COMMITTEE OF SIX MEETING (Co6)
Norris Conference Centers - Pecan Room
618 NW Loop 410
San Antonio, Texas 78216
December 10, 2025
9:00 AM

AGENDA
Agenda items may not be considered in the order they appear.

Please join Webex meeting from your computer, tablet, or smartphone.
https://wsalamo.webex.com/wsalamo/j.php?MTID=m592fc7c88e194870c34890a0d5e3254f
United States (Toll Free): 1-415-655-0002
Meeting number (access code): 2484 998 7364
Meeting password: wRfstQ7en64

Citizens may appear before the Committee to speak for or against any item on the agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. For additional information, please call Janel Santos, (210) 850-2160.

I. CALL TO ORDER
Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair

II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair

III. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair

IV. PUBLIC COMMENT
Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair

V. MEETING MINUTES OF SEPTEMBER 5, 2025 (DISCUSSION AND POSSIBLE ACTION)
Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair

VI. WORKFORCE SOLUTIONS ALAMO (WSA) BOARD OF DIRECTORS
Presenter: Adrian Lopez, CEO
a. Overview

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Janel Santos at (210) 850-2160 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

VII. CONSIDER AND SELECT APPOINTMENTS TO FILL THE FOLLOWING PLACES ON WORKFORCE SOLUTIONS ALAMO BOARD OF DIRECTORS (DISCUSSION AND POSSIBLE ACTION)

Reappointments:

a. Community Based Organization, Place 15, For Term Beginning January 1, 2026, and ending December 31, 2028

b. Education, Place 18, For Term Beginning January 1, 2026, and ending December 31, 2028

New Appointments:

c. Economic Development, Place 20 - For Term Beginning January 1, 2026, and ending December 31, 2027

d. Private Sector, Place 1 - For Term Beginning January 1, 2026, and ending December 31, 2028

e. Private Sector, Place 12 - For Term Beginning January 1, 2026, and ending December 31, 2026

VIII. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Lopez, CEO

a. Kerr County and Hill Country Neighbors: WSA Community Response Update

i. National Dislocated Worker Grant

IX. DISCUSSION AND POSSIBLE ACTION TO ELECT THE CHAIR AND VICE CHAIR FOR THE COMMITTEE OF SIX REPRESENTING THE CEO'S FOR THE ALAMO WORKFORCE DEVELOPMENT AREA FOR CALENDAR YEAR 2026

a. City of San Antonio – Chair and Vice Chair

X. EXECUTIVE SESSION:

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;

b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, Pending or Contemplated Litigation; and/or Settlement Offer;

c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.

XI. ADJOURNMENT

Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair

MINUTES COMMITTEE OF SIX MEETING (Co6)
Bexar County Commissioner
Paul Elizondo Tower (PET)-
1003A Conference Room
101 West Nueva Street
San Antonio, Texas 78205
September 5, 2025
2:30 – 3:30 PM

COMMITTEE OF SIX: Commissioner Rebeca Clay-Flores, Councilmember Phyllis Viagran, Councilmember Dr. Sukh Kaur, Judge James Teal
WSA BOARD OF DIRECTOR CHAIR: Leslie Cantu
WSA STAFF: Adrian Lopez, Gabriela Navarro Garcia, Teresa Chavez, Victoria Rodriguez, Penny Benavidez
PARTNER STAFF: Joel Morgan (COSA), Laura Garza (Moody), Frankie Gonzales-Wolfe (Bexar County), Mike Ramsey (COSA)
LEGAL COUNSEL: Frank Burney

AGENDA
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https://wsalamo.webex.com/wsalamo/j.php?MTID=m076e5877af92bf269c032da9fe1ac519
United States (Toll Free): 1-415-655-0002
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Meeting password: 3mjKwJZcH27

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I. CALL TO ORDER
Presenter: Rebeca Clay-Flores, Bexar County Commissioner for Precinct 1, Vice- Chair
At 2:35 p.m., Vice-Chair Rebeca Clay-Flores called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Rebeca Clay-Flores, Bexar County Commissioner for Precinct 1, Vice- Chair
The roll was called, and a quorum was declared present.

III. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Rebeca Clay-Flores, Bexar County Commissioner for Precinct 1, Vice- Chair
None.

IV. PUBLIC COMMENT
Presenter: Rebeca Clay-Flores, Bexar County Commissioner for Precinct 1, Vice- Chair
None.

V. MEETING MINUTES OF MARCH 7, 2025 (DISCUSSION AND POSSIBLE ACTION)
Presenter: Rebeca Clay-Flores, Bexar County Commissioner for Precinct 1, Vice- Chair
Upon motion by Committee Member Viagran and second by Committee Member Teal, the Committee unanimously approved March 7, 2025, Minutes.

VI. WORKFORCE SOLUTIONS ALAMO FY 24 – 25 BUDGET AMENDMENT #1 (DISCUSSION AND POSSIBLE ACTION)
Presenter: Gabriela Navarro-Garcia, Controller and Brandee Perez, CFO
LINK TO BUDGET: Committee of Six - Workforce Solutions Alamo
The adoption of the WSA's budget will have no direct impact on property taxes
Staff reviewed the proposed increase to the FY 24-25 budget of approximately $29M (16%), largely related to increases in funds for childcare delivery. There also was a decrease in facility expenses and reserves.

Upon motion by Committee Member Viagran and second by Committee Member Kaur, the Committee unanimously approved Amendment #1 for FY 24-25.

VII. WORKFORCE SOLUTIONS ALAMO FY 25 – 26 BUDGET APPROVAL (DISCUSSION AND POSSIBLE ACTION)
Presenter: Gabriela Navarro-Garcia, Controller and Brandee Perez, CFO
LINK TO BUDGET: Committee of Six - Workforce Solutions Alamo
The adoption of the WSA's budget will have no direct impact on property taxes
Proposed budget for FY 25-26 is $192,305,381 (8.9% lower than (FY 24-25). Most of the decreases year-over-year relate to Ready to Work and childcare services. There also are decreases in corporate costs and personnel. There will be a 6.7% increase in facilities costs.
Specific items presented:
a. Allocation of budgeted funds is split between Bexar County/COSA (82.5%) and other counties (17.5%).
b. WSA met with 22,000 registered job seekers and provided childcare to 14,000 children.
c. Ready to Work has enrolled 5,747, with 1,421 placed in jobs at an hourly wage of $20.11. The engagement of WSA was extended for one year.
d. Personnel costs include 3% COLA to all employees and 2% incentive pay.

It was noted that Area Judges, while approving the budget, reduced the COLA to 1.5% and eliminated any funds for incentive pay (vote: 5-3). The Committee discussed the proposed pays to WSA's 50 employees. It was noted that similar pay had been approved in past budgets.

Upon motion by Committee Member Kaur and second by Committee Member Viagran, the Committee unanimously approved the FY 25 -26 Budget as presented with 3% COLA and 2% incentive pay.

VIII. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)
Presenter: Adrian Lopez, CEO

i. Local Plan 2025 – 2028
TWC approved Local Plan as presented.

ii. WSA Annual Financial Audit
Workforce Solutions Alamo (WSA) Annual Financial Audit: "clean" audit.

iii. State of the Workforce for the Region
3.9% unemployed; 23,000 new jobs; slower growth.

iv. Kerr County and Hill Country Neighbors: WSA Community Response Update
WSA Community Response Update – Adrian Lopez, CEO reported on response to flooding in the Hill Country.

IX. EXECUTIVE SESSION:
Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:
a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, Pending or Contemplated Litigation; and/or Settlement Offer;
c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.
None.

X. ADJOURNMENT
Presenter: Rebeca Clay-Flores, Bexar County Commissioner for Precinct 1, Vice- Chair
There being no further business the meeting adjourned at 3:27 p.m.

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

Instructions:

Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Workforce Solutions Alamo
2. Name of Nominee: Elizabeth Lutz
3. Organization Representing: The Health Collaborative
4. Position/Title: CEO
5. FULL Mailing Address: 2300 W Commerce, Suite 301, San Antonio, TX 78207
6. Daytime Phone Number:(210) 481-2573
7. Email:elizabeth.lutz@healthcollaborative.net
8. Gender: (Type an X after the colon next to the nominee's gender.)
    a. Male:
    b. Female: **X**
9. Race: (Type an X after the colon next to the nominee's race.)
    a. White: **X**
    b. Asian:
    c. Black/African American:
    d. American Indian/Alaska Native/Native Hawai'ian:
    e. Other Race:
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? (Type an X after the yes or no colon.)

a. Yes:**X**
b. No:

11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)
    a. TWC Tax Account Number: 13-197411-6
    b. TWC Tax Account Number:
    c. TWC Tax Account Number:
12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon):
13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)
    a. Private Sector Large For-Profit Business (=500 employees or more):
    b. Private Sector Small For-Profit Business (fewer than 500 employees):
    c. Other Private Sector:
    d. Education:
    e. Literacy Council:
    f. Economic Development:
    g. Vocational Rehabilitation:
    h. Public Employment Service (TWC):
    i. Adult Basic and Continuing Education:
    j. Organized Labor:
    k. Community-Based Organization (CBO): **X**
    l. Public Assistance:
    m. Child Care Workforce:
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):
    a. Yes:
    b. No: **X**

15. Name of Nominating Organization: The Health Collaborative

16. Nominating Organization Address:
    a. Street Address or P.O. Box: **2300 W Commerce**
    b. City: **San Antonio**
    c. State: **TX**
    d. ZIP Code: **78207**
17. Phone Number(s): **210-481-2573**
18. Signature of Nominating Organization—President, Director, or other official:

    a. Date of Signature: **12/1/2025**
    b. Typed Name: **Elizabeth Lutz**
    c. Typed Title: **CEO**

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Website Link: Resources for Boards - Texas Workforce Commission Go to Workforce Development Board Membership.

Docusign Envelope ID: 9CDE4764-963F-45E4-8438-31CA6B363330

CONFLICT OF INTEREST STATEMENT

FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Elizabeth Lutz

Category Representing: Community Based Organization

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐Yes ☒No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660EAA8A94453...

Executive Director

12/4/2025

Date

EL

Elizabeth Lutz

Bulverde, TX 78163 | 210.387.1935 | elutz0413@gmail.com

PROFESSIONAL SUMMARY

Accomplished Executive Leader well-versed in assessing risk, developing solutions and implementing positive changes to achieve sustainability and growth in challenging market conditions. Adept at building and strengthening business and customer relationships. Persistent leader eager to lead and grow organizations. Skilled in strategic planning, problem-solving, and communication with good understanding of business principles, project management and team leadership. Collaborative with relentless work ethic.

ACCOMPLISHMENTS

History of proven project performance and management of 8.9 million dollars in federal funding through the Centers for Medicaid and Medicare, US Treasury Department, Substance Abuse and Mental Health Services Association, and Department of Health & Human Services.

