



**Friday, May 20, 2022 | 8:30 a.m. to 10:00 a.m.  
Hybrid Meeting**

**Agenda**

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|-------|--|--------------------------------|
| I.    | Welcome & Approval of Minutes  | B. Troyer                      |
| II.   | Integrity Health   | D. Lee                         |
| III.  | NTAEL  | O. Garza                       |
| IV.   | Workgroup Committee Updates <ul style="list-style-type: none"><li>• Family Childcare Network</li><li>• Working Family Success: Financial Empowerment</li></ul> | S. Redondo<br>O. Mata-Williams |
| V.    | Denton County Leadership Teams Update <ul style="list-style-type: none"><li>• DCBHLT</li><li>• DCHLT</li></ul>   | S. Spencer<br>E. Lusk          |
| VI.   | Backbone Support Update <ul style="list-style-type: none"><li>• Business collaborative data</li></ul>  | O. Mata Williams               |
| VII.  | Public Comment   | B. Troyer                      |
| VIII. | New Business   | B. Troyer                      |
| IX.   | Adjourn  | B. Troyer                      |

**Next Meeting Date:  
Friday, June 17, 2022 | 8:30 a.m. to 10:00 a.m. | Hybrid Meeting**



**Friday, April 15, 2022 | 8:30 a.m. to 10:00 a.m. Hybrid Meeting  
Agenda**

I. Welcome & Approval of Minutes B. Troyer

Councilman Troyer welcomes everyone to the meeting and calls for the approval of the minutes from last month's WSLT meeting. Dr. Del Rio motions, Mr. David seconds, and the minutes are approved.

II. DC Workforce presentation O. Mata-Williams

Ms. Mata-Williams shares Dr. Richard Froeschle's presentation to Denton Chamber of Commerce on March 30 on Life After COVID Labor Market. The presentation highlighted disposable per capita income stayed roughly the same. One third of the workforce who were pushed out were women- many of whom engaged in the gig economy (Etsy, Uber Eats drivers); jobs that allow for more flexibility. While in other recessions the job market has returned faster, it is not so in this pandemic. Top occupation and skill shortages are in manufacturing, information technology and health care. ESL families would like to be able to help their children with homecare, gain citizenship and engage with the community.

On a visit with Mayday Manufacturing, Ms. Mata-Williams witnessed the culture of the company, which is helped along by community engagement and raising money for an employee fund, which aids in emergency funds. The aim is to connect resources, WSLT being the glue that connects all of them. For every 2 job postings in Denton County, there is 1 job candidate available. Ms. Mata-Williams also remarked on the need to focus on shifting the narrative from "people don't want to work" to modernizing the way we think about jobs. The team plans to submit an Earmarks request to Dr. Burgess to hopefully get an EmPATHways coach. Dr. Del Rio requests information on what an earmark is for the group, and Ms. Mata-Williams explains that it is money set aside in the budget for specific causes. Further, it is a line item in the federal budget, (appropriations committee). They are highly competitive. Typically, between 1-2 years and .5 million dollars. These are federal funds and not a classic grant. Dr. Jeng further clarifies that earmarks are pockets of money in federal budget specifically designated for congressional districts.

Ms. Mata-Williams explains how Dr. Froeschle spoke on the need to lower inflation. Currently at 7.5% inflation for items, while wage increases are only at 4.7%. The calls for a discussion on how else businesses can be competitive outside of wages; for example improving work culture. With baby boomers retiring and Gen Z coming in, there is an increased desire for morality in their employers. The grind culture is not as prominent in Gen Z. Mr. Henderson chimes in on slide 19- that baby boomers have left; it is not a changing workforce, but a changed workforce.

Dr. Jeng remarks that she agrees with a few of Dr. Froeschle's conclusions. She relates how the Federal Reserve President Robert Kaplan points to how productivity has been affected, that GDP is growing quickly, but that workforce is not bouncing back to meet this demand. We are looking at more than short term- childcare as a giant barrier for women. New Normal must be a new vision; holistic quality of life, realizing the collective impact.

Ms. Mata-Williams agrees, and relates that the team is sorting through what is leadership's role for Upskill Houston model. We need to understand business needs, to train people into the right skill set. Where we should be focusing- business side or labor side.

Dr. Jeng suggests a possible proposal, to partner with economic players- banks, corporations; who can recognize the value of caring for the community infrastructure as a mutual benefit.

