



# Partnership Highlight

100 Black Men of San Antonio, Inc.

Vernadette Ellis, Director of Operations

Kevin Shandy, Program Coordinator





Training Programs

Training Programs

**FREE**



### Certified Nursing Assistant (CNA)

Program for Youth  
ages 16-24

#### FREE Program Offers:

- High School Diploma
- CNA Certification
- Computer Training
- Life Skills
- CNA Workforce Development
- Paid Training



#### What will I learn?

*This program will include residents' rights, communication, safety, observation, reporting, and assisting residents in maintaining basic comfort and safety, with clinical experience of instruction providing detailed educational training and work-based skilled experience in direct patient care at a clinical site.*



### AmeriCorps

Program for Youth  
ages 16 & up

The AmeriCorp program serves as a pathway to employment opportunities and helps develop vital work skills. We build and rehabilitate affordable housing, provide financial literacy training, and connect people to jobs.



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### Google IT Self-Paced Career Certificate Training

Program for Adults  
ages of 18 & up



#### FREE Program Offers:

- Online, self-paced classes
- Job-ready skills

Students are eligible to sit for the Network and Certification Exam upon completion.



## Construction and Electrical Basics

Program for Youth ages 16-24



### FREE Program Offers:

- High School Diploma
- Construction Certification
- Computer Training
- Life Skills
- Workforce Development
- Paid Training

What will I learn?

This program will include construction and electrical basics, personal protective equipment, and instruction in building trades, safety and first aid, safe job site practices, OSHA standards, preventative maintenance, green building, construction math, tools and materials, carpentry, housing and shed frames construction, and drywall and sheetrock installation.

# FREE Training Programs

## Construction and Electrical Basics

Program for Adults ages 18 & up

Industry-recognized certification in HBI/PACT or N.C.C.E.R.



What will I learn?

### FREE Program Offers:

- Construction Certification
- OSHA-10 Certification
- Bi-Weekly Stipend
- High School Diploma

Jobs/Opportunities:  
Laborer Helper  
Electrician Apprentice  
License



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# National Day of Service



## MEMORANDUM

To: Board of Directors  
From: Adrian Lopez, CEO  
Presented by: Ricardo Ramirez, Director of Quality Assurance  
Date: November 17, 2023  
Subject: Quality Assurance Update

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**SUMMARY:** Quality Assurance’s briefing of current monitoring activities for the WSA Board of Directors. The items do not require Board action.

### TWC Monitoring

*Annual Monitoring:* QA and Procurement is reporting this item separately.

*Equal Opportunity (EO) Monitoring:* TWC started its EO monitoring. Ms. Caroline Goddard, WSA’s Equal Opportunity Officer, leads the engagement. WSA has submitted most or all of the documentation – we have not received a draft or final report.

*Child Care and Development Fund (CCDF):* TWC completed data validation testing as required by the U.S. Department of Health and Human Services Administration for Children and Families. TWC issued a Final Letter on August 31, 2023. The testing resulted with no errors or concerns with improper payments. Child Care Board staff reports the item to the Early Care & Education Committee.

### Other Monitoring Activities

*Office of Child Care (OCC):* TWC informed WSA that the Office of Child Care’s (OCC) Texas Monitoring Review will perform monitoring of the CCDF. Child Care Board staff will report the engagement to the Early Care & Education Committee.

*Health & Human Services Commission (HHSC):* HHSC has started monitoring SNAP E&T fiscal transactions. WSA received an initial engagement letter on September 14<sup>th</sup>. The fiscal department will report the item to the Audit & Finance Committee.

### WSA External Program Monitoring (Ms. Christine Nguyen, CPA)

- *WIOA Youth:* 100% complete, with a 95.5% overall accuracy rate. The report highlights the following items for continuous quality improvement:
  - *Support Services:*
    - Included a reimbursement to WSA of \$34.13 for one participant;
    - Documenting availability of other resources before issuing support services (87.5% accuracy rate);
    - Needs assessment form not completed (87.5% accuracy rate);



- Recording information in TWIST Support Service TAB and Counselor Notes (50%).
- *Incentives:*
  - Included a reimbursement to WSA of \$50.00 (one participant exceeded the \$250 max);
  - Failure to outline incentive criteria in writing for the participants before its commencement (83.33% accuracy rate).
- *Performance Outcomes:*
  - Recording of Measurable Skills Gains (MSGs) and Employment outcomes in TWIST (68.18% accuracy rate).

#### *Program Monitoring Contract Renewal*

- WSA is renewing Ms. Nguyen’s contract for one additional year. This is the first of a four-year renewal option.
- TWC has Certified Ms. Nguyen’s monitoring for WSA, and her team successfully completed all monitoring engagements for FY22-23.

#### **WSA Internal QA Program Monitoring**

- *Reemployment Services & Eligibility Assessment (RESEA):* 100% complete with an overall accuracy rate of 93.3%. The report highlighted two items for continuous quality improvement:
  - *Individual Employment Plan*
    - Missing a specific employment goal (72.0% accuracy rate),
    - Updating the plan’s review date (25.0% accuracy rate).
- *SNAP E&T and Non-Custodial Parent (NCP) Technical Assistance (TA):* TWC has closed the audit reports. Programs/Operations staff and QA will continue offering support (e.g., so that the associated items do not become “repeat” findings).

#### **WSA Other Activities**

- *Digitizing Paper Records:* 100% complete, led by Trema Cote, WSA Workforce Monitor. Center staff have digitized all participant hard-copy paper records.
- *Technical Assistance (TA):* Supporting WSA departments and subrecipients with TA for areas with low accuracy rates, policy development, and other supports.

#### **STAFF RECOMMENDATIONS:**

TWC requires Boards to have qualified monitoring staff to carry out the Board’s oversight responsibilities. Continue supporting WSA’s QA department to promote the agency’s integrity and continuous quality improvement efforts.

**FINANCIAL IMPACT:** WSA’s External Program Monitoring contract with Ms. Christine Nguyen, CPA: \$170,054. We expect the funds to increase as we include additional grants for monitoring.

