

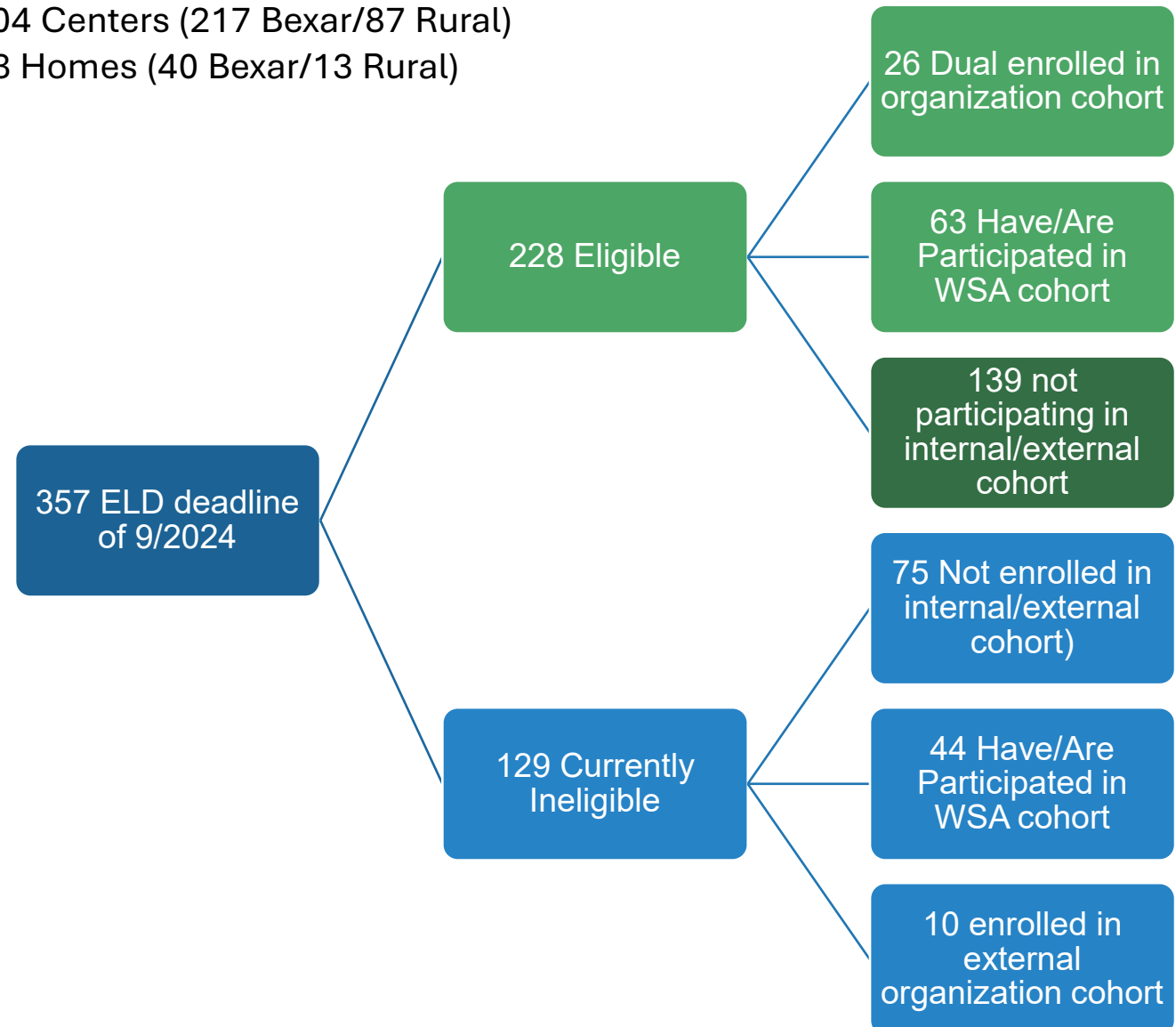


Entry Level Designation & Cohort participation

257 Bexar & 100 Rural

- 304 Centers (217 Bexar/87 Rural)
- 53 Homes (40 Bexar/13 Rural)

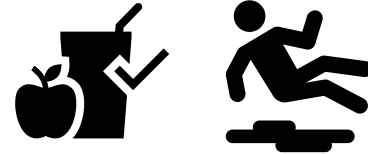
** All programs have assigned mentors*



Child Care Quality Funding: TWC approved categories



Training & Professional Development



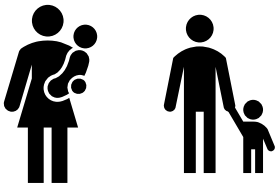
Supporting Health & Safety



Tiered Quality Rating & Improvement System (QRIS)



Evaluating Quality



Infant & Toddler Quality Improvements



Supporting National Accreditation

Child Care Quality Funding – Eligible Categories

1. **Training and Professional Development**, which includes costs associated with any training, professional development, or postsecondary education opportunities provided to provider staff.
2. **Tiered Quality Rating and Improvement System (QRIS)**, which includes any costs associated with TRS recognition, maintenance, and mentor and assessor staff.
3. **Infant and Toddler Quality Improvements**, which includes any costs associated with specifically addressing infant and toddler program establishment or expansion, infant and toddler training, early intervention partnerships, or infant and toddler materials.
4. **Supporting Health and Safety**, which includes any costs associated with assisting early learning programs in maintaining childcare licensing compliance or providing high-quality health and safety provisions that do not include activities specific to infants and toddlers.
5. **Evaluating Quality**, which includes any costs associated with purchasing assessment tools, training staff to implement tools, and/or conducting formal evaluation studies of quality efforts.
6. **Supporting National Accreditation**, which includes any costs associated with assisting early learning programs in obtaining or maintaining national accreditation.
7. **Other Activities**, which includes costs limited to shared services.



Child Care Quality Funding

Infant & Toddler (Including PD) <u>\$ 300,000</u> <u>5% of budget</u>	Professional Development <u>\$250,000</u> <u>4.5% of budget</u>	Texas Rising Star/Quality Improvement (Except PD; include TRS personnel) <u>\$2,800,000.</u> 50% of budget	Evaluation & Assessment (tools to measure effective practice or child development/program) <u>\$25,000.</u> <u>.45% of budget</u>	Supporting National Accreditation <u>\$5,000.</u> <u>.09% of budget</u>	OTHER: <u>\$2,200,000.</u> <u>39.4% of budget</u>
Professional Development specific for Infant & Toddlers for Providers to meet licensing (\$50,000)	Professional Development to meet licensing (\$235,000)	Quality Cohort – Indoor/Outdoor Kits for Preschool & School Age (\$150,000)	Quality Cohort: ASQ (\$25,000)	Support Child Care Centers through National Accreditation Process or Maintaining (\$5,000)	TRS Providers-Child Care Staff Bonuses (\$1,600,000)
Quality Cohort – Infant & Toddler Frog Street Curriculum (\$100,000)	CDA Renewal Scholarships (\$5,000)	Quality Cohort – Parent Outreach (\$25,000)			TRS Certification Incentive (\$600,000)
Quality Cohort- Infant & Toddler Indoor Kits (\$150,000)	NAFCC Conference (\$10,000)	Quality Cohort – Preschool Curriculum (\$100,000)			
		Quality Cohort – Family Home Curriculum (\$50,000)			
		Badge Awards (\$100,000)			
		TRS Maintenance Incentive (\$450,000)			
		TRS Personnel and Supports (\$1,900,000)			
		NAEYC Memberships (\$2,000)			



WSA Efforts Towards Access to Quality: FY 24 Investments



WSA Badges Soft Launch

\$100,000

WSA has currently identified 48 badges that ELPs can earn. WSA is preparing for a soft launch, where 20 badges will be awarded in two phases. TRS staff will review and award badges to TRS ELPs.

- Phase I – This is an introductory period for TRS ELPs to earn 10 badges within the first six months of the year.
- Phase II – ELPs have the opportunity to earn an additional 10 badges within the remaining six months of the year.

TRS Providers Maintenance Incentive

\$450,000

TRS certified providers will receive an incentive award based on their star level for their participation and maintenance of certification. Incentive amounts are based on TRS star level as of 12/1/2023, CCS enrollments, TECPDS registration and reporting on Availability Portal.

- Projected amount of providers- 200
- Projected investment- \$400,000

This incentive is for TRS providers to maintain Texas Rising Star measures.

TRS Providers-Staff Bonuses

\$1,600,000

Quarterly bonuses for TRS certified providers that sustain higher levels of quality by decreasing staff turnover and increasing staff retention.

- Projected amount of providers- 50
- Projected staff- 800
- Projected investment: \$1,000,000



WSA Efforts Towards Access to Quality: FY 24 Investments

TRS Initial Certification Incentives

\$600,000

Incentives for staff at Texas Rising Star (TRS) newly certified providers that achieve higher levels of quality through an assessment and Child Care staff paid after assessment results determined.

- Projected providers- 357
- Approximate staff- 3000
- Projected Investment: \$600,000

TRS	Amount
2 Star	\$50.00
3 Star	\$100.00
4 Star	\$200.00

WSA Quality Cohort

\$600,000

Recruitment and participation in the WSA Quality Cohort where providers learn the fundamentals of Texas Rising Star in a group setting. Providers earn materials and supplies for successful participation in the six-month Cohort.

