

BOARD BRIEFING MATERIALS

Wednesday
February 18, 2026

Dallas Regional Chamber
500 N. Akard Street, Suite 2600
Dallas, TX 75201

VIRTUAL LINK



**FEBRUARY
2026**

FEBRUARY 2026
Board of Directors Meeting

- I. CALL TO ORDER AND DECLARATION OF CONFLICT OF INTEREST, Harry Jones, Board Chair
- II. PUBLIC COMMENT
- III. CHAIRMAN'S COMMENTS, Harry Jones, Board Chair Discussion
 - Introduction of New Board Directors
- IV. PRESIDENT'S COMMENTS, Laura Ward, President Discussion
- V. FINANCE COMMITTEE, Bessie Gray, Chair Discussion/Action
 - A. Approval and Engagement of Auditors
 - B. Approval of Fiscal Year 2026 Budget
- VI. APPROVAL OF CONSENT AGENDA Discussion/Action
 - A. Minutes – Approval and ratification of all action items from board meeting (November 5, 2025)
 - B. Policy – Adopting State Rule
 - C. External Grants and Partnerships
 - D. Contract Amendments
- VII. COMMITTEE REPORTS Discussion/Action
 - A. Achievement Alliance Committee, Rebecca Acuna, Chair
 - B. Governance Committee, Joanne Carusso, Chair
 - C. Child Care Advisory Council, Karen Hughes, Chair
- VIII. ACTION ITEM Discussion/Action
 - Contracts, Demetria Robinson, Executive Vice President
 - 2026 Procurement Schedule and Policy, Connie Rash, Senior Vice President
- IX. CLOSED MEETING Pursuant to §551.071 and 551.0172, Texas Open Meetings Act Discussion/Action
- X. ACTION PURSUANT TO CLOSED MEETING Discussion/Action
- XI. INFORMATION UPDATES Discussion/Action
 - A. Vocational Rehabilitation – Allison Burns, Business Relations Coordinator
 - B. Performance and Economic Snapshot, Richard Perez, Sr. Data & Research Manager
 - C. Quality Assurance and Oversight, Rebecca Monnette, Quality Manager/EO Officer
- XII. GENERAL DISCUSSION/OTHER BUSINESS
- XIII. ADJOURN (9:30 a.m.) All times are approximate

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations, should contact Workforce Solutions Greater Dallas at 214-290-1000, two (2) working days prior to the meeting, so we can make appropriate arrangements.

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

New Board Directors



Carlos White

PreXsentials LLC

Carlos White is a transactional attorney, business integrator, and founder of Prexsentials LLC, a legal and business advisory firm. Carlos specializes in helping startups and emerging companies develop and implement transactional strategies and solutions to grow and scale their businesses and hire more employees.



Phil Kendzior

Baylor Scott & White Health

Phil Kendzior serves as Vice President of Strategic Business Services for the North Texas Central Region. Since joining Baylor Scott & White in 2011, he has contributed as a long-term strategist and innovator for Texas's largest not-for-profit healthcare system—and one of the largest in the nation. Phil excels at balancing multi-year strategic planning with immediate operational needs.

COMMITTEE REPORT

FEBRUARY 2026 | BOARD MEETING

WORKFORCE**SOLUTIONS**
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Finance

Bessie Gray
Chair, Finance Committee

Progress

1. Audit Procurement
2. Review of the 2025 Annual Audit Plan
3. Review of the 2026 Annual Budget
4. Review of FY2026 Employee Benefits

Challenges

1. 2026 modest budget increase of 4.64%.
2. Infrastructure costs for 8 workforce centers plus one satellite.
3. Increase in salaries line item to cover 3 additional positions.
4. Employee benefits increased coverage of \$143k per year.

Impact Opportunity

- **Selection of Crowe, LLP** offers cost-reasonable experience to deliver quality audit and tax services for the upcoming 2025 Annual Audit Plan.
- **2026 Annual Budget** provides a modest increase in funding for the administration and operation of the Dallas County Workforce system. WFSDallas consistently operates a very lean administrative function while delivering quality workforce services to job seekers and employers.
- **FY2026 Employee Benefits** reflects modest increases in cost (less than .07% of the overall budget). The costs are necessary and essential for attracting and retaining the talent needed to implement the mission of WFSDallas.

Finance Committee Report

January 27, 2026 at 9:00 a.m.

Committee Members Attending:

Bessie Gray, WFSDallas Board Treasurer and Committee Chair

Dan Micciche

Additional Board Directors Attending:

Harry Jones, WFSDallas Board Chair

Guests Attending:

Michelle Buss, Senior Manager with Crowe LLP

Staff Attending:

Laura Ward, President & CEO

Ashlee Verner, CFO & EVP

Alicia Carter, Controller

Connie Rash, Senior Vice President

Demetria Robinson, Executive Vice President

Alex Perez, Technology & Facilities Manager

Wesley Nute, Manager, Property & Procurement

Meeting was called to order at 9:02 a.m. by the Board Treasurer and Committee Chair, Bessie Gray.

I. Review Fiscal Year 2025 Audit Procurement

Connie Rash, Senior Vice President, presented the results of the FY2025 Annual Audit and Tax Services Procurement. Procurement was released at noon on October 23, 2025, with proposals due at noon on November 20, 2025. Proposals were received from Carr, Riggs, and Ingram, LLC scoring 80.3 and Crowe LLP, scoring 95.3.

II. Review of the 2025 Annual Audit Plan

Michelle Buss, Senior Manager, Crowe LLP, presented the 2025 audit plan. Questions were entertained by the auditors regarding scope and timing. Additionally, auditors performed audit inquiries of the Committee, as required by the Statement on Auditing Standards.

III. Review of the 2026 Annual Budget

Those in attendance reviewed the 2026 Proposed Annual Budget as presented by Ashlee Verner, CFO & EVP. The grant funds for 2026 reflect a modest increase in funding as compared to 2025. Overall, the planning figure budget is \$206M, a net increase of 4.64%, and represents a substantial investment in workforce for Dallas County.

Administrative budgeting is based upon a percentage of grant funding. 2026 budget allocates 3.99% of total expenditures to administrative line items. Infrastructure costs for operating eight workforce centers and a satellite center reflect a 1% increase over last year's budget. The Board budget reflects all administrative resources available to the board (other than childcare in which we take a modest portion of allowable administrative expenditures). Historically, we have not spent all administrative dollars allowable and have **re-purposed** those funds to other services prior to grant close-out. For 2026, we have increased the budget for salaries and benefits to account for the potential addition of **three** full-time employees, reallocating funds that were previously designated as a contingency line item. This increase is in line with the board approved plan to increase headcount between the years 2024-2026.

Connie Rash, Senior Vice President, presented the results of the furniture procurement for the new Garland and Irving locations as follow:

Garland Workforce:	\$372,461.35
Garland Vocational Rehabilitation:	141,769.93
Irving Workforce:	455,715.24
Irving Vocational Rehabilitation:	116,732.21

IV. Review of FY2026 Employee Benefits

During the budget discussion, Ashlee Verner also briefed the committee on the renewal of the organization's health insurance benefits for January 2026 – December 2026. The renewal of current coverage resulted in an increase of \$143K per year, which is less than 0.07% of our overall budget. The committee agreed that maintaining strong benefits remains essential for attracting and retaining the talent needed to execute the mission.

Meeting concluded at 9:55 a.m.

Board Treasurer will present her view of the information and ask the full board to approve and ratify the following based upon staff recommendations.

1. Approve Crowe LLP to deliver Annual Audit and Tax Services at a cost not to exceed \$123,000 effective January 1, 2026 – December 31, 2026, with option to extend the contract for up to three (3) additional one-year terms. The first annual audit and tax services will be for fiscal year ending December 31, 2025.
2. Approve the 2025 Audit and Tax Services Plan
3. Approve the 2026 Annual Budget
4. Ratify the health insurance renewal for FY2026
5. Ratify the price of furniture for the new Garland and Irving locations

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PROPOSED 2026 ANNUAL OPERATING BUDGET

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2026 ANNUAL BUDGET COMMENTARY

Budget Overview

The 2026 Budget reflects continued growth and strategic investment, with total awards to include carryover increasing by \$9.1M (5%) compared to 2025. This growth supports higher program activity while also accounting for modest increases in administrative and operational costs.

- Total Awards rise from \$196.6M to \$205.7M, driven by expanded program funding and carryover.
- Program Costs and Obligations increase by \$8.3M (5%), remaining the largest share of total expenditures and reflecting the Board's continued emphasis on direct program delivery.
- Total Board Operating Expenditures increase by \$787k (6%), representing a slightly higher share of overall awards to support operational capacity, compliance, and infrastructure.

Board Operating Expenditures

Board costs grow moderately overall, with uneven growth across functional areas:

- General & Administrative (G&A) costs increase by \$724K (10%), reflecting staffing, benefits, professional services, and facilities-related increases.
- Workforce Centers expenditures increase by \$63K (1%), indicating largely stable operating costs with targeted investments in staffing and infrastructure.
- Overall, Board costs remain controlled at 6% growth, consistent with organizational expansion.

General & Administrative Expenditures

The 8% overall increase (535k) in G&A is primarily driven by personnel costs and professional services:

- Personnel costs (Salaries + Fringe) increase by \$343K (20%), reflecting compensation adjustments, benefit cost increases, and organizational capacity needs.
- Professional services grow notably, particularly:
 - Legal services (+6%) due to increased regulatory, compliance, and contractual demands.
 - Monitoring services (+14%) aligned with higher award levels, to ensure accuracy and compliance for newly hired contractors.
- Audit, insurance, and other professional services are projected to increase by 32%, driven by potential expanded oversight and the inclusion of adaptive leadership training.
- Strategic Planning costs are eliminated in 2026, offsetting some professional service growth.
- Facilities and operating costs (rent, utilities, maintenance) rise due to increased common area (CAM) costs, expanding space usage, and additional required maintenance projecting to complete in 2026.
- Technology-related expenses show modest increases, supporting operational continuity rather than expansion.

Workforce Centers

Workforce Center costs increase by \$633K (13%), reflecting both service demand and infrastructure needs:

- New staffing costs are introduced in 2026, adding salaries and fringe benefits.
- Rent and utilities are increasing moderately due to lease escalations and the leasing of the Garland WFC, which was previously a no cost TWC facility.
- Furniture, office supplies, and technology investments increase significantly, supporting refreshed centers and service delivery improvements.
- Software license expenses declined by (21%,) helping offset other cost increases, driven by contract renegotiations, longer and more cost-efficient renewal cycles, and system consolidation efforts.
- Overall, Workforce Centers show targeted growth rather than broad expansion, maintaining cost discipline.

Key Takeaways

The FY 2026 Budget supports increased program funding while maintaining control over administrative and workforce center costs.

- The 2026 Budget supports program growth while maintaining administrative discipline.
- Increases are largely driven by personnel, compliance, and facilities costs, not discretionary expansion.
- Overall, the budget reflects a balanced approach, aligning operational capacity with increased funding while keeping Board costs aligned to Total Awards.

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2026 ANNUAL BUDGET

2026 Admin / Center Cost Budget

	2025 Budget	2026 Budget	Change in \$	% of Change
Total Awards	196,565,155	205,681,325	9,116,170	5%
Total Board Operating Expenditures	13,580,435	14,368,067	787,632	6%
Program Costs and Obligations	182,984,720	191,313,258	8,328,538	5%
Awarded Funding Allocated to Board Costs				
	2025 Budget	2026 Budget	Change in \$	% of Change
General and Admin	7,476,201	8,201,014	724,813	10%
Workforce Centers	6,104,235	6,167,053	62,818	1%
Total	13,580,435	14,368,067	787,632	6%
Expenditures				
General & Admin				
	2025 Budget	2026 Budget	Change in \$	% of Change
Salaries	3,408,769	3,580,237	171,469	5%
Fringe Benefits	1,124,894	1,296,599	171,705	15%
Rent	385,755	418,074	32,319	8%
Monitoring (Christine Nguyen & Associates)	355,350	405,040	49,690	14%
Legal Services (Barnes & Thornburg)	268,172	284,545	16,373	6%
Strategic Planning (Tip Strategies)	68,166	-	(68,166)	-100%
Software Licenses and Renewals	82,546	123,363	40,817	49%
Insurance Business	175,688	200,694	25,006	14%
Other Professional Services	121,672	114,995	(6,677)	-5%
Technology (QNET)	165,250	167,250	2,000	1%
Audit / Tax (Crowe LLP)	125,991	140,497	14,506	12%
Other (Travel, Parking, Subscriptions & Publications, Public Outreach)	140,487	149,527	9,040	6%
Utilities/Telephone	29,830	53,157	23,327	78%
Equipment Rental	88,740	107,547	18,807	21%
Computer/ Technology	144,132	151,485	7,353	5%
Furniture & Office Supplies	265,521	273,510	7,988	3%
Building Maintenance	1,240	21,350	20,110	1622%
Janitorial/Security	417	567	150	36%
Total General & Admin	6,952,621	7,488,436	535,815	8%
Workforce Centers				
	2025 Budget	2026 Budget	Change in \$	% of Change
Salaries	-	258,561	258,561	
Fringe Benefits	-	95,777	95,777	
Rent	1,923,455	2,094,115	170,659	9%
Computer/ Technology	1,078,327	1,125,598	47,271	4%
Furniture & Office Supplies	452,640	611,930	159,290	35%
Software Licenses and Renewals	428,412	339,829	(88,582)	-21%
Technology (QNET)	466,750	483,750	17,000	4%
Utilities/Telephone	326,491	326,101	(390)	0%
Equipment Rental	173,970	183,892	9,922	6%
Building Maintenance	41,912	47,448	5,536	13%
Janitorial/Security	28,020	28,709	689	2%
Other (Travel, Subscriptions and Publications, Public Outreach)	35,005	48,402	13,396	38%
Other Professional Services	-	22,231	22,231	100%
Direct Charge to Grants	-	-	-	-
Total Workforce Centers	4,954,982	5,666,343	711,361	14%

Summary of Professional Services	2025 Budget	2026 Budget	Change in \$	% of Change
Technology (QNET)	632,000	651,000	19,000	3%
Monitoring (Christine Nguyen & Associates)	355,350	405,040	49,690	14%
Legal Services (Barnes & Thornburg)	268,172	284,545	16,373	6%
Strategic Planning (Tip Strategies)	68,166	-	(68,166)	-100%
Insurance Business	175,688	200,694	25,006	14%
Audit / Tax (Crowe LLP)	125,991	140,497	14,506	12%
Total Summary of Professional Services	1,625,367	1,681,775	56,408	3%
Summary of Technology	2025 Budget	2026 Budget	Change in \$	% of Change
Software Licenses and Renewals	510,958	463,193	(47,765)	-9%
Computer/ Technology	1,222,459	1,277,083	54,624	4%
Total Summary of Technology	1,733,417	1,740,276	6,859	0%
Contingency Budget				
General & Admin	523,580	712,578	188,998	36%
Workforce Centers	1,149,253	500,710	(648,542)	-56%
Total	1,672,832.57	1,213,288.26	(459,544)	-20%
Method of Funding	2025 Awards	2026 Awards	Change in \$	% of Change
Child Care Funds	148,888,277.00	153,853,967.00	4,965,690.00	3%
WIOA - Youth	7,762,074.61	8,606,016.32	843,941.71	11%
WIOA - Adult	9,233,181.47	10,174,926.09	941,744.62	10%
WIOA - Dislocated Workers	8,210,555.32	9,544,929.76	1,334,374.44	16%
WIOA Rapid Response	73,743.00	36,535.38	(37,207.62)	-50%
Workforce Investment Act - RAG grant	7,467.00	-	(7,467.00)	-100%
Temp Assistance for Needy Families & NCP	7,709,336.00	7,760,156.00	50,820.00	1%
Food Stamp Employment & FSET ABAWD (SNAP)	1,416,485.00	1,128,381.00	(288,104.00)	-20%
Wagner-Peyser Employment Services	1,035,392.01	1,423,272.14	387,880.13	37%
Veterans' Education and Trng-DVOP/LVER (VETS)	162,946.00	170,231.00	7,285.00	4%
Adult Education & Literacy Grant (AEL/ALA)	7,243,754.00	6,814,387.00	(429,367.00)	-6%
Reemployment Services and Eligibility Assessment (REA)	1,334,367.00	2,224,964.63	890,597.63	67%
Workforce Commission Initiatives (WCI)	82,414.00	82,414.00	-	0%
Vocational Rehabilitation Co-Location Contract	1,251,190.00	1,163,744.95	(87,445.05)	-7%
Externship for Teachers	-	189,300.00	189,300.00	0%
Summer Earn & Learn	670,617.65	612,765.00	(57,852.65)	-9%
Wage Services for Paid Work Experience	-	-	-	0%
Student Hireability Navigator	226,000.00	210,000.00	(16,000.00)	-7%
Apprenticeship Texas Expansion Grant	-	495,062.73	495,062.73	0%
Training and Employment Navigator Pilot	137,347.36	-	(137,347.36)	-100%
JFF Prologis community Workforce Initiative - Phase II	220,705.59	475,000.00	254,294.41	115%
DOL Innovative Strategies - One Workforce	-	-	-	0%
Google Fiber Optic	10,983.58	360,000.00	349,016.42	3178%
'Dallas College Innovative Strategies - One Workforce	241,761.55	-	(241,761.55)	-100%
REO - Reentry Employment Opportunities	530,443.45	355,272.43	(175,171.02)	-33%
Dallas College - TEA Grant	31,427.04	-	(31,427.04)	-100%
Walmart Path Statewide	84,686.71	-	(84,686.71)	-100%
Total Method of Finance	196,565,155.34	205,681,325.43	9,116,170.09	5%

WORKFORCE SOLUTIONS

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2026 ANNUAL BUDGET

5 Year Historical Data

% of Awards to Actuals and Budget

DESCRIPTIONS	FY22 ACTUAL	FY23 ACTUAL	FY24 Actual	FY25 Actual	FY26 PROJECTION
Administration Actual	\$ 3,946,677	\$ 4,510,314	\$ 5,273,632	\$ 5,981,447	\$ 8,201,014
<i>Administration Budget</i>	\$ 8,443,122	\$ 6,865,059	\$ 6,647,501	\$ 7,476,201	\$ 8,201,014
Workforce Center Actual	\$ 2,725,614	\$ 3,546,956	\$ 3,117,283	\$ 4,004,975	\$ 6,167,053
<i>Workforce Center Budget</i>	\$ 5,500,000	\$ 4,979,310	\$ 5,445,353	\$ 6,104,235	\$ 6,167,053
Direct Program and Obligations Actuals	\$ 168,173,431	\$ 177,980,578	\$ 179,363,305	\$ 186,578,733	\$ 191,313,258
Total Awards	\$ 174,845,722	\$ 186,037,848	\$ 187,754,221	\$ 196,565,155	\$ 205,681,325
% Change Admin Actuals Yr over Yr	19.49%	14.28%	16.92%	13.42%	37.11%
% Change WF Center Actuals Yr over Yr	-13.95%	30.13%	-12.11%	28.48%	53.98%
% Admin Actuals to Total Awards	2.26%	2.42%	2.81%	3.04%	3.99%
% Admin Budget to Total Awards	4.83%	3.69%	3.54%	3.80%	3.99%
% WF Center Actuals to Total Awards	1.56%	1.91%	1.66%	2.04%	3.00%
% WF Center Budget to Total Awards	3.15%	2.68%	2.90%	3.11%	3.00%
Awarded Funding Net Increase (Decrease) YvY		6.40%	0.92%	4.69%	4.64%
Note 1	Administration line is budgeted up to total amount allowable as prescribed in the grants. Historically, we have not spent the entire administrative amount allowable, and the remaining administration budget has been repurposed and effectively passed through to the customer through supportive services. As an example, the FY2025 Administration Budget was \$7.4M compared to \$5.9M in actual expenditures.				
Note 2	Total Awards to Include Carryover				

WORKFORCE SOLUTIONS

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2026 Workforce Centers

FY25 to FY26 Budget Comparison

Expenditure Type	Original FY25 Budget	Amended FY25 Budget	Final FY25 Budget	Unaudited FY25 Expenses	FY26 Budget	Amended FY26 Budget	% of change FY25 to FY26
Salaries				30,042.13	258,560.90		
Fringe Benefits				7,595.31	95,776.89		
Rent	1,923,455.28		1,923,455.28	1,864,196.67	2,094,114.57		9%
Utilities/Telephone	326,491.36		326,491.36	357,927.10	326,101.43		0%
Janitorial/Security	28,019.64		28,019.64	27,341.97	28,709.07		2%
Equipment Rental	173,970.34		173,970.34	175,135.57	183,892.35		6%
Computer/ Technology	1,078,326.76		1,078,326.76	42,179.22	1,125,598.18		4%
Building Maintenance	41,911.58		41,911.58	45,188.16	47,447.57		13% *1
Other Professional Services	-		-	21,172.23	22,230.84		0%
Furniture & Office Supplies	452,640.49		452,640.49	580,517.95	611,930.07		35% *2
Technology (QNET)	466,750.00		466,750.00	483,934.91	483,750.00		4%
Software Licenses and Renewals	428,411.60		428,411.60	323,647.07	339,829.42		-21%
Other	35,005.24		35,005.24	46,096.70	48,401.54		38% *3
Contingency	1,149,252.68		1,149,252.68	-	500,710.38		-56%
Total Workforce Centers	6,104,234.95	-	6,104,234.95	4,004,974.99	6,167,053.22	-	
					(0.00)		
Variance Explanations							
Note 1 Building maintenance expenses increased by 13%, driven by common repairs such as HVAC servicing, plumbing and electrical work, routine wear-and-tear repairs, and preventive maintenance							
Note 2 Furniture & Office Supplies expenses increased by 35%, driven by opening and furnishing of new centers as follow: Garland, Irving, and Dallas College Irving South							
Note 3 Other costs rose by 38%, primarily due to increased expenses for publications, subscriptions, and professional memberships							

2026 Rent Details

Workforce Centers	Expiration Date	Square Footage	Average Monthly Rent	2026 Rent	Cost per Sq Foot	Operating CAM Expenses	Less VR - CoLocation	FY26 WF Center Rent Budget
Board Office	1/31/2032	10,526	20,576.87	246,922.45	23.46	171,151.32		418,073.77
Garland WF Center	2/1/2036	15,772	25,629.50	281,924.50	17.88	15,823.09	28,385.50	269,362.09
Grand Prairie WF Center	7/31/2029	14,684	23,249.67	278,996.04	19.00	-	8,094.00	270,902.04
Irving WF Center	10/1/2036	15,599	20,798.67	62,396.01 *1	4.00	3,003.95	5,124.00	60,275.95
Irving Dallas College Campus	11/30/2032	3,474	5,416.67	54,166.70 *2	15.59			54,166.70
Pleasant Grove WF Center	11/30/2027	11,650	14,805.21	177,662.52	15.25	30,465.96	7,045.50	201,082.98
Greenville WF Center	10/31/2029	16,842	29,473.50	353,682.00	21.00	26,253.65	264,369.00	115,566.65
Redbird WF Center	1/31/2030	30,000	47,395.83	568,750.00	18.96	128,429.22	50,201.67	646,977.55
Opportunity WF Center	3/31/2028	10,476	16,495.00	197,940.00	18.89	-		197,940.00
International District WF Center	7/9/2033	17,709	29,291.93	351,503.10	19.85	19,532.77	93,195.26	277,840.61
Total Workforce Centers			212,555.98	2,327,020.87		223,508.64	456,414.93	2,094,114.57
Total Rents (Board + Workforce Centers)			233,132.85	2,573,943.32		394,659.96	456,414.93	2,512,188.34
Variance Explanations								
Note 1 Months 1-8 are Rent Free								
Note 2 Month 1-2 are Rent Free								

Consent Agenda

FEBRUARY 2026 | BOARD MEETING

Highlights

Minutes – Review and Ratification of all Action Items from the November 5, 2025, Board Meeting.

Policy – Adopting State Rule.

External Grants and Updates – Highlights of key partnerships that WFSDallas supports or submitted directly to awarding entities.

Contract Amendments – all items will be presented under the Contract item.

Review and Approval of Meeting Minutes

Directors Present	Directors Present (cont'd)	Directors Absent
Rebecca Acuña, Vice Chair William Behrendt Carolyn Dent Rolinda Duran Karen Hughes Harry Jones, Chair Ken Malcolmson Bill O'Dwyer, Past Chair	Gunnar Rawlings Crystal Sanders Jeffrey Caldwell Joanne Caruso Kym Shaw Lewis Fulbright Dr. Justin Lonon T. Dupree Scovell Miguel Solis Jason Villalba	Cristina Criado Daniel Micciche Michelle Thomas John Votava Bessie Gray, Treasurer Magda Hernandez Terry Jones Grant Schmidt Lisa Sherrod J. Susie Upshaw Battie

MINUTES

Chair, Harry Jones called the Board of Directors' meeting to order at 8:12 a.m. and welcomed everyone.

Conflict of Interest

Declaration of Conflict of Interest on any of the Action Items, Rolinda Duran, and Crystal Sanders disclosed conflicts with respect to matters involving Texas Workforce Commission (TWC), including state matters and procurement, Rebecca Acuña with respect to matters involving ChildCareGroup issues, and Dr. Justin Lonon involving issues related to Dallas College.

Chairman's Comments

Chair, Harry Jones briefly reiterated his remarks from the previous board meeting, discussing the importance of compliance, securing funding, and building upon relationships, internally and externally.

Approval of Consent Agenda

Approval of October 15, 2025, Board Minutes

It was recommended that the Board review and approve October 15, 2025, minutes.

Gunnar Rawlings made the motion to accept the above recommendation. The motion passed with Karen Hughes seconding.

The Board entered a closed meeting at 8:20 a.m. pursuant to 551.071 and 551.072 in accordance with the Texas Open Meetings Act.

The Board resumed an open meeting at 8:29 a.m. Ken Malcolmson moved to approve the appointment of Laura Ward as President beginning December 1, 2025, with agreed salary and related expenses. Dupree Scovell seconded the motion with three Director abstentions noted. The motion passed with a unanimous vote.

The Board meeting adjourned at 8:32 a.m.

Recommendation: Board authorization to approve November 5, 2025, minutes.

B. POLICY – ADOPTING STATE RULE

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

Guidance /Link	Subject	Publication Date
WD 14-22, Change 4	Child Care Provider Data and Board Agreements—Update (Change 4)	2/5/2026
WD 08-23, Change 9	Texas Child Care Connection and Child Care Automated Attendance—Update (Change 9)	1/26/2026
WD 02-26	Child Care Worker Waiting List Priority Group	1/20/2026
WD 06-25, Change 1	Integrating the Jobs for Veterans State Grants Program in Workforce Solutions Offices—Update (Change 1)	12/29/2025
WD 09-24, Change 3	Board Contract Year 2025 Child Care Funding—Update (Change 3)	12/08/2025
WD 14-25	WorkInTexas.com Data Entry Deadlines for Board Contract Year 2026	11/24/2025
WD 13-25	Texas Rising Star Mentor Oversight Requirements	11/24/2025
WD 12-25	Adoption of Local Workforce Development Board Policies and Budgets in Open Meetings	11/4/2025
WD 16-24, Change 2	Child Care Quality Funds Expenditure Plan and Report—Update (Change 2)	10/29/2025
WD 02-23, Change 3	Adoption of a Universal Employment Plan—Update (Change 3)	10/23/2025
WD 01-20, Change 4	Managing Reportable Individuals and Participants in the Wagner-Peyser and Jobs for Veterans State Grant Programs in WorkInTexas.com—Update (Change 4)	10/23/2025
SR WFCMS-05, Change 2	Workforce Case Management System Train-the-Trainer Sessions: Frequently Asked Questions	10/20/2025

RECOMMENDATION: Board authorization to approve TWC policies presented above.

C. External Grants and Partnerships

Grant Resource	Subject
Texas Workforce Commission	WFSDallas submitted and was awarded the Texas Internship Initiative grant totaling \$118,488 to implement and recruit students from the Bachelor of Applied Technology in Software Development Program. Working with the Dallas College, New Apprenticeship, Lenovo, and MNK Infotech. Twenty (20) students in the BAT program will enroll in the practicum course as part of their degree plan by offering internships. Interns will work 8 hours per week with employers for 16 weeks.
US Department of Housing and Urban Development	WFSDallas supports the Dallas Housing Authority's proposal for the Resident Opportunity & Self-Sufficiency (ROSS) program to provide 3 service coordinators to serve all of the public housing units in DHA's portfolio. WFSDallas will support the initiative through access to workforce services and programs to DHA residents.
US National Science Foundation	WFSDallas supports Interlinks application to serve as a Regional Node for the National Network for Microelectronics Education. WFSDallas will support the goals of the Regional Node by offering input on workforce needs and skill requirements, co-design of microelectronics. Training programs

	and curricula for upskilling and reskilling the existing workforce and supporting work-based learning for semiconductor professionals.
US National Science Foundation	WFSDallas supports University of Texas at Dallas application for the Semi South Alliance application to lead a Regional Node within the National Network for Microelectronics Education. As part of the Initiative, WFSDallas will support the application through input on workforce needs and skill requirements, co-design of training programs and curricula for upskilling and reskilling, supporting work-based learning (internships, apprenticeships, or job shadowing for adult learning.
Texas Workforce Commission	WFSDallas submits a grant application in partnership with TRAC for \$125,000 to serve foster youth and those aging out of foster care for internship opportunities. The Greater Dallas Internship project will implement a structured phased Internship model delivered in 1-3 cohorts with approximately 10-15 youth per, depending on employer capacity. Participating youth will complete a five-week job readiness and soft skills training program prior to placement in an internship. Paid internship will be for 6 weeks with employers from high-demand occupations aligned with the statewide list. Currently, the partnership includes Associa, the nation's largest homeowner's association.
Workplace Innovation Now	WFSDallas partnered with Texas Woman's University and regional stakeholders on a submitted WIN Challenge proposal focused on reducing caregiving-related barriers to entry, retention, and advancement in healthcare careers. The project proposes employer and worker barrier audits, regional convenings, and pilot solutions aligned with workforce funding and credential pathways. WFSDallas is positioned as a key workforce system partner, contributing employer engagement, frontline worker voice, and alignment with WIOA, IW, and AEL strategies, with funded participation anticipated if awarded.
Grads of Life/Burning Glass Institute	WFSDallas supported a national grant application led by Grads of Life by identifying and engaging 10 North Texas employers interested in no-cost, hands-on implementation of skills-first hiring practices. The proposed project would provide employers with practical tools, cohort learning, and advisory support to operationalize skills-based job descriptions, interviews, and hiring workflows. WFSDallas' role would focus on employer recruitment, alignment with regional priorities, and sustained engagement, with potential funding and formal roles to be defined if the grant is awarded.
Texas Workforce Commission	WFSDallas partners with Dallas College and other partners (City of Dallas, Trinity Alliance) to offer exciting training opportunities within building construction trades (NCCER Core Construction and NCCER Level 1 Electrical). The grant requests \$250,000 to support the Kay Bailey Hutchinson Convention Center Remodel, which will require hundreds of skilled workers each year. The partnership will enroll and train 125 participants over the next two years.

