



STRATEGIC COMMITTEE MEETING

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

May 19, 2023

10:00 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 meeting. Questions relating to these rules may be directed to Linda Martinez at (210) 272-3250.

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 – March 17, 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 Update
 - ii. Walzem Update
- VII. LOCAL PLAN PROGRESS UPDATE (DISCUSSION AND POSSIBLE ACTION)
Presenter: Adrian Perez, CIO
 - a. Local Plan Update
 - b. Sector Based Model Update
 - i. Sector Based Score Cards – Rebecca Espino Balencia, Director of Ready to Work
 - ii. Strategic Partnership Manager Update – Caroline Goddard, Strategic Community Partnerships Manager
- VIII. CEO REPORT
Presenter: Adrian Lopez, CEO
 - a. American Indians In Texas at the Spanish Colonial Missions
 - b. Partnership with Bexar County Public Works
 - c. Ready to Work Program
 - d. TWC Annual Employer Awards Update
Presenter: Penny Benavidez, Director of Public and Government Relations
- 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

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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.

XI. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair

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STRATEGIC COMMITTEE MEETING – MINUTES

Workforce Solutions Alamo
100 N. Santa Rosa, Suite 120, Board Room
San Antonio, TX 78207
March 17, 2023
10AM

BOARD OF DIRECTORS: Eric Cooper, Committee Chair (in-person), Leslie Cantu, Anthony Magaro, Lowell Keig, Angelique De Oliveira, Lindsay Dennis, Mitchell Shane Denn

PARTNERS: Mike Ramsey, Amy Contreras

WSA STAFF: Adrian Lopez, Adrian Perez, Katherine Pipoly, Penny Benavidez, Jeremy Taub, Chuck Agwuegbo, Caroline Goddard, Dr. Federico Ghirimoldi, Linda Martinez, Vanessa McHaney, Rebecca Espino Balencia, Gabriella Horbach, Manuel Ugues, Jason Rodriguez, Daisey Vega, Sylvia Perez, Angela Bush, Brenda Garcia, Miriam Barksdale-Botello, Dr. Ricardo Ramirez, Trema Cote

LEGAL COUNSEL: None.

GUEST: None.

AGENDA

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Meeting Number & Access Code: 2499 930 3615

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the Public may type their name into the chat box or unmute themselves and state their name.
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in the order their names were submitted.**

- I. CALL TO ORDER AND DETERMINE QUORUM
Presenter: Mr. Eric Cooper, Committee Chair
At 10:00 am, Chair Cooper called the meeting to order.
- II. ROLL CALL
Presenter: Mr. Eric Cooper, Committee Chair
The roll was called, and a quorum was declared present.
- III. PUBLIC COMMENT
Presenter: Mr. Eric Cooper, Committee Chair
None.
- IV. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Mr. Eric Cooper, Committee Chair
None.
- V. CONSENT AGENDA: (DISCUSSION AND POSSIBLE ACTION)
Presenter: Mr. Eric Cooper, Committee Chair
a. Meeting Minutes – January 27, 2023
Upon motion by Lowell Keig and second by Angelique De Oliveira, the Committee unanimously approved the Consent Agenda item a. Meeting Minutes – January 27, 2023.
- VI. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)
Presenter: Jeremy Taub, Director of Procurement and Contracts
a. Facility Updates
i. Port SA Update
— Timeline: March 6 – Planning and Development, April 10 – Final Building Specification, April 30 – Construction Mile Stones, October 10 – Property Review, November 8 – Move In.
ii. Boardroom Update
— Estimated completion is March 17, 2023.
— Upgrade expands accessibility in the Board Room to support Board of Directors meetings, and staff and contractor trainings. Key upgrades include a new sound system with overhead audio and ceiling microphones, and smartboards displayed overhead with touch-screen control capabilities.
— Cost of upgrades not to exceed \$87,875.
b. Procurement Diversity Update (SMWVBE)
— Online vendor registration is used to collect vendors’ SMWVBE/HUB status.
— Utilizing online search tools such as various local SMWVBE search directories to expand outreach: The Maestro Entrepreneur Center and The South-Central Regional Certification Agency.
— Providing demographic information on the Child Care Providers received from COSA.
— As of January 31, 2023, WSA is at 13.3% of total expenditures.
— Fiscal year ending September 30, 2022, WSA was at 22.6% of total expenditures.
— Mike Ramsey asked which category a Hispanic woman’s payments are in, either Hispanic or Woman. Jeremy Taub said he would clarify this further.

VII. UPDATE: LOCAL PLAN PROGRESS (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Perez, CIO

a. Local Plan – 2-Year Modification

- The Board of Directors and staff have successfully completed all steps in the process pending final edits, forms, and submission.
- 72 target occupations were approved. Based on Board/Partner feedback, final adjustments include incorporate language that allows centers to fund occupations with similar occupational codes, and include lists of the career pathways in the appendix, which also will be funded.
- Next steps include to make final adjustments to the plan, submit to TWC on March 31, 2023, and respond to any questions or requests that TWC may have. Estimated approval from TWC and the Governor’s Office will be in June or July. Once approved, WSA will continue with its implementation with promotion and informational notices and materials, continue to focus on sector-based model, continue building career pathways, and use data to track and report status and outcomes.
- Amy Contreras asked to see a final version of the Local Plan 2-Year Modification. Adrian Perez stated that he will send it out next week.

b. Summary of WSA Board of Directors Retreat

- One of the primary goals was to secure Board insight into the further development of the Sector-Based model. The activities that produced Board input included data walk through, strategic imperatives, identifying partners, and committee work plans.
- Data Walk Through: The Board reviewed GIS visualizations and a variety of infographic summaries illustrating demographic characteristics of the region as well as selected characteristics of WSA clients. Highlights include requests for representation of rural counties in all analysis, further inquiry into how centers, services, and outreach are optimized for population density and poverty, and how efforts are integrated with other agencies, further disaggregation of education and demographic representation illustrating other races and ethnicities, request for assessment as to why segmentations are over/under participating, and request further structure how data requests are made, a better understanding of what data is available, and how it can be further leveraged.
- Strategic Imperatives and Root Cause Analysis: The Board discussed strategic imperatives and participated in a root cause analysis that highlighted potential solutions within these issues as cross-sections between employers, residents (job seekers), WSA, and partner organizations. Highlights include the Board outlining potential partners and stakeholders on the following strategic imperatives: job seeker employment readiness challenges, increasing youth engagement, support staffing in childcare centers, and two closely related strategic imperatives were combined. The first was to work with employers to increase wages and the second

was to battle the phenomenon of the working poor or those working jobs that require subsidy through government programs.

- Committee Workplans: The Audit & Finance, Youth, Strategic, and Oversight committees established a work scope and timelines for the 2023 calendar year. Staff will present each committee with their workplan as captured for further refinement and development of action plans. Highlights for the Strategic Committee workplan include continue to build out sector-based model, define a focus and answer the question, “what can we excel at”, and develop a five-year outlook/model that includes programmatic, policy, and outcome metrics, development of the Data Dream Team through partnerships with local universities, Census Bureau, Dallas Fed, economists, and Economic Development Corporations, and address challenges such as securing data currently unavailable.
 - Next steps include Board feedback and perspective generated by the retreat will inform staff further definition of the Sector-Based model. Staff will continue development of a “Tactical Framework” that will drive work towards Board direction in describing and classifying value for industry sectors, strengthening and growing partnerships, coordinating outreach and services to residents, and integrating a continuous improvement discipline of the Tactical Framework.
 - Angelique De Oliveira requested to have a clearer picture of the data points and how each of the programs help to move the needle. Adrian Lopez stated that this is something WSA is currently working on and will be able to see more information in the next presentation on tactical construct.
- c. Introduction of Draft Workforce Solutions Alamo Tactical Construct
- The State of Texas piloted the Texas Talent and Economic Growth Project which outlined goals that further align WSA with economic development, employer focused program development, broader community collaboration, and aligning services around the entirety of the barriers faced by job seekers such as housing and transportation. WSA and its leadership were key stakeholders in the development of this pilot.
 - Goal 1 Texas Talent Experts: To establish the state’s public workforce system as the go-to resource for expertise about the Texas talent market. Strategies include standardized data, thought leaders, and resource investment.
 - Goal 2 Service Optimizers: To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system’s toolbox. Strategies include standard menu of employer services, targeted delivery model, and expanded training.
 - Goal 3 Partnership Managers: To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources. Strategies include industry engagement, economic development collaboration, training and education alignment, and community-based organizations support.

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- Key Questions and Requirements: Express the year’s upcoming work in advancing the strategic imperatives and committee workplan input received during the Board retreat, drive awareness of how the ecosystem works together to support awareness of upstream and downstream impacts of actions, drive action and focus resources under feasible time constraints with enough clarity to be meaningful to each group of stakeholders while providing enough awareness of the whole ecosystem to reinforce integration and partnership, and serve as a basis to develop meaningful data products and WSA and stakeholder involved analysis across all practice areas.
 - Tactical Construct Analogy: The practice areas four faces of a pyramid as an expression of the ecosystem. Each face is a unique representation of a practice area with common terminology and methodology to express and drive activity. Meaningful action is derived by focusing on the most pressing motivations of actor within each practice area and laying out meaningful, time constrained objectives and key results.
 - Objectives and Key Results Year 1: Objective A is to provide Human Resource Directors a value proposition to supply candidates and lower recruitment costs. Key result 1 is to assess systems for aggregating demand and recommend innovation. Key result 2 is aggregate services and partners inputs into a process/package that makes realization of business value.
 - Next steps include work to further operationalize and measure implementation of Sector-Based model.
 - Anthony Magaro commented that he wants to add a fourth goal to this which is sustainability. He stated that it is not only building a model and going through the steps, but also creating a program that is sustainable at the very end of it.
- d. Sector Based Model Update
- i. Sector Based Score Cards – Rebecca Espino Balencia, Director of Ready to Work
 - Totals: 155 Enrolled, 84 Active, 71 Completions, 51 Successful Completions, 72% Success Rate, 26 Successful Credential, 51% Credential Rate.
 - Upcoming construction collaborative on March 23, 2023, at the South Flores location from 9:00am to 12:00pm. Purpose is to convene sector-based employers to explore and validate local labor market trends, including the current talent pipeline, training needs, resources, and solutions.
 - ii. Strategic Partnership Manager Update – Caroline Goddard, Strategic Community Partnerships Manager
 - There are over 300 participants in the Workforce Academy for 2023. Goal is 500 and 130 have graduated.
 - Aspen Workforce Leadership Academy: 35 applicants completed of 75 interested individuals. 24 selected Fellows will be notified on March 17th. Orientation will take place on March 20th. Opening Retreat will take place on March 29th – March 31st.
 - Partnerships in the works are with Dee Howard Foundation, Kronkosky

Foundation, Texas State Library, UP Partnership, Rural Libraries, SA Hope Center, Rise Recovery, American Indians In Texas, and Children's Shelter.

