

KEEP TRAVIS EARNING

A graphic of a teal-colored map of Travis County, Texas, is positioned over the word "TRAVIS" in the main title. The map is enclosed within a red oval. The area codes "512" and "737" are written in teal on either side of the map, and the state abbreviation "TX" is written in black on the map itself.

OUR ROLE IN WORKFORCE DEVELOPMENT

Strong local employers need a ready and skilled workforce.

A ready and skilled workforce doesn't happen by accident.

It takes employers, educators, child care providers, community partners—and a **regional convener** to bring them together.

That's our role.

Everything that follows is an example of what that looks like in action.





Creating a ready and skilled workforce starts by bringing the right partners together. **Workforce Solutions Capital Area regularly convenes leaders from business, education, labor, local government, and community organizations** to solve the workforce challenges no single organization can solve alone.



BUILDING A READY & SKILLED WORKFORCE

These results show how Workforce Solutions Capital Area supports job seekers, employers, families, and students across Central Texas.

JOB SEEKERS

10,244	1,253	402	58,791
Job seekers served	Program-enrolled customers	Job seekers enrolled in training programs	Visits (35,946 unique individuals) to WFS centers for services such as job search assistance, orientation, and resource navigation

ADVANCING ECONOMIC MOBILITY

Individuals who received career navigation, training, and supportive services increased their median annual earnings by \$29,517, **demonstrating the value of workforce investment in advancing economic mobility.**

**+\$29,517**

Median annual earnings increase among Workforce Innovation and Opportunity Act (WIOA) participants following workforce services.

FUTURE WORKFORCE

15,595	24	5
Students served	Campuses	ISD partners

INSPIRING FUTURE CAREERS

In Feb 2025, CareerQuest brought together employers, educators, and school districts to introduce students to future careers. **Approximately 1,200 seventh-grade students from Austin ISD, Del Valle ISD, Pflugerville ISD, and Elgin ISD explored future career opportunities** through hands-on, immersive learning experiences. With 30 local employers and educators on-site, students engaged in interactive activities showcasing careers in healthcare, skilled trades, mobility, tech, manufacturing and more.



CHILD CARE

5,422

Children supported through child care scholarships

461

Providers contracted

105

Providers mentored to a higher quality rating

329

Early Learning Programs received mentoring

79%

Children on scholarship enrolled in a quality-rated child care center

\$2,277,900

Distributed to supplement early childhood professionals' salaries

Through the Jeannette Watson Wage Supplement program and Capital Area Retention and Elevation (CARE) program

INVESTING IN THE EARLY CHILDHOOD WORKFORCE

To recognize and reward providers' dedication to high-quality childcare and strengthen the long-term well-being of families in our community, **WFS awarded \$1.2 million in bonuses to contracted child care providers** through the Capital Area Retention and Elevation (CARE) Program in 2025. CARE provides financial incentives to eligible early learning providers to support staff retention, motivation, and satisfaction. In 2025, WFS selected 51 Texas Rising Star rated providers with a total of 483 staff for awards, ranging from \$1,000 to \$3,000 per person, depending on how many people each provider employs.

“This has helped teacher retention, especially when we cannot afford to give raises each year.

Katelyn H.

Director at a center caring for 67 children receiving WFS scholarships

EMPLOYERS

4,800

Employers served

66

Hiring events hosted

7,150

Job seekers attended our hiring events

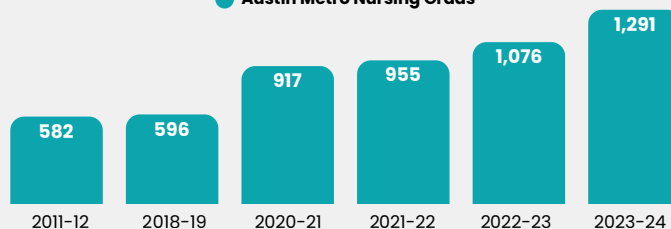
\$161,674

Invested in upskilling Central Texas

EMPLOYER-LED INNOVATION

By convening the Central Texas Healthcare Partnership, Austin's major hospital systems have collaborated to expand clinical opportunities, add new programs, and increase simulation usage. These efforts have **more than doubled nursing graduates** over the past five years, with a 20% increase in the last year alone.

