



# **Chief Elected Officials (CEO) Council/Panel Meeting**

**March 1, 2024  
12:00 noon**

**Mission Career Center  
4981 Ayers Street, Mission Training Room  
Corpus Christi, TX**

**Join Zoom Meeting**

<https://us02web.zoom.us/j/85261590905?pwd=TGJSS1N0NDZmYVZzUnd2Y0dTck5MZz09>

**Toll Free Dial-In**

888 475 4499 US Toll-free

**Meeting ID: 852 6159 0905**

**Passcode: 376704**

Aransas • Bee • Brooks • City of Corpus Christi • Duval • Jim Wells •  
Kenedy • Kleberg • Live Oak • Nueces • Refugio • San Patricio

[www.workforcesolutionscb.org](http://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

**A**ccountability – 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.

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

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

**I**ntegrity – 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.

**T**enacity – 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.

**U**nderstanding – We are serious and passionate about delivering our services with compassion and empathy.

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

**E**nthusiasm – 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.



**Chief Elected Officials (CEO) Council/Panel Meeting**

Mission Career Center – 4981 Ayers Street – Mission Training Room  
Corpus Christi, Texas

Join Zoom Meeting

<https://us02web.zoom.us/j/85261590905?pwd=TGJSS1N0NDZmYVZzUnd2Y0dTck5Mz09>

Toll-Free Call In  
888 475 4499 US Toll-free

Meeting ID: 852 6159 0905  
Passcode: 376704

**Friday, March 1, 2024 – 12:00 noon**

**AGENDA**

I. **Call to Order:** Judge George (Trace) Morrill III, Lead CEO

II. **TOMA Rules:** Janet Neely

III. **Roll Call:** Janet Neely.....4  
*According to the Partnership Agreement, if a quorum is not present Judge George (Trace) Morrill III, Lead CEO will identify 3 voting members.*

*Partnership Agreement*

*Between the Coastal Bend Workforce Development Board and the Coastal Bend Chief Elected Officials Councils*

*II - E. Contracts. The CEO Council and the Board agree that all contract for education and job training services, except for individual referral agreements and contracts less than \$50,000 will be first approved by the Board; and*

- a. Upon approval by the Board, such contracts will be presented to three (3) members of the CEO Council ("Panel") for concurrence.*
- b. Such concurrence by the three (3) members of the CEO Council ("Panel") shall operate to allow for the execution and implementation of the contracts.*
- c. The Contracts as approved by the Board and the three members of the CEO Council ("Panel") will be presented to the CEO Council for review.*
- d. All meetings of the three members of the CEO Council ("Panel") shall be held in accordance with the Texas Open Meetings Act.*
- e. The CEO Council will approve the Strategic Plan, Operational Plan and the Annual Master Plan.*

(cont. page 2)

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)

IV. <b>Announcement on Disclosure of Conflicts of Interest</b>	
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.	
V. <b>Public Comments</b>	
VI. <b>CEO Comments</b>	
VII. <b>Discussion and Possible Action on Minutes of the September 22, 2023 CEO Council/Panel Meeting</b>	5-8
VIII. <b>Discussion and Possible Action on Minutes of the January 19, 2024 CEO Council/Panel Meeting</b>	9-10
IX. <b>Chair's Report: Raynaldo De Los Santos, Jr.</b>	
1. Update on Board Member Appointments and Vacancies	11
2. Board of Director and Committee Attendance Records	12-15
3. Board Updates, Key Meetings, Items of Interest, and Communication	
X. <b>President/CEO's Report: Ken Trevino</b>	
• Business Development, Public Relations and Organizational Update	
XI. <b>Financial Report as of December 31, 2023: Shileen Lee</b>	16-19
XII. <b>Concurrence with Contracts over \$50,000.00:</b>	
1. Contract for Management and Operation of Career Center System (Including Youth Services) based on independent evaluator recommendation(s) and all matters related thereto. (Discussion of this item may be conducted in Closed Session Pursuant to TOMA Section 551.071: Consultation with Workforce Attorney and Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas Rule 1.05): <i>Shileen Lee</i>	20-22
<i>(Reviewed and Approved for recommendation by Board of Directors on July 27, 2023)</i>	
XIII. <b>Information Only:</b>	
1. Monitoring Report: <i>Alba Silvas</i>	23-24
2. Facilities Update: <i>Shileen Lee</i>	25
3. Update on Procurements and Contracts: <i>Esther Velazquez</i>	26-34
4. Performance Measure Update: <i>Alba Silvas</i>	35-38
5. Local Labor Market Information: <i>Alba Silvas</i>	39-43
XIV. <b>Adjournment</b>	

(cont. page 3)

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**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 **Mission Career Center, Mission Training Room** 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, 4981 Ayers Street, 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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**Chief Elected Officials Council/Panel Meeting  
Roll Call Roster  
March 1, 2024**

**(7 = Quorum for Council)  
(3 = Quorum for Panel)**

**Chief Elected Officials “CEO” Council/Panel**

- \_\_\_\_\_ Judge George (Trace) Morrill III, Lead CEO; Bee County
- \_\_\_\_\_ Judge Charles Burns; Kenedy County
- \_\_\_\_\_ Judge Arnoldo Cantu; Duval County
- \_\_\_\_\_ Judge Ray A. Garza; Aransas County
- \_\_\_\_\_ Mayor Paulette Guajardo; City of Corpus Christi
- \_\_\_\_\_ Judge David Krebs; San Patricio County
- \_\_\_\_\_ Judge James Liska; Live Oak County
- \_\_\_\_\_ Judge Rudy Madrid; Kleberg County
- \_\_\_\_\_ Judge Jhiela “Gigi” Poynter; Refugio County
- \_\_\_\_\_ Judge Eric Ramos; Brooks County
- \_\_\_\_\_ Judge Connie Scott; Nueces County
- \_\_\_\_\_ Judge Pedro “Pete” Trevino, Jr.; Jim Wells County

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Printed Name

**MINUTES**  
**Workforce Solutions Coastal Bend**  
**Chief Elected Officials (CEO) Council/Panel Meeting**  
**Mission Career Center – 4981 Ayers Street – Mission Training Room**  
**Corpus Christi, TX**

**Join Zoom Meeting**

<https://us02web.zoom.us/j/89643260841?pwd=TOZ5KzlmaklWL1FHZHlzVDVrbItldz09>

**Toll-Free Call In**

888 475 4499 US Toll-free

**Meeting ID:** 896 4326 0841

**Passcode:** 022971

**September 22, 2023 - 12:00 Noon**

**CEO Panel Members**

**Present**

Judge George (Trace) Morrill III; Bee County  
Judge Charles Burns; Kenedy County  
Judge Ray A. Garza; Aransas County  
Mayor Paulette Guajardo; City of Corpus Christi  
Judge David Krebs; San Patricio County  
Judge Jhiela “Gigi” Poynter; Refugio County  
Judge Eric Ramos; Brooks County

**Absent**

Judge Arnoldo Cantu; Duval County  
Judge James Liska; Live Oak County  
Judge Rudy Madrid; Kleberg County  
Judge Connie Scott; Nueces County  
Judge Pedro “Pete” Trevino, Jr.; Jim Wells County

**Proxies Present**

None

**WS Executive/Finance Committee**

Gloria Perez; Past Chair

**Other Board Members Present**

**Others Present**

Ken Trevino, WS President/CEO  
Amy Villarreal, WS Chief Operating Officer  
Shileen Lee, WS Chief Financial Officer  
Janet Neely, Executive Assistant  
Allyson Riojas, WS Contract Manager

Zachary James, WS IT Coordinator  
Lucinda Garcia, Legal Counsel  
Michael Del Toro, ABIP, P.C.  
Geri Escobar, C2GPS, LLC  
Linda Stewart, C2GPS, LLC

**I. Call to Order**

Judge Morrill called the meeting to order at 12:01 pm.

**II. TOMA Rules**

Ms. Neely provided information on the Texas Open Meetings Act (TOMA) Rules.

**III. Identification of 3 Voting Members**

Judge Morrill stated the identification of the 3 voting members.

1. Judge George (Trace) Morrill III
2. Judge Charles Burns
3. Judge David Krebs

**III. Roll Call**

The roll was called and a quorum was present.

**IV. Announcement on Disclosure of Conflicts of Interest**

Attention was called to the Disclosure and Declaration of Conflict of Interest guidelines and disclosures were requested at this time. None were made.

**V. Public Comments**

Due to the new TOMA rules we do have a laptop setup at 4981 Ayers Street and it is listed on the zoom call as Public. The laptop is available and open to the public.

**VI. CEO Comments**

Judge Morrill stated unfortunately he missed the YOU! Choose Career Expo and he is excited to hear all about it.

**VII. Discussion and Possible Action on Minutes of the May 26, 2023 CEO Council Meeting**

Minutes were skipped.

**VIII. Chair's Report**

*1. Update on Board Member Appointments and Vacancies*

Ms. Perez provided an update on Board member appointments and vacancies (included on page 9 of the September 22 agenda packet).

*2. Board of Director and Committee Attendance Records*

Ms. Perez provided an update on Board of Director and Committee meeting attendance records (included on pages 10-11 of the September 22 agenda packet).

Mr. Trevino mentioned there were quorums for all meetings in 2023. He stated how blessed we are to have the Executive/Finance Committee to fill in for quorums when needed.

**IX. President/CEO's Report**

Mr. Trevino acknowledged the team and Ms. Garcia, Legal Counsel, for being present. Mr. Trevino recognized the team for being outstanding. Mr. Trevino presented an overview on the Board Strategic Goals and the plan that was initiated earlier in the year.

Board Strategic Goals:

1. Establish and Strengthen Partnerships
2. Effectively/Efficiently Target Rural Area Services
3. Increase Workforce Awareness
4. Expand Innovative Services to Business
5. Explore New Revenue Opportunities
6. Improve Internal Efficiencies
7. Refine Board Culture

Ms. Garcia announced at 12:19 pm a quorum was present and requested we close the CEO Panel and convene with the full CEO Council.

Judge Morrill certified there was a quorum of 7 with Mayor Guajardo present. Judge Morrill closed the CEO Panel of 3 and convened with the full CEO Council.

**IV. Announcement on Disclosure of Conflicts of Interest**

Attention was called to the Disclosure and Declaration of Conflict of Interest guidelines and disclosures were requested at this time. None were made.

**V. Public Comments**

Due to the new TOMA rules we do have a laptop setup at 4981 Ayers Street and it is listed on the zoom call as Public. The laptop is available and open to the public.



**VI. CEO Comments**

Judge Morrill stated unfortunately he missed the YOU! Choose Career Expo and he is excited to hear all about it.

**VII. Discussion and Possible Action on Minutes of the May 26, 2023 CEO Council Meeting**

Judge Burns moved to approve the minutes of the May 26, 2023 CEO Council meeting. The motion was seconded by Judge Krebs and passed.

**VIII. Chair's Report**

Mr. Trevino stated he will update Mayor Guajardo at a later time.

**IX. President/CEO's Report**

Mr. Trevino continued on his President/CEO's Report.

Mr. Trevino recognized the team for a successful 2023 YOU! Choose Career Expo event. Mr. Trevino mentioned TWC Commissioner Demerson was present at the event.

Mr. Trevino stated that we have a strong Board of Directors and expressed his appreciation to the Judges and Mayor for their appointments.

Ms. Villarreal recognized the team for an excellent 2023 YOU! Choose Career Expo event.

**X. Financial Report as of July 31, 2023**

Ms. Lee presented the July Financial Report (included on pages 12-15 of the September 22 agenda packet).

**XI. Concurrence with Contracts over \$50,000.00**

**1. Purchases over \$50k**

Ms. Lee provided information on the Purchases over \$50k (included on page 16 of the September 22 agenda packet).

Judge Krebs moved to approve Purchases over \$50k on the Concurrence of Contracts over \$50,000.00 Approved by the Board of Directors. The motion was seconded by Judge Burns and passed.

**2. Options for Renewal of Leases for Fiscal Year 2023-24**

Ms. Lee provided information on the Options for Renewal of Leases for Fiscal Year 2023-24 (included on page 17 of the September 22 agenda packet).

Mayor Guajardo moved to approve the Options for Renewal of Leases for Fiscal Year 2023-24 on the Concurrence of Contracts over \$50,000.00 Approved by the Board of Directors. The motion was seconded by Judge Burns and passed.

**XII. Information Only:**

**1. External Audit for FY2022**

Mr. Del Toro presented the External Audit for FY2022 (included on pages 18-56 of the September 22 agenda packet).

**2. Monitoring Report**

Ms. Villarreal provided the following Monitoring Report and significant observations completed during the months of February - August 2023 (included on pages 57-59 of the September 22 agenda packet). TWC requires that monitoring review results be reported to all relevant parties and to the Board of Directors. The

monitoring staff conduct fiscal and program reviews for compliance with federal and state laws and regulations, and compliance with TWC and local policies.

Ms. Villarreal announced Mr. Peterson will be retiring next week after 20 years. Ms. Villarreal stated we are ecstatic for Mr. Peterson and elated to now have Mr. Munoz from C2 Global Professional Services.

3. *Facilities Update*

Ms. Villarreal provided a facilities update (included on page 60 of the September 22 agenda packet).

4. *Update on Procurements and Contracts*

Ms. Lee provided an update on Procurements and Contracts (included on pages 61-72 of the September 22 agenda packet).

5. *Performance Measure Update*

Ms. Villarreal presented the Performance Measure Update for June 2023 (included on pages 73-76 of the September 22 agenda packet).

6. *Local Labor Market Information*

Ms. Villarreal presented the Local Labor Market Information for July 2023 (included on pages 77-82 of the September 22 agenda packet).

XIII. **Adjournment**

The meeting adjourned at 1:24 pm.

**MINUTES**  
**Workforce Solutions Coastal Bend**  
**Chief Elected Officials (CEO) Council/Panel Meeting**  
**Mission Career Center – 4981 Ayers Street – Mission Training Room**  
**Corpus Christi, TX**

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**Toll-Free Call In**

888 475 4499 US Toll-free

**Meeting ID:** 834 3572 6486

**Passcode:** 612914

**January 19, 2024 - 12:00 Noon**

**CEO Panel Members**

**Present**

Judge George (Trace) Morrill III; Bee County  
Judge Ray A. Garza; Aransas County  
Judge David Krebs; San Patricio County  
Judge James Liska; Live Oak County  
Judge Jhiela “Gigi” Poynter; Refugio County  
Judge Eric Ramos; Brooks County  
Judge Pedro “Pete” Trevino, Jr.; Jim Wells County

**Absent**

Judge Charles Burns; Kenedy County  
Judge Arnoldo Cantu; Duval County  
Mayor Paulette Guajardo; City of Corpus Christi  
Judge Rudy Madrid; Kleberg County  
Judge Connie Scott; Nueces County

**Proxies Present**

None

**WS Executive/Finance Committee**

**Other Board Members Present**

**Others Present**

Ken Trevino, WS President/CEO  
Shileen Lee, WS Chief Financial Officer  
Janet Neely, WS Executive Assistant  
Alba Silvas, WS Director of Programs & Planning  
Allyson Riojas, WS Contract Manager  
Delfina Alvarado, WS Accountant II

Ernest Everett, WS IT Specialist  
Lucinda Garcia, Legal Counsel  
Paityn Havelka, Nueces County  
Geri Escobar, C2GPS, LLC  
Linda Stewart, C2GPS, LLC

**I. Call to Order**

Judge Morrill called the meeting to order at 12:18 pm.