VIII. CEO REPORT

Presenter: Adrian Lopez, CEO

- a. San Antonio Chamber of Commerce Partnership
- b. Aspen Institute

IX. CHAIR REPORT

Presenter: Mr. Eric Cooper, Committee Chair

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

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 - All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas:
- c. Pending or Contemplated Litigation; and
- d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo.

XI. ADJOURNMENT

Presenter: Mr. Eric Cooper, Committee Chair

Upon motion by Lowell Keig, the Committee unanimously approved to adjourn the meeting at 11:30am.

MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Jeremy Taub, Director of Procurement and Contracts

Date: May 19, 2023

Subject: SMWVBE Update - Procurement Diversity Program

Summary: Workforce Solutions Alamo - Board of Directors adopted a Small, Minority, Women or Veteran Owned Business Enterprises (SMWVBE) Policy in the Spring of 2021. The Board provides regular updates on SMWVBE expenditure to the Board of Directors.

Update: WSA – SMWVBE year-to-date percentage of corporate expenditure is 34.52% for the reporting period 10/01/2022 – 03/31/2023. Board’s previous year’s expenditure rate was 22.6%. Efforts continue to identify the SMWVBE status of WSA's current vendors and register new vendors.

WSA Procurement and Fiscal staff have compiled annual contract values for expanded reporting of its active vendor contracts. The data forecasts the anticipated annual expenditure amounts with its contracted SMWVBE vendors.

Analysis: Workforce Solutions Alamo (WSA) - Procurement and Contracts Management Department makes efforts to solicit at least two SMWVBE vendors to purchase goods and services exceeding the micro-purchase threshold. To promote these efforts, WSA began utilizing various local SMWVBE search directories, including The Maestro Entrepreneur Center and The South-Central Texas Regional Certification Agency (SCTRCA), to expand outreach.

Alternatives: None.

Fiscal Impact: WSA has an aspirational goal of 20% of expenditures to SMWVBE 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 the 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: May 19, 2023

Subject: Facility Update: Port San Antonio

Summary: Located in San Antonio, Texas, a project is in development, and timelines will be updated to align with Board requirements and its sector-based model, in supporting the needs of job seekers, employers, and partners. The finalized plan has been forwarded to the Architect and Contractor to initiate build-out renovation with an anticipated completion date of early 2024, updated in the attached timeline. The lease agreement provides for the rental of the 17,500 square foot space, repairs, and maintenance and includes a tenant improvement allowance of up to \$1,575,000 under the terms of the agreement. The Board of Directors approved a relocation and renovation of a new facility at Port San Antonio on September 17, 2021.

Update: The Board is continuing ongoing discussions with Bexar County for the possible inclusion of a Biblio-Tech digital public library for the shared location of the facility and costs at Port San Antonio. Furthermore, the Board submitted a 7100 to TWC to request authorization to purchase finish-out materials required for a high-quality workforce center. The Board expects a response from TWC before the end of May 2023.

Analysis: The current lease at Marbach has been extended monthly until the new facility at Port SA is move-in ready. 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 cancellable with thirty (30) days' notice.

In the Summer of 2021, a location survey was conducted by WSA. Subsequently, Board staff submitted a recommendation for the selected location, which the Board subsequently approved. In addition, the Board is discussing a potential partnership with Biblio-Tech to provide additional access to residents and constituents of Bexar County to provide Biblio-Tech services at the Port of San Antonio. This partner is bringing additional resources to the development of the facility that will increase the utilization of resources in the community.

Next Steps: The Board is preparing a lease to continue negotiations with Bexar County on the project's total cost, including monthly rental and common area costs.

Alternatives: No recommendations at this time.

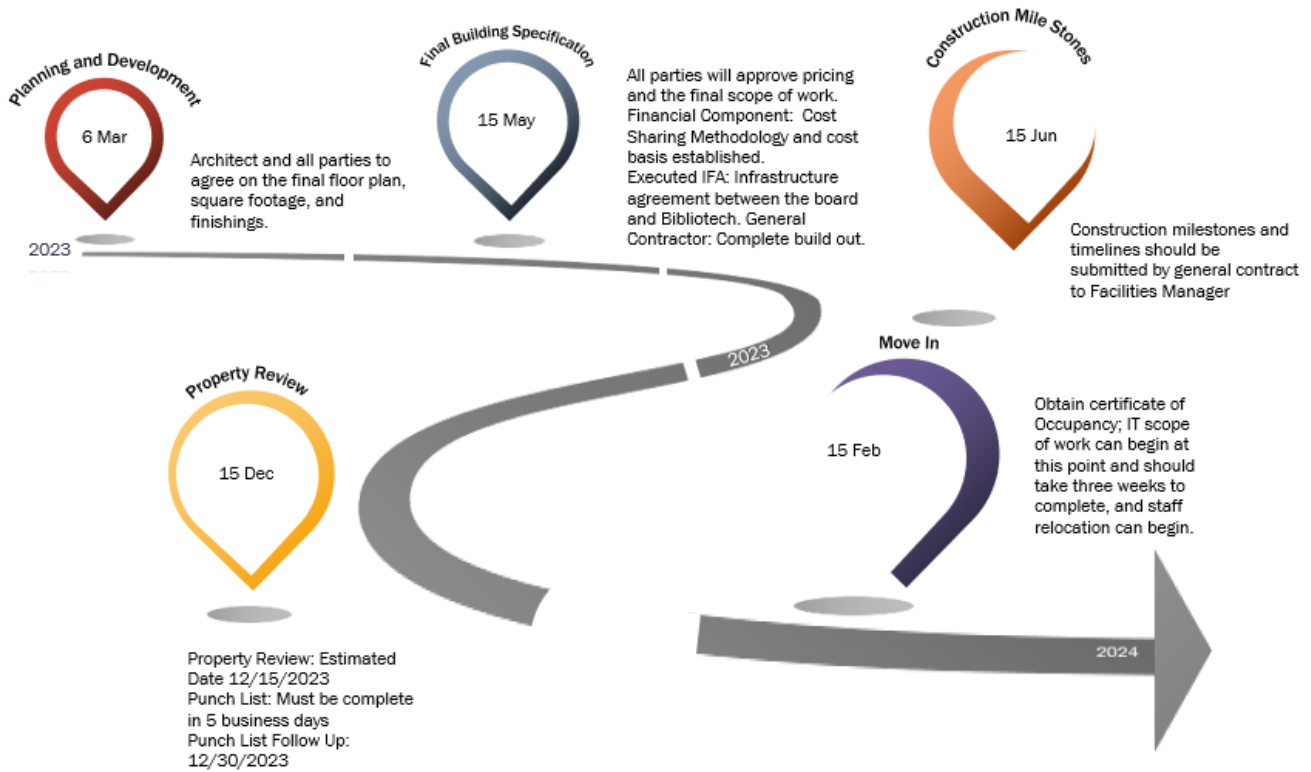
Fiscal Impact: The base rent for the Port San Antonio facility is \$24,791.67 monthly, increasing by 2.5% annually. Additionally, the FY23 budget included \$545,000 to support the furniture, equipment, upgraded technology, and moving expenditures for the Workforce Center. The current economic environment has caused the cost to come in over the original Tennant Improve allowance of approximately \$900,000; partnering with Biblio-Tech will help approximately \$600,000 of these costs and provide additional resources to employers and job seekers. Budget Amendment #1 increased the \$500,000

contingency to \$750,000; additional funds may be needed for program-specific equipment and start-up costs, moving and storage costs, and price fluctuations. Any contingency not used can be repurposed to service delivery in FY24.

Recommendation: There is no further recommendation currently.

Next Steps: Continue negotiations with Biblio-Tech to review the current specifications of the floor plan and cost structure to add an additional partner.

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: May 19, 2023

Subject: Facility Update: Walzem

Summary: Workforce Solutions Alamo – Board of Directors previously approved a contract Lease renewal with FCE Benefit Park located at 4615 Walzem Road in San Antonio, Texas from 12/12/2013 – 12/31/2023. This was the third renewal for the procurement and will need to be procured pursuant to TWC regulations.

Update: On March 24, 2023, a Request for Information was released to potential Lessors and Realtors to conduct market research and solicit potential available properties for the administration of workforce programs. Additionally, WSAs contracted Real Estate Broker, Partners, conducted a required Competitive Market Analysis (CMA) to determine prospective locations. Properties yielded from the market research and CMA analysis were evaluated against WSA’s Needs Determination requirements by Board staff.

Analysis: The current lease will expire December 31, 2023, and has no available options remaining. In accordance with TWCs – Financial Manual for Grants Contracting, FMGC and Uniform Guidance, and 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 limited to, general location (customer populations, local business’, area crime statistics), access to public transportation, current parking, space required, access to ground floor, ability to build out, and compliance with Americans with Disabilities Act (ADA).

Alternatives: Negotiate interim lease with current landlord until build out completed to meet current requirements.

