



## 2025 WORKFORCE EXCELLENCE AWARD NOMINATION FORM

### NOMINATION FORM

APPLICANT:

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Name of Community or Workforce Board

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Contact Name and Title

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Email Address

Telephone Number

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Community Population (as of the most recent census or as officially marketed)

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TEDC Member Name (TEDC membership is held by the individual, not the organization)

#### SUMMARY and INSTRUCTIONS:

Please attach a brief description of the workforce development initiative. Within this description, address the award criteria of Innovativeness, Transferability, Community Commitment and Leverage, Measured Objectives and Secondary Benefits. Please provide the start date of the project and completion date, if applicable.

**The program or initiative is to be for the period of January 1 to December 31, 2024.** Please provide measurable results for that 12-month period. The workforce development initiative can be a long-term project, however, it must show measurable results within the award year.

#### Important Information:

- The submittal must be the application page and four conventionally formatted 8.5" x 11" pages. Therefore, no more than five (5) pages in total for the award submission. Any award submissions that exceeds the five-page limit will be disqualified.
- The project or program may not have been submitted previously for a TEDC Workforce Excellence Award.

**Please submit this completed nomination form and your project summary via email to Amy Swank at [amy@texasedc.org](mailto:amy@texasedc.org) on or before 5:00 PM, Friday, May 9, 2025.** You may also submit up to five (5) photographs of your workforce project as separate jpeg or png files.

**Application Fee:** There is a \$100 fee to apply for the TEDC's Workforce Excellence Award. An invoice will be generated upon receipt of the application.

# TOMBALL

## ECONOMIC DEVELOPMENT CORP.

The Tomball Economic Development Corporation (Tomball EDC) prioritizes workforce development as a core pillar of economic development, knowing that as the economic development corporation creates more jobs, employers will need an available, qualified workforce. With education and workforce development as one of five strategic goals outlined in the Tomball EDC Strategic Plan, Tomball EDC implements creative strategic initiatives to achieve its overall goal of developing a qualified workforce in Tomball.

Launched in 2024, the innovative Summer Youth Employment Program was crafted by Tomball EDC staff to enhance career awareness and readiness for young adults in Tomball. Specifically designed for students in Tomball, the program provides, through EDC grant funds, paid summer employment opportunities in a variety of industries, offering hands-on experience and a taste of real-world work environments.

The Summer Youth Employment Program is available to students aged 16-20 who attend high school, homeschool or college within Tomball City Limits or Tomball Independent School District's jurisdiction. Youth with disabilities are eligible to participate up to age 22. Students are paid \$15 per hour and are matched with businesses based on career interest and availability. Participants go through an application and interview process before being selected.

Businesses participating in the seven-week program, all of which are located in Tomball, receive grant funding from the Tomball EDC to hire one or two interns. Twenty companies have committed to participating in 2025 after eight participated in the inaugural effort. Industries represented include manufacturing, marketing, media, banking, fitness, real estate, medical, education, and more.

### ***I. Innovativeness***

***The program or project demonstrates innovative approaches to institutional, financial, technical or legal aspects of workforce development, talent attraction and economic development.***

Many workforce programs focus on developing skills in a classroom that are translatable to the workplace. While those are certainly important, and the Tomball EDC participates in those programs, the Summer Youth Employment Program actually puts students inside the office, facility or field to gain hands-on experience. This direct placement provides invaluable opportunities to see day-to-day operations and learn how key decisions are made by business

leaders. The Summer Youth Employment Program elevates the partnership of education and industry to the next level.

A unique element of the Summer Youth Employment Program is the interns' earned wages are funded through grants offered by the Tomball EDC to participating businesses. These grants lower the risk for the employers and incentivizes businesses to participate in the program. The Tomball EDC has a strategic measure to develop youth workforce programs and initiatives that deliver results. The Summer Youth Employment Program puts the Tomball EDC's money where its mouth is.

Additional creative elements of this program include the Tomball EDC's management of the entire operation to ensure success for the employer and participant. The Tomball EDC has created a website for potential interns to learn about the businesses involved and the jobs available. This includes videos from management at participating businesses explaining what their companies do and what summer interns can expect. The Tomball EDC develops the application, processes applicants and helps identify which applicants fit with certain businesses.

