

# Board Oversight Capacity—BCY 2022

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

## Permian Basin 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.**

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### **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.

## Permian Basin 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.**

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The Permian Basin is seeing rebound in its primary industries: Oil/Gas and Transportation and Construction. These industries continue to be the top employers. This rebound is reflected in the area's unemployment rates. During the past year the Permian Basin WDB MSA's saw their unemployment rates drop to 3.3% in the Midland MSA and to 4.9% in the Odessa MSA. Our region is basically at full employment. As a result, the Permian Basin WDA is experiencing a skilled worker shortage in every industry sector. We are in a job seeker market. When your marketplace is experiencing these type of trends, local industry is forced to get creative with their benefits and increased wages.

One of the key area the Permian Basin WDB is investing in to help address the worker shortages is childcare. We currently have over 105 Child Care providers participating in our Child Care Services program assisting approximately 2300 children daily. These services allow over 1600 families the ability to participate in the local workforce or secure training for future jobs.

The Child Care industry is experiencing the same skilled worker shortages as other industry sectors. Workforce Solutions Permian Basin is reaching out to the childcare providers to register their openings in WIT and promoting job fairs. The quality training conferences we host are designed to not only help improve the quality of care offered at all childcare facilities, but to assist Child Care employers/employees with their annual mandated training hours.

PBWDB partnered with Permian Strategic Partnership (PSP) through a TWC Child Care Industry Partnership grant to conduct a landscape survey and gap analysis of the childcare industry in the Permian Basin. PSP is a coalition of 17 leading Permian Basin energy companies who joined together to work in partnership with leaders across the region's communities to address current and future challenges to the responsible development of the vast oil and natural gas resources of the Permian Basin in Texas and New Mexico. Their focus is to address education, transportation, healthcare, housing, and workforce needs that impact the Permian Basin and thus their workforce and industry.

The survey and gap analysis identified the issues facing the childcare industry here and is reflective of that industry in other parts of Texas, including staffing shortages, wage compensation for staff, and availability of care for infants and toddlers. The study made several recommendations to support this industry and to address the issues facing this industry.

To address the employment needs of employers and job seekers, Permian Basin's five Workforce Solutions Centers are strategically located the across the 17 counties of the Permian Basin, which represents over 23,000 square miles. The Permian Basin Workforce Board continues to provide investments in the following areas.

- Providing training to eligible individuals in the Board's targeted occupations. Over 250 customers have completed training or are presently in training.

- Delivering employer services to 2200+ local employers through the Workforce Solutions Offices.
  - Serving over 22,000 job seekers in the Permian Basin.
  - Making serving Veterans our priority, by assisting over 2100 Veterans, including hosting the annual Red, White & You Hiring event for Veterans and their spouses.
  - Continuing to focus on growing our own workforce through promoting Career and Technical Educational programs with ISDs. PBWDB initiated a Career and Exploration Outreach program to educate students, parents, and CTE educators and counselors about the Permian Basin's targeted and demand occupations.
  - Placing 48 students with disabilities in paid work experience through the Summer Earn and Learn program with 35 employers.
  - Hosting virtual and in-person job fairs at all five Workforce Solutions Offices.
  - Partnering with Odessa College in a Skills Development Grant to train 75-100 individuals employed by rural health care providers in the region.
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√ = Meets Standard

X = Below Standard

\* = Board Attestation