



**Friday, August 21, 2020 | 8:30 a.m. to 10:00 a.m.  
United Way of Denton County, 1314 Teasley Lane, Denton, TX 76205**

### **Agenda**

- |   |                            |
|---|----------------------------|
| I. Welcome  | D. Koontz                  |
| II. Advance Together Implementation Proposal  | A. McElroy                 |
| III. Workgroup Updates <ul style="list-style-type: none"><li>• Child Care</li><li>• Working Family Success – Financial Empowerment</li></ul>  | S. Redondo<br>A. McElroy   |
| IV. Denton County Leadership Teams Update <ul style="list-style-type: none"><li>• DCBHLT</li><li>• DCHLT</li></ul>  | H. Rodgers<br>E. Lusk      |
| V. Backbone Support Update <ul style="list-style-type: none"><li>• UWT Regional Convening</li><li>• UWT Texas WORKS Coalition Update</li><li>• Change in September Meeting Date</li></ul> | G. Henderson<br>A. McElroy |
| VI. Public Comment  | D. Koontz                  |
| VII. New Business   | D. Koontz                  |
| VIII. Adjourn   | D. Koontz                  |

**Next Meeting Date:  
Friday, September 25, 2020 | 8:30 a.m. to 10:00 a.m. | United Way of Denton County**

DENTON COUNTY  
 **WORKFORCE SUCCESS**  
LEADERSHIP TEAM

# Agenda



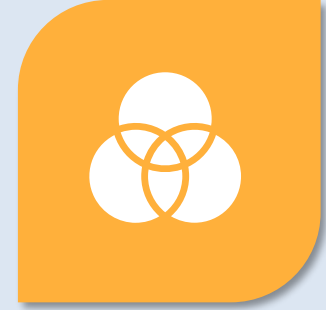
**ADVANCE TOGETHER  
IMPLEMENTATION  
PROPOSAL**