**STRATEGIC OBJECTIVE:** To help ensure that local employment and training activities, including one-stop delivery systems and workforce development services, appropriately use, manage, and invest funds as required and in ways that maximize performance outcomes (WIOA Sec. 107(d)(8); WIOA Sec. 134(2)(B)(iv); WIOA Sec. 183; WIOA Sec. 185(c)(3); WIOA Sec. 121(3); WIOA Sec. 129(b)(1)(e); TWC’s Board Oversight Capacity evaluation, Texas Labor

Code §302.048, TWC Rule §Title 40, Part 20, Chapter 802, Integrity of the Texas Workforce System, particularly §802.61; WD 29-15, Chg. 1; TWC Agency-Board Agreements and Grant Contracts).

**ATTACHMENTS:**

None.

# TWC Monitoring



- *TWC Equal Opportunity (EO) Monitoring*

TWC started its EO monitoring. Ms. Caroline Goddard, WSA's Equal Opportunity Officer leads the engagement. We have not received a draft or final report.

- *Child Care and Development Fund (CCDF)*

TWC completed the engagement and submitted a final report with no errors or concerns with improper payments. Child Care Board staff reports the item to the Early Care & Education Committee.



# Other Monitoring Activities



- *Office of Child Care (OCC)*

OCC Texas Monitoring Review will monitor child care. Child Care Board staff will report the item to the Early Care & Education Committee.

- *Health & Human Services Commission (HHSC)*

HHSC has started monitoring SNAP E&T fiscal transactions. The Fiscal department will report the item to the Audit & Finance Committee.

# External Monitoring (Ms. Nguyen, CPA)



- ***WIOA Youth – SERCO:*** 100% complete, 95.52% accuracy rate. The following items were highlighted for continuous improvement:
  - Support Services (\$34.13 reimbursement due to WSA);
  - Incentives (\$50 reimbursement due to WSA);
  - Performance outcomes.
- ***Monitoring Contract Renewal:*** WSA is renewing Ms. Nguyen’s contract for one additional year (the 1<sup>st</sup> of a four-year renewal option).



# Internal Monitoring Activities



- *Reemployment Services and Eligibility Assessment (RESEA) – C2 GPS:*  
100% complete, 93.3% accuracy rate. Two items highlighted for continuous quality improvement:
  - Individual Employment Plan – Employment Goal
  - Individual Employment Plan – Review Date

# Other Activities



- *Digitizing Paper Records*: 100% complete, project led by Trema Cote, WSA Workforce Monitor. Included digitizing participant hard-copy paper records.
- *Technical Assistance (TA)*: Supporting WSA departments and subrecipients with TA to help improve areas with low accuracy rates, policy development, and other processes.



## MEMORANDUM

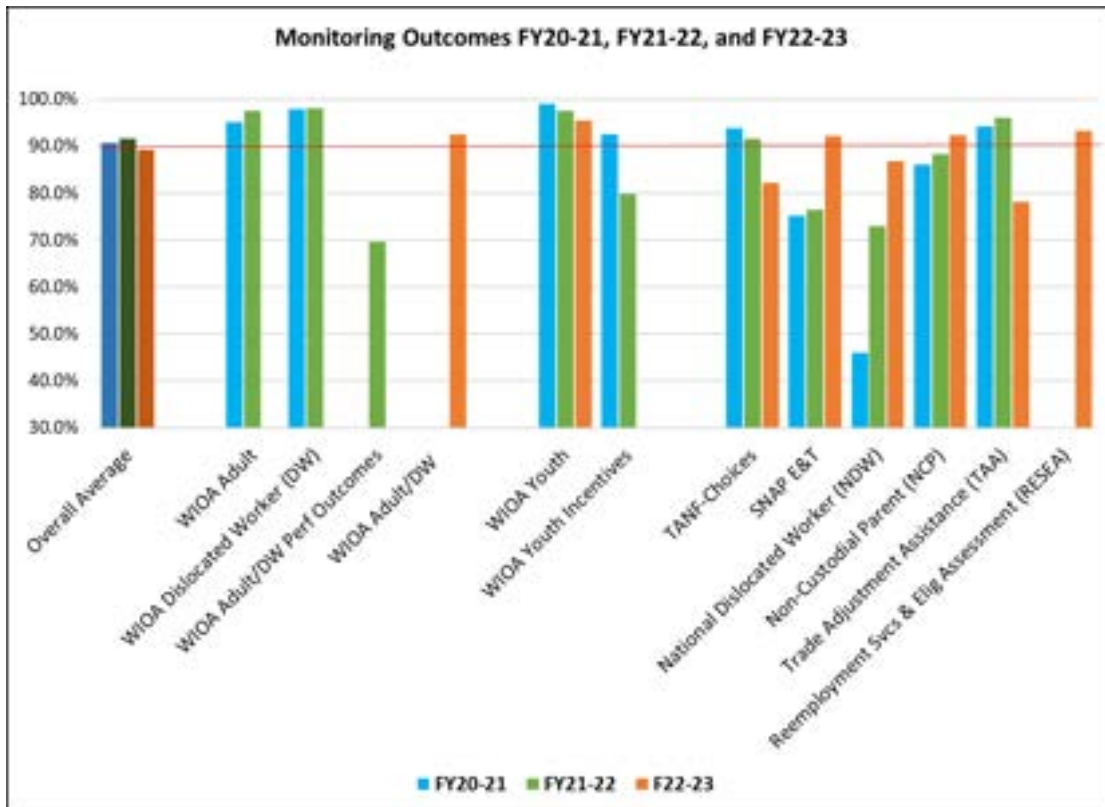
To: Board of Directors  
 From: Adrian Lopez, CEO  
 Presented by: Ricardo Ramirez, Director of Quality Assurance  
 Date: November 17, 2023  
 Subject: Monitoring Outcomes and Technical Assistance

