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## ***February Briefing Materials***

**February 19, 2020**  
**7:30 A.M.**

**Meeting Location: Dallas Regional Chamber, 500 N. Akard Street, Suite 2600, Dallas, Texas 75201**

**WORKFORCESOLUTIONS**  
**G R E A T E R D A L L A S**

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**Call to Order & Introductions — Ellen Torbert, Chair**

**Public Comment**

**Declaration of Conflict of Interest**

**Closed Session with Attorney; Closed Meeting Pursuant to §551.071 Texas Open Meetings Act**

**Chairman's Comments**

- Introduction of New Board Directors

**Report from the Finance Committee**

**Action**

- Engagement of Auditors
- Review and Adoption of the 2020 Annual Budget
- Ratification of 2020 Healthcare Coverage

**Consent Agenda**

**Action**

- Review & Approval of January 15, 2020 Minutes and Ratification of October 16, 2019 Minutes
- Contracts & Purchases
- Endorsement of External Applications/Agreements

**Action Pursuant to Closed Session**

**Action**

**Means, Ends and Expectations**

**Discussion/Action**

- Financial Analysis – Ashlee Verner, CPA, Chief Financial Officer
- Performance Analysis – Richard Perez, Research Manager
- Employer Engagement – Employer Services Team
- Economic Snapshot – Mario Castaneda, Research Analyst

**Oversight & Contracts**

**Discussion/Action**

- Oversight, Policy and Procurement – Connie Rash, Senior Vice President
  - Policy – Travel, and Branding/Promotional Items
  - Procurement – Youth Skills Initiative, Women's Entrepreneurship Bootcamp, and Cohort Training
- Contracts and Agreements – Demetria Robinson, Vice President

**President's Briefing**

**Discussion/Action**

- Adopt Restated Bylaws
- Leases
  - Preston @ Alpha
  - Mesquite
- Employer Engagement Digital Assessment – Accenture Consulting

**General Discussion/Other Business**

**Adjourn**

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations, should contact Workforce Solutions Greater Dallas at 214-290-1000, two (2) working days prior to the meeting, so we can make appropriate arrangements.

**BOARD OF DIRECTORS**

*Officers: Ellen Torbert, Southwest Airlines, Chair  
Bill O'Dwyer, MIINC Mechanical, Vice Chair  
Terrance F. Richardson, KPMG, Treasurer  
Gilbert Gerst, Bank of Texas, Past Chair*

*Laurie Bouillion Larrea, President  
Connie Rash, Secretary*

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*Rebecca Acuña, PepsiCo  
Alan Cohen, Child Poverty Action Lab  
Richard Collins, iStation  
Cristina Criado, Criado and Associates  
Holly Crowder, Beck  
Rolinda Duran, Texas Workforce Solutions, Vocational Rehabilitation Services  
Kevin Faulkner, Texas Workforce Commission  
Lewis E. Fulbright, Dallas AFL-CIO  
Shannon Gray, Health and Human Services Commission  
Kellie Teal-Guess, Cyrusone  
Magda Hernandez, Irving ISD  
Susan Hoff, United Way of Metropolitan Dallas  
Carter Holston, NEC Corporation of America  
Ken S. Malcolmson, North Dallas Chamber of Commerce  
Dr. Joe May, Dallas County Community College District  
Kerry McGeath, Desoto Public Library  
Robert Mong, University of North Texas at Dallas  
Jason Oliver, AT&T  
Niki Shah, Baylor Scott & White  
Michelle R. Thomas, JPMorgan Chase  
Mark York, Dallas AFL-CIO*

*\*Meetings are held at Ross Towers, 500 N. Akard St., Suite 2600, Dallas, Texas 75201 at 7:30 A.M., unless otherwise indicated below.*

**2020 MONTHLY MEETING SCHEDULE – Meeting Dates**

<b>February 19, 2020 Wednesday</b>	Engage Auditors and Approval of the Budget - 7:30 a.m. * <u>Dallas Regional Chamber, 500 N. Akard, Suite 2600, Dallas, Texas 75201</u>
<b>TBD</b>	Redbird Workforce Center Open House and April Board Meeting Options/Hold both Thursday April 16 <sup>th</sup> beginning at 8:00 a.m. ceremonies at 9:30 a.m. OR Board meeting on Wednesday April 15 <sup>th</sup> , BT Law at 7:30 a.m. with ceremonies following on Thursday at Redbird 9:30 a.m. <i>TBD by the Board</i>
<b>May 20, 2020</b>	WIOA Target Occupations List
<b>August 19, 2020</b>	Presentation and Acceptance of the Annual Audit
<b>September 16, 2020</b>	Approve New Annual Contracts (Workforce, Childcare, Youth, Professional Services) and Eligible Training Provider Review * <u>LOCATION CHANGE: 2121 N. Pearl Street, Dallas, Texas 75201</u>
<b>October 21, 2020</b>	Awards Ceremony, Annual Meeting, Election of Officers and Renewal of Staff Health Benefits, CEO Evaluation by the Full Board
<b>November 5, 2020</b>	Red, White and You! Statewide Hiring Fair (attendance optional)
<b>TBA</b>	TWC 24th Annual Conference, (attendance optional)

## New Board Directors



**Richard (Dick) H. Collins *Chairman & CEO*** was born in Dallas and is a sixth-generation Texan. He is a former Chairman and CEO of two banks and has been active in real estate, energy, and media investments. Collins currently serves as Chairman and CEO of Istation, an interactive education company with more than five million students enrolled in its network across all fifty states. He is actively involved in philanthropy, supporting many causes in the arts, in education and historic preservation. Collins has served on the board of various charitable and philanthropic organizations. He was appointed by the Governor to the Texas Historical Commission, and the Texas Board of Criminal Justice. He has two daughters and lives in Dallas, Texas.



### **Ken S. Malcolmson *President & CEO***

Ken has served as the President and CEO of the North Dallas Chamber of Commerce (NDCC) since June 2017. He is responsible for the oversight of all Chamber programs, operations, new member generation and communications with the Board of Directors. In addition, he leads the staff of the NDCC and the Chamber's strong public affairs presence in the Dallas area. Prior to joining the NDCC, Ken had a lengthy career as an executive in the health insurance and benefits business with Aetna, Towers Perrin, CIGNA, Express Scripts and most recently as the West Region CEO for the Commercial Segment of Humana. Immediately before joining the Chamber, Ken served as the CEO of a health care start-up - Afferent Provider Solutions. Ken also has a real passion for civic engagement as evidenced by his key impact roles in numerous non-profit organizations. He has served on the Boards of Directors of the YMCA of Metro Dallas,

the Dallas Regional Chamber, Momentous Institute, the Dallas Breakfast Group, the Dallas Friday Group and the Friends of Katy Trail.

Ken has a B.A. in political science and government from Southern Methodist University, where he has served on the Board of Trustees, Chair of the SMU Alumni Board, and a multitude of executive and advisory Boards.

## **Finance Committee Report**

### **January 21, 2020, 8:00 a.m.**

#### **Committee Members Attending:**

Terrance Richardson, WFSDallas Board Treasurer and Committee Chair,  
Gilbert Gerst, Committee member

#### **Guests Attending:**

Kevin Smith, CPA, Partner and  
Danielle Shriver, Manager with Crowe LLP Accounting Firm

#### **Staff Attending:**

Laurie Bouillion Larrea, President via Telephone  
Ashlee Verner, CFO  
Rowena Ho, Accounting Manager

Meeting was called to order at 8:35 a.m. by the **Board Treasurer and Committee Chair, Terrance Richardson.**

### **I. Review and Adoption of 2019 Annual Audit Plan**

Kevin Smith, Partner, Crowe LLP, and Danielle Shriver, Manager Crowe LLP, presented the 2019 audit plan to the Committee. The price this year is \$102,500 for the single audit and financial statement audit, similarly priced to our last audit. The members asked a few questions regarding scope and timing. Members thanked our visitors and suggested the Audit Plan be recommended to the full board for consideration.

### **II. Review and Approval of Annual Budget**

The members in attendance reviewed the 2020 Proposed Annual Budget as presented by Ashlee Verner, CFO. The grant funds for 2020 reflected an increase in child care funds and in Workforce Innovation and Opportunity Act funding. Overall, the budget is \$138.9M, a net increase of 11.90% and represents a very substantial investment in workforce for Dallas County. Administrative costs represent a 15.33% increase from prior year, and infrastructure costs to operate nine workforce centers represent a 24.26% increase over prior year.

### **III. Review and Approval of Medical Insurance Renewals**

The Finance Committee reviewed and approved the Medical Insurance Renewals for 2020 which result in an increase of about 12% from prior year. In 2019, we actually benefited from a modest decrease. As such, the two-year average rate increase is a little less than 6%.

Meeting concluded at 9:35 a.m.

**RECOMMENDATION:** Board authorization to accept the Finance Committee's recommendations to engage Crowe LLP as auditors for reporting Fiscal Year 2019 and the acceptance of the 2020 budget as presented.

Board ratification of the 2020 medical insurance renewals as presented.



**Taskforce Members Attending:**

Susan Hoff – Chair  
Robert Mong  
Carter Holston

**Staff Attending**

Demetria Robinson, Vice President  
Richard Perez, Research Manager

**Invited Guests**

Tori Mannes, ChildCareGroup  
Shari Anderson, ChildCareGroup  
Rhonda Rakow, ChildCareGroup  
Mark Browder, ChildCareGroup  
Gretchen May

Meeting was called to order at 9:00 a.m. by the Taskforce Chair – Susan Hoff at United Way of Metropolitan Dallas.

**I. Task Force Overview/Goals**

Ensure the Board has necessary information about the current CCA program, state requirements/local flexibility;  
Research CCA practices in other areas around the state;  
Conduct a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis of the CCA program; and  
Recommend short- and long-term goals and proposed strategies for the CCA program.

**II. Update on WFSDallas Childcare Services**

Demetria Robinson, Vice President provided an overview of contractor for childcare services which included:

- Contract History
- Program Overview (see attached table)
- Deliverables/Outcomes

ChildCareGroup provided an overview which included the following topics:

- Child Care Assistance – A focus on Quality
- Summary of Operations
- Eligibility Determination
- Fiscal Controls
- Texas Rising Star – Workgroup Recommendations
- Q & A and Discussion

Meeting adjourned at 11:00 a.m.

The child care services program subsidizes child care for low-income families, promoting long-term self-sufficiency by enabling parents to work or attend workforce training or education activities. It also educates parents about the availability of quality child care, which enhances children’s early learning.

ChildCareGroup (CCG) provides management and operations of the child care subsidy program including child care quality activities in Dallas County. CCG has been our primary child care contractor since 1991. CCG promotes the enhancement of child care services for children, teachers and early childhood professionals through the funds provided by Workforce Solutions Greater Dallas. Currently, we are serving over 18,000 children in care with more than 600 child care providers; of these providers, 133 are Texas Rising Star. The chart below reflects our fiscal year contracts with CCG from FY16 to FY2020.

