




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

# MEETING

*February 11, 2026*



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

FROM: Robert Sturns, Executive Director 

DATE: February 4, 2026

SUBJECT: **February 11, 2026 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, February 11, 2026, 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.



**Joint Workforce Development Board (WDB) & Workforce Governing Board (WGB) Meeting Agenda**  
**9:00 a.m. February 11, 2026**  
**Lena Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107**

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- I. **Call to Order**..... **Judge O’Hare/Rosa Navejar**
  - II. **Invocation** .....**Pastor Patrick E. Winfield**
  - III. **Pledge of Allegiance/Texas Pledge** .....**All**
  - IV. **Public Comment**..... **Rosa Navejar**
  - V. **Consent Agenda Items**.....**Judge O’Hare & Rosa Navejar**
    - A. **Workforce Governing Board (WGB) Consent Items**
      - 1. Approve the Minutes of August 27, 2025 WGB/WDB Meeting (p. 1)
      - 2. Accept the Workforce Development Board Update Report (p. 8)
      - 3. Approve the Workforce Development Board Appointment (p. 11)
    - B. **Workforce Development Board Consent Items**
      - 1. Approve the Minutes of the December 10, 2025 WDB Meeting (p. 13)
      - 2. Accept the nomination of Mike Gerro as Workforce Investment Committee Vice-Chair as recommended by the committee (p. 18)
    - C. **Workforce Development /Governing Board Consent Items**
      - 1. Accept the Performance Report & Analysis (p. 19)
      - 2. Accept the Layoff Report (p. 23)
      - 3. Accept the Financial Report (p. 26)
      - 4. Accept the Communications & Events Report (p. 29)
- 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.*
- VI. **Executive Session**
    - Executive Session Pursuant to the following designated sections of the Texas Government Code, Annotated, Chapter 551 (Texas Open Meetings Act), the Workforce Development Board and/or Workforce Governing Board may convene into executive session to discuss the following: Section 551.074 Personnel – The Boards may discuss the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or hear any complaint or charge against an officer or employee in executive session unless the subject officer or employee requests a public hearing.
      - The agenda for this session will be to discuss the annual review of the Executive Director.
  - VII. **Action Items**.....**Judge O’Hare & Rosa Navejar**
    - A. **Workforce Governing Board (WGB) Action Item**
      - 1. Approve the Executive Directors Evaluation.....**Judge O’Hare**
    - B. **Workforce Governing/Development Board Action Item**
      - 1. Approve the Fiscal Year 2026 Budget Revision #1 as recommended by the Workforce Investment Committee (p. 40).....**Jack Cummings**
  - VIII. **State of Workforce Address**.....**Robert Sturns**



**Joint Workforce Development Board (WDB) & Workforce Governing Board (WGB) Meeting Agenda**  
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- IX. Update on RFP Solicitation.....Robert Sturns**
- X. Committee Reports**
  - Workforce Leadership Committee (p. 48).....**Rosa Navejar**
    - Child Care Development Fund Program Integrity (p. 50)
  - Workforce Investment Committee (p. 51).....**Lillie Biggins**
- XI. WGB Workforce Discussion .....WGB Members**
  - Mayor Mattie Parker – Fort Worth
  - Mayor Jim Ross – Arlington
  - Judge Tim O’Hare – Tarrant County
- XII. Special Recognitions.....Robert Sturns**
  - Board, Staff and Partner Recognition
  - Large Employer of the Year
- XIII. Adjourn the WGB Meeting..... Judge O’Hare**
- XIV. Adjourn the WDB Meeting..... Rosa Navejar**



**Workforce Governing and Workforce Development Board Meeting**  
**9:00 a.m. August 27, 2025**  
**Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, TX 76107**  
**MINUTES**

**WGB Members Present:** Tarrant County Judge Tim O’Hare, Fort Worth Mayor Mattie Parker, and Arlington Mayor Jim Ross WGB

**WDB Members Present:** Lillie Biggins, Felicia Davis, Mary Farris, Mike Gerro, Joan Grigsby, Jon Gustafson, Jessica Heer, Dr. Marie Holliday, Antoinette Karriem, Jennifer Limas, Dr. Daniel Lufkin, Jerletha McDonald, Rosa Navejar, Leslie Scott, Tyrone Taylor, Estrus Tucker, and Gracie Vega

**WDB Members Absent:** Kimberly Baker-Jones, Dr. Marcelo Cavazos, Leo Del Calvo, Mike Coffey, Mike Doyle, Jana Harris, Andrew Johnsen, Deb Jones, Jeff Postell, Di Ann Sanchez, Robert Teran, Raymond Todd

**Staff Present:** Nicole Allen, Morgan Armstrong, Jack Cummings, Tracey Cummings, Kristi Davis, Lacey Douglas, Brenda Harrist, Diana Herrington, Mervil Johnson, Valerie Kelton, Jauneen Maldonado, Melissa Mata-Valadez, Jill Navarrete, Stephanie Roberts, Michael Selinski, Tabitha Smith-Moore, James Stokes, Robert Sturns and Limous Walker

**Legal Counsel Present:** Carvan Adkins

**I. Call to Order**

Judge Tim O’Hare called the Workforce Governing Board (WGB) Meeting to order at 9:03 a.m. There was a quorum of members present.

Tyrone Taylor, Board Chair, called the Workforce Development Board (WDB) Meeting to order at 9:03a.m. There was a quorum of members present.

**II. Invocation**

Estrus Tucker led the assemblage in the invocation.

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

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

#### **IV. Public Comments**

Mr. Taylor inquired if there were any audience members who had submitted a request to make a public comment. Mary N. Chaney with MiC Talent Solutions, Inc. in Mansfield Texas, completed a Speaker Card. Ms. Chaney inquired if there were any current plans to expand workforce solutions to include cybersecurity workforce development to fill the 42,000 plus cybersecurity jobs in Texas.

Ms. Chaney opened her remarks by providing her background of thirty plus years of experience in cybersecurity. Ms. Chaney worked within the FBI investigating cybercrime before creating her private training business, a nationally recognized, registered apprenticeship program by the Department of Labor. She stated Texas has thousands of open cybersecurity roles and inquired if Workforce Solutions for Tarrant County had plans for a center of excellence in the county to address the growing cybersecurity field.

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

#### **V. Special Recognitions and Announcements**

Mr. Taylor introduced two staff members new to the team at the Administrative (Board) Office. He recognized Stephanie Roberts, Planning Director who previously spent 16 years at Workforce Solutions for North Texas leading strategic initiatives and innovative programs connecting education and industry. Additionally, he acknowledged Diana Herrington, Quality and Monitoring Director. He stated Ms. Herrington previously held the positions of Continuous Improvement Manager with C2 Global (the workforce center contractor) and Center Manager for the Mid-Cities and Resource Connection Workforce Center.

#### **VI. Consent Agenda Items**

Judge O'Hare moved to the consent agenda items noting many items were WDB Consent, some were WGB Consent, and some were Joint Consent items. He explained a single vote would occur after there was a motion and second from each board.

##### **A. Workforce Governing Board (WGB) Consent Agenda Items included the following:**

1. Approve the minutes of the February 12, 2025 WGB/WDB Meeting
2. Accept the Workforce Development Board Update Report
3. Approve the Workforce Development Board Appointments and Re-Appointments
4. FY26 Workforce Governing Board Meeting Schedule

##### **B. Workforce Development Board (WDB) Consent Agenda Items included the following:**

1. Approve the minutes of the June 11, 2025 WDB Meeting
2. Accept the Committee Reports: Workforce Improvement, Leadership Committee, Workforce Delivery Systems, and Workforce Investment Committee
3. FY26 Workforce Development Board Meeting Schedule

##### **C. Workforce Development/Governing Board Consent Items included the following:**

1. Accept the Layoff Report
2. Accept the Financial Report
3. Accept the report issued by Pattillo Brown & Hill on the Board's FY 24 financial audit

4. Accept report on recent Solicitations for Grant Applications (SGA)
5. Accept the Performance Report and Analysis
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
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
8. Authorize the Executive Director to award, negotiate, and execute a contract 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

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

**The motion carried unanimously.**

**It was moved by Mike Gerro and seconded by Gracie Vega to approve the WDB Consent Agenda Items.**

**The motion carried unanimously.**

## **VII. Action Items**

### **A. Workforce Development Board (WDB) Action Item included the following:**

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

Mr. Taylor introduced Jennifer Limas, Nominating Committee Chair, to present the slate of Workforce Development Officers for FY26. Ms. Limas commented that the Nominating Committee met in the previous month to put forward recommendations for Officers of the Workforce Development Board for the upcoming year. She continued by stating as outlined in the bylaws, the Chair is elected from the private for-profit members of the Board while the Vice Chair and Second Vice Chair are elected from the membership at large on an annual basis. She reminded the Board that Officers can be reelected but may only serve three consecutive full terms.

Ms. Limas stated that the Nominating Committee recommended Rosa Navejar as Chair, Jerletha McDonald as Vice Chair, and Dr. Daniel Lufkin as Second Vice Chair explaining if elected, their service would begin October 1, 2025.

**It was moved by Jon Gustafson and seconded by Lillie Biggins to approve the WDB Action Item.**

**The motion carried unanimously.**

**B. Workforce Development/Governing Board Action Item included the following:**

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

Mr. Taylor recognized Jack Cummings, Associate Executive Director, Administration, to present the action to approve the Fiscal Year 2026 Budget in accordance with the Workforce Committee Recommendation.

Mr. Cummings began with a summary on major trends within the budget for FY 2026 including the increase in Child Care funding, and a decrease in all three of the Workforce Innovation and Opportunity Act (WIOA) funding streams. He commented there are reductions in federal allocations for Adult Clients, Dislocated Workers, and Youth. Additionally, along with the funding reductions, less carryover in those categories presented challenges in the budget. The Adult Education and Literacy (AEL) program's move from the Department of Education to the Department of Labor under the new administration had raised significant concerns about the amount of funding that would be available during FY 2026. At this time, it appears that AEL funding for FY 26 will decrease by \$1 million from \$6.7 million to \$5.7 million from the prior year, based on the English Language and Civics Program not being funded in FY 2026. Mr. Cummings stated the revenues included in the budget include a mixture of firm allocations, such as Child Care and WIOA programs and estimates for some programs, including SNAP Employment & Training and the Re-Employment Services program.

Mr. Cummings presented further details on Child Care funding which shows a significant increase year to year of \$19.3 million. He noted the FY 2025 budget increased by \$10.5 million over the course of the year making the new net funds budgeted for FY 26 \$8.8 million. The additional funds will be allocated between quality improvement activities and direct child care. Mr. Cummings stated the \$4 million increase in TWC General Child Care Funds for FY 26 will accommodate approximately 398 additional children.

Mr. Cummings outlined reductions of 11% in Workforce Services Funds including new awards for WIOA (down \$1.5 million from FY 25 to \$11.9 million) and related carryover (down \$1.8 million from the initial FY 25 budget to \$1 million for FY 26). He stated total reductions for FY 26 are \$2.7 million for Workforce Services and \$1 million for AEL while Vocational Rehab Funds will increase by \$692,283 over prior year for the Summer Learning Program and has been included in the original budget for FY 26. Mr. Cummings concluded the overall FY 26 budget totals \$138,497,719 up \$16,322,827 (13.4%) from the FY 25 budget of \$122,174,892.

Next, Mr. Cummings gave an overview of expenditures for the upcoming year. Mr. Cummings stated the FY 26 budget for Board and System-Wide Infrastructure is \$11,102 million, a reduction of \$1.294 million (10.4%) from the FY 25 budget of \$12.396 million. This category includes the cost of Board Staff who operate programs and oversee services as well as facilities, significant IT infrastructure and all the workforce centers. He commented Child Care expenditures are up 21.9% to prior year at \$106 million tying back to the increases in revenues. He continued that service expenditures for Career Center Activities will slightly decrease by 1% for FY 26 or \$120,953 to \$11.680 million primarily in personnel and training and Youth Programs will decrease marginally by approximately \$25,000 or 0.5% as the Summer Learning Program increase dampened the reduction.

