Date: November 5, 2019

To: Workforce Solutions East Texas Board

From: Douglas G. Shryock - Director of Regional Workforce & Economic Development

Subject: Meeting of November 13, 2019

The next meeting of the Workforce Solutions East Texas Board will be at the Workforce Solutions East Texas – Tyler Center, Room 4, 4100 Troup Highway, Tyler, Texas 75703 on Wednesday, November 13, 2019 at 11:30 a.m. (903-561-8131).

Items of business will include:

- Workforce Solutions East Texas Board Dashboard;
- Update on status of contract with CareerTEAM LLC and the workforce center operations transition;
- Update on Texas Workforce Conference;
- Status of Board appointments and reappointments and Board certification process;
- Authorization of purchases for High Demand Job Training Program projects for Henderson and Jacksonville Economic Development Corporations;
- Report on Red White and You Job Fair;
- Report on Dream Expo Career Fair;
- Authorization of High Demand Job Training Project(s) using Texas Workforce Commission Statewide Alternative funds;
- Approval of Request for Proposals for the Externships for Teachers projects;
- Release of a Request for Information for Texas Industry Partnership Program projects to submit to the Texas Workforce Commission;
- Renewal criteria for Child Care Development Associate contracts;
- Renewal of Child Care Development Associate contracts with Kilgore College and Smith County Champions for Children; and
- Adoption of meeting schedule.

If you should have questions regarding any items on this agenda, Staff will be happy to respond. If any attendee has any special requirements due to disabilities, reasonable arrangements will be made upon request. Please contact the ETCOG office at (903) 218-6400. Telephone inquiries can be made at (800) 735-2989 (TDD) or (800) 735-2988 (Voice).

Enclosures
EAST TEXAS WORKFORCE DEVELOPMENT AREA

Workforce Solutions East Texas Board  
Wednesday, November 13, 2019 - 11:30 a.m.  
Workforce Solutions East Texas – Tyler Center, Room 4  
4100 Troup Highway, Tyler, Texas 75703

AGENDA

1. Chair’s Opening Remarks: ................................................................. Chairman Haberle
   - Call to Order (Chairman Haberle)
   - Invocation and Pledge of Allegiance (Chairman Haberle)
   - Items from Board Members (Chairman Haberle)
     This agenda item shall allow any member of the Board the opportunity to discuss minor,
     non-action items such as recognitions, attendance at relevant events, upcoming relevant
     events, etc. that are not listed on this agenda and which require no action by the Board.
   - Consider Public Comments (Chairman Haberle)
     Time Limit: 3 Minutes. Interested Parties have an opportunity to address the Board,
     which has no obligation to respond in any manner to comments or questions asked of
     them by the speaker. Any response by a member of the Board is limited by Texas law
     to a statement of specific factual information, a recitation of existing policy, or a proposal
     to place the subject on the agenda for a future WSET Board meeting.
   - Consider Declarations of Conflicts of Interest (Chairman Haberle)

2. Consent Agenda: .................................................................................. Chairman Haberle
   The consent Agenda is considered to be self-explanatory and will be enacted with one motion. There will not be separate
discussion of these items. However, any Consent Agenda item may be removed for individual consideration pursuant to a
request by a WSETB member.
   A. Consider approval of September 11, 2019 Meeting Minutes (Enclosure #1)
   B. *Board financial status including review of HB-1 Budget: Monty Scroggins (Enclosure #2)
   C. Status of Program Performance: Keith Huddleston (Enclosure #3)
   D. *Consider review and approval of Program and Financial Reviews: Doug Shryock, Keith Huddleston and
      Monty Scroggins (Enclosure #4)
   E. Consider ratification of Letter of Support for the application for funding from the Temple Foundation for the
      Northeast Texas Career and Technology Center (Enclosure #5)
   F. Consider and take appropriate action regarding approval of a memorandum of understanding with the
      Alabama-Coushatta Indian Tribal Council Employment and Training Program: Doug Shryock (Enclosure #6)

3. Consider Executive Director’s Report: ................................................. Doug Shryock
   - Consider Workforce Solutions East Texas Board Dashboard (Enclosure #7)
   - Consider update on status of contract with CareerTEAM LLC and the workforce center operations transition
   - Consider update on Texas Workforce Conference
   - Consider status of Board appointments and reappointments and Board certification process
   - *Consider and take appropriate action regarding authorization of purchases for High Demand Job Training
      Program projects for Henderson and Jacksonville Economic Development Corporations (Enclosure #8)
   - Consider report on Red White and You Job Fair
   - Consider report on Dream Expo Career Fair (Enclosure #9)
4. **Economic Development Committee Report** .............................................. Chair Pam Pearson

   A. *Consider and take appropriate action regarding authorization of High Demand Job Training Project(s) using Texas Workforce Commission Statewide Alternative funds: Chair Pam Pearson and Doug Shryock (Enclosure #10)*

   B. *Consider and take appropriate action regarding approval of Request for Proposals for the Externships for Teachers projects: Chair Pam Pearson, Doug Shryock and Trish Hudspeth (Enclosure #11)*

   C. *Consider and take appropriate action regarding release of a Request for Information for Texas Industry Partnership Program projects to submit to the Texas Workforce Commission: Chair Pam Pearson and Doug Shryock (Enclosure #12)*

5. **Welfare-to-Work Committee Report** ..................................................... Chair Claretta Allen

   A. *Consider and take appropriate action regarding renewal criteria for Child Care Development Associate contracts: Doug Shryock (Enclosure #13)*

   B. *Consider and take appropriate action on the renewal of Child Care Development Associate contracts with Kilgore College and Smith County Champions for Children: Doug Shryock (Enclosure #14)*

6. **Consider adoption of meeting schedule:** ............................................ Chairman Haberle (Enclosure #15)

7. **Chairman’s Concluding Remarks:** ..................................................... Chairman Haberle

   • Announcements
   • New Business
   • Adjournment

*Denotes an item on Agenda that will have fiscal implications*
MINUTES
Workforce Solutions East Texas Board
Wednesday, September 11, 2019 - 11:30 a.m.
Workforce Solutions East Texas – Longview Center, Room 6
2430 South High Street, Longview, Texas 75602

1. Chair’s Opening Remarks .............................................. Chairman Haberle

- Call to Order: (Chairman Haberle)

Chairman Robert Haberle called the meeting to order at 11:31 a.m.

The following persons were present:

Members
Chairman Robert Haberle
Claretta Allen
Mary Berry
Fay Booker
Brandi Clark
Jody Clements
Chera Crawford
Claude Figueroa
Bonnie Geddie
Jim Green
Jerry Hanszen
Gene Keenon
Jill McCartney
Pam Pearson
Kimberly Taliaferro
Jeff Watson

Staff
Doug Shryock
Gary Allen
Robin Emmel
Rita Hitt
Monty Scroggins
Kitty Vickers
Mary Jane Wagner

Visitors
Summer Davis, TWS-VRS, Tyler
Ann Valdez Haines, BakerRipley
Neil Hanson, BakerRipley
Cheryl Newton, WSET/DWFS
Kelly Overby, LEDCO
Michelle Rhodes, TWS-VRS, Jacksonville
Timothy Smith, WSET/DWFS
Angela Snow, WSET/DWFS

- Invocation and Pledge of Allegiance: (Chairman Haberle)

Chairman Haberle delivered the invocation.

Chairman Haberle led the group in reciting the Pledge of Allegiance.

Items From Board Members: (Chairman Haberle)

This agenda item shall allow any member of the Board the opportunity to discuss minor, non-action items such as recognitions, attendance at relevant events, upcoming relevant events, etc. that are not listed on this agenda and which require no action by the Board.

There were no items from Board members.

- Consider Public Comments: (Chairman Haberle)

Time Limit: 3 Minutes. Interested Parties have an opportunity to address the Board,
which has no obligation to respond in any manner to comments or questions asked of them by the speaker. Any response by a member of the Board is limited by Texas law to a statement of specific factual information, a recitation of existing policy, or a proposal to place the subject on the agenda for a future WSET Board meeting.

Doug Shryock announced there will be a Texas Business Conference Employment Law update event in Longview on September 20th. Anyone who is interested in attending can reach out to Tim Smith for additional information. The Texas Workforce Commission (TWC) Commissioner for employers will be there. Anyone who can attend will receive a lot of really good information.

- **Consider Declarations of Conflicts of Interest: (Chairman Haberle)**

No Declarations of Conflicts of Interest were brought up at this time.

2. **Consent Agenda .................................................. Chairman Haberle**

The consent Agenda is considered to be self-explanatory and will be enacted with one motion. There will not be separate discussion of these items. However, any Consent Agenda item may be removed for individual consideration pursuant to a request by a WSETB Member.

A. Consider approval of July 10, 2019 Meeting Minutes (Enclosure #1)
B. *Board financial status including review of HB-1 Budget: Monty Scroggins (Enclosure #2)
C. Status of Program Performance: Keith Huddleston (Enclosure #3)
D. *Consider review and approval of Program and Financial Reviews: Doug Shryock, Keith Huddleston and Monty Scroggins (Enclosure #4)
E. Consider ratification of Skills Development Fund Review Form for Kilgore College: Doug Shryock (Enclosure #5)

_Claude Figueroa moved to approve the consent agenda as presented. The motion was seconded by Jill McCartney and passed with no opposition._

3. **Consider Executive Director’s Report: .................................................. Doug Shryock**

- **Consider Workforce Solutions East Texas Board Dashboard**

Doug Shryock reviewed the Workforce Solutions East Texas Board Dashboard as of July provided in the handouts. The Budget status is on the first page. Child Care Participation and Workforce Programs Participation are on the second page indicating target and actual numbers. The stand-alone contracts and their partners are on the third page indicating target and actual numbers.

- **Consider update on Texas Workforce Conference**

Doug Shryock gave an update on the Texas Workforce Conference. Texas Workforce Commission is hosting its 23rd Annual Texas Workforce Conference. The event will be held from December 4-6 at the Gaylord Texan Resort and Convention Center in Grapevine. A total of ten Board members are planning to go to the conference.

- **Consider and take appropriate action regarding authorization of purchases as required by the Bylaws for the Workforce Solutions East Texas Board**
Doug Shryock addressed authorization of purchases as required by the Bylaws for the Workforce Solutions East Texas (WSET) Board. Board staff answers to the Chief Elected Officials (CEO) Board. Anything over $5,000 from the WSET Board will go to the CEO Board to ratify. East Texas Council of Governments (ETCOG) is designated as the Administrative and Fiscal agent. ETCOG is made up of other elective officials from around the region. The ETCOG Executive Director, David Cleveland, cannot sign anything over $15,000, which could delay execution. He needs to seek the elective official’s approval. The new Bylaws state anything over $15,000 needs to come back to the WSET Board.

4. Economic Development Committee Report ........................................ Chair Pam Person

A. *Consider and take appropriate action regarding plan for the use of Texas Workforce Commission Statewide Alternative Funds: Chair Pam Pearson and Doug Shryock (Enclosure #6)

1) Authorization of the Economic Development Committee, subject to ratification by the Workforce Solutions East Texas Board, to conduct a request for information to identify High Demand Job Training Program Project(s) to submit to the Texas Workforce Commission using Statewide Alternative Funding: Chair Pam Pearson and Doug Shryock (Enclosure #7)

Chair Pam Pearson stated she with the committee and staff reviewed authorization of the Economic Development Committee, subject to ratification by the Workforce Solutions East Texas Board, to conduct a request for information to identify High Demand Job Training Program Project(s) to submit to the Texas Workforce Commission using Statewide Alternative Funding enclosed in the agenda packet for Board review.

