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# ANNUAL

# REPORT

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OCTOBER 2022 - SEPTEMBER 2023



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# Dr. Candy VanSant

**This year we helped a long-time board member celebrate her retirement from Texoma Medical Center. Dr. Candy VanSant served on the Texoma Workforce Development Board for over 20 years. During that time, she served 2 terms as Board Chair.**

**Candy also served as our Board representative on the statewide Texas Association of Workforce Boards (TAWB) with 2 terms as the chair of TAWB.**

**Candy provided valuable insight to the State's healthcare needs and Texoma's healthcare system. She also worked tirelessly to help Grayson College execute multiple Skills Development Grants to train hundreds of Texoma healthcare workers.**



**We will miss Candy's steadfast leadership and wish her the very best in the next chapter of her life.**



# EXECUTIVE DIRECTOR

## JANIE BATES

Workforce Solutions Texoma has enjoyed a very busy year! The Texoma economy is robust as we experience an explosion of housing permits for both single and multi-family units. Much of this growth is fueled by the activity created by the semiconductor industry. Texas Instruments has been a large employer in Sherman since the '60s and is now expanding by building a new \$30 billion facility adjacent to the current plant. When all four phases of the new construction are completed, TI will employ 3,000 people in Sherman. Globitech, another semiconductor business, has also been a part of Texoma for many years. Their parent company, Global Wafers, is building a new \$5 billion facility in Sherman and expanding Globitech, creating approximately another 700 jobs. The very popular iPhone depends on the Texoma Coherent plant to produce the vertical surface emitting lasers that make facial recognition possible. Texoma has truly become the Tech Hub of North Texas.

Workforce has partnered with our economic development entities to plan for the new jobs coming to Texoma while still addressing the needs of our current employers through multiple hiring events that take place each year. Working with employers, education partners and economic developers, Workforce has assisted in creating new training to meet industry needs. Staff have worked to obtain High Demand Job Training Grants for local high schools and colleges to assist in preparing our youth for jobs of the future. Our Career Navigator has provided 90 educational sessions in our local schools this year. Students are given information on a variety of careers and the training they require. Our goal is to help students realize there are a variety of great careers available in Texoma.

Childcare has become a priority as we prepare for more workers to come to this region. Workforce Solutions Texoma staff are working to produce quality training and increase capacity for our providers, while providing subsidized care for an average of 1,089 children per day.

We know Texoma is in transition from a small town to a nationally recognized Tech Hub and there will be many challenges along the way as we welcome new businesses and new families. Workforce Solutions Texoma looks forward to the challenge of providing career resources at our Workforce Centers in Bonham, Denison and Gainesville.

# BOARD CHAIR

## MARK ANDERSON



During 2023, Texoma saw a lot of energizing growth and opportunities. The Texoma area received the only Texas designation as a Tech Hub from the U. S. Economic Development Administration (EDA). With this designation, the Texoma Semiconductor Tech Hub core leadership team is working to submit to EDA a proposal for Phase 2 funding which could bring between \$40-70 million dollars to the Texoma area to support training opportunities for local manufacturing companies. Although there is a lot of work left to do on this project, the committee is hopeful that we can secure these funds for our area.

While working on this large project, our team also continued to provide support to Texoma employers and job seekers. This past year Texoma hosted multiple job fairs and hiring events, which were attended by over 380 employers and 4,500 job seekers. Our area unemployment increased slightly from 3.6% to 3.8% from last year, so multiple hiring events and job fairs worked well to match those who are unemployed with employers that need to hire talent. In an attempt to broaden our employee applicant pool, we continued to partner with our local economic development leaders to hire outreach specialists to work with area high schools to educate students, teachers, and counselors on programs available to prepare students for careers after high school. We continue to provide support to the Advanced Manufacturing Program, which grew to 42 students from five high schools, who are participating in a tuition-free college program earning up to 41 credit hours and two nationally recognized certifications.

To further support our future workforce, we also partnered with the Texas Workforce Commission and the Sherman and Gainesville Economic Development Corporations to provide matching funds for High Demand Job Training Grants to develop training labs in two of our local High Schools. The combined total of these grants was \$600,000 awarded to Sherman High School and North Central Texas College.

