

40
WORKFORCE SOLUTIONS

GREATER DALLAS

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BOARD BRIEFING MATERIALS

DALLAS REGIONAL CHAMBER

500 N Akard Street, Suite 2600
Dallas, TX 75201

Wednesday
February 21, 2024
7:30 a.m.

2024

WWW.WFSDALLAS.COM

-
- I. Call to Order & Declaration of Conflict of Interest, Carter Holston, Board Chair
 - II. Public Comment
 - III. Chairman's Comments, Carter Holston, Board Chair Discussion/Action
 - Introduction of New Board Directors
 - [Special Guest- ConnectU2Jobs Valedictorian](#)
 - IV. Finance Committee, Harry Jones, Board Treasurer Discussion/Action
 - Engagement of Auditors
 - Review & Approval of FY 2024 Budget
 - Employee Benefits
 - Financials, Alicia Carter, Accounting Manager
 - V. Interim President Report, Ashlee Verner Discussion
 - A. Transition Updates
 - B. Communication Strategy [Presentation: Phalanx Outreach Solutions](#)
 - VI. Consent Items – Approve Consent Agenda Discussion/Action
 - A. Minutes- November 13, 2023
 - B. Policy –Adopting State Rule
 - C. External Grants and Partnerships
 - VII. Action Items Discussion/Action
 - A. Contracts (Equus Workforce Solutions, ChildCareGroup, Dallas College)
 - B. Child Care Advisory Board
 - C. Local Policy – Support Services
 - VIII. Procurement, Performance & Oversight Discussion
 - A. 2024 Procurement Schedule
 - B. Performance and Economic Snapshot
 - C. Quality Assurance and Oversight
 - IX. Closed Meeting Pursuant to §551.071, [Texas Open Meetings Act](#)
 - X. General Discussion/Other Business
 - XI. Adjourn (9:30 a.m.) All times are approximate.

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations, should contact Workforce Solutions Greater Dallas at 214-290-1000, two (2) working days prior to the meeting, so we can make appropriate arrangements.

Typically, all meetings are held every third Wednesday of the month at 7:30 a.m. at the **Dallas Regional Chamber (500 N. Akard Street, Suite 2600, Dallas, Texas 75201)**. Please note upcoming meeting dates

2024 Board Schedule

Dates	Agenda Action Highlights
February 21, 2024	Budget review/approval and auditor engagement
MARCH	No Meeting
April 17, 2024	Procurement and Leases
May 15, 2024	Review and Approval of Contracts
June 26, 2024	Procurement, Contracts and Policy
JULY	No Meeting
August 21, 2024	Presentation of the Audit, and Review of Risk Management/Insurance Coverage
September 18, 2024	Ratification of Fiscal Year Contracts
*October 16, 2024	Annual Workforce Awards, Year-end Performance, and Recognize Appointments of Board Directors
TBA	Red, White and You! Statewide Hiring Fair (Attendance Optional)
TBA	27th Annual Texas Workforce Conference - Location TBA

*Location for the October Board of Directors meeting - TBA

2025 Board Schedule

Dates	Agenda (Tentative) Action Highlights
January 15, 2025	Strategic Planning
February 19, 2025	Budget review/approval and auditor engagement
MARCH	No Meeting
April 16, 2025	Procurement and Leases
May 21, 2025	Review and Approval of Contracts
June 18, 2025	Procurement, Contracts and Policy
JULY	No Meeting
August 20, 2025	Presentation of the Audit, and Review of Risk Management/Insurance Coverage
September 17, 2025	Ratification of Fiscal Year Contracts
*October 15, 2025	Annual Workforce Awards, Year-end Performance, and Recognize Appointments of Board Directors
TBA	Red, White and You! Statewide Hiring Fair (Attendance Optional)
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BOARD OF DIRECTORS

WORKFORCESOLUTIONS GREATER DALLAS

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BOARD OFFICERS



Chair

Carter Holston
NEC Corp. Of America
Director of Real Estate



Vice Chair

Dev Rastogi
AECOM
Vice President &
Dallas Executive



Treasurer

Harry Jones
Polsinelli
Shareholder



Past Chair

Bill O'Dwyer
MIINC Mechanical
Consultant



Rebecca Acuña

PepsiCo
Director of Government
Affairs



J. Susie Upshaw Battie

American Federation
of Teachers
Teacher



William M. Behrendt

Behrendt Consulting
Principal Consultant



Jeffrey K. Caldwell

HHSC
Program Manager - Region 3



Joanne Caruso
Jacobs

Chief Legal &
Administrative Officer



Alan Cohen

Child Poverty Action Lab
Executive Director



Cristina Criado

Criado and Associates
President & CEO



Rolinda Duran

Texas Workforce Commission,
Vocational Rehabilitation
VR Manager



Lewis E. Fulbright

Dallas AFL-CIO
Political Director



Diane Gomez-Thinnes

Better Therapeutics
Chief Commercial Officer



Bessie Gray

Texas Instruments
Vice President & Ethics
Director



Magda Hernandez

Irving ISD
Superintendent

WORKFORCE SOLUTIONS GREATER DALLAS

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Susan Hoff
United Way of
Metropolitan Dallas
Chief Strategy & Impact
Officer



Karen Hughes
Vogel Alcove
President



Terry Jones
BlackJack Pizza
Owner



Dr. Justin H. Lonon
Dallas College
Chancellor



Ken S. Malcolmson
N. Dallas Chamber of
Commerce
President & CEO



Dan Micciche
DISD
Board Trustee



Gunnar Rawlings
Cristo Rey
Vice President, Corp.
Work Study



Crystal Sanders
Texas Workforce Commission
Integrated Service Area Manager



T. Dupree Scovell
Woodbine
Managing Partner



Lisa Sherrod
AT&T
Assistant Vice President



Miguel Solis
The Commit Partnership
Chief of Staff



Michelle R. Thomas
JPMorgan Chase & Co.
Vice President, Global
Philanthropy



Jason Villalba
Frost Brown Todd
Partner



Board President
Ashlee Verner
WFSDallas
Interim President



Board Secretary
Connie Rash
WFSDallas
Senior Vice President

NEW BOARD MEMBERS



William M. Behrendt

Behrendt Consulting

Principal Consultant

William (Bill) Behrendt has over 30 years' experience in Human Resources and Organizational Development in retail, healthcare and academic organizations. He most recently served for 13 years, until his retirement, as Vice President for Human Resources at the University of Texas Southwestern Medical Center in Dallas, Texas, where he was responsible for all "people" issues at the Medical School, and its University Hospitals and Clinics. Prior to coming to

Dallas in 2023, Dr. Behrendt served as Vice President for Human Resources for CareGroup Health System and Beth Israel Deaconess Medical Center in Boston Massachusetts. He previously held the role of Senior Vice President for Human Resources at the BJC Healthcare System in St. Louis, Missouri. He also served as President of Barnes-Jewish West County Hospital in St. Louis. In these positions, Dr. Behrendt gained extensive knowledge and experience in Recruitment, Organization Development, Mergers and Acquisitions, Change Management, Strategic Planning and Executive Coaching. He has served as both an internal and external coach for executives, physicians, high potentials, new hires and other individuals, logging over 1500 hours and is accredited at the Professional Certified Coach level of the International Coach Federation.

Dr. Behrendt began his career in retailing with the May Department Stores Company headquartered in St. Louis, where he held positions in consumer research, strategic planning, recruitment, executive development and human resources. He earned a B.S. in Psychology from Tulane University in New Orleans, and his PhD in Clinical Psychology from Washington University in St. Louis and completed a psychology internship at UT Southwestern in Dallas. He is also a graduate of the Certificate in Executive Coaching Program at University of Texas at Dallas.

Dr. Behrendt has held faculty positions in the Jindal School of Management at University of Texas at Dallas, where he taught management and coaching classes to MBA students, as well as Southern Methodist University, Simmons College in Boston, and UT Southwestern. He has served as a board member for the Barnes and Jewish Colleges of Nursing, the Picker Institute, My Possibilities and HealthPartners of the Midwest. He was named the 2015 "Talent Development Champion of the Year" by Skillsoft, and is a 2011 recipient of the "Top 10 Breakaway HR Leadership" Award from the Global HR Summit, the 2014 Strategic HR Leadership Award from Strategic HR Excellence, and winner of the 2012 "PRISM" award for Excellence in Coaching from the International Coach Federation – N. Texas Chapter.

Jeffrey K. Caldwell

HHSC

Program Manager - Region 3



Jeffrey is currently the Eligibility Operations Program Manager for Texas Works with the Access and Eligibility department at Texas Health and Human Service Commission. In this role, he provides a structured and intentional approach to the eligibility process, and offer tools to help staff determine eligibility effectively, with the goal of optimizing positive performance, and increasing accuracy during the eligibility determination process. Jeffrey began his career Texas

Health and Human Services in 2004 as a Texas Works Advisor where he determined eligibility for State and federally funded benefits for the citizens of the Texas. In 2012, he later entered management, where he served as a Texas Works Advisor III and OJT (On the Job Training) Mentor and Unit Supervisor. Jeffrey has been on various HHSC committees to assist in improving quality for the clients. Jeffrey currently lives in Dallas and enjoys cooking and enjoying life. Jeffrey has a passion for encouraging and assisting future leaders to assist them in furthering their career and enhancing their abilities in doing great things.



Karen Hughes

Vogel Alcove

President

Vogel's President and CEO, Karen Hughes. Since 2011, Karen has devoted her expertise to strengthening internal processes and expanding Vogel's programs. Karen has a Bachelor's degree in Elementary Education/Kindergarten from Baylor University and a Master's of Science degree in Educational Management from the University of Houston-Clear Lake. She currently lives in Allen with her husband and son.

Karen has 41 years experience in early childhood and 25 years in nonprofit management. Her history includes teaching kindergarten in the public school system and owning her own early childhood center. Prior to joining Vogel, Hughes was President & CEO at The Campagna Center Alexandria, VA, an organization operating high-quality programs that support child education. The Center's services prepare children for school and ensure academic success at each grade level. Additional previous positions include Associate Executive Director/COO at the National Association for the Education of Young Children and Director of Child Care Services at Houston Community College.

During her tenure at Vogel, Karen Hughes' leadership has transformed the nonprofit into the comprehensive facility it is today. She guides the staff through challenges and identifies goals that best support the children and families of Vogel.

Internal process successes include implementation of a strategic plan to measure outcomes of goals and objectives and development of an electronic data collection system. Hughes revised "customer friendly" enrollment procedures and implemented an EOS operating system to track outcomes of strategic initiatives.

Gunnar Rawlings

Cristo Rey

Vice President,
Corp. Work Study



Gunnar Rawlings currently serves as Vice President of the Corporate Work Study Program & Strategic Initiatives at Cristo Rey Dallas College Prep located in the heart of Pleasant Grove. He holds a Bachelor of Art in English from Boston College and a Master of Education from the University of Notre Dame. From

2013-2017 Gunnar held various roles at Cristo Rey Dallas during its start up phase, including running lead on the initial feasibility and business planning for the school. He worked closely with the founding board and Cristo Rey Network to make sure Cristo Rey Dallas met the high standards set for its opening. When he left in 2017, Gunnar was serving as the Executive Director of the Corporate Work Study Program where he led the recruitment and servicing over 100 corporate partners.

After that, he worked in the commercial construction space for five years leading business development efforts for two separate large general contractors, Suffolk and DPR Construction. He helped Suffolk establish a North Texas office in 2017 and left to join DPR in early 2020 helping guide their business planning through the COVID-19 pandemic.

Gunnar lives with his wife, Gaby, in Old East Dallas. He serves on the board of Jubilee Park and Community Center as well as the Texas advisory board for the Trust for Public Land. Previously, Gunnar worked with neighborhood advocates to get Crockett Dog Park built in their neighborhood. Currently, he is the Dallas District 2 appointee on the Community Bond Task Force for the anticipated \$1.1 Billion 2024 bond election.



Crystal Sanders

Texas Workforce Commission
Integrated Service Area
Manager

Crystal Sanders is currently serving as the Texas Workforce Commission (TWC) Integrated Services Area Manager (ISAM) for Region II. She oversees the expansive region covering the Dallas, Fort Worth, North Central, and Texoma board areas. Encompassing 19 counties across 15,575 miles, she provides invaluable technical assistance to board and contractor staff, focusing on matters related to employment services. Ms. Sanders was led to begin a career with the Texas Workforce Commission from her passion to help and encourage people. She started by matching job seekers with employers while working in the Denton Workforce Solutions office. This provided the opportunity to utilize motivational skills which earned her numerous “Great Motivator” accolades. Ms. Sanders was educated at Baylor University with a bachelor’s degree in communications. She was also a letterwinner with the women’s basketball team which aided in her belief of teamwork. Those skills provided a strong foundation for her current position. With over two decades of experience, Ms. Sanders’ team is responsible for conducting over 250 career schools and colleges monitoring visits annually; inspecting over 74 foreign labor houses prior to the workers arrival; and facilitating the seamless integration of the Texas Model into the broader workforce system for over 120 TWC employees in the region.

