



# WORKFORCE SOLUTIONS MIDDLE RIO GRANDE

PO Box 760 ~ 216 W Main ~ Uvalde ~ Texas ~ 78802 ~ 830-591-0141 ~ 830-591-0004 fax

A proud partner of the American Job Center® network

**Workforce Solutions Middle Rio Grande  
Board of Directors Meeting  
Thursday, April 9, 2026 @ 1:00 p.m.  
Workforce Board Room  
216 Main Street, Uvalde Texas 78801**

**Board of Directors  
Executive  
Committee**

**Christopher Hiller**  
*Chairperson  
Private Sector*

**Laura Lopez**  
*Vice Chairperson  
Private Sector*

**Juan Martinez**  
*Secretary  
Private Sector*

**Myrta Garcia**  
*Treasurer  
CBO*

**Rodrigo Jaime**  
*Parliamentarian  
Private Sector*

**Rosie Lozano**  
*Executive Director*

- I. Call Meeting to Order**
- II. Invocation**
- III. Roll Call**
- IV. Introduction of Guest**
- V. Public Comment**
- VI. Approval of Minutes for:** February 12, 2026, pg.1-7
- VII. Old Business**
- VIII. New Business**

A. Executive Committee – Christopher Hill, Board Chairman  
Action Item:

- 1. Review/Approve renewal of JCA Law, PLLC for year 3 of a 3-year contract, April 13, 2026 – April 12, 2027, pg. 8
- 2. Redistribution of pass-through funds for FY2026 TANF/Choices grant, pg. 9-10

Information Items:

- 1. Update - Board Membership, pg. 11-12

B. Finance and Audit Committee – Myrta Garcia, Chair  
Action Items:

- 1. Review/Approve February 2026 WFSMRG Fiscal Agent Expenditure report, pg. 13-14
- 2. Review/Approve WFSMRG Board Mid-Year Budget, pg. 15
- 3. Review/Approve - Financial & Data Analyst monitoring report for January and February 2026, pg. 16-17

Information Items:

1. Revenue vs. Expenditure summary for February 2026, pg. 18-20

C. Child Care Committee – Margot Mata, Chair

Action Items:

1. Child Care Quality Expenditures in the estimated amount of \$315,000, pg. 21

Information Items:

1. Child Care report, pg. 22-23
2. Update on Child Care Formula and Child Care Protective grants

D. Monitoring & Oversight Committee – Juan Martinez, Chair

Action Items:

1. Review/Approve Board Monitoring Reviews for December 2025 & January 2026
  - a. SNAP, pg. 24-25
  - b. Choices, pg. 26-27
  - c. WIOA, pg. 28-30
  - d. Childcare, pg. 31-32
  - e. RESEA, pg. 33-34
  - f. Priority of Service, pg. 35-36

Information Items:

1. WFS Program Reports, pg. 37-42
  - a. PIA (s) for Youth Enrolled/Employed Q2, Youth Median Q2 and Youth Credential
  - b. RESEA Performance
  - c. MPR – January 2026, pg. 43-44
2. VOS Greeter Report, pg. 45
3. Student Navigator Report, pg. 46-47
4. Youth Coach Report, pg. 48

E. Economic Development Committee – Laura Lopez, Chair

Action Items: None

Information Items:

1. Middle Rio Grande Local Area Employment Statistics, pg. 49
2. Middle Rio Grande Labor Market Information, pg. 50

F. Executive Director’s Report – Rosie Lozano, pg. 51-52

G. MRGDC Executive Director's Report – Michelle Garcia, pg.  
53-56  
H. Other Business

## **IX. Adjournment**

Note: To sign up for Public Comment please call Board Office at 830-591-0141

## Meeting Notice Closed or Executive Session

If during the course of the meeting covered by this Notice, the Board should determine that a closed or executive session of the Board should be held or is required in relation to any item included in this notice, then such closed or executive meeting or session as authorized by Section 551.001 et seq. of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed or executive meeting or session concerning any and all subjects and for any and all purposes permitted by Sections 551.071-551.084, inclusive, of the Open Meetings Act, including, but not limited to:

- a) Section 551.084 - For the purpose of excluding witnesses or witnesses from a hearing during the examination of another witness.
- b) Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.
- c) Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property.
- d) Section 551.073 - For the purpose of considering a negotiated contract for a prospective give or donation.
- e) Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.
- f) Section 551.076 - To consider the deployment, or specific occasions for implementation of security personnel or devices.

Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such a closed or executive meeting or session, then such final action, final decision, or final vote shall be at either:

- a) the open meeting covered by this notice upon the reconvening of this public meeting, or
- b) at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

**Workforce Solutions is an Equal Opportunity Employer/Program  
Auxiliary aids and services are available upon request to  
individuals with disabilities.**

**Workforce Solutions Middle Rio Grande Board  
MINUTES**

**Board of Directors' Meeting**

In Person / Virtual  
February 12, 2026

Workforce Solutions Board Room  
Thursday 1:00 PM

**OFFICERS PRESENT:**

Rodrigo Jaime, Parliamentarian  
Myrta Garcia, Treasurer  
Juan Martinez, Secretary  
Laura Lopez, Vice-Chair

**MEMBERS' PRESENT:**

Monica Gonzales  
Lydia Sieple  
Shelly Collins  
Sara Rivas  
Melissa Hayman  
Margot Mata  
Romelia Aranda  
Dora Velasquez  
Juan C. Vasquez  
Michael Grooms  
Arturo Gonzales  
Cody Smith  
Dana Johnson  
Yolanda Ramon  
Elsa Villalpando  
Shawna Burkhart

**MEMBERS ABSENT:**

Christopher Hiller, Chairperson  
Cecil Snowden  
Jesse Rizo  
Larry Martin  
Harry McHazlett  
Aracely Castle  
Jesse Martinez, Jr.  
Leslie Guillot  
Sergio Diaz  
Wendall Sansom  
Ernest Flores  
James Glasscock  
J.J. Suarez

**OTHERS PRESENT:**

Rosie Lozano  
Nereida Santos  
Barbara Lopez  
Roxanne Gonzalez  
Michelle García  
Arianna Gonzalez  
Betsy Prado  
Bobby Castillo  
Brenda Gonzalez  
Edward Lugo

**I. CALL TO ORDER**

Juan Martinez, Secretary, called the meeting of the Workforce Solutions Middle Rio Grande Board of Directors to order at approximately 1:15 PM.

**II. INVOCATION**

The invocation was made by Juan Martinez.

**III. ROLL CALL**

Nereida Santos called roll, and twenty (20) board members were determined to be present. Having established a quorum, the following business was just transacted.

**IV. INTRODUCTION OF GUEST (S)**

Rosie introduced new Board Member Shawna Burkhart and Elsa Villalpando.

**V. Public Comments**

No Public Comments

**VI. APPROVE MINUTES FOR:** December 11, 2025

Michael Grooms motioned to approve minutes, and Arturo Gonzales seconded the motion. Motion Carried.

**Old Business**

None

## **New Business**

### **A. Executive Committee – Juan Martinez, Secretary**

#### **Action Item:**

1. Review/Approve Annual Financial Monitoring Review from Diaz, Smith and Associates for September 1, 2024 through July 31, 2025
2. Review/Approve Policy IT001 – Minimum Standards,
3. Review/Approve purchase of Cybersecurity Compliance Application not to exceed \$50,000

Rosie reported that no errors were identified in the Annual Financial Monitoring Review. She also informed the board that the IT Policy is a new policy that establishes the minimum acceptable standards for the Texas Cybersecurity Framework control objectives related to the security of data from the Texas Workforce Commission entrusted to each board.

Rosie stated that the board will be procuring a Cybersecurity Compliance Application to help ensure that the board's security objectives align with the requirements of the Texas Cybersecurity Framework.

She also noted that at the next meeting she will provide the agreement with TWC, referred to as the ABA Agreement. The agreement outlines board responsibilities, including hours of operation, sanctions, and required cybersecurity measures.

Dana Johnson motioned to approve all three action items and Rodrigo Jaime seconded the motion. Motion carried.

#### **Information Items:**

1. Update - Board Membership

Rosie stated that there are some vacancies and informed the board that certain board members will be up for renewal in June 2026. She stated that Marisa will be reaching out to the Judges.

### **B. Finance and Audit Committee – Jaime Rodrigo, Parliamentarian**

#### **Action Items:**

1. Review/Approve December 2025 WFSMRG Fiscal Agent Expenditure report

Rosie stated that they should be at 25% expended and they are currently at 22% expended. The contractor's side is at 24% expended and need to be at 25% expended. Betsy was present but there were no questions for her.

2. Review/Approve - Financial & Data Analyst monitoring report for November and December 2025

This is the board's report that monitors the fiscal agent and there were no findings for November and December.

Shawna Burkhart motioned to approve the report and Dana Johnson seconded the motion. Motion carried.

**Information Items:**

1. Revenue vs. Expenditure summary for December 2025
2. Update - FY25 Fiscal Audit ending September 30, 2025
3. HB1 Budget Acceptance for year beginning October 1, 2025

Betsy provide Revenue vs. Expenditure report in the board packet that was requested by board members. Report gives an overview of all the grants and the progress of expenditure. Fiscal Audit will start at the end of February early March, and report will be provided to the board in June's board meeting. Rosie informed the board that the Budget was accepted and provided letter of acceptance in the board packet.

**C. Child Care Committee – Juan Martinez, Secretary**

**Action Items:**

1. Child Care Quality Expenditures in the estimated amount of \$202,000

Marisa explained that \$77,000 will be used for Scholarships for CDA Classes and \$125,000 will be used for classroom equipment and materials to assist them in achieving or maintaining Texas Rising Star certification. It will also help existing Two-and Three-Star programs advance to higher star levels.

Arturo Gonzales motioned to approve expenditures and Michael Grooms seconded the motion. Elsa Villalpando abstained. Motion carried.

2. Review/Approve Policies:
  - a. Texas Child Care Connection and Child Care Automated Attendance
  - b. Priority of Child Care Service
  - c. Maintenance of a Waiting List
  - d. Child Care Transfer Request

Marisa informed the board of updates to the Texas Child Care Connection and Child Care Automated Attendance Policy, which provides guidance and procedures for automated attendance tracking and absence reporting through the Texas Child Care Connection system and associated KinderSystems applications.

Amendments to the Priority of Child Care Service policy move children of child care workers from Priority Group 3 to Priority Group 2, with the requirement that the parent work at least 25 hours per week.

The Maintenance of a Waiting List policy was also amended to allow contractors to update waiting list procedures to include children of child care workers as the second priority group. Additional updates were made to the Child Care Open Enrollment policy and the Pre-K, Head Start/Early Head Start exemption.

The Child Care Transfer Request policy was amended to remove the reference to COVID when requesting a two-week transfer. Parents are still required to wait 14 days before transferring.

Rodrigo Jaime motioned to approve all policies and Dana Johnson seconded the motion. Elsa Villapando abstained. Motion Carried.

**Information Items:**

1. Child Care report
2. Update on Child Care Formula and Child Care Protective grants

The board was provided with an update on the Child Care formula and Protective Grants. TWC denied the board's request to move funds from this year to next year, allowing only five boards to do so. The TX-3 system, implemented to manage the Child Care program separately from workforce services, has presented multiple challenges, including payment errors, incorrect star ratings for daycares, and difficulties with the new advance payment process.

Contractor staff, Brenda Gonzales, has been correcting errors one by one. Initial discrepancies of \$459,000 have been reduced to approximately \$194,000, with final adjustments ongoing. TWC has acknowledged that multiple boards face similar issues and extended the deadline to April 30, 2026, for corrections, though the board plans to complete them by February 20 to support audit preparations.

Enrollment processes have been adjusted, including opening the waitlist and coordinating with providers to place children. Challenges include limited infant placements and staffing shortages at providers, which are being addressed through planned job fairs

The board was assured that remaining discrepancies are considered systematic errors within TWC's system and will likely not result in audit findings, though recommendations may be made. A final report on the amounts and resolutions will be provided at the April board meeting.

**D. Monitoring and Oversight Committee - Jaime Rodrigo, Parliamentarian**

**Action Items:**

1. Review/Approve Board Monitoring Reviews for October & November 2025
  - a) SNAP
  - b) Choices
  - c) WIOA
  - d) Childcare
  - e) RESEA

Rosie reported that 11 files were reviewed for SNAP with no errors identified. Ten files were reviewed for Choices, with two errors found. Twelve files were reviewed for WIOA, and none exceeded the 10% error rate.

