



ANNUAL MEETING
NORTH CENTRAL TEXAS WORKFORCE DEVELOPMENT BOARD OF
DIRECTORS and NORTH CENTRAL TEXAS CHIEF ELECTED OFFICIALS

Meeting Agenda
January 29, 2020
9:30 a.m.- 11:30 a.m.
Hurst Conference Center
1601 Campus Dr.
Hurst, TX 76054

The North Central Texas Workforce Development Board may conduct this meeting by videoconference call in accordance with Section 551.127 of the Texas Open Meetings Act. The presiding officer of the meeting will be physically present at the address listed above and the public may attend the meeting at the same location.

Call to Order – *Roger Harris, Chairman Workforce Solutions for North Central Texas*
Danny Chambers, Somervell County Judge, Lead CEO

1) Public Comment

The Workforce Board invites persons with comments or observations related to any posted item on the agenda or any other Workforce issues, projects, or policies to briefly address the Board. Anyone wishing to speak should sign-in with the Board's Secretary before the beginning of the board meeting. In order to expedite the flow of business and to provide all of those persons wishing to address the Board with an opportunity to speak, there is a three-minute limitation on any person addressing the Board. State law prohibits the Board from discussing or taking action on any item not listed on the posted agenda.

2) Special Recognition and Introductions

- a) Rhodie Rawls, Board Member
- b) Shea Hopkins, Board Member
- c) Kimberly Curry, Early Childhood Specialist
- d) Channell Hunter-Gordon, Sr. Early Childhood Specialist
- e) Robert McNiece, Workforce Development Analyst/Project Manager

3) Declare Conflicts of Interest

4) CEO Discussion, Consideration, and Possible Action Regarding

- a) Approval of the January 30th, 2019 Minutes
- b) Nominate and Elect a Lead Chief Elected Official and an Alternate Lead Chief Elected Official

5) Workforce Solutions for North Central Texas Annual Report to CEOs

- a) FY19 Annual Report Video
- b) FY19 Year End Financial Report – *Randy Richardson*
- c) Monitoring Report – *Debra Kosarek*
- d) FY19 Performance Report – *Michael Nicholas*
- e) Membership Report – *Cristina Medina*

6) Workforce Board Discussion, Consideration and Possible Action Regarding

- a) November 12, 2019 Minutes
- b) Workforce Development Committee Report – *Jason Gomez*
- c) Strategic Leadership Committee Report- *Kenny Weldon*
- d) Executive Committee Report- *Roger Harris*

7) Executive Director's Report

- a) Facilities Updates on McKinney, Plano and Weatherford
- b) Preliminary results of the TWC Monitoring visit
- c) TWC Awards

8) 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.

9) Action as a Result of Executive Session

10) Service Awards

11) Other Business

12) Adjourn



Annual North Central Texas Chief Elected Officials

Meeting Minutes
Wednesday, January 30th, 2019
9:30 am-11:30 am
Ruthe Jackson Center
3113 S. Carrier Parkway
Grand Prairie, TX 75052

CHIEF ELECTED OFFICIALS MEMBERS PRESENT:

Judge Danny Chambers	Judge Roger Harmon
Judge J.D. Clark	Judge Todd Little
Judge H.M. Davenport	Judge Shane Long (phone)
Mayor Kevin Falconer (phone)	Judge Bobby Stovall
Mayor George Fuller (phone)	Judge David Sweet (phone)

1. Call to Order

Judge Chambers called the CEO meeting to order at 9:35 a.m. C.S.T.

2. CEO Action Items

- a. Approval of the January 24, 2018 Minutes

Judge JD Clark made a motion to approve the minutes. Judge H.M. Davenport seconded the motion.

None opposed, and the minutes were approved.

- b. Nominate and Elect a Lead Chief Elected Official and an Alternate Lead Chief Elected Official

Judge Roger Harmon made a motion to elect Judge Danny Chambers as Lead CEO and to elect Judge Todd Little as Alternate Lead CEO. Judge J.D. Clark seconded the motion. None opposed, and the motion passed.

3. Workforce Solutions for North Central Texas Annual Report to the CEOs

- a. FY18 Annual Report Video

- b. FY 18 Year End Financial Report – *Randy Richardson presented the FY 2018 Year End Financial Report.*
- c. Monitoring Reports – *Debra Kosarek presented the Monitoring Report.*
- d. FY18 Performance Report – *Michael Nicholas presented the FY18 Performance Report.*
- e. Membership Report – *Cristina Medina presented the Membership Report.*

4. Adjourn – 11:21 a.m.
Judge Chambers adjourned the CEO Meeting



Workforce Financial Report

January 29, 2020

Presented By: Randy Richardson



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Workforce Board, Staff & Centralized Functions

Budget Year

- Budget Year is October 1st, 2018 through September 30th, 2019

Approved Budget

- Approved Budget is **\$14,649,181**

Expenditures

- Behind year end targets by **8.0%**
or **\$1.2 Million**



Staff Update

Budget Costs

- Personnel Costs Budgeted
(salaries, fringe and indirect) - **\$6,925,877**

Expenditures

- Behind year end targets by **11.0%** or **\$732,000**



Staff Update Con't

	Date	Date	Total Months
Position	Vacant	Filled	Vacant Through September 2019
Sr. Database Specialist	10\1\18	unfilled	12.0
Child Care Outreach Specialist	10\1\18	10\15\18	.5
Child Care Outreach Specialist	6\09\19	9\30\19	3.8
Administrative Assistant	10\27\18	3\11\19	4.5
Sr. Early Childhood Specialist	10\01\18	11\12\18	1.4
Sr. Early Childhood Specialist	10\01\18	11\26\18	1.9
Accountant	10\01\18	11\5\18	1.2
Special Projects Coordinator	10\01\18	8\5\19	10.3
Partnership Development Coord.	10\1\18	6\09\19	8.4
Digital Graphic Design Specialist	10\1\18	4\15\19	6.5
Continuous Improvement Specialist	10\1\18	10\28\18	.9
Continuous Improvement Specialist	5\03\19	9\9\19	4.3
Communications Supervisor	10\01\18	01\14\19	3.5
Total			59.2



Staff Update Con't

Additional Factors that Contribute to Lower than Anticipated Personnel Expenditures:

- NCTCOG Fiscal Monitors- Approximately **27.0%** behind established targets
- NCTCOG Technology Staff- Approximately **8.0%** behind established targets
- Unspent funds used as carry over



Child Care Quality Improvement

Budget is \$1,059,391 to Provide Selected Child Care Centers

- Professional development training
- Equipment and materials
- Curriculum development

Expenditures

- Behind end of year targets by **19.1%** or **\$203,000**
- Utilized as carry over for FY 2020



Special Projects Update

Document Management System:

- Budget **\$148,311**
- Expenditures are behind end of year targets by **10.5%** or **\$16,000**
- Utilized as carry over for FY 2020

Status:

- TANF, SNAP and NCP programs are scheduled for transition to the paperless automated format during FY19
- Project was completed and operational as of September 30, 2019

Leasehold Improvements (NCTCOG) Headquarters and Workforce Centers

- Budget **\$470,000**
- Expenditures behind end of year targets by **9.2%** or **\$43,000**
- Unspent funds will be used as carry over for FY 2020

Workforce Center Subrecipient

Contract Year is October 1st, 2018 – September 30th, 2019

Contract Amount is **\$73.5 M**

Expenditures are behind end of year targets by **15.3%** or **\$11.3 M**

Child Care (Direct Care and Local Match)

- Expenditures are behind target by **18.1%** or **\$9.8 M**
- Average kids served per day target was 8,096 and actual enrollment totaled 7,075
- The Executive Committee agree to a reduction of funding as reflected below and reallocate to the Dallas Board:
 - FY 2019 Carry Over-\$2,400,000
 - FY 2020 Allocation-\$3,360,000
 - FY 2020 Allocation-\$5,040,000
- Total unspent funding including both the Board and ResCare expenditures totals approximately \$2.5 million and will be utilized as carry over for FY 2020.

Workforce Center Contractor

WIOA

- Expenditures are behind end of year targets by **9.4%** or **\$735,000**
- Total unspent balances, approximately \$1.9 million, will be utilized as carry over funds for FY 2020.

National Dislocated Worker Grant Oil/Gas

- The grant ended as of 12/31/18
- Participants were difficult to serve due to the upturn in the oil and gas industry over the past two years
- Expenditures- Final expenditures were **68.7%** or **\$219,000** behind target



QUESTIONS



EXECUTIVE SUMMARY

September 2019

Workforce Board, Staff, and Centralized Functions

The Board approved a budget for the Workforce Board, its staff, and centralized functions for FY 2019 in an amount totaling \$14,649,181. As of September (twelfth month of FY 2019) the Board's expenditures are approximately 8.0% or \$1.2 million below final benchmarks for this point of the fiscal year.