T. Dupree Scovell

Woodbine
Managing Partner



T. Dupree Scovell is the managing partner and chief investment officer at Woodbine Development Corporation, a full-service real estate company that specializes in hospitality. He got his start in the hotel business at the age of 16, working as a dishwasher at Hyatt Regency Dallas. In 2011, Dupree joined Woodbine and expanded its footprint with the opening of a West Coast office in Los Angeles before returning to Dallas in 2019. Currently, he and his brother, King, work together as managing partners to lead the team, cast vision and provide strategic direction for the company. Dupree is also responsible for Woodbine’s acquisition platform and capital markets efforts, as well as overseeing Woodbine Legacy Investments, a private equity fund dedicated to the acquisition and development of upscale select-service and full-service branded and boutique hotels throughout the United States. Prior to joining Woodbine, Dupree spent five years working for Trammell Crow Company in Dallas, where he focused on retail and mixed-use development projects. He was named one of “Tomorrow’s Newsmakers” by the National Real Estate Forum and was listed among “40 Under 40” by the Dallas Business Journal, which spotlights local executives for their professional and civic contributions to the local community. Early in his career, he was recognized by Dallas CEO magazine as one of the “Top 30 Real Estate Professionals Under 30.” Recently, he was named one of the Dallas CEO magazine’s 500 most powerful business leaders in Dallas-Fort Worth. Dupree earned four bachelor’s degrees from Texas Tech University and two master’s degrees from Stanford, including a M.Ed. from the Stanford Graduate School of Education and an MBA from the Stanford Graduate School of Business. Beyond real estate and hospitality, his passions include supporting public education, racial reconciliation and organizations that prevent human trafficking.



Lisa Sherrod

AT&T

Assistant Vice President

Lisa Sherrod is Assistant Vice President, External and Legislative Affairs at AT&T's headquarters where she leads stakeholder relations for Dallas and North Texas. In this role, she focuses on achieving AT&T's legislative, regulatory and community priorities, in addition to supporting and implementing AT&T Foundation grants. Previously, Lisa worked as Director of External and Community Relations for Tenet Healthcare. At Tenet, she managed national and local community relations efforts, supporting all of Tenet's markets and hospitals. Lisa also managed the Tenet Foundation and supported Tenet government relations with a focus on coverage reform, in addition to serving on Tenet's Diversity and Inclusion Council. She successfully led company initiatives, including a national campaign connecting residents to healthcare coverage and the Healthy Over Hungry Cereal Drive. In 2019, this signature program collected over 4.5 million pounds of cereal by employees and donated to local food banks across the country. In 2011, she received her Masters in Public Administration from the Barbara Jordan-Mickey Leland School of Public Affairs at Texas Southern University and completed her undergraduate studies at Alabama A&M University. Prior to working as Outreach Director for Congresswoman Eddie Bernice Johnson in Dallas, she served on the Washington policy staff of Congresswoman Johnson and Congressman Ken Bentsen. In addition to her professional work, Lisa is committed to several civic organizations, including The Family Place, Dallas Breakfast Group and the Dallas Regional Chamber Public Policy Council. She is an alumna of Leadership Dallas and Leadership Texas programs. In 2020, Lisa chaired the UNCF North Texas Walk for Education which raises money for deserving college-bound minority students. She served as a 2023 Northpark Ambassador and was recognized as one of PNC's 2021 North Texas Women in Business. Lisa is a member of Alpha Kappa Alpha Sorority, Inc. and the Dallas Chapter of The Links Inc. volunteer organization where she co-chaired the 2023 Women Who STEAM Awards Luncheon, which honors women in STEAM fields and provides scholarships for high school students. Lisa has been featured in Roll Call, Congressional Quarterly, Paper City and Who's Who In Black Dallas.

Jason Villalba

Frost Brown Todd

Partner



Jason is a financially trained business advisor and corporate strategist, experienced in emerging growth companies and companies operating primarily in the middle market in industries including tech-enabled services, retail, hospitality, manufacturing, health care, and communications. Jason's background as an attorney, business advisor, economist, and as a former member of the Texas House of Representatives, provides him with deep knowledge in a number of business-critical areas including regulatory compliance, governmental relations, analytics, and corporate governance. Jason's legislative experience bringing together disparate constituencies to achieve a common objective provides a unique problem-solving facet to his skillset as a corporate advisor. Jason serves most frequently as a seasoned business advisor, partner and general counsel for companies that have engaged him for his strategic, corporate, and legal advice on matters spanning financing, litigation, government relations, executive compensation, and operations.

WORKFORCE SOLUTIONS GREATER DALLAS WORKGROUPS

Carter Holston, Board Chair

Strategic Planning

Chair

Dan Micciche

J. Susie Upshaw Battie

Crystal Sanders

Jeffrey Caldwell

Rolinda Duran

Magda Hernandez

Susan Hoff

Karen Hughes

William Behrendt

Dev Rastogi

Governance

Chair

Joanne Caruso

Alan Cohen

Harry Jones

Dr. Justin H. Lonon

Miguel Solis

Michelle R. Thomas

Ken Malcolmson

T. Dupree Scovell

Jason Villalba

Outreach

Chair

Rebecca Acuña

Cristina Criado

Lewis E. Fulbright

Diane Gomez-Thinnes

Bill O'Dwyer

Terry Jones

Bessie Gray

Gunnar Rawlings

Lisa Sherrod

Finance Committee Report

January 31, 2024, 9:00 a.m.

Committee Members Attending:

Harry Jones, WFSDallas Board Treasurer & Committee Chair

Additional Board Directors Attending:

Carter Holston, WFSDallas Board Chair

Guests Attending:

Kevin Smith, CPA, Partner with Crowe LLP

Michelle Buss, Manager with Crowe LLP

Staff Attending:

Ashlee Verner, Interim President

Alicia Carter, Accounting Manager

Connie Rash, Senior Vice President

Demetria Robinson, Executive Vice President

The meeting was called to order at 9:04 a.m. by Board Treasurer and Committee Chair, Harry Jones.

I. Review of the 2023 Annual Audit Plan

Kevin Smith, Partner, Crowe LLP, and Michelle Buss, Manager Crowe LLP, presented the 2023 audit plan. Questions were entertained by the auditors regarding scope and timing. Additionally, auditors performed audit inquiries of the committee as required by the Statement on Auditing Standards.

II. Review of the 2024 Annual Budget

Those in attendance reviewed the 2024 Proposed Annual Budget as presented by Alicia Carter, Accounting Manager. The grant funds for 2024 reflect a modest increase in funding as compared to 2023. Overall, the planning figure budget is \$186M, a net increase of 1.72%, and represents a substantial investment in workforce for Dallas County.

Administrative budgeting is based upon a percentage of grant funding. 2024 budget allocates 3.57% of total expenditures to administrative line items. Infrastructure costs to operate eight workforce centers represent 9% increase over the prior year budget as the International District Workforce Center was opened mid-2023. The Board budget reflects all administrative resources available to the board (other than childcare in which we take a modest portion of allowable administrative expenditures). Historically, we have not spent all administrative dollars allowable and have repurposed those funds to other services prior to grant close-out. For 2024, we have increased budgeted salary and benefit expenses to allow for the addition of 14 full-time employees and repurposed from what would have historically been a contingency line item.

III. Employee Benefits

Historically, WFSDallas has contributed \$2,500 for single and \$4,000 for family to each employee's Health Savings Account (HSA) as part of their benefits package with our high-deductible health plan. At our October Board meeting, the board approved the renewal of our health insurance plan with BCBS. The increase on those premiums was 7.2%.

BlueCross BlueShield also increased our plan's deductible. The deductible remained the same with no increase for numerous years. The deductible prior to 2024 was \$3,000 single/\$6,000 family. For 2024, the amount has moved to \$3,200 single/\$6,400 family. Board staff requests an increase to the employer HSA contribution for the difference between the 2023 and 2024 deductibles (additional \$200 for single and \$400 for family bringing us to \$2,700 for single and \$4,400 for family). Overall, this equates to an increase in the overall contributions to only about \$8,000 annually.

The meeting concluded at 10:21 a.m.

<p>The Board Treasurer will present his view of the information and ask the full board to Approve the 2023 Audit Plan and the 2024 Annual Budget (noting review of additional staff by an ad hoc committee) based upon staff recommendations.</p>

**MEANS, ENDS AND EXPECTATIONS
DETAIL EXPENDITURE REPORT
December 2023**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
5401-22	WIOA-YOUTH-PROGRAM	0622WOY001	6/30/2024	\$ 4,950,050.00	\$ 4,950,050.00	100.00%	75.00%	\$ -	\$ 4,950,050.00	100.00%
	WIOA-YOUTH-ADMIN	0622WOY001	6/30/2024	\$ 550,004.00	\$ 358,593.41	65.20%	75.00%	\$ -	\$ 358,593.41	65.20%
	TOTAL YOUTH			\$ 5,500,054.00	\$ 5,308,643.41	96.52%	75.00%	\$ -	\$ 5,308,643.41	96.52%
5402-22	WIOA-ADULT-PROGRAM	0622WOA001	6/30/2024	\$ 4,928,801.52	\$ 4,431,434.48	89.91%	75.00%	\$ 356,127.55	\$ 4,787,562.03	97.13%
	WIOA-ADULT-ADMIN	0622WOA001	6/30/2024	\$ 547,394.48	\$ 142,469.13	26.03%	75.00%	\$ -	\$ 142,469.13	26.03%
	TOTAL ADULT			\$ 5,476,196.00	\$ 4,573,903.61	83.52%	75.00%	\$ 356,127.55	\$ 4,930,031.16	90.03%
5403-22	WIOA-DISLOCATED -PROGRAM	0622WOD001	6/30/2024	\$ 5,270,379.30	\$ 4,107,984.04	77.94%	75.00%	\$ 1,148,766.50	\$ 5,256,750.54	99.74%
	WIOA-DISLOCATED-ADMIN	0622WOD001	6/30/2024	\$ 585,597.70	\$ 208,961.61	35.68%	75.00%	\$ -	\$ 208,961.61	35.68%
	TOTAL DISLOCATED WORKER			\$ 5,855,977.00	\$ 4,316,945.65	73.72%	75.00%	\$ 1,148,766.50	\$ 5,465,712.15	93.34%
TOTALS				\$ 16,832,227.00	\$ 14,199,492.67	84.36%	62.50%	\$ 1,504,894.05	\$ 15,704,386.72	93.30%
5401-23	WIOA-YOUTH-PROGRAM	0623WOY001	6/30/2025	\$ 5,871,200.40	\$ 1,926,385.54	32.81%	25.00%	\$ 2,313,847.86	\$ 4,240,233.40	72.22%
	WIOA-YOUTH-ADMIN	0623WOY001	6/30/2025	\$ 652,355.60	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
	TOTAL YOUTH			\$ 6,523,556.00	\$ 1,926,385.54	29.53%	25.00%	\$ 2,313,847.86	\$ 4,240,233.40	65.00%
5402-23	WIOA-ADULT-PROGRAM	0623WOA001	6/30/2025	\$ 5,720,959.30	\$ 233,218.29	4.08%	25.00%	\$ 3,600,157.27	\$ 3,833,375.56	67.01%
	WIOA-ADULT-ADMIN	0623WOA001	6/30/2025	\$ 634,237.70	\$ 36.09	0.01%	25.00%	\$ -	\$ 36.09	0.01%
	TOTAL ADULT			\$ 6,355,197.00	\$ 233,254.38	3.67%	25.00%	\$ 3,600,157.27	\$ 3,833,411.65	60.32%
5403-23	WIOA-DISLOCATED -PROGRAM	0623WOD001	6/30/2025	\$ 5,117,194.80	\$ 622,777.97	12.17%	25.00%	\$ 2,245,665.53	\$ 3,031,918.43	59.25%
	WIOA-DISLOCATED-ADMIN	0623WOD001	6/30/2025	\$ 568,577.20	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
	TOTAL DISLOCATED WORKER			\$ 5,685,772.00	\$ 622,777.97	10.95%	25.00%	\$ 2,245,665.53	\$ 3,031,918.43	53.32%
5416-23	WIOA-Rapid Response	0623WOR001	6/30/2025	\$ 68,808.00	\$ 31,673.25	46.03%	33.33%	\$ 37,134.75	\$ 68,808.00	100.00%
				\$ 18,633,333.00	\$ 2,814,091.14	15.10%	12.50%	\$ 8,196,805.41	\$ 11,174,371.48	59.97%