● Austin Metro Nursing Grads



SUCCESS STORIES

REAL STORIES. REAL IMPACT.

Workforce Solutions Capital Area (WFS) strengthens the regional workforce by connecting people, employers, educators, and child care providers to opportunity. Behind every program and partnership are individuals whose stories reflect the impact of a stronger workforce system across Central Texas.



JOB SEEKER

STARTING OVER AFTER A LAYOFF



After being laid off from a longtime role in healthcare, Cindy felt overwhelmed, unsure where to go or how to start over. That's when she got connected to Workforce Solutions Capital Area, and everything started to change. With the right support, she was able to refresh her credentials, find new confidence, and land a job she's proud of in a place where she feels valued.

“WFS immediately made the turnaround... and caused me to get interviews and ultimately a great job that I'm very, very pleased with.”

Cindy



EMPLOYER

SOLVING THE NURSING SHORTAGE



St. David's HealthCare's partnership with Workforce Solutions Capital Area is helping address one of healthcare's most pressing national challenges: a shortage of qualified workers across critical roles. Through collaborative efforts like the Central Texas Healthcare Partnership, St. David's and other employers are strengthening clinical rotation access, improving student engagement, and increasing the number of local nursing graduates — from around 600 in 2019 to nearly 1,300 in 2024.

“Coming together has made the difference in creating a stable pipeline here in Austin.”

Beth Vaughn, AVP of Academic Partnerships, HCA Central West Texas (St. David's HealthCare and Las Palmas Del Sol Healthcare)



CHILD CARE PROVIDER

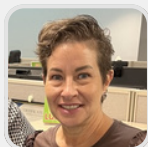
“THEY LIFTED US UP”



For more than 30 years, Tammy Forton has dedicated her life to serving children and families through early childhood education. Tammy's partnership with Workforce Solutions Capital Area helped transform her school through teacher training, child care scholarships, Texas Rising Star support, staffing resources, and ongoing collaboration.

“When I didn't think I could do it, WFS told me I could.”

Tammy Fortin, Little Lonestar Academy



JOB SEEKER REENTRY AND RENEWAL



After incarceration, Aimee was connected to Workforce Solutions Capital Area through emergency food benefits. With support from her career navigator and resources like transportation assistance, she found a job aligned with her purpose — and a life of self-empowerment. This is her first real chance.

“ I was always scraping to get by in every facet whether it was emotionally, physically, spiritually, financially. And right now, this is my first chance to step into a future of self-empowerment.”

Aimee



COMMUNITY RECOGNIZED FOR SERVING THOSE WHO SERVED

The Texas Veterans Commission named Workforce Solutions Capital Area's Business Services team its 2025 Business Services Team of the Year, recognizing our commitment to connecting veterans, transitioning service members, and military families with meaningful career opportunities. Through close collaboration with Texas Veterans Commission employment liaisons and local employers, our team helps connect highly skilled veteran talent with businesses across Central Texas.



CHILD CARE PROVIDER “THANK YOU FOR DEMONSTRATING LOVE”



When Jamie talks about her partnership with Workforce Solutions Capital Area Child Care Services (CCS), she doesn't just mention funding or checklists — she talks about love. With CCS support, she's been able to access training, mentorship, compliance tools, and guidance — all of which have helped her center stay open and serve families with confidence and compassion. “It's not just an assignment. They care. You're not alone in this.”

“ I have a support system that knows what I am doing is from my heart and that every family that walks through the door is important. I just want to say thank WFS for being who they are and demonstrating love.”

Jamie Vaughn

CASE STUDIES

BRAIDING PUBLIC & PHILANTHROPIC DOLLARS TO SCALE WHAT WORKS

Workforce Solutions Capital Area (WFS) is scaling a proven public workforce system by aligning federal, state, local, and philanthropic investments. These partnerships allow us to respond to regional labor demand, remove barriers to participation, and build sustainable talent pipelines in high-growth sectors.



INDUSTRY PARTNERSHIP

AUSTIN INFRASTRUCTURE ACADEMY (AIA)

CHALLENGES

Central Texas infrastructure projects are expected to create more than **10,000** jobs annually through 2040, while the region currently prepares about 6,000 workers each year—leaving an annual training gap of approximately **4,000** workers. Barriers such as child care, transportation, and training access further prevent residents from entering these high-demand careers.