Fiscal Impact: The current base rent for the facility is \$25,122 monthly, and a total annual amount of \$301,467.

Recommendation: This is to provide an update only, and there is no further action required at this time.

Timeline:

<i>Site Visits</i>	May 19, 2023
<i>Recommendation for Approval (tentative)</i>	June 23, 2023
<i>Negotiate/Execute Lease</i>	July 15, 2023
<i>Build-out by:</i>	December 2023
<i>Move-In by:</i>	January 1, 2024

Next Steps: Continue with negotiations and site visits to bring a recommendation to the Board in June with VRS to review the current specifications of the floor plan and cost structure to add an additional partner.



PROCUREMENT & FACILITY UPDATES

May 19, 2023

Jeremy Taub, Director Procurement and Contracts

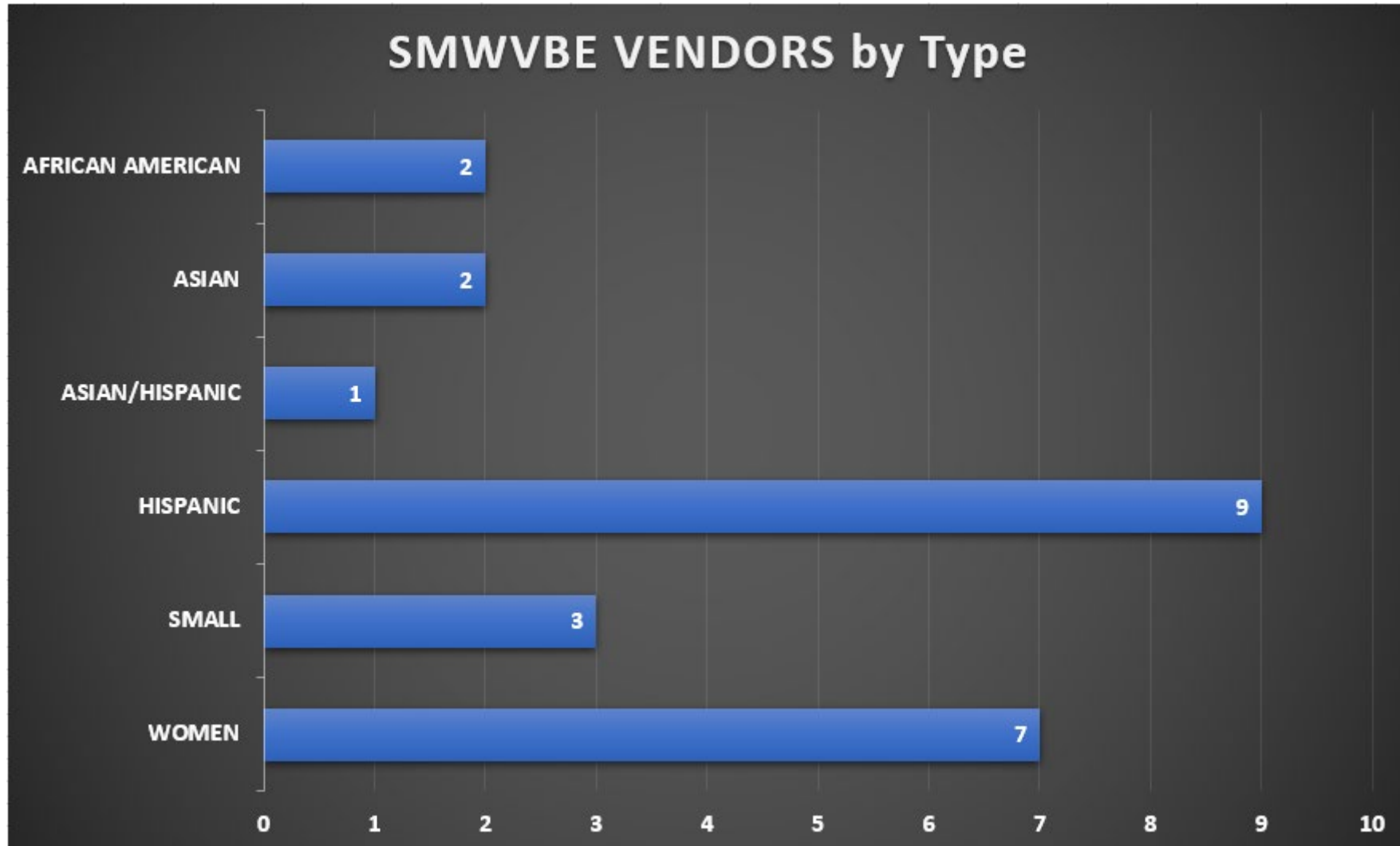
Giovanna Escalante-Vela, CFO

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

Successful Highlights:

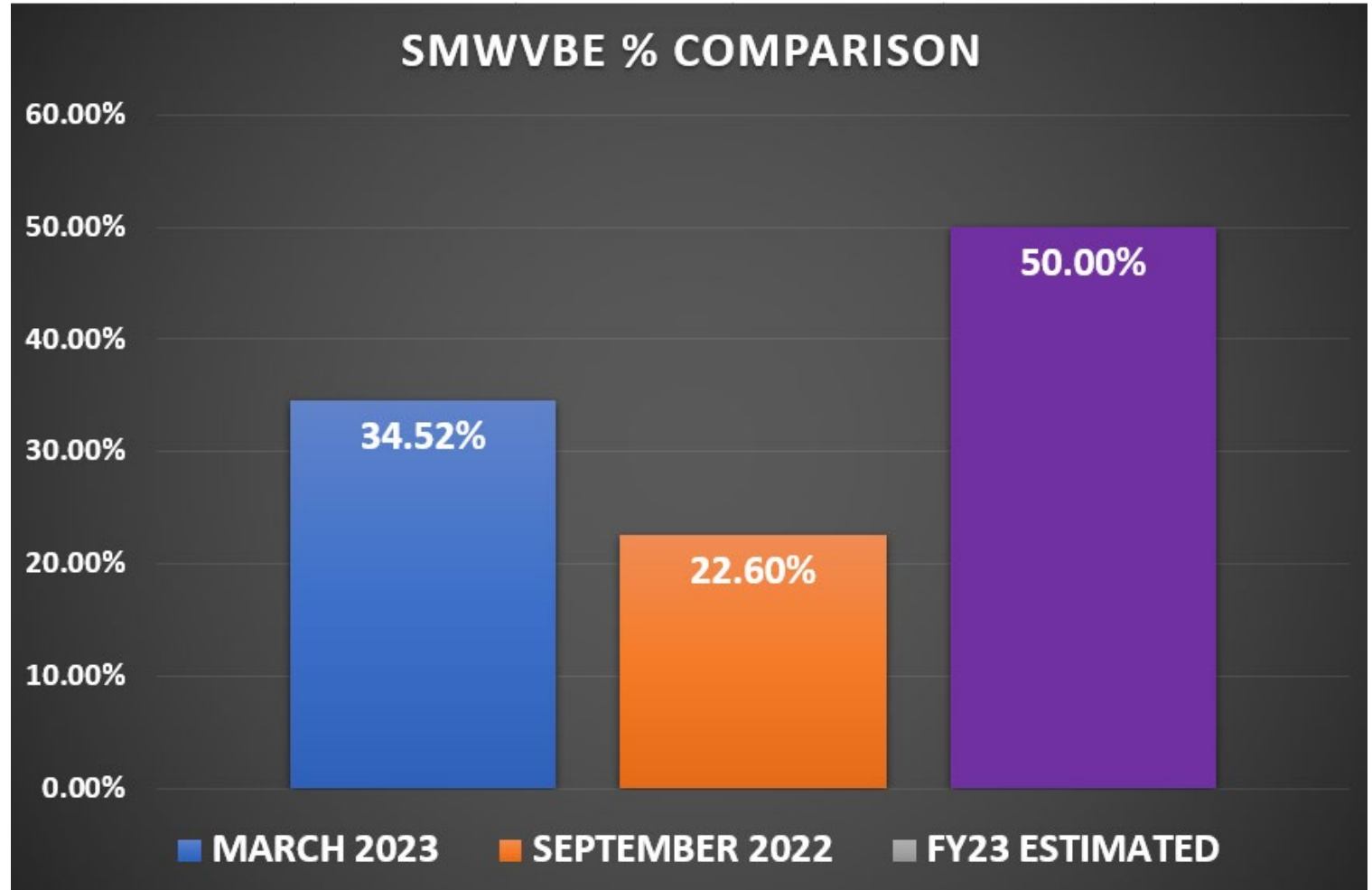
- Outreach to current vendors has increased the # of SMWBE classifications, which resulted in expenditures to be at 34.52%.
- Utilizing online search tools such as The Maestro Entrepreneur Center, The South-Central Texas Regional Certification Agency (SCTRCA), and other local SMWVBE search directories to expand outreach.
- Providing demographic information on the Child Care Providers received from the contractor (City of San Antonio).