Staffing Update

A large portion of the lower than anticipated expenditure levels are attributable to the personnel costs. These costs (salaries, fringe, and indirect costs) are approximately 11.0% or \$732,000 behind September targets. This is primarily due to the following:

Position	Date Vacant	Date Filled	Total Months Vacant Through September 2019
Sr. Database Specialist	10\1\18	unfilled	12.0
Child Care Outreach Specialist	10\1\18	10\15\18	.5
Child Care Outreach Specialist	6\09\19	9\30\19	3.8
Administrative Assistant	10\27\18	3\11\19	4.5
Sr. Early Childhood Specialist	10\01\18	11\12\18	1.4
Sr. Early Childhood Specialist	10\01\18	11\26\18	1.9
Accountant	10\01\18	11\5\18	1.2
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Communications Supervisor	10\01\18	01\14\19	3.5
Total			59.2

In addition to the above, the NCTCOG technology support and fiscal monitor staff are approximately 8.0% and 27.0% respectively behind established targets due to staff charging their labor to the Workforce Board funding at a lower rate than anticipated.

Personnel unspent budget balances will be utilized as carry over funding for FY 2020.

Child Care Quality Improvement

The Board approved \$1,059,391 within the FY 2019 budget to provide professional development training, equipment, and materials for selected child care staff and child care centers located within the Board's fourteen (14) county region.

As of September, these expenditures were approximately 19.1% or \$203,000 behind end of year targets. This amount will be utilized as carry over funding for FY 2020.

Special Projects Update

\$618,312 of special projects were approved within the FY 2019 budget. This funding was primarily dedicated for the document management system and leasehold improvements.

Document Management System:

\$148,311 was budgeted for this project which primarily includes completing the transfer of the SNAP, NCP, and TANF programs to a paperless, automated format. This project was completed and operational as of September 30, 2019.

The September expenditures totaled approximately \$133,000 which is 10.5%, or \$16,000 behind year end targets. These funds will be utilized as carry over funding for FY 2020.

Leasehold Improvements:

\$470,000 was budgeted in FY 2019 for various workforce center and NCTCOG headquarter location enhancements and modifications. September expenditures total approximately \$427,000 which is approximately 9.2% or \$43,000 behind targets. These funds will be utilized as carry over funding for FY 2020.

Workforce Center Subrecipient

The Board currently has contracts with ResCare to operate its workforce centers in the amount of \$73.5 million. As of September (twelfth month of ResCare's contract) expenditures are behind end of year targets by approximately 15.3% or \$11.3 million. Below is a summary of grant noteworthy information:

- Child Care (Direct Care and Local Match) – September expenditures are behind end of year targets by approximately 18.1% or \$9.8 million.

TWC's established average kids served per day target equaled 8,096 for FY 2019. As of September, the final enrollment totaled 7,075, approximately 87.4% of the target.

The total unspent funds for this grant (after the FY 2019 child care contract reductions due to the \$8.4 million roll forward to FY 2020 and FY 2021), including both the Workforce Board and ResCare expenditures, equals approximately \$6.4

million. Due to potential funding and enrollment target decreases for future years, TWC suggested it would be prudent for our Board to modify its allocation.

The Executive Committee met on December 3, 2019 and approved for the \$10.8 million reduction of child care funding and reallocation to the Dallas Workforce Board to assist them with their current over allocation situation. The reduction would be as follows:

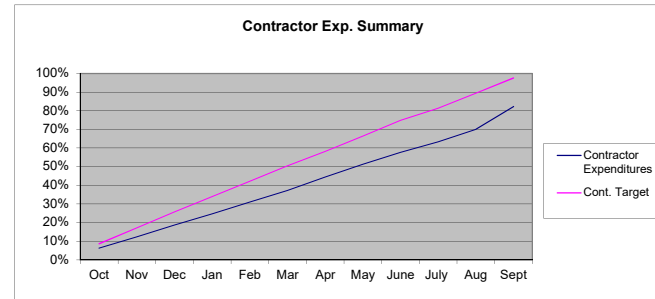
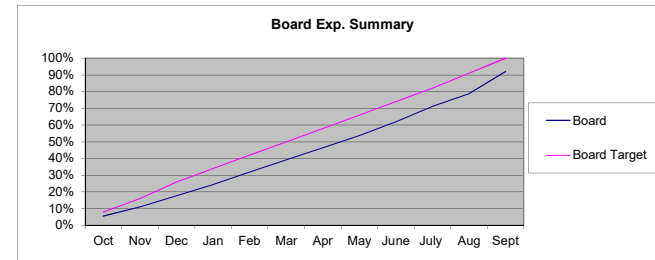
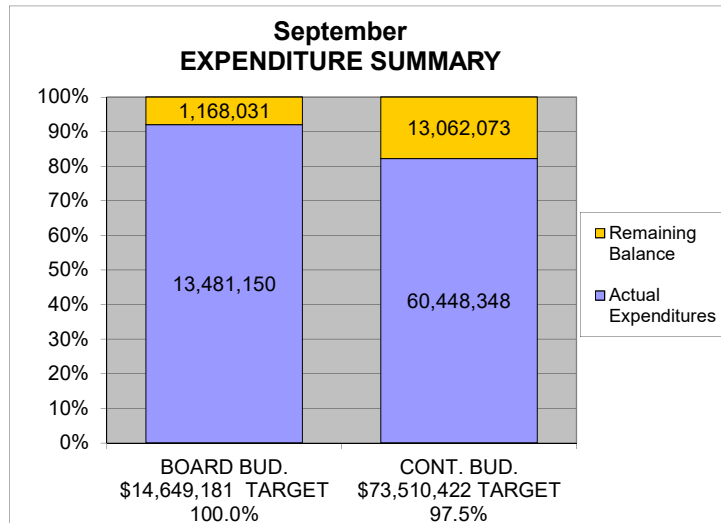
- FY 2019 Carry Over-\$2,400,000
 - FY 2020 Allocation-\$3,360,000
 - FY 2020 Allocation-\$5,040,000
- WIOA –Expenditures are behind end of year targets by approximately 9.4% or \$735,000. Total unspent funds including both the Workforce Board and ResCare total approximately \$1.9 million. These funds will be utilized as carry over for FY 2020.
 - National Dislocated Worker Grant (NDW) Oil\Gas- The main objective of the grant is to serve dislocated workers impacted by the downturn in the oil and gas and related industries. This grant was issued by TWC to the Board on November 30, 2016. The grant period is for approximately twenty-seven (27) months, October 11, 2016-December 31, 2018. Due to the situation in which the oil and gas industry has experienced an upturn in production, it became more difficult to locate participants that meet this grant eligibility criteria. Final expenditures are behind target approximately 68.7% or \$219,000.

The Board staff will closely monitor expenditure rates of both the Board and its workforce service delivery contractor for the FY 2020. Board staff will work diligently with our workforce contractor, ResCare, to ensure that the workforce programs are operating as effectively and efficiently as possible

STATEMENT OF GRANT EXPENDITURE SUMMARY

Contract to Date
September 30, 2019

#	Funding Source	Budget	% of FY BUDGET	Total Expend.	% Expended	TWC Target %	Difference
FY 2020 Grants							
1	CHILD CARE	403,318	3.24%	403,318	100.00%	100.00%	0.00%
2	WIOA	11,869,244	95.32%	446,618	3.76%	20.76%	(17.00)%
3	VOCATIONAL REHABILITATION	179,124	1.44%	12,601	7.04%	7.95%	(0.91)%
Total FY 2020 Grants							
		12,451,686	100.00%	862,537	6.93%	23.14%	(16.22)%
FY 2019 Grants							
5	CHILD CARE	49,309,709	71.02%	42,710,574	86.62%	100.00%	(13.38)%
6	WIOA	11,866,742	17.09%	11,585,326	97.63%	100.00%	(2.37)%
7	SNAP	1,053,069	1.52%	915,924	86.98%	100.00%	(13.02)%
8	TANF	3,568,848	5.14%	3,371,884	94.48%	100.00%	(5.52)%
9	RESOURCE ADMINISTRATION GRANTS	957,912	1.38%	843,884	88.10%	100.00%	(11.90)%
10	TAA	679,969	0.98%	322,830	47.48%	100.00%	(52.52)%
11	VOCATIONAL REHABILITATION	1,213,908	1.75%	766,842	63.17%	100.00%	(36.83)%
12	OTHER	779,883	1.12%	676,149	86.70%	92.75%	(6.05)%
Total FY 2019 Grants							
		69,430,040	100.00%	61,193,413	88.14%	99.92%	(11.78)%
FY 2018 Grants							
13	CHILD CARE	40,747,510	71.85%	38,831,900	95.30%	100.00%	(4.70)%
14	WIOA	9,141,584	16.12%	9,141,584	100.00%	100.00%	0.00%
15	TANF	3,336,771	5.88%	3,336,771	100.00%	100.00%	0.00%
16	RESOURCE ADMINISTRATION GRANTS	731,560	1.29%	668,039	91.32%	100.00%	(8.68)%
17	TAA	1,649,078	2.91%	441,135	26.75%	100.00%	(73.25)%
18	VOCATIONAL REHABILITATION	541,578	0.95%	381,365	70.42%	100.00%	(29.58)%
19	OTHER	565,376	1.00%	499,164	88.29%	99.33%	(11.04)%
Total FY 2018 Grants							
		56,713,457	100.00%	53,299,958	93.98%	99.92%	(5.94)%
FY 2017 Grants							
20	OTHER	1,521,713	100.00%	1,317,947	86.61%	100.00%	(13.39)%
Total FY 2017 Grants							
		1,521,713	100.00%	1,317,947	86.61%	100.00%	(13.39)%
TOTALS							
		140,116,896	100.00%	116,673,856	83.27%	93.10%	(9.83)%