**MEANS, ENDS AND EXPECTATIONS
MONTHLY EXPENDITURE REPORT
December 2023**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
WORKFORCE INNOVATION AND OPPORTUNITY ACT										
	WIOA FORMULA FUNDS	0621 WIOA FUNDS	6/30/2023	\$ 16,832,227.00	\$ 14,199,492.67	84.36%	62.50%	\$ 1,504,894.05	\$ 15,704,386.72	93.30%
	WIOA FORMULA FUNDS	0622 WIOA FUNDS	6/30/2024	\$ 18,633,333.00	\$ 2,814,091.14	15.10%	12.50%	\$ 8,196,805.41	\$ 11,174,371.48	59.97%
				\$ 18,633,333.00						
7211-24	Resource Administration	0624RAG001	9/30/2024	\$ 7,467.00	\$ 2,329.35	31.20%	25.00%	\$ -	\$ 2,329.35	31.20%
6229-23	Trade Act Services	0623TRA001	12/31/2023	\$ 184,458.00	\$ 87,005.27	47.17%	N/A	\$ -	\$ 87,005.27	47.17%
6229-24	Trade Act Services	0624TRA001	9/30/2024	\$ 72,000.00	\$ -	0.00%	N/A	\$ 68,400.00	\$ 68,400.00	95.00%
6239-23	Reemployment Services and Eligibility Assessment	0623REA001	3/31/2024	\$ 1,151,817.00	\$ 1,122,443.60	97.45%	80.00%	\$ -	\$ 1,122,443.60	97.45%
6239-24	Reemployment Services and Eligibility Assessment	0624REA001	9/30/2024	\$ 1,261,698.00	\$ 35,052.27	2.78%	25.00%	\$ 511,144.84	\$ 546,197.11	43.29%
WIOA TOTALS	Totals			\$ 56,776,333.00	\$ 18,260,414.30	32.16%		\$ 10,281,244.30	\$ 28,705,133.53	50.56%
WAGNER-PEYSER EMPLOYMENT SERVICE										
6223-23	Employment Services	0623WPA001	12/31/2023	\$ 1,305,361.00	\$ 1,305,361.00	100.00%	100.00%	\$ -	\$ 1,305,361.00	100.00%
6223-24	Employment Services	0623WPA001	12/31/2024	\$ 955,025.00	\$ 250,666.26	26.25%	20.00%	\$ 341,136.43	\$ 591,802.69	61.97%
6226-22	Training and Employment Navigator Pilot - Wagner Peyser 7b	0622WPB003	1/31/2024	\$ 199,300.00	\$ 191,388.24	96.03%		\$ 2,028.02	\$ 193,416.26	97.05%
7246-24	Texas Veterans Commission	0624TVC001	9/30/2024	\$ 151,243.00	\$ 69,856.36	46.19%	25.00%	\$ 12,386.69	\$ 82,243.05	54.38%
6225-24	WCI- Red, White, and You	0624WCI001	9/30/2024	\$ 35,000.00	\$ 12,487.99	35.68%	25.00%	\$ -	\$ 12,487.99	35.68%
6225-24	WCI- TVLP Operating Grant Activities	0624WCI001	9/30/2024	\$ 9,914.00	\$ 2,478.51	25.00%	25.00%	\$ -	\$ 2,478.51	25.00%
6225-24	WCI - Foster Care Youth Conference	0624WCI001	9/30/2024	\$ 2,500.00	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
6225-24	WCI- Careers in TX Industry Week/Youth Career Fairs	0624WCI001	9/30/2024	\$ 35,000.00	\$ -	0.00%	25.00%	\$ -	\$ -	0.00%
E.S.TOTALS	Totals			\$ 2,693,343.00	\$ 1,832,238.36	68.03%		\$ 355,551.14	\$ 2,187,789.50	81.23%
FOOD STAMP EMPLOYMENT AND TRAINING										
2266-24	Suppl. Nutrition Assistance Program	0624SNE001	9/30/2024	\$ 1,208,033.00	\$ 269,774.75	22.33%	25.00%	\$ 681,733.30	\$ 951,508.05	78.77%
SNAP TOTALS	Totals			\$ 1,208,033.00	\$ 269,774.75	22.33%		\$ 681,733.30	\$ 951,508.05	78.77%
TEMPORARY ASSISTANCE FOR NEED FAMILIES										
2243-24	Noncustodial Parent Choices Program	0624NCP001	9/30/2024	\$ 455,220.00	\$ 93,174.11	20.47%	30.77%	\$ 300,503.95	\$ 393,678.06	86.48%
2245-24	Temporary Assistance for Needy Families	0623TAF001	10/31/2024	\$ 7,419,782.00	\$ 1,199,893.13	16.17%	23.08%	\$ 3,453,719.08	\$ 4,653,612.21	62.72%
TANF -TOTALS	Totals			\$ 7,875,002.00	\$ 1,293,067.24	16.42%		\$ 3,754,223.03	\$ 5,047,290.27	64.09%
CHILD CARE SERVICES										
1275-23	CCF CCMS CHILD CARE	0623CCF001	10/31/2023	\$ 125,169,541.00	\$ 125,169,541.00	100.00%	100.00%	\$ -	\$ 125,169,541.00	100.00%
1275-24	CCF CCMS CHILD CARE	0624CCF001	10/31/2024	\$ 117,108,976.00	\$ 23,865,618.03	20.38%	23.08%	\$ 89,356,600.68	\$ 113,222,218.71	96.68%
1271-23	CCM CCMS LOCAL INITIATIVE	0623CCM001	12/31/2023	\$ 8,920,354.00	\$ 8,920,354.00	100.00%	100.00%	\$ -	\$ 8,920,354.00	100.00%
1272-23	CHILD CARE DFPS	0623CCP001	8/31/2023	\$ 4,063,000.00	\$ 3,135,379.35	77.17%	100.00%	\$ -	\$ 3,135,379.35	77.17%
1272-24	CHILD CARE DFPS	0624CCP001	8/31/2024	\$ 2,508,983.00	\$ 1,341,560.32	53.47%	33.33%	\$ 1,167,422.68	\$ 2,508,983.00	100.00%
1274-23	CHILD CARE QUALITY	0623CCQ001	10/31/2023	\$ 6,646,956.00	\$ 5,698,317.23	85.73%	100.00%	\$ -	\$ 5,698,317.23	85.73%
1274-24	CHILD CARE QUALITY	0624CCQ001	10/31/2024	\$ 7,219,327.00	\$ 726,083.96	10.06%	23.08%	\$ 5,681,628.52	\$ 6,407,712.48	88.76%
CHILD CARE -TOT	Totals			\$ 271,637,137.00	\$ 168,856,853.89	62.16%		\$ 96,205,651.88	\$ 265,062,505.77	97.58%
STATE OF TEXAS										
7230-22	Adult Education and Literacy	0618ALAE0	6/30/2023	\$ 7,641,707.00	\$ 7,641,707.00	100.00%	100.00%	\$ -	\$ 7,641,707.00	100.00%
7230-23	Adult Education and Literacy	0618ALAF0	6/30/2024	\$ 8,141,367.00	\$ 1,514,425.63	18.60%	50.00%	\$ 3,385,742.49	\$ 4,900,168.12	60.19%

**MEANS, ENDS AND EXPECTATIONS
MONTHLY EXPENDITURE REPORT
December 2023**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
Totals				\$ 15,783,074.00	\$ 9,156,132.63	58.01%		\$ 3,385,742.49	\$ 12,541,875.12	79.46%
GRAND TOTAL - Grants				\$ 391,438,482.00	\$ 216,682,064.98	55.36%		\$ 124,365,845.60	\$ 341,374,860.44	87.21%
STATE OF TEXAS - Contracts										
7352-23	Summer Earn and Learn	3022VRS031	9/30/2023	\$ 670,617.65	\$ 558,811.98	83.33%	100.00%	\$ -	\$ 558,811.98	83.33%
7353-23	Student Hireability Navigator	3018VRS135-YR 4	8/31/2024	\$ 226,000.00	\$ 63,945.61	28.29%	33.33%	\$ 79,488.78	\$ 143,434.39	63.47%
7500-24	Infrastructure Support Services and Shared Cost	0624COL001	8/31/2024	\$ 915,865.56	\$ 333,913.29		33.33%	\$ -	\$ 333,913.29	36.46%
				\$ 1,812,483.21	\$ 956,670.88	52.78%		\$ 79,488.78	\$ 1,036,159.66	57.17%
PRIVATE										
8506-23	AARP Infrastructure Agreement	AARP - Senior Community Service Employment Program	11/30/2025	\$ 40,800.00	\$ 7,256.76	17.79%	26.67%	\$ -	\$ 7,256.76	17.79%
8535-19	Walmart Statewide - PATHS	Walmart Foundation	5/15/2024	\$ 5,470,540.47	\$ 5,338,274.44	97.58%	91.67%	\$ -	\$ 5,338,274.44	97.58%
8604-23	Prologis Community Workforce Initiative – Direct Funding	Prologis	12/31/2023	\$ 100,000.00	\$ 44,135.59	44.14%	100.00%	\$ -	\$ 44,135.59	44.14%
8700-21	Dallas College - Professional Services	Dallas College	1/31/2025	\$ 500,000.00	\$ 148,778.58	29.76%	97.92%	\$ 137,862.96	\$ 286,641.54	57.33%
8540-23	Google Pine Tree		12/31/2023	\$ 235,894.88	\$ 227,361.96	96.38%	100.00%	\$ -	\$ 227,361.96	96.38%
Totals				\$ 6,347,235.35	\$ 5,765,807.33	90.84%		\$ 137,862.96	\$ 5,903,670.29	93.01%

Workforce Solutions Greater Dallas
Statements of Financial Position (Unaudited)
December 31, 2023 and December 31, 2022

	12/31/23	12/31/2022
	(Unaudited)	(Audited)
Assets		
Current Assets		
Cash	\$ 9,552,873	12,565,119
Grants receivable	21,839,104	9,407,572
Advances and other receivables	88,273	119,522
Prepaid expenses	514,245	299,811
Total Current Assets	31,994,495	22,392,024
Noncurrent Assets		
Equipment, net	163,426	206,528
Right-of-Use Asset, net	10,502,597	10,502,597
Total Noncurrent Assets	10,666,023	10,709,125
Total assets	\$ 42,660,518	33,101,149
Liabilities and net assets		
Current Liabilities		
Accounts payable and accrued liabilities	29,433,849	19,835,262
Current portion of deferred revenue	1,482,009	1,482,009
Current portion of lease liability-operating	1,727,310	1,727,310
Current portion of employee benefits payable	21,422	47,461
Total Current Liabilities	\$ 32,664,590	23,092,042
Noncurrent Liabilities		
Noncurrent portion of deferred revenue	94,749	94,749
Noncurrent portion of lease liability-operating	8,888,686	8,888,686
Noncurrent portion of employee benefits payable	—	21,423
Total Noncurrent Liabilities	8,983,435	9,004,858
Total liabilities	\$ 41,648,025	32,096,900
Net assets		
Without donor restrictions	1,012,493	1,004,249
With donor restrictions	—	—
Total net assets	1,012,493	1,004,249
Total liabilities and net assets	\$ 42,660,518	33,101,149

Workforce Solutions Greater Dallas
Statements of Activities (Unaudited)
Period ended December 31, 2023 and December 31, 2022

	12/31/23 (Unaudited)			12/31/2022 (Audited)		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Revenues and other support						
Revenues from grants and contracts	192,616,221	—	192,616,221	175,050,090	—	175,050,090
Other	216,474	—	216,474	154,116	—	154,116
Dividends & interest	8,244	—	8,244	4,630	—	4,630
Net assets released from restrictions	—	—	—	94,297	(94,297)	—
Total revenues and other support	192,840,939	—	192,840,939	175,303,133	(94,297)	175,208,836
Expenses						
Direct program services	188,525,793	—	188,525,793	171,102,538	—	171,102,538
Administration	4,306,902	—	4,306,902	3,940,789	—	3,940,789
Total expenses	192,832,695	—	192,832,695	175,043,327	—	175,043,327
Change in net assets	8,244	—	8,244	259,806	(94,297)	165,509
Net assets, beginning of year	1,004,249	—	1,004,249	744,443	94,297	838,740
Net assets, end of year	\$ 1,012,493	\$ -	\$ 1,012,493	\$ 1,004,249	\$ -	\$⁵ 1,004,249

Review and Approval of Meeting Minutes

Directors Present	Directors Present (cont'd)	Directors Absent
Rebecca Acuña - <i>Virtual</i> J. Susie Upshaw Battie Joanne Caruso Alan Cohen Cristina Criado Nakia Douglas Rolinda Duran Lewis Fulbright Bessie Gray - <i>Virtual</i> Susan Hoff	Carter Holston, Chair Harry Jones, Treasurer Terry Jones Ken Malcolmson Daniel Micciche Bill O'Dwyer, Past Chair Dev Rastogi, Vice Chair Diane Gomez-Thinnes Miguel Solis	Magda Hernandez Michelle Thomas Dr. Justin Lonon

MINUTES

Call To Order/Welcome

Chair Carter Holston called the Board of Directors' meeting to order at 10:05 a.m. and welcomed everyone. A quorum was present.