SMWVBE – 24 TOTAL VENDORS BY CLASSIFICATION



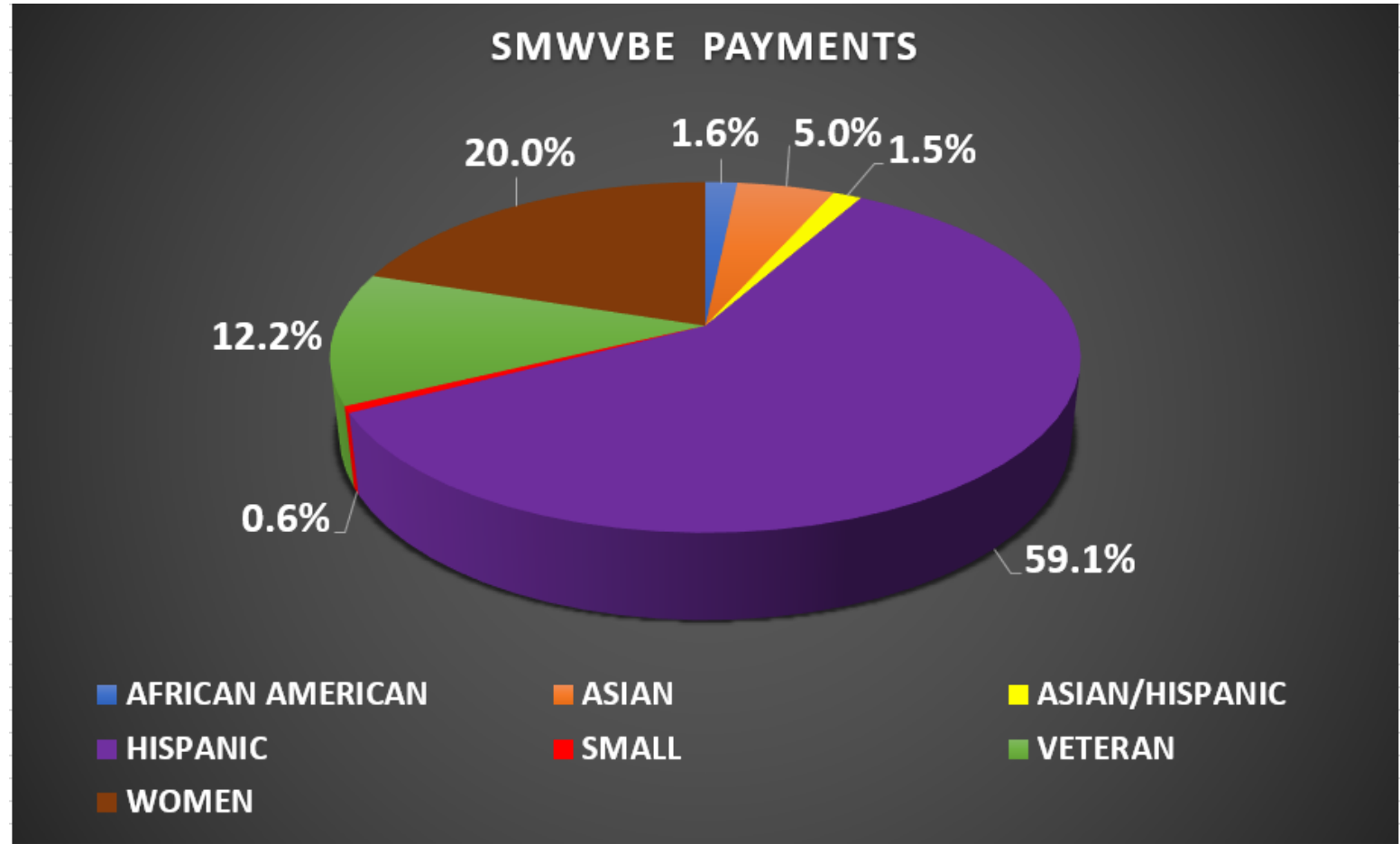
SMWVBE PERCENTAGE COMPARISON BY DATES

- As of March 31, 2023, WSA is at 34.52% of total expenditures.
- Fiscal year ending September 30, 2022, WSA was at 22.6% of total expenditures.
- Estimated expenditures of 50%.



SMWVBE PERCENTAGE OF PAYMENTS

SMWVBE STATUS	SMWVBE PAYMENTS
AFRICAN AMERICAN	\$ 19,913.60
ASIAN	60,890.05
ASIAN/HISPANIC	17,758.40
HISPANIC	718,202.29
SMALL	7,357.46
VETERAN	148,568.04
WOMEN	242,840.31
TOTAL	\$ 1,215,530.15

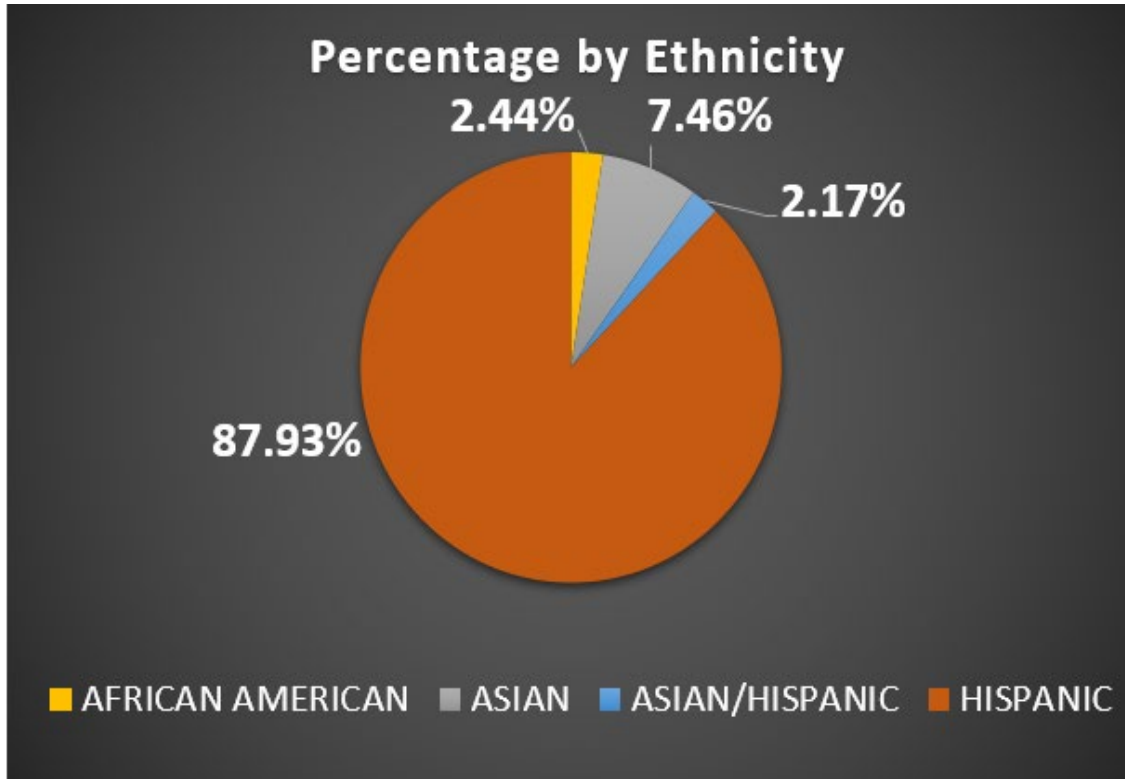


Current Board and Facility SMWVBE expenditures are at 34.52%, which exceeds WSA's aspirational goal of 20%.

SMWVBE PERCENTAGE BY ETHNICITY & SMALL BUSINESS

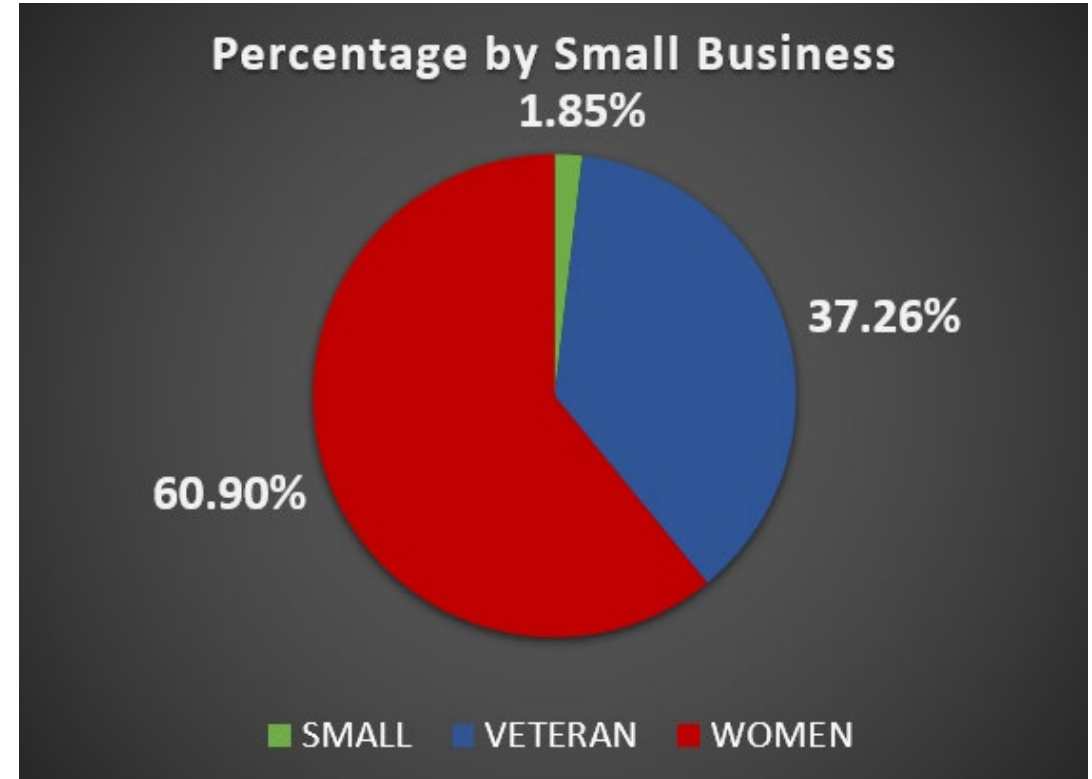
Ethnicity

AFRICAN	2.44%	19,913.60
ASIAN	7.46%	60,890.05
ASIAN/HISPANIC	2.17%	17,758.40
HISPANIC	87.93%	718,202.29
TOTAL	100.00%	816,764.34



