WORKFORCE SOLUTIONS
FOR TARRANT COUNTY
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Joint Workforce Development Board (WDB) &
Workforce Governing Board (WGB)

MEETING

August 26, 2026

WORKFORCE SOLUTIONS
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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: August 19, 2026

SUBJECT: **August 26, 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, August 26, 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. Jason Shelton
Rick Barnes

WORKFORCE SOLUTIONS
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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 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

WORKFORCE SOLUTIONS
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Workforce Governing & Workforce Development Board Meeting Agenda
9:00 a.m. August 26, 2026
Lena Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107

I. Call to Order…… Judge O'Hare & Rosa Navejar

II. Invocation …….. Pastor Gilbert Marez

III. Pledge of Allegiance/Texas Pledge…….. All

IV. Public Comments…….. Rosa Navejar

V. Consent Agenda Items…….. Judge O'Hare & Rosa Navejar

A. Workforce Governing Board (WGB) Consent Items

1. Approve the Minutes of February 11, 2026 WGB/WDB Meeting (p.1)
2. Accept the Workforce Development Board Update Report (p.8)
3. Approve the Workforce Development Board Appointments and Re-Appointments (p.12)
4. FY27 Workforce Governing Board Meeting Schedule (p.13)
5. Authorize the Executive Director to award, negotiate and execute contract renewals with the recommended Ancillary Service Providers from October 1, 2026 through September 30, 2027, in accordance with the Workforce Development Board recommendation. (p.14)
6. Authorize the Executive Director to award, negotiate and execute a contract with C2 Global Professional Services, LLC to operate the Workforce Solutions for Tarrant County Workforce Centers from October 1, 2026 through September 30, 2027, in accordance with the Workforce Development Board recommendation. (p.16)

B. Workforce Development Board Consent Items

1. Approve the Minutes of the June 10, 2026 WDB Meeting (p.19)
2. FY27 Workforce Development Board Meeting Schedule (p. 26)

C. Workforce Development /Governing Board Consent Items

1. Accept the Layoff Report (p. 27)
2. Accept the Financial Report (p.29)
3. Accept the report issued by Pattillo Brown & Hill on the Board's FY 25 financial audit (p.31)
4. Accept the Performance Report & Analysis (p.69)
5. Authorize the Executive Director to negotiate and execute a contract renewal with Ed Tay, Inc dba E Taylor & Associates for fiscal monitoring of the Board's contracted service providers during Fiscal Year 2027. (p.73)

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

Pursuant to the following designated sections of the Texas Government Code, Annotated, Chapter 551 (Texas Open Meetings Act), the Workforce Development Board may convene into executive session to discuss the following:

A. Section 551.071: CONSULTATION WITH ATTORNEY; CLOSED MEETING - The Board may consult with its attorney regarding pending or contemplated litigation, settlement offers or to seek advice from its attorney regarding any item listed on the Agenda.

B. Section 551.074: PERSONNEL MATTERS; CLOSED MEETING – The Board 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. **- Executive Director**

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9:00 a.m. August 26, 2026
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C. **Section 551.072. DELIBERATION REGARDING REAL PROPERTY; CLOSED MEETING** - The Boards may deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

VII. Action Items …….. Judge O'Hare / Rosa Navejar

A. Workforce Development Board (WDB) Action Item

1. Approve the Chair, Vice-Chair and Second Vice-Chair Nominations for FY 2027 Board Officers, in accordance with the Nominating Committee's recommendation (p.74) **……Jennifer Limas**

B. Workforce Development /Governing Board Action Item

1. 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, 2026, through September 30, 2027, in accordance with the Workforce Delivery Systems Committee recommendation (p.75)**……..……..Tiffany Clayton**
2. Approve the Fiscal Year 2027 Budget, in accordance with the Workforce Investment Committee recommendation (p.76)**…….……..... Jack Cummings**

VIII. Report from the WDB Chair……..... Rosa Navejar

IX. Executive Directors Report…….……... Robert Sturns

- Strategic Planning Process Update (p.79)
- Accept the Communications & Events Report (p.82)
- Board, Staff and Partner Recognitions

X. Committee Reports

- Workforce Advocacy Committee (p.100)**……..……..……..Dr. Di Ann Sanchez**
- Workforce Delivery Systems Committee (handout)**……..…….Estrus Tucker**
- Workfore Investment Committee (handout)**…….…… Lillie Biggins**

XI. Report from the WGB Members……..……..... WGB Members

- Judge Tim O'Hare (Tarrant County)
- Mayor Jim Ross (Arlington)
- Mayor Pro Tem Carlos Flores (Fort Worth)

XII. Adjourn the WGB Meeting……..…… Judge O'Hare

XIII. Adjourn the WDB Meeting……..…… Rosa Navejar

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Workforce Governing and Workforce Development Board Meeting
9:00 a.m. February 11, 2026
Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, 76107
MINUTES

WGB Members Present:	Tarrant County Judge Tim O'Hare, Fort Worth Mayor Mattie Parker, and Arlington Mayor Jim Ross
WDB Members Present:	Lillie Biggins, Mike Coffey, Leo Del Calvo, Mary Farris, Mike Gerro, Joan Grigsby, Jana Harris, Jessica Heer, Dr. Marie Holliday, Joe Jordan, Antoinette Karriem, Jason Lamers, Jennifer Limas, Dr. Daniel Lufkin, Jerletha McDonald, Dr. Michael McFarland, Rosa Navejar, Dr. Di Ann Sanchez, Estrus Tucker, and Gracie Vega
WDB Members Absent:	Kimberly Baker-Jones, Felicia Davis, Mike Doyle, Jon Gustafson, Matthew Jackson, Jeff Postell, Tyrone Taylor, and Robert Teran
Staff Present:	Nicole Allen, Morgan Armstrong, Tiffany Clayton, Jack Cummings, Tracey Cummings, Kristi Davis, Lacey Douglas, Brenda Harrist, Diana Herrington, Mervil Johnson, Valerie Kelton, Cindy Largent, Melissa Mata-Valadez, Colton McDonald, Jill Navarrete, Renee Parker, Stephanie Roberts, Michael Selinski, James Stokes, Robert Sturns, and Mark Tristan
Legal Counsel Present:	Carvan Adkins

I. Call to Order

Judge Tim O'Hare called the Workforce Governing Board (WGB) Meeting to order at 9:06 a.m. There was a quorum of members present.

Rosa Navejar, Board Chair, called the Workforce Development Board (WDB) Meeting to order at 9:06 a.m. There was a quorum of members present.

II. Pledge of Allegiance/Texas Pledge

Judge O'Hare and Rosa Navejar led the assemblage in the pledges to the American and Texas flags.

III. Invocation

Pastor Patrick E. Winfield, Campus Pastor of the Potter's House of Fort Worth led the assemblage in the invocation.

IV. Public Comments

Ms. Navejar inquired if there were any audience members who had completed a Speaker Card requesting time to state a public comment. Ms. Navejar advised two minutes would be allocated for speakers. Three individuals expressed ongoing support for the New Mount Rose Missionary Baptist Church of Fort Worth and its community outreach.

David Ramos and Aracely Vasquez, community members, stated they were volunteers with the Resilient Responders at the church which aids single mothers by offering work assistance tools. Both Mr. Ramos and Ms. Vasquez voiced concern over the discontinuation of the Choice Program.

Reverend Kyev P. Tatum, Sr., pastor at the New Mount Rose Missionary Baptist Church, remarked that going forward he would advocate for closer relationships between Workforce Solutions for Tarrant County and faith communities to address the needs of the communities both are serving. He addressed the challenges single mothers faced economically as well as issues around mental health and requested to have these topics included in a future agenda.

V. Consent Agenda Items

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

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

The motion carried unanimously.

It was moved by Estrus Tucker and seconded by Jennifer Limas to approve the WDB Consent Agenda Items.

The motion carried unanimously.

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

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

1. Approve the Minutes of the August 21, 2025 WGB/WDB Meeting
2. Accept the Workforce Development Board Update Report
3. Approve the Workforce Development Board Appointment

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

1. Approve the Minutes of the December 10, 2025 WDB Meeting
2. Accept the nomination of Mike Gerro as Workforce Investment Committee Vice-Chair as recommended by the committee

Workforce Development/Governing Board Consent Items included the following:

1. Accept the Performance Report & Analysis
2. Accept the Layoff Report
3. Accept the Financial Report
4. Accept the Communications & Events Report

VI. Executive Session

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

Ms. Navejar stated they would move to another room and resume the meeting once they finished. Ms. Navejar called the Executive Session to order at 9:18 a.m. and ended at 9:29 a.m.

VII. WDB/WGB Action Items

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

Workforce Governing Board (WGB) Action Item

1. Approve the Executive Director's Evaluation

Judge O'Hare asked the WGB Members for a motion to Approve the Executive Director's Evaluation. It was moved by Mayor Parker and seconded by Mayor Ross.

The motion carried unanimously.

Workforce Governing/Development Board (WGB/WDB) Action Item

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

Judge O'Hare recognized Jack Cummings, Associate Executive Director, Administration, to present to the Board the action to approve the Fiscal Year 2026 Budget Revision #1. Mr. Cummings stated the budget revision is a routine amendment completed at this time each year. He commented that the fiscal year began October 1, 2025 and in advance, the budget is prepared and includes estimates of the new funding in addition to estimates of remaining funds from the prior year that are allowed as carryover in the new year. Mr. Cummings remarked the purpose of the amendment is to provide actual awards on new funding from the previous estimates. Additionally, he noted the close out of the prior year (FY 2025) identifies final carryover funds available. Mr. Cummings guided Board members through a series of slides summarizing funding changes incorporated into the service plan for FY 2026.

Mr. Cummings verified the current fiscal year began with a budget of $138,497,719 which included $1,000,000 in carryover funds. Mr. Cummings stated there were many unknowns at both the federal and state levels with the Board maintaining a conservative approach regarding revenue projections. However, the funding picture was more positive than expected with $871,780 in new funding awards and additional carryover of $14,154,386 that came through as the prior year closed out. Regarding carryover funds, Mr. Cummings noted that Child Care was not estimated in the original budget but comprises $12,089,617. He stated the carryover total equals $15,154,386 with a final FY 2026 budget of $153,523,885.

Mr. Cummings acknowledged funding changes in other programs including:

- $659,596 - Adult Education & Literacy (AEL) with the restoration of EL Civics
- $405,138 - Net increase in Workforce Innovation & Opportunity Act funding
    - WIOA Adult: decrease of ($218,283)
    - WIOA Dislocated Worker: increase of $623,421

- $927,399 - Reemployment & Eligibility Assessment Program (RESEA)
    - Growth in programs identifying individuals with re-employment challenges
- $204,941 – Vocational Rehabilitation Staff Co-Location (new Arlington Workforce Center)

Mr. Cummings made recommendations to the Board's budget to include restoration of personnel raises, furniture and equipment for the Arlington Workforce Center relocation, costs and fees associated with the development of a Strategic Plan Initiative, funds for the Adult Ed Graduation Ceremony, and the Director's Discretionary Funding totaling $289,738. Mr. Cummings mentioned additional funds allocated for use during FY 2026 incorporated Direct Child Care of $9,145,982; Child Care and Adult Ed contracted services of $1,003,740; and Workforce Center Personnel and Operations of $241,562. He noted the inclusion in the budget of funds to be designated for use in future years due to the uncertainty of the funding environment. He disclosed that Child Care, WIOA programs, RESEA and Temporary Assistance for Needy Families (TANF) will have dedicated allocations.

Mr. Cummings stated the amendment was reviewed by the Investment Committee who met on February 4, 2026 and voted to recommend approval of the amendment to the full Board. Mr. Cummings opened the floor for questions at the end of the discussion.

Judge O'Hare commented a single vote would be made after a motion and second from both boards.

Judge O'Hare asked the WGB Members for a motion to approve the Fiscal Year 2026 Budget Revision #1. It was moved by Mayor Parker and seconded by Mayor Ross.

Judge O'Hare asked the WDB Members for a motion to approve the Fiscal Year 2026 Budget Revision #1. It was moved by Dr. Di Ann Sanchez and seconded by Jason Lamers.

The motion carried unanimously.

VIII. State of the Workforce Address

Judge O'Hare introduced Robert Sturns, Executive Director, to present the State of the Workforce Address. Mr. Sturns advised the Board Members that a copy of the FY 2025 Annual Report along with the Handout Packet containing presentations from Mr. Cummings and the State of the Workforce Address were provided for reference.

Mr. Sturns opened his address by presenting an overview of the Tarrant County Workforce illustrating areas of job growth in manufacturing, healthcare, construction, and aviation while indicating there are challenges with aging skilled workers and retirements rising. He stated employer demand is strong; however, talent pipelines are under pressure. Mr. Sturns provided statistics on the current labor market pointing out that the unemployment rate at the end of 2025 was 3.9% in Texas and 3.6% in Tarrant County. He stated job growth over the next few years is projected to be around 7% with population growth in the same period at 7.9% in Texas and 6% in Tarrant County.

Mr. Sturns commented employment trends continue to align with the workforce priorities with strong hiring in the fields of trade, transportation, education, health services, and hospitality. Next, he highlighted Workforce Solutions for Tarrant County FY 2025 System Impacts which included serving over 53,000 job seekers. Included in this figure, Mr. Sturns noted 4,300 Veterans had been assisted along with 4,200 low-income job seekers. He commented that 4,300 Tarrant County employers sought services while Child Care had provided services to more than 8,000 children.

Mr. Sturns provided the Board with the TWC performance metrics Workforce Solutions for Tarrant County is required to meet as a local workforce board. He focused on the percentage of end of year targets for WIOA Adult, Young Adult and Dislocated Worker with most targets at 98% or higher. Credential rates for Dislocated Worker and Young Adult are at the minimum threshold at 94% and 93%, respectively. Mr. Sturns stated the claimant re-employment rate within 10 weeks continues to be a challenge locally at 86% and state-wide. Mr. Sturns directed Board Members to a detailed write-up of Child Care systems provided by Nicole Allen, Child Care Director, which explained the oversight, regulation, and monitoring of the Texas Child Care System.

Mr. Sturns recapped FY 2025 grants totaling $1,200,294; these included:

- Healthcare Internship Fund (HIF) Grant ($100,000)
    - 4–8-week paid internship offering participants to work with Health Care providers in settings such as hospitals, clinics, and residential facilities
- Summer Young Adult Subsidized Employment Initiative Grant ($540,303)
    - Offers students with disabilities paid work experience and skills development
- Teacher Externship Grant ($109,991)
    - Opportunity for teachers to experience current workplace and industry trends including challenges and provide that knowledge to students in the classroom
- Texas Talent Connection Grant ($350,000)
    - Neighborhood Initiative Strategy Project designed to bring work-based opportunities and services directly to customers within the community

Next, Mr. Sturns highlighted the accomplishments of the AEL students who received their high school equivalency diplomas including 11 National Adult Education Honor Society Inductees. He commented on the importance of the initiatives that assist adult students in achieving their educational and career goals. He outlined areas of success including the Texas Rising Star program (quality based child care rating system for providers) with 6,699 children enrolled; the Early Education Apprenticeship Program with 67 graduates from Tarrant County; the Cummings Electric Skills Development Fund Grant ($1,270,000) to upskill and reskill their employees (in partnership with Tarrant County College); and The Las Vegas Trail Workforce Development Program designed to create pathways for Tarrant County residents in a career in Healthcare.

Mr. Sturns continued by emphasizing the success of Workforce Solutions for Tarrant County job fairs particularly the Hiring Red, White, and You Job Fair at Globe Life Field in Arlington, Texas. He commented it is the largest of these events in the State of Texas and provides connections between employers and job seekers with priority given to Veterans but open to the public. He thanked Mayor Ross for his continued support of workforce efforts.

Mr. Sturns acknowledged the 2025 Award Recipients and noted awards were given on-site:

- All Star College of the Year – **Tarrant County College**
- Scholars of the Year – **Thy Dang Thien Vu & Rhiannon Hart**
- Small Employer of the Year – **Nerdworks Services LLC (Information Technology)**
- Texas Workforce Solutions Local Employer of Excellence and Large Employer of the Year – **Loews Arlington Hotel & Convention Center (Hospitality)**
- HireAbility Employer of the Year – **Sodexo/TCU (Work Opportunities for Disabled)**
- Veteran Friendly Employer of the Year – **Martin-Baker American (100% Veteran Employment)**

Mr. Sturns summarized the challenges facing workforce including talent shortages and flat funding. He stated ongoing issues impacting employment are child care, transportation and housing in communities served. He commented that the clearer delivery of information to customers regarding opportunities within the trades followed by training into higher skill positions will be beneficial to their overall career path.

Mr. Sturns remarked on several opportunities as employers focus on training and talent pipelines and workforce strengthens partnerships with higher education institutions and industry sectors of manufacturing, healthcare, and information technology.

Mr. Sturns closed by presenting a Strategic Roadmap to create high-impact and innovative programs, integrate technology-enabled services, sustain talent pipelines, and achieve measurable economic growth outcomes.

Mr. Sturns invited the Board Members to offer their feedback on how to best engage industry partners to support workforce development activities and leverage their expertise in outreach to other businesses. Gracie Vega commented on measurable outcomes and Dr. Michael McFarland inquired about utilizing feedback received from industry partners and educational institutions. Mr. Sturns stated that staff have participated in convenings with industry partners to better understand their needs regarding prospective employees and applying their insight.

Ms. Navejar requested Board Members send introductions of potential industry partners to the Executive Director and the staff. Joe Jordan requested more detail on the Career and Technical Education (CTE) programs and their alignment with jobs. Mr. Sturns specified the necessity of understanding how the programs are developed and collaboration with our education partners in the training process. He concluded his presentation by requesting Board Members submit additional comments or questions to his attention.

Ms. Navejar thanked Mr. Sturns for the valuable information covered in his presentation.

IX. Update on RFP Solicitations

Mr. Sturns advised the Board that the Workforce Center Contractor Request for Proposals (RFP) will be released at the end of February 2026. He reminded the Board of the competitive process which forms the basis of the selection of the contractor who will manage the workforce centers over the next five years. He requested WDB and WGB members as well as staff not discuss the RFP with interested parties and qualified organizations as there is a need to protect the integrity of the selection process. Mr. Sturns stated questions should be directed to Mr. Cummings.