The recommendation of staff and the committee is to conduct a request for information identifying High Demand Job Training Program Project(s) to be brought back to the Workforce Solutions East Texas Board subject to ratification in November.

Jeffrey Watson moved to approve the recommendation of staff and the Economic Development Committee. The motion was seconded by Claude Figueroa and passed with no opposition.

2) Authorization of the Economic Development Committee, subject to ratification by the Workforce Solutions East Texas Board, to conduct a Request for Proposals for Teachers Externship Program(s): Chair Pam Pearson and Doug Shryock (Enclosure #8)

Chair Pam Pearson stated she with the committee and staff reviewed authorization of the Economic Development Committee, subject to ratification by the Workforce Solutions East Texas Board, to conduct a Request for Proposals for Teachers Externship Program(s) enclosed in the agenda packet for Board review. Teachers who participate in this initiative will have the opportunity to engage in activities through an externship in an industry and, as a result, will learn how classroom content is applied in the real world.
The recommendation of staff and the committee is to allow staff to send out a request for Proposals for Teachers Externship Program(s) to be brought back to the Workforce Solutions East Texas Board subject to ratification in November.

*Claude Figueroa moved to approve the recommendation of staff and the Economic Development Committee. The motion was seconded by Jerry Hanszen and passed with no opposition.*

B. *Consider and take appropriate action regarding policy decisions and an accompanying Board Strategic Plan Amendment for Workforce Innovation and Opportunity Act Incumbent Worker Training: Chair Pam Pearson and Doug Shryock (Enclosure #9)*

Chair Pam Pearson stated she with the committee and staff reviewed policy decisions and an accompanying Board Strategic Plan Amendment for Workforce Innovation and Opportunity Act Incumbent Worker Training enclosed in the agenda packet for Board review.

The recommendation of staff and the committee is to approve the policy decisions and to make this no more restrictive than the state guidelines.

*Gene Keenon moved to approve the recommendation of staff and the Economic Development Committee. The motion was seconded by Jerry Hanszen and passed with no opposition.*

C. *Consider and take appropriate action regarding ratification of submission of applications to the Texas Workforce Commission for the High Demand Job Training Program based upon responses to the Request for Information released by the Workforce Solutions East Texas Board: Chair Pam Pearson and Doug Shryock (Enclosure #10)*

Chair Pam Pearson stated she with the committee and staff reviewed ratification of submission of applications to the Texas Workforce Commission for the High Demand Job Training Program based upon responses to the Request for Information released by the Workforce Solutions East Texas Board enclosed in the agenda packet for Board review.

In July, the Texas Workforce Commission announced there was unspent High Demand Job Training (HDJT) Program funding available and Local Workforce Development Boards could apply for up to $150,000 in additional funds even, if like East Texas, they have already received a High Demand Job Training Grant for the current Fiscal Year. Applications for the unspent funding were due to the Texas Workforce Commission on August 1, 2019.

Staff re-released a Request for Information from October 5, 2018 to give area Economic Development Corporations and partners an opportunity to respond to the availability of additional funding. Two submissions, totaling $185,250, were received in response to the re-release of the Board’s Request for Information.

The submission from Henderson Economic Development Corporation (EDC) reflected a request of $140,000 of Texas Workforce Commission funding. This funding (matched with Henderson EDC contributions) would be allocated for (1) The purchase of equipment for the Kilgore College dual credit welding program at the Henderson ISD Higher Education facility; (2) The purchase of
equipment, supplies and minor facility updates for the culinary arts program at Henderson High School; (3) The purchase of equipment and supplies for the new STEM (Science, Technology, Engineering, and Mathematics) program of study in engineering at Henderson High School; and (4) funding to offset the cost of the State certification assessment fee for the Certified Nurse Assistant (CNA) program.

The submission from Jacksonville Economic Development Corporation reflected a request of $45,250 of Texas Workforce Commission funding (matched with Jacksonville EDC contributions) which would be used, in partnership with Tyler Junior College, to establish a local training program for First Line supervisors of Production and Operating Workers from area manufacturing based businesses.

Henderson Economic Development Corporation subsequently made an unsolicited offer to modify their submission and reduce their TWC funding request to $104,750, leaving $45,250 available, the amount requested by Jacksonville EDC.

The Economic Development Committee voted to ratify the High Demand Job Training Program submissions for Henderson and Jacksonville EDCs to the Texas Workforce Commission, subject to ratification by the Workforce Solutions East Texas Board.

*Jerry Hanszen moved to approve the ratification of the High Demand Job Training Program submissions for Henderson and Jacksonville EDCs to the Texas Workforce Commission. The motion was seconded by Mary Berry and passed with no opposition. Bonnie Geddie abstained.*

D. *Consider and take appropriate action regarding ratification of an updated application to the Texas Workforce Commission for the Texas Industry Partnership Program: Chair Pam Pearson and Doug Shryock (Enclosure #11)*

Chair Pam Pearson reviewed ratification of an updated application to the Texas Workforce Commission for the Texas Industry Partnership Program enclosed in the agenda packet. This was information only and no action was taken.

Subsequent to approval in July by the Workforce Solutions East Texas Board of submission of the Texas Industry Partnership Program application, there has been a $5,500 commitment as an additional industry partner from Marshall Economic Development Corporation (EDC) and $2,500 commitment from White Oak EDC. This is in addition to the original commitment of $5,550 each by the Henderson and Kilgore EDCs.

The Economic Development Committee adopted staff’s recommendation for the expanded application to be submitted, representing an increased funding request from $11,000 to $19,000, which will include the purchase of instructional materials along with the originally planned purchase of Manufacturing Skills Standards Council (MSSC) licenses to support advanced manufacturing and logistics instruction by Kilgore College at Bradshaw State Prison.

E. *Consider and take appropriate action regarding an update on the ongoing High Demand Job Training Program project for Henderson Independent School District and Henderson Economic Development Corporation: Doug Shryock*
Chair Pam Pearson gave an update on the ongoing High Demand Job Training Program project for Henderson Independent School District and Henderson Economic Development Corporation. This was information only and no action was taken. There have been challenges as they continue to move forward. Some of the remodeling has been completed at Henderson ISD. They are still waiting for some of the equipment to be purchased.

5. Joint Finance & Audit and Workforce Centers Committee Report ......... Chair Gene Keenon and Chair Nan Moore

A. *Consider update on funding allocations for the upcoming fiscal year: Wendi Horst, Monty Scroggins and Doug Shryock

Doug Shryock reviewed an update on funding allocations for the upcoming fiscal year. This was information only and no action was taken. A briefing from staff was considered for funding allocations. The allocation change from Program Year (PY) 18 to Program Year (PY) 19 is a decrease of $1,303,104 (4%). There were decreases in all programs, but the largest decreases were for Workforce Innovation Act (WIOA) Adult -$342,143 (-16%) and Workforce Innovation and Opportunity Act Youth -342,895 (-16%).

He directed the Board to skip item 5B and go to item 5E.

B. *Consider and take appropriate action regarding consideration of HB1 Budget for upcoming year: Wendi Horst, Monty Scroggins and Doug Shryock

Monty Scroggins reviewed consideration of the HB1 Budget for the upcoming year enclosed in the agenda packet. In response to the decrease in funding allocations for the coming year, the HB1 Budget reflects an overall decrease of $3,337,312 (-7.7%) from $43,501,832 (Fiscal Year 2019) to $40,164,520 (Fiscal Year 2020).

<table>
<thead>
<tr>
<th>Budget Reductions</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Operations</td>
<td>-$707,881</td>
<td>-15.7%</td>
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<tr>
<td>Service Delivery</td>
<td>-$1,211,155</td>
<td>-19.1%</td>
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<tr>
<td>Subcontractor Pass-Through</td>
<td>-$1,418,276</td>
<td>-4.3%</td>
</tr>
<tr>
<td>Total</td>
<td>-$3,337,312</td>
<td>-7.7%</td>
</tr>
</tbody>
</table>

Staff reported the cost savings to balance the budget are based in part on the closure of the Henderson and Jacksonville Workforce Center offices.

At the Joint meeting, the Committees voted to recommend approval of the HB1 budget by the Workforce Solutions East Texas Board.

*Jody Clements moved to approve the recommendation of the Joint Committees. The motion was seconded by Mary Berry and passed with no opposition.*

C. *Consider and take appropriate action regarding transition from Dynamic Workforce Solutions Inc. to CareerTEAM LLC as Workforce Centers Services Provider: Doug Shryock*
Chair Gene Keenon reported on transition from Dynamic Workforce Solutions Inc. to CareerTEAM, LLC as the Workforce Center Services Provider. Staff benefits were cited as an area to be addressed in the contract negotiations with CareerTeam LLC. Staff will lose their health care insurance coverage for sixty days after they change to the new Workforce Centers Services Provider. They can be covered through Cobra insurance, designated as the bridge for the sixty day period. The estimated cost would be around $80,000 for sixty days to cover approximately up to fifty employees. There is $119,000 of unrestrictive funds under Ticket-to-Work available to take the $80,000 from to pay the Cobra bill. Staff is researching a potential way to pay some of the money out of the 2020 budget rather than taking it all from the Ticket-to-Work funding.

Doug Shryock recommended the Board allow staff to explore various possibilities not to exceed the amount of $80,000 to be taken from Ticket-to-Work funding and possibly 2020 budget funding to pay Cobra for the sixty day coverage.

*Claretta Allen moved to recommend to the Board staff exploring various possibilities not to exceed $80,000 to be taken from Ticket-to-Work funding and possibly 2020 budget funding to pay Cobra for the sixty day coverage. The motion was seconded by Gene Keenon and passed with no opposition*

Doug Shryock reviewed a proposed letter of intent to CareerTEAM LLC enclosed in the agenda packet. The letter states both parties have the intent to continue with negotiations and enter into an agreement commencing on October 1, 2019. The letter describes the various program funding streams provided and would be legally binding until the master agreement is in place.

The Joint Committees voted to recommend authorization for the letter of intent.

*Mary Berry moved to approve the recommendation of the Joint Committees. The motion was seconded by Brandi Clark and passed with no opposition.*

**D. *Consider and take appropriate action regarding Performance Incentive Amendment for Dynamic Workforce Solutions (DWS): Doug Shryock***

Doug Shryock reviewed Performance Incentive Amendment for Dynamic Workforce Solutions (DWS) enclosed in the agenda packet. There is a discrepancy between the originally adopted incentives the Board put in place and what Texas Workforce Commission (TWC) currently has in their incentive quartiles. The Entered Employment related to the training measure was eliminated by TWC and replaced with Career Pathways related to WIOA Adult, Dislocated Worker and Youth. The previous Entered Employment related to the training measure was specific to WIOA Adult and DW only. The revised incentive measure entitled Career Pathways includes WIOA Youth. Originally, the Board set aside no incentive amount for Entered Employment related to training for WIOA Youth. Therefore, there are no WIOA Youth funds available for redistribution for the Career Pathways incentive.

The Committees adopted staff’s recommendation for the funds set aside for Entered Employment Related to Training for WIOA Adults and Dislocated Workers be redistributed to allow DWS an opportunity to earn this incentive based upon acceptable performance.
Jerry Hanszen moved to approve the recommendation of the Joint Committees. The motion was seconded by Pam Pearson and passed with no opposition.

