



BOARD OF DIRECTORS MEETING

Workforce Solutions Alamo
100 N Santa Rosa Ave
San Antonio, TX 78207
August 21, 2020
9:00 AM

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

Citizens may appear before the Board 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 meeting. Questions relating to these rules may be directed to Linda G. Martinez at (210) 581-1093.

To protect the health of the public and limit the potential spread of COVID 19 as directed by Governor of Texas, Bexar County and City of San Antonio, WSA will hold this meeting via videoconferencing. The meeting will be held in compliance with the suspended provisions of the Texas Open Meetings Act. For those members of the public that would like to participate, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Linda G. Martinez, (210) 581-1093.

I. Call to Order and Quorum Determination

Presenter: Chair Solis

II. Declarations of Conflict of Interest

Presenter: Chair Solis

III. Public Comment

Presenter: Chair Solis

IV. SAMSAT/Port San Antonio Facility Update

Presenter: Doug King

a. Intro into Workforce Training Center

V. Consent Agenda: (Discussion and Possible Action)

Presenter: Chair Solis

a. Special Board Meeting July 21, 2020 Minutes pg. 3

b. Childcare Services & Provider Transfers pg. 11

c. Unemployment Claims & Response pg. 15

d. TRS Discount Update pg. 32

e. Quality Assurance Update pg. 43

f. Leasing and Renovations Update pg. 52

g. Organizational Review Update pg. 71

VI. Procurement (Discussion and Possible Action)

Presenter: LaVonia Horne Williams, Director Procurement

Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Linda Martinez at (210) 581-1093 at least two (2) working days prior to the meeting, so that appropriate arrangements can be made. Relay Texas: 1-800-735-2989 (TDD) or 1-800-735-2988 (Voice).

a. Legal RFP	pg. 75
b. PEO RFI	
c. Audit RFP	
VII. Human Resources Committee Report (Discussion and Possible Action)	
Presenter: Leslie Cantu	
a. WSA Employee Handbook Update	pg. 90
b. KAS - HR Consultant Update	pg. 97
VIII. Audit and Finance Committee Report (Discussion and Possible Action)	
Presenter: Mary Batch	
a. FY21 Annual Budget	pg. 105
b. Financial Reports	pg. 116
IX. Oversight Committee Report (Discussion and Possible Action)	
Presenter: Doug Watson	
a. Monthly Performance Reports	pg. 124
b. Local Plan Update	pg. 153
X. CEO Report	
Presenter: Adrian Lopez, CEO	
a. WSA Budget Summary	pg. 158
b. WSA Website Update	pg. 191
c. WSA Board Staff Donation items to Foster Care Program	pg. 197
XI. Chair Report (Discussion and Possible Action)	
Presenter: Chair Solis	
a. Update on CARES Act for WSA as Service Provider with Bexar County and City of San Antonio	pg. 201
XII. Next Meeting: December 4, 2020 (Annual Board Meeting)	
XIII. Executive Session: Pursuant to Chapter 551 of the Texas Open Meetings Act, the Board may recess 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:	
c. Pending or Contemplated Litigation; and	
d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo and	
e. Government Code Section 551.089—Discussions regarding Security Devices for Audits.	
XIV. Adjournment	
Presenter: Chair Solis	



SPECIAL BOARD MEETING MINUTES

100 N. Santa Rosa, Suite 101
San Antonio, TX 78207
July 21, 2020
9:00 a.m.

Citizens may appear before the Board 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 meeting. Questions relating to these rules may be directed to Linda Martinez at (210) 272-3250.

To protect the health of the public and limit the potential spread of COVID 19 as directed by Governor of Texas, Bexar County and City of San Antonio, WSA will hold this meeting via videoconferencing. The meeting will be held in compliance with the suspended provisions of the Texas Open Meetings Act. For those members of the public that would like to participate, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Linda G. Martinez, (210) 581-1093

WSA Board Members: Adrian Lopez, Mark Milton, Louis Tatum, Juan Solis III, Leslie Cantu, Eric Cooper, Dawn Vernon, Jamie Allen, Yousef Kassim, Benjamin Peavy, Melissa Sadler-Nitu, Polo Leal, Mark Niederauer, Johnette Lee, Angelique De Oliveira, Mary Batch, Frank Crowder, John Blaylock, Sammi Morrill, Carolyn King, Betty Munoz

Partners: Alex Lopez, Deborah Carter (for Pooja Tripathi)

WSA Counsel: Frank Burney

Staff: Linda Martinez, Elizabeth Eberhardt, Linda Canizales, Dr. Andrea Guajardo, Barbetta Womack, Angela Bush, Michael DeFrees, Brenda Garcia, Michael Sindon

I. Call to Order and Quorum Determination

Presenter: Chair Solis

-At 9:05 a.m., Chair Solis called the meeting to order. The roll was called, and a quorum was declared present.

II. Declarations of Conflict of Interest

Presenter: Chair Solis

-None

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III. Public Comment

Presenter: Chair Solis

-None

IV. Consent Agenda: Discussion and Possible Action

Presenter: Chair Solis

a. Board Meeting June 19, 2020 Minutes

- Mr. Watson: Need to make an editorial change on Oversight Committee Report. This change is in relation to parents who choose Texas Rising Star (TRS) as childcare center. An edit needs to be made to state this is for future board consideration, indicating no action has yet been taken.
- Upon motion by Jamie Allen and second by Doug Watson, the Committee unanimously approved items

V. Chair Report Discussion and Possible Action:

Presenter: Adrian Lopez, CEO / Mark Milton, COO

a. Funding Agreement under CARES Act for WSA as Service Provider with Bexar County

- Contract for \$14M.
- In March 2020, both COSA and Bexar County received federal funding (C.A.R.E.S Act) to respond to local needs of workforce as a result of pandemic.
- WSA and other community partners were contacted by these entities in May to implement programs and services that will serve nearly 7,000 San Antonio residents
- CARES funding is set to expire Dec. 2020, however, has been extended to May 2021 for Bexar County and Sept 2021 for COSA.
- WSA will work with C2 to roll out program.
- \$14M is split 50-50 between C.A.R.E.S Act and General Fund.
- Goals of program: Outreach, eligibility, assessment, referrals, WE, training, placement and stipends.
- To determine eligibility, participant must reside in Bexar county. They cannot be a city resident to be eligible for the county program. Other eligibility criteria include that they were affected by the pandemic. If they were unemployed as of March 1, 2020, they would be eligible.
- Focus of work experience
- Partner with SA Works
- Upon motion by Leslie Cantu and second by Doug Watson, the Committee unanimously approved items

b. Funding Agreement under CARES Act for WSA as Service Provider with City of San Antonio

- Initial Contract for \$11M but did not include on the job training.
- Final product will be about \$16M after negotiations with COSA.
- Focus of on the job training.
- Partner with SA Works and large amount of opportunities will be with small businesses.
- Flexibility to revise eligibility requirements.
- Contracts to be executed 7/25/2020. Outreach to begin 7/26/2020. Assessments to be executed after outreach the first two weeks of August 2020. Training scheduling late August 2020. Training completion expected Sept '20-May '21.
- Placement Sept '20 - May '21 for County and Sept. '21 for COSA.
- Recruitment strategies include social media, robocalls, target marketing and direct outreach.
- Estimated number of candidates recruited for training by these means is expected to be approx. 8,000.
- Stipend component expected to be large incentive as unemployment benefit ceases July 31, 2020.
- Tracking unknown variables
- Doug Watson: Requesting clarification that only 14% is allocated to stipends. Mark Milton's response: Stipend is largest line item and everyone who applies for the programs will be eligible for the stipend. PowerPoint will be modified.
- Dr. Sammi Morrill: Have administrative costs to execute the program been looked at? Also, the media has stated people can get \$450/wk. What is our strategy going to be to inform potential clients of the stipend? Adrian asked Angela Bush to address Dr. Morrill's question

regarding the administrative cost. Angela's response: We have reviewed the administrative cost and the capacity it will take our team to process the stipends for this amount of people. An accountant was hired to assist with this process, and we are prepared to process the stipends.

Dr. Sammi Morrill: Are other funds being used or are you using funds that you are receiving from the city or county? This position is funded by both, the City and County. Dr. Sammi Morrill: so, this position was funded off administrative costs from those contracts, correct?

Adrian Lopez, CEO's response: Yes. Correct. Dr. Sammi Morrill: The training does not have to be an ETPL, correct? Mark Milton: It does not. We can receive special approval if it isn't, however, we would like to have them added. If you have some programs that aren't on there, please send them over and they can be added. This is part of the flexibility that was negotiated.

Juan Solis III (addressing Dr. Sammi Morrill's first question): Potential candidates can receive up to \$450/wk, depending on the need is and justification of that need. Would prefer not to lead with the stipend incentive, but rather instill the desire for actual exercise training and understanding of the repurposing of their careers.

-Funds can be adjusted to account for the people who come in.

-Upon motion by Dr. Mark Niederauer and second by Tammye Trevino, the Committee unanimously approved items

VI. Chairman Report

Presenter: Juan Solis III

-Leadership comes with an inherited risk. The investment by the City and County marks the largest investment into Workforce Solutions Alamo ever.

-These investments will test the workforce ecosystem.

-Proposal: Board Retreat goal was to secure more board participation in WSA initiatives.

-Adopt an all hands-on deck atmosphere.

-Board member outreach:

A) 10 participant referrals per month

B) Provide a copy of the eligibility for each program

C) A special phone number for referrals to call directly to our office

-Work with chairman to setup virtual presentations'

-Tap into Board Member networks

-2 presentations per board member

VII. Next Meeting: August 21, 2020

VIII. Executive Session: -Entered Executive Session at 9:56am.

IX. Pursuant to Chapter 551 of the Texas Open Meetings Act, the Board may recess 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:

c. Pending or Contemplated Litigation; and

d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo.

X. Adjournment

Presenter: Chair Solis

-Upon motion by Eric Cooper and second by Mary Batch, the Committee unanimously approved item.

Meeting adjourned at 10:10am

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MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: August 21, 2020

Subject: Child Care Provider Transfers

Summary:

Child Care Services (CCS) parents choose the child care option that meets their needs and preferences. TWC is making a TWC Rule change that will require a two-week waiting period before a provider transfer is completed. TWC is encouraging boards to make a policy change at the next open meeting because this change is needed to meet industry standards.

WSA is presenting CCS 18, C2 for Board approval.

Analysis:

Parents can transfer their child to a different center when their needs change. When a parent transfer to a new provider, the child care provider needs to adjust ratios, staffing and budget accordingly. When a parent does not give adequate notice, providers struggle to adjust, and many times they lose money. These adjustments hinder the provider's ability to maintain staff and reduce turnover.

This change will meet the industry standard of a two week notice for transfers. CCS strives to meet industry standards, so providers are more willing to accept CCS children. Maintaining an ample number of CCS providers is vital for enrollment capacity and parent options.

Alternatives:

There are no alternatives since TWC is going to make the rule change and make it mandatory.

Fiscal Impact:

There is not fiscal impact on the budget.

Recommendation:

Board staff recommends approving these changes because it aligns with our goal of strengthening businesses and communities.

Next Steps:

Approve the attached proposed policy.

Attachment:

CCS 18, C2



WORKFORCE SOLUTIONS ALAMO POLICY LETTER

ID NO: CCS 18, C2

DATE ISSUED: August 21, 2020

TO: Workforce Solutions Alamo (WSA) Contractors

FROM: Mark Milton, COO

SUBJECT: Provider Transfers

PURPOSE:

To provide WSA Contractors with guidance regarding Child Care Services (CCS) provider transfers.

REFERENCE(S):

Texas Workforce Commission (TWC) Rules, Sections 809.13, 809.71, **809.94**

POLICY:

Parents are eligible to transfer their children to a different provider if needed. **At minimum, there will be a mandatory 14-day waiting period before the transfer will be completed. The 14-day waiting period includes weekends and holidays and will begin the next calendar day after the request.**

The 14-day waiting period will not apply if the child's safety is in jeopardy, such as Department of Family Protective Services (DFPS) corrective and adverse action described in TWC Rule 809.94. Other exceptions may be made based on local Contractor procedures. ~~Transfers related to Department of Family Protective Services (DFPS) must be completed within 14 calendar days of the parent request, except in cases where the parent is on a provider search.~~

Transfers will not be granted for CCS families if a provider reports non-payment of parent share of cost (PSOC). The provider must report the non-payment of PSOC in a timely manner, as specified by Contractor's procedures. ~~For families determined eligible before August 1, 2018, services will be suspended until the parent pays the unpaid PSOC or at the eligibility end date. For families determined eligible after August 1, 2018, services will be terminated at the end of the month if the provider reports non-payment, and the parent does not pay the unpaid PSOC before the end of the month.~~

~~If a parent fails to pay their parent share of cost to a provider and the provider chooses to request a transfer of the family as a result, the transfer will be effective the first of the subsequent month.~~

~~A parent receiving notification of a provider's evaluation or probationary status with DFPS may transfer the child to another eligible provider without being subject to the Board transfer policies if the parent requests the transfer within 14 calendar days of receiving such notification.~~

ACTION REQUIRED:

Contractor shall implement this policy immediately.

EFFECTIVE DATE:

Immediately.

INQUIRIES:

Please direct all comments and inquires pertaining to this policy to: policyinquiry@wsalamo.org

Child Care Provider Transfers

August 21, 2020



Background

- TWC is updating TWC Rules with mandatory two-week waiting period for provider transfers
- This will help meet industry standards
- This helps providers plan staff and ratios
- This is a business-friendly strategy



Request Approval

- CCS 18, C2 Child Care Transfers
- Requires a two-week waiting period for transfers
- Exceptions will be made when the child care provider is placed on corrective action by DFPS





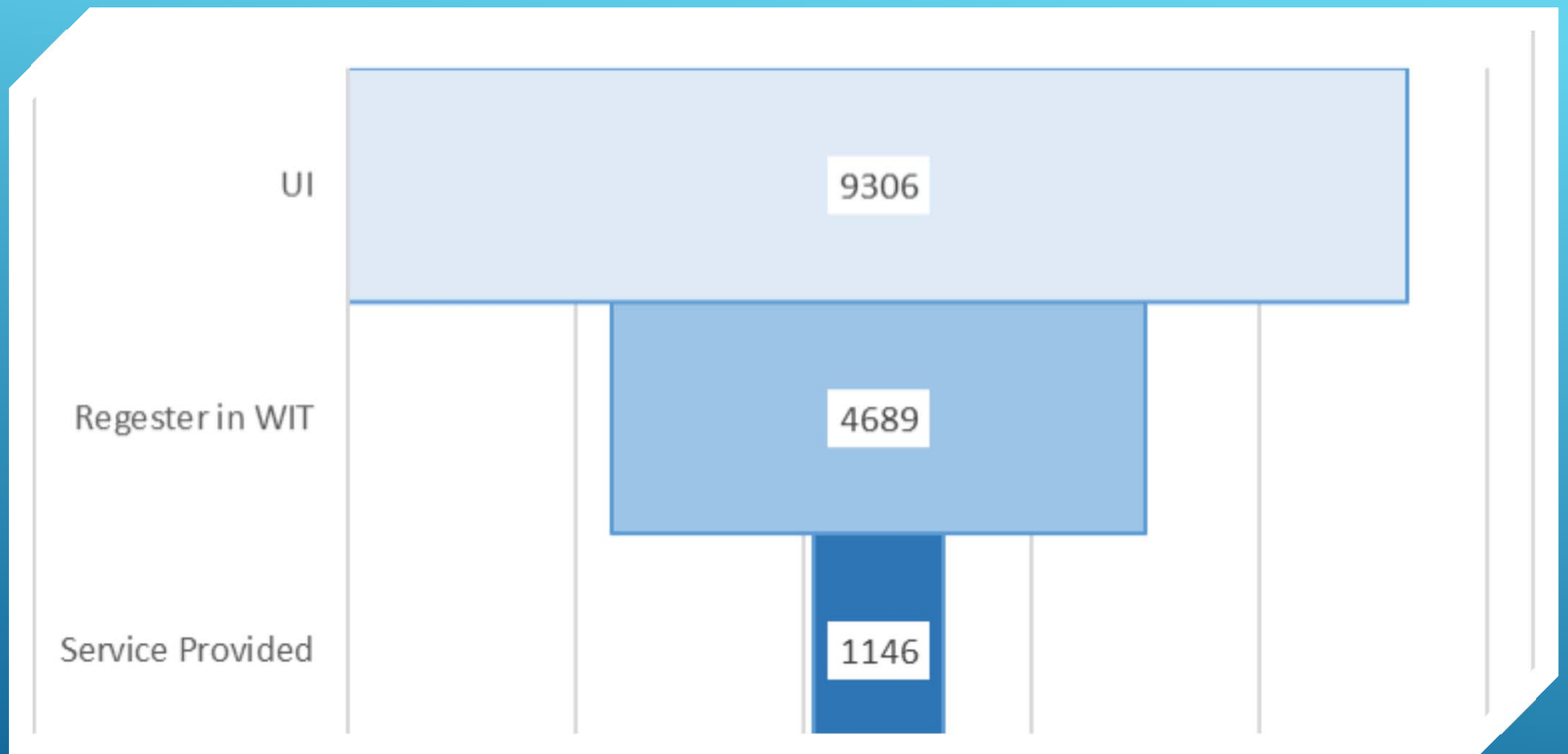
Questions?



WIOA Youth Rural YES Employment Information Presentation

August 21, 2020

Employer	Occupation	Wage
Fall City Supply	Store Manager	\$12.00
University of Texas in Kingsville	Higher Education	N/A
Resolute Health Hospital	Technician	\$11.00
Great Clips	Barber	\$8.50
Solary Company	Technician	\$10.00
Dells Children Hospital	Medical Assistant	\$14.00
Armed Forces	Navy	\$1943
University of Texas San Antonio	Higher Education	N/A
Tulsa Welding School/Houston, Texas	Higher Education	N/A
YMCA	Child Care Assistant	\$9.75
City of Seguin Child Care	Child Care Assistant	\$10.00
McDonalds	Cook	\$10.50
Culvers	Cook	\$10.00
Alamo College	Registered Nurse	N/A
Giggles and Smiles	Child Care Assistant	\$12.00
Giggles and Smiles	Child Care Assistant	\$12.00
City of Pleasanton	Construction	\$12.47
Amazon Contract	Care for Disabled Youth	\$15.00
Alamo College	Higher Education	N/A
7-11 Dallas Texas	Cashier	\$10.00





UI EMPLOYED

UI Rural Youth Employed 2800



- ▶ 38 UI Claimants enrolled in the YES Youth Program

UI CLAIMANTS ENROLLED IN THE YES YOUTH PROGRAM



Youth who have participated in a YES Rural Orientation

- ▶ 30 Group Orientation
- ▶ 53 Individual Orientation



Rural Youth Served from March to Present

- 182 Youth Served through the YES program
- 376 Served through WIT

YES YOUTH PARTICIPANTS SERVED



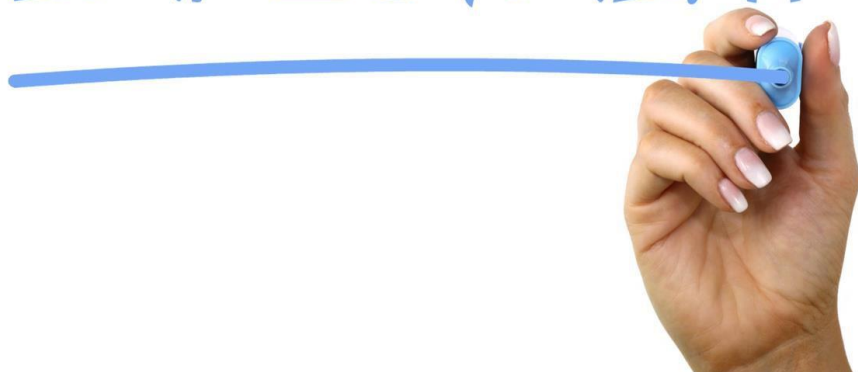
THANK YOU!!

Youth Rural Employment Presentation

EXECUTIVE COMMITTEE

C2 GLOBAL PROFESSIONAL SERVICES- REPORTING COVID
OUTCOMES

EMPLOYMENT



Individuals that Secured Employment

Employment totals are based on Alamo WDA for March 1, 2020 thru July 22, 2020

Individualized Services (Program)	314
General Job Seeker	941
Total	1255

Note: Employment totals are self-reported or staff captured outcomes since March 1st (both general job seekers and program participants). Delayed verification of employment occurs in WorkInTexas via tax records which provides a more complete record.

As of July 17, 2020

Urban- 148

Rural- 109

Youth- 236

Workshops - 91

Virtual Orientation Participation



The graphic features a dark blue background with a road surface texture. A yellow dashed line runs diagonally from the bottom right towards the top left. The years 2020, 2021, and 2022 are written in white on the road surface, with 2020 being the largest and most prominent. The Workforce Solutions Alamo American Job Center logo is in the top left corner. The text 'DISCOVER JOBS AND CAREERS' and 'VIRTUAL INFORMATION SESSIONS HELD WEEKLY' is in the center. A green button with 'SIGN UP TODAY!' is below the text. At the bottom, there is a small disclaimer about equal opportunity and auxiliary aids.

Workforce Solutions
ALAMO
American Job Center

DISCOVER JOBS AND CAREERS
VIRTUAL INFORMATION SESSIONS HELD WEEKLY

SIGN UP TODAY!

WORKFORCE SOLUTIONS ALAMO IS AN EQUAL OPPORTUNITY EMPLOYER AND PROGRAM PROVIDER. AUXILIARY AIDS AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES. RELAY TEXAS (800) 735-2989 (TDD) OR (800) 735-2988 VOICE

WIOA Individualized Services

Individual Services (enrolled) and In-Process of Enrollment for Programs

Program	Enrolled	In Process
Adult	451	7
Dislocated Worker	289	35
Youth	389	13
Total	1129	55

Receiving Unemployment Insurance (7/17/20):

- Urban- 138
- Rural- 55



System Productivity

WSA	February	March	April	May	June
Job Seeker Registrations	3,202	15,398	61,995	46,083	27,426
Employer Registrations	50	67	58	85	78
Messaged via WIT	27,631	15,264	5,483	64,563	58,484
<i>Ratio Messaged to Registered</i>	8.6	1.0	0.1	1.4	2.1
Services to Employers	5,461	7,411	1,704	5,181	5,382
New Job Orders	2,152	2,476	1,529	1,578	1,955
Services to Job Seekers	54,672	78,383	98,926	72,852	72,644
Job referrals	13,308	13,439	9,542	10,227	10,043

Individualized Services Customers receiving Unemployment Benefits

As of July 17, 2020

Urban- 138

Rural- 55



MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: Mark Milton, WSA COO

Date: August 21, 2020

Subject: Texas Rising Star (TRS) Discount for Consideration

Summary:

Child Care Services (CCS) parents must pay a parent share of cost (PSOC). We are asking the Board to consider a discount for parents that choose a TRS provider. This will be a financial incentive for parents and the children will reap the short-term and long-term benefits of being enrolled at a TRS provider. This topic is for discussion and further consideration.

Analysis:

TRS providers generally charge more due to the cost of quality services. WSA reimburses providers based on max reimbursement rates for that provider type and designation. Some TRS providers lose money when they accept CCS enrollments due to the cost of care exceeding the WSA reimbursement rate. Sometimes TRS providers charge parents the difference between the cost of care and the reimbursement rate. If we make this change, parents that choose TRS providers can use these savings to help cover the difference between the provider's rates and WSA's reimbursement rates.

Current TRS enrollment and % of total enrollment		
Status	Number of Children	Percentage of Total
TRS	3,924	28%
Not TRS	10,140	72%

WSA had the highest increase in children enrolled in TRS centers statewide from 2019-2020.

Boards with Largest Increase in children enrolled in TRS 2019-2020			
Board	2019	2020	Increase
Alamo	4353	7646	3293
North Central Texas	2776	4931	2155
Tarrant County	6068	8157	2089

This increase was accomplished by promoting TRS centers to parents and educating parents on the benefits of TRS. The discount will be an added perk and we can use the discount to create more awareness. This change may also encourage more CCS providers to become TRS certified.

Alternatives:

We do not have enough TRS providers in every County to serve all children. In some counties we do not have any TRS providers. This means the discount would not be available in some areas of our region.

TRS Centers by County			
County	TRS Centers	TRS Enrollments	*Total Capacity
Atascosa	2	71	191
Bandera	0	0	0
Bexar	100	3,237	14,192
Comal	4	57	249
Frio	1	51	85
Gillespie	2	8	109
Guadalupe	3	78	165
Karnes	0	0	124
Kendall	1	0	0
Kerr	3	112	326
McMullen	0	0	0
Medina	1	120	164
Wilson	1	8	186
Total	118	3,742	15,791

In order to increase the number of TRS providers in our region, we can hire a recruiter that will focus on recruiting more TRS providers. This strategy would increase capacity so we can enroll more children in TRS providers and give parents more options for quality care. We may consider using part of the investment detailed below to hire a recruiter.

*Total Capacity includes private pay customers enrolled at the center.

Fiscal Impact:

WSA has the 3rd lowest Parent Share of Cost statewide, with an average parent share of cost of \$67.47. WSA will consider a 15% discount or 20% discount depending on available budget. WSA developed the 12-month estimates below.

Estimate Based on Current TRS Enrollment			
Discount	Duration	Cost	Avg. Parent Savings
15%	12 months	\$210,187.43	\$10
20%	12 months	\$280,249.91	\$13

Other items to consider:

- On June 3rd, TWC informed boards that COVID-19 continues to have long term implications on the statewide budget.
 - Boards should expect a reduction in enrollments for PY21.
 - Boards were asked to be cautious with At Risk enrollments as they monitor these unexpected expenditures.
- It is unclear how many school age children will require full time child care during the school year, which will impact the statewide budget.
- TWC has not assigned a reduced target for PY21.
- TWC recommends that boards maintain carryforward for unexpected expenses and Alamo's projected carryforward is unknown due to this developing situation.
- We are currently evaluating staffing needs at the Board and Contractor level.
- Expenditures will impact the total number of children we serve and our ability to exceed our performance target.

Recommendation:

Board staff recommends further discussion and consideration of these options. Board staff will continue to provide updates as final determinations are made.

This investment in quality will have a lasting impact on the families that choose TRS providers. Children that attend quality child care programs are more prepared for school. This change will help prepare our future workforce and make quality child care more accessible to low income families.

Next Steps:

Discuss and consider the best option for implementation.

Discussion on Texas Rising Star (TRS) Discounts

August 21, 2020



TRS Discount

- Parents will receive a discount if they choose a TRS provider
- The discount will create more parent awareness
- Parents will be more likely to choose a TRS provider
- May encourage more CCS providers to become TRS



TRS Centers and Enrollments

TRS Centers and Enrollments by County			
County	TRS Centers	TRS Enrollments	*Total Capacity
Atascosa	2	71	191
Bandera	0	0	0
Bexar	100	3,237	14,192
Comal	4	57	249
Frio	1	51	85
Gillespie	2	8	146
Guadalupe	3	78	289
Karnes	0	0	0
Kendall	1	0	135
Kerr	3	112	326
McMullen	0	0	0
Medina	1	120	164
Wilson	1	8	186
Total	118	3,742	15,963



28% of children enrolled in TRS

*Includes private pay customers

Alternative

Use part of the funds to hire a dedicated recruiter

- Recruiter will focus on increasing number of TRS providers
- Increases capacity at TRS centers
- Increases options for parents
- Increase provider awareness if they aren't ready now



Budget

Estimate Based on Current TRS Enrollment

Discount	Duration	Cost	Avg. Parent Savings
15%	12 months	\$210,187.43	\$10
20%	12 months	\$280,249.91	\$13



Items for Consideration

- Unexpected expenses related to developing COVID-19
- Unclear how many school age children will require full time care during the school year
 - Statewide budget impact
- TWC is going to reduce enrollments for PY21
 - TWC hasn't assigned reduced target
- TWC recommends Boards maintain carryforward for unexpected expenses – amount is unclear (developing)
- Expenditures will impact the number of children we serve and ability to exceed performance





Questions?

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: Ricardo Ramirez, Dir. Quality Assurance

Date: August 2020

Subject: Briefing Regarding Quality Assurance

Summary: To provide WSA Board of Directors with a summary briefing regarding Quality Assurance.

Analysis: Several program and fiscal monitoring reviews have been completed while others are underway. Notably:

- April 30, 2020: Received a clean report from Department of Labor (DOL) monitoring of Titles I and III (all WIOA programs and Wagner-Peyser).
- July 8, 2020: Received a clean report from Texas Workforce Commission (TWC) monitoring of WSA's Equal Opportunity requirements.
- Prioritized upcoming and in-progress fiscal and program reviews as follows:
 - 1) Fiscal integrity reviews (needed for contract renewals and awards) – three completed for C2 Global, COSA, and SERCO – all passed the reviews,
 - 2) Financial reviews (to validate contractor fiduciary processes),
 - 3) Program reviews.
- For 2019-2020: we have had minimal if any questioned costs (we continue to reflect high levels of compliance).
- We'll be working closely with Programs and Data departments, as well as with contractors to streamline and better integrate internal controls and define and design continuous improvement strategies.

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: N/A.

Attachments: Board Quality Assurance Summaries for Programs and Fiscal.



BOARD QUALITY ASSURANCE SUMMARY – July 2020

PROGRAM MONITORING

**Independent monitoring conducted by Christine Nguyen*

COMPLETED			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	TANF/Choices 10/01/18 - 09/30/19	Needs improvement: TWIST data entry, contact with customers, file documentation.	Final Report issued 07/13/2020. Working with C2 on improvements.
City of San Antonio	Child Care Services 10/01/18 - 09/30/19	Questioned Costs: \$604.76 from overpayment and underpayments by parents due to errors calculating income. Error rates: minor in eligibility, low in parent share of cost, moderate in timeliness of eligibility and notifications.	Final report issued June 30, 2020.
TWC EO Monitoring	Equal Opportunity Yearly Monitoring	No findings - received a clean report from TWC.	Letter received from TWC July 8, 2020.
DOL Monitoring	Department of Labor Monitoring of TWC + WSA of WIOA Titles I and III.	No findings - received a clean report from TWC/DOL.	Letter received from TWC April 30, 2020.
C2 Global	Trade Adjustment Assistance (TAA) 01/01/19 - 10/31/19	No findings or disallowed costs. Observation: timeliness of Counselor Notes.	Final Report issued 11/21/2019. Observation addressed.
All	Risk Assessment	Completed.	Assessment completed 11/08/2019

UPCOMING

IN-PROGRESS

COMPLETED

***Participants reviewed will be 10% of active enrollment unless otherwise noted.



BOARD QUALITY ASSURANCE SUMMARY – July 2020

IN-PROGRESS			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	WIOA Adult 10/01/18 - 09/30/19	Initial Report & Exit completed: 05/18/20. Non-final Initial Report. No disallowed costs. Initial error rates: minor in eligibility, moderately high in services, training services, support services, case management.	Issues will be reviewed pending responses from C2 07/01/20.
C2 Global	WIOA Dislocated Worker 10/01/18 - 09/30/19	Initial Report & Exit completed: 05/18/20. Non-final Initial Report. Pending questioned costs \$2,500 - rental lease and vehicle ownership documentation. Initial error rates: high in eligibility, training services, support services, case management.	Issues will be reviewed pending responses from C2 08/07/20.

