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# ANNUAL REPORT



## Mission/Vision/ Board Goals

**The mission of Workforce Solutions Deep East Texas is to provide solutions for quality workforce development. To accomplish this mission, Workforce Solutions Deep East Texas is guided by the following principles:**

### **The system will:**

- be efficient and cost effective by integrating programs to eliminate duplication;
- offer services to meet the diverse needs of job seekers and employers;
- treat people with concern, dignity, respect, and courtesy; and
- require people to share responsibility for their outcomes.



### **The Board's strategic goals are as follows:**

**Goal 1 - Employer Relationships.** Foster relationships with employers to build loyalty and increase their utilization of workforce services.

### **Goal 2 - Education Integration.**

Enhance alignment among career and technical education in 8th - 12th grades, post-secondary education and industry to provide the workforce area with a pipeline of quality future workers skilled in areas that match the requirements of the region's employers.

### **Goal 3 - Child Care Early Learning**

(Quality Education). Create and strengthen the foundation of early childhood education that will support a child's continuation into post-secondary education and then into the workforce. Include parents in all aspects of learning and development in order to allow the education to continue in the home.

**Goal 4 - Strengthening Community Partnerships.** Strengthen partnerships with economic development corporations, chambers of commerce and other business and community organizations to promote the region's economic prosperity by increasing the skills levels and earning power of the region's workforce.

### **Goal 5 - Performance Accountability.**

Meet or exceed all the measures set forth by the Texas Workforce Commission.

## 2021 in Review



**Wayne Haglund,**  
Board Chair

In 2021, Workforce Solutions Deep East Texas forged ahead with intentional leadership and strategic partnerships to support quality workforce development across the 12 counties of Angelina, Houston, Jasper, Nacogdoches, Newton, Polk, Sabine, San Augustine, San Jacinto, Shelby, Trinity, and Tyler. Once again, our Board members and staff, our Workforce and child care services contractors and their staff brought fresh ideas and introduced new opportunities to further the training and job readiness for businesses and individuals despite the challenges of another unprecedented year.

The region's child care providers were recipients of over one million dollars in extra funding to maintain operations and serve their communities. Sixty-four of the providers in Deep East Texas were awarded a combined total \$3.5 million in relief funds as part of the 2021 Child Care Relief Funds (CCRF). Technical assistance and business coaching were made available to assist child care programs in accessing additional funding and documenting expenditures as well as to provide general business education support. The Board also supported the Texas Rising Star providers in maintaining clean environments for the children through the purchase of handheld disinfection equipment.

Ramping up the region's focus on student readiness for Workforce, six school districts applied for and received grant funding for expansions of their Career and Technology Education (CTE) programs in the areas of manufacturing and health care. The Student HireAbility program continued to provide momentum for students with disabilities to advance in their preparations for work readiness. The region's first Teacher Externship program linked education and business and opened doors to new partnerships and opportunities for today's students and tomorrow's workers. Through a joint effort with Junior Achievement of Angelina County, JA Inspire offered an innovative virtual career exploration platform for

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3,500 students, who were introduced to local businesses, career-readiness videos, demand industry booths, and regional and state resources such as jobsyall.com. We launched the Workforce career and education outreach program with 12 school districts in the fall of 2021.

Continuing to build the brand, the Board introduced new communication tactics such as Workforce Development News. An average of 10,850 users per month were reached through social media and nearly 31,000 new users utilized detwork.org, which led to timely news about hot job openings, upcoming job fairs and workshops across multiple digital media platforms.

We continued to align services through the Workforce centers with our partners at Texas Workforce Solutions Vocational Rehabilitation, Texas Veterans Commission, Angelina College's Adult Education and Literacy program, Texas Veterans Leadership Program, Job Corps and AARP. Another step toward improved access at the one-stop center, the Child Care Services staff relocated to the Angelina County Workforce Center, and the teams there are already seeing results in cross-referrals and customer convenience.