This past year, Texoma's civilian labor force grew by almost 3,000 people. The need for child care to support workers has also continued. To support these families, we grew our number of Texas Rising Star providers by 60% this past year to enable these families to have multiple options to select quality child care.

# TEXOMA WORKFORCE DEVELOPMENT BOARD

## CHIEF ELECTED OFFICIALS

**The Honorable Jason Brinkley**  
Cooke County Judge

**The Honorable Steven Starnes**  
Fannin County Judge

**The Honorable David Plyler**  
City of Sherman Mayor

**The Honorable Bruce Dawsey**  
Grayson County Judge  
Lead CEO



## BOARD OF DIRECTORS

### BOARD CHAIR

**MARK ANDERSON**

### FIRST VICE CHAIR

**KATHRYN HICKS**

### SECOND VICE CHAIR

**MIKE DeLONG**

### SECRETARY

**AMY DOYLE**

### TREASURER

**DEE LOUGH**

Amy Abbott	Callena Fitzpatrick	Jeremy McMillen	Rahni Phillips
Star Brock	Rebeckah Flanagan	Carlos Medina	Julie Rickey
Daniel Clark	Djuna Forrester	Kimberlea Miller-Donohoe	Crystal Sanders
Gayle Cooper	Obie Greenleaf	Allison Minton	Candy VanSant
Brad Douglass	Debbie Huffman	Todd Morrison	Janet Ventura
Mark Ewig	Judy James	Dillon Ott	Stafanie Webb

### BOARD DEVELOPMENT COMMITTEE CHAIR

**JANET GOTT**

### CHILD CARE COMMITTEE CHAIR

**ALVIN BAILEY**



## OUR TEAM

EXECUTIVE DIRECTOR

**JANIE BATES**

DEPUTY DIRECTOR

**MARSHA LINDSEY**

CHIEF FISCAL OFFICER

**LACEY LUCAS**

CHIEF TECHNOLOGY  
OFFICER

**KYLE ROYAL**

CHILD CARE  
CONTRACTS MANAGER

**JULIE CRAIG**

SPECIAL PROJECTS  
COORDINATOR

**JULIE BAULA**

QUALITY ASSURANCE  
MONITOR

**SHERRY BEADLE**

CHILD CARE BUSINESS  
SERVICES SPECIALIST

**TONYA BEAUCHAMP**

INFORMATION  
SECURITY OFFICER

**OMAR FIGUERO**

CAREER NAVIGATOR

**HOPE KRAMER**

BUSINESS INTELLIGENCE  
ANALYST

**KRISTI LEE**

STUDENT HIREABILITY  
NAVIGATOR

**APRIL MARTIN**

FISCAL ASSISTANT

**CALLIN ROSENOW**



# EMPLOYER OF EXCELLENCE

Workforce Solutions Texoma is proud to recognize Ruiz Foods as the region's 2022 Local Employer of Excellence. Ruiz Foods accepted the award at the Texas Workforce Commission's (TWC) 25th Annual Texas Workforce Conference.

The award honors private-sector employers that are actively involved with Texas Workforce Solutions and make a positive impact on workers, the community, and the state.





# HIGH DEMAND JOB TRAINING GRANT

The High Demand Job Training (HDJT) grant program supports Workforce Boards in partnering with local Economic Development Corporations (EDCs) to provide training for high demand/target occupations. The Texas Workforce Commission supports these partnerships by providing funds to boards as a match to local economic development sales tax funds.



Texas Workforce Commission presented a High Demand Jobs Training (HDJT) grant totaling \$150,000.00 to Workforce Solutions Texoma in partnership with additional leveraged funds of \$150,000 from the Gainesville Economic Development Corporation. The grant will help train up to 75 students at North Central Texas College in high demand occupations in the Industrial Mechatronics program. Students will earn a Level 1 certificate with an opportunity to continue through associate of applied science and bachelor's degree programs.

