



YOUTH COMMITTEE MEETING

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

March 15, 2024

4:00 PM

AGENDA

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

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

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

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- I. CALL TO ORDER
Presenter: Anthony Magaro, Committee Chair
- II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Anthony Magaro, Committee Chair
- III. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Anthony Magaro, Committee Chair
- IV. PUBLIC COMMENT
Presenter: Anthony Magaro, Committee Chair
- V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM FEBRUARY 2, 2023, YOUTH COMMITTEE MEETING
Presenter: Anthony Magaro, Committee Chair
- VI. YOUTH UPDATES (DISCUSSION AND POSSIBLE ACTION)
Presenter: Sandra Rodriguez, Youth Program Specialist
 - a. Work Experience Analysis
 - i. Accenture Federal Services Work Experience Presentation
Presenter: Atree Desai, Senior Manager, Community Workforce Initiatives, Accenture Federal Services
 - b. Youth Program Briefing and Performance
 - c. Youth Career Pathways Events
 - d. FY24 Youth Program Goals
- VII. CEO REPORT
Presenter: Adrian Lopez, CEO
 - a. Rural & Urban Youth Success Stories
- VIII. CHAIR REPORT
Presenter: Anthony Magaro, Committee Chair
- IX. 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;

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- 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.

X. ADJOURNMENT

Presenter: Anthony Magaro, Committee Chair

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YOUTH COMMITTEE MEETING - MINUTES

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

February 2, 2024

1:00 PM

BOARD OF DIRECTORS: Anthony Magaro (Chair), Mary Batch, Leslie Cantu, Kelli Rhodes

STAFF: Adrian Lopez, Adrian Perez, Angela Bush, Caroline Goddard, Chuck Agwuegbo, Dr. Ricardo Ramirez, Gabriela Navarro Garcia, Gabriela Ore, Jessica Villarreal, Kristen Rodriguez, Sandra Rodriguez, Teresa Chavez, Vanessa McHaney, Victoria Rodriguez, Gabriela Horbach, Manuel Ugues, Roberto Corral, Francisco Martinez, Alfred Salazar, George Mazariegos, Rebecca Espino Balencia, Trema Cote

PARTNER STAFF: None.

LEGAL COUNSEL: None.

GUESTS: None.

AGENDA

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I. CALL TO ORDER

Presenter: Anthony Magaro, Committee Chair

At 1:00pm, Chair Anthony Magaro called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Anthony Magaro, Committee Chair

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

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Anthony Magaro, Committee Chair

None.

IV. PUBLIC COMMENT

Presenter: Anthony Magaro, Committee Chair

None.

V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM SEPTEMBER 22, 2023, YOUTH COMMITTEE MEETING

Presenter: Anthony Magaro, Committee Chair

Upon motion by Leslie Cantu and seconded by Mary Batch, the Committee unanimously approved the minutes from September 22, 2023, Youth Committee Meeting.

VI. YOUTH UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Sandra Rodriguez, Youth Program Specialist

a. Youth Program Briefing

- Enrollments for urban in-school and out-of-school youth are 45, which is 15% of the goal. Enrollments for rural in-school and out-of-school youth are 28, which is 32% of the goal. Occupational/vocational training has enrolled 14 participants, which is 36% of the goal. Work experience has enrolled 31 participants, which is 8% of the goal. Supportive services has 233 participants, which is 73% of the goal.

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- Chair Anthony Magaro questioned why rural enrollments are high and urban enrollments are low. Gabriela Horbach answered that the first quarter of the fiscal year is usually the slowest and numbers will rise during the summer months. Chair Anthony Magaro also noted that he saw a Ready to Work presentation where it showed the youth participants were in the single digits. Gabriela Horbach stated that she also saw that and will pursue a partnership with Ready to Work to help each other reach their goals in training and placing the youth.
 - Current active youth participants in the 13-counties are 73. The goal is to serve the largest possible number of registered program participants and provide a consistent type of coverage of WIOA elements and related services. The outcome is serving each of the 13-counties and meeting the 20% target of total participants from the rural counties.
 - Current Work Experience agreements are 164, positions available are 599, enrollment target is 365, and enrollments to date are 47. Chair Anthony Magaro asked how the Work Experience agreements are secured and what is in the agreements. Manuel Ugues answered that the agreements are secured by the BSRs, and it establishes the employers' responsibilities and WSA's responsibilities to bring the participant into the work environment and have a training plan. This allows the employer to potentially hire this trained candidate with work experience at a later date but also gives a support system to the participant. Chair Anthony Magaro asked how the employers are marketed this Work Experience opportunity. Manuel Ugues responded that the Business Service Representatives are out creating relationships with employers to get them into this program. CEO Adrian Lopez added that an analysis on this can be brought to the next committee meeting along with an employer to speak on their experience.
 - Board Contract Year 2023 Year End Performance Report: The MPRs exceeding performance are Credential Rate and Median Earnings Q2 Post-Exit. The MPRs meeting performance are Measurable Skills Gains, Employed/Enrolled Q2 Post-Exit, and Employed/Enrolled Q4 Post-Exit.
- b. Youth Career Pathways Events
- For FY24 three youth events have already been held. On January 10 at the Seguin City Coliseum in Guadalupe County, WSA cohosted the event with Seguin EDC with all industries represented, 30 employers attended, and 820 youth from Navarro, Seguin, and Marion ISD were in attendance. On January 19 and 26 at Northeast Lakeview College in Bexar County, WSA cohosted the event with UP Partnership for college and career readiness and 350 juniors and 500 seniors were in attendance. This was the first time an invitation was extended to rural schools where WSA did the recruiting.
 - In February, a booth will be at the San Antonio Rodeo for the AG-Mechanics tradeshow. Planning is in progress for an event in April at Lytle ISD in Atascosa County. In May, a Jobs Ya'll Senior Fest Fiesta Extravaganza will be held. Planning is in progress for an event in August at Alamo Colleges District.

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- Chair Anthony Magaro stated that more employers need to be at these events.
- c. Youth-Related Special Initiatives
- i. SEAL
 - The SEAL 2024 employer recruitment has begun. Partner meetings begin February 1, and the community referral link is open.
 - Chair Anthony Magaro asked who the partners are. Victoria Rodriguez answered that the first partner is Vocational Rehabilitation which deems the students eligible for the program. The next partner is PCSI which is a job placement service. Partners in Progress is another partner that provides a work readiness training program. School districts and pre-educational transition services are other partners.
 - ii. HireAbility
 - Navigators continue to participate in Rural Career Exploration activities. Since the beginning of January 2024, over 1,000 youth have been exposed to information on the Texas Career modules.
 - The New Braunfels “EmpowerAbility” event is under construction which will expose youth with disabilities to the industries of Healthcare, Manufacturing, and Food and Accommodations in mid-March 2024. A morning of fun hands-on activity conversations and sessions will spark youth to envision a bright future.
- d. FY24 Youth Program Goals
- Develop Asset Mapping (Texas Talent Expert) – In progress.
 - Enhance P-Tech Connections (Partnership Manager) – In progress.
 - Create Service Delivery Model (Service Optimizer) – Executing in February 2024.
 - Implement Strategic Partnership Development (Partnership Manager) – In progress.
 - Youth Service Delivery Model “Sneak Preview” – Middle School, Exposure in 9th grade, Exploration in 10th grade, Experience in 11th grade, Empowerment in 12th grade, Exceptions are non-traditional youth. All stages will include financial literacy, labor market information, career exploration, sector based model, and mental health and wellness.

VII. CEO REPORT

Presenter: Adrian Lopez, CEO

a. Rural & Urban Youth Success Stories

- CEO Adrian Lopez articulated how the Youth Service Delivery Model will benefit all 13-counties and their consistent amount of youth. He also reviewed a few success stories.
- Mary Batch is looking into internships and potentially other funding opportunities.
- Board staff is looking into Texas Works which will pay for half of the cost for employers to participate in internships.

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VIII. CHAIR REPORT

Presenter: Anthony Magaro, Committee Chair

- Chair Anthony Magaro asked for the board staff to reach out and try to find employers in the rural communities. He asked the committee to continue looking at the programs and asking questions or giving suggestions. He also asked the contractor SERCO if he can be more involved with them and how they engage the youth.

IX. EXECUTIVE SESSION:

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None.

X. ADJOURNMENT

Presenter: Anthony Magaro, Committee Chair

Upon motion by Leslie Cantu and seconded by Mary Batch, Chair Anthony Magaro adjourned the meeting at 1:55pm.



MEMORANDUM

To: Youth Committee

From: Adrian Lopez, CEO

Presented By: Sandra Rodriguez, Youth Program Specialist

Date: March 15, 2024

Subject: Youth Program Work Experience Analysis

Summary: This item is to provide an analysis to the Youth Committee of the Youth Program’s current Work Experience enrollments and data on the last three program years.

