

# Board Oversight Capacity—BCY 2023

TWC Rule §802.67. Commission Evaluation of Board Oversight Capacity

## Workforce Solutions 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.

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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**

**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.

# 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.**

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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 has experienced a very minimal change: 3.1% in September 2022 to 3.0% in September 2023. The Midland MSA was ranked as having the lowest unemployment rate in the state for most of the year. The September 2023 rate was 2.5%. The Odessa MSA also experienced low unemployment rates for the year; the September rate was 3.4%.

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. As the marketplace experiences these type of trends, local industry is forced to evaluate their benefits and increase wage structures.

One of the key strategies for addressing the challenge of finding highly skilled employees in the rapidly growing Midland and Odessa areas is through effective job training. The Permian Basin Workforce Development Board (PBWDB), in partnership with local community colleges, has successfully utilized the Skills Development Fund (SDF) grants to assist nine companies in training and retaining 362 employees, thereby closing skill gaps, and facilitating customized training. The SDF projects play a critical role in fostering leadership development within organizations, with a specific focus on enhancing “middle skills” and enabling employees to assume leadership roles.

Growing our future workforce is critical for the economic growth and sustainability of the Permian Basin. PBWDB initiated a Career and Exploration Outreach program to educate students, parents, and CTE educators and counselors about the Permian Basin's targeted and demand occupations. The initiative reached over 15,000 students across 11 school districts. The program partnered with the ISDs to sponsor career/job placement fairs for CTE students, giving them the opportunity to speak with HR professionals in several industries including health care and welding. The events resulted in graduating seniors securing employment with local employers.

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 Workforce Board Solutions offices served 213 veterans, 2,094 employers, placed 46 students with disabilities in the Summer Earn and Learn program, and served 336 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. Over the year between 2300-2500 children received care daily from approximately 100 child care providers. The children served represented parent/guardians who were able to work or receive workforce training and supported employers because their employees had child care.

PBWDB implemented initiatives to help address the worker shortages in the child care industry. To encourage employee retention, PBWDB gave \$571,800 in retention awards to 688 child care services employees to encourage them to remain employed with their current child care employer. The day the retention awards were distributed at one facility, a teacher had her water shut off that morning. Later that same day she received her award and was able to pay her water bill and restart her service that afternoon.

Using PBWDB's child care quality funds we:

- Awarded, through a request for application process, quality improvement grants to 11 providers totaling \$35,369 to purchase learning materials/equipment to support the quality of care offered at the facilities.
- Sponsored two professional development conferences for all child care staff in the region; 537 individuals attended the in-person conferences.
- Reimbursed the providers the cost of the mandated first aid and CPR training for 186 staff members.

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.

√ = Meets Standard

X = Below Standard

\* = Board Attestation