**Child Care Contractor - ChildCareGroup**

	Child Care Assistance (CCA) Program			Average Number of Children Served per day		
	Operational Cost	Direct Care Services Cost	Total CCA Contract	Target	Outcome	% of Target
FY2020 (Oct.1, 2019 - Sept. 30, 2020)	\$ 4,700,000	\$ 72,452,618*	\$ 77,152,618	15,209*		
FY19 (Oct.1, 2018 - Sept. 30, 2019)	\$ 4,964,868	\$ 88,496,219	\$ 93,461,087	16,149	18,386	113.85%
FY18 (Oct.1, 2017 - Sept. 30, 2018)	\$ 3,445,816	\$ 72,070,527	\$ 75,516,343	9,710	9,009	92.78%
FY17 (Oct.1, 2016 - Sept. 30, 2017)	\$ 3,553,411	\$ 63,332,684	\$ 66,886,095	9,915	10,824	109.17%
FY16 (Oct.1, 2015 - Sept. 30, 2016)	\$ 4,141,911	\$ 56,838,122	\$ 60,980,033	10,195	10,383	101.84%

\*initial contract amount

\*target will increase to 16,427 in February 2020

	Child Care Quality (CCQ) / Texas Rising Star (TRS) Activities		
	Quality Activities	Mentors	Total CCQ Contract
FY2020 (Oct.1, 2019 - Sept. 30, 2020)	\$ 850,000*	\$ 689,000	\$ 1,539,000
FY19 (Oct.1, 2018 - Sept. 30, 2019)	\$ 1,219,532	\$ 581,870	\$ 1,801,402
FY18 (Oct.1, 2017 - Sept. 30, 2018)	\$ 1,018,643	\$ 429,346	\$ 1,447,989
FY17 (Oct.1, 2016 - Sept. 30, 2017)	\$ 849,061	\$ 415,204	\$ 1,264,265
FY16 (Oct.1, 2015 - Sept. 30, 2016)	\$ 1,195,499	\$ 400,296	\$ 1,595,795

\*initial contract amount



**Consent Item – A**  
**Review and Approval of January 15, 2020 Minutes**

<b>Directors Present</b> Rebecca Acuna Alan Cohen Holly Crowder Cristina Criado Rolinda Duran Kevin Faulkner Lewis Fulbright Shannon Gray	<b>Directors Present (cont'd)</b> Gilbert Gerst, Past Chair Kellie Teal-Guess Carter Holston Dr. Joe May Robert Mong Bill O'Dwyer, Vice Chair Terrance Richardson, Treasurer Ellen Torbert, Chair Mark York	<b>Directors Absent</b> Richard Collins Magda Hernandez Ken Malcolmson Kerry McGeath Jason Oliver Niki Shah Michelle R. Thomas
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**MINUTES**

**Call To Order/Welcome**

Chair Ellen Torbert called the Board of Directors' meeting to order at 7:46 a.m. and welcomed everyone in attendance. A quorum was present.

**Public Comment** – None

**Declaration of Conflict of Interest** –Chair Ellen Torbert asked for Board of Directors' Declaration of Conflict of Interest on any of the Action Items: Rolinda Duran and Kevin Faulkner TWC and any state agency matters and Rebecca Acuna. Dr. Joe May on any DCCCD issues.

**Recognition of Board Director Service**

Chair Ellen Torbert and President Laurie Larrea thanked Angela Farley for her service to the Board.

**Closed Session with Attorney; Closed Meeting Pursuant to §551.071 Texas Open Meetings Act** - None

**Chairman's Comments**

Chair Ellen Torbert thanked everyone for their attendance. She also thanked Barnes & Thornburg LLP for providing accommodations this month.

Finance Committee Appointments – Carter Holston and Gilbert Gerst

**Consent Agenda**

**A. Approval of October 16, 2019 Meeting Minutes**

John Dickey, attorney for the board, noted modifications for the closed session. The minutes will be presented and recommended at the next meeting in February.

**B. Contracts & Purchases**

**I. Child Care Local Match**

The Board is required to secure local match funds to access the Federal dollars which are part of the total child care allocation to meet the State's target of average number of children served per day. These are also pass through funds to allow ChildCareGroup (CCG) to provide direct care to eligible children in Dallas County. As match is secured, the FY2020 Child Care Local Match funds in the amount of \$9,065,398 received from TWC will be added to CCG's contract as match. The 2020 fiscal year total amount of local match required to access the federal child care funds is **\$4,542,034**. Staff requested ratification of the local match agreements with Irving ISD and the City of Dallas in the amount of **\$1,275,000**. Staff continues to secure uncommitted funds and will bring additional partners for ratification in February. The table below represents the total amount of local match funds secured from the listed partners:

Local Match Partners	Local Amount	Federal Amount
Irving ISD	\$350,000	\$700,000
City of Dallas	\$450,000	\$900,000
Dallas County Community College District	\$475,000	\$950,000
<b>Total</b>	<b>\$1,275,000</b>	<b>\$2,075,000</b>

It was recommended that the Board give authorization to accept contributions for Local Match agreements as specified above with Irving ISD, City of Dallas, and the Dallas County Community College District as part of the CCG FY20 contract to provide direct care to eligible children in Dallas; and continue to accept commitments through January 31<sup>st</sup> for ratification in February.

## **II. ChildCareGroup (Child Care Assistance Services) Contract Amendment**

In October, Staff briefed the Board about the Department of Family and Protective Services (DFPS) funds, which are an indefinite quantity/indefinite delivery contract. These pass through funds allow ChildCareGroup to provide services to DFPS children enrolled in childcare. The Board has received those funds from Texas Workforce Commission. It is necessary to contract the funds in the amount of \$4,576,087 for direct care services and add to ChildCareGroup's existing FY2020 CCA contract, effective October 1, 2019.

It was recommended that the Board approve ratification to amend ChildCareGroup's existing FY2020 CCA contract with the DFPS funds in the amount of \$4,576,087 for services.

Gilbert Gerst made the motion to approve staff's recommendations on the Consent Agenda excluding the October 16, 2019 minutes. The motion passed with Rebecca Acuna seconding. Abstentions as noted.

## **Means, Ends and Expectations**

### **A. Financial Analysis**

Ashlee Verner, CFO referenced the Detail Expenditure Reports on Page 11 noting there are no issues to point out this month. Ms. Verner mentioned that the Board spent out the year end grants. In February, the board will bring back the carry over funds from prior year contracts and will add to ResCare and Childcare Group contracts. She also mentioned the January Audit committee meeting will include Presentation of Crow's 2019 Audit Plan, Presentation of 2020 Budget and 2020 Medical Insurance Renewal.

### **B. Performance Analysis**

Richard Perez, Research Manager, referenced Page 15 of the board packet and briefed the Board on Choices Full Work Rate and the Average No. Children Served Per day performance. Mr. Perez mentioned that ResCare will continue to work on their strategy for performance improvements.

### **C. Employment Engagement**

- **Infrastructure –**

Kent Andersen, Account Executive referenced Page 18 of the board packet. He briefed the board on the Regional Black Contractors Association Construction Workforce training update as of January 6, 2020. WFSDallas continues to support and monitor progress in the AEL Funded training program. Mr. Andersen noted that 64 workers trained, New Class of 20 begins on January 20<sup>th</sup>, 2020 which is the sixth class.

- **Advanced Manufacturing**

Steven Bridges, Account Executive referenced Page 18 of the board packet. He briefed the board on the November Hiring Red, White & You! 141 Employers attended the job fair, 354 job seekers, 61 Veterans, 1,659 interviews were conducted. 126 job offers and 36 Onsite Hires.

- **Retail Sector**

Lynn Hoffman, Sr. Innovation Strategist referenced Page 18 of the board packet. She briefed the board on the PATHS for Texas. On November 12<sup>th</sup>, WFSDallas board directors and staff were joined by Governor Greg Abbott, Walmart Foundation President, Kathleen McLaughlin, Secretary of State Ruth Hughs, County Judge Clay Jenkins, TWC Chairman and Commissioners and various Workforce Board Executive Directors to accept a statewide \$5.4 million current worker upskilling grant. She also gave an update of the Retail Pay\$ by the Numbers as of January 5, 2020.

- **Economic Snapshot**

Mario Castaneda, Research Analyst reference Page 21 of the board packet. He briefed the Board on Labor Force Statistics mentioning that the November unemployment rate in Dallas County is 3.2% and the number of unemployed residents, decreased by 166 compared to the previous month. He mentioned that middle skills occupations are in high demand and 3,020 announced layoffs in 2019.

Mario Castaneda continued briefing the board on the Dallas County Inland Port Transportation Management Association. This new nonprofit organization intends to develop transportation opportunities in the growing Dallas County Inland Port. The public launch took place at the Inland Port Transportation Symposium on Wednesday, December 18<sup>th</sup> at the University of North Texas. He continued with briefing the board on the Southern Dallas Inland Port Employer and Employee Survey which is a survey conducted by AECOM. The survey gathered critical data to help inform future service and mobility planning in the Inland Port. The study was administered between August and November identifying and met with area's largest employers. A total of 57 company surveys and 177 job fair survey were collected and analyzed for the study.

## **Contracts & Procurement**

### **A. Procurements**

#### **Workflow System & Document Management System**

In September, the Board authorized staff to interview the top two scoring proposals of the four proposals received in response to the Workflow System & Document Management System RFP issued on August 27, 2019. The deadline for all proposals to the RFP was September 16, 2019. The Board has interviewed DocuNav and Gallion Consulting for clarification on scope of services and budgets.

Organization Name	Proposed Software Solution System	Proposed Cost	Evaluation Score
Gallion Consulting, Allen TX	Rewrite of existing Workflow2 application – access using a modern, server-based REST (Representational State Transfer) protocol.	\$108,600.00	91.8
DocuNav, Frisco TX	Laserfiche Software Implementation	\$229,385.45	88.8
Stellar Services, Inc., New York, NY	OpenText Content Server	\$460,860.00	66.4
ImageSoft, Southfield, MI	Hyland Software's OnBase Enterprise Content Management (ECM) system	\$808,946.14	61.0

It was recommended that the Board give authorization to contract with Gallion Consulting to rewrite the existing Workflow2 application (currently in use/operation by ChildCareGroup) as outlined in the proposed scope of work at cost not-to-exceed \$108,600.00. The final software solution product developed/implemented will be owned by/licensed to the Workforce Solutions Greater Dallas.

Mark York made the motion to accept the above recommendation. The motion passed with Bill O'Dwyer seconding.

**Endorsement of External Grants and Partnerships**

Pending applications	Status	Program Overview
Texas Workforce Commission Skills Development Funds		Richland College – Garland Campus requested \$863,703 to offer training for 68 new hires and 363 current workers at six area manufacturers. New training includes: APICs Certified Production & Inventory Management for key supply chain personnel; Import/Export Techniques & Procedures; and software & sensory evaluation training.
Texas Workforce Commission Child Care Retention Strategies		Together4Children offers programs to improve the childcare work environments and increase staff retention through the development of Adaptive Leadership skills.

It was recommended that the Board give authorization to approve grant applications presented above.

Bill O'Dwyer made the motion to accept the above recommendations. The motion passed with Gilbert Gerst seconding. Abstentions as noted above.

**B. CONTRACTS AND AGREEMENTS**

**I. FY2020 ResCare Workforce Services (Workforce System Operations) Contract Amendment**

The incentive matrix for ResCare Workforce Services, Inc. is determined each year based upon the Board's performance targets set by Texas Workforce Commission and available funding. The proposed matrix remains the same as last year:

- the total amount set at risk is \$715,000;
- Employer Workforce Assistance will be determined at a later date by TWC due to the new WIT system implementation;
- Choices Full Work Rate at 50%; and
- Median Earnings Q2 Post Exit for Adult and DW are not part of the matrix due to no target set by TWC.

**Budget Period: October 1, 2019 – September 30, 2020**

Performance Measure	Performance Target	Percentage at Risk
Claimant Reemployment within 10 weeks	58.12%	4.00%
Employer Workforce Assistance	*TBD*	4.00%
Choices Full Work Rate - All Family	50.00%	50.00%
Employed/Enrolled Q2 Post Exit - All Participants	69.00%	5.00%
Employed/Enrolled Q2-Q4 Post Exit - All Participants	84.00%	5.00%
Median Earnings Q2 Post Exit - All Participants	\$5,425	5.00%
Credential Rate - All Participants	60.00%	0.00%

<b>Employed Q2 Post Exit - Adult</b>	77.40%	4.50%
<b>Employed Q4 Post Exit - Adult</b>	77.80%	4.50%
<b>Median Earnings Q2 Post Exit - Adult</b>		
<b>Credential Rate - Adult</b>	82.00%	4.50%
<b>Employed Q2 Post Exit - DW</b>	86.30%	4.50%
<b>Employed Q4 Post Exit - DW</b>	86.60%	4.50%
<b>Median Earnings Q2 Post Exit - DW</b>		
<b>Credential Rate - DW</b>	81.70%	4.50%
<b>Total</b>		100.00%

\*Profit not to exceed \$700,000 (WIOA Adult, WIOA DW, TANF and SNAP)

\*\*All incentives are payable only on cumulative September 2020 final (year-end) performance report.

MP = percent of target is within 5% of the target – earns 100% of the incentive percentage at risk.

*Non-Custodial Parent Profit Matrix*

<b>Performance Measure</b>	<b>Performance Target</b>	<b>Percentage at Risk</b>
<b>Obtained Employment Rate</b>	65.00%	50.00%
<b>Retained Employment Rate</b>	50.00%	50.00%
<b>Total</b>		<b>100.00%</b>

\*Profit not to exceed \$15,000

\*\*All incentives are payable only on cumulative September 2020 final (year-end) performance report.