- Frog Street Press Curriculum for centers that are identified as not having a curriculum for their program
 - Teaching Strategies Creative Curriculum for Family Homes for Home providers that are identified as not having a curriculum for program
 - ASQ SE & ASQ 3 for program's that are identified as not having children's assessments
 - Indoor & Outdoor learning material
 - Parent Involvement Kit
1. Projected investment for curriculum- \$200,000
 2. Projected investment for assessments- \$25,000
 3. Projected investment for indoor & outdoor kits- \$300,000
 4. Projected investment for parent kits- \$25,000





WSA HIGHLIGHTS



WSA's Child Care Team has been invited by TWC to present at the
Upcoming 26th Annual Texas Workforce Conference themed:
"Many Paths, One Mission"

November 29 – December 1, 2023

Building the Tracks to Quality: Quality Cohort

This workshop will focus on how Local Workforce Development Boards (Boards) can create a pathway for Entry Level Designated programs to achieve Texas Rising Star certification by 2024.

Workforce Solutions Alamo created the "Building the Tracks to Quality" cohort to increase participation in the Texas Rising Star program.

Team will discuss the structure of the cohort, the benefits for early learning programs (ELPs), and the resources made available to the programs that participate.

Team will share examples of the information, presentations, resources, and/or support from other agencies and organizations that cohort participants hear from on their path towards enhancing quality.



Success Works – Jazmyn L.

“My name is Jazmyn, I moved to San Antonio a year and a half ago with my 3-year-old son. Finding work was easy, but as a first-time mom in a new city, finding affordable childcare was quite the challenge.

I was worried and anxious about not being able to work full time and paying my bills for having to watch my son because I couldn’t afford childcare.

I am very grateful to Workforce Solutions Alamo for they have allowed me to keep my job full time and provide for my son in a new city without the worry of how I am going to pay for daycare and rent altogether.

It is a huge weight lifted off my shoulders and I appreciate all the help that has been provided for us so that we may live a comfortable life.

Thank you all so much!”

– Jazmyn L.



Success Works – Priscilla G.



“I am able to work and take care of my family as a single mother, trying to make the best life for my kids.”
– **Priscilla G.**

Success Works – Danielle G.

“I am a single mother of two, working full time and trying to be the best provider for my children. Since my kids were little babies, they have both been in daycare. While I was going through SCI to become an MA my kiddos were in daycare. Thanks to the help from you all I was able to attend school and now work in the career I chose.

Because of you all, childcare is affordable for my little family. I’m so grateful for you all. Honestly, I couldn’t do what I’m doing right now if it wasn’t for you all.

Thank you to each one of you all for the hard work you do.
– **Danielle G.**



Success Works – Cassandra N.



“Without this program I wouldn’t be able to go back to school and finish my degree. I’m going back to school so I can succeed in my career and be able to give my kids the life that I didn’t have.

I know that childcare can be expensive and with all prices increasing including groceries and gas. With this program it helps me with having extra money for emergencies. I used to pay without the program \$480.00 every two weeks just for my son and now I have a daughter which is another childcare payment.

I’m truly grateful for this program. It’s helping me and my two beautiful kids a lot. Thank you. Without your help I wouldn’t be able to have anyone take care of the kids while I go to school and get my degree.”

– Cassandra N.

MEMORANDUM

To: Board of Directors

From: Adrian Lopez, CEO

Presented by: Jeremy Taub, Director of Procurement and Contracts

Date: November 17, 2023

Subject: Procurement Diversity Update (SMWVBE)

Summary: Workforce Solutions Alamo - Board of Directors adopted a Historically Underutilized Business, HUB, Policy in the spring of 2021. The diversity program compares overall vendor expenditures for WSA with Small, Minority, Women or Veteran Owned Business Enterprises (SMWVBE). Procurement and Contracts provides regular updates on SMWVBE expenditures to the Board of Directors.

Update: Revisions to reporting have been made to compare overall expenditures between SMWVBE and non-SMWVBE vendors.

- WSA's SMWVBE year-to-date percentage of Board corporate expenditures is **42.35%** for the reporting period 10/01/2022 – 08/31/2023.
- Fiscal year-to-date – WSA has issued payments to approximately 123 vendors for the purchase of goods and services with 40 identifying as HUB, including two new vendors that were added 1-Women and 1-Hispanic.
- WSA - Procurement and Contracts Management makes efforts to solicit at least two SMWVBE vendors to purchase goods and services exceeding the micro-purchase threshold.
- WSA may rely on the certification credentials granted by the State of Texas, South Central Texas Regional Certification Agency (SCTRCA), or other means to identify eligible small, minority, and/or women owned businesses for reporting purposes.
- Outreach efforts include:
 - ✓ Utilizing various local SMWVBE online search directories, including The Maestro Entrepreneur Center, The South-Central Texas Regional Certification Agency (SCTRCA), and Texas Central Master Bidders List, CMBL.
 - ✓ Ongoing vendor assistance provided as needed on How to do Business with WSA
 - ✓ Establishing and fostering communication with SMWVBE and non-designated vendors, suppliers, professionals, and contractors to involve them in the procurement process.
 - ✓ Encouraging SMWVBE participation at pre-bid conferences and developing and encouraging the promotion and use of the Electronic Purchasing Notice and Document Distribution System at no cost to the vendor.
 - ✓ Continue to monitor SMWVBE Tracking and Reporting.
 - ✓ Maintaining and updating internal vendor registry for use in identifying vendors for end users seeking to increase the utilization of SMWVBES in the execution of purchases.

- ✓ Advertising for bid submissions online and electronic invitation may be utilized to notify vendors, suppliers, and contractors as to the availability of contracting opportunities.
- ✓ Participation at the annual Bexar County Small Business Expo at the Freeman Coliseum in December.
- ✓ The procurement office at least once annually surveys its vendors to provide updates and cross-reference its internal list of SMWVBE to the responses received to update status.

Fiscal Impact: Workforce Solutions Alamo has an aspirational goal of 20% of expenditures going to SMWVBE vendors. WSA's SMWVBE year-to-date percentage of Board corporate expenditures is **42.35%** for the reporting period 10/01/2022 – 08/31/2023. In the Board's previous fiscal year, which was for the period ending September 30, 2022, the expenditure rate was 22.6%. Efforts continue to identify the SMWVBE status of WSA's current vendors and register new vendors.

Recommendation: Continue utilizing SWMVBE vendors when practicable, reasonable, and within sound business principles. The Board will continue to monitor and provide regular updates on utilizing SMWVBE vendors.

Next Steps: Procurement will update the Strategic Committee and the Board of Directors periodically on WSA's progress to achieve our stated aspirational goal of 20%.

Attachments: None

SMALL, MINORITY, WOMEN AND/OR VETERAN OWNED BUSINESS ENTERPRISES, DIVERSITY PROGRAM

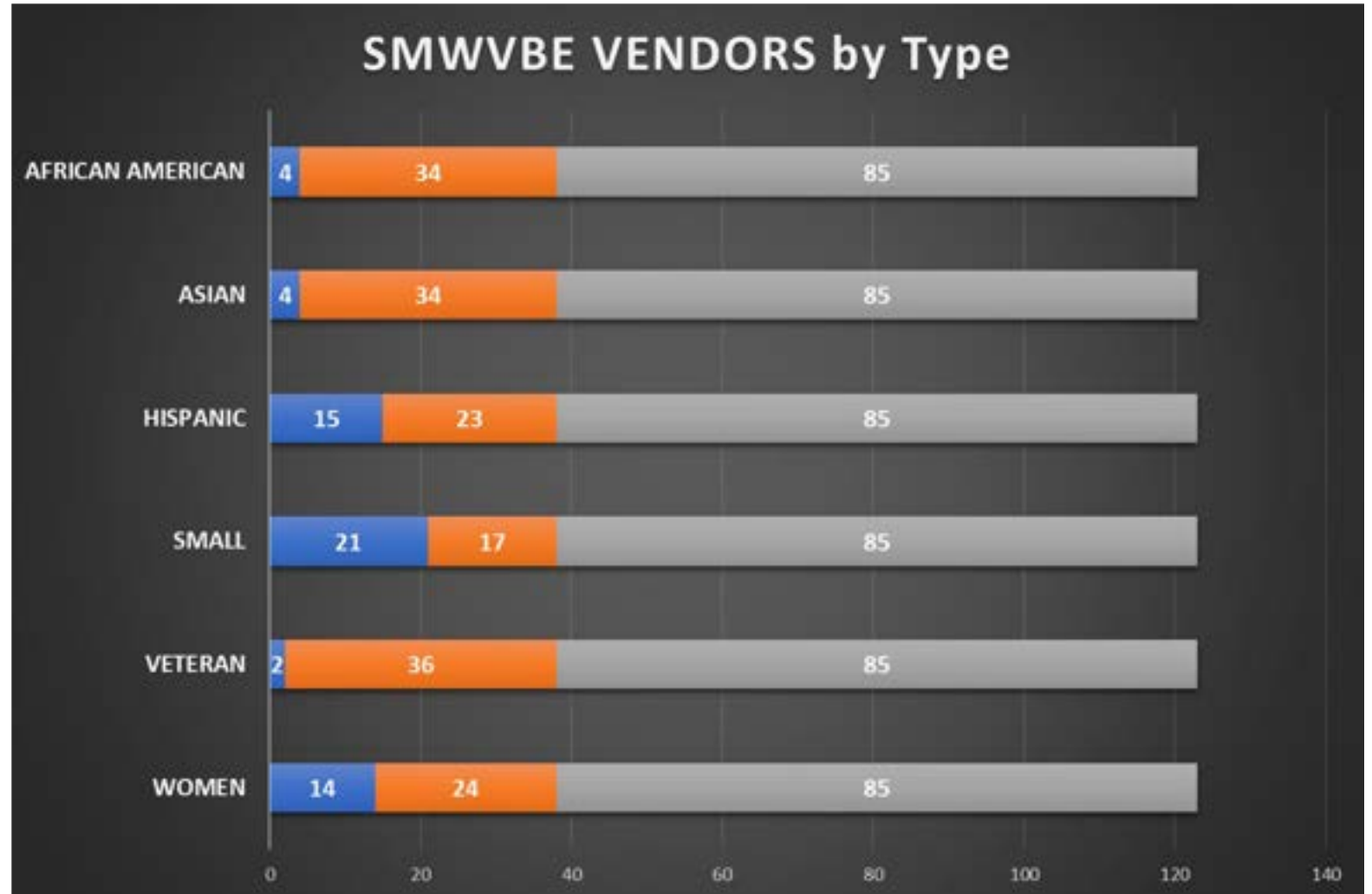
Successful Highlights:

- Outreach to current vendors has increased the # of SMWVBE classifications, which resulted in expenditures to be at 42.35%.
- WSA has issued payments to approximately 123 vendors for the purchase of goods and services with 40 identifying as HUB, including two new vendors were added 1 Hispanic, and 1 Women.
- Utilizing various local SMWVBE online search directories.
- Encouraging SMWVBE participation at pre-bid conferences and promoting use of Electronic Purchasing Notices and Document Distribution System.
- Providing demographic information on the Childcare Providers received from the contractor (City of San Antonio).



