

Board Oversight Capacity—BCY 2024

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.

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

- ** 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.

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.

Employment needs of employers in the Permian Basin continue to grow, highlighting the need for more employees. Over the past year the unemployment rate for the Workforce Development Area experienced very minimal change: 2.9% in September 2023 to 3.1% in September 2024. The Midland MSA was ranked as having the lowest unemployment rate in the state. The Midland MSA September 2024 rate was 2.6%, compared to 2.5% in September 2023. The Odessa MSA also experienced low unemployment rates for the year; the September rate was 3.6%; a slight increase of .4% from September 2023.

The Natural Resources and Mining and Trade, Transportation and Utilities industries continue to have the highest employment in the Permian Basin. However, the need for employees is great in virtually all industries as validated by the shortage of skilled workers. The competition for skilled employees is reflected in the average weekly wage, which was higher than the rest of the state and in the nation. As the marketplace continues to experience these trends, local industry is forced to evaluate their wage structures to compete for the local workforce.

One of the key strategies for addressing the challenge of finding highly skilled employees in the rapidly growing Permian Basin is through effective job training. PBWDB leveraged the Skills Development Fund (SDF) grant to support 12 local businesses in training and developing 594 of their employees. The SDF projects aim to boost business competitiveness, cultivate internal talent, and enhance productivity. Each project represents a collaborative initiative between workforce and Permian Basin's higher education partners, designed to reinforce the workforce system's capacity to meet employers' training requirements.

Growing our future workforce is critical for the economic growth and sustainability of the Permian Basin. PBWDB initiated a Career Exploration and Outreach program to educate students, parents, and CTE educators and counselors about Permian Basin's targeted and demand occupations. In the second year of this initiative, the Career Exploration and Outreach program successfully assisted 11,677 students across 17 school districts in identifying high-demand, targeted occupations. Throughout the year, the program facilitates connections between students and employers through hiring fairs held on campus, allowing them to engage directly with HR professionals from various high-demand industries. As a result of these hiring fairs, many graduating seniors have secured employment with local businesses.

To address the employment needs of employers, job seekers, and current employees, Permian Basin's five Workforce Solutions Centers are strategically located across the 17 counties of the Permian Basin, which represents over 23,000 square miles. The Permian Basin Workforce Solutions offices served 262 veterans, 1,364 employers, placed 50 students with disabilities in the Summer Earn and Learn program, and served 299 workforce training participants over the last year. The most frequent training programs the participants selected were CDL truck driving and health care. Other training programs included HVAC, lineman, and business.

The child care services program is another critical component of supporting our local workforce and economy. During the October 2023-September 2024 program year, 3603 unduplicated children received care daily from approximately 93 child care providers. The children represent 2047 families who were able to work or receive workforce training. Those working families supported the local economy and employers because of the child care services they received.

PBWDB utilized its child care quality funds to:

- Provide financial awards to providers achieving a Texas Rising Star certification.
- Sponsor two professional development conferences for all child care staff in the Workforce Board Area.
- Provide monetary awards to providers completing a Texas Rising Star assessment to purchase equipment and materials specifically for their outdoor learning environments.
- Reimburse the providers for the cost of the mandated first aid, CPR training, and FBI fingerprinting for staff.
- Give child care providers applying for a Texas Rising Star assessment age-appropriate kits of materials and toys for each classroom to enhance the quality of care.

Sound fiscal stewardship of all the funds received is a top priority for PBWBD. Annual independent audits and the annual monitoring of the Texas Workforce Commission sub-recipient monitoring validated we have the controls in place to fiscally manage the funds. Quarterly reviews of the Board's expenditures are conducted by the Workforce Board members along with reviewing and approving the annual budget.