

WORKFORCESOLUTIONS
G R E A T E R D A L L A S

A proud partner of the American Job Center network

PRESIDENT / CEO

WORKFORCE SOLUTIONS GREATER DALLAS



EXECUTIVE
RECRUITMENT
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WORKFORCE SOLUTIONS GREATER DALLAS

ABOUT THE ORGANIZATION

We make a *difference* in the lives of people in our community by providing customized workforce solutions!

- ◆ **We provide access to jobs, better jobs, and a skilled workforce.**
- ◆ **We provide an all-in-one resource to employers and job seekers at no cost.**
- ◆ **We enhance the quality of life for Texans through workforce innovation.**



Texas boasts a strong economy and job market, and Dallas, the second-largest city, plays a substantial role in contributing to this success. The thriving workforce system here provides services to diverse residents with differing education and skill levels, from basic English speakers to college graduates and older workers.

WFSDallas provides services and employment opportunities to communities throughout Dallas County including school districts, and colleges impacting over two million residents. This could be a single parent who dropped out of school and is now seeking to improve the economic outlook for their family and future generations. It could also be a small business owner expanding and requiring skilled workers to help the company flourish. A high school or college graduate searching for their first job or a returning citizen seeking a second chance at learning new skills and employment are all examples of the services provided through WFSDallas.

WFSDallas promotes and supports the workforce system for Dallas County and Texas creating a great place to live, by enabling those who want to contribute to the workforce achieve and sustain economic prosperity.

The organization's multi-faceted system of job training, placement, and retention includes training new workers, upskilling current ones, and supporting wraparound services that help balance work and learning, including quality childcare. The organization also develops, analyzes, and shares labor market information and regional economic studies; incorporates new and adapts current delivery strategies to include new technologies to make services more accessible; and ensures that WFSDallas offers an integrated, cost-efficient, and effective service delivery system focused on business-led training models and processes.

Serving more than 46,000 customers and nearly 9,000 employers, the organization meets these needs through eight workforce centers and a fully trained team of professional staff that assist with assessment, training, job search, referrals to improve English language skills, high school equivalency certificates, and skills training. Customized efforts are made available for individuals with disabilities, workers 50+, foster youth, military veterans, young adults/students, and laid-off workers, including professionals.



MISSION

Workforce Solutions Greater Dallas exists to ensure competitive solutions for **EMPLOYERS** through quality people and for **PEOPLE** through quality jobs.

VALUES

Workforce Solutions Greater Dallas is recognized locally and nationally as a best-in-class workforce system that:

- Engages essential employers committed to furthering the workforce agenda
- Provides job seekers comprehensive solutions to ideal employment
- Offers employers the premiere solution for a qualified workforce
- Orchestrates community growth and economic development

WFSDALLAS GOVERNANCE

Workforce Solutions Greater Dallas is led by a 29-member Board of Directors as mandated by state and federal law. These volunteers, appointed by the Dallas County Judge and the City of Dallas Mayor, ensure Workforce Solutions Greater Dallas operates responsibly and keeps a clear vision of the overall direction and strategy of the organization.

The Board also works closely with the organization's executive leaders, who manage daily operations. WFSDallas' President/CEO oversees a team of 30+ employees and an annual budget of approximately \$180 million.

FUNDING

WFSDallas is a quasi-governmental and nonprofit organization funded by a mix of federal and state grants, as well as private investment.

Government funding sources have included the Texas Workforce Commission and the U.S. Departments of Labor, Health and Human Services, Agriculture, and Education, as well as external private sector grants.



