

STRATEGIC COMMITTEE Workforce Solutions Alamo 100 N Santa Rosa Ave San Antonio, TX 78207 September 17, 2021 9:00 AM

AMENDED 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 G. Martinez at (210) 581-1093.

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

For those members of the public that would like to participate and cannot attend in person at the host location please call toll-free 1-877-858-6860, which will provide two-way communication thru a speaker phone. For additional information, please contact Linda G. Martinez, (210) 272-3250.

I. CALL TO ORDER AND DETERMINE QUORUM Presenter: Mr. Eric Cooper, Committee Chair

II. ROLL CALL Presenter: Mr. Eric Cooper, Committee Chair

III. PUBLIC COMMENT Presenter: Mr. Eric Cooper, Committee Chair

IV. DECLARATIONS OF CONFLICT OF INTEREST Presenter: Mr. Eric Cooper, Committee Chair

V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION) Presenter: Mr. Eric Cooper, Committee Chair a. Meeting Minutes – July 21, 2021

VI. UPDATE: LOCAL PLAN IMPLEMENTATION (DISCUSSION AND POSSIBLE ACTION) Presenter: Mr. Adrian Lopez, CEO and Dr. Andrea Guerrero-Guajardo, CIO

- a. Local Progress
- b. Staffing
- c. Return on Investment (ROI)

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d. SERCO & C2 Global Report Out

VII. EDUCATION IN TRAINING EVALUATION PROPOSAL Presenter: Dr. Mike Villarreal, Director, UTSA Urban Education Institute

VIII. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION) Presenter: Latifah Jackson, Director Contracts and Procurement

- a. San Antonio Food Bank Lease
- b. Hondo Lease Renewal
- c. Kenedy Renewal
- d. New Braunfels Lease
- e. Facility Renovation Update:
 - i. Boerne
 - ii. Floresville
- f. Marbach Relocation

IX. CEO REPORT Presenter: Mr. Adrian Lopez, CEO a. Ready to Work Consortium Proposal

X. CHAIR REPORT Presenter: Mr. Eric Cooper, Committee Chair

XI. 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.

XII. ADJOURNMENT Presenter: Mr. Eric Cooper, Committee Chair

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

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STRATEGIC COMMITTEE MEETING MINUTES

Workforce Solutions Alamo 100 N. Santa Rosa, Suite 120 San Antonio, TX 78207 July 21, 2021 10:00AM

BOARD MEMBERS: Eric Cooper, Committee Chair, Anthony Magaro, Angelique De Oliveira, (10:06am); Mitchell Shane Denn, (10:20am); Jamie Allen, Lisa Navarro Gonzales

WSA STAFF: Adrian Lopez, Mark Milton, Angela Bush, Linda G. Martinez, Gabrielle Horbach, Michael Defrees, Barbetta Womback, Roberto Corral, Chakib Chehadi, Dr. Andrea Guerrero-Guajardo, Brenda Garcia, Joshua Valdez, Elizabeth Eberhardt, Manuel Ugues, Latifah Jackson, Joshua Villela, Rick Zamarripa, Cristina Bazaldua, Cathi Cohen, Chuck Agwuegbo

LEGAL COUNSEL: NONE

PARTNERS: Alex Lopez, Pooja Trapathi

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To protect the health of the public and limit the potential spread of COVID 19 as directed by Governor of Texas, Bexar County and City of San Antonio, WSA will hold this meeting via videoconferencing. The meeting will be held in compliance with the suspended provisions of the Texas Open Meetings Act. For those members of the public that would like to participate, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Linda G. Martinez, (210) 272-3250.

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> > You can also dial in using your phone. United States (Toll Free): 1-415-655-0002

Meeting Number & Access Code: 187 310 4957

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https://www.webex.com/

During the Public Comments portion of the meeting (Agenda Item 3), the Public may type their name into the chat box or unmute themselves and state their name. The meeting host will call each member of the public for comments, in the order their names were submitted.