**FAMILY CHILD CARE  
NETWORK GRANT UPDATE**



**WORKING FAMILIES SUCCESS  
PILOTS UPDATE**



**DCBHLT &  
DCHLT  
UPDATES**



# Advance Together Implementation Proposal

# Components of Implementation Phase

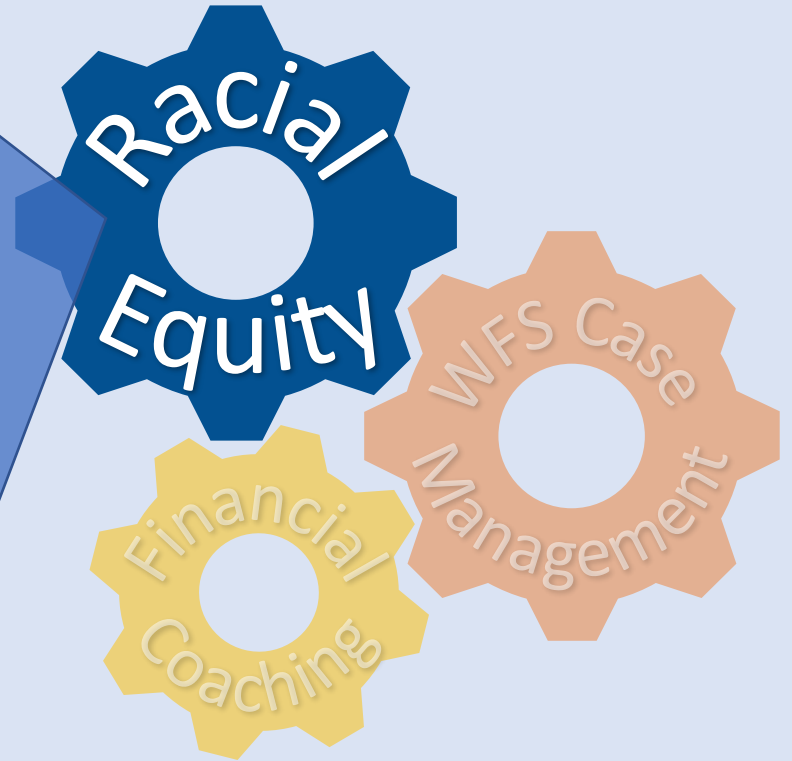


# Racial Equity

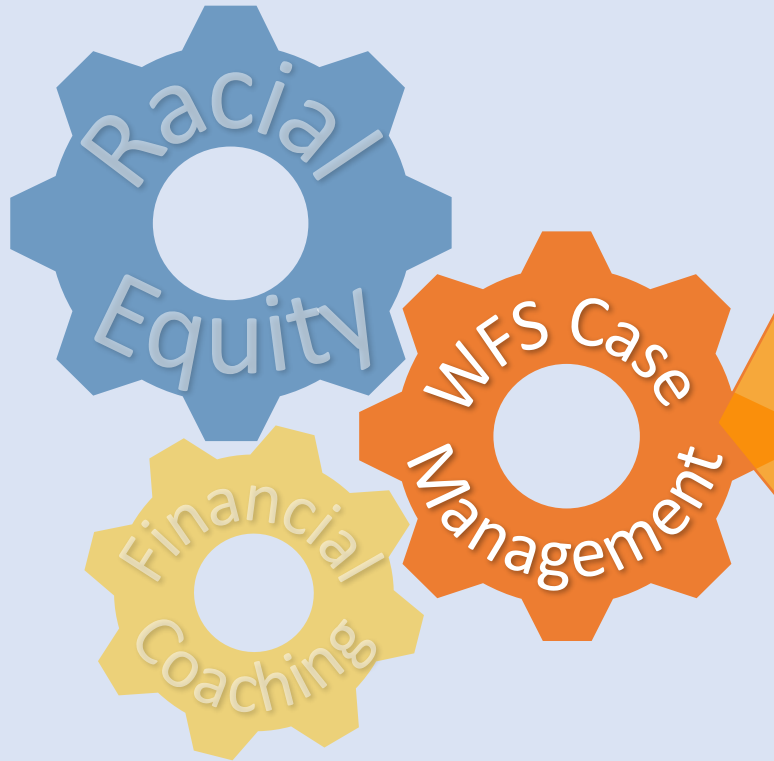
- **Develop Racial Equity Council (15-20 BIPOC Leaders)**
- **Create part-time Racial Equity Coordinator position (UWDC)**
- **Racial Equity Anti-Racism Training**
- **Racial Equity Organizing Technical Assistance**

## Activities:

- Develop strategic plan and create strategy for racial equity lens for DCWSLT:
  - Implement Racial Equity Assessment of DCWSLT and programs
  - Implement racial equity education, awareness, and community engagement events
  - Develop and maintain Racial Equity Dashboard
  - Develop state legislative agenda



# WFS Case Management



- Create full-time WFS Case Manager (at NCTC)
- Provide \$20,000+ emergency assistance to NCTC students
- Expand WFS services across Corinth, Denton, and Flower Mound campuses

