




Workforce Development Board (WDB)

# MEETING

*December 10, 2025*



TO: Rosa Navejar, WDB Chair  
Workforce Solutions for Tarrant County  
Board of Directors and Interested Parties

FROM: Robert Sturns, Executive Director 

DATE: December 3, 2025

SUBJECT: **December 10, 2025 WDB Meeting**

The Workforce Development Board (WDB) Meeting will be held at **9:00 a.m. on Wednesday, December 10, 2025, at Lena Pope Amon Carter Center, 3200 Sanguinet St., Fort Worth, TX 76107.**

The agenda and preparation materials are attached for your review.

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

Enclosures



# Mission & Vision Statement

## **Our Mission**

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

## **Our Vision:**

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



**Workforce Development Board (WDB) Meeting Agenda**  
**9:00 a.m. December 10, 2025**  
**Lena Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107**

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- I. **Call to Order**.....**Rosa Navejar**
- II. **Public Comment**..... **Rosa Navejar**
- III. **Special Introductions and Recognition**..... **Rosa Navejar**
  - Board, Staff and Partner Recognition
  - Introduce new Workforce Development Board Member
- IV. **Approval of Consent Agenda Items** ..... **Rosa Navejar**
  - Approve the Minutes of the October 8, 2025 WDB Meeting (p.1)
  - Accept the Financial Report (p. 6)
  - Authorize the Executive Director to negotiate and execute a contract extension with Pattillo, Brown & Hill for the audit of the Board’s financial statements for the Fiscal Year ended September 30, 2025 (p. 8)
  - Accept the Layoff Report (p. 9)

All consent agenda items are considered to be routine by the Board and will be enacted with one motion. There will be no separate discussion of items unless a Board Member so requests, in which event, the item will be removed from the general order of business and considered in its normal sequence.
- V. **Committee Reports**
  - Workforce Leadership Committee (p.12).....**Rosa Navejar**
  - Workforce Delivery Systems Committee (p.14).....**Mike Doyle**
- VI. **Briefing Item**
  - Workforce Center Lease Update (p.16).....**Jack Cummings**
- VII. **Action Item**
  - 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 (p.17).....**Jack Cummings**
- VIII. **Report from the Chair**..... **Rosa Navejar**
  - Annual Texas Workforce Commission Conference Update
- IX. **Executive Director’s Report**.....**Robert Sturns**
  - Legislative Updates
  - Update on the Year End Performance Report & Analysis (p.19)
  - Communications & Events Report (p.23)
- X. **Adjourn** ..... **Rosa Navejar**



A proud partner of the American Job Center network

## Workforce Development Board Meeting

9:00 a.m. October 8, 2025

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

### MINUTES

**WDB Members Present:** Lillie Biggins, Felicia Davis, Mike Doyle, Mary Farris, Mike Gerro, Joan Grigsby, Jessica Heer, Deb Jones, Joe Jordan, Antoinette Karriem, Jason Lamers, Jennifer Limas, Dr. Daniel Lufkin, Jerletha McDonald, Dr. Michael McFarland, Rosa Navejar, Jeff Postell, Tyrone Taylor, Estrus Tucker

**WDB Members Absent:** Kimberly Baker-Jones, Mike Coffey, Leo Del Calvo, Jon Gustafson, Jana Harris, Dr. Marie Holliday, Matthew Jackson, Dr. Di Ann Sanchez, Robert Teran, Gracie Vega

**Staff Present:** Nicole Allen, Tiffany Clayton, Jack Cummings, Tracey Cummings, Lacey Douglas, Brenda Harrist, Diana Herrington, Mervil Johnson, Valerie Kelton, Colton McDonald, Jauneen Maldonado, Melissa Mata-Valadez, Renee Parker, Stephanie Roberts, Tabitha Smith-Moore, 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 9:01 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 introducing and welcoming four new members to the Workforce Development Board:

- Matthew Jackson – PS IV/Re-Employment Program Coordinator, Texas Workforce Commission, Public Employment Service Representative
- Joe Jordan – Owner, Floor Coverings International of Southlake, Private Sector Representative
- Jason Lamers – General Director, International Communications & Engagement, BNSF, Private Sector Representative
- Dr. Michael McFarland – Superintendent, Crowley ISD, Secondary Education Representative

Ms. Navejar commented each of their nominations were approved by TWC on October 7, 2025 and their bios could be found in the Board packet. Mr. Jackson was unable to attend; however, each new Board Member expressed their eagerness to serve on the Workforce Development Board and their thanks for the opportunity to participate and partner in growing the workforce in Tarrant County.

#### **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 Dr. Estrus Tucker and seconded by Mike Gerro to approve the Consent Agenda Items for the WDB which included the following:**

- **Approve the Minutes of the Joint WDB/WGB August 27, 2025 Meeting**
- **Accept the Committee Reports: Workforce Improvement Committee**
- **Accept the Financial Report**
- **Accept Report on Recent Solicitations for Grant Applications (SGA)**
- **Accept the Layoff Report**
- **Approve a Board Resolution enabling the Board to participate in the Buy Board Local Government Purchasing Cooperative, and authorize the Board's Executive Director to execute the Interlocal Participation Agreement that establishes the Board as a member of the Cooperative**

**The motions carried unanimously.**

#### **V. Briefing Item**

Next, Ms. Navejar introduced Renee Parker, Business Services Director, to provide the Board with an overview of the Teacher Externship Program.

Ms. Parker opened by stating approximately one year ago, Workforce Solutions for Tarrant County had applied for and received a \$109,991.00 Texas Workforce Commission grant for the summer teacher externships 2025. Ms. Parker commented on the challenges employers had discussed regarding a workforce ready to enter industries and careers. 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. Ms. Parker said local industries were eager to interest students in their business and a partnership with teachers to expose them to available opportunities outside a traditional four-year college path would be effective and impactful.

Ms. Parker explained teachers would commit five days for four hours a day during the summer to the specified business. Thirty-seven Tarrant County companies participated in the externship program which spans a broad spectrum of industries from construction to aerospace, and included Post L Group, Live! by Loews, and Goodwill Industries. 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.

Ms. Parker provided additional details and requirements of the program as well as a general outline of a typical day the teachers could expect behind the scenes stepping in to a local workplace. Teachers who completed their externship and submitted a digital lesson plan incorporating the experience and tools gained from the industry received a \$1,000 stipend.

Ms. Parker stated the number of teachers interested in the program equaled 125 in grades K-12 with 75 taking advantage of the externship. Of that number, 74 fulfilled the program (98% completion rate) with opportunities across the county. Ms. Parker introduced a video highlighting several teachers and businesses that participated which included companies and organizations specializing in manufacturing, construction, social work, marketing, and hospitality. Ms. Parker remarked that the teachers appreciated the opportunity to explore career paths for their students and looked forward to sharing their experiences when they returned to the classroom.

Ms. Parker also specified 12 Tarrant County school districts participated in the summer externship program. 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.

Ms. Parker recognized and thanked several Board Members for their participation in the externship program and making available their day-to-day operations as a gateway to allow teachers the ability to impact the future workforce generation. She mentioned feedback from the business community was positive with several employers ready to be involved next year. Ms. Parker disclosed new guidelines from TWC for the 2026 program:

- 10 teacher workdays -
  - Ability to split between two companies, one five-day period at each
- \$2000 stipend upon completion of the program and submitted lesson plan
- \$500 bonus for classroom materials
- LMI data training

Ms. Parker opened the floor to Board Members to share how the externship program benefitted their industry and created a partnership. Jeff Postell, President, Post L Group, LLC, commented on the relationship that his company gained through the teacher externs from Arlington ISD CTE construction program that were placed with his company. The connection to these teachers helped establish a partnership with his company's summer youth program. Teachers were able to work with the students in the field, put together ideas for bringing these skills back to the classroom, and discuss career readiness after graduating from high school. Deb Jones, Texas Workforce Solutions, Vocational Rehabilitation Services, remarked her priority was to develop an understanding with teachers to focus on building a student's skill set so that upon graduation, the student could step into their career of choice.

