



**Friday, July 15, 2022 | 8:30 a.m. to 10:00 a.m.  
Zoom Meeting**

### **Agenda**

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|-------|--|--------------------------------------|
| I.    | Welcome & Approval of Minutes  | B. Troyer                            |
| II.   | Meet the Appointees<br>Identify your role, objectives and goals, problems being addressed  | All Appointees                       |
| III.  | 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>J. Dooley              |
| IV.   | Denton County Leadership Teams Update <ul style="list-style-type: none"><li>• DCBHLT</li><li>• DCHLT</li></ul>   | S. Spencer<br>O. Williams            |
| V.    | Backbone Support Update <ul style="list-style-type: none"><li>• Business collaborative update</li><li>• Aspen Institute Funding opportunity update</li></ul>   | O. Mata-Williams<br>O. Mata-Williams |
| VI.   | Public Comment   | B. Troyer                            |
| VII.  | New Business   | B. Troyer                            |
| VIII. | Adjourn  | B. Troyer                            |

**Next Meeting Date:  
Friday, August 19, 2022 | 8:30 a.m. to 10:00 a.m. | Hybrid  
Meeting**



**Friday, June 17, 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. There is not yet a quorum to adopt. Councilman Troyer begins the meeting.

**II. Family Childcare Network (FCN) Presentation S. Redondo**

Ms. Redondo hosted a Child Care Conference the weekend of June 11, 2022. 165 people registered and she reports that the registration count increased since last year's conference. The Family Childcare Network relaunched their business coaching with Texas Women's University's (TWU) Jane Nelson Center for Women Entrepreneurs. They have been working closely with Stephanie Robinson from TWU who is creating an array of self-paced modules to support child care providers with their taxes and LLC, and to walk providers through what it looks like to have an employee and be self-employed. In addition, there will be an opportunity for one-on-one business coaching. After speaking with the Texas Workforce Commission (TWC) and the FCN's grant contact, Ms. Redondo learned that the FCN will be able to launch these modules with other family childcare networks in the state.

**III. Working Family Success Report J. Dooley**

Mrs. Dooley has conducted meetings with Friends of the Family and Cumberland Presbyterian Children's Home to discuss program transitions under Mrs. Mata-Williams's new direction of macro community building practice. In their meetings, Mrs. Dooley and the agencies discussed the changes and how they might impact various stakeholders, including the clients and agents.

Dr. Jeng wonders about Mrs. Dooley's and Mrs. Mata-Williams's definition of macro community building practice. Mr. Henderson speaks about previous micro service delivery in the context of the shift toward macro practice in financial mobility. Some funders encouraged UWDC to provide more backbone, community-wide development as opposed to micro, direct service. Mrs. Mata-Williams discusses complications with micro service delivery that the previous UWDC Financial Coaching director had experienced, as several nonprofits already had their own financial coaching program. She expresses that while financial coaching is currently still necessary in career discussions with clients, UWDC funders appreciate the idea of supporting other nonprofits through adapting EMPathways financial mobility navigation program. Mrs. Mata-Williams shares that UWDC has officially submitted for the EMPathways training.

Dr. Jeng believes that it is important to focus on Collective Impact and assessing where nonprofits need help so that UWDC can practice as the coordinating body of entities, rather than focusing on direct community services. She also emphasizes the significance of the appreciative inquiry and community assets-based approaches. Mr. Henderson states that he agrees with Dr. Jeng and that the macro community building approach returns the UWDC focus to helping ALICE (asset limited, income constrained, employed) households earn income that supports them and their families.

#### IV. Update on Tri-Agency Initiative A. Castillo-Soto

Mrs. Castillo-Soto recounts that in 2016, Governor Gregory Abbott gave a charge to the Texas Workforce Commission (TWC), the Texas Education Agency (TEA), and the higher education coordinating board to work together with the common goal of helping people with employment placement. She describes how the initiative has grown over time. What began as a conversation evolved into the introduction of house bills and later the assigning of goals and purposes in actions. She states that the Tri-Agency initiative is a state-led effort and has not proven to be inclusive of everyone at the local level. She speaks about a few grants recently that ask ISDs, colleges, and universities to reach out to the workforce boards and assess trainings and gaps and needs in trainings. This has led to conversations about participant outcomes.