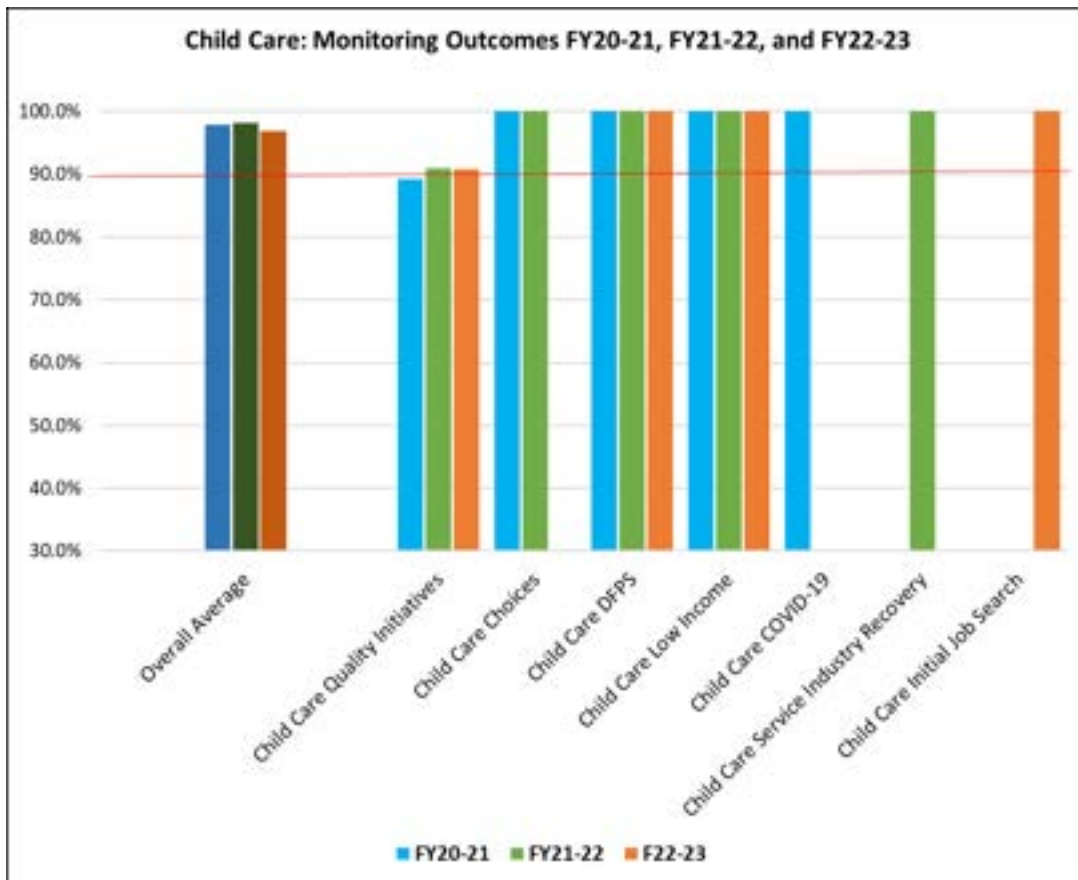
**SUMMARY:** This memorandum presents a summarized version of monitoring outcomes for the year. We also include information tied to providing technical assistance (TA). The briefing does not require Board action.

### Monitoring Outcomes

The table below compares monitoring outcomes for Fiscal Years 2020-2021, 2021-2022, and 2022-2023 (Oct-Sep timeframe). The red line at 90% represents the minimum expected accuracy rate threshold. We updated the figures to include:

- WIOA Youth and Reemployment Services and Eligibility Assessment (RESEA).





### Background

Board staff offers partners technical assistance (TA) when outcomes fall below expected goals. TA plans include several components, such as:

- updating policies and procedures,
- training,
- additional monitoring,
- increased oversight,
- documenting measurable progress.

Successful strategies require the identification of root causes and the implementation of adequate actions. Successful strategies result in accuracy rates equal to or greater than 90% (e.g., for each attribute we test). Successful outcomes aim to prevent questionable costs, improper performance reporting, and individual issues from turning into ‘repeat’ findings.

### Technical Assistance

QA works with the Programs/Operations team to highlight monitoring areas needing continuous quality improvement:

- While an overall accuracy rate for a single engagement may exceed the 90% threshold, one or more of the attributes that we test may fall below the threshold.



- Attributes that fall below the 90% threshold prompt intervention in the form of technical assistance (e.g., including process improvements).

The most recent program monitoring reviews having attributes with accuracy rates less than 90% include:

- TAA, WIOA Youth, WIOA Dislocated Worker/Adult, TANF/Choices, SNAP E&T and NCP.
- The SNAP E&T and NCP TWC Audit Resolution attributes have been resolved; however, QA will continue supporting Programs/Operations to ensure WSA retains compliance.

TWC has placed WSA in an informal performance improvement action plan for the following measures:

- WIOA Dislocated Worker performance (Measurable Skills Gains and Credential Rate).