UPCOMING			
Contractor	Scope	Summary	Status
C2 Global	WIOA Youth 02/01/19 - 09/30/19	na	Scheduled to begin after fiscal integrity and financial reviews are completed.
SERCO	WIOA Youth 10/01/18 - 09/30/19	na	

UPCOMING

IN-PROGRESS

COMPLETED

***Participants reviewed will be 10% of active enrollment unless otherwise noted.



BOARD QUALITY ASSURANCE SUMMARY – July 2020

FISCAL MONITORING

**Independent monitoring conducted by Christine Nguyen*

COMPLETED			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	Current status	Fiscal Integrity reviews needed for upcoming contract renewals.	All contractors passed. Completed 07/15/2020
COSA			
SERCO			

IN-PROGRESS			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	01/2019 - 12/2019	In-progress.	Pending some areas for direct customers.
COSA	04/2019 - 02/2020	In-progress.	Estimated completion 08/14/2020.
SERCO	6/2019 - 05/2020	In-progress.	Estimated completion 08/24/2020.
ATEAMS	Externship for Teachers	Fiscal Integrity review for contract award.	Working on some areas with ATEAMS.

UPCOMING			
Contractor	Scope	Summary	Status
na	na	na	na

UPCOMING

IN-PROGRESS

COMPLETED

***Participants reviewed will be 10% of active enrollment unless otherwise noted.

Quality Assurance Report Briefing

Ricardo Ramirez, Director of Quality Assurance
August 2020





Summary

This item is to provide an update of and highlight elements related to Quality Assurance.

Analysis Overview

1. April 30, 2020: received clean report from Department of Labor (DOL) monitoring of Titles I and III (all WIOA programs and Wagner-Peyser)
2. July 8, 2020: received a clean report from Texas Workforce Commission (TWC) monitoring of WSA's Equal Opportunity requirements.
3. Prioritized reviews:
 - A. Fiscal Integrity Reviews (needed for contract renewals) – completed – C2 Global, COSA, and SERCO all passed the reviews,
 - B. Financial Reviews (to validate contractor fiduciary systems and processes, in-progress),
 - C. Program Reviews (Adult, Dislocated Worker in-progress – Youth upcoming).
4. Have had minimal if any questioned costs.
5. Will work closely with Board and Contractor staff to streamline/centralize internal controls and define/implement continuous improvement strategies.



1. Program Monitoring

**Independent monitoring conducted by Christine Nguyen*

COMPLETED			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	TANF/Choices 10/01/18 - 09/30/19	Needs improvement: TWIST data entry, contact with customers, file documentation.	Final Report issued 07/13/2020. Working with C2 on improvements.
City of San Antonio	Child Care Services 10/01/18 - 09/30/19	Questioned Costs: \$604.76 from overpayment and underpayments by parents due to errors calculating income. Error rates: minor in eligibility, low in parent share of cost, moderate in timeliness of eligibility and notifications.	Final report issued June 30, 2020.
TWC EO Monitoring	Equal Opportunity Yearly Monitoring	No findings - received a clean report from TWC.	Letter received from TWC July 8, 2029.
DOL Monitoring	Department of Labor Monitoring of TWC + WSA of WIOA Titles I and III.	No findings - received a clean report from TWC/DOL.	Letter received from TWC April 30, 2020.
C2 Global	Trade Adjustment Assistance (TAA) 01/01/19 - 10/31/19	No findings or disallowed costs. Observation: timeliness of Counselor Notes.	Final Report issued 11/21/2019. Observation addressed.
All	Risk Assessment	Completed.	Assessment completed 11/08/2019



1. Program Monitoring - continued

IN-PROGRESS			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	WIOA Adult 10/01/18 - 09/30/19	Initial Report & Exit completed: 05/18/20. Non-final Initial Report. No disallowed costs. Initial error rates: minor in eligibility, moderately high in services, training services, support services, case management.	Issues will be reviewed pending responses from C2 07/01/20.
C2 Global	WIOA Dislocated Worker 10/01/18 - 09/30/19	Initial Report & Exit completed: 05/18/20. Non-final Initial Report. Pending questioned costs \$2,500 - rental lease and vehicle ownership documentation. Initial error rates: high in eligibility, training services, support services, case management.	Issues will be reviewed pending responses from C2 08/07/20.

UPCOMING			
Contractor	Scope	Summary	Status
C2 Global	WIOA Youth 02/01/19 - 09/30/19	na	Scheduled to begin after fiscal integrity and financial reviews are completed.
SERCO	WIOA Youth 10/01/18 - 09/30/19	na	



2. Fiscal Monitoring

**Independent monitoring conducted by Christine Nguyen*

COMPLETED			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	Current status	Fiscal Integrity reviews needed for possible contract renewals.	All contractors passed. Completed 07/15/2020
COSA			
SERCO			

IN-PROGRESS			
Contractor	Scope	Summary Findings/Observations	Status
C2 Global	01/2019 - 12/2019	In-progress.	Pending some areas for direct customers.
COSA	04/2019 - 02/2020	In-progress.	Estimated completion 08/14/2020.
SERCO	6/2019 - 05/2020	In-progress.	Estimated completion 08/24/2020.
ATEAMS	Externship for Teachers	Fiscal Integrity review for contract award.	Working on some areas with ATEAMS.

UPCOMING			
Contractor	Scope	Summary	Status
na	na	na	na





Questions?

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: LaVonnia Horne-Williams, Procurement & Contracts Director

Date: August 21, 2020

Subject: Procurement Projects and Contracts Summary

Summary: Workforce Solutions Alamo (WSA) issues Request for Qualifications (RFQ), Request for Proposals (RFP), and Request for Quotes (RFQ) to acquire services and goods. Procurements are conducted in a manner which provides for full, open and free competition. The procurement of all goods and services for WSA is governed by the requirements and specifications outlined in the Texas Workforce Commission (TWC) Financial Manual for Grants and Contracts, Chapter 14, Office of Management and Budget's "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards" (Uniform Guidance (UG)) which is codified at Title 2, Part 200 of the Code of Federal Regulations (2 CFR part 200) and the Uniform Grant Management Standards (UGMS), Part III, Chapter 783 Texas Government Code.

Analysis: As an entity supported by public funds, WSA has a legal obligation to spend public funds wisely and prudently, to act in the public interest, to be transparent in its actions, and be accountable to the public. As the Director of Procurement and Contracting, the goal of my team is to ensure our department reviews all requests for purchases of goods, services, equipment, software, hardware, and subscriptions for best value.

Currently we have two renovation projects underway. The East Houston workforce center location is on schedule to be completed in late July, early August. The Seguin workforce center is relocating. The new location renovations are scheduled to be complete in late August. As we plan for the re-opening of all workforce centers, we have procured all the necessary PPE and have installed all necessary safeguards in each workforce center.

We are also focusing on contract amendments for program services, renewal contracts and assessing future service needs. We are working to dedicate time to staff development and training, creating best practices, updating policies and procedures and improving risk

mitigation by designing new business processes with built-in risk control and containment measures.

Location	Budget	Spent	Remaining
E. Houston Renovation	\$268,000.00	\$198,550.00	\$69,450.00
		<ul style="list-style-type: none"> Furniture- \$174,000.00 Cubicle Signage- \$1,100.00 Exterior Signage- \$2,300.00 Access Control- \$8,700.00 ADA Doors- \$9,500.00 Appliances (Microwave, Keurig System, Refrigerator)- \$1,500.00 Water Fountain Bottle Filler- \$1,450.00 	<ul style="list-style-type: none"> IT pending
Seguin Renovation	\$175,000.00	\$138,140.00	\$36,860.00
		<ul style="list-style-type: none"> Furniture-\$109,546.87 Electrical-\$1200.00/ Delivery/Install/Design- \$14,890.00 ADA Doors- pricing pending Cubicle Signage- pricing pending Cleaning/Repairs old facility- \$12,500 	<ul style="list-style-type: none"> IT pending

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: Continuing current course of action to build improved business processes that mitigate the agency's risk, work within budgeted allocations, and provide the highest quality of service to our internal and external customers.

Next Steps: Attending progress meetings and providing guidance to ensure the critical path timeline of all parallel tasks and jobs in sequence are met so that our centers reopen as scheduled.

Procurement Department

Contracts and Procurement

August 21, 2020







East Houston Renovation Schedule

Interior/Exterior Updates

- Interior of the facility is complete. This week we are wrapping everything up and preparing to move out of EETC and back to E. Houston. Vendors are mounting security cameras, projector screens in training rooms and the television monitor behind the reception desk area.
- Exterior of the facility is still in progress. The exterior painting/stucco is completed, cladding of the poles is finishing up and the parapet is awaiting the signage. Pending items- installation of bike racks, sidewalk rejuvenation and monument signage.





4535 East Houston- Before

















Seguin Renovation Schedule

Interior Renovation Updates

Contractor is progressing nicely with the interior finish out. Trenching out the water lines, bathroom demo, and installing ceiling grids for the breakroom area are complete. WSA has made all remaining interior selections based on WSA standards. Interior selections, such as paint, hard surfaces, flooring, and door types have been finalized.

Currently, the project is slightly delayed due to permits and plan reviews. The renovation is scheduled to complete in mid September.



Plaza Del Ray - 1411 East Court Street









New Procurement Contracts

- **Software**
 - Virtual Software- **new**
 - Wireless Services for all WFC- **new**
- **Services**
 - Moving Services
 - Locksmith Services
 - Maintenance/Handyman Services
 - Postage Meter Services
 - Janitorial Services
 - Electrical Services
 - Interpreter Services
 - Pest Control Services
 - Plumbing Services
 - Management Advisory Services
 - HVAC Services –renewal in progress
 - Website Development Services
 - Voice Broadcasting (Robocalls)- **new**
 - HR Consulting Services
 - Skills/Academic Assessment Services- **new**
 - Security Guard Services
 - Legal Services -**pending**
 - Accounting/Audit Services- **pending**
- **Closed Seguin WFC on July 24, 2020.** Preparing for walkthrough and punchlist items at Seguin WFC.
- **Cares Project** purchases for 30 staff- Adobe licenses, Office 365 licenses, laptops, laptop cases, docking stations, keyboards, mice, service plans and phones. – **Complete**
- **MOA w/City of Schertz for DX80 project-** pending
- **PPE Supplies/Equipment-** in stock



Future FY20 Procurement Contracts/Amendments

(10/1/2019-09/30/20)

- **Childcare Quality Contract**
- **Audit Services Contract**
- **Professional Employer Organization (PEO) Services Contract**
- **Fiscal Monitoring Services Contract**
- **Temporary Employment Services Contract**
- **Contract amendment to include the TX-36 Disaster Recovery Dislocated Worker Grant-COVID-19**
- **Contract or contract amendment for ABIP CPA, after letter of engagement issued**
- **Contract to pay for curriculum development by Partners incurred for SEAL 2020**





Questions?



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The American Job Center logo consists of the word 'American' in blue, 'Job' in red, and 'Center' in blue, with a red star and a blue swoosh above the 'Job'.

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: Adrian Lopez, WSA CEO

Date: August 21, 2020

Subject: Organization Review by Management Advisory Group International (MAG)

Summary: This item is to provide an update on the organization review by MAG. The final report was approved by the board on June 19, 2020. This item is to inform the board of the fiscal impact of the final report and timeline for the implementation of the report.

Analysis: MAG was procured to conduct an organizational review of WSA. They conducted an organizational review and classification and compensation study. The scope of the study included all fulltime employees. They compared salaries to the market and identified needed market adjustments to the current plan. They ensured that all jobs are properly classified and Identified optimal structure. They also developed a classification and compensation system.

Alternatives: None considered

Fiscal Impact:

Component	Amount
Salary Adjustments 3 employees	\$8,203.91
Change in Positions	54,002.50
COLA Adjustment 8/22/20 to end of the fiscal year for all employee except those 1-time adjustments	24,910.65
Merit Increases based on the evaluation.	25,324.22
Total	\$112,441.28

The Board authorized WSA to utilize up to \$128,000 to implement the results of this report.

Recommendation: None

Next Steps: WSA staff will see the impact of these changes by September 4, 2020 pay period.

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: LaVonia Horne-Williams, Procurement & Contracting Director

Date: August 21, 2020

Subject: Legal Services RFP

Summary: Workforce Solutions Alamo (WSA) issues Request for Qualifications (RFQ), Request for Proposals (RFP), and Request for Quotes (RFQ) to acquire services and goods. Procurements are conducted in a manner which provides for full, open and free competition. The procurement of all goods and services for WSA is governed by the requirements and specifications outlined in the Texas Workforce Commission (TWC) Financial Manual for Grants and Contracts, Chapter 14, Office of Management and Budget's "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards" (Uniform Guidance (UG)) which is codified at Title 2, Part 200 of the Code of Federal Regulations (2 CFR part 200) and the Uniform Grant Management Standards (UGMS), Part III, Chapter 783 Texas Government Code.

Analysis: As an entity supported by public funds, WSA has a legal obligation to spend public funds wisely and prudently, to act in the public interest, to be transparent in its actions, and be accountable to the public. As the Director of Procurement and Contracting, the goal of my team is to ensure our department reviews all requests for purchases of goods, services, equipment, software, hardware, and subscriptions for best value.

A Request for Proposal (RFP) was issued for Legal Services on July 20, 2020 and responses were due August 10, 2020. WSA posted on the State Comptroller's website, emailed the solicitation to 14 legal firms, and posted it to the WSA website. We received one response which was evaluated and scored. Based on the scoring, I am recommending award to the firm.

Fiscal Impact: \$90,000.00 budget

Next Steps: Approval and award of Legal Services contract.

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: LaVonia Horne-Williams, Procurement & Contracting Director

Date: August 21, 2020

Subject: Professional Employer Organization (PEO) Services RFP

Summary: Workforce Solutions Alamo (WSA) issues Request for Qualifications (RFQ), Request for Proposals (RFP), and Request for Quotes (RFQ) to acquire services and goods. Procurements are conducted in a manner which provides for full, open and free competition. The procurement of all goods and services for WSA is governed by the requirements and specifications outlined in the Texas Workforce Commission (TWC) Financial Manual for Grants and Contracts, Chapter 14, Office of Management and Budget's "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards" (Uniform Guidance (UG)) which is codified at Title 2, Part 200 of the Code of Federal Regulations (2 CFR part 200) and the Uniform Grant Management Standards (UGMS), Part III, Chapter 783 Texas Government Code.

Analysis: As an entity supported by public funds, WSA has a legal obligation to spend public funds wisely and prudently, to act in the public interest, to be transparent in its actions, and be accountable to the public. As the Director of Procurement and Contracting, the goal of my team is to ensure our department reviews all requests for purchases of goods, services, equipment, software, hardware, and subscriptions for best value.

A Request for Information (RFI) was recommended by the HR Committee in order to obtain more information about services and costs associated with a Professional Employer Organization (PEO) services. Once this information is obtained, we will work to issue a RFP for PEO services. The proposals will be evaluated and scored. After the evaluation process, a firm will be recommended for award.

Fiscal Impact: N/A

Next Steps: Issue RFI as recommended by the HR Committee.

Procurement Department

Contracts and Procurement

August 21, 2020



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Legal Services RFP

Date of Issuance: July 20, 2020

Pre-Proposal Meeting: July 27, 2020

Written Questions due: July 30, 2020

Submission Deadline: August 10, 2020



Legal Services RFP

How was the solicitation communicated to the Public?

1. Posted on the State Comptroller's website-
Electronic State Business Daily (ESBD)
2. Emailed to the bidders list, 14 legal firms
3. Posted on WSA's website

Legal Services RFP

After evaluation and scoring, WSA is recommending award of the contract to the highest ranked firm.



Professional Employer Organization (PEO)

What is a PEO?

- A professional employer organization (PEO) is an outsourcing firm that provides services to small and medium sized businesses/organizations.
 - PEO offering may include human resource consulting, safety and risk mitigation services, payroll processing, employer payroll tax filing, workers' compensation insurance, health benefits, employers' practice and liability insurance (EPLI), retirement vehicles (401(k)), regulatory compliance assistance, workforce management technology, and training and development.
 - The PEO helps by becoming a "co-employer." While WSA will maintain control and continuously "own" the employer-employee relationship, the PEO becomes "employer of record" for handling administrative and regulatory issues like payroll taxes.
-



Professional Employer Organization (PEO)

Tentative Schedule for PEO RFI:

Issue Date - August 31, 2020

Response Deadline - September 14, 2020



Professional Employer Organization (PEO)

- Draft RFI



RFI NO: RFI 2020001 Professional Employer Organization (PEO) Services

ISSUED: August 31, 2020

COMMENTS DUE: September 14, 2020, 11:59 PM (CST)

This RFI is issued solely for information and planning purposes and does not constitute a solicitation or contract. All material submitted to Workforce Solutions Alamo (WSA) becomes public property and is subject to the Texas Open Records Act upon receipt. No information submitted in response to the RFI should contain proprietary and/or confidential information.

Responses to the RFI will not be returned. Accordingly, responses to this notice are not offers and cannot be accepted by WSA as such or to form or suggest a contract or commitment of any nature. Respondents are solely responsible for all expenses associated with responding to this RFI.

The purpose of this RFI is to gauge the level of interest and available sources in the vendor community that can provide PEO services as a total solution to employee management by replacing the majority of Human Resources. WSA is requesting responses to the questions outlined in this RFI for PEO Services. WSA's intent is to potentially issue a solicitation for this service. Any individual or firm who wishes to be included in the notification when/if a solicitation is released should respond to this RFI and include your company name, point of contact name, email address, and telephone number at the bottom of this cover page. Oral communications are not acceptable in response to this notice.

SUBMISSION OF RESPONSES: All comments are due by September 14, 2020 at 11:59 PM (CST). To be considered, all comments, questions, and suggestions must be submitted with this cover sheet via email to Procurement@wsalamo.org.

The undersigned (Respondent), by their signature, acknowledges that they are authorized to represent the organization below. The Respondent, by submitting and signing below, acknowledges that this request is not a solicitation and will not result in a contract award, and that the information provided may be utilized in possible future solicitations.

Signature of Person Authorized to Sign

Signer's Name and Title (Please Print)

Company Name: _____

Address: _____

City, State, Zip Code: _____

Phone: (_____) _____

Email Address: _____



Please review the questions below. You may provide your answers on another worksheet.

Basic Information

1. Company Name
2. Company Location
3. Contact Information
4. Company Description
5. Company History

Existing Operations

1. How many years has your PEO been in business?
 - a. Indicate if the PEO is a State of Texas based corporation and whether it has offices in WSA's service area.
 - b. Provide a copy of your State License.
 - c. Indicate your Federal Employer Identification Number and if the PEO has been certified as a Historically Underutilized Business (HUB) Enterprise for the purposes of doing business with state government, include a copy of HUB Certification.
2. Does your organization have membership in a National Association Organization to assure WSA that the PEO is current with industry developments?
 - a. If not a member of a National Association Organization, you must explain how you stay abreast of industry developments.
3. Does your organization have membership in an Employer Services Assurance Corporation (ESAC)?
 - a. If not, provide information allowing WSA to assure its employees and employment taxes will be paid, and benefit payments will be assured in the event of payment default by the PEO.
4. Does your organization have a Workers' Compensation Certification Program evidencing that the PEO's risk management program is meeting proven insurance industry risk management best practices to reduce work-related accidents and control losses?
 - a. Identify the PEO's workers' compensation carrier, the rating of the carrier, how long the PEO has been with the carrier, and what coverage commitment the PEO has for the future.
5. Describe your organization's credentials and experience with administrative, human resources, and risk management services.

Alamo Regional Operation

1. Does your company currently provide PEO Services in the Alamo Regional area?
2. Approximately how much time would your company require to set up operations between contract execution and beginning to offer services?

Potential Operations

1. Please describe your rate structure/components.
2. Do you require a set-up fee?
3. What concerns would you have about providing PEO services for WSA?





Audit Services RFP

Tentative Schedule

Date of Issuance: August 31, 2020

Pre-Proposal Meeting: September 08, 2020

Written Questions due: September 10, 2020

Submission Deadline: September 30, 2020





Questions?



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RFI NO: RFI 2020001 Professional Employer Organization (PEO) Services

ISSUED: August 31, 2020

COMMENTS DUE: September 14, 2020, 11:59 PM (CST)

This RFI is issued solely for information and planning purposes and does not constitute a solicitation or contract. All material submitted to Workforce Solutions Alamo (WSA) becomes public property and is subject to the Texas Open Records Act upon receipt. No information submitted in response to the RFI should contain proprietary and/or confidential information.

Responses to the RFI will not be returned. Accordingly, responses to this notice are not offers and cannot be accepted by WSA as such or to form or suggest a contract or commitment of any nature. Respondents are solely responsible for all expenses associated with responding to this RFI.

The purpose of this RFI is to gauge the level of interest and available sources in the vendor community that can provide PEO services as a total solution to employee management by replacing the majority of Human Resources. WSA is requesting responses to the questions outlined in this RFI for PEO Services. WSA's intent is to potentially issue a solicitation for this service. Any individual or firm who wishes to be included in the notification when/if a solicitation is released should respond to this RFI and include your company name, point of contact name, email address, and telephone number at the bottom of this cover page. Oral communications are not acceptable in response to this notice.

SUBMISSION OF RESPONSES: All comments are due by September 14, 2020 at 11:59 PM (CST). To be considered, all comments, questions, and suggestions must be submitted with this cover sheet via email to Procurement@wsalamo.org.

The undersigned (Respondent), by their signature, acknowledges that they are authorized to represent the organization below. The Respondent, by submitting and signing below, acknowledges that this request is not a solicitation and will not result in a contract award, and that the information provided may be utilized in possible future solicitations.

Signature of Person Authorized to Sign

Signer's Name and Title (Please Print)

Company Name: _____

Address: _____

City, State, Zip Code: _____

Phone: (_____) _____

Email Address: _____



Please review the questions below. You may provide your answers on another worksheet.

Basic Information

1. Company Name
2. Company Location
3. Contact Information
4. Company Description
5. Company History

Existing Operations

1. How many years has your PEO been in business?
 - a. Indicate if the PEO is a State of Texas based corporation and whether it has offices in WSA's service area.
 - b. Provide a copy of your State License.
 - c. Indicate your Federal Employer Identification Number and if the PEO has been certified as a Historically Underutilized Business (HUB) Enterprise for the purposes of doing business with state government, include a copy of HUB Certification.
2. Does your organization have membership in a National Association Organization to assure WSA that the PEO is current with industry developments?
 - a. If not a member of a National Association Organization, you must explain how you stay abreast of industry developments.
3. Does your organization have membership in an Employer Services Assurance Corporation (ESAC)?
 - a. If not, provide information allowing WSA to assure its employees and employment taxes will be paid, and benefit payments will be assured in the event of payment default by the PEO.
4. Does your organization have a Workers' Compensation Certification Program evidencing that the PEO's risk management program is meeting proven insurance industry risk management best practices to reduce work-related accidents and control losses?
 - a. Identify the PEO's workers' compensation carrier, the rating of the carrier, how long the PEO has been with the carrier, and what coverage commitment the PEO has for the future.
5. Describe your organization's credentials and experience with administrative, human resources, and risk management services.

Alamo Regional Operation

1. Does your company currently provide PEO Services in the Alamo Regional area?
2. Approximately how much time would your company require to set up operations between contract execution and beginning to offer services?

Potential Operations

1. Please describe your rate structure/components.
2. Do you require a set-up fee?
3. What concerns would you have about providing PEO services for WSA?

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Keith Scott, KAS Consulting Group - HR Consultant

Presented by: Keith Scott

Date: August 21, 2020

Subject: WSA Employee Policy Handbook

Summary: This item is to provide an update and/or approve to the Board HR Committee on the revised WSA Employee Policy Handbook prepared by Keith Scott of KAS Consulting Group (KAS). It is recommended this item be taken to the next Board meeting for approval.

Analysis: With the assistance of WSAs HR Manager, the review of other Workforce Board's Employee Handbooks and overall Employee Handbook best practices, KAS recommends that WSAs Employee Handbook be reviewed for final approval by WSAs HR Committee and Legal representative.

Alternatives: KAS recommends no alternatives to the review or approval of the WSAs Employee Policy Handbook except for the review by the HR Committee and Legal.

Fiscal Impact: The fiscal impact is part of the overall \$15,000 HR Consulting Services fee for KAS until September 31, 2020.

Recommendation: KAS recommends that WSA review, update, and/or approve the Employee Policy Handbook by August 21, 2020 or at its next Board meeting.

Next Steps: If WSAs Employee Policy Handbook is approved by the Board in August 2020, it is recommended that it is disseminated to all employees with training in September 2020.

WSA Employee Policy Handbook Update

By Keith Scott
KAS Consulting Group
August 21, 2020



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Background and Project Overview

- Background on current WSA Employee Policy Handbook
 - Handbook has not been updated since 2013
 - WSA began the process to update handbook in December 2019
 - KAS Consulting Group (KAS) awarded HR Consulting Services Contract in June 2020
- Scope of Work for Employee Policy Handbook
 - Review, revise and update the development and maintenance of WSA's HR Policies and Procedures Handbook



Employee Handbook Drafts by KAS

- KAS presented first draft of Employee Handbook in July for review, with revisions, recommendations and questions
- In July, KAS received some feedback from CEO and Staff on some of the HR Policies and Procedures
- KAS presented second draft of Employee Handbook in July
- KAS present third version of Employee Handbook in August



Completed Employee Handbook Work

- After several work planning session with HR and edits, KAS present final recommendations
- Reformatted some of the documents
- Added hyperlinks to the table of contents
- Overall close to 200 changes in the document that included language, legal compliance, consistency, best practices, redundancy, spelling, grammar



Completed Employee Handbook Work

- Highlights of some updated changes:
 - Flow of the document – changed some order of topics
 - Ensured EO statement was in document
 - Telecommuting
 - Employee Benefits
 - Social Media
 - Weapons Policy
 - Rules of Conduct and Disciplinary Process
 - Employee Acknowledgement Form



Recommendations Comments

- Management Advisory Group suggested compensation and personnel policies updates. WSA needs to determine if those recommendations need to be part of the Employee Handbook
- Try to keep the employee handbook to under 100 pages
- HR Committee, Board, Legal review of Employee Handbook revisions present by KAS for approval
- WSA work on the final layout and format of the Employee Handbook for dissemination



Recommendations Comments

- Present and train employees on the approved Employee Handbook in September with signed employee acknowledgment within 1 week
- Update employee handbook annually or as needed when there are changes to policies and procedures



HR Consulting Services Update

By Keith Scott
KAS Consulting Group
August 21, 2020



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Project Update Phase 1

- Completed Phase 1 of the Project: **Review, revise and update WSA's Employee Policy Handbook**



Project Update Phase 2

- Phase 2: **Review HR internal operational policies and procedures.** This Includes Human Resources Standard Operating Procedures. (i.e. Recruitment and Selection, Onboarding, Record-Keeping, 90 Day Introductory Review, Candidate Background Check Requirements, Employee Benefit Enrollment, COBRA, Workers/ Compensation, Leaves of Absence and Retirement).
- Status: begin review of HR SOP, determining and documenting what policies, procedures, timelines should encompass HR SOP
- Target Completion August 28



Project Update Phase 3

- Phase 3: **Recruitment, Selection and Orientation Design and Delivery.** Provide support to managers in implementing such programs and processes
- Status: Review and discussion with HR. Will work on recommended changes. Part of the process will be defined in SOP. Assisted with the selection of Caliber for candidate assessments for IT
- Target Completion August 28



Project Update Phase 4

- Phase 4: **Performance Management Practices.** Develop performance appraisal process and train Directors/Managers on goal setting, leadership and communication as they relate to WSA operational values
- Status: Need to determine what components of performance management process should be looked at
- Target Date: September 18



Project Update Phase 5

- Phase 5: **Directors/ Managers Training.**
 - Determine appropriate training and provide administrative support to deliver training
 - Recommend, facilitate and/or provide training classes
- Status: Specific and recommended trainings TBD
- Target Completion: September 18



Project Update Phase 6

- Phase 6: Provide final recommendations to HR Manager. Final recommendations will be presented to WSA's CEO and/or his designee. WSA's CEO will make final decisions on recommendations to present to the HR Committee
- Target Completion: September 25



Project Update Phase 1-6

- Phase 1-6: **Ongoing Human Resources Support.** Human Resources support for implementation of policies and procedures and to support directors/managers
- Status: Meetings with HR, CEO and selected on project plan, employee handbook, policy and procedure feedback. Assisted with the selection of Caliber for candidate assessments for IT
- Target Completion: Ongoing



MEMORANDUM

To: Workforce Solutions Alamo Board of Directors
From: Louis Tatum, CFO
Presented by: Louis Tatum, CFO
Date: August 21, 2020
Regarding: Annual Budget Approval

SUMMARY: The board staff prepares a budget based on the assumption of planned allocations from the Texas Workforce Commission and anticipated carryover funds from existing contracts.

The Budget Allocations are presented in the following sections:

- Board Administration or Corporate Budget
- Facilities Budget - Rent and support of the facilities and other items to support the contractor staff, software, supplies, and equipment.
- Special Projects- Infrastructure Support (VR), SEAL, Child Care Attendance Automation, Workforce Initiatives, and other Non-Federal Projects.
- Contractor Budget for Adult, Youth, and Childcare Services.

STAFF RECOMMENDATION:

Discussion and possible action to approve the Annual Budget for the period of October 1, 2020 to September 30, 2021. The budget will be amended after the final allocations are received and the close-out of the current fiscal year. WSA is expecting to realign the budget with carryover and actual allocations in January of 2021.