Ms. Navejar, President, The Rios Group, stated their company hosted two teachers who worked out in the field experiencing their engineering process and utility industry from beginning to end. Ms. Navejar expressed the goal for the teachers was to return to the classroom and educate students to explore opportunities in utility engineering. Antoinette Karriem, Human Resource Director, Live! by Loews Hotel, commented that the externship involved placement in areas of interest to the teacher and opportunities to understand the work PR, Marketing, Food & Beverage, Human Resources and Guest Services all have in hotel operations. Ms. Parker indicated over half the industries involved in the externship program were in hospitality and promoted through the partnership with the Hotel Association of Tarrant County, Chamber of Commerce and Economic Development entities.

Ms. Parker stated the grant has been applied for with a decision announced in February 2026. If approved for the award, 45 teachers will be served with priority given to new applicants in K-12 public schools. Ms. Parker closed by requesting future assistance in connecting with professional societies to promote interest in the externship program and expressing thanks to the industries previously involved. Ms. Navejar thanked Ms. Parker for

underscoring the importance of teacher relationships offering their students skill sets of the future.

## **VI. Report from the Chair**

Ms. Navejar reminded Board Members of the October Annual Review of Board Administrative Policies and Documents and that TWC reviews the documents prior to the TWC annual monitoring visit. She stated Valerie Kelton will send the packets via DocuSign following the board meeting. Ms. Navejar reviewed a new TWC requirement that all Board Members complete the annual Conflict of Interest Training by the end of October. This training will be mandatory each year going forward. Ms. Navejar closed with an update on the 14<sup>th</sup> Annual Hiring Red, White & You! Job Fair on Tuesday, November 4, 2025. The event takes place at Globe Life Field in Arlington, and hosts over 165 employers and is attended by over 2000 job seekers. She stated Tarrant County Judge Tim O'Hare and Fort Worth Mayor Mattie Parker will join to kick off the event.

## **VII. Executive Directors Report**

Robert Sturns, Executive Director, opened by welcoming the new Board Members as well as congratulating those who were reappointed. Mr. Sturns updated the Board on changes at TWC including the departure of Bryan Daniels as Chair. Joe Esparza was named the new Chair and remains as the Commissioner Representing Employers. Mr. Sturns stated Brett Connett was appointed as the new Commissioner Representing the Public and Randy Townsend, Deputy Executive Director of TWC, will serve on an interim basis as Executive Director due to the resignation of Ed Serna. Mr. Sturns advised the local Board will continue to monitor developments and keep Board Members updated.

Next, Mr. Sturns informed the Board on the status of the grant application for the Healthy Marriage Responsible Fatherhood Program that Workforce Solutions had previously been awarded a four-year grant. He advised the only Tarrant County program that received funding was the Parenting Centers Empowering Families Project. Mr. Sturns continued by acknowledging the staff for their numerous hours writing and finalizing the application for the grant over a shorter than normal submission period. Mr. Sturns commented alternative funding efforts will be explored to continue the partnership with the Fatherhood Coalition.

Mr. Sturns remarked on the challenges facing workforce development and direction given to staff to bring bold innovative ideas to the table to advance this effort. He also encouraged feedback from the Board and commented on Ms. Navejar's proposal to present the Teacher Externship Program to the Fort Worth Chamber's Investors Council as an example of how the Board could have an impact on the distribution of information across Tarrant County.

Mr. Sturns stated the Leadership Committee will be addressing the strategic planning process and overall committee structure to review their efficiency and effectiveness. He stated the committees should have defined expectations and results. Mr. Sturns also commented on the organization's goal of demonstrating measurable impacts from hosted job fairs such as the number of job seekers who gained employment directly attributable to the job fair.

Regarding the strategic planning process, Jessica Heer remarked on the overlap across organizations who are addressing similar goals and plans. Mr. Sturns stated coordination, and similar direction would be essential in supporting community success with strategic plans. Mr. Sturns summarized the status of federal funding from the government and the House and Senate impasse on the continuing resolution. He commented on TWC's efforts to fund programs during this time, and developments will continue to be monitored locally with updates distributed to the Board.

Mr. Sturns informed the Board on the relocation of the Arlington Workforce Center with a soft opening planned December 2025 and provided an update on the expiration of the lease and Request for Proposal process for the Resource Connection workforce center. He commented at this time they are considering options to relocate or remain at the current site.

Next, Mr. Sturns presented the most recent TWC Performance Report from July 2025. He stated the delivery process of reports has been challenging for all 28 Boards due to systems updates. Mr. Sturns continued that some data is incomplete with Child Care measures suppressed due to data issues relating to the systems transition. He commented on a few areas where the goal was not met including Claimant Reemployment within 10 weeks, however, once accurate numbers are distributed, performance measures should be on target.

Mr. Sturns advised the Agency Board Agreement which governs the Board's relationship with TWC had been executed and is effective from August 1, 2025 – July 31, 2028. Mr. Sturns concluded his report with an overview of the Communications and Outreach Report & Newsletters highlighting the following:

**1. Alliance Texas Workforce Symposium**

- a. Panel discussion addressing the needs of employers in the Alliance area and outlook for the Alliance Workforce Center.
- b. Participants included David Saenz, Tarrant To & Through (T3), moderator, Natalie Young-Williams, President & CEO of T3, Fred Schmidt, Senior Manager Industry & Workforce Engagement with Workforce Solutions for North Central Texas, and Mr. Sturns.
- c. Potential opportunities for the Alliance Center location and purpose to better serve the needs of the area including business services representatives available to collaborate directly with employers.

**2. Website Updates**

- a. Revised Board of Directors Page
- b. Interactive Targeted Occupations Page

**3. Recent and Upcoming Job Fairs**

- a. Northside Community Center held September 18, 2025 with Fort Worth City Councilman Carlos Flores in attendance
- b. Fort Worth Area Job Fair & Transit Connections Event held October 1, 2025 at Texas Wesleyan University (partnership with Trinity Metro) – 2nd largest event of the year
- c. 14<sup>th</sup> Annual Hiring Red, White & You! Job Fair will be held November 4, 2025 at Globe Life Field – the largest event of the year is a statewide event hosting over 165 employers

**4. Newsletters**

- a. WSTC WORKS E-Newsletter focused on Workforce Development Month and National Adult Education & Family Literacy Week (September)
- b. Employer focused newsletter on LinkedIn – Talent Tips shared with employers with October's focus on Outplacement Services

**VIII. Adjourn**

Ms. Navejar closed the meeting by stating there would not be a Board meeting in November. The next scheduled meeting of the Workforce Development Board will be held December 10, 2025.

There being no further business, the WDB Meeting was adjourned at 9:57a.m.



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION December 10, 2025

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### **Action Requested:**

Accept the Financial Report.

### **Discussion:**

The Board is requested to accept the financial report for September 2025. Through twelve months of the fiscal year (100.00% of the year), the report shows 89.58% of the budget expended. It's important to note that this data is reflective of the current information processed during the initial closing period of the fiscal year. More data will be compiled until the final close of the fiscal year occurs, typically by December 20th of each year.

System-wide expenditures for personnel, operations and facilities remained at acceptable levels.

Training expenditures through September 30 currently reflect an expenditure rate of 67.43% of the Individual Training Accounts (ITA) budget. However, the available surplus from funds in the ITA training budget has allowed the workforce center operator to redirect these available funds to adequately support the success in other Direct Client services activities such as Work Experience and Support Services during FY25.

Work Experience and Support Services saw significant increases in expenditures over the current fiscal year. Throughout the year and especially as the year came to a close, the workforce center operator continued to monitor and analyze all client activities to ensure that those in higher demand were appropriately funded. The contractor has the flexibility to move budgeted funds from one client activity to another as needed to support customer demand.