SKILLS

- Change Management
- Effective Decision-Making
- Inspirational Leadership
- Regulatory Compliance
- Project Management
- Strategic Visioning
- Crisis Management
- Cross-Functional Collaboration
- Business Development
- Corporate Governance
- Performance Management
- Organizational Management
- Organizational Agility
- Risk Management
- Fiscal Management
- Strategic Planning
- Contract Management

WORK HISTORY

FOUNDER, CEO -CLIENT SOURCE STAFFING & SOLUITIONS LLC

04/2023- PRESENT

- Supports program management (e.g. Program Increment [PI] Planning) related activities on behalf of the team by action tracking, status reporting, and project plan maintenance, and by promoting accountability for delivering sprint goals
- Establishes defined PI schedule dates for PI planning events and a fixed cadence for the entire calendar year of events schedule
- Attends and facilitates Agile meetings, collaborating with the leadership team on the design and implementation of new projects and operating procedures, and assessing projects against the sprint goals determined during the sprint planning meetings
- Works with Product Owners to refine product backlogs in preparation for future sprints, recommending major changes as required to enhance quality and reduce Time-to-Market (TTM) delivery to enable short-term project growth and success
- Serves as Scrum Master, leading and attending sprint planning meetings and other Agile team meetings for Federal and Commercial customers, and assisting the team by removing impediments and coaching them to produce solutions
- Leads bi-weekly Scrum of Scrums meeting cadence agendas to synchronize the work of multiple teams, and delivers metrics, artifacts, and deliverables in support of Scrum Master activities to ensure contract deliverables were met

- Supports customer Product Owners (PO) to remove impediments and guides backlogs refinement meetings to support the adoption of Agile methods using SAFe framework
- Leads commercial teams in adoption of Scrum practices to deliver value to customers and stakeholders through the adoption and modernization of Lean/Agile values, principles, and practices
- Participated in change impact assessments to identify stakeholders and potential areas of resistance, and organizes meetings, workshops, and/or training sessions to involve stakeholders to capture questions and concerns, encouraging a culture of adaptability and continuous improvement within the organization
- Manages change-related documentation, including project plans, timelines, and progress reports, and monitors key performance indicators and milestones to assess the effectiveness of change processes
- Collaborates with cross-functional teams to address issues and obstacles that arise during change processes, proposing solutions to mitigate risks that could impact the success of change initiatives

CEO *03/2007 to PRESENT*

Bexar County Community Health Collaborative | San Antonio, TX

Executive Leadership:

- Developed key operational initiatives to drive and maintain substantial business growth.
- Cultivated forward-thinking, inclusive, and performance-oriented business culture to lead industry in innovation and push progress.
- Built productive relationships with industry partners and competitors to support strategic business objectives.
- Managed partnerships and strategic business relationships by negotiating contract terms and handling conflicts.
- Reviewed individual department performance and worked with leadership to improve processes, procedures, and practices.
- Coordinated with cross-functional teams to resolve project issues and mitigate risks.

Project Management:

- Monitored project performance to identify areas of improvement and make adjustments.
- Provided detailed technical and operational direction in project challenges, consistently meeting deliverables according to deadlines.
- Developed and initiated projects, managed costs, and monitored performance.
- Provided detailed project status updates to stakeholders and executive management.
- Achieved project deadlines by coordinating with contractors to manage performance.

EDUCATION

MBA *05/2010*

University of The Incarnate Word, San Antonio, TX

AFFILIATIONS

- Society of Human Resource Management- Member
- Society of Public Health Educators- Member
- American Public Health Association- Member
- Leadership Women- Class of 2018
- Hispanic Chamber of Commerce- Member
- Society of Public Health- Member
- Association of Community Health Improvement- Member
- Alamo Workforce Solutions- Board Member
- UNIDOS US- Affiliate Member
- GROW4Life- Board Chair
- Aspen Institute Leadership - Fellow

CERTIFICATIONS

- Certified Scaled Practice Consultant (SPC), Certified SAFe® Practitioner, Scaled Agile, Inc., 2023
- Prosci Certified Change Management Practitioner 2024
- Human Resource Professional Certification, Society for Human Resource Management (SHRM), 2025 (anticipated)

LANGUAGES

Spanish

Native or Bilingual

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

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Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Workforce Solutions Alamo
2. Name of Nominee: Sammi M. Morrill, Ph.D.
3. Organization Representing: Alamo Colleges District
4. Position/Title: Associate Vice Chancellor, Operations Economic and Workforce Development
5. FULL Mailing Address: 2222 N. Alamo St., San Antonio, TX 78215
6. Daytime Phone Number: 210-485-0758
7. Email: smorrill@alamo.edu
8. Gender: (Type an X after the colon next to the nominee's gender.)
    a. Male:
    b. Female: **X**
9. Race: (Type an X after the colon next to the nominee's race.)
    a. White: **X**
    b. Asian:
    c. Black/African American:
    d. American Indian/Alaska Native/Native Hawai'ian:
    e. Other Race:

10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? (Type an X after the yes or no colon.)
    a. Yes:
    b. No: **X**
11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)
    a. TWC Tax Account Number: 99-991249-4
    b. TWC Tax Account Number:
    c. TWC Tax Account Number:
12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon):
13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)
    a. Private Sector Large For-Profit Business (=500 employees or more):
    b. Private Sector Small For-Profit Business (fewer than 500 employees):
    c. Other Private Sector:
    d. Education: **X**
    e. Literacy Council:
    f. Economic Development:
    g. Vocational Rehabilitation:
    h. Public Employment Service (TWC):
    i. Adult Basic and Continuing Education:
    j. Organized Labor:
    k. Community-Based Organization (CBO):
    l. Public Assistance:
    m. Child Care Workforce:
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):

a. Yes:

b. No: **X**

15. Name of Nominating Organization:

16. **Nominating Organization Address:** Alamo Colleges District

a. Street Address or P.O. Box:2222 N. Alamo St.

b. City:San Antonio

c. State: TX

d. ZIP Code: 78215

17. **Phone Number(s):** 210-487-0758

18. **Signature of Nominating Organization**—President, Director, or other official:

Xavier Urrutia Digitally signed by Xavier Urrutia
Date: 2025.12.02 09:00:01 -06'00'

a. Date of Signature: 12/1/2025

b. Typed Name: Xavier Urrutia

c. Typed Title: Vice Chancellor for External Affairs and Chief of Staff; Interim Vice Chancellor, Economic and Workforce Development

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Docusign Envelope ID: 9CDE4764-963F-45E4-8438-31CA6B363330

CONFLICT OF INTEREST STATEMENT

FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Dr. Sammi Morrill

Category Representing: Education

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐Yes ☑No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660FAA8A94453...

Executive Director

12/4/2025

Date

Sammi M. Morrill, Ph.D.

Cell: 210-831-4634 • E-Mail: sammi.morrill@gmail.com

Professional Experience

Associate Vice Chancellor, Operations **Aug 2018 – Present**
Alamo Colleges District, Economic and Workforce Development

Strategic Leadership & Operational Oversight

- Provides strategic and operational leadership for the Economic and Workforce Development – Operations division, aligning initiatives with district-wide goals for economic mobility and workforce readiness, e.g. Alamo – SA Ready to Work participants have seen an average annual income increase of $34K from Enrollment to Employment.
- Delivered two new facilities funded by the 2017 CIP Bond (totaling $48M) and currently managing $20M in renovations at the Eastside Education and Training Center and leading strategically planning for future programming under the 2025 CIP.
- Leads strategic planning and quality management systems to enhance service delivery, budget efficiency, and learner outcomes across enrollment and completion metrics for all non-academic workforce programs, e.g., met 104% of FY25 revenue goal due to significant improvement in revenue capture rates and developed first outcomes dashboard for adult and continuing education programs.
- Oversees five regional education and training centers, implementing integrated service models such as the Welcome Center – Admissions Office to streamline student access and support, e.g., record enrollment of 550+ in District-wide GED® prgm (Fall '25).

Grant & Resource Development

- Wrote and secured the district's largest grant-funded initiative to date—$51M as a partner in the City's SA Ready to Work program—and obtained the first independent funding from the Texas Workforce Commission for Adult Education and Literacy, expanding district capacity to serve adult learners and workforce participants.
- Oversees the highest-funded THECB Perkins Career & Technical Education Grant among all Texas Community Colleges for the last three program years (PY26 – initial allocation - $2.86M).
- Administers over $23M in multi-year grant funding, ensuring compliance with grantor and ACD policies through close collaboration with the Finance Grants Office and external funders.

Workforce & Employer Engagement

- Redesigned the corporate training team into an Account Executive model, enhancing employer engagement and service delivery through a single point of contact approach. Met FY25 goal of $1.3M in contract training, positioned to meet $2M in FY26.
- Provides short-term incumbent worker training and organizational development for employers, leveraging local and state funding to reduce client costs; doubled training capacity for industrial maintenance, leading to $500K+ contract with Toyota for upskilling 50+ employees.
- Partners with district and college leadership to identify and expand high-priority workforce education programs aligned with regional labor market needs – e.g., launched Certified Nurse Aide in partnership with Northeast Lakeview College in New Braunfels for nursing pathway; recently awarded $230K from Lennar Foundation to establish entry-level construction trades program.

Economic Development & Strategic Partnerships

- Represents the District on the local workforce board and serves as liaison to regional economic development organizations, chambers of commerce, and public/private entities; served seven years on the Schertz Economic Development Corporation.
- Implements district-wide economic modeling software (Lightcast) and partners with the local workforce board to lead industry collaboratives, assessing market trends and employer talent needs.
- Collaborates with municipal and state agencies to inform strategic planning and program development based on current and future workforce demands.

Team Leadership & Operational Excellence

- Supervises eight direct reports and oversees a team of 100+, setting performance expectations, managing project assignments, and fostering staff development. Seamlessly integrated a team of 30+ employees, when CE, CE-CSI, and Corporate College merged with EWD Operations and led the reorganization and change management efforts.
- Led system integration and cross-college and District efforts to meet a historic milestone in District's Continuing Education – non-academic programs are now officially awarded and included in State reporting, allowing for HB-8 funding.
- Analyzes departmental budgets to ensure strategic resource allocation and fiscal compliance, with a focus on cost-effectiveness and operational efficiency.
- Partners with internal departments and advisory boards to improve marketing strategies and increase center attendance and community engagement.

Chief, Technical Training Standards and Policy **Apr 2015 – Nov 2015**
U.S. Air Force, HQ Air Education and Training Command

- Directed a team overseeing compliance and policy administration for technical and basic military training across a diverse student and staff population.
- Provided executive-level guidance to DoD and Air Force entities on education and campus operations.
- Led development of unified training policies and collaborated with the Inspector General on compliance and corrective actions.
- Represented the Directorate in strategic improvement initiatives and inter-service training groups.

Director, Training and Education **Jun 2013 – Apr 2015**
U.S. Air Force, 937th Training Group

- Led campus operations for health services career programs, overseeing academic policy, compliance, and strategic planning.
- Chief civilian, advised leadership on student issues, and directed process improvements that enhanced registrar systems and training standards.
- Chaired the Quality Review Council and served on the Commander's Executive Committee.

Chief, Quality Assurance/Training Evaluations **Nov 2009 – Jun 2013**
U.S. Air Force, 937th Training Group

- Managed training evaluation for 160+ health services courses and oversaw a $125M clinical training platform.
- Led accreditation efforts, student feedback systems, and strategic registrar system development.
- Served on Inspector General teams and led faculty development initiatives for a multi-service campus.

Director, Academic Affairs **Sep 2007 – Nov 2009**
U.S. Air Force, USAF School of Aerospace Medicine

- Directed curriculum development and compliance for Aerospace Medicine programs.
- Supervised staff, managed academic policy, and ensured institutional alignment with Community College of the Air Force (CCAF) standards.
- Led efforts in the faculty credentialing system development and academic review processes.

