



*Power of 3: Workforce Solutions for Today, Tomorrow and Beyond, Regional Labor Market Event – featuring Rich Froeschle, held on January 25<sup>th</sup>, at the Gaylord Hotel. Photos by James Edward*

## February Board of Directors' Meeting

# BOARD BRIEFING MATERIALS

**February 16, 2022**

**7:30 A.M. Dallas Regional Chamber of Commerce  
500 N. Akard Street, Suite 2600, Dallas, Texas 75201**

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

For more information: [www.wfsdallas.com](http://www.wfsdallas.com); 214-290-1000

## **FEBRUARY BOARD AGENDA**

Call to Order & Introductions —Bill O’Dwyer, Chair

Public Comment

Declaration of Conflict of Interest

Chairman’s Comments

- Recognition of Outgoing Board Directors
- Introduction of New Board Directors

Finance Committee – Carter Holston, Board Treasurer

Discussion/Action

- Engagement of Auditors
- Approval of Fiscal Year 2022 Budget

Consent Agenda

Discussion/Action

- A. Review & Approval of October 20, 2021 Minutes
- B. Contracts & Purchases
- C. Adoption of State/Federal Policy
- D. Endorsement of External Applications/Agreements

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

Action Pursuant to Closed Session

Action

Means, Ends and Expectations

Discussion/Action

- A. Financial Analysis – Ashlee Verner, CPA, Chief Financial Officer
- B. Performance Analysis/Economic Snapshot – Richard Perez, Research Manager

Oversight & Contracts

Discussion/Action

- A. Contracts and Agreements – Demetria Robinson, Executive Vice President
- B. Oversight, Policy and Procurement – Connie Rash, Senior Vice President

President’s Briefing

Discussion/Action

- A. Leases
- B. Website Development Services

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.

*achieving competitive solutions...for employers through quality people and for people through quality jobs.*

Ross Tower, 500 N. Akard Street, Suite 3030 ■ Dallas, TX 75201 ■ [www.wfsdallas.com](http://www.wfsdallas.com) ■ 214-290-1000 ■ Fax: 214-745-1110 ■ TDD 214-745-1054

*Meetings are held on the published date and location, at 7:30 a.m.*

2022 Full Board Convening Schedule	
2022 Dates	Agenda Action Highlights
January 25, 2022	Power of 3 Regional Workshop, Gaylord Texan Resort and Convention Center
February 16, 2022	Auditor Engagement, Honoring Outgoing Directors, Strategic Overview and Demand Industries, Jobs and Careers for 2021; Budget Review and Approval
March	No Meeting
April 20, 2022	Procurements and Leases
May 18, 2022	Review and Approval of Annual Contracts for Adult Education/ESL and Workforce Grants
June 15, 2022	Review of Risk Management/Insurance Coverage
July	No Meeting
August 17, 2022	Presentation of the Audit
September 21, 2022	Review and Approval of Fiscal Year Contracts (Child Care, TANF, SNAP, etc.) Report Card on Eligible Training Providers
October 19, 2022	Annual Meeting, Annual Workforce Awards, Year-end Performance, and Ratification of Fiscal Year Contracts, Welcome Appointed and Re-Appointed Directors to the Board.

\*Dallas Regional Chamber, 500 North Akard Street, Suite 2600, Dallas, Texas 75201

# WORKFORCESOLUTIONS GREATER DALLAS

## Board of Directors

### Officers



**Bill O'Dwyer**  
Board Chair  
MIINC Mechanical  
President



**Michelle Thomas**  
Board Vice Chair  
JP Morgan Chase & Co.  
Executive Director



**Carter Holston**  
Board Treasurer  
NEC Corp. of America  
Director of Real Estate



**Ellen Torbert**  
Board Past Chair  
Southwest Airlines  
Vice President,  
Diversity & Inclusion



**Rebecca Acuña**  
PepsiCo  
Director of Government Affairs



**Courtney Arbour**  
Texas Workforce Commission  
Workforce Division Director



**J. Susie Upshaw Battie**  
American Federation of Teachers  
Teacher



**Mollie F. Belt**  
The Dallas Examiner  
Publisher/CEO



**Joanne Caruso**  
Jacobs  
Chief Legal &  
Administrative Officer



**Alan Cohen**  
Child Poverty Action Lab  
Executive Director



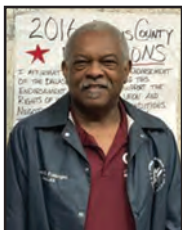
**Taura Collier**  
Health & Human Services  
Program Manager, Region 03



**Cristina Criado**  
Criado and Associates  
President & CEO



**Rolinda Duran**  
Texas Workforce Commission  
Vocational Rehabilitation  
VR Manager



**Lewis E. Fulbright**  
Dallas AFL-CIO  
Political Director



**Diane Gomez-Thinnes**  
Galderma U.S.  
CEO



**Bessie Gray**  
Texas Instruments  
Vice President and Ethics Director

# WORKFORCESOLUTIONS GREATER DALLAS

## Board of Directors



**Magda Hernandez**  
Irving ISD  
Superintendent



**Susan Hoff**  
United Way of Metropolitan Dallas  
Chief Strategy & Impact Officer



**Harry Jones**  
Polsinelli  
Shareholder



**Dr. Stephanie Knight**  
Southern Methodist University  
Professor, Teaching & Learning



**Ken S. Malcolmson**  
N. Dallas Chamber of Commerce  
President & CEO



**Dr. Joe May**  
Dallas College  
Chancellor



**Dan Micciche**  
Akin Gump  
Partner



**Dev Rastogi**  
AECOM  
Vice President and Dallas Executive



**Miguel Solis**  
The Commit Partnership  
Special Projects Consultant



**Laurie Bouillion Larrea**  
Board President  
WFSDallas  
President



**Connie Rash**  
Board Secretary  
Workforce Solutions Greater Dallas  
Senior Vice President

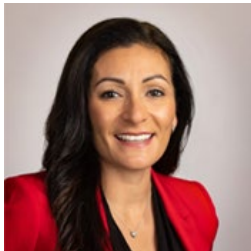


## Courtney Arbour

Director, Workforce Development Division  
Texas Workforce Commission

Courtney Arbour is the Director of the Texas Workforce Commission's (TWC) Workforce Development Division where she oversees an integrated workforce development system that provides oversight, coordination, guidance, planning, technical assistance, and implementation of employment and training activities, with a focus on meeting the needs of employers and job seekers in Texas.

In her role as Director, Courtney provides oversight and support for more than 500 million dollars in workforce programs and initiatives, which are primarily administered by 28 Local Workforce Development Boards, through 180+ American Job Centers in the state. This integrated model includes Workforce Innovation and Opportunity Act, Reemployment Services and Eligibility Assessment, CHOICES Temporary Assistance for Needy Families, Supplemental Nutrition Assistance Program Employment and Training, Wagner-Peyser Employment Services, Trade Adjustment Assistance and Rapid Response programs. In addition, Courtney directs the administration of many state operated programs to include Adult Education and Literacy, Apprenticeship and Texas Veterans Leadership program as well as a number of specific statewide initiatives.



## Diane Gomez-Thinnes

HEAD OF GALDERMA U.S.

Diane joined Galderma in March 2021 after a 17-year career with Johnson & Johnson across various specialty areas in its medical device sector. As Worldwide President for Mentor, Johnson & Johnson's breast aesthetics and reconstruction business, Diane was responsible for global commercial and operational functions. Before Mentor, she managed marketing organizations in the biosurgery hemostasis, interventional cardiology, neurovascular and endovascular spaces within J&J.

As a leader, Diane inspires people inside and outside her organization, and actively engages in support of diversity and inclusion as a vital business enabler. In 2020, she was named to Medical Marketing and Media's (M&M) Hall of Femme and to the 2020 KPMG Women's Leadership Summit.

She holds an MBA from the Kellogg School of Management at Northwestern University and a Bachelor of Science in engineering from Princeton University, where she also earned a Certificate in Latin American Studies.



# Harry Jones

Shareholder, Polsinelli

For three decades, Harry Jones has advised global, national, regional, and local employers on all areas of employment law.

He has led more than 90 board-level high-profile investigations for school districts, cities, colleges and institutions. Harry is a published author on Dallas' rivers and dams

Harry provides day-to-day advice to human resources professionals on hiring, training, pay, discipline and termination, including complex C-suite misconduct issues.

With a national and international focus in his practice, he guides general counsel and HR departments through 50-state and complex cross-border issues, particularly in Europe, Africa and Latin America.



# Dev Rastogi

VP and Dallas Executive, AECOM

Dev Rastogi, P.E., Vice President and Dallas Executive, is responsible for strategy and growth of AECOM's business in North Texas. A proven leader with 36 years' experience successfully delivering solutions for complex projects in the public and private sectors, Dev has worked for clients including the City of Dallas, Dallas County, the United States Army Corps of Engineers, Dallas Area Rapid Transit (DART), Dallas-Fort Worth International Airport (DFW), Texas Department of Transportation (TxDOT) and Frito-Lay. She serves on the Executive Committee of the North Dallas Chamber and is the Public Policy Council and Diversity, Equity and Inclusion Task Force Chair. She is the incoming Chair of the North Dallas Chamber of Commerce and the 2021 Chair for the Dallas Friday Group, a non-profit organization whose members share an interest in public affairs and business issues. Dev was recognized as *Dallas Innovates'* Future 50 Innovator in 2021 and the *Dallas Business Journal's* 2021 Women in Business Awards Honoree.

Dev was past president of the Texas Society of Professional Engineers' Dallas Chapter and was active with the Trinity Commons Foundation, North Texas Commission, Perot Museum of Nature and Science and Leadership Dallas. Her community leadership was recognized by the North Dallas Chamber as their 2020 Paul Hanson Award winner and by Texas Society of Professional Engineers as the 2013 Dallas Engineer of the Year. Dev graduated from Washington University with a Bachelor of Science in civil engineering and is a licensed professional engineer.

## **Finance Committee Report**

### **February 9, 2022, 9:00 a.m.**

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

Carter Holston, WFSDallas Board Treasurer and Committee Chair

#### **Committee Members Attending via Zoom:**

Cristina Criado, Committee Member

Dan Micciche, Committee Member

#### **Additional Board Directors Attending via Zoom:**

Harry Jones

#### **Guests Attending:**

Kevin Smith, CPA, Partner with Crowe LLP

Michelle Buss, Manager with Crowe LLP

#### **Staff Attending:**

Laurie Bouillion Larrea, President

Connie Rash, Senior Vice President

Ashlee Verner, CFO

#### **Additional Staff Attending via Zoom:**

Rowena Ho, Accounting Manager

Meeting was called to order at 9:04 a.m. by the **Board Treasurer and Committee Chair, Carter Holston. Due to the absence of an in-person quorum, the meeting was not convened. An information session followed with the auditors.**

### **I. Review of the 2021 Annual Audit Plan**

Kevin Smith, Partner, Crowe LLP, and Michelle Buss, Manager Crowe LLP, presented the 2021 audit plan to those in attendance and watching via Zoom. Questions were entertained by the auditors regarding scope and timing.