**II. TOMA Rules**

Ms. Neely provided information on the Texas Open Meetings Act (TOMA) Rules.

**III. Roll Call**

The roll was called and a quorum was present.

**IV. Announcement on Disclosure of Conflicts of Interest**

Attention was called to the Disclosure and Declaration of Conflict of Interest guidelines and disclosures were requested at this time. None were made.

**V. Public Comments**

Due to the new TOMA rules we do have a laptop setup at 4981 Ayers Street and it is listed on the zoom call as Public. The laptop is available and open to the public.

**VI. Chief Elected Officials (CEO) Comments**

Judge Morrill recognized Mr. Trevino and his team for doing the heavy lifting with all their excellent work.

**VII. Discussion and Possible Action Discussion and Possible Action to Approve revisions to the Interlocal Agreement, Partnership Agreement and Bylaws to include the Board membership expansion requirement for a representative of child care workforce and other administrative changes.**

Ms. Garcia provided information on the revisions to the Interlocal Agreement, Partnership Agreement and Bylaws to include the Board membership expansion requirement for a representative of child care workforce and other administrative changes (included on pages 4-18 of the January 19 agenda packet).

Judge Trevino moved to approve of the proposed amendments to the Bylaws, the Partnership Agreement and the Interlocal Agreement as recommended by the Board of Directors as follows:

1. The Board of Directors is expanded to 35 members;
2. That the Board of Directors membership will include a child care representative;
3. That Nueces County will be allowed 2 additional slots, one for the child care representative and the other for private sector representative; and
4. The other administrative changes as noted in the proposed changes.

The motion was seconded by Judge Krebs and passed.

**VIII. Adjournment**

The meeting adjourned at 12:59 pm.

## CHAIR'S REPORT – CEO COUNCIL

### IX. Chair's Report

#### Update on Board Member Appointments and Vacancies

Current vacancies:

County	Category	Previous Member
Brooks	Private Sector	Annie Broadwater
Kenedy	Private Sector	---

#### Board of Director and Committee Attendance Records

Attendance records for Board of Director and Committee meetings are provided on pages 12-15 of the agenda packet.

**Workforce Solutions of the Coastal Bend  
Board Meeting Attendance Record  
January - December 2024**

	<b>Board Member</b>	<b>Representing</b>	<b>28-Feb</b>	<b>22-May</b>	<b>25-Sep</b>	<b>11-Dec</b>	<b>Attendance Rate</b>
1	Bernal, Hector	City of CC	1				25%
2	Bevan, Jason	Nueces	1				25%
3	Bowen, Sandra	Jim Wells	1				25%
4	Brown, Lance	San Patricio	1				25%
5	Chavez, Andrea	City of CC	1				25%
6	De Los Santos, Jr. Raynaldo	Refugio	E0				0%
7	Evans, Eric	Aransas	1				25%
8	Faught, Leslie	San Patricio	1				25%
9	Flower, Michelle	City of CC	1				25%
10	Garcia III, Jose R. "Joey"	Duval	1				25%
11	Gatewood, Jesse	Nueces	1				25%
12	Giesler, Randy	Live Oak	1				25%
13	Gonzalez, Jr., Victor M.	City of CC	1				25%
14	Hoggard, Justin	Bee	E0				0%
15	Hunter, Ofelia	Jim Wells	E0				0%
16	James, Kimberley D.	City of CC	E0				0%
17	Keener, Marcia	San Patricio	E0				0%
18	Leal, Criselda	City of CC	1				25%
19	Lopez, Omar	City of CC	1				25%
20	Lozano, Michelle	Nueces	E0				0%
21	Nelson, Travis	City of CC	1				25%
22	Owen, John	City of CC	1				25%
23	Perez, Gloria	City of CC	1				25%
24	Ramirez, Carlos	Kleberg	E0				0%
25	Rivera, Leonard	City of CC	1				25%
26	Salazar, Manny	Kleberg	E0				0%
27	Seitz, Randy	Bee	1				25%
28	Sotelo, Brittany	City of CC	E0				0%
29	Temple, Susan	San Patricio	1				25%
30	Tobar, Michelle	Nueces	1				25%
31	Unda, C. Michelle	City of CC	1				25%
32	Wilson, Catrina	City of CC	1				25%
33	Wisner, Liza	City of CC	E0				0%

**Workforce Solutions Coastal Bend  
Committee Meeting Attendance Record  
January - December 2024**

Child Care Services						
Board Member	Representing	13-Feb	7-May	10-Sep		Attendance Rate
Keener, Maria (C)	San Patricio	1				33%
Hoggard, Justin (VC)	Bee	E0				0%
Chavez, Andrea	TWC/City of CC	E0				0%
Leal, Criselda	City of CC	1				33%
Lozano, Michelle	Nueces	E0				0%
Tobar, Michelle	Nueces					0%
Wilson, Catrina	City of CC	1				33%

Youth Services						
Board Member	Representing	14-Feb	8-May	11-Sep		Attendance Rate
Wisner, Liza (C)	City of CC	1				33%
Lopez, Omar (VC)	City of CC	1				33%
Faught, Leslie	San Patricio	1				33%
Flower, Michelle	City of CC	1				33%
Garcia III, Jose R. "Joey"	Duval	1				33%
Hunter, Ofelia	Jim Wells	1				33%
James, Kimberley D.	City of CC	1				33%

Workforce Services						
Board Member	Representing	15-Feb	9-May	12-Sep		Attendance Rate
Salazar, Manny (C)	Kleberg	1				33%
Nelson, Travis (VC)	City of CC	1				33%
Brown, Lance	San Patricio	1				33%
Giesler, Randy	Live Oak	1				33%
Rivera, Leonard	City of CC	1				33%
Seitz, Randy	Bee	1				33%
Sotelo, Brittany	City of CC	1				33%

Public Relations						
Board Member	Representing	15-Feb	9-May	12-Sep		Attendance Rate
Unda, C. Michelle (C)	City of CC	1				33%
Ramirez, Carlos (VC)	Kleberg	1				33%
Bernal, Hector	City of CC	1				33%
Bevan, Jason	Nueces					0%
Evans, Eric	Aransas	E0				0%
Temple, Susan	San Patricio	1				33%

Executive/Finance						
Board Member	Representing	21-Feb	15-May	18-Sep	20-Nov	Attendance Rate
De Los Santos, Jr., Raynaldo (C)	Refugio	1				25%
Bowen, Sandra (VC)	Jim Wells	1				25%
Gatewood, Jesse	Nueces	1				25%
Owen, John	City of CC	1				25%
Gonzalez, Jr. Victor M.	City of CC	1				25%
Perez, Gloria	City of CC	1				25%
Keener, Marcia	San Patricio	1				25%
Wisner, Liza	City of CC	1				25%
Salazar, Manny	Kleberg	1				25%
Unda, C. Michelle	City of CC	E0				0%

**Workforce Solutions of the Coastal Bend  
Board Meeting Attendance Record  
January - December 2023**

	<b>Board Member</b>	<b>Representing</b>	<b>23-Feb</b>	<b>18-May</b>	<b>27-Jul</b>	<b>21-Sep</b>	<b>16-Nov</b>	<b>14-Dec</b>	<b>Attendance Rate</b>
1	Bernal, Hector	City of CC					1	1	100%
2	Bowen, Sandra	Jim Wells	1	1	1	1	1	1	100%
3	Brown, Lance	San Patricio					1	1	100%
4	Chavez, Andrea	City of CC	1	1	1	1	1	1	100%
5	De Los Santos, Jr. Raynaldo	Refugio	1	1	1	1	1	1	100%
6	Evans, Eric	Aransas	1	E0	E0	E0	E0	1	33%
7	Faught, Leslie	San Patricio	1	1	1	E0	1	E0	67%
8	Florence, Tracy	Bee	1	E0	E0	1			50%
9	Flower, Michelle	City of CC	1	E0	1	E0	1	1	67%
10	Garcia III, Jose R. "Joey"	Duval		1	1	1	E0	1	80%
11	Gatewood, Jesse	Nueces	1	1	E0	1	1	1	83%
12	Giesler, Randy	Live Oak	1	1	1	E0	1	1	83%
13	Gonzalez, Jr., Victor M.	City of CC	1	1	1	1	1	1	100%
14	Hoggard, Justin	Bee	1	E0	1	E0	E0	E0	33%
15	Hunter, Ofelia	Jim Wells	E0	0	E0	E0	1	1	33%
16	James, Kimberley D.	City of CC			E0	1	1	E0	50%
17	Keener, Marcia	San Patricio	1	1	E0	1	1	1	83%
18	Leal, Criselda	City of CC	1	1	1	1	1	1	100%
19	Lopez, Omar	City of CC	1	1	1	1	1	1	100%
20	Lozano, Michelle	Nueces	1	E0	1	E0	E0	1	50%
21	Nelson, Travis	City of CC	E0	1	E0	1	1	1	67%
22	Owen, John	City of CC	1	E0	1	1	1	1	83%
23	Perez, Gloria	City of CC	1	1	1	1	1	1	100%
24	Ramirez, Carlos	Kleberg	E0	1	E0	E0	1	E0	33%
25	Rivera, Leonard	City of CC		1	1	E0	1	1	80%
26	Salazar, Manny	Kleberg	1	1	1	1	1	1	100%
27	Seitz, Randy	Bee					1	E0	50%
28	Sotelo, Brittany	City of CC		1	1	1	1	1	100%
29	Temple, Susan	San Patricio	E0	E0	E0	E0	1	E0	17%
30	Unda, C. Michelle	City of CC	E0	1	1	1	1	1	83%
31	Wilson, Catrina	City of CC	1	1	1	1	1	1	100%
32	Wisner, Liza	City of CC	1	1	1	1	1	1	100%



**Workforce Solutions Coastal Bend  
Committee Meeting Attendance Record  
January - December 2023**

Child Care Services						
Board Member	Representing	7-Feb	2-May		5-Sep	Attendance Rate
Keener, Maria (C)	San Patricio	1	1		1	100%
Wilson, Catrina (VC)	City of CC	1	1		1	100%
Hoggard, Justin	Bee	1	1		1	100%
Chavez, Andrea	TWC/City of CC	1	E0		1	67%

Ad Hoc Youth						
Board Member	Representing	8-Feb	3-May		6-Sep	Attendance Rate
Wisner, Liza (C)	City of CC	1	1		1	100%
Lopez, Omar (VC)	City of CC	1	1		E0	67%
Hunter, Ofelia	Jim Wells	E0	1		1	67%
Flower, Michelle	City of CC	1	1		1	100%
Faught, Leslie	San Patricio	1	1		E0	67%
Garcia III, Jose R. "Joey"	Duval				1	100%
James, Kimberley D.	City of CC				1	100%

Workforce Services						
Board Member	Representing	9-Feb	4-May		7-Sep	Attendance Rate
Salazar, Manny (C)	Kleberg	1	1		1	100%
Giesler, Randy (VC)	Live Oak	1	1		1	100%
Lozano, Michelle	Nueces	1	E0		E0	33%
Nelson, Travis	City of CC	1	1		1	100%
Leal, Criselda	City of CC	1	1		1	100%
Rivera, Leonard	City of CC				1	100%
Sotelo, Brittany	City of CC				1	100%

Public Relations						
Board Member	Representing	9-Feb	4-May		7-Sep	Attendance Rate
Unda, C. Michelle (C)	City of CC	E0	1		E0	33%
Ramirez, Carlos (VC)	Kleberg	1	1		1	100%
Temple, Susan	San Patricio	E0	E0		1	33%
Florence, Tracy	Bee	1	E0		1	67%
Evans, Eric	Aransas	E0	E0		E0	0%

Executive/Finance						
Board Member	Representing	16-Feb	11-May	27-Jul	14-Sep	Attendance Rate
De Los Santos, Jr., Raynaldo (C)	Refugio	1	1	1	E0	75%
Bowen, Sandra (VC)	Jim Wells	1	1	1	1	100%
Gatewood, Jesse	Nueces	1	1	E0	1	75%
Owen, John	City of CC	E0	1	1	1	75%
Gonzalez, Jr. Victor M.	City of CC	1	1	1	1	100%
Perez, Gloria	City of CC	1	1	1	1	100%
Keener, Marcia	San Patricio	1	1	E0	1	75%
Wisner, Liza	City of CC	1	1	1	1	100%
Salazar, Manny	Kleberg	1	1	1	1	100%
Unda, C. Michelle	City of CC	E0	E0	1	1	50%

## FINANCIAL REPORT – BOARD OF DIRECTORS

XI. Financial Report as of December 31, 2023

### BACKGROUND

Financial statements are prepared on a monthly basis by Board Professionals. Attached is a copy of the most recent Financial Report.

#### **Profit Loss**

As of December 31, 2023, we are one quarter into the FY24 and are trending at 23% expended overall. The small under expenditure is in One Stop Operations due the phase three Mission project being budgeted there but has not incurred costs at this time.

There are only three categories that are over a straight-line percentage of 25%, all being under Oversight and Management. General administrative expense is at 27% due to expenses related to annual meeting hit here and are most of the budgeted amount. Communication expense is slightly over at 29% due to the VOIP phone system invoices believed to be being sent to us incorrectly; meeting pending for 2/14/2024 with the vendor. There will not be a budget movement for these at this time. Lastly, Staff development and Travel is trending at 45% and 54% respectively. Large travel periods in October and December which are the bulk of the travel budget; there will be an adjustment discussed later in the amendment for travel.

Looking at the graph it illustrates that 88% of our Q1 expenditures are coming from direct contractor activity with only 8% on Oversight and Management and 4% on One-Stop Facilities.