Training Accessions and Classifications/Policy Administrator **Jul 2006 – Sep 2007**
U.S. Air Force, HQ Air Education and Training Command

Instructional Systems Specialist **Jan 2004 – Jul 2006**
U.S. Air Force, USAF School of Aerospace Medicine

Training Instructor, Heating, Ventilation, Air Conditioning and Refrigeration **Feb 1999 – Jan 2024**
U.S. Air Force, 366th Training Squadron

Education

Doctor of Philosophy, The University of Texas at Austin **2017**
Specialization: Educational Administration
Dissertation: *From Benefits to Success: Post-9/11 Student Veterans' Educational Outcomes at a Texas Community College*

Master of Arts, Midwestern State University, Wichita Falls, TX **2002**
Major: Human Resource Development

Bachelor of Science, Midwestern State University, Wichita Falls, TX **1997**
Major: Interdisciplinary Studies – Life Science

Professional Awards

Distinguished Employee – Alamo Colleges	July 2021
Civilian Meritorious Service Award	2015
882 TRG Civilian of the Year	2010
Special Act/Service Award	2009

Certifications and Memberships

Texas Elementary (Grades 1-8) — Life-Time Certification
Certified under maiden name: Sammi M. Gidney

National Association of Workforce Development Professionals

Kappa Delta Pi – International Honor Society in Education

Alpha Chi – National College Honor Society

Volunteer Positions

Workforce Solutions Alamo — **2020**
Board of Directors – Representing Education
Oversight Committee Chair

Schertz Economic Development Corporation — **2018 - 2025**
Board of Directors and President

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

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Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Workforce Solutions Alamo
2. Name of Nominee: Colin R. Nichols
3. Organization Representing: Toolkit Technologies
4. Position/Title: Education & Workforce Development Manager
5. FULL Mailing Address: 3201 Bee Caves Rd. Ste 120 #160514, Austin, Texas 78746
6. Daytime Phone Number: (210) 771-3199
7. Email: colinnichols32@gmail.com // colin.nichols@toolkittech.com
8. Gender: (Type an X after the colon next to the nominee's gender.)
    - **a.** Male: **X**
    - b. Female:
9. Race: (Type an X after the colon next to the nominee's race.)
    - a. White: X
    - b. Asian:
    - c. Black/African American:
    - d. American Indian/Alaska Native/Native Hawai'ian:
    - e. Other Race:

10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? (Type an X after the yes or no colon.)
    a. Yes:
    b. No: X
11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)
    a. TWC Tax Account Number: TWC Account Number: 20-204940-0
    b. TWC Tax Account Number:
    c. TWC Tax Account Number:
12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon):
13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)
    a. Private Sector Large For-Profit Business (=500 employees or more):
    b. Private Sector Small For-Profit Business (fewer than 500 employees) **X**
    c. Other Private Sector:
    d. Education:
    e. Literacy Council:
    f. Economic Development:
    g. Vocational Rehabilitation:
    h. Public Employment Service (TWC):
    i. Adult Basic and Continuing Education:
    j. Organized Labor:
    k. Community-Based Organization (CBO):
    l. Public Assistance:
    m. Child Care Workforce:
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):

a. Yes: X

b. No:

15. Name of Nominating Organization:

16. Nominating Organization Address:

    a. Street Address or P.O. Box: 3201 Bee Caves Rd Ste 120 #160514

    b. City: Austin

    c. State: Texas

    d. ZIP Code: 78746

17. Phone Number(s): 512-203-0590

18. Signature of Nominating Organization—President, Director, or other official:

    a. Date of Signature: Dec 1, 2025

    b. Typed Name: Eric Sherrill

    c. Typed Title: Managing Director

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Website Link: Resources for Boards - Texas Workforce Commission Go to Workforce Development Board Membership.

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CONFLICT OF INTEREST STATEMENT

FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: **Colin Nichols**

Category Representing: Private Sector

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐Yes ☒No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660FAA8A94453...

Executive Director

12/4/2025

Date

COLIN R. NICHOLS

Phone: (210) 771-3199, Email: colinnichols32@gmail.com

SUMMARY **30 years e**xpertise in Outreach, Workforce Education & Development, Recruiting, Marketing, and Technical Training programs for U.S. and International companies. Certified facilitator; Achieve-Global, Franklin-Covey, and Development Dimensions International (DDI).

EDUCATION

2012 - Master's Information Technology Management, Webster University – St. Louis, MO
2006 - Dual Masters Management/Leadership and Human Resource Development, Webster University – St. Louis, MO
2003 - BSOE in Business Administration, Wayland Baptist University - Plainview, TX
2002 - AAS in Instructor of Technology and Military Science, Community College of the Air Force – Maxwell AFB, AL
2001 - AAS in Personnel Administration/Human Resources, Community College of the Air Force - Maxwell AFB, AL
1984 - AAS in Criminal Justice, Bristol Community College – Fall River, MA

FACULTY

Aug 2006-2011 Northwest Vista College, Adjunct Faculty Member, Business Dept. - SA, TX

- Duties include teaching Basic Marketing and Student Development (SDEV) in a traditional classroom setting.

Apr 2007-Sept 2010 University of the Incarnate Word, Adjunct Faculty Member, ADCAP - SA, TX

- Duties include teaching Management and Leadership courses in a traditional classroom setting.

EMPLOYMENT

Aug 2025 – Present Education & Workforce Development Manager, Toolkit Technologies

- Develops a deep understanding of workforce development needs to align a product line's features, benefit.
- Stays updated on product developments and market trends.
- Provides leadership and support to the broader sales team on product knowledge, sales techniques, and customer engagement.
- Developing and implementing sales strategies to achieve revenue targets, including identifying potential customers, qualifying leads, and closing deals. Provides presentations, conducting product demonstrations, and negotiates contracts.
- Builds and maintains strong relationships with key customers and stakeholders.
  Conducts market research to identify customer needs, competitive dynamics, and emerging trends.
- Works closely with other departments, particularly marketing and product development, to ensure alignment on product messaging, sales efforts, and customer feedback.
- Identifies and qualifies potential customers through various channels, such as networking, cold calling, and online marketing.

Sept 2006 – Aug 2025/Retired ***District Director of Outreach and Partnerships for Alamo Colleges, Economic and Workforce Development***

- Establishes outreach goals and maintains working relationships with employers, Economic and Workforce Development organizations, chambers of commerce, industry associations, and other business

organizations to promote, sell, and recruit for the 5 Alamo Colleges in Economic and Workforce Development & Training (CE) for business and industry in the community.

- Coordinated, monitor, and respond to issues regarding Skills Development and other Economic and Workforce Development-related grants and contract training from DOL, TWC, WSA and other agencies; assist in seeking external funding for various projects.
- Prepared and manages a budget for multiple Economic and Workforce Education and Training Programs to include admissions, recruitment, planning, business contact, and design/execution of contracts; ensure appropriate expenditure of funds in compliance with contract terms, state/federal/local regulations and district policy.
- Collaborates with member colleges on all Economic and Workforce Development, Continuing Education, and business outreach activities to increase communication, avoid duplication, and maximize contracts and revenue generating activities for the 5 Alamo Colleges and the Alamo District.
- Provides leadership and develop and deliver income generating customized workforce training workshops and instructional services for business, industry, and government clients.
- Provides strategic direction and oversight for new and continuing marketing activities to business, industry, and government clients.
- Selects, assigns, orients, trains, supervises, and evaluates the performance of assigned personnel.

- Provides leadership within the Alamo Colleges in significant business and economic changes that can affect business outreach services.
- Responds to business and industry request for instructional contracts or related services including identification of locations. Coordinate delivery of credit and non-credit classes and training in conjunction with academic departments

February 2019 – Sept 2019 ***Interim Associate Vice Chancellor of Continuing Education*****, Alamo Colleges, Economic and Workforce Development**

- Leads planning and delivery of Economic and Workforce Development training programs across the ACD. Oversees operations, marketing & assessment, sales and instruction. Ensures portfolio of activities delivers high-value results to industry and community customers.
- Manages budgeting activities for design, marketing and sales and delivery of programs. Determines investment and staffing needs to create and maintain programs. Evaluates programs to determine strategic fit and viability. Eliminates programs that do not provide required outcomes in a cost-efficient manner.
- Assists the Vice Chancellor of Economic and Workforce Development with execution of initiatives, strategies, and programs related to Economic and Workforce Development training programs at all colleges, including outreach and new programs, coordination and alignment, development and review of pertinent policies and procedures, improving cross-college operational efficiencies and sharing best practices and models.
- Coordinates response to internal and external audits of programs and processes.
- May represent the ACD and the Chancellor on national, state, and local workforce committees and organizations. May serve as the district's liaison to area economic development initiatives and organizations.
- Works with colleges, program and business advisory committees to create, modify and improve priority professional and technical education and certification programs. Ensures customer feedback is gathered appropriately, and actions are taken to enhance customer satisfaction.

Aug 2012- ***February 2019*** ***District Director of Sales & Partnerships (Corporate College) for Alamo Colleges, Economic and Workforce Development***

- Establishes and maintains working relationships with employers, Economic and Workforce Development organizations, chambers of commerce, industry associations, and other business organizations to promote and recruit for the 5 Alamo Colleges in Economic and Workforce Development & Training (CE) for business and industry in the community.
- Coordinated, monitor, and respond to issues regarding Skills Development and other Economic and Workforce Development-related grants and contract training from DOL, TWC, WSA and other agencies; assist in seeking external funding for various projects.
- Prepared and manages a budget for multiple Economic and Workforce Education and Training Programs to include admissions, recruitment, planning, business contact, and design/execution of contracts; ensure appropriate expenditure of funds in compliance with contract terms, state/federal/local regulations and district policy.
- Collaborates with member colleges on all Economic and Workforce Development, Continuing Education, and business outreach activities to increase communication, avoid duplication, and maximize contracts and revenue generating activities for the 5 Alamo Colleges and the Alamo District.
- Provides leadership and develop and deliver income generating customized workforce training workshops and instructional services for business, industry, and government clients.
- Provides strategic direction and oversight for new and continuing marketing activities to business, industry, and government clients.
- Selects, assigns, orients, trains, supervises, and evaluate the performance of assigned personnel.

Nov 2008-Aug 2012 ***Northwest Vista College, Alamo Colleges / Director, Workforce Education and Training***

- Directed the increasing revenue and labeled as a "profit center" for the Workforce Education and Training area which includes Continuing Education, English as a Second Language (ESL), Community & Youth programs, and Corporate Training Departments.
- Prepared and manages a 593,000 budget for multiple Workforce Education and Training Programs to include planning, business contact, and design/execution of contracts; ensure appropriate expenditure of funds in compliance with contract terms, state/federal/local regulations and district policy.
- Provided input and leadership in the coordination of course offerings to include design, marketing, registration, and evaluation of short-term occupational skills training certificate programs; work close with campus departments in the delivery of credit and non-credit course work.
- Coordinated, monitor, and respond to issues regarding Skills Development and other workforce development-related grants and contract training from DOL, TWC, and other agencies; assist in seeking external funding for various projects.
- Developed or assisted in the development of comprehensive grant proposals/applications for the campus to include budget preparation, statement of work, memorandums of understanding, and letters of support, record keeping, evaluation, and required reports.
- Performed labor market research to develop competency-based curriculum design and delivery models for occupational skills training programs to respond to high demand, high paying jobs for industry and community-based organizations.

May 06- Nov 08 ***Northwest Vista College, Alamo Colleges / Corporate Liaison – San Antonio, Texas***

- Markets programs and processes that provide a service to students and or other internal college or district customers.
- Act as the district liaison with corporate partners. (Single point of contact)
- Coordinate the development and implementation of instructional and other services to meet the needs of

corporate partners.

- Develop teams and systems to meet the administrative needs of the district in responding to corporate needs.
- Provide project leadership to assure that the mission of the ACCD and the needs of the contracting organization are met.
- Assist in assessing the occupational and academic training needs of potential corporate clients.
- Develop criteria and process measures of contract training effectiveness.

Jan 06 -May 06 Hallmark Institute of Technology Admissions Team Leader – San Antonio, Texas

- Directly responsible for the daily operation and supervision of 4 production team members.
- Manages 30,000 dollars in funding resources to include advertising with the NBA SPURS.
- Trains and supervises an admissions team that serves over 60 high schools.

