



STRATEGIC COMMITTEE MEETING

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207

November 6, 2023

1:00 PM

AGENDA

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

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. Questions relating to these rules may be directed to Caroline Goddard at (210) 322-6296.

The Chair of the Committee will be at the Host Location. The Host location is specified above. Meetings will be visible and audible to the public at the Host location, and there will be a visual or audio recording of the meeting. There will be two-way audio and video of the meeting between each Board member sufficient that Board members and public can hear and see them. WSA will comply with all Videoconferencing Guidelines.

For those members of the public that would like to participate and cannot attend in person at the host location, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Caroline Goddard, (210) 322-6296.

Please join WebEx meeting from your computer, tablet, or smartphone.

You can also dial in using your phone.

United States (Toll Free): 1-415-655-0002

<https://wsalamo.webex.com/wsalamo/j.php?MTID=m60c7b481d231fa52e7748e73c093e4d9>

Access Code: 2497 472 3861

New to WebEx? Get the app now and be ready when your first meeting starts:

<https://www.webex.com/>

During the Public Comments portion of the meeting (Agenda Item 4), the public may type their name into the chat box or unmute themselves and state their name. The meeting host will call each member of the public for comments, in the order their names were submitted.

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- I. CALL TO ORDER
Presenter: Eric Cooper, Committee Chair
- II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Eric Cooper, Committee Chair
- III. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Eric Cooper, Committee Chair
- IV. PUBLIC COMMENT
Presenter: Eric Cooper, Committee Chair
- V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)
Presenter: Eric Cooper, Committee Chair
 - a. Meeting Minutes – September 29, 2023
- VI. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)
Presenter: Jeremy Taub, Director of Procurement and Contracts
 - a. Procurement Diversity Update (SMWVBE)
 - b. Facility Updates
 - i. Port SA
 - ii. Walzem/O'Connor
- VII. LOCAL PLAN PROGRESS UPDATE (DISCUSSION AND POSSIBLE ACTION)
Presenter: Adrian Perez, CIO
 - a. Sector-Based Model Update – Sector-Based Score Cards & Strategic Partnership Manager Update
Presenters: Rebecca Espino Balencia, Interim Director of Workforce Services & Caroline Goddard, Strategic Community Partnerships Manager
- VIII. CEO REPORT
Presenter: Adrian Lopez, CEO
 - a. Ready to Work Program
- IX. CHAIR REPORT
Presenter: Eric Cooper, Committee Chair
- X. EXECUTIVE SESSION:
Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:
 - a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- 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;
- d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

XI. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair



STRATEGIC COMMITTEE MEETING - MINUTES

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207

September 29, 2023

1:00 PM

BOARD OF DIRECTORS: Eric Cooper (Chair), Leslie Cantu, Anthony Magaro, Ben Peavy, Lowell Keig, Mitchell Shane Denn

STAFF: Adrian Perez, Gabriela Navarro Garcia, Penny Benavidez, Jessica Villarreal, Jeremy Taub, Randy Davidson, Caroline Goddard, Teresa Chavez, Rebecca Espino Balencia, Kristen Rodriguez, Daisey Vega, Sylvia Perez, Manuel Ugues, Aaron Smith

PARTNER STAFF: None.

WSA LEGAL COUNSEL: None.

GUEST: Christopher Mammen and Romanita Matta-Barrera with greater:SATX, Natasha Richardson with Communities In Schools, Carley Reeves Hernandez

AGENDA

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

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. Questions relating to these rules may be directed to Caroline Goddard at (210) 322-6296.

The Chair of the Committee will be at the Host Location. The Host location is specified above. Meetings will be visible and audible to the public at the Host location, and there will be a visual or audio recording of the meeting. There will be two-way audio and video of the meeting between each Board member sufficient that Board members and public can hear and see them. WSA will comply with all Videoconferencing Guidelines.

For those members of the public that would like to participate and cannot attend in person at the host location, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Caroline Goddard, (210) 322-6296.

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

Please join WebEx meeting from your computer, tablet, or smartphone.

You can also dial in using your phone.

United States (Toll Free): 1-415-655-0002

<https://wsalamo.webex.com/wsalamo/j.php?MTID=m7baf9e12f811139d5b485e613e88809>

Access Code: 2498 320 7333

New to WebEx? Get the app now and be ready when your first meeting starts:

<https://www.webex.com/>

During the Public Comments portion of the meeting (Agenda Item 4), the public may type their name into the chat box or unmute themselves and state their name. The meeting host will call each member of the public for comments, in the order their names were submitted.

I. CALL TO ORDER

Presenter: Eric Cooper, Committee Chair

At 1:04pm, Chair Eric Cooper called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Eric Cooper, Committee Chair

The roll was called, and a quorum was declared present.

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Eric Cooper, Committee Chair

None.

IV. PUBLIC COMMENT

Presenter: Eric Cooper, Committee Chair

None.

V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)

Presenter: Eric Cooper, Committee Chair

a. Meeting Minutes – July 28, 2023

Upon motion by Lowell Keig and seconded by Mitchell Shane Denn, the Committee unanimously approved the Consent Agenda, item a. Meeting Minutes – July 28, 2023.

VI. GREATER:SATX AND TALENT PIPELINE MANAGEMENT IMPLEMENTATION UPDATE

Presenters: Christopher Mammen & Romanita Matta-Barrera, greater:SATX

— greater:SATX is a public-private, regional economic development organization charged with developing and diversifying the San Antonio, Texas economy through business attraction, business retention, workforce development, and global marketing strategies.

— The strategic framework includes jobs, people, and places. Supported by 180 private sector investors, the organization is responsible for assisting over 500 companies relocate or expand in the region that collectively employ more than 120,000 San

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

Antonians.

- Recent wins from 2017 to 2023 include 27,850+ new jobs announced, \$6.4B in capital investment, 700+ existing business assists, 144 deals closed, 28.1K work-based learning opportunities, and 49.9K targeted certificates and degrees.
- Target industries include tech, cyber, bioscience, financial services, and manufacturing.
- Target retention initiatives include Alamo Fellows which are first generation STEM college students, 300+ SA WORX Alumni Network, Harvard Business School Young American Leaders Program, and lead higher education collaborative. Talent attraction includes a talent attraction campaign, and a career pathways and job matching tool.
- Employer engagement and strengthening the regional workforce includes a Talent Pipeline Management (TPM) implementation across five sectors with nearly 100 employers, support county's educator pipeline collaborative, and support City of San Antonio's Ready to Work \$250M upskilling program. Awareness, exposure, and preparation includes over 25,000 students participating in industry-led work-based learning activities, educator and counselor industry externships, and labor market intelligence reports.
- TPM aligns to greater:SATX's mission of driving economic growth by elevating San Antonio's regional workforce competitiveness to support both employer recruitment and retention. By aligning regional industry voice and streamlining needs and solutions, greater:SATX can positively impact businesses, learners, workers, and the overall community prosperity. Supports local efforts, including City of San Antonio's Ready to Work training and job placement and Apprenticeship Building American investments. Strong employer network and strategic partnerships results in more aggressive and expansive implementation. The expert consultants are American Institutes for Research (AIR).
- TPM framework strategies include a collaborative kick off to identify critical pain points, data collection, competency and credential analysis, back mapping and provider data analysis, and employer led partnership program implementation for IT & Cyber, Construction & Skilled Trades, Finance, Manufacturing, and Healthcare & Bioscience.
- Ben Peavy commented that he believes this collaboration is great and would like to continue to see it improve. Also, he requests the creation of shared metrics and goals of employers.

VII. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jeremy Taub, Director of Procurement and Contracts

a. Procurement Diversity Update (SMWVBE)

- Outreach to current vendors and encouraging SMWVBE participation at pre-bid conferences has increased the number of SMWVBE classifications, which resulted in expenditures to be at 41.12%. WSA has issued payments to approximately 123 vendors for the purchase of goods and services with 38 identifying as HUB, including four new vendors 1 Asian, 1 Hispanic, and 2 Small Businesses.

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- Total SMWVBE payments are \$2.4M of the \$5.9M total corporate expenditures.
- 9 more childcare providers have been added, 7 of them are SMWVBE, which brings the percentage to 44% and 52% of the overall dollars going to SMWVBE.
- b. Facility Updates
 - i. Port SA
 - This project is on schedule and the final pricing letter from the general contractor has been received and agreed upon. The anticipated move in date is May 2024.
 - ii. Walzem/O'Connor
 - Estimated build out costs have been received from the general contractor and are finalizing negotiations to begin construction. This project is on schedule with an estimated move in date of January 2024.

VIII. LOCAL PLAN PROGRESS UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Perez, CIO

a. Rural Partnership Update

- The initial work of Community Conversations as a precursor to the creation of County Workforce Councils has begun and reinforces the Local Plan and the implementation of sector-based strategy. The first meeting was an introduction and overview. The second meeting, which is currently ongoing, is partner identification and MOU points. The third meeting is for finalization and cadence.

b. Sector-Based Model Update – Sector-Based Score Cards & Strategic Partnership Manager Update

Presenters: Rebecca Espino Balencia, Director of Ready to Work & Caroline Goddard, Strategic Community Partnerships Manager

- Adult Industry Sector Scorecard BCY23: 242 enrolled, 63 active, 179 completions, 143 successful completions, 80% success rate, 79 successful credentials, 44% credential rate, 87 successful employment, and 61% employment rate.
- Anthony Magaro asked what can be done to increase employment rates. An employee from C2 stated that they are working closely with the training providers to get the participants to take their tests to earn their credentials. Also, making sure that the case manager is having an in-depth conversation and intake assessment with the customer to make sure they are choosing the appropriate career field.
- Youth Industry Sector Scorecard BCY23: 34 enrolled, 29 active, 5 completions, 5 successful completions, 100% success rate, 5 successful credentials, 100% credential rate, and 5 placements.
- Ready to Work: 3,401 applicants have been interviewed, 1,830 are enrolled in training, 214 have successfully completed training, 93% training retention rate, 61% successful training completion rate, and 99 have been placed in quality jobs.
- Overall Impact: 2,072 enrolled, 362 successful completions, 191 placements, and 52.76% employment rate.

