

# ANNUAL REPORT

OCTOBER 2024 - SEPTEMBER 2025



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# The Texoma Region: Growth, Opportunity, and a Bright Future

We are fortunate to have many outstanding employers who, over the past two to three decades, have created hundreds of stable, well-paying positions. Healthcare and manufacturing remain two of our strongest industry clusters, both continuing to thrive across the region.

Ongoing construction and expansion of semiconductor facilities have generated more than \$40 billion in investments and recent announcements indicate there are more major investments to come for GlobalWafers America (GWA), Texas Instruments and Coherent. A major contributor to this growth is GWA, which recently opened a \$4 billion silicon wafer manufacturing plant in Sherman. Once fully operational, the facility will employ approximately 400 people, creating high-skilled, high-wage jobs and solidifying Texoma's role as a critical player in the national semiconductor supply chain. Once this first phase is in full production, there are plans for a second phase.

In addition, Texas Instruments (TI) opened the first phase of its \$30 billion semiconductor manufacturing campus in Sherman this year—the largest private-sector investment in the state's history. TI expects to be in full production by early next year, bringing more advanced manufacturing jobs and supporting a broad network of suppliers and contractors. As a result, multiple semiconductor and technology industry suppliers are actively evaluating locations within Grayson County, further strengthening the region's position as a national leader in semiconductor innovation and production.

In response to this growth, North Central Texas College and Grayson College have broadened their semiconductor training programs to meet the evolving needs of manufacturers. Sherman and Denison ISDs opened Electronic Engineering Technician (EET) Labs last year, preparing high school students for high-demand semiconductor careers. These initiatives were made possible through partnerships among Workforce Solutions Texoma, the Sherman Economic Development Corporation (SEDCO), and the Denison Development Alliance (DDA), which jointly secured High Demand Job Training Grants from the Texas Workforce Commission. Both community colleges also continue to deliver exceptional healthcare training programs to support regional workforce needs.

Our mission continues to be employer-centered—offering workforce solutions that ensure businesses have access to skilled talent, while helping employees gain the training and childcare support they need to succeed. The future of Texoma is bright, and we remain committed to serving our residents, employers, and communities with excellence.

Executive Director,  
Janie Bates

# TEXOMA WORKFORCE DEVELOPMENT BOARD

The Texoma Workforce Solutions Board is very appreciative of our Executive Director, Janie Bates, and the team of professionals she has developed. Her team, and our board, are committed to providing the best support possible for the Texoma area as we continue to experience amazing growth.

The Workforce Solutions staff work tirelessly to ensure our local workforce is supported, trained and ready to meet the current business needs and be prepared for future growth and development. It is truly an honor to be a longtime member and current Board Chair of Workforce Solutions Texoma.

Regards,  
Kathryn A. Hicks, Board Chair

## Board Officers

Kathryn Hicks  
**Chair**

Amy Doyle  
**2nd Vice Chair**

Dee Lough  
**Treasurer**

Mike DeLong  
**1<sup>st</sup> Vice Chair**

Cody Copeland  
**Secretary**

Mark Anderson  
**Immediate Past Chair**

## Committee Chairs

Alvin Bailey  
**Child Care**

Janet Gott  
**Board Development**

## Board Members

Star Brock

Renee Conner

Kimberlea Donohoe-Miller

Bradley Douglass

Mark Ewig

Rebeckah Flanagan

Joseph Grisham

Debbie Huffman

Jeremy McMillen

Carlos Medina

Todd Morrison

Andrea Mory

Dillon Ott

Jennifer Patton

Paula Price

Dalton Rambo

Julie Rickey

Bobby Sanders

Terrence Steele

Janet Ventura

Stefanie Webb

**The Honorable John Roane**  
Cooke County Judge

**The Honorable Newt Cunningham**  
Fannin County Judge

**The Honorable Shawn Teamann**  
City of Sherman Mayor-Lead CEO

**The Honorable Bruce Dawsey**  
Grayson County Judge

**CHIEF  
ELECTED  
OFFICIALS**

# TEXOMA WORKFORCE DEVELOPMENT BOARD STAFF

Workforce Solutions Texoma's Executive Director, oversees the day-to-day administration of the Board Staff and serves as the lead contracting officer for the board. She also serves as the direct link between the Chief Elected Officials (CEOs), Board of Directors, and the Texas Workforce Commission.