Nov 2002- Jan 06 United States Air Force Recruiting Team District Manager – Universal City, Texas

- Directly responsible for the daily operation and supervision of 8 geographically separated production team members and 1 secretary. Manages 500,000 dollars in funding resources to include an 8 vehicle fleet. Supervises a production team that serves over 7132 students in 27 high schools and covers 6500 square miles of territory.
- Supervised production team member's activities to ensure organizational goals are met by delineating areas of responsibility and allocating sales goals.
- Certified Facilitator in Professional Sales Coaching and Development Planning.
- Trained production team member's in 3 different procurement programs: Enlisted Programs, Officer Programs, and Reserve Officer Training corps.

Nov 1998-2002 United States Air Force Recruiting School Master Instructor – San Antonio, Texas

- Executed supervision and guidance in the area of academics for approximately 800 Air Force students for special duty as a recruiter in the regular Air Force and Air Force Reserve career fields.
- Certified Facilitator in Professional Selling Skills conducts advanced selling seminars.
- Conceptualized the implementation of the Professional Selling Skills into the recruiting schools lesson plans and teaching methodology. Provided faculty and students the most up to date revision to sales teaching methodology since 1957.
- Taught speech and sales fundamentals, advertising public affairs techniques, Air Force features and benefits, and stress management.
- Administered tests and evaluates student performances.
- Compiled and edited for publication the student study guide and revised the curriculum.

1994-1996 *United States Air Force Enlisted Accessions Recruiter – Portsmouth, New Hampshire*

- Responsible for interviewing, screening, testing, and evaluating applicants from community sources to achieve allocated organizational goals. Covers areas of the application process, registration, education verification, and schedule adjustments.
- Conducted and maintained current market and production analysis for area of responsibility.
- Conducted advertising and promotional program with radio and television stations
- Maintained public relations programs with all school communities, and service organizations

1991-1994 *United State Air Force Telephone Maintenance Technician - Warner Robins, Georgia*

- Directly supervised 3 mobile communication personnel and all associated equipment and maintain troubleshooting and installation logs.
- Trained to install, maintain and repair automatic and manual telephone switching boards and electromechanical relays that process telephone circuits.

- Trained on wiring techniques to support the installation of newly acquired telephone systems.
- Responsible for deploying team members to locations for installation of new telephone exchange systems.

1985-1991 *United States Air Force Law Enforcement Specialists – Sembach, Germany, Davis Monthan AFB AZ*

- Trained in laws, operating procedures, apprehension methods, search and seizure, detention, vehicle operation under emergency conditions, and protection of Air Force property and personnel.
- Responsible for human relations, drug detection, investigative procedures, and traffic

1984-1985 Barnstable Police Department, Barnstable MA, Full time summers

- Trained in laws, operating procedures, apprehension methods, search and seizure, detention, vehicle operation under emergency conditions, and protection of property and personnel.
- Responsible for human relations, drug detection, and traffic enforcement

SPECIFIC QUALIFICATIONS

- Member San Antonio Manufactures Association Board of Directors (SAMA)
- Member of the GreaterSA Business, Retention, and Expansion Team
- Member Alliance for Technology Education in Applied Math and Science Board of Directors (ATEAMS) San Antonio
- Member San Antonio Manufacturing Association (SAMA) Workforce Education Committee
- Member JBSA Workforce and Transition Alliance Committee
- Achieve Global certified facilitator in Professional Selling Skills (PSS) and Professional Sales Coaching
- Franklin Covey certified facilitator of 7 Habits of Effective People for Northwest Vista College
- Franklin Covey 4 Disciplines of Execution certified coach
- Development Dimensions International (DDI) certified facilitator in Leadership and Workforce Development courses

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

Instructions:

Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Advanced Manufacturing / Technology
2. Name of Nominee: Mario Lozoya
3. Organization Representing: Ternion LLC (Ternion LLC) & Lozoya Consulting LLC
4. Position/Title: Director
5. FULL Mailing Address: 2304 S 49th Street, McAllen TX, 78503
6. Daytime Phone Number: 760-201-6675
7. Email: Mario.lozoya2670@outlook.com
8. Gender: (Type an X after the colon next to the nominee's gender.)
    a. Male: X
    b. Female:
9. Race: (Type an X after the colon next to the nominee's race.)
    a. White: X (Hispanic)
    b. Asian:
    c. Black/African American:
    d. American Indian/Alaska Native/Native Hawai'ian:
    e. Other Race:
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? (Type an X after the yes or no colon.)

a. Yes: X

b. No:

11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)

    a. TWC Tax Account Number:

    b. TWC Tax Account Number:

    c. TWC Tax Account Number:

12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon):

13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)

    a. Private Sector Large For-Profit Business (=500 employees or more):

    b. Private Sector Small For-Profit Business (fewer than 500 employees): X

    c. Other Private Sector:

    d. Education:

    e. Literacy Council:

    f. Economic Development:

    g. Vocational Rehabilitation:

    h. Public Employment Service (TWC):

    i. Adult Basic and Continuing Education:

    j. Organized Labor:

    k. Community-Based Organization (CBO):

    l. Public Assistance:

    m. Child Care Workforce:

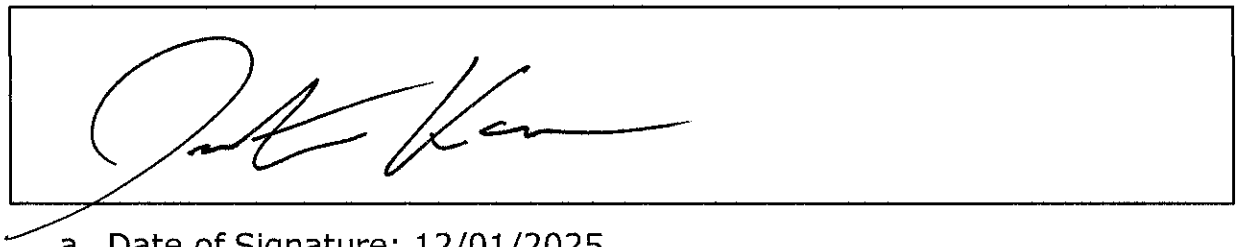
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):

    a. Yes: X

    b. No:

15. Name of Nominating Organization: Noble Texas Builders, LLC

16. Nominating Organization Address:
    a. Street Address or P.O. Box: 4764 Research Drive
    b. City: San Antonio
    c. State: TX
    d. ZIP Code: 78240
17. Phone Number(s): 833-423-1410
18. Signature of Nominating Organization—President, Director, or other official:



    a. Date of Signature: 12/01/2025
    b. Typed Name: Justin Kanas
    c. Typed Title: CFO

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Website Link: Resources for Boards - Texas Workforce Commission Go to Workforce Development Board Membership.

CONFLICT OF INTEREST STATEMENT

FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: **Mario Lozoya**

Category Representing: Private Sector

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐Yes ☒No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660FAA8A94453...

Executive Director

12/4/2025

Date

Mario Alberto Lozoya

2304 S 49th Street
McAllen, TX 78503 **Mobile: 760-201-6675**
Mario.lozoya2670@outlook.com

==========

SUMMARY: **An innovative, enthusiastic, and a servant leader who motivates others, works well under pressure, and consistently exceeds goals and expectations. Twenty-Three years of experience in the United States Marine Corps and 14 years of Toyota Motor Manufacturing experience 4 of which were in advanced manufacturing. Experienced in Education and Workforce Development Strategies at the local, state, and federal level. Formerly, the CEO / Executive Director for the Greater Brownsville Incentives Corporation, a Type A Economic Development Corporation (EDC). Demonstrates the highest degree of integrity and considers Leadership and Team Development as strongest skill sets.**

Consulting

President, Lozoya Consulting, LLC *March 2021 – Present*

Representing clients in areas related to but not limited to:

- Government, Public, and Media Relations
- Lean Manufacturing
- KAIZEN, Process improvement
- Education and Workforce Development Strategies
- Community Engagement
- Economic Development
- Corporate Communications

Project Development

President, American TPD, LLC *August 2022 – Present*

Energy Projects, Business Development, Investor Engagement:

- Government Relations
- Economic Development
- Land Owner liaison
- Investor Relations

Economic Development

CEO / Executive Director
Greater Brownsville Incentives Corporation (GBIC) *June 2018 to Mar 2021*

Oversee the Economic Development strategy for Brownsville Texas. Oversee a Type A Economic Development Office under the Texas Tax Code. Responsible for the Economic Prosperity of Brownsville, Texas, the largest community in the Rio Grande Valley.

- Business Recruitment
- Business Retention and, Expansion
- Effective Education and Workforce Development Strategy (Award winning)
- Manage a $14M budget plus over 800 acres of government owned land (Total assets over $30M)
- Manage at team of 8 professionals.
- Report to a Board of Directors appointed by City Commission
- Winner: Texas Economic Development Council's Workforce Excellence Award ("We Grow Our Own" strategy) 2019
- Member – University of Texas Rio Grande Valley (UTRGV) Workforce Advisory Board (Current)
- Acquired Equipment and funding: Established the Brownsville ISD and Texas South Most College Advanced Manufacturing Programs

Toyota Government Relations & External Affairs

Director, Government Relations and External Affairs (TMMTX) *April 2009 to July 2018*

Improved the TMMTX Image in the community and relationship with key figures at city, county, state, and federal level through effective communication and relationship building.

- Developed and Implemented Government Relations Improvement Strategy
- Developed Toyota Texas Student Mentorship Program
- Team Member that Established the Texas FAME (Federation of Advanced Manufacturing Education) chapter in Texas
- Developed Community Engagement Index Performance Tracking System

- Congressional Hispanic Caucus Institute (CHCI), Board of Directors (2013-2020)
- Chairman, Development Committee, Congressional Hispanic Caucus Institute (Washington, DC) 2015-2016
- **Chairman, Governance Committee, Congressional Hispanic Caucus Institute (Washington, DC) 2016-2020**
- Member, San Antonio Chamber of Commerce Education and Workforce Council (2015-2017)
- **Chairman, SACC Legislative Committee (2015-2016)**
- San Antonio Greater Chamber of Commerce Board of Directors (2016-2018)
- Toyota North America, Administration Self Reliance team
- Chairman, My Brother's Keeper, Workforce Committee (2015-2017)
- Appointed by Texas Lt. Gov. Dan Patrick to the Jobs and Education for Texans (JET) Advisory Board 2016- current
- Appointed by Texas Lt. Gov. Dan Patrick to the Pathways and Technical Early High School (PTECH) 2016 & current
- Vice Chairman, Texas Association of Manufacturers Workforce Committee (2015-2017)
- Directly involved in the passing of key state level legislation regarding Education and Workforce Development (HB-5, SB22, HB3349)
- **Extensive Media Training**
- Member of the Toyota Hispanic Business Strategy: Supported Toyota North America in implementing a Hispanic Business Strategy to move forward and sustain relationships with the Hispanic Community (Dealers, Suppliers, Elite Latino Organizations) nationally.

