

Board Oversight Capacity—BCY 2023

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

Workforce Solutions Texoma 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 the 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 4 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.

Texoma 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.

Community Impact Statement

Workforce Solutions Texoma strives to ensure excellent community relations with organizations and both business and job seeker customers. Texoma's unemployment rate continues to slightly increase with a 3.6% rate in August 2022 to a 4.2% overall rate for August 2023. This trend mirrors what is seen with the State of Texas Rate (3.7% in 2022 vs 4.5% in 2023). We have continued to assist our employers in locating talent for their open positions through providing assistance with job postings and multiple job fairs and hiring events throughout the year. We also continue to provide support to colleges, employers, and independent school districts (ISD) through supporting their applications for High Demand Job Training Grants (HDJT), Skills Grant and Jobs & Education for Texans (JET) Grants. This past year, we were able to secure support from two local economic entities for two HDJT grants to equip North Central Texas College and Sherman High School to equip labs in support of certification programs in Electrical & Electronic Engineering Technologies & Technicians for high school students. In addition to using the Commission's labor market and career development tools, we also use Chmura Economics & Analytics to provide an additional resource for developing labor market information resource materials to support the needs of our colleges, ISD's, local economic development corporations and employers. Over 600 customized labor market reports have been provided to multiple economic development corporations, independent school districts, and local employers in our area.

Texoma's Manufacturing Committee meets to address hiring needs in the manufacturing industry with over 30 manufacturers, economic development and community college representatives participating. This committee continues to support the Advanced Manufacturing Program (AMP) in five of our local high schools. This program provides scholarship opportunities for youth in 10th – 12th grades to gain skills to enter the high demand career field of advanced manufacturing. In partnership with our local manufacturers and independent school districts, nine manufacturing company tours were provided to over 300 students from five school districts this past year to highlight our local manufacturers as well as the many careers available in the manufacturing field. To date, we have provided industry tours for over 15,300 8th and 9th grade students.

With the recent announcement that Texas Instrument was building a \$30 billion 300-mm semiconductor wafer fabrication plant in Sherman and GlobalWafers is building a \$5 billion 300 -mm silicon wafer plant, a focus has been on working with these two employers as well as other local employers to meet the area's need for new employees. For Texas Instruments and Global Wafers alone, we are anticipating a need for at least 3,500 additional new employees in the next 2-5 years. In anticipation of this need, we are researching multiple alternatives to support bringing new talent to Texoma as well as 'growing our own' through providing assistance to North Central Texas College, Grayson College, and multiple high schools to provide training opportunities needed in this industry.

Texoma Child Care Services (CCS) strengthens families and communities and provides additional assistance to employers by offering childcare assistance to help low-income parents pay for childcare so they can go to work or attend educational or vocational training programs. In BCY'23, 1,885 children were served through all funding streams in Cooke, Fannin, and Grayson Counties, from 1,134 families. Local Match Agreements were in place with two higher educational institutions, including Grayson College and North Central Texas College. Through these Agreements, locally certified childcare expenditures were matched and resulted in additional Child Care Development Fund monies returning to the Texoma Board area at a \$2-to-\$1 rate. This year, quality

programs in the areas of literacy and engineering were offered to all participating child care facilities to encourage child participation and relate to key components in early childhood education. The participating facilities and children receive developmental resource incentives at the conclusion of each program. The CCS program also offers monthly professional development training opportunities for childcare staff and directors. Two Super Saturday conferences also provided additional training resources. Two Child Care Quality Reimbursement Grant opportunities were offered. The purpose of these grants is to allow area childcare providers an opportunity to purchase equipment or educational curriculum to improve the quality of childcare offered to children at licensed centers, licensed homes, and registered homes. The total value of these two grant opportunities from BCY'23 was \$202,849. In an effort to ramp up the quality of child care offered in Texoma, we continue to work with providers to provide resources to move them into Texas Rising Star status. We are excited that we have now grown to twenty-three Texas Rising Star providers this year.

We support our local school students and faculty in numerous ways including organizing and participating in Jobs Y'All/Careers in Texas Industries events throughout our tri-county area to provide information about local high-growth, high-demand occupations, opportunities, and educational opportunities. Additional resources are offered to area in-school youth through our Career Navigator staff who work with 6th – 12th grade students to give students tools to make sound career decisions through providing career information and assessments, labor market information/demand, and educational opportunity information. This past year, staff made over 400 separate career development presentations to over 13,100 students through multiple school districts, boys and girls clubs, and libraries.

Texoma's Student HireAbility Navigator (SHN) continues to provide information and resources to school personnel, employers, students, and parents. Texoma's navigator works with over 350 school personnel and has reached out to over 175 employers and parents through multiple webinars provided throughout the year. These webinars and slide decks are housed at <https://www.workforcesolutionstexoma.com/disability-videos>. Information for upcoming webinars and events may also be accessed at: <https://padlet.com/aprilmartin3/vr-for-students-families-jf21i7wdt4zvie9o>. In addition, Texoma's SHN has also established contracts with more than 40 employers setting up paid work experience positions for youth with disabilities for our local Vocational Rehabilitation staff, which has resulted in more than 50 student placements. We have also established a page on Texoma's website specifically targeting youth population titled Youth Resources: <https://www.workforcesolutionstexoma.com/youth-resources>. Lastly, the Navigator in partnership with TWC regional vocational rehabilitation staff provides disability etiquette training for local groups, including Community College Staff.

This past year, we completed our 21st year of the Business Education for Teachers (BET) program. The BET program is a teacher externship program where we place middle and high school staff with local employers for a week during summer months. Teachers and counselors are eligible to participate and receive a small stipend for their participation in the program. Through this experience, staff shadow workers in all areas of their assigned business. Goals for the program include helping each teacher understand the relevance of what they teach, helping teachers learn the skills critical to local businesses, providing new ideas for lesson plans that demonstrate how classroom skills are used at work, strengthening the connection between business and education and creating a pipeline of future workers. After the summer externships, employers remain connected to the teachers and their students through field trips and classroom visits. This past summer, we placed 22 teachers/counselors from six independent school districts with 23 different employers.

We continue to provide services to job seekers through our local workforce centers, posting a daily "Hot Jobs" list on our Website, <https://www.workforcesolutionstexoma.com/wfst/hiring-events>, Facebook, Twitter, and LinkedIn as well as assisting employers with their hiring needs. During this past year, staff have assisted over 46,776 job seekers through in-person visits to our workforce centers, telephone calls, e-mails, and through our chat feature hosted on our website.

In the area of fiscal stewardship, we continue to have independent audits each year and annual TWC Sub-recipient Monitoring (SRM) reviews reflect that the Board does have controls to support proper administration of fiscal and program operating systems. Texoma continues to strive to provide quality programs and services to our customers while providing oversight of obligations and expenditures through local programmatic and fiscal reviews, opportunities for our Board members to review the Board budget at each Board meeting, and monthly internal budget meetings with key Board and Contractor staff. We continue to work closely with TWC's Vocational Rehabilitation (VR), Texas Veterans Commission staff, Adult Education and Literacy staff, and other partners in our workforce centers and throughout our communities to serve our joint customers.

√ = Meets Standard

X = Below Standard

* = Board Attestation