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- Business Sector for Urban Adult: Over 1,600 employers have been assisted, 20,000 job orders, 33,000 job openings, 81,000 applicants, 135 key accounts, 13 hiring events with over 2,000 participants, 515 training worksites, and over 3,000 confirmed hires.
 - Business Sector for Rural Adult: Over 600 employers have been assisted, 4,000 job orders, 6,400 job openings, 11,000 applicants, 82 key accounts, 13 hiring events with over 800 participants, 112 training worksites, and over 1,200 confirmed hires.
 - Total Impact Within Urban and Rural: 2,414 employers have been assisted, 25,089 job orders, 39,888 job openings, 92,985 applicants, 296 key accounts, 386 hiring events with 19,440 participants, 761 training worksites, and 4,705 confirmed hires.
 - Partnerships in the Works: Bexar County Veterans, 100 Black Men, CPS Energy, Guadalupe Valley Family Violence Center, Rural Libraries, AEL Consortium, New Braunfels: Steps for Life, Health Collaborative, and Calvary.
 - Letters of Support Provided To: Dalkia Energy Solutions, Toyotetsu Texas, UTSA, Del Mar College, and Restore Education.
 - Workforce Academy: 553 participants with 320 graduates.
 - Workforce Leadership Academy: Fellows have been assigned teams and will be conducting research and interviews that align with their topics in Education & Training for Employers, Partnerships, Strategic Navigation, and Measures & Outcomes. In addition to the curriculum that Aspen has provided, WSA is educating the Fellows on the sector-based model and local plan by offering tours and meetings with industry leaders such as Southwest Research Institute. Fellows from WSA, Strategic Links, Family Service Association, YWCA, United Way, and Haven for Hope partnered to host a Bridges Out of Poverty training.
- i. Partnership Highlight – Natasha Richardson, Strategic Partnership Manager, Communities In Schools
- Mission is to surround students with a community of support, empowering them to stay in school and achieve in life. CIS is directly inside schools throughout Bexar County and surrounding areas and helps connect children and families to basic and critical educational and community-based resources tailored to each student's specific needs. CIS partnership with WSA has assisted in providing post-secondary support to students and families and has been developing more over the previous years in a variety of ways.
 - Examples of Partnership Initiatives:
 1. Family Engagement Events – Setting up tabling at events, presenting information at parent meetings or cafecitos, and job fairs.
 2. Student Initiatives – Tabling at events, school wide presentations, HTC event, Career Days, and job fairs/CCMR fairs.

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- 3. Ambassador Program/Training – Ensuring that staff utilize WSA as a leading resource in career exploration.
- Strengths: Several different programs that apply to different student needs, communication about upcoming events, job placements, and quarterly internship meetings. Challenges: Timelines of events.
- Community Engagement: WSA supported CIS’ Stuff The Bus school supply drive.

IX. CEO REPORT

Presenter: Adrian Lopez, CEO

- a. Ready to Work Program
 - Did not discuss.
- b. Update on Datapoint
 - Did not discuss.

X. CHAIR REPORT

Presenter: Eric Cooper, Committee Chair

- Chair Eric Cooper stated that he recently attended a graduation for warehouse and culinary training. He noted how the Food Bank is a privileged partner with Ready to Work and how impactful this program is to the community.

XI. EXECUTIVE SESSION:

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

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
 - b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;
 - c. Pending or Contemplated Litigation;
 - d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
 - e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.
- None.**

XII. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair

Upon motion by Ben Peavy and seconded by Anthony Magaro, Chair Eric Cooper adjourned the meeting at 2:21pm.

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 Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Jeremy Taub, Director of Procurement and Contracts

Date: November 6, 2023

Subject: Procurement Diversity Update (SMWVBE)

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

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

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

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

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

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

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

Attachments: None

MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Jeremy Taub, Director of Procurement and Contracts

Date: November 6, 2023

Subject: Facility Update: Port San Antonio

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

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

Update:

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

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

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

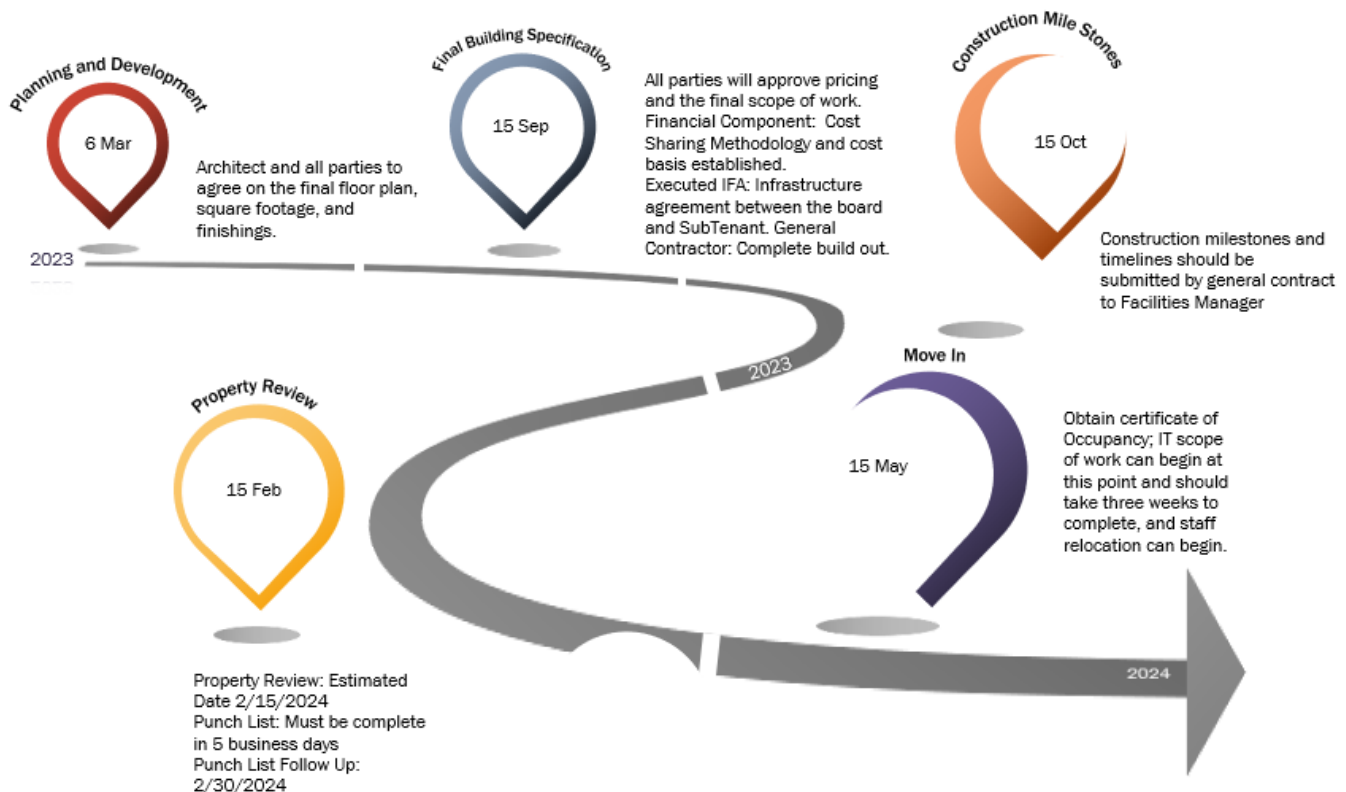
Alternatives: None.

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

Recommendation: There is no further recommendation currently.

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

Timeline: Dates are tentative and subject to change.



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Jeremy Taub, Director of Procurement and Contracts

Date: November 6, 2023

Subject: Facility Update: Walzem/O'Connor

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

Update:

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

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

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

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

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

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

Alternatives: None.

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

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

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

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

Procurement and Facilities Update

November 6, 2023

Jeremy Taub, Director of Procurement and Contracts





PROCUREMENT & FACILITY UPDATES

- Procurement Diversity Update - SMWVBE
- Construction Update: Port San Antonio
- Construction Update: O'Connor



