



2024 ANNUAL REPORT

***Celebrating our Past,
Shaping our Future***



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MESSAGE FROM THE *Executive Director*

As we reflect on the past fiscal year, it is important to acknowledge the significant achievements and prepare strategically for the challenges ahead. Our collective efforts have driven impactful outcomes, and I am pleased to present this concise overview.

Successes of the Past Fiscal Year

Employment Growth

We facilitated the placement of 402 individuals into sustainable employment.

Skill Development Programs

We invested \$505,000 in training for 828 customers resulting in participant certifications and enhancing workforce readiness.

Partnership Expansion

Strengthened collaborations with 140 new employer partners, broadening opportunities for job seekers and aligning with market needs.

Youth Engagement

Successfully conducted a youth financial literacy program that engaged 350 young individuals, fostering early career development.

Resource Optimization

Received a \$600,000 grant to support pathways that align community, industry, and training resources for the empowerment of students pursuing career opportunities in Northeast Texas.

Preparing for Upcoming Challenges

Economic Uncertainty

We will focus on building resilient workforce strategies to adapt to potential economic shifts.

Training Advancements

Emphasizing middle skills and tech training will be crucial to meet evolving industry demands.

Policy Changes

Staying informed and agile in response to policy shifts will ensure continued compliance and strategic alignment.

Diverse Workforce Needs

Expanding our programs to cater to diverse and underserved populations will be a priority.

Sustainability and Growth

We aim to enhance our funding strategies to support long-term program sustainability and growth.

Through our efforts at continuous improvement, we will continue to be ever mindful of our commitment to be a driving force for the economic benefit of the communities in which we live and work.

The performance, fiscal responsibility, successes and recognition chronicled in this annual report are a reflection of the high expectations and support provided by the Chief Elected Officials and Board members. Their guidance and leadership motivates the Board and Contractor staffs to dedicate ourselves to organizational excellence.

Thank you to each member of the board and contractor team who made the successes we enjoyed possible and our future goals achievable.

Randy Reed

Executive Director
Workforce Solutions
Northeast Texas



FY 2024

WORKFORCE ACCOMPLISHMENTS



19,182

in-person visits at the
4 workforce centers



19,236

virtual visits at the
4 workforce centers or website



Hosted **43** workshops & **118** employer events

Hosted **4** job fairs with

115 participating employers

+

552 jobseekers attending



Enrolled **140** new employers
in WorkInTexas.com

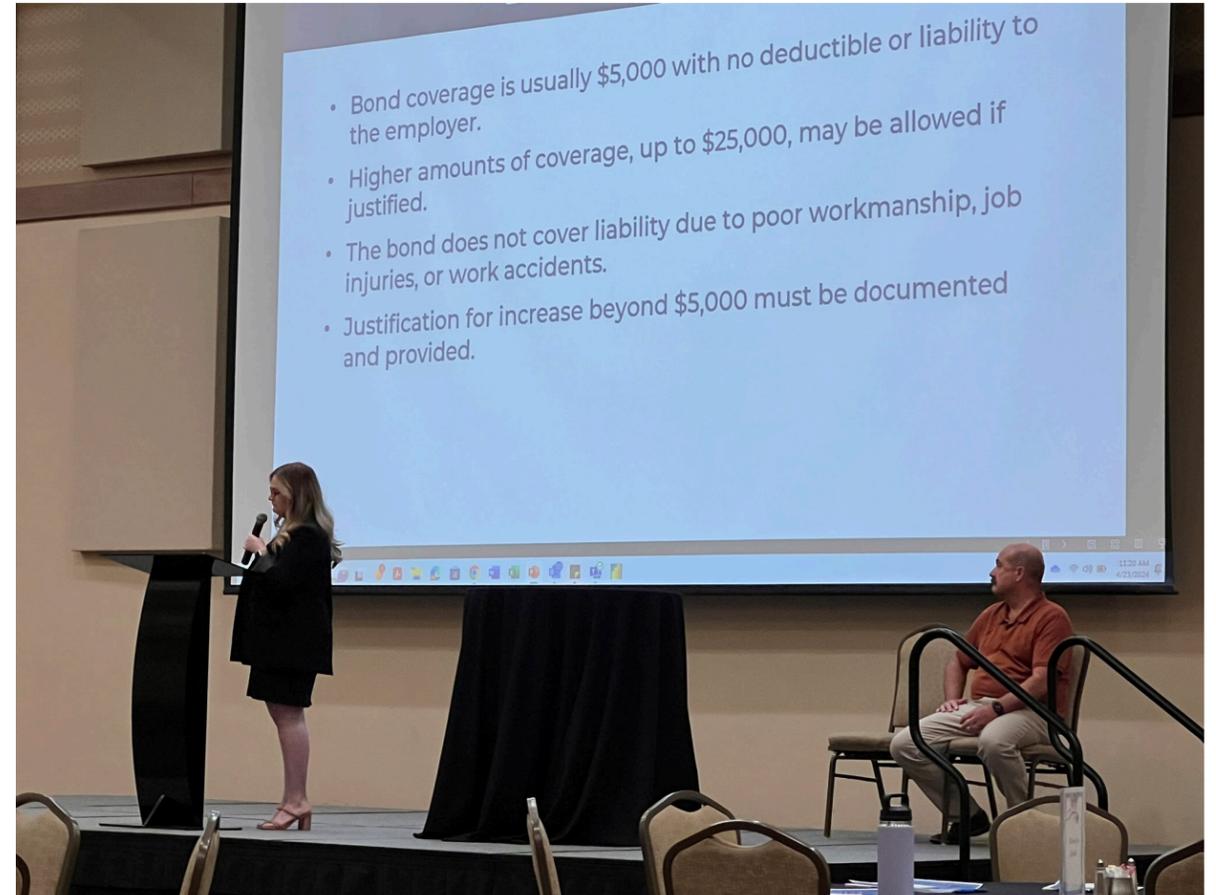
| <i>Customers Served</i> | <i>NETX County</i> | <i>Training Expenditures</i> |
|-------------------------|--------------------|------------------------------|
| 278 | BOWIE | \$113,561 |
| 63 | CASS | \$45,663 |
| 11 | DELTA | \$0 |
| 17 | FRANKLIN | \$7,941 |
| 62 | HOPKINS | \$39,892 |
| 222 | LAMAR | \$177,213 |
| 36 | MORRIS | \$18,827 |
| 51 | RED RIVER | \$23,248 |
| 88 | TITUS | \$78,734 |
| 828 | Total | \$505,079 |

