



STRATEGIC COMMITTEE MEETING

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

March 22, 2024

9:30 AM

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.

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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.

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- 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 – February 2, 2024
- VI. COASTAL BEND COLLEGE PARTNER UPDATE
Presenter: Braden Reed, Director of Workforce Development and Continuing Education, Coastal Bend College
- VII. 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. Bandera Relocation
 - iii. Mobile Unit
- VIII. 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
- IX. CEO REPORT
Presenter: Adrian Lopez, CEO
 - a. WIN Texas Q2 Meeting – May 2 & 3, 2024
 - b. Partnership with Capital Area and Rural Capital Area Workforce Boards
 - c. Constituting of Texas Association of Workforce Boards
 - d. Alamo Workforce Consortium
- X. CHAIR REPORT
Presenter: Eric Cooper, Committee Chair

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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.

XII. 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

February 2, 2024

10:00 AM

BOARD OF DIRECTORS: Eric Cooper (Chair), Leslie Cantu, Anthony Magaro, Lowell Keig, Angelique De Oliveira, Mitchell Shane Denn

STAFF: Adrian Lopez, Adrian Perez, Angela Bush, Christine Dever, Chuck Agwuegbo, Jeremy Taub, Kristen Rodriguez, Rebecca Espino Balencia, Teresa Chavez, Vanessa McHaney, Victoria Rodriguez, Gabriela Horbach, Manuel Ugues, Roberto Corral, Brenda Garcia, Ramsey Olivarez, Sylvia Perez, Vanessa Garcia, Janice Berechi-Onyejiako, Alfred Salazar, Caroline Goddard, Dr. Ricardo Ramirez, Gabriela Navarro Garcia, Gabriela Ore, George Mazariegos, Marty Pena, Sandra Rodriguez, Trema Cote

PARTNER STAFF: Mike Ramsey

LEGAL COUNSEL: None

GUESTS: Adrain King – TVC, Anna Baker – TVC, Dawn Natalino-White – TWC, Ricardo Rendon – TWC, Melinda Paninski – TWC, Mike Rivas – SA Food Bank

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I. CALL TO ORDER

Presenter: Eric Cooper, Committee Chair

At 10:01am, 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 – November 6, 2023

Upon motion by Mitchell Shane Denn and seconded by Anthony Magaro, the Committee unanimously approved the Consent Agenda item a. Meeting Minutes – November 6, 2023.

VI. TEXAS VETERANS COMMISSION UPDATE

Presenter: Adrain King, Veterans Employment Services, South Texas District Manager, Texas Veterans Commission. Anna Baker, Director for Veterans Employment Services, Texas Veterans Commission also presented.

- Mission: To advocate for and provide superior service that will significantly improve the quality of life for all Texas veterans, their families, and survivors.

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- Connect veterans and their families to the benefits they have earned. This includes a wide range of benefits and services, from disability compensation claims to healthcare, and employment to education benefits. TVC is an agency of the State of Texas.
- TVC services include claims, healthcare advocacy, education, employment, entrepreneurship, mental health, women veterans' program, and grants for non-profit organizations.
- Claims: VA accredited Claims Benefits Advisors assist veterans with filing service-connected disability compensation claims with the VA, help vets navigate the VA process and help to ensure claims are filed correctly, assist veterans' families and survivors, has more than 45 offices across the state, and assists in making appointments online.
- Healthcare Advocacy: Healthcare Advocates provide veterans free one-on-one assistance in resolving VA medical care issues such as appointments, medications and pharmacy, treatment and labs, referrals, and filing paperwork. There are 24 Healthcare Advocates in VA facilities across Texas.
- Education: Connects Texas veterans to higher education and technical training opportunities, serves as State-Approving Agency that approves education, training, and work programs under the G.I. Bill, assists schools and students in understanding the Hazlewood Act Tuition Exemption, and responds to phone and email inquiries from veterans, their dependents, and schools.
- Entrepreneur: Veteran business consultants work one on one with veterans, spouses, and family members who wish to own their own business. Subjects covered include business plans, access to capital, market research, tax id's and permits, and resource library.
- Women Veterans: Encourages women who served to identify as veterans and claim the benefits they have earned, addresses women veteran issues, Women Veterans Professional Network, Women Veterans Registry, and special events including Women Veterans Day on June 12.
- Mental Health: Provides free training, certification, and technical assistance on veteran culture, military trauma, and military culture to licensed mental health providers, community and faith-based organizations, veteran service organizations, and Texas justice system and first responders. Mental Health works with partners to address suicide prevention and intervention, veteran homelessness, military related trauma, military cultural competency, peer support services, justice involved veterans, re-entry programs, and veteran treatment courts.
- Military Veteran Peer Network: Composed of Peer Service Coordinators (PSC), TVC trains and supports these coordinators who are all veterans, TVC recognizes that some veterans may be more forthcoming with their veteran peer, and PSC connects the veteran with mental health support and other services in the veteran's local area.
- Grants: The Fund for Veterans' Assistance awards grants to non-profits and government agencies which provide direct support and services to veterans such as financial assistance, family support services, home modification,

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transportation, legal aid, and much more. The Texas Lottery Commission provides most of the funding for these grants with \$2 scratch offs designated “Supporting Texas Veterans”. Since 2009, the Fund for Veterans Assistance has awarded over \$200M in grants to non-profit organizations, local government agencies, and Veteran County Service Offices, benefiting over 350,000 Texas Veterans and their families.

- Veteran County Service Officer: TVC trains VCSOs in VA disability claims and pension processing, spousal and dependent benefits, and other veteran services, VCSOs are well informed about community resources that provide aid and comfort to veterans and their families, and most VCSOs are veterans themselves.
- U.S. Citizenship: U.S. service members, veterans, and their families may be eligible for certain immigration benefits on the path to U.S. citizenship, and surviving family members of deceased U.S. military service members and veterans may also qualify.
- Veterans Employment Services: Mission is to provide veterans with significant barriers to job entry and other eligible persons access to long-term and meaningful employment.
- Employment: Staff in over 90 locations across Texas including 70 American Job Centers. Veterans Career Advisor services include employment planning, resume and application assistance, job search techniques, transition assistance, VA Vocational Rehabilitation, and work opportunity tax credit pre-certification. The Family Career Advisor provides employment services to active duty Wounded Warriors, veteran spouses, and family members. Veterans Employer Liaison services include veterans’ preference program assistance, hiring authorities’ training, career fairs, job posting development, and hiring events.
- Partnerships: Partner collaboration ensures veteran success which includes Veterans Administration – VR&E, Texas Veterans Network (Combined Arms), OBBT – Off-base Transition Training, Recruit Military, American Legion, Goodwill, and Homeless Veterans Reintegration Program.
- Accomplishments: Customer satisfaction – 93.9% in FY23 (1,289 responses), JVSG expansion in Midland, Missouri City, and Pearland AJCs, American Legion and Disabled American Vets (DAV) State and National Recognition, and TVC employee recognitions.
- Chair Eric Cooper asked if TVC’s data is published and the impact of their strategy. Anna Baker responded that the agency publishes their strategic plan and an annual report. There is a separate report focusing on women veterans. Chair Eric Cooper also asked if there are ways for TVC and WSA to strategically collaborate. Anna Baker stated that TVC works closely with TWC’s Texas Veterans Leadership Program (TVLP) to ensure that veterans that are outside the scope of TVC are being served. Therefore, TVC is open to ideas and solutions to get veterans served.

VII. VOCATIONAL REHABILITATION UPDATE

Presenters: Dawn Natalino-White, Deputy Regional Director, Texas Workforce Solutions, and Ricardo Rendon, Business Relations Coordinator, Texas Workforce

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Solutions

- TWS-VR is an eligibility-based program that aims to assist individuals with disabilities in Texas by providing them with the necessary services and support to prepare for, obtain, retain, or advance in employment. VR serves Texans with disabilities starting at the age of 14 and adults of all ages. The types of disabilities supported are mental health condition, physical disability, hearing loss or deafness, chronic health condition, learning disability, and low vision or blindness.
- Partnership: VR staff relocated to workforce solution centers in the 2016 transition from DARS to TWS-VR. This move advanced synergy and positioned VR to seamlessly provide workforce solutions to Texans. Their concerted efforts have been dedicated to expanding partnerships, leveraging resources, and empowering Texas with disabilities to achieve their employment aspirations.
- Partner Collaborations: Key collaborative programs include SEAL and year-round PWE. Beyond these, partnerships extend to ensuring seamless communication in joined efforts to serve both job seekers and employers such as NDEAM Events Alamo HIREs, Toyotetsu internship, WIT contributions, paid work experience, inter-agency referral, Summer Earn and Learn, increasing accessibility, consultations and disability awareness, Workforce Academy participation.
- 2024 Partnership Goals: Collaborative efforts will be directed towards augmenting co-enrollment rates, aligning outreach initiatives, and fortifying joint projects which includes a seamless referral system and coordinated cross trainings.
- Texas Talent Experts: Dual Customer Focus – Leveraging services allows to create a holistic ecosystem where both job seekers and employers benefit from a comprehensive range of services, Optimizing Systemic Solutions – By aligning strategies and resources, they can address challenges at a systemic level, creating a more resilient and adaptable workforce, and Maximizing Services for Disability Talent – Collaborative efforts contribute to advancing diversity and inclusion in the workforce, creating pathways, removing barriers, and ensuring that disability talent has an effective pipeline to employment.
- Angelique De Oliveira asked if assisting employers to assess their jobs and identifying ways to make them more accessible to individuals with disabilities is part of their scope of work. Ricardo Rendon stated that this is something that they provide such as job analysis. Leslie Cantu added that they helped Toyotetsu in customizing their program, providing guidance, and is there to help the employer and the employee.
- Anthony Magaro stated that most employers, such as his at Southwest Research Institute, are unaware of this kind of service and would like to be involved in the future.
- Adrain King with TVC stated that he was aware of VR being in the New Braunfels, Datapoint and South Flores locations. He asked if they have any staff in the Walzem/O'Connor, East Houston, and Marbach/Port SA locations. Dawn Natalino-White responded that there are staff in East Houston, staff going into

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the O'Connor location, but none in the Marbach/Port SA location. She stated that their counselors are mobile and can go out into the community if needed.

VIII. READY TO WORK UPDATE

Presenter: Mike Ramsey, Executive Director, Workforce Development Office, City of San Antonio

- As of December 12, 2023, 12,768 have been engaged in the intake process, 10,029 completed intake process, 8,613 officially admitted to Ready to Work, 5,482 enrolled in education and training, 808 completed education and training, and 398 placed in quality jobs.
- Expenses to date are \$27.5M from FY21 to FY24.
- Demographics: 65% are female and 35% are male, 64% Hispanic, 21% African American, 9% White, and 6% other.
- Age at Intake: 4% aged 15 to 19, 36% aged 20 to 29, 32% aged 30 to 39, 18% aged 40 to 49, 8% aged 50 to 59, and 2% aged 60 to 79.
- Equity Lens: Intentional outreach to target populations, 612 persons with disabilities, 526 military involved, 843 justice involved, 197 foster involved, and an annual median household income of \$13,492.
- Training Types Selected to Date: 78% certifications, 15% associate's degrees, and 7% bachelor's degrees.
- Training Industries Selected to Date: 42% healthcare, 18% IT/cybersecurity, 17% transportation/logistics, 9% professional services/other, 5% finance/insurance, 5% construction/skilled trades, 3% education, and 1% manufacturing/aerospace.
- Pay It Forward Internships: Paid internships for IT training completers without experience, pilot program for USAA, CPS Energy, City of San Antonio, and Credit Human, and if an employer hires the candidate after the six-week internship, then it will repay the wages of about \$5,000 to the city to fund another intern.
- RTW asked employers to pledge and apply for the Pilot Incumbent Worker Training Program and On-the-Job Training Program. Each will receive either a \$100,000 or \$150,000 grant to upskill employees. Awardees will enter into a funding agreement with the COSA Workforce Development Office. Awards will be announced on February 16.
- Additional Job Placement Strategies: Greenlight Job Board, job verification funding for partners, and a \$10 background check report.
- SA Ready to Work Summit is on February 20 and 21. Powered by National League of Cities Good Jobs Great Cities and Department of Labor Women's Bureau.