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

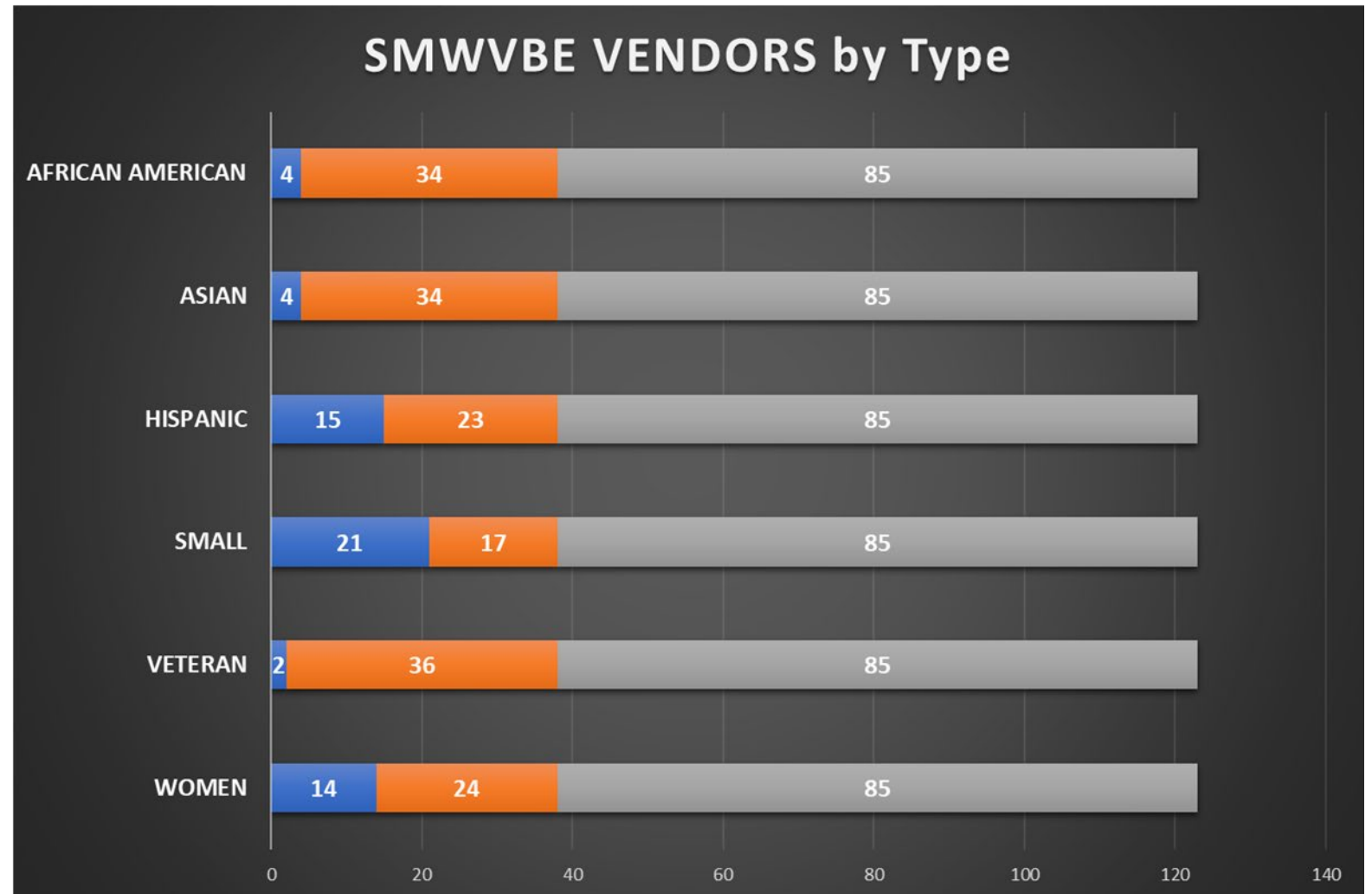
Successful Highlights:

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



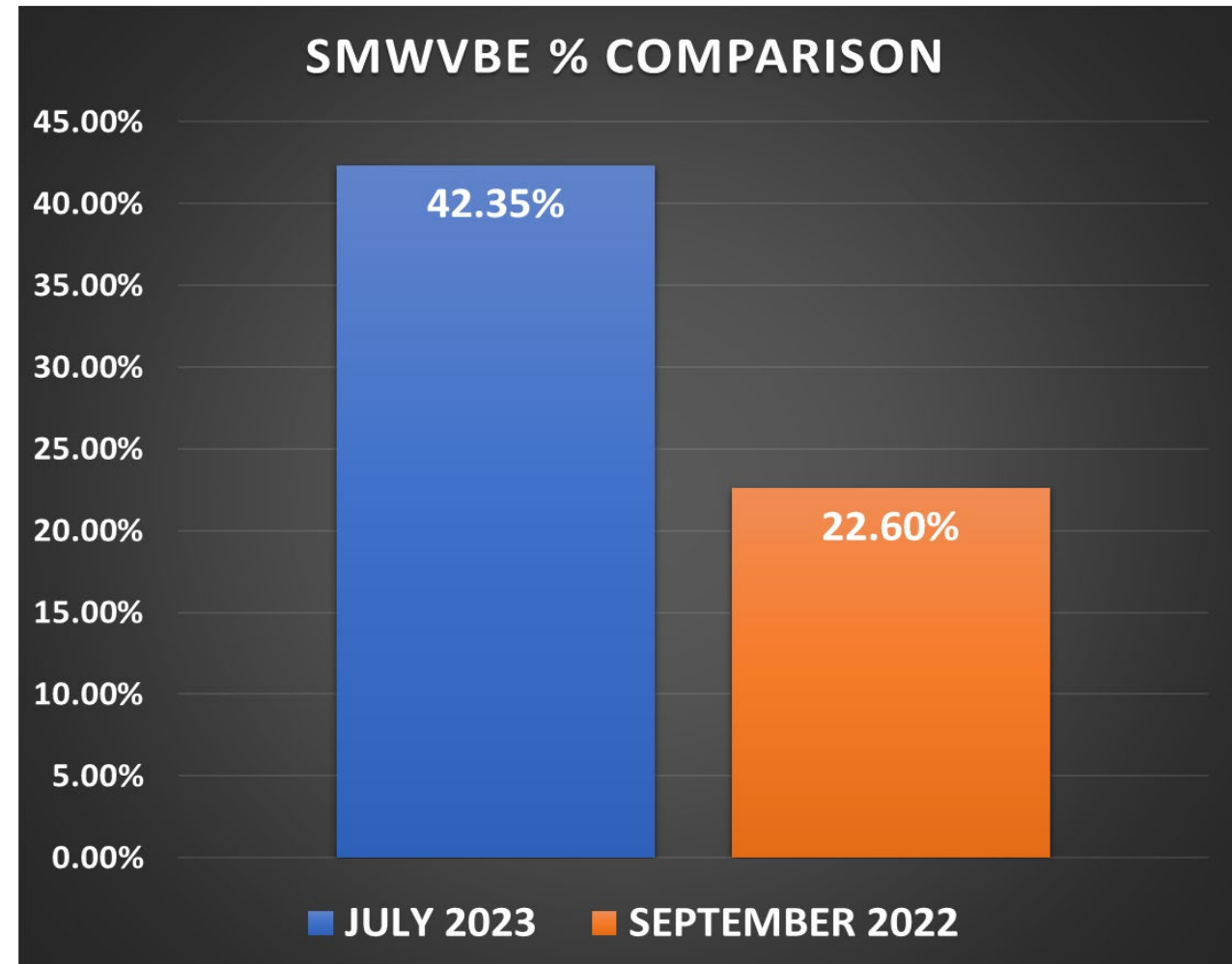
SMWVBE - 40 of 123 TOTAL VENDORS BY CLASSIFICATION

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



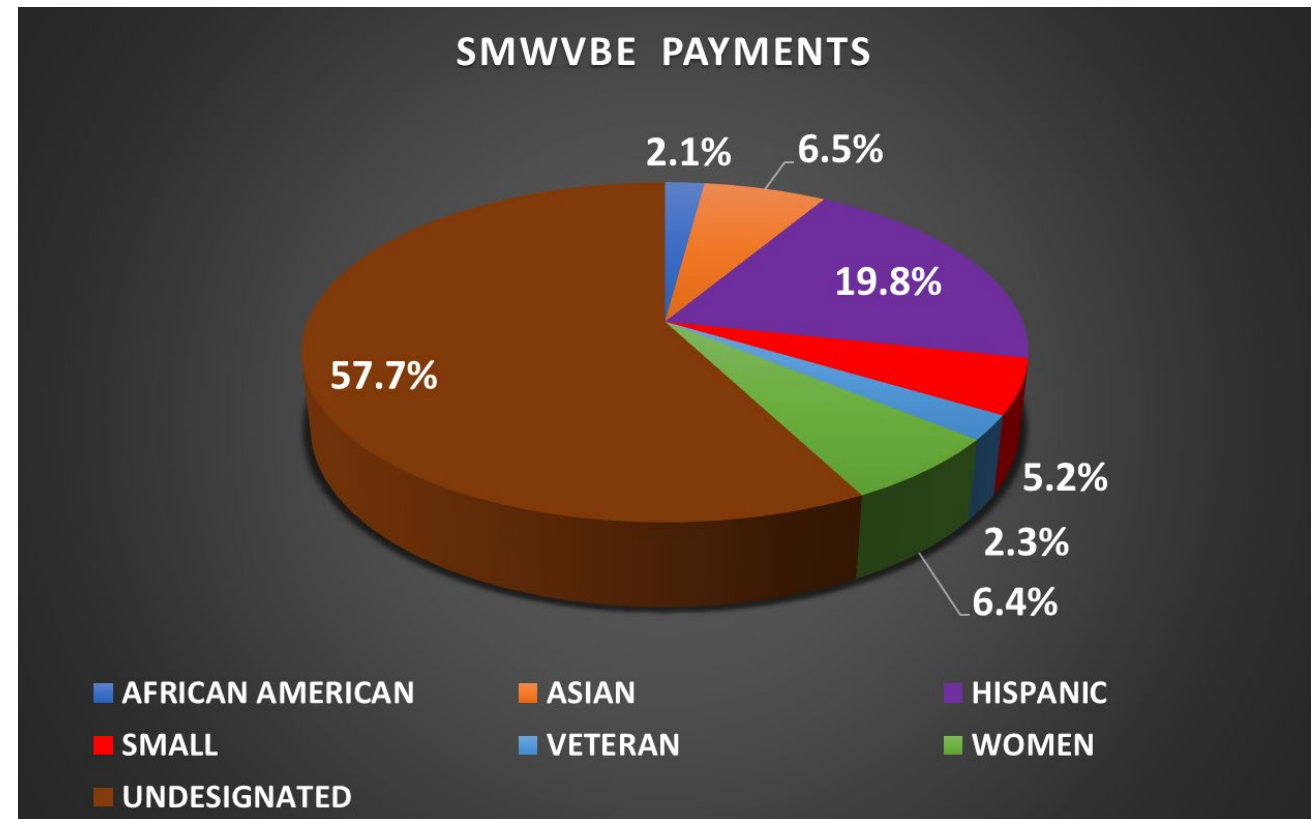
SMWVBE PERCENTAGE COMPARISON BY DATES

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



SMWVBE PERCENTAGE OF PAYMENTS

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



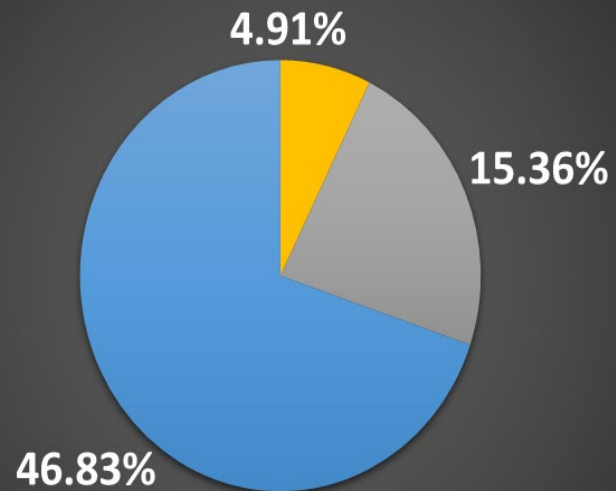
Current Board and Facility SMWVBE expenditures are at 42.35%, which exceeds WSA's aspirational goal of 20%.

