

Board Oversight Capacity—BCY 2023

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

Workforce Solutions South Plains 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

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.

South Plains 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 Workforce Solutions South Plains Regional Workforce Board, serving a 15-county region, is committed to providing employment and training services to both employers and job seekers. This board actively collaborates with Education and Training Partners, Chambers of Commerce, Economic Development Agencies, and Industrial Foundations within the region.

As a member of the Community Workforce Partnership, the board aims to enhance opportunities and improve the skill levels of workers in the region. In partnership with the local Community College, the board seeks Skills Development Fund grants to facilitate worker training.

The board spearheads a Labor Market Information Advisory Workgroup that is responsible for developing the list of Targeted Occupations in the region. This group convenes regularly throughout the year to discuss and update this list.

The board has consistently been a regional partner, meeting with new Employers relocating to the area to understand and cater to their workforce needs. It has collaborated with Economic Development Corporations in the region on High Demand Job Training Grant Projects, benefiting area high schools, nursing, respiratory therapy, and EMS training.

In partnership with Texas Mutual Insurance, the board received a Texas Industry Partnership Grant to provide scholarships to individuals in various health occupations. The board also collaborates with Adult Education and Literacy, providing resources for labs in seven rural locations within the board area.

The Board operates as a responsible steward of federal and state funding, ensuring necessary oversight through program and fiscal monitoring. It partners with Community Partners to conduct two large regional job fairs per year. In 2023, the Board continued investing in a virtual job fair platform and continues to hold numerous job fairs accommodating both in person and virtual job seekers.

The South Plains Career Expo – Jobs Y'all event, spearheaded by the Board. In September 2023, the board successfully organized two Jobs Y'all events, drawing the participation of over 1,000 students and more than 60 businesses and training providers. The momentum continued into October of 2023, with the Jobs Y'all South Plains Career Expo which drew over 2,000 students and the presence of more than 100 business and training providers.

In February 2023, the Board successfully partnered for the annual 'United We Work' job shadowing event, specifically designed for students with disabilities. The event saw participation from over 25 workplaces, providing invaluable opportunities for more than 150 attending students. These students were offered practical advice on resume building and were engaged in mock interviews, significantly enhancing their confidence and preparedness for their future job-seeking endeavors.

The Board's Mobile Career Center is a strategic initiative designed to extend the reach of workforce system services to counties within the Workforce Development Area (WDA) that lack a physical office. This mobile unit operates on a published schedule, targeting rural towns to ensure equitable access to our services. The Mobile Career Center is equipped with state-of-the-art technology, offering complimentary access to computers and high-speed internet connectivity. This enables individuals in these underserved areas to tap into digital resources that may otherwise be inaccessible. In addition to digital access, the Mobile Career Center disseminates valuable

information about various career and training programs. It also provides details about childcare services, catering to the needs of Adults, Dislocated Workers, and Youth. This initiative underscores our commitment to fostering career growth and enhancing the quality of life for all members of our community.

The Board participates annually in the Red, White, and You Job Fairs for Veterans. It regularly reviews its outreach methods to determine how best to inform businesses of available services. The board reviews performance measures at the Committee and Board level several times per year.

Board staff and CEO regularly provide information to the Board of Directors and seek their guidance on how best to serve their communities.

√ = Meets Standard

X = Below Standard

* = Board Attestation