



**a path to**  
**SWEET**  
**SUCCESS**  
**2023 Annual Report**



A proud partner of the AmericanJobCenter network



## *Path to Sweet Success Through Workforce Services, Training and Skills Development*

**A**s we navigate the ever-changing workforce landscape, it is essential to recognize the pivotal role that workforce services, training and skills development play in the journey toward success. Just as a confectioner meticulously crafts each ingredient to create a delectable treat, Workforce Solutions Northeast continues to invest in our customers to ensure they are equipped with the knowledge and skills necessary to flourish as a work-ready asset for our employers.

In today's fast-paced and competitive environment, staying ahead means constantly evolving and adapting to new challenges and opportunities. Northeast has risen to this task again this fiscal year by enhancing productivity; fostering innovation in service delivery; and adapting to change by continuously refining skills and knowledge.

To continue to achieve this sweet success for our job seekers and employer customers, we will continue to address the workforce needs of all job seekers and employers in the Northeast area by focusing on superior services, sustained performance, customer satisfaction and consistent return on investment.

On behalf of the workforce board staff, thank you to our board members, chief elected officials, and community partners for helping to make the sweet success we enjoyed this year possible. Together we will collectively continue on this path to make a brighter future for Northeast Texas.

**Randy Reed**  
Executive Director  
Workforce Solutions Northeast Texas

3	Message from the Executive Director	13	Ms. Maci Moore, In-School Youth
4	FY2023 Workforce Accomplishments	13	Mr. Matthew Sugg, Youth
4	Second Chance Job Fair	14	8th Annual Learning Endorsements and Professions (LEAP) Expo
6	Commissioner Alberto Treviño Visits Northeast	15	Summer Earn & Learn (SEAL) Program
8	Success Stories	16	Teacher Externships
9	Mr. Justin Denevan, Dislocated Worker	18	Awards & Grants
9	Ms. Randi Mays, Adult	18	High Demand Job Training
10	Child Care Program Accomplishments	19	Tri-Agency Grant for Regional Conveners
11	Jessica & Bhavin Pastakia	20	Red, White, and You! Hiring Fair
11	Mini Job Fair for Child Care Providers	21	Message from the Board Chair
12	Workforce Education & Youth Services Initiatives	22	Board of Directors & Chief Elected Officials

# FY 2023 Workforce ACCOMPLISHMENTS



**16,523**

in-person visits at the 4 workforce centers



**18,310**

virtual visits at the 4 workforce centers or website

Posted **3,721** total jobs representing **5,068** positions with **5,882** applicants



**547** assessments conducted

Customers Served	NETX County	Training Expenditures
195	BOWIE	\$83,848
26	CASS	\$20,186
21	DELTA	\$3,750
10	FRANKLIN	\$10,770
74	HOPKINS	\$31,308
132	LAMAR	\$140,368
47	MORRIS	\$29,085
23	RED RIVER	\$21,832
65	TITUS	\$19,543
<b>593</b>	<b>Total</b>	<b>\$360,690</b>

**37** workshops & **218** employer events hosted

Hosted **5** job fairs with

**183** participating employers

+

**390** jobseekers attending



Enrolled **156** new employers in WorkInTexas.com



## Second Chance Job Fair

Hopkins County Judge Robert Newsome and staff planned a job fair specifically for ex-offenders and those soon to be released from the Hopkins County Jail to provide those individuals with a second chance.

**11** employers participated and met with **25** second chance job seekers

Deployed the mobile lab and conducted **2** resume workshops



## ***Commissioner Alberto Treviño Visits Northeast***

**A**lberto Treviño, Commissioner Representing Labor for the Texas Workforce Commission, visited the Northeast Texas region on August 24 and 25. Commissioner Treviño spent Thursday, August 24th, at Paris Junior College and Texarkana College, for Jet Grant check presentations to several ISD's and the community college partners.

On Friday, the 25th, the Commissioner visited the Texarkana Workforce Center to tour the facility and speak with workforce staff and partners from Vocational Rehabilitation and Adult

Education regarding current events, projects, and initiatives.