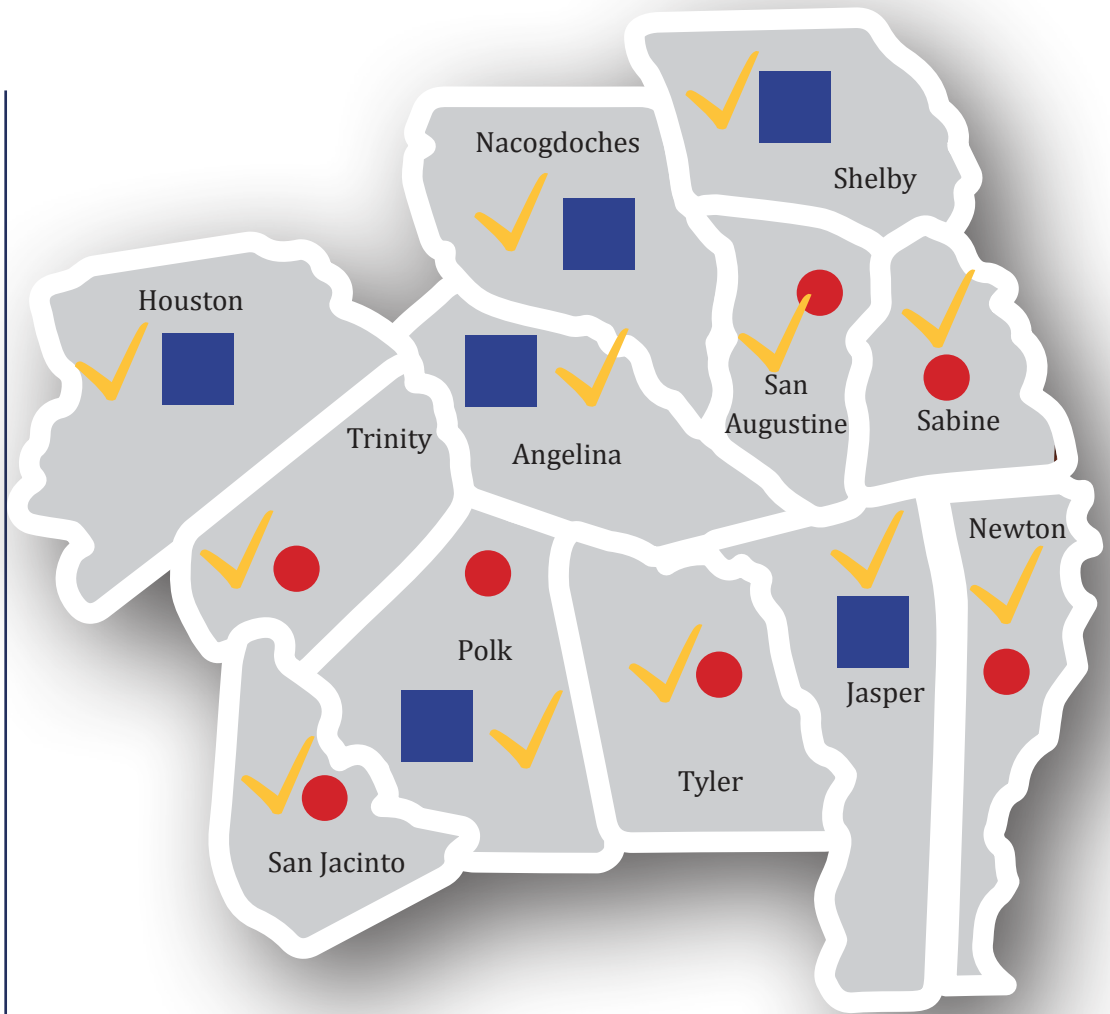
At the end of 2021, we began a project to expand the availability of registered apprenticeships in the region. The Board partnered with Legacy Institute for Financial Education and, through a grant provided by the Texas Workforce Commission, is funding information technology (IT) Registered Apprenticeship opportunities. An apprenticeship program serves employers and job seekers by training workers for well-paying jobs with promising futures. Apprentices are full-time, paid employees who earn while they learn. We look forward to positive impacts on individuals' lives and the businesses where they work.