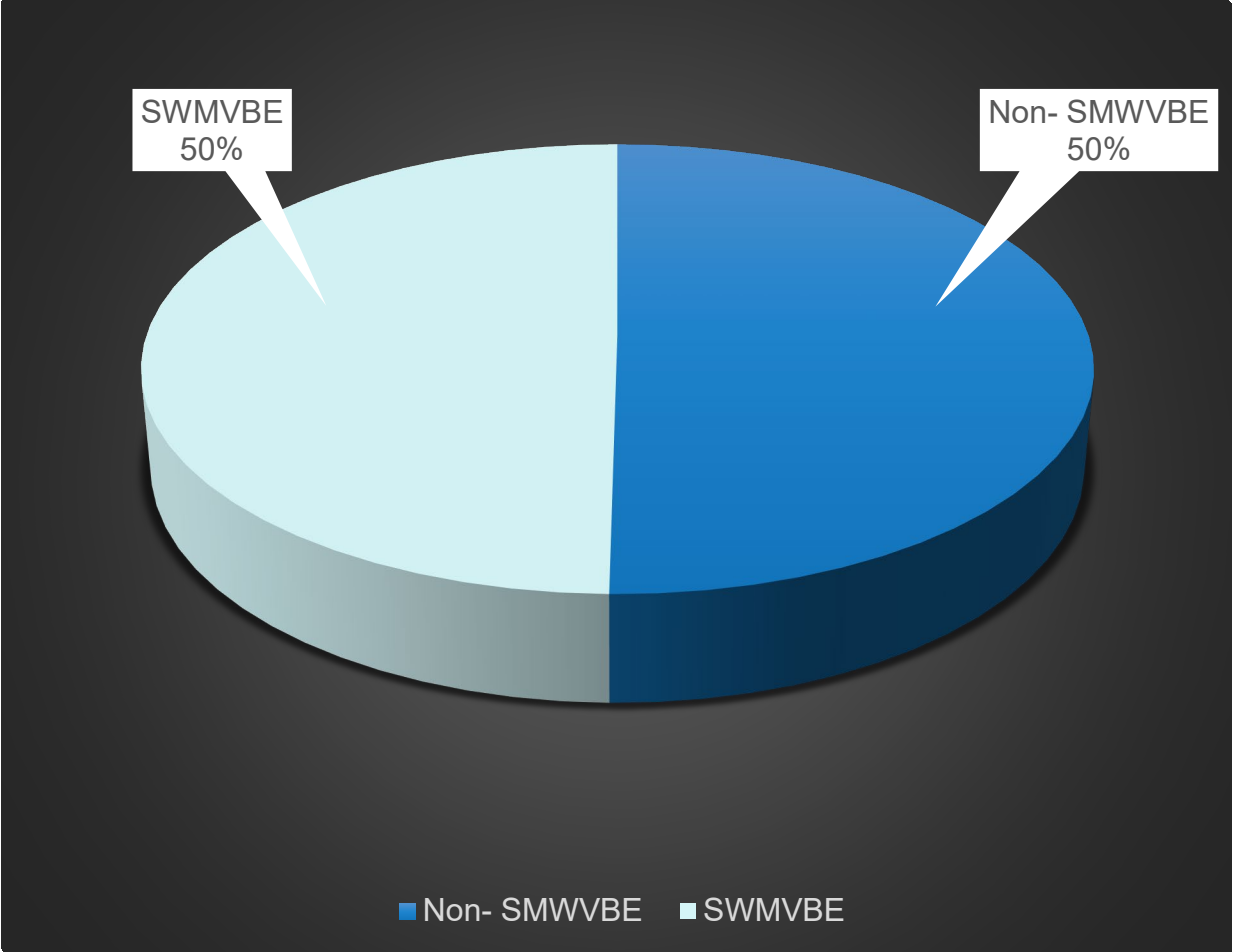
Small Business

SMALL	1.85%	7,357.46
VETERAN	37.26%	148,568.04
WOMEN	60.90%	242,840.31
TOTAL	100.00%	398,765.81



ESTIMATED ANNUAL SMWVBE EXPENDITURES BY CONTRACT

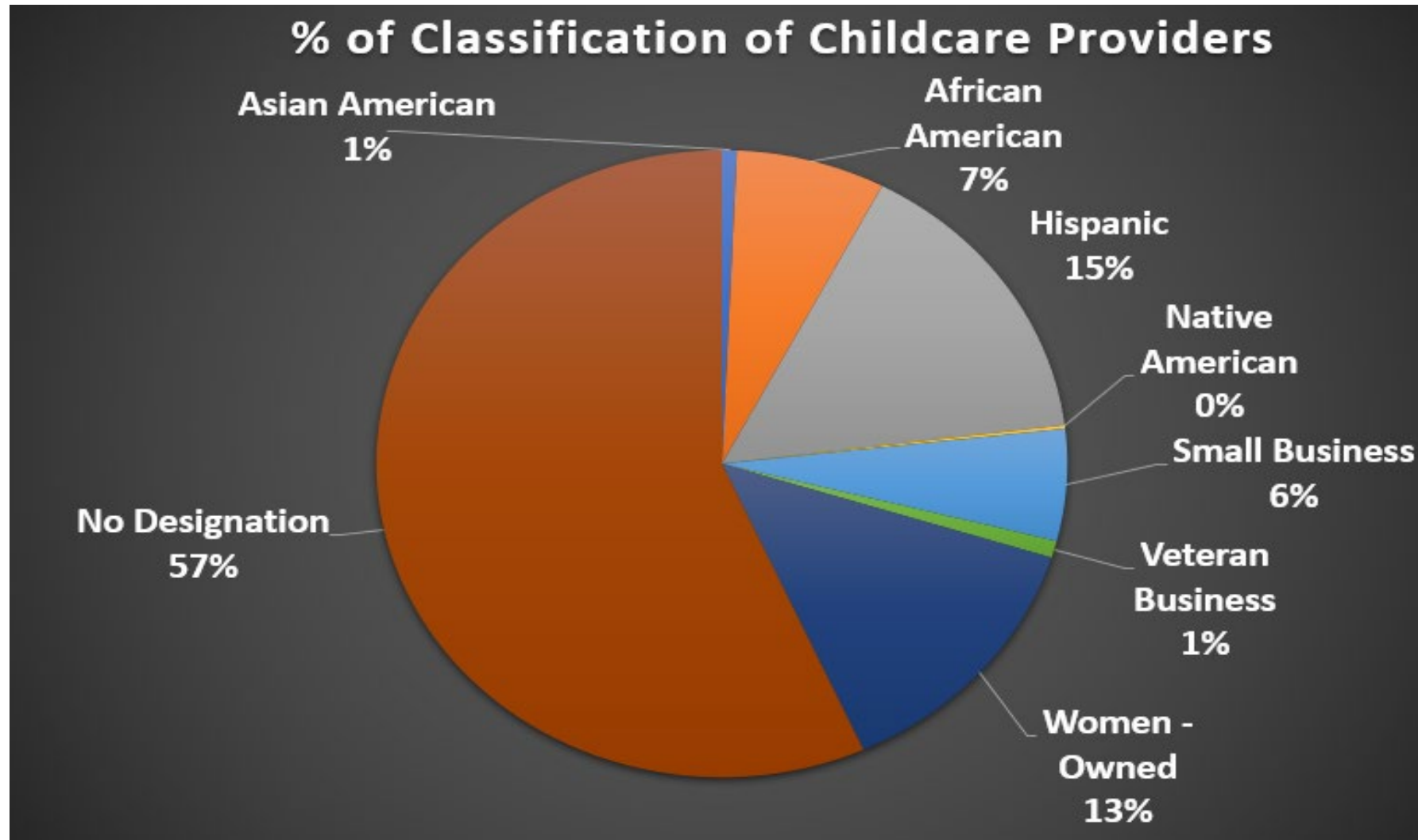
**Common operating term contracts	SMWVBE	Non-SMWVBE	Total
No. of active term contracts	25	59	84
Estimated Annual Expenditure by Dollar	\$1,823,281	\$1,840,401	\$3,663,682
Contracts % by Estimated Expenditures	50%	50%	100%



SMWVBE CLASSIFICATION OF CHILD CARE PROVIDERS

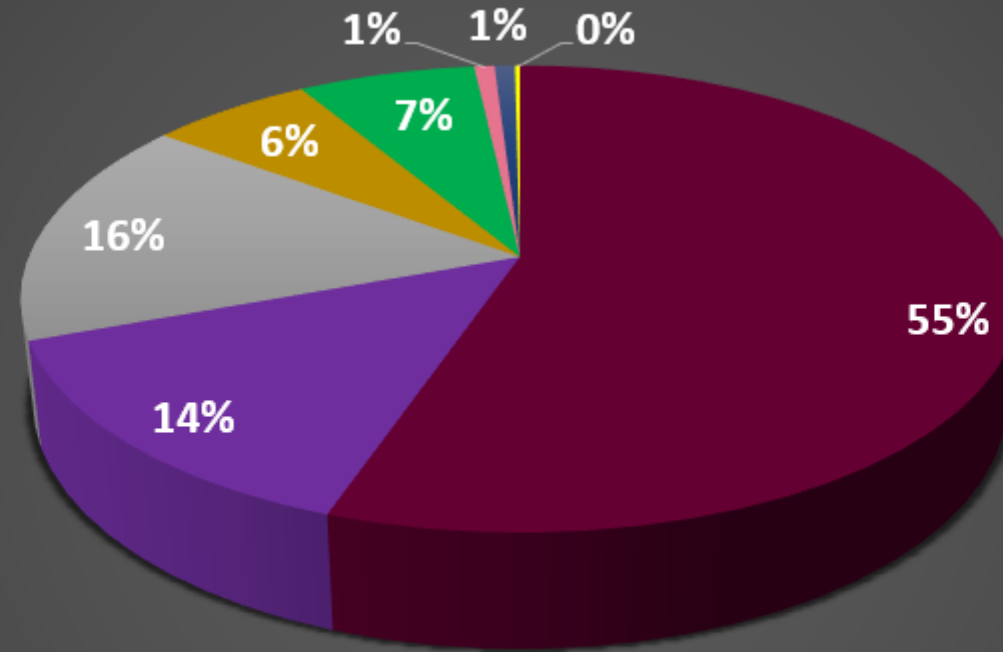
# of Providers by Classification		% of Expenditures by Classification		
African American	40	African American	6.84%	\$ 4,115,341.35
Asian American	4	Asian American	0.78%	\$ 177,051.91
Hispanic	88	Hispanic	15.82%	\$ 7,894,422.38
Native American	1	Native American	0.20%	\$ 86,676.34
Small Business	33	Small Business	6.25%	\$ 4,608,555.58
Veteran Business	5	Veteran Business	0.78%	\$ 399,374.43
Women - Owned	77	Women - Owned	14.06%	\$ 10,445,726.86
No-Designation	325	No-Designation	55.27%	\$ 25,464,235.39
Total	573	Total	100.00%	\$ 53,191,384.24