Recent grants have led to greater agency engagement with workforce boards to do some inventory of target and in-demand occupations. Mrs. Castillo-Soto speaks to the importance of the ISDs and universities communicating, collaborating, and aligning their workforce and education objectives. She explains that the local priorities are facilitating conversations, hosting events like technical workshops and simply getting to know folks within the system. She states that the primary goal is to be able to identify and serve the needs of the employer. Other goals are to integrate agencies and the entities at the local level, to talk to and work with each other, fortify case management systems that help people at-risk transition from one place to another within K-12, adult education, higher education, and certification programs, removing as many barriers as possible, and to lean on each other for assets and resources, understanding that everyone sees things from a different perspective.

Mr. Henderson speaks to the importance of considering workforce solutions boards in Denton, Tarrant, and Dallas counties to leverage housing and employment opportunities and best support ALICE families rather than working in silos. Mrs. Castillo-Soto echoes this and states that people will go where the work and the housing is, that the county boundaries don't typically exist for the people who need shelter, employment, and resources and that the conversation needs to evolve to a regional level.

Mr. Henderson asks about ways that the DCWSLT and Collective Impact in Denton County can benefit from the Tri-Agency Initiative. Mrs. Castillo-Soto responds that there are strategies around (1) creating efficient and flexible pathways; (2) ensuring students receive support to transition from endpoints; and (3) solidifying infrastructure, for example, data sharing. She emphasizes the potential of UWDC to assist with these endeavors, the importance of communicating with one another, despite restrictive systems, and the significance of advocacy and educating elected officials about DCWSLT goals and strategies for integrating the

Tri-Agency initiatives into our work. Councilman Troyer agrees on the importance of advocacy and provides an opportunity for questions.

Dr. Jeng echoes Mr. Henderson's question about how entities, like UWDC, fit into the Tri-Agency Initiatives, as one goal is to share information and be more communicative about different entities. She wonders what has been done so far around this initiative. Mrs. Castillo-Soto shares that to provide backbone support, TWC has hired a person named Emily Lawley and TEA and the higher education board are hiring people to oversee this project. The agencies have recently put out their goals and initiatives for public comment. Mrs. Castillo-Soto summarizes that these initiatives are in a transformation stage where agencies are still figuring out what they will look like and how will work, but that stakeholders like the City of Denton, the University of North Texas (UNT), and North Central Texas College (NCTC) could move the needle and adopt some of these strategies in a local implementation process. Mrs. Castillo-Soto celebrates the relationships and networks that have been built between NCTC, colleges and universities, and Adult Education and Literacy (AEL). Dr. Jeng asked Mrs. Castillo-Soto to keep the leadership team informed and up-to-date on the initiative; this could be a potentially fertile opportunity as it builds on the team's current thoughts and direction.

#### V. Behavioral Health Leadership Team O. Mata-Williams

Mrs. Mata-Williams reports that Mrs. Spencer has been pursuing funding for mental health navigation and that her team is close to being able to find and secure funding for piloting this endeavor. She also reports that Ms. Lusk has accepted a position with Denton County Friends of the Family and that her last day with UWDC is July 8. Mrs. Mata-Williams will be absorbing the Director of Housing Initiatives role. Mr. Henderson identifies aligning housing stability and workforce development under one director as a strategic move to become more purposeful and intentional. He acknowledges that while the work of sustaining housing and rapid re-housing for individuals and families is incredibly important, that this is only part of what needs to happen for families in Denton County to be self-sufficient and keep up with the rising cost of living. Mr. Henderson congratulates Ms. Lusk and appreciates Mrs. Mata-Williams for taking on the work of connecting workforce and housing. Dr. Jeng commends Mr. Henderson on running a competent and capable organization that is visible to the community and growing the agency of the people who work at UWDC.

#### VI. Backbone Support-O. Mata-Williams

##### a. Business Collaborative Update

Mrs. Mata-Williams briefly discusses the business meetings UWDC is currently conducting with employers in Denton and how this connects with the Tri-Agency Initiative conversation. Through these meetings, UWDC is gaining a better understanding of what local employers need in terms of talent attraction, training, and retention. She describes recent meetings about expanding the business collaborative to the City of Lewisville and Little Elm and the help she is receiving from Mrs. Jones, UWDC Director of Development, who also conducts business meetings and assists in the expansion of the collaborative.

##### b. Presentation-DCWSLT Upskilling for Middle Skills and ALICE Initiative

1. Mrs. Mata-Williams begins the presentation with a definition of middle skills and how it connects with community colleges, vocational programs, and the positive impacts of being

able to complete programs that align with employer goals. As UWDC builds this initiative, modeled after UpSkill Houston, UWDC works with the Denton Chamber of Commerce and the City of Denton. As UWDC expands to municipalities, UWDC partners will also expand. Mrs. Mata-Williams introduces priorities for maximizing community resources to support businesses, such as listening to what businesses need, identifying workforce partners, identifying a common goal, and leveraging the support UWDC can offer as a Collective Impact organization.

