



NORTH CENTRAL TEXAS WORKFORCE DEVELOPMENT BOARD OF DIRECTORS MEETING

Meeting Agenda

August 24, 2020

10:00 a.m.- 11:30 a.m.

Meeting Videoconference: <https://zoom.us/j/4235880229>

The North Central Texas Workforce Board meeting will be conducted as a telephonic/audio meeting. Members of the public wishing to participate may do so by dialing toll free 1-855-965-2480 and entering access ID # 423 588 0229 when prompted. Alternatively, the meeting will be recorded and later posted on the website at <https://dfwjobs.com/pastboardpacket>.

Call to Order – *Roger Harris, Chair*

1) Public Comment

At this time, the public telephone line will be unmuted and members of the public may comment on any item on today's agenda. For the Board's record, please announce your name, city of residence and the agenda item(s) on which you are speaking. A maximum three (3) minutes is permitted per speaker. At the conclusion of this opportunity, the public telephone line will be muted for the duration of the meeting.

2) Declare Conflicts of Interest

3) Approval of Consent Agenda Items

a) Approval of the Minutes from the May 19, 2020 Meeting

4) Discussion, Consideration and Possible Action Regarding

a) Key Priority: Child Care Quality

5) Announcement of Executive Session

As authorized by Section 551.071 to consult with the Board's attorney for legal advice on any matter listed on the agenda, pending or contemplated litigation, settlement offers, or any matter in which the duty of the Board's attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflict with the provisions of Chapter 551 of the Texas Open Meetings Act.

6) Action as a Result of Executive Session

7) Other Business

8) Adjourn

NORTH CENTRAL TEXAS WORKFORCE DEVELOPMENT BOARD OF DIRECTORS MEETING

Meeting Minutes
May 19th, 2020
9:30 am-1:00 pm
Zoom Meeting
Videoconference

BOARD MEMBERS PRESENT:

David Bristol	Aaron Thibault
Anna Coker	Bindu Adlakha
Carlton Tidwell	Chip Evans
Elaine Zweig	Gae Goodwin
Gary Henderson	Jason Gomez
Jennifer Suguitan	John Rattan
Kenny Weldon	Meera Ananthaswamy
Mickey Hillock	Rhodie Rawls
Rolanda Macharia	Roselyn Lane
Shea Hopkins	Stefanie Wagoner
William King	

BOARD MEMBERS NOT PRESENT:

Roger Harris	Jacqueline Womble
Lisa Huffaker	Mike Hinojosa
Robert Hill	

Call to Order – *David Bristol, Vice Chair*
David Bristol called the meeting to order at 9:30 a.m.

1) **Public Comment**

There was no public comment.

2) **Declare Conflicts of Interest**

There are no conflicts to declare.

3) **Approval of Consent Agenda Items**

- a) Approval of the Minutes from the January 29, 2020 Meeting
- b) Development and Maintenance of Target Occupations List Policy
- c) Workforce Innovation and Opportunity Act - Needs Related Payments Policy

Carlton Tidwell made a motion to approve the consent items. Aaron Thibault seconded the motion. 21 board members approved, none opposed. The consent items were approved unanimously.

4) **Discussion, Consideration and Possible Action Regarding**

Workforce Solutions for North Central Texas is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For the hearing impaired, call TDD 1-800-735-2989 or VOICE 1-800-735-2988. For more information, visit www.dfwjobs.com.

a) Committee Updates

- i) Strategic Leadership Committee – *Kenny Weldon*
Kenny Weldon informed the Board that the committee was presented with an update on the strategic planning session due to the delays due to COVID-19. Board work sessions will occur late summer/early fall.
 - ii) Oversight and Accountability Committee- *Carlton Tidwell*
Carlton Tidwell informed the Board the committee received an update on the financial and performance updates.
 - iii) Workforce Development Committee- *Jason Gomez*
Jason Gomez gave an update on the April Workforce Development Committee Meeting. During that meeting they were presented with the Workforce Innovation Opportunity Act (WIOA) Needs-Related Payments policy and the committee recommended approval for consent.
 - iv) Executive Committee Update – *Roger Harris*
David Bristol gave an update on the Executive Committee Meeting held on March 17th at which the committee approved the Denton Workforce Center Lease on behalf of the board. This lease was approved unanimously by the Executive Committee. This lease is for a 10-year period starting on April 1st, 2021.
- 5) Management and Operations of the Workforce System Procurement
Mary Ford presented on the Management and Operations of the Workforce System Procurement.