E. *Consider and take appropriate action regarding a plan for possible closure of Workforce Center Offices in Henderson and Jacksonville: Chair Gene Keenon, Chair Nan Moore and Doug Shryock

Doug Shryock reviewed a handout provided for possible closure of Workforce Center Offices in Henderson and Jacksonville. Staff reviewed costs for the workforce centers. Offices in Henderson (Rusk County) and Jacksonville (Cherokee County) had the lowest number of cases of the counties with a brick and mortar facility and costs were up in the call centers for the two counties, with the two counties moving toward a virtual preference in conducting business they need.

The committees adopted staff's recommendation for the closing of the Workforce Center Offices in Henderson (Rusk County) and Jacksonville (Cherokee County), to be served virtually and through the mobile units. The Committee also recommended not renewing any leases going forward without discussing whether to keep them opened or not.

Doug Shryock requested closing the Workforce Center Offices in Henderson and Jacksonville no later than December 31st.

Gene Keenon moved to accept the recommendation of staff and the Joint Committees. The motion was seconded by Claude Figueroa and passed with no opposition.

Chair Gene Keenon directed the Board to go back to item 5B.

6. Welfare-to-Work Committee Report ............................................. Chair Claretta Allen

A. *Consider and take appropriate action regarding use of Child Care Quality Incentive Funding: Doug Shryock

Chair Claretta Allen addressed the use of Child Care Quality Incentive Funding. Staff reported one of the focus areas for the Texas Rising Star (TRS) program includes maintaining an outdoor environment providing children in the early childhood centers the opportunity to care for living things and appreciate nature/beauty.

The Board received a $75,000 Incentive award at the TWC annual conference. The Board set aside $15,000 for the “Recipes for Early Childhood Quality Education” book.

The Welfare-to-Work Committee adopted staff’s recommendation for the balance of $60,000 to be used for nature items for each Texas Rising Star (TRS) provider in the region. If any funds exist after the purchase, staff recommends the remaining funds be used for quality items in compliance with Texas Workforce Commission (TWC).

Jerry Hanszen moved to accept the recommendation of staff and the Welfare-to-Work Committee. The motion was seconded by Pam Pearson and passed with no opposition.
B. *Consider and take appropriate action regarding renewal criteria for Child Care Development Associate contracts: Doug Shryock*

Chair Claretta Allen reviewed the renewal criteria for Child Care Development Associate contracts enclosed in the agenda packet. Three years ago, a Request for Proposal (RFP) was released for Child Care Development Associate Credential Training. Kilgore College and Smith County Champions for Children were selected as the training providers. The RFP and the contracts allowed "four (4) additional one-year options contingent upon satisfactory performance and fund availability." The Board has the option to extend the contracts based upon renewal criteria. This will be the third renewal.

The Welfare-to-Work Committee adopted staff’s recommendation for renewal criteria for Child Care Development Associate contracts (CDA) to be presented to the Workforce Solutions East Texas Board:

1. Were the CDA classes offered consistent with the respective contract?

2. Did the project make satisfactory progress in meeting the enrollments and credential attainments in the CDA classes offered? If not, is the project operator taking enough, reasonable and appropriate steps to do so?

The Welfare-to-Work Committee and the Workforce Board shall consider the report from ETCOG staff, and if the answers to the two questions are deemed to be affirmative, the contract may be extended for an additional year (September 2019 through May 2020) without conducting another request for proposals.

Doug Shryock announced Kilgore College has decided to discontinue its Child Care Development Associate training program. Staff can offer to move the Kilgore College funds over to Smith County Champions for Children to allow them to possibly conduct an additional class if they have the capacity.

*Claude Figueroa recommended moving Kilgore College funds over to Smith County Champions for Children.*

Doug Shryock recommended amending the motion. Rather than moving the funds over to Smith County Champions for Children, the motion might allow staff to explore the opportunity if appropriate to move it over. There are other quality items which could be used, and staff does not know if Smith County Champions for Children is equipped or willing to conduct an additional class.

*Claude Figueroa amended his motion and recommended staff to pursue the Smith County Champions for Children as an avenue to possibly use these funds no longer used by Kilgore College. The motion was seconded by Mary Berry and passed with no opposition. Jerry Hanszen called for the question.*

C. *Consider and take appropriate action on the renewal of Child Care Development Associate contracts with Kilgore College and Smith County Champions for Children: Doug Shryock*
Chair Claretta Allen stated the review of the renewal of Child Care Development Associate contracts with Kilgore College and Smith County Champions for Children enclosed in the agenda packet was skipped under the circumstances with Kilgore College discontinuing its Child Care Development Associate training program in relation to the renewal criteria.

D. *Consider and take appropriate action regarding update on cancelation of contract award for Temporary Assistance for Needy Families Internship Initiative: Doug Shryock*

Doug Shryock gave an update on cancelation of contract award for Temporary Assistance for Needy Families Internship Initiative. This was information only and no action was taken. Staff released a Request for Proposals for TANF funded internships and received a single bidder, which was UT Health Science Center at Tyler. Staff was going forward with the contract, but during their annual visit in July, Texas Workforce Commission monitors determined funding for a single bidder would not be allowed. Staff is exploring alternatives for continuing this initiative.

7. **Consider report from Nominating Committee for the Workforce Solutions East Texas Board Officers: ......................................................... Mary Berry, Claude Figueroa and Gene Keenon**

Gene Keenon gave the report from the Nominating Committee for the Workforce Solutions East Texas Board Officers.

The current officers:
- Chairman - Robert Haberle
- Vice-Chairman – Claude Figueroa
- Conflict of Interest Monitor – Brandi Clark

There were no new nominations on the floor. All three said they would renew and continue in their Board Officer positions.

8. **Consider Election of Chairman, Vice-Chairman and Conflict of Interest Monitor for the Workforce Solutions East Texas Board ........................................... Chairman Haberle**

*Jerry Hanson moved to accept the current slate of officers by acclamation. The motion was seconded by Bonnie Geddie and passed with no opposition.*

9. **Chairman’s Concluding Remarks: ........................................... Chairman Haberle**

- **Announcements**

  Chairman Haberle thanked the Board on behalf of the newly elected officers. Times are changing and they will continue to move forward and in a very good direction.

- **New Business**

  There was no new business.
• Adjournment

There being no further business, the meeting was adjourned at 12:36 p.m.
# BOARD OPERATIONS

**October 1, 2018 - September 30, 2019**

<table>
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<tr>
<th>BOARD OPERATIONS</th>
<th>PERCENT OF YEAR COMPLETED</th>
<th>100.0%</th>
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<tr>
<td><strong>EXPENSE ITEMS</strong></td>
<td><strong>ORIGINAL BUDGET</strong></td>
<td><strong>REVISED BUDGET</strong></td>
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<tr>
<td>Salaries and Fringe</td>
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<td>$1,690,695</td>
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<td>Hospitalization</td>
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<td>Pension, SSI &amp; Medicare</td>
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<td><strong>TOTAL PERSONNEL COSTS</strong></td>
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<td>Staff Out-of-Region Travel</td>
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<td>Committee Travel</td>
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<td><strong>$156,547</strong></td>
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<td>Professional Contract Services</td>
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<td>Insurance, Bonding &amp; Workmans Comp</td>
<td>$10,775</td>
<td>$17,062</td>
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<td><strong>TOTAL PROFESSIONAL SERVICES</strong></td>
<td><strong>$62,667</strong></td>
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<td>Public Education</td>
<td>$2,300</td>
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<td>Communications &amp; Postage</td>
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<td>Youth Committee (Youth Prof. Conference)</td>
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<td>$8,000</td>
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<td>Meetings &amp; Conferences</td>
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<td>$12,767</td>
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<td><strong>TOTAL COMMUNICATION EXPENSES</strong></td>
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<td>Copier Costs</td>
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<td>Training Costs</td>
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<td>Membership Dues</td>
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<td><strong>TOTAL OTHER PROGRAM EXPENSES</strong></td>
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<td>Computers &amp; Software; IT Pool</td>
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<td><strong>$3,580,750</strong></td>
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# SERVICE DELIVERY, CONTRACTOR PASS-THROUGH & GRAND TOTAL

October 1, 2018 - September 30, 2019

<table>
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<tr>
<th>SERVICE DELIVERY</th>
<th>PERCENT OF YEAR COMPLETED</th>
<th>100.0%</th>
<th>*Final carryover not yet updated</th>
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<tr>
<th>EXPENSE ITEMS</th>
<th>ORIGINAL BUDGET</th>
<th>REVISED BUDGET</th>
<th>ACTUAL EXPENDITURES</th>
<th>TOTAL BALANCE</th>
<th>Percent Expended</th>
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<tbody>
<tr>
<td>Individual Training Accounts</td>
<td>$2,180,416</td>
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<td>On-The-Job Training</td>
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<td>Work Key Assessments</td>
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<td>$0</td>
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<td>Work Readiness</td>
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<td>$78,376</td>
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<td>Transportation</td>
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<td>$236,634</td>
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<td>Work Related &amp; Other Participant Support</td>
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<td>Incentives (Youth &amp; TANF)</td>
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<td>$35,000</td>
<td>$15,295</td>
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<td>Work Experience</td>
<td>$783,621</td>
<td>$677,816</td>
<td>$526,623</td>
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<td>Special Projects (RWW, Career Expo, Rural Svcs)</td>
<td>$54,874</td>
<td>$115,505</td>
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<td>54.2%</td>
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<td>CC Quality</td>
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<td><strong>$3,362,147</strong></td>
<td><strong>$2,455,999</strong></td>
<td><strong>$906,147</strong></td>
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<td>WFC Office Lease</td>
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<td>$542,489</td>
<td>$599,467</td>
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<td>WFC Utilities</td>
<td>$108,125</td>
<td>$115,969</td>
<td>$112,156</td>
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<td>WFC Security</td>
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<td>$253,141</td>
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<td>WFC Repairs, Maintenance &amp; Supplies</td>
<td>$391,100</td>
<td>$420,282</td>
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<td><strong>TOTAL WFC FACILITIES EXPENSES</strong></td>
<td><strong>$1,506,394</strong></td>
<td><strong>$1,339,291</strong></td>
<td><strong>$1,133,395</strong></td>
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<td>ES/TAA Staff Travel</td>
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<td>$15,727</td>
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<td>WFC Marketing/Public Ed</td>
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<td>$129,377</td>
<td>$108,562</td>
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<td>WFC Supplies</td>
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<td>$69,962</td>
<td>$75,546</td>
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<td>WFC Postage</td>
<td>$37,585</td>
<td>$40,482</td>
<td>$41,069</td>
<td>-$587</td>
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<td><strong>TOTAL OTHER EXPENSES</strong></td>
<td><strong>$223,535</strong></td>
<td><strong>$260,842</strong></td>
<td><strong>$241,905</strong></td>
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<td><strong>92.7%</strong></td>
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<td>WFC Equip Maintenance &amp; Rentals</td>
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<td>$115,695</td>
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<td>WFC Equipment Purchase</td>
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<td>WFC Communications</td>
<td>$188,300</td>
<td>$203,833</td>
<td>$182,883</td>
<td>$20,950</td>
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<td>WFC Internet, Software &amp; Licensing</td>
<td>$81,651</td>
<td>$207,237</td>
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<td>WFC ICT Service/Change Mgmt Contractor</td>
<td>$6,100</td>
<td>$6,573</td>
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<td><strong>TOTAL WFC IT EXPENSES</strong></td>
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<td><strong>$644,247</strong></td>
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<td>$5,912</td>
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<td><strong>TOTAL SERVICE DELIVERY</strong></td>
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<td><strong>$4,475,545</strong></td>
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<tr>
<th>TOTAL CONTRACTOR PASS-THROUGH</th>
<th>ORIGINAL BUDGET</th>
<th>REVISED BUDGET</th>
<th>ACTUAL EXPENDITURES</th>
<th>TOTAL BALANCE</th>
<th>Percent Expended</th>
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<tbody>
<tr>
<td>$32,664,980</td>
<td>$30,319,549</td>
<td>$26,324,044</td>
<td>$3,995,505</td>
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<th>GRAND TOTAL BOARD OPERATIONS, SERVICE DELIVERY &amp; CONTRACTOR PASS-THROUGH</th>
<th>ORIGINAL BUDGET</th>
<th>REVISED BUDGET</th>
<th>ACTUAL EXPENDITURES</th>
<th>TOTAL BALANCE</th>
<th>Percent Expended</th>
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<tbody>
<tr>
<td>$43,501,832</td>
<td>$39,674,158</td>
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<td>CONTRACT #</td>
<td>PROGRAM / FUNDING</td>
<td>Begin Date</td>
<td>End Date</td>
<td>Duration (Months)</td>
<td>Contract Amount</td>
</tr>
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<td>--------------------------------------------------------</td>
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<tr>
<td>0818WOA000</td>
<td>Workforce Innovation Opportunity Act - Adult</td>
<td>7/1/2018</td>
<td>6/30/2020</td>
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<td>$2,123,173</td>
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<td>0819WOA001</td>
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<td>Workforce Innovation Opportunity Act - Youth</td>
<td>7/1/2018</td>
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<td>Workforce Innovation Opportunity Act - Dislocated Worker</td>
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<td>Workforce Innovation Opportunity Act - Alternative Funding for State-wide Activities</td>
<td>7/15/2019</td>
<td>8/31/2020</td>
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<td>0819TRA000</td>
<td>Trade Adjustment Assistance</td>
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<td>Employment Services (Wagner-Peyser Act)</td>
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<td>Texas Talent Connection (Wagner-Peyser)</td>
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<td>8/31/2019</td>
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<td>0819WCR000</td>
<td>Workforce Commission Initiatives</td>
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<td>Infrastructure Support Services and Shared Cost Agreement</td>
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<tr>
<td>CONTRACT #</td>
<td>PROGRAM / FUNDING</td>
<td>Begin Date</td>
<td>End Date</td>
<td>Duration (months)</td>
<td>Contract Amount</td>
</tr>
<tr>
<td>------------</td>
<td>------------------------------------------</td>
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<td>Temporary Assistance for Needy Families CHOICES</td>
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<td>Non-Custodial Parent Choices Program</td>
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<td>Child Care Services - Department of Family and Protective Services</td>
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<td>Child Care Services - Quality Improvement/TRS</td>
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<td>Child Care Automated Attendance System</td>
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<td>Performance Incentive Texas Rising Star Child Care</td>
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<td>VR Student HireAbility Navigator</td>
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<td>Veterans Employment Services</td>
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<td>SSA Ticket To Work</td>
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**BOARD SUMMARY REPORT - CONTRACTED MEASURES**