Mr. Cummings addressed expenditure reductions within Adult Ancillary Services (community partners) and the decision to discontinue funding for Pathfinders Mentoring and Women's Center Intensive Case Management. He stated The Women's Center Licensed Social Work will continue at a higher level of funding to place licensed social workers in the major workforce centers and AEL expenditures will decrease \$870,423 or 15.6%. Mr. Cummings concluded his comments summarizing the FY 25 budget was \$122 million with an increase in FY 26 to \$138,497,719 (up \$16.322,827 or 13.4%).

In response to Mr. Cummings's presentation of the budget, Jerletha McDonald expressed her appreciation for the additional funds allocated to child care while pointing out the dilemma still facing child care center closings and consolidations. She stated the population growth in Tarrant County indicates a need for additional funding. Mr. Cummings thanked Ms. McDonald for her comments. Lillie Biggins inquired who would be most impacted by the reduction in staffing to serve the Youth program. Mr. Cummings stated after analysis the lesser amount would be sufficient for the workforce centers to operate the programs.

Mr. Sturns thanked Mr. Cummings and the staff for going through the challenges of the budget process. Mr. Sturns stated the importance of ensuring if reductions were required, the impact was on the operational aspect of the budget rather than affecting client programs.

Mr. Taylor also thanked Mr. Cummings and noted there would be a single vote after a motion and second from each board.

**It was moved by WDB Members Rosa Navejar and seconded by Estrus Tucker to approve the Fiscal Year 2026 Budget in accordance with the Workforce Investment Committee Recommendation**

**It was moved by WGB Members Judge O'Hare and seconded by Mayor Parker to approve the Fiscal Year 2026 Budget in accordance with the Workforce Investment Committee Recommendation**

**The motion carried unanimously.**

### **VIII. WGB Workforce Discussion**

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

Judge Tim O'Hare opened his remarks by addressing the recent State of the County for the Fort Worth Chamber of Commerce. In addition to his comments to those in attendance, other county wide elected officials described their positions including the District Attorney, County Sherriff, and County Clerk. Judge O'Hare stated the importance of collaboration between elected officials of the county and cities within Tarrant County.

Judge O'Hare emphasized the continued effort of the County to attract and keep new businesses within the community. He commented specifically on the growth of Fort Worth and research by the North Central Council of Governments showing Tarrant County communities with a higher residential population than daytime population. He stated the analysis showed a high percentage of employees leave the county for work and consequently spend dollars in areas outside Tarrant County. Judge O'Hare highlighted County operating budget reductions of \$21 million and tax cuts for the third year in a row. In finalizing his comments, Judge O'Hare acknowledged the meeting was Mr. Taylor's last as chair of the WDB and thanked him for his service.

Fort Worth Mayor Mattie Parker opened by commending the work of Board Member Jessica Heer, Executive Vice President, Fort Worth Economic Development Partnership, Robert Allen, CEO, Fort Worth Economic Development Partnership, and their teams to bring Wistron Corporation to Fort Worth and Tarrant County. Mayor Parker stated Wistron is one of the most successful supercomputing AI companies in the world and will bring eight hundred jobs to the area with an approximate investment of \$800 million.

Additionally, Mayor Parker remarked on the first large scale film production studio opening in Fort Worth, Paramount 101 Studios, a joint project with Hillwood and Taylor Sheridan SGS Studios. She stated the studio will be the largest in Texas and offer workforce partnerships including Tarrant County College. Mayor Parker commented on the bipartisan legislation passed by the Texas Legislature to increase funding for the Texas Moving Image Industry Incentive Fund, emphasizing the ROI impact and future workforce opportunities in Tarrant County.

Mayor Parker acknowledged two City of Fort Worth positions filled including Jay Chapa, City Manager and Eddie Garcia, Chief of Police. Mr. Chapa was a former Fort Worth deputy city manager with over 20 years of government experience and Chief Garcia has over 30 years of policing experience including Chief of Police, City of Dallas Police Department.

Mayor Parker stated a significant detail of the current year's fiscal budget was MedStar incorporating their operations with over six hundred employees into the City of Fort Worth Fire Department. Mayor Parker credited the transition's success to Fire Chief Jim Davis, Local 440 Fire Union and MedStar leadership. She stated the merger provides long term stability and workforce culture for MedStar employees. Mayor Parker ended her remarks by stating the city is in the middle of fiscal year planning. The budget vote will occur in September focusing on major investments including police, streets, and lower tax rates.

Arlington Mayor Jim Ross began his comments by highlighting two of the eight new World or North American headquarters locating to Arlington. He stated the Arlington City Council approved a \$117 million economic development investment for E-Space, a satellite manufacturing company with an expected employment of three thousand people. Mayor Ross stated the 750,000 square foot plant will be located at the Arlington National Airport. Mayor Ross announced StatLab, a company that manufactures equipment assisting patients through cancer therapy, has a 35,000 square foot facility in Arlington. He stated the these companies and others impact the development of jobs beneficial to partnerships with local universities to keep talent in the county.

Mayor Ross acknowledged the continued role the Entertainment District in Arlington has in providing jobs. He commented on both the Grand Prix and the nine FIFA World Cup Games in Arlington will host in 2026. Mayor Ross detailed the Grand Prix 2.7-mile track around Globe Life Field and AT&T Stadium with thousands participating in the festivities.

Mayor Ross disclosed the City of Arlington wrote a final check to pay off AT&T Stadium 10 years early and \$150 million ahead of budget. He stated this places the city in line to pay off Globe Life Field 14 years early and over \$220 million ahead of budget. Mayor Ross announced that Wallet Hub named the City of Arlington the best run city in North Texas. Mayor Ross closed by stating the City of Fort Worth and City of Arlington will host the International Firefighter's Association (approximately 10,000 firefighters from across the world) at the Convention Center in Arlington in June 2026.

Mr. Taylor thanked the Elected Officials for sharing their updates.

## **IX. Report from the WDB Chair**

Mr. Taylor stated it had been a privilege and honor to serve as Board Chair. He summarized the importance the work of the organization and partners are contributing to the community and to remain focused on priorities beneficial to all. Ms. Biggins thanked Mr. Taylor for his leadership and additionally remarked on the collective cooperation of the elected officials contributing to the success of the region.

## **X. Executive Director's Report**

Mr. Sturns opened by thanking Mr. Taylor and Ms. Navejar, for their years of service and advice to the Board and welcomed Ms. Navejar as incoming Chair. He stated he will officially recognize Mr. Taylor and Ms. Navejar at the February 2026 Board Meeting. He continued by congratulating the incoming slate of officers and thanked the Nominating Committee for their efforts. Mr. Sturns acknowledged Ms. Leslie Scott who would not be continuing with the Board and thanked her for her contributions and guidance.

Mr. Sturns commented the focus of his first months as Executive Director included expanding industry and community partnerships, providing accurate labor market information, streamlining processes for job seekers, and improving the visibility and awareness throughout Tarrant County of the services provided by Workforce Solutions for Tarrant County.

Mr. Sturns expressed his interest in bridging the gap between economic development and workforce development with a goal to ensure employment resources are available to companies locating to the region. He noted the importance of interconnecting education and business. Mr. Sturns remarked that expanding credentialing with Tarrant County College, Texas A&M, Tarleton State, Texas Wesleyan, and the University of Texas at Arlington is critical to build a comprehensive accreditation pipeline for the target industries.

Next, Mr. Sturns focused on organization items which include developing a strategic plan addressing jobs and workforce in the future that encompasses cybersecurity and Artificial Intelligent (AI). He expressed he looks forward to future discussions with the Leadership Committee and Board regarding the strategic plan. Mr. Sturns summarized items in the Communication and Outreach Report. He commented the organization received a Healthcare Internship Grant as well as the second year of the Texas Talent Connections Grant. Mr. Sturns referenced the August Newsletter and the Communications team's new employer focused newsletter which allows the opportunity to directly engage with employers through social media about the organization's services.

Mr. Sturns commented he attended the grand opening of the Las Vegas Trail Health Center and stated Workforce Solutions for Tarrant County is partnering with Cook's Childrens Hospital, John Peter Smith Hospital and Tarrant County College on a new workforce development program at the facility. Mr. Sturns listed successful events held by Workforce Solutions including a Virtual Job Fair and the Tarrant County Workforce and Economic Development Forum featuring Aaron Demerson, President, and CEO of the Texas Economic Development Corporation. He noted future job fairs at the Northside Community Center in Fort Worth on September 18, 2025, Fort Worth Transit Awareness and Job Fair on October 1, 2025, at Texas Wesleyan, and the Hiring Red, White and You Job Fair and Globe Life Field in Arlington on November 4, 2025.

Mr. Sturns addressed the second special session of the Texas Legislature, federal funding sources and reductions, restructuring of WIOA into one state omnibus bill, and the transition of the Department of Education into the Department of Labor. He stated Workforce Solutions for Tarrant County would continue to monitor legislative actions and assess opportunities for alternative funding sources and solutions.

## **XI. Adjourn the Joint WDB/WGB Meeting**

There being no further business, Judge O'Hare adjourned the meeting of the Workforce Governing Board at 10:04 a.m.

There being no further business, Mr. Taylor adjourned the meeting of the Workforce Development Board at 10:04 a.m.



## WORKFORCE GOVERNING BOARD COMMUNICATION February 11, 2026

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### **Action Requested:**

Accept the Workforce Development Board Update Report

### **Discussion:**

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

This report will summarize actions taken by the Workforce Development Board (WDB) during the October and December Workforce Development Board Meetings. It will also summarize the Briefings received by the WDB at their meetings.

### **Action Items**

Authorize the Executive Director to negotiate and execute a lease extension with Tarrant County for the Resource Connection Workforce Center based on the 2025 Resource Connection lease RFP.

- The WDB heard from Jack Cummings, Associate Executive Director, Administration he updated the board on the results of the Request for Proposals (RFP), WSTC issued on October 2, 2025. It was for office space to house the Resource Connection Workforce Center.
- This was issued in accordance with TWC requirements that we periodically conduct a formal procurement for its leased facilities.
- Concurrently with the RFP being released, Transwestern, our Commercial Real Estate Broker, undertook a search for listed office properties in reasonable proximity to the current center location near the TCC South Campus.
- One proposal was received in response to the RFP. This was from Tarrant County and proposed the continuation of our current lease at 1400 Circle Drive on the Resource Connection human services campus.
- The Broker's search also identified one available property that met the requirements for this center. This property is in the La Gran Plaza shopping center, in office space previously occupied by the City of Fort Worth's Parks and Recreation administrative offices.
- Jack discussed the two properties and shared a comparative review. The recommendation was: La Gran Plaza presented a good proposal that made it a

strong contender for the award of this lease. In the final analysis, however, we do not have the money available to undertake a relocation of this center at this time. There are also pros and cons that should be considered regarding the current location on the Resource Connection campus. It was recommended to the Board that an overall review of the WSTC location strategy for Workforce Centers may also be desired before more long-term location commitments are made.

- The Board went on to approve the recommendation for a lease extension at the Resource Connection Workforce Center.