RECOMMENDATION: Board authorization to approve external grants presented above.

D. CONTRACT AMENDMENTS

All items will be presented under contracts.

Achievement Alliance Committee

Rebecca Acuna
Chair

Progress

- Impact Report for 2025
– reflects positive progress
- Enhanced outreach efforts to increase enrollments
- UI Job Search
- Strategic Partnerships

Challenge

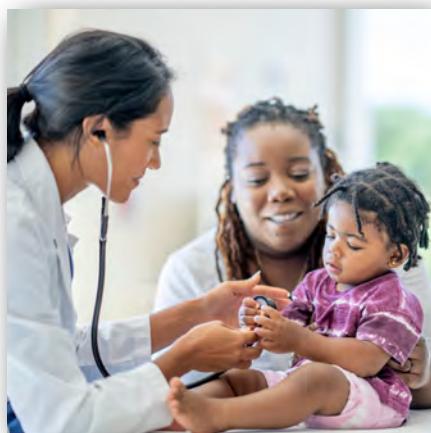
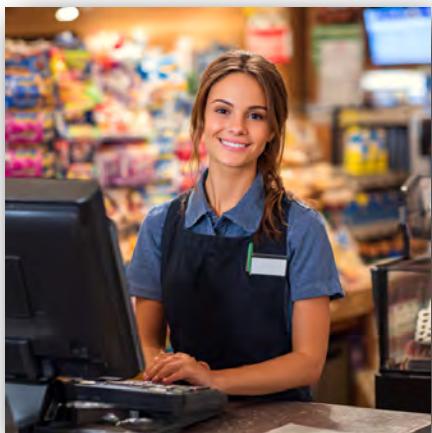
- Reaching populations that are under-served
- Enhanced awareness of workforce services
- Performance issues

Impact Opportunity

Tell our story
Outreach populations efforts through Groundworks
Annual Report for 2025
Performance opportunities through innovative projects



2025 IMPACT REPORT



WORKFORCE SOLUTIONS
GREATER DALLAS

MESSAGE FROM OUR BOARD CHAIR AND CEO

Dallas County is a thriving economic hub, attracting more and more innovative companies and supporting the evolution of high-growth industries with a growing workforce of over 1.4 million.

This past year, Workforce Solutions Greater Dallas (WFSDallas) helped 70,000 job seekers and 20,000 children and families; provided over 45,190 employer services; participated in 150 events; implemented new innovative programs; and received recognition for great work. And we're proud to highlight those achievements in this report.

Throughout 2025, we embarked on many developments that are setting the stage for WFSDallas to help even more people and to drive even greater economic mobility throughout Dallas County in the years to come.

Our Board of Directors, Board staff, and partners worked together to build a new, three-year strategic plan that positions us to meet people where they are through elevated services and ambitious goals that we are poised to exceed:

- Improve employer engagement in the workforce system
- Establish WFSDallas as a leader in the local workforce ecosystem
- Enhance delivery of jobseeker services and wraparound supports
- Expand resources and internal expertise.

Stepping into our new roles as we kick off our strategic plan is divine timing. We share a deep belief in the tremendous potential of our community and the power of a responsive, innovative workforce system to change lives. This work has never been more important, and our commitment to ensuring pathways to success for every resident of Dallas County has never been stronger.

We are grateful for the tireless efforts of our esteemed Board of Directors, exceptional Board staff, trusted partners, supportive community, and remarkable customers. The year ahead holds tremendous promise, and we look forward to the continued progress we will make together.

HARRY JONES

Board Chair
Polsinelli



LAURA WARD

President & CEO
WFSDallas



OUR MISSION

We connect jobseekers and employers by aligning talent pipelines and delivering best-in-class services.

OUR VISION

An innovative workforce ecosystem where employers lead with vision, employees access meaningful training and career opportunities, industries expand through inclusive growth, and collaborative partnerships fuel a vibrant economic climate that fosters lasting prosperity.

OUR VALUES



IMPACTFUL
LEADERSHIP



COLLABORATIVE
PARTNERSHIPS



INNOVATIVE
SOLUTIONS



DATA-DRIVEN
OUTCOMES



INCLUSIVE
PRACTICES

MEET ALEJANDRA

Alejandra went through our Workforce Innovation and Opportunity Act (WIOA) Young Adult program as a single mother. It wasn't an easy road, but with the encouragement and support of her case manager, Christi, she kept going and is now in her second year working full-time with charitable outreach organization Urban Specialists (urbanspecialists.org), helping communities affected by violence and poverty.

She also volunteers with a charity that supports young people affected by gun violence, a cause that's personal to her because she tragically lost her brother due to gun violence earlier this year.



“ Through the Workforce Innovation and Opportunity Act Young Adult program, I got connected to job training and got a job with an organization whose mission is to reduce violence in urban communities. I loved the work from the start, and after losing my brother to gun violence, it became a personal passion. **I found my voice, my purpose, and the woman I am today.** Even now, WFSDallas continues to support me as I return to school to pursue a degree in psychology so I can guide and protect the next generation. WFSDallas can help you find the resources and opportunities to change your life just like they did for me. There is a saying, ‘If you love what you do, you’ll never work a day in your life’—and I’m grateful I finally found just that! ”



70,549
JOB SEEKERS
SERVED

81.70%
WIOA ADULTS
EMPLOYED

\$8,991.04
WIOA ADULTS
MEDIAN EARNINGS

81.82%
WIOA DISLOCATED WORKER
EMPLOYED

\$10,615
WIOA DISLOCATED WORKER
MEDIAN EARNINGS



COMMUNITY IMPACT

2024 - 2025



2,903
VETERANS
SERVED



591
CREDENTIALS
ATTAINED



45,190
EMPLOYERS
SERVED



56,048
UNEMPLOYMENT
CLAIMANTS
SERVED



20,314
CHILDREN IN CARE
SERVED



484
CHILD CARE
PROVIDERS
IN THE SYSTEM



2,814
JUSTICE INVOLVED
SERVED



27,611
AT-RISK CUSTOMERS
SERVED

This number is included
with the 70,549 job seekers
served.

*At-Risk could include
individuals facing barriers
or individuals who are skills
deficient.

2025 JOB FAIRS & HIRING EVENTS



151
IN PERSON
HIRING EVENTS



14,139
JOB SEEKERS
ATTENDED



866
EMPLOYERS
ATTENDED

DALLAS COUNTY

Dallas County is one of the nation's leaders in economic growth, innovation, and job opportunity. The population is approaching pre-pandemic growth levels, corporations are investing in relocating to the area, and there are increased opportunities in high-growth industries like healthcare, hospitality, manufacturing, and retail. Together with our partners, WFSDallas is spearheading initiatives and programs designed to set our workforce up for success today and in the years to come.



**POPULATION
2.6 MILLION**



**PROJECTED JOB GROWTH
(2025 - 2028)
1.4 MILLION**



**MEDIAN HOUSEHOLD INCOME (2023)
\$74,149**



**UNEMPLOYMENT RATE
4.3%**



**LABOR FORCE
1.4 MILLION**



**POVERTY RATE (2023)
14%**



CORE PROGRAMS

SERVING YOUTH

Workforce Innovation and Opportunity Act (WIOA) Young Adult Program

We offer career training, job placement, education, literacy, and on-the-job, paid training for young adults, ages 16–24, who are out of school and looking to develop their career path.



586 SERVED



Summer Earn and Learn (SEAL)

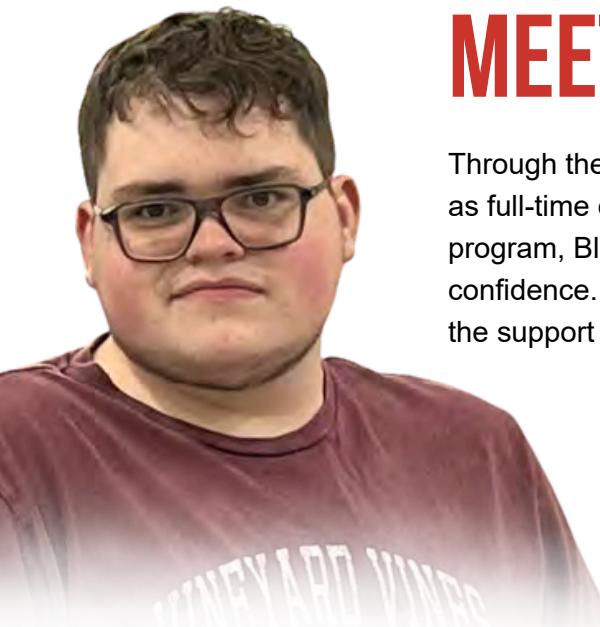
We provide students with disabilities, ages 14–22, real-world work experience, skill-building opportunities, and the chance to earn a paycheck, helping them gain independence and confidence.



77 SERVED

MEET BLAKE

Through the SEAL program Blake worked at CVS, taking on the same assignments as full-time employees. With support from his job coach during the first year of the program, Blake learned to budget his time and complete his tasks, which grew his confidence. The past two summers, Blake has been working without a job coach—the support system he had early on set him up for growth and long-term success.



“ This opportunity is invaluable for individuals with disabilities, it empowers them to uncover their unique strengths, explore their interests, and build the confidence and skills needed to successfully transition into the workforce. **”**

**Workforce Innovation
& Opportunity Act
(WIOA)
Adult Program**



509
SERVED

**Supplemental Nutrition
Assistance Program
(SNAP)**



1,288
SERVED

**Veteran
Services**



2,903
SERVED

**Reemployment
Services & Eligibility
Assessment
Program (RESEA)**



23,704
SERVED

**Adult Education
& Literacy
Program (AEL)**



5,942
SERVED

**Dislocated
Worker
Services**



368
SERVED

**Choices
Program**



1,093
SERVED

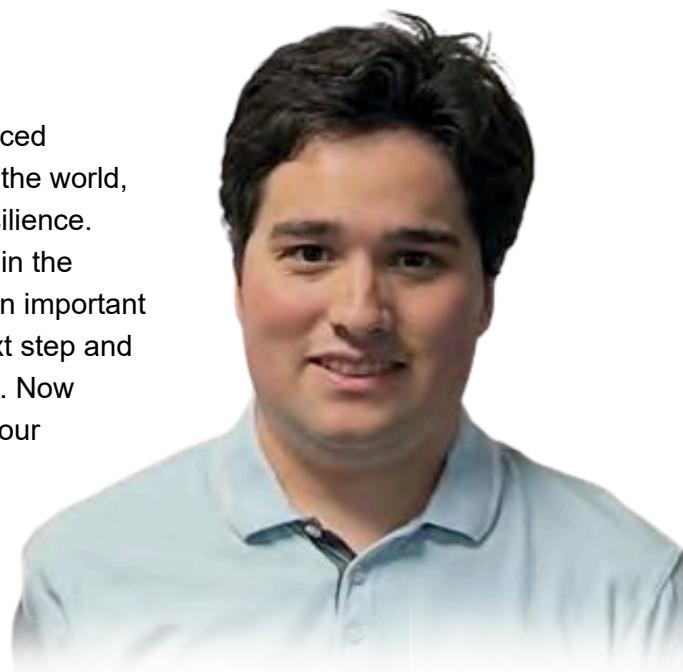
MEET LIAM

Diagnosed with autism and a language processing disorder, Liam faced challenges early in life. But with strength and a deep curiosity about the world, he began forging a path defined not by limits, but by wonder and resilience. With support from Vocational Rehabilitation Services, Liam enrolled in the Adult Education and Literacy program where he earned his GED—an important milestone on his journey. But Liam didn't stop there. He took the next step and enrolled at Dallas College, where he received his associates degree. Now fluent in seven languages, Liam is proof that our differences can be our greatest strengths.

“ If not for the support of Vocational Rehabilitation Services and the Adult Education and Literacy Program, I would not be where I am today. They saw my potential and empowered me to pursue my degree and inspire others to do the same.

SERVING ADULTS

Our Adult Services help individuals build foundational skills, access training for high-demand careers, and overcome barriers to employment. Through a variety of programs available at every stage of their journey, participants gain the tools needed to secure meaningful employment and achieve long-term economic stability.



CHILD CARE SERVICES

Our Child Care Services (CCS) program, supports families, child care providers, and communities across our nine-county region. Through comprehensive services, we help parents work toward self-sufficiency while strengthening the quality of early childhood education.



20,314

CHILDREN IN CARE

Unique children for 2025



484

TEXAS RISING STAR PROVIDERS

TEXAS RISING STAR PROGRAM

We help child care providers meet higher standards of quality beyond the basic Child Care Regulation standards.



MEET JACQKIA

Jacqkia faced significant challenges early in life. After spending time in the foster care system, she eventually aged out and later found herself forced to flee her hometown as a single mother due to domestic violence. Jacqkia and her toddler experienced homelessness for three months before she learned about available support services. Through access to childcare and employment assistance, she was able to rebuild her life and eventually move into her own apartment. Today, Jacqkia is in a much stronger place mentally, emotionally, and financially. She continues to move forward with resilience and determination.



I love our newfound family. They are supportive and motivate me to be a better person, a better mom, and learn how to save money. Without them, we wouldn't be here today, and I'm forever grateful.



STRATEGIC WORKFORCE INITIATIVES

DFW APPRENTICESHIP ACCELERATOR

The DFW Apprenticeship Accelerator strengthened North Texas' apprenticeship ecosystem by aligning workforce, education, and industry partners around a shared goal: expanding high-quality apprenticeship opportunities for employees and job seekers across the region.

8,089 ACTIVE APPRENTICES

62 EMPLOYERS

20 PARTNER ORGANIZATIONS



92%
COMPLETED TRAINING



21%
INCREASE IN QUARTERLY EARNINGS
ON AVERAGE



5.5%
INCREASE IN EMPLOYMENT

PATHS FOR TEXAS

The Pursuit of Advanced Training in High-Demand Skills (PATHS) for Texas program demonstrates the power of collaboration between public, private, and philanthropic partners to address workforce challenges and customize training for in-demand industries that are excluded from federal workforce funding.

TEACHER EXTERNSHIPS

WFSDallas and InterLink, Inc. ran a transformative Teacher Externship Program designed to strengthen Career and Technical Education (CTE) in Dallas County and provide educators with firsthand industry experience to bridge the gap between classroom learning and workforce expectations.



11 SCHOOL DISTRICTS & CHARTER SCHOOLS

36 EMPLOYERS

61 EDUCATORS

CELEBRATING SUCCESS

We won four awards at the annual state conference this year, which is a testament to the outstanding partnerships built with organizations committed to advancing opportunities in the Greater Dallas Area. Omni Dallas was recognized as the Dallas County Local Employer of Excellence, and three of our partners—Coca-Cola Southwest Beverages, Dallas College, and Kearney Compounding Pharmacy—beat out dozens of nominees throughout Texas in their respective categories for their impactful, innovative workforce development programs.



**2025
VETERAN-FRIENDLY
EMPLOYER**



**2025
DALLAS COUNTY LOCAL
EMPLOYER OF EXCELLENCE**



**2025
HIREABILITY
EMPLOYER**



**ALL-STAR COLLEGE
OF THE YEAR**



We were chosen by Results for America for the 2025 State and Local Workforce Fellowship, which provides access to tailored technical assistance, expert training on best practices, and actionable tools that will help accelerate our impact across Dallas County.



We were accepted into Jobs for the Future's 75 Million Network, a national initiative aiming to ensure that 75 million Americans facing barriers to economic advancement have quality jobs by 2033. As a network member, we will endorse, advance, track, and champion this goal alongside other stakeholders, working to expand opportunities and promote economic mobility.



We received the TEDC Workforce Excellence Award for our impact in workforce development across the state, standing out for the innovative implementation of our Skilled Trades Advancement Readiness (STAR) initiative. STAR has already supported over 60 individuals in gaining the skills, certifications, and confidence needed to secure employment in skilled trades.

HIRING EVENT SHOWCASE

We were proud to participate in 151 in-person events focused on connecting job seekers and employers throughout the year.



JANUARY

DR. MARTIN LUTHER KING, JR. CELEBRATION WEEK JOB FAIR

- 1,226 Job Seekers
- 76 Employers



MARCH

CONSTRUCTION CAREER DAY

- 972 Students
- 73 Construction Companies



JULY

READY, SET, HIRED! NATIONAL INTERN DAY

- 160 Students
- 59 Employers



OCTOBER

8TH ANNUAL "YOU'RE HIRED JOB FEST"

- 1,723 Job Seekers
- 55 Employers
- 11 On-the-Spot Hires
- 21 Contingent Offers



NOVEMBER

HIRING, RED, WHITE, & YOU!

- 530 Job Seekers
- 125 Employers

FINANCIAL SNAPSHOT

Child Care Services

\$148,888,277

Workforce Innovation & Opportunity Act

(Adult, Dislocated Worker & Youth)

\$20,479,920

TANF Temporary Assistance for Needy Families

SNAP Supplemental Nutrition Assistance Program

NCP Non-Custodial Parent

\$9,125,821

Adult Education & Literacy

\$7,243,754

Other

\$2,679,566

Vocational Rehabilitation Services

\$2,147,808

Private Initiatives

\$284,173

TOTAL BUDGET

\$190,849,319

“Other” Includes:

- Employment Services
- Reemployment Services and Eligibility Assessment
- Resource Administration Grant
- Texas Veterans Commission Resource Administration Grant
- Workforce Commission Initiatives
- Training & Employment Navigator Pilot

BOARD OF DIRECTORS

We are governed by a 29-member Board appointed by the Dallas County Judge and the Mayor of Dallas to ensure workforce programs align with local labor market needs.

OFFICERS

Harry Jones

Board Chair
Polsinelli

Rebecca Acuña

Board Vice Chair
AT&T

Bessie Gray

Board Treasurer
Texas Instruments

Bill O'Dwyer

Past Board Chair
MIINC Mechanical

BOARD MEMBERS

J. Susie Battie

American Federation of
Teachers

William M. Behrendt

Behrendt Consulting

Jeffrey Caldwell

Texas Health and Human
Services

Joanne Caruso

Jacobs

Cristina Criado

Dunaway

Kym Shaw Day

Help Me Grow North Texas

Carolyn Dent

OMNI Dallas

Rolinda Duran

Texas Workforce
Commission - Vocational
Rehabilitation

Lewis Fulbright

Dallas AFL-CIO

Magda Hernández

Irving ISD

Karen Hughes

Vogel Alcove

Phil Kendzior

Baylor Scott & White Health

Dr. Justin Lonon

Dallas College

Ken Malcolmson

North Dallas Chamber
of Commerce

Daniel J. Micciche

DISD Board Trustee

Gunnar Rawlings

Trinity Public Affairs

Crystal Sanders

Texas Workforce
Commission

Grant Schmidt

The Human Impact

T. Dupree Scovell

Woodbine Development
Corporation

Lisa Sherrod

AT&T

Miguel Solis

The Commit Partnership

Michelle Thomas

JPMorgan Chase

Jason Villalba

Frost Brown Todd Attorneys

John Votava

Kroger

Carlos White

PreXsentials

WORKFORCE CENTERS

1. INTERNATIONAL DISTRICT WORKFORCE CENTER

Northwood Towers
5757 Alpha RD. Suite 800
Dallas, Texas 75240

2. OPPORTUNITY WORKFORCE CENTER

1610 S. Malcolm X Blvd.
Suite 201
Dallas, Texas 75226

3. GREENVILLE AVENUE WORKFORCE CENTER

6500 Greenville Ave.
Suite 250
Dallas, Texas 75206

4. REDBIRD WORKFORCE CENTER

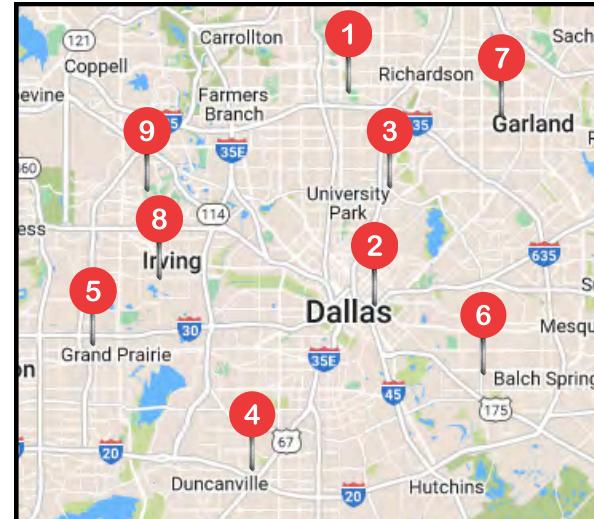
3560 W. Camp Wisdom Rd.
Suite 110
Dallas, Texas 75237

5. GRAND PRAIRIE WORKFORCE CENTER

801 South State Highway 161
5th Floor
Grand Prairie, Texas 75051

6. PLEASANT GROVE WORKFORCE CENTER

1125 S. Buckner Blvd.
Dallas, Texas 75217



COMING SOON

7. GARLAND WORKFORCE CENTER

530 Clara Barton Blvd.
Suite 270
Garland, Texas 75042

COMING SOON

8. IRVING SOUTH WORKFORCE CENTER

1081 W Shady Grove Road,
Irving, TX 75060

COMING SOON

9. IRVING WORKFORCE CENTER

2110 West Walnut Lane,
Suite 100
Irving, Texas 75038

MEET CATHERINE



When Catherine experienced a period of unemployment, she knew she needed guidance, support, and a clear path forward. That path came through Workforce Solutions Greater Dallas and the Workforce Innovation and Opportunity Act (WIOA) program. Through four months in the WIOA program, Catherine received several industry recognized certifications that positioned her with a strong competitive advantage in the job market and helped her secure a six-figure employment opportunity.

“ Through the WIOA program, I received specialized training, industry-recognized certifications, and employment readiness support that positioned me with a distinct competitive advantage in the job market. As a result, I successfully secured a six-figure employment opportunity. ”

MEET BARRY

As a single dad, Barry was struggling to provide for his daughter and knew he needed to focus on his career to provide a better future. He found out about WFSDallas and Irving ISD's AEL CDL Course and immediately enrolled. He faced a lot of personal challenges during the program but didn't give up and obtained his CDL license. Barry is now a candidate for several employment opportunities and is set up to provide comfortably for his daughter.

“ Completing the Adult Education CDL course is one of the great achievements that I'm most proud of. I learned not just the course material, but I also learned about discipline, patience, and resilience. I learned the will to not give up on trying new things. Completing this course isn't just about getting a certificate or a grade, but it's proof of my growth and determination. It has prepared me to face future challenges with more confidence. ”





MEET ALFREDO

As a young parent, Alfredo was struggling to make ends meet while working two jobs. He found out about WFSDallas and Irving ISD's CDL training cohort and soon found his passion. He received his CDL license and secured a job with a starting pay that was over 25% of what he was making on his previous jobs. He also got benefits and can have his weekends off to help balance his personal life.

“ The AEL program changed my life for the better and helped me progress in a career that I have been wanting all my life. I now have better opportunities and can actually look forward to advancing in a company. If I could say something to convince someone to enroll in a class with AEL, I would say it's going to make your life easier. Take a chance, these classes are no cost and requires your time, dedication and the willingness to learn.

”

MEET NANG

Originally from Myanmar, Nang faced several challenges growing up. She dropped out of high school during the pandemic followed by a civil war in her country. She came to the U.S. in hope of a better future and knew pursuing her GED was the first step. She enrolled in Dallas College's HSE program where she obtained her certificate and now plans to further her education by pursuing a degree in digital art.

“ I was unable to finish high school due to the pandemic, which was then followed by a civil war in my country. When I arrived to the U.S., pursuing a GED was the best option for me to continue my education and work towards my future goals. Dallas College's HSE program helped me clearly see the path I needed to take, step by step. Now that I've completed my HSE certification, I plan to attend Dallas College and major in digital art and design. I want to begin learning the art that I love and slowly build a career I have always dreamed of.



WORKFORCESOLUTIONS
G R E A T E R D A L L A S

www.wfsdallas.com

Equal Opportunity Employer/Program
Auxiliary Aids & Services are Available Upon Request to Individuals with Disabilities
Relay Texas: 800-735-2988 (TDD) or 711 (Voice)

Governance Committee

Joanne Caruso, Chair

Progress

Reviewing the current bylaws to reflect a range of board membership (27-29).

Challenge

Modification of the partnership agreement and bylaws

Impact Opportunity

This slight modification will enhance flexibility and will impact board representation compliance with the state.

COMMITTEE REPORT

FEBRUARY 2026 | BOARD MEETING

WORKFORCE**SOLUTIONS**
GREATER DALLAS

Child Care Advisory Council

Karen Hughes, Chair

Progress

- Policy and Program Development Overviews
- Monitoring and Oversight
- Stakeholder Engagement
- Child Care Services Funding & Texas Rising Star Quality Activities Plan

Challenge

- Texas Workforce Commission System/Performance
- Funding and Resource Gaps
- Enhanced Oversight Requirements
- Wait List

Impact Opportunity

- Enhance childcare quality
- Cross agency collaboration
- Community Awareness and strengthening relationships
- Data Driven Decisions

Contracts

Demetria Robinson
Executive Vice President

Service Provider Overview

The table below outlines the Board's subrecipients, contractors, and providers responsible for managing, operating, and delivering services for the WFSDallas workforce system. All services have been previously procured and remain within their authorized procurement cycles. The table reflects the contract periods and approved services.

Subrecipient/Contractor/Service Provider	Contract Period	Approved Services
Dallas College, Irving ISD, Wilkinson Center Adult Education & Literacy Consortium Partners	July 1st – June 30th	Comprehensive Adult Education and Literacy services, including: English as a Second Language (ESL) instruction; High School Equivalency (HSE) preparation; Integrated Education and Training (IET) models that combine workforce and academic skills; and Intensive Services such as work-based literacy and support for Internationally Trained Professionals.
ChildCareGroup Child Care Services Contract	October 1st – September 30th	Manages and operates the child care subsidy and assistance program, as well as quality activities. 12,987 average number of children to be served requiring consistent outreach and enrollment activities to maintain the target within performance and compliance guidelines.
C2 Global Professional Services Workforce System Operations Contract	October 1st – September 30th	Manages operations across all eight Workforce Solutions Greater Dallas centers, delivering comprehensive workforce development services that connect job seekers, employers, and community partners.
Equus Workforce Solutions Youth Services Contract	July 1st – June 30th	Manages and operates the youth services program focusing on opportunity youth ages 18 to 24 serving 500 new customers.
Dallas ISD, Dallas College, City of Dallas, City of Mesquite, Richardson ISD, Irving ISD Child Care Local Match Partners	October 1st – December 31st	Each year, Boards are required to secure local match funds from community partners in order to access federal funding for child care direct care services.

Contracts

The financial analysis identified additional available funds resulting from carryforward balances, funding reallocations, and award increases. Staff recommends allocating these funds to existing subrecipients to expand services capacity.

Adult Education & Literacy – Contract Amendment

This request seeks an additional allocation of Adult Education and Literacy (AEL) funding to Consortium Partners to expand workforce training, strengthen employer partnerships, and increase the number of high school equivalency graduates. The total request is **\$341,650**.

AEL Consortium Partners	Current Budget	Proposed Amendment	Total Contract Budget	Performance Target
Dallas College	\$3,538,181	\$122,000	\$3,660,181	3815
Irving ISD	\$1,150,669	\$ 54,650	\$1,205,319	988
Wilkinson Center	\$1,199,847	\$165,000	\$1,364,847	938

RECOMMENDATION: Board authorization to amend the AEL Consortium partner contracts with Dallas College, Irving ISD, and Wilkinson Center as presented above.

Child Care Services – Contract Amendment

This request adds additional child care funding allocations to the existing **FY26 ChildCareGroup contract** to cover the cost of children in care for the service period October 1, 2025, through December 31, 2025. The total request is **\$8,892,659**.

- \$585,241 in FY25 Child Care Development Funds
- \$8,307,418 in FY25 Child Care Match Funds

The total contract budget is \$145,400,138 with a performance target of 12,987 average number of children served per day.

