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# BOARD BRIEFING MATERIALS &

**WORKFORCESOLUTIONS** Award  
**GREATER DALLAS**

# Strategic Planning

**WEDNESDAY**

**November 13, 2024 - 8:00 a.m.**

**Dallas College Bill J. Priest Center**  
**1402 Corinth St, Dallas, TX 75215**



2024 WFSDALLAS ANNUAL AWARDS CEREMONY



**NOVEMBER  
2024**

- 
- I. **CALL TO ORDER AND DECLARATION OF CONFLICT OF INTEREST, Carter Holston, Board Chair**
- II. **PUBLIC COMMENT**
- III. **CHAIRMAN’S COMMENTS, Carter Holston, Board Chair** Discussion/Action
- **Welcome New Board Directors**
- IV. **APPROVAL OF CONSENT AGENDA** Discussion/Action
- A. Minutes and Ratification of Action Items – October 16, 2024
  - B. Policy – Adopting State Rule
  - C. Contract Amendment
  - D. External Grants and Partnerships
- V. **CLOSED MEETING Pursuant to §551.071 and 551.0172, Texas Open Meetings Act** Discussion/Action
- VI. **ACTION PURSUANT TO CLOSED MEETING** Discussion/Action
- VII. **COMMITTEE REPORTS** Discussion/Action
- A. Nominations Committee
  - B. Child Care Advisory Council Meeting
- VIII. **GENERAL DISCUSSION/OTHER BUSINESS**
- IX. **STRATEGIC PLANNING SESSION**
- A. Presentation: TIP Strategies Introduction, Planning Process, Workforce Trends
  - B. Discussion: Strategic Thinking Exercise, Plan Objectives, Aspirational Benchmarks & Best Practices
- X. **ADJOURN (11:00 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.

*achieving competitive solutions... for employers through quality people and for people through quality jobs.*

Ross Tower, 500 N. Akard Street, Suite 3030 ■ Dallas, TX 75201 ■ [www.wfsdallas.com](http://www.wfsdallas.com) ■ 214-290-1000 ■ Fax: 214-745-1110 ■ TDD 214-745-1054



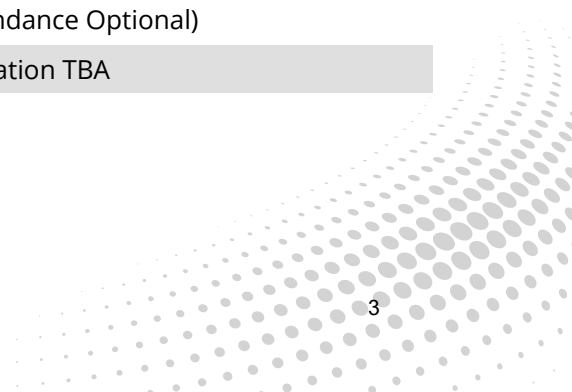
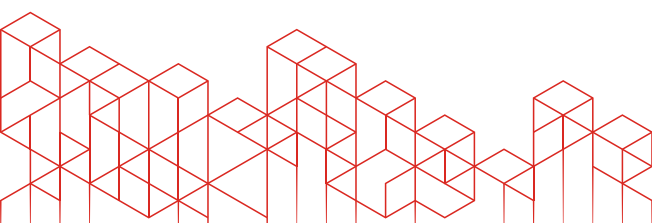
Typically, all meetings are held every third Wednesday of the month at 8:00 a.m. at the **Dallas Regional Chamber (500 N. Akard Street, Suite 2600, Dallas, Texas 75201)**. Please note upcoming meeting dates

## 2024 BOARD SCHEDULE

Dates	Agenda Action Highlights
<b>November 13, 2024</b>	Strategic Planning - Dallas College Bill J. Priest Center - 1402 Corinth St, Dallas, TX 75215
<b>December 4-6, 2024</b>	27th Annual Texas Workforce Conference - Gaylord Texan Resort & Convention Center - 1501 Gaylord Trail, Grapevine, TX 76051

## 2025 BOARD SCHEDULE

Dates	Agenda (Tentative) Action Highlights
<b>January 15, 2025</b>	Strategic Planning
<b>February 19, 2025</b>	Budget review/approval and auditor engagement
<b>MARCH</b>	No Meeting
<b>April 16, 2025</b>	Procurement and Leases
<b>May 21, 2025</b>	Review and Approval of Contracts
<b>June 18, 2025</b>	Procurement, Contracts and Policy
<b>July</b>	No Meeting
<b>August 20, 2025</b>	Presentation of the Audit, and Review of Risk Management/Insurance Coverage
<b>September 17, 2025</b>	Ratification of Fiscal Year Contracts
<b>October 15, 2025</b>	Annual Workforce Awards, Year-end Performance, and Recognize Appointments of Board Directors
<b>TBA</b>	Red, White and You! Statewide Hiring Fair (Attendance Optional)
<b>TBA</b>	28th Annual Texas Workforce Conference - Location TBA



# BOARD OF DIRECTORS

## WORKFORCE SOLUTIONS GREATER DALLAS

A proud partner of the American Job Center network

### BOARD OFFICERS



Chair  
**Carter Holston**  
NEC Corp. Of America  
Consultant



Treasurer  
**Harry Jones**  
Polsinelli  
Shareholder



Past Chair  
**Bill O'Dwyer**  
MIINC Mechanical  
Consultant



**Rebecca Acuña**  
AT&T  
Assistant Vice President  
of Communications



**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



**Cristina Criado  
Dunaway**  
Vice President and  
Principle



**Carolyn Dent**  
OMNI Dallas  
Managing Director



**Rolinda Duran**  
Texas Workforce Commission,  
Vocational Rehabilitation  
VR Manager



**Lewis E. Fulbright**  
Dallas AFL-CIO  
Political Director



**Bessie Gray**  
Texas Instruments  
Vice President & Ethics  
Director



**Magda Hernandez**  
Irving ISD  
Superintendent



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

# WORKFORCE SOLUTIONS GREATER DALLAS

A proud partner of the AmericanJobCenter<sup>®</sup> network



**Karen Hughes**  
**Vogel Alcove**  
President



**Terry Jones**  
**BlackJack Pizza**  
Owner



**Dr. Justin H. Lonon**  
**Dallas College**  
Chancellor



**Ken S. Malcolmsen**  
**N. Dallas Chamber of  
Commerce**  
President & CEO



**Dan Micciche**  
**DISD**  
Trustee



**Gunnar Rawlings**  
**Cristo Rey**  
Vice President, Corp.  
Work Study



**Crystal Sanders**  
**Texas Workforce Commission**  
Integrated Service Area Manager



**Grant Schmidt**  
**The Human Impact**  
Board Chair



**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



**John Votava**  
**Kroger**  
Director, Corporate Affairs



Board Interim President  
**Ashlee Verner**  
**WFSDallas**  
Interim President



Board Secretary  
**Connie Rash**  
**WFSDallas**  
Senior Vice President

# WORKFORCE SOLUTIONS GREATER DALLAS COMMITTEES

Carter Holston, Board Chair

## Strategic Planning

### Chair

Dan Micciche  
J. Susie Upshaw Battie  
Crystal Sanders  
Jeffrey Caldwell  
Rolinda Duran  
Magda Hernandez  
Karen Hughes  
William Behrendt  
John Votava

## Executive Committee

### Officers

Harry Jones  
Bessie Gray  
Bill O'Dwyer

### Directors

Dan Micciche  
Joanne Caruso  
Rebecca Acuña  
Karen Hughes  
Dupree Scovell  
Ken Malcomson  
Michelle Thomas

## Achievement Alliance

### Chair

Rebecca Acuña  
Cristina Criado  
Carolyn Dent  
Lewis E. Fulbright  
Bill O'Dwyer  
Terry Jones  
Bessie Gray  
Gunnar Rawlings  
Lisa Sherrod  
Grant Schmidt

## Governance

### Chair

Joanne Caruso  
Harry Jones  
Dr. Justin H. Lonon  
Miguel Solis  
Michelle R. Thomas  
Ken Malcolmson  
T. Dupree Scovell  
Jason Villalba

## Finance & Audit Committee

### Chair

Bessie Gray  
Cristina Criado  
Dan Micciche  
Terry Jones

## Child Care Advisory Group

### Chair

Karen Hughes  
Magda Hernandez

# **CHAIRMAN'S COMMENTS**

# NEW BOARD MEMBERS



**Carolyn Dent**  
**OMNI Dallas**  
Managing Director

Carolyn Dent is a 39-year hospitality veteran and currently holds the position of Managing Director at the Omni Dallas Hotel. After completing a Bachelor of Science degree in Hotel and Restaurant Management from the University of Missouri – Columbia, Carolyn started her hotel career path with MHM, Inc. based in Dallas, Texas. Her 16-year tenure with this management company provided her with experience in all areas of hotel operations and sales with

Prior to her current role, Carolyn was the General Manager, Hotel Manager and Director of Events at the Omni Dallas. She was on the opening team at the Omni Fort Worth Hotel as the Director of Catering and Convention Services and held the position of Corporate Director of Catering and Convention services at Omni where she established programs, guidelines, and processes for this discipline brand wide. The Hilton Anatole was her home for 6 years prior, where she held the positions of Senior Convention Services Manager and Associate Director of Events.