## **Briefing Items**

### **Teacher Externship Program – October Meeting**

- Renee Parker, Business Services Director provided the Board with an overview of the Teacher Externship Program.
- Workforce Solutions for Tarrant County had applied for and received a \$109,991.00 Texas Workforce Commission grant for the summer teacher externships 2025.
- The externship was proposed as an outreach to teachers to partner with local businesses to create a greater impression on their students by bringing industry into their classrooms.
- The externships provided firsthand knowledge of an industry as an additional tool to empower teachers to inspire and expose students to career pathways to various industries.
- Ms. Parker explained the program also provides the possibility of a continuing relationship between the teacher and business by reciprocal engagement such as the employer hosting a tour for students or speaking to a classroom.
- Additionally, grants were awarded to Workforce Solutions Greater Dallas and Workforce Solutions for North Central Texas, and all three boards through Interlink collectively created a joint marketing campaign to announce the externship opportunity to both teachers and business leaders.
- She shared the program impact numbers for the FY25 grant:
  - 37 Tarrant County Employers from high-demand industries including: Aerospace, Business Administration, Construction, Healthcare, Hospitality, Logistics and Manufacturing participated in this program.
  - 74 teachers from the following Tarrant County School Districts participated in the program.
  - 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.
- She wrapped up the report stating that the FY26 grant has been applied for with a decision announced in February 2026 (in mid-January 2026 we were informed that we received the grant for 2026). She did note that there are new guidelines with the 2026 program and we would be serving, 45 teachers will be served with priority given to new applicants in K-12 public schools.

- A program wrap-up video was also shared with the board and can be found on our YouTube Channel.

#### Workforce Center Lease Update – December Meeting

- The WDB heard a briefing about our Workforce Center leases from Jack Cummings, Associate Executive Director, Administration.
- He began by updating the Board on the relocation of the Arlington Workforce Center from the University of Texas at Arlington campus to former Bank of America building at Interstate 30 and Ballpark Way (2000 E. Lamar Blvd).
- He reminded the Board that the relocation was authorized at the April 2025 Meeting.
- The new Arlington Workforce Center will be located on the 1st floor with additional space for center management and staff on the 4th floor.
- He shared that the current center would close on December 10, 2025 with the new location available to customers on January 2, 2026 (this was since moved to February 2, 2026 due to construction delays).
- Mr. Cummings disclosed the funds for this lease and moving costs were included in the Board's FY 2026 Budget.

#### **Fiscal Impact:**

None

#### **Staff Contact(s):**

Lacey Douglas, Communications & Events Director



## WORKFORCE GOVERNING BOARD COMMUNICATION

### February 11, 2026

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#### **Action Requested:**

Approve the Workforce Development Board Appointment

#### **Discussion:**

In January we were alerted that our Vocational Rehabilitation Representative who serves on the Workforce Development Board, Debra Jones will be retiring at the end of the month.

We have worked with the Texas Workforce Commission – Vocational Rehabilitation office to get a replacement. This is one of the Public Sector positions on our board, we are required to have someone in the Vocational Rehabilitation category fill that position.

The person we are nominating is Mr. Hamidi Morrow, he is the VR Manager for their Tarrant County North Management Unit which has offices in Hurst and Fort Worth. Attached is his bio.

Once approved at the February 11<sup>th</sup> meeting and the appropriate form signed by Workforce Governing Board Chair, Judge O'Hare the paperwork will be sent to the Texas Workforce Commission for their upcoming Commission meeting where the final approval will take place.

#### **Fiscal Impact:**

None

#### **Staff Contact(s):**

Lacey Douglas, Communications & Events Director



**Hamidi Morrow (TWC VRS)  
VR Manager**

Presently, Hamidi serves as a Vocational Rehabilitation Manager within the Tarrant County North Division of Texas

Workforce Commission Vocational Services. He is an influencer with proven achievement balancing strategic decisions that drive operational success across organizational culture, team collaboration, fiscal management, and community partnerships within a local and national system. Hamidi possesses 20 years' experience as part of a

specialized administration team that manages high performing units within governmental and private entities to ensure key performance measures are met/exceeded within federal, state, and private stakeholders. He provides technical assistance to field program staff, consumers, employers, contractors, and community organizations. His specialty areas include Traumatic Spinal Cord & Brain Injuries, Veteran Support & Affairs, Workers Compensation, and Quality Assurance. Prior to his current role, he was a Supervisor within the Houston and surrounding areas where he was responsible for the daily operations of vocational rehabilitation counselors. He successfully completed several advanced trainings within leadership the Texas Leadership Academy, the Health and Human Services Aspiring Leaders Academy Cohort 1 and participated in the Health and Human Services Extraordinary Contributors Program as a Coach/Mentor for 3 consecutive years. Other contributions include serving as President of The Texas Rehabilitation Association.

In 2003, Hamidi worked as a Vocational Rehabilitation Counselor within Virginia's state rehabilitation organization where he oversaw the daily operations of several hundred rehabilitation plans and aided consumers with successful vocational outcomes. Hamidi was also the liaison for the local Workforce Investment Board, a key facilitator of the Projects with Industry Grant, and District contact for program compliance. Hamidi received his bachelor's degree and completed his graduate studies at the University of Maryland Eastern Shore with a concentration on Rehabilitation Counseling.



A proud partner of the American Job Center network

**Workforce Development Board Meeting**  
**9:00 a.m. December 10, 2025**  
**Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, TX 76107**  
**MINUTES**

**WDB Members Present:** Mike Coffey, Felicia Davis, Mike Gerro, Joan Grigsby, Jon Gustafson, Jessica Heer, Dr. Marie Holliday, Deb Jones, Joe Jordan, Antoinette Karriem, Dr. Daniel Lufkin, Jerletha McDonald, Rosa Navejar, Dr. Di Ann Sanchez, Tyrone Taylor, Robert Teran, Estrus Tucker, and Gracie Vega

**WDB Members Absent:** Kimberly Baker-Jones, Lillie Biggins, Leo Del Calvo, Mike Doyle, Mary Farris, Jana Harris, Matthew Jackson, Jason Lamers, Jennifer Limas, Dr. Michael McFarland, and Jeff Postell

**Staff Present:** Tiffany Clayton, Jack Cummings, Lacey Douglas, Brenda Harrist, Diana Herrington, Valerie Kelton, Colton McDonald, Jauneen Maldonado, Melissa Mata-Valadez, Renee Parker, Stephanie Roberts, James Stokes, Robert Sturns, and Mark Tristan

**Legal Counsel Present:** Carvan Adkins

**I. Call to Order**

Rosa Navejar, Board Chair, called the Workforce Development Board (WDB) Meeting to order at 8:59 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**

Ms. Navejar opened by recognizing Renee Parker, Business Services Director, and her recent award for the Outstanding CTE Community Partnership Award by Birdville Independent School District. Ms. Parker was honored for her work bridging the gap between education and industry.

Next, Ms. Navejar introduced Robert Sturns, Executive Director, to acknowledge the service of Tyrone Taylor, past Board Chair and Ms. Navejar, past Vice-Chair for their contributions in their leadership roles from October 1, 2023 – September 30, 2025. Mr. Sturns commented on their passion for workforce and dedication to the community was appreciated. Both were presented with commemorative plaques honoring their service.

#### **IV. Approval of Consent Agenda Items (WDB)**

Ms. Navejar asked for a motion to approve the items on the Consent Agenda.

**It was moved by Mike Gerro and seconded by Deb Jones to approve the Consent Agenda Items for the WDB which included the following:**

- **Approve the Minutes of the October 8, 2025 WDB Meeting**
- **Accept the Financial Report**
- **Authorize the Executive Director to negotiate and execute a contract extension with Patillo, Brown & Hill for the audit of the Board's financial statements for the Fiscal Year ended September 30, 2025**
- **Accept the Layoff Report**

**The motions carried unanimously.**

#### **V. Committee Reports**

Ms. Navejar stated the Committee Chairs would provide updates on their recent committee meetings noting that communications could be found in the Board Packets distributed prior to the WDB Board Meeting.

Ms. Navejar, Leadership Committee Chair, began by stating the Leadership Committee met on November 6, 2025. She explained that Jack Cummings, Associate Executive Director, Administration, presented an update on the Workforce Centers and would be providing a briefing to the full Board during the current meeting. She also advised the Leadership Committee will now have standing meetings once a quarter. She stated additional topics addressed included the WDB Bylaws, Committee Structure, Strategic Planning, Board attendance, and engagement as well as New Board Member Orientation. Ms. Navejar informed the Board they would see recommendations for updates to the Bylaws in the future as well as information on strategic planning sessions and scheduling of a New Board Member Orientation soon.

Ms. Navejar then introduced Dr. Daniel Lufkin, Second Vice-Chair, to provide the Workforce Delivery Systems Committee's report from the meeting held on November 20, 2025. Dr. Lufkin shared the following updates to key initiatives.

##### **1. Child Care Pilot Opportunity**

- a. Brenda Harris, Programs Oversight Director, addressed the Ready, Set, Jump Day Care Pilot program created in collaboration with the Workforce Solutions for Tarrant County staff, C2 Global (contractor) and Ready, Set, Jump Day Care Owner and Committee Member, Felicia Davis. The partnership was in response to Ms. Davis sharing ongoing challenges filling daycare attendant positions.
- b. The initiative was designed to provide internship opportunities for parents interested in early childhood education, offer child care slots for participant's children at the facility of their employment and incentivize continued employment by subsidizing child care costs after their internship based on permanent job placement. Dr. Lufkin stated staff are moving forward with next steps over a three-to-six-month period and the committee will be briefed on progress during the next meeting.

## **2. Adult Education & Literacy**

- a. Jauneen Maldonado, AEL Director, advised the committee the program year opened on July 1, 2025 and currently serves 1,844 students. Ms. Maldonado indicated new student service targets had not been released. She noted the program received 60% of the Adult Education and Family Literacy Act funding but did not receive initial Civics funds. An amendment with Civics funding of 60% has since been received and the second wave of funding equaling 40% that had been approved by TWC Commissioners is pending receipt.
- b. Next, Ms. Maldonado briefed the committee on transition of data collection and storage of student records from DocuSign to Connectible. The new system allows participants to complete intake documents as well as have continuous access to their records such as attendance and assessments. She stated the program should be fully launched by February 1, 2026.

## **3. TWC Performance Report & Analysis**

- a. Diana Herrington, Quality and Monitoring Director, provided the committee with a review of the September 2025 Year End Report noting the Board is meeting all but one of the 18 performance measures for the Board Contract year 2025. The claimant re-employment rate was within 5% of the target rate needed to be met. The report demonstrated a close to perfect review of these measures, and the committee members acknowledged the staff's hard work.

## **4. Communications Update**

- a. Lacey Douglas, Communications and Events Director, presented to the committee an update on outreach and event activities of Workforce Solutions for Tarrant County since the last meeting. Ms. Douglas reported the success of the 14<sup>th</sup> Annual Hiring Red, White and You! Job Fair noting that over 2,500 job seekers and 155 employers participated in the organization's largest event of the year. Additional data and comparisons of past events were provided as well.
- b. Ms. Douglas addressed the Supplemental Nutrition Assistance Program (SNAP) and the SNAP Employment and Training Program participation requirements during the suspension of funds due to the government shutdown. Mr. Lufkin noted, following the committee meeting, participants are receiving benefits again.

## **VI. Briefing Item**

Ms. Navejar introduced Mr. Cummings to give the Workforce Center lease update, and he began by updating the Board on the relocation of the Arlington Workforce Center from the University of Texas at Arlington campus to former Bank of America building at Interstate 30 and Ballpark Way (2000 E. Lamar Blvd). He reminded the Board that the relocation was authorized in April 2025. The new Arlington Workforce Center will be located on the 1<sup>st</sup> floor with additional space for center management and staff on the 4<sup>th</sup> floor. The current center will close on December 10, 2025 with the new location available to customers on January 2, 2026. Mr. Cummings disclosed the funds for this lease and moving costs were included in the Board's FY 2026 Budget. Mr. Cummings recognized the Workforce Solutions for Tarrant County IT and Facilities staff for their efforts in preparing the new center for opening.

## **VII. Action Item**

Ms. Navejar requested Mr. Cummings to discuss the lease extension with Tarrant County for the Resource Connection Workforce Center prior to the Action Item approval.

