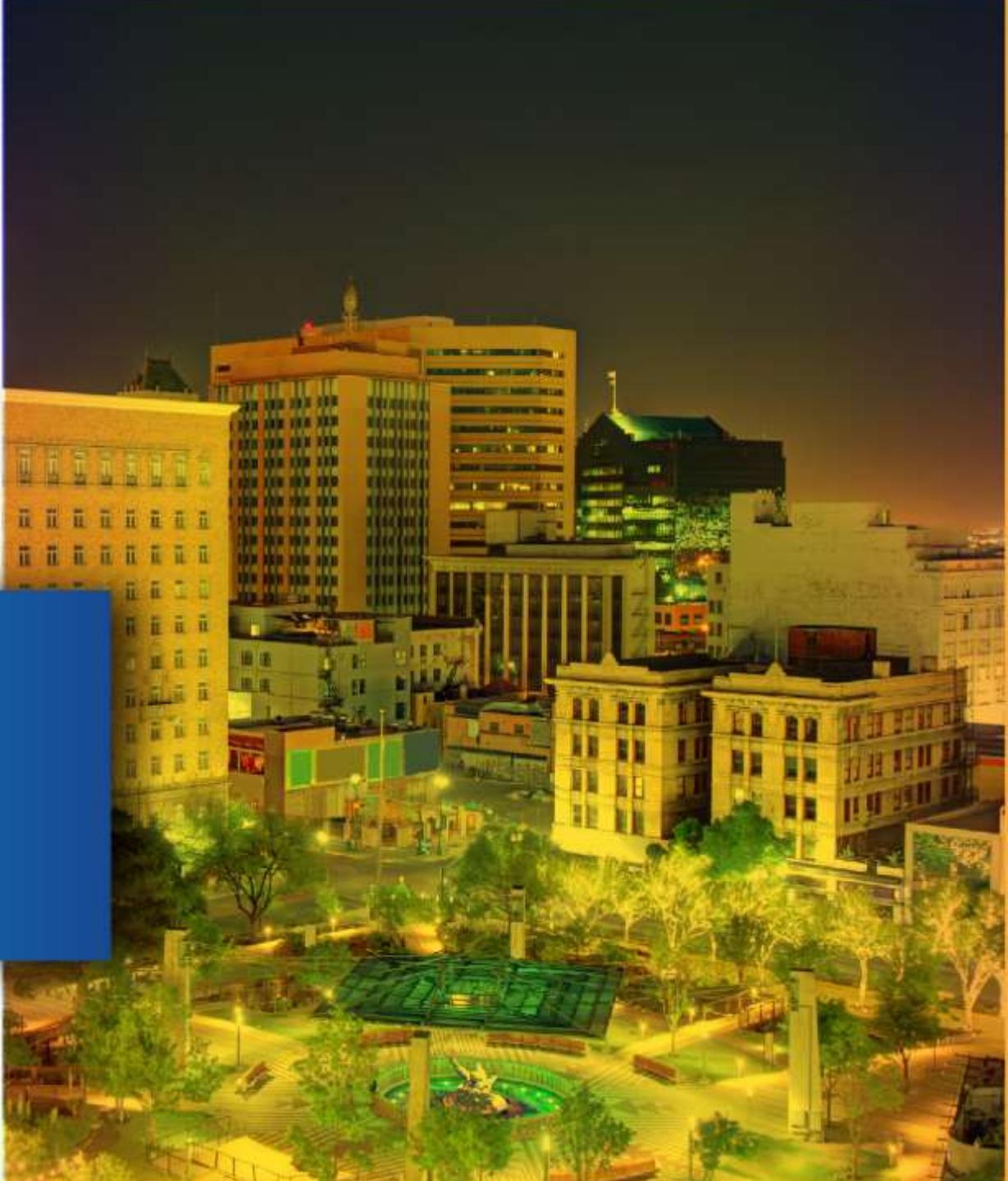


Strategy & Impact Committee Meeting



WELCOME



1. CALL TO ORDER AND NOTE OF ATTENDANCE



2. ACTION ITEMS



ITEMS POSTED FOR ACTION

A: Discussion and Action to appoint Strategy & Impact Committee Chair

Leila Melendez,
Chief Executive Officer

B: Discussion and Action to Approve the:

- WSB Child Care Advisory Committee
 - Operation Plan
 - Proposed Appointed Representatives
- Parent Suspension Request

Marisela Correa,
Family Services Director

WSB Child Care Advisory Committee

Purpose: Address and provide recommendations to board staff and committee that improve, sustain, and support both the Child Care Services (CCS) program and quality improvement activities.

- Requesting the committee to establish WSB's Child Care Advisory Committee Plan as the established WSB child care committee policy and procedure.

Parent Suspension Request

Parent may request a suspension for their child care services if the parent experience an interruption in their work, training, or education status.