It's important to keep in mind that the vast majority of unspent funds at the end of September 30, 2025 will be available as carry over into FY26 to supplement the resources available for utilization beyond October 1.

### **Fiscal Impact:**

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

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

Mark Tristan, Senior Director of Finance

**Workforce Solutions for Tarrant County**  
**Fiscal Year 2025**  
**For the Twelfth Month Ending September 30, 2025**

	<b>BUDGET</b>	<b>YTD EXPENDITURES</b>	<b>%</b>
<b>BOARD:</b>			
Personnel	7,289,598	7,141,997	97.98%
Operations (System-Wide)	2,877,384	2,172,952	75.52%
<b>WORKFORCE CENTER OPERATOR:</b>			
Personnel	9,209,574	7,661,988	83.20%
Operations	1,146,971	1,146,332	99.94%
<b>FACILITIES</b>	2,371,455	2,219,489	93.59%
<b>CONTRACTED SERVICES</b>	27,619,743	19,917,058	72.11%
<b>DIRECT CHILD CARE</b>	77,865,001	74,777,489	96.03%
<b>INDIVIDUAL TRAINING ACCOUNTS (ITA):</b>	2,872,616	1,937,074	67.43%
<b>WORK EXPERIENCE</b>	1,895,776	1,990,347	104.99%
<b>SUPPORT SERVICES</b>	2,120,114	2,211,017	104.29%
	<u>\$ 135,268,233</u>	<u>\$ 121,175,741</u>	<u>89.58%</u>



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION

### December 10, 2025

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#### **Action Requested:**

Authorize the Executive Director to negotiate and execute a contract extension with Pattillo, Brown & Hill for the audit of the Board's financial statements for the Fiscal Year ended September 30, 2025.

#### **Discussion:**

The engagement of a firm to conduct the Board's annual audit was most recently procured in the fall of 2024. The procurement provided for an initial one-year engagement for the audit of our FY 2024 financial statements. It also included the option to extend the engagement for up to four additional years, based on successful performance.

Pattillo, Brown & Hill (PB&H) has successfully completed the audit of fiscal year 2024. That audit has been filed with and accepted by the Texas Workforce Commission as well as the Federal Audit Clearinghouse.

The Board is now requested to authorize the first-year extension of our engagement with PB&H for the audit of Fiscal Year 2025, which ended September 30, 2025. This will be the first of four extensions available under the 2024 procurement.

#### **Fiscal Impact:**

To commit funds, not to exceed \$57,500, for the engagement of the FY 2025 audit. Sufficient funds are available in the budget for this expenditure.

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

Mark Tristan, Senior Director of Finance



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION

### December 10, 2025

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#### **Action Requested:**

Accept the Layoff Report

#### **Discussion:**

The Layoff Report for this Workforce Development Board meeting will differ from Layoff reports in the past because of the October 2025 US government shutdown. The government shutdown, the longest in history, caused the Bureau of Labor Statistics (BLS) to halt data collection and the cancellation of the October 2025 household survey. The household survey is one of the primary means of collecting data for unemployment and labor market information; therefore, October data will likely not be available and November data will be delayed. Thus, policymakers are going to have to use two months of private sector and other surrogate data to fill in the labor market missing information for October and November.

Using private sector and surrogate data, policy makers estimate that the unemployment rate rose one-tenth to 4.4%, which marks the third straight one-tenth rise in a row. The suspected cause for the increase is because employment growth has not kept pace with the number of workers entering the labor force. Hiring caution amid economic uncertainty is likely a factor also and it is suspected that AI applications in the workplace are also playing a role, amid the broader push to boost productivity and control costs.

During the months of October and November, Workforce Solutions for Tarrant County received Layoff Notifications from the Texas Workforce Commission for six companies. The companies are Accelore Solutions in Fort Worth with layoff activities affecting 214 workers; Job 1 USA in Haslet with layoff activities affecting 25 workers; Job 1 USA in Arlington with layoff activities affecting 31 workers; Job 1 USA in Fort Worth with layoff activities affecting 25 workers; Leviat in Fort Worth with layoff activities affecting 75 workers; and Colonial Saving in Fort Worth with layoff activities affecting 130. All companies were briefed on the Rapid Response services that would be extremely helpful for workers soon to be impacted by layoff activities. The representative from Accelore Solutions expressed an interest in services but failed to contact the Board prior to his workers separating. Leviat did not respond to phone calls or emails. Information Packets were delivered to all three Job 1 USA locations and the Board is awaiting a response from Colonial Savings.

In the Tarrant County area, official employment data regarding the Civilian Labor Force, number of workers employed, number of workers unemployed and the unemployment rate cannot be provided because the household survey for October 2025 was not conducted due to the government shutdown and data collection issues. The most recent data available is for August 2025 when the Civilian Labor Force consisted of 1,219,057 with 1,166,138 being Employed, 46,641 being Unemployed and a 3.8% Unemployment Rate.

**Fiscal Impact:**

None

**Staff Contact(s):**

Limous Walker, Rapid Response Associate Director

**TARRANT COUNTY FY26 LAYOFFS**  
**October 1, 2025 – present**

<b>COMPANY NAME</b>	<b>LOCATION</b>	<b>WARN DATE</b>	<b>NUMBER AFFECTED</b>	<b>LAYOFFS</b>	<b>CLOSURES</b>
<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 Worth</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: 6</b>	<b>Cities Impacted: 3</b>		<b>Total: 500</b>	<b>Total: 2</b>	<b>Total: 4</b>

**TARRANT COUNTY FY25 LAYOFFS**  
**October 1, 2024 – September 30, 2025**

<b>Total Companies: 60</b>	<b>Cities Impacted: 15</b>		<b>Total: 3,783</b>	<b>Total: 8</b>	<b>Total: 52</b>
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## WORKFORCE DEVELOPMENT BOARD COMMUNICATION December 10, 2025

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### **Action Requested:**

Accept the Leadership Committee Report

### **Discussion:**

The Leadership Committee met in-person on Thursday, November 6th at the Administrative (Board) Offices. After approving the minutes from the August 13th 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 for the renovation at the new Arlington Workforce Center location as well as noting the results of the recent Resource Connection RFP. Jack will provide an update at the December Board Meeting on the recommendation for the Resource Connection lease.

#### **Continued discussion on standing Leadership Committee Meetings**

- Executive Director, Robert Sturns lead a discussion on the Leadership Committee having a more standardized meeting schedule. His suggestion included having meetings in the following months: January, May, September and November as they are all months the full board does not meet. The group agreed and the meetings will be placed on the calendar.

#### **WDB Bylaws Discussion**

- The committee received a copy of the WDB Bylaws which have not been updated since 2022. There are a few items that Mr. Sturns has noted over the past few months and wanted to bring attention to.
- A subcommittee was formed to look at the possible bylaws changes that will need to be submitted to the WDB at a future meeting should we want to move forward with any changes in accordance with Article 15.

### **Committee Structure**

- The Leadership Committee discussed the current Board Committee Structure and the goals that are tied to each committee. It was agreed that this should be an item covered in the board strategic plan, which lead into the next discussion item.

### **Strategic Planning / Workplan Discussion**

- Robert led a discussion about the importance of having a strategic planning session. He shared his draft workplan and how it's the guiding vision for the organization. It was agreed that a formal RFP will be released after the Government Shutdown is over to look for an organization to lead that strategic planning session.

### **Board Attendance / Engagement**

- A discussion took place on the importance of having our Board Members present and engaged at Board and Committee Meetings. The Executive Director shared some feedback he has received from board members and the group agreed that the strategic planning session would be a great start and that future meetings with board members to gauge what they are interested in might be needed. This topic remains ongoing.