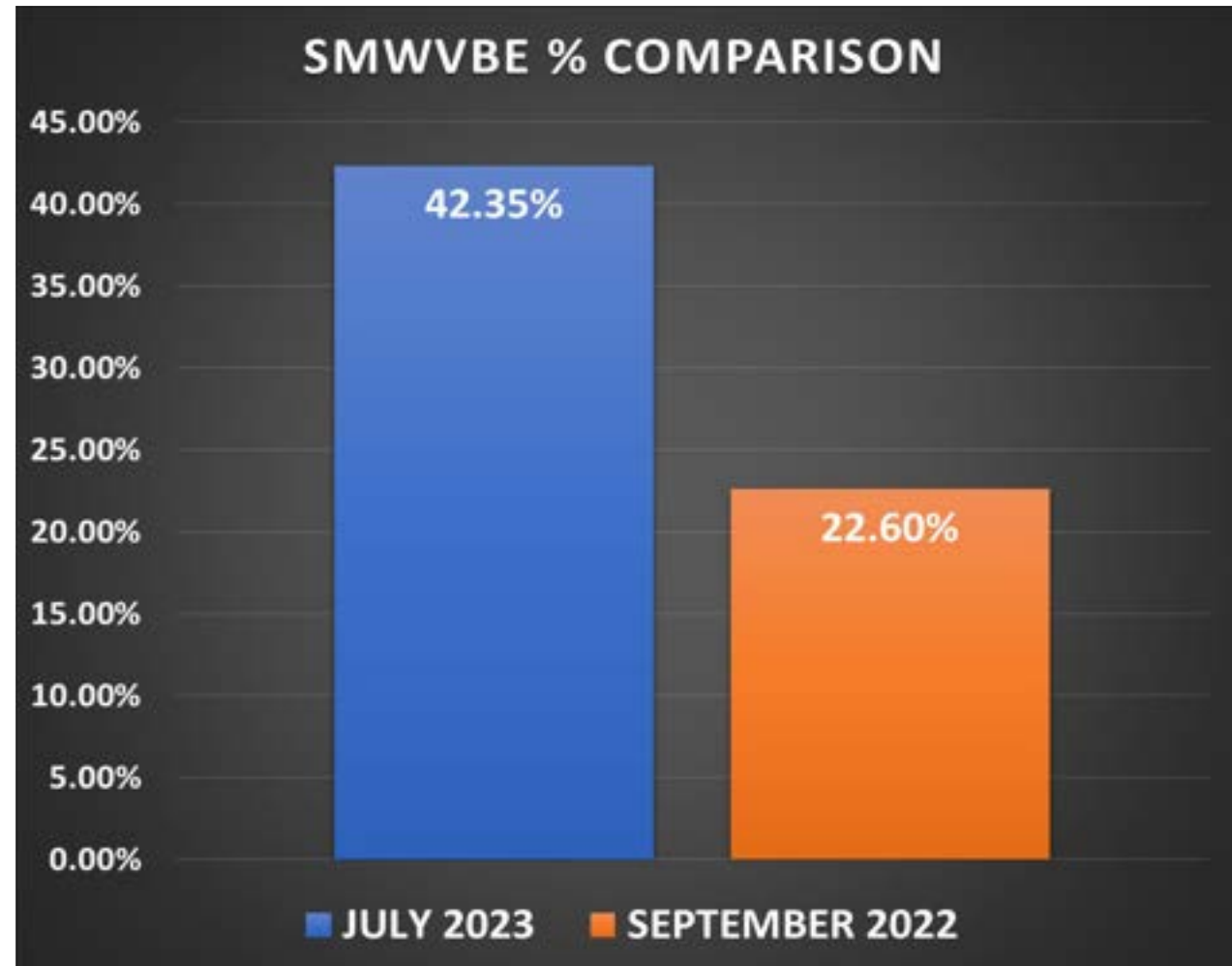
SMWVBE - 40 of 123 TOTAL VENDORS BY CLASSIFICATION

- Blue indicates number of vendors by classification.
 - Some vendors may be in multiple classifications.
- Orange is the total SMWVBE vendors outside classification.
- Gray is the total vendors unclassified.



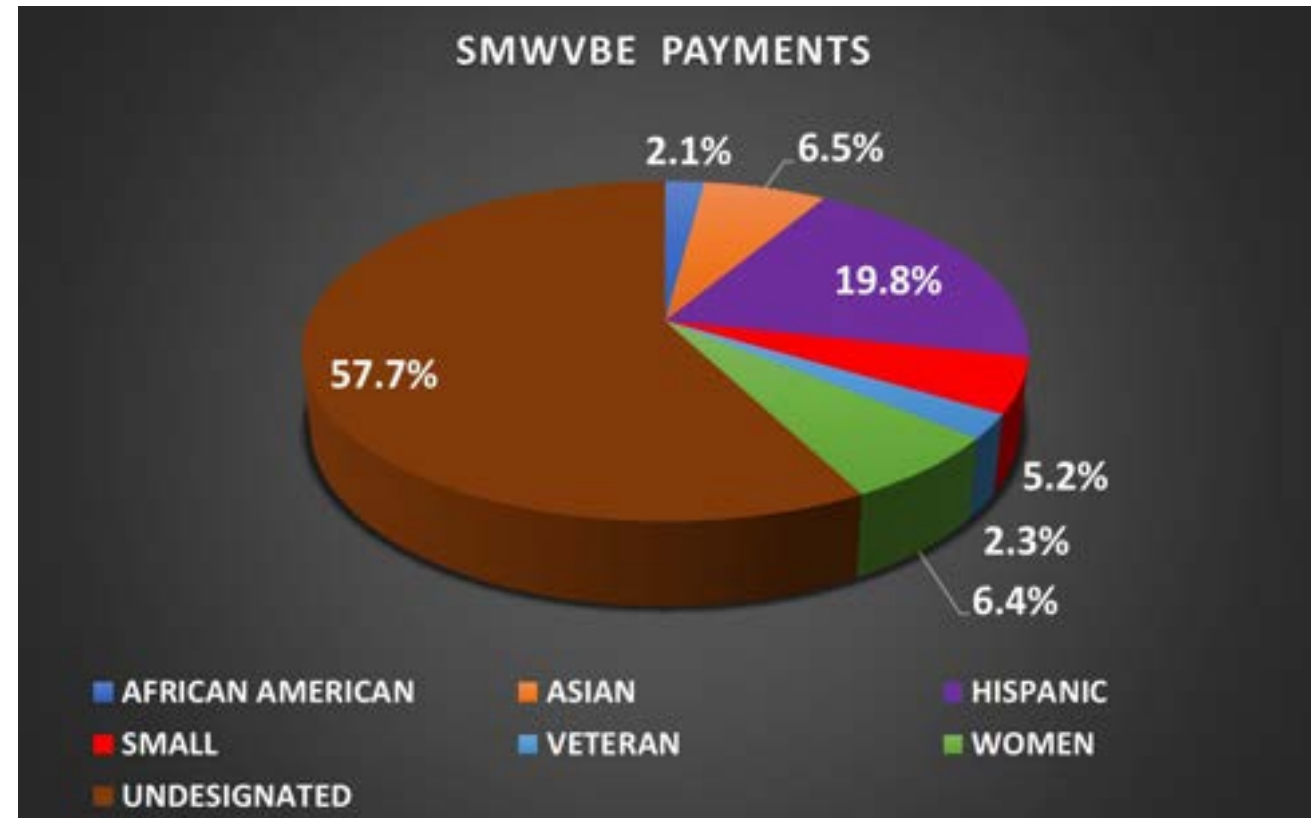
SMWVBE PERCENTAGE COMPARISON BY DATES

- As of August 31, 2023, WSA is at 42.35% of total expenditures.
- Fiscal year ending September 30, 2022, WSA was at 22.6% of total expenditures.