Parent Suspension Request board policy:

- The duration of a parent suspension request due to the interruption of the parent's work, training, or education status be at a minimum of 2 weeks.
- The minimum of two weeks requirement for a parent suspension request can be waived when a situation outside of the parent's control occurs.
 - Child Care Provider closes operations unexpectedly
 - Court Orders



3. ACTIVITY REPORTS



ITEMS NOT POSTED FOR ACTION

A: Discussion and update on UTEP National NSF Engines Competition

Leila Melendez,
CEO

Paso del Norte Defense and Aerospace Innovation Engine

Paso del Norte Defense and Aerospace Innovation Engine (New Mexico and Texas), led by The University of Texas at El Paso, aims to fuel the growth of dynamic aerospace and defense manufacturing in Paso del Norte, by creating a platform that combines an emerging digital engineering paradigm and skilled workforce development.

Initial award amount: \$14,999,999

Key Points for Award:

- **Space Innovation Hub:** El Paso is becoming a key center for space innovation.
- **Collaboration with NASA:** Strong collaboration between The University of Texas at El Paso and NASA's Johnson Space Center in digital engineering.
- **Industry Accelerator:** Presence of a space industry accelerator fostering innovation.
- **Lunar Surface Technology Research Award:** Received a significant Lunar Surface Technology Research award.
- **Clear Skies Advantage:** Uninterrupted clear skies enhance the region's potential for aerospace technology development.
- **Increase Resilient Supply Chains:** Aiming to strengthen critical national supply chains for aerospace and defense through space-related initiatives.

https://www.nsf.gov/awardsearch/showAward?AWD_ID=2315782&HistoricalAwards=false

B: Discussion and update on EDA

Phase1- Borderplex Region Workforce Recompete Initiative

Alma Aranda
Director of Innovation and Development

Borderplex Region Workforce Recompete

WSB collaboration with City of El Paso

- \$50 million in funding to upskill area of El Paso County
- Mobility through training in:
 - Advanced Manufacturing and Aerospace
 - Healthcare
 - IT
 - Integration with City of El Paso's Business One-Stop Shop (BOSS)
- Expand wraparound services for Prime Age employment
- **Quick Glance Demographics:**
 - The poverty rate is 20.1%, which exceeds the 11.4% national poverty rate
 - The total household count in El Paso County is 288,186
 - Approximately 36,600 (12.7%) are single-parent households (EDA StatsAmerica 2021).
 - Approximately 87,095 children live in single-parent households, and 54,956 households receive food stamps / SNAP benefits

Recompete Plan: https://www.eda.gov/sites/default/files/2023-12/City_of_El_Paso_Recompete.pdf Employment

C: Discussion and presentation on Living Wage for Large Metros & Workforce Stability

Mariel Soto,
Research Specialist

Living Wage for Large Metros

Living Wage



El Paso, TX

Household size: 2.9

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 30,083	\$ 63,387	\$ 79,516	\$ 103,286	\$ 51,779	\$ 63,819	\$ 73,744	\$ 82,049	\$ 49,761	\$ 71,374	\$ 88,853	\$ 104,715
Hourly income	\$ 14.46	\$ 30.47	\$ 38.23	\$ 49.66	\$ 24.89	\$ 30.68	\$ 35.45	\$ 39.45	\$ 11.96	\$ 17.16	\$ 21.36	\$ 25.17

Austin, Texas

Household size: 2.5

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 37,754	\$ 76,137	\$ 96,969	\$ 126,992	\$ 59,460	\$ 72,597	\$ 82,521	\$ 92,013	\$ 57,392	\$ 84,124	\$ 105,574	\$ 126,593
Hourly income	\$ 18.15	\$ 36.60	\$ 46.62	\$ 61.05	\$ 28.59	\$ 34.90	\$ 39.67	\$ 44.24	\$ 13.80	\$ 20.22	\$ 25.38	\$ 30.43

New York, New York

Household size: 2.7

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 46,826	\$ 91,937	\$ 121,036	\$ 161,477	\$ 67,676	\$ 82,031	\$ 92,179	\$ 104,703	\$ 65,560	\$ 99,979	\$ 128,075	\$ 160,817
Hourly income	\$ 22.51	\$ 44.20	\$ 58.19	\$ 77.63	\$ 32.54	\$ 39.44	\$ 44.32	\$ 50.34	\$ 15.76	\$ 24.03	\$ 30.79	\$ 38.66

Orlando, Florida

Household size: 2.8

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 38,766	\$ 75,709	\$ 96,862	\$ 127,069	\$ 59,157	\$ 71,841	\$ 81,765	\$ 91,099	\$ 57,937	\$ 83,696	\$ 105,475	\$ 126,664
Hourly income	\$ 18.64	\$ 36.40	\$ 46.57	\$ 61.09	\$ 28.44	\$ 34.54	\$ 39.31	\$ 43.80	\$ 13.93	\$ 20.12	\$ 25.35	\$ 30.45