X. Committee Reports

Ms. Navejar stated the Leadership Committee and Investment Committee Chairs would provide updates on their recent meetings.

Ms. Navejar, Leadership Committee Chair, provided highlights of the January 7, 2026 meeting which included an update from Mr. Cummings on the Workforce Centers. She stated Mr. Cummings commented the Resource Connection Workforce Center lease for renewal at the current location was approved during the December 10, 2025 Board Meeting. Ms. Navejar reported the Tarrant County Commissioners recent agenda included the recommendation and it was approved on February 10, 2026. She advised the Arlington Workforce Center's soft opening moved from January 2, 2026 to February 2, 2026, was open and to stay tuned for Grand Opening dates.

Ms. Navejar continued that Mr. Sturns gave the committee an update on the Alliance Workforce Center detailing the proposal to Tarrant County College for a co-located Alliance Employer Hub. She stated the location of the space would be at TCC's Erma C. Johnson Hadley Northwest Center of Excellence for Aviation, Transportation, and Logistics campus and would focus on employer partners in the area and replace the current Alliance Workforce Center closing in March 2026. Ms. Navejar noted additional topics covered the WDB Bylaws, Committee Appointments, and the Child Care Funding Freeze.

Ms. Navejar introduced Lillie Biggins, Investment Committee Chair, to share updates from the meeting held on Wednesday, February 4, 2026. Ms. Biggins stated the committee had appointed for approval Mike Gerro, Frost Bank, as Vice-Chair of the Investment Committee. She continued that Mr. Gerro was a long-standing member of the committee and had now been approved by Consent Agenda to serve in this capacity. Ms. Biggins complimented Mr. Cummings and Mark Tristan, Senior Director of Finance, on their preparation of the budget and recognized committee members for their service. Ms. Biggins summarized the financial report highlighting non-recurring expenses in the first quarter and the FY 2026 Budget Revision #1. She ended by reminding the Board of the Budget Workship scheduled for August 21, 2026.

XI. WGB Workforce Discussion

Ms. Navejar invited each member of the WGB to share with the audience any topics, issues, and good news of importance along with noting 2026 priorities.

Mayor Mattie Parker remarked the Fort Worth City Council had approved both a bond election in May and a charter election. She stated the bond election does not include a tax rate increase and totals approximately $840,000,000 with 70% of those dollars going towards infrastructure. Mayor Parker continued additional allocations would cover Parks & Recreation, a new animal control center, affordable housing, and allotment for public safety improvements. She completed her updates by commemorating the contributions of former Mayor Pro Tem Gyna Bivens and her service to the City of Fort Worth.

Mayor Jim Ross opened by listing upcoming events in Arlington including the IndyCar Grand Prix (March 13-15, 2026), the Lone Star Smokeout (April 24-26, 2026) with BBQ from across the USA and country music, plus the FIFA World Cup (select dates in June-July 2026). He noted in the last four to five years approximately 30,000 new jobs have been added in Arlington, the average wage has increased by more than 20% and 13 new world or North American headquarters have relocated to the city. Mayor Ross closed by noting the two safest cities in the State of Texas were Fort Worth at number one and Arlington at number two.

Ms. Navejar thanked the elected officials for their important updates.

XII. Special Recognitions

Mr. Sturns shared two recognitions with the Board. These included Mark Tristan, Senior Director of Finance, having recently celebrated 25 years of service with Workforce Solutions for Tarrant County. Mr. Tristan was presented with a pin commemorating this milestone. Additionally, Loews Arlington Hotel and Convention Center accepted the award in person for the Local Employer of Excellence and Large Employer of the Year for their commitment to fostering workforce development. Board Member Antoinette Karriem accepted the award.

XIII. Adjourn the WGB Meeting

The WGB Quorum was lost at 9:53am.

XIV. Adjourn the WDB Meeting

There being no further business, the WDB Meeting was adjourned at 10:33 a.m.

WORKFORCE SOLUTIONS
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WORKFORCE GOVERNING BOARD COMMUNICATION
August 26, 2026

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 schedules.

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

Action Items
Authorize the Executive Director to award, negotiate and execute a contract with MKM Consultants to facilitate a strategic planning process

- Robert Sturns, Executive Director presented this action item.
- Mr. Sturns commented that the last strategic plan was prior to the pandemic and the workforce environment has changed significantly.
- He emphasized the importance of having a planning document to assist in developing clear objectives and metrics to track goals of the Board going forward.
- A Request for Proposal (RFP) was issued on March 23, 2026, and eight proposals were received. He noted two criteria for considering a consultant were having a strong workforce development background and the ability to work within a set budget.
- He advised MKM Consultants, based in Chicago, had received the highest score at 89.6 points on a 100-point scale and their proposed cost is a fixed fee of $28,400.
- He stated the goal is to finish the project by the end of 2026 to guide efforts advancing into the next fiscal year.
- An update will be given by Robert at the August 26th Board Meeting

Authorize the Executive Director to award, negotiate and execute a contract with C2 Global Professional Services, LLC to operate the Workforce Solutions for Tarrant County Workforce Centers from October 1, 2026, through September 30, 2027, in accordance with the Workforce Delivery Systems Committee recommendation.

- This item was presented by Stephanie Roberts, Planning Director.
- An RFP was issued on February 24, 2026, as every five years a full procurement
- process is required. Three proposals were received, they were responsive and with completed documentation moved forward to the evaluation process with internal evaluators.
- Ms. Roberts noted the evaluation committee reviewed all proposals using the criteria defined in the RFP including organizational capacity, program design, staffing and management approach, cost reasonableness as well as their fiscal capacity.
- C2 Global ranked first, scoring 104 points overall and the recommendation is to move forward with C2 Global to operate workforce center services.
- Ms. Roberts summarized their overall value, demonstrating their capacity to meet
- performance and accountability requirements as well as submitting a competitive proposal. She commented their experience working with other Boards across Texas as well as out of the state was a contributing factor as well as their familiarity with our system relating to performance and special initiatives.
- The contract would begin October 1, 2026 through September 20, 2027, at an estimated cost of $14.6 million if approved. She pointed out the Board may renew the contract for up to four additional one-year terms if they meet performance expectations and funds remain available.

Authorize the Executive Director to award, negotiate and execute contract renewals with the recommended Ancillary Service Providers from October 1, 2026, through September 30, 2027, in accordance with the Workforce Delivery Systems Committee recommendation.

- This item was presented by Tabitha Smith-Moore, Programs Oversight Associate Director.
- Goodwill Industries of North Central Texas and The Women's Center of Tarrant
- County offer intensive and highly specialized services not duplicated or offered through our workforce centers.
- Examples of their assistance included disability services, education provided concurrently with paid work experience and a social work program.
- Program descriptions were included in the packet for reference and are included in this month's packet for the WGB as well.
- Workforce Solutions for Tarrant County is currently in the first year under their contracts and is prepared to enter the second option year.
- Staff recommended extending both contracts at the same or similar funding levels based on performance and service outcomes. She continued that both ancillary contractors are projected to meet their contracted service levels and customer participation targets with no current compliance findings.
- The recommendation will be on the August 26th WGB Consent Agenda.

Briefing Items

Child Care Update – April Meeting

- Nicole Allen, Child Care Director, provided an update to the Board on recent changes in Child Care.
- Ms. Allen began with a System Integrity Overview regarding fraud, risk and systems control.
- Governor Greg Abbott instituted a separate investigation into fraud in the State of Texas and since January, the Child Care team has worked to fulfill the requirements in the first executive report.
- Ms. Allen continued the state has always had a strong checks and balance system. She stated the outcome of the continuous collaboration with TWC, workforce boards, providers and parents, indicated a robust system, with minimal risk and the need for implementation of targeted improvements.
- The Office of Child Care comes to every state in the country every three years for reviews on fraud, fraud detection and improper payments. She advised in FY 2017 that the error rate statewide was 8.28% with the last review in FY 2023 showing an error rate of .43%. She stated another review was held in 2026, but the results are not yet available. Ms. Allen mentioned the Office of Child Care publishes every state's error rate on their national website and Texas is the largest state with the lowest error rate.
- She continued that TWC found our controls need strengthening in the following areas:
    - Increased monitoring site visits performing touch points with providers. Each workforce board conducts a risk assessment where the caseload is reviewed showing providers that could be placed on a list for risk of fraud.
    - Stronger attendance verification working with TWC on reconciliation. The first report in January showed providers that were not in compliance with reporting attendance, but since that time, the numbers have reduced significantly due to corrective regulatory controls placed to ensure compliance.
    - Expanded fraud protection policies in collaboration with TWC. These policies ensure that providers and parents are adhering to all guidelines and that work continues to address gaps in the system on the requirements established by the Boards and TWC.
    - Enhanced data sharing between TWC and the Health and Human Services Commission (HHSC). All providers must meet Child Care regulation minimum standards for health and safety requirements. TWC will send reports for providers that are on an at-risk list including safety concerns or number of children in a classroom.
- The industry continues to experience wage deficiency and high turnover rates with a high administrative burden. The Child Care team is dedicated to creating guidance, training and orientation for providers, so they remain aware of all regulations and compliance requirements, and they are aware of the partnership we provide.
- Ms. Allen highlighted key points of the work accomplished to date in 2026. She complimented Child Care Management Services (CCMS), contractor, for their

monitoring work and addressed the complexities of fraud investigations, understanding and implementing rules and regulations, and the Office of Child Care review. Workforce Solutions for Tarrant County was one of eight workforce boards chosen to go to Austin to present our system to the Office of Child Care and while results are not final the initial feedback was positive.

- Additional initiatives were training and working with the TWC Office of Investigations on Fraud Compliance and completing two-day TWC Technical Assistance Review.
- Ms. Allen closed by announcing a new technical assistance meeting to be held quarterly for providers called Tea Time in Tarrant and will be an opportunity for them to hear from staff on initiatives to strengthen support for Tarrant County providers, children and parents.

Fiscal Impact:

None

Staff Contact(s):

Lacey Douglas, Communications & Events Director

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WORKFORCE GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Approve the Workforce Development Board Appointments and Re-Appointments.

Discussion:
Below is our list of nominees for appointment and re-appointment to the WDB. Once approved at the August 26th meeting and the appropriate form signed by Workforce Governing Board Chair, Judge O'Hare the paperwork will be sent to the Texas Workforce Commission.

Board Appointments and the category they represent:

- Dr. Andrew (Andy) Bowne, Tarrant County College - Post-Secondary Education (replacing Dr. Dan Lufkin)
- Angi DeFelippo, International Brotherhood of Electrical Workers (IBEW) Local 220 - Labor (replacing Robert Teran)
- Matthew Eiserloh, Medical City Arlington – Private Sector (replacing Jana Harris)
- Norma Zuniga, City of Arlington, Arlington Public Library - AEL (replacing Mike Doyle)

Board Re-Appointments and the category they represent:

- Mike Coffey - Private Sector
- Felicia Davis - Child Care Worker
- Mike Gerro - Private Sector
- Rosa Navejar - Private Sector
- Dr. Di Ann Sanchez - Private Sector
- Jessica Heer - Economic Development

Fiscal Impact: None

Staff Contact(s):
Lacey Douglas, Communications and Events Director

WORKFORCE GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Accept the FY27 Workforce Governing Board Meeting Schedule

Discussion:

Below is the proposed schedule of FY27 meeting dates for the Workforce Governing Board.

- February 10, 2027 (9:00 a.m.)*
- August 25, 2027 (9:00 a.m.)*

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

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

Fiscal Impact: None

Staff Contact(s):
Lacey Douglas, Communications and Events Director

WORKFORCE GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Authorize the Executive Director to award, negotiate and execute contract renewals with the recommended Ancillary Service Providers from October 1, 2026, through September 30, 2027, in accordance with the Workforce Development Board recommendation.

Discussion:
Workforce Solutions for Tarrant County currently contracts with two community-based organizations to deliver specialized, niche services to Adult and Young Adult customers. These services are intensive, highly specialized, and do not duplicate services offered through Workforce Centers. Examples include disability services, education provided concurrently with Paid Work Experience, and the Social Worker Program.

The current Ancillary Contractors can be found behind this communication.

The initial year of services was procured through Requests for Proposals (RFPs) issued for FY 2026 (beginning October 1, 2025). Each contract includes options to renew for two additional years. The Board is currently in the first year under these contracts and is preparing to enter the second option year.

Staff recommends extending both contracts at the same or similar funding levels based on current performance and service outcomes.

Both Ancillary Contractors are projected to meet contracted service levels and customer participation targets. There are no current compliance findings. Based on progress to date, staff recommends extending Ancillary Contracts for the period **October 1, 2026, through September 30, 2027**.

Fiscal Impact:
Approval is contingent upon the availability of funds and final adoption of the FY 2027 budget.

Staff Contact(s):
Tabitha Smith-Moore, Programs Oversight Associate Director

COMMUNITY PARTNERS – (10-1-25 TO 9-30-2028)

Community Partner	Contact Information	Population Served	Description
The Women's Center Strengthening Families Program Faye Saenz: fsaenz@womenscentertc.org	1723 Hemphill Fort Worth, TX 76110 (817) 927-4050 (P) (817) 927-0694 (F)	Universal and Program Customers	The Women's Center Social Workers will work with customers, connecting with them to address barriers to: developing goals and establishing an action plan; growing confidence in skills and abilities; addressing trauma; teaching problem-solving skills; building social support; connecting to safe and affordable housing options; securing the necessary documentation for employment such as obtaining/replacing driver's license/Texas I.D, social security card, birth certificates or other items; connecting to resources available at The Women's Center and in the community; and preparing customers for successful employment through soft skill development. Referrals may include food banks/supplemental food programs; household supplies, toiletries when customers cannot access these supplies; resources for the family – childcare and study supplies; parenting/tutoring guidance; rent/mortgage assistance; technology needs for work/training and skills training or education for customers.
Goodwill Industries of North Central Texas Romney Guy: rguy@goodwillnct.org Karyette Simmons : ksimmons@goodwillnct.org	4005 Campus Drive Fort Worth, TX 76119 (817) 332-7866 (O)	WIOA Youth	Goodwill's E2 program provides out-of-school youth with intensive, one-on-one educational opportunities and life skills/job readiness training, while simultaneously facilitating a paid work experience and on-the-job skills development for each participant on-site within a Goodwill location. The goal for each participant within the program will be to connect their classroom learning with authentic work experience to advance individualized personal career pathways. E-Squared also provides mentoring, leadership development, college prep mentoring, and guidance and counseling.

In addition to the Workforce Solutions for Tarrant County services, the Community Partner Organizations also have alternative funding available through other sources.

Board Administrative Contact:
1320 S. University, Suite 600 Fort Worth, Texas 76107 www.workforcesolutions.net

Tabitha Smith-Moore, Programs Oversight Associate Director (tabitha.smith-moore@workforcesolutions.net) (P) 817-413-2802 (C) 817-528-4467

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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

WORKFORCE SOLUTIONS
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WORKFORCE GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Authorize the Executive Director to award, negotiate and execute a contract with C2 Global Professional Services, LLC to operate the Workforce Solutions for Tarrant County Workforce Centers from October 1, 2026 through September 30, 2027, in accordance with the Workforce Development Board recommendation.

Discussion:
On February 24, 2026, Workforce Solutions for Tarrant County released a Request for Proposals (RFP) for the management and operation of Workforce Center Services.

A bidders' conference was held on March 17, 2026, and proposals were due April 24, 2026.

Proposals Received (3) Three:
- C2 Global Professional Services (C2)
- Dynamic Workforce Solutions (Dynamic)
- Equus Workforce Solutions (Equus)

The selected contractor will be responsible for delivering workforce services, managing workforce centers, and meeting performance and accountability expectations established by the Board.

Procurement and Evaluation Process
The procurement was conducted in accordance with Workforce Solutions for Tarrant County procurement policies and applicable federal and state requirements.

The Evaluation Committee reviewed all proposals using criteria established in the RFP. Proposers meeting the minimum threshold of 70% were eligible for further review which included the completion of a required Cyber Security Questionnaire.

Evaluation Criteria
- Organizational Capacity (15 Points)
- Program Design (30 Points)
- Management and Staffing (15 Points)

- Demonstrated Effectiveness (15 Points)
- Cost Reasonableness (15 Points)
- Fiscal Capacity (20 Points) Note: 15 Points Required

The scoring outcomes were as follows:

Scoring Summary

Proposer	Rank	Total Score Overall
C2	1	104
Dynamic	2	93
Equus	3	84

All proposers were determined to be responsive and eligible for consideration.

Evaluation Summary
The Evaluation Committee assessed each proposal across organizational capacity, program design, management and staffing, past performance, cost reasonableness, and financial capacity.

All three proposers demonstrated the ability to operate Workforce Center Services and support the Board's strategic goals.

Based on the evaluation results:
- The highest combined scoring proposer was **C2** with a score of **104**.

Based on the evaluation and scoring results, the Evaluation Committee recommends **C2** as the proposer providing the best overall value to Workforce Solutions for Tarrant County.

This recommendation is based on:
- Highest composite score of **110**
- Strong alignment with workforce system goals and service expectations
- Demonstrated capacity to meet performance and accountability requirements based on our 14 years of working with their organization
- Competitive and reasonable cost proposal

Additionally, **C2 demonstrated extensive experience operating workforce systems, including current contracts with 10 local workforce boards in Texas, reflecting established operational capacity and familiarity with state and federal workforce requirements.**

The proposal reflected a clear understanding of the Board's workforce system goals and included a structured, feasible plan for delivering high-quality services to job seekers

and employers. Additionally, the proposer presented a well-defined staffing model, strong partnerships, and an approach that supports system coordination and continuous improvement.

Taken together, these factors position **C2** as offering the best overall value to Workforce Solutions for Tarrant County.

The contract terms allow for one year beginning October 1, 2026, and ending September 30, 2027. The Board may renew the contract for up to four (4) additional one-year periods, contingent upon satisfactory performance and availability of funds.