Total Funding:  
\$300,000





# HIGH DEMAND JOB TRAINING GRANT



**Funds to address skill gaps and ensure a talent pipeline to address industry needs.**

Texas Workforce Commission presented a High Demand Jobs Training grant totaling \$150,000.00 to Workforce Solutions Texoma which was matched by Sherman Economic Development Corporation. The grant will be utilized to add a new program to Sherman High School which will allow students to gain skills in a high demand occupation. The Electronic Engineering Technician (EET) Certificate Program will prepare the graduating students for a career in the technology industry.







# JOBS & EDUCATION for TEXANS GRANT PROGRAM

## DEVELOPING CAREER AND TECHNICAL EDUCATION PROGRAMS

**\$9,497,601**

Economic  
Impact

**\$1,170,281**

Amount  
Awarded

### AMOUNT AWARDED by GRANTEE

North Central  
Texas College  
**\$631,944**

Grayson  
College  
**\$349,999**

Honey Grove  
ISD  
**\$157,595**

Tioga  
ISD  
**\$30,743**

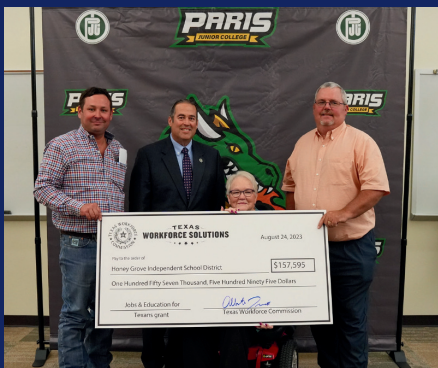


**588**

Students  
Trained

**\$1,990**

Award  
per Student



Honey Grove ISD



North Central Texas College



Grayson College

# Hiring Red, White & You!



Helping employers find  
quality employees!

174

Job Seekers

41

Employers



—TEXAS—  
**WORKFORCE SOLUTIONS**  
★ ★ ★ ★ ★



A proud partner of the **AmericanJobCenter**® network

# CHILD CARE SERVICES

## BY THE NUMBERS

**1,134**

**Families  
Served**



**1,885**

**Children  
Served**



Texas Rising Star (TRS) is the Quality Rating and Improvement System for Texas. All Child Care Services regulated providers are now required to participate in TRS. The program uses a standard set of criteria that exceeds minimum standards for providers. All participating providers will be TRS certified no later than September 30, 2024.

Nine additional providers obtained their TRS designation this year.

### Super Saturday Training

Two Super Saturday Training sessions were held this year. In attendance were 170 child care workers who enjoyed various sessions geared towards increasing knowledge and skills.



**3**

**3-Star**

**23**

**Texoma  
TRS  
Providers**

**20**

**4-Star**

### Professional Development

Twenty-five sessions were offered to caregivers, directors and owners this year with approximately 575 (duplicated) professionals in attendance. Topics included general staff development, financial literacy, and training specific to providers who are pursuing their Texas Rising Star accreditation.

### GENERAL QUALITY GRANTS

**\$207,027**

**Awarded to  
35 providers**

### CHILD DEVELOPMENT SCHOLARSHIPS

**\$34,204**

**Training support  
to 25 students**





# FUTURE WORKFORCE

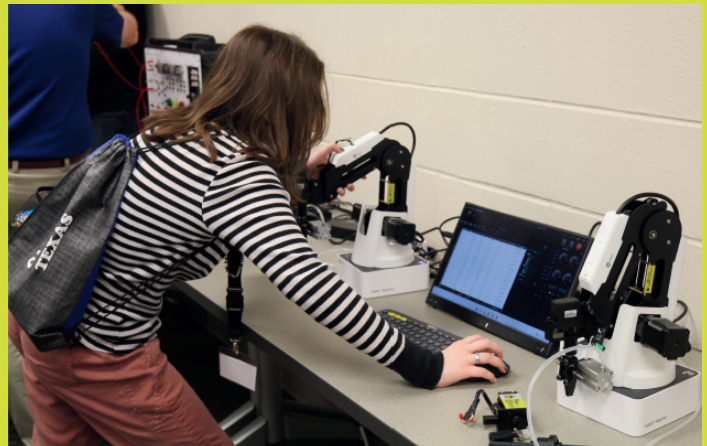


Connecting young Texans with information and resources about Texas' high-growth industries and occupations.