STRATEGIC GOALS

- Assist employers to retain the workforce, fill vacancies and retrain workers for new job specifics
- Assist job seekers to retrain, rehire, and upskill for this rapidly changing marketplace
- Convene the community to provide labor market data, job-specific and industry information, and in-person and virtual hiring events for today's jobs
- Assist young adults in planning and executing their future career plan – Opportunity Youth are a top priority
- Assist anyone to achieve a better record of academic achievement and work credentials, overcoming obstacles to that dream career, including ESL instruction
- Assist working parents to locate and pay for quality care for infants, toddlers, and after-school care for young students
- Assist the childcare industry to increase quality and sustainability, including innovative training and financial strategies

RECENT AWARDS

2024 Award for Workforce Development and Chamber of Commerce Partnership, National Association of Workforce Boards

2023 Award for Excellence in Partnership and Collaboration, National Association of Workforce Boards

2021 Workforce Excellence Award, Texas Economic Development Council

2020 Community Partnership Award, Richland College

2020 Texas Workforce Commission Youth Foster Performance Incentive Award

2019 Texas Workforce Commission Youth Foster Performance Incentive Award

ABOUT THE POSITION

Working under the direction of Workforce Solutions Greater Dallas' Board of Directors, the President/CEO provides oversight and management for the entire agency, guiding its staff, finances, and the development of its plans, policies, and procedures.

This position leads the creation and implementation of new and long-term business tactics, manages the company's assets and liabilities, develops investment sources and fundraising opportunities, and collaborates with the Board to identify, craft, and implement strategic plans. The President/CEO must be able to collaborate with the Board, the Board Chair, various industry partners including the County Judge, Mayor of Dallas and other community leaders and elected officials. It also provides direction and vision for staff, emphasizes cultural alignment and collaborative culture by promoting transparency, collaboration, and mentorship throughout the organization. It is the goal that this position will take Workforce Solution Greater Dallas to the next level by setting a tone for the organization and ensure continued growth and positive momentum to benefit the citizens of Dallas County.

The role assumes responsibility for the engagement and management of brokers, vendors, and contractors; for the agency's budgets, appropriations, cash management, purchases, payroll, subcontractor payments, property management, financial reports, grant close out reports, and audit resolutions; for all contractual and planning activities; and all personnel matters, from hiring and training to discipline and termination. Additionally, it oversees grant processes and compliance and ensures timely resolution to Texas Workforce Commission and all other monitoring findings.

The selected candidate will be a part of shaping the future of work for Dallas County. The candidate will actively establish and maintain private sector contracts and relationships, provide consistent communication with the Board, represent the organization to the media and members of the public — and the organization through statewide and national workforce and childcare organizations — and manage relationships with economic development entities, staying abreast of the local, state, and national economy and workforce trends.

NEW & EXISTING INITIATIVES

The President/CEO will focus on WFSDallas' workforce programs and direct several new initiatives aimed at training thousands of unemployed workers for in-demand jobs by maximizing the power of innovation and boost partnerships to enhance positive business outcomes and realize a competitive advantage for Dallas County and Texas in the global economy. The selected candidate will ensure the organization has the staff, partnerships, and resources to remain agile and adaptable in meeting the needs of Dallas County residents.

Dallas County employers are the primary customers. Utilizing data driven strategies to transition job seekers to employment, training, and careers. Our contracted workforce professionals offer employers tools to find qualified applicants are no cost. Customized hiring events are held at each of our eight workforce centers. Just in time training is also available for new and current workers who may need customized training.

Highly trained workforce center staff assist job seekers with assessment, training, job search, referrals to improve English language skills, high school equivalency certificates and skills training. Customized efforts are made for individuals with disabilities, workers 50+, foster youth, young adults/students, laid off workers, including professionals.

Support services are available to eligible customers which benefits both employer and job seeker customers. All needs are analyzed and assessed to include child care, transportation, eye care, GED testing, tools, and uniforms. These services are all available within the workforce system to meet the needs of our customers.

Some unique and continuing special projects planned for the current year include:

Industry Sector Partnerships

In partnership with Dallas College, WFSDallas is working to establish Industry Sector Councils that will help guide both education and workforce development. Industry Sectors are well underway in industries such as Advanced Manufacturing, Aerospace and Aviation, Arts and Media, Biotechnology, Business and Finance, Construction, Health Care, Information Technology, and Logistics and Transportation. WFSDallas and Dallas College will convene industry partners who in turn provide critical information regarding the skills, certifications, training, workforce programs, recruiting services, and resources that will best support each industry.

Youth Initiative

The growing number of opportunity youth who face systemic barriers impacting their ability to obtain a job and pursue a self-sustaining career is more critical now than before the pandemic. WFSDallas will build off last year's positive momentum to increase opportunities and leverage available resources to offer unique solutions to the future workforce, supporting our customers with educational/work opportunities, collaborative resources, and industry partnerships.

