



Joint Workforce Development Board (WDB) &
Workforce Governing Board (WGB)

MEETING

August 27, 2025



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: Robert Sturns, Executive Director 

DATE: August 20, 2025

SUBJECT: **August 27, 2025 Joint WDB and WGB Meeting**

The Joint Meeting of the Workforce Development Board (WDB) and the Workforce Governing Board (WGB) will be held at **9:00 a.m. on Wednesday, August 27, 2025, at Lena Pope Amon Carter Center, 3200 Sanguinet St., Fort Worth, TX 76107.**

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: Carlos Flores
Chandler Merritt
Dr. Barbara Odom-Wesley
Rick Barnes



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 & Workforce Development Board Meeting Agenda
9:00 a.m. August 27, 2025
Lena Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107

- I. **Call to Order..... Judge O’Hare & Tyrone Taylor**

- II. **Invocation Estrus Tucker**

- III. **Pledge of Allegiance/Texas Pledge..... All**

- IV. **Public Comments..... Tyrone Taylor**

- V. **Special Introductions & Recognitions..... Tyrone Taylor**
 - Board, Staff and Partner Recognition

- VI. **Consent Agenda Items..... Judge O’Hare & Tyrone Taylor**
 - A. Workforce Governing Board (WGB) Consent Items**
 - 1. Approve the Minutes of February 12, 2025 WGB/WDB Meeting (p.1)
 - 2. Accept the Workforce Development Board Update Report (p.8)
 - 3. Approve the Workforce Development Board Appointments and Re-Appointments (p.10)
 - 4. FY26 Workforce Governing Board Meeting Schedule (p.11)
 - B. Workforce Development Board Consent Items**
 - 1. Approve the Minutes of the June 11, 2025 WDB Meeting (p.12)
 - 2. Accept Committee Reports: Workforce Improvement (p.17), Leadership Committee (p.18), Workforce Delivery Systems (handout) and Workforce Investment (handout).
 - 3. FY26 Workforce Development Board Meeting Schedule (p.19)
 - C. Workforce Development /Governing Board Consent Items**
 - 1. Accept the Layoff Report (p.20)
 - 2. Accept the Financial Report (p.24)
 - 3. Accept the report issued by Pattillo Brown & Hill on the Board’s FY 24 financial audit (p.26)
 - 4. Accept the Report on Recent Solicitations for Grant Applications (SGA) (p.71)
 - 5. Accept the Performance Report & Analysis (p.73)
 - 6. 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, 2025 through September 30, 2026, in accordance with the Workforce Delivery Systems Committee Recommendation (p.77)
 - 7. Authorize the Executive Director to award, negotiate and execute a contract renewal with Child Care Management Services, LLC (CCMS), a subsidiary of Child Care Associates, Inc., to continue operating the Tarrant County Child Care system from October 1, 2025, through September 30, 2026, in accordance with the Workforce Delivery Systems Committee Recommendation.(p.79)
 - 8. Authorize the Executive Director to award, negotiate, and execute contracts with the selected Ancillary Service Providers for the period of October 1, 2025, through September 30, 2026, in accordance with the Workforce Delivery Systems Committee Recommendation. (p.80)

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 consent agenda and considered as a separate item immediately after the vote on the consent agenda.



Workforce Governing & Workforce Development Board Meeting Agenda

9:00 a.m. August 27, 2025

Lena Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107

- VII. Action Items Judge O’Hare / Tyrone Taylor**
 - A. Workforce Development Board (WDB) Action Item**
 - 1. Approve the Chair, Vice-Chair and Second Vice-Chair Nominations for FY 2026 Board Officers, in accordance with the Nominating Committee’s Recommendation (p.82).....**Jennifer Limas**
 - B. Workforce Development /Governing Board Action Item**
 - 1. Approve the Fiscal Year 2026 Budget in accordance with the Workforce Investment Committee Recommendation (p.83)..... **Jack Cummings**

- VIII. Report from the WGB Members..... WGB Members**
 - Judge Tim O’Hare (Tarrant County)
 - Mayor Mattie Parker (Fort Worth)
 - Mayor Jim Ross (Arlington)

- IX. Report from the WDB Chair..... Tyrone Taylor**

- X. Executive Director’s Report..... Robert Sturns**
 - Legislative Updates
 - Communications & Events Report (p.91)

- XI. Adjourn the Joint WDB/WGB Meeting..... Judge O’Hare/ Tyrone Taylor**



Workforce Governing and Workforce Development Board Meeting
9:00 a.m. February 12, 2025
Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, 76107
MINUTES

- WGB Members Present:** Tarrant County Judge Tim O'Hare, Fort Worth Mayor Mattie Parker, and Arlington Mayor Jim Ross
- WDB Members Present:** Lillie Biggins, Felicia Davis, Leo Del Calvo, Mike Doyle, Joan Grigsby, Jon Gustafson, Dr. Marie Holliday, Deb Jones, Jennifer Limas, Dr. Daniel Lufkin, Jerletha McDonald, 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, Dr. Marcelo Cavazos, Mary Farris, Mike Coffey, Mike Gerro, Jana Harris, Andrew Johnsen, Antoinette Karriem, Rosa Navejar, and Jeff Postell
- Staff Present:** Nicole Allen, Becky Prater, Shauna Camp, Tiffany Clayton, Jack Cummings, Tracey Cummings, Kristi Davis, Lacey Douglas, Steven Gonzalez, Brenda Harrist, Valerie Kelton, Judy McDonald, Jauneen Maldonado, Jann Miles, 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 9:02 a.m. There was a quorum of members present.

Tyrone Taylor, Board Chair, called the Workforce Development Board (WDB) Meeting to order at 9:02 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

There were no public comments.

V. Consent Agenda Items

Judge O'Hare remarked that some of the items were WDB Consent, some were WGB Consent and others Joint Consent items. Judge O'Hare stated they would be combined to make a single vote after we have a motion and second from each board.

It was moved by Mayor Mattie Parker and seconded by Mayor Jim Ross to approve the WGB Consent Agenda Items.

The motion carried unanimously.

It was moved by Jon Gustafson and seconded by Leslie Scott to approve the WDB Consent Agenda Items.

The motion carried unanimously.

The motion to approve the WDB/WGB Board Consent Items carried unanimously.

Workforce Governing Board (WGB) Consent Items included the following:

1. Approve the Minutes of the September 3, 2024 WGB/WDB Meeting
2. Accept the Workforce Governing Board Meeting Calendar
3. Accept the Workforce Development Board Update Report
4. Approve the Workforce Solutions for Tarrant County (WSTC) 2025-2028 Local Plan Strategies
5. Approve the Workforce Development Board Appointment

Workforce Development Board (WDB) Consent Items included the following:

1. Approve the Minutes of the December 11, 2024 WDB Meeting
2. Accept the Committee Reports: Workforce Improvement, Workforce Delivery, Workforce Investment
3. Approve the Board Child Care Program policy changes as recommended by the Workforce Delivery Systems Committee

Workforce Development/Governing Board Consent Items included the following:

1. Update the Boards on challenges with the MPR Report
2. Accept the Layoff Report
3. Accept the Financial Report
4. Accept the Report on Recent Solicitations for Grant Applications

VI. Executive Session

Mr. Taylor advised the audience the members of the WGB and WDB as well as legal counsel would go into Executive Session in accordance with Section 551.074 of the Texas Government Code, to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer.

Mr. Taylor asked all members of the audience and staff to leave the room and once finished they would be called back. Mr. Taylor called the Executive Session to order at 9:07 a.m. and ended at 9:17 a.m.

VII. WDB/WGB Action Items

The following Action Items were presented to the WDB and WGB for vote:

1. Authorize hiring of the Executive Director

Mr. Taylor asked the WDB Members for a motion to authorize the hiring of the Executive Director. It was moved by Estrus Tucker and seconded by Leslie Scott.

The motion carried unanimously.

2. Consent to the hiring of the new Executive Director

Judge O'Hare asked the WGB Members for consent to the hiring of the Executive Director. It was moved by Mayor Jim Ross and seconded by Mayor Mattie Parker.

The motion carried unanimously.

3. Approve Jill Navarrete as the Interim Executive Director

Mr. Taylor asked the WDB Members for a motion to approve Jill Navarrete as the Interim Executive Director. It was moved by Deb Jones and seconded by Dr. Di Ann Sanchez.

The motion carried unanimously.

4. Authorize the WDB Chair to negotiate and execute a consulting contract with Judy McDonald

Mr. Taylor asked the WDB Members for a motion to negotiate and execute a consulting contract with Judy McDonald. It was moved by Jerletha McDonald and seconded by Lillie Biggins.

The motion carried unanimously.

5. Authorize execution of a new bank signature card

Mr. Taylor asked the WDB Members for a motion to authorize execution of a new bank signature card. It was moved by Dr. Di Ann Sanchez and seconded by Jennifer Limas.

The motion carried unanimously.

6. Approve the Fiscal Year 2025 Budget Revision #1 as recommended by the Workforce Investment Committee

Mr. Taylor recognized Jack Cummings, Senior Director of Contracts and Budget, to present to the Board the action to approve the Fiscal Year Budget Revision #1. Mr. Cummings stated the Board's fiscal year began on October 1, 2024 and since that time, additional funding had been received. The close-out of the prior fiscal year had also been completed and carry over projections had been included in the balances that remained at the end of the prior year. Mr. Cummings further explained the amendment captures additional funding and carryover.

Mr. Cummings directed Board members to the table summarizing funding changes on the first page of the communication for this item in the Board packet. This shows an increase totaling \$15,096,752 in new or additional funding and a net reduction of 2,003,341 in carryover funding.

Taken together, these changes combine to increase FY 25 funding by \$13,093,341. It was noted that the additional funding included just under \$13 million for the child care program, of which \$6.7 million is dedicated to direct child services with the remainder being allocated to child care quality improvement activities. Other additional funding items include \$1.3 million for a Summer Earn & Learn project, and \$631,758 to expand re-employment services to recipients of unemployment insurance.

With regard to carryover funds, it was noted that a child care funding reduction that the Board received at the end of Fiscal Year 2024 caused us to close the fiscal year with a \$2.4 million deficit in the child care program. Following discussions with the state regarding the deficit, it was agreed that multiple factors that were beyond the Board's control led to this outcome. As a result, the state is allowing us to cover the deficit with FY 25 funding. It is this allowance that produced the negative carryover amount of \$2,428,697 for child care. Other changes in carryover funding include an increase totaling just over \$530,000 for WIOA Adult and Dislocated Worker customers, a \$125,624 increase in carryover for the TANF program, and a reduction of \$110,000 in youth carryover.

Mr. Cummings stated the amendment was reviewed by the Investment Committee who met on February 5, 2025 and voted to recommend approval of the amendment to the full Board. Mr. Cummings opened the floor for questions at the end of the discussion. No questions were submitted.

Mr. Taylor commented a single vote would be made after a motion and second from both boards.

Mr. Taylor asked the WDB Members for a motion to approve the Fiscal Year 2025 Budget Revision #1. It was moved by Lillie Biggins and seconded by Mike Doyle.

Mr. Taylor asked the WGB Members for a motion to approve the Fiscal Year 2025 Budget Revision #1. It was moved by Mayor Mattie Parker and seconded by Mayor Jim Ross.

The motion carried unanimously.

VIII. WGB Workforce Discussion

Mr. Taylor invited each member of the Workforce Governing Board to share with the audience any topics, 2025 priorities, or good news of importance at this time.

Mayor Mattie Parker focused on issues pertinent to the Workforce Board. Mayor Parker and Judge O'Hare recently attended meetings during Tarrant County Days at the Capitol with State Legislators and the Governor's Office in Austin to discuss a variety of issues. Major bills being addressed were those pertaining to public education, water infrastructure and transportation for cities and counties across the State of Texas.

Mayor Parker commented that the Fort Worth Independent School District was on track after recent concerns. The district would be refocusing on the basics, and she cited reading proficiency numbers as an issue being addressed. School closures across the state are occurring due to a decrease in enrollment numbers and budget shortfalls. She further stated education should be a bi-partisan effort as it remained the most prominent issue for families as they choose their child's education path.

Teacher pay, classroom autonomy, quality early childhood education and elevating poor performing schools would also continue to be a high priority. Education issues affect the entire state and Mayor Parker stated she remained optimistic about solutions in large part due to the efforts of Workforce Solutions for Tarrant County.

Mayor Parker advised Jay Chapa was hired as the new Fort Worth City Manager after seven years in the City Manager's Office. Mayor Parker also informed the Board of her intent to seek another term as Mayor. Additionally, several council seats are open during the upcoming May elections as several current council members had decided not to run again including Mayor Pro Tem Gyna Bivens.

Mayor Parker closed by commenting that the City of Fort Worth and Tarrant County strive to create a high quality of life, and this included focusing on growing talent currently within the city and county utilizing the resources of Workforce Solutions for Tarrant County. Mayor Parker thanked Judy McDonald for her years of service and leadership.

Mayor Jim Ross gave an update on activities and events in Arlington. The Medal of Honor Museum will host an opening VIP Reception on March 22, 2025 and every living U.S. President is expected to be in attendance. The Grand Opening will be March 25, 2025 and include fireworks, drone shows, music and many other family friendly activities and will be free to the public.

Mayor Ross continued that eight new World, North American or American headquarters have moved to Arlington which has translated into thousands of good paying jobs. He stated the most notable additions included E-Space, a satellite manufacturing company located next to the Arlington National Airport and Acciona, a large international company locating in the area. One Rangers Way, a luxury multi-family apartment complex will open in the heart of the Entertainment District later this spring.

Mayor Ross concluded by updating the Board on the high-speed rail system being analyzed at the Regional Transportation Commission and a proposed stop in Arlington. The concept is well received by the residents of both Arlington and Fort Worth as well as across Tarrant County. Progress on the project will continue to be monitored as it will benefit businesses and employees across the area.

Judge Tim O'Hare opened his remarks by stating there were two new members on the Commissioners' Court. Roy Brooks and Gary Fitz are now retired, and the positions now held by Robert Miles and Matt Krause. He continued by stating his focus remains taxpayer dollars and the ability to provide more and better services to Tarrant County residents. These include property and hospital tax cuts over the past two years. The reductions have been enacted without laying off personnel while pay has been increased for law enforcement.

Judge O'Hare attended legislative meetings with Mayor Parker and stated that education and property tax relief were priorities of the current session. He had confidence that more money would go toward public education, and a school choice bill would be passed.

Judge O'Hare reiterated his efforts toward funding a mental health hospital in Tarrant County and the moral obligation to address the issue. Tarrant County is the largest county in the state without a mental health hospital. Additionally, the county has proposed funding that could be paid to private hospitals for beds in the local area instead of utilizing resources at jails that are not equipped to manage a mental health issue.

Judge O'Hare commented that work has continued to reduce the jail population without sacrificing public safety by collaborating with judges to move cases more efficiently. Judge O'Hare remarked that transportation, veterans' services, the court system, and the budget all remain a high priority for county government. He stated that addressing these entities is challenging but the Commissioners' Court works well together in the interest of county constituents. Judge O'Hare thanked the Board for giving him the opportunity to address public interests.

Mr. Taylor thanked the Elected Officials for sharing their important updates. He remarked it is always welcome to hear about activities in the city and county.

IX. Special Introductions and Recognitions

Mr. Taylor welcomed the staff of local, state, and national representatives that joined the meeting. He continued by recognizing the military veterans in attendance and acknowledged appreciation for their service.

Mr. Taylor continued by recognizing two outgoing members of the Board for their contributions to the organization. Second Vice-Chair, Bruce Payne was acknowledged for his expertise in economic development and service to the community. Mr. Payne served as an officer from October 1, 2023, until February 12, 2025 and was a member of the Board beginning in 2017. Mr. Taylor then recognized Buddy Puente for his service on the Board from 2005 – 2024. Mr. Puente served as a Private Sector Representative and was an advocate for the Board's mission. Their service was commemorated with an engraved token of appreciation.

Mr. Taylor introduced Judge O'Hare to recognize Board Member Years of Service. Board Members recognized for 5-9 years Mike Gerro, Dr. Marie Holliday, Bruce Payne, and Raymond Todd. Board Members honored for 10-19 years of service were Dr. Marcelo Cavazos, Joan Grigsby, Jon Gustafson, Deb Jones, Jennifer Limas, Rosa Navejar, Dr. Di Ann Sanchez, Tyrone Taylor, and Gracie Vega. Board Members Lillie Biggins, Mike Doyle, Leslie Scott, and Estrus Tucker were recognized for over 20 years of service to the Board.

Judge O'Hare then announced Board staff who had recently obtained service milestones including 5, 10, 15, and 20-year anniversaries. Steven Gonzalez, Business Services Director, Becky Prater, Information Security Support Specialist, Byron Nelson, Procurement Manager, Shauna Camp, Information Security Manager, and Nicole Allen, Child Care Director were recognized. Kristi Davis, IT and Facilities Director, celebrated 25 years of service and was presented with a special service pin celebrating this accomplishment.

X. Report from the WDB Chair and Executive Director

Mr. Taylor gave a brief overview from the Texas Association of Workforce Boards (TAWB). He directed the Board to review the collection of informative workforce-related articles and updates. He also included in his update the provided Partners Spotlight for information on the Board's current Workforce Center contractor, C2 Global Professional Services. He reminded the Board to please submit a meeting evaluation as it is helpful in planning future meetings.

Mr. Taylor introduced Ms. McDonald for the Executive Director's Report. Ms. McDonald opened by thanking staff and guests for the retirement party given in her honor. She thanked Judge O'Hare for the Resolution presented to her at a recent Commissioners' Court meeting.

Ms. McDonald also commented on the recent Tarrant County Days at the Capitol. Nicole Allen, Child Care Director, attended on behalf of Workforce Solutions for Tarrant County as legislation being considered in Austin will have a service impact on workforce and child care. She continued we are also watching movement on legislation in the House and Senate. Funds have been reduced for summer work experience and internships that give young people opportunities to work with private and public sectors to gain quality work experience. The goal would continue to look for ways to fund a track for young people and keep them interested in the work experience.

Ms. McDonald closed by thanking Mr. Taylor and those who worked on the search committee for the new Executive Director.

XI. Adjourn WGB Meeting

The WGB Quorum was lost at 9:53 a.m.

XII. Workforce Awards and Recognitions

The Annual Awards presentation with video announced and highlighted award winners and partners. The award recipients were invited to share a few remarks following their video. Awards presented included the following:

- Large Employer of the Year – Awarded to **MP Materials, Steven Young**
- Small Employer of the Year – Awarded to **Post L Group, Jeff Postell**
- Hireability Employer of the Year – Awarded to **Gaylord Texas Resort and Hotel, Nick Almendarez and Gracie Vega**
- AEL Scholars of the Year – Awarded to **Thi Dieu Tho Nguyen and Armando Ramirez**
- Cathers Award – Awarded to **Gloria Harrison, Workforce Solutions**
- Vandergriff Award – Awarded to **Judy McDonald, Executive Director/Workforce Solutions for Tarrant County**

XIII. Adjourn

There being no further business, the WDB Meeting was adjourned at 10:28 a.m.

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

Date: August 27, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Robert Sturns, Executive Director
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Accept the Workforce Development Board Update Report.

Background:

The members of the Workforce Governing Board (WGB) are regularly presented a WDB update between their scheduled meetings.

Discussion:

This report will summarize the April and June, Workforce Development Board Meeting by topic.

Quorum

The meetings each had a quorum.

Special Recognition/Announcements

- We recognized:
 - Our new Executive Director, Robert Sturns
 - Jessica Heer, Executive Vice President, Fort Worth Economic Development Partnership as a new member of the Workforce Development Board. Ms. Heer has replaced Bruce Payne and will be our Economic Development Representative on the Board.
 - Raymond Todd, Texas Workforce Commission, as an outgoing Workforce Development Board Member. Raymond had been on our Board for six years. Raymond is staying with the Texas Workforce Commission, but his position is moving him to East Texas.
 - Doug Arnold, Quality and Monitoring Director and Jann Miles, Planning Director both were recognized for their retirement announcement from Workforce Solutions for Tarrant County. Doug worked for WSTC for over 19 years, spending over 27 years with the Tarrant County system and retired on July 11th. Jann has worked for WSTC for 28 years and retired on July 7th.

Action Item

The following Action Items were presented and approved:

- Authorize the Executive Director to award, negotiate and execute a lease for a facility to house the Arlington Workforce Center, in accordance with the direction provided by the WDB.