Ms. Mata-Williams wants leadership team to join on meetings with businesses, where she represents backbone support. There is also a need to collect narrative pieces. Mr. Henderson speaks to the disconnect between employers and employees and the need to build out that bridge. Dr. Del Rio and Mr. Troyer express interest in attending with business meetings when available. Mr. Troyer gives anecdotal example of business owner who believes people don't want to work. Dr. Jeng says people do not want to work the way he wants them to work. Dr. Spencer of BHLT reflects on articles she has come across on the hesitancy to re-enter the 8-5 workforce. More experimentation with 4-day work weeks, 6-hour workdays, still expected to have same productivity. Ms. Spencer agrees that we need to look at what is normal for a job. Ms. Mata-Williams offers a final comment in regards to Denton County, for manufacturing, there is a better understanding because there are three shifts per day.

### III. Workgroup Committee Updates

#### a. Denton County Works Steering Committee: US Aviation R. Del Rio/ S. Sykes

Dr. Del Rio has conducted a few meetings with US Aviation/Sykes, using it as a model for Upskill Houston.

Mr. Sykes describes airframe and mainframe mechanic training- many jobs require this knowledge/certification. 1 year accelerated program; typical expected salary roughly 25 an hour, goal is to get 30-35 dollar an hour range within 5 years.

Ms. Mata-Williams has reached out to North Central Texas Workforce Solutions.

b. Family Childcare Network S. Redondo

Ms. Redondo shares her screen to display the childcare directory, to show the distances between largest employers in the county and childcare centers. She was able to reach out to HR departments to see what their employees are generally needing. If male dominated, is that because of the childcare issue? There is currently a shortage of spots for infants, and so \$2k per infant spot added is being awarded to childcare centers.

Ms. Redondo informs the group that her team did not get approved for the Texas Woman's Grant. Childcare conference in June, Eventbrite was just sent out and 4 people already registered. Lastly, there are 50 people attending training this weekend.

c. Working Family Success: Financial Empowerment A. McElroy

Ms. McElroy informs that her team has submitted a grant to Charles Schwab and will submit another; things are looking positive for the CS grant, and the team plans to search for the Wells Fargo grant as it opens up. Tuesday May 31<sup>st</sup> and Thursday June 9<sup>th</sup> there will be trainings for financial coaching. Lastly, volunteer appreciation week is coming up.

IV. Denton County Leadership Teams Update

a. DCBHLT S. Spencer

Ms. Spencer informs that May is Mental Health Awareness month. The team is seeking out reasons contributing to poor mental health; some given so far are financial insecurity, food insecurity, in an effort to find gaps in resources. Ms. Spencer informs the group that there are limited psychiatric services, and zero pediatric psychiatric beds in Denton County.

b. DCHLT E. Lusk

Ms. Lusk shares that case conferencing is taking place on Mondays, where they are digging into housing workgroup to refresh and revamp. The team recently memorialized around 60 people, with a 150-person turnout. Additionally, the DCHLT has formed new partnerships: The Art Room provided a painting with names, and had a booth with origami, which will be made into a mobile, displayed at Our Daily Bread new location. The data workgroup has developed a racial equity dashboard, and the DCHLT has applied for funding to support residents dealing with hoarding behaviors.

V. Backbone Support Update O. Mata Williams

a. EdFarm/Earmarks

Mrs. Mata-Williams shares that the team has whittled down to the earmark request, as circumstances have changed a lot since Biden's Build Back Better bill that did not pass.

Mr. Henderson offers that Congressman Burgess is not in favor of earmarks, but the team is still submitting the request because the congressman

has promised that the office would read the request, and it serves as an opportunity to advocate for the needs, workforce and behavioral, of Denton County. Dr. Jeng suggests the earmarks request is also sent to Congressman Ronny Jackson whose new district covers much of Denton.

VI. Public Comment B. Troyer  
No public comments.

VII. New Business B. Troyer  
No new business.

VIII. Adjourn B. Troyer  
The meeting adjourns at 9:54 AM and Mr. Troyer wishes everyone a happy Easter.

**Next Meeting Date: Friday, May 20, 2022 | 8:30 a.m. to 10:00 a.m. | Hybrid Meeting**



5/5/2022

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Secretary Ling H Jeng