

Workforce Success Leadership Team
Friday, February 15, 2019 – Inaugural Meeting
8:30 a.m. to 10:30 a.m.
United Way of Denton County, Inc. (1314 Teasley Lane, Denton, TX)

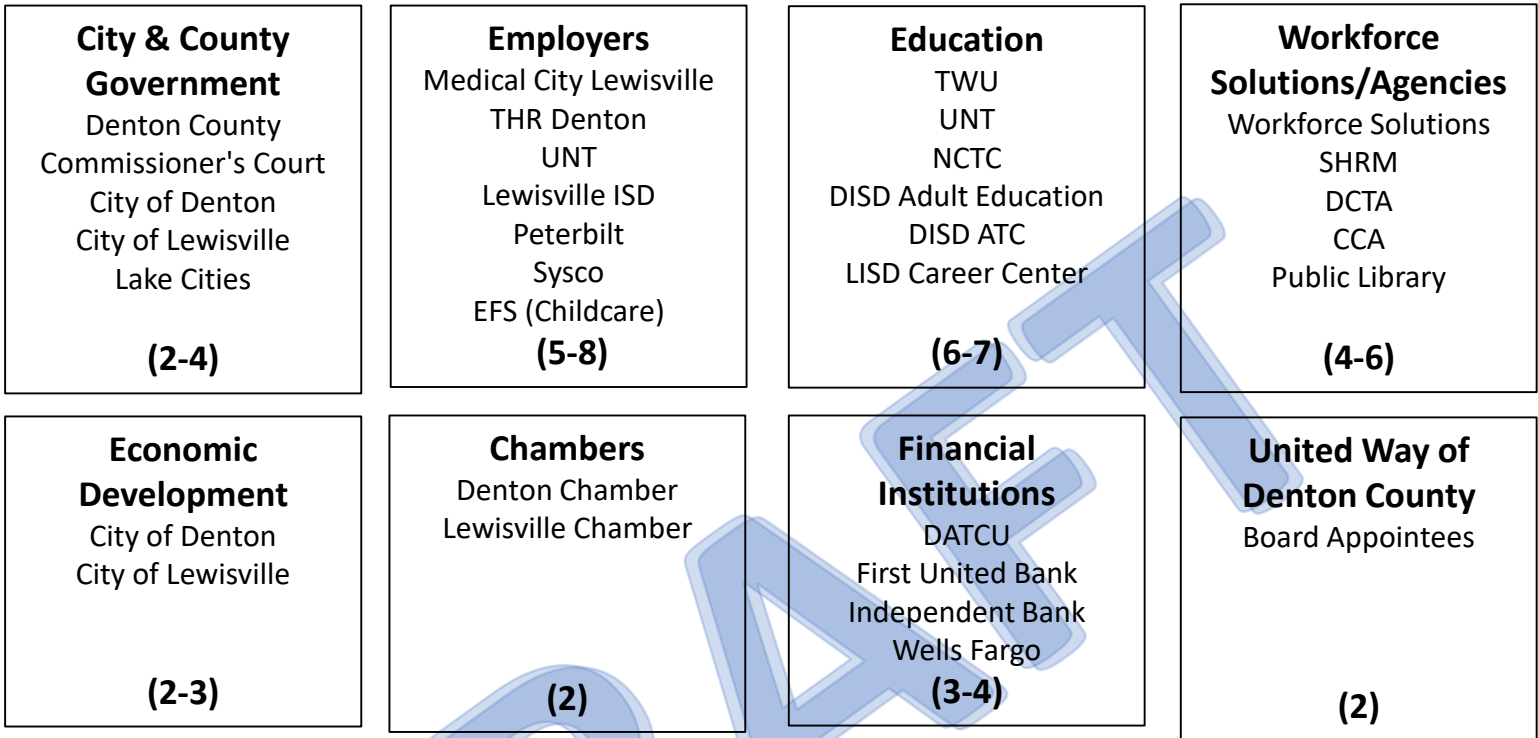
Agenda

- | | | |
|-------|--|---------|
| I. | Welcome & Introductions | 10 min. |
| II. | Purpose | 25 min. |
| | i. Community Needs Assessment | |
| | ii. ALICE Data | |
| | iii. Working Family Success | |
| | iv. Role of Leadership Team | |
| III. | Collective Impact Approach | 15 min. |
| | i. Collective Impact Overview Video | |
| | ii. Role of Backbone Organization | |
| IV. | Understanding the Workforce Landscape | 40 min. |
| | i. Actor Mapping | |
| V. | WSLT Structure | 10 min. |
| | i. Appoint Charter and Bylaws Ad Hoc Committee | |
| | ii. Appoint Nominating Committee for WSLT Leadership | |
| VI. | Meeting Schedule | 5 min. |
| VII. | New Business | |
| VIII. | Adjourn | |