SMWVBE PERCENTAGE OF PAYMENTS

SMWVBE STATUS	SMWVBE PAYMENTS	
AFRICAN AMERICAN	\$ 137,718.90	2.08%
ASIAN	430,340.75	6.50%
HISPANIC	1,312,364.77	19.83%
SMALL	346,341.21	5.23%
VETERAN	153,085.27	2.31%
WOMEN	422,751.98	6.39%
TOTAL SMWVBE PAYMENTS	\$ 2,802,602.88	42.35%
TOTAL NON-DESIGNATION	\$ 3,815,707.12	57.65%
TOTAL CORPORATE EXPENDITURES	\$ 6,618,310.00	100.00%

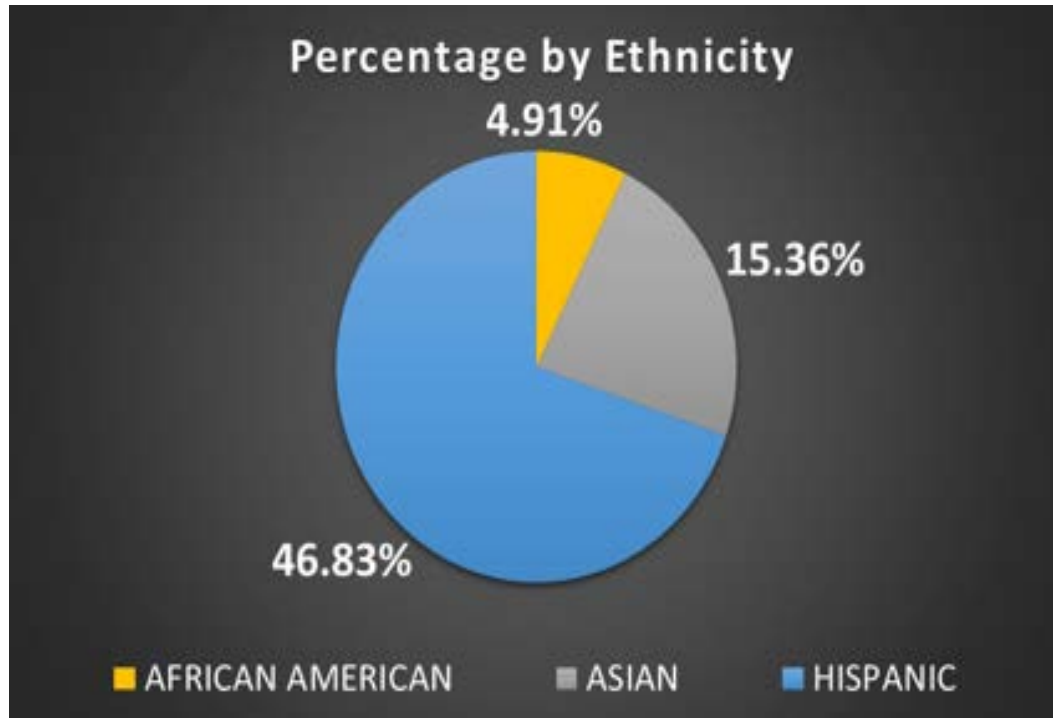


Current Board and Facility SMWVBE expenditures are at 42.35%, which exceeds WSA's aspirational goal of 20%.