Posted
5,190
total jobs
representing
6,908
positions
with
7,469
applicants

Partners for Reentry Opportunities in Workforce Development (PROWD)

In collaboration with the Texas Workforce Commission, Workforce Solutions Northeast Texas secured the PROWD grant from the U.S. Department of Labor in partnership with the U.S. Department of Justice. This grant allows Workforce Solutions Northeast Texas to extend vital employment services to individuals incarcerated or recently released from federal prisons.

Through a strategic partnership with the Federal Correctional Institution (FCI) in Texarkana, the PROWD Grant initiative combines the Bureau of Prisons' expertise in reducing recidivism with the workforce development insights of our Board, by addressing the specific needs of local employers in areas where PROWD participants return to live.



Our goal is to expand reentry services that provide skill-building opportunities, occupational training for in-demand careers, industry-recognized credentials, and supportive services designed to enhance successful reintegration into the workforce. Workforce Solutions Northeast Texas staff are actively collaborating with FCI Texarkana to deliver job-readiness workshops and assist inmates in creating personalized career plans. In addition, our project coordinator is partnering with community organizations and employers to challenge stereotypes associated with hiring individuals with a criminal record.

This year, the Board hosted the THRIVE (Turning Hiring Risks Into Valued Employees) conference, a community event that brought together area employers to discuss the program and its benefits. Additionally, Workforce Solutions Northeast Texas was honored to provide the keynote address at the FCI Texarkana graduation ceremony, celebrating 64 inmates who earned their GED, welding certification, culinary certification, HVAC certification, or completed an apprenticeship program.

We look forward to continuing this impactful work, building meaningful employment connections that support both individuals reentering the workforce and local businesses.

Workers with violent charges were 50% more likely to be hired than those with non-violent charges or no charges.

Success STORIES

Lyndale Woods: Driving Towards Success

WORKFORCE INNOVATION & OPPORTUNITY
ACT (WIOA) ADULT

Lyndale came to the workforce center determined to turn his life around. Despite his criminal record being over 15 years old, he felt it continued to stand in the way of securing a stable career with a self-sufficient wage. He didn't let that stop him from dreaming big and seeking a fresh start. He sought assistance to attend CDL training at Texarkana College. The workforce team, through the WIOA program, not only approved

his training expenses but provided transportation assistance to help him focus on his studies. Thanks to his hard work and determination, Lyndale excelled in his training, and he received a job offer almost immediately after completing the program! Today, Lyndale is proudly employed with Ready Mix, earning \$18 an hour and building a brighter future for himself.