MP = percent of target is within 5% of the target – earns 100% of the incentive percentage at risk.

It was recommended that the Board give authorization to amend the existing FY2020 ResCare's workforce system operations contract with the incentive matrices as presented above.

**II. PATHS (Pursuit of Advanced Training in High-Demand Skills) for Texas Grant**

**PATHS for Texas** will upskill 1200 incumbent workers in retail and other customer facing occupations. PATHS for Texas will mirror Retail Pays by providing online training as well as traditional classroom certifications. A distinct feature will be the development of the statewide **PATHS for Texas Gateway** portal to facilitate and standardize online learning (funded by the Texas Talent Connection grant from Texas Workforce Commission). The statewide project includes four (4) participating workforce boards and other subgrantees: Workforce Solutions Boards of Coastal Bend, Gulf Coast, North Texas, Rural Capital; and The Ray Marshall Center – UT Austin will evaluate project outcomes. The Board will contract with each of the sub grantees as follows:

- \$300,000 to Workforce Solutions of Coastal Bend;
- \$2,388,810 to Workforce Solutions of Gulf Coast;
- \$90,000 to Workforce Solutions of North Texas;
- \$600,000 to Workforce Solutions of Rural Capital; and
- \$248,000 to The Ray Marshall Center – UT Austin

It was recommended that the Board give authorization to contract with the subgrantees as presented above, effective January 1, 2020, terminating no later than March 31, 2020.

Correction: effective January 1, 2020 terminating no later than March 31, 2022 instead of March 31, 2020 date noted in the board packet.

Kellie Teal-Guess made the motion to approve the above two recommendations with noted correction. The motion passed with Rebecca Acuna seconding. Abstention Dr. Joe May and as noted above.

**President's Briefing**

**A. WIOA Alternative Funding Plan – adult and youth \$579,443**

The Board received funding for innovative strategies in serving adult and youth customers. The following specifies the activities and grant limits, that the Board previously approved.

<b>Program Activity</b>	<b>Administration</b>	<b>Program</b>	<b>Total</b>	<b>Participants Served</b>
<b>Externships for Teachers</b>	\$16,294	\$146,649	\$162,943	42 teachers

Working with ResCare, we will offer the school districts within our three largest cities the opportunity to fill the teacher externships (Dallas, Garland and Irving)				
<b>Women's Entrepreneurship Boot Camp</b> WFSDallas will procure an existing entrepreneurship boot camp to facilitate this project.	\$5,800	\$52,470	\$58,270	100 women
<b>Cohort Training</b> Relying on our relationship with DCCCD and the vendors on the Eligible Training Provider System, we can offer two cohorts on our highest demand in today's labor market.	\$35,800	\$322,380	\$358,180	30 participants

Youth Jobs Skills Initiative - \$521,000

TWC intends that selected boards target youth within the community who require education, training and career services that lead to economic self-sufficiency and opportunities for advancement. This is an opportunity for customizable service delivery strategies specific to the Dallas community. TWC identified boards with high concentrations of youth and UI claimants under that age of 24 who could benefit from additional training.

Participating youth will be provided with:

- Services leading to attainment of a secondary school diploma or recognized equivalent, or a recognized post-secondary credential;
- Preparation for post-secondary educational and training opportunities; or
- Academic or career and technical training that leads to the attainment of recognized post-secondary credentials.

Services are designed to prepare participating youth for job opportunities, aligning with in-demand opportunities in Dallas. **Boards are required to coordinate with local community-based programs to assist with recruitment and provide additional services to youth enrolled in the initiative.**

It was recommended that the Board give authorization of the tactical plan for both grants described above. Procurement will occur immediately and return to the board for implementation.

Kellie Teal-Guess made the motion to approve the above two recommendations. The motion passed with Holly Crowder seconding. Abstentions as noted above.

### C. POLICIES

#### Procurement Policy and Procedures

#### TWC Financial Manual for Grants and Contracts

The Texas Workforce Commission recently updated the Financial Manual for Grants and Contracts

(<https://twc.texas.gov/agency/financial-manual-grants-contracts>). According to the FMGC, Boards may establish a separate micro-purchase threshold of up to \$10,000 per purchase effective January 1, 2020.

WFSDallas will continue to follow the FMGC and follows the threshold amount updated in the FMGC at the time of purchase. All purchases must be reasonable, necessary, and allocable.

It was recommended that the Board give authorization to approve the above policy.

Gilbert Gerst made the motion to accept the above recommendation. The motion passed with Terrance Richardson seconding.

**C. Quality Assurance and Oversight** - No issues to discuss.

**General Discussion/Other Business** – None

Adjourn 9:11 a.m.

**Consent Item – A**  
**Review and Approval of Meeting Minutes October 16, 2019**

<b>Directors Present</b>	<b>Directors Present(cont'd)</b>	<b>Directors Absent</b>
Rebecca Acuna	Carter Holston	Magda Hernandez
Alan Cohen	Jim Krause	Lewis Fulbright
Holly Crowder	Robert Mong	Shannon Gray
Cristina Criado	Bill O'Dwyer, Vice Chair	Susan Hoff
Rolinda Duran	Ellen Torbert, Chair	Dr. Joe May
Angela Farley	Michelle R. Thomas	Kerry McGeath
Kevin Faulkner	Mark York	Jason Oliver
Gilbert Gerst, Past Chair		Terrance Richardson, Treasurer
Kellie Teal-Guess		Niki Shah

**MINUTES**

**Call To Order/Welcome**

Chair Ellen Torbert called the Board of Directors' meeting to order at 7:46 a.m. and welcomed everyone in attendance. A quorum was present.

**Closed Session with Attorney; Closed Meeting Pursuant to §551.071 Texas Open Meetings Act**

Convened at 7:48 a.m.

Reconvened at 8:14 a.m.

**Public Comment – None**

**Declaration of Conflict of Interest** –Chair Ellen Torbert asked for Board of Directors' Declaration of Conflict of Interest on any of the Action Items: Rolinda Duran and Kevin Faulkner TWC and any state agency matters and Rebecca Acuna.

**Chairman's Comments**

Chair Ellen Torbert thanked everyone for their attendance.

**Consent Agenda**

**A. Review and Approval of September 18, 2019 Meeting Minutes**

**B. Contracts & Purchases**

**Extension of PY19 Child Care Quality Contracts**

The Board received an amendment to the FY19 Child Care Quality grant from Texas Workforce Commission that extends through January 31, 2020. The current contracts with ChildCareGroup and DCCCD-Eastfield College for quality activities ends October 31, 2019.

It was recommended that the Board give authorization to extend the existing child care quality contracts with ChildCareGroup and DCCCD-Eastfield College through January 31, 2020.

Mark York made the motion to approve staff's recommendations on the Consent Agenda. The motion passed with Bill O'Dwyer seconding. Absentions as noted.

**Child Care Taskforce**

September 27, 2019, 1:00 p.m. – 3:00 p.m. – United Way of Metropolitan Dallas Headquarters

Taskforce Members Attended: Susan Hoff – Chair, Robert Mong, Jason Oliver, and Alan Cohen, invited guest Gretchen May.

Staff Attended: Laurie Bouillion Larrea – President and Demetria Robinson, Vice President

Meeting was called to order at 1:00 p.m. by the Taskforce Chair – Susan Hoff

**Taskforce Overview/Goals** – Ensure the Board has necessary information about the current CCA program, state requirements/local flexibility; Research CCA practices in other areas around the state; Conduct a SWOT (strengths, weaknesses, opportunities and threats) analysis of the CCA program; and Recommend short-and long-term goals and proposed strategies for the CCA program.

**High Level Overview of WFSDallas Childcare Services** – Demetria Robinson, Vice President, provided an overview to the Taskforce. SWOT Analysis – to be discussed at the next meeting.



**Means, Ends and Expectations**

**A. Financial Analysis**

Laurie Bouillion Larrea, President referenced the Detail Expenditure Reports on Pages 13-16 of the board packet and mentioned the board will have carryover money decided in January. Additionally, the board has new grants to procure which will be brought back in January.

**B. Performance Analysis**

President Larrea congratulated the team and contractors for making all measures. She also mentioned that throughout the state as only 6 Boards of the 28 met all measures.

**C. Employment Engagement**

President Larrea briefed the board on the following sectors:

- **Infrastructure** – President Larrea attended the Regional Black Contractors Association meeting. Employers are very interested in training for their employees.
- **Advanced Manufacturing**  
Dallas FAME Chapter. Dallas FAME (Federation for Advanced Manufacturing Education)
- **Retail Sector** – WFSDallas has not gone statewide.
- **Community Engagement** – Two job fairs, Dallas County Judge Clay Jenkins You're Hired! at Gilley's Dallas 539 job seekers attended, 2,998 interviewed, and 253 job offers. Senator Royce West 6<sup>th</sup> Annual D23 Goes 2 Work 524 job seekers attended with 69 employers, 2,194 interviews, 236 job offers, and 23 hired.
- **Economic Landscape** –The unemployment rate in Dallas County 3.5 with 105,000 new jobs added in 2019. Ms. Larrea continued with briefing the directors of current company layoffs and closings.

**Contracts & Procurement**

**A. Procurements and Endorsement of External Applications/Agreements**

Workflow Systems & Document Management RFP – At the September Board meeting, staff briefed the board on the Request for Proposals for Workflow Systems & Document Management. The readers reviewed the bids and selected the top two scoring providers for interviews. Analysis continues through Monday. If staff reaches a recommendation, this item will be a hand-out at the board meeting; if not, it will be recommended in January.

Pending application	Status	Program Overview
Resident Opportunities for Self Sufficiency	Pending	Dallas Housing Authority is seeking continued HUD funding for three service coordinators. The coordinators would service all of the public housing units in DHA's portfolio. WFSDallas would offer support through outreach and services to eligible families.
Texas Workforce Commission Family Child Care Networks	Pending	Education First Steps is applying to the Texas Workforce Commission for Family Childcare Network funds to offer quality childcare to family child care centers. The quality services would include; mentoring, webinars, and professional development.

It was recommended that the Board give authorization to approve grant applications as presented above.

Kellie Teal-Guess made the motion to accept the above recommendation. The motion passed with Rebecca Acuna seconding. Abstentions as noted.

**B. Contract Authorization**

**I. FY20 ResCare Workforce Services (Workforce Solutions Operations) Contract Amendment**

In September, the Board approved ResCare's FY20 contract for workforce system operations. At that time, the Board based the initial budget on prior year expenditure levels, planned allocations provided by the Board and actual grants received. The Board received additional grants from Texas Workforce Commission where planned allocations were slightly different. Staff requested to obligate these funds as presented below to ResCare's existing contract as following:

Grant	FY20 Initial 12-month Contract Budget	Proposed Modifications	Total Budget
Workforce Innovation and Opportunity Act – Adult 9 month budget/12-month operating	\$ 3,900,000		\$ 3,900,000
Workforce Innovation and Opportunity Act - Dislocated Worker 9 month budget/12-month operating	\$ 3,500,000		\$ 3,500,000
Workforce Innovation and Opportunity Act – Rapid Response	\$ 7,000		\$ 7,000



<i>Temporary Assistant to Needy Families*</i>	\$ 6,100,000		\$ 6,100,000
<b>SNAP E&amp;T</b>	\$ 802,511	<b>\$180,142</b>	\$ 982,653
<b>SNAP ABAWD</b>	\$ 326,071	<b>\$1,301</b>	\$ 327,372
<b>Non-Custodial Parent</b>	\$ 366,000	<b>\$14,644</b>	\$ 380,644
<b>Trade Adjustment Assistance</b>	\$ 500,000	<b>(\$150,000)</b>	\$ 350,000
<i>Wagner-Peyser Employment Services*</i>	\$ 135,000		\$ 135,000
<b>Reemployment Services and Eligibility Assessment</b>		<b>\$800,000</b>	\$ 800,000
Total Contract	\$15,636,582	<b>\$846,087</b>	\$16,482,669

*\*TANF and ES grants have not been received, and will be contracted contingent upon receipt of grant.*

It was recommended that the Board give authorization to amend ResCare's existing FY20 workforce system operations contract with the proposed modifications in the amount of \$846,087 as presented above.