Fiscal Impact:

A target annual funding amount of $14,630,855 was established for this RFP. The actual funding amounts for FY2027 and subsequent years will be established during the Board's annual budget process.

Staff Contact(s):

Stephanie Roberts, Planning Director

Workforce Development Board Meeting
9:00 a.m. June 10, 2026
Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, TX 76107
MINUTES

WDB Members Present:	Lillie Biggins, Mike Coffey, Felicia Davis, Mike Gerro, Joan Grigsby, Jon Gustafson, Jessica Heer, Joe Jordan, Antoinette Karriem, Jason, Lamers, Jennifer Limas, Jerletha McDonald, Hamidi Morrow, Rosa Navejar, Dr. Di Ann Sanchez, Tyrone Taylor, Estrus Tucker, and Gracie Vega
WDB Members Absent:	Kimberly Baker-Jones, Leo Del Calvo, Mike Doyle, Mary Farris, Jana Harris, Dr. Marie Holliday, Matthew Jackson, Dr. Daniel Lufkin, Dr. Michael McFarland, Jeff Postell, Robert Teran
Staff Present:	Efren Cigarroa, Tiffany Clayton**,** Lacey Douglas, Brenda Harrist, 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 9:04 a.m. There was a quorum of members present.

II. Public Comments

There were no public comments at this time.

III. Report from the Chair

Ms. Navejar welcomed Joe Esparza, Chairman and Commissioner Representing Employers for the Texas Workforce Commission (TWC). She stated as well as attending the Board Meeting, he would join Tarrant County College and Workforce Solutions for Tarrant County to present two Skills Development Checks, demonstrating a shared investment of education and industry partners in developing a skilled workforce in Texas.

Next, Ms. Navejar invited Chairman Esparza to share TWC updates with the Board. Chairman Esparza opened by announcing the Sunset Commission would be publishing their

report within the next few weeks and explained it is a routine program for state agencies to understand what is working and what can be done better to manage operations at the state level.

Chairman Esparza continued by summarizing regional convenings of the Boards to discuss ongoing data collection improvements including Child Care systems with feedback directly from Board staff and child care providers. He stated his interest in receiving input from business leaders and non-profit organizations that are supporting workforce development with the goal of running workforce programs as a business keeping efficiency in mind. Chairman Esparza advised the Governor of Texas recently appointed members to a newly formed committee called the Texas Jobs Council. He remarked the goal of the Council is to hear from industry partners on how to affect rules internally alongside workforce development agencies with a first-round report due to the Governor within a few weeks. Chairman Esparza commented the next study would encompass ways to modify legislation. He remarked on the continued work of the Early Child Care Education Task Force and advanced manufacturing improvement task forces. Chairman Esparza concluded by thanking the Board for the invitation to attend.

Ms. Navejar inquired about the timeline for releasing a report regarding skill sets needed for industries now and in the future. Chairman Esparza responded that industry is concentrating on the emerging workforce and supplying career exploration paths to children. He stated points of action will be included in a Governor's report by the end of June.

IV. Executive Director's Report

Ms. Navejar introduced Robert Sturns, Executive Director, to share organizational news and his executive report. Mr. Sturns began by advising the Board that Mark Tristan, Senior Director of Finance, has announced plans to retire on August 3, 2026, after 28 years of service to Workforce Solutions for Tarrant County. Mr. Sturns thanked Mr. Tristan for his commitment to ensuring the financial strength of the organization. Mr. Tristan was presented with a commemoration of his service to the organization. Mr. Sturns stated that Dawn Stupnicki has been named Senior Director of Finance on an interim basis. He continued, she has been with Workforce Solutions for Tarrant County for over 15 years and worked closely with Mr. Tristan. He advised the Board Ms. Stupnicki has a strong commitment to the organization's mission and values.

Mr. Sturns reminded the Board that Jauneen Maldonado accepted the position of Deputy Executive Director in April which left the Adult Education and Literacy (AEL) Director position open. He reported that Efren Cigarroa has been named AEL Director. Mr. Cigarroa was acknowledged for his work within the Workforce Solutions system for the last 15 years including roles as the Special Projects Manager working on the Neighborhood Strategies Initiative and most recently as Deputy Director for Operations and Partnerships

Next, Mr. Sturns presented his executive report and shared an update on federal funding. He advised that estimates for the upcoming year have been received and proposed cuts in the FY27 funding bill are being monitored. Mr. Sturns continued the House Appropriations Committee has planned significant reductions in funding for adult and youth programs. He remarked the bill must clear both the House and Senate plus the conference before it is enacted and updates will be provided throughout the process.

Mr. Sturns reiterated his goal of focusing on Board priorities, strengthening partnerships, and staying connected to the state. He stated that on the Board level, work on the committees continues to ensure accountability and the system works appropriately. He continued the reorganization of the committees commenced June 1, 2026. Next, Mr. Sturns commented on the close collaboration underway with the Fort Worth Economic

Development Partnership and participation in the Mayor's Council on Workforce and Education. He commented that these partnerships connecting local partners and cities will reinforce that workforce is central to community needs. He stated on a state perspective, engagement with TWC is critical to being aligned and in a strong position from a compliance and performance standpoint.

Mr Sturns provided an update on the assistance Workforce Solutions for Tarrant County is offering impacted employees of the recent layoffs at Spirit Airlines and Bell Textron. Mr. Sturns noted that Workforce Solutions for Tarrant County has hosted two job fairs since April, a Tarrant County employer apprenticeship accelerator event, and the grand opening of the relocated workforce center in Arlington. Mr. Sturns continued that graduates of the Las Vegas Trail Workforce Training Program and Tarrant County Consortium High School Equivalency Program were celebrated recently as well as National Adult Education Honor Society inductees.

Mr. Sturns commented that as Child Care is a critical need, Workforce Solutions for Tarrant County participated in a town hall dedicated to the issue with Representative Nicole Collier. He summarized the focus on priority sectors around Health Care and labor market data system improvements and thanked the staff for their dedication to the goals of the organization. Mr. Sturns also thanked Board Members and elected officials for their attendance at the Arlington Workforce Center grand opening and encouraged everyone to visit the new location. He stated the Texas Veterans Commission, Vocational Rehabilitation, and Job-Corps are co-located in the building offering a one-stop shop for job seekers and employers.

Next, Mr. Sturns introduced two videos to be presented. He stated the first video was produced by Tarrant County College about the Tarrant County Employer Apprenticeship Accelerator event, co-hosted by Workforce Solutions for Tarrant County followed by a highlight video from the Arlington Job Fair held on May 6, 2026. Mr. Sturns restated the inspiration of attending the Tarrant County Consortium High School Equivalency Graduation and encouraged future attendance to celebrate the accomplishments of our AEL students.

Mr. Sturns informed the Board that Workforce Solutions for Tarrant County is the recipient of the American Legion Local Office Employment Service Award for 2025. The award will be accepted at separate conventions in Austin, where he will attend with Ms. Navejar in July, and he plans to travel to Louisville, Kentucky in September to receive the award at the national convention. Mr. Sturns concluded his remarks thanking Chairman Esparza for attending the check presentations to AO Smith ($90,000 grant) and Dot It Restaurant Fulfillment ($180,000 grant).

V. Approval of the Consent Agenda Items

It was moved by Mike Coffey and seconded by Jason Lamers to approve the Consent Agenda Items for the WDB which included the following:

- **Approve the Minutes of the February 11, 2026 WDB/WGB Meeting and the April 8, 2026 WDB Meeting**
- **Accept the Financial Report**
- **Accept the Layoff Report**
- **Accept the Communications & Events Report**
- **Accept the Performance Report & Analysis**
- **Authorize the Executive Director to award, negotiate and execute a contract for the provision of Gas and Debit Cards with Royal Buying Group, Inc. DBA Royal Performance Group**

- **Approve the recommended changes to the Workforce Development Board Bylaws, in accordance with the Workforce Leadership Committee recommendations**

The motions carried unanimously.

VI. Executive Session

The Workforce Development Board did not convene into Executive Session.

VII. Committee Reports

Ms. Navejar advised the Board that Committee Chairs would provide updates on their recent meetings. Ms. Navejar, Chair of the Leadership Committee recognized their meeting on May 13, 2026 and stated Jack Cummings, Associate Executive Director, Administration, presented the Committee with progress on workforce center locations with potential lease renewals and the relocation of the Arlington Workforce Center. She said that the Committee received an update on the awarding of the Strategic Planning Contract and Mr. Sturns would provide more detail at the conclusion of the Committee Reports. Additionally, Ms. Navejar covered the Committee's recommended changes to the Workforce Development Board Bylaws, which the Board passed, and thanked Carvan Adkins, Legal Counsel, on work to make the needed updates. Ms. Navejar closed by commenting the Committee covered the recent TWC monitoring resolution report as well as the Committee Interest Forms submitted by Board Members and all official changes have been made to the Board Committee Structure.

Next, Ms. Navejar recognized Mike Coffey, Chair of the Workforce Improvement Committee, to share updates from their latest meeting on June 3, 2026. Mr. Coffey summarized that the Committee focus is to identify workforce and employer needs with resources available to make better decisions on serving the community and to ensure a workforce that is skilled and matched to an employer's requirements. He continued the Committee discussed a partnership with the Fort Worth Chamber of Commerce to better share data and information which could create a collaborative effort to enhance workforce decisions. Mr. Coffey closed by reminding all Board Members of the importance of acting as ambassadors on behalf of Workforce Solutions for Tarrant County and educating the business community on the resources available to them. Mr. Sturns added that meetings with the Fort Worth Chamber are ongoing to build the relationship and formalize a partnership. Dr. Di Ann Sanchez inquired if other chambers are being considered for similar partnerships. Mr. Sturns responded that the Fort Worth Hispanic Chamber of Commerce and the Fort Worth Metropolitan Black Chamber of Commerce have recently participated in meetings to explore further opportunities as well as the Arlington Chamber of Commerce.

Ms. Navejar introduced Estrus Tucker, Chair of the Workforce Delivery Systems Committee, to communicate the update from their meeting held on May 21, 2026. Mr. Tucker stated the Committee acknowledged the dedicated service of Mike Doyle, who had served as Chair of the Committee and on the Board for many years. He continued by covering the Ancillary Provider Contract renewal item presented by Tabitha Smith-Moore, Program Oversight Associate Director. Mr. Tucker stated the Board currently contracts with two community-based organizations to provide specialized services to adult and youth customers. He noted examples of these services from our current ancillary contractors, The Women's Center and Goodwill Industries in North Central Texas, including disability services, education with paid work experience, and a social work program. Mr. Tucker advised that Board Staff recommended extending both contracts and stated the Board is currently in the first year of each contract and preparing to enter the second option year.

VIII. Action Items

The following Action Items were presented to the WDB for vote.

1. Authorize the Executive Director to award, negotiate and execute a contract with MKM Consultants to facilitate a Strategic Planning Process

Ms. Navejar introduced Mr. Sturns to discuss the selection process of a consultant to facilitate the development of a four-year strategic plan. Mr. Sturns commented that the last strategic plan was prior to the pandemic and the workforce environment has changed significantly. He emphasized the importance of having a planning document to assist in developing clear objectives and metrics to track goals of the Board going forward.

Mr. Sturns continued that pursuant to the budget amendment FY26, the Board authorized funding for a consultant to support the strategic planning process. He stated that a Request for Proposal (RFP) was issued on March 23, 2026, and eight proposals were received. He noted two criteria for considering a consultant were having a strong workforce development background and the ability to work within a set budget. Mr. Sturns commented the panel consisted of himself, Ms. Maldonado, Brenda Harrist, Programs Oversight Director, Renee Parker, Business Service Director and Stephanie Roberts, Planning Director. He advised MKM Consultants, based in Chicago, had received the highest score at 89.6 points on a 100-point scale and their proposed cost is a fixed fee of $28,400. Mr. Sturns conveyed a recommendation to the Board to award the contract to MKM Consultants and with Board approval the process could begin no later than July 15, 2026. He stated the goal is to finish the project by the end of 2026 to guide efforts advancing into the next fiscal year.

Ms. Navejar requested a motion to approve. It was moved by Jon Gustafson and seconded by Lillie Biggins to approve.

The motion carried unanimously.

2. Authorize the Executive Director to award, negotiate and execute a contract with C2 Global Professional Services, LLC, to operate the Workforce Solutions for Tarrant County Workforce Centers from October 1, 2026 through September 30, 2027, in accordance with the Workforce Delivery Systems Committee recommendation

Ms. Navejar introduced Stephanie Roberts, Planning Director to inform the Board of the review and evaluation process of the proposals received in response to a Request for Proposals (RFP) for the management and operation of Workforce Center Services. She stated the RFP was issued on February 24, 2026 as every five years a full procurement process is required. Ms. Roberts advised a bidders conference was held for interested parties to ask questions or receive clarification on requested responses. She continued the procurement closing date was April 24, 2026 with three proposals received by that time. Ms. Roberts added the proposals received from C2 Global, Dynamic Workforce Solutions, and Equus Workforce Solutions, were responsive and with completed documentation moved forward to the evaluation process with internal evaluators.

Ms. Roberts noted the evaluation committee reviewed all proposals using the criteria defined in the RFP including organizational capacity, program design, staffing and management approach, cost reasonableness as well as their fiscal capacity. She commented that a standardized scoring system with a maximum score of 110 points was utilized. She stated C2 Global ranked first, scoring 104 points overall and the recommendation is to move forward with C2 Global to operate workforce center services.

Ms. Roberts summarized their overall value, demonstrating their capacity to meet performance and accountability requirements as well as submitting a competitive proposal. She commented their experience working with other Boards across Texas as well as out of the state was a contributing factor as well as their familiarity with our system relating to performance and special initiatives. Ms. Roberts stated the contract would begin October 1, 2026 through September 20, 2027, at an estimated cost of $14.6 million if approved. She pointed out the Board may renew the contract for up to four additional one-year terms if they meet performance expectations and funds remain available.

Mr. Sturns noted the use of customer satisfaction surveys and monthly net promoter scores tracked customer responses on the services received, including timeliness and aspects of their service that could be improved. He summarized that customer feedback has been mostly positive with a current month end net promoter score of 9.2 on a scale of ten, however the actual performance metrics are determined by the state. Mr. Sturns remarked that contractor and performance metrics as well as their customer service system of measurement will be presented at a future meeting.

Ms. Navejar requested a motion to approve. It was moved by Mike Coffey and seconded by Jason Lamers to approve.

The motion carried unanimously.

3. **Authorize the Executive Director to award, negotiate and execute contract renewals with the recommended Ancillary Service Providers from October 1, 2026, through September 30, 2027, in accordance with the Workforce Delivery Systems Committee recommendation**

Ms. Navejar introduced Tabitha Smith-Moore, Programs Oversight Associate Director, to share with the Board the current contract status of two community-based organizations providing specialized services to Adult and Young Adult customers. Ms. Smith-Moore advised Goodwill Industries of North Central Texas and The Women's Center of Tarrant County offer intensive and highly specialized services not duplicated or offered through our workforce centers. She commented on examples of their assistance that included disability services, education provided concurrently with paid work experience, and the social work program. Ms. Smith-Moore advised their program descriptions could be found in the Board Packet for reference, noting the Board is currently in the first year under their contracts and is prepared to enter the second option year.

Ms. Smith-Moore stated the Board Staff recommends extending both contracts at the same or similar funding levels based on performance and service outcomes. She continued that both ancillary contractors are projected to meet their contracted service levels and customer participation targets with no current compliance findings. Ms. Smith-Moore noted approval is contingent upon availability of funds and final adoption of the FY 2027 budget.

Ms. Navejar requested a motion to approve. It was moved by Lillie Biggins and seconded by Tyrone Taylor to approve.
The motion carried unanimously.

IX. Request for Future Agenda Items

Ms. Navejar invited Board Members to share items they would like to see on future agendas. Mike Gerro and Jerletha McDonald requested to have a monthly update on Child Care and the current wait list. Mr. Sturns commented that Communications is working on a wait list tracker that would be available on the website. Lillie Biggins inquired how the wait list, child care providers, and child care positions are impacted during the summer due to

other programs being offered in the community and school out of session. Felicia Davis stated child care centers are affected as parents contact a center to take their child out of care and placed on hold for when they return for the school year. She continued the center is not being paid during that time out of Child Care Management Services (CCMS) funding and is unsure if they are able to use those dollars and issue to children on the wait list for summer care.

Jessica Heer requested to hear more details about the Teacher Externship Program while Ms. Navejar commented that a quarterly report regarding the partnership with the Fort Worth Chamber of Commerce would clarify the agreement timeline and goals. Joan Grigsby acknowledged Dr. Daniel Lufkin, former Second Vice-Chair, and his contributions to Workforce Solutions for Tarrant County Board and to his commitment to education in the community.

Ms. Navejar closed by inviting Hamidi Morrow, new Board Member, to introduce himself. Mr. Morrow replaced Deb Jones as the Texas Workforce Commission representative for Vocational Rehabilitation Services (VR) and began work in VR in 2003 and has been in Texas since 2006.

X. Adjourn

Ms. Navejar closed the meeting by stating there would not be a Board meeting in July. The next scheduled meeting is the Joint Workforce Development Board/Workforce Governing Board Meeting to be held August 26, 2026. She stated this will be an important meeting as the FY27 Budget will be approved among other items.

There being no further business, the WDB Meeting was adjourned at 10:05 a.m.

WORKFORCE SOLUTIONS
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WORKFORCE DEVELOPMENT BOARD COMMUNICATION
August 26, 2026

Action Requested:
Accept the FY27 Workforce Development Board Meeting Schedule

Discussion:

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

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

- October 14, 2026*
- February 10, 2027**
- April 14, 2027
- June 9, 2027
- August 25, 2027**

* The October meeting will be held at the Greater Arlington Chamber of Commerce.