**Rolling Performance Periods**

**BOARD NAME: EAST TEXAS**

### Status Summary

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<th>Source</th>
<th>Notes</th>
<th>Measure</th>
<th>Status</th>
<th>% Current Target</th>
<th>Current Target</th>
<th>EOY Target</th>
<th>Current Perf.</th>
<th>One Year Earlier</th>
<th>Two Year's Earlier</th>
<th>YTD Num</th>
<th>YTD Den</th>
<th>QTR 1</th>
<th>QTR 2</th>
<th>QTR 3</th>
<th>QTR 4</th>
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<tr>
<td><strong>Reemployment and Employer Engagement Measures</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TWC</td>
<td>Claimant Reemployment within 10 Weeks</td>
<td>+P</td>
<td>111.08%</td>
<td>54.96%</td>
<td>54.26%</td>
<td>61.05%</td>
<td>57.88%</td>
<td>55.77%</td>
<td>11</td>
<td>5,491</td>
<td>62.66%</td>
<td>59.46%</td>
<td>62.38%</td>
<td>59.84%</td>
<td>6/18</td>
<td>5/19</td>
<td></td>
</tr>
<tr>
<td>TWC</td>
<td># of Employers Receiving Workforce Assistance</td>
<td>+P</td>
<td>118.52%</td>
<td>3,651</td>
<td>3,651</td>
<td>4,327</td>
<td>4,414</td>
<td>3,192</td>
<td>1</td>
<td>1,829</td>
<td>2,013</td>
<td>2,170</td>
<td>2,007</td>
<td>8/18</td>
<td>7/19</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Program Participation Measures</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TWC</td>
<td>Choices Full Work Rate - All Family Total</td>
<td>-P</td>
<td>92.54%</td>
<td>51.09%</td>
<td>50.00%</td>
<td>47.28%</td>
<td>49.86%</td>
<td>50.87%</td>
<td>26</td>
<td>54</td>
<td>59.90%</td>
<td>37.98%</td>
<td>52.33%</td>
<td>38.92%</td>
<td>9/18</td>
<td>8/19</td>
<td></td>
</tr>
<tr>
<td>TWC</td>
<td>Avg # Children Served Per Day - Combined (Discrete Month)</td>
<td>MP</td>
<td>104.18%</td>
<td>4,158</td>
<td>4,158</td>
<td>4,332</td>
<td>n/a</td>
<td>n/a</td>
<td>95,299</td>
<td>22</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>8/18</td>
<td>8/19</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TWC</td>
<td>Avg # Children Served Per Day - Combined</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>4,116</td>
<td>3,018</td>
<td>2,850</td>
<td>1,070,253</td>
<td>280</td>
<td>3,683</td>
<td>4,058</td>
<td>4,264</td>
<td>4,447</td>
<td>9/18</td>
<td>8/19</td>
<td></td>
</tr>
</tbody>
</table>

1. In August 2019, TWC implemented a replacement for its WorkInTexas.com online labor exchange system. Unfortunately, TWC is currently unable to connect and duplicate data across the old and new systems, which prevents us from accurately reporting performance for the period of 9/1/18 to 8/31/19 or 10/1/18 to 9/30/19. Therefore, TWC modified the BCY19 yearend performance period to be 8/1/18 to 7/31/19 and adjusted the targets to be based on 2 months of BCY18 and 10 months of BCY19 to match the period.

### WIOA Outcome Measures

| LBB-K | Employed/Enrolled Q2 Post Exit – C&T Participants | MP | 98.64% | 69.00% | 69.00% | 68.06% | 70.59% | 68.13% | 7,248 | 67.65% | 72.06% | 64.68% | 67.27% | 7/17 | 6/18 |
| LBB-K | Employed/Enrolled Q4 Post Exit – C&T Participants | MP | 100.40% | 84.00% | 84.00% | 84.34% | 84.06% | 83.05% | 10,649 | 81.06% | 85.93% | 82.19% | 84.66% | 1/17 | 12/17 |
| TWC | Median Earnings Q2 Post Exit – C&T Participants | +P | 108.62% | $4,723.00 | $4,723.00 | $5,130.14 | $5,013.97 | $4,624.06 | 9,623 | n/a | $4,777.29 | $5,314.06 | $5,379.00 | $5,280.35 | 7/17 | 6/18 |
| LBB-K | Credential Rate – C&T Participants | +P | 106.85% | 60.00% | 60.00% | 64.11% | 69.52% | 69.21% | 209 | 58.23% | 59.26% | 78.46% | 68.09% | 1/17 | 12/17 |
| DOL-C | Employed Q2 Post Exit – Adult | MP | 99.87% | 74.90% | 74.90% | 74.65% | 68.61% | 69.05% | 268 | 69.90% | 75.00% | 81.72% | 72.41% | 7/17 | 6/18 |
| DOL-C | Employed Q4 Post Exit – Adult | MP | 98.33% | 72.40% | 72.40% | 71.19% | 66.09% | 75.24% | 252 | 69.88% | 69.57% | 70.87% | 75.00% | 1/17 | 12/17 |
| DOL-C | Median Earnings Q2 Post Exit – Adult | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| DOL-C | Credential Rate – Adult | MP | 91.22% | 87.40% | 87.40% | 79.73% | 89.47% | 74.32% | 59 | 85.00% | 76.00% | 75.00% | 88.89% | 1/17 | 12/17 |
| DOL-C | Employed Q2 Post Exit – DW | MP | 103.62% | 75.10% | 75.10% | 77.82% | 76.18% | 74.40% | 186 | 82.26% | 77.08% | 70.97% | 80.60% | 7/17 | 6/18 |
| DOL-C | Employed Q4 Post Exit – DW | MP | 97.79% | 76.80% | 76.80% | 75.10% | 72.73% | 75.00% | 193 | 73.68% | 85.92% | 72.58% | 64.58% | 1/17 | 12/17 |

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

**Operational Insight - MPR 4.0**
## BOARD SUMMARY REPORT - CONTRACTED MEASURES

**Rolling Performance Periods**

**BOARD NAME:** EAST TEXAS

### WIOA Outcome Measures

<table>
<thead>
<tr>
<th>Source</th>
<th>Measure</th>
<th>Status</th>
<th>% Current Target</th>
<th>Current Target</th>
<th>EOY Target</th>
<th>Current Perf.</th>
<th>One Year Earlier</th>
<th>Two Years Earlier</th>
<th>YTD Num</th>
<th>YTD Den</th>
<th>QTR 1</th>
<th>QTR 2</th>
<th>QTR 3</th>
<th>QTR 4</th>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>DOL-C</td>
<td>Median Earnings Q2 Post Exit – DW</td>
<td>---</td>
<td>-----</td>
<td>-----</td>
<td>$6,535.68</td>
<td>$6,859.50</td>
<td>$6,535.22</td>
<td>n/a</td>
<td>$6,470.30</td>
<td>$5,935.00</td>
<td>$7,411.64</td>
<td>$6,516.90</td>
<td>7/17</td>
<td>6/18</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DOL-C</td>
<td>Credential Rate – DW</td>
<td>MP</td>
<td>102.28%</td>
<td>75.50%</td>
<td>75.50%</td>
<td>77.22%</td>
<td>81.03%</td>
<td>80.42%</td>
<td>183</td>
<td>81</td>
<td>79</td>
<td>130</td>
<td>184</td>
<td>60.00%</td>
<td>75.00%</td>
<td>85.00%</td>
</tr>
<tr>
<td>DOL-C</td>
<td>Employed/Enrolled Q2 Post Exit – Youth</td>
<td>MP</td>
<td>93.21%</td>
<td>75.80%</td>
<td>75.80%</td>
<td>70.65%</td>
<td>75.74%</td>
<td>73.72%</td>
<td>148</td>
<td>64.00%</td>
<td>85.00%</td>
<td>65.71%</td>
<td>68.75%</td>
<td>1/17</td>
<td>12/17</td>
<td></td>
</tr>
<tr>
<td>DOL-C</td>
<td>Employed/Enrolled Q4 Post Exit – Youth</td>
<td>MP</td>
<td>99.20%</td>
<td>72.20%</td>
<td>72.20%</td>
<td>71.62%</td>
<td>72.22%</td>
<td>75.00%</td>
<td>106</td>
<td>64.00%</td>
<td>85.00%</td>
<td>65.71%</td>
<td>68.75%</td>
<td>1/17</td>
<td>12/17</td>
<td></td>
</tr>
<tr>
<td>DOL-C</td>
<td>Credential Rate – Youth</td>
<td>MP</td>
<td>101.52%</td>
<td>78.80%</td>
<td>78.80%</td>
<td>80.00%</td>
<td>84.21%</td>
<td>69.64%</td>
<td>24</td>
<td>n/a</td>
<td>91.67%</td>
<td>87.50%</td>
<td>60.00%</td>
<td>1/17</td>
<td>12/17</td>
<td></td>
</tr>
</tbody>
</table>

3. <90% of Target is -P and >= 110% of Target is +P.
4. Targets will be negotiated late in BCY19 when casemix data is available.