Toyota Manufacturing Experience

Production Manager (Paint Department) *Feb 2005 to 2009*

- Direct Hire before Plant Start-up in San Antonio Texas (Tundra Production)
- Trained in TMMI (Indiana) East Plant prior to TMMTX Startup
- Supported the hiring of the initial 1500 TMMTX Employees for TMMTX San Antonio
- Coordinated the "Start-up" for the Paint Dept. Training and Development.
- FMDS (Floor Management & Development System) TMMTX Project Leader
- JD Power & Associates study Group. TMMTX Paint Warranty Study Group
- Toyota Business Practice (Course Completion and Toyota Panel Approved)
- Toyota Way (Course Completion)
- Continuous Improvement (Kaizen) / Lean Production and Standardized Work
- Managed 23 salaried personnel and 450 Team Members
- Responsible for the hiring, training, and assimilating a workforce during the introduction of Tacoma production.
- Toyota Production System (TPS)
- On the Job Development (OJD)
- Quality Control Circles: QCC Leader and Trainer

Encompassing 23 years of U. S. Marine Corps active duty service

Aviation Supply and Logistics Management Chief *2001 to 2006 (Retired)*

- Comparable civilian title would be QA and Logistics department manager. Ensured all divisions within the department met higher headquarter goals and milestones through audits, training, counseling, and inspections. QA Department included overseeing the Production Control Operations for 12 Marine Corps Helicopter Squadrons totaling over 150 aircraft with over 1200 men and women.
- Deployed in support of Operation Iraqi Freedom. Managed a 120man Aviation Supply & Logistics Department and a 6-man IT branch in combat operations.
- Responsible and credited for managing the largest aeronautical parts inventory in an area of combat operations in Marine Corps History. Established an extensive supply chain spanning 4 countries utilizing worldwide commercial and government couriers while maintaining 98% inventory validity during the initial stages of the war against Iraq.
- Utilized both GOTS and COTS (government off the shelf/commercial off the shelf) programs and applications for reports processing for the purpose of analysis and presentation to higher headquarters.
- Contractor and Supplier interactions (to include but not limited to: McDonald Douglas, Boeing, Bell Helicopter,) for proper technical support, inspections, spare parts, inventory management, and audits.

Command Legal Officer (Military Law: Uniform Code of Military Justice) *1999 to 2001*

Marine Aviation Logistics Squadron 39, Camp Pendleton California

- Naval Justice School Graduate JAG (Legal Officer Course) - assigned as Command Legal Officer.
- Applied Legal Administration to a 900+ unit and advised the Commanding Officer on all legal matters pertaining to the Marines assigned to the unit.
- Duties included but not limited to: Legal Counseling, Non-Judicial Punishments, Legal Investigations, Boards of Inquiry, case adjudications, confinement orders, liaison to Law Enforcement agencies and courts (Military and Civilian), Child / Spousal support, Immigration & Naturalization issues, Congressional Inquiries, Notary, Powers of Attorney,

Drug abuse cases, Governmental Claims, Sexual harassment, Assault, Equal opportunity, and other legal services.

EDUCATION / TECHNICAL EXPERIENCE / OTHER

2016- SMU: COX Business School – Avanzar Business Executive Leadership
2015 – Palo Alto College – Honorary Degree
2013 - Center for Creative Leadership (CCL), San Diego CA
2005 - Senior Enlisted Marine Course, Washington D.C. (Marine Corps University)
1999 - Legal Officer (Military Justice, Criminal Law, Procedural Law, Investigations, etc.:
(Naval Justice School Graduate). San Diego CA
1997 - Academy resident (Advanced Leadership Course: Marine Corps University)
1997 – Aviation Logistics, Senior Course (Athens, Georgia)
1995 - Computer Network Technologies. (VORTEX Technologies, San Diego CA)
1995 – Network Administrator (VORTEX Technologies, San Diego CA)
1991 - Platform Instructor and Curriculum Developers Course. (Marine Corps University, Quantico Virginia)
1988 - Non-commissioned Officer Leadership School (Honor graduate)
1987 – University of Maryland University College Asian Extension – English,
1984 – Naval Technical Training Center, Meridian Mississippi, Computer Mainframe Specialist
1983 – United States Marine Corps, Boot Camp, San Diego California

Congressional Hispanic Caucus Institute (Washington DC):

2013 –2016 Advisory Council and member of the Development Committee:
Successful in launching a Capitol Campaign to purchase the current CHCI Building in Washington DC

2016 – 2018 Board of Directors and Chairman of the Development Committee:
Created strategy to begin debt elimination of CHCI Building purchase loans

2018 – 2020 Board of Directors and Chairman of the Governance Committee:

- Oversee CHCI By Laws
- Oversee CHCI Board of Directors Appointments
- Oversee CHCI Advisory Council Appointments
- Created a strategy to better improve composition of BOD and Advisory Council based on performance, participation, fundraising potential, demographics, and industry relevance. This strategy has increased revenue and has attracted membership to companies like, but not limited to:

UPS	Dell	Bank of America	Hyndai
State Farm	Coca Cola	Ford Motor Co.	Master Card
Eli Lilly	New York Life	Walmart	GM
Toyota	Exxon Mobile	Comcast NBC	Amazon
Chevron	Google	Facebook	Shell Oil
Pepsi	BP Oil	Chevron	Charter Communications

Awards:

- **Architect of the Toyota Texas Back Yard Strategy**. Recognized as a "Bright Spot in America" by the White House Initiative for Excellence in Hispanic Education (2016)
- Winner: Texas Workforce Commission – Workforce Excellence Award – 2017 (Toyota Back Yard Strategy)
- Winner: Texas Economic Development Council = Workforce Excellence Award – 2019 "We Grow Our Own" initiative

Skills

- **Problem Solving (community wide)**
- **Japanese Culture: Lived in Japan 3 different years**

- **Lived in Korea, Kuwait, and short-term deployments to different countries.**
- **Bilingual: English and Spanish (read, write, and speak fluently)**
- **Training and Development. *Experienced Instructor**
- **Public Speaking**
- **Board Management**
- **Executive Leadership Development**
- **Workforce Development**
- **Government Relations (Local, State, & Federal)**
- **Economic Development**
- **Advanced Manufacturing**
- **Media Relations / Bilingual Media**
- **Corporate Communications**
- **Kaizen**

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

Instructions:

Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Workforce Solutions Alamo
2. Name of Nominee: Jessica Dersen
3. Organization Representing: Seguin Economic Development Corporation (SEDC)
4. Position/Title: Workforce Development Manager
5. FULL Mailing Address: 211 N. River Street. Seguin, TX 78155
6. Daytime Phone Number: 830.401.5005 or 512.227.4422
7. Email: jdersen@seguintexas.gov
8. Gender: (Type an X after the colon next to the nominee's gender.)
    a. Male:
    b. Female: **X**
9. Race: (Type an X after the colon next to the nominee's race.)
    a. White: **X**
    b. Asian:
    c. Black/African American:
    d. American Indian/Alaska Native/Native Hawai'ian:
    e. Other Race:

10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? (Type an X after the yes or no colon.)
    a. Yes: **X**
    b. No:
11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)
    a. TWC Tax Account Number:
    b. TWC Tax Account Number:
    c. TWC Tax Account Number:
12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon):
13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)
    a. Private Sector Large For-Profit Business (=500 employees or more):
    b. Private Sector Small For-Profit Business (fewer than 500 employees):
    c. Other Private Sector:
    d. Education:
    e. Literacy Council:
    f. Economic Development: **X**
    g. Vocational Rehabilitation:
    h. Public Employment Service (TWC):
    i. Adult Basic and Continuing Education:
    j. Organized Labor:
    k. Community-Based Organization (CBO):
    l. Public Assistance:
    m. Child Care Workforce:
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):

a. Yes:

b. No: **X**

15. Name of Nominating Organization:

16. Nominating Organization Address:

a. Street Address or P.O. Box: **211 North River St.**

b. City: **Seguin**

c. State: **Texas**

d. ZIP Code: **78155**

17. Phone Number(s): **830-401-5005**

18. Signature of Nominating Organization—President, Director, or other official:

Alora Wachholz

Alora Wachholz (Dec 2, 2025 16:40:55 CST)

a. Date of Signature: **12/2/2025** 02/12/2025

b. Typed Name: **Alora Wachholz**

c. Typed Title: **Director of Economic Development, Executive Director of Seguin EDC**

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Website Link: Resources for Boards - Texas Workforce Commission Go to Workforce Development Board Membership.

Docusign Envelope ID: 9CDE4764-963F-45E4-8438-31CA6B363330

CONFLICT OF INTEREST STATEMENT

FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: **Jessica Dersen**

Category Representing: **Economic Development**

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐Yes ☒No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660FAA8A94453...

Executive Director

12/4/2025

Date

Jessica Dersen

Cell: (512)-227-4422 / jdersen@seguintexas.gov

A servant leader who thrives in leadership roles that allows me to grow as a professional while serving my community. I have extensive experience in workforce development, economic development, project management, grant and contract management, social services, event management, and non-profit leadership.

PERSONALITY PROFILE

- 2025 Guadalupe County Rising Star, Professional Excellence
- Member of Seguin Young Professionals Network
- 16+ years of experience in workforce development and non-profit management
- Highly organized, flexible and patient
- Empathetic, people skills
- Problem solver; strategic-minded
- Tech-savvy, adept to new technologies
- Honest, accountable

PROFESSIONAL SKILLS AND TRAININGS

- Advanced experience in Labor Market Analytics (JobsEq, EMSI, LightCast, BLS).
- Advanced in Microsoft Office Suite and Google Suites
- Grant and contract management
- Strong written and verbal communication
- Proficient in databases such as, HubSpot, Renewal Tracker, Microix, QuickBooks, Microsoft Access and more.
- Project Management Professional (PMP) course completion.
- Graduate of Leadership Seguin Class of 2025

REFERENCES

References available upon request.

CAREER HIGHLIGHTS

INDUSTRY AND WORKFORCE DEVELOPMENT MANAGER

Seguin Economic Development Corporation ▪ *April 2024-Present*

Responsible for identifying and addressing workforce needs of businesses within the Seguin community by collaborating with local education institutions, training providers, and companies to develop and implement workforce programs that bridge skill gaps, attract and retain talent and support the growth and expansion of high-demand industries in Seguin. Implemented a summer externship program for teachers and counselors; responsible for annual workforce events including the Seguin Youth Career Expo, Seguin Job Shadow Program, HR roundtables and Industry Signing Day. Lead on Manufacturing Executives Guild of Seguin and Talent Pipeline Management Collaborative.

DIRECTOR OF CAREER AWARENESS AND K-12 PARTNERSHIPS

Workforce Solutions Capital Area ▪ *January 2019- April 2024*

Strategic director of awareness for the workforce board's strategic plan: Hire Local Plan; Maintain strong, positive relationships with public and private stakeholders including local chambers and economic development corporations; Develop and lead the summer teacher externship program, internships, mentorships, career exploration events, and pre-apprenticeship programs for in and out of school youth; Present to elected officials, board of directors, and stakeholders on regional labor market data and workforce insights; Lead a team of career guidance coachers who provided career exploration services to students in K-12 schools.

MC3 (PRE-APPRENTICESHIP) COORDINATOR

Local 286 Plumbers and Pipefitters ▪ *May 2019 – September 2019*

Recruit and connect with youth and adult to enroll into a skilled trades pre-apprenticeship program; Maintain positive relationships with members of the public, businesses, and local apprenticeship programs.

COLLEGE AND CAREER DEPARTMENT MANAGER

American YouthWorks (YouthBuild Austin) ▪ *July 2011- December 2019*

Develop community partnerships for apprenticeship trainings, internships, and employment opportunities for at-risk youth; Instructional lead for all college and career advising courses and presentations; Maintain relationships with employers, workforce board, and other workforce systems.

Other Positions held: Employment Specialist *(2014- 2016),* Administrative Program Assistant *(2012-2014)* and Volunteer *(2011)*

KIDS ACTIVITIES SUPERVISOR

LifeTime Fitness▪ *June 2010-Sept. 2016*

EDUCATION

College for America, Southern New Hampshire University ▪ *July 2017*

- Associates of General Studies in Business Communication

SPECIAL INTERESTS

Co-founder and secretary of 501(c)3 organization, Kingdom Rescue. Active volunteer at local foster homes and schools. Child and animal welfare advocate.