Approval of Consent Agenda

Approval of the October 18, 2023, Board Minutes

Susan Hoff made the motion to accept the October Board Minutes, as presented in the board packet. The motion passed with Ken Malcolmson seconding.

Approval of Bylaws Amendment to Increase Number of Board Directors

Laurie Larrea referenced page 8 in the board packet regarding the draft-First Amendment to the Second Amended and Restated Bylaws of the Dallas County Local Workforce Development Board. Section 4.1 states that the number of directors shall be increased to twenty-nine (29) members.

Chair Holston stated that the Governance Committee, Chair Joanne Caruso will research and modify the Bylaws and return to the Board of Directors for approval at the next board of directors meeting in January or February 2024..

Vice Chair, Dev Rastogi made the motion to approve the Bylaws Amendment as presented. The motion passed with Alan Cohen seconding.

Lease Briefing – Garland Location

Laurie Larrea briefed the Board on the Garland Workforce Center which is owned by the State of Texas which houses several other entities along with workforce. She mentioned that since the State is looking to sale the building, WFSDallas was given until April 2024 to vacate. The Board worked with JLL to locate a 17,000 square foot building in the Garland area to no avail, therefore the Board will ask CBRE to assist with locating a building in the area.

Board of Directors entered a Closed Session Meeting Pursuant to 551.071, Texas Open Meeting Act

Closed Session convened at 10:26 a.m.
 Adjourned at 11:10 a.m.

Action Following Closed Meeting

Vice Chair, Dev Rastogi read the action to be effective immediately: Ashlee Verner CFO/EVP was named as the Interim President/CEO/CFO for Workforce Solutions Greater Dallas. Bank authority to be

changed immediately as well as notification to grant funders. Lastly, approval of compensation as discussed.

Ken Malcolmson made the motion to accept the above action. The motion passed with Bill O'Dwyer seconding.

General Discussion/Other Business – Chair, Holston encouraged the Directors to attend the Hiring Red, White and You! Job Fair that will be held Thursday, November 16th at Gilley's Dallas.

The board meeting adjourned at 11:19 a.m.

Consent Agenda - Policy

No Local Flexibility (NLF)

Guidance Link/#	Subject	Publication Date
TA304	Property Tax Exemptions for Certain Child Care Facilities - new law allows, but does not require, counties and cities to exempt certain child care facilities from local property taxes.	2/5/2024
FDCM 10-23, Change 2	Required posters and language within the workforce centers – amendment includes new workplace violence and complaint system notice requirements effective April 1, 2024.	1/31/2024
WD 01-24	Child Care Professional Development Resources in Spanish- requires Boards to ensure that professional development opportunities and resources are made available to Spanish-speaking early childhood educators, effective February 1, 2024.	1/3/2024
WD 29-23	Texas Rising Star Child Care Rule Waivers – offers guidance on implementing two waivers: annual on-site assessment of certified TRS providers, and certified child care homes that have a facility change moving from a registered home to a licensed home.	12/13/2023
08-23, Change 2	Texas Child Care Connection and Child Care Automated Attendance	12/7/2023
WD 28-23	Guidance on the Use of Metrix Learning Services	11/21/2023
21-23, Change 1	Local Board Membership Updates –adds child care representative to the board and a minimum of 27 members.	11/20/2023
WD 02-23, Change 1	Adoption of a Universal Employment Plan – requires adoption of a universal employment plan in WorkInTexas.com assessments for all new workforce participants.	11/14/2023

RECOMMENDATION: Board authorization to approve policies above.

ACTION: Endorsement of External Applications/Agreements Update

	Pending
	Funded
	Not Funded

WFSDallas offered support to the following grants/agreements:

Economic Development Agency, Round 2	WFSDallas offered regional support for the Texoma Semiconductor Tech Hub. EDA grant offers investment in the semiconductor and related industries within the Texoma region to help catalyze investment, build workforce development initiatives, and offers economic growth.
Texas Workforce Commission Texas Internship Initiative	WFSDallas partnered with DISD to offer STEM internships for twenty-five (25) 11 th grade students partnering with Esposure, a Dallas-based global Esports technology company. Youth with barriers to employment will experience different components of Esports to include production, graphic design, editing, data analytics, and design.
Texas Workforce Commission PROWD Grant Initiative	As part of a multi-board initiative serving 150 federal inmates, WFSDallas will receive \$2.6M in three phases to enroll in construction, logistics, healthcare and manufacturing skills training. This 48-month Initiative will feature peer mentors, support services and job coaching to ensure employment success. Staff has received funding for Phase 1 of the grant totaling \$545,500, we will bring contract items for your approval in April.

RECOMMENDATION: Board approval for endorsement for grants described above.

ACTION ITEMS

Contracts and Agreements

FISCAL YEAR 2024/PROGRAM YEAR 2023 – February 2024

<u>SERVICE CONTRACT PROVIDER</u>	<u>CONTRACT AMOUNT</u>	<u>PROPOSED AMENDMENT</u>	<u>TOTAL CONTRACT</u>
Equus Workforce Solutions - Workforce System Operations Contract (October 1st - September 30th)	\$ 16,235,383	\$ 4,275,767	\$ 20,511,150
<p>Equus manages and operates all 8 workforces system offices including outreaching, recruiting, and enrolling eligible customers to participate in workforce programs. Contractor is responsible for meeting all contracted Board measures outlined in the performance/economic snapshot section. Funds will provide:</p> <ul style="list-style-type: none"> operational costs for capacity building to support additional activities and services to customers; and direct services to customers seeking training, subsidized employment, and supportive services. 			
Equus Workforce Solutions - Youth System Contract (July 1st - June 30th)	\$ 4,700,000	\$ 1,096,000	\$ 5,796,000
<p>Equus manages and operates the young adult program ages 18-24. Outreaching and recruiting a target of 600 disconnected youth to assist with job preparation activities, work experience and training opportunities to secure employment. Funds will provide:</p> <ul style="list-style-type: none"> operational costs for capacity building to support additional activities and services to customers; and additional resources to support direct services to youth participating in work experience and training opportunities. 			
RECOMMENDATION:			
Board authorization to approve the amendments to Equus’ workforce system operations and youth contracts as presented above.			

<u>SERVICE CONTRACT PROVIDER</u>	<u>CONTRACT AMOUNT</u>	<u>PROPOSED AMENDMENT</u>	<u>TOTAL CONTRACT</u>
ChildCareGroup - Child Care Services Contract (October 1st - September 30th)	\$ 115,378,976	\$ 26,025,776	\$ 141,404,752
<p>CCG manages and operates the child care subsidy and assistance program, as well as quality activities. 15,945 average number of children to be served requiring consistent outreach and enrollment activities to maintain the target within performance and compliance guidelines. Funds will provide:</p> <ul style="list-style-type: none"> direct services for the cost of eligible children in care. 			
RECOMMENDATION:			
Board authorization to approve the amendment to ChildCareGroup’s child care services contract as presented above.			

Contracts and Agreements

Child Care Local Match Partnership Agreements

- Local Match requirement \$4,329,030 fully secured to draw federal funding allocation amount of \$8,658,060
- Grant Period: October 1, 2023 - December 31, 2024
- Match funds are allocated to ChildCareGroup for direct care services unless determined otherwise
- Excess match may be used to assist other board areas

Partners	FY2024 Agreements
City of Dallas	\$ 850,000
City of Mesquite	\$ 380,000
Dallas ISD	\$ 1,100,000
Dallas College	\$ 1,150,000
Irving ISD*	\$ 200,000
Richardson ISD*	\$ 1,000,000
Total Local Match Secured	\$ 4,680,000
Local Match	\$ 4,329,030
Excess Match	\$ 350,970

**New partnership agreements*

RECOMMENDATION: Board authorization to approve the additional local match partnerships with Irving ISD and Richardson ISD as specified above as part of ChildCareGroup’s FY2024 contract to provide direct care to eligible children, effective October 1, 2023.

Adult Education & Literacy Program Contracts

The Consortium has met 6 of the 9 measures including meeting 60% of the enrollment target at December 31, 2023. With meeting the latter measure, the board received the performance base allocation in the amount of \$54,275. After meeting with the Consortium partners, staff determined to focus on enhancing services specifically for the following missed measures: integrated education and training opportunities, intensive services, and measurable skills gains. Staff requests awarding additional funds to each of the consortium partners to assist with improving performance as follows:

- \$383,653 - Dallas College
- \$81,135 - Irving ISD
- \$28,283 - Richardson ISD
- \$110,670 - Wilkinson Center
- \$10,533 - Equus Workforce Solutions

RECOMMENDATION: Board authorization to approve the amendments to each AEL Consortium partner as presented above.

Workforce Solutions Greater Dallas Child Care Advisory Council

In accordance with Texas Workforce Commission's workforce development letter WD 19-23, change 1, local boards are required to establish a local Child Care Advisory Council based on House Bill (HB) 619.

No later than February 29, 2024, or at the Board's first regularly scheduled Board meeting in the calendar year 2024, Boards or Board staff must appoint representatives to a local Child Care Advisory Council to meet at least quarterly. At a minimum, individuals appointed must represent the following entities:

- Licensed child care centers participating in TWC's Child Care Services (CCS) program
- Licensed or registered child care homes participating in CCS
- Families currently or formerly served by CCS
- Board CCS contractors
- Board members and/or Board staff
- Other child care stakeholders that represent the interests of the children and/or the families served

Additionally, Boards must ensure that Board members, or the formal standing committee of the Board that considers policy changes for the CCS program, receive:

- an update, at least twice a year, on the issues discussed by the committee; and
- any input on CCS policy change recommendations

Boards also must provide the Child Care Advisory Council with child care program data to inform the committee's work. Information provided must address both the CCS program and quality improvement activities.

Board staff will present the recommendations for the members of the Child Care Advisory Council for Board approval.

ACTION ITEMS

Policy – Local Flexibility

Support Services

NEEDS RELATED PAYMENTS (NRPs) NRPs are issued based on need as determined through the assessment process for eligible participants. NRPs provide financial assistance to participants to enable them to participate in training. Unlike other support services, to qualify for needs-related payments, a participant must be enrolled in training.

While following Federal and State guidance for eligibility (§ 680.940 and § 680.950), local boards may establish limits on the provision of NRPs, including maximum amount of funding. The maximum amount available for an eligible out-of- school youth, adult or dislocated worker payment amount is determined by the federal poverty level: [WIOA Low-Income Guidelines - Texas Workforce Commission](#)

The table below shows the weekly payment amount based on the participant’s family size for the DFW Metro Area. For families’ size exceeding five, benefits will be negotiated.

Family Size	1	2	3	4	5
Income	\$260	\$350	\$440	\$530	\$620

Within our current support services policy #S0121, change 7, WFSDallas offers support services to enable individuals to participate in activities authorized under the Workforce Innovation and Opportunity Act (WIOA).

We will modify the existing policy to place a limit on the amount of time that a participant may receive Needs Related Payments to a maximum of 6 months. If a participant requires longer than 6 months, it may be approved on a case-by-case basis.

RECOMMENDATION: Board authorization to approve the policy presented above.

Procurement

2024 Procurement Advisory and Schedule

We will conduct multiple procurements in 2024, and there are rules for Board and WFSDallas staff communication through these processes. We will notify the board when each formal Bid package is published. Bidders are notified of these limitations in the formal procurement instructions, and most are very familiar with the process.