### **New Board Orientation Discussion**

- The Committee discussed a few options for this topic and ultimately decided that an in-person meeting would be best for this topic within the first 90 days of someone joining the board.
- Staff shared that this has been the practice, however getting it on the calendar sometimes proves difficult.
- Some alternative ideas were given to include: meetings for perspective members of the board (pre-acceptance) as well as tying a meeting to the end of a Board Meeting (as most are already present).

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

Robert Sturns, Executive Director

Lacey Douglas, Communications & Events Director



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION December 10, 2025

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### **Action Requested:**

Accept the Workforce Delivery Systems Committee Report.

### **Discussion:**

In the absence of Mike Doyle, Workforce Delivery Systems Committee Chair, Dr. Daniel Lufkin chaired the November 20, 2025, committee meeting.

### **Child Care Pilot Opportunity**

Brenda Harrist, Programs Oversight Director provided the committee with an update regarding the Ready, Set, Jump Day Care Pilot program to address staffing shortages in child care through Internship-to-Employment Pathways. This was a response to the August 21, 2025, Workforce Delivery Systems Committee meeting when Ms. Felicia Davis, Committee Member, shared ongoing challenges filling Day Care Attendant positions at her facility. The staff shortages are attributed to low hourly wages, which limit applicant interest and retention.

The Workforce Solutions staff collaborated with contractor C2 Global to explore innovative solutions. A pilot program was developed in partnership with Ready, Set, Jump Day Care, led by Ms. Davis.

The initiative designed is to:

- Provide internship opportunities for parents interested in early childhood education.
- Offer child care slots for participant's children at the same facility where they are employed.
- Incentivize continued employment by potentially subsidizing child care costs after the internship period, contingent on permanent job placement.

Staff are moving forward with the next steps in the pilot program over the next three to six months. Key performance indicators may include intern-to-hire conversion rates, participant satisfaction, and child care slot utilization. The committee will be briefed on the progress at the next meeting.

### **Adult Education & Literacy**

Jauneen Maldonado, AEL Director presented the Adult Education and Literacy (AEL) consortium report and update.

The new program year opened on July 1, 2025, and the program is currently serving 1,844 students. The students are comprised of EL Civics, Integrated Education and Training and Intensive students participating in Workplace Literacy or are internationally trained professional participants.

Ms. Maldonado provided an update on the AEL funding and student targets. She indicated new student service targets have not been released. She noted that the program received what was equal to 60% of their Adult Education and Family Literacy Act (AEFLA) funding but did not initially receive EL Civics funding. The program has since received an amendment with EL Civics funding equal to the 60% and are currently waiting on the second wave of funding with the 40% that has already been approved by TWC Commissioners.

Ms. Maldonado also briefed the committee on the transition of the data collection and storage of student records from DocuSign to Connectable for intake, registration, and case management records. The new system will allow participants to complete intake documents, upload records and have continuous access to their attendance, assessments, and programs while in the program. The system will also allow staff to have access to students that overlap across the programs which should minimize duplicate assessments and services. The program should be fully launched by February 1, 2026.

### **TWC Performance Report & Analysis**

Diana Herrington, Quality and Monitoring Director provided the committee an update on the Performance Report and Analysis. She reviewed the September 2025 year end report and noted that the Board is meeting all but one of the 18 Performance measures for Board Contract Year 2025. The claimant re-employment rate was within about 5% of meeting. The Committee Members thanked and congratulated the staff for their hard work.

### **Communications Update**

Lacey Douglas, Communications & Events Director provided the communications update which provided the Committee with the outreach and event activities of Workforce Solutions for Tarrant County since the last meeting.

Ms. Douglas updated the committee on the success of the 14th Annual Hiring, Red, White & You! Job Fair. She noted that over 2,500 job seekers and 155 employers participated in the event. She went over additional data from the event and provided a comparison with past events.

Ms. Douglas also touched on SNAP benefits and the SNAP E&T program participation requirements during the suspension of funds due to the government shutdown. She closed her presentation with a reminder to the Committee of the 9:00 a.m. December 10, 2025, Board meeting at Lena Pope.

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

Tracey Cummings, HR/EO Director



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION

### December 10, 2025

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#### **Action Requested:**

An update on lease activity for the Workforce Centers will be provided. No Board action is required.

#### **Discussion:**

The planned relocation of the Arlington Workforce Center is nearing completion. The new location will be at 2000 East Lamar Street in Arlington, which is also recognized as the brown multi-story office tower that formerly housed Bank of America, at the northwest corner of I-30 and Ballpark Way.

The new Workforce Center will be located on the first floor, in the former Bank of America space. Additional space for center management and staff will be located on the fourth floor. The Arlington office for state Vocational Rehabilitation services will also be co-locating with us at the new location, on the third floor.

To accomplish this move, we will be closing the current Arlington Workforce Center on the UTA campus on December 10, 2025 at 5:00 pm. We will re-open at the new location on Friday, January 2 at 8:00 am. Staff will be working between the two locations during the transition period. Customers will be able to call for services during that time and will have the option to receive virtual services or visit another center if needed.

#### **Fiscal Impact:**

Funds for this lease are included in the Board's FY 2026 budget. Costs to complete the move are also included in this budget.

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

Jack Cummings, Associate Executive Director, Administration



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION

### December 10, 2025

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#### **Action Requested:**

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.

#### **Discussion:**

On October 2, 2025, the Board issued a Request for Proposals (RFP) for office space to house the Resource Connection Workforce Center. This was issued in accordance with TWC requirements that the Board periodically conduct a formal procurement for its leased facilities. Concurrently with the RFP being released, Transwestern, the Board's 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.

A comparative review of these two properties was undertaken. The key elements for each location are summarized below:

Property Elements	1400 Circle Drive (Current Location)	La Gran Plaza
Square Footage	24,233	17,999
Starting Annual Lease Rate	15.27 sq ft	18.00 sq ft
Annual Utilities		0.70 sq ft
Annual Rent Amount	\$370,037.91	\$336,581.30
Annual Rent Increase	Set annually by County Commissioners	\$0.50 / Year
Lease Type	Full Service	Full Service + Electric
Rent Abatement Offered	None	4 months

Property Elements	1400 Circle Drive (Current Location)	La Gran Plaza
Parking	Excellent	Good
Security	Good	Unknown
Proximity to other human services providers	Excellent	Fair
Estimate of Minimum Cost to Relocate	\$0.00	\$200,000.00

**Summary and Recommendation:**

As we expected, the number of properties that could meet our needs for this center in the general area around TCC South Campus was limited. 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. These include parking, security, and proximity to other services on the positive side and less than ideal arrangement of space on the negative side. An overall review of the Board’s location strategy for Workforce Centers may also be desired before more long-term location commitments are made.

Considering these factors, it is recommended that the Board authorize the Executive Director to negotiate an extension to the current lease with Tarrant County at the Resource Connection for three (3) years, resulting in a new end date of February 28, 2029.

**Fiscal Impact:**

Funds for this lease are included in the Board’s FY 2026 budget.

**Staff Contact(s):**

Jack Cummings, Associate Executive Director, Administration



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION December 10, 2025

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### **Action Requested:**

Receive an update on the Year End 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 BCY 25 Year End Report was received on November 14, 2025.

The Board is meeting or exceeding 17 of the 18 contracted measures for BCY 25 that are currently being reported. One measure is expected to not meet, is 5.36% from meeting as of the last MPR. Two measures are not reporting:

- The Choices Full Engagement - I3 is finalizing the visualization for this measure to ensure accuracy.
- Childcare Initial Job Search Success Rate – This measure is in beta release and provided for informational purposes only.