Representatives from Express Employment Professionals, Texarkana Chamber of Commerce, TexAmericas Center, Northeast Texas Community College and Texarkana College, several Board members, including representatives from Grocery Supply Company and Graphic Packaging, AEP SWEPCO, as well as Chief Elected Official Judge Doug Reeder attended a small roundtable discussion to discuss the region and provide feedback on the Texas Workforce System.



***“Texas Workforce Commission and our 28 Workforce Solutions Boards continue to build our Texas labor force by removing barriers. We focus on highly specialized training that will prepare the workforce for the future. Also, we continue to upskill Texans to create a pipeline of in-demand workers to meet the needs of employers and regional employment ecosystems across the state. At TWC, we upskill Texans to create a pipeline of in-demand workers as we continue to make Texas the best place to work.”***

***– Commissioner Alberto Treviño***

A hand giving a thumbs up in front of industrial machinery. The background is a blurred image of a factory or workshop with various pipes, valves, and equipment. A hand is visible in the foreground, giving a thumbs up gesture. The text 'Success STORIES' is overlaid on the image.

# Success STORIES

## ***Mr. Justin Denevan***

TRADE ADJUSTMENT ASSISTANCE/WORKFORCE  
INNOVATION & OPPORTUNITY ACT (WIOA)  
DISLOCATED WORKER

**J**ustin Denevan was a long-term employee of U.S. Steel with a wife and two dependent children at home. Although he had been laid off twice before, Mr. Denevan had never taken advantage of his potential TAA benefits prior to this layoff. He decided it was time to make a change and enrolled in the TAA program to attend HVAC training. He initially started his training at Vista College, but the school closed before he finished. Staff assisted Mr. Denevan with a transition and provided transportation assistance to Kilgore College to allow him to complete the training. Mr. Denevan graduated and began his new full-time position as an HVAC technician making \$22.00 an hour.



## ***Ms. Randi Mays***

WORKFORCE INNOVATION & OPPORTUNITY ACT  
(WIOA) ADULT

**M**s. Randi Mays came to the workforce center seeking assistance with attending the Licensed Vocational Nursing (LVN) program at Paris Junior College. Ms. Mays worked for many years as a Certified Nursing Assistant (CNA) but still needed public assistance to make ends meet, as she is a single mother of two small children. Ms. Mays was such a bright student and adapted to the lessons so well her instructors convinced her to continue with her education and become a Registered Nurse (RN). Throughout her educational journey, Workforce Solutions assisted with training costs, transportation, and child care expenses. She was also able to start working at Hunt Memorial Hospital as an LVN while finishing her RN courses. She eventually completed her coursework and became a RN. She is now employed full-time with Titus Regional Medical Center in the ICU department making \$40.00 an hour.

# Child Care

## PROGRAM ACCOMPLISHMENTS

**\$1,069,434**

invested in **quality** for child care providers

Provided

**5 scholarships**



to teachers to obtain their  
**Child Development Associate (CDA)**

**2,919**

children &

**1,693**

families

served with child care  
assistance

Purchased  
**62**  
defibrillators

for Child Care  
Centers and

**400**

tablets  
to use for the  
new child care  
attendance system

Presented

**76**

training  
sessions  
to

**1,366**

provider  
staff

Provided

**6 training events**

for parents

## Jessica and Bhavin Pastakia

**M**r. and Ms. Pastakia came into the Child Care program as job search assistance customers, receiving three months of care. While Mr. Pastakia was employed as a teacher, Ms. Pastakia was unemployed and caring for their three children, one of whom was an infant, making it difficult for her to job search. Ms. Pastakia was referred to the Business Services Unit for assistance with job search, information on ways to optimize her Work In Texas profile, and create a resume. Ms. Pastakia was able to obtain employment with a good rate of pay that put the family over the income limit for Child Care services.