Mickey Hillock made the motion that the North Central Texas Workforce Development Board recommend approval of the selection of ResCare Workforce Services by the North Central Texas Council of Governments as the Workforce System subrecipient for the initial contract year beginning October 1, 2020 through September 30, 2021, with the option to renew for up to four (4) additional one-year terms. Roselyn Lane seconded the motion. The motion was approved unanimously, with 21 board members approving and none opposed.

- 6) Management and Operations of Child Care Services Procurement
Mary Ford presented on the Management and Operations of the Child Care Services Procurement.

Anna Coker made the motion that the North Central Texas Workforce Development Board recommend approval of the selection of ResCare Workforce Services by the North Central Texas Council of Governments as the Child Care Services subrecipient for the initial contract year beginning October 1, 2020 through September 30, 2021, with the option to renew for up to four (4) additional one-year terms. Elaine Zweig seconded the motion. The motion was approved unanimously, with 21 board members approving and none opposed.

7) **Executive Director's Report**

- a) COVID-19 Update
David Setzer gave a brief update on how NCTCOG and regional offices are handling the current social distancing practices, continued delivery of remote services, and assisting with UI claims.
- b) Staff Introductions
David Setzer recognized two new hires, Ada Gonzalez, Early Childhood Specialist, and Kimberly Vaughn, Early Childhood Specialist.

8) **Announcement of Executive Session**

a) *There was not an executive session.*

9) **Action as a Result of Executive Session**

10) **Other Business**

11) **Adjourn**

The meeting was adjourned by David Bristol at 11:44 am.

AUGUST 24, 2020

BOARD SESSION: CHILDCARE QUALITY

WORKFORCE SOLUTIONS FOR NORTH CENTRAL TEXAS

- ▶ TOM STELLMAN
- ▶ JACLYN LE



AGENDA

- ▶ Introduction
- ▶ Project Overview
- ▶ Context Setting
- ▶ Discussion



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INTRODUCTION

THEORY INTO PRACTICE

Committed to **holistic thinking** and **sustainable development**.

We design strategies that will support your community's
vision for the future.



