



WORKFORCE SOLUTIONS
of the Coastal Bend

Ad Hoc Youth Committee Meeting

February 10, 2022
3:30 pm

Bayview Tower
400 Mann Street, Suite 800
Conference Room #1
Corpus Christi, TX

Join Zoom Meeting

<https://us02web.zoom.us/j/84394375526?pwd=NElnLzQ5RWhzQTRIRHF3aTVxbncwZz09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 843 9437 5526

Passcode: 314123

www.workforcesolutionscb.org

Strategic Goals

- Establish and Strengthen Partnerships
- Effectively/Efficiently Target Rural Area Services
- Increase Workforce Awareness
- Expand Innovative Services to Business
- Explore New Revenue Opportunities
- Improve Internal Efficiencies
- Refine Board Culture

Mission Statement

At Workforce Solutions of the Coastal Bend, we invest in our regional economic success through access to jobs, training, and employer services.

Value Statement

Accountability – We address our customers and co-workers in a positive manner that elevates their spirit and creates a professional, supportive workplace for staff, job seekers, and employers.

Teamwork – We combine our individual talents for the benefit of the mission and common goals leveraging our unique abilities and contributions.

Trust – We consistently deliver on our commitments to our customers and co-workers to establish strong, sustainable relationships.

Integrity – We are honest, supportive, candid in addressing difficult issues, and willing to share success to demonstrate respect and consideration for our customers and co-workers.

Tenacity – We resist giving up when the going gets tough and support our customers and co-workers in seeing that issues are resolved and the job gets done.

Understanding – We are serious and passionate about delivering our services with compassion and empathy.

Dignity – We interact with customers and co-workers professionally regardless of their backgrounds, experience, and circumstances to reflect our commitment as public servants.

Enthusiasm – We recognize the importance and value of our work and know that every day we have the opportunity to help build the economic success of our regional economy.

Disclosure and Declaration of a Conflict of Interest

Conflicts of Interest and the appearance of Conflicts of Interest shall be reported according to Board Administrative Policies #1.0.101.00 - Standards of Conduct and Conflict of Interest; and #1.0.105.00 - Reporting Conflict of Interest, Fraud, and Abuse, which were adopted by the Board of Directors on April 26, 2007.

Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee is in a decision-making position and has a direct or indirect interest, particularly a financial interest, that influences the individual's ability to perform job duties and fulfill responsibilities.

Appearance of a Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee's action appears to be:

- influenced by considerations of one or more of the following: gain to the person, entity, or organization for which the person has an employment interest, substantial financial interest, or other interest, whether direct or indirect (other than those consistent with the terms of the contract), or;
- motivated by design to gain improper influence over the Commission, the Agency, the Board, or the Board's Chief Elected Officials.

Code of Ethics

The Workforce Solutions Code of Ethics is a guide for dealing with ethical matters in the workplace and in our relationship with our clients and members of the community.

- We believe in respect for the individual.
- We believe all persons are entitled to be treated with respect, compassion and dignity.
- We believe in openness and honesty in dealing with the general public, the people we serve, and our peers.
- We believe in striving for excellence.
- We believe in conducting ourselves in a way that will avoid even the appearance of favoritism, undue influence or impropriety, so as to preserve public confidence in our efforts.



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Thursday, February 10, 2022 – 3:30 pm

AGENDA

I. Call to Order: <i>Liza Wisner, Chair</i>	<i>Page</i>
II. Roll Call.....	3
III. Announcement on Disclosure of Conflicts of Interest Any Conflicts of Interest or Appearance of a Conflict of Interest with items on this agenda shall be declared at this time. Members with conflicts will refrain from voting and are asked to refrain from discussion on such items. Conflicts discovered later in the meeting shall be disclosed at that time. Note: Information on open meetings is included at the end of this agenda.	
IV. Public Comments	
V. Items for Discussion and Possible Action:	
1. Ad Hoc Youth, Purpose and Goals: <i>Amy Villarreal</i>	4
VI. Information Only:	
1. Services to Youth	
a. Program Updates: <i>Catherine Cole</i>	5
b. Performance Updates: <i>Catherine Cole</i>	5
2. Services to Special Community Populations	
a. Student HireAbility Navigator: <i>Imelda Trevino</i>	6