## Mini Job Fair for Child Care Providers

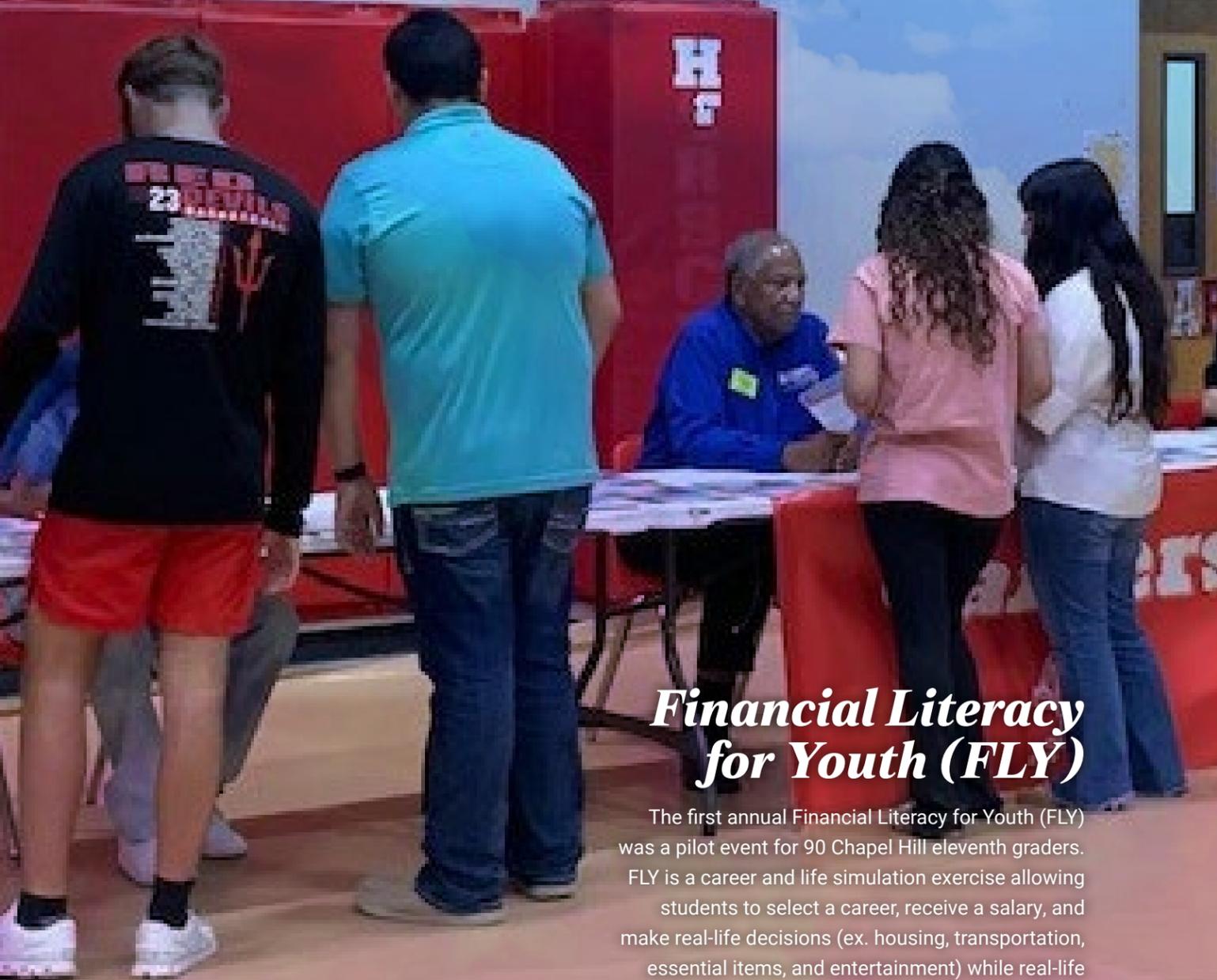
On May 8th, Workforce Solutions Northeast Texas hosted a mini job fair specifically for child care providers.

A total of **9** child care providers, with **4** being current Texas Rising Star providers, hosted the fair.

**12 job seekers** attended, with **6** being offered employment.



# Workforce Education & Youth Services INITIATIVES



## *Financial Literacy for Youth (FLY)*

The first annual Financial Literacy for Youth (FLY) was a pilot event for 90 Chapel Hill eleventh graders. FLY is a career and life simulation exercise allowing students to select a career, receive a salary, and make real-life decisions (ex. housing, transportation, essential items, and entertainment) while real-life “curve balls” were thrown their way.