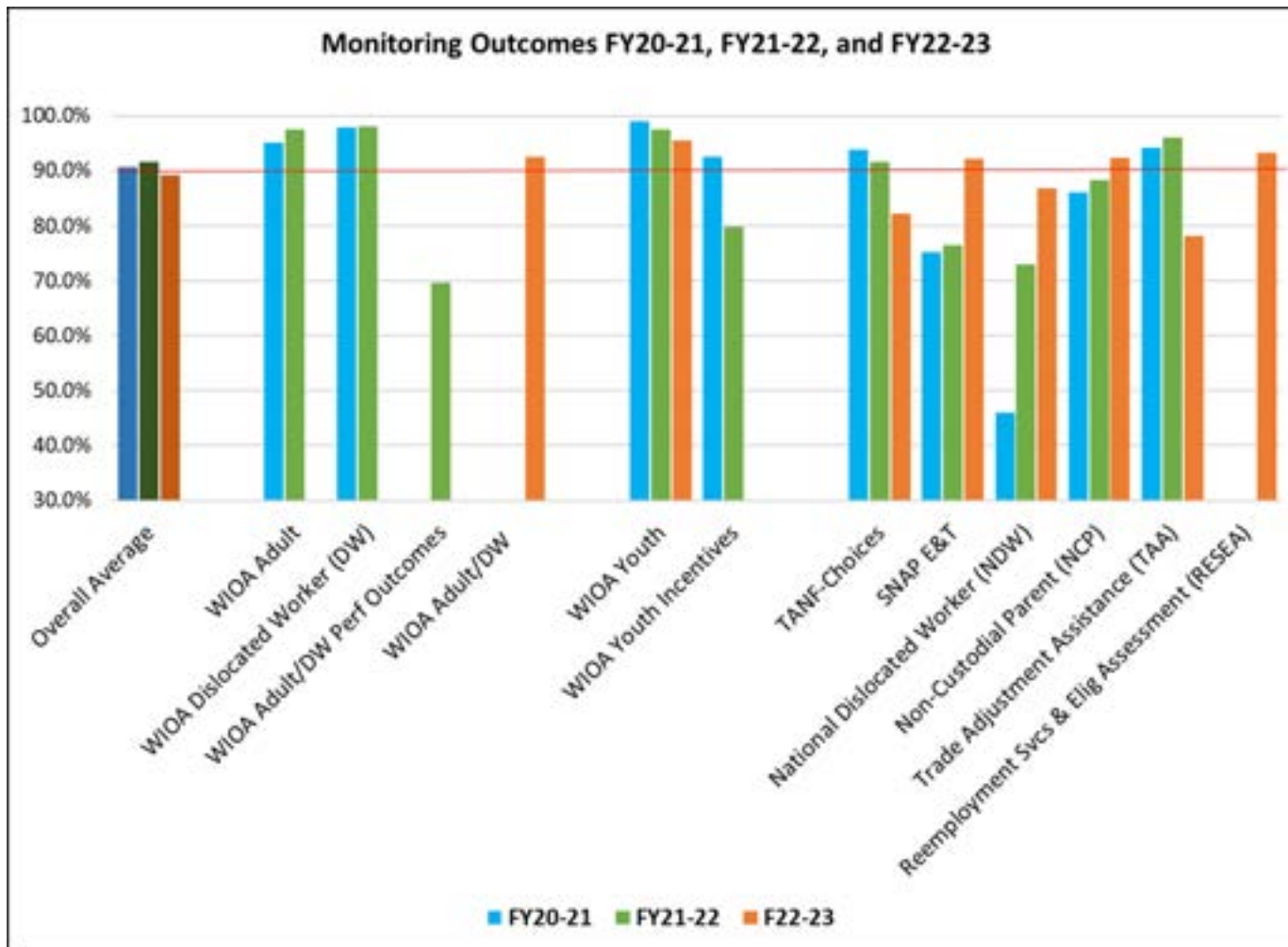
**STAFF RECOMMENDATIONS:** TWC requires Boards to have qualified monitoring staff to carry out the Board's oversight responsibilities. Continue supporting WSA's QA department to promote the agency's compliance, internal controls, and continuous quality improvement efforts.

**FINANCIAL IMPACT:** Not applicable.

**STRATEGIC OBJECTIVE:** To help ensure that local employment and training activities, including one-stop delivery systems and workforce development services, appropriately use, manage, and invest funds as required and in ways that maximize performance outcomes (WIOA Sec. 107(d)(8); WIOA Sec. 134(2)(B)(iv); WIOA Sec. 183; WIOA Sec. 185(c)(3); WIOA Sec. 121(3); WIOA Sec. 129(b)(1)(e); TWC's Board Oversight Capacity evaluation, Texas Labor Code §302.048, TWC Rule §Title 40, Part 20, Chapter 802, Integrity of the Texas Workforce System, particularly §802.61; WD 29-15, Chg. 1; TWC Agency-Board Agreements and Grant Contracts).

**ATTACHMENTS:** None.

# Briefing – Monitoring Outcomes

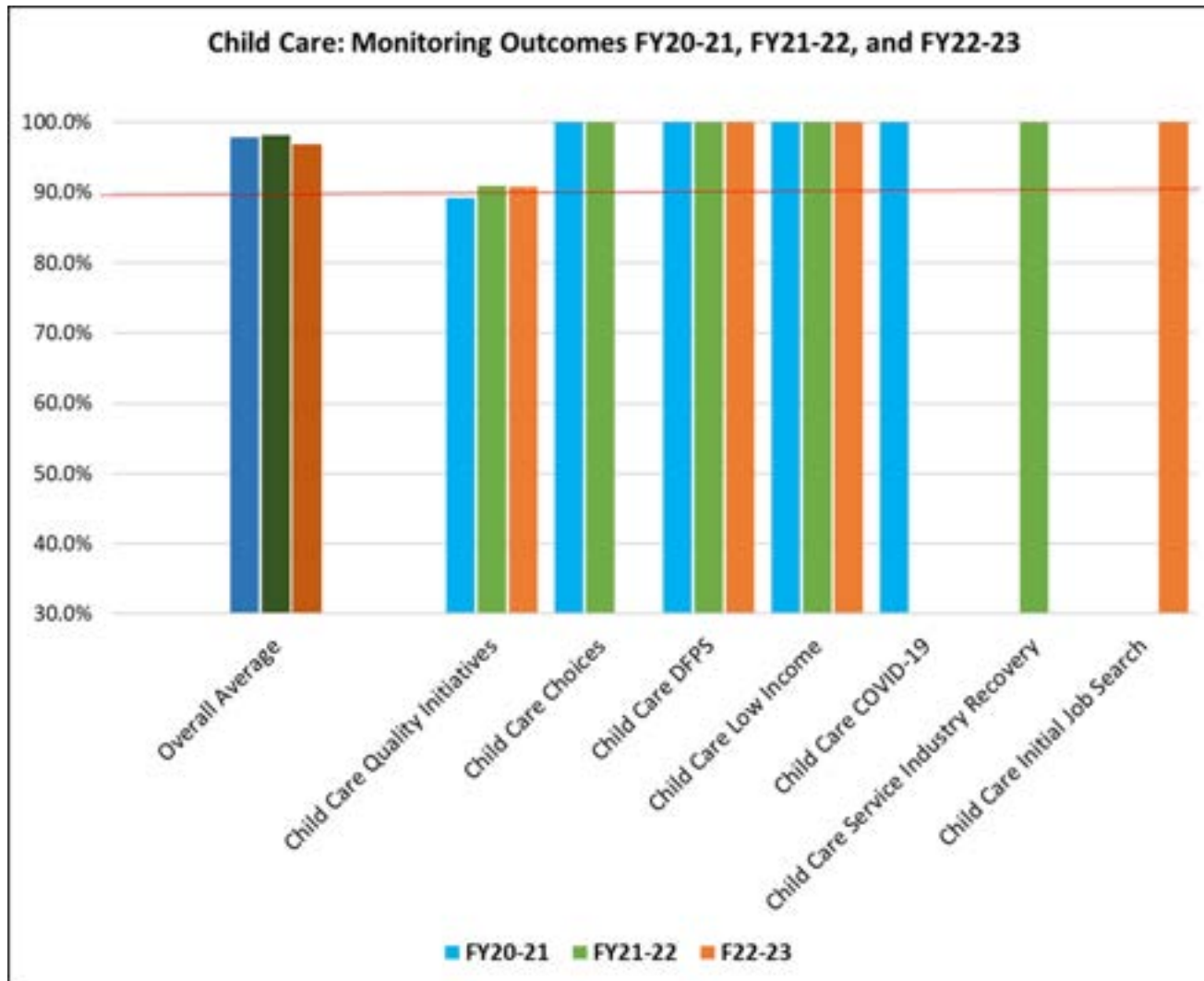


Added: WIOA Youth and Reemployment Services and Eligibility Assessment (RESEA)

The chart summarizes outcomes of monitoring engagements for FY20-21, FY21-22, and FY22-23.