- I. CALL TO ORDER AND DETERMINE QUORUM Presenter: Mr. Eric Cooper, Chair <u>At 10:00 a.m., Chair Cooper called the meeting to order.</u>
- II. ROLL CALL Presenter: Mr. Eric Cooper, Chair The roll was called, and a guorum was declared present.
- III. PUBLIC COMMENT Presenter: Mr. Eric Cooper, Chair No Public Comment
- IV. DECLARATIONS OF CONFLICT OF INTEREST Presenter: Mr. Eric Cooper, Chair No declarations of conflict of interest
- V. CONSENT AGENDA: (DISCUSSION AND POSSIBLE ACTION) Presenter: Mr. Eric Cooper, Chair
 - Meeting Minutes April 27, 2021
 Upon motion by Board Member Lisa Navarro Gonzales and 2nd by Board
 Member Jamie Allen the Board unanimously approved the April 27, 2021, meeting minutes.
- VI. UPDATE: LOCAL PLAN IMPLEMENTATION (DISCUSSION AND POSSIBLE ACTION) Presenter: Mr. Adrian Lopez, CEO and Dr. Andrea Guerrero-Guajardo, CIO
 - Mr. Adrian Lopez informed the Strategic Committee that WSA Local Plan has been approved by the state and it has received recognition from local and outside organizations.
 - Dr. Andrea Guerrero-Guajardo provided the Committee with the below updates.
 - a. IT Collaborative
 - The initial launch of the IT Solutions Employer Collaborative is scheduled to occur July 23, 2021, and will be hosted by Geekdom.
 - Staff has deployed an IT Employer Collaborative survey to understand staffing patterns, number of vacancies, and time to fill positions. Additionally, employers are being asked to identify the greatest challenges to hiring and what positions and credentials are in the highest demand. The results of this survey will provide

foundational topics for a facilitated discussion at the employer collaborative meeting. Results of the discussion will be shared with education and training partners for to inform programming and other related actions.

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- b. Other Sector Timeline
 - A timeline will be created for meetings focused on healthcare, manufacturing, and construction.
- c. Data Update
- d. Staffing
 - Strategic Community Partnerships Manager is being recruited
 - Data Science and Analytics Manager has been hired
- VII. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)
 - Presenter: Latifah Jackson, Director Contracts and Procurement
 - a. Pearsall Lease
 - b. Boerne Lease
 - c. Marbach Location Lease
 - Upon motion by Board Member Jamie Allen and 2nd by Board Member Mitchell Shane Denn the Board unanimously approved to continue to investigate the Pearsall property, permit staff to proceed with the Boerne location, and to continue to do due diligence on cost estimates at Atascosa for the Marbach location. (Items a-c).
 - d. Update on Other Leases
 - Ms. Latifah Jackson, Director Contracts and Procurement provided the Strategic Committee with update on the center leases and stating WSA is working with the contractor realtor.
 - e. Floresville Location Update
 - The lease was signed on June 2021 and the landlord has been actively renovating the space. The new space will be closer to street for visibility and more space. Renovations are expected to be completed in July.
 Grand opening is anticipated for Fall 2021.
 - f. SA Foodbank Location
 - WSA has been working with the SA Foodbank to offer integrated services. The two entities service the same clients, and this collaboration would benefit the client as a one stop center. WSA is proposing a small staff and a resource center for the campus.
- VIII. CEO REPORT

Presenter: Mr. Adrian Lopez, CEO

- a. Rural Outreach
 - CEO Lopez provided the Strategic Committee with an update on outreach to the 13 rural counties.
 - WSA is going into these rural counties to meet with the rural judges and to get a better understanding of the industries that they would like to tip into.
 - Judge Hurley, Atascosa County, indicated in the survey that he would like manufacturing industry to be brought into his county.