Consent Agenda Items

The following consent agenda items were approved:

- Approve the Minutes of the February 12, 2025 Joint WDB/WGB Meeting and the April 9, 2025 WDB Meeting
- Accept Committee Reports: Workforce Improvement and Workforce Delivery Systems
- Accept the Financial Report
- Accept Report on Recent and Upcoming Solicitations for Grant Applications (SGA)
- Accept the Performance Report & Analysis
- Accept the Layoff Report

Briefings

The following briefings were presented to the Workforce Development Board:

- WSTC System Overview.....Jill Navarrete & Staff
- Board Roles and Responsibilities.....Carvan Adkins
- Child Care Update.....Nicole Allen

Fiscal Impact:

None

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

Date: August 27, 2025

- Action Item**
- Briefing Item**
- Committee Report**

Submitted by: Robert Sturns, Executive Director

Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Approve the Workforce Development Board Appointments and Re-Appointments

Discussion:

We are currently working on the Workforce Development Board Appointments and Re-Appointments. Below is our list of nominees for appointment and re-appointment to the WDB. Once approved at the August 27th Meeting and the appropriate form signed by Workforce Governing Board Chair, Judge O'Hare the paperwork will be sent to the Texas Workforce Commission.

Board Appointments and the category they represent:

- Joe Jordan, Floor Coverings International – Private Sector (replacing Leslie Scott)
- Matthew Jackson, Texas Workforce Commission- Public Employment Service (replacing Raymond Todd)
- Jason Lamers, BNSF – Private Sector (replacing Andrew Johnsen)
- Dr. Michael McFarland, Crowley ISD – Secondary Education (replacing Dr. Marcelo Cavazos)

Board Re-Appointments and the category they represent:

- Kimberly Baker Jones – Labor
- Mary Farris – Public Assistance
- Antoinette Karriem – Private Sector
- Jennifer Limas – Community Based Organization
- Tyrone Taylor – Private Sector

Fiscal Impact:

None

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

Date: August 27, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Robert Sturns, Executive Director
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Accept the Workforce Governing Board Meeting Schedule.

Discussion:

Below is the proposed schedule of FY26 meeting dates for the Workforce Governing Board.

- February 11, 2026 (9:00 a.m.)*
- April 27, 2026 (2:00 p.m.)
- August 26, 2026 (9:00 a.m.)*

* 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 Development Board Meeting
9:00 a.m. June 11, 2025
Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, TX 76107
MINUTES

WDB Members Present: Lillie Biggins, Dr. Marcelo Cavazos, Mary Farris, Mike Gerro, Joan Grigsby, Jana Harris, Dr. Marie Holliday, Deb Jones, Jennifer Limas, Dr. Daniel Lufkin, Jerletha McDonald, Rosa Navejar, Jeff Postell, Dr. Di Ann Sanchez, Leslie Scott, Tyrone Taylor, Robert Teran, Raymond Todd, Estrus Tucker

WDB Members Absent: Kimberly Baker-Jones, Mike Coffey, Mike Doyle, Felicia Davis, Leo Del Calvo, Jon Gustafson, Jessica Heer, Andrew Johnsen, Antoinette Karriem, Gracie Vega

Staff Present: Nicole Allen, Doug Arnold, Tiffany Clayton, Jack Cummings, Tracey Cummings, Lacey Douglas, Mervil Johnson, Cindy Largent, Valerie Kelton, Colton McDonald, Jauneen Maldonado, Melissa Mata-Valadez, Jill Navarrete, Renee Parker, Tabitha Smith-Moore, James Stokes, Robert Sturns, Mark Tristan, and Limous Walker

Legal Counsel Present: Bessie Bronstein

I. Call to Order

Tyrone Taylor, Board Chair, called the Workforce Development Board (WDB) Meeting to order at 9:07 a.m. There was a quorum of members present.

II. Public Comments

There were no public comments at this time.

III. Special Recognitions and Introductions

Mr. Taylor opened by thanking Raymond Todd for his service on the Board from 2019 – 2025 as the Public Employment Services representative. He stated Mr. Todd would remain with the Texas Workforce Commission, but his position will move him to East Texas. A replacement would be named soon.

Mr. Taylor continued by recognizing two staff members retiring from Workforce Solutions for Tarrant County. Jann Miles, Planning Director, and recognized for her expertise in labor market information for Tarrant County, will retire July 7, 2025 after 28 years with the organization. Doug Arnold, Quality and Monitoring Director, who led the creation of the Quality and Monitoring Department, also announced retirement on July 11, 2025 after 37

years of service to the Tarrant County Workforce System. Mr. Taylor thanked both Ms. Miles and Mr. Arnold for their contributions on behalf of the Board and Staff.

IV. Approval of Consent Agenda Items (WDB)

Mr. Taylor remarked the latest Performance Report from the Texas Workforce Commission was emailed to the Board on Friday, June 6, 2025 and could also be found starting on page 1 in the Handouts Packet. Robert Sturns, Executive Director, cited challenges in receiving performance data, and the MPR's continue to develop at the State level. The Board is in regular communication with TWC to resolve issues as they are discovered. He commented the March and April reports should be available by the end of June.

It was moved by Dr. Marie Holliday and seconded by Estrus Tucker to approve the Consent Agenda Items for the WDB which included the following:

- **Approve the Minutes of the April 9, 2025 WDB Meeting**
- **Accept the Committee Reports: Workforce Delivery Systems**
- **Accept the Financial Report**
- **Accept Report on Recent Solicitations for Grant Applications (SGA)**
- **Accept the Performance Report & Analysis**
- **Accept the Layoff Report**

The motions carried unanimously.

V. Briefing Item

Mr. Taylor introduced Nicole Allen, Child Care Director, to provide the Board with an overview of the child care program management and impacts on the community.

Ms. Allen began by stating the briefing explores the challenges families face in affording child care, the impact current and past policy decisions have had on the industry as well as positive developments occurring within the industry. She further commented on the need to monitor broader economic indicators influencing the demand for and operational environment of the child care industry in Tarrant County.

Ms. Allen communicated the importance of child care as it relates to workforce participation, supporting working families, promoting child development, and contributing to economic growth. She noted that she and her team focus on these areas with purposeful practices, policy implementation and engagement with the community. She addressed four economic factors affecting Tarrant County families and the need to pay for child care.

1. Ms. Allen stated the job market has a critical role in relation to underemployment and dual incomes. Disruptions in these dynamics can lead to financial instability impacting affordable child care. Ms. Allen explained Tarrant County is one of the fastest growing major metropolitan economies with a real GDP increase from approximately 128.6 billion in 2022 to 133.2 billion in 2023. She noted the economic growth coupled with strong job creation has increased child care demand while poverty rates also rose.
2. Ms. Allen remarked inflation rates directly impact child care. High inflation equals more families qualifying for assistance while less families qualify if inflation is low. Inflation peaked in 2022 at 9.4% with the March 2025 rate of 1.4% indicating a downward trend. Ms. Allen stated child care is a significant expense even with subsidies and rising costs affect affordability.

3. Ms. Allen explained housing and utility costs significantly impact the ability to afford child care and a safe and secure environment is crucial in child development. A substantial portion of household income is consumed by these costs. She stated the median sales price for a home in Tarrant County has been stable at \$350,000 but remains out of reach for low-income families. Rent has increased 3% year over year and 45% of Tarrant County renters are spending more than 30% of their income on housing, limiting child care affordability even with subsidies.
4. Ms. Allen noted the importance of food and nutrition and a family's ability to access affordable food. Food assistance programs such as SNAP and food banks can help to cover rising costs but may not alleviate the financial strain, especially in communities where food insecurity is prevalent and those experiencing a higher poverty rate. She stated along with child care expenses, some families may be forced to reduce their working hours or leave jobs altogether impacting their financial stability which leads to longer term socioeconomic disadvantages.

Ms. Allen presented a graph of the average household budget in Tarrant County. Housing costs represented 30% of the household budget while child care costs equaled 17% which Ms. Allen stated could be closer to 25%. She commented transportation costs challenge a family needing to get to work or school. Workforce Solutions for Tarrant County and services offered by the workforce development system support families with this need. Additionally, the graph categorized food expenses at 10% of a family's budget along with utilities at 7% followed by all other variable expenses such as entertainment and clothing at 23%. Ms. Allen stated health insurance costs also have an impact on determining household budgets.

Ms. Allen covered child care Policy Impacts which include continued advocacy for increased state and federal funding for Early Childhood Education. She stressed the need to address subsidies, wait lists, expanding access to child care, improving provider support, and competitive wages for child care workers. Ms. Allen commented the 89th Legislative Session passed a major bill infusing \$100 million into the subsidy system. The funds will be dispersed among the 28 workforce development boards and will serve approximately 10,000 children off the state-wide wait list. Ms. Allen expressed the necessity of collaboration with local organizations and entities. She continued it is critical to explore initiatives with childhood businesses and employers that support a family with child care needs and the ability to get them to work.

Ms. Allen stated policy implementation works when utilizing data driven decision making by looking at past information from the Census Bureau and Bureau of Labor Statistics as an example. She stated the collection and analysis of local data on child care such as availability, cost and population needs is vital for developing quality programs which foster growth and development. Ms. Allen continued that the funding we provide for the community should be based on data collected from our partners, providers, and families to address ongoing improvement in quality of care.

Ms. Allen addressed positive areas in child care including continuity of care and the ability to stabilize a child's learning environment by providing 12 months or more of child care. Community partners specializing in services appropriate for children experiencing homelessness, poverty or special needs show the benefits from continuing high-quality care which is shown to improve their developmental outcome by 20%.

Ms. Allen stated the economic landscape significantly challenges families seeking child care in Tarrant County and concluded there are critical areas workforce development and community partners can advocate for policy changes that will begin to shape the future

where quality childcare is accessible and affordable for every family served. Ms. Allen opened the floor for questions or clarifications from Board Members.

Board Members Deb Jones and Mike Gerro requested updates on turnover rates within child care centers as well as wage growth and training for child care workers. Ms. Allen stated low wages contribute to significant turnover occurring within the child care field. She continued access to apprenticeship programs, Career and Technical Education (CTE) programs, community college and higher education institutions might assist in elevating child care workers to a higher wage.

Next, Dr. Marcelo Cavazos, Board Member, initiated a discussion regarding Pre-K state funding for eligible four-year olds and the impact on child care businesses. Ms. Allen responded that plans for sustaining care for zero to three-year old children as four-year olds begin to attend local public schools are essential as well as proposing school districts and private child care centers work together on supporting families.

Ms. Allen stated Pre-K partnerships with community-based child care centers are necessary for stable after-school care. Board Member Jennifer Limas commented on the different licensing requirements for three and four-year olds and the cost associated with adaptive or separate programs. Ms. Allen emphasized providers and workforce development must adhere to all regulations, so providers are eligible for services.

Jerletha McDonald, Board Member, requested an update regarding the current number of families on the Tarrant County wait list and Ms. Allen responded that the list is approximately 14,000 at this time. Ms. McDonald commented there are currently 95,000 children state-wide on wait lists. She continued the funds from the state to address the issue will serve 10,000 children state-wide and approximately 300 in Tarrant County as the funds are divided between 28 Boards. Ms. Allen stated this presents an opportunity for Tarrant County to begin to work with policymakers at the state level to understand the scope and sequence of how the funds are dispersed and to continue collaborations within the county to make sure our children are being served for years to come.

Mr. Taylor expressed thanks to Ms. Allen for taking the time to present the update, commenting her expertise highlights how critical the child care system is for Tarrant County families and the role we all play. On behalf of the Board, Mr. Taylor extended appreciation to Ms. Allen and her team for their work to provide quality child care in the community.

VI. Report from the Chair

Mr. Taylor stated the child care briefing presented at this meeting was requested by the Board. Mr. Taylor encouraged the Board to submit topics they wish to hear more about to Mr. Sturns so he can plan to add to a future agenda.

Mr. Taylor invited all Board Members to attend the annual Budget Workshop scheduled for Friday, August 22, 2025 at 9:00 a.m. via Zoom. The Workshop, facilitated by Jack Cummings, Associate Deputy Executive Director, Administration, provides valuable insight and detail into the budget process. The information is beneficial prior to the August 27, 2025 Joint Board Meeting when the budget is presented for approval.

VII. Executive Directors Report

Mr. Sturns opened by announcing the recent promotion of Renee Parker to Business Services Director. Ms. Parker has been with Workforce Solutions for Tarrant County for 18 years and most recently served as Interim Business Services Director. Mr. Sturns continued by stating

that Ms. Parker, widely recognized in the community as a trusted resource, has been instrumental in leading efforts to engage employers and align workforce services with the evolving needs of area companies and her promotion is well deserved.

Mr. Sturns updated Board Members on the Tarrant County Adult Education and Literacy Consortium High Equivalency Graduation held Monday, June 2, 2025. Mr. Sturns invited Jauneen Maldonado, AEL Director, to give a few remarks and present a short video of the celebration.

Ms. Maldonado commented 167 graduates received their GED this year and 101 participated in the ceremony. She thanked Estrus Tucker, Board Member, for delivering the invocation, and Mr. Sturns for his opening remarks. She concluded by acknowledging the Board's support of the program and introduced the video. Mr. Sturns thanked Ms. Maldonado, her team, and the Consortium partners for their months of work organizing a special night for the graduates and their families.

Mr. Sturns addressed current Legislative Updates and funding distributed at the State level. He remarked the White House released details of the President's proposed Budget FY 2026 which was passed by the House of Representatives on May 22, 2025. Mr. Sturns continued the budget includes approximately 8.6 billion in discretionary budget authority for the Department of Labor; a 33% decrease in funding from FY 2025. The budget proposes consolidating 11 DOL workforce development programs into a single Make America Skilled Again program. Mr. Sturns commented that under this program, several funding sources would be impacted, such as the Workforce Innovation Opportunity Act (WIOA), Dislocated Workers and Youth, and Employment Service grants. In addition, it requires grantees to spend at least 10% of funds allocated on registered apprenticeship activities. Mr. Sturns stated Workforce Solutions will continue to track the budget's progress through the Senate.

Mr. Sturns informed the Board that the Communications and Event Report included in their packet had information on Workforce Solutions for Tarrant County's outreach since the last meeting in April. Mr. Sturns congratulated all who were recognized as part of Fort Worth Magazines Top 500 Influential People in Fort Worth including Board Vice-Chair, Rosa Navejar, Board Member Estrus Tucker, and all three of our Workforce Governing Board Members. Mr. Sturns was also recognized.

He continued the report detailed the Arlington Area Job Fair held April 2, 2025 and the Continuing the Climb Job Fair on May 28, 2025, commenting both events were well attended. Mr. Sturns stated the report included recent media activity, updates on the Neighborhood Strategies Initiative, and introduced the new WSTC Works E-Newsletter. Information on the AEL National Honors Society Induction and Workforce Solutions for Tarrant County being honored again as a Best Place for Working Parents concluded Mr. Sturns report.

VIII. Adjourn

Mr. Taylor closed the meeting by stating there would not be a Board meeting in July. The next scheduled meeting is the Joint Workforce Development Board/Workforce Governing Board Meeting to be held August 27, 2025. He stated as a reminder, the Board has a full agenda hearing from our elected officials and looking to approve the budget at that time.

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: August 27, 2025

Action Item Submitted by: Renee Parker, Business Services Director
 Briefing Item
 Committee Report Prepared by: Renee Parker, Business Services Director

Action Requested:

Accept the Workforce Improvement Committee Report

Discussion:

The Workforce Improvement Committee met virtually on July 23, 2025. Renee Parker, Business Services Director asked the committee to approve the minutes from the March 2025 Workforce Improvement Committee meeting.

This meeting focused on the important work happening in the construction industry bringing together education, employers, and community partners to strengthen Tarrant County's workforce pipeline.

Terri Gaber, VP of Training & Development with TEXO and Norma Lehman with Be Pro Be Proud provided an update on the current state of the construction industry in DFW region. The industry is currently facing several challenges including the difficulty filling hourly craft positions, a steady rise in construction costs and a negative perception of the construction industry making it less appealing for the younger generation.

TEXO's Be Pro Be Proud is a mobile workshop that serves as a traveling career exploration center for students. Through hands on simulators and virtual reality experiences it connects participants to high-demand career opportunities and addresses the negative perception of the construction industry.

Jeff Postell, President & CEO of Post L Group, shared innovative strategies for growing their talent pipeline through strong partnerships with Workforce Solutions for Tarrant County, local nonprofits and school districts. These collaborations focus on recruiting and training talent through paid internships, teacher externships and hands on career pathways that strengthen Tarrant County's construction workforce.

Fiscal Impact: None

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

Date: August 27, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Tyrone Taylor, WDB Chair
<input type="checkbox"/> Briefing Item	
<input checked="" type="checkbox"/> Committee Report	Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Accept the Leadership Committee Report

Discussion:

The Leadership Committee met in-person on Wednesday, August 13th at the Administrative (Board) Offices. After approving the minutes from the July 10, 2024, meeting the committee covered multiple topics summarized below:

- **Budget Discussion**
 - The Committee received a brief overview of the FY26 Budget from Jack Cummings, Associate Executive Director, Administration. He noted that a full overview will be given at the upcoming Budget Workshop which is scheduled for August 22nd at 9am.
 - When staff began the budget process, they started out with conservative projections and he was happy to report that the picture had improved since the initial work that was done.
 - Overall, the committee was pleased with the work that was done on the budget to keep direct client services at about the same levels as years past
- **Workforce Center Updates**
 - Jack provided the committee with an update on the progress of the Arlington Workforce Center. The Workforce Development Board voted in April to allow our Executive Director to move forward on the contract for the new workforce center, we would be moving from the current location at the end of the year.
- **TWC Monitoring Report**
 - Jack provided an update to the Committee on the Texas Workforce Commission (TWC) Monitoring visit from May. After those visits TWC sends a report that summarizes their feedback and he went over that report and the work being done in a few areas.
- **Performance Report**
 - The Committee received a brief update on the TWC Performance Report from Jill Navarrete, Deputy Executive Director. She noted that we have 11 new performance measures which brings the total to 29 measures. This does not include the 11 that the AEL Program is assessed on.
 - TWC is still experiencing some issues with the reporting so currently their reports are not completely accurate. They are continuing to work on this area and we receive the information from TWC as it is available.
- **Executive Directors Discussion**
 - Robert Sturns, Executive Director spoke to the committee about a few topics, including:
 - Getting feedback from the Leadership Committee on a standing quarterly Leadership Committee Meeting. Everyone seemed to agree and staff will work on some possible dates.
 - Before the meeting adjourned the Leadership Committee expressed interest in a future WDB Strategic Planning Session. They also discussed the upcoming WDB/WGB Meeting and possible topics at future board meetings.

With no further action the meeting was adjourned.

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

Date: August 27, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Robert Sturns, Executive Director
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Accept the FY26 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.

Proposed Workforce Development Board Meeting Schedule FY26

- October 8, 2025
- December 10, 2025
- February 11, 2026*
- April 8, 2026
- June 10, 2026
- August 26, 2026*

* 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 / GOVERNING BOARD COMMUNICATION**

Date: August 27, 2025

Action Item Submitted by: Robert Sturns, Executive Director
 Briefing Item
 Committee Report Prepared by: Limous Walker, Rapid Response/TAA Associate Director

Action Requested:

Accept the Layoff Report

Discussion:

Layoff activities are continuing at an alarming rate, but occasionally something remarkable occurs. Tyson Foods completed a transaction with Lineage Logistic, LLC in mid-June involving warehouse operations at the Fort Worth South Distribution Center, located at 8200 Will Rogers Blvd, Fort Worth, TX. As part of the transaction, Tyson Foods would continue to employ team members at the facility while Lineage prepared to take over the facility's warehouse in mid-August. At that time Tyson Foods was scheduled to terminate 275 team members but was aware that Lineage was interested in the employees and prepared to offer employment to the Tyson Foods team members who met Lineage's conditions of employment and were willing to become Lineage team members. All Tyson Foods team members accepted employment with Lineage Logistics and continued working with no interruptions.

On June 7, 2025, Chick-Fil-A located at 1505 N. Collins St in Arlington temporarily closed its facility to make construction upgrades to the main seating area and the kitchen. Because of the closure it was necessary for Chick-Fil-A to lay off 26 workers. After completing the upgrade, workers impacted by the layoff were recalled and 21 of the 26 workers returned to work. Five workers were picked up by other Chick-Fil-A locations.

On July 10, 2025, LIXIL Americas made the difficult decision to permanently close its manufacturing operations at its Grand Prairie plant, which would impact 65 employees. The company has not determined the actual closure date, but when that decision is made, they will update employees, the Texas Workforce Commission and the Grand Prairie Mayor. Rapid Response Outplacement services have been discussed with the Leader, HR, Americas Plants and a decision regarding the desired services will be made August 16, 2025. The HR representative for LIXIL Americas has great concern regarding his employees finding new positions because 80% of his employees speak Spanish and very little English. The company representative was assured that Workforce Solutions for Tarrant County is well-equipped to provide the necessary assistance for his employees to move to new positions.