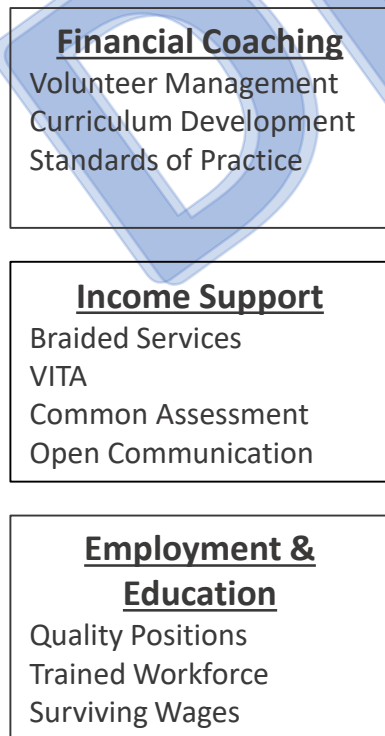
Next Meeting Date:
Friday, March 15, 2019 – 8:30 a.m. to 10:30 a.m.

Workforce Success Leadership Team

of Denton County
26 - 36 Total Members

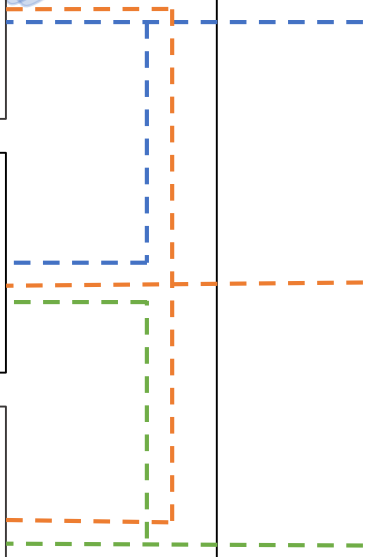
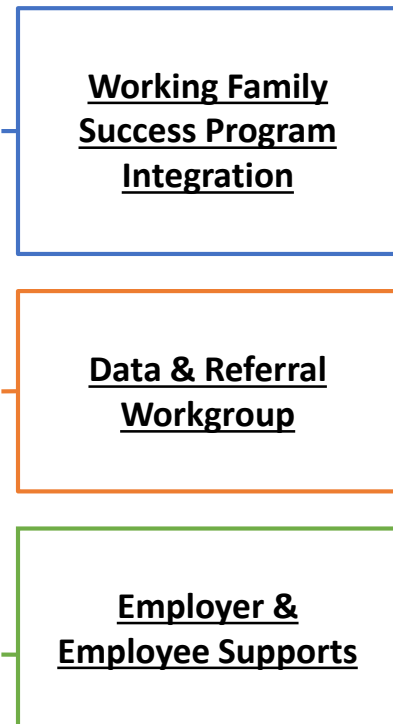


Programmatic Activities



Workgroups Structure

Co-Chairs/Director (2)



Denton County Workforce Success Leadership Team Committee Descriptions and Responsibilities

Responsibilities of the Charter and Bylaws Ad-Hoc Committee

- Responsible for the creation of the Denton County Workforce Success Leadership Team (WSLT) bylaws, charter, and accompanying documents as necessary.
- Develop a draft vision and mission statement to be presented and approved by WSLT members.
- Review, discuss, and make recommended changes to draft WSLT Bylaws including, but not limited to: WSLT appointments and eligibility, terms of appointees, meeting structures, officer roles and leadership structures, officer elections, and workgroup and subcommittee structure.
- Develop and implement bylaws presentation for WSLT appointees. Answer any appointees' questions regarding bylaws and procedures for the WSLT.
- Make every effort to provide reasonable, easy to read and understand guidelines or documents that are pertinent to the WSLT.
- Participate in regularly scheduled meetings in person or through tele-conference until adoption of bylaws and charter.