#### **Balance Sheet**

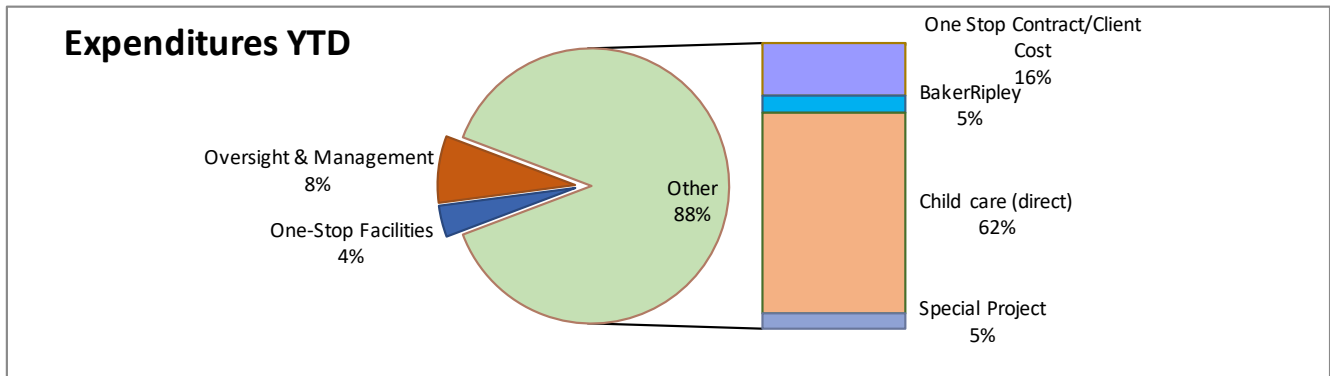
The next page is just our balance sheet to show that we are regularly reconciling both sides of our financial statements.

#### **Contracts Open**

And lastly, the listing of open funding streams. Currently we have about 41 open funding streams with 12 of them being in non-TWC funds. In the center of the page, you will see the grey items; these are open contracts that have had budget adjustments. On the far right you will see items in yellow that are 10% +/- the TWC straightline method.

**WORKFORCE SOLUTIONS COASTAL BEND**  
**STATEMENT OF ACTIVITIES**  
For the Month Ending  
December 31, 2023

	FY2024 Amended Budget	October-23	November-23	Current	YTD	% Expended
<b>REVENUES</b>						
Grant revenue - federal	45,965,344	4,652,362	3,092,092	3,101,560	10,846,014	24%
Grant revenue - Non federal	30,000	1,545	1,498	1,462	4,505	
	<b>45,995,344</b>	<b>4,653,907</b>	<b>3,093,590</b>	<b>3,103,021</b>	<b>10,850,519</b>	<b>24%</b>
<b>EXPENSES</b>						
<b>Oversight &amp; Management</b>						
Salaries and benefits	2,452,772	211,680	187,005	181,447	580,127	24%
Facilities and related expense	298,100	20,949	20,650	20,619	62,219	21%
Furniture, equipment, & software	118,881	7,266	9,180	11,258	27,705	23%
General administrative expense	196,500	13,379	13,615	25,119	52,113	27%
Communication expense	43,000	3,588	4,375	4,353	12,317	29%
Professional fees and services	108,000	11,795	5,270	2,336	19,401	18%
Staff development expense	30,000	5,228	6,680	1,500	13,408	45%
Travel expense	75,000	25,041	11,289	4,394	40,724	54%
<b>Total Oversight &amp; Management Expense</b>	<b>3,322,253</b>	<b>298,928</b>	<b>258,064</b>	<b>251,026</b>	<b>808,014</b>	<b>24%</b>
<b>One Stop Operations</b>						
Facilities and related expense	1,997,873	82,734	88,088	94,925	265,748	13%
Furniture, equipment, & software	540,000	24,964	23,451	24,026	72,441	13%
General administrative expense	161,500	3,925	1,953	1,826	7,704	5%
Communication expense	170,000	11,323	10,879	12,323	34,524	20%
Professional fees and services	-	-	-	-	-	0%
<b>Total One Stop Operations</b>	<b>2,869,373</b>	<b>122,946</b>	<b>124,371</b>	<b>133,100</b>	<b>380,417</b>	<b>13%</b>
<b>Contracted services</b>	<b>39,803,718</b>	<b>3,272,723</b>	<b>3,071,195</b>	<b>2,796,839</b>	<b>9,140,761</b>	<b>23%</b>
<b>Total expense</b>	<b>45,995,344</b>	<b>3,694,596</b>	<b>3,453,629</b>	<b>3,180,966</b>	<b>10,329,191</b>	<b>22%</b>



**WORKFORCE SOLUTIONS COASTAL BEND  
BALANCE SHEET**

For the Month Ending  
December 31, 2023

**ASSETS**

Current Assets

Cash & Cash Equivalents	\$	1,135,492
Money Market Account	\$	731,949
Due from TWC		2,229,856
Accounts Receivable		10,530
Prepaid Expense		159,270
Other Assets		65,097
<b>Total Current Assets</b>	<b>\$</b>	<b>4,332,492</b>

Fixed Assets

Building Improvements	\$	1,904,457
Furniture and Equipment		586,940
Less Accumulated Depreciation		(1,967,151)
<b>Net Fixed Assets</b>	<b>\$</b>	<b>524,246</b>

**Total Assets** **\$** **4,856,738**

**LIABILITIES**

Current Liabilities

Accounts Payable	\$	3,917,374
Accrued Expense		334,757
Accrued Vacation		68,617
<b>Total Current Liabilities</b>	<b>\$</b>	<b>4,320,748</b>

**NET ASSETS**

Unrestricted-Non-Federal Fund	\$	408,131
Temporarily Restricted- Ticket to Work/Other		(396,387)
Investment in Fixed Assets		524,246
<b>Total Net Assets</b>	<b>\$</b>	<b>535,991</b>

**Total Liabilities and Net Assets** **\$** **4,856,738**

Contract No.	Contract Program	Begin Date	End Date	Current Budget	Cum. Expenditures	Budget Balance	% Expended	TWC % Target
<b>Expires 2/29/2024</b>								
2223EXT001	EXT - Externships for Teachers	5/2/23	2/29/24	\$180,000.00	\$175,204.04	\$4,795.96	97%	NA
Non TWC	PORT OF CC-EXTERNSHIP	5/2/23	2/29/24	\$20,000.00	\$20,000.00	\$0.00	100%	NA
<b>Expires 3/31/2024</b>								
2223REA001	Reemployment Services and Eligibility Assessment	10/1/22	3/31/24	\$476,411.00	\$406,411.00	\$70,000.00	85%	80%
2223WOS002	WOS - Middle Skills Initiative	3/8/23	3/31/24	\$61,749.00	\$21,712.08	\$40,036.92	35%	54%
<b>Expires 4/30/2024</b>								
2223TIP001	WIOS - Texas Partnership Initiative	12/28/22	4/30/24	\$150,000.00	\$0.00	\$150,000.00	0%	NA
Non TWC	Kingsville - TIP	12/28/22	4/30/24	\$150,000.00	\$0.00	\$150,000.00	0%	NA
<b>Expires 5/31/2024</b>								
Non TWC	Walmart - PATHS	1/1/20	5/16/24	\$450,000.00	\$324,353.96	\$125,646.04	72%	NA
2223TAN003	TANF-Texas Internship Initiative	3/21/23	5/31/24	\$100,000.00	\$43,356.35	\$56,643.65	43%	NA
<b>Expires 6/30/2024</b>								
2222WOA001	WIOA - FY23 Adult Allocation (Oct)	10/1/22	6/30/24	\$1,269,498.00	\$1,223,106.25	\$46,391.75	96%	93%
2222WOA001	WIOA - PY22 Adult Allocation (July)	7/1/22	6/30/24	\$347,949.00	\$339,466.15	\$8,482.85	98%	93%
2222WOD001	WIOA - FY23 Dislocated Worker Allocation (Oct)	10/1/22	6/30/24	\$1,317,859.00	\$1,317,859.00	\$0.00	100%	93%
2222WOD001	WIOA - PY22 Dislocated Worker Allocation (July)	7/1/22	6/30/24	\$390,538.00	\$390,538.00	\$0.00	100%	93%
2222WOY001	WIOA - PY22 Youth Allocation	7/1/22	6/30/24	\$1,695,253.00	\$1,650,911.70	\$44,341.30	97%	93%
2223WOR001	WIOA - PY23 Rapid Response	7/1/23	6/30/24	\$27,255.00	\$1,884.51	\$25,370.49	7%	NA
<b>Expires 8/31/2024</b>								
Non TWC	3024VRS058-Student Hireability	9/1/23	8/31/24	\$113,000.00	\$23,643.18	\$89,356.82	21%	NA
<b>Expires 9/30/2024</b>								
2224NCP001	Noncustodial Parent Choices Program	9/1/23	9/30/24	\$142,403.00	\$86,363.25	\$56,039.75	61%	31%
Non TWC	Wage Services for Paid WE 3018VRS171	9/1/23	9/30/24	\$112,500.00	\$35,821.62	\$76,678.38	32%	NA
Non TWC	2223COL001 - VR Colocation	9/1/23	9/30/24	\$144,349.00	\$35,148.80	\$109,200.20	24%	NA
2224RAG001	Resource Administration Grants	10/1/23	9/30/24	\$6,923.00	\$1,730.76	\$5,192.24	25%	NA
2224REA001	Reemployment Services and Eligibility Assessment	10/1/23	9/30/24	\$577,268.00	\$176,780.09	\$400,487.91	31%	NA
2224SNE001	SNAP E&T	10/1/23	9/30/24	\$486,108.00	\$89,972.65	\$396,135.35	19%	25%
2224TRA001	Trade Act Services for Dislocated Workers	10/1/23	9/30/24	\$10,000.00	\$0.00	\$10,000.00	0%	NA
2224TVC001	TVC	10/1/23	9/30/24	\$37,412.00	\$19,468.95	\$17,943.05	52%	NA
2224WC1001	WCI - Workforce Commission Initiatives	10/1/23	9/30/24	\$56,291.00	\$9,974.55	\$46,316.45	18%	NA
Non TWC	POCC-Seal, Edex, CEOP (3 funds)	2/1/24	9/30/24	\$50,000.00	\$0.00	\$50,000.00	0%	NA
<b>Expires 10/31/2024</b>								
2224TAF001	TANF Choices	10/1/23	10/31/24	\$2,904,299.00	\$522,294.89	\$2,382,004.11	18%	23%
2224CCQ001	Child Care- CCQ	5/31/23	10/31/24	\$1,783,506.00	\$59,910.74	\$1,723,595.26	3%	NA
<b>Expires 12/31/2024</b>								
2224CCF001	Child Care	5/31/23	12/31/24	\$25,517,704.00	\$0.00	\$25,517,704.00	0%	7%
2224CCP001	Child Care - DFPS	9/1/23	12/31/24	\$523,146.00	\$59,845.82	\$463,300.18	11%	6%
2224WPA001	Wagner-Peyser Employment Services	10/1/23	12/31/24	\$1,694.00	\$219.15	\$1,474.85	13%	NA
2224WOS001	Military Family Support	1/1/24	12/31/24	\$55,240.00	\$0.00	\$55,240.00	0%	0%
<b>Expires 4/30/2025</b>								
Non TWC	Upskill (Del Mar-E2E)	4/1/22	4/30/22	\$76,000.00	\$76,000.00	\$0.00	100%	NA
Non TWC	TEA Tri-Agency Grant for Regional Conveners	4/10/23	2/28/25	\$561,500.00	\$11,654.01	\$549,845.99	2%	NA
<b>Expires 6/30/2025</b>								
2223WOA001	WIOA - PY23 Adult Allocation (July)	7/1/23	6/30/25	\$521,797.00	\$479,875.91	\$41,921.09	92%	35%
2223WOA001	WIOA - PY23 Adult Allocation (Oct)	7/1/23	6/30/25	\$1,733,337.00	\$503,159.95	\$1,230,177.05	29%	35%
2223WOD001	WIOA - PY23 Dislocated Worker Allocation (July)	7/1/23	6/30/25	\$387,100.00	\$354,808.07	\$32,291.93	92%	35%
2223WOD001	WIOA - PY23 Adult Allocation (Oct)	7/1/23	6/30/25	\$1,184,884.00	\$386,287.63	\$798,596.37	33%	35%
2223WOY001	WIOA - PY23 Youth Allocation	7/1/23	6/30/25	\$2,449,912.00	\$670,976.45	\$1,778,935.55	27%	21%
<b>Expires 6/30/2025</b>								
Non TWC	SEAL-Summer Earn & Learn	10/1/23	9/30/25	\$230,000.00	\$0.00	\$230,000.00	0%	NA
				\$46,302,885.00	\$9,518,739.51	\$36,784,145.49		

## ITEM FOR DISCUSSION AND POSSIBLE ACTION

XII – 1. Contract for Management and Operation of Career Center System (Including Youth Services) based on independent evaluator recommendation(s) and all matters related thereto. (Discussion of this item may be conducted in Closed Session Pursuant to TOMA Section 551.071: Consultation with Workforce Attorney and Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas Rule 1.05)

## BACKGROUND INFORMATION

The current contract for Career Center Services Delivery System and Youth Development Services will expire on September 30, 2023. Board staff commenced two formal procurements, the first to select independent evaluators and the second to select a contractor to manage and operate the career center system.

On March 20, 2023 a Request for Statement of Qualifications (RFQ) for Independent Evaluator Services was issued. Proposals were received from Linda Alaniz, Nancy Hard, Michael Milson and Shawna Rendon and all were responsive. Michael Milson was selected to serve as the Lead Evaluator with Linda Alaniz and Shawna Rendon serving as the other two independent evaluators.

On April 3, 2023 a Request for Proposals (RFP) for Management and Operation of Career Center System (Including Youth Services) was issued. This RFP procurement process consists of the following three phases:

Three Phase Procurement Process	
Phase	Activity
<b>1</b> <b>Application</b> Due May 22	Interested parties submit an application for qualification. Applicants will be scored on their financial capacity (up to 40 points) and their management capacity and demonstrated effectiveness (up to 60 points). Applicants must receive an average rating of at least 75 points to be considered eligible to submit a proposal.
<b>2</b> <b>Proposal</b> Due June 26	Successful applicants will be eligible to submit a proposal. Proposers will be scored on career center management and operations (up to 25 points), program operations & service delivery (up to 25 points), budget/cost (up to 25 points), and interview with Board Leadership Team (up to 25 points). Historically Underutilized Businesses (HUB) will receive an additional 5 points.
<b>3</b> <b>Evaluation, Selection, Reviews &amp; Negotiations</b> June 27 – August 10	An independent team of evaluators will review and score proposals. The proposer recommended for selection will undergo a fiscal integrity review and a pre-award survey. If contract negotiations are successful, a contract will be awarded.

Applications were received from C2 Global Professional Services, LLC, Career TEAM, LLC and Southwest Key Workforce Development, LLC. The applications were deemed responsive and were evaluated by Board staff. All three applications received a score of 75 points or more and so respondents were notified that they were eligible to submit proposals.

After receipt of the Applications, per Board procurement policy, a conflict of interest form was sent to the independent evaluators for execution. Ms. Linda Alaniz disclosed that she served as Board Chair for Workforce Solutions Cameron, where Southwest Key was the contractor. Linda Alaniz was replaced by Nancy Hard to serve as an independent evaluator.