Seattle, Washington

Household size: 2.5

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 44,686	\$ 85,954	\$ 110,864	\$ 149,003	\$ 65,837	\$ 80,835	\$ 91,209	\$ 105,872	\$ 64,769	\$ 94,684	\$ 118,907	\$ 149,089
Hourly income	\$ 21.48	\$ 41.32	\$ 53.30	\$ 71.64	\$ 31.65	\$ 38.86	\$ 43.85	\$ 50.90	\$ 15.57	\$ 22.76	\$ 28.58	\$ 35.84

Fresno, California

Household size: 3.1

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 36,399	\$ 74,225	\$ 96,968	\$ 130,879	\$ 56,614	\$ 70,468	\$ 80,776	\$ 91,768	\$ 56,541	\$ 83,144	\$ 106,308	\$ 130,456
Hourly income	\$ 17.50	\$ 35.69	\$ 46.62	\$ 62.92	\$ 27.22	\$ 33.88	\$ 38.83	\$ 44.12	\$ 13.59	\$ 19.99	\$ 25.55	\$ 31.36

Los Angeles, California

Household size: 2.9

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 44,783	\$ 91,931	\$ 119,347	\$ 160,819	\$ 67,967	\$ 84,927	\$ 95,239	\$ 109,859	\$ 64,814	\$ 100,500	\$ 126,725	\$ 159,730
Hourly income	\$ 21.53	\$ 44.20	\$ 57.38	\$ 77.32	\$ 32.68	\$ 40.83	\$ 45.79	\$ 52.82	\$ 15.58	\$ 24.16	\$ 30.46	\$ 38.40

San Diego, California

Household size: 2.8

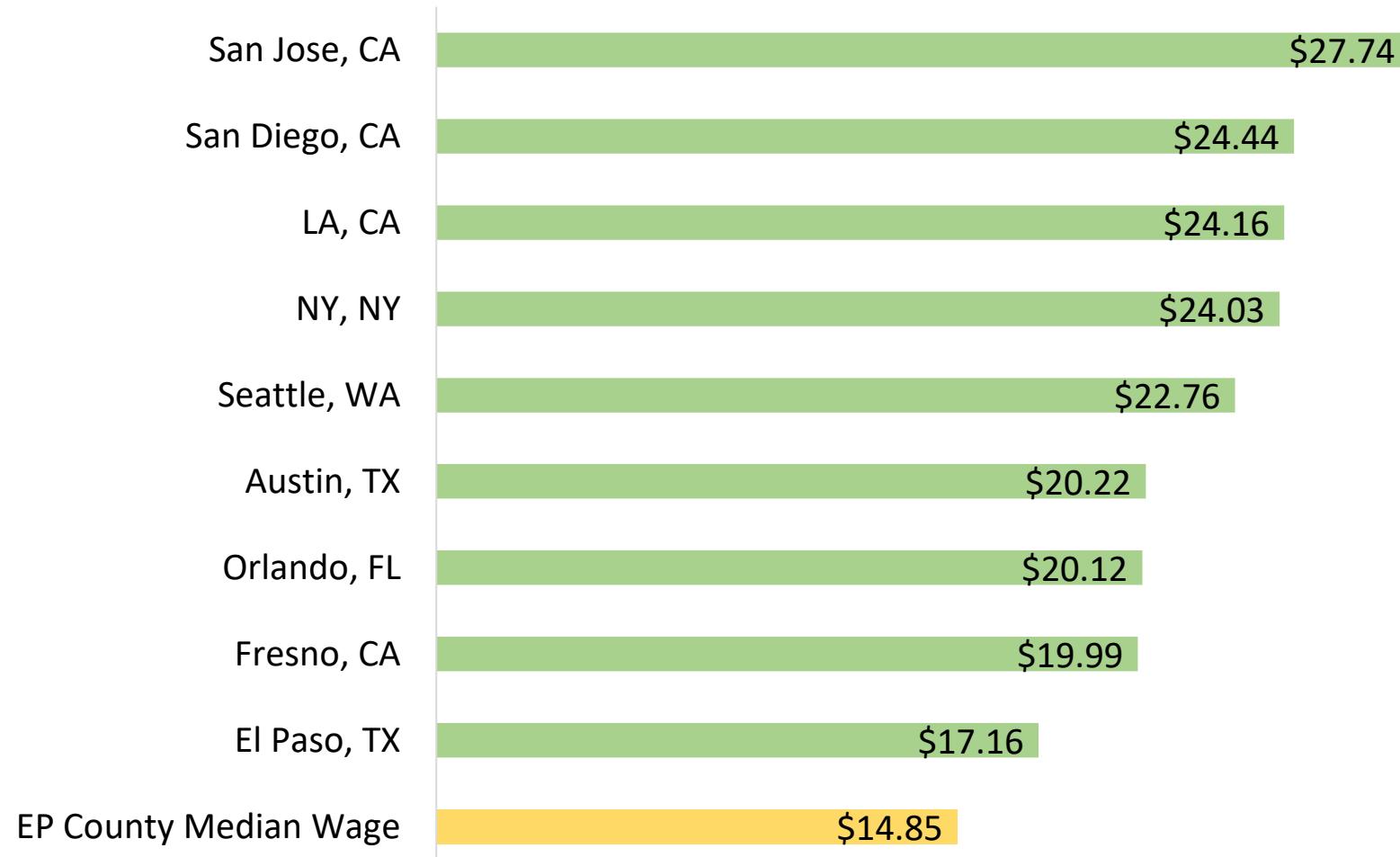
	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 46,400	\$ 93,182	\$ 119,902	\$ 163,496	\$ 68,894	\$ 86,715	\$ 97,056	\$ 114,217	\$ 66,431	\$ 101,659	\$ 127,227	\$ 162,344
Hourly income	\$ 22.31	\$ 44.80	\$ 57.65	\$ 78.60	\$ 33.12	\$ 41.69	\$ 46.66	\$ 54.91	\$ 15.97	\$ 24.44	\$ 30.58	\$ 39.03