SMWVBE CLASSIFICATION OF CHILD CARE PROVIDERS



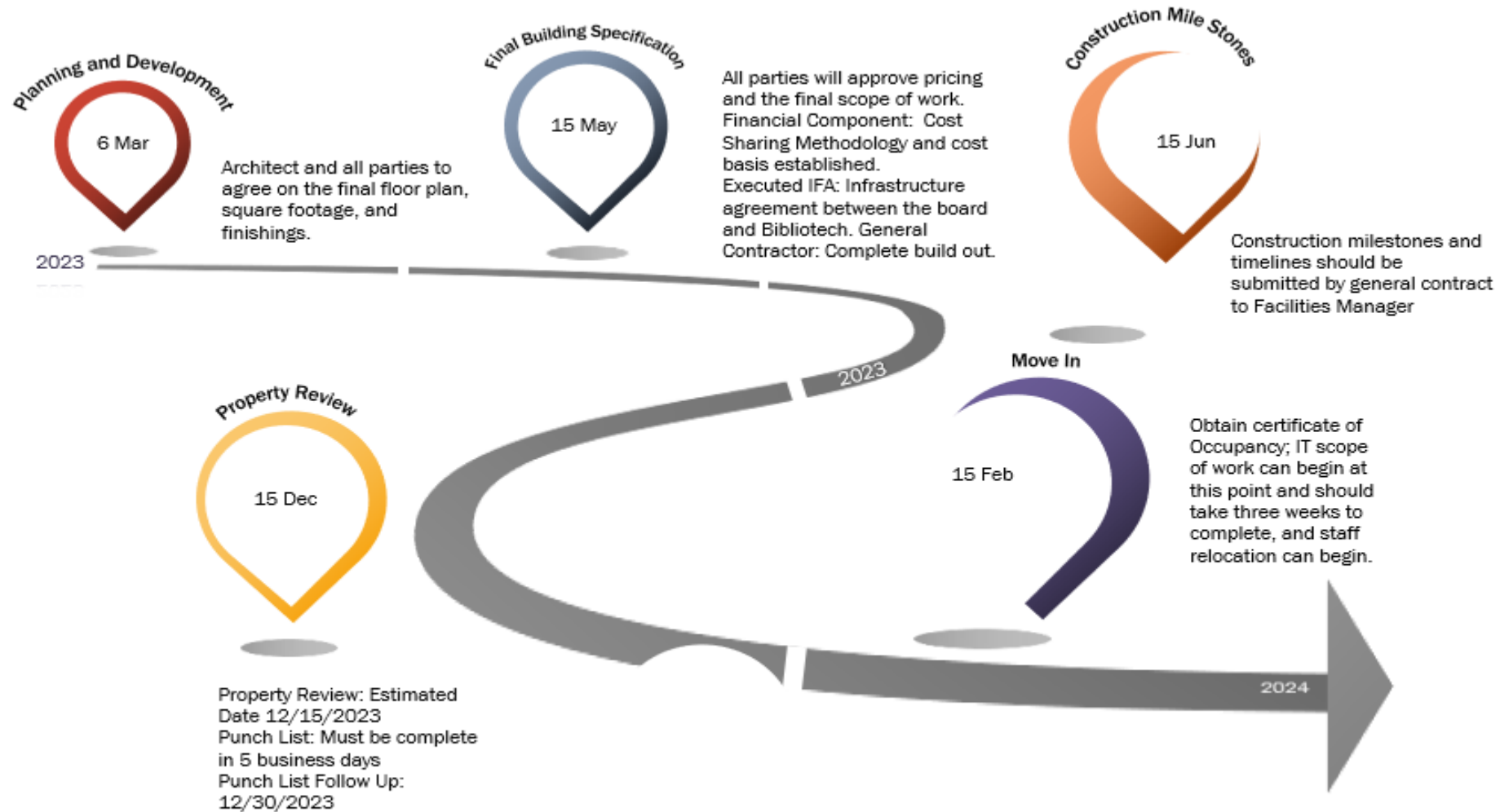
% OF EXPENDITURES BY SMWVBE CLASSIFICATION OF CHILD CARE PROVIDERS

% OF EXPENDITURES BY CLASSIFICATION



- No-Designation
- Women - Owned
- Hispanic
- Small Business
- African American
- Veteran Business
- Asian American
- Native American

PORT SAN ANTONIO - TIMELINE



Facility Update – Walzem

- **SUMMARY:**

Lease expires December 31, 2023; no available options to renew.

- Request for Information released March 24, 2023
- Current Square Foot 13,000
- Needs Determination 19,000 SF

- **FISCAL IMPACT:**

- Monthly Rent \$25,122
- Annual \$301,467

- **RECOMMENDATION:**

TBD

- **NEXT STEPS:**

Complete Procurement Process and conduct additional site visits.





Questions

MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Adrian Perez, CIO

Date: May 19, 2023

Subject: Local Plan Update – 2-Year Modification

Summary:

This item is to provide an update on the progress of the implementation of the modification of the Local Plan as listed in the WD letter 2021-2024 Plan Modification. WSA data team has conducted analysis to understand and reflect the dynamics on the labor force, labor demand, and the population that served within the Alamo Region.

The Workforce Innovation and Opportunity Act (WIOA) requires that at the end of the first two-year period of the four-year local Board plans: Boards must review and revise the Board's Target Occupations, In-Demand Occupations, and In-Demand Industries lists as needed at the end of the first two-year period of the four-year local Board plans.

Goals for this revision included:

- Updated Target Occupation & Industry Lists and Industry Clusters
- Updated Economic Analysis, Workforce Analysis, and Demographic Profiles
- Continued promotion of the Sector-Based Model
- Continued promotion of Career Pathways
- Incorporation of partner/public feedback and comments
- Include Accommodations and Food Services as a Targeted In-Demand Industry Sector

Progress:

- WSA Board of Directors and Committee of Six have approved updates.
- Partner consideration secured by Rural Judges on April 26, Bexar County on May 2, and City of San Antonio May 4.
- WSA staff submitted the final 2-Year Local Plan Update on May 12, 2023.

Next Steps:

- TWC may request additional information, changes, or clarification and staff will work through the process as needed;
- The Governor Office's approval of the Plan will document completion;

- The whole process may take approximately 2-3 months;
- Once approved, the process will continue with implementation, including:
 - Outreach and information;
 - Continued focus on sector-based model;
 - Continued career pathway development;
 - Using data, designing mechanisms to track and report status and outcomes (e.g., job seeker progress through the career pathways leading to self-sufficient/living wages and employer outcomes via the sector-based model).

We thank the Board of Directors, our local officials and partners, Board staff, the contractors, and the public for their involvement and support in the process.

MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Adrian Perez, CIO

Date: May 19, 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 Strategic Committee of the WSA Board of Directors.

Labor Marketing Data: Workforce Solutions Alamo (WSA) reports that the March unemployment rate for the eight-county San Antonio-New Braunfels metropolitan statistical area (MSA) is 3.39 percent, lower than the 4.3 rate in February. Since March of 2022, the MSA unemployment rate increased .04 percentage points from a rate of 3.5 percent. The March 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 4.2 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

Employer Collaborative: The Business Solutions Team hosted a Healthcare Collaborative on April 25, 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: The WSA Workforce Academy continues to experience positive participation in its regular sessions. A total of 320 people have attended Academy sessions, and the goal for the calendar year is 500 Academy participants. WSA hosted a graduation ceremony for seventy-one new ambassadors on April 27, 2023. WF Academies has been extended to partner counselors to strengthen service delivery and access to workforce services with partner organizations.

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 Update

Adrian Perez, CIO

May 19, 2023





Summary

This item serves to provide an update on the Local Plan – no action from the Board is being requested at this time.



Local Plan - 2 Year Modification Summary

The Workforce Innovation and Opportunity Act (WIOA) requires Boards to review and revise their Local Plans two years into the four-year plan. WSA's Local Plan Modification has been completed as required by TWC.

The process included the following goals

- Update Target Occupation & Industry Lists, and Industry Clusters
- Update Economic & Workforce Analysis, and Demographic Profiles
- Continue promoting the Sector-based Model
- Continue promoting Career Pathways
- Incorporate partner/public feedback into the process



Progress & Highlights

Progress

- WSA Board approved final updates to plan on April 21.
- Presented and secured approval from Rural Judges on April 26, Bexar County on May 2, and City of San Antonio on May 4.
- WSA staff submitted final 2-Year Local Plan Update on Friday, May 12, 2023.

Highlights

- 72 Target Occupations were approved. Based on Board/Partner feedback, final adjustments include:
 - Accommodations and Food Service Targeted In-Demand Industry Sector
 - Incorporate language that allows the Centers to fund occupations with similar occupational codes (e.g., as based on occupational, educational/skills crosswalks, such as CIP codes);
 - Include lists of the Career Pathways in the Appendix (which also will be funded).



Next Steps

- TWC may request additional information, changes, or clarification and staff will work through the process as needed;
- The Governor Office's approval of the Plan will document completion;
- The whole process may take approximately 2-3 months;
- Once approved, the process will continue with implementation, including:
 - Outreach and information;
 - Continued focus on sector-based model;
 - Continued career pathway development;
 - Using data, designing mechanisms to track and report status and outcomes (e.g., job seeker progress through the career pathways leading to self-sufficient/living wages and employer outcomes via the sector-based model).