## *Ms. Maci Moore*

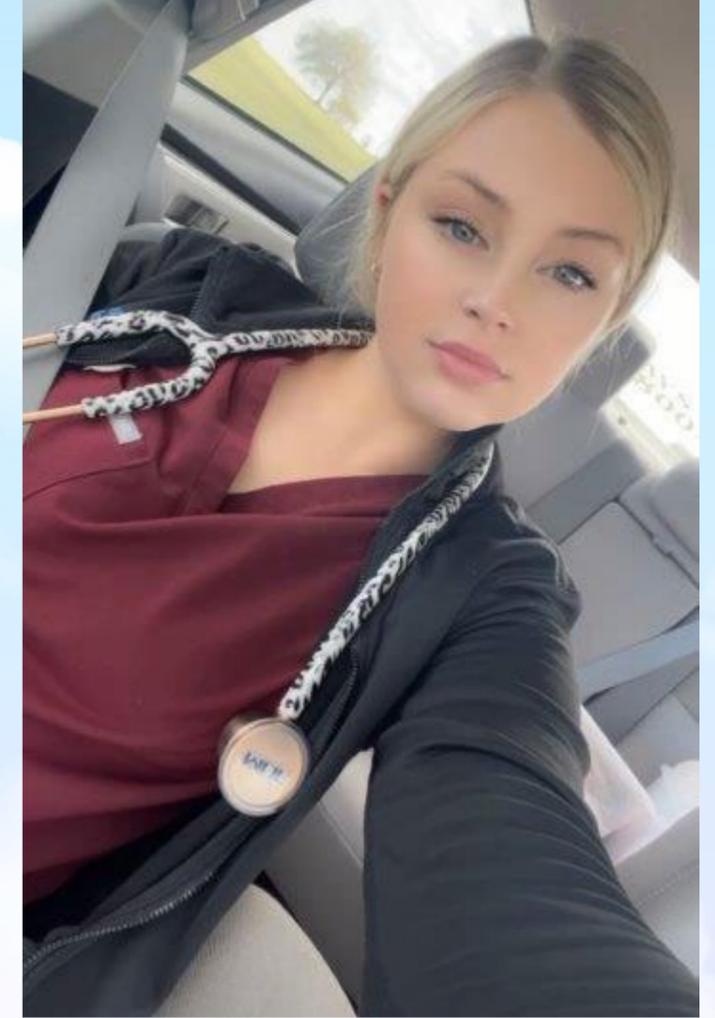
WORKFORCE INNOVATION  
& OPPORTUNITY ACT (WIOA)  
IN-SCHOOL YOUTH

**M**s. Maci Moore, a junior in high school and young mother, met with the Workforce Solutions Northeast Texas Career Planner and had several discussions with her desired training program including expectations regarding employability, wages, and the importance of good grades.

Ms. Moore enrolled in the CNA program through her high school as a way to start on her career pathway. She then applied to, was accepted, and attended Paris Junior College (PJC) to complete her prerequisites for the LVN program.

With assistance from the WIOA program she completed her coursework, but struggled to pass her certification exam. The Career Planner reached out to one of the nursing instructors, as well as a former customer, for strategies to help Ms. Moore pass her certification. Per their recommendations, the Career Planner assisted Ms. Moore with the purchase of additional study guides, which enabled Ms. Moore to pass her exam and receive LVN certification.

She is now employed full time as an LVN with Brentwood Terrace Healthcare making \$23.00 per hour.



## *Mr. Matthew Sugg*

WORKFORCE INNOVATION  
& OPPORTUNITY ACT (WIOA)  
YOUTH

**M**atthew Sugg is a single father to a two-year old daughter, has a criminal record and was laid off from his lineman position due to his lack of a Commercial Driver's License (CDL). He came to the Paris Workforce Center seeking assistance to complete CDL training, as he wished to continue his occupation as a lineman. Workforce Solutions was able to assist him with the cost of the training. Once he received his CDL, he was quickly hired by Shelton Energy Solutions as a lineman making \$26.00 per hour.





## 8th Annual Learning Endorsements and Professions (LEAP) Expo

This annual career exploration event introduces students to a variety of career and training pathways.