STATEMENT OF GRANT EXPENDITURES DETAIL

Contract to Date

September 30, 2019

Item No.	State Targets					Funding Source	Beginning Date	Ending Date	Budget	% of Total FY Budget	Total Expend.	Balance	% Expended	TWC Target %	Difference
	1st	2nd	3rd	4th	End of Grant										
Fiscal Year 2020															
1				100.00%	100.00%	CHILDCARE PRS	09/01/19	08/31/20	403,318	3.24%	403,318	0	100.00%	100.00%	0.00%
2				25.00%	100.00%	WIOA YOUTH	07/01/19	06/30/21	3,215,064	25.82%	430,545	2,784,519	13.39%	25.00%	(11.61)%
3				18.63%	100.00%	WIOA ADULT	07/01/19	06/30/21	2,910,024	23.37%	0	2,910,024	0.00%	18.63%	(18.63)%
4				19.48%	100.00%	WIOA DISLOCATED	07/01/19	06/30/21	5,225,254	41.96%	0	5,225,254	0.00%	19.48%	(19.48)%
5				25.00%	100.00%	RAPID RESPONSE	08/01/19	07/31/20	61,541	0.49%	16,072	45,469	26.12%	25.00%	1.12%
6				8.33%	100.00%	INFRASTRUCTURE SUPPORT SERVICES CONTRACT	09/01/19	08/31/20	179,124	1.44%	12,601	166,523	7.04%	7.95%	(0.91)%
7				18.64%	100.00%	WIOA ALTERNATIVE FUNDING FOR STATEWIDE ACTIVITIES	07/15/19	08/31/20	457,361	3.67%		457,361	0.00%	18.64%	(18.64)%
Totals									12,451,686	100.00%	862,537	11,131,788	6.93%	23.14%	(16.22)%
Fiscal Year 2019															
8	22.50%	45.00%	67.50%	100.00%	100.00%	CHILD CARE DIRECT CARE	10/01/18	12/31/19	35,189,383	50.68%	34,505,566	683,817	98.06%	100.00%	(1.94)%
9	20.00%	40.00%	60.00%	80.00%	100.00%	CHILD CARE LOCAL MATCH	10/01/18	12/31/19	5,733,306	8.26%	-1,975	5,735,281	-0.03%	100.00%	(100.03)%
10	25.00%	50.00%	75.00%	100.00%	100.00%	CHILDCARE QUALITY	10/01/18	10/31/19	1,934,088	2.79%	1,777,439	156,649	91.90%	100.00%	(8.10)%
11	25.00%	50.00%	75.00%	100.00%	100.00%	CHILD CARE ATTENDANCE AUTOMATION SERVICE	10/01/18	11/30/19	260,812	0.38%	237,425	23,387	91.03%	100.00%	(8.97)%
12	100.00%	100.00%	100.00%	100.00%	100.00%	CHILDCARE PRS	09/01/18	08/31/19	6,192,120	8.92%	6,192,120	0	100.00%	100.00%	(0.00)%
13	40.00%	60.00%	80.00%	100.00%	100.00%	WIOA YOUTH	07/01/18	06/30/20	3,784,878	5.45%	3,794,977	-10,099	100.27%	100.00%	0.27%
14	40.00%	60.00%	80.00%	100.00%	100.00%	WIOA ADULT	07/01/18	06/30/20	3,450,408	4.97%	3,312,270	138,138	96.00%	100.00%	(4.00)%
15	40.00%	60.00%	80.00%	100.00%	100.00%	WIOA DISLOCATED	07/01/18	06/30/20	4,554,113	6.56%	4,416,772	137,341	96.98%	100.00%	(3.02)%
16	50.00%	75.00%	100.00%	100.00%	100.00%	RAPID RESPONSE	07/01/18	07/31/19	77,343	0.11%	61,307	16,036	79.27%	100.00%	(20.73)%
17	22.50%	45.00%	67.50%	100.00%	100.00%	SNAP	10/01/18	09/30/19	1,053,069	1.52%	915,924	137,145	86.98%	100.00%	(13.02)%
18	22.50%	45.00%	67.50%	100.00%	100.00%	TANF/CHOICE	10/01/18	10/31/19	3,277,296	4.72%	3,124,268	153,028	95.33%	100.00%	(4.67)%
19	25.00%	50.00%	75.00%	100.00%	100.00%	TWC RAG ISAMS	10/01/18	09/30/19	19,477	0.03%	28,546	-9,069	146.56%	100.00%	46.56%
20	22.50%	45.00%	67.50%	100.00%	100.00%	EMPLOYMENT SERVICES	10/01/18	12/31/19	776,435	1.12%	685,288	91,147	88.26%	100.00%	(11.74)%
21	22.50%	45.00%	67.50%	100.00%	100.00%	TRADE ACT SERVICES	10/01/18	12/31/19	679,969	0.98%	322,830	357,139	47.48%	100.00%	(52.52)%
22	25.00%	50.00%	75.00%	100.00%	100.00%	VETERAN RESOURCE	10/01/18	09/30/19	162,000	0.23%	130,050	31,950	80.28%	100.00%	(19.72)%
23	30.77%	53.85%	76.92%	100.00%	100.00%	NON CUSTODIAL PARENT	09/01/18	09/30/19	291,552	0.42%	247,616	43,936	84.93%	100.00%	(15.07)%
24	33.33%	58.33%	83.33%	100.00%	100.00%	INFRASTRUCTURE SUPPORT SERVICES CONTRACT	09/01/18	08/31/19	167,408	0.24%	143,653	23,755	85.81%	100.00%	(14.19)%
25	25.00%	50.00%	75.00%	100.00%	100.00%	WORKFORCE COMMISSION INITIATIVES	10/01/18	01/31/20	122,815	0.18%	110,204	12,611	89.73%	74.74%	14.99%
26	25.00%	50.00%	75.00%	100.00%	100.00%	REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT	10/01/18	09/30/19	560,283	0.81%	489,265	71,018	87.32%	100.00%	(12.68)%
27		14.29%	57.14%	100.00%	100.00%	SUMMER EARN AND LEARN	03/15/19	01/31/20	934,000	1.35%	616,388	317,612	65.99%	100.00%	(34.01)%
28	25.00%	50.00%	75.00%	100.00%	100.00%	WAGES SERVICES FOR PAID WORK EXPERIENCE	10/01/18	09/30/19	112,500	0.16%	6,802	105,698	6.05%	100.00%	(93.95)%
29				100.00%	100.00%	REIMBURSE BUILDING FEE	03/01/19	12/31/19	21,785	0.03%	21,785	0	100.00%	69.84%	30.16%
30		25.00%	50.00%	75.00%	100.00%	PERFORMANCE INCENTIVE AWARD TX RISING STAR CHILD CARE	01/01/19	12/31/19	75,000	0.11%	54,895	20,105	73.19%	74.73%	(1.53)%
Totals									69,430,040	100.00%	61,193,413	8,236,627	88.14%	99.92%	(11.78)%
Fiscal Year 2018															
31				100.00%	100.00%	CHILD CARE DIRECT CARE	10/01/17	12/31/18	33,715,967	59.45%	32,786,130	929,837	97.24%	100.00%	(2.76)%
32				100.00%	100.00%	CHILD CARE LOCAL MATCH	10/01/17	12/31/18	5,901,757	10.41%	4,915,984	985,773	83.30%	100.00%	(16.70)%
33				100.00%	100.00%	CHILDCARE QUALITY	10/01/17	01/31/19	1,129,786	1.99%	1,129,786	0	100.00%	100.00%	0.00%
34				100.00%	100.00%	WIOA YOUTH	07/01/17	06/30/19	3,160,126	5.57%	3,160,126	0	100.00%	100.00%	0.00%
35				100.00%	100.00%	WIOA ADULT	07/01/17	06/30/19	2,894,089	5.10%	2,894,089	0	100.00%	100.00%	0.00%
36				100.00%	100.00%	WIOA DISLOCATED	07/01/17	06/30/19	3,087,369	5.44%	3,087,369	0	100.00%	100.00%	0.00%
37				100.00%	100.00%	TANF/CHOICE	10/01/17	10/31/18	3,336,771	5.88%	3,336,771	0	100.00%	100.00%	0.00%
38				100.00%	100.00%	EMPLOYMENT SERVICES	10/01/17	12/31/18	731,560	1.29%	668,039	63,521	91.32%	100.00%	(8.68)%
39				100.00%	100.00%	TRADE ACT SERVICES	10/01/17	12/31/18	1,649,078	2.91%	441,135	1,207,943	26.75%	100.00%	(73.25)%
40				100.00%	100.00%	INFRASTRUCTURE SUPPORT SERVICES CONTRACT	09/01/17	12/31/18	241,578	0.43%	174,531	67,047	72.25%	100.00%	(27.75)%
41				100.00%	100.00%	REEMPLOYMENT SERVICES AND ELGIBILITY ASSESSMENT	11/01/17	10/31/18	495,046	0.87%	469,250	25,796	94.79%	100.00%	(5.21)%
42				100.00%	100.00%	PERFORMANCE INCENTIVE AWARD-WIOA FOSTER YOUTH	01/01/18	12/31/19	30,000	0.05%	0	30,000	0.00%	87.38%	(87.38)%
43				100.00%	100.00%	STUDENT HIREABILITY NAVIGATOR PROGRAM	03/01/18	08/31/19	300,000	0.53%	206,834	93,166	68.94%	100.00%	(31.06)%
44	72.73%	100.00%			100.00%	EXTERNSHIPS FOR TEACHERS	04/04/18	02/28/19	40,330	0.07%	29,914	10,416	74.17%	100.00%	(25.83)%
Totals									56,713,457	100.00%	53,299,958	3,413,499	93.98%	99.92%	(5.94)%
Fiscal Year 2017															
45	100.00%				100.00%	NATIONAL DISLOCATED WORKER GRANT-OIL AND GAS	10/11/16	12/31/18	1,491,713	98.03%	1,288,447	203,266	86.37%	100.00%	(13.63)%
46	100.00%				100.00%	BOARD SERVICE AWARD	01/01/17	06/30/19	30,000	1.97%	29,500	500	98.33%	100.00%	(1.67)%
Totals									1,521,713	100.00%	1,317,947	203,766	86.61%	100.00%	(13.39)%
Grant Totals									140,116,896		116,673,856	22,985,679	83.27%	93.10%	(9.83)%