Paid and unpaid work experience is a planned, structured learning experience that takes place in a workplace and provides youth with opportunities for career exploration and skill development. Work experience may take place in the private for-profit sector, the non-profit sector, or the public sector. Work experience for youth includes summer employment and other employment opportunities available throughout the school year, pre-apprenticeship programs, internships and job shadowing, and on-the-job training.

WSA continues to work with the youth contractor, SERCO, as they monitor and process Work Experience agreements. WSA maintains ongoing communication with the youth contractor on meeting the goal for PY24 Work Experience enrollments and staying within the allocated budget.

Analysis: The PY24 goal for Work Experience enrollments is 365.

Work experience data through 1/23/24 is as follows:

Current WEX Agreements	WEX Positions Available	Participant WEX Enrollment Target	Current Participant WEX Enrollment
156	685	365	78

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Current Work Experience Analysis Breakdown by Industry and Amount: This is what we have spent Oct'23 – Feb'24 based on \$15 per hour. It does not include 18% to cover payroll taxes per individual.

Industry	Expenditure
Aerospace	\$ 727.50
Automotive	\$ 5,865.00
Business	\$ 2,200.00
Construction	\$ 17,283.75
Education	\$ 40,278.75
Finance	\$ 4,713.75
Government	\$ 93,975.00
Healthcare	\$ 62,407.50
IT	\$ 16,046.25
Manufacturing	\$ 10,882.50
Warehousing	\$ 7,710.00
Total YTD	\$ 262,090.00

Work Experience agreements are secured by the youth contractor Business Services Unit team. Outreach efforts include but are not limited to the following: in-person, virtual, and phone interactions with business and organizations, google searches, Zip Recruiter, Indeed, LinkedIn, in-person, virtual, and phone interactions with community partners, schools, Chambers of Commerce and EDC's, and networking at events.

An analysis was conducted for the last three Program Years that includes the number of WEX placements by sector and county and the number of employers engaged.



Program Year 2023 = 47 Employers Engaged

PY '23			
Industry Sector	Total	Urban	Rural
Accommodation and Food Services	8	6	2
Administrative and Support and Waste Management and Remediation Services	8	7	1
Agriculture, Forestry, Fishing, and Hunting	1	1	0
Arts, Entertainment, and Recreation	0	0	0
Construction	6	5	1
Educational Services	1	1	0
Finance and Insurance	2	2	0
Health Care and Social Assistance	16	7	9
Information	0	0	0
Management of Companies and Enterprises	0	0	0
Manufacturing	1	1	0
Mining, Quarrying, and Oil and Gas Extraction	1	0	1
Other Services	8	2	6
Professional, Scientific, and Technical Services	5	5	0
Public Administration	14	12	2
Real Estate and Rental and Leasing	1	0	1
Retail Trade	8	5	3
Transportation and Warehousing	1	1	0
Wholesale Trade	1	0	1
#N/A*	99	49	50
Grand Total	181	104	77

* Industry Sector information not available



Program Year 2022 = 34 Employers Engaged

PY '22			
Industry Sector	Total	Urban	Rural
Accommodation and Food Services	1	0	1
Administrative and Support and Waste Management and Remediation Services	1	0	1
Agriculture, Forestry, Fishing, and Hunting	1	0	1
Arts, Entertainment, and Recreation	1	0	1
Construction	1	0	1
Educational Services	5	1	4
Finance and Insurance	5	5	0
Health Care and Social Assistance	10	1	9
Information	0	0	0
Management of Companies and Enterprises	0	0	0
Manufacturing	3	0	3
Mining, Quarrying, and Oil and Gas Extraction	0	0	0
Other Services	5	2	3
Professional, Scientific, and Technical Services	1	0	1
Public Administration	7	5	2
Real Estate and Rental and Leasing	1	0	1
Retail Trade	2	0	2
Transportation and Warehousing	0	0	0
Wholesale Trade	0	0	0
#N/A*	40	14	26
Grand Total	84	28	56

* Industry Sector information not available



Program Year 2021 = 55 Employers

PY '21			
Industry Sector	Total	Urban	Rural
Accommodation and Food Services	8	2	6
Administrative and Support and Waste Management and Remediation Services	1	1	0
Agriculture, Forestry, Fishing, and Hunting	1	0	1
Arts, Entertainment, and Recreation		0	0
Construction	5	2	3
Educational Services	2	0	2
Finance and Insurance	5	5	0
Health Care and Social Assistance	27	3	24
Information	2	2	0
Management of Companies and Enterprises	1	1	0
Manufacturing	6	0	6
Mining, Quarrying, and Oil and Gas Extraction	1	0	1
Other Services	8	1	7
Professional, Scientific, and Technical Services	4	2	2
Public Administration	10	4	6
Real Estate and Rental and Leasing	2	2	0
Retail Trade	8	2	6
Transportation and Warehousing		0	0
Wholesale Trade	2	0	2
#N/A*	30	13	17
Grand Total	123	40	83

* Industry Sector information not available



Alternatives: N/A

Fiscal Impact: N/A

Recommendation: N/A

Next Steps: WSA and the youth contractor will continue to monitor performance and work to ensure that Work Experience enrollments remain at a level that does not negatively impact performance and that the youth contractor continues to exceed all performance measures set forth.



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Sandra Rodriguez, Youth Program Specialist
Date: March 15, 2024
Subject: Youth Program Briefing

Summary: This item is to provide a briefing to the Youth Committee of the Youth Program's performance to-date for FY24.

WSA continues to work with the youth contractor, SERCO, as they monitor and process enrollments. WSA maintains ongoing communication with the youth contractor on TWC's performance goal range of meeting performance at 95-105% and to remain within the allocated budget.

Analysis: The yearly goal for Urban In-School and Out-of-School Youth is 306 and is currently at 28% met with 86 enrolled youth. This is the trending enrollment for the beginning of a new program year. The yearly goal for Rural In-School and Out-of-School Youth is 88 which is currently at 59% met with 52 youth enrolled, again the trending enrollment for the beginning of a new program year. The current total of active WIOA Youth Participants is 138. Services provided in alignment with the 14 elements consist of Occupational/Vocational Training at 56% of measure met, Work Experience at 21% of measure met (this increases tremendously in the summer months), and Supportive Services exceeding measure at 125%.

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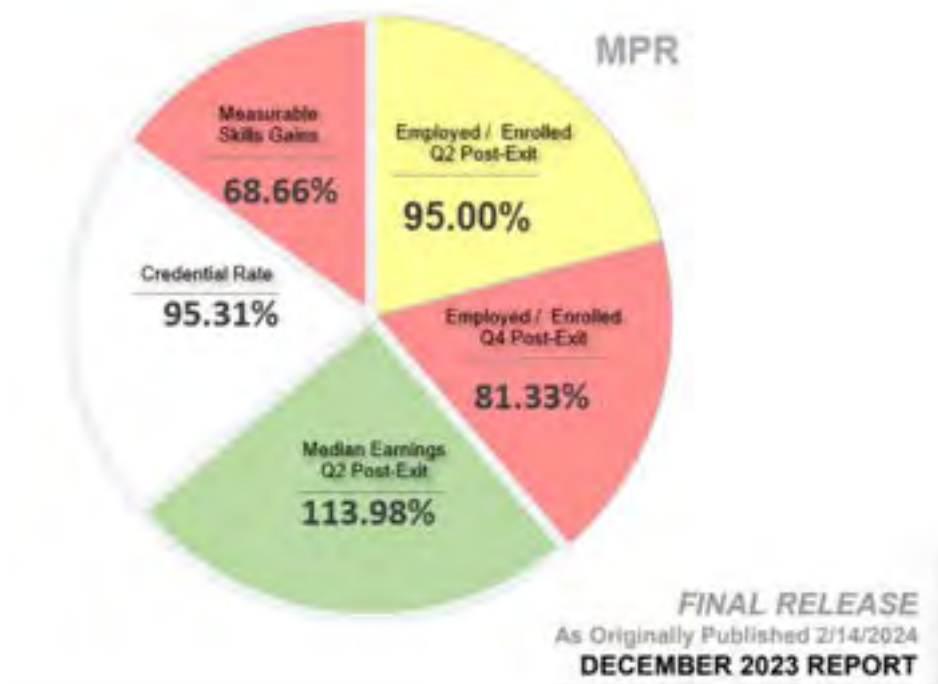
CURRENT YOUTH COUNTS AS OF FEB 29, 2024 -REPORT PULLED 2/4/2024									
WIOA YOUTH REPORT 2023-2024	Oct'23	Nov'23	Dec'23	Jan '24	Feb '24	TOTAL	Goal	%Met	
Enrollments - URBAN									
In-School Youth	0	1	2	1	4	8	86	306	28%
Out-of-School Youth	12	19	11	17	19	78			
Enrollments - RURAL									
In-School Youth	2	2	5	2	3	14	52	88	59%
Out-of-School Youth	7	7	5	12	7	38			
Services									
Occupational/Vocational Training	5	5	6	3	3	22	22	39	56%
Work Experience	8	11	13	18	27	77	77	365	21%
ICY23 Work Experience Carryover - Active						3			
Supportive Services	53	106	74	70	96	399	399	319	120%
Educational Services (GED)	2	1	4	3	2	12			
Follow-Up	20	15	8	11	3	57			

Current Active Enrollments by County





WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of states and local areas in achieving positive outcomes for individuals served by the workforce development system's six core programs, to include Youth. WSA Board Contracted Measures consists of Q2 and Q4 Post-Exit Employed and Enrolled, Measurable Skills Gains, Median Earnings, and Credential Attainment. The graph below shows the most recent MPR Report, December 2023.