---

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

**Operational Insight - MPR 4.0**
## AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target (Year-to-Date Performance Periods)

<table>
<thead>
<tr>
<th>Board</th>
<th>Reemployment and Employment Engagement</th>
<th>Participation</th>
<th>WIOA Outcome Measures</th>
<th>Total Measures</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Clmnt ReEmpl within 10 Weeks</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Emplys Reg Wk Assist</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Choices</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Full Work Rate All</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Avg # Children Sud Per Day</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Day-Comb (Discr. Mgr)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>C&amp;T Participants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Empl Enrolled Q2 Post-Exit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Empl Enrolled Q2-04 Post-Exit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Median Earnings Q2 Post-Exit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Credential Rate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employed Q2 Post-Exit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employed Q4 Post-Exit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Median Earnings Q2 Post-Exit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Credential Rate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>% of Target</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>+P</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>% MP &amp; +P</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Alamo        | 114.18%                                | 126.80%       | 103.20%               | 101.88%       |
| Borderplex   | 109.93%                                | 110.96%       | 98.03%                | 100.90%       |
| Brazos Valley| 115.81%                                | 78.36%        | 101.49%               | 98.61%        |
| Cameron      | 120.07%                                | 98.34%        | 103.07%               | 101.37%       |
| Capital Area | 111.11%                                | 97.28%        | 103.07%               | 101.26%       |
| Central Texas| 116.66%                                | 97.19%        | 103.07%               | 101.26%       |
| Coastal Bond | 118.96%                                | 121.90%       | 100.00%               | 101.44%       |
| Concho Valley| 114.34%                                | 91.82%        | 103.07%               | 101.01%       |
| Dallas       | 106.38%                                | 100.66%       | 103.07%               | 101.01%       |
| Deep East    | 116.67%                                | 105.24%       | 103.07%               | 101.01%       |
| East Texas   | 112.26%                                | 91.88%        | 103.07%               | 101.01%       |
| Golden Crescent| 114.96%                                | 133.36%       | 103.07%               | 101.01%       |
| Gulf Coast   | 110.62%                                | 98.78%        | 103.07%               | 101.01%       |
| Heart of Texas| 113.87%                                | 101.94%       | 103.07%               | 101.01%       |
| Lower Rio    | 117.54%                                | 114.24%       | 103.07%               | 101.01%       |
| Middletown   | 106.38%                                | 98.78%        | 103.07%               | 101.01%       |
| North Central| 110.62%                                | 98.78%        | 103.07%               | 101.01%       |
| North East   | 113.87%                                | 101.94%       | 103.07%               | 101.01%       |
| North Texas  | 111.32%                                | 102.26%       | 103.07%               | 101.01%       |
| Panhandle    | 124.69%                                | 132.82%       | 103.07%               | 101.01%       |
| Permian Basin| 122.44%                                | 99.52%        | 103.07%               | 101.01%       |
| Rural Capital| 107.92%                                | 103.90%       | 103.07%               | 101.01%       |
| South Plains | 116.61%                                | 103.90%       | 103.07%               | 101.01%       |
| South Texas  | 109.57%                                | 112.84%       | 103.07%               | 101.01%       |
| Southeast    | 119.41%                                | 94.90%        | 103.07%               | 101.01%       |
| Tarrant      | 115.43%                                | 95.36%        | 103.07%               | 101.01%       |
| Texoma       | 112.96%                                | 111.20%       | 103.07%               | 101.01%       |
| West Central | 118.88%                                | 97.00%        | 103.07%               | 101.01%       |

### FINAL RELEASE
As Originally Published 10/11/2019
AUGUST 2019 REPORT

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**Operational Insight - MPR 4.0**

Page 1 of 1
# Participant Planning Summaries of Enrollments

**Program Year 2018/Fiscal Year 2019**

## WIOA Participant Planning Summary of Enrollments

<table>
<thead>
<tr>
<th>Source</th>
<th>Planned New Enrollments</th>
<th>Performance Y-T-D</th>
<th>Percent Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce Solutions East Texas</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dynamic Workforce Solutions - Contractor BCY19</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WIOA Youth Registrants Fund 30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work Experience Training Participants</td>
<td>144</td>
<td>74</td>
<td>51.39%</td>
</tr>
<tr>
<td>Provided by DWS on 10/1/2019</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

## WIOA Adult Registrants Fund 10

<table>
<thead>
<tr>
<th>Type of Training</th>
<th>Planned New Enrollments</th>
<th>Performance Y-T-D</th>
<th>Percent Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Skills Training Participants</td>
<td>86</td>
<td>130</td>
<td>151.16%</td>
</tr>
<tr>
<td>On-the-Job Training Participants</td>
<td>20</td>
<td>10</td>
<td>50.00%</td>
</tr>
<tr>
<td>OR - Any combination of both</td>
<td>106</td>
<td>140</td>
<td>132.08%</td>
</tr>
<tr>
<td>Report Date 10/9/19</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## WIOA Dislocated Worker Registrants Fund 20

<table>
<thead>
<tr>
<th>Type of Training</th>
<th>Planned New Enrollments</th>
<th>Performance Y-T-D</th>
<th>Percent Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Skills Training Participants</td>
<td>76</td>
<td>33</td>
<td>43.42%</td>
</tr>
<tr>
<td>On-the-Job Training Participants</td>
<td>14</td>
<td>2</td>
<td>14.29%</td>
</tr>
<tr>
<td>OR - Any combination of both</td>
<td>90</td>
<td>35</td>
<td>38.89%</td>
</tr>
<tr>
<td>Report Date 10/9/19</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## SNAP Participant Planning Summary of Enrollments

<table>
<thead>
<tr>
<th>Source</th>
<th>Planned New Enrollments</th>
<th>Performance Y-T-D</th>
<th>Percent Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce Solutions East Texas</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dynamic Workforce Solutions - Contractor BCY19</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SNAP Registrants Funds 87 and 88</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enrollments in Unsubsidized Employment</td>
<td>166</td>
<td>178</td>
<td>107.23%</td>
</tr>
<tr>
<td>Report Date 10/9/19</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Date: November 5, 2019

To: Workforce Solutions East Texas Board

From: Keith Huddleston, Associate Director of Regional Workforce and Economic Development

Subject: Status of Workforce System Improvement Team (WSIT) Reports and Texas Rising Star (TRS)

The Workforce System Improvement Team completed the following system improvement reviews since the last Workforce Board meeting.

Also included is an update on the status of TRS Providers in the region.

Dynamic Workforce Solutions, (DWS) – Workforce

The WIOA Adult and Dislocated Worker Training Review for the 1st Quarter of 2019 is resolved.

The WIOA Youth Program Compliance Review for DWS 1st Quarter of 2019 is resolved.

Case Management/Counselor Notes and Timely Case Closure Reviews for August 2019 - September 2019 are complete. The performance target percentages were acceptable.

CareerTeam, (CT) – Workforce

TANF Choices, Noncustodial Parent (NCP), and SNAP E&T Technical Assistance (TA) Reviews are scheduled for November 2019 with CareerTeam.

A WIOA and TAA Measurable Skills Gain (MSG) TA Review will also be conducted in November 2019.

Stand Alone WIOA Youth Contractors

The WIOA Out-of-School Youth (OSY) Program Compliance Review for the East Texas Literacy Council from January thru June 2019 is resolved.

Baker Ripley

The CCS Client Case File Review of Child Care Terminations for May - July 2019 is complete. There were no disallowed costs associated with this review.
TANF Literacy Contractors

Reviews are scheduled in September.

Texas Rising Star (TRS) Update

There are eighty (80) TRS providers. The “star” ratings are as follows:

Four (4) Two Star Providers;

Thirty-four (34) Three Star Providers; and,

Forty-two (42) Four Star Providers.

Currently there are thirteen (13) Child Care Services Providers in the process of preparing for TRS assessments. Three (3) have initial assessments scheduled within the next month. Five (5) providers were recertified, one (1) increased their star rating, the other four (4) maintained their level.

The Team completed five (5) unannounced annual monitoring reviews on TRS Providers with a one-year anniversary. All providers monitored maintained quality standards and star ratings.

I will be happy to answer any questions you might have.

KH/kv
October 23, 2019

T.L.L. Temple Foundation
204 Champions Dr.
Lufkin, TX 75901

To Whom It May Concern:

The East Texas Workforce Development Board would like to express their support of Arp, Carlisle, Leveret’s Chapel, Overton and West Rusk ISD’s and Kilgore College and the University of Texas at Tyler’s consortium to seek funding to sustain the Northeast Texas Career and Technical Education Center at Overton.

The current and planned programs will support preparation for the following occupations on the Targeted and High Demand Occupations Lists for the Workforce Solutions East Texas Board:

HVAC
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Building Trades
47-2031 Carpenters

Certified Nurse Assistant
31-1014 Nursing Assistants

Engineering
17-3022 Civil Engineering Technicians
17-3023 Electrical and Electronic Engineering Technicians
17-3025 Environmental Engineering Technicians
17-3026 Industrial Engineering Technicians*
17-3029 Engineering Technicians, Ex. Drafters, All Other

Welding
51-4121 Welders, Cutters, Solderers, and Brazers
Pharmacy Technician
29-2052 Pharmacy Technicians

Fire Protection Technology
33-2011 Firefighters

Culinary Arts
35-3021 Combined Food Preparation & Serving Workers, Incl. Fast Food

We believe that the Northeast Texas Career and Technical Education Center at Overton will be a great benefit to our region.

Sincerely,

[Signature]
Douglas G. Shryock
Director of Workforce and Economic Development

DGS/GA/tr
MEMORANDUM OF UNDERSTANDING

ALABAMA-COUSHATTA INDIAN TRIBAL COUNCIL EMPLOYMENT AND TRAINING PROGRAM
and
WORKFORCE SOLUTIONS EAST TEXAS (WSETB)

The following Memorandum of Understanding (the Agreement) sets forth the terms of agreement between Alabama-Coushatta Indian Tribal Council Employment and Training Program and the Workforce Solutions East Texas Board (WSETB).

I. Purpose of Agreement

It is the purpose of this Agreement to establish a cooperative and mutually beneficial relationship between the parties and set forth the relative responsibilities of the parties insofar as they relate to training, services, and referrals within the East Texas Workforce Development Area, which is comprised of the following counties: Anderson, Camp, Cherokee, Gregg, Harrison, Henderson, Marion, Panola, Rains, Rusk, Smith, Upshur, Van Zandt and Wood Counties.

II. Duration of Agreement

The Agreement will commence on November 13, 2019 and shall remain in full force and effect until the Agreement is canceled by the parties in accordance with the terms set forth herein.

III. Description of Services

The Alabama-Coushatta Indian Tribal Council Employment and Training Program provides job search and job placement assistance; information on accessing jobs and training and training providers; information and assistance with applying for financial assistance for training; assessment of individual skills, abilities and interests; labor market information; and supportive service information and referrals.

IV. Referral Process

The customers’ needs are assessed by Workforce Center staff and if the customer requires support that does not fall within the scope of East Texas Workforce programs, WFC staff will refer the customer to the appropriate local service provider.