The red line highlights the 90% expected accuracy rate.

# Briefing – Monitoring Outcomes



The chart summarizes outcomes of monitoring engagements for Child Care in FY20-21, FY21-22, and FY22-23.

The red line highlights the 90% expected accuracy rate.

# Briefing – Technical Assistance



Most recent program monitoring reviews having attributes with accuracy rates less than 90% include:

- TAA, WIOA Youth, WIOA Dislocated Worker/Adult, TANF/Choices, SNAP E&T, and NCP.
- The SNAP E&T and NCP TWC Audit Resolution attributes have been resolved, but QA will continue supporting Programs/Operations to ensure WSA retains compliance
- TWC placed WSA in an informal performance improvement action plan for:
  - WIOA Dislocated Worker Measurable Skills Gains (MSGs) and Credential Rate



## MEMORANDUM

To: Board of Directors  
From: Adrian Lopez, CEO  
Presented by: Ricardo Ramirez, Director of Quality Assurance  
Date: November 17, 2023  
Subject: TWC Performance – Claimant Reemployment Within 10 Weeks

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**SUMMARY:** This memorandum presents the role and definitions of TWC-contracted performance measures. TWC contracts boards for two *Reemployment & Employer Engagement Measures (REEMS)*, one of which includes the Claimant Reemployment within 10 Weeks (“Claimant Reemployment”).

### Definition

Based on work search reemployment requirements, the measure calculates the percentage of monetarily eligible (eligible to receive UI benefits) and registered unemployment insurance (UI) claimants who gain employment within ten (10) weeks. The performance period runs from July 1<sup>st</sup> to June 30<sup>th</sup>.

### Goal

Dislocation from work decreases household income, which increases poverty and income inequality. Further, unemployed workers represent untapped labor market potential, negatively impacting regional economic activity. The Claimant Reemployment measure aims to help affected workers quickly gain employment.

### Methodology

*Denominator:* The number of monetarily eligible, initial claimants subject to work search requirements and active in WIT during the ten weeks before or after the initial determination of monetary eligibility.

*Numerator:* The unduplicated number of persons from the denominator reemployed within ten weeks of the date their claim is first determined monetarily eligible or (if there was no WIT service in the ten weeks before the monetary eligibility date), the date of the first WIT service after determining them as monetarily eligible.

### **Sources**

TWC records reemployment using:

- Hires with a WIT Job Opening or WIT Job Development,
- Supplemental Records of Employment (recorded by Center staff in WIT, TWIST, or New Hire Data), or
- Claim data (employment reported by claimants or cessation of benefit certification filing in less than ten weeks when eligible for more than ten weeks of benefits).

### **Exemptions**

TWC exempts claimants under the following conditions:

- WIOA exclusions (e.g., death, institutionalization, or health issue of at least 90 days, active duty recalls, etc.),
- Enrollment in Dislocated Worker or Trade Adjustment Assistance (TAA) training designed to result in a recognized degree or credential during the ten weeks, or
- The UI Division determined the claimant ineligible for benefits or not subject to work search requirements for three (3) consecutive weeks or the claimant does not receive benefits for the entire 10-week period.

### **Reporting**

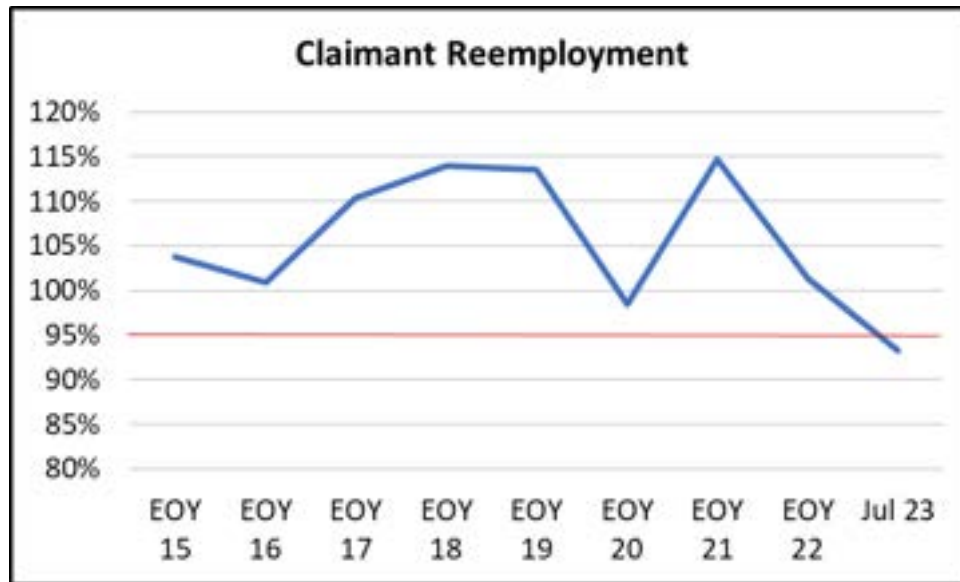
TWC reports the year-end performance in the September Monthly Performance Report (MPR).

### **Work Search Requirements**

Early each year, the WSA Board of Directors approves the weekly work search requirements for each county in the region.

### **Current and Historical Outcomes**

The following figure reports TWC's Monthly Performance Report (MPR) outcomes from the End-of-Year (EOY) 2015 to July 2023. Except for this current year, WSA has consistently met or exceeded the TWC target.