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

Instructions:

Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Workforce Solutions Alamo
2. Name of Nominee: Christopher Ashok Mammen
3. Organization Representing: The Dee Howard Foundation,
4. Position/Title: Executive Director
5. FULL Mailing Address:1510 Spanish Oaks, San Antonio TX 78213
6. Daytime Phone Number:(210) 685-3187
7. Email: Christopher.Mammen@gmail.com
8. Gender: (Type an X after the colon next to the nominee's gender.)
    a. Male: X
    b. Female:
9. Race: (Type an X after the colon next to the nominee's race.)
    a. White:
    b. Asian:
    c. Black/African American:
    d. American Indian/Alaska Native/Native Hawai'ian:
    e. Other Race:
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? (Type an X after the yes or no colon.)

a. Yes:
b. No:

11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)
    a. TWC Tax Account Number:
    b. TWC Tax Account Number:
    c. TWC Tax Account Number:
12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon):
13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)
    a. Private Sector Large For-Profit Business (=500 employees or more):
    b. Private Sector Small For-Profit Business (fewer than 500 employees):
    c. Other Private Sector:
    d. Education:
    e. Literacy Council:
    f. Economic Development:
    g. Vocational Rehabilitation:
    h. Public Employment Service (TWC):
    i. Adult Basic and Continuing Education:
    j. Organized Labor:
    k. Community-Based Organization (CBO):
    l. Public Assistance:
    m. Child Care Workforce:
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):
    a. Yes:
    b. No:

15. Name of Nominating Organization:

16. Nominating Organization Address:
    a. Street Address or P.O. Box:
    b. City:
    c. State:
    d. ZIP Code:
17. Phone Number(s):
18. Signature of Nominating Organization—President, Director, or other official:

    a. Date of Signature:
    b. Typed Name:
    c. Typed Title:

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CONFLICT OF INTEREST STATEMENT

FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: **Chirstopher Mammen**

Category Representing: Private Sector

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐Yes ☒No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660FAA8A94453...

Executive Director

12/4/2025

Date

Christopher Ashok Mammen

1510 Spanish Oaks, San Antonio, TX 78213 · (210) 685-3187 · Christopher.Mammen@gmail.com

Education

University of Houston, *Master of Business Administration*, Houston, Texas — May 2008

Trinity University, *Bachelor of Science, Accounting*, San Antonio, Texas — May 2005

Work Experience

The Dee Howard Foundation, San Antonio, Texas

Executive Director — 02/25-Present

- Lead all strategic, operational, and fundraising efforts for the nonprofit dedicated to advancing aviation and aerospace education from middle school to career.
- Oversee growth strategy, including expansion of unmanned aerial systems programs, introduction of a new educator externship and community of practice, and student experiential learning engagement aligned with industry needs.
- Cultivate partnerships with corporate sponsors, foundations, and school districts, resulting in increased funding and program reach across Bexar County and beyond.
- Identified and secured new organizational funding opportunities equaling 17% of previous year's budget.
- Advocate for systemic change in STEM and CTE pathways by bridging K–12, postsecondary, and industry collaborations through panel presentations and speaking engagements.

Greater:SATX & SA WORX, San Antonio, Texas

Vice President, Workforce Development — 03/23-10/24

- Promotion to organization's executive leadership team includes management oversight of full Workforce Department initiatives for K12, post-secondary training and education, and workforce ecosystem programming.
- Responsible for department's strategic planning and performance metrics setting and monitoring.
- Represent the organization externally through media requests and speaking engagements, both regionally and nationally.
- Serve as a Talent Pipeline Management Fellow. Engage a national network to share best practices for implementing the framework and participate in review of curriculum for the TPM Academy.
- Evaluate and manage applications for competitive local and federal grant funding opportunities. Lead collaboration with external partners to identify scope, budgets, and partner responsibilities for regional funding opportunities.
- Identify external partnerships for work-based learning, hidden workforces, and second-chance programs.
- Maintain all responsibilities from previous Director role.

Director, Workforce Development — 08/20-03/23

- Develop collaborative relationships with regional workforce agencies and organizations, including case management agencies, chambers of commerce, workforce boards, higher education departmental leaders, and government officials.
- Lead regional employer engagement efforts that help develop workforce focused programs and initiatives to increase the economic mobility for area residents. Completed engagement efforts with over 300 employers.
    - Manage the implementation of the US Chamber of Commerce Foundation's Talent Pipeline Management (TPM) process for key sectors including: Manufacturing, Healthcare & BioScience, Construction & Skilled Trades, Finance, IT & Cyber Security, and Education. Process includes facilitating 12+ month long industry collaboratives to review occupational data, determine high need occupations, evaluate skills and competencies, and managing outcomes with employers and training providers.
    - Collaborative efforts also include a review and analysis of workforce training certifications, associate/bachelor degrees, and upskilling programs through employer engagement feedback and collaboration. Connecting employer skillset needs with beneficial training programs and upskilling opportunities.
- Program Director for government agency contracts and reporting, including the City of San Antonio and Bexar County.
    - City of San Antonio Train for Jobs SA (TFJSA) and Ready to Work (RTW) programs.
        - Contribute employer engagement efforts for $200mil taxpayer funded RTW program.
        - Created an "Employer Pledge" to identify RTW employer commitment – over 240 pledges.
        - Serve as the point of contact with the City of San Antonio for program strategy planning sessions.
        - Manage and facilitate employer roundtables and "train the case manager" sessions to help inform partners on the high need occupation and skills necessary for career pathway development.
- Apply employer learnings to produce annual regional jobs reports shared with and referenced by K-12, higher education, and workforce agencies in our community. Reports include detailed Lightcast data analysis.
- Manage partnerships with area higher education institutions to help develop career focused program outreach.
- Completed the Talent Pipeline Management Academy (TPM) through the US Chamber of Commerce Foundation. TPM is an employer led effort that helps close the skills gap and create real career pathways for area students and workers.
- Contribute to and approve marketing and industry awareness collateral and outreach efforts.

City Education Partners, San Antonio, Texas

Special Projects Consultant — 02/19-5/20

- Managed the design and implementation of Salesforce grants management and CRM software integration.
- Assisted in the planning and launch of a new website search tool (SASchoolFinder.org) for the San Antonio community.
- Managed the general organizational relationships and communications with various external partners, including school district Superintendents, community organization executive staff, and city/county officials.

ECS Learning Systems, Inc., San Antonio, Texas

Special Projects Consultant 12/17-6/18

- Following acquisition of ECS Learning Systems, remained active through the transition as a project consultant and trainer. Worked directly with the new management team and owners to fully instruct and provide guidance for continued success.

Director, Sales and Operations Planning 08/14-12/17

- Project Manager for the sale and acquisition of ECS Learning Systems to a private investment group through a 1.5 year process, including full company analysis, due diligence, records management, and potential buyer interactions.
- Director position includes all previous tasks in Managerial role and increased responsibilities for business operation tasks, budgeting and goal setting, and general company management for the educational publishing company that resulted in:
    - Product sales and business development efforts that directly contributed to increased revenue numbers year-over-year (2014 – 10% increase, 2015 – 13% increase, 2016 – 6% increase) and A seven figure EBITDA margin.
- Led efforts for company's continued profitability, including:
    - Redeveloped company's pricing strategy through full competitor research, customer outreach, and revenue/product analysis. Resulted in an increase of 9% market share for industry segment.
- Project Manager for the creation and implementation of all marketing efforts, including:
    - Improved e-commerce conversions through bi-weekly e-mail blasts, SEO, and web marketing.

Manager, Sales and Operations Planning 07/10-08/14

- Accountable for full business operation analysis, including: budgeting, goalsetting, revenue analysis, general operations discussions, and staff management of 15-22 employees.
- Established, developed, and managed new Business Development Department including hiring 12 Sales Representatives

DC Voice, *Research and Policy Fellow*, Washington, DC 08/09-3/10

- Researched, analyzed, and advised the Executive Director regarding education issues, both nationally and locally.

Obama for America, *Field Organizer*, Fauquier County, Virginia 06/08-11/08

- Managed 5 office staff/interns, approximately 120 local volunteers and 200 out-of-state volunteers in grassroots activities.
- Led registration and Get Out the Vote efforts resulting in increase of 7% and exceeded campaign expectations by 2.3%.

WhiteFence.com, *Operations Analyst*, Houston, Texas 03/07-05/08

- Developed, managed, and coordinated projects aimed at enhancing the customer experience.

Linda Lorelle Scholarship Fund, Inc., *Development Coordinator*, Houston, Texas 04/06-03/07

- Planned and coordinated funds development based on a $500,000 budget.

Leadership Development, Honors, and Awards

University of Texas San Antonio Small Business Development Center's Building Business Excellence – 2014
San Antonio Hispanic Chamber of Commerce – Alexander Briseño Leadership Development Program – 2018
Greater:SATX Leadership Foundation Program – 2022
Aspen Institute Workforce Leadership Academy Graduate – 2023
San Antonio Business Journal 40 under 40 Man of the Year – 2023
Talent Pipeline Management Fellow – 2023 (ongoing)
Texas 100: Influential Texans to Watch – 2024
Leadership San Antonio – Class 48 – 2024
Social Venture Partners San Antonio Fellowship – 2025
Leadership North East - 2025

Community Volunteer Involvement

Historic Design Review Commission – City of San Antonio 05/25-Present

Trinity University Alumni Association Board 12/24-Present

Lupus Foundation – Lone Star Chapter – Committee Member/Volunteer 01/18-Present

TX FAME – Board Member 01/21-09/24

MOVE Texas – Board Member 01/20-12/22

North East Independent School District – Citizens Board Advisory Committee Member 01/19-07/22

San Antonio Food Bank – Volunteer 04/20-08/20

Alexander Briseño Leadership Development Program (ABLDP) - Steering Committee Member 02/19-12/20

Scholarship Foundation / Emerging Leaders Series – Board Member 09/10-7/19

Texas Military Institute Alumni Association – Board Member 09/15-01/19

Bulverde Spring Branch Economic Development Foundation – Company Representative 01/14-12/18

Big Brother Big Sister of South Texas – Big Brother Mentor 11/10-04/14

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

Instructions:

Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Workforce Solutions Alamo
2. Name of Nominee: Joshua Scott
3. Organization Representing: greater:SATX
4. Position/Title: Vice President, Workforce Development
5. FULL Mailing Address: 112 E Pecan St. #2635, San Antonio, TX 78205
6. Daytime Phone Number: **210-802-2227**
7. Email: joshua@greatersatx.com
8. Gender: (Type an X after the colon next to the nominee's gender.)
    a. Male: **X**
    b. Female:
9. Race: (Type an X after the colon next to the nominee's race.)
    a. White:
    b. Asian:
    c. Black/African American: **X**
    d. American Indian/Alaska Native/Native Hawai'ian:
    e. Other Race:
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? (Type an X after the yes or no colon.)

a. Yes:

b. No: **X**

11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)

    a. TWC Tax Account Number: **NA**

    b. TWC Tax Account Number:

    c. TWC Tax Account Number:

12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon): **NA**

13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)

    a. Private Sector Large For-Profit Business (=500 employees or more):

    b. Private Sector Small For-Profit Business (fewer than 500 employees):

    c. Other Private Sector:

    d. Education:

    e. Literacy Council:

    f. Economic Development: **X**

    g. Vocational Rehabilitation:

    h. Public Employment Service (TWC):

    i. Adult Basic and Continuing Education:

    j. Organized Labor:

    k. Community-Based Organization (CBO):

    l. Public Assistance:

    m. Child Care Workforce:

14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):

    a. Yes:

    b. No: **X**

15. Name of Nominating Organization: greater:SATX

16. Nominating Organization Address: **112**

    a. Street Address or P.O. Box: **E. Pecan St., Ste. 2635**

    b. City: **San Antonio**

    c. State: **Texas**

    d. ZIP Code: **78254**

17. Phone Number(s): **210-802-2227**

18. Signature of Nominating Organization—President, Director, or other official:

    a. Date of Signature: 4 December 2025

    b. Typed Name: Romanita Motta-Barrera

    c. Typed Title: Chief Business Advancement Officer

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

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CONFLICT OF INTEREST STATEMENT

FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: **Joshua Scott**

Category Representing: **Economic Development**

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐Yes ☒No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660FAA8A94453...