Education Outreach

WFSDallas is working in partnership with several Dallas area school districts to help connect industry with Career and Technology Education (CTE). The WFSDallas team of Education Outreach Specialists, through classroom workshops, teacher and counselor professional development, and career awareness activities, help ensure that students are work ready before graduating high school. This team will serve as the frontline builder of the talent pipeline into our Industry Sector Partnerships.

ConnectU2Jobs

This infrastructure training program targets justice-involved young adults between 18-24. The 7-week program trains and certifies participants in construction skills and heavy equipment operation to work in the infrastructure industry. Part of the training includes four weeks of paid work experience before permanent placement.

Most recently, WFSDallas was awarded Partners for Re-entry Opportunities in Workforce Development (PROWD) through the Texas Workforce Commission. This Initiative will prepare 150 justice involved adults or recently released to be job ready. Services will be tailored using assessments to aid in the placement of customized career pathways related to education, employment, and training needs.

Prologis Learning Academy

Investing in the next generation within the logistics sector, this initiative offers upskilling opportunities to expand the transportation distribution and logistics talent pool.

Inland Port Partnerships

The Inland Port of Dallas County is recognized for its premier rail service and interstate highway connections. WFSDallas collaborates with area partners to bring innovations to job-seeker outreach, industry-specific training, and transportation assistance, including training hundreds of CDL truck drivers.

Online Skill-Building

Metrix Learning and SkillUP America offer free electronic training through an online portal that helps learners refresh existing skills and learn new ones that ensure success in the ever- changing employment market.

Apprenticeship Programs

Last year's Dallas Apprenticeship Accelerator event brought together employers, industry, labor, equity, and other workforce partners and resources. Additional events are planned this year with the DFW Apprenticeship Accelerator at the Dallas College North Lake Campus.

Dallas FAME

This employer-driven initiative to fill the talent gap for technicians in advanced manufacturing offers students an associate degree in advanced manufacturing, partnering with Benjamin Moore, Daisy Brand, Kraft Heinz, General Dynamics, Sherwin Williams, Dot It, Smurfit Kappa, Texas Instruments, and others.

TARGETED AUDIENCE

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- Advanced Manufacturing
- Business Administration
- Education
- Healthcare
- Information Technology
- Logistics
- Production
- Construction
- Public Safety



IDEAL CANDIDATE

Workforce Solutions Greater Dallas' Board of Directors is searching for a visionary leader with a proven record of success to guide the organization into its next era.

The next President/CEO will be creative and collaborative, someone who enjoys being a working leader and the face of the organization within the community. Candidates should stay up to date on management and leadership principles, labor market functioning, local economic and social conditions, local educational and social service organizations, local population groups and community organizations, and relevant government rules and regulations. They should also maintain a thorough knowledge of WIOA, TANF, SNAP, Child Care, Adult Education, and ESL, as well as U.S. Department of Labor and other federal grant requirements and Texas Workforce Commission laws, regulations, directives, and policy papers.

The right fit for this role is a lifelong learner with respect for the past and a vision for the future who understands how to translate that vision into strategic action. The Board is looking for a positive change agent and partnership builder with the skills to tell the company's story and the ability to embrace and leverage talent to bring out the best in the organization.

The ideal candidate is politically astute, detail-oriented, well-organized, and adaptable. They're innovative, supportive, bold, open-minded, and unafraid of making tough decisions and holding themselves and others accountable. And they are a skilled communicator, listener, and delegator with experience building and maintaining strong working relationships with a Board of Directors and diverse community leaders.

EDUCATION & EXPERIENCE

A combination of education and experience that would provide the required knowledge, skills, and abilities. Generally, this includes a bachelor's degree from an accredited college or university with major course work related to business administration, finance, human resources, public administration, community and economic development, planning, or a related field. As well as, at least ten years of increasingly responsible leadership experience including five years of managerial experience in leading staff and programs in local government connected workforce solutions. Please note that residency within the organization's service area is preferred but not required.