*Meeting = 95%. Source TWC's MPR.*

**STAFF RECOMMENDATIONS:** TWC requires Boards to meet or exceed TWC-contracted performance measures as contracted to service providers. The Board staff recommends a continued focus on the measures.

**FINANCIAL IMPACT:** WSA subrecipient contracts include TWC-performance goals as part of their profit. TWC may sanction Boards that fail to meet performance. TWC Sanctions (or 'Intent' to Sanction) may limit the Board's eligibility for TWC Annual Awards (monetary or other), and different types of sanctions may carry additional requirements. WSA also often reports performance outcomes when applying for grants, which can negatively impact successful bidding.

**STRATEGIC OBJECTIVE:** The Workforce Innovation and Opportunity Act (WIOA) sets out expectations for the Wagner-Peyser Act-funded Employment Service (ES) program to support the reemployment of UI claimants. Prompt reemployment helps claimants quickly reestablish earning power, increases economic activity, and saves UI funds from paying more benefits than necessary.

**ATTACHMENTS**

None.

# TWC Performance – Claimant Reemployment



TWC contracts boards for two Reemployment & Employer Engagement Measures (REEMS), one of which includes:

- The Claimant Reemployment within 10 Weeks (“Claimant Reemployment”).

## Definition

Based on work search reemployment requirements, the percentage of claimants eligible to receive UI benefits who gain employment within ten (10) weeks. The performance period runs from July 1<sup>st</sup> to June 30<sup>th</sup>.



# Goal

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- Dislocation from work decreases household income, which increases poverty and income inequality.
- Further, unemployed workers represent untapped labor market potential, negatively impacting regional economic activity.
- The Claimant Reemployment measure aims to help affected workers quickly gain employment.

# Methodology

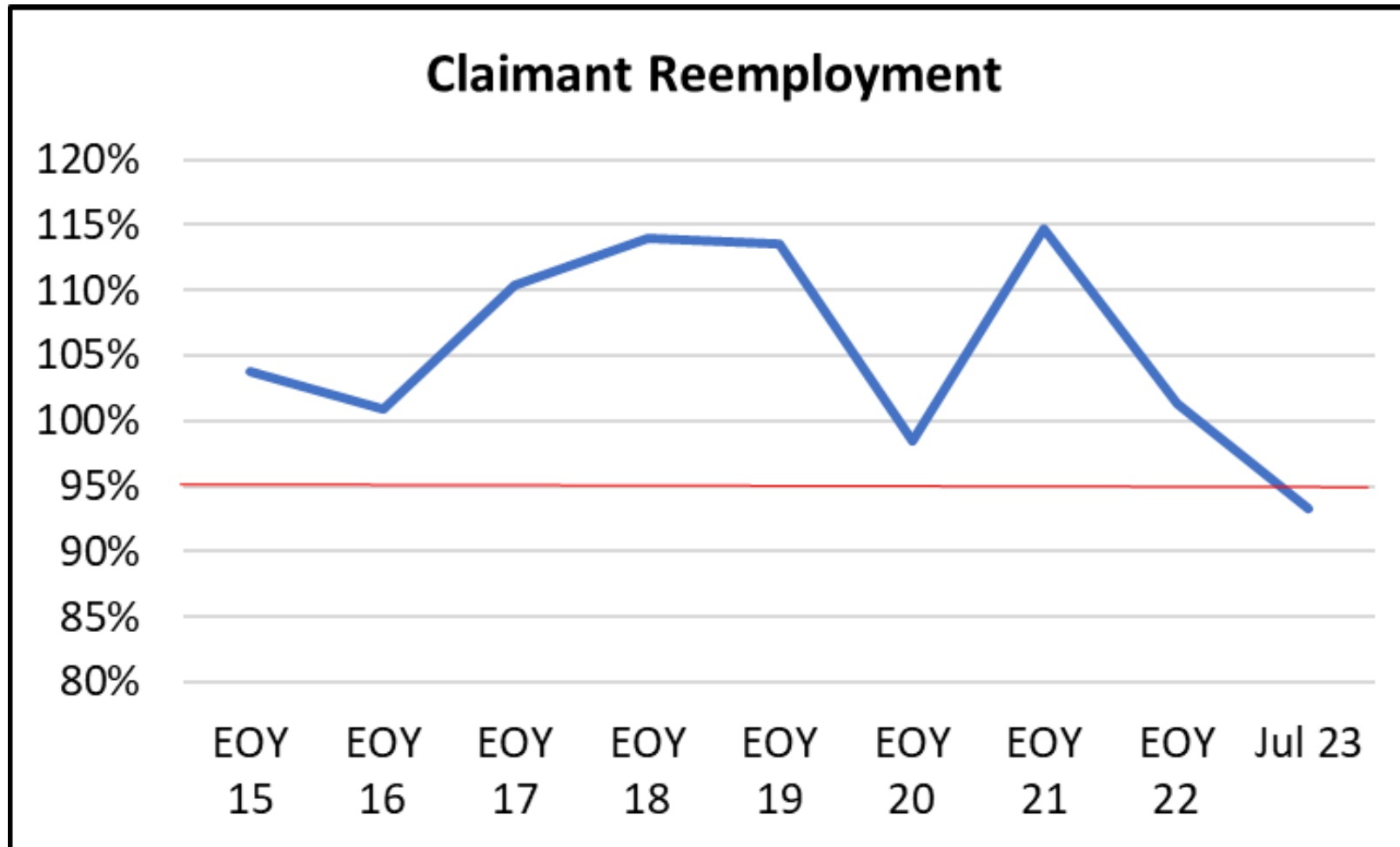


***Denominator.*** The number of monetarily eligible, initial claimants subject to work search requirements and active in WIT during the ten weeks before or after the initial determination of monetary eligibility.

***Numerator.*** The unduplicated number of persons from the denominator reemployed within ten weeks of the date their claim is first determined monetarily eligible or (if there was no WIT service in the ten weeks before the monetary eligibility date), the date of the first WIT service after determining them as monetarily eligible.

TWC reports the year-end performance in the September Monthly Performance Report (MPR).

# Current & Historical Outcomes



The graph shows Claimant Reemployment outcomes from EOY 2015 to July 2023.

Except for the current year, WSA has consistently met or exceeded the measures.