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

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

Fiscal Impact: None

Staff Contact(s):
Lacey Douglas, Communications and Events Director

WORKFORCE SOLUTIONS
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WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Accept the Layoff Report

Discussion:
In collaboration with the Texas Workforce Commission and the U.S. Department of Labor, Workforce Solutions for Tarrant County (WSTC) is actively responding to the local impact of Spirit Airlines abruptly ceasing operations on May 2, 2026. This closure directly affected 444 workers at Dallas Fort Worth International Airport (DFW). In response, joint efforts are focused on supporting affected Tarrant County residents and delivering dedicated reemployment assistance to help impacted workers transition into new jobs.

In July, layoff notifications were received for five SP+ Corporation (a Metropolis company) parking locations serving DFW International Airport: Location 06215 at 3000 E. Airfield Drive (90 workers), Location 06366 at 1625 W. 19th Street (87 workers), Location 97697 at 2425 Rental Car Drive (130 workers), Location 08668 at 1625 W. 19th Street (6 workers), and Location 99864 at 2425 Rental Car Drive (10 workers). The layoffs follow the non-renewal of the company's contract with DFW International Airport. It is currently unknown whether the newly contracted vendor will extend job offers to the existing workforce. Rapid Response services were briefed to support impacted employees.

These Rapid Response activities are a vital component of Tarrant County's broader economic strategy. We encourage any local employer facing a potential downsizing event to contact our team as early as possible. Early intervention allows us to coordinate the on-site workshops, and job fairs necessary to protect both the workforce and the local economy. For Rapid Response assistance contact our Employer Services team at employerservices@workforcesolutions.net

In the Tarrant County Workforce Development Area, the most current information showed, the Civilian Labor Force consisted of 1,215,303 with 1,158,097 being Employed, 57,206 being Unemployed and a 4.7% Unemployment Rate.

Fiscal Impact:
None

Staff Contact(s):
Renee Parker, Business Services Director

TARRANT COUNTY FY26 LAYOFFS
Oct 25 – Present

COMPANY NAME	LOCATION	WARN DATE	NUMBER AFFECTED	LAYOFFS	CLOSURES
SP+ Corporation-Metropolis Co. Express Parking #06215	*DFW Airport*	*7-31-26*	*90*		***X***
SP+ Corporation-Metropolis Co. Rental Car #99864	*DFW Airport*	*7-31-26*	*10*		***X***
SP+ Corporation- Metropolis Co. Terminal Link #06366	*DFW Airport*	*7-31-26*	*87*		***X***
SP+ Corporation-Metropolis Co. Rental Car #97697	*DFW Airport*	*7-31-26*	*130*		***X***
SP+ Corporation-Metropolis Co. Location #08668	*DFW Airport*	*7-31-26*	*6*		***X***
Amcor Rigid Packaging USA	*Fort Worth*	*5-1-26*	*56*		***X***
Sodexo	*Fort Worth*	*4-30-26*	*291*		***X***
Republic National Distributing	*Grand Prairie*	*4-23-26*	*689*	***X***	
Ampac Mobile Holdings LLC	*Grand Prairie*	*4-8-26*	*52*		***X***
GoldStar Transit	*Fort Worth*	*4-1-26*	*336*	***X***	
Albertsons #106	*Euless*	*3-25-26*	*82*		***X***
Albertsons #4286	*Fort Worth*	*3-25-26*	*56*		***X***
Stockyards Hotel and H3 Ranch	*Fort Worth*	*2-19-26*	*120*	***X***	
CRST	*Mansfield*	*12-26-25*	*277*		***X***
Sheraton Arlington Hotel	*Arlington*	*12-16-25*	*110*		***X***
Colonial Savings	*Fort Worth*	*11-08-25*	*130*	***X***	
Leviat	*Fort Worth*	*11-04-25*	*75*		***X***
Job 1 USA	*Fort Worth*	*11/04-25*	*25*		***X***
Job 1 USA	*Arlington*	*11-04-25*	*31*		***X***
Job 1 USA	*Haslet*	*11-04-25*	*25*		***X***
Accelore Solutions	*Fort Worth*	*10-06-25*	*214*	***X***	
			Total: 2,892	**Total: 5**	**Total: 16**

WORKFORCE SOLUTIONS
FOR TARRANT COUNTY
A proud partner of the AmericanJobCenter network

WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 27, 2026

Action Requested:
Accept the Financial Report

Discussion:
The Board is requested to accept the financial report for June 2026. For the first nine months of the fiscal year, the report shows 57.58% of the budget expended. Expenditures for the first nine months should track at approximately 75%, which suggests that there are overall under-expenditures in the system that are being addressed.

Currently, combined expenditures for Personnel and Operations are progressing at acceptable levels for both the Board and the Workforce Center Operator. Facilities expenditures include payments for October lease obligations thru July, thus the higher expenditure rate.

Child Care year-to-date expenditures are currently at 51.02% as of June 30. While current enrollments are only at 84% of annual target, system enhancements are being implemented to increase those levels over the last few months of the fiscal year. It's important to note that the Texas Workforce Commission has been transitioning to a new program management system and staff have been in a learning curve adjusting to the dynamics of implementation.

Actual Individual Training Account (ITA) expenditures through June 30 are reflecting an expenditure rate of 55.11% of the budget. However, over $522K in additional training costs have also been obligated, therefore, 73% 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 at this point in the fiscal 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 June 30, 2026.

Staff Contact(s):
Dawn Stupnicki, Senior Director of Finance

Workforce Solutions for Tarrant County
Fiscal Year 2026
For the Nineth Month Ending June 30, 2026

	BUDGET	YTD EXPENDITURES	%
BOARD:			
Personnel	6,789,003	4,944,910	72.84%
Operations (System-Wide)	2,476,378	1,952,841	78.86%
WORKFORCE CENTER OPERATOR:			
Personnel	8,243,823	5,160,052	62.59%
Operations	1,151,525	738,150	64.10%
FACILITIES	2,405,953	1,854,255	77.07%
CONTRACTED SERVICES	22,281,936	18,746,596	84.13%
DIRECT CHILD CARE	99,987,601	51,016,922	51.02%
INDIVIDUAL TRAINING ACCOUNTS (ITA):	2,870,755	1,581,997	55.11%
INCUMBENT WORKER TRAINING:	50,000	-	0.00%
WORK EXPERIENCE	1,642,536	1,457,309	88.72%
SUPPORT SERVICES	1,700,402	939,933	55.28%
DESIGNATED FOR FUTURE YEAR	3,923,973		
	$ 153,523,885	$ 88,392,966	57.58%

WORKFORCE SOLUTIONS
FOR TARRANT COUNTY
A proud partner of the AmericanJobCenter network

WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Accept the report issued by Pattillo, Brown & Hill on the Board's FY 25 financial audit.

Discussion:
Pending approval at the Workforce Investment Committee Meeting August 21, 2026.

The annual audit of the Board's financial operations for the year ended September 30, 2025, has been completed. Again, this year, we have received a "clean audit" with no findings, questioned costs, or noted deficiencies in internal controls.

A copy of the Audit is attached. Board staff will provide a brief overview of the FY 2025 audit report and request that it be accepted by the Investment Committee on August 21st, before moving to the full Board. A representative of PB&H will be available at the WGB/WDB meeting on August 26th to answer any specific questions the Board may have.

Fiscal Impact:
The report reflects a "clean audit" of the Board's finances for the Fiscal Year ended September 30, 2025.

Staff Contact(s):
Dawn Stupnicki, Senior Director of Finance

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

Fort Worth, Texas

ANNUAL FINANCIAL REPORT

FOR THE YEAR ENDED SEPTEMBER 30, 2025

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

TABLE OF CONTENTS

SEPTEMBER 30, 2025

	Page Number
FINANCIAL SECTION	
Independent Auditor's Report	1 – 3
Management's Discussion and Analysis	4 – 7
Basic Financial Statements:	
Government-wide Financial Statements:	
Statement of Net Position	8
Statement of Activities	9
Fund Financial Statements:	
Balance Sheet – Governmental Funds	10
Reconciliation of the Balance Sheet of Governmental Funds to the Statement of Net Position	11
Statement of Revenues, Expenditures and Changes in Fund Balances – Governmental Funds	12
Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances of Governmental Funds to the Government-wide Statement of Activities	13
Notes to Financial Statements	14 – 22
SINGLE AUDIT SECTION	
Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*	23 – 24
Independent Auditor's Report on Compliance for Each Major Program and on Internal Control Over Compliance in Accordance with Uniform Guidance and Texas Grant Management Standards	25 – 27
Schedule of Expenditures of Federal and State Awards	28 – 30
Notes to Schedule of Expenditures of Federal and State Awards	31
Schedule of Findings and Questioned Costs	32
Summary Schedule of Prior Audit Findings	33

FINANCIAL SECTION

PATTILLO, BROWN & HILL, L.L.P.
401 West State Highway 6
Waco, Texas 76710
254.772.4901 | pbhcpa.com

INDEPENDENT AUDITOR'S REPORT

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

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities and each major fund of Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County (the "Board"), as of and for the year ended September 30, 2025, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities and each major fund of the Board as of September 30, 2025, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

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

Emphasis of Matter – Change in Accounting Principle

As described in the notes to the financial statements, in fiscal year 2025 the Board implemented Governmental Accounting Standards Board (GASB) Statement No. 101, *Compensated Absences*. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

Required Supplementary Information

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

Supplementary Information

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

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated June 26, 2026, on our consideration of the Board's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Board's internal control over financial reporting and compliance.

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

Waco, Texas
June 26, 2026

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

MANAGEMENT'S DISCUSSION AND ANALYSIS

September 30, 2025

As management of the Tarrant County Workforce Development Board (the "Board"), we offer readers of the Board's financial statements this narrative overview and analysis of the financial activities of the Board for the year ended September 30, 2025.

FINANCIAL HIGHLIGHTS

- The assets of Tarrant County Workforce Development Board exceeded its liabilities as of September 30, 2025, by $420,583 (net position).
- The Board's total net position increased by $187,300, which includes a decrease of $116,063 caused by the restatement of net position due to a change in accounting principle.
- As of the close of the current fiscal year, the Board's governmental funds reported an ending fund balance of $1,329,510, an increase of $52,654 from the preceding year.
- As of September 30, 2025, fund balance for the General Fund increased by $1,264,985 which includes an increase of $1,212,331 caused by the restatement of fund balance due to a change within the reporting entity.

OVERVIEW OF THE FINANCIAL STATEMENTS

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

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

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

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

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

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

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

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

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

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

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

FINANCIAL ANALYSIS

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. In the case of the Board, assets exceeded liabilities by $420,583 as of September 30, 2025.

	Governmental Activities	
	2025	2024
Current and other assets	$ 5,050,786	$ 9,915,177
Capital assets	8,402,421	9,764,560
Total assets	13,453,207	19,679,737
Current liabilities	5,379,805	10,555,245
Noncurrent liabilities	7,652,819	8,891,209
Total liabilities	13,032,624	19,446,454
Net position:		
Net investment in capital assets	(462,252)	(630,784)
Unrestricted	882,835	864,067
Total net position	$ 420,583	$ 233,283

A significant portion of the Board's net position reflect its investment in capital assets. The Board uses these assets to provide services; consequently, these assets are not available for spending. As of September 30, 2025, the net investment in capital assets was reported as a deficit balance. This is due to the Board's lease and software subscriptions; these assets are depreciated straight-line, whereas the related liabilities are amortized based on an effective interest rate. Thus, the asset balances have decreased more quickly over the lease and subscription terms than the related liabilities have. Ultimately, though, both the assets and liabilities under those arrangements will reach zero in the same fiscal year.

The following table provides a summary of the Board's operations for the years ended September 30, 2025, and 2024.

	Governmental Activities	
	2025	2024
Revenues:		
Program revenues:		
Charges for services	$ 688,599	$ 1,858,450
Operating grants and contributions	120,399,771	122,792,178
General revenues:		
Unrestricted investment earnings	819	1,130
Total revenues	121,089,189	124,651,758
Expenses:		
Workforce development	120,785,826	125,247,763
Total expenses	120,785,826	125,247,763
Change in net position	303,363	(596,005)
Net position, beginning	233,283	829,288
Net position, beginning, restated	117,220	829,288
Net position, ending	$ 420,583	$ 233,283

During the current year, the Board adopted new accounting guidance GASB Statement No. 101, Compensated Absences. As a result, the beginning net position for fiscal year 2025 has been restated to reflect this change in accounting principle. In accordance with GASB pronouncements, 2024 beginning net position has not been restated. See note XII to the financial statements for more information.

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

At the end of the current fiscal year, the Board's governmental funds reported combined ending fund balances of $1,329,510. Refer to pages 10–13 of this report for a more detailed presentation of governmental funds.

DEBT AND CAPITAL ASSETS

Capital Assets
The Board's investment in capital assets for its governmental activities as of September 30, 2025, amounts to $8,402,421 (net of accumulated depreciation). The Board recognized approximately $262 thousand of new lease assets and furniture, fixtures and equipment during the year, but overall capital assets decreased year over year due to continued depreciation on existing assets.

	Governmental Activities	
	2025	2024
Furniture, fixtures and equipment	$ 112,046	$ 33,553
Right to use lease assets	7,662,789	8,894,227
Software subscription assets	627,586	836,780
Total capital assets	$ 8,402,421	$ 9,764,560

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

Long-Term Debt

At the end of the current fiscal year, the Board had total long-term liabilities outstanding of $9,311,348.

Long-term liabilities are composed of the following:

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

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

ECONOMIC FACTORS AND NEXT YEAR'S BUDGETS

The initial Fiscal Year 2026 budget approved by the Workforce Governing Board for the year beginning October 1, 2025, projects expenditures of $138,497,719. This represents a significant increase of $17,322,327 in expenditures compared to the audited expenditures of $121,175,392 for the year ended September 30, 2025. The projected increase is due in large part to the significant increase in Child Care funds received from the Texas Workforce Commission from FY25 to FY26. While the majority of these increases have been designated for direct care, there are also funds earmarked specifically for quality improvement activities.

REQUEST FOR INFORMATION

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

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

STATEMENT OF NET POSITION

SEPTEMBER 30, 2025

	Governmental Activities
ASSETS	
Current assets:	
Cash and cash equivalents	$ 1,420,413
Accounts receivable	2,495,264
Prepaid items	1,135,109
Total current assets	5,050,786
Noncurrent assets:	
Capital assets:	
Furniture, fixtures, and equipment, net of depreciation	112,046
Right-to-use lease assets, net of amortization	7,662,789
Right-to-use software subscription assets, net of amortization	627,586
Total capital assets	8,402,421
Total noncurrent assets	8,402,421
Total assets	13,453,207
LIABILITIES	
Current liabilities:	
Accounts payable - vendors	220,817
Accounts payable - subcontractors	628,547
Accounts payable - other	1,333,588
Accrued liabilities	608,226
Advances from grantors	930,098
Accrued compensated absences	289,199
Lease liabilities	1,162,639
Subscription liabilities	206,691
Total current liabilities	5,379,805
Noncurrent liabilities:	
Accrued compensated absences	157,476
Lease liabilities	6,898,110
Subscription liabilities	597,233
Total noncurrent liabilities	7,652,819
Total liabilities	13,032,624
NET POSITION	
Net investment in capital assets	(462,252)
Unrestricted	882,835
Total net position	$ 420,583

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

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED SEPTEMBER 30, 2025

Functions / Programs	Expenses	Program Revenues: Charges for Services	Program Revenues: Operating Grants and Contributions	Net (Expense) Revenue and Changes in Net Position: Governmental Activities
Governmental activities:				
Workforce development	$ 120,785,826	$ 688,599	$ 120,399,771	$ 302,544
Total governmental activities	120,785,826	688,599	120,399,771	302,544
General revenues:				
Interest income				819
Total general revenues				819
Change in net position				303,363
Net position, beginning				233,283
Restatement - change in accounting principle				(116,063)
Net position, beginning, as restated				117,220
Net position, ending				$ 420,583

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

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

BALANCE SHEET

GOVERNMENTAL FUNDS

SEPTEMBER 30, 2025

	General
ASSETS	
Cash and cash equivalents	$ 1,420,413
Accounts receivable	2,495,264
Prepaid items	1,135,109
Total assets	5,050,786
LIABILITIES	
Accounts payable - vendor	220,817
Accounts payable - subcontractors	628,547
Accounts payable - other	1,333,588
Accrued liabilities	608,226
Advances from grantors	930,098
Total liabilities	3,721,276
FUND BALANCE	
Nonspendable	1,135,109
Unassigned	194,401
Total fund balances	1,329,510
Total liabilities and fund balances	$ 5,050,786

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

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

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

SEPTEMBER 30, 2025

Total fund balances - governmental funds balance sheet	$ 1,329,510
Amounts reported for governmental activities in the Statement of Net Position are different because:	
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the funds.	
Furniture, fixtures, and equipment, net of accumulated depreciation	112,046
Right-to-use lease assets, net of accumulated amoritzation	7,662,789
Right-to-use software subscription assets, net of accumulated amoritzation	627,586
Long-term liabilities are not due and payable in the current period and therefore are not reported in the funds.	
Lease liability	(8,060,749)
Subscription liability	(803,924)
Compensated absences	(446,675)
Net position of governmental activities	$ 420,583

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

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

STATEMENT OF REVENUES, EXPENDITURES
AND CHANGES IN FUND BALANCES

GOVERNMENTAL FUNDS

FOR THE YEAR ENDED SEPTEMBER 30, 2025

	General	Special Revenue Workforce Education & Training	Total Governmental Funds
REVENUES			
Grants	$ 120,382,141		$ 120,382,141
Interest	819		819
Other	706,229		706,229
Total revenues	121,089,189		121,089,189
EXPENDITURES			
Current:			
Workforce development:			
Personnel	7,141,995		7,141,995
Program	110,347,581		110,347,581
Professional fees	298,410		298,410
Supplies	643,072		643,072
Telephone	460,137		460,137
Postage	3,913		3,913
Maintenance & repairs	28,381		28,381
Conferences, conventions, meetings	83,429		83,429
Dues & subscriptions	34,458		34,458
Miscellaneous	188,553		188,553
Debt service:			
Principal	1,669,528		1,669,528
Interest and fiscal charges	137,078		137,078
Capital outlay	138,857		138,857
Total expenditures	121,175,392		121,175,392
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENDITURES	(86,203)		(86,203)
OTHER FINANCING SOURCES (USES)			
Lease issuance	138,857		138,857
Total other financing sources and uses	138,857		138,857
NET CHANGE IN FUND BALANCES	52,654		52,654
FUND BALANCES, BEGINNING AS PREVIOUSLY REPORTED	64,525	1,212,331	1,276,856
RESTATEMENT			
Change within the financial reporting entity	1,212,331	(1,212,331)	-
FUND BALANCES, BEGINNING, AS RESTATED	1,276,856	-	1,276,856
FUND BALANCES, ENDING	$ 1,329,510	$ -	$ 1,329,510

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

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

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

FOR THE YEAR ENDED SEPTEMBER 30, 2025

Net change in fund balances - total governmental funds	$ 52,654
Amounts reported for governmental activities in the Statement of Activities are different because:	
Governmental funds report capital outlays as expenditures. However, in the statement of activities, the cost of these assets is allocated over their estimated useful lives and reported as depreciation expense.	
Depreciation	(44,433)
Amortization	(1,579,489)
Capital additions	261,783
Govermental funds report proceeds from leases as other financing sources. However, in the statement of activities, new leases are recorded as an addition to capital assets and lease payables.	(138,857)
Govermental funds report lease and subscription payments as expenditures. However, in the statement of activities only the interest portion is reflected as an expense. This is the amount by which the principal portion reduced lease and subscription obligations.	1,669,528
Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds.	
This difference is the current year change in the Board's liability for accrued leave.	82,177
Change in net position of governmental activities	$ 303,363

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

I. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Reporting Entity

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

Basic Financial Statements

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

Government-Wide Financial Statements

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

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

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

Government-wide net position is divided into three components:

- Net Investment in Capital Assets – consists of the historical cost of capital assets less accumulated depreciation and less any debt that remains outstanding that was used to finance those assets plus deferred outflows of resources less deferred inflows of resources related to those assets.