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A proud partner of the  American Job Center network

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

Deaf, hard-of-hearing or speech impaired customers may contact

Relay Texas: 1.800.735.2989 (TDD) and 1.800.735.2988 or 7-1-1 (voice)

b. Foster Care Youth: *Catherine Cole*.....7

3. Programs and Engagements

a. Texas Internship Initiatives: *Catherine Cole*.....8

b. Career & Educator Outreach Program: *Norma Ochoa*.....8-11

c. South Texas Career Connection: *Norma Ochoa*.....12-13

4. Celebrating Participant Success: *Catherine Cole*.....14

VII. Adjournment

Note: Except for expressly authorized closed sessions, meetings, discussions, and deliberations of the Board or Committees will be open to the public. Voting in all cases will be open to the public. Board members are advised that using personal communication devices to discuss Committee and Board business during the meeting may be a violation of the Texas Open Meetings Act. Such communications also may be subject to the Texas Public Information Act.

Closed Session Notice. PUBLIC NOTICE is given that the Board may elect to go into executive session at any time during the meeting in order to discuss matters listed on the agenda, when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board elects to go into executive session regarding an agenda item, the section or sections of the Open Meetings Act authorizing the executive session will be publicly announced by the presiding officer.

Texas Open Meetings Act (TOMA). All public meetings are required to follow all parts of the Texas Open Meetings Act. Therefore, we will be holding this meeting both in-person at our administrative offices and on **ZOOM**. With this format, comes some changes to what is required of board members and the public.

- The presiding member (Chair or designee) must be in-person at the meeting location, 400 Mann St. Ste. 800, Corpus Christi, Texas.
- Board members must be visible on camera in order to count toward the quorum and in order to vote.
- The public and all presenters will need to be visible while presenting information.

This hybrid meeting format will allow us to meet TOMA rules, while still ensuring the safety of those who must attend.

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**Ad Hoc Youth Committee
Roll Call Roster
February 10, 2022
(3 = Quorum)**

_____ Liza Wisner, Chair

_____ Victor M. Gonzalez, Jr., Vice-Chair

_____ Michelle Flower

_____ Velma Soliz-Garcia

_____ Kiwana Denson

Signed

Printed Name

ITEM FOR DISCUSSION AND POSSIBLE ACTION

V – 1. Ad Hoc Youth, Purpose and Goals

BACKGROUND INFORMATION

Board Professionals will be providing information regarding the creation and purpose of the Ad Hoc Youth Committee. Committee members have the opportunity to provide input on the youth related topics they would like to hear during future Ad Hoc Youth Committee meetings.

RECOMMENDATION

Board Professionals recommend contributing topics for Ad Hoc Youth Committee.

INFORMATION ONLY

VI – 1a & 1b. Services to YOUTH – Youth Opportunities Unlimited (YOU) Program & Performance Updates

BACKGROUND INFORMATION

Board staff will provide information regarding all youth related activities; information provided is for scope of October-December 2021.

1. WIOA YOUTH Program:

The Workforce Innovation Opportunity Act (WIOA) is designed to help job seekers secure the employment, education, training and support services necessary to succeed in the labor market and to match employers with the skilled workers they need. WIOA Youth program participants are either an In-School Youth (ages: 14-21) or an Out-of-School Youth (ages: 16-24).

