



Workforce Development Board (WDB)

MEETING

December 11, 2024



TO: The Honorable Judge Tim O'Hare
The Honorable Mattie Parker
The Honorable Jim Ross
Tyrone Taylor, WDB Chair
Workforce Solutions for Tarrant County
Board of Directors and Interested Parties

FROM: Judy McDonald 

DATE: December 4, 2024

SUBJECT: **December 11, 2024 WDB Meeting**

The Workforce Development Board (WDB) Meeting will be held at **9:00 a.m. on Wednesday, December 11, 2024, at Lena Pope Amon Carter Center, 3200 Sanguinet St., Fort Worth, TX 76107.** Networking will begin at 8:45 a.m. The agenda and preparation materials are attached for your review.

Please contact me at (817) 413-4000 if you have questions or if I can be of assistance.

Enclosures

cc: Gyna Bivens
Roy Brooks
Dr. Barbara Odom-Wesley
Joan Grigsby
Chandler Merritt
Tyrone Taylor



Mission & Vision Statement

Our Mission

The mission of Workforce Solutions for Tarrant County (WSTC) is to ensure the successful delivery of innovative workforce solutions and create economic, educational and developmental opportunities that fully engage all employers and career seekers.

Our Vision:

A well-trained, productive, equitable and fully employed workforce that supports the needs of local employers, promotes regional prosperity and improves quality of life.

Workforce Governing Board & Workforce Development Board Member Directory

WORKFORCE GOVERNING BOARD



Judge Tim O'Hare
WGB Chair
Tarrant County Judge

Member since 2023



Mayor Mattie Parker
Mayor of Fort Worth

Member since 2021



Mayor Jim Ross
Mayor of Arlington

Member since 2021

WORKFORCE DEVELOPMENT BOARD OFFICERS



Tyrone Taylor
Advisor
Six Flags Over Texas

Board Chair
Member since 2013



Rosa Navejar
President
The Rios Group, Inc.

Board Vice-Chair
Member since 2014



Bruce Payne
Economic Development
Consultant

Board Second Vice-Chair
Member since 2017

WORKFORCE DEVELOPMENT BOARD



Kimberly Baker-Jones
UAW Local 276
Joint Training Representative

Member since 2022



Lillie Biggins
Board Member
YMCA of Metropolitan
Fort Worth

Member since 2001



Dr. Marcelo Cavazos
Education Consultant

Member since 2013



Mike Coffey
President
Imperative Information Group

Member since 2023



Felicia Davis
Owner
Ready, Set, Jump Learning
Center, LLC

Member since 2023



Leo Del Calvo
President
FSI Apparel, Inc.

Member since 2024



Mike Doyle
CEO
Cornerstone Assistance Network

Member since 2003



Mary Farris
AES Program Manager
Region 03
Health and Human Services
Commission

Member since 2021



Mike Gerro
Market President Arlington /
Mansfield Corporate Banking
Frost Bank

Member since 2017

WORKFORCE DEVELOPMENT BOARD



Joan Grigsby
Educational Consultant for Adult
Services Division
Tarrant Literacy Coalition

Board Vice-Chair
Member since 2015



Jon Gustafson
Workforce Partnerships &
Incentives
Lockheed Martin Corporation

Member since 2012



Jana Harris
President and CEO
American Carton Company

Member since 2023



Dr. Marie Holliday, DMD
Owner
Sundance Square Dentist

Member since 2018



Andrew Johnsen
Columbia Strategic
Consulting Group, LLC
Partner/CEO

Member since 2022



Debra Jones
Business Relations Coordinator
Texas Workforce Solutions –
Vocational Rehabilitation Services

Member since 2014



Antoinette Karriem
Live! by Loews Arlington TX
Director of Human Resources

Member since 2022



Jennifer Limas
President and CEO
Girls Inc. of Tarrant County

Member since 2013



Dr Daniel Lufkin
Tarrant County College
South Campus

Member since 2023



Jerletha McDonald
Founder/CEO
Arlington DFW Child Care
Providers Association (ADFN)

Member since 2021



Jeff Postell
President
Post L Group, LLC

Member since 2021



Dr. Di Ann Sanchez, SPHR
President
DAS HR Consulting, LLC

Member since 2015



Leslie Scott
Director, HR – North America
Operations
Mother Parker's Tea & Coffee

Member since 2004



Robert Teran
Tarrant County Central Labor
Council AFL-CIO

Member since 2021



Gracie Vega
Director of Human Resources
Gaylord Texan Resort and
Convention Center

Member since 2006



Raymond L. Todd
Assistant Integrated Services
Area Manager - Region 2
Texas Workforce Commission

Member since 2019



Estrus Tucker
Como Alumni and Community
Club Inc (CACI)

Member since 2005



Judy McDonald
Executive Director
Workforce Solutions for Tarrant County



ACRONYMS

ACF	Administration for Children and Families	NAWB	National Association of Workforce Boards
ADA	Americans with Disabilities Act	NARC	National Association of Regional Councils
AEL	Adult Education & Literacy	NAWDP	National Association of Workforce Development Professionals
AOC	Alliance Opportunity Center	NCP	Non-Custodial Program
APEX	Achieving Performance Excellence	NCTCOG	North Central Texas Council of Governments
BCY	Board Contract Year	NEG	National Emergency Grant
BEST	Bringing Ex-Offenders Solutions Texas	OCT	Occupational Classroom Training
CBO	Community Based Organization	OJT	On-the-Job Training
CC	Child Care	OSY	Out of School Youth
CC4H	College Credit for Heroes	PIO	Public Information Officer
CCAA	Child Care Automated Attendance	PY	Program Year
CCMS	Child Care Management Services	RESEA	Re-Employment Service Eligibility Assessment
CCA	Child Care Associates	RFQ	Request for Quotes
CFR	Code of Federal Regulations	RFP	Request for Proposal
CHIP	Children's Healthcare Insurance Program	RR	Rapid Response
COG	Council of Governments	RWLC	Regional Workforce Leadership Council
COSA	Coalition of Statewide Organizations	SAGE	System for Assessment & Group Evaluation
CRT	Classroom Training	SBA	Small Business Administration
CTE	Career and Technical (Technology) Education	SCANS	Secretary's Commission on Achieving Necessary Skills
DFPS	Texas Department of Family & Protective Services	SDA	Service Delivery Area
DOL	Department of Labor	SEAL	Summer Earn and Learn
DOLETA	Department of Labor Employment & Training Administration	SNAP E&T	Supplemental Nutrition Assistance Program Employment & Training
DVOP	Disabled Veteran Outreach Program	SOICC	State Occupational Information Coordinating Committee
EDC	Executive Directors Council	STC	School to Careers
ES	Employment Services	STEP	Subsidized Transitional Employment Project (NEXT STEP)
ESL	English as a Second Language	STSEI	State of Texas Soldier Employment Initiative
ET	Employment and Training	STW	School to Work
EPS	Employment and Planning Session	TAA	Trade Adjustment Assistance
ETPS	Eligible Training Provider System	TABE	Test of Adult Basic Education
FACT	Fathers and Children Together	TANF (Choices)	Temporary Assistance for Needy Families
FBCO	Faith-Based and Community Organizations	TARC	Texas Association of Regional Councils
FY	Fiscal Year	TAWB	Texas Association of Workforce Boards
GED	General Education Development or General Equivalency Diploma	TCAEI	Tarrant County Alliance for Economic Independence
HHSC	Health and Human Services Commission	TACAELC	Tarrant County Adult Education and Literacy Consortium
HRWY	Hiring Red, White & You!	TCWEC	Texas Council on Workforce and Economic Competitiveness
HSE	High School Equivalency	TEA	Texas Education Agency
HVRP	Homeless Veterans' Reintegration Program	TEDC	Texas Economic Development Council
IAWG	Inter-Agency Workforce Group	TJ	Transitional Jobs
ISD	Independent School District	TLWP	Texas Local Workforce Partnership
ISY	In School Youth	TRACER	Texas Rapid Access Career Economic Resources (Texas LMI System)
IT	Information Technology	TRA	Timely and Reasonable Attempt
ITA	Individual Training Account	TRC	Texas Rehabilitation Commission TAWB
LEP	Limited English Proficiency	TVC	Texas Association of Workforce Boards
LMI	Labor Market Information	TVLP	Texas Veteran Commission
LWDB	Local Workforce Development Board	TWC	Texas Veterans Leadership Program
LVER	Local Veteran Employment Representative		Texas Workforce Commission
MHMR	Mental Health Mental Retardation		
MIS	Management Information System		
MOA	Memorandum of Agreement		
MOU	Memorandum of Understanding		
MSG	Measurable Skills Gain		
NAB	National Alliance of Business		
NACO	National Association of Counties		
NAJST	National Association of Job Search Training		

TWIST	The Workforce Information System of Texas
UCP	United Cerebral Palsy
USCM	U.S. Conference of Mayors
UI	Unemployment Insurance
VA	Veterans Affairs (US Department of)
VAC	Vocational Adjustment Counselor
VETS	Veterans Employment & Training Services (US Department of Labor)
VIP	Veteran and Industry Partnership
VR	Vocational Rehabilitation
VWIP	Veterans' Workforce Investment Program
WD Letter	Workforce Development Letter - policy guidance issuances from the State
WDA	Workforce Development Area
WDB	Workforce Development Board
WDC	Workforce Development Council
WGB	Workforce Governing Board
WIOA	Workforce Innovation and Opportunity Act
WIB	Workforce Investment Board
WIG	Work Incentive Grant
WIN	Workforce Innovation Network
WIT	WorkInTexas
WOTC	Work Opportunity Tax Credit
WTW	Welfare to Work
YA	Young Adult



Workforce Development Board (WDB) Meeting Agenda
9:00 a.m. December 11, 2024
Lean Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107

9:00	I.	Call to Order.....	Tyrone Taylor
9:02	II.	Public Comments.....	Tyrone Taylor
9:05	III.	Special Introductions & Recognitions.....	Tyrone Taylor
		<ul style="list-style-type: none"> • Introduction of New Workforce Development Board Member (p.1) • Board, Staff and Partner Recognition 	
9:15	IV.	Approval of Consent Agenda Items	Tyrone Taylor
		<ul style="list-style-type: none"> • Approve the Minutes of the August 28, 2024 Joint WDB/WGB Meeting (p.3) • Accept Committee Reports: Workforce Improvement (p.10) • Accept the Financial Report (p.11) • Authorize the Executive Director to award, negotiate, and execute a contract for financial audit services with Patillo, Brown, and Hill for the Fiscal Year ended September 30, 2024, with the stipulation that the engagement may be renewed for up to four additional years, based on successful performance. (p.13) • Accept Report on Recent Solicitations for Grant Applications (SGA) (p.15) • Accept the Performance Report & Analysis (p.16) • Accept the Layoff Report (p.20) • Accept the 2025 Workforce Development Board Meeting Schedule (p.25) 	
		<p>All consent agenda items are considered to be routine by the Board and will be enacted with one motion. There will be no separate discussion of items unless a Board Member so requests, in which event, the item will be removed from the general order of business and considered in its normal sequence.</p>	
9:17	V.	Action Item	
		<ul style="list-style-type: none"> • Accept a presentation and approve the Board's 2025-2028 Local Plan Strategies (p.26) Jann Miles • Approve the 2024-2025 Target Occupations and Demand Industries List for 2025-2026 (p.27) Jann Miles 	
9:50	VI.	Report from the Chair.....	Tyrone Taylor
		<ul style="list-style-type: none"> • Meeting Evaluations from August 28, 2024 WDB Meeting (p.29) • Administrative Review • Leadership Committee Update • TAWB/WIN Update (p.30) • TWC Conference Update (p.32) 	
10:00	VII.	Executive Director's Report.....	Judy McDonald
		<ul style="list-style-type: none"> • Communication & Outreach Report (p.37) • Review Newsletter 	
10:10	VIII.	Discussion	
		<ul style="list-style-type: none"> • Workforce Development Board Member News and Updates (p.42).....Board Members 	
10:30	IX.	Adjourn	Tyrone Taylor

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

- Action Item
- Briefing Item
- Committee Report

Submitted by: Judy McDonald, Executive Director

Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Introduction of New Workforce Development Board Member

Discussion:

At this month's Board Meeting we welcome a new Workforce Development Board Member.