As the youngest of 11 children growing up in a small farm town in Missouri, Carolyn understands the importance of family, community and taking care of your neighbors. These values are the foundation of her work ethic and appreciation that everyone's role is important to the success of the operation. She jokes about being raised in a bed and breakfast and understands the true meaning behind the farm-to-table concept.

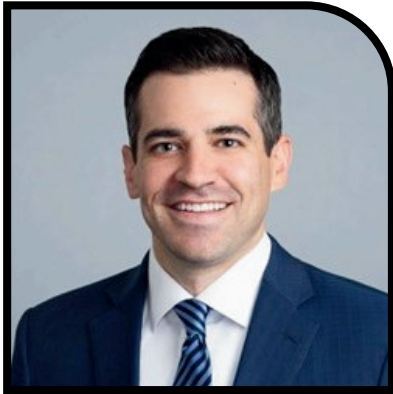
Carolyn is an advocate for the Dallas community and has held numerous leadership roles for the hotel and tourism industry (HANTX, THLA, Visit Dallas), she is a committed supporter of hospitality and culinary education (Dallas College, UNT, DISD, RHS, MU), and consistently volunteers with several organizations (North Texas Food Bank, Salvation Army, American Heart Association).

Carolyn was nominated by the Dallas Business Journal in 2020 for Women in Business and most recently was a nominee for Women of Impact by the American Heart Association for 2023. She is passionate about supporting young adults achieving their career goals and is particularly active in developing women in hospitality. Awarded General Manager of the Year for the Omni Hotel and Resorts Convention Collection in 2023, Carolyn is a proven leader with a passion for developing talent.

Carolyn pioneered a groundbreaking partnership with Richardson High School, the Hospitality Hub, a state-of-the-art simulated hotel lobby, providing students with an immersive learning experience. The innovative program provides students with invaluable hands-on experience, inspiring the next generation of hospitality professionals.

Carolyn met her husband Bill in the hotel business and has been married for 36 years. They have 3 children, Dustin, Mackenzie and Austin, and two-year old granddaughter, Baker Paige. Carolyn loves to have fun, never takes herself too seriously and is a stranger to one. She truly believes that a career in the hotel business has not only been her calling but intends on her work being part of her legacy.





**Grant Schmidt**  
**The Human Impact**  
Board Chair

In 2010, Grant graduated from the University of Notre Dame with honors and earned his Bachelor of Arts with a degree in Economics and Political Science. During his senior year, Grant served as student body president.

Grant currently serves on the Northern District of Texas’s Advisory Committee and previously served as the President of the Federal Bar Association’s Dallas Chapter. He is a member of the board of multiple organizations, including the Advisory Council of the Catholic Foundation, Saint Mary of Carmel Catholic School in West Dallas, Faith Fitness, and the Human Impact, a non profit that partners with the homeless of Dallas. Grant is a member of the City of Dallas’s Ethics Advisory Commission (appointed by Dallas City Council) and serves as the chair of the Dallas Alumni Steering Committee for the University of Texas School of Law. Grant formerly served as a member of the Executive Board of the Jesuit College Preparatory School Alumni Association, his high school alma mater.

Grant is also the creator and host of “I Do This Because,” a podcast that profiles the motivations and personalities of Dallas leaders.

Grant and his wife, Cynthia, who is also an attorney at Hilgers Graben, maintain their national practice in Dallas where they live with their 5 children.

**John Votava**  
**Kroger**  
Director, Corporate Affairs



As Director of Corporate Affairs for The Kroger Company, John Votava oversees all communications for Kroger’s Dallas division, which covers North and East Texas and Northwest and Central Louisiana. Additionally, he is responsible for the planning and execution of corporate social responsibility programs that feed the human spirit and partnering on effective government relations. He comes to the metroplex following four years as Director, Corporate Affairs at Kroger’s Ralphs division in California.

As a seasoned communications professional, he has managed proactive, reactive and crisis communications, both externally and internally, for corporations and agencies in the telecommunications, technology, real estate, and entertainment industries.

Prior to The Kroger Company, Votava held a variety of communications roles over 13 years at Sprint, where he was a primary point of contact for global, national, local, financial, and trade media interested in the company’s products and services.

He has also worked for several public relations agencies, specializing in planning, execution and delivering results for companies large and small on the local, national and global scale.



# **APPROVAL OF CONSENT AGENDA**

**Review and Approval of Meeting Minutes**

<b>Directors Present</b>	<b>Directors Present (cont'd)</b>	<b>Directors Absent</b>
Rebecca Acuña	Terry Jones	Jeffrey Caldwell
J. Susie Upshaw Battie	Ken Malcolmson	Alan Cohen
William Behrendt	Daniel Micciche	Cristina Criado
Joanne Caruso	Gunnar Rawlings	Lewis Fulbright
Rolinda Duran	Crystal Sanders	Susan Hoff
Bessie Gray	T. Dupree Scovell	Karen Hughes
Magda Hernandez	Lisa Sherrod	Dr. Justin Lonon
Carter Holston, Chair	Diane Gomez-Thinnes	Bill O'Dwyer, Past Chair
Harry Jones, Treasurer		Miguel Solis
		Michelle Thomas
		Jason Villalba

**MINUTES**

Chair, Carter Holston called the Board of Directors' meeting to order at 8:03 a.m. and welcomed everyone.

**Conflict of Interest**

Declaration of Conflict of Interest on any of the Action Items, Rolinda Duran and Crystal Sanders any Texas Workforce Commission (TWC) state matters, procurement and leases, Daniel Micciche, J. Susie Upshaw Battie and Magda Hernandez any ISD issues. Rebecca Acuña, on any Child Care Group issues.

**Public Comments** – Tim Heis, Goodwill Industries, Dallas TX provided introductory comments and described services available at Goodwill.

**Chair's Comments** – Chair Holston thanked everyone in attendance. Chair Holston acknowledged the outgoing Board Directors, Diane Gomez-Thinnes, Susan Hoff, Alan Cohen, and Lewis Fulbright and thanked them for their service to the board. Chair Holston mentioned since our new board directors have not been certified by the State, today's votes will be ratified at the November board meeting.

Interim President/CEO/CFO, Ashlee Verner reminded the board that the FY2023 clean audit was approved at the August board meeting.

Interim President/CEO/CFO/EVP, Ashlee Verner stated that the Texas Workforce Commission kicked off their new monitoring year in October and chose WFSDallas to start. The monitoring visit was concluded on October 7th with zero disallowed costs. This means that there were no issues found that the board will be required to reimburse TWC from unrestricted or non TWC funds. However, there were two program issues related to the Program Integrity Reporting Tracking System and Non-Custodial Parent programs. Both issues will not involve paying back costs and will be resolved with Audit Resolution, in cooperation with ChildCareGroup and Equus Workforce Solutions.

Ms. Verner also mentioned that CBRE secured a seven-year lease at the Ross Tower location for the administrative office location.

**Approval of Consent Agenda**

Approval of the September 18, 2024, Board Minutes

It was recommended that the Board review and approve the September 18, 2024, minutes.

**Policy – Adopting State Rule**

No Local Flexibility (NLF) – Texas Workforce Commission issued policy as indicated on page 11 of the board packet.

It was recommended that the Board give authorization to approve the policies as described.

**Endorsement of External Applications/Agreements Update – new external grants for review:**

Two - Texas Workforce Commission Innovation Fund Partnerships as noted on page 12 of the board packet.

It was recommended that the Board authorize the approval of external grants as presented.

Ken Malcolmson made the motion to accept the consent agenda, as presented in the board packet. The motion passed with Bessie Gray seconding.

