

Board Oversight Capacity—BCY 2024

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

Concho Valley 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

Below

- X 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?
- X 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 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

Below

- ** The Board did not miss target on the same performance measure two years in a row.
- X 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.

Concho Valley 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.

The mission of the Concho Valley Workforce Development Board (CVWDB) is to promote the economic well-being of all residents through the delivery of employer driven and customer-centered services. It is the intention of the Board to ensure that every CVWDB resident has the opportunity to work in his or her chosen field at their highest desired capacity and that each business' workforce is trained and ready as responsible employees.

CVWDB recognizes the correlation between economic development, employment opportunity, and sustainability. CVWDB actively engages with all partners to devise and implement strategies that meet the specific skill demands of local employers and equipping career seekers with the necessary skill set to meet that demand. These partnerships include our Workforce Operator, the local community college Howard College (also the local AEL provider), Angelo State University, local independent school districts, Region 15 Education Service Center, Vocational Rehabilitation, Health and Human Services Commission, the Texas Workforce Commission, Texas Veterans Commission, other workforce Boards, the local Small Business Development Center, City of San Angelo Development Corporation, San Angelo Chamber of Commerce, large local employers (Shannon Medical Center, Ethicon), community service organizations (Public Housing Authority, Community Action Agency), and Goodfellow Air Force Base. Concho Valley Workforce Development Board staff serve on various Howard College Advisory Committees and serves on Boards of community partners with the goal to collaborate with area partners to promote economic development while avoiding duplication of efforts.

The CVWDB supports the area youth population through focused outreach centering around career exploration, work experience, and providing available resources. The Board meets regularly with partner agencies such as Youth Advisory Groups, Region 15 Education Service Center, Howard College, and area schools to discuss gaps and opportunities for partnerships to serve area Youth. In collaboration with TWC Vocational Rehabilitation Counselors, local employers, and the Student HireAbility Navigator, the Board executed a successful Summer Earn and Learn program which placed local youth with disabilities in paid work experiences. The CVWDB partnered with the San Angelo Independent School district for Recruitment Day and Career-Signing Day events. Additionally, the Board partnered with local news media to present a virtual "day in the life" career exploration video campaign featuring area employers in high demand occupations.

The CVWDB recognizes the importance of the availability of high quality child care as a key component to economic stability. As such, the Concho Valley Workforce Development Board offered child care training opportunities for child care workers and directors to enhance the staffing, infrastructure, and business quality of local child care centers. Child care services included mentoring to area Child Care Centers to assist with becoming recognized Texas Rising Star Providers.

The Concho Valley Workforce Development Board also recognizes the growing veteran population by offering all available job seeker services to area veterans and hosting the annual Hiring Red White and You hiring event. The CVWDB continues to ramp up efforts to strengthen existing partnerships and efforts to create new partnerships with community veteran agencies. The TVLP coordinator as well as TVC personnel housed in WFS office work to assist veterans with needed services, including support groups held at the WFS center.