San Jose, CA

Household size: 2.9

	1 Adult				2 Adults (1 Working)				2 Adults (Both working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Required annual income before taxes	\$ 54,498	\$ 108,172	\$ 140,458	\$ 188,657	\$ 78,420	\$ 95,580	\$ 106,062	\$ 122,440	\$ 74,424	\$ 115,414	\$ 147,248	\$ 187,155
Hourly income	\$ 26.20	\$ 52.01	\$ 67.53	\$ 90.70	\$ 37.70	\$ 45.95	\$ 50.99	\$ 58.87	\$ 17.89	\$ 27.74	\$ 35.40	\$ 44.99

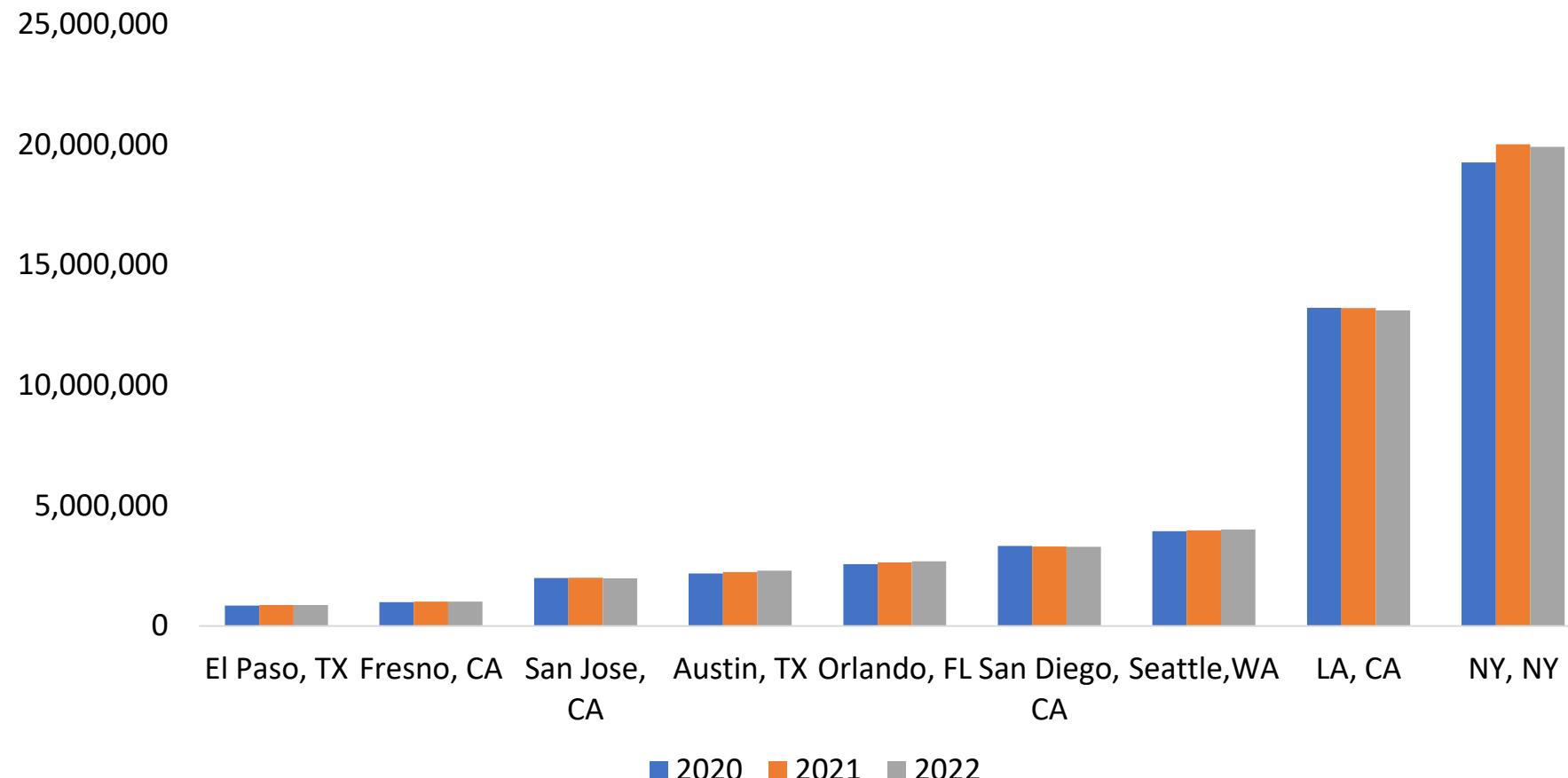
Living Wage by MSA 2022



Workforce Stability

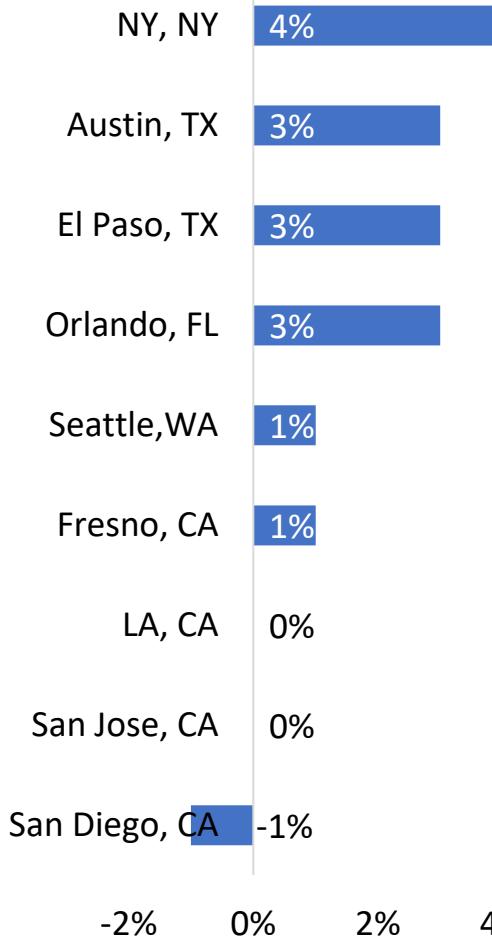
- Analyze population demographics over time. If there's a consistent population growth or a steady population, it could suggest that people are staying in the region.