Paula Layton: From Defeated to Determined

SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM
EMPLOYMENT & TRAINING (SNAP E&T)

When Paula entered the SNAP E&T program, she felt completely defeated. She believed her age and lack of a high school diploma stood in the way of finding meaningful employment. Her Career Planner (CP) saw her potential and quickly stepped in to help. Together, they completed an application for Kroger, and Paula learned about the free GED courses offered at Paris Junior College. Paula left the office

that day feeling a little more hopeful, but her outlook was about to change dramatically. Just one week later, she returned to the workforce center with an entirely new energy—smiling, skipping, and ready to share her incredible news. Paula had been offered a job as a cashier at Kroger and had already started taking GED courses at PJC! Her story is a heartwarming example of how workforce programs can reignite hope and transform lives.



Child Care

PROGRAM ACCOMPLISHMENTS

Presented
118
training
sessions
to
3,473
provider
staff



3,088 children & **1,832** families
served with child care assistance

\$476,692 invested in **quality**
for child care providers



Provided
4 scholarships
to teachers to obtain
their **Child Development
Associate (CDA)**

Provided **10 training
events** reaching
**76 parents
& families**



Added **11 new Texas Rising Star Providers**
for a total of **62 providers in the region**



Kinder College

Child Care Success Story

The owner of Kinder Kollege worked diligently over four years to become a TRS facility. Before the TRS assessment, she worked many weekends and long hours. Her mentor provided as many mentoring visits as needed and several Saturday trainings to her and her staff leading up to the assessment.

She was assessed in the summer of 2024, and was able to become a four-star certified provider. Not only did her center rate a four overall, she was rated a four within each the four categories of the assessment.

In addition, the center participated in the LENA Grow “building brains through early talk” program. The impact report showed that by the end of the five weeks there was a 75% increase in interaction with the children, which is a tremendous improvement.

Also, the community was invited to a job fair that was created, designed and implemented by the children at her facility. The children decided what career they wanted to represent and a community helper assisted them at their table. There was a nurse, doctor, and teacher to name a few in attendance.

She has also created a YouTube site for the parents to stay up-to-date on activities and events at her facility. Her mentor observed the care and support she provides to the children, families, staff, and her community as a whole. This owner has gone above and beyond for the children in her care and has created an exceptional center.