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IX. CHAIR REPORT

Presenter: Mr. Eric Cooper, Chair

- Chair Cooper invited the Committee members to provide any feedback from what they see in the community, labor, client services, etc.
- Board Member Lisa Navarro Gonzales stated her company is a supplier to Toyota and she has seen an uptick in employment and feels most of their jobs for upcoming projects are being filled.
- Board Member Angelique De Oliveira stated Goodwill has had an overall increase in their career centers, and our education programs in enrollment. During the pandemic there was a decrease of 40% of job seekers.
- Board Member Jamie Allen stated within her company, they had made four offers to college graduates and for unknown reasons, they all had decided not to pursue those positions.
- Board Member Tony Magaro added in his industry there is a large uptick in the need for scientists and in a large variety of fields, for example, cyber area, electrical engineering, etc.
- X. Executive Session:

Committee entered Executive Session at 10:49AM and ended Executive Session at 11:05am

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 Chair Chair Cooper adjourned the meeting at 11:22AM.

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CERTIFIED AGENDA OF CLOSED MEETING

Workforce Solutions STRATEGIC COMMITTEE

I, ERIC COOPER, THE PRESIDING OFFICER OF THE WORKFORCE SOLUTIONS ALAMO HUMAN RESOURCES COMMITTEE, CERTIFY THAT THIS DOCUMENT ACCURATELY REFLECTS ALL SUBJECTS CONSIDERED IN AN EXECUTIVE SESSION OF THE COMMITTEE CONDUCTED ON JULY 21, 2021 ____ AT ____ AM.

- 1. The Executive Session began with the following announcement by the presiding officer: "The Workforce Solutions Alamo STRATEGIC COMMITTEE is now in Executive Session on JULY 21, 2021, 21 at 10:45 A.M. pursuant to exceptions under Government Code 551."
- 2. SUBJECT MATTER OF EACH DELIBERATION:
 - Ra.
 - 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.
- 3. No further action was taken.
- 4. The Executive Session ended with the following announcement by the presiding officer: "This Executive Session ended on JULY 21, 2021_at []:05_A.M."

COOPER, Strategic Committee Chair

Local Plan Progress

Andrea Guerrero-Guajardo, PhD, MPH CIO 9/17/2021



American**Job**Center[®]

Local Plan Progress

Step 1

Step 2

Step 3

Creation and Approval of Local Plan

• Economic and workforce analysis

Creation of strategic employer and supportive service partnerships

Developing Expertise and Integration of Sector-Based Theories

Business Solutions Team

Talent Pipeline Management

Active Partnerships and Data Collection

- Sector-Based Industry Outreach
- Scorecard
- MOUs and Data Sharing Agreements

Step 4

Implementation

IT Solutions

Healthcare, Construction, Manufacturing

Step 5

Sustainability

Sector Hub Transformation

Sector-Based Advisory Groups

Local Plan Progress

• Return on Investment/Economic Impact Study (EMSI)

- Systematic Evaluation
 - Data Strategy
 - Sector-Based Scorecard for TPM
 - Education and Training Partners (Urban Education Institute Proposal)
 - Formalizing Partnerships





Questions?





The economic value of Workforce Solutions Alamo

An analysis of the Economic Impact and Return on Investment of Workforce Solutions Alamo Development Board.

August 2021



Purpose of the Study

- Assess the impact of Workforce Solutions Alamo on the region's economy and the benefits generated by the organization for the region's taxpayers
- Populations included in the study:
 - WIOA programs: Adult, Dislocated Worker, and Youth
 - Child Care program participants
 - Universal Customers
 - WSA Operations
- Data and timeframe of the study:
 - Wages and expenditures January 2019-December 2019



Executive Summary

- Workforce Solutions Alamo creates a positive net impact on the region's economy and generates a **positive return on investment for taxpayers**.
- Results reflect calendar year 2019 and analyze post-program earnings to reflect pre-Covid conditions.
- WSA received \$9.9 million directly from federal funds as Workforce Innovation and Opportunity Act funding and served a total of 1,502 participants.
- WSA also administers a Child Care Services program intended to help parents pay for childcare while they work, go to school or participate in job training. WSA received \$77.2 million in funding during 2019 and served 8,454 participants.
- In addition, WSA served a total of 5,379 universal participants



Benefit-Cost Ratio of WIOA & Child Care Services

Although not every WIOA program sees a net-positive benefit-cost ratio, overall, the region gains more in the long-run than what was invested in Workforce Solutions Alamo, since some indirect gains can be underestimated.