On June 26, 2023 two proposals were received, one from C2 Global Professional Services, LLC and the second from Career TEAM, LLC. Southwest Key Workforce Development, LLC declined to propose. Both proposals were deemed responsive and advanced to the independent evaluators for review and scoring. On July 11, 2023, respondents were interviewed in person by members of the Board's Leadership Team.

Proposal and interview average scores were as follows:

Criteria (Maximum Points)	C2 Global Professional Services, Inc.	Career TEAM, LLC
Proposed Management & Operation (25)	24	20.07
Program Operations & Service Delivery (25)	24.03	19.40
Budget (25)	24.02	17.89
HUB (5)	0	0
Interview (25)	19	21.83
<b>Total (105)</b>	<b>91.04</b>	<b>79.18</b>

Upon approval by the Board of Directors, the President/CEO and Board staff will commence contract negotiations with the selected respondent. Part of the contract negotiations includes a pre-award survey of respondent's ability to deliver the services as proposed and its current financial integrity. This type of review is a routine requirement in large contracts.

Listed below are key dates in the procurement process timeline. Line items denoted in green font have already been completed.

Procurement Timeline	
Date	Activity
February 28	Kickoff Team Meeting
March 20	Release RFQ for Independent Evaluator Services
April 3	Release RFP for Management and Operation of Career Center System
April 10	Pre-Proposal Conference
April 10	RFQ Proposals Due
April 21	RFQ Notifications to Independent Evaluators
May 22	Applications Due
May 23-26	Application Review Period
May 31	Notifications to Applicants
June 26	Proposals Due
June 27 – July 21	Proposal Evaluation Period
July 11	Finalist Interviews
July 18	Commencement of Fiscal Integrity Review
July 27	Special Meetings: Executive/Finance Committee & Board of Directors
July 31	Notifications to Proposers ( <i>projected</i> )
August 1-10	Pre-Award Survey & Contract Negotiations
September 1	Transition Period ( <i>if necessary</i> )
October 1	Contract Start Date

## **RECOMMENDATION**

The CEO Council Concur with the Board of Directors to authorize the President/CEO to Enter into Negotiations and Subsequently Execute a Contract for Management and Operation of Career Center System (Including Youth Services) based on independent evaluator recommendations and all matters related thereto. Contract award will be subject to the availability of funds and successful contract negotiations.



## INFORMATION ONLY

### XIII – 1. Monitoring Report

## BACKGROUND

The Texas Workforce Commission (TWC) requires that monitoring review results be reported to all relevant parties and to the Board of Directors. The monitoring staff conduct fiscal and program reviews for compliance with federal and state laws and regulations, and compliance with TWC and local policies. The following is a list of the monitoring reviews and significant observations that were completed during the months of August 2023 – February 2024.

### Workforce Solutions – Board

#### Fiscal and Program Reviews

- **Equal Opportunity – WIOA Section 188 Checklist Review – 8/29/23**
  - A review was conducted of the Equal Opportunity nine elements that make up the WIOA Section 188 Checklist to ensure the Board meets the nondiscrimination and accessibility requirements for all programs for individuals with disabilities. No issue noted.
  
- **TWC Equal Opportunity Compliance Review – Management Letter Issued 10/31/23.**
  - A review was conducted to ensure the Board is compliant with the Equal Opportunity Laws. No issues noted.

### C2 Global Professional Services, LLC

#### Fiscal and Program Reviews

- **WIOA – Adult/Dislocated Worker Program Review 8/28/23**

**Findings:** The overall error rate for this review was 5.42%.

  - Two (2) participant's Service Plans were not in Work in Texas.
  - Two (2) participant's Assessments were not signed.
  - One (1) customer end date for Service Activity Occupational/Vocational Training (1) was incorrect.
  - One (1) customer's case note and, in the letter sent to the customer at exit, follow-up service would be provided but the follow-up service (67) was not open in TWIST.
  - Four (4) participants ITA service end date in TWIST did not match the transcript, certificate, or timesheet end date.
  - One (1) customer's case did not have the Service Plan up to date in TWIST.

**Conclusion:**

  - All corrections were made in TWIST if possible and Cabinet to the case files affected.
  - Ongoing training and technical assistance are being provided to staff.
  
- **WIOA – Youth Services Review 9/29/23**

**Findings** The overall error rate for this review was 1.04%.

  - Service Activity Occupational/Vocational Training (1) end date should be last day of class validated by a transcript, certificate, or timesheet.

**Conclusion:**

  - All corrections were made in TWIST if possible and Cabinet to the case files affected.

➤ **TANF/Choices Monitoring Review – 12/5/23**

**Findings:** The overall error rate for this review was 5.38%.

- One (1) case had counselor notes stating hours worked, but hours entered in TWIST did not match.
- One (1) case did not have counselor note of Form 2510 being sent to the Childcare department to request transitional care.
- One (1) case had Work Activity timesheets signed and dated for July week 3 & August week 3 but had hours entered after signature date.
- One (1) case has service (32) Unsubsidized Self-Employment open but does not have the supporting documentation establishing a self-employment enterprise.
- One (1) case had Unsubsidized Self Employment hours on the Work Activity timesheet for September Week 2,3, & 4 but did not match the hours entered in TWIST and were not verified.
- One (1) case had Transportation assistance but not no supporting documentation in Cabinet.
- One case (1) should have had a Noncooperation date of 8/9/2023 but was entered with date of 8/11/2023 in TWIST.

**Conclusion:**

- All corrections were made in TWIST if possible and Cabinet to the case files affected.
- Ongoing training and technical assistance are being provided to staff.

➤ **SNAP E&T Review 2/15/24**

**Findings-** The overall error rate for this review was 12.47%.

- One (1) case did not have the Service Plan completed in WIT.
- One (1) case had transportation support requested but was not issued until 29 days later. The hours submitted for the week requested were done online, which does not justify issuance.
- One (1) case was penalized late for non-cooperation.
- Two (2) cases had case notes that were not clear, concise, comprehensive, or accurate.
- One (1) case had hours entered incorrectly in TWIST as hours were not converted correctly.
- One (1) case had hours in TWIST that did not match the timesheet.
- One (1) case had timesheets in Cabinet and documented in Counselor Notes but not entered in TWIST Service Tracking.
- One (1) case did not have Form 1817 sent to HHSC to report employment.

**Conclusion:**

- All corrections were made in TWIST if possible and Cabinet to the case files affected.
- Ongoing training and technical assistance are being provided to staff.

## **BakerRipley**

Fiscal and Program Review

➤ **Child Care File Reviews (1) – 12/27/23 (0%) – No exception noted.**

**Conclusion:** Child Care Staff is to be commended for the outstanding review.

## INFORMATION ONLY

### XIII – 2. Facilities/IT Update

## BACKGROUND INFORMATION

Board Professionals will provide update on:

- **Facilities:** Progress of New Career Center in Corpus Christi.
- Leases of Rural Centers Updates
  
- **IT:** Update on VOIP phone system
- IT project – 3<sup>rd</sup> party

## **INFORMATION ONLY**

XIII – 3. Update on Procurements and Contracts

## **BACKGROUND**

An update on procurements and contracts is provided on the following pages. The changes are in the highlighted text.

## UPDATE ON PROCUREMENTS

Ongoing Procurements	Date of Issuance	Anticipated Date of Contract	Anticipated Cost	Over \$50,000 Approval Required	Comments
None					

Future Procurements	Anticipated Date of Issuance	Anticipated Date of Contract	Anticipated Cost	Over \$50,000 Approval Required	Comments
Request for Statement of Qualifications (RFQ) for 401(k) Plan Administrator for Bundled Services	TBD	TBD	TBD	YES	
Request for Proposals (RFP) for General Contractor Services Mission Plaza Phase III	TBE	TBD	TBD	YES	
Request for Statement of Qualifications (RFQ) for Legal Services	June 24	October 1	\$35,000	NO	Current contract for legal services terms out on September 30, 2024.

*Anticipated dates and costs are contingent upon the completion of the procurement outcomes.*

## SUBRECIPIENT / CONTRACTOR LOG 2023-2024

NAME	CONTRACTORS	CONTRACT AMOUNT	CONTRACT STATUS	CONTRACT PERIOD
C2 Global Professional Services, LLC	Management and Operation of Career Center System (Including Youth Services)	\$7,500,000 <i>Negotiations in process</i>	Year 1 (3 renewals)	10/1/23 – 09/30/24
BakerRipley	Direct Child Care Services	\$31,887,391	Renewal 2 of 3	10/1/23 – 09/30/24

NAME	PROFESSIONAL & CONSULTING SERVICES	CONTRACT AMOUNT	CONTRACT STATUS	CONTRACT PERIOD
Wood, Boykin & Wolter, P.C.	Legal Services	\$35,000	Renewal 3 of 3	10/1/23 – 9/30/24
CLK Architects & Associates	Architecture, Design & Certified Space Planning Services	<i>Pending</i>	Renewal 2 of 3	10/1/23 – 9/30/24
Vertical Computers	IT Professional Services	\$100,000	Renewal 2 of 3	10/1/23 – 9/30/24
ABIP, PC	Financial Audit Services	<i>Pending</i>	Renewal 1 of 3	10/1/23 – 9/30/24
The Clower Company	Commercial Real Estate Broker Services	N/A	Renewal 1 of 3	10/1/23 – 9/30/24
Frost Bank	Banking Services	Fee Based	Year 1 (3 renewals)	10/1/23 – 9/30/24

## SUBRECIPIENT / CONTRACTOR LOG 2023-2024

NAME	CAREER CENTERS	ANNUAL BASE RENT	CONTRACT STATUS	CONTRACT PERIOD
PAK 56 Plaza LLC, SGT 44 Pirate LLC	Lease Agreement for Office Space Pirate Plaza, Sinton (≈ 3,650 sq ft)	\$76,444	Year 2 of 4 Pending	1/01/24 – 12/31/24
Texas Workforce Commission	Building Use Lease Agreement Staples, Corpus Christi (≈ 22,616 sq ft)	\$0		10/1/23 – 9/30/24
Coastal Bend College	Lease Agreement for Office Space Beeville (≈ 3,850 sq ft)	\$49,014	Year 2 of 4	10/1/23 – 9/30/24
Coastal Bend College	Lease Agreement for Office Space Alice (≈ 2,730 sq ft)	\$34,902	Year 4 of 4	2/1/24 – 1/31/25
Coastal Bend College	Lease Agreement for Office Space Kingsville (≈ 3,191 sq ft)	\$40,711	Year 3 of 4	5/1/23 – 4/30/24
B-Y Mission Plaza CC, LTD	Shopping Center Lease Agreement Ayers (Mission Plaza), Corpus Christi (≈ 24,973 sq ft) <i>Lease Term 2021–2032</i>	\$305,670	Year 3 of 11	1/1/24 - 12/31/24
Goodwill Industries of South Texas	MOU for Office Space Rockport (≈ 612 sq ft)	\$11,985	Year 2 of 3	5/12/23 – 4/30/24

NAME	OTHER CONTRACTS / AGREEMENTS	CONTRACT AMOUNT	CONTRACT STATUS	CONTRACT PERIOD
Rural Economic Assistance League, Inc. (REAL)	Transportation Assistance Services to Aransas, Bee, Brooks, Duval, Jim Wells, Live Oak, Refugio, & San Patricio Counties	NTE \$5,000	Year 1 (3 renewals)	10/11/23 – 9/30/24
Economic Modeling, LLC (Lightcast)	Developer Agreement for Economy and LMI Tool	\$16,000	Renewal	10/1/23 – 9/30/24
Economic Modeling, LLC (Lightcast)	Career Coach Agreement	\$7,500	Renewal	10/1/23 – 9/30/24
McLemore Building Maintenance	Janitorial Service Contract	\$145,556	Year 1	10/9/23 – 10/8/24

## TWC GRANTS & CONTRACTS LOG 2023–2024

NAME	TWC CONTRACT #	ACTIVITY	AWARD AMOUNT	GRANT PERIOD
Workforce Innovation and Opportunity Act – Adult	2222WOA001	To provide job seekers and workers with the high-quality career services, education, training, and supportive services they need to get good jobs and stay employed, and to help businesses find skilled workers and access other supports including education and training for their current workforce.	\$1,617,444	7/1/22 – 6/30/24
		Amendment #1 – Revised general terms & conditions and the statement of work financial requirements.		
Workforce Innovation and Opportunity Act – Dislocated Worker	2222WOD001	To support the planning and delivery of service to dislocated workers, including trade-affected workers and ranked unemployment insurance claimants.	\$1,708,397	7/1/22 – 6/30/24
		Amendment #1 – Revised statement of work financial requirements.		
		Amendment #2 – Revised general terms & conditions and the statement of work financial requirements.		
Agency Board Agreement	2223ABA001	To establish the nature of the working relationship between the Agency and the local Workforce Board to include the goals, responsibilities and obligations with respect to the administration of these programs, or other service delivery programs.	Non-Financial	10/1/22 – 9/30/24
		Amendment #1 – Revised terms & conditions		
		Amendment #2 – Revised Board Guidelines for Security		
Externship for Teachers	2223EXT001	To inform educators on the most up-to-date skill sets needed for a specific vocation or industry. Teachers will create specific lesson plans for students, linking them to real-world industries and jobs. Students will become familiar with both academic and technical skill sets for the modern workforce.	\$180,000	5/2/23 – 2/29/24
		Amendment #1 – Revised statement of work, project requirements		
Reemployment Services and Eligibility Assessment	2223REA001	To provide claimants with access to a widely array of available resources that support reemployment and to connect claimants to the direct provision of intensive career services as appropriate. This program targets claimants who are mostly likely to exhaust benefits and be in need of reemployment services.	\$476,411	10/1/22 – 3/31/24
		Amendment #1 – Revised general terms & conditions and the statement of work financial requirements. Amendment #2 – Amended end date, revised statement of work, project requirements, financial requirements, and increased award amount by \$70,000.		
Texas Internship Initiative	2223TAN003	Recruit, train, place, monitor and evaluate 40 high school student interns in high-demand STEM fields, including accounting, business management/operations, construction management, engineering, healthcare and information technology.	\$100,000	3/21/23 – 5/31/24