STRATEGIC OBJECTIVE:

The adoption of the budget provides direction and authority to implement a plan for the delivery of services. This core process provides structure and guidance to the entity for expenditure controls and strategic allocation of resources including but not limited to:

- Planning
- Coordination
- Resource Allocation
- Performance Review

Listed below are the major changes in Fiscal Year 2020-2021, as compared to the FY 2019-2020 initial budget that was presented to the board in August of 2019. Comparing the initial budgets allows WSA to perform an accurate analysis of initial allocations and estimates.

Board Administrative Budget

Personnel			
	FY 2020-2021 Budget	FY 2019- 2020 Budget	Comments
1. FTEs	42.5	43	<p>The prior FY20 budget funded a total of 43 positions (excluding 3 temporary positions). As of July 2020, WSA staffing funded 42.5 FTE. There is a net decrease in personnel .5 FTE.</p> <p>New Positions (5.5): 1 Chief Information Officer 1 Director of Child Care 1 Community Initiative Manager 1 Public & Govt. Relations Manager 1 MIS Administrative Assistant .5 Accountant I</p> <p>Eliminated Positions (6): 1 Business Engagement Mgr. (Rural) 1 Business Engagement Mgr. (Urban) 1 Social Media Marketing Coordinator 1 Quality Initiative Mgr. 1 Director of Analytics/Perf. /Strategy 1 Board of Director Liaison</p> <p>Vacant Positions: 1 Monitor 1 Director of Childcare 1 MIS Administrative Assistant</p> <p>FTE Summary: 39 Current FTE 3 Vacant Positions .5 Accountant (Funded through 3/31)</p>
Salary Schedule Reconciliation			
Base Salary FY 2018-2019	\$3,011,498	\$3,019,213	Increase: \$17,608
2. Change in Positions in Base Rate	\$61,079		.5 FTE decrease in overall positions; the increases in salaries are attributed to changes in positions and market-rate salary adjustments from the organizational review.

3. Increases	\$53,636		A result of performance evaluations and merit increases.
Total Salary	\$3,126,213	\$3,019,213	Increase \$ 107,000 or 4%
Fringe Benefits	\$1,003,476	\$834,822	Increase \$168,654 or 20%; WSA is projecting an increase in health insurance upon renewal in January of 2021.

The current budget has a Director of Child Care and a Monitor that WSA plans to fill before 10/1/20.

Facilities

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Rent	\$325,000	\$340,000	Decrease of (\$15,000) Contractor staff housed at Corporate Office shared cost is allocated to service delivery contracts.

Equipment/Related Costs

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Software Maintenance/Support	\$40,000	\$35,000	Increase of \$5,000 Additional licenses for additional utilization of technology.

General Office Expense

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Office Supplies	\$30,000	\$34,000	Decrease (\$4,000) Office supplies for FY20 were approximately \$27,000. The implementation of paperless systems has created savings in consumable supplies.
Storage	\$12,000	\$8,000	Increase of \$4,000 Facility renovations have increased the need for storage space.
Marketing	\$90,000	\$50,000	Decrease of (\$40,000) Marketing that targets job seekers and programs are billable to Service Delivery.
Miscellaneous Cost	\$5,000	\$10,000	Decrease of (\$5,000) Actual cost for FY20 was \$2,000.

Professional Services

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Legal-Other Matters	\$30,000	\$85,000	Decrease of (\$55,000) Actual legal fees have significantly decreased; FY20 legal fees were approximately \$30,000.
Monitoring	\$300,000	\$290,000	Decrease of (\$10,000) Monitoring cost have decreased due to decrease in travel expenditures.
Professional Fees	\$172,000	\$225,000	Increase of \$53,000 Professional fees include Website maintenance & design, and updates to the board plan. Other professional fees are related to human resources and accounting such as benefits plans, employee screening, and upgrades to accounting software modules.
PEO-Payroll Fees	\$55,000	\$0	Increase of \$55,000 This cost is budgeted at approximately \$40-\$45 per employee per pay period. Additional set up cost of \$7,500-\$10,000 are also projected.

Board Expenses the following changes

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Board Member Expense	\$35,000	\$35,000	WSA is expecting these costs to remain consistent with FY20.

Overall Administrative Budget

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Board Budget (admin budget)	\$5,913,689	\$5,685,034	Increase \$228,655 or 4% Changes to staffing and other adjustments.

Facility Budget**Listed below are the major changes in the Facility Budget.**

WSA maintains five (5) centers in San Antonio and eleven (11) centers in the adjacent counties. In the past year, we have procured space and/or updated the facilities for the Workforce Center located at E. Houston in San Antonio, and the Workforce Center located in Seguin.

We have several rural offices that have TWC VR staff and currently in the process of developing a plan to move additional TWC VR staff into several urban centers.

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Facility	\$4,550,200	\$4,977,776	Decrease (\$427,576) WSA is not projecting any additional facilities or renovation in FY21.

Reserve

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Reserved /Unobligated	\$2,326,487	\$5,326,399	Decrease (\$2,999,912) The primary adjustment is due to the reduction of childcare carryover funds from prior fiscal year.

Contractors

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Service Delivery	\$91,297,187	\$87,527,174	Increase of \$3,770,013 Although WSA experienced a \$1.6M reduction in WIOA, the City of San Antonio and BEXAR County have provided additional programs to stabilize funding in FY21.

Overall Budget

	FY 2020-2021 Budget	FY 2019-2020 Budget	Comments
Annual Board Budget	\$105,121,499	\$104,878,361	Increase \$243,138

ATTACHMENTS:

Budget and Allocations

Allocations by County

Proposed Budget

WORFORCE SOLUTIONS ALAMO

BUDGET AND ALLOCATIONS

OCTOBER 01, 2020 - SEPTEMBER 30,2021

	REVENUE	EXPENDITURES				
Funding Source	Annual Budget 2020 2021	Board Budget	Facilities	Projects	Contractors	RESERVED- UNOBLIGATED
WIOA ADULT	3,028,048	494,936	357,803		2,175,309	
WIOA DISLOCATED	4,119,489	673,333	486,771		2,959,385	
WIOA YOUTH	3,266,806	643,871	386,015		2,236,919	
WIOA RAPID RESPONSE	50,000	-	-	-	50,000	
TANF	6,169,544	1,210,099	874,813		4,084,632	
SNAP E&T	1,886,220	369,965	267,457		1,248,798	
NON CUSTODIAL PARENT	437,578	23,086	15,000		399,492	
CHILD CARE CCF	56,727,425	1,793,966	622,054	150,000	52,946,968	1,214,437
CHILD CARE CCM	7,099,175	-	-		6,099,175	1,000,000
CHILD CARE CCP	5,393,590	300,000	-		5,093,590	
TRADE ACT SERVICES	470,000	-	-		470,000	
EMPLOYMENT SERVICES	626,430	20,000	606,430		-	
RESOURCE ADMIN GRANT	11,081	-	11,081		-	
VETERANS EMPLOYMENT SERVICE	284,084	11,915	235,119		-	36,965
CHILD CARE ATTENDANCE AUTOMA	361,164	-	-	361,164	-	
CCQ QUALITY	1,928,905	-	108,893	75,000	1,745,012	
WORK COMMISION INITIATIVES	105,272	-	7,500	97,772	-	
EXTERNSHIP FOR TEACHERS		-	-	-	-	
REEMPLOYMENT	490,000	24,958	94,530		370,512	
MILITARY	222,630	-	-		222,630	
STUDENT HIREABLILITY NAVIAGATO	200,000	200,000	-		-	-
INFRA SUPPORT VR	376,734	-	376,734		-	
SUMMER EARN & LEARN	900,000	-	-	150,000	750,000	-
WORKFORCE Innovation and Opport	150,000	-	-	150,000	-	
Non Federal	50,000	-	-	50,000	-	
Youth Job Skills	200,000	-	-		200,000	
2020NDW001	450,000	137,887	-		312,113	
2020COV001	75,000	-	-		75,000	-
2020COS002 Skills	125,000	-	-		125,000	
City Project	5,000,000	46,174	50,000		4,903,826	
County Project	5,000,000	46,174	50,000		4,903,826	
Total	\$ 105,204,174.58	\$ 5,996,364.00	\$ 4,550,200.22	\$ 1,033,936.00	\$ 91,372,187.05	\$ 2,251,402.00

2020 2021 Budget Broken out by County											
County	City	Adult	Dislocated	Youth	* Rapid Response	CCF	CCM	TANF	SNAP	Total	
Atascosa	Pleasanton	53,385	102,018	63,362	-	1,205,954	143,731	156,619	52,710	1,777,779	2.16%
Bandera	Bandera	23,020	21,764	14,566	-	328,927	39,228	39,922	12,432	479,860	0.58%
Bexar	San Antonio	2,390,983	3,447,802	2,690,718	-	46,531,695	5,557,013	5,085,498	1,541,096	67,244,805	81.71%
Comal	Seguin	90,490	111,812	73,923	-	2,060,171	335,326	261,031	54,442	2,987,195	3.63%
Frio	Pearsall	58,610	28,565	47,340	-	514,712	50,123	73,703	19,667	792,720	0.96%
Gillespie	Fredericksburg	22,641	-	16,387	-	433,059	56,623	9,213	6,598	544,521	0.66%
Guadalupe	New Braunfels	115,328	116,029	132,915	-	2,495,544	428,080	251,818	81,269	3,620,982	4.40%
Karnes	Kennedy	55,354	28,429	24,034	-	341,158	34,086	33,780	14,674	531,516	0.65%
Kendall	Bernie	25,670	37,951	16,751	-	374,216	103,358	49,135	9,757	616,839	0.75%
Kerr	Kerrville	67,849	85,831	85,212	-	960,333	107,798	52,206	31,641	1,390,870	1.69%
McMullen		606	-	-	-	8,595	1,694	-	280	11,175	0.01%
Medina	Hondo	79,737	67,060	63,727	-	823,804	121,408	70,632	38,214	1,264,582	1.54%
Wilson	Floresville	44,374	72,229	37,872	-	649,258	120,706	85,987	23,438	1,033,864	1.26%
Total		\$ 3,028,048	\$ 4,119,489	\$ 3,266,806		\$ 56,727,425	\$ 7,099,175	\$ 6,169,544	\$ 1,886,220	\$ 82,296,707	100%

* Rapid Response break out by county not available

Contractor Budget Excluding Childcare Broken out by Urban vs Rural based on Allocation factors													
Funding	Client					Operations							
	Urban	Ratio	Rural	Ratio	Total Client	Urban	Ratio	Rural	Ratio	Total Operations	Total Urban	Total Rural	Total Budget
Adult	515,287	79%	137,296	21%	652,583.00	1,202,355	79%	320,361	21%	1,522,716	1,717,642	457,657	2,175,299
Dislocated	743,057	84%	144,759	16%	887,816.00	1,733,798	84%	337,772	16%	2,071,570	2,476,855	482,531	2,959,386
TANF	458,454	82%	97,726	18%	556,180.00	2,908,470	82%	619,982	18%	3,528,452	3,366,924	717,708	4,084,632
SNAP	185,324	82%	41,503	18%	226,827.00	834,980	82%	186,991	18%	1,021,971	1,020,304	228,494	1,248,798
Youth	552,734	82%	118,342	18%	671,076.00	1,289,714	82%	276,130	18%	1,565,844	1,842,448	394,472	2,236,920
	2,454,857	82%	539,625	18%	2,994,482.00	7,969,317	82%	1,741,236	18%	9,710,553	10,424,173	2,280,862	12,705,035

2020- 2021 Budget Excluding Child Care Funding with Facilities Budget											
County	City	Adult	Dislocated	Youth	Rapid	TANF	SNAP	Total	Percent	Center Budget	% Center Budget
Atascosa	Pleasanton	53,385	102,018	63,362		156,619	52,710	428,094	2.32%	78,444	18%
Bandera	Bandera	23,020	21,764	14,566		39,922	12,432	111,705	0.60%	9,821	9%
								-	0.00%		
Comal	Seguin	90,490	111,812	73,923		261,031	54,442	591,698	3.20%	124,592	21%
Frio	Pearsall	58,610	28,565	47,340	-	73,703	19,667	227,885	1.23%	84,523	37%
Gillespie	Fredericksburg	22,641	-	16,387	-	9,213	6,598	54,839	0.30%	1,595	3%
Guadalupe	New Braunfels	115,328	116,029	132,915	-	251,818	81,269	697,358	3.78%	213,397	31%
Karnes	Kennedy	55,354	28,429	24,034	-	33,780	14,674	156,272	0.85%	54,889	35%
Kendall	Bernie	25,670	37,951	16,751	-	49,135	9,757	139,265	0.75%	62,108	45%
Kerr	Kerrville	67,849	85,831	85,212	-	52,206	31,641	322,739	1.75%	136,934	42%
McMullen		606	-	-	-	-	280	886	0.00%		0%
Medina	Hondo	79,737	67,060	63,727	-	70,632	38,214	319,370	1.73%	58,730	18%
Wilson	Floresville	44,374	72,229	37,872	-	85,987	23,438	263,899	1.43%	46,667	18%
Subtotal		\$ 637,065	\$ 671,687	\$ 576,088	\$ -	\$ 1,084,046	\$ 345,124	\$ 3,314,010	17.94%	\$ 871,699	26%
Bexar	San Antonio	\$ 2,390,983	\$ 3,447,802	\$ 2,690,718		\$ 5,085,498	\$ 1,541,096	\$ 15,156,097	82.06%	\$ 3,678,501	24%
Total		\$ 3,028,048	\$ 4,119,489	\$ 3,266,806	\$ -	\$ 6,169,544	\$ 1,886,220	\$ 18,470,107	100.00%	\$ 4,550,200	25%

2020 Budget Broken out by County											
County	City	Adult	Dislocated	Youth	Rapid Response	CCF	CCM	TANF	SNAP	Total	
Atascosa	Pleasanton	1.76%	2.48%	1.94%	7.25%	2.13%	2.02%	2.54%	2.79%	2.15%	2.15%
Bandera	Bandera	0.76%	0.53%	0.45%	0.00%	0.58%	0.55%	0.65%	0.66%	0.58%	0.58%
Bexar	San Antonio	78.96%	83.69%	82.37%	81.55%	82.03%	78.28%	82.43%	81.70%	81.44%	81.44%
Comal	Seguin	2.99%	2.71%	2.26%	11.20%	3.63%	4.72%	4.23%	2.89%	3.67%	3.67%
Frio	Pearsall	1.94%	0.69%	1.45%	0.00%	0.91%	0.71%	1.19%	1.04%	0.97%	0.97%
Gillespie	Fredericksburg	0.75%	0.00%	0.50%	0.00%	0.76%	0.80%	0.15%	0.35%	0.66%	0.66%
Guadalupe	New Braunfels	3.81%	2.82%	4.07%	0.00%	4.40%	6.03%	4.08%	4.31%	4.48%	4.48%
Karnes	Kennedy	1.83%	0.69%	0.74%	0.00%	0.60%	0.48%	0.55%	0.78%	0.66%	0.66%
Kendall	Bernie	0.85%	0.92%	0.51%	0.00%	0.66%	1.46%	0.80%	0.52%	0.80%	0.80%
Kerr	Kerrville	2.24%	2.08%	2.61%	0.00%	1.69%	1.52%	0.85%	1.68%	1.70%	1.70%
McMullen		0.02%	0.00%	0.00%	0.00%	0.02%	0.02%	0.00%	0.01%	0.01%	0.01%
Medina	Hondo	2.63%	1.63%	1.95%	0.00%	1.45%	1.71%	1.14%	2.03%	1.58%	1.58%
Wilson	Floresville	1.47%	1.75%	1.16%	0.00%	1.14%	1.70%	1.39%	1.24%	1.30%	1.30%
Total		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Workforce Solutions Alamo
Board Fiscal Year October 1, 2020 - September 30, 2021
Budget

	A	B	C	D	E	(E-B) /A	E-A
	Annual	Annual	Projected		Proposed		
	Budget	Budget Amended #3	Oct 1 to Sept	%	Budget	Percentage	Dollar
	2019-2020		30, 2020	Expensed	2020-2021	Change	Change
PERSONNEL							
Salaries/Wages	\$ 3,019,213	\$ 2,894,212	\$ 2,776,806	96%	\$ 3,126,213	4%	\$ 107,000
Fringe Benefits	834,822	799,822	710,179	89%	1,003,476	20%	\$ 168,654
Staff Travel	70,000	70,000	26,000	37%	35,000	-50%	\$ (35,000)
Staff Training/Development	30,000	30,000	6,860	23%	30,000	0%	\$ -
PERSONNEL SUBTOTAL:	\$ 3,954,034	\$ 3,794,034	\$ 3,519,845	93%	\$ 4,194,688	6%	\$ 240,654
FACILITY							
Rent	\$ 340,000	\$ 340,000	\$ 297,385	87%	\$ 325,000	-4%	\$ (15,000)
Building Out/Moving Expenses					\$ -		
FACILITY SUBTOTAL:	\$ 340,000	\$ 340,000	\$ 297,385	87%	\$ 325,000	-4%	\$ (15,000)
EQUIPMENT/RELATED COSTS							
Equipment Purchases	\$ 30,000	\$ 30,000	\$ 27,284	91%	\$ 30,000	0%	\$ -
Equipment Rental	20,000	20,000	16,408	82%	20,000	0%	-
Repair & Maintenance-Equipment	2,000	2,000	525	26%	2,000	0%	-
Software Licenses	10,000	10,000	8,192	82%	10,000	0%	-
Software Maintenance & Support	35,000	35,000	38,883	111%	40,000	14%	5,000
EQUIPMENT/RELATED COSTS SUBTOTAL:	\$ 97,000	\$ 97,000	\$ 91,292	94%	\$ 102,000	5%	\$ 5,000
GENERAL OFFICE EXPENSES							
Communications	\$ 55,000	\$ 55,000	\$ 36,985	67%	\$ 55,000	0%	\$ -
Advertising	5,000	5,000	-	0%	5,000	0%	-
Insurance	235,000	300,000	156,621	52%	235,000	0%	-
Office Supplies	34,000	38,200	26,638	70%	30,000	-12%	(4,000)
Postage/Shipping/Other	4,000	4,000	2,485	62%	4,000	0%	-
Printing, Binding & Reproduction	10,500	10,500	5,203	50%	10,500	0%	-
Publications & Subscriptions	5,500	5,500	4,180	76%	5,500	0%	-
Dues	25,000	25,000	17,298	69%	25,000	0%	-
Storage	8,000	15,800	9,998	63%	12,000	50%	4,000
Marketing (External)	90,000	90,000	86,126	96%	50,000	-44%	(40,000)
Miscellaneous Costs	10,000	10,000	1,942	19%	5,000	-50%	(5,000)
Non Federal	50,000	50,000	50,992	102%	50,000	0%	-
GENERAL OFFICE EXP SUBTOTAL:	\$ 532,000	\$ 609,000	\$ 398,467	65%	\$ 487,000	-8%	\$ (45,000)
PROFESSIONAL SERVICES							
Legal-General Corporate Matters	\$ 90,000	\$ 90,000	\$ 90,000	100%	\$ 90,000	0%	\$ -
Legal-Other Corporate Matters	85,000	85,000	30,000	35%	30,000	-65%	(55,000)
Audit	80,000	80,000	75,000	94%	80,000	0%	-
Monitoring (Contractor)	300,000	300,000	300,000	100%	290,000	-3%	(10,000)
Professional Services	172,000	442,000	274,536	62%	225,000	31%	53,000
Payroll Fees	-	-	-		55,000		55,000
PROFESSIONAL SERVICES SUBTOTAL:	\$ 727,000	\$ 997,000	\$ 769,536	77%	\$ 770,000	6%	\$ 43,000
BOARD EXPENSES							
Board Member Travel	\$ 8,000	\$ 8,000	\$ 3,642	46%	\$ 8,000	0%	\$ -
Board Member Training/Development	7,000	7,000	-	0%	7,000	0%	\$ -
Board Meetings/Misc.	20,000	20,000	9,543	48%	20,000	0%	\$ -
BOARD EXPENSES SUBTOTAL:	\$ 35,000	\$ 35,000	\$ 13,185	38%	\$ 35,000	0%	\$ -
TOTAL WSA CORPORATE BUDGET	\$ 5,685,034	\$ 5,872,034	\$ 5,089,711	87%	\$ 5,913,689	4%	\$ 228,655

Workforce Solutions Alamo
Board Fiscal Year October 1, 2020 - September 30, 2021
Budget

	A	B	C	D	E	(E-B) /A	E-A
	Annual	Annual	Projected		Proposed		
	Budget	Budget Amended #3	Oct 1 to Sept	%	Budget	Percentage	Dollar
	2019-2020		30, 2020	Expensed	2020-2021	Change	Change
SUMMARY:							
Personnel	\$ 3,954,034	\$ 3,794,034	\$ 3,519,845	93%	\$ 4,194,688	6%	\$ 240,654
Facility	340,000	340,000	297,385	87%	325,000	-4%	(15,000)
Equipment/Related Costs	97,000	97,000	91,292	94%	102,000	5%	5,000
General Office Expenses	532,000	609,000	398,467	65%	487,000	-8%	(45,000)
Professional Services	727,000	997,000	769,536	77%	770,000	6%	43,000
Board Expenses	35,000	35,000	13,185	38%	35,000	0%	-
TOTAL WSA CORPORATE BUDGET	\$ 5,685,034	\$ 5,872,034	\$ 5,089,711	87%	\$ 5,913,689	4%	\$ 228,655
FACILITY & INFRASTRUCTURE BUDGET							
Facility Related Occupancy	\$ 2,795,066	\$ 2,867,066	\$ 2,742,284	96%	\$ 3,080,207	10%	\$ 285,141
Equipment Related	214,395	250,395	151,709	61%	236,374	10%	21,979
Rental of Equipment	179,678	179,678	194,735	108%	214,209	19%	34,531
Software Related	276,441	276,441	175,090	63%	195,610	-29%	(80,831)
Communications	228,805	228,805	305,929	134%	317,084	39%	88,279
General Office	93,595	93,595	89,452	96%	106,716	14%	13,121
Travel Mileage							-
Other	27,855	27,855	24,875	89%	150,000	439%	122,145
Reserve facility	1,161,940	2,820,269	2,820,269	100%	250,000	-78%	(911,940)
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 4,977,776	\$ 6,744,104	\$ 6,504,342	96%	\$ 4,550,200	-9%	\$ (427,576)
RESERVE UNOBLIGATED	\$ 5,326,399	\$ 6,812,421	\$ 6,812,421		\$ 2,326,487	-56%	\$ (2,999,912)
PROJECTS	\$ 1,361,979	\$ 1,569,780	\$ 578,571	37%	\$ 1,033,936	-24%	\$ (328,043)
SERVICE DELIVERY BUDGET							
WIOA ADULT	\$ 3,465,161	\$ 3,465,161	\$ 3,118,645		\$ 2,175,309	-37%	\$ (1,289,852)
WIOA DISLOCATED	3,494,069	3,494,069	3,144,662.45		2,959,385	-15%	(534,684)
WIOA YOUTH	4,338,272	4,338,272	3,687,531.24		2,236,919	-48%	(2,101,353)
WIOA RAPID RESPONSE	-	47,157	47,157		50,000		50,000
TANF	4,410,565	4,410,565	3,969,508		4,084,632	-7%	(325,933)
SNAP E&T	1,277,464	1,277,464	1,277,464		1,248,798	-2%	(28,666)
NON CUSTODIAL PARENT	364,552	364,552	364,552		399,492	10%	34,940
CHILD CARE CCF	58,472,527	72,048,818	64,843,936		52,946,968	-9%	(5,525,559)
CHILD CARE CCM		9,716,624	8,744,962		6,099,175		6,099,175
CHILD CARE CCP/CCC	9,566,850	9,408,149	9,408,149		5,093,590	-47%	(4,473,260)
TRADE ACT SERVICES	275,269	276,584	141,068		470,000	71%	194,731
CHILD CARE ATTENDANCE AUTOMATION	-	-	-		-		-
CCQ QUALITY	1,081,376	1,800,495	1,620,446		1,745,012	61%	663,636
EXTERNSHIP FOR TEACHERS	-	-	-		-		-
REEMPLOYMENT SERVICES	-	450,000	450,000		370,512		370,512
MILITARY FAMILY SUPPORT	61,084	275,068	275,068		222,630	264%	161,546
INFRA SUPPORT VR	69,985	69,985	69,985		-	-100%	(69,985)
VR Summer and Earn	450,000	-	-		750,000	67%	300,000
WORKFORCE Innovation	200,000	200,000	75,000		-	-100%	(200,000)
YOUTH JOB SKILL INITIATIVE		260,400	35,000		200,000		200,000
ALAMO COLLEGE		165,450	39,886		-		-
TWC DOL COVID 19		735,220	661,698		312,113		312,113
City Project					4,903,826		4,903,826
County Project					4,903,826		4,903,826
Skills Development					125,000		125,000
SERVICE DELIVERY BUDGET	\$ 87,527,174	\$ 112,804,033	\$ 101,093,148	90%	\$ 91,297,187	4%	\$ 3,770,013
TOTAL	\$ 104,878,361	\$ 133,802,372	\$ 120,078,193	90%	\$ 105,121,499	0%	\$ 243,138

Figure 1: WSA Proposed Budget by Cost Category

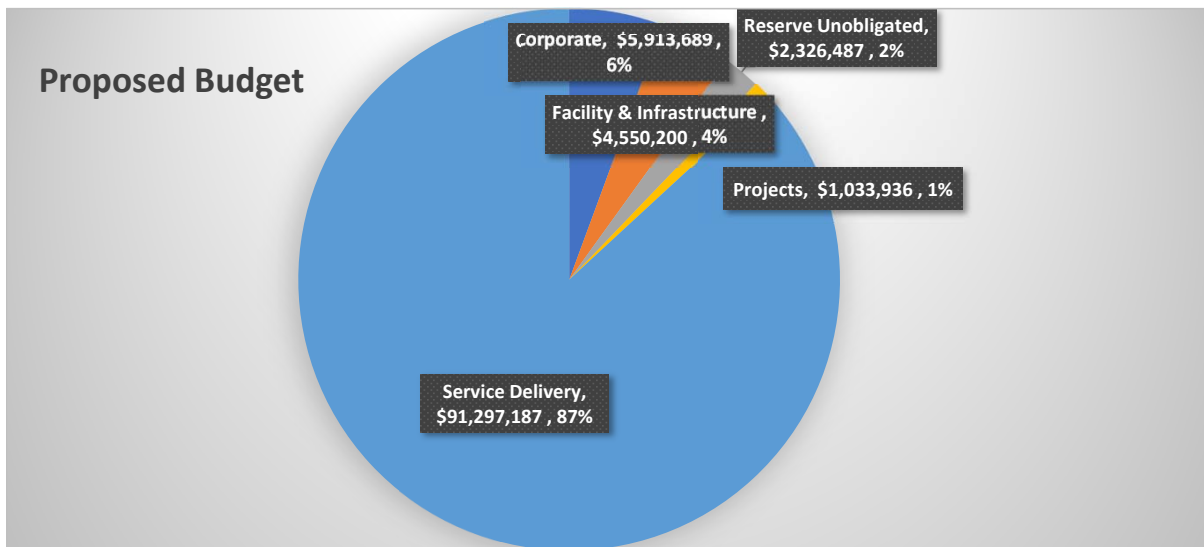
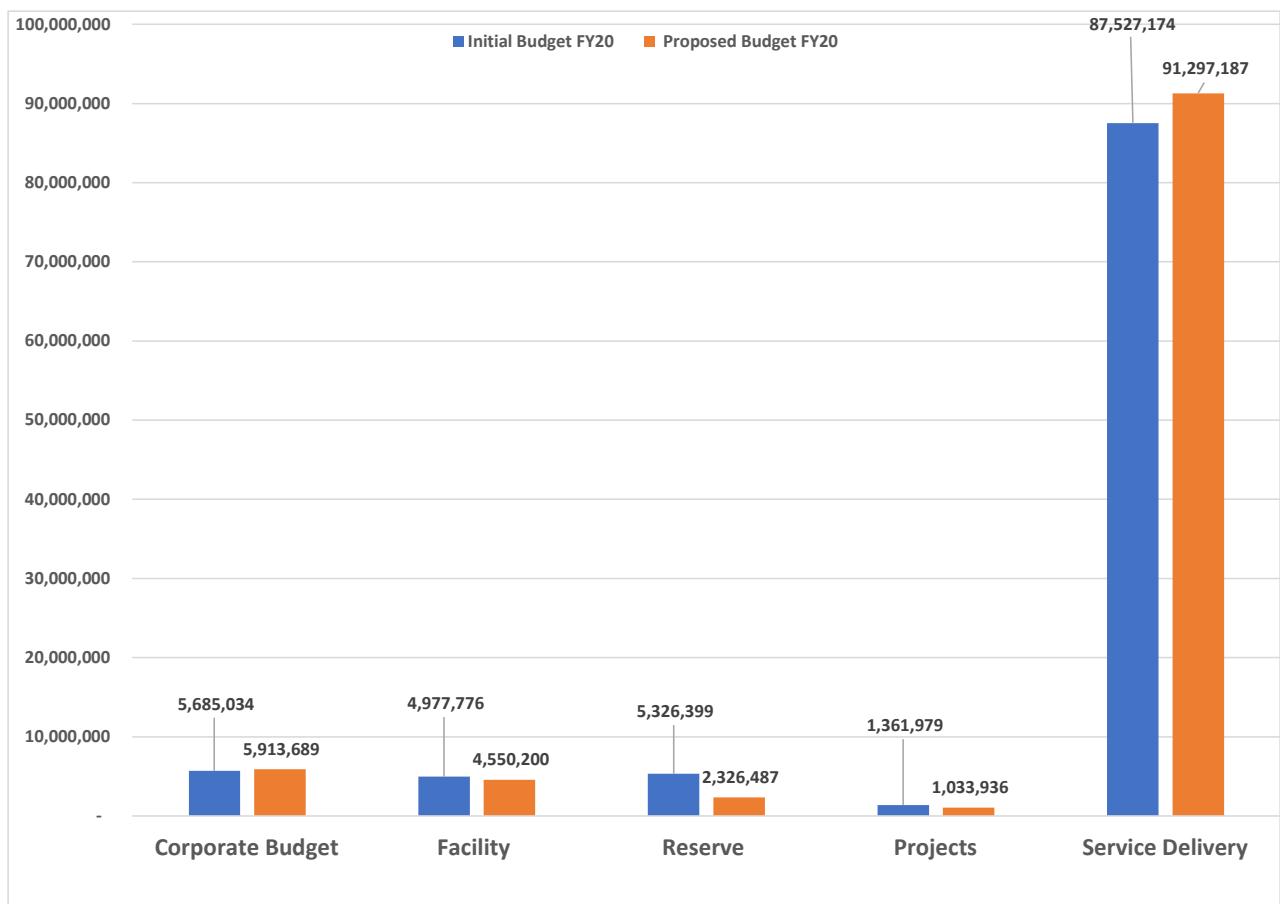


Figure 2: WSA FY21 Budget Comparison



MEMORANDUM

To: Workforce Solutions Board of Directors
 From: Louis Tatum, CFO
 Presented by: Louis Tatum, CFO
 Date: August 21, 2020
 Regarding: Financial Report as of 05/31/2020

SUMMARY: This is the eighth month of the Fiscal Year of October 1, 2019 to September 30, 2020, the straight-line benchmark is or 67% of the budget. An analysis has been performed and outlined for the Corporate and Facility Budgets and the Grant Summary Report.