Mr. Cummings stated the Texas Workforce Commission (TWC) requires Boards to periodically conduct formal procurement for its leased facilities and a Request for Proposals (RFP) was issued on October 2, 2025. The current location as well as a property identified in La Gran Plaza shopping center by Transwestern, the Board's commercial real estate broker,

were compared regarding proximity, square footage, and cost. Mr. Cummings specified that relocation costs for space in La Gran Plaza were not available at this time. The lease at the Resource Connection Workforce Center is full service and includes security, janitorial and utilities. Joan Grigsby inquired if the bus connections at the Resource Connection Workforce Center would be maintained as the service is beneficial for customers and Mr. Cummings noted there is no change at this time. Mr. Cummings concluded it was a recommendation to complete a three-year extension of the lease.

Ms. Navejar asked for a motion to approve the Resource Connection Workforce Center lease extension Action Item.

**It was moved by Dr. Di Ann Sanchez and seconded by Dr. Marie Holliday to approve the Action Item for the WDB which included the following:**

- **Authorize the Executive Director to negotiate and execute a lease extension with Tarrant County for the Resource Connection Workforce Center based on the 2025 Resource Connection lease RFP.**

**The motions carried unanimously.**

#### **VIII. Report from the Chair**

Next, Ms. Navejar provided an update from the Annual Texas Workforce Commission Conference which was held December 3 – 5, 2025 in Corpus Christi, Texas. She stated that along with herself, Mr. Sturns, Tyrone Taylor, Estrus Tucker, and staff attended the conference. Ms. Navejar said that Antoinette Karriem received the Local Employer Award of Excellence and more details about the award will be shared at the February 2026 meeting. She continued that Deb Jones was also present at the conference and there was a quarterly Workforce Innovation Network (WIN) Meeting.

Mr. Sturns commented that as part of the WIN meeting, the Executive Directors of the 28 Workforce Boards participated in an all-day training session with a group called KONU. He stated the training focused on navigating the current challenging environment utilizing the approach of technical versus adaptive leadership which allows the root cause of an issue to be addressed. Mr. Sturns explained further that teams were formed among the group and topics such as balancing being innovative with guidelines that must be followed will be addressed in the weeks ahead. Ms. Navejar concluded her report by commenting the sessions offered by TWC were particularly good and included how to work with industry and discussions on skill sets along with statistics on graduation rates which affect the workforce of the future.

#### **IX. Executive Director's Report**

Mr. Sturns opened his report with a Legislative Update and funding. The continuing resolution that was passed only runs through January 30, 2026 and the hope continues for the U.S. Congress to move forward with a long-term solution. He continued there is discussion still ongoing around the Workforce Innovation and Opportunity Act (WIOA) overall reauthorization and what the funding will look like for Workforce Boards going forward.

Additionally, Mr. Sturns addressed the significant improvement in the performance measures. TWC continues to research the current metrics to ensure they are tracking the categories they want to measure. He commented that at the Board level, the format of the report could be streamlined for Board Members to include the most specific items the Board is focused on.

Next, Mr. Sturns introduced a brief video with highlights from the 14<sup>th</sup> Annual Hiring Red, White & You! Job Fair acknowledging the hard work and preparation the staff put into the event. After the video, Mr. Sturns emphasized the positive feedback from jobseekers, and the important work and services provided to the community by Workforce Solutions for Tarrant County. Ms. Douglas provided information on the success of sponsorships for the job fair that were offered for the first time in 2025. She stated the response was overwhelming and the employers appreciated the opportunity to have enhanced locations for their booths.

Mr. Sturns briefed the Board on the Connecting Education with Industry event held on October 30, 2025. He stated the event focused on aerospace, construction, and hospitality industries. The two panels consisted of young adults and the CT programs at area high schools and the other with industry professionals. Mr. Sturns finalized his report by mentioning the Workforce Solutions for Tarrant County Works E-Newsletter which focused on veterans in the month of November, the LinkedIn page where Talent Tips are shared with employers and offered that expertise, connections, or information provided by Board Members is welcome.

**X. Adjourn**

Ms. Navejar closed the meeting by stating there are no Board Meetings in the month of January. The next scheduled meeting of the Workforce Development Board will be the joint meeting with the Workforce Governing Board (WGB) on Wednesday, February 11, 2026 with the group photo at 8:45 a.m.

There being no further business, the WDB Meeting was adjourned at 9:36 a.m.



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION February 11, 2026

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### **Action Requested:**

Accept the nomination of Mike Gerro as Workforce Investment Committee Vice-Chair as recommended by the committee.

### **Discussion:**

At the Workforce Investment Committee held on February 4, 2026, the committee discussed the recommendation of Mike Gerro, to fill the Vice-Chair position for the committee.

This role has been vacant and the committee discussed with his skills and background in finance, he would be a wonderful fit as the Vice-Chair of the Workforce Investment Committee.

### **Fiscal Impact:**

None

### **Staff Contact(s):**

Mark Tristan, Senior Director of Finance



## WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION February 11, 2026

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### **Action Requested:**

Receive an update on the Monthly 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.

The November 2025 MPR was received on January 11, 2025.

The Board is meeting or exceeding 15 of the 19 contracted measures that are currently being reported.

Not meeting:

**Employed Q4 – DW** – less than 1% from meeting measure.

**Credential Rate – DW** – 1<sup>st</sup> quarter only reporting, projections predict the measure will meet when all quarters are reported.

**Claimant Reemployment within 10 weeks** – 7.14% from meeting measure. July and August data reporting.

**Child Care Initial Job Search Success Rate** – performance is 3.15% from meeting.

Performance is unavailable for one measure:

**Choices Full Engagement** – I3 is still finalizing the visualization for this measure

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

### **Fiscal Impact:**

None

**Staff Contact(s):** Diana Herrington, Quality and Monitoring Director

Tarrant Measures	Status	GOAL	1st Qtr Rate	Projected Rate	Reporting From	To
Employed Qt. 2 Post Exit - Adult	MG	75.03%	75.63%	NA	7/24	6/25
Employed Qt. 4 Post Exit - Adult	MG	73.67%	71.23%	NA	1/24	12/24
Measurable Skills Gain - Adult	AR	70.70%	64.04%	65.95%	7/25	6/26
Median Earnings Qt. 2 Post Exit - Adult	EX	\$7,100	\$8,648.51	\$8,076	7/24	6/25
Credential Rate - Adult	EX	71.11%	83.10%	74.90%	1/24	12/24
Employed Qt. 2 Post Exit - DW	MG	78.14%	82.79%	NA	7/24	6/25
Employed Qt. 4 Post Exit -DW	NM	79.54%	71.09%	NA	1/24	12/24
Measurable Skills Gain - DW	MG	76.00%	77.55%	76.62%	7/25	6/26
Median Earnings Qt. 2 Post Exit - DW	MG	\$9,500	\$9,769.50	\$9,908	7/24	6/25
Credential Rate - DW	NM	77.54%	55.56%	76.62%	1/24	12/24
Employed/Enrolled Qt. 2 Post Exit - Youth	MG	74.86%	78.79%	NA	7/24	6/25
Employed/Enrolled Qt. 4 Post Exit - Youth	EX	75.56%	86.99%	NA	1/24	12/24
Measurable Skills Gain - Youth	MG	65.30%	64.81%	65.81%	7/25	6/26
Median Earnings Qt. 2 Post Exit - Youth	EX	\$4,490	\$5,733.98	\$5,183	7/24	6/25
Credential Rate - Youth	EX	61.32%	69.81%	61.26%	1/24	12/24
Credential Rate - C&T	MG	75.00%	75.57%	72.60%	1/24	12/24
Average # of Children Served Per Day - Combined		Na	6712	NA	10/25	9/26
Childcare Initial Job Search Success Rate	NM	57.15%	51.16%	NA	7/25	6/26
Choices Full Engagement Rate		50%	`na	NA	10/25	9/26
Claimant Reemployment 10 weeks	NM	60.76%	50.58%	NA	7/25	6/26
Employers Receiving Texas Talent Assistance	MG	848	911	1164	10/25	9/26

Compilation of data from MPR, WIT Reports and Tableau updated 1/14/26

**Status Definitions:**

**EX: Exceeding Performance**

**MG: Meeting Performance**

**AR: Meeting Performance -At Risk**

**NM: Not Meeting Performance**

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

Our board area is meeting or exceeding 15 of 19 contracted performance measures reported on the November 2025 Monthly Performance Report.

Measures not reporting:

Choices Full Engagement - I3 is finalizing the visualization for this measure to ensure accuracy.

Below is an analysis of the 4 contracted measures that are currently not met.

**Employed Q4- Post Exit - DW**

This metric represents the percentage of Disclosed Workers employed during the fourth quarter following their exit.

**Performance** – The target for this measure is 79.54%. The current performance result is 71.09% or 89.38% of the target. The current performance result is .49% of the performance target.

**Corrective Action** – The contractor is reviewing the 37 customers that are impacting this measure to ensure there are not supplemental wages that have not been recorded, or for possible exclusions.

**Board Staff Analysis** – Reliable extracts are not available to board staff or contractor staff from the reporting system. We are still dependent upon reports that are provided by TWC. This inability to access reliable and consistent reports is limiting the ability to address the measure.

**Credential Rate – Dislocated Worker**

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

**Performance** – The target for this measure is 77.54%. The current performance result is 55.56% or 71.65% of the target. The current performance result is 14.22% of the performance target.

**Corrective Action** – These measures refreshed for BCY 26 as of January 9, 2026. Contractor data for BCY 26 for the full year reflects that performance for this measurement will meet. However, extracts are being provided to staff to ensure all outcomes have been recorded

**Board Staff Analysis** – Performance data has been reviewed and analyzed by board staff and determined that due to the very low number of customers in the denominator (6), the performance is negatively impacted for the first quarter of the reporting period. However, a review of the data for the full year does reflect a high confidence that the measure will be met.

**Claimant Reemployed within 10 Weeks**

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

**Performance** - The target for this measure is 60.76%. The current performance result is 50.58% or 83.25% of the target. The current result is 7.14% of meeting performance.

**Corrective Action** – The contractor is actively addressing the performance gap. Efforts to analyze data to identify areas for improvement and ensure compliance with the metric that claimants find employment within 10 weeks. To support this initiative, all Workforce centers receive weekly data to enhance targeted outreach. Designated staff send WorkInTexas (WIT) messages to newly registered individuals and make outbound calls to unemployment insurance (UI) in the 1<sup>st</sup>, 3<sup>rd</sup>, 5<sup>th</sup>, 7<sup>th</sup>, and 9<sup>th</sup> weeks of filing an initial claim. They provide job search assistance to those seeking employment and document in Went to Work (WTW) employment status of those who have found jobs. Additionally, further strategies are being explored to enhance engagement and improve employment outcomes.

**Board Staff Analysis** – Board Staff and C2 are currently working with the Texas Workforce Commission to improve current results. Current performance is reporting July through August 2025 and does not include up-to-date data. Board Staff feel this performance should improve throughout the performance year.

### **Childcare Initial Job Search Success Rate**

**Description** – Percentage of parents who were enrolled in Initial Job Search Child Care and who became employed during the 90-day period of IJS CC eligibility.

**Performance** – The target for this measure is 57.17%. The current performance result is 51.16% or 89.49% of the target. The current result is 3.15% of meeting performance

**Corrective Action** – The contractor is actively seeking best suited reporting in the assistance of identifying, outreaching and offering proper services/resources to those that meet this performance criteria. Currently, parents that do not meet activity requirements are referred to their dedicated Family Services Advocate to outreach and provide resources, to include job leads and workforce services referrals. Contractor staff will be revamping current practices to include weekly reporting to ensure all parents under this criterion is outreached and triage for services, as need is identified.