SMWVBE PERCENTAGE BY ETHNICITY & SMALL BUSINESS

Ethnicity

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

Percentage by Ethnicity

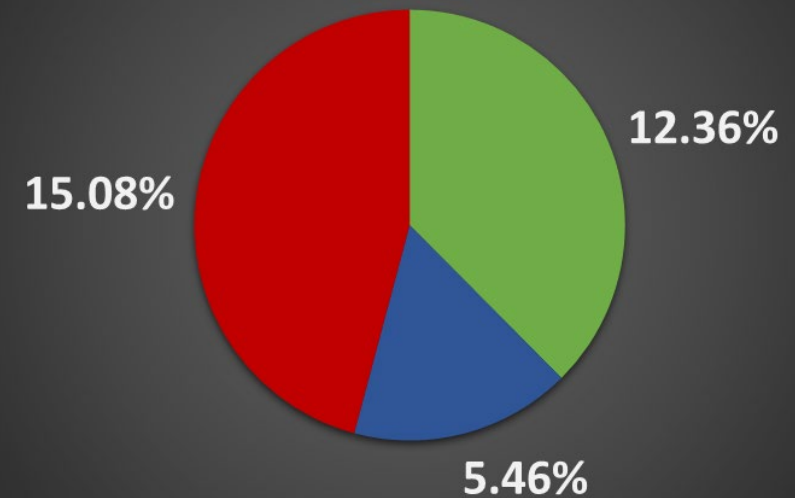


AFRICAN AMERICAN ASIAN HISPANIC

Small Business

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

Percentage by Small Business



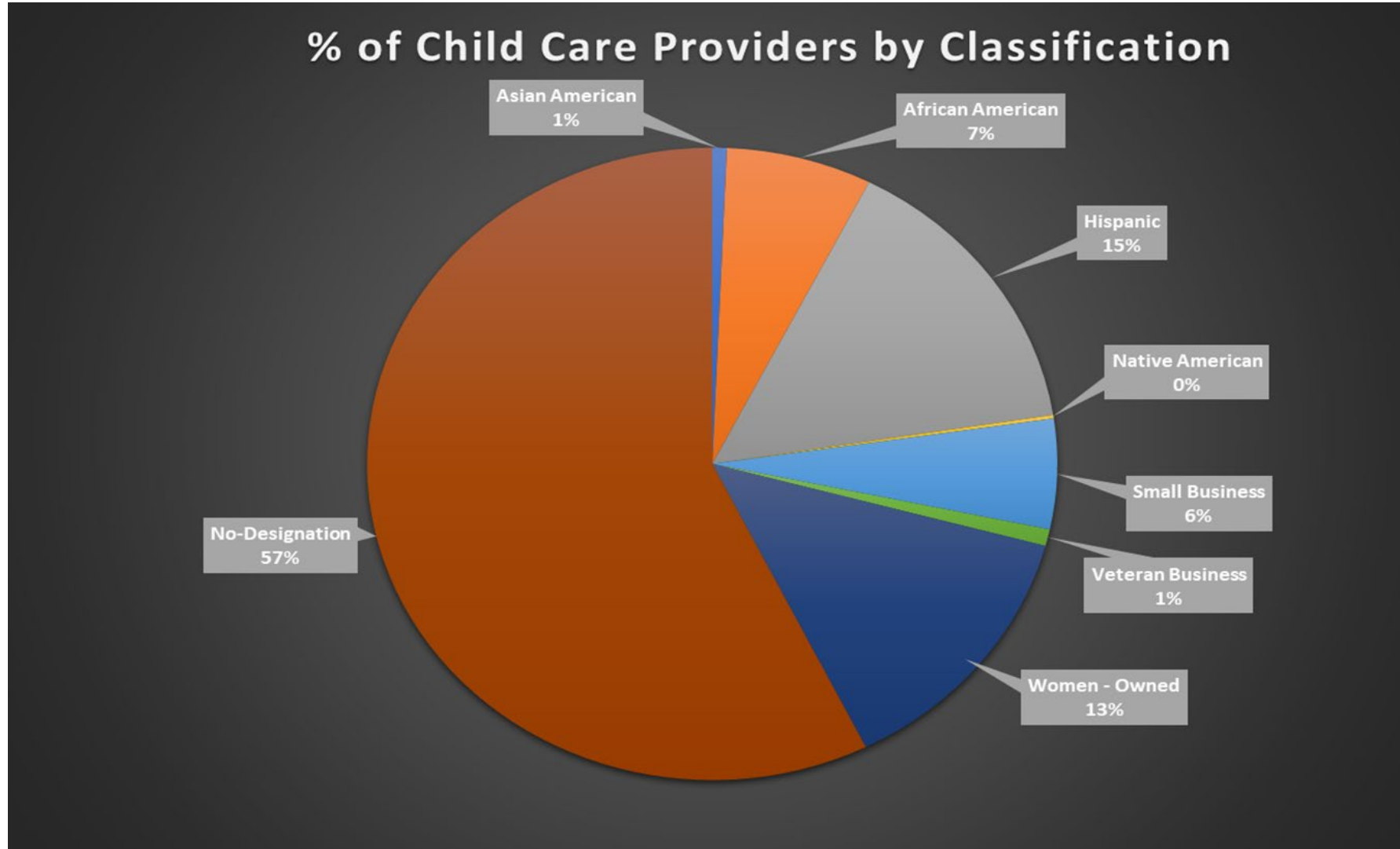
SMALL VETERAN WOMEN

SMWVBE CLASSIFICATION OF CHILDCARE PROVIDERS

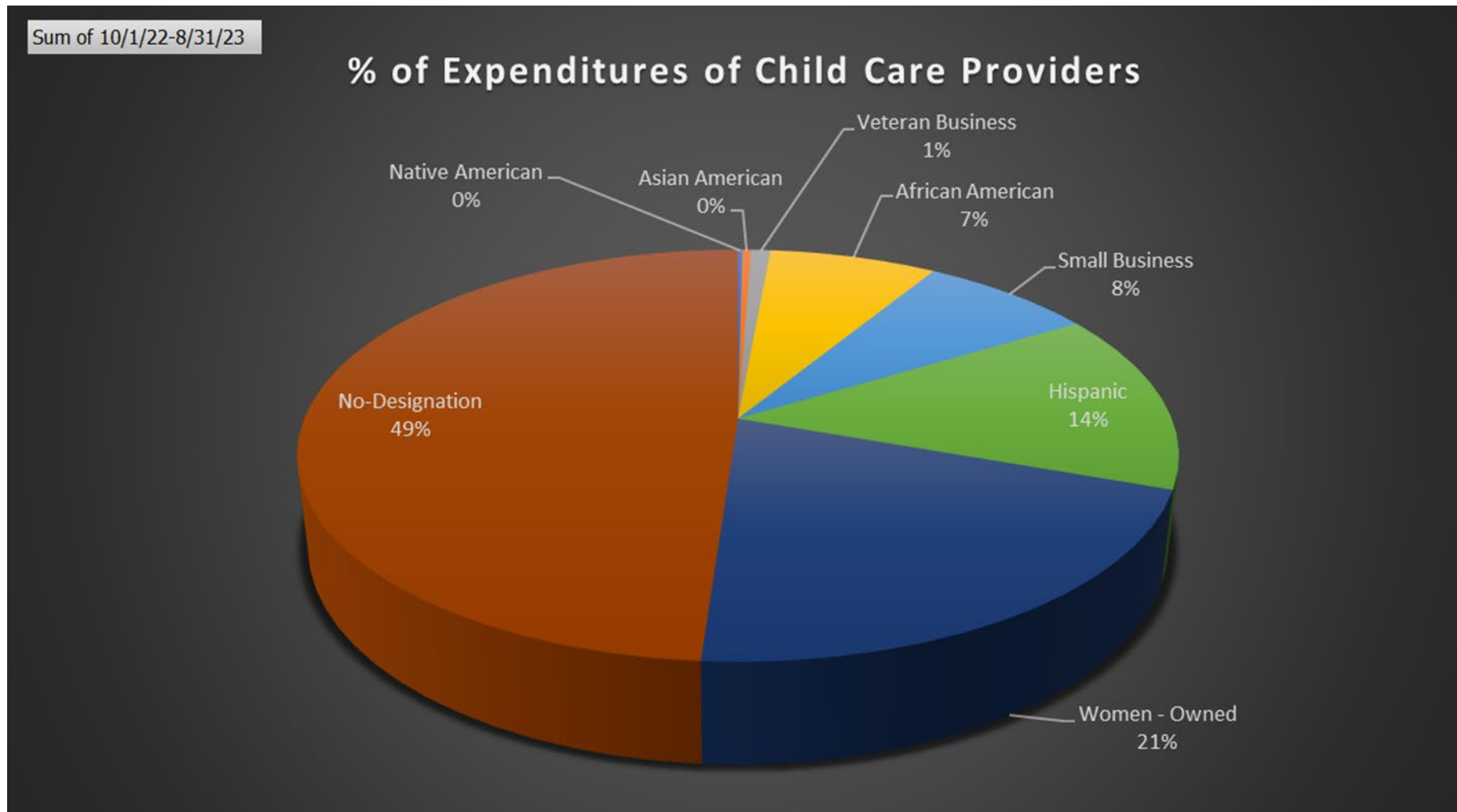
# of Providers by Classification	
Asian American	4
African American	40
Hispanic	88
Native American	1
Small Business	33
Veteran Business	5
Women - Owned	79
No-Designation	336
Grand Total	586