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

### **Fiscal Impact:**

None

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

Diana Herrington, Quality and Monitoring Director

# 2025 Year End Board Summary Report

**FINAL RELEASE**

As Originally Published  
11/13/2025



Year-to-Date  
Performance Periods

## Board 5. Tarrant County

WIOA Outcome Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	MG	97.62%	74.03%	74.03%	72.27%	71.90%	72.33%	490	678	68.91%	67.35%	69.80%	72.27%	7/23	6/24	9
Employed Q4 Post Exit - Adult (DOL)	AR	94.83%	72.67%	72.67%	68.91%	69.58%	71.87%	563	817	70.15%	69.58%	69.46%	68.91%	1/23	12/23	9
Measurable Skills Gains - Adult (DOL)	EX	118.78%	69.72%	69.72%	82.81%	86.18%	88.86%	212	256	41.10%	50.00%	73.91%	82.81%	7/24	6/25	9
Median Earnings Q2 Post Exit - Adult (DOL)	EX	112.49%	\$7,000.00	\$7,000.00	\$7,874.19	\$7,131.79	\$8,392.58	N/A	490	\$5,381.21	\$6,572.40	\$6,910.81	\$7,874.19	7/23	6/24	9
Credential Rate - Adult (DOL)	MG	106.82%	71.11%	71.11%	75.96%	71.98%	58.05%	218	287	78.30%	76.74%	76.65%	75.96%	1/23	12/23	9
Employed Q2 Post Exit - DW (DOL)	MG	96.75%	77.78%	77.78%	75.25%	76.88%	79.26%	304	404	75.00%	75.00%	74.05%	75.25%	7/23	6/24	9
Employed Q4 Post Exit - DW (DOL)	MG	97.29%	79.10%	79.10%	76.96%	71.95%	83.33%	294	382	82.11%	78.35%	77.34%	76.96%	1/23	12/23	9
Measurable Skills Gains - DW (DOL)	EX	120.64%	75.00%	75.00%	90.48%	90.00%	78.57%	76	84	60.00%	62.86%	72.31%	90.48%	7/24	6/25	9
Median Earnings Q2 Post Exit - DW (DOL)	MG	104.37%	\$9,500.00	\$9,500.00	\$9,914.68	\$10,302.78	\$10,282.13	N/A	304	\$8,611.51	\$8,932.23	\$9,488.03	\$9,914.68	7/23	6/24	9
Credential Rate - DW (DOL)	AR	94.17%	77.54%	77.54%	73.02%	68.25%	68.70%	46	63	74.07%	71.74%	70.91%	73.02%	1/23	12/23	9
Employed/Enrolled Q2 Post Exit - Youth (DOL)	MG	105.49%	73.21%	73.21%	77.23%	74.23%	75.53%	373	483	68.75%	73.82%	76.13%	77.23%	7/23	6/24	9
Employed/Enrolled Q4 Post Exit - Youth (DOL)	MG	100.28%	74.56%	74.56%	74.77%	71.04%	78.57%	323	432	72.22%	72.61%	71.58%	74.77%	1/23	12/23	9
Measurable Skills Gains - Youth (DOL)	MG	101.15%	64.29%	64.29%	65.03%	67.36%	64.79%	106	163	25.58%	43.24%	62.50%	65.03%	7/24	6/25	9
Median Earnings Q2 Post Exit - Youth (DOL)	EX	134.73%	\$4,400.00	\$4,400.00	\$5,928.26	\$5,233.80	\$5,779.02	N/A	370	\$4,999.15	\$5,201.87	\$5,834.30	\$5,928.26	7/23	6/24	9
Credential Rate - Youth (DOL)	AR	93.36%	61.32%	61.32%	57.25%	54.55%	56.47%	75	131	67.86%	62.96%	56.04%	57.25%	1/23	12/23	9
Credential Rate - All C&T	MG	99.01%	71.00%	71.00%	70.30%	68.02%	61.79%	329	468	75.00%	73.44%	71.10%	70.30%	1/23	12/23	9

### Status Summary

(Number of Measures)

Exceeding Performance (EX): 5

Meeting Performance (MG, AR): 12

Not Meeting Performance (NM): 1

### % Meeting/Exceeding

(EX, MG, AR): **94.44 %**

### Status Definitions:

**EX:** Exceeding Performance

**MG:** Meeting Performance

**AR:** Meeting Performance - At Risk\*

**NM:** Not Meeting Performance

\* In the bottom quarter of the Meeting Performance range.

Program Participation Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	88.92%	8,702	8,702	7,738	8,534	9,488	2,019,561	261	7,621	7,787	7,926	7,738	10/24	9/25	3
Choices Full Engagement Rate - All Family Total	N/A	N/A	50.00%	50.00%	N/A	51.17%	53.17%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
Childcare Initial Job Search Success Rate	N/A	82.32%	57.17%	57.17%	47.06%	-	-	120	255	48.98%	56.90%	54.12%	47.06%	6/24	5/25	6

### Notes

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

5. IJ3 is finalizing the visualization for this measure to ensure accuracy.

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

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

# 2025 Year End Board Summary Report

## FINAL RELEASE

As Originally Published  
11/13/2025



Year-to-Date  
Performance Periods

### Board 5. Tarrant County

Reemployment/Employer Engagement Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	NM	86.04%	59.80%	59.80%	51.45%	56.93%	60.05%	18,142	35,263	54.57%	52.41%	51.80%	51.45%	7/24	6/25	
Employers Receiving Texas Talent Assistance	EX	107.54%	4,003	4,003	4,305	4,071	4,013	N/A	N/A	1,046	1,473	2,230	4,305	10/24	9/25	

#### Status Summary

(Number of Measures)

Exceeding Performance (EX): 5

Meeting Performance (MG, AR): 12

Not Meeting Performance (NM): 1

#### % Meeting/Exceeding

(EX, MG, AR): 94.44 %

#### Status Definitions:

**EX:** Exceeding Performance

**MG:** Meeting Performance

**AR:** Meeting Performance - At Risk\*

**NM:** Not Meeting Performance

\* In the bottom quarter of the Meeting Performance range.

#### Notes

- Due to data issues related to the transition from TWIST to TXC3, performance for this measure has been suppressed.
- I3 is finalizing the visualization for this measure to ensure accuracy.
- This measure is in beta release and provided for informational purposes only.
- Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

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

Our board area is meeting or exceeding 17 of 18 contracted Board Contract Year 2025 performance measures reported on the 2025 Year End Monthly Performance Report.

Measures not reported:

Choices Full Engagement - I3 is finalizing the visualization for this measure to ensure accuracy.  
Childcare Initial Job Search Success Rate – This measure is in beta release and provided for informational purposes only.

Below is an analysis of the 1 contracted measure that is currently not meeting.

**Claimant Reemployed within 10 Weeks**

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

There was a total of 352663 claimants during the year that impacted performance for this measure.

**Performance** - The target for this measure is 59.80%. The current performance result is 51.45% or 86.04% of the target. The current result is 5.36% of meeting performance.

**Corrective Action** – The contractor is actively addressing the performance gap. Efforts are underway to analyze existing 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 not yet mature and may improve with more data being added. Board Staff is apprehensive as to whether this measure will meet for the year.



## WORKFORCE DEVELOPMENT BOARD COMMUNICATION December 10, 2025

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### **Action Requested:**

Provide a Communications & Events Report

### **Discussion:**

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

### **Recent Media Activity:**

- Hiring Red, White & You Job Fair Coverage:
  - We were fortunate to have so many media outlets and partners share our event before the big day
  - The pre-event coverage resulted in:
    - Audience Reach: 173, 400
    - Generated a media value of \$43,172+
  - All the local Chambers, the City (Arlington and Fort Worth), the County and NBC (multiple times) shared our event
  - Dallas Morning News sent a photographer out on the day of to capture some pictures.
- Press Release: 14th Annual HRWY – [attached to this document](#)
- What Fort Worth ISD takeover means for businesses, corporate recruitment – Dallas Business Journal – Robert Sturns, Executive Director Quote – [attached to this document](#)
- Early childhood education leaders call for collaboration as Texas takes control of FWISD – Nicole Allen, Child Care Director quoted – [attached to this document](#)

### **14th Annual Hiring Red, White & You! Job Fair Recap**

Below you will find our HRWY Wrap-Up stats and at this month's board meeting we will showcase a 2025 HRWY Wrap Up Video.