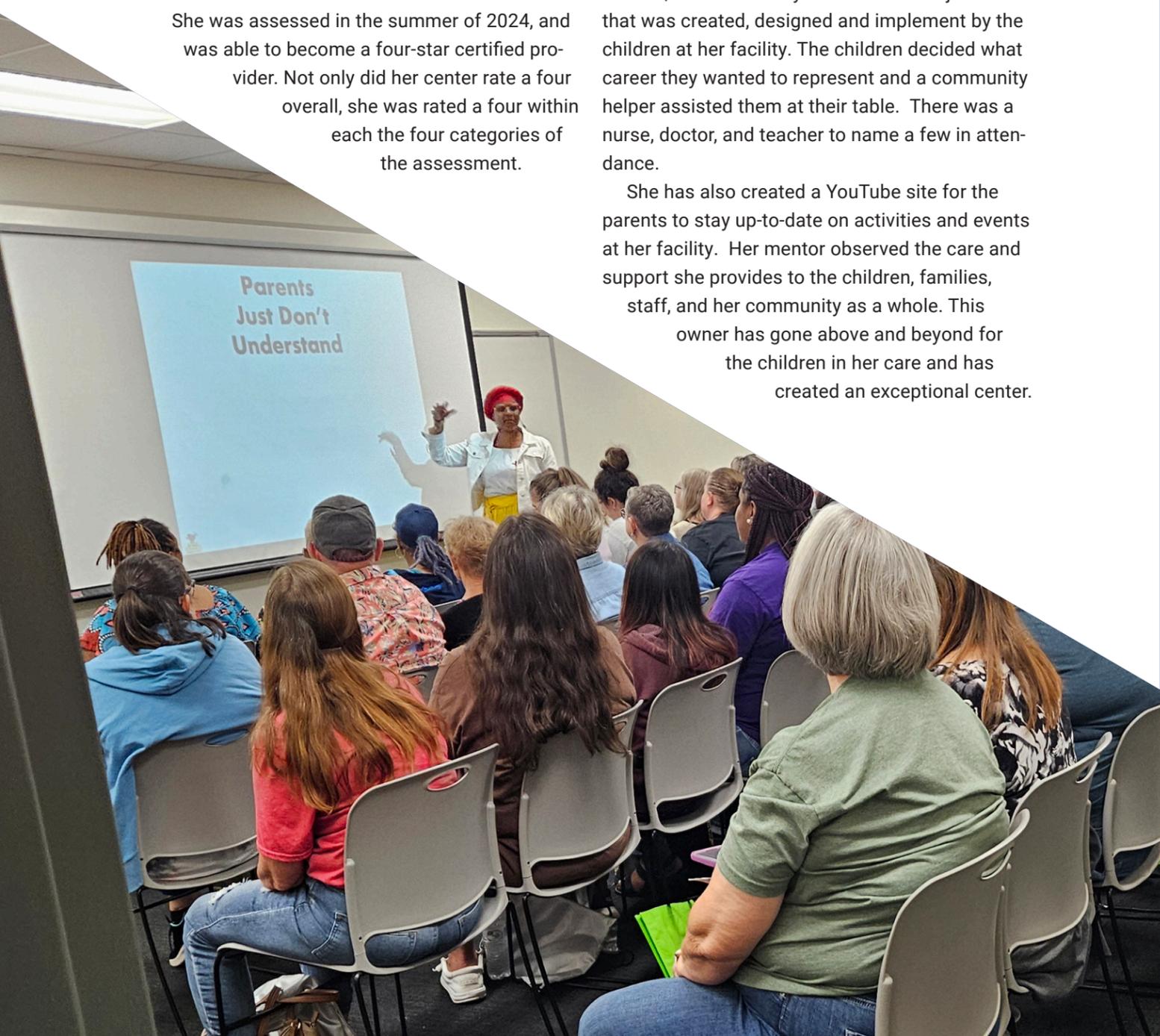


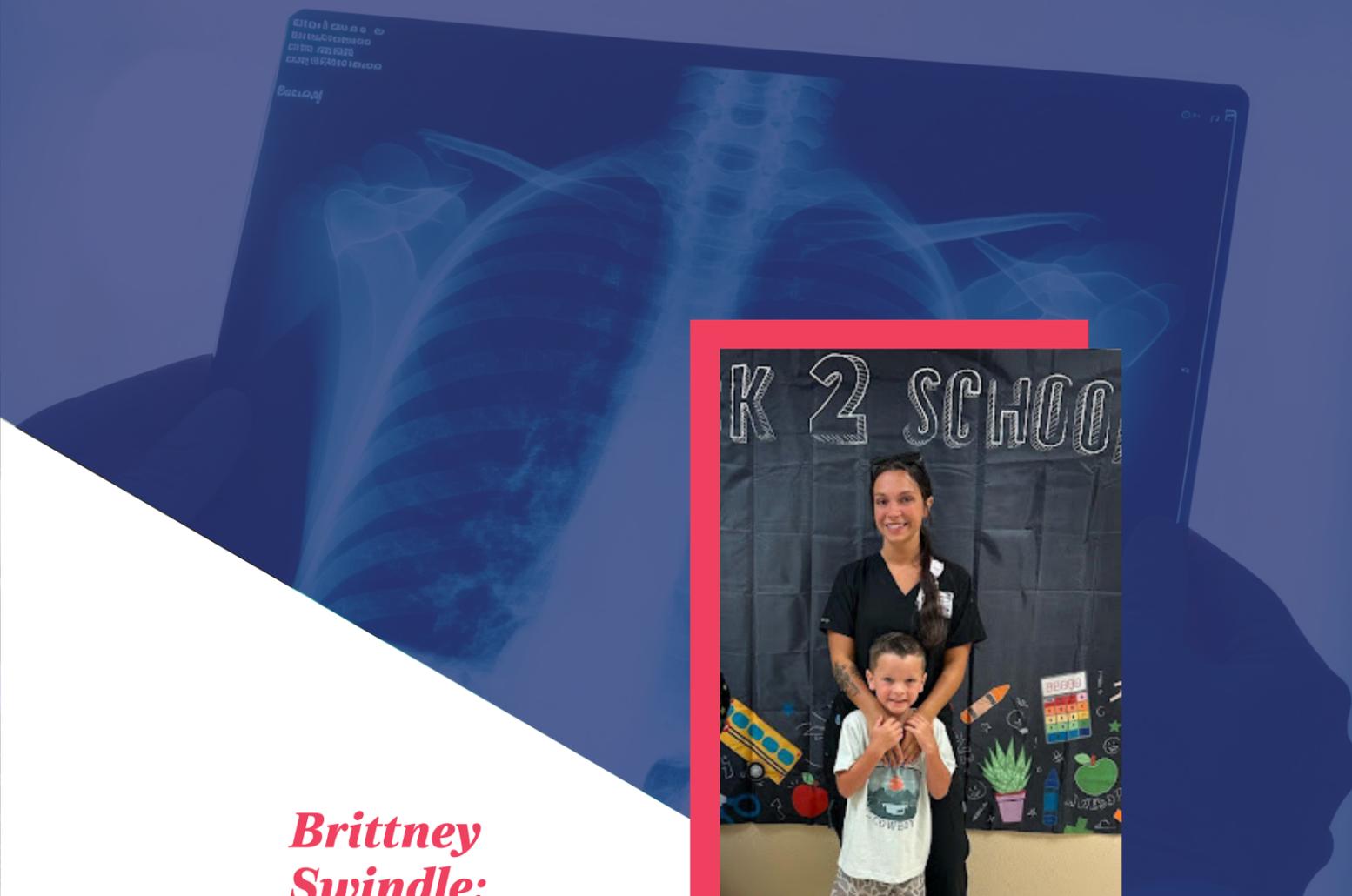
Beverly Ruch: Journey to a Brighter Future