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

SMWVBE CLASSIFICATION OF CHILDCARE PROVIDERS



% OF EXPENDITURES BY SMWVBE CLASSIFICATION OF CHILDCARE PROVIDERS



Facility Update - Port San Antonio

Tentative Opening: May 2024
Grand Opening: TBD

Construction Update:

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

Fiscal Update:

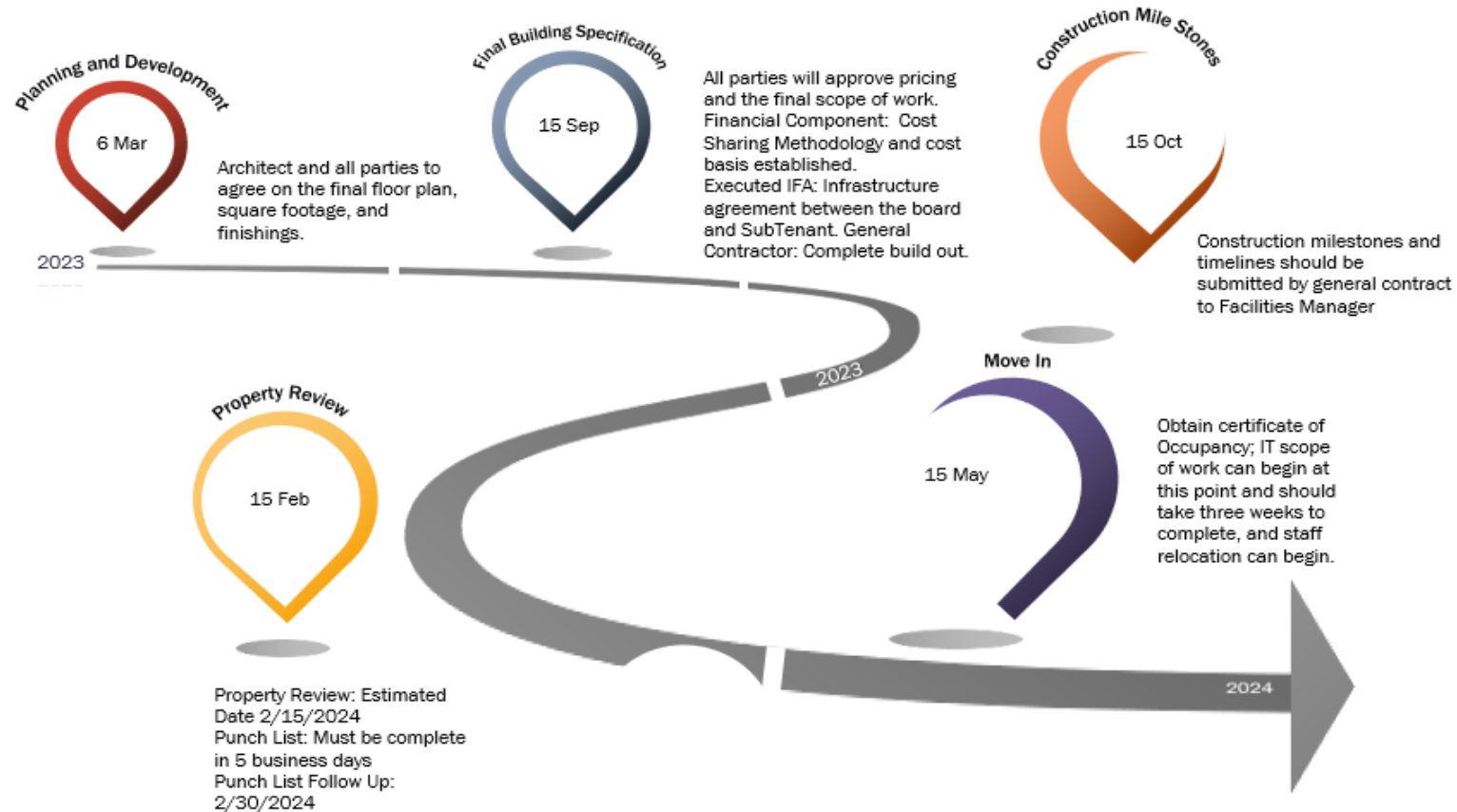
- Revised TI Allowance - \$2,213,750
- Monthly Rent - \$28,364.58 with 5% annual escalation

Estimated Timeline:

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



Port San Antonio- Timeline



Facility Update - O'Connor

Tentative Opening: January 2024

Grand Opening: TBD

Construction Update:

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

Fiscal Impact:

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

Estimated Timeline:

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



11711 IH 35



Questions

MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Adrian Perez, CIO

Date: November 6, 2023

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

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

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

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

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

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

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

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

Alternatives:

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

Fiscal Impact:

No additional fiscal impact currently.

Recommendation:

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

Next Steps:

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



Local Plan Progress Update

Adrian Perez, CIO










Sector-Based Score Cards

Rebecca Espino Balencia

Interim Director of Workforce Services







Adult Industry Sector Scorecard BCY23

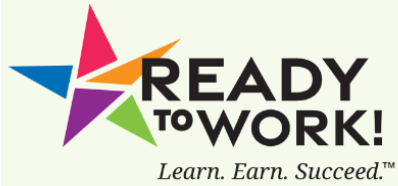
Industry Sector Scorecard - Standard Programs - BCY23									
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate	Successful Employment	Employment Rate
Healthcare 	102	28	74	52	70%	25	34%	33	63%
Other 	21	10	11	7	64%	2	18%	5	71%
Information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