IX. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jeremy Taub, Director of Procurement and Contracts

a. Procurement Diversity Update (SMWVBE)

- Successful Highlights: Outreach to current vendors has increased the number of SMWVBE classifications, which resulted in expenditures to be at 18.8%, WSA

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has issued payments to 86 vendors for the purchase of goods and services with 15 identifying as HUB, attending Bexar County HUB Expo in December, encouraging SMWVBE participation at pre-bid conferences, promoting use of Electronic Purchasing Notices and Document Distribution System, and providing demographic information on the childcare providers received from the contractor COSA.

- Total SMWVBE's By Classification: 15 of 86 total vendors classified as SMWVBE and some vendors may be in multiple classifications. Fiscal year ending September 30, 2023, WSA was at 42.35% of total expenditures.
- Total corporate expenditures are \$1,098,408.00 with \$206,476.48 being SMWVBE payments. Total African, Asian, and Hispanic ethnicity payments are \$153,395.01 and total small, veteran, and women owned payments are \$53,081.47.
- SMWVBE Classification and Expenditures for Childcare Providers: Total providers are 586 with 250 being SMWVBE. Total expenditures are \$123,246,999.87 with \$63,135,994.36 being SMWVBE.

b. Facility Updates

i. Kerrville

- The existing 5,000 square foot facility lease is expiring April 30, 2024, and a new procurement was completed in 2023.
- This will be a full-service lease with an estimated monthly rent of \$9,000 to \$9,900 and an estimated annual rent of \$108,000 to \$118,900.
- Next steps are to negotiate a new agreement with an anticipated contract term of five years with three five-year renewals.
- Chair Eric Cooper asked if there is any co-locating and what the growth is in the next five years. Jeremy Taub responded that all of this information was included in the evaluation. In addition, VR is at this location and will continue to reside there. CEO Adrian Lopez added that Kerr EDC is also in this location and the location has lots of visibility and traffic.

Upon motion by Angelique De Oliveira and seconded by Mitchell Shane Denn, the Committee approved to move forward with the Kerrville lease, with Lowell Keig abstaining from the vote.

ii. Port SA

- The tentative opening is May 2024. Weekly progress meetings are being conducted. Construction remains on schedule and is at 65% completion. The monthly rent will be \$28,365, with 5% annual escalation.

iii. Mobile Unit

- The tentative opening is July 2024. Periodic progress meetings are being conducted. Construction remains on schedule and is at 15% completion.

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X. 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

- Scorecard for Overall Impact: 2,421 enrolled, 409 successful completions, 219 placements, and 53.54% employment rate.
- Rural and Urban Total Impact: 2,663 employers, 28,553 job orders, 49,838 openings, 129,643 applicants, 301 key accounts, 220 hiring events, 19,440 hiring event participants, 775 training worksites, and 4,705 confirmed hires.
- Partnership Updates: Perkins Postsecondary CTE & Community Service Block Grants, 100 Black Men: Youth Build, Off Base Training Opportunities, Youth: Seguin EDC & Lytle ISD and Youth Internship Application, Hondo Apartments, Opportunity Home: Jobs Plus Matched Partnership, Gary Job Corps, YMCA, and 2nd Chance Partners: Sentencing Foundation, CVS.
- Letters of Support: Catholic Charities applied for \$325,000 for the Refugee Resettlement Career Pathway Program Grant and The Children’s Shelter applied for \$500,000 from the HHSC Thriving Texas Families program pilot.
- An MOU was signed with Bexar County Office of Criminal Justice for Reentry Center Services. This will facilitate access to services through a service delivery model/workflow, implement strategies that augment traditional service delivery and increases access to services and programs, leverage resources and capacity to assist the formerly incarcerated individuals re-enter back into society so they do not recidivate, and collaborate to develop and implement a variety of special initiatives that benefit returning citizens, including the Reentry Center’s Second Chance Job Fair.
- WSA is involved with two coalitions. First is with Culturingua who has a grant for Pathways to Prosperity working with immigrants and refugees, and second is with American Indians in Texas who has a grant for Mission of Motherhood working with the P.E.A.C.E. Initiative. Both of these grants have moved towards the third cohort, which means they have received additional funds for their programs.
- Workforce Academy: This is going into year two and the Area Foundation has furthered the funds. There are 586 participants with 346 graduates. The goal was 500 participants.
- Workforce Leadership Academy: Fellows pitched their ideas to stakeholders in December on partnership, educate and train employers, engagement and outcomes, and strategic navigation.
- Community Conversations: The final community conversations are being held on February 14 and 21. The outreach and action plan is to

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prioritize outreach to partners, secure Letter of Intent or MOU that defines roles and responsibilities, creation of Workforce Councils, continue to deepen partnership, attend chamber and EDC events, attend interagency meetings, table at community events, host a job fair, and identify and connect the ISDs and community agencies to increase referrals.

b. Ready to Work Analysis

Presenter: Rebecca Espino Balencia, Interim Director of Workforce Services

- Annual Goals: Intake/interview mid-year target is 50%, interviewed 48%, enrolled in training 59%. Training completion and job placement target is 70% and performance is at 66%. Placed in quality jobs within six months target is 80% and performance is at 45%.
- Data Driven Strategies: More focused coordination with training providers and sub-agencies regarding individual contributions towards overall outcomes. Need to address barriers, look and see if training providers are impacting placements, and review over-performing occupations.
- A Placement Committee was formed on January 4, 2024, made up of all sub-agencies and will meet twice a month. This committee will focus on placement outcomes, share employer leads and relationship building, provide participant advice for those harder to place, build support, and continue consortium presence at Housing Trust sites and JBSA 2024.
- Employer Initiatives: Utilize employers with internship opportunities, utilize COSA Pay-It-Forward campaign, share all events with Placement Committee, and coordinate graduation events with training providers.
- Signify to SYNC Transition: Delay in ability to assign incoming 311 referrals, reassign clients when asking to move to a new sub-agency, no report capability currently available, understanding SYNC usage, and temporary staff would help in referral distribution, spot checking for errors, and event planning.
- Marketing: Develop phone messaging with COSA, new logos and branding, and developing signs for computers and buttons for staff.

XI. CEO REPORT

Presenter: Adrian Lopez, CEO

a. WSA Internship Program Report

- Reported on successes and lessons learned. \$57,000 has been paid out to the six interns.

XII. CHAIR REPORT

Presenter: Eric Cooper, Committee Chair

None.

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- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

None.

XIV. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair

Upon motion by Mitchell Shane Denn, Chair Eric Cooper adjourned the meeting at 11:37am.

Coastal Bend College Continuing Education



Partnership with Workforce Solutions Alamo

- Support students and community members holistically
- Provide a hand-off for key services

Programs/Services Offered

- 50+ CE courses offered through ETPL
- 200+ CE courses offered online and/or in-person at CBC locations
- Customized training for employers
- Ability to develop fast-track training opportunities

Workforce Academy Benefits

- Ability to better support our community/students
- Identify key ways to continue working together
- Understand the bigger picture of Workforce Solutions Alamo



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Jeremy Taub, Director of Procurement and Contracts

Date: March 22, 2024

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 provide regular updates on SMWVBE expenditures to the Board of Directors, *supporting Texas Talent and Economic Growth - Goal 2, Service Optimizers*.

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 22.53% for the reporting period 10/01/2023 - 01/31/2024.
- Fiscal year-to-date: WSA has issued payments to approximately 134 vendors for the purchase of goods and services, with 15 identifying as HUB.
- WSA's Procurement and Contracts department makes efforts to solicit at least two SMWVBE vendors to purchase goods and services exceeding the micro-purchase threshold whenever possible when soliciting competitive bids.
- 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 Woman-owned Businesses for reporting purposes.
- Outreach efforts include:
 - ✓ Utilizing various local SMWVBE online search directories. These may include the South Central Texas Regional Certification Agency (SCTRCA), and Texas Central Master Bidders List, CMBL.

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- ✓ Ongoing vendor assistance is 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 expenditures for tracking and reporting.
- ✓ Maintaining and updating the 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 invitations 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-references its internal list of SMWVBEs 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 22.53% for the reporting period 10/01/2023 – 01/31/2024. In the board's previous fiscal year, which ended September 30, 2023, the expenditure rate was 42.35% of total operating expenses.

Recommendation: Our efforts continue to identify the SMWVBE status of WSA's current vendors and register new vendors throughout the year. 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 periodically update the Strategic Committee and the Board of Directors 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: March 22, 2024

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. **Supporting Texas Talent and Economic Growth – Goal 2, Service Optimizers.**

Update:

- Weekly progress meetings are being conducted with board staff, Port SA reps, and the general contractor. Construction remains on schedule and is currently at 90% completion.
- 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.
- Remaining items include completion of final trim, installation of doors and glass, ceiling covers, paint touch-ups and millwork, lighting, flooring, and pending electrical meter install.

Analysis: The Board of Directors approved a lease 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 renovation with an anticipated completion date of spring 2024. The lease agreement provides for the rental of the 17,500

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square foot space to include repairs and maintenance, with an initial term of ten years, and has two (2) five-year options to renew.

Alternatives: None.

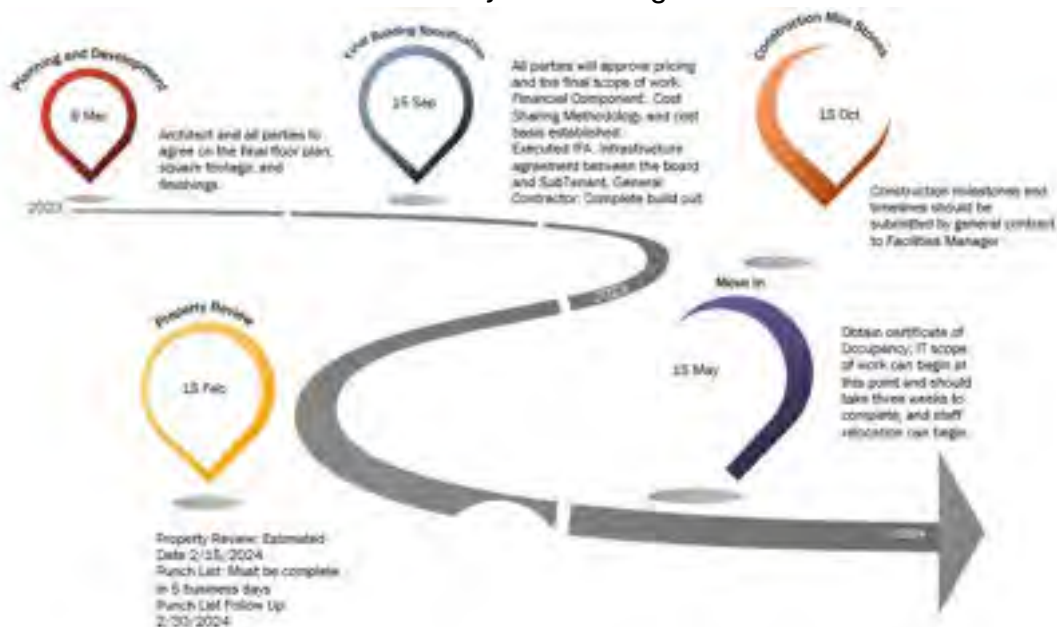
Fiscal Impact: The revised base rent for the Port San Antonio facility is \$28,364.58 monthly, increasing by two and one-half percent, 2.5%, annually beginning 12-months from lease commencement date. The moving expense budget for this relocation is \$700,000 to support the furniture, equipment, upgraded technology, and relocation expenses.

In August 2023, WSA - Board of Directors authorized a contract amendment to the Tennant Improve allowance (TI) of \$638,750 to cover deficit caused by VRS decision not to co-locate with WSA, and fluctuations in material costs. Additionally, TWC contributed \$250,000 to assist with the build-out expenses.

Recommendation: There is no further recommendation currently.

Next Steps: Complete remaining build-out and prepare for relocation in approximately 60 days.