- Caseload for WIOA Youth Program during Q1: 151
- Participants enrolled during Q1: 6
 - 2 ISY; 4 OSY
- Participants who started a Subsidized Work Experience (WE) during Q1: 3 ISY; 3 OSY
- Participants in an Individual Training Account (ITA) during Q1: 4 OSY
- **WIOA Youth Goal: Increase OSY Enrollment**
 - Goal: 50 OSY by end of Q2.
- **WIOA Youth Goal: Increase Expenditures**
 - Work Experience – 10 active WE placements per month.
 - ITAs – 4 new ITAs per month

2. Performance Updates:

- Coastal Bend Youth Performance Measures YTD from October 2021 MPR

Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains
103.40%	101.80%	70.87%	150.53%	31.14%

- Contractor Management team have implemented a performance improvement plan for the measures that are not meeting performance.

INFORMATION ONLY

VI – 2a & 2b. Services to Special Community Populations – Student HireAbility Navigator & Foster Care Youth

BACKGROUND INFORMATION

Board staff will provide information regarding all services to special community populations related activities, information provided for the scope of October-December 2021.

1. Student HireAbility Navigator:

- National Disability Awareness Month – WFSCB in collaborated with the City of Corpus Christi to declare a proclamation Recognizing and Commemorating the 76th Anniversary of National Disability Awareness Month for October 2021.
- Student HireAbility Navigator was elected to the Corpus Christi Regional Transportation Authority (RTA) Board on Accessible Transportation.
- Toys for Tots – six boxes of toys were collected and donated.
- White Cane Presentation – WFSCB promoted and virtually participated to acknowledge the abilities of people who are blind and to promote equal opportunities as any others.
- 4th Annual YOU Lunch and Learn! – commemorated National Disabilities Employment Awareness Month (NDEAM).
 - 85 attendees joined WFSCB's presentation including Vocational Rehabilitation partners discussing VR sensitivity training, SEAL participant and employer recognition and information to increase employers' understanding of the benefits and abilities of hiring students with disabilities.
- School Engagements and Presentations Delivered:
 - West Oso Student Seminar
 - George West Student Resource Fair
 - Orange Grove High School
- Upcoming Events:
 - Assistive technology upgrades in all centers coming soon!
 - All Staff Sensitivity Training – WFSCB and VR staff have collaborated to create hands on sensitivity training for all staff (Board, VR and C2) to bring awareness and understanding. (Contingent on COVID case count)
 - VR Open House – Resource Fair to bring awareness and understanding focused on Employers and the General Public. (Contingent on COVID case count)
 - Texas Transition Conference – Denton, TX, February.
 - The Rise School – 17th Annual Rise & Shine 10K/5K/1K and Inclusion Fair – WFSCB is a sponsor and will also be volunteering at the event.
 - Employer Round Table Discussion – Round Table Discussion Meetings with Employers, VRS and WF Board Staff to discuss inclusivity in the workplace.

2. Foster Youth Services: Current caseload: 4

- Meetings with BCFS.
 - Board Staff and C2 Management met with Director of BCFS Health and Human Services-Corpus Christi, Robin Soto, during Q1 to discuss PY22 deliverables, goals, and activities.
 - Monthly meetings between Youth Career Counselor, Milca Guajardo, and BCFS occurred during October and November. These meetings are utilized to discuss Foster Youth referrals and supporting current enrolled Foster Youth in the WIOA program.
- Number of referrals during Q1: 10
 - Out of the 10 referred, one was enrolled into the WIOA Youth program.
 - Youth Career Counselor works diligently to outreach, assess, and enroll referred Foster Youth into the WIOA Youth program.
- Foster Care Conference 2022 set to be virtual during March 30 – April 1, 2022.

INFORMATION ONLY

VI – 3a, 3b, & 3c. Program & Engagements – Texas Internship Initiatives, Career & Educator Outreach Program, & South Texas Career Connection

BACKGROUND INFORMATION

Board staff will provide information regarding all program and engagements related activities; information provided for the scope of October-December 2021.