**Contracts and Agreements** – Executive Vice President, Demetria Robinson presented the following amendments to the existing contracts for the following contractors:

- **Qnet, Inc** FY2024 contract - provides the technology services for the WFSDallas system at the Board office as well as all eight (8) workforce centers. Adding funds in the amount of \$112,149 to cover the cost of penetration testing required to meet the AT&T cybersecurity audit TWC has all 28 boards go through to strengthen our technology safeguards.
- **ChildCareGroup Child Care Quality** FY2024 contract - manages and operates the child care Texas Rising Star program in Dallas County. Throughout the year, the board have experienced cost savings and have available funds from activities that did not materialize. Therefore, staff requested to amend CCG's existing child care quality contract with those funds in the amount of \$576,000 for the purpose of awarding TRS child care providers with monetary stipends to assist with operational challenges including incentivizing their staff.
- In consideration that directors are not meeting again until January 2025, there may be additional funding received from the Texas Workforce Commission. To prevent any possible disruption in program services, staff request authorization for the Interim President to infuse contracts with additional funds received with ratification in January 2025.

It was recommended that the Board authorize amending both QNet, Inc; and ChildCareGroup Child Care Quality FY2024 contracts as presented above. In addition, board authorization for the Interim President, to approve contracts and/or amendments, as necessary, with ratification at the January 2025 board meeting.

Gunnar Rawlings made the motion to accept the above two recommendations with Harry Jones seconding and one abstention from Rebecca Acuña. The motion passed with adding that any funds \$250K or more will be discussed prior to with the Treasurer.

**FY2025 - Annual Initial Child Care Quality Contracts**

The board is in receipt of the FY2025 child care quality funds from Texas Workforce Commission (TWC). Each of the services has been previously procured and are within their procurement cycles. Staff requested to renew existing contracts with ChildCareGroup and Dallas College as well as continue to partner with the approved vendors' lists of trainers and several professional development activities and training opportunities. The proposed budgets are based upon existing and proposed enhanced services, past expenditure levels, available grant funds, and negotiated terms. The FY2025 child care quality contracts will be effective November 1, 2024:

**ChildCareGroup**

- \$4,600,000 for the management, operations, and coordination of all Texas Rising Star (TRS) activities to assist early learning programs in attaining a level of quality as mandated by the TRS program that exceeds the minimum standards for providing child care; and
- \$2,143,996 to provide mentoring/coaching services to all TRS providers as well as those early learning programs onboarding to Texas Rising Star, maintaining and/or increasing their star level status.

**Dallas College**

- \$400,000 to provide early childhood professionals working at Texas Rising Star programs with educational professional development opportunities leading to CDAs, Administrative Certificates, AAS Degree courses, and even BAS degree courses to enhance staff qualifications in alignment with the TRS Category 1: Director and Staff Qualifications and Training.

It was recommended that the Board authorize contracts with existing child care quality providers ChildCareGroup and Dallas College as presented above, effective November 1, 2024.

Dan Micciche made the motion to accept the above two recommendations with seconding. The motion passed with Lisa Sherrod seconding and one abstention - Rebecca Acuña.

**FY2025 Child Care Local Match Partnership Agreements - Update**

- Local Match requirement \$4,158,832 fully secured to draw federal funding allocation amount of \$8,317,664
- Grant Period: October 1, 2024 - December 31, 2025
- Match funds are allocated to ChildCareGroup for direct care services unless determined otherwise
- Excess match may be used to assist other board areas

The table below represents the total amount of local match funds secured from the listed partners:

<b>Local Match Partners</b>	<b>Local Amount</b>	<b>Federal Amount</b>
<b>Irving ISD</b>	<b>\$150,000</b>	<b>\$300,000</b>
<b>Richardson ISD</b>	<b>\$1,000,000</b>	<b>\$2,000,000</b>
<b>City of Dallas</b>	<b>\$850,000</b>	<b>\$1,700,000</b>
<i>Dallas ISD*</i>	<i>\$1,100,000</i>	<i>\$2,200,000</i>
<i>Dallas College*</i>	<i>\$1,400,000</i>	<i>\$2,800,000</i>
<i>City of Mesquite*</i>	<i>\$ 380,000</i>	<i>\$ 760,000</i>
<b>Total Local Match Secured</b>	<b>\$4,880,000</b>	<b>\$9,760,000</b>
<i>WFSDallas FY2025 Child Care Local Match Target</i>	<i>\$4,158,832</i>	<i>\$8,317,664</i>
<b>Excess Local Match</b>	<b>\$721,168</b>	<b>1,442,336</b>

*\* Partnerships secured and previously approved*

It was recommended that the Board authorize to accept the contribution for the Local Match agreements as specified above as part of the CCG FY2025 contract to provide direct care for eligible children.

Rolinda Duran made the motion to accept the above recommendation. The motion passed with Lisa Sherrod seconding. Abstentions: - Rebecca Acuña, Daniel Micciche, J. Susie Upshaw Battie, and Magda Hernandez.

**FY2025 Health Insurance Renewal**

1. Health Insurance costs are based on a calendar year. Current provider, Blue Cross Blue Shield, has provided a renewal quote with 14% increase when comparing 2024 to 2025. This equates to an increase of roughly \$80k annually. The board’s health insurance broker is currently working to obtain quotes with other providers for a comparison. Board staff is requesting authorization for Interim President/CFO to negotiate and sign for employee health, life, and dental based upon best price and continuity for staff at a rate not to exceed a 14% increase. With the projected 17% increase in administrative funds due to carryover (grants 12+ months) allocating more of what is allowable for Admin costs, the 14% increase is deemed necessary, cost reasonable, and sustainable. Prior to making a decision, costs will be brought to the Treasurer for review and recommendations.
2. Due to the potential 9% 2025 increase in deductibles, board staff is requesting a proposed increase to employer Health Savings Account (HAS) contributions (\$200 for single and \$400 for family). Overall increase of roughly \$8,800 annual in cost. The increase will only take place if the final medical coverage deems a higher deductible for the annual year 2025.

Chair Holston appointed board director Bessie Gray to present best practices on managing health care cost for board staff.

It was recommended that the Board authorize the Interim President/CEO/CFO to negotiate and sign for employee health, life and dental coverage based upon best price and continuity for our employees, at a rate not to exceed 14% and increase employer HSA contributions as indicated above.

Harry Jones made the motion to accept the FY2025 health insurance renewal items, as presented. The motion passed with Ken Malcolmson seconding.

Interim President/CEO/CFO/EVP, Ashlee Verner – introduced and stated that Steven Bridges, Industry Communications Manager will oversee the Equus Workforce Solutions operations with a focus on enhancing performance.

Chair Holston thanked Joanne Caruso on her work with the agency's bylaws. Ms. Caruso presented the final bylaws and recommended that the board approve and adopt.

Harry Jones made the motion to accept the bylaws as presented. The motion passed with Ken Malcolmson seconding.

The board meeting adjourned at 9:00 a.m.

**Recommendation:** Board authorization to approve October 16, 2024 minutes and ratification of all action items from October 16, 2024 board of directors meeting.

**Consent Items – Policy, Contract Amendment, & External Grant Partnerships**

**B. Policy**

No Local Flexibility (NLF) – Texas Workforce Commission issued policy indicated below:

<b>Guidance #/Link</b>	<b>Subject</b>	<b>Publication Date</b>
<a href="#">WD Letter 06-14, Change 2</a>	On-the-Job Training Update (Change 2)	11/05/2024
<a href="#">WD Letter 18-24</a>	Connecting Local Educational Agencies with High-Quality Early Learning Programs	10/31/2024
<a href="#">FDCM 05-24</a>	SY25 – SRM Policies and Procedures	10/14/2024
<a href="#">FDCM 06-24</a>	Subrecipient Monitoring – Staff Responsibilities – FY25	10/14/2024
<a href="#">FDCM 03-2024</a>	Equal Opportunity – Religious Nondiscrimination Letter	10/14/2024

**RECOMMENDATION:** Board authorization to approve the policies, adopting state policies.

**C. Contract Amendment**

<b>ChildCareGroup - Child Care Services Contract</b> <i>(October 1st - September 30th)</i>	<u>CONTRACT AMOUNT</u>	<u>PROPOSED AMENDMENT</u>	<u>TOTAL CONTRACT</u>
	\$122,075,458	<b>\$ 6,057,854</b>	\$128,133,312
<p>CCG manages and operates the child care subsidy and assistance program, as well as quality activities. 15,248 average number of children to be served requiring consistent outreach and enrollment activities to maintain the target within performance and compliance guidelines. Additional funding amount of \$6,057,854:</p> <ul style="list-style-type: none"> <li>▪ for prospective payments for the start of TX3C.</li> </ul> <p><b>RECOMMENDATION:</b></p> <p>Board authorization to approve the amendment to ChildCareGroup's child care services contract as presented above.</p>			