## TWC GRANTS & CONTRACTS LOG 2023–2024

NAME	TWC CONTRACT #	ACTIVITY	AWARD AMOUNT	GRANT PERIOD
Texas Industry Partnership	2223TIP	To assist with the purchase of equipment, software and to create the space needed to implement an Airframe & Power Plant certification program in collaboration with the Kingsville Chamber of Commerce and Coastal Bend College.	\$150,000	12/28/22 – 4/30/24
		Amendment #1 – Revised statement of work project requirements & uniform administrative requirements.		
Workforce Innovation and Opportunity Act - Adult	2223WOA001	To provide job seekers and workers with the high-quality career services, education, training, and supportive services they need to get good jobs and stay employed, and to help businesses find skilled workers and access other supports including education and training for their current workforce.	\$2,255,134	7/1/23 – 6/30/25
Workforce Innovation and Opportunity Act – Dislocated Worker	2223WOD001	To support the planning and delivery of service to dislocated workers, including trade-affected workers and ranked unemployment insurance claimants.	\$1,571,984	7/1/23 – 6/30/25
Workforce Innovation and Opportunity Act – Rapid Response	2223WOR001	To support the planning and delivery of Rapid Response services to dislocated workers, including trade-affected workers.	\$27,255	7/1/23 – 6/30/25
Middle Skills Employment Supplies Pilot Project	2223WOS002	Provide funds to assist individuals trained by partner entities (non-profit, community programs and other state agencies) that provide training and certifications for occupations requiring some education beyond high school but less than a four-year degree but have insufficient funds to purchase supplies required for those occupations.	\$61,749	3/8/23 – 3/31/24
		Amendment #1 – Revised statement of work financial requirements. Amendment #2 – Extended grant period end date from November 30, 2023 to March 31, 2024; revised statement of work project, financial & uniform administrative requirements.		
Workforce Innovation and Opportunity Act – Youth	2223WOY001	To provide funds to plan and deliver high quality services to low-income youth and young adults, ages 14-24, who face barriers to employment, beginning with career exploration and guidance, continued support for educational attainment, opportunities for skills training in in-demand industries and occupations, and culminating with good job along a career pathway or enrollment in post-secondary education.	\$2,449,912	7/1/23 – 6/30/25
		Amendment #1 – Increased grant award amount by \$6,650 and revised uniform administrative requirements.		
Corpus Christi Building Use Agreement	3124LSE013 AOB FY24	Staples Workforce Center	\$30,000	10/1/23 – 9/30/24

## TWC GRANTS & CONTRACTS LOG 2023–2024

NAME	TWC CONTRACT #	ACTIVITY	AWARD AMOUNT	GRANT PERIOD
Interagency Cooperation Contract Vocational Rehabilitation Student HireAbility Navigators (SHN)	3024VRS058	Support, expand, and enhance the pre-employment transition services to students with disabilities by establishing partnerships and developing innovative and evidence-based approaches to service delivery.	\$678,000	9/1/23 – 8/31/25
Interagency Cooperation Contract Vocational Rehabilitation Paid Work Experience (PWE)	3024VRS108	To pay wages and associated taxes & fees for VR participants placed in paid work experience.	\$562,500	10/1/23 – 9/30/25
Child Care Services Formula Allocation	2224CCF001	Child Care services are provided to families who meet the eligibility criteria. These direct child care services allow parents to work or to attend school or training, which helps them achieve economic self-sufficiency.	\$25,517,704	5/31/23 – 12/31/24
		Amendment #1 – to reduce the Child Care and Development Fund Discretionary funds by \$1,974,578.		
Child Care and Development Fund Child Care Local Match	2224CCM001	Child Care services are provided to families who meet the eligibility criteria. These direct child care services allow parents to work or to attend school or training, which helps them achieve economic self-sufficiency.	\$1,897,372	10/1/23 – 12/31/24
Texas Department of Family and Protective Services (DFPS) Child Care	2224CCP001	To purchase child care services for children who are deemed eligible and authorized for services by DFPS.	\$0	9/1/23 – 12/31/24
		Amendment #1 – Revised statement of work project requirements.		
CCDF Quality Improvement Activity	2224CCQ001	Local Board areas and their subcontractors that implement child care quality improvement activities shall do so according to the rules and regulations established by the lead agency.	\$1,783,506	5/1/23 – 10/31/24
		Amendment #1 - to reduce Child Care Quality funding by \$82,274 and to add \$608,826 in TRS Mentor Funding.		
Externships for Teachers	2224EXT001	To inform educators on the most up-to-date skill sets needed for a specific vocation or industry. Teachers will create specific lesson plans for students, linking them to real-world industries and jobs. Students will become familiar with both academic and technical skill sets for the modern workforce.	\$183,170	2/1/24 – 1/31/25
Noncustodial Parent Choices Program	2224NCP001	Employment program that targets low-income, unemployed, or underemployed NCPs who are behind on their child support payments. Goals of the program are to help NCPs who have substantial barriers to employment and career advancement, become economically self-sufficient while also making consistent child care payments.	\$142,403	9/1/23 – 9/30/24

## TWC GRANTS & CONTRACTS LOG 2023–2024

NAME	TWC CONTRACT #	ACTIVITY	AWARD AMOUNT	GRANT PERIOD
Resource Administration Grant	2224RAG001	To acquire and support shared facilities and in those facilities, to acquire goods and services that support access to and use of common equipment, hardware platforms, consumables, and telecommunications networks amongst Board, Agency, and workforce service provider staff.	\$6,923	10/1/23 – 9/30/24
Reemployment Services and Eligibility Assessment	2224REA001	To provide claimants with access to a widely array of available resources that support reemployment and to connect claimants to the direct provision of intensive career services as appropriate. This program targets claimants who are mostly likely to exhaust benefits and be in need of reemployment services.	<b>\$577,268</b>	10/1/23 – 9/30/24
		<b>Amendment #1 – increased grant award amount by \$150,000 and revised statement of work project, financial &amp; uniform administrative requirements.</b>		
Supplemental Nutrition Assistance Program Employment & Training	2224SNE001	To provide SNAP recipients employment and training activities that will lead to long-term self-sufficiency inclusive of co-enrollments in other Board administered programs that will assist the recipient in gaining employment.	\$486,108	10/1/23 – 9/30/24
Temporary Assistance for Needy Families/Choices	2224TAF001	To end the dependence of needy parents on public assistance by promoting job preparation, work, and marriage through the provision of services.	\$2,904,299	10/1/23 – 10/31/24
Trade Act Services for Dislocated Workers	2224TRA001	To fund required remedial skills training, allowable prerequisite training, and vocational training costs for eligible trade certified dislocated workers. Activities under this grant must seamlessly integrate industry and employer needs with the preparation of job seekers for the transition to new and sustainable employment.	\$10,000	10/1/23 – 9/30/24
Texas Veterans Commission - Resource Administration Grant	2224TVC001	To acquire and support shared facilities and in those facilities, to acquire goods and services that support access to and use of common equipment, hardware platforms, consumables, and telecommunications networks amongst Board and Texas Veterans Commission (TVC) employees.	\$37,412	10/1/23 – 9/30/24
		<b>Amendment #1 - revised statement of work project requirements.</b>		
Workforce Commission Initiatives	2224WCI001	To fund projects that strengthen and add value to the delivery system in its workforce area.	\$56,291	10/1/23 – 9/30/24
		<b>Amendment #1 - revised statement of work project requirements.</b>		

## TWC GRANTS & CONTRACTS LOG 2023–2024

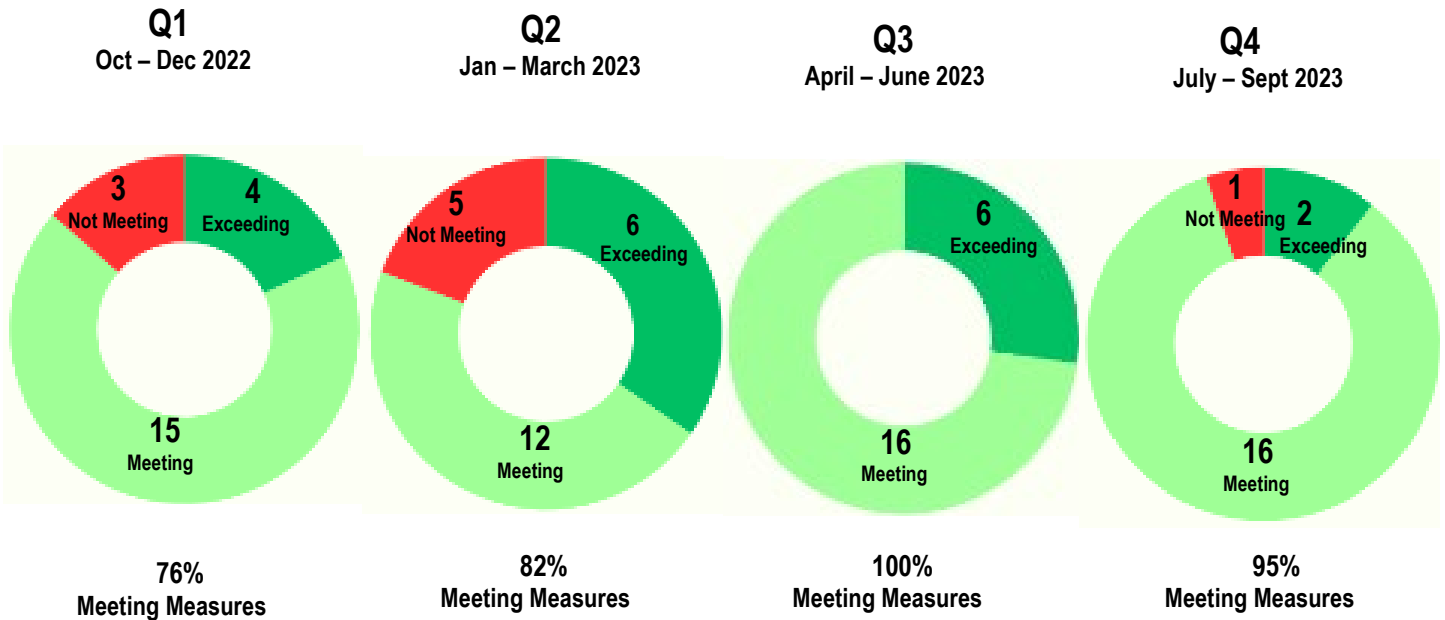
NAME	TWC CONTRACT #	ACTIVITY	AWARD AMOUNT	GRANT PERIOD
Military Family Support	2224WOS001	To better meet the needs of military spouses entering the job market from military installations in Texas. The program will provide enhanced job search assistance, assessment of skills, LMI, resume writing, interview skills, and if funding is available, to support training in high-demand occupations.	\$55,240	1/1/24 – 12/31/24
Workforce Innovation and Opportunity Act – Upskilling & Training to Address Skills Gaps	2224WOZ001	To connect individuals with employers in high-demand industries by funding upskilling and job training that leads to industry-recognized credentials in high-demand occupations to support in-need industries, including health care, transportation, semiconductor and technology, broadband development, and construction.	\$99,329	1/1/24 – 7/31/24
Wagner-Peyser Employment Services	2224WPA001	To provide funds to establish an organizational framework to integrate the delivery of Wagner-Peyser funded Employment Services into the Workforce Solutions Offices.	\$1,694	10/1/23 – 12/31/24

## INFORMATION ONLY

### XIII – 4. Performance Measure Update BCY 2023 – 2024

## BACKGROUND INFORMATION

#### Performance Measure Update ( EOY 2023 Final Release) Performance Synopsis Board Contract Year: 2023



### Background

Listed below are the TWC Performance Measures definitions and an indication of whether the individual measures are attained or not, Target % and Current %. The Percentages of target attained are represented by the following:

Non-WIOA Measures	WIOA Measures
<b>+P</b> (Exceeding) – Meeting performance – Greater than 105%	<b>+P</b> (Exceeding) – Meeting performance – Greater than 110%
<b>MP</b> – Meeting performance – Greater than 97.5% and Equal to or Less than 105%	<b>MP</b> – Meeting performance – Greater than 95% and Equal to or Less than 110%
<b>MP – Meeting at Risk</b> – Equal to or Greater than 95% and Equal to or Less than 97%	<b>MP – Meeting at Risk</b> – Equal to or Greater than 90% and Equal to or Less than 95%
<b>-P</b> – Not meeting performance – Less than 95%	<b>-P</b> – Not meeting performance – Less than 90%

Explanation of Measures in Negative Performance for EOY 2023

Performance Measure	Current		Current Performance	YTD Current % Target	EOY % Goal
	Numerator	Denominator			
Employed/Employed Q2-Q4 – Youth	13	15	86.67%	114.23%	75.90%

**Board Actions: Performance Update**

TWC has set a target date of February 15, 2024 for the issuance of the Oct-Dec MPRs.

WFSCB has concluded Program Year (PY) 2023 earning 95% of meeting all performance measures. During PY 2023, C2GPS implemented tracking tools which accelerated performance percentages in all twenty-two (22) measures.

**WIOA Outcome Measures**

TWC announced that the WIOA 116 requires states to update WIOA targets at the end of the year using the statistical adjustment model that has been updated with the final local casemix and economic conditions. These changes are reflected in this report.

# AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target

As Originally Published

## BOARD CONTRACT YEAR 2023 YEAR END 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	95.45%	93.84%	105.03%	101.45%	100.89%	100.24%	99.88%	99.36%	101.46%	97.29%	96.23%	96.48%	114.44%	114.33%	99.50%
Borderplex	107.66%	101.63%	140.55%	114.46%	104.94%	90.05%	99.34%	99.27%	92.59%	107.76%	115.50%	117.54%	106.39%	82.87%	94.90%
Brazos Valley	95.90%	97.14%	100.66%	102.94%	104.98%	100.00%	100.00%	77.30%	95.65%	104.04%	103.35%	110.00%	92.57%	91.74%	97.88%
Cameron	99.76%	109.25%	117.41%	105.76%	94.94%	107.83%	115.33%	84.22%	129.37%	134.95%	113.95%	102.08%	111.29%	118.56%	130.72%
Capital Area	98.91%	100.68%	121.66%	95.82%	104.08%	104.91%	100.53%	106.65%	100.13%	103.66%	105.58%	112.96%	106.40%	106.94%	88.64%
Central Texas	102.51%	105.66%	123.18%	100.82%	110.45%	108.89%	108.80%	96.04%	106.24%	124.61%	100.84%	95.78%	100.45%	117.65%	108.54%
Coastal Bend	109.29%	90.85%	98.46%	94.14%	96.86%	102.92%	94.49%	100.81%	94.47%	102.25%	96.09%	88.56%	99.47%	106.39%	105.76%
Concho Valley	92.22%	94.14%	108.63%	90.91%	128.76%	109.59%	119.76%	119.56%	102.00%	70.32%	104.60%	98.55%	142.19%	145.99%	84.75%
Dallas	91.10%	92.25%	89.39%	99.52%	119.31%	99.64%	97.06%	116.12%	99.53%	107.60%	96.50%	94.58%	103.58%	85.01%	102.88%
Deep East	104.08%	105.85%	86.41%	92.69%	100.82%	113.02%	108.86%	98.72%	110.94%	94.56%	95.59%	108.33%	95.91%	84.30%	99.75%
East Texas	100.00%	100.71%	83.99%	92.47%	105.69%	102.66%	95.66%	99.15%	85.51%	95.22%	106.37%	107.10%	96.68%	107.30%	83.56%
Golden Crescent	107.66%	108.84%	111.58%	80.44%	109.13%	98.01%	112.69%	123.64%	108.59%	114.79%	105.04%	92.64%	113.38%	117.65%	114.73%
Gulf Coast	102.53%	92.01%	86.82%	93.00%	103.74%	98.02%	95.69%	107.34%	91.71%	110.27%	96.65%	97.78%	106.73%	119.83%	95.93%
Heart of Texas	104.44%	108.84%	57.21%	94.12%	101.78%	98.30%	95.53%	98.20%	95.65%	103.35%	97.22%	94.94%	100.79%	91.24%	127.63%
Lower Rio	91.14%	100.98%	107.98%	106.59%	86.47%	100.91%	99.87%	115.03%	110.94%	101.77%	106.97%	99.17%	106.27%	126.85%	90.92%
Middle Rio	98.54%	110.70%	100.81%	114.35%	105.53%	121.65%	104.79%	129.36%	117.65%	114.35%	84.24%	92.54%	87.15%	182.48%	105.15%
North Central	92.20%	91.56%	92.10%	94.14%	103.89%	95.44%	102.89%	99.75%	96.69%	105.49%	104.38%	106.04%	107.89%	73.74%	94.24%
North East	100.00%	113.16%	98.66%	104.24%	93.74%	99.02%	95.21%	114.81%	88.94%	108.63%	110.25%	117.38%	111.66%	154.82%	102.21%
North Texas	102.18%	92.24%	101.70%	98.71%	92.57%	121.65%	113.05%	124.73%	103.76%	97.96%	59.83%	120.48%	62.09%	n/a	109.08%
Panhandle	102.03%	102.34%	115.24%	95.53%	92.37%	98.54%	100.37%	94.95%	93.67%	100.00%	102.25%	105.63%	130.02%	105.18%	129.49%
Permian Basin	102.41%	99.02%	91.57%	98.43%	100.75%	101.09%	100.00%	119.29%	96.46%	106.33%	96.81%	104.10%	93.12%	139.60%	100.68%
Rural Capital	92.08%	97.86%	113.89%	107.18%	103.44%	100.93%	96.89%	99.82%	106.59%	95.06%	99.87%	106.27%	105.40%	104.24%	100.37%
South Plains	108.73%	118.57%	110.45%	106.38%	104.59%	94.70%	102.63%	108.45%	105.29%	118.20%	99.13%	96.39%	84.89%	69.16%	105.15%
South Texas	80.60%	89.39%	103.24%	117.65%	135.03%	98.73%	82.79%	121.72%	117.65%	132.07%	92.64%	96.11%	91.39%	117.65%	144.56%
Southeast	100.12%	93.73%	98.21%	99.19%	102.59%	98.18%	99.40%	96.92%	89.81%	90.44%	99.31%	94.38%	85.12%	91.37%	110.53%
Tarrant	95.29%	89.79%	99.54%	82.00%	105.18%	96.96%	99.40%	102.67%	87.52%	92.91%	102.30%	95.48%	98.81%	99.00%	95.59%
Texoma	98.56%	108.36%	102.87%	106.47%	115.87%	88.46%	102.17%	100.41%	107.88%	140.65%	92.13%	100.36%	118.67%	101.65%	96.78%
West Central	101.57%	96.06%	90.11%	110.43%	104.58%	110.39%	106.11%	130.94%	117.65%	112.52%	100.00%	96.61%	84.98%	94.12%	105.15%
<b>+P</b>	0	3	8	4	5	4	4	10	6	9	3	4	7	11	6
<b>MP</b>	27	23	15	22	22	23	23	16	18	18	23	23	16	11	19
<b>-P</b>	1	2	5	2	1	1	1	2	4	1	2	1	5	5	3
<b>% MP &amp; +P</b>	96%	93%	82%	93%	96%	96%	96%	93%	86%	96%	93%	96%	82%	81%	89%
From	7/21	1/21	7/21	1/21	7/22	7/21	1/21	7/21	1/21	7/22	7/21	1/21	7/21	1/21	7/22
To	6/22	12/21	6/22	12/21	6/23	6/22	12/21	6/22	12/21	6/23	6/22	12/21	6/22	12/21	6/23

Percent of Target

As Originally Published

**BOARD CONTRACT YEAR 2023 YEAR END REPORT**

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 Rcvg Wkfc Asst Fm Bds or Self Svc	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	98.97%	104.92%	95.47%	93.72%	107.20%	127.86%	106.27%	5	16	1	95%
Borderplex	98.24%	103.24%	124.37%	91.70%	100.58%	113.38%	112.84%	7	13	2	91%
Brazos Valley	97.36%	101.68%	77.24%	103.00%	95.83%	106.12%	101.59%	1	19	2	91%
Cameron	105.58%	101.44%	125.50%	100.38%	106.96%	111.22%	119.37%	13	8	1	95%
Capital Area	100.44%	104.92%	93.88%	85.63%	103.06%	118.10%	104.80%	3	16	3	86%
Central Texas	101.17%	101.56%	100.24%	98.38%	93.46%	114.90%	107.75%	6	15	1	95%
Coastal Bend	101.17%	102.64%	102.30%	102.85%	105.75%	113.70%	96.35%	2	19	1	95%
Concho Valley	106.46%	104.56%	102.03%	106.25%	110.45%	98.78%	97.44%	8	12	2	91%
Dallas	98.83%	102.88%	111.41%	87.43%	100.95%	116.82%	104.54%	4	15	3	86%
Deep East	101.91%	102.40%	114.10%	100.47%	108.68%	114.84%	102.85%	5	15	2	91%
East Texas	103.52%	104.08%	97.05%	108.30%	107.37%	100.88%	100.64%	2	17	3	86%
Golden Crescent	109.69%	106.83%	102.92%	97.50%	107.65%	150.00%	92.64%	11	9	2	91%
Gulf Coast	97.80%	102.52%	97.09%	94.88%	95.51%	117.50%	102.69%	3	17	2	91%
Heart of Texas	104.85%	105.28%	94.03%	105.15%	93.48%	124.38%	108.08%	5	14	3	86%
Lower Rio	105.73%	101.20%	125.74%	106.80%	104.71%	144.38%	109.10%	8	13	1	95%
Middle Rio	102.50%	94.72%	91.72%	100.03%	87.69%	125.18%	103.88%	8	9	5	77%
North Central	98.53%	104.32%	96.59%	89.80%	110.10%	132.24%	80.90%	2	17	3	86%
North East	92.22%	103.00%	114.29%	99.62%	115.25%	101.70%	102.63%	8	12	2	91%
North Texas	102.64%	103.24%	119.48%	105.52%	96.70%	107.92%	95.71%	7	12	2	90%
Panhandle	104.99%	103.24%	113.62%	107.35%	103.51%	120.02%	98.32%	6	16	0	100%
Permian Basin	104.11%	102.52%	103.20%	108.67%	92.97%	100.78%	104.01%	3	18	1	95%
Rural Capital	101.32%	106.24%	118.80%	91.10%	99.25%	120.98%	109.31%	5	16	1	95%
South Plains	103.96%	103.12%	111.86%	112.42%	113.84%	110.48%	106.91%	8	12	2	91%
South Texas	96.18%	99.28%	141.04%	100.60%	111.52%	121.26%	102.69%	10	9	3	86%
Southeast	105.29%	103.12%	94.03%	109.27%	106.61%	105.66%	114.40%	6	13	3	86%
Tarrant	99.56%	103.48%	86.97%	93.52%	104.04%	106.12%	110.51%	2	15	5	77%
Texoma	100.73%	104.92%	125.94%	97.02%	86.19%	99.32%	112.15%	5	15	2	91%
West Central	93.83%	102.64%	121.21%	117.03%	104.65%	106.04%	103.20%	8	12	2	91%
<b>+P</b>	5	3	13	10	12	23	11	161			
<b>MP</b>	21	24	9	10	11	5	15	394			
<b>-P</b>	2	1	6	8	5	0	2	60			
<b>% MP &amp; +P</b>	93%	96%	79%	71%	82%	100%	93%	90%			
From	7/21	1/21	1/21	7/22	10/22	10/22	10/22	From			
To	6/22	12/21	12/21	6/23	9/23	9/23	9/23	To			



## INFORMATION ONLY

### XIII – 5. Local Labor Market Information

## BACKGROUND INFORMATION

### Jobs and Employment Report

In December 2023, the unemployment rate held steady month-over-month at 3.9% from November 2023 to December 2023 for the Coastal Bend region. Among the 11 counties within the Coastal Bend region, eight counties saw a reduction in their unemployment rates over the same period.

### **Year-Over-Year Shifts**

The December 2023 unemployment rate decreased (-0.3%) points when compared to December 2022. The decrease was noted in nine of the 11 counties of the Coastal Bend region during the same period. As of December 2023, the 3.9% unemployment rate in Coastal Bend region represented 10,007 residents actively seeking employment.

### **Sectors Driving Growth**

Within the Coastal Bend region, the Construction industry stood out with a 13.6% increase from the previous year. The Natural Resources and Mining industry experienced a 9.1% increase, followed by the Leisure and Hospitality industry which increased to 5.2% compared to December 2022.

In the Corpus Christi MSA, the Mining, Logging and Construction industry lead the growth rate with a 9.4% increase in 2022, followed by the Manufacturing industry with a 3.4% yearly change.

In WorkinTexas.com, the Health Care and Social Assistance Industry led in generating the highest number of new job postings, totaling 509. The Educational Services Industry contributed 212 job postings, while the Accommodation and Food Services sector posted 172. Additionally, the Retail Trade sector added 235 job postings to the platform.

Registered Nurses, Retail Salespersons, and Customer Service Representatives remain in high demand by Coastal Bend employers.

### **Quartile 1: Labor Market Data Requests**

Economy Overview
Coastal Bend region
San Patricio county
Socio-Economic/Race/Ethnicity Status for Coastal Bend region
Industry Overview
Construction
Manufacturing
Occupation Overview
Construction, Engineers, Fabricators, Laborers, Project Managers, Quality Control Specialists, Safety Inspectors, Welders
Civil and Environmental Engineer Occupations
Manufacturing Occupations
Special Education Teachers
Wage Assessment
Civil and Environmental Engineers, Public Works Plant Operator/Manager (Chemical)
Construction, Engineers, Fabricators, Laborers, Project Managers, Quality Control Specialists, Safety Inspectors, Welders
Manufacturing Occupations

# Coastal Bend Workforce Area

(Not Seasonally Adjusted Unemployment Rates by WDA, MSA, & County)

Area	Area Type	Latest Monthly Data December 2023						Previous Monthly Data November 2023				Year Ago December 2022			
		Labor Force	Employment	Unemployment	Rate	M+-	Y+-	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
United States	Nation	166,661,000	160,754,000	5,907,000	3.5	0.0	0.2	167,977,000	162,149,000	5,827,000	3.5	164,224,000	158,872,000	5,352,000	3.3
Texas	State	15,147,835	14,619,352	528,483	3.5	0.0	0.0	15,277,122	14,741,751	578,529	3.5	1,477,939	14,260,768	513,171	3.5
Corpus Christi	MSA	205,013	197,185	7,828	3.8	-0.1	-0.3	205,597	198,636	8,644	3.9	201,590	193,116	8,474	4.2
Coastal Bend	WDA	257,671	247,667	10,004	3.9	0.0	-0.3	260,144	249,936	11,107	3.9	253,889	243,115	10,774	4.2
Aransas Pass	County	9,379	8,982	397	4.2	-0.1	-0.3	9,478	9,072	446	4.3	9,219	8,792	427	4.6
Bee	County	9,180	8,785	395	4.3	-0.2	-0.6	9,433	9,010	467	4.5	8,965	8,526	439	4.9
Brooks	County	2,281	2,173	108	4.7	0.0	-0.1	2,314	2,206	125	4.7	2,340	2,228	112	4.8
Duval	County	5,064	4,855	209	4.1	0.2	0.7	5,123	4,924	210	3.9	4,995	4,825	170	3.4
Jim Wells	County	15,586	14,903	683	4.4	-0.1	-0.4	15,743	15,027	788	4.5	15,331	14,594	737	4.8
Kenedy	County	122	112	10	8.2	1.3	0.4	131	122	8	6.9	116	107	9	7.8
Kleberg	County	13,008	12,500	508	3.9	-0.1	-0.4	13,253	12,725	584	4.0	12,948	12,397	551	4.3
Live Oak	County	4,623	4,461	162	3.5	-0.1	0.0	4,692	4,525	174	3.6	4,747	4,580	167	3.5
Nueces	County	116,317	160,143	6,174	3.7	-0.1	-0.3	167,547	161,252	6,870	3.8	163,417	156,812	6,605	4.0
Refugio	County	2,794	2,693	101	3.6	0.2	-0.4	2,858	2,761	107	3.4	2,857	2,742	115	4.0
San Patricio	County	29,317	28,060	1,257	4.3	0.0	-0.7	29,572	28,312	1,328	4.3	28,954	27,512	1,442	5.0

(M+-) Change in unemployment rate from last month (Increase) (Decrease)

(Y+-) Change in unemployment rate from last year (Increase) (Decrease)

- Earnings for all occupations Coastal Bend, expressed as hourly rate (TWC):

<b>Coastal Bend Texas</b>	<b>All Occupations- All Occupations-</b>	<b>Average \$17.76/hr.</b>	<b>Entry level \$10.89/hr.</b>	<b>Experienced workers \$29.14/hr.</b>	<b>Top 10% \$33.56/hr.</b>
		<b>Average \$18.76/hr.</b>	<b>Entry level \$11.70/hr.</b>	<b>Experienced workers \$33.25/hr.</b>	<b>Top 10% \$39.64/hr.</b>

- Educational Attainment for population 25 years of age and older - Corpus Christi (Census American Fact Finder/American Community Survey):

<b>Less than 9<sup>th</sup> grade</b>	<b>7.0%</b>	<b>12<sup>th</sup> grade &amp; GED</b>	<b>27%</b>	<b>Associates degree</b>	<b>8.0%</b>	<b>Graduate or Professional</b>	<b>11%</b>
<b>9<sup>th</sup> thru 11<sup>th</sup> grade</b>	<b>10%</b>	<b>Some College</b>	<b>24%</b>	<b>Bachelor's degree</b>	<b>13%</b>		

- Median earnings Corpus Christi by education for persons 25 years of age & up (Census AFF/ACS):

**\$27,211** (\$36,380 male/\$22,328 female)

<b>Less than High School &amp;</b>	<b>\$15,437</b>	<b>Some College or Associates Bachelor's</b>	<b>\$44,078</b>	<b>Graduate or Professional</b>	<b>\$56,681</b>
	<b>\$26,818</b>				

