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Date: November 4, 2025
To: Workforce Solutions East Texas Board
From:  Douglas G. Shryock - Director of Regional Workforce & Economic Development
Subject: Meeting of November 12, 2025

The next meeting of the Workforce Solutions East Texas Board will be at **Workforce Solutions East Texas – Tyler Center, 4100 Troup Highway, Tyler, Texas 75703 on Wednesday, November 12, 2025 at 11:30 AM and Via Conference Call.** Items of business will include:

- Approval of proposed Grant Routing Process for Open-Ended/Rolling Submission for the High Demand Job Training Program, the Incumbent Worker Training Program and other applicable programs, and a request for the Workforce Solutions East Texas Board to delegate to the Economic Development Committee authority to approve submission of applications subject to ratification by the Board;
- Consider additional Target and In-demand Occupations;
- Consider lease for the Palestine Workforce Center;
- Update on new Tyler Workforce Center facility, including additional renovation costs;
- Authorization of Information Technology purchases for the Tyler Workforce Center;
- Authorization of renewal criteria for contract with Dynamic Workforce Solutions for Workforce Center Services;
- Recognition of outstanding stakeholders and staff;
- Consider recipients of Workforce Solutions East Texas Spotlight awards;
- Consider Workforce Solutions East Texas Board Dashboard;
- Report on Red, White and You Job Fair;
- Update on Workforce Centers Services;
- Update on Child Care Services; and
- Adoption of new schedule.

If you should have questions regarding any items on this agenda, Staff will be happy to respond. If any attendee has any special requirements due to disabilities, reasonable arrangements will be made upon request. Please contact the ETCOG office at (903) 218-6400. Telephone inquiries can be made at (800) 735-2989 (TDD) or (800) 735-2988 (Voice).

DGS/GA/kv
Enclosures

EAST TEXAS WORKFORCE DEVELOPMENT AREA

Workforce Solutions East Texas Board

Wednesday, November 12, 2025 - 11:30 a.m.

Workforce Solutions East Texas – Tyler Center, Room 4

4100 Troup Highway

Tyler, Texas 75703

And Virtually Via Conference Call

To join the meeting by telephone please call the number below and enter the meeting ID. If you do not have a participant ID, just stay on the line and you will be entered into the meeting without one.

Join from PC, Mac, Linux, iOS or Android: <https://v.ringcentral.com/join/623990788>

Phone: +1 (650) 4191505

Meeting ID: 623990788#

AGENDA

1. **Chair's Opening Remarks: Chairman Keenon**

- Call to Order (Chairman Keenon)
- Invocation and Pledge of Allegiance (Chairman Keenon)
- Items from Board Members (Chairman Keenon)
This agenda item shall allow any member of the Board the opportunity to discuss minor, non-action items such as recognitions, attendance at relevant events, upcoming relevant events, etc. that are not listed on this agenda, and which require no action by the Board.
- Consider Public Comments (Chairman Keenon)
Time Limit: 3 Minutes. Interested Parties have an opportunity to address the Board, which has no obligation to respond in any manner to comments or questions asked of them by the speaker. If multiple speakers wish to address the same topic, a spokesperson will be selected. Any response by a member of the Board is limited by Texas law to a statement of specific factual information, a recitation of existing policy, or a proposal to place the subject on the agenda for a future WSET Board meeting.
- Consider Declarations of Conflicts of Interest (Chairman Keenon)
- *Consider update on impact of government shutdown (Chairman Keenon and Doug Shryock)

2. **Consent Agenda: Chairman Figueroa**

The consent Agenda is considered to be self-explanatory and will be enacted with one motion. There will not be separate discussion of these items. However, any Consent Agenda item may be removed for individual consideration pursuant to a request by a WSETB member.

- A. Consider approval of September 10, 2025, Meeting Minutes (Enclosure #1)
- B. *Board financial status including review of HB-1 Budget: Monty Scroggins (Enclosure #2)
- C. Status of Program Performance: Doug Shryock and Adam Martin (Enclosure #3)
- D. *Consider review and approval of Program and Fiscal Monitoring Reviews: Doug Shryock, Monty Scroggins, Gini Blackwell, and Adam Martin (Enclosure #4)

- E. Consider and take appropriate action regarding ratification of a letter of support for the grant proposal submitted by the Tyler Area Business Education Council of the Greater Texas Foundation: Doug Shryock (Enclosure #5)
- F. *Consider and take appropriate action regarding approval of funding to purchase mud kitchens for all 216 Texas Rising Star programs: Doug Shryock and MJ Wagner (Enclosure #6)
- G. *Consider and take appropriate action regarding approval of funding for Texas Rising Star Program Director Retreat: Doug Shryock and MJ Wagner (Enclosure #7)
- H. *Consider and take appropriate action regarding approval of funding for Texas Rising Star Program staff providing CPR and First Aid Training for TRS programs: Doug Shryock and MJ Wagner (Enclosure #8)
- I. *Consider and take appropriate action regarding approval of Bass Engineering's 2nd year participation in the Incumbent Worker Training Program: Doug Shryock and Adam Martin (Enclosure #9)
- J. *Consider and take appropriate action regarding approval of purchase of Virtual Reality headsets for participant use: Doug Shryock and Monty Scroggins (Enclosure #10)
- K. *Consider and take appropriate action regarding approval of Program Year 2025-2026 Participant Planning Summary for Dynamic Workforce Solutions: Doug Shryock and Adam Martin (Enclosure #11)

3. Consider Report from the Economic Development Committee Chair Pam Pearson

- A. *Consider and take appropriate action regarding approval of proposed Grant Routing Process for Open-Ended/Rolling Submission for the High Demand Job Training Program, the Incumbent Worker Training Program and other applicable programs, and a request for the Workforce Solutions East Texas Board to delegate to the Economic Development Committee authority to approve submission of applications subject to ratification by the Board: Chair Pearson, Doug Shryock and Adam Martin (Enclosure #12)
- B. *Consider and take appropriate action regarding additional Target and In-demand Occupations: Chair Pearson, Doug Shryock and Adam Martin (Enclosure #13)

4. Consider Report from the Workforce Centers CommitteeChair Robert Haberle

- A. *Consider and take appropriate action regarding lease for the Palestine Workforce Center: Chairman Keenon, Doug Shryock and Brandy Brannon (Enclosure #14)
- B. *Consider and take appropriate action regarding update on new Tyler Workforce Center facility, including additional renovation costs: Chairman Keenon, Doug Shryock and Brandy Brannon (Enclosure #15)
- C. *Consider and take appropriate action regarding authorization of Information Technology purchases for the Tyler Workforce Center: Chair Haberle, Doug Shryock and Adam Martin (Enclosure #16)
- D. *Consider and take appropriate action regarding authorization of renewal criteria for contract with Dynamic Workforce Solutions for Workforce Center Services: Chair Haberle, Doug Shryock and Adam Martin (Enclosure #17)

5. Consider Executive Director's Report: Doug Shryock

- Consider recognition of outstanding stakeholders and staff
- Consider recipients of Workforce Solutions East Texas Spotlight awards
- Consider and take appropriate action regarding Workforce Solutions East Texas Board Dashboard: Doug Shryock and Adam Martin (Enclosure #18)
- Consider Report on Red, White and You Job Fair: Angelia Snow
- *Consider and take appropriate action regarding update on Workforce Centers Services: Doug Shryock and Angelia Snow
- *Consider and take appropriate action regarding update on Child Care Services: Doug Shryock and Rhonda McGrath

6. Consider and take appropriate action regarding adoption of meeting schedule
..... **Chairman Keenon (Enclosure #19)**

7. Chairman’s Concluding Remarks: Chairman Keenon

- Announcements
- New Business
- Adjournment

*Denotes an item on Agenda that will have fiscal implications.

Members with a Conflict of Interest on any agenda items must refrain from taking part in the discussion and abstain from voting.

MINUTES

Workforce Solutions East Texas Board
Wednesday, September 10, 2025 - 11:30 a.m.
Workforce Solutions East Texas – Longview Center
1905 W. Loop 281, Suite 40
Longview, Texas 75604

And Virtually
Via Conference Call

To join the meeting by telephone please call the number below and enter the meeting ID. If you do not have a participant ID, just stay on the line and you will be entered into the meeting without one.

Join from PC, Mac, Linux, iOS or Android: <https://v.ringcentral.com/join/346775143>

Phone: +1 (650) 4191505

Meeting ID: 346775143#

1. **Chair's Opening Remarks:** **Chairman Figueroa**

• **Call to Order: (Chairman Figueroa)**

Chair Claude Figueroa called the meeting to order at 11:32 a.m.

The following people were present:

Members

Claude Figueroa
ShaLonda Adams
Claretta Allen
Fay Booker
Brandi Clark
Todd Clifton
Chera Crawford
Tony Doria
Robert Haberle
Jerry Hanszen
Angelita Jackson
Gene Keenon
Whitney McBee
Jill McCartney
Lance McWhorter
Travis O'Brien
Joe Parker
Pam Pearson
Kimberly Taliaferro
Joleen Wallace

Staff

Doug Shryock
Gary Allen
Gini Blackwell
Kristti Brown
Cody Bruce
Dylan Cook
Rita Hitt
Kelly Horn
Carrie Ingram
Kamme Lau
Adam Martin
Terri Ray
Cori Rhodes
Monty Scroggins
Lisa Smith
Lindsay Vanderbilt
Kitty Vickers
Christine Weems
Sonia White

Visitors

Deanna Alexander, WSET/DWFS
Sandy Anderson, WSET/BakerRipley
Shameka Battee, WSET/DWFS
Michelle Blanchard, WSET/DWFS
Christine Brown, WSET/DWFS
KaTavia Chilton, WSET/DWFS
Katherine Culbert, WSET/DWFS
Carolyn Garrett, WSET/DWFS
Lindsey Greenlee, ET Literacy Council

Karey Hansen, WSET/DWFS
Niki Haynes, WSET/DWFS
Kayla Johnson, WSET/DWFS
Deb Koehler, WSET/DWFS
Jennifer LaForge, ET Baptist University
Jillian Freelen, Pre-K Teacher
Stephen Lynch, WSET/DWFS
Cheryl Newton, WSET/DWFS
Whitney Paterson, PAVE East Texas
Whitney Patten, WSET/DWFS
Rita Portz, WSET/BakerRipley
Timothy Smith, LEDCO
Angelia Snow, WSET/DWFS
Kim Stacy, WSET/DWFS
Patty Stevenson, ET Literacy Council
Chuck Vanderbilt, TWC
Jessica Vinson, WSET/DWFS
Cesilia Viramontes, WSET/BakerRipley
Freddie Wehrmann, TWC UI Field
Specialist Delicia Williams, WSET/DWFS
Dennis Wynn, Titan Tube, Longview
LaToya Young, Tyler Area Bus. Ed. Council

- **Invocation and Pledge of Allegiance: (Chairman Figueroa)**

Chair Figueroa delivered the Invocation and led the group to recite the Pledge of Allegiance.

- **Items from Board Members: (Chairman Figueroa)**

This agenda item shall allow any member of the Board the opportunity to discuss minor, non-action items such as recognitions, attendance at relevant events, upcoming relevant events, etc. that are not listed on this agenda, and which require no action by the Board.

There were no Items from Board Members.

- **Consider Public Comments: (Chairman Figueroa)**

Time Limit: 3 Minutes. Interested Parties have an opportunity to address the Board, which has no obligation to respond in any manner to comments or questions asked of them by the speaker. If multiple speakers wish to address the same topic, a spokesperson will be selected. Any response by a member of the Board is limited by Texas law to a statement of specific factual information, a recitation of existing policy, or a proposal to place the subject on the agenda for a future WSET Board meeting.

There were no Public Comments.

- **Consider Declarations of Conflicts of Interest: (Chairman Figueroa)**

Brandi Clark declared a Conflict of Interest on item #6 • Consider and take appropriate action regarding Vocational Rehabilitation – Office Furnishings Purchases for Longview Center Co-location.

2. Consent Agenda: Chairman Figueroa

The consent Agenda is considered to be self-explanatory and will be enacted with one motion. There will not be separate discussion of these items. However, any Consent Agenda item may be removed for individual consideration pursuant to a request by a WSETB Member.

- A. Consider approval of July 9, 2025, Meeting Minutes (Enclosure #1)**
- B. *Board financial status including review of HB-1 Budget: Monty Scroggins (Enclosure #2)**
- C. Status of Program Performance: Doug Shryock and Adam Martin (Enclosure #3)**
- D. *Consider review and approval of Program and Fiscal Monitoring Reviews: Doug Shryock, Monty Scroggins, Gini Blackwell, and Adam Martin (Enclosure #4)**
- E. Consider and take appropriate action regarding ratification of a letter of support for the application submitted by Kilgore College for the Texas Reskilling and Upskilling through Education (TRUE) Grant Program: Doug Shryock (Enclosure #5)**
- F. *Consider and take appropriate action regarding authorization to apply for the Texas Workforce Commission Innovation Fund, subject to ratification by the Workforce Solutions East Texas Board: Doug Shryock (Enclosure #6)**
- G. *Consider and take appropriate action regarding authorization of costs of participation in the Texas Workforce and Texas Association of Workforce Boards Annual Conferences: Dough Shryock (Enclosure #7)**

Doug Shryock pulled out item #G for discussion. He announced TWC has its annual conference every year. It is from December 3rd to 5th this year and will be in Corpus Christi for anyone who is planning to attend. As for as government funds are concerned, staff and Board members must go with the cheapest route for transportation. If they choose to fly and get a rental car and if it winds up being cheaper to drive to pay their mileage, then they will only be reimbursed for the cheaper rate.

Robert Haberle moved to approve the remainder of the consent agenda minus item #G for discussion. The motion was seconded by Jill McCartney and passed with no opposition.

3. *Consider Report from the Finance and Audit Committee Chair Kimberly Taliaferro

- A. *Consider and take appropriate action regarding consideration of HB-1 Budget for the upcoming year: Chair Taliaferro, Monty Scroggins and Doug Shryock (Enclosure 8)**

Monty Scroggins reviewed consideration of HB-1 Budget for the upcoming year enclosed in the agenda packet.

This year's budget is \$62.7 million, which represents an increase of 3% or \$1.8 million over last year's budget. There is a decrease of \$1.1 million in workforce funding. Child Care programs funding increased by \$2.0 million with carryover funds about the same as in the prior years. The Board operations budget only went down by about 0.1% over last year's budget. Funding is built in for a 2% cost of living for staff. The service delivery budget increased by 9.1% over last year's budget. Participant costs decreased by 27% this year. The board goal of 25% is only 16.9% overall due to the decrease in workforce funding with the move to the new Tyler Workforce Center location. The workforce center facilities costs and other expenses, including supplies, have increased significantly this year. The Tyler move represents a significant impact to the budget of \$724,000 set aside. The pass-through budget has an increase of 3.2%.

The recommendation of the Finance and Audit Committee is to accept the HB-1 Budget for the upcoming year.

Chair Kimberly Taliaferro moved to approve on behalf of the Finance and Audit Committee accepting the HB-1 Budget for the upcoming year. The motion was seconded by Jerry Hanszen and passed with no opposition.

4. *Consider Report from the Economic Development Committee Chair Pam Pearson

A. *Consider and take appropriate action regarding approval of submission of an application to the Texas Workforce Commission for the Externship for Teachers initiative: Chair Pearson, Doug Shryock and Adam Martin (Enclosure #9)

Chair Pam Pearson reviewed approval of submission of an application to the Texas Workforce Commission for the Externship for Teachers initiative enclosed in the agenda packet.

Externships for Teachers are short-term experiential learning opportunities that allow private sector employers to provide teachers with an opportunity to gain insight into a specific profession or industry. The program provides teachers with direct experience at professional job sites, preparing them to connect classroom learning with real-world employment experiences. Teacher externs will create and use lesson plans designed to engage students while they learn about industry trends and opportunities, as well as develop the academic and technical skills they need to succeed in the future workforce.

The grant application window is now open and completed applications must be submitted on or before September 9th at 10:00 CST. If awarded the funds will go toward the implementation of the Teacher Externship program across East Texas offering the ability for teachers across our WDA to earn real-world experience in the areas, they teach every day.

Tentative externship specifics include:

5 Days

Job Shadowing

20 hours

Create a Typed Lesson Plan Earn \$1,000.00

Impacts 14 counties and numerous teachers/ISDs

If approved, the tentative timeline for this program is as follows:

NLT 18-September-2025: Submit Application

February 2026: Receive funding

March 2026: Open Interest Form

April 2026: Conduct Orientation

May 2026: Match with Employer

June 2026: Attend Externship

EDCs have been outreached and there is substantial interest. The initial budget includes a total of 30 teachers/revised accordingly or \$54K which is 1.8K per teacher participating to account for the \$1K stipend + \$800 in admin and incidental costs. 25% leveraged funds are required, with in-kind matching funding contributions allowed.

The Committee approved moving forward with applying for and implementing Teacher Externship grant funds subject to ratification by WSETB.

Whitney McBee moved to approve the recommendation of the Economic Development Committee. The motion was seconded by Brandi Clark and passed with no opposition.

B. *Consider and take appropriate action regarding delegation to the Economic Development Committee, authority to approve submission of High Demand Job Training applications subject to ratification by the Workforce Solutions East Texas Board: Chair Pearson, Doug Shryock and Rebecca Gage (Enclosure #10)

Chair Pam Pearson reviewed delegation to the Economic Development Committee, authority to approve submission of High demand Job Training applications subject to ratification by the Workforce Solutions East Texas Board enclosed in the agenda packet.

Staff issued a Request for Applications for TWC's High Demand Job Training Grant Application. An additional email was sent to Region 7 as well as posted on the East Texas Council of Governments and Workforce Solutions East Texas Websites.

The goal of the High Demand Job Training program is to increase High Demand Job Training, HDJT, in Texas communities. Local workforce boards and Economic Development Corporations, EDCs, partner to support their local economy. Funding comes from the Workforce Innovation and Opportunity Act (WIOA) and local sales tax as a 1:1 match. Projects must focus on a targeted or in-demand occupation for the board or high demand/target occupations determined by the Governor's Office. Request cannot exceed \$150,000.

The Economic Development Committee approved sending out an RFA and a request for the Workforce Solutions East Texas Board to delegate to the Committee, authority to approve submission of applications subject to ratification by the Board.

Jerry Hanszen moved to approve the recommendation of the Economic Development Committee. The motion was seconded by Jill McCartney and passed with no opposition.

C. *Consider and take appropriate action regarding adoption of a policy to establish a limit on how many individuals can be trained for a particular occupation within a given time period: Chair Pearson, Doug Shryock and Adam Martin (Enclosure #11)

Chair Pam Pearson reviewed adoption of a policy to establish a limit on how many individuals can be trained for a particular occupation within a given time period enclosed in the agenda packet.

Staff recently received guidance from the Texas Workforce Commission stating a Workforce Development Board may establish a limit for local Individual Training Accounts (ITAs) on how many people may be provided with funding for training in a specific occupation during a period. Limits on ITAs established by a Board must be approved by the Board in an open meeting and must be described in the Board's Local Plan.

The purpose of this requirement would be to provide an opportunity to assess the initial outcomes of new occupations and to avoid an oversupply of trainees in a particular occupation, reducing the training opportunities for other occupations. Enrollment limits for an occupation limit would be approved as a separate action by the Workforce Solutions East Texas Board.

The Economic Development Committee requests authorization from the Workforce Solutions East Texas Board to submit an amendment to the Strategic Plan granting the Board the authority to establish a limit for local Individual Training Accounts (ITAs) for training in a specific occupation.

Joleen Wallace moved to approve the recommendation of the Economic Development Committee. The motion was seconded by Chera Crawford and passed with no opposition.

5. Consider Report from the Welfare-to-Work CommitteeChair Claretta Allen

A. *Consider and take appropriate action regarding a recommendation for renewal of contract with Smith County Champions for Children for Child Care Development Associate training: Chair Allen and Doug Shryock (Enclosure #12)

Chair Claretta Allen reviewed a recommendation for renewal of contract with Smith County Champions for Children for Child Care Development Associate training enclosed in the agenda packet.

The Workforce Solutions East Texas Board contracts with Smith County Champions for Children for Child Care Development Associate (CDA) training. The training is available to residents throughout the region, versus only in Smith County. In July 2024, the second of four potential one-year extension options in the amount of \$60,000 was approved with a contract period of October 1, 2024, through September 30, 2025.

To consider extending the contract with Smith County Champions for Children for a third one-year period (October 1, 2025, through September 30, 2026), an analysis of performance in relation to the renewal criteria must be conducted.

Previously adopted renewal criteria are identified below along with staff responses.

1. Has the project been established and is it operating within the proposed service area? **Yes**
2. Is the project making satisfactory progress in meeting the goals and objectives outlined in the contract? If not, is the project operator taking sufficient, reasonable, and appropriate steps to do so? **Yes.** 20 students have been enrolled and 14 received their CDA Credential.
3. Are there no major monitoring findings identifying fraud and abuse or significant questioned costs? **Yes.** The contract is structured as a vendor purchase arrangement, and programmatic monitoring has not been conducted.

The recommendation of the Welfare-to-Work Committee is for the Board to extend the contract with Smith County Champions for Children for a third one-year period (October 1, 2025, through September 30, 2026).

Robert Haberle moved to approve the recommendation of the Welfare-to-Work Committee. The motion was seconded by ShaLonda Adams and passed with no opposition.

B. *Consider and take appropriate action regarding adoption of revised Self-sufficiency wages: Chair Allen, Doug Shyock and Adam Martin (Enclosure #13)

Adam Martin reviewed the adoption of revised Self-sufficiency wages enclosed in the agenda packet.

Through the Workforce Innovation and Opportunity Act (WIOA), if other requirements are met, training services may be made available to employed and unemployed adults and dislocated workers who are unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through career services.

When training is fully completed and employment starts, the goal of Workforce Solutions East Texas is to ensure participants are entering careers that place them in a self-sufficiency status. To do this, East Texas

proposes to use an adjustment to the Department of Labor (DOL) Lower Living Standards Income Level (LLSIL) to establish a baseline for calculating regional Self Sufficiency Wage Levels.

For calculation purposes, the designated Area Name used on the LLSIL 2025 chart is: South: Non-Metro. The wage amount for a family of 1 is calculated at 200% of the DOL LLSIL. Wage amounts for families of 2 or more are calculated at 150% of the DOL LLSIL.

PROPOSED 2025 - EAST TEXAS SELF SUFFICIENCY WAGE LEVELS									
Number in Family									
1	2	3	4	5	6	7	8	9	10
\$33,560	\$41,232	\$56,592	\$69,859	\$82,440	\$96,412	\$110,385	\$124,357	\$138,330	\$152,302

*These amounts will change as the DOL LLSIL amounts change over time.

**The Self-Sufficient Wage for WIOA Dislocated Workers will remain at 85% of the Pre-Layoff Wage.

Important Note: These wage levels are used solely for internal benchmarking and as a TWC requirement to have on file, but they do not affect eligibility for services or the occupations listed on the Target Occupation List (TOL). While some occupations on the TOL may not immediately meet self-sufficiency thresholds, many are intended as career pathways that lead to long-term self-sufficiency.

The recommendation of staff and the Welfare-to-Work Committee is to use the methodology explained in the issue summary presented to the Board to calculate the self-sufficiency wage levels in East Texas.

Chair Claretta Allen moved on behalf of the Welfare-to-Work Committee to approve the adoption of revised Self-sufficiency wages. The motion was seconded by Pam Pearson and passed with no opposition.

6. Consider Executive Director's Report: Doug Shryock

• Consider recognition of outstanding stakeholders and staff

Kristti Brown, one of the East Texas TRS mentors, had the honor to recognize Jillian Freelen, a Pre-K teacher. Kristti Brown stated she was Jillian Freelen's assessor and then later her honorary mentor. Jillian Freelen is an amazing teacher. She has been going to school and going through the TEACH program using the funding for her bachelor's degree. She was almost done with her bachelor's, but the funds ran out before she could finish. Because of the scholarships they were able to give out for advanced education, they had the privilege of paying the rest of her bachelor's, and she received her bachelor's degree in early education. She plans to go for a masters. Kristti Brown added they are going to see what they can do to help her receive the funding for her masters. They are super proud of her.

Chairman Claude Figueroa presented her the round coin as a token of his, staff and the Board's appreciation for all her incredible accomplishments and hard work. Photos were taken after she received her coin.

Angelia Snow welcomed the entire Choices team as she introduced them. She stated these individuals have achieved something remarkable. She wanted to acknowledge the team for their record high performance percentages. She introduced Deb Koehler, who is over all the programs, KaTavia Chilton, Shameka Battee, Kayla Johnson, Christine Brown, Katherine Culbert and Jessica Vinson.