**Board Staff Analysis** – Performance data has been reviewed by board staff. There is limited access to research the data for this measure. The reporting that is available does not include up-to-date data and thus cannot be analyzed.



## WORKFORCE DEVELOPMENT / GOVERNING BOARD COMMUNICATION February 11, 2026

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### **Action Requested:**

Accept the Layoff Report

### **Discussion:**

With rising debt, deficits, tariffs and risks to growth, what will the U.S. economy look like in 2026. As we step into 2026, Wisdom Tree thought leaders, believe that markets appear steady, but meaningful shifts are underway. The U.S. economy remains resilient, while the Federal Reserve has moved from risk-management easing to a more measured, data-driven approach. Yes, the Federal Reserve recently cut rates to 3.50 – 3.75 and expectations is that they will pause on cuts in 2026 or make only one more small cut in the not-so-distant future; however, let 's not be hasty regarding this issue. If the need to make additional cuts arises, the Federal Reserve will certainly take appropriate actions to resolve the issue.

If you frequently watch the news, you will notice that President Trump's Tariff policy is changing course and the labor market's quiet "no hire, no fire" trend is reshaping how recession risk is viewed. So, the question is: "Is the U.S. in a recession?" Although we cannot definitively say the U.S. is in a recession, many economists see increased recession risks with signs like slowing job growth, cooling consumer spending and weakening investment, alongside persistent inflation, though cautious. While some indicators, like the inverted yield curve, previously pointed strongly to a downturn, the current situation involves conflicting signals, with resilience in some areas contrasting with stress in others, keeping economists watchful. With future moves depending heavily on inflation and labor market data creating some division between Federal Reserve projections and investor expectations, the Federal Reserve goal is to balance price stability and maximize employment. That goal may be accomplished by adjusting the federal funds rate (which influences other rates) based on economic conditions with some officials leaning towards continued easing and others cautious due to economic signals.

During the month of December, Workforce Solutions for Tarrant County (WSTC) received Layoff Notifications from the Texas Workforce Commission (TWC) for two companies. The companies are CRST The Transportation Solution with layoff activities affecting 277 workers and the Sheraton Arlington Hotel with layoffs affecting 110 workers. Both companies will close in early 2026. The companies were briefed on Rapid

Response services that would be helpful for workers soon to be impacted by layoff activities. In addition, Rapid Response Information packets were provided for both companies. The TWC Finance Department provided WSTC with its annual WARN-Layoff Allocation Report, which is used to calculate WIOA Dislocated Worker allocations for the next fiscal year. The report's spreadsheet was reviewed, corrections were applied and the report was returned to TWC January 16, 2026.

In the Tarrant County area, the Civilian Labor Force consisted of 1,227,109 with 1,178,943 being Employed, 48,166 being Unemployed and a 3.9% Unemployment Rate.

**Fiscal Impact:**

None

**Staff Contact(s):**

Limous Walker, Rapid Response Associate Director

**TARRANT COUNTY FY26 LAYOFFS**  
**Oct 25 – present**

<b>COMPANY NAME</b>	<b>LOCATION</b>	<b>WARN DATE</b>	<b>NUMBER AFFECTED</b>	<b>LAYOFFS</b>	<b>CLOSURES</b>
<i>CRST</i>	<i>Mansfield</i>	<i>12-26-25</i>	<i>277</i>		<i>X</i>
<i>Sheraton Arlington Hotel</i>	<i>Arlington</i>	<i>12-16-25</i>	<i>110</i>		<i>X</i>
<i>Colonial Savings</i>	<i>Fort Worth</i>	<i>11/08/25</i>	<i>130</i>	<i>X</i>	
<i>Leviat</i>	<i>Fort Worth</i>	<i>11/04/25</i>	<i>75</i>		<i>X</i>
<i>Job 1 USA</i>	<i>Fort Worthy</i>	<i>11/04/25</i>	<i>25</i>		<i>X</i>
<i>Job 1 USA</i>	<i>Arlington</i>	<i>11/04/25</i>	<i>31</i>		<i>X</i>
<i>Job 1 USA</i>	<i>Haslet</i>	<i>11/04/25</i>	<i>25</i>		<i>X</i>
<i>Accelore Solutions</i>	<i>Fort Worth</i>	<i>10-06-25</i>	<i>214</i>	<i>X</i>	
<b>Total Companies: 8</b>	<b>Cities Impacted: 4</b>		<b>Total: 887</b>	<b>Total: 2</b>	<b>Total: 6</b>



## WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION February 11, 2026

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### **Action Requested:**

Accept the Financial Report

### **Discussion:**

The Board is requested to accept the financial report for December 2025. For the initial quarter of the fiscal year which began October 1st, 2025, the report shows 22.20% of the budget expended.

The first three months of expenditures should track at approximately 25.00%, which suggests that most system-wide expenditures for personnel and operations are progressing at acceptable levels. Non-recurring expenditures for annual insurance premiums and software licenses were made during the fall which is reflected in the increased spending pattern for Board operations. This expenditure rate will gradually fall back in line as the year progresses. Facilities expenditures include cash payments for January lease obligations that were actually paid in December, thus the higher expenditure rate.

Please note that with the final closing of FY25, the pending budget revision on today's agenda will capture any adjustments to the current year budget in order to reflect appropriate fund availability for the remainder of FY26.

Actual training expenditures through December 31 have an expenditure rate of 15.09% of the Individual Training Accounts (ITA) budget. However, over \$664K in additional training costs have also been obligated, therefore, 38% of the budget has already been committed for training during FY26.

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

**Fiscal Impact:**

Reflection of expenditures for the Tarrant County Workforce Development Area for October 1, 2025 through December 31, 2025.

**Staff Contact(s):**

Mark Tristan, Senior Finance Director

**Workforce Solutions for Tarrant County  
Fiscal Year 2026  
For the Third Month Ending December 31, 2025**

	<b>BUDGET</b>	<b>YTD EXPENDITURES</b>	<b>%</b>
<b>BOARD:</b>			
Personnel	6,591,265	1,577,678	23.94%
Operations (System-Wide)	2,300,378	976,796	42.46%
<b>WORKFORCE CENTER OPERATOR:</b>			
Personnel	7,997,261	1,813,740	22.68%
Operations	1,156,525	266,058	23.00%
<b>FACILITIES</b>	2,210,905	772,214	34.93%
<b>CONTRACTED SERVICES</b>	21,301,112	4,087,226	19.19%
<b>DIRECT CHILD CARE</b>	90,818,703	20,162,833	22.20%
<b>INDIVIDUAL TRAINING ACCOUNTS (ITA):</b>	2,865,755	432,477	15.09%
<b>WORK EXPERIENCE</b>	1,555,413	387,072	24.89%
<b>SUPPORT SERVICES</b>	1,700,402	271,785	15.98%
	<u>\$ 138,497,719</u>	<u>\$ 30,747,879</u>	<u>22.20%</u>



## WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION February 11, 2026

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### **Action Requested:**

Provide a Communications & Events Report.

### **Discussion:**

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

### **Recent Media Activity:**

- Pioneering Health Care Workforce Program in Las Vegas Trail Graduates Its First Class – Cook Children’s – [attached to this document](#)
- Tarrant child care programs’ funding unaffected after federal rules raised concern – Star Telegram – [attached to this document](#)
- WSTC receives Teacher Externship Grant for a second year, to connect CTE teachers with high demand industries – Fort Worth Report (they covered the Press Release we issued) – [attached to this document](#)

### **Teacher Externship Call for Employers:**

As noted in our press release, we announced that due to the overwhelming success in year one of the Teacher Externship Program, we were awarded the 2026 grant to continue our impact.

WSTC received funding from the Texas Workforce Commission (TWC) for this hands-on externship experience which offers a unique opportunity to connect classroom learning with real world industry experience. In this, our second year of receiving funding, WSTC will continue to bridge the critical gap between theoretical classroom instruction and practical, real-world application.

We are currently looking for Employers to host a teacher extern. By participating your company can play a vital role in:

- Improving teachers' ability to prepare students for the workforce.
- Connecting classroom learning with real-world workplace realities.
- Enhancing educators' understanding of your industry's needs.
- Building a valuable network beyond the school environment.

If you are interested in learning more, please reach out to our Employer Services Team by email at [employerservices@workforcesolutions.net](mailto:employerservices@workforcesolutions.net).

### **FY25 Annual Report**

The Communications and Events Department has been working the last few months with Department Directors on content for the FY25 Annual Report. This will be unveiled at the February 11<sup>th</sup> Joint Workforce Development / Workforce Governing Board Meeting. It will also be available online for download after the meeting. This report shows how our programs translate into real results for employers, job seekers and the local economy. We are excited to showcase the impact our work has had on Tarrant County!

### **Awards Presentations**

Each year, Workforce Solutions for Tarrant County recognizes outstanding individuals through our Annual Workforce Awards. This year, we took a more personal approach by visiting each award recipient at their place of business to present the award in person and capture photos to celebrate the impact on Tarrant County's Workforce. We are featuring photos from these visits during our State of the Workforce Address during the February 11<sup>th</sup> Board Meeting.

### **Newsletter Topics**

Each month we release our WSTC WORKS: E-Newsletter since our last meeting we covered the following topics:

- **December 2025:** We covered the Skills Development Fund Program and Cummings Electrical who was awarded the largest single grant awarded in 2024 by the Texas Workforce Commission (TWC).
- **January 2026:** Fatherhood Coalition and Non Custodial Parent (NCP) Program

### **Staff Contact(s):**

Lacey Douglas, Communications & Events Director

Fort Worth, January 09, 2026

# Pioneering Health Care Workforce Program in Las Vegas Trail Graduates Its First Class

Twice a week for 12 weeks, seven adults from the Las Vegas Trail neighborhood have been taking classes at the Cook Children's Neighborhood Health Center at Las Vegas Trail to start a career in health care.

The Las Vegas Trail Workforce Development Training Program is a [partnership < https://www.cookchildrens.org/careers/education/las-vegas-trail-lvt-training-program/>](https://www.cookchildrens.org/careers/education/las-vegas-trail-lvt-training-program/) with Cook Children's, [JPS Health Network < https://www.jpshealthnet.org/>](https://www.jpshealthnet.org/), Tarrant County College (TCC) and Workforce Solutions for Tarrant County. The initiative equips adults with the essential skills for the medical administrative field, ranging from medical office duties to patient- and family-centered care.

"What makes this cohort and this type of training program different is that we guarantee interviews once the students complete the 12-week training program," explained [Christine Hernandez, Cook Children's manager of workforce development <](#)



<https://www.checkupnewsroom.com/women-in-the-workplace-cook-childrens-named-as-one-of-americas-greatest-workplaces-for-women-by-newsweek/>.

For Kierra Miles, the program is a bridge to a lifelong dream of becoming a pediatric psychiatrist. A mother of one who grew up near the Las Vegas Trail neighborhood, Miles discovered the opportunity through her apartment's resident portal.

"This is a good program because it works within communities that don't have the resources that everyone else has," said Miles.

The neighborhood was once a thriving job market anchored by [Carswell Air Force Base < https://www.tshaonline.org/handbook/entries/naval-air-station-joint-reserve-base-fort-worth >](https://www.tshaonline.org/handbook/entries/naval-air-station-joint-reserve-base-fort-worth). In 1993, the base closed its active-duty operations, resulting in an economic decline in the area.

"The goal is to give our students educational training so they are able to find a role that will change their economic ability," said Hernandez.

The lack of stable and meaningful employment has led to an increase in poverty and crime in the [Las Vegas Trail neighborhood < https://www.checkupnewsroom.com/jobless-to-job-ready-workforce-development-program-opens-doors-to-health-care-careers-in-las-vegas-trail/ >](https://www.checkupnewsroom.com/jobless-to-job-ready-workforce-development-program-opens-doors-to-health-care-careers-in-las-vegas-trail/). Cook Children's Health Care System understands that health is not just about physical condition. It encompasses all aspects of the patient's being. The training program is one way to ensure the health of the community, Hernandez explains.