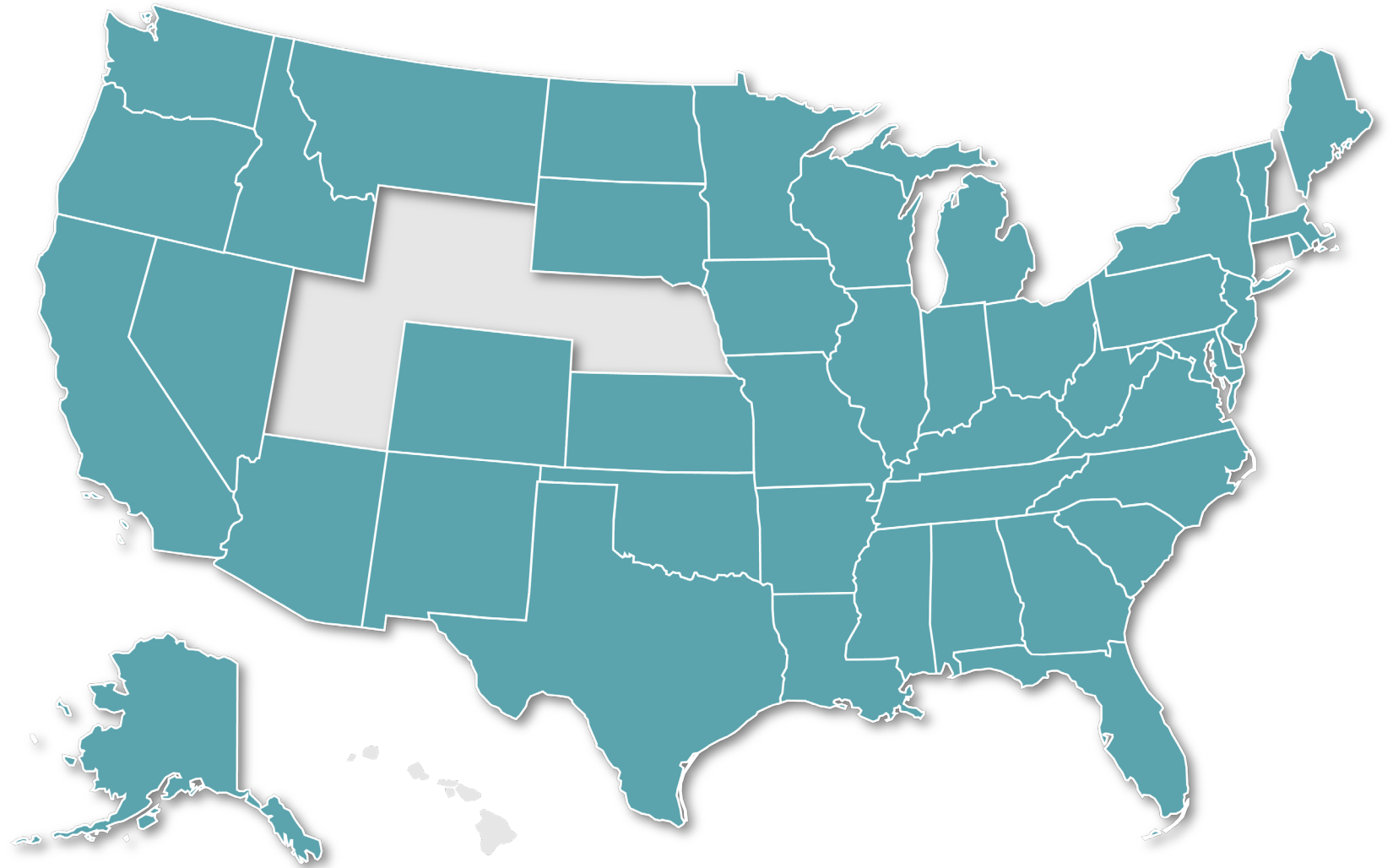
1995 Year founded

400+ Engagements

300+ Clients


44 States

5 Countries



CURRENT AND RECENT PROJECTS

- **Workforce Solutions Rural Capital Area** – Workforce Development Strategic Plan for Nine Counties
- **Workforce Solutions Capital Area** – Master Community Workforce Plan
- **City of Denton, TX** – Economic Development Strategic Plan
- **City of Dallas, TX** – Economic Development Strategy Review
- **Harris County, TX (Houston Area)** – Economic Mobility Strategy
- **Delaware Prosperity Partnership** – Inclusive Information Technology (IT) Talent Pipeline
- **Detroit CEO Group** – Employer-Led Workforce Development Partnership
- **Detroit Workforce Funders Collaborative** – Philanthropic Collaboration for a Racially Equitable Workforce System
- **Oakland County, MI (Detroit Region)** -- Countywide Economic Development Strategic Plan
- **Greater Houston Partnership, TX** – Addressing Houston’s Middle Skills Job Challenge
- **Jefferson Parish (New Orleans Metro)** – Economic Development Strategic Plan
- **Richland County, SC (Columbia)** – Economic Development Strategic Plan
- **Richmond, VA** – Economic Development Strategic Plan
- **State of Montana** – State Economic Development Strategy
- **National League of Cities/Mid-American Regional Council** – Regional Housing Summit

The background is a solid teal color. On the left side, there are several overlapping abstract shapes in different shades of teal, including a large circle and a smaller circle, creating a layered, organic feel.

PROJECT OVERVIEW

PROJECT GOAL

...to facilitate the drafting of a 4-year strategic plan for the Workforce Development department (WSNCT). The intent of the strategic plan is to assist the WSNCT Board and staff in developing and documenting a **long-term horizon plan** featuring multi-year strategies and short-term objectives that will **stimulate the alignment of the workforce development system with the region's industry demands and economic needs.**

WSNCT VISION, MISSION, AND VALUES

VISION

WSNCT is the recognized leader in building tomorrow's workforce.