Utilizing a straight-line expenditure plan the budget would typically be 67% expended at this point in the fiscal year. With the onset of COVID-19, WSA had to quickly pivot to serve the needs of employers and job seekers. Through the continued support from the WSA Board of Directors, Texas Workforce Commission, Local Officials, Committee of Six, and Workforce Solution Alamo Executive Leadership we have been able to strategically respond to the pandemic in the 13-County Alamo Region.

Corporate Budget

Department	% Expensed	Comments
Personnel	55.50%	The agency currently has savings through vacant positions, travel, and staff development due to COVID-19.
Board Facility	57.30%	WSA currently has \$32,976 in cost savings in this budget category due to a portion of the rent being classified as contractor facility costs. The board is housing C2 Quality staff at the board office during the build-out of the South Flores Office.
General Office Expense	44.35%	This budget category has a straight-line budget variance of approximately \$143,259, which reflects a straight-line variance of approximately 22.65%.
Professional Services	46.48%	The budget variance for professional services is approximately, \$273,375. This variance is attributed to monitoring and other professional services that WSA expects to utilize before the end of the year.
Total Expense	52.94%	

Corporate expenditures are currently expended at a rate of 52.94% of the annual budget, which represents a budget surplus of approximately 14.06% of the straight-line target. The most significant budget surplus is personnel expenditures. This is a result of vacant positions throughout the year. The recommendations from the organizational review will be implemented at the end of the fiscal year, which will utilize this surplus.

General office expenses that are materially under budget are insurance and marketing. Insurance was budgeted to account for any claims that would occur in the current fiscal year. The actual claims are less than the reserve that was established. WSA has made investments in marketing and outreach to connect job seekers with programs and services that are being offered to assist them through the pandemic. We expect these efforts to continue in both the urban and rural areas through FY21.

Facility Budget

Department	% Expensed	Comments
Overall	57.29%	The facilities budget is currently within an acceptable range and will be monitored closely throughout the remainder of the year. The current budget balance as of May 31, 2020, is \$2,837,969.

Active Grants Only

Grant	End date	Straight Line	% Expense	Comments
18WA1	06/30/20		100%	Fully expend by 6/30/20.
18WA2	06/30/20		98%	
18WD1	06/30/20		100%	Fully expend by 6/30/20.
18WD2	06/30/20		100%	
18WOY	06/30/20		99%	Fully expend by 6/30/20.
19WOR	06/30/20		94%	TWC added \$50,000 in Rapid Response funding in May of 2020, WSA has utilized \$40,000 of the additional funds.
20TAF	10/31/20		45%	Grant is currently 22% underspent.
20CCQ	10/31/20		33%	Grant is currently 34% underspend.
19COV	06/20/21		0%	New Grant for Rapid Response and COVID-19 Response Assistance.
20NDW	3/31/21		0%	New Grant from National Dislocated Workers for COVID19.
20COS	6/30/21		0%	New Grant Skills Development Initiative

Workforce Solutions Alamo
Corporate Expenditure Report
Board Fiscal Year October 01, 2019-September 30, 2020
Report Period: 10/01/19 -5/31/20

67%

	Annual Budget	Amended Budget #1 & #2	Amendment #3	Revised Budget	YTD Expenses	% Expended	Balance
PERSONNEL							
Salaries/Wages	3,019,213	3,019,213	(125,000)	2,894,213	1,713,601	59.21%	1,180,611
Fringe Benefits	834,822	834,822	(35,000)	799,822	452,279	54.18%	347,543
Staff Travel	70,000	70,000		70,000	23,702	33.86%	46,298
Staff Training & Development	30,000	30,000		30,000	4,860	16.20%	25,140
<i>PERSONNEL SUBTOTAL:</i>	3,954,034	3,954,034	(160,000)	3,794,034	2,194,442	55.50%	1,599,592
BOARD FACILITY							
Rent	340,000	340,000		340,000	194,825	57.30%	145,175
<i>FACILITY SUBTOTAL:</i>	340,000	340,000	-	340,000	194,825	57.30%	145,175
EQUIPMENT/RELATED COSTS							
Equipment Purchases	30,000	30,000		30,000	5,288	17.63%	24,712
Equipment Rental	20,000	20,000		20,000	10,734	53.67%	9,266
Repair & Maintenance	2,000	2,000		2,000	-	0.00%	2,000
Software Licenses	10,000	10,000		10,000	6,429	64.29%	3,571
Software Maintenance & Support	35,000	35,000		35,000	26,294	75.13%	8,706
<i>EQUIPMENT/RELATED COSTS SUBTOTAL:</i>	97,000	97,000	-	97,000	48,745	50.25%	48,255
GENERAL OFFICE EXPENSES							
Communications	55,000	55,000		55,000	22,702	41.28%	32,298
Advertising	5,000	5,000		5,000	-	0.00%	5,000
Insurances	235,000	300,000		300,000	119,352	39.78%	180,648
Office Supplies	34,000	34,000	4,200	38,200	12,844	33.62%	25,356
Postage/Shipping/Other	4,000	4,000		4,000	1,196	29.91%	2,804
Printing, Binding & Reproduction	10,500	10,500		10,500	4,487	42.73%	6,013
Publications & Subscriptions	5,500	5,500		5,500	3,096	56.29%	2,404
Dues	25,000	25,000		25,000	12,299	49.20%	12,701
Storage	8,000	8,000	7,800	15,800	6,592	41.72%	9,208
Marketing (External)	90,000	90,000	-	90,000	31,124	34.58%	58,876
Miscellaneous Costs	10,000	10,000		10,000	86	0.86%	9,914
Non Federal	50,000	50,000		50,000	50,992	101.98%	(992)
<i>GENERAL OFFICE EXP SUBTOTAL:</i>	532,000	597,000	12,000	609,000	264,771	44.35%	344,229
PROFESSIONAL SERVICES							
Legal Services-Corporate	90,000	90,000	-	90,000	60,000	66.67%	30,000
Legal Services-Other	85,000	85,000	-	85,000	19,842	23.34%	65,158
Audit	80,000	80,000		80,000	60,300	75.38%	19,700
Fiscal Monitoring (Contractor)	300,000	300,000		300,000	80,809	26.94%	219,191
Professional Services	172,000	294,000	148,000	442,000	173,664	39.29%	268,336
<i>PROFESSIONAL SERVICES SUBTOTAL:</i>	727,000	849,000	148,000	997,000	394,615	46.48%	602,385
BOARD EXPENSES							
Board Member Travel	8,000	8,000		8,000	2,642	33.02%	5,358
Board Member Training/Development	7,000	7,000		7,000	-	0.00%	7,000
Board Meetings & Misc. Costs	20,000	20,000		20,000	8,543	42.72%	11,457
<i>BOARD EXPENSES SUBTOTAL:</i>	35,000	35,000	-	35,000	11,185	31.96%	23,815
TOTAL EXPENSES	5,685,034	5,872,034	-	5,872,034	3,108,583	52.94%	2,763,451
SUMMARY:							
Personnel	3,954,034	3,954,034	(160,000)	3,794,034	2,194,442	57.84%	1,599,592
Board Facility	340,000	340,000	-	340,000	194,825	57.30%	145,175
Equipment/Related Costs	97,000	97,000	-	97,000	48,745	50.25%	48,255
General Office Expenses	532,000	597,000	12,000	609,000	264,771	43.48%	344,229
Professional Services	727,000	849,000	148,000	997,000	394,615	39.58%	602,385
Board Expenses	35,000	35,000	-	35,000	11,185	31.96%	23,815
TOTAL CORPORATE EXPENSES	5,685,034	5,872,034	-	5,872,034	3,108,583	52.94%	2,763,451

WORKFORCE SOLUTIONS ALAMO
Board Fiscal Year October 01, 2019 - September 30, 2020

Report Period: 10/01/19 - 5/31/20

Facilities & Infrastructure Report

Facilities & Infrastructure	Budgeted Amt.	Amendment #1 & #2	Amendment #3	Revised Budgeted Amt.	YTD Expenses	% Expensed	% Straightline Benchmark	Balance
	4,977,776	883,000	783,329	6,644,105	3,806,136	57.29%	66.67%	2,837,969

<u>Facilities:</u>	<u>End of Lease</u>	<u>General Expense Item*</u>
Walzem	12/31/2023	Rent
Datapoint	11/30/2029	Utilities
Datapoint - Child Care	11/30/2029	Janitorial
Marbach	5/31/2021	Repair & Maintenance
S. Flores	7/31/2028	Security
* E. Houston	1/31/2020	Copiers / Printers
New Braunfels	1/31/2022	Phones
Hondo	12/31/2021	Computer Equipment
Seguin	1/15/2027	Misc.
Kenedy	1/31/2022	*Not all general expenses items are applicable to each location
Floresville	12/31/2020	
Kerrville	4/30/2024	
Boerne	11/30/2021	
Pleasanton	1/31/2022	
Pearsall	10/31/2021	
Fredericksburg	No Expiration	
Bandera	No Expiration	
* Seguin	8/31/2020	

* To ensure continuation of services while the E. Houston location is under renovation, the workforce center is temporarily relocated to EETC. The sublease term for EETC is from February 2020-August 2020.

Workforce Solutions Alamo
October 1, 2019 to September 30, 2020
Grant Summary Report

Group	GRANT	GRANT NO.	Grant Budget	Estimate YTD as 9/30/19	Balance as 9/30/19	Adjusted Budget	Exp from 10/1/19 to 5/31/2020	YTD Exp 05/31/2020	Bal.
1	WIOA ADULT	2018WOA000	690,608.00	608,213.35	82,394.65	82,394.65	82,385.97	690,599.32	8.68
		2018WOA000	3,025,854.00	2,644,121.93	381,732.07	381,732.07	325,594.17	2,969,716.10	56,137.90
		2019WOA001	753,296.00	-	753,296.00	753,296.00	171,612.99	171,612.99	581,683.01
		2019WOA001	3,300,517.00	-	3,300,517.00	3,300,517.00	2,179,297.38	2,179,297.38	1,121,219.62
		2020WOA001	549,722.00		549,722.00	549,722.00		0.00	549,722.00
	WIOA ADULT Total		8,319,997.00	3,252,335.28	5,067,661.72	5,067,661.72	2,758,890.51	6,011,225.79	2,308,771.21
2	WIOA DISLOCATED	2018WOD000	623,704.00	522,606.82	101,097.18	101,097.18	101,097.18	623,704.00	0.00
		2018WOD000	2,656,388.00	1,959,451.92	696,936.08	696,936.08	696,936.08	2,656,388.00	0.00
		2019WOD001	711,177.00	-	711,177.00	711,177.00	277,624.40	277,624.40	433,552.60
		2019WOD001	2,946,453.00	-	2,946,453.00	2,946,453.00	1,749,015.70	1,749,015.70	1,197,437.30
		2020WOD001	849,412.00		849,412.00	849,412.00		0.00	849,412.00
	WIOA DISLOCATED Total		7,787,134.00	2,482,058.74	5,305,075.26	5,305,075.26	2,824,673.36	5,306,732.10	2,480,401.90
3	WIOA YOUTH	2018WOY000	4,005,365.00	3,939,551.02	65,813.98	65,813.98	12,047.70	3,951,598.72	53,766.28
		2019WOY001	4,373,355.00	201,449.79	4,171,905.21	4,171,905.21	3,283,914.38	3,485,364.17	887,990.83
		2020WOY001	926,596.48		926,596.48	926,596.48		0.00	926,596.48
	WIOA YOUTH Total		9,305,316.48	4,141,000.81	5,164,315.67	5,164,315.67	3,295,962.08	7,436,962.89	1,868,353.59
4	WIOA RAPID RESPONSE	2019WOR001	145,735.00	20,042.00	125,693.00	125,693.00	75,132.56	95,174.56	50,560.44
		2020WOR001	50,513.00	-	50,513.00	50,513.00	0.00	0.00	50,513.00
			196,248.00	20,042.00	176,206.00	176,206.00	75,132.56	95,174.56	101,073.44
	WIOA RAPID RESPONSE Total		196,248.00	20,042.00	176,206.00	176,206.00	75,132.56	95,174.56	101,073.44
5	TANF	2019TAF000	5,547,913.00	4,860,125.05	687,787.95	687,787.95	687,856.38	5,547,981.43	-68.43
		2020TAF001	6,169,544.00	-	6,169,544.00	6,169,544.00	2,761,099.46	2,761,099.46	3,408,444.54
			11,717,457.00	4,860,125.05	6,857,331.95	6,857,331.95	3,448,955.84	8,309,080.89	3,408,376.11
	TANF Total		11,717,457.00	4,860,125.05	6,857,331.95	6,857,331.95	3,448,955.84	8,309,080.89	3,408,376.11
6	SNAP E&T	2020SNE001	1,886,220.00	-	1,886,220.00	1,886,220.00	1,230,522.79	1,230,522.79	655,697.21
			1,886,220.00	-	1,886,220.00	1,886,220.00	1,230,522.79	1,230,522.79	655,697.21
	SNAP E&T Total		1,886,220.00	-	1,886,220.00	1,886,220.00	1,230,522.79	1,230,522.79	655,697.21
7	NON CUSTODIAL PARENT	2020NCP001	437,578.00	3,901.09	433,676.91	433,676.91	298,881.15	302,782.24	134,795.76
			437,578.00	3,901.09	433,676.91	433,676.91	298,881.15	302,782.24	134,795.76
	NON CUSTODIAL PARENT Total		437,578.00	3,901.09	433,676.91	433,676.91	298,881.15	302,782.24	134,795.76
8	CHILD CARE CCF	2019CCF000	53,517,026.00	52,396,168.13	1,120,857.87	1,120,857.87	1,122,004.83	53,518,172.96	-1,146.96
		2020CCF001	73,086,383.00	-	73,086,383.00	73,086,383.00	44,602,872.94	44,602,872.94	28,483,510.06
			126,603,409.00	52,396,168.13	74,207,240.87	74,207,240.87	45,724,877.77	98,121,045.90	28,482,363.10
	CHILD CARE CCF Total		126,603,409.00	52,396,168.13	74,207,240.87	74,207,240.87	45,724,877.77	98,121,045.90	28,482,363.10
9	CHILD CARE CCM	2019CCM000	7,066,323.00	1,624,535.17	5,441,787.83	5,441,787.83	5,441,787.83	7,066,323.00	0.00
		2020CCM001	7,210,326.00	-	7,210,326.00	7,210,326.00	0.00	0.00	7,210,326.00
			14,276,649.00	1,624,535.17	12,652,113.83	12,652,113.83	5,441,787.83	7,066,323.00	7,210,326.00
	CHILD CARE CCM Total		14,276,649.00	1,624,535.17	12,652,113.83	12,652,113.83	5,441,787.83	7,066,323.00	7,210,326.00
10	CHILD CARE CCP	2020CCP001	10,019,800.00	611,651.21	9,408,148.79	9,408,148.79	4,881,271.03	5,492,922.24	4,526,877.76
			10,019,800.00	611,651.21	9,408,148.79	9,408,148.79	4,881,271.03	5,492,922.24	4,526,877.76
	CHILD CARE CCP Total		10,019,800.00	611,651.21	9,408,148.79	9,408,148.79	4,881,271.03	5,492,922.24	4,526,877.76
11	TRADE ACT SERVICES	2019TRA000	470,269.00	275,223.68	195,045.32	70,269.00	11,339.64	286,563.32	183,705.68
		2020TRA001	226,315.00	-	226,315.00	226,315.00	139,433.79	139,433.79	86,881.21
			696,584.00	275,223.68	421,360.32	296,584.00	150,773.43	425,997.11	270,586.89
	TRADE ACT SERVICES Total		696,584.00	275,223.68	421,360.32	296,584.00	150,773.43	425,997.11	270,586.89
12	EMPLOYMENT SERVICES	2019WPA000	676,665.00	576,528.16	100,136.84	100,136.84	100,152.69	676,680.85	-15.85

Workforce Solutions Alamo
October 1, 2019 to September 30, 2020
Grant Summary Report

Group	GRANT	GRANT NO.	Grant Budget	Estimate YTD as 9/30/19	Balance as 9/30/19	Adjusted Budget	Exp from 10/1/19 to 5/31/2020	YTD Exp 05/31/2020	Bal.
12	EMPLOYMENT SERVICES	2020WPA001	974,962.00	-	974,962.00	974,962.00	372,142.93	372,142.93	602,819.07
	EMPLOYMENT SERVICES Total		1,651,627.00	576,528.16	1,075,098.84	1,075,098.84	472,295.62	1,048,823.78	602,803.22
13	RESOURCE ADMIN GRANT	2020RAG001	11,857.00	-	11,857.00	11,857.00	5,828.14	5,828.14	6,028.86
	RESOURCE ADMIN GRANT Total		11,857.00	-	11,857.00	11,857.00	5,828.14	5,828.14	6,028.86
14	VETERANS EMPLOYMENT SERVICE	VES2020	270,000.00		270,000.00	270,000.00	183,193.90	183,193.90	86,806.10
	VETERANS EMPLOYMENT SERVICE Total		270,000.00		270,000.00	270,000.00	183,193.90	183,193.90	86,806.10
15	CHILD CARE ATTENDANCE AUTOMATION	2020CAA001	361,164.00	-	361,164.00	361,164.00	231,661.76	231,661.76	129,502.24
	CHILD CARE ATTENDANCE AUTOMATION Total		361,164.00	-	361,164.00	361,164.00	231,661.76	231,661.76	129,502.24
16	CCQ QUALITY	2019CCQ000	2,473,628.00	2,091,517.53	382,110.47	382,110.47	370,529.24	2,462,046.77	11,581.23
		2020CCQ001	1,941,072.00	-	1,941,072.00	1,941,072.00	651,547.28	651,547.28	1,289,524.72
	CCQ QUALITY Total		4,414,700.00	2,091,517.53	2,323,182.47	2,323,182.47	1,022,076.52	3,113,594.05	1,301,105.95
17	WORK COMMISSION INITIATIVES	2019WCI000	144,333.00	51,868.00	92,465.00	92,465.00	52,280.82	104,148.82	40,184.18
		2020WCI001	105,272.00	-	105,272.00	105,272.00	51,761.08	51,761.08	53,510.92
	WORK COMMISSION INITIATIVES Total		249,605.00	51,868.00	197,737.00	197,737.00	104,041.90	155,909.90	93,695.10
18	EXTERNSHIP FOR TEACHERS	2019EXT000	200,000.00	165,505.97	34,494.03	34,494.03	34,494.28	200,000.25	-0.25
	EXTERNSHIP FOR TEACHERS Total		200,000.00	165,505.97	34,494.03	34,494.03	34,494.28	200,000.25	-0.25
19	REEMPLOYMENT	2020REA001	651,116.00	-	651,116.00	651,116.00	448,682.88	448,682.88	202,433.12
	REEMPLOYMENT Total		651,116.00	-	651,116.00	651,116.00	448,682.88	448,682.88	202,433.12
20	MILITARY	2019WOS001	222,630.00	122,154.52	100,475.48	100,475.48	100,475.63	222,630.15	-0.15
		2020WOS001	222,630.00	-	222,630.00	222,630.00	139,044.38	139,044.38	83,585.62
	MILITARY Total		445,260.00	122,154.52	323,105.48	323,105.48	239,520.01	361,674.53	83,585.47
21	STUDENT HIREABILITY NAVIAGATOR	3018VRS120	200,000.00	8,744.00	191,256.00	191,256.00	72,986.20	81,730.20	118,269.80
		3018VRS120	16,666.67	-	16,666.67	16,666.67	0.00	0.00	16,666.67
	STUDENT HIREABILITY NAVIAGATOR Total		216,666.67	8,744.00	207,922.67	207,922.67	72,986.20	81,730.20	134,936.47
22	INFRA SUPPORT VR	2020COL001	667,152.96	52,947.66	614,205.30	614,205.30	478,185.50	531,133.16	136,019.80
		2021COL001	50,443.09	-	50,443.09	50,443.09		0.00	50,443.09
	INFRA SUPPORT VR Total		717,596.05	52,947.66	664,648.39	664,648.39	478,185.50	531,133.16	186,462.89
23	SUMMER EARN & LEARN	3019VRS227	900,000.00	601,024.72	298,975.28	-	3,381.89	604,406.61	295,593.39
			10,000.00	-	10,000.00	10,000.00	1,489.00	1,489.00	8,511.00
	SUMMER EARN & LEARN Total		910,000.00	601,024.72	308,975.28	10,000.00	4,870.89	605,895.61	304,104.39
24	WIOA ALTERNATIVE FUNDING	2019WAF001	479,224.00		479,224.00	479,224.00	44,770.87	44,770.87	434,453.13
	WIOA ALTERNATIVE FUNDING Total		479,224.00		479,224.00	479,224.00	44,770.87	44,770.87	434,453.13
25	YOUTH JOB SKILL INIIATIVE	2019W0S002	286,000.00		286,000.00	286,000.00	19,556.63	19,556.63	266,443.37
	YOUTH JOB SKILL INIIATIVE Total		286,000.00		286,000.00	286,000.00	19,556.63	19,556.63	266,443.37
26	PERFORMANCE AWARD-CHOICES	2019PAB001	30,000.00	17,208.29	12,791.71	12,791.71	12,791.71	30,000.00	0.00
	PERFORMANCE AWARD-CHOICES Total		30,000.00	17,208.29	12,791.71	12,791.71	12,791.71	30,000.00	0.00
29	Alamo College	HPOG	83,580.00	11,242.03	72,337.97	72,337.97	-28.85	11,213.18	0.00
		HPOG1	81,870.00		81,870.00	81,870.00	39,142.85	39,142.85	42,727.15

Workforce Solutions Alamo
October 1, 2019 to September 30, 2020
Grant Summary Report

Group	GRANT	GRANT NO.	Grant Budget	Estimate YTD as 9/30/19	Balance as 9/30/19	Adjusted Budget	Exp from 10/1/19 to 5/31/2020	YTD Exp 05/31/2020	Bal.
29	Alamo College	TEC21	83,580.00	-	83,580.00	83,580.00	6,553.21	6,553.21	77,026.79
	Alamo College Total		249,030.00	11,242.03	237,787.97	237,787.97	45,667.21	56,909.24	119,753.94
35	Non Federal	(blank)	50,000.00		50,000.00	50,000.00	50,992.21	50,992.21	-992.21
	Non Federal Total		50,000.00		50,000.00	50,000.00	50,992.21	50,992.21	-992.21
36	Correction	(blank)					2,537.38		0.00
	Correction Total						2,537.38		0.00
27	COVID Grants	2020COV001	308,626.00		308,626.00	308,626.00	0.00	0.00	308,626.00
		2020NDW001	1,302,401.00		1,302,401.00	1,302,401.00	5,017.63	5,017.63	1,297,383.37
		2020COS002	287,500.00		287,500.00	287,500.00			287,500.00
	COVID Grants Total		1,898,527.00		1,898,527.00	1,898,527.00	5,017.63	5,017.63	1,893,509.37
Grand Total			204,338,765.19	73,365,782.04	130,972,983.15	130,549,231.55	73,610,899.59	146,974,144.25	57,292,254.12

Contracts start date after 5/31/2020 (Youth pro rate for partial funding 3 months)

This contract reduced grant and potential will provide additional funding pending

Workforce Solutions Alamo
Board Fiscal Year October 1, 2019 to September 30, 2020
Active Grants Only

GRANT	FUND GRANT END DATE	Grant Budget	YTD 05/31/2020	Balance Grant	Exp. as 5/31/2020	Month left in Contract
WIOA ADULT	18WA1	6/30/2020	690,608.00	690,599.32	8.68	100.00% 1
	18WA2	6/30/2020	3,025,854.00	2,969,716.10	56,137.90	98.14% 1
	19WA1	6/30/2021	753,296.00	171,612.99	581,683.01	22.78% 13
	19WA2	6/30/2021	3,300,517.00	2,179,297.38	1,121,219.62	66.03% 13
WIOA DISLOCATED	18WD1	6/30/2020	623,704.00	623,704.00	0.00	100.00% 1
	18WD2	6/30/2020	2,656,388.00	2,656,388.00	0.00	100.00% 1
	19WD1	6/30/2021	711,177.00	277,624.40	433,552.60	39.04% 13
	19WD2	6/30/2021	2,946,453.00	1,749,015.70	1,197,437.30	59.36% 13
WIOA YOUTH	18WOY	6/30/2020	4,005,365.00	3,951,598.72	53,766.28	98.66% 1
	19WOY	6/30/2021	4,373,355.00	3,485,364.17	887,990.83	79.70% 13
WIOA RAPID RESPONSE	19WOR	6/30/2021	145,735.00	95,174.56	50,560.44	65.31% 13
TANF	19TAF	10/31/2020	5,547,913.00	5,547,981.43	-68.43	100.00% 5
	20TAF	10/31/2020	6,169,544.00	2,761,099.46	3,408,444.54	44.75% 5
SNAP E&T	20SNE	9/30/2020	1,886,220.00	1,230,522.79	655,697.21	65.24% 4
NON CUSTODIAL PARENT	20NCP	9/30/2020	437,578.00	302,782.24	134,795.76	69.20% 4
CHILD CARE CCF	20CCF	10/31/2020	73,086,383.00	44,602,872.94	28,483,510.06	61.03% 5
CHILD CARE CCM	20CCM	12/31/2020	7,210,326.00	0.00	7,210,326.00	0.00% 7
CHILD CARE CCP	20CCP	8/31/2020	10,019,800.00	5,492,922.24	4,526,877.76	54.82% 3
TRADE ACT SERVICES	20TRA	12/31/2020	226,315.00	139,433.79	86,881.21	61.61% 7
EMPLOYMENT SERVICES	20WPA	12/31/2020	974,962.00	372,142.93	602,819.07	38.17% 7
RESOURCE ADMIN GRANT	20RAG	12/31/2020	11,857.00	5,828.14	6,028.86	49.15% 7
CHILD CARE ATTENDANCE AUTOM	20CAA	9/30/2020	361,164.00	231,661.76	129,502.24	64.14% 4
CCQ QUALITY	20CCQ	10/31/2020	1,941,072.00	651,547.28	1,289,524.72	33.57% 5
WORK COMMISSION INITIATIVES	19WCI	5/31/2021	144,333.00	104,148.82	40,184.18	72.16% 12
	20WCI	9/30/2020	105,272.00	51,761.08	53,510.92	49.17% 4
REEMPLOYMENT	20REA	12/31/2020	651,116.00	448,682.88	202,433.12	68.91% 7
MILITARY	20WSA	12/31/2020	222,630.00	139,044.38	83,585.62	62.46% 7
WIOA ALTERNATIVE FUNDING	19WAF	8/31/2020	479,224.00	44,770.87	434,453.13	9.34% 3
YOUTH JOB SKILL INITIATIVE	19WS2	8/31/2020	286,000.00	19,556.63	266,443.37	6.84% 3
COVID Grants	19COV	6/20/2021	308,626.00	0.00	308,626.00	0.00% 13
	20NDW	3/31/2021	1,302,401.00	5,017.63	1,297,383.37	0.39% 10
	20COS	6/30/2021	287,500.00		287,500.00	0.00% 13
			134,892,688.00	81,001,872.63	53,890,815.37	60.05%

	New Contracts
	Contract with Low Expenditures



MONTHLY PERFORMANCE & SERVICES REPORTS

MAY 2020

WORKFORCE PROGRAM REPORTS

Program Year (PY) 2019-2020 TWC-Contracted Performance Measures - MAY 2020) Final

WIOA Adult	Definition	Target	YTD	% Target	Status
Adult Employed in the 2 nd Quarter	The percentage of WIOA Adult registered participants in unsubsidized employment during the 2 nd quarter after exit from the program.	81.50%	82.28%	100.96%	MP
Adult Employed in the 4 th Quarter	Percentage of WIOA Adult registered participants who are in unsubsidized employment during the 4 th quarter after exit from the program.	82.50%	83.86%	101.65%	MP
Adult Median Earnings in the 2 nd Quarter	Median earnings of WIOA Adult registered participants during the 2 nd Quarter after exit from the program.	<i>n a</i>	\$8,362.56	<i>n a</i>	<i>n a</i>
Adult Credential Rate	Percentage of WIOA Adult registered participants who obtain a post-secondary credential or a secondary school diploma or equivalent during participation in or within one year after exit from the program.	87.50%	85.94%	98.22%	MP

WIOA Dislocated Worker	Definition	Target	YTD	% Target	Status
DW Employed in the 2 nd Quarter	The percentage of WIOA DW registered participants in unsubsidized employment during the 2 nd quarter after exit from the program.	85.20%	84.31%	98.96%	MP
DW Employed in the 4 th Quarter	Percentage of WIOA DW registered participants who are in unsubsidized employment during the 4 th quarter after exit from the program.	82.90%	77.37%	93.33%	MP
DW Median Earnings in the 2 nd Quarter	Median earnings of WIOA DW registered participants during the 2 nd Quarter after exit from the program.	<i>n a</i>	\$8,612.01	<i>n a</i>	<i>n a</i>
DW Credential Rate	Percentage of WIOA DW registered participants who obtain a post-secondary credential or a secondary school diploma or equivalent during participation in or within one year after exit from the program.	78.30%	86.79%	110.84%	+P

WIOA Youth	Definition	Target	YTD	% Target	Status
Youth Employed, in Training, or in Education in the 2 nd Quarter	Percentage of WIOA Youth registered participants in education or training or in unsubsidized employment during the 2 nd quarter after exit from the program.	73.20%	69.62%	95.11%	MP
Youth Employed, in Training or in Education in the 4 th Quarter	Percentage of WIOA Youth registered participants in education or training or in unsubsidized employment during the 4 th quarter after exit from the program.	72.30%	72.47%	100.24%	MP
Youth Credential Rate	Percentage of WIOA Youth registered participants who obtain a post-secondary credential or a secondary school diploma or equivalent during participation in or within one year after exit from the program.	49.40%	57.89%	117.19%	+P

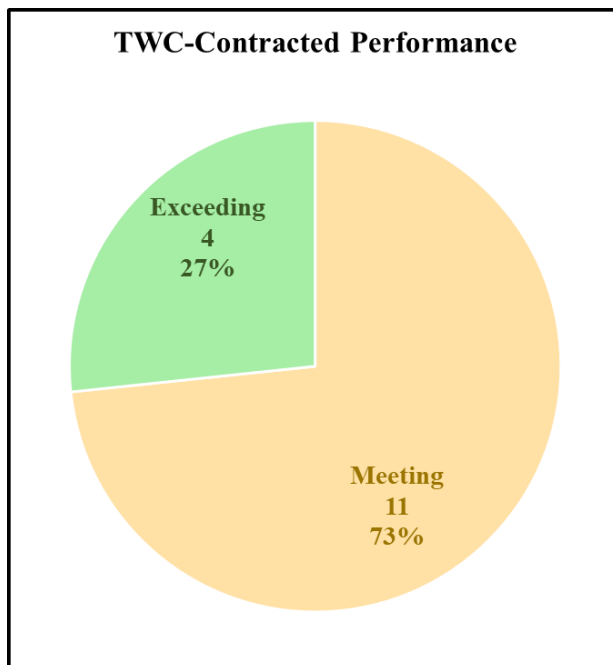
WIOA All Participants	Definition	Target	YTD	% Target	Status
All Participants Employed in the 2 nd Quarter	Percentage of Job Seekers in unsubsidized employment during the 2 nd quarter after exit from the program.	69.00%	71.52%	103.65%	MP
All Participants Employed Quarters 2-4 Post Exit	Percentage of Job Seekers in unsubsidized employment during the 4 th quarter after exit from the program.	84.00%	86.67%	103.18%	MP
All Participants Median Earnings 2 nd Quarter Post Exit	Median earnings of Job Seekers during the 2 nd Quarter after exit from the program.	\$5,561.00	\$6,249.80	112.39%	+P
All Participants Credential Rate	Percentage of Job Seekers who obtain a post-secondary credential or a secondary school diploma or equivalent during participation in or within one year after exit from the program.	60.00%	76.67%	127.78%	+P

Employers	Definition	Target	YTD	% Target	Status
Employers Served	Number of employers receiving workforce assistance.	<i>n a</i>	<i>n a</i>	<i>n a</i>	<i>n a</i>

Program	Definition	Target	YTD	% Target	Status
Choices Full Work Rate	Percentage of TANF recipients required to meet work-related participation requirements.	50.00%	48.49%	96.98%	MP
Claimant Reemployment	Percentage of unemployment insurance (UI) recipients who re-enter employment within 10 weeks.	<i>n a</i>	<i>n a</i>	<i>n a</i>	<i>n a</i>
Ave # of Children Served	Average number of children receiving subsidized childcare	10,469	10,383	99.18%	MP

Source: TWC Monthly Performance Report (MPR) released 07/07/2020.