Once the agency is identified, WFC staff completes an Interagency Referral form and emails the form to the contact person at the referred agency.

The customer is directed to the referred agency and supplied with the agency name, address, and contact person.

V. General Provisions

It is understood by the parties that each should be able to fulfill its responsibilities under this Agreement in accordance with the provisions of law and regulations, which govern
The Board is required by law and rule to follow-up on customers referred to other service providers for service. Program agrees to provide the Board with information regarding services and service results of specific clients referred by the Board to the Program for Program services. The Board will only share information so disclosed, with staff who have a need to know for the performance of their job duties.

VII. Allocation of Costs

Except as expressly set out below, the Program and the Board shall each assume full responsibility for its respective costs associated with its performance under this Agreement. In no event shall either the Program or the Board be obligated to pay or reimburse any expense incurred by the other under this Agreement, except as follows:

- If the Program requests use of a meeting room space, in which costs would be charged per the terms of the Room Rental Agreement
- If the Program requests a permanent, physical presence in a Career Center, and if space is available, a shared facility agreement may be negotiated to proportionately share facility costs through the protocol outlined below:

In accordance with Texas Workforce Commission and Workforce Innovation and Opportunity Act (WIOA) requirements, operating costs, including both infrastructure and additional costs, of Workforce Centers should be shared by any required partners. If such cost sharing is applicable, a companion agreement shall be developed which will identify how those costs are to be funded and calculated. This companion agreement, the Infrastructure Funding Agreement (IFA), will be attached to and made part of this Agreement (as Attachment B, if applicable). The annual estimates stated in the IFA will be updated via amendment on an annual basis, upon the start of each new fiscal year, October 1.

VIII. Grievance Procedure

In the instance of a dispute between the parties to this agreement, the process for resolution is agreed to as follows:

a. Informal discussion between the parties must occur;
   b. Formal discussion of the disagreement between the Executive Director of Workforce and the organization’s decision-making authority constitutes the second step;
   c. Failing to find a resolution in steps one or two will result in formal review by the Workforce Solutions East Texas Board;

For required partners, should the parties fail to find a resolution through the steps above, request for a formal review by the Texas Workforce Commission would be the next course of action. TWC would then determine a need for Governor’s Office involvement if a mutually agreed solution cannot be reached.

IX. Equal Opportunity, Non-Discrimination and Disabilities Provision
CUSTOMER SERVICE CREED

Look for a way to say "yes" to the customer within appropriate legal and ethical boundaries.

Strive to exceed customer expectations.

Listen to the customer first; confirm the message and facilitate a solution if requested by the customer.

Approach work with a positive attitude, always looking for ways to improve our service.

Be a candid, kind and encouraging member of the team.

Apply the 4-way test to the things we think, say, or do:
  1. Is it the truth?
  2. Is it fair to all concerned?
  3. Will it build goodwill and better friendships?
  4. Will it be beneficial to all concerned?

ORGANIZATIONAL OBJECTIVE

ETCOG pledges all of its resources to be a solutions provider for our members and the citizens of the East Texas region.
FINANCIAL SUMMARY

PY18 WORKFORCE BUDGET & EXPENDITURES
AS OF SEPTEMBER 2019

- BOARD OPERATIONS
  - Actual Expenditures: $2,685,307
  - Balance: $895,443

- SERVICE DELIVERY
  - Actual Expenditures: $4,475,546
  - Balance: $1,298,313

- PASS THROUGH
  - Actual Expenditures: $26,924,044
  - Balance: $3,995,505

- OVERALL
  - Actual Expenditures: $33,484,897
  - Balance: $6,189,261

100% of term

GRANT EXPENDITURE COMPARISON - WDB TO STATE
AS OF JULY 2019 (MOST RECENT DATA)

- WIOA Adult and DW
- WIOA Youth
- TANF
- ES
- SNAP
- TRADE
- Child Care

Texas average (all WDBs)  East Texas WDB

Grant/Expenditure Concerns:

Overall expenditures slightly low; being end of year, there may still be some late entries made that should bring expenses up. No newer data posted for WDB vs State chart.
Workforce Programs Participation

<table>
<thead>
<tr>
<th>Program</th>
<th>Target</th>
<th>Current</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIOA Youth</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work Experience</td>
<td>144</td>
<td>63</td>
<td>43.8%</td>
</tr>
<tr>
<td>WIOA Adult</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupational Skills</td>
<td>86</td>
<td>130</td>
<td>151.2%</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-The-Job Training</td>
<td>20</td>
<td>10</td>
<td>50.0%</td>
</tr>
<tr>
<td>OR Any combination of</td>
<td>105</td>
<td>140</td>
<td>132.1%</td>
</tr>
<tr>
<td>both</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WIOA DW</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupational Skills</td>
<td>76</td>
<td>33</td>
<td>43.4%</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-The-Job Training</td>
<td>14</td>
<td>2</td>
<td>14.3%</td>
</tr>
<tr>
<td>OR Any combination of</td>
<td>90</td>
<td>35</td>
<td>38.9%</td>
</tr>
<tr>
<td>both</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SNAP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enrollments in Unsub.</td>
<td>166</td>
<td>178</td>
<td>107.2%</td>
</tr>
<tr>
<td>Employment</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Child Care Program Participation

<table>
<thead>
<tr>
<th>Program</th>
<th>Target</th>
<th>Current</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avg # Children Served Per Day</td>
<td>4,158</td>
<td>4,332</td>
<td>104.2%</td>
</tr>
</tbody>
</table>

Subrecipient concerns:

Rapid Response and Trade are industry-driven. CCF didn’t start spending until Jan 19. Local Match is not typically spent until after Direct Care is fully expended. DWS Incentives have not yet been paid.
TANF LITERACY AND OTHER PROJECTS

<table>
<thead>
<tr>
<th>Subrecipient</th>
<th>Expended</th>
<th>Balance</th>
<th>Projected Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td>NTCC</td>
<td>$0</td>
<td>$30,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>KILGORE</td>
<td>$0</td>
<td>$10,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>ETLC</td>
<td>$0</td>
<td>$20,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>PANOLA</td>
<td>$0</td>
<td>$15,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>LCOT</td>
<td>$0</td>
<td>$10,000</td>
<td>$15,000</td>
</tr>
<tr>
<td>GOODWILL</td>
<td>$0</td>
<td>$5,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>ETLC (Youth)</td>
<td>$0</td>
<td>$10,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>TSD (Tx Talent)</td>
<td>$0</td>
<td>$5,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>UTHSC (Tx Talent)</td>
<td>$0</td>
<td>$5,000</td>
<td>$10,000</td>
</tr>
</tbody>
</table>

TANF Literacy Total Enrollments

<table>
<thead>
<tr>
<th>Subrecipient</th>
<th>Target</th>
<th>Current</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>NTCC</td>
<td>18</td>
<td>8</td>
<td>44.4%</td>
</tr>
<tr>
<td>KC</td>
<td>30</td>
<td>41</td>
<td>136.7%</td>
</tr>
<tr>
<td>ETLC</td>
<td>22</td>
<td>25</td>
<td>113.6%</td>
</tr>
<tr>
<td>PC</td>
<td>25</td>
<td>20</td>
<td>80.0%</td>
</tr>
<tr>
<td>LCOT</td>
<td>60</td>
<td>55</td>
<td>91.7%</td>
</tr>
<tr>
<td>Goodwill</td>
<td>9</td>
<td>1</td>
<td>11.1%</td>
</tr>
</tbody>
</table>

Other Project Enrollments

<table>
<thead>
<tr>
<th>Project</th>
<th>Target</th>
<th>Current</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>ETLC - Youth</td>
<td>12</td>
<td>4</td>
<td>33.3%</td>
</tr>
<tr>
<td>TISD - Tx Talent</td>
<td>40</td>
<td>31</td>
<td>77.5%</td>
</tr>
<tr>
<td>UTHSC - Tx Talent</td>
<td>40</td>
<td>28</td>
<td>70.0%</td>
</tr>
</tbody>
</table>

Subrecipient concerns:

ETLC Youth is new as of July 2019. NTCC and Goodwill are not renewed for PY19. Tx Talent project does not continue into PY19
**PERFORMANCE SUMMARY**

**PERFORMANCE MEASURES COMPARISON**
**TEXAS, QUARTILE, LOCAL WDB**
**AUGUST 2019**

*Current month not yet available*

<table>
<thead>
<tr>
<th>ALL TX WDBs</th>
<th>QUARTILE AVERAGE</th>
<th>EAST TEXAS WDB</th>
</tr>
</thead>
<tbody>
<tr>
<td>AVERAGE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>93%</td>
<td></td>
<td>94%</td>
</tr>
</tbody>
</table>

---

**% MEETING PERFORMANCE OF TOTAL MEASURES**

<table>
<thead>
<tr>
<th>Area</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cameron</td>
<td>100%</td>
</tr>
<tr>
<td>Capital Area</td>
<td>94%</td>
</tr>
<tr>
<td>Central TX</td>
<td>94%</td>
</tr>
<tr>
<td>Coastal Bend</td>
<td>94%</td>
</tr>
<tr>
<td>East TX</td>
<td>94%</td>
</tr>
<tr>
<td>Rural Capital</td>
<td>88%</td>
</tr>
<tr>
<td>South Plains</td>
<td>94%</td>
</tr>
</tbody>
</table>

---

**WSET CONTRACTED MEASURES**
**MONTHLY STATUS - AUGUST 2019**

*Current month not yet available*

<table>
<thead>
<tr>
<th>Measure</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reemployment and Employer Engagement Measures</strong></td>
<td></td>
</tr>
<tr>
<td>Claimant Reemployment within 10 weeks</td>
<td>+P</td>
</tr>
<tr>
<td># of Employers receiving Workforce Assistance</td>
<td>+P</td>
</tr>
<tr>
<td><strong>Program Participation Measures</strong></td>
<td></td>
</tr>
<tr>
<td>Choices Full Work Rate - All Family Total</td>
<td>-P</td>
</tr>
<tr>
<td>Avg # Children served per day - Combined (discrete month)</td>
<td>MP</td>
</tr>
<tr>
<td>Avg # Children served per day - Combined</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>WIOA Outcome Measures</strong></td>
<td></td>
</tr>
<tr>
<td>Employed/Enrolled Q2 Post Exit - C&amp;T Participants</td>
<td>MP</td>
</tr>
<tr>
<td>Employed/Enrolled Q2-Q4 Post Exit - C&amp;T Participants</td>
<td>+P</td>
</tr>
<tr>
<td>Median Earnings Q2 Post Exit - C&amp;T Participants</td>
<td>+P</td>
</tr>
<tr>
<td>Credential Rate - C&amp;T Participants</td>
<td></td>
</tr>
<tr>
<td>Employed Q2 Post Exit - Adult</td>
<td>MP</td>
</tr>
<tr>
<td>Employed Q4 Post Exit - Adult</td>
<td>MP</td>
</tr>
<tr>
<td>Median Earnings Q2 Post Exit - Adult</td>
<td></td>
</tr>
<tr>
<td>Credential Rate - Adult</td>
<td>MP</td>
</tr>
<tr>
<td>Employed Q2 Post Exit - DW</td>
<td>MP</td>
</tr>
<tr>
<td>Employed Q4 Post Exit - DW</td>
<td>MP</td>
</tr>
<tr>
<td>Median Earnings Q2 Post Exit - DW</td>
<td></td>
</tr>
<tr>
<td>Credential Rate - DW</td>
<td>MP</td>
</tr>
<tr>
<td>Employed Q2 Post Exit - Youth</td>
<td>MP</td>
</tr>
<tr>
<td>Employed Q4 Post Exit - Youth</td>
<td>MP</td>
</tr>
<tr>
<td>Credential Rate - Youth</td>
<td>MP</td>
</tr>
</tbody>
</table>