SMWVBE PERCENTAGE BY ETHNICITY & SMALL BUSINESS

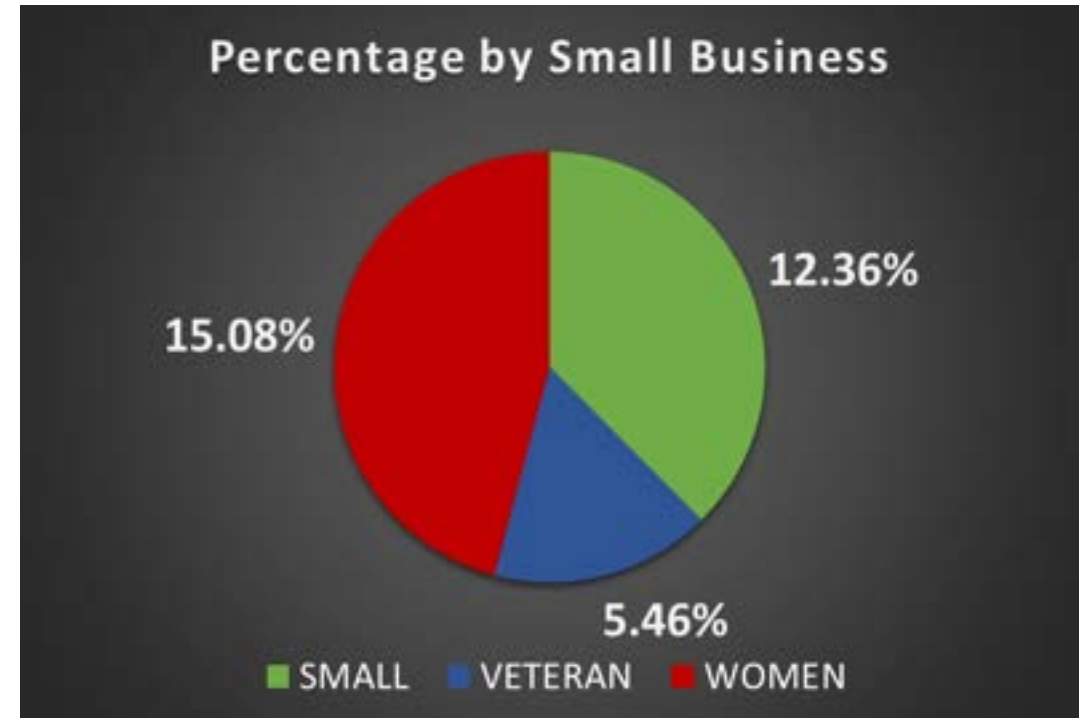
Ethnicity

AFRICAN	4.91%	137,718.90
ASIAN	15.36%	430,340.75
HISPANIC	46.83%	1,312,364.77
TOTAL	67.10%	1,880,424.42



Small Business

SMALL	12.36%	346,341.21
VETERAN	5.46%	153,085.27
WOMEN	15.08%	422,751.98
TOTAL	32.90%	922,178.46

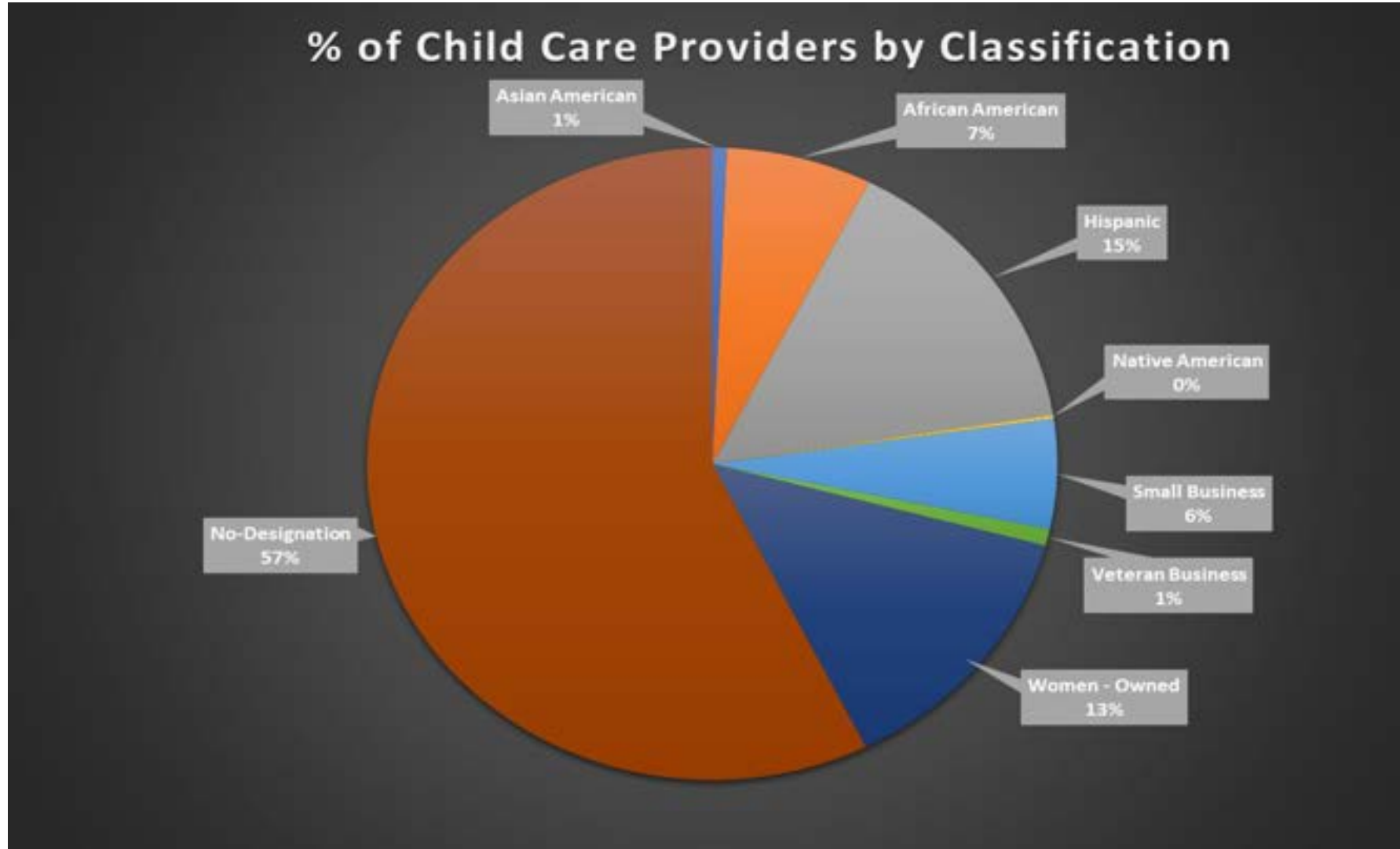


SMWVBE CLASSIFICATION OF CHILDCARE PROVIDERS

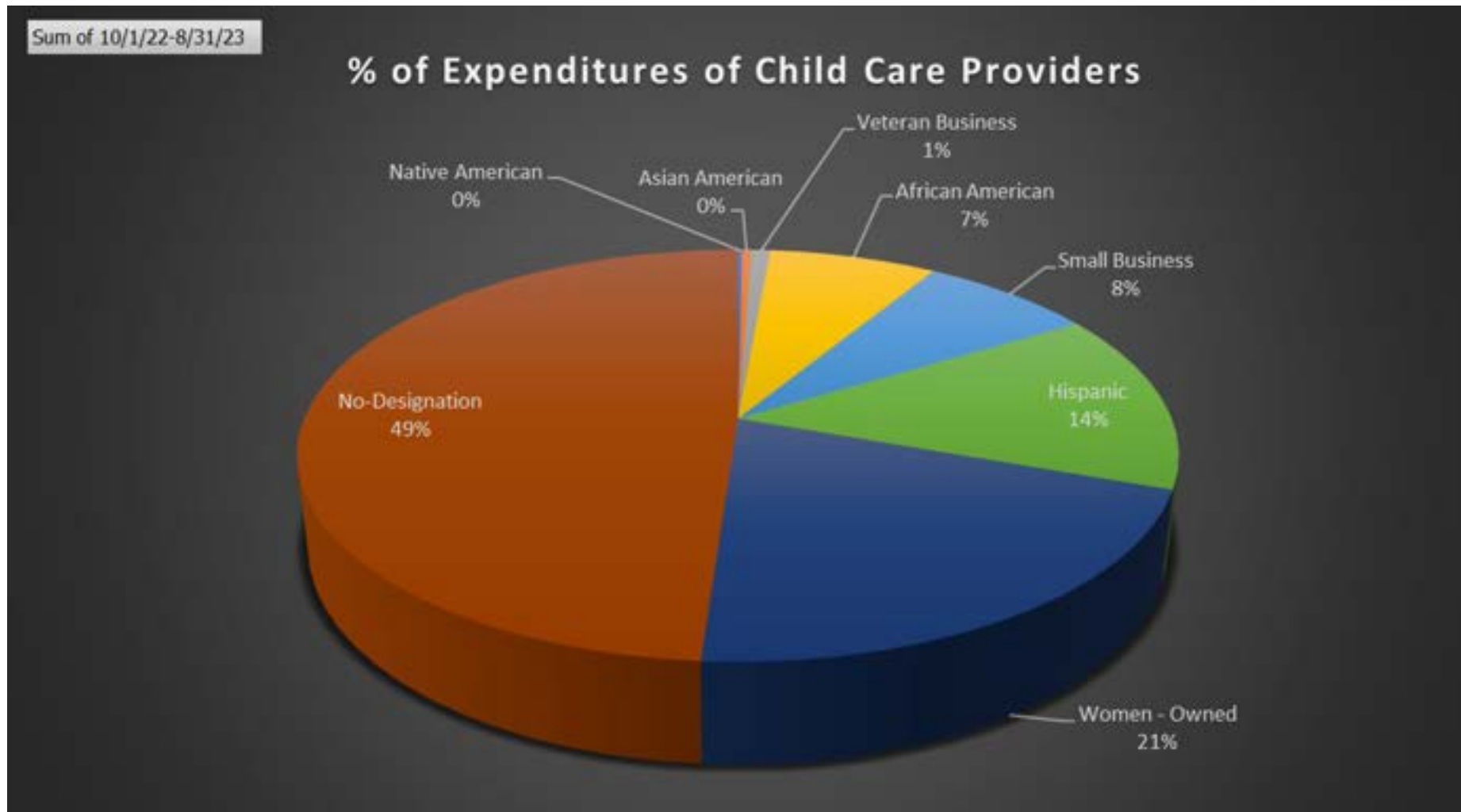
# of Providers by Classification	
Asian American	4
African American	40
Hispanic	88
Native American	1
Small Business	33
Veteran Business	5
Women - Owned	79
No-Designation	336
Grand Total	586

% of Expenditures by Classification			
Native American	0.19%	\$	171,250.56
Asian American	0.38%	\$	354,838.93
Veteran Business	0.84%	\$	769,402.78
African American	7.30%	\$	6,680,121.56
Small Business	7.56%	\$	6,924,729.95
Hispanic	14.17%	\$	12,973,560.92
Women - Owned	20.67%	\$	18,920,023.91
No-Designation	48.88%	\$	44,743,230.19
Grand Total		\$	91,537,158.80

SMWVBE CLASSIFICATION OF CHILDCARE PROVIDERS



% OF EXPENDITURES BY SMWVBE CLASSIFICATION OF CHILDCARE PROVIDERS



MEMORANDUM

To: Board of Directors

From: Adrian Lopez, CEO

Presented by: Jeremy Taub, Director of Procurement and Contracts

Date: November 17, 2023

Subject: Facility Update: Port San Antonio

Summary: On August 18, 2023, Workforce Solutions Alamo – Board of Directors authorized negotiation of a contract amendment to the lease with the Port Authority of San Antonio for the revised Tenant Improvement Allowance, TI, of up to \$2,213,750 under the terms of the agreement for the facility located at 638 Davy Crockett, San Antonio, Texas.

The Board of Directors approved a contract for the relocation and renovation of a new facility at Port San Antonio on September 17, 2021. The finalized plan was previously forwarded to the architect and contractor to initiate build-out renovations with an anticipated completion date of spring 2024. The lease agreement provides for the rental of the 17,500 square foot space, to include repairs and maintenance.

Update:

- The Board was successfully able to re-negotiate with the Port Authority of San Antonio to increase TI allowance for associated build-out costs with the rent to be amortized over the course of the initial ten (10) year lease term.
- The Port Authority has signed an amendment increasing the overall TI allowance. It is currently awaiting a final pricing letter from the general contractor, RC Page, to begin the construction build-out of the facility. Estimated timelines have been updated as shown below.
- In anticipation of the projected move-in date, WSA is coordinating with the appropriate contractors, partners, and vendors to necessitate a smooth transition. This will include IT data, relocation/breakdown of furniture, fixtures, and equipment and to meet the needs of our partners.

Analysis: The current lease at Marbach has been extended monthly until the new facility at Port SA is complete. The monthly rent remains \$18,000 plus common area maintenance expenses for \$4,608, for a total monthly rent of \$22,608. The lease is cancelable with thirty (30) days' notice. In the Summer of 2021, a location survey was conducted by WSA. Subsequently, the Board staff submitted a recommendation for the selected location, which the Board of Directors approved. Additional partners

are being considered aligning to the Board's Local Plan with its mission in providing resources to the development of the facility that will increase the utilization of resources in the community.

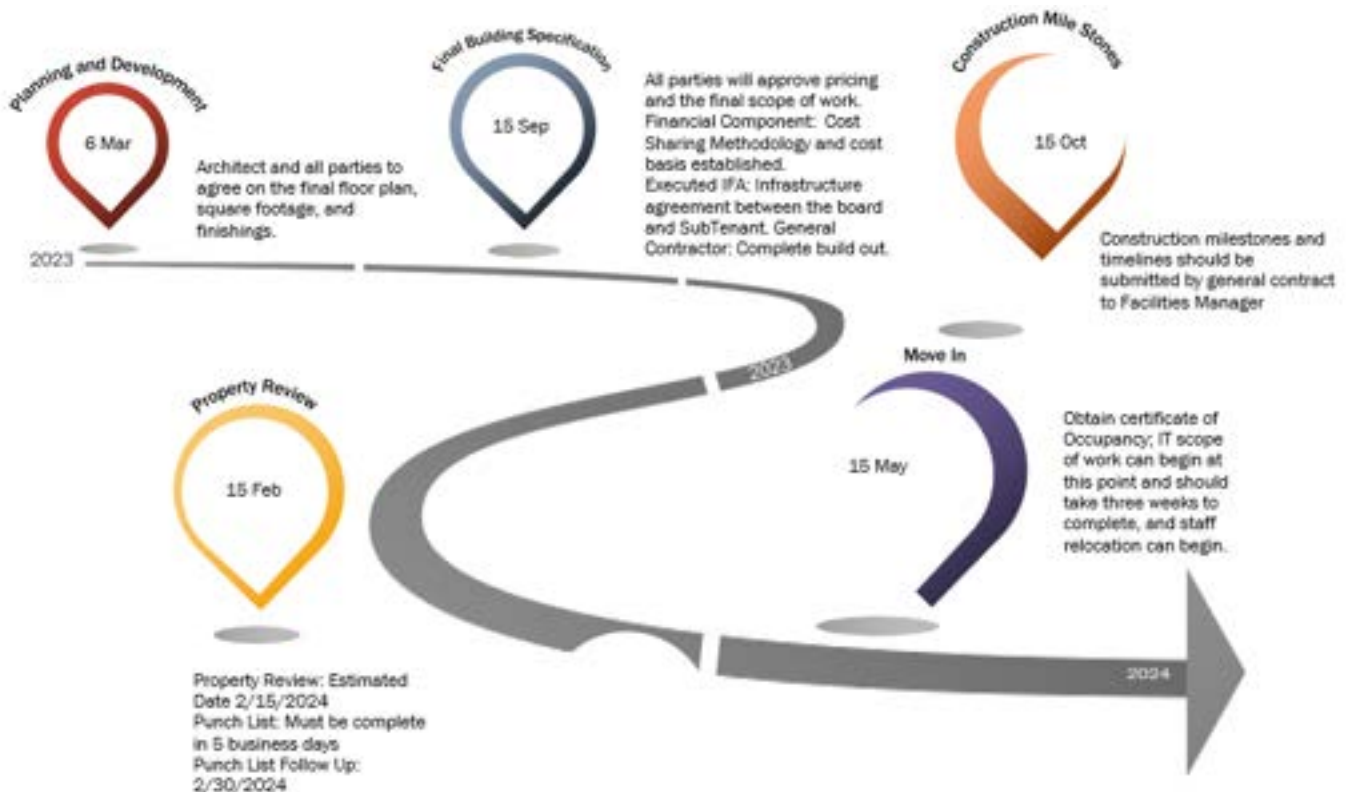
Alternatives: None.