"Exit" means participant is no longer scheduled to receive a program funded service.



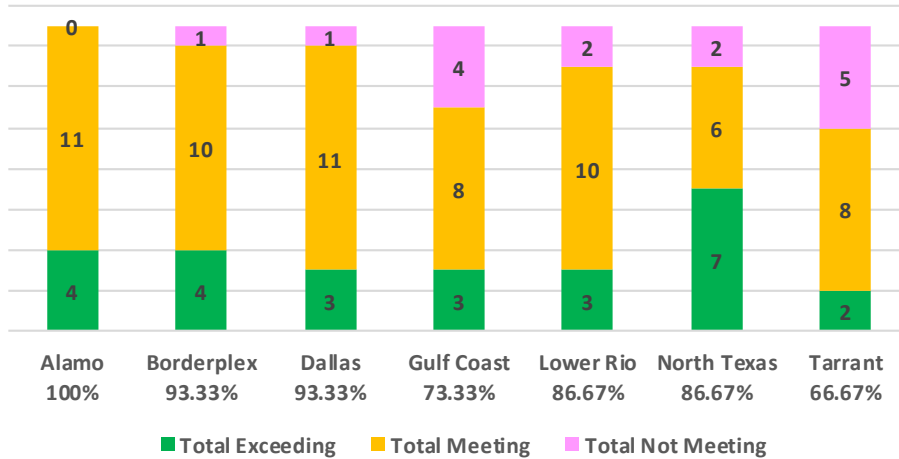
WIOA Measures & Their Participant "Exit" Dates	From	To
Employed/Enrolled at Q2, Employed at Q2, Median Earnings at Q2	7/1/2018	3/31/2019
Employed/Enrolled at Q2-Q4, Employed at Q4, Credential Rate	1/1/2018	9/30/2018

Performance Comments

- **Acceptable Levels of Performance** - In e-mail dated 9/28/18 TWC recommended acceptable levels of performance updates for WIOA measures only (excludes LBB and TWC measures) and applied the follow standards: MP for BCY19 and beyond is 90%-110% of target.
- **Median Earnings** - In e-mail dated 11/2/18 TWC identified issues regarding Q2 and Q4 targets. As a result, TWC has decided on not setting Median Earnings Targets at this time. Projected timeframe for Median Earnings Targets is May once casemixes can be more accurately evaluated.
- **Employers Served** – TWC is still working on WorkInTexas fix to correctly display Employers Served data.
- **Average Number Children Served Per Day – Combined**– On 1/7/2020, TWC approved updated CC targets which will begin to be displayed and used for Measure Status with the February MPR.
- **Claimants Reemployment** - TWC is currently unable to accurately report performance at this time and will begin reporting measure once this is fixed.

MPR Board Comparison Report (YTD) release date 07/07/2020

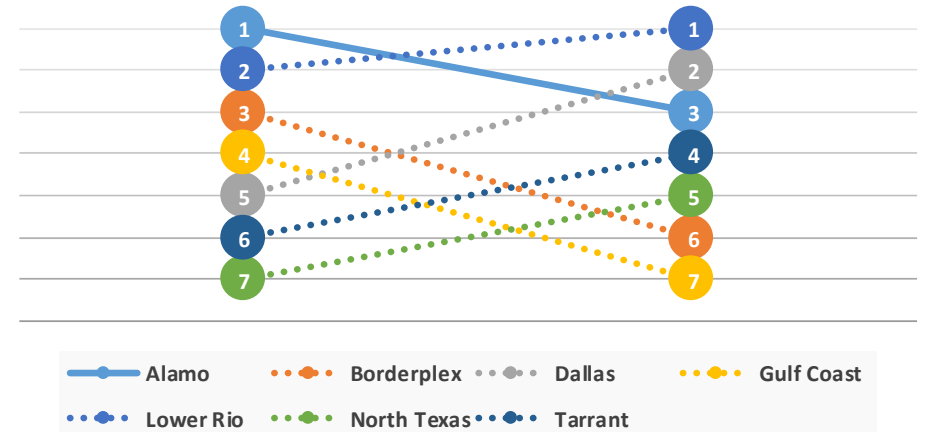
Performance Measure Totals Large Boards



PROGRAM RANKINGS

CHOICES WORK RATE

CHILDREN SERVED

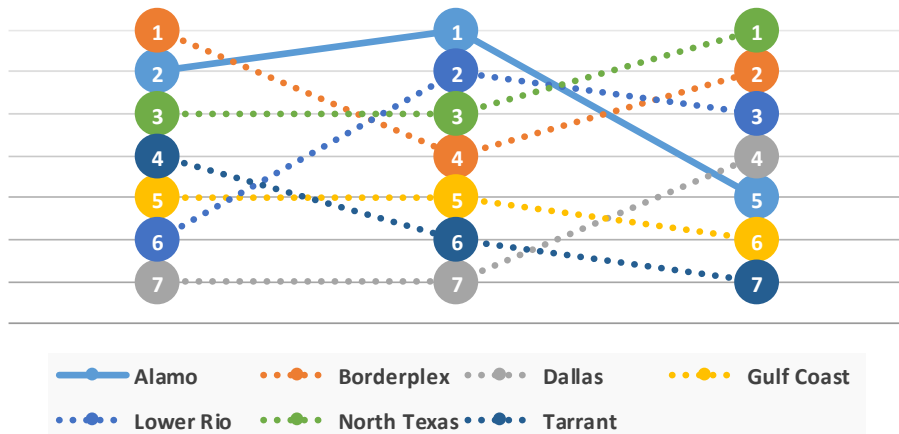


WIOA ADULT RANKINGS

EMPLOYED Q2

EMPLOYED Q4

CREDENTIALS

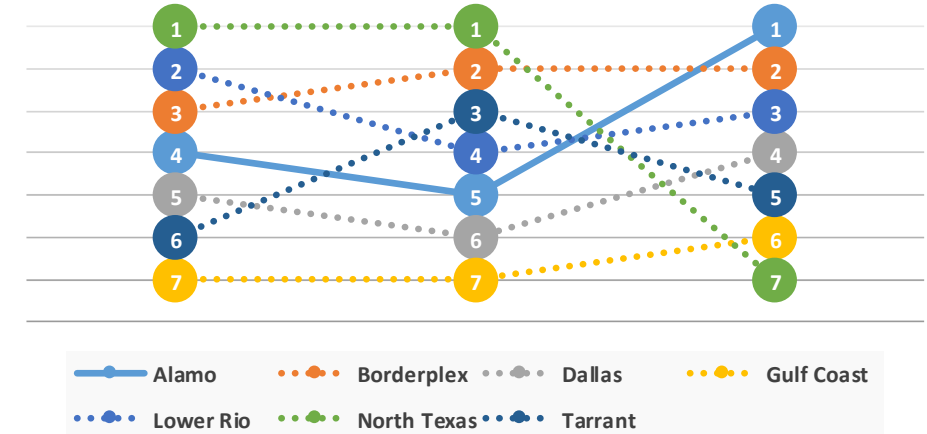


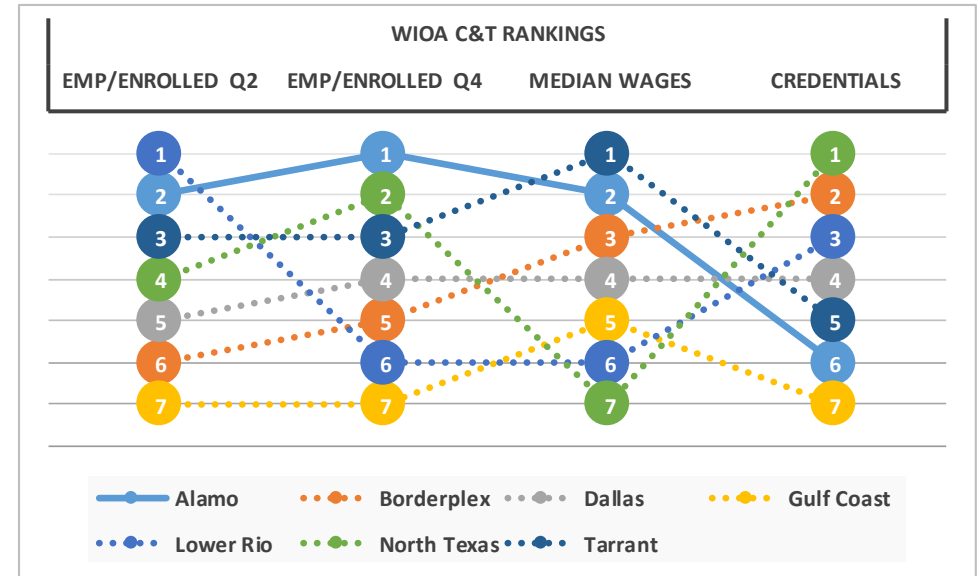
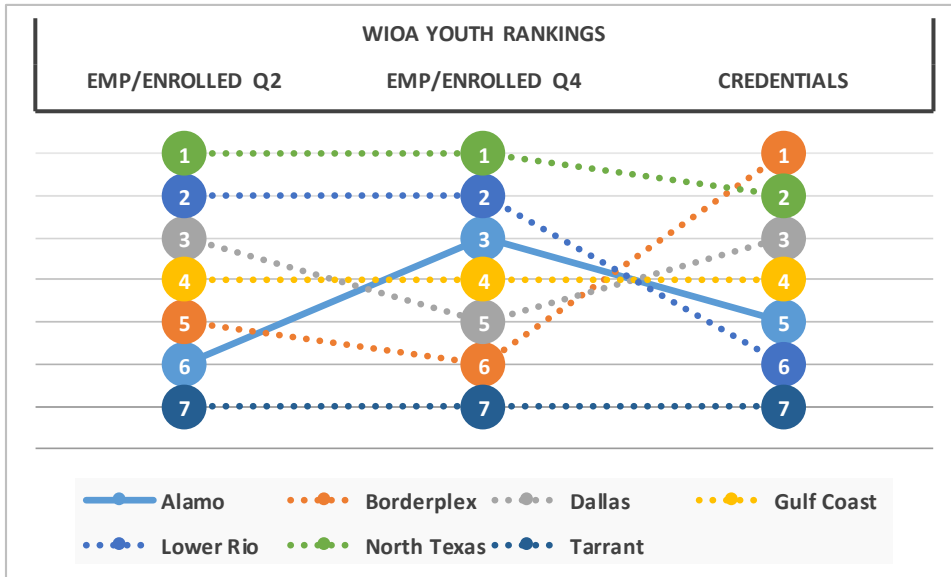
WIOA DW RANKINGS

EMPLOYED Q2

EMPLOYED Q4

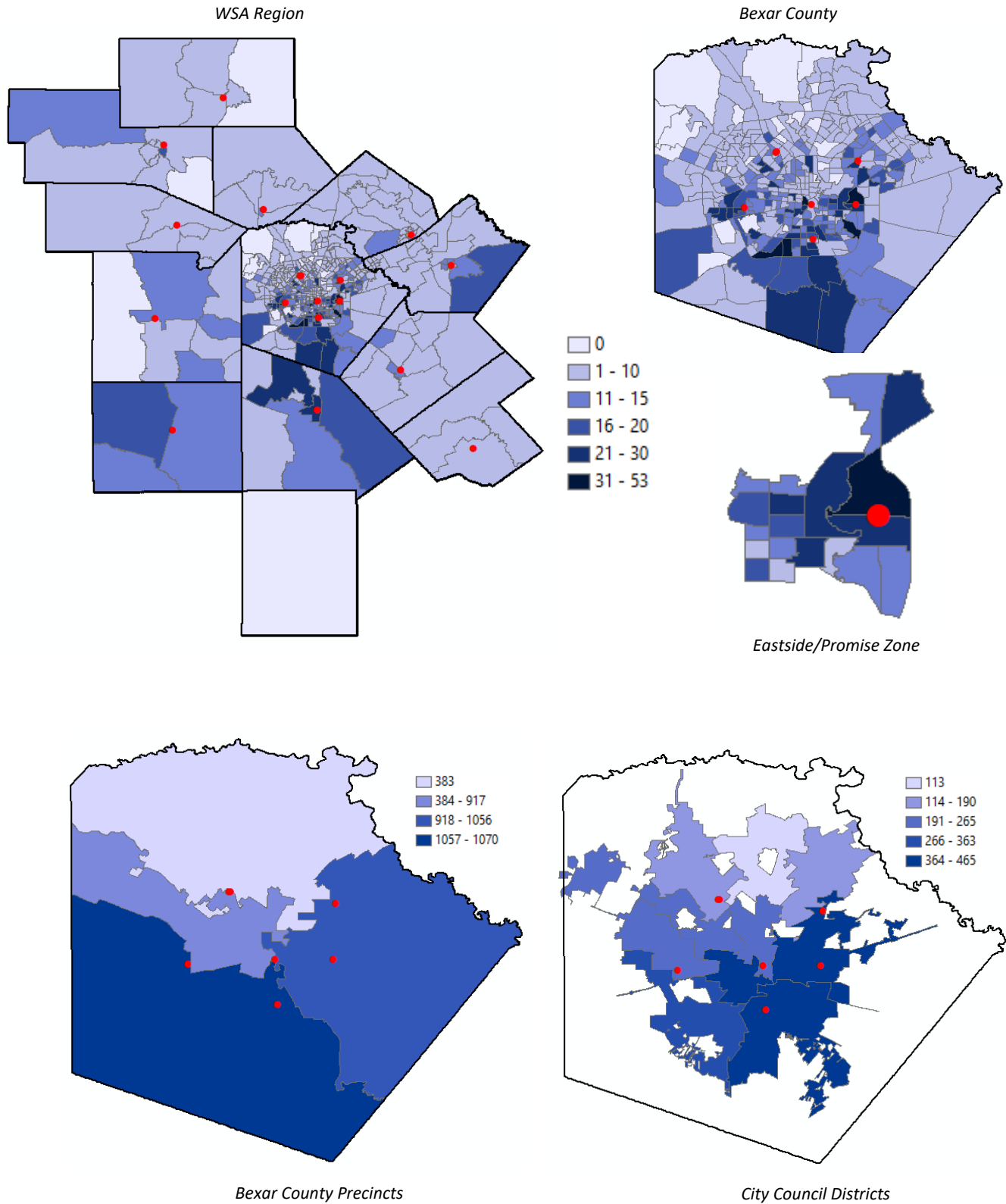
CREDENTIALS





Year-to-Date (Oct-May 2020) Program Participants

The following maps show geocoded residential addresses of program participants.
Due to geocoding limitations, the maps commonly show an undercount.



**Program Participants by County of Residence
Year-to-Date (Oct 2019-May 2020)
Workforce Solutions Alamo**

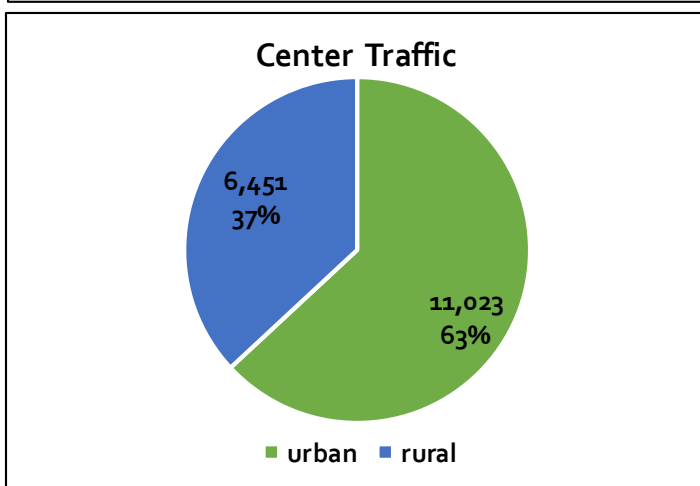
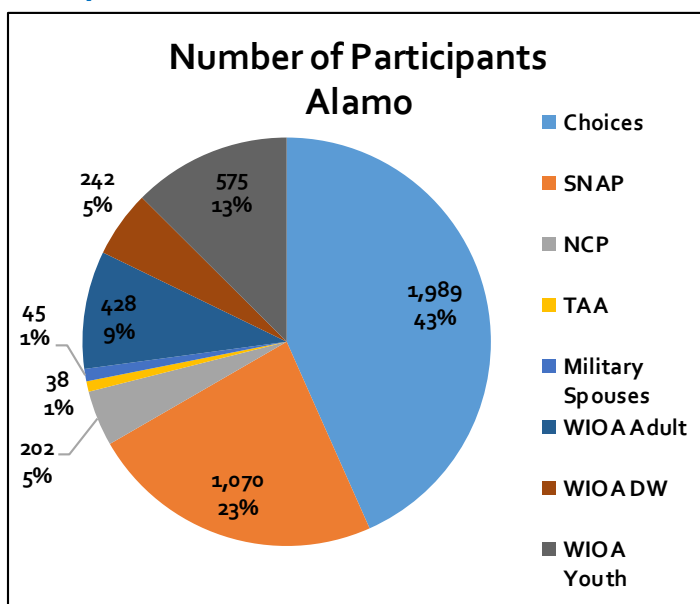
COUNTY	CHOICES	SNAP	NCP	TAA	Military Spouses	Adult	DW	Youth	Total
ATASCOSA	35	15	0	1	0	18	12	18	99
BANDERA	6	6	0	0	0	3	2	12	29
BEXAR	1757	909	201	33	41	308	169	355	3773
COMAL	48	24	0	1	0	18	10	40	141
FRIO	9	13	0	0	0	18	8	11	59
GILLESPIE	1	1	0	0	0	3	0	3	8
GUADALUPE	53	32	0	1	4	23	14	53	180
KARNES	4	4	0	0	0	1	2	6	17
KENDALL	5	5	0	1	0	4	7	17	39
KERR	18	15	0	0	0	12	2	23	70
MCMULLEN	0	0	0	0	0	0	0	0	0
MEDINA	14	24	0	0	0	8	6	17	69
OTHER	25	15	1	1	0	3	0	4	49
WILSON	14	7	0	0	0	9	10	16	56
Total	1989	1070	202	38	45	428	242	575	4589

Note: Data may not be accurate. TWC data applications/TWIST are configured to report information by the Center from which services are provided and not by residence location. Residence information may be impacted in different ways (e.g., TWIST data are modified through batch processes from data that are updated in WorkInTexas/WIT without staff intervention; participants may move without reporting the change; for some participants, such as TANF and SNAP, their address locations may be imported from other applications, such as from Health and Human Services, etc.).

Source: Participant data by County of residence using TWIST Management Summary report.

Center Visitors (May 2020)

Office	Call Center	Email	Center	Grand Total
East Houston	701	238	32	971
Datapoint	443	909	55	1,407
Marbach	1,533	811	34	2,378
South Flores	1,965	551	81	2,597
Walzem	1,447	2,133	90	3,670
Urban	6,089	4,642	292	11,023
Bandera	0	0	0	0
Boerne	122	80	35	237
Floresville	353	979	16	1,348
Fredericksburg	0	0	0	0
Hondo	55	25	25	105
Kenedy	14	305	0	319
Kerrville	245	201	30	476
New Braunfels	163	368	33	564
Pearsall	258	125	30	413
Pleasanton	701	333	75	1,109
Seguin	628	1,248	4	1,880
Rural	2,539	3,664	248	6,451
Total	8,628	8,306	540	17,474



Labor Market Exchange (Oct 2019 - May 2020) *WorkInTexas (WIT) data*

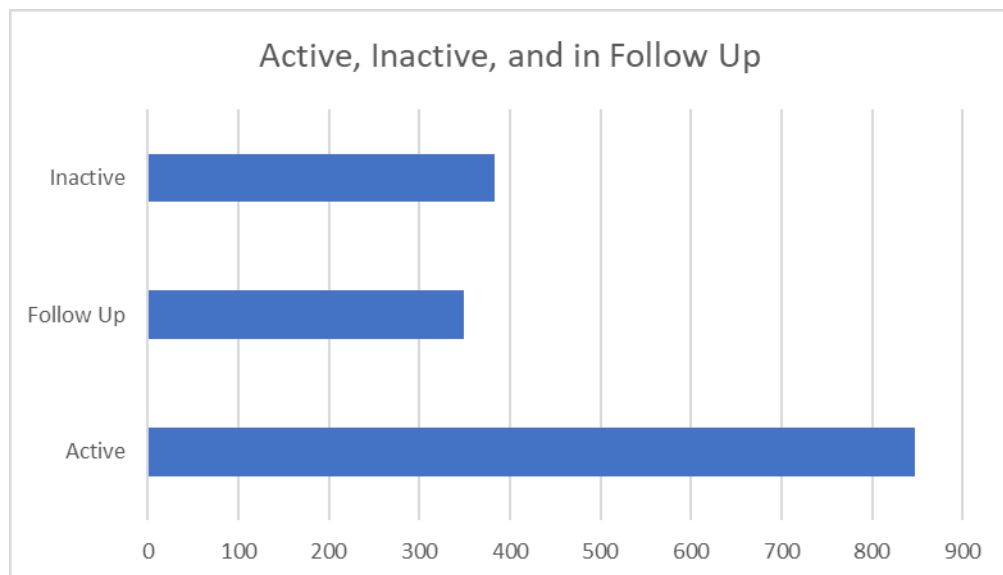
- **Total placements: 8,246**
- **Job Orders: 16,783**
- **Active Job Seekers: 138,724**
- **Employer Recruitment, employers with Job Openings: 1,803**

**RECAP: Caseloads by Program and County
Snapshot as of 07/01/2020**

County	Program								Grand Total
	CHOICES	MILITARY SPOUSE	NCP	SNAP	TAA	WIOA ADULT	WIOA DW	WIOA YOUTH	
Atascosa	6	0	0	0	1	34	15	16	72
Bandera	0	0	0	0	0	1	4	8	13
Bexar	353	39	26	28	19	258	172	243	1138
Comal	4	0	0	0	4	29	28	37	102
Frio	1	0	0	0	0	18	11	6	36
Gillespie	0	0	0	0	0	2	0	0	2
Guadalupe	4	0	0	0	0	14	7	45	70
Karnes	0	0	0	0	0	2	0	9	11
Kendall	0	0	0	0	0	12	8	17	37
Kerr	0	0	0	0	0	14	2	13	29
Medina	2	0	0	0	0	8	8	14	32
Wilson	2	0	0	0	0	8	9	18	37
Grand Total	372	39	26	28	24	400	264	426	1579

**RECAP: Active, Inactive, and In Follow Up
As of 07/01/2020**

Status	PROGRAM								Grand Total
	CHOICES	MILITARY SPOUSE	NCP	SNAP	TAA	WIOA ADULT	WIOA DW	WIOA YOUTH	
Active	370	6	21	28	23	131	87	181	847
Follow Up	0	27	0	0	0	145	73	104	349
Inactive	2	6	5	0	1	124	104	141	383
Grand Total	372	39	26	28	24	400	264	426	1579



RECAP: # of Days Inactive by Fund and County
Snapshot as of 07/01/2020

FUND	COUNTY	# of Days Inactive				Grand Total
		<45	45-59	60-74	75-89	
WIOA YOUTH	Atascosa	2	0	0	0	2
	Bandera	1	0	0	0	1
	Bexar	89	11	12	4	116
	Comal	3	0	2	0	5
	Frio	2	0	0	0	2
	Guadalupe	7	0	0	0	7
	Karnes	1	0	0	0	1
	Kerr	1	0	0	0	1
	Medina	1	0	0	0	1
	Wilson	5	0	0	0	5
WIOA YOUTH Total		112	11	14	4	141
WIOA DW	Atascosa	10	0	0	0	10
	Bandera	1	0	0	0	1
	Bexar	67	0	1	0	68
	Comal	10	1	0	0	11
	Frio	4	0	0	0	4
	Kendall	4	0	0	0	4
	Medina	3	0	0	0	3
	Wilson	3	0	0	0	3
WIOA DW Total		102	1	1	0	104
WIOA ADULT	Atascosa	8	0	0	0	8
	Bandera	1	0	0	0	1
	Bexar	71	7	5	0	83
	Comal	13	0	0	0	13
	Frio	5	2	0	0	7
	Guadalupe	1	0	0	2	3
	Karnes	1	0	0	0	1
	Kendall	3	0	0	0	3
	Kerr	2	0	0	0	2
	Medina	2	0	0	0	2
	Wilson	0	1	0	0	1
WIOA ADULT Total		107	10	5	2	124
TAA	Bexar	0	0	1	0	1
TAA Total		0	0	1	0	1
NCP	Bexar	5	0	0	0	5
NCP Total		5	0	0	0	5
MILITARY SPOUSE	Bexar	6	0	0	0	6
MILITARY SPOUSE Total		6	0	0	0	6
CHOICES	Bexar	2	0	0	0	2
CHOICES Total		2	0	0	0	2
Grand Total		334	22	21	6	383