## Activities:

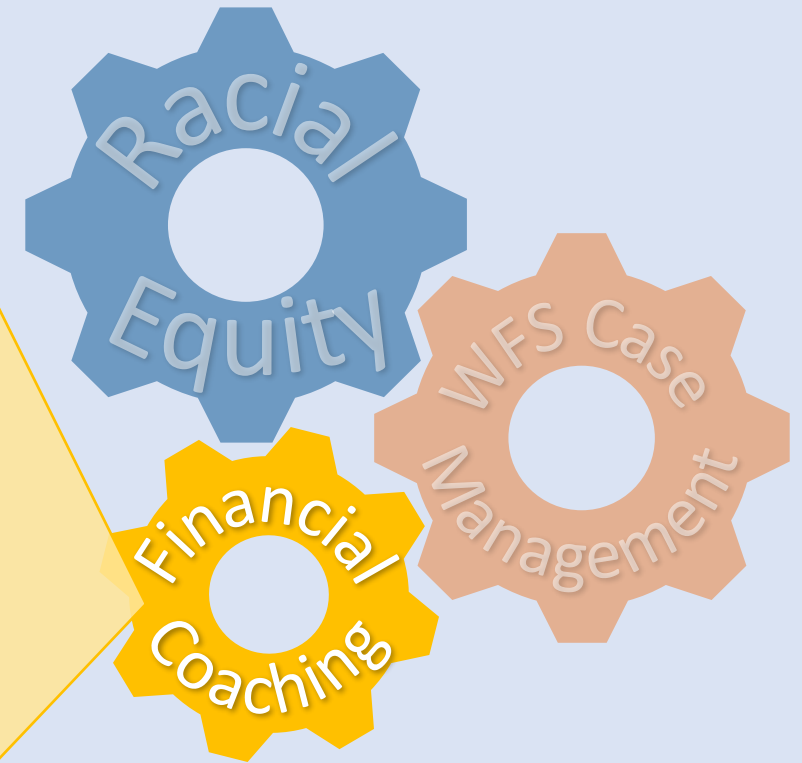
- On-going resource for NCTC students experiencing academic/financial distress
- Provide crisis support and case management to students experiencing personal crisis, or academic incident or difficulty
- Coordinate access to on-campus and off-campus services
- Collaborates with various NCTC departments to provide support and guidance with university processing
- Assist in qualifying for and distributing of emergency assistance funds
- Oversee and implement financial coaching on-campus

# Financial Coaching

- **Financial Coaching training program at NCTC**

**Activities:**

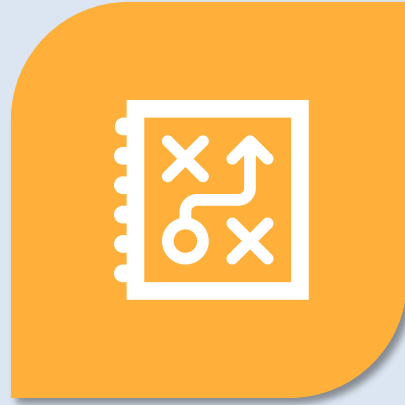
- On-campus financial coaching available free for students
- CNM Ingenuity's financial coaching curriculum
- Train-the-trainer for Director of Workforce Initiatives, Financial Coaching Coordinator, and WFS Case Manager
- Curriculum aligned with ICF, BCC, IAC, and CNM coaching certification requirements
- Affordable registration fees that offset on-going license costs
- Incorporate financial coaching on-campus as component of training creating steady coach base





# Proposed (Tentative) Expenditures

| Racial Equity   | WFS NCTC Case Management  | Financial Coaching   |
|---|---|--|
| <ul style="list-style-type: none"> <li>• \$87,662 - Racial Equity Coordinator (Part-Time \$18/hr, &lt;29hrs/week + FICA, 3 years)</li> <li>• \$1,000 – Laptop/Tech Supplies</li> <li>• \$600 – Mileage Reimbursement</li> </ul> | <ul style="list-style-type: none"> <li>• \$155,175 – WFS Case Manager (Full-Time , \$38,000/year + benefits, 3 years)</li> <li>• \$1,000 Laptop/Tech Supplies</li> <li>• \$1,200 – Mileage Reimbursement</li> <li>• \$20,000 – Emergency Assistance for Students</li> </ul> | <ul style="list-style-type: none"> <li>• \$18,000 – CNM Financial Coaching License (\$23,000 first year start-up minus registration fees* and match)</li> </ul> <p>*Potential to offset costs through training</p> |
| <p><b>Racial Equity Total - \$89,262</b></p>  | <p><b>WFS Total - \$177,375</b></p>   | <p><b>FC Total - \$18,000</b></p>  |
| <p><b>+ \$15,000 - UWDC Administration Overhead Costs</b></p>   |   | <p><b>TOTAL AT Request - \$299,637</b></p>   |