- Restricted Net Position – consists of assets that are restricted by the Board's creditors (for example, through debt covenants), by state enabling legislation (through restrictions on shared revenues), by grantors (both federal and state), and by other contributors.

- Unrestricted – all other net position is reported in this category.

Fund Financial Statements

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

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

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

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

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

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

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

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

Use of Restricted Resources

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

Basis of Accounting and Measurement Focus

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

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

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

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

Revenues – Exchange and Non-Exchange Transactions

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

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

II. FINANCIAL STATEMENT AMOUNTS

A. Cash and Cash Equivalents

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

State statutes authorize the Board to invest in obligations of the United States, its agencies, certificates of deposits with banks and savings and local associations, banker's acceptances, commercial paper, mutual funds, investment pools and repurchase agreements with underlying collateral of government securities. Investments for the Board, when present, are reported at fair value. The Board had no investments at September 30, 2025.

B. Accounts Receivable

Accounts receivable represent amounts due from federal, state, and other agencies for the various programs administered by the Board. The receivable includes amounts due on programs closed-out and those in progress as of September 30, 2025 and consists of the following:

Texas Workforce Commission:	
0525WOA001	$ 521,045
0525WOY001	156,683
0525EXT001	48,079
0525WOS001	4,877
0526NCP001	6,484
0525NCP001	28,979
0525CCF001	521,287
0526CCP001	409,452
0525CCP001	256,670
0526SNE002	1,756
0525SNE001	58,075
3022VRS030	64,420
3024VRS041	75,859
0526COL001	12,108
0525COL001	2,410
0525WCI001	22,809
0525REA001	210,673
0526WPB002	47,755
0525WPB002	45,843
Total Accounts Receivable:	$ 2,495,264

C. Prepaid Items

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

D. Capital Assets

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

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

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

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

E. Leases

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

F. Advances From Grantors

Advances from grantors represents amounts received from grantors in excess of expenditures for programs in progress as of September 30, 2025.

G. Compensated Absences

Employees earn ten (10) days of vacation per year during the first 4 years of employment with a maximum annual carry-over of 20 days. Employees earn fifteen (15) days of vacation per year for year 5 through 9 of employment with a maximum annual carry-over of 22.5 days. Employees earn twenty (20) days of vacation per year for year 10 through 14 of employment with a maximum annual carry-over of 27.5 days. Employees earn twenty (20) days of vacation per year for year 15 of employment and after with a maximum annual carry-over of 30 days. Employees will be paid for accrued vacation upon voluntary termination of employment.

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

All accumulated vacation pay and sick leave that is more likely than not to be used is accrued when incurred in the government-wide financial statements. For the Statement of Net Position, this liability reflects amounts attributable to cumulative employee services already rendered.

III. BUDGETARY INFORMATION

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

IV. CUSTODIAL RISK

Deposits – *Custodial Credit Risk* – In the case of deposits, this is the risk that in the event of a bank failure, the Board's deposits may not be returned to it. State statutes require that all deposits in financial institutions be fully collateralized by U. S. Government Securities or its agencies and instrumentalities that have a fair value of not less than the principal amount of deposits. As of September 30, 2025, all of the Board's deposits were covered by FDIC insurance, or collateralized by the financial institution.

V. CAPITAL ASSETS

Capital asset activity for the year ended September 30, 2025 was as follows:

	Beginning Balance	Increases	Decreases	Ending Balance
Governmental activities:				
Capital assets, being depreciated:				
Furniture, fixtures and equipment	$ 1,076,215	$ 122,926	$ -	$ 1,199,141
Right to use:				
Buildings	12,630,858	138,857	(365,684)	12,404,031
Equipment	219,018	-	-	219,018
Software	1,255,168	-	-	1,255,168
Total capital assets being depreciated	15,181,259	261,783	(365,684)	15,077,358
Less accumulated depreciation for:				
Furniture, fixtures and equipment	(1,042,662)	(44,433)	-	(1,087,095)
Right to use:				
Buildings	(3,780,433)	(1,326,493)	365,684	(4,741,242)
Equipment	(175,216)	(43,802)	-	(219,018)
Software	(418,388)	(209,194)	-	(627,582)
Total accumulated depreciation	(5,416,699)	(1,623,922)	365,684	(6,674,937)
Governmental activities capital assets, net	$ 9,764,560	$ (1,362,139)	$ -	$ 8,402,421

VI. LONG-TERM LIABILITIES

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

A summary of long-term liability activity for the year ended September 30, 2025 is as follows:

	Beginning Balance	Increases	Decreases	Ending Balance	Amount Due in One Year
Governmental activities:					
Leases	$ 9,390,036	$ 138,857	$ (1,468,144)	$ 8,060,749	$ 1,162,639
SBITAs	1,005,308	-	(201,384)	803,924	206,691
Compensated absences	528,852	-	(82,177)	446,675	289,199
Total	$ 10,924,196	$ 138,857	$ (1,751,705)	$ 9,311,348	$ 1,658,529

Compensated absences increases and decreases are netted in the schedule above.

Leases

A summary of leases payable as of the year ended September 30, 2025, for the Board as lessee, is as follows:

Purpose of Lease	Interest Rate	Initial Year of Lease	Amount of Initial Lease Liability	Interest Current Year	Amounts Outstanding 9/30/25	Amounts Due Within One Year
Right to Use:						
Copiers	2.53%	2022	$ 219,018	$ 2,434	$ 72,220	$ 45,276
Buildings	0.28%-2.86%	2022-2025	12,630,858	110,592	7,988,529	1,117,363
Totals				$ 113,026	$ 8,060,749	$ 1,162,639

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

Year Ended September 30,	Principal	Interest
2026	$ 1,162,639	$ 95,401
2027	1,114,034	82,530
2028	844,786	71,464
2029	806,889	61,944
2030	538,915	53,195
2031-2035	2,326,804	170,307
2036-2038	1,266,682	23,492
Total	$ 8,060,749	$ 558,333

Subscription-Based Information Technology Arrangements (SBITAs)

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

A summary of SBITA payables for the board as of September 30, 2025, is as follows:

Purpose of Lease	Interest Rate	Initial Year of Lease	Amount of Initial Lease Liability	Interest Current Year	Amounts Outstanding 9/30/25	Amounts Due Within One Year
Right to Use:						
Software	2.61%	2023	$ 1,255,168	$ 24,052	$ 803,924	$ 206,691
Totals				$ 24,052	$ 803,924	$ 206,691

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

Year Ended September 30,	Principal	Interest
2026	$ 206,691	$ 18,745
2027	212,139	13,297
2028	217,729	7,707
2029	167,365	2,006
Total	$ 803,924	$ 41,755

VII. USE OF ESTIMATES

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

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

VIII. RETIREMENT PLAN

The Board contributes to an Insperity 401(k) Plan (the Plan), a defined contribution profit-sharing plan, with a section 401(k) salary deferral feature for its full-time employees. The Plan is administered by Insperity Holdings, Inc. Benefit terms, including contribution requirements for the Plan, are established and may be amended by the Board. Employees may elect to make pre-tax contributions, Roth contributions, or a combination of both and may elect to defer from 1% to 80% of their compensation. The Board matches 100% of every dollar that the employee contributes to the Plan up to 6% of eligible compensation per payroll period. Employees are permitted to make contributions up to applicable Internal Revenue Code limits. For the year ended September 30, 2025, employee contributions totaled $367,665 and the Board recognized retirement contribution expense of $490,412. Of this retirement contribution expense, $215,008 is related to the 6% match and $275,404 is related to a discretionary match.

Employees are immediately vested in their own contributions as well as those of the Board. The Board had no retirement plan liability at September 30, 2025.

IX. RISK MANAGEMENT

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

X. ECONOMIC DEPENDENCY

The Board receives a significant portion of its revenue from funds provided through federal and state grants. These amounts are all appropriated each year by the federal and state governments. If significant budget cuts are made at the federal and/or state level, the amount of the funds received could be reduced significantly and have an adverse impact on its operations. Federal and state grant revenues comprised 99.4% of the Board's revenues for the year.

XI. CONTINGENCIES

The Board contracts with local governments or other local agencies to perform the specific services set forth in certain grant agreements. The Board disburses grant funds to the agencies based on expenditure reports received from each agency. Agencies expending $1,000,000 or more in grant funds are required to have an independent audit each year. Copies of such audits are required to be submitted to the Board. If such audits disclose expenditures not in accordance with terms of the grants, the grantor agency could disallow the costs and require reimbursement of the disallowed costs either from the Board or the subcontractor. The Board generally has the right of recovery from the subcontracted agencies.

XII. RESTATEMENT – CHANGE IN ACCOUNTING PRINCIPLE

Change in Accounting Principle

During fiscal year 2025, the Board implemented the provisions of GASB Statement No. 101, *Compensated Absences.* The adoption of this standard required the recognition of additional liabilities for compensated absences that were not previously recorded. As a result, beginning net position in the statement of activities was restated and decreased by $116,063.

Change within the Financial Reporting Entity

For fiscal year 2025, the Board consolidated its special revenue fund into the general fund. This change more closely aligns the presentation with the Board's operations and cost control mechanisms; most of the related activities are federal and state grants that are administered uniformly. As a result, beginning fund balance in the general fund increased by $1,212,331, and beginning fund balance in the special revenue fund decreased by $1,212,331.

XIII. NEW ACCOUNTING GUIDANCE

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

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

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

GASB Statement No 105, *Subsequent Events* – The objective of this Statement is to improve the financial reporting requirements for subsequent events, thereby enhancing consistency in their application and better meeting the information needs of financial statement users. This Statement will become effective for fiscal years beginning after June 15, 2026, and the impact has not yet been determined.

SINGLE AUDIT SECTION

PATTILLO, BROWN & HILL, L.L.P.
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REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

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

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund of the Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County (the "Board"), as of and for the year ended September 30, 2025, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements, and have issued our report thereon dated June 26, 2026.

Report on Internal Control over Financial Reporting

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

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

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

Report on Compliance and Other Matters

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

Purpose of this Report

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

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

Waco, Texas
June 26, 2026

PATTILLO, BROWN & HILL, L.L.P.
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INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL AND STATE PROGRAMS AND REPORT ON INTERNAL CONTROL OVER COMPLIANCE IN ACCORDANCE WITH THE UNIFORM GUIDANCE AND TEXAS GRANT MANAGEMENT STANDARDS

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

Report on Compliance for Each Major Federal and State Program

Opinion on Each Major Federal and State Program

We have audited Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County's (the "Board") compliance with the types of compliance requirements described in the *U.S. Office of Management and Budget (OMB) Compliance Supplement* and *Texas Grant Management Standards* (*TXGMS*) that could have a direct and material effect on each of the Board's major federal and state programs for the year ended September 30, 2025. The Board's major federal and state programs are identified in the *Summary of Auditors' Results* section of the accompanying schedule of findings and questioned costs.

In our opinion, the Board complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal and state programs for the year ended September 30, 2025.

Basis for Opinion on Each Major Federal and State Program

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

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

Responsibilities of Management for Compliance

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

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

AICPA GAQC Member

Auditor's Responsibilities for the Audit of Compliance

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

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

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

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

Report on Internal Control Over Compliance

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

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

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

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

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

Waco, Texas
June 26, 2026

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

SCHEDULE OF EXPENDITURES OF FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2025

Federal Grantor / Pass-through Grantor / Program or Cluster Title	Federal Assistance Listing Number	Pass-through Entity Identifying Number	Total Federal Expenditures	Passed Through to Subrecipients
FEDERAL AWARDS				
U.S. Department of Agriculture				
Passed through the Texas Workforce Commission:				
SNAP - 2024	10.561	0525SNE001	$ 426,805	$ 349,493
Total SNAP Cluster			426,805	349,493
Total Passed Through Texas Workforce Commission			426,805	349,493
Total U.S. Department of Agriculture			426,805	349,493
U.S. Department of Labor				
Passed through the Texas Workforce Commission:				
WIOA Adult-2024	17.258	0524WOA001	4,538,212	3,329,892
WIOA Adult-2025	17.258	0525WOA001	716,049	596,684
WIOA Youth-2024	17.259	0524WOY001	4,328,823	3,392,136
WIOA Youth-2025	17.259	0525WOY001	856,687	747,651
Healthcare Internship Fund	17.278	0525WOS001	4,877	4,877
Externships for Teachers	17.278	0525EXT001	108,080	94,000
Board Service Award	17.278	0524BSA001	25	25
WIOA Dislocated Worker- 24	17.278	0524WOD001	3,581,500	2,344,291
WIOA - Rapid Response '24	17.278	0524WOR001	45,996	-
Total WIOA Cluster			14,180,249	10,509,556
REA-2023	17.225	0524REA001	49,381	48,247
REA-2024	17.225	0525REA001	815,678	699,274
Total 17.225			865,059	747,521
Texas Talent Connection	17.207	0525WPB002	220,481	209,155
Texas Talent Connection	17.207	0526WPB003	47,756	46,163
WCI - 2024	17.207	0525WC1001	49,443	-
Employment Services-23	17.207	0524WPA001	374,878	6,007
Employment Services-24	17.207	0525WPA001	610,076	7,458
Veteran Resource-2024	17.801	0525TVC001	90,000	-
Total Employment Service Cluster			1,392,634	268,783
Total Passed Through Texas Workforce Commission			16,437,942	11,525,860
Total U.S. Department of Labor			16,437,942	11,525,860

The accompanying notes are an integral part of this schedule.

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

SCHEDULE OF EXPENDITURES OF FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2025

Federal Grantor / Pass-through Grantor / Program or Cluster Title	Federal Assistance Listing Number	Pass-through Entity Identifying Number	Total Federal Expenditures	Passed Through to Subrecipients
FEDERAL AWARDS (Continued)				
U.S. Department of Education				
Passed through the Texas Workforce Commission:				
AEL-24	84.002A	2924ALA032	$ 3,610,875	$ 3,056,722
AEL-24	84.002A	2924ALA048	672,674	313,929
AEL-25	84.002A	2024ALAB32	525,132	491,326
Total 84.002			4,808,681	3,861,977
Total Passed Through Texas Workforce Commission			4,808,681	3,861,977
Total U.S. Department of Education			4,808,681	3,861,977
U.S. Department of Health and Human Services				
Passed through the Texas Workforce Commission:				
Childcare - 2024	93.575	0525CCF001	56,866,657	54,745,525
Childcare - 2024	93.596	0525CCF001	13,416,621	12,916,180
CCDF Quality Improvement Activity	93.575	0525CQF001	4,081,371	4,081,371
Childcare - 2024	93.575	0525CCQ001	3,517,475	3,516,214
Total CCDF Cluster			77,882,124	75,259,290
TANF/Choice - 2024	93.558	0525TAF001	4,394,163	2,920,537
TANF/Choice - 2023	93.558	0524TAF002	575,877	284,252
AEL	93.558	2924ALA032	406,311	343,955
Employment Services - 23	93.558	0525WPA001	32,109	-
NCP - 2024	93.558	0525NCP001	195,379	169,274
WCI - 2023	93.558	0525WCI001	35,245	-
Total 93.558			5,639,084	3,718,018
Childcare - 2024	93.667	0525CCF001	133,617	128,633
Total 93.667			133,617	128,633
Total Passed Through Texas Workforce Commission			83,654,825	79,105,941
Total U.S. Department of Health and Human Services			83,654,825	79,105,941
Total Federal Awards			$ 105,328,253	$ 94,843,271

The accompanying notes are an integral part of this schedule.

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

SCHEDULE OF EXPENDITURES OF FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2025

State Grantor / Program Title	Contract Number	Expenditures	Pass-Through Expenditures
STATE AWARDS			
Texas Workforce Commission			
Direct Programs:			
Childcare - 2024	0525CCF001	$ 6,855,315	$ 6,599,611
Childcare - 2023	0524CCP001	(2,325)	(2,325)
Childcare - 2024	0525CCP001	5,873,261	5,731,010
Childcare - 2025	0526CCP001	409,454	399,651
Total Child Care - State		13,135,705	12,727,947
TANF/Choice - 2024	0525TAF001	640,501	425,706
Total TANF - State		640,501	425,706
AEL	2924ALA032	666,154	563,921
Total AEL- State		666,154	563,921
NCP - 2024	0525NCP001	122,110	105,796
NCP - 2025	0526NCP001	6,483	6,371
Total NCP - State		128,593	112,167
SNAP - 2024	0525SNE001	156,417	128,081
SNAP - 2024	0525SNE002	324,762	250,724
SNAP - 2025	0526SNE002	1,756	-
Total SNAP - State		482,935	378,805
Total Direct Programs		15,053,888	14,208,546
Total Texas Workforce Commission		15,053,888	14,208,546
Total Expenditures of State Awards		$ 15,053,888	$ 14,208,546
Total Expenditures of Federal and State Awards		$ 120,382,141	$ 109,051,817

The accompanying notes are an integral part of this schedule.