JOB SEEKER

With a recent felony conviction, lack of work history, and homeless, Beverly, a single mother with a young child, came into the Texarkana workforce center seeking help to rebuild her life. Living at the Randy Sam’s shelter, she was determined to provide a better future for her son, who has intellectual disabilities which made the shelter an especially challenging environment for him. The workforce staff immediately took action, ensuring she applied for housing assistance, referring her to job opportunities, and connecting her with

the childcare program. With childcare assistance in place, she had the freedom to focus on her job search and attend interviews. Her persistence was unwavering, visiting the office weekly to use the resource room and gather new referrals. Beverly’s hard work paid off when she secured employment. Soon after, her application for housing was approved, allowing her and her son to leave the shelter and begin a new chapter. Beverly’s story is a testament to resilience, determination, and the power of support in creating life-changing opportunities.





Financial Literacy for Youth (FLY)

This year's Financial Literacy for Youth (FLY) program empowered 350 students across the Northeast Texas region, equipping them with essential career and life skills through an engaging, hands-on simulation.

FLY offers students the opportunity to explore career options, receive a salary based on the career they select, and navigate real-life decision-making scenarios, such as budgeting for housing, transportation, and daily necessities—all while adapting to unexpected “curve balls” that mirror real-world challenges.

In addition to the simulation, students benefited from inspiring keynote speakers and valuable career advice from a diverse range of professional employers, making the event a comprehensive and impactful learning experience.



Brittney Swindle: A Remarkable Transformation

OUT OF SCHOOL YOUTH



Brittney (pictured) came to the workforce center with a dream of building a brighter future. At just 23 years old, she was a married mother of two small children, ages one and three, and qualified as an out-of-school youth. Determined to advance her career, Brittney sought assistance to attend Radiology Tech training at Paris Junior College.

Workforce Solutions Northeast Texas stepped in to support her journey, covering training costs and

providing transportation and child-care assistance.

Brittney's hard work and dedication paid off, and upon completing her training, she secured a full-time position as a Radiology Tech at Trinity Mother Frances Hospital, earning \$28.70 per hour.

This was a life-changing leap from her previous highest wage of \$9.50 per hour, significantly improving her family's financial stability.

Summer Earn and Learn (SEAL) Program

This year, 31 students with disabilities, referred through Vocational Rehabilitation (VR), gained valuable work-readiness training through placements with 27 participating employers across the region. Each student worked a minimum of 4 hours per week over a 5-week period, building critical workplace skills and earning paid compensation for their efforts.

Designed for students aged 14-22, the program provided training on essential workplace basics, including interview techniques, professional use of social media, appropriate workplace attire, and strong work ethics. By combining practical experience with professional development, this initiative helps students transition successfully into the workforce.