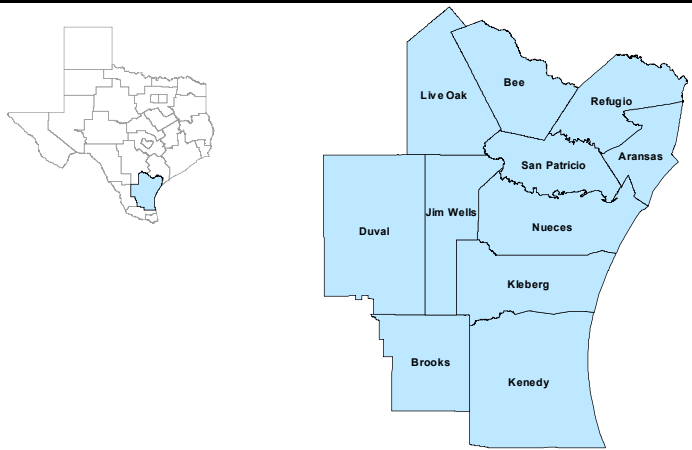
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Deaf, hard-of-hearing or speech impaired customers may contact **Relay Texas: 1-800-735-2989 (TDD) and 1-800-735-2988or 7-1-1 (Voice)**

## Coastal Bend Workforce Development Area

## December 2023



WDA Labor Force Statistics				
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	257,671	260,439	253,889	3,782
Employed	247,667	250,253	243,115	4,552
Unemployed	10,004	10,186	10,774	-770
Unemployment Rate	3.9%	3.9%	4.2%	-0.3%

Texas Labor Force Statistics				
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	15,147,835	15,276,313	14,773,939	373,896
Employed	14,619,352	14,741,641	14,260,768	358,584
Unemployed	528,483	534,672	513,171	15,312
Unemployment Rate	3.5%	3.5%	3.5%	0.0%

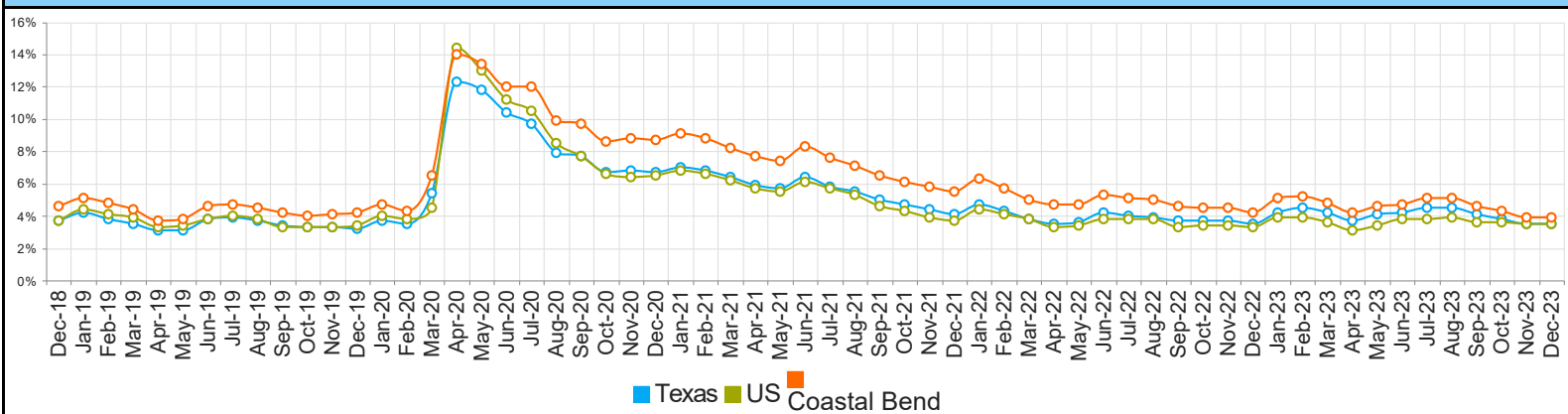
  

US Labor Force Statistics				
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	166,661,000	167,977,000	164,224,000	2,437,000
Employed	160,754,000	162,149,000	158,872,000	1,882,000
Unemployed	5,907,000	5,827,000	5,352,000	555,000
Unemployment Rate	3.5%	3.5%	3.3%	0.2%

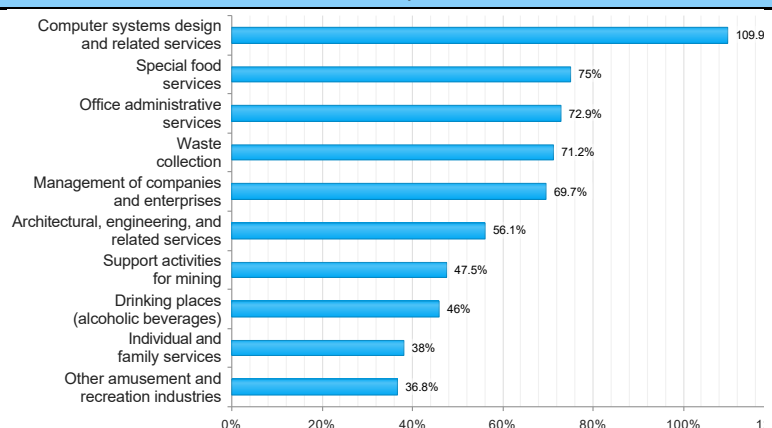
  

Continued Claims for the Week of the 12th				
	Dec-23	Nov-23	Dec-22	Yearly Change
WDA	1,896	1,814	1,653	243
Texas	112,831	109,441	89,234	23,597

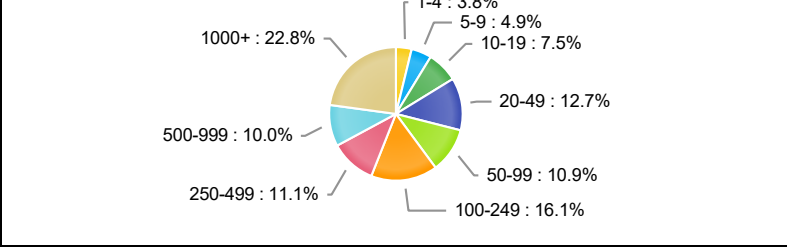
## Historical Unemployment Rates



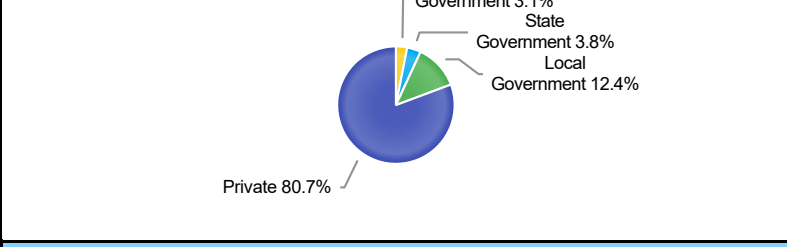
## Projected Top Ten Fastest Growing Industries in WDA (% Growth 2020-2030)



## Employment by Size Class (2nd Quarter 2023)



## Employment by Ownership (2nd Quarter 2023)



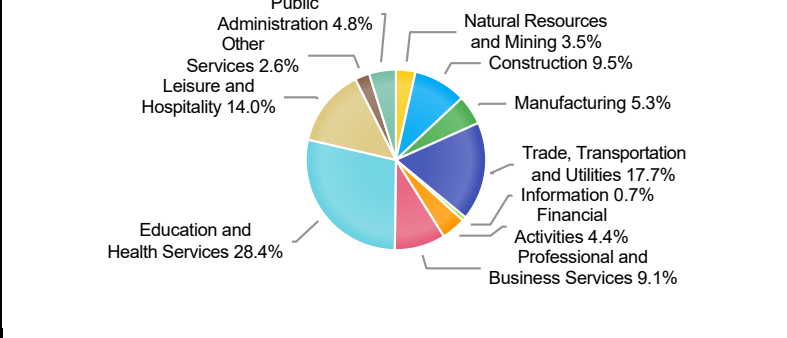
## Average Weekly Wage (2nd Quarter 2023)

	Q2 2023	Q1 2023	Q2 2022	Quarterly Change	Yearly Change
WDA	\$1,038	\$1,089	\$993	-\$51	\$45
Texas	\$1,322	\$1,480	\$1,281	-\$158	\$41
US	\$1,332	\$1,465	\$1,291	-\$133	\$41

## Employment by Industry (2nd Quarter 2023, Percent Change)

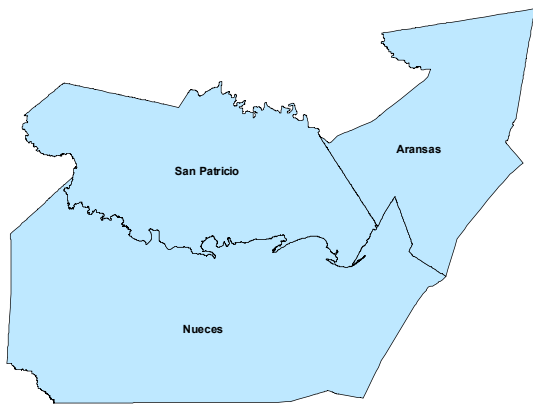
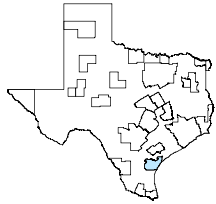
Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	8,353	3.5%	-0.1%	9.1%
Construction	22,664	9.5%	9.3%	13.6%
Manufacturing	12,765	5.3%	1.0%	4.2%
Trade, Transportation and Utilities	42,460	17.7%	0.2%	-1.2%
Information	1,633	0.7%	1.0%	-0.9%
Financial Activities	10,446	4.4%	2.8%	4.3%
Professional and Business Services	21,800	9.1%	1.4%	5.0%
Education and Health Services	68,009	28.4%	0.2%	3.3%
Leisure and Hospitality	33,496	14.0%	5.6%	5.2%
Other Services	6,155	2.6%	2.5%	4.6%
Public Administration	11,537	4.8%	0.8%	-0.5%

## Employment by Industry (2nd Quarter 2023)



## Corpus Christi MSA

December 2023



### MSA Labor Force Statistics

	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	205,013	206,861	201,590	3,423
Employed	197,185	198,913	193,116	4,069
Unemployed	7,828	7,948	8,474	-646
Unemployment Rate	3.8%	3.8%	4.2%	-0.4%

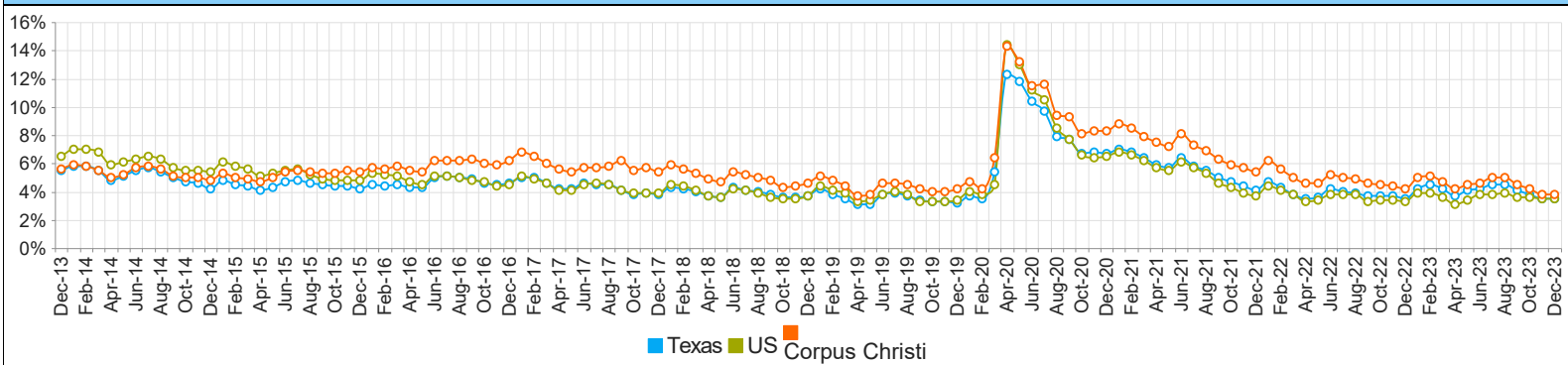
### Texas Labor Force Statistics

	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	15,147,835	15,276,313	14,773,939	373,896
Employed	14,619,352	14,741,641	14,260,768	358,584
Unemployed	528,483	534,672	513,171	15,312
Unemployment Rate	3.5%	3.5%	3.5%	0.0%

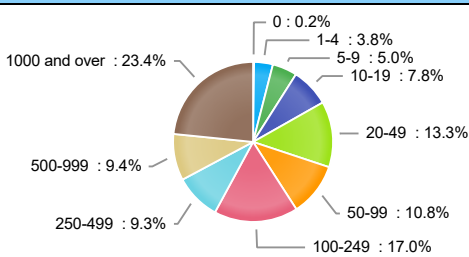
### US Labor Force Statistics

	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	166,661,000	167,977,000	164,224,000	2,437,000
Employed	160,754,000	162,149,000	158,872,000	1,882,000
Unemployed	5,907,000	5,827,000	5,352,000	555,000
Unemployment Rate	3.5%	3.5%	3.3%	0.2%

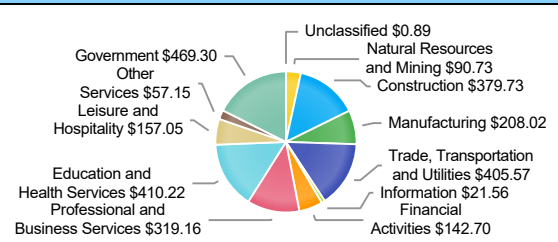
### Historical Unemployment Rates



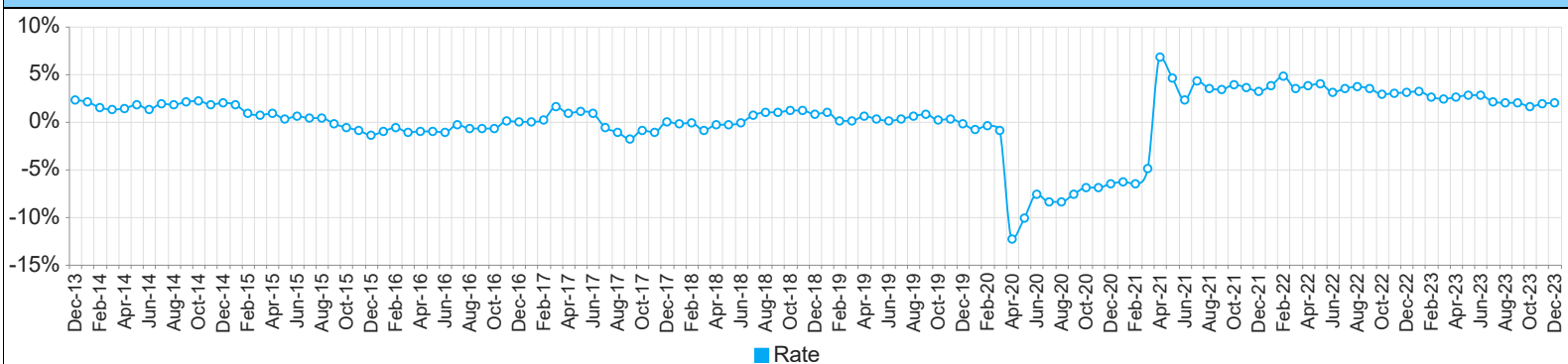
### Employment by Size Class (2nd Quarter 2023)