STATEMENT OF GRANT EXPENDITURES DETAIL

Contract to Date

September 30, 2019

Notes

ResCare September expenditures are behind end of year targets by approximately 18.1% or \$9.8 million. TWC's established average kids served per day target equaled 8,096 for FY 2019. As of September, the final enrollment totaled 7,075, approximately 87.4% of the target.		
The total unspent funds for this grant, including both the Workforce Board and ResCare expenditures, equals approximately \$6.4 million. Due to potential funding and enrollment target decreases for future years, TWC suggested it would be prudent for our Board to modify its allocation.		
The Executive Committee met on December 3, 2019 and approved for the \$10.8 million reduction of child care funding and reallocation to the Dallas Workforce Board to assist them with their current over allocation situation. The reduction would be as follows:		
<input type="checkbox"/> FY 2019 Carry Over-\$2,400,000 <input type="checkbox"/> FY 2020 Allocation-\$3,360,000 <input type="checkbox"/> FY 2020 Allocation-\$5,040,000		
8,9	CHILD CARE DIRECT CARE/LOCAL MATCH	
10	CHILDCARE QUALITY	This Grant is utilized primarily to provide equipment, curriculum development, and staff development to selected child care centers located within the Board's region. The unspent portion of the grant budget as of 9/30/19 is projected to be utilized as carry over funding during FY2020 as much as possible prior to the grant end date of 10/31/19.
2,3,4 ,5,13,14,15,16	WIA ADULT/DISLOCATED/YOUTH	ResCare Expenditures are behind end of year targets by approximately 9.4% or \$735,000. Total unspent funds including both the Workforce Board and ResCare total approximately \$1.9 million. These funds will be utilized as carry over for FY 2020.
7	WIOA ALTERNATIVE FUNDING FOR STATEWIDE ACTIVITIES	This grant provides for additional WIOA funds primarily to carry out employment and training activities. NCTCOG staff are currently developing a strategy for FY 2020 to utilize these funds and they should be fully expended prior to the end of the grant period.
17	SNAP	The number of participants served was less than anticipated. Additionally, TWC allocated to the Board additional allocations from TWC equaling approximately \$125,000 at the end of April 2019. Unspent funding will be returned to TWC.
18	TANF	Participants enrollment numbers were lower than anticipated, primarily due to the favorable economy within our region. Unspent balances will be utilized in the form of carry over funding for FY 2020.
19	TWC RAG ISAMS	This grant provides rent, network, and other non-salary support for certain TWC staff located within the NCTCOG's facilities located at 600 Six Flags Drive in Arlington. NCTCOG staff requested additional funds from TWC in order to pay for the additional support costs incurred within this grant over and above what was earlier anticipated.
20	EMPLOYMENT SERVICES	FY 2019 grant unspent balance should be utilized in the form of carry over during FY 2020.
21	TAA	This funding source is utilized to serve individuals who have lost their employment due to their jobs being transferred outside of the U.S. Our Board area has not encountered a significant number of these customers during FY 2019. The unspent funding should be utilized as carry over as much as possible during FY 2020.
22	VETERANS	This grant supports the ten (10) veterans staff located within the workforce centers regarding primarily infrastructure costs (rent, utilities, maintenance, telephone, technology, etc...) and their share of special projects. This grant ended the year behind target due to several project's expenditures remaining under target at fiscal year end. The remaining balance of the budget will be returned to the Texas Veterans Commission.
23	NON CUSTODIAL PARENT	Not as many participants were enrolled due to limited participation by the court system within our region. Unspent funding will be returned to TWC.
24	INFRASTRUCTURE SUPPORT SERVICES CONTRACT	This funding source is utilized to support the Vocational Rehabilitation (VR) staff located within the Waxahachie, Corsicana, Greenville, and Granbury workforce centers including the one-time costs to construct the accommodations necessary to integrate the VR staff within the Greenville and Granbury centers. The FY 2019 grant did not experience the amount of infrastructure support costs that was anticipated.
26	REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT	This grant is designated to assist individuals who have exhausted unemployment benefits and are in need of reemployment services. Additional funding was received by TWC over and above the initial estimate. An amendment was issued to ResCare in April 2019 which allocated funding for additional staff resources. Primarily due to some open positions, not all the funding was expended prior to grant year end and will be returned to TWC.
27	SUMMER EARN AND LEARN	This grant is a summer youth program specifically to provide employability skills training and paid work experience for students with disabilities. The project is required to be completed by September 2019. This particular grant is a Vocational Rehabilitation (VR) grant which considers the NCTCOG a vendor instead of a subrecipient. Because of this, the revenue earned by the NCTCOG is determined not only by the salary reimbursements for the children within the program but also due to funds earned for certain pay points such as number of children registered within the program, number of children provided work readiness training, number of worksite identification and placements, and worksite monitoring. Based on the negotiated pay points, the Board received approximately \$260,000 of funds over and above the incurred expenditures.
28	WAGES SERVICES FOR PAID WORK EXPERIENCE	This grant's primary purpose is to provide year round work experience opportunities for student's with disabilities. This program is still in the process of becoming fully operational. Additional participation is anticipated for the FY 2020 grant.
42	PERFORMANCE INCENTIVE AWARD-WIOA FOSTER YOUTH	The Board received these funds from TWC for high performance measure recognition. Board staff will develop a plan for these funds and they are projected to be expended prior to the end of the grant.
43	STUDENT HIREABILITY NAVIGATOR PROGRAM	This grant is a VR grant and requires the NCTCOG to provide student hireability services to referred VR participants as identified by local TWC VR staff. TWC will provide the NCTCOG \$100,000 per year for each of the Hireability Navigator positions which includes all associated costs such as personnel, travel, rent, supplies, etc.... The funds received by the NCTCOG are not based on actual cost but by a negotiated rate predetermined prior to the grant start date. The NCTCOG received an equal portion of the available funds each month that the positions (2 positions) are employed by either the NCTCOG or ResCare. The two positions were employed by end of the 4th quarter of FY 2018.