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: March 22, 2024

Subject: Facility Update: Bandera Relocation

Summary: Update: Workforce Solutions Alamo (WSA) – Board staff is recommending a new facility lease at 4173 Highway 16, Bandera, TX 78003. The estimated annual rent for the 1,200 square foot facility, including maintenance, utilities, taxes, and insurance (NNN) is \$21,600 - \$22,680, with a yearly rent escalation percentage not to exceed 5%, pending final negotiations. *Supporting Texas Talent and Economic Growth – Goal 2, Service Optimizers.*

Analysis: The current location can no longer accommodate WSA’s needs and the MOU will terminate on May 14, 2024. In accordance with 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).

In accordance with TWC – Financial Manual for Grants and Contracts, FMGC §J.6.2.2, on February 23, 2024, a Request for Information was released to potential lessors and realtors to conduct market research and solicit potential available properties to administer workforce programs. Additionally, WSAs contracted Real Estate Broker, PCR Brokerage San Antonio, LLC. DBA Partners, conducted a required Competitive Market Analysis (CMA) to determine

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prospective locations, along with a required cost analysis completed by board procurement staff below.

Alternatives: The board is assessing two potential properties not included in the analysis below. Board staff evaluated the properties yielded from the initial market research and CMA analysis against WSA's requirements. As a result of these efforts, the property at 4173 Highway 16, Bandera, TX 78003 is currently recommended on a best-value basis.

Fiscal Impact: The annual estimated rent amount is \$21,600 - \$22,680, with an annual rent escalation not to exceed 5%. The anticipated initial term of the lease will be for 5 years with up to three (3) 5-year options to renew that will be specified in the agreement, and not exceed twenty years inclusive of all renewals. The actual amount paid will be finalized during negotiations and specified in the lease.

Cost Analysis:

TWC Lease Market Assessment Information	Subject Lease: 702 Buck Street	Comparable Lease 1: 4173 TX HGWY 16	Comparable Lease 2: 158 TX HGWY 16
Building Type and Class:	Full Service	Full Service	Class B Retail
Square Footage Needed and/or Available	1000	1200	1000
Base Rent Rate: (\$/SQFT/YR)	\$0 x 1,000 sq. ft.= \$0	\$18.00 x 1200 sq. ft. = \$21,600	\$10.20 x 1000 sq ft.= \$10,200
Total Base Rent Rate Per Term (60 Months)	\$0	\$108,000	\$51,000
Avg. Total Rent per Year	\$0	\$21,600	\$10,200
Type of Lease: NNN, Modified Gross, or Full Service	FULL SERVICE	NNN	NNN
Additional Rent: Such as Operating Expenses or Common Area Maintenance (CAM), Estimated Annual Amount	\$0	\$3,600	\$3,000
Estimated Utilities: If not included in the Base Rent or Additional Rent above (\$/SQFT/YR) Estimated Annual Amount	\$0	\$1,728	\$1,440
Total Estimated Annual Cost: Annual Base Rent + Additional Rent (if needed) + Estimated Utilities	\$0	\$26,928	\$14,640
Total Available Parking Spaces:	20	20	5
Estimated Build Out Cost per Square Feet:	\$11	\$11	\$11



TWC Lease Market Assessment Information	Subject Lease: 702 Buck Street	Comparable Lease 1: 4173 TX HGWAY 16	Comparable Lease 2: 158 TX HGWAY 16
Total Build Out Cost per Year (est.)	\$11,000	\$13,200	\$11,000
Move Out Costs: Moving Expenses: per hour rate x labor hours = total estimated cost	\$0	\$280	\$280
Renovation to Current Lease (if needed): Total tenant improvements/expenditures	\$0	\$0	\$0
Total Annual Cost: Including rent per year + build out + utilities + moving + renovations	\$11,000	\$40,408	\$25,920

Recommendation: The procurement and contracts department is working to finalize its assessment of the recommended location.

Next Steps: Board staff will negotiate the new lease agreement in Bandera, Texas, in coordination with its contracted broker, Legal Services, and the landlord. A final recommendation is anticipated to be submitted for approval at the upcoming Board of Directors meeting in April.

Attachments: Lease Procurement Checklist



Lease Procurement Checklist

Name of Landlord/Contractor/Vendor:	Health and Human Services
Property Location and Address:	702 Buck Street (Kerrville) Bandera, Texas 78003
Time Frame (current lease dates)	28 Mar 23 – 31 Mar 27
New Contract or Renewal:	New Contract
If Renewal, what Renewal #:	NA
# of Renewals Remaining:	0

Item	Description	Responsibility	Begin	Completed
1	Needs Determination (to include VRS)	Facilities	Feb `24	Feb `24
2	Market Research/RFI Supplementing broker's/agents use of listing services	Purchasing	Feb `24	Mar `24
3	Competitive Market Analysis (CMA)	Broker	Feb `24	Mar `24
4	Independent Cost Assessment	Purchasing	Mar `24	Mar `24
5	Technical Evaluation /Analysis	Purchasing	Mar `24	Mar `24
6	Broker identifies commercial properties that meet WSA specs.	Broker	Feb `24	Mar `24
7	Broker/agent schedules site visits and attends with WSA if warranted.	Broker /Purchasing	Mar `24	Mar `24
8	QA Review	QA	Mar `24	Mar `24
9*	Broker agent requests a proposal from landlord for the property or properties that best meet the specifications.	Broker	Mar `24	Mar `24
10	WSA reviews the broker/agent recommendation and decides whether to execute a lease.	Purchasing / CEO	Mar `24	Mar `24
11	Memo of Recommendation prepared and submitted to WSA Board of Directors for approval.	Purchasing	Mar `24	Mar `24



Item	Description	Responsibility	Begin	Completed
12	Broker/agent negotiates lease terms with the landlord on behalf of WSA to include required lease provisions.	Broker /Purchasing	Mar `24	Apr `24
13	Lease - Legal Review	Legal	Mar `24	Apr `24
14	Broker/agent assists WSA with the oversight of any alterations or improvements required to make space ready for move-in, (Build-out).	Broker /Purchasing	NA	NA
15	Procurement to retain all documentation to include Market Analysis and all related files.	Purchasing	Mar `23	Apr `24
LEASE AGREEMENT				
Evidence of Agreement Terms ____ 3 Year Term <input checked="" type="checkbox"/> 5 Year Term				
Special Terms and Conditions List: _____ _____ _____				
Board Approval of Agreement Yes <input type="checkbox"/> No <input type="checkbox"/> Supporting Evidence: Board Meeting Minutes/				

- WSA shall conduct initial market research to determine whether to supplement the use of listing services with public advertisement of the grantee’s property search.
- An example of the steps a grantee might take when conducting a lease procurement with the full assistance of a real estate broker/agent includes the above.
- As noted, these are sample steps. A grantee’s actual process may differ, provided it results in a procurement that provides for full and open competition and conformance with other UG and UGMS procurement standards.



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Jeremy Taub, Director of Procurement and Contracts

Date: March 22, 2024

Subject: Facility Update: Mobile Workforce Unit

Summary: On April 21, 2023, Workforce Solutions – Board of Directors awarded a contract for the purchase of a custom coach recreation vehicle, RV, to Farber Specialty Vehicles to be utilized as a Mobile Workforce Unit in the amount of \$505,039. ***Supporting Texas Talent and Economic Growth – Goal 2, Service Optimizers.***

Update:

- Project management meetings are being conducted internally with board staff. Production is on schedule and is currently at 30% completion since issuing Purchase Order in May 2023.
- Due to production wait times and the chassis being on back order for five months, the completion percentage and estimated 400-day timeline do not sync up.
- In anticipation of the projected delivery date by August 1, 2024, WSA is coordinating with the appropriate board staff, contractor, and its partners for a smooth transition. This will include IT connectivity, event schedule, furniture, fixtures, and equipment to meet the needs of our clients.
- Recent updates include selection of interior design and paint finishes and finalizing the floorplan. Additionally, exterior compartments have been built, wall package assembled, and installed generator and stabilizing jack.

Analysis: The scope of service enables the contractor to provide the materials, labor, and equipment in the delivery of the Mobile Workforce Unit. The Mobile Workforce Unit will expand access for clients throughout the 13-county area to increase outreach and delivery of immediate workforce services in areas where a brick and motor WFC may not be readily

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available to participants. Additionally, it is expected the Mobile Workforce Unit will expand the reach of services during times of emergencies and will be utilized during onsite job fairs by sponsored employers which will increase participation, convenience, and access to the community at large.

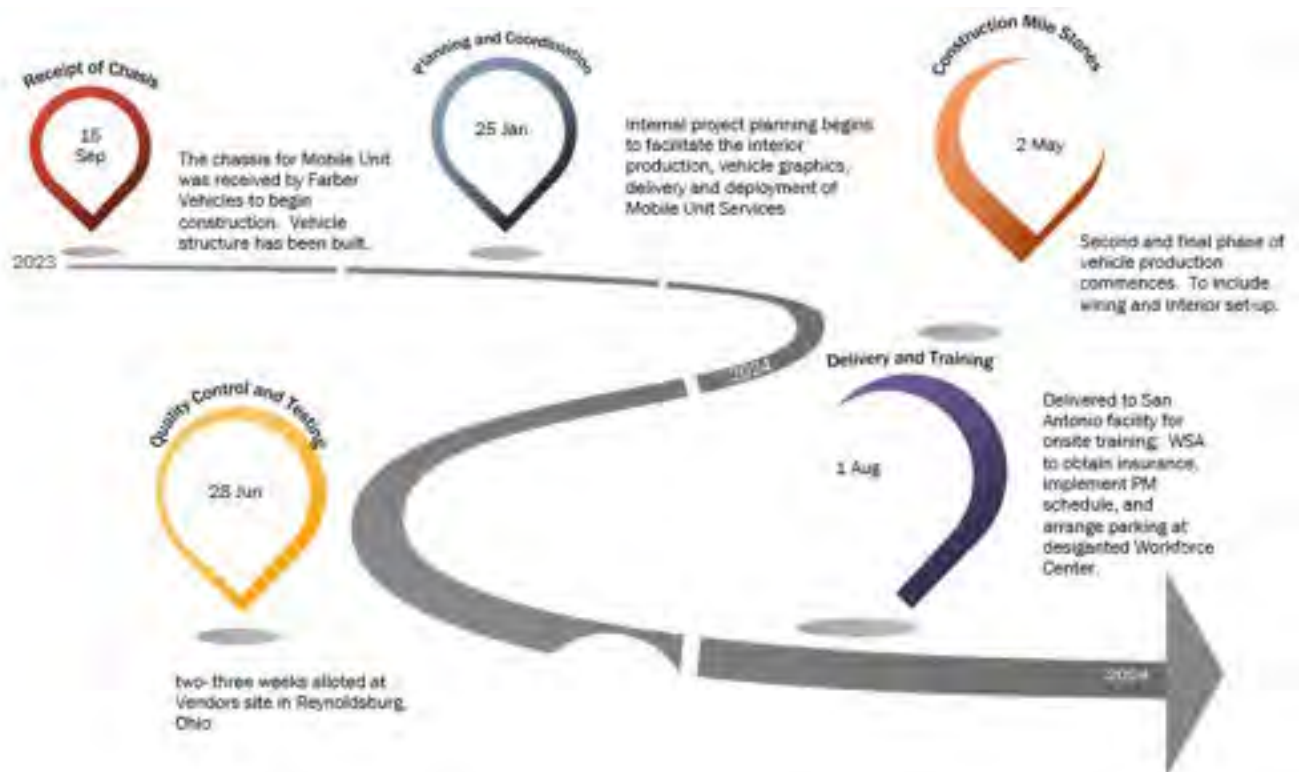
Fiscal Impact: The cost of this purchase is not expected to exceed \$505,039, including cost to deliver to San Antonio and training. The cost to operate and maintain the mobile unit will be added to WSA's facility budget, and additional funds will be added to WSA's service provider, C2 GPS, budget for the CDL driver.

Recommendation: There are no recommendations being proposed with this update.

Alternatives: None.

Next Steps: Board staff will continue to coordinate internally/externally on all final build-out requirements and provide further updates.