Thank You!!



We thank the Board of Directors, our local officials and partners, Board staff, the contractors, and the public for their involvement and support in the process.



Questions?








AmericanJobCenter®

Business and Partnership Update

May 19, 2023



Industry Sector Scorecard BCY23

Industry Sector Scorecard BCY23							
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate
 Healthcare	90	44	46	33	72%	18	55%
 Other	15	6	9	6	67%	2	33%
 Information Tech	39	27	12	12	100%	2	17%
 Construction & Trades	57	18	39	28	72%	21	75%
 Manufacturing	2	0	2	2	100%	0	0%
Grand Total	203	95	108	81	75%	43	53%

Timeframe: 10/1/2022 - 05/03/2022

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

* for the Healthcare Industry - Quest College had recently closed its doors, affecting 6 WIOA participants. Although some had completed, some are pending their credentials, and some had to restart training with other training providers.





Business Services Unit Scorecard

August 2022- March 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	18	93	210	144	5	7	1228	4	1,758
	Manufacturing	101	802	1,066	3,294	20	8	1296	62	
	Healthcare	158	1,855	2,235	5,968	57	9	1375	85	
	IT/Cybersecurity	24	363	374	1,589	12	6	1287	20	
	Construction	76	607	845	1,648	17	8	1350	28	
	Oil & Gas/Warehousing & Transportation	53	612	2,180	2,348	11	7	1335	11	
	Education	25	390	447	1,470	13	6	1257	55	
	Other	773	7,775	11,818	26,545		9	2227	255	
Rural	Aerospace	2	3	3	3	—	3	135	3	575
	Manufacturing	46	369	403	1,143	7	7	429	12	
	Healthcare	51	443	554	818	13	3	150	17	
	IT/Cybersecurity	11	102	103	41	6	3	150	4	
	Construction	32	160	231	462	8	5	298	3	
	Oil & Gas/Warehousing & Transportation	29	120	169	223	43	6	275	3	
	Education	7	77	79	137	5	2	127	7	
	Other	232	1,042	1,903	3,189		3	150	44	



Youth Industry Sector Scorecard BCY23

Industry Sector Scorecard BCY23							
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate
Healthcare	13	13					
							
Transportation	3	2	1	1	100%	1	100%
							
Information Tech	2	2					
							
Construction & Trades	4	4					
							
Grand Total	22						



Youth Business Services Unit Scorecard

October 2022- April 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									
	Manufacturing	3		11		3			3	
	Healthcare	11		30		11	1	40	11	
	IT/Cybersecurity	3		9					3	
	Construction	3		20		3	3	150	3	7
	Oil & Gas/Warehousing & Transportation	1		1		1	1	150	1	
	Education	4		6		4				
	Other	15		80		15				
Rural	Aerospace									
	Manufacturing	5		10		5	1	20	5	
	Healthcare	24		50		24			24	
	IT/Cybersecurity	3		6		3			3	
	Construction	3		9		3			3	13
	Oil & Gas/Warehousing & Transportation	7		20		7			7	
	Education	6		15		6			6	
	Other	31		72		31	2	25	30	



Healthcare Collaborative



Healthcare Collaborative
Date: April 25, 2023

Time: 9:00 AM - 12:00 PM

Location:
WSA-Datapoint Career Center

Purpose: Convene sector-based employers to explore and validate local labor market trends, including the current talent pipeline, training needs, resources and solutions.



Healthcare Stakeholders

The Medical Team	San Antonio State Hospital	Christus Health	Christus Santa Rosa – Westover Hills	Christus Santa Rosa Childrens Hospital	Morningside Ministries
PAM Specialty Hospital	Bee First/ A Plus/ Axiom/ Elder Home Care	Acadian Ambulance	JonSan Home Health	Methodist Health	Jogan Health
Thrive Skilled Pediatrics	Medina Valley Health	Baptist Health	Kerrville State Hospital	Connally Memorial	Alamo Colleges

Rural Representation: 52.941%

Urban Representation: 47.059%



Employer Challenges & Priority Occupations

What's the biggest challenge to hiring?

- Can't find the talent
- finding licensed nursing staff
- people who want to work
- pay and skill sets
- getting candidates to apply and come to the interview
- large shortages and losing folks to high incentive bonuses
- compensation games
- unqualified individuals
- Finding passionate employees that are looking for long term not short-term employment
- Candidates turned down full time jobs; pay rate keeps going up
- completing hiring process after accepting an offer

Which occupation has the greatest number of vacancies in your organization?

- RN
- Patient Service Representative
- LVN's and CNA's
- MA's and Nurses
- Med Surge Tech and LVN
- CNA and RN
- Medical Assistant
- RN's and LVN's



Employer Challenges & Priority Occupations

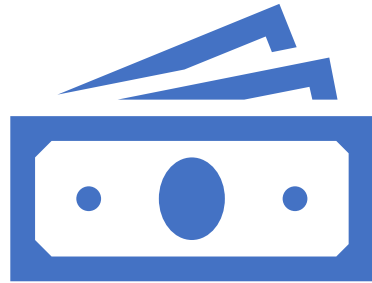
What skills are needed in your organization but not taught at the proficiency level you need by training providers?

- Communication
- Professionalism
- Teamwork
- Critical thinking skills and managing emotions during high stress
- How to report to doctors the SBAR of residents/patients
- People Skills and communication
- Professionalism, multilingual critical thinking skills
- Taking advantage of the SDF programs and utilizing all the potential here in San Antonio
- Communication and soft skills
- Professionalism and their vocabulary when speaking
- Bilingual



Healthcare Action Plan

Skills Development Fund Workshop



Ethics Training



Stakeholders identified a major skills gap being lack of soft skills in their applicant pool. Employers requested specialized training to strengthen the quality of the candidates applying. Our Champion suggested utilizing the Skills Development Fund.

Employers stated that many individuals needed training to improve in areas such as communication, soft skills, and customer service which affects the functionality of the business. For example, Bedside Manner.

Partnerships in the Works

Dee Howard
Foundation +
AHA Education

Haven for
Hope

Texas State
Library+ Texas
State

UP Partnership

Rural Libraries

THRU Project

CIS

BCFS- Allies
Peer Support

Youth Center of
Texas



MOUs

- **Health & Human Services:** Community Partner Program helps people apply for and manage their medical, nutritional, and cash assistance benefits using an online application website. This will simplify the application process for our SNAP and TANF clients and allow them to complete their application at a WSA center with the assistance of our staff.
- **BCFS, HHSC, and DFPS:** To address the unique challenges facing youth and young adults currently or formerly in foster care who are transitioning to independent living and successful adulthood, which includes, but is not limited to, job readiness and job search assistance, exploring career opportunities and assisting them in finding available employment, and training and educational resources.
- **CIS- SA:** To support CIS' mission of surrounding students with a community of support, empowering them to stay in school and achieve in life by enrolling students in the YES program.

Letters of Support

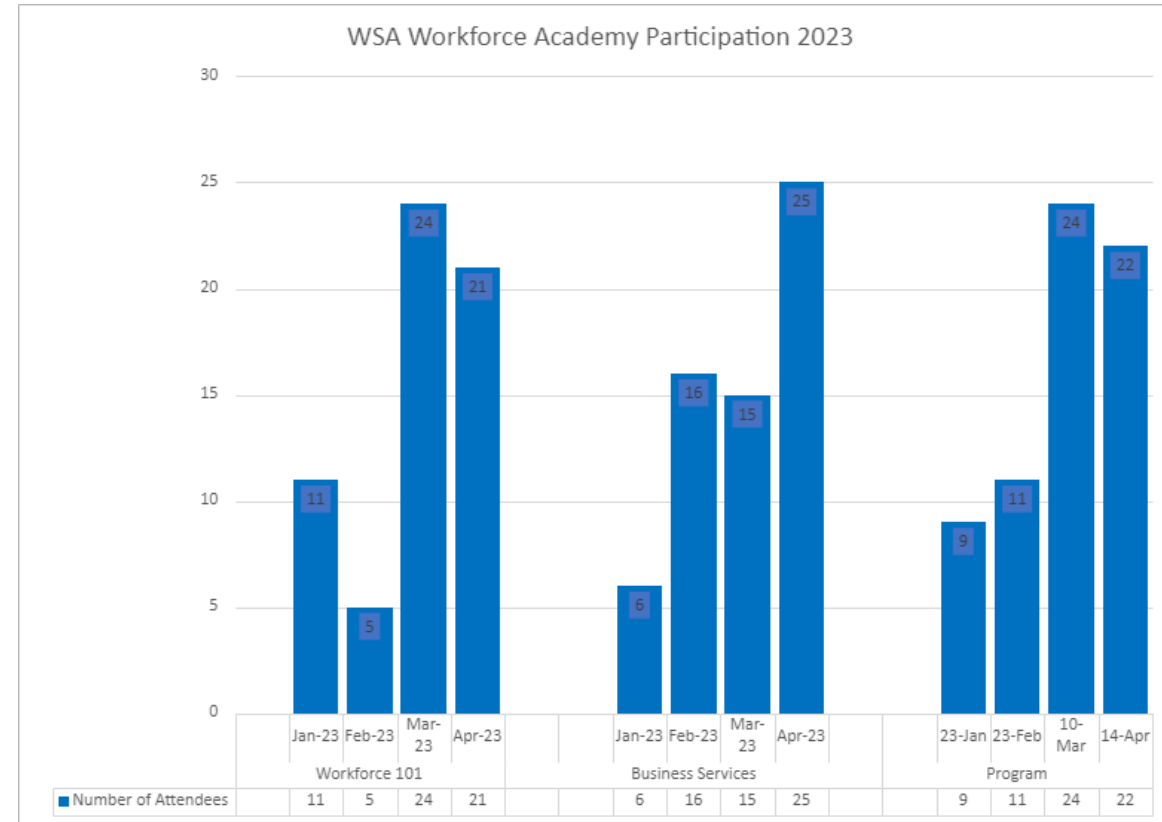
- **Texas A&M - San Antonio's Educare Project to Congressman Cueller:** The center will include a workforce development hub with over 20 community agencies collaborating to directly connect the community to workforce development opportunities on a university campus. It will advance economic development by building a strong early childhood ecosystem.
- **Culturingua:** Application to Islamic Relief USA for the 2023 Domestic Grant Application and an application for the Main Street America San Antonio Main Street Corridor Pilot that will support community businesses and residents along the designated corridor location.
- **COSA:** Application to the National League of Cities' Good Jobs, Great Cities Academy to enhance work-based learning opportunities to residents who need it the most.