RECOMMENDATION: Board ratification to amend ChildCareGroup's FY2026 contract with additional carryforward funds for the specific service period as presented above.

Youth Services – Contract Amendment

This request seeks an additional allocation of funding from multiple sources to the existing **Equus Workforce Solutions Youth Services PY2025 contract** to address the increased cost of training and work-experience opportunities. The total request is **\$431,213**.

- \$300,000 in Workforce Innovation & Opportunity Act (WIOA) Youth funds
- \$131,213 in Summer Earn and Learn (SEAL) Program funds

The total contract budget is \$5,672,155 to serve 818 young adults during the PY2025 contract year; and 153 students with disabilities during the summer months.

RECOMMENDATION: Board authorization to amend Equus Workforce Solutions' PY2025 contract with additional funds as presented above.

Workforce System Operations – Contract Amendment

This request seeks an additional allocation of funding from multiple sources to the existing **FY26 C2 Global Professional Services contract** to support the delivery of comprehensive workforce development services that connect job seekers, employers, and community partners. The total request is **\$3,314,905**.

- \$700,923 in Wagner Peyster Employment Services (ES) funds
- \$1,197,908 in Temporary Assistance for Needy Families (TANF) funds
- \$177,332 in Supplemental Nutrition Assistance Program (SNAP) Education & Training funds
- \$1,238,742 in Reemployment Services and Eligibility Assessment (RESEA) funds

The total contract budget is \$22,465,498. Funds will be used to provide workforce services to eligible customer populations in accordance with each program's statutory and funding requirements.

RECOMMENDATION: Board authorization to amend C2 Global Professional Services' existing contract as presented above.

FY2026 Child Care Local Match Partnership Agreements - Update

- Local Match requirement: \$4,068,945 fully secured to draw federal funding allocation of \$8,137,890
- Grant Period: October 1, 2025 - December 31, 2026
- Match funds are allocated to ChildCareGroup for direct care services unless determined otherwise

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

Local Match Partners	Local Amount	Federal Amount
Dallas ISD	\$1,100,000	\$2,200,000
<i>Dallas College*</i>	\$1,400,000	\$2,800,000
<i>City of Mesquite*</i>	\$ 380,000	\$ 760,000
<i>City of Dallas*</i>	\$ 700,000	\$1,400,000
<i>Richardson ISD*</i>	\$1,000,000	\$2,000,000
<i>Irving ISD*</i>	\$ 150,000	\$ 300,000
Total Local Match Secured	\$4,730,000	\$9,460,000
<i>WFSDallas FY2026 Child Care Local Match Target</i>	<i>\$4,068,945</i>	<i>\$8,137,890</i>
Excess Local Match Amount	\$ 661,055	\$1,322,110

* Partnerships secured and previously approved

- **Excess match in the amount of \$575,000 allocated to assist the following board areas:**

- Workforce Solutions East Texas \$25,000
- Workforce Solutions Gulf Coast \$550,000

RECOMMENDATION: Board authorization to accept the addition of Dallas ISD's contribution for the Local Match agreements as specified above as part of the CCG FY2026 contract to provide direct care for eligible children. WFSDallas provided \$575,000 in excess match to assist the East Texas and Gulf Coast Workforce Boards in meeting their local match requirements.

Procurement & Policy

Connie Rash
Senior Vice President

PROCUREMENT OVERVIEW

We value our relationships with vendors and partners who are interested in contributing to our mission. As a nonprofit and quasi-governmental entity, we adhere strictly to established procurement methods to ensure fairness, transparency, and efficiency in all our business dealings.

Full and Open Competition

All procurement activities at WFSDallas are conducted under the guidelines of full and open competition, consistent with the [Federal Uniform Administrative Requirements](#), and the [Texas Workforce Commission Financial Manual for Grants and Contracts](#) (FMGC). This ensures that all potential vendors have an equal opportunity to participate in our procurement processes.

[Open Procurement Portal](#)

Methods of procurement

WFSDallas follows state and federal rules for procurement. Types of procurement include:

- **Micro-purchase threshold**

These purchases are less than \$10,000

- **Small Purchase**

These purchases do not exceed an annual aggregate of \$250,000

- **Competitive Negotiation Method**

These purchases include services of \$250,000 or more in the annual aggregate.

Procurement Cycle

WFSDallas maintains a four-year cycle on all services solicited. Services solicited are presented to the board for approval with a beginning and ending date with an option to renew for three additional years.

Procurements for 2026

2026 Procurement Advisory and Schedule

We will conduct multiple procurements in 2026, and there are rules for Board and WFSDallas staff communication throughout these processes. We will notify the board when each formal Bid package is published. Bidders are notified of limitations in the formal procurement instructions, and most are very familiar with the process.

As a reminder and in accordance with state and federal rules, the provisions for conflict of interest must be followed. For additional information, please refer to the Texas Workforce Commission's CEO Guide: <https://www.twc.texas.gov/sites/default/files/wf/docs/ceo-guide-twc.pdf>

When procurement is published, you will be directed to our online notification:

<https://www.wfsdallas.com/procurement-opportunities/>

Please feel free to share the link with interested parties, but no other contact is appropriate during active procurement.

Staff will issue the following procurements in **2026**:

Spring 2026	Innovative Projects for Opportunity Youth (Special Projects)
Spring 2026	Child Care Quality
Fall 2026	Internet Service Provider – Data and Voice Services
Fall 2026	Copier Services for Administrative and Workforce Centers

All procurements are posted at: <https://www.wfsdallas.com/procurement-opportunities/>

Additional procurements may be needed based on available funding.

Policy

Background

A primary goal of the Texas Workforce Commission (TWC) is to encourage claimants to obtain suitable work at the earliest possible opportunity. WFSDallas is required by State policy to set a local work search policy (establishing minimum attempts) for all unemployed persons receiving Unemployment Benefits. For many years, WFSDallas maintained a minimum job search set at three attempts, weekly. At the September 2024 Board of Directors' meeting, the Board approved five job search attempts each week for all unemployment recipients and continued in 2025 with five job search requirements. To compare our local workforce board area to other workforce development urban communities:

Workforce Board Area	# of Work Search Required
Capital Area	3
North Central Texas	5
Tarrant County	3
Gulf Coast	3
San Antonio	5
El Paso	3

Policy

The purpose of this policy is to set forth work search requirements for Dallas County unemployment insurance claimants. The Board formulates the number of weekly work searches based on an annual review of the local labor market. A claimant must make at least five weekly work searches. WFSDallas will follow TWC's guidance for the inclusions to work search. WFSDallas will also follow TWC's guidance for the exemptions to work search. Staff have reviewed the current labor market conditions and have determined that there are sufficient jobs in the Dallas/FW Metropolitan Area for individuals to get back to work. It is the recommendation to maintain five work searches for UI claimants.

RECOMMENDATION: Board authorization to approve maintaining five work searches for UI Claimants.

INFORMATION UPDATES

FEBRUARY 2026 | BOARD MEETING

Vocational Rehabilitation

Allison Burns
Business Relations Coordinator

Performance and Economic Snapshot

Richard Perez

Senior Data & Research Manager

Progress

- Some progress seen dislocated worker measurable skills gain is now meeting at 98.42% of goal.
- MSG is trending upwards due to increased efforts with documentation.

Challenges

Not meeting eight measures which include:

- Adult Measurable Skills Gain is not meeting at 64.29% of goal
- Adult Credential Rate is not meeting at 82.17% of goal
- Employers Receiving Texas Talent Assistance not meeting at 88.29% of goal
- Youth Measurable Skills Gain is not meeting at 23.98% of goal.
- Youth Credential Rate is not meeting at 66.73% of goal
- C&T all Credential Rate is not meeting at 83.11% of goal
- Childcare Initial Job Search Success Rate (New) is not meeting at 75.38% of goal.
- Claimant Reemployment within 10 Weeks is not meeting at 84.02% of goal.

Impact Opportunity

New strategies to help project and correct performance to include:

- Dashboard
- Enhanced outreach efforts through Groundworks
- Increased collaboration with community

Economic Snapshot

Texas Labor Participation Rate Year over Year - December



The December 2025 participation rate for Tx is less than December 2024

Labor Participation Definition: The number of all employed and unemployed workers divided against the State's civilian population.

Dallas County Labor Force Statistics

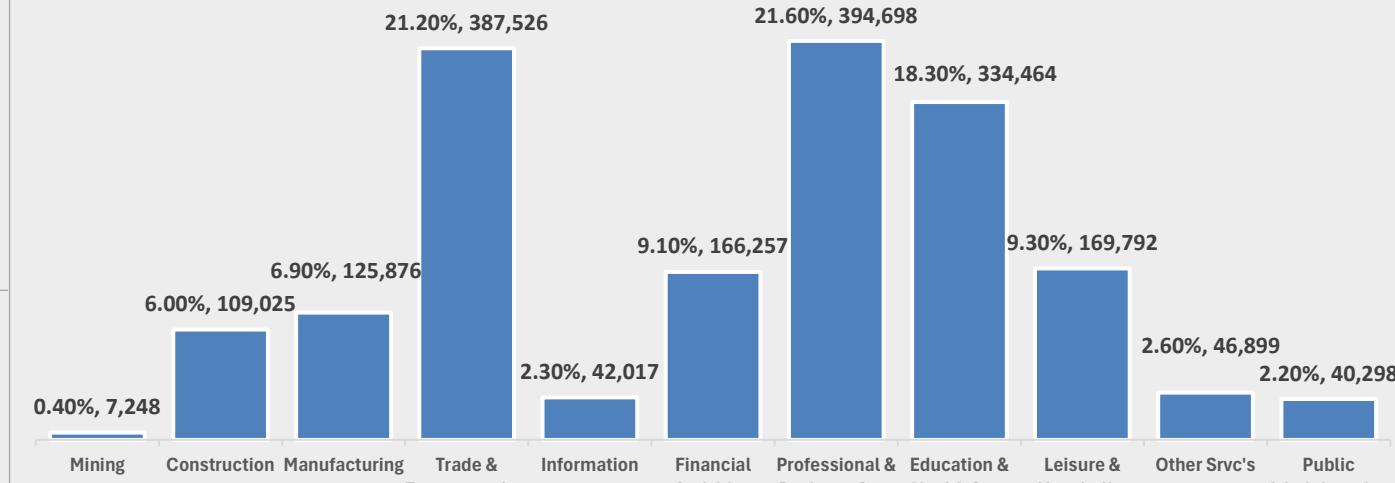
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	1,453,088	1,463,006	1,446,010	7,078
Employed	1,398,490	1,403,256	1,393,040	5,450
Unemployed	54,598	59,750	52,970	1,628
Unemployment Rate	3.8	4.1	3.7	0.1

TX Labor Force Statistics

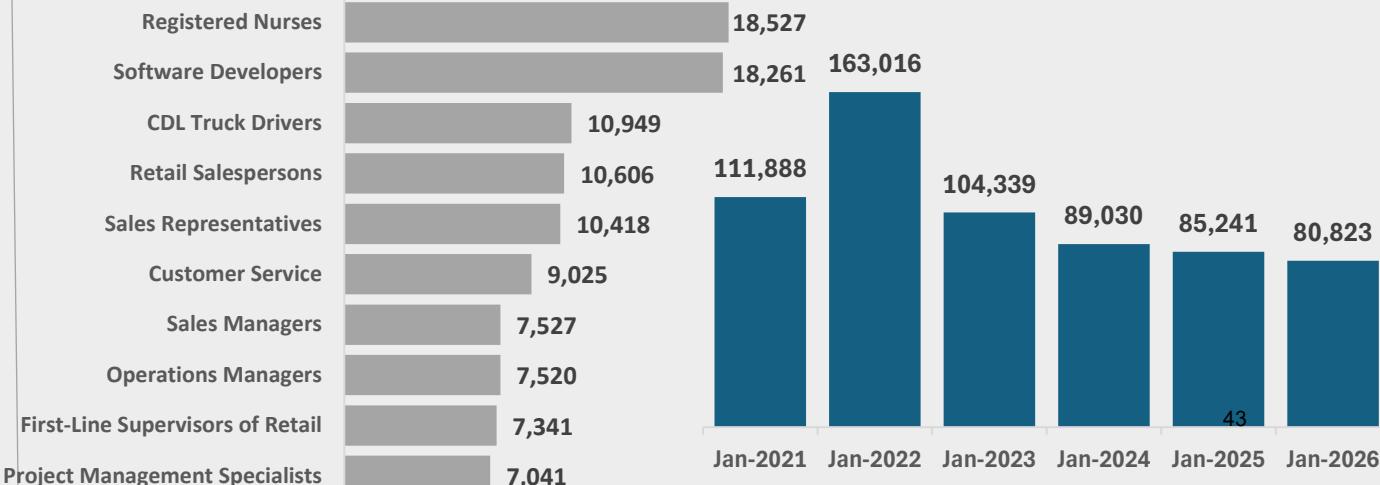
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	15,931,415	16,040,844	15,737,596	193,819
Employed	15,307,152	15,363,268	15,153,794	153,358
Unemployed	624,263	677,576	583,802	40,461
Unemployment Rate	3.9	4.2	3.7	0.2

Texas and Dallas County continued to show over-the-year employment growth, but it is slowing compared to previous months. The number of over the month unemployed from November to December increased for Texas and Dallas. Lightcast job advertisement data for January 2026 shows there were 573,350 active Jobs in Texas and 80,823 for Dallas County.

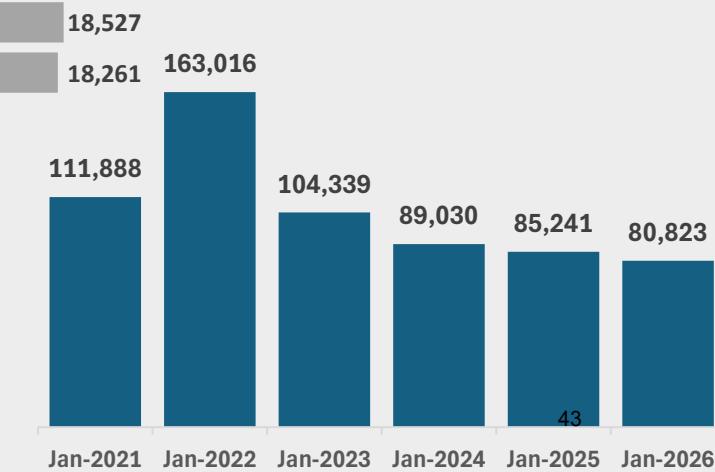
Dallas County Employment by Industry 2nd Quarter 2025



Top Ten Job Opening last 12 months & Median Wage



Dallas County Job Openings January Year Over Year



**December 2025
Board Summary
Report**

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Year-to-Date
Performance Periods

Status Summary

(Number of Measures)

Exceeding Performance (EX): 2

Meeting Performance (MG, AR): 9

Not Meeting Performance (NM): 8

**% Meeting/Exceeding
(EX, MG, AR): 57.89 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the

Meeting Performance range.

Board 6. Greater Dallas

WIOA Outcome Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	MG	98.69%	75.00%	75.00%	74.02%	81.70%	69.49%	94	127	71.23%	74.02%	-	-	7/24	12/24	
Employed Q4 Post Exit - Adult (DOL)	MG	105.26%	73.70%	73.70%	77.58%	76.62%	70.48%	128	165	72.84%	77.58%	-	-	1/24	6/24	
Measurable Skills Gains - Adult (DOL)	NM	77.69%	70.70%	70.70%	54.93%	72.57%	72.43%	78	142	36.17%	54.93%	-	-	7/25	12/25	
Median Earnings Q2 Post Exit - Adult (DOL)	EX	136.70%	\$7,010.00	\$7,010.00	\$9,582.92	\$8,991.04	\$8,519.26	N/A	94	\$9,501.52	\$9,582.92	-	-	7/24	12/24	
Credential Rate - Adult (DOL)	NM	89.36%	78.75%	78.75%	70.37%	74.83%	81.55%	57	81	64.71%	70.37%	-	-	1/24	6/24	
Employed Q2 Post Exit - DW (DOL)	MG	109.07%	77.81%	77.81%	84.87%	81.82%	76.92%	101	119	88.89%	84.87%	-	-	7/24	12/24	
Employed Q4 Post Exit - DW (DOL)	MG	97.77%	82.37%	82.37%	80.53%	84.08%	76.68%	153	190	81.55%	80.53%	-	-	1/24	6/24	
Measurable Skills Gains - DW (DOL)	MG	98.42%	76.00%	76.00%	74.80%	76.32%	73.58%	92	123	45.00%	74.80%	-	-	7/25	12/25	
Median Earnings Q2 Post Exit - DW (DOL)	MG	106.85%	\$9,890.00	\$9,890.00	\$10,567.01	\$10,615.47	\$11,781.69	N/A	101	\$10,548.35	\$10,567.01	-	-	7/24	12/24	
Credential Rate - DW (DOL)	MG	103.36%	77.40%	77.40%	80.00%	69.01%	74.68%	84	105	80.70%	80.00%	-	-	1/24	6/24	
Employed/Enrolled Q2 Post Exit - Youth (DOL)	MG	97.66%	75.32%	75.32%	73.56%	84.19%	71.93%	192	261	72.19%	73.56%	-	-	7/24	12/24	
Employed/Enrolled Q4 Post Exit - Youth (DOL)	MG	100.00%	75.56%	75.56%	75.56%	79.26%	69.76%	303	401	73.60%	75.56%	-	-	1/24	6/24	
Measurable Skills Gains - Youth (DOL)	NM	35.08%	65.30%	65.30%	22.91%	50.64%	45.45%	41	179	14.81%	22.91%	-	-	7/25	12/25	
Median Earnings Q2 Post Exit - Youth (DOL)	EX	121.99%	\$4,770.00	\$4,770.00	\$5,818.70	\$5,855.04	\$4,665.58	N/A	192	\$5,533.00	\$5,818.70	-	-	7/24	12/24	
Credential Rate - Youth (DOL)	NM	62.54%	65.73%	65.73%	41.11%	59.83%	63.93%	37	90	43.86%	41.11%	-	-	1/24	6/24	
Credential Rate - All C&T	NM	86.45%	75.00%	75.00%	64.84%	69.09%	73.55%	177	273	63.01%	64.84%	-	-	1/24	6/24	

Program Participation Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	N/A	N/A	-	12,130	14,236	15,660	800,561	66	12,130	-	-	-	10/25	12/25	11, 13
Childcare Initial Job Search Success Rate	NM	71.98%	64.98%	64.98%	46.77%	60.44%	-	94	201	46.77%	-	-	-	6/25	8/25	
Choices Full Engagement Rate - All Family Total	N/A	N/A	50.00%	50.00%	N/A	-	53.99%	N/A	N/A	N/A	-	-	-	10/25	12/25	5

Notes

5. I|3 is finalizing the visualization for this measure to ensure accuracy.

11. Beginning in BCY'26 with the October 2025 monthly performance, an updated methodology will be used for Avg # Children Served Per Day - Combined.

13. Methodology updates beginning October 2025 to account for TX3C payment data variability results in greater accuracy for current performance. Refresh of targets are in development for consideration.

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Board 6. Greater Dallas

Reemployment/Employer Engagement Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	NM	84.02%	60.70%	60.70%	51.00%	52.20%	56.76%	5,676	11,129	51.00%	-	-	-	7/25	9/25	
Employers Receiving Texas Talent Assistance	NM	88.29%	1,289	5,276	1,138	5,276	8,852	N/A	N/A	1,138	-	-	-	10/25	12/25	

Status Summary

(Number of Measures)

Exceeding Performance (EX): 2

Meeting Performance (MG, AR): 9

Not Meeting Performance (NM): 8

**% Meeting/Exceeding
(EX, MG, AR): 57.89 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* *In the bottom quarter of the
Meeting Performance range.*

Notes

5. IJ3 is finalizing the visualization for this measure to ensure accuracy.

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December 2025 Board Comparison Report

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Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 12

Meeting Performance (MG, AR): 16

Not Meeting Performance (NM): 0

**% Meeting/Exceeding
(EX, MG, AR): 100.00 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Employed Q2 Post Exit - Adult (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	14	106.98%	74.34%	74.34%	79.53%	74.02%	66.01%	171	215	76.80%	79.53%	-	-	7/24	12/24	
10	Borderplex	EX	5	114.66%	78.38%	78.38%	89.87%	85.43%	83.17%	71	79	89.58%	89.87%	-	-	7/24	12/24	
16	Brazos Valley	EX	12	110.56%	75.03%	75.03%	82.95%	77.55%	66.04%	73	88	79.55%	82.95%	-	-	7/24	12/24	
24	Cameron	MG	17	105.92%	75.95%	75.95%	80.45%	81.61%	78.00%	144	179	81.00%	80.45%	-	-	7/24	12/24	
14	Capital Area	EX	11	111.52%	75.03%	75.03%	83.67%	87.22%	72.89%	123	147	81.25%	83.67%	-	-	7/24	12/24	
26	Central Texas	EX	3	117.15%	80.34%	80.34%	94.12%	86.21%	80.12%	32	34	94.44%	94.12%	-	-	7/24	12/24	
22	Coastal Bend	MG	24	101.26%	75.32%	75.32%	76.27%	75.84%	74.48%	90	118	76.79%	76.27%	-	-	7/24	12/24	
12	Concho Valley	EX	7	113.58%	80.71%	80.71%	91.67%	83.93%	75.76%	22	24	100.00%	91.67%	-	-	7/24	12/24	
6	Greater Dallas	MG	26	98.69%	75.00%	75.00%	74.02%	81.70%	69.49%	94	127	71.23%	74.02%	-	-	7/24	12/24	
17	Deep East Texas	MG	15	106.24%	80.24%	80.24%	85.25%	88.37%	80.81%	52	61	74.07%	85.25%	-	-	7/24	12/24	
8	East Texas	MG	23	101.61%	75.99%	75.99%	77.21%	70.53%	72.62%	105	136	81.01%	77.21%	-	-	7/24	12/24	
19	Golden Crescent	MG	27	96.39%	82.28%	82.28%	79.31%	86.11%	69.39%	23	29	70.59%	79.31%	-	-	7/24	12/24	
28	Gulf Coast	MG	25	100.89%	75.03%	75.03%	75.70%	77.18%	74.76%	941	1,243	74.50%	75.70%	-	-	7/24	12/24	
13	Heart of Texas	MG	16	106.08%	81.70%	81.70%	86.67%	94.12%	77.78%	13	15	85.71%	86.67%	-	-	7/24	12/24	
23	Lower Rio Grande Valley	EX	9	111.85%	75.52%	75.52%	84.47%	83.33%	82.22%	136	161	79.31%	84.47%	-	-	7/24	12/24	
27	Middle Rio Grande	EX	10	111.84%	80.24%	80.24%	89.74%	88.75%	72.73%	35	39	88.89%	89.74%	-	-	7/24	12/24	
4	North Central Texas	AR	28	94.52%	75.03%	75.03%	70.92%	72.08%	68.48%	178	251	73.68%	70.92%	-	-	7/24	12/24	
7	Northeast Texas	MG	18	105.16%	82.58%	82.58%	86.84%	73.08%	84.44%	33	38	95.00%	86.84%	-	-	7/24	12/24	
3	North Texas	MG	21	102.96%	81.46%	81.46%	83.87%	86.21%	76.67%	26	31	92.86%	83.87%	-	-	7/24	12/24	
1	Panhandle	MG	20	104.08%	79.37%	79.37%	82.61%	87.21%	84.77%	114	138	92.45%	82.61%	-	-	7/24	12/24	
11	Permian Basin	MG	19	104.50%	76.83%	76.83%	80.29%	78.53%	74.10%	110	137	75.00%	80.29%	-	-	7/24	12/24	
15	Rural Capital Area	EX	4	114.84%	74.93%	74.93%	86.05%	84.46%	75.89%	74	86	86.44%	86.05%	-	-	7/24	12/24	
2	South Plains	EX	2	122.23%	81.81%	81.81%	100.00%	89.80%	82.00%	25	25	100.00%	100.00%	-	-	7/24	12/24	
21	South Texas	EX	1	128.26%	75.03%	75.03%	96.23%	86.44%	74.19%	51	53	93.94%	96.23%	-	-	7/24	12/24	
18	Southeast Texas	EX	6	113.70%	75.68%	75.68%	86.05%	77.22%	73.53%	111	129	84.42%	86.05%	-	-	7/24	12/24	
5	Tarrant County	MG	22	102.09%	75.03%	75.03%	76.60%	72.27%	71.90%	288	376	75.63%	76.60%	-	-	7/24	12/24	
25	Texoma	EX	8	113.02%	79.81%	79.81%	90.20%	88.46%	92.54%	46	51	85.71%	90.20%	-	-	7/24	12/24	
9	West Central Texas	MG	13	108.02%	81.69%	81.69%	88.24%	82.05%	83.05%	45	51	89.29%	88.24%	-	-	7/24	12/24	
99	System	MG	N/A	104.53%	75.90%	75.90%	79.34%	79.04%	75.03%	3,745	4,720	78.85%	79.34%	-	-	7/24	12/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 13

Meeting Performance (MG, AR): 14

Not Meeting Performance (NM): 1

**% Meeting/Exceeding
(EX, MG, AR): 96.43 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Employed Q4 Post Exit - Adult (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	AR	27	94.01%	73.57%	73.57%	69.16%	73.52%	68.38%	157	227	68.93%	69.16%	-	-	1/24	6/24	
10	Borderplex	EX	9	114.12%	76.00%	76.00%	86.73%	89.66%	81.55%	85	98	91.84%	86.73%	-	-	1/24	6/24	
16	Brazos Valley	EX	12	110.76%	72.67%	72.67%	80.49%	73.39%	69.54%	99	123	73.53%	80.49%	-	-	1/24	6/24	
24	Cameron	MG	25	97.48%	79.02%	79.02%	77.03%	79.45%	81.13%	57	74	71.43%	77.03%	-	-	1/24	6/24	
14	Capital Area	EX	2	119.18%	73.87%	73.87%	88.04%	85.33%	72.77%	81	92	87.23%	88.04%	-	-	1/24	6/24	
26	Central Texas	EX	13	110.26%	79.36%	79.36%	87.50%	88.99%	83.53%	14	16	66.67%	87.50%	-	-	1/24	6/24	
22	Coastal Bend	MG	18	103.45%	72.67%	72.67%	75.18%	78.66%	73.77%	106	141	74.63%	75.18%	-	-	1/24	6/24	
12	Concho Valley	MG	21	102.00%	79.07%	79.07%	80.65%	78.79%	88.37%	25	31	72.73%	80.65%	-	-	1/24	6/24	
6	Greater Dallas	MG	17	105.26%	73.70%	73.70%	77.58%	76.62%	70.48%	128	165	72.84%	77.58%	-	-	1/24	6/24	
17	Deep East Texas	MG	14	109.62%	77.34%	77.34%	84.78%	88.04%	73.53%	39	46	86.36%	84.78%	-	-	1/24	6/24	
8	East Texas	MG	24	98.52%	73.75%	73.75%	72.66%	72.13%	72.35%	101	139	66.13%	72.66%	-	-	1/24	6/24	
19	Golden Crescent	MG	15	108.19%	81.23%	81.23%	87.88%	88.16%	71.79%	29	33	84.21%	87.88%	-	-	1/24	6/24	
28	Gulf Coast	MG	22	99.46%	73.67%	73.67%	73.27%	75.26%	71.72%	2,031	2,772	72.05%	73.27%	-	-	1/24	6/24	
13	Heart of Texas	MG	20	102.50%	81.30%	81.30%	83.33%	81.48%	81.82%	5	6	100.00%	83.33%	-	-	1/24	6/24	
23	Lower Rio Grande Valley	EX	8	115.33%	75.23%	75.23%	86.76%	83.54%	70.88%	118	136	88.89%	86.76%	-	-	1/24	6/24	
27	Middle Rio Grande	MG	16	106.59%	80.17%	80.17%	85.45%	97.50%	61.36%	47	55	80.00%	85.45%	-	-	1/24	6/24	
4	North Central Texas	MG	26	95.47%	73.67%	73.67%	70.33%	71.04%	68.71%	256	364	67.49%	70.33%	-	-	1/24	6/24	
7	Northeast Texas	NM	28	89.13%	82.27%	82.27%	73.33%	80.00%	86.96%	11	15	66.67%	73.33%	-	-	1/24	6/24	
3	North Texas	EX	5	117.89%	78.30%	78.30%	92.31%	82.72%	73.47%	36	39	100.00%	92.31%	-	-	1/24	6/24	
1	Panhandle	EX	3	118.63%	76.17%	76.17%	90.36%	85.71%	84.71%	75	83	87.50%	90.36%	-	-	1/24	6/24	
11	Permian Basin	EX	7	117.06%	74.37%	74.37%	87.06%	74.14%	73.75%	74	85	83.72%	87.06%	-	-	1/24	6/24	
15	Rural Capital Area	EX	1	119.45%	73.67%	73.67%	88.00%	76.39%	81.11%	66	75	86.84%	88.00%	-	-	1/24	6/24	
2	South Plains	EX	4	117.90%	81.28%	81.28%	95.83%	84.00%	85.37%	23	24	100.00%	95.83%	-	-	1/24	6/24	
21	South Texas	EX	11	111.29%	76.55%	76.55%	85.19%	89.04%	63.46%	23	27	88.24%	85.19%	-	-	1/24	6/24	
18	Southeast Texas	MG	19	102.90%	73.72%	73.72%	75.86%	79.89%	75.72%	110	145	74.00%	75.86%	-	-	1/24	6/24	
5	Tarrant County	MG	23	99.38%	73.67%	73.67%	73.21%	68.91%	69.58%	317	433	71.23%	73.21%	-	-	1/24	6/24	
25	Texoma	EX	6	117.42%	78.30%	78.30%	91.94%	86.84%	88.31%	57	62	90.32%	91.94%	-	-	1/24	6/24	
9	West Central Texas	EX	10	113.20%	77.30%	77.30%	87.50%	72.55%	83.33%	21	24	87.50%	87.50%	-	-	1/24	6/24	
99	System	MG	N/A	100.86%	76.40%	76.40%	77.06%	77.41%	74.04%	5,147	6,679	74.30%	77.06%	-	-	1/24	6/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 13