Other Board Staff assist in the operations of all Workforce Solutions Texoma functions in the following areas:

- Finance
- Procurement
- Oversight and Administration
- Compliance Monitoring
- Information Technology Resources
- Program-Specific Expertise
- Strategic Plan Development and Oversight
- Systems Management

**JANIES BATES**  
Executive Director

*Lacey Lucas - Chief Financial Officer*

*Callin Rosenow - Fiscal Assistant*

*Julie Baula - Special Projects Coordinator*

*Julie Craig - Child Care Contracts Manager*

**MARSHA LINDSEY**  
Deputy Director

*Tonya Beauchamp - Child Care Business Services*

*Omar Figueroa - Cybersecurity Specialist*

*Sherry Beadle - Quality Assurance Monitor*

*April Martin - Regional Convener*

*Hope Kramer - Career Navigator*

**KYLE ROYAL**  
Chief Technology Officer

*Amber Auldridge - Career Navigator*





# BOARD MEMBER RECOGNITION

## MARK ANDERSON

After 10 years of unwavering commitment and exceptional leadership, we extend our sincere gratitude to Mark Anderson, who is leaving the Board of Directors.

From the very beginning of his tenure, Mark brought a clear vision, deep integrity, and a tireless work ethic that helped guide our organization through seasons of growth, challenge, and transformation. Mark joined the Board in 2015, and since then, he has been instrumental in shaping strategic decisions that have had lasting impact.

Throughout his time on the Board, Mark served in various roles, including Board Chair, Vice Chair, and Chair of the Advanced Manufacturing Program Advisory Committee. In every capacity, he offered not only valuable expertise, but also a calm, steady presence, and a deep respect for collaboration. His insights were often the catalyst for some of our most impactful initiatives. Almost immediately after he joined our Board, he was elected Chair of the Advanced Manufacturing Program Advisory Committee. Under his leadership, the program became a reality as he garnered the support of over 30 local manufacturers who helped design the curriculum. Over the past 10 years, many students have been exposed to great careers in the manufacturing field, attained certificates and degrees, and obtained local jobs.

Beyond the boardroom, Mark's passion for our mission has always been evident. Whether attending community events, or championing our work to external stakeholders, he has been a true ambassador for our cause.

As Mark steps down from this official role, we know his influence will continue to be felt. The legacy of his contributions will live on in the strong foundation he helped build and the vision he helped shape.

On behalf of the Workforce Solutions Texoma staff and Board—past and present—we offer our deepest thanks. We celebrate all that you have given us, Mark, and we wish you all the best in your next chapter as a Global Vice President! We are so proud of you! You will always be part of the Workforce Texoma Family.

Workforce Solutions Texoma Board and Staff



# GLOBALWAFERS AMERICA



On May 15, 2025, GlobalWafers celebrated the grand opening of its new \$3.5 billion silicon wafer manufacturing plant. This facility marks the first advanced 300mm silicon wafer production site established in the United States in over two decades. Located in Sherman, GlobalWafers received \$406 million in funding through the CHIPS and Science Act. The plant is projected to generate 1,500 high-tech job opportunities.

The new facility represents a significant step forward in bolstering the domestic semiconductor supply chain, which is critical to meeting the growing demand for electronic devices and advanced technologies. Community leaders, industry experts, and government officials attended the grand opening ceremony.