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

Youth Industry Sector Scorecard BCY23

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

Timeframe: 10/1/2022 – 09/30/2023



Applicants Interviewed: 3,896

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

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

Program Overview

Applicants Interviewed

Enrolled in Training

Placed in Quality Job

Filter data

Press Ctrl to select multiple values

Clear all filters

City Council District

All

Partner Agency

Workforce Solutions Alamo

Race & Ethnicity

All

Eligibility Status

All

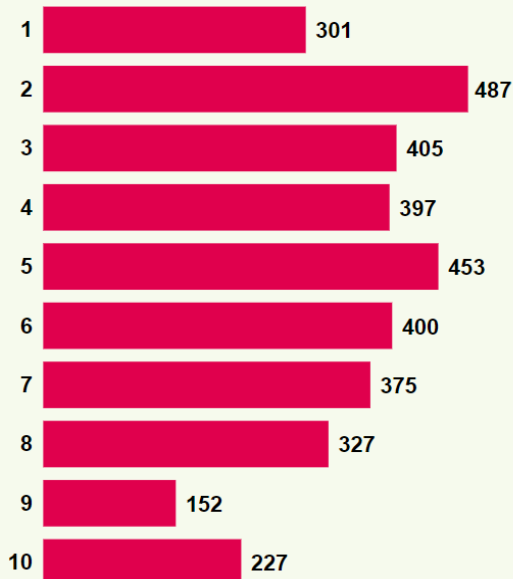
Gender

All

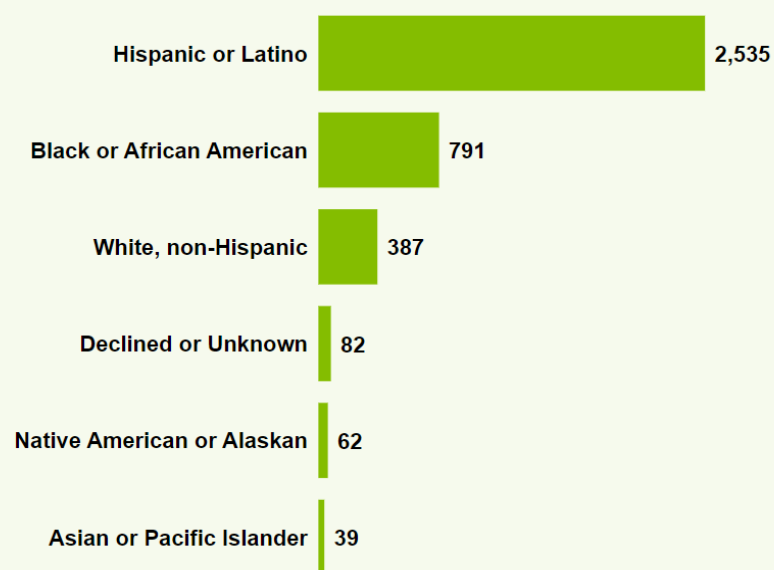
Age Range

17 84

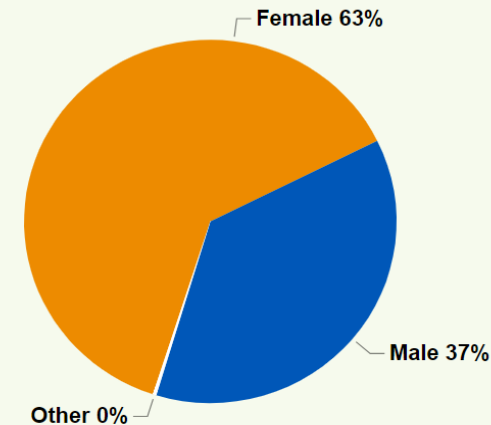
City Council District



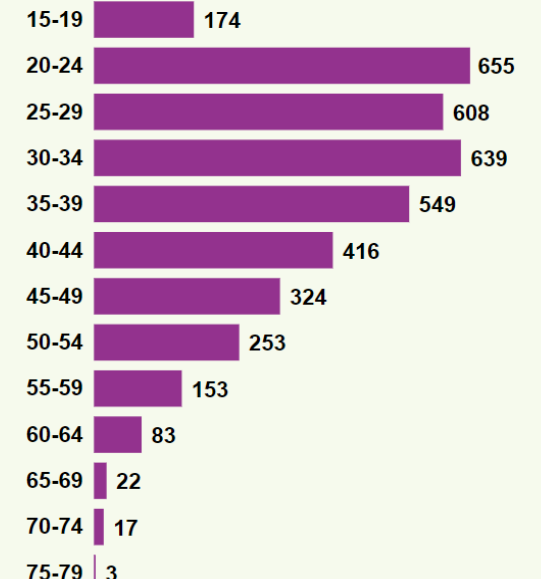
Race & Ethnicity

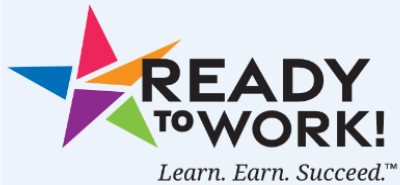


Gender



Age





Enrolled in Training: 2,130

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

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

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

Program Overview

Applicants Interviewed

Enrolled in Training

Placed in Quality Job

Filter data

Press Ctrl to select multiple values

Clear all filters

City Council District

All

Partner Agency

Workforce Solutions Alamo

Race & Ethnicity

All

Industry

All

Gender

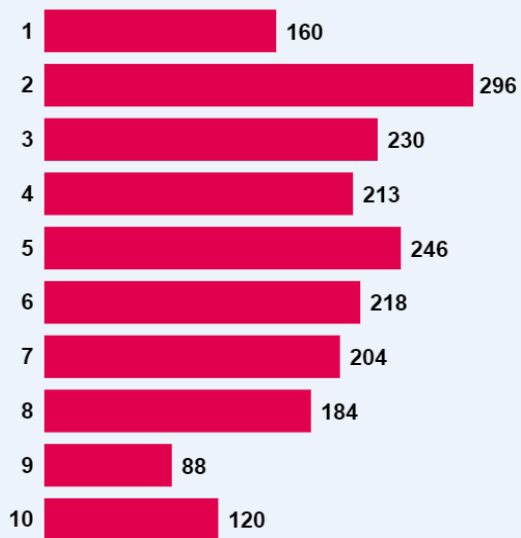
All

Age Range

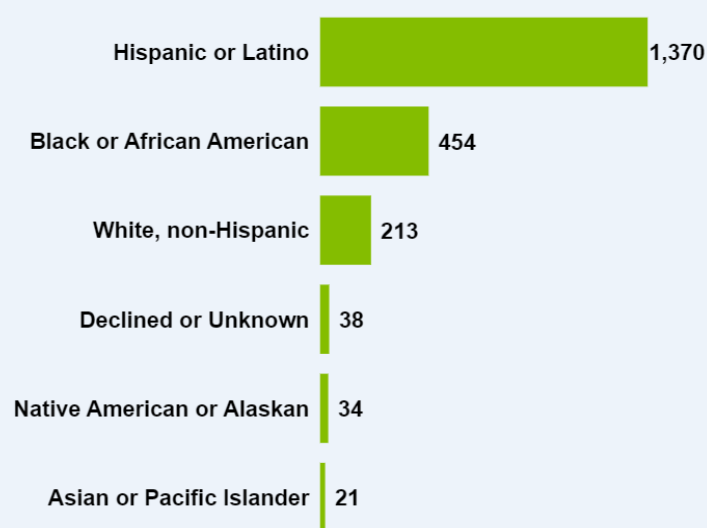
17

84

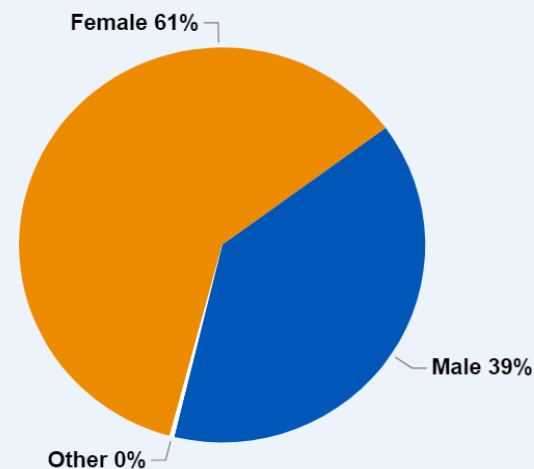
City Council District



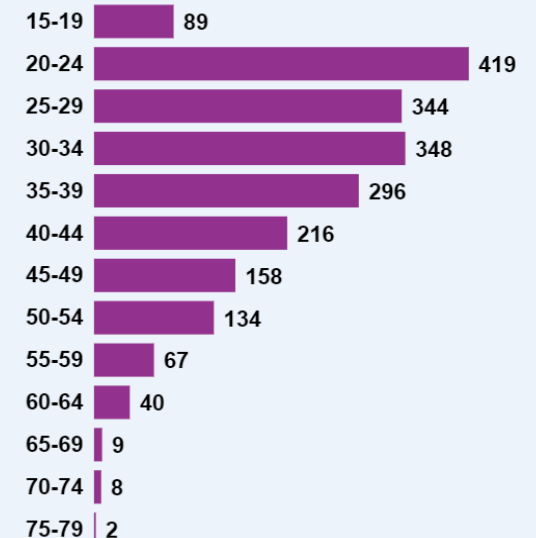