Timeline:





Procurement Update

Strategic Committee



Procurement and Facilities Updates

March 22, 2024

Jeremy Taub, CPPO

Director of Procurement and Contracts





PROCUREMENT DIVERSITY UPDATE (SMWVBE)

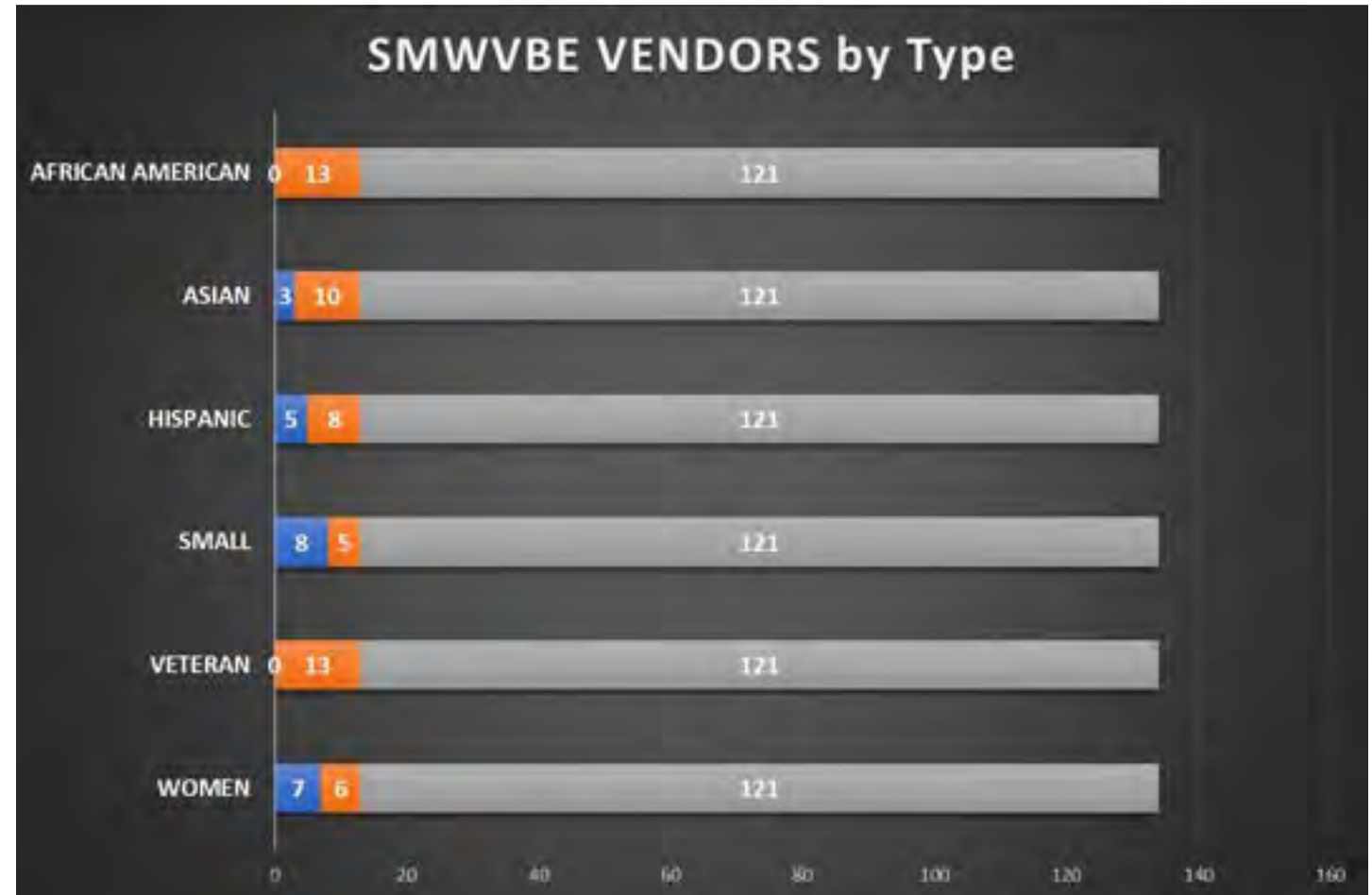
Successful Highlights:

- Outreach to current vendors has increased the amount of SMWVBE classifications, which resulted in expenditures to be at 22.53%.
- WSA has issued payments to approximately 134 vendors for the purchase of goods and services with 13 identifying as HUB.
- 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).



Total SMWVBE's By Classification

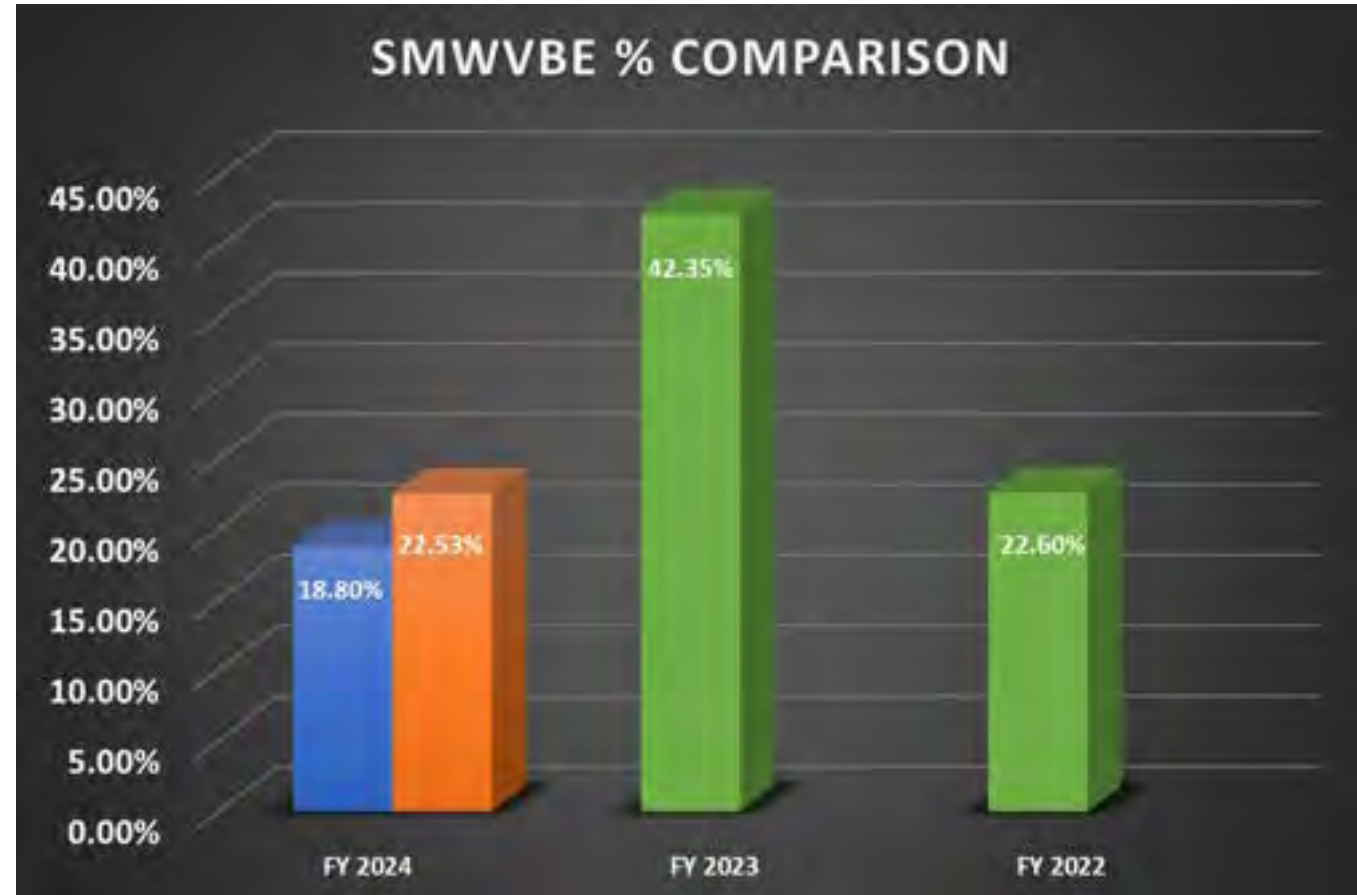
- 13 of 134 total vendors classified as SMWVBE
- Blue indicates number of vendors by classification
- Some vendors may be in multiple classifications
- Orange is the total SMWVBE vendors outside classification
- Gray is the total vendors unclassified



SMWVBE Percentage Expenditures by Fiscal Year



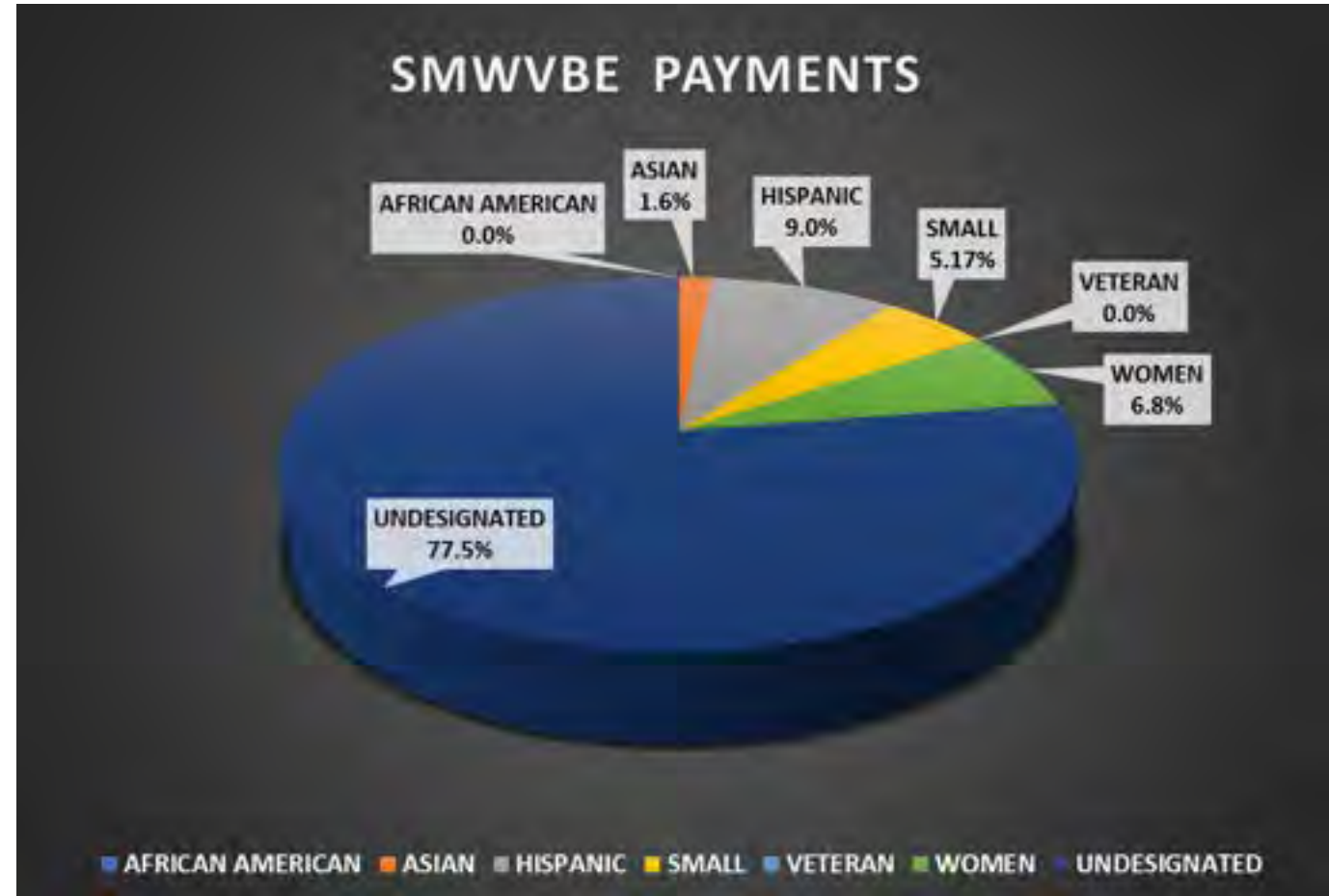
- As of January 31, 2024, WSA is at 22.53% of total expenditures, this is 3.37% increase from last reporting.
- Fiscal year ending September 30, 2023, WSA was at 42.35% of total expenditures.