**GlobalWafers provided facility tours to Texoma board members, staff, and community partners, both during the construction phase and following the grand opening.**

# LOCAL EMPLOYER OF EXCELLENCE



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We are thrilled to announce that TXB (Texas Born) has been recognized as Texoma's 2024 Local Employer of Excellence. The award was accepted by TXB staff during the Texas Workforce Commission's 27th Annual Texas Workforce Conference on December 5, 2024. Local Workforce Development Boards select employers who positively influence workers, the community, and the state through their collaborations with Texas Workforce Solutions.

# PREVIOUS LOCAL EMPLOYERS OF EXCELLENCE

- 2023 Fisher Controls/Emerson Process Management (*Finalist for TWC's Large Employer of the Year*)
- 2022 Ruiz Foods
- 2020 Clayton Homes
- 2019 Safran Seats USA
- 2018 Eaton's B-Line (*TWC's 2018 Large Employer of the Year*)
- 2017 Renlita Custom Opening Solutions
- 2016 Fisher Controls/Emerson Process Management (*Finalist for TWC's Large Employer of the Year*)
- 2015 Kwik Check
- 2014 GAF Materials Corporation
- 2013 NOVO1 (*Now Dialog Direct*)
- 2012 Champion Cooler Corporation (*TWC's 2012 Employer of the Year*)
- 2011 Denison Industries
- 2010 Texas Industries
- 2009 KTEN Television
- 2008 Douglass Distributing
- 2007 PRESCO Products (*TWC's 2018 Small Employer of the Year*)
- 2006 Tyson Foods
- 2005 Gainesville Foundry
- 2004 Certain Teed
- 2003 Home Depot
- 2002 General Mills (*Pillsbury*)
- 2001 Texoma Medical Center (*TWC's 2001 Employer of Excellence*)
- 2000 Fisher Controls (*now Fisher Controls/Emerson Process Management*)

# JOB FAIRS & HIRING EVENTS

Three large job fairs were held this year with 133 employers who were seeking to fill 3,211 job openings. A total of 1,540 job seekers attended, with many completing applications and interviews. In addition, support was given to 55 additional employers at smaller hiring events held in Texoma Workforce Centers. At these smaller events, 2,939 job openings were offered with 1,200 job seekers in attendance.

*Where talent meets opportunity!*



**Hiring & You!**  
Red, White & Blue



**November 2024**

**50 Employers with 951 job openings**

**480 Job Seekers**

**23rd Annual**

**CAREER CONNECTION**



**May 2025**

**42 Employers with 1,287 job openings**

**548 Job Seekers Attended**

**RE-EMPLOYMENT  
JOB FAIR**

**August 2025**

**41 Employers with 973 job openings**

**512 Job Seekers Attended**



# CHILD CARE SERVICES



Texas Rising Star is a quality rating and improvement system for early childhood programs.

In September 2021, the Texas Legislature enacted HB 2607, which requires all child care programs under the Texas Workforce Commission's Child Care Services program to engage in Texas Rising Star. With the valuable support of Texoma's child care staff and mentors, along with the efforts of local child care facilities, the region achieved significant progress in the past fiscal year, with an increase of 20 new providers obtaining their TRS rating, for a total of 44 TRS providers



**1,065**

Families Served

**1,726**

Children Served

Quality grants cover the acquisition of equipment or educational curricula aimed at enhancing the services offered to children in licensed centers/homes, or registered homes. Two grants awarded a total of \$214,093 to child care providers.

Outdoor Classroom & Office Equipment
\$97,178
41 Providers

General Child Care Quality
\$116,915
38 Providers



**“Just wanted to reach out and thank you and your staff for all the hard work you’re putting into this new child care system. I messaged Callin because she has been AMAZING through this entire process in getting payments taken care of! Just want you all to know it doesn’t go unnoticed, and our center greatly appreciates it.”**

**Nicki, Cornerstone Childcare Center**

# CHILD CARE QUALITY PROJECTS

## Literacy Project



Weather and Nature was the focus of the 2025 Literacy Project. Children age 3 to 12 learned about weather and nature through books and fun activities provided by Workforce Solutions Texoma. The children explored topics like clouds, different types of weather, and the changing seasons. Engaging crafts allowed the children to create their own weather related art, fostering a hands-on connection to the themes. The project aimed not only to enhance literacy skills, but also to nurture a love for learning about the natural world, inspiring curiosity and environmental awareness among the young participants.