We are very proud of the success of our event, having consistently held one of the highest events in the state year after year.

Thank you to our event partners for the last 14 years: the Texas Workforce Commission (TWC), Texas Veterans Commission (TVC), Office of Governor Greg Abbott and the Texas Medical Center. New this year Workforce Solutions for Tarrant County offered event sponsorships. We would like to thank the following:

- Gold Sponsors: Mouser Electronics, Inc and MT Training Center
- Silver Sponsor: Gaylord Texan
- Bronze Sponsors: Cantex Continuing Care, ComputerMinds.com, Fort Worth ISD and McMaster-Carr Supply Company
- Friends of Workforce Sponsors: Aspire MRO, C2 Global Professional Services, Nothing Bundt Cake, Oncor Electric Delivery, Six Flags Over Texas, Tarleton State University, Tarrant County and Texas Workforce Commission – Vocational Rehabilitation Services.

**Hiring Red, White & You!**

**2025 JOB FAIR WRAP UP!**

155 PARTICIPATING EMPLOYERS

2,526 TARRANT COUNTY RESIDENTS IN ATTENDANCE SEEKING EMPLOYMENT

351 VETERANS IN ATTENDANCE  
73 VETERAN SPOUSES

**EMPLOYERS IN ATTENDANCE LOOKING TO FILL 14,904 VACANCIES**  
**EMPLOYERS CONDUCTED AND OR SCHEDULED 1,138 INTERVIEWS**  
**27 FIRM JOB OFFERS WERE MADE**  
**3,598 JOB SEEKERS PREREGISTERED FOR THE JOB FAIR**  
**OVER 420 JOB SEEKERS RECEIVED PROFESSIONAL HEAD SHOTS AT NO COST**



Workforce Solutions for Tarrant County is an Equal Opportunity Employer / Program whose auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY 1-800-735-2989 A proud partner of the American Job Center network 11/21

## **Connecting Education with Industry Event Update:**

This event's focus was on the Aerospace, Construction and Hospitality Industries and had two goals:

- CONNECT Tarrant County educators with local industry experts to foster dialogue, raise awareness and create pathways that lead students from education to employment.
- FOSTER COLLABORATION between education and industry to ensure students gain the skills employers need, while building a strong, sustainable talent pipeline for Tarrant County businesses.

Thank you again to all of our speakers, especially our two panels:

### **Future Workforce Panel:**

- Moderator: Dr. Leighann Tamplen, CTE Director, Mansfield ISD
- Panelists:
  - Elizabeth Ingram, WSTC Young Adult Participant
  - Drashti Patel, Arlington ISD
  - Julian Reyes, Crowley ISD
  - Aidan Thach, Eagle Mountain Saginaw ISD

### **Tri- Industry (Aerospace, Construction, Hospitality) Employer Panel:**

- Moderator: Kay Brown-Patrick, Assistant Executive Director, Arlington TX Economic Development Corporation
- Panelists:
  - Cara Lundquist, Director of Total Rewards & Workforce Strategy, Bell
  - Stephen Cummings, Complex Managing Director, Loews Arlington Hotel & Convention Center
  - Larinda Smith, Foundation Manager, TEXO
  - Jeff Postell, President & CEO, Post L Group



## **Update on SNAP benefits and the SNAP E&T Program**

With the pause in SNAP benefits, we posted the following information on the home page of our website to help with any confusion as to our role with the program:

The Texas Health and Human Services Commission (HHSC) is responsible for administering and determining eligibility for SNAP (Supplemental Nutrition Assistance Program) benefits. Workforce Solutions for Tarrant County's (WSTC) role is to oversee the SNAP Employment and Training (SNAP E&T) program, which focuses on helping SNAP recipients find employment, gain skills or advance in their careers. The Texas Workforce Commission (TWC) acts as a bridge between HHSC and WSTC, ensuring that WSTC runs the SNAP E&T program according to federal and state requirements.

HHSC has informed TWC that although SNAP benefits will cease on November 1, customers in the program will still be expected to meet all program requirements, including work requirements, in order to be eligible for November benefits when funding is available.

If customers have questions about their SNAP benefits, please visit the HHSC website. Once on the HHSC website, scroll to the bottom and click on Find answers about SNAP and other benefits in the Federal Government Shutdown FAQ (PDF).

If Tarrant County customers have questions about their SNAP Employment and Training requirements, please call Workforce Solutions for Tarrant County at 817.413.4000 (M-F 8am to 5pm). We will connect you with the closest workforce center which will provide referrals to other community organizations/resources (i.e., local food banks or food pantries) in your area, as well as provide you with job search opportunities, skills training and career counseling.

## **Focus in the November and December Newsletters**

### **November: Veterans**

In the month of November, we have highlighted the work we do with the Texas Veterans Commission (TVC) and our Veterans in the WSTC WORKS: E-Newsletter. We covered the We Hire Vets Program and the Tarrant County Employers who have gained this distinction in 2025, in the November edition of WSTC WORKS: TALENT TOOLS (LinkedIn Newsletter). We hope you checked them out and shared them with others.

### **December: Skills Development**

In the month of December (published at the end of the month) we are highlighting the Skills Development Fund to include Cummings Electrical who received the largest Skills Development Fund in FY24 for a single company.

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

Lacey Douglas, Communications & Events Director



**FOR IMMEDIATE RELEASE**

Media Contact: Lacey Douglas, Workforce Solutions  
817.823.0533  
[lacey.douglas@workforcesolutions.net](mailto:lacey.douglas@workforcesolutions.net)

**Workforce Solutions for Tarrant County Hosts Largest Job Fair:  
“Hiring Red, White & You!” to Showcase 165 Employers, 12,625+ Jobs**  
10 a.m. to 2 p.m., Tuesday, Nov. 4 at Arlington’s Globe Life Field

TARRANT COUNTY, Texas (October 28, 2025) – 165 local employers with over 12,625+ open positions are set to attend the 14<sup>th</sup> Annual *Hiring Red, White and You! Job Fair* on November 4<sup>th</sup> at Globe Life Field in Arlington. The job fair, hosted by Workforce Solutions for Tarrant County, Texas Veterans Commission (TVC) and the Texas Workforce Commission (TWC), begins at 10:00 a.m. and ends at 2:00 p.m. Parking is FREE! Globe Life Field Parking Lot A; overflow in Lot R. Pre-Registration is encouraged at [hrwyjobseeker.eventbrite.com](http://hrwyjobseeker.eventbrite.com) but not required (can register onsite). **The event is open to everyone but will give priority access to veterans.**

**Some of the companies scheduled to attend include:** Airbus, Architectural Fabrication, Arlington ISD, Arlington Police Department, Autobahn , Baylor Scott & White Health, Bell, Best Maid Products, BNSF Railway, City of Arlington, City of Fort Worth, Cook Children's Health Care System, Crowley ISD, Crowley Police Department, Cummings Electrical, Danone North America, DrinkPAK, Eclipse Professional Services, FedEx, Fort Worth Independent School District, Gaylord Texan, IEC Fort Worth, JPS Health Network, Lockheed Martin, Loews Hotels, Martin Sprocket & Gear, Mclane Foods, Mouser Electronics, Mozee, Inc., MTU Maintenance Fort Worth, National Medal of Honor Museum, North Texas Tollway Authority, Sabre Industries, Sovereign Pharmaceuticals, Tarrant County, Tarrant County Sheriff's Office, Texas Rangers Baseball Club, Texas Workforce Commission, TJX Companies, Trinity Metro, University of Texas at Arlington, UNT Health Fort Worth and many more. [Click Here for the full list of employers scheduled to attend the event and their job openings.](#)

This Statewide Job Fair connects transitioning service members, military spouses, National Guard, Reserve, veterans, their family members and the General Public to employers looking to hire in our area. Hiring Red, White and You! has been working to connect Texas veterans with employers since 2012. In that time, statewide we've:

- Worked with more than 26,569 employers.
- Connected more than 153,407 job seekers to meaningful job opportunities
- Helped facilitate over 4,307 same-day hires

These events are one way we can thank Texas’ veterans for their service to our nation. Robert Sturns, Executive Director of Workforce Solutions for Tarrant County said, “As a veteran, I am proud to see the 14th Annual Hiring Red, White & You! Job Fair continue to create meaningful connections between Texas employers and our veteran community. Veterans and their families bring proven leadership and commitment to every mission they take on and this event helps ensure they have the opportunities they deserve, while strengthening our local workforce. This event exemplifies our shared commitment to strengthening the Texas workforce by promoting workforce development and creating meaningful opportunities for all.”