### **II. Review of the 2022 Annual Budget**

Those in attendance, both virtually and in-person, reviewed the 2022 Proposed Annual Budget as presented by Ashlee Verner, CFO. The grant funds for 2022 reflect an increase primarily due to temporary childcare funding. Overall, the planning figure budget is \$216.8M, a net increase of 54.04%, and represents a substantial investment in workforce for Dallas County.

Since administrative budgeting is based upon a percentage of grant funding, the available administrative budget represents a 44.43% increase over prior year spending, and infrastructure costs to operate seven workforce centers plus one pending relocation represent a 9.43% increase over the prior year expenditures. The Board budget reflects all administrative resources available to the board (other than childcare in which we take a modest portion of allowable administrative expenditures). Historically, we have not spent all administrative dollars allowable and have repurposed those funds to other services prior to grant close-out. In 2022, we will see an increase in staffing and other costs, but not commensurate with the available resources.

Meeting concluded at 10:07 a.m.

Our Treasurer will present his view of the information and ask the full board to Approve the Audit Plan and the 2022 Annual Budget based upon staff recommendations.



**Consent Item – A**  
**Review and Approval of Meeting Minutes, October 20, 2021**

<b>Directors Present</b> J. Susie Upshaw Battie Mollie F. Belt Joanne Caruso Taura Collier Cristina Criado Rolinda Duran Lewis Fulbright Bessie Gray Magda Hernandez	<b>Directors Present (cont'd)</b> Carter Holston, Treasurer Susan Hoff Dr. Stephanie Knight Daniel Micciche Miguel Solis Bill O'Dwyer, Chair Michelle R. Thomas, Vice Chair Ellen Torbert, Past Chair	<b>Directors Absent</b> Rebecca Acuna Alan Cohen Kevin Faulkner Ken Malcolmson Dr. Joe May
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**MINUTES**

**Call To Order/Welcome**

Chair Bill O'Dwyer called the Board of Directors' meeting to order at 9:05 a.m. and welcomed everyone in attendance. A quorum was present.

**Public Comment – None**

**Declaration of Conflict of Interest**

Chair Bill O'Dwyer asked for Board of Directors' Declaration of Conflict of Interest on any of the Action Item, Rolinda Duran TWC with any state matters. Additional Conflict of Interest Declarations included: Magda Hernandez, Irving ISD, J. Susie Upshaw Battie and Daniel Micciche, DISD and Taura Collier, Health and Human Services.

**Chairman Comments –** Bill O'Dwyer thanked everyone for their attendance in-person and virtually.

**Consent Agenda**

- A. Review & Approval of September 15, 2021 minutes – *correction Joanne Caruso was in attendance.*
- B. Contracts and Purchases – None
- C. Adoption of State/Federal Policy

Current Policy #	Policy Title	State/Federal Policy Amendment	Action
S0221 rescinding S0208, change 8	Provider Reimbursement Rates	WD 24-21, Child Care Provider Maximum Reimbursement Rate increases	Incorporate WD24-21 Child Care Reimbursement Rate Increases to S0221
CM0121	Workforce Innovation and Opportunity Act Policies	WD 18-21, Co-enrollment in Trade Adjustment Assistance and WIOA Dislocated Worker Program	Update CM0121 to include language from WD Letter 18-21 for co-enrollment with TAA and WIOA DW.
S0321	Texas Rising Start Mentors and Assessors	WD 23-21 Funds for Hiring and Retaining Texas Rising Star Mentors and Assessors	Incorporate WD 23-21 Funds for Hiring and Retaining TRS Mentors and Assessors to S0321.

It was recommended that the Board give authorization to approve policies, as amended above.

Susan Hoff made the motion to accept the above Consent Agenda recommendations. The motion passed with Lewis Fulbright seconding. Abstentions as previously noted above.

**A. Recommendation to Engage Audit and Tax Services**

Staff issued procurement to engage Audit and Tax Services on September 14<sup>th</sup>, 2021, with a deadline of October 5<sup>th</sup>, 2021. Three proposals were received from **Carr, Riggs & Ingram LLC, Crowe LLP, and Weaver and Tidwell, LLP**. Each proposal was reviewed and scored by a team of reviewers based on criteria within the RFP. Crowe LLP, our existing vendor for audit services, was the highest scoring proposal.

## B. Recommendation for Health Insurance

Staff issued procurement on September 28<sup>th</sup> for Healthcare Insurance for a Small Group. Two proposals were received from Marcontell Insurance Services and Next Generation Payroll. Each proposal was reviewed and scored by a team of reviewers based on the criteria in the procurement. Marcontell Insurance Services was the most responsive bid with continuation of BCBS Gold, ACA compliant coverage at a similar rate.

It was recommended that the Board give authorization to approve **Crowe LLP to deliver Audit and Tax Services** at a cost not to exceed \$112,000 with an anticipated start date of January 1, 2022, with option to extend the contract for up to three (3) additional year terms. Board authorization to approve a new broker agreement with **Marcontell Insurance Services and renew our health insurance with BCBS at the best rate we can achieve.**

## C. Leasing Updates

### Property and Copiers

**Copier leasing** was approved in August with the selection of Xerox and second choice of our existing vendor, **Novatech**. Xerox pushed back on our required contract cancellation language and then accepted our required language, which resulted in Xerox responding later than anticipated, on October 2<sup>nd</sup>. Novatech has insisted that an auto-renewal provision in their lease boilerplate now applies which extends the lease period through October 2022. Although not optimal, the board will retain the current copiers from Novatech, without increase in costs or equipment replacement, and postpone the leasing of new copiers. The Board will work with Novatech to reduce costs for the existing equipment and return equipment that is no longer useful or needed.

**Property leasing** brokers were approved in August, dividing our portfolio between Jones, Lange, LaSalle Brokerage, Inc. and CBRE, Inc.: "Board authorization for the President to **divide the portfolio among the two bidders.**" Jones, Lang LaSalle Brokerage, Inc. to identify and negotiate new leases, beginning immediately with the relocation of the Garland Workforce Center for February 2022. CBRE, Inc. to manage existing leases for extensions with CitySquare Opportunity Center and Preston at Alpha locations. If the Brokers are amenable to this arrangement, the Board will review the situation as it benefits our company after one year.'

The State notified the Board shortly after this action that they will NOT sell the Garland facility until sometime in 2023, thus changing our original need for JLL's services. The state requested that the Board quickly expand our north Dallas space – Preston, which was assigned to CBRE. The addition of TWC's Vocational Rehabilitation staff will require us to double our existing space and will likely require a new property. Staff recommended working with CBRE to acquire a new lease to replace and expand the existing lease at Preston. If CBRE is not available, the Board will ask for assistance from JLL.

It was recommended that the Board give authorization to continue use of **Novatech** existing copiers at a considerable savings from their proposed costs – to fulfill the auto-renewal period. We will continue conversations with Xerox for a later implementation OR issue a formal re-procurement 2022.

It was also recommended that the Board give authorization to delay the Garland property search until the state names a new date for liquidation, and to resume work with CBRE to relocate and expand the Preston at Alpha location and assist us if the CitySquare Opportunity Center lease is not able to renew in April 2022. If CBRE, Inc. is unavailable, we will work with Jones, Lang, LaSalle Brokerage, Inc.

## D. Contract Updates

As mentioned last month, the Board anticipated additional action on authorization of contracts, policies and re-contracting as appropriate. The Board received grants and contracts as well as cost-savings resulting in carry over funds to be applied to the new year contracts as follows:

1. Equus Workforce Solutions
  - a. Workforce System Operations Contract:
    - Workforce Innovation and Opportunity Act (WIOA) funding for direct service staff to intensify services to customers and improve measures -\$1,000,000 in Adult and \$1,500,000 in Dislocated Worker;
    - \$1,000,000 in Temporary Assistance for Needy Families funds for direct customer services; and
    - \$250,000 in H-1B One Workforce in partnership with Dallas College to assist in recruitment activities.
  - b. Youth System Contract
    - \$1,700,000 in WIOA Youth funds to expand work experience activities; and
    - \$91,600 in Foster Youth and Human Trafficking Pilot – WP 7B Project funds through October 31, 2022.
2. ChildCareGroup
  - a. Child Care Services Contract - \$18,000,000 in CCDF supplemental funds to cover cost of direct care of children.
  - b. Child Care Quality Contract - \$850,000 for Texas Rising Star Mentor staffing and operational costs.

The Board received additional CCDF Discretionary COVID-19 contract dollars in the amount of \$3,308,765 for Texas Rising Star supports. These funds are designated from the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act to provide targeted support to incent increased and ongoing participation in TRS. Boards must develop a plan for use of the CRRSA Texas Rising

Star Support funds identifying project goals and outcomes for approval prior to project implementation. We are reviewing our current inventory for best practices/products and drafting a plan with items to present to the child care taskforce for recommendations. The plan will be a working document and if additional services are needed, the Board will seek options to meet the need through proper procurement. **In the event WFSDallas receives additional dollars, funds will be deployed and presented to the Board for ratification in January 2022.**

It was recommended that the Board give authorization to amend existing contracts with Equus and ChildCareGroup at cost not to exceed as presented above. In addition, as authorized any further action taken by the President to contract and/or issue policy for workforce activities as appropriate if needed will be brought back to the Board for ratification.

#### **E. Interlocal Agreement – City of Dallas**

Mayor Eric Johnson requested that Dallas College and Workforce Solutions Greater Dallas engage in an ILA (An Interlocal agreement is **used when a district is performing for or receiving a service from a local governmental entity**) to receive federal funding for purposes of workforce preparation. Since this is the last meeting of 2021, the board requested approval to negotiate with the City of Dallas, Dallas College and our legal counsel to execute a beneficial agreement consistent with our mission and three-year plan. As this develops, the Board will apprise the Board Directors via email. If necessary, will call an emergency meeting to approve.

#### **F. Significant External Grants**

It was recommended that the Board give authorization to continue discussions and enter into negotiations with the City of Dallas, Office of the Mayor to establish an Interlocal Agreement (ILA).

It was recommended to cooperate and support both the U.S. Department of Commerce, Economic Development Administration – SMU – Build Back Better Regional Challenge Proposal focusing on technology; and the Dallas College – Good Jobs Challenge proposal to promote careers in biotech.

#### **G. Cybersecurity Update**

It was recommended that the Board give authorization to develop the tools and response to TWC regarding our recent AT&T review of our security preparedness. Specific actions were recommended in the report and will be implemented. If unsuccessful, the Board will continue to update the Board in an upcoming closed session.

Joanne Caruso made the motion to accept the above five recommendations. The motion passed with Bessie Gray seconding. Abstentions as previously noted above.

President Laurie Larrea reference page 18 of the board packet and stated that Richard Perez, Research Manager will continue working with TWC regarding performance. She continued briefing on the Economic Snapshot found on page 22.