# Advance Together Results Framework

# Roadmap to Results

**Problem:** Growing number of ALICE families in Denton County with BIPOC disproportionately represented

**Shared Result: ?**

|  |  |  |   |
|--|--|--|---|
| <p><b>Root Problem 1:</b> ALICE students withdrawing or dropping out due to personal, financial, and academic distress</p> | <p><b>Strategy:</b> Increase students' access and knowledge of on-campus and off-campus supports/resources through integrated service delivery</p>   |  | <p><b>Outcome:</b> Increase in student completion and graduates earning at or above \$16/hour upon graduation</p>   |
| <p><b>Current Condition:</b><br/>To be completed</p>   | <p><b>Year 1 actions:</b></p> <ul style="list-style-type: none"> <li>• Develop community score card to monitor and improve quality of services</li> <li>• Create student survey to assess student stressors and needs</li> <li>• Assess existing resources and student knowledge of/access to resources</li> <li>• Develop employer survey to assess available programs and employability after graduation</li> <li>• Create on-campus case management position</li> <li>• Increase available student emergency funds</li> </ul> | <p><b>Year 1 learning questions:</b></p> <ul style="list-style-type: none"> <li>• Is our assumed intervention (integrated services) correct?</li> <li>• What do ALICE families actually need?</li> <li>• Have we identified viable, high-earning career pathways for ALICE households to increase income?</li> </ul> | <p><b>How you will know:</b></p> <ul style="list-style-type: none"> <li>• Increase in student retention and completion rates</li> <li>• Measure changes in personal, academic, and financial distress reported by students</li> <li>• Increased income among graduates</li> <li>• Increased employment among graduates</li> <li>• Increased financial capabilities among graduates</li> </ul> |

|   |  |   |   |
|---|--|---|---|
| <b>Root Problem 2:</b> Under-representation of BIPOC holding employment at or above survival wage | <b>Strategy:</b> Create equitable access to workforce, education, and nonprofit services for BIPOC   |   | <b>Outcome:</b> Increase in BIPOC with making at least a survival wage  |
| <b>Current Condition:</b><br>To be completed  | <b>Year 1 actions:</b> <ul style="list-style-type: none"> <li>• Establish Racial Equity Council</li> <li>• Collect and analyze data regarding racial disparities</li> <li>• Complete racial equity assessment of DCWSLT and programs</li> <li>• Emphasize racial equity in community score card</li> <li>• Implement racial equity education and awareness</li> <li>• Develop legislative agenda</li> <li>• Understand the lived experiences of BIPOC</li> </ul> | <b>Year 1 learning questions:</b> <ul style="list-style-type: none"> <li>• What does our data tell us about racial inequities in our nonprofit systems of service delivery?</li> <li>• What does our data tell us about racial inequities in our workforce and education systems?</li> <li>• What strategies could we develop to tackle barriers reported by BIPOC?</li> <li>• Are our assumptions of racial inequity accurate?</li> <li>• Are our interventions culturally appropriate? Are our interventions in alignment with BIPOC professional desires/needs?</li> </ul> | <b>How you will know:</b> <ul style="list-style-type: none"> <li>• Track #s and increase of program completion among BIPOC students</li> <li>• Measure stable employment and income of BIPOC graduates vs non-BIPOC graduates</li> <li>• Track #s of BIPOC program participants and compare to county demographics</li> </ul> |

**Root Problem 3:** Lack of financial resources and programming available to ALICE families and students

**Strategy:** Improve financial stability and financial awareness among ALICE families and students by licensing the financial coaching program, increasing availability of financial coaching, and improving quality of coaching training and coaching skills

**Outcome:** Improved financial stability and capability among ALICE students and families

**Current Condition:**  
To be completed

**Year 1 actions:**

- Become CNM Ingenuity licensed financial coaching certificate program
- Identify public and private funds to offset training/licensing costs
- Assess skills of current volunteer financial coaches
- Understand clients' interest and desire to participate in financial coaching
- Track financial coaches skills, quality, availability, and dependability

**Year 1 learning questions:**

- Are there reasons clients would not want to participate in financial coaching? What are the perceptions of financial coaching services?
- Are volunteer financial coaches capable of implementing high-quality coaching services?
- Does licensing improve the outcomes of the financial coaching program?