Leo Del Calvo, President – FSI Apparel, Inc: replaces Buddy Puente and is one of our Private Sector Representatives on the Board. Mr. Del Calvo's nomination was certified by the Commission on October 1, 2024.

A short bio can be found behind this communication. We are excited to have him join our Workforce Development Board and look forward to working with him.

LEO DEL CALVO

I am Leo Del Calvo, owner and CEO of family business FSI Apparel, Inc. based in Southlake, TX.

Born in Havana, Cuba I was deeply influenced by my grandparents and their entrepreneurial spirit. After graduating from Florida International University with a degree in accounting, I embarked on a career in the logistics industry focusing on the apparel industry in Central America. I eventually started and sold my own logistics service provider and transitioned into apparel manufacturing with my wife Kathy. Our children joined us in this venture and today we are proud to say that all of our children and their spouses work with us.

My personal philosophy revolves around hard work and doing the right thing. In pursuit of a balanced life, I enjoy spending as much time as possible with my wife and grandkids.

Dedicated to giving back, I am proud to say that my family has been part of a grassroots effort in Southlake to affect positive change to our school board.



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Workforce Governing and Workforce Development Board Meeting
9:00 a.m. August 28, 2024
Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, TX 76107
MINUTES

WGB Members Present: Tarrant County Judge Tim O’Hare, and Arlington Mayor Jim Ross

WGB Members Absent: Fort Worth Mayor Mattie Parker

WDB Members Present: Lillie Biggins, Dr. Marcelo Cavazos, Mike Coffey, Felicia Davis, Mike Doyle, Joan Grigsby, Jon Gustafson, Dr. Marie Holliday, Deb Jones, Antoinette Karriem, Jennifer Limas, Dr. Daniel Lufkin, Jerletha McDonald, Rosa Navejar, Bruce Payne, Dr. Di Ann Sanchez, Leslie Scott, Tyrone Taylor, Robert Teran, Raymond Todd, Estrus Tucker, and Gracie Vega

WDB Members Absent: Kimberly Baker-Jones, Mary Farris, Mike Gerro, Jana Harris, Andrew Johnsen, Jeff Postell, and Buddy Puente

Staff Present: Nicole Allen, Morgan Armstrong, Tiffany Clayton, Jack Cummings, Tracey Cummings, Kristi Davis, Lacey Douglas, Steven Gonzalez, Brenda Harrist, Mervil Johnson, Love Kelly, Valerie Kelton, Judy McDonald, Jauneen Maldonado, Melissa Mata-Valadez, Jill Navarrete, Michael Selinski, Tabitha Smith-Moore, James Stokes, and Mark Tristan

Legal Counsel Present: Carvan Adkins

I. Call to Order

Judge Tim O’Hare called the Workforce Governing Board (WGB) Meeting to order at 9:08 a.m. There was not a quorum of members present. The Meeting proceeded as a Workforce Development Board (WDB) Meeting.

Tyrone Taylor, Board Chair, called the Workforce Development Board (WDB) Meeting to order at 9:09 a.m. There was a quorum of members present.

II. Pledge of Allegiance/Texas Pledge

Judge O’Hare and Tyrone Taylor led the assemblage in the pledges to the American and Texas flags.

III. Invocation

Estrus Tucker led the assemblage in the invocation.

IV. Public Comments

Mr. Taylor inquired if there were any audience members who had submitted a request to make a public comment. Kara Waddell, private citizen, completed a Speaker Card with the subject to be addressed Adding Child Care Educators to the 2025 Recommended Target Occupations list.

Ms. Waddell opened her remarks by stating Child Care provides a critical role in today's work force. She stated young children's support is from their family, however, 62% of all available parents are in the work force and each year, Tarrant County has worked to have Child Care providers included on the Recommended Target Occupations list. Ms. Waddell explained that Child Care providers are not added due to wages that are below the wage threshold for inclusion. Ms. Waddell encouraged the Board to consider adding Child Care providers and work on a critical pathway to increase wages. She said if the issue of wage increases for Child Care providers remained unaddressed, we would not meet the region's future needs. Ms. Waddell concluded by thanking the Board and expressed appreciation for the work that has been done and the partnership.

Mr. Taylor reminded the Board the topic could not be discussed at this meeting as it was not on the agenda. Mr. Taylor asked Judy McDonald, Executive Director, to review the matter and have appropriate staff follow-up as needed.

Board Member Lillie Biggins requested information on local Child Care provider salaries and Board Member Dr. Marcelo Cavazos inquired if there was local authority to request a list and how it would be obtained. Ms. McDonald stated there was local authority to acquire the data. The Planning Director, Jann Miles, would work through the labor market to bring back to committee and provide the information to the Board at a future date.

V. Approval of WDB Consent Agenda Items

It was moved by Vice-Chair Rosa Navejar and seconded by Estrus Tucker to approve the WDB Consent Agenda Items. Deb Jones abstained.

The motion carried unanimously.

Mr. Carvan Adkins, Legal Counsel, stated for purposes of the minutes, Consent Agenda Items Four (4) through Eleven (11) would need to be approved separately by the Workforce Governing Board.

WDB Consent Agenda Items included the following:

1. Approve the Minutes of the April 10, 2024 Workforce Development Board Meeting
2. Approve the Chair, Vice-Chair and Second Vice-Chair Nominations for FY 2024-2025 Board Officers, in accordance with the Nominating Committee's Recommendation
3. Accept Committee Reports: Workforce Delivery Systems, Workforce Improvement, Workforce Investment and Workforce Leadership
4. Accept the Financial Report
5. Approve a recommendation to authorize the Executive Director to award, negotiate, and contract with the selected Legal Services Provider based on the outcome of the Legal Services RFQ in accordance with the Workforce Investment Committee Recommendation
6. Accept report on recent Solicitations for Grant Applications (SGA)
7. Accept the Performance Report and Analysis
8. Accept the Layoff Report
9. Authorize the Executive Director to award, negotiate and execute a contract renewal with C2 Global Professional Services, LLC to operate the Workforce Solutions for

Tarrant County Workforce Centers from October 1, 2024 through September 30, 2025 in accordance with the Workforce Delivery Systems Committee Recommendation

10. Authorize the Executive Director to award, negotiate, and execute a contract renewal with the recommended Ancillary Service Providers from October 1, 2024 through September 30, 2025 in accordance with the Workforce Delivery Systems Committee Recommendation
11. Authorize the Executive Director to award, negotiate a contract renewal with Child Care Associates' affiliated entity – Child Care Management Services, LLC (CCMS) to operate the Tarrant County Child Care System effective October 1, 2024 through September 30, 2025 in accordance with the Workforce Delivery Systems Recommendation

VI. WDB Action Items

The WDB Action Items included the following:

- Approve the Fiscal Year 2025 Budget in accordance with the Workforce Investment Committee Recommendation
- Authorize the Executive Director to award, negotiate, and execute a contract with the recommended Executive Search Consultant for the purpose of helping in the search for WSTC's new Executive Director
- Accept the report issued by Saunders and Associates on the Board's FY 23 financial audit

Mr. Taylor introduced Jack Cummings, Senior Director, Contracts and Budget to present the action to approve the FY 2025 Budget. Mr. Taylor stated that Board Members and partners attended the Budget Workshop on August 23, 2024.

Mr. Cummings began by briefing the Board on an overview of the budget which would begin October 1, 2025. The budget was presented in detail during the Budget Workshop with explanations of the funding sources received and how services would be allocated within the budget. Additional information regarding revenues and expenditures was provided in the handouts along with commentary for reference.

Mr. Cummings reported that revenues for FY 25 are increasing by 3.2%, bringing total projected revenues to \$122,174,892. This is an increase of \$3,759,319 above the initial FY 24 revenues of \$118,415,573. Child Care funding in the FY 25 budget will increase by \$2,571,073, or 3.0%, from the FY 24 initial budget. This is the majority of the \$3.7 million year-to-year increase in our overall budget.

Total expenditures budgeted for FY 25 reflect the same increase as revenues. Payments to Child Care providers will see the largest increase, commensurate with the child care funding increase noted above. In response to a question from Jerletha McDonald, Mr. Cummings noted that limited child care placements from the wait list will resume with the start of the new fiscal year. Regarding the number of additional children that could be placed, it was noted that our funding for FY 25 will be able to support approximately 8,000 children per day in care. Presently, there are approximately 7,000 children receiving care which leaves room for around 1,000 new enrollments. The current wait list is approximately 19,000 children, so the progress we'll be able to make in reducing that with available funds will be limited.

Mr. Cummings directed Board members to the handouts for additional detail on the budget and asked for a motion to approve the proposed budget.

It was moved by Mike Doyle and seconded by Dr. Marie Holliday to approve the following WDB Action Item (Deb Jones abstained):

- Approve the Fiscal Year 2025 Budget in accordance with the Workforce Investment Committee Recommendation

The motion carried unanimously.

Next, Mr. Taylor presented the action to authorize the Executive Director to engage and contract with the recommended Executive Search Consultant for the purpose of searching for WSTC's new Executive Director. Mr. Taylor stated Ms. McDonald announced her retirement effective January 2025 after leading the organization for 28 years. Mr. Taylor advised a search committee was formed, including Leadership Committee members and WGB Members. Mr. Taylor indicated optimism and commitment to finding a successor who shares Workforce Solutions for Tarrant County's vision and values.

It was moved by Leslie Scott and seconded by Vice-Chair Rosa Navejar to approve the following WDB Action Item:

- Authorize the Executive Director to award, negotiate, and execute a contract with the recommended Executive Search Consultant for the purpose of helping in the search for WSTC's new Executive Director

The motion carried unanimously.

Mr. Taylor then recognized Mike Doyle, Audit Committee Chair, to brief the Board on the report issued by Saunders and Associates on the Board's FY 23 financial audit. The briefing item was provided in the board packet and copies of the full Audit would be available by request and contacting the Board Administrative Offices.

Mr. Doyle reported that the Audit Committee reviewed both the summary letter and complete audit and was pleased to announce no findings or questioned costs in the audit and no noted deficiencies in internal controls. Board Members were directed to reference the packets provided for information regarding Internal Controls, Major Program Compliance and Financial Statement Findings (which showed no findings, questioned costs or deficiencies).

Mr. Doyle advised the Board that following the completion of this audit, Saunders and Associates announced their retirement effective June 30, 2024 and closed the firm. A Request for Proposals (RFP) for a new auditor had been issued and a presentation recommending a selection is planned for the October 2024 Board Meeting.

It was moved by Dr. Marie Holliday and seconded by Leslie Scott to approve the following WDB Action Item:

- Accept the report issued by Saunders and Associates on the Board's FY 23 financial audit

The motion carried unanimously.

VII. WGB Workforce Discussion

Mr. Taylor invited WGB Members present to share with the audience any topics, issues, and community news they felt were of importance since the last joint Board Meeting.