EXPLORE  
TEXAS  
CAREERS.



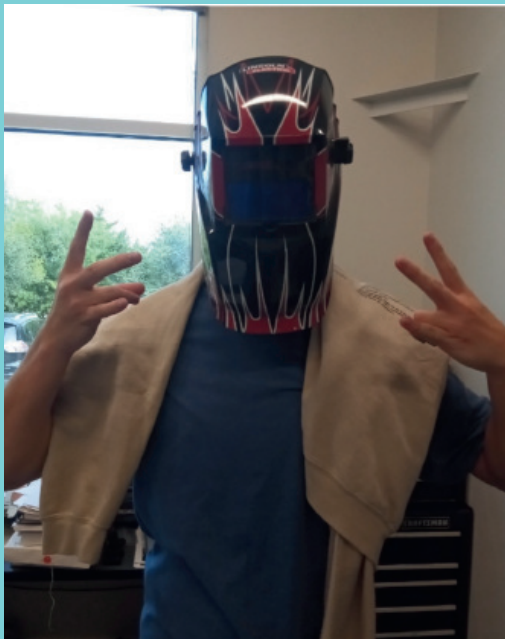
North Central Texas College hosted approximately 385 eighth grade students from 11 independent school districts. The students were invited to explore career opportunities and hear from educators and industry experts.





# JOBS Y'ALL

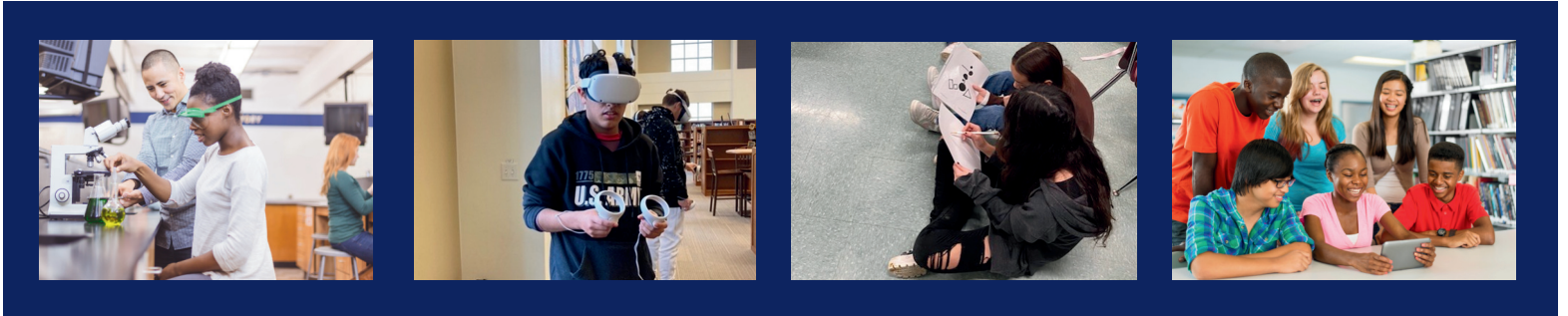
Approximately 1,450 high school juniors and seniors from 18 Grayson and Fannin County independent school districts attended the career exploration event hosted by Grayson College.