Fiscal Impact: The revised base rent for the Port San Antonio facility is \$28,364.58 monthly, increasing by 5% annually. Additionally, the FY24 Moving Expense budget is \$700,000 including a \$250,000 contribution for build-out to support the furniture, equipment, upgraded technology, and moving expenditures for the Workforce Center. The current economic environment has caused the cost to come in over the original Tennant Improve allowance of approximately \$900,000.

Recommendation: There is no further recommendation currently.

Next Steps: The construction has started, and WSA is currently holding a status review call weekly. The roof decking is complete, and the demising walls are in progress.

Timeline: Dates are tentative and subject to change.



Facility Update - Port San Antonio

Tentative Opening: May 2024
Grand Opening: TBD

Construction Update:

- General contractors have started the build-out
- Demising walls have been installed

Fiscal Update:

- Revised TI Allowance - \$2,213,750
- Monthly Rent - \$28,364.58 with 5% annual escalation

Estimated Timeline:

- Begin Construction: Fall 2023
- Move-In: Spring 2024



MEMORANDUM

To: Board of Directors

From: Adrian Lopez, CEO

Presented by: Jeremy Taub, Director of Procurement and Contracts

Date: November 17, 2023

Subject: Facility Update: Walzem/O'Connor

Summary: On August 18, 2023, Workforce Solutions Alamo – Board of Directors awarded R/E Business Center, LLC. a contract for the Facility Lease at 11711 IH 35N, San Antonio, Texas. The estimated annual rent for the 23,880 square foot facility, including maintenance, taxes, and insurance, NNN is \$740,280 with a Tenant Improvement allowance, TI, not to exceed \$1,910,400.

Update:

- In October 2023, WSA executed a lease with the landlord to provide a complete build-out, including Vocational Rehabilitation Services (VRS). The Board staff is coordinating with the landlord to receive the final design layout and CAD drawings to begin preparations with C2 staff, Vocational Rehabilitation Services, and partners.
- In anticipation of the projected move-in date, WSA is coordinating with the appropriate contractors, partners, and vendors to necessitate a smooth transition. This will include IT data relocation/breakdown of furniture, fixtures, and equipment to meet the needs of our partners.
- After continued discussions and a facility walk-thru with representatives from VRS and TWC, VRS will relocate with us at the expiration of the current VR lease.

Background: In July 2008, the Board executed a lease for its present facility, and there are no remaining options to renew. Additionally, our current location has 14,339 square feet. With prospective Vocational Rehabilitation Services, the VRS integration of an additional 5,000+ SQFT is needed to meet VRS minimum requirements with an additional 2,000+ SQFT to allow for potential expansion of service area for WSA contractor, C2 GPS, Inc. VRS is a strategic partner with WSA and will contribute to the overall rent cost at the contracted rate.

On March 24, 2023, a Request for Information was released to potential lessors and realtors to conduct market research and solicit potentially available properties to administer workforce programs.

Additionally, WSA contracted a Real Estate Broker, PCR Brokerage San Antonio, LLC. DBA Partners, who conducted a required Competitive Market Analysis (CMA) to determine prospective locations.

Properties yielded from the market research and CMA analysis were evaluated by Board staff against WSA's needs determination requirements. As a result of these efforts, the facility lease agreement with R/E Business Center, LLC. was recommended for award on a best-value basis.

Analysis: The current lease will expire on December 31, 2023, and no options remain. By TWCs – Financial Manual for Grants Contracting, FMGC §J.6.1, and Uniform Guidance, UG, the initial step in the planning process requires a review of existing facilities that meet our current requirements. WSA's business needs include but are not limited to general location (customer populations, local businesses, area crime statistics), access to public transportation, current parking space required, access to the ground floor, ability to build out, and compliance with Americans with Disabilities Act (ADA).

Alternatives: None.

Fiscal Impact: The estimated base rent for the facility is \$61,690 monthly, which includes 25% in shared costs that VRS will contribute for their 5,000 SQFT space. The annual estimated rent amount is \$740,280 for the total 23,880 SQFT, with an annual rent escalation of 2% and includes a Tenant Improvement allowance not to exceed \$1,910,400.

Recommendation: A new lease has been executed and WSA will relocate to the O'Connor facility in January 2024.

Next Steps: Board staff have executed the lease and are currently awaiting CAD drawings from the general contractor to coordinate build-out schedule and move-in logistics by proposed timelines.

<i>Site Visits:</i>	May 19, 2023
<i>Recommendation for Committee Approval:</i>	July 28, 2023
<i>Negotiate/ Execute Lease:</i>	September 11, 2023
<i>Build-out by:</i>	December, 2023
<i>Move-In by:</i>	January 1, 2024

Facility Update - O'Connor

Tentative Opening: January 2024

Grand Opening: TBD

Construction Update:

- Estimated build-out costs received from general contractor
- Lease executed
- Waiting on CAD drawings from general contractor

Fiscal Impact:

- Monthly Rent – \$61,690
- TI allowance – \$1,910,400
- VRS will contribute to overall cost of build-out and future rent
- Annual rent escalation of 2%

Estimated Timeline:

- Begin Construction: Fall 2023
- Move-In: Early 2024



11711 IH 35

MEMORANDUM

To: Board of Directors

From: Adrian Lopez, CEO

Presented by: Adrian Perez, CIO

Date: November 17, 2023

Subject: Sector-Based Model Update – Sector-Based Score Cards & Strategic Partnership Manager Update

Summary: This item is to provide an update on the progress of the implementation of the 2021-2024 Local Plan and to provide current Labor Market Information to the WSA Board of Directors.

Labor Market Data: Workforce Solutions Alamo (WSA) reports that the July unemployment rate for the eight-county San Antonio-New Braunfels metropolitan statistical area (MSA) is 3.8 percent, lower than the 4.3% rate in August. Since September of 2022, the MSA unemployment rate increased .3 percentage points from a rate of 3.5 percent. The September 2023 unemployment rate for the San Antonio-New Braunfels metropolitan statistical area (MSA) is lower than the state's not seasonally adjusted (actual) rate of 4.1 percent.

Program Scorecard: Includes the 6 sector industries: Aerospace, Manufacturing, Healthcare, IT/Cybersecurity, Education, and Construction & Trades. The definition for each data point is included in the figure below.

Component	Description
Enrolled in Training	Customers enrolled in Apprenticeships, OJT's, or ITA's
Completed Training	Customers who successfully completed a Training service
Enrolled in Work-Based Learning	Customers enrolled in Work Experience or Subsidized Employment
Completed Work-Based Learning	Customers who successfully completed a Work-Based Learning service
Placement	Customers who were placed in Employment

Employer Collaborative: The Business Solutions Team hosted an IT/Cyber Security Collaborative on September 13, 2023, to learn about critical needs employers are facing, including finding qualified individuals, average time to fill the roll, and losing talent to national employers paying a higher wage. Seventeen urban and rural employers participated in this session.

The purpose of the employer collaborative is to convene local sector-based employers to explore and validate labor market trends, talent pipeline concerns, and training needs.

Workforce Academy: A total of 561 people have attended Academy sessions, and the goal for the calendar year is 500 Academy participants. Of those, 325 have completed all 3 sessions and graduated. WSA will host another graduation in the fall or winter for those who completed all sessions.

Alternatives:

Alternative data sources are considered to support the analysis of existing labor pool and talent pipeline.

Fiscal Impact:

No additional fiscal impact currently.






Recommendation:

Recommendation is for WSA data team to explore additional data sets and integrate program outcomes to understand the intersections between program investments, including childcare, with eligible job seeker, training completions, and employment placements.

Next Steps:





Continue examining labor market data, performance score cards, and understand the links between supply and demand. Integrate other data sources as identified by data team to create a more robust understanding of talent pool and pipeline.

Adult Industry Sector Scorecard BCY23

Industry Sector Scorecard - Standard Programs - BCY23									
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate	Successful Employment	Employment Rate
Healthcare 	102	28	74	52	70%	25	34%	33	63%
Other 	21	10	11	7	64%	2	18%	5	71%
Information Tech 	51	12	39	39	100%	12	31%	17	44%
Construction & Trade 	71	5	66	53	80%	45	68%	39	74%
Manufacturing 	2	0	2	2	100%	0	0%	1	50%
Grand Total	247	55	192	153	80%	84	44%	95	62%

Information is YTD and reported live monthly; therefore, data consistently changes as enrollments in sector base trainings increase and decrease, and credentials obtained month to month ---- Timeframe: 10/1/2022 – 09/30/2023

Youth Industry Sector Scorecard BCY23

Industry Sector Scorecard BCY23								
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate	Placement
Healthcare	19	15	4	4	100%	4	100%	4
								
Transportation	3	0	3	3	100%	3	100%	3
								
Information Tech	3	2	1	1	100%	1	100%	1
								
Construction & Trades	9	7	2	2	100%	2	100%	2
								
Grand Total	34	24	10	10	100%	10	100%	10



Applicants Interviewed: 3,896

This page displays data about Ready to Work (RTW) applicants that have completed intake and assessment interviews.

The City has contracted with four partner agencies to interview RTW applicants to assess eligibility and potential barriers: Workforce Solutions Alamo, Alamo Colleges District, Project QUEST, and Restore Education. Workforce Solutions Alamo manages a consortium of seven subcontractors to assist, including Avance, C2Global, Chrysalis Ministries, Family Service Association, SA Food Bank, Texas A&M San Antonio, and YWCA.