In closing, we will continue exploring innovative solutions to meet the growing demand for a highly skilled workforce, including stronger alignments between business and education and customized strategies to meet and serve individuals and businesses.

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**Wayne Haglund,**  
Board Chair

**Our Service Area**



-  Rural Outreach Locations
-  Workforce Centers
-  Child Care Services

**Chief Elected Officials**

- Honorable Jimmy Mize, Lead CEO for Workforce, Mayor, City of Nacogdoches
- Honorable Don Lymbery, Angelina County Judge
- Honorable Jim L. Lovell, Houston County Judge
- Honorable Mark Allen, Jasper County Judge
- Honorable Greg Sowell, Nacogdoches County Judge
- Honorable Kenneth Weeks, Newton County Judge
- Honorable Sidney Murphy, Polk County Judge
- Honorable Daryl Melton, Sabine County Judge
- Honorable Jeff Boyd, San Augustine County Judge
- Honorable Fritz Faulkner, San Jacinto County Judge
- Honorable Allison Harbison, Shelby County Judge
- Honorable Steve D. Page, Trinity County Judge
- Honorable Jacques L. Blanchette, Tyler County Judge



## Board of Directors

- Wayne Haglund, Chair  
- Angelina County
- Kelli Marshall, Vice Chair  
- Newton County
- Kotosha Jeffery, Secretary  
- Nacogdoches County
- Joe Clyde Adams - Jasper County
- Lisa Balty - Nacogdoches County
- Rebekah Burkhalter - Shelby County
- TJ Colwell - Angelina County
- Tyane Dietz - Trinity County
- Tim Ditoro – Post Secondary Education (Angelina College)
- Gregg Durham  
- Nacogdoches County
- Robert Fitzpatrick  
- San Augustine County
- James Gentry - Houston County
- Phyllis Grandgeorge  
- Angelina County
- Karen Hatton - Tyler County
- Ethan Herr – Texas Workforce Commission Representative
- Staci Hodges – Angelina County
- Eddie Hopkins - Jasper County
- Anita Humphreys  
– Nacogdoches County
- Malcolm Ifoezeh – Vocational Rehabilitation Representative
- Garvey Jackson - Polk County
- Laurie King - Shelby County
- Gene Lee - Angelina County
- Quincy Martindale - Jasper County
- Ellen Mills - Sabine County
- Marisa Phillips - Angelina County
- Randall Roberts  
– Adult Education Representative
- Jessica Rogers – Houston County
- Rich Scott – Trinity County
- John Allen Slocomb - Polk County
- John White – Labor Representative

## Board Staff

- Mark Durand, Executive Director
- Lashonda Bledsoe, Child Care Development Specialist
- Deborah Butler, Staff Accountant
- Irma Castellanos, Systems Support Specialist II
- Rachel Garner, Child Care Development Specialist
- Debb Homman, Child Care Coordinator
- Aubrey Jones, Student HireAbility Navigator
- Charles Jones,  
Network Administrator
- Sarah Milligan, Workforce Services Coordinator
- Kim Moulder, Accounting Tech II
- James Parry, Workforce Career and Education Outreach Specialist
- Lauren Phipps, Planning and Policy Specialist
- Rachel Smith, Child Care Development Specialist
- Karen Stubblefield,  
Operations Manager
- Misty Woodard, Finance Director

