

# Board Oversight Capacity—BCY 2024

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

## West Central Texas 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**

- \*\* 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.

# West Central Texas 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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## **High Profile Statistics**

Employers Receiving Texas Talent Assistance\*: 1,941

Children in Care Daily Average: 1,665 Texas Rising Star (TRS) Providers Supported: 90

- 64% of providers are 2 Star or above

Students Receiving Career Advising: 1,081

Student Career Exploration Exposures: 6,928

Student Work-Based Learning Experiences: 69

*\*Data through 6/30/24*

## **Assistance to Employers and Job-seekers**

Creating connections between employers and qualified job-seekers.

- Hosted 37 on site and virtual hiring events and partnered with Cisco College and Texas Veterans Commission to host job fair for Cisco College students and their families.
- Hosted annual Hiring Red White and You Veteran's Job Fair with 64 employers in attendance.
- Upskilled 10 individuals through provision of professional truck driver training in partnership with three local training institutions. All students successfully completed training and obtained CDL certification.
- Hosted ribbon-cutting and open house for Workforce Center located on campus of TSTC West Texas – Sweetwater on April 9, 2024 in conjunction with Sweetwater Chamber of Commerce and TSTC with Dist. 71 State Representative Stan Lambert as a key speaker. The event also provided an opportunity for local high school seniors to visit the center, register in WIT and learn about resources available and learn about resources available for training and job search assistance.

## **Business and Education Partnerships**

Building relationships between business and education to improve alignment.

- Twenty-six educators from local schools participated in a dynamic three-day Summer Industry Experience, hosted in partnership with Region 14 Education Service Center and area employers in summer 2024. During the experience, educators visited nine (9) different employers that included manufacturers, financial services, construction, hospitality, professional services, early childhood and government services. This unique approach offered educators an opportunity to network with each other as well as gaining real-world experience and knowledge about high demand career opportunities available within the region.

- Continued to serve as backbone support for industry sector partnership, Big Country Manufacturing Alliance (BCMA). BCMA provided \$9,000 in scholarships to five (5) high school and two (2) college students. To promote greater awareness of manufacturing careers, area manufacturers hosted 8 community open house events in October as part of National Manufacturing Month. Participating employers included:

- o BWJ Metalworks, Abilene
- o Chike Nutrition, Abilene
- o Great Lakes Cheese, Abilene
- o Hartmann's Inc., Abilene
- o OX Manufacturing, Breckenridge
- o RAM Inc., Cisco
- o Rentech, Abilene
- o USG, Sweetwater

### **Career Pathways**

Promoting awareness of and preparing students for local quality career opportunities.

- The 11th annual World of Work youth expo events was held on September 24, 2024, as an in-person event at the Abilene Convention Center. The event was attended by approximately 2,500 high school students from 51 school districts and included a keynote address. Over 70 exhibitors representing business, education and community partners connected with students and educators.
- Hosted CTE Signing Day on April 30, 2024 at the Historic Paramount Theatre. The event honored over 140 students who high schools across the region who have decided to pursue a high demand technical career pathway after high schools. Students who participated in internships and the employer partners were also recognized at the event.
- The Career Education and Outreach Specialist initiative concluded its fifth year of career awareness building in middle schools and high schools across the region. During the academic year of fall 2023 to spring 2024, 488 Career Awareness sessions were conducted at 29 different schools to 5,158 students.
- Partnered with Cisco College to offer a workshop as part of Abilene Bloom Camp, a two-week experience focused on preparing students with disabilities for life after high school. Students spent a morning exploring a variety of careers through use of virtual reality headsets with coaching by Career and Education Outreach Specialists.
- Piloted internship programs for 30 high school juniors and seniors from eight rural school districts with 10 employers that provided between 50 and 150 hours of paid work experience. More than 90% of students reported the experience helped them gain valuable work experience and 87% it increased their confidence in their career choices.

### **Promoting Quality Child Care**

Improving the quality of affordable child care for families who are working or attending school.

- Partnered with Cisco College to provide Child Development Associate (CDA) training for individuals currently employed in the child care industry during the fall and spring semesters. Fourteen students successfully completed and obtained their CDA certification in December 2023 and additional 19 students completed training and obtained their CDA certification in May 2024.

- Providing mentoring support for 277 programs (classrooms and home settings) to 540 early childhood professionals. By offering high quality mentoring and technical assistance, early childhood professionals are able to improve the quality of care and learn valuable skills that improve their daily work experience.
- Hosted in-service conference for nearly 100 early childhood educators in September 2024 with Brody Powell, who has over a decade of experience in the mental health field with a focus on “Caring for Caregivers.” In the Caregiver 2.0 keynote and workshop, early childhood professionals were given practical and solution tools to combat burnout and learn to prioritize self-care.
- Recognizing the importance of recruiting and retaining quality workers in the child care industry, over \$225,000 in recruitment and retention bonuses were distributed to 550 early childhood professionals at 39 different early childhood programs.