Program Overview

Applicants Interviewed

Enrolled in Training

Placed in Quality Job

Filter data

Press Ctrl to select multiple values

Clear all filters

City Council District

All

Partner Agency

Workforce Solutions Alamo

Race & Ethnicity

All

Eligibility Status

All

Gender

All

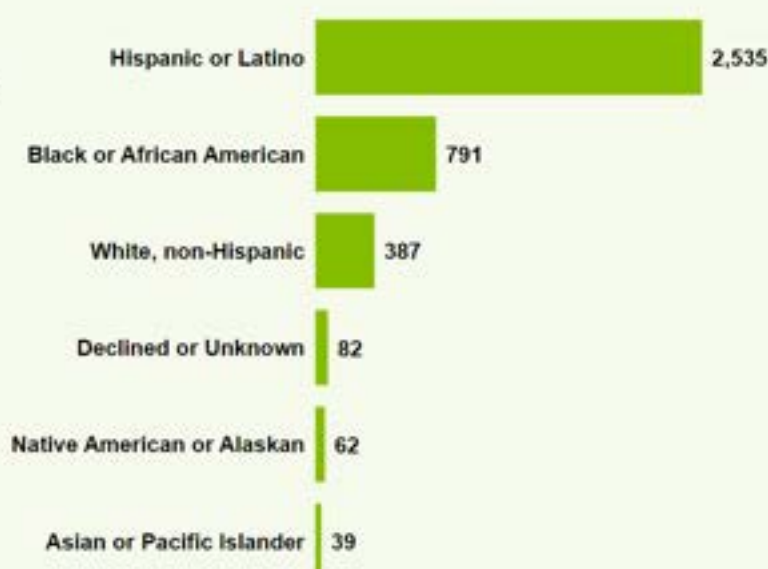
Age Range

1784

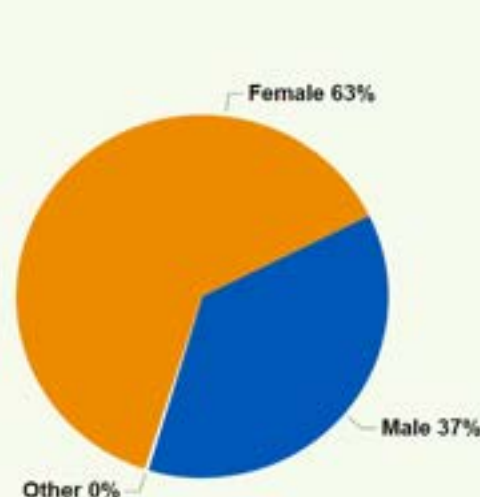
City Council District



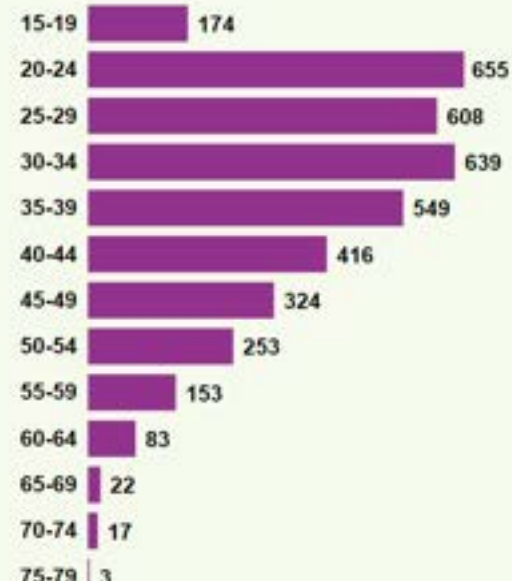
Race & Ethnicity



Gender



Age





Enrolled in Training: 2,130

This page displays data about eligible Ready to Work (RTW) participants that have enrolled in approved training courses. RTW coaches have been guiding them through career exploration, taking into consideration their educational level, skills, needs and goals.

The City pays tuition (up to a cap) for participants who enroll in approved courses that align with approved target occupations. RTW offers an online training catalog in which over 70 local training providers offer over 1,200 approved courses. The catalog includes credentials, specialized training certifications, apprenticeship certificates of completion, and associate and bachelor's degrees. Each approved course is aligned to careers that are well-paid and in high demand. Participants may receive limited, short-term funding for urgent needs while in training.

The RTW Advisory Board reviews and approves target occupations quarterly, taking into account labor market data and input from local employers.

Program Overview

Applicants Interviewed

Enrolled in Training

Placed in Quality Job

Filter data

Press Ctrl to select multiple values

Clear all filters

City Council District

Partner Agency

All

Workforce Solutions Alamo

Race & Ethnicity

Industry

All

All

Gender

Age Range

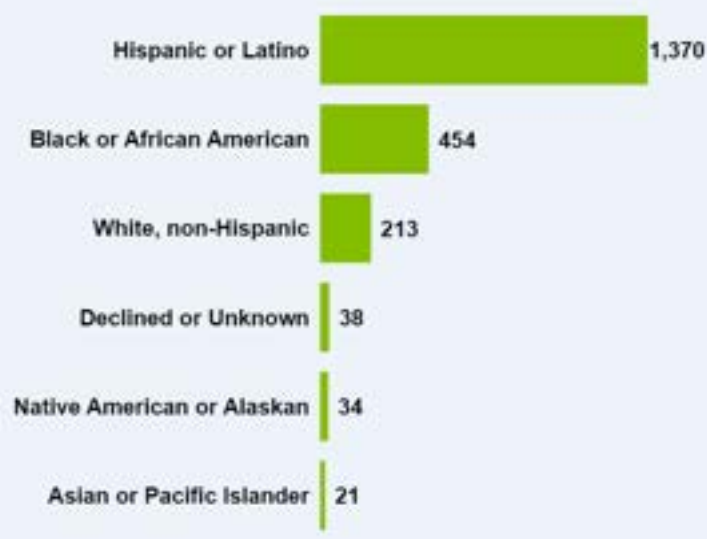
All

1784

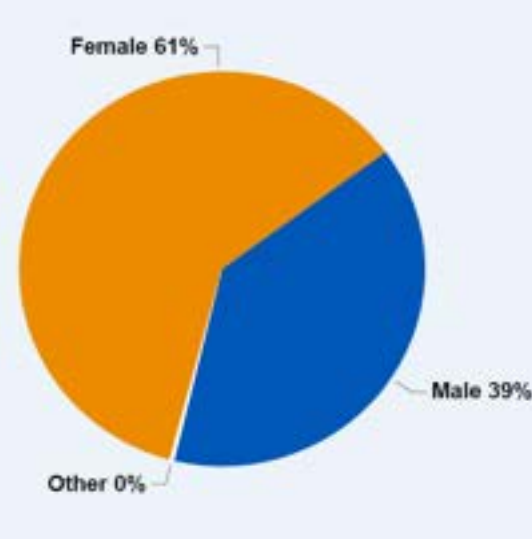
City Council District



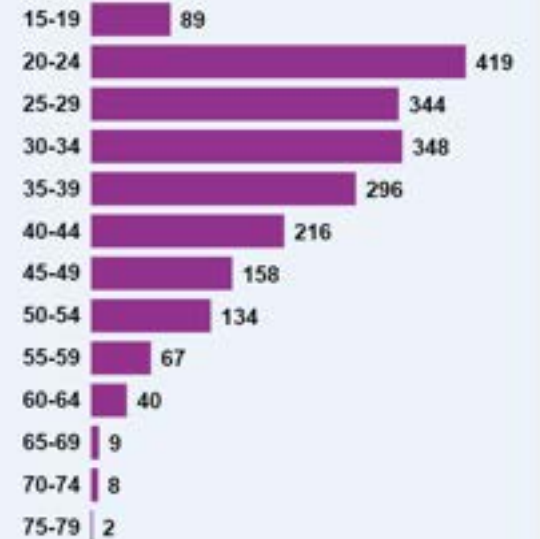
Race & Ethnicity







Gender



Age



Overall Impact

Industry Sector Scorecard				
Industry	Enrolled	Successful Completions	Placement	Employment Rate
Healthcare	893		46	
				
Transportation/ Warehousing	451		47	
				
Information Tech	418		21	
				
Construction & Trades	208		57	
				
Other: Education, Finance, Professional Service	451		48	
Grand Total	2421	409	219	53.54%

*Ready to Work Timeframe:
06/01/23- 10/31/23
This includes all Alamo
Consortium Partners.
*Adult and Youth Oct 2022 to
September 2023

Adult October 2022-September 2023

County	Sector Based Model Industries	Employers	Job Orders	Openings	Applicants	Key Accounts	Hiring Events	Number Hiring Event Participants	Training Worksites	Confirmed Hires
Bexar	Aerospace	37	250	493	381	5	9	1,729	3	5,997
	Manufacturing	188	1,960	2,755	9,260	20	13	2,335	64	
	Healthcare	243	4,014	4,837	18,881	67	17	2,652	80	
	IT/Cybersecurit	40	1,117	1,635	4,073	12	11	2,326	23	
	Construction	134	1,198	3,518	4,913	17	13	2,389	30	
	Oil & Gas/Warehousi	81	1,263	3,924	6,185	11	12	2,374	10	
	Education	51	837	970	3,468	13	11	2,134	53	
	Other	1,144	16,479	22,911	68,325		19	3,170	264	
Rural	Aerospace	10	17	17	12	0	3	135	4	1,722
	Manufacturing	78	972	1,283	3,013	7	13	801	13	
	Healthcare	85	1,197	1,402	1,863	16	10	550	27	
	IT/Cybersecurit	14	139	140	129	6	8	493	3	
	Construction	74	324	503	1,521	8	11	669	2	
	Oil & Gas/Warehousi	55	246	317	729	43	12	646	6	
	Education	15	125	190	316	5	9	579	10	
	Other	390	2,298	4,788	8,988		9	522	49	
Grand Total	All Industries Urban and Rural					230	*45	*4,660	641	7,719