"When you have the stress of not having a job, not having financial stability, giving these individuals an educational opportunity will help these future health care workers improve their overall lifestyle and well-being," said Hernandez.

## Mock interviews

Weeks before graduation, students sat down for mock interviews with hiring managers and human resources staff from JPS and Cook Children's. It was a chance to practice



communication skills taught in class, focus on empathy, and receive real-time feedback from the people who might soon be their colleagues.

"The training program was designed with the intention of making sure that we're focused on the customer service skills that we are looking for to hire people in our organization," explained Hernandez.

Jazmine Montejo Williamson, a mother of three, enjoyed speaking with employees from both health care entities to determine where she would be the best fit.

"It's not just them trying to hire us; we get to see if we would be a good fit with them as well," said Williamson.

She wants to return to the medical field. Williamson learned about the opportunity while at her current job. On her days off, she studies at the neighborhood health center. The mother of three says that thanks to her faith and the support of her family, she has not missed a day of class.

"My children tell me that they're proud of me," said Williamson as tears welled up in her eyes.

Her goal is to work in public relations for Cook Children's.

## A new chapter

On Dec. 18, the class reached a milestone: it became the first graduating class. During a private graduation ceremony, each student received a certificate of completion from [Tarrant County College < https://www.tccd.edu/>](https://www.tccd.edu/).

For Miles, the certificate represents more than a credential. It means a new sense of self. "I feel way more confident," she said. "I have the skills and the courage to actually go out and do it."

Those moments make Hernandez proud, and as she reflected on the program's impact on both the community and the participants' families, she teared up.

"I see a lot of growth from them from the day that they walked into the program today," said Hernandez. "To get to see the program come to fruition and see the final step, graduation, is a proud moment for me both professionally and personally. I am really looking forward to them using their new skills to land their dream job."

Graduates have begun interviewing with JPS and Cook Children's. Once a graduate is hired, they will go through that organization's hiring process.

The next program begins in February. The deadline to register is Jan. 15. Interested applicants can [apply here < https://www.cookchildrens.org/careers/education/las-vegas-trail-lvt-training-program/>](https://www.cookchildrens.org/careers/education/las-vegas-trail-lvt-training-program/).

## Tarrant child care programs' funding unaffected after federal rules raised concern

by Lina Ruiz Updated January 14, 2026 6:57 AM



Children dance and play while being cared for at the Center for Transforming Lives Arlington Child Development Center on March 28, 2025. Amanda McCoy amccoy@star-telegram.com

Child care programs in Tarrant County faced the potential for a delay in subsidy funding last week in the wake of a national crackdown on child care funding, putting families and early educators in limbo. Now, local providers are breathing sighs of relief.

Funding is no longer expected to be interrupted to providers who serve children with subsidies after officials initially warned them of potential delays from new “defend the spend” requirements. The additional layer of red tape was announced nationwide after fraud allegations arose in Minnesota. States draw down the federal funding that eventually reaches child care providers who serve families qualifying for financial assistance.

The update means Tarrant County families will continue to access the child care they need for parents to go to work while providers, typically operating on thin margins, can keep their staff and services intact.

Paulette Byars, owner of Perfect Praise Academy in Fort Worth's Morningside neighborhood, said funding delays would've created a negative domino effect to all sides of her program. Although the period of uncertainty was short, she did have to inform her staff of potential cuts to their work hours.

Byars said she's relieved it's no longer an issue, as about 60% of the families she serves receive this financial assistance that goes toward her payroll and other costs.

"If the families don't have child care, they can't work, and they're already struggling. A lot of families are low income, they're already making a little bit over minimum wage. So it would kind of be like a domino effect. We can't provide child care, we're not getting paid. We can't pay our staff as well," Byars explained. "We're just grateful that everything has kind of come into play, and everything's OK right now."

**Workforce Solutions for Tarrant County** — one of multiple workforce boards statewide that distributes this funding on behalf of the Texas Workforce Commission — shared Friday that subsidy payments are expected to be issued as normal, which is every two weeks. The update comes four days after the workforce board cautioned providers of possible delays as they awaited more information and clarity on what the new federal requirements would entail. The local workforce board assured providers it would share more information as it comes forward. "

(Texas Workforce Commission) has submitted additional (child care funding) requests to (the Administration for Children and Families), and those requests are currently pending ACF approval. TWC is working with ACF on providing any updated justifications necessary to process funding requests for the child care program," according to the Friday update. "Neither (the) Board nor Child Care Services providers are being asked to provide any additional documentation at this time."

A spokesperson for the Texas Workforce Commission, which oversees the state's child care subsidy program, said in a statement that the agency is dedicated to preserving the financial integrity of the program.

"TWC takes fraud, waste, and abuse in the child care program very seriously. TWC is dedicated to continuing to root out waste, fraud, and abuse that might occur despite our strong fraud protections," said spokesperson Sarah Fischer.

### **Other child care providers, advocates react to new federal rules**

Monicha Neal, owner of Treasure Chest Learning Center in east Fort Worth, said she was still planning to provide care to families to the best of her ability while trusting that state officials would find a solution to keep the funding flowing.

Neal and Byars, of Perfect Praise Academy, said there's already a system in place for tracking attendance of students who receive subsidies that's regularly submitted to the local workforce board. Parents sign-in daily with an identification code or their personal information. Neal noted that her program keeps attendance records virtually and on paper.

"Sometimes our internet is not up and running, so that way the parents already know that they have to sign in and out on paper. The teachers are signing in and out on paper as well. So we at least have two systems for sure, because technology is not always working," Neal said.

Tim Kaminski, president of the Texas Licensed Child Care Association, reiterated the relief felt by child care providers moving forward. The association will be working with the Texas Workforce Commission to give updates to providers if subsidy payment schedules are changed in the future, he said.

"The 'Workforce Behind the Workforce' can continue to provide a safe and quality learning environment for our youngest Texans and their hardworking parents," Kaminski said.

Walter Gilliam, executive director of the Buffett Early Childhood Institute at the University of Nebraska, compared the new federal requirements to closing down every grocery store in a state because a few cashiers stole money. He noted fraud allegations need to be taken seriously, but "collective punishment isn't accountability." "What we really need to be focusing on is how we make systems easier and clearer so that fraud doesn't happen in the first place. And right now, the amount of paperwork that child care providers have to go through is a significant deterrent for people even providing this essential service that makes it possible for other people to go to work," he said.

Gilliam called child care an essential infrastructure that every state needs to have in order to have a thriving economy. The implementation process of the new federal rules have caused panic in a fragile early education system, he said.

"When information comes out this piecemeal and this reactively, it has a tendency — a predictable tendency — for others to not quite be sure what to make out of it. And that is what sets up panic and concern. In most cases, it's completely avoidable," Gilliam said. "I realize that we always have to be thoughtful about crime and fraud, but it should not be done in a way that puts the expense of that policing on babies."



[Press Release](#)

## **WSTC receives Teacher Externship Grant for a second year, to connect CTE teachers with high demand industries**

by [Press Release](#) January 16, 2026 1:53 pm

Workforce Solutions for Tarrant County (WSTC) is proud to announce that due to the overwhelming success in year one of the Teacher Externship Program, we were awarded the 2026 grant to continue our impact.

WSTC received funding from the Texas Workforce Commission (TWC) for this hands-on externship experience which offers a unique opportunity to connect classroom learning with real world industry experience. In this, our second year of receiving funding, WSTC will continue to bridge the critical gap between theoretical classroom instruction and practical, real-world application.

The 2026 grant will serve up to 45 Tarrant County CTE educators, who will engage in 10 days of immersive, on-site learning with Tarrant County employers across high demand industries such as Aerospace, Business Administration, Construction, Hospitality, Logistics and Manufacturing.

The program will also include a collaborative curriculum development component, enabling teachers to co-create interdisciplinary modules that reflect current industry standards and can be adapted across grade levels and subject areas. By equipping educators with firsthand insights into evolving workforce needs, this initiative will enhance career readiness for thousands of students across the region and strengthen alignment between education and economic development.

WSTC is calling on Tarrant County businesses to participate by hosting one or more educators during the externship. Employers who host will play a crucial role in shaping the future workforce by providing educators with the tools they need to inspire the next generation of professionals.

Businesses interested in hosting a teacher can learn more and apply by visiting this link: [2026 Teacher Externship Link \(Employers\)](#)

Educators who participate in the externship will have the opportunity to immerse themselves in local businesses, gaining firsthand experience that will help them better guide students toward diverse career paths. They will also earn a \$2,000 stipend upon completion of the program, along with up to an additional \$500 to purchase classroom materials that support the implementation of their industry-informed lesson plans. These lesson plans will be designed to connect academic content with workforce applications, broaden student awareness of career pathways, and integrate employer engagement through guest speakers, field trips and hands-on projects.

“The Teacher Externship Program offered by Workforce Solutions for Tarrant County, is significantly enhancing the quality of Career and Technical Education (CTE) in middle and high schools across Tarrant County. These experiences are a crucial piece to the puzzle in bridging the gap between classroom learning and real-world industry experience. Together we can shape the future of education for our workforce,” said Renee Parker, Business Services Director for Workforce Solutions for Tarrant County.

The Teacher Externship Grant will be executed through a strategic partnership between Workforce Solutions for Tarrant County (WSTC) and InterLink, Inc. Similar programs are being offered by Workforce Solutions Greater Dallas (WFSDallas) and Workforce Solutions for North Central Texas (WSNCT).

For more information including flyers, interest form links as well as our 2025 Teacher Externship Wrap Up Video, please visit this link: [WSTC Teacher Externship Grant Information](#).



## WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION February 11, 2026

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**Action Requested:**

Approve the Fiscal Year 2026 Budget Revision #1 as recommended by the Workforce Investment Committee.

**Discussion:**

Overview:

The Boards are requested to approve Budget Revision #1 to the Fiscal Year 2026 (FY26) budget. Since the original FY26 budget was approved last August, the Board has received funding changes from the Texas Workforce Commission (TWC) for several programs, including Child Care, the Workforce Innovation and Opportunity Act programs, and others.

The closeout of Fiscal Year 2025 (FY25) activities has established the actual amounts of prior year funding that are available to carry over into FY25. While staff originally projected only one million dollars in carryover when the original FY25 budget was approved last fall, the final carryover figure shows a substantial increase, with a new total of \$14,154,386.

In addition to the carryover changes, the Board has received additional funding that totals \$871,780. Taken together, the change in carryover and the additional funding provide a total funding increase of \$15,026,166 for FY 26. The funding impact is summarized as follows:

<b>Funding Type</b>	<b>Original FY 26 Budget</b>	<b>Funding Increase / (Decrease)</b>	<b>Proposed Amendment 1 Budget</b>
New Funding Awards	137,497,719.00	871,780.00	138,369,499.00
Carryover Funds	1,000,000.00	14,154,386.00	15,154,386.00
<b>Total</b>	<b>138,497,719.00</b>	<b>15,026,166.00</b>	<b>153,523,885.00</b>

New and Additional Funding:

The new and additional funding amounts included in this amendment are summarized as follows:

<b>Amount</b>	<b>Funding Type</b>	<b>Description</b>
\$659,596	Adult Education and Literacy	The original FY 26 budget for AEL assumed a repeat of the FY 25 amount for federal AEFLA funding and no funding for the EL Civics component. Since that time, funding has been restored for the EL Civics portion in the amount of \$960,610. The AEFLA portion, when received, did have a reduction of \$301,014 from the previous year. The net increase of these two changes is \$659,596.
\$204,941	Vocational Rehabilitation Arlington Co-Location funding	This allocation will reimburse the Board for the costs of equipping and housing the VR staff in the new Arlington Workforce Center.
\$(83,438)	Supplemental Nutrition Assistance Program (SNAP) Employment & Training	The FY 26 SNAP funding contract has decreased by \$83,438 from the prior year amount.
\$71,107	Wagner Peyser Employment Services	In the absence of a planning estimate from the state, the original budget assumed that ES funding would equal the FY 25 level. When received, the FY 26 contract included an additional \$71,107. These funds are used to offset the cost of housing and supporting the state-paid ES staff in our workforce centers.
\$11,574	Re-Employment Services (RESEA)	This contract totaled \$11,574 more than our estimate for FY 26.
\$5,000	Trade Adjustment Assistance	This will fund services for specific clients eligible to receive services due to a trade-related job loss.
\$3,000	Workforce Commission Initiatives	The FY 26 funding for these initiatives came in at \$3,000 more than the prior year.

