement policy when necessary? 	
(5) Manage the contractors' performance across multiple Board programs	Meets
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Did the Board meet target on at least 80% of its contracted performance measures? <input checked="" type="checkbox"/> Is the Board within 35% of target on all contracted performance measures? <input checked="" type="checkbox"/> * 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
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> The Board did not miss target on the same performance measure two years in a row. <input checked="" type="checkbox"/> The Board does not have any unresolved material weaknesses discovered through a single audit. <input checked="" type="checkbox"/> 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.

High Profile Statistics:

Job-seekers served: 7,753

Employers served: 2,096

Average Number of children served per day: 1,539

Assistance to Employers and Job-seekers

Creating connections between employers and qualified job-seekers.

- Regional job fair was hosted on April 11, 2018 that was sponsored by Development Corporation of Abilene, Breckenridge Economic Development Corporation, Brownwood Municipal Development District, Cisco Development Corporation, Coleman Economic Development District, and Sweetwater Enterprise for Economic Development with 72 different employers participating and over 800 job-seekers in attendance.
- Hosted 62 specialized hiring events for employers that served over 600 job-seekers and resulted in a 60% hire rate.
- Through the locally-established Workforce Investment Fund, one small employer is being assisted in upskilling of three employees, who will receive average hourly wage increases of \$2.84 per hour
- The annual Hiring Red White and You veterans job fair in November 2017 included 60 employers and almost 200 job-seekers.
- The Military Family Support initiative enrolled a total of 38 spouses between April 1, 2017 and April 30, 2018. Of those exiting the program, 24 (73%) obtained employment with 50% directly resulting from outreach to individual employers on behalf of the spouse. More importantly, over 100 local employers were outreached via email, in-person visits, telephone, and group presentations to encourage hiring of military spouses.

Business and Education Partnerships

Building relationships between business and education to improve alignment.

- Launched in January 2017, the West Central Texas Manufacturing Partnership, was the first Next Gen sector partnership in Texas. The group has brought together manufacturers from across the region with support partners, such as secondary education, higher education, economic development, and workforce with a goal of seeking shared opportunities for growth and support of the industry. Under the leadership of business champions, the Partnership was renamed as the Big Country Manufacturing Alliance in May 2018. The BCMA has created a new logo and is developing a standalone website funded with outside grant funds.
- Continued support of the Springboard program with the Griggs Center for Entrepreneurship during 2018. Over the last three years, a total of 34 revenue-generating businesses have been started and 28 are still operational. The businesses collectively employ 80+ workers. The locations of the businesses are as follows: Abilene (28), Brownwood (2), Haskell (1), Snyder (2) and Sweetwater (1).
- WE Connect – Workforce and Education Connect was launched in fall 2018 as a partnership between Region XIV Education Service Center and Workforce Solutions. The day-long, interactive workshops held in Abilene, DeLeon and Snyder provided training on labor market information, career clusters and endorsements, state accountability requirements and state and local resources for middle school teachers.
- In partnership with Educate Texas and the Charles A Dana Center, Workforce Solutions hosted a regional convening of manufacturers and educators to begin the conversation of how to strategically align secondary and post-secondary math curriculum with the mathematical and quantitative skills needed by area manufacturers. This event was attended by more than 30 individuals from business, workforce, local ISDs, community colleges and universities from across the region.

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Career Pathways

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

- West Central was one of six workforce boards awarded a \$92, 998 Texas Talent Connection grant in April 2018 to create middle-skill STEM internship programs in agriculture, healthcare, energy, and manufacturing. Participating schools include Cisco College, Abilene ISD, Roscoe Collegiate ISD, Snyder ISD, and Sweetwater ISD
- What's Next an interactive experience for high school seniors who were on track to graduate, but didn't have a clear plan after graduation was held in May in partnership with Goodwill – West Texas, Next University, Region XIV Education Service Center and Workforce Solutions. The event was attended by 70 seniors from 12 schools, representing six counties and included workshops on college, career, networking and financial management. Additionally, 35 students participated in mock interviews with hiring managers.
- The fourth annual regional World of Work Youth Expo in November 2017 was attended by 2,700 students in grades 8 – 12 from 51 schools spanning 17 counties. The event included 88 exhibitors and 137 junior and senior students participated in mock interviews.

Promoting Quality Child Care

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

- A new class format for Child Development Associate (CDA) training, consisting of 18 standalone classes covering all CDA topics was launched in January 2018. Participants have the option of taking any/all classes individually for training hours or all 18 classes can be taken and combined with 9 additional classes designed specifically for CDA preparation in order to be prepared to apply for CDA certification. The training began with 35 students and 18 are projected to complete this year and attain the CDA certification.
- Workforce Solutions forged a partnership with the City of Abilene to redevelop a children's play area at a City-owned park into a natural learning area. To maximize use by child care providers, training was offered in collaboration with the Texas Parks and Wildlife Department using the Growing Up WILD curriculum, which is correlated to NAEYC and Texas Education Agency standards. Nearly 30 Texas Rising Star caregivers at the first sessions.
- Scholarships were provided for 16 caregivers and two workforce staff to attend a week-long Conscious Discipline Summer Institute held in Abilene in June. The lead Child Care Quality Specialist for the Board also attended a Train-the-trainer session later in the summer and is able to provide training and technical assistance to providers. Additionally, a networking group has been established for attendees that allows sharing of information, requests for input, and support.

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