## Our Region by the Numbers

**387,980**

2021 Population

**\$42,811**

Average annual wage 2021

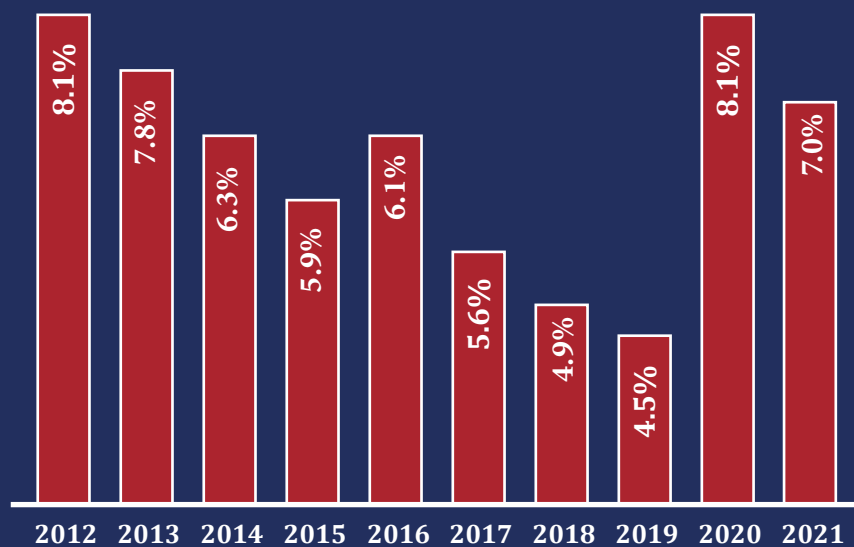
**143,182**

Total Employment 2021

**7.0%**

Annual Unemployment Rate

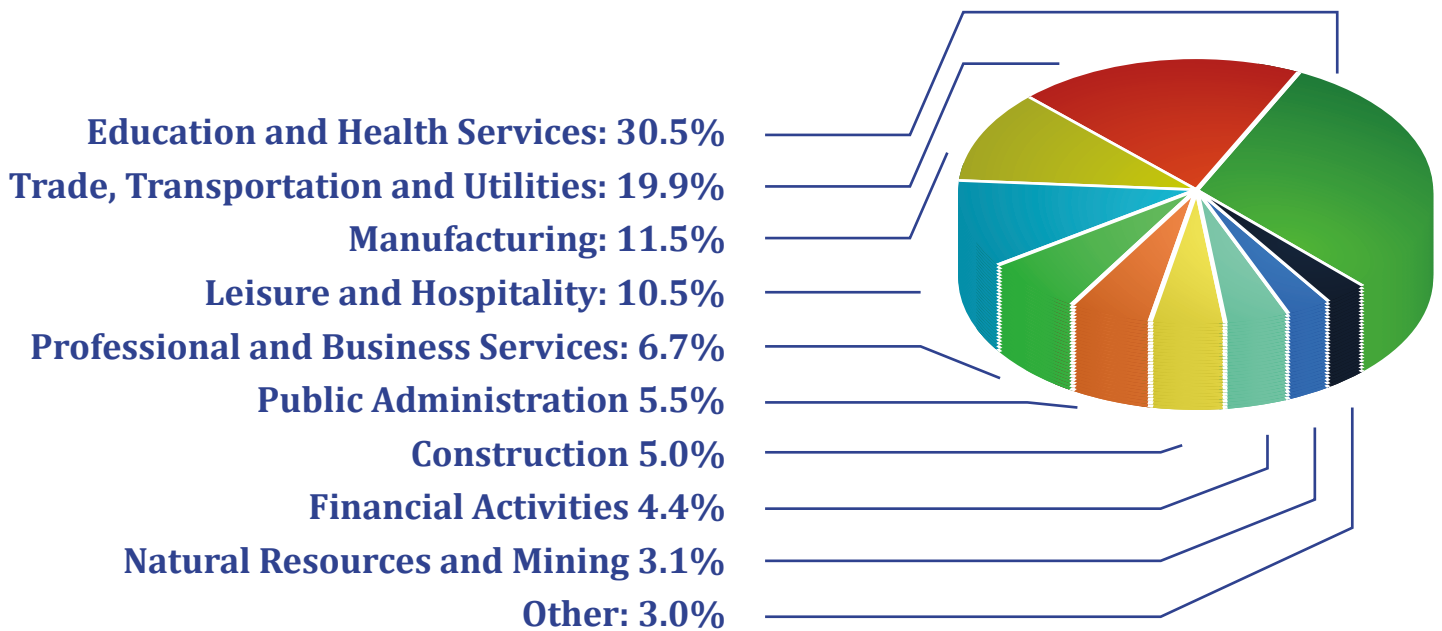
### Unemployment Rate



# Our Region by the Numbers

## Industry Sectors

Largest Industry Sectors in Deep East Texas (Q2 2021)