Bodacious BBQ, a longtime restaurant in Arlington is saying goodbye after 34 years. Fran, the owner operator, said that they will close this week as soon as they run out of food. Fran said that when she opened Bodacious 34 years ago, there was nothing like it in the area and what she quickly learned was that customers were hungry. Not for barbecue, but for connection. Fran's favorite saying is, "Great food fills your stomach, but great company feeds the soul. Good Luck Fran and Workforce Solutions for Tarrant County is ready and able to assist your four employees in finding new jobs.

In the Tarrant County Workforce Development Area, the Civilian Labor Force consisted of 1,213,739 with 1,167,098 being Employed, 46,641 being Unemployed and a 3.8% Unemployment Rate. During June, July and August, direct Rapid Response services were provided for JC Penney (Alliance Supply Chain) and FedEx. In addition, an On-Site Job Fair was held for JC

Penney on July 25, 2025 and a second Job Fair will be held on August 27, 2025. Six Resume/Interviewing workshops were also provided for JC Penney. Rapid Response Outplacement Information Packets were provided for Sellmark Corporation and Smurfit Westrock. Other businesses did not receive direct or indirect services because they failed to notify the Texas Workforce Commission or the layoff occurred prior to notification.

Fiscal Impact: None

TARRANT COUNTY FY25 LAYOFFS
October 1, 2024 – present

COMPANY NAME	LOCATION	WARN DATE	NUMBER AFFECTED	LAYOFFS	CLOSURES
<i>Bodacious BBQ</i>	<i>Arlington</i>	<i>8/11/25</i>	<i>5</i>		<i>X</i>
<i>LIXIL Americas</i>	<i>Grand Prairie</i>	<i>7/21/25</i>	<i>65</i>		<i>X</i>
<i>GI Alliance Management LLC</i>	<i>Southlake</i>	<i>7/03/25</i>	<i>149</i>	<i>X</i>	
<i>Chick-Fil-A</i>	<i>Arlington</i>	<i>6/17/25</i>	<i>26</i>	<i>SEE</i>	<i>NARRATIVE</i>
<i>Tyson Foods</i>	<i>Fort Worth</i>	<i>6/16/25</i>	<i>275</i>	<i>SEE</i>	<i>NARRATIVE</i>
<i>Sellmark Corporation</i>	<i>Mansfield</i>	<i>6/09/25</i>	<i>19</i>		<i>X</i>
<i>JC Penney (Alliance Supply)</i>	<i>Haslet</i>	<i>6/02/25</i>	<i>269</i>		<i>X</i>
<i>Smurfit Westrock</i>	<i>Fort Worth</i>	<i>5/14/25</i>	<i>30</i>	<i>X</i>	
<i>FedEx</i>	<i>Fort Worth</i>	<i>5/07/25</i>	<i>305</i>	<i>X</i>	
<i>MedStar Mobile Healthcare</i>	<i>Fort Worth</i>	<i>4/14/25</i>	<i>565</i>		<i>X</i>
<i>Turn 14 Distribution</i>	<i>Fort Worth</i>	<i>4/02/25</i>	<i>20</i>	<i>X</i>	
<i>Catholic Charities</i>	<i>Fort Worth</i>	<i>4/01/25</i>	<i>169</i>	<i>X</i>	
<i>Joann Fabrics & Crafts</i>	<i>Fort Worth</i>	<i>4/07/25</i>	<i>18</i>		<i>X</i>
<i>Joann Fabrics & Crafts</i>	<i>Fort Worth</i>	<i>4/07/25</i>	<i>28</i>		<i>X</i>
<i>Joann Fabrics & Crafts</i>	<i>Grapevine</i>	<i>4/07/25</i>	<i>23</i>		<i>X</i>
<i>Joann Fabrics & Crafts</i>	<i>Hurst</i>	<i>4/07/25</i>	<i>15</i>		<i>X</i>
<i>VR's Dickies Headquarters</i>	<i>Fort Worth</i>	<i>4/02/25</i>	<i>125</i>		<i>X</i>
<i>Ball Corporation</i>	<i>Fort Worth</i>	<i>4/02/25</i>	<i>30</i>		<i>X</i>
<i>LX Pantos</i>	<i>Fort Worth</i>	<i>3/18/25</i>	<i>130</i>		<i>X</i>
<i>Dairy Queen</i>	<i>N Richland Hills</i>	<i>3/17/25</i>	<i>12</i>		<i>X</i>
<i>Hello Fresh</i>	<i>Grand Prairie</i>	<i>3/14/25</i>	<i>273</i>		<i>X</i>
<i>Allied Aviation</i>	<i>Grapevine</i>	<i>3/03/25</i>	<i>362</i>		<i>X</i>
<i>Party City (West I-20)</i>	<i>Arlington</i>	<i>2/10/25</i>	<i>15</i>		<i>X</i>
<i>Party City (Pipeline Rd)</i>	<i>Hurst</i>	<i>2/10/25</i>	<i>13</i>		<i>X</i>
<i>Party City (State Hwy 121)</i>	<i>Eules</i>	<i>2/10/25</i>	<i>8</i>		<i>X</i>
<i>Party City (Lake Worth Blvd)</i>	<i>Lake Worth</i>	<i>2/10/25</i>	<i>13</i>		<i>X</i>
<i>Party City (Sherry Lane)</i>	<i>Fort Worth</i>	<i>2/10/25</i>	<i>14</i>		<i>X</i>
<i>Party City (SW Loop 820)</i>	<i>Fort Worth</i>	<i>2/10/25</i>	<i>7</i>		<i>X</i>
<i>Party City (US287)</i>	<i>Mansfield</i>	<i>2/10/25</i>	<i>14</i>		<i>X</i>
<i>Party City (N Burleson Blvd)</i>	<i>Burleson</i>	<i>2/10/25</i>	<i>12</i>		<i>X</i>
<i>Party City (Denton Hwy)</i>	<i>Watauga</i>	<i>2/10/25</i>	<i>17</i>		<i>X</i>
<i>Big Lots (Lake Worth Blvd)</i>	<i>Lake Worth</i>	<i>1/28/25</i>	<i>15</i>		<i>X</i>
<i>Big Lots (McCart Ave)</i>	<i>Fort Worth</i>	<i>1/28/25</i>	<i>25</i>		<i>X</i>
<i>Big Lots (Rufe Snow)</i>	<i>Fort Worth</i>	<i>1/28/25</i>	<i>25</i>		<i>X</i>
<i>Big Lots (Central Drive)</i>	<i>Bedford</i>	<i>1/28/25</i>	<i>20</i>		<i>X</i>
<i>Big Lots (S Cooper)</i>	<i>Arlington</i>	<i>1/28/25</i>	<i>17</i>		<i>X</i>
<i>Big Lots (Keller Parkway)</i>	<i>Keller</i>	<i>1/28/25</i>	<i>16</i>		<i>X</i>
<i>American Freight (Southwest)</i>	<i>Arlington</i>	<i>11/14/24</i>	<i>5</i>		<i>X</i>
<i>American Freight (Town Square)</i>	<i>Fort Worth</i>	<i>11/14/24</i>	<i>5</i>		<i>X</i>
<i>Haltom's Jewelers (Camp Bowie)</i>	<i>Fort Worth</i>	<i>11/14/24</i>	<i>10</i>		<i>X</i>
<i>Haltom's Jewelers (Main St)</i>	<i>Fort Worth</i>	<i>11/14/24</i>	<i>10</i>		<i>X</i>

<i>Haltom's Jewelers (Hwy 114)</i>	<i>Grapevine</i>	<i>11/14/24</i>	<i>10</i>		<i>X</i>
<i>Radius Aerospace</i>	<i>Fort Worth</i>	<i>11/05/24</i>	<i>65</i>		<i>X</i>
<i>Sequest Aquarkum</i>	<i>Fort Worth</i>	<i>10/31/24</i>	<i>26</i>		<i>X</i>
<i>Sodexo</i>	<i>Fort Worth</i>	<i>10/29/24</i>	<i>75</i>		<i>X</i>
<i>Dennis Uniform</i>	<i>Fort Worth</i>	<i>10/24/24</i>	<i>139</i>		<i>X</i>
<i>Big Lots (Overton Rigde_)</i>	<i>Fort Worth</i>	<i>10/10/24</i>	<i>15</i>		<i>X</i>
<i>Big Lots (Eastchase Pkwy)</i>	<i>Fort Worth</i>	<i>10/10/24</i>	<i>17</i>		<i>X</i>
<i>Big Lots (Walnit Creek Drive)</i>	<i>Mansfield</i>	<i>10/10/24</i>	<i>14</i>		<i>X</i>
<i>Big Lots (Green Oaks Rd)</i>	<i>Fort Worth</i>	<i>10/10/24</i>	<i>8</i>		<i>X</i>
Total Companies: 50	Cities Impacted: 14		Total: 3,497	Total: 5	Total: 43

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT / GOVERNING COMMUNICATION**

Date: August 27, 2025

Pending approval at the Workforce Investment Committee Meeting on 8/22/25

Action Item

Submitted by: Mark Tristan, Senior Director of Finance

Briefing Item

Committee Report.

Prepared by: Mark Tristan, Senior Director of Finance

Action Requested:

Accept the Financial Report

Discussion:

The Board is requested to accept the financial report for June 2025. For the first three quarters of the fiscal year, the report shows 67.06% of the budget expended. Expenditures through June 30 should track at approximately 75.00%, which suggests that most system-wide expenditures for personnel and operations are progressing at acceptable levels.

Budget figures include the nearly \$13.1M increase in funds approved via FY25 Budget Revision #1, which the Board approved on February 12th. Facilities expenditures include cash payments for July lease obligations that were actually paid in June, thus the slightly higher expenditure rate.

Child care expenditures are spending effectively. Staff monitors expenditure trends on an ongoing basis.

Actual training expenditures through June 30 are reflecting an expenditure rate of 40.11% of the Individual Training Accounts (ITA) budget. However, over \$628K in additional training costs have also been obligated, therefore, 60% of the budget has been committed for training during the remainder of FY25.

Direct Client activities, such as Work Experience and Support Services are spending at increased levels as the year has progressed. These activities have been utilized very effectively during FY 25. As the year is coming to a close, the workforce center operator will monitor and analyze all client activities to ensure that those in higher demand are appropriately funded. Any surplus in areas such as Training will be used to meet the needs of our customers in the Work Experience and/or Support Services categories. The contractor has the flexibility to move budgeted funds from one client activity to another as needed to support customer demand.

Fiscal Impact:

Reflection of expenditures for the Tarrant County Workforce Development Area for October 1, 2024 through June 30, 2025.

**Workforce Solutions for Tarrant County
Fiscal Year 2025
For the Ninth Month Ending June 30, 2025**

	BUDGET	YTD EXPENDITURES	%
BOARD:			
Personnel	7,289,598	5,351,007	73.41%
Operations (System-Wide)	2,877,384	1,732,311	60.20%
WORKFORCE CENTER OPERATOR:			
Personnel	9,209,574	5,514,562	59.88%
Operations	1,146,971	780,724	68.07%
FACILITIES	2,371,455	1,834,613	77.36%
CONTRACTED SERVICES	27,619,743	14,520,509	52.57%
DIRECT CHILD CARE	77,865,001	56,479,541	72.54%
INDIVIDUAL TRAINING ACCOUNTS (ITA):	3,122,616	1,252,632	40.11%
WORK EXPERIENCE	1,770,776	1,448,011	81.77%
SUPPORT SERVICES	1,995,114	1,792,740	89.86%
	<u>\$ 135,268,233</u>	<u>\$ 90,706,651</u>	<u>67.06%</u>

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT / GOVERNING COMMUNICATION**

Date: August 27, 2025

Pending approval at the Workforce Investment Committee Meeting 8/22/25

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

Action Requested:

Accept the report issued by Pattillo, Brown & Hill on the Board's FY 24 financial audit.

Discussion:

The annual audit of the Board's financial operations for the year ended September 30, 2024, has been completed. Again, this year, we have received a "clean audit" with no findings, questioned costs, or noted deficiencies in internal controls.

A copy of the Audit is attached. Board staff will provide a brief overview of the FY 2024 audit report and request that it be accepted by the Investment Committee on August 22nd, before moving to the full Board. A representative of PB&H will be available at the WGB/WDB meeting on August 27th to answer any specific questions the Board may have.

The audit engagement for the completion of the FY24 audit was the initial audit engagement between the Board and Pattillo, Brown & Hill. While this could potentially pose some challenges with scheduling and field work, the review was performed smoothly, effectively and timely. We look forward to working with PB&H in the future.

Fiscal Impact:

The report reflects a "clean audit" of the Board's finances for the Fiscal Year ended September 30, 2024.



**TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY
Fort Worth, Texas**

**ANNUAL FINANCIAL REPORT
FOR THE YEAR ENDED SEPTEMBER 30, 2024**

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

TABLE OF CONTENTS

SEPTEMBER 30, 2024

	<u>Page Number</u>
FINANCIAL SECTION	
Independent Auditor’s Report.....	1 – 3
Management’s Discussion and Analysis.....	4 – 7
Basic Financial Statements:	
Government-wide Financial Statements:	
Statement of Net Position	8
Statement of Activities	9
Fund Financial Statements:	
Balance Sheet – Governmental Funds.....	10
Reconciliation of the Balance Sheet of Governmental Funds to the Statement of Net Position	11
Statement of Revenues, Expenditures and Changes in Fund Balances – Governmental Funds.....	12
Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances of Governmental Funds to the Government-wide Statement of Activities.....	13
Notes to Financial Statements	14 – 22
SINGLE AUDIT SECTION	
Independent Auditor’s Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	23 – 24
Independent Auditor’s Report on Compliance for Each Major Program and on Internal Control Over Compliance in Accordance with Uniform Guidance and Texas Grant Management Standards	25 – 26
Schedule of Expenditures of Federal and State Awards	27 – 29
Notes to Schedule of Expenditures of Federal and State Awards.....	30
Schedule of Findings and Questioned Costs.....	31
Summary Schedule of Prior Audit Findings.....	32

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FINANCIAL SECTION

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INDEPENDENT AUDITOR'S REPORT

Board of Directors
Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County
Fort Worth, Texas

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities and each major fund of Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County (the "Board"), as of and for the year ended September 30, 2024, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities and each major fund of the Board as of September 30, 2024, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Board and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for twelve months beyond the financial statement due date, including any currently know information that may raise substantial doubt shortly thereafter.

OFFICE LOCATIONS

TEXAS | Waco | Temple | Hillsboro | Houston
NEW MEXICO | Albuquerque



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Board's basic financial statements. The schedule of expenditures of federal and state awards, as required by Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* and *Texas Grant Management Standards*, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal and state awards is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated June 30, 2025, on our consideration of the Board's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Board's internal control over financial reporting and compliance.

Pattillo, Brown & Hill, L.L.P.

Waco, Texas
June 30, 2025

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

MANAGEMENT'S DISCUSSION AND ANALYSIS

September 30, 2024

As management of the Tarrant County Workforce Development Board (the "Board"), we offer readers of the Board's financial statements this narrative overview and analysis of the financial activities of the Board for the year ended September 30, 2024.

FINANCIAL HIGHLIGHTS

- The assets of Tarrant County Workforce Development Board exceeded its liabilities as of September 30, 2024, by \$233,283 (net position).
- The Board's total net position decreased by \$596,005.
- As of the close of the current fiscal year, the Board's governmental funds reported a combined ending fund balance of \$1,276,856, an increase of \$308,288 from the preceding year.
- As of September 30, 2024, fund balance for the General Fund remained unchanged at \$64,525.

OVERVIEW OF THE FINANCIAL STATEMENTS

This discussion and analysis is intended to serve as an introduction to the Board's basic financial statements. The Board's basic financial statements are comprised of three components: (1) government-wide financial statements, (2) fund financial statements and (3) notes to the financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

Government-wide Financial Statements – The government-wide financial statements are designed to provide readers with a broad overview of the Board's finances, in a manner similar to a private-sector business.

The Statement of Net Position presents information on all of the Board's assets and liabilities, with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the Board is improving or deteriorating.

The Statement of Activities presents information showing how the Board's net position changed during the fiscal year. All changes in net position are reported when the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in the future fiscal periods (e.g., earned but unused compensated absences). The government-wide financial statements can be found on page 8-9 of this report.

Fund Financial Statements – A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The Board, like other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Governmental Funds – Governmental funds are used to account for the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on current sources and uses of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating a governmental entity's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental funds balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

The Board maintains two individual governmental funds. Information is presented separately in the governmental fund balance sheet and in the governmental fund statement of revenues, expenditures, and changes in fund balances for the General Fund and the Workforce Education and Training Fund, both of which are major funds.

The Board of Directors approves a financial plan for revenue and expenditures in all funds. Although the financial plans are reviewed and approved by the Board of Directors, they are not considered legally adopted budgets or appropriations. Accordingly, comparative budget and actual results are not presented in this report.

The basic governmental fund financial statements can be found on pages 10–13 of this report.

Notes to the Financial Statements – The notes provide additional information that is essential to a full understanding of the data provided in the government –wide and fund financial statements. The notes to the financial statements can be found on pages 14–22 of this report.

FINANCIAL ANALYSIS

As noted earlier, net position may serve over time as a useful indicator of a government’s financial position. In the case of the Board, assets exceeded liabilities by \$233,283 as of September 30, 2024.

	Governmental Activities	
	2024	2023
Current and other assets	\$ 9,915,177	\$ 9,736,322
Capital assets	<u>9,764,560</u>	<u>11,935,617</u>
Total assets	<u>19,679,737</u>	<u>21,671,939</u>
Current liabilities	10,555,245	10,307,374
Noncurrent liabilities	<u>8,891,209</u>	<u>10,498,680</u>
Total liabilities	<u>19,446,454</u>	<u>20,806,054</u>
Deferred inflows of resources	<u>-</u>	<u>36,597</u>
Net position:		
Net investment in capital assets	(630,784)	93,999
Restricted	1,212,331	904,043
Unrestricted	<u>(348,264)</u>	<u>(168,754)</u>
Total net position	<u>\$ 233,283</u>	<u>\$ 829,288</u>

A significant portion of the Board’s net position reflect its investment in capital assets. The Board uses these assets to provide services; consequently, these assets are not available for spending. As of September 30, 2024, the net investment in capital assets was reported as a deficit balance. This is due to the Board’s lease and software subscriptions; these assets are depreciated straight-line, whereas the related liabilities are amortized based on an effective interest rate. Thus, the asset balances have decreased more quickly over the lease and subscription terms than the related liabilities have. Ultimately, though, both the assets and liabilities under those arrangements will reach zero in the same fiscal year.

The remaining deficit balance in unrestricted net position reflects the amount of liabilities over assets at September 30, 2024 as the result of the Board’s ongoing operations. This deficit of unrestricted net position results from the recognition of a liability for compensated absences, or the amount of paid time off earned by employees but not yet paid. It is not an indication that the Board lacks sufficient resources to liquidate liabilities as they come due.

The following table provides a summary of the Board’s operations for the years ended September 30, 2024, and 2023.

	Governmental Activities	
	<u>2024</u>	<u>2023</u>
Revenues:		
Program revenues:		
Charges for services	\$ 1,858,450	\$ 1,728,446
Operating grants and contributions	122,792,178	124,484,136
General revenues:		
Unrestricted investment earnings	<u>1,130</u>	<u>1,780</u>
Total revenues	<u>124,651,758</u>	<u>126,214,362</u>
Expenses:		
Workforce development	<u>125,247,763</u>	<u>125,954,559</u>
Total expenses	<u>125,247,763</u>	<u>125,954,559</u>
Change in net position	(596,005)	259,803
Net position, beginning	<u>829,288</u>	<u>569,485</u>
Net position, ending	<u>\$ 233,283</u>	<u>\$ 829,288</u>

Governmental Funds

The focus of Tarrant County Workforce Development Board’s governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the Board’s financing requirements. In particular, unassigned fund balance may serve as a useful measure of a government’s net resources available for spending at the end of the fiscal year.

At the end of the current fiscal year, the Board’s governmental funds reported combined ending fund balances of \$1,276,856. Refer to pages 10–13 of this report for a more detailed presentation of governmental funds.

DEBT AND CAPITAL ASSETS

Capital Assets

The Board’s investment in capital assets for its governmental activities as of September 30, 2024, amounts to \$9,764,560 (net of accumulated depreciation). The Board recognized approximately \$0.4 million of new lease assets during the year, but overall capital assets decreased year over year due to continued depreciation on existing assets.

