



Working to make an *impact*.



Workforce Solutions
ALAMO
BUILDING BUSINESS • BUILDING CAREERS

BUILDING BUSINESS • BUILDING CAREERS

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WORKFORCE SOLUTIONS ALAMO

Mission, Vision & Core Values



MISSION: To strengthen the Alamo regional economy by growing and connecting talent pipelines to employers.



VISION: To lead the most integrated community workforce network in the nation.



VALUES:

- ▶ Accountability
- ▶ Innovation
- ▶ Collaboration
- ▶ Integrity
- ▶ Excellence



OUR PURPOSE: Our work is to prepare people for meaningful careers while developing innovative workforce solutions for businesses in targeted industries providing long-term stability through high-demand, high-growth, high-wage employment opportunities.



WHERE WE SERVE: 13-County Alamo Region proudly serving the communities of Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, McMullen, Medina and Wilson counties.



DEAR FRIENDS OF WORKFORCE SOLUTIONS ALAMO,

The Alamo region is seeing a growing demand for new employees as companies create exciting opportunities in our area. Workforce Solutions Alamo continues to be a trailblazer within the workforce industry.

We work hard to provide timely, relevant solutions that allow employers to find and retain qualified workers. We also strive to ensure our region has a skilled workforce that is prepared and equipped to fill critical in-demand jobs.

Workforce Solutions Alamo is proud to connect Texas talent with employers. We are service optimizers and partnership managers in the mission to continually develop workers. Local unemployment numbers have returned to what we saw before the pandemic, thanks in part to the hard work of our Workforce Solutions Alamo employees and partners.

The efforts highlighted in this community impact report are helping people gain access to jobs and careers that position them and their families to achieve financial independence and personal success.

We could not provide the outstanding level of service we do without the collective commitment and leadership of our 14 Chief Elected Officials, Board of Directors, chamber and economic development partners, community-based organizations, post-secondary institutions, independent school districts, stakeholders, and staff. Their support is helping us build better businesses and better careers.

At Workforce Solutions Alamo, we work to deliver more than service — we work to make an **impact.**

LEADERSHIP TEAM



Adrian Lopez
Chief Executive Officer



Teresa Chavez
Chief Operations Officer



Adrian Perez
Chief Innovation Officer



Eric Vryn
Chief Process Officer

BOARD OFFICERS



Leslie Cantu

BOARD CHAIR

*Vice President, Administration
Toyotetsu Texas Inc.*



Mary Batch

VICE CHAIR

*Talent Pipeline Consultant
Caterpillar, Inc.*



Yousef Kassim

SECRETARY

*Chief Executive Officer
Easy Expunctions*

BOARD MEMBERS

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*Vice President
DOCumation, Inc.*

Becky Butler Cap

*SVP, Business Development,
Advanced Therapies
GenCure / BioBridge Global*

Eric Cooper

*President and CEO
San Antonio Food Bank*

Angelique De Oliveira

*Chief Mission Services Officer
Goodwill Industries
of San Antonio*

Mitchell Shane Denn

*Council Representative / Secretary
Treasurer / Recording Secretary
San Antonio Building &
Construction Trades Council*

Dawn Dixon

*Executive Director
Warm Springs Foundation /
ConnectAbility*

Lisa Navarro Gonzales

*Vice President
Forma, LLC*

Jerry Graeber

*Senior Project Manager
Leonard Contracting*

Allison Greer Francis

*Vice President /
Governmental Relations
The Center for Health
Care Services*

Lowell Keig

*Business Operations Director
Texas Workforce Commission*

Diana Kenny

*Chief Operating Officer
A.I.M., LLC*

Elizabeth Lutz

*Executive Director
The Health Collaborative*

Anthony Magaro

*Vice President, Human Resources
Southwest Research Institute*

Sammi Morrill, Ph.D.

*Associate Vice Chancellor of
Operations, Economic and
Workforce Development
Alamo Colleges District*

Betty Muñoz

*Director of Human Resources
JW Marriott San
Antonio Hill Country*

Ana DeHoyos O'Connor

*Professor / Community Coordinator
Early Childhood Studies
San Antonio College*

Ben Peavy

*Managing Director
Accenture*

Esmeralda Perez

*Director of Community Services
CHRISTUS Santa Rosa
Health System*

Kelli Rhodes

*President and CEO
Restore Education*

Burnie Roper

*Superintendent of Schools
Lackland Independent
School District*

Josh Schneuker

*Executive Director
Seguin Economic
Development Corporation*

JR Treviño

*Chief Operating Officer
Treco Enterprises Inc.*

COMMITTEE OF SIX

**Councilwoman
Dr. Adriana Rocha Garcia**
City of San Antonio, District 4

Councilman Manny Pelaez
City of San Antonio, District 1

Councilman John Courage
City of San Antonio,
District 10 (Alternate)