Population by MSA



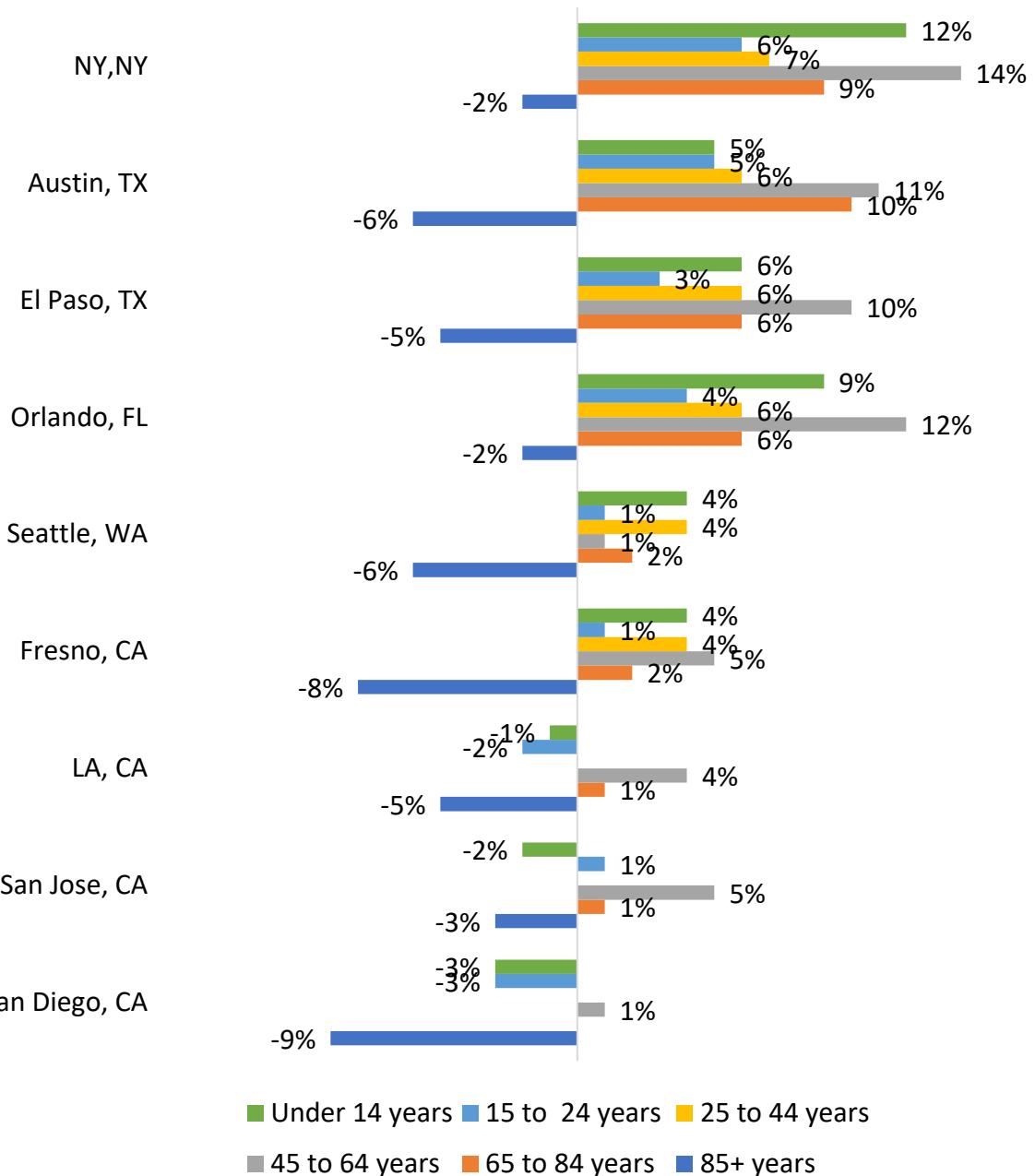
Population Demographics

Percent change
2020 - 2021

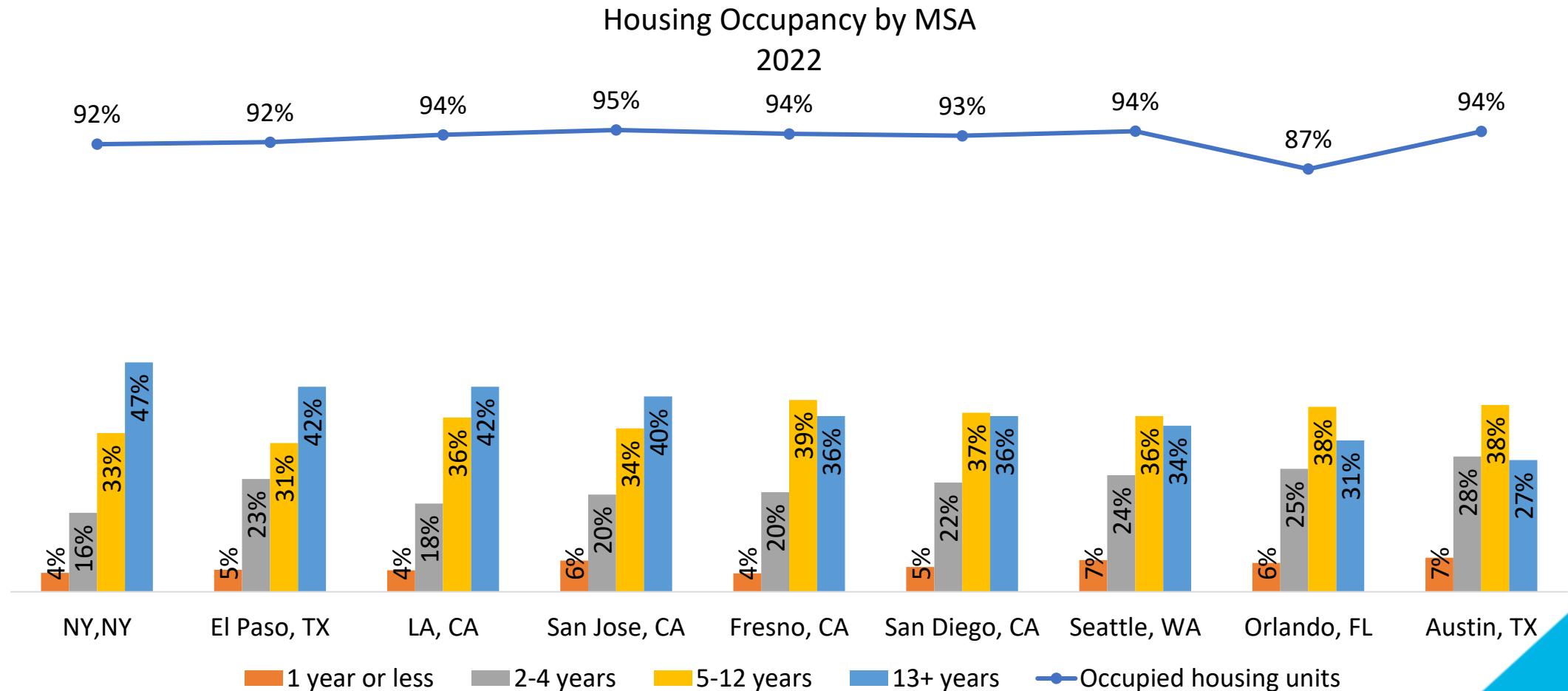


Percent change by age

2020-2021

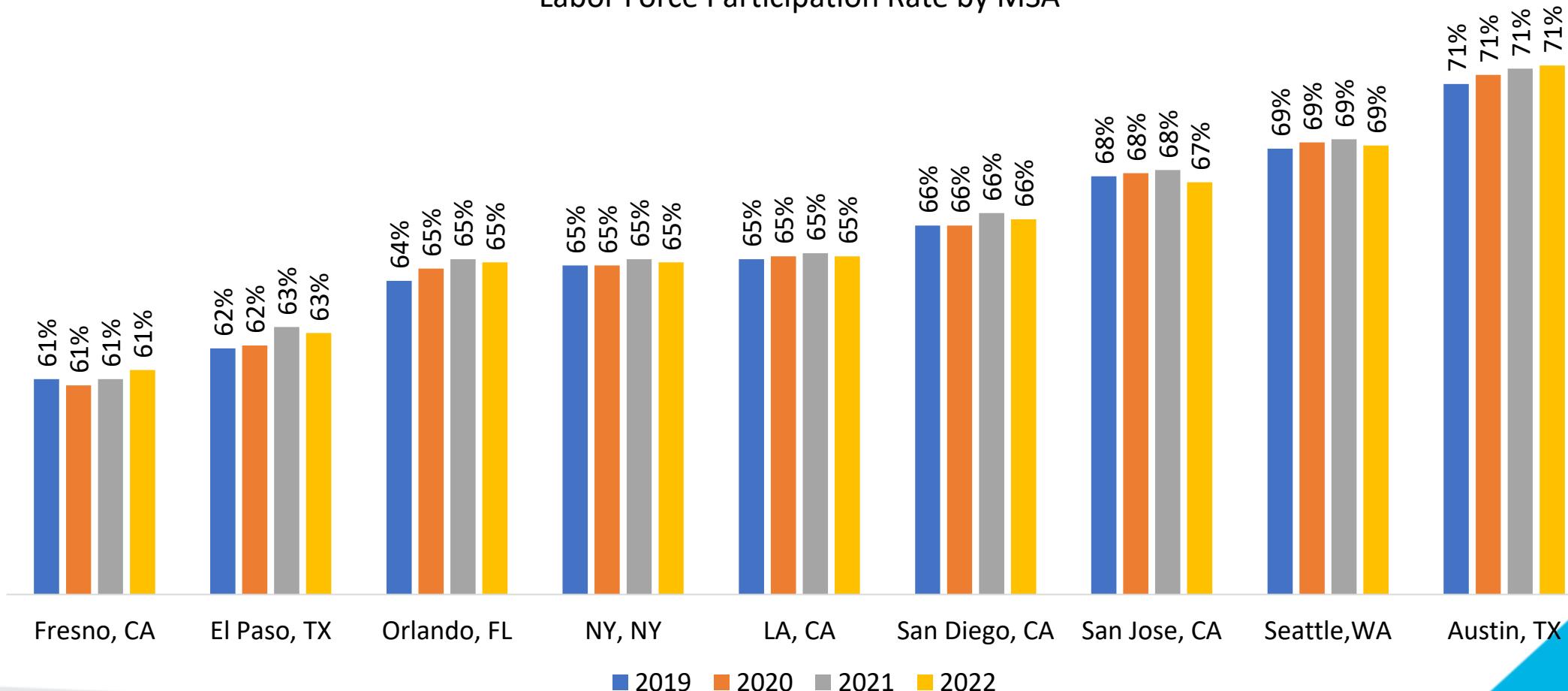


- Examine the housing market, particularly the rates of homeownership and the length of time people typically stay in their homes. Stable communities often have a higher rate of homeownership.