# FUTURE WORKFORCE

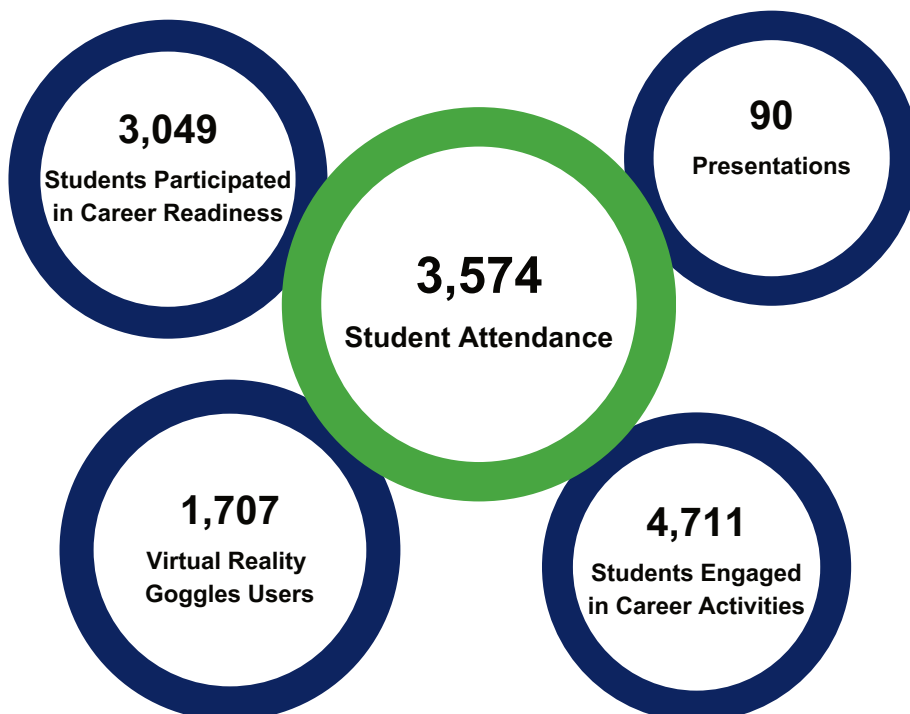
## CAREER NAVIGATOR

*Providing Career Exploration Opportunities for Students*



Workforce Solutions Texoma's Career Navigator program provides career exploration information to middle and high school students throughout Texoma using multiple presentations, activities, and virtual reality exercises.

With high demand for more skilled workers throughout Texoma, it is vitally important to create a talent pool in our area. Through this initiative, students are given the opportunity to explore careers in multiple high-demand jobs, while still in school, to meet employer's needs.



Thank you Sherman Economic Development Corporation and Denison Development Alliance for your continued support of this program.



# FUTURE WORKFORCE

## SUMMER EARN & LEARN

*Creating Pathways to Employment for Students with Disabilities*



Summer Earn & Learn (SEAL) offers eligible students with disabilities paid work experience with a local employer. Support and accommodations can be provided by Texas Workforce Solutions-Vocational Rehabilitation Services to help students be successful.



### 2023 SEAL Program

46

Placed in  
Work Experience

5,920

Total Hours  
Worked

41

Successfully  
Completed

33

Participating  
Worksites

**Thank you to all employers  
who mentored students.**

**Your contribution to the  
success of the program and  
students is greatly  
appreciated.**



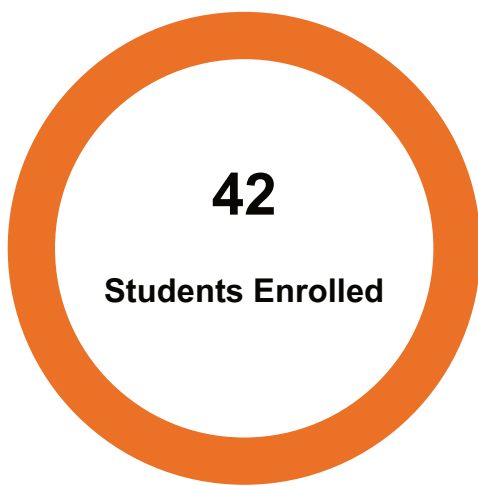


The Advanced Manufacturing Program (AMP) is a unique dual credit initiative created to provide high school students with real-world, hands-on training through industry driven curriculum.

Texoma's top industries are seeking the next generation employee to work in their cutting-edge manufacturing plants. The AMP program is committed to providing a challenging and rewarding opportunity for high school students interested in gaining skills for a lifetime with our local manufacturers.

AMP Scholarships include:

- Up to \$4,900 in tuition and books
- Potential to earn 41 college credit hours in high school
- Nationally recognized manufacturing certifications
- Paid internship at local companies



**Annual AMP events recognize and celebrate student progress and success!**

# EXTERNSHIP for TEACHERS

Workforce Solutions Texoma successfully completed its 2023 Teacher Externship Initiative. Twenty-two teachers from six independent school districts engaged in a week-long informational experience about various industries and the occupational skills associated with each.