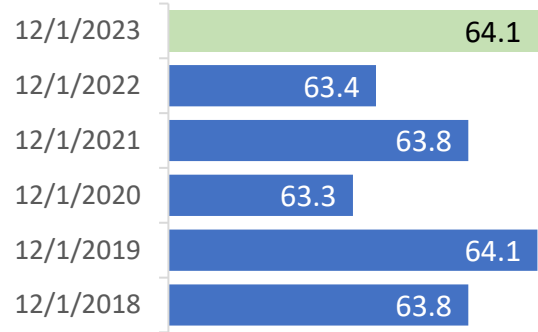
When procurement is published, you will be directed to our online notification <https://www.wfsdallas.com/doing-business>. Please feel free to share the link with interested parties, but no other contact is appropriate during active procurement.

Planned procurement opportunities with potential release dates in 2024:

- Spring 2024 -Management of Child Care Services
- 2024 – Strategic Planning
- 2024 Specialized Vendor Services (storage units, locksmith, pest control, electricians)

Additional procurement may be needed based on available funding.

Texas Labor Participation Rate Year Over Year - December



The Texas Labor Participation Rate is back to December 2019 levels at 64.1%

Dallas County Labor Force Statistics

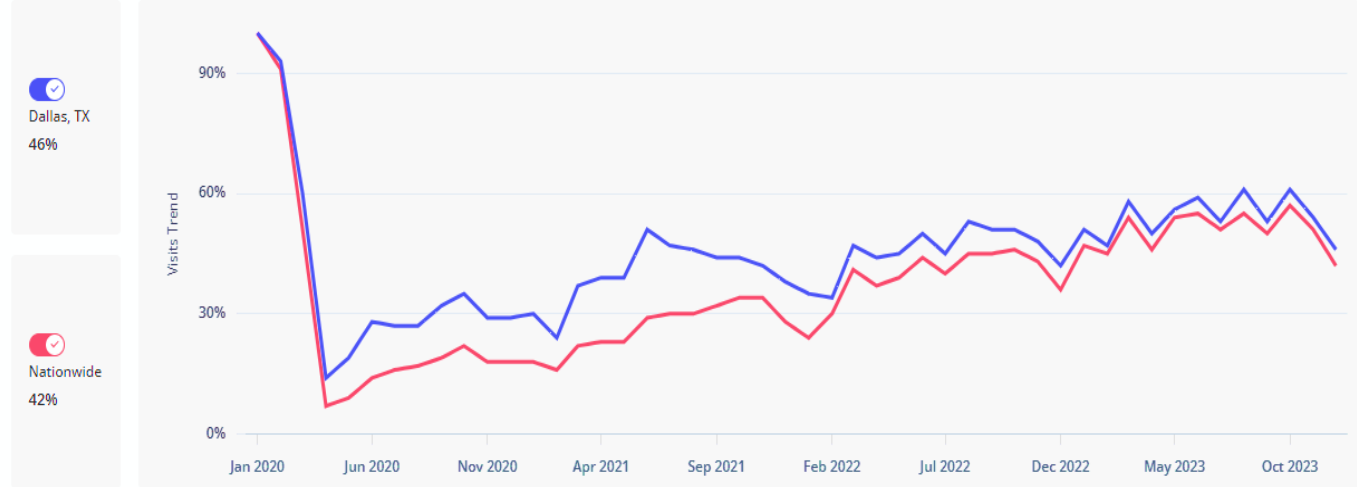
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	1,489,407	1,502,337	1,439,024	50,383
Employed	1,439,436	1,451,276	1,391,656	47,780
Unemployed	49,971	51,061	47,368	2,603
Unemployment Rate	3.4	3.4	3.3	0.1

TX Labor Force Statistics

	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	15,147,835	15,276,313	14,773,939	373,896
Employed	14,619,352	14,741,641	14,260,768	358,584
Unemployed	528,483	534,672	513,171	15,312
Unemployment Rate	3.5	3.5	3.5	0

Texas ranks first in the nation in over-the-year jobs added from December 2022 to December 2023, with 369,600 positions gained. Dallas County has added 47,780 in employment compared to December 2022. Since December 2003, Texas' labor force has grown by 38.7% (not seasonally adjusted) — more than triple the growth rate of the US labor force without Texas. During the same period the Dallas County labor force grew 28.41%

Placer.ai report on Return to Office January 2020 – December 2023



Top 10 January 2024 Work In Texas (WIT) Openings



Year over Year WIT Job Openings for January

Job Openings January 2024	9,862
Job Openings January 2023	12,214
Job Openings January 2022	16,103
Job Openings January 2021	13,601
Job Openings January 2020	19,214

BOARD SUMMARY REPORT - CONTRACTED MEASURES

BOARD NAME: DALLAS

BOARD CONTRACT YEAR 2023 YEAR END REPORT

Status Summary		With Positive Performance (+P):	Meeting Performance (MP):	With Negative Performance (-P):	% +P & MP											
Contracted Measures		4	15	3	86.36%											
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes																

WIOA Outcome Measures

DOL-C	Employed Q2 Post Exit – Adult (DOL)	MP	91.10%	83.10%	83.10%	75.70%	67.10%	63.70%	261	74.10%	73.20%	76.60%	78.80%	7/21	6/22
1,2									345						
DOL-C	Employed Q4 Post Exit – Adult (DOL)	MP	92.25%	81.30%	81.30%	75.00%	60.70%	64.70%	273	76.50%	71.00%	75.00%	78.90%	1/21	12/21
1,2									364						
DOL-C	Median Earnings Q2 Post Exit – Adult (DOL)	-P	89.39%	\$8,100.00	\$8,100.00	\$7,240.43	\$6,267.90	\$7,180.06	n/a	\$6,536.25	\$6,345.61	\$7,960.56	\$9,330.85	7/21	6/22
1,2									257						
DOL-C	Credential Rate – Adult (DOL)	MP	99.52%	82.70%	82.70%	82.30%	80.00%	78.70%	251	85.50%	83.30%	82.80%	75.90%	1/21	12/21
1,2									305						
DOL-C	Measurable Skills Gains - Adult (DOL)	+P	119.31%	66.80%	66.80%	79.70%	39.20%	33.70%	480	-----	-----	-----	-----	7/22	6/23
1,2									602						
DOL-C	Employed Q2 Post Exit – DW (DOL)	MP	99.64%	82.20%	82.20%	81.90%	73.20%	73.60%	177	85.70%	78.30%	80.00%	81.60%	7/21	6/22
1,2									216						
DOL-C	Employed Q4 Post Exit – DW (DOL)	MP	97.06%	81.60%	81.60%	79.20%	73.70%	83.80%	236	82.40%	77.60%	83.10%	71.70%	1/21	12/21
1,2									298						
DOL-C	Median Earnings Q2 Post Exit – DW (DOL)	+P	116.12%	\$10,000.00	\$10,000.00	\$11,611.69	\$10,150.52	\$8,083.47	n/a	\$9,576.06	\$12,274.78	\$12,557.71	\$12,911.50	7/21	6/22
1,2									172						
DOL-C	Credential Rate – DW (DOL)	MP	99.53%	85.00%	85.00%	84.60%	85.50%	84.60%	170	87.10%	84.80%	83.30%	81.30%	1/21	12/21
1,2									201						
DOL-C	Measurable Skills Gains - DW (DOL)	MP	107.60%	71.10%	71.10%	76.50%	42.90%	38.50%	169	-----	-----	-----	-----	7/22	6/23
1,2									221						
DOL-C	Employed/Enrolled Q2 Post Exit – Youth (DOL)	MP	96.50%	80.00%	80.00%	77.20%	73.40%	66.70%	332	79.80%	79.00%	79.80%	70.50%	7/21	6/22
1,2									430						
DOL-C	Employed/Enrolled Q4 Post Exit – Youth (DOL)	MP	94.58%	83.00%	83.00%	78.50%	72.30%	66.40%	317	66.70%	76.30%	84.20%	77.80%	1/21	12/21
1,2									404						
DOL-C	Median Earnings Q2 Post Exit – Youth (DOL)	MP	103.58%	\$4,900.00	\$4,900.00	\$5,075.33	\$4,350.04	\$8,427.76	n/a	\$4,403.99	\$5,069.35	\$6,290.68	\$5,078.66	7/21	6/22
1,2									331						
DOL-C	Credential Rate – Youth (DOL)	-P	85.01%	79.40%	79.40%	67.50%	63.60%	82.10%	77	76.90%	63.20%	56.50%	80.60%	1/21	12/21
1,2									114						
DOL-C	Measurable Skills Gains - Youth (DOL)	MP	102.88%	59.00%	59.00%	60.70%	22.70%	16.00%	235	-----	-----	-----	-----	7/22	6/23
1,2									387						
LBB-K	Employed/Enrolled Q2 Post Exit – C&T Participants Except Other	MP	98.83%	68.10%	68.10%	67.30%	62.50%	60.80%	11,505	68.60%	68.00%	67.30%	65.20%	7/21	6/22
									17,088						
LBB-K	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants Except Other	MP	102.88%	83.40%	83.40%	85.80%	83.80%	79.70%	8,541	84.90%	84.10%	87.20%	86.20%	1/21	12/21
									9,950						
LBB-K	Credential Rate – C&T Participants	+P	111.41%	70.90%	70.90%	78.99%	74.51%	78.82%	579	82.66%	80.20%	76.64%	76.39%	1/21	12/21
									733						

BOARD SUMMARY REPORT - CONTRACTED MEASURES

BOARD NAME: **DALLAS**

BOARD CONTRACT YEAR 2023 YEAR END REPORT

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

WIOA Outcome Measures

1. WIOA 116 requires states to update WIOA targets at the end of the year using the statistical adjustment model that has been updated with the final local casemix and economic conditions. These changes are reflected in this report.
2. This measure is now sourced from the TWC EDW and aligns, but not necessarily match depending on timing, with what you see on the Tableau dashboard. There are no known issues with this data, its report, or population into the MPR.

Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	-P	87.49%	59.96%	59.96%	52.46%	59.30%	72.47%	16,842	32,106	59.38%	51.00%	51.67%	48.38%	7/22	6/23
TWC	Employers Receiving Workforce Assistance from Boards or Self-Service	MP	100.95%	9,555	9,555	9,646	n/a	n/a	----	----	----	----	----	----	10/22	9/23

Program Participation Measures

TWC	Choices Full Engagement Rate - All Family Total	+P	116.82%	50.00%	50.00%	58.41%	57.90%	13.35%	70	121	53.29%	55.35%	61.91%	63.08%	10/22	9/23
TWC	Avg # Children Served Per Day - Combined	MP	104.54%	15,828	15,828	16,546	14,060	12,980	4,301,837	260	15,577	16,555	17,248	16,802	10/22	9/23

3. TWC performance had a mid-year adjustment to targets that resulted in a reduction in targets for the first half of the year (Oct to Mar) and then added funding to allow targets to return to the original levels from Apr to Sep. The year end target is the average of the Oct-Mar adjusted target and the original target applied to Apr-Sept.