WSA NON-FORMULA FUNDED GRANTS, INITIATIVES, & PROJECTS								
#	Initiative/Grant	Funding	Description	Partners	Goals	Outcomes	Status	Challenges
1	Skills Development Fund COVID-19 Special Initiative	Statewide Initiative	Skills Development Funds to respond to industry and workforce training needs. Partner with public community and technical colleges, TEEX, or community-based organizations to provide customize training in a timely and efficient manner.	C2 GPS, Businesses, Alamo Colleges, TEEX, other training providers	Performance and Expenditures Projections at the following intervals: • 25% of the grant period; • 50% of the grant period; and • 75% of the grant period.	2 training providers approved by TWC for pre-apprenticeship training in electrical, Cyber Security, Data Analytics and Digital Marketing. Training Start date: August 2020. Training Participant Outreach and recruitment in July 2020.	In-progress	None
	\$287,500	6/9/2020	6/30/2021					
2	Disaster Recovery Dislocated Worker Grant - COVID-19	Statewide Initiative	Disaster grant funds to assist individuals residing in the Alamo 13 County region affected by COVID-19 find temporary employment in response to major economic dislocations.	C2 GPS, SA FoodBank, SAHA, Meals on Wheels (Frio & Bandera), Health Collaborative, United Way, SA Visit, AACOG.	Provide disaster relief employment and support services to 122 dislocated workers	Outreach and recruitment underway via WIT, Unemployment Insurance (UI) Claimants ad hoc list, WSA Website, Social Media and WSA Call Centers. Work Site agreements and MOU completed with SA Food Bank. SA Food Bank disaster relief employment start date: July 20th. Other employers pending.	In-progress	Lack of interested and qualified candidates. (The outreach and recruitment efforts were increased and it is paying off).
	\$1,302,401.00	5/5/2020	3/31/2021					
3	Hiring Red, White & You!	Workforce Commission Initiatives (WCI)	Annual Job Fair (statewide) for Transitioning Service Members, Veterans, Military Spouses, and the Public. New this year: Virtual Job Fair. November 5, 2020	Veteran Coalitions/ Event Planning Committee Members: (numerous partners including JBBSA, TVC, TVLP, MOAA, USO, VRS, City of San Antonio EDF, Alamo Colleges, Bexar County Veterans Service Center, GI-Forum, RBFCU, Texas Veterans Network (formerly TX SERVES SA), Wounded Warriors, C2 GPS, SERCO.	2020 Virtual Job HRWY Event: 1. 160+ Employers, 60 Veteran Resource Booths 2. 1500+ Job Seekers 3. Promote the event among TRI Board areas: Alamo, Rural Capital and Capital Area.	2019 Outcomes 1. Registered Employers - 161 2. Registered Jobseekers - 2,022 (Veterans - 894, Non Veterans- 1,128). 3. Veterans Information Village - 60. 4. On-site hires - 111 (5.5%). Employers were expected to make more hires days/weeks after the event. WSA expected to verify employment via TWC wage records prior to COVID-19	In-progress	As a result of COVID-19, transition to a virtual job fair event or a combination of several virtual events ahead of the event date is necessary due to the large number of job seekers displaced by COVID-19.
	\$37,100	10/1/2019	9/30/2020					
4	Career in Texas Industries/Youth Career Fair Events	Workforce Commission Initiatives (WCI)	"#DreamBiggerGoFurther Career Pathways Summit" Date/Location TBD Annual Career Pathways event for students. Careers in Texas Industries or Youth Career events for middle-school, high school, and postsecondary students, including employer exploration of career opportunities in industry. Information of career opportunities including pathways to in-demand careers, networking, internships, and other applied learning opportunities.	Career Pathways Planning Committee (Includes Independent School Districts & Region 20, & other partner agencies), C2 GPS, SERCO.	2020 Virtual Career Pathways Event 1. 1000 students 2. 50 Employers 3. 50 Presenters	2019 Event Outcomes: 1. 14 schools registered with 404 registered students: 238 in healthcare, 37 in advanced manufacturing, 72 in construction, 57 in IT. 2. 11 presenters participated.	In-progress	As a result of COVID-19, our challenge becomes transitioning to a virtual event and the determination of when the school year resumes in September 2020.
	\$50,000	10/1/2019	9/30/2020					
5	Excellence in Rural Service Delivery	Workforce Commission Initiatives (WCI)	New TWC funding focused on innovative strategies to expand accessibility and services in the most rural and remote areas of the Alamo region.	AACOG > Five (5) partner locations in rural areas: Bandera Library, Fredericksburg Hill Country University, City of Diley, Schertz Library, McMullen County. > Commissioner Rodriguez (rural area in Bexar County).	1. 5 Kiosks in rural counties and 1 Kiosk in rural area of Bexar County 2. Relocation of two satellite offices (Bandera and Fredericksburg) 3. Explore/research Mobile unit	1. Kiosks have been ordered 2. Located new locations for Bandera and Fredericksburg 3. Mobile unit - in continued research by Board Staff and Board of Directors. Current milestones moving according to timeline/plan.	In-progress Initial Board directive took long to implement	Finalizing procedures, will schedule staff training, integration with WSA IT network structure, customer 'call center' and staffing infrastructure.
	\$41,000	10/1/2019	1/31/2020					
6	Teacher Externship	Statewide Initiative	TWC approved a 2020 revised plan to provide teacher externship curriculum during Fall 2020, Spring and Summer 2021 to 150 middle and high school teachers and counselors.	Steuck & Associates Alamo STEM Coalition	1. Register 150 teachers 2. Successful completion of the program 140 teachers 3. Recruit 15 companies/ organizations for virtual externship experiences	Develop virtual externship plan.	In-progress	Capacity and sustainability
	\$200,000	7/15/2019	8/31/2021					

WSA NON-FORMULA FUNDED GRANTS, INITIATIVES, & PROJECTS								
#	Initiative/Grant	Funding	Description	Partners	Goals	Outcomes	Status	Challenges
7	Teacher Externship Plus	Statewide Initiative	TWC approved the 2020 revised plan to increase sustainability of externship services and ensure replicate in the communities.	Steuck & Associates Alamo STEM Coalition	1. Build sustainability/capacity 2. Replicate in communities 3. Fall/Spring Events (virtual teacher externships) 4. District-initiated events (virtual externship visit) 5. Host-initiated events (coordinate meetings with remote representatives) 6. Digital Badging: integrate with ESC-20's effort for teacher and student inclusion of outcomes.	Drafted a copy of the Digital Badging Guide to instruct educators how to use digital badging in their classrooms.	In-progress	Capacity and sustainability
	\$100,000							
	7/15/2019	8/31/2021						
8	Women's Entrepreneurship Bootcamp	Statewide Initiative	TWC made funding available to provide 1-day physical and virtual entrepreneurship bootcamp for eligible women.	UTSA = main partner delivering bootcamp. Partner locations for virtual bootcamp: South Texas Regional Training Center (Hondo), Coastal Bend College (Pleasanton), Alamo Colleges (Central Texas Technology Center, Seguin/New Braunfels)..	1. In-person bootcamp: 20 participants x 8 sessions = 160 participants. 2. Virtual bootcamp: 10 participants x 8 sessions = 80 participants. 3. Curriculum development for women entrepreneurs.	MOUs and contracts/agreements in place. Bootcamps successfully conducted January and February 2020. In-person bootcamps were transmitted to virtual sites via WebEX. Targeted participants were 50 for each bootcamp. For both bootcamps - registered participants were 144. Actual attendees were 58. Extensive outreach resulted in increased registrations in March, April, May bootcamps. These were subsequently cancelled. The first session in June was cancelled due to short time-frame to collect eligibility docs. The session on July 16, 2020 was conducted. For this session 39 participants registered. Final attendee report is pending.	After cancelation of March, April, May sessions due to pandemic, an alternative plan was submitted to TWC for an all virtual delivery format. Project is still in progress.	Main partner's capacity (they took on this additional initiative), identification and coordination of virtual partner locations, technology to stream virtual bootcamps, curriculum development copyrights. The pandemic caused the bootcamps to be cancelled in March, April, May. An alternative plan was submitted to TWC as May 18, 2020. The plan included the increased capacity for WebEx at UTSA to 200 individuals per session, that allows continuation of bootcamps virtual at all sites. The proposed plan will target registrants in the Jun-Aug 2020 bootcamps inviting them to attend virtual sessions Jun-Aug 2020. Curriculum was modified to accommodate the new delivery format. The sessions timeframe has changed to half day sessions, two sessions per month, one in Spanish and one in English.
	\$58,200							
	7/26/2019	8/31/2021						
9	Texas Industry Partnership	Statewide Initiative	Support South Texas Electrical JATC, a 501(c)(3) electricians and technologies apprenticeship program develop a Certified Building Industry Consulting Service International (BICSI) Lab as an Authorized Training Facility (ATF).	South Texas Electrical JATC, a 501(c)(3) nonprofit electricians and technologies apprenticeship program, as registered with the U.S. Department of Labor.	Development of a Certified Building Industry Consulting Service International (BICSI) Lab, and be recognized as a BICSI Authorized Training Facility (ATF).	Reimbursement to JATC for the cost of the equipment will be finalized in July 2020.	In-progress	The recruitment of actual apprentices is pending. Additional delays due to COVID-19. Expect the project to get back on track starting in July 2020.
	\$64,000							
	7/26/2019	8/31/2020						
10	WIOA ITAs Urban	Statewide Initiative	Leftover balance of Statewide Initiative funds must be used toward ITAs. Upskilling of WIOA participants with industry-recognized credentials in in-demand occupations	C2 GPS	> 13 - 14 participants enrolled in credentialing educ/training. > 8 - 9 obtain an industry-recognized credential.	Grant extension to 2021. Daily Virtual Orientations at both Urban and Rural areas for outreach and recruitment.	In-progress	New training enrollments delayed due to COVID-19. Jobseekers are focused on signing up for UI benefits.
	\$48,000							
	7/26/2019	8/31/2020						
	WIOA ITAs Rural	Statewide Initiative		SERCO	> 2 - 3 participants enroll in credentialing educ/training. > 1 - 2 obtain an industry-recognized credential.	1 Pharmacy Technician- Start date:02/2020. Estimated Graduation date: 09/2020	In-progress	New training enrollments delayed due to COVID-19
	\$10,861							
7/26/2019	8/31/2020							

WSA NON-FORMULA FUNDED GRANTS, INITIATIVES, & PROJECTS								
#	Initiative/Grant	Funding	Description	Partners	Goals	Outcomes	Status	Challenges
11	RESEA	Reemployment Services	Provide Unemployment Insurance (UI) Claimants with access to resources, tailored labor market information, career services, and potential co-enrollment in the WIOA Dislocated Worker program, and obtain employment.	C2 GPS	1. 100% Outreach of RESEA UI Claimants. 2. Provision of RESEA Orientations to UI Claimants.	RESEA Orientation Services were provided to 1,897 UI Claimants (Between 10/2019 to 02/2020).	On hold	The Workforce Career Centers were closed in March 2020 due to COVID-19 and RESEA outreach was suspended by TWC.
	\$361,164							
	9/30/2019	12/31/2020						
12	Youth Job Skills/Urban	WIOA Youth	TWC funding to support 5 Boards with the highest # of dropouts and youth UI Claimants. To develop strategies to provide enhanced service delivery to Out-of-School without a secondary school diploma/equivalency, disadvantaged youth, and areas with high poverty rates.	C2 GPS ESC-20, Savant,	1. Enrollment: 42 youth 2. HS enrollment: 21 3. HS/equiv. completion: 7 4. Post-Sec Enrollment: 12 5. Post-Sec Credential: 4 6. Job Placement: 8	Youth are in the pipeline to enroll into GED and Training amidst Covid-19, as outreach is now being conducted virtually and digitally.	In progress	Multiple outreach mechanisms were planned, due to COVID-19 in person outreach and events have been rescheduled at this time!
	\$205,920							
	10/1/2019	8/31/2021		SERCO BCFS, ESC-20, Alamo Colleges, Caterpillar	1. Enrollment: 10 youth 2. HS enrollment: 5 3. HS/equiv. completion: 2 4. Post-Sec Enrollment: 3 5. Post-Sec Credential: 1 6. Job Placement: 2	1.(3) Participants ITA training for Industrial Maintenance Technician 2.(4) Participants for HS Diploma	In progress	Due to COVID-19 the start date for ITA training changed multiple times, but was transitioned into online classes.
	Youth Job Skills/Rural	WIOA Youth						
	\$51,480							
	10/1/2019	8/31/2020						
13	Military Family Support Program	WIOA Adult Statewide	On-site services at Military and Family Readiness Centers at JBSA Ft. Sam Houston, Lackland and Randolph located for military spouses, including job search, assessment, labor market information, resume writing, interviewing skills, support services, training in high demand occupations and placement.	C2 GPS Joint Base SA	1. # Provided Assessments - 62 2. # Participants Enrolled - 62 3. # Receiving Supportive Services- 6 4. # Participants Trained - 6 5. # Participants Receiving Certifications - 6	1. # Provided Assessments -12 2. # Participants Enrolled -12 3. # Receiving Supportive Services-0 4. # Participants Trained - 1 5. # Participants Receiving Certifications- 0 (Between 01/01/2020 to 06/30/2020)	In progress	Enrollment of spouses. Difficult to enroll in certain activities (due to spouses' occupational goals and military active duty spouses unexpected reassignment). Gaining employment has been difficult. C2 Career Counselors are not allowed on base due to COVID-19
	\$222,630							
	1/1/2020	12/31/2020	We have two C2 GPS staff offering services/located on-site at the three military bases.					
14	HPOG Grant	Alamo Colleges Subgrant	TANF recipient co-enrollment/case management with provision of supportive services (including utility, transportation and housing assistance and referral to resources such as childcare), Placement services for participants of Health & Human Services-Health Professions Opportunities Grant ("HPOG"). Individuals must meet eligibility and demonstrate a need for skills and training to enter the workforce.	Alamo Colleges, C2 GPS hires 1 staff	1. 25 applicants by 2/15/20 2. 9 applicants by 5/30/20 3. Medical Front Office certificate: 20 by 6/30/20 to 8/30/20. 4. Provide 25-30 hours of OJT and health care employment services. 5. Job placement: 25 participants by 9/29/20	Accomplished Goal 1 and 2 successfully with 25 applicants by 2/15/2020 and 9 applicants by 5/30/2020. Of the 25 applicants, 0 were selected. Of the 9 applicants by 5/30/20 3 were selected and 1 secured a job. June Medical Front Office training is anticipated pending COVID-19 changes by Alamo Colleges. For the MFO class 200-300 participants were reviewed, 24 met eligibility criteria for HPOG. Of 24, 12 will start the MFO class. 7/15/2020. WSA is behind on targets, adding 4 WSA MFO participants for July/August cohort. Provided 25-30 OJT hours of OJT ad healthcare employment services. Job placements: 25 participants by 9/29/20.	In-progress However, will keep an eye on target attainment as it is beginning to fall behind.	Identification of eligible applicants, conflicting goals between TWC/WSA TANF requirements and HPOGs timelines (TWC/WSA is 'work-first' not long-term training), COVID-19: direct impact on training schedule forces participants out of the timeline to participate. COVID 19 has made it difficult to bring participants back in to complete missing paperwork. Team has been instructed to identify new eligible participants to hit targets. Classes have been moved or delayed due to low recruitment. Participants are choosing to collect federal aid from COVID 19 and/or choosing to work instead of going through the training or enrollment process.
	\$81,870							
	10/1/2019	9/29/2020						

WSA NON-FORMULA FUNDED GRANTS, INITIATIVES, & PROJECTS								
#	Initiative/Grant	Funding	Description	Partners	Goals	Outcomes	Status	Challenges
15	TechWorks Grant	Alamo Colleges Subgrant	Referrals, recruitment, job placement assistance for participants with some college but no degree, Veterans, Promise Zone residents, unemployed and underemployed individuals. Must meet Tech Works' eligibility and demonstrate a barrier: long term unemployment-over 27 weeks unemployed, limited English proficiency, disability, childcare needs, housing assistance, prior criminal convictions, and other barriers to employment identified under WIOA.	Alamo Colleges, C2 GPS hires 1 staff	1. Refer 20 eligible applicants by 2/30/20. 2. Refer 20 eligible applicants by 4/30/20. 3. Refer 20 eligible applicants by 6/30/20. 4. Job Placement: 50% (30) participants by 12/1/2020.	40 eligible applicants by 4/30/20 is target. 24 applicants were referred prior to 2/30/2020 meeting the February target. 65 eligible applicants were referred from February to April 30, 2020 Grant is meeting all targets.7/15/2020-50% of referrals have missing eligibility criteria docs or did not met ACCD legibility criteria.	89 applicants In-progress	Implementation of identification of potential eligible applicants and referral system. TechWorks will train participants - subsequent placement requires alignment of business services efforts with employers in the field. COVID 19 has made it difficult to bring participants back in to complete missing paperwork. Team has been instructed to identify new eligible participants to hit targets.
	\$83,580							
	10/1/2019	12/1/2020						
16	Rapid Response	WIOA Dislocated Worker	Provides Rapid Response immediate reemployment services to workers affected by layoffs, plant closings, workers of businesses affected by disasters and foreign trade.	Training Solutions, C2 GPS	Provide immediate reemployment services to affected workers.	Displaced Workers 11,068 from 135 companies, January to May 22, 2020	In progress	Tracking outcomes in employment for affected workers, co-enrollment with Dislocated Worker Program.
	\$98,326							
	10/1/2018	9/30/2019						
17	Transitioning Service Members Inventory (Survey)	WIOA Dislocated Worker and Cost Allocated	The Transitioning Service Members Inventory Initiative Survey is authorized by Joint Base San Antonio (JBSA) Fort Sam Houston. Lackland and Randolph and regularly administered by Bexar County staff. WSA Data enters paper responses into database, performs analysis and develops professional/publishing of report twice a year.	JBSA, Bexar Couty	Publish two reports annually	First report published 300 copies. Second report published 500 copies. 2732 surveys received. Third report is under review by JBSA and Bexar County Veterans Service Center Leadership. Report will be distributed August 2020.	In progress Fell behind due to COVID-19 focus, but is now in progress.	Marketing promotion of survey. Manual capturing of surveys during Transition Assistance Program (TAP) classes requires manual data entry. Different surveys were used by Bexar County, consolidation information has been challenging. COVID 19 has impacted collection of surveys.
	\$6,000							
	10/1/2019	9/20/2020						
Initiative or active but all activities were completed or no additional reporting to Board is currently needed.								
#	Initiative/Grant	Funding	Description	Partners	Goals	Outcomes	Status	Challenges
18	Child Care Quality Conference	Workforce Commission Initiatives (WCI)	TWC funding for Board staff travel costs to the TWC Child Care Quality Conference April 24, 2019 in Austin	TWC	Cancelled due to COVID-19	Funding was cancelled due to COVID-19	Inactive	None.
	\$640							
	10/1/2019	9/30/2020						
19	Texas Veterans Leadership Program	Workforce Commission Initiatives (WCI)	TWC funding to support the agency's Texas Veterans Leadership Program (TVLP) staff	TWC/TVLP	Provide funding support to TVLP	Ongoing support.	Ongoing	None.
	\$17,177							
	10/1/2019	9/30/2020						
20	Foster Care Youth Conference	Workforce Commission Initiatives (WCI)	TWC funding of cover Board staff travel costs to the Foster Care Youth Conference	TWC	Conference rescheduled due to COVID-19 to later in the year.	TBD	Ongoing	None.
	10/1/2019	9/30/2020						
21	Externship for Teachers	Statewide Initiative	TWC funding to transfer the externship management and functions to communities and/or school districts, provide additional externship opportunities during the Fall 2019, and Spring 2020 and advance digital badging in the project.	Steuck & Associates and Alamo STEM Coalition	1. Transfer externship to communities and/or school districts 2. Provide externship training to regional areas 3. Digital badging use for teachers to track students outcomes.	The funding was cancelled due to Coronavirus crisis.	Inactive	The pandemic created a challenge to meet in-person with teachers, employers and continue to host on-site tours.
	\$200,00							
	5/6/2020	2/28/2021						
22	Summer Earn and Learn	Statewide Initiative	Summer Earn and Learn is a statewide strategy that includes work readiness training and paid work experience for students with disabilities during the summer months. TWC-VR is primarily responsible for student recruitment and Workforce staff have the responsibility of identifying and recruiting employers to provide work experience opportunities.	VR		The funding was cancelled due to Coronavirus crisis.	Inactive	The pandemic resulted in the program being cancelled.
	\$							
	4/4/2020	08/21/202						

CHILD CARE PROGRAM REPORTS

BCY20 CHILD CARE PERFORMANCE MEASURES MAY 2020

Performance

Timeframe	# of Units	BCY20 Target	% Attainment	Status
Year New (10/01/19 - 09/30/20)	10,383	10,469	99.18%	MP

Child Care Providers - Informational Only

Type of Provider	Number
Number of Texas Rising Star Providers	118
Number of Texas School Ready Providers	35

Performance Status Methodology

The Measure Status Methodology for BCY 20 will use YTD numbers to calculate performance.

MP = 95%-105%

+P = 105% or above

-P =<94.99

Wait List - Informational Only

Month	Number
May 2020	4,717

Month	Goal	Actual Units	Percent of Goal
October	9,532	10,891	114.26%
November	9,532	10,690	112.15%
December	9,532	10,357	108.66%
January	9,532	10,215	107.17%
February	10,469	10,159	97.04%
March	10,469	10,227	97.69%
April	10,469	10,282	98.21%
May	10,469	10,452	99.84%
June	10,469		
July	10,469		
August	10,469		
September	10,469		

Intake Information

- WSA met the Discretionary Rural Enrollment Goal of 20%.
- Intake for Rural customers on the Waitlist began in February 2020 as the Goal for BCY20 increased to 10,469
- COVID Essential Workers became a new protective services funding characteristic where Essential Workers making up to approximately 150% State Median Income can receive care for three months.

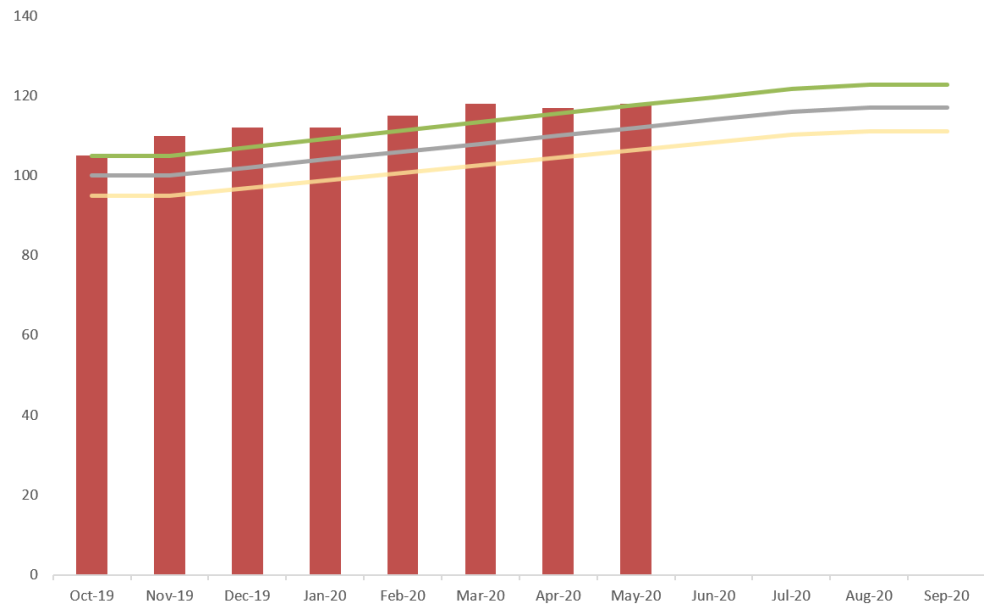
Provider Outreach Efforts:

- Provider outreach is being done remotely due to new COVID Child Care regulations.

County	Goal	Urban/Rural Discretionary Performance	Discretionary	Mandatory*	CCDF Total	Percent of Goal	COVID Essential Worker	DFPS Not Included in Performance
Bexar	8,375	76.90%	6,881	1,357	8,238	98.36%	1,944	580
Rural	2,094	23.10%	2,067	147	2,214	105.73%	338	165
Atascosa			253	16	269		65	24
Bandera			48	2	50		1	4
Comal			464	42	506		67	34
Frio			67	7	74		9	6
Gillespie			28	8	36		2	1
Guadalupe			526	32	558		64	41
Karnes			22	0	22		2	0
Kendall			52	4	56		7	7
Kerr			251	12	263		41	21
McMullen			0	0	0		3	0
Medina			210	18	228		26	12
Wilson			146	6	152		51	15
Total	10,469		8,948	1,504	10,452		2,282	745

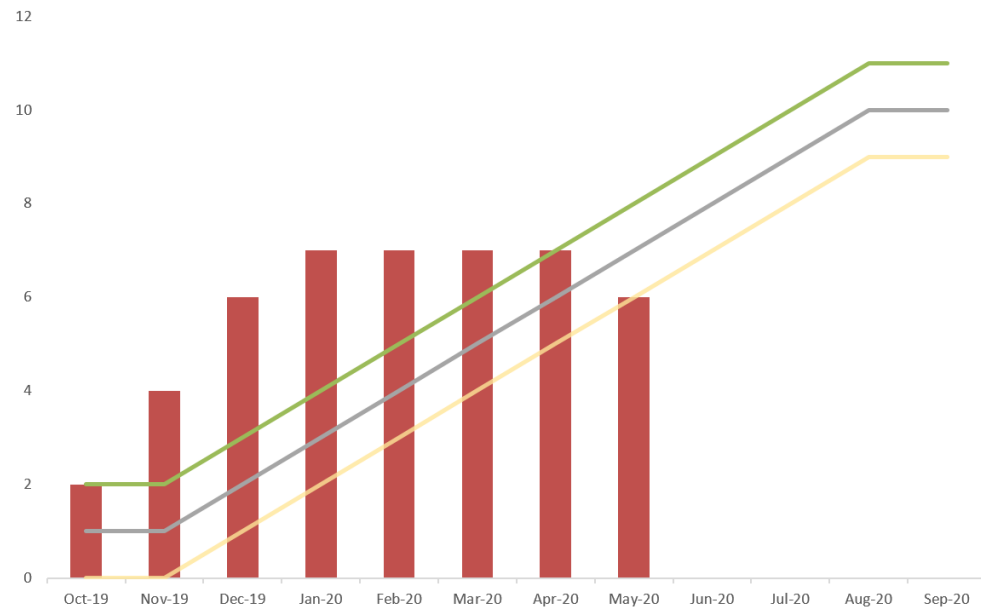
Differences in units are due to timing of payments/referral fixes vs. date TWC extracted performance and will be captured in the subsequent month.

Workforce Solutions Alamo
 Child Care Services (CCS) Quality Performance BCY20
 Number of Texas Rising Star Providers



	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
Actual Cumulative Performance	105	110	112	112	115	118	117	118				
Cumulative Performance Goal 95%	95	95	97	99	101	103	105	106	108	110	111	111
Cumulative Performance Goal 100%	100	100	102	104	106	108	110	112	114	116	117	117
Cumulative Performance Goal 105%	105	105	107	109	111	113	116	118	120	122	123	123

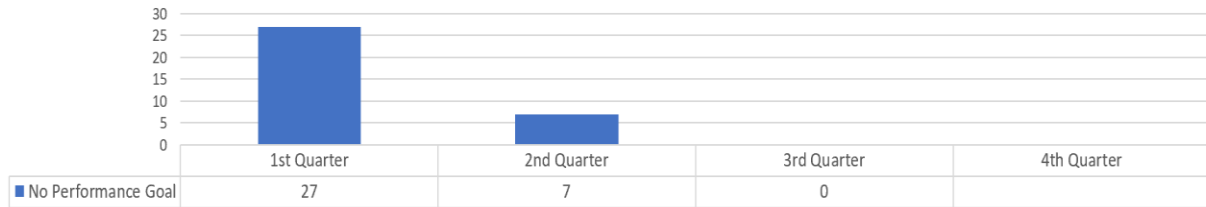
Workforce Solutions Alamo
 Child Care Services (CCS) Quality Performance BCY20
 Increase in Star Level of Texas Rising Star Providers



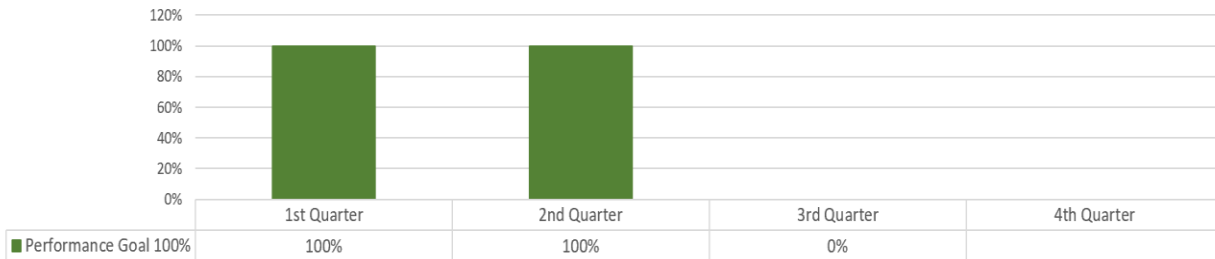
	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
Actual Cumulative Performance	2	4	6	7	7	7	7	6				
Cumulative Performance Goal 95%	0	0	1	2	3	4	5	6	7	8	9	9
Cumulative Performance Goal 100%	1	1	2	3	4	5	6	7	8	9	10	10
Cumulative Performance Goal 105%	2	2	3	4	5	6	7	8	9	10	11	11

Texas Rising Star Assessor Performance

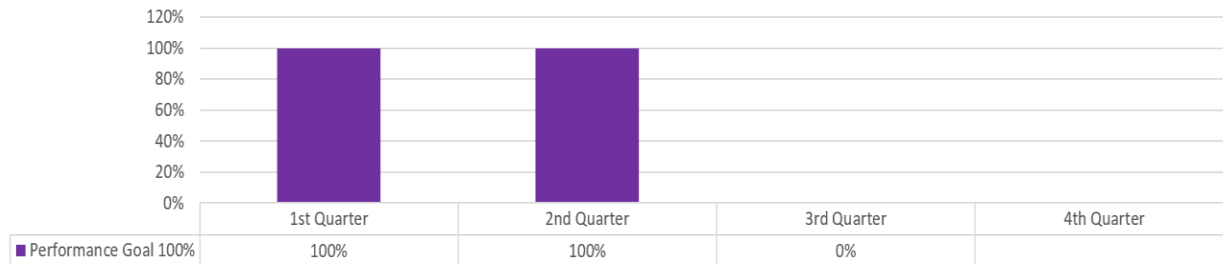
BCY20 Number of Assessments Conducted



BCY20 Percentage of Exit Reviews Conducted After Assessments



BCY20 Percentage of Assessment Results Provided Timely



No TRS Assessments completed this Quarter due to COVID-19

Quality Improvement Activities

Mentoring Activities

- Total Texas Rising Star Providers: 118
 - 75 – 4 Star
 - 31 – 3 Star
 - 12 – 2 Star
- 25 zero-star centers (not TRS Certified) being mentored

Current Initiatives/Partnerships:

- Voices for Children – South Texas Trauma Informed Consortium Sector – Early Care and Education. The focus of this group is to work to mitigate the effects of Adverse Childhood Experiences by working together to create a Certified Trauma Informed Bexar County.
- Region 20 – As part of the RECESS grant, WSA is working in partnership with Region 20 to have TRS child care centers work in collaboration with ISDs to support a school readiness and transition plan.
- Pre-K 4 SA – Working together to increase quality child care in San Antonio without duplicating services. Pre-K 4 SA has been providing professional development to child care providers who do not meet the TRS Guidelines to prepare them for reaching TRS status.
- Ready Kids SA – Working with a network of partners to maximize early childhood resources in our community. Primary Objectives: Create a comprehensive early childhood system that promotes the social, emotional, physical and cognitive development of children 0-8. Establish strategies and tools for family support and partnership.
- Working with (Texas Early Childhood Professional Development System) TECPDS to create a partnership so that we can utilize the system for storing all training certificates for future and easy access.
- United Way – Working with St Paul center on providing TRS Training to their trainer and master mentor to work with 10 Child Care Centers to bring them up to quality.
- Shared Services Alliance – WSA is working with the Shared Services Alliance in San Antonio, which includes established partners: United Way, Region 20, Pre-K 4 SA, Voices for Children, and the SA Food Bank. The Shared Services Alliance is leveraging resources to improve business practices at child care centers and improve quality by providing services and resources for providers. WSA will replicate services for rural counties.
- San Antonio College (SAC) – Developed a Career Pathway for early childhood professionals by establishing a scholarship for a Level II certificate, a stackable credential that can be transferred to an associate degree.