Meeting Performance (MG, AR): 11

Not Meeting Performance (NM): 4

**% Meeting/Exceeding
(EX, MG, AR): 85.71 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Measurable Skills Gains - Adult (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	AR	22	93.06%	70.70%	70.70%	65.79%	84.62%	78.57%	25	38	37.93%	65.79%	-	-	7/25	12/25	
10	Borderplex	EX	10	113.15%	70.70%	70.70%	80.00%	74.03%	88.18%	8	10	77.78%	80.00%	-	-	7/25	12/25	
16	Brazos Valley	EX	5	117.86%	70.70%	70.70%	83.33%	76.60%	70.83%	25	30	63.64%	83.33%	-	-	7/25	12/25	
24	Cameron	EX	5	117.86%	70.70%	70.70%	83.33%	79.29%	79.21%	45	54	80.43%	83.33%	-	-	7/25	12/25	
14	Capital Area	NM	26	88.44%	72.60%	72.60%	64.21%	76.83%	66.81%	61	95	36.78%	64.21%	-	-	7/25	12/25	
26	Central Texas	EX	10	113.15%	70.70%	70.70%	80.00%	80.00%	80.23%	8	10	20.00%	80.00%	-	-	7/25	12/25	
22	Coastal Bend	AR	23	92.83%	70.70%	70.70%	65.63%	71.35%	68.02%	42	64	51.72%	65.63%	-	-	7/25	12/25	
12	Concho Valley	EX	3	126.76%	71.00%	71.00%	90.00%	93.33%	88.89%	9	10	100.00%	90.00%	-	-	7/25	12/25	
6	Greater Dallas	NM	27	77.69%	70.70%	70.70%	54.93%	72.57%	72.43%	78	142	36.17%	54.93%	-	-	7/25	12/25	
17	Deep East Texas	MG	15	108.54%	70.70%	70.70%	76.74%	73.86%	73.13%	33	43	63.41%	76.74%	-	-	7/25	12/25	
8	East Texas	EX	12	112.67%	70.70%	70.70%	79.66%	62.07%	62.14%	47	59	45.76%	79.66%	-	-	7/25	12/25	
19	Golden Crescent	MG	18	99.01%	70.70%	70.70%	70.00%	76.92%	65.57%	14	20	55.56%	70.00%	-	-	7/25	12/25	
28	Gulf Coast	NM	25	89.89%	70.70%	70.70%	63.55%	79.26%	73.05%	483	760	48.86%	63.55%	-	-	7/25	12/25	
13	Heart of Texas	EX	1	141.44%	70.70%	70.70%	100.00%	77.27%	75.00%	8	8	62.50%	100.00%	-	-	7/25	12/25	
23	Lower Rio Grande Valley	EX	13	110.44%	70.70%	70.70%	78.08%	78.13%	76.21%	114	146	61.64%	78.08%	-	-	7/25	12/25	
27	Middle Rio Grande	EX	2	127.30%	70.70%	70.70%	90.00%	87.93%	81.16%	27	30	86.67%	90.00%	-	-	7/25	12/25	
4	North Central Texas	AR	21	93.73%	70.70%	70.70%	66.27%	80.20%	68.42%	55	83	48.61%	66.27%	-	-	7/25	12/25	
7	Northeast Texas	MG	17	100.18%	70.70%	70.70%	70.83%	80.00%	81.33%	34	48	57.45%	70.83%	-	-	7/25	12/25	
3	North Texas	MG	19	97.92%	70.70%	70.70%	69.23%	78.26%	61.54%	18	26	50.00%	69.23%	-	-	7/25	12/25	
1	Panhandle	NM	28	77.33%	70.70%	70.70%	54.67%	77.17%	71.96%	41	75	37.88%	54.67%	-	-	7/25	12/25	
11	Permian Basin	AR	23	92.83%	70.70%	70.70%	65.63%	84.34%	67.68%	42	64	43.55%	65.63%	-	-	7/25	12/25	
15	Rural Capital Area	MG	16	101.67%	70.70%	70.70%	71.88%	70.83%	67.77%	69	96	49.40%	71.88%	-	-	7/25	12/25	
2	South Plains	EX	4	123.20%	70.70%	70.70%	87.10%	95.31%	87.27%	27	31	80.00%	87.10%	-	-	7/25	12/25	
21	South Texas	AR	20	94.30%	70.70%	70.70%	66.67%	100.00%	90.91%	20	30	64.29%	66.67%	-	-	7/25	12/25	
18	Southeast Texas	EX	9	115.13%	70.70%	70.70%	81.40%	91.67%	87.93%	35	43	22.22%	81.40%	-	-	7/25	12/25	
5	Tarrant County	MG	14	108.98%	70.70%	70.70%	77.05%	82.81%	86.18%	94	122	43.88%	77.05%	-	-	7/25	12/25	
25	Texoma	EX	8	116.05%	70.70%	70.70%	82.05%	77.23%	74.07%	32	39	41.67%	82.05%	-	-	7/25	12/25	
9	West Central Texas	EX	5	117.86%	70.70%	70.70%	83.33%	80.00%	88.89%	10	12	66.67%	83.33%	-	-	7/25	12/25	
99	System	NM	N/A	93.58%	72.10%	72.10%	67.47%	77.06%	72.19%	1,537	2,278	48.41%	67.47%	-	-	7/25	12/25	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 18

Meeting Performance (MG, AR): 8

Not Meeting Performance (NM): 2

**% Meeting/Exceeding
(EX, MG, AR): 92.86 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Median Earnings Q2 Post Exit - Adult (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	22	101.15%	\$7,000.00	\$7,000.00	\$7,080.50	\$7,491.10	\$6,512.90	N/A	171	\$7,003.32	\$7,080.50	-	-	7/24	12/24	
10	Borderplex	MG	23	99.86%	\$8,800.00	\$8,800.00	\$8,787.32	\$11,307.66	\$15,132.35	N/A	71	\$9,417.00	\$8,787.32	-	-	7/24	12/24	
16	Brazos Valley	AR	26	91.57%	\$7,100.00	\$7,100.00	\$6,501.38	\$7,640.68	\$6,592.47	N/A	73	\$7,151.02	\$6,501.38	-	-	7/24	12/24	
24	Cameron	EX	4	141.62%	\$7,590.00	\$7,590.00	\$10,748.69	\$7,415.55	\$10,247.89	N/A	144	\$13,490.26	\$10,748.69	-	-	7/24	12/24	
14	Capital Area	EX	9	128.97%	\$8,530.00	\$8,530.00	\$11,000.92	\$9,610.15	\$9,622.50	N/A	123	\$10,313.99	\$11,000.92	-	-	7/24	12/24	
26	Central Texas	EX	3	146.28%	\$9,200.00	\$9,200.00	\$13,457.41	\$11,216.89	\$10,091.36	N/A	32	\$15,450.52	\$13,457.41	-	-	7/24	12/24	
22	Coastal Bend	EX	10	126.05%	\$7,100.00	\$7,100.00	\$8,949.38	\$8,299.36	\$8,954.89	N/A	90	\$9,230.76	\$8,949.38	-	-	7/24	12/24	
12	Concho Valley	EX	14	115.38%	\$7,490.00	\$7,490.00	\$8,642.17	\$7,878.23	\$7,580.33	N/A	22	\$7,571.34	\$8,642.17	-	-	7/24	12/24	
6	Greater Dallas	EX	7	136.70%	\$7,010.00	\$7,010.00	\$9,582.92	\$8,991.04	\$8,519.26	N/A	94	\$9,501.52	\$9,582.92	-	-	7/24	12/24	
17	Deep East Texas	MG	21	101.44%	\$7,100.00	\$7,100.00	\$7,202.21	\$7,987.30	\$7,318.98	N/A	52	\$6,504.13	\$7,202.21	-	-	7/24	12/24	
8	East Texas	AR	25	93.26%	\$7,000.00	\$7,000.00	\$6,527.88	\$5,897.24	\$6,554.85	N/A	105	\$6,332.72	\$6,527.88	-	-	7/24	12/24	
19	Golden Crescent	NM	28	83.94%	\$8,520.00	\$8,520.00	\$7,151.31	\$7,756.05	\$10,145.91	N/A	23	\$9,338.50	\$7,151.31	-	-	7/24	12/24	
28	Gulf Coast	EX	13	118.57%	\$7,100.00	\$7,100.00	\$8,418.72	\$7,076.87	\$6,536.16	N/A	941	\$8,292.15	\$8,418.72	-	-	7/24	12/24	
13	Heart of Texas	NM	27	86.80%	\$8,220.00	\$8,220.00	\$7,135.14	\$6,803.42	\$12,962.84	N/A	13	\$5,413.59	\$7,135.14	-	-	7/24	12/24	
23	Lower Rio Grande Valley	MG	19	109.93%	\$7,310.00	\$7,310.00	\$8,036.21	\$8,377.93	\$8,097.14	N/A	136	\$8,178.67	\$8,036.21	-	-	7/24	12/24	
27	Middle Rio Grande	EX	1	173.48%	\$8,330.00	\$8,330.00	\$14,450.56	\$10,802.46	\$7,197.27	N/A	35	\$11,946.00	\$14,450.56	-	-	7/24	12/24	
4	North Central Texas	EX	15	112.73%	\$7,100.00	\$7,100.00	\$8,003.63	\$7,905.66	\$7,386.47	N/A	178	\$7,899.94	\$8,003.63	-	-	7/24	12/24	
7	Northeast Texas	EX	5	137.22%	\$8,110.00	\$8,110.00	\$11,128.73	\$12,284.49	\$10,550.32	N/A	33	\$10,628.27	\$11,128.73	-	-	7/24	12/24	
3	North Texas	MG	24	97.16%	\$7,000.00	\$7,000.00	\$6,800.95	\$8,425.71	\$7,361.23	N/A	26	\$7,309.02	\$6,800.95	-	-	7/24	12/24	
1	Panhandle	EX	18	110.08%	\$8,480.00	\$8,480.00	\$9,334.37	\$11,368.35	\$11,433.80	N/A	114	\$10,800.00	\$9,334.37	-	-	7/24	12/24	
11	Permian Basin	EX	8	130.55%	\$7,750.00	\$7,750.00	\$10,117.98	\$9,140.00	\$9,071.73	N/A	110	\$9,660.60	\$10,117.98	-	-	7/24	12/24	
15	Rural Capital Area	EX	2	148.04%	\$7,330.00	\$7,330.00	\$10,851.13	\$9,516.27	\$8,545.61	N/A	74	\$10,500.00	\$10,851.13	-	-	7/24	12/24	
2	South Plains	EX	17	110.70%	\$7,360.00	\$7,360.00	\$8,147.57	\$9,926.75	\$9,789.66	N/A	25	\$4,826.66	\$8,147.57	-	-	7/24	12/24	
21	South Texas	EX	6	137.19%	\$7,440.00	\$7,440.00	\$10,207.25	\$9,023.46	\$8,200.89	N/A	51	\$10,610.60	\$10,207.25	-	-	7/24	12/24	
18	Southeast Texas	EX	16	112.44%	\$7,100.00	\$7,100.00	\$7,983.00	\$8,408.20	\$6,187.50	N/A	111	\$8,100.00	\$7,983.00	-	-	7/24	12/24	
5	Tarrant County	EX	12	122.08%	\$7,100.00	\$7,100.00	\$8,667.59	\$7,874.19	\$7,131.79	N/A	288	\$8,648.51	\$8,667.59	-	-	7/24	12/24	
25	Texoma	EX	11	122.76%	\$8,600.00	\$8,600.00	\$10,557.51	\$13,138.00	\$13,528.68	N/A	46	\$9,695.19	\$10,557.51	-	-	7/24	12/24	
9	West Central Texas	MG	20	104.49%	\$7,140.00	\$7,140.00	\$7,460.25	\$8,249.19	\$6,996.94	N/A	45	\$7,518.23	\$7,460.25	-	-	7/24	12/24	
99	System	MG	N/A	103.73%	\$8,468.00	\$8,468.00	\$8,783.45	\$8,088.46	\$7,847.33	N/A	3,745	\$9,065.19	\$8,783.45	-	-	7/24	12/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 1

Meeting Performance (MG, AR): 19

Not Meeting Performance (NM): 8

**% Meeting/Exceeding
(EX, MG, AR): 71.43 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Credential Rate - Adult (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	11	101.52%	76.96%	76.96%	78.13%	71.20%	62.42%	25	32	81.82%	78.13%	-	-	1/24	6/24	
10	Borderplex	AR	18	92.81%	80.81%	80.81%	75.00%	80.39%	88.06%	39	52	80.65%	75.00%	-	-	1/24	6/24	
16	Brazos Valley	NM	23	87.59%	72.11%	72.11%	63.16%	72.41%	71.43%	24	38	68.75%	63.16%	-	-	1/24	6/24	
24	Cameron	MG	10	102.94%	85.00%	85.00%	87.50%	84.65%	87.58%	63	72	80.95%	87.50%	-	-	1/24	6/24	
14	Capital Area	AR	17	92.92%	74.61%	74.61%	69.33%	65.63%	72.43%	52	75	65.79%	69.33%	-	-	1/24	6/24	
26	Central Texas	AR	13	93.45%	78.47%	78.47%	73.33%	96.91%	82.91%	11	15	83.33%	73.33%	-	-	1/24	6/24	
22	Coastal Bend	AR	19	92.20%	73.56%	73.56%	67.82%	66.40%	62.79%	59	87	71.43%	67.82%	-	-	1/24	6/24	
12	Concho Valley	MG	4	106.87%	76.56%	76.56%	81.82%	85.71%	72.00%	9	11	66.67%	81.82%	-	-	1/24	6/24	
6	Greater Dallas	NM	21	89.36%	78.75%	78.75%	70.37%	74.83%	81.55%	57	81	64.71%	70.37%	-	-	1/24	6/24	
17	Deep East Texas	MG	2	107.30%	80.77%	80.77%	86.67%	77.36%	72.22%	26	30	100.00%	86.67%	-	-	1/24	6/24	
8	East Texas	MG	7	104.66%	75.55%	75.55%	79.07%	64.29%	66.67%	34	43	78.95%	79.07%	-	-	1/24	6/24	
19	Golden Crescent	MG	9	103.73%	78.88%	78.88%	81.82%	65.12%	80.00%	18	22	91.67%	81.82%	-	-	1/24	6/24	
28	Gulf Coast	NM	24	87.19%	72.11%	72.11%	62.87%	59.57%	56.17%	596	948	61.63%	62.87%	-	-	1/24	6/24	
13	Heart of Texas	AR	14	93.15%	71.57%	71.57%	66.67%	88.89%	71.43%	2	3	0.00%	66.67%	-	-	1/24	6/24	
23	Lower Rio Grande Valley	NM	22	89.33%	85.00%	85.00%	75.93%	81.99%	86.30%	82	108	87.50%	75.93%	-	-	1/24	6/24	
27	Middle Rio Grande	MG	8	103.77%	83.35%	83.35%	86.49%	96.77%	96.43%	32	37	85.71%	86.49%	-	-	1/24	6/24	
4	North Central Texas	AR	20	91.06%	71.11%	71.11%	64.75%	59.59%	68.53%	90	139	61.80%	64.75%	-	-	1/24	6/24	
7	Northeast Texas	AR	15	93.04%	78.17%	78.17%	72.73%	89.66%	77.78%	8	11	66.67%	72.73%	-	-	1/24	6/24	
3	North Texas	NM	27	81.95%	81.35%	81.35%	66.67%	86.00%	72.09%	14	21	85.71%	66.67%	-	-	1/24	6/24	
1	Panhandle	MG	6	105.11%	79.28%	79.28%	83.33%	83.08%	80.60%	60	72	76.67%	83.33%	-	-	1/24	6/24	
11	Permian Basin	AR	16	92.98%	74.82%	74.82%	69.57%	62.99%	71.25%	48	69	61.54%	69.57%	-	-	1/24	6/24	
15	Rural Capital Area	NM	25	86.72%	82.37%	82.37%	71.43%	73.47%	55.26%	20	28	58.33%	71.43%	-	-	1/24	6/24	
2	South Plains	NM	28	78.79%	82.78%	82.78%	65.22%	83.67%	87.50%	15	23	66.67%	65.22%	-	-	1/24	6/24	
21	South Texas	NM	26	85.56%	85.00%	85.00%	72.73%	88.57%	95.45%	16	22	66.67%	72.73%	-	-	1/24	6/24	
18	Southeast Texas	AR	12	93.67%	80.07%	80.07%	75.00%	80.00%	74.39%	36	48	68.75%	75.00%	-	-	1/24	6/24	
5	Tarrant County	MG	3	106.98%	71.11%	71.11%	76.07%	75.96%	71.98%	124	163	83.10%	76.07%	-	-	1/24	6/24	
25	Texoma	MG	5	105.56%	77.89%	77.89%	82.22%	75.00%	85.71%	37	45	86.36%	82.22%	-	-	1/24	6/24	
9	West Central Texas	EX	1	125.39%	79.75%	79.75%	100.00%	92.00%	93.75%	5	5	100.00%	100.00%	-	-	1/24	6/24	
99	System	NM	N/A	94.55%	72.90%	72.90%	68.93%	70.44%	70.24%	1,648	2,391	68.84%	68.93%	-	-	1/24	6/24	

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Status Summary (Number of Boards)

Exceeding Performance (EX): 12

Meeting Performance (MG, AR): 15

Not Meeting Performance (NM): 1

**% Meeting/Exceeding
(EX, MG, AR): 96.43 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the

Meeting Performance range.

Employed Q2 Post Exit - DW (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	13	109.98%	78.28%	78.28%	86.09%	82.72%	78.73%	99	115	81.48%	86.09%	-	-	7/24	12/24	
10	Borderplex	MG	15	109.20%	81.06%	81.06%	88.52%	78.70%	76.19%	54	61	88.00%	88.52%	-	-	7/24	12/24	
16	Brazos Valley	EX	9	112.25%	80.99%	80.99%	90.91%	87.72%	70.00%	20	22	100.00%	90.91%	-	-	7/24	12/24	
24	Cameron	MG	14	109.87%	82.35%	82.35%	90.48%	100.00%	100.00%	19	21	77.78%	90.48%	-	-	7/24	12/24	
14	Capital Area	EX	6	114.89%	80.08%	80.08%	92.00%	92.86%	70.00%	23	25	94.12%	92.00%	-	-	7/24	12/24	
26	Central Texas	EX	5	115.99%	79.72%	79.72%	92.47%	91.07%	80.53%	86	93	88.14%	92.47%	-	-	7/24	12/24	
22	Coastal Bend	AR	26	90.75%	80.80%	80.80%	73.33%	80.36%	82.35%	33	45	87.50%	73.33%	-	-	7/24	12/24	
12	Concho Valley	MG	19	106.25%	82.35%	82.35%	87.50%	83.33%	90.91%	14	16	75.00%	87.50%	-	-	7/24	12/24	
6	Greater Dallas	MG	16	109.07%	77.81%	77.81%	84.87%	81.82%	76.92%	101	119	88.89%	84.87%	-	-	7/24	12/24	
17	Deep East Texas	EX	2	121.43%	82.35%	82.35%	100.00%	84.62%	72.41%	14	14	100.00%	100.00%	-	-	7/24	12/24	
8	East Texas	AR	24	94.46%	77.78%	77.78%	73.47%	78.26%	71.77%	36	49	65.52%	73.47%	-	-	7/24	12/24	
19	Golden Crescent	MG	23	99.25%	81.56%	81.56%	80.95%	84.85%	78.13%	17	21	78.57%	80.95%	-	-	7/24	12/24	
28	Gulf Coast	MG	20	104.16%	78.80%	78.80%	82.08%	83.24%	73.00%	174	212	84.92%	82.08%	-	-	7/24	12/24	
13	Heart of Texas	MG	21	103.31%	79.71%	79.71%	82.35%	85.00%	93.33%	28	34	80.95%	82.35%	-	-	7/24	12/24	
23	Lower Rio Grande Valley	EX	10	111.72%	82.35%	82.35%	92.00%	89.66%	86.67%	46	50	92.59%	92.00%	-	-	7/24	12/24	
27	Middle Rio Grande	EX	4	117.10%	82.35%	82.35%	96.43%	93.55%	67.74%	27	28	100.00%	96.43%	-	-	7/24	12/24	
4	North Central Texas	MG	22	101.79%	78.78%	78.78%	80.19%	68.93%	74.68%	85	106	80.77%	80.19%	-	-	7/24	12/24	
7	Northeast Texas	AR	25	91.07%	82.35%	82.35%	75.00%	86.96%	81.82%	6	8	75.00%	75.00%	-	-	7/24	12/24	
3	North Texas	EX	7	113.33%	82.35%	82.35%	93.33%	90.00%	68.75%	14	15	100.00%	93.33%	-	-	7/24	12/24	
1	Panhandle	EX	12	110.39%	82.35%	82.35%	90.91%	95.00%	82.69%	10	11	100.00%	90.91%	-	-	7/24	12/24	
11	Permian Basin	AR	27	90.30%	82.35%	82.35%	74.36%	84.78%	75.73%	29	39	68.18%	74.36%	-	-	7/24	12/24	
15	Rural Capital Area	EX	1	126.94%	78.78%	78.78%	100.00%	80.00%	87.04%	24	24	100.00%	100.00%	-	-	7/24	12/24	
2	South Plains	EX	2	121.43%	82.35%	82.35%	100.00%	81.25%	82.35%	24	24	100.00%	100.00%	-	-	7/24	12/24	
21	South Texas	MG	18	107.07%	81.72%	81.72%	87.50%	97.14%	86.21%	14	16	66.67%	87.50%	-	-	7/24	12/24	
18	Southeast Texas	EX	11	110.97%	78.85%	78.85%	87.50%	88.37%	85.00%	21	24	93.33%	87.50%	-	-	7/24	12/24	
5	Tarrant County	MG	17	107.52%	78.14%	78.14%	84.02%	75.25%	76.88%	184	219	82.79%	84.02%	-	-	7/24	12/24	
25	Texoma	NM	28	68.63%	80.95%	80.95%	55.56%	80.00%	50.00%	5	9	25.00%	55.56%	-	-	7/24	12/24	
9	West Central Texas	EX	8	112.76%	82.35%	82.35%	92.86%	100.00%	84.62%	13	14	90.00%	92.86%	-	-	7/24	12/24	
99	System	MG	N/A	104.51%	75.60%	75.60%	79.01%	79.04%	70.09%	1,649	2,087	80.58%	79.01%	-	-	7/24	12/24	

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Status Summary (Number of Boards)

Exceeding Performance (EX): 10

Meeting Performance (MG, AR): 16

Not Meeting Performance (NM): 2

**% Meeting/Exceeding
(EX, MG, AR): 92.86 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Employed Q4 Post Exit - DW (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	18	101.03%	82.81%	82.81%	83.66%	84.55%	75.55%	128	153	86.75%	83.66%	-	-	1/24	6/24	
10	Borderplex	MG	22	98.00%	79.53%	79.53%	77.94%	87.30%	57.69%	53	68	84.62%	77.94%	-	-	1/24	6/24	
16	Brazos Valley	EX	9	111.08%	80.72%	80.72%	89.66%	73.47%	66.15%	26	29	66.67%	89.66%	-	-	1/24	6/24	
24	Cameron	EX	2	120.00%	83.33%	83.33%	100.00%	100.00%	83.33%	7	7	N/A	100.00%	-	-	1/24	6/24	
14	Capital Area	EX	10	110.73%	85.00%	85.00%	94.12%	90.00%	74.07%	16	17	88.89%	94.12%	-	-	1/24	6/24	
26	Central Texas	EX	4	112.52%	81.66%	81.66%	91.88%	86.86%	76.84%	181	197	90.59%	91.88%	-	-	1/24	6/24	
22	Coastal Bend	AR	25	93.87%	79.90%	79.90%	75.00%	79.63%	82.11%	24	32	63.64%	75.00%	-	-	1/24	6/24	
12	Concho Valley	MG	14	106.95%	85.00%	85.00%	90.91%	100.00%	76.92%	10	11	66.67%	90.91%	-	-	1/24	6/24	
6	Greater Dallas	MG	23	97.77%	82.37%	82.37%	80.53%	84.08%	76.68%	153	190	81.55%	80.53%	-	-	1/24	6/24	
17	Deep East Texas	MG	12	107.91%	80.32%	80.32%	86.67%	84.00%	75.00%	13	15	85.71%	86.67%	-	-	1/24	6/24	
8	East Texas	NM	28	88.32%	79.26%	79.26%	70.00%	79.09%	76.84%	21	30	66.67%	70.00%	-	-	1/24	6/24	
19	Golden Crescent	MG	21	99.59%	80.33%	80.33%	80.00%	87.88%	81.82%	12	15	66.67%	80.00%	-	-	1/24	6/24	
28	Gulf Coast	MG	20	99.77%	79.37%	79.37%	79.19%	80.42%	74.87%	137	173	78.67%	79.19%	-	-	1/24	6/24	
13	Heart of Texas	MG	11	109.52%	78.26%	78.26%	85.71%	75.00%	86.36%	12	14	100.00%	85.71%	-	-	1/24	6/24	
23	Lower Rio Grande Valley	MG	13	107.41%	85.00%	85.00%	91.30%	87.30%	75.26%	42	46	88.46%	91.30%	-	-	1/24	6/24	
27	Middle Rio Grande	EX	5	112.40%	84.52%	84.52%	95.00%	91.89%	77.78%	19	20	88.89%	95.00%	-	-	1/24	6/24	
4	North Central Texas	NM	27	89.44%	78.97%	78.97%	70.63%	72.28%	73.82%	113	160	73.47%	70.63%	-	-	1/24	6/24	
7	Northeast Texas	MG	19	100.84%	85.00%	85.00%	85.71%	83.33%	79.37%	12	14	83.33%	85.71%	-	-	1/24	6/24	
3	North Texas	EX	7	111.35%	82.90%	82.90%	92.31%	82.14%	83.33%	12	13	100.00%	92.31%	-	-	1/24	6/24	
1	Panhandle	MG	15	106.72%	81.99%	81.99%	87.50%	88.46%	79.03%	7	8	100.00%	87.50%	-	-	1/24	6/24	
11	Permian Basin	EX	6	111.98%	79.90%	79.90%	89.47%	78.67%	82.18%	17	19	83.33%	89.47%	-	-	1/24	6/24	
15	Rural Capital Area	EX	8	111.17%	79.96%	79.96%	88.89%	80.00%	71.43%	8	9	100.00%	88.89%	-	-	1/24	6/24	
2	South Plains	MG	16	105.88%	85.00%	85.00%	90.00%	73.33%	100.00%	9	10	75.00%	90.00%	-	-	1/24	6/24	
21	South Texas	EX	1	123.02%	81.29%	81.29%	100.00%	82.35%	81.25%	15	15	100.00%	100.00%	-	-	1/24	6/24	
18	Southeast Texas	MG	17	105.60%	80.49%	80.49%	85.00%	82.98%	79.59%	17	20	90.00%	85.00%	-	-	1/24	6/24	
5	Tarrant County	AR	26	93.71%	79.54%	79.54%	74.54%	76.96%	71.95%	161	216	71.09%	74.54%	-	-	1/24	6/24	
25	Texoma	MG	24	96.51%	82.89%	82.89%	80.00%	80.00%	33.33%	8	10	80.00%	80.00%	-	-	1/24	6/24	
9	West Central Texas	EX	3	117.65%	85.00%	85.00%	100.00%	100.00%	90.00%	8	8	100.00%	100.00%	-	-	1/24	6/24	
99	System	MG	N/A	98.01%	77.90%	77.90%	76.35%	81.09%	69.64%	1,682	2,203	75.96%	76.35%	-	-	1/24	6/24	

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Status Summary (Number of Boards)

Exceeding Performance (EX): 11

Meeting Performance (MG, AR): 7

Not Meeting Performance (NM): 10

**% Meeting/Exceeding
(EX, MG, AR): 64.29 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Measurable Skills Gains - DW (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	NM	19	89.01%	76.00%	76.00%	67.65%	85.71%	76.00%	23	34	44.00%	67.65%	-	-	7/25	12/25	
10	Borderplex	NM	20	87.72%	76.00%	76.00%	66.67%	86.21%	81.67%	6	9	75.00%	66.67%	-	-	7/25	12/25	
16	Brazos Valley	EX	11	111.34%	76.00%	76.00%	84.62%	70.59%	66.67%	11	13	80.00%	84.62%	-	-	7/25	12/25	
24	Cameron	MG	13	107.14%	80.00%	80.00%	85.71%	75.00%	69.23%	12	14	83.33%	85.71%	-	-	7/25	12/25	
14	Capital Area	NM	24	65.79%	76.00%	76.00%	50.00%	73.68%	66.67%	8	16	16.67%	50.00%	-	-	7/25	12/25	
26	Central Texas	AR	17	91.09%	76.00%	76.00%	69.23%	87.50%	93.72%	9	13	53.85%	69.23%	-	-	7/25	12/25	
22	Coastal Bend	NM	25	60.72%	76.00%	76.00%	46.15%	76.19%	74.47%	6	13	38.46%	46.15%	-	-	7/25	12/25	
12	Concho Valley	EX	8	118.42%	76.00%	76.00%	90.00%	100.00%	100.00%	9	10	85.71%	90.00%	-	-	7/25	12/25	
6	Greater Dallas	MG	15	98.42%	76.00%	76.00%	74.80%	76.32%	73.58%	92	123	45.00%	74.80%	-	-	7/25	12/25	
17	Deep East Texas	EX	1	131.58%	76.00%	76.00%	100.00%	94.44%	76.47%	3	3	50.00%	100.00%	-	-	7/25	12/25	
8	East Texas	AR	18	90.46%	76.00%	76.00%	68.75%	68.97%	65.96%	11	16	50.00%	68.75%	-	-	7/25	12/25	
19	Golden Crescent	NM	28	0.00%	76.00%	76.00%	0.00%	77.78%	77.78%	0	2	0.00%	0.00%	-	-	7/25	12/25	
28	Gulf Coast	NM	22	82.64%	76.00%	76.00%	62.81%	76.82%	74.16%	76	121	47.46%	62.81%	-	-	7/25	12/25	
13	Heart of Texas	EX	5	128.90%	77.58%	77.58%	100.00%	75.00%	54.55%	3	3	66.67%	100.00%	-	-	7/25	12/25	
23	Lower Rio Grande Valley	EX	7	125.59%	76.00%	76.00%	95.45%	85.42%	89.22%	21	22	95.45%	95.45%	-	-	7/25	12/25	
27	Middle Rio Grande	EX	10	112.22%	76.00%	76.00%	85.29%	92.31%	82.35%	29	34	56.00%	85.29%	-	-	7/25	12/25	
4	North Central Texas	MG	12	107.89%	76.00%	76.00%	82.00%	77.60%	70.25%	41	50	61.36%	82.00%	-	-	7/25	12/25	
7	Northeast Texas	EX	6	128.50%	77.82%	77.82%	100.00%	100.00%	84.21%	2	2	50.00%	100.00%	-	-	7/25	12/25	
3	North Texas	MG	14	102.34%	76.00%	76.00%	77.78%	81.82%	82.35%	7	9	50.00%	77.78%	-	-	7/25	12/25	
1	Panhandle	NM	23	70.17%	76.00%	76.00%	53.33%	78.57%	71.43%	8	15	46.15%	53.33%	-	-	7/25	12/25	
11	Permian Basin	AR	16	93.99%	76.00%	76.00%	71.43%	77.78%	77.14%	10	14	54.55%	71.43%	-	-	7/25	12/25	
15	Rural Capital Area	NM	26	57.57%	76.00%	76.00%	43.75%	70.97%	80.77%	7	16	60.00%	43.75%	-	-	7/25	12/25	
2	South Plains	EX	1	131.58%	76.00%	76.00%	100.00%	100.00%	100.00%	4	4	100.00%	100.00%	-	-	7/25	12/25	
21	South Texas	NM	21	85.53%	76.00%	76.00%	65.00%	96.43%	90.00%	13	20	85.71%	65.00%	-	-	7/25	12/25	
18	Southeast Texas	EX	1	131.58%	76.00%	76.00%	100.00%	94.74%	90.91%	7	7	71.43%	100.00%	-	-	7/25	12/25	
5	Tarrant County	EX	9	112.78%	76.00%	76.00%	85.71%	90.48%	90.00%	42	49	70.45%	85.71%	-	-	7/25	12/25	
25	Texoma	NM	27	20.04%	83.20%	83.20%	16.67%	100.00%	88.89%	1	6	25.00%	16.67%	-	-	7/25	12/25	
9	West Central Texas	EX	1	131.58%	76.00%	76.00%	100.00%	60.00%	90.91%	3	3	66.67%	100.00%	-	-	7/25	12/25	
99	System	NM	N/A	86.08%	79.50%	79.50%	68.43%	76.32%	77.73%	492	719	52.50%	68.43%	-	-	7/25	12/25	

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Status Summary (Number of Boards)

Exceeding Performance (EX): 15

Meeting Performance (MG, AR): 9

Not Meeting Performance (NM): 4

**% Meeting/Exceeding
(EX, MG, AR): 85.71 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the

Meeting Performance range.