SMWVBE Percentage of Payments

SMWVBE STATUS	SMWVBE PAYMENTS	
AFRICAN AMERICAN	\$ -	0.00%
ASIAN	\$ 36,765.25	1.57%
HISPANIC	\$ 209,192.26	8.95%
SMALL	\$ 120,809.50	5.17%
VETERAN	\$ -	0.00%
WOMEN	\$ 159,673.24	6.83%
TOTAL SMWVBE PAYMENTS	\$ 526,440.25	22.53%
TOTAL NON-DESIGNATION	\$ 1,810,682.75	77.47%
TOTAL CORPORATE EXPENDITUES	\$ 2,337,123.00	100.00%

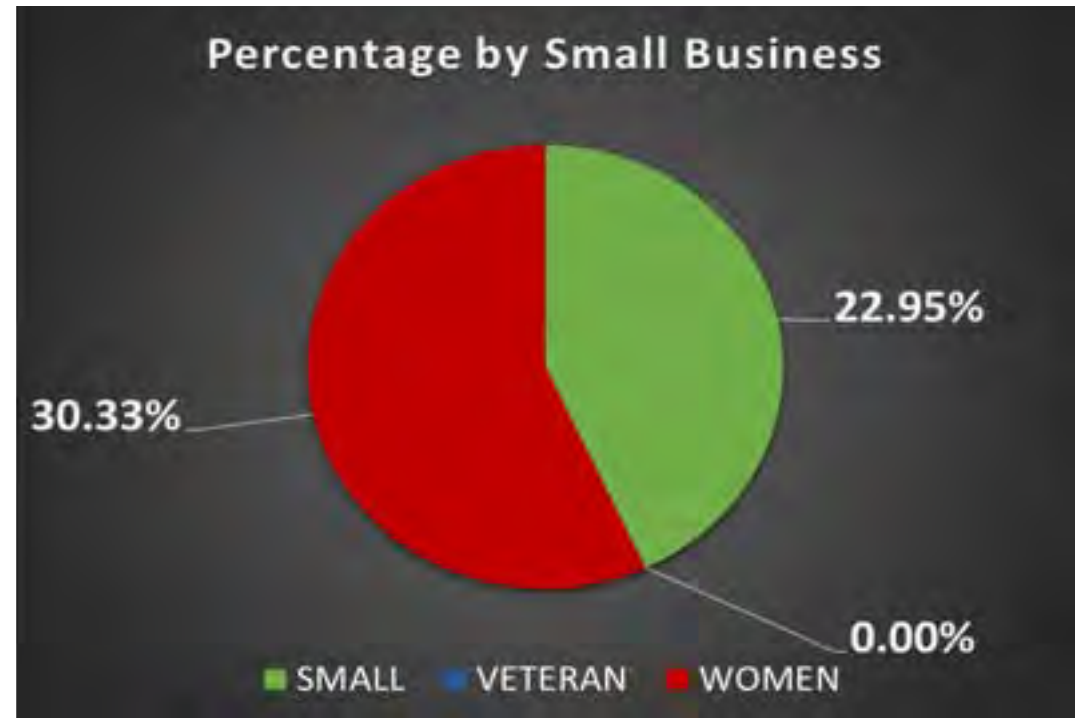
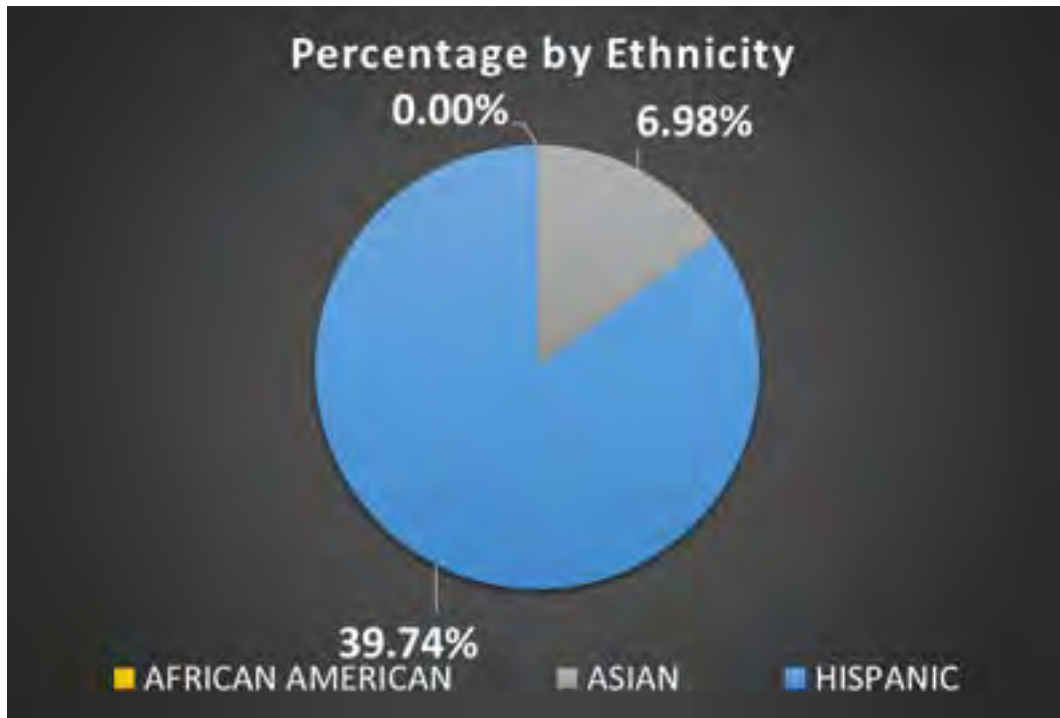


SMWVBE Percentage By Ethnicity & Small Business



Ethnicity	Percentage	Value
AFRICAN	0.00%	0.00
ASIAN	6.98%	36,765.25
HISPANIC	39.74%	209,192.26
TOTAL	46.72%	245,957.51

Small Business	Percentage	Value
SMALL	22.95%	120,809.50
VETERAN	0.00%	0.00
WOMEN	30.33%	159,673.24
TOTAL	53.28%	280,482.74