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

NOTES TO THE SCHEDULE OF EXPENDITURES OF
FEDERAL AND STATE AWARDS

FOR THE YEAR ENDED SEPTEMBER 30, 2025

1. GENERAL

The accompanying schedule of expenditures of federal and state awards (SEFSA) includes the federal and state grant activity of the Tarrant County Workforce Development Board dba Workforce Solutions for Tarrant County (the "Board") under programs of the federal government and the State of Texas for the year ended September 30, 2025. The information in the SEFSA is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the *Uniform Guidance*), and *Texas Grant Management Standards* (*TXGMS*). Because the SEFSA presents only a portion of the operations of the Board, it is not intended to, and does not present the financial position, changes in financial position, or cash flows of the Board.

2. BASIS OF ACCOUNTING

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

3. INDIRECT COSTS

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

4. RELATIONSHIP TO FEDERAL AND STATE FINANCIAL REPORTS

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

5. CONTINGENT LIABILITIES

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

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

SCHEDULE OF FINDINGS AND QUESTIONED COSTS

FOR THE YEAR ENDED SEPTEMBER 30, 2025

Summary of Auditor's Results

Financial Statements:	
Type of auditor's report issued	Unmodified
Internal control over financial reporting:	
Material weakness(es) identified?	No
Significant deficiency(ies) identified?	None reported
Noncompliance material to financial statements noted?	No
Federal and State Awards:	
Internal control over major programs:	
Material weakness(es) identified?	No
Significant deficiency(ies) identified?	None reported
Type of auditor's report issued on compliance for major programs	Unmodified
Any audit findings disclosed that are required to be reported in accordance with the *Uniform Guidance* or *Texas Grant Management Standards*?	None
Identification of major programs:	
Federal:	
Assistance Listing Numbers:	Name of Federal Program or Cluster:
93.575, 93.596	CCDF Cluster
17.258, 17.259, 17.278	WIOA National Dislocated Worker Grant
State:	Child Care - State
Dollar threshold used to distinguish between type A and type B federal programs	$3,000,000
Dollar threshold used to distinguish between type A and type B state programs	$1,000,000
Auditee qualified as low-risk auditee?	Yes

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

None

Findings and Questioned Costs for Federal and State Awards

None

TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD
DBA WORKFORCE SOLUTIONS FOR TARRANT COUNTY

SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS

FOR THE YEAR ENDED SEPTEMBER 30, 2025

None

WORKFORCE SOLUTIONS
FOR TARRANT COUNTY
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WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Accept the Performance Report & Analysis

Discussion:
This update is to provide the Board with a high-level view of the concerns, issues and challenges facing local Boards regarding performance data.

April 2026 Monthly Performance Report (MPR) was received on July 13, 2026. The extracts were received on July 14, 2026.

The Board is meeting or exceeding 16 of 20 contracted measures that are currently being reported.

Not meeting:

Credential Rate – C &T – 3.28% from meeting, projected to meet
Claimant Reemployment within 10 weeks – 3.78% from meeting measure. July – Jan data reporting.
Childcare Initial Job Search Success Rate – 13.36% from meeting.
Average Children Served Per Day – 5.04% from meeting.

Performance is unavailable for one measure:

Choices Full Engagement – Release of reporting is pending resolution of issues with the GSI's data interface with HHSC

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	MPR 1st - 3rd Qtr Rate	WIT/Tableau Projected Rate	Reporting From	To
Employed Qt. 2 Post Exit - Adult	MG	75.03%	77.78%	NA	7/24	6/25
Employed Qt. 4 Post Exit - Adult	MG	73.67%	74.08%	NA	1/24	12/24
Measurable Skills Gain - Adult	MG	70.70%	75.86%	88.92%	7/25	6/26
Median Earnings Qt. 2 Post Exit - Adult	EX	$7,100	$8,572.50	$8,157	7/24	6/25
Credential Rate - Adult	MG	71.11%	77.23%	77.10%	1/24	12/24
Employed Qt. 2 Post Exit - DW	MG	78.14%	86.24%	NA	7/24	6/25
Employed Qt. 4 Post Exit -DW	MG	79.54%	80.18%	NA	1/24	12/24
Measurable Skills Gain - DW	MG	76.00%	82.65%	85.98%	7/25	6/26
Median Earnings Qt. 2 Post Exit - DW	MG	$9,500	$9,933.00	$9,885	7/24	6/25
Credential Rate - DW	MG	77.54%	75.00%	79.17%	1/24	12/24
Employed/Enrolled Qt. 2 Post Exit - Youth	MG	74.86%	81.39%	NA	7/24	6/25
Employed/Enrolled Qt. 4 Post Exit - Youth	EX	75.56%	90.29%	NA	1/24	12/24
Measurable Skills Gain - Youth	EX	65.30%	76.37%	78.21%	7/25	6/26
Median Earnings Qt. 2 Post Exit - Youth	EX	$4,490	$6,048.91	$5,121	7/24	6/25
Credential Rate - Youth	MG	61.32%	63.96%	65.14%	1/24	12/24
Credential Rate - C&T	NM	75.00%	67.97%	75.12%	1/24	12/24
Average # of Children Served Per Day - Combined	NM	8,217	7,023	NA	10/25	9/26
Childcare Initial Job Search Success Rate	NM	57.17%	40.95%	NA	7/25	6/26
Choices Full Engagement Rate		50%	NA	NA	10/25	9/26

Claimant Reemployment 10 weeks	NM	60.76%	53.94%	53.94%	7/25	6/26
Employers Receiving Texas Talent Assistance	MG	2577	2661	3719	10/25	9/26

Compilation of data from April 2026 MPR and WIT Reports and Tableau updated 7/30/26

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
April 2026

Our board area is meeting or exceeding 16 of 20 contracted performance measures reported on the April 2026 Monthly Performance Report. TWC continues to report that they have identified a data quality issue that has led to the incorrect inclusion of customers in some of the performance measures. They are working to correct this issue and do expect to have it corrected by the July MPR. Due to this, they have suppressed performance status.

Measures not reporting:

Choices Full Engagement – the release of the Choices visualization is pending resolution of issues with GSI's data interface with HHSC.

.

Below is an analysis of the 4 contracted measures that are currently not meeting:

Credential Rate – C&T

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 75.00%. The current performance result is 67.97% or 90.63% of the target. The current performance result is 3.28% from meeting the performance target.

Corrective Action – C2GPS continues to monitor participants and reviewing exiters ensuring credentials were not missed. Program Managers and Supervisors are reviewing active training cases monthly to identify additional credential opportunities and ensure timely documentation in Work In Texas. Training requests continue to receive 100% supervisory staffing to confirm appropriate assessment, CASAS results, and alignment with in-demand occupations. C2GPS is also collaborating with the Business Services Unit to align training with local labor market demand and working closely with training providers, particularly those with lower success rates, to address trends impacting credential attainment. Despite current data access limitations requiring reliance on TWC-provided reports, C2GPS projects meeting the Credential Rate – C&T benchmark as fourth-quarter results are released and sustaining performance through year-end. TWC has been provided with a list of customers who belong to other board areas who are currently reflected in Tarrant C &T. TWC is also aware of Tarrant not reflecting any youth credentials in Denominator.

Board Staff Analysis – Reliable extracts are not available to board staff or contractor staff from the reporting system. This inability to access reliable and consistent reports is limiting the ability to address the measure. The data currently provided does include discrepancies that TWC is aware of and is in the process of being corrected by the July MPR. It is anticipated that this performance measure will improve throughout the year based on projected data.

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 53.94% or 88.78% of the target. The current result is 3.78% of meeting performance.

Corrective Action – This measure is currently on a Technical Assistance Plan (TAP) and will remain so until the target is achieved for four consecutive months. C2GPS is collaborating closely with Board Staff to identify root causes related to TWC data reporting accuracy. They have begun to implement strategies such as

enhanced claimant outreach, individualized employment plans, increased employer engagement, and process improvements. These efforts are aimed at accelerating re-employment and improving results, with ongoing monitoring and adjustments anticipated to drive measurable progress throughout the performance year Temporary staff have been hired to focus on Claimant Re-employment.

Board Staff Analysis –Current performance is reporting July 2025 through January 2026. TWC changes to how data is reported for wages have shown some improvement in performance over the last few months. 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 40.95% or 71.63% of the target. The current result is 13.36% of meeting performance

Corrective Action – Reporting to identify, outreach and offer proper services/resources to those, prior to the 90-day expiration timeframe remains a struggle. Identified parents reflecting negative on the provided TWC extracts are being reviewed for proper documentation and corrected based on feedback received from TWC TA regarding how system tracks performance. Parents that are currently in child care job search are referred to the Workforce Triage Team for extension of job search services.

Board Staff Analysis – Performance data has been reviewed by board staff, and the lack of quality reports to track the data limits the ability to forecast and mediate this measure. TWC began providing the extract for this measure in March, but they have not been consistent.

Childcare Average Number of Children Served Per Day

Description – Average number of Units of Low Income, Transitional, Homelessness, Choices, TANF Applicant, SNAP E&T, and Former DFPS Child Care paid for or subsidized by CCDF or Title XX funds during the performance period.

Performance – The target for this measure is 8217. The current performance result is 7023 or 85.47% of the target. The current result is 5.04% of meeting performance

Corrective Action – This measure is under evaluation by TWC and subject to target adjustment due to the ramp down of funding expected in FY27 and forward. Contractor staff continue to enroll from waitlist based on regulated priority populations. Outreach is conducted every other week and ranges from 200 – 500 applications per outreach pull. Conversation rate from outreach to enrollment ranges from 20% to 30% and has remained within that range since the beginning of the program year. Performance target is expected to be decreased at the state level, tentatively with the July MPR, to better reflect affordability for the upcoming program year.

Board Staff Analysis – Performance for this measure is expected to improve through the course of the reporting period and it is expected that the target will be reduced to accommodate the changes in funding for upcoming program year.

WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:

Authorize the Executive Director to negotiate and execute a contract renewal with Ed Tay, Inc dba E Taylor & Associates for fiscal monitoring of the Board's contracted service providers during Fiscal Year 2027.

Discussion:

The Board's contract with Ed Tay, Inc dba E Taylor & Associates for fiscal monitoring of the Board's contracted service providers was most recently procured and awarded in 2022, for a start-date of 10-1-2022. The award provided for an initial term of one year, with the option to renew for up to four additional years.

We are currently completing the third renewal year of this contract. It is requested that the Board authorize the Executive Director to negotiate and execute the fourth and final renewal of this contract, which will continue services with this provider through 9-30-2027.

Fiscal Impact:

Funding for these services is included in the proposed Board budget for fiscal year 2027.

Staff Contact(s):

Jack Cummings, Associate Executive Director, Administration

WORKFORCE DEVELOPMENT BOARD COMMUNICATION
August 26, 2026

Action Requested:
Approve the Chair, Vice-Chair and Second Vice-Chair Nominations for FY 2027 Board Officers, in accordance with the Nominating Committee's recommendation.

Discussion:
The Nominating Committee, composed of Jennifer Limas (chair), Jessica Heer, Jeff Postell and Dr. Di Ann Sanchez met for the purpose of recommending to the Workforce Development Board a Chair, Vice-Chair and Second Vice-Chair to serve for the next fiscal year.

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

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

- Rosa Navejar for the role of Workforce Development Chair
- Jerletha McDonald for the role of Workforce Development Vice-Chair
- Jessica Heer for the role of Workforce Development Second Vice-Chair

In accordance with the Board Bylaws, notice was sent to all Workforce Development Board Members requesting that any additional nominations may be made in writing by any member to the Nominating Committee Chair no later than fifteen (15) calendar days before the election, provided prior consent of the nominee has been secured. No additional nominations were made.

Fiscal Impact: None

Staff Contact(s):
Lacey Douglas, Communications and Events Director

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WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Authorize the Executive Director to award, negotiate and execute a contract renewal with Child Care Management Services, LLC (CCMS), a subsidiary of Child Care Associates, Inc., to continue operating the Tarrant County Child Care system from October 1, 2026, through September 30, 2027, in accordance with the Workforce Delivery Systems Committee recommendation.

Discussion:
Initial year of service was procured through Request for Proposals (RFP) issued for FY 2024 (beginning October 1, 2023). The resulting contract includes one base year with four optional one-year renewals, contingent on performance and funding availability.

Staff recommend extension to exercise the third of four-renewal option with CCMS, based on satisfactory performance and monitoring outcomes. This extension will ensure continuity of services for families and providers in Tarrant County.

Child Care Management Services, LLC (CCMS) is projected to meet contracted service level targets with minimal modifications to the Statement of Work (SOW).

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

Fiscal Impact:
The contract will be funded through TWC's FY 2027 allocations for Child Care Delivery System Operations and Quality Initiatives.

Staff Contact(s):
Nicole Allen, Child Care Director
Tiffany Clayton, Associate Director for Child Care Program Operations

WORKFORCE SOLUTIONS
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WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:

Approval of the Fiscal Year 2027 Budget in accordance with the Workforce Investment Committee's Recommendation.

Discussion:

The proposed FY 2027 budget is being presented in a budget workshop on Friday, August 21, 2026. Several members of the Workforce Development Board are expected to attend, along with other interested parties. Following the workshop, the Workforce Investment Committee will meet and consider recommending approval of the proposed budget to the Workforce Development Board and the Workforce Governing Board. The proposed budget is summarized as follows:

Revenues

Category	FY 2026 Adopted	FY 2027 Proposed	Increase / (Decrease)	% Increase / (Decrease)
Child Care Funds	109,422,803	118,342,261	8,919,458	8.2%
Workforce Services Funds	23,356,428	23,912,943	556,515	2.4%
Adult Education & Literacy Funds	5,718,488	6,070,141	351,653	6.1%
Total	**138,497,719**	**148,325,345**	**9,827,626**	**7.1%**

Expenditures

Board & System Wide Infrastructure	8,891,643	9,794,870	903,227	10.2%
Rent & Utilities - All Locations	2,210,905	2,217,352	6,447	0.3%
Child Care Services	106,022,075	114,363,798	8,341,723	7.9%
Workforce Center Operations	9,153,786	9,916,818	763,032	8.3%
Direct Client Services	6,790,581	6,400,926	(471,820)	-6.9%
Ancillary (community-based) Services	703,506	747,342	43,836	6.2%
Adult Education & Literacy Services	4,725,223	4,884,239	159,016	3.4%
Total	**138,497,719**	**148,325,345**	**9,745,461**	**7.0%**

Observations regarding revenues in the proposed budget are as follows:

Overall Revenues:

Revenues for FY 27 are increasing by 7.1% overall. As usual, Child Care accounts for the majority of this increase. The proposed budget includes

approximately $10 million in carryover funding. This compares to no child care carryover included in the initial FY 26 budget. Aside from this increase, overall child care funding is level on a year-to-year basis.

Funding for Workforce Services shows an increase of 2.4%, due again to an increase in the amount of prior-year carryover funding projected to be available during FY 27.

For the Adult Education and Literacy program, funding has stabilized and increased by just over 6% from the initial FY 26 budget. Board members may recall that there was significant uncertainty around the funding for this program at this time last year. Fortunately, these issues have settled out in favor of continuing a solid funding base for these activities.

Highlights regarding expenditures in the proposed budget are as follows:

Overall Expenditures

Total expenditures for FY 27 are budgeted to increase by just over $9.7 million or 7%. The majority of this increase is due to the increase in budgeted child care funds.

Board and System-Wide Costs

Regarding the Board and System-Wide costs category, this budget includes an increase of 10.2%, year-to-year. Board members may recall that at this time last year, our system was under significant funding pressure due to proposed cuts at the federal level.

In response to these pressures, the FY 26 budget was prepared with an emphasis on limiting operating costs while maintaining level funding for program services. This included not funding employee raises in the initial budget and limiting other operating costs to the minimums required. As FY 26 progressed, the funding picture did improve, which allowed for funding for raises to be restored during the mid-year budget amendment. The initial absence of these funds, however, is reflected in the year-to-year budget summary shown above.

This proposed budget also includes the restoration of funding for two positions that were eliminated in the FY 26 budget, and for one new position in the Child Care program, to expand our efforts in monitoring and investigating any possible fraud scenarios.

Increases in Board operating costs in this budget include additional software totaling $126,301, increases in building and equipment maintenance totaling $46,050, securing assistance to build an LMI dashboard in the amount of $30,000. Other increases are seen in network charges from AT&T, Legal and Professional services, Equipment purchases, and Insurance costs. Also funded are the costs of the consultant who will lead the FY 27 Strategic Planning initiative, and the cost of hosting a child care

conference during the coming year.

Workforce Center Operations

Regarding the Center Operations category, an overall increase of $763,032 or 8.3% is seen in this budget. As in the Board budget, staffing costs are restored to the level seen prior to the reductions made for the FY 26 budget.

It is also noted that a required procurement of our Board's Workforce Center Services Provider was conducted in 2026. In the responses received, higher operating costs were seen in the proposals from all bidders. These were presented as indirect cost requests in varying amounts from the proposers. In the case of C2, our current provider and recipient of the new award for this contract, their proposed indirect costs net out to an increase of just over $425,000 from the previous year. We note that the C2 proposal did present the lowest indirect costs of the three proposals that were received.

Additional information about the proposed budget will be presented and discussed during the annual budget workshop to be held on Friday, August 21, 2026. Board members are welcome and encouraged to attend this virtual meeting.

Fiscal Impact:

The approval of the annual budget totaling $148,325,345 for Fiscal Year 2027, which runs from 10/1/2026 through 9/30/2027.