Child Care files continue to show repetitive findings. Ongoing issues with data entry remain, including the inability to upload files within the five-day timeframe required by the Texas Workforce Commission (TWC). Brenda is tracking all issues as they arise and reporting them to TWC. Rosie stated that improvements are expected by the April board meeting.

Rosie also noted that there are some errors in RESEA. A pilot program will begin on March 1, 2026, and staff had already received training earlier in the week.

Shawna Burkhart motioned to approve the monitoring reviews and Michael Grooms seconded the motion. Motion carries.

**Information Items:**

1. WFS Program Reports
2. VOS Greeter Report
3. Student Navigator Report
4. Youth Coach Report

Rosie briefly reviewed each report included in the board packet and reported that improvements have been observed.

**E. Economic Development Committee-Juan Martinez, Secretary**

**Action Items:** None

**Information Items:**

1. Middle Rio Grande Local Area Employment Statistics

## 2. Middle Rio Grande Labor Market Information

No questions asked about reports.

### **F. Executive Director's Report - Rosie Lozano**

Rosie reviewed her report that was included in the board packet for the board's consideration. No questions or comments were raised following the review.

### **G. Executive Director's Report - Michelle Garcia**

Michelle reviewed her report included in the board packet and noted significant improvement. No questions were asked.

### **H. Other Business**

None

### **I. Adjourn**

There being no further business, Arturo Gonzales made a motion to adjourn and seconded by Rodrigo Jaime. Motion carries the meeting was adjourn at **2:20 p.m.**

---

Juan Martinez  
Secretary

---

Date

# **Workforce Solutions Middle Rio Grande Board**

Executive Committee

April 9, 2026

Action Item

Renewal of JCA Law Contract

## **PURPOSE:**

Provide the Board with an update of the legal services contract.

## **DISCUSSION:**

Our legal service contract with JCA Law, PLLC is up for renewal. Our contract is for a one-year term with the option of 2 renewals for a total of 3 years. This is the 3<sup>rd</sup> year. The contract will commence on April 12, 2026.

**ACTION:** Approve for 3<sup>rd</sup> year renewal of contract with JCA Law.

# Workforce Solutions Middle Rio Grande Board

## Executive Committee

April 9, 2026

### Action Item

#### Redistribution of TANF/Choices Pass Through Funds

**PURPOSE:** As per the One Stop Contract 27.11 – Client Services Pass thru amount: As per the RFP a minimum of 35% of TANF and SNAP E&T must be budgeted for training and support services.

**DISCUSSION:** The TANF grant is initially structured to ensure that 35% of funds are allocated for pass-through expenditure. However, based on current program needs and expenditure trends, a budget realignment of 20% for pass through is being proposed to support effective service delivery and full utilization of grant funds within the period of performance.

#### Current:

Total Grant	\$783,754
10% Board	\$ 78,375
	\$705,379

Youth Coaches	\$165,000
Sub total	\$540,379

35% Pass Thru	\$189,133
Rent	\$ 31,446
Adm/Ops	\$319,800

#### Proposed:

Total Grant	\$783,754
10% Board	\$ 78,375
	\$705,379

Youth Coaches	\$165,000
Sub total	\$540,379

20% Pass Thru	\$108,076	Decrease of \$81,057
Rent	\$ 31,446	
Adm/Ops	\$400,857	Increase of \$81,057

The grant has been approved for a \$75,816 Summer Youth Program, and customers will still be served appropriately. These funds are administered through pass-through funds.

**Compliance Justification:**

This adjustment is being made to ensure that funds are expended in a timely manner and in alignment with allowable cost categories under TANF and TWC guidelines. The proposed reduction of the pass-through requirement from 35% to 20% reflects actual service delivery needs and supports the Board's and Contractor's ability to meet performance measures and avoid under-expenditure of funds. All modifications are subject to approval and will be implemented in accordance with TWC regulations, Uniform Grant Management Standards, and internal fiscal policies.

**ACTION:** Approve reduction in pass through from 35% to 20% for TANF/Choices grant for this contract year.

# **Workforce Solutions Middle Rio Grande Board**

Executive Committee

April 10, 2026

Information Item

Update on Board Members Nominations and TWC Approvals

## **PURPOSE**

To update the Board on the appointed WFSMRGB members and vacancies, submitted as of January 26, 2026.

## **DISCUSSION**

Vacancies:

Val Verde County:

3 - Private Sector

Dimmit County:

1 - Private Sector

TWC approval:

Frailan Sendejo – Zavala Co. – Private Sector

WFSMRG Board Liaison will continue to work with each CEO to assure all vacancies are filled as nominated or re-appointed by the CEO's.

**Recommendation** - none

**WFS MRG Board Membership Matrix**  
**CEO Distribution by County as of March 31, 2026**

	<b>Firstname</b>	<b>LastName</b>	<b>Category</b>	<b>Term Ends</b>
<b>Dimmit County - Judge Gomez-Ponce</b>				
1	Vacant		Private Sector	
2	Rodrigo	Jaime	Private Sector	6/30/2027
3	Lydia	Seiple	CBO	6/30/2027
<b>Edwards County - Judge Shanklin</b>				
4	Michael D.	Grooms	Private Sector	6/30/2026
5	James	Glasscock	CBO	6/30/2026
<b>Kinney County - Judge Schuster</b>				
6	Sara	Rivas	Literacy	6/30/2028
7	Dana	Johnson	Private Sector	6/30/2027
<b>La Salle County - Judge Martinez</b>				
8	Sandra	Seidel	Private Sector	6/30/2026
9	Myrta	Garcia	CBO	6/30/2028
<b>Maverick County - Judge Cantu</b>				
10	Larry B.	Martin	Private Sector	6/30/2027
11	Yolanda	Ramon	Education	6/30/2028
12	Romelia	Aranda	Private Sector	6/30/2026
13	Dora Alicia	Velazquez	CBO	6/30/2027
14	Christoper	Hiller	Private Sector	6/30/2028
15	Leslie	Rojas Guillot	Private Sector	6/30/2028
16	Elsa	Villalpando	Child Care	6/30/2028
<b>Real County - Judge Rubio</b>				
17	Wendall B.	Sansom, Jr.	Private Sector	6/30/2028
18	Shelly	Collins	Private Sector	6/30/2027
<b>Uvalde County - Judge Bate Lead CEO</b>				
19	Margot	Mata	ABE	6/30/2026
20	Jesse	Rizo	Labor	6/30/2027
21	Juan	Martinez	Private Sector	6/30/2026
22	Cody	Smith	Private Sector	6/30/2028
23	Jesus R. (J.J.)	Suarez	Education - Post	6/30/2028
24	Ernesto	Flores	CBO	6/30/2028
<b>Val Verde County - Judge Owens</b>				
25	Sergio	Diaz	Private Sector	6/30/2027
26	Vacant		Private Sector	
27	Vacant		Private Sector	
28	Vacant		Private Sector	
29	Shawna	Burkhart	Econ. Dev.	6/30/2028
30	Juan Carlos	Vazquez	Private Sector	6/30/2028
<b>Zavala County - Judge Gonzales</b>				
31	Arturo	Gonzales	CBO	6/30/2026
32	Laura	Lopez	Private Sector	6/30/2028
33	Jesse	Martinez, Jr.	Private Sector	6/30/2028
34	Frailan	Sendejo	Private Sector	6/30/2028
<b>State Appointments</b>				
35	Monica	Gonzales	Voc. Rehab.	6/30/2026
36	Aracely	Castle	Public Asst.	6/30/2027
37	Melissa	Hayman	Public Empl.	6/30/2028

# WORKFORCE SOLUTIONS MIDDLE RIO GRANDE BOARD

October 1, 2025 - September 30, 2026  
Fiscal Year 2025-26

## SUMMARY STATEMENT OF EXPENDITURES

COST CATEGORIES	2025-26 Budget	February Expenses	Cumulative Expenses	Balance	VAR
PERSONNEL	733,770	56,464	304,555	429,215	42%
FRINGE BENEFITS	282,501	19,996	99,374	183,127	35%
INCENTIVE ADJUSTMENTS	27,500	0	0	27,500	0%
ACCOUNTING & AUDITING	37,500	0	0	37,500	0%
PROF. FEES/CONTRACTUAL	52,500	1,600	26,082	26,418	50%
BOARD TRAVEL - I / R	10,000	2,954	2,330	7,670	23%
BOARD TRAVEL - O / R	5,000	0	920	4,080	18%
TRAVEL - I / R	40,000	753	14,691	25,309	37%
TRAVEL - O / R	48,000	100	16,722	31,278	35%
SPACE - BOARD	70,000	4,449	22,244	47,756	32%
SPACE - COLOCATION	400,000	32,617	159,877	240,123	40%
UTILITIES	14,000	604	3,507	10,493	25%
SUPPLIES/MATERIALS	60,000	10,608	25,909	34,091	43%
EQUIPMENT PURCHASES	5,000	0	0	5,000	0%
EQUIPMENT / LEASE / MAINT.	38,000	9,284	24,954	13,046	66%
PRINTING / ADVERTISING	5,000	0	2,058	2,942	41%
INSURANCE / BONDING	3,000	0	0	3,000	0%
POSTAGE	2,500	0	0	2,500	0%
SUBSCRIPTION / DUES	50,000	240	1,542	48,458	3%
COMMUNICATIONS	10,000	1,350	6,711	3,289	67%
FISCAL ENTITY FEE	109,000	14,778	75,861	33,139	70%
IT FEE	5,000	2,350	4,700	300	94%
TRAVEL ALLOWANCE	12,000	1,200	6,000	6,000	50%
STAFF TRAINING	40,000	0	0	40,000	0%
NETWORK UPGRADES	57,006	0	0	57,006	0%
<b>SUBTOTAL</b>	<b>2,117,277</b>	<b>159,347</b>	<b>798,038</b>	<b>1,319,239</b>	<b>38%</b>
Childcare Quality Supplies/Materials	1,369,945	0	247,698	1,122,247	18%
<b>GRAND TOTAL</b>	<b>3,487,222</b>	<b>159,347</b>	<b>1,045,736</b>	<b>3,487,222</b>	<b>30%</b>

Percentage of Fiscal Year 2025-26 42%

# MIDDLE RIO GRANDE DEVELOPMENT COUNCIL

October 1, 2025 - September 30, 2026  
Fiscal Year 2025-26

## WORKFORCE PROGRAMS DIVISION STATEMENT OF EXPENDITURES

COST CATEGORIES	2025-2026 Budget	February Expenses	Cumulative Expenses	Balance	VAR
PERSONNEL	1,718,674	126,474	669,775	1,048,899	39%
FRINGE BENEFITS 42.87%/46.28%	736,796	50,479	262,939	473,857	36%
ACCOUNTING & AUDITING	29,802	0	0	29,802	0%
PROF. FEES/CONTRACTUAL	40,475	1,300	9,428	31,047	23%
TRAVEL - I / R	70,184	928	8,902	61,282	13%
TRAVEL - O / R	28,112	0	9,079	19,033	32%
SPACE	57,136	2,440	21,141	35,995	37%
UTILITIES	36,845	6,499	26,967	9,878	73%
SUPPLIES	66,226	4,292	43,704	22,522	66%
EQUIPMENT PURCHASES	0	0	0	0	0%
EQUIPMENT / LEASE / MAINT.	41,621	3,427	29,178	12,443	70%
PRINTING / ADVERTISING	9,463	0	0	9,463	0%
INSURANCE / BONDING	18,119	0	539	17,580	3%
POSTAGE	23,000	1,301	3,714	19,286	16%
SUBSCRIPTION / DUES	12,500	135	649	11,851	5%
COMMUNICATIONS	60,389	8,788	43,732	16,657	72%
STAFF TRAINING	20,000	0	0	20,000	0%
FISCAL ENTITY FEE	192,535	35,376	174,838	17,697	91%
IT FEE	71,937	2,644	7,931	64,006	11%
NETWORK UPGRADES	17,758	57	281	17,477	2%
<b>SUBTOTAL</b>	<b>3,251,572</b>	<b>244,139</b>	<b>1,312,797</b>	<b>1,938,775</b>	<b>40%</b>
INDIRECT 10.0000%/9.1836%	245,547	17,241	91,934	153,613	37%
<b>GRAND TOTAL</b>	<b>3,497,119</b>	<b>261,380</b>	<b>1,404,731</b>	<b>2,092,388</b>	<b>40%</b>
			Percentage of Fiscal Year 2025-26		42%
NON-OPERATIONAL/PASSTHRU	11,584,281	729,172	3,928,312	7,655,969	34%