## II. Child Care Local Match

After receipt of the child care local match grant from Texas Workforce Commission for FY2020, the total amount increased by 18,670 to \$9,084,068. The Board's fiscal year total amount of local match required to access the federal child care funds is \$4,542,034. The Board secured \$1,100,000 last month. Staff requested agreements with the following partners to secure additional local match funds in the amount of \$1,100,000 at this time. Staff continues to secure uncommitted funds and will bring additional partners for ratification in January. The table below represents the total amount of local match funds secured from the listed partners:

Local Match Partners	Local Amount	Federal Amount
University of North Texas Dallas	\$100,000	\$200,000
Dallas ISD	\$1,000,000	\$2,000,000
<b>Total</b>	<b>\$1,100,000</b>	<b>\$2,200,000</b>

It was recommended that the Board give authorization to accept contributions for Local Match agreements as specified above with University of North Texas Dallas, Dallas ISD, and Irving ISD as part of the CCG FY20 contract to provide direct care to eligible children in Dallas.

## III. Child Care Quality Contracts

The child care quality activities and services were procured in the Spring. We had several professional development activities and training opportunities that were approved that we continue to implement based upon the need of our child care providers. In addition, new contracts will be let with ChildCareGroup, DCCCD-Eastfield College, and Camp Fire of Texas, effective November 1, 2019 through October 31, 2020. These services will assist child care providers in enhancing their skills and quality of services provided to children in care and increasing the number of Texas Rising Star providers in Dallas County. Staff request letting new contracts with our existing child care quality providers effective November 1, 2019 contingent upon receipt of the Texas Workforce Commission grant as follows:

- \$1,539,000 to ChildCareGroup (\$850,000 for quality activities and \$689,000 for Mentor services)
- \$350,000 to DCCCD-Eastfield College
- \$75,000 to Camp Fire of Texas

It was recommended that the Board give authorization to let new child care quality contracts with ChildCareGroup, DCCCD-Eastfield College and Camp Fire of Texas as presented above, effective November 1, 2019 contingent upon receipt of grant from TWC.

Holly Crowder made the motion to accept staff's three above recommendation. The motion passed with Bill O'Dwyer seconding. Abstentions: Robert Mong and Rebecca Acuna.

## President's Briefing

### A. Leases

#### Carrollton Location

CBRE has located a potential site to relocate the Preston @ Alpha workforce center to 1505 Luna Road, Carrollton, Texas 75006. The center will be 16,000-18,000 square feet, with the actual based on final specifications from architect/space planning. The Board estimated that the cost would be between \$15.00 - \$17.00 per square foot with final costs pending architect and space planning.

#### Mesquite Location

CBRE is working with staff to identify an alternate location for the Mesquite workforce center. Staff will bring recommendations to the board for consideration in January.

It was recommended that the Board give authorization to continue to work with CBRE and initiate negotiations as appropriate for both locations. Lease recommendations will be presented to the board in January for approval and ratification.

## **B. Policy**

### **Reasonable Accommodation**

Policy CM0410, change 1 and procedures will be modified to comply with the Texas Workforce Commission's Workforce Innovation and Opportunity Act Section 188 Review Checklist.

### **UI Job Search**

A primary goal of the Texas Workforce Commission is to encourage claimants to obtain suitable work at the earliest possible opportunity. Since 2013, WFSDallas has required four weekly work searches based on the review of the local labor market. It is recommended to continue four weekly work searches for claimants. As a comparison, the Tarrant County Workforce Development Board requires three weekly work searches and the North Central Texas Workforce Development Board requires five weekly work searches.

### **Training Provider**

Policy T0108, change 9, will be modified to comply with the Texas Workforce Commission's WD Letter #14-19; as well as, recent modifications to the Eligible Training Provider system.

**WFSDallas' criteria for training providers and apprenticeship programs remains the same with one new modification, indicated below:**

- **Target occupation list** -training program must be on the target occupations list;
- **Demonstrative effectiveness**- minimum of one-year experience providing training to the general population;
- **Reasonableness of costs** - costs based on comparable training programs with all costs;
- **Maximum \$12,000 training cap** per participant unless otherwise necessary to meet the employment needs of our local community and training is not otherwise available. Classes may be considered on a case-by-case basis;
- Providers must offer an **employer recognized credential**;
- Providers must be **appropriately accredited** and provide documentation, includes exempt providers; and
- **Definition of Reasonable distance – 30-mile radius between the client's home and training (Dallas County). NEW**

**Continued Annual Performance reviews remains the same which includes:**

All – program completion rate 75%

All- entered employment 75%

All- average wage rate (at placement) \$13.59 (at-risk), and \$15.72 (dislocated worker)

### **Scholarship programs**

The Board approved/negotiated training cost on the Eligible Training Provider System is considered the maximum training cost allowable, excluding support services. The Board anticipate that PELL grant applications will be applied to negotiated expenses and/or supportive services. The cost of training as approved is the full cost of the training activity. All language will be incorporated in contractor policies, procedures and forms. No customer of the system shall be encouraged and/or required to provide additional funds, loans or grants that pay the training provider.

### **Veterans Day Holiday**

In 2019, Veterans Day occurs on a Monday. All state and federal government offices are closed in observance. This year, WFSDallas would like to close offices on the Monday holiday, allowing non-government employees to be off with pay on that day. Previously, offices have closed, but non-government contractors and board staff have created other work activity (in-service). The proceeding week features our Hiring Red White & You event which requires maximum output at all staffing levels. This year, we propose adding Veterans Day as a recognized holiday to the Workforce Solutions Greater Dallas approved holiday schedule.

### **Child Care Provider Reimbursement Rate and Parent Share of Cost Policy Update**

In August, staff provided an update to the Board on the status of our negotiations with Texas Workforce Commission in reference to the proposed provider reimbursement rates and parent share of cost for child care services. We were waiting for TWC to receive the results of the 2019 Market Rate Survey to continue our negotiations. Meanwhile, TWC staff was informed by US Health and Human Service partners that 32 states had been sanctioned for failing to pay at a level to guarantee equal access. As TWC stated, "while HHS would like to see states pay at the 75<sup>th</sup> percentile, they realized that it will take a long time to get to that level so they started by sanctioning states below the 25<sup>th</sup> percentile". Texas was not one of those states. In the meantime, TWC received a draft of the 2019 Market Rate Survey, and it showed significant increases in many rates around the state compared to 2017. This information resulted in TWC approving rates Statewide to the 30<sup>th</sup> Percentile of 2019 Market Rate Survey; and TRS rates based on the 75<sup>th</sup> Percentile as presented in the table below:

TWC made the rates effective October 1, 2019. The Board is concerned that the increased rates plus the prior year ramp up will be difficult to afford. We are scheduled for a call with TWC to discuss and will bring further details to the Board in January.

**Parent Co-Payment For Child Care Services**

As you may recall, the Texas Administrative Code, Title 40 Part 20 Chapter 809, Boards must establish a parent share of cost policy that assesses the parent share of cost. The Board have done this for a number of years. Based upon the conversation with TWC and current increases in rates, at this time, staff recommended no change to the existing parent share of cost policy number S0408, change 5 as presented in the board packet.

It was recommended that the Board give authorization to approve the policies presented above.

Mark York made the motion to approve the above recommendations. The motion passed with Kellie Teal-Guess seconding.

Abstentions: Rolinda Duran and Kevin Faulkner.

**C. Quality Assurance and Oversight**

No issues to discuss.

**General Discussion/Other Business – None**

Adjourn 9:11 a.m.

**October minutes have been amended to include the following language for the closed session:**

***Closed Executive Session - Consultation with Board Attorney; Executive Meeting Pursuant to §551.071, et al, of the Texas Open Meetings Act –***

*Executive Session Convened at 7:40 a.m.*

*Public Session Reconvened at 8:15 a.m.*

*The Board met in and concluded a closed executive session with the Board attorney pursuant to certain Sections of the Texas Government Code including, without limitation, 551.071 (Consultation with Attorney), 551.072 (Deliberations about Real Property), and 551.074 (Personnel Matters). Closed executive session discussion and briefing items related to two real property lease negotiations as well as potential relocation of a center, the receipt of notice of conclusion of investigation from the Department of Labor Civil Rights Center which found no reasonable cause establishing that Workforce Solutions Greater Dallas' discriminated against the complainant, and personnel related compensation/benefits matter.*

***Actions Pursuant to Closed Executive Session Discussion (reconvened session actions) –***

*The Board reconvened in public session and took no action on matters discussed in closed session.*

**Consent Agenda – Item B**  
**Contracts & Purchases**

**I. Child Care Local Match**

The Board is required to secure local match funds to access the Federal dollars which are part of the total child care allocation to meet the State’s target of average number of children served per day. These are also pass through funds to allow ChildCareGroup (CCG) to provide direct care to eligible children in Dallas County. As match is secured, the FY2020 Child Care Local Match funds of \$9,084,068 received from TWC will be added to CCG’s contract as match. The 2020 fiscal year total amount of local match required to access the federal child care funds is **\$4,542,034**. Staff request ratification of the local match agreements in the amount of **\$667,034**. The Board entered into a Memorandum of Understanding (MOU) with Workforce Solutions of Tarrant County to secure the remaining local match amount of \$517,034 for FY2020. These funds will be made available only after Tarrant County’s contributors have fully documented and secured the federal funds needed by WFSDallas to meet its commitment to Texas Workforce Commission. While we appreciate the continued partnership between the Boards, staff is committed to seeking additional partners to secure additional match funds for the coming year. The table below represents the total amount of local match funds secured from the listed partners:

<b>Local Match Partners</b>	<b>Local Amount</b>	<b>Federal Amount</b>
Dallas County Community College District – Amendment One	\$150,000	\$ 300,000
Workforce Solutions of Tarrant County MOU	\$517,034	\$1,034,068
<b>Total</b>	<b>\$667,034</b>	<b>\$1,334,068</b>

**RECOMMENDATION:** Board ratification to accept contributions for local match as specified above with the Dallas County Community College District for additional \$150,000 and \$517,034 from Workforce Solutions of Tarrant County. These funds are a part of the CCG FY2020 contract to provide direct care to eligible children in Dallas.

**II. Qnet Contract Amendment**

It is necessary to amend the existing FY2020 Qnet contract with additional funds in the amount of \$132,724 to cover the cost of additional services. The renovation of the Greenville Workforce Center, the disassembling of computer and server room equipment at the Southwest Center, and the build out of the new Redbird Workforce Center has been in progress for the past several months. The projects required additional services from our existing technology and computer services’ contractor, Qnet (new cabling, server configuration and install, new computer image and setup along with the breakdown of equipment). The total value of the contract after this amendment is \$392,724.

**RECOMMENDATION:** Board ratification to amend Qnet’s existing FY2020 contract with additional funds in the amount of \$132,724 to cover costs of additional services as presented above.

**Consent Agenda – Item C**

	Funded
	Pending
	Not Funded

**Endorsement of External Grants and Partnerships**

Pending applications	Status	Program Overview
Texas Workforce Commission - JET		WFSDallas offered support to the Lancaster ISD Electrical and Electronic Engineering Technician (Advanced Manufacturing) program.
Texas Workforce Commission – Early Learning Program		Together4Children will offer child care staff retention strategies through adaptive leadership.

**Previously Presented - Status**

Texas Workforce Commission Skills Development Funds		Richland College was awarded \$434,328 to a manufacturing consortium of Ecolab, InterCeramic, Marlow Industries, Sanden Vendo, and others. The grant will benefit 272 new and current workers.
Texas Workforce Commission Child Care Retention Strategies		Together4Children offers programs to improve the childcare work environments and increase staff retention through the development of Adaptive Leadership skills.
Resident Opportunities for Self Sufficiency		Dallas Housing Authority is seeking continued HUD funding for three service coordinators. The coordinators would serve all of the public housing units in DHA's portfolio. WFSDallas would offer support through outreach and services to eligible families.
Texas Workforce Commission Family Child Care Networks		Education First Steps is applying to the Texas Workforce Commission for Family Childcare Network funds to offer quality childcare to family child care centers. The quality services would include: mentoring, webinars, and professional development.