MISSION

To advance business-driven solutions that promote economic growth, opportunity and a skilled workforce.

VALUES



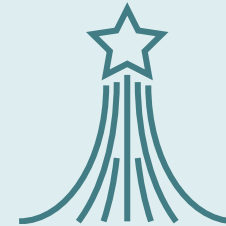
INCLUSION

Leverage our collective genius.



COMMUNITY

We're in this together.



LEADERSHIP

Courage to shape a better future.



TRUST

Operate with integrity and respect.

BOARD-IDENTIFIED PRIORITIES FOR WSNCT STRATEGIC PLAN

1



CHILDCARE QUALITY

(August 24th)

2



COMMUNITY PARTNERSHIPS

(September 2nd)

3



CAREER EXPLORATION

(September 10th)

GOAL STRUCTURE

CHILDCARE QUALITY

- 1.1 Key Priority Statement
- 1.2 Purpose
- 1.3 Purpose Measure
- 1.4 Action

COMMUNITY PARTNERSHIPS

- 2.1 Key Priority Statement
- 2.2 Purpose
- 2.3 Purpose Measure
- 2.4 Action

CAREER EXPLORATION

- 3.1 Key Priority Statement
- 3.2 Purpose
- 3.3 Purpose Measure
- 3.4 Action

Input from board sessions will be synthesized by TIP and inform the goals and actions drafted by WSNCT staff.



CONTEXT SETTING

We are dedicated to fostering our community members' success and are continuously investing in their growth in every cycle of their lives – from early childhood years to mid-career days. We are committed to investing in our future workforce by producing high-quality offerings to enrich the **quality of child care** provided in our region.

– WSNCT Strategic Plan Executive Summary, January 2020

WHY IS HIGH-QUALITY CHILD CARE IMPORTANT?

Investments in quality childcare and early childhood programs results in tangible economic benefits for children, parents, and communities:

13 percent

Return on investment every year for each dollar spent on ***High-quality programs for children from birth to age 5***

\$12.7 billion

Loss for US businesses each year because of ***Challenges in employee access to childcare***

\$8.30

Benefit for every dollar invested in early childhood due to ***Reduced taxpayer costs for social services over time***

A 2-GENERATION APPROACH TO ECONOMIC PROSPERITY

- ▶ Enhances school readiness
- ▶ Increases childhood safety and care
- ▶ Reduces racial gaps in early learning
- ▶ Improves long-term educational attainment
- ▶ Enhances potential for long-term earnings



- ▶ Increases labor force participation
- ▶ Supports parents enrolled in education or training
- ▶ Improves lifetime earnings of women
- ▶ Reduces employer costs and productivity losses
- ▶ Adds to US GDP and economic productivity

BARRIERS TO ACCESSING HIGH-QUALITY CHILDCARE

COST

- Childcare in Texas is expensive and unaffordable for most families.
 - \$9,324 = annual infant care costs
 - ~16% of TX median family income
 - ~62% of TX annual minimum wage salary
 - \$7,062 = annual childcare costs for a 4-year old

SUPPLY

- The supply of high-quality childcare providers is limited.
- Only 10-15% of providers in WSNCT's network are part of the Texas Rising Star program.

ACCESS

- 48% of Texas families live in a childcare desert.
- Low-income, Latinx, and Black workers and rural communities lack access to childcare options.

NEW CHALLENGES FOR CHILDCARE IN TEXAS DUE TO COVID-19

Due to lockdown measures and a lack of sufficient public investment for childcare:

57 percent *decrease in average enrollment for childcare programs and centers*

54 percent *of childcare supply could be permanently lost*

480,000+ *licensed childcare slots could be permanently lost*

34 percent *of childcare centers could close permanently without public assistance*

EMPLOYER CONCERNS AND OPPORTUNITIES FOR CHILDCARE

Childcare challenges due to COVID-19 have created concerns for employers:

40%

believe some employees will *not fully return* to work

25%

believe that some employees will leave the workforce *entirely*

“

Employers have a leadership opportunity to demonstrate that childcare supports, through a combination of public and private investments, are good for our businesses, our communities, and our families.