Median Earnings Q2 Post Exit - DW (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	EX	15	111.10%	\$9,750.00	\$9,750.00	\$10,832.73	\$10,556.25	\$10,426.62	N/A	99	\$10,622.37	\$10,832.73	-	-	7/24	12/24	
10	Borderplex	AR	24	94.08%	\$9,640.00	\$9,640.00	\$9,069.70	\$11,813.61	\$12,400.86	N/A	54	\$8,461.92	\$9,069.70	-	-	7/24	12/24	
16	Brazos Valley	MG	21	100.40%	\$9,720.00	\$9,720.00	\$9,758.77	\$10,404.34	\$8,865.37	N/A	20	\$9,283.95	\$9,758.77	-	-	7/24	12/24	
24	Cameron	MG	18	104.51%	\$9,660.00	\$9,660.00	\$10,095.63	\$9,038.29	\$14,942.50	N/A	19	\$10,095.63	\$10,095.63	-	-	7/24	12/24	
14	Capital Area	EX	1	161.32%	\$11,100.00	\$11,100.00	\$17,906.96	\$16,346.15	\$13,353.86	N/A	23	\$18,953.47	\$17,906.96	-	-	7/24	12/24	
26	Central Texas	EX	5	132.98%	\$10,370.00	\$10,370.00	\$13,790.12	\$13,455.68	\$13,454.00	N/A	86	\$13,790.12	\$13,790.12	-	-	7/24	12/24	
22	Coastal Bend	MG	20	101.85%	\$9,680.00	\$9,680.00	\$9,858.80	\$13,386.01	\$12,180.69	N/A	33	\$9,858.80	\$9,858.80	-	-	7/24	12/24	
12	Concho Valley	EX	10	121.94%	\$10,810.00	\$10,810.00	\$13,181.70	\$11,946.00	\$9,569.53	N/A	14	\$11,828.62	\$13,181.70	-	-	7/24	12/24	
6	Greater Dallas	MG	17	106.85%	\$9,890.00	\$9,890.00	\$10,567.01	\$10,615.47	\$11,781.69	N/A	101	\$10,548.35	\$10,567.01	-	-	7/24	12/24	
17	Deep East Texas	EX	8	123.56%	\$9,600.00	\$9,600.00	\$11,861.40	\$10,032.72	\$11,860.26	N/A	14	\$9,317.70	\$11,861.40	-	-	7/24	12/24	
8	East Texas	MG	23	96.45%	\$9,600.00	\$9,600.00	\$9,258.77	\$8,426.71	\$9,429.94	N/A	36	\$7,456.40	\$9,258.77	-	-	7/24	12/24	
19	Golden Crescent	NM	25	88.85%	\$10,130.00	\$10,130.00	\$9,000.00	\$8,295.33	\$9,842.00	N/A	17	\$9,000.00	\$9,000.00	-	-	7/24	12/24	
28	Gulf Coast	EX	13	116.65%	\$9,630.00	\$9,630.00	\$11,233.22	\$12,100.00	\$12,064.51	N/A	174	\$10,771.32	\$11,233.22	-	-	7/24	12/24	
13	Heart of Texas	NM	28	69.82%	\$10,600.00	\$10,600.00	\$7,400.52	\$11,017.40	\$10,594.73	N/A	28	\$6,833.29	\$7,400.52	-	-	7/24	12/24	
23	Lower Rio Grande Valley	EX	12	117.14%	\$9,700.00	\$9,700.00	\$11,362.95	\$11,379.86	\$11,387.24	N/A	46	\$11,803.67	\$11,362.95	-	-	7/24	12/24	
27	Middle Rio Grande	EX	4	136.01%	\$9,920.00	\$9,920.00	\$13,491.85	\$14,144.69	\$7,949.79	N/A	27	\$12,157.21	\$13,491.85	-	-	7/24	12/24	
4	North Central Texas	EX	9	123.32%	\$9,570.00	\$9,570.00	\$11,801.70	\$10,839.00	\$11,416.87	N/A	85	\$11,848.68	\$11,801.70	-	-	7/24	12/24	
7	Northeast Texas	EX	6	127.02%	\$9,640.00	\$9,640.00	\$12,244.65	\$12,882.18	\$11,864.00	N/A	6	\$13,984.28	\$12,244.65	-	-	7/24	12/24	
3	North Texas	MG	16	108.09%	\$9,670.00	\$9,670.00	\$10,452.09	\$9,205.23	\$8,111.38	N/A	14	\$11,002.46	\$10,452.09	-	-	7/24	12/24	
1	Panhandle	EX	14	115.39%	\$9,510.00	\$9,510.00	\$10,973.85	\$14,251.81	\$11,536.93	N/A	10	\$7,166.00	\$10,973.85	-	-	7/24	12/24	
11	Permian Basin	EX	2	143.13%	\$11,100.00	\$11,100.00	\$15,887.38	\$10,576.10	\$10,553.00	N/A	29	\$12,347.39	\$15,887.38	-	-	7/24	12/24	
15	Rural Capital Area	EX	3	136.77%	\$10,600.00	\$10,600.00	\$14,497.70	\$12,779.22	\$12,260.78	N/A	24	\$14,497.70	\$14,497.70	-	-	7/24	12/24	
2	South Plains	EX	11	120.04%	\$10,490.00	\$10,490.00	\$12,592.54	\$10,620.83	\$13,603.62	N/A	24	\$13,691.68	\$12,592.54	-	-	7/24	12/24	
21	South Texas	MG	22	98.17%	\$10,590.00	\$10,590.00	\$10,396.54	\$10,215.99	\$10,557.98	N/A	14	\$21,448.88	\$10,396.54	-	-	7/24	12/24	
18	Southeast Texas	EX	7	126.86%	\$9,600.00	\$9,600.00	\$12,178.76	\$10,080.63	\$9,710.38	N/A	21	\$11,914.63	\$12,178.76	-	-	7/24	12/24	
5	Tarrant County	MG	19	103.67%	\$9,500.00	\$9,500.00	\$9,848.52	\$9,914.68	\$10,302.78	N/A	184	\$9,769.50	\$9,848.52	-	-	7/24	12/24	
25	Texoma	NM	26	81.96%	\$9,600.00	\$9,600.00	\$7,867.84	\$19,365.39	\$15,852.52	N/A	5	\$7,265.55	\$7,867.84	-	-	7/24	12/24	
9	West Central Texas	NM	27	77.71%	\$9,600.00	\$9,600.00	\$7,460.25	\$8,382.27	\$11,250.07	N/A	13	\$7,933.66	\$7,460.25	-	-	7/24	12/24	
99	System	NM	N/A	92.20%	\$10,886.00	\$10,886.00	\$10,036.75	\$10,906.95	\$9,102.76	N/A	1,649	\$10,332.40	\$10,036.75	-	-	7/24	12/24	

Notes

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2/10/2026



Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 15

Meeting Performance (MG, AR): 6

Not Meeting Performance (NM): 7

**% Meeting/Exceeding
(EX, MG, AR): 75.00 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Credential Rate - DW (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	NM	22	85.82%	80.91%	80.91%	69.44%	76.19%	70.59%	25	36	57.89%	69.44%	-	-	1/24	6/24	
10	Borderplex	MG	19	95.56%	82.74%	82.74%	79.07%	82.98%	68.75%	34	43	81.25%	79.07%	-	-	1/24	6/24	
16	Brazos Valley	NM	24	81.69%	77.90%	77.90%	63.64%	57.14%	71.43%	7	11	75.00%	63.64%	-	-	1/24	6/24	
24	Cameron	EX	7	117.65%	85.00%	85.00%	100.00%	100.00%	100.00%	6	6	N/A	100.00%	-	-	1/24	6/24	
14	Capital Area	AR	21	90.52%	78.91%	78.91%	71.43%	65.63%	74.19%	10	14	33.33%	71.43%	-	-	1/24	6/24	
26	Central Texas	EX	5	120.91%	79.00%	79.00%	95.52%	93.58%	93.94%	64	67	94.12%	95.52%	-	-	1/24	6/24	
22	Coastal Bend	NM	26	79.92%	77.00%	77.00%	61.54%	76.92%	82.86%	8	13	66.67%	61.54%	-	-	1/24	6/24	
12	Concho Valley	EX	7	117.65%	85.00%	85.00%	100.00%	100.00%	66.67%	5	5	100.00%	100.00%	-	-	1/24	6/24	
6	Greater Dallas	MG	18	103.36%	77.40%	77.40%	80.00%	69.01%	74.68%	84	105	80.70%	80.00%	-	-	1/24	6/24	
17	Deep East Texas	EX	4	123.50%	80.97%	80.97%	100.00%	81.82%	78.95%	5	5	100.00%	100.00%	-	-	1/24	6/24	
8	East Texas	EX	2	129.87%	77.00%	77.00%	100.00%	76.74%	74.29%	8	8	100.00%	100.00%	-	-	1/24	6/24	
19	Golden Crescent	NM	28	62.50%	80.00%	80.00%	50.00%	90.00%	75.00%	2	4	0.00%	50.00%	-	-	1/24	6/24	
28	Gulf Coast	MG	20	95.52%	77.00%	77.00%	73.55%	65.68%	68.02%	89	121	77.08%	73.55%	-	-	1/24	6/24	
13	Heart of Texas	EX	2	129.87%	77.00%	77.00%	100.00%	40.00%	70.00%	4	4	100.00%	100.00%	-	-	1/24	6/24	
23	Lower Rio Grande Valley	EX	15	112.05%	85.00%	85.00%	95.24%	93.22%	94.12%	40	42	95.45%	95.24%	-	-	1/24	6/24	
27	Middle Rio Grande	MG	16	109.80%	85.00%	85.00%	93.33%	95.00%	77.78%	14	15	87.50%	93.33%	-	-	1/24	6/24	
4	North Central Texas	NM	23	82.42%	77.00%	77.00%	63.46%	58.62%	71.74%	33	52	62.50%	63.46%	-	-	1/24	6/24	
7	Northeast Texas	EX	14	114.61%	77.56%	77.56%	88.89%	95.00%	91.67%	8	9	100.00%	88.89%	-	-	1/24	6/24	
3	North Texas	EX	7	117.65%	85.00%	85.00%	100.00%	80.00%	75.00%	8	8	100.00%	100.00%	-	-	1/24	6/24	
1	Panhandle	NM	27	73.53%	85.00%	85.00%	62.50%	75.00%	73.81%	5	8	60.00%	62.50%	-	-	1/24	6/24	
11	Permian Basin	MG	17	104.53%	80.95%	80.95%	84.62%	62.50%	75.00%	11	13	100.00%	84.62%	-	-	1/24	6/24	
15	Rural Capital Area	EX	7	117.65%	85.00%	85.00%	100.00%	88.24%	70.45%	6	6	100.00%	100.00%	-	-	1/24	6/24	
2	South Plains	EX	7	117.65%	85.00%	85.00%	100.00%	90.91%	90.00%	1	1	N/A	100.00%	-	-	1/24	6/24	
21	South Texas	EX	7	117.65%	85.00%	85.00%	100.00%	79.31%	93.33%	5	5	100.00%	100.00%	-	-	1/24	6/24	
18	Southeast Texas	EX	1	130.43%	76.67%	76.67%	100.00%	82.35%	86.67%	8	8	100.00%	100.00%	-	-	1/24	6/24	
5	Tarrant County	NM	25	80.60%	77.54%	77.54%	62.50%	73.02%	68.25%	15	24	55.56%	62.50%	-	-	1/24	6/24	
25	Texoma	EX	6	119.70%	83.54%	83.54%	100.00%	100.00%	100.00%	7	7	100.00%	100.00%	-	-	1/24	6/24	
9	West Central Texas	EX	7	117.65%	85.00%	85.00%	100.00%	83.33%	75.00%	3	3	100.00%	100.00%	-	-	1/24	6/24	
99	System	MG	N/A	98.99%	80.30%	80.30%	79.49%	77.63%	79.65%	527	663	78.08%	79.49%	-	-	1/24	6/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 10

Meeting Performance (MG, AR): 15

Not Meeting Performance (NM): 3

**% Meeting/Exceeding
(EX, MG, AR): 89.29 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Employed/Enrolled Q2 Post Exit - Youth (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	15	103.17%	74.21%	74.21%	76.56%	73.70%	69.72%	160	209	72.44%	76.56%	-	-	7/24	12/24	
10	Borderplex	NM	27	79.71%	76.89%	76.89%	61.29%	79.52%	62.70%	76	124	55.43%	61.29%	-	-	7/24	12/24	
16	Brazos Valley	EX	1	127.32%	78.54%	78.54%	100.00%	86.36%	78.57%	11	11	100.00%	100.00%	-	-	7/24	12/24	
24	Cameron	NM	28	76.98%	80.63%	80.63%	62.07%	71.11%	67.44%	18	29	58.33%	62.07%	-	-	7/24	12/24	
14	Capital Area	AR	23	94.15%	77.56%	77.56%	73.02%	71.43%	61.54%	46	63	65.38%	73.02%	-	-	7/24	12/24	
26	Central Texas	EX	10	110.71%	73.60%	73.60%	81.48%	70.13%	65.04%	22	27	82.35%	81.48%	-	-	7/24	12/24	
22	Coastal Bend	AR	25	91.74%	74.01%	74.01%	67.90%	75.68%	66.09%	55	81	73.17%	67.90%	-	-	7/24	12/24	
12	Concho Valley	EX	9	112.49%	76.77%	76.77%	86.36%	86.00%	90.91%	19	22	72.73%	86.36%	-	-	7/24	12/24	
6	Greater Dallas	MG	20	97.66%	75.32%	75.32%	73.56%	84.19%	71.93%	192	261	72.19%	73.56%	-	-	7/24	12/24	
17	Deep East Texas	MG	14	105.08%	77.04%	77.04%	80.95%	77.08%	61.39%	34	42	80.77%	80.95%	-	-	7/24	12/24	
8	East Texas	MG	19	97.98%	75.60%	75.60%	74.07%	80.62%	81.56%	40	54	69.70%	74.07%	-	-	7/24	12/24	
19	Golden Crescent	MG	12	108.22%	79.20%	79.20%	85.71%	85.00%	75.86%	6	7	66.67%	85.71%	-	-	7/24	12/24	
28	Gulf Coast	MG	22	95.61%	74.20%	74.20%	70.94%	67.69%	66.28%	642	905	70.79%	70.94%	-	-	7/24	12/24	
13	Heart of Texas	AR	24	92.11%	77.55%	77.55%	71.43%	78.79%	67.31%	10	14	70.00%	71.43%	-	-	7/24	12/24	
23	Lower Rio Grande Valley	MG	17	101.30%	75.88%	75.88%	76.87%	76.40%	67.98%	103	134	75.71%	76.87%	-	-	7/24	12/24	
27	Middle Rio Grande	NM	26	89.54%	80.66%	80.66%	72.22%	81.82%	51.02%	13	18	63.64%	72.22%	-	-	7/24	12/24	
4	North Central Texas	MG	21	96.55%	74.28%	74.28%	71.72%	78.75%	72.20%	104	145	74.44%	71.72%	-	-	7/24	12/24	
7	Northeast Texas	EX	4	122.22%	81.82%	81.82%	100.00%	83.33%	82.35%	4	4	100.00%	100.00%	-	-	7/24	12/24	
3	North Texas	EX	2	122.59%	81.57%	81.57%	100.00%	77.78%	80.00%	2	2	100.00%	100.00%	-	-	7/24	12/24	
1	Panhandle	EX	3	122.25%	79.46%	79.46%	97.14%	78.85%	85.25%	34	35	100.00%	97.14%	-	-	7/24	12/24	
11	Permian Basin	EX	5	120.87%	76.53%	76.53%	92.50%	83.75%	77.27%	37	40	88.89%	92.50%	-	-	7/24	12/24	
15	Rural Capital Area	MG	11	109.50%	76.83%	76.83%	84.13%	85.71%	71.43%	53	63	85.42%	84.13%	-	-	7/24	12/24	
2	South Plains	EX	7	114.66%	81.53%	81.53%	93.48%	68.29%	72.00%	43	46	100.00%	93.48%	-	-	7/24	12/24	
21	South Texas	MG	13	107.92%	76.11%	76.11%	82.14%	79.55%	77.78%	23	28	82.35%	82.14%	-	-	7/24	12/24	
18	Southeast Texas	MG	18	100.72%	73.89%	73.89%	74.42%	78.33%	73.57%	64	86	70.21%	74.42%	-	-	7/24	12/24	
5	Tarrant County	MG	16	101.90%	74.86%	74.86%	76.28%	77.23%	74.23%	119	156	78.79%	76.28%	-	-	7/24	12/24	
25	Texoma	EX	6	116.69%	77.13%	77.13%	90.00%	93.75%	70.37%	9	10	85.71%	90.00%	-	-	7/24	12/24	
9	West Central Texas	EX	8	113.35%	76.19%	76.19%	86.36%	70.00%	82.14%	19	22	88.24%	86.36%	-	-	7/24	12/24	
99	System	MG	N/A	99.81%	74.30%	74.30%	74.16%	73.99%	68.80%	1,960	2,643	72.73%	74.16%	-	-	7/24	12/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 7

Meeting Performance (MG, AR): 19

Not Meeting Performance (NM): 2

**% Meeting/Exceeding
(EX, MG, AR): 92.86 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Employed/Enrolled Q4 Post Exit - Youth (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	15	100.74%	75.56%	75.56%	76.12%	74.41%	69.97%	102	134	76.06%	76.12%	-	-	1/24	6/24	
10	Borderplex	MG	18	99.81%	77.70%	77.70%	77.55%	81.61%	68.72%	38	49	76.47%	77.55%	-	-	1/24	6/24	
16	Brazos Valley	MG	9	108.81%	77.28%	77.28%	84.09%	92.45%	73.33%	37	44	86.96%	84.09%	-	-	1/24	6/24	
24	Cameron	EX	3	114.18%	77.28%	77.28%	88.24%	76.00%	73.88%	15	17	87.50%	88.24%	-	-	1/24	6/24	
14	Capital Area	MG	25	95.43%	77.39%	77.39%	73.85%	69.17%	68.52%	48	65	78.38%	73.85%	-	-	1/24	6/24	
26	Central Texas	NM	28	74.33%	79.89%	79.89%	59.38%	74.12%	65.10%	19	32	55.56%	59.38%	-	-	1/24	6/24	
22	Coastal Bend	EX	6	112.84%	74.78%	74.78%	84.38%	77.32%	69.35%	54	64	86.96%	84.38%	-	-	1/24	6/24	
12	Concho Valley	MG	20	98.31%	76.91%	76.91%	75.61%	87.50%	57.14%	31	41	75.00%	75.61%	-	-	1/24	6/24	
6	Greater Dallas	MG	17	100.00%	75.56%	75.56%	75.56%	79.26%	69.76%	303	401	73.60%	75.56%	-	-	1/24	6/24	
17	Deep East Texas	MG	14	101.05%	76.34%	76.34%	77.14%	73.02%	65.85%	27	35	75.00%	77.14%	-	-	1/24	6/24	
8	East Texas	MG	21	97.92%	76.26%	76.26%	74.67%	78.47%	80.15%	56	75	68.00%	74.67%	-	-	1/24	6/24	
19	Golden Crescent	MG	22	97.88%	80.27%	80.27%	78.57%	86.84%	80.77%	11	14	80.00%	78.57%	-	-	1/24	6/24	
28	Gulf Coast	NM	27	86.91%	75.56%	75.56%	65.67%	68.93%	66.89%	901	1,372	64.00%	65.67%	-	-	1/24	6/24	
13	Heart of Texas	MG	12	103.32%	77.78%	77.78%	80.36%	76.19%	68.82%	45	56	78.38%	80.36%	-	-	1/24	6/24	
23	Lower Rio Grande Valley	EX	5	112.98%	75.56%	75.56%	85.37%	77.55%	69.96%	105	123	87.10%	85.37%	-	-	1/24	6/24	
27	Middle Rio Grande	MG	13	103.23%	79.77%	79.77%	82.35%	70.97%	51.92%	14	17	77.78%	82.35%	-	-	1/24	6/24	
4	North Central Texas	MG	19	99.55%	75.56%	75.56%	75.22%	71.78%	71.71%	173	230	74.24%	75.22%	-	-	1/24	6/24	
7	Northeast Texas	EX	2	120.00%	83.33%	83.33%	100.00%	96.00%	92.86%	3	3	100.00%	100.00%	-	-	1/24	6/24	
3	North Texas	MG	23	97.76%	81.83%	81.83%	80.00%	80.95%	63.64%	4	5	100.00%	80.00%	-	-	1/24	6/24	
1	Panhandle	EX	7	110.31%	77.23%	77.23%	85.19%	80.00%	83.02%	23	27	66.67%	85.19%	-	-	1/24	6/24	
11	Permian Basin	MG	8	109.17%	74.56%	74.56%	81.40%	81.69%	75.36%	35	43	78.95%	81.40%	-	-	1/24	6/24	
15	Rural Capital Area	MG	24	97.03%	78.81%	78.81%	76.47%	84.42%	76.06%	26	34	100.00%	76.47%	-	-	1/24	6/24	
2	South Plains	AR	26	93.62%	78.95%	78.95%	73.91%	74.42%	62.50%	17	23	71.43%	73.91%	-	-	1/24	6/24	
21	South Texas	MG	11	104.01%	77.83%	77.83%	80.95%	81.82%	67.50%	17	21	75.00%	80.95%	-	-	1/24	6/24	
18	Southeast Texas	MG	10	106.55%	74.56%	74.56%	79.44%	68.12%	67.94%	85	107	74.19%	79.44%	-	-	1/24	6/24	
5	Tarrant County	EX	4	113.90%	75.56%	75.56%	86.06%	74.77%	71.04%	179	208	86.99%	86.06%	-	-	1/24	6/24	
25	Texoma	EX	1	125.55%	79.65%	79.65%	100.00%	90.00%	61.90%	8	8	100.00%	100.00%	-	-	1/24	6/24	
9	West Central Texas	MG	16	100.15%	74.89%	74.89%	75.00%	78.26%	77.42%	15	20	76.92%	75.00%	-	-	1/24	6/24	
99	System	AR	N/A	97.33%	75.20%	75.20%	73.19%	73.25%	69.35%	2,392	3,268	73.26%	73.19%	-	-	1/24	6/24	

Notes

December 2025 Board Comparison Report

FINAL RELEASE

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2/10/2026



Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 4

Meeting Performance (MG, AR): 9

Not Meeting Performance (NM): 13

**% Meeting/Exceeding
(EX, MG, AR): 50.00 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Measurable Skills Gains - Youth (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	AR	13	91.41%	65.30%	65.30%	59.69%	85.96%	77.95%	77	129	60.95%	59.69%	-	-	7/25	12/25	
10	Borderplex	MG	6	103.92%	65.30%	65.30%	67.86%	64.38%	72.86%	19	28	70.37%	67.86%	-	-	7/25	12/25	
16	Brazos Valley	MG	8	100.02%	65.30%	65.30%	65.31%	64.00%	63.64%	32	49	57.78%	65.31%	-	-	7/25	12/25	
24	Cameron	NM	21	49.54%	70.20%	70.20%	34.78%	68.75%	77.55%	8	23	30.43%	34.78%	-	-	7/25	12/25	
14	Capital Area	NM	24	34.03%	65.30%	65.30%	22.22%	46.43%	41.38%	2	9	0.00%	22.22%	-	-	7/25	12/25	
26	Central Texas	NM	25	0.00%	65.30%	65.30%	0.00%	86.96%	76.92%	0	8	0.00%	0.00%	-	-	7/25	12/25	
22	Coastal Bend	NM	20	56.03%	65.30%	65.30%	36.59%	75.56%	72.41%	15	41	16.67%	36.59%	-	-	7/25	12/25	
12	Concho Valley	N/A	N/A	N/A	64.34%	64.34%	N/A	100.00%	75.00%	N/A	N/A	N/A	N/A	-	-	7/25	12/25	
6	Greater Dallas	NM	23	35.08%	65.30%	65.30%	22.91%	50.64%	45.45%	41	179	14.81%	22.91%	-	-	7/25	12/25	
17	Deep East Texas	AR	11	92.75%	64.69%	64.69%	60.00%	73.33%	77.78%	3	5	25.00%	60.00%	-	-	7/25	12/25	
8	East Texas	NM	14	89.33%	65.30%	65.30%	58.33%	66.67%	69.57%	7	12	22.22%	58.33%	-	-	7/25	12/25	
19	Golden Crescent	AR	12	91.90%	65.29%	65.29%	60.00%	62.50%	66.67%	3	5	40.00%	60.00%	-	-	7/25	12/25	
28	Gulf Coast	NM	16	85.93%	65.30%	65.30%	56.11%	74.72%	55.13%	202	360	40.00%	56.11%	-	-	7/25	12/25	
13	Heart of Texas	NM	25	0.00%	65.30%	65.30%	0.00%	3.23%	44.90%	0	29	0.00%	0.00%	-	-	7/25	12/25	
23	Lower Rio Grande Valley	MG	7	100.65%	67.30%	67.30%	67.74%	77.78%	62.63%	21	31	57.14%	67.74%	-	-	7/25	12/25	
27	Middle Rio Grande	AR	10	93.58%	65.30%	65.30%	61.11%	44.44%	51.72%	22	36	8.82%	61.11%	-	-	7/25	12/25	
4	North Central Texas	NM	18	76.57%	65.30%	65.30%	50.00%	58.89%	57.60%	26	52	28.57%	50.00%	-	-	7/25	12/25	
7	Northeast Texas	NM	19	76.37%	65.47%	65.47%	50.00%	70.83%	66.67%	5	10	12.50%	50.00%	-	-	7/25	12/25	
3	North Texas	NM	15	87.50%	65.30%	65.30%	57.14%	66.67%	56.25%	4	7	16.67%	57.14%	-	-	7/25	12/25	
1	Panhandle	NM	22	40.51%	65.84%	65.84%	26.67%	64.00%	59.62%	8	30	20.00%	26.67%	-	-	7/25	12/25	
11	Permian Basin	NM	17	81.67%	65.30%	65.30%	53.33%	60.53%	63.16%	8	15	28.57%	53.33%	-	-	7/25	12/25	
15	Rural Capital Area	EX	3	114.85%	65.30%	65.30%	75.00%	72.86%	58.33%	27	36	79.17%	75.00%	-	-	7/25	12/25	
2	South Plains	EX	4	110.81%	71.25%	71.25%	78.95%	90.70%	95.24%	15	19	5.26%	78.95%	-	-	7/25	12/25	
21	South Texas	MG	9	95.73%	65.29%	65.29%	62.50%	94.44%	77.78%	10	16	55.56%	62.50%	-	-	7/25	12/25	
18	Southeast Texas	EX	1	126.11%	65.30%	65.30%	82.35%	84.85%	89.38%	14	17	47.06%	82.35%	-	-	7/25	12/25	
5	Tarrant County	MG	5	109.94%	65.30%	65.30%	71.79%	65.03%	67.36%	84	117	37.86%	71.79%	-	-	7/25	12/25	
25	Texoma	EX	2	116.24%	64.52%	64.52%	75.00%	50.00%	62.50%	3	4	33.33%	75.00%	-	-	7/25	12/25	
9	West Central Texas	N/A	N/A	N/A	65.30%	65.30%	N/A	100.00%	80.00%	N/A	N/A	N/A	N/A	-	-	7/25	12/25	
99	System	NM	N/A	80.94%	63.50%	63.50%	51.40%	70.00%	61.92%	660	1,284	36.76%	51.40%	-	-	7/25	12/25	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 24