Deliverables:

- Denton County Workforce Success Leadership Team Bylaws
- Denton County Workforce Success Leadership Team Vision and Mission Statement
- Denton County Workforce Success Leadership Team Charter
- Denton County Workforce Success Leadership Team Code of Ethics Policy

Responsibilities of the Nominations Committee

- Responsible for identifying suitable candidates for WSLT officer positions.
- Communicate regularly with Charter and Bylaws Ad-Hoc Committee regarding officer structure, roles, and procedures.
- Draft documents and policies that align with the bylaws and support nomination and election processes including position descriptions, nomination forms and procedures, and election forms and procedures.
- Lead and guide nomination and election process; encourage appointee understanding and participation.
- Examine the skills and characteristics needed in officer positions and provide a slate of candidates to be voted on by WSLT appointees.
- Participate in regularly scheduled meetings in person or through tele-conference until election of WSLT Officers/Leadership

Deliverables:

- Officer positions descriptions and responsibilities
- Establish nominations and elections procedures in accordance with bylaws
- Nomination and Elections documents and forms
- Slate of candidates
- Election of WSLT Officers

**Denton County Workforce Success Leadership Team
Meeting Schedule 2019**

| Date | Time | Location |
|----------|---------------------|--|
| 3/15/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 4/19/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 5/17/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 6/21/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 7/19/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 8/16/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 9/20/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 10/18/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |
| 11/15/19 | 8:30 a.m-10:30 a.m. | United Way of Denton County 1314 Teasley Lane, Denton |



United Way
of Denton County, Inc.
UnitedWayDenton.org



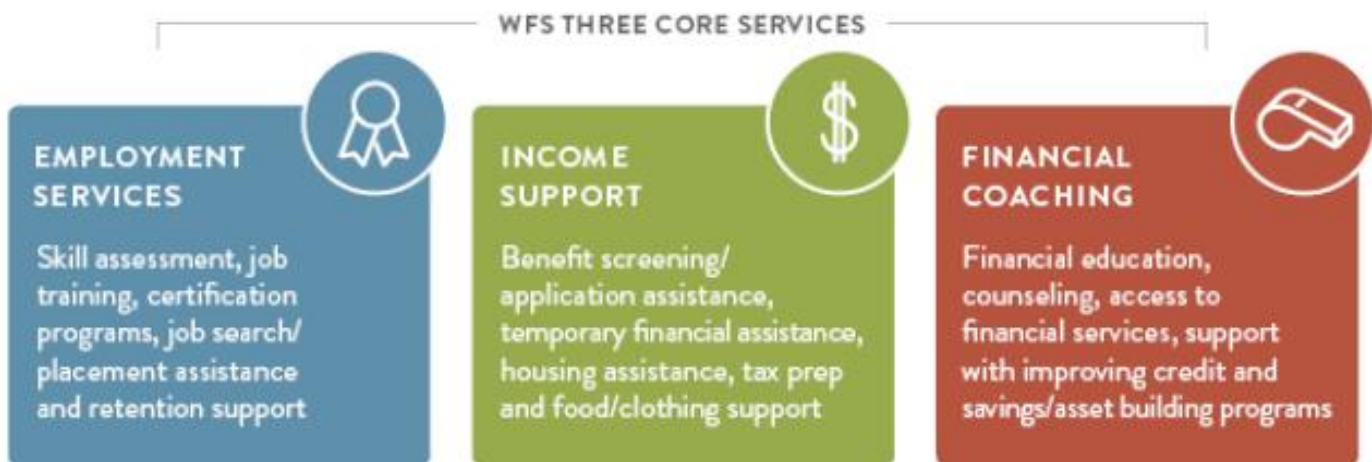
Alicia McElroy, LMSW
Director of Education and Workforce Initiatives
C: 940-210-2907
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Teddy Yan
Director of Financial Initiatives
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Working Families Success Model

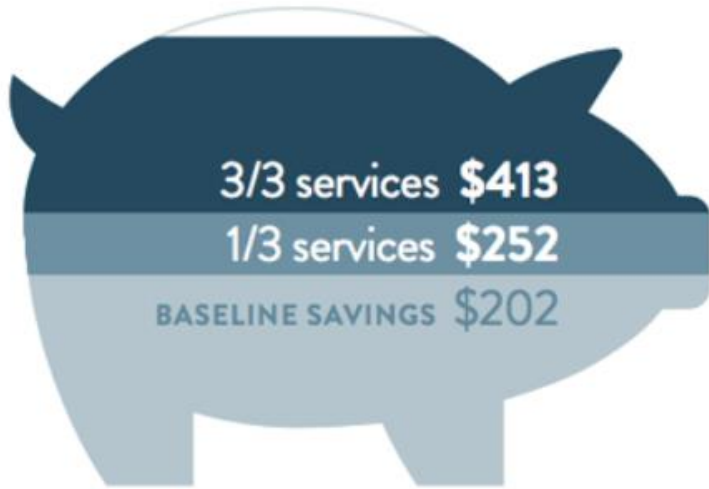
WORKING FAMILIES SUCCESS (WFS) MODEL

The Working Families Success (WFS) model, developed by the Annie E. Casey foundation in the early 2000s, provides a framework for nonprofits to deliver key services and financial support to low-income families using an integrated approach of services specifically designed to make it easier for families to obtain critically needed support. WFS is built on the concept that nonprofits offering integrated services in an intentional and thoughtful way helps clients overcome barriers and advance economically.