INVESTMENTS

The City of Austin's **\$5M** public workforce investment established AIA as a regional priority. Investments from Texas Mutual and Google.org then helped launch and expand the Academy, complementing public dollars for training, wraparound services, and system coordination—unlocking more than **\$5.9M** in aligned investment.

IMPACTS MAR 2025 - MAR 2026 (WFS ONLY)

1,561

Residents connected to career opportunities

1,078

Participants enrolled in AIA
Includes individualized career navigation and access to training and supportive services

162

Training scholarships awarded

99+

Employed or advancing their careers
Unemployment insurance data typically reflects a two-quarter reporting delay

EMPLOYMENT OUTCOMES

+\$18,480

Average increase in annual earnings
Median salary: \$41,600

“ Workforce Solutions has brought us some great candidates and really offered a really great resource. They always have the answer.

Caitlin Holliday
Senior Recruiter, Southwest Airlines



CHILD CARE RAISING TRAVIS COUNTY

CHALLENGES

When child care and out-of-school time programs are too expensive or hard to find, families face choices that disrupt employment, limit workforce participation, and reduce long-term economic mobility.

INVESTMENTS

Following the Nov 2024 passage of Prop A, Travis County is investing \$75M annually in childcare, with WFS managing a **\$24M** contract to provide childcare scholarships and provider gap funding.

IMPACTS AS OF MAR 2026

178

Children enrolled in Raising Travis County scholarships
Outreach began Jan 2026

151

Child care providers receiving gap payments
Distribution began Oct 2025

\$2.6M

Total gap payments distributed to child care providers

“The impact of Travis County’s support reaches far beyond our program walls. It is strengthening families and building a brighter future for communities across the county.

Legacy Kids Academy

Cares for 30 children receiving care through Child Care Services, and five receive Raising Travis County scholarships

REALITY CHECK: ECONOMIC PRESSURES

Families receiving WFS child care scholarships earn approximately half the average income in their communities, while child care costs can consume 30–40% of their annual income.

STRATEGY

OPPORTUNITIES TO STRENGTHEN REGIONAL ALIGNMENT

Workforce Solutions Capital Area's (WFS) strategic vision focuses on building a high-performing system while accelerating **growth and partnerships**. WFS is uniquely positioned to align workforce, child care, and economic development systems at scale—creating a more coordinated and effective regional talent pipeline.

PRIORITY 1

STABILITY & INTEGRATION

SUMMARY

Strengthening the foundation of the workforce system by aligning programs, improving operations, and ensuring fiscal and performance accountability.

WHY IT MATTERS

Creates the infrastructure needed to responsibly scale investments and deliver consistent outcomes.



PRIORITY 2

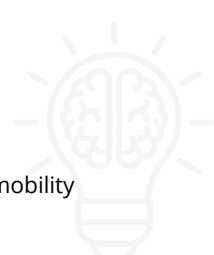
MINDFUL GROWTH & RESPONSIVENESS

SUMMARY

Scaling workforce and child care solutions that meet the evolving needs of employers, jobseekers, and families in Central Texas.

IMPACT GOAL

Increase job placements, wages, and career mobility while stabilizing the child care workforce.



OPPORTUNITIES FOR PHILANTHROPY

Philanthropic investment can accelerate the expansion of sector-based training, support innovation in service delivery, and help close equity gaps by targeting resources where they are most needed.

WAYS TO PARTNER

- Co-invest in scaling sector partnerships in high-growth industries
- Support integrated workforce + child care strategies for parents
- Fund pilot models that respond quickly to labor market demand

PRIORITY 3

PARTNERSHIP ENHANCEMENT

SUMMARY

Positioning WFS as a regional convener to better align workforce, education, child care, and economic development systems.

IMPACT GOAL

A more integrated, coordinated workforce system that expands access to opportunity and supports long-term economic growth.



OPPORTUNITIES FOR PHILANTHROPY

Philanthropy plays a catalytic role in bridging systems, enabling coordination, shared strategies, and cross-sector alignment that public funding alone cannot achieve.

WAYS TO PARTNER

- Co-invest in scaling workforce + child care models
- Support cross-system alignment and regional coordination efforts
- Fund innovation and employer-driven talent pipeline solutions

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