Judge Tim O'Hare opened his remarks by presenting highlights from preliminary approval of the Tarrant County 2025 Fiscal Year budget, accomplishments, and other County news. These included the following:

- From 2016–2020 Tarrant County's population growth and inflation rate were slightly over 12%; Spending was over 44% but efforts to reduce had been implemented
- The budget in 2023 had been reduced by \$8M and this year by \$50M
- These reductions were attributed to the elimination (no layoffs) of 245 positions in the IT department that were never filled but budgeted. This reduced the budget by \$30M.
- Tarrant County is now at the maximum State government allowable exemption rates of 20% for both homestead exemption on county property tax and hospital district tax
- Increased pay for law enforcement – 2 years in a row
- Increased pay for jailers – 2 years in a row
- While difficult to fill positions within the jail, the county offered increased pay and bonuses, plus hired a marketing firm and consultant to address the issue
- Tarrant County requested an RFP for an outside company with a private force to staff positions unfilled by the county
- Increased the mental health budget
- Of 9 mental health facilities in the state, none were in Tarrant County
- Tarrant County had approached the legislature for funding to include a study and mental health facility for the county
- The emergency psychiatric facility at JPS should be up and running early in 2025

Mayor Jim Ross highlighted the following:

- Arlington and Tarrant County were appealing locations to businesses
- Arlington had reached a deal with E-Space which manufactures and distributes satellites (significant private and Department of Defense contracts); A 1M square foot facility would be built at the Arlington Municipal Airport
- In 5-10 years, E-Space would bring 3K plus jobs to the area; average salary \$150K
- UTA West would be coming to the westside of Ft Worth where growth would be due to land mass availability; Arlington was supportive of the expansion
- Authorization was given for development at the corner of Collins and Division Streets in between the important Entertainment and Downtown Districts
 - The former Caravan Motor Inn would become Caravan Court, a boutique hotel central to both districts
 - The area would also include a six-block mixed use development (residential and business with walkability)
- Continued encouragement to our leaders to work together to bring economic development, healthcare for safe communities

Mr. Taylor thanked the Elected Officials for sharing their updates and opened the floor up for any questions.

Board Member Felicia Davis inquired if training would be provided to interested local-residents for employment offered with E-Space who might not hold the necessary credentials for high-paying work. Mayor Ross commented that the CEO had been in touch with UTA, TCC and the AISD Career Tech Center to discuss jobs and training at all levels. Additionally, UTA and AISD remained focused on hospitality training and to keep graduates in Tarrant County.

Ms. McDonald stated with the growth in Tarrant County and Arlington along with infrastructure and jobs coming into the metro area, how could new tax dollars go into early care and education and Child Care. Mayor Ross commented that early education in the AISD was completely free to all due to the efforts of Dr. Cavazos. He expressed the need to

look at partnerships and how early education impacts all residents. The Mayor's Education Coalition (public schools, private schools, charter schools, home schools, TCC and UTA) was successfully formed to approach early education with a combined voice.

Judge O'Hare remarked on how development would grow the tax base exponentially and everyone could benefit. He explained that more dollars from property and sales tax could impact funds available for schools and education and furthermore that Tarrant County had become had taken initiative in recruiting businesses with more jobs to grow our economy.

Ms. McDonald commented that Child Care is a crisis in our area. She asked how a certain tax could be earmarked for early care and education (Child Care to 5 years before children enroll into ISDs) and where to start the process. Judge O'Hare stated the state legislature had the ability to explore new funding, or cities could create funding through sales tax.

Mr. Taylor thanked the Board members for their questions.

VIII. Special Introductions and Recognitions

Mr. Taylor encouraged those in attendance to review this month's newsletter which highlighted Board Member news. He congratulated those for their honors, awards and work being done in the community.

IX. Report from the WDB Chair

Mr. Taylor stated the Meeting Evaluations from April were included in the packet and as always Board Member feedback was appreciated in planning future meetings. Additionally, the new TWC Commissioner Representing Employers, Joe Esparza, was present and his insight helpful to the Board

Mr. Taylor briefly commented on the changes within the Texas Association of Workforce Boards (TAWB). The significant changes to by-laws, term limits and how meetings were designed around strategic plans would allow workforce boards to be more unified with one voice to present items felt important in the State. Those updates would allow for reengagement with TAWB going forward.

X. Executive Director's Report

Ms. McDonald began her report by thanking Judge O'Hare and Mayor Ross for their attendance and responding to Board Member questions. She expressed their support was appreciated and comments provided by our elected officials are important and have contributed to the ability to work together. Ms. McDonald congratulated our re-elected officers for 2024-2025 as well as thanked the Nominating Committee and all they contribute to the organization.

Ms. McDonald next provided a national news update from the United States Conference of Mayors (USCM) of which Mayor Ross was recently elected as a trustee. She stated USCM had jointly signed a letter with NAWB to Chair Bernie Sanders about the reauthorization of the Workforce Innovation and Opportunity Act with concerns this coalition of organizations had regarding the legislation.

Ms. McDonald briefly reviewed this month's Newsletter and extended congratulations to board members for their community honors. Additionally, Ms. McDonald mentioned the upcoming Biz Boost event in the Alliance area. Previously the events were held on the South and Northside. Future events will be held in Arlington. WSTC received a grant from the Governor's Office of \$350,000 for the Neighborhood Strategy Initiative.

Ms. McDonald concluded the report by announcing the following job fairs:

- Neighborhood Job Fair at MLK – 9/12/24
- Neighborhood Job Fair at Northside Community Center – 9/19/24
- Hiring Red, White and You! Job Fair at Globe Life Field – 11/19/24

XI. Discussion

Mr. Taylor opened the floor up to Board Members to share any news or information.

Joan Grigsby, Board Member, recognized Jauneen Maldonado for her management of the transition of significant changes to the Adult Education and Literacy program prior to the new semester. She also congratulated the graduates, and teachers who worked to make the program a success. A brief video of the graduation and a success story was shown.

Mike Doyle commented Cornerstone would open a new life center of 21 efficiency units for homeless men. In partnership with TCC, Cornerstone will offer a semester of education to homeless men to find out if they want to continue their education track.

Jerletha McDonald announced she would participate in a legislative briefing in Austin on children at risk to include discussion on child care and lifting barriers in opening child care homes across the state of Texas.

XII. Executive Session

An Executive Session was not necessary.

XIII. Action Item

An Action Item was not necessary.

XIV. Adjourn

There being no further business, the WDB Meeting was adjourned at 10:12 a.m.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

<input checked="" type="checkbox"/> Action Item	Submitted by: Bruce Payne, Improvement Committee Chair
<input type="checkbox"/> Briefing Item	
<input checked="" type="checkbox"/> Committee Report	Prepared by: Jann Miles, Planning Director

Committee Goal:

Goal #4

Improve the quality of the existing, potential, and future workforce in Tarrant County through strategic partnerships.

Goal #5

Develop and offer responsive Business Services to help Tarrant County businesses, especially smaller businesses, meet their human resource needs and improve the quality of the workforce available to them.

Action Requested:

Accept the Workforce Improvement Committee Report

Discussion

The Workforce Improvement Committee met via Zoom on September 25, 2024. Staff provided data and options regarding questions regarding Target and Skill data from the Committee. The staff then discussed the option of including Childcare as an Industry to the Demand Industry List. The committee's recommendation after discussion was to approve this and it was forwarded to the full Board for approval.

After discussion, the Committee approved the recommendation of adding Childcare to the Demand Industry List to be forwarded to the full board. (More information on this is in the Presentation Briefing.)

Staff presented updated data regarding the current List of Target Occupations and Demand Occupations for 2025-2026 with updated projections based on 2022 to 2032. In 2025, we will do a sector-by-sector review and action. At this point, there were only a few recommendations which we can review as a Board in the Spring of 2025.

Staff will present data on our current Target List for 2025-2026 by Tarrant, regional, state, and national projected growth numbers for 2022 to 2032, as well as priorities for being on the Target Occupations List as well as the Demand Industries list. The guidance from TWC is found in the Action Item briefing.

Board Handouts: 2025-2026 Target Occupations and Demand and Industries and Occupations List

Fiscal Impact: Future Target Occupational List for 2025-2026.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

<input checked="" type="checkbox"/> Action Item	Submitted by: Mark Tristan
<input type="checkbox"/> Briefing Item	Director of Finance
<input type="checkbox"/> Committee Report	Prepared by: Mark Tristan
	Director of Finance

Action Requested:

Accept the Financial Report.

Discussion:

The Board is requested to accept the financial report for October 2024. For the initial month of the fiscal year which began October 1st, the report shows 8.82% of the budget expended. One month of expenditures should track at approximately 8.33%, which suggests that most system-wide expenditures are progressing at acceptable levels.

Board Operations expenditures are elevated in the first month which is attributed to annual software license and other membership expenditures being due. Facilities expenditures include cash payments for November lease obligations that were actually paid in October, thus the higher expenditure rate.

Most Direct Client activities, such as Direct Child Care, Work Experience and Support Services are spending at appropriate levels to begin the year. As the year progresses, the workforce center operator will monitor and analyze all client activities to ensure that those in higher demand are appropriately funded. The contractor has the flexibility to move budgeted funds from one client activity to another as needed to support customer demand.

Training expenditures through October 31 are at less than 3% of the Individual Training Accounts (ITA) budget. However, an additional \$357K is already obligated for training expenditures during FY25, therefore nearly 13% of the annual budget has been committed.

Fiscal Impact:

Reporting of expenditures for the Tarrant County Workforce Development Area for October 1, 2024 through October 31, 2024.

**Workforce Solutions for Tarrant County
Fiscal Year 2025
For the First Month Ending October 31, 2024**

	BUDGET	YTD EXPENDITURES	%
BOARD:			
Personnel	7,289,598	595,792	8.17%
Operations (System-Wide)	2,735,927	607,673	22.21%
WORKFORCE CENTER OPERATOR:			
Personnel	8,577,816	639,999	7.46%
Operations	1,146,971	88,095	7.68%
FACILITIES	2,371,455	356,476	15.03%
CONTRACTED SERVICES	20,092,979	1,278,311	6.36%
DIRECT CHILD CARE	73,693,790	6,831,602	9.27%
INDIVIDUAL TRAINING ACCOUNTS (ITA):	2,802,355	71,961	2.57%
WORK EXPERIENCE	1,188,013	164,258	13.83%
SUPPORT SERVICES	1,893,587	108,524	5.73%
	<u>\$ 121,792,492</u>	<u>\$ 10,742,691</u>	<u>8.82%</u>

**Proposal Scoring Summary
2024 Audit Services Request for Proposals**

Review Factor / Reviewer	Available Points	Crowe LLP	Michael W Green	Patillo Brown & Hill	Whitley Penn
1. Organizational Capacity					
1a. Experience Auditing Similar Orgs.					
Reviewer 1		5	4	6	6
Reviewer 2		6	5	5	5
Reviewer 3		6	5	5	6
Factor Average	6.0	5.7	4.7	5.3	5.7
1b. Background, Client Base, Yrs in business.					
Reviewer 1		2	1	2	2
Reviewer 2		2	2	2	2
Reviewer 3		2	2	2	2
Factor Average	2.0	2.0	1.7	2.0	2.0
2. Services Offered & Team Knowledge					
2a. Scope, timing, steps and resources.					
Reviewer 1		5	4	6	5
Reviewer 2		6	3	6	6
Reviewer 3		6	4	6	5
Factor Average	6.0	5.7	3.7	6.0	5.3
2b. Team Member Experience, Credentials.					
Reviewer 1		5	4	6	5
Reviewer 2		6	2	6	6
Reviewer 3		6	3	6	5
Factor Average	6.0	5.7	3.0	6.0	5.3
3. Cost Reasonableness					
Reviewer 1		2	5	5	4
Reviewer 2		0	4	5	2
Reviewer 3		2	5	5	4
Factor Average	5.0	1.3	4.7	5.0	3.3
Overall Totals					
Reviewer 1		19	18	25	22
Reviewer 2		20	16	24	21
Reviewer 3		22	19	24	22
Overall Average Score	25.0	20.3	17.7	24.3	21.7

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

Action Item

Submitted by: Jann Miles, Planning Director

Briefing Item

Committee Report

Prepared by: Jann Miles, Planning Director

Action Requested:

Accept Report on Recent Solicitations for Grant Applications (SGA).