Carryover Funding:

The carryover changes included in this amendment are described as follows:

<b>Amount</b>	<b>Funding Type</b>	<b>Description</b>
\$ 12,089,617	Child Care	The Board's subsidized child care program ended FY 25 with unspent balance totaling \$12,089,617. Of this amount, \$11,730,305 was unspent from direct child care funding while \$359,312 was from the quality programs.

		These amounts will supplement the available funds for FY 26.
\$915,825	Re-Employment Services (RESEA)	During FY 25, TWC began rolling-out a pilot strategy in RESEA that would significantly increase customer contact and one on one services. We were fully funded to more than double that program staff from 7 to 15. The time necessary to recruit and hire that staff resulted in an excess in personnel funds available at year-end. In response to this, TWC has now extended the previous RESEA funding contract through 2-28-2026, in order to spend out the remaining FY 25 funds. With 12 positions now filled, progress has been made in meeting the desired staffing level. However, we are also experiencing high turn over rates in these difficult jobs. We are concerned that it won't be possible to spend all available funding during FY 26. This amendment provides that a portion of the additional funds be reserved for use during FY 27.
\$322,407	Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker	At FY 25 closeout, we identified an increase of 521,444 in available Dislocated Worker carryover and a decrease of \$301,014 from our original estimate of \$500,000 for WIOA Adult carryover. Together, these amounts come to \$322,407 in additional funding for the combined WIOA Adult and Dislocated Worker programs. We are now allocating those funds for use in the FY 26 budget
\$368,401	Temporary Assistance to Needy Families (TANF) Employment & Training funds	At FY 25 closeout, the unexpended funds available for carryover were \$368,401 more than our original estimate. We're now allocating those funds in the FY 26 budget.
\$280,282	WIOA Youth	At FY 25 closeout, WIOA Youth carryover was \$280,202 more than our initial projection. We are now allocating those funds for use in the FY 26 budget.
\$95,123	WIOA Health Care Internship Project	This competitively funded grant project began during FY 25 and will continue through 4-30-2026. The funds are allocated primarily to pay the interns participating in this project.

The funding changes in this amendment are detailed on the Fund Source Summary that is attached.

*Proposed Allocation of Funding Changes:*

The proposed allocation of the available funds is determined, in many cases, by the program rules and performance requirements associated with the individual funding streams. In all cases, the expenditures must be reasonable and necessary to attain the performance goals of the various programs and they must comply with the cost principles applicable to each.

Exhibits providing additional detail on the funding changes and the recommended use of those funds are attached.

**Prior Approval:**

The Workforce Investment Committee received a presentation on this amendment at its meeting on February 4, 2026 and voted to recommend its approval to the full Board.

**Fiscal Impact:**

The addition of \$15,026,166 in available revenues into the Fiscal Year 2026 budget.

**Staff Contact(s):**

Jack Cummings, Associate Executive Director, Administration

**Workforce Solutions for Tarrant County  
Fiscal Year 2026 - Budget Amendment #1**

**I. Funding Changes**

<b>Fund Source</b>	<b>Increase / (Decrease)</b>
Child Care	12,089,617.00
Adult Ed & Literacy	659,596.00
WIOA Adult	(218,283.00)
WIOA Dislocated Worker	623,421.00
WIOA Youth	280,282.00
Trade Adjustment Assistance	5,000.00
WIOA Health Care Internship Project	95,123.00
Temp. Assistance for Needy Families (TANF)	368,401.00
Supplemental Nutrition Assistance (SNAP)	(83,438.00)
Wagner Peyser Employment Services	71,107.00
Workforce Commission Initiatives	3,000.00
RESEA Reemployment & Eligibility Assessment	927,399.00
Voc. Rehab Staff Co-Location	204,941.00
<b>Total Funding Changes</b>	<b>15,026,166.00</b>

**Recommended Additions to FY 26 Board Budget**

Restore funding for personnel raises	197,738.00
Additional furniture & equipment - Arlington WFC relocation	50,000.00
Strategic Planning Initiative	25,000.00
Adult Ed Graduation Ceremony	7,000.00
Director's Discretionary Funding	10,000.00
<b>Total Recommended Board Items</b>	<b>289,738.00</b>

**Other Funds Allocated for Use During FY 2026**

Direct Child Care	9,145,982.00
Contracted Services - Child Care and Adult Ed	1,003,740.00
Workforce Center Personnel and Operations	241,562.00
Facilities - Including VR Co-Location in Arlington	195,048.00
Paid Work Experience	87,123.00
Start-Up Costs - VR Co-Location in Arlington	81,000.00
ITA Training	5,000.00
Incumbent Worker Training	50,000.00
Board Special Projects	3,000.00
<b>Total Funds Allocated for FY 26 Use</b>	<b>10,812,455.00</b>

**Funds Designated for Use in Future Years**

Child Care	2,500,000.00
WIOA Dislocated Worker	259,284.00
WIOA Youth	248,678.00
RESEA Reemployment Services	602,399.00
Temp. Assistance for Needy Families (TANF)	313,612.00
<b>Total Designated for Future Years</b>	<b>3,923,973.00</b>

**FUND SOURCE SUMMARY**

Funds Categories / Funding Streams	A		B		C	D (B + C)	E (A + D)
	Original Budget New Funds	Original Carryover	Total Original Budget	Additional Funding	Additional Carryover	Total Revision #1	Proposed Revised Budget
<b>Child Care</b>							
Child Care Discretionary	88,463,815	-	88,463,815		6,204,831	6,204,831	94,668,646
Child Care Local Match	5,528,532	-	5,528,532		5,525,474	5,525,474	11,054,006
Child Care - Family & Protective Services	6,500,000	-	6,500,000			-	6,500,000
Child Care Quality - "Two-Percent" Discretionary Funds	1,999,837	-	1,999,837		258,423	258,423	2,258,260
Child Care Quality - Tx Rising Star Mentors	2,247,553	-	2,247,553			-	2,247,553
Child Care Quality - "Four Percent" State-Guided Activities	4,683,066	-	4,683,066		100,889	100,889	4,783,955
<i>Child Care Subtotal</i>	<b>109,422,803</b>	-	<b>109,422,803</b>	-	<b>12,089,617</b>	<b>12,089,617</b>	<b>121,512,420</b>
<b>Adult Education &amp; Literacy</b>							
Adult Education & Literacy - AEFLA Funding	5,718,488		5,718,488	(301,014)		(301,014)	5,417,474
Adult Education & Literacy - EL Civics Funding				960,610		960,610	960,610
<i>Adult Education &amp; Literacy Subtotal</i>	<b>5,718,488</b>	-	<b>5,718,488</b>	<b>659,596</b>	-	<b>659,596</b>	<b>6,378,084</b>
<b>Workforce Services</b>							
WIOA Adult	4,258,200	500,000	4,758,200		(218,283)	(218,283)	4,539,917
WIOA Dislocated Worker	3,206,913	500,000	3,706,913		623,421	623,421	4,330,334
WIOA Youth	4,434,309		4,434,309		280,282	280,282	4,714,591
WIOA Rapid Response	43,232		43,232			-	43,232
WIOA Trade Adjustment Assistance (TAA)			-	5,000		5,000	5,000
WIOA Healthcare Internship Project			-		95,123	95,123	95,123
Temp Assistance for Needy Families (TANF)	5,440,731		5,440,731		368,401	368,401	5,809,132
Supplemental Nutrition Assistance Program (SNAP)	855,119		855,119	(83,438)		(83,438)	771,681
Wagner Peyser Employment Services	642,185		642,185	71,107		71,107	713,292
TANF - Non Custodial Parent (NCP)	317,487		317,487			-	317,487
Workforce Commission Initiatives	82,373		82,373	3,000		3,000	85,373
Veterans Services	110,000		110,000			-	110,000
Reemployment & Eligibility Assessment	1,574,606		1,574,606	11,574	915,825	927,399	2,502,005
Vocational Rehab Summer Earn & Learn	692,283		692,283			-	692,283
Vocational Rehab Hireability Navigator	226,000		226,000			-	226,000
Vocational Rehab Staff Co-Location	150,073		150,073	204,941		204,941	355,014
Wagner-Peyser 7b - Neighborhood Strategies	322,917		322,917			-	322,917
<i>Workforce Services Subtotal</i>	<b>22,356,428</b>	<b>1,000,000</b>	<b>23,356,428</b>	<b>212,184</b>	<b>2,064,769</b>	<b>2,276,953</b>	<b>25,633,381</b>
<b>Overall Total</b>	<b>137,497,719</b>	<b>1,000,000</b>	<b>138,497,719</b>	<b>871,780</b>	<b>14,154,386</b>	<b>15,026,166</b>	<b>153,523,885</b>

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
FISCAL YEAR 2026  
BUDGET REVISION #1  
PROPOSED ALLOCATION**

	Adopted FY 26 Budget	Memo - Recommended Additional Items	Child Care	Adult Education & Literacy	WIOA Adult	WIOA Dislocated	WIOA Youth	RESEA Reemployment Services	Trade Adjustment Assistance	Temp Family Assistance (TANF)	Supplemental Nutrition Assistance (SNAP)
<b>Amendment Amount</b>			<b>12,089,617.00</b>	<b>659,596</b>	<b>(218,283)</b>	<b>623,421</b>	<b>280,282</b>	<b>927,399</b>	<b>5,000</b>	<b>368,401</b>	<b>(83,438)</b>
<b>BOARD:</b>											
Personnel	6,591,265	197,738	77,323.00	15,168.00	26,019.00	23,835.00	16,104.00			39,289.00	
Operations (Net of Equipment)	2,146,378				(318,802)	318,802	(4,000)			(4,000)	
Furniture & Equipment	154,000	50,000			12,500	12,500	12,500			12,500	
Strategic Planning	-	25,000	5,000.00		5,000	5,000	5,000			5,000	
Adult Ed Graduation Ceremony		7,000			7,000						
Director's Discretionary Funding		10,000	2,000.00			4,000	2,000			2,000	
<b>WORKFORCE CENTER OPERATOR:</b>											
Personnel	7,997,261							325,000			(78,438)
Operations	1,156,525										(5,000)
<b>FACILITIES</b>	<b>2,210,905</b>										
<b>CONTRACTED SERVICES</b>	<b>21,278,196</b>		359,312.00	644,428							
<b>DIRECT CHILD CARE</b>	<b>90,841,619</b>		9,145,982.00								
<b>INDIVIDUAL TRAINING ACCOUNTS (ITA)</b>	<b>2,865,755</b>								5,000		
<b>INCUMBENT WORKER TRAINING</b>					50,000						
<b>WORK EXPERIENCE</b>	<b>1,555,413</b>										
<b>SUPPORT SERVICES</b>	<b>1,700,402</b>										
<b>DESIGNATED FOR FUTURE YEAR</b>			2,500,000.00			259,284	248,678	602,399		313,612	
<b>TOTALS</b>	<b>138,497,719</b>		<b>12,089,617.00</b>	<b>659,596</b>	<b>(218,283)</b>	<b>623,421</b>	<b>280,282</b>	<b>927,399</b>	<b>5,000</b>	<b>368,401</b>	<b>(83,438)</b>