The state requirement for the TANF program is to meet 50%. Anyone receiving TANF must meet working hours or going to school hours. 50% of everyone who is working or going to school must meet a certain number of hours per week. They have exceeded their goal through the months. They were at 78% performance for the month of July, bringing the YTD to 56.29%. This is an all-time high for the Choices program, which has never been done before.

Chairman Claude Figueroa thanked the team for the wonderful report. He presented them with the token of his, staff and Board's appreciation, recognizing all their hard work and dedication. Photos were taken after they received their coins.

Angelia Snow announced she has two videos she would like to share.

The first video presented was a success story about Cyndi McKinney, a RESEA and WIOA Participant. She became very sick and ended up starting dialysis and lost her job. It was almost nine months since she had worked. Korey Harrison, RESEA Career Navigator at the Workforce Center, informed her of different options. One option was transferable skills, and he was very helpful. She obtained employment at the Workforce Center as a WIOA Career Navigator and works with Adults and Dislocated Workers. She helps the people who are where she was before she started working there. What they are going through she can relate to, which makes her happy to be able to help them. She added it only takes a little bit of motivation to give someone the ambition to keep going to move on and know there is going to be an end to this. She continued she would help them and with the two of them, they would get there together. They are not alone.

Angelia Snow welcomed and introduced Cyndi McKinney and Korey Harrison. She stated she is thrilled Cyndi is one of them now along with Korey and happy Korey got her there.

Chair Claude Figueroa presented them with the small round coin as a token of his, staff and the Board's appreciation for all they do. He thanked them for sharing the wonderful success story with everyone. Cyndi McKinney stated it is more important than you can imagine. Photos were taken after they received their coins.

Deanna Alexander, Area Manager at the Longview Workforce Center, presented the second video. This video is of the 2025 TWC Employer Award Nominee for the Small Employer. Dennis Wynn is the General Manager for Titan Tube in Longview, Texas. Titan Tube provides complete in-house services including CNC tube bending, forming, punching, and both robotic and manual welding. Serving diverse sectors, Titan delivers projects from concept to final distribution with exceptional quality and efficiency. Dennis Wynn stated one of the first employees he hired by the name of David went through the program at the Workforce Center. He is still employed today and doing a fabulous job. Deanna Alexander stated she is so thankful for their partnership with Titan Tube and looks forward to continuing working with them.

Deanna Alexander welcomed and introduced Dennis Wynn. Chairman Figueroa presented him with a small memento of his, staff, and the Board's appreciation for a job well done.

Chairman Claude Figueroa congratulated him as the nominee for the Small Business of the Year at the state conference. Photos were taken after he received his coin.

- **Consider and take appropriate action regarding Workforce Solutions East Texas Board Dashboard and authorization to disburse Subrecipient incentive payments subject to adjustment when Texas Workforce Commission reporting is finalized: Doug Shryock, Adam Martin and Monty Scroggins (Enclosure #14)**

Monty Scroggins reviewed the financials as of July on the Workforce Solutions East Texas Dashboard enclosed in the agenda packet. The overall financial status is satisfactory at 83% into the program year.

- 74% is expended overall.
- About \$7 million is projected in carryover.
- DWS is 63% expended.
- Participant costs are 40% expended.
- BakerRipley is 71% expended but on track to fully expend their budget.

Adam Martin reviewed authorization to disburse Subrecipient incentive payments subject to adjustment when Texas Workforce Commission reporting is finalized enclosed in the agenda packet.

DWFS is requesting disbursing subrecipient incentive payments based on their locally tracked performance data, with the understanding DWFS accepts responsibility for repayment if the official TWC performance data, once released, indicates one or more measures do not meet the criteria for incentive eligibility.

Gene Keenon moved to approve authorization to disburse subrecipient incentive payments to DWFS subject to DWFS accepting responsibility for repayment on any adjustments which do not meet the criteria for incentive eligibility when Texas Workforce Commission reporting is finalized. The motion was seconded by Joe Parker and passed with no opposition.

Adam Martin reviewed the performance measures as of June on the Workforce Solutions East Texas Dashboard enclosed in the agenda packet.

- Texas Rising Star Provider consists of 26 2 stars, 86 3 stars, 61 4 stars.
- WSET Contracted measures: 1 is +P, 8 are MP, 4 are -P, and 8 are N/A.
- ETLC WIOA Youth Expenditures and Performance measure exceeded.
- PPS Enrollment Status for Youth is at 79%, Adult is at 62%, DW is at 33%, SNAP is at 100%.
- The unemployment rate is 4.6%.
- HDJT/JET Grants of \$2M = Impact on WDA.

Children served per day as of September 4th is at 5,561 at 96.16%.

- ***Consider and take appropriate action regarding update on Workforce Centers Services: Doug Shryock and Angelia Snow**

Angelia Snow gave an update on Workforce Centers Services and the current Performance Measures:

- Youth is 82%, Adult is 67.70%, Dislocated Worker is 36.84%, SNAP is 103%, TANF Choices is 113%.
- Provided is a handout of the Red, White & You Veteran Job Fair scheduled for 11/5/2025 at the Maude Cobb Convention Center starting at 9:30 AM – 1:00 PM.

- Provided is a handout of an impact report on a snapshot for the months of July, August and September. Some of the successful stories in the handout are from Cindy McKinney, Malachi Whedbee, Titan Tube, and the Jacksonville Job Fair program.
- They concluded the SEAL program serving 39 participants through VRS.
- ***Consider and take appropriate action regarding update on Child Care Services: Doug Shryock and Rhonda McGrath**

Rita Portz gave an update on Child Care Services. Their projected average enrollments are currently at 5,913. They should meet their goal at the end of September at 100%. There are 1,902 families currently on the wait list with 3,064 children who need to be served.

- ***Consider update on Child Care Services Business Industry Team: Rhonda McGrath**

Rita Portz gave an update on Child Care Services Business Industry Team. She presented a video of Tonia Crawford and Brandee Overshown who are Business Industry Specialists. The day care centers struggle to keep their classrooms open due to staffing shortages causing the wait list to increase. To address this challenge BakerRipley partnered with Champions for Children to provide support for the providers where they need it the most. They had the opportunity to bring the two Business Industry Specialists on full time with BakerRipley. Through their expertise, they have made a tremendous impact on the day care providers in East Texas. Their work has strengthened the provider capacity and created more access to childcare. As a result, they no longer have a problem with a wait list of families.

- ***Consider and take appropriate action regarding purchase of Office Furnishings and Cubicles for the Tyler Workforce Center: Doug Shryock and Adam Martin (Enclosures #15 and #16)**

Adam Martin reviewed the purchase of Office Furnishings and Cubicles for the Tyler Workforce Center. They are in the process of relocating the Tyler Workforce Center. When they move into the new Tyler Workforce Center location, there is going to be additional furnishings and other items they must identify. The final estimates are somewhere around \$265,000 for cubicles and somewhere around \$147,000 for furnishings. It's going to be less than those amounts. With approval for up to those amounts, they do not have to come back and ask for more stock furnishings, and stock cubicles. These are two separate items because the cubicles may need to arrive first so they can do all the electrical work.

Adam Martin is requesting approval from the full Board to consider both items enclosure #15, approval to purchase new furnishings for the new Tyler Workforce Center at a cost not to exceed \$200,000, and enclosure #16, approval to purchase cubicle spaces for the new Tyler Workforce Center at a cost not to exceed \$325,500.

Jerry Hanszen moved to approve the recommendation of staff. The motion was seconded by Gene Keenon and passed with no opposition.

- ***Consider and take appropriate action regarding Vocational Rehabilitation – Office Furnishings Purchases for Longview Workforce Center Co-location: Doug Shryock and Monty Scroggins (Enclosure #17)**

Monty Scroggins reviewed Vocational Rehabilitation – Office Furnishings Purchases for Longview Workforce Center Co-location.

The WSET Board is responsible for ensuring TWC Vocational Rehabilitation (VR) staff are physically co-located within Workforce Solutions Offices where adequate space is available.

On October 14, 2024, a lease was executed for a new Longview Workforce Center (WFC) location, which includes sufficient space to accommodate VR staff. Nine offices within the new facility have been designated specifically for VR use.

As part of the colocation effort, VR has provided the office layout and specifications for the furnishings required to prepare the spaces for occupancy. Board staff are currently finalizing the procurement process with two vendors who will supply cubicle workstations and office furnishings for each VR office.

We are in the final stages of vendor selection and are confident that the TWC approved budget of \$300,000 will adequately cover the cost of all cubicle workstations and furnishings.

VR's lease at their current location has expired, and they are now operating on a month-to-month basis. Due to the project timeline and the urgency of preparing the new offices, we are requesting your approval to proceed with the necessary purchases. Once all purchases are finalized, staff will submit the final costs to the WSET Board for ratification.

Staff is recommending approval to purchase cubicle workstations and office furnishings for VR spaces at the Longview Workforce Center, not to exceed \$300,000.

Gene Keenon moved to approve the recommendation of staff. The motion was seconded by Jill McCartney and passed with no opposition. Brandi Clark abstained.

- ***Consider and take appropriate action regarding delegation to the Workforce Centers Committee authorization of Information Technology Purchases for the Tyler Workforce Center, subject to ratification by the Workforce Solutions East Texas Board: Doug Shryock**

Doug Shryock recommended the Board delegate the Workforce Centers Committee authorization of Information Technology Purchases for the Tyler Workforce Center, subject to ratification by the Workforce Solutions East Texas Board. Doug Shryock noted he will take action to cover both this item and the next item in the interest of time.

Jerry Hanszen moved to approve the recommendation of staff. The motion was seconded by Robert Haberle and passed with no opposition.

- **Consider and take appropriate action regarding delegation to the Workforce Centers Committee adoption of renewal criteria for the contract for Workforce Center Service Provider, subject to ratification by the Workforce Solutions East Texas Board: Doug Shryock**

Doug Shryock recommended the Board delegate to the Workforce Centers Committee adoption of renewal criteria for the contract for Workforce Center Service Provider, subject to ratification by the Workforce Solutions East Texas Board.

(To be noted: Both the item above and this item cover one in the same vote for each of the different items and is reprinted below for clarification purposes.)

Jerry Hanszen moved to approve the recommendation of staff. The motion was seconded by Robert Haberle and passed with no opposition.

- **Consider update on Texas Workforce Commission Conflict of Interest Training: Monty Scroggins**

Monty Scroggins gave an update on Texas Workforce Commission Conflict of Interest Training. She announced TWC is now requiring all Board staff and Board members to take an online conflict of interest training. It's due on September 30th of every year. Staff will email the link to the Board members to take the training. Instructions will be in the email. The video is about 15 minutes long, and there is a 10-question quiz at the end of the training. The Board member will be given a certificate of completion to print out. A copy of the certificate may be emailed to Doug Shryock or Kitty Vickers for their folder filed at the East Texas Council of Governments office for TWC audit purposes. At some point Doug will certify with the state the training was completed.

7. Consider and take appropriate action regarding report from the Nominating Committee for the Workforce Solutions East Texas Board Officers – Chair Jill McCartney, Claretta Allen, and Whitney McBee Chairman Figueroa

Chair Jill McCartney on behalf of the Nominating Committee gave a report for the Workforce Solutions East Texas Board Officers. They nominated Gene Keenon for Chair, Pam Pearson for Vice Chair and Joe Parker to continue as the Conflict-of-Interest Monitor.

Chair Jill McCartney moved on behalf of the Nominating Committee to approve nominating Gene Keenon for Chair, Pam Pearson for Vice Chair and Joe Parker to continue his term as the Conflict-of-Interest Monitor. The motion was seconded by Brandi Clark and passed with no opposition.

8. Consider Election of Chairman, Vice Chairman and Conflict of Interest Monitor for the Workforce Solutions East Texas Board..... Chairman Figueroa

Chairman Figueroa requested a motion to elect the Chairman, Vice Chairman and Conflict of Interest Monitor the Nominating Committee appointed for the Workforce Solutions East Texas Board.

Kimberly Taliaferro moved to approve the recommendation of the Nominating Committee. The motion was seconded by Claretta Allen and passed with no opposition.

Chairman's Concluding Remarks: Chairman Figueroa

Announcements

Chairman Figueora stated it has been a pleasure serving and working with the Board. It will be his continued pleasure and honor to work with everyone under the new leadership. He thanked everyone for working with him and making these four years a wonderful two terms he has served. Great things have happened with a lot of hard work for everyone. He looks forward to great things happening as they move forward in the future.

- **New Business**

There was no new business.

- **Adjournment**

There being no further business, the meeting adjourned at 1:21 p.m.

Workforce Solutions East Texas
Board Expenditure Report - PY24/FY25

October 1, 2024 - September 30, 2025

BOARD OPERATIONS

PERCENT OF YEAR COMPLETED					
100.0%					
BOARD OPERATIONS					
EXPENSE ITEMS	ORIGINAL BUDGET	REVISED BUDGET	ACTUAL EXPENDITURES	TOTAL BALANCE	Percent Expended
Salaries and Fringe	\$2,273,860	\$2,273,860	\$2,162,705	\$111,155	95.1%
Hospitalization	\$315,400	\$315,400	\$268,086	\$47,314	85.0%
Pension, SSI & Medicare	\$418,407	\$418,407	\$387,032	\$31,375	92.5%
TOTAL PERSONNEL COSTS	\$3,007,667	\$3,007,667	\$2,817,823	\$189,844	93.7%
Staff In-Region Travel	\$15,096	\$25,096	\$38,736	-\$13,640	154.4%
Fleet Vehicle Usage	\$5,270	\$5,270	\$12,692	-\$7,422	240.8%
Staff Out-of-Region Travel	\$29,560	\$39,560	\$51,713	-\$12,153	130.7%
Committee Travel	\$15,100	\$25,026	\$21,765	\$3,261	87.0%
TOTAL TRAVEL EXPENSES	\$65,026	\$94,952	\$124,906	-\$29,954	131.5%
Professional Contract Services	\$7,101	\$7,101	\$8,108	-\$1,007	114.2%
Insurance, Bonding & Workmans Comp	\$33,290	\$23,364	\$23,364	\$0	100.0%
TOTAL PROFESSIONAL SERVICES	\$40,391	\$30,465	\$31,471	-\$1,006	103.3%
Public Education	\$2,925	\$2,925	\$4,716	-\$1,791	161.2%
Communications & Postage	\$4,320	\$4,320	\$3,574	\$746	82.7%
Youth Committee (Youth Prof. Conference)	\$10,000	\$10,000	\$0	\$10,000	0.0%
Meetings & Conferences	\$13,575	\$13,575	\$8,412	\$5,163	62.0%
TOTAL COMMUNICATION EXPENSES	\$30,820	\$30,820	\$16,701	\$14,119	54.2%
Supplies	\$47,243	\$27,243	\$15,278	\$11,965	56.1%
Training Costs	\$27,450	\$27,450	\$31,140	-\$3,690	113.4%
Membership Dues	\$13,650	\$13,650	\$10,700	\$2,950	78.4%
Equipment Purchases	\$8,800	\$8,800	\$12,212	-\$3,412	138.8%
TOTAL OTHER PROGRAM EXPENSES	\$97,143	\$77,143	\$69,329	\$7,814	89.9%
Human Resources Cost Pool	\$128,024	\$128,024	\$143,391	-\$15,367	112.0%
Computers & Software; IT Pool	\$311,169	\$311,169	\$258,063	\$53,106	82.9%
Facilities - Stone Rd Building & Allocated Space	\$242,590	\$242,590	\$187,924	\$54,666	77.5%
TOTAL INTERNAL EXPENSES	\$681,783	\$681,783	\$589,377	\$92,406	86.4%
Total Shared Costs	\$661,699	\$661,699	\$664,986	-\$3,287	100.5%
RESERVED FUNDS	\$1,055,227	\$637,827	\$0	\$637,827	0.0%
TOTAL BOARD OPERATIONS	\$5,639,756	\$5,222,356	\$4,314,594	\$907,762	82.6%

**Workforce Solutions East Texas
Board Expenditure Report - PY24/FY25**

October 1, 2024 - September 30, 2025

SERVICE DELIVERY, PASS THRU, GRAND TOTAL

PERCENT OF YEAR COMPLETED 100.0%					
SERVICE DELIVERY					
EXPENSE ITEMS	ORIGINAL BUDGET	REVISED BUDGET	ACTUAL EXPENDITURES	TOTAL BALANCE	Percent Expended
Individual Training Accounts	\$861,650	\$861,650	\$417,124	\$444,526	48.4%
On-The-Job Training	\$111,829	\$111,829	\$94,477	\$17,352	84.5%
Work Readiness	\$101,000	\$101,000	\$27,170	\$73,830	26.9%
Transportation	\$232,000	\$232,000	\$44,098	\$187,902	19.0%
Work Related & Other Participant Support	\$13,000	\$13,000	\$2,860	\$10,140	22.0%
Incentives (Youth & TANF)	\$58,000	\$58,000	\$23,750	\$34,250	40.9%
Work Experience	\$684,258	\$684,258	\$606,349	\$77,909	88.6%
Special Projects (RWY, Career Expo, Rural Svcs)	\$271,413	\$271,413	\$60,501	\$210,912	22.3%
CC Quality	\$2,207,873	\$2,207,873	\$1,924,964	\$282,909	87.2%
TOTAL PARTICIPANT COSTS	\$4,541,023	\$4,541,023	\$3,201,293	\$1,339,730	70.5%
WFC Office Lease	\$815,767	\$815,767	\$795,406	\$20,361	97.5%
WFC Utilities	\$85,512	\$85,512	\$123,199	-\$37,687	144.1%
WFC Security	\$93,512	\$93,512	\$159,363	-\$65,851	170.4%
WFC Repairs, Maintenance & Supplies	\$859,363	\$659,363	\$330,346	\$329,017	50.1%
TOTAL WFC FACILITIES EXPENSES	\$1,854,154	\$1,654,154	\$1,408,314	\$245,840	85.1%
ES/TAA Staff Travel & Cell Phone Reimb.	\$14,960	\$14,960	\$10,924	\$4,036	73.0%
WFC Marketing/Public Ed	\$30,003	\$30,003	\$23,253	\$6,750	77.5%
WFC Supplies	\$80,048	\$80,048	\$76,489	\$3,559	95.6%
WFC Postage	\$20,687	\$20,687	\$4,344	\$16,343	21.0%
TOTAL OTHER EXPENSES	\$145,698	\$145,698	\$115,010	\$30,688	78.9%
WFC Equip Maintenance & Rentals	\$83,172	\$83,172	\$31,628	\$51,544	38.0%
WFC Equipment Purchase	\$217,501	\$538,359	\$455,640	\$82,719	84.6%
WFC Communications	\$160,534	\$160,534	\$105,412	\$55,122	65.7%
WFC Internet, Software & Licensing	\$208,104	\$208,104	\$273,895	-\$65,791	131.6%
WFC ICT Service/Change Mgmt Contractor	\$131,000	\$131,000	\$0	\$131,000	0.0%
TOTAL WFC IT EXPENSES	\$800,311	\$1,121,169	\$866,575	\$254,594	77.3%
RESERVED FUNDS	\$0	\$0	\$0	\$0	0.0%
TOTAL SERVICE DELIVERY	\$7,341,186	\$7,462,044	\$5,591,192	\$1,870,852	74.9%
TOTAL CONTRACTOR PASS-THROUGH	ORIGINAL BUDGET	REVISED BUDGET	ACTUAL EXPENDITURES	TOTAL BALANCE	Percent Expended
	\$47,908,064	\$51,095,097	\$46,027,423	\$5,067,674	90.1%
GRAND TOTAL BOARD OPERATIONS, SERVICE DELIVERY & CONTRACTOR PASS-THROUGH	ORIGINAL BUDGET	REVISED BUDGET	ACTUAL EXPENDITURES	TOTAL BALANCE	Percent Expended
	\$60,889,006	\$63,779,497	\$55,933,210	\$7,846,287	87.7%

Month: September 2025

Workforce Solutions East Texas Board
Grant Financial Analysis

CONTRACT #	PROGRAM / FUNDING	Begin Date	End Date	Duration (Months)	Contract Amount	Year-To-Date Expenditures	Outstanding PO Encumbrances	Contract Balance	Percent Expended (Incl. Enc.)	Overall Status
0824WOA001	Workforce Innovation Opportunity Act - Adult	7/1/2024	6/30/2026	24	\$ 2,405,104	\$ 2,267,894	\$ 40,170	\$ 97,040	96%	✓
0825WOA001	Workforce Innovation Opportunity Act - Adult	7/1/2025	6/30/2027	24	\$ 2,124,010	\$ 7,190	-	\$ 2,116,820	0%	✓
0824WOY001	Workforce Innovation Opportunity Act - Youth	7/1/2024	6/30/2026	24	\$ 2,288,752	\$ 1,416,548	-	\$ 872,204	62%	✓
0825WOY001	Workforce Innovation Opportunity Act - Youth	7/1/2025	6/30/2027	24	\$ 2,001,908	\$ 4,070	-	\$ 1,997,838	0%	✓
0824WOD001	Workforce Innovation Opportunity Act - Dislocated Worker	7/1/2024	6/30/2026	24	\$ 2,273,379	\$ 1,287,368	\$ 5,760	\$ 980,251	57%	✓
0825WOD001	Workforce Innovation Opportunity Act - Dislocated Worker	7/1/2025	6/30/2027	24	\$ 2,106,903	-	-	\$ 2,106,903	0%	✓
0825WOR001	Workforce Innovation Opportunity Act - Rapid Response	7/1/2025	6/30/2026	12	\$ 31,312	-	-	\$ 31,312	0%	✓
0825TRA001	Trade Adjustment Assistance	10/1/2024	9/30/2025	12	\$ 23,000	\$ 10,093	-	\$ 12,907	44%	✓
0825WPA001	Employment Services (Wagner-Peyser Act)	3/1/2025	12/31/2025	10	\$ 303,554	\$ 188,429	-	\$ 115,125	62%	✓
0825WCI001	Workforce Commission Initiatives	10/1/2024	9/30/2025	12	\$ 53,843	\$ 40,942	-	\$ 12,901	76%	✓
0825REA001	Reemployment Services and Eligibility Assessment	10/1/2024	9/30/2025	12	\$ 769,800	\$ 729,649	-	\$ 40,151	95%	✓
0824HJT002	High Demand Job Training - Kilgore College	8/6/2024	12/31/2025	17	\$ 71,706	\$ 67,117	-	\$ 4,589	94%	✓
0825HJT001	High Demand Job Training - Henderson Campus	10/7/2024	12/31/2025	15	\$ 30,788	\$ 685	-	\$ 30,103	2%	✓
0825HJT002	High Demand Job Training - TVCC	10/14/2024	4/30/2026	19	\$ 380,163	\$ 4,020	-	\$ 376,143	1%	✓
0825HJT003	High Demand Job Training - MISD	4/14/2025	4/30/2026	13	\$ 150,000	\$ 1,201	-	\$ 148,799	1%	✓

Month: September 2025

Workforce Solutions East Texas Board
Grant Financial Analysis

CONTRACT #	PROGRAM / FUNDING	Begin Date	End Date	Duration (Months)	Contract Amount	Year-To-Date Expenditures	Outstanding PO Encumbrances	Contract Balance	Percent Expended (Incl. Enc.)	Overall Status
0825TAF001	Temporary Assistance for Needy Families CHOICES	10/1/2024	10/31/2025	13	\$ 2,142,263	\$ 1,457,738		\$ 684,525	68%	✓
0825SNE001	Supplemental Nutrition Assistance Program - E&T	10/1/2024	9/30/2025	12	\$ 485,382	\$ 384,666		\$ 100,716	79%	✓
0825MCP001	Non-Custodial Parent Choices Program	9/1/2024	9/30/2025	13	\$ 474,433	\$ 361,994		\$ 112,439	76%	✓
0825SCF001	Child Care Services - Formula Allocation (Discretionary-Mandatory)	10/1/2024	10/31/2025	13	\$39,866,589.00	\$ 36,070,375		\$ 3,796,214	90%	✓
0825CCM001	Child Care Services - Local Match	10/1/2024	12/31/2025	15	\$ 2,464,832	\$ 721,185		\$ 1,743,647	29%	✓
0826CCP001	Child Care Services - Department of Family and Protective Services (final expenditures equals final budget)	9/1/2025	8/31/2026	12	\$ 1,792,513	\$ 143,943		\$ 1,648,570	8%	✓
0825CCQ001	Child Care Services - Quality Improvement/ TRS	10/1/2024	10/31/2025	13	\$ 1,604,541	\$ 1,272,419		\$ 332,122	79%	✓
0825CQF001	Child Care Services - Quality Improvement/ TRS	10/1/2024	10/31/2025	13	\$ 1,473,329	\$ 1,227,791		\$ 245,538	83%	✓
n/a	Child Care Rescoup		n/a		\$ 1,398,506	\$ 1,268,104		\$ 130,402	91%	✓
0825TVC001	Texas Veteran Contribution - Resource Administration Grant	10/1/2024	9/30/2025	12	\$ 36,500	\$ 36,401		\$ 99	100%	✓
0826COL001/002	VR Infrastructure Cost Reimbursement (ISS) - Marshall, Athens & Palestine WFCs	9/1/2025	8/31/2026	12	\$ 176,498	\$ 16,761		\$ 159,737	9%	✓
301BVRSL36	VR Student HireAbility Navigator	9/1/2023	8/31/2027	49	\$ 452,000	\$ 235,687		\$ 216,313	52%	✓
301BVRSL74	VR Wage Service for Work Experience	9/1/2023	9/30/2025	25	\$ 250,000	\$ 138,487		\$ 111,513	55%	✓
302ZVRS033	VR SEAL (Summer Earn and Learn)	10/1/2023	9/30/2025	24	\$ 560,000	\$ 206,731		\$ 353,269	37%	✓
n/a	W/F Pay for Performance Profits		n/a		\$ 181,096	\$ 27,983		\$ 153,113	15%	✓
SS00-15-EL461 (Am 5)	SSA Ticket To Work	3/1/2015	2/28/2025	122	\$ 205,717	\$ 98,457		\$ 107,260	48%	✓