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

**Quality Assurance and Oversight – No issues to discuss.**

**General Discussion/Other Business – None**

Adjourn at 10:02 a.m.

**Approval of Child Care Local Match Partners**

The 2022 fiscal year local match amount required to access the federal child care funds is \$4,504,956. Staff has secured \$3,300,000 of the required local match from Dallas College, Dallas ISD, Irving ISD and Richardson ISD. We requests ratification of the agreements with the City of Dallas and City of Mesquite to secure the remaining amount of \$1,205,000. This completes the match efforts for FY2022 and allows the Board to access the federal child care funds in the amount of \$9,009,912. The table below represents the remaining amount of local match funds secured from the listed partners:

Local Match Partners	Local Amount	Federal Amount
City of Dallas	\$ 825,000	\$1,650,000
City of Mesquite	\$ 380,000	\$ 760,000
<b>Total</b>	<b>\$1,205,000</b>	<b>\$2,410,000</b>

**RECOMMENDATION:** Board ratification to accept the agreements with the City of Dallas and City of Mesquite as specified above as part of the CCG FY2022 contract to provide direct care to eligible children in Dallas.

**FY21 ChildCareGroup Contract (TRS Quality Improvement Activities) Closeout Amendment**

An amendment is necessary to add funds in the amount of \$860,693 to CCG's FY21 Texas Rising Star (TRS) Quality Improvement Activities contract to cover cost of monetary awards issued to approximately 286 eligible child care providers who have remained open to serve children. This amendment closed out the FY21 contract at October 31, 2021.

**RECOMMENDATION:** Board ratification to amend the FY21 ChildCareGroup TRS quality improvement activities contract with additional funds not to exceed \$860,693 to closeout the contract as presented above.

CONSENT ITEM – C  
 ADOPTION OF STATE/FEDERAL POLICY

Current Policy #	Policy Title	State/Federal Policy Amendment	Action
CM0121, change 2	Updates to WIOA Guide	1)Clarification - other than determination of barriers made using an employment plan, there is no requirement that additional career services be provided before an individual enrolls in training. 2)Updated DOL-70% Lower Living Standard Income Level and HHS Poverty Guidelines 3)75% program expenditure requirement for Out-of-School Youth.	Update current policy to reflect new modifications within the WIOA Guide. <a href="https://www.twc.texas.gov/files/partners/wioa-guidelines-twc.pdf">https://www.twc.texas.gov/files/partners/wioa-guidelines-twc.pdf</a>
New Policy	WD Letter 19-21 Contracted Slots Texas Labor Code §302.0461	Develop policies and procedures for implementing contracted slots.	Create policy and procedures following WD Letter 19-21 and Texas Labor Code §302.0461 <a href="https://www.twc.texas.gov/files/policy_letters/19-21-twc.pdf">https://www.twc.texas.gov/files/policy_letters/19-21-twc.pdf</a>
S0811, Change 4	WD Letter 01-22 Short-term Training for Parents Enrolled in Initial Job Search Child Care	Guidance relating to the provision of short-term training for parents enrolled in Initial Job Search Child Care defining eligibility for short-term training, funding, service provision, and data entry and performance	Create policy and procedures following WD Letter 01-22 <a href="https://twc.texas.gov/files/policy_letters/01-22-twc.pdf">https://twc.texas.gov/files/policy_letters/01-22-twc.pdf</a>

S0811, Change 4	WD Letter 13-21, change 1	Policy amended to require Board/contractor websites to include information for parents about the availability and eligibility requirements for Initial Job Search Child Care.	Amend existing policy to include new language from WD 13-21, change 1 <a href="https://twc.texas.gov/files/policy_letters/13-21-ch1-twc.pdf">https://twc.texas.gov/files/policy_letters/13-21-ch1-twc.pdf</a>
New Policy	WD Letter 26-21 Customer Load Exceptions	Guidance on correcting customer load exceptions specific to CHOICES, SNAP E&T, and TWIST	Create policy to implement WD 26-21. <a href="https://www.twc.texas.gov/files/policy_letters/26-21-twc.pdf">https://www.twc.texas.gov/files/policy_letters/26-21-twc.pdf</a>
S0121	Support Services	Add TWC's language for Needs Related Payments and in accordance with §663.815 and WiOA §134(d)(2)	Amend policy to include additional language from WIOA guidance. <a href="https://www.twc.texas.gov/files/partners/wioa-guidelines-twc.pdf">https://www.twc.texas.gov/files/partners/wioa-guidelines-twc.pdf</a>

All contractors will follow TWC guidance, policies and procedures at <https://www.twc.texas.gov/agency/laws-rules-policy/workforce-policy-and-guidance>

**RECOMMENDATION:** Board authorization to approve policies presented above.

CONSENT ITEM – D

ENDORSEMENT OF EXTERNAL APPLICATIONS/AGREEMENTS

Staff recommends support for the following grants:

Funding Source	Status	Summary
US Dept. of Commerce, EDA		SMU submitting a Build Back Better Regional Challenge grant focusing on technology.
US Dept. of Commerce, EDA		Dallas College submitting a Good Jobs Challenge proposal to promote careers in biotechnology.
US Dept. of Commerce, EDA		WFSDallas supports partnership with Workforce Solutions of Tarrant County for the EDA ARPA Good Jobs Challenge Program focusing on Aerospace and Advanced Manufacturing Industries.
US Dept. of Commerce, EDA		Educate Texas/Communities Foundation of Texas submitting a Good Jobs Challenge focusing on Information Technology/Logistics/Transportation and Healthcare.
PREVIOUSLY PRESENTED GRANTS		
TWC Skills Development Fund		Dallas College is partnering with ATT to offer training to 502 individuals (300 new and 202 upgraded jobs) to train as technicians and customer services representatives. Total budget is \$1,000,827.
TWC Apprenticeship Training Program		Dallas College will offer apprenticeship programs for electricians, tradeshow decorators, painters, glaziers, protective signal installers, telecommunications and other occupations.
Texas Workforce Commission – Lockheed Martin		Lockheed Martin seeks \$500,000 to offer 83 new jobs and 140 upgraded jobs in engineering, excel, aerodynamics and other courses.
Texas Talent Connection – State of Texas		IT-workforce program will be offered to unemployed and under-employed veterans, veteran spouses and military reservists. IT courses will include CompTIA, CompTIA A+, and Google IT Support Certifications to train 100 with a budget of \$350,000.
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.

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

## Means, Ends and Expectations Program Spotlight

### **RESEA: Reemployment Services and Eligibility Assessment**

Grant Period: October 1, 2021 – September 30, 2022

- Cumulative Expenditures for grant 10/1/2020 - 12/31/2021
- Remaining Budget for grant 10/1/2021 – 9/30/2022



### **Reemployment Services and Eligibility Assessment (RESEA) Description:**

Beginning in 2005, the U.S. Department of Labor, Employment and Training Administration funded the voluntary Unemployment Insurance (UI) Reemployment and Eligibility Assessment (REA) program to address individual reemployment needs of UI claimants, as well as prevent and detect improper benefit payments. In 2015, the Reemployment Services and Eligibility Assessment (RESEA) program replaced the REA program providing greater access to reemployment services in addition to services previously provided under the REA program. The RESEA program uses statistical modeling to rank unemployment benefits claimants based on their likelihood to exhaust all unemployment benefits. All claimants with a score at or above the Board cutoff score are outreached to attend an orientation, to meet with Workforce Solutions Office staff, and to participate in the staff assisted services.

### **Four Purposes of RESEA:**

1. Reduce UI duration through improved employment outcomes;
2. Strengthen UI program integrity;
3. Promote alignment with the vision of the Workforce Innovation and Opportunity Act (WIOA); and
4. Establish RESEA as an entry point to other workforce system partners.

Sources:

<https://www.dol.gov/agencies/eta/american-job-centers/RESEA>

<https://www.twc.texas.gov/programs/reemployment-services-and-eligibility-assessment-program-overview>

**MEANS, ENDS AND EXPECTATIONS  
DETAIL EXPENDITURE REPORT  
December, 2021**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
5401-20	WIOA-YOUTH-PROGRAM	0620WOY002	6/30/2022	\$ 4,200,371.00	\$ 1,485,067.30	35.36%	75.00%	\$ 2,714,178.50	\$ 4,199,245.80	99.97%
	WIOA-YOUTH-ADMIN	0620WOY002	6/30/2022	\$ 466,707.00	\$ 143,808.85	30.81%	75.00%	\$	\$ 143,808.85	30.81%
	<b>TOTAL YOUTH</b>			<b>\$ 4,667,078.00</b>	<b>\$ 1,628,876.15</b>	<b>34.90%</b>	<b>75.00%</b>	<b>\$ 2,714,178.50</b>	<b>\$ 4,343,054.65</b>	<b>93.06%</b>
5402-20	WIOA-ADULT-PROGRAM	0620WOA001	6/30/2022	\$ 4,170,895.20	\$ 4,057,598.58	97.28%	75.00%	\$ 111,612.93	\$ 4,169,211.51	99.96%
	WIOA-ADULT-ADMIN	0620WOA001	6/30/2022	\$ 463,432.80	\$ 323,675.37	69.84%	75.00%	\$	\$ 323,675.37	69.84%
	<b>TOTAL ADULT</b>			<b>\$ 4,634,328.00</b>	<b>\$ 4,381,273.95</b>	<b>94.54%</b>	<b>75.00%</b>	<b>\$ 111,612.93</b>	<b>\$ 4,492,886.88</b>	<b>96.95%</b>
5403-20	WIOA-DISLOCATED -PROGRAM	0620WOD001	6/30/2022	\$ 3,793,379.70	\$ 2,819,383.76	74.32%	75.00%	\$ 973,995.91	\$ 3,793,379.67	100.00%
	WIOA-DISLOCATED-TRANSFER TO ADULT	0620WOD001	6/30/2022	\$ 600,000.00	\$ -	0.00%	75.00%	\$ 600,000.00	\$ 600,000.00	100.00%
	WIOA-DISLOCATED-ADMIN	0620WOD001	6/30/2022	\$ 488,153.30	\$ 160,538.15	32.89%	75.00%	\$	\$ 160,538.15	32.89%
	<b>TOTAL DISLOCATED WORKER</b>			<b>\$ 4,881,533.00</b>	<b>\$ 2,979,921.91</b>	<b>61.04%</b>	<b>75.00%</b>	<b>\$ 1,573,995.91</b>	<b>\$ 4,553,917.82</b>	<b>93.29%</b>
	<b>TOTALS</b>			<b>\$ 14,182,939.00</b>	<b>\$ 8,990,072.01</b>	<b>63.39%</b>	<b>75.00%</b>	<b>\$ 4,399,787.34</b>	<b>\$ 13,389,859.35</b>	<b>94.41%</b>
5401-21	WIOA-YOUTH-PROGRAM	0621WOY001	6/30/2023	\$ 4,456,439.10	\$ -	0.00%	25.00%	\$ 799,300.56	\$ 799,300.56	17.94%
	WIOA-YOUTH-ADMIN	0621WOY001	6/30/2023	\$ 495,159.90	\$ -	0.00%	25.00%	\$	\$	0.00%
	<b>TOTAL YOUTH</b>			<b>\$ 4,951,599.00</b>	<b>\$ -</b>	<b>0.00%</b>	<b>25.00%</b>	<b>\$ 799,300.56</b>	<b>\$ 799,300.56</b>	<b>16.14%</b>
5402-21	WIOA-ADULT-PROGRAM	0621WOA001	6/30/2023	\$ 4,439,163.60	\$ 414,404.00	9.34%	25.00%	\$ 2,193,484.30	\$ 2,607,888.30	58.75%
	WIOA-ADULT-ADMIN	0621WOA001	6/30/2023	\$ 493,240.40	\$ 25,954.09	5.26%	25.00%	\$	\$ 25,954.09	5.26%
	<b>TOTAL ADULT</b>			<b>\$ 4,932,404.00</b>	<b>\$ 440,358.09</b>	<b>8.93%</b>	<b>25.00%</b>	<b>\$ 2,193,484.30</b>	<b>\$ 2,633,842.39</b>	<b>53.40%</b>
5403-21	WIOA-DISLOCATED -PROGRAM	0621WOD001	6/30/2023	\$ 4,291,682.40	\$ -	0.00%	25.00%	\$ 1,483,637.08	\$ 1,483,637.08	34.57%
	WIOA-DISLOCATED-ADMIN	0621WOD001	6/30/2023	\$ 476,853.60	\$ -	0.00%	25.00%	\$	\$ -	0.00%
	<b>TOTAL DISLOCATED WORKER</b>			<b>\$ 4,768,536.00</b>	<b>\$ -</b>	<b>0.00%</b>	<b>25.00%</b>	<b>\$ 1,483,637.08</b>	<b>\$ 1,483,637.08</b>	<b>31.11%</b>
5416-21	<b>WIOA-Rapid Response</b>	0621WOR001	6/30/2022	\$ 57,932.00	\$ 25,105.52	43.34%	50.00%	\$ 32,826.48	\$ 57,932.00	100.00%
				<b>\$ 14,710,471.00</b>	<b>\$ 465,463.61</b>	<b>3.16%</b>	<b>25.00%</b>	<b>\$ 4,509,248.42</b>	<b>\$ 4,974,712.03</b>	<b>33.82%</b>