1,110

Children Participated

## STEAM Project

This year's STEAM project centered around mathematics. Students were provided with math-themed books along with engaging activities. Interactive games were utilized to demonstrate concepts like addition, subtraction, and geometrical shape recognition, while older students faced challenges related to fractions and measurements. By integrating storytelling into mathematical problems, the project sought to make math more approachable and fun, fostering a lasting interest in the subject. These activities not only reinforced math concepts, but also helped develop essential social skills.



840

Children Participated

# CHILD CARE PROFESSIONAL DEVELOPMENT AND EDUCATION

Each year, the Child Care Services staff organizes and hosts numerous professional development events for those involved in child care. These training sessions provide child care professionals with the chance to continuously acquire new skills, enhance their existing abilities, and stay informed about the latest updates in the field. Workforce Solutions Texoma collaborates with highly skilled experts to deliver quality training across a diverse range of topics.

In addition to providing professional development opportunities for child care staff, Workforce Solutions Texoma offers scholarship opportunities for individuals to gain credentials necessary for a career in child care. By partnering with Grayson College and North Central Texas College, students can enroll in classes tailored to the specific needs of both current and aspiring child care professionals.



## Scholarships for Child Care Workers

Spring, Summer, and Fall 2025

Grayson College

18 Participants

**\$31,967**

Marketable Skills Award (CDA) - 4  
Certificate Program - 13  
Associate's Degree - 1

North Central Texas College

4 Participants

**\$3,508**

Level 1 Workforce Certificate - 4



## Professional Development

**97**

Peer Learning  
Training Attendees

**15**

Virtual  
Training Attendees

**683**

Total for  
Fiscal Year

Numbers Duplicated

**449**

In-Person  
Training Attendees

**109**

Super Saturday  
Conference Attendees

# SUMMER EARN AND LEARN

The 2025 Summer Earn and Learn (SEAL) program provides students with disabilities, aged 14 to 22, the chance to discover their skills through local employment opportunities. In collaboration with the Texas Workforce Commission's Vocational Rehabilitation services, students are paired with employers who assist them in acquiring job skills, boosting their confidence, and earning an income.

Due to funding limitations, the SEAL program was restricted to just twelve students this past year. Those chosen by the Vocational Rehabilitation Services staff participated with employers in Grayson and Cooke Counties for a duration of up to seven weeks.

**11**

**Students  
Successfully  
Completed**

**10**

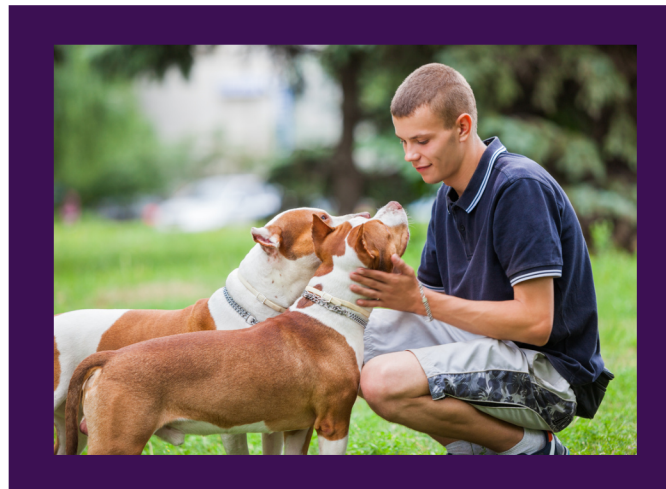
**Participating  
Worksites**

**1,145**

**Total  
Hours  
Worked**

## **Participating Worksites**

**CVS Pharmacy  
Champion Cooler  
Denison Animal Welfare Group  
Denison Public Library  
Grand Central Station  
Goodwill  
Masterkey Ministries  
Pizza Hut  
Sherman Public Library  
Sugar Pawz**