**RECOMMENDATION:** Board authorization to approve grant applications presented above.

**MEANS, ENDS AND EXPECTATIONS  
DETAIL EXPENDITURE REPORT  
December, 2019**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
5401-18	WIOA-YOUTH-PROGRAM	0618WOY000	6/30/2020	\$ 4,797,981.00	\$ 3,400,574.88	70.88%	75.00%	\$ 1,397,406.12	\$ 4,797,981.00	100.00%
	WIOA-YOUTH-ADMIN	0618WOY000	6/30/2020	\$ 533,109.00	\$ 340,775.33	63.92%	75.00%	\$ 340,775.33	\$ 340,775.33	63.92%
	<b>TOTAL YOUTH</b>			<b>\$ 5,331,090.00</b>	<b>\$ 3,741,350.21</b>	<b>70.18%</b>	<b>75.00%</b>	<b>\$ 1,397,406.12</b>	<b>\$ 5,138,756.33</b>	<b>96.39%</b>
5402-18	WIOA-ADULT-PROGRAM	0618WOA000	6/30/2020	\$ 4,749,233.40	\$ 4,344,463.17	91.48%	75.00%	\$ 404,770.23	\$ 4,749,233.40	100.00%
	WIOA-ADULT-ADMIN	0618WOA000	6/30/2020	\$ 527,692.60	\$ 473,919.86	89.81%	75.00%	\$ 473,919.86	\$ 473,919.86	89.81%
	<b>TOTAL ADULT</b>			<b>\$ 5,276,926.00</b>	<b>\$ 4,818,383.03</b>	<b>91.31%</b>	<b>75.00%</b>	<b>\$ 404,770.23</b>	<b>\$ 5,223,153.26</b>	<b>98.98%</b>
5403-18	WIOA-DISLOCATED -PROGRAM	0618WOD000	6/30/2020	\$ 4,066,583.00	\$ 3,511,891.97	86.36%	75.00%	\$ 554,690.63	\$ 4,066,582.60	100.00%
	WIOA-DISLOCATED-ADMIN	0618WOD000	6/30/2020	\$ 451,842.00	\$ 298,138.91	65.98%	75.00%	\$ 298,138.91	\$ 298,138.91	65.98%
	<b>TOTAL DISLOCATED WORKER</b>			<b>\$ 4,518,425.00</b>	<b>\$ 3,810,030.88</b>	<b>84.32%</b>	<b>75.00%</b>	<b>\$ 554,690.63</b>	<b>\$ 4,364,721.51</b>	<b>96.60%</b>
<b>TOTALS</b>				<b>\$ 15,126,441.00</b>	<b>\$ 12,369,764.12</b>	<b>81.78%</b>	<b>75.00%</b>	<b>\$ 2,356,866.98</b>	<b>\$ 14,726,631.10</b>	<b>97.36%</b>
5401-19	WIOA-YOUTH-PROGRAM	0619WOY001	6/30/2021	\$ 4,809,743.60	\$ 242,285.69	5.04%	25.00%	\$ 1,623,439.26	\$ 1,865,724.95	38.79%
	WIOA-YOUTH-ADMIN	0619WOY001	6/30/2021	\$ 534,415.40	\$ 12,371.84	2.32%	25.00%	\$ 12,371.84	\$ 12,371.84	2.32%
	<b>TOTAL YOUTH</b>			<b>\$ 5,344,159.00</b>	<b>\$ 254,657.53</b>	<b>4.77%</b>	<b>25.00%</b>	<b>\$ 1,623,439.26</b>	<b>\$ 1,878,096.79</b>	<b>35.14%</b>
5402-19	WIOA-ADULT-PROGRAM	0619WOA001	6/30/2021	\$ 4,773,321.40	\$ 670,236.90	14.04%	25.00%	\$ 2,695,233.19	\$ 3,365,470.09	70.51%
	WIOA-ADULT-ADMIN	0619WOA001	6/30/2021	\$ 530,368.60	\$ 97,556.64	18.39%	25.00%	\$ 97,556.64	\$ 97,556.64	18.39%
	<b>TOTAL ADULT</b>			<b>\$ 5,303,690.00</b>	<b>\$ 767,793.54</b>	<b>14.48%</b>	<b>25.00%</b>	<b>\$ 2,695,233.19</b>	<b>\$ 3,463,026.73</b>	<b>65.29%</b>
5403-19	WIOA-DISLOCATED -PROGRAM	0619WOD001	6/30/2021	\$ 4,209,140.70	\$ 330,108.69	7.84%	25.00%	\$ 2,383,615.96	\$ 2,713,724.65	64.47%
	WIOA-DISLOCATED-ADMIN	0619WOD001	6/30/2021	\$ 467,682.30	\$ 12,674.89	2.71%	25.00%	\$ 12,674.89	\$ 12,674.89	2.71%
	<b>TOTAL DISLOCATED WORKER</b>			<b>\$ 4,676,823.00</b>	<b>\$ 342,783.58</b>	<b>7.33%</b>	<b>25.00%</b>	<b>\$ 2,383,615.96</b>	<b>\$ 2,726,399.54</b>	<b>58.30%</b>
5416-19	<b>WIOA-Rapid Response</b>	0619WOR001	6/30/2020	\$ 55,943.00	\$ 15,160.00	27.10%	50.00%	\$ 7,000.00	\$ 22,160.00	39.61%
5406-19	<b>WIOA - Alternative Funding for Statewide Activity</b>	0619WAF001	8/31/2020	\$ 579,443.00	\$ -	0.00%	38.46%	\$ -	\$ -	0.00%
5408-19	<b>WOS - Youth Job Skills</b>	0619WOS002	8/31/2020	\$ 512,000.00	\$ 568.06	0.11%	38.46%	\$ -	\$ 568.06	0.11%
<b>TOTALS</b>				<b>\$ 16,472,058.00</b>	<b>\$ 1,380,962.71</b>	<b>8.38%</b>	<b>25.00%</b>	<b>\$ 6,709,288.41</b>	<b>\$ 8,090,251.12</b>	<b>49.11%</b>

**New Money**  
**Carryover Funds Available/Underspending**

**MEANS, ENDS AND EXPECTATIONS  
MONTHLY EXPENDITURE REPORT  
December, 2019**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
<b>WORKFORCE INNOVATION AND OPPORTUNITY ACT</b>										
	WIOA FORMULA FUNDS	0618 WIOA FUNDS	6/30/2019	\$ 15,126,441.00	\$ 12,369,764.12	81.78%	75.00%	\$ 2,356,866.98	\$ 14,726,631.10	97.36%
	WIOA FORMULA FUNDS	0619 WIOA FUNDS	6/30/2021	\$ 16,472,058.00	\$ 1,380,962.71	8.38%	25.00%	\$ 6,709,288.41	\$ 8,090,251.12	49.11%
7211-20	Resource Administration	0620RAG001	9/30/2020	\$ 4,674.00	\$ 1,167.87	24.99%	25.00%	\$ -	\$ 1,167.87	24.99%
6229-19	Trade Act Services	0619TRA000	12/31/2019	\$ 1,448,340.00	\$ 507,991.37	35.07%	N/A	\$ -	\$ 507,991.37	35.07%
6229-20	Trade Act Services	0620TRA001	8/31/2020	\$ 478,716.00	\$ -	0.00%	N/A	\$ 304,323.84	\$ 304,323.84	63.57%
6239-20	Reemployment Services and Eligibility Assessment	0620REA001	12/31/2020	\$ 1,261,021.00	\$ 124,315.63	9.86%	20.00%	\$ 692,258.05	\$ 816,573.68	64.75%
<b>WIOA TOTALS</b>	<b>Totals</b>			<b>\$ 34,791,250.00</b>	<b>\$ 14,384,201.70</b>	<b>41.34%</b>		<b>\$ 10,062,737.28</b>	<b>\$ 24,446,938.98</b>	<b>70.27%</b>
<b>WAGNER-PEYSER EMPLOYMENT SERVICE</b>										
6223-19	Employment Services	0619WPA000	12/31/2019	\$ 633,633.00	\$ 633,633.00	100.00%	100.00%	\$ -	\$ 633,633.00	100.00%
6223-20	Employment Services	0620WPA001	12/31/2020	\$ 732,000.00	\$ 46,559.72	6.36%	20.00%	\$ 93,665.59	\$ 140,225.31	19.16%
6231-19	Wagner-Peyser Employment Services Reimbursement Fee	0619WPA001	12/31/2019	\$ 10,980.00	\$ 10,980.00	100.00%	100.00%	\$ -	\$ 10,980.00	100.00%
6228-18	TX Talent Connection	0618WPB001	5/31/2020	\$ 98,945.00	\$ 11,787.93	11.91%	75.00%	\$ 24,601.25	\$ 36,389.18	36.78%
6228-20	PATHS	0620WPB001	11/30/2020	\$ 250,000.00	\$ -	0.00%	8.33%	\$ -	\$ -	0.00%
6625-19	WCI- Red, White, and You	0619WCI000	1/31/2020	\$ 51,200.00	\$ 51,200.00	100.00%	93.75%	\$ -	\$ 51,200.00	100.00%
6625-19	WCI- Child Care Conference	0619WCI000	1/31/2020	\$ 1,623.00	\$ 1,287.39	79.32%	93.75%	\$ -	\$ 1,287.39	79.32%
6625-19	WCI- TVLP Operating Grant Activities	0619WCI000	1/31/2020	\$ 8,584.00	\$ 8,584.00	100.00%	93.75%	\$ -	\$ 8,584.00	100.00%
6625-19	WCI- Foster Care Youth Conference	0619WCI000	1/31/2020	\$ 739.00	\$ 739.00	100.00%	93.75%	\$ -	\$ 739.00	100.00%
6625-19	WCI- Careers in TX Industry Week/Youth Career Fairs	0619WCI000	1/31/2020	\$ 50,000.00	\$ 50,000.00	100.00%	93.75%	\$ -	\$ 50,000.00	100.00%
6225-20	WCI- Red, White, and You	0620WCI001	9/30/2020	\$ 51,200.00	\$ 26,802.90	52.35%	25.00%	\$ -	\$ 26,802.90	52.35%
6225-20	WCI- Child Care Conference	0620WCI001	9/30/2020	\$ 1,623.00	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
6225-20	WCI- TVLP Operating Grant Activities	0620WCI001	9/30/2020	\$ 9,013.00	\$ 2,253.24	25.00%	25.00%	\$ -	\$ 2,253.24	25.00%
6225-20	WCI- Foster Care Youth Conference	0620WCI001	9/30/2020	\$ 739.00	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
6225-20	WCI- Careers in TX Industry Week/Youth Career Fairs	0620WCI001	9/30/2020	\$ 50,000.00	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
<b>E.S.TOTALS</b>	<b>Totals</b>			<b>\$ 1,950,279.00</b>	<b>\$ 843,827.18</b>	<b>43.27%</b>		<b>\$ 118,266.84</b>	<b>\$ 962,094.02</b>	<b>49.33%</b>
<b>FOOD STAMP EMPLOYMENT AND TRAINING</b>										
2266-20	Suppl. Nutrition Assistance Program	0620SNE001	9/30/2020	\$ 1,735,973.00	\$ 384,558.76	22.15%	25.00%	\$ 997,238.51	\$ 1,381,797.27	79.60%
<b>SNAP TOTALS</b>	<b>Totals</b>			<b>\$ 1,735,973.00</b>	<b>\$ 384,558.76</b>	<b>22.15%</b>		<b>\$ 997,238.51</b>	<b>\$ 1,381,797.27</b>	<b>79.60%</b>
<b>TEMPORARY ASSISTANCE FOR NEED FAMILIES</b>										
2243-20	Noncustodial Parent Choices Program	0620NCP001	9/30/2020	\$ 455,220.00	\$ 79,646.96	17.50%	25.00%	\$ 315,603.28	\$ 395,250.24	86.83%
2245-19	Temporary Assistance for Needy Families	0619TAF000	10/31/2019	\$ 8,162,248.00	\$ 8,162,248.00	100.00%	100.00%	\$ -	\$ 8,162,248.00	100.00%
2245-20	Temporary Assistance for Needy Families	0620TAF001	10/31/2020	\$ 8,583,673.00	\$ 1,204,840.62	14.04%	23.08%	\$ 4,588,663.48	\$ 5,793,504.10	67.49%