**MEANS, ENDS AND EXPECTATIONS  
MONTHLY EXPENDITURE REPORT  
December, 2021**

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	0620 WIOA FUNDS	6/30/2019	\$ 4,667,078.00	\$ 8,990,072.01	63.39%	75.00%	\$ 4,399,787.34	\$ 13,389,859.35	94.41%
	WIOA FORMULA FUNDS	0621 WIOA FUNDS	6/30/2021	\$ 14,710,471.00	\$ 465,463.61	3.16%	25.00%	\$ 4,509,248.42	\$ 4,974,712.03	33.82%
5405-20	Disaster Recovery DW - COVID-19	0620NDW001	3/31/2022	\$ 1,314,851.00	\$ 813,570.05	61.88%	82.61%	\$ 398,076.06	\$ 1,211,646.11	92.15%
7211-22	Resource Administration	0622RAG001	9/30/2022	\$ 7,467.00	\$ 2,377.50	31.84%	25.00%	\$ -	\$ 2,377.50	31.84%
6229-21	Trade Act Services	0621TRA001	12/31/2021	\$ 475,116.00	\$ 407,265.06	85.72%	N/A	\$ -	\$ 407,265.06	85.72%
6229-22	Trade Act Services	0622TRA001	12/31/2022	\$ 289,716.00	\$ -	0.00%	N/A	\$ 223,114.20	\$ 223,114.20	77.01%
6239-21	Reemployment Services and Eligibility Assessment	0621REA001	12/31/2021	\$ 801,728.00	\$ 773,775.46	96.51%	100.00%	\$ -	\$ 773,775.46	96.51%
6239-22	Reemployment Services and Eligibility Assessment	0622REA001	9/30/2022	\$ 819,338.00	\$ -	0.00%	3.00%	\$ 477,274.66	\$ 477,274.66	58.25%
<b>WIOA TOTALS</b>	<b>Totals</b>			<b>\$ 23,085,765.00</b>	<b>\$ 11,452,523.69</b>	<b>49.61%</b>		<b>\$ 10,007,500.68</b>	<b>\$ 21,460,024.37</b>	<b>92.96%</b>
<b>WAGNER-PEYSER EMPLOYMENT SERVICE</b>										
6223-21	Employment Services	0621WPA001	12/31/2021	1,067,150.00	\$ 987,071.37	92.50%	100.00%	\$ -	\$ 987,071.37	92.50%
6223-22	Employment Services	0622WPA001	12/31/2022	1,009,837.00	\$ -	0.00%	20.00%	\$ 185,298.37	\$ 185,298.37	18.35%
6226-22	Training and Employment Navigator Pilot - Wagner Peyse	0622WPB003	10/31/2022	100,960.00	\$ 5,203.31	5.15%	16.67%	\$ 86,496.69	\$ 91,700.00	90.83%
6228-20	PATHS	0620WPB001	11/30/2021	\$ 250,000.00	\$ 249,999.72	100.00%	100.00%	\$ -	\$ 249,999.72	100.00%
7246-22	Texas Veterans Commission	0622TVC001	9/30/2022	\$ 181,220.00	\$ 54,410.98	30.02%	25.00%	\$ 14,171.51	\$ 68,582.49	37.84%
6225-22	WCI- Red, White, and You	0622WCI002	9/30/2022	\$ 45,000.00	\$ 6,476.30	14.39%	25.00%	\$ -	\$ 6,476.30	14.39%
6225-22	WCI - Short Term Training for Parents in CCSP	0622WCI002	9/30/2022	\$ 126,616.00			25.00%			
6225-22	WCI- TVLP Operating Grant Activities	0622WCI002	9/30/2022	\$ 9,013.00	\$ 2,253.24	25.00%	25.00%	\$ -	\$ 2,253.24	25.00%
6225-22	WCI- Virtual Reality Career Exploration Pilot (TANF)	0622WCI002	9/30/2022	\$ 133,333.00	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
6225-22	WCI- Careers in TX Industry Week/Youth Career Fairs	0622WCI002	9/30/2022	\$ 35,000.00	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
<b>E.S.TOTALS</b>	<b>Totals</b>			<b>\$ 2,958,129.00</b>	<b>\$ 1,305,414.92</b>	<b>44.13%</b>		<b>\$ 285,966.57</b>	<b>\$ 1,591,381.49</b>	<b>53.80%</b>
<b>FOOD STAMP EMPLOYMENT AND TRAINING</b>										
2266-22	Suppl. Nutrition Assistance Program	0622SNE001	9/30/2022	\$ 1,282,879.00	\$ 269,647.73	21.02%	25.00%	\$ 668,274.83	\$ 937,922.56	73.11%
<b>SNAP TOTALS</b>	<b>Totals</b>			<b>\$ 1,282,879.00</b>	<b>\$ 269,647.73</b>	<b>21.02%</b>		<b>\$ 668,274.83</b>	<b>\$ 937,922.56</b>	<b>73.11%</b>
<b>TEMPORARY ASSISTANCE FOR NEED FAMILIES</b>										



**MEANS, ENDS AND EXPECTATIONS  
MONTHLY EXPENDITURE REPORT  
December, 2021**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	* Obligations	Total Expenses + Obligations	% Expenses Obligations
2243-22	Noncustodial Parent Choices Program	0622NCP001	9/30/2022	\$ 455,220.00	\$ 71,220.57	15.65%	30.77%	\$ 241,683.56	\$ 312,904.13	68.74%
2245-22	Temporary Assistance for Needy Families	0622TAF001	10/31/2022	\$ 7,717,827.00	\$ 1,029,736.93	13.34%	23.08%	\$ 4,605,430.09	\$ 5,635,167.02	73.01%
<b>TANF -TOTALS</b>	<b>Totals</b>			<b>\$ 8,173,047.00</b>	<b>\$ 1,100,957.50</b>	<b>13.47%</b>		<b>\$ 4,847,113.65</b>	<b>\$ 5,948,071.15</b>	<b>72.78%</b>
<b>CHILD CARE SERVICES</b>										
1275-21	CCF CCMS CHILD CARE	0621CCF002	12/31/2021	\$ 82,425,726.00	\$ 76,915,164.26	93.31%	100.00%	\$ -	\$ 76,915,164.26	93.31%
1275-22	CCF CCMS CHILD CARE	0622CCF001	12/31/2022	\$ 133,025,420.00	\$ 21,304,464.71	16.02%	23.08%	\$ 98,660,754.15	\$ 119,965,218.86	90.18%
1287-22	CHILD CARE SERVICE INDUSTRY RECOVERY	0622CCX001	3/31/2022	\$ 49,631,469.00	\$ 512,222.62	1.03%	16.67%	\$ 45,740,712.66	\$ 46,252,935.28	93.19%
1271-21	CCM CCMS LOCAL INITIATIVE	0621CCM001	12/31/2021	\$ 9,121,828.00	\$ 9,121,828.00	100.00%	100.00%	\$ -	\$ 9,121,828.00	100.00%
1272-21	CHILD CARE DFPS	0621CCP001	8/31/2021	\$ 5,389,000.00	\$ 3,111,901.13	57.75%	100.00%	\$ -	\$ 3,111,901.13	57.75%
1272-22	CHILD CARE DFPS	0622CCP001	8/31/2022	\$ 3,564,100.00	\$ 1,123,705.49	31.53%	30.77%	\$ 2,440,394.51	\$ 3,564,100.00	100.00%
1274-22	CHILD CARE QUALITY	0622CCQ001	3/31/2023	\$ 6,622,125.00	\$ 312,639.01	4.72%	17.65%	\$ 2,769,661.99	\$ 3,082,301.00	46.55%
<b>CHILD CARE -TOTALS</b>	<b>Totals</b>			<b>\$ 289,779,668.00</b>	<b>\$ 112,401,925.22</b>	<b>38.79%</b>		<b>\$ 149,611,523.31</b>	<b>\$ 262,013,448.53</b>	<b>90.42%</b>
<b>STATE OF TEXAS</b>										
7230-20	Adult Education and Literacy	0618ALAC00	6/30/2022	\$ 7,563,837.00	\$ 7,276,912.77	96.21%	100.00%	\$ -	\$ 7,276,912.77	96.21%
7230-21	Adult Education and Literacy	0618ALAD0	6/30/2022	\$ 7,886,234.00	\$ 1,797,434.50	22.79%	41.67%	\$ 3,826,123.29	\$ 5,623,557.79	71.31%
	<b>Totals</b>			<b>\$ 15,450,071.00</b>	<b>\$ 9,074,347.27</b>	<b>58.73%</b>		<b>\$ 3,826,123.29</b>	<b>\$ 12,900,470.56</b>	<b>83.50%</b>
<b>GRAND TOTAL - Grants</b>				<b>\$ 360,107,108.00</b>	<b>\$ 145,060,351.95</b>	<b>40.28%</b>		<b>\$ 178,155,538.09</b>	<b>\$ 323,215,890.04</b>	<b>89.76%</b>
<b>STATE OF TEXAS - Contracts</b>										
7352-21	Summer Earn and Learn	3021VRS059	1/31/2022	\$ 670,617.65	\$ 163,467.48	24.38%	100.00%	\$ -	\$ 163,467.48	24.38%
7353-21	Student Hireability Navigator	3018VRS135-YR 3	8/31/2022	\$ 226,000.00	\$ 52,581.34	23.27%	100.00%	\$ -	\$ 52,581.34	23.27%
7354-18	Wage Services for Paid Work Experience	3018VRS173	8/31/2021	\$ 500,000.00	\$ 307,679.56	61.54%	100.00%	\$ -	\$ 307,679.56	61.54%
7500-22	Infrastructure Support Services and Shared Cost	0622COL000	8/31/2022	\$ 630,065.88	\$ 199,101.69	31.60%	33.33%	\$ -	\$ 199,101.69	31.60%
	<b>Totals</b>			<b>\$ 2,026,683.53</b>	<b>\$ 722,830.07</b>	<b>35.67%</b>		<b>\$ -</b>	<b>\$ 722,830.07</b>	<b>35.67%</b>
<b>PRIVATE</b>										
8525-18	Retail Pipeline Project (Retail Pays)	Walmart Foundation	6/30/2022	\$ 1,771,576.00	\$ 1,677,154.47	94.67%	85.00%	\$ -	\$ 1,677,154.47	94.67%
8535-19	Walmart Statewide - PATHS	Walmart Foundation	5/16/2023	\$ 5,454,750.00	\$ 3,984,782.37	73.05%	64.58%	\$ -	\$ 3,984,782.37	73.05%