Youth October 2022-September 2023

County	Sector Based Model Industries	Employers	Job Orders	Openings	Applicants	Key Accounts	Hiring Events	Number Hiring Event Participants	Training Worksites	Confirmed Hires
Bexar	Aerospace	1		3	1	1			1	22
	Manufacturing	5		66	7	5	3	175	5	
	Healthcare	12		35	10	12	4	65	12	
	IT/Cybersecurity	3		9	3		3	65	3	
	Construction	3		20	3	3	4	175	3	
	Oil & Gas/Warehousing & Transportation	1		1	10	1	3	311	1	
	Education	4		6	43	4	3	60	4	
	Other	19		100	55	19	4	175	19	
Rural	Aerospace									15
	Manufacturing	6		11	2	6	2	180	6	
	Healthcare	25		55	12	25	2	180	25	
	IT/Cybersecurity	3		6	1	3	2	196	3	
	Construction	4		10	3	4	3	201	4	
	Oil & Gas/Warehousing & Transportation	7		20		7	2	185	7	
	Education	8		25	25	8	3	196	8	
	Other	33		82	55	33	4	201	33	

Total Impact within Urban and Rural

County	Sector Based Model Industries	Employers	Job Orders	Openings	Applicants	Key Accounts	Hiring Events	Number Hiring Event Participants	Training Worksites	Confirmed Hires
Rural and Urban Total Impact	Aerospace	38	177	513	394	5	12	1864	8	4705
	Manufacturing	277	2228	4038	12282	32	29	2808	88	
	Healthcare	265	4037	6238	20766	120	33	2608	144	
	IT/Cybersecurity	60	941	1775	4206	21	24	2381	32	
	Construction	215	1228	4021	4327	32	31	2707	39	
	Oil & Gas/Warehousing & Transportation	144	1291	4204	6440	61	29	2669	24	
	Education	78	721	1168	3796	30	26	2512	75	
	Other	1586	18777	27881	77423		36	3592	365	
	Grand Total	2663	28553	49838	129,643	301	220	19440	775	

Adult and Youth data combined. Total impact within Urban and Rural.

Partnership Updates

Bexar County
Veterans

100 Black Men

United Way

Texas Diaper
Bank

Rural Libraries

AEL
Consortium

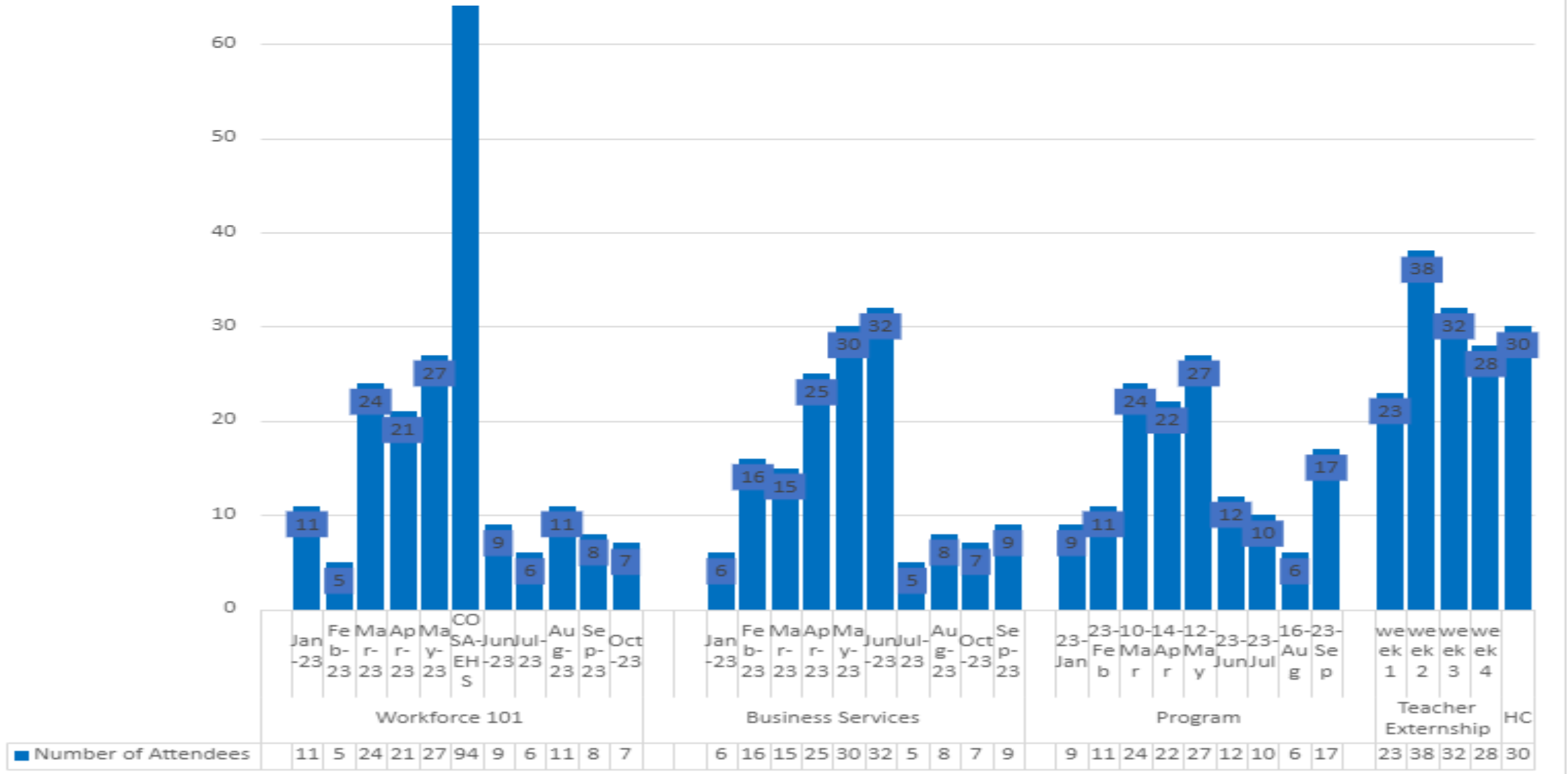
Kenedy County
ISD ACE
Program

The Purple
Door- McMullen
County

COSA
Apprenticeship
ABA Grant

Workforce Academy

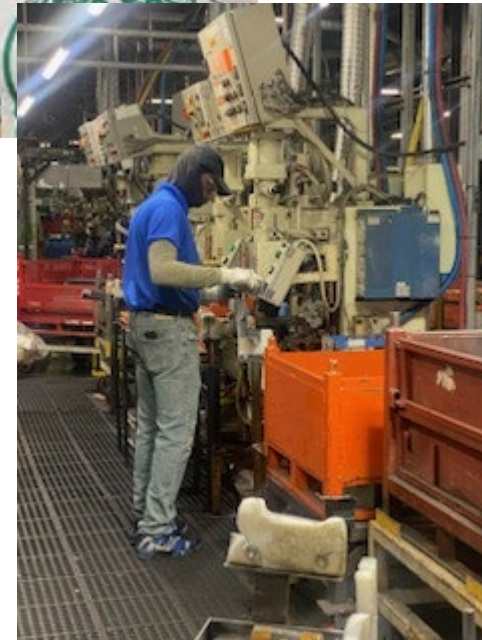
Area Foundation awarded WSA a \$100,000 Workforce Development grant to advance equity and economic mobility through our workforce development services.



561 participants/ 500 goal for the year (325-graduates)

WLA: Sector Tours

In addition to the curriculum that Aspen has provided us we are educating the Fellows on our sector-based model and our local plan. As part of that we are offering tours/meetings with some of our industry leaders. Fellows had the opportunity to participate in a tour at Toyotetsu.



Community Conversations

Comal	8/9/2023 8:30- 10:30	10/4/23 9:30- 11:30	1/17/24 9:30- 11:30
Guadalupe	8/9/23 2:00- 4:00	10/4/23 1:30- 3:30	1/17/24 1:30- 3:30
Gillespie	9/1/23 9:30- 11:30	10/10/23 9:30- 11:30	1/24/24 9:30- 11:30
Kerr	9/1/23 1:30- 3:30	10/10/23 1:30- 3:30	1/24/24 1:30- 3:30
Atascosa	8/24/23 1:30- 3:30	10/19/23 1:30- 3:30	1/31/24 1:30- 3:30
McMullen	8/24/23 9:30- 11:30	10/19/23 9:30- 11:30	1/31/24 9:30- 11:30
Bandera	8/28/23 9:30- 11:30	10/24/23 9:30- 11:30	1/9/24 9:30- 11:30
Kendall	8/28/23 1:30- 3:30	10/24/23 1:30- 3:30	1/9/24 1:30- 3:30
Medina	9/5/23 9:30- 11:30	10/31/23 9:30- 11:30	2/14/24 9:30- 11:30
Frio	9/5/23 1:30- 3:30	10/31/23 1:30- 3:30	2/14/24 1:30- 3:30
Wilson	9/21/23 9:30- 11:30	11/8/23 9:30- 11:30	2/21/24 9:30- 11:30
Karnes	9/21/23 1:30- 3:30	11/8/23 1:30- 3:30	2/21/24 1:30- 3:30

Community Conversations: The Power of Partnerships

We believe that community engagement and collaboration are crucial in creating effective solutions to address the economic and workforce needs of our region.

Over 3 meetings our conversations will augment our strategic plan's goals and improve on-going communication to maximizing the services that WSA offers to:

- 1.) Help residents who need assistance to secure jobs or necessary skills to land a career path
- 2.) Help employers find workers for today and tomorrow's needs
- 3.) Help make your local community more competitive for State and Federal grants or other resources