**1,800+**  
students

**16**  
schools in Bowie, Cass  
& Lamar Counties

**90+**  
employers  
& colleges

## Summer Earn and Learn (SEAL) Program

Referred by Vocational Rehabilitation (VR) and designed for students with disabilities ages 14-22, students receive work-readiness training that includes workplace basics such as interview skills, the do's and don'ts of social media at work, how to dress for the job and work ethics. Students receive paid compensation for time worked on the job.



Provided **30**  
disabled students  
with work readiness  
training for a  
minimum of  
**4 hours**  
a week for  
**5 weeks**



# Teacher

## EXTERNSHIPS

***A total of 20 teachers from 10 area high schools including Chapel Hill, Cooper, Liberty Eylau, McLeod, Mount Pleasant, Mount Vernon, Pleasant Grove, Rivercrest, and Sulphur Springs participated in the Teacher Externship program impacting 1,300 students in the Fall 2023 semester.***

This year was the third year Workforce Solutions Northeast Texas hosted the Teacher Externship program. Teacher Externships are designed to connect high school career and technology teachers with local employers. Each extern is matched with an employer that relates to their courses of instruction. Teachers spend a week with their employer, shadowing various departments and learning about the operations. At the end of the externship, each teacher creates a lesson plan based on their experience. These lesson plans and the externship experience allow the teachers to take information directly from employers back to their classroom to better prepare students for the workforce. Employer externship sites included healthcare, manufacturing, and technology.

This year's externship program was a great success, with all teachers really enjoying their time with the employers and gaining a large amount of knowledge they can pass on to their students.



**Take a look**

[Click here to see Joe Nolan's experiences.](#)

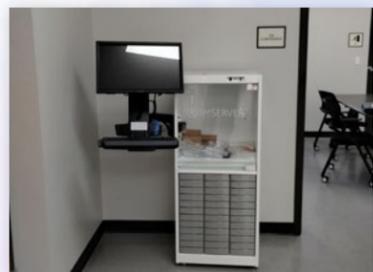


## High Demand Job Training

**G**rant from the Texas Workforce Commission, in the amount of \$149,850, which required a matching commitment in the same amount from the three EDC partners, resulting in a \$299,700 project. The community colleges forecast the new equipment and training programs will impact 180 students in the first year.

The Board partnered with Economic Development Corporations in Sulphur Springs, Mount Pleasant, and Paris in a High Demand Job Training grant project. The Sulphur Springs project included equipment to start a new industrial technology training program at the Paris Junior College Sulphur Springs campus. This equipment included robotics, electrical learning systems, electric motor control learning system, hydraulic power packs, and PLC learning systems. The

Sulphur Springs EDC provided funding in excess of their required matching amount to purchase all the necessary equipment for the program. The Mount Pleasant portion of the project included Northeast Texas Community College as the education partner. Grant funds helped purchase equipment to enhance existing health science programs and the industrial technology training program. New equipment included electrical wiring systems, electro fluid power learning systems, a medication dispensing cabinet, and a geriatric simulator. The Paris portion of the project included new equipment to enhance the existing mechatronics program at Paris Junior College. New equipment purchased with grant funds includes robotics, hydraulic sheet metal shear, and a multimeter certification kit.



## Tri-Agency Grant for Regional Conveners

**W**orkforce Solutions Northeast Texas was awarded a \$600,000 Tri-Agency Grant for Regional Conveners from the Texas Education Agency. The role of the Board as the Tri-Agency Regional Convener is to oversee the development, implementation, and monitoring of the regional strategy for high-quality career and education pathways. The Northeast Texas region is targeting four industries for education and career pathway development, including manufacturing, health care, education, and information technology. The four regional domains of the Tri-Agency grant for regional conveners include: alignment, work-based learning, data, and communications.

The Board's efforts towards these include identifying existing pathway infrastructure, identifying gaps in career pathways, developing strategies to address gaps, gathering and sharing data related to pathway development, and communicating pathway information to all stakeholders.

As the Tri-Agency regional convener, the Board's mission is to ensure students in Northeast Texas have access to high-quality education and workforce training that allows them to maximize their potential.