**MEANS, ENDS AND EXPECTATIONS  
MONTHLY EXPENDITURE REPORT  
December, 2021**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	* Obligations	Total Expenses + Obligations	% Expenses Obligations
8603-20	Jobs for the Future	Jobs for the Future, Inc.	12/31/2021	\$ 100,000.00	\$ 27,338.69	27.34%	100.00%	\$ -	\$ 27,338.69	27.34%
8604-20	Jobs for the Future - Prologis Rapid Skilling Initiative	Jobs for the Future, Inc.	2/28/2021	\$ 50,000.00	\$ 45,026.12	90.05%	100.00%	\$ 4,973.88	\$ 50,000.00	100.00%
8604-21	Prologis Community Workforce Initiative – Phase II	Jobs for the Future, Inc.	5/31/2023	\$ 300,000.00	\$ 2,318.00	0.00%	22.73%	\$ -	\$ 2,318.00	0.77%
8605-21	Jobs for the Future - New Profit	Jobs for the Future, Inc.	12/31/2022	\$ 135,000.00	\$ 135,000.00	100.00%	42.86%	\$ -	\$ 135,000.00	100.00%
8700-21	Dallas College - Professional Services	Dallas College	1/31/2025	\$ 500,000.00	\$ 9,484.11	1.90%	25.00%	\$ 250,000.00	\$ 259,484.11	51.90%
<b>Totals</b>				<b>\$ 8,311,326.00</b>	<b>\$ 5,881,103.76</b>	<b>70.76%</b>		<b>\$ 254,973.88</b>	<b>\$ 6,136,077.64</b>	<b>73.83%</b>

**Workforce Solutions Greater Dallas**  
 Statements of Financial Position (Unaudited)  
 December 31, 2021 and December 31, 2020

	<b>12/31/2021</b>	<b>12/31/2020</b>
	<b>(Unaudited)</b>	<b>(Audited)</b>
<b>Assets</b>		
Cash	\$ 12,525,056	7,466,559
Grants receivable	10,288,639	12,048,003
Advances and other receivables	51,410	51,660
Prepaid expenses	221,450	233,510
Equipment, net	3,837	8,079
Total assets	<u>\$ 23,090,392</u>	<u>19,807,811</u>
<b>Liabilities and net assets</b>		
Accounts payable and accrued liabilities	\$ 18,379,798	15,099,601
Employee benefits payable	153,119	153,107
Deferred revenue	3,215,620	3,215,620
Total liabilities	<u>21,748,537</u>	<u>18,468,328</u>
<b>Net assets</b>		
Without donor restrictions	1,247,435	736,262
With donor restrictions	94,420	603,221
Total net assets	<u>1,341,855</u>	<u>1,339,483</u>
Total liabilities and net assets	<u>\$ 23,090,392</u>	<u>19,807,811</u>

**Workforce Solutions Greater Dallas**  
 Statements of Activities (Unaudited)  
 Period ended December 31, 2021 and December 31, 2020

	<b>12/31/2021 (Unaudited)</b>			<b>12/31/2020 (Audited)</b>		
	<b>Without Donor</b>	<b>With Donor</b>	<b>Total</b>	<b>Without Donor</b>	<b>With Donor</b>	<b>Total</b>
	<b>Restrictions</b>	<b>Restrictions</b>		<b>Restrictions</b>	<b>Restrictions</b>	
<b>Revenues and other support</b>						
Revenues from grants and contracts	142,126,389	—	142,126,389	149,239,772	—	149,239,772
Other	48,416		48,416	38,278		38,278
Dividends & interest	2,372		2,372	7,637		7,637
Net assets released from restrictions	508,801	(508,801)	—	319,641	(319,641)	—
Total revenues and other support	<u>142,685,978</u>	<u>(508,801)</u>	<u>142,177,177</u>	<u>149,605,328</u>	<u>(319,641)</u>	<u>149,285,687</u>
<b>Expenses</b>						
Direct program services	138,684,204		138,684,204	146,310,871		146,310,871
Administration	3,490,601		3,490,601	3,272,670		3,272,670
Total expenses	<u>142,174,805</u>	<u>—</u>	<u>142,174,805</u>	<u>149,583,541</u>	<u>—</u>	<u>149,583,541</u>
Change in net assets	511,173	(508,801)	2,372	21,787	(319,641)	(297,854)
Net assets, beginning of year	736,262	603,221	1,339,483	714,475	922,862	1,637,337
<b>Net assets, end of year</b>	<u>\$ 1,247,435</u>	<u>\$ 94,420</u>	<u>\$ 1,341,855</u>	<u>\$ 736,262</u>	<u>\$ 603,221</u>	<u>\$ 1,339,483</u>

# BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods\*

BOARD NAME: **DALLAS**

**FINAL RELEASE**  
As Originally Published 2/4/2022  
**DECEMBER 2021 REPORT**

Status Summary		With Positive Performance (+P):	Meeting Performance (MP):	With Negative Performance (-P):	% +P & MP											
Contracted Measures		10	7	5	77.27%											
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	Employed Q2 Post Exit – Adult (DOL)	-P	81.66%	71.20%	71.20%	58.14%	63.52%	72.41%	100	172	58.57%	57.84%			7/20	12/20
DOL-C	Employed Q4 Post Exit – Adult (DOL)	-P	79.08%	69.30%	69.30%	54.80%	64.78%	73.52%	97	177	48.60%	64.29%			1/20	6/20
DOL-C	Median Earnings Q2 Post Exit – Adult (DOL)	MP	105.56%	\$5,800.00	\$5,800.00	\$6,122.60	\$7,297.50	\$6,539.16	n/a	98	\$5,108.37	\$6,324.50			7/20	12/20
DOL-C	Credential Rate – Adult (DOL)	+P	115.01%	75.30%	75.30%	86.60%	76.40%	85.60%	123	142	89.20%	83.10%			1/20	6/20
DOL-C	Measurable Skills Gains - Adult (DOL)	+P	110.47%	60.20%	60.20%	66.50%	68.40%	77.10%	149	224	-----	-----	-----	-----	7/21	12/21
DOL-C	Employed Q2 Post Exit – DW (DOL)	-P	78.74%	79.50%	79.50%	62.60%	72.60%	85.06%	77	123	61.82%	63.24%			7/20	12/20
DOL-C	Employed Q4 Post Exit – DW (DOL)	MP	90.03%	78.50%	78.50%	70.67%	83.45%	82.89%	53	75	71.43%	69.23%			1/20	6/20
DOL-C	Median Earnings Q2 Post Exit – DW (DOL)	MP	109.03%	\$8,600.00	\$8,600.00	\$9,376.96	\$9,972.90	\$9,894.21	n/a	75	\$12,807.67	\$8,500.55			7/20	12/20
DOL-C	Credential Rate – DW (DOL)	+P	118.10%	73.50%	73.50%	86.80%	82.60%	76.30%	59	68	86.10%	88.00%			1/20	6/20
DOL-C	Measurable Skills Gains - DW (DOL)	+P	121.94%	58.80%	58.80%	71.70%	75.60%	71.80%	99	138	-----	-----	-----	-----	7/21	12/21
DOL-C	Employed/Enrolled Q2 Post Exit – Youth (DOL)	MP	95.06%	69.50%	69.50%	66.07%	67.01%	71.48%	111	168	64.47%	67.39%			7/20	12/20
DOL-C	Employed/Enrolled Q4 Post Exit – Youth (DOL)	MP	102.58%	65.80%	65.80%	67.50%	66.67%	71.15%	135	200	70.31%	62.50%			1/20	6/20
DOL-C	Median Earnings Q2 Post Exit – Youth (DOL)	+P	138.47%	\$2,900.00	\$2,900.00	\$4,015.72	\$2,591.09	\$3,042.00	n/a	104	\$4,242.45	\$3,644.97			7/20	12/20
DOL-C	Credential Rate – Youth (DOL)	+P	125.29%	51.80%	51.80%	64.90%	64.90%	60.10%	37	57	64.50%	65.40%			1/20	6/20
DOL-C	Measurable Skills Gains - Youth (DOL)	MP	103.62%	41.40%	41.40%	42.90%	41.70%	48.60%	54	126	-----	-----	-----	-----	7/21	12/21
LBB-K	Employed/Enrolled Q2 Post Exit – C&T Participants	-P	89.92%	63.30%	63.30%	56.92%	60.74%	69.97%	4,242	7,452	60.49%	53.65%			7/20	12/20
LBB-K	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants	MP	101.08%	80.25%	80.25%	81.12%	79.64%	85.32%	4,130	5,091	80.93%	81.45%			1/20	6/20
LBB-K	Credential Rate – C&T Participants	+P	113.64%	70.10%	70.10%	79.66%	78.91%	79.00%	231	290	82.63%	75.61%			1/20	6/20

1. Because of the nature of this measure (the lack of lag between going into the denominator and when it would be reasonable to achieve a gain), this data is often not meaningful until the last few months the Program Year.