Staff Contact(s):

Jack Cummings, Associate Executive Director, Administration

WORKFORCE SOLUTIONS
FOR TARRANT COUNTY
A proud partner of the AmericanJobCenter network

WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Discussion:

The purpose of this update is to provide the Workforce Governing and Workforce Development Board with a status report on Workforce Solutions for Tarrant County's strategic planning initiative being facilitated by MKM Consultants LLC. Following a competitive procurement process, the Board approved the selection of MKM Consultants LLC, and a contract was executed to guide the development of the Board's next strategic plan.

Phase 1: Project Launch and Scope Refinement (Completed)
Successfully launched Phase 1 of the project by engaging leadership staff, defining objectives, refining scope and establishing a clear roadmap to support successful implementation and alignment with organizational priorities.

Completed activities included:

- Contract finalized
- Leadership staff kickoff meeting held on July 15th, 2026
- Scope and project objective refinement
- Stakeholder engagement planning
- Development and confirmation of the project timeline

Phase 2: Research, Environmental Scan, and Data Analysis (In Progress)
This phase of the project is currently focused on collecting and analyzing information that will inform the Board's next four-year strategic plan.

Key activities include:

- Review of organizational, governance, and planning documents
- Labor market and environmental analysis utilizing Lightcast data
- Assessment of workforce and child care operations
- Analysis of training investments and Individual Training Account (ITA) utilization
- Stakeholder interviews and outreach activities

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

To support the consultant's research efforts, Workforce Solutions for Tarrant County has provided extensive organizational data and resources, including:

- Workforce and child care program performance data
- Board governance materials, meeting records, and committee information
- Previous strategic planning documents
- Stakeholder contact and engagement lists
- Lightcast labor market data resources
- Individual Training Account (ITA) and training investment information
- Child Care program orientation and operational overview

These materials will support the environmental scan, organizational assessment, labor market analysis, and identification of emerging trends and strategic opportunities.

Phase 3: Stakeholder Engagement (In Progress)
Stakeholder engagement is underway and will continue throughout the research phase.

Activities include:

- Individual interviews with Board members, employers, workforce partners, educational institutions, community organizations, and senior staff
- Focus groups and listening sessions with our workforce center customers
- Surveys designed to capture broad stakeholder input

The engagement process is intended to gather perspectives on:

- Workforce system strengths and opportunities for improvement
- Employer workforce needs
- Emerging labor market trends
- Partnership opportunities
- Future strategic priorities for the Board

Upcoming In-Person Strategic Planning Session
Date: October 19, 2026
Time: 1:00 p.m. – 5:00 p.m**.**
Location: Women's Center of Tarrant County

The planning session will bring together Board members and staff to:

- Review findings from the environmental scan and stakeholder engagement process
- Evaluate organizational strengths, weaknesses, opportunities, and challenges
- Confirm and refine mission and vision statements
- Identify strategic priorities and focus areas
- Discuss the Board's future role in workforce development
- Establish the strategic direction for the next four years

This session will serve as a critical milestone in developing consensus around the Board's long-term priorities and goals.

Strategic Planning Project Timeline:

Milestone	Status
Project Kickoff	Completed July 15, 2026
Phase 1: Project Launch & Scope Refinement	Complete
Phase 2: Research & Environmental Scan	In Progress
Phase 3: Stakeholder Engagement	In Progress
In-Person Strategic Planning Session	October 19, 2026 from 1pm – 5pm
Draft Strategic Plan	Fall 2026
Final Strategic Plan & Dashboard	Late 2026

Fiscal Impact:

Funding in the amount of $27,900 has been allocated for MKM Consultants to facilitate the strategic planning process for Workforce Solutions for Tarrant County.

Staff Contact(s):

Stephanie Roberts, Planning Director

WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION
August 26, 2026

Action Requested:
Accept the Communications & Events Report

Discussion:
This report is to update the Workforce Development & Workforce Governing Board on outreach and event activities since the last meeting in June.

Press Releases and Media Mentions

- **Press Release:** Workforce Solutions for Tarrant County and Fort Worth Chamber of Commerce Join Forces to Strengthen Tarrant County's Workforce and Business Community (attached).
- **Fort Worth Report:** Tarrant County teachers trade classrooms for construction sites in workforce externship (attached).
- **Fort Worth Report:** How four Tarrant cities are wooing economic development as land availability shrinks (attached).

Awards and Recognitions

2026 Fort Worth Newsmakers (attached)

For the third year, the Dallas Business Journal has identified the Fort Worth Newsmakers, a collection of influential business leaders and who are shaping the west side of the Metroplex.

We are proud to share that Robert Sturns, Executive Director of Workforce Solutions was added to that list this year! This is not an awards program. There were no nominations. Instead, senior members of our newsroom selected the leaders we think will have an outsized influence on Cowtown in the next year.

Make sure to check out the September 11th edition of the Dallas Business Journal where they will highlight more about the winners. On September 3rd there will be a reception held for those being named to this year's list.

American Legion Award

July 10th Executive Director, Robert Sturns attended the American Legion National Headquarters State Award Presentation in Austin, Texas. Mr. Sturns accepted the Employment Service (Local Office) of the Year on behalf of Workforce Solutions for Tarrant County.

The award recognizes a local workforce office that demonstrates exceptional impact in helping veterans secure employment, advance their careers and successfully transition into the civilian workforce.

Mr. Sturns said, “As a veteran, this recognition is especially meaningful to me. It reflects our team’s deep commitment to ensuring those who have served our country have access to the opportunities, support and resources they deserve as they transition into the civilian workforce. I could not be more proud of the work being done every day to serve our veterans."

Mr. Sturns will be attending the 107th National Convention, Aug. 28-Sept. 3 in Louisville, Ky to receive the national award.

Northeast Tarrant Area Job Fair

June 25th, we co-hosted along with Birdville ISD and their CTE Center a new job fair. Our team saw a gap in the locations of our job fairs throughout Tarrant County and we thought it was important to host something on the Northeast side of Tarrant County.

- 37 Employers Attended
- 2,002 job openings were available at this event
- 507 Job Seekers Attended
    - of that number 33 identified as a Veteran or a spouse of a Veteran
- Walking into the event we had over 809 pre-registrations
- 231 Interviews were Scheduled or Conducted
- 9 Firm Hires have already been made

Tarrant County Workforce and Economic Development Forum

The Tarrant County Workforce and Economic Development Forum was held on July 30th at the Bob Duncan Center in Arlington. Workforce Solutions for Tarrant County and the Arlington Economic Development Corporation co-hosted the event which, brought together regional leaders, distinguished speakers and community partners for a day focused on innovation, collaboration and regional opportunity. The strong attendance and active engagement throughout the venue reflected a shared commitment across Tarrant County to building a resilient, forward-looking local economy.

The forum opened with a keynote address from Adriana Cruz, Executive Director of the Texas Economic Development & Tourism Office. Drawing on a statewide perspective, Cruz highlighted the critical importance of local and regional collaboration in driving Texas' overall economic growth. Her remarks emphasized that sustained economic progress relies on strong, aligned partnerships among neighboring municipalities.

Later in the program, Renee Parker, Business Services Director, led an interactive table discussion focused on workforce trends, employer engagement, and practical strategies for regional success.

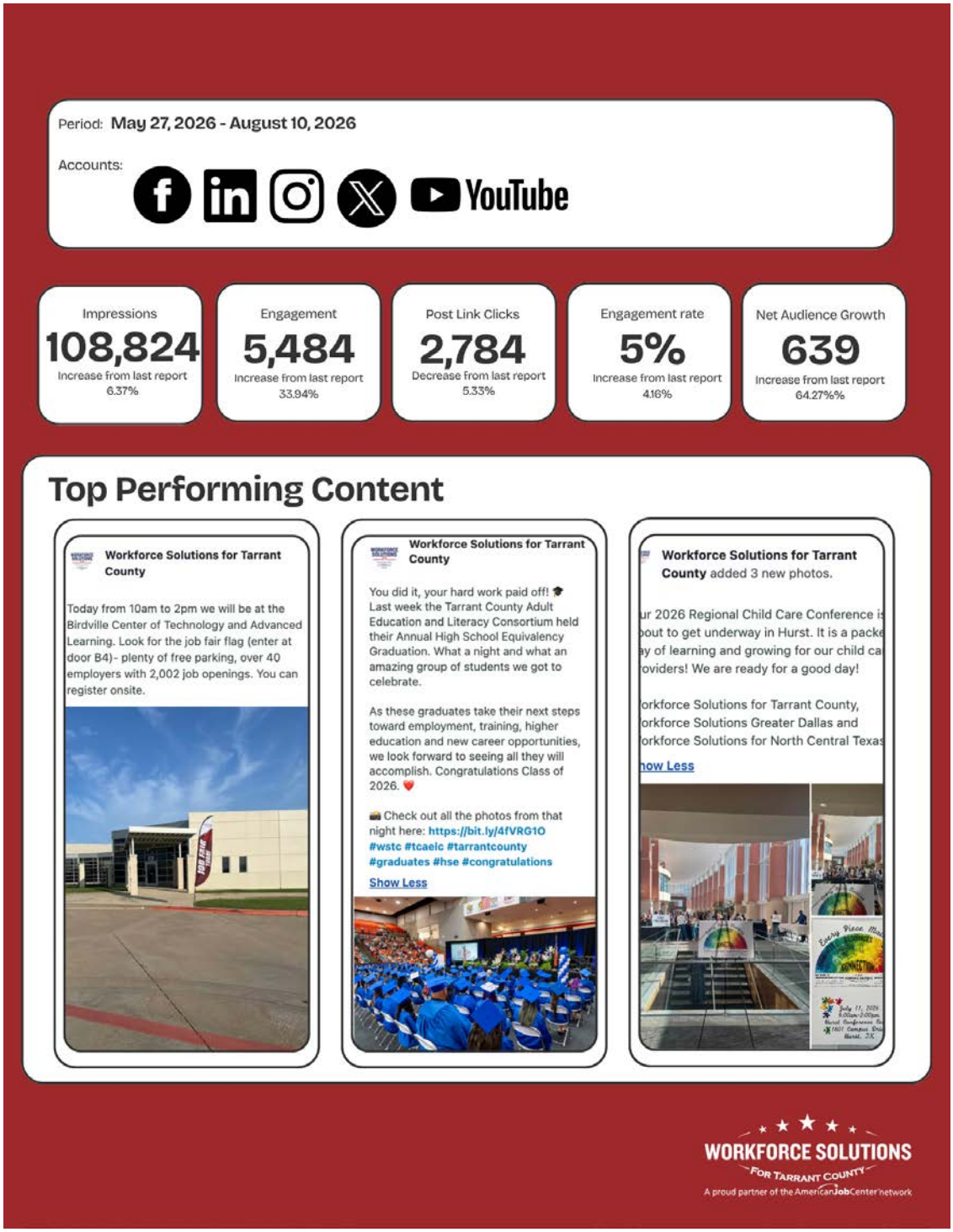
Kay Brown, Assistant Executive Director, Arlington Economic Development Corporation moderated an expert panel featuring regional economic development leaders Robert Briggs, Director of Economic Development, City of Haltom City, Christie Goodman, Director of Targeted Attraction and State Affairs, Arlington Economic Development Corporation, Ana Erwin, Assistant Director of Economic Development with City of Keller, and Rachel Bagley, Assistant Director of Economic Development with the City of Mansfield.

Overall, the forum showcased the remarkable depth of expertise and spirit of collaboration driving Tarrant County's economic progress, providing attendees with actionable strategies to support continued growth across the region.

Upcoming Events

- Neighborhood Job Fair:
  - August 19, 2026, from 10am to 2pm at the Northside Community Center.
  - Workforce Solutions for Tarrant County is proud to partner with The City of Fort Worth, Mayor Pro Tem Carlos Flores and the Northside Community Center on this event.
  - NOTE: this packet will be sent out before the final numbers are ready from this event, however we can update the board at our meeting).
- Fort Worth Area Job Fair
  - September 30, 2026, from 10am to 2pm at Texas Wesleyan University.
  - Workforce Solutions for Tarrant County is proud to partner with Trinity Metro and Texas Wesleyan University on this job fair.
  - https://fortworthareajobfair.eventbrite.com
- 15th Annual Hiring Red, White & You! Job Fair
  - November 5, 2026, from 10am to 2pm at Globe Life Field
  - Workforce Solutions for Tarrant County is proud to partner with The Texas Workforce Commission and the Texas Veterans Commission on this job fair.
  - https://hrwyjobseeker.eventbrite.com

Social Media Performance



Staff Contact(s):

Lacey Douglas, Communications & Events Director

FOR IMMEDIATE RELEASE
August 13, 2026

Workforce Solutions for Tarrant County and Fort Worth Chamber of Commerce Join Forces to Strengthen Tarrant County's Workforce and Business Community

TARRANT COUNTY, Texas - Workforce Solutions for Tarrant (WSTC) and the Fort Worth Chamber of Commerce (FWC) will formalize a new strategic partnership through a Memorandum of Understanding (MOU) designed to strengthen connections between the region's business community and workforce system.

The partnership brings together two organizations with deep connections to local employers and a shared commitment to ensuring Tarrant County has the talent, resources and opportunities needed for businesses and individuals to thrive.

More than a ceremonial agreement, the MOU establishes a framework for ongoing collaboration in areas that directly impact the region's workforce and economic competitiveness. By bringing together the workforce system and the business community, the organizations will create additional opportunities to listen, collaborate and act on the issues affecting employers and the region's workforce.

Through the partnership, WSTC and FWC will collaborate to:

- Connect businesses to resources and opportunities through co-branded outreach, shared promotion and coordinated communications.
- Expand internships and work-based learning opportunities that help students and job seekers gain valuable experience while giving employers opportunities to develop future talent.
- Share data, research and employer insights through surveys and information exchange to better understand workforce challenges and opportunities.
- Strengthen industry engagement through collaboration on task forces, industry councils and other initiatives focused on the needs of local businesses.
- Identify and address emerging workforce needs by combining the organizations' research, relationships and knowledge of the business community.
- Amplify the impact of workforce initiatives through coordinated communications and storytelling that increase awareness of available resources and opportunities.

"This partnership reflects our shared commitment to building a stronger workforce ecosystem," said Workforce Solutions for Tarrant County Executive Director Robert Sturns. "No single organization can meet today's workforce challenges alone. By listening to employers, sharing knowledge and aligning our efforts, we can help build the talent pipeline our businesses need while creating access to meaningful careers for the individuals who live and work in Tarrant County."

-more-

“Workforce and talent are among the top priorities for employers of every size, from our largest companies to our small businesses,” said Fort Worth Chamber President & CEO Steve Montgomery. “The Chamber has a unique role in bringing the business community to the table, listening to employers and helping align workforce strategies with the needs of our economy. This partnership gives us an important opportunity to turn those connections into action and help ensure Tarrant County businesses have access to the talent they need to grow and succeed.”

MEDIA OPPORTUNITY

WHAT: MOU signing between Workforce Solutions for Tarrant County and the Fort Worth Chamber of Commerce

WHEN: Thursday, August 20, 2026, at 3 p.m.

WHERE: Fort Worth Chamber of Commerce Offices: 777 Taylor St #900, Fort Worth, TX 76102

WHY ATTEND: The signing represents a new level of collaboration between the region’s workforce and business communities, with a focus on building stronger talent pipelines, expanding opportunities for work-based learning and ensuring workforce strategies are informed by the needs of local employers.

Media will have an opportunity to photograph the signing and interview representatives from both organizations about the partnership and its anticipated impact on Tarrant County’s workforce and business community.

Media Contacts:

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Angela Hall
Vice President - Marketing
Fort Worth Chamber of Commerce
817-338-3303
ahall@fortworthchamber.com

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Workforce Solutions for Tarrant County (WSTC) 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. More information can be found at www.workforcesolutions.net or by calling 817-413-4000.

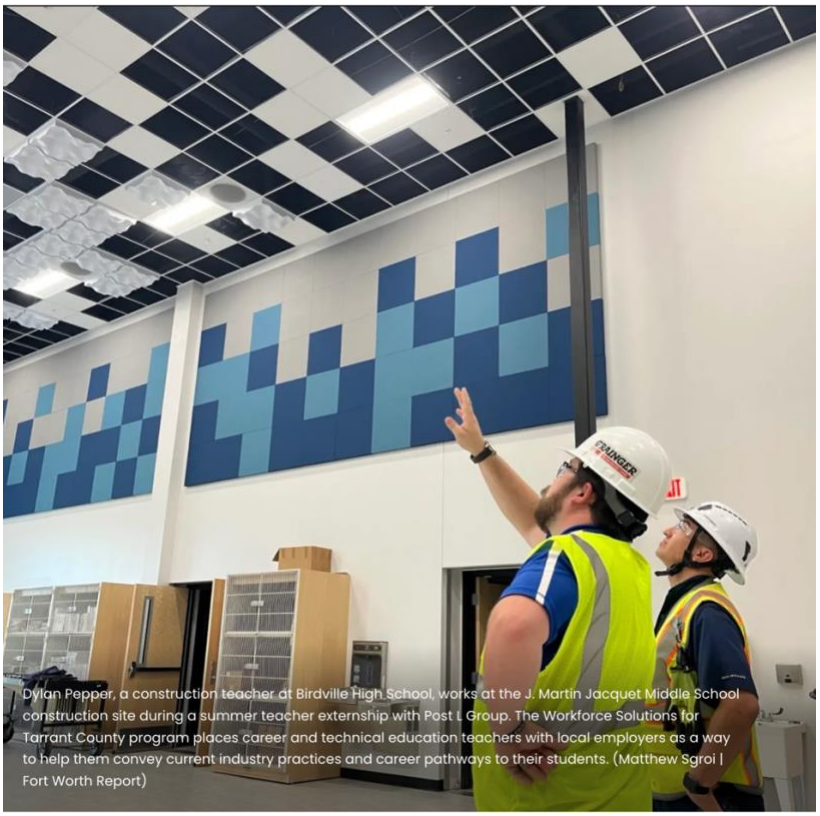
About the Fort Worth Chamber of Commerce

The Fort Worth Chamber, with more than 1,250 member businesses, serves as the leading voice of the business community in one of the fastest-growing cities in the nation. Through its core functions of leadership, engagement, and advocacy, the Chamber’s mission is to bring the Fort Worth region together to identify issues, solve problems and align resources, resulting in a stronger business climate and greater economic prosperity for all. For more information, visit fortworthchamber.com.