### What Attendees Can Expect:

- Access to local employers seeking to hire
- On-site job interviews
- Free Professional headshots, for LinkedIn, etc.
- Access to Job Fair Mentors, who will give advice on resumes, elevator speech, interview techniques and other job fair tips and tricks
- Resource organizations available for support

### What Employers Can Expect:

- Access to a diverse pool of talent
- Opportunities to engage with qualified candidates in a variety of industries
- Assistance with navigating veteran-specific hiring programs and incentives

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# Hiring Red, White & You!

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## Job Fair

**Tuesday, November 4, 2025**  
**10:00 AM - 2:00 PM**  
at Globe Life Field  
734 Stadium Drive • Arlington, Texas 76011



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Workforce Solutions for Tarrant County (WSTC), under the direction of the Texas Workforce Commission (TWC), is one of 28 local workforce development boards located throughout the state. WSTC's primary goal is to meet the needs of Tarrant County employers and workers through locally designed market-driven workforce development initiatives and services. All employers, workers and job seekers are eligible to take advantage of these services. The 29-member Workforce Development Board (WDB) is made up of business and community leaders and is chaired by Rosa Navejar, President of the Rios Group. The WDB works in partnership with the Workforce Governing Board (WGB), which is composed of Fort Worth Mayor Mattie Parker, Arlington Mayor Jim Ross and chaired by Tarrant County Judge Tim O'Hare, to oversee Workforce services in Tarrant County. More information can be found at [www.workforcesolutions.net](http://www.workforcesolutions.net) or by calling 817-413-4000.



## Education

# What Fort Worth ISD takeover means for businesses, corporate recruitment

Housing market could also be impacted, experts warn

By [Seth Bodine](#) – Staff Writer, Dallas Business Journal

Nov 19, 2025

## Story Highlights

What's This?

- State takeover prompted by "unacceptable academic performance" at some campuses.
- Business leaders worry the move could impact company relocations to Fort Worth.
- But there's also hope a "reset" could benefit public education and the workforce.

Business leaders and experts are expressing a mix of concern and optimism in response to the state takeover of Fort Worth Independent School District.

The state's takeover of the district, which has nearly 70,000 students, marks it as the second largest district to be put under control of the Texas Education Agency, behind the Houston ISD in 2023. The decision made by TEA Commissioner Mike Morath on Oct. 23 came in response to what he called in a letter "unacceptable academic performance" at multiple campuses in the district.

The decision means a state-appointed board of managers could replace Fort Worth ISD's elected school board. The state will also conduct a new search for a new superintendent, though current Superintendent Karen Molinar can apply. The state on Nov. 6 appointed a conservator for the district, former New Mexico education secretary Christopher Ruszkowski, who will oversee district operations and campus performance.

On Nov. 18, Fort Worth ISD trustees voted 7-1 to [appeal the decision by TEA](#). That means the board will file a petition with the State Office of Administrative Hearings on the takeover. The future of the district is now at an uncertain turning point, one insiders believe will significantly impact the city.

The Fort Worth Economic Development Department reported securing [\\$6.2 billion in new business investments](#) this year and the Fort Worth Economic Development Partnership said it has helped attract \$9.7 billion in investment to the city since forming in 2023. But the school district takeover raises big questions about the impact on business recruiting and

retention. Real estate developers and economic development officials have pointed to desirable schools as a [major driver of growth](#).

It's hard to imagine a meeting with a CEO or human resources leader at a company considering Fort Worth that does not include questions about what's happening with the schools. And while Fort Worth business leaders worry about the potential unintended consequences of the takeover, there is also hope it will ultimately lead to stronger public education.

### **Impact on recruiting**

Michelle Comerford, chair of the Site Selectors Guild and industrial and supply chain practice leader with Biggins Lacy Shapiro & Co., said numerous factors impact relocation decisions. While they often start at a higher level, such as considerations about proximity to suppliers and logistics networks, once the search reaches specific locations, workforce and quality of life issues such as schools become important.

While each site selection process is different depending on the project, Comerford said education can be a dealmaker — or breaker.



Michelle Comerford  
provided by Biggins Lacy Shapiro & Co.

"If you were down to two finalist locations, apples to apples on everything else, which one do you feel more confident about being able to support your business, both up front and ongoing?" Comerford said. "That's where the schools can come into play. It might not be the only issue that tips it but certainly can be on a short-list decision."

Robert Allen, president and CEO of the Fort Worth EDP, said it's too early to know whether the state takeover will pose a challenge as the organization tries to convince companies to come to Cowtown. He said city leaders such as Molinar are "laser-focused" on delivering

the best possible options for children. He has been telling site consultants, CEOs and others that the area still has a diverse, educated workforce, with 19 other school districts in Tarrant County and multiple [universities expanding in Fort Worth](#).

"That's what we reinforce, because that's what we believe directors of HR are going to pull their talent from," Allen said.



Image: Robert Allen

Robert Allen

Provided by: Robert Allen

Michelle Green-Ford, president and CEO of the Fort Worth Metropolitan Black Chamber of Commerce, said she wasn't caught off guard by the takeover — she's been involved with Fort Worth Mayor Mattie Parker's education task force. However, she remains concerned for students and the wider community.

"Obviously, there's an impact on the business climate anytime you have something that reflects negatively on our school district and on our education system as a whole," Green-Ford said. "That can have an adverse effect on companies who may want to consider relocating here."

Ultimately, Green-Ford hopes the takeover will result in benefits for students. Green-Ford encouraged any members of the Fort Worth business community and community leaders who care about education to apply for a position on the board of managers. The [deadline](#) to apply for a position is Dec. 1 and the state has seen [nearly 1,000 applications](#) completed or in progress, WFAA reported.

Mike Berry, chairman of the Fort Worth EDP board and president of Hillwood, declined to comment. Steve Montgomery, president of the Fort Worth Chamber of Commerce, couldn't be reached for comment.

Ericka Garza, president and CEO of the Fort Worth Hispanic Chamber of Commerce, couldn't be reached for comment but did write in an [Oct. 25 letter](#) that the takeover marks

a "critical moment" for the community and school district, and encouraged qualified community members to apply for a board of managers position.

### **Effect on real estate**

Perception of local schools also has an impact on perceptions of the housing market, said Daniel Oney, research director at the Texas Real Estate Research Center at [Texas A&M University](#). Studies have shown that people are willing to pay more for a house if they believe the schools are higher quality, he said.

He pointed to a study he did looking at Dallas Independent School District years ago. "There's a 10% to 20% price difference for homes that were not in the Dallas Independent School District," he said. "And there have been studies like that in lots of other places over the years."



Daniel Oney  
Candy Smith for DBJ

He said if Fort Worth ISD were perceived to be a less desirable district, over time price differences might begin to emerge.

Paul Epperley, president of the Greater Fort Worth Association of Realtors board, said one of the first questions asked by homebuyers is about schools. He is hopeful that the state takeover will improve schools and give buyers more confidence. "Forward-looking home values are going to definitely be stabilized and shored up by having a well run, well-rated school district," he said.