Discussion:

These are the grants the Board has received and are still waiting for award notices since September.

Awarded! Texas Talent Grant-Governor's Discretionary

9/1/24 to 8/31/25

Amount: \$350,000

Board Lead: Brenda Harrist

Purpose: To provide consistent staffing for the Neighborhood Strategies Initiative, some support services and a human centered design process to determine best practices for the strategy.

Workforce Innovation Fund-WIOA Statewide

Applied 9/18/24

Amount: \$250,000

Board Lead: Steven Gonzalez

Purpose: To provide upskilling of 100 incumbent employees of 10-15 employers in and around the targeted neighborhoods for the Neighborhood Strategies Initiative.

Teacher Externship-WIOA Statewide

Applied 10/21/24

Amount: \$109,991

Board Lead: Kay Gollihugh

Purpose: To provide teacher externships in Summer 2025 for 75 teachers.

Healthcare Internship fund-WIOA Statewide

Applied 10/28/24

Amount: \$100,000

Board Lead: Steven Gonzalez

Purpose: To provide 20 internships in the Health Care Industry.

Fiscal Impact:

These funds will be part of the Board's funding if awarded.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

- Action Item Submitted by: Doug Arnold, Quality and Monitoring Director
- Briefing Item
- Committee Report Prepared by: Doug Arnold, Quality and Monitoring Director

Action Requested:

Accept the Performance Report & Analysis

Discussion:

Our board area is meeting or exceeding 15 of the 18 reported contracted performance measures being reported on the August MPR.

There were 16,340 children on the waiting list and 8,601 children in care for August 2024 MPR.

Some other Tarrant County Workforce facts for current performance period are reported below:

		Source
Not Reported	Participant Served (*C&T) July 1, 2024 thru August 2024.	August 2024 MPR
18,284	# of Claimants exhausting UI with a 1st pay October 2022 thru August 2023.	August 2024 MPR
3,744	Claimants Employed/Enrolled Qtr. 2 Post Exit (Exit Period July 2022 thru June 2023)	August 2024 MPR
4,759	Participants (C&T) Employed/Enrolled Qtr. 2 Exit (Exit Period July 2022 thru June 2023)	August 2024 MPR
3,257	RISK Employed/Enrolled Qtr. 2 Post Exit (Exit Period July 2022 thru June 2023)	August 2024 MPR
1,587	WIOA Adult/DW Employed/Enrolled Qtr. 2 Post Exit (Exit Period July 2022 thru June 2023)	August 2024 MPR
221	Justice Involved Employed/Enrolled Qtr. 2 Post Exit (Post Exit Period July 2022 thru June 2023)	August 2024 MPR
387	TANF and SNAP Employed/Enrolled Qtr. 2 Post Exit (Post Exit Period July 2022 thru June 2023)	August 2024 MPR
474	ES Veterans Employed/Enrolled Qtr. 2 Post Exit (Post Exit Period July 2022 thru June 2023)	August 2024 MPR

*(C&T) Career and Training Services

Note: Unlike previously reported serve totals under the new methodology fewer service types are included. As a result, totals will be less than prior years.

Fiscal Impact: None

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: TARRANT COUNTY

FINAL RELEASE
As Originally Published 10/10/2024
AUGUST 2024 REPORT

Status Summary		With Positive Performance (+P):	Meeting Performance (MP):	With Negative Performance (-P):	% +P & MP											
Contracted Measures		1	14	3	83.33%											
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes																
WIOA Outcome Measures																
DOL-C 1,2	Employed Q2 Post Exit – Adult (DOL)	MP	96.86%	73.20%	73.20%	70.90%	72.80%	68.10%	772	1,089	72.60%	74.90%	69.30%	67.20%	7/22	6/23
DOL-C 1,2	Employed Q4 Post Exit – Adult (DOL)	MP	94.97%	73.50%	73.50%	69.80%	73.00%	68.90%	566	811	68.10%	71.50%	70.40%	68.60%	1/22	12/22
DOL-C 2	Median Earnings Q2 Post Exit – Adult (DOL)	MP	92.94%	\$7,600.00	\$7,600.00	\$7,063.11	\$8,226.82	\$6,887.50	n/a	760	\$6,946.53	\$7,780.63	\$6,215.87	\$7,333.66	7/22	6/23
DOL-C 1,2	Credential Rate – Adult (DOL)	MP	103.71%	70.00%	70.00%	72.60%	57.40%	75.00%	185	255	80.60%	65.50%	71.10%	75.60%	1/22	12/22
DOL-C 1,3	Measurable Skills Gains - Adult (DOL)	---	----	----	----	n/a	n/a	89.40%	n/a	n/a	----	----	----	----	7/24	8/24
DOL-C 1,2	Employed Q2 Post Exit – DW (DOL)	MP	100.53%	75.70%	75.70%	76.10%	79.70%	74.80%	308	405	74.10%	75.50%	83.50%	71.40%	7/22	6/23
DOL-C 1,2	Employed Q4 Post Exit – DW (DOL)	MP	93.17%	76.10%	76.10%	70.90%	83.00%	80.10%	251	354	68.20%	71.80%	73.20%	69.60%	1/22	12/22
DOL-C 2	Median Earnings Q2 Post Exit – DW (DOL)	MP	91.73%	\$11,100.00	\$11,100.00	\$10,182.04	\$10,266.76	\$10,306.00	n/a	305	\$9,474.26	\$10,102.51	\$11,467.97	\$9,500.00	7/22	6/23
DOL-C 1,2	Credential Rate – DW (DOL)	MP	90.34%	75.60%	75.60%	68.30%	68.70%	74.00%	43	63	76.90%	81.30%	61.10%	56.30%	1/22	12/22
DOL-C 1,3	Measurable Skills Gains - DW (DOL)	---	----	----	----	n/a	n/a	80.40%	n/a	n/a	----	----	----	----	7/24	8/24
DOL-C 1,2	Employed/Enrolled Q2 Post Exit – Youth (DOL)	MP	99.16%	71.70%	71.70%	71.10%	75.70%	74.80%	182	256	60.40%	74.40%	78.10%	70.10%	7/22	6/23
DOL-C 1,2	Employed/Enrolled Q4 Post Exit – Youth (DOL)	MP	92.28%	73.80%	73.80%	68.10%	78.20%	69.20%	143	210	61.10%	75.60%	64.20%	65.10%	1/22	12/22
DOL-C 2	Median Earnings Q2 Post Exit – Youth (DOL)	-P	88.01%	\$5,800.00	\$5,800.00	\$5,104.52	\$5,731.21	\$4,517.50	n/a	181	\$3,842.11	\$5,578.46	\$4,003.02	\$5,352.69	7/22	6/23
DOL-C 1,2	Credential Rate – Youth (DOL)	-P	85.70%	83.90%	83.90%	71.90%	69.50%	70.80%	41	57	66.70%	72.40%	71.40%	72.70%	1/22	12/22
DOL-C 1,3	Measurable Skills Gains - Youth (DOL)	---	----	----	----	n/a	n/a	64.60%	n/a	n/a	----	----	----	----	7/24	8/24
LBB-NK 2	Employed/Enrolled Q2 Post Exit – C&T Participants Except Other	MP	95.30%	66.00%	66.00%	62.90%	67.80%	61.60%	4,759	7,567	64.50%	63.50%	63.80%	59.90%	7/22	6/23
LBB-K 2	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants Except Other	MP	97.14%	84.00%	84.00%	81.60%	86.30%	84.50%	3,405	4,173	82.20%	83.40%	81.70%	79.40%	1/22	12/22
LBB-K 2	Credential Rate – C&T Participants	MP	96.34%	71.00%	71.00%	68.40%	62.20%	74.90%	325	475	73.00%	66.40%	67.40%	68.90%	1/22	12/22

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: TARRANT COUNTY

FINAL RELEASE
As Originally Published 10/10/2024
AUGUST 2024 REPORT

Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
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WIOA Outcome Measures

- WIOA 116 requires states to update WIOA targets at the end of the year using the statistical adjustment model that has been updated with the final local casemix and economic conditions. These updates will occur with the BCY24 End of Year MPR.
- The report source for this measure is being remediated to work with VOS. However, the MPR reflects full performance using all data available at the time VOS went live. Upon conclusion of the remediation, we will repopulate the MPR with a load that reflects all the data entry occurring after go live.
- The report source for this measure is being remediated to work with VOS and will be populated when that work is concluded.

Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	-P	94.85%	60.00%	60.00%	56.91%	56.11%	60.84%	19,531	34,319	58.28%	58.36%	55.35%	55.18%	7/23	5/24
TWC	Employers Receiving Texas Talent Assistance	+P	110.47%	3,533	3,792	3,903	4,013	3,421	-----	-----	2,276	1,296	1,500	1,060	10/23	8/24

Program Participation Measures

TWC	Choices Full Engagement Rate - All Family Total	n/a	n/a	n/a	50.00%	N/L	N/L	38.29%	N/L	N/L	N/L	N/L	N/L	N/L	10/23	8/24
4									N/L	N/L						
LBB-K	Avg # Children Served Per Day - Combined	MP	103.23%	8,332	8,332	8,601	9,488	7,251	2,064,140	240	8,974	8,808	8,501	7,905	10/23	8/24

- Data in final testing and will be available for the BCY24 End of Year MPR as well as backfilled to prior months.

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

Workforce Solutions for Tarrant County Performance Report and Analysis August 2024

Our board area is meeting or exceeding 15 of 18 contracted performance measures reported on the June 2024 Monthly Performance Report. Below is an analysis of the 2 contracted measures that did not meet.

WIOA Youth – Median Earnings Q2 Post Exit

Description – The Median Earnings for Youth are the wages reported in the 2nd Calendar Quarter after Exit Quarter. The aggregate earnings in that quarter are sorted from low to high and then the median is identified. The Median is the point in the middle where half the employed exiters earned more and half earned less.

Performance - The target for this measure is \$5800.00. The current performance result is \$5,104.52 or 88.01% of the target. The current performance result is less than 2% of meeting performance target.

Corrective Action – Contractor continues to review projected data and all potential opportunities. Our Business Service Team is working diligently to ensure that quality opportunities are available for the young adult population. We are unable to review all the data that is impacting this measure due to the lack of available reports but we are anticipating a measurable increase in this measure in the future.

Board Staff Analysis – Starting April 2024, a new performance reporting system was implemented by the Texas Workforce Commission. Since the implementation local Boards and Contractors are very limited accessing the data contributing to true performance results. The Board Staff and C2 will continue to communicate with the Texas Workforce Commission to improve current results. Currently the Board Staff has limited ability to evaluate performance results.

Credential Rate - Youth

Description – The percent of Exiting Program Participants (Exiters) who were in Training/Education other than OJT or Employer Customized Training and who achieved a Recognized Credential within 1 year of Exit.

Performance - The target for this measure is 83.90%. The current performance result is 82.70% or 85.70% of the target. The current performance result is less than 5% of meeting the performance target. There has been a slight increase in performance since last reporting.

Corrective Action – Contractor has reviewed the projected data and potential opportunities. We continue to work to identify any missed data entry based on the available reports and data. We currently need 7 more to meet and 3 to be within variance. We are focused on ensuring quality placements and better follow-up.

Board Staff Analysis – Starting April 2024, a new performance reporting system was implemented by the Texas Workforce Commission. Since the implementation local Boards and Contractors are very limited accessing the data contributing to true performance results. The Board Staff and C2 will continue to communicate with the Texas Workforce Commission to improve current results. Currently the Board Staff has limited ability to evaluate performance results.