**D. Endorsement of External Applications/Agreements Update**

• **New External Grants for review:**

<b>Texas Workforce Commission, Skills Development Fund</b>	<p>Dallas College submits a grant for \$2,834,720 for a construction consortium with 16 construction-related business partners (2K Plumbing, McCorvey HVAC, TD Industries, REC Industries, PRISM Electric, Polk Mech., Modern Plumbing Co., MMM PLBG Heating and Air Conditioning, Marek Brothers Systems and others). The grant will train 1,453 employees (129 new hires and 1,324 incumbent workers) in 60,784 hours of industry specific training. This consortium is comprised of multiple plumbing, heating, cooling, and electrical companies. This project will equip individuals with the knowledge and practical skills needed to pursue sustainable, well-paying careers, preparing a skilled workforce that not only meets immediate construction demands but also strengthens Texas' economic foundation for years to come.</p>
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<p><b>Texas Workforce Commission, Externships for Teachers</b></p>	<p>WFSDallas submitted a \$200,000 Externships for Teachers program sponsored by the TWC. With this funding, our goal is to provide externships to an estimated 140 middle and high school teachers, counselors, and AEL/IHE instructors. WFSDallas anticipates 100 targeted industry partners (healthcare, adv. manuf., IT, public safety, education/training, business manage., construct., and transport.), to join the partnership. Teachers participating in the program will engage in a (5)-day, 20-hour externship, immersing themselves in hands-on industry activities that align with their teaching scope and connect their curriculum to real-world application. The ISDs who have expressed interest include: Carrollton-Farmers Branch, Cedar Hill, Coppell, Dallas, Desoto, Duncanville, Garland, Grand Prairie, Highland Park, Irving, Lancaster, Mesquite, Richardson, Sunnyvale, and Texans Can Academies. Other additional partners include Region 10, Equus, and Interlink. Teacher externs who successfully complete the program will receive a maximum of a \$1,000.00 stipend. Externships will occur between June – July 2025.</p>
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**RECOMMENDATION:** Board ratification to approve the external grant presented above.



# COMMITTEE REPORTS

## Report from the Nominating Committee Election of Officers

The Nominating Committee met virtually on September 9th at 1:30 p.m. Meeting attendees included: Ken Malcolmson (Chair), Bill O'Dwyer, Joanne Caruso, Dan Micciche, Carter Holston, Bill Behrendt, Ashlee Verner (Interim President), and Connie Rash (Board Secretary).

After discussion of the requirements, nominations received and board composition, the Committee discussed a recommended slate officers for January 2025 - December 2026. Following the Committee meeting, Committee members had additional discussions to finalize recommendations.

The Committee recommends the following slate of officers:

<p style="text-align: center;"><b>2025 – 2026</b> <b>Proposed Slate of Officers</b></p> <p><b>Chair</b> – Carter Holston, <i>NEC Corp. of America</i> <b>Vice Chair</b> – Harry Jones, <i>Polsinelli</i> <b>Treasurer</b> – Bessie Gray, <i>Texas Instruments</i> <b>Past Chair</b> – Bill O'Dwyer, <i>MIINC Mechanical</i></p>
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**RECOMMENDATION:** The Nominating Committee recommends acceptance of the slate of officers, to be effective January 1, 2025.

## WFSDallas Child Care Advisory Council Meeting Overview

October 22, 2024

Attendees: Karen Hughes, Advisory Council Chair

Brenda Pace, Shaneda Ford, Shari Anderson, Dominique McCain, Ona Hendrix, Kishani Mathiaz  
Rhonda Rakow, Tori Mannes, Racquel Washington, Heather Bryant, Kate Hoffman  
Ashlee Verner, Connie Rash, Demetria Robinson

Members not attended: Susan Hoff, Jessica Gonzales, Cassandra Alfaro, Jessica Galleshaw, Shannon Hendrix

### Agenda:

A. Child Care Advisory Council Charter – Review of Purpose and final charter

B. Child Care Quality Plan – Presentation of Key Focus Areas of WFSDallas FY25 Annual Child Care Quality Plan

#### Background

- Texas Government Code §2308.317 ( c ) requires at least 2% of a Board’s annual CCDF allocation to be dedicated to activities that support child care quality improvement. For Dallas, the 2% allocation amount is \$2,763,893.
- May 7<sup>th</sup>, 2024, Texas Workforce Commission (TWC) approved BCY’25 Texas Rising Star Mentor distribution. The Texas Government Code requires Boards to provide mentoring assistance to all Child Care Services child care programs, both to assist those who are not yet certified, and to assist those who are certified to pursue higher star-levels. For Dallas, the distribution amount is \$2,143,996.
- May 28<sup>th</sup>, 2024, TWC approved an additional 4% of the Board’s required 2% annual allocation. For Dallas, the 4% allocation amount is \$4,419,363.
- HB619 required TWC to prepare a strategic plan for improving the quality of the child care workforce and to outline specific requirements for the plan, which included creating local child care committees.
- To improve transparency, TWC required that Local Workforce Development Board’s develop an Annual Child Care Quality Plan published on the TWC website. Activities are tracked and measured quarterly to ensure that key impact areas are on target.

#### Data Resources

- TWC Child Care Strategic Plan 2023-2025
- Labor Market Information
- Texas Rising Star Assessment data
- Child Care Regulation deficiencies
- Child Care Quality Improvement Plan (CQIP) details
- ChildCareGroup ad-hoc reports based on internal KPI metrics
- Survey and provider feedback

## Key Focus Areas for WFSDallas Fiscal Year 2025 Annual Child Care Quality Plan

### Infants and Toddlers (0-3)

- Increase the supply and access of 0-3 across Dallas County
- Build an infrastructure to provide wrap-around support for programs and increase the knowledge and skills of the teachers

Approximately 12% of the total CCQ budget is allocated for Infant and Toddler activities

Activity	Description	Estimated Reach
Expansion Plus +	<ul style="list-style-type: none"> <li>• Outfitting the classroom (furniture, materials, rugs, indoor and outdoor learning environments, curriculum)</li> <li>• Curriculum training</li> <li>• Infant/Toddler Specialist Support</li> <li>• Access to Classroom Environment Specialist</li> <li>• Access to Business Coach to develop marketing strategy, recruiting and hiring assistance</li> <li>• Priority access to Pre-Service Training</li> <li>• Hiring bonus and retention stipends</li> </ul>	20 ECE Programs/ 50 Classrooms
Infant/Toddler Materials, Equipment, and Resources	<p>This project aims to refresh materials and equipment to ensure safety and the use of developmentally appropriate materials. Data from the Child Care Regulation Deficiency Report was used to determine the need. Examples include:</p> <ul style="list-style-type: none"> <li>• Refresh of broken furniture, equipment and materials</li> <li>• Crib and snug fitting sheet replacements</li> <li>• Pediatric First Aid and CPR</li> <li>• Rugs</li> </ul>	50 ECE Programs
Professional Development	<p>Ongoing professional development throughout the year</p> <ul style="list-style-type: none"> <li>• Infant and Toddler Guideline training</li> <li>• Curriculum Training</li> <li>• Pre-Service Refresher</li> <li>• Brain Development</li> <li>• Access to the Infant/Toddler Statewide Network</li> </ul>	500 ECE Professionals

### Professional Development/ Improving the Child Care Workforce

Supporting and improving the child care workforce, assisting in building the pipeline

Approximately 14% of the total CCQ budget is allocated for continuous Professional Development opportunities

Activity	Description	Estimated Reach
Early Learning Basics: Pre-Service and Refreshers – Module Based	<ul style="list-style-type: none"> <li>• Collaboration with Education First Steps: The goal is to provide quality pre-service development for new hires and refresher development for individuals needing extra support learning the basics.</li> <li>• Intentional development</li> <li>• Cohort driven to create a learning community</li> <li>• Program stipends to assist in bringing in a substitute while the teacher participates</li> </ul>	100 Teachers
Ongoing Professional Development	Ongoing learning opportunities throughout the year. Topics are based on needs gained from the Child Care Regulation reports and survey feedback. We will have a few cohorts targeted for Conscious Discipline development	800 Participants 200 Participants for Conscious Discipline
Conference	Conferences: three conferences this year focused on mental health, caring for children with disabilities, leadership, and a regional conference co-hosted between WFSDallas, WFS North Central Texas, and WFS Tarrant County	500 Participants
CDA Credential, Early Childhood Certificates, AAS and/or BAS Degree Course Scholarships	Collaboration between Dallas College and CCG will award scholarships and monetary stipends for those participating in CDA training opportunities. In addition, Dallas College will provide training towards obtaining Early Childhood Certificates, AAS, BAS. Scholarships and stipends will be available to enrollees in these early education courses.	200 teachers
Apprenticeship Support	Provide one FTE to assist in Apprenticeship enrollment and the Department of Labor documentation	