**WORKFORCE SOLUTIONS MIDDLE RIO GRANDE BOARD**

**October 1, 2025 Through September 30, 2026**

**FY 2024-2025 BOARD MID YEAR SUMMARY BUDGET**

<i>Tuesday, March 31, 2026</i>			
<b>COST CATEGORIES</b>	<b>2026 MID-Year Budget</b>	<b>2026 BEG-Year Budget</b>	<b>Variance</b>
PERSONNEL	734,031	733,770	(261)
FRINGE BENEFITS	263,414	282,501	19,087
INCENTIVE ADJUSTMENTS	25,781	27,500	1,719
ACCOUNTING & AUDITING	37,700	37,500	(200)
PROF. FEES/CONTRACTUAL	40,600	52,500	11,900
BOARD TRAVEL I/R	5,200	10,000	4,800
BOARD TRAVEL O/R	2,200	5,000	2,800
TRAVEL - I / R	42,800	40,000	(2,800)
TRAVEL - O / R	50,000	48,000	(2,000)
SPACE - BOARD	65,000	70,000	5,000
UTILITIES	14,000	14,000	0
SUPPLIES/MATERIALS	70,000	60,000	(10,000)
EQUIPMENT PURCHASES	10,551	5,000	(5,551)
EQUIPMENT / LEASE / MAINT.	72,000	38,000	(34,000)
PRINTING / ADVERTISING	4,000	5,000	1,000
INSURANCE / BONDING	3,000	3,000	0
POSTAGE	1,500	2,500	1,000
SUBSCRIPTION / DUES	70,000	50,000	(20,000)
COMMUNICATIONS	20,000	10,000	(10,000)
FISCAL ENTITY	125,000	109,000	(16,000)
STAFF TRAINING	2,500	5,000	2,500
TRAVEL ALLOWANCE	12,000	12,000	0
Network Upgrades	45,000	40,000	(5,000)
Moving Services	1,000	57,006	56,006
<b>Subtotal</b>	<b>1,717,277</b>	<b>1,717,277</b>	<b>0</b>
<b>NON-Operational/Pass Thru</b>	<b>679,041</b>	<b>1,369,945</b>	<b>690,904</b>
<b>Space - Colocation</b>	<b>400,000</b>	<b>400,000</b>	<b>0</b>
<b>TOTAL</b>	<b>2,796,318</b>	<b>3,487,222</b>	<b>690,904</b>

# **Workforce Solutions Middle Rio Grande Board**

## **Finance and Audit**

April 9, 2026

Action Item

### **Financial & Data Analyst Monitoring and Oversight**

**PURPOSE:** Provide the Board with Monitoring and Oversight of the Fiscal Entity.

### **DISCUSSION:**

#### **Disbursements**

Date of Scope: December 2025 - January 2026  
Same Size: 15 files  
Error Rate: 2%

Review the MRGDC Workforce, Child Care, and MRGDC pool funds. One Disbursement was procured in last year's grant (8/6/25), was later charged to the current year's grant, and was paid through (01/16/26). All approver levels were completed in August 2025.

#### **Bank Reconciliation**

Date of Scope: December 2025 & January 2026  
Sample Size: 10 files  
Error Rate: 0%

Bank Reconciliation for December 2025 and January 2026 for both MRGDC and WFB was provided and completed with no errors.

#### **Staff Payroll**

Date of Scope: December 2025 & January 2026  
Sample Size: 5 staff payrolls  
Error Rate: 0%

Reviewed the MRGDC staff payrolls, including W-4s, I-9s, timesheets, PAFs, and MIP distribution reports. All files were complete and correct.

#### **Procurement**

No Formal Procurement for the months sampled by MRGDC or WFB

#### **Gas Card Inventory**

Gas cards were physically counted in the Fiscal Office and were inventoried, each card is under lock in filing cabinet. A balance sheet was provided.

**Client Payroll**

Date of Scope: December 2025 & January 2026

Sample Size: 5 client payrolls

Error Rate: 7%

Reviewed client payroll, including Limited Internship and Work Experience. One client's payroll was not completed. The W-4's on 3 clients were not signed and dated by the employer (MRGDC).

**Allocations**

Date of Scope: December 2025 & January 2026

Sample Size: 3 Allocations

Error Rate: 0%

Reviewed Central Services, WF Program Pool, WF Admin Pool for MRGDC and Workforce Board. Files, including Pre-Allocation statements of revenues and expenditures, the Allocation Module, and Allocation reports, were complete.

**Physical Inventory**

Select one staff member who was sampled in Fiscal, and I used the most recent physical inventory conducted by the fiscal staff. All items were located and accounted for.

**Provider Sample Monitoring**

Sample Size: 15 files

Error Rate: 1%

One Provider file had last year's provider rates from 10-24. The other Provider file had incorrect rates for the 2-year-old full-time care, and the 3-year-old part-time rates did not match the published rates.

**PAF & Job Descriptions Monitoring**

Sample Size: 53 Staff

Error Rate: 0%

53 staff PAF compared to the Manning Chart for MRGDC. All employees were found on the chart and matched the PAF and Job Descriptions.

**BOARD RECOMMENDATION**

To Approve Financial & Data Analyst Monitoring of the Fiscal Entity.

**Workforce Solution Middle Rio Grand Board  
Revenue vs Expenditures as February 2026**

			WFB	MRGDC	Target	% of Progress
<b>WIOA - Adult 07/01/24-06/30/26</b>	<b>Budget</b>	\$878,332	\$ 87,833	\$ 790,499	83%	96%
	<b>Expenses</b>		\$ 58,002	\$ 790,499		
	<b>Balance</b>		\$ 29,831	\$ -		
<b>WIOA - Adult 07/01/25-06/30/27</b>	<b>Budget</b>	\$758,215	\$ 75,822	\$ 682,392	33%	50%
	<b>Expenses</b>		\$ 1,031	\$ 379,495		
	<b>Balance</b>		\$ 74,791	\$ 302,897		
<b>WIOA -Dislocated 07/01/24-06/30/26</b>	<b>Budget</b>	\$486,423	\$ 48,642	\$ 437,781	83%	96%
	<b>Expenses</b>		\$ 31,131	\$ 437,781		
	<b>Balance</b>		\$ 17,511	\$ -		
<b>WIOA - Dislocated 07/01/25-06/30/27</b>	<b>Budget</b>	\$410,173	\$ 41,017	\$ 369,156	33%	75%
	<b>Expenses</b>		\$ 20,629	\$ 288,353		
	<b>Balance</b>		\$ 20,388	\$ 80,803		
<b>WIOA - Youth 07/01/24-06/30/26</b>	<b>Budget</b>	\$943,981	\$ 94,398	\$ 849,583	83%	96%
	<b>Expenses</b>		\$ 61,775	\$ 849,583		
	<b>Balance</b>		\$ 32,623	\$ -		
<b>WIOA - Youth 07/01/25-06/30/27</b>	<b>Budget</b>	\$809,191	\$ 80,919	\$ 728,272	33%	50%
	<b>Expenses</b>		\$ 583	\$ 407,277		
	<b>Balance</b>		\$ 80,336	\$ 320,995		
<b>CCF-Childcare 08/31/25-12/31/25</b>	<b>Budget</b>	\$10,542,994	\$ 563,568	\$ 9,979,426	100%	97%
	<b>Expenses</b>		\$ 556,583	\$ 9,738,289		
	<b>Balance</b>		\$ 6,985	\$ 241,137		
<b>CCF-Childcare 08/31/25-12/31/26</b>	<b>Budget</b>	\$11,055,384	\$ 552,769	\$ 10,502,615	38%	26%
	<b>Expenses</b>		\$ 186,317	\$ 2,647,004		
	<b>Balance</b>		\$ 366,452	\$ 7,855,611		
<b>CCM-Childcare Local Match 10/01/24-12/31/25</b>	<b>Budget</b>	\$691,442	\$ 199,000	\$ 492,442	100%	100%
	<b>Expenses</b>		\$ 84,755	\$ 492,442		
	<b>Balance</b>		\$ 114,245	\$ -		
<b>CCM-Childcare Local Match 10/01/25-12/31/26</b>	<b>Budget</b>	\$690,904	\$ -	\$ 690,904	33%	0%
	<b>Expenses</b>		\$ -	\$ -		
	<b>Balance</b>		\$ -	\$ 690,904		
<b>CCP-Childcare PRS 09/01/24-12/31/25</b>	<b>Budget</b>	\$363,986	\$ 18,199	\$ 345,787	100%	87%
	<b>Expenses</b>		\$ 12,107	\$ 305,174		
	<b>Balance</b>		\$ 6,092	\$ 40,613		
<b>CCP-Childcare PRS 09/01/24-12/31/25</b>	<b>Budget</b>	\$309,609	\$ 15,480	\$ 294,129	38%	55%
	<b>Expenses</b>		\$ -	\$ 169,553		
	<b>Balance</b>		\$ 15,480	\$ 124,576		

CCQ-Childcare Quality 10/01/25-10/31/26	Budget	\$537,777	\$ 537,777	\$ -	38%	14%
	Expenses		\$ 75,106	\$ -		
	Balance		\$ 462,671	\$ -		
CCQF-Childcare Quality 10/01/25-10/31/26	Budget	\$298,850	\$ 298,850	\$ -	38%	0%
	Expenses		\$ 1,600	\$ -		
	Balance		\$ 297,250	\$ -		
RESEA-Reemploy SVS 10/01/24-2/28/26	Budget	\$405,278	\$ 40,528	\$ 364,750	100%	100%
	Expenses		\$ 40,528	\$ 365,750		
	Balance		\$ -	\$ (1,000)		
RESEA-Reemploy SVS 10/01/25-09/30/26	Budget	\$207,536	\$ 20,754	\$ 186,782	42%	24%
	Expenses		\$ 700	\$ 49,809		
	Balance		\$ 20,054	\$ 136,973		
TRA- Traded Act Svs 10/01/25-9/30/26	Budget	\$0	\$ -	\$ -	42%	0%
	Expenses		\$ -	\$ -		
	Balance		\$ -	\$ -		
SNE-SNAP 10/01/25-09/30/26	Budget	\$135,684	\$ 13,568	\$ 122,116	42%	32%
	Expenses		\$ 5,086	\$ 37,569		
	Balance		\$ 8,482	\$ 84,547		
TAF- TANF Choices 08/31/24-10/31/25	Budget	\$783,754	\$ 193,375	\$ 590,379	38%	37%
	Expenses		\$ 107,494	\$ 179,073		
	Balance		\$ 85,881	\$ 411,306		
TVC - TX Vets Comm 10/01/25-09/30/26	Budget	\$13,000	\$ 1,500	\$ 13,500	42%	0%
	Expenses		\$ -	\$ 3,800		
	Balance		\$ 1,500	\$ 9,700		
WCI - WF Comm Initiat 10/01/24-09/30/25	Budget	\$39,000	\$ -	\$ 39,000	100%	93%
	Expenses		\$ -	\$ 36,594		
	Balance		\$ -	\$ 2,406		
WCI - WF Comm Initiat 10/01/25-09/30/26	Budget	\$41,044	\$ -	\$ 41,044	42%	37%
	Expenses		\$ -	\$ 14,797		
	Balance		\$ -	\$ 26,247		
WOO- Add'l Program 10/01/25-09/30/26	Budget	\$20,023	\$ 2,002	\$ 20,023	42%	0%
	Expenses		\$ -	\$ -		
	Balance		\$ 2,002	\$ 20,023		
WPA-WP Empl Svs 03/01/25-12/31/25	Budget	\$23,550	\$ 2,319	\$ 23,190	100%	100%
	Expenses		\$ 2,319	\$ 23,190		
	Balance		\$ -	\$ -		
WPA-WP Empl Svs 10/01/25-12/31/26	Budget	\$7,994	\$ 799	\$ 7,195	34%	69%
	Expenses		\$ -	\$ 5,583		
	Balance		\$ 799	\$ 1,612		

<b>WIOA-Rapid Response 07/01/25-6/30/26</b>	<b>Budget</b>	\$14,173		\$ 14,173	67%	13%
	<b>Expenses</b>			\$ 1,850		
	<b>Balance</b>		\$ -	\$ 12,323		
<b>Student Hireability Nav 09/01/23-08/31/27</b>	<b>Budget</b>	\$452,000	\$ 452,000	\$ -	62%	48%
	<b>Expenses</b>		\$ 213,300	\$ -		
	<b>Balance</b>		\$ 238,700	\$ -		
<b>Infrastructure Support 09/01/25-10/31/26</b>	<b>Budget</b>	\$132,727	\$ -	\$ 132,727	42%	35%
	<b>Expenses</b>		\$ -	\$ 20,593		
	<b>Balance</b>		\$ -	\$ 112,134		
<b>SEAL-Summer &amp; Learn Program</b>	<b>Budget</b>	\$889,921		\$ 889,921	100%	34%
	<b>Expenses</b>		\$ -	\$ 302,541		
	<b>Balance</b>		\$ -	\$ 587,380		

# **Workforce Solutions Middle Rio Grande Board**

## **Child Care Committee**

April 9, 2026

Action Item

Child Care Quality Expenses

### **PURPOSE**

Child Care Quality expenditures in the estimated amount of \$315,000.