Through the grant resources, the Board hired a Career and Education Pathways Coordinator to oversee grant operations beginning with identifying and recruiting members of the cross-sector pathways leadership team to serve as a steering committee supporting the planning, monitoring, and continuous improvement of the regional pathways development. Through this program and the additional resources it provides, the Board will enhance career pathways for students with a goal of developing a highly skilled workforce to meet employer demands.



11<sup>TH</sup> ANNUAL

# Red, White, and You!

HIRING FAIR / NOVEMBER 10, 2022

**78**  
employers  
participated

Attendees included  
**19** veterans + **144** civilians



During the 11th Annual Hiring Red, White and You! Hiring Fair, River Run Apartments interviewed and subsequently hired two job seekers as a result of the event.

## MESSAGE FROM THE *Board Chair*

To the Chief Elected Officials and Workforce Solutions Board:

It is with great honor I share some of what Workforce Solutions Northeast Texas has accomplished in 2023. This Board staff has proudly served its mission to be a driving force in providing employers with workforce support for the economic benefit of the communities we serve. Adhering to our mission ensures we stay on the path to sweet success. Here are just a few of the ways we've impacted our communities in 2023:

The Financial Literacy for Youth (FLY) event was held September 21st as a pilot event at Chapel Hill High School. Ninety eleventh grade students participated in career and life simulation exercises in which students selected a career then received a salary based on the starting wages for that career. Students then had to make spending decisions for housing, transportation, essential items as well as for entertainment. Unforeseen obstacles were introduced to show that life can take a twist or turn when you least expect it.

Workforce Solutions Northeast Texas was one of seventeen organizations awarded the Regional Convener Grant from the Texas Education Agency. The purpose of this grant project is to identify, invest in, and designate organizations across Texas to serve as Tri-Agency regional conveners. A convener oversees the development, implementation, and monitoring of the regional strategy for high-quality career and education pathways into targeted industries across an entire workforce development area. Workforce Solutions Northeast Texas is excited to serve as the region's primary resource for pathway development.

In 2023, the board added or amended 17 policies in order to remain in compliance with various regulations and to clearly state operating standards and protocols as an organization. This builds trust and consistency with Grantors, auditors, board members, and the community. Further, we saw a budget deficit of over \$8,000 even as we scaled operations to meet the growing workforce in 2023, showing our ability to carefully forecast and use the funds entrusted to us.

In August, Commissioner Treviño and his Chief of Staff Julie Mercado visited our headquarters to review some of our programs as well as to meet with some of our elected officials and other community partners in education as well as the workforce. In parting, Commissioner Treviño shared that our board should be so very proud of the work being done in Northeast Texas. Indeed, I am very proud of just that. I consider it a great privilege to serve as Board Chair of Workforce Solutions Northeast Texas. I remain excited, optimistic, and dedicated to improving the communities of Northeast Texas through workforce support and development in 2024.

David Burns  
Board Chair  
Workforce Solutions Northeast Texas



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## ***FY 2023 Board of Directors***

Dr. Pamela Anglin	Donna Dounley	Annette Hobbs	Susan Sanchez
Jeff Briscoe	Roger Feagley	Lisa Jones	Terry Scoggin
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	Brian Heavner	Adam Routon	

## ***FY 2023 Chief Elected Officials***

Honorable Brandon Bell .....LAMAR COUNTY	Honorable Scott Lee.....FRANKLIN COUNTY
Honorable Robert Bridges ..... RED RIVER COUNTY	Honorable Robert Newsom ..... HOPKINS COUNTY
Honorable Kent Cooper .....TITUS COUNTY	Honorable Travis Ransom .....CASS COUNTY
Honorable Tanner Crutcher ..... DELTA COUNTY	Honorable Doug Reeder..... MORRIS COUNTY, LEAD CEO
Honorable Bobby Howell .....BOWIE COUNTY	

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Mt. Pleasant, TX 75455  
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### ***Sulphur Springs***

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(903) 439-1012 (Fax)

### ***Texarkana***

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Texarkana, TX 75503  
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(903) 792-2976 (Fax)

### ***Child Care Services***

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(903) 794-8012 (Fax)

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