Alternatives: N/A

Fiscal Impact: N/A

Recommendation: N/A

Next Steps: WSA and the youth contractor will continue to monitor performance and work to ensure that enrollment remains at a level that does not negatively impact performance and that the youth contractor continues to exceed all performance measures.



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Sandra Rodriguez, Youth Program Specialist
Date: March 15, 2024
Subject: Youth Career Pathways Events

Summary: To provide the Youth Committee with an update on the PY24 youth events and special initiatives.

Section 5.5 in the Workforce Commission Initiatives (WCI) Grant Statement of Work requires that WSA utilize TANF grant funds distributed to the workforce area to support the agency's Jobs Y'all events for middle school, high school, and postsecondary students. The events should invite employers to participate in a relevant way to help students explore career opportunities in their industries. Student participation should encourage exploration of career opportunities including understanding pathways to in-demand careers, networking, internships, and other applied learning opportunities. Parents should also be invited to attend with their children to discuss their special role in career exploration. Events shall be held using the branding of Jobs Y'all and may include board-specific branding. Boards have the ability to locally determine dates.

For FY2024, WSA will continue to shift from one large event to several smaller, industry focused events, in addition to the cohosting of youth events to reach a higher number of students and leverage resources. This will support the engagement of youth at different locations, including both rural and urban areas, and the targeting of a variety of industries and youth sub-populations. In addition, it will provide youth opportunities to attend multiple events over the course of the year and provide a greater variety of career exploration, resources, and employer interactions.

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Analysis:

Jan 10, 2024 - Rural Co-hosted Event: Seguin Youth Career Expo

- Held at Seguin City Coliseum in Seguin, Texas from 9am-1pm
- 820 youth, 32 employers/community organizations in attendance
- Industry-focused for all industries

January 19th and 26th, 2024 – Urban Event: Future Ready Summit

- Held at Northeast Lakeview College
- College and Career Readiness
- Goal: 1,000 youth (350 Juniors attended Jan 19th and 375 Seniors attended)

April – Rural Event: Lytle High School

- Planning in Progress
- Scheduled for April 24th at Lytle High School

August – Urban Event: Alamo Colleges District

- Planning in Progress

The Piracy Pays Youth Career Expo is scheduled for Wednesday, April 24th at Lytle High School from 10:00am – 1:30pm with the youth contractor spearheading this event! The goal is to secure 50 employers and community organizations and the event is expected to reach all 900 Lytle High School students. The CTE Director is already expressing plans for an event for the next school year.

On Friday February 23rd and Saturday February 24th, the WSA YES! team hosted a booth at the 75th Annual Stock Show and Rodeo Ag-Mechanics Tradeshow Marketplace. There were 786 student projects, and 268 schools in attendance. The Agricultural Mechanics show encourages, recognizes, facilitates, and rewards the learning and development of skills through the design, construction, and exhibition of agricultural projects and/or Tractor Restoration. These contests showcased the outstanding leadership, technical abilities, and accomplishments of our Texas youth. This was a great opportunity for WSA and the Youth Program to participate in such an event that provided the youth of Texas the opportunity to showcase their agriculture-based knowledge and skills in a competitive environment.



The EmpowerAbility: Youth Career Expo is scheduled for Saturday, March 16th, at the New Braunfels Food Bank, from 9:00am – 1:00pm with the HireAbility Career Navigators spearheading this event. Attendees will have the opportunity to meet with multiple employers and learn more about empowering employment and educational opportunities for students with, and without, disabilities.

The 2024 Summer Earn and Learn Program is now underway and the registration links for participants and employers are now open. SEAL provides on-the-job training, offers workplace readiness training, and helps build transferable skills and learning opportunities for students with disabilities.

The 2024 Ace Race is quickly approaching and WSA has sponsored three car kits for Jourdanton, Medina Valley, and Poteet high schools. Race Day is April 20th at the Freeman Expo Hall A, Lot 9, from 9am to 1pm. There was a scrimmage on Saturday March 2nd at Southwest High School, and there were seven schools with 11 cars that participated. Rookie Teams Floresville and Medina Valley placed 2nd and 3rd place, respectively. The next scrimmage is scheduled for March 30th at Tradition Elementary from 9am – 1pm.

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: To continue to partner with other youth-serving organizations and schools, leverage resources, maximize efforts for increased youth attendance, and overall reach the highest number of youth and expose them to Workforce Solutions Alamo, the YES! Program, and most importantly, career pathways.

Next Steps: Continue with the planning of the upcoming youth events and discuss what the partnership with partner agencies consists of for next program year's events.



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Sandra Rodriguez, Youth Program Specialist
Date: March 15, 2024
Subject: FY24 Youth Program Goals

Summary: To provide the Youth Committee with updates to FY24 goals that were presented at the last Youth Committee meeting held on September 22, 2023.

Analysis:

Goal #1: Development of Asset Map – In Progress

In collaboration with the youth contractor, youth program staff will continue to work on asset mapping for our rural and urban counties in alignment with WSA’s sector-based model and WIOA’s 14 Youth Elements. The youth program will implement and maintain strategic partnership development by scheduling recurring monthly meetings for key partners and quarterly meetings with all other partners.

Goal #2: Enhancement of P-TECH Connections – In Progress

Youth program is continuing to identify talent pipelines, school partners and employers, and continuing to create co-enrollment mechanisms to enhance P-TECH connections.

Goal #3: Creation of Youth Model – Executed in February 2024

Youth Program is in the final stages of creating a service delivery model that includes establishing a framework based on Youth Committee and board recommendations and identifying key elements and continuing ongoing communication with key partners.

Goal #4: Strategic Partnership Development – In Progress

Youth Program staff is continuing to develop effective partnerships across programs and community-based providers to provide youth with the employment education and training services they need. This will include identifying core partners and

workforcesolutionsalamo.org
communications@wsalamo.org

100 N. Santa Rosa Street
San Antonio, Texas 78207
(210) 272-3260

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implementing and maintaining stronger partnerships to ensure alignment in youth service delivery.

The timeline of the Youth Service Delivery Model is as follows:



Alternatives: N/A

Fiscal Impact: N/A

Recommendation: N/A

Next Steps: To continue working to meet Youth Committee and Youth Program Goals to ensure successful outcomes of the Alamo area youth.



Youth Committee Meeting

March 15, 2024



Welcome New Youth Committee Members



Youth Empowerment Services (YES!) Work Experience Analysis





PY24 Work Experience



Youth Partners - Work Experience

Work Experience opportunities exist in both urban and rural areas and are available to youth ages 16-24.*

Data through 2/29/24

Current WEX Agreements	WEX Positions Available	Participant WEX Enrollment Target	Current Participant WEX Enrollment
156	685	365	78

Targeted Industries:

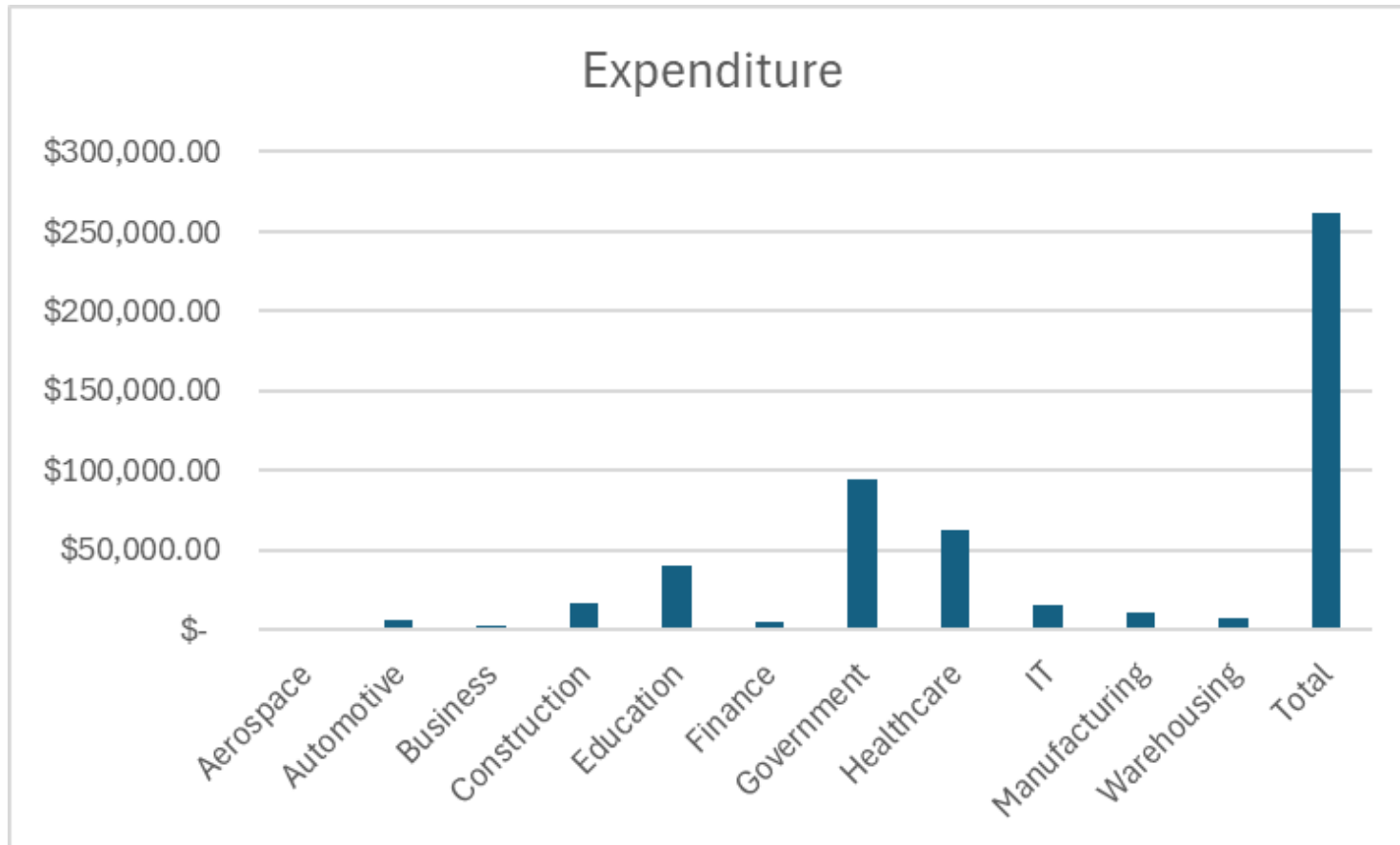
- Health
- Education
- Manufacturing
- IT/Cybersecurity
- Construction





PY24 Work Experience Analysis

October 1 '23 - February 29 '24

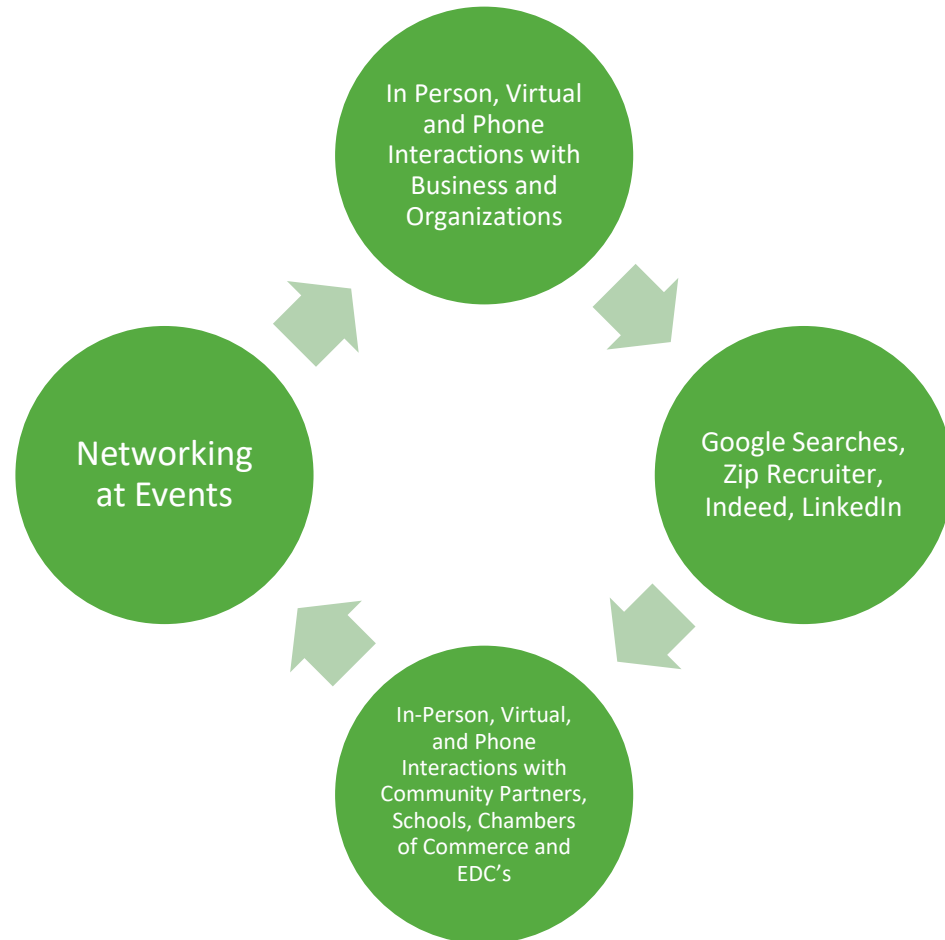


Industry	Expenditure
Aerospace	\$ 727.50
Automotive	\$ 5,865.00
Business	\$ 2,200.00
Construction	\$ 17,283.75
Education	\$ 40,278.75
Finance	\$ 4,713.75
Government	\$ 93,975.00
Healthcare	\$ 62,407.50
IT	\$ 16,046.25
Manufacturing	\$ 10,882.50
Warehousing	\$ 7,710.00
Total YTD	\$ 262,090.00



PY24 Work Experience

Youth Partners – Outreach Efforts





PY23 Work Experience Analysis

PY '23			
Industry Sector	Total	Urban	Rural
Accommodation and Food Services	8	6	2
Administrative and Support and Waste Management and Remediation Services	8	7	1
Agriculture, Forestry, Fishing, and Hunting	1	1	0
Arts, Entertainment, and Recreation	0	0	0
Construction	6	5	1
Educational Services	1	1	0
Finance and Insurance	2	2	0
Health Care and Social Assistance	16	7	9
Information	0	0	0
Management of Companies and Enterprises	0	0	0
Manufacturing	1	1	0
Mining, Quarrying, and Oil and Gas Extraction	1	0	1
Other Services	8	2	6
Professional, Scientific, and Technical Services	5	5	0
Public Administration	14	12	2
Real Estate and Rental and Leasing	1	0	1
Retail Trade	8	5	3
Transportation and Warehousing	1	1	0
Wholesale Trade	1	0	1
#N/A*	99	49	50
Grand Total	181	104	77

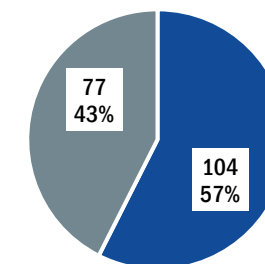
Urban PY '23 Work Experience Placements by Industry Sector