Meeting Performance (MG, AR): 1

Not Meeting Performance (NM): 3

**% Meeting/Exceeding
(EX, MG, AR): 89.29 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Median Earnings Q2 Post Exit - Youth (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	EX	24	113.50%	\$4,000.00	\$4,000.00	\$4,539.83	\$5,453.77	\$4,443.90	N/A	158	\$3,989.39	\$4,539.83	-	-	7/24	12/24	
10	Borderplex	EX	14	136.93%	\$4,000.00	\$4,000.00	\$5,477.17	\$7,528.46	\$4,200.00	N/A	75	\$6,560.26	\$5,477.17	-	-	7/24	12/24	
16	Brazos Valley	EX	3	188.89%	\$4,500.00	\$4,500.00	\$8,500.00	\$5,406.34	\$4,958.92	N/A	11	\$13,945.67	\$8,500.00	-	-	7/24	12/24	
24	Cameron	EX	22	117.25%	\$4,500.00	\$4,500.00	\$5,276.27	\$4,253.62	\$4,211.13	N/A	18	\$3,955.18	\$5,276.27	-	-	7/24	12/24	
14	Capital Area	EX	4	179.69%	\$4,140.00	\$4,140.00	\$7,439.24	\$8,000.00	\$5,096.06	N/A	46	\$7,500.00	\$7,439.24	-	-	7/24	12/24	
26	Central Texas	MG	25	105.58%	\$3,950.00	\$3,950.00	\$4,170.30	\$4,295.51	\$3,741.12	N/A	22	\$3,386.95	\$4,170.30	-	-	7/24	12/24	
22	Coastal Bend	EX	23	113.53%	\$4,000.00	\$4,000.00	\$4,541.34	\$5,194.00	\$4,788.85	N/A	54	\$4,855.55	\$4,541.34	-	-	7/24	12/24	
12	Concho Valley	EX	17	125.92%	\$4,790.00	\$4,790.00	\$6,031.47	\$8,504.61	\$6,134.97	N/A	19	\$4,800.24	\$6,031.47	-	-	7/24	12/24	
6	Greater Dallas	EX	19	121.99%	\$4,770.00	\$4,770.00	\$5,818.70	\$5,855.04	\$4,665.58	N/A	192	\$5,533.00	\$5,818.70	-	-	7/24	12/24	
17	Deep East Texas	EX	16	126.41%	\$4,190.00	\$4,190.00	\$5,296.56	\$6,000.03	\$3,852.54	N/A	33	\$5,020.82	\$5,296.56	-	-	7/24	12/24	
8	East Texas	EX	12	141.15%	\$4,420.00	\$4,420.00	\$6,238.78	\$5,316.51	\$4,781.75	N/A	40	\$6,104.68	\$6,238.78	-	-	7/24	12/24	
19	Golden Crescent	EX	13	138.37%	\$5,030.00	\$5,030.00	\$6,960.08	\$6,963.81	\$7,031.48	N/A	6	\$6,808.22	\$6,960.08	-	-	7/24	12/24	
28	Gulf Coast	EX	15	136.63%	\$4,180.00	\$4,180.00	\$5,711.26	\$5,050.66	\$4,955.90	N/A	640	\$5,130.00	\$5,711.26	-	-	7/24	12/24	
13	Heart of Texas	NM	28	32.14%	\$4,000.00	\$4,000.00	\$1,285.41	\$3,864.21	\$2,954.80	N/A	10	\$1,945.27	\$1,285.41	-	-	7/24	12/24	
23	Lower Rio Grande Valley	EX	21	119.05%	\$4,300.00	\$4,300.00	\$5,118.97	\$5,215.80	\$5,125.69	N/A	103	\$4,719.67	\$5,118.97	-	-	7/24	12/24	
27	Middle Rio Grande	NM	26	89.91%	\$4,000.00	\$4,000.00	\$3,596.55	\$4,472.00	\$3,114.83	N/A	13	\$5,375.11	\$3,596.55	-	-	7/24	12/24	
4	North Central Texas	EX	9	147.87%	\$4,420.00	\$4,420.00	\$6,535.80	\$5,505.08	\$5,022.84	N/A	103	\$5,313.76	\$6,535.80	-	-	7/24	12/24	
7	Northeast Texas	NM	27	83.30%	\$4,600.00	\$4,600.00	\$3,832.00	\$10,434.44	\$5,134.55	N/A	4	\$10,996.00	\$3,832.00	-	-	7/24	12/24	
3	North Texas	EX	1	361.58%	\$4,030.00	\$4,030.00	\$14,571.85	\$4,781.97	\$3,128.62	N/A	2	\$14,571.85	\$14,571.85	-	-	7/24	12/24	
1	Panhandle	EX	18	122.55%	\$5,200.00	\$5,200.00	\$6,372.51	\$6,000.00	\$6,799.64	N/A	34	\$7,625.00	\$6,372.51	-	-	7/24	12/24	
11	Permian Basin	EX	10	147.83%	\$4,630.00	\$4,630.00	\$6,844.52	\$10,030.34	\$7,847.76	N/A	37	\$6,746.14	\$6,844.52	-	-	7/24	12/24	
15	Rural Capital Area	EX	11	141.77%	\$4,580.00	\$4,580.00	\$6,492.93	\$7,103.71	\$5,917.53	N/A	52	\$6,718.29	\$6,492.93	-	-	7/24	12/24	
2	South Plains	EX	5	175.00%	\$4,000.00	\$4,000.00	\$7,000.00	\$4,929.58	\$3,964.51	N/A	43	\$9,048.30	\$7,000.00	-	-	7/24	12/24	
21	South Texas	EX	8	150.91%	\$4,000.00	\$4,000.00	\$6,036.33	\$5,200.00	\$5,286.02	N/A	23	\$8,613.36	\$6,036.33	-	-	7/24	12/24	
18	Southeast Texas	EX	6	159.30%	\$4,240.00	\$4,240.00	\$6,754.44	\$4,993.21	\$3,975.00	N/A	64	\$5,433.41	\$6,754.44	-	-	7/24	12/24	
5	Tarrant County	EX	20	121.51%	\$4,490.00	\$4,490.00	\$5,456.00	\$5,928.26	\$5,233.80	N/A	119	\$5,733.98	\$5,456.00	-	-	7/24	12/24	
25	Texoma	EX	2	216.65%	\$5,180.00	\$5,180.00	\$11,222.24	\$5,952.30	\$5,244.73	N/A	9	\$9,662.06	\$11,222.24	-	-	7/24	12/24	
9	West Central Texas	EX	7	151.33%	\$4,130.00	\$4,130.00	\$6,250.00	\$4,448.99	\$5,190.72	N/A	19	\$6,250.00	\$6,250.00	-	-	7/24	12/24	
99	System	EX	N/A	116.31%	\$4,900.00	\$4,900.00	\$5,699.19	\$5,370.00	\$4,810.08	N/A	1,951	\$5,391.25	\$5,699.19	-	-	7/24	12/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 7

Meeting Performance (MG, AR): 4

Not Meeting Performance (NM): 17

**% Meeting/Exceeding
(EX, MG, AR): 39.29 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Credential Rate - Youth (DOL)

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	10	97.91%	57.45%	57.45%	56.25%	60.90%	55.19%	27	48	61.54%	56.25%	-	-	1/24	6/24	
10	Borderplex	NM	26	25.05%	66.55%	66.55%	16.67%	47.83%	45.16%	2	12	0.00%	16.67%	-	-	1/24	6/24	
16	Brazos Valley	NM	17	81.77%	61.15%	61.15%	50.00%	68.75%	68.42%	12	24	54.55%	50.00%	-	-	1/24	6/24	
24	Cameron	EX	1	132.15%	75.67%	75.67%	100.00%	78.72%	69.61%	14	14	100.00%	100.00%	-	-	1/24	6/24	
14	Capital Area	NM	15	85.03%	76.10%	76.10%	64.71%	58.33%	67.27%	11	17	75.00%	64.71%	-	-	1/24	6/24	
26	Central Texas	NM	18	81.05%	67.30%	67.30%	54.55%	58.82%	62.00%	6	11	33.33%	54.55%	-	-	1/24	6/24	
22	Coastal Bend	EX	6	121.43%	59.12%	59.12%	71.79%	71.05%	68.09%	28	39	60.00%	71.79%	-	-	1/24	6/24	
12	Concho Valley	NM	23	70.92%	70.50%	70.50%	50.00%	83.33%	33.33%	2	4	100.00%	50.00%	-	-	1/24	6/24	
6	Greater Dallas	NM	24	62.54%	65.73%	65.73%	41.11%	59.83%	63.93%	37	90	43.86%	41.11%	-	-	1/24	6/24	
17	Deep East Texas	EX	3	126.26%	79.20%	79.20%	100.00%	44.44%	58.33%	5	5	100.00%	100.00%	-	-	1/24	6/24	
8	East Texas	MG	9	103.31%	67.47%	67.47%	69.70%	15.69%	16.35%	23	33	62.50%	69.70%	-	-	1/24	6/24	
19	Golden Crescent	MG	8	105.78%	78.78%	78.78%	83.33%	71.43%	44.44%	10	12	88.89%	83.33%	-	-	1/24	6/24	
28	Gulf Coast	NM	19	80.33%	61.25%	61.25%	49.20%	52.95%	41.80%	185	376	46.09%	49.20%	-	-	1/24	6/24	
13	Heart of Texas	NM	27	6.37%	68.33%	68.33%	4.35%	26.67%	40.00%	1	23	7.14%	4.35%	-	-	1/24	6/24	
23	Lower Rio Grande Valley	NM	16	83.22%	72.10%	72.10%	60.00%	65.15%	69.92%	15	25	66.67%	60.00%	-	-	1/24	6/24	
27	Middle Rio Grande	NM	13	89.47%	62.10%	62.10%	55.56%	57.69%	31.43%	5	9	40.00%	55.56%	-	-	1/24	6/24	
4	North Central Texas	EX	4	123.56%	60.36%	60.36%	74.58%	36.11%	61.76%	44	59	73.68%	74.58%	-	-	1/24	6/24	
7	Northeast Texas	EX	2	130.23%	76.79%	76.79%	100.00%	80.00%	80.00%	1	1	100.00%	100.00%	-	-	1/24	6/24	
3	North Texas	NM	20	79.72%	83.63%	83.63%	66.67%	50.00%	0.00%	2	3	100.00%	66.67%	-	-	1/24	6/24	
1	Panhandle	NM	14	87.22%	79.37%	79.37%	69.23%	88.24%	77.42%	9	13	100.00%	69.23%	-	-	1/24	6/24	
11	Permian Basin	NM	12	89.81%	63.62%	63.62%	57.14%	61.90%	42.86%	8	14	40.00%	57.14%	-	-	1/24	6/24	
15	Rural Capital Area	NM	22	74.91%	76.28%	76.28%	57.14%	76.19%	74.29%	16	28	77.78%	57.14%	-	-	1/24	6/24	
2	South Plains	NM	25	54.59%	73.28%	73.28%	40.00%	69.23%	73.33%	2	5	0.00%	40.00%	-	-	1/24	6/24	
21	South Texas	EX	5	122.62%	81.55%	81.55%	100.00%	82.35%	87.50%	5	5	100.00%	100.00%	-	-	1/24	6/24	
18	Southeast Texas	EX	7	111.85%	64.37%	64.37%	72.00%	60.00%	55.77%	18	25	80.00%	72.00%	-	-	1/24	6/24	
5	Tarrant County	AR	11	92.69%	61.32%	61.32%	56.84%	57.25%	54.55%	54	95	69.81%	56.84%	-	-	1/24	6/24	
25	Texoma	NM	21	75.10%	66.58%	66.58%	50.00%	60.00%	64.29%	1	2	0.00%	50.00%	-	-	1/24	6/24	
9	West Central Texas	NM	28	0.00%	77.10%	77.10%	0.00%	66.67%	62.50%	0	1	0.00%	0.00%	-	-	1/24	6/24	
99	System	MG	N/A	102.28%	53.60%	53.60%	54.82%	55.38%	54.14%	546	996	57.40%	54.82%	-	-	1/24	6/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 10

Meeting Performance (MG, AR): 5

Not Meeting Performance (NM): 13

**% Meeting/Exceeding
(EX, MG, AR): 53.57 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Credential Rate - All C&T

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	NM	24	83.20%	75.00%	75.00%	62.40%	68.05%	62.82%	78	125	65.22%	62.40%	-	-	1/24	6/24	
10	Borderplex	NM	16	94.31%	75.00%	75.00%	70.73%	74.03%	65.88%	116	164	82.54%	70.73%	-	-	1/24	6/24	
16	Brazos Valley	NM	26	77.77%	75.00%	75.00%	58.33%	67.24%	67.44%	42	72	64.52%	58.33%	-	-	1/24	6/24	
24	Cameron	EX	1	117.77%	75.00%	75.00%	88.33%	83.27%	82.91%	106	120	85.00%	88.33%	-	-	1/24	6/24	
14	Capital Area	NM	18	92.69%	75.00%	75.00%	69.52%	63.43%	71.61%	73	105	65.45%	69.52%	-	-	1/24	6/24	
26	Central Texas	EX	2	114.69%	75.00%	75.00%	86.02%	92.86%	87.90%	80	93	81.48%	86.02%	-	-	1/24	6/24	
22	Coastal Bend	NM	20	90.48%	75.00%	75.00%	67.86%	69.11%	68.78%	95	140	70.00%	67.86%	-	-	1/24	6/24	
12	Concho Valley	MG	13	101.59%	75.00%	75.00%	76.19%	85.00%	68.42%	16	21	80.00%	76.19%	-	-	1/24	6/24	
6	Greater Dallas	NM	22	86.45%	75.00%	75.00%	64.84%	69.09%	73.55%	177	273	63.01%	64.84%	-	-	1/24	6/24	
17	Deep East Texas	EX	3	112.59%	75.00%	75.00%	84.44%	55.67%	54.84%	38	45	95.00%	84.44%	-	-	1/24	6/24	
8	East Texas	MG	12	103.33%	75.00%	75.00%	77.50%	46.28%	42.31%	62	80	76.67%	77.50%	-	-	1/24	6/24	
19	Golden Crescent	EX	10	105.27%	75.00%	75.00%	78.95%	69.44%	67.27%	30	38	86.36%	78.95%	-	-	1/24	6/24	
28	Gulf Coast	NM	25	80.92%	75.00%	75.00%	60.69%	58.39%	54.90%	806	1,328	60.45%	60.69%	-	-	1/24	6/24	
13	Heart of Texas	NM	28	34.41%	75.00%	75.00%	25.81%	54.41%	51.22%	8	31	22.22%	25.81%	-	-	1/24	6/24	
23	Lower Rio Grande Valley	MG	11	104.39%	75.00%	75.00%	78.29%	80.35%	83.29%	137	175	85.88%	78.29%	-	-	1/24	6/24	
27	Middle Rio Grande	EX	5	109.68%	75.00%	75.00%	82.26%	83.12%	66.67%	51	62	77.78%	82.26%	-	-	1/24	6/24	
4	North Central Texas	NM	23	85.60%	75.00%	75.00%	64.20%	55.02%	69.68%	156	243	63.40%	64.20%	-	-	1/24	6/24	
7	Northeast Texas	EX	6	109.09%	75.00%	75.00%	81.82%	88.89%	83.00%	18	22	80.00%	81.82%	-	-	1/24	6/24	
3	North Texas	MG	15	97.77%	75.00%	75.00%	73.33%	81.54%	71.93%	22	30	91.67%	73.33%	-	-	1/24	6/24	
1	Panhandle	EX	7	108.43%	75.00%	75.00%	81.32%	84.30%	79.38%	74	91	80.49%	81.32%	-	-	1/24	6/24	
11	Permian Basin	NM	17	93.73%	75.00%	75.00%	70.30%	62.63%	63.13%	71	101	60.38%	70.30%	-	-	1/24	6/24	
15	Rural Capital Area	NM	21	90.32%	75.00%	75.00%	67.74%	64.58%	58.43%	42	62	69.57%	67.74%	-	-	1/24	6/24	
2	South Plains	NM	27	75.00%	75.00%	75.00%	56.25%	82.19%	84.62%	18	32	46.15%	56.25%	-	-	1/24	6/24	
21	South Texas	EX	8	108.33%	75.00%	75.00%	81.25%	85.34%	93.33%	26	32	79.17%	81.25%	-	-	1/24	6/24	
18	Southeast Texas	MG	14	100.85%	75.00%	75.00%	75.64%	74.55%	71.34%	59	78	72.73%	75.64%	-	-	1/24	6/24	
5	Tarrant County	NM	19	90.84%	75.00%	75.00%	68.13%	70.30%	68.02%	186	273	75.57%	68.13%	-	-	1/24	6/24	
25	Texoma	EX	4	111.11%	75.00%	75.00%	83.33%	75.00%	82.95%	45	54	85.19%	83.33%	-	-	1/24	6/24	
9	West Central Texas	EX	9	106.67%	75.00%	75.00%	80.00%	87.50%	83.33%	8	10	80.00%	80.00%	-	-	1/24	6/24	
99	System	NM	N/A	90.28%	75.00%	75.00%	67.71%	67.83%	68.74%	2,640	3,899	68.32%	67.71%	-	-	1/24	6/24	

Notes

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 0

Meeting Performance (MG, AR): 0

Not Meeting Performance (NM): 0

**% Meeting/Exceeding
(EX, MG, AR): 0.00 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Avg # Children Served Per Day - Combined

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	N/A	N/A	N/A	N/A	-	12,509	14,813	12,759	825,566	66	12,509	-	-	-	10/25	12/25	11, 13
10	Borderplex	N/A	N/A	N/A	N/A	-	6,221	5,547	7,113	410,573	66	6,221	-	-	-	10/25	12/25	11, 13
16	Brazos Valley	N/A	N/A	N/A	N/A	-	1,582	1,785	1,551	104,414	66	1,582	-	-	-	10/25	12/25	11, 13
24	Cameron	N/A	N/A	N/A	N/A	-	3,476	3,347	3,450	229,402	66	3,476	-	-	-	10/25	12/25	11, 13
14	Capital Area	N/A	N/A	N/A	N/A	-	2,957	3,051	2,943	195,144	66	2,957	-	-	-	10/25	12/25	11, 13
26	Central Texas	N/A	N/A	N/A	N/A	-	3,511	3,318	3,330	231,758	66	3,511	-	-	-	10/25	12/25	11, 13
22	Coastal Bend	N/A	N/A	N/A	N/A	-	2,757	3,698	3,745	181,967	66	2,757	-	-	-	10/25	12/25	11, 13
12	Concho Valley	N/A	N/A	N/A	N/A	-	757	784	778	49,952	66	757	-	-	-	10/25	12/25	11, 13
6	Greater Dallas	N/A	N/A	N/A	N/A	-	12,130	14,236	15,660	800,561	66	12,130	-	-	-	10/25	12/25	11, 13
17	Deep East Texas	N/A	N/A	N/A	N/A	-	2,936	2,992	2,685	193,772	66	2,936	-	-	-	10/25	12/25	11, 13
8	East Texas	N/A	N/A	N/A	N/A	-	5,618	5,817	5,569	370,784	66	5,618	-	-	-	10/25	12/25	11, 13
19	Golden Crescent	N/A	N/A	N/A	N/A	-	1,050	1,240	1,126	69,279	66	1,050	-	-	-	10/25	12/25	11, 13
28	Gulf Coast	N/A	N/A	N/A	N/A	-	31,466	35,299	36,877	2,076,762	66	31,466	-	-	-	10/25	12/25	11, 13
13	Heart of Texas	N/A	N/A	N/A	N/A	-	1,880	2,521	2,349	124,091	66	1,880	-	-	-	10/25	12/25	11, 13
23	Lower Rio Grande Valley	N/A	N/A	N/A	N/A	-	9,100	10,386	9,696	600,613	66	9,100	-	-	-	10/25	12/25	11, 13
27	Middle Rio Grande	N/A	N/A	N/A	N/A	-	1,232	1,339	1,360	81,330	66	1,232	-	-	-	10/25	12/25	11, 13
4	North Central Texas	N/A	N/A	N/A	N/A	-	7,537	8,157	8,279	497,468	66	7,537	-	-	-	10/25	12/25	11, 13
7	Northeast Texas	N/A	N/A	N/A	N/A	-	1,586	2,036	1,797	104,656	66	1,586	-	-	-	10/25	12/25	11, 13
3	North Texas	N/A	N/A	N/A	N/A	-	1,022	1,188	1,157	67,422	66	1,022	-	-	-	10/25	12/25	11, 13
1	Panhandle	N/A	N/A	N/A	N/A	-	2,437	2,615	2,305	160,848	66	2,437	-	-	-	10/25	12/25	11, 13
11	Permian Basin	N/A	N/A	N/A	N/A	-	2,567	2,694	2,536	169,440	66	2,567	-	-	-	10/25	12/25	11, 13
15	Rural Capital Area	N/A	N/A	N/A	N/A	-	2,762	3,238	2,880	182,259	66	2,762	-	-	-	10/25	12/25	11, 13
2	South Plains	N/A	N/A	N/A	N/A	-	2,070	2,591	2,475	136,587	66	2,070	-	-	-	10/25	12/25	11, 13
21	South Texas	N/A	N/A	N/A	N/A	-	2,555	2,808	3,270	168,656	66	2,555	-	-	-	10/25	12/25	11, 13
18	Southeast Texas	N/A	N/A	N/A	N/A	-	2,715	2,748	2,492	179,196	66	2,715	-	-	-	10/25	12/25	11, 13
5	Tarrant County	N/A	N/A	N/A	N/A	-	6,755	7,738	8,534	445,849	66	6,755	-	-	-	10/25	12/25	11, 13
25	Texoma	N/A	N/A	N/A	N/A	-	1,003	1,204	1,105	66,187	66	1,003	-	-	-	10/25	12/25	11, 13
9	West Central Texas	N/A	N/A	N/A	N/A	-	1,726	1,775	1,668	113,893	66	1,726	-	-	-	10/25	12/25	11, 13
99	System	N/A	N/A	N/A	N/A	-	133,916	148,963	149,488	8,838,429	66	133,916	-	-	-	10/25	12/25	11, 13

Notes

11. Beginning in BCY'26 with the October 2025 monthly performance, an updated methodology will be used for Avg # Children Served Per Day - Combined.

13. Methodology updates beginning October 2025 to account for TX3C payment data variability results in greater accuracy for current performance. Refresh of targets are in development for consideration.

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Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 4

Meeting Performance (MG, AR): 2

Not Meeting Performance (NM): 19

**% Meeting/Exceeding
(EX, MG, AR): 24.00 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Childcare Initial Job Search Success Rate

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	NM	16	64.12%	69.20%	69.20%	44.37%	54.92%	-	63	142	44.37%	-	-	-	6/25	8/25	
10	Borderplex	MG	6	99.31%	56.91%	56.91%	56.52%	58.78%	-	13	23	56.52%	-	-	-	6/25	8/25	
16	Brazos Valley	EX	1	120.42%	69.20%	69.20%	83.33%	57.75%	-	5	6	83.33%	-	-	-	6/25	8/25	
24	Cameron	MG	5	104.36%	69.20%	69.20%	72.22%	45.45%	-	13	18	72.22%	-	-	-	6/25	8/25	
14	Capital Area	NM	10	76.78%	69.20%	69.20%	53.13%	64.36%	-	17	32	53.13%	-	-	-	6/25	8/25	
26	Central Texas	NM	9	84.61%	56.91%	56.91%	48.15%	50.22%	-	26	54	48.15%	-	-	-	6/25	8/25	
22	Coastal Bend	NM	17	60.68%	64.09%	64.09%	38.89%	64.56%	-	7	18	38.89%	-	-	-	6/25	8/25	
12	Concho Valley	N/A	N/A	N/A	56.91%	56.91%	N/A	71.43%	-	0	0	N/A	-	-	-	6/25	8/25	
6	Greater Dallas	NM	13	71.98%	64.98%	64.98%	46.77%	60.44%	-	94	201	46.77%	-	-	-	6/25	8/25	
17	Deep East Texas	EX	3	111.21%	62.25%	62.25%	69.23%	62.07%	-	9	13	69.23%	-	-	-	6/25	8/25	
8	East Texas	NM	7	89.96%	58.36%	58.36%	52.50%	53.62%	-	21	40	52.50%	-	-	-	6/25	8/25	
19	Golden Crescent	NM	21	52.77%	63.16%	63.16%	33.33%	61.11%	-	1	3	33.33%	-	-	-	6/25	8/25	
28	Gulf Coast	NM	24	32.05%	62.40%	62.40%	20.00%	48.80%	-	2	10	20.00%	-	-	-	6/25	8/25	
13	Heart of Texas	NM	23	41.04%	60.91%	60.91%	25.00%	60.67%	-	3	12	25.00%	-	-	-	6/25	8/25	
23	Lower Rio Grande Valley	EX	2	111.83%	56.91%	56.91%	63.64%	58.36%	-	28	44	63.64%	-	-	-	6/25	8/25	
27	Middle Rio Grande	N/A	N/A	N/A	56.91%	56.91%	N/A	50.00%	-	0	0	N/A	-	-	-	6/25	8/25	
4	North Central Texas	NM	19	57.12%	57.09%	57.09%	32.61%	51.27%	-	30	92	32.61%	-	-	-	6/25	8/25	
7	Northeast Texas	N/A	N/A	N/A	56.91%	56.91%	N/A	51.72%	-	0	0	N/A	-	-	-	6/25	8/25	
3	North Texas	NM	15	65.18%	62.20%	62.20%	40.54%	62.22%	-	15	37	40.54%	-	-	-	6/25	8/25	
1	Panhandle	NM	25	29.29%	56.91%	56.91%	16.67%	47.27%	-	2	12	16.67%	-	-	-	6/25	8/25	
11	Permian Basin	NM	22	41.94%	65.78%	65.78%	27.59%	63.96%	-	8	29	27.59%	-	-	-	6/25	8/25	
15	Rural Capital Area	NM	8	87.96%	69.20%	69.20%	60.87%	61.04%	-	14	23	60.87%	-	-	-	6/25	8/25	
2	South Plains	NM	20	53.24%	69.20%	69.20%	36.84%	49.66%	-	7	19	36.84%	-	-	-	6/25	8/25	
21	South Texas	NM	12	75.14%	69.20%	69.20%	52.00%	62.63%	-	13	25	52.00%	-	-	-	6/25	8/25	
18	Southeast Texas	EX	4	110.19%	62.59%	62.59%	68.97%	43.82%	-	20	29	68.97%	-	-	-	6/25	8/25	
5	Tarrant County	NM	11	75.32%	57.17%	57.17%	43.06%	47.06%	-	31	72	43.06%	-	-	-	6/25	8/25	
25	Texoma	NM	18	58.15%	59.30%	59.30%	34.48%	65.79%	-	10	29	34.48%	-	-	-	6/25	8/25	
9	West Central Texas	NM	14	65.78%	62.91%	62.91%	41.38%	44.14%	-	12	29	41.38%	-	-	-	6/25	8/25	
99	System	N/A	N/A	N/A	N/A	-	45.85%	55.10%	-	464	1,012	45.85%	-	-	-	6/25	8/25	

Notes

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Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 0

Meeting Performance (MG, AR): 0

Not Meeting Performance (NM): 0

**% Meeting/Exceeding
(EX, MG, AR): 0.00 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Choices Full Engagement Rate - All Family Total

