

Board Oversight Capacity—BCY 2024

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

Capital Area 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

Below

- X 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 the local contractor?

√ * Has the Board applied its service improvement policy when necessary?

Manage the contractors' performance across multiple Board programs

- ** 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.

√ = Meets Standard

X = Below Standard

* = Board Attestation

** = Due to performance data tracking updates made during this Board Oversight Capacity review cycle, these criteria will not be rated for BCY 2024.

Capital Area 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.

- One of the few — if not only — Boards in the state that receives considerable amounts of funding for workforce and childcare services from the City and County
- Evaluate impact outside of contracted measures to measure impacts
- Training Effectiveness Matrix-Annually, WFSCA analyzes the impact of training dollars by looking at the number/percentage of individuals who enter employment related to training. We also look at the average pre and post wages and return on investment to the community.
- One of eight workforce boards that received a pilot grant from TWC in 2019 to launch a career and education outreach specialist program. Since 2019, WFSCA's outreach team has connected with middle and high school students from five school districts through class presentations, industry speakers, career fairs, internships and more. The pilot grant from TWC has ended and we continue to fund this program using our TANF funds and TEA grant. For FY25, WFSCA has a total of two education and outreach specialist staff working in the K-12 space with one being a lead.
- WFS Capital area is providing around 4,000 services per month, to approximately 1,700 walk-in job seekers.

Hire Local Plan

- In 2017, Workforce Solutions Capital Area helped set a strong foundation for regional workforce development with Austin metro's first-of-its-kind workforce plan to combat rising costs of living threatening affordability.
- What we saw as we built this Plan — and still today — is that we have as many good, high-paying jobs in our highest-growth industries here as we have local workers. But they don't always match up.
- The first Community Workforce Plan has been a shining example of a community rallying its resources across all sectors in a time of challenge and opportunity.
- To further address affordability and equity concerns in our community, Workforce Solutions Capital Area launched the Hire Local Plan. Austin-area workforce development community-based organizations, training providers, and employers are coming together to work toward the same outcome: help residents find a path to financial stability.
- We do this in four ways: raising awareness of these opportunities, getting folks into skills training, placing them in higher-paying jobs, and upskilling underemployed workers.
- Through these strategies, the Hire Local Plan achieves 3 big things for workforce development:
 1. Increase skilled local talent while better defining the region's capacity for training
 - Coming at this from an equity lens, we believe that this plan will ensure that those in our region most impacted by the pandemic get a chance for the same prosperity experienced by high-skilled workers in high-growth industries.

2. Improve income for local people by creating an affordability index.

- Hire Local and these training opportunities will create an affordability index by tracking wage and employment outcomes of those who complete training so that over time we can call out what it takes to live and work in Austin.

3. Grow payrolls for local businesses

- By better preparing local workers for in-demand jobs, companies can fill their roles at a lower cost and the community can see economic benefits as a result

American Rescue Plan Act (ARPA)

- WFSCA was funded by the City and County through American Recovery Act funding to implement RE:WorkNOW (RWN). The program runs through December 2024.
- The RWN program provides short-term training in high demand occupations, coupled with career advising and support services, including weekly stipends while attending training.
- WFSCA has placed staff in community based organizations, including Austin Community College, which provides many avenues for individuals to access services.
- RWN also provides subsidized employment opportunities for those needing work experience or those that complete training and need experience before entering the workforce.
- WFSCA is able to braid RWN funding with other funding streams to provide a full suite of services to eligible job seekers.
- In FY2024, the RWN program funded occupational training for 127 City of Austin/Travis County residents. 112 successfully completed training (88%) and 79 (71%) were placed into employment. 5 individuals were enrolled in subsidized employment, with 4 (80%) successfully completing.

Industry Sectors

- Launched 6 priority groups as a part of the Mobility and Infrastructure (M+I) Sector Partnership: Incentivize, Recruiting, K12 Pipeline, Non-traditional talent Pipeline, Harmonize and Funding.
- In March 2024 Austin City Council passed a resolution brought forth by Mayor Kirk Watson, approving the establishment of a program to fund the initial design and build-out of the Austin Infrastructure Academy.
- In August 2024, The Austin City Council adopted a \$5.9 billion budget for Fiscal Year 2024-2025 that supports community-focused investments, including \$5 million to launch the Academy.
- In October 2024, the Austin City Council approved an interlocal contract with Workforce Solutions Capital Area for a 12-month period to support the implementation of the Academy. This investment directs the state's designated organization for data-driven workforce planning, oversight and evaluation of Austin-Travis County to provide workforce training, childcare services and job placement assistance for positions in the mobility and infrastructure sector.
- Expanded apprenticeship programs in healthcare, manufacturing, and information technology.
- In 2023, we supported 125 people enrolled in health science, manufacturing, and information technology apprenticeships.
- Supported the growth of upskilling with Incumbent Worker Training grants. In 2023, we awarded over \$150K across 7 companies to train over 100 employees to advance in their careers.
- Developed Texas Talent Experts Industry White Papers to provide industry snapshots with labor market information, key initiatives, and impact overviews.

- Established goals with the Austin Regional Manufacturers Association (ARMA) to better align our workforce development efforts.
- Helped to increase the number nursing graduates by 64% over the past 3 years with the Central Texas Healthcare Partnership (CTHP).
- 340 student interviews conducted over three hospital system interview events organized by CTHP.

Child Care

- 3,059 Children Across Travis County in our care
- 344 Child Care providers contracted
- 162 Providers are Quality Rated (as of September 30, 2023)
- 11 new early learning programs achieved Texas Rising Star status
- 210 Children enrolled in Continuity of Care Program funded by City of Austin/Travis County to bridge any gaps in eligibility for local parents
- A monthly average of 434 providers and teachers attended trainings hosted by WFS
- 255 parents attending trainings hosted by WFS
- Awarded \$946,400 in wage stipends and premium pay bonuses to 379 staff to help high quality early learning programs retain staff