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target

As Originally Published

BOARD CONTRACT YEAR 2023 YEAR END REPORT

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	95.45%	93.84%	105.03%	101.45%	100.89%	100.24%	99.88%	99.36%	101.46%	97.29%	96.23%	96.48%	114.44%	114.33%	99.50%
Borderplex	107.66%	101.63%	140.55%	114.46%	104.94%	90.05%	99.34%	99.27%	92.59%	107.76%	115.50%	117.54%	106.39%	82.87%	94.90%
Brazos Valley	95.90%	97.14%	100.66%	102.94%	104.98%	100.00%	100.00%	77.30%	95.65%	104.04%	103.35%	110.00%	92.57%	91.74%	97.88%
Cameron	99.76%	109.25%	117.41%	105.76%	94.94%	107.83%	115.33%	84.22%	129.37%	134.95%	113.95%	102.08%	111.29%	118.56%	130.72%
Capital Area	98.91%	100.68%	121.66%	95.82%	104.08%	104.91%	100.53%	106.65%	100.13%	103.66%	105.58%	112.96%	106.40%	106.94%	88.64%
Central Texas	102.51%	105.66%	123.18%	100.82%	110.45%	108.89%	108.80%	96.04%	106.24%	124.61%	100.84%	95.78%	100.45%	117.65%	108.54%
Coastal Bend	109.29%	90.85%	98.46%	94.14%	96.86%	102.92%	94.49%	100.81%	94.47%	102.25%	96.09%	88.56%	99.47%	106.39%	105.76%
Concho Valley	92.22%	94.14%	108.63%	90.91%	128.76%	109.59%	119.76%	119.56%	102.00%	70.32%	104.60%	98.55%	142.19%	145.99%	84.75%
Dallas	91.10%	92.25%	89.39%	99.52%	119.31%	99.64%	97.06%	116.12%	99.53%	107.60%	96.50%	94.58%	103.58%	85.01%	102.88%
Deep East	104.08%	105.85%	86.41%	92.69%	100.82%	113.02%	108.86%	98.72%	110.94%	94.56%	95.59%	108.33%	95.91%	84.30%	99.75%
East Texas	100.00%	100.71%	83.99%	92.47%	105.69%	102.66%	95.66%	99.15%	85.51%	95.22%	106.37%	107.10%	96.68%	107.30%	83.56%
Golden Crescent	107.66%	108.84%	111.58%	80.44%	109.13%	98.01%	112.69%	123.64%	108.59%	114.79%	105.04%	92.64%	113.38%	117.65%	114.73%
Gulf Coast	102.53%	92.01%	86.82%	93.00%	103.74%	98.02%	95.69%	107.34%	91.71%	110.27%	96.65%	97.78%	106.73%	119.83%	95.93%
Heart of Texas	104.44%	108.84%	57.21%	94.12%	101.78%	98.30%	95.53%	98.20%	95.65%	103.35%	97.22%	94.94%	100.79%	91.24%	127.63%
Lower Rio	91.14%	100.98%	107.98%	106.59%	86.47%	100.91%	99.87%	115.03%	110.94%	101.77%	106.97%	99.17%	106.27%	126.85%	90.92%
Middle Rio	98.54%	110.70%	100.81%	114.35%	105.53%	121.65%	104.79%	129.36%	117.65%	114.35%	84.24%	92.54%	87.15%	182.48%	105.15%
North Central	92.20%	91.56%	92.10%	94.14%	103.89%	95.44%	102.89%	99.75%	96.69%	105.49%	104.38%	106.04%	107.89%	73.74%	94.24%
North East	100.00%	113.16%	98.66%	104.24%	93.74%	99.02%	95.21%	114.81%	88.94%	108.63%	110.25%	117.38%	111.66%	154.82%	102.21%
North Texas	102.18%	92.24%	101.70%	98.71%	92.57%	121.65%	113.05%	124.73%	103.76%	97.96%	59.83%	120.48%	62.09%	n/a	109.08%
Panhandle	102.03%	102.34%	115.24%	95.53%	92.37%	98.54%	100.37%	94.95%	93.67%	100.00%	102.25%	105.63%	130.02%	105.18%	129.49%
Permian Basin	102.41%	99.02%	91.57%	98.43%	100.75%	101.09%	100.00%	119.29%	96.46%	106.33%	96.81%	104.10%	93.12%	139.60%	100.68%
Rural Capital	92.08%	97.86%	113.89%	107.18%	103.44%	100.93%	96.89%	99.82%	106.59%	95.06%	99.87%	106.27%	105.40%	104.24%	100.37%
South Plains	108.73%	118.57%	110.45%	106.38%	104.59%	94.70%	102.63%	108.45%	105.29%	118.20%	99.13%	96.39%	84.89%	69.16%	105.15%
South Texas	80.60%	89.39%	103.24%	117.65%	135.03%	98.73%	82.79%	121.72%	117.65%	132.07%	92.64%	96.11%	91.39%	117.65%	144.56%
Southeast	100.12%	93.73%	98.21%	99.19%	102.59%	98.18%	99.40%	96.92%	89.81%	90.44%	99.31%	94.38%	85.12%	91.37%	110.53%
Tarrant	95.29%	89.79%	99.54%	82.00%	105.18%	96.96%	99.40%	102.67%	87.52%	92.91%	102.30%	95.48%	98.81%	99.00%	95.59%
Texoma	98.56%	108.36%	102.87%	106.47%	115.87%	88.46%	102.17%	100.41%	107.88%	140.65%	92.13%	100.36%	118.67%	101.65%	96.78%
West Central	101.57%	96.06%	90.11%	110.43%	104.58%	110.39%	106.11%	130.94%	117.65%	112.52%	100.00%	96.61%	84.98%	94.12%	105.15%
+P	0	3	8	4	5	4	4	10	6	9	3	4	7	11	6
MP	27	23	15	22	22	23	23	16	18	18	23	23	16	11	19
-P	1	2	5	2	1	1	1	2	4	1	2	1	5	5	3
% MP & +P	96%	93%	82%	93%	96%	96%	96%	93%	86%	96%	93%	96%	82%	81%	89%
From	7/21	1/21	7/21	1/21	7/22	7/21	1/21	7/21	1/21	7/22	7/21	1/21	7/21	1/21	7/22
To	6/22	12/21	6/22	12/21	6/23	6/22	12/21	6/22	12/21	6/23	6/22	12/21	6/22	12/21	6/23

Percent of Target

As Originally Published

BOARD CONTRACT YEAR 2023 YEAR END REPORT

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Rcvg Wkfc Asst Fm Bds or Self Svc	Choices Full Engagement Rate	Average # Children Served Per Day- Combined	+P	MP	-P	% MP & +P
	Employed/ Enrolled Q2 Post-Exit	Employed/ Enrolled Q2-Q4 Post-Exit	Credential Rate								
Alamo	98.97%	104.92%	95.47%	93.72%	107.20%	127.86%	106.27%	5	16	1	95%
Borderplex	98.24%	103.24%	124.37%	91.70%	100.58%	113.38%	112.84%	7	13	2	91%
Brazos Valley	97.36%	101.68%	77.24%	103.00%	95.83%	106.12%	101.59%	1	19	2	91%
Cameron	105.58%	101.44%	125.50%	100.38%	106.96%	111.22%	119.37%	13	8	1	95%
Capital Area	100.44%	104.92%	93.88%	85.63%	103.06%	118.10%	104.80%	3	16	3	86%
Central Texas	101.17%	101.56%	100.24%	98.38%	93.46%	114.90%	107.75%	6	15	1	95%
Coastal Bend	101.17%	102.64%	102.30%	102.85%	105.75%	113.70%	96.35%	2	19	1	95%
Concho Valley	106.46%	104.56%	102.03%	106.25%	110.45%	98.78%	97.44%	8	12	2	91%
Dallas	98.83%	102.88%	111.41%	87.43%	100.95%	116.82%	104.54%	4	15	3	86%
Deep East	101.91%	102.40%	114.10%	100.47%	108.68%	114.84%	102.85%	5	15	2	91%
East Texas	103.52%	104.08%	97.05%	108.30%	107.37%	100.88%	100.64%	2	17	3	86%
Golden Crescent	109.69%	106.83%	102.92%	97.50%	107.65%	150.00%	92.64%	11	9	2	91%
Gulf Coast	97.80%	102.52%	97.09%	94.88%	95.51%	117.50%	102.69%	3	17	2	91%
Heart of Texas	104.85%	105.28%	94.03%	105.15%	93.48%	124.38%	108.08%	5	14	3	86%
Lower Rio	105.73%	101.20%	125.74%	106.80%	104.71%	144.38%	109.10%	8	13	1	95%
Middle Rio	102.50%	94.72%	91.72%	100.03%	87.69%	125.18%	103.88%	8	9	5	77%
North Central	98.53%	104.32%	96.59%	89.80%	110.10%	132.24%	80.90%	2	17	3	86%
North East	92.22%	103.00%	114.29%	99.62%	115.25%	101.70%	102.63%	8	12	2	91%
North Texas	102.64%	103.24%	119.48%	105.52%	96.70%	107.92%	95.71%	7	12	2	90%
Panhandle	104.99%	103.24%	113.62%	107.35%	103.51%	120.02%	98.32%	6	16	0	100%
Permian Basin	104.11%	102.52%	103.20%	108.67%	92.97%	100.78%	104.01%	3	18	1	95%
Rural Capital	101.32%	106.24%	118.80%	91.10%	99.25%	120.98%	109.31%	5	16	1	95%
South Plains	103.96%	103.12%	111.86%	112.42%	113.84%	110.48%	106.91%	8	12	2	91%
South Texas	96.18%	99.28%	141.04%	100.60%	111.52%	121.26%	102.69%	10	9	3	86%
Southeast	105.29%	103.12%	94.03%	109.27%	106.61%	105.66%	114.40%	6	13	3	86%
Tarrant	99.56%	103.48%	86.97%	93.52%	104.04%	106.12%	110.51%	2	15	5	77%
Texoma	100.73%	104.92%	125.94%	97.02%	86.19%	99.32%	112.15%	5	15	2	91%
West Central	93.83%	102.64%	121.21%	117.03%	104.65%	106.04%	103.20%	8	12	2	91%
+P	5	3	13	10	12	23	11	161			
MP	21	24	9	10	11	5	15	394			
-P	2	1	6	8	5	0	2	60			
% MP & +P	93%	96%	79%	71%	82%	100%	93%	90%			
From	7/21	1/21	1/21	7/22	10/22	10/22	10/22	From			
To	6/22	12/21	12/21	6/23	9/23	9/23	9/23	To			

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: **DALLAS**

FINAL RELEASE

As Originally Published 2/14/2024

DECEMBER 2023 REPORT

Status Summary		With Positive Performance (+P):	Meeting Performance (MP):	With Negative Performance (-P):	% +P & MP											
Contracted Measures		1	8	7	56.25%											
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes																

WIOA Outcome Measures

DOL-C 1,2	Employed Q2 Post Exit – Adult (DOL)	MP	96.72%	73.20%	73.20%	70.80%	75.70%	67.10%	150 212		65.80%	73.40%			7/22	12/22
DOL-C 1,2	Employed Q4 Post Exit – Adult (DOL)	MP	94.69%	73.50%	73.50%	69.60%	75.00%	60.70%	112 161		66.20%	72.60%			1/22	6/22
DOL-C 1,2	Median Earnings Q2 Post Exit – Adult (DOL)	MP	107.89%	\$7,600.00	\$7,600.00	\$8,199.89	\$7,240.43	\$6,216.58	n/a 147		\$7,199.85	\$9,647.63			7/22	12/22
DOL-C 1,2,3	Credential Rate – Adult (DOL)	-P	78.47%	85.00%	85.00%	66.70%	82.30%	79.90%	86 129		76.30%	58.60%			1/22	6/22
DOL-C 1,2	Measurable Skills Gains - Adult (DOL)	-P	88.44%	78.70%	78.70%	69.60%	78.70%	66.10%	78 112		----	----	----	----	7/23	12/23
DOL-C 1,2	Employed Q2 Post Exit – DW (DOL)	MP	93.43%	82.20%	82.20%	76.80%	81.90%	72.90%	76 99		75.50%	78.00%			7/22	12/22
DOL-C 1,2	Employed Q4 Post Exit – DW (DOL)	+P	110.25%	76.10%	76.10%	83.90%	79.20%	73.70%	78 93		83.60%	84.20%			1/22	6/22
DOL-C 1,2	Median Earnings Q2 Post Exit – DW (DOL)	MP	101.92%	\$12,400.00	\$12,400.00	\$12,637.70	\$11,611.69	\$10,076.91	n/a 76		\$14,639.24	\$11,463.61			7/22	12/22
DOL-C 1,2,4	Credential Rate – DW (DOL)	-P	61.29%	85.00%	85.00%	52.10%	84.60%	85.60%	38 73		48.90%	57.10%			1/22	6/22
DOL-C 1,2	Measurable Skills Gains - DW (DOL)	-P	79.22%	76.50%	76.50%	60.60%	76.50%	65.30%	83 137		----	----	----	----	7/23	12/23
DOL-C 1,2	Employed/Enrolled Q2 Post Exit – Youth (DOL)	MP	96.44%	75.80%	75.80%	73.10%	77.20%	73.40%	171 234		68.90%	76.60%			7/22	12/22
DOL-C 1,2	Employed/Enrolled Q4 Post Exit – Youth (DOL)	MP	94.59%	75.80%	75.80%	71.70%	78.50%	72.30%	137 191		74.70%	69.60%			1/22	6/22
DOL-C 1,2	Median Earnings Q2 Post Exit – Youth (DOL)	-P	89.73%	\$5,300.00	\$5,300.00	\$4,755.62	\$5,075.33	\$4,300.37	n/a 170		\$4,329.73	\$5,666.78			7/22	12/22
DOL-C 1,2,5	Credential Rate – Youth (DOL)	-P	88.68%	70.70%	70.70%	62.70%	67.50%	64.70%	52 83		65.60%	60.80%			1/22	6/22
DOL-C 1,2	Measurable Skills Gains - Youth (DOL)	-P	51.91%	60.10%	60.10%	31.20%	60.10%	53.40%	44 141		----	----	----	----	7/23	12/23
LBB-NK 2	Employed/Enrolled Q2 Post Exit – C&T Participants Except Other	---	----	----	----	65.30%	67.30%	62.60%	5,584 8,558		65.80%	64.50%			7/22	12/22
LBB-K 2	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants Except Other	---	----	----	----	82.90%	85.80%	83.90%	4,559 5,500		84.60%	81.20%			1/22	6/22
LBB-K 2	Credential Rate – C&T Participants	---	----	----	----	58.10%	78.99%	74.51%	190 327		61.88%	54.49%			1/22	6/22