## Reemployment and Employer Engagement Measures

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 2/4/2022  
**DECEMBER 2021 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
--------	---------	--------	------------------	----------------	------------	---------------	----------------	----------------	---------	---------	-------	-------	-------	-------	------	----

## Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	+P	105.72%	60.01%	60.01%	63.44%	71.92%	59.22%	5,710	9,000	63.44%				7/21	9/21
2																
TWC	# of Employers Receiving Workforce Assistance	+P	119.28%	5,352	11,047	6,384	10,201	9,413	----	6,384					10/21	12/21
									----							

2. Performance in Q1 of the Rolling 12 Month performance period was artificially boosted because very few claimant with new claims during that period were subject to work search. This is not applicable for the Year to Date report.

## Program Participation Measures

TWC	Choices Full Engagement Rate - All Family Total	-P	59.60%	50.00%	50.00%	29.80%	13.35%	31.52%	53	177	29.80%				10/21	12/21
TWC	Avg # Children Served Per Day - Combined	+P	108.15%	13,282	13,282	14,365	12,986	15,606	948,109	66	14,365				10/21	12/21
3	# of SIR Children Served	---	-----	-----	-----	551	n/a	n/a	----	66	-----	-----	-----	-----	8/21	12/21
									----							

3. The Service Industry Recovery Child Care Program (SIR) is a medium term, COVID-19 recovery-related child care program to serve the children of Service Industry Workers who might not normally qualify for subsidized child care. The program seeks to enroll nearly 55K eligible children in care by March of 2022 and each enrolled child will be eligible for up to 12 months of care.

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 2/4/2022  
**DECEMBER 2021 REPORT**

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

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	88.30%	102.17%	101.78%	91.33%	93.76%	88.27%	90.06%	119.88%	113.98%	104.58%	96.22%	100.98%	131.48%	238.25%	137.28%
Borderplex	121.70%	108.77%	182.45%	105.69%	72.62%	102.04%	92.88%	130.60%	110.21%	109.17%	115.58%	116.29%	104.46%	n/a	100.88%
Brazos Valley	108.54%	102.04%	106.95%	109.17%	95.60%	83.64%	69.60%	93.05%	123.00%	86.62%	86.52%	69.35%	258.11%	n/a	140.00%
Cameron	105.33%	110.14%	121.24%	116.81%	70.24%	106.07%	106.81%	159.12%	119.47%	59.70%	107.53%	121.86%	145.45%	223.88%	156.83%
Capital Area	56.06%	106.08%	173.08%	83.68%	66.47%	96.82%	120.89%	139.07%	106.93%	64.71%	107.76%	97.97%	84.63%	125.76%	63.00%
Central Texas	103.36%	85.03%	175.00%	104.47%	80.21%	85.50%	73.08%	123.55%	75.48%	58.46%	67.08%	108.65%	106.46%	160.00%	75.00%
Coastal Bend	93.87%	85.24%	125.75%	81.19%	66.16%	106.71%	86.47%	88.02%	78.00%	83.39%	95.07%	101.71%	79.32%	116.84%	46.05%
Concho Valley	113.87%	87.96%	130.32%	85.02%	112.05%	90.65%	122.10%	197.19%	76.23%	119.00%	130.21%	63.19%	172.69%	234.04%	263.16%
Dallas	81.66%	79.08%	105.56%	115.01%	110.47%	78.74%	90.03%	109.03%	118.10%	121.94%	95.06%	102.58%	138.47%	125.29%	103.62%
Deep East	106.33%	91.33%	104.19%	135.54%	125.61%	104.65%	69.43%	177.34%	116.28%	116.28%	94.28%	107.88%	69.17%	246.91%	61.73%
East Texas	92.59%	104.12%	118.72%	103.59%	93.09%	94.76%	96.65%	166.70%	103.76%	72.61%	93.48%	99.62%	159.77%	195.09%	185.97%
Golden Crescent	112.09%	89.41%	139.33%	107.91%	27.38%	93.69%	88.16%	168.05%	102.00%	84.11%	52.08%	97.09%	75.68%	160.00%	25.00%
Gulf Coast	90.46%	86.24%	122.09%	94.50%	91.20%	92.00%	88.75%	118.55%	78.57%	95.89%	98.77%	99.10%	123.41%	189.15%	132.23%
Heart of Texas	119.83%	93.13%	228.23%	114.27%	121.17%	108.84%	73.08%	172.91%	114.29%	45.89%	133.19%	92.94%	111.43%	37.52%	n/a
Lower Rio	110.28%	93.81%	97.66%	102.78%	82.02%	72.24%	123.00%	138.16%	117.23%	105.28%	84.77%	91.16%	128.68%	175.44%	164.47%
Middle Rio	118.84%	94.61%	97.03%	78.75%	104.00%	116.55%	121.80%	278.07%	142.86%	178.57%	86.81%	94.79%	115.25%	274.92%	309.92%
North Central	80.97%	79.44%	100.24%	102.75%	79.92%	90.33%	76.86%	110.15%	109.69%	56.14%	101.11%	92.05%	112.10%	193.15%	164.86%
North East	115.16%	100.94%	153.86%	91.90%	84.29%	109.25%	94.61%	102.50%	95.29%	150.36%	113.93%	115.27%	171.74%	154.61%	186.30%
North Texas	94.41%	108.64%	148.27%	60.46%	104.38%	103.60%	0.00%	150.01%	142.86%	136.07%	138.89%	142.86%	375.45%	162.07%	0.00%
Panhandle	94.52%	112.81%	148.38%	116.78%	79.02%	98.60%	81.21%	135.35%	114.29%	84.00%	104.17%	130.03%	199.92%	140.00%	116.20%
Permian Basin	109.65%	107.00%	134.99%	101.99%	77.25%	95.98%	77.88%	187.94%	101.49%	96.43%	100.16%	79.25%	107.73%	0.00%	191.23%
Rural Capital	106.35%	97.48%	172.12%	117.65%	98.19%	94.86%	82.26%	140.60%	114.29%	80.43%	85.66%	99.57%	172.04%	131.36%	138.20%
South Plains	123.19%	95.61%	104.95%	93.21%	141.36%	116.55%	121.80%	145.93%	114.29%	119.00%	130.21%	106.69%	103.78%	106.72%	66.60%
South Texas	131.20%	98.77%	82.99%	120.92%	98.19%	124.07%	66.76%	108.81%	114.29%	111.14%	98.65%	109.81%	195.32%	162.07%	173.48%
Southeast	64.18%	97.56%	116.20%	133.03%	112.05%	76.53%	129.20%	105.90%	57.14%	81.57%	78.34%	91.04%	85.49%	263.16%	159.65%
Tarrant	92.75%	95.65%	134.57%	99.17%	102.41%	95.74%	104.36%	121.77%	92.26%	101.80%	110.29%	96.02%	118.73%	240.56%	193.89%
Texoma	93.84%	119.04%	168.75%	107.05%	60.79%	97.12%	121.80%	105.36%	114.29%	71.43%	107.91%	97.09%	136.68%	80.00%	100.00%
West Central	130.72%	100.66%	156.08%	133.79%	111.47%	110.72%	106.58%	157.59%	114.29%	112.29%	127.17%	93.77%	53.84%	n/a	438.60%
+P	10	3	19	9	7	4	7	21	16	9	8	5	18	21	17
MP	13	18	8	14	9	18	8	6	7	6	13	20	4	1	3
-P	5	7	1	5	12	6	13	1	5	13	7	3	6	3	7
% MP & +P	82%	75%	96%	82%	57%	79%	54%	96%	82%	54%	75%	89%	79%	88%	74%
From	7/20	1/20	7/20	1/20	7/21	7/20	1/20	7/20	1/20	7/21	7/20	1/20	7/20	1/20	7/21
To	12/20	6/20	12/20	6/20	12/21	12/20	6/20	12/20	6/20	12/21	12/20	6/20	12/20	6/20	12/21

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

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

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Receiving Workforce Assistance	Choices Full Engagement Rate	Average # Children Served Per Day-Combined	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Q4 Post-Exit	Credential Rate								
Alamo	90.81%	103.71%	63.40%	105.31%	108.40%	69.02%	100.12%	7	10	5	77%
Borderplex	95.94%	100.51%	103.17%	95.15%	98.20%	57.02%	75.76%	6	12	3	86%
Brazos Valley	94.46%	103.84%	114.12%	112.02%	110.19%	111.24%	103.84%	7	8	6	71%
Cameron	91.56%	93.42%	121.47%	109.66%	102.97%	45.96%	105.79%	12	5	5	77%
Capital Area	80.82%	105.00%	95.65%	107.29%	105.74%	37.60%	103.64%	6	8	8	64%
Central Texas	89.83%	101.32%	112.84%	104.39%	112.96%	79.32%	84.26%	5	6	11	50%
Coastal Bend	89.02%	101.40%	67.00%	108.34%	110.26%	26.48%	103.51%	4	6	12	45%
Concho Valley	96.81%	104.36%	85.59%	116.87%	108.22%	82.68%	100.50%	12	4	6	73%
Dallas	89.92%	101.08%	113.64%	105.72%	119.28%	59.60%	108.15%	10	7	5	77%
Deep East	93.41%	98.31%	114.12%	106.09%	104.15%	65.62%	98.27%	8	9	5	77%
East Texas	84.28%	96.92%	97.00%	107.25%	111.33%	41.58%	84.44%	7	11	4	82%
Golden Crescent	102.10%	105.37%	106.99%	104.95%	105.55%	39.26%	97.78%	7	7	8	64%
Gulf Coast	87.00%	98.87%	85.54%	102.31%	84.92%	48.94%	109.36%	6	9	7	68%
Heart of Texas	98.72%	107.54%	80.63%	108.50%	108.60%	35.02%	96.47%	11	5	5	76%
Lower Rio	89.61%	91.17%	105.61%	108.45%	103.29%	71.36%	118.08%	10	6	6	73%
Middle Rio	87.38%	82.69%	93.47%	100.93%	103.17%	75.26%	115.68%	10	6	6	73%
North Central	89.81%	103.19%	99.77%	96.28%	109.19%	54.20%	77.65%	5	9	8	64%
North East	96.10%	101.06%	108.00%	99.41%	103.55%	41.04%	94.38%	9	10	3	86%
North Texas	103.63%	108.01%	123.20%	97.07%	112.47%	46.42%	112.61%	12	6	4	82%
Panhandle	94.33%	104.80%	128.90%	110.20%	116.77%	119.60%	100.42%	13	5	4	82%
Permian Basin	91.72%	99.48%	97.42%	103.84%	107.69%	29.46%	90.19%	4	11	7	68%
Rural Capital	88.14%	108.95%	116.72%	103.82%	105.19%	32.86%	94.83%	10	6	6	73%
South Plains	95.97%	101.81%	102.28%	110.54%	100.30%	42.98%	99.72%	9	11	2	91%
South Texas	92.64%	92.10%	142.65%	101.24%	105.19%	95.56%	124.07%	11	7	4	82%
Southeast	91.06%	97.63%	97.26%	111.79%	104.20%	52.92%	102.67%	7	7	8	64%
Tarrant	90.95%	104.05%	102.30%	88.63%	109.47%	45.66%	82.53%	7	11	4	82%
Texoma	94.74%	107.98%	118.87%	101.95%	106.56%	36.48%	102.24%	8	9	5	77%
West Central	90.73%	100.04%	123.64%	101.84%	106.03%	59.80%	103.89%	12	6	3	86%
<b>+P</b>	0	5	14	13	19	2	7	234			
<b>MP</b>	7	19	8	13	8	1	13	217			
<b>-P</b>	21	4	6	2	1	25	8	161			
<b>% MP &amp; +P</b>	25%	86%	79%	93%	96%	11%	71%	74%			
From	7/20	1/20	1/20	7/21	10/21	10/21	10/21	From			
To	12/20	6/20	6/20	9/21	12/21	12/21	12/21	To			