Claimant Reemployed within 10 Weeks

Description – The percent of monetarily eligible, registered initial claimants subject to work search reemployed within 10 weeks.

Performance - The target for this measure is 60.00%. The current performance result is 56.91% or 94.85% of the target. The current result is less than .02% percent of meeting performance.

Corrective Action – Contractor staff is aggressively outreaching customers to provide services focusing on those within the first 10 weeks of receiving unemployment. Job search services as well as potential WIOA program enrollment is encouraged. Follow up is provided to ensure that employment outcomes are captured and correctly data entered. The data is reflecting through May 2024 and has not matured.

Board Staff Analysis – Starting April 2024, a new performance reporting system was implemented by the Texas Workforce Commission. Since the implementation local Boards and Contractors are very limited accessing the data contributing to true performance results. The Board Staff and C2 will continue to communicate with the Texas Workforce Commission to improve current results. Currently the Board Staff has limited ability to evaluate performance results.

TARRANT COUNTY LAYOFFS
November 21, 2024 - February 12, 2020

COMPANY NAME	LOCATION	WARN DATE	NUMBER AFFECTED	TRADE	CLOSURES
American Freight (Southwest)	Arlington	11/14/24	5		XXX
American Freight (Town Square)	Forth	11/14/24	5		XXX
Haltom's Jewelers (Camp Bowie)	Fort Worth	11/14/24	10		XXX
Haltom's Jewelers (Main St)	Fort Worth	11/14/24	10		XXX
Haltom's Jewelers (Hwy 114)	Grapevine	11/14/24	10		XXX
Radius Aerospace	Fort Worth	11/05/24	65		XXX
Sequest Aquarkum	Fort Worth	10/31/24	26		XXX
Sodexo	Fort Worth	10/29/24	75		XXX
Dennis Uniform	Fort Worth	10/24/24	139		XXX
Big Lots (Overton Rigde_)	Fort Worth	10/10/24	15		XXX
Big Lots (Eastchase Pkwy)	Fort Worth	10/10/24	17		XXX
Big Lots (Walnit Creek Drive)	Mansfield	10/10/24	14		XXX
Big Lots (Green Oaks Rd)	Fort Worth	10/10/24	8		XXX
ABM Texas (TCC Trinity)	Arlington	8/15/24	34		XXX
ABM Texas (TCC Southeast)	Arlington	8/15/24	12		XXX
ABM Texas (TCC South)	Fort Worth	8/15/24	22		XXX
ABM Texas (TCC Northwest)	Fort Worth	8/15/24	24		XXX
ABM Texas (TCC Northeast)	Hurst	8/15/24	24		XXX
Geodis	Grand Prairie	8/01/24	76		XXX
rue21 (S. Cooper)	Arlington	8/01/24	10		XXX
rue21 (Renaissance Square)	Fort Worth	8/01/24	10		XXX
rue21 (S. Hulen)	Fort Worth	8/01/24	10		XXX
rue21 (Grapevine Mills)	Grapevine	8/01/24	10		XXX
rue21 (Melbourne Rd)	Hurst	8/01/24	10		XXX
Hooters of America LLC	Fort Worth	7/31/24	45		XXX
Hooters of America LLC	Arlington	7/31/24	40		XXX
Tandy Village Assisted Living	Fort Worth	7/25/24	50		XXX
Conn's Home Plus	Fort Worth	7/25/24	15		XXX
Tastebuds Eatery	Fort Worth	6/10/24	3		XXX
Marichii's Dine-In	Fort Worth	6/06/24	12		XXX
Funky Picnic Brewery & Café	Fort Worth	6/05/24	10		XXX
3 rd Street Market	Fort Worth	6/05/24	7		XXX
Stevie's Diner	Fort Worth	6/05/24	10		XXX
DHL Supply Chain	Fort Worth	6/04/24	85		XXX
Healthy Start	Fort Worth	5/30/24	10		XXX
Unleashed Brands	Bedford	5/30/24	10		XXX
Leidos	Fort Worth	4/24/24	10		XXX
Remarkable Health	Fort Worth	4/24/24	52		XXX
99 Cents Only Stores	Fort Worth	4/18/24	20		XXX
99 Cents Only Stores	Fort Worth	4/18/24	20		XXX
99 Cents Only Stores	Colleyville	4/18/24	23		XXX
99 Cents Only Stores	Fort Worth	4/18/24	10		XXX
BT Furnishings	Arlington	4/03/24	12		XXX
Phoenix Assurance	Fort Worth	3/28/24	25		LAYOFF

Oldcastle Infrastructure	Kennedale	2/27/24	64		XXX
Frontpoint, LLC	Dalworthington	2/24/24	53		XXX
Calisience Restaurant	Fort Worth	2/20/24	12		XXX
Fireside Pies	Fort Worth	2/20/24	17		XXX
Hollingsworth, LLC	Fort Worth	2/01/24	153		XXX
Harland Clarke Corporation	Grapevine	1/31/24	75		XXX
American Airlines	Fort Worth	1/29/24	321		LAYOFF
Fort Behavioral Health	Fort Worth	1/26/24	85		XXX
HMS Host	DFW Airport	1/22/24	334		XXX
Tom Thumb	Grapevine	1/11/24	71		XXX
Jumbo Beverages	DFW Airport	1/11/24	109		XXX
Matheson Flight Extenders	Grapevine	12/13/23	92		XXX
10 Roads Express	Fort Worth	12/13/23	66		LAYOFF
Hemphill Restaurant	Fort Worth	11/28/23	9		XXX
CMA-CGM (America) LLC	DFW Airport	11/06/23	64		LAYOFF
Walmart #1258	Fort Worth	11/03/23	363		XXX
Tucker Rocky Distribution	Fort Worth	9/21/23	165		LAYOFF
Robert Shaw	Fort Worth	9/18/23	35		LAYOFF
Harland Clarke Corp	Grapevine	9/13/23	132		XXX
Holiday Inn Club Vacations	Pantego	9/13/23	56		XXX
Shinjuku Station	Fort Worth	9/13/23	23		XXX
Honeywell Intelligrated	Arlington	9/11/23	81		XXX
Wayforth, LLC	Grapevine	8/19/23	15		XXX
FedEx Supply Chain	Fort Worth	8/08/23	280		XXX
YRC Freight	Fort Worth	8/03/23	84		XXX
Ventra Health	Fort Worth	7/27/23	64		XXX
Federeal Heath Sign Co	Eules	7/14/23	47		XXX
S&B Industry	Fort Worth	7/03/23	45		XXX
David's Bridal, LLC	Arlington	6/14/23	27		XXX
David's Bridal, LLC	Fort Worth	6/14/23	29		XXX
David's Bridal, LLC	Hurst	6/14/23	25		XXX
Blue Butterfly Caf�	Fort Worth	6/05/23	10		XXX
Original Mexican Eats Caf�	Fort Worth	5/31/23	8		XXX
Buy Buy Baby	Southlake	5/19/23	17		XXX
Buy Buy Baby	Hurst	5/19/23	17		XXX
Buy Buy Baby	Fort Worth	5/19/23	15		XXX
Bed Bath & Beyond	Southlake	5/19/23	25		XXX
Bed Bath & Beyond	Fort Worth	5/19/23	25		XXX
Bed Bath & Beyond	Eules	5/19/23	25		XXX
Bed Bath & Beyond	Arlington	5/19/23	25		XXX
GXO Logistics of Texas LLC	Fort Worth	5/15/23	105		LAYOFF
Thirty Eight & Vine	Fort Worth	5/15/23	4		XXX
La Onda	Fort Worth	5/12/23	5		XXX
Sam's Chub	Grapevine	5/02/23	133		XXX
Stanley Black & Decker	Fort Worth	5/02/23	175		XXX
Edelweiss German Restaurant	Fort Worth	4/21/23	8		XXX
Walmart	Fort Worth	4./05/23	1,047		LAYOFF
The Beast and Company	Fort Worth	4/03/23	10		XXX
Blue Butterfly Caf�	Fort Worth	3/26/23	10		XXX
Penske Logistics, LLC	Keller	3/24/23	152		LAYOFF
Santen, Inc	Fort Worth	3/24/23	54		LAYOFF
Interceramic Ft Worth Showroom	Fort Worth	3/13/23	12		XXX

Tuesday Morning (#1323)	Hurst	3/10/23	9		XXX
Tuesday Morning (#2225)	Fort Worth	3/10/23	8		XXX
Tuesday Morning (#609)	Fort Worth	3/10/23	8		XXX
Tuesday Morning (#5517)	Fort Worth	3/10/23	10		XXX
Tuesday Morning (#5240)	Fort Worth	3/09/23	7		XXX
Tuesday Morning (#3501)	Fort Worth	3/09/23	8		XXX
Aldi Food Market	Fort Worth	2/28/23	1		XXX
Misfits Market	Fort Worth	2/06/23	121		XXX
Varsity Tavern	Fort Worth	1/12/23	67		XXX
Fork in the Road	Arlington	12/03/22	8		XXX
M & M Steak House	Fort Worth	12/02/22	11		XXX
Meta	Fort Worth	11/23/22	13		LAYOFF
Carolina Beverage Group, LLC	Fort Worth	10/01/22	2		LAYOFF
Wendy's	Fort Worth	10/01/22	11		XXX
Fixture Kitchen & Social Lounge	Fort Worth	11/15/22	25		XXX
Luby's	Fort Worth	10/13/22	45		XXX
GXO :pgostocs pf Texas. LLC	Fort Worth	9/30/22	116		XXX
Southern Star Express, LLC	Arlington	9/29/22	55		XXX
Thredup, Inc	Grapevine	9/08/22	100		XXX
CapTel Service Specialist, LLC	Arlington	9/06/22	62		LAYOFF
Seville Farms, Inc	Mansfield	8/01/22	64		LAYOFF
CapTel Service Specialists, LLC	Arlington	7/22/22	110		LAYOFF
InterConnect Wiring	Fort Worth	7/13/22	35		LAYOFF
Small Business Administration	Fort Worth	6/13/22	93		LAYOFF
FlexXray LLC	Arlington	5/20/22	13		XXX
Schenker, Inc (1005 Railhead)	Fort Worth	5/17/22	148		XXX
Schenker, Inc (1006 Railhead)	Fort Worth	5/17/22	148		XXX
Michaels Stores Procurement Co	Fort Worth	4/27/22	202		LAYOFF
Legal Draft Beer	Arlington	4/27/22	3		XXX
Bell Helicopter	Hurst	4/19/22	76		LAYOFF
Bell Helicopter	Hurst	4/19/22	81		LAYOFF
Eisai, Inc	Southlake	4/13/22	3		LAYOFF
Heritage Oaks	Arlington	4/13/22	1		LAYOFF
Royal Sleep Products	Fort Worth	3/08/22	5		XXX
Fred's Texas Café	Fort Worth	3/08/22	16		XXX
Crockett Hall Food Court & Bar	Fort Worth	3/08/22	6		XXX
Fireside Pies	Fort Worth	3/08/22	4		XXX
Austin City Taco	Fort Worth	3/08/22	13		XXX
Grocery Works (Tom Thumb)	Fort Worth	2/29/22	11		LAYOFF
Luby's	Fort Worth	1/19/22	30		LAYOFF
US Ostomy Supply	Bedford	11/17/21	4		XXX
Fusion Logistics	Fort Worth	7/03/21	53	TEMP	LAYOFF
AIG Technologies	Fort Worth	5/17/21	63		LAYOFF
Reliant Transportation, Inc	Haslet	5/14/21	98		LAYOFF
Kindred Hospital	Mansfield	4/17/21	155		XXX
Tom Thumb #3658	Arlington	2/27/21	16		LAYOFF
Tom Thumb #2574	Fort Worth	2/27/21	11		LAYOFF
Medtronic PLC	Haltom City	2/23/21	50		LAYOFF
Hyatt Regency DFW	DFW Airport	12/14/20	111		LAYOFF
Allied Universal	Arlington	12/07/20	88		XXX
Methodist Southlake Hospital	Southlake	10/15/20	152		XXX
Grand Hyatt DFW	DFW Airport	10/26/20	55	TEMP	LAYOFF