	Governmental Activities	
	<u>2024</u>	<u>2023</u>
Furniture, fixtures and equipment	\$ 33,553	\$ 93,999
Right to use lease assets	8,894,227	10,795,644
Software subscription assets	<u>836,780</u>	<u>1,045,974</u>
Total capital assets	<u>\$ 9,764,560</u>	<u>\$ 11,935,617</u>

Additional information on the Board’s capital assets can be found in Note V, page 19 of this report.

Long-Term Debt

At the end of the current fiscal year, the Board had total long-term liabilities outstanding of \$10,808,133.

Long-term liabilities are composed of the following:

- Compensated absences liability that is payable to employees.
- Leases payable for building space and copiers.
- Subscription liability for multi-year software subscriptions.

Additional information on the Board's long-term debt can be found in Note VI to the financial statements.

ECONOMIC FACTORS AND NEXT YEAR'S BUDGETS

The initial Fiscal Year 2025 budget approved by the Workforce Governing Board for the year beginning October 1, 2024 projects expenditures of \$122,174,892. This represents a nominal decrease of \$2,168,578 in expenditures compared to the audited expenditures of \$124,343,470 for the year ended September 30, 2024. In comparison, the planned expenditure levels for FY25 are relatively comparable to FY24 and reflect the stabilization of funding as they have returned to more traditional pre-pandemic levels.

REQUEST FOR INFORMATION

This financial report is designed to provide a general overview of the Board's finances. If you have questions about this report or need any additional information, contact Mark Tristan, at 1320 S. University Dr. Suite 600, Fort Worth, Texas 76107-5780.

**BASIC
FINANCIAL STATEMENTS**

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

STATEMENT OF NET POSITION

SEPTEMBER 30, 2024

	Governmental Activities
ASSETS	
Current assets:	
Cash and cash equivalents	\$ 3,161,208
Accounts receivable	5,654,577
Prepaid items	1,099,392
Total current assets	9,915,177
Noncurrent assets:	
Capital assets:	
Furniture, fixtures, and equipment, net of depreciation	33,553
Right-to-use lease assets, net of amortization	8,894,227
Right-to-use software subscription assets, net of amortization	836,780
Total capital assets	9,764,560
Total noncurrent assets	9,764,560
Total assets	19,679,737
LIABILITIES	
Current liabilities:	
Accounts payable - vendors	537,122
Accounts payable - subcontractors	561,878
Accounts payable - other	1,264,170
Accrued liabilities	5,682,525
Advances from grantors	592,626
Accrued compensated absences	330,231
Lease liabilities	1,385,309
Subscription liabilities	201,384
Total current liabilities	10,555,245
Noncurrent liabilities:	
Accrued compensated absences	82,558
Lease liabilities	8,004,727
Subscription liabilities	803,924
Total noncurrent liabilities	8,891,209
Total liabilities	19,446,454
NET POSITION	
Net investment in capital assets	(630,784)
Restricted for program services	1,212,331
Unrestricted	(348,264)
Total net position	\$ 233,283

The notes to the financial statements are an integral part of this statement.

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

STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED SEPTEMBER 30, 2024

Functions / Programs	Expenses	Program Revenues		Net (Expense) Revenue and Changes in Net Position
		Charges for Services	Operating Grants and Contributions	Governmental Activities
Governmental activities:				
Workforce development	\$ 125,247,763	\$ 1,858,450	\$ 122,792,178	\$ (597,135)
Total governmental activities	<u>125,247,763</u>	<u>1,858,450</u>	<u>122,792,178</u>	<u>(597,135)</u>
General revenues:				
Interest income				<u>1,130</u>
Total general revenues				<u>1,130</u>
Change in net position				(596,005)
Net position, beginning				<u>829,288</u>
Net position, ending				<u>\$ 233,283</u>

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

BALANCE SHEET

GOVERNMENTAL FUNDS

SEPTEMBER 30, 2024

	General	Special Revenue Workforce Education & Training	Total Governmental Funds
ASSETS			
Cash and cash equivalents	\$ 736,540	\$ 2,424,668	\$ 3,161,208
Accounts receivable	-	5,654,577	5,654,577
Prepaid items	<u>1,099,032</u>	<u>360</u>	<u>1,099,392</u>
Total assets	<u>1,835,572</u>	<u>8,079,605</u>	<u>9,915,177</u>
LIABILITIES			
Accounts payable - vendor	152,744	384,378	537,122
Accounts payable - subcontractors	95,101	466,777	561,878
Accounts payable - other	1,261,699	2,471	1,264,170
Accrued liabilities	261,503	5,421,022	5,682,525
Advances from grantors	-	<u>592,626</u>	<u>592,626</u>
Total liabilities	<u>1,771,047</u>	<u>6,867,274</u>	<u>8,638,321</u>
FUND BALANCE			
Nonspendable	1,099,032	360	1,099,392
Restricted for program services	-	1,211,971	1,211,971
Unassigned	<u>(1,034,507)</u>	<u>-</u>	<u>(1,034,507)</u>
Total fund balances	<u>64,525</u>	<u>1,212,331</u>	<u>1,276,856</u>
Total liabilities and fund balances	<u>\$ 1,835,572</u>	<u>\$ 8,079,605</u>	<u>\$ 9,915,177</u>

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

RECONCILIATION OF THE BALANCE SHEET OF GOVERNMENTAL FUNDS
TO THE STATEMENT OF NET POSITION

SEPTEMBER 30, 2024

Total fund balances - governmental funds balance sheet	\$	1,276,856
Amounts reported for governmental activities in the Statement of Net Position are different because:		
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the funds.		
Furniture, fixtures, and equipment, net of accumulated depreciation		33,553
Right-to-use lease assets, net of accumulated amortization		8,894,227
Right-to-use software subscription assets, net of accumulated amortization		836,780
Long-term liabilities are not due and payable in the current period and therefore are not reported in the funds.		
Lease liability		(9,390,036)
Subscription liability		(1,005,308)
Compensated absences		(412,789)
		(11,808,133)
Net position of governmental activities	\$	233,283

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

STATEMENT OF REVENUES, EXPENDITURES
AND CHANGES IN FUND BALANCES

GOVERNMENTAL FUNDS

FOR THE YEAR ENDED SEPTEMBER 30, 2024

	General	Special Revenue Workforce Education & Training	Total Governmental Funds
REVENUES			
Grants	\$ -	\$ 122,763,476	\$ 122,763,476
Interest	-	1,130	1,130
Other	-	1,887,152	1,887,152
Total revenues	-	124,651,758	124,651,758
EXPENDITURES			
Current:			
Workforce development:			
Personnel	-	6,699,211	6,699,211
Program	-	113,838,996	113,838,996
Professional fees	-	266,501	266,501
Supplies	-	521,468	521,468
Telephone	-	497,786	497,786
Postage	-	2,850	2,850
Maintenance & repairs	-	27,115	27,115
Conferences, conventions, meetings	-	156,489	156,489
Dues & subscriptions	-	28,325	28,325
Miscellaneous	-	426,649	426,649
Debt service:			
Principal	-	1,725,208	1,725,208
Interest and fiscal charges	-	152,872	152,872
Capital outlay	425,835	-	425,835
Total expenditures	425,835	124,343,470	124,769,305
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENDITURES	(425,835)	308,288	(117,547)
OTHER FINANCING SOURCES (USES)			
Lease issuance	425,835	-	425,835
Total other financing sources and uses	425,835	-	425,835
NET CHANGE IN FUND BALANCES	-	308,288	308,288
FUND BALANCES, BEGINNING	64,525	904,043	968,568
FUND BALANCES, ENDING	\$ 64,525	\$ 1,212,331	\$ 1,276,856

The notes to the financial statements are an integral part of this statement.

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

RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES
AND CHANGES IN FUND BALANCES OF GOVERNMENTAL FUNDS
TO THE STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED SEPTEMBER 30, 2024

Net change in fund balances - total governmental funds	\$ 308,288
Amounts reported for governmental activities in the Statement of Activities are different because:	
<p>Governmental funds report capital outlays as expenditures. However, in the statement of activities, the cost of these assets is allocated over their estimated useful lives and reported as depreciation expense.</p>	
Depreciation	(60,446)
Amortization	(2,536,446)
Capital additions	425,835
<p>Governmental funds report proceeds from leases as other financing sources. However, in the statement of activities, new leases are recorded as an addition to capital assets and lease payables.</p>	
	(425,835)
<p>Governmental funds report lease and subscription payments as expenditures. However, in the statement of activities only the interest portion is reflected as an expense. This is the amount by which the principal portion reduced lease and subscription obligations.</p>	
	1,725,208
<p>Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds.</p>	
This difference is the current year change in the Board's liability for accrued leave.	(32,609)
Change in net position of governmental activities	\$ (596,005)

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

NOTES TO THE FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

I. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the Tarrant County Workforce Development Board (the "Board") have been prepared in conformity with generally accepted accounting principles (GAAP) as applied to governmental units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The following represents the significant accounting policies and practices used by the Board.

Reporting Entity

The Tarrant County Workforce Development Board is a quasi-governmental organization authorized by State Statute to administer programs for the Texas Workforce Commission. The Board was established pursuant to the Texas Workforce and Economic Competitiveness Act, Government Code, Chapter 2308, passed by the State Legislature as Senate Bill 642 (1993) and House Bill 1863 (1995), establishing the Texas Workforce Commission, and creating local workforce development boards. The purpose of the Board is to work towards establishing innovative and creative employment and training programs to prepare youth and unskilled adults for entry into the labor force and to afford job training opportunities to local residents facing barriers to employment who are in need of such training to facilitate their acquisition of productive employment.

Basic Financial Statements

The Board's basic financial statements include both government-wide (reporting the Board as a whole) and fund financial statements (reporting the Board's major funds).

Government-Wide Financial Statements

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all the activities of the Board.

The statement of activities demonstrates the degree to which the direct expenses of a given function or identifiable activity are offset by program revenue. *Direct expenses* are those that are clearly identifiable with a specific function or identifiable activity. *Program revenue* includes 1) charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment, and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Other items not properly included among program revenue are reported instead as *general revenue*. Major individual governmental funds are reported as separate columns in the fund financial statements.

The government-wide focus is more on the sustainability of the Board as a whole and the change in the Board's net position resulting from current year activities. Substantially all interfund activity has been eliminated in these financial statements.

Government-wide net position is divided into three components:

- Net Investment in Capital Assets – consists of the historical cost of capital assets less accumulated depreciation and less any debt that remains outstanding that was used to finance those assets plus deferred outflows of resources less deferred inflows of resources related to those assets.
- Restricted Net Position – consists of assets that are restricted by the Board's creditors (for example, through debt covenants), by state enabling legislation (through restrictions on shared revenues), by grantors (both federal and state), and by other contributors.
- Unrestricted – all other net position is reported in this category.

Fund Financial Statements

The Board uses funds to maintain its financial records throughout the year. A fund is defined as a fiscal and accounting entity with a self-balancing set of accounts. The Board uses only governmental funds.

Governmental funds are those through which most governmental functions typically are financed. Governmental funds reporting focuses on the sources, uses and balances of current financial resources. Expendable assets are assigned to the various governmental funds according to the purpose for which they may or must be used. The Board's programs and services are funded primarily with federal and state grants.

The accompanying fund financial statements report the following major governmental funds:

The **General Fund** is the Board's primary operating fund and contains the Board's cost allocation pools. It accounts for all financial resources of the general government except those accounted for in another fund.

The **Workforce Education and Training Fund** is used to account for federal, state, and local grants and contracts awarded to Tarrant County Workforce Development Board, most of which are passed through the Texas Workforce Commission, which are used to provide job training and education to eligible participants.

Amounts reported as *program revenue* include operating grants and contributions. Internally dedicated resources are reported as *general revenue* rather than as program revenue.

In the governmental fund financial statements, fund balances are classified as follows:

- **Nonspendable** – Amounts that cannot be spent either because they are in a nonspendable form or because they are legally or contractually required to be maintained intact.
- **Restricted** – Amounts that can be spent only for specific purposes because of state or federal laws, or externally imposed conditions by grantors.
- **Committed** – Amounts that can be used only for specific purposes determined by a formal action by Board resolution.
- **Assigned** – Amounts are designated by management for a particular purpose but are not spendable until there is a majority vote approval by the Board of Directors.
- **Unassigned** – All amounts not included in other spendable classifications.

Use of Restricted Resources

When an expense is incurred that can be paid using either restricted or unrestricted resources (net position), the Board's policy is to first apply the expense toward restricted resources and then toward unrestricted resources. In governmental funds, the policy is to first apply the expenditure toward restricted fund balance and then to other, less restricted classifications – committed and then assigned fund balances before using unassigned fund balances, if applicable.

Basis of Accounting and Measurement Focus

Basis of accounting refers to the point at which revenues or expenditures are recognized in the accounts and reported in the financial statements. It relates to the timing of the measurements made regardless of the measurement focus applied.

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Revenue is recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenue is recognized as soon as it is both measurable and available. Revenue is considered to be *available* when it is collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the Board considers revenue to be available if it is collected within 60 days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences and claims and judgments, are recorded only when payment is due.

Expenditure-driven grants are recognized as revenue when the qualifying expenditures have been incurred and all other grant requirements have been met. Grant revenue and interest are susceptible to accrual. All other revenue items are considered to be measurable and available only when cash is received by the Board.

Revenues – Exchange and Non-Exchange Transactions

Revenue resulting from exchange transactions, in which each party gives and receives essentially equal value, is recorded on the accrual basis when the exchange takes place. On a modified accrual basis, revenue is recorded in the fiscal year in which the resources are measurable and become available. Available means that the resources will be collected within the current fiscal year or are expected to be collected soon enough thereafter to be used to pay liabilities of the current fiscal year.

Non-exchange transactions in which the Board receives value, without directly giving value in return, includes grants and donations. On an accrual basis, revenue from grants and donations is recognized in the fiscal year in which all eligibility requirements have been satisfied. Eligibility requirements include timing requirements, which specify the year when the resources are required to be used or the fiscal year when use is first permitted, matching requirements, in which the Board must provide local resources to be used for a specific purpose, and expenditure requirements, in which the resources are provided to the Board on a reimbursement basis. On a modified accrual basis, revenue from non-exchange transactions must be available before it can be recognized.

II. FINANCIAL STATEMENT AMOUNTS

A. Cash and Cash Equivalents

Cash and cash equivalents are defined as short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Cash and cash equivalents in the Board's financial statements include amounts in demand deposits. Interest earned is based on the amount of funds invested.

State statutes authorize the Board to invest in obligations of the United States, its agencies, certificates of deposits with banks and savings and local associations, banker's acceptances, commercial paper, mutual funds, investment pools and repurchase agreements with underlying collateral of government securities. Investments for the Board, when present, are reported at fair value. The Board had no investments at September 30, 2024.

B. Accounts Receivable

Accounts receivable represent amounts due from federal, state, and other agencies for the various programs administered by the Board. The receivable includes amounts due on programs closed-out and those in progress as of September 30, 2024 and consists of the following:

Texas Workforce Commission:	
0524SBA001	\$ 22,975
0523WOD001	385,308
0524WOR001	4,885
0524WOY001	123,170
2924ALA032	35,178
2924ALA048	1,964
0524CCF001	1,431,971
0525CCF001	2,474,593
0524CCM001	544,829
0524CCP001	45,806
0525CCP001	389,494
0525SNE002	8,240
3022VRS030	27,400
3024VRS041	75,712
3024VRS097	9,721
0524COL001	2,840
0525COL001	10,821
0524REA001	25,967
0525WPB002	<u>20,364</u>
Total Texas Workforce Commission:	5,641,238
Cordish	<u>13,339</u>
Total Accounts Receivable:	<u>\$ 5,654,577</u>

C. Prepaid Items

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid items in both government-wide and fund financial statements. The Board uses the consumption method to account for prepaid items.

D. Capital Assets

Capital assets, which include property and equipment, are reported in the governmental activities column in the government-wide financial statements. Capital assets are defined by the government as assets with an initial, individual cost of more than \$5,000 and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at estimated fair market value on the date received.

The costs of normal maintenance and repairs are charged to operations as incurred. Improvements are capitalized and depreciated over the remaining useful lives of the related capital assets, as applicable.

Equipment of the primary government is depreciated using the straight-line method over the following useful lives:

<u>Asset Description</u>	<u>Years</u>
Buildings	20
Furniture, fixtures, and equipment	3-7
Right to use:	
Buildings	3-10
Equipment	3-7

E. Leases

The Board is party as lessor and lessee for various noncancellable long-term leases of buildings and copier equipment. The corresponding lease receivable or lease payable, are recorded in an amount equal to the present value of the expected future minimum lease payments received or paid, respectively, discounted by an applicable interest rate. Leased assets are amortized over the life of the associated contract.

F. Advances From Grantors

Advances from grantors represents amounts received from grantors in excess of expenditures for programs in progress as of September 30, 2024.

G. Compensated Absences

Employees earn ten (10) days of vacation per year during the first 4 years of employment with a maximum annual carry-over of 20 days. Employees earn fifteen (15) days of vacation per year for year 5 through 9 of employment with a maximum annual carry-over of 22.5 days. Employees earn twenty (20) days of vacation per year for year 10 through 14 of employment with a maximum annual carry-over of 27.5 days. Employees earn twenty (20) days of vacation per year for year 15 of employment and after with a maximum annual carry-over of 30 days. Employees will be paid for accrued vacation upon voluntary termination of employment. For the Statement of Net Position, this liability reflects amounts attributable to cumulative employee services already rendered.

Employees are eligible for 12 sick leave days per year and can accrue up to a maximum amount of 120 days. Employees leaving in good standing are compensated for 25% of accumulated sick leave after 5 years of continuous service not to exceed \$5,000. Sick pay is charged to expenditures as taken.

III. BUDGETARY INFORMATION

The Board’s financial plan is controlled at the grant level with management authorized to make transfers of budgeted amounts between object class levels within a fund or project, within restrictions imposed by grantor agencies. The Board approves the financial plan for revenue and expenditures in all funds. The appropriations for the General Fund lapse at the fiscal year-end. Although the financial plans are reviewed and approved by the Board, they are not considered legally adopted annual budgets or appropriations. Accordingly, comparative budget and actual results are not presented in this report.

IV. CUSTODIAL RISK

Deposits – Custodial Credit Risk – In the case of deposits, this is the risk that in the event of a bank failure, the Board’s deposits may not be returned to it. State statutes require that all deposits in financial institutions be fully collateralized by U. S. Government Securities or its agencies and instrumentalities that have a fair value of not less than the principal amount of deposits. As of September 30, 2024, all of the Board’s deposits were covered by FDIC insurance, or collateralized by the financial institution.

V. CAPITAL ASSETS

Capital asset activity for the year ended September 30, 2024 was as follows:

	Beginning Balance	Increases	Decreases	Ending Balance
Governmental activities:				
Capital assets, being depreciated:				
Furniture, fixtures and equipment	\$ 1,076,215	\$ -	\$ -	\$ 1,076,215
Right to use:				
Buildings	13,271,990	425,835	(1,066,967)	12,630,858
Equipment	219,018	-	-	219,018
Software	1,255,168	-	-	1,255,168
Total capital assets being depreciated	<u>15,822,391</u>	<u>425,835</u>	<u>(1,066,967)</u>	<u>15,181,259</u>
Less accumulated depreciation for:				
Furniture, fixtures and equipment	(982,216)	(60,446)	-	(1,042,662)
Right to use:				
Buildings	(2,607,756)	(2,239,644)	1,066,967	(3,780,433)
Equipment	(87,608)	(87,608)	-	(175,216)
Software	(209,194)	(209,194)	-	(418,388)
Total accumulated depreciation	<u>(3,886,774)</u>	<u>(2,596,892)</u>	<u>1,066,967</u>	<u>(5,416,699)</u>
Governmental activities capital assets, net	<u>\$ 11,935,617</u>	<u>\$ (2,171,057)</u>	<u>\$ -</u>	<u>\$ 9,764,560</u>

VI. LONG-TERM LIABILITIES

Long-term liabilities consist of compensated absences, leases, and subscription liabilities related to SBITAs.