Board 8. East Texas

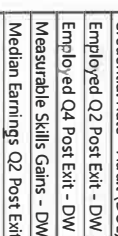
WIOA Outcome M

Employed O2 Post Exit - Adu

Employed Q4 Post Exit - Adu

Measurable Skills Gains - Adult

Median Earnings Q2 Post Exit



Credentialed Rate - DW (DOL)

Employed/Enrolled Q2 Post E

Measurable Skills Gains - You

Median Earnings Q2 Post Exi

Credential Rate - All C&T

Program Participation

[illegible]

Avg # Children Served Per Day

Childcare Initial Job Search 5

Choices Full Engagement Ka

Total

transition from TWIST to TXC3, p

this measure to ensure accuracy

provided for informational purp

and target adjustments are applied

available after the BCY25 EOY 1

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 (DOJ)	MG	107.97%	75.99%	75.99%	82.05%	-	-	72.62%	64	78	82.05%	-	-	-	7/24	9/24	9, 10
Employed Q4 Post Exit - Adult (DOJ)	NM	88.67%	73.75%	73.75%	66.13%	-	-	72.35%	41	62	66.13%	-	-	-	1/24	3/24	9, 10
Measurable Skills Gains - Adult (DOJ)	NM	66.79%	70.70%	70.70%	47.22%	-	-	62.14%	17	36	47.22%	-	-	-	7/25	9/25	9, 10
Median Earnings Q2 Post Exit - Adult (DOJ)	AR	90.47%	\$7,000.00	\$7,000.00	\$6,332.72	-	-	\$6,554.85	N/A	64	\$6,332.72	-	-	-	7/24	9/24	9, 10
Credentialed Rate - Adult (DOJ)	MG	97.52%	75.55%	75.55%	73.68%	-	-	66.67%	14	19	73.68%	-	-	-	1/24	3/24	9, 10
Employed Q2 Post Exit - DW (DOJ)	NM	84.24%	77.78%	77.78%	65.52%	-	-	71.77%	19	29	65.52%	-	-	-	7/24	9/24	9, 10
Employed Q4 Post Exit - DW (DOJ)	NM	84.12%	79.26%	79.26%	66.67%	-	-	76.84%	8	12	66.67%	-	-	-	1/24	3/24	9, 10
Measurable Skills Gains - DW (DOJ)	NM	60.72%	76.00%	76.00%	46.15%	-	-	65.96%	6	13	46.15%	-	-	-	7/25	9/25	9, 10
Median Earnings Q2 Post Exit - DW (DOJ)	NM	77.67%	\$9,600.00	\$9,600.00	\$7,456.40	-	-	\$9,429.94	N/A	19	\$7,456.40	-	-	-	7/24	9/24	9, 10
Credentialed Rate - DW (DOJ)	Ex	128.87%	77.00%	77.00%	100.00%	-	-	74.29%	3	3	100.00%	-	-	-	1/24	3/24	9, 10
Employed/Enrolled Q2 Post Exit - Youth (DOJ)	AR	92.20%	75.60%	75.60%	69.70%	-	-	81.56%	23	33	69.70%	-	-	-	7/24	9/24	9, 10
Employed/Enrolled Q4 Post Exit - Youth (DOJ)	NM	89.17%	76.26%	76.26%	68.00%	-	-	80.15%	17	25	68.00%	-	-	-	1/24	3/24	9, 10
Measurable Skills Gains - Youth (DOJ)	NM	41.76%	65.30%	65.30%	27.27%	-	-	69.57%	3	11	27.27%	-	-	-	7/25	9/25	9, 10
Median Earnings Q2 Post Exit - Youth (DOJ)	Ex	138.11%	\$4,420.00	\$4,420.00	\$6,104.68	-	-	\$4,781.75	N/A	23	\$6,104.68	-	-	-	7/24	9/24	9, 10
Credentialed Rate - Youth (DOJ)	AR	92.63%	67.47%	67.47%	62.50%	-	-	16.35%	5	8	62.50%	-	-	-	1/24	3/24	9, 10
Credentialed Rate - All CRT	MG	103.28%	71.00%	71.00%	73.33%	-	-	42.31%	22	30	73.33%	-	-	-	1/24	3/24	10

[illegible]

September 2025

Board Summary

Report

FINAL RELEASE

As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary

(Number of Measures)

Exceeding Performance (EX): 2
Meeting Performance (MG, AR): 7
Not Meeting Performance (NM): 9

% 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

Board 8. East Texas

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	MG	100.95%	60.00%	60.00%	60.57%	64.79%	67.63%	7,501	12,385	58.47%	62.84%	61.76%	60.57%	7/24	6/25	
Employers Receiving Texas Talent Assistance	NM	83.77%	3,796	3,796	3,180	4,439	3,473	N/A	N/A	1,039	1,718	2,502	3,180	10/24	9/25	

Notes

3. Due to data issues related to the transition from TWIST to TXC3, performance for this measure has been suppressed.
5. 1/3 is finalizing the visualization for this measure to ensure accuracy.
6. This measure is in beta release and provided for informational purposes only.
9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison

Report

FINAL RELEASE

As Originally Published

10/28/2025



Year-to-Date

Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): 9

Meeting Performance (MG, AR): 16

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 Q2 Post Exit - Adult (DOL)

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	16	103.31%	74.34%	74.34%	76.80%	-	66.01%	96	125	76.80%	-	-	-	7/24	9/24	9.10
10	Borderplex	EX	8	111.64%	78.38%	78.38%	87.50%	-	83.17%	42	48	87.50%	-	-	-	7/24	9/24	9.10
16	Brazos Valley	MG	17	102.99%	75.03%	75.03%	77.27%	-	66.04%	34	44	77.27%	-	-	-	7/24	9/24	9.10
24	Cameron County	MG	15	104.02%	75.95%	75.95%	79.00%	-	78.00%	79	100	79.00%	-	-	-	7/24	9/24	9.10
14	Capital Area	MG	11	108.29%	75.03%	75.03%	81.25%	-	72.89%	91	112	81.25%	-	-	-	7/24	9/24	9.10
26	Central Texas	EX	4	117.55%	80.34%	80.34%	94.44%	-	80.12%	17	18	94.44%	-	-	-	7/24	9/24	9.10
22	Coastal Bend	MG	20	101.95%	75.32%	75.32%	76.79%	-	74.48%	43	56	76.79%	-	-	-	7/24	9/24	9.10
12	Concho Valley	EX	2	123.90%	80.71%	80.71%	100.00%	-	75.76%	10	10	100.00%	-	-	-	7/24	9/24	9.10
6	Dallas County	AR	25	94.97%	75.00%	75.00%	71.23%	-	69.49%	52	73	71.23%	-	-	-	7/24	9/24	9.10
17	Deep East Texas	MG	26	87.70%	80.24%	80.24%	70.37%	-	80.81%	19	27	70.37%	-	-	-	7/24	9/24	9.10
8	East Texas	NM	12	107.97%	75.99%	75.99%	82.05%	-	72.62%	64	78	82.05%	-	-	-	7/24	9/24	9.10
19	Golden Crescent	NM	28	71.49%	82.28%	82.28%	58.82%	-	69.39%	10	17	58.82%	-	-	-	7/24	9/24	9.10
28	Gulf Coast	MG	22	98.80%	75.03%	75.03%	74.13%	-	74.76%	593	800	74.13%	-	-	-	7/24	9/24	9.10
13	Heart of Texas	NM	27	87.43%	81.70%	81.70%	71.43%	-	77.78%	5	7	71.43%	-	-	-	7/24	9/24	9.10
23	Lower Rio Grande	MG	19	102.74%	75.52%	75.52%	77.59%	-	82.22%	45	58	77.59%	-	-	-	7/24	9/24	9.10
27	Middle Rio Grande	MG	13	106.17%	80.24%	80.24%	85.19%	-	72.73%	23	27	85.19%	-	-	-	7/24	9/24	9.10
4	North Central	MG	24	97.33%	75.03%	75.03%	73.03%	-	68.48%	111	152	73.03%	-	-	-	7/24	9/24	9.10
7	North East Texas	EX	6	115.04%	82.58%	82.58%	95.00%	-	84.44%	19	20	95.00%	-	-	-	7/24	9/24	9.10
3	North Texas	MG	14	105.22%	81.46%	81.46%	85.71%	-	76.67%	12	14	85.71%	-	-	-	7/24	9/24	9.10
1	Panhandle	EX	5	116.48%	79.37%	79.37%	92.45%	-	84.77%	49	53	92.45%	-	-	-	7/24	9/24	9.10
11	Permian Basin	MG	23	97.62%	76.83%	76.83%	75.00%	-	74.10%	51	68	75.00%	-	-	-	7/24	9/24	9.10
15	Rural Capital	EX	7	113.11%	74.93%	74.93%	84.75%	-	75.89%	50	59	84.75%	-	-	-	7/24	9/24	9.10
2	South Plains	EX	3	122.23%	81.81%	81.81%	100.00%	-	82.00%	11	11	100.00%	-	-	-	7/24	9/24	9.10
21	South Texas	EX	1	125.20%	75.03%	75.03%	93.94%	-	74.19%	31	33	93.94%	-	-	-	7/24	9/24	9.10
18	Southeast Texas	EX	9	111.55%	75.68%	75.68%	84.42%	-	73.53%	65	77	84.42%	-	-	-	7/24	9/24	9.10
5	Tarrant County	MG	21	100.13%	75.03%	75.03%	75.13%	-	71.90%	148	197	75.13%	-	-	-	7/24	9/24	9.10
25	Texoma	MG	18	102.92%	79.81%	79.81%	82.14%	-	92.54%	23	28	82.14%	-	-	-	7/24	9/24	9.10
9	West Central Texas	MG	10	109.30%	81.69%	81.69%	89.29%	-	83.05%	25	28	89.29%	-	-	-	7/24	9/24	9.10
99	System	MG	N/A	103.04%	75.90%	75.90%	78.21%	-	75.03%	2,197	2,809	78.21%	-	-	-	7/24	9/24	9.10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

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September 2025

Board Comparison

Report

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10/28/2025



Year-to-Date
Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): 13
Meeting Performance (MG, AR): 12
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 Q4 Post Exit - Adult (DOL)

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	AR	22	93.69%	73.57%	73.57%	68.93%	-	68.38%	71	103	68.93%	-	-	-	1/24	3/24	9, 10
10	Borderplex	EX	4	120.84%	76.00%	76.00%	91.84%	-	81.55%	45	49	91.84%	-	-	-	1/24	3/24	9, 10
16	Brazos Valley	MG	19	97.14%	72.67%	72.67%	70.59%	-	69.54%	24	34	70.59%	-	-	-	1/24	3/24	9, 10
24	Cameron County	AR	24	90.39%	79.02%	79.02%	71.43%	-	81.13%	15	21	71.43%	-	-	-	1/24	3/24	9, 10
14	Capital Area	EX	5	118.09%	73.87%	73.87%	87.23%	-	72.77%	41	47	87.23%	-	-	-	1/24	3/24	9, 10
26	Central Texas	NM	27	84.01%	79.36%	79.36%	66.67%	-	83.53%	4	6	66.67%	-	-	-	1/24	3/24	9, 10
22	Coastal Bend	MG	15	102.70%	72.67%	72.67%	74.63%	-	73.77%	50	67	74.63%	-	-	-	1/24	3/24	9, 10
12	Concho Valley	AR	23	91.98%	79.07%	79.07%	72.73%	-	88.37%	8	11	72.73%	-	-	-	1/24	3/24	9, 10
6	Dallas County	MG	18	97.15%	73.70%	73.70%	71.60%	-	70.48%	58	81	71.60%	-	-	-	1/24	3/24	9, 10
17	Deep East Texas	EX	12	111.66%	77.34%	77.34%	86.36%	-	73.53%	19	22	86.36%	-	-	-	1/24	3/24	9, 10
8	East Texas	NM	26	89.67%	73.75%	73.75%	66.13%	-	72.35%	41	62	66.13%	-	-	-	1/24	3/24	9, 10
19	Golden Crescent	MG	14	103.67%	81.23%	81.23%	84.21%	-	71.79%	16	19	84.21%	-	-	-	1/24	3/24	9, 10
28	Gulf Coast	MG	20	96.95%	73.67%	73.67%	71.42%	-	71.72%	1,137	1,592	71.42%	-	-	-	1/24	3/24	9, 10
13	Heart of Texas	EX	3	123.00%	81.30%	81.30%	100.00%	-	81.82%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
23	Lower Rio Grande	EX	9	113.93%	75.23%	75.23%	85.71%	-	70.88%	54	63	85.71%	-	-	-	1/24	3/24	9, 10
27	Middle Rio Grande	MG	17	99.79%	80.17%	80.17%	80.00%	-	61.36%	16	20	80.00%	-	-	-	1/24	3/24	9, 10
4	North Central	AR	25	90.27%	73.67%	73.67%	66.50%	-	68.71%	135	203	66.50%	-	-	-	1/24	3/24	9, 10
7	North East Texas	NM	28	81.04%	82.27%	82.27%	66.67%	-	86.96%	4	6	66.67%	-	-	-	1/24	3/24	9, 10
3	North Texas	EX	1	127.71%	78.30%	78.30%	100.00%	-	73.47%	14	14	100.00%	-	-	-	1/24	3/24	9, 10
1	Panhandle	EX	13	110.78%	76.17%	76.17%	84.38%	-	84.71%	27	32	84.38%	-	-	-	1/24	3/24	9, 10
11	Permian Basin	EX	11	112.57%	74.37%	74.37%	83.72%	-	73.75%	36	43	83.72%	-	-	-	1/24	3/24	9, 10
15	Rural Capital	EX	8	114.31%	73.67%	73.67%	84.21%	-	81.11%	32	38	84.21%	-	-	-	1/24	3/24	9, 10
2	South Plains	EX	2	123.03%	81.28%	81.28%	100.00%	-	85.37%	11	11	100.00%	-	-	-	1/24	3/24	9, 10
21	South Texas	EX	7	115.27%	76.55%	76.55%	88.24%	-	63.46%	15	17	88.24%	-	-	-	1/24	3/24	9, 10
18	Southeast Texas	MG	16	100.38%	73.72%	73.72%	74.00%	-	75.72%	37	50	74.00%	-	-	-	1/24	3/24	9, 10
5	Tarrant County	AR	21	94.76%	73.67%	73.67%	69.81%	-	69.58%	148	212	69.81%	-	-	-	1/24	3/24	9, 10
25	Texoma	EX	6	115.35%	78.30%	78.30%	90.32%	-	88.31%	28	31	90.32%	-	-	-	1/24	3/24	9, 10
9	West Central Texas	EX	10	113.20%	77.30%	77.30%	87.50%	-	83.33%	7	8	87.50%	-	-	-	1/24	3/24	9, 10
99	System	AR	N/A	96.27%	76.40%	76.40%	73.55%	-	74.04%	2,325	3,161	73.55%	-	-	-	1/24	3/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BC V 2025 MPR reports.

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Measurable Skills Gains - Adult (DOL)

September 2025
Board Comparison

Report

FINAL RELEASE

As Originally Published

10/28/2025



Year-to-Date
Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): 5

Meeting Performance (MG, AR): 4

Not Meeting Performance (NM): 19

% Meeting/Exceeding
(EX, MG, AR): 32.14 %

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	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 Area	NM	19	58.25%	70.70%	70.70%	41.18%	-	78.57%	7	17	41.18%	-	-	-	7/25	9/25	9, 10
10	Borderplex	AR	8	94.30%	70.70%	70.70%	66.67%	-	88.18%	4	6	66.67%	-	-	-	7/25	9/25	9, 10
16	Brazos Valley	NM	28	26.94%	70.70%	70.70%	19.05%	-	70.83%	4	21	19.05%	-	-	-	7/25	9/25	9, 10
24	Cameron County	EX	5	111.44%	70.70%	70.70%	78.79%	-	79.21%	26	33	78.79%	-	-	-	7/25	9/25	9, 10
14	Capital Area	NM	22	56.45%	72.60%	72.60%	40.98%	-	66.81%	25	61	40.98%	-	-	-	7/25	9/25	9, 10
26	Central Texas	NM	26	35.36%	70.70%	70.70%	25.00%	-	80.23%	1	4	25.00%	-	-	-	7/25	9/25	9, 10
22	Coastal Bend	NM	18	60.62%	70.70%	70.70%	42.86%	-	68.02%	18	42	42.86%	-	-	-	7/25	9/25	9, 10
12	Concho Valley	EX	1	140.85%	71.00%	71.00%	100.00%	-	88.89%	5	5	100.00%	-	-	-	7/25	9/25	9, 10
6	Dallas County	NM	25	44.46%	70.70%	70.70%	31.43%	-	72.43%	22	70	31.43%	-	-	-	7/25	9/25	9, 10
17	Deep East Texas	NM	20	57.86%	7070%	70.70%	40.91%	-	73.13%	9	22	40.91%	-	-	-	7/25	9/25	9, 10
8	East Texas	NM	16	66.79%	70.70%	70.70%	47.22%	-	62.14%	17	36	47.22%	-	-	-	7/25	9/25	9, 10
19	Golden Crescent	NM	13	78.59%	70.70%	70.70%	55.56%	-	65.57%	5	9	55.56%	-	-	-	7/25	9/25	9, 10
28	Gulf Coast	NM	12	80.86%	70.70%	70.70%	57.17%	-	73.05%	271	474	57.17%	-	-	-	7/25	9/25	9, 10
13	Heart of Texas	NM	10	88.40%	70.70%	70.70%	62.50%	-	75.00%	5	8	62.50%	-	-	-	7/25	9/25	9, 10
23	Lower Rio Grande	MG	7	102.42%	70.70%	70.70%	72.41%	-	76.21%	63	87	72.41%	-	-	-	7/25	9/25	9, 10
27	Middle Rio Grande	EX	4	121.23%	70.70%	70.70%	85.71%	-	81.16%	12	14	85.71%	-	-	-	7/25	9/25	9, 10
4	North Central	NM	24	51.68%	70.70%	70.70%	36.54%	-	68.42%	19	52	36.54%	-	-	-	7/25	9/25	9, 10
7	North East Texas	EX	2	124.47%	70.70%	70.70%	88.00%	-	81.33%	22	25	88.00%	-	-	-	7/25	9/25	9, 10
3	North Texas	NM	15	67.00%	70.70%	70.70%	47.37%	-	61.54%	9	19	47.37%	-	-	-	7/25	9/25	9, 10
1	Panhandle	NM	14	67.51%	70.70%	70.70%	47.73%	-	71.96%	21	44	47.73%	-	-	-	7/25	9/25	9, 10
11	Permian Basin	NM	11	85.62%	70.70%	70.70%	60.53%	-	67.68%	23	38	60.53%	-	-	-	7/25	9/25	9, 10
15	Rural Capital	NM	23	55.13%	70.70%	70.70%	38.98%	-	67.77%	23	59	38.98%	-	-	-	7/25	9/25	9, 10
2	South Plains	EX	3	122.59%	70.70%	70.70%	86.67%	-	87.27%	13	15	86.67%	-	-	-	7/25	9/25	9, 10
21	South Texas	AR	9	90.93%	70.70%	70.70%	64.29%	-	90.91%	9	14	64.29%	-	-	-	7/25	9/25	9, 10
18	Southeast Texas	NM	27	27.37%	70.70%	70.70%	19.35%	-	87.93%	6	31	19.35%	-	-	-	7/25	9/25	9, 10
5	Tarrant County	NM	17	62.86%	70.70%	70.70%	44.44%	-	86.18%	28	63	44.44%	-	-	-	7/25	9/25	9, 10
25	Texoma	NM	21	57.24%	70.70%	70.70%	40.54%	-	74.07%	15	37	40.54%	-	-	-	7/25	9/25	9, 10
9	West Central Texas	MG	6	106.08%	70.70%	70.70%	75.00%	-	88.89%	6	8	75.00%	-	-	-	7/25	9/25	9, 10
99	System	NM	N/A	70.40%	72.10%	72.10%	50.76%	-	72.19%	704	1,387	50.76%	-	-	-	7/25	9/25	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison

Report
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Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 16
Meeting Performance (MG, AR): 9
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 - 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 Area	MG	23	100.05%	\$7,000.00	\$7,000.00	\$7,003.32	-	\$6,512.90	N/A	96	\$7,003.32	-	-	-	7/24	9/24	9, 10
10	Bordepex	MG	18	108.27%	\$8,800.00	\$8,800.00	\$9,528.11	-	\$15,132.35	N/A	42	\$9,528.11	-	-	-	7/24	9/24	9, 10
16	Brazos Valley	MG	22	100.15%	\$7,100.00	\$7,100.00	\$7,110.76	-	\$6,592.47	N/A	34	\$7,110.76	-	-	-	7/24	9/24	9, 10
24	Cameron County	EX	1	175.06%	\$7,590.00	\$7,590.00	\$13,287.38	-	\$10,247.89	N/A	79	\$13,287.38	-	-	-	7/24	9/24	9, 10
14	Capital Area	EX	11	120.11%	\$8,530.00	\$8,530.00	\$10,245.04	-	\$9,622.50	N/A	91	\$10,245.04	-	-	-	7/24	9/24	9, 10
26	Central Texas	EX	2	150.32%	\$9,200.00	\$9,200.00	\$13,829.75	-	\$10,091.36	N/A	17	\$13,829.75	-	-	-	7/24	9/24	9, 10
22	Coastal Bend	EX	8	130.01%	\$7,100.00	\$7,100.00	\$9,230.76	-	\$8,954.89	N/A	43	\$9,230.76	-	-	-	7/24	9/24	9, 10
12	Concho Valley	MG	24	95.63%	\$7,490.00	\$7,490.00	\$7,162.58	-	\$7,580.33	N/A	10	\$7,162.58	-	-	-	7/24	9/24	9, 10
6	Dallas County	EX	5	135.54%	\$7,010.00	\$7,010.00	\$9,501.52	-	\$8,519.26	N/A	52	\$9,501.52	-	-	-	7/24	9/24	9, 10
17	Deep East Texas	NM	26	86.05%	\$7,100.00	\$7,100.00	\$6,109.48	-	\$7,318.98	N/A	19	\$6,109.48	-	-	-	7/24	9/24	9, 10
8	East Texas	AR	25	90.47%	\$7,000.00	\$7,000.00	\$6,332.72	-	\$6,554.85	N/A	64	\$6,332.72	-	-	-	7/24	9/24	9, 10
19	Golden Crescent	EX	13	114.55%	\$8,520.00	\$8,520.00	\$9,759.78	-	\$10,145.91	N/A	10	\$9,759.78	-	-	-	7/24	9/24	9, 10
28	Gulf Coast	EX	12	115.81%	\$7,100.00	\$7,100.00	\$8,222.80	-	\$6,536.16	N/A	593	\$8,222.80	-	-	-	7/24	9/24	9, 10
13	Heart of Texas	NM	28	46.72%	\$8,220.00	\$8,220.00	\$3,840.18	-	\$12,962.84	N/A	5	\$3,840.18	-	-	-	7/24	9/24	9, 10
23	Lower Rio Grande	EX	14	114.24%	\$7,310.00	\$7,310.00	\$8,350.59	-	\$8,097.14	N/A	45	\$8,350.59	-	-	-	7/24	9/24	9, 10
27	Middle Rio Grande	EX	3	144.42%	\$8,330.00	\$8,330.00	\$12,030.00	-	\$7,197.27	N/A	23	\$12,030.00	-	-	-	7/24	9/24	9, 10
4	North Central	MG	19	106.15%	\$7,100.00	\$7,100.00	\$7,537.00	-	\$7,386.47	N/A	111	\$7,537.00	-	-	-	7/24	9/24	9, 10
7	North East Texas	EX	7	131.05%	\$8,110.00	\$8,110.00	\$10,628.27	-	\$10,550.32	N/A	19	\$10,628.27	-	-	-	7/24	9/24	9, 10
3	North Texas	MG	21	102.42%	\$7,000.00	\$7,000.00	\$7,169.25	-	\$7,361.23	N/A	12	\$7,169.25	-	-	-	7/24	9/24	9, 10
1	Panhandle	EX	16	110.46%	\$8,480.00	\$8,480.00	\$9,366.79	-	\$11,433.80	N/A	49	\$9,366.79	-	-	-	7/24	9/24	9, 10
11	Permian Basin	EX	9	124.65%	\$7,750.00	\$7,750.00	\$9,660.60	-	\$9,071.73	N/A	51	\$9,660.60	-	-	-	7/24	9/24	9, 10
15	Rural Capital	EX	4	139.59%	\$7,330.00	\$7,330.00	\$10,232.29	-	\$8,545.61	N/A	50	\$10,232.29	-	-	-	7/24	9/24	9, 10
2	South Plains	NM	27	65.58%	\$7,360.00	\$7,360.00	\$4,826.66	-	\$9,789.66	N/A	11	\$4,826.66	-	-	-	7/24	9/24	9, 10
21	South Texas	EX	6	134.41%	\$7,440.00	\$7,440.00	\$10,000.00	-	\$8,200.89	N/A	31	\$10,000.00	-	-	-	7/24	9/24	9, 10
18	Southeast Texas	EX	15	114.08%	\$7,100.00	\$7,100.00	\$8,100.00	-	\$6,187.50	N/A	65	\$8,100.00	-	-	-	7/24	9/24	9, 10
5	Tarrant County	EX	10	121.67%	\$7,100.00	\$7,100.00	\$8,638.67	-	\$7,131.79	N/A	148	\$8,638.67	-	-	-	7/24	9/24	9, 10
25	Texoma	MG	17	109.26%	\$8,600.00	\$8,600.00	\$9,396.72	-	\$13,528.68	N/A	23	\$9,396.72	-	-	-	7/24	9/24	9, 10
9	West Central Texas	MG	20	105.30%	\$7,140.00	\$7,140.00	\$7,518.23	-	\$6,996.94	N/A	25	\$7,518.23	-	-	-	7/24	9/24	9, 10
99	System	EX	N/A	106.28%	\$8,468.00	\$8,468.00	\$9,000.00	-	\$7,847.33	N/A	2,197	\$9,000.00	-	-	-	7/24	9/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