Meeting  $\geq 95\%$   
Source: TWC's MPR

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## MEMORANDUM

**To:** Board of Directors

**From:** Adrian Lopez, CEO

**Presented by:** Teresa Chavez, COO

**Date:** November 17, 2023

**Subject:** Performance, Programs, and Operational Updates

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**Summary:** This item is to provide an update of Workforce Solutions Alamo programs and grants, including both adult and youth throughout the urban and rural areas. The following analysis provides insight to elements related to programs and performance and action items taken to enhance service delivery, cross-collaboration and integration across WSA programs.

### Child Care Performance:

For FY 2023 TWC set Alamo's target at 11,427. As of 10/19/2023, WSA's unofficial YTD average for September shows average enrollments of 12,010 or 106.29%, which reflects that we are currently in the above performance range, and have temporarily paused enrollment as we monitor attrition to remain within performance range and childcare budget.

- WSA has successfully placed 12,039 children in care, servicing 7,104 families.
- Alamo has 8,044 children on the waitlist, reflecting 4,880 families awaiting scholarship.
- Child Care contractor staff has begun to mail out intake packets, while continuing to manage intake, in order to cautiously ramp up enrollments.
- The breakdown according to age group on waitlist is as follows: 2,077 infants, 2,051 toddlers, 1,868 preschool, and 2,003 school age.

### Child Care Quality:

Contracted slots officially began with the first child enrolled on October 3, 2022. New centers continue to be called in order to confirm interest in Child Care Services Scholarship and are being emailed the Child Care Enrollment opportunity to confirm interest in contracted slots programs.

- Converse Christian, awarded 15 slots, has enrolled 8 children: 3 infants and 5 toddlers. 7 contracted seats remain available.
- De Paul, awarded 20 contracted slots, has enrolled 10 children: 4 infants and 6 toddlers. 10 contracted seats remain available.
- La Mision, awarded 15 slots, has enrolled 6 children: 2 infants and 4 toddlers. 9 contracted seats remain available.



### **Child Care Services:**

Since May, rural communities have had access to an in-person childcare representative. The childcare representatives are utilizing WSA rural offices, where space is available, and in Fredericksburg, utilizing space at Holy Spirit Lutheran Church, thanks to Pastor Bobby Vitek's openness to having the community serviced from his church.

### **Special Grants & Other Initiatives:**

#### **Student Hireability Navigators**

- The Hires Event concluded on October 12<sup>th</sup> at Datapoint with foot traffic of 90 participants and individuals applying for various jobs. SERCO has reported that 5 individuals were offered employment on that day with 1 full-time employment started. C2 is waiting for final numbers.
- Alamo Helping Hands Event with Southside First occurred on November 2, 2023, at the S. Flores WSA Career Center.
  - 25 vendors participated in the half-day event and represented unique service offerings for those with disabilities.
  - Featured was a post-secondary corner representing IDD University and College Certificate programs, Café College, Project Quest, Partners in Progress Certification programs, and WSA program services. Southside Districts participated in busing students from SAISD, Harlandale, and Burleson School of Innovation Disability Services.
  - VOS greeter placed attendance at 54 individuals availing themselves of community information.
  - Vocational Rehabilitation Accessibility Specialist provided hands-on demonstration of center equipment and other items available for individuals to assimilate into a successful career position.

**Training and Employment Navigator Pilot** aims to deter repeated victimization of sex-trafficked youth and foster youth ages 16-25 by aiding them in navigating workforce center services and increase their chances of securing employment. To date, this program has enrolled 9 participants in this quarter. Also, we have provided 1 paid work experience, and 6 participants have entered employment. TWC just renewed this grant for two more years October 1, 2022, through October 30, 2025. TWC also gave us a non-cost extension from October 1, 2023, to January 31, 2024.

**Military Family Support Program (MFSP)** provides active-duty military spouses with work experience, job search assistance, support services, and training. As of October 2023, 1 new participant has been enrolled for the 2023 Grant Year and 7 are still active from the 2022 contract year. Of these participants, 2 are enrolled in training. In addition, there are 7 new interested individuals and 3 clients have already reached out and are interested in training or employment. Contract date is atypical, January 1 through December 31, 2023.

**Middle Skills Pilot – Gears for Careers** provides necessary supplies, clothing, and support services for Texans preparing to join the workforce. Grant period is from March 8, 2023, through November 30, 2023 with an award amount of \$116,439. We have a total of 87 referrals and are currently setting sights on employers who require work-related tools. So far, we have assisted with rent, tools, and utilities.

**Re-employment Services and Eligibility Assessment (RESEA)** provides unemployment insurance (UI) claimants with a variety of services to support their re-employment before benefits expire. Grant has been renewed for BCY 23 for \$920,073. According to the last TWC report the board is at 93.7% of providing services within 7 days.

#### **Workforce Commission Initiatives - FY2023:**

- Hiring Red, White & You!: The event was held on November 2, 2023, at the Freeman Coliseum. There were 1,058 job seekers and 150 employers in attendance.
- Texas Veterans Leadership Program (TVLP): Provides support to two full-time TVLP staff at two WSA Centers - South Flores & Walzem. TVLP continues to provide support to veterans at these locations.

- Careers in Texas Industries - Career Pathways/Jobs Y'all Events: Provides career exploration in sector-based industries for youth in middle school, high school, and postsecondary.
- 2022 WCI Grant - Childcare Short-term Training to CCS Parents: Grant is specific to customers receiving childcare services through the Childcare Scholarship, COSA. Staff conducts outreach via childcare reports provided by the WSA Childcare Team. Grant ended May 31, 2023.

## WIOA Youth

The youth contractor provides youth participants with youth services that focus on out-of-school youth and in-school youth, with one or more barriers to employment that help to prepare for employment and postsecondary education opportunities, attain educational and/or skills training credentials, and secure employment with career/promotional opportunities.