FORT WORTH REPORT

Tarrant County teachers trade classrooms for construction sites in workforce externship

by Matthew Sgroi July 22, 2026



Dylan Pepper, a construction teacher at Birdville High School, works at the J. Martin Jacquet Middle School construction site during a summer teacher externship with Post L Group. The Workforce Solutions for Tarrant County program places career and technical education teachers with local employers as a way to help them convey current industry practices and career pathways to their students. (Matthew Sgroi | Fort Worth Report)

Dylan Pepper stood inside J. Martin Jacquet Middle School in a hard hat and reflective vest, surrounded by exposed ceiling wires, ladders and construction materials.

The Birdville High School construction teacher took a drill to a wall, passed materials to a worker on stilts and reviewed project information on a tablet during a June visit with construction firm Post L Group.

Pepper already teaches students how to frame walls and complete basic electrical work. What he found himself studying during the summer externship were the things surrounding the hands-on work: budgets, documentation, communication and the steps workers can take to move into less physically demanding roles.

“Financial tracking has been my big thing throughout this whole project,” Pepper said.

The Texas Workforce Commission-funded program is expected to serve up to 45 educators this year. Participating teachers receive a $2,000 stipend after completing the program and can receive up to $500 for classroom materials tied to lessons they develop from the experience.

Employers span industries from construction, aerospace and manufacturing to hospitality and employment areas like logistics and business administration. The aim is to give teachers a current look at local workplaces so they can better explain career options and employer expectations to students.

In Pepper's mind, that means expanding a project his students already do each year. Students build a frame of a model home, complete with plumbing and electrical work. Teachers can also adapt the project to include roofing, siding, insulation or heating and air conditioning, he said.

This year, Pepper wants students to track the cost of each trade's contribution as the project develops, rather than focusing only on finishing the structure.

Students sometimes arrive believing construction requires little academic knowledge, Pepper said.

"A lot of people think that you just whack stuff and slap it, and that's just not the truth anymore," Pepper said. "You have to be good at geometry. You have to have a little bit of algebraic reasoning."

He also wants students to understand that deciding to enter a trade is not the end of a career plan.

A worker might begin as a laborer, become a skilled tradesworker, become a foreman and later move into estimating or project management, Pepper said. He also wants them to understand that decades of physical work can take a toll.

"You want to see what that next move is after the hands-on experience," Pepper said.

Post L Group joined the program partly to ensure teachers are sharing current industry information with students, said Shanna Saldaña, the company's vice president of marketing and business development. She also serves as vice president of operations for Building Pathways, a nonprofit that helps young people enter construction careers.

Students often see only the most visible field jobs, Saldaña said. Construction companies also employ engineers, safety personnel, estimators, human resources staff and compliance workers. "It's a lot more than just the guys working on the side of the road," Saldaña said. "It's not just about swinging a hammer or pushing a broom."

Working with people can be the most difficult part of the job, she said. Employers need workers who can communicate, solve problems and collaborate with people from different organizations and backgrounds.

“If you can’t speak to the person standing next to you, there’s a real problem,” Saldaña said.

Teachers received a different view of industry at The Rios Group, a Fort Worth company that maps utilities beneath roadways and helps coordinate their relocation.

Employees walked teachers through computer-aided design work, field sketches and the process of identifying utility owners.

Brad Hutchison, The Rios Group’s North Texas utility coordination manager, said students need to understand the planning that takes place between a project’s design and the finished product. Organization and ability to adapt are among the skills young workers may need to strengthen, he said.

Steve Davidson, a Keller ISD construction pathways teacher, said the externship with The Rios Group reinforced his focus on helping students find careers rather than temporary jobs.

“The biggest misconception is it is just — let’s say — digging ditches,” Davidson said. “There’s a lot more opportunity than that if you put in the work.”

Davidson teaches at the Keller Center for Advanced Learning, where students can move from introductory courses on industry trades into advanced classes and work-based learning experience. During their senior year, students attend school part time and work part time with an industry partner.

One recent student began working for Trane during high school and was hired after graduating, Davidson said. The company provided him with his own work vehicle.
“I’m not trying to get them a job,” Davidson said. “I’m trying to find them a career that they can stay with.”

One of the externship program’s biggest benefits is the network teachers build with employers, Davidson said. He plans to invite sales representatives, technicians and engineers into his classroom so students can hear from people working across the industry.

Meanwhile, Pepper will look for the program’s impact in how his students manage their starter-home project — especially whether they keep up with costs and paperwork as the work progresses.

He knows the challenge personally. Pepper described himself, during his student years, as someone who procrastinated and rushed to finish at the end.

Now, he wants his students to learn that building the wall is only part of the work.

Disclosure: Rachel Navejar Phillips, a member of Fort Worth Report’s board of directors, works at The Rios Group. News decisions are made independently of our board members and financial supporters. Read more about our editorial independence policy here.

FORT WORTH REPORT

How four Tarrant cities are wooing economic development as land availability shrinks

by Eric E. Garcia August 2, 2026

Community leaders and project developers pose with a ceremonial ribbon and scissors to commemorate the opening of Texas Health Mansfield Stadium July 1, 2026, in Mansfield. (Joseph Morgan | Fort Worth Report)

Tarrant County cities are focused on bringing new businesses to their booming areas even as available land becomes scarce.

At a recent economic development forum, officials with Arlington, Mansfield, Haltom City and Keller discussed how they are recruiting and retaining companies in that situation. They appeared at a Workforce Solutions for Tarrant County forum on July 30 at the Bob Duncan Center in Arlington.

Arlington, with a population of more than 400,000, is about 95% built out, making recruitment of large companies seeking multi-acre campuses challenging, said Christie Goodman Duke, director of targeted attractions and state affairs for the nonprofit Arlington Economic Development Corp.

Land redevelopment is Arlington's focus as officials seek the next "big, shiny thing," Duke said.

Arlington is concentrating on growing its tax base through the recruitment of energy, bioscience, aerospace, and film and TV production companies, she said.

Arlington's southern neighbor, Mansfield, is working to retain its small-town charm for more than 85,000 residents, as it booms with new housing, sports facilities and companies, said Rachel Bagley, the city's assistant director of economic development.

Mansfield is planning about 30 major projects, including road improvements and office development, but remains strategic about land development, Bagley said.

A July 30 Workforce Solutions for Tarrant County panel included moderator Kay Brown Patrick, left, assistant executive director of the Arlington Economic Development Corporation; Robert Briggs, director of economic development for Haltom City; Rachel Bagley, assistant director of economic development for Mansfield; Ana Erwin, assistant director of economic development for Keller; and Christie Goodman Duke, director of targeted attractions and state affairs for Arlington Economic Development Corporation. (Eric E. Garcia | Fort Worth Report)

Economic development for Mansfield means focusing on attracting high-paying jobs to the city through manufacturing, healthcare and life sciences to create opportunities for residents to work there, she said.

Haltom City, with a population of about 50,000, only has about 250 acres of available land for development, said Robert Briggs, the city's economic development director.

Briggs said the city is focused on recruiting advanced manufacturing facilities to build out the remaining acreage, which is scattered across the city. Each property has its own challenges, he added.

Public infrastructure investments make available sites more attractive, Briggs said.

Keller, with a population of more than 46,000, is about 98% built out, meaning that developmental efforts must work to fit the community, said Ana Erwin, the city's assistant director of economic development.

The Northeast Tarrant city is seeking to increase its daytime population with more jobs based there, Erwin said.

Training programs with Keller ISD are underway, since many high school graduates leave the city for higher-paying jobs elsewhere, Erwin said. Top areas of concentration include engineering, architecture and medicine, she added.

As fewer students seek a college education, job training programs become more important for finding high-paying jobs, Duke said.

Officials said each of the four cities continues to help small businesses grow.
“We’re here to help,” Duke said.

Bagley said small businesses remain the lifeblood of communities, especially in Mansfield. She said the city is developing a permanent cottage market of small offices for businesses to use.

Erwin said Keller officials always want to talk to small businesses interested in moving to the city.

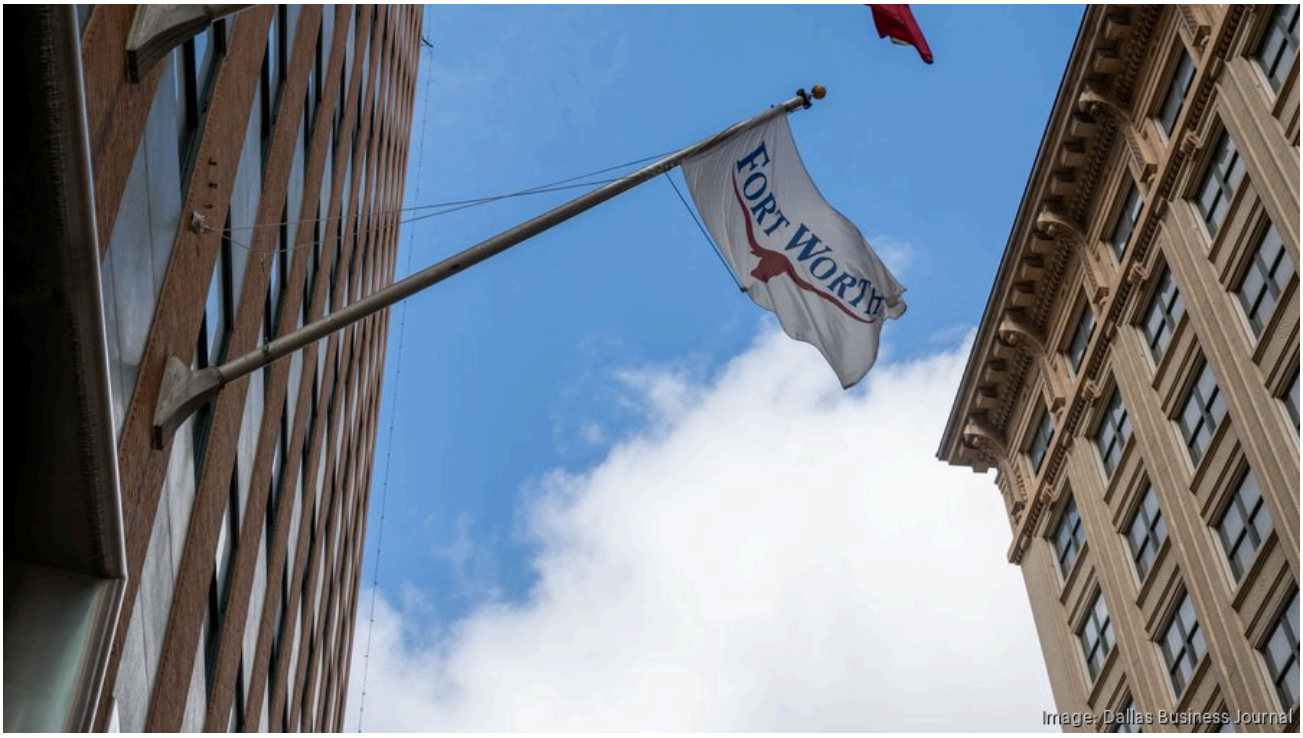
Briggs cited Star Industries, a 40-year-old machine and tool rental company in Haltom City, that is growing.

“They’re expanding, tripling in size,” he said. “We partnered with them along the way. I think the fruits of that labor will pay off.”

Robert Sturns, executive director of Workforce Solutions, said the economic development forum, the agency’s second, helps people understand how cities are bolstering their job attraction efforts, taking into consideration the continuing impact of artificial intelligence on jobs as well as lingering effects of the COVID-19 pandemic.

Editor’s note: This story was updated Aug. 4 to clarify Erwin’s statements.

30 people shaping the future of Fort Worth



DBJ has published its latest list of Fort Worth Newsmakers and it includes energy CEOs, chamber of commerce leaders and real estate execs.
JAKE DEAN

By Will Anderson – Editor in Chief, Dallas Business Journal
Jul 14, 2026

Fort Worth is a city on the move.

Now the 10th-largest city in the country, it combines rapid growth with a unique culture and place in Texas history. That duality has created a class of leaders who are both protecting Fort Worth's identity and adding to it in unique ways.

Those are the kinds of leaders we're highlighting in the third annual Fort Worth Newsmakers list: 30 people who are helping to shape the future of a dynamic and economically diverse place. This is not an awards program. There were no nominations. Instead, senior members of our newsroom selected the leaders we think will have an outsized influence on Cowtown in the next year.

We will highlight the Newsmakers online and in the Sept. 11 print edition. These are pros you need to know if you have big ideas – or big questions – about Fort Worth.

2026 Fort Worth Newsmakers

• Susan Alanis, Panther Island Program director, Tarrant Regional Water District

• Mike Berry, president, Hillwood

• Kirk Calhoun, president, UNT Health Fort Worth

• Cody Campbell and John Sellers, co-CEOs, Double Eagle Energy Holdings

• David Cooke, COO, Sundance Square

• Jennifer Cowley, president, University of Texas at Arlington

• Cameron Cushman, executive director, Fort Worth-Tarrant County Innovation Partnership

• Joseph DeWoody, CEO, Valor Mineral Management

• Ryan Dickerson, CEO, Walsh Cos.

• Karen Duncan, president and CEO , JPS Health Network

• Gibson Duwe, principal, Transwestern; also 2SP partners

• Ericka Garza, president and CEO , Fort Worth Hispanic Chamber of Commerce

• Michelle Green-Ford, president and CEO, Fort Worth Metro Black Chamber of Commerce

• Megan Henderson, president, Near Southside Inc.

• Matt Homan, manager, Dickies Arena (Trail Drive Management Corp.)

• Monica Luera Kessler, vice president of redevelopment services, Trademark Property Co.

• Anette Soto Landeros, chief strategy officer, Trinity Metro

• Alan Lund, executive vice president, MP Materials

• Danny Maldonado, CEO, Bell Textron Inc.

• Steve McKeever, developer, North City

• Rick Merrill, president and CEO, Cook Children's Medical Center

• Daniel Pullin, chancellor, Texas Christian University

• Jessica Rogers, director of economic development, city of Fort Worth

• Susan Sheffield, CEO, GM Financial

• Schafer Smartt, vice president of development, Larkspur Capital

• Robert Sturns, executive director, Workforce Solutions for Tarrant County

• Heath Townsend, vice president of development, Dart Interests

• Adrienne Wall, managing partner, Munsch Hardt

• Mitch Whitten, president and CEO, Visit Fort Worth

To see more leaders influencing the growth of Fort Worth, check out past newsmakers lists from 2024 and 2025.

WORKFORCE DEVELOPMENT BOARD COMMUNICATION
August 26, 2026

Action Requested:
Accept the Advocacy Committee Report

Discussion:
The Workforce Solutions for Tarrant County Advocacy Committee held its inaugural meeting on July 15, 2026, to establish a structured approach for educating policymakers, engaging stakeholders, and advancing workforce development priorities at the local, state, and federal levels. Committee members discussed the changing advocacy landscape, identified key workforce issues affecting the region, and outlined initial steps for building relationships with elected officials and community partners.

A central theme throughout the discussion was the need for Workforce Solutions to take a more proactive role in communicating workforce system priorities, particularly given the diminished role of traditional statewide workforce advocacy organizations and evolving federal and state policy developments.

Key Discussion Topics

Establishment of the Advocacy Committee
Members discussed changes within the broader workforce advocacy environment, including:

- Reduced activity of the Texas Association of Workforce Boards (TAWB).
- Emergence of the Workforce Innovation Network (WIN) as a collaborative forum for workforce board leaders.
- A growing need for local workforce boards to engage directly with elected officials and policymakers.

Defining Advocacy
Committee members emphasized that advocacy should focus primarily on education and awareness rather than lobbying. Suggested activities included:

- Educating board members, business leaders, and elected officials on workforce issues.
- Developing concise policy and issue briefs.
- Building stronger relationships with legislators and regulatory agencies.

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- Aligning workforce priorities with community and chamber legislative agendas.
- Leveraging committee members' professional networks to elevate workforce issues.

Priority Workforce Issues Identified
The committee generated an extensive list of potential advocacy priorities and agreed that future efforts should narrow the focus to two or three major areas. Topics identified included:

Workforce and Economic Development
- High-demand occupations and industry needs.
- Expanded training opportunities and career pathways.
- Workforce preparation through Career and Technical Education (CTE).
- Occupational license reciprocity.
- Outcome-based funding approaches.

Family and Community Supports
- Child care access and affordability.
- Demonstrating the economic impact of child care investments on workforce participation and business growth.
- Transportation barriers affecting employment outcomes.

Future Workforce Challenges
- Artificial Intelligence (AI) disruption and workforce adaptation.
- Development of soft skills and durable skills.
- Greater flexibility in workforce funding and program design.

Organizational Visibility and Partnerships
- Strategic alliances with business and education partners.
- Stronger engagement with chambers of commerce.
- Improved messaging and communications to tell the workforce system's success story.
- Greater awareness among employers regarding available workforce services and resources.

Recommended Next Steps
The committee outlined several next steps as the structure and role of the committee is finalized. These steps include:

1. Members will review the full list of potential priorities and identify the top two or three focus areas for advocacy efforts. The goal would be to prepare concise, one-page briefing documents outlining workforce challenges, community impacts, and policy considerations for elected officials and stakeholders.

2. The committee will work to finalize a list of local, state, and federal elected officials to include representatives from across Tarrant County and begin relationship-building efforts.

3. Committee members will begin coordinating with organizations such as the Fort Worth Chamber, Arlington Chamber, North Texas Commission, Texas Association of Business, Economic Development Corporations, and other regional partners to align workforce priorities with broader economic development initiatives.

4. The committee will establish a process for tracking workforce-related legislation and policy developments in advance of the 2027 Texas Legislative Session and future federal actions.

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