1. Texas Internship Initiatives (TII): Total Interns Participating: 37

In partnership with E2E, E2E has been the internship program provider through Emerging Professionals Internship Program. This grant focus' on providing part time paid internships in the Middle-Skill STEM areas of accounting, business management, engineering, and information technology. Participating junior and senior year high school students must pass a dual-credit credit course in order to be placed in an internship with a local business.

- 30 Emerging Professionals continue to work in Middle-Skill STEM internships.
 - Emerging Professionals have worked a combined total of 1,956 hours.
 - These Emerging Professionals participated in two Group Program meetings take dove into topics of discussion regarding essential skills in the workplace such as productivity, quality of work, initiative, and communication.
- During Q1, a fifth cohort with seven Emerging Professionals have completed their dual credit course and essential skills training.
 - All seven Emerging Professionals have interviewed and have been hired.
 - The fifth cohort of Emerging Professionals will begin their internships between December 20, 2021 and January 10, 2022.
- The Texas Internship Initiatives grant is set to end June 30, 2022.

2. Career & Education Outreach Program (CEOP)

PROGRAM DESCRIPTION

Workforce Solutions of the Coastal Bend's (WFSCB) Career & Education Outreach Program (CEOP) provides career guidance and information to public middle school and high school students focusing on high growth/high demand occupations. The program is designed to educate and engage students in employability skills, career awareness, career counseling, and exposes students to career exploration resources that assist in career development and career decision-making. Career awareness activities include providing information on a variety of careers and occupations available in the 11-county region, the skills and education requirements for those skills and occupations, working conditions and training prerequisites, and job opportunities across a wide range of industry sectors. The CEOP also promotes opportunities such as dual credit, industry-based certifications, internships, and post-secondary enrollment which enhances a student's career pathway.

Apart from student presentations and workshops on career and education tools and resources, the program also offers professional development training to our community partners and educators. Our professional development trainings empower students using tools and resources such as those listed here:

- Labor Market Information
- Career Readiness (Resume Writing, Interview Techniques, and Job Search)
- Employability Skills Training
- Post-Secondary Education Exploration
- Career Exploration via a virtual goggle environment

Two Career & Education Outreach Specialists (CEOS) were hired in June 2021, Luis Rodriguez and Allyson Riojas. Allyson Riojas was promoted to a Program Manager role within the Board structure in October 2021. A new CEOS was hired and is scheduled to start on January 10, 2022.

The following implantation plan was designed:

Phase 1 – Program Planning (June 14 to mid-August 2021)

1. CEOS attend TWC Training
2. Collaborate with other WDAs on their program strategies and best practices.
3. Develop program structure:
 - a. Develop the mission statement.
 - b. Update regional school districts contact list and a target area map.
 - c. Revamp 14-modules of Workforce Work Readiness Curriculum.
 - d. Begin attending monthly TWC EOS Booster calls.

Phase 2 – Outreach Strategy Plan (July – September)

1. Design information sessions and tools for internal and external partners
2. Identify community partners
3. Test sessions with internal partners (board staff, contractor staff) and make adjustments