## Customers Served Through Workforce Centers

**2,303**

Number of Employers

**16,082**

Number of Job Seekers

**6,236**

Number of Job Openings

**418**

Number Hired

**\$337,258.35**

Training Expenditures

**95**  
Job Seekers  
Trained

**83**  
Credentials  
Attained

55 became employed

Average starting salary: \$18.07

Types of training included:

construction, crane operator, electrical lineman, nursing, machine operator, medical assistant, police officer, repair technician, surgical tech, truck/CDL driver

Bachelor's Degree earned: Business Administration – Accounting

Associate's Degrees earned: Child and Family Development; Electronics Technology; Physical Therapy Assistant; Welding Technology

Licenses or Certificates earned: Basic Peace Officer; Certified Medical Assistant; Certified Nurse Aide; Certified Operator; Commercial Driver's License (CDL); Crane Operator; Electric Power Technology; Professional Building Inspector; Occupational Safety and Health Administration Outreach Training Program (OSHA 10); Nursing (RN and LVN); and Surgical Technology.

**Target  
Occupations**

**Target Occupations in Deep East Texas**

High Demand jobs that pay above average wages and are used to guide the investment of Workforce program funds for training.

**Construction**

- Electrical Power-Line Installers & Repairers
- Electricians
- Heating, AC, & Refrigeration Mechanics & Installers
- Operating Engineers/Other Construction Equipment Operators

**Transportation,  
Distribution & Logistics**

- Automotive Service Technicians & Mechanics
- Bus & Truck Mechanics & Diesel Engine Specialists
- Heavy & Tractor-Trailer Truck Drivers

**Education & Information  
Technology**

- Computer Systems Analysts
- Computer User Support Specialist
- Network And Computer Systems Administrators
- Preschool Teachers, Except Special Education
- Secondary School Teachers, Except Special and Career/Technical Education

**Health Science**

- Emergency Medical Technicians and Paramedics
- Health Technologists and Technicians
- Licensed Practical and Licensed Vocational Nurses
- Medical Assistants
- Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other
- Nursing Assistants
- Pharmacy Technicians
- Registered Nurses
- Surgical Technologists

**Law, Public Safety,  
Corrections & Security**

- Paralegals & Legal Assistants
- Police & Sheriff's Patrol Officers

**Business Management &  
Administration**

- Bookkeeping, Accounting, & Auditing Clerks

**Manufacturing &  
Engineering**

- Drafters, Engineering Technicians, and Mapping Technicians
- Machinists
- Welders, Cutters, Solderers, & Brazers

## Financial Data and Impact of Workforce Efforts

<b>Program Expenditures</b>	
Child Care Services	\$12,721,449.26
<b>Workforce Innovation and Opportunity Act (WIOA)</b>	
WIOA Adult	\$ 1,247,757.20
WIOA Dislocated Worker	\$ 923,000.06
WIOA Rapid Response	\$4,204.31
WIOA Youth	\$ 1,012,805.63
WIOA Alternative Funding	\$70,121.27
<b>Employment Assistance</b>	
SNAP Employment & Training	\$371,280.51
TANF/Choices	\$ 815,756.05
Non-custodial Parent	\$ 58,534.24
<b>Special Project Grants</b>	
Trade	\$34,819.59
Summer Earn and Learn (SEAL)	\$75,102.76
Workforce Commission Initiative Grant	\$ 52,571.71
National Dislocated Worker Disaster Grant	\$ 343,993.37
Reemployment Services & Eligibility Assess	\$ 165,329.25
<b>Operational Support</b>	
Employment Services	\$103,799.31
Texas Veterans Commission	\$11,939.18
Vocational Rehabilitation	\$137,215.92
<b>Fee Based Contracts</b>	
HireAbility Navigator	\$83,607.17
VR Paid Work Experience	\$49,766.74
<b>TOTAL</b>	<b>\$18,283,053.53</b>