**Economic Snapshot**

**4.0%**

**56,222 unemployed**

**Unemployment Rate**

December 2021 Dallas County  
*Down 2.5 percentage points from Dec 2020. The Texas rate is also down 2.4 points to 4.3%*

**11,069**

**Job Gains**

Dallas County (+5.64%)  
*Employment gains across the state slowed in December however, over the year gains remain strong. The County showed 72,867 growth over the year compared to December 2020.*

**+40,436**

**Job Recovery**

December 2021 (103.05%)  
*After 22 months, Dallas County has eclipsed the number of jobs lost during the pandemic, since March of 2020.*

**67.9%**

**Return to Work**

Dallas County UI Claimants  
*Or, 270,425 since the pandemic began in March 2020*

**Dallas County Economic Recovery**

Dallas County continues to recover in line with the state averages. The unemployment rate has generally trended downward since the pandemic spike in April 2020; and job growth remains strong despite a slow down in August.

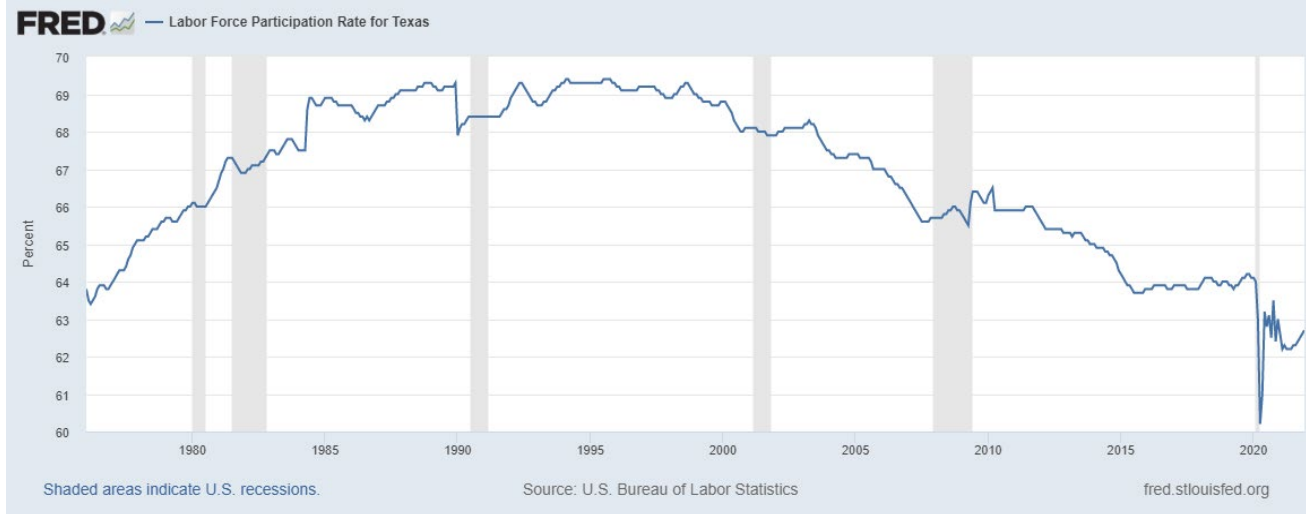
**Texas Labor Force Participation Rate:**

The labor force participation rate for Texas dropped to **60.2%** back in April of 2020. Since then, the participation rate increased but has not achieved pre pandemic levels. As of December 2021, the participation rate is **62.7%**.

*labor-force participation rate is the number of all employed and unemployed workers divided against the state's civilian population.*

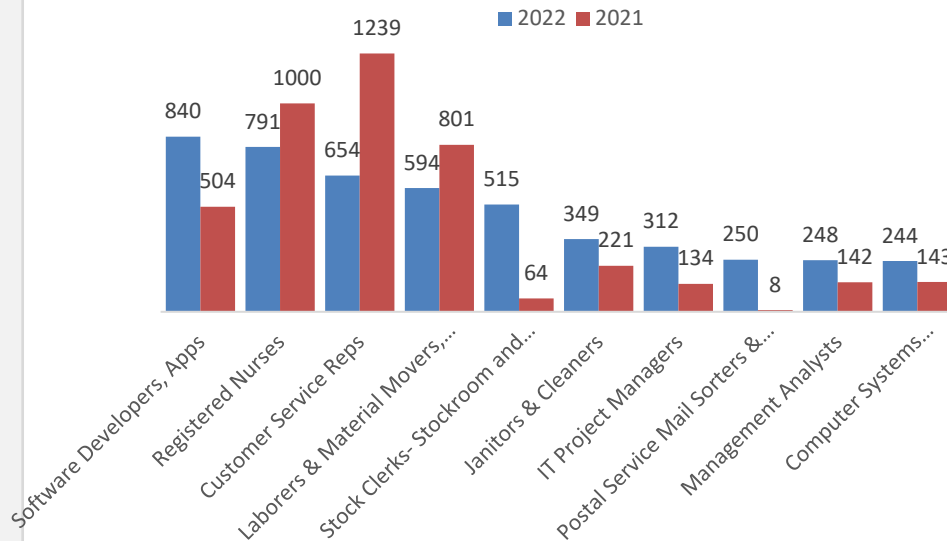
*Source: US Bureau of Labor Statistics,*

**Labor Force Participation Rate - Texas**

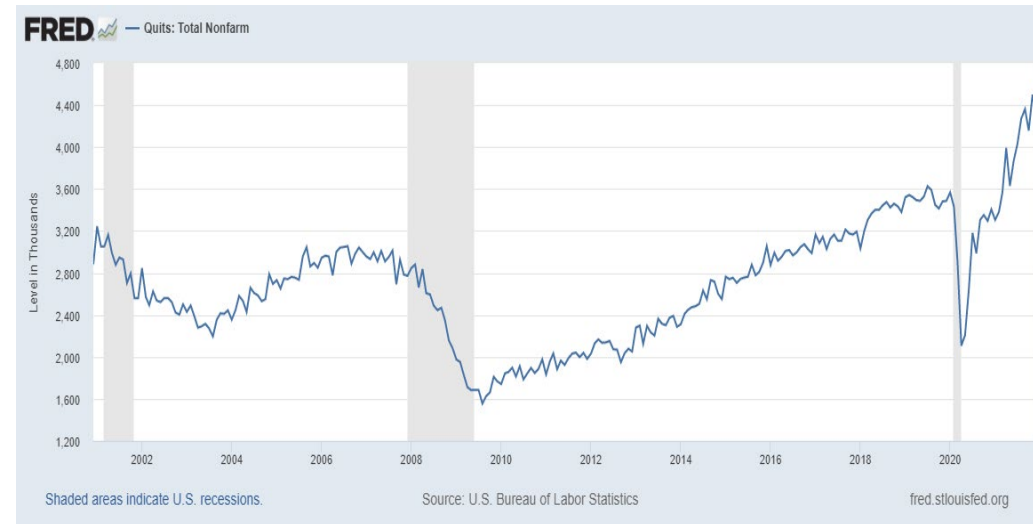


*Source: US Bureau of Labor Statistics, FRED  
<https://fred.stlouisfed.org/series/LBSSA48>*

**Dallas County – Work in Texas Jan 22  
Top 10 Job Postings vs Jan 2021**



**US Quits – Total Nonfarm Seasonally Adjusted**



*Source: US Bureau of Labor Statistics, FRED  
<https://fred.stlouisfed.org/series/LBSSA48>*



# SPECIAL INITIATIVES



Online skills training is available to upskill front-line workers for careers in retail, IT Healthcare or office administration. Program offers employer and industry-recognized credentials at no-cost, with enhanced flexibility to learn anywhere, anytime.

## What was achieved

- 1,488 enrolled
- 724 trained

## Arts2Work

An Apprenticeship Workforce Program for “visual storytellers” in underserved communities in Dallas. Skills are gained through project-based education in digital media, audio/video production, cinema studies, emerging media arts and creative technology.

## What was achieved

- 12 Pre-apprentices trained
- 12 placed

## Prologis CWI

Building and investing in the latest learning and development tools in partnership with workforce development agencies, Prologis is establishing a sustainable pipeline of talent for its customers while creating economic opportunity in local communities.

## What was achieved

- 303 enrolled
- 194 placed



PATHS for Texas mirrors Retail Pays by offering similar upskilling and reskilling opportunities to front-line workers in four workforce areas across Texas: Gulf Coast, Coastal Bend, North Texas and Rural Capital Area.

## What was achieved

- 601 enrolled
- 331 certifications earned



## Future of Work Grand Challenge

XPRIZE Rapid Reskilling incentivized teams to develop and demonstrate the effectiveness of rapid training and reskilling solutions for individuals impacted by employment loss.

## What was achieved

- 42 trained
- 30 placed

### A. CONTRACTS AND AGREEMENTS

#### Amendments to FY2022 Existing Contractors

Contracts and budgets have been approved for Fiscal Year 2022 based upon grants received at that time. The Board has since received additional grants and funds from the previous program year have been realized. As a result, staff requests amendments to the following existing FY2022 service provider contracts:

1. **ChildCareGroup Contract (Child Care Services)** - provides management and operation of the child care subsidy program. Additional funds in the amount of \$11,480,894 for direct care consists of the following:
  - \$6,625,716 in Local Match (CCM) carryover funds (*October 1, 2021-December 31, 2021*); and
  - \$4,855,178 in CCF supplemental funding with 568 additional performance targets.

The value of contract after this amendment is \$193,198,826. The FY2022 performance contracted target is 13,282 for the average number of children served per day.

2. **ChildCareGroup Contract (Child Care Quality)** – provides child care quality improvement activities to assist child care providers in enhancing their skills and quality of services provided to children in Dallas County. The additional funds in the amount of \$125,000 are specific to the Texas Rising Star Mentor services.

The total value of contract after this amendment is \$2,513,238.

3. **Equus Workforce Solutions Contract (Workforce System Operations)** - provides management and operation of the workforce solutions offices. The additional funds in the amount of \$3,716,351 consists of the following:

- \$750,000 in WIOA Adult;
- \$2,300,000 in WIOA Dislocated Worker;
- \$50,000 in Supplemental Nutrition Assistance Program (SNAP E&T);
- \$450,000 in Employment Services (ES);

Funds dedicated to outreach and recruitment of both employee and job seeker customers:

- \$75,000 in Adult Education & Literacy (AEL) funds (*October 1, 2021-June 30, 2022*);
- \$41,351 in Retail Pays funds (*October 1, 2021-June 30, 2022*); and
- \$50,000 in JFF Prologis Phrase II.