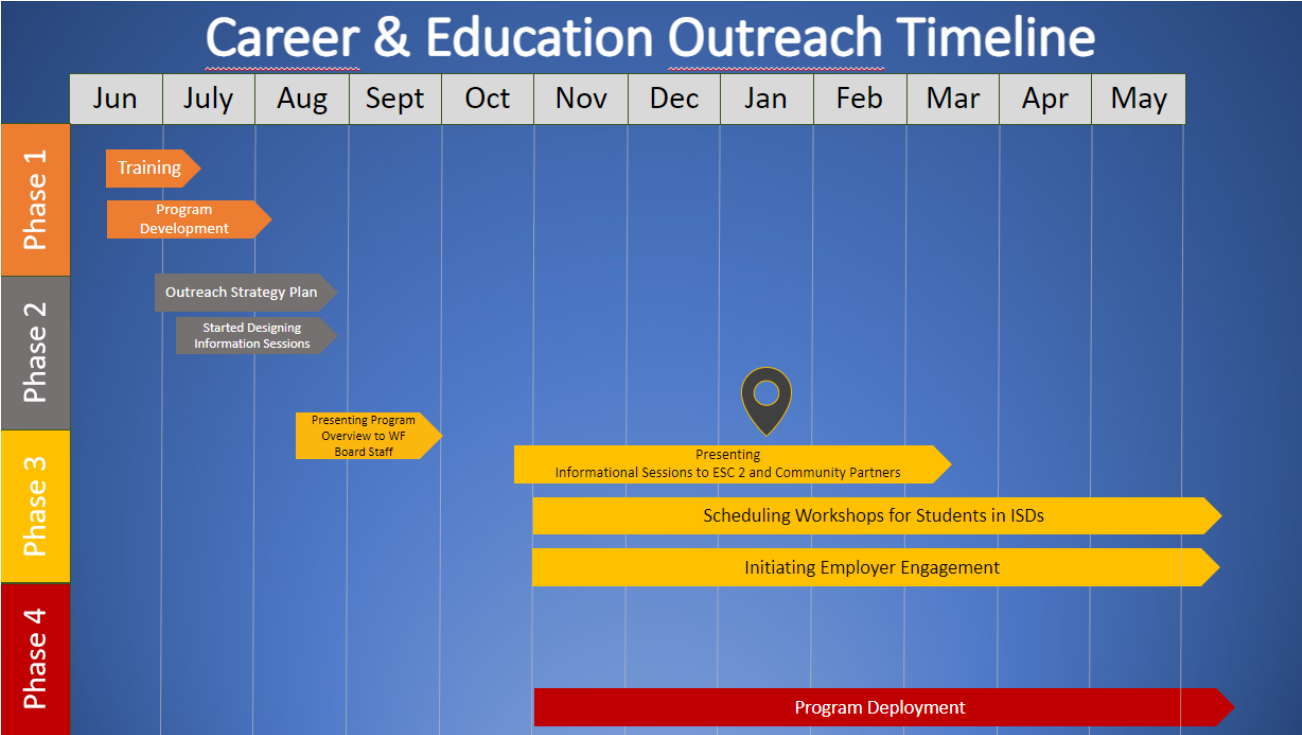
Phase 3 – Connecting to Community Partners and Providing Informational Sessions (October 2021 through May 2022)

1. Schedule partner information sessions – Education Service Center 2, Superintendents
2. Coordinate memorandum of understanding (MOU) execution. Currently one MOU signed with San Diego ISD. Pending execution of four additional MOUs.
3. Follow-up with key staff and schedule information sessions as needed
4. Coordinate student workshops, career fairs and other resource sessions as requested, virtually and/or in person.

Phase 4 – Program Deployment (November through May 2022)