SAVINGS

Clients who received bundled services increased their average savings over peers who only received one service.



\$400 in tangible savings can mean preventing use of payday lending, and clients are better able to weather

EMPLOYMENT/WAGES

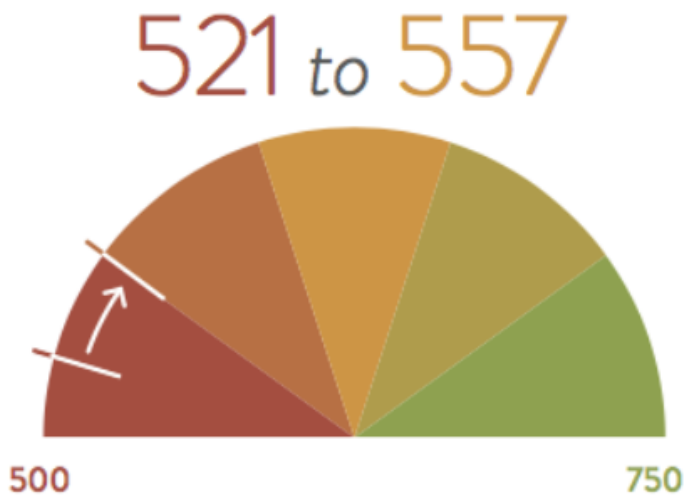
Clients who came to WFS unemployed and received bundled services secured higher average wages, once employed, than peers who received only one service.



Underemployed clients who received multiple services saw an hourly increase of \$0.88 per hour vs. \$0.25 per hour for those receiving one service. This translates to an additional \$1,830 annually for those households.

CREDIT SCORE

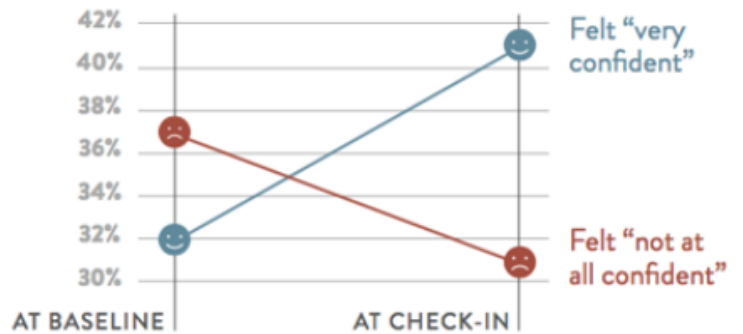
Clients who received bundled services saw credit scores move, on average, from



While credit scores for WFS clients overall remain at below-prime levels, any improvement in credit impacts the client's ability to obtain credit at reasonable rates, improves eligibility for housing and access to mainstream financial services.

CONFIDENCE

WFS agencies ask clients about their confidence in setting and achieving financial goals at regular intervals throughout the program.



According to The Center for Financial Security at the University of Wisconsin-Madison, confidence and self-actualization are needed to change behavior. Data indicates that clients are moving to a state of readiness for long-term, lasting change.

ALICE IN DENTON COUNTY

To view in detail, visit UnitedForAlice.org/Texas

2016 Point-in-Time Data

Population: 806,180 • **Number of Households:** 281,964

Median Household Income: \$80,613 (state average: \$56,565)