**How you will know:**

- Track #s of trained financial coaches
- Track average length and commitment of coaches
- Assess financial coaches' skills and competencies
- Measure financial stability and capabilities of financial coaching clients vs those not receiving services (baseline?)



# Child Care Workgroup & Family Child Care Network Grant Update

## FCCN Update

- Currently serving 12 members
- Recruiting 38 more members
- First member has achieved licensing
- All Our Kin Cohort Application
  - Meeting Monday, August 24th





# Child Care Workgroup Update

## Educating Educators

- Sat. Aug 22<sup>nd</sup>: “What’s Going on in There?” An Insight to Cognitive Development
  - presented by Mary Ellen Douglas

## Start Smart Community

- Accepted into UWT program June 23, 2020
- Learning Loss Mini-Grant - \$1,675 worth of book credits

A flyer for a training session titled "Educating Educators". The top section features the title in white chalk on a blackboard background, with the text "Affordable Child Care Training Sessions!" to its right. Below this, the session is identified as an "August (Virtual) Session" on Saturday, August 22nd, 2020, from 10:00am to 12:00pm. The topic is "What's Going on in There? An Insight to Cognitive Development", presented by Mary Ellen Douglas. A registration link is provided: [Register online at UnitedwayDenton.org/ChildCareTraining](https://www.unitedwaydenton.org/ChildCareTraining). The bottom of the flyer shows three cartoon children sitting at a table with logos for "DENTON COUNTY WORKFORCE SUCCESS LEADERSHIP TEAM" and "United Way Denton County".

**Educating Educators** Affordable Child Care Training Sessions!

**August (Virtual) Session**

Saturday, August 22nd, 2020  
10:00am to 12:00pm  
Virtual CEU Training!

**"What's Going on in There?" An Insight to Cognitive Development**

Presented by Mary Ellen Douglas

Register online at [UnitedwayDenton.org/ChildCareTraining](https://www.unitedwaydenton.org/ChildCareTraining)

DENTON COUNTY WORKFORCE SUCCESS LEADERSHIP TEAM

United Way Denton County



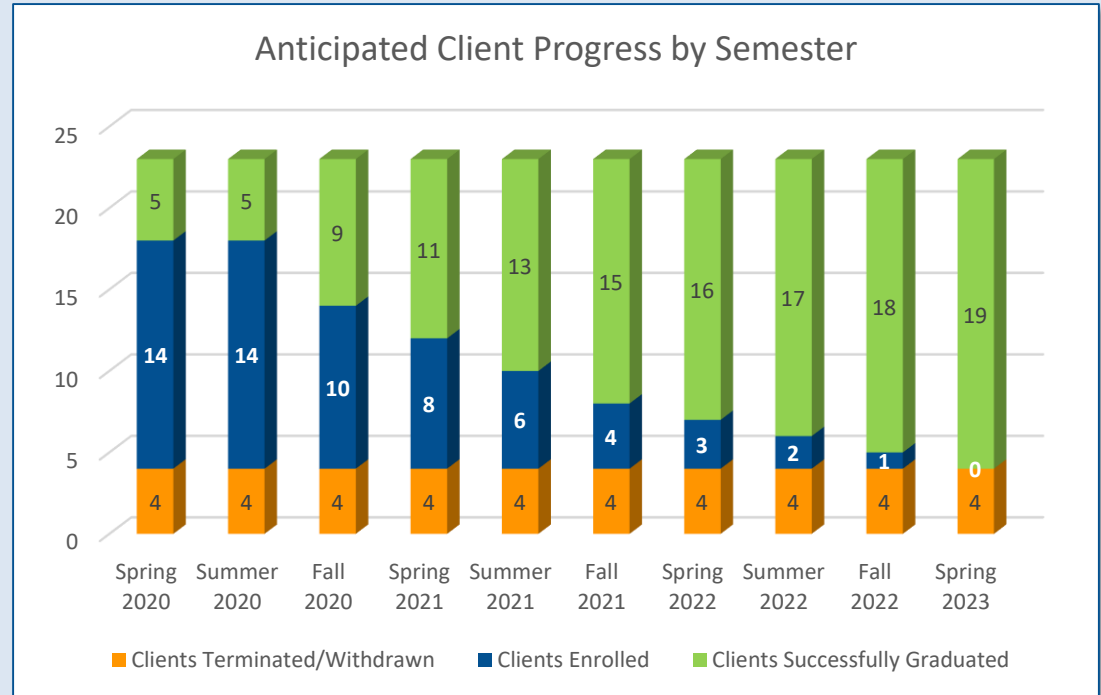
# Working Families Success Pilot Updates