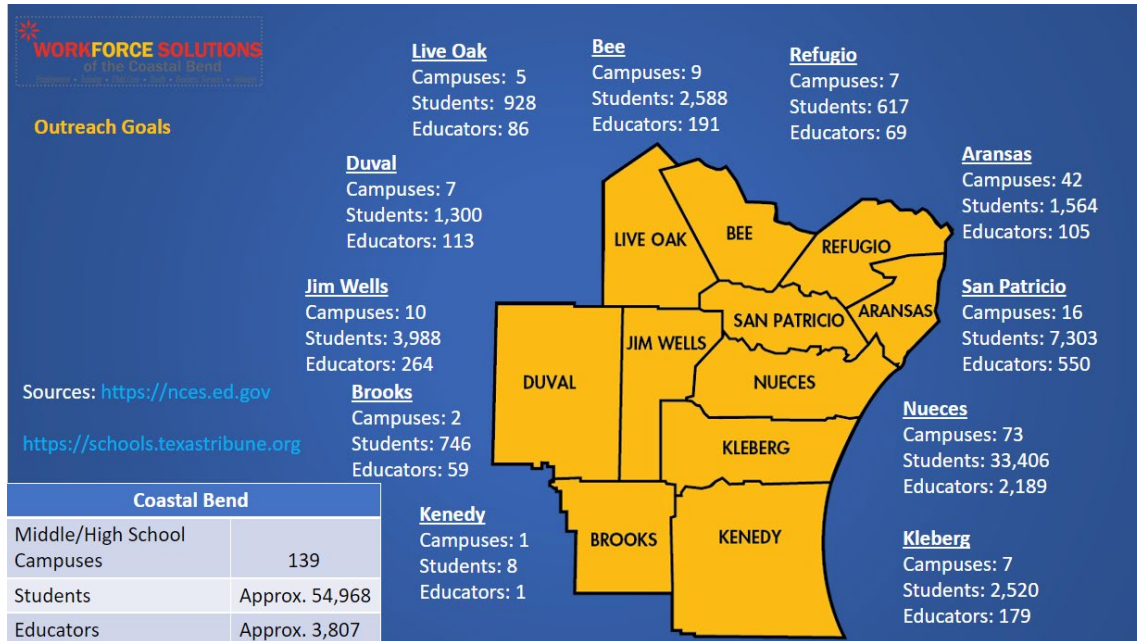
1. Deliver workshops to students.

- 2. Coordinate 2 workshops per week initially; adjust as the new CEOS is trained and becomes familiar with the CEOP.
- 3. Manage time between virtual and in-person workshops, travel time, event coordination, administrative duties such as reporting activity and data collection through calendar management and weekly meetings with CEOS team.



OUTREACH

WFSCB's 11-county area houses 52 school districts including charter schools representing 139 middle, jr. high and high schools. There are approximately 55,000 students to serve in this population category. Educators represented in this group are approximately 3,807.



WFSCB CEOP is currently engaged with six (6) school districts of which 9,683 students can be engaged.

San Diego ISD	Gregory-Portland ISD
Benavides ISD	West Oso ISD
Flour Bluff ISD	Robstown ISD

An additional three district engagements are expected through 2022: Falfurrias ISD, Premont ISD and Freer ISD.

Thus far, community college and community partner engagements include:

Del Mar College	Coastal Bend Community College
Craft Training Center	Education Services Center 2
Education to Employment Partners	Coastal Compass

Engagement opportunities with additional community partners include Boys & Girls Club and City of Corpus Christi Parks and Recreation.

Based on staff capacity, WFSCB CEOS expect to deliver at least two (2) workshops and or events per week or 104 per year.

3. South Texas Career Connection (STCC):

South Texas Career Connection (STCC) is a higher education and industry collaboration that includes Benavides ISD, Jim Hogg County ISD and San Diego ISD, Workforce Solutions of the Coastal Bend, public community colleges and/or universities, employers, and community organizations. This alliance provides an important career pathway to success for high school students and offers them opportunities to personalize their education based on their college and career readiness aligned to regional workforce needs. The collaboration was formed because of two Texas Education Agency CTE Perkins Reserve Grant awards for Strengthening Career and Technical Education for the 21st Century Act Section 112(2) in 2020 and 2021.

- 2020-2021 CTE Perkins Reserve Grant – extended through August 31, 2022
- 2021-2022 CTE Perkins Reserve Grant awarded and extended through August 31, 2023
- Each award - \$925,000

Workforce Solutions of the Coastal Bend is the contracted Intermediary organization. Jim Hogg County ISD acts as the administrator and fiscal agent. An Intermediary organization connects and convenes key stakeholders, including employers and educational institutions, and collaborates with all key pathways partners to establish a collective vision and set of goals for regional pathways. Intermediaries are neutral, credible organizations that are positioned to work across stakeholder groups. In a pathways system, intermediaries have four key functions:

1. Convene and lead a regional pathways leadership group composed of representatives from all key partner organizations. This group is responsible for strategic planning, including the development of a vision and goals for regional pathways.
2. Coordinate among LEAs, IHEs, and employers to broker and aggregate work- based learning opportunities. Intermediaries may also provide other needed supports for work-based learning, such as developing job descriptions or supporting the preparation of students for work-based learning.
3. Establish metrics for success in consultation with employers and schools, report publicly on progress, and hold participants accountable through an MOU or other formal agreement.
4. Lead planning for sustainability of regional pathways work.