”



DISCUSSION

DISCUSSION QUESTIONS: QUALITY CHILDCARE

1

What should WSNCT do to support efforts to improve childcare quality?

2

What can WSNCT do to expand equitable access to childcare?

3

What role can WSCNT play in raising awareness and support for quality childcare?

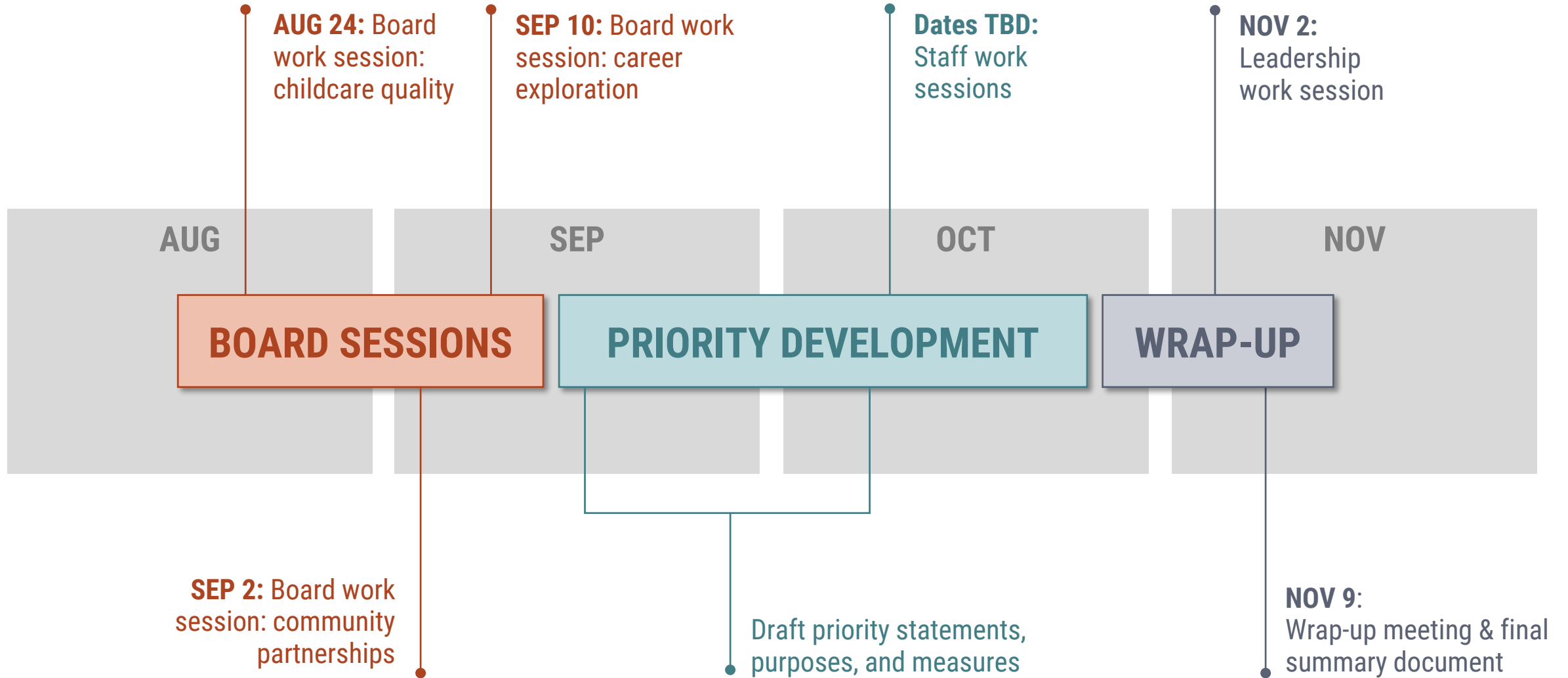
4

What partners should WSNCT work with to advance quality childcare?

5

What are creative ways to increase resources available for this goal?

NEXT STEPS AND TENTATIVE PROJECT TIMELINE





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