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	N/A	N/A	N/A	50.00%	50.00%	N/A	-	64.83%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
10	Borderplex	N/A	N/A	N/A	50.00%	50.00%	N/A	-	48.42%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
16	Brazos Valley	N/A	N/A	N/A	50.00%	50.00%	N/A	-	52.74%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
24	Cameron	N/A	N/A	N/A	50.00%	50.00%	N/A	-	53.16%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
14	Capital Area	N/A	N/A	N/A	50.00%	50.00%	N/A	-	73.84%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
26	Central Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	60.05%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
22	Coastal Bend	N/A	N/A	N/A	50.00%	50.00%	N/A	-	52.95%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
12	Concho Valley	N/A	N/A	N/A	50.00%	50.00%	N/A	-	62.50%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
6	Greater Dallas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	53.99%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
17	Deep East Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	61.81%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
8	East Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	43.16%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
19	Golden Crescent	N/A	N/A	N/A	50.00%	50.00%	N/A	-	40.00%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
28	Gulf Coast	N/A	N/A	N/A	50.00%	50.00%	N/A	-	57.53%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
13	Heart of Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	50.17%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
23	Lower Rio Grande Valley	N/A	N/A	N/A	50.00%	50.00%	N/A	-	70.90%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
27	Middle Rio Grande	N/A	N/A	N/A	50.00%	50.00%	N/A	-	60.10%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
4	North Central Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	56.90%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
7	Northeast Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	48.76%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
3	North Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	51.43%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
1	Panhandle	N/A	N/A	N/A	50.00%	50.00%	N/A	-	73.78%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
11	Permian Basin	N/A	N/A	N/A	50.00%	50.00%	N/A	-	39.49%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
15	Rural Capital Area	N/A	N/A	N/A	50.00%	50.00%	N/A	-	45.91%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
2	South Plains	N/A	N/A	N/A	50.00%	50.00%	N/A	-	58.48%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
21	South Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	45.82%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
18	Southeast Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	49.71%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
5	Tarrant County	N/A	N/A	N/A	50.00%	50.00%	N/A	-	51.17%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
25	Texoma	N/A	N/A	N/A	50.00%	50.00%	N/A	-	50.99%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
9	West Central Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	-	42.23%	N/A	N/A	N/A	-	-	-	10/25	12/25	5
99	System	N/A	N/A	N/A	50.00%	50.00%	N/A	-	56.96%	N/A	N/A	N/A	-	-	-	10/25	12/25	5

Notes

5. I|3 is finalizing the visualization for this measure to ensure accuracy.

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Year-to-Date
Performance Periods

Status Summary (Number of Boards)

Exceeding Performance (EX): 0

Meeting Performance (MG, AR): 10

Not Meeting Performance (NM): 18

**% Meeting/Exceeding
(EX, MG, AR): 35.71 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

Claimant Reemployment within 10 Weeks

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	NM	19	87.65%	60.79%	60.79%	53.28%	55.87%	61.55%	5,013	9,408	53.28%	-	-	-	7/25	9/25	
10	Borderplex	NM	25	81.38%	60.81%	60.81%	49.49%	54.28%	58.69%	2,048	4,138	49.49%	-	-	-	7/25	9/25	
16	Brazos Valley	MG	6	97.79%	60.99%	60.99%	59.64%	57.49%	64.34%	430	721	59.64%	-	-	-	7/25	9/25	
24	Cameron	NM	18	88.69%	61.12%	61.12%	54.21%	43.93%	62.48%	1,127	2,079	54.21%	-	-	-	7/25	9/25	
14	Capital Area	NM	28	78.52%	60.67%	60.67%	47.64%	48.25%	51.09%	2,456	5,155	47.64%	-	-	-	7/25	9/25	
26	Central Texas	NM	20	87.03%	60.47%	60.47%	52.63%	55.54%	63.03%	929	1,765	52.63%	-	-	-	7/25	9/25	
22	Coastal Bend	NM	14	92.00%	61.38%	61.38%	56.47%	59.54%	65.11%	1,113	1,971	56.47%	-	-	-	7/25	9/25	
12	Concho Valley	MG	4	99.09%	61.58%	61.58%	61.02%	57.39%	65.26%	180	295	61.02%	-	-	-	7/25	9/25	
6	Greater Dallas	NM	22	84.02%	60.70%	60.70%	51.00%	52.20%	56.76%	5,676	11,129	51.00%	-	-	-	7/25	9/25	
17	Deep East Texas	NM	15	91.50%	61.40%	61.40%	56.18%	60.25%	63.08%	636	1,132	56.18%	-	-	-	7/25	9/25	
8	East Texas	AR	8	95.60%	61.11%	61.11%	58.42%	60.57%	64.79%	1,672	2,862	58.42%	-	-	-	7/25	9/25	
19	Golden Crescent	NM	16	90.57%	61.50%	61.50%	55.70%	57.16%	64.14%	303	544	55.70%	-	-	-	7/25	9/25	
28	Gulf Coast	NM	23	82.36%	61.12%	61.12%	50.34%	55.12%	57.47%	16,500	32,776	50.34%	-	-	-	7/25	9/25	
13	Heart of Texas	NM	13	92.99%	60.77%	60.77%	56.51%	59.55%	64.32%	625	1,106	56.51%	-	-	-	7/25	9/25	
23	Lower Rio Grande Valley	MG	2	99.37%	61.76%	61.76%	61.37%	57.09%	63.69%	3,463	5,643	61.37%	-	-	-	7/25	9/25	
27	Middle Rio Grande	NM	21	86.29%	61.91%	61.91%	53.42%	49.16%	57.18%	422	790	53.42%	-	-	-	7/25	9/25	
4	North Central Texas	NM	27	80.52%	60.73%	60.73%	48.90%	50.80%	54.16%	6,419	13,127	48.90%	-	-	-	7/25	9/25	
7	Northeast Texas	AR	9	95.35%	60.85%	60.85%	58.02%	59.12%	64.31%	470	810	58.02%	-	-	-	7/25	9/25	
3	North Texas	AR	10	95.14%	61.14%	61.14%	58.17%	59.24%	61.15%	292	502	58.17%	-	-	-	7/25	9/25	
1	Panhandle	MG	3	99.36%	61.09%	61.09%	60.70%	64.19%	68.73%	431	710	60.70%	-	-	-	7/25	9/25	
11	Permian Basin	AR	7	96.47%	62.54%	62.54%	60.33%	60.41%	66.91%	1,063	1,762	60.33%	-	-	-	7/25	9/25	
15	Rural Capital Area	NM	26	80.97%	60.68%	60.68%	49.13%	49.54%	54.93%	2,232	4,543	49.13%	-	-	-	7/25	9/25	
2	South Plains	MG	1	103.67%	61.03%	61.03%	63.27%	60.88%	64.37%	639	1,010	63.27%	-	-	-	7/25	9/25	
21	South Texas	NM	11	94.81%	61.70%	61.70%	58.50%	54.95%	63.57%	444	759	58.50%	-	-	-	7/25	9/25	
18	Southeast Texas	NM	12	94.36%	61.37%	61.37%	57.91%	59.89%	64.94%	1,267	2,188	57.91%	-	-	-	7/25	9/25	
5	Tarrant County	NM	24	82.23%	60.76%	60.76%	49.96%	51.45%	56.93%	4,094	8,195	49.96%	-	-	-	7/25	9/25	
25	Texoma	NM	17	88.83%	60.81%	60.81%	54.02%	56.79%	61.16%	336	622	54.02%	-	-	-	7/25	9/25	
9	West Central Texas	MG	5	98.74%	61.13%	61.13%	60.36%	62.65%	68.16%	402	666	60.36%	-	-	-	7/25	9/25	
99	System	NM	N/A	85.54%	61.00%	61.00%	52.18%	54.17%	58.67%	61,509	117,881	52.18%	-	-	-	7/25	9/25	

Notes

December 2025 Board Comparison Report

FINAL RELEASE

As Originally Published

2/10/2026



Year-to-Date
Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): 13

Meeting Performance (MG, AR): 4

Not Meeting Performance (NM): 11

**% Meeting/Exceeding
(EX, MG, AR): 60.71 %**

Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk*

NM: Not Meeting Performance

* In the bottom quarter of the
Meeting Performance range.

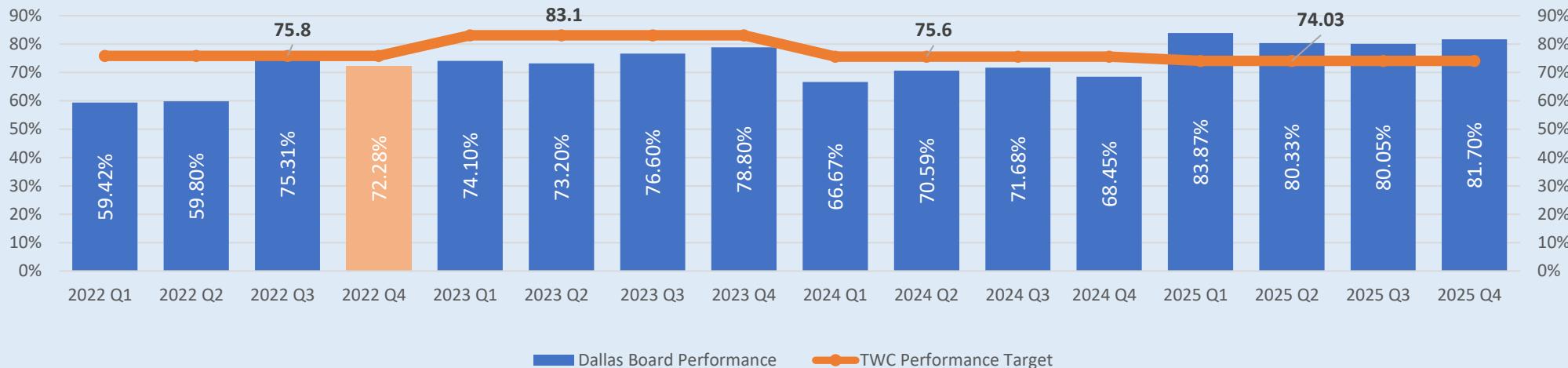
Employers Receiving Texas Talent Assistance

#	Board	Status	Rank	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo	MG	15	99.10%	1,330	4,349	1,318	4,349	5,975	N/A	N/A	1,318	-	-	-	10/25	12/25	
10	Borderplex	EX	12	110.22%	998	4,316	1,100	4,316	4,174	N/A	N/A	1,100	-	-	-	10/25	12/25	
16	Brazos Valley	NM	19	89.69%	543	2,115	487	2,115	1,969	N/A	N/A	487	-	-	-	10/25	12/25	
24	Cameron	NM	22	87.71%	480	2,011	421	2,011	1,651	N/A	N/A	421	-	-	-	10/25	12/25	
14	Capital Area	NM	23	85.51%	1,194	4,621	1,021	4,621	7,795	N/A	N/A	1,021	-	-	-	10/25	12/25	
26	Central Texas	EX	1	139.39%	363	1,040	506	1,040	1,098	N/A	N/A	506	-	-	-	10/25	12/25	
22	Coastal Bend	EX	4	127.48%	939	2,899	1,197	2,899	2,241	N/A	N/A	1,197	-	-	-	10/25	12/25	
12	Concho Valley	EX	2	136.67%	360	1,636	492	1,636	1,047	N/A	N/A	492	-	-	-	10/25	12/25	
6	Greater Dallas	NM	20	88.29%	1,289	5,276	1,138	5,276	8,852	N/A	N/A	1,138	-	-	-	10/25	12/25	
17	Deep East Texas	MG	14	102.49%	764	2,557	783	2,557	2,139	N/A	N/A	783	-	-	-	10/25	12/25	
8	East Texas	EX	5	122.74%	1,016	3,180	1,247	3,180	4,439	N/A	N/A	1,247	-	-	-	10/25	12/25	
19	Golden Crescent	EX	13	105.91%	491	1,521	520	1,521	1,296	N/A	N/A	520	-	-	-	10/25	12/25	
28	Gulf Coast	NM	28	53.61%	2,994	13,465	1,605	13,465	37,309	N/A	N/A	1,605	-	-	-	10/25	12/25	
13	Heart of Texas	NM	26	79.44%	321	1,206	255	1,206	1,967	N/A	N/A	255	-	-	-	10/25	12/25	
23	Lower Rio Grande Valley	EX	3	136.10%	1,565	4,208	2,130	4,208	3,501	N/A	N/A	2,130	-	-	-	10/25	12/25	
27	Middle Rio Grande	EX	9	115.90%	371	1,019	430	1,019	1,006	N/A	N/A	430	-	-	-	10/25	12/25	
4	North Central Texas	NM	27	78.33%	1,795	6,852	1,406	6,852	10,615	N/A	N/A	1,406	-	-	-	10/25	12/25	
7	Northeast Texas	NM	18	93.63%	848	1,872	794	1,872	1,604	N/A	N/A	794	-	-	-	10/25	12/25	
3	North Texas	EX	10	113.93%	402	1,272	458	1,272	1,263	N/A	N/A	458	-	-	-	10/25	12/25	
1	Panhandle	NM	24	80.76%	634	2,076	512	2,076	1,662	N/A	N/A	512	-	-	-	10/25	12/25	
11	Permian Basin	AR	17	95.22%	565	1,731	538	1,731	1,595	N/A	N/A	538	-	-	-	10/25	12/25	
15	Rural Capital Area	NM	21	88.27%	1,066	4,089	941	4,089	4,285	N/A	N/A	941	-	-	-	10/25	12/25	
2	South Plains	EX	7	120.03%	659	1,921	791	1,921	3,177	N/A	N/A	791	-	-	-	10/25	12/25	
21	South Texas	EX	6	120.78%	640	2,310	773	2,310	1,918	N/A	N/A	773	-	-	-	10/25	12/25	
18	Southeast Texas	NM	25	80.66%	574	1,954	463	1,954	2,029	N/A	N/A	463	-	-	-	10/25	12/25	
5	Tarrant County	AR	16	95.98%	1,194	4,305	1,146	4,305	4,071	N/A	N/A	1,146	-	-	-	10/25	12/25	
25	Texoma	EX	11	113.72%	481	910	547	910	1,285	N/A	N/A	547	-	-	-	10/25	12/25	
9	West Central Texas	EX	8	118.75%	464	1,574	551	1,574	1,917	N/A	N/A	551	-	-	-	10/25	12/25	
99	System	N/A	N/A	N/A	N/A	-	23,117	83,229	118,484	N/A	N/A	23,117	-	-	-	10/25	12/25	

Notes

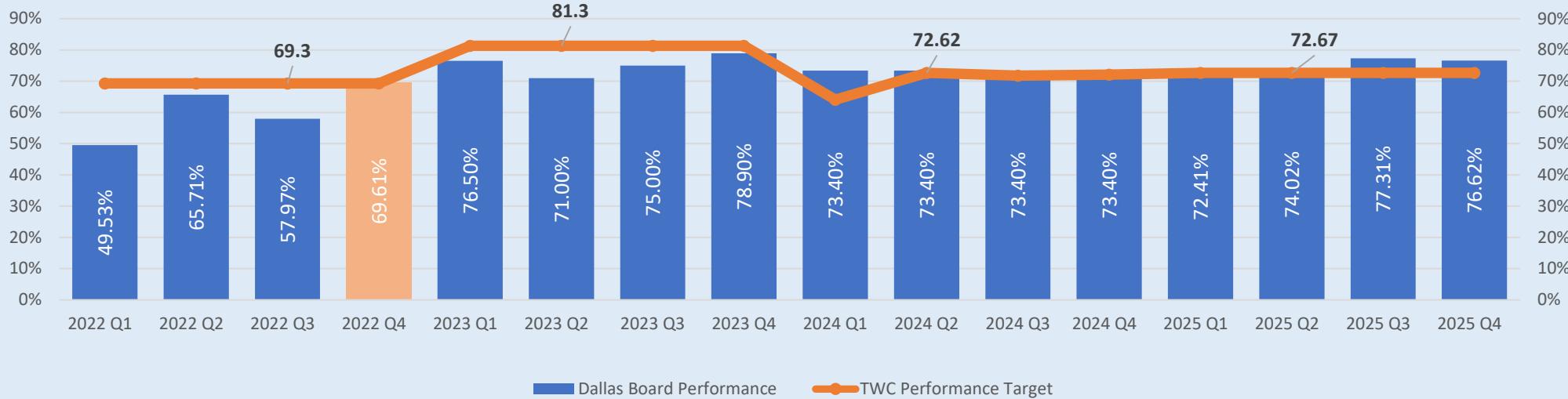
Performance Spotlight

WIOA Adult Entered Employment Quarter Two Post Exit Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants employed in the 2nd quarter after exit.

WIOA Adult Employed Quarter Four Post exit Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants employed in the 4th quarter after exit.

Performance Spotlight

WIOA Adult Median Earnings Year End 2022 thru Year End 2025



Definition: The median earnings in the 2nd quarter after exit for participants employed in the 2nd quarter after exit.



Definition: The percent of exiting program participants who were in training/education other than OJT or employer customized training and who achieved a recognized credential within one year after exit.

Performance Spotlight

WIOA Adult Measurable Skills Gains End of Year 2022 - End of Year 2025



Definition: The percent of program participants who were enrolled in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational or other forms of progress towards such a credential or employment

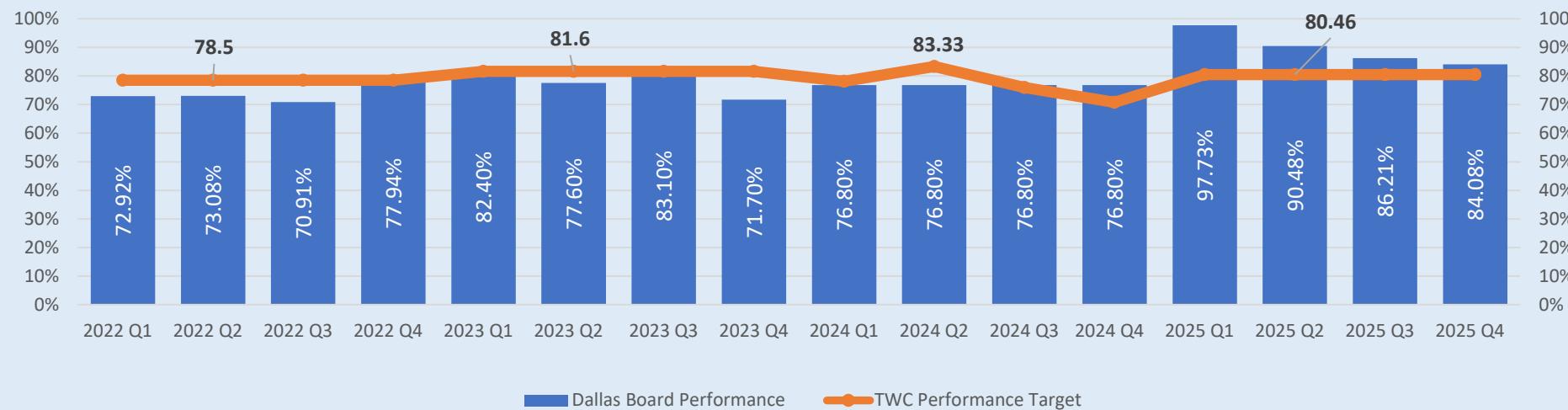
WIOA Dislocated Worker Entered Employment Q2 post exit Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants employed in the 2nd quarter after exit.

Performance Spotlight

WIOA Dislocated Worker Employed Q4 Post exit, Retention Rate Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants employed in the 4th quarter after exit.

WIOA Dislocated Worker Median Earnings Year End 2022 thru Year End 2025



Definition: The median earnings in the 2nd quarter after exit for participants employed in the 2nd quarter after exit.

Performance Spotlight

WIOA Dislocated Worker Credential Rate Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants who were in training/education other than OJT or employer customized training and who achieved a recognized credential within one year after exit.

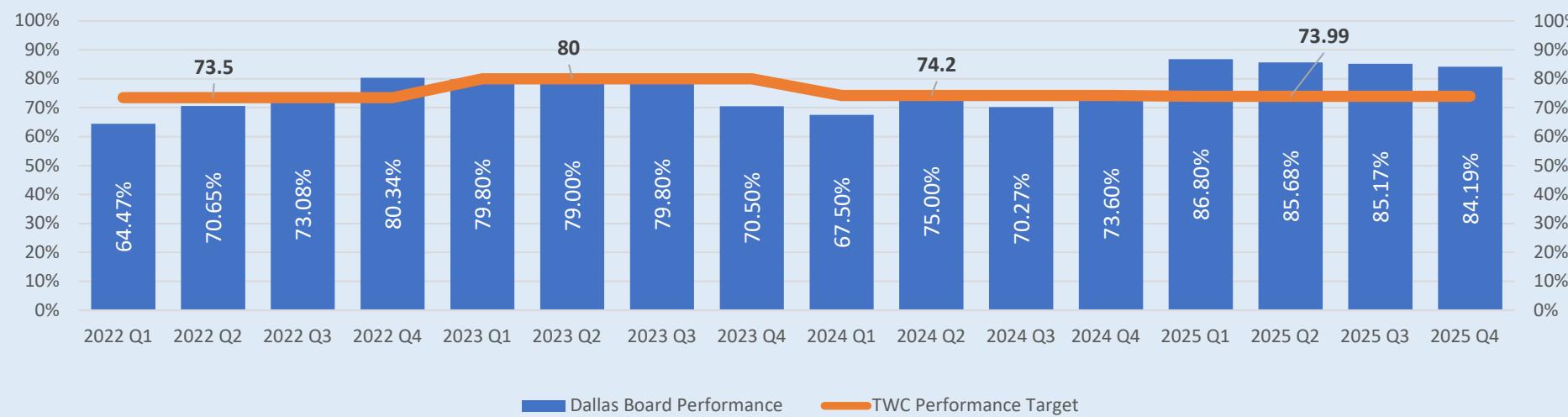
WIOA Dislocated Worker Measurable Skills Gains Year End 2022 thru Year End 2025



Definition: The percent of program participants who were enrolled in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational or other forms of progress towards such a credential or employment

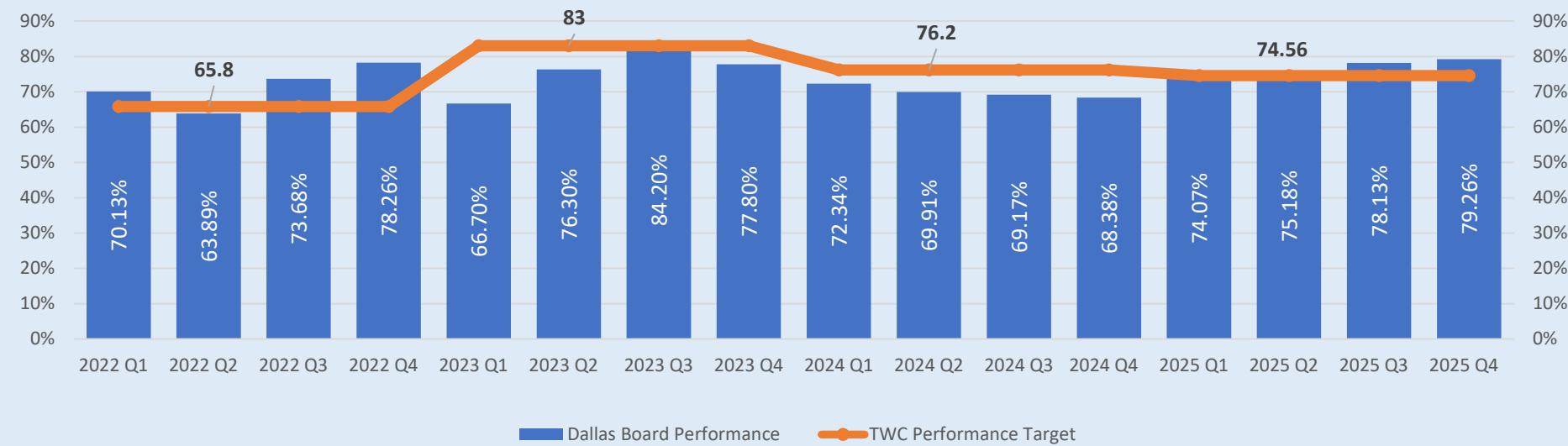
Performance Spotlight

WIOA Youth Employed or Enrolled Q2 Post exit Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants employed or enrolled in education in the 2nd quarter after exit.

WIOA Youth Employed/Enrolled Q4 Post exit (Retention) Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants employed or enrolled in education in the 4th quarter after exit.

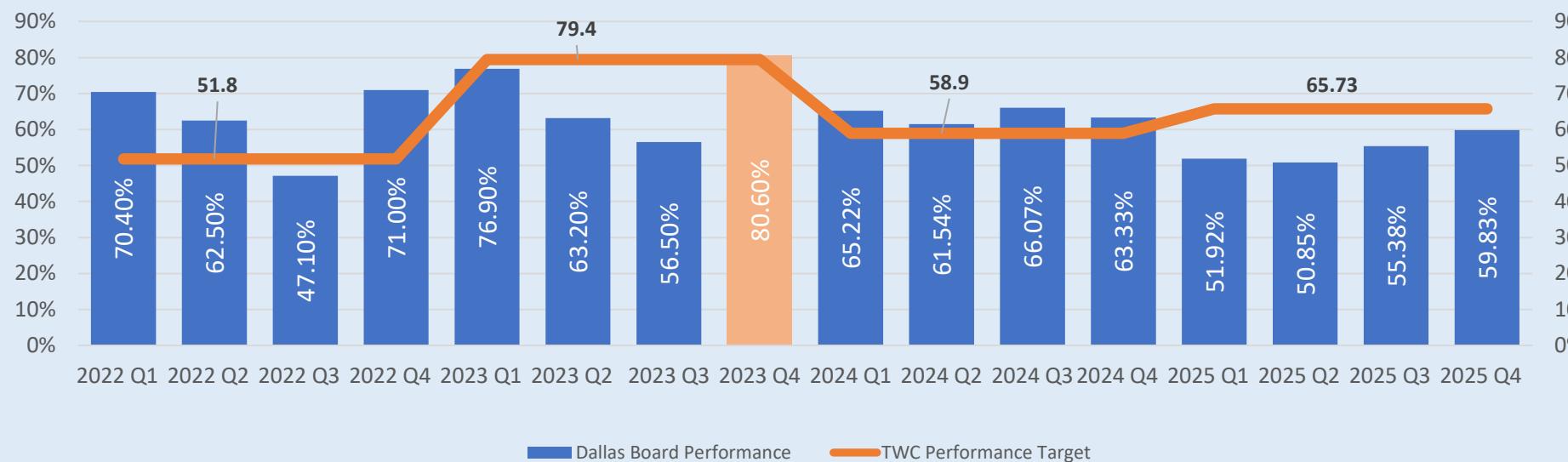
Performance Spotlight

WIOA Youth Median Earnings Year End 2022 thru Year End 2025



Definition: The median earnings in the 2nd quarter after exit for participants employed in the 2nd quarter after exit.

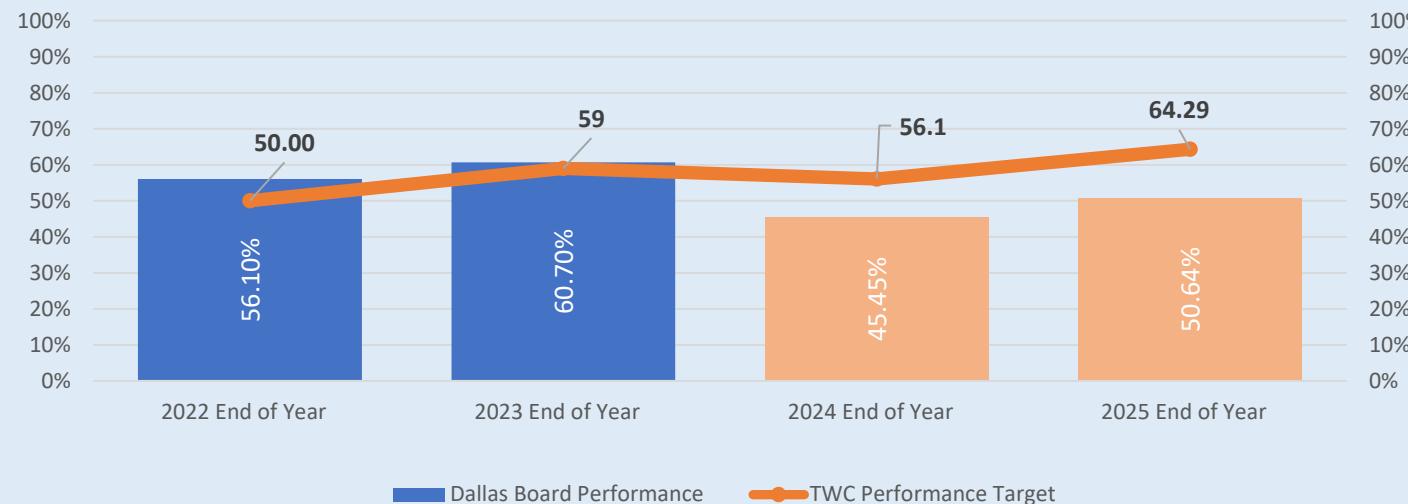
WIOA Youth Credential Rate Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants who were in training/education other than OJT or employer customized training and who achieved a recognized credential within one year after exit.