**Commissioner
Grant Moody**
Bexar County, Precinct 3

**Commissioner
Rebeca Clay-Flores**
Bexar County, Precinct 1

Judge Richard A. Evans
Bandera County

Judge Kyle Kutscher
Guadalupe County

Judge James E. Teal
McMullen County (Alternate)

CHIEF ELECTED OFFICIALS

Judge Weldon Cude
Atascosa County

Judge Richard A. Evans
Bandera County

Judge Peter Sakai
Bexar County

Judge Sherman Krause
Comal County

**Judge
Rochelle Camacho**
Frio County

Judge Daniel Jones
Gillespie County

Judge Kyle Kutscher
Guadalupe County

Judge Wade J. Hedtke
Karnes County

Judge Shane Stolarczyk
Kendall County

Judge Rob Kelly
Kerr County

Judge James E. Teal
McMullen County

Judge Keith Lutz
Medina County

**Judge Henry L.
Whitman, Jr.**
Wilson County

Mayor Ron Nirenberg
City Of San Antonio

FINANCIAL OVERVIEW

OCTOBER 2022 - SEPTEMBER 2023

FEDERAL BUDGET to support the local community through jobs and career services.

FUNDING STREAM	EXPENDITURES	PROGRAM DESCRIPTION
Employment Services	\$ 1,256,935	Local Workforce Centers align job seekers and employers through resume development, job matching, and career exploration
Trade Act	\$ 22,765	Job Training program developed to retrain job seekers in new careers that are displaced because of their prior position being eliminated due to international trade
Workforce Innovation & Opportunity Act (WIOA)	\$ 13,839,330	Job Training program assisting Adults, Dislocated, and Youth workers with skills development in the form of short-term and long-term vocational, classroom, and on the job training. Additional work experience opportunities and supportive services are available to remove barriers to unsubsidized employment
Reemployment Services and Eligibility Assessment	\$ 815,037	Outreach program for unemployment claimants that are reaching the end of their unemployment benefits to re-engage them back into the workforce system
National Dislocated Worker	\$ 1,930,919	Program providing Disaster Related Employment and Job Training Assistance to individuals affected by COVID-19
Supplemental Nutrition Assistance Program (SNAP)	\$ 1,291,598	Workforce programs assisting SNAP recipients to gain skills, job training, and work experience in order to obtain unsubsidized employment
Child Care	\$ 112,150,788	Program providing low-income individuals with child care assistance
Temporary Assistance for Needy Families (TANF)	\$ 7,187,252	Program assisting TANF benefit recipients to participate in work experience and job training opportunities in order to obtain unsubsidized employment
Teachers Externship	\$ 239,241	Funds to collaborate with employers and independent school districts (ISDs) to provide externships for middle school and high school teachers, schools, counselors, and school administrators
Skills Development Fund	\$ 215,674	Job Training program providing training in banking, finance, customer service, time management, and leadership instruction for Lone Star National Bank (LSNB)
TOTAL FEDERAL SPENDING	\$ 138,949,539	

ADDITIONAL BUDGET from other funding sources.

FUNDING STREAM	EXPENDITURES	PROGRAM DESCRIPTION
City of San Antonio — Ready to Work	\$ 12,075,160	Program providing workforce upskill opportunities through education and training to increase residents' chances of employment
Vocational Rehabilitation Services	\$ 1,343,283	Funds to ensure that Texas effectively prepares students with disabilities to obtain competitive and integrated employment through participation in employability skills and work readiness training, career exploration activities, work experience, post-secondary education, and other activities
San Antonio Area Foundation	\$ 32,603	Funds to support the Workforce Academy to increase outreach throughout the community by providing Workforce Ambassadors with outreach materials that promote the brand and services, and to support the board's capacity
Aspen Institute	\$ 45,754	Funds to support the Workforce Leadership Academy, which identifies local and regional systems to encourage economic opportunities with community advocates. Academy alumni become part of the Aspen Institute's Economic Opportunity Fellows Network
Unrestricted Non-Federal	\$ 230,525	Funds to support community events, branding, board training development, and other unforeseen events restricted by federal awards
TOTAL OTHER SPENDING	\$ 13,727,325	
TOTAL EXPENDITURES	\$ 152,676,864	

2023 FISCAL ACCOMPLISHMENTS



Completed 6 consecutive years of unmodified opinions

on the annual audit of financial statements



Workforce Solutions Alamo budget (grant awards) increased by 75.32%

since the fiscal year ending September 30, 2020

\$175,273,068
FY2022 BUDGET

\$174,334,415
FY2023 BUDGET

\$151,131,622
FY2021 BUDGET

\$112,865,663
FY2020 BUDGET

Child Care

Workforce Solutions Alamo Child Care Services provide quality child care scholarships to eligible families throughout the Alamo region.