### Wages by Industry (in millions) (2nd Quarter 2023)



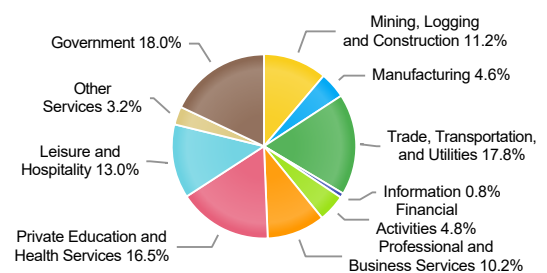
### Annual Growth Rate Total Non-agricultural employment



### Employment by Industry (December 2023)

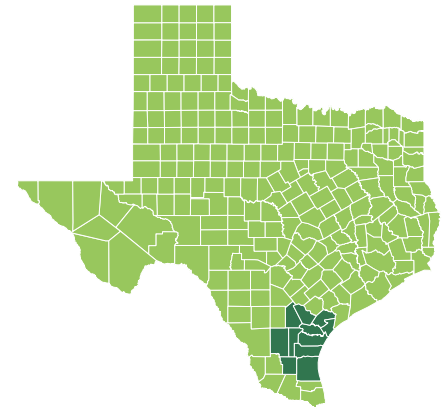
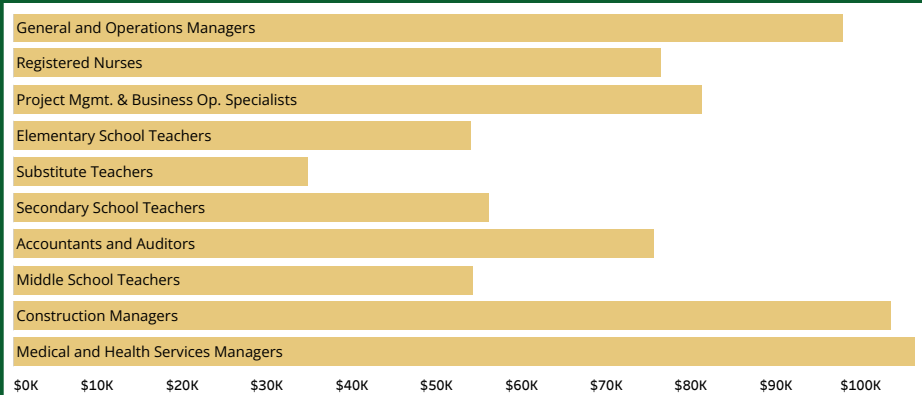
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	197,500	0.0%	2.0%
Mining, Logging and Construction	22,200	0.5%	9.4%
Manufacturing	9,000	0.0%	3.4%
Trade, Transportation, and Utilities	35,200	1.1%	1.4%
Information	1,500	-6.2%	0.0%
Financial Activities	9,400	1.1%	3.3%
Professional and Business Services	20,100	0.0%	1.0%
Private Education and Health Services	32,500	-1.2%	2.5%
Leisure and Hospitality	25,700	-1.9%	-1.5%
Other Services	6,400	0.0%	1.6%
Government	35,500	1.1%	0.6%

### Employment by Industry (December 2023)



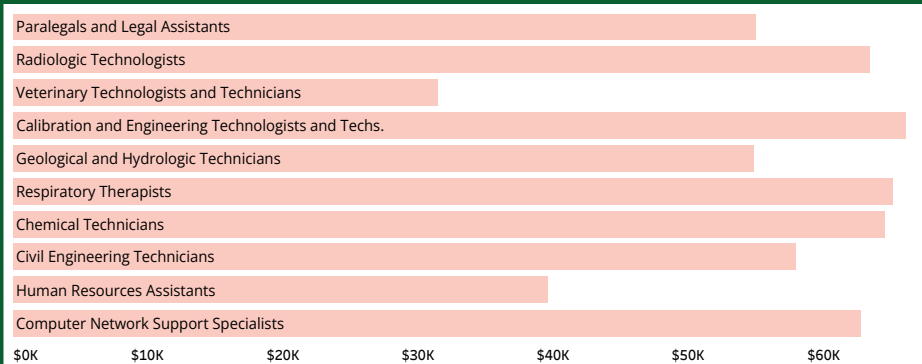
# COASTAL BEND WDA OCCUPATIONAL PROJECTIONS

## Largest Bachelor Degree Occupations Ranked by 2030 Employment with 2022 Average Wage



COASTAL BEND WDA includes Aransas, Bee, Brooks, Duval, Jim Wells, Kenedy, Kleberg, Live Oak, Nueces, Refugio & San Patricio Counties.

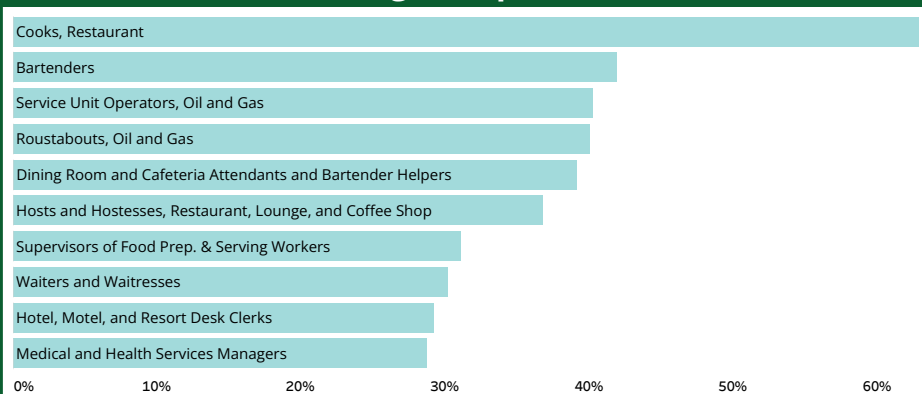
## Largest Associate Degree Occupations Ranked by 2030 Employment with 2022 Average Wage



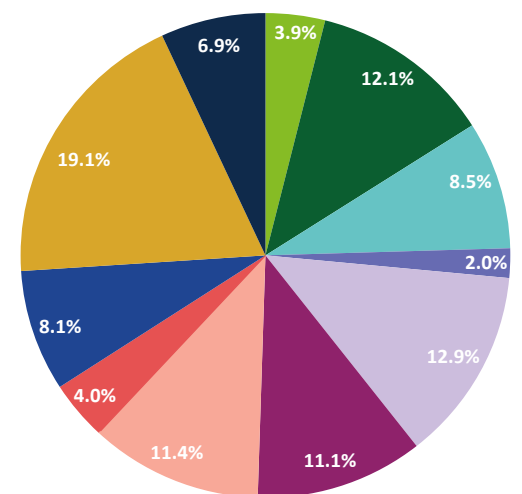
## Occupations Adding the Most Jobs 2020-2030

Fast Food and Counter Workers	2,399
Cooks, Restaurant	1,495
Waiters and Waitresses	1,280
General and Operations Managers	819
Supervisors of Food Prep. & Serving Workers	660
Heavy & Tractor-Trailer Truck Drivers	575
Construction Laborers	453
Roustabouts, Oil and Gas	380
Retail Salespersons	368
Stockers & Order Fillers	354

## Fastest Growing Occupations 2020-2030



## Coastal Bend WDA 2030 Employment by Occupation Family



## 2020-2030 Employment Growth

Coastal Bend WDA	11.2%
Texas	18.3%
United States	7.7%

Annual 2022 OES Wages	25 <sup>th</sup> Pct	Avg	75 <sup>th</sup> Pct
Coastal Bend WDA	\$27,298	\$49,861	\$59,759
Texas	\$29,718	\$57,300	\$65,463
United States	\$33,330	\$61,900	\$73,460

\*Some wages have been aggregated for combined occupations. 43

- Farming, Fishing, Forestry
- Service
- Health Care
- Transport., Material Moving
- Mgmt., Business, Finance
- Computer, Engrng., Science
- Office, Admin Support
- Construction, Maintenance
- Production
- Education, Legal, Arts, Community Service
- Sales



Available at <https://texaslmi.com/Home/PopularDownloads>



## WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Able-bodied Adult Without Dependents	ABAWD	An individual 18 yrs.+ , but under the age of 50, without dependents. SNAP-ABAWD recipients are referred by the Texas Health and Human Services Commission (HHSC).
Board Contract Year	BCY	Board Contract Year (runs from Oct. 1 - Sept. 30)
Career & Education Outreach Program	CEOP	Provides career information to students at public middle and high schools, grades six through twelve, to direct students towards high-growth/high-demand occupations. Students receive in-depth information and directions on career choices as well as access to workforce resources.
Dislocated Worker	DW	An individual who has been terminated or laid off from employment is not eligible for unemployment benefits due to insufficient earnings and is unlikely to return to a previous industry or occupation.
Department of Labor	DOL	United States Department of Labor
Educator Externship	EDEX	Informs teachers of the skill sets needed for in-demand jobs, and allows the teachers to inform and guide students toward employment in industries that match their skill sets.
Employment Services (Wagner-Peyser)	ES	Services for employers and job seekers to ensure employers have access to qualified workers. Provides job matching and recruitment services to employers and job seekers.
Eligible Training Provider	ETP	Training providers certified by the Texas Workforce Commission to provide WIOA-funded training programs.
Eligible Training Program List	ETPL	A comprehensive list of training programs approved for WIOA-funded training using Individual Training Accounts.
Fiscal Year	FY	The fiscal year is the accounting period of the federal government. It begins on October 1 and ends on September 30 of the next calendar year.
Individual Training Accounts	ITA	An account established for eligible WIOA customers for training in an array of state-approved training programs. ITAs may be used only for programs included on the statewide ETPL.
Local Workforce Development Board	LWDB	Local workforce development board established in accordance with WIA Section 117, for the purpose of policy planning for a local area and has the responsibility to ensure that the workforce needs of employers and job seekers in the geographic area governed by the local unit of government are met.
Monthly Performance Report	MPR	Performance accountability indicators used to assess the effectiveness of states and local workforce systems to achieve positive outcomes for individuals served by the six core workforce programs.
Migrant and Seasonal Farmworker Program	MSFW	A nationally directed program created by Congress in response to the chronic seasonal unemployment and underemployment experienced by migrant and seasonal farmworkers (MSFW). Provides funding to help migrant and seasonal farmworkers and their families achieve economic self-sufficiency.
National Dislocated Worker	NDW	A grant awarded to areas affected by major disaster or national catastrophe to assist in disaster relief employment and assist the substantial number of workers who were forced to relocate from an area in which a disaster has been declared.
On-the-Job Training	OJT	One-on-one training located at the job site for participants who already have some job-related skills. By participating in training as an employee, the participant acquires new skills and knowledge and receives the same wages and benefits as current employees in the same or similar position.
Program Year	PY	Program Year (for example, Program Year 2022: PY'22; –period varies for state and federal years)
Reemployment Services and Eligibility Assessment	RESEA	A federal grant program designed to allow states to provide intensive reemployment assistance to individuals who are receiving unemployment benefits and are determined likely to exhaust their benefits before becoming reemployed.
Rapid Response	RR	Provides immediate on-site assistance to workers who have job losses due to businesses closure or worker reduction. Designed to transition workers to their next employment as soon as possible.

## WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Summer Earn and Learn	SEAL	A summer program that offers basic work-based learning and training services for students with disabilities such as, pre-employment work readiness training and preparation for the work experience placement; work experience to help gain familiarity with the workplace environment and develop transferable job skills; and paid compensation for time worked on the job.
Student HireAbility Navigator	SHAN	Student HireAbility Navigator's role is to expand and improve access to employment and training services and to increase employment opportunities for students with disabilities by creating strong partnerships between vocational rehabilitation (VR) Workforce Solutions offices, independent school districts (ISDs), community organizations, employers.
Supplemental Nutrition Assistance Program Employment & 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).
Trade Adjustment Assistance	TAA	A federally funded program, with no costs to employers, who helps workers who are adversely affected by foreign import or job shifts to a foreign country.
Texas Education Agency	TEA	The branch of government in Texas responsible for public education. TEA is responsible for the oversight of public primary and secondary education in the state of Texas.
Texas Internship Initiative	TII	Provides part-time paid internships in Middle-Skill areas of accounting, business, construction management, engineering, healthcare, and information technology. Participating senior high school students must pass a dual-credit course to be placed in an internship with a local business. This grant is in partnership with Education to Employment (E2E) for the Coastal Bend.
Texas Industry Partnership Program	TIP	Supports collaborations between local workforce development boards and industry partners through the leveraging of matching contributions of cash or qualifying expenditures for occupational job training. Match funds must support certain WIOA (Workforce Innovation and Opportunity Act) activities and focus on eight designated industry clusters.
Texas Veterans Commission	TVC	A state agency that assists veterans, their families, and survivors through services provided by federal, state, local government, and private organizations.
Texas Veterans Leadership Program	TVLP	A non-profit agency that provides services to veterans to help find employment and achieve successful transitions back into civilian life.
The Workforce Information System of Texas	TWIST	TWIST is a centralized point of reporting intake and case management 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, Unemployment Insurance, SNAP E&T, TANF, Supplemental Security Income, and the Texas Department of Criminal Justice.
Vocational Rehabilitation Services	VRS	A federal program that helps individuals with physical or mental disabilities get and/or keep a job.
Work Experience	WE	A work-based learning opportunity in which program-eligible customers learn both essential and technical skills for long-term employment. Businesses are referred to as “work experience sites.” Intended to be short-term (12 or fewer weeks) and part-time work experience can be a volunteer, internship, or temporary short-term paid-work setting.
Workforce Innovation and Opportunity Act	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.
Work In Texas	WIT	A comprehensive online job search resource and matching system developed and maintained by TWC. It provides recruiting assistance to Texas employers and job search assistance to any individual seeking work in Texas.
Workforce Opportunity Tax Credit	WOTC	A federal tax credit that the government provides to private-sector businesses for hiring individuals from nine target groups that have historically faced significant barriers to employment.