## Texas Rising Star / QRIS Activities

Ongoing support to increase ELP Star levels

Approximately 72% of the total CCQ budget is allocated for Texas Rising Star operations, management & activities

Activity	Description	Estimated Reach
Provider Awards	<ul style="list-style-type: none"> <li>Onboarding Stipend</li> <li>Certification Stipend (based on star level)</li> <li>Recertification Stipend (based on star level)</li> </ul>	600 Programs
Texas Rising Star Materials/Equipment and Resources	Program support that includes purchasing curriculum, materials, and indoor/outdoor environment equipment based on the needs of early learning programs to increase program quality and achieve short and long-term goals to maintain Texas Rising Star standards and guidelines.	600 programs
National Accreditation Support	Stipends and reimbursements will help support the costs of TWC-approved accreditations.	25 programs
Wage Supplements/Hiring and Retention Stipends	Wage Supplements will be targeted to specific projects, such as participation in the Apprenticeship program to build the industry pipeline. Hiring and retention bonuses will be targeted at programs with a documented need and will work with CCG's Business Coach.	TBD
Mental Health Consultants	Mental Health Consultants will provide support for teachers and caregivers of the children. Consultants will spend time in the classrooms and offer support and guidance.	100 classrooms
Business Management Systems	Annual subscriptions will be provided for approved childcare management systems to assist programs in managing their business operations. CCG's Business Coach will also be working with the participating ELPs.	25 programs
Pre-K Partnership Incentives	Provide incentive awards to early learning programs in current or new formal partnerships with an ISD or a charter school.	TBD

## Evaluation and Assessment

Provide tools to measure effectiveness

Approximately 2% of the total CCQ budget is allocated for Evaluation and Assessment activities

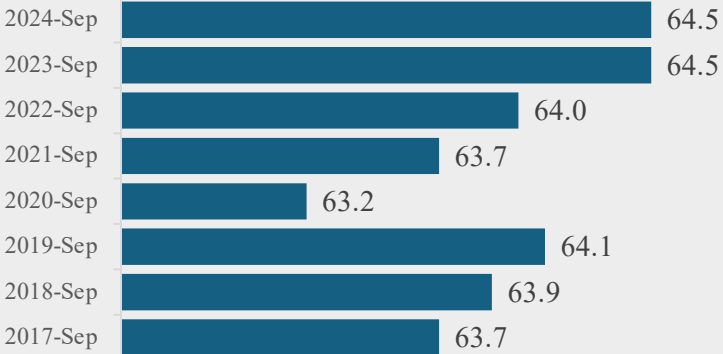
Activity	Description	Estimated Reach
Lena Grow	The LENA Grow program is a data-driven, evidence-based program that supports children's literacy, language, and social-emotional development through conversations between teachers and children.	20 classrooms, 25 teachers, and 50 children
Ages and Stages (ASQ)	The ASQ & ASQ-SE2 Screener tools assist with identifying potential delays of students. Screener kits and additional resources will be provided to the participating programs. Programs will be referred to Help Me Grow North Texas to assist in providing services as needed. CCG will continue its partnership with United Way & Help Me Grow North Texas to assist in identifying developmental delays.	20 Programs
CLASS/ITERS/ECRS	Researching opportunities for additional certifications such as CLASS or equivalent to assist early learning programs in measuring effective practice (for example, CLASS, PAS, ITERS, and ECERS) and child assessment tools to assist early learning programs in measuring age-appropriate child development or progress monitoring (for example, DECA, GOLD) Mentors will attend applicable training and complete certification or recertification testing to maintain CLASS observer certifications.	20 individuals

Projected.Planned.Activities.are.contingent.upon.availability.of.funding.and.approval.from.the.Texas.Workforce.Commission;

# **FOR YOUR INFORMATION**

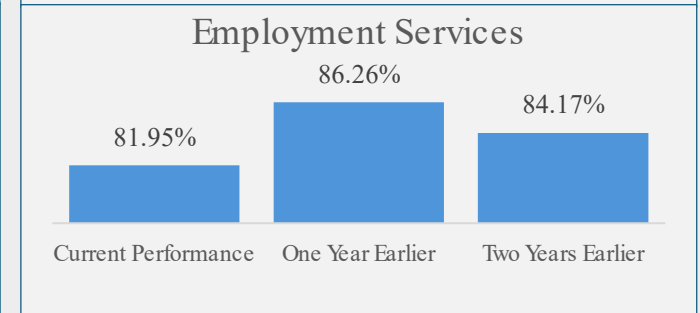
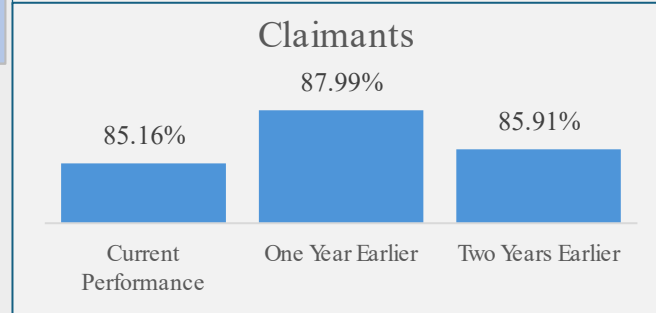
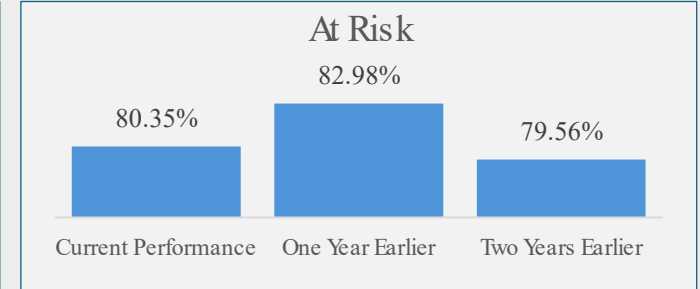
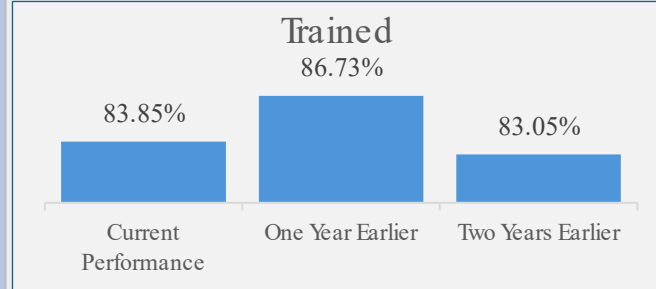
# Economic Snapshot

## Texas Labor Participation Rate Year over Year - September



The Sept. 2024 and Sept. 2023 rate is the same and is the highest Sept rate since 2014 when it was 64.7.  
\*Labor Participation Rate is an economic indicator that describes how much of the population is active in the economy, either working or searching for work.

## Performance Employed/Enrolled Q2-Q4 Post Exit



### Dallas County Labor Force Statistics

	Sep-24	Aug-24	Sep-23	Yearly Change
Civilian Labor Force	1,508,140	1,500,484	1,466,465	41,675
Employed	1,448,321	1,437,495	1,409,001	39,320
Unemployed	59,819	62,989	57,464	2,355
Unemployment Rate	4.0	4.2	3.9	0.1

### Texas Labor Force Statistics

	Sep-24	Aug-24	Sep-23	Yearly Change
Civilian Labor Force	15,553,143	15,487,654	15,127,091	426,052
Employed	14,920,058	14,810,843	14,529,891	390,167
Unemployed	633,085	676,811	597,200	35,885
Unemployment Rate	4.1	4.4	3.9	0.2

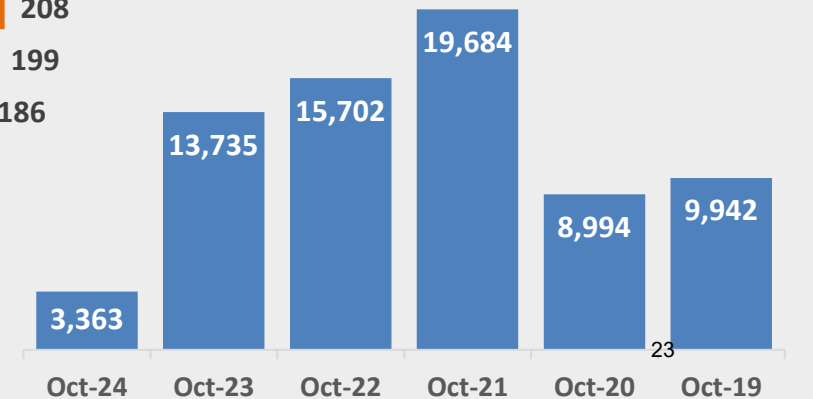
Texas and Dallas County continued to show strong over-the-year employment growth. Texas ranks first in the nation in over-the-year jobs from September 2023 to September 2024, with 390,167 added jobs.