### **DISCUSSION**

As outlined in the Texas Workforce Commission (TWC) Quality Plan, the following expenditures are planned to support and enhance the quality of early learning programs in the region:

- \$80,000 for professional development training.
- 85,000 Scholarships for CDA Classes – to help early learning staff cover the cost of CDA training.
- \$25,000 to encourage staff retention and quality improvement.
- \$125,000 Classroom Equipment & Materials - This activity supports the Board's strategic goal of increasing the quality of child care in the region. Programs will receive materials and equipment to assist them in achieving or maintaining Texas Rising Star certification, as well as to help existing Two- and Three-Star programs advance to higher star levels.

Implementation of the Quality Plan expenditures began in the second quarter and will continue through the fourth quarter.

**ACTION:** Recommend approval of Child Care Quality expenditures.

## Child Care Board Report:

### BCY26 Child Care Performance Measures – February 2026

Timeframe	# of Units	BCY26 Targets	% Attainment	Status
Year to Date Average Kids Per Day (10/01/2025-09/30/2026)	1474	1386	94.16%	Not Meeting

This information is from TX3C loaded on 03/10/2026. This is the most accurate and complete data available at the time data was obtained but, due to billing updates, it may not match data prior or subsequent requests.

Expenditures by County	Month: January - March 2026
Dimmit	\$ 96,911.58
LaSalle	\$ 17,566.65
Maverick	\$ 1,127,195.75
Real	\$
Uvalde	\$ 273,119.47
Val Verde	\$ 826,463.56
Zavala	\$ 191,322.36
Edwards	\$
Kinney	\$

Programs By County	Providers	TRS
Dimmit	3	1
LaSalle	1	0
Maverick	15	11
Real	0	0
Uvalde	6	5
Val Verde	13	11
Zavala	4	3
Edwards	0	0
Kinney	0	0

### **Leadership conference information**

On March 21, 2026, a Leadership Conference was held at the SWTXC Uvalde campus to support childcare directors and center owners in enhancing program quality. The event successfully provided practical strategies on budgeting, human resources, and workforce development, helping participants strengthen their centers and improve outcomes for children and families.

**Information about the Child Care Advisory Committee (CCAC) for the board packet.**

On March 24, 2026, the Child Care Advisory Committee (CCAC) met to provide input on local childcare policies, services, and quality improvement efforts in accordance with Workforce Development Letter 19-23. The committee convened parents, providers, and community stakeholders to identify needs, improve access to quality childcare, and support school readiness and workforce participation in the Middle Rio Grande region. The next meeting is scheduled for June 9, 2026.

## Workforce Solutions Middle Rio Grande Board

### Monitoring & Oversight Committee

April 9, 2026

Action Item

Workforce Programs Board Monitoring Report for SNAP

**PURPOSE:** Provide an update on all Workforce Programs Monitoring and Oversight.

**DISCUSSION:** The following is the report for December 2025 and January 2026 SNAP Monitoring:

<b>SNAP Performance Review Summary</b>					
<b>Date of Scope:</b>	<b>December 2025 and January 2026</b>				
<b>Attribute</b>	<b>Total # of files reviewed</b>				<b>10</b>
<b>Eligibility</b>	Error Rate	Yes	No	N/A	Total Y+N
Establish initial monthly eligibility in timely manner and uploaded in WIT	0.00%	10	0	0	10
Outreach done timely and letter contains all pertinent information.	0.00%	8	0	2	8
<b>Assessment</b>	Error Rate	Yes	No	N/A	Total Y+N
Initial and reassessment documented in case notes	0.00%	7	0	3	7
Rights to Appeal and Orientation to compliant forms that are current and uploaded in WIT	0.00%	7	0	3	7
Was follow-up done while Good Caused? Was it documented on case notes	0.00%	0	0	10	0
<b>Support Services</b>	Error Rate	Yes	No	N/A	Total Y+N
Support services/incentives documented in case notes with documentation uploaded in WIT	0.00%	1	0	9	1
<b>WIT Data Entry</b>	Error Rate	Yes	No	N/A	Total Y+N
Case notes are entered timely, detailed and updated reflecting 2 way communication	0.00%	9	0	1	9
Date of Non compliance is correct and documented in case notes	0.00%	4	0	6	4
Was 1822 documented correctly and indicating 1822 being sent timely	0.00%	7	0	3	7
Good cause or sanction determination correctly documented in case notes with all information	0.00%	3	0	7	3
Was 1817 documented correctly and reason for reconsideration documented in case notes	0.00%	1	0	9	1

Was reconsideration for Good Cause after penalty (1816) entered and documented in case notes correctly	0.00%	0	0	10	0
Did application remain open while Good Caused (Reconsideration)	0.00%	1	0	9	1
Was application closed correctly	0.00%	3	0	7	3
<b>Non Compliance</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Penalty Initiated Appropriately entered correctly in WIT	0.00%	4	0	6	4
Initiation of penalty done timely	0.00%	4	0	6	4
<b>Employment Plan</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Employment Plan is complete with signature, allowable activity, correct/detailed required hrs of participation and when doc is due	0.00%	9	0	1	9
ABAWD enrolled in 4 weeks of Job Search	0.00%	9	0	1	9
<b>Notification</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Work Requirement Verification For H1822 submitted timely or at all? (ABAWDS Only)	0.00%	7	0	3	7
Form H1817-Reconsideration Request recorded in WIT Good Cause ribbon	0.00%	1	0	9	1
Form H1816 Non Compliance due to Good Cause uploaded to WIT and recorded in WIT ribbon	0.00%	0	0	10	0
<b>Participation</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Provisions of SNAP Activities being followed?	0.00%	9	0	1	9
SNAP Activities are supported with acceptable documentation	0.00%	6	0	4	6
Participation hours in WIT are supported and documented in case file	0.00%	6	0	4	6

### Findings

No findings.

### Corrective Action:

No Corrective Action is needed.

### Board Recommendation

No Board Recommendation is needed.

**Workforce Solutions Middle Rio Grande Board**

Monitoring & Oversight Committee

April 9, 2026

Action Item

Workforce Programs Board Monitoring Reports for Choices

**PURPOSE:** Provide an update on all Workforce Programs Monitoring and Oversight.

**DISCUSSION:** The following is the report for December 2025 and January 2026 Monitoring:

<b>Choices Performance Review Summary</b>					
<b>Date of Scope:</b>	<b>December 2025 &amp; January 2026</b>				
<b>Attribute</b>	<b>Total # of files reviewed</b>				<b>8</b>
<b>Eligibility</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Establish initial/monthly eligibility and is uploaded in WIT	0.00%	8	0	0	8
Outreach done timely and letter contains all pertinent information	0.00%	5	0	3	5
<b>Assessment</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Initial assessment and/or reassessment documented in counselor notes including TABE uploaded in WIT	0.00%	8	0	0	8
Rights to appeal and Orientation to complaint forms that are current and up to date uploaded in WIT	0.00%	5	0	3	5
<b>Support Services</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Support services/incentives documented in cnotes and reconciled correctly with documentation entered/uploaded in WIT	0.00%	2	0	6	2
<b>WIT Data Entry</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Case notes are detailed and updated and reflect 2 way communication - including documentation for all transmittals (1817, 1816, 2588)	0.00%	8	0	0	8
Is preferred method of contact documented in WIT	0.00%	5	0	3	5
Date of Non compliance is correct and documented in cnotes	0.00%	2	0	6	2
Good cause or sanction documented in cnotes with all information	0.00%	5	0	3	5
<b>Non Compliance</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>

Penalty Initiated Appropriately per instructions	0.00%	2	0	6	2
Timely and Reasonable Attempt process followed by contractor	0.00%	2	0	6	2
Penalty initiated timely or at all (before 7th day)	0.00%	2	0	6	2
<b>Employment Plan</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Employment Plan consistent with Work 1st approach and has correct and detailed required hours of participation	0.00%	8	0	0	8
Family Work Requirement is signed and completed with how the required hours of participation will be distributed	0.00%	0	0	8	0
<b>Notification</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Provide HHSC employment information (2583) timely	0.00%	2	0	6	2
<b>Participation</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Work Activities are supported with documentation in case file	0.00%	4	0	3	4
Participation hours in WIT are supported with documentation in case file	20.00%	4	1	3	5

### Findings

#### **Participation - Incorrect hours and date entered in WIT**

*B-201: Case Management – It is recommended that Boards require Workforce Solutions Office staff to have weekly contact with Choices participants that includes the following: Entering documentation of all Choices participant interactions into WorInTexas.com case Notes and entering daily hours of participation into the Attendance Tracker and verification of participation hours for the specific activities according to the activity’s requirements.*

### Corrective Action:

Participation is a repetitive finding: The Board staff will present to the Board of Directors a recommendation that the Contractor be put on a probationary period, with conditions to be set by the Board of Directors. Participation is a six-time finding.

### Board Recommendation:

Documentation of Corrective Action needs to be provided to the Board 10 days after the Board meeting. Participation is an area that is in most need of re-training for staff.

**Workforce Solutions Middle Rio Grande Board**

Monitoring & Oversight Committee

Action Item

April 9, 2026

Workforce Programs Board WIOA Monitoring Reports

**PURPOSE**

Provide an update on all Workforce Programs Monitoring and Oversight.

**DISCUSSION**

The following is the WIOA December 2025 and January 2026 Monitoring report:

<b>WIOA Performance Review Summary</b>					
<b>Date of Scope:</b>	<b>December 2025 and January 2026</b>				
<b>Attribute</b>	<b>Total # of files reviewed</b>				<b>13</b>
<b>Eligibility</b>	Error Rate	Yes	No	N/A	Total Y+N
Client Eligible for WIOA (tested as a single element with income, barriers, lay off notice, etc.)	0.00%	13	0	0	13
Verification of Age, Residency, Social Security number uploaded in WIT	0.00%	13	0	0	13
Authorization to work in US uploaded in WIT	7.69%	12	1	0	13
Selective Services (male born after 1/1/60) and uploaded in WIT	0.00%	10	0	3	10
<b>Assessment</b>	Error Rate	Yes	No	N/A	Total Y+N
Assessment/reassessment documented in case notes including TABE, WIT, 205 Employability Development Plan and 203 Comprehensive Objective Assessment is done or for youths 412 Comprehensive Objective Assessment and 413 Individual Service Strategies.	0.00%	13	0	0	13
Notification of Equal Opportunity and Rights to Appeal signed and dated uploaded in WIT. Does EO form have the EO officer's identity and accurate information?	0.00%	13	0	0	13
<b>Support Services</b>	Error Rate	Yes	No	N/A	Total Y+N
Support Services requested/updated documented & reconciled correctly and entered in WIT, transportation, child care, post employment services, incentives, etc.	50.00%	1	1	11	2
<b>WIT Data Entry</b>	Error Rate	Yes	No	N/A	Total Y+N

Cnotes are detailed and updated and reflect 2 way communication and are entered within 7 days	15.38%	11	2	0	13
<b>Employment Plan</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Employment Plan is signed and up to date with activities/services that client is enrolled in	7.69%	12	1	0	13
<b>Financial</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
ITA added in Activity tab, PO and LON information both uploaded in WIT	0.00%	8	0	5	8
Internship or Employment Experience Agreement and WorkStation form uploaded in WIT	0.00%	2	0	11	2
<b>Participation</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Time and attendance sheet completed correctly and uploaded in WIT/Date of Participation entered in WIT	0.00%	4	0	9	4
Performance outcome is documented in WIT correctly with proper back up documentation	0.00%	1	0	12	1
Employment outcome is documented in WIT correctly with proper back up documentation uploaded in WIT	0.00%	0	0	13	0

## Findings

### **Eligibility** - Authorization to work in the US form

*WD 27-19, Change 8 – TEGL 10-23, Change 2, issued July 10, 2025, and titled "Work Authorization Verification in Grant Programs Administered by the Employment and Training Administration," requires states to verify work authorization of all participants served by W-P, WIOA, and related programs before providing any participatory services.*

### **Employment Plan** - Attendance was not received according with IEP

*WD 02-03, Change 3 – Boards must ensure that Workforce solutions Office staff enters and maintains goals and objectives for all active participants in the live WorkInTexas.com IEP/ISS.*

### **Support Service** - PO was not uploaded into WIT

*WIOA Guide Financial - Youth Program Elements – Boards must ensure that Workforce Solutions Office staff: refers the youth participant to appropriate training and educational programs that have the capacity to serve them either on a sequential or concurrent basis.*

### **Data Entry** - 2 way communication was over 30 days

*WD Letter 06-13, Change 2 – Boards must ensure that Workforce solutions Office staff is in direct, two-way contact with each participant on at least a monthly basis.*

*For this purpose, the following applies; Monthly means during each calendar month, with no more than approximately 30 days between contact.*

### **Corrective Action:**

Support services is a repeat finding from previous monitoring: The Board will have a one-on-one training with the Contractor's Quality Assurance team to determine the weaknesses in quality reviews.