BUDGETS

Report Period: 10/01/19 - 5/31/20									
Contractor Expense Report									
Contractor	Budgeted Amt.	Fiscal year 10/1/19 to 9/30/20	% Expensed	Balance	Direct Client Expenses	Urban Direct Client Expenses	Rural Direct Client Expenses	Direct Client Expenses Urban %	Direct Client Expenses Rural %
C2 GPS Workforce Center-FY20									
WIOA Adult	3,465,161	2,181,107.20	62.94%	1,284,054	970,027	765,174	204,852	78.88%	21.12%
WIOA Dislocated Worker	3,494,069	2,127,092.68	60.88%	1,366,976	649,264	484,274	164,991	74.59%	25.41%
WIOA Statewide Activities	48,000	22,079.54	46.00%	25,920	-	-	-		
WIOA Youth - Urban	2,938,859	1,627,018.37	55.36%	1,311,841	801,624	801,624	-	100.00%	0.00%
WIOA Youth Job Skills	205,920	11,509.89	5.59%	194,410	-	-	-		
TANF / Choices	4,410,565	2,371,205.46	53.76%	2,039,360	467,556	405,336	62,220	86.69%	13.31%
SNAP ABAWD	1,277,464	949,511.19	74.33%	327,953	196,848	165,777	31,071	84.22%	15.78%
NCP	364,552	256,285.79	70.30%	108,266	39,543	39,543	-	100.00%	0.00%
TAA	275,269	141,067.74	51.25%	134,201	141,063	106,253	34,810	75.32%	24.68%
REA	450,000	321,589.58	71.46%	128,410	-	-	-		
Child Care Quality-CCQ	1,398,760	649,733.52	46.45%	749,026	59,679	59,679	-	100.00%	0.00%
VR Infrastructure Funding	19,985	8,859.19	44.33%	11,126	-	-	-		
Military Family Support	121,084	100,910.04	83.34%	20,174	6,299	6,299	-	100.00%	0.00%
Military Family Support	178,104	138,934.17	78.01%	39,170	43,410	43,410	-	100.00%	0.00%
H-1B Job Training-Tech Works Grant	83,580	6,553.21	7.84%	77,027	-	-	-		
Teacher Externship	20,000	-	0.00%	20,000	-	-	-		
Women's Entrepreneurship Bootcamp	13,319	-	0.00%	13,319	-	-	-		
Health Profession Opportunity Grant	81,870	32,810.16	40.08%	49,060	-	-	-		
WCI Funding	41,470	0	0.00%	41,470	-	-	-		
Rapid Response	15,000	13,698.56	91.32%	1,301	-	-	-		
NDW - Disaster Recovery DW grant	735,219	3,171.57	0.43%	732,047	-	-	-		
C2 GPS Total	19,638,250	10,963,137.86	55.83%	8,675,112	3,375,314	2,877,370	497,944		
SERCO-FY20									
WIOA Youth - Rural	1,484,411	832,940.54	56.11%	651,470	275,408	-	275,408	0.00%	100.00%
WIOA Youth Job Skills Grant	51,480	7,451.17	14.47%	44,029	-	-	-		
WIOA Statewide Activities	10,861	-	0.00%	10,861	-	-	-		
SERCO TOTAL	1,546,752	840,391.71	54.33%	706,360	275,408	-	275,408		

Report Period: 10/01/19 - 5/31/20									
Contractor	Budgeted Amt.	Fiscal year 10/1/19 to 9/30/20	% Expensed	Balance	Direct Client Expenses	Urban Direct Client Expenses	Rural Direct Client Expenses	Direct Client Expenses Urban %	Direct Client Expenses Rural %
City of San Antonio (Child Care) FY20									
Child Care Operations/Direct Care - CCF	53,641,551	36,993,013.09	68.96%	16,648,538	28,477,898	22,337,399	6,140,498	78.44%	21.56%
Mandatory Direc Care Ratio Sub set CCC	12,811,127	7,140,203.08	55.73%	5,670,924	7,137,920	6,463,296	674,624	90.55%	9.45%
Direct Child Care Match - CCM	7,693,566	5,441,787.83	70.73%	2,251,779	7,049,873	5,665,776	1,384,097	80.37%	19.63%
Child Care Quality - CCQ	377,709	239,960.20	63.53%	137,749	-	-	-	N/A	N/A
*Child Care - CCP	7,300,716	4,648,829.63	63.68%	2,651,887	4,647,499	3,741,746	905,753	80.51%	19.49%
City of San Antonio (Child Care) FY20 - Total	81,824,670	54,463,793.83	66.56%	27,360,876					
*The CCP, WSA nor COSA can control enrollment by Urban or Rural; must serve based on referral from other agencies.									

Report Period: 10/01/19 - 5/31/20									
Contractor	Budgeted Amt.	Fiscal year 10/1/19 to 9/30/20	% Expensed	Balance					
SPECIAL PROJECTS / GRANTS									
Externship for Teachers 2019				-					
ATEAMS	300	-	0.00%	300					
Steuck & Associates	10,000	10,000.00	100.00%	-					
UTSA	5,000	5,000.00	100.00%	-					
Externship for Teachers	15,300	15,000.00	98.04%	300	-	-	-		
Child Care Automation FY20									
ACS-Xerox Business Services	361,164	231,661.76	64.14%	129,502					
				-					
WIOA Alternative Funding Statewide Activities				-					
* ATEAMS-Teacher Externship	90,000	-	0.00%	90,000					
* ATEAMS-Teacher Externship Plus	160,000	-	0.00%	160,000					
UTSA-Women's Entrepreneurship Bootcamp	28,000	7,000.00	25.00%	21,000					
Texas Industry Partner	56,640	-	0.00%	56,640					
WIOA AFSA Total	334,640	7,000.00	2.09%	327,640					
* Pending information to finalize contract									
Rapid Response 2019				-					
* Training Solutions	61,434	61,434.00	100.00%	-					
* Contractor Training Solutions amendment in process									
TAA/ES Contractor Cost		22,316.10							
Contractor Grand Total	103,782,209	66,604,735.26	64.18%	37,177,474	-	-	-		

Contracts with start dates prior to 10/1/19 (Complete Contract Supplemental)	Total Budget - Includes prior to 10/1/2019	Total YTD Expenses Includes prior to 10/1/2019	% Expensed	Balance					
Externship for Teachers 2019									
Region 20	42,450	41,150.00	96.94%	1,300					
ATEAMS	17,550	17,250.00	98.29%	300					
ATEAMS-Service Funds	10,000	10,000.00	100.00%	-					
Steuck & Associates	25,000	25,000.00	100.00%	-					
UTSA	5,000	5,000.00	100.00%	-					
Externship for Teachers	100,000	98,400.00	98.40%	1,600	-	-	-		
Rapid Response 2019				-					
Training Solutions	153,140	153,139.50	100.00%	-					
Contractor Grand Total	253,140	251,539.50	99.37%	1,600	-	-	-		
			147						

WORKFORCE PROGRAM SUMMARY DESCRIPTION

“Programs” can be classified in different ways as based on the way that they come about. These include “*Formula-Funded Grants*,” “*Workforce Initiatives*,” “*Special Grants/Projects*,” “*Fee-for-Service Grants*,” and “*Other TWC Grants*.”

Formula-Funded Grants

Funds for services are allocated to state and local areas based on a formula. These grants are the Board’s ‘bread and butter’ and form a part of our primary or core programs.

Child Care Services (CCS). Child care subsidies in support of low-income parents’ employment (retention) and/or completion of education and training. Services are also offered to TANF/Choices and SNAP E&T participants, as well as for children in need of protective services.

Non-Custodial Parent Choices (NCP). Program targets low-income unemployed or underemployed noncustodial parents who are behind on their child support payments and whose children are current or former recipients of public assistance.

Quality Improvement Activities (QIA). Initiatives that help promote the quality of child care, including training and technical assistance that are primarily geared to benefit child care facilities that are working toward Texas Rising Star (TRS) certification or are TRS providers working toward a higher certification level.

Rapid Response. Rapid Response is a proactive, business-focused strategy designed to help growing companies access an available pool of skilled workers from companies that are downsizing and to respond to layoffs and plant closings by providing immediate on-site assistance to transition workers to their next employment as soon as possible.

Supplemental Nutrition & Assistance Program Employment & Training (SNAP). Program helps ‘food stamp’ recipients gain skills, training, or work experience and increase their ability to obtain regular employment.

TANF/Choices. Program offers job preparation and educational services required for parents who depend on public assistance (Temporary Assistance for Needy Families/TANF) to transition into economic self-sufficiency through employment.

Trade Adjustment Assistance (TAA). Program provides job training and employment services to workers who have lost their jobs due to the effects of international trade.

Wagner-Peyser. Federal legislation that established the ‘Employment Service’ and ancillary functions in 1935, as subsequently amended. Employer, job matching, and other related services offered at the Centers are partly funded using Wagner-Peyser grant funds.

Workforce Investment & Opportunity Act (WIOA). WIOA has three main “formula-funded” grants serving Adults, Dislocated Workers, and Youth. However, other smaller grants are funded through WIOA, such as Rapid Response and Trade Adjustment Assistance (TAA).

WIOA funds also can be used for Incumbent Worker and Customized Training, both of which only require 'basic' WIOA eligibility (e.g., being eligible to work in the U.S., being employed and, for males, being registered in Selective Service). The following three grants do have additional eligibility requirements which individuals must meet for funding.

WIOA Adult. Program serves economically disadvantaged adults assisting them in obtaining the skills needed to obtain, retain, and/or advance in employment.

WIOA DW. Program serves individuals who have lost their jobs as a result of a layoff or closure (e.g., at no fault of their own). Program assists dislocated workers in returning to the workforce as quickly as possible.

WIOA Youth. Program serves in-school and out-of-school youth ages 16-24 supporting them so they may enter into or complete educational/training opportunities, so they may gain the skills and credentials needed to obtain and retain employment.

Special Grants/Projects

Special Grants/Projects are those that WSA competes for (e.g., these are not like the "formula-funded grants" that TWC awards WSA). Rather, WSA writes a proposal to request and/or compete for funding, be this on our own and/or with partners.

Externship for Teachers. Grant available by TWC to outreach/collaborate with employers and Independent School Districts (ISDs) to provide externships for middle school and/or high school teachers, schools, counselors, and school administrators. WSA assists in the development and submits a proposal in partnership with the Alamo STEM Workforce Coalition (ASWC). ASWC is comprised of the Alliance for Technology Education in Applied Math and Science (ATEAMS), the Education Service Center 20 (ESC-20), SA Works, UTSA, and C2 GPS. The project requires matching funds (e.g., non-federal funds put in by the partners and/or private donors).

High Demand Job Training Program. WIOA funds that aim to address skill gaps that support talent pipelines that help meet industry needs, for example, for the purchasing of instrumentation, tools, and/or equipment. These must be done in collaboration between Boards and Economic Development Corporations (EDCs). Partners with whom WSA has collaborated include Alamo Colleges, Seguin EDC, and New Braunfels IDC (e.g., recent grant focused on building capacity with CNC machining technology and training).

Workforce Commission Initiatives (WCI)

WCIs are grant awards issued to Boards by TWC to fund specific project initiatives. The focus and timeframes of these grants vary. These initiatives support the delivery of services to workers and employers and help fund projects that strengthen and add value to the delivery system. The following are some examples.

Red, White, and You! Employment Service (ES) funds to support the job fair event for Veterans.

Career in Texas Industries/Youth Career Fair Events. TANF funds that support Career in Texas Industries or Youth Career events for middle school, high school, and postsecondary students. Events aim at promoting exploration of career opportunities including

understanding pathways to in-demand careers, networking, internships, and other applied learning opportunities. This year's focus is on a Career Pathway Readiness Mini-Summit to include school Administrators, Counselors & Teachers, Parents, Students, and Workforce Development professionals with individual tracks and which is scheduled for September.

Texas Veterans Leadership Program. Utilize ES funds to support TWC's Texas Veterans Leadership Program (TVLP) staff. The Board shall ensure Agency TVLP staff is provided access to and use of common equipment, software or hardware platforms, consumables, and telecommunications networks in shared facilities. The Board may acquire goods or services needed to support the Agency's TVLP staff.

Child Care Quality Conference. Utilize CCDF funds to cover travel costs to the TWC Child Care Quality Conference.

Foster Care Youth Conference. Utilize TANF funds to cover travel costs to the Foster Care Youth Conference.

Military Family Support Pilot Program. Program designed to better meet the needs of military spouses entering the job market at military installations.

Fee-for-Service Grants

TWC has begun issuing funding for Vocational Rehabilitation Services (VRS). These funds aim at ensuring that Texas effectively prepares students with disabilities to obtain competitive and integrated employment through participation in employability skills and work readiness training, career exploration activities, work experience, postsecondary education, and other activities.

Summer Earn & Learn (SEAL). Includes work readiness training and paid work experience during the summer for students with disabilities.

Student HireAbility Navigator Project. Funding for two positions to serve as resources in the WDA to support, expand, and enhance the provision of pre-employment transition services to students with disabilities who are in the early phases of preparing for transition to postsecondary education and employment.

Paid Work Experience Services. Boards partner with TWC-Vocational Rehabilitation Division (TWC-VR) to pay wages and associated taxes and fees so customers with disabilities can engage in paid work experiences.

Other TWC Grants

TWC sometimes may issue grants to Boards that are not tied to Workforce Initiatives.

Reemployment Services and Eligibility Assessment (RESEA). Grant programs funded by Title I of WIOA and the federal-state Unemployment Insurance (UI) program are required partners in a comprehensive, integrated workforce system. This program targets claimants who are most likely to exhaust benefits and be in need of reemployment services.

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: Dr. Andrea Guerrero-Guajardo, Chief Information Officer

Date: August 21, 2020

Subject: Local Plan Update

Summary: This item is to provide an update on the development of the local plan and strategies for the creation of a systems approach to serving jobseekers and employers.

Analysis:

- 1) Workforce Solutions Alamo has convened an internal working group focused on the creation of the 2021-2024 Local Plan
- 2) Workforce Solutions Alamo has established domains to be addressed in the Local Plan and begun the development of a mixed-methods, iterative action-research methodology to assess economic and workforce priorities among stakeholders from each of the counties in the Alamo region.
 - a) Methodology:
 - i) Quantitative data analysis to define the scope of the Sector-based Partnership Model for workforce development in the WSA 13 county region. Participants in the model include institutions of higher education, adult basic education, K-12, economic development organizations, human services organizations as well as private industry and their associated supply chains and infrastructure.
 - ii) Qualitative data collection in the form of survey tools and focus groups from among stakeholder groups in each county in the WSA 13-county service area.
- 3) This model will be the basis for the development of the local plan. The timeline for this development begins in July and will be presented to the Co6 for approval in January 2021.

Next Steps:

Next steps in the process will be to continue to move forward with the operational objectives listed in this memo. We will be rolling out numerous projects at the same time and will be monitoring the capacity of each as we move forward.

Local Plan Update

Workforce Solutions Alamo Board
8/21/2020

Andrea Guerrero-Guajardo, PhD, MPH
Chief Information Officer

Identified Domains

- State of Workforce
 - National
 - State
 - Alamo Area Economic and Workforce Development Ecosystem

- Childcare/Early Childhood

- Rising Star
- Pre-K for SA
- Headstart
- Pre-K Texas

- Youth

- Internships
- Work Experience
- After School Programs
- Career Pathways

- Adults

- Upskilling
- Placement Data
- Advancement
- Increase Earnings
- Targeted Occupations

- Special Populations:

- Dislocated Workers
- SNAP/TANF Beneficiaries
- Military/Veterans
- Disabled
- Foster Youth
- Vocational Rehab
- Experiencing Homelessness
- Formerly Incarcerated

- Community Data

- Rural vs. Urban
- Local economic goals and industries
- Unique challenges
- Expand access and services through technology

Methodology

- ❑ Quantitative data analysis to define the scope of the Sector-based Partnership Model for workforce development in the WSA 13 county region. Participants in the model include institutions of higher education, adult basic education, K-12, economic development organizations, human services organizations as well as private industry and their associated supply chains and infrastructure.

- ❑ Qualitative data collection in the form of survey tools and focus groups from among stakeholder groups in each county in the WSA 13-county service area.

Questions?

WSA Budget Presentation

8/21/20

Adrian Lopez, CEO



New Budget Process

Every department presented on the following questions:

- How does your department support the Mission and Values of WSA
- Describe the business case for your department
- Innovation and efficiencies
- Department challenges
- Department accomplishments
- Department goals
- Budget requests
- Other ideas for WSA

Department Accomplishments for FY 20

Human Resources

- Completed an organizational review and implementing results
- Completed Handbook review and updated
- Updated all evaluations

Data

- Produced 30+ reports on regular intervals throughout the year
- Utilized data to articulate affects of COVID on unemployment and local economy
- Ongoing development of sector-based model for workforce development

Procurement

- Reviewed, approved and processed more than 150 Purchase Requests
- Executed of 2 of 6 MOAs for Kiosk project
- Managed facility renovations for E. Houston and Seguin WFC

Department Accomplishments for FY 20

Fiscal

- WSA was issued a clean audit and is no longer a high-risk auditee
- WSA passed the U.S. Department of Labor Review with no findings
- Track record of timely and accurate financial reporting with new funding

IT

- Successfully transitioned IT services to Datapoint
- Successfully transitioned all contractor, board, and TWC staff to provide remote services
- Successfully installed WIFI in 10 of 16 Career Center parking lots

Quality Assurance

- WSA maintained minimal if any disallowed or questioned costs (e.g., high levels of compliance)
- Received a clear monitoring audit from the Department of Labor (DOL)

Department Accomplishments for FY 20

Programs

- Performance: Met/Exceeded all TWC-contracted performance measures.
- Funding/Expenditures: Met funding/expenditure goals of available funding at 90 – 95% goals
- Secured:
 - \$1.3 million in disaster funding to provide worksites to individuals impacted by COVID-19
 - \$308,625.00 in WIOA COVID-19 Response Statewide Activities to provide employers with Rapid Response and Layoff Aversion and Workforce Solutions Offices with PPE and technology
 - \$287,500 in Skills Development Fund COVID-19 Special Initiative to provide employers training opportunities for full time workers, furloughed workers or laid off (new hires)
 - Secured \$651,116 in Reemployment Services and Eligibility Assessment funding to provide services to Unemployment Insurance Claimants
 - Secured \$222,630 in Military Family Support Program funding to provide services to Military Spouses

Department Accomplishments for FY 20

Programs

- Secured:
 - Secured \$105,272 in Workforce Commission Initiatives funding to support the delivery of services to workers and employers (1) Hiring Red White and You! Job Fair (2) Child Care Quality Conference (3) Texas Veterans Leadership Program (4) Foster Care Youth Conference (5) Careers in Texas Industries (Career Pathways)
- Signature events hosted/participated:
 - 8th Annual Hiring Red White and You! Job Fair (Nov 7th) for 161 employers, 2,022 jobseekers and 60 non-profit organizations.
 - Career Pathways Summit (Nov 18th) for 282 middle and high school students from 9 ISDs, 29 presenters from Advanced Manufacturing, Healthcare, Construction, and Information Technology)
 - Hireability Event held at Morgan's Wonderland (first ever) conducted for students and individuals with disabilities. 25 Employers were present along with 165 students.

Department Accomplishments for FY 20

Programs

- Signature events hosted/participated:
 - SEAL Employer Recognition/Appreciation Breakfast. 55 Employers that provided worksites for 179 SEAL participants attended and were recognized.
 - Created and launched the Hireability Lunch and Learn Activities for schools in the Alamo area beginning with Harlandale and South San ISD's. Lunch and Learn provides information and connections for parents of students with disabilities to transition (including workforce) services.
- Childcare
 - Expended over \$13 million in essential worker childcare and were the second ranked board in the state on enrollments.
 - Guided Contractor staff, providers, and parents through crisis
 - 2nd highest Essential Worker Enrollments in Texas
 - Maintained the 20% rural enrollment goal for 1 year
 - Had the highest increase in children enrolled in TRS centers

Department Goals for FY 21

Human Resources

- Performance Appraisal Software
- Wellness Program
- All Staff Retreat
- Electronic Enrollments

Data/Analytics

- Curate a role-based data team based on competencies in MIS and data science, analytics, and viz
- Build a framework for mission-critical data collection, sharing, and distribution
- Ensure Data Team and processes are in compliance with standard practice and policies
- Create actionable objectives based on analysis
- Creation of a Data Strategy Plan and subsequent integration with Local Plan

Department Goals for FY 21

Procurement

- Managing risk and mitigation of common factors
- Play a more strategic role in the pre-planning of procurements
- Adopting new methods for building a network of suppliers and measuring/ tracking vendor performance
- Working on building a foundation for setting aspirational small, minority, veteran and women-owned business goals for all procurements

Fiscal

- Develop process improvements around:
 - Accounts Payable & Cash Mgmt.
 - Monthly Reporting and Financial Analysis
 - Budget Analysis and Collaboration
 - Improve Staff Development
 - Convert from In-House MIP Payroll to a PEO

Department Goals for FY 21

IT

- Develop IT plan for the agency to articulate innovation and IT excellence

Quality Assurance

- Have no disallowed or questioned costs.
- Attain at least 98% accuracy in recording performance outcomes.
- Attain at least 98% accuracy in eligibility determination.
- Attain a minimum 90% in all other quality requirements.
- Ensure all related staff are properly trained.
- Validate contractor fiscal integrity
- Begin design and implementation of continuous improvement strategies.
- Institute formal mechanism with on-going documentation of progress and actions (automated process)
- Integrate Technical Assistance – capacity-building approach (e.g., with regular provision of TA on quality-related subjects, policies, data entry, documentation requirements, etc.)

Department Goals for FY 21

Programs

- Build Community and Business Partnerships
- Implement new strategies to assist our Workforce and Childcare Providers
- Successfully implement Bexar County and City of San Antonio Programs
- Successfully implement new grants
- Meet and exceed performance expectations



Questions?



WIOA Youth Rural Presentation



08.21.20



AmericanJobCenter®

Mission: Working to Strengthen the Alamo regional economy by growing and connecting talent pipelines to employers.

Accountability

Innovation

Integrity

*Excellence &
Collaboration*



WSA Mission and Values

Describe how SERCO supports the WSA Mission and Values

Support Our Clients

- Assist Youth in making a successful transition to employment and further education by providing quality services.
- Create opportunities for job seekers to receive benefits and support/ through program services and supportive services necessary to gain a better job and obtain self sufficiency.
- Build pathways and services that are innovate and lead to successful outcomes.
- Responsive to Youth and their needs.

Support Our Partners

- Provide creative solutions to working with challenging populations.
- Being responsive to board staff needs our partners.
- Being responsive to board and partner needs from a solution-based approach.
- Developing long term solutions for employers and job seekers.
- Being a reliable contractor

Support our Business and Community

- Provide quality candidates for essential positions.
- Continue building relationships with employers to seamlessly transition workers into the workforce.
- Strengthen relationships with key community partners to create real-time referral networks.
- Strengthen relationships with training providers to build the talent pipeline.
- Build Youth to provide qualifying employees to the employers.

Compliance and Accountability

- Continue having clean audits by continuous reviews of our internal processes.
- Expenditures Exhausted
- Exceeding Performance Outcomes
- Exceed program related goals such as enrollments, training, and employment placements.
- Financial Stewardship
- Grant success and expenses met.
- State Recognition

Innovation

Describe how your department originated and executed innovation

1 – Virtual Services/Digital Forms and Electronic Signatures

- Virtual one-on-one meetings and case management appointments to serve the community.
- Virtual job fairs, orientations, seminars, etc.
- Childcare is almost 100% paperless!

2 – Assessment Tools

- Use new assessments to better match our youth to opportunities. Provide and document quality assessments that will lead youth to self-sufficiency through employment, training and career pathways.

Create more virtual services that can reach more youth.

- Continue creating more online services to reach out more youth in our rural communities.
- Built new partnerships with community organizations.

4 – Skills Development and Funding Solutions for Employers and Businesses

- Created training opportunities for employers to retool their workforce. Ex: Lonestar trades construction
- First class of pre-apprenticeships will begin in August with 100% female in class.

Implementation

Describe how the rural youth YES program has implemented cost, process, or policy efficiencies

1 – Costs

- The unit has maintained its current budget and appropriately accounted for all expenses.

2 – Process

- Continuous review of finance processes to ensure expenditures are met and there are no questionable costs.

3 – Staff Development

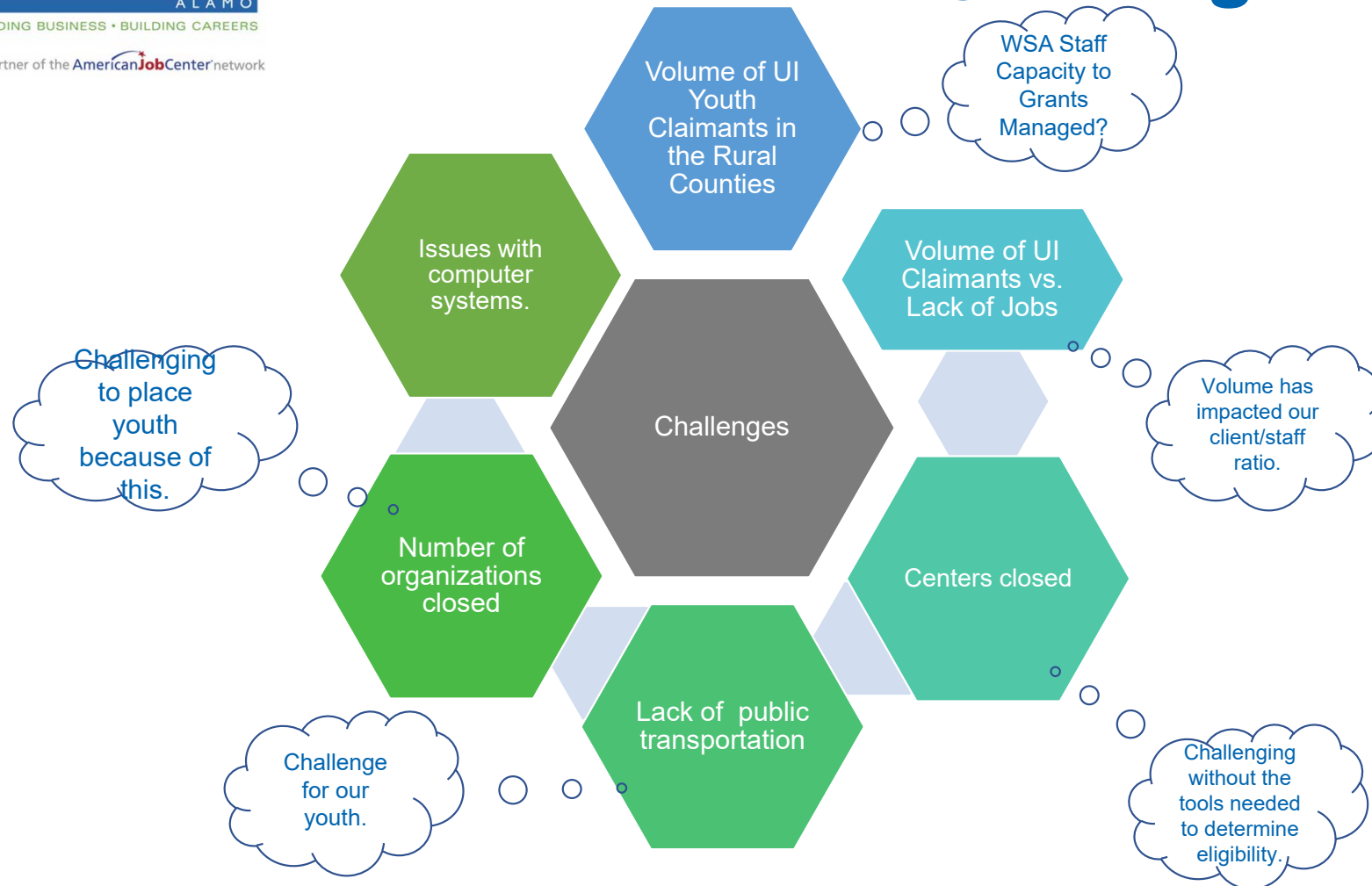
- Train and retrain staff to ensure the success and development of our staff.

4 – Policy Efficiencies and SOP updates as deemed necessary.

- Update SERCO SOP when necessary or when there is a new policy provided by board staff.

Rural Youth Challenges

GH1



Youth Rural Accomplishment for FY 20

October 2019 through September 2020

Operations

Successfully oversaw internal operations, staffing, assignments, and goals tied to management and oversight of youth funds.

Performance

Met/Exceeded all TWC-contracted performance measures.

Funding/Expenditures

Met funding/expenditure goals of available funding at 90 – 95% goals.

Number of enrollments, training opportunities, work experience, and placements.

Services

Successfully provided meaningful services that have lead youth to self-sufficiency, permanent employment, and higher education.

Data/Reporting

Successful audits, commanded by DOL on processes, counselor notes, individual service plans, and youth reaching goals. No issues with data integrity and data validation.

Adaptability

The SERCO youth team quickly adapted to this new model of providing meaningful virtual services to our youth.

Testimonies

Youth Rural Services has pride on the success of our youth by having many success stories to share of our youth from all counties.



A proud partner of the AmericanJobCenter network

Youth Rural Accomplishment for FY 20

Job Skills Initiative

Ready Set Go(RSG) this initiative gave our youth an opportunity to complete their GED while attending a recognize industrial certification. Youth will be placed in a paid work experience and gain a career placement upon completion. This was a collaboration between Alamo College in New Braunfels, YES youth program, and employers.

