



Workforce Leadership Academy Applicant Overview

Workforce Solutions Alamo, the Aspen Institute, and local stakeholders are partnering to offer a Workforce Leadership Academy (WLA) for workforce development professionals in Alamo Region

Why offer an Alamo Region Workforce Leadership Academy?

A high-capacity, responsive, agile workforce ecosystem is critical for a region's sustainable, equitable economic growth. The workforce ecosystem is inherently interdisciplinary, involving many fields of practice, types of organizations, and government policies across various industries, firms, educational institutions, nonprofits, and public sector agencies. Workforce Leadership Academies bring together leaders from across local workforce ecosystems. Academies target experienced senior-level managers of nonprofit organizations, public agencies, businesses and business associations, union-based training efforts, and community colleges and universities. By investing in leaders' knowledge, skills, and relationships, the Workforce Leadership Academies are well-positioned to build nimble collaboration so crucial to the ecosystem's success.

What is the Alamo Region Academy?

Workforce Leadership Academies strengthen Fellows' capacity to develop and sustain effective workforce strategies, collaborate more deeply with employers and other strategic partner organizations, and expand the number and quality of leaders who advance opportunities for workers while meeting the talent needs of employers. Participants in local academies work with leading practitioners throughout the country, are introduced to practical planning tools, and have the rare opportunity to reflect on and strategize about how to apply principles that underlie effective workforce strategies to their local economic and social context. Fellows bring systems thinking and racial equity to all aspects of their work, including their organizations, the labor market, and the local ecosystem. Participants also engage in leadership development activities, including a 360-degree leadership assessment. Through Collaborative Learning Labs (CoLabs), local academies provide a forum for local leaders to collaborate to identify local and regional systems-based challenges and create shared solutions. Participants are recognized as Fellows of the Workforce Leadership Academy and become part of the Aspen Institute Economic Opportunities Fellows Network upon completion.

Since 2014, the Aspen Institute Economic Opportunities Program has worked with local organizations to deliver 14 Workforce Leadership Academies in 11 cities with over 200 participants. Workforce Leadership Academies bring together leaders from local workforce ecosystems into a 10-month Fellowship to deepen networks; strengthen systems leadership skills; apply race, equity, and systems change frameworks to leaders' work; and deepen understanding of effective strategies and programs. WLAs provide a forum for local leaders to work collaboratively to identify local and regional systems-based challenges and create shared solutions.

What are the goals of the Alamo Region Academy?

The Academy will:

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

Who is qualified to participate?

Applicants need to be:

- Located and working within Alamo Region
- Working within nonprofit organizations, business associations, community colleges and universities, union-based training efforts, public agencies, economic development, and our sector-based model industries.
- In a position of leadership and decision-making authority related to workforce development efforts, with the capacity and ability to execute strategies on behalf of their organization.
- Engaged in or planning workforce development efforts in Alamo Region related to connecting workers to quality jobs and/or career pathways.
- Interested in designing and implementing effective strategies to strengthen their local workforce system.
- Committed to achieving equity across race, ethnicity, gender, gender identity, and sexual orientation.
- Eager to collaborate with others in their local workforce system, reflect on their current work, explore leadership practices, and gain feedback from colleagues.

Inclusivity and diversity are core values of the Alamo Region Workforce Leadership Academy. Applicants of color are strongly encouraged to apply. The cohort of Fellows will be selected to represent the diversity of organization type, industry focus, as well as race, ethnicity, and gender.

What is my commitment?

The Alamo Region Academy is a significant investment of time (outlined below) as well as a commitment to constructively engage with colleagues from across the workforce ecosystem. Fellows also commit to 2 hours of prep before sessions (readings, assessment, videos) and continued learning, application, and collaboration between workshop sessions. In addition, Fellows will engage in 9-12 hours of collaborative project work across a small team of Fellows.

- A virtual 90-min online orientation:
 - March 14th, 2023, 10am-11:30am
- An opening three-day retreat (two overnights):
 - March 29-31st, 2023 at Tapatio Springs, Boerne, Texas
- Five Academy sessions and five Collaborative Labs meetings will be held during the same week

- Four Virtual Academies held online (5 hours), 9am – 3pm on:

Virtual:

1. April 10th & 12th
2. May 8th & 10th
3. July 24th & 26th
4. October 16th & 18th

In-Person

5. Sept 18th & 20th

- One leadership 360 assessment process and debrief workshop:
 - September 15th approximately 4 hrs
- Closing three-day retreat (two overnight stays):
 - Nov 8th – 10th at Gruene River Hotel & Retreat in New Braunfels, Texas
- Collaborative Learning Lab presentations at an in-person stakeholder event:
 - December 4th 4hrs + Social location TBD
- Fellowship Graduation: December 2023, TBD
- Optional networking or social events are scheduled for:
 - July 26th, 4:30pm – 6:00pm
 - October 18th, 4:30pm – 6:00pm
- Continued learning, application, and collaboration between workshop sessions (self-directed time of up to two hours between sessions, as well as 9-12 hours of collaborative project work in a small team of Fellows).

Is there a cost to participate?

The program cost per participant is \$500.00 from the organization where the Fellow works, which assists with meeting costs and program materials. Financial assistance is available on a limited basis to those with financial needs to ensure that cost is not a barrier to participation.

Application Process and Deadline

The Alamo Region Workforce Leadership Academy application deadline is February 24th, 2023, at COB 5:00 pm CST.

Applications will be reviewed and approved by members of the Alamo Region Workforce Leadership Academy Local Advisory Council.

Advisory Council Members	
Representative Barbara Gervin-Hawkins	Texas House of Representatives, District 120
Manny Pelaez	City of San Antonio Council Member, District 8
Benjamin Reed	Floresville Economic Development
Jonathan Packer	New Braunfels Chamber of Commerce
Elizabeth Lutz	Bexar County Heath Collaborative
Deborah Carter	Economic & Community Development, Bexar County
Cara Magrane	Community Stakeholder
Dawn Dixon	Connectability Warm Springs
Rebecca Flores	Department of Human Services, COSA
Elizabeth Ackley	Center for Healthcare Services
Kim Jefferies	Haven for Hope
Kim Vinto	Adult Education, Region 20
Johnny Vahalik	San Antonio ISD
Dr. Briana Hagelgans	UP Partnership
Jennifer Cook	Area Foundation
Juan Antonio Flores	Port SA
General Juan G. Ayala	City of San Antonio Military & Veteran Affairs
Ana O'Conner	Alamo Colleges
Angela White	Child Advocates San Antonio
	Schertz Economic Development Corporation
	Kerr County Economic Development Corporation

All applicants will be notified of the status of their applications by March 10th, 2023

The electronic application can be accessed and completed [HERE](#).

A PDF version of the application questions is available [HERE](#).

The submission materials include:

- A completed application submitted online
- Your resume and/or link to your LinkedIn page
- Organizational chart
- Letter of reference from a supervisor or external collaboration partner
- Commitment to participate form signed by you and your supervisor

Academy Facilitation Team

Workforce Solutions Alamo, Director of Programs, Terry Trevino and Chief Operations Officer, Katherine Pipoly

The Aspen Institute Economic Opportunities Program

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

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

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