Executive Director

12/4/2025

Date

Joshua D. Scott

San Antonio, TX

210-862-3900 / joshuadavidscott1053@gmail.com

Administration / Knowledge Management / Operations / Workforce Development / Business Development / Collaborator

SUMMARY OF QUALIFICATIONS

Highly accomplished professional and results-focused leader with over ten years' experience in business engagement, workforce development, talent alignment and managing projects in the high demand industry sectors. A dedicated, hardworking leader capable of developing programs to increase efficiency and improve client satisfaction levels through excellent service, identify and pursue new business opportunities, build, and maintain core businesses, and ensure achievement of corporate goals and objectives. Able to adapt to new environments and utilize new business concepts quickly while excelling in personal performance. Demonstrated skills and abilities include:

• Budget Management • Scheduling • Grant Administration and Compliance Management • Leadership and Management • Strategic Management • Project Management • Team Development • Coaching and Mentoring • Program Management • Teamwork • Quality Management and Assurance • Communication • Process Improvements • Project Planning

PROFESSIONAL EXPERIENCE

greater:SATX – <u>VP of Workforce Development</u> **Oct 2024 – Present**

- Manage the 501(c)(3) budget of $2.0M. Oversee grant subcontractor, procurement, compliance, and performance.
- Manage the workforce division for the organization.
- Oversee the strategic expansion of our region's workforce competitiveness by growing, retaining and attracting talent to high-demand careers in the industry sectors considered the drivers of the region's economy.
- Coordinated with senior representatives of both public institutions and private sector businesses on workforce development projects and is instrumental in implementing our organization's employer advancement activities, and related programs.
- Lead the U.S. Chamber of Commerce Foundation's Talent Pipeline Management (TPM) strategy and its multisector implementation to improve our region's workforce development ecosystem through leveraged regional partnerships with employers and workforce and education providers.
- Identified and implemented best practices to include talent development, talent acquisition, and talent retention strategies.
- Coordinated with target industry employers on their talent pipeline needs and how they align to education and training offered throughout our MSA.
- Tracked and inform leadership on the local, state and federal workforce policies.
- Analyzed talent flows and labor market trends and applies a data-driven approach to closing the skills gap in target industries and informing a community-wide workforce strategy.
- Identified and developed, in partnership with the target demand industries, workforce development solutions that help fill a specific occupation or skills gap that can be delivered by existing providers or new providers.
- Facilitated both internal and publicly disseminated workforce and education-related collateral, toolkits, reports and all digital resources.
- Coordinated departmental activities with other departments, prepares and present staff reports and other necessary communications.
- Exercise management responsibility for employer engagement and business partnership activities, including all existing and new workforce programs related to K-12 programs, talent retention and recruitment.

City of San Antonio – <u>Workforce Development Manager- Apprenticeship</u> **Feb 2023 – Oct 2024**

- Manage the Ready to Work Apprenticeship Building America (RTW-ABA) budget of $2.9M. Oversee grant subcontractor, procurement, and performance.
- Manage 4 staff members supporting the RTW-ABA grant.
- Coordinate with Workforce Development Office Ready to Work staff to align programs and outcomes.
- Develop and implement data collection strategy to capture, analyze, and track program inputs, outputs, and outcomes
- Oversee Grant compliance, including liaising with US Department of Labor staff.
- Develop partnerships with employers, training providers and community-based organizations.
- Prepare and monitor RTW-ABA Grant annual budget.
- Increase the number of Department of Labor Registered Apprenticeship Program in San Antonio economy.
- Provides technical assistance to employers and training providers relating to pre-apprenticeships (Pre-Apps) and apprenticeships that are registered with the US Department of Labor (RAPs).
- Work with the local K-12 program to development pre-apprenticeship program so employers can have a talent pipeline.

PROFESSIONAL EXPERIENCE CONTINUES

- Participate in Talent Pipeline Management to provide subject matter expertise.
- Provide reports and presentations to City leadership regarding the RTW-ABA grant.
- Provide employers guidance on talent alignment and development options.
- Represent the RTW-ABA initiatives to different stakeholders.

St. Philip's College – Administrator Department Chair for Automotive Technology **May 2019 – Sept 2021**

- Managed more than 25 faculty and staff members supporting automotive occupation development.
- Coordinated area meetings with developed agendas for efficient facilitation.
- Served on institutional system-wide strategic planning teams, engaging in partnerships to advance strategic academic or organizational priorities.
- Managed up to 9 academic programs and budget of $300k, faculty professional development, and instructional operations for automotive technology.
- Created an innovative accountability system.
- Co-constructed quality assurance measures with faculty members for curriculum and course rigor.
- Ensured compliance to SACSCOC accreditation standards, Baldridge Standards for Excellence and all program level accreditation standards were met.
- Coordinated with two Industry Advisory Committees to make recommendations for policy and procedure changes aligned to program accreditation.
- Ensured that needed courses were scheduled and staffed each semester; monitored enrollment, perform strategic section analyses, and adjust schedules as necessary and appropriate.
- Developed reports for periodic unit/program reviews to align with the strategic goals of the College and District.
- Upgraded the curriculum and added supplemental instruction to strengthen student readiness for internships and/or job placement.

Precision Group – Business Development & Sales Representative **Sept 2017 – April 2019**

- Responsible for business development within the United States, focusing primarily on the manufacturing industry.
- Lead the sales and new client acquisition efforts.
- Collaborated with leadership to identify industry trends and customer contact opportunities.
- Maintain thorough knowledge of significant market trends and product categories.
- Responsible for closing / converting business development leads into new contracts/revenue.
- Managed client contracts/fee negotiation.
- Grow existing market share by nurturing stronger, deeper, and broader relationships with existing customers by actively promoting and selling our value-added manufacturing and services capabilities.
- Participate in the conceptual and strategic development of new marketing tools and programs as required.
- Upgraded the apprenticeship program by incorporating the National Institute for Metalworking Skills (NIMS) competency-based framework.

Alamo Colleges District – Continuing Education Program Manager **July 2012 - August 2017**

- Coordinated with the Associate Vice Chancellor, Deans, and Directors to analyze cost estimate, prepare quotes for proposals and negotiate contract costs, fees, terms, and conditions with industry/corporate clients.
- Developed non-credit continuing education courses/programs to meet needs of the public, private, and corporate stakeholders.
- Recruited and managed instructors (25) and consultants to include selection, training, and performance evaluation.
- Generate revenue sufficient to meet individual and department goals.
- Efficiently managed budget of $125k which includes all direct and indirect costs.
- Spearheaded efforts to secure St. Philip's College as the Local Education Agency for two Texas Workforce Commission (TWC) registered apprenticeship programs: Associated Builders and Contractors (ABC) & the Plumbing, Heating, and Cooling Contractors Association (PHCC-SA) programs.
- Managed the Texas Workforce Commission Apprenticeship Grant of over $100K annually for the college.
- Ensured that the director of a Registered Apprenticeship Programs (RAP) obtained DOL approval of the RAP standards and that the program was registered and in good standing with DOL.
- Managed around 170 apprentice and job-related classroom instruction with minimum of 144 hours per year.
- Ensured that all required duties of the apprenticeship committee were performed.
- Responsible for contract execution, file audits, and contract closeout.
- Ensured all apprentices were inputted into the Texas Workforce Solutions Statewide Participant Reporting system.
- Ensured compliance with RAP standards.
- Achieved over 90% retention rate for apprentice matriculation.

Joshua D. Scott

San Antonio, TX

210-862-3900 / joshuadavidscott1053@gmail.com

PROFESSIONAL EXPERIENCE CONTINUES

St. Philip's College – Interim Dean of Southwest Campus **May 2015 - August 2016**

- Provided Executive Administrative Leadership to the campus comprised of over 75 full/part-time faculty, chairs, and staff.
- Assisted with enrollment and progression of students in the AAS degrees and certificates in three department areas – 1) Aircraft, Construction, and Manufacturing Technology, 2) Applied Electrical and Mechanical Technology, and 3) Transportation Services Technology.
- Collaborated with the Vice President of Student Success and Dean of Student Success to streamline marketing and awareness within the college community regarding Title IX, ethics, self-advocacy, alternative dispute resolution, and civility.
- Conducting initial hearings for student disciplinary issues.
- Approved all SWC student activities.

George Gervin Youth Center – Job Developer/ Case Manager **June 2009 – July 2012**

- Managed the Job Training Program and conducted formal classroom training for job seekers.
- Coordinated job placement with public and private sector employers.
- Resolved employment barriers for students and program participants.
- Complied with applicable federal, state, and local program regulations, requirements, and processes.
- Supervised the Youthbuild training program to empowers low-income youth, ages 16 to 25, to transform their lives through employment.
- Maintained case files, employment records, and documentation as required by program regulations.
- Developed and maintained effective working relations with employers, program staff, vocational and academic counselors.

Gary Job Corps. – Outreach & Admission Counselor **September 2005 – October 2007**

- Recruited prospective applicants, assessed their educational needs, and explained the benefits of the Job Corps Program.
- Managed the program's qualifications, including interviewing, background checks, and drug testing to ensure meeting government program guidelines.
- Actively developed and maintained referral linkages with high schools, military recruiters, local youth service organizations, faith-based groups, and other community resources to lead to long-term referral partnerships with Job Corps.

AWARDS/ CERTIFICATIONS

- Nominee for the National Institute for Staff and Organizational Development (NISOD) Administration Award – selected by the Staff Council (Spring 2016).
- Association of Title IX Administration (ATIXA) – Title IX Coordinator Level One (Spring 2016).
- St. Philip's Living Our Values award (Spring 2014).
- Texas Award for Performance Excellence (TAPE): TAPE Examiner Training (Fall 2013).
- Nonprofit Administration and Leadership.