A summary of long-term liability activity for the year ended September 30, 2024 is as follows:

	Beginning Balance	Increases	Decreases	Ending Balance	Amount Due in One Year
Governmental activities:					
Leases	\$ 10,493,196	\$ 425,835	\$ (1,528,995)	\$ 9,390,036	\$ 1,385,309
SBITAs	1,201,521	-	(196,213)	1,005,308	201,384
Compensated absences	380,180	336,753	(304,144)	412,789	330,231
Total	<u>\$ 12,074,897</u>	<u>\$ 762,588</u>	<u>\$ (2,029,352)</u>	<u>\$ 10,808,133</u>	<u>\$ 1,916,924</u>

Leases

A summary of leases payable as of the year ended September 30, 2024, for the Board as lessee, is as follows:

Purpose of Lease	Interest Rate	Initial Year of Lease	Amount of Initial Lease Liability	Interest Current Year	Amounts Outstanding 9/30/24	Amounts Due Within One Year
Right to Use:						
Copiers	2.53%	2022	\$ 219,018	\$ 3,536	\$ 116,366	\$ 44,146
Buildings	0.28%-2.86%	2022-2024	12,630,858	120,113	9,273,670	1,341,163
Totals				<u>\$ 123,649</u>	<u>\$ 9,390,036</u>	<u>\$ 1,385,309</u>

The future minimum lease payments for the Board are as follows:

Year Ended September 30,	Principal	Interest
2025	\$ 1,385,309	\$ 111,099
2026	1,106,617	94,915
2027	1,114,034	82,530
2028	844,786	71,464
2029	806,889	61,944
2030-2034	2,387,406	202,393
2035-2038	<u>1,744,995</u>	<u>44,601</u>
Total	<u>\$ 9,390,036</u>	<u>\$ 668,946</u>

Subscription-Based Information Technology Arrangements (SBITAs)

The Board is has entered into various noncancellable multi-year subscription arrangements for the right to use another party's software. The corresponding subscription liabilities are recorded in an amount equal to the present value of the expected future minimum subscription payments paid, respectively discounted by an applicable interest rate. SBITA assets are amortized over the life of the associated contract.

A summary of SBITA payables for the board as of September 30, 2024, is as follows:

Purpose of Lease	Interest Rate	Initial Year of Lease	Amount of Initial Lease Liability	Interest Current Year	Amounts Outstanding 9/30/24	Amounts Due Within One Year
Right to Use:						
Software	2.61%	2023	\$ 1,255,168	<u>\$ 29,223</u>	<u>\$ 1,005,308</u>	<u>\$ 201,384</u>
Totals				<u>\$ 29,223</u>	<u>\$ 1,005,308</u>	<u>\$ 201,384</u>

The future minimum SBITA payments for the Board are as follows:

Year Ended September 30,	Principal	Interest
2025	\$ 201,384	\$ 24,052
2026	206,691	18,745
2027	212,139	13,297
2028	217,729	7,707
2029	<u>167,365</u>	<u>2,006</u>
Total	<u>\$ 1,005,308</u>	<u>\$ 65,807</u>

VII. USE OF ESTIMATES

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

The Board generally uses an estimate based on municipal bond rate yield curves as the discount rate for leases unless the rate that the lessor/vendor charges is known.

VIII. RETIREMENT PLAN

The Board contributes to an Insuperity 401(k) Plan (the Plan), a defined contribution profit-sharing plan, with a section 401(k) salary deferral feature for its full-time employees. The Plan is administered by Insuperity Holdings, Inc. Benefit terms, including contribution requirements for the Plan, are established and may be amended by the Board. Employees may elect to make pre-tax contributions, Roth contributions, or a combination of both and may elect to defer from 1% to 80% of their compensation. The Board matches 100% of every dollar that the employee contributes to the Plan up to 6% of eligible compensation per payroll period. Employees are permitted to make contributions up to applicable Internal Revenue Code limits. For the year ended September 30, 2024, employee contributions totaled \$378,701 and the Board recognized retirement contribution expense of \$476,281. Of this retirement contribution expense, \$205,971 is related to the 6% match and \$270,310 is related to a discretionary match.

Employees are immediately vested in their own contributions as well as those of the Board. The Board had no retirement plan liability at September 30, 2024.

IX. RISK MANAGEMENT

The Board is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The Board maintains workers' compensation and other risks of loss coverage through commercial insurance carriers. Management believes such coverage is sufficient to preclude any significant uninsured losses. There were no significant reductions in insurance coverage from coverage in the prior year. There were no insurance settlements that exceeded insurance coverage in any of the past three years.

X. ECONOMIC DEPENDENCY

The Board receives a significant portion of its revenue from funds provided through federal and state grants. These amounts are all appropriated each year by the federal and state governments. If significant budget cuts are made at the federal and/or state level, the amount of the funds received could be reduced significantly and have an adverse impact on its operations. Federal and state grant revenues comprised 98.4% of the Board's revenues for the year.

XI. CONTINGENCIES

The Board contracts with local governments or other local agencies to perform the specific services set forth in certain grant agreements. The Board disburses grant funds to the agencies based on expenditure reports received from each agency. Agencies expending \$750,000 or more in grant funds are required to have an independent audit each year. Copies of such audits are required to be submitted to the Board. If such audits disclose expenditures not in accordance with terms of the grants, the grantor agency could disallow the costs and require reimbursement of the disallowed costs either from the Board or the subcontractor. The Board generally has the right of recovery from the subcontracted agencies.

XII. NEW ACCOUNTING GUIDANCE

Significant new accounting guidance issued by the GASB not yet implemented by the Board include the following:

GASB Statement No. 101, *Compensated Absences* – The objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. That objective is achieved by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. This Statement will become effective for reporting periods beginning after December 15, 2023, and the impact has not yet been determined.

GASB Statement No. 102, *Certain Risk Disclosures* – The objective of this Statement is to provide users of government financial statements with information about risks related to a government’s vulnerabilities due to certain concentrations or constraints that is essential to their analyses for making decisions or assessing accountability. This Statement will become effective for reporting periods after June 15, 2024, and the impact has not yet been determined.

GASB Statement No. 103, *Financial Reporting Model Improvements* – The objective of this Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential to their analyses for making decisions or assessing accountability. This Statement will become effective for reporting periods beginning after June 15, 2025, and the impact has not yet been determined.

GASB Statement No. 104, *Disclosure of Certain Capital Assets* – The objective of this Statement is to provide users of government financial statements with essential information about certain types of capital assets. This Statement requires certain types of capital assets to be presented separately in the note disclosures, including right-to-use assets related to leases, Subscription-Based Information Technology Arrangements, and public-private or public-public partnerships. Other intangible assets are also required to be presented separately by major class. Additional disclosures have also been required held for sale. This Statement will become effective for reporting periods beginning after June 15, 2025, and the impact has not yet been determined.

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SINGLE AUDIT SECTION

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REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

Board of Directors
Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County
Fort Worth, Texas

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund of the Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County (the "Board"), as of and for the year ended September 30, 2024, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements, and have issued our report thereon dated June 30, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Board's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control. Accordingly, we do not express an opinion on the effectiveness of the Board's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Board's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Board's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Board's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Pattillo, Brown & Hill, L.L.P.

Waco, Texas
June 30, 2025

**INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE FOR EACH
MAJOR FEDERAL AND STATE PROGRAMS AND REPORT ON INTERNAL CONTROL
OVER COMPLIANCE IN ACCORDANCE WITH THE UNIFORM GUIDANCE
AND TEXAS GRANT MANAGEMENT STANDARDS**

Board of Directors
Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County
Fort Worth, Texas

Report on Compliance for Each Major Federal and State Programs

Opinion on Each Major Federal and State Programs

We have audited Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County's (the "Board") compliance with the types of compliance requirements described in the *U.S. Office of Management and Budget (OMB) Compliance Supplement* and *Texas Grant Management Standards (TXGMS)* that could have a direct and material effect on each of the Board's major federal and state programs for the year ended September 30, 2024. The Board's major federal and state programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the Board complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal and state programs for the year ended September 30, 2024.

Basis for Opinion on Each Major Federal and State Programs

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance)*; and *TXGMS*. Our responsibilities under those standards and the *Uniform Guidance*, and *TXGMS* are further described in the *Auditor's Responsibilities for the Audit of Compliance* section of our report.

We are required to be independent of the Board and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal and state programs. Our audit does not provide a legal determination of the Board's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the Board's federal and state programs.

OFFICE LOCATIONS

TEXAS | Waco | Temple | Hillsboro | Houston
NEW MEXICO | Albuquerque

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Board's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, the *Uniform Guidance*, and *TXGMS* will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Board's compliance with the requirements of each major federal and state programs as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, the *Uniform Guidance*, and *TXGMS*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Board's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the Board's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the *Uniform Guidance* and *TXGMS*, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct noncompliance with a type of compliance requirement of a federal and state programs on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal or state program will not be prevented, or detected and corrected on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal and state programs that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the *Auditor's Responsibilities for the Audit of Compliance* section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the *Uniform Guidance*. Accordingly, this report is not suitable for any other purpose.

Pattillo, Brown & Hill, L.L.P.

Waco, Texas
June 30, 2025

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

SCHEDULE OF EXPENDITURES OF FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2024

Federal Grantor / Pass-through Grantor / Program or Cluster Title	Federal Assistance Listing Number	Pass-through Entity Identifying Number	Total Federal Expenditures	Passed Through to Subrecipients
FEDERAL AWARDS				
U.S. Department of Agriculture				
Passed through the Texas Workforce Commission:				
SNAP - 2023	10.561	0524SNE001	\$ 656,131	\$ 527,956
<i>Total SNAP Cluster</i>			<u>656,131</u>	<u>527,956</u>
<i>Total Passed Through Texas Workforce Commission</i>			<u>656,131</u>	<u>527,956</u>
Total U.S. Department of Agriculture			<u>656,131</u>	<u>527,956</u>
U.S. Department of Labor				
Passed through the Texas Workforce Commission:				
WIOA Adult-2023	17.258	0523WOA001	4,172,287	3,054,142
WIOA Adult-2024	17.258	0524WOA001	101,634	76,910
WIOA Youth-2023	17.259	0523WOY001	3,547,492	2,785,696
WIOA Youth-2024	17.259	0524WOY001	548,170	432,217
Board Service Award-23	17.278	0523BSA001	44,000	44,000
Board Service Award-24	17.278	0524BSA001	87,975	87,975
WIO-Upskilling and Training	17.258	0524WOZ001	128,460	122,291
WIOA Dislocated Worker- 23	17.278	0523WOD001	3,935,308	2,691,828
WIOA Dislocated Worker- 24	17.278	0524WOD001	29,435	1,205
WIOA - Rapid Response '23	17.278	0523WOR001	49,297	-
WIOA - Rapid Response '24	17.278	0524WOR001	4,885	-
<i>Total WIOA Cluster</i>			<u>12,648,943</u>	<u>9,296,264</u>
REA-2023	17.225	0524REA001	950,967	737,242
<i>Total 17.225</i>			<u>950,967</u>	<u>737,242</u>
Trade Act Services- 2022	17.245	0523TRA001	153	153
Trade Act Services-2023	17.245	0524TRA001	4,833	4,833
<i>Total 17.245</i>			<u>4,986</u>	<u>4,986</u>
Texas Talent Connection	17.207	0525WPB002	20,364	18,940
Wagner Peyser 7b	17.207	0523WPB002	95,679	89,715
WCI - 2023	17.207	0524WC1001	46,443	-
Employment Services-22	17.207	0523WPA001	369,428	1,069
Employment Services-23	17.207	0524WPA001	459,876	5,671
Board Service Member - 23	17.207	0523BSA001	3,000	3,000
Board Service Member - 24	17.207	0524BSA001	6,000	6,000
Veteran Resource-2023	17.801	0524TVC001	100,000	17
<i>Total Employment Service Cluster</i>			<u>1,100,790</u>	<u>124,412</u>
<i>Total Passed Through Texas Workforce Commission</i>			<u>14,705,686</u>	<u>10,162,904</u>
Total U.S. Department of Labor			<u>14,705,686</u>	<u>10,162,904</u>

The accompanying notes are an integral part of this schedule.

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

SCHEDULE OF EXPENDITURES OF FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2024

Federal Grantor / Pass-through Grantor / Program or Cluster Title	Federal Assistance Listing Number	Pass-through Entity Identifying Number	Total Federal Expenditures	Passed Through to Subrecipients
FEDERAL AWARDS (Continued)				
U.S. Department of Education				
Passed through the Texas Workforce Commission:				
AEL-23	84.002A	0518ALAF00	\$ 4,548,695	\$ 3,920,868
AEL-24	84.002A	2924ALA032	935,959	756,156
AEL-24	84.002A	2924ALA048	151,964	60,090
Local Performance Quality Improvement Award-24	84.002A	0524PQI001	25,000	25,000
<i>Total 84.002</i>			<u>5,661,618</u>	<u>4,762,114</u>
<i>Total Passed Through Texas Workforce Commission</i>			<u>5,661,618</u>	<u>4,762,114</u>
Total U.S. Department of Education			<u>5,661,618</u>	<u>4,762,114</u>
U.S. Department of Health and Human Services				
Passed through the Texas Workforce Commission:				
COVID-19 - Childcare - 2024	93.575	0525CCF001	2,474,593	2,474,593
Childcare - 2022	93.575	0523CCF001	6,579	-
COVID-19 - Childcare - 2023	93.575	0524CCF001	61,494,660	59,258,538
Childcare - 2023	93.596	0524CCF001	12,954,613	12,483,546
CC Local Match - 2022	93.596	0523CCM001	220,681	220,681
CC Local Match - 2023	93.596	0524CCM001	5,456,606	5,456,606
Childcare - 2023	93.575	0523CCQ001	81,607	70,963
Childcare - 2023	93.575	0524CCQ001	5,022,283	4,957,979
<i>Total CCDF Cluster</i>			<u>87,711,622</u>	<u>84,922,906</u>
TANF/Choice - 2022	93.558	0523TAF001	585,464	279,589
TANF/Choice - 2023	93.558	0524TAF002	4,377,687	2,778,713
Board Service Award - 24	93.558	0524BSA001	6,000	6,000
AEL	93.558	2924ALA032	37,609	30,384
Board Service Award - 23	93.558	0523BSA001	3,000	3,000
Employment Services - 23	93.558	0524WPA001	63,515	-
NCP - 2023	93.558	0524NCP001	180,870	160,568
WCI - 2023	93.558	0524WCI001	35,805	-
<i>Total 93.558</i>			<u>5,289,950</u>	<u>3,258,254</u>
Childcare - 2023	93.667	0524CCF001	131,952	127,154
<i>Total 93.667</i>			<u>131,952</u>	<u>127,154</u>
<i>Total Passed Through Texas Workforce Commission</i>			<u>93,133,524</u>	<u>88,308,314</u>
Total U.S. Department of Health and Human Services			<u>93,133,524</u>	<u>88,308,314</u>
Total Federal Awards			<u>\$ 114,156,959</u>	<u>\$ 103,761,288</u>

The accompanying notes are an integral part of this schedule.

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

SCHEDULE OF EXPENDITURES OF FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2024

State Grantor / Program Title	Contract Number	Expenditures	Pass-Through Expenditures
STATE AWARDS			
Texas Workforce Commission			
Direct Programs:			
Childcare - 2023	0524CCF001	\$ 2,838,969	\$ 2,736,559
Childcare - 2022	0523CCP001	38	38
Childcare - 2023	0524CCP001	4,344,001	4,344,001
Childcare - 2024	0525CCP001	<u>389,497</u>	<u>389,497</u>
<i>Total Child Care - State</i>		<u>7,572,505</u>	<u>7,470,095</u>
TANF/Choice - 2023	0524TAF002	<u>673,283</u>	<u>354,605</u>
<i>Total TANF - State</i>		<u>673,283</u>	<u>354,605</u>
AEL	2924ALA032	<u>61,610</u>	<u>49,773</u>
<i>Total AEL- State</i>		<u>61,610</u>	<u>49,773</u>
NCP	0524NCP001	<u>122,110</u>	<u>108,403</u>
<i>Total NCP - State</i>		<u>122,110</u>	<u>108,403</u>
SNAP - 2024	0525SNE002	8,240	3,520
SNAP - 2023	0524SNE001	<u>168,769</u>	<u>141,581</u>
<i>Total SNAP - State</i>		<u>177,009</u>	<u>145,101</u>
<i>Total Direct Programs</i>		<u>8,606,517</u>	<u>8,127,977</u>
Total Texas Workforce Commission		<u>8,606,517</u>	<u>8,127,977</u>
Total Expenditures of State Awards		<u>\$ 8,606,517</u>	<u>\$ 8,127,977</u>
Total Expenditures of Federal and State Awards		<u>\$ 122,763,476</u>	<u>\$ 111,889,265</u>

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

NOTES TO THE SCHEDULE OF EXPENDITURES OF
FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2024

1. GENERAL

The accompanying schedule of expenditures of federal and state awards (SEFSA) includes the federal and state grant activity of the Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County (the "Board") under programs of the federal government and the State of Texas for the year ended September 30, 2024. The information in the SEFSA is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the *Uniform Guidance*), and *Texas Grant Management Standards (TXGMS)*. Because the SEFSA presents only a portion of the operations of the Board, it is not intended to, and does not present the financial position, changes in financial position, or cash flows of the Board.

2. BASIS OF ACCOUNTING

The SEFSA is presented using the modified accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the *Uniform Guidance* and *TXGMS*, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Negative amounts shown in the SEFSA represent adjustments or credits made in the normal course of business to amounts reported as expenditures in prior years.

3. INDIRECT COSTS

The Board has elected not to use the de minimis indirect cost rate as allowed in the *Uniform Guidance*.

4. RELATIONSHIP TO FEDERAL AND STATE FINANCIAL REPORTS

Amounts reported in the SEFSA may not agree with the amounts reported in the related federal or state financial reports filed with the grantor agencies because of accruals made in the SEFSA which will be included in future reports filed with those agencies.

5. CONTINGENT LIABILITIES

The Board participates in a number of state and federally assisted programs. These programs are subject to financial and compliance audits by the grantors or their representatives. The purpose of these audits is to ensure compliance with conditions relating to the granting of funds and other reimbursement regulations. These programs have compliance requirements, and should federal or state auditors discover areas of material noncompliance, those funds may be subject to refund if so determined by administrative audit review. For a portion of the expenditures in the federal programs, the Board contracts with other entities to perform specific services set forth in the grant agreement. The Board disburses grant funds to the entities based on invoices and reports received from each contractor. These agencies are required to submit an annual independent audit report to the Board. The Board also performs financial monitoring of the contractors. If such audits or monitoring activities disclose expenditures not in accordance with the terms of the local contract agreement, the Board's grantor agency could disallow the costs and require reimbursement from the Board's nonfederal funds. The Board generally has the right of recovery from the contractors. Based on prior experience, management believes that the Board will not incur significant losses from possible grant disallowance.

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

SCHEDULE OF FINDINGS AND QUESTIONED COSTS

FOR THE YEAR ENDED SEPTEMBER 30, 2024

Summary of Auditor's Results

Financial Statements:

Type of auditor's report issued	Unmodified
Internal control over financial reporting:	
Material weakness(es) identified?	No
Significant deficiency(ies) identified?	None reported
Noncompliance material to financial statements noted?	No

Federal and State Awards:

Internal control over major programs:	
Material weakness(es) identified?	No
Significant deficiency(ies) identified?	None reported

Type of auditor's report issued on compliance for major programs Unmodified

Any audit findings disclosed that are required to be reported in accordance with the *Uniform Guidance* or *Texas Grant Management Standards*? None

Identification of major programs:

Federal:

Assistance Listing Numbers:	Name of Federal Program or Cluster:
93.575, 93.596	CCDF Cluster
84.002	Adult Education - Basic Grants to States

State: Child Care - State

Dollar threshold used to distinguish between type A and type B federal programs \$3,000,000

Dollar threshold used to distinguish between type A and type B state programs \$750,000

Auditee qualified as low-risk auditee? Yes

Findings Relating to the Financial Statements Which Are Required to be Reported in Accordance With Government Auditing Standards

None

Findings and Questioned Costs for Federal and State Awards

None

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

SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS

FOR THE YEAR ENDED SEPTEMBER 30, 2024

None

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

Date: August 27, 2025

- Action Item**
- Briefing Item**
- Committee Report**

Submitted by: Stephanie Roberts, Planning Director

Prepared by: Kay L. Gollihugh, Planner

Action Requested:

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

Discussion:

The following grants are pending and/or have been awarded since the last Board meeting.

Externship for Teachers Grant

Status: Pending

Purpose: The Externships for Teachers grant is a competitive funding initiative designed to connect educators with real-world industry experiences. Its primary goal is to help teachers understand how classroom content translates into workforce skills, thereby enhancing the relevance and impact of their instruction.