Pathways included in the grant application are as follows:

1. Healthcare Therapeutic
2. Healthcare Diagnostics
3. Accounting & Financial Services
4. Law Enforcement
5. Welding
6. Applied Agricultural Engineering
7. Carpentry
8. Animal Science
9. Culinary Arts
10. Advanced Manufacturing & Machinery Mechanics
11. Business Management

2. School District/Employer Activity

- Kiewit Offshore Services – Kiewit Education Unveiled Event November 10, 2021
- 19 School Districts from across the region represented and Del Mar College
- 38 Career & Technical Educators Attended

3. Continuing and Future Efforts

- Outreach Specialist scheduled to start – January 10, 2022
- TWC Annual Work Plan due – January 18, 2022
- Complete CEOP MOU Executions – Flour Bluff, GPISD, West Oso, Banquette, Benavides, Freer, Falfurrias, Premont
- STCC Career Expo – February 23, 2022

INFORMATION ONLY

VI – 4. Celebrating Participant Success

BACKGROUND INFORMATION

Board staff will present on OSY, Emma T., Work Experience and employment success she had during Q1.

Glossary of Terms

Program Title	Program Characteristics
Child Care	Helps employers retain qualified workers with families by providing subsidized child care to low-income parents, children of teen parents, and children with disabilities.
Non-Custodial Parent (NCP) Choices	Targets low-income, unemployed, or underemployed NCPs who are behind on child support payments and whose children are current or former recipients of public assistance. Involves working in tandem with the Office of the Attorney General (OAG) and the local court system to help NCPs with substantial barriers to employment and career advancement, become economically self-sufficient while also making consistent child support payments.
Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)	Designed to assist SNAP recipients in obtaining employment through participation in allowable job search, training, education, or workforce activities that promote long-term self-sufficiency. SNAP recipients are referred by the Texas Health and Human Services Commission (HHSC).
Temporary Assistance for Needy Families (TANF)/Choices	The goal of Choices services is to end the dependence of needy parents on public assistance by promoting job preparation, employment, and job retention with a “Work First” service delivery design. TANF recipients are referred by the Texas Health and Human Services Commission (HHSC).
Trade Act Services	Provides employers with skilled workers. Moves trade-affected workers into new jobs as quickly and effectively as possible.
The Workforce Information System of Texas (TWIST)	TWIST is a centralized point of reporting intake, case management, and service delivery for customers. Intake information is submitted just once for multiple employment and training programs, and can be retrieved statewide. TWIST also allows staff to query and retrieve information from the legacy systems - Employment Services (ES), Unemployment Insurance (UI), SNAP E&T, Temporary Assistance to Needy Families (TANF), SSI (Supplemental Security Income), and the Texas Department of Criminal Justice (TDCJ).
Veterans Employment Services	Employers have quick access to the talents and expertise of veterans and eligible persons, e.g., spouses of deceased/disabled/MIA veterans, to fill job openings.
Wagner-Peyser Employment Services (ES), Agricultural Services and Migrant and Seasonal Farm Worker Services	Acts as liaison between employers and job seekers to ensure employers have access to qualified workers. Provides job matching and recruitment services to employers and job seekers.
Workforce Innovation and Opportunity Act (WIOA)	WIOA helps job seekers and workers access employment, education, training, and support services to succeed in the labor market; and matches employers with the skilled workers they need to compete in the global economy.