Program	Benefit-Cost Ratio
WIOA Programs combined	1.05
Adult/Dislocated Workers combined	1.10
Adult	0.84
Dislocated Worker	1.47
Youth	0.97
Child Care Services	0.92



Economic Impact Analysis

Operations Spending Impact

\$12.5 million

Added to Region Income

equivalent to creation of

182 jobs

Workforce Innovation and Opportunity Act Impact

\$10.4 million

in tax revenue added to Regional Income after government savings. Child Care Services Impact

\$70.6 million

In added tax revenue



Combined Investment Analysis for WIOA and Child Care Services

Table 3.3: ADJUSTED INCREASED EARNINGS BY TYPE OF SERVICE, 2019

	Base	Training	Individualized Services	Total Weighted average	Base Case Child Care Services
Number of participants	1,502	236	1,383		8,454
Average hourly increase in wages	\$5.13				\$6.99
Attribution Factor	100%	90%	75%	77%	100%
Adjusted annual increase earnings	\$10,017	\$9,015	\$7,513	\$6,477	\$13,093
Adjusted hourly increase earnings	\$5.13	\$4.61	\$3.85	\$3.32	\$6.99
Total Adjusted Increase in Earnings	\$15,045,861	\$2,127,657	\$10,390,359	\$19,444,922	\$110,698,848

Source: Workforce Solutions Alamo and Emsi impact model

Total Combined Adjusted Increase in Earnings: \$130,143,770



Government Savings – WIOA & Child Care Services

Table 3.4: PRESENT VALUE OF ADDED TAX REVENUE AND GOVERNMENT SAVINGS (THOUSANDS), 2019	WIOA		
Added Tax Revenue	\$10,326		
Government Savings			
Health Related Savings	-\$239		
Crime Related Savings	\$286		
Welfare/Unemployment Related Savings	\$38		
Total Government Savings	\$85		
Total Taxpayer Benefits	\$10,412		

Source: Emsi impact model.

Table 3.5: PRESENT VALUE OF ADDED TAX REVENUE AND GOVERNMENT SAVINGS (THOUSANDS), 2019	Child Care	
Added Tax Revenue	\$73,120	
Government Savings		
Health Related Savings	-\$4,385	
Crime Related Savings	\$1,276	
Welfare/Unemployment Related Savings	\$674	
Total Government Savings	-\$2,434	
Total Taxpayer Benefits	\$70,686	

Source: Emsi impact model.

Total Combined Adjusted Increase in Earnings: \$81,098,000



Investment Analysis – Operational Spending

Table 6.3: OPERATIONS SPENDING IMPACT OF WORKFORCE SOLUTIONS ALAMO, 2019

	Labor income (thousands)	Non-labor income (thousands)	Total income (thousands)	% of Total	Jobs supported
Total income in region	\$89,032,899	\$48,668,949	\$137,701,848	100.0%	1,576,959
Initial effect	\$3,082	\$0	\$3,082	<0.1%	42
Multiplier effect					
Direct effect	\$4,136	\$114	\$4,251	<0.1%	65
Indirect effect	\$798	\$10	\$808	<0.1%	13
Induced effect	\$3,603	\$794	\$4,397	<0.1%	62
Total multiplier effect	\$8,538	\$918	\$9,455	<0.1%	140
Gross impact (initial + multiplier)	\$11,619	\$918	\$12,537	<0.1%	182
Less alternative uses of funds	\$0	\$0	\$0	<0.1%	0
Net impact	\$11,619	\$918	\$12,537	<0.1%	182

Source: Emsi impact model.