Rural PY '23 Work Experience Placements by Industry Sector



PY '23 Work Experience Placements by Workforce Center Location



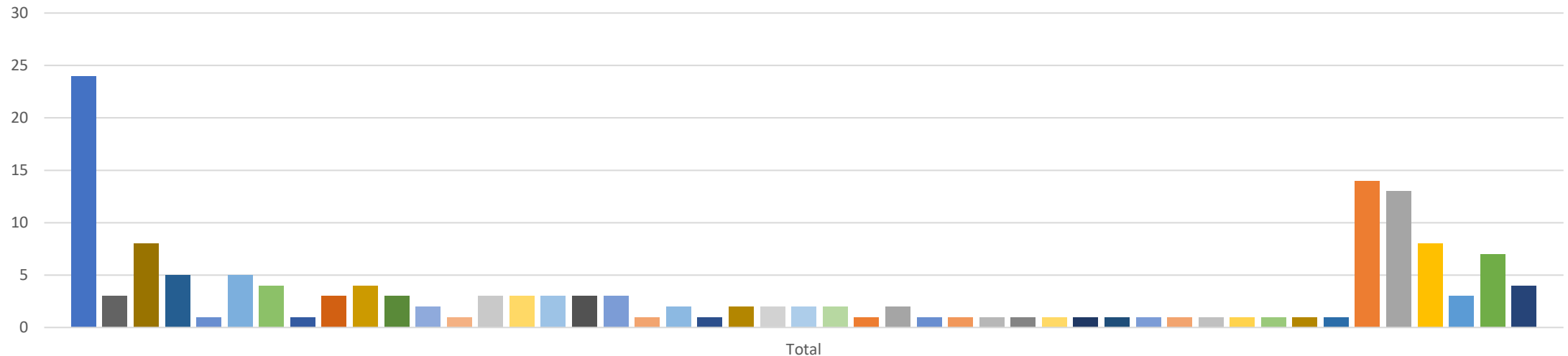
■ Urban ■ Rural

* Industry Sector information not available



PY23 Work Experience Analysis

PY 23 Number of Employer Sites = 47



- R3 STUDENT OUTREACH
- REPUBLIC DENTAL & ORTHODONTICS
- K9 CAFE
- NB HEALTH AND HUMAN SERVICES
- SAN ANTONIO FOOD BANK
- HEALY MURPHY CENTER
- WILSON COUNTY LIBRARY
- GIGGLES & SMILES LEARNING CENT
- ALL CITY YOUTH PROGRAMS
- SALVATION ARMY
- DR BUSINESS SOLUTIONS
- J R TILE INC
- KENEDY HOUSING AUTHORITY
- ONCE UPON A TIME HOME HEALTH
- CITY OF DEVINE
- HEALY MURPHY DAY CARE CENTER
- CHARLOTTE ISD
- TEXAS DEPT OF HUMAN SERVICES
- KERRVILLE CHAMBER OF COMMERCE
- CITY OF FLORESVILLE
- BUCK WILD ANIMAL RESCUE
- SEGUIN HOUSING AUTHORITY
- DIXON AUTOMOTIVE
- LA PETITE ACADEMY, LLC
- TEKGRATION
- The Salvation Army
- Presa Community Center
- TX FAST
- NADLER'S BAKERY
- STATE REPRESENTATIVE RAY LOPEZ
- CITY OF NEW BRAUNFELS
- CULTURINGUA
- BROOKS PEDIATRIC DENTISTRY
- THE WEX FOUNDATION
- TOYOTA MOTOR MFG, TEXAS
- J.L BASS ENTERPRISE JL BASS CO
- TOYOTESU (TTTX)
- HONDO CHAMBER OF COMMERCE
- Kellum Medical Group
- MERCY'S PLAY HOUSE
- KNOPP'S NURSING HOME
- CITY OF CHARLOTTE
- KIDVILLE LLC DAYCARE
- ALAMO AREA COUNCIL OF GOV
- CITY OF PLEASANTON
- CITY OF POTEET
- ACCENTURE FEDERAL SERVICES



PY22 Work Experience Analysis

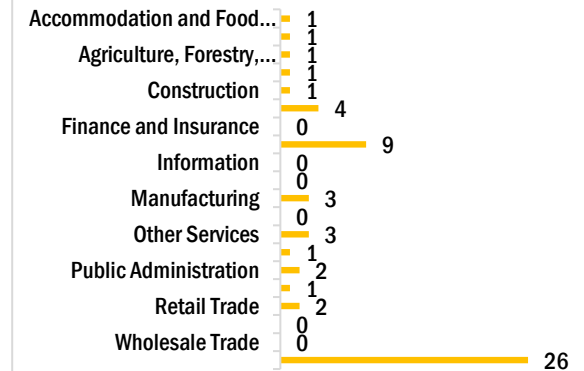
PY '22			
Industry Sector	Total	Urban	Rural
Accommodation and Food Services	1	0	1
Administrative and Support and Waste Management and Remediation Services	1	0	1
Agriculture, Forestry, Fishing, and Hunting	1	0	1
Arts, Entertainment, and Recreation	1	0	1
Construction	1	0	1
Educational Services	5	1	4
Finance and Insurance	5	5	0
Health Care and Social Assistance	10	1	9
Information	0	0	0
Management of Companies and Enterprises	0	0	0
Manufacturing	3	0	3
Mining, Quarrying, and Oil and Gas Extraction	0	0	0
Other Services	5	2	3
Professional, Scientific, and Technical Services	1	0	1
Public Administration	7	5	2
Real Estate and Rental and Leasing	1	0	1
Retail Trade	2	0	2
Transportation and Warehousing	0	0	0
Wholesale Trade	0	0	0
#N/A*	40	14	26
Grand Total	84	28	56

* Industry Sector information not available

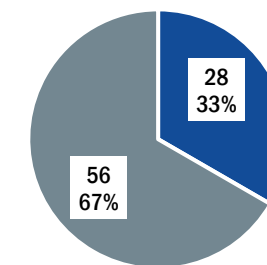
Urban PY '22 Work Experience Placements by Industry Sector