COMPENSATION & BENEFITS

The organization is offering a salary range of \$122,972 to \$207,977 for this position, depending on the selected candidate's experience and qualifications. It also provides a robust benefits package, including paid medical, dental, vision, life, and long-term disability insurance for employees; optional HSA and FSA accounts, including employer HSA contributions; paid holidays, personal, vacation, and sick leave; tuition reimbursement; an employee assistance program; and reimbursements for the Dallas Area Rapid Transit system.

Full-time employees have access to a 403b retirement account, of which the organization contributes 5% of the employee's gross salary after one year of full-time service.

THE COMMUNITY

Workforce Solutions Greater Dallas serves Dallas County and the cities of Dallas, Garland, Grand Prairie, Irving, and Mesquite, in addition to 19 smaller communities with a combined population of 2.6 million residents.

Dallas is the ninth-largest city in the United States and the Southwest's leading business and financial center, offering residents and visitors an unparalleled array of amenities, a central location, and easy accessibility thanks to a robust highway system and two major airports. It's also part of the largest metropolitan area in the southern United States, the sixth-largest economy by GDP in the country, and the seventh most affordable of America's top20 metro areas. With excellent schools, world-class hospitals, and a wide array of community and housing styles, it's no wonder the Dallas-Fort Worth Metroplex is one of the fastest-growing regions in the country.

DFW is home to thousands of public parks, dozens of lakes and reservoirs, 33 colleges and universities, 124 museums, 15 professional sports and e-sport teams, over 180 public and private golf courses, and more than 135 local breweries and wineries.

Dallas itself boasts the largest contiguous arts district in the country, complete with incredible visual arts at venues like the Dallas Museum of Art, Crow Museum of Asian Art, and Nasher Sculpture Center, as well as performing arts housed in the Meyerson Symphony Center, Winspear Opera House, Wylie Theater, and Moody Performance Hall. Options outside the arts district footprint include the Dallas Contemporary Museum, Museum of Geometric and Madi Art, Meadows Museum, Museum of Biblical Art, Dallas Children's Theater, Theatre 3, the Music Hall at Fair Park, and more. And history comes alive at the Perot Museum of Nature and Science, Sixth Floor Museum at Dealy Plaza, Dallas Holocaust and Human Rights Museum, George W. Bush Presidential Library and Museum, and the African American Museum at Fair Park.

The city is also home to the award-winning Dallas Zoo, two aquariums, the Dallas Arboretum, the grounds of the Texas State Fair, and thousands of shops and restaurants. With its permanent attractions and some 6,000 annual art and cultural events, the region attracts more than 3,000 new residents weekly and nearly 49 million visitors annually.

DALLAS COUNTY MAJOR EMPLOYERS

Baylor Scott and White Health

University of Texas Southwestern
Medical Center

Medical City Healthcare

JP Morgan Chase Bank

Bank of America

University of North Texas System

Parkland Health and Hospital System

State Farm

Wells Fargo Bank

The University of Texas at Dallas



APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Lissa Barker, Senior Vice President

LissaBarker@governmentresource.com

817-266-0647



Workforce Solutions Greater Dallas is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

Workforce Solutions Greater Dallas is a proud partner of the American Job Center network with 100% funding received from the U.S. Departments of Labor, HHS, Education and Agriculture through grants from the Texas Workforce Commission. 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.

RESOURCES

Workforce Solutions Greater Dallas

wfsdallas.com

Babel Notice

[https://www.wfsdallas.com/resources/docs/Babel%20Notice%20-%205-2018a.pdf?
cchid=ec26a07f7da6a14694d8b33cf19b4815](https://www.wfsdallas.com/resources/docs/Babel%20Notice%20-%205-2018a.pdf?cchid=ec26a07f7da6a14694d8b33cf19b4815)

Equal Opportunity is the law

[https://www.wfsdallas.com/resources/docs/policies/EEO.pdf? cchid=0ce596cfbe6c6f7a33a23139ed67864a](https://www.wfsdallas.com/resources/docs/policies/EEO.pdf?cchid=0ce596cfbe6c6f7a33a23139ed67864a)

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forty years connecting employers and job seekers