## Customer Spotlight



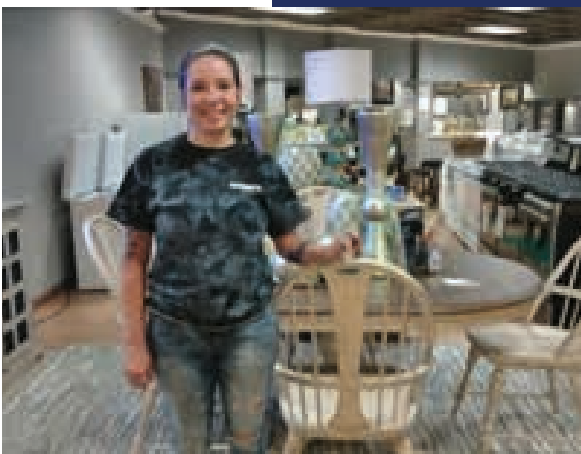
### **Long-term Nursing Goal Achieved**

Kyesha Sweat visited the workforce center to get assistance with becoming a certified nursing assistant (CNA). During her career planning session, she revealed her real dream was to become a nurse. With guidance and support from the Workforce center and her personal dedication, Kyesha graduated from Tyler County Hospital Nursing School, passed her Nursing Board Exam (NCLEX), and is working as a Licensed Vocational Nurse.



### **Second Chance Turns into Success**

Isaiah Douglas was ready to turn his life around and make a difference in his community. He sought help from the Workforce center and restarted his education journey while working as a personal trainer. He graduated from Lee College and obtained his associate's degree in Welding Technology. After completing his certification, Isaiah is now working and earning a sustainable wage and advancing up the career ladder.



### **Displaced Retail Worker Restarts with New Employer**

After being laid off, Melissa Dodge was concerned she wouldn't be able to find another job. She worked with the Workforce center on updating her resume and began her job search. She interviewed successfully and started a new position as an Office Assistant.

## Grants Distributed in the Region



### **Jobs and Education for Texans (JET)**

Provides grants to public community, technical or state colleges and independent school districts to purchase or install equipment necessary for the operation of career and technical education courses or programs that lead to a license, certificate or postsecondary degree in a high-demand occupation.

Burkeville Independent School District to help purchase and install equipment to initially serve 30 students, providing training in the occupation of welder, cutter, solder and brazer **(\$262,182)**.

Center Independent School District to help purchase and install equipment to initially serve 130 students, providing training in the occupation of welder, cutter, solder and brazer **(\$328,571)**.

Coldspring-Oakhurst Consolidated Independent School District to help purchase and install equipment to initially serve 79 students, providing training in the occupation of welder, cutter, solder and brazer. **(\$189,316)**.

Hudson Independent School District to help purchase and install equipment to initially serve 78 students, providing training in the occupation of welder, cutter, solder and brazer **(\$102,361)**.

West Sabine Independent School District to help purchase and install equipment to initially serve 150 students, providing training in the occupation of welder, cutter, solder and brazer **(\$140,429)**.

### **Dual Credit Equipment-Only Grant**

Latexo Independent School District to help purchase and install equipment for training in the occupation of health science. **(\$45,000)**.