- Enrollments to Date:

WIOA YOUTH REPORT 2023-2024	Oct'23	TOTAL
<b>Enrollments - URBAN</b>		
In-School Youth	0	0
Out-of-School Youth	12	12
<b>Enrollments - RURAL</b>		
In-School Youth	2	2
Out-of-School Youth	7	7
<b>Services</b>		
Occupational/Vocational Training	7	7
Work Experience	6	6
Supportive Services	53	53
Educational Services (GED)	2	2
Follow-Up	1	1

The Youth Participant Planning Summary (PPS) includes participant enrollment and key service targets. PPS to Date:

PPS WIOA YOUTH 2023-2024	NEW			YEAR END GOAL	YEAR END GOAL %
	Q1 OCT-DEC'23	Q2 JAN-MAR'24	Q3 APR-JUN'24		
Urban Participants Planned	76	153	77	306	
Actual New Enrollments	12			12	4%
Rural Participants Planned	23	44	21	88	
Actual New Enrollments	9			9	10%
Work Experience Career Opportunities Planned	91	182	92	365	
Actual	6			6	2%
Education/Training Planned	10	19	10	39	
Actual	7			7	18%
Supportive Services Planned	80	160	79	319	
Actual	53			53	17%

- Youth Work Experience (WEX)
  - Work experience opportunities exist in both urban and rural areas and are available to youth ages 16-24.
  - There are currently 6 WEX agreements in place at the start of the new program year.
  - Targeted industries include Health, Education, Manufacturing, IT/Cybersecurity, and Construction.
- Youth Career Exploration and Events

In FY2023, WSA shifted from one large event to several smaller, industry focused events. This will support the engagement of youth at different locations, including both rural and urban areas, and

targeting of a variety of industries and youth sub-populations. In addition, it will provide youth opportunities to attend multiple events over the course of the year and provide a greater variety of career exploration, resources, and employer interactions. Event dates for BCY 2023 include:

- January 19th and 26<sup>th</sup>: Northeast Lakeview College
- January 10, 2024: Seguin City Coliseum
- April 2024 – Atascosa County
- September – Alamo Colleges District

Additional youth events are being explored with key partners, dates and times TBD.

**SA Ready to Work** has finalized all seven subprime contracts.

- Ready to Work is a one-of-a-kind program to help San Antonio residents find easy access to education and quality jobs. WSA is the largest funded COSA partner, \$105,781,953.00 and includes 7 subgrantees providing case management, training/certification, and job placement. Ready to work is funded by a 1/8 cent sales and use tax collected through December 2025.
- Year to date WSA has interviewed/intakes 3,952 individuals and has case managed/enrolled 2,310 in training with 251 already completing their training. 118 participants have gained employment and earn more than \$15.00 per hour. The average wage of those graduates securing employment is \$17.00, well above the requirement. The top training courses being selected are medical, IT, and construction. \*Data is from 10.31.23.
- The City of San Antonio has created a Strategic Catalogue Committee. This committee has members from all 4 primes and some sub primes. They will streamline the current catalog and help our participants select courses that will better help them be placed in quality jobs.
- Workforce Solutions Alamo and The City of San Antonio are in the planning stages of a large job fair on November 29, 2023. The focus will be CDL (Commercial Driver's License) and graduates unplaced for all sub-primes. Together with the city's help, this should yield well.








**Alternatives:**

No alternatives are being considered at this time.

**Fiscal Impact:**

No additional fiscal impact currently.

# Operational Updates

Item	Description	On target
1	WSA continues to perform well on overall expenditures and outcomes.	
2	Child Care is trending at 106.29% for children served.	
3	Student HireAbility Hiring event was a success.	
4	WIOA Adult Grants & Initiatives	
5	The Middle Skills Employment Pilot Program is designed to support Texans preparing to join the workforce or who have upskilled and gained new employment.	
6	WIOA Youth	
7	Ready to Work current enrollment: 2,310 participants in training. Healthcare industry continues to be the industry of choice for many participants seeking training.	

# Child Care Performance Briefing FY 2023 \* *Data as of 10/19/2023*



	Oct	Nov	Dec	Jan	Feb	March	Apr	May	Jun	Jul	Aug	Sep
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Monthly Average %	91.76%	95.38%	99.50%	106.82%	110.64%	113.07%	111.79%	112.16%	113.73%	111.96%	107.44%	101.23%
YTD Average Units %	91.76%	93.57%	95.55%	98.36%	100.82%	102.86%	104.14%	105.14%	106.09%	106.68%	106.75%	106.29%

WSA's unofficial YTD avg for FY 2023 is 106.29%

*CCDF Performance Status Methodology*  
 Year-to-Date numbers to calculate performance  
 MP = 95%-105%  
 +P = 105% or above  
 -P = <94.99

*SIR Performance Methodology*  
 Actual enrollments





# Child Care Performance Briefing FY 2023 <sup>\*</sup> *Data as of 10/19/2023*

	Oct	Nov	December	Jan	Feb	March	Apr	May	June	July	August	September
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Choices	237	229	209	203	201	198	196	186	190	194	182	189
TANF						4						
Low Income	9,554	9,938	10,419	11,210	11,618	11,868	11,983	11,991	12,139	11,920	11,393	10,688
Former DFPS	382	401	392	419	428	439	476	511	515	530	553	553
Homeless	70	79	88	92	103	114	120	128	152	150	149	138
<b>Monthly Average Units</b>	<b>10,243</b>	<b>10,647</b>	<b>11,108</b>	<b>11,924</b>	<b>12,350</b>	<b>12,622</b>	<b>12,775</b>	<b>12,816</b>	<b>12,996</b>	<b>12,793</b>	<b>12,277</b>	<b>11,568</b>
Monthly % Average	91.76%	95.38%	99.50%	106.82%	110.64%	113.07%	111.79%	112.16%	113.73%	111.96%	107.44%	101.23%
<b>YTD Average Units</b>	<b>10,243</b>	<b>10,445</b>	<b>10,666</b>	<b>10,980</b>	<b>11,254</b>	<b>11,482</b>	<b>11,667</b>	<b>11,811</b>	<b>11,942</b>	<b>12,027</b>	<b>12,050</b>	<b>12,010</b>
YTD % Average	91.76%	93.57%	95.55%	98.36%	100.82%	102.86%	104.14%	105.14%	106.09%	106.68%	106.75%	106.29%
<b>TWC Target</b>	<b>11,163</b>	<b>11,163</b>	<b>11,163</b>	<b>11,163</b>	<b>11,163</b>	<b>11,163</b>	<b>11,427</b>	<b>11,427</b>	<b>11,427</b>	<b>11,427</b>	<b>11,427</b>	<b>11,427</b>



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