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

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: **DALLAS**

FINAL RELEASE
As Originally Published 2/14/2024
DECEMBER 2023 REPORT

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

WIOA Outcome Measures

- WIOA 116 requires states to update WIOA targets at the end of the year using the statistical adjustment model that has been updated with the final local casemix and economic conditions. Boards negotiate 2 years of targets at a time with the second year potentially having the most significant adjustments from what was negotiated since little was known about the casemix or economy at the time of the negotiation. To minimize the risk of a significant shift in the target at the end of the year when there was no time to make adjustments and, as the result of after discussions with local Boards, TWC agreed that it would update targets at the beginning of the year and during the year as well as at the end of the year. For BCY24 there will be a Beginning of Year Estimate, a Mid-Year Estimate, and an End of Year Final Target Adjustment. For BCY25, targets will be updated on a quarterly basis during the year as the casemix and economic data matures.
- This measure is now sourced from the TWC EDW and aligns, but not necessarily match depending on timing, with what you see on the Tableau dashboard. There are no known issues with this data, its report, or population into the MPR.
- This measure was corrected to ensure that a Participant is included in the Adult Credential Rate ONLY if the person received Training Services (other than OJT) funded by WIOA Adult Local funding by the Board being reported. If the person was included in the Credential Rate for another Board or program but does not meet the previous conditions, the person would not be included in this measure for this Board. The data should align, but not necessarily match depending on timing, with what you see on the Tableau dashboard.
- This measure was corrected to ensure that a Participant is included in the DW Credential Rate ONLY if the person received Training Services (other than OJT) funded by WIOA DW Local funding by the Board being reported. If the person was included in the Credential Rate for another Board or program but does not meet the previous conditions, the person would not be included in this measure for this Board. The data should align, but not necessarily match depending on timing, with what you see on the Tableau dashboard.
- This measure was corrected to ensure that a Participant is included in the Youth Credential Rate ONLY if the person was an OSY and received Training Services (other than OJT) OR an OSY who went back into education OR was ISY (and in all cases, funded by WIOA Youth Local funding by the Board being reported). If the person was included in the Credential Rate for another Board or program but does not meet the previous conditions, the person would not be included in this measure for this Board. The data should align, but not necessarily match depending on timing, with what you see on the Tableau dashboard. The original June publication had an error regarding ISY that has been corrected with this reissued report.

Reemployment and Employer Engagement Measures

	Claimant Reemployment within 10 Weeks	---	-----	-----	-----	52.28%	52.46%	59.11%	4,594 8,787	52.28%				7/23	9/23
	Employers Receiving Workforce Assistance from Boards or Self-Service	---	-----	-----	-----	3,318	9,646	n/a	----- -----	-----	-----	-----	-----	10/23	12/23

Program Participation Measures

	Choices Full Engagement Rate - All Family Total	---	-----	-----	-----	57.21%	58.41%	57.90%	83 145	57.21%				10/23	12/23
LBB-K	Avg # Children Served Per Day - Combined	MP	97.77%	15,945	15,945	15,590	16,546	14,148	1,013,326 65	15,590				10/23	12/23

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

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target (Year-to-Date Performance Periods)

FINAL RELEASE

As Originally Published 2/14/2024

DECEMBER 2023 REPORT

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	89.54%	87.38%	78.28%	63.76%	93.56%	101.17%	93.41%	92.81%	92.94%	68.20%	95.00%	81.33%	113.98%	95.31%	68.66%
Borderplex	106.58%	99.26%	159.34%	101.29%	112.24%	104.77%	82.86%	134.31%	66.14%	93.75%	99.50%	96.39%	101.12%	121.73%	126.08%
Brazos Valley	93.03%	98.50%	102.24%	61.41%	61.85%	101.72%	91.59%	114.60%	73.65%	57.52%	102.23%	84.34%	86.08%	109.49%	76.18%
Cameron	99.75%	101.97%	109.69%	99.41%	96.26%	132.63%	131.41%	100.47%	117.65%	n/a	117.59%	117.36%	79.22%	97.83%	49.08%
Capital Area	89.73%	95.65%	104.27%	82.71%	90.56%	100.40%	99.34%	120.82%	83.06%	79.32%	86.05%	86.18%	117.90%	68.59%	44.92%
Central Texas	92.58%	102.21%	93.14%	93.53%	65.13%	98.30%	94.96%	114.97%	109.65%	87.12%	87.52%	93.03%	113.30%	128.47%	102.53%
Coastal Bend	93.18%	104.35%	95.25%	97.98%	81.29%	112.08%	103.57%	108.30%	93.18%	75.38%	100.28%	91.57%	109.63%	106.45%	86.19%
Concho Valley	106.97%	129.25%	94.72%	90.87%	36.41%	108.15%	59.88%	91.90%	117.65%	105.49%	125.00%	60.24%	62.30%	69.83%	169.49%
Dallas	96.72%	94.69%	107.89%	78.47%	88.44%	93.43%	110.25%	101.92%	61.29%	79.22%	96.44%	94.59%	89.73%	88.68%	51.91%
Deep East	106.75%	97.91%	91.17%	103.11%	75.65%	104.26%	105.76%	97.33%	88.24%	104.13%	90.93%	85.22%	83.66%	93.03%	92.25%
East Texas	97.42%	96.97%	85.61%	71.71%	93.70%	103.83%	99.34%	98.45%	94.44%	90.01%	100.51%	97.95%	89.95%	109.49%	60.51%
Golden Crescent	102.46%	116.06%	114.03%	122.28%	68.59%	109.28%	91.62%	74.27%	100.82%	78.84%	116.63%	137.55%	125.56%	118.91%	29.01%
Gulf Coast	96.81%	98.64%	81.92%	81.14%	93.86%	99.00%	96.34%	120.17%	86.29%	78.62%	98.05%	93.42%	109.51%	56.01%	47.29%
Heart of Texas	90.31%	123.00%	117.79%	115.60%	64.24%	106.45%	101.32%	124.49%	79.37%	120.05%	96.23%	91.91%	79.86%	77.32%	51.13%
Lower Rio	102.87%	81.06%	83.03%	105.65%	87.72%	102.43%	107.36%	90.52%	108.24%	94.92%	85.59%	93.94%	136.14%	94.53%	79.18%
Middle Rio	102.46%	82.04%	58.13%	117.65%	90.47%	101.34%	123.30%	159.17%	117.65%	111.81%	130.96%	87.78%	42.57%	49.06%	53.37%
North Central	92.11%	91.84%	93.82%	76.40%	75.51%	100.52%	97.47%	97.82%	87.19%	80.30%	92.00%	103.03%	93.07%	134.75%	74.75%
North East	100.48%	92.25%	127.96%	110.71%	106.89%	100.13%	108.28%	101.35%	108.99%	109.81%	107.13%	105.42%	150.35%	84.00%	61.35%
North Texas	78.23%	106.53%	118.93%	70.59%	91.20%	85.16%	119.76%	70.93%	122.85%	104.77%	139.47%	60.24%	92.91%	n/a	95.35%
Panhandle	99.28%	110.82%	121.54%	110.10%	66.47%	108.22%	100.00%	97.91%	107.54%	88.89%	130.13%	93.13%	87.71%	94.12%	110.25%
Permian Basin	99.88%	101.45%	86.19%	99.31%	80.54%	95.13%	97.96%	91.30%	88.42%	89.95%	109.71%	80.36%	151.67%	74.22%	72.56%
Rural Capital	120.36%	92.37%	96.99%	66.47%	53.89%	114.99%	87.08%	108.76%	85.18%	66.24%	103.49%	98.92%	108.19%	88.24%	81.84%
South Plains	113.88%	96.71%	115.44%	102.94%	80.71%	110.85%	119.76%	107.53%	117.65%	118.20%	116.18%	97.52%	117.65%	124.38%	82.94%
South Texas	110.38%	115.92%	107.45%	117.65%	92.47%	120.65%	123.65%	83.10%	117.65%	101.30%	108.42%	96.67%	122.66%	106.94%	55.83%
Southeast	80.74%	100.77%	76.98%	90.69%	92.94%	114.99%	95.09%	91.17%	132.28%	100.42%	92.63%	94.73%	101.78%	84.31%	101.60%
Tarrant	100.27%	94.29%	93.42%	100.29%	83.53%	98.15%	94.61%	88.58%	104.89%	71.09%	93.03%	95.94%	83.92%	84.62%	95.42%
Texoma	112.83%	103.42%	135.54%	99.88%	93.67%	0.00%	87.65%	n/a	132.28%	94.56%	99.58%	66.18%	135.16%	78.47%	84.75%
West Central	114.47%	104.08%	79.85%	102.94%	105.29%	121.65%	119.76%	64.19%	78.47%	75.00%	128.73%	100.97%	153.85%	n/a	61.35%
+P	5	5	8	6	1	7	7	7	8	3	8	2	11	5	3
MP	19	20	12	13	12	19	17	15	9	10	17	17	7	9	5
-P	4	3	8	9	15	2	4	5	11	14	3	9	10	12	20
% MP & +P	86%	89%	71%	68%	46%	93%	86%	81%	61%	48%	89%	68%	64%	54%	29%
From	7/22	1/22	7/22	1/22	7/23	7/22	1/22	7/22	1/22	7/23	7/22	1/22	7/22	1/22	7/23
To	12/22	6/22	12/22	6/22	12/23	12/22	6/22	12/22	6/22	12/23	12/22	6/22	12/22	6/22	12/23

Percent of Target (Year-to-Date Performance Periods)

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Rcvg Wkfc Asst Fm Bds or Self Svc	Choices Full Engagement Rate	Average # Children Served Per Day- Combined	+P	MP	-P	% MP & +P
	Employed/ Enrolled Q2 Post-Exit	Employed/ Enrolled Q2-Q4 Post-Exit	Credential Rate								
Alamo	n/a	n/a	n/a	n/a	n/a	n/a	91.36%	1	7	8	50%
Borderplex	n/a	n/a	n/a	n/a	n/a	n/a	118.52%	6	8	2	88%
Brazos Valley	n/a	n/a	n/a	n/a	n/a	n/a	117.35%	2	7	7	56%
Cameron	n/a	n/a	n/a	n/a	n/a	n/a	103.82%	5	8	2	87%
Capital Area	n/a	n/a	n/a	n/a	n/a	n/a	103.56%	2	6	8	50%
Central Texas	n/a	n/a	n/a	n/a	n/a	n/a	105.70%	4	9	3	81%
Coastal Bend	n/a	n/a	n/a	n/a	n/a	n/a	108.90%	2	11	3	81%
Concho Valley	n/a	n/a	n/a	n/a	n/a	n/a	105.34%	5	6	5	69%
Dallas	n/a	n/a	n/a	n/a	n/a	n/a	97.77%	1	8	7	56%
Deep East	n/a	n/a	n/a	n/a	n/a	n/a	96.12%	0	12	4	75%
East Texas	n/a	n/a	n/a	n/a	n/a	n/a	99.52%	0	12	4	75%
Golden Crescent	n/a	n/a	n/a	n/a	n/a	n/a	88.04%	7	4	5	69%
Gulf Coast	n/a	n/a	n/a	n/a	n/a	n/a	99.32%	1	9	6	63%
Heart of Texas	n/a	n/a	n/a	n/a	n/a	n/a	94.57%	5	5	6	63%
Lower Rio	n/a	n/a	n/a	n/a	n/a	n/a	97.72%	1	10	5	69%
Middle Rio	n/a	n/a	n/a	n/a	n/a	n/a	91.14%	6	3	7	56%
North Central	n/a	n/a	n/a	n/a	n/a	n/a	92.93%	1	9	6	63%
North East	n/a	n/a	n/a	n/a	n/a	n/a	79.01%	3	10	3	81%
North Texas	n/a	n/a	n/a	n/a	n/a	n/a	93.34%	4	5	6	60%
Panhandle	n/a	n/a	n/a	n/a	n/a	n/a	82.35%	5	7	4	75%
Permian Basin	n/a	n/a	n/a	n/a	n/a	n/a	91.21%	1	7	8	50%
Rural Capital	n/a	n/a	n/a	n/a	n/a	n/a	97.07%	2	7	7	56%
South Plains	n/a	n/a	n/a	n/a	n/a	n/a	103.31%	9	5	2	88%
South Texas	n/a	n/a	n/a	n/a	n/a	n/a	113.31%	8	6	2	88%
Southeast	n/a	n/a	n/a	n/a	n/a	n/a	94.80%	2	10	4	75%
Tarrant	n/a	n/a	n/a	n/a	n/a	n/a	110.41%	1	10	5	69%
Texoma	n/a	n/a	n/a	n/a	n/a	n/a	91.32%	4	5	6	60%
West Central	n/a	n/a	n/a	n/a	n/a	n/a	88.98%	5	4	6	60%
+P	0	0	0	0	0	0	7	93			
MP	0	0	0	0	0	0	9	210			
-P	0	0	0	0	0	0	12	141			
% MP & +P	N/A	N/A	N/A	N/A	N/A	N/A	57%	68%			
From							10/23	From			
To							12/23	To			