## Participation



Thank you to employers who opened their business to our 2023 Externship for Teachers participants:

- ACS Manufacturing
- Bonham VA
- City of Sherman
- Denison Industries
- Douglass Distributing
- Emerson
- GAF Roofing
- Grayson County
- Grayson Pro Tech
- ORTEQ
- Petroflex
- Presco
- PTF Insulation Fabricator
- Radiovision
- Safran
- Spectrum Brands
- Texas Instruments
- Texoma Medical Center
- Tongrum
- Trans Cable USA
- Trident
- Voluntary Purchasing Group

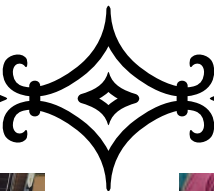
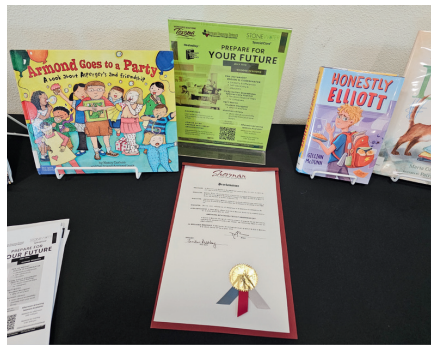




# HireAbility

Celebrate. Learn. Share.  
**ADA33** ★ 1990 - 2023 ★  
Americans with Disabilities Act

The cities of Sherman, Denison, Gainesville and Bonham took part in proclaiming Americans with Disabilities Act Awareness (ADA) Day. The designated day urges all citizens to celebrate the passing of the Act in 1990 and to recognize the principles of equality and recommitting efforts to reach full ADA compliance.



The Connecting the Dots Expo aids individuals in finding the right information, resource or person, to meet specific needs. The event is open to all students with disabilities and their families.



The annual Texas Home School Convention encourages, equips and advocates families in their home education journey. The experience is packed full of resources, workshops and speakers.

# WORKFORCE SUCCESS

The Workforce Innovation and Opportunity Act (WIOA) is designed to help job seekers access employment, education, training and support services to succeed in the labor market and to match employers with skilled workers. Many recipients share how the funding provided assistance on their employment journey.

“

“I really liked how helpful workforce was with making sure I have everything I need to be successful in school and helping to reduce anxiety when it comes to the cost of tuition so that I can focus on my school work and studying .”

Samantha Hodge, WIOA DW  
Registered Nurse Training

”



“

“It is nice to have my GED instructor and WIOA case worker at the same location coordinating services to help me reach my goals and ensuring I am successful with passing my GED.”

Andrew Woodward, WIOA Youth  
GED & Work Experience Opportunity

”

“

“They have helped me by giving me structure, confidence and financial assistance. They helped me to further myself into the next journey of my life”

Nancy Ortega, WIOA Adult  
Business and Management Training

”



“

“Thank you so much for helping me get to a new and exciting chapter in my life. I couldn't have done it without y'all.”

Kellie Robinson, WIOA Adult  
Truck Driver Training

”



# TEXOMA REGION

Workforce Solutions Texoma has a strong emphasis on continuous improvement and works with all partners to build strong partnerships that work together to achieve our vision of an effective integrated workforce system that meets the needs of all system partners.

**Texoma has a history of being a high-performing board and has received numerous awards in recognition of meeting, and in many cases, exceeding expectations.**

**Texoma met 20 of 22 Workforce Innovation and Opportunity Act (WIOA) contractual performance measures with 5 of those being exceeded.**

## Participants Served

2,780	Career & Training
1,033	Claimants
2,603	Employment Services
142	Veterans

## Credential Rate

67	Adult
11	Dislocated Worker
19	Youth

## WORKFORCE SNAPSHOT



Data as of September 2023

**WORKFORCE SOLUTIONS**

**Texoma**

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**[www.workforcesolutionstexoma.com](http://www.workforcesolutionstexoma.com)**

**Workforce Solutions Texoma is an equal opportunity employer/program.  
Auxiliary aids and services are available upon request to individuals with disabilities.  
Individuals with speech and/or hearing impairments may call 711 for assistance.  
100% Federally Funded**