**Students participated in six hours of Work Readiness Training provided by Workforce Solutions Texoma staff. Topics included:**

**Workplace basics  
Employer Expectations  
Teamwork  
Communication  
Problem Solving  
Professional Conduct**

The Advanced Manufacturing Program (AMP) was initiated in 2016 to create a talent pipeline for careers in the manufacturing sector. At that time, none of the school districts in Grayson County offered courses related to this industry. To fill this void, the Texoma Manufacturing Consortium was formed, consisting of 30 representatives from both the industry and educational sectors.

In October 2023, the U.S. Economic Development Administration (EDA) designated counties in North Central Texas and Southern Oklahoma as one of 30 inaugural Tech Hubs. The Texoma Tech Hub quickly highlighted the necessity to expand the AMP program to include certifications that would better prepare students for local tech careers.

Additionally, the expansion of the AMP program emphasizes a commitment to promoting economic growth in the region. By aligning educational offerings with industry demands, the program aids in developing a skilled workforce. This, in turn, will foster sustainable job creation and contribute to a more vibrant local economy, ultimately benefitting the entire community.



# Advanced Manufacturing Program



To date,  
industry  
contributions  
total  
**\$465,000**

Skills that prepare students to enter the high demand career field of Advanced Manufacturing.

A photograph of a male worker wearing an orange hard hat and safety glasses, operating a large industrial machine in a factory setting. He is wearing a light blue shirt and dark blue overalls. The machine is a complex piece of equipment with various pipes and components.

# CAREER EXPLORATION

## Cooke County 8<sup>th</sup> Grade Career Fair

North Central Texas College (NCTC) hosted its annual career fair for eighth graders. This event welcomed students from Cooke County independent school districts to the NCTC campus, where they explored a variety of career opportunities.

This early exposure aims to provide students with valuable insights and help them find their career paths.

- 10 Schools
- 500+ Students
- 27 Careers
- 100+ Volunteers



## Senior Day

Grayson College welcomed over 1,400 local seniors from 13 schools to its campus for a career exploration event. This annual event is designed to inspire students to think about their futures and the possibilities that lie ahead. This experience aimed to equip students with the knowledge and confidence needed to make informed decisions about their post-secondary education and career choices.

# CAREER NAVIGATORS

Texoma's Career Navigator program offers exploration activities designed for students in both intermediate and high school. These activities aim to guide students in discovering their interests, strengths, and potential career paths. By being introduced to careers through engaging activities, virtual reality simulations, and presentations, students gain valuable insights into various professions and the skills required to succeed.

Thanks to a partnership with Sherman Economic Development Corporation (SEDCO) and Denison Development Alliance (DDA), Texoma added a second Career Navigator this year, allowing even more students to benefit from the program's approach to career education.

As the program continues to grow, Texoma remains committed to empowering the next generation through education and opportunity.

## Presentation Topics Included:

- Resume Writing
- In-Demand Careers
- Interview Skills
- Completing Job Applications
- Job Search Strategies

## Participating School Districts

Bells	Sherman
Denison	Tom Bean
Howe	Van Alstyne
Pottsboro	Whitesboro
S & S	

Texoma's Career Navigators presented career development information to over **15,400** students this year.



Career Navigators also offer support at the Senior Day at Grayson College and the 8<sup>th</sup> Grade Career Fair at North Central Texas College.



## Industry Luncheon

April Martin and Janie Bates attended the Industry Lunch hosted by the Sherman Economic Development Corporation. During the event, April discussed the Texas Regional Pathways Network (TPRN) Grant awarded to Workforce Solutions Texoma. April's role will focus on enhancing education-to-career pathways by coordinating regional efforts among K-12, higher education, and industry. TPRN aims to support cross-sector teams in creating and implementing pathways that provide students with the necessary skills, credentials, and experiences to thrive in high-wage, in-demand careers. Through strategic planning, peer collaboration, and access to state resources, TPRN promotes scalable and sustainable systems that contribute to regional economic growth and student achievement.