Dallas County has added 39,320 in employment compared to September 2024. Texas and Dallas County employment growth remains strong and is still above pre-pandemic levels.

## Top 10 October 2024 Work In Texas Openings



## Year over Year Work in Texas Job Openings



# Child Care Quality Dashboard

September 2024

Total Number of Providers

642

+0.31%  
vs. previous month

Number of TRS Providers

268

+3.47%  
vs. previous month



Number of TRS 2 Providers

17

+30.77%  
vs. previous month



Number of TRS 3 Providers

81

+9.46%  
vs. previous month



Number of TRS 4 Providers

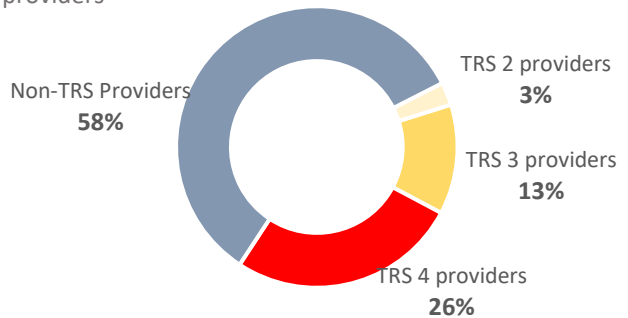
170

-1.16%  
vs. previous month

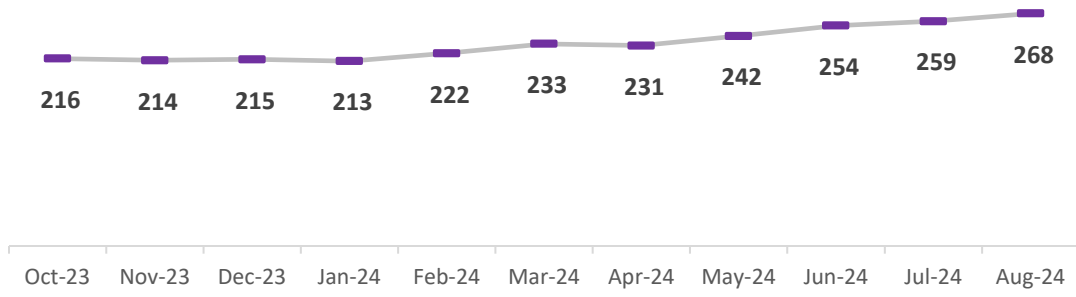


## Percentage of Child Care Providers

42% of CCA providers in the Dallas County delivery area are TRS providers

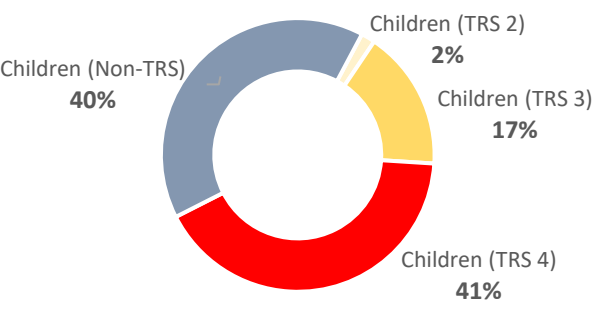


## Number of Texas Rising Star Providers By Month (FY2024)

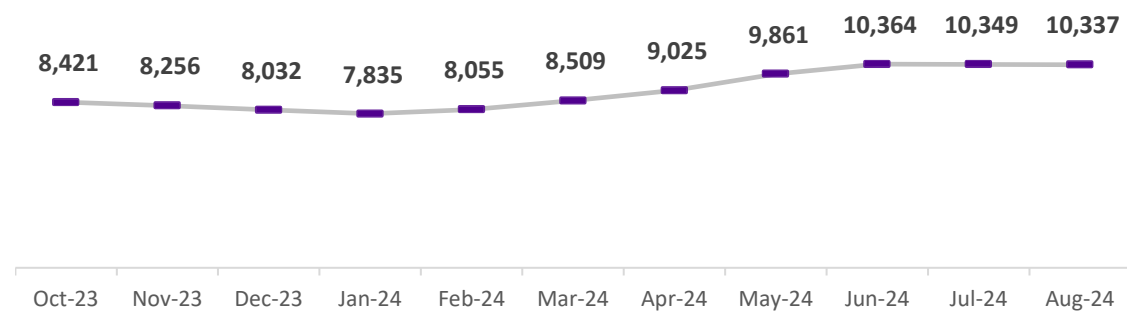


## Percentage of Children in Care

60% of children in care are enrolled in TRS providers



## Number of Children Enrolled in Texas Rising Star Providers By Month





**MEANS, ENDS AND EXPECTATIONS  
DETAIL EXPENDITURE REPORT  
Sep 2024**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
5401-23	WIOA-YOUTH-PROGRAM	0623WOY001	6/30/2025	\$ 5,883,444.90	\$ 5,192,953.93	88.26%	62.50%	\$ 690,490.97	\$ 5,883,444.90	100.00%
	WIOA-YOUTH-ADMIN	0623WOY001	6/30/2025	\$ 653,716.10	\$ 195,673.32	29.93%	62.50%	\$ -	\$ 195,673.32	29.93%
	<b>TOTAL YOUTH</b>			<b>\$ 6,537,161.00</b>	<b>\$ 5,388,627.25</b>	<b>82.43%</b>	<b>62.50%</b>	<b>\$ 690,490.97</b>	<b>\$ 6,079,118.22</b>	<b>92.99%</b>
5402-23	WIOA-ADULT-PROGRAM	0623WOA001	6/30/2025	\$ 5,708,139.30	\$ 3,018,053.41	52.87%	62.50%	\$ 2,116,452.27	\$ 5,134,505.68	89.95%
	WIOA-ADULT-ADMIN	0623WOA001	6/30/2025	\$ 634,237.70	\$ 108,702.63	17.14%	62.50%	\$ -	\$ 108,702.63	17.14%
	<b>TOTAL ADULT</b>			<b>\$ 6,342,377.00</b>	<b>\$ 3,126,756.04</b>	<b>49.30%</b>	<b>62.50%</b>	<b>\$ 2,116,452.27</b>	<b>\$ 5,243,208.31</b>	<b>82.67%</b>
5403-23	WIOA-DISLOCATED -PROGRAM	0623WOD001	6/30/2025	\$ 5,117,194.80	\$ 2,988,455.57	58.40%	62.50%	\$ 1,725,913.86	\$ 4,714,369.43	92.13%
	WIOA-DISLOCATED-ADMIN	0623WOD001	6/30/2025	\$ 568,577.20	\$ 120,871.39	21.26%	62.50%	\$ -	\$ 120,871.39	21.26%
	<b>TOTAL DISLOCATED WORKER</b>			<b>\$ 5,685,772.00</b>	<b>\$ 3,109,326.96</b>	<b>54.69%</b>	<b>62.50%</b>	<b>\$ 1,725,913.86</b>	<b>\$ 4,835,240.82</b>	<b>85.04%</b>
	<b>TOTALS</b>			<b>\$ 18,565,310.00</b>	<b>\$ 11,624,710.25</b>	<b>62.62%</b>	<b>100.00%</b>	<b>\$ 4,532,857.10</b>	<b>\$ 16,157,567.35</b>	<b>87.03%</b>
5401-24	WIOA-YOUTH-PROGRAM	0624WOY001	6/30/2026	\$ 6,239,315.70	\$ -	0.00%	8.82%	\$ 5,717,451.57	\$ 5,717,451.57	91.64%
	WIOA-YOUTH-ADMIN	0624WOY001	6/30/2026	\$ 693,257.30	\$ -	0.00%	8.82%	\$ -	\$ -	0.00%
	<b>TOTAL YOUTH</b>			<b>\$ 6,932,573.00</b>	<b>\$ -</b>	<b>0.00%</b>	<b>8.82%</b>	<b>\$ 5,717,451.57</b>	<b>\$ 5,717,451.57</b>	<b>82.47%</b>
5402-24	WIOA-ADULT-PROGRAM	0624WOA001	6/30/2026	\$ 1,410,217.80	\$ -	0.00%	8.82%	\$ -	\$ -	0.00%
	WIOA-ADULT-ADMIN	0624WOA001	6/30/2026	\$ 150,024.20	\$ -	0.00%	8.82%	\$ -	\$ -	0.00%
	<b>TOTAL ADULT</b>			<b>\$ 1,560,242.00</b>	<b>\$ -</b>	<b>0.00%</b>	<b>8.82%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
5403-24	WIOA-DISLOCATED -PROGRAM	0624WOD001	6/30/2026	\$ 1,373,025.60	\$ -	0.00%	8.82%	\$ -	\$ -	0.00%
	WIOA-DISLOCATED-ADMIN	0624WOD001	6/30/2026	\$ 152,358.40	\$ -	0.00%	8.82%	\$ -	\$ -	0.00%
	<b>TOTAL DISLOCATED WORKER</b>			<b>\$ 1,525,384.00</b>	<b>\$ -</b>	<b>0.00%</b>	<b>8.82%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
5416-24	<b>WIOA-Rapid Response</b>	0624WOR001	6/30/2025	\$ 73,743.00	\$ 8,711.34	11.81%	25.00%	\$ 32,736.51	\$ 41,447.85	56.21%
				<b>\$ 10,091,942.00</b>	<b>\$ 8,711.34</b>	<b>0.09%</b>	<b>29.17%</b>	<b>\$ 5,750,188.08</b>	<b>\$ 5,758,899.42</b>	<b>57.06%</b>