Partnerships

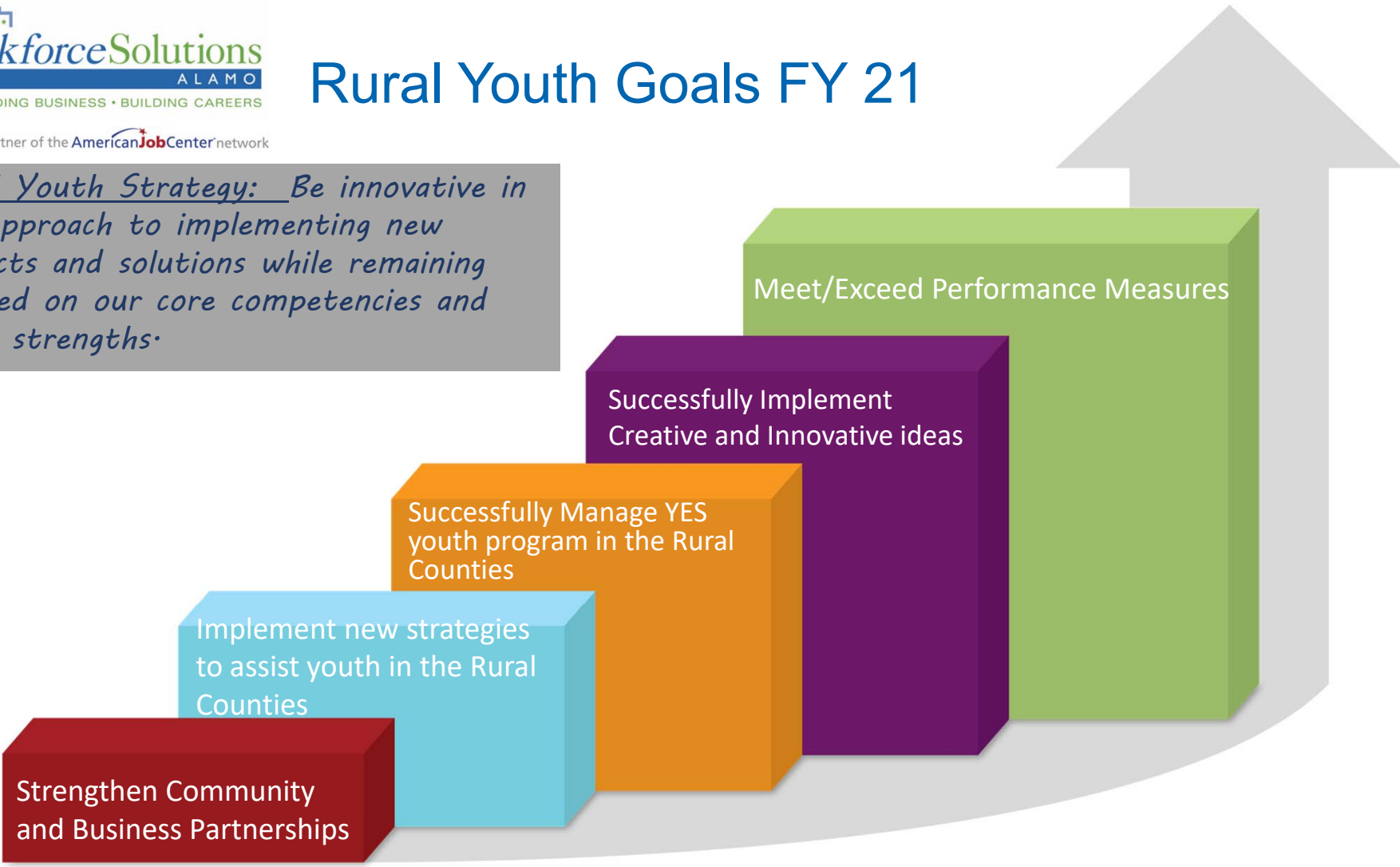
The rural youth YES program has been successful because of the many partners that we have established in all the rural counties.

Employment

95 youth that participated in the YES youth program were placed permanently.

Rural Youth Goals FY 21

Rural Youth Strategy: Be innovative in our approach to implementing new projects and solutions while remaining focused on our core competencies and team strengths.





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Youth Rural Innovation for FY 21

1. Online tutoring with and Instructor
2. Personalized lesson plans
3. Exchange of ideas with our SERCO partners throughout the region.
4. Just Own it, an online course for youth to open a small business
5. Business plans assistance
6. Online college assistance test preparation
7. Promote and set apprenticeship opportunities for our youth in all counties similar to Ready Set Go (RSG)

Budget Requests

Work Experience

- 75-80 goal, work experience youth YES program has assisted 19 ISY and 57 OSY (\$5000 per youth).

Vocational Training

- 23 Youth assisted through the YES youth program to attend vocational training the YES youth program pays up to \$15,000 for a training opportunity. \$112,000 allocated to assist up to 25 youth.

GED

- 21 Youth assisted to attend and receive GED or HS Diploma \$10000

Supportive Services

- 148 Youth assisted through YES youth program, with emergency housing, transportation, incentives, counseling, car repair, or laptops assistance.
- \$84,7500



Questions?

C2GPS Operations Presentation

8/21/2020



AmericanJobCenter®

C2GPS Business Case

The operations unit is primarily responsible for the following aspects of WSA:

- ✓ Implementation of grants, programs, and community initiatives;
- ✓ Programmatic operations and outcomes in centers, success of job seekers, and employers;
- ✓ Business relationships, work experience opportunities for adults, youth, veterans, and special populations;
- ✓ Building relationships in the communities around centers and being a vital resource to the community;
- ✓ Being the leader in this community in relation to WFD;
- ✓ Developing innovative forms of service delivery that develops the local workforce

Innovation

Describe how C2GPS originated and executed innovation

1 – Virtual Services/Digital Forms and Electronic Signatures

- Virtual one-on-one meetings and case management appointments to serve the community.
- Virtual job fairs, orientations, seminars, etc.
- Virtual Orientations and virtual job development workshops

2 – Drive-Up Center Services

- Developed a plan and process for clients/customers to exchange documentation for vital services outside the center
- Made resources available for walk up customers

3 – Disaster relief and funding

- Electronic Referral System
- Developed community-based organization partnerships for UI claimants to have access to disaster relief employment activities.
- Connected job seekers to Disaster Relief opportunities

4 – Outreaching a virtual audience

- Developed virtual outreach system for social media to identify a new participant
- Integrated digital platforms to organize telework

Implementation

Describe how C2GPS has implemented cost, process, or policy efficiencies

1 – Costs

- Project management software improved efficiency
- Direct client and operations expenditures distributed evenly
- Operational capacity allowed special projects to be integrated seamlessly with minimal overhead
- All expenses accounted for appropriately

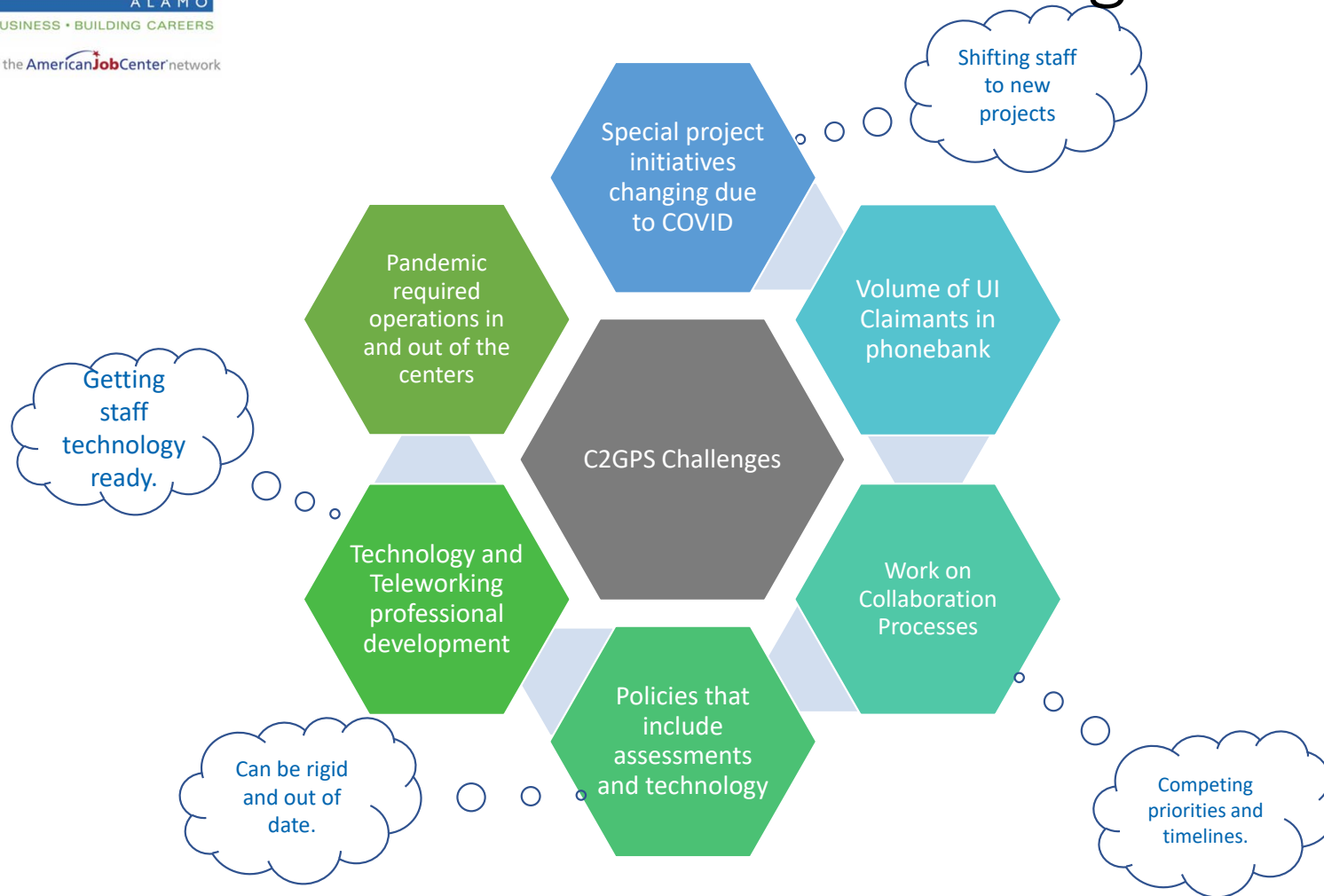
2 – Process

- Transitioned to virtual service delivery model
- Enhanced outreach to attract new customer groups
- Cross-trained with other C2GPS to share best practices
- Workforce bootcamp to onboard 50 new team members

4 – Policy Efficiencies and policy development.

- Collaborated with Board to modify assessment policies to improve accessibility to training (ITAs) for customers
- Adapted support services SOPs in response to COVID
- Implemented all required state mandates timely
- Enhanced onboarding and evaluation policies for PY21

C2GPS Challenges





A proud partner of the AmericanJobCenter network

C2GPS Accomplishments for FY 20

Operations

Successfully oversaw operations for 16 centers, staffing, assignments, and goals tied to management and oversight of all funding streams, services, and contractors.

Performance

Met/Exceeded all TWC-contracted performance measures.

Funding/Expenditures

Met funding/expenditure goals of available funding at 90 – 95% goals.

Services

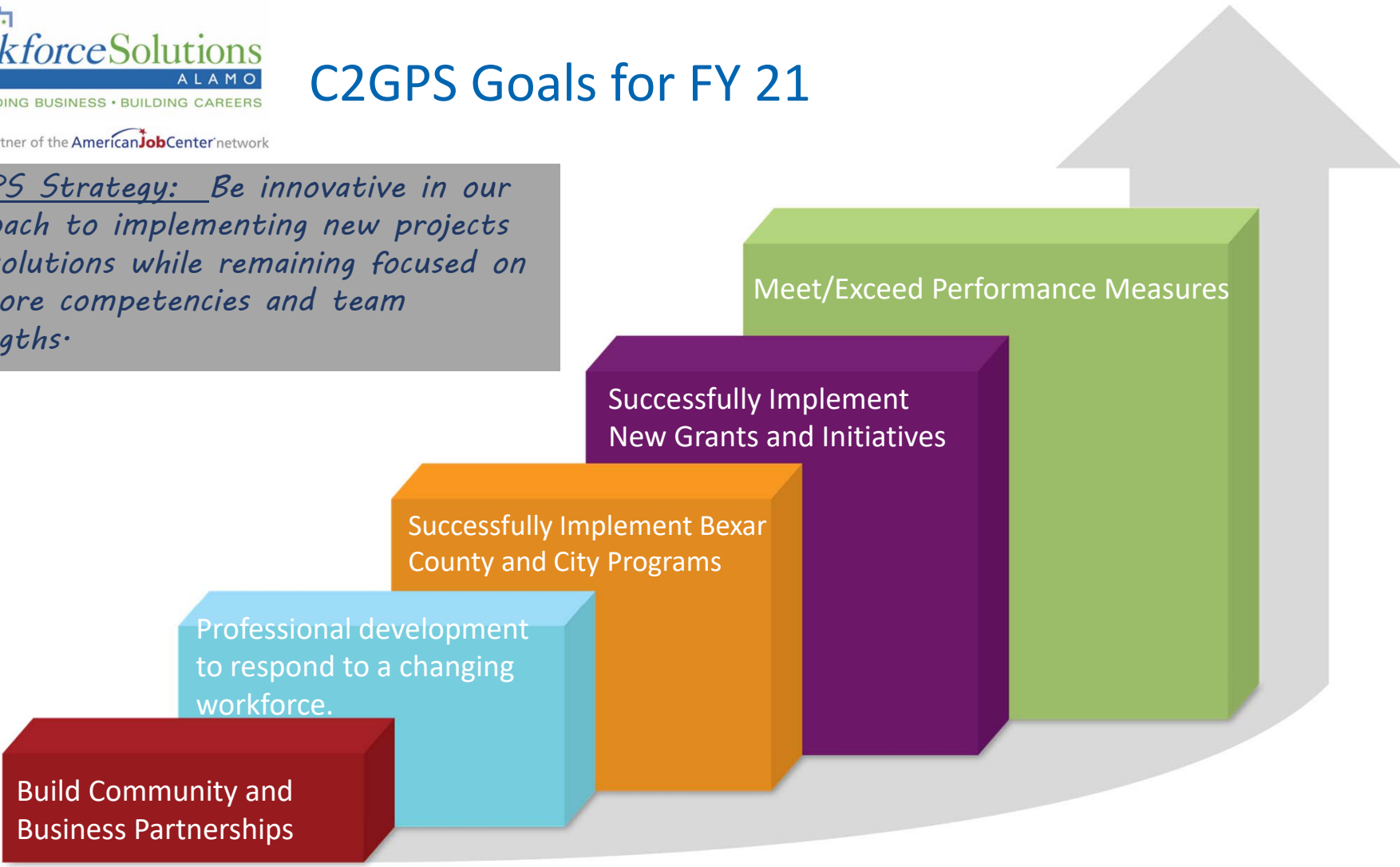
Successfully provided services to job seekers through available funding/grants for all populations –Youth, and Adults. Successfully continued with existing and new special projects.

Data/Reporting

Generated monthly reports both traditional and new requests that respond to unemployment crisis.

C2GPS Goals for FY 21

C2GPS Strategy: Be innovative in our approach to implementing new projects and solutions while remaining focused on our core competencies and team strengths.



Budget Requests

Virtual Reality

- Virtual Reality training program for Universal Customers to upgrade skills
- Build digital capacity of customers

Furniture and Personal Protective Equipment

- Furniture needs for offices and cubicles that support growing staff.
- Ongoing source of PPE for centers when re-opening

Technology for Employees and Customers

- Solutions for new employees of Bexar and COSA grants
- Technology as a supportive service to customers

Staff Training and Dev.

- Ongoing leadership development tools and training for staff
- Consider cross training opportunities with partners

Quality Child Care

- Personal protective equipment for childcare centers
- Office space with cubicles for a growing team



Questions?

WEBSITE UPDATES

August 21, 2020



WSA WEBSITE HOME PAGE TOP HEADER & CONTACT OPTIONS

210-224-HELP (4357) INFO@WSALAMO.ORG f t i

ACT NOW CAREER CENTERS VIRTUAL ADVISEMENT SUPPORT



JOB SEEKERS ▾ EMPLOYERS ▾ CHILDCARE ▾ CAREERS ▾ DATA/VIZ ▾ ABOUT ▾ 🔍

WE PROVIDE PEOPLE WITH JOBS
AND CAREER OPPORTUNITIES.

GET STARTED TODAY

FIND A JOB



Looking for your first job or transitioning careers? Search our robust job board of more than 20,000 open jobs in a variety of fields and top career industries.

[JOB SEARCH](#)

POST A JOB



As an employer, fill your open positions by posting with Work In Texas with more than 80,000 active job seekers. Also, manage your unemployment insurance.

[POST HERE](#)

CAREER TRAINING



Find assistance to jump-start your career, advance career and new job skills. We provide workforce education, training, and support services for top career industries.

[LEARN MORE](#)



TOP CAREER INDUSTRIES



CONSTRUCTION



IT/CYBER SECURITY



HOSPITALITY



OIL/GAS



HEALTHCARE



EDUCATION



MANUFACTURING



AEROSPACE

WHAT EMPLOYERS HAVE TO SAY

WORKFORCE SOLUTIONS ALAMO HAS BEEN VERY HELPFUL IN ASSISTING ME IN REGARDS TO FINDING CAPABLE AND QUALIFIED CANDIDATES FOR POSITIONS WE HAVE OPEN.

EPVIP

I JUST WANT TO TAKE A MOMENT TO THANK YOU ALL FOR YOUR SUPPORT AND PARTNERSHIP WITH US. OUR JOB FAIR WAS A SUCCESS! ALL THE MARKETING AND ADVERTISING THIS YEAR MADE A HUGE DIFFERENCE OVER LAST YEAR. OUR MANAGERS WERE VERY HAPPY, NOT ONLY WITH THE STEADY FLOW OF APPLICANTS, BUT ALSO WITH THE QUALITY OF APPLICANTS THEY HAD TO CHOOSE FROM.


JW MARRIOTT
SAN ANTONIO HILL COUNTRY

OUR PARTNERSHIP WITH WORKFORCE SOLUTIONS ALAMO PROVIDES WITH A PASSIONATE AND READY WORKFORCE.


FOOD BANK
SOUTHWEST TEXAS

UPCOMING EVENTS

21 AUG	BOARD MEETING ● 221 Friendship Lane, Fredericksburg, TX 78624	26 AUG	YES! PROGRAM (YOUTH 16-24): DISCOVER JOBS & CAREERS INFO SESSION ●	01 SEP	DISCOVER JOBS & CAREERS: WORKFORCE SOLUTIONS ALAMO INFORMATION SESSION ●
01 SEP	DISCOVER JOBS & CAREERS: WORKFORCE SOLUTIONS ALAMO INFO SESSION (RURAL) ●	02 SEP	DISCOVER JOBS & CAREERS: WORKFORCE SOLUTIONS ALAMO INFORMATION SESSION ●	02 SEP	YES! PROGRAM (YOUTH 16-24): DISCOVER JOBS & CAREERS INFO SESSION ●

[ALL EVENTS](#)



SUPPORTING THE PEOPLE OF THE 13-COUNTY ALAMO REGION IN GETTING BACK TO WORK

Workforce Solutions Alamo (WSA) can help you find resources and jobs to get you back on your feet.

[DISCOVER JOBS & CAREERS! REGISTER NOW!](#)



AA

CHILD CARE

ELIGIBILITY AND APPLICATION

You may be eligible if you answer yes to the following three (3) questions:

1. Are you a resident of one of the following Texas counties?

Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Kendall, Kerr, Karnes, Medina, McMullen, Wilson

2. Are you:

- ▶ A single parent working or in training/school at least twenty-five (25) hours per week? or
- ▶ A two-parent household with both parents working or in training/school, with each parent averaging twenty-five (25) hours per week?

3. Is your average gross monthly/yearly income at or below the amounts listed on the chart by family size?

*Tip: Family size includes parents and all children in the household



Workforce Solutions Alamo Child Care Services (CCS) Sliding Fee Scale
Effective October 1, 2019 through September 30, 2020

*The parent share of cost cannot exceed the family's monthly gross income.

WAIT LIST APPLICATION PROCESS

If you answered yes to the eligibility questions, complete the Waitlist Application online

- ▶ [English](#)
- ▶ [Espanol](#)

You can request a paper version by calling CCS at (210) 230-6300

Hours of Operation

- ▶ Office: 7:45 AM to 4:45 PM (Monday - Thursday)
- ▶ Office: 7:45 AM to 4:30 PM (Friday)
- ▶ Phone: 8:00 AM to 4:00 PM (Monday - Friday)

*Dropbox available 24/7

Contact Information:

Call: (210) 230-6300 or 1 (800) 204-7905. Our phone system is automated and will prompt you to the appropriate staff.

Email: ccs.intake@wsalamo.org

Fax: (210) 227-2716

Office: 9725 Datapoint, San Antonio, Texas 78229

You may also inquire about subsidized childcare at any one of our Workforce Solutions Alamo (WSA) Career Centers.

For additional early education and child care resources and assistance visit the City of San Antonio Child Care Services webpage [click here](#).

CONTACT A CHILDCARE PROVIDER





HOW CAN WE HELP?

FIND A CAREER CENTER

CONTACT US

CALENDAR OF EVENTS

Category

August 2020

< JULY

AUGUST 2020

SEPTEMBER >

MO	TU	WE	TH	FR	SA	SU
27	28	29	30	31	1	2
3 DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFORMATION SESSION	4 DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFORMATION SESSION DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFO SESSION (RURAL)	5 DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFORMATION SESSION YES! PROGRAM (YOUTH 16-24) DISCOVER JOBS & CAREERS INFO SESSION DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFO SESSION (RURAL)	6 DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFORMATION SESSION DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFO SESSION (RURAL)	7 DISCOVER JOBS & CAREERS WORKFORCE SOLUTIONS ALAMO INFO SESSION (RURAL)	8	9
10 EXECUTIVE COMMITTEE MEETING	11	12 YES! PROGRAM (YOUTH 16-24) DISCOVER JOBS & CAREERS INFO SESSION	13 HUMAN RESOURCES COMMITTEE MEETING	14	15	16

MONICA'S PROJECT

Texas Foster Care & Adoption Services

August 21, 2020





DONATIONS



MORE DONATIONS!



Linda Martinez (Executive Liaison) & Elizabeth Eberhardt (Admin II)



Dropping off donations at Texas Foster Care & Adoption Services

MEMORANDUM

To: Workforce Solutions Alamo Board

From: Adrian Lopez, WSA CEO

Presented by: Juan Solis III, Chair

Date: August 21, 2020

Subject: Bexar County and City of San Antonio Contracts

Summary: This item is to provide an update on the proposed partnership and funding opportunity with Bexar County and the COSA through the C.A.R.E.S Act and General funds.

Analysis:

- 1) WSA has finalized the agreements with Bexar County and the City of San Antonio to administer WF Development funding through the CARES Act and General funds. Approximate funding received through Bexar County and COSA is \$14 million and \$16 million respectively for a total of \$30 million.
- 2) In March of 2020, both the COSA and Bexar County received federal funding (C.A.R.E.S Act*) to respond to the local needs of the workforce as a result of the pandemic. WSA (and other community partners) were contacted by these entities in May to implement programs and services that will sever nearly 7,000 San Antonio residents.
- 3) The goals of the program from a WSA perspective will be to outreach, recruit, determine eligible, assess, and provide referrals to either training or on the job/work experience. Stipends will be provided to residents as well.
- 4) Approximately 6,000 residents will be targeted for the program with a potential of over 700 entering training programs with educational partners.
- 5) CARES funding expires in December of 2020, but general funding will carry over up to Sept. of 2021.

- 6) Program challenges include timing of the launch to completion, the total volume of people served, and the unknown variables associated with how many individuals will be willing to participate during the pandemic.
- 7) WSA is working closely with C2 to develop solutions and strategies to overcome these challenges.
- 8) This is a significant opportunity for WSA as it will give us some funding flexibility while still having us maintain our current service delivery model and proven track record of success.

Alternatives:

WSA is considering alternative solutions to all plans in the event there is a funding shortfall.

Fiscal Impact:

We anticipate the fiscal impact of these initiatives to be quite significant and are evaluating the cost per individual to ensure it remains efficient. Funding for Dislocated Workers from TWC is expected to be significantly reduced next fiscal year, and these funds will help offset the costs of that loss.

Recommendation:

Recommendation is to approve the city and county funding opportunity.

Next Steps:

Next steps in the process will be to continue to move forward with the operational objectives listed in this memo. We will be rolling out numerous projects at the same time and will be monitoring the capacity of each as we move forward.

Bexar County and COSA Project Update

Mark Milton, WSA COO

8/21/20



Project Background

History

- In March of 2020, both the COSA and Bexar County received federal funding (C.A.R.E.S Act*) to respond to the local needs of the workforce as a result of the pandemic.

WSA's Role

- WSA (and other community partners) were contacted by these entities in May to implement programs and services that will serve nearly 7,000 San Antonio residents

Timeframe

- CARES funding is set to expire in Dec. 2020, however both county and COSA will also utilize general funds to allow for services to continue up to September of 2021.

Service Delivery Model and Next Steps

- WSA will work with C2 to roll out and implement this new program that will be similar to our WIOA service delivery model with some distinctions.

* C.A.R.E.S – Coronavirus Aid, Relief, Economic, and Security Act

CARES Funding – BEXAR COUNTY & COSA

Bexar County Funding

- Approximately \$14 million in funding has been approved for the WSA efforts.
- Funding is a portion of C.A.R.E.S. and General Fund
- Timeline to complete Dec. 2020 (C.A.R.E.S) & May 2021 (General Fund)
- Goals of the program – Outreach, Eligibility, Assessment, Referrals, OJT, Training, Placement

COSA Funding

- Anticipating approximated \$16 million in funding
- Funding is a portion of C.A.R.E.S. and General Fund
- Timeline to complete Dec. 2020 (C.A.R.E.S) & Sept. 2021 (General Fund)
- Goals of the program – Outreach, Eligibility, Assessment, Referrals, OJT, Training, Placement

Projected Outcomes and Goals










Category	Bexar County	COSA	Total
Outreached	4000	2000	6000
Intake/Eligibility/Enrollment/Assessment/Case Managed	3500	2000	5500
Referred to Training	200	536	736
Stipends	300	536	836
OJT	0	357	357
WE	600	0	600
Job Placement	800	357	1157

- ❖ Indicates minimums for each category
- ❖ Termination clauses are in effect in the event metrics are not being met
- ❖ Flexibility is in the contracts if there is a need to revise eligibility requirements.

Project Timeline

Item	Description	Timeline
Contracts Executed	With board approval, we would anticipate contracts for both the county and COSA to be in place by early August.	8/3
Outreach and Recruitment	WSA will begin to reach out to impacted workers using 4 specific recruitment strategies.	8/3
Eligibility/Assessments	Assessments will be conducted immediately following the outreach and recruitment	Aug 3-20
Training Start	With the schedule of training programs in place WSA will coordinate with training providers (GED, Short term, Occ. OJT, Work Experience will be considered)	Late Aug '20
Training Completion	Training completion dates determined based on length of program and training selected	Sept 20-May 21.
Placement Outreach	WSA will begin the process of determining the number of positions needed based on the training programs being offered.	Aug '20 – July '21.
Placement Begins	Placement will commence immediately for those not enrolled in training.	Sept '20 – Aug '21.

Program Updates (as of 8/3)

Item	Description	On target
1	WSA has received and responded to 200+ calls from the public regarding the program and enrollment.	
2	WSA has secured 3 new assessment tools to utilize by C2 for clients: Burlington English (academic), Job Ready (aptitude and academic), COSAS (aptitude)	
3	WSA will be providing a sub-contract to Dress for Success by 8/7 (required by COSA) – sub award is mandated by COSA and will include referrals and reverse-referrals.	
4	WSA has provided C2 with 30+ computers for new staff on the project.	
5	WSA has secured a client management system (Caseworthy) to track all client data – system will be online by mid-August	
6	C2 has hired 30+ staff to run the project – staff have received training on program requirements, eligibility, assessments, and referrals.	
7	WSA and C2 are meeting daily to review the plan and highlight any questions and answers that need to be resolved.	
8	WSA and C2 are working closely with training providers and referral partners to ensure constant communication on next steps and when referrals will begin.	
9	WSA will have a finalized marketing plan by 8/5 that will list the specific items to be covered during outreach to the community. Marketing will begin for program in mass on 8/7.	



Questions?

Contact Info:

Mark Milton
COO

mmilton@wsalamo.org
210-272-3250 Office

Chairman Report

Juan Solis

8/21/20



AmericanJobCenter®

CARES Funding – BEXAR COUNTY & COSA

Bexar County Funding

- Approximately \$14 million in funding has been approved for the WSA efforts.
- Funding is a portion of C.A.R.E.S. and General Fund
- Timeline to complete Dec. 2020 (C.A.R.E.S) & May 2021 (General Fund)
- Goals of the program – Outreach, Eligibility, Assessment, Referrals, OJT, Training, Placement

COSA Funding

- Anticipating approximated \$10 million in funding
- Funding is a portion of C.A.R.E.S. and General Fund
- Timeline to complete Dec. 2020 (C.A.R.E.S) & Sept. 2021 (General Fund)
- Goals of the program – Outreach, Eligibility, Assessment, Referrals, OJT, Training, Placement

Board Membership

- 51% (13) of the Board members represent the Private Sector:
 - Manufacturing, Finance, Mining, Accommodations, Professional/Technical Assistance, Healthcare, Real Estate, Construction
- 16% (4) Community Based or Labor Organizations
- 8% (2) Education
- 4% (1) Economic Development
- 4% (1) Public Employment
- 4% (1) Public Assistance
- 4% (1) Vocational Rehab
- 4% (1) Adult Basic Education
- 4% (1) Literacy

Risk with City/County Investments

- Leadership comes with inherited risk
- The investment by the City and County marks the largest investment into Workforce Solutions Alamo ever
- We are placing our stake in the ground declaring our role and our leadership
- The distractions of the past are just thatin the past.
- Under the leadership of our CEO and this board of directors we have made the right Decisions/Partnerships/Alliances
- I believe the actions today represents the 1st step to WSA being the Leader in the Workforce development Ecosystem
- Challenges:
- Timing to complete considering the deadlines
- WSA lack of business contacts (significant goal with “On the Job Training/Work Experience”)
- These Investments will test workforce ecosystem

Proposal

Following up one of the Board Retreat goals “Secure more board participation in WSA initiatives”

- All hands-on deck
- Board members help with outreach and engagement
 - 10 participant referrals per month for each board member
 - Provided a copy of the Eligibility for each program
 - A special phone number for your referrals to call directly to our office
- Take the show on the road
 - Work with chairman to setup virtual presentations
 - Tap into Board Member networks
 - 2 presentations per board member
- WSA staff will provide materials and outreach messaging



Questions?