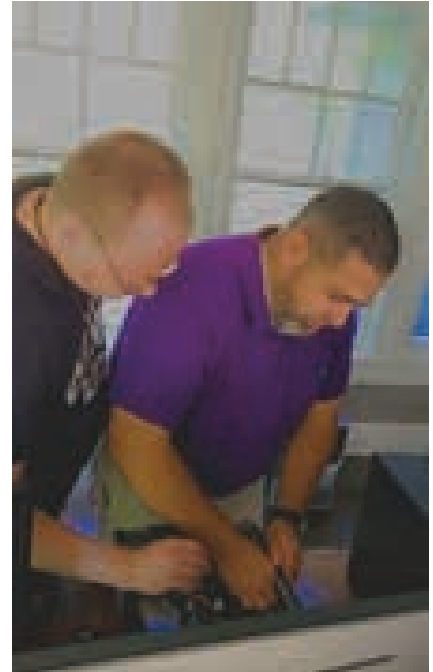
### **WIOA Alternative Fund Grant**

Local Workforce Board applies for the grant to implement an innovative program. Externships for Teachers enabled 19 career and technical education teachers to be matched with businesses across the region for a week of learning, observing and job-shadowing in high demand industries, **(\$30,000)**.

### **Information Technology Registered Apprenticeship**

Local Workforce Board applies for the grant to expand the number of registered apprenticeships. **(\$200,000)**

## Connecting Education and Business through Teacher Externship Program



In June 2021, Workforce Solutions Deep East Texas partnered with 19 local businesses and 11 independent school districts to link classrooms with the workplace and help shape tomorrow's Workforce for industry needs.

"The Teacher Externship program was developed based on feedback from area employers that there was a disconnect between workplace expectations and the qualifications of students entering the Workforce," said Mark Durand, Executive Director of Workforce Solutions Deep East Texas. "It is more important than ever to address the skills gap identified by employers in manufacturing, healthcare, automotive, utilities and IT industries across the 12-county region."

Nineteen (19) career and technical education teachers were matched with businesses across the region for a week of learning, observing and job-shadowing. The teachers gained industry strategies for the classroom to help them inform, educate, guide and connect students to high demand occupations that match their skill sets.

Among the immediate positive outcomes from the experiences were: skill-specific lessons for the classroom, job opportunities for graduating students, new clinical experience opportunities for nursing students, and plans for student tours during the upcoming school year. Teachers also heard employers talk about the need for soft skills such as communication, empathy, attendance, professional behavior, listening, making eye contact, and problem-solving.

(continued on page 14)



Participating Business Partners:  
Angelina College, Angelina Forest Products, Deep East Texas Electric Cooperative, East Texas Community Health Services, Hancock Advertising Agency, Lakes Area Veterinarian Hospital, Legacy Institute, Little Beaver, LivCom, Loving Toyota, NIBCO, Nucor Vulcraft, Provalus, Southeast Texas Industries Group, St. Luke's Health Memorial Hospital, Tipton Ford, Turner Manufacturing, Weaver Brothers Motor Co., and Woodland Heights Medical Center

(continued from page 13)

“By all accounts, the program was a resounding success. The participating teachers have a better understanding of the high demand occupations and the types of technical skills needed for success in the Deep East Texas economy. The employers and local schools have opened doors to continued collaborations,” said Mr. Durand. “On behalf of the local Workforce development board, I want to express our appreciation to the employers who spent considerable time and resources to plan meaningful experiences for the teachers. We are equally grateful to the teachers who embraced the learning opportunity and devoted a week of their summer to the program.”

Participating School Districts and Teachers: Brookeland ISD - Randy Bridges; Central ISD - Amber Parrott; Coldspring-Oakhurst ISD - Robert Mills; Corrigan-Camden ISD - Amber Perez, Rayford Sweats; Diboll ISD - Bruce Barrera; Hudson ISD - Cody Berry, Dana Rosario, Meredith Stanford; Jasper ISD - Allen Hadnot, Luke Ney, Kelli Bailey; Latexo ISD - Larry Langford; Nacogdoches ISD - Coy Van Valkenburgh, Stanley Warren; Newton ISD - Sarah Trammell, Daniel Odom; and Zavalla ISD - Jaclyn Fant, Laura Wise

## Customers Served Through Child Care Services

The Child Care Services (CCS) system in Deep East Texas is a dual-purpose program that provides financial assistance to families so they can work, attend school, or enroll in training to improve the well-being of their families.