Credentiaial Rate - Adult (DOL)

September 2025
Board Comparison

Report
FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 5
Meeting Performance (MG, AR): 11
Not Meeting Performance (NM): 12

% Meeting/Exceeding
(EX, MG, AR): **57.14 %**

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	Status	Rank	% Cur Tgt†	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	6	106.31%	76.96%	76.96%	81.82%	-	62.42%	18	22	81.82%	-	-	-	1/24	3/24	9, 10
10	Borderplex	MG	11	99.80%	80.81%	80.81%	80.65%	-	88.06%	25	31	80.65%	-	-	-	1/24	3/24	9, 10
16	Brazos Valley	MG	14	95.34%	72.11%	72.11%	68.75%	-	71.43%	11	16	68.75%	-	-	-	1/24	3/24	9, 10
24	Cameron County	MG	15	95.24%	85.00%	85.00%	80.95%	-	87.58%	17	21	80.95%	-	-	-	1/24	3/24	9, 10
14	Capital Area	NM	17	88.18%	74.61%	74.61%	65.79%	-	72.43%	25	38	65.79%	-	-	-	1/24	3/24	9, 10
26	Central Texas	MG	7	106.19%	78.47%	78.47%	83.33%	-	82.91%	5	6	83.33%	-	-	-	1/24	3/24	9, 10
22	Coastal Bend	AR	16	90.63%	73.56%	73.56%	66.67%	-	62.79%	28	42	66.67%	-	-	-	1/24	3/24	9, 10
12	Concho Valley	NM	18	87.08%	76.56%	76.56%	66.67%	-	72.00%	2	3	66.67%	-	-	-	1/24	3/24	9, 10
6	Dallas County	NM	25	78.43%	78.75%	78.75%	61.76%	-	81.55%	21	34	61.76%	-	-	-	1/24	3/24	9, 10
17	Deep East Texas	EX	2	123.81%	80.77%	80.77%	100.00%	-	72.22%	12	12	100.00%	-	-	-	1/24	3/24	9, 10
8	East Texas	MG	12	97.52%	75.55%	75.55%	73.68%	-	66.67%	14	19	73.68%	-	-	-	1/24	3/24	9, 10
19	Golden Crescent	EX	4	116.21%	78.88%	78.88%	91.67%	-	80.00%	11	12	91.67%	-	-	-	1/24	3/24	9, 10
28	Gulf Coast	NM	20	85.47%	72.11%	72.11%	61.63%	-	56.17%	249	404	61.63%	-	-	-	1/24	3/24	9, 10
13	Heart of Texas	NM	28	0.00%	71.57%	71.57%	0.00%	-	71.43%	0	1	0.00%	-	-	-	1/24	3/24	9, 10
23	Lower Rio Grande	MG	9	102.94%	85.00%	85.00%	87.50%	-	86.30%	42	48	87.50%	-	-	-	1/24	3/24	9, 10
27	Middle Rio Grande	MG	10	102.83%	83.35%	83.35%	85.71%	-	96.43%	12	14	85.71%	-	-	-	1/24	3/24	9, 10
4	North Central	NM	23	82.17%	71.11%	71.11%	58.43%	-	68.53%	52	89	58.43%	-	-	-	1/24	3/24	9, 10
7	North East Texas	NM	21	85.29%	78.17%	78.17%	66.67%	-	77.78%	4	6	66.67%	-	-	-	1/24	3/24	9, 10
3	North Texas	MG	8	105.36%	81.35%	81.35%	85.71%	-	72.09%	6	7	85.71%	-	-	-	1/24	3/24	9, 10
1	Panhandle	MG	13	96.71%	79.28%	79.28%	76.67%	-	80.60%	23	30	76.67%	-	-	-	1/24	3/24	9, 10
11	Permian Basin	NM	22	82.25%	74.82%	74.82%	61.54%	-	71.25%	24	39	61.54%	-	-	-	1/24	3/24	9, 10
15	Rural Capital	NM	27	70.81%	82.37%	82.37%	58.33%	-	55.26%	7	12	58.33%	-	-	-	1/24	3/24	9, 10
2	South Plains	NM	26	72.48%	82.78%	82.78%	60.00%	-	87.50%	6	10	60.00%	-	-	-	1/24	3/24	9, 10
21	South Texas	NM	24	78.44%	85.00%	85.00%	66.67%	-	95.45%	10	15	66.67%	-	-	-	1/24	3/24	9, 10
18	Southeast Texas	NM	19	85.86%	80.07%	80.07%	68.75%	-	74.39%	11	16	68.75%	-	-	-	1/24	3/24	9, 10
5	Tarrant County	EX	3	116.86%	71.11%	71.11%	83.10%	-	71.98%	59	71	83.10%	-	-	-	1/24	3/24	9, 10
25	Texoma	EX	5	110.87%	77.89%	77.89%	86.36%	-	85.71%	19	22	86.36%	-	-	-	1/24	3/24	9, 10
9	West Central Texas	EX	1	125.39%	79.75%	79.75%	100.00%	-	93.75%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
99	System	NM	N/A	93.46%	72.90%	72.90%	68.13%	-	70.24%	731	1,073	68.13%	-	-	-	1/24	3/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison Report

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10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 12
Meeting Performance (MG, AR): 11
Not Meeting Performance (NM): 5

% Meeting/Exceeding
(EX, MG, AR): **82.14 %**

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 Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	18	104.09%	78.28%	78.28%	81.48%	-	78.73%	44	54	81.48%	-	-	-	7/24	9/24	9, 10
10	Borderplex	MG	14	108.56%	81.06%	81.06%	88.00%	-	76.19%	22	25	88.00%	-	-	-	7/24	9/24	9, 10
16	Brazos Valley	EX	2	123.47%	80.99%	80.99%	100.00%	-	70.00%	11	11	100.00%	-	-	-	7/24	9/24	9, 10
24	Cameron County	NM	27	80.96%	82.35%	82.35%	66.67%	-	100.00%	6	9	66.67%	-	-	-	7/24	9/24	9, 10
14	Capital Area	EX	9	117.53%	80.08%	80.08%	94.12%	-	70.00%	16	17	94.12%	-	-	-	7/24	9/24	9, 10
26	Central Texas	EX	12	110.56%	79.72%	79.72%	88.14%	-	80.53%	52	59	88.14%	-	-	-	7/24	9/24	9, 10
22	Coastal Bend	MG	15	108.29%	80.80%	80.80%	87.50%	-	82.35%	21	24	87.50%	-	-	-	7/24	9/24	9, 10
12	Concho Valley	AR	22	91.07%	82.35%	82.35%	75.00%	-	90.91%	6	8	75.00%	-	-	-	7/24	9/24	9, 10
6	Dallas County	EX	10	114.24%	77.81%	77.81%	88.89%	-	76.92%	56	63	88.89%	-	-	-	7/24	9/24	9, 10
17	Deep East Texas	EX	3	121.43%	82.35%	82.35%	100.00%	-	72.41%	8	8	100.00%	-	-	-	7/24	9/24	9, 10
8	East Texas	NM	24	84.24%	77.78%	77.78%	65.52%	-	71.77%	19	29	65.52%	-	-	-	7/24	9/24	9, 10
19	Golden Crescent	MG	21	96.33%	81.56%	81.56%	78.57%	-	78.13%	11	14	78.57%	-	-	-	7/24	9/24	9, 10
28	Gulf Coast	MG	16	107.77%	78.80%	78.80%	84.92%	-	73.00%	107	126	84.92%	-	-	-	7/24	9/24	9, 10
13	Heart of Texas	MG	19	101.56%	79.71%	79.71%	80.95%	-	93.33%	17	21	80.95%	-	-	-	7/24	9/24	9, 10
23	Lower Rio Grande	EX	11	112.43%	82.35%	82.35%	92.59%	-	86.67%	25	27	92.59%	-	-	-	7/24	9/24	9, 10
27	Middle Rio Grande	EX	3	121.43%	82.35%	82.35%	100.00%	-	67.74%	18	18	100.00%	-	-	-	7/24	9/24	9, 10
4	North Central	MG	20	100.09%	78.78%	78.78%	78.85%	-	74.68%	41	52	78.85%	-	-	-	7/24	9/24	9, 10
7	North East Texas	AR	22	91.07%	82.35%	82.35%	75.00%	-	81.82%	3	4	75.00%	-	-	-	7/24	9/24	9, 10
3	North Texas	EX	3	121.43%	82.35%	82.35%	100.00%	-	68.75%	8	8	100.00%	-	-	-	7/24	9/24	9, 10
1	Panhandle	EX	3	121.43%	82.35%	82.35%	100.00%	-	82.69%	3	3	100.00%	-	-	-	7/24	9/24	9, 10
11	Permian Basin	NM	25	82.79%	82.35%	82.35%	68.18%	-	75.73%	15	22	68.18%	-	-	-	7/24	9/24	9, 10
15	Rural Capital	EX	1	126.94%	78.78%	78.78%	100.00%	-	87.04%	16	16	100.00%	-	-	-	7/24	9/24	9, 10
2	South Plains	EX	3	121.43%	82.35%	82.35%	100.00%	-	82.35%	16	16	100.00%	-	-	-	7/24	9/24	9, 10
21	South Texas	NM	26	81.58%	81.72%	81.72%	66.67%	-	86.21%	4	6	66.67%	-	-	-	7/24	9/24	9, 10
18	Southeast Texas	EX	8	118.36%	78.85%	78.85%	93.33%	-	85.00%	14	15	93.33%	-	-	-	7/24	9/24	9, 10
5	Tarrant County	MG	17	104.90%	78.14%	78.14%	81.97%	-	76.88%	100	122	81.97%	-	-	-	7/24	9/24	9, 10
25	Texoma	NM	28	30.88%	80.95%	80.95%	25.00%	-	50.00%	1	4	25.00%	-	-	-	7/24	9/24	9, 10
9	West Central Texas	MG	13	109.29%	82.35%	82.35%	90.00%	-	84.62%	9	10	90.00%	-	-	-	7/24	9/24	9, 10
99	System	EX	N/A	106.10%	75.60%	75.60%	80.21%	-	70.09%	851	1,061	80.21%	-	-	-	7/24	9/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

Employed Q4 Post Exit - DW (DOL)

September 2025
Board Comparison
Report

FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 7
Meeting Performance (MG, AR): 13
Not Meeting Performance (NM): 7

% Meeting/Exceeding
(EX, MG, AR): **74.07 %**

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	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	12	104.76%	82.81%	82.81%	86.75%	-	75.55%	72	83	86.75%	-	-	-	1/24	3/24	9, 10
10	Borderplex	MG	10	106.40%	79.53%	79.53%	84.62%	-	57.69%	22	26	84.62%	-	-	-	1/24	3/24	9, 10
16	Brazos Valley	NM	25	82.59%	80.72%	80.72%	66.67%	-	66.15%	4	6	66.67%	-	-	-	1/24	3/24	9, 10
24	Cameron County	N/A	N/A	N/A	83.33%	83.33%	N/A	-	83.33%	0	0	N/A	-	-	-	1/24	3/24	9, 10
14	Capital Area	MG	13	104.58%	85.00%	85.00%	88.89%	-	74.07%	8	9	88.89%	-	-	-	1/24	3/24	9, 10
26	Central Texas	EX	7	110.94%	81.66%	81.66%	90.59%	-	76.84%	77	85	90.59%	-	-	-	1/24	3/24	9, 10
22	Coastal Bend	NM	26	79.65%	79.90%	79.90%	63.64%	-	82.11%	7	11	63.64%	-	-	-	1/24	3/24	9, 10
12	Concho Valley	NM	27	78.44%	85.00%	85.00%	66.67%	-	76.92%	2	3	66.67%	-	-	-	1/24	3/24	9, 10
6	Dallas County	MG	16	99.00%	82.37%	82.37%	81.55%	-	76.68%	84	103	81.55%	-	-	-	1/24	3/24	9, 10
17	Deep East Texas	MG	9	106.71%	80.32%	80.32%	85.71%	-	75.00%	6	7	85.71%	-	-	-	1/24	3/24	9, 10
8	East Texas	NM	23	84.12%	79.26%	79.26%	66.67%	-	76.84%	8	12	66.67%	-	-	-	1/24	3/24	9, 10
19	Golden Crescent	NM	24	83.00%	80.33%	80.33%	66.67%	-	81.82%	4	6	66.67%	-	-	-	1/24	3/24	9, 10
28	Gulf Coast	MG	19	95.75%	79.37%	79.37%	76.00%	-	74.87%	57	75	76.00%	-	-	-	1/24	3/24	9, 10
13	Heart of Texas	EX	1	127.78%	78.26%	78.26%	100.00%	-	86.36%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
23	Lower Rio Grande	MG	15	104.07%	85.00%	85.00%	88.46%	-	75.26%	23	26	88.46%	-	-	-	1/24	3/24	9, 10
27	Middle Rio Grande	MG	11	105.17%	84.52%	84.52%	88.89%	-	77.78%	8	9	88.89%	-	-	-	1/24	3/24	9, 10
4	North Central	AR	20	91.74%	78.97%	78.97%	72.45%	-	73.82%	71	98	72.45%	-	-	-	1/24	3/24	9, 10
7	North East Texas	MG	17	98.04%	85.00%	85.00%	83.33%	-	79.37%	5	6	83.33%	-	-	-	1/24	3/24	9, 10
3	North Texas	MG	8	107.23%	82.90%	82.90%	88.89%	-	83.33%	8	9	88.89%	-	-	-	1/24	3/24	9, 10
1	Panhandle	EX	4	121.97%	81.99%	81.99%	100.00%	-	79.03%	5	5	100.00%	-	-	-	1/24	3/24	9, 10
11	Permian Basin	MG	14	104.29%	79.90%	79.90%	83.33%	-	82.18%	5	6	83.33%	-	-	-	1/24	3/24	9, 10
15	Rural Capital	EX	2	125.06%	79.96%	79.96%	100.00%	-	71.43%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
2	South Plains	NM	22	88.24%	85.00%	85.00%	75.00%	-	100.00%	3	4	75.00%	-	-	-	1/24	3/24	9, 10
21	South Texas	EX	3	123.02%	81.29%	81.29%	100.00%	-	81.25%	5	5	100.00%	-	-	-	1/24	3/24	9, 10
18	Southeast Texas	EX	6	111.82%	80.49%	80.49%	90.00%	-	79.59%	9	10	90.00%	-	-	-	1/24	3/24	9, 10
5	Tarrant County	NM	21	89.38%	79.54%	79.54%	71.09%	-	71.95%	91	128	71.09%	-	-	-	1/24	3/24	9, 10
25	Texoma	MG	18	96.51%	82.89%	82.89%	80.00%	-	33.33%	4	5	80.00%	-	-	-	1/24	3/24	9, 10
9	West Central Texas	EX	5	117.65%	85.00%	85.00%	100.00%	-	90.00%	6	6	100.00%	-	-	-	1/24	3/24	9, 10
99	System	AR	N/A	96.89%	77.90%	77.90%	75.48%	-	69.64%	788	1,044	75.48%	-	-	-	1/24	3/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

Measurable Skills Gains - DW (DOL)

September 2025
Board Comparison

Report
FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 6
Meeting Performance (MG, AR): 3
Not Meeting Performance (NM): 19

% Meeting/Exceeding
(EX, MG, AR): 32.14 %

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	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	NM	24	39.47%	76.00%	76.00%	30.00%	-	76.00%	6	20	30.00%	-	-	-	7/25	9/25	9, 10
10	Borderplex	MG	7	105.26%	76.00%	76.00%	80.00%	-	81.67%	4	5	80.00%	-	-	-	7/25	9/25	9, 10
16	Brazos Valley	NM	27	11.96%	76.00%	76.00%	9.09%	-	66.67%	1	11	9.09%	-	-	-	7/25	9/25	9, 10
24	Cameron County	EX	3	125.00%	80.00%	80.00%	100.00%	-	69.23%	9	9	100.00%	-	-	-	7/25	9/25	9, 10
14	Capital Area	NM	26	18.80%	76.00%	76.00%	14.29%	-	66.67%	1	7	14.29%	-	-	-	7/25	9/25	9, 10
26	Central Texas	NM	25	26.32%	76.00%	76.00%	20.00%	-	93.72%	1	5	20.00%	-	-	-	7/25	9/25	9, 10
22	Coastal Bend	NM	20	54.83%	76.00%	76.00%	41.67%	-	74.47%	5	12	41.67%	-	-	-	7/25	9/25	9, 10
12	Concho Valley	EX	5	112.78%	76.00%	76.00%	85.71%	-	100.00%	6	7	85.71%	-	-	-	7/25	9/25	9, 10
6	Dallas County	NM	21	52.63%	76.00%	76.00%	40.00%	-	73.58%	34	85	40.00%	-	-	-	7/25	9/25	9, 10
17	Deep East Texas	NM	15	65.79%	76.00%	76.00%	50.00%	-	76.47%	1	2	50.00%	-	-	-	7/25	9/25	9, 10
8	East Texas	NM	18	60.72%	76.00%	76.00%	46.15%	-	65.96%	6	13	46.15%	-	-	-	7/25	9/25	9, 10
19	Golden Crescent	NM	28	0.00%	76.00%	76.00%	0.00%	-	77.78%	0	1	0.00%	-	-	-	7/25	9/25	9, 10
28	Gulf Coast	NM	14	70.86%	76.00%	76.00%	53.85%	-	74.16%	42	78	53.85%	-	-	-	7/25	9/25	9, 10
13	Heart of Texas	NM	10	85.94%	77.58%	77.58%	66.67%	-	54.55%	2	3	66.67%	-	-	-	7/25	9/25	9, 10
23	Lower Rio Grande	EX	4	124.26%	76.00%	76.00%	94.44%	-	89.22%	17	18	94.44%	-	-	-	7/25	9/25	9, 10
27	Middle Rio Grande	MG	8	102.34%	76.00%	76.00%	77.78%	-	82.35%	14	18	77.78%	-	-	-	7/25	9/25	9, 10
4	North Central	NM	13	77.39%	76.00%	76.00%	58.82%	-	70.25%	20	34	58.82%	-	-	-	7/25	9/25	9, 10
7	North East Texas	EX	2	128.50%	77.82%	77.82%	100.00%	-	84.21%	1	1	100.00%	-	-	-	7/25	9/25	9, 10
3	North Texas	NM	11	78.95%	76.00%	76.00%	60.00%	-	82.35%	3	5	60.00%	-	-	-	7/25	9/25	9, 10
1	Panhandle	AR	9	93.99%	76.00%	76.00%	71.43%	-	71.43%	5	7	71.43%	-	-	-	7/25	9/25	9, 10
11	Pernian Basin	NM	15	65.79%	76.00%	76.00%	50.00%	-	77.14%	5	10	50.00%	-	-	-	7/25	9/25	9, 10
15	Rural Capital	NM	19	59.80%	76.00%	76.00%	45.45%	-	80.77%	5	11	45.45%	-	-	-	7/25	9/25	9, 10
2	South Plains	EX	1	131.58%	76.00%	76.00%	100.00%	-	100.00%	1	1	100.00%	-	-	-	7/25	9/25	9, 10
21	South Texas	EX	5	112.78%	76.00%	76.00%	85.71%	-	90.00%	6	7	85.71%	-	-	-	7/25	9/25	9, 10
18	Southeast Texas	NM	15	65.79%	76.00%	76.00%	50.00%	-	90.91%	4	8	50.00%	-	-	-	7/25	9/25	9, 10
5	Tarrant County	NM	11	78.95%	76.00%	76.00%	60.00%	-	90.00%	18	30	60.00%	-	-	-	7/25	9/25	9, 10
25	Texoma	NM	23	40.06%	83.20%	83.20%	33.33%	-	88.89%	1	3	33.33%	-	-	-	7/25	9/25	9, 10
9	West Central Texas	NM	22	43.86%	76.00%	76.00%	33.33%	-	90.91%	1	3	33.33%	-	-	-	7/25	9/25	9, 10
99	System	NM	N/A	61.17%	79.50%	79.50%	48.63%	-	77.73%	231	475	48.63%	-	-	-	7/25	9/25	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison

Report

FINAL RELEASE

As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): 13
Meeting Performance (MG, AR): 8
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.