American Airlines	DFW Airport	10/01/20	19,000	TEMP	LAYOFF
Sur La Table Store 149	Fort Worth	9/30/20	15		XXX
SP+Corporation	DFW Airpor	9/23/20	43	TEMP	LAYOFF
SP+Corporation	DFW Airport	9/23/20	50	TEMP	LAYOFF
SP+Corporation	DFW Airport	9/23/20	9	TEMP	LAYOFF
SP+Innovation in Operation	DFW Airport	9/21/20	102	TEMP	LAYOFF
P.F. Chang's	Arlington	9/17/20	75	TEMP	LAYOFF
P.F. Chang's	Fort Worth	9/17/20	75	TEMP	LAYOFF
P.F. Chang's	Grapevine	9/17/20	75	TEMP	LAYOFF
McKinley's Fine Bakery & Café	Fort Worth	9/06/20	32		XXX
Spirit Airlines, Inc	DFW Airport	8/26/20	2	TEMP	LAYOFF
Tally Peresonnal, LLC	Fort Worth	8/12/20	45		XXX
HMS Host	DFW Airport	8/11/20	483	TEMP	LAYOFF
Spirit Airlines, Inc	DFW Airport	8/01/20	238	TEMP	LAYOFF
DFW Wine Bar, LLC	DFW Airport	7/29/20	6	TEMP	LAYOFF
Ulterra	Fort Worth	7/27/20	350		XXX
Paradies Lagardere	DFW Airport	7/17/20	178	TEMP	LAYOFF
Delaware North	Arlington	6/30/20	996	TEMP	LAYOFF
American Airlines	DFW Airport	6/25/20	338	TEMP	LAYOFF
Freeman Expositions	Grand Prairie	6/23/20	89	TEMP	LAYOFF
Brident Dental & Orthodontics	Fort lWorth	6/18/20	23	TEMP	LAYOFF
Brident Dental & Orthodontics	Fort Worth	6/18/20	13	TEMP	LAYOFF
Brident Dental & Orthodontics	Fiort Worth	6/18/20	6	TEMP	LAYOFF
Brident Dental & Orthodontics	Fort Worth	6/18/20	41	TEMP	LAYOFF
Hyatt Regency Hotel	DFW Airport	6/15/20	246	TEMP	LAYOFF
Gaylord Texas	Grapevine	6/04/20	1,426	TEMP	LAYOFF
Pier 1	Mansfield	6/02/20	85		XXX
Live! By Loews	Arlington	5/29/20	153	TEMP	LAYOFF
Holiday Inn Club Vacation	Arlington	5/29/20	307	TEMP	LAYOFF
General Motors	Arlington	5/21/20	4,255	TEMP	LAYOFF
Nordstrom	Hurst	5/21/20	155	TEMP	LAYOFF
Halliburton Energy Services	Burleson	5/19/20	36	TEMP	LAYOFF
Embassy Suites by Hilton	Grapevine	5/16/20	114	TEMP	LAYOFF
Great Wolf Lodge	Grapevine	5/16/20	642	TEMP	LAYOFF
Cargill Meat Solutions	Fort Worth	4/10/20	150	TEMP	LAYOFF
Cinemark @ Alliance	Fort Worth	5/16/20	64	TEMP	LAYOFF
Cinemark 18	Hurst	5/16/20	62	TEMP	LAYOFF
Cinemark 13	Fort Worth	5/16/20	56	TEMP	LAYOFF
Scholastic Book Fairs	Arlington	5/16/20	85	TEMP	LAYOFF
Ben E. Keith	Fort Worth	5/16/20	165	TEMP	LAYOFF
Avianca	DFW Airport	5/16/20	2	TEMP	LAYOFF
Pier 1	Mansfield	5/16/20	67		XXX
Pier 1	Fort Worth	5/16/20	510		XXX
Bird Café	Fort Worth	5/15/20	40		XXX
Take 5 Department 435	Saginaw	5/03/20	7	TEMP	LAYOFF
Take 5 Department 503	Burleson	5/03/20	3	TEMP	LAYOFF
Take 5 Department 502	Arlington	5/03/20	4	TEMP	LAYOFF
Take 5 Department 431	Lake Worth	5/03/20	6	TEMP	LAYOFF
Take 5 Department 96	Lake Worth	5/03/20	8	TEMP	LAYOFF
Take 5 Department 425	Fort Worth	5/03/20	9	TEMP	LAYOFF
Take 5 Department 204	Fort Worth	5/03/20	8	TEMP	LAYOFF
Hilton Arlington	Arlington	5/02/20	83	TEMP	LAYOFF

<i>Paper Source</i>	<i>Southlake</i>	<i>5/02/20</i>	<i>6</i>	TEMP	LAYOFF
<i>EMI Industries</i>	<i>Arlington</i>	<i>5/02/20</i>	<i>30</i>	TEMP	LAYOFF
<i>David McDavid Ford</i>	<i>Fort Worth</i>	<i>5/02/20</i>	<i>50</i>	TEMP	LAYOFF
<i>Tandy Leather</i>	<i>Forth Worth</i>	<i>5/02/20</i>	<i>14</i>	TEMP	LAYOFF
<i>Cardone Industries</i>	<i>Arlington</i>	<i>4/30/20</i>	<i>10</i>	TEMP	LAYOFF
<i>Pappasito's 15</i>	<i>Grapevine</i>	<i>4/25/20</i>	<i>136</i>	TEMP	LAYOFF
<i>Pappasito's 16</i>	<i>Arlington</i>	<i>4/25/20</i>	<i>127</i>	TEMP	LAYOFF
<i>Hooters</i>	<i>Arlington</i>	<i>4/25/20</i>	<i>64</i>	TEMP	LAYOFF
<i>Hooters</i>	<i>Fort Worth</i>	<i>4/25/20</i>	<i>20</i>	TEMP	LAYOFF
<i>Hooters</i>	<i>Fort Worth</i>	<i>4/25/20</i>	<i>50</i>	TEMP	LAYOFF
<i>Hooters</i>	<i>Grapevine</i>	<i>4/25/20</i>	<i>49</i>	TEMP	LAYOFF
<i>Hooters</i>	<i>N Richland Hills</i>	<i>4/25/20</i>	<i>50</i>	TEMP	LAYOFF
<i>Hooters</i>	<i>Arlington</i>	<i>4/25/20</i>	<i>60</i>	TEMP	LAYOFF
<i>Pappadeaux #36</i>	<i>Grapevine</i>	<i>4/25/20</i>	<i>154</i>	TEMP	LAYOFF
<i>Pappadeaux #18</i>	<i>Beford</i>	<i>4/25/20</i>	<i>90</i>	TEMP	LAYOFF
<i>Pappadeaux #16</i>	<i>Fort Worth</i>	<i>4/22/20</i>	<i>186</i>	TEMP	LAYOFF
<i>Pappadeaux #08</i>	<i>Arlington</i>	<i>4/21/20</i>	<i>155</i>	TEMP	LAYOFF
<i>Prospect Airport Services</i>	<i>DFW Airport</i>	<i>4/08/20</i>	<i>201</i>	TEMP	LAYOFF
<i>Texas Central School Bus</i>	<i>Keller</i>	<i>4/06/20</i>	<i>309</i>	TEMP	LAYOFF
<i>Autobahn Imports</i>	<i>Fort Worth</i>	<i>4/06/20</i>	<i>124</i>	TEMP	LAYOFF
<i>Texas AlSCO Dallas/Fort Worth</i>	<i>Fort Worth</i>	<i>4/06/20</i>	<i>146</i>	TEMP	LAYOFF
<i>Drive Time</i>	<i>Fort Worth</i>	<i>3/31/20</i>	<i>108</i>	TEMP	LAYOFF
<i>Cinepolis Cinema</i>	<i>Eules</i>	<i>3/30/20</i>	<i>24</i>	TEMP	LAYOFF
<i>Cinepolis Cinema</i>	<i>Keller</i>	<i>3/30/20</i>	<i>73</i>	TEMP	LAYOFF
<i>Sheraton Hotel Fort Worth</i>	<i>Fort Worth</i>	<i>3/25/20</i>	<i>164</i>	TEMP	LAYOFF
<i>FTS International Services</i>	<i>Fort Worth</i>	<i>3/19/20</i>	<i>35</i>	TEMP	LAYOFF
<i>Tyson Fresh Meats</i>	<i>Fort Worth</i>	<i>2/28/20</i>	<i>13</i>	TEMP	LAYOFF
<i>Blue Apron</i>	<i>Arlington</i>	<i>2/25/20</i>	<i>254</i>		XXX
<i>Kindred Hospital</i>	<i>Fort Worth</i>	<i>2/12/20</i>	<i>180</i>		XXX
Total Companies: 222	Cities Impacted: 19		Total Affected: 42,453	Total: 1	Total: 126

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

Action Item

Submitted by: Judy McDonald, Executive Director

Briefing Item

Committee Report

Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Accept the 2025 Workforce Development Board Meeting Schedule

Discussion:

Below is the proposed schedule of meeting dates for the Workforce Development Board. The dates are just as last year and on the 2nd Wednesday of the month (expect for the Joint meeting in August, due to the budget). All meetings will be held at 9:00 a.m.

Location: Meetings will be scheduled at Lena Pope Amon Carter Center located at: 3200 Sanguinet St, Fort Worth, TX 76107, unless otherwise noted.

Workforce Development Board Meeting Schedule 2025

- February 12, 2025*
- April 9, 2025
- June 11, 2025
- August 27, 2025*
- October 8, 2025
- December 10, 2025

* The February and August Meeting are joint meetings of the Workforce Development and Workforce Governing Board.

NOTE: Meetings may be cancelled when there are no action items or if it appears we will not have a quorum. This will be determined on a case-by-case basis with the Officers and Executive Director.

Fiscal Impact

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

<input checked="" type="checkbox"/> Action Item	Submitted by: Jann Miles, Planning Director
<input checked="" type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Jann Miles, Planning Director

Action Requested:

Accept a presentation and approve the Board's 2025-2028 Local Plan strategies.

Discussion:

The Board's 2024-2028 Local Plan is due to the state in March 2025. The newest strategy, the Neighborhood Initiative was adopted by the Board last December 2023. It aligns with, and further enhances, our system realignment efforts. Strategic planning and further plan development can happen any time during the next cycle. This work can further inform the modification which will be due in 2027.

This report provides current data outcomes regarding our system realignment for our customer experience; as well as an update on our current Neighborhood Strategy Initiative.

System Realignment

Heidi Nelson, Deputy Director of Workforce operations and Partnerships with C2 Global, our center contractor, will present performance from the system realignment that took place during the last plan. It was challenging as no one anticipated a world-wide pandemic, and beneficial in some cases, as it sped up changes such as automation of services as an option.

Neighborhood Strategy

Adopted last December 2023, this initiative is the result of staff analysis of data showing that some of our highest poverty zip codes were not accessing the centers since the pandemic. The Board approved two pilots in these areas that involves the Board partnering with a neighborhood provider at their location to bring full Board services within the community. Brenda Harrist, Workforce Programs Oversight Director, will provide insight into our current performance and introduce Jesse Herrera, Founder and Executive Director of COACT. COACT has contracted with the Board to do *Human Centered Design* within these neighborhoods for this project. COACT is a social design firm. As their website states,

“bound by our mission and commitment to community, COACT works alongside it's partners to breakdown complex problems, define a focus area, build empathy with communities, and design solutions that can deliver impact beyond COACT's engagement. “

Mr. Herrera will explain COACT's process, their deliverables for the board, and their work to date. The Board received Workforce Innovation Funding for this project from the Texas Workforce Commission.