EDUCATION

Ph.D. CANDIDATE | EXPECTED GRADUATION MAY 2026 | CONCORDIA UNIVERSITY CHICAGO

- Major: Organizational Leadership
- Dissertation Focus: Knowledge Management

MASTERS | DECEMBER 2013 | UNIVERSITY OF TEXAS AT SAN ANTONIO

- Major: Public Administration
- Graduate Certificate: Nonprofit Administration and Leadership

BACHELOR | MAY 2005 | TEXAS STATE UNIVERSITY-SAN MARCOS

- Major: Public Administration
- Minor: Business Management

11/17/2025

Workforce Solutions Alamo

LAST	FIRST	Category	Company	Industry	Gender	Race	Hisp	Expires	Vacant	O.O.C.	Vet	
	Vac, Schneuke	econ devl	Seguin Economic Develo	Public Administrati	M	White	Yes	12/31/27	11/18/25	02/16/26	No	Replacement
Addison	Yvonne K.	prv sector	Addison Prime, LLC	Construction	F	White	Yes	12/31/26			No	
Batch	Mary K.	prv sector	Caterpillar ISPD	Manufacturing	F	White	No	12/31/25	Replacement		Yes	
Besosa	Cristina	prv sector	Marriot Hotel Services, In	Accomodation, Fo	F	White	Yes	12/31/27			No	
Camarillo	Charles	education	Poteet ISD	Educational Servi	M	White	Yes	12/31/26			No	
Cantu	Leslie Suzanne	prv sector	Toyotetsu Texas Inc (TT	Manufacturing	F	White	No	12/31/26			No	
Cooper	Eric	CBO	San Antonio Food Bank	Health Care, Soci	M	White	No	12/31/27			No	
Corso	Chris	prv sector	Joeris General Contracto	Construction	M	White	No	12/31/26			No	
De Hoyos-O'Co	Ana	CBO	YMCA of Greater San An	Other Services	F	White	Yes	12/31/27			No	
DeOliveira	Angelique	ABE	Goodwill Industries of Sa	Health Care, Soci	F	White	No	12/31/26			No	
Dixon	Dawn	rehab	Warm Springs Foundatio	Health Care, Soci	F	White	No	12/31/26			No	
Golsan	James	pub emplo	Texas Workforce Commi	Public Administrati	M	White	No	12/31/27			No	
Gonzales	Matthew R.	labor	Laborers Local 1095	Other Services	M	White	No	12/31/27			No	
Graeber	Jerry	prv sector	Rogers-O'Brien	Construction	M	White	No	12/31/27			No	
Grant	Eunice	CCW	Life Church Child Develo	Health Care, Soci	F	Black	No	12/31/26			No	
Greer-Francis	Allison L.	pub assist	The Center for Health Ca	Health Care, Soci	F	White	No	12/31/26			No	
Kassim	Yousef	prv sector	EasyExpunctions.com(E-	Professional, Tec	M	Other	No	12/31/26			No	
Lange	Jennifer	prv sector	Accenture Federal Servic	Professional, Tec	F	sian India	No	12/31/26			No	
Lutz	Elizabeth	CBO	Bexar County Communit	Health Care, Soci	F	White	Yes	12/31/25	Reappointment		No	
Magaro	Anthony	prv sector	Southwest Research Inst	Professional, Tec	M	White	No	12/31/26			No	
Morrill	Sammi M.	education	Alamo Colleges District (	Educational Servi	F	White	No	12/31/25	Reappointment		No	
Navarro-Gonzal	Lisa	prv sector	Forma, LLC	Manufacturing	F	White	Yes	12/31/26			No	
Perez	Esmeralda	prv sector	CHRISTUS Santa Rosa	Health Care, Soci	F	White	Yes	12/31/27			No	
Rhodes	Kelli G.	literacy	Restore Education	Educational Servi	F	White	No	12/31/27			No	
Robertson	Jim	prv sector	Valor Crane & Equipmen	Construction	M	White	No	12/31/26			No	
Schmidt	Tasha	prv sector	IBM	Wholesale Trade	F	White	Yes	12/31/26	Replacement		No	
Trevino	Edward JR	prv sector	Treco Enterprise, Inc	Construction	M	White	Yes	12/31/27			No	

Current Members 27
Operating Size: 27 - 30
Term: 3

	Female	Hispanic	Black	Priv Sect:	Vet Reps	CBO/Lab:
BOARD:	16	10	1	14	1	4
	59%	37%	4%	51.9%		14.8%
WDA:	58%	48%	5%			

Priv Sect: 14 **Education:** 2 **Labor:** 1 **Rehab:** 1 **CBO:** 3 **Econ Dev:** 1 **Pub Employ:** 1 **Pub Asst:** 1 **Lit:** 1 **ABE:** 1 **CCW:** 1

WORKFORCE SOLUTIONS ALAMO BOARD
2025 ATTENDANCE

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	NOV '24	DEC '24	JAN '25	FEB '25	MAR '25	APR '25	MAY '25	JUNE '25	JUL '25	AUG '25	SEPT '25	OCT '25	NOV '25	DEC '25	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %
1	**Mary Batch** (VICE CHAIR)	Private Sect.	01/25/2023-12/31/2025															**15**	**15**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y	E		E							
	EXECUTIVE COMMITTEE							Y			Y	Y									
	AUDIT & FINANCE COMMITTEE (CHAIR)						Y			Y		Y				Y					
	HR COMMITTEE																				
	YOUTH COMMITTEE						Y		Y				E		Y						
2	**Christina Besosa**	Private Sect.	01/28/2025 - 12/31/2027															**4**	**4**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y	E		Y							
3	**Chris Corso**	Private Sect.	01/01/2024-12/31/2025															**7**	**7**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y			E							
	YOUTH COMMITTEE						Y		E				Y		Y						
4	**Leslie Cantu** (CHAIR)	Private Sect.	01/01/2024-12/31/2026															**26**	**26**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y			Y							
	EXECUTIVE COMMITTEE							E			Y	Y									
	AUDIT & FINANCE COMMITTEE						Y			Y		Y				Y					
	EARLY CARE & EDUCATION COMMITTEE					Y			Y			X			Y						
	HR COMMITTEE (CHAIR)																				
	OVERSIGHT COMMITTEE						Y			E			Y			Y					
	STRATEGIC COMMITTEE					Y				Y			Y			Y					
	YOUTH COMMITTEE						Y		Y				Y		Y						
5	**Esmeralda Perez**	Private Sect.	01/01/2024 - 12/31/2026															**7**	**7**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y			Y							
	OVERSIGHT COMMITTEE						Y			Y			Y		Y						
6	**Anthony Magaro**	Private Sect.	01/01/2024-12/31/2026															**15**	**15**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y			E							
	EXECUTIVE COMMITTEE							Y			E	Y									
	HR COMMITTEE																				
	NOMINATIONS COMMITTEE (CHAIR)														Y						
	STRATEGIC COMMITTEE					Y				E			Y			Y					
	YOUTH COMMITTEE						Y		Y				Y		Y						
7	**Yousef Kassim**	Private Sect.	01/01/2024-12/31/2026															**12**	**12**	**0**	**100%**
	BOARD OF DIRECTORS							Y			E			Y							
	EXECUTIVE COMMITTEE							Y													
	AUDIT & FINANCE COMMITTEE						Y			Y		E				E					
	EARLY CARE & EDUCATION COMMITTEE					Y			Y			Y			Y						
8	**Jennifer Lange**	Private Sect.	01/01/2024-12/31/2026															**11**	**11**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y			Y							
	OVERSIGHT COMMITTEE						Y			Y			Y			Y					
	YOUTH COMMITTEE						Y		Y				Y		Y						
9	**Jerry Graeber**	Private Sect.	01/01/2025-12/31/2027															**3**	**3**	**0**	**100%**
	BOARD OF DIRECTORS							Y			E			Y							
10	**James Golsan**	Public Empl.	01/28/2025-12/31/2027															**6**	**6**	**0**	**100%**
	BOARD OF DIRECTORS							Y			Y			Y							
	YOUTH COMMITTEE								Y				E		E						
11	**Jim Robertson**	Private Sect.	01/01/2024-12/31/2026															**11**	**11**	**0**	**100%**
	BOARD OF DIRECTORS							Y			E			Y							
	STRATEGIC COMMITTEE					Y				Y			Y			Y					
	YOUTH COMMITTEE						Y		Y				Y		Y						

WORKFORCE SOLUTIONS ALAMO BOARD
2025 ATTENDANCE

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	NOV '24	DEC '24	JAN '25	FEB '25	MAR '25	APR '25	MAY '25	JUNE '25	JUL '25	AUG '25	SEPT '25	OCT '25	NOV '25	DEC '25	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %
12	**Tasha Schmidt**	Private Sect.	01/01/2024-12/31/2026															7	6	0	86%
	BOARD OF DIRECTORS							E			Y			Y							
	YOUTH COMMITTEE						Y		E				E		U						
13	**Lisa Navarro Gonzales**	Private Sect.	01/01/2024-12/31/2026															6	6	0	100%
	BOARD OF DIRECTORS							Y			Y			Y							
	AUDIT & FINANCE COMMITTEE						Y			Y		Y									
14	**Eric Cooper**	CBO	01/01/2025-12/31/2027															10	10	0	100%
	BOARD OF DIRECTORS							Y			E			Y							
	EXECUTIVE COMMITTEE							E			Y	E									
	STRATEGIC COMMITTEE (CHAIR)					Y				Y			Y		Y						
15	**Elizabeth Lutz**	CBO	01/25/2023-12/31/2025															7	7	0	100%
	BOARD OF DIRECTORS							Y			Y			E							
	EARLY CARE & EDUCATION COMMITTEE					Y			Y			Y			Y						
16	**Ana DeHoyos O'Conner**	CBO	01/01/2025-12/31/2027															10	10	0	100%
	BOARD OF DIRECTORS							E			Y			Y							
	EXECUTIVE COMMITTEE							Y			Y	Y									
	EARLY CARE & EDUCATION COMMITTEE (CHAIR)					Y			Y			Y			Y						
	NOMINATIONS COMMITTEE																				
17	**Charles Camarillo**	Education	01/01/2024-12/31/2026															11	10	1	91%
	BOARD OF DIRECTORS							E			E			E							
	OVERSIGHT COMMITTEE						Y			Y			Y		Y						
	YOUTH COMMITTEE						Y		Y				Y		U						
18	**Dr. Sammie Morrill**	Education	01/25/2023-12/31/2025															10	10	0	100%
	BOARD OF DIRECTORS							Y			E			E							
	EXECUTIVE COMMITTEE							Y			Y	Y									
	OVERSIGHT COMMTTEE (CHAIR)						Y			E			Y		Y						
19	**Angelique De Oliveira**	ABE	01/01/2024-12/31/2026															6	6	1	100%
	BOARD OF DIRECTORS							Y			E			Y							
	STRATEGIC COMMITTEE					Y				Y			Y		U						
20	**Joshua Schnueker**	Econ. Dev.	07/31/2023-12/31/2024															6	6	0	100%
	BOARD OF DIRECTORS							E			Y			Y							
	STRATEGIC COMMITTEE					E				E			Y								
21	**Matthew R. Gonzales**	Labor	01/01/2022-12/31/2024															6	6	0	100%
	BOARD OF DIRECTORS							Y			Y			Y							
	YOUTH COMMITTEE								Y				E		E						
22	**Kelli Rhodes**	Literacy	01/01/2022-12/31/2024															6	6	0	100%
	BOARD OF DIRECTORS							Y						Y							
	YOUTH COMMITTEE						Y		Y				Y		E						
23	**Allison Greer Francis**	Public Assist.	01/01/2024-12/31/2026															6	5	1	83%
	BOARD OF DIRECTORS							E			E			Y							
	OVERSIGHT COMMITTEE									Y			U		E						
24	**JR Trevino (SECRETARY)**	Private Sect.	09/01/2022-12/31/2024															4	4	0	100%
	BOARD OF DIRECTORS							Y			Y	Y		Y							
	EXECUTIVE COMMITTEE																				
25	**Dawn Dixon**	Voc. Rehab.	01/01/2024-12/31/2026															7	6	1	86%
	BOARD OF DIRECTORS							Y			Y			E							
	EARLY CARE & EDUCATION COMMITTEE					Y			E			E			U						
26	**Eunice Grant**	Child Care	01/01/2024-12/31/2026															3	3	0	100%
	BOARD OF DIRECTORS							Y			Y			Y							
27	**Yvonne Addison**	Private Sect.	01/01/2024-12/31/2026															7	7	0	100%
	BOARD OF DIRECTORS							Y			Y			Y							
	OVERSIGHT COMMITTEE						Y			Y			Y			Y					
																				Average:	**93.83%**