STATEMENT OF EXPENDITURE DETAIL									
Fiscal Year to Date									
September 30, 2019									
	Workforce Development Board					Workforce Center Contractors	Totals W/Out Unallocated Funds		Totals With Unallocated Funds
	Operations 10/1/2018 9/30/2019	Special Projects 10/1/2018 9/30/2019	Approved Board Budget 10/1/2018 9/30/2019	Unallocated Funds 10/1/2018 9/30/2019	Total Available Board Funding 10/1/2018 9/30/2019	ResCare 10/1/2018 9/30/2019	Total Allocation 10/1/2018 9/30/2019		Total Allocation 10/1/2018 9/30/2019
Grant									
Budget Summary									
Child Care Direct Care	\$ 3,918,636	\$ 197,994	\$ 4,116,630	-\$ 8,434,610	-\$ 4,317,979	\$ 44,062,746	\$ 48,179,377		\$ 39,744,767
Child Care Quality	1,900,264		\$ 1,900,264	58,824	1,959,088		1,900,264		1,959,088
Child Care Local Match					0	10,652,727	10,652,727		10,652,727
Child Care PRS	235,000		235,000		235,000	5,465,000	5,700,000		5,700,000
WIOA Youth	1,275,341	57,164	1,332,505	96,547	1,429,051	2,416,985	3,749,490		3,846,036
WIOA Alternative Funding for Statewide Activities				457,361	457,361		0		457,361
Performance Incentive Award-Texas Rising Star	75,000		75,000		75,000		75,000		75,000
WIOA Adult	1,345,636	57,010	1,402,646	106,071	1,508,717	2,494,731	3,897,377		4,003,448
VR Year Round Work Experience					0	112,500	112,500		112,500
WIOA Dislocated Workers	1,730,883	69,579	1,800,462	382,763	2,183,225	3,192,219	4,992,682		5,375,445
WIOA Rapid Response	11,119		11,119	8,033	19,151	56,759	67,878		75,911
SCSEP	8,529		8,529	1,717	10,246	0	8,529		10,246
Externship for Teachers			0		0		0		0
Student Hireability Navigator	96,186		96,186	90,675	186,861	92,062	188,248		278,923
TWC RAGISAM	29,072		29,072		29,072		29,072		29,072
NCP	117,378	4,700	122,078	7,183	129,261	165,219	287,297		294,480
SNAP Employment & Training	434,728	15,335	450,063	12,491	462,554	601,927	1,051,990		1,064,481
TANF/CHOICES	1,322,680	60,772	1,383,453	56,193	1,439,646	2,068,004	3,451,456		3,507,649
Trade Act Services	44,117	1,060	45,177	-1,951	43,227	776,602	821,779		819,828
Employment Services	687,452	52,259	739,711	80,752	820,462	78,729	818,440		899,191
Veterans Resource Administration	138,204	2,439	140,643	13,886	154,529	7,471	148,114		162,000
WF Commission Initiatives	96,429		96,429	26,386	122,815	0	96,429		122,815
Reemployment Services and Eligibility Assessment	176,669		176,669	22,847	199,516	360,767	537,436		560,283
National Dislocated Workforce Grant-Oil and Gas	52,055		52,055	10,388	62,442	326,718	378,772		389,160
Summer Earn and Learn	51,094		51,094	333,651	384,745	549,255	600,349		934,000
Performance Incentive Award WIOA Foster Youth				30,000	30,000		30,000		30,000
Performance Incentive Award WIOA Foster Youth	30,000		30,000		30,000		30,000		30,000
Infrastructure Support Services Contract	37,408	100,000	137,408		137,408	30,000	167,408		167,408
Child Care Attendance Automation	216,990		216,990	43,822	260,812	0	216,990		260,812
Totals:	\$ 14,030,869	\$ 618,312	\$ 14,649,181	-\$ 6,596,971	\$ 8,052,210	\$ 73,510,422	\$ 88,159,603		\$ 81,562,632
Child Care Direct Care	3,339,268.12	149,024.55	\$ 3,488,293			\$35,657,537	\$ 39,145,829		\$ 39,145,829
SCSEP	5,676	0	5,676				5,676		5,676
Child Care Quality	1,848,038	0	1,848,038			0	1,848,038		1,848,038
Child Care Local Match	0	0	0			7,906,226	7,906,226		7,906,226
Child Care PRS	238,026	0	238,026			5,787,232	6,025,258		6,025,258
WIOA Youth	1,167,974	46,928	1,214,902			2,234,894	3,449,796		3,449,796
WIOA Adult	1,189,683	51,648	1,241,331			2,035,693	3,277,024		3,277,024
WIOA Dislocated Workers	1,533,427	69,068	1,602,496			2,569,553	4,172,049		4,172,049
WIOA Rapid Response	11,238	0	11,238			47,067	58,305		58,305
Student Hireability Navigator	110,038	0	110,038			75,719	185,757		185,757
TRS Award	54,895	0	54,895				54,895		54,895
NCP	102,685	5,270	107,955			139,698	247,653		247,653
SNAP Employment and Training	373,457	15,980	389,437			526,572	916,009		916,009
VR-Summer Earn and Learn	49,370	0	49,370			567,018	616,388		616,388
TANF/CHOICES	1,324,911	65,220	1,390,130			1,926,053	3,316,183		3,316,183
VR CH 2 YEAR RW-2019	0	0	0			6,802	6,802		6,802
Trade Act Services	41,663	851	42,514			422,126	464,640		464,640
Employment Services	634,910	106,262	741,172			61,123	802,295		802,295
PAF YOUTH PERFORMANCE-18	29,500	0	29,500			0	29,500		29,500
Reemployment Services and Eligibility Assessment	179,901	0	179,901			354,007	533,908		533,908
National Dislocated Workforce Grant-Oil and Gas	23,241	0	23,241			99,778	123,019		123,019
Resource Administration Grant-ISAMS	28,546	0	28,546				28,546		28,546
Teacher Externship	3,425	0	3,425				3,425		3,425
WF Commission Initiatives	110,206	0	110,206			-2	110,204		110,204
Infrastructure Support Services Contract	138,608	49,365	187,973			24,840	212,813		212,813
Child Care Attendance Automation	237,425	0	237,425			0	237,425		237,425
Totals:	\$ 12,921,534	\$ 559,615	\$ 13,481,150			\$ 60,448,348	\$ 73,929,498		\$ 73,929,498
Totals:	92.1%	90.5%	92.0%			82.2%	83.9%		90.6%
Board Established Benchmarks	100.0%	100.0%	100.0%		0.0%	97.5%	97.9%		88.0%
Over / (Under) Expended	(7.9)%	(9.5)%	(8.0)%			(15.3)%	(14.1)%		2.6%

STATEMENT OF EXPENDITURES BY CATEGORY								
Fiscal Year to Date								
September 30, 2019								
	Workforce Development Board					Workforce Center Contractors		
	Operations	Other Special Projects	Approved Board Budget	Unallocated Funds	Total Available Board Funding	ResCare	Totals W/Out Unallocated Funds	Totals With Unallocated Funds
Contract Beginning	10/1/2018	10/1/2018	10/1/2018	10/1/2018	10/1/2018	10/1/2018		
Contract Ending	9/30/2019	9/30/2019	9/30/2019	9/30/2019	9/30/2019	9/30/2019		
Type of Expenditure								
Budget Summary								
SUBCONTRACTOR OPERATIONS:								
Salaries	\$ 4,038,673		\$ 4,038,673		\$ 4,038,673	\$ 7,224,175	\$ 11,262,849	\$ 11,262,849
Fringe Benefits	1,845,674		1,845,674		1,845,674	1,391,071	3,236,744	3,236,744
Indirect Cost\PEO	1,041,529		1,041,529		1,041,529	998,660	2,040,189	2,040,189
Profit						747,252	747,252	747,252
Occupancy	2,519,021		2,519,021		2,519,021	141,308	2,660,329	2,660,329
Travel	311,949		311,949		311,949	216,825	528,774	528,774
Equipment	840,374	494,375	1,334,749		1,334,749	3,460	1,338,209	1,338,209
Other	1,359,952		1,359,952		1,359,952	312,814	1,672,766	1,672,766
Prof Services	\$2,073,699	123,936	2,197,635		2,197,635	50,988	2,248,623	2,248,623
Total Cost of Operations	\$ 14,030,870	\$ 618,311	\$ 14,649,181	\$ -	\$ 14,649,181	\$ 11,086,553	\$ 25,735,734	\$ 25,735,734
Total Program Services			-			62,423,868	62,423,868	62,423,868
Budget Adjustments			-	- 6,596,971	(6,596,971)	-	-	(6,596,971)
Total Budget	\$ 14,030,870	\$ 618,311	\$ 14,649,181	\$ (6,596,971)	\$ 8,052,210	\$ 73,510,422	\$ 88,159,603	\$ 81,562,632
Expenditure Summary								
SUBCONTRACTOR OPERATIONS:								
Salaries	\$3,654,520		\$3,654,520			\$ 6,918,566	\$ 10,573,086	\$ 10,573,086
Fringe Benefits	1,613,570		\$1,613,570			1,141,597	2,755,167	2,755,167
Indirect Cost	925,968		\$925,968			912,089	1,838,057	1,838,057
Profit			\$0			366,532	366,532	366,532
Occupancy	2,499,392		\$2,499,392			140,512	2,639,904	2,639,904
Travel	228,285		\$228,285			244,146	472,431	472,431
Equipment	738,515	49,365	\$787,880			11,427	799,307	799,307
Other	1,296,162		\$1,296,162			232,480	1,528,642	1,528,642
Prof Services	1,965,122	510,251	\$2,475,373			80,091	2,555,464	2,555,464
Total Cost of Operations	\$ 12,921,534	\$ 559,615	\$13,481,150	-		\$ 10,047,441	\$ 23,528,590	\$ 23,528,590
Total Program Services			0			50,400,908	50,400,908	50,400,908
Total Expenditures	\$ 12,921,534	\$ 559,615	\$13,481,150			\$ 60,448,348	\$ 73,929,498	\$73,929,498
Expenditure Percentages Summary								
Remaining Budget	\$ 1,109,336	\$ 58,696	\$ 1,168,031			\$ 13,062,074	\$ 14,230,105	\$ 7,633,134
Cost of Operations	92.1%	90.5%	92.03%			90.6%	91.4%	91.4%
Program Services	0.0%	0.0%	0.00%			80.7%	80.7%	80.7%
Total Expenditures	92.1%	90.5%	92.03%			82.2%	83.9%	90.6%
Board Established Benchmarks	100.0%	100.0%	100.0%			97.5%	97.9%	88.0%
Over / (Under) Expended	(7.9)%	(9.5)%	(8.0)%			(15.3)%	(14.1)%	2.6%

Monitoring and Oversight

Our Approach:

Programmatic and Fiscal monitoring work:

- Collaborative to provide comprehensive risk management operationally and fiscally
- The NCTCOG monitoring function is “certified” by the Texas Workforce Commission, which means they place strong reliance on the integrity of our work.