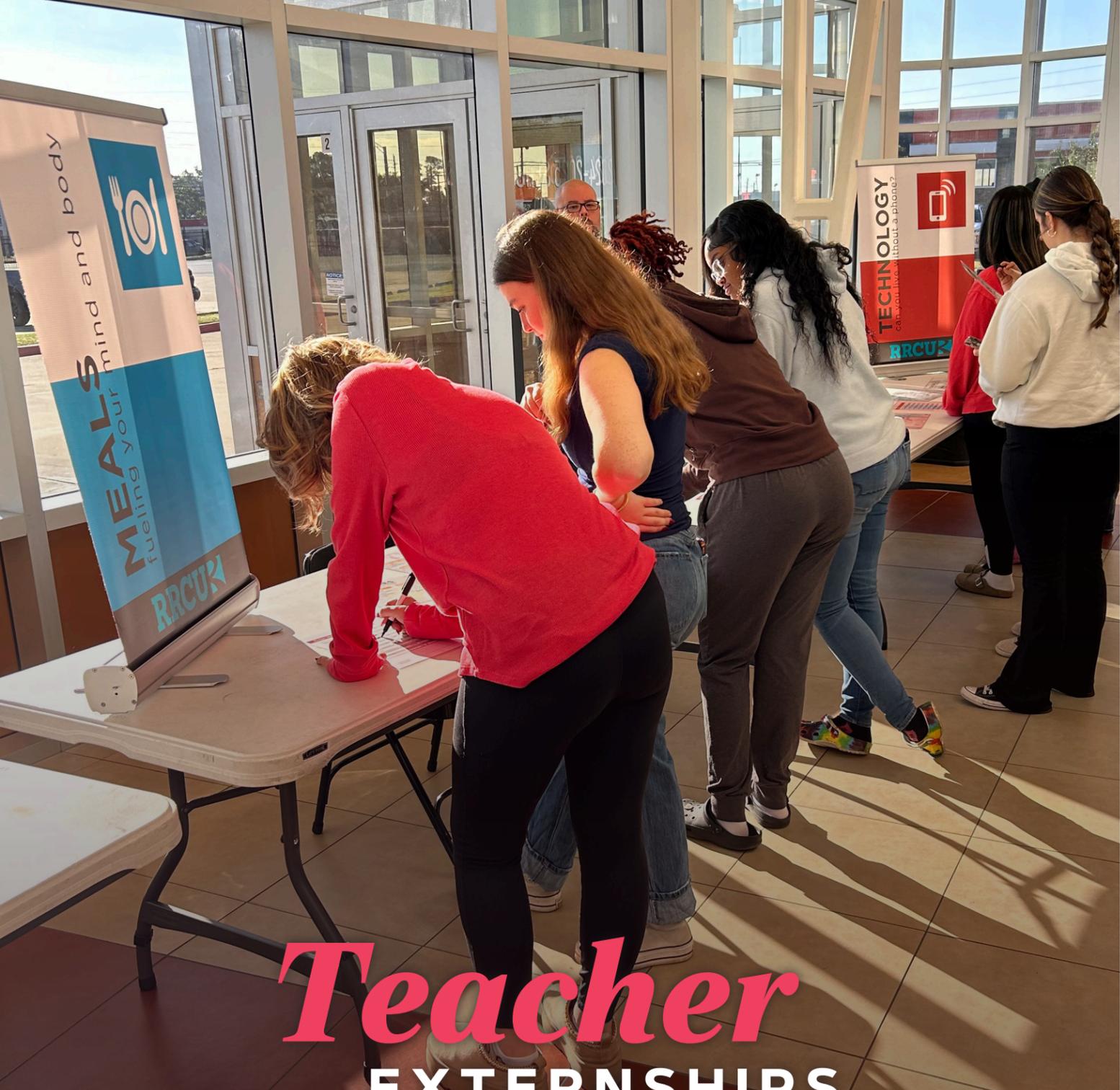


Kameron Wells: SEAL Program Success

Kameron, a participant in the SEAL program, began his journey at McLarty Ford in the wash bay, detailing cars. His exceptional work ethic and positive attitude caught the attention of Todd Shores, the dealership owner, who quickly recognized Kameron's potential. Kameron earned a promotion to lot transporter, delivering vehicles to customers and earning

glowing praise for his professionalism. He even received a personal bonus from the owner as a testament to his outstanding performance. Kameron's success at McLarty Ford reflects how the SEAL program helps young, disabled individuals develop skills and unlock new opportunities for long-term career growth.

**In 2024, the SEAL program provided
31 disabled students
with work readiness training at
27 participating
employers.**



Teacher EXTERNSHIPS

20 teachers from **11** area high schools & community colleges participated in the Teacher Externship Program, impacting **526 students.**

Now in its fourth year, the Workforce Solutions Northeast Texas Teacher Externship Program continues to strengthen the connection between high school career and technology educators and local employers.

Participating high schools and community colleges include Como Pickton, Daingerfield, Fannindel, Liberty Eylau, Mount Pleasant, Mount Vernon, Pleasant Grove, Sulphur Springs, Texarkana, Northeast Texas Community College, and Texarkana College.

Each participating teacher is paired with an employer whose operations align with their course content. Over the course of a week, teachers shadow various departments, gaining firsthand insight into workplace operations and industry needs.

These experiences are transformed into lesson plans, enabling teachers to bring real-world knowledge directly into their classrooms to better prepare students for the workforce.

This year, the program introduced an additional requirement for teachers to engage students with a classroom visit from their employer or a field trip to the employer's work site, further enhancing the learning experience.

With enthusiastic participation and positive feedback from both teachers and employers, this year's program was a resounding success, equipping educators with invaluable knowledge to share with their students.





Tri-Agency Grant for Regional Conveners

In 2024 we awarded a \$600,000 Tri-Agency Grant for Regional Conveners from the Texas Education Agency to support 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, identify 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 grant resources this year, the board, along with the Pathways Leadership Team, wrote a comprehensive asset and gap analysis of existing pathway programs, wrote a strategic plan for implementing successful pathways, produced

work-based learning training materials, and presented a poster presentation a state level conference and break out session at a national conference. The mission of this initiative is support pathways that align community, industry, and training resources for the empowerment of students pursuing career opportunities in Northeast Texas.



