

Board Oversight Capacity—BCY 2023

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

Workforce Solutions of 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.

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.

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.

High Profile Statistics:

Customers Served: 1,743

Customers Employed: 1,386

Employers Supported: 2,050

Children In Care Served: 1,634

Texas Rising Star Providers Supported: 52

*Data through 6/30/23

Assistance to Employers and Jobseekers

Creating connections between employers and qualified jobseekers.

- Continued to host virtual and on-site hiring events as well as job fairs in partnership with local chambers of commerce, economic development, state agencies and community organizations.
- Piloted Electrical Construction Rapid Training program in partnership with West Central Texas Adult Education and Literacy, Buffalo Gap I&E, TRIO Electric, TransfrVR and Christian Service Center. During the seven-week training that included on-line training and instruction utilizing virtual reality technology, students gained skills preparing them for employment in the commercial electrical field as well as an OSHA 10 certificate. Six of the seven course graduates obtained employment in the field immediately with starting wages averaging \$18 per hour.
- Relocated Sweetwater and Snyder Workforce Centers to a single location on TSTC Sweetwater campus in February 2023. The new location offers more space for hiring events and greater coordination in serving individuals needing assistance with job placement upon completion of training at TSTC.

Business and Education Partnerships Building relationships between business and education to improve alignment.

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- Summer externship program offered a professional development opportunity in which educators around West Central Texas work side-by-side with industry peers during a 2 to 3-day externship (15 hours) at participating

businesses. With 35 educators partnered across 21 employers, this unique experience builds lasting connections between industry and education, benefiting businesses, schools, and the future workforce.

- Continued to serve as backbone support for industry sector partnership, Big Country Manufacturing Alliance (BCMA). BCMA served as a sponsor and presenter at the Hispanic Leadership Council Planning for College and Career Workshop in January 2023 that was attended by approximately 105 students and parents. BCMA awarded \$1,000 scholarships to six area high school seniors planning to pursue careers related to manufacturing and was a Champion sponsor of the World of Work Youth Expo that featured “Manufacturing Alley”, an opportunity to interact with 11 different manufacturers from across the region.
- With support from Workforce Solutions, BCMA hosted Manufacturing Day on October 12, 2022, which provided an opportunity for 339 students from 16 different school districts to take tours of manufacturing facilities. The tours are a great opportunity for students to see manufacturing first-hand and learn about the diversity of quality career opportunities available within this sector in the region.

Career Pathways

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

- The tenth annual World of Work youth expo events was held on September 13, 2022, as an in-person event at the Abilene Convention Center. The event was attended by approximately 2,500 high school students from 57 school districts and included a keynote address. Over 60 exhibitors representing business, education and community partners connected with students and educators.
- What’s Next—an event for seniors on track to graduate, but lacking a clear career plan was held March 29, 2023, on the Abilene campus of Cisco College. Almost 100 seniors from 13 schools participated in seminars and one-on-one conversations to develop a post-graduation plan.
- Piloted internship programs for high school juniors and seniors from three rural school districts that provided 150 hours of paid training for seven students with area manufacturers. At the completion of the internship, two of the students were offered full-time employment.
- The Career Education and Outreach Specialist initiative expanded with the addition of grant funding from the U.S. Department of Education resulting in 644 presentations to middle and high school students on 33 campuses. During the year over 13,000 students were engaged with over 1,600 participating in virtual reality career exploration through 108 separate events.

Promoting Quality Child Care

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

- Successfully wrapped up the Child Development Associate (CDA) credential course in partnership with Cisco College. Participants received 120 hours of early childhood training covering eight subject areas and six competencies. These 120 hours consisted of 80 hours of classroom training and an additional commitment to complete 40 hours of on-the-job practical application including activity documentation. Thirteen childcare providers completed the spring/summer 2023 program and are now currently working on obtaining their Child Development Associate Certification. On August 21, another

cohort was sponsored which includes 26 students.

- Hosted in-service conference for early childhood educators in September 2023 with Beth Cannon, early childhood educator and entrepreneur speaking about mindset and mental health—how to find calm in the midst of chaos. Over 100 attendees left feeling refreshed, energized, and inspired.
- Distributed over \$300,000 in resources, equipment, and materials to 26 early childhood providers to enhance quality. These items included: educational books and toys, play wardrobes, furniture, outdoor riding toys and other supplies.
- The Director’s Toolbox leadership training series for directors and assistant directors was offered again this year through a series of 6 workshops aimed at enhancing skills to help with staff retention and work. A total of 20 participants received training materials and 36 credit hours in Business Management.

√ = Meets Standard

X = Below Standard

* = Board Attestation