Monitoring and Oversight

Programmatic Monitoring

- All programs were monitored along with other contractual requirements such as EO, ADA and PII compliance
- Subrecipient data integrity and case management continues to be an issue

Fiscal Monitoring

- Numerous reviews performed for Workforce and ResCare, through analysis and tests of substantive details
- Excellent fiscal results with only minor observations of ResCare, which were addressed immediately



Monitoring and Oversight

Feedback from TWC Annual Comprehensive Monitoring 1/13-16/2020:

- TWC reported one programmatic finding for some errors in the SNAP Program for data entry/integrity
- NCTCOG had zero fiscal findings
- TWC monitors commented throughout the review at the strength of the programmatic monitoring and their reliance on the work
- TWC monitors commented “the fiscal monitoring is superb”





BCY19 – Year End Performance Report Overview



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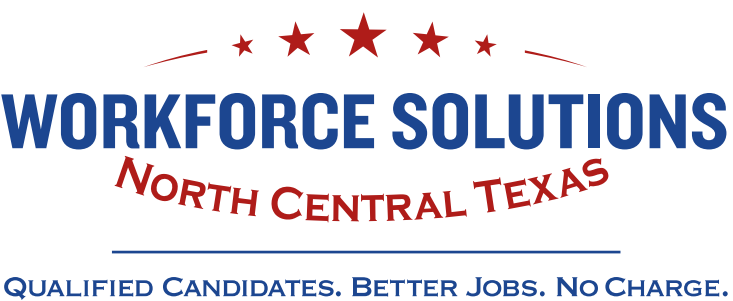
BCY19 – Year End Performance Report

“Meeting Performance (MP)” or “Positive Performance (+P)” within 16 of 17 formally contracted performance measures for which we have all available data:

Performance Status	# of Measures
Positive Performance (+P)	4
Meeting Performance (MP)	12
Negative Performance (-P)	1



BCY19 – Year End Performance Report



REEMPLOYMENT & EMPLOYER ENGAGEMENT MEASURES							
PERFORMANCE MEASURES	TARGET	CURRENT PERFORMANCE	PERCENTAGE OF CURRENT TARGET	NUMERATOR (Successful Outcomes)	DENOMINATOR (Population)	PERFORMANCE STATUS	PERFORMANCE CHANGE FROM PREVIOUS MONTH
Claimants Reemployed within 10 Weeks	54.03%	55.76%	103.20%	18,075	32,414	MP	-0.02%
# of Employers Receiving Workforce Assistance	9,176 (9,176-Month)	10,568	115.17%	-	-	+P	Integration Error (No Change)

BCY19 – Year End Performance Report



PROGRAM PARTICIPATION MEASURES							
PERFORMANCE MEASURES	TARGET	CURRENT PERFORMANCE	PERCENTAGE OF CURRENT TARGET	NUMERATOR (Successful Outcomes)	DENOMINATOR (Population)	PERFORMANCE STATUS	PERFORMANCE CHANGE FROM PREVIOUS MONTH
Choices Full Work Rate – All Family Total	50.00%	56.59%	113.18%	72	128	+P	-0.53%
Avg # Children Served Per Day – (Combined) Discrete Month	8,096-EOY 8,096-Month	7,075	87.39%	148,566	21	-P	85

BCY19 Performance Status Criteria

WIOA OUTCOME MEASURES

PERFORMANCE STATUS	FORMER CRITERIA (C&T Measures)	NEW CRITERIA (Non C&T Measures)
Negative Performance	< 95.00%	< 90.00%
Meeting Performance	>= 95.00% and < 105.00%	>= 90.00% and < 110.00%
Positive Performance	>= 105.00%	>= 110.00%

BCY19 – Year End Performance Report

WIOA OUTCOME MEASURES

PERFORMANCE MEASURES	TARGET	CURRENT PERFORMANCE	PERCENTAGE OF CURRENT TARGET	NUMERATOR (Successful Outcomes)	DENOMINATOR (Population)	PERFORMANCE STATUS	PERFORMANCE CHANGE FROM PREVIOUS MONTH
Employed/Enrolled Q2 Post Exit – C&T Participants	69.00%	67.87%	98.36%	21,197	31,234	MP	NO CHANGE
Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	84.00%	85.85%	102.20%	19,535	22,755	MP	NO CHANGE
Median Earnings Q2 Post Exit – C&T Participants	\$ 5,869.00	\$6,582.99	112.17%	-	20,091	+P	NO CHANGE
Credential Rate – C&T Participants	60.00%	70.33%	117.22%	237	337	+P	NO CHANGE
Employed Q2 Post Exit – Adult	74.90%	78.04%	104.19%	231	296	MP	NO CHANGE
Employed Q4 Post Exit – Adult	72.40%	74.03%	102.25%	268	362	MP	NO CHANGE
Median Earnings Q2 Post Exit – Adult	Undetermined	\$ 5,137.39	-	-	223	N/A	NO CHANGE

BCY19 – Year End Performance Report

WIOA OUTCOME MEASURES

PERFORMANCE MEASURES	TARGET	CURRENT PERFORMANCE	PERCENTAGE OF CURRENT TARGET	NUMERATOR (Successful Outcomes)	DENOMINATOR (Population)	PERFORMANCE STATUS	PERFORMANCE CHANGE FROM PREVIOUS MONTH
Credential Rate – Adult	76.90%	75.20%	97.79%	94	125	MP	NO CHANGE
Employed Q2 Post Exit – DW	77.70%	78.51%	101.04%	274	349	MP	NO CHANGE
Employed Q4 Post Exit – DW	84.80%	78.78%	92.90%	271	344	MP	NO CHANGE
Median Earnings Q2 Post Exit – DW	Undetermined	\$ 9,848.72	-	-	271	N/A	NO CHANGE
Credential Rate – DW	78.20%	74.76%	95.60%	77	103	MP	NO CHANGE
Employed/Enrolled Q2 Post Exit – Youth	76.20%	78.26%	102.70%	180	230	MP	NO CHANGE
Employed/Enrolled Q4 Post Exit – Youth	71.80%	71.65%	99.79%	187	261	MP	NO CHANGE
Credential Rate – Youth	56.40%	59.09%	104.77%	13	22	MP	NO CHANGE

BCY19 – Year End Performance Report

North Central is currently ranked **16th** of 28 Boards and **3rd** of 7 Large Boards.

BOARD	AVERAGE RANK PER FORMALLY CONTRACTED PERFORMANCE MEASURE	ALL BOARDS RANK	LARGE BOARDS RANK
Alamo	14.38	13	2
Borderplex	16.88	21	4
Dallas County	18.56	26	6
Gulf Coast	18.13	24	5
Lower Rio Grande	12.00	8	1
North Central Texas	15.31	16	3
Tarrant County	19.44	28	7