**MEANS, ENDS AND EXPECTATIONS  
MONTHLY EXPENDITURE REPORT  
Sep 2024**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
<b>WORKFORCE INNOVATION AND OPPORTUNITY ACT</b>										
	WIOA FORMULA FUNDS	0623 WIOA FUNDS	6/30/2025	\$ 18,565,310.00	\$ 11,624,710.25	62.62%	100.00%	\$ 4,532,857.10	\$ 16,157,567.35	87.03%
	WIOA FORMULA FUNDS	0624 WIOA FUNDS	6/30/2026	\$ 10,091,942.00	\$ 8,711.34	0.09%	29.17%	\$ 5,750,188.08	\$ 5,758,899.42	57.06%
7211-24	Resource Administration	0624RAG001	9/30/2024	\$ 7,467.00	\$ 7,467.00	100.00%	100.00%	\$ -	\$ 7,467.00	100.00%
6229-24	Trade Act Services	0624TRA001	9/30/2024	\$ 72,000.00	\$ 34,306.47	47.65%	N/A	\$ -	\$ 34,306.47	47.65%
6239-24	Reemployment Services and Eligibility Assessment	0624REA001	9/30/2024	\$ 1,294,198.00	\$ 1,087,585.82	84.04%	100.00%	\$ 99,368.38	\$ 1,186,954.20	91.71%
5411-24	WOZ - Upskilling and Training	0624WOZ001	7/31/2024	\$ 188,630.00	\$ 188,630.00	100.00%	100.00%	\$ -	\$ 188,630.00	100.00%
<b>WIOA TOTALS</b>	<b>Totals</b>			<b>\$ 30,219,547.00</b>	<b>\$ 12,951,410.88</b>	<b>42.86%</b>		<b>\$ 10,382,413.56</b>	<b>\$ 23,333,824.44</b>	<b>77.21%</b>
<b>WAGNER-PEYSER EMPLOYMENT SERVICE</b>										
6223-24	Employment Services	0623WPA001	12/31/2024	\$ 1,146,030.00	\$ 879,896.55	76.78%	80.00%	\$ -	\$ 879,896.55	76.78%
6226-23	Training and Employment Navigator Pilot - Wagner F	0624WPB002	10/31/2025	\$ 198,650.00	\$ 61,075.32	30.75%	38.10%	\$ 10,892.20	\$ 71,967.52	36.23%
7246-24	Texas Veterans Commission	0624TVC001	9/30/2024	\$ 151,243.00	\$ 145,179.48	95.99%	100.00%	\$ 4,979.13	\$ 150,158.61	99.28%
7226-24	REO - Reentry Employment Opportunities	0624REO001	9/30/2027	\$ 545,500.00	\$ 6,117.58	1.12%	15.91%	\$ -	\$ 6,117.58	1.12%
6225-24	WCI- Red, White, and You	0624WCI001	9/30/2024	\$ 35,000.00	\$ 35,000.00	100.00%	100.00%	\$ -	\$ 35,000.00	100.00%
6225-24	WCI- TVLP Operating Grant Activities	0624WCI001	9/30/2024	\$ 9,914.00	\$ 9,914.00	100.00%	100.00%	\$ -	\$ 9,914.00	100.00%
6225-24	WCI - Foster Care Youth Conference	0624WCI001	9/30/2024	\$ 2,500.00	\$ 2,285.49	91.42%	100.00%	\$ -	\$ 2,285.49	91.42%
6225-24	WCI- Careers in TX Industry Week/Youth Career Fai	0624WCI001	9/30/2024	\$ 35,000.00	\$ 35,000.00	100.00%	100.00%	\$ -	\$ 35,000.00	100.00%
<b>E.S.TOTALS</b>	<b>Totals</b>			<b>\$ 2,123,837.00</b>	<b>\$ 1,174,468.42</b>	<b>55.30%</b>		<b>\$ 15,871.33</b>	<b>\$ 1,190,339.75</b>	<b>56.05%</b>
<b>FOOD STAMP EMPLOYMENT AND TRAINING</b>										
2266-24	Suppl. Nutrition Assistance Program	0624SNE001	9/30/2024	\$ 1,208,033.00	\$ 1,134,962.53	93.95%	100.00%	\$ -	\$ 1,134,962.53	93.95%
<b>SNAP TOTALS</b>	<b>Totals</b>			<b>\$ 1,208,033.00</b>	<b>\$ 1,134,962.53</b>	<b>93.95%</b>		<b>\$ -</b>	<b>\$ 1,134,962.53</b>	<b>93.95%</b>
<b>TEMPORARY ASSISTANCE FOR NEED FAMILIES</b>										
2243-24	Noncustodial Parent Choices Program	0624NCP001	9/30/2024	\$ 455,220.00	\$ 427,256.16	93.86%	92.31%	\$ -	\$ 427,256.16	93.86%
2243-25	Noncustodial Parent Choices Program	0625NCP001	9/30/2025	\$ 455,220.00	\$ -	0.00%	7.69%	\$ 300,000.00	\$ 300,000.00	65.90%
2245-24	Temporary Assistance for Needy Families	0623TAF001	10/31/2024	\$ 7,419,782.00	\$ 6,618,470.00	89.20%	92.31%	\$ 244,724.16	\$ 6,863,194.16	92.50%
<b>TANF -TOTALS</b>	<b>Totals</b>			<b>\$ 8,330,222.00</b>	<b>\$ 7,045,726.16</b>	<b>84.58%</b>		<b>\$ 544,724.16</b>	<b>\$ 7,590,450.32</b>	<b>91.12%</b>
<b>CHILD CARE SERVICES</b>										
1275-24	CCF CCMS CHILD CARE	0624CCF001	10/31/2024	\$ 127,591,739.00	\$ 120,102,079.62	94.13%	92.31%	\$ 28,219.73	\$ 120,130,299.35	94.15%
1275-25	CCF CCMS CHILD CARE	0625CCF001	10/31/2025	\$ 121,585,299.00	\$ -	0.00%	7.69%	\$ 119,685,950.00	\$ 119,685,950.00	98.44%
1271-24	CCM CCMS LOCAL INITIATIVE	0623CCM001	12/31/2024	\$ 8,658,060.00	\$ 2,164,491.59	25.00%	80.00%	\$ 6,493,568.41	\$ 8,658,060.00	100.00%
1272-24	CHILD CARE DFPS	0624CCP001	8/31/2024	\$ 4,106,764.00	\$ 3,944,803.56	96.06%	100.00%	\$ -	\$ 3,944,803.56	96.06%
1272-25	CHILD CARE DFPS	0625CCP001	9/31/2025	\$ 2,741,098.00	\$ 297,040.52	10.84%	8.33%	\$ 2,444,057.48	\$ 2,741,098.00	100.00%
1274-24	CHILD CARE QUALITY	0624CCQ001	10/31/2024	\$ 7,043,243.72	\$ 5,649,124.05	80.21%	100.00%	\$ 812,041.57	\$ 6,461,165.62	91.74%
<b>CHILD CARE -TO1</b>	<b>Totals</b>			<b>\$ 271,726,203.72</b>	<b>\$ 132,157,539.34</b>	<b>48.64%</b>		<b>\$ 129,463,837.19</b>	<b>\$ 261,621,376.53</b>	<b>96.28%</b>
<b>STATE OF TEXAS</b>										