Rural PY '22 Work Experience Placements by Industry Sector



PY '22 Work Experience Placements by Workforce Center Location

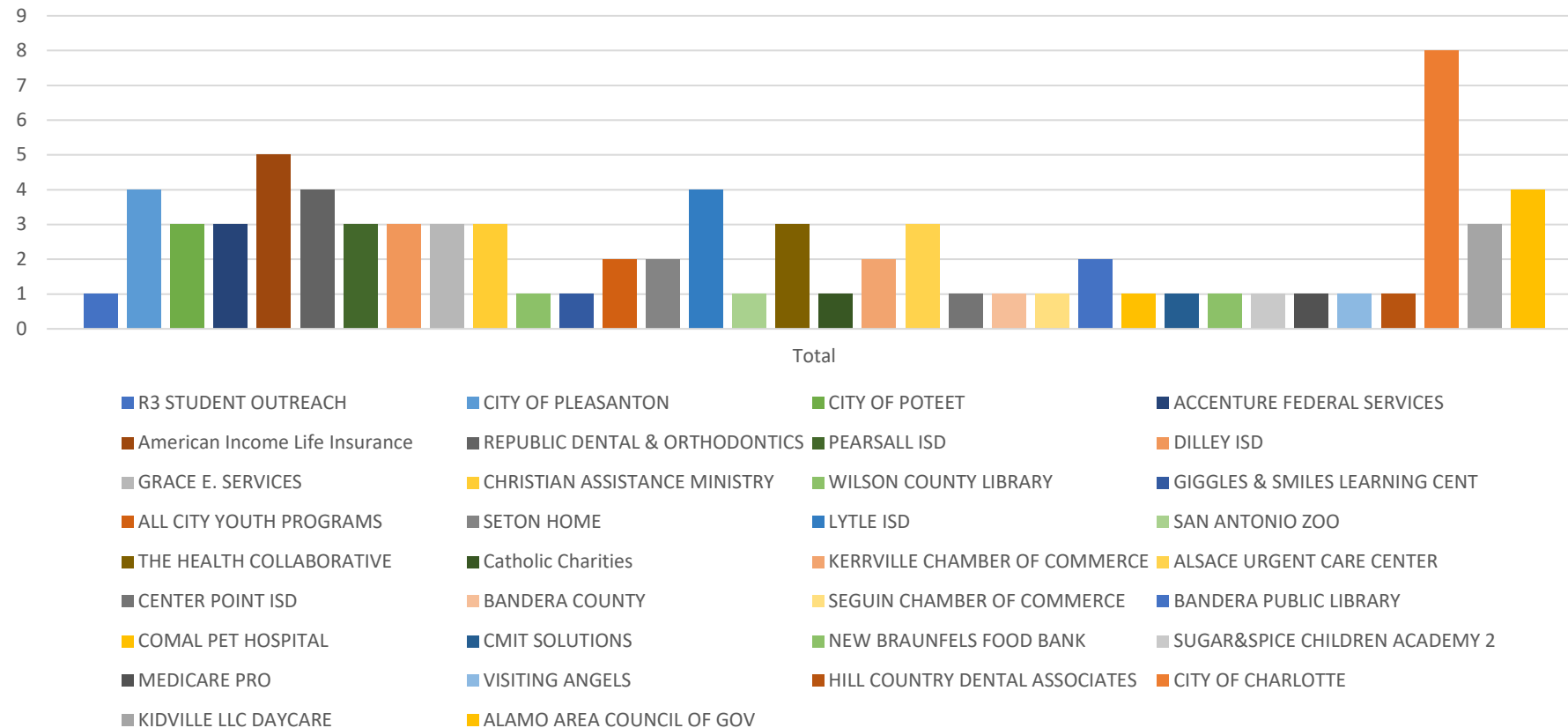


■ Urban ■ Rural



PY22 Work Experience Analysis

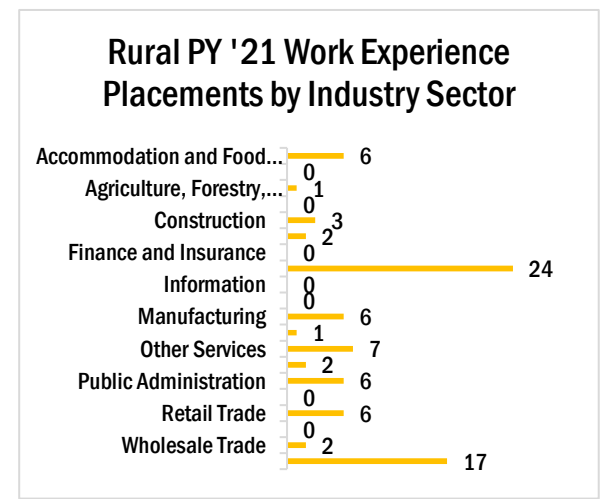
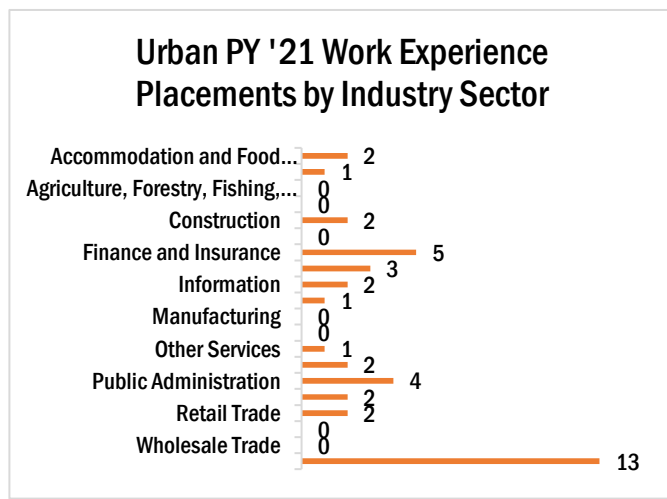
PY 22 Number of Employer Sites = 34



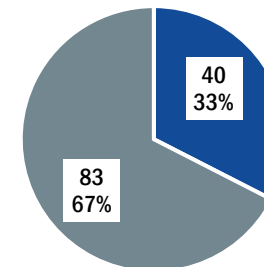


PY21 Work Experience Analysis

PY '21			
Industry Sector	Total	Urban	Rural
Accommodation and Food Services	8	2	6
Administrative and Support and Waste Management and Remediation Services	1	1	0
Agriculture, Forestry, Fishing, and Hunting	1	0	1
Arts, Entertainment, and Recreation		0	0
Construction	5	2	3
Educational Services	2	0	2
Finance and Insurance	5	5	0
Health Care and Social Assistance	27	3	24
Information	2	2	0
Management of Companies and Enterprises	1	1	0
Manufacturing	6	0	6
Mining, Quarrying, and Oil and Gas Extraction	1	0	1
Other Services	8	1	7
Professional, Scientific, and Technical Services	4	2	2
Public Administration	10	4	6
Real Estate and Rental and Leasing	2	2	0
Retail Trade	8	2	6
Transportation and Warehousing		0	0
Wholesale Trade	2	0	2
#N/A*	30	13	17
Grand Total	123	40	83



PY '21 Work Experience Placements by Workforce Center Location



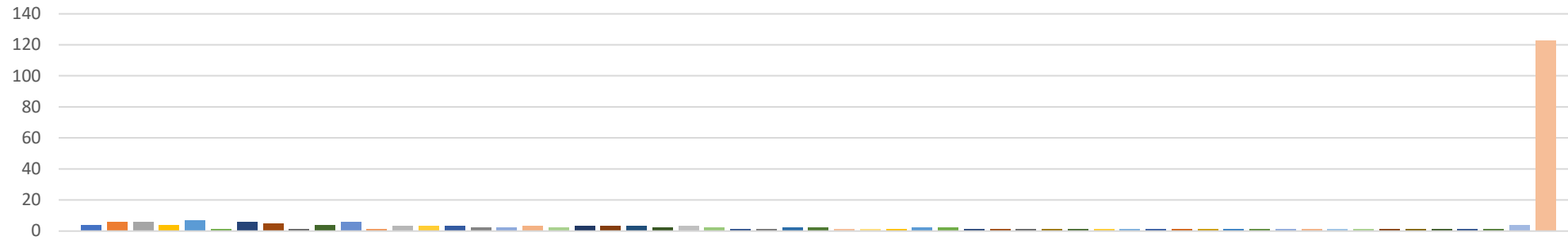
■ Urban ■ Rural

* Industry Sector information not available



PY21 Work Experience Analysis

PY 21 Number of Employer Sites = 55



PY 21

- | | | | |
|----------------------------------|---------------------------------|----------------------------------|----------------------------------|
| ■ R3 STUDENT OUTREACH | ■ CITY OF CHARLOTTE | ■ KIDVILLE LLC DAYCARE | ■ ALAMO AREA COUNCIL OF GOV |
| ■ CITY OF PLEASANTON | ■ CITY OF POTEET | ■ ACCENTURE FEDERAL SERVICES | ■ American Income Life Insurance |
| ■ REPUBLIC DENTAL & ORTHODONTICS | ■ PEARSALL ISD | ■ SAN ANTONIO FOOD BANK | ■ DILLEY ISD |
| ■ GRACE E. SERVICES | ■ CHRISTIAN ASSISTANCE MINISTRY | ■ GIGGLES & SMILES LEARNING CENT | ■ SETON HOME |
| ■ J R TILE INC | ■ KENEDY HOUSING AUTHORITY | ■ SAN ANTONIO ZOO | ■ MINIGRIP LLC |
| ■ HABITAT FOR HUMANITY | ■ FLOWFECT INC. | ■ Catholic Charities | ■ TOYOTA OF BOERNE |
| ■ TEXAS AIRCRAFT MANUFACTURING I | ■ BUCK WILD ANIMAL RESCUE | ■ CENTER POINT ISD | ■ KERR ARTS & CULTURAL CENTER |
| ■ TOWN & COUNTRY ANIMAL HOSPITAL | ■ BANDERA COUNTY | ■ SEGUIN CHAMBER OF COMMERCE | ■ COMAL PET HOSPITAL |
| ■ QUALITY WELDING AND FABRICATIO | ■ FRIO CHEVROLET | ■ MEDINA COUNTY | ■ SUNSHINE DAYCARE CENTER |
| ■ CASTLEWOOD CONDOS | ■ D&R CONTRACTING LLC | ■ MUNOZ COMMERCIAL SVCS LLC | ■ CENTURY REGIONAL HEALTHCARE |
| ■ DOYLE COMMUNITY CENTER | ■ THE WAGMORE PET RESORT | ■ FOOT ANKLE CLINIC OF CNTRL TX | ■ PEARSALL FAMILY DENTAL |



ACCENTURE
FEDERAL SERVICES

BOLD IDEAS
BREAKTHROUGH
OUTCOMES

APPRENTICE IN TRAINING (AIT) PROGRAM

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Help farmers get easy access to crop insurance, disaster relief, conservation programs, and other federal services



Keep citizens safe by verifying and managing the identities of millions working in the US transportation system and protecting access to US infrastructure and systems



Advance military advantage by delivering critical supplies to men and women serving around the world



Providing a single view of a veteran's history across 300 local VA facilities so doctors can make decisions and act quickly to take better care of veterans



Apprentice IN Training (AIT) PROGRAM

OVERVIEW

We are excited to offer a unique opportunity that provides **early career exposure** and **real-world experience** for candidates interested in exploring a career in technology. The AIT program lasts up to 3-months and includes **collaborative learning**, **on-the-job training** and **mentoring**, to help individuals develop **in-demand skills** and demonstrate **job-readiness** for the innovation economy.