---

**THIS SPACE RESERVED FOR**

**TWC Incentive Measures**
INDUSTRY & LABOR MARKET SUMMARY

WDA Unemployment Rates
August 2019

WDA EMPLOYMENT BY INDUSTRY
- 2019, QUARTER 1

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Administration</td>
<td></td>
</tr>
<tr>
<td>Other Services</td>
<td></td>
</tr>
<tr>
<td>Leisure and Hospitality</td>
<td></td>
</tr>
<tr>
<td>Education and Health Services</td>
<td></td>
</tr>
<tr>
<td>Professional and Business Services</td>
<td></td>
</tr>
<tr>
<td>Financial Activities</td>
<td></td>
</tr>
<tr>
<td>Information</td>
<td></td>
</tr>
<tr>
<td>Trade, Transportation and Utilities</td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td></td>
</tr>
<tr>
<td>Natural Resources and Mining</td>
<td></td>
</tr>
</tbody>
</table>

12-MONTH HISTORICAL UNEMPLOYMENT RATES

WDA  Texas  US

Percent of Employment
DATE: October 31, 2019

TO: Workforce Solutions East Texas Board

FROM: Doug Shryock, Director of the Regional Workforce and Economic Development Division

SUBJECT: Authorization of purchases for High Demand Job Training Program projects for Henderson and Jacksonville Economic Development Corporations

Annually, the Texas Workforce Commission dedicates one million dollars ($1,000,000) to support collaborations between Local Workforce Development Boards (Boards) and local Economic Development Corporations (EDCs) to provide high demand occupational job training in local workforce areas. The intent of the High Demand Job Training Program is to support Boards in partnering with local EDCs which use their economic development sales taxes for high demand job training. Grant awards are limited to one award annually per Board area not to exceed $150,000.

Earlier this year, The Texas Workforce Commission funded an application in the amount of $150,000 submitted on behalf of Henderson Economic Development Corporation, in partnership with the Henderson Independent School District, for minor renovations and purchase of equipment and supplies for the welding and health sciences programs at Henderson High School. Implementation of this project is ongoing.

In July, the Texas Workforce Commission announced there was unspent High Demand Job Training (HDJT) Program funding available and Local Workforce Development Boards could apply for up to $150,000 in additional funds even, if like East Texas, they have already received a High Demand Job Training Grant for the current Fiscal Year. Applications for the unspent funding were due to the Texas Workforce Commission on August 1, 2019.

A Request for Information was released to give area Economic Development Corporations and partners an opportunity to respond to the availability of additional funding from the Texas Workforce Commission. Two responses were received resulting in the submission to TWC of applications for Henderson EDC in the amount of $104,750 and Jacksonville EDC in the amount of $38,600. Through the Henderson EDC project, equipment and supplies would be purchased to support the Henderson ISD/Kilgore College dual credit welding program and new STEM (Science, Technology, Engineering, and Mathematics) program of study in engineering along with culinary arts program updates. For Jacksonville EDC, funding would be used, in partnership with Tyler Junior College, to establish a local training program for First Line supervisors of Production and Operating Workers from area manufacturing based businesses.
Memorandum-WSE TB High Demand Job Training Program Purchases
Page 2 of 2

Staff is requesting authorization for the following purchases to be made on behalf of the projects:

**Henderson Economic Development Corporation**

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$39,415</td>
<td>3 - Dual Welding Stations w/downflow exhaust and curtains</td>
</tr>
<tr>
<td>$54,336</td>
<td>6 - Welders with cart and welding wire feeders</td>
</tr>
<tr>
<td>$3,999</td>
<td>2 - Exhaust fans</td>
</tr>
<tr>
<td>$7,000</td>
<td>Plumbing for Dual Credit Welding Additions</td>
</tr>
</tbody>
</table>

**Jacksonville Economic Development Corporation**

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$33,600</td>
<td>Audio visual equipment for training room. Power Technology Discovery learning workstations (electrical, pneumatic, hydraulic, mechanical). Learning work stations average $2600/unit. A total of 12 units (3 of each type) will be needed.</td>
</tr>
<tr>
<td>$5,000</td>
<td>Electrician to install eleven (11) outlets to accommodate learning workstations. New plumbing fixtures and installation to convert restroom to ADA accessible.</td>
</tr>
</tbody>
</table>

All items will be procured according to TWC and Federal requirements and the purchases will require approval by the ETCOG Executive Committee before being finalized.

Thank you for considering this request. If you have questions, or need additional information, we will be happy to respond.

DGS/GA/CG/TR/kv
Dream Expo Career Fair 2019 Report

The 5th annual Dream Expo Career Fair was held on Tuesday, September 24, 2019 in Jacksonville, TX for Cherokee County 8th grade students. Positive feedback was expressed to staff from students, exhibitors, and school officials chaperoning the event. There were approximately 23 exhibitor tables represented by 36 professionals from the public, private and education sectors who visited with students from 3 school districts.

<table>
<thead>
<tr>
<th>School Districts</th>
<th># of Student Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacksonville ISD</td>
<td>390</td>
</tr>
<tr>
<td>New Summerfield</td>
<td>55</td>
</tr>
<tr>
<td>Rusk</td>
<td>151</td>
</tr>
<tr>
<td><strong>Total Students</strong></td>
<td><strong>627</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Exhibitors</th>
<th>Departments</th>
<th># Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams Engineering</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Austin Bank</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>City of Jacksonville</td>
<td>Fire</td>
<td>4</td>
</tr>
<tr>
<td>City of Jacksonville</td>
<td>Police</td>
<td>1</td>
</tr>
<tr>
<td>ETCOG GIS Mapping</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Homes &amp; Properties Realty</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Huck Medical</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Jacksonville EDC</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Jenn Floyd Photography</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>NE Texas FAME Chapter</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Schaumburg &amp; Polk</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Texas A&amp;M Forest Service</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Texas Department of Public Safety</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Texas Workforce Solutions Voc. Rehab</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td><strong>14 Employer Exhibits</strong></td>
<td></td>
<td><strong>26</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College Exhibitors</th>
<th>Departments/ Programs Represented</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tyler Junior College</strong></td>
<td>Fire</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Law Enforcement</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Radiology</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>School of Continuing Studies</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Welding/Automotive</td>
<td>1</td>
</tr>
<tr>
<td><strong>Texas State Technical College</strong></td>
<td>Cyber Security Technology</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Diesel Equipment Technology</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Precision Machining Technology</td>
<td>1</td>
</tr>
<tr>
<td><strong>Trinity Valley Community College</strong></td>
<td>Recruiting</td>
<td>1</td>
</tr>
<tr>
<td><strong>9 College Exhibits</strong></td>
<td><strong>10</strong> Representatives</td>
<td></td>
</tr>
</tbody>
</table>
DATE: November 5, 2019
TO: Economic Development Committee, Workforce Solutions East Texas Board
FROM: Douglas G. Shryock, Director – Workforce and Economic Development Division
SUBJECT: Responses to Request for Information for the High Demand Job Training Program

The High Demand Job Training Program is a TWC initiative to support collaborations between Workforce Solutions partners and local economic development corporations (EDCs) to create occupational job training programs to improve the skill sets of individuals for jobs in high-demand occupations in their communities. Through the Statewide Alternative funding process, the Workforce Solutions East Texas Board has designated $150,000 to be used for the High Demand Job Training Program. Upon approval by TWC, High Demand Job Training Program project(s) adopted by the Workforce Solutions East Texas Board will be implemented without the requirement to compete for funding with other Texas Workforce Development Boards.

On September 27, 2019, a Request for Information for the High Demand Job Training Program was released. Submissions were due by 5:00 p.m. on Friday, November 1, 2019. The following submissions were received:

Jacksonville Economic Development Corp. is seeking to establish a training program to equip individuals with the skills to become “First-Line Supervisors of Production & Operating Workers”. These leaders are in heavy demand by more than twenty-five (25) Jacksonville-based manufacturers. The training program will target employees seeking the knowledge necessary for advancement within the industry, and individuals looking to enter the workforce after high school. The equipment specified in the grant will be used to provide program participants the Certified Production Technician (CPT) Plus certification as recognized by the Manufacturing Skill Standards Council (MSSC). Tyler Junior College will provide the instruction.

WIOA Portion: $70,510 (3 Operation Training Stations)
EDC Match: $77,000 (Supplies, TJC Classroom Instruction & minor building renovations)
Total Grant Amount: $147,510

Tatum ISD is seeking assistance for a new dual credit Fire Fighter Academy Program. Partnering with Kilgore College, this would allow 6 students to be state certified Firefighters after they complete the state exam their senior year. Cost $10,800. Next, for the Welding program, the purchase of a Plasma Table, sheet camera (computer aided design software), Mach3 licenses and a 90 day additional warranty for the
Plasma table. Cost $28,500. Lastly, for their Paxton Patterson Health Science Lab, they are requesting a treatment table. This will benefit 75 students that attend these labs for clinical practice. Cost. $700.

Board Budget: $20,000
Tatum EDC Match: $20,000
Total Grant Amount: $40,000

A third submission was received from Kilgore College. The submission included very limited information. The request from the Board is $19,000 for DPT site based computer training product ($11,000 and instructional materials $8,000). This, added to the other two applications, would fall within the $150,000. If it is the pleasure of the committee, we will work with Kilgore College to obtain further information on this project.

These submissions will be considered by the Economic Development Committee during a meeting to be held immediately preceding the next Workforce Development Board meeting scheduled on November 13, 2019. The recommendation of the Economic Development Committee will be considered by the Workforce Solutions East Texas Board.

If you have any questions, staff will be happy to respond.

DGS/GA/TR/CG/kv
DATE: October 31, 2019

TO: Economic Development Committee, Workforce Solutions East Texas Board

FROM: Doug Shryock, Director, Workforce and Economic Development Division

SUBJECT: Request for Proposals for Externships for Teachers Projects using Workforce Innovation and Opportunity Act Alternative Funding

The Workforce Innovation and Opportunity Act (WIOA) §128 provides for statewide funds which may be used for discretionary employment and training activities, offering a greater level of flexibility than formula funds. Historically, statewide funds intended for Boards have been made available through an application or competitive process, requiring Boards to apply.

For the upcoming year, the Texas Workforce Commission is providing Boards with Statewide Alternative funding in an effort to reduce the administrative burden and streamline processes for Boards to focus their efforts on managing the delivery of effective services for their customers. At the meeting on August 8, 2019, the Economic Development Committee voted to recommend for $100,000 of WIOA Alternative Funds to be used for Externships for Teachers.

The Externship for Teachers initiative will create partnerships among educators and various industries to develop an effective workforce system by making the connection between academic skills and the workplace. Teachers who participate in this initiative will have the opportunity to engage in activities through an externship in an industry and, as a result, will learn how classroom content is applied in the real world. The externship will inform participants on the skill sets required for a given industry. Teachers may then inform, educate, and guide students to industries that match the student’s skill sets. Connecting classroom content to the real world and workplace will help students understand and develop the academic and technical skills they need to enter the workforce and compete for jobs in demand in their local communities. (Note: 25% Leverage (Match) is required.)