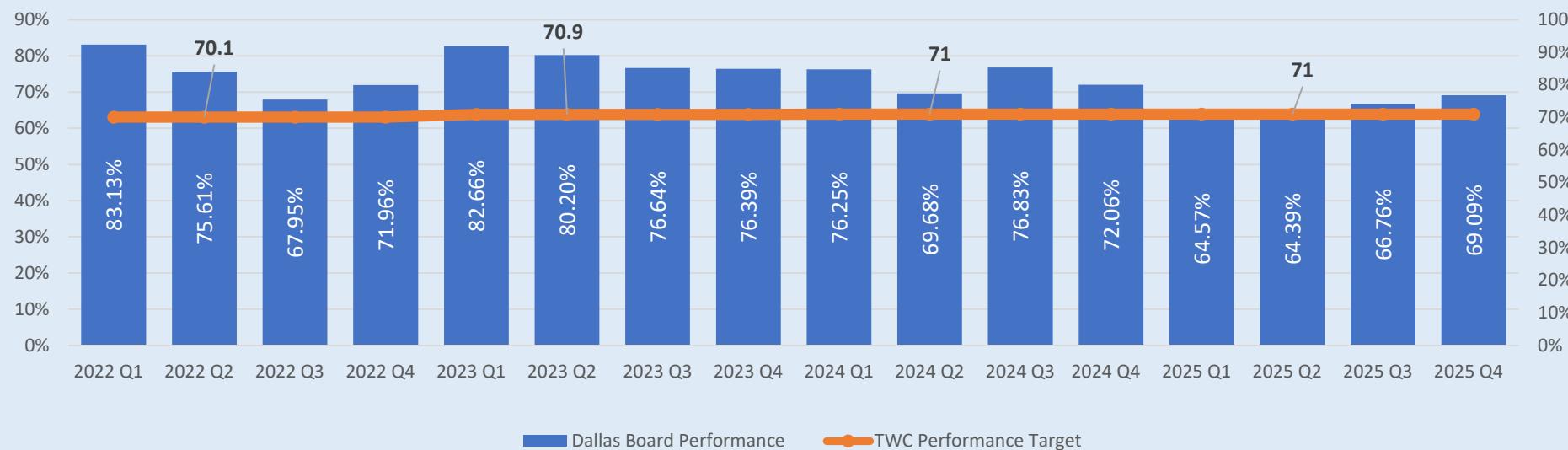
Performance Spotlight

WIOA Youth Measurable Skills Gains Year End 2022 thru Year End 2025



Definition: The percent of program participants who were enrolled in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational or other forms of progress towards such a credential or employment

WIOA Career & Training Credential Rate Year End 2022 thru Year End 2025



Definition: The percent of exiting program participants who were in training/education other than OJT or employer customized training and who achieved a recognized credential within one year after exit.

Performance Spotlight

Claimant Reemployment with 10 weeks

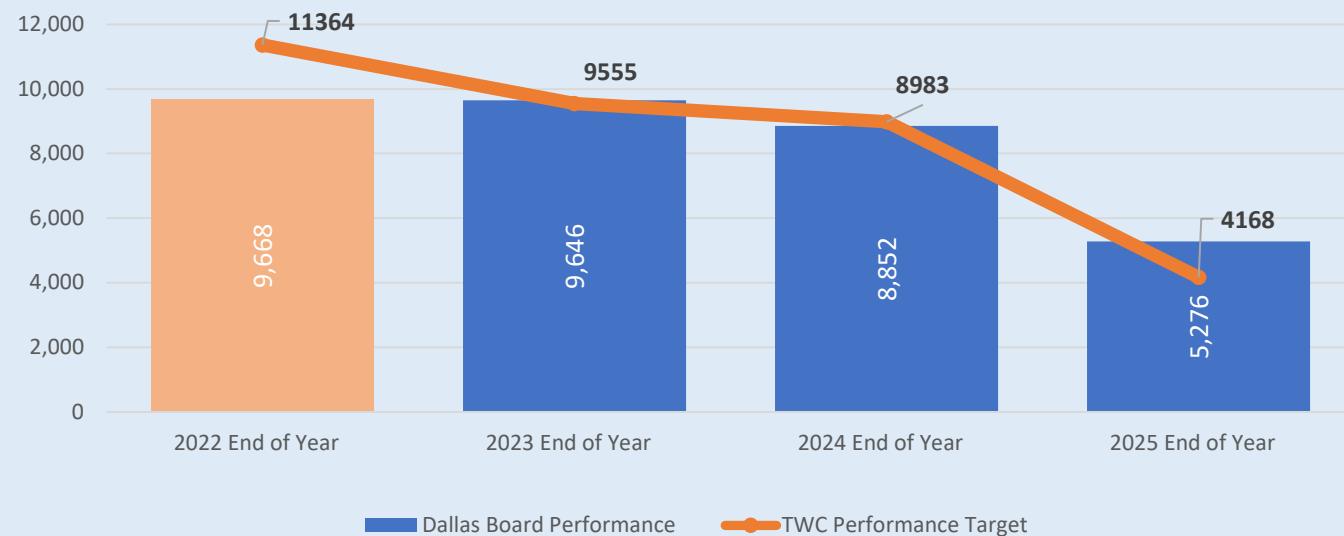
Year End 2022 thru Year End 2025



Definition: The percent of monetarily eligible Unemployment Insurance claimants that are reemployed within 10 weeks.

Employers Receiving Workforce Assistance

Year End 2022 thru Year End 2025



Definition: The number of employers that receive one of the following services:

- Work in Texas Job Postings
- Job Fairs
- Providing Employer meeting or interview space
- Providing Rapid Response
- Entering into a subsidized/unpaid employer agreement
- Providing Rapid Response
- Providing specialized testing on behalf of an employer

Quality Assurance

Rebecca Monnette
Quality Manager, EO Officer

Progress

On target with planned schedule for reviews. Christine has added more reviews for the RESEA program due to increased funding.

Challenges

Documentation continues to be a challenge to reflect skills gains and capture performance.

Impact Opportunity

New processes have been implemented to capture certifications once training has been completed. This will assist in improving performance measures.

QUALITY ASSURANCE AND OVERSIGHT- February 2026 Update



Review final with no issues
Pending report/response
Review final with issues



New Review
Review ongoing

RESEA program review – C2 Global		<ul style="list-style-type: none"> • Status: Review complete, pending report
Dallas College Youth fiscal review		<ul style="list-style-type: none"> • Status: Report final with no issues noted.
Fiscal review AEL – Wilkinson Center		<ul style="list-style-type: none"> • Status: Review complete, pending final report
Fiscal review AEL – Irving ISD		<ul style="list-style-type: none"> • Status: Review complete, pending final report
Childcare Group – Fiscal review		<ul style="list-style-type: none"> • Status: Review ongoing
Dallas College – Youth program review		<ul style="list-style-type: none"> • Status: Report final with recommendations in the following areas: Follow-up services (monthly contact) and accurate/timely data entry especially for measurable skills gain.
Equus/C2 Global – Fiscal review		<ul style="list-style-type: none"> • Status: Review ongoing

FYI

MEANS, ENDS AND EXPECTATIONS
DETAIL EXPENDITURE REPORT

December 2025

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
5401-24	WIOA-YOUTH-PROGRAM	0624WOY001	6/30/2026	\$ 6,239,315.70	\$ 4,971,831.35	79.69%	75.00%	\$ 202,638.83	\$ 5,174,470.18	82.93%
	WIOA-YOUTH-ADMIN	0624WOY001	6/30/2026	\$ 693,257.30	\$ 371,588.22	53.60%	75.00%		\$ 371,588.22	53.60%
	TOTAL YOUTH			\$ 6,932,573.00	\$ 5,343,419.57	77.08%	75.00%	\$ 202,638.83	\$ 5,546,058.40	80.00%
5402-24	WIOA-ADULT-PROGRAM	0624WOA001	6/30/2026	\$ 6,071,391.90	\$ 3,454,597.49	56.90%	75.00%	\$ 1,646,514.46	\$ 5,101,111.95	84.02%
	WIOA-ADULT-ADMIN	0624WOA001	6/30/2026	\$ 674,599.10	\$ 295,680.55	43.83%	75.00%		\$ 295,680.55	43.83%
	TOTAL ADULT			\$ 6,745,991.00	\$ 3,750,278.04	55.59%	75.00%	\$ 1,646,514.46	\$ 5,396,792.50	80.00%
5403-24	WIOA-DISLOCATED -PROGRAM	0624WOD001	6/30/2026	\$ 5,577,453.00	\$ 3,124,630.27	56.02%	75.00%	\$ 1,556,737.44	\$ 4,681,367.71	83.93%
	WIOA-DISLOCATED-ADMIN	0624WOD001	6/30/2026	\$ 619,717.00	\$ 276,368.29	44.60%	75.00%		\$ 276,368.29	44.60%
	TOTAL DISLOCATED WORKER			\$ 6,197,170.00	\$ 3,400,998.56	54.88%	75.00%	\$ 1,556,737.44	\$ 4,957,736.00	80.00%
	TOTALS			\$ 19,875,734.00	\$ 12,494,696.17	62.86%	75.00%	\$ 3,405,890.73	\$ 15,900,586.90	80.00%
5401-25	WIOA-YOUTH-PROGRAM	0625WOY001	6/30/2027	\$ 5,832,644.40	\$ 776,506.40	13.31%	25.00%	\$ 2,595,199.37	\$ 3,371,705.77	57.81%
	WIOA-YOUTH-ADMIN	0625WOY001	6/30/2027	\$ 648,071.60	\$ -	0.00%	25.00%		\$ -	0.00%
	TOTAL YOUTH			\$ 6,480,716.00	\$ 776,506.40	11.98%	25.00%	\$ 2,595,199.37	\$ 3,371,705.77	52.03%
5402-25	WIOA-ADULT-PROGRAM	0625WOA001	6/30/2027	\$ 5,710,608.90	\$ 155,771.39	2.73%	25.00%	\$ 3,398,810.53	\$ 3,554,581.92	62.25%
	WIOA-ADULT-ADMIN	0625WOA001	6/30/2027	\$ 634,512.10	\$ -	0.00%	25.00%		\$ -	0.00%
	TOTAL ADULT			\$ 6,345,121.00	\$ 155,771.39	2.45%	25.00%	\$ 3,398,810.53	\$ 3,554,581.92	56.02%
5403-25	WIOA-DISLOCATED -PROGRAM	0625WOD001	6/30/2027	\$ 5,184,720.00	\$ 474,159.08	9.15%	25.00%	\$ 3,035,927.77	\$ 3,510,086.85	67.70%
	WIOA-DISLOCATED-ADMIN	0625WOD001	6/30/2027	\$ 576,080.00	\$ -	0.00%	25.00%		\$ -	0.00%
	TOTAL DISLOCATED WORKER			\$ 5,760,800.00	\$ 474,159.08	8.23%	25.00%	\$ 3,035,927.77	\$ 3,510,086.85	60.93%
5416-25	WIOA-Rapid Response	0625WOR001	6/30/2026	\$ 68,220.00	\$ 34,986.53	51.28%	50.00%	\$ 33,233.47	\$ 68,220.00	100.00%
				\$ 18,654,857.00	\$ 1,441,423.40	7.73%	25.00%	\$ 9,063,171.14	\$ 10,504,594.54	56.31%

MEANS, ENDS AND EXPECTATIONS
MONTHLY EXPENDITURE REPORT
December 2025

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
WORKFORCE INNOVATION AND OPPORTUNITY ACT										
	WIOA FORMULA FUNDS	0623 WIOA FUNDS	6/30/2025	\$ 19,875,734.00	\$ 12,494,696.17	62.86%	75.00%	\$ 3,405,890.73	\$ 15,900,586.90	80.00%
	WIOA FORMULA FUNDS	0625 WIOA FUNDS	6/30/2026	\$ 18,654,857.00	\$ 1,441,423.40	7.73%	25.00%	\$ 9,063,171.14	\$ 10,504,594.54	56.31%
6229-26	Trade Act Services	0626TRA001	9/30/2026	\$ 5,000.00	\$ 127.48	2.55%	25.00%	\$ -	\$ 127.48	2.55%
6239-25	Reemployment Services and Eligibility Assess	0625REA001	2/28/2026	\$ 2,312,837.00	\$ 2,251,936.72	97.37%	88.24%	\$ -	\$ 2,251,936.72	97.37%
6239-26	Reemployment Services and Eligibility Assess	0626REA001	9/30/2026	\$ 2,046,323.00	\$ 12,020.39	0.59%	25.00%	\$ -	\$ 12,020.39	0.59%
5412-25	Externship for Teachers	0625EXT001	3/31/2026	\$ 200,000.00	\$ 87,486.95	43.74%	75.00%	\$ 15,228.28	\$ 102,715.23	51.36%
WIOA TOTALS	Totals			\$ 43,094,751.00	\$ 16,287,691.11	37.80%		\$ 12,484,290.15	\$ 28,771,981.26	66.76%
WAGNER-PEYSER EMPLOYMENT SERVICE										
6223-25	Employment Services	0625WPA001	12/31/2025	\$ 944,361.00	\$ 771,014.36	81.64%	100.00%	\$ -	\$ 771,014.36	81.64%
6223-26	Employment Services	0626WPA001	12/31/2026	\$ 1,045,680.00	\$ -	0.00%	20.00%	\$ 61,944.42	\$ 61,944.42	5.92%
7246-26	Texas Veterans Commission	0626TVC001	9/30/2026	\$ 170,231.00	\$ 80,674.66	47.39%	25.00%	\$ 19,569.33	\$ 100,243.99	58.89%
7226-24	REO - Reentry Employment Opportunities	0624REO001	9/30/2027	\$ 545,500.00	\$ 257,339.31	47.17%	47.73%	\$ 85,663.45	\$ 343,002.76	62.88%
6235-25	Apprenticeship Texas Expansion Grant	0625ATG001	3/30/2027	\$ 500,000.00	\$ 25,792.05	5.16%	16.67%	\$ 426,870.00	\$ 452,662.05	90.53%
6225-26	WCI- Red, White, and You	0626WCI001	9/30/2026	\$ 35,500.00	\$ 1,500.00	4.23%	25.00%	\$ -	\$ 1,500.00	4.23%
6225-26	WCI- TVLP Operating Grant Activities	0626WCI001	9/30/2026	\$ 9,914.00	\$ 2,478.51	25.00%	25.00%	\$ -	\$ 2,478.51	25.00%
6225-26	WCI - Foster Care Youth Conference	0626WCI001	9/30/2026	\$ 2,500.00		0.00%	25.00%	\$ -	\$ -	0.00%
6225-26	WCI- Careers in TX Industry Week/Youth Care	0626WCI001	9/30/2026	\$ 35,000.00		0.00%	25.00%	\$ -	\$ -	0.00%
E.S.TOTALS	Totals			\$ 3,288,686.00	\$ 1,138,798.89	34.63%		\$ 594,047.20	\$ 1,732,846.09	52.69%
FOOD STAMP EMPLOYMENT AND TRAINING										
2266-26	Suppl. Nutrition Assistance Program	0626SNE001	9/30/2026	\$ 1,128,381.00	\$ 531,018.70	47.06%	8.33%	\$ 372,696.31	\$ 903,715.01	80.09%
SNAP TOTALS	Totals			\$ 1,128,381.00	\$ 531,018.70	47.06%		\$ 372,696.31	\$ 903,715.01	80.09%
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES										
2243-26	Noncustodial Parent Choices Program	0626NCP001	9/30/2026	\$ 455,220.00	\$ 180,765.48	39.71%	30.77%	\$ 180,016.98	\$ 360,782.46	79.25%
2245-26	Temporary Assistance for Needy Families	0626TAF001	10/31/2026	\$ 7,304,936.00	\$ 1,090,260.00	14.92%	7.69%	\$ 4,262,261.83	\$ 5,352,521.83	73.27%
TANF -TOTALS	Totals			\$ 7,709,336.00	\$ 6,907,684.60	89.60%		\$ 180,016.98	\$ 7,087,701.58	91.94%
CHILD CARE SERVICES										
1271-25	CCM CCMS LOCAL INITIATIVE	0625CCM001	12/31/2025	\$ 8,317,664.00	\$ 8,317,664.00	100.00%	100.00%	\$ -	\$ 8,317,664.00	100.00%
1271-26	CCM CCMS LOCAL INITIATIVE	0626CCM001	12/31/2026	\$ 8,137,890.00	\$ -	0.00%	20.00%	\$ 8,137,890.00	\$ 8,137,890.00	100.00%
1275-25	CCF CCMS CHILD CARE	0625CCF001	10/31/2025	\$ 132,419,279.00	\$ 123,337,795.10	93.14%	100.00%	\$ -	\$ 123,337,795.10	93.14%
1275-26	CCF CCMS CHILD CARE	0626CCF001	10/31/2026	\$ 130,216,972.00	\$ 16,599,000.17	12.75%	7.69%	\$ 101,100,936.38	\$ 117,699,936.55	90.39%
1272-25	CHILD CARE DFPS	0625CCP001	8/31/2025	\$ 4,941,132.00	\$ 4,848,340.49	98.12%	100.00%	\$ -	\$ 4,848,340.49	98.12%
1272-26	CHILD CARE DFPS	0626CCP001	8/31/2026	\$ 4,954,136.00	\$ 2,044,510.33	41.27%	16.67%	\$ 682,161.18	\$ 2,726,671.51	55.04%
1274-26	CHILD CARE QUALITY 2%	0626CCQ001	10/31/2026	\$ 5,400,802.00	\$ 721,127.76	13.35%	7.69%	\$ 4,331,647.57	\$ 5,052,775.33	93.56%
1289-26	CHILD CARE QUALITY 4%	0626CQF001	10/31/2025	\$ 5,144,167.00	\$ 70,326.95	1.37%	23.08%	\$ 5,073,840.05	\$ 5,144,167.00	100.00%
CHILD CARE -TOTALS	Totals			\$ 299,532,042.00	\$ 155,938,764.80	52.06%		\$ 119,326,475.18	\$ 275,265,239.98	91.90%

MEANS, ENDS AND EXPECTATIONS
MONTHLY EXPENDITURE REPORT
December 2025

Fund #	Contract Name	Contract #	End Date	Budget	Cumulative Expenses	% Expended	% Expected	Obligations	Total Expenses + Obligations	% Expenses Obligations
STATE OF TEXAS										
7230-24	Adult Education and Literacy	2924ALA010	6/30/2025	\$ 7,614,766.00	\$ 7,614,766.00	100.00%	100.00%	\$ -	\$ 7,614,766.00	100.00%
7230-25	Adult Education and Literacy	2924ALAB10	6/30/2026	\$ 6,814,387.00	\$ 1,381,522.50	20.27%	33.33%	\$ 1,283,484.32	\$ 2,665,006.82	39.11%
	Totals			\$ 14,429,153.00	\$ 8,996,288.50	62.35%		\$ 1,283,484.32	\$ 10,279,772.82	71.24%
	GRAND TOTAL - Grants			\$ 376,356,722.00	\$ 212,920,075.06	56.57%		\$ 146,735,038.73	\$ 359,655,113.79	95.56%
STATE OF TEXAS - Contracts										
7352-26	Summer Earn and Learn	3022VRS031	9/30/2026	\$ 670,617.65	\$ 10,194.19	1.52%	0.00%	\$ -	\$ 10,194.19	1.52%
7353-24	Student Hireability Navigator	3018VRS135-YR 8	8/31/2027	\$ 226,000.00	\$ 37,802.88	16.73%	33.33%	\$ 89,358.59	\$ 127,161.47	56.27%
7500-26	Infrastructure Support Services and Shared	0626COL001	8/31/2026	\$ 1,163,744.95	\$ 344,139.71	29.57%	16.67%	\$ -	\$ 344,139.71	29.57%
				\$ 2,060,362.60	\$ 392,136.78	19.03%		\$ 89,358.59	\$ 481,495.37	23.37%
PRIVATE										
8535-19	Walmart Statewide - PATHS	Walmart Foundation	5/15/2024	\$ 5,469,101.64	\$ 5,445,395.36	99.57%	100.00%	\$ -	\$ 5,445,395.36	99.57%
8604-25	Prologis Community Workforce Initiative – Direct Funding	Prologis	12/31/2025	\$ 449,500.00	\$ 250,762.16	55.79%	100.00%	\$ 90,271.81	\$ 341,033.97	75.87%
8700-21	Dallas College - Professional Services	Dallas College	1/31/2025	\$ 500,000.00	\$ 369,195.51	73.84%	100.00%	\$ 19,573.70	\$ 388,769.21	77.75%
8607-26	Construction Career Day Sponsorships	Various	3/31/2026	\$ 25,000.00	\$ 16,500.00					
	Totals			\$ 6,443,601.64	\$ 6,081,853.03	94.39%		\$ 109,845.51	\$ 6,175,198.54	95.83%

Workforce Solutions Greater Dallas
 Statements of Financial Position (Unaudited)
 12/31/2025 and December 31, 2024

	<u>12/31/2025</u> (Unaudited)	<u>12/31/2024</u> (Audited)
Assets		
Current Assets		
Cash	\$ 4,755,295	9,664,765
Grants receivable	3,785,909	10,154,726
Advances and other receivables	395,739	359,783
Prepaid expenses	744,303	397,934
Total Current Assets	<u>9,681,246</u>	<u>20,577,208</u>
Noncurrent Assets		
Equipment, net	154,847	224,475
Finance ROU Asset, net	7,759,289	2,561,086
Operating Lease Asset, net	6,564,660	8,536,251
Total Noncurrent Assets	<u>14,478,796</u>	<u>11,321,812</u>
Total assets	<u><u>\$ 24,160,042</u></u>	<u><u>31,899,020</u></u>
Liabilities and net assets		
Current Liabilities		
Accounts payable and accrued liabilities	8,242,584	19,314,549
Current portion of deferred revenue	109,695	109,695
Current portion of finance lease liability	506,253	237,853
Current portion of operating lease liability	1,704,830	1,976,117
Current portion of employee benefits payable	—	—
Total Current Liabilities	<u>\$ 10,563,362</u>	<u>21,638,214</u>
Noncurrent Liabilities		
Noncurrent portion of finance lease liability	7,442,824	2,450,426
Noncurrent portion of operating lease liability	5,105,157	6,809,986
Total Noncurrent Liabilities	<u>12,547,981</u>	<u>9,260,412</u>
Total liabilities	<u><u>\$ 23,111,343</u></u>	<u><u>30,898,626</u></u>
Net assets		
Without donor restrictions	1,048,698	1,000,394
With donor restrictions	—	—
Total net assets	<u>1,048,698</u>	<u>1,000,394</u>
Total liabilities and net assets	<u><u>\$ 24,160,042</u></u>	<u><u>31,899,020</u></u>
	—	—

Workforce Solutions Greater Dallas
 Statements of Activities (Unaudited)
 Period ended 12/31/2025 and December 31, 2024

	<u>12/31/2025 (Unaudited)</u>			<u>12/31/2024 (Audited)</u>		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Revenues and other support						
Revenues from grants and contracts	186,552,394	—	186,552,394	185,647,751	—	185,647,751
Other	53,540	53,540	53,540	181,689	—	181,689
Dividends & interest	8,301	8,301	8,301	7,244	—	7,244
Net assets released from restrictions	—	—	—	—	—	—
Total revenues and other support	<u>186,614,235</u>	<u>—</u>	<u>186,614,235</u>	<u>185,836,684</u>	<u>—</u>	<u>185,836,684</u>
Expenses						
Direct program services	180,584,484	180,584,484	180,506,586	—	180,506,586	
Administration	5,981,447	5,981,447	5,267,645	—	5,267,645	
Total expenses	<u>186,565,931</u>	<u>—</u>	<u>186,565,931</u>	<u>185,774,231</u>	<u>—</u>	<u>185,774,231</u>
Change in net assets	48,304	—	48,304	62,453	—	62,453
Net assets, beginning of year	1,000,394	—	1,000,394	937,941	—	937,941
Net assets, end of year	<u>\$ 1,048,698</u>	<u>\$ -</u>	<u>\$ 1,048,698</u>	<u>\$ 1,000,394</u>	<u>\$ -</u>	<u>\$ 937,941</u>

Typically, all meetings are held every third Wednesday of the month at 8:00 a.m. at the **Dallas Regional Chamber (500 N. Akard Street, Suite 2600, Dallas, Texas 75201)**. Please note upcoming meeting dates and locations may vary. Always refer to our website (www.wfsdallas.com) for more information.

2026 BOARD SCHEDULE

Dates	Agenda (Tentative) Action Highlights
February 18, 2026	Budget review/approval and auditor engagement
MARCH	No Meeting
April 15, 2026	Procurement and Leases
May 20, 2026	Review and Approval of Contracts
June 17, 2026	Procurement, Contracts and Policy
JULY	No Meeting
August 19, 2026	Presentation of the Audit, and Review of Risk Management/Insurance Coverage
September 16, 2026	Approval of Fiscal Year Contracts
October 21, 2026	Annual Workforce Awards, Year-end Performance, and Recognize Appointments of Board Directors
TBA	Red, White and You! Statewide Hiring Fair (Attendance Optional)
TBA	29th Annual Texas Workforce Conference - Location TBA

2027 BOARD SCHEDULE

Dates	Agenda (Tentative) Action Highlights
January 20, 2027	Board Orientation / Training
February 17, 2027	Budget review/approval and auditor engagement
MARCH	No Meeting
April 21, 2027	Procurement and Leases
May 19, 2027	Review and Approval of Contracts
June 16, 2027	Procurement, Contracts and Policy
JULY	No Meeting
August 18, 2027	Presentation of the Audit, and Review of Risk Management/Insurance Coverage
September 15, 2027	Approval of Fiscal Year Contracts
October 20, 2027	Annual Workforce Awards, Year-end Performance, and Recognize Appointments of Board Directors
TBA	Red, White and You! Statewide Hiring Fair (Attendance Optional)
TBA	30th Annual Texas Workforce Conference - Location TBA

2026 BOARD OF DIRECTORS

BOARD OFFICERS



Chair
Harry Jones
Polsinelli
Shareholder



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



Treasurer
Bessie Gray
Texas Instruments
Vice President & Ethics
Director



Past Chair
Bill O'Dwyer
MIINC Mechanical
Consultant



J. Susie Upshaw Battie
**American Federation
of Teachers**
Teacher



William M. Behrendt
Behrendt Consulting
Principal Consultant



Jeffrey K. Caldwell
HHSC
Program Manager - Region 3



Joanne Caruso
Jacobs
Chief Legal & Administrative
Officer



Cristina Criado
Dunaway
Vice President and Principal



Kym Shaw Day
**Help Me Grow North
Texas**
Co- Chair



Carolyn Dent
OMNI Dallas
Managing Director



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



Lewis E. Fulbright
Dallas AFL-CIO
Political Director



Magda Hernandez
Irving ISD
Superintendent



Karen Hughes
Vogel Alcove
President



Phil Kendzior
Baylor Scott & White Health
Vice President Workforce
Development Programs

2026 BOARD OF DIRECTORS



Dr. Justin H. Lonon

Dallas College
Chancellor



Ken S. Malcolmson

**N. Dallas Chamber of
Commerce**
President & CEO



Dan Micciche

DISD
Trustee



Gunnar Rawlings

Trinity Public Affairs
Consultant



Crystal Sanders

Texas Workforce Commission
Integrated Service Area Manager



Grant Schmidt

The Human Impact
Board Chair



T. Dupree Scovell

Woodbine
Managing Partner



Lisa Sherrod

AT&T
Assistant Vice President



Miguel Solis

The Commit Partnership
President



Michelle R. Thomas

JPMorgan Chase & Co.
South Region Executive,
Global Philanthropy



Jason Villalba

Frost Brown Todd
Partner



John Votava

Kroger
Director, Corporate Affairs



Carlos White

PreXsentials
Founder



Board President

Laura Ward

WFSDallas
President & CEO



Board Secretary

Connie Rash

WFSDallas
Senior Vice President

GRAND OPENING



The Garland Workforce Center

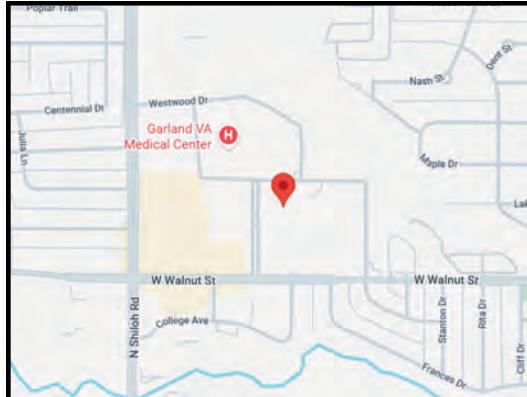
Please join us
in celebrating the
Grand Opening of our
newest Workforce Center!



 Thursday, February 26th
10:00 a.m. - 12:00 p.m.

 **New Garland Workforce Center**
530 Clara Barton Blvd., #270, Garland, TX 75042

Scan the
QR Code to
RSVP



**Ribbon Cutting
will take place
at 10:15 a.m.**

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GREATER  **A**LLAS
A proud partner of the 

2026 Teacher Externship



HELP GROW YOUR FUTURE WORKFORCE

Host an Educator! Just 4 hours a day for 10 days.

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- **Share Industry Insights** – Help educators align classroom learning with real-world skills
- **Shape Future Talent** – Guide teachers in preparing students for your workforce
- **Showcase Your Company** – Highlight career paths and workplace values, culture, and expectations
- **Strengthen Community Ties** – Build lasting connections with local schools
- **See Real ROI** – Invest in partnerships that grow a skilled, workforce-ready talent pool

Flexible Scheduling

Just **4 hours/day**, totaling **40 hours**. You choose the schedule that works best for your team.

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Scan to learn more
& register.**



TEACHER EXTERNS FUNDED BY:

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NORTH CENTRAL TEXAS

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MANAGED BY:

North Central Texas Interlink, Inc.


InterLink