QUESTIONS



MEMBERSHIP REPORT



28

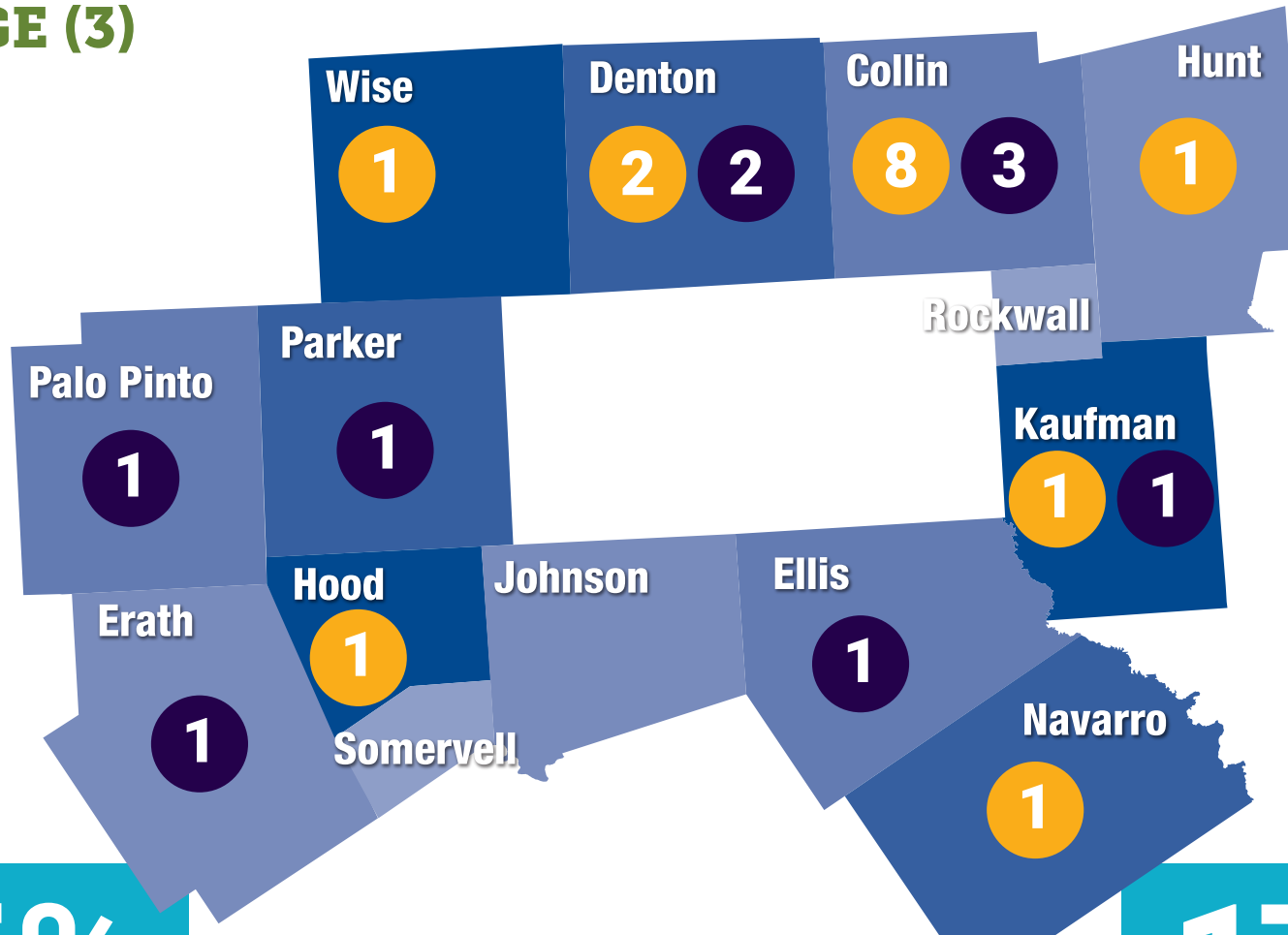
**ACTIVE BOARD
MEMBERS**

*25-38 BOARD MEMBER
REQUIREMENT*

PRIVATE SECTOR REPRESENTATIVES (15)

COMMUNITY-BASED ORGANIZATION REPRESENTATIVES (5)

AT LARGE (3)



53.6%
PRIVATE SECTOR

51%
MINIMUM REQUIREMENT

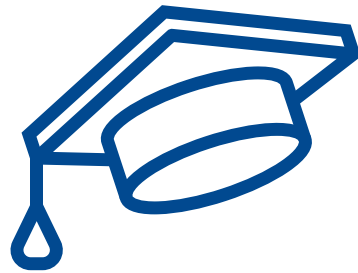
17.9%
COMMUNITY-BASED
ORGANIZATIONS AND
ORGANIZED LABOR

15%
MINIMUM REQUIREMENT

BOARD MEMBERS REPRESENT THE FOLLOWING REQUIRED CATEGORIES:



SECONDARY
EDUCATION



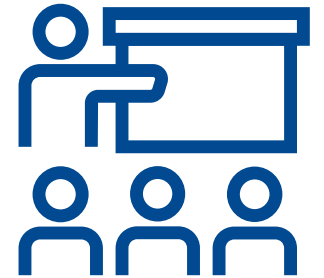
POST-SECONDARY
EDUCATION



ECONOMIC
DEVELOPMENT



LOCAL LITERACY
COUNCIL



ADULT BASIC &
CONTINUING
EDUCATION



PUBLIC
EMPLOYMENT
SERVICES



VOCATIONAL
REHABILITATION



PUBLIC ASSISTANCE



CHILD CARE



VETERANS

North Central Texas Workforce Board of Directors Meeting

Meeting Minutes
November 12th, 2019
9:30 am-1:00 pm
William Pitstick Conference Room
616 Six Flags Drive
Arlington, TX 76011

BOARD MEMBERS PRESENT:

Bindu Adlakha	Meera Ananthaswamy
David Bristol	Anna Coker
Chip Evans	Roger Harris
Mike Hinojosa	Aaron Thibault
Jacqueline Womble	William King
Mickey Hillock	Gae Goodwin
Roselyn Lane	Jennifer Suguitan
Gary Henderson	Stefanie Wagoner
Kenny Weldon	

BOARD MEMBERS NOT PRESENT:

Ron Simmons	Lisa Huffaker
Robert Hill	Elaine Zweig
Jason Gomez	Rolanda Macharia
Catherine Tietjen	Carlton Tidwell
Scott McCune	John Rattan

Call to Order – *Roger Harris, Chair*

Roger Harris called the meeting to order at 9:31 a.m.

1) Public Comment

There was no public comment

2) Special Recognition and Introductions

David Setzer recognized Kristin Castillo, the new Child Care Outreach Specialist.

3) Declare Conflicts of Interest

There are no conflicts to declare.

4) Consent Items

a) Approval of the Minutes from the September 24th, 2019 Meeting

Roselyn Lane made a motion to approve the consent items. Aaron Thibault seconded the motion. The consent items were approved unanimously.

North Central Texas Workforce Development Board of Directors Meeting

5) Discussion, Consideration and Possible Action Regarding

a) Committee Reports

i) Strategic Leadership Committee- Kenny Weldon

Kenny Weldon gave a brief update on the Strategic Leadership Committee meeting and discussed the Strategic Plan Update and Mission, Vision and Values update.

ii) Oversight and Accountability Committee- Carlton Tidwell

Debra Kosarek gave the committee update on behalf of Carlton Tidwell. Randy Richardson presented on the Financial Update through August of 2019. Michael Nicholas presented on the August 2019 Performance Update.

(1) Plano Workforce Center Lease

Randy Richardson discussed the Plano Workforce Center Lease renewal with the board. The renewal is up in July 2020.

The Oversight and Accountability Committee recommends that the North Central Texas Workforce Development Board recommend that the NCTCOG to enter a lease extension with Property Reserve, Inc. for the property located at 1101 Resource Drive, Suite 100, for a period of sixty (60) months. The lease would be effective August 1, 2020; includes 13,194 square feet, and an average five (5) year price per square foot not to exceed \$12.40 (excluding lease operating cost increases over the base year amount, janitorial, and utilities).

Mickey Hillock made a motion to approve the recommendation. Roselyn Lane seconded the motion. The motion was approved unanimously.

iii) Executive Committee- Roger Harris

Roger Harris gave updates on the Executive Committee Meeting from November 5th, 2019. David Setzer discussed the Child Care Update. Carvan Adkins and Cristina Medina presented on the Review of the Committee and Board Procedures.

(1) Mission, Vision and Values and Elevator Pitches

David Setzer and Roger Harris presented on the new Mission, Vision and Values and Elevator Pitches to be approved by the board.

Kenny Weldon recommended that the North Central Texas Workforce Development Board adopt the Mission, Vision and Values and Elevator Pitches. Mike Hinojosa seconded the motion. Thereafter, upon the vote of 16 in favor and 1 opposed, with 0 abstentions, the motion carried.

b) iWork Update

Tammy Davis provided an overview of the iWork event that took place on October 9th, 2019 at the Education Service Center Region 11 in White Settlement, TX.

c) Summer Earn and Learn Update

Annie Thompson provided an overview of the Summer Earn and Learn event.

d) Crayola Experience Update

Morgan Armstrong provided an update on Child Care Quality Family Fun Event that was held at the Crayola Experience on September 28, 2019 in Plano, TX.

6) Executive Director's Report

- a)** David Setzer provided brief updates on the following: Second Chance Talent Pipeline, Weatherford College Project, McKinney Project, Red, White and You and TWC Annual Conference Logistics.

7) 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.

8) Action as a Result of Executive Session

9) Other Business

BREAK- RECONVENE MEETING IN WILLIAM PITSTICK CONFERENCE ROOM FOR BOARD DEVELOPMENT

10) Board Development

Tom Luce presented on Texas 2036

11) Adjourn

The meeting was adjourned at 12:13 pm.