The Contracted Slots Pilot Program (CSPP) awarded classroom start-up cost to three Texas Rising Star (TRS) 4-star providers. This helped open slots for more than 30 infants and toddlers who would otherwise be left on the waitlist.

Workforce Solutions Alamo was the only board successful in implementing the Contracted Slots Pilot Program in the state.

AVERAGE CHILDREN SERVED DAILY

12,655

AVERAGE FAMILIES SERVED DAILY

8,037

AVERAGE NUMBER OF CHILD CARE PROVIDERS

594

ANNUAL INVESTMENTS IN CHILD CARE

\$99,872,541.61

AVERAGE COMBINED YEARLY EARNED INCOME OF WORKING PARENTS

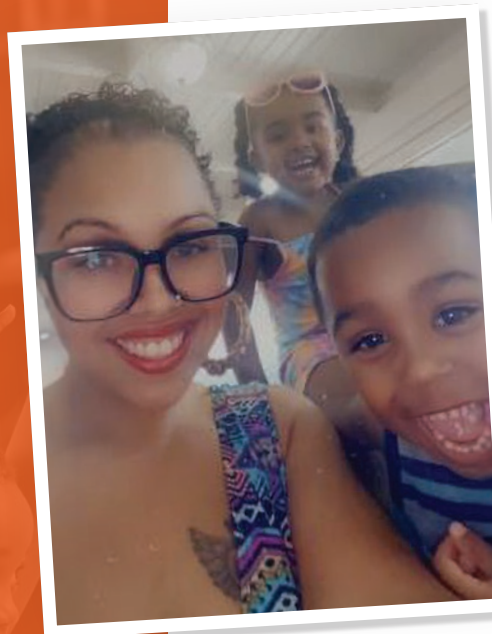
\$221 Million

SUCCESS THROUGH SUPPORT

"Workforce Solutions has helped me so much by making sure I have child care available. I am a single mom who works without family nearby to watch my children. Anytime I have a question or concern, Child Care Services is always there with a fast response and a hand

to help. Thank you for helping me with child care so I can work and support my family."

– Shaundra R.



QUALITY MATTERS

High-quality child care programs not only impact school readiness, they also have a positive impact on physical, social, and economic outcomes throughout a child's lifetime.

Workforce Solutions Alamo invests in quality curriculum and professional development opportunities for early care and education providers.

QUALITY TRANSFORMATIONS



Provided 33 centers with developmentally appropriate curriculum that aligns with early learning guidelines and standards to help children meet specific developmental benchmarks. Purchased **\$222,500** in curriculum, impacting **3,400** children.



Awarded incentives to 174 Texas Rising Star early learning programs to enhance and maintain quality in their programs. **\$809,000** invested, **6,426** children impacted.



"The new furniture, carefully selected with the guidance of child development experts, has transformed Little Wonderland into a haven of imagination and discovery. The vibrant colors, engaging designs, and interactive features of the toys have captivated the hearts and minds of our little ones, sparking creativity and encouraging collaborative play. But it's not just about fun – the grant has contributed significantly to the overall development of the children under our care. The innovative toys were chosen with a purpose – each one designed to stimulate cognitive abilities, enhance motor skills, and promote social interaction. From building blocks that encourage problem-solving to interactive learning stations that introduce basic concepts, every piece of furniture serves a dual purpose – education and enjoyment."

– Nancy Martinez, Director, Little Wonderland Child Care and Learning Center

ENHANCED EDUCATION



Invested in professional development

to enhance and support early childhood educators towards the advancement of their careers. **\$90,000** total invested, **47** professional development opportunities with **2,000** early childhood educators registered.



Invested in the movement toward quality for early learning programs

on the path to certification and those maintaining certification. **\$387,000** invested, impacting approximately **750** early childhood educators.

"The Texas Rising Star Certification Incentive Grant has helped our school in so many ways. The new materials provide so many opportunities for hands-on activities for the children at our center, and we are so excited for the items that will enhance our outdoor areas. The science materials provided by the grant are perfect for our younger children. They allow our youngest students to explore using their five senses and to observe elements of the natural world."

– Marianne Willms,
Country Home Learning Center #10



STAFF RETENTION THROUGH APPRECIATION

"Thank you so very much for this incentive! These bonuses were a real, concrete way to express appreciation for the hard work we do as early childhood educators. Our employees were extremely grateful and felt valued and appreciated."

I do believe this helped retain staff as everyone was looking forward to receiving the bonuses. It also confirmed to those who have been part of our team for years that this profession is worthwhile as we were honored for our dedication to impacting future generations."