Fiscal Impact: This project will help inform future funding for infrastructure.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

<input checked="" type="checkbox"/> Action Item	Submitted by: Jann Miles, Planning Director
<input checked="" type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Jann Miles, Planning Director

Action Requested:

Approve the 2024-2025 Target Occupations and Demand Industries List for 2025-2026.

Discussion:

The Workforce Improvement Committee reviewed the information for this action to the Board on September 25, 2024. After discussion, the committee voted the following actions:

Action sent to the Board from the Workforce Improvement Committee:

- 1) **Approve the addition** of 624410 Child and Youth Services to the Demand Industries list as it meets the requirements found on page 2 of this communication. TWC has given the Board the instructions to use the 2022 North American Industry Codes for any changes to our list. Upon review 624410 is the appropriate code and includes:
 - a. Child care services, include in the provider's own home, before or after school, separate from schools,
 - b. child day care centers,
 - c. Child or Infant Day Care Centers,
 - d. Group day care centers,
 - e. Head Start and Early Head Start programs
 - f. Preschool centers

- 2) **Approve the continuation of the current List of Target Occupations** for 2024-2025. During 2025 staff will review possible changes to this list by a sector bases and bring it back to the Board in the summer or fall of 2025 for annual approval.

The Board presentation of this action will include the criteria for this list and the data addressing those criteria. Staff will present data on

- Our current Target List for 2024-2025 by Tarrant, regional, state, and national projected growth numbers as well as entry level wages and training levels.
- Our current Demand Industries list with the addition of Child and Youth Services
- Our current Demand Occupations list in which no changes are being requested.

Guidance from the Texas Workforce Commission states, and gives Boards ***no local flexibility*** to the following:

Target Occupations must be occupations that

- Have or are projected to have a substantial number of openings (*due to job growth rather than job turnover*) so as to have a significant impact on the state, regional, or local economy; and

- Result in wages that meet a Board’s self-sufficiency requirements *or have been identified by the Board as a career pathway* to an occupation that leads to self-sufficient wages.

NOTE: *Target occupations generally include a training component that is related to the occupation.*

In-Demand Industries must be industries that:

- have a substantial current or potential impact (through employment opportunities that provide **both** economic self-sufficiency and opportunities for advancement) on the state, regional, or local economy **and** that contribute to the growth or stability of other supporting businesses or to the growth of other industry sectors; or
- currently have or are projected to have a *substantial number of open positions* (including positions that lead to economic self-sufficiency and opportunities for advancement) great enough *to have a significant impact* on the state, regional or local economy.

In-Demand Occupations must be occupations that currently have or are projected to have a substantial number of open positions (including positions that lead to economic self-sufficiency and opportunities for advancement) great enough to have a significant impact on the state, regional, or local economy.

The committee did not get an opportunity to review this list, but no changes are being requested. This will be part of the presentation to the full board for continuation.

Fiscal Impact: Future Target Occupational List for 2025-2026



Meeting/Board Evaluation Summary – August 28, 2024

1. What did you find most valuable or helpful?

- Mayor Ross speaking from his heart and his call for actions in the areas he mentioned.
- Updates from Board Members is always enlightening.
- I always appreciate the comments from our elected officials.
- Arlington Mayor Ross
- Always good to hear from elected officials. Kudos to Jack and Finance Committee for excellent budget and performance.
- Judge O'Hare, Mayor Ross updates.

2. What would you like us to continue doing?

- Board updates and periodic CEO updates.
- Continue to work on Child Care issues in a collaborative and respectful way. Continue to promote our "best practice". Board working with our elected officials, within and outside the State of Texas.
- Workforce Data.

3. What would you like to stop doing?

- It's a well-oiled machine. Other organizations could learn a lot from WSTC.
- Nothing.

4. What take-aways did you have from this meeting?

- Great update from our CEOs. Learning how we can get Child Care workers in the County career pathways would be helpful.
- Growth of West Fort Worth (ADFW).
- More traffic.

5. Additional comments or notes:

- Judy has led fearlessly an example of national excellence that we could not be more proud of. Cheers to you, Judy! The legacy she leaves in her staff will continue to blaze trails. We love you all.
- Thanks to the dedicated reps from the different sectors.



**-DRAFT-
Meeting Schedule
December 4, 2024**

**Austin Rooms 1-3
Gaylord Texan Hotel and Convention Center
1501 Gaylord Trail
Grapevine, TX 76051**

*****BREAKFAST ON YOUR OWN*****

8:15 – 9:00 am

**Welcome
~~Roundtable Introductions~~**

Member Appreciation

(Adrienne Cozart, Judy McDonald, Randy Reed, Mary Hammon (?), Martin Aguirre)

9:00 -- 9:45 am

TWC Commissioners Update

9:45 – 10:30 am

~~Workforce Stakeholders Panel Discussion~~

Work Session – 2025 Action Plan

10:30 – 11:30 am

**TAWB Board of Directors Meeting
TAWB LWDB Members Only**

11:30 am

Adjourn

WIN TEXAS Q4 MEETING AGENDA

Date: Tuesday, December 3, 2024 **Time:** 10:30 am-5:00 pm

Location: Gaylord Texan Hotel & Resort/TWC Conference

Palomino Room 1

- I. 10:30 a.m. - Welcome
- II. 10:45 a.m. - Laurie Larrea, NAWB Updates
- III. 11:30 – 12:45 Lunch
- IV. 1:00 - Ed Serna, TWC Updates
- V. Work session - Telling Our Common Story
- VI. Q1 Meeting Date - Virtual/In-person
- VII. WIN Texas Funds
- VIII. Adjourn

Notice: Equal Opportunity Employer/Program - Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2989 (TTY) and 711 (Voice)



Wednesday, December 4, 2024

Opening Ceremony and Welcome
1:00–1:15 p.m.
Texas Ballroom, Level 3

Opening Keynote Address
1:15–2:15 p.m.
Texas Ballroom, Level 3
Together, We Are Limitless
Jeremy Poincenot

Break 2:15–2:30 p.m.

Workshops 2:30–3:30 p.m.

Grapevine A, Level 3
Empowering the Texas Workforce: Unity in Collaboration
Kendra Ball, Crosby Brito, Lynn Hoffman, Nellie Reyes, and Alba Silvas

Grapevine B, Level 3
Advancing Employment of People with Disabilities
Kevin McCloskey

Texas 1–3, Level 3
Everyone Belongs—Supporting High-Quality Inclusion in Early Childhood Programs
Becky Elam and Jilian Smith

Texas 4–6, Level 3
Building a Bridge Program to Apprenticeship
Mahalia Baldini and Jodi Cobler

Dallas 5–7, Level 3
Conflict De-Escalation in the Workplace

Scott Bradford and Christopher Teske

Exhibitor Hours
3:30–6:30 p.m.
Longhorn Exhibit Hall E–F, Level 1

Break 3:30–4:00 p.m.
Longhorn Exhibit Hall E–F, Level 1
Refreshments will be served.

Workforce Innovation Fund
4:00–4:15 p.m.
Texas Ballroom, Level 3

Commissioner Super Session
4:15–5:00 p.m.
Texas Ballroom, Level 3
State of the Workforce with Bryan Daniel
Bryan Daniel

Welcome Reception and Exhibitor Displays
5:00–6:30 p.m.
Longhorn Exhibit Hall E–F, Level 1

Thursday, December 5, 2024

Breakfast 7:30–8:30 a.m.
Longhorn Exhibit Hall E–F, Level 1

Exhibitor Hours
7:30 a.m.–6:30 p.m.
Longhorn Exhibit Hall E–F, Level 1

All-Star College Award
8:30–8:45 a.m.
Texas Ballroom, Level 3

Commissioner Super Session
8:45–9:30 a.m.
Texas Ballroom, Level 3
Understanding Employment Experiences and Challenges for Foster Youth
Alberto Treviño III, Valerie Hallam, Chloe Bruno, and Marlayna Gallegos

Break 9:30–10:00 a.m.

Longhorn Exhibit Hall E–F, Level 1
Refreshments will be served.

Workshops 10:00–11:00 a.m.

Grapevine A, Level 3
Supporting the Child Care Workforce
Ayesha Boyd, Erin Doshier, Rhonda Leslie, Bethany McKee, and Grace Peninger

Grapevine B, Level 3
Partnering for Performance and Pipelines: Industry Sector Partnerships—How Boards, Higher Education, and Chambers of Commerce Can Take Workforce Development to the Next Level
Steven Bridges, Benjamin Magill, and Elizabeth Caudill McClain

Texas 1–3, Level 3
Strategic Planning Reimagined: Interactive Tools for Local Workforce Development Boards
Leigh Ann Arnold, Dr. Michelle Cantu-Wilson, and Juliet Stipeche

Texas 4–6, Level 3
Strategic Solutions: Tools for Incumbent Worker Training
Amber Warne

Dallas 5–7, Level 3
New Board Member Orientation
Mike Nolen and Les Trobman

Break 11:00–11:15 a.m.

Employer Awards Luncheon
11:15 a.m.–12:45 p.m.
Texas Ballroom, Level 3
Luncheon is for all conference attendees.

Photo Opportunity for Award Winners
12:45–1:30 p.m.
San Antonio 5–6, Level 3

Break 12:45–1:30 p.m.
Longhorn Exhibit Hall E–F, Level 1

Workshops 1:30–2:30 p.m.

Grapevine A, Level 3

Enhance Your Staffing Model for Success through the Integration of Project SEARCH at the Gaylord Texan

Nick Almendarez, Andrea Jones, MEd, and Scott Allyn Miller

Grapevine B, Level 3

Developing an Effective Workforce System: Strategies to Enhance Your Board's Success

Paul Fletcher, Susan Kamas, Phedra Redifer, Juliet Stipeche, and Mary York

Texas 1-3, Level 3

Bridging the Gap: Connecting Industry to Education

Kelly Moreno and Heather Thomas

Texas 4-6, Level 3

Workforce Professional Apprenticeships—Five Years Later

Dr. Linda Angel, Mary Carter, and Louis LeDoux

Dallas 5-7, Level 3

Open Meetings Training for Public Officials

Debra Simpson

Break 2:30-3:00 p.m.

Longhorn Exhibit Hall E-F, Level 1

Refreshments will be served.

Workshops 3:00-4:00 p.m.

Grapevine A, Level 3

Transforming a Rural High School Career and Technology Program through the Texas Workforce Commission's High Demand Job Training Program

John Clary, Pam Pearson, Doug Shryock, and Karen Smith

Grapevine B, Level 3

Building Inclusive Pathways for Supporting Opportunity Populations

Michael Hinojosa, Wes Jurey, and Stephen Williams

Texas 1-3, Level 3

Understanding Health Care's Rapid Economic Growth

David Munoz and Mindy Vu

Texas 4-6, Level 3

Updated Responsibilities of Workforce Solutions Office Staff Triaging Veterans for the Jobs for Veterans State Grant

Bob Gear, Gabriel Lopez, and Casey Wade

Break 4:00–4:15 p.m.

Commissioner Super Session

4:15–5:00 p.m.

Texas Ballroom, Level 3

One Workforce, One Texas

Joe Esparza, Leslie Cantu, Jozue Chaires, and Mark Sherry

Networking Reception

5:00–6:30 p.m.

Longhorn Exhibit Hall E–F, Level 1

Friday, December 6, 2024

Breakfast 7:30–8:30 a.m.

Longhorn Exhibit Hall E–F, Level 1

Exhibitor Hours

7:30–10:00 a.m.

Longhorn Exhibit Hall E–F, Level 1

Workshops 8:30–9:30 a.m.