Median Earnings Q2 Post Exit - DW (DOL)

#	Board	Status	Rank	% Cur Tgt†	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	15	108.95%	\$9,750.00	\$9,750.00	\$10,622.37	-	\$10,426.62	N/A	44	\$10,622.37	-	-	-	7/24	9/24	9, 10
10	Borderplex	NM	23	83.67%	\$9,640.00	\$9,640.00	\$8,066.00	-	\$12,400.86	N/A	22	\$8,066.00	-	-	-	7/24	9/24	9, 10
16	Brazos Valley	MG	20	95.51%	\$9,720.00	\$9,720.00	\$9,283.95	-	\$8,865.37	N/A	11	\$9,283.95	-	-	-	7/24	9/24	9, 10
24	Cameron County	MG	21	95.42%	\$9,660.00	\$9,660.00	\$9,217.13	-	\$14,942.50	N/A	6	\$9,217.13	-	-	-	7/24	9/24	9, 10
14	Capital Area	EX	1	164.10%	\$11,100.00	\$11,100.00	\$18,215.64	-	\$13,353.86	N/A	16	\$18,215.64	-	-	-	7/24	9/24	9, 10
26	Central Texas	EX	3	132.98%	\$10,370.00	\$10,370.00	\$13,790.12	-	\$13,454.00	N/A	52	\$13,790.12	-	-	-	7/24	9/24	9, 10
22	Coastal Bend	MG	18	101.85%	\$9,680.00	\$9,680.00	\$9,858.80	-	\$12,180.69	N/A	21	\$9,858.80	-	-	-	7/24	9/24	9, 10
12	Concho Valley	MG	14	109.42%	\$10,810.00	\$10,810.00	\$11,828.62	-	\$9,569.53	N/A	6	\$11,828.62	-	-	-	7/24	9/24	9, 10
6	Dallas County	MG	16	106.66%	\$9,890.00	\$9,890.00	\$10,548.35	-	\$11,781.69	N/A	56	\$10,548.35	-	-	-	7/24	9/24	9, 10
17	Deep East Texas	MG	19	97.06%	\$9,600.00	\$9,600.00	\$9,317.70	-	\$11,860.26	N/A	8	\$9,317.70	-	-	-	7/24	9/24	9, 10
8	East Texas	NM	25	77.67%	\$9,600.00	\$9,600.00	\$7,456.40	-	\$9,429.94	N/A	19	\$7,456.40	-	-	-	7/24	9/24	9, 10
19	Golden Crescent	NM	22	88.85%	\$10,130.00	\$10,130.00	\$9,000.00	-	\$9,842.00	N/A	11	\$9,000.00	-	-	-	7/24	9/24	9, 10
28	Gulf Coast	EX	12	111.65%	\$9,630.00	\$9,630.00	\$10,752.00	-	\$12,064.51	N/A	107	\$10,752.00	-	-	-	7/24	9/24	9, 10
13	Heart of Texas	NM	28	64.47%	\$10,600.00	\$10,600.00	\$6,833.29	-	\$10,594.73	N/A	17	\$6,833.29	-	-	-	7/24	9/24	9, 10
23	Lower Rio Grande	EX	8	123.71%	\$9,700.00	\$9,700.00	\$12,000.00	-	\$11,387.24	N/A	25	\$12,000.00	-	-	-	7/24	9/24	9, 10
27	Middle Rio Grande	EX	10	122.55%	\$9,920.00	\$9,920.00	\$12,157.21	-	\$7,949.79	N/A	18	\$12,157.21	-	-	-	7/24	9/24	9, 10
4	North Central	EX	9	123.32%	\$9,570.00	\$9,570.00	\$11,801.70	-	\$11,416.87	N/A	41	\$11,801.70	-	-	-	7/24	9/24	9, 10
7	North East Texas	EX	2	145.07%	\$9,640.00	\$9,640.00	\$13,984.28	-	\$11,864.00	N/A	3	\$13,984.28	-	-	-	7/24	9/24	9, 10
3	North Texas	EX	11	113.78%	\$9,670.00	\$9,670.00	\$11,002.46	-	\$8,111.38	N/A	8	\$11,002.46	-	-	-	7/24	9/24	9, 10
1	Panhandle	NM	27	75.35%	\$9,510.00	\$9,510.00	\$7,166.00	-	\$11,536.93	N/A	3	\$7,166.00	-	-	-	7/24	9/24	9, 10
11	Permian Basin	EX	13	111.24%	\$11,100.00	\$11,100.00	\$12,347.39	-	\$10,553.00	N/A	15	\$12,347.39	-	-	-	7/24	9/24	9, 10
15	Rural Capital	EX	5	130.91%	\$10,600.00	\$10,600.00	\$13,876.50	-	\$12,260.78	N/A	16	\$13,876.50	-	-	-	7/24	9/24	9, 10
2	South Plains	EX	6	130.52%	\$10,490.00	\$10,490.00	\$13,691.68	-	\$13,603.62	N/A	16	\$13,691.68	-	-	-	7/24	9/24	9, 10
21	South Texas	EX	4	131.54%	\$10,590.00	\$10,590.00	\$13,930.27	-	\$10,557.98	N/A	4	\$13,930.27	-	-	-	7/24	9/24	9, 10
18	Southeast Texas	EX	7	124.11%	\$9,600.00	\$9,600.00	\$11,914.63	-	\$9,710.38	N/A	14	\$11,914.63	-	-	-	7/24	9/24	9, 10
5	Tarrant County	MG	17	103.44%	\$9,500.00	\$9,500.00	\$9,826.82	-	\$10,302.78	N/A	100	\$9,826.82	-	-	-	7/24	9/24	9, 10
25	Texoma	NM	26	75.68%	\$9,600.00	\$9,600.00	\$7,265.55	-	\$15,852.52	N/A	1	\$7,265.55	-	-	-	7/24	9/24	9, 10
9	West Central Texas	NM	24	82.64%	\$9,600.00	\$9,600.00	\$7,933.66	-	\$11,250.07	N/A	9	\$7,933.66	-	-	-	7/24	9/24	9, 10
99	Sistem	NM	N/A	93.99%	\$10,886.00	\$10,886.00	\$10,231.57	-	\$9,102.76	N/A	851	\$10,231.57	-	-	-	7/24	9/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining 8CY 2025 MPR reports.

10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison Report

FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 14
Meeting Performance (MG, AR): 5
Not Meeting Performance (NM): 7

% Meeting/Exceeding
(EX, MG, AR): 73.08 %

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 Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	NM	23	71.55%	80.91%	80.91%	57.89%	-	70.59%	11	19	57.89%	-	-	-	1/24	3/24	9, 10
10	Borderplex	MG	18	98.20%	82.74%	82.74%	81.25%	-	68.75%	13	16	81.25%	-	-	-	1/24	3/24	9, 10
16	Brazos Valley	MG	19	96.28%	77.90%	77.90%	75.00%	-	71.43%	3	4	75.00%	-	-	-	1/24	3/24	9, 10
24	Cameron County	N/A	N/A	N/A	85.00%	85.00%	N/A	-	100.00%	0	0	N/A	-	-	-	1/24	3/24	9, 10
14	Capital Area	NM	25	42.24%	78.91%	78.91%	33.33%	-	74.19%	2	6	33.33%	-	-	-	1/24	3/24	9, 10
26	Central Texas	EX	8	119.14%	79.00%	79.00%	94.12%	-	93.94%	16	17	94.12%	-	-	-	1/24	3/24	9, 10
22	Coastal Bend	NM	20	86.58%	77.00%	77.00%	66.67%	-	82.86%	2	3	66.67%	-	-	-	1/24	3/24	9, 10
12	Concho Valley	EX	9	117.65%	85.00%	85.00%	100.00%	-	66.67%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
6	Dallas County	MG	16	102.00%	77.40%	77.40%	78.95%	-	74.68%	45	57	78.95%	-	-	-	1/24	3/24	9, 10
17	Deep East Texas	EX	6	123.50%	80.97%	80.97%	100.00%	-	78.95%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
8	East Texas	EX	2	129.87%	77.00%	77.00%	100.00%	-	74.29%	3	3	100.00%	-	-	-	1/24	3/24	9, 10
19	Golden Crescent	NM	26	0.00%	80.00%	80.00%	0.00%	-	75.00%	0	1	0.00%	-	-	-	1/24	3/24	9, 10
28	Gulf Coast	MG	17	100.10%	77.00%	77.00%	77.08%	-	68.02%	37	48	77.08%	-	-	-	1/24	3/24	9, 10
13	Heart of Texas	EX	2	129.87%	77.00%	77.00%	100.00%	-	70.00%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
23	Lower Rio Grande	EX	14	112.29%	85.00%	85.00%	95.45%	-	94.12%	21	22	95.45%	-	-	-	1/24	3/24	9, 10
27	Middle Rio Grande	MG	15	102.94%	85.00%	85.00%	87.50%	-	77.78%	7	8	87.50%	-	-	-	1/24	3/24	9, 10
4	North Central	NM	21	77.12%	77.00%	77.00%	59.38%	-	71.74%	19	32	59.38%	-	-	-	1/24	3/24	9, 10
7	North East Texas	EX	4	128.93%	77.56%	77.56%	100.00%	-	91.67%	3	3	100.00%	-	-	-	1/24	3/24	9, 10
3	North Texas	EX	9	117.65%	85.00%	85.00%	100.00%	-	75.00%	5	5	100.00%	-	-	-	1/24	3/24	9, 10
1	Panhandle	NM	24	70.59%	85.00%	85.00%	60.00%	-	73.81%	3	5	60.00%	-	-	-	1/24	3/24	9, 10
11	Permian Basin	EX	5	123.53%	80.95%	80.95%	100.00%	-	75.00%	4	4	100.00%	-	-	-	1/24	3/24	9, 10
15	Rural Capital	EX	9	117.65%	85.00%	85.00%	100.00%	-	70.45%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
2	South Plains	N/A	N/A	N/A	85.00%	85.00%	N/A	-	90.00%	0	0	N/A	-	-	-	1/24	3/24	9, 10
21	South Texas	EX	9	117.65%	85.00%	85.00%	100.00%	-	93.33%	4	4	100.00%	-	-	-	1/24	3/24	9, 10
18	Southeast Texas	EX	1	130.43%	76.67%	76.67%	100.00%	-	86.67%	3	3	100.00%	-	-	-	1/24	3/24	9, 10
5	Tarrant County	NM	22	71.65%	77.54%	77.54%	55.56%	-	68.25%	5	9	55.56%	-	-	-	1/24	3/24	9, 10
25	Texoma	EX	7	119.70%	83.54%	83.54%	100.00%	-	100.00%	3	3	100.00%	-	-	-	1/24	3/24	9, 10
9	West Central Texas	EX	9	117.65%	85.00%	85.00%	100.00%	-	75.00%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
99	System	AR	N/A	96.39%	80.30%	80.30%	77.40%	-	79.65%	226	292	77.40%	-	-	-	1/24	3/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison

Employed/Enrolled Q2 Post Exit - Youth (DOL)

Report
FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 10
Meeting Performance (MG, AR): 13
Not Meeting Performance (NM): 5

% Meeting/Exceeding
(EX, MG, AR): 82.14 %

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	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	AR	20	94.15%	74.21%	74.21%	69.87%	-	69.72%	109	156	69.87%	-	-	-	7/24	9/24	9, 10
10	Borderplex	NM	28	62.21%	76.89%	76.89%	47.83%	-	62.70%	44	92	47.83%	-	-	-	7/24	9/24	9, 10
16	Brazos Valley	EX	1	127.32%	78.54%	78.54%	100.00%	-	78.57%	4	4	100.00%	-	-	-	7/24	9/24	9, 10
24	Cameron County	NM	27	72.34%	80.63%	80.63%	58.33%	-	67.44%	7	12	58.33%	-	-	-	7/24	9/24	9, 10
14	Capital Area	NM	24	84.30%	77.56%	77.56%	65.38%	-	61.54%	17	26	65.38%	-	-	-	7/24	9/24	9, 10
26	Central Texas	EX	8	111.89%	73.60%	73.60%	82.35%	-	65.04%	14	17	82.35%	-	-	-	7/24	9/24	9, 10
22	Coastal Bend	MG	14	98.87%	74.01%	74.01%	73.17%	-	66.09%	30	41	73.17%	-	-	-	7/24	9/24	9, 10
12	Concho Valley	AR	19	94.74%	76.77%	76.77%	72.73%	-	90.91%	8	11	72.73%	-	-	-	7/24	9/24	9, 10
6	Dallas County	MG	16	95.84%	75.32%	75.32%	72.19%	-	71.93%	135	187	72.19%	-	-	-	7/24	9/24	9, 10
17	Deep East Texas	MG	11	104.84%	77.04%	77.04%	80.77%	-	61.39%	21	26	80.77%	-	-	-	7/24	9/24	9, 10
8	East Texas	AR	22	92.20%	75.60%	75.60%	69.70%	-	81.56%	23	33	69.70%	-	-	-	7/24	9/24	9, 10
19	Golden Crescent	NM	25	84.18%	79.20%	79.20%	66.67%	-	75.86%	2	3	66.67%	-	-	-	7/24	9/24	9, 10
28	Gulf Coast	MG	17	95.34%	74.20%	74.20%	70.74%	-	66.28%	382	540	70.74%	-	-	-	7/24	9/24	9, 10
13	Heart of Texas	AR	23	90.26%	77.55%	77.55%	70.00%	-	67.31%	7	10	70.00%	-	-	-	7/24	9/24	9, 10
23	Lower Rio Grande	MG	15	97.90%	75.88%	75.88%	74.29%	-	67.98%	52	70	74.29%	-	-	-	7/24	9/24	9, 10
27	Middle Rio Grande	NM	26	78.90%	80.66%	80.66%	63.64%	-	51.02%	7	11	63.64%	-	-	-	7/24	9/24	9, 10
4	North Central	MG	13	100.22%	74.28%	74.28%	74.44%	-	72.20%	67	90	74.44%	-	-	-	7/24	9/24	9, 10
7	North East Texas	EX	5	122.22%	81.82%	81.82%	100.00%	-	82.35%	1	1	100.00%	-	-	-	7/24	9/24	9, 10
3	North Texas	EX	4	122.59%	81.57%	81.57%	100.00%	-	80.00%	2	2	100.00%	-	-	-	7/24	9/24	9, 10
1	Panhandle	EX	2	125.85%	79.46%	79.46%	100.00%	-	85.25%	13	13	100.00%	-	-	-	7/24	9/24	9, 10
11	Permian Basin	EX	6	116.15%	76.53%	76.53%	88.89%	-	77.27%	16	18	88.89%	-	-	-	7/24	9/24	9, 10
15	Rural Capital	EX	9	111.18%	76.83%	76.83%	85.42%	-	71.43%	41	48	85.42%	-	-	-	7/24	9/24	9, 10
2	South Plains	EX	3	122.65%	81.53%	81.53%	100.00%	-	72.00%	15	15	100.00%	-	-	-	7/24	9/24	9, 10
21	South Texas	AR	21	92.75%	76.11%	76.11%	70.59%	-	77.78%	12	17	70.59%	-	-	-	7/24	9/24	9, 10
18	Southeast Texas	MG	18	95.02%	73.89%	73.89%	70.21%	-	73.57%	33	47	70.21%	-	-	-	7/24	9/24	9, 10
5	Tarrant County	MG	12	103.22%	74.86%	74.86%	77.27%	-	74.23%	51	66	77.27%	-	-	-	7/24	9/24	9, 10
25	Texoma	EX	10	111.12%	77.13%	77.13%	85.71%	-	70.37%	6	7	85.71%	-	-	-	7/24	9/24	9, 10
9	West Central Texas	EX	7	115.82%	76.19%	76.19%	88.24%	-	82.14%	15	17	88.24%	-	-	-	7/24	9/24	9, 10
99	System	AR	N/A	96.58%	74.30%	74.30%	71.76%	-	68.80%	1,136	1,583	71.76%	-	-	-	7/24	9/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025

Board Comparison

Report

FINAL RELEASE

As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): ⁹
Meeting Performance (MG, AR): ¹⁵
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.

Employed/Enrolled Q4 Post Exit - Youth (DOL)

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	15	98.80%	75.56%	75.56%	74.65%	-	69.97%	53	71	74.65%	-	-	-	1/24	3/24	9, 10
10	Borderplex	MG	16	98.42%	77.70%	77.70%	76.47%	-	68.72%	13	17	76.47%	-	-	-	1/24	3/24	9, 10
16	Brazos Valley	EX	9	112.53%	77.28%	77.28%	86.96%	-	73.33%	20	23	86.96%	-	-	-	1/24	3/24	9, 10
24	Cameron County	EX	8	113.22%	77.28%	77.28%	87.50%	-	73.88%	7	8	87.50%	-	-	-	1/24	3/24	9, 10
14	Capital Area	MG	12	101.28%	77.39%	77.39%	78.30%	-	68.52%	29	37	78.38%	-	-	-	1/24	3/24	9, 10
26	Central Texas	NM	28	55.63%	79.89%	79.89%	44.44%	-	65.10%	4	9	44.44%	-	-	-	1/24	3/24	9, 10
22	Coastal Bend	EX	5	116.29%	74.78%	74.78%	86.96%	-	69.35%	20	23	86.96%	-	-	-	1/24	3/24	9, 10
12	Concho Valley	MG	18	97.52%	76.91%	76.91%	75.00%	-	57.14%	12	16	75.00%	-	-	-	1/24	3/24	9, 10
6	Dallas County	MG	20	97.41%	75.56%	75.56%	73.50%	-	69.76%	184	250	73.60%	-	-	-	1/24	3/24	9, 10
17	Deep East Texas	MG	17	98.24%	76.34%	76.34%	75.00%	-	65.85%	12	16	75.00%	-	-	-	1/24	3/24	9, 10
8	East Texas	NM	25	89.17%	76.26%	76.26%	68.00%	-	80.15%	17	25	68.00%	-	-	-	1/24	3/24	9, 10
19	Golden Crescent	MG	13	99.66%	80.27%	80.27%	80.00%	-	80.77%	8	10	80.00%	-	-	-	1/24	3/24	9, 10
28	Gulf Coast	NM	27	82.85%	75.56%	75.56%	62.60%	-	66.89%	328	524	62.60%	-	-	-	1/24	3/24	9, 10
13	Heart of Texas	MG	21	97.30%	77.78%	77.78%	75.68%	-	68.82%	28	37	75.68%	-	-	-	1/24	3/24	9, 10
23	Lower Rio Grande	EX	6	115.27%	75.56%	75.56%	87.10%	-	69.96%	54	62	87.10%	-	-	-	1/24	3/24	9, 10
27	Middle Rio Grande	MG	19	97.51%	79.77%	79.77%	77.78%	-	51.92%	7	9	77.78%	-	-	-	1/24	3/24	9, 10
4	North Central	MG	22	97.25%	75.56%	75.56%	73.48%	-	71.71%	97	132	73.48%	-	-	-	1/24	3/24	9, 10
7	North East Texas	EX	4	120.00%	83.33%	83.33%	100.00%	-	92.86%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
3	North Texas	EX	3	122.20%	81.83%	81.83%	100.00%	-	63.64%	4	4	100.00%	-	-	-	1/24	3/24	9, 10
1	Panhandle	NM	26	86.33%	77.23%	77.23%	66.67%	-	83.02%	8	12	66.67%	-	-	-	1/24	3/24	9, 10
11	Permian Basin	MG	10	105.89%	74.56%	74.56%	78.95%	-	75.36%	15	19	78.95%	-	-	-	1/24	3/24	9, 10
15	Rural Capital	EX	1	126.89%	78.81%	78.81%	100.00%	-	76.06%	13	13	100.00%	-	-	-	1/24	3/24	9, 10
2	South Plains	AR	24	90.47%	78.95%	78.95%	71.43%	-	62.50%	5	7	71.43%	-	-	-	1/24	3/24	9, 10
21	South Texas	MG	23	96.36%	77.83%	77.83%	75.00%	-	67.50%	9	12	75.00%	-	-	-	1/24	3/24	9, 10
18	Southeast Texas	MG	14	99.50%	74.56%	74.56%	74.19%	-	67.94%	23	31	74.19%	-	-	-	1/24	3/24	9, 10
5	Tarrant County	EX	7	114.06%	75.56%	75.56%	86.18%	-	71.04%	106	123	86.18%	-	-	-	1/24	3/24	9, 10
25	Texoma	EX	2	125.55%	79.65%	79.65%	100.00%	-	61.90%	4	4	100.00%	-	-	-	1/24	3/24	9, 10
9	West Central Texas	MG	11	102.71%	74.89%	74.89%	76.92%	-	77.42%	10	13	76.92%	-	-	-	1/24	3/24	9, 10
99	System	AR	N/A	96.33%	75.20%	75.20%	72.44%	-	69.35%	1,091	1,506	72.44%	-	-	-	1/24	3/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

Measurable Skills Gains - Youth (DOL)

September 2025
Board Comparison

Report

FINAL RELEASE

As Originally Published

10/28/2025



Year-to-Date
Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): 0

Meeting Performance (MG, AR): 2

Not Meeting Performance (NM): 25

% Meeting/Exceeding
(EX, MG, AR): 7.41 %

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	Status	Rank	% Cur Tgt	Cur Tgt	EOV Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	NM	9	59.43%	65.30%	65.30%	38.81%	-	77.95%	52	134	38.81%	-	-	-	7/25	9/25	9, 10
10	Borderplex	MG	2	97.46%	65.30%	65.30%	63.64%	-	72.86%	14	22	63.64%	-	-	-	7/25	9/25	9, 10
16	Brazos Valley*	NM	20	15.66%	65.30%	65.30%	10.42%	-	63.64%	5	48	10.42%	-	-	-	7/25	9/25	9, 10
24	Cameron County	NM	13	34.19%	70.20%	70.20%	24.00%	-	77.55%	6	25	24.00%	-	-	-	7/25	9/25	9, 10
14	Capital Area	NM	23	0.00%	65.30%	65.30%	0.00%	-	41.38%	0	11	0.00%	-	-	-	7/25	9/25	9, 10
26	Central Texas	NM	23	0.00%	65.30%	65.30%	0.00%	-	76.92%	0	9	0.00%	-	-	-	7/25	9/25	9, 10
22	Coastal Bend	NM	16	23.55%	65.30%	65.30%	15.38%	-	72.41%	4	26	15.38%	-	-	-	7/25	9/25	9, 10
12	Concho Valley	N/A	N/A	N/A	64.34%	64.34%	N/A	-	75.00%	N/A	N/A	N/A	-	-	-	7/25	9/25	9, 10
6	Dallas County	NM	19	17.37%	65.30%	65.30%	11.34%	-	45.45%	11	97	11.34%	-	-	-	7/25	9/25	9, 10
17	Deep East Texas	NM	17	22.09%	64.69%	64.69%	14.29%	-	77.78%	1	7	14.29%	-	-	-	7/25	9/25	9, 10
8	East Texas	NM	11	41.76%	65.30%	65.30%	27.27%	-	69.57%	3	11	27.27%	-	-	-	7/25	9/25	9, 10
19	Golden Crescent	NM	4	76.58%	65.29%	65.29%	50.00%	-	66.67%	3	6	50.00%	-	-	-	7/25	9/25	9, 10
28	Gulf Coast	NM	8	68.06%	65.30%	65.30%	44.44%	-	55.13%	116	261	44.44%	-	-	-	7/25	9/25	9, 10
13	Heart of Texas	NM	23	0.00%	65.30%	65.30%	0.00%	-	44.90%	0	22	0.00%	-	-	-	7/25	9/25	9, 10
23	Lower Rio Grande	NM	6	74.29%	67.30%	67.30%	50.00%	-	62.63%	9	18	50.00%	-	-	-	7/25	9/25	9, 10
27	Middle Rio Grande	NM	21	14.82%	65.30%	65.30%	9.68%	-	51.72%	3	31	9.68%	-	-	-	7/25	9/25	9, 10
4	North Central	NM	18	21.44%	65.30%	65.30%	14.00%	-	57.60%	7	50	14.00%	-	-	-	7/25	9/25	9, 10
7	North East Texas	NM	23	0.00%	65.47%	65.47%	0.00%	-	66.67%	0	9	0.00%	-	-	-	7/25	9/25	9, 10
3	North Texas	NM	12	38.28%	65.30%	65.30%	25.00%	-	56.25%	1	4	25.00%	-	-	-	7/25	9/25	9, 10
1	Panhandle	NM	15	23.98%	65.84%	65.84%	15.79%	-	59.62%	3	19	15.79%	-	-	-	7/25	9/25	9, 10
11	Permian Basin	NM	14	25.53%	65.30%	65.30%	16.67%	-	63.16%	2	12	16.67%	-	-	-	7/25	9/25	9, 10
15	Rural Capital	MG	1	99.10%	65.30%	65.30%	64.71%	-	58.33%	11	17	64.71%	-	-	-	7/25	9/25	9, 10
2	South Plains	NM	22	7.80%	71.25%	71.25%	5.56%	-	95.24%	1	18	5.56%	-	-	-	7/25	9/25	9, 10
21	South Texas	NM	10	45.95%	65.29%	65.29%	30.00%	-	77.78%	3	10	30.00%	-	-	-	7/25	9/25	9, 10
18	Southeast Texas	NM	5	76.57%	65.30%	65.30%	50.00%	-	89.38%	10	20	50.00%	-	-	-	7/25	9/25	9, 10
5	Tarrant County	NM	7	71.59%	65.30%	65.30%	46.75%	-	67.36%	36	77	46.75%	-	-	-	7/25	9/25	9, 10
25	Texoma	NM	3	77.50%	64.52%	64.52%	50.00%	-	62.50%	1	2	50.00%	-	-	-	7/25	9/25	9, 10
9	West Central Texas	NM	23	0.00%	65.30%	65.30%	0.00%	-	80.00%	0	1	0.00%	-	-	-	7/25	9/25	9, 10
99	System	NM	N/A	48.50%	63.50%	63.50%	30.80%	-	61.92%	304	987	30.80%	-	-	-	7/25	9/25	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison Report

FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 22
Meeting Performance (MG, AR): 2
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 - 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 Area	MG	23	96.77%	\$4,000.00	\$4,000.00	\$3,950.60	-	\$4,443.90	N/A	107	\$3,950.60	-	-	-	7/24	9/24	9, 10
10	Borderplex	EX	14	135.11%	\$4,000.00	\$4,000.00	\$5,404.43	-	\$4,200.00	N/A	44	\$5,404.43	-	-	-	7/24	9/24	9, 10
16	Brazos Valley	EX	4	222.41%	\$4,500.00	\$4,500.00	\$10,008.41	-	\$4,958.82	N/A	4	\$10,008.41	-	-	-	7/24	9/24	9, 10
24	Cameron County	NM	26	87.89%	\$4,500.00	\$4,500.00	\$3,955.18	-	\$4,211.13	N/A	7	\$3,955.18	-	-	-	7/24	9/24	9, 10
14	Capital Area	EX	7	181.16%	\$4,140.00	\$4,140.00	\$7,500.00	-	\$5,096.06	N/A	17	\$7,500.00	-	-	-	7/24	9/24	9, 10
26	Central Texas	NM	27	85.75%	\$3,950.00	\$3,950.00	\$3,386.95	-	\$3,741.12	N/A	14	\$3,386.95	-	-	-	7/24	9/24	9, 10
22	Coastal Bend	EX	18	121.39%	\$4,000.00	\$4,000.00	\$4,855.55	-	\$4,788.85	N/A	29	\$4,855.55	-	-	-	7/24	9/24	9, 10
12	Concho Valley	NM	25	89.45%	\$4,790.00	\$4,790.00	\$4,284.51	-	\$6,134.97	N/A	8	\$4,284.51	-	-	-	7/24	9/24	9, 10
6	Dallas County	EX	22	116.00%	\$4,770.00	\$4,770.00	\$5,533.00	-	\$4,665.58	N/A	135	\$5,533.00	-	-	-	7/24	9/24	9, 10
17	Deep East Texas	EX	20	119.83%	\$4,190.00	\$4,190.00	\$5,020.82	-	\$3,852.54	N/A	21	\$5,020.82	-	-	-	7/24	9/24	9, 10
8	East Texas	EX	12	138.11%	\$4,420.00	\$4,420.00	\$6,104.68	-	\$4,781.75	N/A	23	\$6,104.68	-	-	-	7/24	9/24	9, 10
19	Golden Crescent	EX	13	135.35%	\$5,030.00	\$5,030.00	\$6,808.22	-	\$7,031.48	N/A	2	\$6,808.22	-	-	-	7/24	9/24	9, 10
28	Gulf Coast	EX	19	120.09%	\$4,180.00	\$4,180.00	\$5,019.76	-	\$4,955.90	N/A	380	\$5,019.76	-	-	-	7/24	9/24	9, 10
13	Heart of Texas	NM	28	48.63%	\$4,000.00	\$4,000.00	\$1,945.27	-	\$2,954.80	N/A	7	\$1,945.27	-	-	-	7/24	9/24	9, 10
23	Lower Rio Grande	MG	24	97.64%	\$4,300.00	\$4,300.00	\$4,198.34	-	\$5,125.69	N/A	51	\$4,198.34	-	-	-	7/24	9/24	9, 10
27	Middle Rio Grande	EX	15	134.38%	\$4,000.00	\$4,000.00	\$5,375.11	-	\$3,114.83	N/A	7	\$5,375.11	-	-	-	7/24	9/24	9, 10
4	North Central	EX	21	116.15%	\$4,420.00	\$4,420.00	\$5,133.70	-	\$5,022.84	N/A	67	\$5,133.70	-	-	-	7/24	9/24	9, 10
7	North East Texas	EX	2	239.04%	\$4,600.00	\$4,600.00	\$10,996.00	-	\$5,134.55	N/A	1	\$10,996.00	-	-	-	7/24	9/24	9, 10
3	North Texas	EX	1	249.02%	\$4,030.00	\$4,030.00	\$10,043.72	-	\$3,128.62	N/A	2	\$10,043.72	-	-	-	7/24	9/24	9, 10
1	Panhandle	EX	10	146.63%	\$5,200.00	\$5,200.00	\$7,625.00	-	\$6,799.64	N/A	13	\$7,625.00	-	-	-	7/24	9/24	9, 10
11	Permian Basin	EX	11	145.70%	\$4,630.00	\$4,630.00	\$6,746.14	-	\$7,847.76	N/A	16	\$6,746.14	-	-	-	7/24	9/24	9, 10
15	Rural Capital	EX	9	146.69%	\$4,580.00	\$4,580.00	\$6,718.29	-	\$5,917.53	N/A	40	\$6,718.29	-	-	-	7/24	9/24	9, 10
2	South Plains	EX	3	226.21%	\$4,000.00	\$4,000.00	\$9,048.30	-	\$3,964.51	N/A	15	\$9,048.30	-	-	-	7/24	9/24	9, 10
21	South Texas	EX	5	215.33%	\$4,000.00	\$4,000.00	\$8,613.36	-	\$5,286.02	N/A	12	\$8,613.36	-	-	-	7/24	9/24	9, 10
18	Southeast Texas	EX	16	128.15%	\$4,240.00	\$4,240.00	\$5,433.41	-	\$3,975.00	N/A	33	\$5,433.41	-	-	-	7/24	9/24	9, 10
5	Tarrant County	EX	17	128.10%	\$4,490.00	\$4,490.00	\$5,751.87	-	\$5,233.80	N/A	51	\$5,751.87	-	-	-	7/24	9/24	9, 10
25	Texoma	EX	6	186.53%	\$5,180.00	\$5,180.00	\$9,662.06	-	\$5,244.73	N/A	6	\$9,662.06	-	-	-	7/24	9/24	9, 10
9	West Central Texas	EX	8	151.33%	\$4,130.00	\$4,130.00	\$6,250.00	-	\$5,190.72	N/A	15	\$6,250.00	-	-	-	7/24	9/24	9, 10
99	System	EX	N/A	108.44%	\$4,900.00	\$4,900.00	\$5,313.76	-	\$4,810.08	N/A	1,129	\$5,313.76	-	-	-	7/24	9/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining 8CY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the 8CY25 EOY MPR is published.

Credentialed Rate - Youth (DOL)

September 2025
Board Comparison

Report
FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 9
Meeting Performance (MG, AR): 8
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.

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	11	107.12%	57.45%	57.45%	61.54%	-	55.19%	16	26	61.54%	-	-	-	1/24	3/24	9, 10
10	Borderplex	NM	25	0.00%	66.55%	66.55%	0.00%	-	45.16%	0	1	0.00%	-	-	-	1/24	3/24	9, 10
16	Brazos Valley	NM	18	89.21%	61.15%	61.15%	54.55%	-	68.42%	6	11	54.55%	-	-	-	1/24	3/24	9, 10
24	Cameron County	EX	2	132.15%	75.67%	75.67%	100.00%	-	69.61%	6	6	100.00%	-	-	-	1/24	3/24	9, 10
14	Capital Area	MG	14	98.55%	76.10%	76.10%	75.00%	-	67.27%	9	12	75.00%	-	-	-	1/24	3/24	9, 10
26	Central Texas	NM	23	49.52%	67.30%	67.30%	33.33%	-	62.09%	1	3	33.33%	-	-	-	1/24	3/24	9, 10
22	Coastal Bend	MG	13	101.49%	59.12%	59.12%	60.00%	-	68.09%	3	5	60.00%	-	-	-	1/24	3/24	9, 10
12	Concho Valley	EX	1	141.84%	70.50%	70.50%	100.00%	-	33.33%	1	1	100.00%	-	-	-	1/24	3/24	9, 10
6	Dallas County	NM	20	66.73%	65.73%	65.73%	43.86%	-	63.93%	25	57	43.86%	-	-	-	1/24	3/24	9, 10
17	Deep East Texas	EX	4	126.26%	79.20%	79.20%	100.00%	-	58.33%	3	3	100.00%	-	-	-	1/24	3/24	9, 10
8	East Texas	AR	16	92.63%	67.47%	67.47%	62.50%	-	16.35%	5	8	62.50%	-	-	-	1/24	3/24	9, 10
19	Golden Crescent	EX	9	112.83%	78.78%	78.78%	88.89%	-	44.44%	8	9	88.89%	-	-	-	1/24	3/24	9, 10
28	GulfCoast	NM	19	75.85%	61.25%	61.25%	46.46%	-	41.80%	59	127	46.46%	-	-	-	1/24	3/24	9, 10
13	Heart of Texas	NM	24	10.45%	68.33%	68.33%	7.14%	-	40.00%	1	14	7.14%	-	-	-	1/24	3/24	9, 10
23	Lower Rio Grande	AR	17	92.47%	72.10%	72.10%	66.67%	-	69.92%	10	15	66.67%	-	-	-	1/24	3/24	9, 10
27	Middle Rio Grande	NM	21	64.41%	62.10%	62.10%	40.00%	-	31.43%	2	5	40.00%	-	-	-	1/24	3/24	9, 10
4	North Central	EX	7	122.07%	60.36%	60.36%	73.68%	-	61.76%	28	38	73.68%	-	-	-	1/24	3/24	9, 10
7	North East Texas	EX	3	130.23%	76.79%	76.79%	100.00%	-	80.00%	1	1	100.00%	-	-	-	1/24	3/24	9, 10
3	North Texas	EX	8	119.57%	83.63%	83.63%	100.00%	-	0.00%	2	2	100.00%	-	-	-	1/24	3/24	9, 10
1	Panhandle	EX	5	125.99%	79.37%	79.37%	100.00%	-	77.42%	7	7	100.00%	-	-	-	1/24	3/24	9, 10
11	Permian Basin	NM	22	62.87%	63.62%	63.62%	40.00%	-	42.86%	4	10	40.00%	-	-	-	1/24	3/24	9, 10
15	Rural Capital	MG	12	101.97%	76.28%	76.28%	77.78%	-	74.29%	7	9	77.78%	-	-	-	1/24	3/24	9, 10
2	South Plains	NM	25	0.00%	73.28%	73.28%	0.00%	-	73.33%	0	1	0.00%	-	-	-	1/24	3/24	9, 10
18	South Texas	MG	15	98.10%	81.55%	81.55%	80.00%	-	87.50%	4	5	80.00%	-	-	-	1/24	3/24	9, 10
5	Southeast Texas	EX	6	124.28%	64.37%	64.37%	80.00%	-	55.77%	4	5	80.00%	-	-	-	1/24	3/24	9, 10
25	Tarrant County	MG	10	108.72%	61.32%	61.32%	66.67%	-	54.55%	36	54	66.67%	-	-	-	1/24	3/24	9, 10
9	Texoma	NM	25	0.00%	66.58%	66.58%	0.00%	-	64.29%	0	1	0.00%	-	-	-	1/24	3/24	9, 10
9	West Central Texas	NM	25	0.00%	77.10%	77.10%	0.00%	-	62.50%	0	1	0.00%	-	-	-	1/24	3/24	9, 10
99	System	EX	N/A	106.25%	53.60%	53.60%	56.95%	-	54.14%	250	439	56.95%	-	-	-	1/24	3/24	9, 10

Notes

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.
10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison Report

FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 14
Meeting Performance (MG, AR): 4
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.

Credential Rate - All C&T

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	NM	21	91.86%	71.00%	71.00%	65.22%	-	62.82%	45	69	65.22%	-	-	-	1/24	3/24	10
10	Borderplex	EX	7	116.25%	71.00%	71.00%	82.54%	-	65.88%	52	63	82.54%	-	-	-	1/24	3/24	10
16	Brazos Valley	NM	22	90.87%	71.00%	71.00%	64.52%	-	67.44%	20	31	64.52%	-	-	-	1/24	3/24	10
24	Cameron County	EX	6	119.72%	71.00%	71.00%	85.00%	-	82.91%	34	40	85.00%	-	-	-	1/24	3/24	10
14	Capital Area	NM	20	92.18%	71.00%	71.00%	65.45%	-	71.61%	36	55	65.45%	-	-	-	1/24	3/24	10
26	Central Texas	EX	8	114.76%	71.00%	71.00%	81.48%	-	87.90%	22	27	81.48%	-	-	-	1/24	3/24	10
22	Coastal Bend	NM	19	92.96%	71.00%	71.00%	66.00%	-	68.78%	33	50	66.00%	-	-	-	1/24	3/24	10
12	Concho Valley	EX	10	112.68%	71.00%	71.00%	80.00%	-	68.42%	4	5	80.00%	-	-	-	1/24	3/24	10
6	Dallas County	NM	23	86.82%	71.00%	71.00%	61.64%	-	73.55%	90	146	61.64%	-	-	-	1/24	3/24	10
17	Deep East Texas	EX	1	133.80%	71.00%	71.00%	95.00%	-	54.84%	19	20	95.00%	-	-	-	1/24	3/24	10
8	East Texas	MG	16	103.28%	71.00%	71.00%	73.33%	-	42.31%	22	30	73.33%	-	-	-	1/24	3/24	10
19	Golden Crescent	EX	3	121.63%	71.00%	71.00%	86.36%	-	67.27%	19	22	86.36%	-	-	-	1/24	3/24	10
28	Gulf Coast	NM	25	85.14%	71.00%	71.00%	60.45%	-	54.90%	321	531	60.45%	-	-	-	1/24	3/24	10
13	Heart of Texas	NM	28	31.30%	71.00%	71.00%	22.22%	-	51.22%	4	18	22.22%	-	-	-	1/24	3/24	10
23	Lower Rio Grande	EX	4	120.96%	71.00%	71.00%	85.88%	-	83.29%	73	85	85.88%	-	-	-	1/24	3/24	10
27	Middle Rio Grande	EX	13	109.55%	71.00%	71.00%	77.78%	-	66.67%	21	27	77.78%	-	-	-	1/24	3/24	10
4	North Central	NM	24	86.54%	71.00%	71.00%	61.44%	-	69.68%	94	153	61.44%	-	-	-	1/24	3/24	10
7	North East Texas	EX	10	112.68%	71.00%	71.00%	80.00%	-	83.00%	8	10	80.00%	-	-	-	1/24	3/24	10
3	North Texas	EX	2	129.11%	71.00%	71.00%	91.67%	-	71.93%	11	12	91.67%	-	-	-	1/24	3/24	10
1	Panhandle	EX	9	113.37%	71.00%	71.00%	80.49%	-	79.38%	33	41	80.49%	-	-	-	1/24	3/24	10
11	Permian Basin	NM	26	85.04%	71.00%	71.00%	60.38%	-	63.13%	32	53	60.38%	-	-	-	1/24	3/24	10
15	Rural Capital	MG	18	97.99%	71.00%	71.00%	69.57%	-	58.43%	16	23	69.57%	-	-	-	1/24	3/24	10
2	South Plains	NM	27	60.37%	71.00%	71.00%	42.86%	-	84.62%	6	14	42.86%	-	-	-	1/24	3/24	10
21	South Texas	EX	14	105.63%	71.00%	71.00%	75.00%	-	93.33%	18	24	75.00%	-	-	-	1/24	3/24	10
18	Southeast Texas	MG	17	102.44%	71.00%	71.00%	72.73%	-	71.34%	16	22	72.73%	-	-	-	1/24	3/24	10
5	Tarrant County	MG	15	104.56%	71.00%	71.00%	74.24%	-	68.02%	98	132	74.24%	-	-	-	1/24	3/24	10
25	Texoma	EX	5	119.99%	71.00%	71.00%	85.19%	-	82.95%	23	27	85.19%	-	-	-	1/24	3/24	10
9	West Central Texas	EX	10	112.68%	71.00%	71.00%	80.00%	-	83.33%	4	5	80.00%	-	-	-	1/24	3/24	10
99	S/ystem	AR	N/A	95.31%	71.00%	71.00%	67.67%	-	68.74%	1,174	1,735	67.67%	-	-	-	1/24	3/24	10

Notes

10. Prior Year values for BCY25 will be available after the BCY25 EOY MPR is published.

September 2025
Board Comparison

Report

FINAL RELEASE

As Originally Published
10/28/2025



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 Area	N/A	N/A	103.33%	14,335	14,335	14,813	12,759	12,003	3,866,274	261	14,105	14,540	14,930	14,813	10/24	9/25	3
10	Borderplex	N/A	N/A	74.10%	7,486	7,486	5,547	7,113	7,770	1,441,679	261	6,034	5,746	5,551	5,547	10/24	9/25	3
16	Brazos Valley	N/A	N/A	105.37%	1,694	1,694	1,785	1,551	1,729	465,799	261	1,556	1,684	1,779	1,785	10/24	9/25	3
24	Cameron County	N/A	N/A	92.41%	3,622	3,622	3,347	3,450	4,116	873,679	261	3,175	3,241	3,304	3,347	10/24	9/25	3
14	Capital Area	N/A	N/A	97.51%	3,129	3,129	3,051	2,943	3,166	796,265	261	2,779	2,989	3,103	3,051	10/24	9/25	3
26	Central Texas	N/A	N/A	106.52%	3,115	3,115	3,318	3,330	3,295	865,927	261	3,134	3,215	3,299	3,318	10/24	9/25	3
22	Coastal Bend	N/A	N/A	111.65%	3,312	3,312	3,698	3,745	3,403	965,072	261	3,802	3,955	3,885	3,698	10/24	9/25	3
12	Concho Valley	N/A	N/A	98.37%	797	797	784	778	838	204,582	261	760	792	800	784	10/24	9/25	3
6	Dallas County	N/A	N/A	93.36%	15,248	15,248	14,236	15,660	16,546	3,715,579	261	15,252	15,090	14,825	14,236	10/24	9/25	3
17	Deep East Texas	N/A	N/A	101.60%	2,945	2,945	2,992	2,685	2,379	780,966	261	2,740	2,824	2,910	2,992	10/24	9/25	3
8	East Texas	N/A	N/A	100.59%	5,783	5,783	5,817	5,569	5,167	1,518,185	261	5,534	5,701	5,780	5,817	10/24	9/25	3
19	Golden Crescent	N/A	N/A	94.08%	1,318	1,318	1,240	1,126	1,107	323,724	261	1,189	1,266	1,275	1,240	10/24	9/25	3
28	Gulf Coast	N/A	N/A	99.30%	35,547	35,547	35,299	36,877	30,713	9,212,962	261	35,774	35,766	35,959	35,299	10/24	9/25	3
13	Heart of Texas	N/A	N/A	109.23%	2,308	2,308	2,521	2,349	2,421	657,863	261	2,375	2,541	2,589	2,521	10/24	9/25	3
23	Lower Rio Grande	N/A	N/A	97.52%	10,650	10,650	10,386	9,696	9,698	2,710,832	261	9,910	10,199	10,454	10,386	10/24	9/25	3
27	Middle Rio Grande	N/A	N/A	96.82%	1,383	1,383	1,339	1,360	1,444	349,416	261	1,409	1,396	1,371	1,339	10/24	9/25	3
4	North Central	N/A	N/A	90.76%	8,987	8,987	8,157	8,279	6,141	2,128,957	261	7,984	7,948	8,167	8,157	10/24	9/25	3
7	North East Texas	N/A	N/A	107.21%	1,899	1,899	2,036	1,797	1,873	531,311	261	2,046	2,112	2,143	2,036	10/24	9/25	3
3	North Texas	N/A	N/A	93.40%	1,272	1,272	1,188	1,157	1,160	310,163	261	1,155	1,173	1,190	1,188	10/24	9/25	3
1	Panhandle	N/A	N/A	113.35%	2,307	2,307	2,615	2,305	2,161	682,592	261	2,613	2,615	2,616	2,615	10/24	9/25	3
11	Permian Basin	N/A	N/A	91.14%	2,956	2,956	2,694	2,536	2,387	703,075	261	2,484	2,560	2,682	2,694	10/24	9/25	3
15	Rural Capital	N/A	N/A	101.31%	3,196	3,196	3,238	2,880	2,841	845,168	261	3,167	3,389	3,377	3,238	10/24	9/25	3
2	South Plains	N/A	N/A	95.79%	2,705	2,705	2,591	2,475	2,490	676,178	261	2,493	2,585	2,664	2,591	10/24	9/25	3
21	South Texas	N/A	N/A	97.36%	2,884	2,884	2,808	3,270	3,401	732,807	261	2,996	2,930	2,878	2,808	10/24	9/25	3
18	Southeast Texas	N/A	N/A	97.41%	2,821	2,821	2,748	2,492	2,519	717,212	261	2,630	2,679	2,722	2,748	10/24	9/25	3
5	Tarrant County	N/A	N/A	88.92%	8,702	8,702	7,738	8,534	9,488	2,019,561	261	7,621	7,787	7,926	7,738	10/24	9/25	3
25	Texoma	N/A	N/A	94.36%	1,276	1,276	1,204	1,105	1,089	314,185	261	1,077	1,169	1,203	1,204	10/24	9/25	3
9	West Central Texas	N/A	N/A	99.16%	1,790	1,790	1,775	1,668	1,614	463,353	261	1,701	1,700	1,742	1,775	10/24	9/25	3
99	System	N/A	N/A	97.07%	153,467	153,467	148,963	149,468	142,960	38,879,366	261	147,495	149,592	151,124	148,963	10/24	9/25	3

Notes

3. Due to data issues related to the transition from TWIST to TxC3, performance for this measure has been suppressed.

September 2025

Board Comparison

Report

FINAL RELEASE

As Originally Published
10/28/2025



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.

Childcare Initial Job Search Success Rate

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOV Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	N/A	N/A	79.36%	69.20%	69.20%	54.92%	-	-	502	914	63.30%	57.82%	57.18%	54.92%	6/24	5/25	6
10	Bordertplex	N/A	N/A	103.29%	56.91%	56.91%	58.78%	-	-	77	131	54.55%	55.77%	58.57%	58.78%	6/24	5/25	6
16	Brazos Valley	N/A	N/A	83.45%	69.20%	69.20%	57.75%	-	-	41	71	N/A	60.61%	62.30%	57.75%	6/24	5/25	6
24	Cameron County	N/A	N/A	65.68%	69.20%	69.20%	45.45%	-	-	10	22	40.00%	35.71%	41.18%	45.45%	6/24	5/25	6
14	Capital Area	N/A	N/A	93.01%	69.20%	69.20%	64.36%	-	-	130	202	75.86%	68.42%	64.57%	64.36%	6/24	5/25	6
26	Central Texas	N/A	N/A	88.24%	56.91%	56.91%	50.22%	-	-	114	227	50.00%	45.63%	49.72%	50.22%	6/24	5/25	6
22	Coastal Bend	N/A	N/A	100.73%	64.09%	64.09%	64.56%	-	-	153	237	66.37%	68.59%	65.24%	64.56%	6/24	5/25	6
12	Concho Valley	N/A	N/A	125.51%	56.91%	56.91%	71.43%	-	-	15	21	0.00%	75.00%	71.43%	71.43%	6/24	5/25	6
6	Dallas County	N/A	N/A	93.01%	64.98%	64.98%	60.44%	-	-	327	541	58.85%	62.69%	62.35%	60.44%	6/24	5/25	6
17	Deep East Texas	N/A	N/A	99.71%	62.25%	62.25%	62.07%	-	-	54	87	58.06%	62.69%	62.82%	62.07%	6/24	5/25	6
8	East Texas	N/A	N/A	91.88%	58.36%	58.36%	53.62%	-	-	74	138	56.76%	48.19%	49.57%	53.62%	6/24	5/25	6
19	GoldenCrescent	N/A	N/A	96.75%	63.16%	63.16%	61.11%	-	-	33	54	66.67%	61.90%	60.78%	61.11%	6/24	5/25	6
28	Gulf Coast	N/A	N/A	78.21%	62.40%	62.40%	48.80%	-	-	245	502	53.98%	48.53%	48.79%	48.80%	6/24	5/25	6
13	Heart of Texas	N/A	N/A	99.61%	60.91%	60.91%	60.67%	-	-	54	89	64.29%	60.87%	64.20%	60.67%	6/24	5/25	6
23	Lower Rio Grande	N/A	N/A	102.55%	56.91%	56.91%	58.6%	-	-	206	353	55.97%	55.64%	58.59%	58.6%	6/24	5/25	6
27	Middle Rio Grande	N/A	N/A	87.86%	56.91%	56.91%	50.00%	-	-	6	12	60.00%	50.00%	54.55%	50.00%	6/24	5/25	6
4	North Central	N/A	N/A	89.81%	57.09%	57.09%	51.27%	-	-	141	275	55.96%	55.03%	53.66%	51.27%	6/24	5/25	6
7	North East Texas	N/A	N/A	90.88%	56.91%	56.91%	51.72%	-	-	30	58	51.72%	51.72%	51.72%	51.72%	6/24	5/25	6
3	North Texas	N/A	N/A	100.03%	62.20%	62.20%	62.22%	-	-	28	45	59.09%	60.53%	60.53%	62.22%	6/24	5/25	6
1	Panhandle	N/A	N/A	83.06%	56.91%	56.91%	47.27%	-	-	78	165	48.15%	49.25%	48.45%	47.27%	6/24	5/25	6
11	Permian Basin	N/A	N/A	97.23%	65.78%	65.78%	63.96%	-	-	71	111	57.14%	70.21%	75.95%	63.96%	6/24	5/25	6
15	Rural Capital	N/A	N/A	88.21%	69.20%	69.20%	61.04%	-	-	47	77	79.17%	64.91%	64.71%	61.04%	6/24	5/25	6
2	South Plains	N/A	N/A	71.76%	69.20%	69.20%	49.66%	-	-	72	145	66.67%	57.83%	56.38%	49.66%	6/24	5/25	6
21	South Texas	N/A	N/A	90.51%	69.20%	69.20%	62.63%	-	-	62	99	68.57%	63.16%	65.17%	62.63%	6/24	5/25	6
18	Southeast Texas	N/A	N/A	70.01%	62.59%	62.59%	43.82%	-	-	78	178	30.23%	38.38%	40.41%	43.82%	6/24	5/25	6
5	Tarrant County	N/A	N/A	82.32%	57.17%	57.17%	47.06%	-	-	120	255	48.98%	56.90%	54.12%	47.06%	6/24	5/25	6
25	Texoma	N/A	N/A	110.94%	59.30%	59.30%	65.79%	-	-	25	38	80.00%	68.75%	66.67%	65.79%	6/24	5/25	6
9	West Central Texas	N/A	N/A	70.16%	62.91%	62.91%	44.14%	-	-	49	111	35.90%	41.98%	45.10%	44.14%	6/24	5/25	6
99	System	N/A	N/A	N/A	N/A	-	55.10%	-	-	2,842	5,158	57.63%	56.56%	56.43%	55.10%	6/24	5/25	6

Notes

6. This measure is in beta release and provided for informational purposes only.

September 2025
Board Comparison

Report

FINAL RELEASE

As Originally Published
10/28/2025



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.