Child Care Quality Dashboard

December 2023

Total Number of Providers

633
+0.00%
vs. previous month

Number of TRS Providers

215
+0.47%
vs. previous month



Number of TRS 2 Providers

7
+0.00%
vs. previous month




Number of TRS 3 Providers

51
+0.00%
vs. previous month



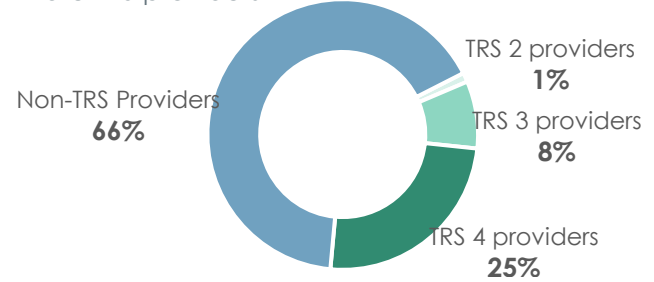
Number of TRS 4 Providers

157
+0.64%
vs. previous month



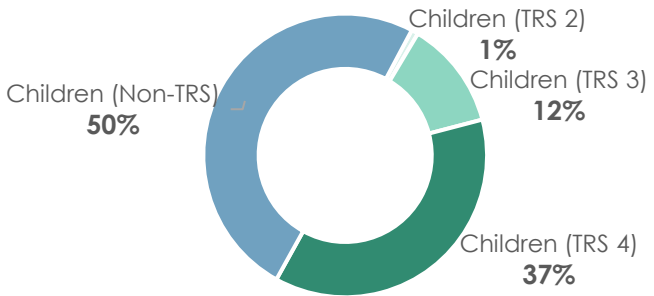
Percentage of Child Care Providers

34% of CCA providers in the Dallas County delivery area are TRS providers

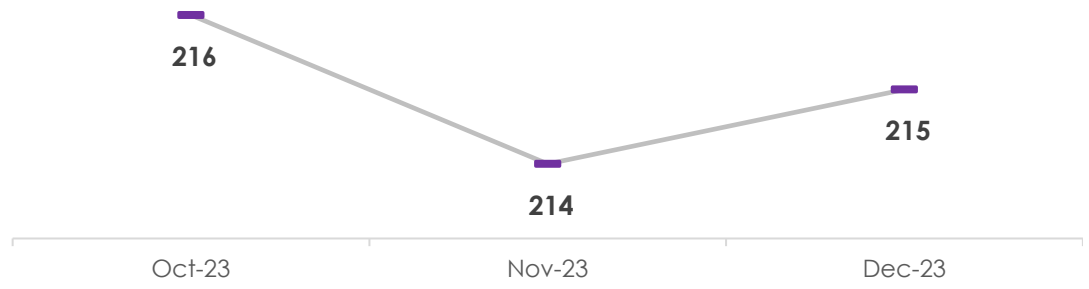


Percentage of Children in Care

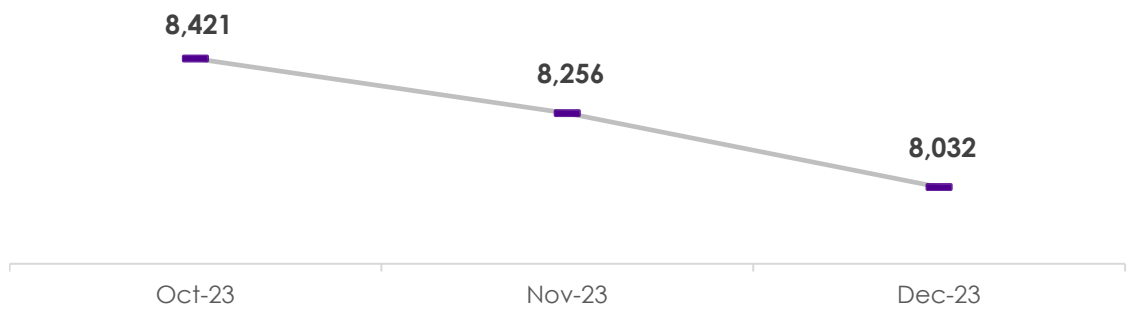
50% of children in care are enrolled in TRS providers








Number of Texas Rising Star Providers By Month (FY2024)









Number of Children Enrolled in Texas Rising Star Providers By Month (FY2024)



QUALITY ASSURANCE AND OVERSIGHT- February 2024 Update

	Review final with no issues		New Review
	Pending report		Review ongoing
	Review final with issues		

Equus Fiscal review All programs and indirect cost review		<ul style="list-style-type: none"> • Status: Review has been completed. External monitors have requested additional documentation in the areas of expenditure disbursements, education/training payments and financial reporting
Fiscal review AEL – Dallas College		<ul style="list-style-type: none"> • Status: Review complete and report issued. Concerns in the areas of procurement and expenses charged to incorrect contract period. Dallas College provided a refund in the amount of \$30,380 to WFSDallas. The fiscal review is considered final.
Fiscal review AEL – Wilkinson Center		<ul style="list-style-type: none"> • Status: Review ongoing, additional documentation was requested in the areas of expenditure disbursements, financial reporting, cost allocation and insurance.
Fiscal review CCG		<ul style="list-style-type: none"> • Status: Review complete and pending response from the contractor.
Program review Dallas College Youth		<ul style="list-style-type: none"> • Status: Report issued. Concerns in the areas of: complete/correct data entry, follow-up services and data entry for employment documentation.
Program review Equus – Youth, Adult, DW WIOA		<ul style="list-style-type: none"> • Status: Review and report complete. Concerns in the area of: documentation. Equus provided a refund in the amount of \$450 to WFSDallas. The program review is considered final.

TWC conducted an Equal Opportunity review with one finding in regards to an accessibility issue within the Garland workforce center. Note: this center is a TWC owned building which will be sold in the summer of 2024. Currently, the board is working with the broker to secure a new space.

TWC Audit Resolution has concluded the reviews of the SNAP and TANF programs and has stated that the corrective actions taken by WFSDallas have resolved the previous findings.

In addition, WFSDallas received notice that the Technical Assistance Plan was lifted for the Adult Education and Literacy Grant.

FOR YOUR INFORMATION



Internships: Hire Your Future Workforce

Internship programs help employers promote and introduce their industry, company, and careers to high school and/or college students. Internships help employers start training talent and evaluate them for future full-time positions. Interns bring diverse perspectives and skills which may enhance workplace production and culture.

Promote Your Organization's Career Opportunities

Benefit From Different and Developing Skill Sets

Start Training New Talent

Recruit for Full-Time Positions

Post Internship Positions and Search for Candidates at: TXInternshipChallenge.com



A proud partner of the [AmericanJobCenter](http://AmericanJobCenter.com) network

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2989 (TTY) and 711 (Voice). twc.texas.gov. This project is wholly funded with Federal workforce development funds. This document contains vital information about requirements, rights, determinations, and/or responsibilities for accessing workforce system services. Language services, including the interpretation/translation of this document, are available free of charge upon request. Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud. Tài liệu này có thông tin quan trọng về các yêu cầu, quyền hạn, quyết định, và/hoặc trách nhiệm để sử dụng các dịch vụ của hệ thống nhân lực. Các dịch vụ trợ giúp ngôn ngữ, bao gồm thông dịch/chuyển ngữ tài liệu này, có sẵn miễn phí khi quý vị yêu cầu.



By participating in the **TXWORKS** internship program, TXWORKS employers receive reimbursement for a portion of paid internships.

Texas Workforce Commission (TWC) [TXInternshipChallenge.com](https://www.txworkforce.com/TXInternshipChallenge.com) website, which supports program outreach to students and employers, TXWORKS employer internship postings, and the internship application process, makes it easy to find talented interns for your business.

TXWORKS EMPLOYERS WILL PROVIDE INTERNS WITH THE FOLLOWING:

- Internship term with a minimum of 96 hours over 8 weeks
- Internships can take place face-to-face, virtually, or hybrid
- A work environment that is safe for interns and provides meaningful, real-work experiences

ELIGIBILITY REQUIREMENTS

- Private, nonprofit, for-profit, or non-higher education governmental agency
- Compliance with federal and state labor laws
- Must pay intern full wages and partial reimbursement granted at the end of the internship program
- Employers will register on the Texas Internship Challenge website where available internships are posted

WHAT YOU GET OUT OF TXWORKS:

- Opportunity to mentor future leaders and gain fresh perspectives
- Grow connections within the community.
- Receive reimbursement of a portion of wages paid to interns. An example of the TXWORKS reimbursement amount is shown below:

Internship hourly wage	Reimbursement
\$15.00	\$7.50
\$17.00	\$8.50
\$20.00	\$10.00

LEARN MORE & APPLY

Visit TXWORKS > bit.ly/TXWORKS_employers or scan the QR code to learn more about the TXWORKS internship program benefits, internship requirements, and steps to apply.

TXWORKS

Supported by **THECB**



DALLAS

INDEPENDENT SCHOOL DISTRICT



INTERNSHIP PROGRAM

2024

INTERESTED IN HOSTING SUMMER INTERNS?

- Students are rising senior at least 16 years old.
- Students will be "Internship Ready" and have completed the career readiness course.
- Students will provide their own transportation.
- Internships are 6 - 8 weeks during the summer.
- Opportunities can be in-person, virtual, or hybrid.

FOR MORE INFORMATION CONTACT

Shannon A. Green

Project Manager Workforce Development and Employer Relations

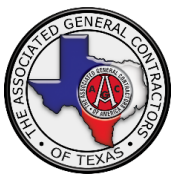
 (972) 925-8917

 sgreen1@dallasisd.org



SCAN THE QR CODE
TO REGISTER FOR THE
DALLAS ISD INTERNSHIP
PROGRAM AND COMPLETE THE
2024 INTERNSHIP HOST
REGISTRATION FORM.





Construction Career Day

April 2, 2024
9 a.m. - 2 p.m./CDT

Briscoe Carpenter Livestock Arena
1403 North Washington Avenue
Dallas, TX 75204



📧 Contact Information

Kent Andersen
kandersen@wfsdallas.com

Kim Hunziker
connectu2jobs@txdot.gov



Engage with career and technical education students as they **explore career options in heavy civil construction**



Participate in **interactive learning labs** and **equipment demonstrations** that highlight job opportunities with your organization



**REGISTER
HERE**



CAREER EXPO

Looking for your next career opportunity? Don't miss our upcoming CAREER EXPO & HIRING FAIR!



Friday
19 April 2024



11:00 am - 3:00 pm



Briscoe Carpenter Livestock Center
1403 Washington St,
Dallas, TX 75210



REGISTER NOW



Workforce Solutions Greater Dallas is an equal opportunity employer program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 711 | TDD: 1-800-735-2989, voice: 1-800-735-2988. 100% of funding received from the Texas Workforce Commission, including Federal Funds through the US Departments of Labor, Health and Human Services, Education, and Agriculture, and non-governmental resources. This document contains vital information about requirements, rights, determinations, and/or responsibilities for accessing workforce system services. Language services, including the interpretation/translation of this document, are available free of charge upon request. Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud.