Race & Ethnicity



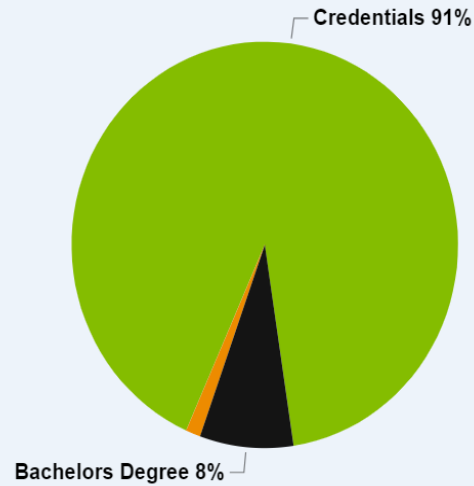
Gender



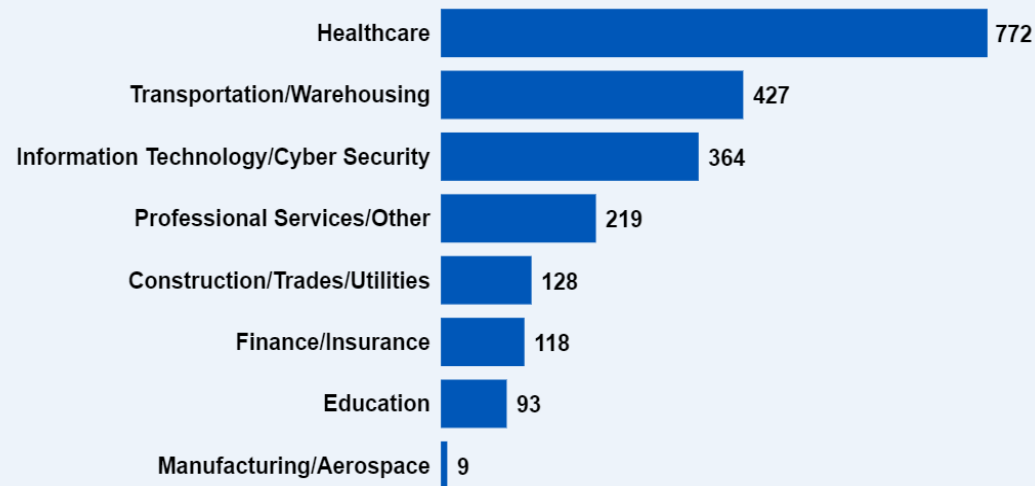
Age



Type of Credential



Enrollment by Target Industry



Successfully Completed Training

246

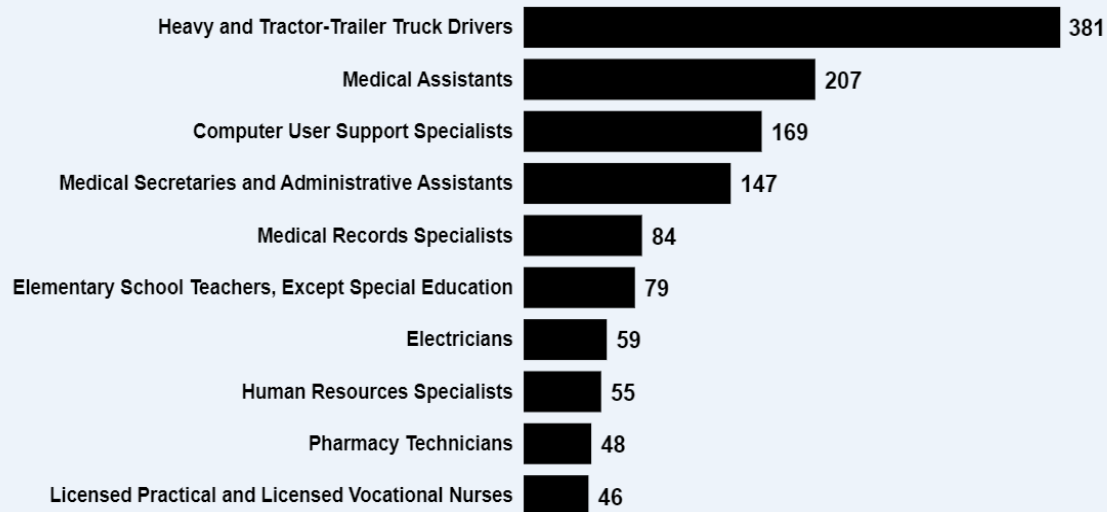
Training Retention Rate

92%

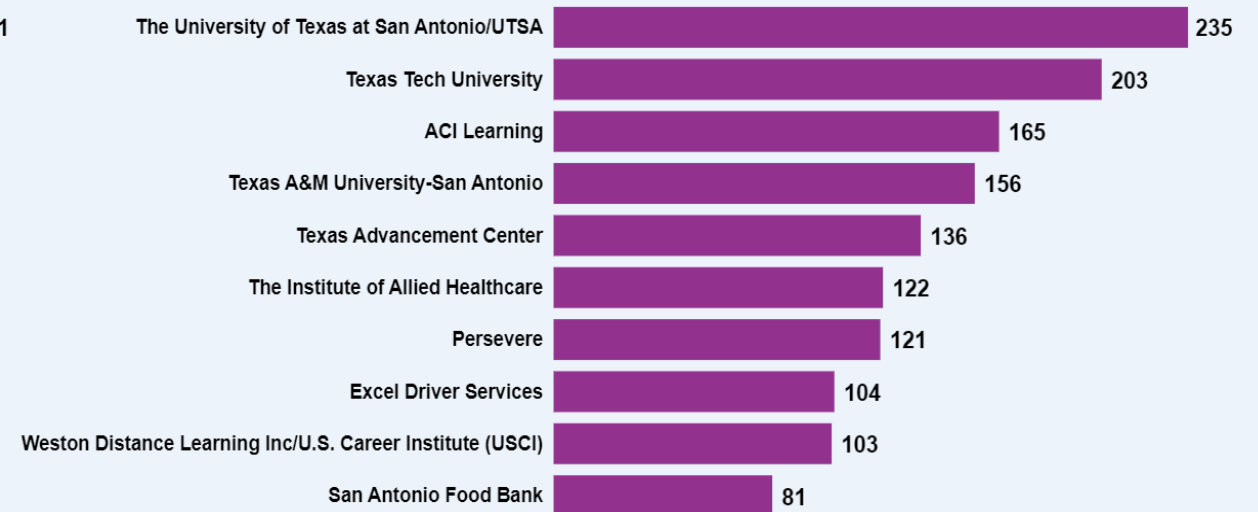
Successful Training Completion Rate

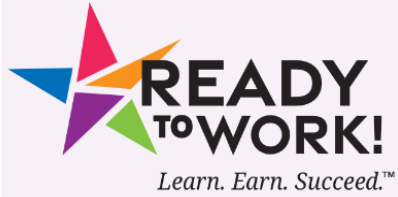
60%

Top 10 Training Occupations by Enrollment



Top 10 Training Providers by Enrollment





Placed in Quality Jobs: 117

This page displays data about Ready to Work (RTW) participants that have been placed in quality jobs. RTW defines a quality job as one that offers an hourly wage of at least \$15 and an annual salary of at least \$31,200, plus benefits.

RTW coaches assist participants with interview skills, resume preparation and online profiles. Employers share critical needs, engage in employer roundtables and collaboratives to enhance training pipelines, offer work-based learning opportunities like internships and apprenticeships, and hire RTW participants upon completion of training programs.

- Program Overview
- Applicants Interviewed
- Enrolled in Training
- Placed in Quality Job

Filter data

Press Ctrl to select multiple values

Clear all filters

City Council District

All

Race & Ethnicity

All

Gender

All

Partner Agency

Workforce Solutions Alamo

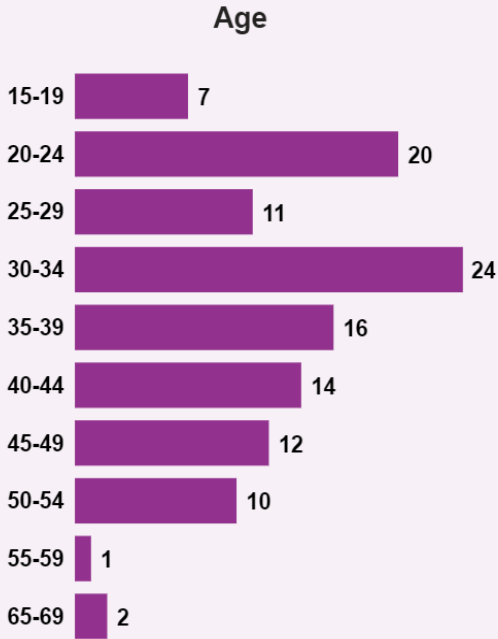
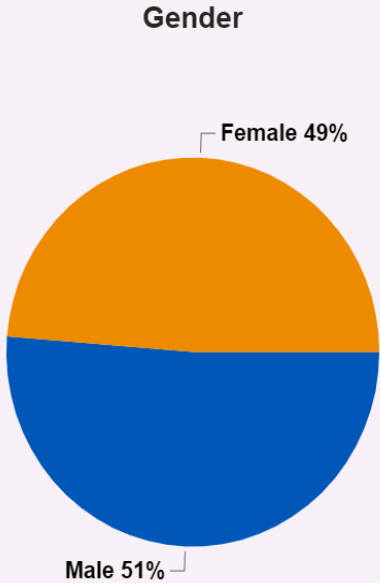
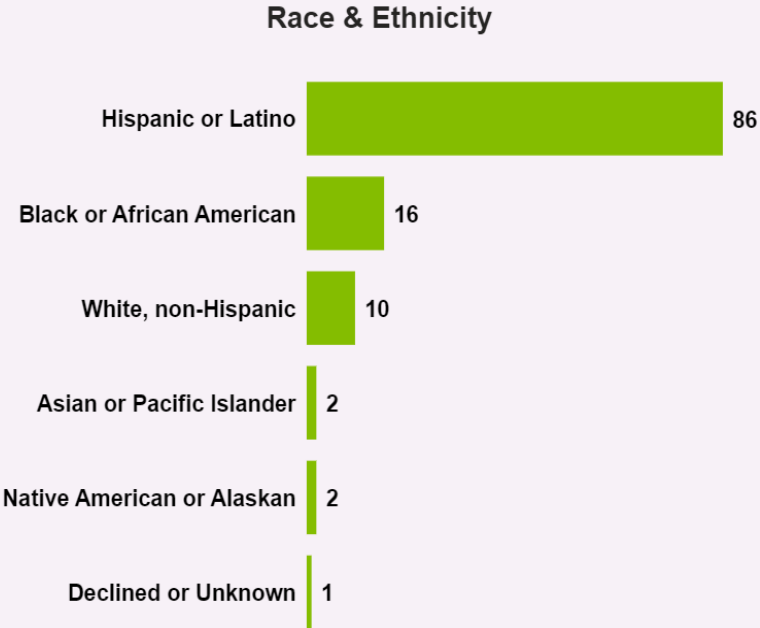
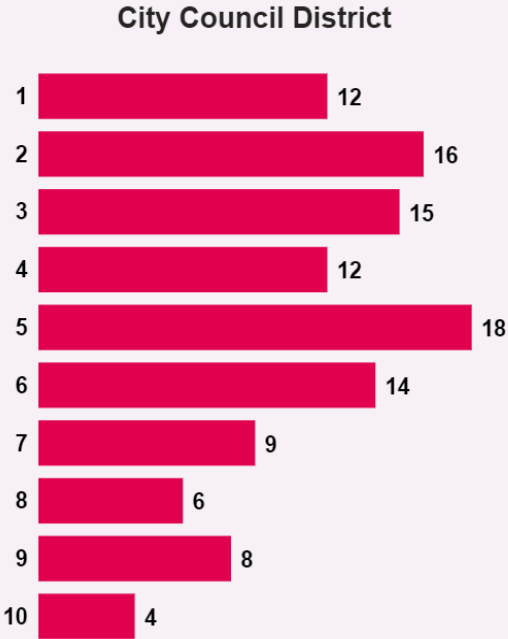
☐ Alamo Colleges District