LARGE EMPLOYER OF THE YEAR

Grocery Supply Company (GSC) Enterprises



Grocery Supply Company (GSC) Enterprises, was founded in 1947 in Mount Vernon TX and moved to its present location of Sulphur Springs TX in 1953. Today, the company is one of the top distributors for convenience stores in the Midwest and Southern United States. In 1988, GSC Enterprises founded Fidelity Express. Fidelity offers bill payment and money order processing to convenience stores throughout the United States.

GSC is a critical part of the local, regional, and state economy. The company employees 763 people, supporting both direct jobs, but also indirect jobs as well. Over the past 12 months, the company has added new jobs in both accounting and distribution. The company offers onsite certifications and tuition assistance for all employees. Additionally, the GSC Benevolence Fund assists employees in times of crises.

GSC plays a significant role in the local Sulphur Springs community.

The company volunteers time towards meal service and reading pro-

grams. GSC also sponsors several local organizations, such as United Way, FFA, Chamber of Commerce, Education Foundation, CASA, and more. On October 2023, GSC Enterprises, Inc. held its 35th GSC Charity Golf Classic at Golf Clubs at the Tribute in The Colony, TX. The company presented \$90,000.00 to six local and regional charities. These charities included Morgan's Mercy Mansion, Court Appointed Special Advocates, Northeast Texas Child Advocacy Center, Community Chest, SSISD Education Foundation, and the GSC Benevolence Fund.

The company is a great partner for Workforce Solutions Northeast Texas and the Texas workforce system. GSC has participated in the Board's teacher externship program, hosting a local high school teacher at their facility and providing information on workforce needs. The company has also participated in several of the Board's career exploration events for youth, including the LEAP Expo for 8th grade students, FLY for high school juniors, and the career connection spotlight video series.



SMALL EMPLOYER OF THE YEAR

Universal Fabricating USA

Universal Fabricating USA, opened the Lamar County location in 2023, with the acquisition of an existing manufacturing facility and a \$15 million dollar capital investment. The family-owned business, expanded operations into Northeast Texas to better serve its customers and grow its business. Universal specializes in the development, manufacturing, and installation of turn-key greenhouse structures, as well as the manufacturing of automation equipment for the automotive, airport, and logistics industries.

In their first year, Universal Fabricating USA has made a significant impact to the Lamar County, Northeast Texas, and Texas economy. Within the past 12 months, the company has made capital investments of \$15 million and created 60 new jobs. Over the next 10 years, the company plans to add an additional 40 jobs, reaching an estimated annual payroll of \$6 million, and a total projected economic impact of \$300 million during that time period. Universal Fabricating, along with the Paris Economic Development Corporation, were invited to attend the Governor's Cup award ceremony this past spring. This invitation serves as an acknowledgement of business expansion

progress in Lamar County and Northeast Texas.

Universal Fabricating has several internal programs to help their employees succeed. Machinists employed by the company receive hands on training for the company's cutting-edge technology from equipment vendors across the county. Additionally, the company offers internal succession and mentoring programs for high performing employees who express interest in advancing their careers.

Universal Fabricating USA has been an excellent partner for Workforce Solutions Northeast Texas, and a proponent of the state's workforce system. The company has attended multiple hiring events hosted by the Board. They have also utilized the Work-InTexas.com system to recruit and hire. The General Manager has worked closely with Business Services team members to identify and recruit qualified individuals for specialized positions within the plant. The company continues to utilize the Boards services as they expand their operations and look to utilize On-the-Job training contracts and skills training offered through the workforce system.



LOCAL EMPLOYER OF EXCELLENCE

Little Texans Learning Center

Little Texans Learning Center, located in Sulphur Springs Texas, opened in 1992. The child care provider has been an important part of the Sulphur Springs community for many years and a great partner for Workforce Solutions Northeast Texas as well. Little Texans has been a Texas Rising Star provider for the last six years and voted best daycare of Hopkins County each of those years as well. The director has 37 years of experience and 25 years with Little Texans. The director, Remona Hynson goes above and beyond to take care of her staff, so they are able to provide the highest quality care for children in Northeast Texas. Each morning Remona conducts wellness checks on each of her staff members to find out if there is anything

she can do to help them better perform their jobs. She supports and motivates her staff by recognizing their strengths and diverse perspectives. She offers praise, and acknowledges those who go above and beyond expectations. Staff are allowed to express their concerns and ideas, while working collaboratively as a team. As a TRS provider, the center has participated in the Board's quality improvement plans, which include upgrades to class curriculum, learning materials, and equipment for outdoor activities. Little Texans Learning Center, is a great representative of the high-quality child-care providers in Texas, but also an outstanding employer that makes Northeast Texas a great place to live and work.