– Leslie Ramirez, Owner, Kid Care Learning Center



Awarded 383 teacher appreciation incentives to early learning programs. Total award **\$390,800**, impacting **4,000** early childhood educators.

THANK YOU!

"...for the bonuses! They helped me with some house repairs." – Yesenia C.

"...for the bonuses! It helped me catch up on some bills." – Maria G.

"...so much! I was able to get my car fixed." – Gabriella G.

JOB SECURITY & MOTIVATION

"Our bonuses have helped motivate our staff to continue to provide quality child care even during the most stressful times. Our staff has felt at ease and secure at their job during a time when everything around us felt very unpredictable. We were able to guarantee job security which in return created a low turnover rate in staff. The consistency in staff has kept our quality of care intact and our parents and families are happy knowing their child is being cared for by a friendly face they have consistently seen at our center for years."

– Maria Silveyra, Director, Little Cowboys and Tiaras Daycare

BONUS POINTS *"The bonuses I have received have helped tremendously with household finances!!! I really appreciate them!"* – Natalie G.

"The teacher bonuses have helped with paying off credit cards I have balances on!!!" – Katie P.



Awarded quarterly staff bonuses to **48** Texas Rising Star Providers. A combined total of **\$839,000** directly impacting **847** early childhood educators.



Youth Services

Workforce Solutions Alamo's Youth Empowerment Services (YES!) program prepares the future workforce by offering comprehensive, no-cost services to eligible youth between the ages of 16-24 who face challenges and barriers to education, training, and employment.

325

PARTICIPANTS ENROLLED

\$929,714.46

TOTAL GIVEN TO

184 STUDENTS

ENROLLED IN PAID
WORK EXPERIENCES

45

ENROLLED IN TRAINING SERVICES

74

YOUTH ASSISTED WITH GED/HIGH
SCHOOL COMPLETION SERVICES

53

AREA SCHOOL DISTRICTS

259

SCHOOLS

400+

STUDENTS AND PARENTS
AT WSA YOUTH EVENTS

40+

EMPLOYERS & INDUSTRY
REPRESENTATIVES PARTICIPATED

EMPOWERING OUR YOUTH

"From helping with job evaluation and developing an outstanding resume, to getting an interview and landing in the position I am in right now — it still blows my mind. I would not be where I am today without the youth program and the devoted team members that truly want to see others succeed in life."

– Jose



"This program is a valuable resource for young people, and I hope it will continue to help many more young people achieve their dreams."

– Emilie



BY THE NUMBERS (PROGRAM YEAR 2023)

CAREER PATHWAYS & EXPLORATION

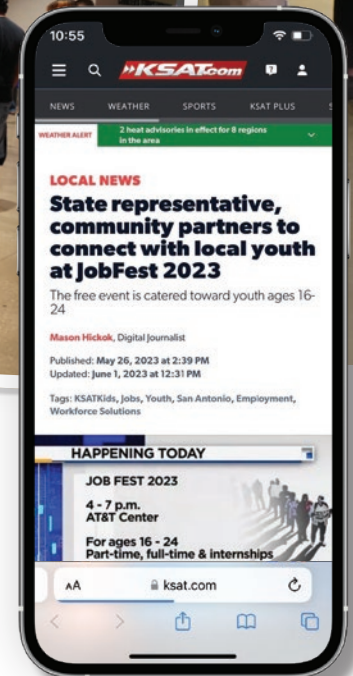
JOB FEST 2★0★2★3



879
JOB SEEKERS



75
EMPLOYERS



"Today's youth will be tomorrow's workforce. JobFest represents an ideal opportunity for youth to network with employers offering a variety of employment and internship experiences in high-growth industries."

– State Representative Barbara Gervin-Hawkins,
Texas House District 120

HireAbility

Student HireAbility Navigators collaborate with Texas Workforce Commission Vocational Rehabilitation Services to support, expand, and enhance the provision of pre-employment transition services to students with disabilities who are in the early phases of preparing for post-secondary education and employment. These opportunities serve as a launch pad toward meaningful employment.

Throughout the 13-County Alamo Region, Navigators host hiring fairs for individuals with all abilities, community resource events, lunch & learn activities for educators and parents, and Workforce Solutions Alamo career center tours.



ALAMO H.I.R.E.S. EVENT

In recognition of National Disability Employment Awareness Month in October, Workforce Solutions Alamo hosted its inaugural no-cost inclusive job and resource fair for job seekers with unique abilities.

90

JOB SEEKERS

20+

EMPLOYERS



ALAMO HELPING HANDS WITH SOUTHSIDE FIRST

Workforce Solutions Alamo held its first ever Alamo Helping Hands Resource Fair in partnership with Southside First, empowering individuals with all abilities to connect with employment, Post-Secondary Educational opportunities, and Disability Resource Agencies.