❖ **Training Areas:** participants are aligned to one of the following:

- Digital Platforms
- Infrastructure/Security
- Program Management
- SAP
- Technical Support

❖ **Here's What You Need:**

- 18 Years of Age or Older
- High School Diploma or GED
- US Citizenship (non-dual)
- Technical accomplishment (ie. certification, project, award)

❖ **Bonus Points For:**

- Exposure to programming (any language)
- Exposure to systems (ie. Appian, Salesforce, SAP, ServiceNow, Oracle, Pega, PeopleSoft)
- Continuing Education
- Military Service

Apprentice IN Training (AIT) PROGRAM

BENEFITS



Youth Empowerment Services (YES!) Program Briefing & Performance





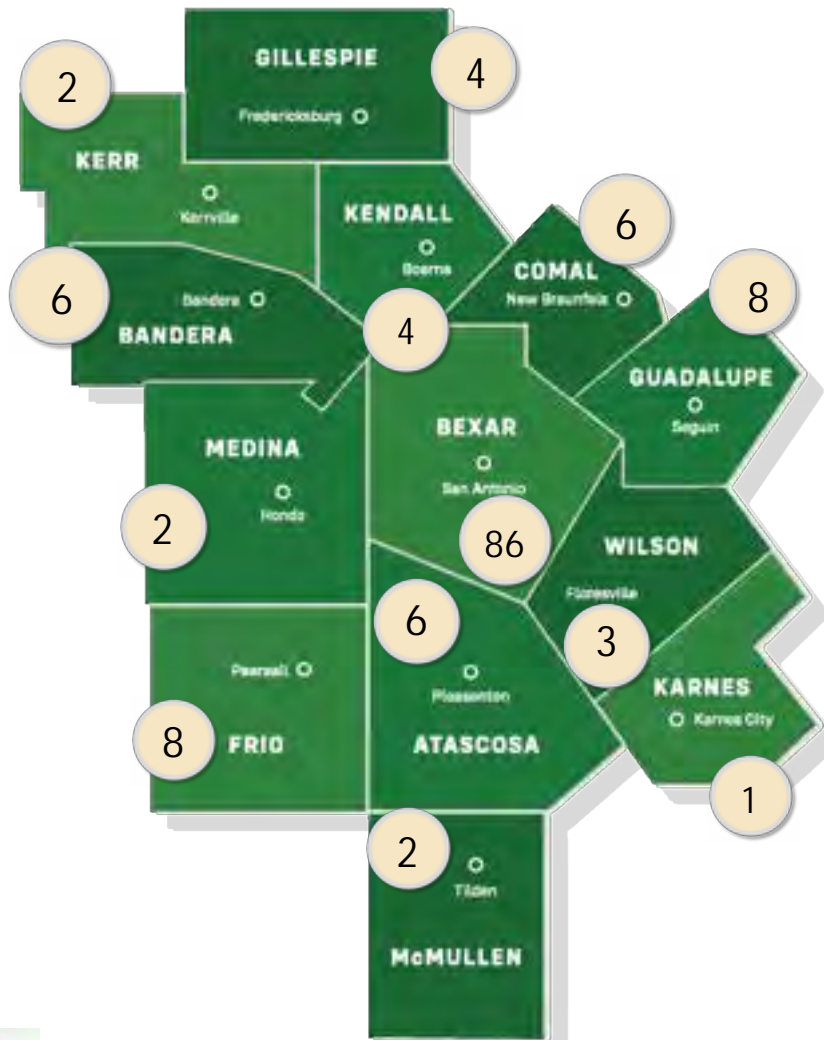
Monthly Participant Enrollment

CURRENT YOUTH COUNTS AS OF FEB 29, 2024 -REPORT PULLED 2/4/2024									
WIOA YOUTH REPORT 2023-2024	Oct'23	Nov'23	Dec'23	Jan '24	Feb '24	TOTAL	Goal	%Met	
Enrollments - URBAN									
In-School Youth	0	1	2	1	4	8	86	306	28%
Out-of-School Youth	12	19	11	17	19	78			
Enrollments - RURAL									
In-School Youth	2	2	5	2	3	14	52	88	59%
Out-of-School Youth	7	7	5	12	7	38			
Services									
Occupational/Vocational Training	5	5	6	3	3	22	22	39	56%
Work Experience	8	11	13	18	27	78	78	365	21%
BCY23 Work Experience Carryover - Active						3			
Supportive Services	53	106	74	70	96	399	399	319	125%
Educational Services (GED)	2	1	4	3	2	12			
Follow-Up	20	15	8	11	3	57			

Overview : Monthly enrollment of registered youth program participants and key services provided

Goal: The yearly goal for Urban ISY and OSY is 306 youth participants and Rural ISY and OSY is 88 youth participants

Active Youth Participants



Current Total by County: 138

- Overview: Current enrollment of active registered youth program participants and youth by county
- Goal: To serve the largest possible number of registered program participants and provide for a consistent type of coverage of WIOA elements and related services
- Outcome: Actively serving registered youth participants in each of WSA's 13-counties and meeting the 20% target of total participants from rural counties



AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

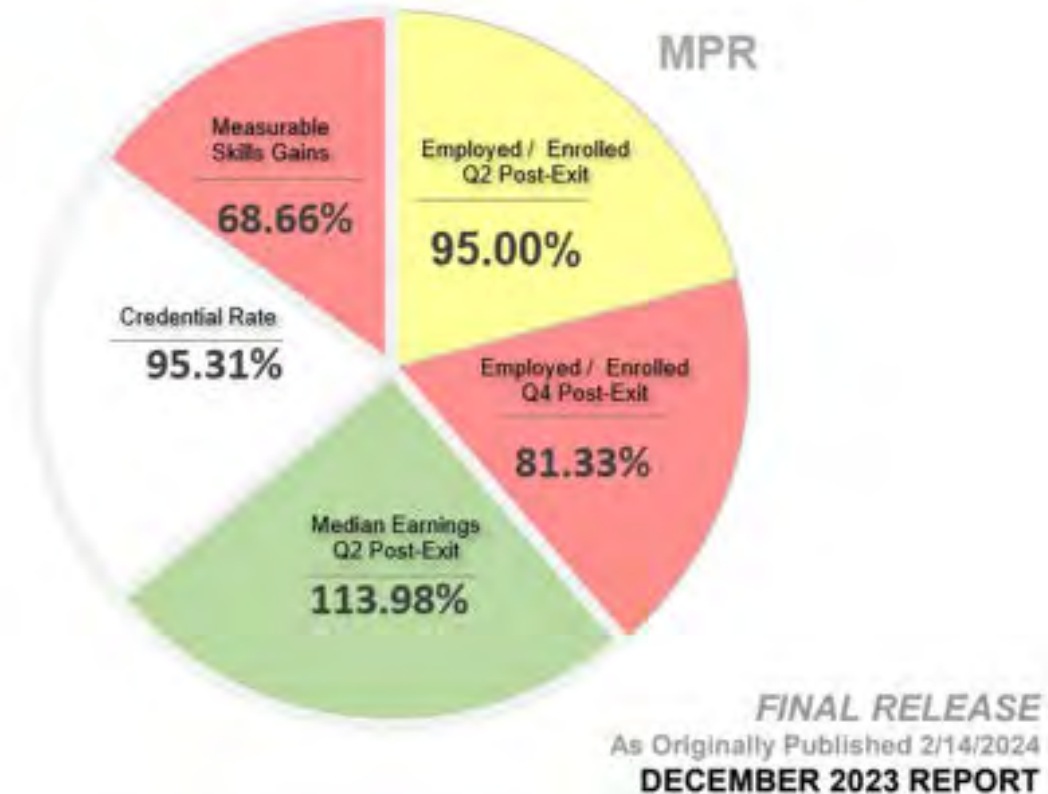
Percent of Target (Year-to-Date Performance Periods)

Green = +P

White = MP

Yellow = MP but At Risk

Red = -P



Performance Accountability

Q2 and Q4 Post-Exit Employed and Enrolled

The percentage of Title I Youth program participants who are in education or training activities, or in unsubsidized employment, during the second and fourth quarter after exit from the program.

Measurable Skill Gains:

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment.

Median Earnings:

Median earnings of participants who are in unsubsidized employment after exit from the program.

Credential Attainment:

The percentage of those participants enrolled in and education or training program who attain a recognized postsecondary diploma or its equivalent during participation in or within one year after program exit.

Career Pathways Events





PY 2024 Youth Events Calendar

2024



10 JAN	Seguin City Coliseum, Comal County <ul style="list-style-type: none">• Cohosted event with Seguin EDC• All industries• 800 youth in attendance
26 JAN	Northeast Lakeview College, Bexar County <ul style="list-style-type: none">• Cohosted event with UP Partnership• College and Career Readiness• 350 Juniors in attendance
24 APRIL	Lytle High School 10:00 am - 1:30 pm <ul style="list-style-type: none">• Piracy Pays Youth Expo• College and Career Readiness• Target of 900 students
AUGUST	Alamo Colleges District <ul style="list-style-type: none">• Planning in Progress



Lytle HS Youth Event



Lytle ISD Piracy Pays Youth Career Expo
April 24, 2024 | 10:00 AM - 1:30 PM | 16437 Cottage St Lytle, TX 78052



Multiple Community Resources. Multiple Employers

- H.E.R.
- Texas (State) Workforce Council
- Texas (State) Employment/Training
- Texas (State) Career Center
- Employment
- National Career Ready
- Employment/Training/Support
- Business
- Career/Community/Entrepreneurship
- Small Business Admin



Lytle High School
16437 Cottage St
Lytle, TX 78052
(817) 709-8140



Please scan QR Code to register!