STRATEGIC PLAN

EXECUTIVE SUMMARY



QUALIFIED CANDIDATES. BETTER JOBS. NO CHARGE.

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The Workforce Solutions for North Central Texas strategic plan is an intentional process designed to advance business-driven solutions that promote economic growth, opportunity and a skilled workforce. The strategic plan guides programs that ensure businesses in the 14-county North Central Texas Workforce Development area remain competitive and increase job growth. As a result, workers have opportunities available to them to obtain skills that will help them become or remain self-sufficient and our communities are more economically resilient.

The strategic plan contains three areas of focus that build on our organization's vision and mission while concentrating resources on key priorities that we are best positioned to address in order to meet employer needs. While these key priorities help us to plan for our future, we are anchored in meeting our current community needs and ensuring the region has the skilled workforce needed to thrive. Included in this strategic plan report are some highlights of the progress made to date. It is not an exhaustive list but rather a sampling of significant efforts. We hope it gives you a broad view of our accomplishments over the past 3-4 years.

STRENGTHEN ORGANIZATIONAL GOVERNANCE AND CULTURE

We continually challenge ourselves to look inwardly and recognize that a stronger, healthier culture directly translates to better performance and reduced risk. We set bold goals to improve our organization's culture, automate processes and reduce cycle times, and elevate awareness of our brand. In doing this, we expect to gain efficiencies and reduce errors; exhibit good stewardship and maintain the trust bestowed upon us; solidify and uphold our vision, mission, and values; and increase visibility and positioning of our organization.

• Automate Key Work Process

We are creating uniformity of service delivery within the region by automating key work processes and have focused on transitioning/ converting all core programs to a document management system application. The automation of core program processes, such as intake, eligibility determination and correspondence, has increased efficiencies, reduced cycle times, and decreased errors. For example, the cycle time for the Choices Non-Custodial Program Intake process has been reduced by 50%.

• Conduct Risk Management

We operate with the philosophy that while all risk cannot be eliminated, we must engage in acceptable risk and manage it for optimum results. Our controls, policies, oversight, monitoring, financial and performance management is guided with that philosophy in mind. The lack of disallowed costs, findings during external reviews or adverse actions taken as a result of findings is a demonstration of the consistent and diligent "behind the scenes" work we perform. Additionally, our staff is routinely sought out for their expertise in the areas of monitoring and oversight, fraud investigation and financial oversight by other workforce board staff and TWC. Lastly, we developed a Personal Identifiable Information (PII) Breach Process in our document management system application to manage and track PII breaches; this process tracks the progress of the breach from the completion of the initial incident summary through the investigation, remedy phase and the submission of the final report to TWC.

• Improve Organizational Culture

We know that building a solid organizational culture isn't "one and done." Rather, it's a continual work in progress. We made significant strides in the past years toward building and maintaining a healthy and positive workplace. We hosted four organization-wide town hall meetings to promote open communications as well as team-building activities to strengthen our workplace relationships. Further, we encouraged ongoing visits between supervisors and their teams to discuss accountability, collaboration, communication, professional development, and empowerment. Lastly, we surveyed the staff to ensure that we were effective in fostering communication, and the results were positive.

• Expand Brand Management

We recognize that our strongest asset is our brand, and having a solid, trusted brand is important for our company to thrive. To ensure cohesion, we developed foundational tools and marketing plans to assist staff and strategic partners with presenting a consistent message. To increase awareness of our brand and services, we launched various campaigns and advertising strategies to targeted audiences via billboards, commercials, flyers, radio, magazines, social media, videos and newspaper ads. Google Analytics reports show that monthly page views on our website have increased by 25,000 views per month between October 2016 and October 2019.

CULTIVATE & MAXIMIZE PARTNER ENGAGEMENT

On our own, what we can achieve is limited. The synergy created from our partnerships with employers and community stakeholders represents more than the sum of each of our contributions. By leveraging each other's capabilities and resources, our projects and services gain greater credibility and broaden the scope of what we can achieve. Our employers share valuable insight about their workforce needs, and that knowledge helps our systems and offerings remain relevant.

• Enhance Employer Engagement

We are refining our strategy to increase the level of engagement with employers by researching, outreaching, deepening relationships, and building a robust network of employers that are engaged in workforce business services. During the past three years, we engaged with more than 400 new employers to provide them with an overview of services available to them and conducted 72 discovery meetings to identify potential Skills Development Fund (SDF) grant application candidates. To date, 13 employers from the discovery meetings are participating in SDF grants awarded, and seven additional employers are currently developing SDF training grants with their local community colleges. We also encourage employers to participate in various initiatives and continue to build new and strengthen existing employer relationships to expand our partner base.

• Cultivate and Maximize Community Partnerships

We can't do it alone, and building capacity through strategic collaborations is essential to the work we do. We are identifying partners and formalizing those relationships to address our community's needs. Additionally, we collaborate with local organizations to identify collective ways to serve our community, integrate services and leverage resources to create greater impact. We currently serve on the United Way of Denton County's Workforce Success Leadership Team (WSLT) and its Early Childhood Coalition (ECC) as well as Collin County's Early Childhood Coalition. Lastly, through a partnership with Educational First Steps, we provide child care assistance to families who need support while on our waitlist.

INVEST IN HUMAN CAPITAL AND FOSTER THEIR SUCCESS

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. We are empowering our community members to envision their future by embarking in strong, long-lasting impact career exploration activities. Finally, we develop their employability by facilitating work-based learning that deepens their understanding of their career of choice. Above all, we are striving to put our customers first and are removing barriers to increase access to our services.

• Increase the Quality of Child Care

Recognizing that high-quality early childhood programs can strengthen a parents' job stability and wages as well as increase a child's ability to learn, we have provided more than 18,000 hours of early childhood mentoring services to our child care providers. To further meet the need for local high-quality professional development opportunities, we host an annual Bright from the Start Early Childhood Conference. Additionally, we have supported the professional development of child care providers by providing: child care-related training, scholarships to attend national and local conferences, scholarships for the Child Development Associate preparation course, college tuition reimbursement to individuals who are obtaining a degree in Education or Child Development, and sponsored individuals earning their ECMI Director's Credential. Finally, in FY19, we increased our Texas Rising Star providers by 30%.

• Expand Access to WD Services

We are working on meeting our customers where they are. We are investing resources to serve them through a framework that mirrors today's workplace and allows us to connect with our customers in their own location. The framework will enable us to support their career development needs by reducing barriers, such as access to transportation.

• Expand Work-Based Learning

We're engaging our students with disabilities in powerful experiences. During the past three years, through the Summer Earn and Learn (SEAL) Program, we supported 779 students by placing them with employers to perform jobs duties that develop their skills, knowledge, and readiness for work, and to support entry or advancement into a career field.

• Promote Career Exploration

We are increasing our customers' awareness of career options and preparing them to enter workplaces more confident about their future. We hosted five iWork: Youth Career Exploration Events that have served approximately 2,500 students and more than 23 career exploration engagements that supported our students with disabilities. Usage of the Career Coach tool has steadily increased, resulting in 6,907 visitors in fiscal year 2019. Lastly, we are conducting a needs assessment to better address and support our educational partners.



RAPID RESPONSE REPORT (OCT '19 to SEPT '20)								
#	Company Name	Company Description	City/County	Workforce Center	Date Received	Layoff Dates	# of DW Affected	# of DW TWIST Registered
1	True Health Diagnostics	Medical Company	Frisco/Collin	Plano	10/2/2019	10/1/2019	3	0
2	Lifecare Management Services	Health Services	Plano/Collin	Plano	10/2/2019	9/30/19-11/29/19	40	0
3	Corsicana Mattress Company	Mattress Company	Corsicana/Navarro	Corsicana	10/28/2019	10/30/19 - 11/1/19	40	0
4	Nuvectra	Medical Company	Plano/Collin	Plano	11/20/2019	1/19/2020 -1/23/2020	69	0
5	Norton Lifelock	Security Company	Plano/Collin	Plano	11/21/2019	1/17/2020	34	0
6	Life Care Management Services	Health Services	Plano/Collin	Plano	12/2/2019	11/26/19 - 1/25/19	9	0
7	Celadon Trucking Services	Trucking Services	Waxahachie/Ellis	Waxahachie	12/9/2019	12/9/2019	3	0
8	PumpCo Services Inc	Oil Field Equipment Supplier	Cleburne/Johnson	Cleburne	12/11/2019	12/11/19 -12/31/19	5	0
9	Utex Industries	Steel Fabricator	Mansfield/Ellis	Waxahachie	12/12/2019	1/27/2020	124	0
10	Norton Life lock	Software Company	Plano/Collin	Plano	12/23/2019	2/13/2020-2/14/2020	8	0
11	Ambit Energy	Energy Company	Plano/Collin	Plano	12/30/2020	2/14/2020-2/28/2020	50	0

Rapid Response Services are provided by our sub-recipient. All companies experiencing a layoff are offered and provided services as needed and requested.

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. Workforce Solutions for North Central Texas services are provided based on eligibility.

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