WIT Data Entry is a repetitive finding: The Board staff will present to the Board of Directors a recommendation that the Contractor be put on a probationary period, with conditions to be set by the Board of Directors. WIT Data Entry is a five- time finding.

### **Board Recommendation:**

Documentation needs to be provided to the Board 10 days after Board meeting. The Contractor will need to notify the Board on training that will be conducted to over areas of findings (Support Services and WIT Data Entry).

**Workforce Solutions Middle Rio Grande Board**

Monitoring & Oversight Committee

April 9, 2026

Action Item

Childcare Program Board Monitoring Reports

**PURPOSE:** Provide an update on Childcare Program Monitoring and Oversight.

**DISCUSSION:** The following is the report for Childcare Monitoring for December 2025 and January 2026:

<b>Child Care Performance Review Summary</b>					
<b>Scope of Review</b>	<b>December 2025 and January 2026</b>				
<b>Attribute</b>	<b>Total # of files reviewed</b>				<b>5</b>
<b>Eligibility</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Documentation to determine residency	0.00%	3	0	2	3
Documentation to determine age and citizenship	0.00%	3	0	2	3
Client meets participation criteria (25/50) work or education	0.00%	3	0	2	3
Full, Parted, Blended care authorized on Schedule and TX Notice based on work/training status	0.00%	3	0	2	3
Proper documentation for all income sources verified calculated, recorded correctly and uploaded into KT	0.00%	3	0	2	3
Information for placement/renewal date is entered into system within the 5 days. If not reason is documented on cnotes	0.00%	3	0	2	3
Household composition documented correctly in KT	0.00%	3	0	2	3
Was the DFPS authorization for child care entered within the 3 days into KT	0.00%	2	0	3	2
Was the DFPS eligibiltiy start date correct? End date?	0.00%	2	0	3	2
Was the information from the DFPS form 2054 date stamped and entered accurately into KT?	0.00%	2	0	3	2
Homeless: documenation to establish homelessness (residency information form)	0.00%	0	0	5	0
<b>Referral/Parent Fee</b>	<b>Error Rate</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Total Y+N</b>
Was weekly parent fee assessed is correct on KT	0.00%	3	0	2	3
Subsidy Amount recorded equals amount authorized	0.00%	3	0	2	3

File Maintenance	Error Rate	Yes	No	N/A	Total Y+N
Was a Texas notice generated in KT	0.00%	5	0	0	5
Pre/Re-application in file with million \$ question completed	0.00%	3	0	2	3
Parents Right to Appeal	0.00%	2	0	3	2
Orientation to Complain form	0.00%	3	0	2	3
Family notes entered in KT timely and with pertinent information (income, bonus, etc)	0.00%	5	0	0	5
Notification	Error Rate	Yes	No	N/A	Total Y+N
Notice of Action was sent to the client timely and with the correct information	0.00%	5	0	0	5
Notice of Action regarding Recertification sent timely? For Denials was Appeal sent?	0.00%	1	0	4	1

**Findings:**

No findings

**Corrective Action:**

No Corrective Action is needed

**Board Recommendation:**

No Board Recommendation is needed

## Workforce Solutions Middle Rio Grande Board

### Monitoring & Oversight Committee

April 9, 2026

Action Item

Workforce Programs Board Monitoring Report for RESEA

**PURPOSE:** Provide an update on all Workforce Programs Monitoring and Oversight.

**DISCUSSION:** The following is the report for December 2025 and January 2026 RESEA Monitoring:

<b>RESEA Performance Review Summary</b>					
<b>Date of Scope:</b>	<b>December 2025 &amp; January 2026</b>				
<b>Attribute</b>	<b>Total # of files reviewed</b>				<b>12</b>
Eligibility	Error Rate	Yes	No	N/A	Total Y+N
Did the Claimant receive an invitation letter from the Workforce with the RESEA Babel notice	0.00%	12	0	0	12
Was the claimant scheduled for RESEA one-to-one appointment no sooner than seven (7) days to allow for mailing and not later than twenty-one (21) days from the date the scheduler ran after the claimant was added to the outreach pool?	0.00%	12	0	0	12
Were all three methods of communication for outreach appointment reminder used and document in the case note?	0.00%	12	0	0	12
Did the claimant receive the following required services on the same day during the Initial RESEA appointment	8.33%	11	1	0	12
Was the UI Eligibility Review Form completed, uploaded to the customer's profile?	0.00%	12	0	0	12
Assessment	Error Rate	Yes	No	N/A	Total Y+N
Were the work search logs for the prior two weeks reviewed and uploaded to the customer's profile?	25.00%	9	3	0	12
Was the Client Labor Market Information (CLMI) form completed and uploaded to the customer's profile?	16.67%	10	2	0	12
WIT Data Entry	Error Rate	Yes	No	N/A	Total Y+N
Were all RESEA services entered into WIT within seven (7) calendar days from the scheduled RESEA initial appt. date?	0.00%	12	0	0	12
EMPLOYMENT Plan					

Does the Individual Reemployment Plan contain all the goals outlined in the guide and complete?	0.00%	12	0	0	12
NOTIFICATION					
Has the WF-42 sent in a password or encrypted protected email?	0.00%	1	0	11	1

**Findings**

**Eligibility** - Service 311 was not completed on the same day as the initial RESEA appointment

*RESEA Required Services - The RESEA program promotes the provision of one-on-one services that are tailored to the individual needs of the claimant. Boards must ensure that Workforce Solutions Office staff collaborates with each claimant to customize services to meet the claimant’s specific needs.*

**Assessment** - Incorrect client’s job search logs were entered, No case note if job search logs were reviewed and no job search logs were uploaded into WIT, Incorrect dates on job search log

*TA Bulletin 312 – reviewing the customer’s Work Search Activity Log for the two weeks preceding the appointment and verifying the customer has met the Board area’s required number of work search activities;*

CLMI was not uploaded into WIT

*RESEA Guide: Required Services – Provision of customized labor market information (CLMI) based on an assessment of the claimant’s specific needs.*

CLMI was not uploaded into WIT

*RESEA Guide: RESEA Guide: Required Services – Provision of customized labor market information (CLMI) based on an assessment of the claimant’s specific needs.*

**Corrective Action:**

Assessment is a **repetitive** finding: The Board staff will present to the Board of Directors a recommendation that the contractor be put on a probationary period, with conditions to be set by the Board of Directors. Assessment is a sixth time finding.

**Board Recommendation:**

Documentation of Corrective Action needs to be provided to the Board 10 days after the Board meeting. Assessment is an area that is most in need of re-training for staff.

**Workforce Solutions Middle Rio Grande Board**

Monitoring & Oversight Committee

Action Item

April 9, 2026

Workforce Programs Board Priority of Service Monitoring Reports

**PURPOSE:** Provide an update on all Workforce Programs Monitoring and Oversight.

**DISCUSSION:** The following is the Priority of Service for December 2025 and January 2026 Monitoring report:

Priority of Service					
Scope of Review	December 2025 January 2026				
Attribute	Total # of files reviewed				8
Eligibility	Error Rate	Yes	No	N/A	Total Y+N
Has Customer or spouse served in the military?	0.00%	8	0	0	8
Is eligible veteran or eligible spouse receiving VA disability, Homeless or At Risk, recently separated service member unemployed for 27 weeks or more, was or is incarcerated, lacks a high school diploma or equivalent certificate and or is low income, receiving public assistance, housing, food, TANF, or other programs?	0.00%	3	0	5	8
Was an Eligibility Triage Form completed and uploaded with a case note	87.50%	1	7	0	8
Foster Youth/Former Foster Youth	Error Rate	Yes	No	N/A	Total Y+N
Is the Customer a Foster Youth	0.00%	0	0	8	8

**Findings**

**Eligibility**

Eligibility Triage Form was not uploaded to WIT

*WD 6-25, Change 1: Identifying Eligible Individuals to Receive Services from DVOP Specialists and Consolidated DVOP/LVER Staff Members – Boards must ensure Workforce Solutions Office intake staff screens individuals for eligibility for DVOP and consolidated DVOP/LVER services using the DVOP Eligibility Screening Tool (Attachment 1).*

*Boards must ensure Workforce Solutions Office intake staff uploads the completed DVOP Eligibility Screening Tool into the individual’s Personal Profile in WorkInTexas.com.*

**Corrective Action:**

First time finding for Eligibility-Mandatory one-on-one training by the contractor with case manager. Documentation must be submitted to the board with agenda, sign-in and date of training.

**Board Recommendation:**

Documentation needs to be provided to the Board 10 days after Board meeting. The Contractor will need to notify the Board on training that will be conducted to over areas of findings (Eligibility).

# Monitoring & Oversight Committee

April 9, 2026

Information Item

Workforce Programs Report

## **PURPOSE**

Provide the Board with an update of the Workforce Programs

## **DISCUSSION**

1. The Monthly Performance Report (MPR) provides performance data which allows Boards to monitor performance targets for the contracted Program Year. Attached is the January 2026 MPR report which indicates that we are failing 2: Youth Credential Rate and Reemployment Claimant Reemployment within 10 weeks. The MPR has been updated and does not provide a score.
2. Based on the WIOA performance the Board was asked for Performance Improvement Actions (PIAs) for the WIOA measures for: Youth Enrolled/Enrolled Q2, Youth Median Q2 and Youth Credential. BSS will request a WIOA Performance Improvement Action (PIA) for WIOA measures if WIOA performance decreases two percent lower than 95 percent of target. The Board must respond to the PIA email with strategies, policies, and procedures you plan or have already implemented to address the deficiency. A PIA is NOT a formal corrective action (TAP, CAP, etc.). This is only a way for BSS to understand what actions the Board has taken or will take to address the deficiency. BSS will acknowledge the receipt of the response to the PIA email. Note: PIAs are informal and do not require a letter or formal signatures. At the end of the BCY performance year:
  - If the Board **meets** performance there is no further action, OR
  - If the Board **fails to meet** performance, the Board will be placed on a Technical Assistance Plan (TAP).