Amount: Up to \$200,000

Grant Due Date: September 9, 2025

Expected Notification: February 2026

Contract Dates: February 2026 – February 2027

Board Lead: Renee Parker

Fatherhood FORGE Grant

Status: Pending

Purpose: FORGE stands for Family, Opportunity, Resilience, Grit, Engagement and is a federal grant program focused on promoting responsible fatherhood. It aims to strengthen father-child engagement and improve outcomes for families, especially those facing challenges such as incarceration, poverty, or limited access to resources.

Amount: \$6.25 Million

Submitted: July 29, 2025

Expected Notification: September 2025

Contract Dates: October 2025 – Sept 2030

Board Lead: Mervil Johnson

Texas Talent Connection Grant - Year 2

Status: Awarded

Purpose: The funding supports WSTC’s Neighborhood Initiative Strategy, which brings workforce services directly into underserved communities through partnerships with trusted local organizations.

Amount: \$350,000

Contract Dates: Sept 1, 2025 – August 31, 2026

Board Lead: Brenda Harrist

Healthcare Internship Fund (HIF) Grant

Status: Awarded

Purpose: The Healthcare Internship Fund (HIF) is a state funded initiative aimed at addressing Texas’s growing healthcare workforce shortage, particularly the need for registered nurses and other high-demand roles. The HIF grant helps employers cultivate talent by supporting paid internships of 4 – 8 weeks to 20 individuals across Tarrant County, providing practical experience and enabling the participants to gain essential skills while directly addressing critical workforce shortages in the healthcare industry.

Amount: \$100,000

Contract Dates: June 2025 – June 2026

Board Lead: Renee Parker

Fiscal Impact:

If awarded, funds will be part of the Board’s budget.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY
WORKFORCE DEVELOPMENT / GOVERNING COMMUNICATION**

Date: August 27, 2025

Action Item Submitted by: Diana Herrington, Quality and Monitoring Director
 Briefing Item
 Committee Report Prepared by: Diana Herrington, Quality and Monitoring Director

Action Requested:

Accept the Update on the Performance Report & Analysis

Discussion:

This update is to provide the Board with a high-level view of the concerns, issues and challenges facing local Boards regarding performance data. We recently briefed you about the Texas Workforce Commission's implementation of a new performance reporting system. Since the implementation, local Boards and Contractors are relying on the Texas Workforce Commission (TWC) to provide the data that generates the performance results. Those reports are not completely accurate or received in a timely manner.

June 2025 MPR was received on August 13, 2025. The Board is meeting or exceeding 11 of the 13 contracted measures that are currently being reported. Two measures not meeting are projected to meet as the data continues to mature.

The five Youth measures are in remediation to ensure accuracy. The Choices Full Engagement measure visualization is being finalized by I|3 to ensure accuracy. Due to a data issue related to the transition of the data management systems, performance is suppressed for Average # Children Served. Childcare Initial Job Search Success Rate is in beta release and provided for informational purposes only.

We are monitoring the situation and will keep the Board informed of any updated performance data we receive.

Fiscal Impact

None

May 2025 Board Summary Report

FINAL RELEASE
As Originally Published
7/18/2025



Year-to-Date
Performance Periods

Board 5. Tarrant County

WIOA Outcome Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	AR	94.32%	74.00%	74.00%	69.80%	71.90%	72.33%	319	457	68.91%	67.35%	69.80%	-	7/23	3/24	
Employed Q4 Post Exit - Adult (DOL)	MG	95.35%	72.70%	72.70%	69.32%	69.58%	71.87%	479	691	70.15%	69.58%	69.32%	-	1/23	9/23	
Measurable Skills Gains - Adult (DOL)	EX	118.82%	69.70%	69.70%	82.82%	86.18%	88.86%	188	227	41.10%	50.71%	75.50%	82.82%	7/24	5/25	
Median Earnings Q2 Post Exit - Adult (DOL)	MG	98.73%	\$7,000.00	\$7,000.00	\$6,910.81	\$7,131.79	\$8,392.58	N/A	319	\$5,381.21	\$6,572.40	\$6,910.81	-	7/23	3/24	
Credential Rate - Adult (DOL)	MG	106.16%	72.20%	72.20%	76.65%	71.98%	58.05%	197	257	78.30%	76.74%	76.65%	-	1/23	9/23	
Employed Q2 Post Exit - DW (DOL)	AR	94.77%	77.80%	77.80%	73.73%	76.88%	79.26%	233	316	75.00%	75.00%	73.73%	-	7/23	3/24	
Employed Q4 Post Exit - DW (DOL)	MG	98.15%	78.80%	78.80%	77.34%	71.95%	83.33%	215	278	82.11%	78.35%	77.34%	-	1/23	9/23	
Measurable Skills Gains - DW (DOL)	MG	108.33%	75.00%	75.00%	81.25%	90.00%	78.57%	52	64	60.00%	61.76%	78.85%	81.25%	7/24	5/25	
Median Earnings Q2 Post Exit - DW (DOL)	MG	98.04%	\$9,650.00	\$9,650.00	\$9,461.06	\$10,302.78	\$10,282.13	N/A	233	\$8,611.51	\$8,932.23	\$9,461.06	-	7/23	3/24	
Credential Rate - DW (DOL)	AR	91.61%	77.40%	77.40%	70.91%	68.25%	68.70%	39	55	74.07%	71.74%	70.91%	-	1/23	9/23	
Employed/Enrolled Q2 Post Exit - Youth (DOL)	N/A	N/A	75.30%	75.30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	7/23	3/24	4
Employed/Enrolled Q4 Post Exit - Youth (DOL)	N/A	N/A	74.60%	74.60%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	1/23	9/23	4
Measurable Skills Gains - Youth (DOL)	N/A	N/A	64.30%	64.30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/24	5/25	4
Median Earnings Q2 Post Exit - Youth (DOL)	N/A	N/A	\$3,900.00	\$3,900.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	7/23	3/24	4
Credential Rate - Youth (DOL)	N/A	N/A	65.30%	65.30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	1/23	9/23	4
Credential Rate - All C&T	MG	100.14%	71.00%	71.00%	71.10%	68.02%	61.79%	278	391	75.00%	73.44%	71.10%	-	1/23	9/23	

Status Summary

(Number of Measures)

Exceeding Performance (EX): 1
Meeting Performance (MG, AR): 10
Not Meeting Performance (NM): 2

**% Meeting/Exceeding
(EX, MG, AR): 84.62 %**

Status Definitions:

EX: Exceeding Performance
MG: Meeting Performance
AR: Meeting Performance - At Risk*
NM: Not Meeting Performance
* In the bottom quarter of the Meeting Performance range.

Program Participation Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	86.06%	8,702	8,702	7,489	8,534	9,488	1,303,111	174	7,621	7,563	7,489	-	10/24	5/25	3
Childcare Initial Job Search Success Rate	N/A	92.86%	57.17%	57.17%	53.09%	46.46%	49.32%	86	162	48.00%	55.56%	53.09%	-	6/24	1/25	6
Choices Full Engagement Rate - All Family Total	N/A	N/A	50.00%	50.00%	N/A	51.17%	53.17%	N/A	N/A	N/A	N/A	N/A	-	10/24	5/25	5

Notes

- Due to data issues related to the transition from TWIST to TXC3, performance for this measure has been suppressed.
- Methods for all Youth measures are being remediated to ensure accuracy.
- I|3 is finalizing the visualization for this measure to ensure accuracy.
- This measure is in beta release and provided for informational purposes only.

May 2025 Board Summary Report

FINAL RELEASE

As Originally Published
7/18/2025



Year-to-Date
Performance Periods

Board 5. Tarrant County

Reemployment/Employer Engagement Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	NM	92.68%	59.80%	59.80%	55.42%	56.93%	60.05%	13,179	23,779	57.88%	55.64%	55.42%	-	7/24	2/25	
Employers Receiving Texas Talent Assistance	NM	68.26%	2,684	4,003	1,832	4,071	4,013	N/A	N/A	1,017	1,440	1,832	-	10/24	5/25	

Status Summary

(Number of Measures)

Exceeding Performance (EX): 1

Meeting Performance (MG, AR): 10

Not Meeting Performance (NM): 2

% Meeting/Exceeding

(EX, MG, AR): **84.62 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the Meeting Performance range.

Notes

3. Due to data issues related to the transition from TWIST to TXC3, performance for this measure has been suppressed.

4. Methods for all Youth measures are being remediated to ensure accuracy.

5. I|3 is finalizing the visualization for this measure to ensure accuracy.

6. This measure is in beta release and provided for informational purposes only.

**Workforce Solutions for Tarrant County
Performance Report and Analysis
June 2025**

Our board area is meeting or exceeding 11 of 13 contracted performance measures reported on the June 2025 Monthly Performance Report. The methods for all Youth measures are being remediated to ensure accuracy. I3 is finalizing the visualization for the Choices Full Engagement Measure. Due to a data issue related to the transition of the data management systems, performance is suppressed for Average # Children Served. Childcare Initial Job Search Success Rate is in beta release and provided for informational purposes only.

Below is an analysis of the 2 contracted measures that are currently not meeting.

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 59.80%. The current performance result is 55.26% or 92.41% of the target. The current result is less than 3% percent of meeting performance.

Corrective Action – Current performance data has not been updated since January 2025 and therefore does not reflect actual progress for June. Despite the delay in data, the contractor is actively addressing the performance gap. The contractor is reviewing the data available to identify areas for improvement and ensure compliance with the Claimant Employed within 10 Weeks measure. To support this effort, all workforce centers have been assigned weekly data to guide targeted outreach. Designated staff sends WorkInTexas (WIT) messages to all new registrants and conducts outbound calls to Unemployment Insurance (UI) claimants at weeks 1, 3, 5, 7, and 9 of receiving benefits. Staff offer job search assistance to claimants who are not yet employed, and document Went to Work (WTW) status for those who are employed. Additional strategies are being explored to strengthen engagement and improve employment outcomes.

Board Staff Analysis – Board Staff and C2 are currently working with the Texas Workforce Commission to improve current results. Board Staff feel this performance should improve throughout the performance year.

Employers Receiving Texas Talent Assistance

Description – The number of Employers that received or utilized workforce assistance services, including self-service.

Performance – The target for this measure is 3014. The current performance result is 2219 or 68.26% of the target.

Corrective Action – Contractor conducted a targeted focus week beginning July 7th. All Business Liaisons and Recruiters met at Alliance Workforce Center for a coordinated effort to improve outcomes. The week began with staff training on the Texas Talent Assistance (TTA) definition and proper documentation procedures. As a result, 663 TTA were gained during the week. Staff have maintained an average of 300 TTA per week, and the contractor is now meeting the measure. This improvement will be reflected in the July MPR.

Board Staff Analysis – Board Staff believes that the Contractor focus on targeted outcomes will contribute to positive performance by year end. The targeted effort reflects a measurable increase in performance in current months that has not yet been reported in the MPR.

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

Date: August 27, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Brenda Harrist, Programs Oversight Director
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Brenda Harrist, Programs Oversight Director

Action Requested:

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, 2025 through September 30, 2026, in accordance with the Workforce Delivery Systems Committee Recommendation.

Background:

On February 25, 2021, the Board issued a Request for Proposals (RFP) for the operation and management of the workforce center system in Tarrant County. The RFP solicited proposals for a contractor to lead the operation of the centers, beginning October 1, 2021.

The management of the Workforce Centers and the contracted state program performance measures initially became C2 Global Professional Services, LLC's responsibility on October 1, 2012. Their key management personnel possess a history of successfully operating the programs for which our Board is responsible. They have continued to work effectively with Board staff, employers, community partners, organizations, and job seekers in Tarrant County to provide quality customer service and performance.

C2 Global Professional Services, LLC (C2) is currently in its thirteenth year of managing Tarrant County's Workforce Centers and nearing the end of the fourth year of the third procurement. The terms of the procurement underlying this contract allow the contract to be renewed annually for up to four (4) additional one-year periods. In no event shall the total term of the contract exceed five (5) years. A new Request for Proposals will be released in 2026.

Discussion:

This is a recommendation from the Workforce Delivery Systems Committee to the Workforce Development Board.

The Workforce Solutions for Tarrant County Workforce Center Contractor must:

- Comply with all regulations, policy guidance, and rules issued by the Board, the Texas Workforce Commission, and the Department of Labor. (Evidenced through an extensive formal local and State monitoring system)
- Meet or exceed 19 State contracted standards of performance (reviewed through monthly performance reports)

- Effectively implement 15 separate programs in an integrated one-stop environment, including co-enrollment and service stacking to generate the best outcomes for job seekers. (Assessed by Board Program Oversight Unit)
- Ensure acceptable levels of customer satisfaction. (Ongoing real-time customer satisfaction ratings generated by Qualtrics)
- Collaborate with Board staff to provide services and performance detailed in new local or State initiatives and newly awarded grants. (Oversight by Board staff project managers)
- Collaborate with Board Business Services staff to effectively serve the business community and to generate opportunities for job seekers. (Tracked and managed by Board Business Services unit in Salesforce, a CSR software)
- Provide all fiscal and administrative oversight of their systems. (Board staff provide a system of checks and balances in their respective area of expertise)

C2 Global Professional Services, LLC record:

A review of the areas of Compliance, Performance, Integration, Customer Satisfaction, Collaboration and Administrative Oversight reveal competent and acceptable performance in all areas. The extraordinary collaborative spirit of C2 has enhanced our ability to operate in an environment of continuous improvement and innovative solutions.

Customer Outcome: Workforce Centers continue to provide triage assistance to determine appropriate services and barrier removal assistance, job search and employment assistance during all levels of service both virtually and in person. Employment Services staff, Business Solutions Representatives and Career Advisors assist customers that are utilizing WorkInTexas (WIT), our Call Center and our website for assistance. They also assist customers that have been outreached to participate in various programs, as well as those that are completing training. The staff assist customers by leveraging various grants, programs, and community resources. C2 has built a synergy to work together and to provide a more cohesive wrap around approach for our customers that are attempting to eliminate barriers to employment and obtain a self-sufficient career pathway.

Performance: The management of the Workforce Centers and the contracted state program performance measures became C2's responsibility on October 1, 2012. C2 has continued to maintain ample performance standards. Board staff believe that sufficient progress has been made to recommend the extension of the C2 contract from October 1, 2025, to September 30, 2026.

Statement of Work: Minimal changes are being requested to C2's Statement of Work for this next year.

Board staff will negotiate program and budget modifications for a final contract after Board approval. Budget amounts will be consistent with current program budget requirements and available funds from the Texas Workforce Commission.

Fiscal Impact:

C2 Budget for FY 26: Pending finalization of Board FY 26 Budget.

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

Date: August 27, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Tiffany Clayton, Associate Director for Child Care Program Operations
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Tiffany Clayton, Associate Director for Child Care Program Operations

Action Requested

Authorize the Executive Director to award, negotiate and execute a contract renewal with Child Care Management Services, LLC (CCMS), a subsidiary of Child Care Associates, Inc., to continue operating the Tarrant County Child Care system from October 1, 2025, through September 30, 2026, in accordance with the Workforce Delivery Systems Committee Recommendation.

Background

Workforce Solutions for Tarrant County issued a Request for Proposals on May 9, 2023, to select a provider for child care service delivery in Tarrant County. The resulting contract included one base year with four optional one-year renewals, contingent on performance and funding availability.

Based on satisfactory performance and monitoring outcomes, Board staff recommends exercising the second of four renewal options with CCMS. This extension will ensure continuity of services for families and providers in the region.

Upon Board approval staff will negotiate program and budget adjustments aligned with current requirements and available funding from the Texas Workforce Commission (TWC).

Fiscal Impact

The contract will be funded through TWC's FY 2026 allocations for child care delivery system operations and quality initiatives.

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

Date: August 27, 2025

Action Item

Briefing Item

Committee Report

Submitted by: Tabitha Smith-Moore, Programs Oversight
Associate Director

Prepared by: Tabitha Smith-Moore, Programs Oversight
Associate Director

Action Requested:

Authorize the Executive Director to award, negotiate, and execute contracts with the selected Ancillary Service Providers for the period of October 1, 2025, through September 30, 2026, in accordance with the Workforce Delivery Systems Committee Recommendation.

Background:

The current three-year contracts with Ancillary Service Providers will expire on September 30, 2025. To ensure continued delivery of specialized niche services to our customers, the Board issued a Request for Proposals (RFP) on May 28, 2025.

The RFP sought proposals for the following services:

- Mental Health Services and Trainings
- Paid Work Experience Concurrently with Literacy and Skills Training
- Summer Earn and Learn for Students with Disabilities
- Social Worker Program
- Financial Coaching Services
- Outreach and Barrier Removal Services Choices Program

As a result of recent funding reductions, certain services requested in the RFP were withdrawn. All organizations that submitted proposals for these services have been formally notified. The affected services include:

- Financial Coaching Services
- Outreach and Barrier Removal Services Choices Program
- Mental Health Services and Trainings

To address the impact, board staff have proactively identified alternative resources—such as existing community partnerships and internal program adjustments to ensure workforce customers continue to have access to these essential services. These efforts reflect our commitment to maintaining service continuity and supporting customer needs despite budget constraints.

Discussion:

A team of Board staff conducted a formal evaluation of the three proposals received. Proposals were scored based on the following criteria:

- A. Nature of Proposed Service – 15 points
- B. Program Design – 25 points
- C. Programmatic Objectives – 25 points
- D. Demonstrated Effectiveness – 25 points
- E. Cost Reasonableness – 10 points
- F. HUB Non-Profit (Bonus) – 5 points

Total Possible Points : 105

Review Team Members:

- Brenda Harrist, Programs Oversight Director
- Jauneen Maldonado, AEL Director
- Tabitha Smith-Moore, Programs Oversight Associate Director

Budget reviews and analysis were provided by Jack Cummings, Associate Executive Director of Administration, and Mark Tristan, Senior Director of Finance.

Recommendation:

Based on the proposal reviews and scoring, it is recommended that the committee approve the following providers for the services listed.

- I. Social Worker Program.....The Women’s Center of Tarrant County
- II. Paid Work Experience with Literacy and Skills Training.....Goodwill North Central Texas
- III. Summer Earn & Learn.....Goodwill North Central Texas

The contract term will be from October 1, 2025, through September 30, 2026, with the option to renew for up to two additional one-year periods, contingent upon satisfactory performance and availability of funds.

Fiscal Impact: Pending availability of funds and finalization of FY 2026 Budget

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

Date: August 27, 2025

Action Item Submitted by: Jennifer Limas, Nominating Committee Chair
 Briefing Item
 Committee Report Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Approve the Chair, Vice-Chair and Second Vice-Chair Nominations for FY 2026 Board Officers, in accordance with the Nominating Committee’s Recommendation.

Background:

The Nominating Committee, composed of Jennifer Limas (chair), Mike Doyle, Deb Jones and Estrus Tucker met for the purpose of recommending to the Workforce Development Board a Chair, Vice-Chair and Second Vice-Chair to serve for the next fiscal year.

The Chair of the WDB shall be elected from its private-for-profit members and a Vice-Chair and Second Vice-Chair shall be elected from the membership at large on an annual basis. The newly elected officers will assume their position on the first day of the new fiscal year (October 1st). The person elected for such office shall serve until the next annual election. Officers may be re-elected; however, they may serve only three consecutive full year terms.

The Nominating Committee would like to recommend the following Officers be appointed:

- Rosa Navejar for the role of Workforce Development Chair
- Jerletha McDonald for the role of Workforce Development Vice-Chair
- Dr. Daniel Lufkin for the role of Workforce Development Second Vice-Chair

In accordance with the Board Bylaws, notice was sent to all Workforce Development Board Members on July 28, 2025 requesting that any additional nominations may be made in writing by any member to the Nominating Committee Chair no later than fifteen (15) calendar days before the election, provided prior consent of the nominee has been secured. The Chair will send to all members a list of all additional nominees for each office at least eight calendar days before the election.

No additional nominations were made in writing by any member to the Nominating Committee Chair.

Fiscal Impact:

None

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

Date: August 27, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Jack Cummings, Associate Executive Director, Administration
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Jack Cummings, Associate Executive Director, Administration

Action Requested:

Approve the Fiscal Year 2026 Budget in accordance with the Workforce Investment Committee Recommendation.