EMPLOYERS SAY:

"This program has been such a great and awesome experience! Wholeheartedly for someone who has very close relatives who have a disability, this program is a blessing in disguise not just for me but for these kiddos that worked this summer."

– David Weaver, Cibola Grange. SEAL Partner Employer

PARTICIPANTS SAY:

"The SEAL program provides an opportunity for everyone, and you're working up to something you can use."

– Gabriel P.



Summer Earn and Learn (SEAL)

The Summer Earn and Learn (SEAL) Program provided students with disabilities ages 16-22, the opportunity to attend work readiness training, gain new skills, and explore careers through a five-week paid work experience.

STUDENTS
ENROLLED

364

STUDENTS PLACED
AT JOB SITES

211

STUDENTS COMPLETED THEIR FIVE-
WEEK PAID WORK EXPERIENCE

152

TOTAL HOURS WERE WORKED
DURING SEAL 2023

22,940.50

TOTAL WAGES EARNED FROM
PARTICIPATING STUDENTS

\$240,918.82

WORKSITE LOCATIONS

53

*Source: Bureau of Labor Statistics, April 2022



Teacher Externship

Workforce Solutions Alamo provides educators of the 13-County Alamo Region the opportunity to connect classrooms to careers in Teacher Externships.

By offering hands-on experiences in high-demand, high-growth industries, educators gain the skills, tools, and knowledge to prepare today's middle and high school students for future success.

139

EDUCATORS COMPLETED THE EXTERNSHIP

30

EMPLOYERS HOSTED TEACHER EXTERNS

26

SCHOOL DISTRICTS PARTICIPATED

89

SCHOOL CAMPUSES

A WINNING FORMULA

"Great company connections (the choices were diverse and great), smaller teams within (it was nice to have an assigned group to bounce ideas off of), the schedule – perfect. Don't change it."



KCI (Kinetic Concepts, Inc.)

Guadalupe Regional Medical Center

E02 Concepts

RK/Convention Center

SoutherLeigh

Breadbox

CAT Schertz

Joeris Corporate

Kiolbassa

Dorcol

H-E-B/Weathered Souls

Capital Cement

H-E-B IT/Design

Boeing

Innovation Technology Machinery

Cox Manufacturing

ST Engineering

Plus One Robotics/C4M

SWRI Chem/Human Perf.

Pressure Systems International

St. Philip's College

CAT Seguin

GenCure

San Antonio River Authority

Toyotetsu Texas

Frozen Beverage Dispenser

H-E-B FS & Marketing

Sea World

Southwest Research Institute

Alamo Heights ISD

Brooks Academy

Charlotte ISD

Comal ISD

Devine ISD

Dilley ISD

East Central ISD

Edgewood ISD

Fort Sam Houston ISD

Harlandale ISD

IDEA Public Schools

Judson ISD

KIPP Texas Public Schools

La Vernia ISD

Lackland ISD

Lytle ISD

Medina ISD

Medina Valley ISD

Northeast ISD

Northside ISD

San Antonio ISD

Schertz-Cibolo-U City ISD

Seguin ISD

South San Antonio ISD

Southwest ISD

Southwest Preparatory School



SUCCESS FOR FAMILIES

Needing to support his two children, Rudy was eager to learn how the Workforce Solutions Alamo program could benefit him and his family.

The Office of the Attorney General referred Rudy to the Workforce Solutions Alamo Non-Custodial Parent Choices Program. With hope and determination, Rudy enrolled and received valuable resources like fuel cards, interview clothes, resume assistance, and job search help – essential tools in his quest for stable employment

Through this impactful program, Rudy achieved his goal of finding employment. This opportunity not only allowed him to support his family, but also gave him the confidence and skills to become self-sufficient. Rudy continuously expresses his gratitude for the life-changing impact the program had on his family's future.

"The NCP Choices program is outstanding. It gave me the tools in life so I can succeed. Thank you."

– Rudy E.



Non-Custodial Parent Choices Program

Workforce Solutions Alamo Non-Custodial Parent Program, in collaboration with the Child Support Division and Family Court Judges, helps parents gain meaningful employment to provide for their children and become financially stable. This impact program helps parents find better jobs and realize their potential through work.