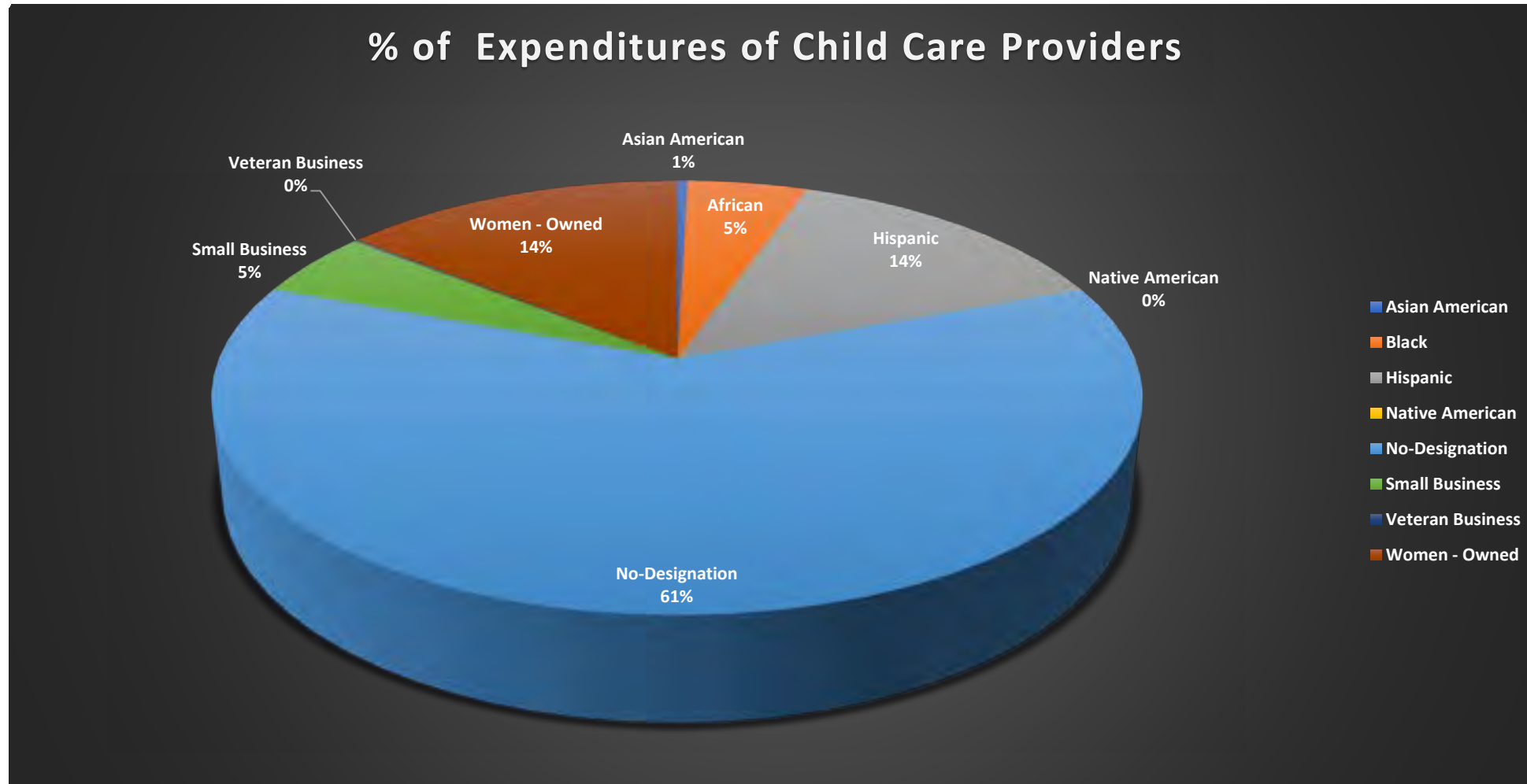


SMWVBE Classification and Expenditures for Childcare Providers

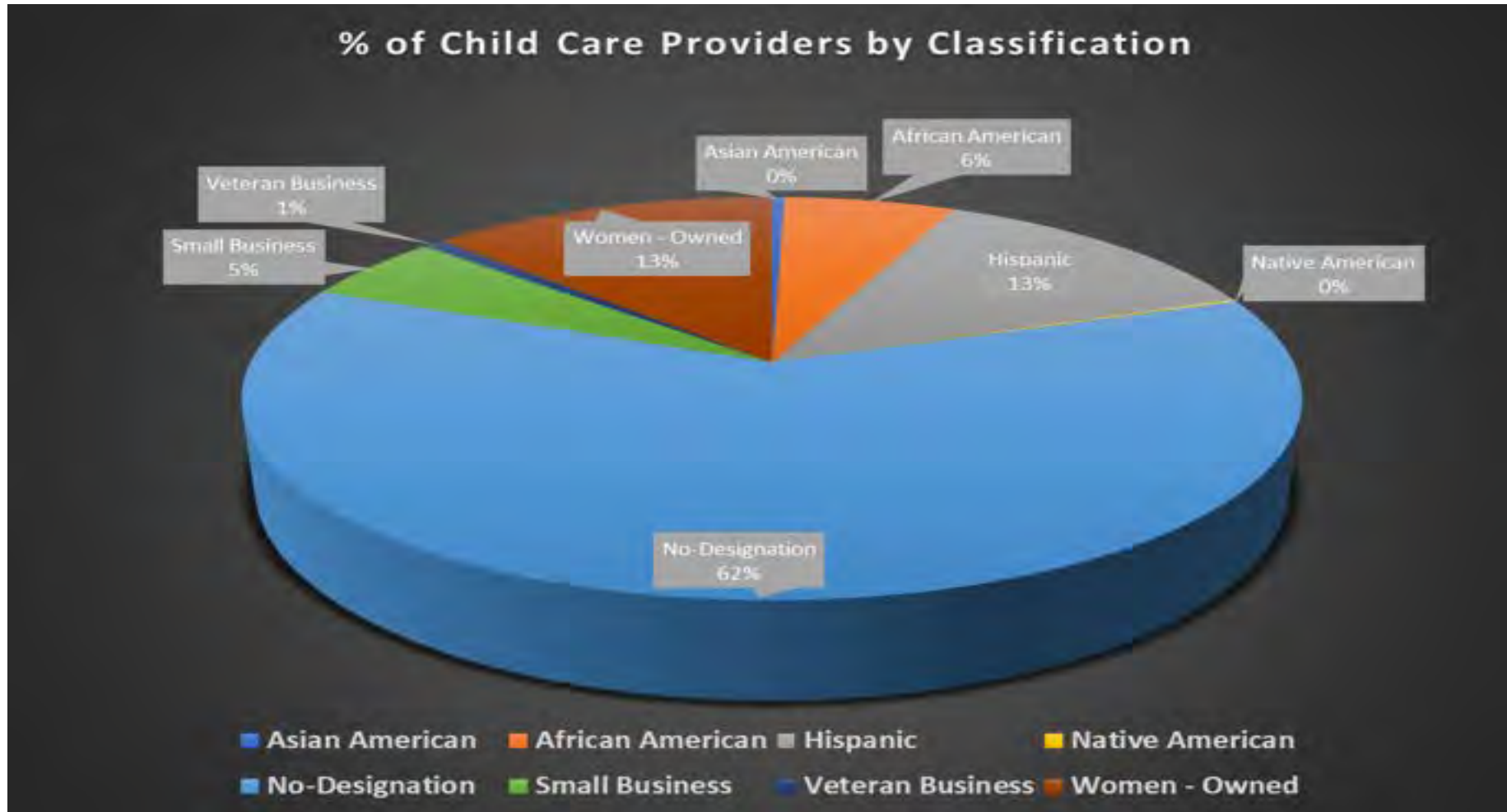
# of Providers by Classification		% of Expenditures by Classification	
African American	40	African American	5% \$ 1,623,119.61
Asian American	3	Asian American	0.42% \$ 138,220.82
Hispanic	82	Hispanic	14% \$ 4,529,880.11
Native American	1	Native American	0% \$ 10,686.34
Small	34	Small Business	5% \$ 1,633,946.98
Veteran	5	Veteran Business	0% \$ 48,399.11
Women	81	Women - Owned	14% \$ 4,630,806.27
No-Designation	396	No-Designation	61% \$ 20,036,737.97
Grand Total	642	Grand Total	\$ 32,651,797.21



% of Expenditures by SMWVBE Classification of Childcare Providers



SMWVBE Classification of Childcare Providers





Port San Antonio

Tentative Opening: May 2024
Grand Opening: TBD

Construction Update:

- Construction remains on schedule and is at 90% completion.
- Final trim, office doors and glass, ceiling covers, paint touch-ups and millwork.
- Installed lighting, flooring, and HVAC.

Financial:

- Monthly Rent - \$28,365, with 2.5% annual escalation. Initial term: 120 months.





Port San Antonio





Port San Antonio





Bandera

Tentative Opening: May 2024

Update: New facility search in progress for Bandera Workforce Center.

Process: Performed market research, coordinated with broker, site visits, technical and cost-analysis.

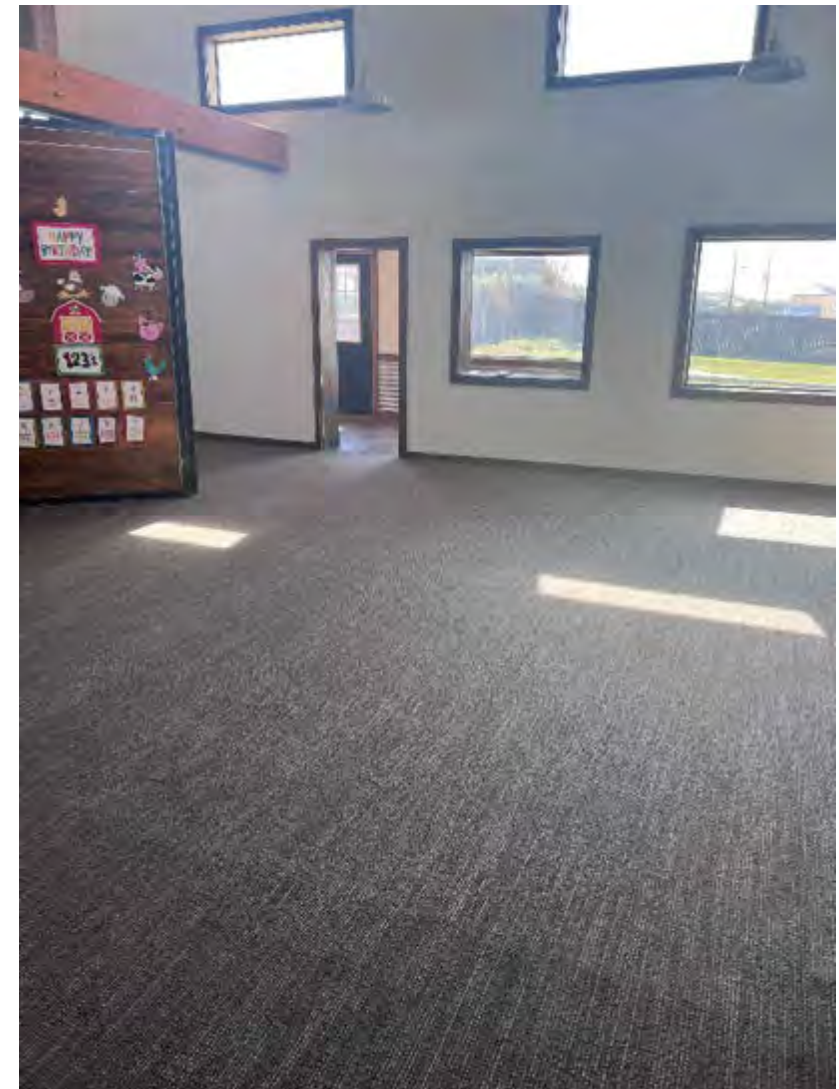
Financial: Rent - \$1,800 - \$2,100 per month, with 5% annual escalation.

Term: Initial 3-5 years, with renewal options.





Bandera





Bandera





Mobile Workforce Unit



Tentative Delivery: August 2024

Construction Update:

- Construction remains on schedule and is at 30% completion.
- Coordinating on outfitting the mobile unit to include internet, event schedule, furniture, fixtures, and equipment.
- Selection of interior design and paint finishes and finalizing the floorplan.



Mobile Workforce Unit

In anticipation of the projected delivery, WSA is coordinating with appropriate board staff, contractor, and its partners for a smooth transition.

During our planning we have discussed the utilization of the mobile unit for:

- IT connectivity
- Events and schedule
- Conduct program orientations
- Enrollment events
- Provide family resources
- Facilitating the Youth Model
- Career exploration events
- Early Childhood Professionals - TECPDS and Trainings





Mobile Workforce Unit





Mobile Workforce Unit





Questions



Thank you!





MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Adrian Perez, CIO

Date: March 22, 2024

Subject: Local Plan Progress Update: 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 Strategic Committee of the WSA Board of Directors.

Labor Marketing Data: Workforce Solutions Alamo (WSA) reports that the January 2024 unemployment rate for the eight-county San Antonio-New Braunfels metropolitan statistical area (MSA) is 3.8 percent, higher than the 3.1 rate in December 2023. Since January of 2023, the MSA unemployment rate dropped 0.2 percentage points from a rate of 4.0 percent. The January 2024 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 six sectors’ 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, OJTs, 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

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Employer Collaborative: The Business Solutions Team hosted a Construction Collaborative on February 27, 2024, to learn about critical needs employers are facing in light of a growing economy.

Topics included a special discussion led by Allie Perez, CMO/COO George Plumbing, Founder Texas Women In Trades B. Pre-Barriers regarding the challenges and opportunities faced by women in the trades. Discussion regarding connecting with CTE programs and the potential for partnership with product suppliers to fund or supply materials to train on specific products could be very valuable.

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. The next collaborative will be April 23rd for Hospitality.

Ready to Work: Year to date, WSA has completed intake processes for 4,878 individuals. Out of this total, 2,987 participants have been case-managed and enrolled in training, with 380 individuals having already completed their training programs. Impressively, 206 participants have secured employment, earning a wage exceeding \$15.00 per hour. Notably, the average wage for graduates who have obtained employment has risen from \$17.24 to \$18.00, surpassing the required benchmark. The most popular training courses selected by participants include medical, IT, and heavy and tractor-trailer truck driver programs. Please note that the data provided is accurate as of March 13, 2024.

Workforce Academy: A total of 591 people attended Academy sessions. Of those, 350 have completed all three sessions and graduated, and the goal for the calendar year is to have 500 Ambassadors graduate. WSA will host another graduation in the spring 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 BCY24



Industry Sector Scorecard - Standard Programs - BCY24									
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate	Successful Employment	Employment Rate
Healthcare 	36	24	12	12	100%	6	50%	6	50%
Other 	11	8	3	2	67%	1	33%	2	100%
Information Tech 	26	14	12	7	58%	4	33%	7	100%
Construction & Trade 	28	9	19	16	84%	15	79%	7	44%
Manufacturing 	1	1	0	0	-	0	-	0	-
Grand Total	102	56	46	37	80%	26	57%	22	59%

Youth Industry Sector Scorecard BCY24

Industry Sector Scorecard BCY24								
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate	Placement
Healthcare								
	12	12						
Transportation								
	1	1						
Information Tech								
	3	3						
Construction & Trades								
	6	6						
Manufacturing								
	0	0						
Grand Total	22	22						



Completed Intake: 4,878

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. Ready to Work also supports participants in the Department of Human Services Training for Job Success program.

Program Overview
Completed Intake
Enrolled in Training
Placed in Quality Job

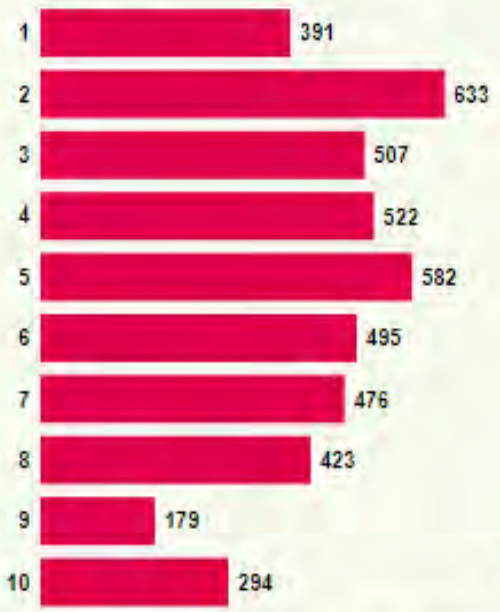
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Press Ctrl to select multiple values

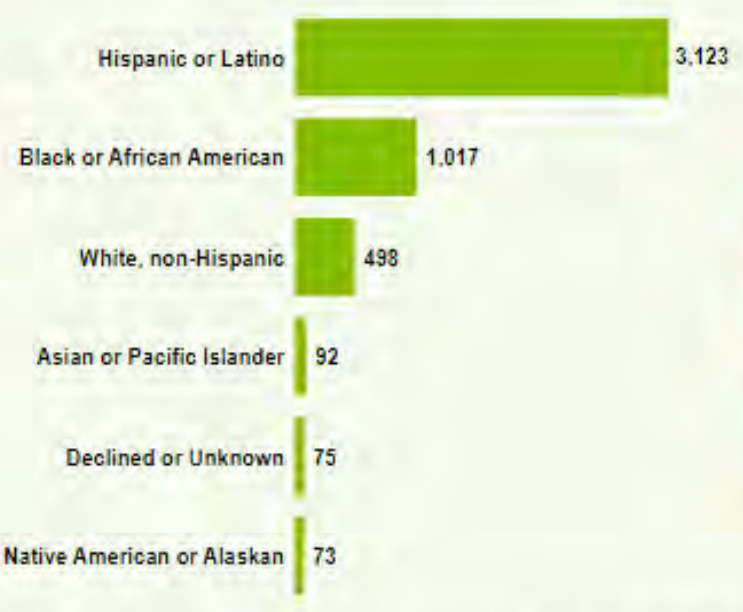
City Council District	Partner Agency
All ▼	Workforce Solutions Alamo ▼
Race & Ethnicity	Eligibility Status
All ▼	All ▼
Gender	Age Range
All ▼	<div style="display: flex; align-items: center;"> <div style="margin-right: 5px;">0</div> <div style="flex-grow: 1; border: 1px solid #ccc; position: relative;"> <div style="position: absolute; top: -5px; left: 0; right: 0; border: 1px solid #ccc; border-radius: 5px; background: linear-gradient(to right, #ccc, #ccc);"></div> <div style="position: absolute; top: -5px; left: 0; right: 0; border: 1px solid #ccc; border-radius: 5px; background: linear-gradient(to right, #ccc, #ccc);"></div> </div> <div style="margin-left: 5px;">85</div> </div>