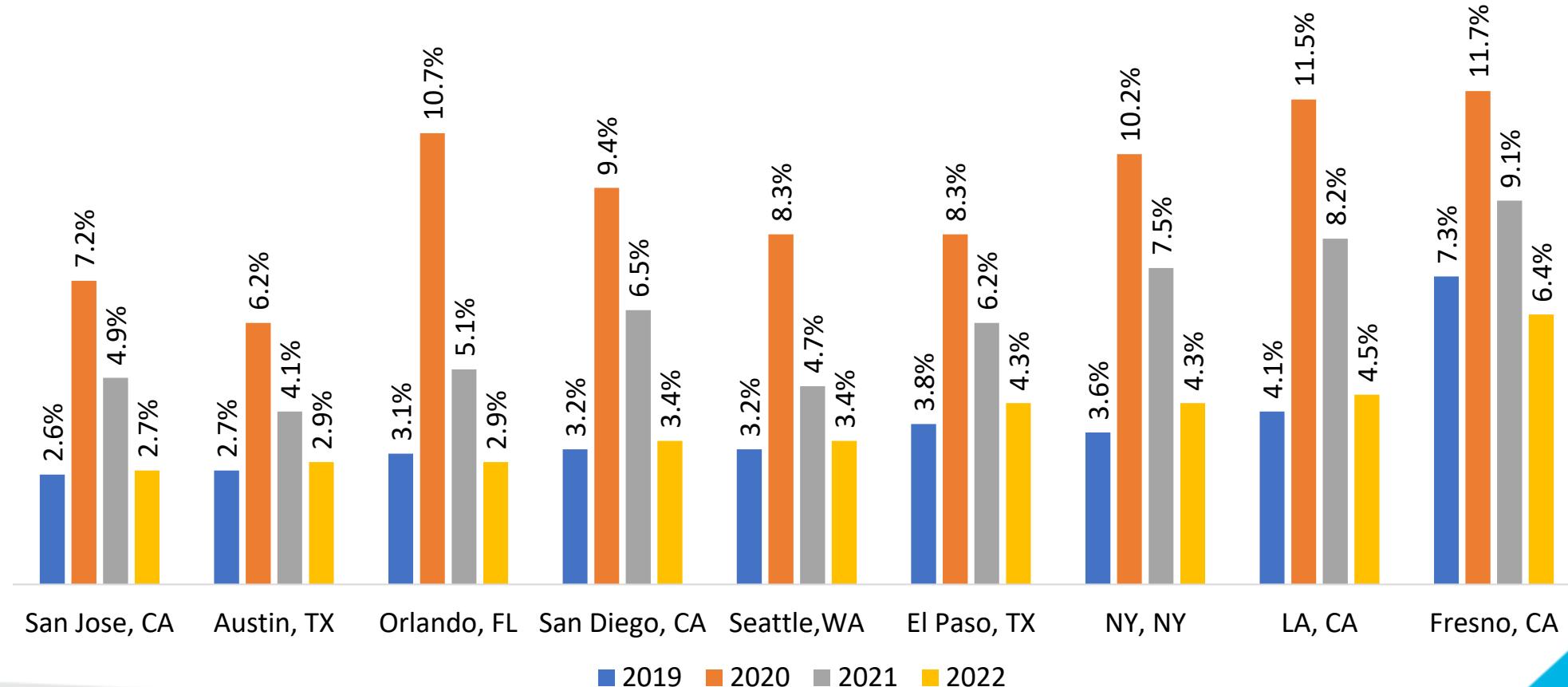
- Investigate employment trends in key industries. A diverse and growing job market can attract and retain a stable workforce.

Labor Force Participation Rate by MSA



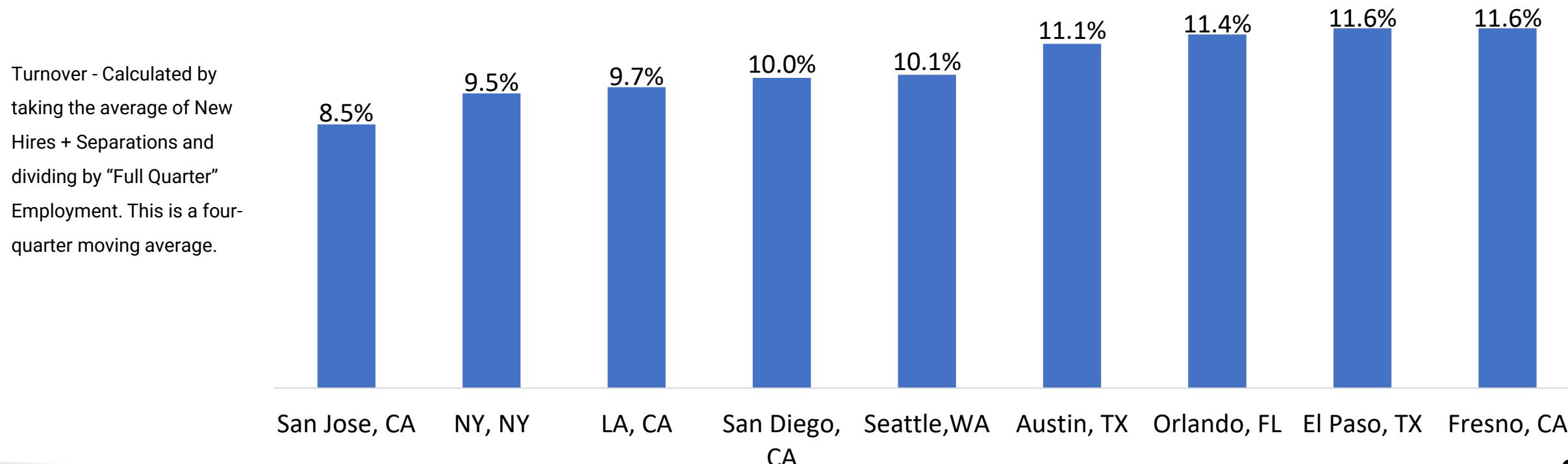
- Look at the unemployment rate over the years. A consistently low unemployment rate might suggest a stable workforce.

Unemployment by MSA



- Examine data from companies in the area regarding employee turnover rates. Low turnover rates suggest a stable workforce.

Turnover Average per Quarter
2022Q2



- **Employment Tenure** - Look at the average tenure of employees in local businesses or industries. If people stay in their jobs for extended periods, it indicates stability.
- **Education** - Assess the presence and growth of local educational institutions. If people stay in the region for education and enter the workforce locally, it can contribute to workforce stability. Track the number of graduates who remain in the area after completing their education.

4. Discussion on items of interest for next agenda – April 3, 2024

Adjourn



WORKFORCE
SOLUTIONS BORDERPLEX