TOTAL CHILD SUPPORT
COLLECTED IN BEXAR COUNTY
SINCE PROGRAM INCEPTION

\$89,218,206.69

ENROLLMENTS IN 2023

126

Supporting Our Military



Hiring & You!
Red, White & Blue

1,058

TOTAL
ATTENDEES

358

VETERANS

700

GENERAL
POPULATION

113

EMPLOYERS

25

RESOURCES

11

OFFERS
EXTENDED

88

INTERVIEWED/
SCHEDULED
INTERVIEWS



MILITARY FAMILY SUPPORT PROGRAM

The Military Family Support Program, a part of the Workforce Innovation and Opportunity Act, aims to assist Military Spouses in obtaining employment, education, training, and essential support services for success in the job market. Additionally, it strives to connect employers with the skilled workers required to thrive in the global economy.



From October 2022 to September 2023 there were **43 participants enrolled in the Military Family Support Program**

"As a military spouse employee, I recognize the sacrifices military spouses make with constant moving and changing jobs. Through the Military Family Spouse Program, I support and empower spouses on their career journey by offering meaningful and portable career opportunities while they're stationed in San Antonio. My biggest joy in my current role is when a spouse recognizes their innate potential and utilizes the resources presented to pursue their dream careers, finding portable employment or high-demand training, which they can use to gain flexible employment."

– Naomi Azunie,

Military Spouse Employment Advocate,
Workforce Solutions Alamo



TMC | TEXAS MEDICAL CENTER



TEXAS
WORKFORCE SOLUTIONS



A proud partner of the AmericanJobCenter® network

MILITARY SPOUSE HIRING E★X★P★O

35
EMPLOYERS

70
JOB POSTINGS

124
INTERVIEWS

124
JOB SEEKERS

100
JOB OPENINGS



In May 2023, Workforce Solutions Alamo partnered with Joint Base San Antonio for the Military Spouse Hiring Expo connecting transitioning service members, veterans, and military families to meaningful employment.



Ready to Work

Ready to Work is an unprecedented workforce initiative approved by voters in 2020 to help San Antonio residents find streamlined access to professional training, education, and quality careers. The \$200M program is funded by a 1/8-cent sales tax collected through May 2025.

Ready to Work is San Antonio's premier training, education, and employment program.



WHY READY TO WORK



Learn new skills



Train for a career



Earn more money

ALAMO CONSORTIUM

Workforce Solutions Alamo launched Ready to Work in June of 2022, adding our Alamo Consortium Partners in the months thereafter. **Together we were able to interview and complete intake for 4,363 participants.**



2,609 participants enrolled in an approved training program



141 gained employment after completing their training program

Our Alamo Consortium worked diligently to bring innovative ideas to Ready to Work. In 2023, we took the team on the road, touring all around San Antonio, hosting events with training providers and employers to empower our participants to make quality choices in their next career move.

PARTNERS

AVANCE®



CHRYSALIS
MINISTRIES



eliminating racism
empowering women
ywca



TEXAS A&M UNIVERSITY
SAN ANTONIO

San Antonio **FOOD BANK**
SERVING SOUTHWEST TEXAS

168,541 TOTAL EMPLOYER SERVICES

124,112 REFERRALS **14,435** OTHER BUSINESS SERVICES

29,994 JOB ORDERS **4,792** UNIQUE EMPLOYERS

464
NEW EMPLOYERS
REGISTERED

286
WORK-BASED
TRAINING SITES



50

TOTAL JOB FAIRS
AND HIRING EVENTS

4,660 JOB SEEKERS
IN ATTENDANCE

4,393+ JOB OPENINGS
REPRESENTED



839

EMPLOYERS
ASSISTED



2,428

INTERVIEWS



603

HIRES



September Workforce Development Month **Unveiling of the Career Path Walkway** representing our target industries outlined within the Sector-Based Model located at the Datapoint Career Center.

Career Centers

Workforce Solutions Alamo ensures residents of the 13-County Alamo Region are able to successfully find and retain employment, obtain in-demand skills, increase their earnings, and realize their potential through work.

14,235

PEOPLE PLACED IN JOBS

98,807

VIRTUAL AND IN-PERSON
GUESTS AT CAREER CENTERS



Sector-Based Model

First adopted in the 2021-2024 Local Plan, the sector based model framework aligns and supports industries in high-demand, high-growth career pathways in the 13-County Alamo Region.

Workforce Solutions Alamo invests Workforce Innovation and Opportunity (WIOA) funds and other resources in support of job seekers pursuing a career pathway in these targeted industries.