Connect on Social



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Piracy Pays Youth Career Expo

- April 24, 2024
- 10:00am – 1:30pm
- Multiple Employers and Community Resources
- Target Audience: 900 students





75th Annual Stock Show & Rodeo

Ag-Mechanics Trade Show Marketplace



YES! Program attended
Friday, February 23rd and Saturday, February 24th

- 786 Projects
- 268 Schools
- 1,538 Student Exhibitors



Student HireAbility



EmpowerAbility: Youth Career Expo
Job Fair and Career Exploration event for youth ages 14-24 with ALL Abilities



March 16, 2024 | 9:00 AM - 1:00 PM
New Braunfels Food Bank
1620 S. Seguin Ave, New Braunfels, TX 78130

Meet with multiple employers and learn more about empowering employment and educational opportunities for students with and without disabilities.

Explore Careers In:

- Healthcare
- Manufacturing
- Accommodations & Food Service

REGISTER HERE:



For questions contact:

Bianca M. Galvan at bgalvan@wfsolutions.org or call (210) 749-6408
Janice Berechko-Chavez at jberechko@wfsolutions.org or call (210) 716-8410



www.workforcesolutions.org

EmpowerAbility: Youth Career Expo

- March 16, 2024
- 9:00am – 1:00pm
- A morning of fun hands-on activity conversations and session will spark youth to envision a bright future



Summer Earn & Learn

Summer Earn & Learn
Creating Pathways to Employment for
Students with Disabilities

Explore a Career Path & Earn a Paycheck

Summer Earn & Learn offers eligible students with disabilities (ages 16 - 22) paid work experience with a local employer who, together with Vocational Rehabilitation Services, can provide the support and accommodations needed to succeed.

- Receive workplace training and accommodations
- Learn job skills and build confidence
- Earn a paycheck

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FOR PARTICIPANTS



For Employers:

Scan the QR code
to register to learn
more





2024 ACE RACE



What is the ACE Race?

The mission of the Alamo City Electrathon (ACE) is to foster and encourage partnerships between educational institutions and industry partners. The ACE Invitational was created as an academic opportunity for student programs in high school and community colleges. Our vision is to generate excitement and awareness of vocational opportunities associated with Science, Technology, Engineering, and Math (STEM). By offering students in our region a real-world, hands-on learning experience like no other, we are bringing STEM home to the future workforce of America. WSA has sponsored three car kits for Jourdanton, Medina Valley and Poteet high schools.

***ACE will take place on April 20, 2024, at the
Freeman Expo Hall A and Lot 9
Time: 9am-1pm***

Tickets to ACE Race are FREE





2024 ACE RACE



Scrimmage on Saturday, March 2nd at Southwest HS

- 7 different schools with 11 cars
- Rookie Teams Floresville and Medina Valley placed 2nd and 3rd place!
- Next scrimmage:



PY24 Youth Program Goals



PY24 Youth Program Goals



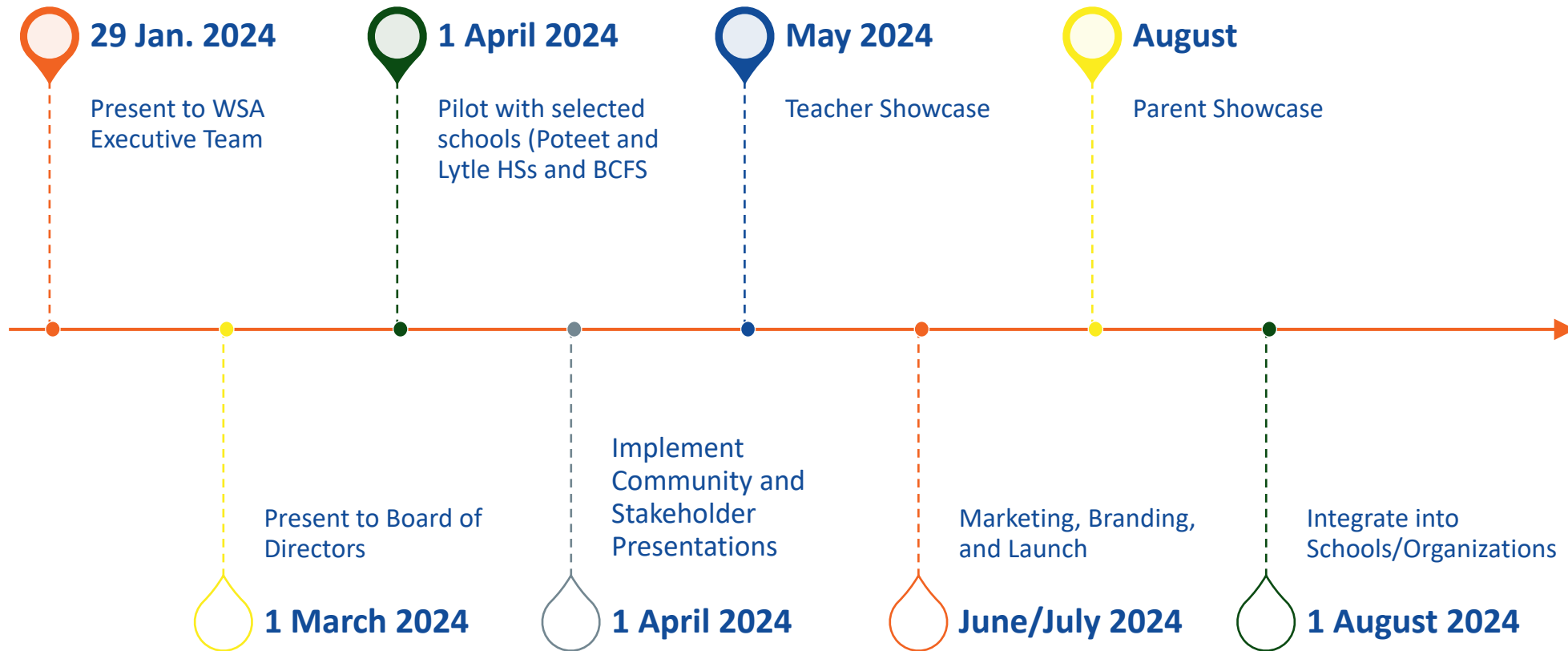
Asset Mapping for Urban and Rural Counties

Create Youth Service Delivery Model

Enhance P-TECH Connections

Implement Strategic Partnerships

Youth Service Delivery Model Timeline



Rural & Urban Youth Success Stories





Alissa R. – Atascosa/Pleasanton



“Thank you, Mrs. Sylvia. I’m extremely grateful for everything you and the Youth Program has helped me accomplish. I could have not of done this without you.” – Alissa

- Alissa, a 19-year-old youth, was a 10th grade high school dropout when she enrolled into the YES! Program.
- With no formal education or training, Alissa came into the Pleasanton Workforce Office seeking assistance in obtaining her high school diploma. Our Career Navigator conducted a CASAS assessment and enrolled Alissa into the Emma L. Broady Academy on 12/06/23.
- On 1/23/2024 Alissa completed her curriculum assignments and obtained her high school diploma.
- Alissa was enrolled in Work Experience for the City of Poteet as an Office Clerk by her Career Navigator.
- Once she completes work experience, Alissa wants to continue her education in occupational training.



Felipe C. – Bexar/South Flores

- Felipe entered the YES! Youth Program from our partnership with Healy Murphy Center as an Out of School Youth.
- With the help of his Career Navigator, and after her sharing labor market information, Felipe stated he was interested in becoming a welder.
- He completed 360 hours of work experience as a Maintenance Technician at his high school during the summer.
- In the fall of 2023, Felipe registered to Southern Careers Institute in their Welding Program.
- He plans on obtaining a job in the welding field upon graduation.

"I'm happy I went to the orientation that day at school so that I can register for the Youth Program. They have helped me figure out my life and have given me a future to look forward to." - Felipe





Isaac H. – Bexar/Marbach



- A youth parent with limited resources, but boundless determination, Isaac entered the YES! Youth Program seeking a Web Development career.
- Isaac enrolled in Code Up in November 2022 and gained both knowledge and his Full Stack Web Development certificate, graduating in May 2023.
- His achievement paved the way to complete his 12 weeks of Work Experience with Accenture where he was offered a full-time permanent position making over \$50k per year.
- Isaac Hernandez’s journey from an Out of School Youth and young parent of two children to a thriving Full Stack Web Developer exemplifies the impact of the Workforce Solutions Alamo Youth program.

“The Youth Program brought me opportunities I had no idea even existed. You all have great connections.” -Isaac



Questions



Thank you!