The value of contract after this amendment is \$19,470,071.

4. **Equus Workforce Solutions Contract (Youth System Operations)** - provides management and operation to young adults ages 16-24 who are disconnected from either work or education throughout Dallas County. The Board receives additional funding from the Texas Workforce Commission's Rehabilitation Services department for the expressed inclusion of young adults enrolled in their programs. The additional funds in the amount of \$335,000 consists of the following:

- \$135,000 in Student Hireability Navigation (\$8,000 specific to the Mentor Pilot Project); and
- \$200,000 in Vocational Rehabilitation Year-Round Wages.

The value of contract after this amendment is \$5,126,000.

**RECOMMENDATION:** Board authorization to amend the existing FY2022 contracts to **ChildCareGroup** for child care assistance and quality activities; and **Equus Workforce Solutions** for workforce center services and young adults as presented above.

#### WIOA Emergent Initiatives

In this post COVID workforce world, adequate talent is in short supply. We have resources within these grants to be more innovative in our service strategies. This could include additional work with our current providers and/or procuring new partners.

We have explained throughout COVID that young adults have withdrawn from the job market. There are a variety of reasons within this population as within the adult and dislocated worker populations. We need fresh strategies to engage additional talent and upskill existing talent.

To enhance services to youth ages 16-24, who are disconnected from work and education in Dallas County, we will be seeking new partners offering additional services and activities through special initiatives. In upskilling both the unemployed and under-employed workers, regardless of age, we need to address the barriers that prevent customers from realizing their full potential. With an emphasis on recruitment and outreach efforts, cohort specific training, career and training fairs, and work experience opportunities, we will continue to work with our existing contractor to develop service enhancement and spending plans. We anticipate there will be an urgent need to act on these efforts between now and the April board meeting. Staff requests Board authorization for the President to take action in the interim time period to authorize amendments necessary to meet the need or initiate new contracts on an emergency basis. Time is of the essence to meet employer needs and any emergent strategies will be returned to the Board in April for ratification. The President and staff assure that all previously adopted standards for procurement and contract administration will be followed.

**RECOMMENDATION:** Board authorization for the President to respond to emergency needs through contract and/or policy changes for additional workforce opportunities as appropriate until the April Board meeting.

**Adult Education and Literacy (AEL) Consortium Contract Amendments**

The Texas Workforce Commission approved additional fund distributions and targets to the AEL programs. To date, we still have not received the grant from TWC. Dallas Board is slated to receive \$1,527,841 with supplemental performance targets of 1,578, increasing our overall target to 8,672. Board staff has negotiated with Consortium partners (Dallas College, Irving ISD, Richardson ISD, and Wilkinson Center) to determine the dollar amounts and performance targets. Amendments to our existing partners will be awarded contingent upon receipt of the grant. We are continuing to work with our partners focusing on activities to enhance services and improve performance outcomes.

<b>AEL Consortium Partner</b>	<b>Amount</b>	<b>Performance target</b>
Dallas College	\$ 618,192	639
Wilkinson Center	\$ 463,644	479
Irving ISD	\$ 309,096	320
Richardson ISD	\$ 154,548	160

**RECOMMENDATION:** Board authorization to amend the existing WFSDallas AEL Consortium partner contracts contingent upon receipt of TWC grant as presented above.

## **OVERSIGHT, POLICY AND PROCUREMENT**

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### **Procurement**

#### **2022 Procurement Advisory and Schedule**

We will conduct multiple procurements in 2022, and there are rules for Board and WFSDallas staff communication through these processes. We will notify the board when each formal Bid package is published but thought it might be helpful to cover the rules and the schedule early in the process. Bidders are also notified of these limitations in the formal procurement instructions, and most are very familiar with the process.

Example: "This is an official notice that we are in active procurement, and to remind us of the rules governing conflict of interest or contact from prospective contractors/vendors. The information given to the prospective contractors is as follows: "All Board Directors, officers, and staff of the Board are precluded from entertaining questions concerning the proposal or this procurement process outside the confines of the Bidders' Conference. Potential bidders, bidders and contractors are asked to respect these conditions by not making personal requests for assistance. No employee, member of a Board of Directors or other governing body, or representative of a bidder who submits a proposal under this RFP may have any contact outside of the formal review process with any employee of WFSDallas, or any member of the Board of Directors for purposes of discussing or lobbying on behalf of bidder's proposal. This contact includes written correspondence, telephone calls, personal meetings, email messages, or other kinds of personal contact. WFSDallas will reject proposals of those bidders who violate this condition." When procurement is published, you will be directed to our online notification [https://www.wfsdallas.com/ doing-business](https://www.wfsdallas.com/doing-business) Please feel free to share the link with interested parties, but no other contact is appropriate during active procurement.

Planned procurement opportunities with potential release dates in 2022:

#### **Program Operation Services**

Spring 2022 - Child Care Quality (Professional Training Services, Professional Development, and Other Innovative Activities)

Spring 2022 - Child Care Slots (TRS 3- and 4-star child care providers to reserve slots for children participating in the Child Care Services subsidy program. Services provided by this Pilot Program will be offered outside of WFSDallas' regular allocation of child care funds).

*Additional procurements may be needed based on available funding.*

#### **Professional Services**

Released January 2022 - Website Development Services

#### **Vendor Services**

Released February 2022 Specialized Vendor Services

Summer 2022 - Leasing of High-Capacity Copiers

Summer 2022 - Business Class Broadband Fiber (Primary Rate Interface) and Data Internet Services

## **OVERSIGHT, POLICY AND PROCUREMENT**

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### **Policy – Local Flexibility**

#### **I. Support Services**

Within our current support services policy #S0121, *change 4*, WFSDallas offers support services to enable individuals to participate in activities authorized under the Workforce Innovation and Opportunity Act (WIOA). We will modify the existing policy to:

Accommodate circumstances of an emergency nature (i.e., utility bill, shelter, etc.) – Emergency services such as individual counseling, rent, and utilities are allowable and will be considered on a case-by-case basis. If assistance isn't available through other sources. Need for services must be documented.

Temporarily hold on support services limits per customer per year- Due to hardship experienced by many of our customers, there will be a temporary hold on the maximum amount per customer per year. Currently we have \$2,500 per year per customer and a one-time payment of \$200 for assistance with exams/certifications and other work-related expenses. This temporary hold will offer assistance to those most in-need seeking work or training.

Offer clarification for support services delivered to dislocated workers - dislocated workers are eligible to receive support services. Documentation must clearly describe need for support services to participate in planned workforce activities. Documentation must also specify that services are not available through other local sources. If appropriate and available, referrals should be made to community resources and documented within casenotes.

#### **II. Training Provider**

Our policy #T0108, *change 10*, has been modified to include the following changes:

Outside of workforce board area training providers - TWC WD Letter 12-19, change 2 indicates that local workforce development boards may fund training programs outside of their workforce areas but within Texas. WFSDallas does not support training programs outside of Texas.

The program must meet the following criteria:

- The training program must be included on the statewide eligible training provider list in Texas,
- Aligned with the local target occupations
- Participant is willing to commute or relocate
- Approval is on a case-by-case basis and pending a thorough assessment to ensure successful participation in the program.

Clarification to Training Provider Policy –

- Training must result in an employer or industry recognized credentials
- Inclusion on the ETPL does not guarantee funding will be provided to any student
- Contractor, not training providers, determine an individual's eligibility for WIOA, including the need for training
- Documentation must be complete with a training justification (clear assessment/interview/evaluation of the participant's skill levels and service needs of adults and dislocated workers, and career planning in accordance with the WIOA Guidelines).
- Contractor must ensure that WIOA funds are not used to pay training costs for any portion or term of training for which the participant has signed a loan as part of financial aid or that was paid by the participant or another source.
- Contractor must ensure that participants and training providers are informed that WIOA is not available unless an ITA is approved and has been issued to the training provider or eligible participant.
- Contractors must ensure that ITAs for training services are paid only to training providers for approved programs that are included on the ETPL.

### III. Job Search Policy

WFSDallas is required to set a local job policy (establishing minimum attempts) for all unemployed persons receiving Unemployment Benefits. Prior to COVID-19, WFSDallas maintained a minimum job search set at three attempts, weekly. In May 2021, the Board approved three job search attempts each week for all unemployment recipients. Those attempts may be virtual and can include:

- applying on WorkInTexas or other electronic job systems;
- participating in Metrix online training;
- Metrix Online Learning Platform - *Texas Workforce Commission has partnered with Metrix Learning to help Texas residents brush up on skills to prepare for better employment opportunities. The Metrix online learning platform provides Texans free online job readiness courses.*
- attending Facebook Live hiring events <https://www.facebook.com/WorkforceSolutionsGreaterDallas>
- attending Easy Virtual Hiring Events sponsored by WFSDallas, held each month; and
- participating and documenting many other training or job search options through workforce center offices, by phone, email or in-person appointments.

WFSDallas follows TWC guidance for exclusions to job search.

<b>RECOMMENDATION:</b> Board authorization to approve policies presented above.
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QUALITY ASSURANCE AND OVERSIGHT

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

August – September WIOA Youth - Equus		<b>Program Review:</b> Recommendations were made in the following areas: Eligibility, Case management, TWIST Data Entry <b>Status:</b> Review complete with no issues.
December 2021 – January 2022 WIOA Adult		<b>Program Review:</b> Recommendations were made in the following areas: Eligibility, case management, TWIST Data Entry <b>Status:</b> Review complete. Pending contractor response.
April – August 2021 CCG		<b>Fiscal Review:</b> Recommendations were made in the following areas: Personnel costs, recoupment, non-personnel costs , provider payments <b>Status:</b> Review complete. Pending contractor response.
April – August 2021 All programs - Equus		<b>Fiscal Review:</b> Recommendations were made in the following areas: Personnel costs, non-personnel costs and financial reporting. <b>Status:</b> Review complete. Pending contractor response.
June – July 2021 Choices - Equus		<b>Program Review:</b> Recommendations were made in the following areas: Eligibility, case management, TWIST Data Entry, support services. <b>Status:</b> Review complete with no issues.
July – August 2021 NDW - Equus		<b>Program Review:</b> Recommendations were made in the following area: Documentation of services <b>Status:</b> Review complete with no issues.

State Monitor Updates:

In November 2021, TWC conducted an Annual Monitoring Review for all Programs. A final report is pending from TWC with an estimated completion of April 2022.

TWC conducted a 6-month VR review of the Summer Earn and Learn program and provided technical assistance.

TWC is currently conducting a virtual EO review of the workforce centers.

TWC has also recently notified WFSDallas of an upcoming data validation review for the Adult Education and Literacy program for June 2022.