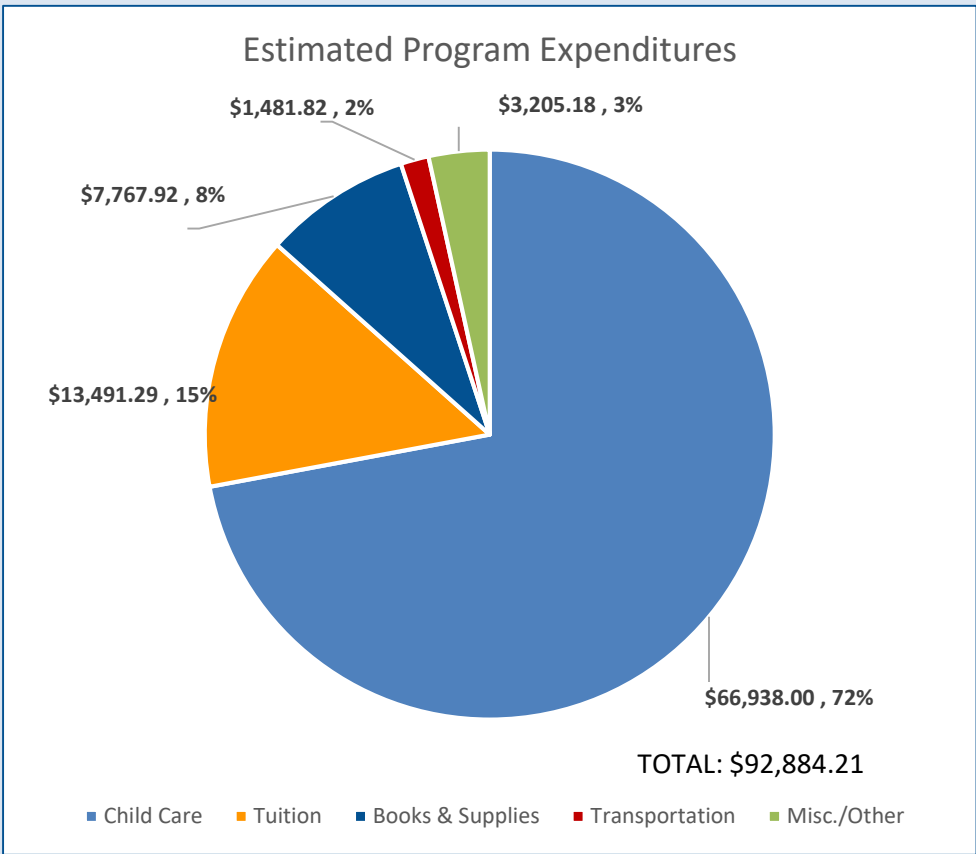
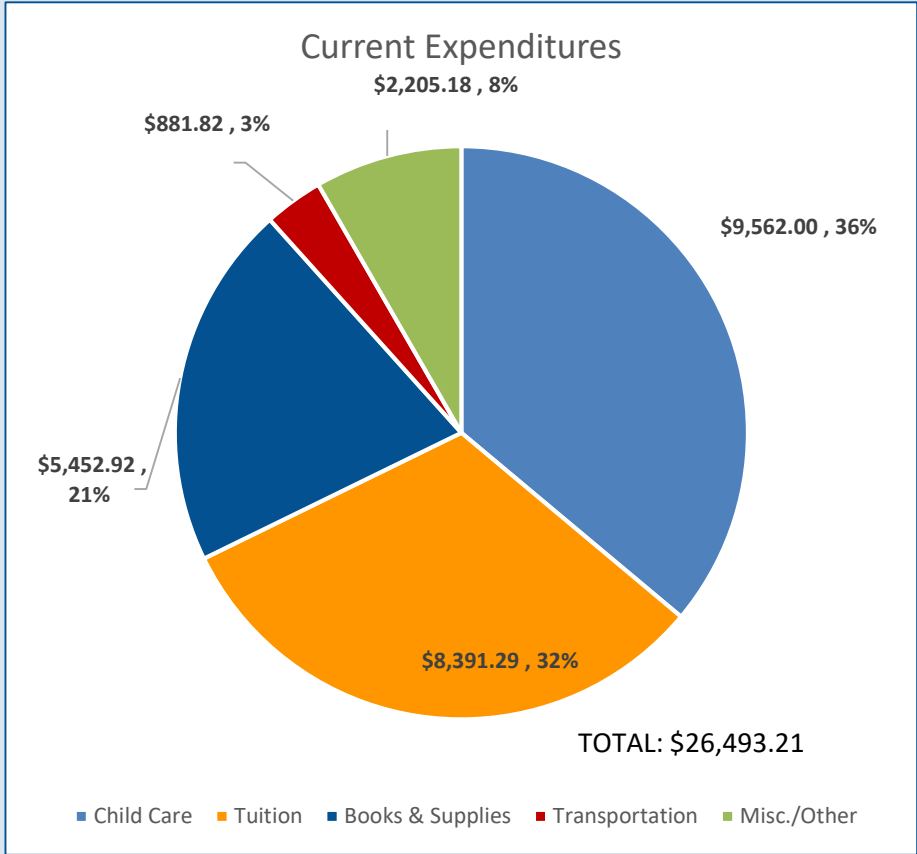
# Cumberland Presbyterian Children's Home Family Residential Program

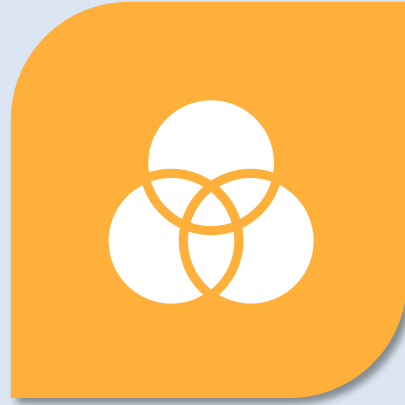
- Currently serving 7 families
- Financial coaching started back June 18<sup>th</sup>, 2020
  - COVID-19 Survey
- Volunteer financial coaches returned August 20<sup>th</sup>, 2020
- Program extension available for families due to COVID-19

# Pathways to Success Program

- 9 clients successfully graduated
  - 5 in December 2019
  - 4 in Summer 2020 (down from 6)
- 10 clients currently being served
  - 2 clients on progress to graduate in December 2020 (down from 3)
- Anticipated program completion Fall 2022







# DCBHLT & DCHLT Updates