She discusses the business goal of increasing the number of applicants and the UWDC response, which includes leveraging community resources. She speaks about dimensions of the operation strategy besides identifying workforce partners and a common goal, emphasizing the process of building trusting relationships with businesses. Through building out the company profiles, for example, UWDC can gain perspective on a company's culture and which aspects: (1) increase their flexibility and attractiveness to potential employees and people in systems of higher education or (2) limit pathways and influence patterns of attrition. The impacts of the initiative are fueling a stronger economy, facilitating workforce conversations, uniting partners, and leadership.

2. Mrs. Mata-Williams introduces the Workforce Leadership Academy, a twelve-month program offering a \$50,000 startup grant with the Aspen Institute Economic Opportunities Program. This endeavor would require efforts from backbone support as well as other entities. The Workforce Leadership Academy is a forum for local leaders to identify local and regional systems-based workforce challenges and create shared solutions. The purpose of the Leadership Academy is to strengthen capacity and meet Denton County employer talent and development needs, which aligns with the Tri-Agency Initiative.

Mrs. Mata-Williams discusses what this endeavor would entail for UWDC and the Leadership Team and the Academy structure from the previous year. When discussing UWDC's financial capability for the Academy, she calls on support from the Leadership Team to assist with matching funding. Mrs. Shaw inquires as to whether matching funding can be in-kind as well as cash. Mrs. Mata-Williams will get back to the team when she finds out more information. Dr. Jeng feels that UWDC meets the requirements for strategic alignment, but that acquiring the matching funding and enough human resources is still in question. Mrs. Mata-Williams reports that the work would need to be shared with a robust internal team, which she believes is the way Aspen Institute designed the Academy.

Mrs. Castillo-Soto suggests scheduling a conversation with backbone support to discuss what collaborative assistance Workforce Solutions for North Central Texas can offer, as they are moving in a direction like the Workforce Leadership Academy key components. Mrs. Shaw proposes submitting the Letter of Intent, then further assessing UWDC capacity before going ahead with the full proposal, which is due on August 1, 2022. Councilman Troyer asks if there is a quorum. Mrs. Mata-Williams confirms that there are enough people for a quorum. A motion was made, seconded and approved for the DCWSLT to issue the Letter of Intent for the Workforce Leadership Academy.

## VII. Approval of Minutes B. Troyer

Mr. Troyer calls for the approval of the minutes from last month's WSLT meeting. Mr. David Koontz motions, Mrs. Lee seconds, and the minutes are approved.

#### VIII. Public Comments B. Troyer

Councilman Troyer attended a joint meeting of the North Texas Commission and Invest Texas that addressed public-private partnerships in transportation. The meeting covered the managed lanes that we have in the area for moving people around. After the meeting, he gained a deeper understanding of how the lanes work to the benefit of everyone. He shares that the statewide and regional leaders at the conference were very aware of the difficulties that people who are lower and middle-income experience getting to work regarding transportation problems and are considering providing possible solutions so that people can get to work, regardless of income level.

Mrs. Castillo-Soto shares that Workforce Solutions for North Central Texas are asking questions about digital access and digital literacy for their customers. The Digital Equity Act is pending some funding that is going to be released to different entities, including workforce entities. She encourages having a separate conversation about this, particularly about people who could be digital navigators that could show people how to fill out applications online and teach people how to use computers. She thinks support in this area this may be of interest to ALICE populations. Councilman Troyer agrees that this sounds like an important factor for further discussion.

Mrs. McGee from Our Daily Bread shares her gratitude for being invited to the meeting. She enjoys witnessing the collective, collaborative work happening around workforce initiatives that are pathways for people experiencing homelessness to sustain independence. Our Daily Bread has just begun some workforce initiatives internally, and they are excited about the progress they are making.

#### IX. New Business B. Troyer

No new business.

#### X. Adjourn B. Troyer

The meeting adjourns at 9:53 a.m. and Mrs. Mata-Williams wishes everyone a happy Father's Day.

**Next Meeting Date: Friday, July 15, 2022 | 8:30 a.m. to 10:00 a.m. | Hybrid Meeting**

*Ling Jeng*

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Secretary Ling. H. Jeng

July 7, 2022