Letters of Support

- **YWCA:** Submitted application to the McCarthy Dressman Foundation to develop and implement a racial and social justice anti-bias curriculum for children 6 weeks up to kindergarten age, coupled with a parent engagement component.
- **Cleft of the Rock:** Though it's still preliminary, we hope to explore partnering with Cleft of the Rock to potentially bring workforce solutions support to far west San Antonio, as well as support for early childcare services for pandemic-impacted, low to moderate income families. This partnership, if it comes to fruition, has the potential to greatly assist with economic development efforts.
- **Npower Inc.:** Application for \$350,000 Texas Talent Connection Grant for their Tech Fundamentals Program that create pathways to economic prosperity by launching digital careers for transitioning service members, military veterans, reservists, their spouses, and young adults (ages 18-26) from under-resourced communities. Following 16 weeks of ½ day classes and over 120 hours of PD, trainees are placed in a 7-week paid internship, 6-month apprenticeship, or directly hired by an employment partner in the IT industry.

Workforce Academy

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



295 participants/ 500 goal for the year (159 - graduates)

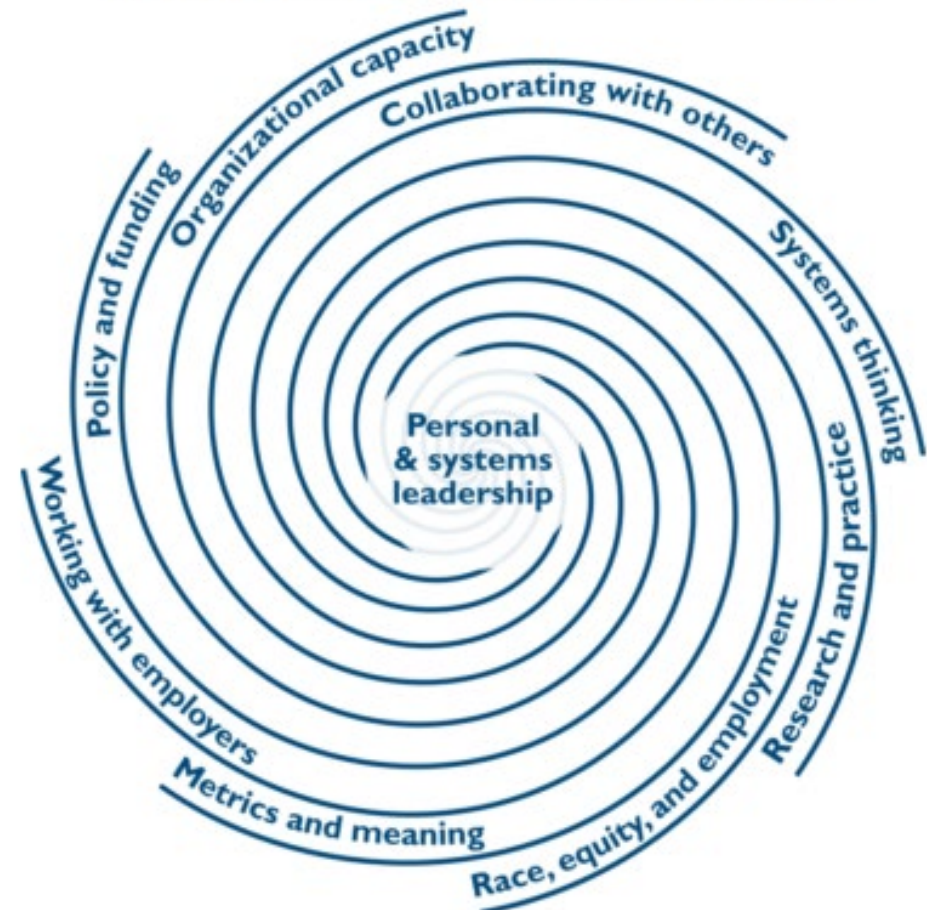
Workforce Leadership Academy

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.

- Opening retreat took place March 29th- 31st.
- Collaborative labs took place April 10th & 12th and May 8th & 10th.



Workforce Leadership Academy





Questions?



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Penny Benavidez, Director of Public and Government Relations

Date: May 19, 2023

Subject: Briefing on Texas Workforce Awards

Summary: This item provides an update on the work of the TWC Awards Committee to identify potential nominees for the 2023 Texas Workforce Awards.

Analysis: Below is an update of the various award categories and related information for each category.

Alternatives: The Strategic Committee is encouraged to provide suggested nominees to be considered for these awards.

Fiscal Impact: None

Recommendation: Staff recommends review of these guidelines by the Strategic Committee and provide input or suggestions for nominees.

Next Steps: Staff will review nominees suggested by the Committee and provide a briefing to the Executive Committee and the Board of Directors. Local Workforce Development Boards (Boards) may submit nominations for private-sector employers that operate a business in the local workforce development area, and that are in good standing overall and, specifically, with the Texas Workforce Commission Tax Department.

Final nominations must be submitted to the Texas Workforce Commission on June 19, 2023.

Board Awards

Large Employer of the Year

The Large Employer of the Year Award honors a large private-sector employer whose efforts and initiatives have had an extraordinary effect on the state of Texas, workers, other employers, and the communities in which the employer does business. The nomination should recognize a large

employer (500 employees or more) that is a customer of the workforce system and has created or used innovative approaches to best support the mission of the Texas workforce system to ensure Texas remains competitive in the global economy. The nomination should focus on initiatives that positively affect current workers, future workers, and/or workers with challenges that may make transitioning into the workforce difficult, such as Unemployment Insurance claimants, Temporary Assistance for Needy Families recipients, Second Chance individuals, separating military personnel, and individuals with disabilities.

The nomination should highlight initiatives, including, but not limited to, the following:

- Training and retaining employees
- Upgrading worker skills
- Job creation or redesign
- Childcare solutions
- Job sharing and telecommuting
- Activities with students, schools, colleges, training providers, and workforce education or development programs
- Community involvement and collaboration

Small Employer of the Year

The Small Employer of the Year Award honors a small private-sector employer whose efforts and initiatives have an extraordinary effect on the state of Texas, workers, other employers, and the communities in which the employer does business. Your nomination should recognize a small employer (fewer than 500 employees) that is a customer of the workforce system and that has created or used innovative approaches to best support the mission of the Texas workforce system to help ensure Texas remains competitive in the global economy. The nomination should focus on initiatives that have a positive effect on current workers, future workers, and/or workers with challenges that may make transitioning into the workforce difficult (for example, Unemployment Insurance claimants, Temporary Assistance for Needy Families recipients, previously incarcerated individuals, separating military personnel, and individuals with disabilities).

The nomination may highlight initiatives including, but not limited to, the following:

- Training and retaining employees
- Upgrading worker skills
- Job creation or redesign
- Childcare solutions

- Job sharing and telecommuting
- Activities with students, schools, colleges, training providers, and workforce education or development programs
- Community involvement and collaboration

Veteran-Friendly Employer of the Year

The Veteran-Friendly Employer of the Year Award honors a private-sector employer whose efforts to recruit and hire veterans have had a significant effect on veterans in the local workforce development area (workforce area) and across the state.

The nominee should be an employer that is a customer of the workforce system and that has used innovative approaches to attract veterans. Nominations should focus on initiatives that positively affected future and current veteran employees and community programs that benefit veterans.

The nomination should highlight initiatives including, but not limited to, the following:

- Recruiting and hiring practices for attracting veterans
- Employer policies that give preference to hiring veterans (for example, veterans resource group)
- Policies that support veterans in the workplace
- The number of veterans employed by the employer and the number of veterans hired in the past year
- Programs and benefits designed to recruit veterans

The employer must have a minimum of ten percent employees who are veterans.

HireAbility Employer of the Year

The HireAbility Employer of the Year Award honors a private-sector employer whose initiatives have had a positive impact on the state of Texas, workers, other employers, and the communities in which the employer does business by promoting successful employment opportunities for talented and dedicated Texans with disabilities. The nomination should recognize an employer that is a customer of the workforce system and uses innovative approaches to foster an inclusive workforce and hire Texans with disabilities. The nomination should focus on the employer's initiatives that impact current and future workers. It should describe how the employer has worked with the local Board and Workforce Solutions Office staff to ensure access to Vocational Rehabilitation (VR) services, referrals, and employment opportunities for VR customers.

The nomination may include highlighted initiatives in areas such as the following:

- Recruiting and hiring practices that promote inclusivity and attract job seekers with disabilities
- Employer policies that encourage disability self-disclosure in the workplace
- Policies that support and advance employment opportunities for individuals with disabilities
- Inclusive training and retraining practices
- Programs and benefits designed to recruit workers with disabilities

Local Employer of Excellence

The Local Employer of Excellence Award honors one private-sector employer whose efforts and initiatives, in relationship with the Texas workforce system, had a positive effect on other employers, workers, and the community. Your nomination should recognize one employer who, as a customer of and collaborator with the local Board, created or used innovative approaches to support the Texas workforce system's mission statement and ensured Texas remains competitive. Describe your nominee's involvement with the Texas workforce system and how this partnership benefited your workforce area.

Submission Due Date: June 19, 2023