## ***II. Transferability***

***The program or project shows potential use by other economic development agencies, workforce groups or practitioners for similar opportunities or solutions. The program or project should be readily transferable to comparable situations in other communities.***

The Summer Youth Employment Program is successful because of key relationships fostered by the Tomball EDC. This program was initiated because the Tomball EDC discovered an opportunity through connections to merge the strong pipeline of students in Tomball with career opportunities being created by Tomball businesses. While some elements of the Summer Youth Employment Program are original and unique to Tomball, the program uses basic components of workforce partnerships between educational institutions and local businesses that should be implemented everywhere.

Workforce development is a major pillar of economic development and the best way to achieve success in that area is through collaboration. The Summer Youth Employment Program is a shining example of collaboration between an economic development organization, education and the business community.

Economic development organizations should look for opportunities to financially support workforce development programs, especially those that help keep talent home. The grants offered to participating businesses make a tremendous impact and highlights the importance of workforce. If students can gain an experiential understanding of the careers available to them upon graduating high school or college, they are more likely to return to those careers. This provides tremendous return on investment for local businesses, education partners and the economic development organizations that are dedicating resources toward workforce programs.

### ***III. Community Commitment and Leverage***

***The program or project makes it possible for others to achieve a greater impact by joining public/private participation or by intergovernmental or state/local involvement to leverage resources.***

Tomball EDC specializes in bringing together public and private partners to amplify opportunities. The Summer Youth Employment program is a perfect example of public-private partnership. Public education, via Tomball Independent School District and Lone Star College-Tomball, and private businesses from across Tomball came together to meet an obvious need.

- **Local Employers:** eight Tomball-based companies willingly signed up to be part of the pilot program in 2024. 20 companies have agreed to participate in 2025, showing the value of the program and the wonderful collaborative spirit of Tomball
- **Students:** this is our most important partner. As the future of Tomball's talent pipeline, it was essential to create a program that spoke to local students. The Tomball EDC designed the Summer Youth Employment Program with students in mind to deliver the most real-world value
- **Schools:** Tomball Independent School District, Lone Star College-Tomball and other educational institutions were key in promoting the program to their students. The Tomball EDC created the framework and structure, but it required buy-in from the schools. The Tomball EDC made it a point to collaborate with them, due to their knowledge of student interests and high-demand careers

Additionally, the Tomball EDC is able to leverage public resources to fund grants for participating businesses. Investing sales tax dollars directly back into the community in the form of workforce development and job creation is a win for Tomball.

### ***IV. Measured Objectives***

***Results demonstrate a specific objective that the program or project was able to achieve. Measures of the program's value can include:***

- ***jobs created***
- ***jobs retained or improved***
- ***additional monetary investment in the community***
- ***additions to the tax base created by the program or project***
- ***individuals or employee trained, reskilled or upskilled***

The Summer Youth Employment Program is a long-term, multi-year investment to deliver positive workforce outcomes for Tomball students and businesses. The inaugural Summer Youth

Employment Program achieved desired results and key milestones. In order to properly gauge the outcomes, the Tomball EDC was measured with business and student participation.

Eight companies participated in 2024. Each company received \$4,000 in grant funds to hire two interns or \$2,000 to hire one intern. The employment window ranged from June 1, 2024 to August 15, 2024, with businesses choosing a seven-week work period for each intern within that time frame.

15 students from an applicant pool of 53 were selected. The students worked 140 hours during the course of seven weeks in real-world environments to gain valuable career experience in their hometown.

Due to the success in 2024, 20 companies have committed to participating in 2025. Nearly 40 interns will be hired from 118 applicants.

## ***V. Secondary Benefits***

### ***Produces ancillary benefits to other economic activities in the area.***

The program may directly affect summer employment, however, the long-term, secondary economic benefits of the Summer Youth Employment program are much greater.

For students, the program allows them to gain meaningful employment while exploring careers available to them upon high school or college graduation. Many students will gain perspective on their pursuit of future careers based on their experience in the Summer Youth Employment Program. Some may even have the option to go directly from summer intern to full-time employee, if they have completed their desired schooling.

For businesses, they are presented with the opportunity to hire quality summer employees and train potential long-term team members. Businesses are always looking for quality full-time employees. By signing up for the Summer Youth Employment Program, companies can utilize grant funding to cover wages while they explore the affiliation between intern and business. If the fit is great, companies can offer the promise of immediate or future full-time employment.

Should the Summer Youth Employment Program lead to long-term career opportunities, the economic benefit of the program would skyrocket and deliver grand benefits for all participating parties.