12TH ANNUAL

Red, White, and You!

HIRING FAIR / NOVEMBER 9, 2023

The 12th annual Hiring Red, White, and You! (HRWY) Hiring Fair took place on November 9, 2023, at the Texarkana Convention Center. The event provides a critical platform for Texas Veterans and their spouses to connect with employers who recognize the value of military experience, discipline, and commitment. In collaboration with the Texas Workforce Commission, Texas Veterans Commission, and Texas Medical Center, Workforce Solutions Northeast Texas joined the 27 other workforce boards statewide to host this impactful event.

79 employers participated

Attendees included **56** veterans & **285** civilians

Bart Spivey, Randy Reed, Courtney Arbour, and Judge Travis Ransom at the hiring fair



Message from the Board Chair

TO THE CHIEF ELECTED OFFICIALS AND WORKFORCE SOLUTIONS BOARD

In behalf of our nine counties, it is a privilege to share some of what Workforce Solutions Northeast Texas has accomplished this year. The 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. Here are just a few of the ways we've impacted our communities in 2024:

First, I want to highlight what you already know: for the last 12 years this board and our state have benefited from Randy Reed's excellent direction and leadership. Upon Randy's planned retirement for January 2025, the Executive Committee marketed, interviewed and hired for the Director position as Randy's successor. We are pleased to say that after considering over 70 applicants, Bart Spivey has been selected for that role.

In 2024 we established the Child Care Committee headed by Carolyn Griffin. We currently serve 2,184 children and 62 child care centers in order to help children grow and develop while allowing eligible laborers to return to work. Continuing to invest in and support excellent childcare solutions is and will continue to be a critical area of focus in the coming years to reduce the footprint of "childcare deserts" in our board area.

In August, we mourned the passing of longtime board member, Executive Committee member, servant, and friend, Roger Feagley. With his passing and at the end of another fiscal year, the Executive Committee nominated and the Board Elected the following positions to be filled for the 2025 fiscal year (FY), which began October 1, 2024: Brian Crump/At-Large Any Sector and Amado Azua/Vice Chairman, Private Sector.

I am proud of these elected servant leaders, in particular Diane Stegall, who graciously accepted the position after 3 years as the Executive Committee's Vice President. Her

experience, leadership, and love for our communities are assets to this organization.

The Board staff works tirelessly to manage projects in accordance with the policies that guide how our organization uses funding. This includes documenting, training, and reporting usage of WorkinTexas.com, State Data Validation Requirements, Veteran Reemployment, Workforce Innovation and Opportunity Act (WIOA) eligibility, and Common Exit for users participating in multiple programs.

- Total in person workforce center visits: 19, 182
- Total in web-based workforce center visits: 19, 236
- Total companies we partnered with: 1,604
- How many students we worked with: 5,000+
- How many students we helped with virtual reality: 824

In 2024, the board added or amended 35 policies 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 were under-budget over \$34,000 as we continued to expand operations to meet the growing workforce in Northeast Texas.

I consider it a great privilege to have served as Board Chair of Workforce Solutions Northeast Texas these last 3 years. I remain excited for the growth of our communities because of the hard work of those in Workforce Solutions Northeast Texas.

David Burns
Board Chair
Workforce Solutions Northeast Texas



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FY 2024 Board of Directors

| | | | |
|----------------------------|------------------|----------------|---------------|
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| Amado Azua | Donna Dounley | Melisa Jones | Terry Scoggin |
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| David Burns BOARD CHAIR | Roger Feagley | Kim Miller | Diane Stegall |
| Derald Bulls | Martin Godwin | Tammy Miller | Debra Tyer |
| Dr. Ron Clinton | Carrolyn Griffin | Dr. Kevin Rose | Kimberly Ward |
| Brian Crump | Annette Hobbs | Adam Routon | |

FY 2024 Chief Elected Officials

| | |
|---|---|
| Honorable Brandon BellLAMAR COUNTY | Honorable Scott Lee.....FRANKLIN COUNTY |
| Honorable Robert Bridges RED RIVER COUNTY | Honorable Robert Newsom HOPKINS COUNTY |
| Honorable Kent CooperTITUS COUNTY | Honorable Travis RansomCASS COUNTY |
| Honorable Tanner Crutcher DELTA COUNTY | Honorable Doug Reeder..... MORRIS COUNTY, LEAD CEO |
| Honorable Bobby HowellBOWIE COUNTY | |

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Sulphur Springs

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Texarkana

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Child Care Services

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