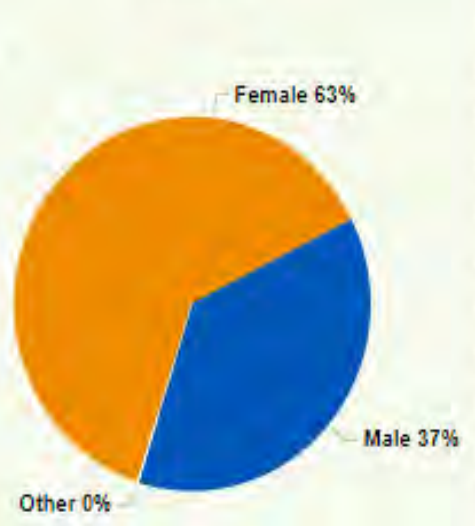
City Council District



Race & Ethnicity



Gender



Age





Enrolled in Training: 2,987

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](#)
[Completed Intake](#)
[Enrolled in Training](#)
[Placed in Quality Job](#)

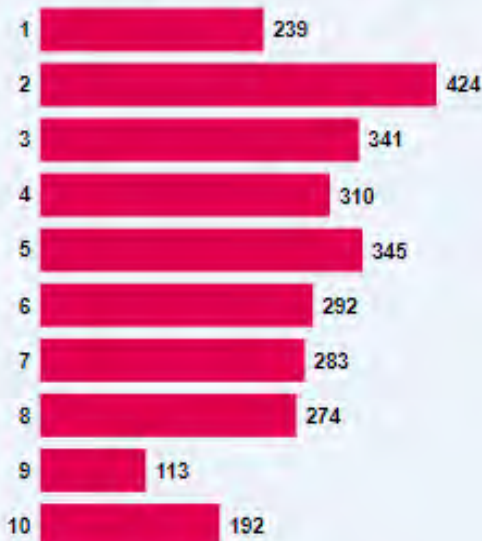


Filter data [Clear all filters](#)

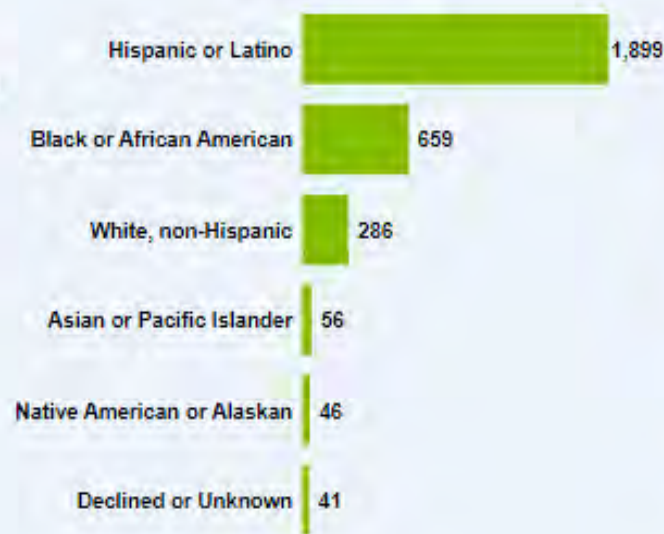
Press Ctrl to select multiple values

City Council District: All
Partner Agency: Workforce Solutions Alamo
Race & Ethnicity: All
Industry: All
Gender: All
Age Range: 0 to 85

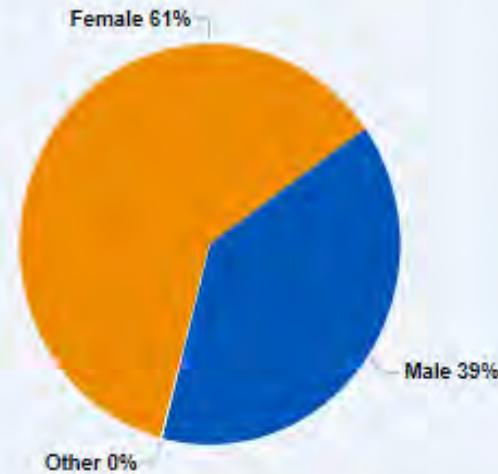
City Council District



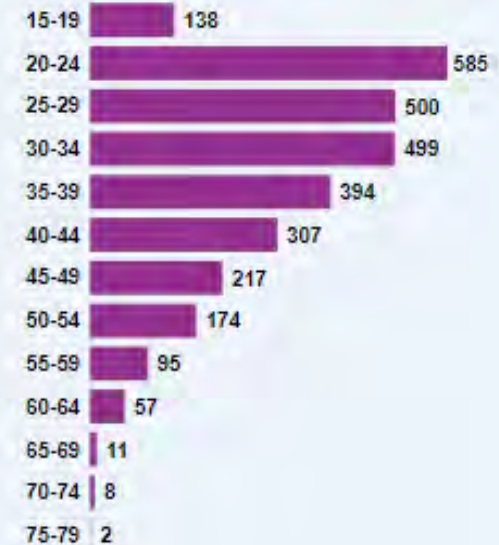
Race & Ethnicity



Gender

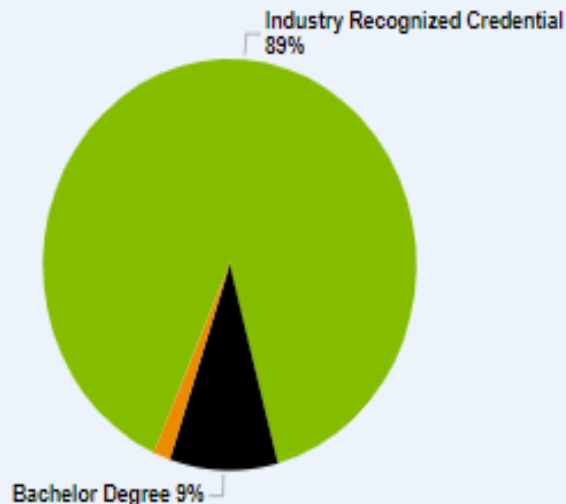


Age

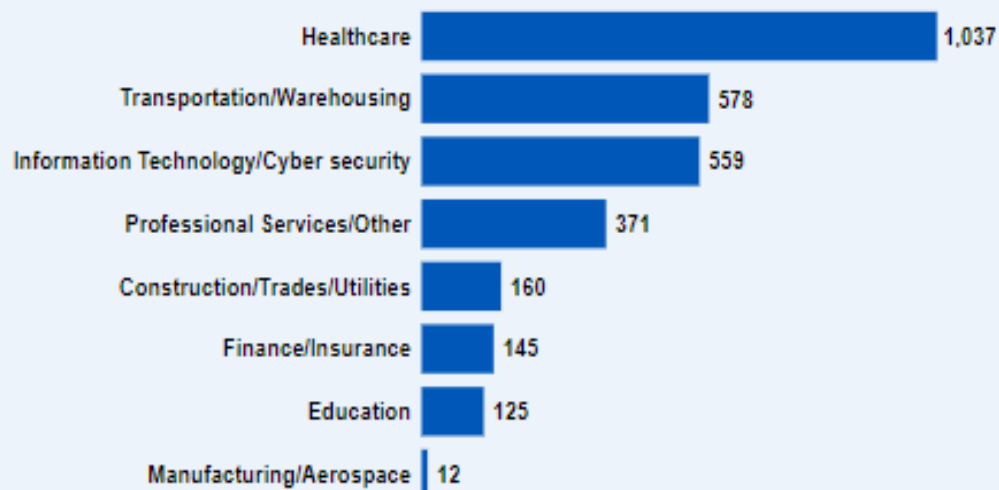




Type of Credential



Enrollment by Target Industry

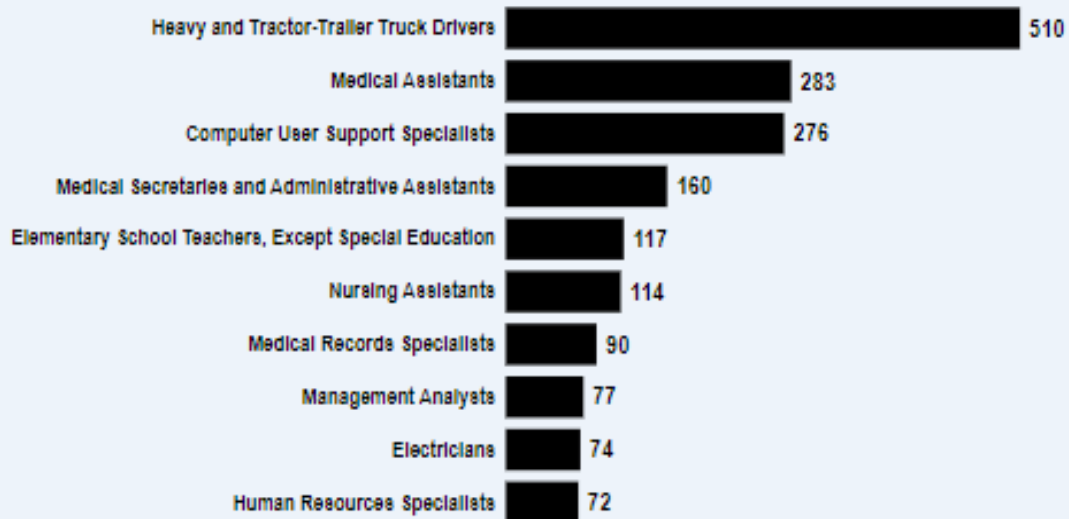


Successfully Completed Training
380

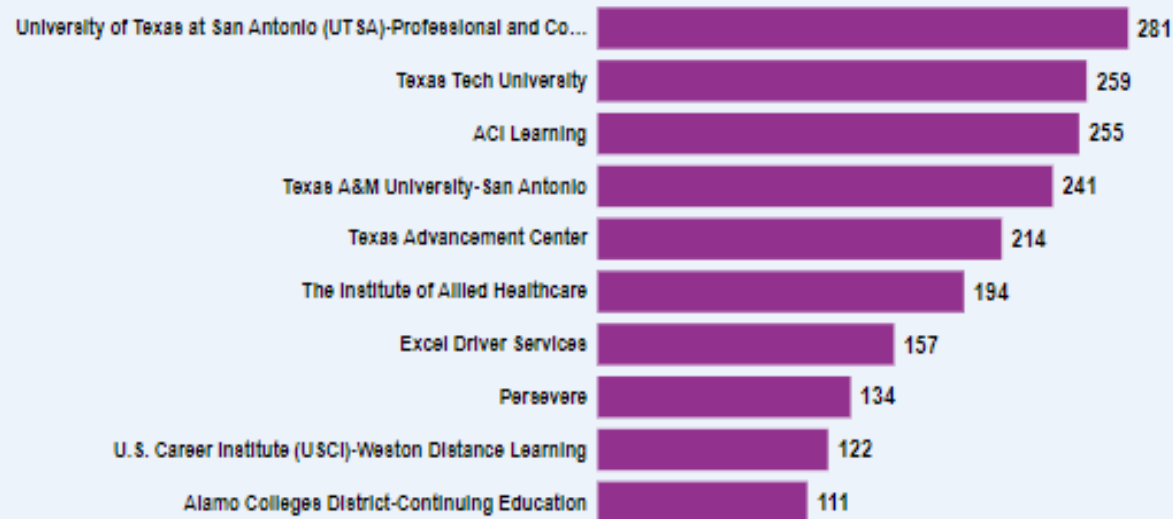
Training Retention Rate
91%

Successful Training Completion Rate
60%

Top 10 Training Occupations by Enrollment



Top 10 Training Providers by Enrollment



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 3/13/2024 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.