**MEANS, ENDS AND EXPECTATIONS  
MONTHLY EXPENDITURE REPORT  
Sep 2024**

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
7230-24	Adult Education and Literacy	2924ALA010	6/30/2025	\$ 7,243,754.00	\$ 1,430,143.79	19.74%	25.00%	\$ 5,324,684.97	\$ 6,754,828.76	93.25%
<b>Totals</b>				<b>\$ 7,243,754.00</b>	<b>\$ 1,430,143.79</b>	<b>19.74%</b>		<b>\$ 5,324,684.97</b>	<b>\$ 6,754,828.76</b>	<b>93.25%</b>
<b>GRAND TOTAL - Grants</b>				<b>\$ 349,508,848.72</b>	<b>\$ 167,527,672.71</b>	<b>47.93%</b>		<b>\$ 156,014,576.39</b>	<b>\$ 323,542,249.10</b>	<b>92.57%</b>

**STATE OF TEXAS - Contracts**

7352-24	Summer Earn and Learn	3022VRS031	9/30/2024	\$ 670,617.65	\$ 317,794.80	47.39%	100.00%	\$ -	\$ 317,794.80	47.39%
7353-24	Student Hireability Navigator	3018VRS135-YR 6	8/31/2025	\$ 226,000.00	\$ 50,650.05	22.41%	8.33%	\$ -	\$ 50,650.05	22.41%
7500-25	Infrastructure Support Services and Shared Cost	0624COL001	8/31/2025	\$ 1,251,190.00	\$ 154,080.03	12.31%	8.33%	\$ -	\$ 154,080.03	12.31%
				<b>\$ 2,147,807.65</b>	<b>\$ 522,524.88</b>	<b>24.33%</b>		<b>\$ -</b>	<b>\$ 522,524.88</b>	<b>24.33%</b>

**PRIVATE**

8535-19	Walmart Statewide - PATHS	Walmart Foundation	5/15/2024	\$ 5,469,719.35	\$ 5,375,123.52	98.27%	100.00%	\$ -	\$ 5,375,123.52	98.27%
8602-24	Federation for Advancetry Manufacturing Education	FAME	N/A	\$ 10,000.00	\$ 2,500.00	25.00%	0.00%	\$ -	\$ 2,500.00	25.00%
8604-24	Prologis Community Workforce Initiative – Direct Funding	Prologis	12/31/2024	\$ 319,000.00	\$ 142,074.44	44.54%	75.00%	\$ -	\$ 142,074.44	44.54%
8700-21	Dallas College - Professional Services	Dallas College	1/31/2025	\$ 500,000.00	\$ 235,455.22	47.09%	91.67%	\$ 249,036.38	\$ 484,491.60	96.90%
8710-24	Dallas College - TEA Grant	Dallas College	2/28/2025	\$ 60,000.00	\$ 24,290.47	40.48%	78.26%	\$ -	\$ 24,290.47	40.48%
8540-24	Google Pine Tree	Star Fiber Optic	12/31/2024	\$ 90,000.00	\$ 52,789.20	58.65%	62.50%	\$ -	\$ 52,789.20	58.65%
<b>Totals</b>				<b>\$ 6,448,719.35</b>	<b>\$ 5,832,232.85</b>	<b>90.44%</b>		<b>\$ 249,036.38</b>	<b>\$ 6,081,269.23</b>	<b>94.30%</b>






**Workforce Solutions Greater Dallas**  
Statements of Financial Position (Unaudited)  
9/30/2024 and December 31, 2023

	<u>9/30/2024</u> <u>(Unaudited)</u>	<u>12/31/2023</u> <u>(Audited)</u>
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 4,263,077	9,552,872
Grants receivable	23,445,491	13,151,493
Advances and other receivables	1,132,651	857,097
Prepaid expenses	119,721	514,245
Total Current Assets	<u>28,960,940</u>	<u>24,075,707</u>
<b>Noncurrent Assets</b>		
Equipment, net	163,427	163,427
Finance ROU Asset, net	2,861,535	2,861,535
Operating Lease Asset, net	8,929,643	8,929,643
Total Noncurrent Assets	<u>11,954,605</u>	<u>11,954,605</u>
Total assets	<u>\$ 40,915,545</u>	<u>36,030,312</u>
<b>Liabilities and net assets</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued liabilities	27,807,311	22,906,018
Current portion of deferred revenue	125,942	125,943
Current portion of finance lease liability	219,743	219,743
Current portion of operating lease liability	1,907,126	1,907,126
Current portion of employee benefits payable	—	21,422
Total Current Liabilities	<u>\$ 30,060,122</u>	<u>25,180,252</u>
<b>Noncurrent Liabilities</b>		
Noncurrent portion of deferred revenue	—	—
Noncurrent portion of finance lease liability	2,688,279	2,688,279
Noncurrent portion of operating lease liability	7,223,840	7,223,840
Noncurrent portion of employee benefits payable	—	—
Total Noncurrent Liabilities	<u>9,912,119</u>	<u>9,912,119</u>
Total liabilities	<u>\$ 39,972,241</u>	<u>35,092,371</u>
<b>Net assets</b>		
Without donor restrictions	943,304	937,941
With donor restrictions	—	—
Total net assets	<u>943,304</u>	<u>937,941</u>
Total liabilities and net assets	<u>\$ 40,915,545</u>	<u>36,030,312</u>

**Workforce Solutions Greater Dallas**  
Statements of Activities (Unaudited)  
Period ended 9/30/2024 and December 31, 2023

	<u>9/30/2024 (Unaudited)</u>			<u>12/31/2023 (Audited)</u>		
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
<b>Revenues and other support</b>						
Revenues from grants and contracts	145,983,583	—	145,983,583	186,159,710	—	186,159,710
Other	—	—	—	205,011	—	205,011
Dividends & interest	5,363	—	5,363	8,244	—	8,244
Net assets released from restrictions	—	—	—	—	—	—
Total revenues and other support	<u>145,988,946</u>	<u>—</u>	<u>145,988,946</u>	<u>186,372,965</u>	<u>—</u>	<u>186,372,965</u>
<b>Expenses</b>						
Direct program services	142,177,753	—	142,177,753	181,928,959	—	181,928,959
Administration	3,805,830	—	3,805,830	4,510,314	—	4,510,314
Total expenses	<u>145,983,583</u>	<u>—</u>	<u>145,983,583</u>	<u>186,439,273</u>	<u>—</u>	<u>186,439,273</u>
Change in net assets	5,363	—	5,363	(66,308)	—	(66,308)
Net assets, beginning of year	937,941	—	937,941	1,004,249	—	1,004,249
<b>Net assets, end of year</b>	<u>\$ 943,304</u>	<u>\$ -</u>	<u>\$ 943,304</u>	<u>\$ 937,941</u>	<u>\$ -</u>	<u>\$ 937,941</u>

**QUALITY ASSURANCE AND OVERSIGHT- November 2024 Update**

 Review final with no issues  Pending report  Review final with issues	 New Review  Review ongoing
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Equus Fiscal review		<ul style="list-style-type: none"> <li>• <b>Status:</b> Final report has been issued. There is a refund due to WFSDallas of \$10,550.</li> </ul>
Dallas College Fscal review		<ul style="list-style-type: none"> <li>• <b>Status:</b> Review ongoing.</li> </ul>
Fiscal review AEL – Wilkinson Center		<ul style="list-style-type: none"> <li>• <b>Status:</b> Review has been completed. Pending determination of any refund due.</li> </ul>
Equus Choices/NCP Program review		<ul style="list-style-type: none"> <li>• <b>Status:</b> Review complete. Pending report from the monitor.</li> </ul>
Initial Fiscal review for the PROWD grant – Lonestar Justice		<ul style="list-style-type: none"> <li>• New Review</li> </ul>

TWC will be conducting an offsite EO review in November.

# **STRATEGIC PLANNING SESSION**