**Middle Rio Grande Workforce**

**WIOA- Youth Employed/Enrolled Q2 – Youth Median Q2 – Youth Credential**

**Performance Improvement Action Plan**

Contractor	MRG Workforce	
Strategy #	Strategy	Solutions
Strategy 1	<p>Training &amp; technical assistance to Workforce staff the youth performance indicators to ensure accurate understanding and effective management of youth performance indicators, including employment post exit, median earnings, and credential attainment. Emphasize the importance of integrating these indicators into case management and job search activities early in the service process to enhance outcomes.</p>	<p>Providing staff training &amp; technical assistance for Workforce Staff on Youth Performance Indicators</p> <ul style="list-style-type: none"> <li>• Implement comprehensive training and technical assistance for Workforce staff focused on key youth performance indicators, including employment status post-exit, median earnings, and credential attainment. This ensures that case management and job search activities are effective and targeted early in the service process.</li> <li>• The goal is to optimize the likelihood of success in education, job development, and labor market engagement, ultimately supporting youth in securing sustainable employment prior to program exit. This approach emphasizes proactive strategies to improve employment outcomes and ensure that youth are well-prepared and supported throughout their journey.</li> </ul>
Strategy 2	<p>Connect Case Management staff with Business Service Managers to support Youth employment and ensure appropriate exit timing.</p>	<ul style="list-style-type: none"> <li>• The proposed solution emphasizes collaboration among the Workforce staff through active utilization of all available tools to assist customers in securing employment. This approach includes participating in Job Club sessions, review job listings, share employment opportunities, and invitation of employers to job club.</li> <li>• Use of the Work-in-Texas Resume AI tool to improve customers develop strong, competitive resumes that improve their chances of obtaining employment. In addition, case managers and Business Service Managers will collaborate closely to enhance the employment experience for WIOA youth participants. Both teams will review job listings daily, engage in ongoing job development efforts, and provide</li> </ul>

		<p>career coaching to participants to support successful employment outcomes.</p> <ul style="list-style-type: none"> <li>• To ensure appropriate program exits, Center Managers will review closure requests before a youth participant is exited from the program. This review process will help confirm the program performance requirements for positive outcomes.</li> </ul>
<p>Strategy 3</p>	<p>Enhance youth outcomes and post-exit coaching, focus on emphasizing long-term success metrics like employment retention and credential attainment, integrating these indicators early into case management, and providing ongoing, targeted coaching. Maintain continuous engagement with youth through follow-ups and resources, use data to inform strategies, and ensure workforce staff receive training on best practices. These efforts aim to improve both immediate placement results and long-term educational and employment stability for youth.</p>	<p>The solution for this strategy involves a comprehensive approach to developing participants' skills and ensuring sustainable employment outcomes. The key components include:</p> <ul style="list-style-type: none"> <li>• Initial Skills Assessments: Implementing detailed assessments that evaluate both technical and soft skills, work habits, potential barriers, and overall workplace readiness. This will help tailor individual development plans and identify areas for improvement.</li> <li>• Strategic Job Placements: Placing youth in positions with clear pathways for advancement rather than short-term or dead-end jobs. Utilizing labor market data ensures these placements align with occupations offering long-term growth and stability.</li> <li>• Incentive Programs and Monitoring: Educating the youth incentives in place to motivate youth to remain employed and progress in their careers. Case managers will monitor employment status regularly to detect early signs of job loss and intervene promptly to support retention.</li> <li>• Education Provider, Employer and Participant Feedback: Implementing a structured process to gather Ed provider, employer and youth feedback for improving program effectiveness. Analyzing this data helps identify strengths and areas for growth, leading to better employer partnerships, higher quality placements, and more tailored services. Regular feedback fosters stronger relationships and ensures the program remains relevant, ultimately resulting in</li> </ul>

		<p>improved employment outcomes and stakeholder satisfaction.</p> <ul style="list-style-type: none"> <li>• Post-Exit Planning and Skill Building: Assisting participants in developing post-exit career plans focused on skill enhancement and workplace development. Continuous updates to the Workforce-In-Texas (WIT) will document new skills, certifications, and training achievements to support ongoing career growth.</li> </ul>
Strategy 4	<p>Improve youth workforce performance outcomes is to strengthen monitoring, reporting, and staff engagement throughout the post-exit process.</p>	<p>This outlines a comprehensive approach to monitoring and supporting youth participants in a program through systematic reporting and regular staff collaboration.</p> <ul style="list-style-type: none"> <li>• Exit Reports: Distributed to case managers on a weekly basis to inform them of participants who are soon to exit and have exited, enabling follow-up services.</li> <li>• Follow-up Performance Reports: Quarterly reports to track employment status, wage growth, and credential achievement, helping monitor individual progress.</li> <li>• Monthly Staff Meetings: Focused on reviewing performance data, clarifying guidance, addressing challenges, sharing best practices, and ensuring alignment with program goals.</li> <li>• 4. Data Entry Priorities: Emphasis on timely, proactive recording of wages, credentials, and employment details in WorkInTexas monthly, rather than quarterly, to enhance data accuracy and performance tracking.</li> </ul> <p>These strategies aim to improve data quality, support better decision-making, and enhance employment outcomes for youth participants.</p>
Strategy 5	<p>Outreach and recruitment for youth enrollment strategies to increase program enrollment resulting in higher numbers in the denominator.</p>	<p>Implementation of organization of Youth Career fairs are currently being planned in Del Rio, Eagle Pass, and Uvalde to conduct outreach to out-of-school youth and support achieving the program’s enrollment goals.</p>
Strategy 6	<p>Analyze participants interested in the youth program and who did not successfully complete</p>	<p>Center Managers and case managers will implement:</p> <ul style="list-style-type: none"> <li>• Collect Data- Gather detailed information on these participants, including demographics, attendance records,</li> </ul>

	<p>training to determine the cause.</p>	<p>engagement levels, prior experience, and any feedback provided.</p> <ul style="list-style-type: none"> <li>• Identify Common Factors- Look for patterns or commonalities among these participants, such as: <ul style="list-style-type: none"> <li>- Personal challenges (e.g., transportation, family issues)</li> <li>- Skill gaps or lack of prior experience</li> <li>- Program engagement or motivation levels</li> <li>- Health or personal circumstances</li> <li>- External factors like work commitments or community issues</li> </ul> </li> <li>• Conduct Individual Assessments- Interview or consult with participants to understand their specific reasons for not completing the training.</li> <li>• Evaluate Program Content &amp; Delivery- Review whether the training content, pacing, or delivery methods may have contributed to non-completion.</li> <li>• Determine Underlying Causes- Based on the data and assessments, identify the main barriers—whether personal, program-related, or external—that prevented successful completion.</li> </ul> <p>Use these insights to tailor support strategies, such as additional coaching, flexible scheduling, or targeted skill development, to improve retention and success in future.</p>
--	---	--

3. Workforce WIOA Participatory report for October 2025:

<b>October 2025</b>	Report Total: 94
<b>November 2025</b>	Report Total: 100
<b>December 2025</b>	Report Total: 106
<b>January 2026</b>	Report Total: 89
<b>February 2026</b>	Report Total: 96

4. The Board has been working closely with TWC and the Contractor on the Corrective Action Plans (CAP). We have been making progress; we have achieved 2 months with an error rate of under 10%. We will still need to meet for 2 more months to get out of the CAP with TWC.

5. Below is the FY2026 RESEA Performance report. The performance target is 77% which we have achieved for Quarter 1 (October – December 2025) and Quarter 2 (January & February, pending March 2026) as per TWC reports.

### RESEA FY2026 Performance

<b>Middle Rio Grande Quarterly Performance BCY 2026</b>					
<b>QUARTER1 BCY 2026 October – December 2025</b>					
LWDA Name	Office Numbers	Office Names	RESEA Profile Pool Count	Initial RESEAs Completed	Completion Rate (BC Target: 77%)
Middle Rio Grande	248	248 WF Sol MRG Uvalde	38	27	71%
Middle Rio Grande	249	249 WF Sol MRG Eagle Pass	79	61	77%
Middle Rio Grande	252	252 WF Sol MRG Carrizo Springs	5	4	80%
Middle Rio Grande	259	259 WF Sol MRG Cotulla	3	2	67%
Middle Rio Grande	275	275 WF Sol MRG Crystal City	13	10	77%
Middle Rio Grande	276	276 WF Sol MRG Del Rio	30	26	87%
<b>Middle Rio Grande</b>	<b>SubTotal</b>	<b>Subtotal</b>	<b>168</b>	<b>130</b>	<b>77%</b>

<b>Middle Rio Grande Quarterly Performance BCY 2026</b>					
<b>QUARTER2 BCY 2026 ONLY January &amp; February 2026</b>					
LWDA Name	Office Numbers	Office Names	RESEA Profile Pool Count	Initial RESEAs Completed	Completion Rate (BC Target: 77%)
Middle Rio Grande	248	248 WF Sol MRG Uvalde	12	11	92%
Middle Rio Grande	249	249 WF Sol MRG Eagle Pass	51	43	84%
Middle Rio Grande	252	252 WF Sol MRG Carrizo Springs	5	3	60%
Middle Rio Grande	259	259 WF Sol MRG Cotulla	3	3	100%
Middle Rio Grande	275	275 WF Sol MRG Crystal City	4	4	100%
Middle Rio Grande	276	276 WF Sol MRG Del Rio	19	14	74%
<b>Middle Rio Grande</b>	<b>SubTotal</b>	<b>Subtotal</b>	<b>94</b>	<b>78</b>	<b>83%</b>

**ACTION:** No action required.

**Monthly Performance Report | January 2026 | Report Type: Board Contracted | Area: Board | LWDA: Middle Rio Grande**  
 Release Date: 03/17/2026

Measure	Source	Numerator	Denominator	Performance	Current Target	EOY Target	% Current Target	From	To	Notes	% Current Target
Adult: Credential Rate	DOL	32	37	86.49%	83.35%	83.35%	103.77%	01/24	06/24	16	MG 103.77%
Adult: Employed Q2	DOL	35	39	89.74%	80.24%	80.24%	111.84%	07/24	12/24	16	EX 111.84%
Adult: Employed Q4	DOL	47	55	85.45%	80.17%	80.17%	106.59%	01/24	06/24	16	MG 106.59%
Adult: Measurable Skill Gains	DOL	30	35	85.71%	70.70%	70.70%	121.23%	07/25	01/26	16	EX 121.23%
Adult: Median Earnings Q2	DOL	N/A	35	\$14,562.18	\$8,330	\$8,330	174.82%	07/24	12/24	16	EX 174.82%
C&T: Credential Rate	LBB-K	45	54	83.33%	75.00%	75.00%	111.11%	01/24	06/24	16	EX 111.11%
Child Care: Average # Children Served Per Day - Combined	LBB-K	111,019	88	1,262	1,386	1,386	91.05%	10/25	01/26	15	N/A 91.05%
Child Care: Initial Job Search Success Rate	TWC	0	0	0.00%	56.91%	56.91%	0.00%	06/25	09/25	N/A	N/A 0.00%
Choices/TANF: Full Engagement Rate - All-Family	TWC	N/A	N/A	N/A	50.00%	50.00%	N/A	10/25	01/26	14	N/A N/A
DW: Credential Rate	DOL	14	15	93.33%	85.00%	85.00%	109.80%	01/24	06/24	16	MG 109.80%
DW: Employed Q2	DOL	27	28	96.43%	82.35%	82.35%	117.10%	07/24	12/24	16	EX 117.10%
DW: Employed Q4	DOL	19	20	95.00%	84.52%	84.52%	112.40%	01/24	06/24	16	EX 112.40%
DW: Measurable Skill Gains	DOL	32	35	91.43%	76.00%	76.00%	120.30%	07/25	01/26	16	EX 120.30%
DW: Median Earnings Q2	DOL	N/A	27	\$12,358.75	\$9,920	\$9,920	124.58%	07/24	12/24	16	EX 124.58%
Reemployment: Claimant Reemployment within 10 Weeks	TWC	528	1,031	51.21%	61.91%	61.91%	82.72%	07/25	10/25	N/A	NM 82.72%
Reemployment: Employers Receiving Texas Talent Assistance	TWC	558	1	558	443	1,019	125.96%	10/25	01/26	N/A	EX 125.96%
Youth: Credential Rate	DOL	5	9	55.56%	62.10%	62.10%	89.47%	01/24	06/24	16	NM 89.47%
Youth: Employed/Enrolled Q2	TWC	14	19	73.68%	80.66%	80.66%	91.35%	07/24	12/24	16	AR 91.35%
Youth: Employed/Enrolled Q4	TWC	15	18	83.33%	79.77%	79.77%	104.46%	01/24	06/24	16	MG 104.46%
Youth: Measurable Skill Gains	DOL	40	53	75.47%	65.30%	65.30%	115.57%	07/25	01/26	16	EX 115.57%
Youth: Median Earnings Q2	DOL	N/A	14	\$4,485.83	\$4,000	\$4,000	112.15%	07/24	12/24	16	EX 112.15%
							0.00%				50.00%
											100.00%
											150.00%

**Monthly Performance Report | Official Release | January 2026 | Report Type: Board Contracted | Area: Board | LWDA: Middle Rio Grande**

- 14 Release of Choices visualization is pending resolution of issues in GSI's data interface with HMSC.
- 15 New targets shown were approved by the Commission on March 3, 2026.
- 16 January 2026 MPR incorporates coding enhancements to I3 data analytics infrastructure improving accuracy in retrieving data found in the Workforce Case Management System.