AEROSPACE



MANUFACTURING



HEALTHCARE



IT / CYBERSECURITY



CONSTRUCTION



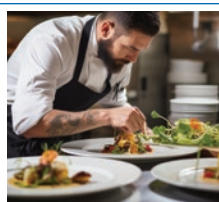
OIL / GAS



EDUCATION



FINANCE / INSURANCE



HOSPITALITY & TOURISM

INDUSTRY SCORECARD

COUNTY	SECTOR-BASED MODEL INDUSTRIES	EMPLOYERS	JOB ORDERS	OPENINGS	APPLICANTS	KEY ACCOUNTS	HIRING EVENTS	HIRING EVENT PARTICIPANTS	TRAINING WORKSITES	CONFIRMED HIRES
BEXAR	Aerospace	37	250	493	381	6	9	1,729	4	6,019
	Manufacturing	188	1,960	2,755	9,260	25	16	2,510	69	
	Healthcare	243	4,014	4,837	18,881	79	21	2,717	92	
	IT/Cybersecurity	40	1,117	1,635	4,073	15	14	2,391	26	
	Construction	134	1,198	3,518	4,913	20	17	2,564	33	
	Oil & Gas/Warehousing & Transportation	81	1,263	3,924	6,185	12	15	2,658	11	
	Education	51	837	970	3,468	17	14	2,194	57	
	Other	1,144	16,479	22,911	68,325	19	23	3,345	283	
RURAL	Aerospace	10	17	17	12	0	3	135	4	1,737
	Manufacturing	78	972	1,283	3,013	13	15	981	19	
	Healthcare	85	1,197	1,402	1,863	41	12	730	52	
	IT/Cybersecurity	14	139	140	129	9	10	689	6	
	Construction	74	324	503	1,521	12	14	870	6	
	Oil & Gas/Warehousing & Transportation	55	246	317	729	50	14	831	13	
	Education	15	125	190	316	13	12	775	18	
	Other	390	2,298	4,788	8,988	33	13	723	82	
All Industries Urban and Rural						312	51	5,177	775	7,756

Workforce Solutions Alamo Internships

Workforce Solutions Alamo held its first 2023 cohort of interns. Six bright individuals worked to expand their knowledge and skills in communications, finance, information technology, and early child care & education making an innovative impact shaping tomorrow's workforce in our 13-County Alamo Region.

KEY BENEFITS FOR STUDENTS INCLUDED:



Gaining **real-world experience**



Understanding **industry-specific** responsibilities



Building a **professional network**



Applying academic knowledge in practical settings and **acquiring skills to enhance their career paths**

INTERNS IN THE FOLLOWING AREAS:

CHILD CARE

IT/CYBERSECURITY

FINANCE

MARKETING

\$57,656.34

EARNED WITH **2,745.54**
PART-TIME HOURS WORKED
(June 2023 – January 2024)

"The experiences and insights gained during my time at Workforce Solutions Alamo will undoubtedly shape my future endeavors, both personally and professionally. Whether it was collaborating on projects, participating in team meetings, or engaging in meaningful discussions, every moment spent here has contributed to my growth and development."

– Jose D.



SESSIONS

- ▶ WORKFORCE 101
- ▶ WORKFORCE PROGRAMS
- ▶ WORKFORCE BUSINESS SERVICES

334 GRADUATES

These **Workforce Ambassadors** receive a toolkit, program information, and the knowledge to advocate

for our mission to connect job seekers to employers.

Each Workforce Ambassador plays a vital role driving conversations, expanding outreach, and educating the community on workforce development programs and resources that help achieve stability and self-sufficiency through work.

Participants from more than 100 organizations include community members such as: teachers, librarians, secondary education, industry partners, and social service agencies.

"The Workforce Academy is a great program without a huge time commitment. I've definitely benefited from a better understanding of all the programs and resources that Workforce Solutions Alamo can offer our communities."

– Tim Lehmborg, *Executive Director, Gillespie County Economic Development Commission, Inc.*

"The Workforce Ambassador program has not only expanded career opportunities for students through enhanced networking and partnerships, but it's also strengthened the connection between Texas Lutheran University and the local business community through internships, job placements, and skill development opportunities, and ultimately contributed to the overall success and readiness of students entering the workforce."

– Dr. Pamela E. Ray, *Director, Service Learning & Career Development and Center for Servant Leadership*

Workforce Academy Ambassador Program

Through the continuous initiative of the Alamo Workforce Academy, partners in community-based organizations are educated on workforce development services and resources available throughout the 13-County Alamo Region. The Workforce Academy translates complexities associated with workforce development into a concise and accessible curriculum to help partner organizations understand and share the resources and services available to clients.



Aspen Workforce Leadership Academy

The Workforce Leadership Academy brings leaders from across the Alamo region workforce ecosystem together for a year-long series of retreats, workshops, and action learning projects.

The Academy provides a forum for local leaders to work collaboratively to identify local and regional systems-based challenges and create shared solutions for economic opportunity for all. Fellows work with leading practitioners throughout the country as they deepen networks: strengthen systems leadership skills; apply race, equity, and systems change frameworks to their work; and increase understanding of effective strategies and programs.