**MEANS, ENDS AND EXPECTATIONS  
MONTHLY EXPENDITURE REPORT  
December, 2019**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations	
<b>TANF -TOTALS</b>	<b>Totals</b>			<b>\$ 17,201,141.00</b>	<b>\$ 9,446,735.58</b>	<b>54.92%</b>		<b>\$ 4,904,266.76</b>	<b>\$ 14,351,002.34</b>	<b>83.43%</b>	
	<b>CHILD CARE SERVICES</b>										
1275-19	CCF CCMS CHILD CARE	0619CCF000	12/31/2019	\$ 62,111,477.72	\$ 62,111,477.72	100.00%	100.00%	\$ -	\$ 62,111,477.72	100.00%	
1275-20	CCF CCMS CHILD CARE	0620CCF001	12/31/2020	\$ 80,100,779.00	\$ 18,402,353.88	22.97%	20.00%	\$ 46,370,744.30	\$ 64,773,098.18	80.86%	
1276-19	CHILD CARE ATTENDANCE AUTOMATION	0619CAA000	11/30/2019	\$ 492,667.00	\$ 489,048.04	99.27%	100.00%	\$ -	\$ 489,048.04	99.27%	
1276-20	CHILD CARE ATTENDANCE AUTOMATION	0620CAA001	11/30/2020	\$ 457,667.00	\$ 145,717.92	31.84%	25.00%	\$ 311,949.08	\$ 457,667.00	100.00%	
1271-19	CCM CCMS LOCAL INITIATIVE	0619CCM000	12/31/2019	\$ 9,095,613.00	\$ 9,089,067.14	99.93%	100.00%	\$ 6,545.86	\$ 9,095,613.00	100.00%	
1271-20	CCM CCMS LOCAL INITIATIVE	0620CCM001	12/31/2020	\$ 9,084,068.00	\$ -	0.00%	20.00%	\$ 7,750,000.00	\$ 7,750,000.00	85.31%	
1272-19	CHILD CARE DFPS	0619CCP000	8/31/2019	\$ 6,661,000.00	\$ 5,976,755.42	89.73%	100.00%	\$ -	\$ 5,976,755.42	89.73%	
1272-20	CHILD CARE DFPS	0620CCP001	8/31/2020	\$ 5,417,400.00	\$ 1,613,303.58	29.78%	33.33%	\$ 3,580,185.45	\$ 5,193,489.03	95.87%	
1274-19	CHILD CARE QUALITY	0619CCQ000	4/30/2020	\$ 2,868,260.00	\$ 2,416,712.09	84.26%	93.75%	\$ 399,515.91	\$ 2,816,228.00	98.19%	
1274-20	CHILD CARE QUALITY	0620CCQ001	10/31/2020	\$ 2,318,337.00	\$ -	0.00%	23.08%	\$ 2,024,000.00	\$ 2,024,000.00	87.30%	
<b>CHILD CARE -TOTALS</b>	<b>Totals</b>			<b>\$ 178,607,268.72</b>	<b>\$ 100,244,435.79</b>	<b>56.13%</b>		<b>\$ 60,442,940.60</b>	<b>\$ 160,687,376.39</b>	<b>89.97%</b>	
	<b>STATE OF TEXAS</b>										
7230-18	Adult Education and Literacy	0618ALA000	6/30/2020	\$ 8,042,155.00	\$ 7,870,832.17	97.87%	100.00%	\$ -	\$ 7,870,832.17	97.87%	
7230-19	Adult Education and Literacy	0618ALAB00	6/30/2020	\$ 7,724,577.00	\$ 3,549,585.63	45.95%	50.00%	\$ 3,283,196.92	\$ 6,832,782.55	88.46%	
7233-19	AEL - PQI - Local Performance Quality Improvement	0619PQI001	12/31/2019	\$ 30,000.00	\$ 30,000.00	100.00%	100.00%	\$ -	\$ 30,000.00	100.00%	
	<b>Totals</b>			<b>\$ 15,796,732.00</b>	<b>\$ 11,450,417.80</b>	<b>72.49%</b>		<b>\$ 3,283,196.92</b>	<b>\$ 14,733,614.72</b>	<b>93.27%</b>	
	<b>GRAND TOTALS</b>			<b>\$ 250,082,643.72</b>	<b>\$ 136,754,176.81</b>	<b>54.68%</b>		<b>\$ 79,808,646.91</b>	<b>\$ 216,562,823.72</b>	<b>86.60%</b>	
	<b>STATE OF TEXAS - Contracts</b>										
7352-19	Summer Earn and Learn	3019VRS213-1	1/31/2020	\$ 602,868.63	\$ 444,761.22	73.77%	91.67%	\$ -	\$ 444,761.22	73.77%	
7353-18	Student Hireability Navigator	3018VRS135-YR 1	8/31/2019	\$ 205,404.92	\$ 177,078.05	86.21%	100.00%	\$ -	\$ 177,078.05	86.21%	
7353-19	Student Hireability Navigator	3018VRS135-YR 2	8/31/2020	\$ 200,000.00	\$ 40,660.19	20.33%	33.33%	\$ -	\$ 40,660.19	20.33%	
7354-18	Wage Services for Paid Work Experience	3018VRS173	8/31/2021	\$ 450,000.00	\$ 79,720.55	17.72%	50.00%	\$ 122,779.45	\$ 202,500.00	45.00%	
7500-20	Infrastructure Support Services and Shared Cost	0619COL000	8/31/2019	\$ 540,344.23	\$ 359,139.18	66.46%	33.33%	\$ -	\$ 359,139.18	66.46%	
	<b>Totals</b>			<b>\$ 1,998,617.78</b>	<b>\$ 1,101,359.19</b>	<b>55.11%</b>		<b>\$ 122,779.45</b>	<b>\$ 1,224,138.64</b>	<b>61.25%</b>	
	<b>PRIVATE</b>										
7246-20	Texas Veterans Commission	TVC	9/30/2020	\$ 165,700.00	\$ 24,719.35	14.92%	25.00%	\$ -	\$ 24,719.35	14.92%	
8515-18	100K Opportunities Initiative	Philanthropic Trust	3/31/2020	\$ 250,000.00	\$ 52,954.10	21.18%	83.33%	\$ 50,822.74	\$ 103,776.84	41.51%	
8525-18	Retail Pipeline Project (Retail Pays)	Walmart Foundation	12/1/2020	\$ 1,771,576.00	\$ 1,109,033.21	62.60%	69.70%	\$ 346,624.72	\$ 1,455,657.93	82.17%	
8535-19	Walmart Statewide - PATHS	Walmart Foundation	5/16/2022	\$ 5,454,750.00	\$ 27,480.24	0.50%	29.17%	\$ 3,626,810.00	\$ 3,654,290.24	66.99%	
	<b>Totals</b>			<b>\$ 7,642,026.00</b>	<b>\$ 1,214,186.90</b>	<b>15.89%</b>		<b>\$ 4,024,257.46</b>	<b>\$ 5,238,444.36</b>	<b>68.55%</b>	

**Workforce Solutions Greater Dallas**  
 Statements of Financial Position (Unaudited)  
 December 31, 2019 and December 31, 2018

	<u>12/31/2019</u>	<u>12/31/2018</u>
	<u>(Unaudited)</u>	<u>(Audited)</u>
<b>ASSETS</b>		
Cash	\$ 9,479,572	9,367,802
Grants receivable	13,793,880	8,982,472
Advances and other receivables	61,693	50,364
Prepaid expenses	391,542	176,980
Investment	—	—
Equipment, net	5,926	5,926
Total assets	<u>\$ 23,732,613</u>	<u>18,583,544</u>
<b>LIABILITIES AND NET ASSETS</b>		
Accounts payable and accrued liabilities	\$ 15,527,441	12,171,584
Employee benefits payable	187,915	382,411
Deferred revenue	4,146,044	4,146,045
Total liabilities	<u>19,861,400</u>	<u>16,700,040</u>
Net Assets		
Net assets without donor restrictions	1,039,105	479,074
Net assets with donor restrictions	2,832,108	1,404,430
Total net assets	<u>3,871,213</u>	<u>1,883,504</u>
Total liabilities and net assets	<u>\$ 23,732,613</u>	<u>18,583,544</u>

**Workforce Solutions Greater Dallas**  
 Statements of Activities (Unaudited)  
 Period ended December 31, 2019 and December 31, 2018

	<u>12/31/2019 (Unaudited)</u>			<u>12/31/2018 (Audited)</u>		
	<u>Without Donor</u>	<u>With Donor</u>	<u>Total</u>	<u>Without</u>	<u>With Donor</u>	<u>Total</u>
	<u>Restrictions</u>	<u>Restrictions</u>		<u>Donor</u>	<u>Restrictions</u>	
<b>Revenues and other support:</b>						
Revenues from grants and contracts	133,712,784	1,972,520	135,685,304	97,132,014	1,404,430	98,536,444
Other	63,217	—	63,217	224,637	—	224,637
Income from investments:						
Dividends & interest	15,189	—	15,189	19,525	—	19,525
Net realized/unrealized gain	—	—	—	—	—	—
Net assets released from restrictions	544,842	(544,842)	—	184,586	(184,586)	—
Total revenues and other support	<u>134,336,032</u>	<u>1,427,678</u>	<u>135,763,710</u>	<u>97,560,762</u>	<u>1,219,844</u>	<u>98,780,606</u>
<b>Expenses:</b>						
Direct program services	130,473,942	—	130,473,942	93,994,039	—	93,994,039
Administration	3,302,059	—	3,302,059	3,409,110	—	3,409,110
Employee benefits	—	—	—	—	—	—
Total expenses	<u>133,776,001</u>	<u>—</u>	<u>133,776,001</u>	<u>97,403,149</u>	<u>—</u>	<u>97,403,149</u>
Change in net assets	560,031	1,427,678	1,987,709	157,613	1,219,844	1,377,457
Net assets, beginning of year	479,074	1,404,430	1,883,504	321,461	184,586	506,047
<b>Net assets, end of period</b>	<u>\$ 1,039,105</u>	<u>\$ 2,832,108</u>	<u>\$ 3,871,213</u>	<u>\$ 479,074</u>	<u>\$ 1,404,430</u>	<u>\$ 1,883,504</u>

# BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods\*

BOARD NAME: **DALLAS**

**FINAL RELEASE**  
As Originally Published 2/4/2020  
**DECEMBER 2019 REPORT**

Status Summary		With Positive Performance (+P):	Meeting Performance (MP):	With Negative Performance (-P):	% +P & MP											
Contracted Measures		4	10	1	93.33%											
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes																

## Reemployment and Employer Engagement Measures

TWC 1	Claimant Reemployment within 10 Weeks	n/a	n/a	n/a	58.12%	N/L	N/L	57.79%	N/L	N/L	N/L	N/L	N/L	7/19	9/19
1	# of Employers Receiving Workforce Assistance	N/L	N/L	----	----	N/L	N/L	11,033	N/L	N/L	N/L	N/L	N/L	10/19	12/19

1. In August 2019, TWC implemented a replacement for its WorkInTexas.com online labor exchange system. Unfortunately, TWC is currently unable to connect data across the old and new systems, which prevents us from accurately reporting performance at this time. When the issue is resolved, we will begin reporting this measure again.

## Program Participation Measures

TWC 1	Choices Full Work Rate - All Family Total	-P	93.08%	50.00%	50.00%	46.54%	50.27%	44.75%	197	424	46.54%				10/19	12/19
TWC 2	Avg # Children Served Per Day - Combined	+P	116.11%	15,209	15,209	17,659	14,642	11,424	1,165,482	66	17,659				10/19	12/19

2. On 1/7/2020, the Commission approved updated CC targets which will begin to be displayed and used for Measure Status with the February MPR. The one exception was with North Central which had a voluntary deobligation which reduced their target and which has been updated for the December MPR.