Discussion:

The proposed FY 2026 budget is being presented in a budget workshop on Friday, August 22, 2025. Several members of the Workforce Development Board are expected to attend, along with other interested parties. Following the workshop, the Workforce Investment Committee will meet and consider recommending approval of the proposed budget to the Workforce Development Board and the Workforce Governing Board. The proposed budget is summarized as follows:

<u>Revenues</u>				%
<u>Category</u>	<u>FY 2025 Original</u>	<u>FY 2026 Proposed</u>	<u>Increase / (Decrease)</u>	<u>Increase / (Decrease)</u>
Child Care Funds	90,047,640	109,422,803	19,375,163	21.5%
Workforce Services Funds	25,408,764	23,356,428	(2,052,336)	-8.1%
Adult Education & Literacy Funds	6,718,488	5,718,488	(1,000,000)	-14.9%
Total	122,174,892	138,497,719	16,322,827	13.4%

Expenditures

Board & System Wide Infrastructure	9,850,875	8,891,643	(959,232)	-9.7%
Rent & Utilities - All Locations	2,371,455	2,210,905	(160,550)	-6.8%
Child Care Services	86,939,354	106,022,075	19,082,721	21.9%
Workforce Center Operations	9,724,787	9,153,786	(571,001)	-5.9%
Direct Client Services	6,965,512	6,790,581	(174,931)	-2.5%
Ancillary (community-based) Services	727,263	703,506	(23,757)	-3.3%
Adult Education & Literacy Services	5,595,646	4,725,223	(870,423)	-15.6%
Total	122,174,892	138,497,719	16,322,827	13.4%

Observations regarding revenues in the proposed budget are as follows:

Overall Revenues:

Revenues for FY 26 are increasing by 13.4%, due to an increase of \$19.3 million in child care funding allocated to the Board for FY 2026. Aside from that increase, our projected funding for Workforce Services programs and Adult

Education & Literacy (AEL) are seeing significant decreases of 8.1% and 14.9%, respectively. These decreases are the result of reductions in federal funding for Workforce Innovation & Opportunity Act (WIOA) services and AEL services, along with a decrease of \$1.8 million in the amount of carryover funding we project to have available for FY 2026.

* Child Care Funds:

Child Care funding in the FY 26 budget will increase by \$19,375,163, or 22%, from the FY 25 initial budget. It is noted the FY 25 budget did increase by \$10.5 million over the course of FY 25, which makes the “net new funds” budgeted for FY 26 equal \$8.8 million. Of the additional funds, approximately 37% is earmarked for quality improvement activities which leaves the remaining 63% available for direct child care.

* Workforce Services Funds:

The workforce services funding category overall will see a reduction in funding of \$2.7 million, or 10.5% for FY 26. Workforce Innovation and Opportunity Act (WIOA) funding available for FY 26 is down by nearly \$2.8 million, or 17.7% due to reductions in new WIOA allocations and projected reductions in the amount of carryover that will be available during FY 26. Funding for the Temporary Assistance for Needy Families (TANF) program will be down by \$412,554 from the FY 25 initial budget due to reduced carryover funding. SNAP E&T funding is projected to be unchanged for FY 26. Funding for Wagner-Peyser Employment Services (ES) is projected to decrease by \$147,019 due primarily to reduced carryover funding.

The one workforce services funding stream seeing an increase for FY 26 is the Reemployment Services & Eligibility Assessment (RESEA) program which is projected to increase by \$631,758 from the initial FY 25 budget. This will bring RESEA funding to the same level that the Board received in actual RESEA funds during FY 25.

* Adult Education & Literacy:

Adult Education & Literacy (AEL) funding for FY 26 is projected to be down by \$1,000,000, or \$17.5% due the elimination of funding for English Language / Civics activities.

* Other Funding Sources:

This category includes funding for projects sponsored by TWC’s Vocational Rehabilitation Division, a competitively-funded Neighborhood Strategies project recently awarded by TWC, and a collection of small TWC priority projects.

A significant change in this funding category is the addition of the VR Summer Earn & Learn program to the initial FY 26 budget. Although this has been a recurring program over the past several years, the funds have typically arrived mid-year which has left them to be added in our mid-year budget amendment. This action accounts for the net increase of \$664,367 in these other funds sources.

Highlights regarding expenditures in the proposed budget are:

Overall Expenditures:

Total expenditures for FY 26 are budgeted to increase by \$16,322,827 or 13.4 %. This increase is entirely due to increases in child care funds. Excluding those increases, all other expenditure categories are down by a combined total of \$2,759,895 or 7.8%.

* Child Care:

Approximately 86% of child care spending in FY 26 will be for direct child care for clients. 8.4 % of available funds is budgeted Child Care quality improvement activities. The remaining 5.6% of funding will fund our child care contractor's costs to manage and operate the child care program.

* Career Center Activities:

Spending on the recurring adult career center services will decrease by \$120,953.00 or 1% overall. The largest decrease, \$197,022, is due to reductions in staffing costs for the Workforce Center contractor. WIOA training is decreasing \$128,879 due to the reductions in WIOA funding for FY 26. The amount budgeted for other training has increased by 218,879 due to an increase in the amount of TANF funds budgeted for training.

* Youth Programs:

Total spending on youth services is budgeted to decrease by \$25,823, or .5% during FY 26. Youth program staffing is proposed to decrease by \$383,534. Paid Work Experience for youth will decrease by \$215,000. Funding for support services will also decrease, by \$69,600. These reductions are the result of the decrease in WIOA youth funding for FY 26. On a positive note, the inclusion of the VR Summer Earn & Learn project serves to increase the initial youth budget for FY 26 by \$669,011. Youth program plans for FY 26 do include the continuation of the TANF Summer Youth project utilizing 425,000 in TANF funding.

* Adult Ancillary Services:

Funding for the ancillary service providers will decrease under the proposed budget. Due to funding cuts for workforce services, there are plans to fund only one project in this category. That will be the continuation of Social Work / Social Services project that works to support customer in the workforce centers.

* Board and System-Wide Expenditures:

This category includes funding for the Board staff and their operating needs, and also includes funding for the costs of leasing and operating the workforce centers and the cost of our data networks and computing infrastructure and their support.

Overall costs in this category are budgeted to decrease by \$1,294,433, or 10.4% from FY 25. The decrease is the result of spending decreases in Board staffing costs, Board operations costs, and rent and utilities.

Fiscal Impact:

The approval of the annual budget totaling \$138,497,719 for Fiscal Year 2026, which runs from 10/1/2025 through 9/30/2026.

Workforce Solutions for Tarrant County
FY 2026 Revenue Summary
August 18, 2025

Funds Category / Type	FY 2025 Initial Budget	FY 2025 Current Budget	FY 2026 Budget Amount	Increase / (Decrease)	%
I. Child Care					
New Awards	90,047,640	103,038,204	109,422,803	19,375,163	
Carryover	-	(2,428,697)	-	-	
Child Care Total	90,047,640	100,609,507	109,422,803	19,375,163	21.5%
II. Workforce Services Funds					
New Awards					
WIOA - Adult, Dislocated, Youth, Trade	13,501,542	13,506,542	11,942,654	(1,558,888)	
TANF & SNAP	6,258,151	6,360,016	6,295,850	37,699	
Reemployment & Eligibility Assessment	942,848	1,574,606	1,574,606	631,758	
Other - ES, Vets, NCP	1,091,832	1,071,832	1,069,672	(22,160)	
	21,794,373	22,512,996	20,882,782	(911,591)	-4.2%
Carryover					
WIOA - Adult, Dislocated, Youth, Trade	2,230,000	2,529,662	1,000,000	(1,230,000)	
TANF & SNAP	450,253	575,877	-	(450,253)	
Other - ES, Vets, REA, NCP	124,859	124,859	-	(124,859)	
	2,805,112	3,230,398	1,000,000	(1,805,112)	-64.4%
Workforce Services Total	24,599,485	25,743,394	21,882,782	(2,716,703)	-11.0%
III. Adult Education & Literacy					
New Awards	6,718,488	6,718,488	5,718,488	(1,000,000)	
Carryover	-	-	-	-	
Adult Ed & Literacy Total	6,718,488	6,718,488	5,718,488	(1,000,000)	-14.9%
IV. Other Fund Sources					
TWC Funds	82,373	85,373	82,373	-	
Vocational Rehab Funds	376,073	1,760,638	1,068,356	692,283	
Competitive Awards	320,833	320,833	322,917	2,084	
Other Entity Funding	30,000	30,000	-	(30,000)	
Other Fund Sources Total	809,279	2,196,844	1,473,646	664,367	82.1%
Totals	122,174,892	135,268,233	138,497,719	16,322,827	13.4%

Abbreviations Key:

ES	Wagner-Peyser Employment Services	TANF	Temporary Assistance for Needy Families
NCP	Non-Custodial Parent Choices Program	Vets	Veterans Services
REA	Reemployment Services and Eligibility Assessment	WIOA	Workforce Innovation and Opportunity Act
SNAP	Supplemental Nutrition Assistance Program Employment & Training		

Workforce Solutions for Tarrant County
Budget - Fiscal Year 2026
Detail of Projected Revenues
Updated 8-18-25

Fund Source/Category	FY 2025 Original Budget	FY 2025 Current Budget	FY 2025 Increase/ (Decrease)	FY 2026 Proposed Budget	Increase/ (Decrease) From 2025 Original
I. Child Care					
New Funding Awards:					
Family & Protective Svcs Child Care	4,785,261	4,785,261		6,500,000	1,714,739
TWC General Child Care Funds	78,027,201	84,741,565	6,714,364	88,463,815	10,436,614
TWC Local Match Child Care - Federal	5,529,930	5,525,474	(4,456)	5,528,532	(1,398)
TWC 2% Quality - CCQ	1,705,248	1,766,628	61,380	1,999,837	294,589
TWC TRS Mentor Funding - CCQ		2,037,016	2,037,016	2,247,553	2,247,553
TWC 4% Quality - CQF		4,182,260	4,182,260	4,683,066	4,683,066
<i>New Awards Subtotal</i>	90,047,640	103,038,204	12,990,564	109,422,803	19,375,163
Carryover Funds:					
TWC General Child Care Funds	-	(2,428,697)	(2,428,697)	-	-
TWC Child Care Quality Funds	-		-	-	-
Child Care Service Industry Recovery	-		-	-	-
TWC Local Match Child Care - Federal	-		-	-	-
<i>Carryover Subtotal</i>	-	(2,428,697)	(2,428,697)	-	-
Child Care Total	90,047,640	100,609,507	10,561,867	109,422,803	19,375,163
II. Adult Education & Literacy					
New Funding Awards:	6,718,488	6,718,488	-	5,718,488	(1,000,000)
Carryover Funds:	-	-	-	-	-
Adult Ed Total	6,718,488	6,718,488	-	5,718,488	(1,000,000)
III. Workforce Services					
WIOA Adult					
New Funding Awards (WIOA):	4,639,816	4,639,816	-	4,258,200	(381,616)
Carryover Funds(WIA):		521,444	521,444	500,000	500,000
Total	4,639,816	5,161,260	521,444	4,758,200	118,384
WIOA Dislocated Worker					
New Funding Awards (WIOA):	3,933,883	3,933,883	-	3,206,913	(726,970)
Carryover Funds (WIA):	1,500,000	1,388,218	(111,782)	500,000	(1,000,000)
Total	5,433,883	5,322,101	(111,782)	3,706,913	(1,726,970)
WIOA Rapid Response					
New Funding Awards (WIOA):	50,881	50,881	-	43,232	(7,649)
Carryover Funds (WIA):			-	-	-
Total	50,881	50,881	-	43,232	(7,649)
WIOA Youth					
New Funding Awards (WIOA):	4,876,962	4,876,962	-	4,434,309	(442,653)
Carryover Funds (WIA):	730,000	620,000	(110,000)	-	(730,000)
Total	5,606,962	5,496,962	(110,000)	4,434,309	(1,172,653)
Trade Adjustment Assistance for Dislocated Workers (TAA)					
New Funding Awards:	-	5,000	5,000	-	-
Carryover Funds:	-		-	-	-
Total	-	5,000	5,000	-	-
Temporary Assistance to Needy Families (TANF)					
New Funding Awards:	5,403,032	5,403,032	-	5,440,731	37,699
Carryover Funds:	450,253	575,877	125,624	-	(450,253)
Total	5,853,285	5,978,909	125,624	5,440,731	(412,554)

Fund Source/Category	FY 2025 Original Budget	FY 2025 Current Budget	FY 2025 Increase/ (Decrease)	FY 2026 Proposed Budget	Increase/ (Decrease) From 2025 Original
Supplemental Nutrition Assistance Program (SNAP)					
New Funding Awards:	855,119	956,984	101,865	855,119	-
Carryover Funds:	-	-	-	-	-
Total	855,119	956,984	101,865	855,119	-
Wagner-Peyser Employment Services (ES)					
New Awards - Board Support Reimbursement	664,345	664,345	-	642,185	(22,160)
New Awards - TWC Staff Expenses	1,358,681	1,358,681	-	1,358,681	-
Carryover Funds (Ends 12-31-2022):	124,859	124,859	-	-	(124,859)
Total	2,147,885	2,147,885	-	2,000,866	(147,019)
Veterans Services (Vets)					
New Awards - Board Support Reimbursement	110,000	90,000	(20,000)	110,000	-
Carryover Funds:	-	-	-	-	-
Total	110,000	90,000	(20,000)	110,000	-
Reemployment & Eligibility Assessment (REA)					
New Funding Awards:	942,848	1,574,606	631,758	1,574,606	631,758
Carryover Funds: (Ends 12/31/20)	-	-	-	-	-
Total	942,848	1,574,606	631,758	1,574,606	631,758
TANF Non-Custodial Parent					
New Funding Awards:	317,487	317,487	-	317,487	-
Carryover Funds:	-	-	-	-	-
Total	317,487	317,487	-	317,487	-
Workforce Services Total	25,958,166	27,102,075	1,143,909	23,241,463	(2,716,703)
IV. Other Funding					
Wagner Peyser 7b - Neighborhood Strategies					
New Funding Awards:	320,833	320,833	-	322,917	2,084
Carryover Funds:	-	-	-	-	-
Total	320,833	320,833	-	322,917	2,084
Contractor Donation - Neighborhood Strategies					
New Funding Awards:	30,000	30,000	-	-	(30,000)
Carryover Funds:	-	-	-	-	-
Total	30,000	30,000	-	-	(30,000)
VR Student Hireability Navigator					
New Funding Awards:	226,000	226,000	-	226,000	-
Carryover Funds:	-	-	-	-	-
Total	226,000	226,000	-	226,000	-
VR Staff Co-Location					
Mid-Cities Workforce Center	150,073	150,073	-	150,073	-
Arlington Workforce Center	-	-	-	-	-
Total	150,073	150,073	-	150,073	-
VR Summer Earn & Learn					
New Funding Awards:	-	1,384,565	1,384,565	692,283	692,283
Carryover Funds:	-	-	-	-	-
Total	-	1,384,565	1,384,565	692,283	692,283
Workforce Commission Initiatives					
New Funding Awards:	82,373	85,373	3,000	82,373	-
Carryover Funds:	-	-	-	-	-
Total	82,373	85,373	3,000	82,373	-
Other Funding Subtotal	809,279	2,196,844	1,387,565	1,473,646	664,367

Fund Source/Category	FY 2025 Original Budget	FY 2025 Current Budget	FY 2025 Increase/ (Decrease)	FY 2026 Proposed Budget	Increase/ (Decrease) From 2025 Original
Total Funding	123,533,573	136,626,914	13,093,341	139,856,400	16,322,827
New Funding vs. Carryover Summary					
Total New Funding	120,698,461	135,795,213	15,096,752	138,856,400	18,157,939
Total Carryover	2,805,112	801,701	(2,003,411)	1,000,000	(1,805,112)
Overall Total	123,503,573	136,596,914	13,093,341	139,856,400	16,352,827
Number of Active Funding Streams	17	19	2	17	-
Reconciliation of Total Support to Budgeted Revenue					
Total Support Available	123,533,573	136,626,914	13,093,341	139,856,400	16,322,827
Less Emp. Svcs. Staff Funds Paid by State	(1,358,681)	(1,358,681)	-	(1,358,681)	-
Equals Budgeted Revenue	122,174,892	135,268,233	13,093,341	138,497,719	16,322,827

Workforce Solutions for Tarrant County
Budget - Fiscal Year 2026
Proposed Expenditure Allocation
August 18, 2025

Budget Category / Item	FY 25 Adopted Budget	FY 26 Proposed Budget	Increase/ (Decrease) From FY 25 Original	%
<u>Board & System-Wide Infrastructure</u>				
Personnel	7,289,598	6,591,265	(698,333)	
Operations	2,735,927	2,300,378	(435,549)	
Rent and Utilities	2,371,455	2,210,905	(160,550)	
Total	12,396,980	11,102,548	(1,294,433)	-10.4%
<u>Child Care</u>				
CCMS Operations	5,629,872	6,250,000	620,128	
CCMS Quality	7,615,691	8,930,456	1,314,765	
CCDF/FPS Direct Care	67,883,860	85,190,171	17,306,311	
WIOA / Workforce Direct Care	280,000	122,916	(157,084)	
Local Match Direct Care	5,529,930	5,528,532	(1,398)	
Total	86,939,354	106,022,075	19,082,721	21.9%
<u>Career Center Activities</u>				
Personnel	7,223,094	7,026,072	(197,022)	
Operations	953,635	963,189	9,554	
	8,176,729	7,989,261	(187,468)	-2.3%
Direct Client Services				
Traditionally Funded				
WIOA Training	1,949,447	1,820,568	(128,879)	
Paid Work Experience	359,500	359,500	-	
Other Training	155,363	374,342	218,979	
Support Services	1,160,762	1,137,177	(23,585)	
	3,625,071	3,691,586	66,515	1.8%
Career Center Total	11,801,800	11,680,847	(120,953)	-1.0%
<u>Youth Programs</u>				
Youth Program Staffing	1,354,723	971,189	(383,534)	
Youth Program Operations	193,336	193,336	-	
Training	697,546	670,846	(26,700)	
Paid Work Experience	1,835,419.37	1,620,419.37	(215,000)	
VR Summer Earn & Learn		669,010.95	669,011	
Support Services	632,825.00	563,225.00	(69,600)	
Total	4,713,849	4,688,026	(25,823)	-0.5%
<u>Adult Ancillary Services</u>				
Pathfinders - Mentoring	155,000	-	(155,000)	
Women's Ctr - Intensive Case Mgmt.	347,346	-	(347,346)	
Women's Ctr - Licensed Social Work	202,000	279,000	77,000	
Competitively Funded / Other	22,917	-	(22,917)	
Total	727,263	279,000	(448,263)	-61.6%
<u>Adult Education and Literacy</u>				
Adult Education Service Providers	5,595,646	4,725,223	(870,423)	
Total	5,595,646	4,725,223	(870,423)	-15.6%
Total Planned Expenditures	122,174,892	138,497,719	16,322,827	13.4%

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

Date: August 27, 2025

<input type="checkbox"/> Action Item	Submitted by: Lacey Douglas, Communications & Events Director
<input checked="" type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Lacey Douglas, Communications & Events Director

Action Requested:

Provide a Communications Update.

Discussion:

This report serves as a briefing to the Workforce Development and Workforce Governing Board on the outreach and event activities of WSTC since the last meeting.

Recent Media Activity:

- WSTC receives Healthcare Internship Fund (HIF) Grant Press Release – **attached to this document**
- WSTC awarded \$350,000 for second year of Texas Talent Connection Grant Press Release – **attached to this document**
- Jobless to Job Ready: Workforce Development Program Opens Doors to Health Care Careers in Las Vegas Trail (Cook Children’s Newsroom).
– **article attached to this document**
 - Workforce Solutions for Tarrant County was mentioned in multiple articles about the opening of this new Health Center.

Impact Announcement

Workforce Solutions for Tarrant County (WSTC) is proud to announce the successful completion of its Teacher Externship Grant for FY25, made possible with grant funding from the Texas Workforce Commission (TWC). Over the course of the program, local educators partnered with industry leaders to bring firsthand career knowledge back to their classroom, impacting thousands of students across Tarrant County. **Attached is the Announcement** and you can check out the video on our social media and YouTube channel.