THE ASPEN INSTITUTE ECONOMIC OPPORTUNITIES PROGRAM

The Aspen Institute is an educational and policy studies organization based in Washington, D.C. Its mission is to spark intellectual inquiry and exchange, create a diverse worldwide community of leaders committed to the greater good, and provide a nonpartisan forum for reaching solutions on vital public policy issues.

The Aspen Institute Economic Opportunities Program advances promising strategies and policies to help low- and moderate-income Americans connect to and thrive in a changing economy. **Over its 25 years of work, the Economic Opportunities Program has focused on expanding individuals' opportunities to connect to quality work, start businesses, and to build assets and economic stability.**

This initiative is made possible by the generous support of Walmart, The Harry and Jeanette Weinberg Foundation, and The Ralph C. Wilson, Jr Foundation.

ACADEMY GOALS

The Academy engages leaders in a yearlong peer learning cohort to:

- ▶ Expand and deepen professional networks and partnerships
- ▶ Strengthen organizational and systems leadership skills
- ▶ Apply a race and equity lens to assess and improve workforce services and strategies
- ▶ Apply systems change framework to Fellows' work
- ▶ Deepen understanding of effective strategies and programs
- ▶ Provide a forum to work collaboratively to identify local and regional systems based challenges and create shared solutions

"My experience in the Workforce Solutions Alamo Aspen Workforce Leadership Academy was a great chance to learn and share with all of the Fellows and invited guests, meet new leaders in the Alamo region, and participate in meaningful and thought-provoking discussions about how might we and what we can do to make our communities better."

– Manuel Ugues, Regional Director, Serco of Texas, Inc.

2023 ASPEN FELLOWS

Dr. Adriana Rocha Garcia

District 4 Councilwoman
San Antonio City Council

Angelica Cervantes, LCSW-S

Chief Operating Officer
YWCA-SA

Ashley Geyer

Director of Employee Engagement
Guido Companies

Caroline Goddard

Strategic Community Partnership
Manager/Equal Opportunity Officer
Workforce Solutions Alamo

Christopher Mammen

Vice President of
Workforce Development
greater:SATX

Deborah Carter

Economic Development Director
Bexar County — Economic &
Community Development

Deborah Siller-Cruz

Executive Director
Each One Teach One

Janie Martinez Gonzalez

CEO and Digital Engineer
Webhead

Kat Lallo

Business Retention and
Expansion Manager
Converse Economic
Development Corporation

Kelli G. Rhodes

President & CEO
Restore Education

Lakeshia Bragg

Systems Director, Dual
Generation Initiative
United Way of San Antonio
and Bexar County

Manuel Ugues

Regional Director
Serco of Texas, Inc.

Mike Crowley

Director, Workforce and
Industry Development
New Braunfels EDC

Natasha Richardson

Strategic Partnership Manager
Communities In Schools

Richard Davidson

COO
Family Service Association
of San Antonio, Inc.

Robert H. Reyna, MBA

Community Development Director
Bexar County —
Community & Housing

Robert Spencer

Owner
Express Employment
Professionals

Sandra Torres Richardson

President
Strategic Links

Sonia Sandoval

Program Analyst II
Bexar County Community
Supervision & Corrections Dept.

Steve Dane

Director, Income &
Skills Development
Haven for Hope of Bexar County

Virginia "Nina" Villalta

Senior Management Analyst
City of San Antonio —
Department of Human Services

Yousef Kassim

CEO
Easy Expunctions



"The fellowship was transformative and gave me hope that systemic change is possible. I have been in the field for 17 years and sometimes it can be frustrating seeing the same gaps and issues year after year. The Workforce Solutions Alamo Aspen Workforce Leadership Academy actually gave me tools to remind me that change might be slow but possible. It definitely provided the reinvigoration I needed, along with helping me form new friendships with rock star colleagues."

– Angelica Cervantes, Chief Operating Officer, YWCA

"My journey throughout the Aspen Fellowship has been transformative, offering me a platform to engage in strategic thinking and bold action within the realm of workforce development. This experience has empowered me to challenge entrenched systems that hinder individuals from accessing meaningful employment and achieving financial stability. By fostering confidence and initiating difficult conversations, I have sought to dismantle barriers and pave the way for inclusive opportunities in our local workforce ecosystem."

– Lakeshia Bragg, Systems Director, Dual Generation Initiative, United Way of San Antonio and Bexar County

"My experience in the cohort provided insights and strategies that inspired new approaches to enhance workforce solutions, while emphasizing the power of collaboration with other leaders. This was an invaluable contribution to my professional growth as well as our agency in our approach to expanding possibilities for the youth and families we serve."

– Natasha Richardson, Strategic Partnership Manager, Communities In Schools



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210.224.HELP (4357)
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