☐ Project QUEST

☐ Restore Education

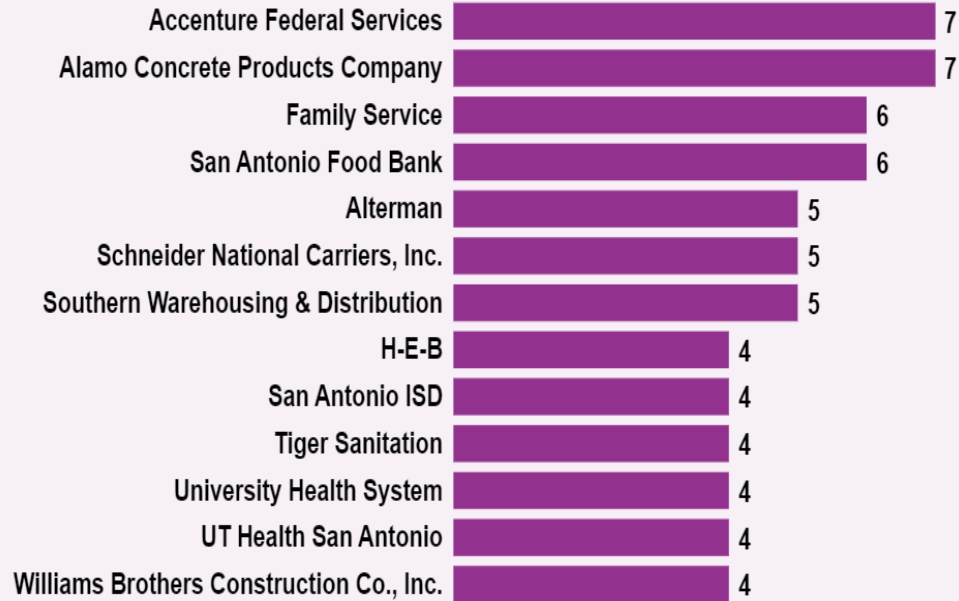
☐ Training For Job Success

☒ Workforce Solutions Alamo

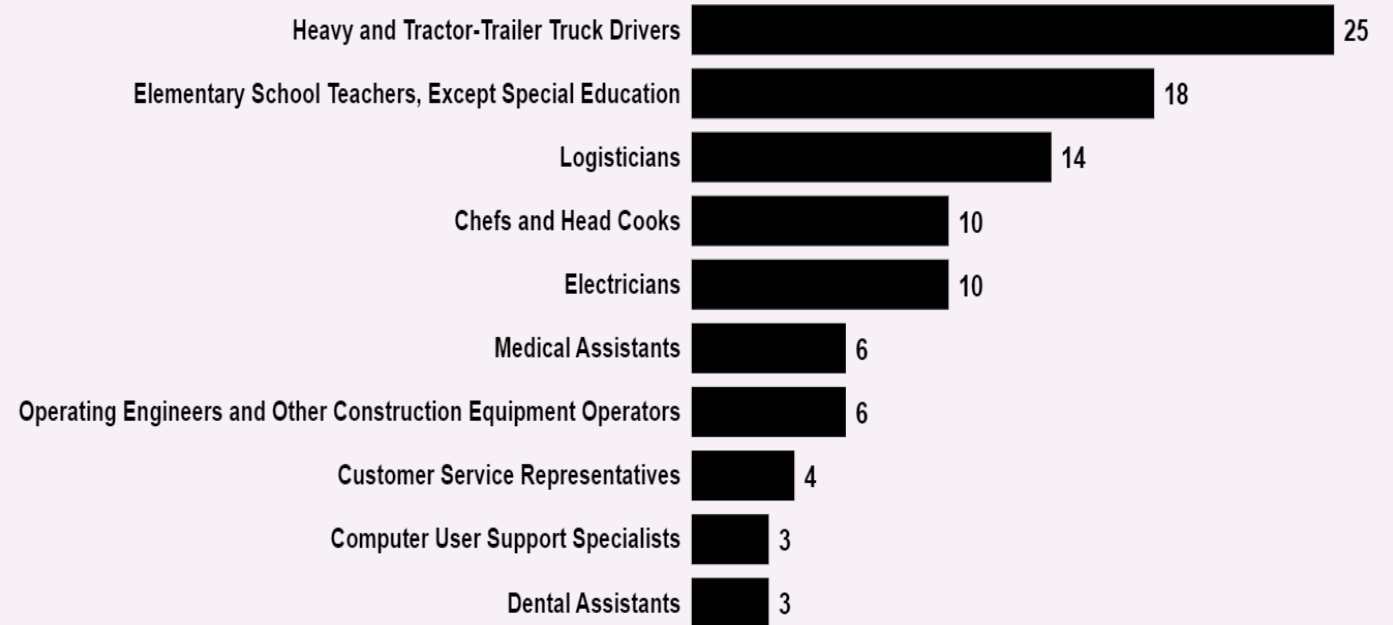


Top Employers of RTW Graduates by Number of Hires

Responsive only to Industry data filter



Top Occupations Hired



Employers Hiring RTW
Graduates

85

Median Hourly Wage in
New Job

\$17.00

Median Hourly Wage
Increase from Intake

\$16.00

Median Annual Salary in
New Job

\$35,360

Median Individual Income
at Intake





\$7,565

% Placed in Quality Job
within 6 months

66%

The City of San Antonio is sharing this data publicly in line with the program's guiding principle of transparency. This data is current as of **10/25/2023** and is subject to change on a daily basis. Hundreds of Ready to Work coaches manually input and update information in a central case management data platform as they work every day with program applicants and participants. Contact 210-207-JOBS (5627) or RTWHelp@sanantonio.gov with any questions or comments.

Overall Impact

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

*Ready to Work Timeframe:
06/01/23- 10/31/23

This includes all Alamo
Consortium Partners.

*Adult and Youth Oct 2022 to
September 2023

Adult October 2022-September 2023

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

Youth October 2022-September 2023

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

Total Impact within Urban and Rural

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

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



Strategic Partnership Manager Update

Caroline Goddard, MPA

Strategic Community Partnerships Manager/Equal Opportunity Officer



Partnership Updates

Bexar County
Veterans

100 Black Men

United Way

Texas Diaper
Bank

Rural Libraries

AEL
Consortium

Kenedy County
ISD ACE
Program

The Purple
Door- McMullen
County

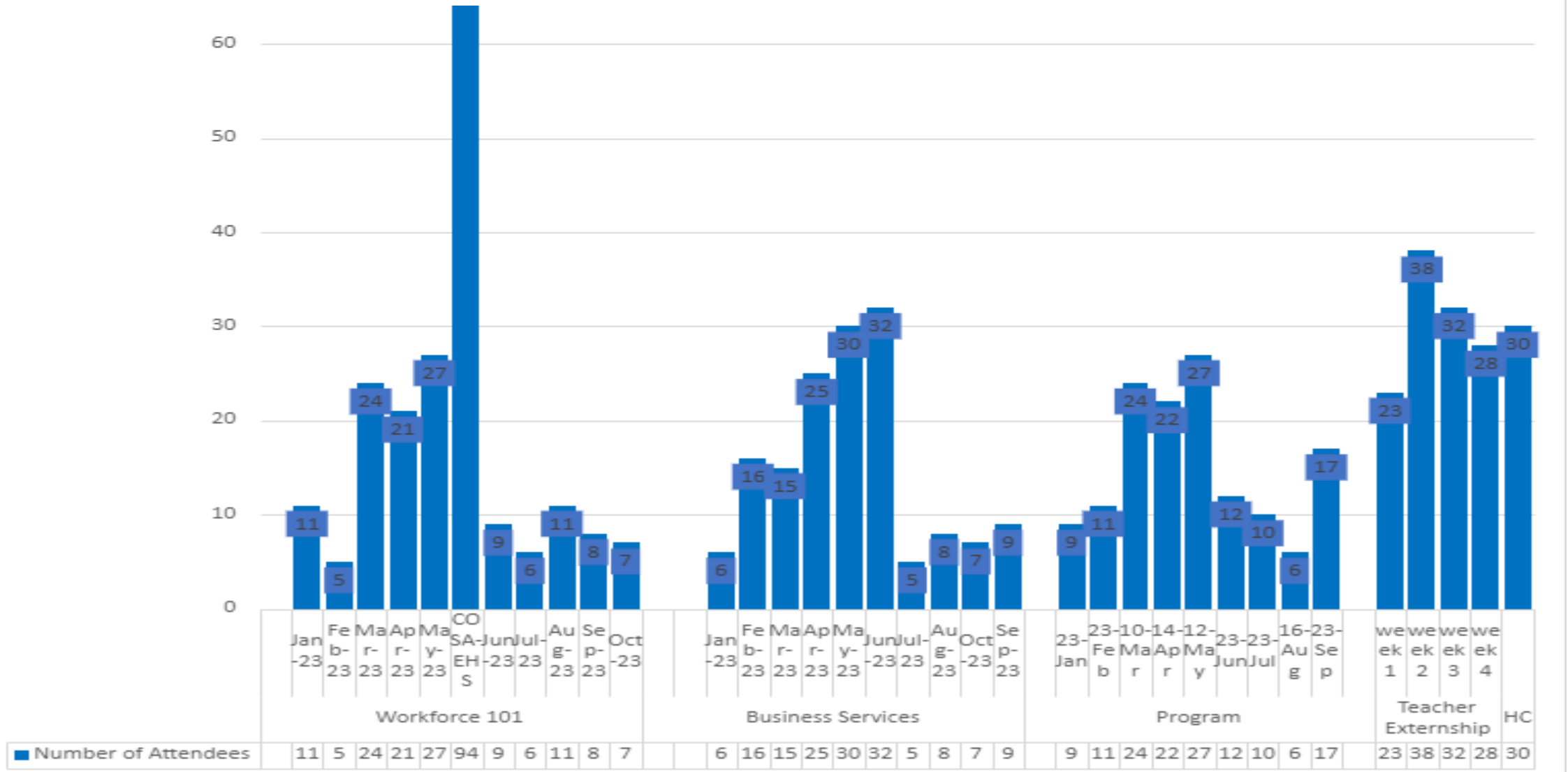
COSA
Apprenticeship
ABA Grant

Letters of Support

- **San Antonio Independent School District:** Applied for \$3,425,000 to \$4,425,000 Perkins Innovation and Modernization (PIM) Grant Program for Career-Connected High Schools to improve access and attainment of dual credit, work-based learning, and industry-based certifications through CTW programs (56 different certifications in over 28 programs of study, impacting approximately 10,000 students).
- **City of Hondo:** Applied for the Strategy Development Grant and Recompete Plans Pilot Program offered by the U.S. Economic Development Administration.

Workforce Academy

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



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

Workforce Leadership Academy

WSA was awarded \$50,000 to implement a Fellowship program that will bring cross-sector leaders together to foster a more clearly aligned local workforce ecosystem that delivers integrated services to businesses and workers.

Fellows have been assigned teams & will be conducting research and interviews that align with their topics:

- **Education & Training for Employers**

(Yousef, Ashley, Chris, Caroline, Sandra, Kat)

- **Partnerships**

(Richard, Kelli, Natasha, Mike, Lakeshia)

- **Strategic Navigation: Ecosystem Mapping**

(Angelica, Sonia, Nina, Robert S., Manny, Steve)

- **Measures & Outcomes**

(Robert R., Deborah C., Deborah S., Adriana, Janie)



WLA: Sector Tours

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



Community Conversations

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

Community Conversations: The Power of Partnerships

We believe that community engagement and collaboration are crucial in creating effective solutions to address the economic and workforce needs of our region. Over 3 meetings our conversations will augment our strategic plan's goals and improve on-going communication to maximizing the services that WSA offers to:

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





Partnership Highlight

100 Black Men of San Antonio, Inc.

Vernadette Ellis, Director of Operations

Kevin Shandy, Program Coordinator



Training
Programs

FREE



Training
Programs

Certified Nursing Assistant (CNA)

Program for Youth
ages 16-24

FREE Program Offers:

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



What will I learn?

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



AmeriCorps

Program for Youth
ages 16 & up

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



Sponsored by
100 Black Men
of San Antonio, Inc.

Google IT Self-Paced Career Certificate Training

Program for Adults
ages of 18 & up



FREE Program Offers:

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

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

Construction and Electrical Basics

Program for Youth ages 16-24



FREE Program Offers:

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

What will
I learn?

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

FREE Training Programs

Construction and Electrical Basics

Program for Adults ages 18 & up

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



What will
I learn?

FREE Program Offers:

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

Jobs/Opportunities:
Laborer Helper
Electrician Apprentice
License



Sponsored by
100 Black Men
of San Antonio, Inc.

National Day of Service