## WIOA Outcome Measures

LBB-K	Employed/Enrolled Q2 Post Exit – C&T Participants	MP	100.04%	69.00%	69.00%	69.03%	70.30%	70.25%	24,004	34,773	69.43%	68.61%			7/18	12/18
LBB-K	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	MP	101.17%	84.00%	84.00%	84.98%	84.86%	84.67%	21,210	24,958	85.44%	84.54%			1/18	6/18
TWC	Median Earnings Q2 Post Exit – C&T Participants	+P	114.52%	\$5,425.00	\$5,425.00	\$6,212.97	\$5,497.44	\$5,283.93	n/a	22,632	\$5,873.15	\$6,667.32			7/18	12/18
LBB-K	Credential Rate – C&T Participants	+P	128.82%	60.00%	60.00%	77.29%	74.63%	72.20%	279	361	80.61%	74.49%			1/18	6/18
DOL-C	Employed Q2 Post Exit – Adult	MP	91.24%	77.40%	77.40%	70.62%	73.30%	71.00%	125	177	70.54%	70.77%			7/18	12/18
DOL-C	Employed Q4 Post Exit – Adult	MP	90.48%	77.80%	77.80%	70.39%	69.88%	70.55%	126	179	71.25%	69.70%			1/18	6/18
DOL-C	Median Earnings Q2 Post Exit – Adult	---	----	----	----	\$5,181.97	\$6,385.18	\$4,969.23	n/a	125	\$5,096.63	\$6,451.80			7/18	12/18
DOL-C	Credential Rate – Adult	MP	105.61%	82.00%	82.00%	86.60%	80.00%	80.35%	84	97	89.58%	83.67%			1/18	6/18
DOL-C	Employed Q2 Post Exit – DW	MP	96.32%	86.30%	86.30%	83.12%	87.24%	83.82%	128	154	79.45%	86.42%			7/18	12/18
DOL-C	Employed Q4 Post Exit – DW	MP	95.68%	86.60%	86.60%	82.86%	87.82%	83.85%	87	105	82.86%	82.86%			1/18	6/18
DOL-C	Median Earnings Q2 Post Exit – DW	---	----	----	----	\$9,769.63	\$9,111.55	\$9,232.00	n/a	128	\$8,774.85	\$11,017.11			7/18	12/18

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.

# BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods\*

BOARD NAME: **DALLAS**

*FINAL RELEASE*  
As Originally Published 2/4/2020  
**DECEMBER 2019 REPORT**

Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes															

## WIOA Outcome Measures

DOL-C	Credential Rate – DW	MP	90.06%	81.70%	81.70%	73.58%	73.74%	79.63%	<u>39</u> 53	87.50%	67.57%			1/18	6/18
DOL-C	Employed/Enrolled Q2 Post Exit – Youth	MP	96.54%	73.20%	73.20%	70.67%	72.96%	69.29%	<u>200</u> 283	70.13%	71.32%			7/18	12/18
DOL-C	Employed/Enrolled Q4 Post Exit – Youth	MP	97.20%	72.50%	72.50%	70.47%	71.01%	71.03%	<u>210</u> 298	70.86%	70.07%			1/18	6/18
DOL-C	Credential Rate – Youth	+P	124.93%	65.10%	65.10%	81.33%	66.13%	73.50%	<u>61</u> 75	80.56%	82.05%			1/18	6/18

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.

# AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

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

FINAL RELEASE

As Originally Published 2/4/2020

DECEMBER 2019 REPORT

Green = +P    White = MP    Yellow = MP but At Risk    Red = -P

Board	Reemployment and Employer Engagement		Participation		WIOA Outcome Measures															Total Measures			
			Choices Full Work Rate-All Family Total	Avg # Children Svd Per Day-Combined	C&T Participants				Adult				DW				Youth			+P	MP	-P	% MP & +P
	Empl/Enrolled Q2 Post-Exit	Empl/Enrolled Q2-Q4 Post-Exit			Median Earnings Q2 Post-Exit	Credential Rate	Employ-ed Q2 Post-Exit	Employ-ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employ-ed Q2 Post-Exit	Employ-ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Empl/Enrolled Q2 Post-Exit	Empl/Enrolled Q4 Post-Exit	Credential Rate						
	Clmnt ReEmpl within 10 Weeks	Emplrs Rcvg Wkfc Assist	Empl/Enrolled Q2 Post-Exit	Empl/Enrolled Q2-Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employ-ed Q2 Post-Exit	Employ-ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Employ-ed Q2 Post-Exit	Employ-ed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Empl/Enrolled Q2 Post-Exit	Empl/Enrolled Q4 Post-Exit	Credential Rate	+P	MP	-P	% MP & +P		
Alamo	n/a	n/a	116.76%	111.53%	103.22%	102.83%	118.72%	129.63%	99.91%	98.18%	n/a	99.25%	93.24%	95.38%	n/a	105.91%	95.63%	98.41%	96.82%	4	11	0	100%
Borderplex	n/a	n/a	101.42%	105.41%	98.29%	100.44%	108.61%	127.37%	99.75%	102.02%	n/a	110.29%	105.21%	91.81%	n/a	87.64%	96.70%	101.30%	155.67%	5	9	1	93%
Brazos Valley	n/a	n/a	91.30%	96.47%	99.94%	99.79%	118.58%	134.15%	99.59%	90.49%	n/a	86.16%	114.68%	105.68%	n/a	131.58%	109.28%	83.01%	133.33%	5	7	3	80%
Cameron	n/a	n/a	94.86%	125.03%	110.45%	101.11%	122.35%	139.20%	95.44%	103.52%	n/a	100.38%	101.70%	69.44%	n/a	111.11%	96.09%	93.56%	89.58%	5	7	3	80%
Capital Area	n/a	n/a	122.50%	113.04%	105.51%	104.27%	109.70%	126.77%	97.10%	93.36%	n/a	111.61%	92.91%	95.71%	n/a	115.20%	115.77%	104.40%	100.47%	8	7	0	100%
Central Texas	n/a	n/a	121.24%	111.06%	96.03%	100.42%	120.25%	98.13%	98.49%	99.66%	n/a	133.51%	105.32%	91.27%	n/a	102.66%	94.03%	88.85%	55.64%	4	9	2	87%
Coastal Bend	n/a	n/a	97.60%	111.70%	104.03%	102.64%	127.58%	90.22%	110.15%	87.12%	n/a	85.86%	95.32%	101.40%	n/a	102.96%	99.45%	93.94%	94.20%	3	9	3	80%
Concho Valley	n/a	n/a	78.02%	106.73%	103.61%	101.55%	108.00%	139.63%	94.02%	103.96%	n/a	96.43%	126.26%	83.74%	n/a	112.99%	112.86%	85.11%	149.25%	7	5	3	80%
Dallas	n/a	n/a	93.08%	116.11%	100.04%	101.17%	114.52%	128.82%	91.24%	90.48%	n/a	105.61%	96.32%	95.68%	n/a	90.06%	96.54%	97.20%	124.93%	4	10	1	93%
Deep East	n/a	n/a	101.36%	99.95%	104.00%	100.51%	124.60%	143.30%	91.00%	88.99%	n/a	63.45%	86.54%	91.83%	n/a	114.33%	94.71%	101.29%	95.38%	3	9	3	80%
East Texas	n/a	n/a	95.88%	97.18%	104.29%	102.80%	123.56%	126.63%	102.44%	96.03%	n/a	89.49%	99.77%	99.80%	n/a	105.26%	112.63%	98.93%	107.39%	3	11	1	93%
Golden Cresce	n/a	n/a	102.24%	102.43%	109.35%	105.38%	121.81%	124.45%	96.07%	103.14%	n/a	100.99%	103.60%	103.74%	n/a	93.99%	n/a	122.72%	152.44%	6	8	0	100%
Gulf Coast	n/a	n/a	97.96%	98.68%	96.17%	99.17%	108.10%	106.25%	96.14%	92.42%	n/a	90.82%	86.69%	81.33%	n/a	78.21%	92.13%	103.84%	124.55%	3	9	3	80%
Heart of Texas	n/a	n/a	124.00%	101.91%	101.99%	101.35%	122.00%	97.70%	119.76%	125.63%	n/a	97.87%	101.51%	93.17%	n/a	83.33%	115.68%	89.13%	72.51%	5	7	3	80%
Lower Rio	n/a	n/a	111.68%	117.26%	109.03%	99.39%	110.07%	128.65%	97.68%	98.45%	n/a	102.14%	100.11%	101.01%	n/a	99.41%	96.23%	97.20%	75.88%	5	9	1	93%
Middle Rio	n/a	n/a	97.66%	108.33%	102.71%	95.44%	112.03%	149.67%	100.78%	95.91%	n/a	80.78%	118.06%	95.23%	n/a	111.11%	95.79%	99.20%	143.47%	6	8	1	93%
North Central	n/a	n/a	99.52%	95.78%	99.36%	103.10%	119.57%	123.38%	94.53%	99.15%	n/a	75.85%	98.32%	94.95%	n/a	102.80%	99.40%	106.50%	108.35%	2	12	1	93%
North East	n/a	n/a	112.78%	112.93%	100.74%	102.93%	114.13%	119.85%	116.55%	105.73%	n/a	117.79%	83.22%	113.27%	n/a	74.08%	96.95%	90.29%	97.61%	7	6	2	87%
North Texas	n/a	n/a	104.12%	105.09%	100.10%	102.40%	106.26%	138.88%	99.41%	102.16%	n/a	126.10%	125.00%	55.56%	n/a	114.03%	119.76%	108.55%	126.90%	8	6	1	93%
Panhandle	n/a	n/a	128.00%	105.31%	104.93%	102.73%	111.29%	131.37%	112.82%	98.23%	n/a	91.18%	110.48%	112.58%	n/a	120.05%	92.44%	117.42%	90.65%	9	6	0	100%
Permian Basin	n/a	n/a	68.74%	104.32%	106.28%	101.14%	107.71%	127.45%	78.34%	75.93%	n/a	90.58%	120.63%	103.70%	n/a	87.30%	119.76%	122.55%	0.00%	6	4	5	67%
Rural Capital	n/a	n/a	111.78%	106.20%	103.36%	105.51%	121.59%	128.83%	102.17%	99.37%	n/a	111.86%	102.97%	102.55%	n/a	111.11%	99.17%	88.51%	102.88%	7	7	1	93%
South Plains	n/a	n/a	94.58%	109.37%	104.01%	100.38%	110.03%	139.45%	100.17%	109.57%	n/a	88.56%	119.24%	100.00%	n/a	111.11%	119.76%	122.72%	108.06%	7	6	2	87%
South Texas	n/a	n/a	115.18%	105.20%	96.91%	100.55%	99.74%	142.85%	101.01%	113.90%	n/a	111.86%	114.42%	111.73%	n/a	131.58%	123.29%	103.34%	138.70%	10	5	0	100%
Southeast	n/a	n/a	93.88%	105.08%	106.72%	100.90%	109.56%	128.20%	101.99%	109.25%	n/a	92.09%	98.32%	108.27%	n/a	131.23%	101.45%	101.79%	109.05%	5	9	1	93%
Tarrant	n/a	n/a	89.62%	102.42%	100.75%	102.14%	123.90%	132.37%	95.99%	93.12%	n/a	91.22%	89.50%	99.31%	n/a	82.62%	88.17%	85.37%	97.64%	2	8	5	67%
Texoma	n/a	n/a	119.24%	99.41%	103.70%	102.37%	107.80%	142.42%	98.19%	108.55%	n/a	111.69%	114.42%	111.11%	n/a	120.00%	105.68%	92.97%	108.79%	7	8	0	100%
West Central	n/a	n/a	102.20%	111.19%	97.35%	100.48%	118.17%	98.48%	82.55%	93.98%	n/a	105.32%	108.84%	54.75%	n/a	n/a	106.26%	100.18%	0.00%	2	9	3	79%
+P	0	0	10	18	6	2	27	24	4	2	0	8	9	4	0	13	8	4	9	148			
MP	0	0	10	10	22	26	1	3	22	23	0	13	15	19	0	8	18	18	13	221			
-P	0	0	8	0	0	0	0	1	2	3	0	7	4	5	0	6	1	6	6	49			
% MP & +P	N/A	N/A	71%	100%	100%	100%	100%	96%	93%	89%	N/A	75%	86%	82%	N/A	78%	96%	79%	79%	88%			
From			10/19	10/19	7/18	1/18	7/18	1/18	7/18	1/18		1/18	7/18	1/18		1/18	7/18	1/18	1/18	From			
To			12/19	12/19	12/18	6/18	12/18	6/18	12/18	6/18		6/18	12/18	6/18		6/18	12/18	6/18	6/18	To			



## Dallas December 2019

Status Plus	# at Status	% at Status
P+	4	21.05%
MP	3	15.79%
MP (Lower)	7	36.84%
P-	1	5.26%
N/A	4	21.05%