## Sherman ISD CTE Tour Highlights!

Workforce Solutions Texoma teamed up with Eaton Corporation to explore Sherman ISD's incredible CTE programs!

Students in Electronic Engineering Technology wowed us with robotics in action! We also peeked into construction and automotive.

Big thanks to Sherman Independent School District for leading the way in future-ready education!



## Celebrating Women In STEM

Our local Women in STEM group, facilitated by Workforce Solutions Texoma and Sherman Economic Development Corporation (SEDCO), recently gathered for an inspiring event hosted by Assa Abloy.

We were treated to an excellent overview of their operations and a fascinating tour of their production facility. Thank you to Assa Abloy for graciously hosting us, and to Workforce Solutions Texoma and SEDCO for coordinating this amazing opportunity!

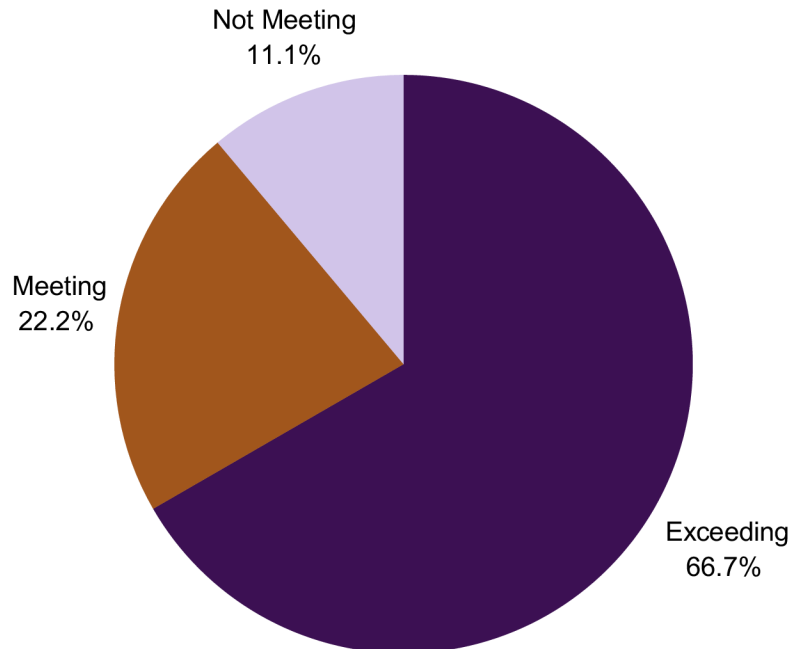
GlobalWafers America was proud to have 11 team members represented at this gathering, continuing our commitment to empowering women in STEM careers.

# TEXOMA REGION

Workforce Solutions Texoma prioritizes continuous improvement and actively collaborates with all partners to forge strong partnerships. Together, we aim to achieve our vision of an effective, integrated workforce system, that meets the needs of every partner involved.

Texoma met 16 of 18 contractual performance measures with 12 measures exceeding requirements.

## STATUS SUMMARY



## REGIONAL SNAPSHOT

237,621

*Population*

\$67.4K

*Average Earnings*

88,462

*Regional Employment*

113,209

*Labor Force*

61.3%

*Labor Force Participation Rate*

**WORKFORCE SOLUTIONS**

**Texoma**

*A proud partner of the **americanjobcenter** network*

**COOKE COUNTY**

1311 North Grand Avenue, Suite 200  
Gainesville, TX 76240  
Telephone: 940-665-1121

**GRAYSON COUNTY**

2415 South Austin Avenue, Suite 105  
Denison, TX 75020  
Telephone: 903-463-9997

**FANNIN COUNTY**

1205 East Sam Rayburn Drive  
Bonham, TX 75418  
Telephone: 903-640-0222

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