Placed in Quality Jobs: 206

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, in a RTW target occupation.

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
Completed Intake
Enrolled in Training
Placed in Quality Job

Filter data
Press Ctrl to select multiple values: Clear all filters

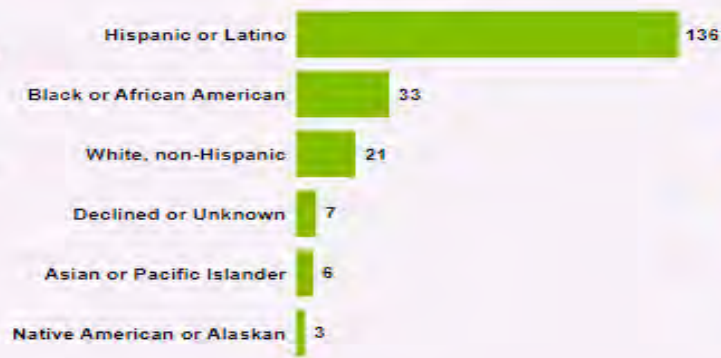
City Council District	Partner Agency
All	Workforce Solutions Alamo
Race & Ethnicity	Industry
All	All
Gender	Age Range
All	0 85



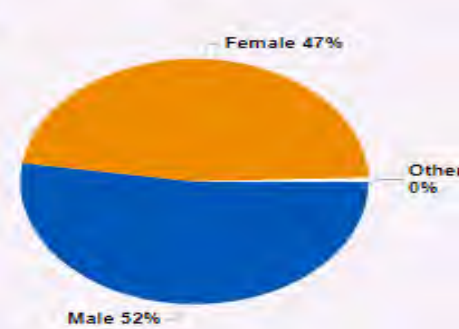
City Council District



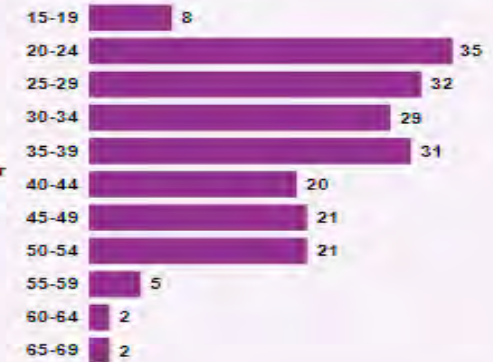
Race & Ethnicity



Gender



Age

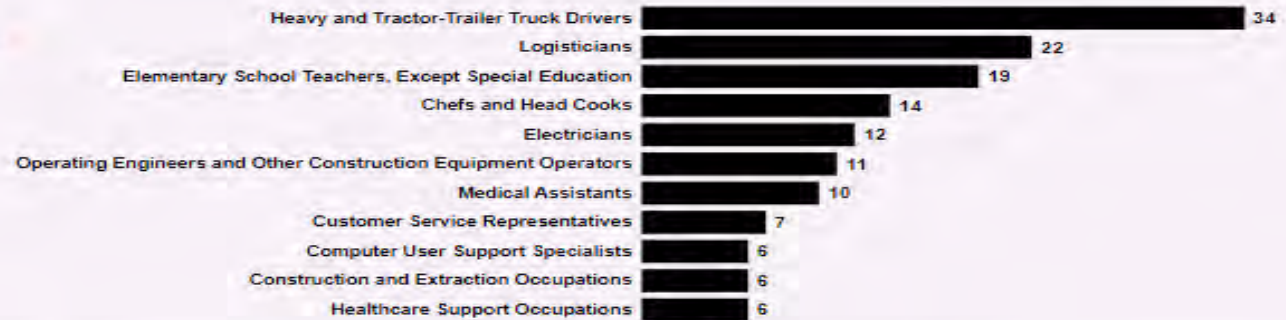


Top Employers of RTW Graduates by Number of Hires

Responsive only to Industry data filter



Top Occupations Hired



Employers Hiring RTW Graduates

142

Median Hourly Wage in New Job

\$18.00

Median Annual Salary in New Job

\$37,440

% Placed in Quality Job within 6 months

48%



Adult Business Services Unit Scorecard BCY24

County	Sector Based Model Industries	Employers	Job Orders	Openings	Applicants	Key Accounts	Hiring Events	Number Hiring Event Participants	Training Worksites	Confirmed Hires
Bexar	Aerospace	15	52	91	264	5	4	1484	3	2,471
	Manufacturing	103	738	916	4,659	20	4	1441	64	
	Healthcare	109	2,237	2,553	6,349	67	3	1427	80	
	IT/Cybersecurity	14	476	476	1,637	12	5	1461	23	
	Construction	63	400	1,018	2,319	17	3	1382	30	
	Oil & Gas/Warehousing & Transportation	41	273	842	1,914	11	6	1644	11	
	Education	30	360	366	1,319	13	3	1427	53	
	Other	653	5,396	7,616	31,138		9	2236	263	
Rural	Aerospace					0	0	0	4	1,038
	Manufacturing	35	329	389	768	7	2	141	13	
	Healthcare	31	693	729	1206	16	4	266	28	
	IT/Cybersecurity	6	24	25	51	6	0	0	3	
	Construction	21	103	207	491	8	2	152	2	
	Oil & Gas/Warehousing & Transportation	21	72	155	162	43	2	96	6	
	Education	7	49	71	164	5	3	184	10	
	Other	225	798	1,853	3,389		5	331	49	
Grand Total	All Industries Urban and Rural	1,374	12,000	17,307	55,830	230	*23	*3,351	642	3,509

Youth Business Services Unit Scorecard BCY24



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	N/A	3	1	1	0	0	1	3
	Manufacturing	8	N/A	91	6	8	1	750	8	
	Healthcare	20	N/A	55	8	20	1	750	20	
	IT/Cybersecurity	5	N/A	19	3	5	1	750	5	
	Construction	6	N/A	25	3	6	1	750	6	
	Oil & Gas/Warehousing & Transportation	1	N/A	1	3	1	0	0	1	
	Education	8	N/A	59	18	8	1	750	8	
	Other	24	N/A	214	13	24	1	750	24	
Rural	Aerospace	0	N/A	0	0	0	0	0	0	
	Manufacturing	9	N/A	26	2	9	1	825	9	
	Healthcare	31	N/A	58	11	31	1	825	31	
	IT/Cybersecurity	3	N/A	6	0	3	1	825	3	
	Construction	5	N/A	10	1	5	1	825	5	
	Oil & Gas/Warehousing & Transportation	7	N/A	20	0	7	0	0	7	
	Education	10	N/A	30	7	10	1	825	10	
	Other	37	N/A	90	21	37	1	825	37	

Strategic Community Partnerships

Caroline Goddard, MPA





Letters of Support

- Manufacturing Access Pathways (MAPS) Consortium: Applied for Defense Science, Technology, Engineering, and Mathematics (STEM) Education Consortium (DSEC) Cooperative funding opportunity to provide a flexible continuum of meaningful STEM learning experiences for students and educators.
- Teaching Strategies, LLC.: Applied for TWC's Individualized Instruction Initiative to provide eligible providers with access to TWC grant funded Teaching Strategies digital solutions including GOLD®, The Creative Curriculum® Cloud, the Teacher Professional Development Membership, and ongoing support for implementation.
- Together4Children: Applied for TWC's Child Care Staff Retention Strategies Grant to provide a leadership development program including strategies for positively impacting the childcare work environment and increase staff retention.



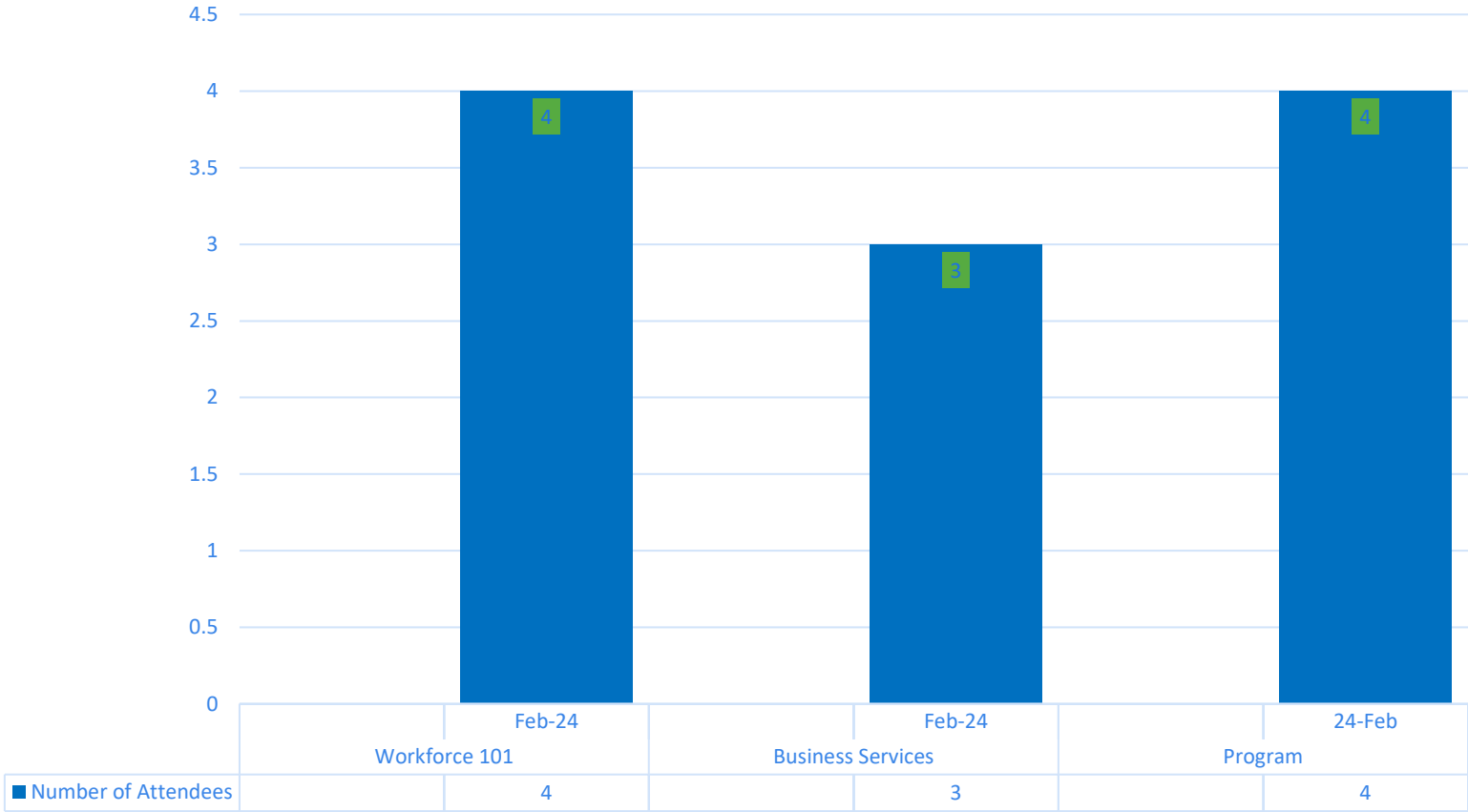
MOUs

- Coastal Bend College: To facilitate collaboration on Career and Technical Education (CTE) programs that align with high-demand occupations identified by the Texas Workforce Commission, prioritizing initiatives supported by Carl Perkins Grant assistance and leverage WSA's expertise and WIOA resources to offer employment guidance to CBC students through facilitating direct employment opportunities that align with students' academic and career goals while enhancing the employability and workforce readiness of CBC students.



Workforce Academy

WSA Workforce Academy Participation 2024



350 graduates (500 goal for the year) / 591 participants

Community Conversations



We believe that community engagement and collaboration are crucial in creating effective solutions to address the economic and workforce needs of our region. Over three meetings, our conversations augmented our strategic plan's goals and improved on-going communication to maximizing services. Next steps involve the creation of Rural Workforce Councils and outreach plans.



Questions



Thank you!