Choices Full Engagement Rate - All Family Total

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	N/A	N/A	N/A	50.00%	50.00%	N/A	64.83%	63.93%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
10	Bordepex	N/A	N/A	N/A	50.00%	50.00%	N/A	48.42%	56.69%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
16	Brazos Valley	N/A	N/A	N/A	50.00%	50.00%	N/A	52.74%	53.06%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
24	Cameron County	N/A	N/A	N/A	50.00%	50.00%	N/A	53.16%	55.61%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
14	Capital Area	N/A	N/A	N/A	50.00%	50.00%	N/A	73.84%	59.05%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
26	Central Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	60.05%	57.64%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
22	Coastal Bend	N/A	N/A	N/A	50.00%	50.00%	N/A	52.95%	56.85%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
12	Concho Valley	N/A	N/A	N/A	50.00%	50.00%	N/A	62.50%	49.39%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
6	Dallas County	N/A	N/A	N/A	50.00%	50.00%	N/A	53.99%	58.36%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
17	Deep East Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	61.81%	57.42%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
8	East Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	43.16%	51.11%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
19	Golden Crescent	N/A	N/A	N/A	50.00%	50.00%	N/A	40.00%	75.00%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
28	Gulf Coast	N/A	N/A	N/A	50.00%	50.00%	N/A	57.53%	58.82%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
13	Heart of Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	50.17%	62.68%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
23	Lower Rio Grande	N/A	N/A	N/A	50.00%	50.00%	N/A	70.90%	72.19%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
27	Middle Rio Grande	N/A	N/A	N/A	50.00%	50.00%	N/A	60.10%	61.95%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
4	North Central	N/A	N/A	N/A	50.00%	50.00%	N/A	56.90%	66.15%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
7	North East Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	48.76%	50.85%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
3	North Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	51.43%	53.96%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
1	Panhandle	N/A	N/A	N/A	50.00%	50.00%	N/A	73.78%	60.01%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
11	Permian Basin	N/A	N/A	N/A	50.00%	50.00%	N/A	39.49%	50.39%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
15	Rural Capital	N/A	N/A	N/A	50.00%	50.00%	N/A	45.91%	60.49%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
2	South Plains	N/A	N/A	N/A	50.00%	50.00%	N/A	58.48%	55.24%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
21	South Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	45.82%	60.63%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
18	Southeast Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	49.71%	52.83%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
5	Tarrant County	N/A	N/A	N/A	50.00%	50.00%	N/A	51.17%	53.17%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
25	Texoma	N/A	N/A	N/A	50.00%	50.00%	N/A	50.99%	49.66%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
9	West Central Texas	N/A	N/A	N/A	50.00%	50.00%	N/A	42.23%	53.02%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
99	System	N/A	N/A	N/A	50.00%	50.00%	N/A	56.96%	59.09%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5

Notes

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

Claimant Reemployment within 10 Weeks

September 2025
Board Comparison

Report
FINAL RELEASE
As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary
(Number of Boards)

Exceeding Performance (EX): 1
Meeting Performance (MG, AR): 14
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.

#	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 Area	NM	17	93.44%	59.79%	59.79%	55.87%	61.55%	63.20%	21,655	38,760	56.95%	56.72%	55.74%	55.87%	7/24	6/25	
10	Borderplex	NM	21	90.5%	59.81%	59.81%	54.28%	58.69%	62.10%	8,378	15,435	59.59%	56.16%	54.51%	54.28%	7/24	6/25	
16	Brazos Valley	AR	12	95.82%	60.00%	60.00%	57.49%	64.34%	65.16%	2,107	3,665	57.70%	57.95%	58.03%	57.49%	7/24	6/25	
24	Cameron County	NM	28	73.22%	60.00%	60.00%	43.93%	62.48%	63.08%	5,266	11,986	57.63%	57.44%	41.93%	43.93%	7/24	6/25	
14	Capital Area	NM	27	80.85%	59.68%	59.68%	48.25%	51.09%	53.65%	10,661	22,096	49.28%	48.02%	48.37%	48.25%	7/24	6/25	
26	Central Texas	NM	18	93.38%	59.48%	59.48%	55.54%	63.03%	63.68%	4,208	7,577	57.13%	57.30%	55.89%	55.54%	7/24	6/25	
22	Coastal Bend	MG	9	99.23%	60.00%	60.00%	59.54%	65.11%	65.13%	5,301	8,903	61.69%	60.61%	60.08%	59.54%	7/24	6/25	
12	Concho Valley	AR	13	95.65%	60.00%	60.00%	57.99%	65.26%	66.62%	784	1,366	54.20%	57.08%	57.83%	57.99%	7/24	6/25	
6	Dallas County	NM	22	87.44%	59.70%	59.70%	52.20%	56.76%	58.91%	24,636	47,193	55.44%	53.85%	52.65%	52.20%	7/24	6/25	
17	Deep East Texas	MG	6	100.42%	60.00%	60.00%	60.25%	63.08%	65.19%	3,045	5,054	67.95%	64.25%	61.70%	60.25%	7/24	6/25	
8	East Texas	MG	4	100.95%	60.00%	60.00%	60.57%	64.79%	67.63%	7,501	12,385	58.47%	62.84%	61.76%	60.57%	7/24	6/25	
19	Golden Crescent	AR	14	95.27%	60.00%	60.00%	57.16%	64.14%	64.51%	1,202	2,103	60.19%	58.11%	58.24%	57.16%	7/24	6/25	
28	Gulf Coast	NM	19	91.87%	60.00%	60.00%	55.12%	57.47%	60.32%	80,188	145,474	64.96%	59.53%	56.85%	55.12%	7/24	6/25	
13	Heart of Texas	MG	8	99.58%	59.80%	59.80%	59.55%	64.32%	68.03%	2,638	4,430	60.92%	60.55%	60.11%	59.55%	7/24	6/25	
23	Lower Rio Grande	AR	15	95.15%	60.00%	60.00%	57.09%	63.69%	63.56%	15,106	26,462	62.82%	59.80%	57.37%	57.09%	7/24	6/25	
27	Middle Rio Grande	NM	26	81.93%	60.00%	60.00%	49.16%	57.18%	62.17%	1,995	4,058	56.12%	52.91%	46.18%	49.16%	7/24	6/25	
4	North Central	NM	24	85.02%	59.75%	59.75%	50.80%	54.16%	57.12%	27,962	55,048	53.24%	51.68%	51.35%	50.80%	7/24	6/25	
7	North East Texas	MG	10	98.83%	59.82%	59.82%	59.12%	64.31%	64.15%	2,064	3,491	60.22%	59.89%	59.35%	59.12%	7/24	6/25	
3	North Texas	MG	11	98.73%	60.00%	60.00%	59.24%	61.15%	62.43%	1,270	2,144	59.53%	58.41%	58.93%	59.24%	7/24	6/25	
1	Panhandle	EX	1	106.98%	60.00%	60.00%	64.19%	68.73%	66.96%	2,242	3,493	68.04%	64.58%	64.29%	64.19%	7/24	6/25	
11	Permian Basin	MG	5	100.68%	60.00%	60.00%	60.41%	66.91%	67.37%	4,101	6,789	62.40%	61.44%	61.36%	60.41%	7/24	6/25	
15	Rural Capital	NM	25	82.97%	59.71%	59.71%	49.54%	54.93%	56.47%	9,091	18,351	50.17%	49.01%	49.22%	49.54%	7/24	6/25	
2	South Plains	MG	3	101.52%	59.97%	59.97%	60.88%	64.37%	67.29%	3,097	5,087	64.57%	60.56%	60.58%	60.88%	7/24	6/25	
21	South Texas	NM	20	91.58%	60.00%	60.00%	54.95%	63.57%	65.04%	2,261	4,115	61.85%	59.63%	52.89%	54.95%	7/24	6/25	
5	Southeast Texas	MG	7	99.82%	60.00%	60.00%	59.89%	64.94%	67.20%	5,428	9,064	62.67%	60.55%	60.42%	59.89%	7/24	6/25	
25	Tarrant County	NM	23	86.04%	59.80%	59.80%	51.45%	56.93%	60.05%	18,142	35,263	54.57%	52.41%	51.80%	51.45%	7/24	6/25	
9	Texoma	NM	16	94.95%	59.81%	59.81%	56.79%	61.16%	61.82%	1,477	2,601	58.47%	57.57%	56.32%	56.79%	7/24	6/25	
9	West Central Texas	MG	2	104.42%	60.00%	60.00%	62.65%	68.16%	68.69%	1,914	3,055	64.18%	64.87%	63.55%	62.65%	7/24	6/25	
99	System	NM	N/A	90.28%	60.00%	60.00%	54.17%	58.67%	60.98%	276,769	510,896	59.58%	56.69%	54.82%	54.17%	7/24	6/25	

Notes

September 2025
Board Comparison

Report

FINAL RELEASE

As Originally Published
10/28/2025



Year-to-Date
Performance Periods

Status Summary

(Number of Boards)

Exceeding Performance (EX): 9
Meeting Performance (MG, AR): 12
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.

Employers Receiving Texas Talent Assistance

#	Board	Status	Rank	% Cur Tgt	Cur Tgt	EOY Tgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
20	Alamo Area	MG	12	104.34%	4,168	4,168	4,349	5,975	5,707	N/A	N/A	1,523	2,332	3,226	4,349	10/24	9/25	
10	Borderplex	MG	15	103.55%	4,168	4,168	4,316	4,174	4,243	N/A	N/A	1,377	2,290	2,855	4,316	10/24	9/25	
16	Brazos Valley	MG	19	100.71%	2,100	2,100	2,115	1,969	1,871	N/A	N/A	471	1,279	1,733	2,115	10/24	9/25	
24	Cameron County	MG	11	104.36%	1,927	1,927	2,011	1,651	1,767	N/A	N/A	365	812	1,482	2,011	10/24	9/25	
14	Capital Area	EX	6	110.87%	4,168	4,168	4,621	7,795	6,632	N/A	N/A	1,602	2,634	3,932	4,621	10/24	9/25	
26	Central Texas	NM	27	70.70%	1,471	1,471	1,040	1,098	1,412	N/A	N/A	347	645	844	1,040	10/24	9/25	
22	Coastal Bend	MG	13	104.28%	2,780	2,780	2,899	2,241	2,549	N/A	N/A	798	1,402	1,793	2,899	10/24	9/25	
12	Concho Valley	EX	5	115.86%	1,412	1,412	1,636	1,047	836	N/A	N/A	358	575	732	1,636	10/24	9/25	
6	Dallas County	EX	3	126.58%	4,168	4,168	5,276	8,852	9,440	N/A	N/A	2,372	3,767	4,744	5,276	10/24	9/25	
17	Deep East Texas	AR	21	95.88%	2,667	2,667	2,557	2,139	2,227	N/A	N/A	627	1,218	1,885	2,557	10/24	9/25	
8	East Texas	NM	24	83.77%	3,796	3,796	3,180	4,439	3,473	N/A	N/A	1,039	1,718	2,502	3,180	10/24	9/25	
19	Golden Crescent	EX	7	107.72%	1,412	1,412	1,521	1,296	1,183	N/A	N/A	437	654	863	1,521	10/24	9/25	
28	Gulf Coast	EX	1	323.06%	4,168	4,168	13,465	37,309	29,890	N/A	N/A	3,680	7,176	11,521	13,465	10/24	9/25	
13	Heart of Texas	NM	25	83.69%	1,441	1,441	1,206	1,967	1,298	N/A	N/A	446	672	902	1,206	10/24	9/25	
23	Lower Rio Grande	MG	18	100.96%	4,168	4,168	4,208	3,501	4,169	N/A	N/A	1,443	1,927	2,789	4,208	10/24	9/25	
27	Middle Rio Grande	NM	26	72.17%	1,412	1,412	1,019	1,006	947	N/A	N/A	383	609	791	1,019	10/24	9/25	
4	North Central	EX	2	164.40%	4,168	4,168	6,852	10,615	8,215	N/A	N/A	2,501	4,428	5,902	6,852	10/24	9/25	
7	North East Texas	EX	4	117.88%	1,588	1,588	1,872	1,604	1,476	N/A	N/A	366	726	1,123	1,872	10/24	9/25	
3	North Texas	NM	22	90.08%	1,412	1,412	1,272	1,263	1,031	N/A	N/A	343	556	710	1,272	10/24	9/25	
1	Panhandle	MG	10	104.95%	1,978	1,978	2,076	1,662	1,754	N/A	N/A	370	629	985	2,076	10/24	9/25	
11	Permian Basin	MG	16	103.22%	1,677	1,677	1,731	1,595	1,595	N/A	N/A	446	746	980	1,731	10/24	9/25	
15	Rural Capital	MG	14	104.13%	3,927	3,927	4,089	4,285	3,285	N/A	N/A	1,188	1,923	3,181	4,089	10/24	9/25	
2	South Plains	NM	23	88.94%	2,160	2,160	1,921	3,177	1,987	N/A	N/A	548	1,048	1,253	1,921	10/24	9/25	
21	South Texas	EX	8	107.69%	2,145	2,145	2,310	1,918	2,073	N/A	N/A	601	1,100	1,677	2,310	10/24	9/25	
18	Southeast Texas	MG	20	98.89%	1,976	1,976	1,954	2,029	1,747	N/A	N/A	564	1,057	1,687	1,954	10/24	9/25	
5	Tarrant County	EX	9	107.54%	4,003	4,003	4,305	4,071	4,013	N/A	N/A	1,046	1,473	2,230	4,305	10/24	9/25	
25	Texoma	NM	28	64.45%	1,412	1,412	910	1,285	1,082	N/A	N/A	587	710	792	910	10/24	9/25	
9	West Central Texas	MG	17	101.55%	1,550	1,550	1,574	1,917	1,472	N/A	N/A	455	829	1,227	1,574	10/24	9/25	
99	System	N/A	N/A	N/A	N/A	-	83,229	118,484	104,107	N/A	N/A	25,729	43,731	62,294	83,229	10/24	9/25	

Notes




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www.workforcesolutionseasttexas.com

Date: November 12, 2025

To: Workforce Solutions East Texas Board

From:  Adam Martin, Senior Program and Projects Manager

Subject: Status of Workforce System Improvement Team (WSIT) Reports and Texas Rising Star (TRS)

The Workforce System Improvement Team (WSIT) completed the following Workforce System Improvement and /or Technical Assistance (TA) reviews since the last Workforce Board meeting.

Also included is an update on the status of TRS Providers in the region.

Dynamic Workforce Solutions (DWFS) – Workforce SNAP E&T:

A SNAP E&T Case file Review for the period of May-June 2025 was completed. The report is resolved with no major findings.

Noncustodial Parent (NCP) Choices Program:

An NCP Choices Program Compliance Review for the period October 2024 through June 2025 was conducted in August 2025. All findings have been resolved.

Choices Program Review:

A Choices Program Review for the period of April 2025 through June 2025 is in draft report status.

BakerRipley

A Childcare Case File Review-Recoupments for the period of September – October 2025 was conducted and completed. There were no findings in this review.

East Texas Literacy Council (ETLC) Stand Alone WIOA Youth Contractor

WSIT is currently providing technical assistance to ensure a smooth transition and effective integration into their roles. A weekly meeting is scheduled on Tuesdays to cover any issues that have come up during the previous week.

Texas Rising Star (TRS) Update

There are 181 TRS certified programs in the region. The “Star” ratings are as follows:

Twenty-three (23) - 2 star

Ninety-five (96) - 3 star

Sixty-two (62) - 4 star

TRS continues to receive interest forms from programs wanting to become TRS. There are currently 40 programs beginning the certification process.

I will be happy to answer any questions you may have.

AM/kv



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October 30, 2025

According to TWC 802.21(2)(c) contracts over \$500,000—the fiscal indicators must be verified prior to the award of the contract, at each renewal of the contract, and not less than once annually. In following the above stated rule, the annual Fiscal Integrity Review for Dynamic Workforce Solutions-Texas LLC has been conducted and the results have been reviewed.

There were no issues found that would cause concern for the Workforce East Texas Board or jeopardize the existing contract.

In summary, it was noted that their Accounting/Fiscal Policy should be updated to reflect the correct fiscal year.

Prior year material weakness findings were not repeated in 2024.

The 2024 finding showed that reconciliations and monitoring of asset and liability accounts were not performed timely throughout the year. As a result, there is a significant deficiency in internal control over financial reporting. *This finding did NOT involve state or federal funds.*

Approvals:

DocuSigned by:

Gini Blackwell

651272781213445

Gini Blackwell

Fiscal IMPACT Manager

East Texas Council of Governments

DocuSigned by:

Douglas G. Shryock

58D1E51FDB704F3...

Douglas G Shryock, Lt Col USAF (Ret)

Executive Director

Workforce & Economic Development



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September 24, 2025

Enclosure #5

Page 1

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Greater Texas Foundation
700 University Blvd
Kingsville, TX 78363

RE: Letter of Support for the Tyler Area Business Education Council (Tyler Area P-16 Council) Grant Proposal

To Proposal Review Committee,

On behalf of the Workforce Solutions East Texas Board, I am pleased to express our strong support for the Tyler Area Business Education Council's grant proposal to the Greater Texas Foundation. As regional leader in workforce and economic development, we are committed to building a robust talent pipeline which meets the evolving needs of East Texas employers.

We are proud to serve as active partners in the East Texas Tri-Agency Initiative. The Workforce Solutions East Texas Board will contribute time, resources, and expertise to the design and implementation of high-quality career pathways which are aligned with regional economic priorities. We will participate on the board of directors, engaging in collaborative planning and decision-making to advance shared goals.

A core component of our contribution will be the provision of regional labor market information and analysis to inform the development, design, and implementation of pathways. This data will ensure educational programs are aligned with current and projected workforce needs and students are prepared for high-demand careers in our region.

We will also provide real-time data on in-demand credentials and offer feedback to ensure all certifications and degrees embedded in pathways have clear labor market value. Our goal is to help ensure students earn credentials which are both relevant and portable, supporting long-term career advancement.

The East Texas Tri-Agency Initiative represents a transformative opportunity to align education, workforce, and economic development efforts across our region. The Workforce Solutions East Texas Board is honored to support this important work and look forward to contributing to its success.

Sincerely,

A handwritten signature in black ink, appearing to read "Douglas G. Stryock".

Douglas G. Stryock USAF, Lt Col (Ret)
Executive Director,
Workforce Solutions East Texas Board
3800 Stone Road
Kilgore, Texas 75662

Agenda Item for Consideration

Workforce Development Board meeting • November 12, 2025

761 **Presented by:** Douglas G. Shryock, Director, Regional Workforce & Economic Development

ITEM DETAILS

Agenda Item: Consider Approval of Funding to purchase Mud Kitchens for all 216 Texas Rising Star programs

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item
☐ Follow-up ☐ Special item requested by Board member ☐ Other

Total estimated cost: \$117,000

Source of funds: Childcare Quality Funding

STAFF REPORT & REQUESTED ACTION

Outdoor environments for Texas Rising Star (TRS) are expected to incorporate the transference of indoor learning to outside. To aid all the TRS programs in East Texas, the TRS team plans to purchase a wooden mud kitchen for each program. This will add a sensory and home area to the number of learning centers in outdoor areas and aid children in developing fine motor and social skills. This activity is based on results of Texas Rising Star Classroom Assessment Report category 4 measure P-OLE-01 indicating programs do not have adequate learning activities in their outdoor areas.

The purchase will include the mud kitchen and accessories to be used with it. The activity will provide a natural setting for children to engage in activities linked to and reinforcing indoor learning within small groups outside.

Action Requested: Texas Rising Star staff respectfully request approval to fund the purchase of 216 mud kitchens, nesting bowls, foods of the world sets and pots and pans sets at a cost not to exceed \$117,000.

Staff Initial: DGS/MJW/tr

Agenda Item for Consideration

Workforce Development Board • November 12, 2025

Presented by: Douglas G. Shryock, Director, Regional Workforce & Economic Development

ITEM DETAILS

Agenda Item: Consider Approval of Funding for Texas Rising Star Program Director Retreat

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item
☐ Follow-up ☐ Special item requested by Board member ☐ Other

Total estimated cost: \$50,000

Source of funds: Childcare Quality funding

STAFF REPORT & REQUESTED ACTION

The Workforce Solutions East Texas Board plans to host a Childcare Director's Team-building Retreat, which will provide the participants the opportunity to receive 10 hours of professional development in program administration, management, and supervision; 6 of these hours are required under the Texas Rising Star Facility Assessment Report Form Measure S-DQT-06. This activity is based on results of Category 1 assessments indicating directors do not have the hours required annually under measure S-DQT-06.

The goal of the retreat is to build connections and unity among the childcare directors/owners in our board area and allow the directors to gain team-building skills that can be utilized within their own programs. Directors will learn new management skills and self-care techniques to help maintain staff retention which will then help cultivate child development, growth, and stability.

The retreat will be held at a local camp and will provide areas for small group team building, large group collaboration, and individualized goal setting.

Trainers will present on the above-mentioned topics and the activities and materials provided to the directors will help accomplish team skill building, director goal setting, positive communication, and self-care techniques. Training obtained during the retreat will align with Category 1 of the Texas Rising Star Facility Assessment Report.

The overall cost, including camp rental fees, training and other supplies needed is \$50,000.

Action Requested: Texas Rising Star staff respectfully requests approval to fund the Director's Team-Building Retreat at a cost not to exceed \$50,000 including camp rental fees, training and other needed supplies.

Staff Initial: DGS/MJW/tr



Agenda Item for Consideration

Workforce Development Board • November 12, 2025

Presented by: Texas Rising Star

7/6/25

ITEM DETAILS

Agenda Item: Consider Approval of funding for Texas Rising Star Program Staff providing CPR and First Aid Training for TRS programs.

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item
☐ Follow-up ☐ Special item requested by Board member ☐ Other

Total estimated cost: \$10,000

Source of funds: Childcare Quality Funding

STAFF REPORT & REQUESTED ACTION

1. One of the Texas state child care licensing standards is child care staff will have current CPR and First Aid training. Due to programs having issues locating and paying for CPR and First Aid training, the East Texas Board plans to provide CPR and First Aid training for early learning program staff.

2. A Texas Rising Star team member will be certified as a CPR/First Aid instructor. A CPR/First Aid instructor kit including instructor manuals, mannequins, and a practice AED will be purchased. Participant books and supplies will also be purchased. Cost for instructor training included in total funding for initiative. Training will be conducted upon request of program directors.

3. The goal of this initiative is to ensure all Texas Rising Star child care programs have the training and knowledge to ensure the safety of all children in their care.

The overall cost including instructor training and other supplies needed is estimated at \$10,000

Action Requested: -

Texas Rising Star staff respectfully request approval to fund and provide CPR and First Aid Training to staff of TRS programs.

Staff Initial: MJW



Agenda Item for Consideration

Workforce Solutions East Texas Board Meeting • November 12, 2025

 Drafted by: Adam Martin, Senior Program and Project Manager

ITEM DETAILS

Agenda Item: Incumbent Worker Program – Bass Engineering – 2nd Year

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** \$50,000
- **Source of funds:** WIOA Funds

STAFF REPORT & REQUESTED ACTION

In 2024, an RFP was issued for the Incumbent Worker Program, resulting in Bass Engineering—a Longview-based cathodic protection and control company—being awarded a \$50,000 contract. With this funding, Bass Engineering trained more than 20 employees and upgraded its on-site training equipment to support future upskilling certifications. These efforts led to an average wage increase of \$3 per hour for certified staff.