New Video

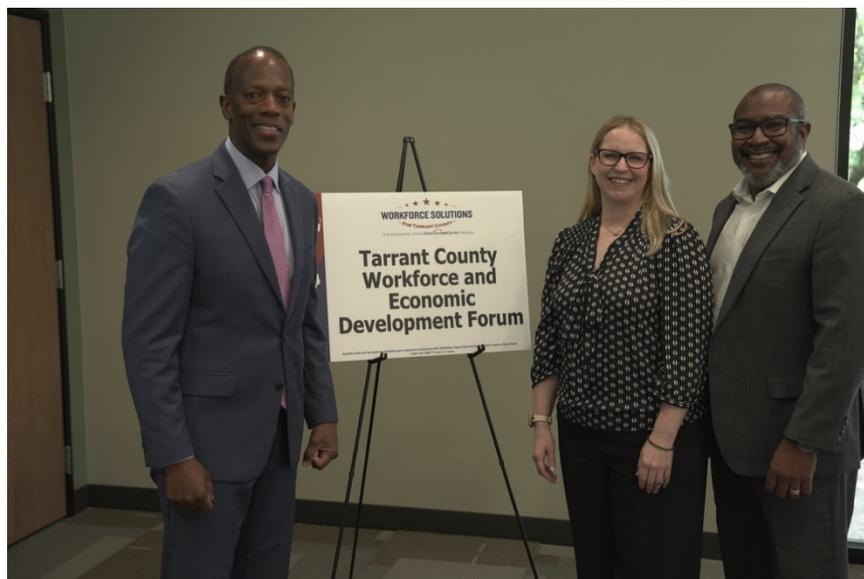
WSTC Teacher Externship Program Wrap Up



Job Fair Update

- **Tarrant County Virtual Job Fair:** August 13, 2025, from 10am to 2pm.
 - 34 Employers
 - 738 Job Opportunities
 - 488 Job Seekers attended
 - Of this number 42 reported being a Veteran or spouse of a Veteran
 - 20 reported interviews conducted / scheduled
- **Neighborhood JOB FAIR – Northside Community Center:** September 18, 2025, from 10am to 2pm at the Northside Community Center. This event is in partnership with WSTC, City of Fort Worth, Northside Community Center and Councilmember (Mayor Pro Tem) Carlos Flores. The employer focus for this event are those on the northside of Fort Worth however we will have other Tarrant County employers at the event. To learn more or pre-register please visit: <https://northsideneighborhoodjobfair.eventbrite.com>
- **Fort Worth Area Job Fair & Transit Awareness Event:** October 1, 2025, from 10am to 2pm at Texas Wesleyan University (Nick and Lou Martin University Center). This event is in partnership with Trinity Metro. In addition to talking to area employers who are looking to hire, attendees can learn more about the transit options available to connect them with employers in the Alliance area and more. For more information or to pre-register visit: <https://fortworthareajobfair.eventbrite.com>
- **14th Annual Hiring Red, White & You! Job Fair - BIGGEST EVENT OF THE YEAR:** November 4, 2025, from 10am to 2pm at Globe Life Field. This statewide event will host over 165+ area employers and is sponsored by: Workforce Solutions for Tarrant County, the Texas Workforce Commission and the Texas Veterans Commission. **This event is open to EVERYONE!** For more information or to pre-register visit: <https://hrwyjobseeker.eventbrite.com>

Tarrant County Workforce and Economic Development Forum



From Left to Right: Aaron Demerson, Jessica Heer and Robert Sturns

WSTC was proud to host the Tarrant County Workforce and Economic Development Forum on July 31st at Rockwood Golf Course. This forum brought together leaders and stakeholders from across Tarrant County to collaborate, align strategies and strengthen our region's talent pipelines. Through focused discussions and shared insights, this event deepened the connection between workforce development and economic opportunity, laying the groundwork for a more vibrant, competitive and resilient local economy.

We had over 40 individuals who represented 20+ Economic Development Organizations and Employers attend the event. The attendees heard from:

- Robert Sturns, Executive Director, WSTC
- Aaron Demerson (former TWC Commissioner), President and CEO, TxEDC
- Nicole Allen, Child Care Director, WSTC
- Renee Parker, Business Services Director, WSTC

A panel which spoke on the following topic: Partnerships in Action. It featured some informative speakers including:

- Jessica Heer, Executive Vice President, Fort Worth EDP (Board Member)
- Chris Akers, General Manager, DrinkPAK
- Cherie Gordon, Economic Development Coordinator, City of Fort Worth
- Netty Matthews, Vice President Existing Business – Fort Worth Chamber of Commerce
- Renee Parker, Business Services Director, WSTC

A lot of great information was shared and conversations had, we have already been asked when the next event is taking place. 😊 Check out pictures from the event on our website.

National Intern Day

July 31st was National Intern Day and we celebrated by featuring the amazing WSTC interns in a day in the life reel on our Social Media channels. You can check it out on our Facebook, LinkedIn and of course Instagram page. I know all of you are following us, so please check out the video and share with others, so more people know how beneficial our paid internship program is!

WSTC WORKS: E-Newsletter

This newsletter includes the latest workforce impact, labor market information and event updates. If you did not receive a copy, you can see the latest edition as well as sign up for future releases by visiting our website. The last newsletter sent in July focused on our Young Adult Program to include information on our Paid Internship Initiative.

July 2025



MESSAGE FROM OUR EXECUTIVE DIRECTOR




Executive Director, Robert Sturns and Central Workforce Center Manager, Edith Bolanos with two of the young adults who were part of this year's paid internship program.

Jeff Postell, WSTC Board Member and CEO of Post L Group posed for a picture with some of his current construction interns and our Executive Director, Robert Sturns at the luncheon hosted by Fort Worth Metropolitan Black Chamber of Commerce.

As our regional economy continues to evolve, staying informed is key. This edition of WSTC WORKS: E-Newsletter provides a snapshot of our Young Adult Program and takes a deeper dive into our Paid Internship Initiative. Whether you're an employer, job seeker or community partner, we hope this newsletter helps you stay connected to the local workforce landscape.

YOUNG ADULT PROGRAM DATA

YOUNG ADULT WORKFORCE SERVICES SUMMARY
 TOTAL SERVICES PROVIDED
12,078
TOTAL IN-COURSE AND ALTERNATE PROGRAMS

70
TOTAL CREDIT HOURS EARNED

671
OTHER PROGRAMS SERVED BY LEAST ONE

197
YOUNG ADULTS WHO COMPLETED AT LEAST ONE INTERNSHIP

70
TOTAL ADULTS WHO LANDED AT LEAST ONE OCCASIONAL

\$11.50
PER HOUR WAGE PAID FOR ALL INTERNSHIPS



TOP ZIP CODES BY YOUNG ADULTS SERVED

TOP INDUSTRIES FOR YOUNG ADULT PLACEMENT & TRAINING

HEALTHCARE SERVICE

TRANSPORTATION

PRODUCTION

IT & COMPUTER SERVICES

WHOLESALE TRADE

REPAIR AND MAINTENANCE

WSTC WORKS: TALENT TOOLS (LinkedIn Newsletter): We also launched an Employer focused LinkedIn Newsletter which serves as a great tool to network with Employers on LinkedIn. Each month we take a deeper look at a topic that speaks to ways we can assist Tarrant County employers thrive. You can visit our LinkedIn Page to see more.

WSTC WORKS: Talent Tools
1,100 subscribers

✓ Subscribed



Jeff Postell, WSTC Board Member and CEO of Post L Group, Robert Sturns, WSTC Executive Director and our construction interns.

Tarrant County Employer Talent Tools: Paid Internship Program

Workforce Solutions for Tarrant County
4,062 followers

July 31, 2025

Workforce Solutions for Tarrant County's Young Adult Program is designed for individuals ages 16 to 24 who are looking to build their skills, gain work experience and take the next step toward a successful career. The program offers free, personalized support including career coaching, job readiness training, academic assistance (like GED prep) and access to help with transportation and child care. It's especially helpful for young people who may be out of school, underemployed, or facing other barriers to employment.

Unveiling a NEW Initiative: Event Sponsorships Released

WSTC is excited to share a new opportunity starting in FY26 (which starts October 1, 2025), we are launching sponsorship opportunities for our workforce events. We are starting with Employment Event first, as we have employers who have attended our events for years and asked how they can help support the great work being done in our community.

We have lots of different levels include one designed with our closest partners in mind. Multiple opportunities to support us. If you would like more information please contact Lacey Douglas, Communications and Events Director at lacey.douglas@workforcesolutions.net and she will send you the packages and help you select the one that works for your organization.

Fiscal Impact

None



FOR IMMEDIATE RELEASE

Media Contact: Lacey Douglas, WSTC
817.823.0533
lacey.douglas@workforcesolutions.net

WSTC receives Healthcare Internship Fund (HIF) Grant

TARRANT COUNTY, Texas (June 24, 2025) – Workforce Solutions for Tarrant County (WSTC) has been awarded the Healthcare Internship Fund (HIF) grant from the Texas Workforce Commission (TWC). Healthcare is one of the fastest-growing industries in Texas and WSTC is dedicated to developing the skilled workforce needed to meet this demand. The HIF grant helps Tarrant County employers cultivate talent by supporting paid internships. This program offers invaluable hands-on experience, allowing interns to gain the crucial technical and soft skills required in the healthcare industry.

HIF aims to serve 20 individuals across Tarrant County, providing practical experience and enabling the participants to gain essential skills while directly addressing critical workforce shortages in the healthcare industry. The 4-8 week paid internship will offer participants the opportunity to work with healthcare providers in settings ranging from hospitals and clinics to residential facilities. Under the direct supervision of experienced healthcare professionals, interns will actively engage in patient care, administrative tasks and health education activities.

Whether your organization is a private or public hospital, a bustling healthcare clinic, a dedicated home health organization, or a skilled nursing facility, this grant can help you bring in eager, pre-screened individuals ready to learn and contribute.

“This funding allows us to connect qualified individuals with paid, hands-on experience in high demand healthcare roles. It’s a win for the community and a big step towards building a stronger healthcare workforce in Tarrant County,” said Renee Parker, Grant Manager and Business Services Director for Workforce Solutions for Tarrant County.

WSTC is seeking Tarrant County Healthcare Employers that are currently hiring talented and motivated individuals. For more information, please contact our Employer Services staff: employerservices@workforcesolutions.net.

###

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. The 29-member Workforce Development Board (WDB) is made up of business and community leaders and is chaired by Tyrone Taylor. The WDB works in partnership with the Workforce Governing Board (WGB), which is composed of Fort Worth Mayor Mattie Parker, Arlington Mayor Jim Ross and chaired by Tarrant County Judge Tim O’Hare, to oversee Workforce services in Tarrant County. More information can be found at www.workforcesolutions.net or by calling 817.413.4000.



FOR IMMEDIATE RELEASE

Media Contact: Lacey Douglas, WSTC
817.823.0533
lacey.douglas@workforcesolutions.net

WSTC awarded \$350,000 for second year of Texas Talent Connection Grant

TARRANT COUNTY, Texas (July 2, 2025) – Workforce Solutions for Tarrant County (WSTC) has been awarded \$350,000 for year two of the Neighborhood Initiative Strategy (NIS) project. Governor Greg Abbott announced over \$7.3 million in Texas Talent Connection grants awarded to 22 innovative workforce skills training and job placement programs in communities across the state.

NIS is designed to effectively bring WSTC services directly to the “most in need” through partnerships with trusted organizations imbedded within our communities. Using criteria developed to target underserved communities with a high potential for employment and career pathway success, WSTC determined that Northside Community Center and the MLK Community Center in partnership with the City of Fort Worth would be the sites of the first two pilot projects. The grant will expand the work our staff has done at these locations, services at the MLK Community Center will be combined with the William M. McDonald YMCA which is 3 miles southeast allowing our reach to cover more of the Stop Six/Polytechnic (Poly) district.

Our goal with this project is to use sector strategies which include work-based opportunities including apprenticeships, skills-based job postings & resume development, employer recruitment, a unique neighborhood outreach & service strategy to improve the economic conditions in these & eventually additional areas of Tarrant County, implement the Rework America strategy of promoting skills over credentials & meet employer needs for skilled labor.

“We are honored to receive a second year of funding through the Texas Talent Connection Grant for our Neighborhood Initiative Strategies project. This continued support allows WSTC to expand our efforts in the North and Southeast side of Fort Worth, connecting residents to meaningful training and career opportunities, right in the communities where they live. We are especially proud that a portion of this funding will allow us to provide much needed support for essential child care services in the designated areas. Together, we are building stronger neighborhoods and a stronger workforce for Tarrant County,” said Robert Sturns, Executive Director of Workforce Solutions for Tarrant County.

###

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. The 29-member Workforce Development Board (WDB) is made up of business and community leaders and is chaired by Tyrone Taylor. The WDB works in partnership with the Workforce Governing Board (WGB), which is composed of Fort Worth Mayor Mattie Parker, Arlington Mayor Jim Ross and chaired by Tarrant County Judge Tim O’Hare, to oversee Workforce services in Tarrant County. More information can be found at www.workforcesolutions.net or by calling 817.413.4000.



Checkup Newsroom™

Fort Worth, August 18, 2025

Jobless to Job Ready: Workforce Development Program Opens Doors to Health Care Careers in Las Vegas Trail

Las Vegas Trail was once a thriving job market, anchored by Carswell Air Force Base and the businesses that supported the families living and working there. When the base's active-duty operations ended in 1993, many military families moved away, and with them, the customer base for local businesses.

The years that followed were marred with economic decline. The lack of stable and meaningful employment in the area snowballed into poverty, crime, empty pantries and housing loss—all of which contribute to worsening physical and mental health.

But the new neighborhood health center serving the Las Vegas Trail area aims to change all of that through its Workforce Development Program, supported by trusted community partners such as Cook Children's Health Care System, JPS Health Network, Tarrant County College and Workforce Solutions for Tarrant County.

“We're looking to change the trajectory of an individual's life and, in doing so, their family's future for generations to come, because we know that stable and meaningful employment can do that,” said Kim Cummings, assistant vice president of Human Resources at Cook Children's Health Care System. “We also know that relieving the stress of joblessness and financial strain can lead to better mental health and allow individuals to live healthier lives.”



Designed and delivered by Tarrant County College's (TCC) Corporate Solutions and Economic Development division, the Workforce Development Program will equip those enrolled in the program with the skills they need to succeed in the workplace. Participants will earn stackable micro-credentials to showcase their job readiness and unlock opportunities for career advancement. The program supports the goal of expanding job training and career coaching for Las Vegas Trail residents as outlined in the [Las Vegas Trail Neighborhood Transformation Plan](#). Although delivered through a health-care jobs lens, the skills gained through the program will help equip individuals with professional tools useful in any industry.

“We intentionally designed this program to target and help fill the workforce gaps at Cook Children's and JPS,” said Christine Hernandez, Cook Children's Workforce Development Specialist. “This is an entryway into health care with the potential for advancement when the next opportunity opens. That's what we're hoping happens with this program. We give those who complete the program the opportunity to apply for and potentially be hired into an entry level position, and they advance their career through the organization as time goes on.”

Tarrant County College's Corporate Solutions and Economic Development team will provide a practical, learner-centered curriculum covering various topics such as customer service, professional communication, emotional intelligence, conflict resolution, and task

management and execution, as well as Microsoft Office tools including Excel, Word, Outlook, and Teams.

“This partnership reflects the best of what community-centered education can achieve—equipping individuals with practical skills, empowering them with confidence, and connecting them to meaningful careers in health care,” said Richard Chance, dean of Corporate Solutions and Economic Development at TCC’s Trinity River Campus.

Located in downtown Fort Worth, the Trinity River Campus serves as TCC’s hub for health sciences and nursing programs, making it a natural anchor for this community-focused workforce effort.

“This is higher education at its best. Relevant, responsive, and rooted in the community,” said Drew T. Jackson, Tarrant County College subject matter expert in Leadership and Organizational Effectiveness, Corporate Solutions and Economic Development. “The aim is precise—help LVT residents walk into interviews at Cook Children’s and JPS ready to contribute on day one and position them to advance. We are grateful for the trust of our partners and excited to open a clear, job-ready pathway into health care for our neighbors.”

Workforce Solutions for Tarrant County is funding the program and covering fees for eligible participants. To be eligible for the program, individuals must be 18 years or older, have a high school diploma or equivalent, be able to meet background verification requirements, have an interest in a health care job and want to learn new skills.

“Our presence at the neighborhood health center serving the Las Vegas Trail area is about more than access, it’s about opportunity,” said Robert Sturns, executive director of Workforce Solutions for Tarrant County. “Workforce Solutions for Tarrant County is here to help the residents in Las Vegas Trail gain skills, explore career pathways and connect with jobs that support growth and long-term stability. It’s workforce support, right in the heart of the community and we couldn’t be prouder to be part of this historic collaboration.”

Workforce Solutions for Tarrant County will also remove barriers by providing wraparound professional development support, which includes resume writing, job-search coaching, mentorship and internship connections, as well as transportation and childcare assistance for eligible individuals in the program.



In the 12-week program, individuals will attend class twice a week on Tuesdays and Thursdays in the neighborhood health center training room. Participants must commit to attending all classes and completing all assignments. At the end of the 12 weeks, participants will receive a printed certificate for completing the program and have the opportunity to apply and interview for employment opportunities at Cook Children's and JPS Health Network.

“This initiative exemplifies our bold, responsive commitment to meeting learners where they are and preparing them for where the region is headed,” said S. Sean Madison, Ed.D., president of TCC’s Trinity River Campus. “By deeply engaging with our community and equipping individuals with skills that are immediately valuable in today’s workforce, we’re strengthening career pathways, fostering economic growth, and building a more resilient, connected future—together.”

If you are seeking stable employment and want to learn skills to jumpstart a career in health care, find more information and start your application for the Workforce Development Program on the program’s [website](#).



A proud partner of the American Job Center network

FOR IMMEDIATE RELEASE

Media Contact: Lacey Douglas, WSTC

817.823.0533

lacey.douglas@workforcesolutions.net

WSTC Teacher Externship Grant Delivers Measurable Impact for Classrooms Across Tarrant County

TARRANT COUNTY, Texas (August 12, 2025) – Workforce Solutions for Tarrant County (WSTC) is proud to announce the successful completion of its Teacher Externship Grant for FY25, made possible with grant funding from the Texas Workforce Commission (TWC). Over the course of the program, local educators partnered with industry leaders to bring firsthand career knowledge back to their classroom, impacting thousands of students across Tarrant County.

Program Impact Numbers

- **37 Tarrant County Employers** from high-demand industries including: Aerospace, Business Administration, Construction, Healthcare, Hospitality, Logistics and Manufacturing participated in this program. Those employers include:
 - American Carton Company
 - Aspire MRO
 - Autobahn
 - Baird, Hampton and Brown
 - Baylor Scott & White Medical Center - Grapevine
 - Benchmark Hospitality at Deloitte University
 - Brumley Printing Co.
 - Elbit America
 - Fort Worth Police Dept.
 - Goodwill Industries North Central Texas
 - Grapevine Parks and Rec
 - Hilton DFW Lakes
 - LBL Architects
 - Live! By Loews Arlington
 - Lockheed Martin
 - Loews Arlington Hotel
 - NCCO Brand Fulfillment
 - Nerdworks
 - Ogle School Hair Skin Nails
 - Panthera BioSolutions
 - Post L Group
 - Red Knight, LLC
 - Saddle Creek Logistics
 - Sheraton Arlington Hotel
 - Sheraton Fort Worth Downtown
 - SPARK Arlington
 - Springhill Suites Fossil Creek
 - Texas Health Mansfield
 - Texas Workforce Commission-Vocational Rehab
 - The Rios Group
 - The Westin Dallas Southlake
 - The Women's Center of Tarrant County
 - The Worthington Renaissance
 - Trane
 - Trinity Metro
 - University of North Texas Health Science Center
 - Wallbox

-more-

- **74 teachers** from the following Tarrant County School Districts participated in the program:
 - Arlington
 - Azle
 - Birdville
 - Eagle Mountain Saginaw
 - Everman
 - Fort Worth
 - Grapevine Colleyville
 - Hurst Euless Bedford
 - Keller
 - Lake Worth
 - Mansfield
 - White Settlement
- **1,460 hours** of on-site learning was completed
- **Every teacher reaches over 100 students a year**, this experience ensures those lessons are engaging, relevant and aligned with the skills industries need most.

Kristi Mordhorst, Health Sciences CTE teacher with Grapevine-Colleyville ISD was selected for an externship at the Department of Pharmacy with Baylor Scott & White Medical Center – Grapevine said, "Our CTE class is about real-world applications and for me to be able to come in [to the pharmacy] and see what I teach in my class as well as experience it in person just gives me so much more insight and knowledge in explaining the ‘why’s and the ‘how’s to my students.”

UNTHSC had teachers from both Fort Worth and Everman ISD participate in the program, Amber Smallwood, Senior Vice Provost and Professor at UNTHSC said, “Kudos to our staff for working with WSTC to organize this experience, count us in for next summer’s externship cohort!”

To see our FY25 WSTC Teacher Externship Wrap Up Video please visit:
<https://youtu.be/R9zDZMIcUmM?feature=shared>

With the externship programs success, Workforce Solutions for Tarrant County remains committed to strengthening the bridge between education and industry. We are especially thankful to InterLink, Inc who worked with us to execute the mechanics of the grant matching the educators with the employers,” said Robert Sturns, Executive Director, Workforce Solutions for Tarrant County.

###

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