Workforce Solutions  
Deep East Texas  
Child Care Services

210 N. John  
Redditt Drive

Lufkin, Texas 75904

800-256-1030

[www.detwork.org/  
child-care-services](http://www.detwork.org/child-care-services)

**2,008**

Average Number of  
Children Served Per Day

**84**

Child Care Providers  
with Agreements

**143**

Number of Service Industry  
Recovery Children Enrolled

**40**

Texas Rising Star Centers

**1,231**

Children Served Through  
Texas Rising Star

**\$55,259.05**

Service Industry Recovery Funds

**\$398,286.90**

Child Care Quality Expenditures

**\$1,041,633.53**

An Enhanced Reimbursement Rate was paid to Child Care  
Providers that Remained Open During COVID-19



## Texas Rising Star – Quality Banquet



*Texas Rising Star Child Care Providers Recognized at Annual Quality Banquet*

Over 300 child care teachers representing 39 child care providers across 12 counties came together on October 2, 2021, in Nacogdoches to focus on quality care. The Texas Rising Star Quality Conference was hosted by Workforce Solutions Deep East Texas and celebrated the providers' hard work and dedication, as well as provided professional education to help them continue to contribute to the early development of children.

"Workforce Solutions Deep East Texas is working to create and strengthen the foundation of early childhood education that will support a child's continuation into primary education and then into the workforce," said Mark Durand, Executive Director. "It was a tremendous turnout at a time when our communities are depending

more than ever on safe learning environments for children so their parents can attain or retain their jobs."

Conference participants heard from Colleen Schmit, nationally known childcare behavior specialist, who spoke on the importance of teacher-child interactions, Lety Valero, international behavior intervention expert, who shared insight regarding conscious discipline, and Debb Homman, Child Care Coordinator, who presented the importance of self-care for providers. The information received by the participants will prepare them to implement their new learnings, which will help them to continue to enhance the quality of their programs. They also had the opportunity to network with their

(continued on page 17)



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colleagues from other child care centers. In addition, \$61,435 of child care funds was spent for door prizes such as instructional kits, products and other supplies to enhance the learning environments in the classrooms.

These Texas Rising Star-certified child care programs are providing higher quality learning environments for children. This can include higher quality curriculum, classroom activities, teacher qualifications and parent education. Child care centers that achieve TRS provider certification offer quality care that exceeds the State's Minimum Child Care Licensing Standards and are in a better position to contribute to the early development of children. As providers progress through the three levels of certification, they

contribute progressively more to the development of the children they serve on a daily basis.

Throughout the certification process, centers in the Deep East Texas region have the benefit of working with Workforce Solutions Deep East Texas mentors and child care development specialists Debb Homman, Rachel Smith and Rachel Garner, who offer guidance, coaching, and training for management and staff. Once certified, the TRS centers receive curriculum, educational centers and materials, and safety supplies.





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Angelina County**

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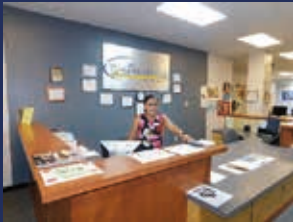
**Workforce Solutions  
Jasper County**

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799 West Gibson  
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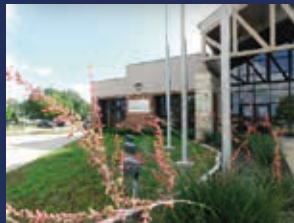
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Nacogdoches County**

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Livingston, TX 77351  
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**Workforce Solutions  
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Serving Houston and  
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1505 S. 4th Street  
Crockett, TX 75835  
Phone 936-544-7859  
FAX: 936-544-7872



**Workforce Solutions  
Shelby County**

Serving Shelby and  
San Augustine Counties  
145 Catco Drive  
Center, TX 75935  
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