

Regular Tomball EDC

Agenda Item

Data Sheet

Meeting Date: April 14, 2026

Topic:

Discussion and possible action by Tomball EDC regarding the Summer Youth Employment Program.

Background:

As discussed at the last Board meeting, the Summer Youth Employment Program (SYEP) continues to experience strong growth in participation from the local business community. For the 2026 program year, a total of 46 businesses have requested participation, representing approximately 89 internship opportunities across a wide range of industries.

Based on employer requests, the maximum potential funding exposure for SYEP is approximately \$302,400. Through initial adjustments to requested allocations, staff has reduced the projected funding amount to approximately \$258,300. A detailed summary of participating businesses, requested amounts, and adjusted funding levels is included in the attached spreadsheet.

These adjustments were made by applying a consistent funding approach across participating employers. In general, requests for multiple interns were scaled to a standard funding level, with most employers capped at approximately \$8,400. This allows businesses to determine the mix of full-time and part-time interns within that allocation (e.g., two full-time interns or a combination of full-time and part-time positions).

The approved SYEP budget for FY2026 is \$250,000, resulting in a current projected shortfall of approximately \$8,300.

SYEP is a fluid program, and final expenditures are typically lower than initial projections due to several factors:

- Employers may request multiple interns but ultimately hire fewer candidates
- Some applicants may not meet employer expectations
- Participating businesses may withdraw or reduce participation prior to placement
- Student availability and scheduling can impact final grant payout
- Two participating businesses have withdrawn from the program due to internal factors unrelated to SYEP

Historically, these factors result in a reduction from initial maximum funding projections.

Staff met with the Tomball Regional Health Foundation to explore potential partnership opportunities, particularly related to healthcare placements. While the Foundation expressed interest in the program's goals, legal counsel advised that they are unable to provide funding for internship wages placed with for-profit employers. The Foundation indicated they would be more comfortable funding health-related nonprofit organizations directly.

To address the current projected shortfall, the Board may consider the following options:

Option 1 – Budget Reallocation

Reallocate additional funding from available TEDC resources (such as Project Grants) to fully support the adjusted SYEP funding level of approximately \$258,300.

Considerations:

- Maintains current employer participation levels
- Supports continued program growth and workforce development impact
- Reduces the need for additional employer funding adjustments
- Does **not** require a budget amendment, as funding would be reallocated within existing approved budget categories

Option 2 – Further Reduce Employer Allocations

Implement additional reductions to employer funding allocations to align total program cost with the approved \$250,000 budget.

Considerations:

- Ensures adherence to the approved budget
- May reduce the number of internship opportunities available
- Could impact employer participation or satisfaction

Healthcare is a key target industry identified in TEDC's Targeted Industry Analysis, making these internship opportunities especially valuable in supporting long-term workforce development and economic competitiveness.

To align with current budget constraints, staff has significantly reduced several larger employer requests, including those from healthcare providers such as HCA Houston Healthcare and Northwest Houston Heart Center. However, these employers offer multiple internship opportunities across diverse career pathways, including both clinical and non-clinical roles within a high-demand industry.

If additional funding is made available, the Board may consider partially restoring funding for these employers to maximize workforce development impact and better align program investment with TEDC's strategic priorities.

Timing Considerations

Due to the program timeline, participating businesses will begin receiving student applications by April 10, with interviews taking place from April 13 through May 8.

To provide businesses with clear expectations as they begin the interview process, staff will need to communicate approved funding levels or caps by April 15. At that time, employers will not yet have completed interviews and may still adjust the number of interns they ultimately hire.

A SYEP Business Orientation is scheduled for April 9 to review program details, timelines, next steps, and funding expectations.

Given this timing, staff is not seeking a final allocation amount at this stage, but rather direction from the Board on whether additional funding may be utilized if needed, along with a maximum funding threshold to guide employer communication.

Origination: Kelly Violette, Executive Director

Recommendation:

Given the relatively small projected shortfall and the likelihood of natural reductions as placements are finalized, staff recommends maintaining the current adjusted funding level while continuing to monitor participation.

At this time, staff also requests Board direction on whether additional funding may be reallocated if needed, and if so, a maximum funding threshold to guide communication with participating businesses. This may include consideration of funding beyond the projected shortfall to support high-impact internship opportunities, particularly within targeted industries such as healthcare.

If necessary, minor adjustments can be made prior to final placements to ensure alignment with the approved budget.

SYEP continues to be a highly successful workforce development initiative, providing meaningful career exposure for local students while supporting business engagement and talent pipeline development.

Staff will continue to monitor program participation, explore partnership opportunities, and provide updates as the program progresses.

Party(ies) responsible for placing this item on agenda: Tiffani Wooten

FUNDING (IF APPLICABLE)

Are funds specifically designated in the current budget for the full amount required for this purpose?

Yes: _____ No: _____ If yes, specify Account Number: # _____

If no, funds will be transferred from account # _____ To account # _____

Signed _____
Staff Member-TEDC Date

Approved by _____
Executive Director-TEDC Date