### VOSGreeter® - by Office

Report Date: 03/03/2026

Region/LWDB: Middle Rio Grande WF Board

Start Date: 02/01/2026

End Date: 02/28/2026

Report Run Time: 03/03/2026 2:49:18 PM

Office	Individuals	%	Veterans	Left Office without receiving service	%	Customers seen by staff	Average time receiving service	Average time in the office	Average time waiting
248 Uvalde	<a href="#">1,147</a>	21.94%	5	4	0.16%	526	13 minutes	19 minutes	10 minutes
249 Eagle Pass	<a href="#">2,731</a>	43.72%	20	2	0.08%	556	49 minutes	1 hour, 16 minutes	38 minutes
252 Carrizo Springs	<a href="#">883</a>	9.74%	2	3	0.12%	228	35 minutes	40 minutes	9 minutes
259 Cotulla	<a href="#">115</a>	1.01%	0	0	0.00%	15	7 minutes	9 minutes	1 minute
275 Crystal City	<a href="#">231</a>	3.80%	1	0	0.00%	93	31 minutes	31 minutes	0 minutes
276 Del Rio	<a href="#">1,296</a>	19.80%	15	4	0.16%	401	54 minutes	1 hour, 11 minutes	24 minutes
<b>Total Check-Ins:</b>	<a href="#">6,403</a>	100.00%							24 minutes
<b>Total Unique Check-Ins:</b>	2475								
<b>Total Rows: 6,403</b>									

## STUDENT HIREABILITY NAVIGATOR BOARD REPORT – February & March 2026

Event	Students	Adults	County
Southwest Texas College Patient Care Advisory Committee		68	All Counties
Workforce Alamo SHN Collaboration		2	All Counties
Texas Workforce Commission (TWC) Student HireAbility Navigator (SHN) Monthly Meeting		26	All Counties
Afterschool Centers on Education (ACE) Collaboration		7	Uvalde
TWC Annual Conference		800	All Counties
San Antonio Independent Living Services (SAILS), La Pryor ISD, WFSMRG Board, and Texas Workforce Solutions-Vocational Rehabilitation Services (TWS-VRS) Collaboration		4	Zavala
WFSMRG Board Presentation		35	All Counties
Brackett ISD Career Fair Partnership	495	80	Kinney
South Texas All Abilities Center Presentation		1	Maverick
Carrizo Springs CISD Career Fair Partnership		3	Dimmit
Region 15 Collaborative		4	All Counties
UCISD Ace Program Spring Planning Partnership		15	Uvalde
Team Real Inter-Agency Meeting		11	Real
Sabinal ISD Parent Presentation		5	Uvalde
North Texas Workforce Solutions Collaborative		2	All Counties
First State Bank Partnership Planning		4	Uvalde
Gary Job Corps Partnership Planning		4	All Counties
TWC Summer Earn and Learn Overview		46	All Counties
Team Uvalde Inter-Agency Meeting		36	Uvalde
Carrizo Springs ISD Labor Market Data Presentation	248	5	Dimmit
Ace Program Spring Steering Committee		10	Uvalde
Surrounding Boards (Alamo & Cameron) Partnership		3	All Counties
Nueces Canyon Career Fair Partnership	114	70	Real
South Texas Rural Health Loteria Community Event		107	La Salle
TWC SHN Monthly Meeting		30	All Counties
Southwest Texas College Wellness Spring Kick-Off	200	100	Uvalde
Ace Program Collaboration		4	Uvalde
Region 15 Monthly Check-In		2	All Counties
CC Winn CTE Fair Partnership	1935	70	Maverick
Team Uvalde Host Coordination		50	Uvalde
CTAT 2026 Conference		611	All Counties
2026 Texas Transition Conference		600	All Counties
Carrizo Springs High School Career Fair	574	50	Dimmit
Community Resource Fair Legacy	200	150	Uvalde
Kickapoo Tribal Education Department Partnership	5	5	Maverick

OUTREACH BY COUNTY	STUDENTS	ADULTS	
Val Verde	0	0	
Maverick	1940	76	
Uvalde	400	381	
LaSalle		107	
Zavala		4	
Dimmit	822	58	
Kinney	495	80	
Edwards			
Real	114	81	
All Counties		2233	
<b>Addition Information:</b>			

## YOUTH COACH BOARD REPORT FOR: February – March 2026

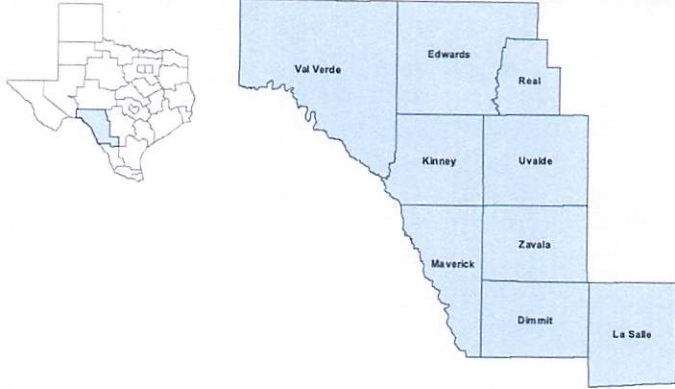
Event	Students	Adults	County
Disciplinary Alternative Education Program (DAEP) -Resume Building workshop	28	9	Maverick
Career and Technical Association of Texas (CTAT) Conference		611	All counties
Rotary Club-Workforce presentation		21	Val Verde
Texas Transition Conference		600	All counties
TWC Education Outreach Booster session		31	All counties
WFSMRG Board & Kickapoo-Collaborative planning		5	Maverick
DAEP-Career Path session/Career Exploration	18	10	Maverick
Garfield Middle School - Career Fair	641	104	Val Verde
Student Guidance and Learning Center - Career Exploration	21	3	Val Verde
Southwest Texas College - Powerline Career Fair	40	60	Val Verde
Southwest Texas College – Wellness Fair Kick-Off Spring 2026	200	100	Uvalde
Uvalde CISD ACE – Shared Initiative Collaboration		4	Uvalde
Knippa ISD – Interview Preparedness Presentation & Workshop	19	2	Uvalde
Uvalde CISD ACE (UDLA) – Social Media Safety & Awareness Presentation & Workshop	7	4	Uvalde
Legacy Elementary - STEM Showcase & Community Resource Fair	321	224	Uvalde
AVANCE – Collaboration outreach		7	Uvalde
Uvalde CISD ACE – Shared Initiative Collaboration		6	Uvalde
TEAM Real Outreach		18	Real
Batesville Agri-Tech Leadership Academy Career Day	108	28	Zavala
TEAM Uvalde Outreach		33	Uvalde
Uvalde CISD ACE (MJH) – Resume Building Presentation & Workshop	9	4	Uvalde
Uvalde CISD ACE (UHS) – Resume Building Presentation & Workshop	10	4	Uvalde
Uvalde CISD ACE – Career Fair	298	75	Uvalde
<b>OUTREACH BY COUNTY</b>	<b>STUDENTS</b>	<b>ADULTS</b>	
Maverick	46	24	
Val Verde	702	188	
Real		18	
Uvalde	864	463	
Zavala	108	28	
All Counties		1,242	
<b>Addition Information:</b>			

## WFS Middle Rio Grande Unemployment Rates

Year	Period	Area	Employment	Civilian Labor Force	Unemployment	Unemployment Rate
2024	December	Middle Rio Grande	65,061	69,303	4,242	6.1
2025	December	Middle Rio Grande	66,072	70,444	4,372	6.2
2024	December	Dimmit	2,833	3,007	174	5.8
2025	December	Dimmit	2,921	3,115	194	6.2
2024	December	Edwards	759	785	26	3.3
2025	December	Edwards	743	765	22	2.9
2024	December	Kinney	1,207	1,258	51	4.1
2025	December	Kinney	1,247	1,297	50	3.9
2024	December	La Salle	2,539	2,692	153	5.7
2025	December	La Salle	2,575	2,691	116	4.3
2024	December	Maverick	22,478	24,301	1,823	7.5
2025	December	Maverick	22,867	25,056	2,189	8.7
2024	December	Real	916	954	38	4
2025	December	Real	889	933	44	4.7
2024	December	Uvalde	10,194	10,592	398	3.8
2025	December	Uvalde	10,388	10,854	466	4.3
2024	December	Val Verde	20,099	21,425	1,326	6.2
2025	December	Val Verde	20,284	21,307	1,023	4.8
2024	December	Zavala	4,036	4,289	253	5.9
2025	December	Zavala	4,158	4,426	268	6.1

### Middle Rio Grande Workforce Development Area

December 2025



WDA Labor Force Statistics				
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	70,444	70,865	69,303	1,141
Employed	66,072	66,498	65,061	1,011
Unemployed	4,372	4,367	4,242	130
Unemployment Rate	6.2%	6.2%	6.1%	0.1%

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

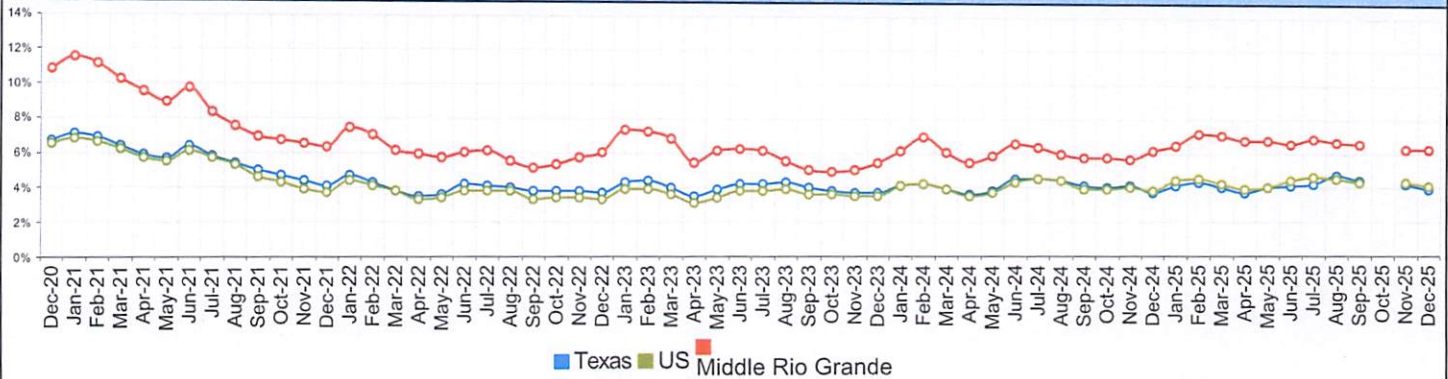
  

US Labor Force Statistics				
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	170,723,000	171,467,000	167,746,000	2,977,000
Employed	163,720,000	164,066,000	161,294,000	2,426,000
Unemployed	7,003,000	7,401,000	6,452,000	551,000
Unemployment Rate	4.1%	4.3%	3.8%	0.3%

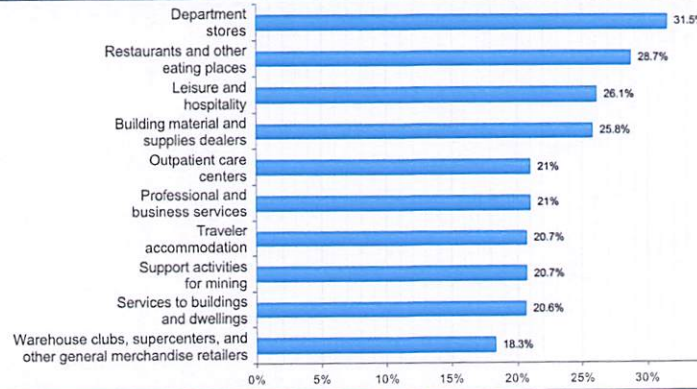
  

Continued Claims for the Week of the 12th				
	Dec-25	Nov-25	Dec-24	Yearly Change
WDA	1,113	895	1,339	-226
Texas	126,868	127,767	122,714	4,154