**WORKFORCE SOLUTIONS FOR TARRANT COUI  
FISCAL YEAR 2026  
BUDGET REVISION #1  
PROPOSED ALLOCATION**

	Adopted FY 26 Budget	Wagner- Peyser Employment Services	Workforce Commission Initiatives	WIOA Healthcare Internship Project	Voc Rehab Services Staff Co-Location	Budget Revision #1 Total	Revised Budgeted Expenditures
Amendment Amount		71,107	3,000	95,123	204,941	15,026,166	
<b>BOARD:</b>							
Personnel	6,591,265					197,738	6,789,003
Operations (Net of Equipment)	2,146,378		3,000	8,000		3,000	2,149,378
Furniture & Equipment	154,000				81,000	131,000	285,000
Strategic Planning	-					25,000	25,000
Adult Ed Graduation Ceremony						7,000	7,000
Director's Discretionary Funding						10,000	10,000
						-	-
<b>WORKFORCE CENTER OPERATOR:</b>							
Personnel	7,997,261					246,562	8,243,823
Operations	1,156,525					(5,000)	1,151,525
						-	-
<b>FACILITIES</b>	<b>2,210,905</b>	<b>71,107</b>			<b>123,941</b>	<b>195,048</b>	<b>2,405,953</b>
						-	-
<b>CONTRACTED SERVICES</b>	<b>21,278,196</b>					<b>1,003,740</b>	<b>22,281,936</b>
						-	-
<b>DIRECT CHILD CARE</b>	<b>90,841,619</b>					<b>9,145,982</b>	<b>99,987,601</b>
						-	-
<b>INDIVIDUAL TRAINING ACCOUNTS (ITA)</b>	<b>2,865,755</b>					<b>5,000</b>	<b>2,870,755</b>
						-	-
<b>INCUMBENT WORKER TRAINING</b>						<b>50,000</b>	<b>50,000</b>
						-	-
<b>WORK EXPERIENCE</b>	<b>1,555,413</b>			<b>87,123</b>		<b>87,123</b>	<b>1,642,536</b>
						-	-
<b>SUPPORT SERVICES</b>	<b>1,700,402</b>					<b>-</b>	<b>1,700,402</b>
						-	-
<b>DESIGNATED FOR FUTURE YEAR</b>						<b>3,923,973</b>	<b>3,923,973</b>
						-	-
<b>TOTALS</b>	<b>138,497,719</b>	<b>71,107</b>	<b>3,000</b>	<b>95,123</b>	<b>204,941</b>	<b>15,026,166</b>	<b>153,523,885</b>



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION February 11, 2026

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### **Action Requested:**

Accept the Leadership Committee Report

### **Discussion:**

The Leadership Committee met in-person on Wednesday, January 7<sup>th</sup> at the Administrative Offices. After approving the minutes from the November 6, 2025, meeting the committee covered multiple topics summarized below:

### **Workforce Center Updates**

- The committee received a brief overview of the progress on the Workforce Center lease agreements from Jack Cummings, Associate Executive Director, Administration.
- He provided a status update on the Resource Connection Workforce Center lease, which was voted on at the last Board Meeting (December 10, 2025) to move forward with a renewal at our current location. Everything has been signed on our end and it will be on the February 10<sup>th</sup> Tarrant County Commissioners Court agenda to approve.
- Jack updated the committee on the renovation at the new Arlington Workforce Center located at 2000 E. Lamar Blvd. We originally thought we could do a soft opening at on January 2<sup>nd</sup>, but the construction team needed a little more time, so we have moved the openings to Tuesday, January 20<sup>th</sup>. At this time all indications will be that we should be ready at that time to start seeing customers in person at that location.
- Before we moved on to the next topic, Executive Director, Robert Sturns let the Committee know that we have finalized the proposal to Tarrant County College for a co-located Alliance Employer Hub at the Tarrant County College's Erma C. Johnson Hadley Northwest Center of Excellence for Aviation, Transportation and Logistics campus. This new space would focus on our employer partners in that area and be in leu of the Alliance Workforce Center which we will be closing in March 2026.

### **Discussion & Approval of Revised Bylaws**

- Executive Director, Robert Sturns and Legal Counsel, Carvan Adkins lead a discussion on the suggested changes to the Workforce Development Board Bylaws. This first round of edits came from a subcommittee of the Leadership Committee. Some additional discussions are taking place and changes should be ready to send before the full board to vote on at the April Workforce Development Board Meeting (April 8<sup>th</sup>).

### **Discussion on Committee Appointments**

- Executive Director, Robert Sturns led a discussion about Committee Appointments. He shared a new Committee Interest Form with the Leadership Committee and it was discussed. This will be rolled out to the full board this month. After responses are received the committee structure will be updated to reflect the changes made to committee membership.

### **Discussion on Child Care Federal Funding Freeze**

- Executive Director, Robert Sturns updated the Leadership Committee on the recent Child Care Federal Funding Freeze.
- The Department of Health and Human Services has recently announced that it has frozen all federal child care payments to Minnesota following allegations of fraud at child care facilities that receive Child Care Development Fund (CCDF) payments.
- This decision may have implications not only for Minnesota but for all states, as it has prompted additional state verification steps for the release of CCDF payments.
- Texas Workforce Commission (TWC) indicated on December 31, it has not yet received specific guidance on these requirements, we're awaiting guidance on how this change may delay receipt of CCDF funds and any impact on Child Care Services (CCS) providers. TWC is actively working to minimize any potential impact and ensure timely access to funds for future payment cycles.
- As more information is provided by TWC we will keep our Board, Child Care contractor and Child Care providers updated.

### **Staff Contact(s):**

Robert Sturns, Executive Director

Lacey Douglas, Communications & Events Director

### **Child Care Development Fund Program Integrity**

The Office of Child Care has established rigorous new accountability standards following a 2019 GAO review of program integrity. Lead Agencies (TWC) have access to resources like the CCDF Fraud Toolkit to actively assess, detect, and recover improper payments. Consequently, states are required to explicitly detail their fraud risk processes within their State Plans to be approved by the OCC.

As stewards of CCDF funds, TWC ensures that resources are used effectively to maintain continuity of services for children and families while preventing fraud, waste, and abuse. The CCDF State Plan covering 2025-2027 shows TWC's comprehensive accountability strategy focuses on Detection, Correction, and Prevention. First, TWC has implemented data-driven oversight for advance detection to identify errors and fraud before they impact the program such as Integrity Central, targeted system reports, and cross-agency data matching. Second, TWC in cooperation with the Workforce Boards utilizes the Office of Investigations to assist when improper payments are identified. Third, TWC recovery tools like PIRTS and State Comptroller warrants are used to recover payments. In State fiscal year 2023, \$1.1 million in overpayments were identified for recovery. Lastly, prevention is through continuous training and rigorous oversight. TWC meets with Boards and provides technical assistance. TWC also conducts audits of each workforce board. TWC has a zero-tolerance policy for intentional program violations and fraud. A dedicated reporting line has been published on the TWC and local Board's websites, TWC will sanction clients (families) and providers who have the right to appeal adverse action within 14 days.

The relationship between TWC and Workforce Solutions for Tarrant County (WSTC) is designed as a continuous feedback loop of monitoring and support. WSTC is committed to being a responsible steward of CCDF and TWC resources to ensure funding reaches those families who need it most. To mitigate fraud, WSTC provides contract oversight, has policies and procedures for financial accountability and quality control, has WSTC internal monitors, conducts fraud investigations utilizing Integrity Central and PIRTS, conducts provider training on attendance and billing requirements and ensures data integrity.

The Texas model decentralizes service delivery to 28 local workforce boards to remain responsive to community needs, while maintaining centralized, rigorous financial and program oversight at the state level. This "double-check" system ensures that child care funds are reserved for families who truly qualify for them. This differs significantly from Minnesota's oversight and structure, fraud detection technology, and consequences and sanctions. Minnesota operates in a more centralized newly formed Department of Children, Youth, and Families (DCYF). It funds investigator positions in 85 counties but lacks the local structure found in the Texas Workforce Board system. Minnesota is using a manual paper documentation reporting system that contributed to an 11% error rate in improper payments compared to Texas' 0.43% using electronic proactive detection. Minnesota utilizes a process of tiered sanctions compared to Texas' zero-tolerance. The system in both states are vastly different and the Texas error rate is a testament to the rigorous work that TWC and the Workforce Boards are doing.



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION

### February 11, 2026

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#### **Action Requested:**

Accept the Workforce Investment Committee Report.

#### **Discussion:**

The Workforce Investment Committee met on February 4, 2026.

#### Approve the Minutes from the August 22, 2025 Investment Committee Meeting

The committee approved the Minutes from the August 22, 2025 meeting.

#### Discussion on Appointment of Committee Officers

Lillie Biggins, Investment Committee Chair, discussed the importance of naming a Vice Chair for the committee to ensure that business may be conducted regardless of potential scheduling conflicts of committee leadership. Ms. Biggins nominated Mike Gerro, Frost National Bank, for the appointment of Investment Committee Vice Chair. Committee members agreed with the nomination and recommended approval of Mr. Gerro.

#### Accept the December 2025 Financial Report

The committee was briefed on the December 2025 financial report which reflects that overall expenditures for the first quarter of the fiscal year are at acceptable levels for personnel, operations and direct client services.

Staff discussed current expenditure levels by activity and highlighted areas that were slightly above the 25% first quarter benchmark. Board Operations expenditures are historically elevated early in the fiscal year as annual non-recurring expenditures for insurance premiums, software licenses and the annual Red, White & You Job Fair have been incurred.

Committee members were ensured that staff will continue to monitor overall fund utilization as FY26 continues.

The Committee accepted the December 2025 Financial Report and will forward the recommendation to the full Board.

For additional information on this item, please refer to the consent agenda action item communication.

### Approve Fiscal Year 2026 Budget Revision #1

Since the original Fiscal Year 2026 budget was adopted last August, funding updates to the budget are now necessary due to increases resulting from carryover after the closing of FY25 (\$14.1 million increase). Combined with over \$871K in new awards, the staff has outlined by fund source the total projected increase of \$15,026,166 to the FY26 budget.

Of the increase presented today, staff explained that the majority of these funds can be attributed to carryover funding in the Child Care program to supplement additional direct child care and quality activities. This Child Care increase totals over \$12 million. In addition, the Re-Employment Services and Eligibility Assessment program has been extended which has made over \$900K available for expenditure in FY26. Multiple other funding sources also required an amendment to reconcile the original budget with final award amounts.

Jack Cummings presented a recommendation by staff to deploy 73.9%, or \$11,102,193, of the total available revenues to provide funding for key items across the workforce delivery system, such as increased direct child care, restoring funding for Board personnel raises that were previously eliminated, and additional furniture, equipment and related costs due to the opening of the new Arlington Workforce Center.

Staff has also recommended that 26.1%, or \$3,923,973, of available revenues in this budget revision be reserved for use in future fiscal years to restore and preserve some financial stability. This would set aside funds for activities beyond FY26 in programs for Child Care, Workforce Investment Opportunities Act (WIOA), Re-Employment Services and Temporary Assistance for Needy Families (TANF).

The Committee approved Fiscal Year 2026 Budget Revision #1 and will forward the recommendation to the full Board.

For additional information on this item, please refer to the agenda action item communication.

### Other Business / Adjourn

Staff informed the Committee that the FY27 Budget Workshop (9am) and the subsequent Investment Committee meeting (10am) have been scheduled for August 21, 2026.

With no further discussion, the meeting was adjourned.

### **Fiscal Impact:**

Please refer to specific agenda item communications for the fiscal impact of each item.

### **Staff Contact(s):**

Mark Tristan, Senior Director of Finance