### Number of P+ or MP Measures

# 14



© Mapbox © OSM

Status Plus ■ P+ ■ MP ■ MP (Lower) ■ P- ■ N/A

### % Current Target for Board Contracted Measures

Measure Name	Num	Den	Rate	% OTY Change			
Claimant Reemployment within 10 Weeks	0	0	0.00%	-100.00%	0.00%	N/A	Mths at P-: 0
# of Employers Receiving Workforce Assistance	0	0	0	-100.00%	0.00%	N/A	Mths at P-: 0
Choices Full Work Rate - All Family Total	197	424	46.54%	0.04%	93.08%	P-	Mths at P-: 3
Avg # Children Served Per Day - Combined	1,165,482	66	17,659	59.59%	116.11%	P+	Mths at P-: 0
Employed/Enrolled Q2 Post Exit - C&T Participants	24,004	34,773	69.03%	-1.03%	100.04%	MP	Qtrs at P-: 0
Employed/Enrolled Q2-Q4 Post Exit - C&T Participants	21,210	24,958	84.98%	0.30%	101.17%	MP	Qtrs at P-: 0
Median Earnings Q2 Post Exit - C&T Participants	N/A	22,632	\$6,213	9.54%	114.52%	P+	Qtrs at P-: 0
Credential Rate - C&T Participants	279	361	77.29%	4.80%	128.82%	P+	Qtrs at P-: 0
Employed Q2 Post Exit - Adult	125	177	70.62%	-2.03%	91.24%	MP (Lower)	Qtrs at P-: 0
Employed Q4 Post Exit - Adult	126	179	70.39%	-1.46%	90.48%	MP (Lower)	Qtrs at P-: 0
Median Earnings Q2 Post Exit - Adult	N/A	125	\$5,182	-15.56%	0.00%	N/A	Qtrs at P-: 0
Credential Rate - Adult	84	97	86.60%	9.81%	105.61%	MP	Qtrs at P-: 0
Employed Q2 Post Exit - DW	128	154	83.12%	-8.13%	96.32%	MP (Lower)	Qtrs at P-: 0
Employed Q4 Post Exit - DW	87	105	82.86%	-4.40%	95.68%	MP (Lower)	Qtrs at P-: 0
Median Earnings Q2 Post Exit - DW	N/A	128	\$9,770	0.67%	0.00%	N/A	Qtrs at P-: 0
Credential Rate - DW	39	53	73.58%	-1.13%	90.06%	MP (Lower)	Qtrs at P-: 0
Employed/Enrolled Q2 Post Exit - Youth	200	283	70.67%	-3.81%	96.54%	MP (Lower)	Qtrs at P-: 0
Employed/Enrolled Q4 Post Exit - Youth	210	298	70.47%	8.10%	97.20%	MP (Lower)	Qtrs at P-: 0
Credential Rate - Youth	61	75	81.33%	22.95%	124.93%	P+	Qtrs at P-: 0

0.00% 50.00% 100.00%

Job Seekers Served  
October 2019 - December 2019

0

Employers Receiving Workforce Assistance  
October 2019 - December 2019

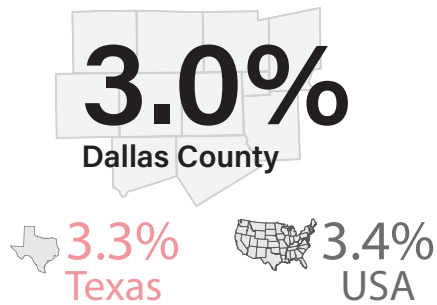
0

Average Children Served Per Day  
October 2019 - December 2019

17,659

## LABOR FORCE

### Unemployment Rate (December 2019)



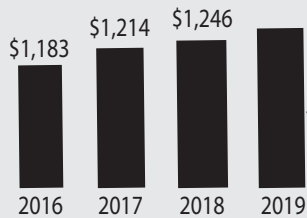
The unemployment rate decreased by 0.2% in December. While this is 2nd lowest monthly rate in 2019, Dallas County hasn't seen such low unemployment since late-2000

There were approximately **42,806** unemployed residents in December; a decrease of **2,108** compared to the previous month. It was the 3rd lowest total of 2019, slightly behind May and April

Source: Texas Workforce Commission

## COMPENSATION

### WEEKLY WAGES



**\$1,305**  
In Q2, 2019

US Average Weekly Wage  
**\$1,095**  
In Q2, 2019

Dallas County ranks **3rd** in percent change among the top-10 largest US counties

**↑ 4.7%**

Average Weekly Wage Over-The-Year % Change

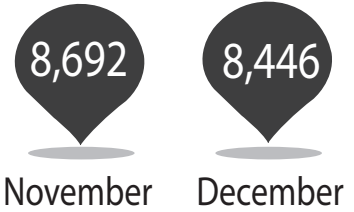
**↑ 3.8%**

Average Weekly Wage Over-The-Year % Change

Source: BLS, QCEW  
Wages indicate Q2 data

## BY THE NUMBERS

### CONTINUED CLAIMS (Week of the 12th)



Source: TWC

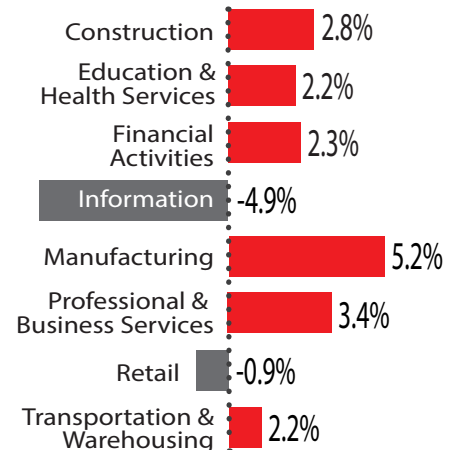
### LAYOFFS

Company Layoffs/Closing	# Jobs
Belk-Dallas Galleria	68
Kindred Hospital- Dallas	201
<b>2020 TOTAL</b>	<b>269</b>

Source: TWC, WARN Notices

### JOB GROWTH

With the exception of Information and Retail, all sectors saw positive growth in Dallas County



Source: BLS, QCEW  
2018Q3-2019Q3

## IN DEMAND JOB POSTINGS



**Truck Drivers**  
4,807 job postings  
\$21.46 / hour



**Web Developers**  
2,630 job postings  
\$35.18 / hour



**Customer Services Reps**  
3,657 job postings  
\$17.04 / hour



**Registered Nurses**  
7,890 job postings  
\$26.38 / hour

Source: EMSI, 2020.1  
(median hourly wages)



### INFRASTRUCTURE

Kent Andersen, Account Executive  
kandersen@wfsdallas.com, 214.290.1019



#### Construction Workforce Training Update 2/12/20

WFSDallas continues to support and track progress in this AEL-funded training program.

- 64 Workers Trained, 28 Currently in Class
- 82% Gained Employment
- 92 Total Students
- Wages range from \$13-\$20

Employers include McCarthy, Azteca, Levi's Consulting, Turner, Beck, EJS, Coverall Mgmt.

A second Construction Training Program with DCCCD & Regional Hispanic Contractors Assoc. is in development and will focus on Heavy Civil and include a NCCER Certification.

### ADVANCED MANUFACTURING

Steven Bridges, Account Executive  
sbridges@wfsdallas.com, 214.290.1015

#### January Update

A banner start to the year as WFSDallas was awarded the Community Partnership Award from Richland College – Garland Campus for the many Manufacturing and Training initiatives conducted in partnership over the last year. Additionally, Garland area manufacturers were awarded a Skills Development Grant for \$434,328 to train up current workers of companies such as Mapei, Van Rob Kirchoff, Hatco, Vendo Sanden, II-VI Marlow, and Interceramic.



### Retail Pay\$

WFSDallas attended two graduations in January!

- Café Momentum - 3 High School Graduates
- DART – 25 Supervisory Certificate Graduates

#### By the Numbers - 2/10/2020

- 2,324 Registrations, 446 Certifications! 236 current workers, 210 new workers
- Penn Foster Online Skills Academy, 1,996 registered, 305 completed.
- DCCCD, 328 registered, 141 completed.
- 124 learners are actively participating in training

**PATHS for Texas!** Participating boards will offer NRF RiseUP, Customer Service and Sales, and Business of Retail certifications in addition to Retail Management, Pharmacy Tech, and Retail / Business Associates Degrees.
















### RETAIL

Lynn Hoffman, Sr. Innovation Strategist  
lhoffman@wfsdallas.com, 214.290.1042



**Oversight & Contracts**  
**Oversight – Item A**

	Review final with no issues		New Review
	Pending final review		Pending Report
	Review final with issues		

June 2019 AEL – Richardson ISD FY 19-05		<b>Fiscal Review – Recommendations were made relating to the following areas:</b> expenditure disbursements, financial reporting requirements <b>Status:</b> Pending contractor response.
June 2019 Youth – Richland		<b>Program Review for Youth. Recommendations were made relating to the following areas:</b> Eligibility, Youth program Design, Youth Components, case management, Support services, TWIST data entry. <b>Status:</b> Pending contractor response.
September 2019 WIOA Youth – Rescare DC 9-19		<b>Program Review of WIOA Youth. Recommendations were made relating to the following areas:</b> Eligibility, Youth program design, Case management, support services, TWIST data entry. <b>Status:</b> Pending contractor response.
October 2019 Rescare		<b>Fiscal Review of Rescare – All programs</b> <b>Status:</b> Pending report
October 2019 ChildCare Group		<b>Fiscal Review of CCG</b> <b>Status:</b> Pending report
October 2019 WIOA Adult – Rescare DC 01-20		<b>Program Review of WIOA Adult.</b> <b>Status:</b> Pending report
December 2019 – January 2020 Childcare Group		<b>Program Review of Childcare Group.</b> <b>Status:</b> New Review
February 2020 NCP – Rescare		<b>Program Review of NCP</b> <b>Status:</b> New Review

## **Oversight & Contracts**

### **A. Oversight, Policy and Procurement**

#### **Policy**

##### **Travel**

In accordance with the State of Texas Travel Allowance Guide issued by the Texas Comptroller of Public Accounts, WFSDallas has modified its travel policy to accommodate changes requested related to per diem. This policy may be revised contingent upon receipt of additional travel guidance issued by Texas Workforce Commission.

##### **Open Records**

WFSDallas' open records policy modifications reflect new links and language from the Public Information Act and Open Records Act, <https://www.texasattorneygeneral.gov/open-government/office-attorney-general-and-public-information-act>

<b>RECOMMENDATION:</b> Board authorization to approve the policies presented above.
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#### **Procurement**

Workforce Solutions Greater Dallas released two procurements on January 23<sup>rd</sup> for a Youth Job Skills Initiative and a Women's Entrepreneurship Bootcamp. The deadline for proposals in response to the procurements is 2:00 p.m. on Thursday, February 13, 2020. Proposals will be reviewed with a recommendation at the board meeting on Wednesday, February 19<sup>th</sup>.

### **B. Contracts and Agreements**

#### **Contract Amendments**

Staff will present recommendations to contract additional funds to ResCare, ChildCareGroup, Youth Service Providers and Child Care Quality Providers to ensure that we provide more services and fully expend our grants. Details will be presented at the board meeting.

**President's Briefing Item – A**

**Restated Bylaws**

John Dickey, Board attorney, has worked to correct and incorporate change and restate our bylaws. The Board has reviewed these throughout 2019. We will discuss the few changes during our meeting.

**RECOMMENDATION:** Board authorization to adopt the restated Bylaws as presented.

**President's Briefing Item – B**

**Leases**

**Mesquite Workforce Center move/relocation**

CBRE has located very few options for the relocation of the Mesquite Workforce Center. The properties include:

- 2600 Motley Drive, Mesquite, 75150 (formerly MISD professional development center), 18,000 sq. ft.
- 3880 W. Emporium Circle, Mesquite, 75150, (formerly Lazy-Boy Furniture), 15,800 sq. ft.

3880 W. Emporium Circle



2600 Motley Drive



**Preston at Alpha Center update**

We have accepted terms on continuing month/month at 5955 Alpha Road, Suite 200, Dallas, 75240 at the same rental rates as shown on the lease, no holdover will be charged, both parties will be subject to a 30 day move out notification.

**RECOMMENDATION:** Board authorization to continue month/month the Preston at Alpha Workforce Center, as presented above.

**President's Briefing Item – C**

**Employer Engagement Digital Assessment**

Based upon pro bono services provided by Accenture Consulting, staff will present a summary of an employer engagement digital assessment.