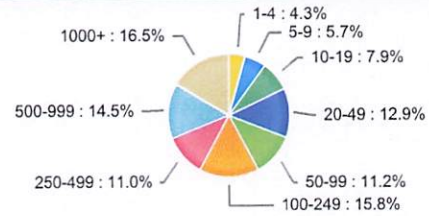
### Historical Unemployment Rates



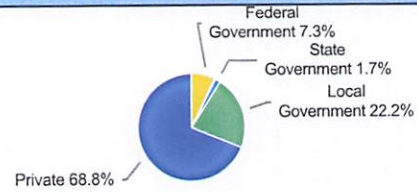
### Projected Top Ten Fastest Growing Industries in WDA (% Growth 2022-2032)



### Employment by Size Class (2nd Quarter 2025)



### Employment by Ownership (2nd Quarter 2025)



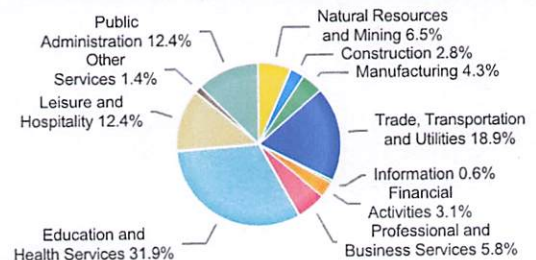
### Average Weekly Wage (2nd Quarter 2025)

	Q2 2025	Q1 2025	Q2 2024	Quarterly Change	Yearly Change
WDA	\$963	\$992	\$977	-\$29	-\$14
Texas	\$1,422	\$1,586	\$1,380	-\$164	\$42
US	\$1,436	\$1,589	\$1,389	-\$153	\$47

### Employment by Industry (2nd Quarter 2025, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	3,930	6.5%	2.7%	-0.1%
Construction	1,683	2.8%	-2.0%	-4.6%
Manufacturing	2,578	4.3%	0.7%	-6.5%
Trade, Transportation and Utilities	11,408	18.9%	-2.0%	-3.4%
Information	344	0.6%	2.7%	-1.7%
Financial Activities	1,862	3.1%	1.1%	0.1%
Professional and Business Services	3,505	5.8%	-2.0%	-4.9%
Education and Health Services	19,316	31.9%	-1.1%	2.1%
Leisure and Hospitality	7,497	12.4%	3.7%	0.1%
Other Services	858	1.4%	-4.8%	-7.1%
Public Administration	7,476	12.4%	0.5%	2.0%

### Employment by Industry (2nd Quarter 2025)





# WORKFORCE SOLUTIONS MIDDLE RIO GRANDE

PO Box 760 ~ 216 W Main ~ Uvalde ~ Texas ~ 78802 ~ 830-591-0141 ~ 830-591-0004 fax

A proud partner of the AmericanJobCenter® network

To: Board of Directors

From: Rosie Avila-Lozano, Executive Director

Date: April 9, 2026

We received notification that at this time we are only allotted 21 participants for this year's SEAL program. As disappointing as this is we will make the most of it. TWC did state that if additional funding is available, we could potentially get more funds to increase our target.

We are still seeing improvements with the new approach we have taken in working with the Contractor on audit resolution issues. As reported, we have 2 consecutive months with an error rate of under 10%. We will still need to meet for 2 more months to get out of the CAP with TWC.

The TWC Subrecipient Monitoring team will be conducting the annual monitoring starting on April 6, 2026. The prep work has already started, and we have been working on gathering all the information that is requested.

Aside from TWC monitoring we are also being monitored by Health and Human Services. They will be doing programmatic monitoring on case files starting April 7, 2026.

As I had previously reported about the closure of the Child Care Formula and Child Care Protective funds that had been extended to April 30, 2026, due to all the correction/reconciliation due to the conversation to TX3C. We received official notification from TWC Fiscal T/A that we could make adjustments in October and that it will ensure compliance with the fiscal year and align with TWC extension.

We have started our Annual Audit with Garza/Gonzalez & Associates. The Audit report needs to be submitted to the Federal Audit Clearing House no later than June 30, 2026. The Executive Committee will receive a letter regarding their knowledge of fraud that needs to be returned to Garza/Gonzalez.

Board of Directors  
Executive  
Committee

Christopher Hiller  
Chairperson  
Private Sector

Laura Lopez  
Vice Chairperson  
Private Sector

Jesus Martinez, Jr.  
Secretary  
Private Sector

Myrta Garcia  
Treasurer  
CBO

Rodrigo Jaime  
Parliamentarian  
Private Sector

Rosie Lozano  
Executive Director

TWC has approved the request to have a Youth program funded by the TANF grant. The plan is to serve 30 youths for 30 hours a week @ \$13.00 an hour.

TWC Child Care and Kinder Connect staff provided much needed T/A on March 25-26. Training was very informative and we were given the opportunity to have hands on training.

The IT department will be analyzing and working on updating and creating IT policies. These policies should be presented at the next board meeting.

The Contractor will be hiring a Migrant Seasonal Farmwork (MSFW) case manager. TWC is providing weekly training's and will be amending our current contract to include an MSFW employee that will be housed in Eagle Pass.



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

**To:** Rosie Lozano, WFS MRG Board Executive Director  
**From:** Michelle Garcia, MRG Executive Director  
**Date:** 03-20-26  
**Subject:** Workforce Solution Summary Report  
(January & February 2026)

### Workforce Solution Middle Rio Grande Activity Report

- 1. Monthly Caseload Reports:** (Through February 28, 2026): Each month, a consolidated report is prepared to capture data across key categories, tracking trends and changes in enrollment and participation over time. This reporting helps identify areas of strength, potential gaps in service delivery, and opportunities to enhance outreach and customer support. As of February 28, 2026, there are **137 active cases** including RESEA cases across the region. The SNAP/Choices outreach pool is not included in this total.
- 2. WIOA-Enrollment:** We continue to provide training services and work experience opportunities for Adults, Dislocated Workers, and Youth. From January 2026 through February 2026, we sponsored **31 participants** across the region. We increased our enrollment from 18 to 31 participants. Outreach efforts remain ongoing as we continue to engage and connect with individuals who may benefit from these services.

We continue to have open enrollment for Adult, Dislocated Worker, and Youth programs. Youth orientations will be held at our workforce centers on the following dates and locations:

- **March 31, 2026** – Del Rio and Eagle Pass, 4:00 PM – 5:00 PM
- **April 15, 2026** – Eagle Pass, 4:00 PM – 5:00 PM
- **April 16, 2026** – Del Rio, 4:00 PM – 5:00 PM
- **May 13, 2026** – Eagle Pass, 4:00 PM – 5:00 PM
- **May 14, 2026** – Del Rio, 4:00 PM – 5:00 PM
- **June 3, 2026** – Eagle Pass, 3:00 PM – 4:00 PM
- **June 4, 2026** – Del Rio, 3:00 PM – 4:00 PM
- **June 11, 2026** – Uvalde, 3:00 PM – 4:00 PM

- 3. Employer Engagement Initiatives:**  
We successfully conducted employer outreach by participating in community events and hosting job fairs, hiring events and career fairs designed to meet employer needs. These efforts focused on addressing workforce challenges and promoting the services we provide.

Our goal is to meet and exceed performance measures as we continue serving employers throughout the Middle Rio Grande Region. For the performance measure **Employers Receiving Texas Talent Assistance, we are currently exceeding performance.**

- 4. Outreach and Marketing:** Outreach and Marketing efforts continue to strengthen Workforce Programs, with a particular emphasis on youth engagement. Through

consistent in-person outreach with employers and community members who may not yet be familiar with our services, staff have successfully increased program awareness and maintained a strong presence across the region. Below is a list of region-wide events attended by staff. Participation in these events has been instrumental in expanding our reach and strengthening relationships with local employers and partners.

**January 2026**

Del Rio Heritage Academy Presentation-Del Rio  
Cowboy Breakfast- Eagle Pass  
Job Fair-Cotulla  
South Texas Rural Health Services-Cotulla  
Nueces Canyon CISD Event  
SWTC Round Fair Resources Fair-Del Rio

**February 2026**

Small Business Workshop-Del Rio  
Groundbreaking Ceremony-Carrizo Springs  
Spring Transfer & Career Fair-Eagle Pass  
Team Uvalde-Uvalde  
Mi Sabor Grand Opening-Eagle Pass  
Gibraltar Hiring Event-Eagle Pass  
CTE Career Fair-Eagle Pass  
Cafecito with Housing Authority Event-Cotulla  
Southwest Texas College Transfer and Career Fair-Del Rio  
ICT Senior Orientation-Eagle Pass

We continue to host career fairs in our region in collaboration with SWTC. On February 17, 2026, we held a career fair in Eagle Pass at the International Center for Trade, where we invited 800 high school seniors. Students had the opportunity to connect with employers and learn about in-demand careers in our region.

We have two upcoming events scheduled:

- March 26, 2026, from 9:00 a.m. to 2:00 p.m. in Del Rio
- April 29, 2026, in Uvalde

These events aim to strengthen employer-student connections and promote workforce development across the region.

5. **Monthly Performance Report (MPR) For January 2026** I am pleased to share that our Monthly Performance Report (MPR) score for January 2026 has improved. We made progress in the *Youth Employed Second Quarter measure*, moving from not meeting performance to **Meeting Performance – At Risk** and **Youth: Measurable Skill Gains** from Meeting performance at Risk we are now Exceeding Performance. **Youth: Median Earnings** from not meeting we are now Exceeding Performance.

**Overall, our performance results include.**

- 11 measures at Exceeding Performance
- 4 measures at Meeting Performance
- 1 measure at Meeting Performance-At Risk
- 2 not meeting performance
- 3 measures still pending performance measure rating on (Average # of Children served per day, Choices full engagement rate, Childcare initial job search success rate.)

This accomplishment reflects the dedication, teamwork, and commitment our staff demonstrate every day in support of our mission. While we are proud of this progress, we remain focused on identifying opportunities to further strengthen and improve our performance outcomes.

WIOA Measures	Current Performance	Current Target	Ranking
Adult: Credential Rate	86.49%	83.35%	8
Adult: Employed Q2	89.74%	80.24%	12
Adult: Employed Q4	85.45%	80.17%	18
Adult: Measurable Skill Gains	85.71%	70.70%	5
Adult: Median Earnings Q2	\$14,562.18	\$8,330	1
C & T Credential Rate	83.33%	75.00%	3
Child Care: Average # Children Served Per Day	N/A	N/A	N/A
Child Care: Initial Job Search Success Rate	N/A	N/A	N/A
Choices/TANF: Full Engagement Rate-All Family	N/A	N/A	N/A
DW: Credential Rate	93.33%	85.00%	16
DW: Employed Q2	96.43%	82.35%	4
DW: Employed Q4	95.00%	84.52%	6
DW: Measurable Skill Gains	91.43%	76.00%	5
DW: Median Earnings Q2	\$12,358.75	\$9,920	7
Reemployment: Claimant Reemployment within 10 Weeks	51.21%	61.91%	21
Reemployment: Employers Receiving Texas Talent Assistance	558	443	4
Youth: Credential Rate	55.56	62.10	14
Youth: Employed/Enrolled Q2	73.68	80.66	25
Youth: Employed/Enrolled Q4	83.33%	79.77%	16
Youth: Measurable Skill Gains	75.47%	65.30%	7
Youth: Median Earnings Q2	\$4,485.83	\$4000	24

6. **Corrective Action Plan:** We continue closely monitor SNAP and Choices activities on a daily, weekly, and monthly basis. Providing monthly reports to the board and providing training to staff in areas identified for improvement. Daily activity reviews are used to track and monitor cases for both SNAP and Choices programs. By utilizing all monitoring methods, we have identified a reduction in errors and will

continue ongoing monitoring and oversight. However, TWC identified an issue in which a Form 1822 was not submitted to HHSC during the initial orientation. This has been addressed with staff, and additional training was provided.

- 7. Childcare:** This report provides updates on Child Care Services activities, including enrollments, payments, and provider attendance.

**Enrollments:**

- Enrollments remain open, and we continue to work through the waitlist.
- The waitlist has decreased from approximately 700 clients to 155

**Current Application status:**

- 13 pending full applications
- 1 case requiring additional information

Total of **285 new cases** have been created in Child Care Services.

We continue to experience issues with KinderTrack and KinderSystem. I am working closely with the Workforce Board to manually correct payment discrepancies. Payments to providers are currently delayed due to system issues affecting programs across Texas.

We are planning to host training sessions for providers on how to read and interpret reports in KinderConnect. In addition, we are developing a manual that will be distributed to all providers.