Grapevine A, Level 3

Building Your Workforce’s Digital Resiliency

Mahalia Baldini, Dr. Glenda Rose, and Ashly Winkle

Grapevine B, Level 3

FAME: A Customer-Centered Design Approach to Building True Talent Pipelines

Steven Bridges, Tony Davis, and Veronique Tran

Break 9:30–9:45 a.m.

Closing Keynote Address

9:45–10:45 a.m.

Texas Ballroom, Level 3

Making It Without Losing It: New Rules for Innovation—and Motivation That Lasts

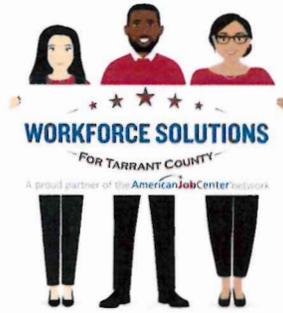
Jess Ekstrom

Closing Remarks

10:45–11:00 a.m.

Texas Ballroom, Level 3

Communication & Outreach Report December 2024



13th Annual Hiring Red, White & You! Job Fair

Well, that's a wrap on the 13th Annual Hiring Red, White & You! Statewide Job Fair. It's safe to say they saved the BEST for last. We rounded out the nearly 3 weeks of statewide Hiring Red, White & You! Job Fairs with our event on November 19th.

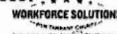
Job Seekers came out in record numbers. We had only been open just shy of an hour and the registration folks had already checked in over 1,000 job seekers and we continued with a steady flow after that.

The Job Fair Kick Off featuring special guests including Mayor Ross, Board Vice-Chair Rosa Navejar and other Workforce Development Board Members, Representative Tony Tinderholt, Eric Holen from TWC and other special guests. We received two Certificates of Special Congressional Recognition: One from Representative Tinderholt's office and one from Congressman Jake Ellzey's office. Also thank you to NBC DFW who featured our event 3 times on their morning newscast.



EMPLOYERS IN ATTENDANCE LOOKING TO FILL **9,896** VACANCIES
 EMPLOYERS ON SITE CONDUCTED AND OR SCHEDULED **1,223** INTERVIEWS
51 FIRM JOB OFFERS WERE MADE
3,074 JOB SEEKERS PREREGISTERED FOR THE JOB FAIR
422 JOB SEEKERS RECEIVED PROFESSIONAL HEAD SHOTS AT NO COST

Workforce Solutions for Tarrant County is an Equal Opportunity Employer / Program whose auxiliary aids and services are available upon request to individuals with disabilities. (817) 345-3100



National Apprenticeship Week

November 17-23, 2024 was National Apprenticeship week. We highlighted some of the apprenticeship programs we are involved in. Check out this success story from the Early Education Apprenticeship Program.



A Trailblazer in Early Childhood Education

Ontario Landers is a true testament to the power of apprenticeship programs in shaping careers and communities. As the first male graduate of the Early Education Apprenticeship Program (EEAP), Ontario has broken barriers and set a remarkable example for others to follow. His journey from military service to early childhood education has been one of dedication, growth, and impactful service.

Employed at Good Shepherd Christian Academy in Tarrant County, Ontario's commitment to high-quality childcare is evident in everything he does. Whether guiding toddlers through social development or helping school-age children overcome learning challenges, Ontario's ability to connect with each child on an individual level is at the heart of his success. His hands-on approach, honed through both military experience and on-the-job training with the Early Education Apprenticeship Program (EEAP), makes him an invaluable asset to his classroom and the community.

Ontario's passion for early childhood education and his dedication to service extend beyond the classroom. He continues to serve our country as a military member, bringing discipline, leadership, and resilience to his role as an educator. His positive impact on young learners and their families in Tarrant County is profound, and he is becoming a cherished role model and an inspiring presence in every classroom he enters.

As he continues his journey, Ontario will return to the Apprenticeship Program to pursue his Early Childhood Educator II associate degree in partnership with Tarrant County College, furthering his expertise and commitment to the field. Workforce Solutions for Tarrant County is proud to support Ontario in his path to success and grateful for the incredible difference he makes in the lives of the children and families he serves.

Ontario Landers' story is a powerful reminder of the transformative potential of apprenticeship programs and the lasting impact they have on individuals and communities alike.



Want to learn more, visit <https://www.apprenticeship.gov/national-apprenticeship-week>



Workforce Development Month – September

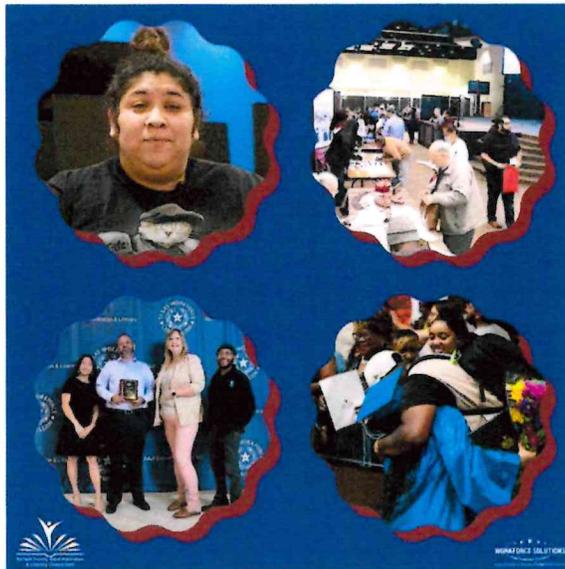
Workforce Development Month was created in 2005 by the National Association of Workforce Development Professionals (NAWDP) to raise awareness about the importance of our industry to a growing national economy. Originally celebrated in May, NAWDP moved the designation to September in 2012.

As a highly skilled workforce development professional, we provide critical links in our community between businesses looking to hire the pool of job seekers, and education, training, and support resources. During this month we helped remind elected officials, businesses, educational agencies, economic development organizations, labor unions, and customers about the value our programs and services bring to the local economy.

Adult Education and Family Literacy Week

Governor Greg Abbot declared September 15th-21st, Adult Education and Family Literacy (AEFL) week in Texas. This is a national recognition, and we are so happy to be a part of the celebration. It is a testament to the amazing work being done across the Texas!

We celebrated the tremendous efforts of our adult education administrators, instructors, and staff, and celebrated the amazing program and all the good things being done in Texas. Below are just a few ways we honored the work being done across Tarrant County!



Make sure to check out our video highlighting some of the great AEL work being done across our county:
https://youtu.be/cyFWcZFzkM4?si=YArSTOV_oJFaUUna

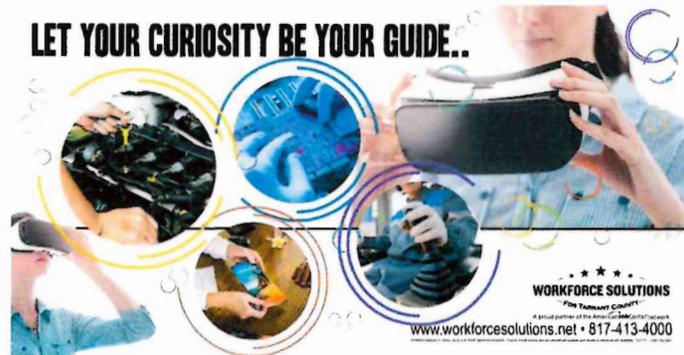
Upcoming Job Fairs and How to find WSTC Events:

- Updated as they are added to the calendar: <https://workforcesolutions.net/events/>
- To make sure and catch the latest from us: Visit our website, follow us on social media and sign up for our Alerts!
 - <https://workforcesolutions.net/contact-us/#alerts>

Want to know more about any of our events, email us at events@workforcesolutions.net and we will get you connected!

Ready to explore a new career NOW?

Did you know you can visit any of our five Workforce Centers and try on a pair of Virtual Reality Goggles. The possibilities are endless, let your curiosity be your guide! Make an appointment and start exploring today: <https://outlook.office365.com/owa/calendar/ReemploymentServices@workforcesolutions.net/bookings/>



Workshops

Workforce Solutions for Tarrant County offers our Employment Workshop Series online or in-person! Whether you need help fine tuning your resume, working on your elevator speech, or want to know how to make yourself stand out in a stack of applicants, we have a workshop for you. You can find out more about all the workshops we offer by visiting: <https://workforcesolutions.net/#maps>

Community News

Did you know that we send out a weekly Community News E-Newsletter in addition to our Executive Director E-Newsletter? Workforce Solutions for Tarrant County (WSTC) believes that collaboration is essential to maintaining a vibrant and healthy Tarrant County community. With this in mind, we will periodically share resources, information, events and initiatives available through our many community partners that may be of benefit to you! This is something that Community Collaborations Director Mervil Johnson pulls together and works with our Communications Department to brand and send out.

You can sign up for this and other Workforce Alerts from us by visiting: <https://workforcesolutions.net/contact-us/#alerts>.



Workforce Solutions for Tarrant County (WSTC), under the direction of the Texas Workforce Commission (TWC), is one of 28 local workforce development boards located throughout the state. WSTC's primary goal is to meet the needs of Tarrant County employers and workers through locally designed market-driven workforce development initiatives and services. All employers, workers and job seekers are eligible to take advantage of these services.

Workforce Governing Board Members

◆ **Judge Tim O'Hare,**
Tarrant County
(WGB Chair)

◆ **Mayor Mattie Parker,**
Fort Worth

◆ **Mayor Jim Ross,**
Arlington

Tyrone Taylor, BOARD CHAIR
Six Flags

Kimberly Baker-Jones
Union Auto Workers Local 276

Mike Coffey
Imperative Information Group

Mary Farris
Health & Human Services

Jon Gustafson
Lockheed Martin

Andrew Johnsen
Columbia Strategic Consulting Group

Jennifer Limas
Girls Inc. of Tarrant County

Jeff Postell
Post L Group, LLC

Leslie Scott
Mother Parker's Tea & Coffee

◆ **Estrus Tucker**
Historic Como Preservation Council

◆ **Rosa Navejar, VICE-CHAIR**
The Rios Group

Lillie Biggins
YWCA of Metropolitan Fort Worth

Felicia Davis
Ready, Set, Jump Learning Center, LLC

Mike Gerro
Frost Bank

Jana Harris
American Carton Company

Deb Jones
Vocational Rehabilitation Services

Dr. Daniel Lufkin
Tarrant County College - South Campus

Buddy Puente
Southwest Office Systems

Robert Teran
TC Central Labor Council AFL-CIO

Gracie Vega
The Gaylord Texans Resort and Convention Center

Bruce Payne, SECOND VICE-CHAIR
City of Arlington - Economic Dev.

Dr. Marcelo Cavazos
Arlington ISD

Mike Doyle
Cornerstone Assistance Network

Joan Grigsby
Tarrant Literacy Coalition

Dr. Marie Holliday
Sundance Square Dentist

Antoinette Karriem
Live by Loews

Jerletha McDonald
Arlington DFW Child Care Providers Association (ADFN)

Dr. Di Ann Sanchez
DAS HR Consulting

Raymond Todd
Texas Workforce Commission

◆ **Judy McDonald**
WSTC, Executive Director

◆ *Workforce Solutions congratulates our honorees on The Fort Worth 400*

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Find us online



**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: December 11, 2024

Action Item

Submitted by: Judy McDonald, Executive Director

Briefing Item

Committee Report

Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Receive News and Updates from the Board Members

Background:

Tarrant County Board Members are community leaders. In an effort to take advantage of their knowledge and involvement in other organizations and the community, the Leadership Committee discussed having a time at board meetings for Board Members to share news and updates. This would be a chance to share business, economic development and education updates, announcements, event information or a quick partner or workforce update or best practice.

A Board Member cannot deliberate on the updates during this time, as those items must be posted prior to the meeting. Board Members can however share other information.

Fiscal Impact:

None