Previously, the Workforce Solutions East Texas Board adopted staff’s recommendation for a Request for Proposals to identify Externship for Teachers project(s) using Statewide Alternative funds, with release to occur subject to ratification by the Board. At their meeting on October 30th, the Economic Development Committee approved release of the Request for Proposals, which incorporates the following schedule:

**RFP TIMELINE SCHEDULE (All dates are subject to change)**

<table>
<thead>
<tr>
<th>RFP Advertisement/Bid Release</th>
<th>Wednesday November 6, 2019</th>
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<tbody>
<tr>
<td>Pre-Bid Conference</td>
<td>Wednesday November 13, 2019 (2:30 P.M. CST)</td>
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<tr>
<td>Deadline Questions</td>
<td>Monday November 18, 2019</td>
</tr>
<tr>
<td>Response to Questions</td>
<td>Thursday, November 21, 2019</td>
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</table>
RFP Submissions Due/Bid Opening

Monday, December 9, 2019 (11:00 A.M. CST)
Tuesday, December 10, 2019
Monday, December 16, 2019
Tuesday December 17, 2019
Wednesday, December 18, 2019
Thursday, February 13, 2020
Friday, February 14, 2020

Evaluation Commences
Staff Award Recommendation
Committee Review/Recommendation
Workforce Solutions of East Texas Board
ETCOG Executive Committee
New Subaward Commences

The review criteria for the RFP are as follows:

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<tr>
<th>EVALUATION CRITERIA</th>
<th>POINTS</th>
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<tbody>
<tr>
<td>Program Summary</td>
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<tr>
<td>Implementation Plan</td>
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<tr>
<td>Project Structure</td>
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<tr>
<td>Project Plan: Key Activities/Targets</td>
<td>20</td>
</tr>
<tr>
<td>Budget and Fiscal Accountability</td>
<td>20</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
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At the upcoming meeting, the Workforce Solutions East Texas Board will consider ratification of the release of the Request for Proposals.

If you have questions, staff will be happy to respond.

DGS/GA/kv
DATE: October 31, 2019

TO: Workforce Solutions East Texas Board

FROM: Douglas G. Shryock, Director, Regional Workforce and Economic Development

SUBJECT: Texas Industry Partnership Program

Background

Through the Texas Industry Partnership Program, annually, the Texas Workforce Commission dedicates one million dollars ($1,000,000) to address skills gaps and ensure a talent pipeline to address industry needs, through collaborations between Local Workforce Development Boards (Boards) and private employers, corporations, or foundations ("Industry Partner(s)"). Grant parameters and program requirements are summarized below:

- **Award Amount:** Not to exceed $150,000 per Board per fiscal year
- **Leverage:** One dollar ($1.00) for every one dollar ($1.00) of grant funds awarded
- **Grant Period:** Can begin any time after September 1, 2019
- **Grant End Date:** Awards will have an end date of no later than April 30, 2021
- **Submission Deadline:** Submissions will be received throughout the fiscal year. The submission deadline is August 30, 2020.

Projects must focus on addressing the needs of one of the following six designated industry clusters: Advanced Technologies and Manufacturing; Aerospace and Defense; Biotechnology and Life Sciences; Information and Computer Technology; Petroleum Refining and Chemical Products or Energy.

Grant funds must be used for allowable Workforce Innovation and Opportunity Act (WIOA) activities only, including, but not limited to: Training; Mentoring; Support Services; Skill Assessments and Cluster Analysis (with any studies required to be performed in consultation with the Agency to reduce potential duplication). Funds may also be used for equipment, consumable supplies, curriculum development, and minor renovation of facilities.

Boards must enter into an agreement with one or more Industry Partner(s) to leverage WIOA grant funds with an equal amount of local contributions of cash or qualifying expenditures by Industry Partner(s). "Leveraged funds" refer to local contributions of cash or qualifying expenditures by a/an Industry Partner(s) that are used to support grant activities and outcomes sponsored by this program.

Analysis

A Request for Information for the Texas Industry Partnership Program was released earlier this year for the previous funding cycle which ended August 30, 2019. An application from East Texas was
submitted in partnership with the Henderson, Kilgore, Marshall and White Oak Economic Development Corporations for training at Bradshaw State Prison. The application was not funded by the Texas Workforce Commission because Economic Development Sales Tax funds used as leveraged funding in the applications was not allowed.

It is our understanding there are potentially several workforce development initiatives in the region which might have (non-Economic Development Sales Tax) leveraged funds from industry partners. A Request for Information for the new Texas Industry Partnership Program funding year would be an opportunity to gauge interest and possibly identify partner(s) for applications submission.

**Recommended of Economic Development Committee**

At their meeting on October 30, 2019, the Economic Development Committee adopted staff’s recommendation to release a Request for Information (RFI) to area economic development corporations, area community and technical colleges, and other organization, asking for descriptions of proposed projects. The Request for Information would be released following the November Workforce Solutions East Texas Board meeting upon approval.

The RFI respondents would be asked to submit:

- A brief abstract describing the project;
- Proposed partner entities and a summary of their roles and responsibilities;
- Industry Clusters to be addressed and jobs to be trained for
- Amount of leveraged funds (match) to be invested to be combined with TWC funds for the total project amount which is described in an initial budget.

Responses to the Request for Information would be due in approximately four weeks (Staff would review responses received for viability and compliance with the TWC guidelines.) The following protocol would be used in going forward:

- If one or more responses received are considered viable and the amount of funding to be requested from TWC does not exceed $150,000, staff will move forward with working with the partner entities to submit an application(s) to TWC as soon as possible. The applications will be considered by the Economic Development Committee prior to submission and would be subject to ratification by the Workforce Solutions East Texas Board.

- If the amount of funding requested for responses which are considered viable exceeds $150,000, the Economic Development Committee will consider a prioritization of applications, which would be submitted to TWC subject to ratification by the Workforce Solutions East Texas Board.

- Responses which are not submitted to TWC for the first round will receive first priority for submission to TWC if the other applications are rejected by TWC.

- Following consideration of responses received by the deadline, the Request for Information would remain open until the Workforce Solutions East Texas Board has received the maximum funding amount possible.

If you have questions, we will be happy to respond.

DGS/GA/ kv
Date: November 5, 2019

To: Welfare to Work Committee, Workforce Solutions East Texas Board

From: Douglas G. Shryock, Director of Regional Workforce and Economic Development

Subject: Renewal Criteria for Child Development Associate (CDA) Credential Training Contractors

Background

Three years ago, a RFP was released for CDA Credential Training. Kilgore College and Smith County Champions for Children were selected as the training providers. The RFP and the contract with the contractors allowed "four (4) additional one-year options contingent upon satisfactory performance and fund availability." The Board has the option to extend the contracts based upon renewal criteria. This will be the third renewal.

The budget for each of the CDA training providers was limited to $30,000 for a total of $60,000. However, if either of the CDA training contractors are unable to fill their minimum class size and the training cannot occur, the remaining funds will be used for additional CDA classes or other quality activities.

Renewal Criteria

In considering whether to extend the CDA training contract for an additional program year, the status of the contract, enrollments and credential attainments will be reviewed.

Should the renewal criteria be adopted by the Board at its September meeting, the Welfare to Work and the Workforce Solutions East Texas Board, will determine if performance is acceptable in the following areas based upon a report provided by ETCOG staff. The criteria is as follows.

1. Were the CDA classes offered consistent with the respective contract?

2. Did the project make satisfactory progress in meeting the enrollments and credential attainments in the CDA classes offered? If not, is the project operator taking sufficient, reasonable, and appropriate steps to do so?

The criteria states the Workforce Board shall consider the report from ETCOG staff, and if the answers to the two questions listed above are deemed to be affirmative, then the contract may be extended for an additional
year (December, 2019 through May, 2020) without conducting another request for proposals.

Note: An affirmative response to the two questions does not obligate the Workforce Solutions East Texas Board to renew the existing contracts. Also, a negative response would not automatically preclude renewal. (A "Yes" answer to either part of Question #2 will be considered an affirmative response.) Renewal of a contract shall be subject to the availability of funding.

**Welfare-to-Work Committee Recommendation**

The Welfare-to-Work Committee adopted the renewal criteria and is proposing the renewal criteria be adopted by the Workforce Board at the November Board meeting. The time period for CDA training contracts of Kilgore College and Smith County Champions for Children will be for the time period of December 5, 2019 to July 5, 2020 at $30,000 each.

If you have questions, we will be happy to respond.

DGS/KH/kv
Date: November 5, 2019

To: Welfare to Work Committee, Workforce Solutions East Texas Board

From: Douglas G. Shryock, Director of Regional Workforce and Economic Development

Subject: Contract Renewal for Child Development Associate (CDA) Credential Training Contractors

Background

Three years ago, a RFP was released for CDA Credential Training. Kilgore College and Smith County Champions for Children were selected as the training providers. The RFP and the contract with the contractors allowed "four (4) additional one year options contingent upon satisfactory performance and fund availability." The Board has the option to extend the contracts based upon renewal criteria. This will be the third renewal.

The budget for each of the CDA training providers is limited to $30,000 for a total of $60,000. However, if either of the CDA training contractors are unable to fill their minimum class size and the training cannot occur, the remaining funds will be used for additional CDA classes or other quality activities.

Renewal Criteria

In considering whether to extend the CDA training contract for an additional program year, the status of the contact, enrollments and credential attainments will be reviewed.

Should the renewal criteria be adopted by the Board at its November meeting, the Workforce Solutions East Texas Board, will determine if performance is acceptable in the following areas based upon a report provided by ETCOG staff.

Below the two criteria areas listed followed by the staff response.

1. Were the CDA classes offered consistent with the respective contract?

   Kilgore College  Yes
   Smith County Champions for Children  Yes
2. Did the project make satisfactory progress in meeting the enrollments and credential attainments in the CDA classes offered? If not, is the project operator taking sufficient, reasonable, and appropriate steps to do so?

Kilgore College  Yes

Kilgore College had twenty (20) enrollments and twelve (12) attained a credential. This represents a sixty (60) percent credential rate.

Smith Champions for Children  Yes

Smith County Champions for Children had fifteen (15) enrollments and twelve (12) attained a credential. This represents a seventy-five (75) percent attainment rate.

The criteria states the Workforce Board shall consider the report from ETCOG staff, and if the answers to the two questions listed above are deemed to be affirmative, then the contract may be extended for an additional year (December 5, 2019 through July 5, 2020) without conducting another request for proposals.

Note: An affirmative response to the two questions does not obligate the Workforce Solutions East Texas Board to renew the existing contracts. Also, a negative response would not automatically preclude renewal. (A "Yes" answer to either part of Question #2 will be considered an affirmative response.) Renewal of a contract shall be subject to the availability of funding.

Welfare-to-Work Committee and Staff Recommendations

Should the renewal criteria be adopted by the Workforce Board at the November Board meeting, the Welfare to Work Committee recommends the extension of the contractors to the Board at the November 13, 2019 meeting, too.

NOTE: Kilgore College, even though it met the renewal criteria, indicated later it was not interested in providing additional CDA training. At Board direction, staff confirmed Smith County Champions for Children would be able to provide a second CDA class for the eastern side of the region. Therefore, staff recommends the total $60,000 set aside for CDA training be awarded to Smith County Champions for Children.

The time-period for CDA training contract with and Smith County Champions for Children will be for the time-period of December 5, 2019 to July 5, 2020 for $60,000.

If you have questions, we will be happy to respond.

DGS/KH/kv
# REGULAR MEETING SCHEDULE

**Workforce Solutions East Texas Board**  
November 2019 – September 2020

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<td>November 13, 2019</td>
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<td>January 8, 2020</td>
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<td>March 11, 2020</td>
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