For the current year, \$100,000 has been allocated to the Incumbent Worker Program. Building on their positive experience, Bass Engineering has applied for the 2025–2026 program year and requested consideration for a second year of participation. Staff review confirms that Bass Engineering met or exceeded all requirements in alignment with state expectations. In addition to last year's certification training, the company plans to expand its offerings by adding CDL training to its pipeline.

Given their strong performance in year one and commitment to fulfilling all documentation requirements, staff recommends approving Bass Engineering for continued participation in the Incumbent Worker Program for the 2025–2026 program year.

This was presented at the ETCOG EC on November 6, 2025 with approval with final approval needed from Workforce Solutions East Texas Board.

Action Requested: Approval for Bass Engineering to participate in the Incumbent Worker program for a 2nd year at a cost of \$50,000.

Staff Initial: _AM_____



Agenda Item for Consideration

Workforce Solutions East Texas Board • November 12, 2025



Presented by: Douglas G. Shryock, Executive Director, Regional Workforce & Economic Development

ITEM DETAILS

Agenda Item: Consider approval for Purchase of Virtual Reality Headsets for Participant Use

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐
Follow-up ☐ Special item requested by Board member ☐ Other

Total estimated cost: \$26,400

Source of funds: Workforce WIOA

STAFF REPORT & REQUESTED ACTION

Career Exploration for our Workforce Innovation and Opportunity Act (WIOA) Youth program is a vital component of the 14 required elements of participation and plays a key role in guiding individuals in other workforce programs toward self-sufficiency. To enhance this experience, our workforce subrecipient, Dynamic Workforce Solutions - TX, LLC, has integrated virtual reality (VR) headsets into its service delivery model.

These VR headsets offer immersive, hands-on simulations that expose youth participants and other job seekers to a variety of career paths. Participants gain a realistic understanding of different professions, helping them make informed decisions and pursue well-paying jobs. Participants can explore many of the career opportunities from In-Demand industry sectors identified in the Strategic Plan for the Workforce Solutions East Texas Board - Manufacturing, Construction, Hospitality and Tourism, Automotive and Diesel Technology, and Healthcare. These industries offer opportunities for employment in Target and In-demand occupations also identified in the Board Strategic Plan.

In October 2024, seven headsets were leased at a cost of \$15,400. Vendor quotes were reviewed to ensure best value. While one vendor did not respond, another offered a lower price but lacked upgradeable software and advanced technology. Transfr VR was selected for its superior functionality and career-focused content.

Due to the positive impact of the headsets, staff recommends renewing the current lease and adding five more units, bringing the total to 12. The annual lease cost is \$2,800 per headset, which includes:

- \$300 headset lease
- \$2,500 Career Exploration software
- **Total annual cost: \$26,400**

This purchase request will go before the ETCOG Executive Committee at their meeting on November 6th.

Action Requested: Approval to purchase virtual reality headsets for use in workforce career exploration for a total cost of \$26,400 for 1 year. There is sufficient funding available to support this purchase.

Staff Initial: DGS/MS



Consent Agenda Item 2k

Workforce Solutions East Texas Board Meeting • November 12, 2025

Drafted by: Adam Martin, Senior Program and Project Manager

ITEM DETAILS

Agenda Item: PY 25-26 Participant Planning Summary(PPS) for DWFS

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** N/A
- **Source of funds:** WIOA Funds

STAFF REPORT & REQUESTED ACTION

Every year staff plans participant enrollments based on the allotted budget. The following is the proposed participant planning enrollments for Program Year 2025-2026 which runs from October 1, 2025, through September 30, 2026.

WIOA Youth Participants	Planned New Enrollments
Work Experience	45
OJT	3
Occupational Skills Training	1
Adult Participants	
Occupational Skills Training	32
OJT	15
Work Experience	3
Dislocated Worker	
Occupational Skills Training	13
OJT	8
OR – any combination of both	21

Action Requested: Approval in the November 12, 2025 WSETB consent agenda.

Staff Initial: _AM_____



Agenda Item for Consideration

Workforce Solutions East Texas Board Meeting • November 12, 2025

Drafted by: Adam Martin, Senior Program and Project Manager

ITEM DETAILS

Agenda Item: Proposed Grant Routing Process for Open-Ended/Rolling Submission Grants

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** N/A
- **Source of funds:** Grants

STAFF REPORT & REQUESTED ACTION

Current Challenge:

State-issued grants without set submission deadlines—like HDJT and Incumbent Worker—still require formal open/close dates due to local policy. This outdated process slows things down and adds unnecessary steps. On average, it takes over 7 months from submission to funding. With these open-ended grants that are available to all 28 boards, funding could become unavailable before a decision is made under the current process.

Recommendation:

Staff propose streamlining the process to improve timeliness and reduce delays. A more efficient system would better serve grant applicants.

Proposed Process for Open-Ended Grants:

Step 1: Open Grant Window and Sent Notification Out

Step 2: Rolling Submissions: Applicants submit throughout the year

- **Optional:** There could be a need to establish a cutoff for reconciliation and will be determined by grant.

Step 3: Staff Review: Grant Manager initiates internal staff review

Step 4: Economic Development Committee Notification:

- Grant Manager emails summary to Economic Development Committee Chair
- Chair has 5 business days to raise concerns or request a meeting
- If no response or all responses are “no concern,” proceed

Step 5: Submit to TWC for Approval

Step 6: TWC Decision:

- If denied, notify grant applicant and EDC
- If approved, proceed

Step 7: Grant Management Begins:

- ETCOG Grant Manager notifies grantee and starts management

NOTE: As with any grant, the final award, implementation, and continuation of the program are contingent upon the availability of funding.

The Economic Development Committee met on 10-Nov-2025 and voted to approved this process. Final approval is needed by the Workforce Solutions East Texas Board.


Action Requested: Approval to implement the proposed grant application approval process as described above immediately.

Staff Initial: AM



Agenda Item for Consideration

Economic Development Committee Meeting • November 10, 2025

 **Presented by:** Douglas Shryock, Director, Workforce and Economic Development and Adam Martin, Senior Program and Projects Manager

ITEM DETAILS

Agenda Item: Consider and take appropriate action regarding consideration for the addition of Nail Technician and Remote Aircraft (Drone) Pilot for the Board's Target Occupation list.

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** Budget impact will vary depending on whether the proposed occupation is eligible for training purchases
- **Source of funds:** Workforce Innovation and Opportunity Act (WIOA)

STAFF REPORT & REQUESTED ACTION

At a meeting of Economic Development Committee on August 18, 2025, staff reviewed a request from American Manicure School of Art® in Tyler to add Nail Technician to the Board's list of Target Occupations. WIOA funds used for Eligible Training Provider Classroom Training are limited to occupations on the Target list. No action was taken, and the item was tabled with directions for staff to do further research.

Subsequently staff has received a request from Jarvis Christian University for consideration of Remote Aircraft (Drone) Pilot as a Target Occupation.

Action Requested: Staff are researching both occupations and will present a recommendation at the upcoming meeting.

Staff Initial: DS ga



Agenda Item for Consideration

Workforce Solutions East Texas Board • November 12, 2025

 Drafted by: Brandy Brannon, ETCOG Assistant Executive Director

ITEM DETAILS

Agenda Item: Consider Approval of Lease Renewal Workforce Solutions East Texas-Palestine

This Item Represents A: ☐ New issue, project, or purchase ☒ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** \$62,241.12
- **Source of funds:** Workforce Program funds

STAFF REPORT & REQUESTED ACTION

Our Workforce Solutions East Texas (WSET) location in Palestine, 500 E. Murchison Street, is currently in the second lease renewal option year. The lease provides three one-year renewal options, with a 2% increase annually as each option year is exercised.

The cost comprises the base lease cost plus triple net fees, including tax escrow payment and common area maintenance (CAM). Currently, the CAM fee is a monthly set fee, but should the maintenance fees exceed this set amount, we could be responsible for any difference.

To exercise this 3rd option year, we must provide at least 90 days' notice to the landlord by February 1, 2025. Below is an illustration of the lease costs from year to year with the 2nd option year cost details highlighted below:

	Years	Base Rent Costs:	NNN Costs:	Total Monthly Cost	Total Annual Cost
PALESTINE					
Original Lease:	5/1/22 – 4/30/24	\$3,778.96	\$1,176.50	\$4,955.46	\$59,465.52
-Option Year 1:	5/1/24 – 4/30/25	\$3,854.54	\$1,176.50	\$5,031.04	\$60,372.48
-Option Year 2:	5/1/25 – 4/30/26	\$3,931.63	\$1,176.50	\$5,108.13	\$61,297.56
-Option Year 3:	5/1/26 – 4/30/27	\$4,010.26	\$1,176.50	\$5,186.76	\$62,241.12

Action Requested:

We are requesting the WSET Board's approval to exercise the third one-year lease renewal option, which has a total annual cost of \$62,241.12. We will also be presenting this to the ETCOG Executive Committee on December 4.

Staff Initial: BB



Agenda Item for Consideration

Workforce Solutions East Texas Board • November 12, 2025



Drafted by: Brandy Brannon, ETCOG Assistant Executive Director

ITEM DETAILS

Agenda Item: Consider Approval of New WSET Tyler Lease Landlord's Revised Renovation Expenses

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** \$58,563.00
- **Source of funds:** Workforce Program funds

STAFF REPORT & REQUESTED ACTION

Background:

As part of the lease agreement for the new Workforce Solutions East Texas (WSET) center in Tyler, the original total build-out cost was set at \$1,756,484, with the landlord investing \$781,484 toward these renovations. The remaining cost was to be amortized through the lease payments. A special provision in the lease sets this renovation amount as the maximum cost, requiring the landlord to notify us if expenses exceed it. Upon notice, we then had 10 business days to either terminate the lease or assume the additional cost either as a lump sum or through re-amortization in the lease.

Update:

On October 6, we received notice that the renovation cost would exceed the maximum allowance. We negotiated an extension to November 14 to allow additional review of the overage costs and allow time to obtain necessary board approvals if needed. During this time, our team has worked closely with the landlord to review the details.

Through this review process the updated total renovation costs is now \$2,002,800 which is \$246,175 over the original total build-out. The landlord has agreed to absorb an additional \$187,612 and is asking us to pay the remaining \$58,563.00 to cover added costs in the connectivity infrastructure required for the center which includes:

- Cable trays and conduit for data cabling
- In-floor data and power for the conference room
- Data and power for training room televisions and ceiling-mounted projectors

Action Requested:

After several years of evaluating potential locations, this property remains the best overall solution for our Workforce programs. We have confirmed that funds are available within their current budget to cover these remaining renovation expenses, with the recommendation to pay our portion, \$58,563, in a lump sum rather than amortize it through the lease. We respectfully request the Workforce Solutions East Texas Board's approval to proceed with the lease under these revised terms to bring this critical facility online for the East Texas region.

Due to the timing of the board meetings, we will present this information to the ETCOG Executive Committee on November 6 for their consideration and approval. We will then present to the WSET Workforce Center's Committee meeting on November 10, as well as the next Chief Elected Officials Board meeting.

Staff Initial: BB



Agenda Item for Consideration

Workforce Solutions East Texas Board Meeting • November 12, 2025

~~by~~ Drafted by: Adam Martin, Senior Program and Project Manager

ITEM DETAILS

Agenda Item: Information Technology Equipment -New Tyler WF Center

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** \$54,150 + \$62,908.48 = \$117,058.48
- **Source of funds:** Cost pool: WIOA, ES, RESEA, SNAP, TANF, and NCP, plus partners - Vets, and VLI

STAFF REPORT & REQUESTED ACTION

The new Tyler Workforce building totals 28,500 square feet, with a 2,400-square-foot large conference room designed to host public Workforce Board Meetings and other large-scale events. To support these functions, the room requires comprehensive video conferencing capabilities, including multiple microphones, speakers, cameras, and display equipment.

The audio/video system for the large conference room was designed in collaboration with a local vendor and the ETCOG IT Department. The system is modeled after the Longview Workforce Board Room and is built to accommodate events of various sizes. Recommended equipment includes:

Ceiling-mounted speakers

Projectors

PTZ (pan-tilt-zoom) cameras

In-ceiling and in-room microphones

Three quotes were received for the AV equipment, which includes all necessary components: racks, mounts, cabling, installation, and programming. The lowest bid was **\$62,908.48**. This project will also begin once walls and ceilings are installed and is expected to be completed within three weeks, allowing sufficient time before occupancy.

Additionally, structured IT cabling is essential throughout the facility. This low-voltage wiring supports computer networks, security cameras, televisions, and access control systems such as card readers and electronic locks.

The cabling project includes:

350 desktop/laptop drops and printer connections

8 Wireless Access Points (WAPs) with cabling and installation

22 security cameras with cabling and installation

13 access-controlled doors with card readers

10 conference room TVs with audio/video installation

An RFP was issued for this project, and three bids were received. The lowest bid was **\$54,150**. Work is scheduled to begin once walls and cubicles are installed and will be completed within three weeks, ensuring readiness before move-in.

Board Room: \$62,908.48

IT Cabling: \$54,150.00

Total: \$117,058.48

Note: This item was approved by the WF Centers Committee on November 10, 2025, with final approval needed by WSETB.

Action Requested: Approval to purchase Information Technology equipment as described above totaling: \$117, 058.48.

Staff Initial: AM



Agenda Item for Consideration

Workforce Solutions East Texas Board Meeting • November 12, 2025

Drafted by: Adam Martin, Senior Program and Project Manager

ITEM DETAILS

Agenda Item: DWFS Option Year One (Oct 1, 2026– Sep 30, 2027) Renewal Questions

This Item Represents A: ☒ New issue, project, or purchase ☐ Routine, regularly scheduled item ☐ Follow-up

☐ Special item requested by Board member ☐ Other

Budgetary Impact:

- **Total estimated cost:** N/A
- **Source of funds:** All Grants excluding Childcare

STAFF REPORT & REQUESTED ACTION

BACKGROUND:

In 2024, Dynamic Workforce Solutions (DWFS) was awarded a two-year contract as Workforce Center Services Provider, with three optional one-year renewals. Criteria for the next renewal (October 1, 2026–September 30, 2027) are required. Staff responses to these criteria, based on performance as of January 31, 2026 (or the most recent available data), will be reviewed at the March 2026 WSETB meeting.

Renewal Criteria questions for your consideration:

1) Has the project attained an acceptable level of performance toward all TWC Performance measures?

2) Is the contractor on any significant technical assistance or corrective action plans?

3) Do participant support expenditures incurred for WIOA grants equal a minimum of twenty-five percent (25%) of the budgeted total of the subawards?

4) Did the Contractor maintain Workforce Innovation and Opportunity Act (WIOA) Training expenditures as closely aligned to the Participant Cost Allocation by County per the Statements of Work, as amended?

5) Did the Contractor expenditures meet or exceed the minimum required for the participant Work Experience budget by January 31, 2026, and/or enroll at least the minimum of required out-of-school youth participants in WIOA Youth Work Experience activities?

6) Are the results of the most recent fiscal integrity review/fiscal monitoring satisfactory?

Notes:

1. These renewal criteria questions were considered at the Workforce Centers Committee meeting on November 10, 2025. They were approved with final approval by the WSETB.

2. An affirmative response to all six of the questions does not oblige the Workforce Solutions East Texas Board to renew the existing contracts. Also, a negative response(s) would not automatically preclude renewal. Renewal of a contract shall be subject to the availability of funding.

Action Requested: Approval to utilize the questions above as renewal criteria for DWFS's first option year.

Staff Initial: AM

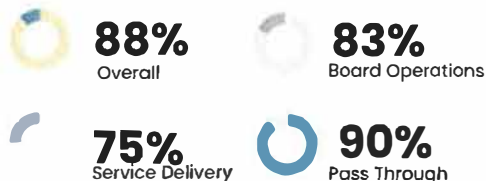


WSET DASHBOARD REPORT

WORKFORCE SOLUTIONS EAST TEXAS BOARD | NOV 12, 2025

FINANCIALS

PY 24 Workforce Budget & Expenditures as of September 2025



Overall financial status is satisfactory. As of September 2025, we were 88% expended overall at 100% of the Program year. There was 7.8 million remaining in the budget and most of these funds were carried forward to our PY25 budget which began 10/1/25.

EXPENDITURES

DYNAMIC WORKFORCE SOLUTIONS



BAKERRIPLEY



DWFS spent 88% of their Operations budget and 56% of their participant budget as of 9/30/25. Most of the unspent participant funds can be spent as carryover and have been included in next year's budget. BakerRipley spent 82% of their total budget at 9/30/25. All of their carryover funds will be spent between October and December 2025.

TEXAS RISING STAR PROVIDERS IN ETX



CHILDREN SERVED PER DAY (AS OF 11/03)



WSET CONTRACTED MEASURES (AS OF 9/2025)

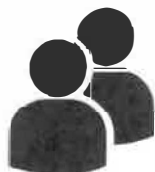


PPS ENROLLMENT STATUS (AS OF 11/4/2025)



ETLC WIOA YOUTH EXPENDITURE & PERFORMANCE

Performance- Goal of 10



6 Enrolled
60% Current
41.6% Percent Into Prgm



WSET DASHBOARD REPORT

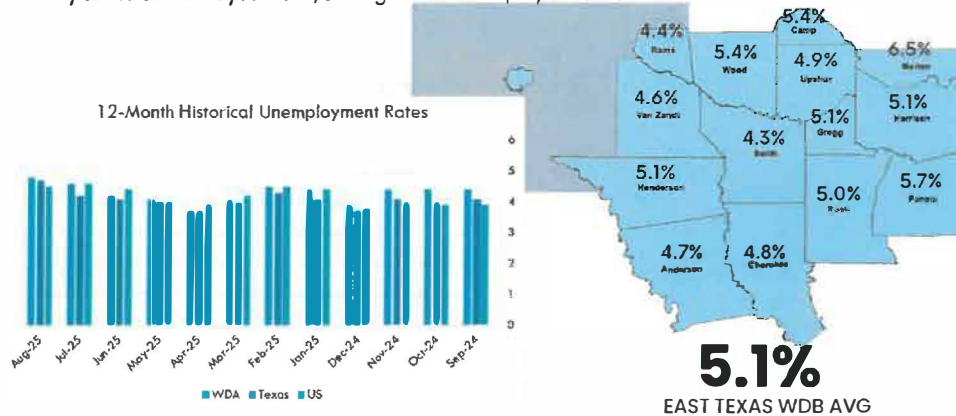
WORKFORCE SOLUTIONS EAST TEXAS BOARD | NOV 12, 2025

PERFORMANCE AVERAGE (AS OF 09/2025)



INDUSTRY & LABOR MARKET

Generally the further East you move, the higher the unemployment rate.



All 28 Boards in Texas	% for all Measures
Alamo	66%
Borderplex	77%
Brazos Valley	66%
Cameron	68%
Capital Area	55%
Central TX	50%
Coastal Bend	66%
Concho Valley	82%
Dallas	61%
Deep East	72%
East TX	50%
Golden Cres.	55%
Gulf Coast	55%
Heart of TX	38%
Lower Rio	94%
Middle Rio	72%
North Central	61%
North East	83%
North TX	77%
Panhandle	72%
Permian Basin	61%
Rural Capital	77%
South Plains	59%
South TX	77%
Southeast	77%
Tarrant	66%
Texoma	55%
West Central	77%

HDJT/JET GRANTS - \$2M+ IMPACT IN WDA

Henderson ISD/HEDCO - HDJT - \$150,000
 KC/LEDCE/KEDC/WEDC/MEDC/GEDC- HDJT \$143,412
 KC/HEDCO - HDJT - \$61,576
 TVCC/PEDC - HDJT - \$760,943
 MISD/MEDCO - \$414,879
 Angelina Col/Bullard/Carthage/Quitman ISDs - JET-\$911,533 (not our funds)

ADDITIONAL GRANTS

ICW - Bass Engineering - \$50,000 - **renewing for a 2nd year!**
 Teacher Externship - Application in progress at TWC

EVENT	Upcoming Events	TIME
Cedar Creek Library Job Fair 410 E. Cedar Creek Parkway Seven Points, Texas	Nov 12th	9am - Noon
Carthage Job and Resource Fair 300 W. Panola St Carthage, Tx	Nov 19th	9am - Noon
WSET Office - Marshall Mass Hiring Event	Nov 20th	9am - Noon



WSET DASHBOARD REPORT

WORKFORCE SOLUTIONS EAST TEXAS BOARD | NOV 12, 2025

FINANCIALS

PY 24 Workforce Budget & Expenditures as of September 2025



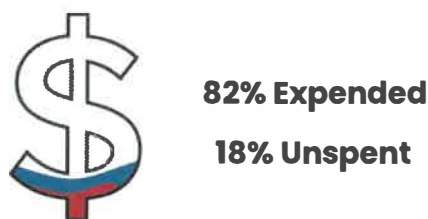
Overall financial status is satisfactory. As of September 2025, we were 88% expended overall at 100% of the Program year. There was 7.8 million remaining in the budget and most of these funds were carried forward to our PY25 budget which began 10/1/25.

EXPENDITURES

DYNAMIC WORKFORCE SOLUTIONS



BAKERRIPLEY



DWFS spent 88% of their Operations budget and 56% of their participant budget as of 9/30/25. Most of the unspent participant funds can be spent as carryover and have been included in next year's budget. BakerRipley spent 82% of their total budget at 9/30/25. All of their carryover funds will be spent between October and December 2025.

TEXAS RISING STAR PROVIDERS IN ETX



CHILDREN SERVED PER DAY (AS OF 11/03)



WSET CONTRACTED MEASURES (AS OF 9/2025)



PPS ENROLLMENT STATUS (AS OF 11/4/2025)



ETLC WIOA YOUTH EXPENDITURE & PERFORMANCE

Performance- Goal of 10



6 Enrolled
60% Current
41.6% Percent Into Prgm Yr



WSET DASHBOARD REPORT

WORKFORCE SOLUTIONS EAST TEXAS BOARD | NOV 12, 2025

PERFORMANCE AVERAGE (AS OF 09/2025)



ALL TX WDA AVG



QUARTILE AVERAGE

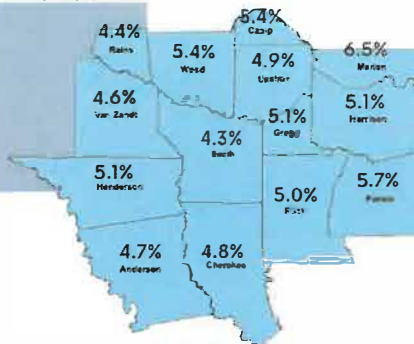


EAST TEXAS WDA

INDUSTRY & LABOR MARKET

Generally the further East you move, the higher the unemployment rate.

12-Month Historical Unemployment Rates



5.1%

EAST TEXAS WDB AVG

HDJT/JET GRANTS - \$2M+ IMPACT IN WDA

Henderson ISD/HEDCO - HDJT - \$150,000
KC/LEDKO/KEDC/WEDC/MEDC/GEDC- HDJT \$143,412
KC/HEDCO - HDJT - \$61,576
TVCC/PEDC - HDJT - \$760,943
MISD/MEDCO - \$414,879
Angelina Col/Bullard/Carthage/Quitman ISDs - JET-\$911,533 (not our funds)

ADDITIONAL GRANTS

ICW - Bass Engineering - \$50,000 - **renewing for a 2nd year!**
Teacher Externship - Application in progress at TWC

All 28 Boards in Texas	% for all Measures
Alamo	66%
Borderplex	77%
Brazos Valley	66%
Cameron	68%
Capital Area	55%
Central TX	50%
Coastal Bend	66%
Concho Valley	82%
Dallas	61%
Deep East	72%
East TX	50%
Golden Cres.	55%
Gulf Coast	55%
Heart of TX	38%
Lower Rio	94%
Middle Rio	72%
North Central	61%
North East	83%
North TX	77%
Panhandle	72%
Permian Basin	61%
Rural Capital	77%
South Plains	59%
South TX	77%
Southeast	77%
Tarrant	66%
Texoma	55%
West Central	77%

EVENT	Upcoming Events	TIME
Cedar Creek Library Job Fair 410 E. Cedar Creek Parkway Seven Points, Texas	Nov 12th	9am - Noon
Carthage Job and Resource Fair 300 W. Panola St Carthage, Tx	Nov 19th	9am - Noon
WSET Office - Marshall Mass Hiring Event	Nov 20th	9am - Noon



REGULAR MEETING SCHEDULE

Workforce Solutions East Texas Board

November 2025 – September 2026

<u>DATE</u>	<u>LOCATION</u>
November 12, 2025	Tyler Workforce Center
January 14, 2026	Longview Workforce Center
March 11, 2026	Tyler Workforce Center
May 13, 2026	Longview Workforce Center
July 8, 2026	Tyler Workforce Center
September 9, 2026	Longview Workforce Center