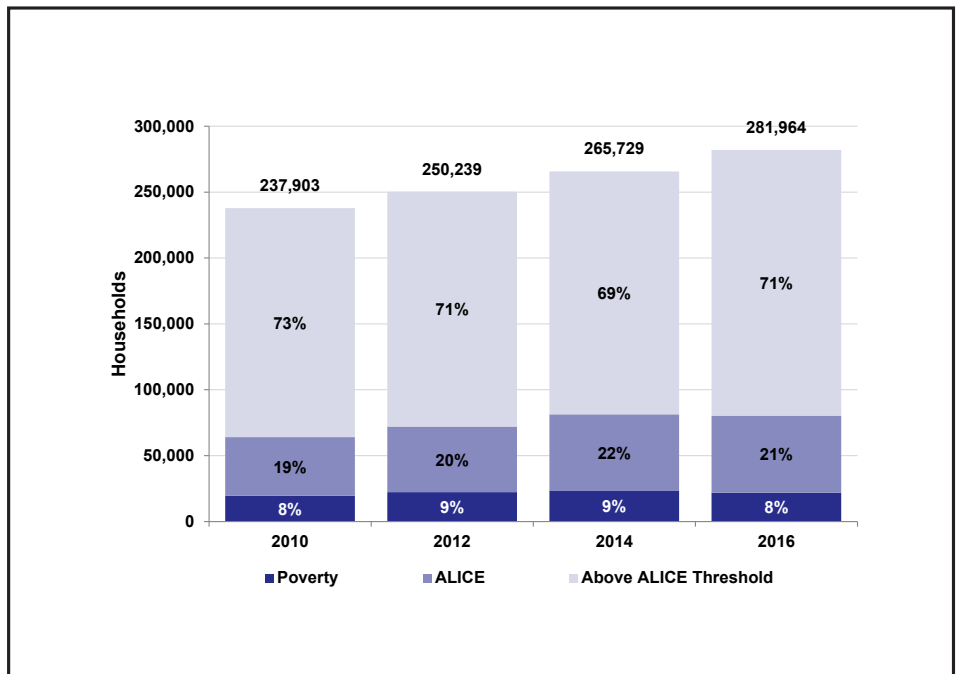
Unemployment Rate: 4.2% (state average: 5.6%)

ALICE Households: 21% (state average: 28%) • **Households in Poverty:** 8% (state average: 14%)

How has the number of ALICE households changed over time?

ALICE is an acronym for Asset Limited, Income Constrained, Employed – households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county (the ALICE Threshold). Combined, the number of ALICE and poverty-level households equals the total population struggling to afford basic needs. The number of households below the ALICE Threshold changes over time; households move in and out of poverty and ALICE status as their circumstances improve or worsen. The recovery, which started in 2010, has been uneven across the state. Conditions have improved for some families, but with rising costs, many still find themselves struggling.

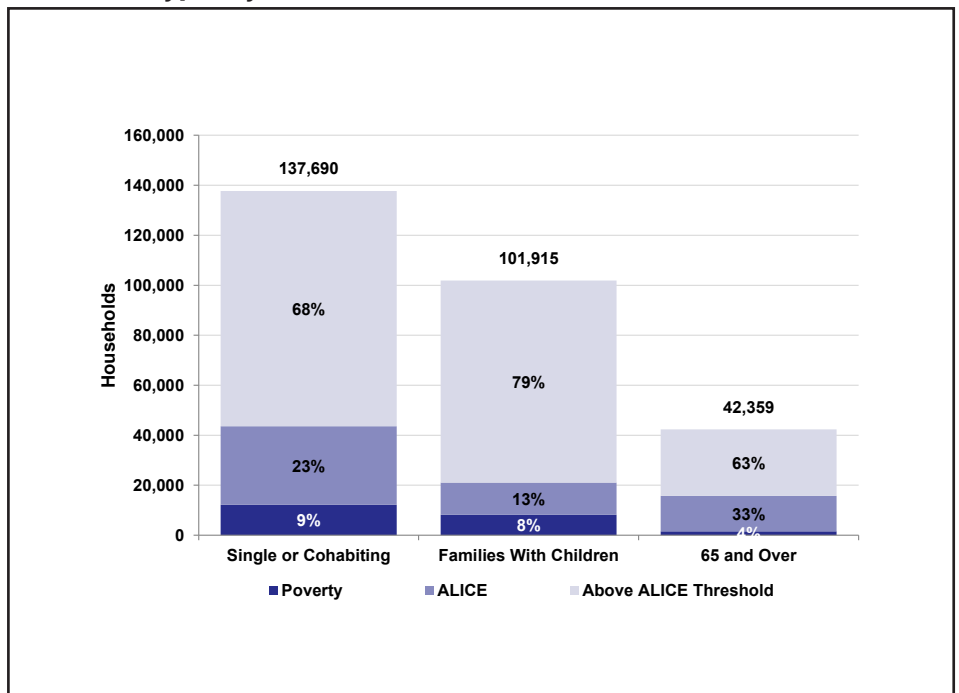
Households by Income, 2010 to 2016



What types of households are struggling?