Fort Worth's housing market has been relatively resilient despite a slowdown across North Texas and the nation. This year, the peak buying period of April through July saw an average

of 982 sales per month, compared with an average of 1,112 sales per month for the same period in 2022 and an average of 1,240 sales per month in 2021, according to multiple listing service data compiled by the Texas Real Estate Research Center. And the median home price through the first nine months of this year, \$335,000, is relatively unchanged from last year.

### **Unintended consequences**

Other business leaders across the city said they are concerned about unintended consequences of the takeover.

Robert Sturns, executive director of Workforce Solutions for Tarrant County and former economic development director for Fort Worth, said he's concerned from a workforce development perspective. Fort Worth ISD has 14 career clusters of study for its career and technical education program. There's uncertainty around the disruption the takeover might cause in the program, or if it could result in a transition to something else, he said.



Robert Sturns

"Those types of programs — particularly on the manufacturing, some of the STEM work, health care — those are ... critical areas for us when we are talking about our pathways and the types of industries that we focus on," Sturns said. "Any kind of potential disruption to those could just impact how ... students can really access those pathways and lead to credentialing and then getting employment."

Sturns said much will depend on the focus of the newly appointed board of managers. How that will impact teachers and the workforce is still undetermined.

Sturns acknowledged that Fort Worth ISD is not the only district being considered when it comes to business attraction, noting other school districts have similar training programs that can help supply talent.

Courtney Garner Lewis, Fort Worth area president of First Bank Texas and a board member of the Fort Worth Chamber of Commerce, said public education has a substantial impact on the business community from the lens of workforce development, which is essential for existing businesses to grow and for new companies to come to Fort Worth.



Courtney Garner Lewis  
First Bank Texas

In the short term, she said the takeover could have negative consequences such as losing good teachers or a lingering negative connotation regarding the takeover, despite efforts to improve the district under Molinar's direction.

Teacher turnover was a feature of the state's takeover of Houston ISD. The district's teacher turnover rate in 2024-25 was 32.2%, an increase of 12.5 percentage points and significantly higher than the statewide average of 18.8%, according to the Houston Chronicle.

Fort Worth had an overall turnover rate of 16.9% in 2023-24, according to state data cited by Fort Worth Report, although some elementary campuses [saw rates of 34%-38% that same year](#).

In Houston, the TEA said the district has made significant academic improvements, although the agency earlier this year [extended oversight of the district](#) until June 1, 2027, KHOU reported.

But Lewis remains hopeful the takeover could act as a "reset" for the district, which has been struggling for years. Lewis, who has lived in Fort Worth for 10 years, worked as a volunteer and reading mentor and has a daughter who graduated from the district. "I've seen firsthand some of the struggles and understand how critical that system needs to work for all of our kids in our community, because we're only as strong as our weakest ZIP code," she said. "We need all of our students to have that opportunity."

## Education

### Early childhood education leaders call for collaboration as Texas takes control of FWISD

by [Matthew Sgroi](#) November 16, 2025 12:00 pm



The best gift a teacher can receive is a child ready to learn.

That was the message from Dominique McCain, president and CEO of [Educational First Steps](#), as she opened "Pouring with a Purpose," a Nov. 13 panel on early learning and school readiness at Pacific Table in Fort Worth.

"Whether that's kindergarten or 10th grade, a child ready for that grade is what the teacher wants and deserves," McCain told the crowd.

The event, moderated by Nicole Allen of Workforce Solutions for Tarrant County, gathered McCain and other leaders from across the child care sector, including:

- Kym Shaw Day, executive director of the [Early Learning Alliance](#).

- Jennifer Carpenter, chief program officer of [Lena Pope](#).
- Valencia Tave, center director of Fort Worth's [Saintsville Baptist Church Academy](#).

They described a system strained by increasing family needs — from rising child care costs to parents struggling to balance work and care — limited funding and a growing urgency to align early learning with K-12 schools. This work, McCain said, takes on added weight as a state-appointed board of managers and superintendent [begin leading Fort Worth ISD](#) in the spring — a transition that will place new scrutiny on early literacy and kindergarten readiness.

But readiness isn't just reciting letters or counting, panelists said.

"Children are experiencing more trauma," Shaw Day said. "We have to make sure teachers are prepared to accept children as they are and help them with their social and emotional learning."

Those skills shape a child's entire school trajectory, Carpenter said.

"Kids can learn anything, but they've got to have the skills to handle daily frustrations," she said. "If they can't do that, there's not a great chance they're going to be successful in the K-12 system."

McCain called early learning the foundation of the academic pipeline, saying it's where third-grade reading goals truly begin.

Fort Worth's third-grade reading scores illustrate the stakes. Just [41% of the city's third graders met grade-level expectations](#) on last year's STAAR exam, according to state data — a benchmark educators consider critical for long-term academic success.

FWISD leaders have launched a wave of literacy changes in response, including [new lesson materials](#), [expanded phonics instruction](#) and [districtwide training](#) aligned to the science of reading.

Early childhood providers said those efforts will only succeed if children arrive in kindergarten with the language, social-emotional skills and early literacy proficiency that school systems now expect.

"It's the opportunity to get them started on the right foot," she said.

## Child care is a workforce issue

Panelists also pointed to rising financial and emotional strain on families. The price of child care is a major factor in that strain.

In Tarrant County, the average cost of care for an infant now rivals a year of in-state college tuition, [according to a recent North Texas workforce study](#). With early educator wages averaging just \$33,801 a year — far below the county’s living wage — programs struggle to retain staff, driving up tuition rates for families and leaving thousands of children without an available seat.

“We have a lot of working parents, and finding balance is tough,” Tave said. “After a long day, being able to spend that time with their children — and not be frustrated by the day — is hard. And we can’t leave out the financial aspect.”

The cost of child care is forcing some parents to consider leaving the workforce altogether, Carpenter said. Pressures [tend to fall heaviest on mothers](#), who are more likely to scale back hours or leave jobs when care becomes unaffordable.

“We’re seeing middle-class families with two working parents who simply cannot afford care for two children,” she said. “That’s a whole other issue, right? We’re looking at our workforce.”

Allen said applications for child care assistance have climbed steadily this year, with [more than 21,000 children in Tarrant County on the scholarship waitlist](#) — a sign, she said, that far more families are struggling to afford care even with two incomes.

Those pressures, panelists said, reflect deeper structural issues — gaps McCain began noticing long before she entered the early learning space.

### ‘Silos are not working’

Before her current role, McCain worked on K-12 funding and teacher pipeline policy. Her experience designing systems for teacher support and data use led Educational First Steps’ board to recruit her to lead the organization in 2023, she said. Her move from K-12 policy to early childhood exposed significant gaps, she said.

“Our child care system is not a system,” she said. “Providers are trying to navigate 26 different departments and divisions at the state level.”

Educational First Steps has focused on using data and classroom coaching to support centers, she said, including tools like [CLASS](#) and [Hatch](#) to track readiness and give teachers actionable feedback. While CLASS, which stands for Classroom Assessment Scoring System, is an observation tool that measures the quality of teacher-child interactions, Hatch is a digital assessment platform that tracks early literacy and math skills for children ages 3 to 5.

Together, McCain said, they give teachers real-time data and coaching to adjust instruction before children enter kindergarten.

After all, collaboration is the only way to build consistency across the sector, Shaw Day said.

“Silos are not working,” she said. “Families are facing jobs, wages, housing, child care costs. Doing this work in silos just doesn’t work.”

Tave asked community leaders not to lose sight of the educators doing the daily work. “Don’t forget about the early childhood teacher,” she said. “The early years are where the foundation is.”

And early investment matters, panelists said.

Libby Manning, an Educational First Steps board member, reminded the audience that a child’s brain develops the most between birth and 5 years old. That alone, she said, undercuts the importance of early childhood education.

“If collaboration continues, it will make a dramatic impact on our school districts,” she said.