The way Americans live is changing. There are more different family and living combinations than ever before, including more adults living alone, with roommates, or with their parents. Families with children are changing: There are more non-married cohabiting parents, same-sex parents, and blended families with remarried parents. The number of senior households is also increasing. Yet all types of households continue to struggle: ALICE and poverty-level households exist across all of these living arrangements.

Household Types by Income, 2016



Why do so many households struggle?

The cost of living continues to increase...

The Household Survival Budget reflects the bare minimum that a household needs to live and work today. It does not include savings for emergencies or future goals like college. In 2016, costs were well above the Federal Poverty Level of \$11,880 for a single adult and \$24,300 for a family of four. Family costs increased by 27 percent statewide from 2010 to 2016, compared to 9 percent inflation nationally.

| Denton County, 2016 | | |
|-------------------------|----------|-------------------|
| Town | Total HH | % ALICE & Poverty |
| Carrollton | 51,393 | 34% |
| Denton | 37,104 | 53% |
| Justin-Roanoke | 20,870 | 22% |
| Lewisville-Flower Mound | 88,449 | 26% |
| Pilot Point-Aubrey | 32,568 | 20% |
| Sanger | 7,332 | 32% |
| The Colony | 28,074 | 21% |

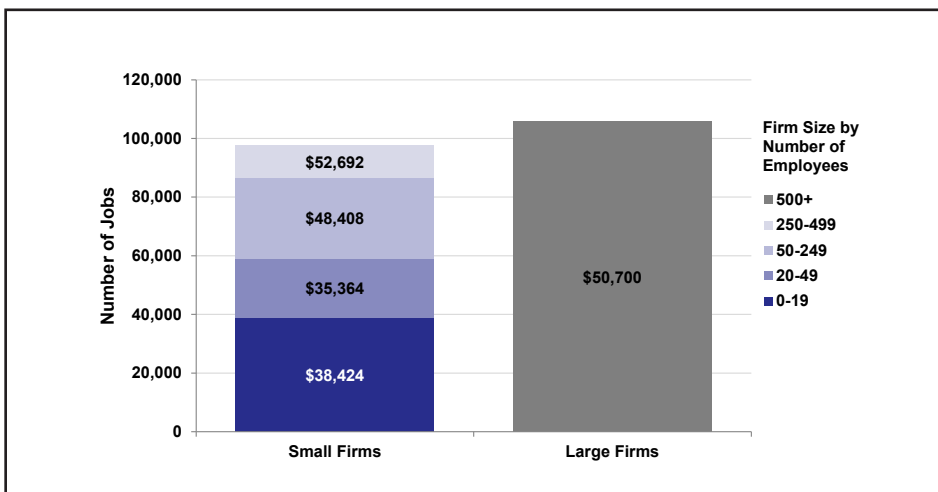
Household Survival Budget, Denton County

| | SINGLE ADULT | 2 ADULTS, 1 INFANT, 1 PRESCHOOLER |
|----------------------|-----------------|--------------------------------------|
| Monthly Costs | | |
| Housing | \$667 | \$986 |
| Child Care | \$- | \$1,426 |
| Food | \$158 | \$525 |
| Transportation | \$364 | \$728 |
| Health Care | \$216 | \$806 |
| Technology | \$55 | \$75 |
| Miscellaneous | \$170 | \$507 |
| Taxes | \$241 | \$526 |
| Monthly Total | \$1,871 | \$5,579 |
| ANNUAL TOTAL | \$22,452 | \$66,948 |
| Hourly Wage | \$11.23 | \$33.47 |

...and wages lag behind

Employment and wages vary by location; firms generally pay higher wages in areas with a higher cost of living, although those wages still do not always cover basic needs. Employment and wages also vary by firm size: Large firms tend to offer higher wages and more job stability; smaller businesses can account for more jobs overall, especially in rural areas, but may pay less and offer less stability. Medium-size firms pay more but typically employ the fewest workers.

Private-Sector Employment by Firm Size With Average Annual Wages, 2016



Sources: 2016 Point-in-Time Data: American Community Survey. ALICE Demographics: American Community Survey; the ALICE Threshold. Budget: U.S. Department of Housing and Urban Development; U.S. Department of Agriculture; Bureau of Labor Statistics; Internal Revenue Service; Tax Foundation; and Texas Workforce Commission, 2016.

Note: Municipal-level data on this page is 5-year averages for County Subdivisions. Municipal-level data relies on 5-year averages and is not available for the smallest towns. Since there are missing geographies, totals will not match county-level numbers.