Universal Participant Wage Analysis

UNIVERSAL PARTICIPANTS FROM 01/01/2019 - 12/31/2019

	Average Wage – Q2 After Exit
Employed 4,700 had wages prior to entrance	\$8,493
Average PRIOR Wage = $$12,050$	* sample size: 2,842
Not employed	\$8,273
679 had no wages prior to entrance Average Prior Wage = 0	*sample size: 297

Prior to entering the program, 4,700 participants were employed, with an average wage of \$12,050.63. 679 participants had no wages prior to entrance.

Of the 679 universal customers that did not have wages prior to entrance, 297 had an average wage of \$8,273.08 by the 2nd quarter after their exit.





How would economic activity change in the region if Workforce Solutions Alamo did not exist in 2019?

- Income and spending of WSA's employees create a ripple effect within the regional economy.
- WSA Operations contribute an additional \$918,000 in non-labor spending
- Overall impact of \$12.5 million in total added income associated with the spending of Workforce Solutions Alamo and its employees in the region.



Recommendations

- Refine the methodology for collecting and tracking post-exit metrics on WIOA participants.
- Include longitudinal data collection on Child Care Service participants to capture long-term effects of program participation.
- Repeat return on investment analysis for the current year and on-going as part of a continual improvement process.





Questions?





Table 3.1: PRE-PROGRAM EARNINGS, 2019

ADJUSTING FOR UNEMPLOYMENT	Percent	Participants	Earnings
Employed	20%	306	\$17,923
Unemployed	80%	1,196	\$3,845
Unemployed with UI benefits	30%	359	\$12,818
Unemployed without UI benefits	70%	837	\$0
Total weighted average*	80%	1,502	\$4,533

Source: Workforce Solutions Alamo and Emsi impact model

* Numbers may not add due to rounding





Table 3.2: POST-PROGRAM EARNINGS, 2019

ADJUSTING FOR UNEMPLOYMENT	Percent	Participants	Earnings
Employed	73%	1,099	\$18,348
Unemployed	27%	403	\$3,845
Unemployed with UI benefits	30%	121	\$12,818
Unemployed without UI benefits	70%	282	\$0
Total weighted average*	73%	1,502	\$14,550

Source: Workforce Solutions Alamo and Emsi impact model

* Numbers may not add due to rounding



Appendix C

Table 3.5: PROJECTED BENEFITS AND COSTS, TAXPAYER PERSPECTIVE, 2019

1	2	3	4
Year	Benefits to taxpayers (millions)	Program funding costs (millions)	Net cash flow (millions)
0	\$0.9	\$9.9	-\$9.0
1	\$1.1	\$0.0	\$1.1
2	\$1.1	\$0.0	\$1.1
3	\$1.1	\$0.0	\$1.1
4	\$1.1	\$0.0	\$1.1
5	\$1.1	\$0.0	\$1.1
6	\$1.1	\$0.0	\$1.1
7	\$1.1	\$0.0	\$1.1
8	\$1.1	\$0.0	\$1.1
9	\$1.1	\$0.0	\$1.1
Prese value	^{nt} \$10.4	\$9.9	\$0.5
P	Benef cost ra		1.05

Table 3.6: PROJECTED BENEFITS AND COSTS, TAXPAYER PERSPECTIVE, CHILD CARE SERVICES 2019

1	2	3	4
Year	Benefits to taxpayers (millions)	Program funding costs (millions)	Net cash flow (millions)
0	\$5.9	\$77.2	-\$71.3
1	\$7.6	\$0.0	\$7.6
2	\$7.6	\$0.0	\$7.6
3	\$7.6	\$0.0	\$7.6
4	\$7.6	\$0.0	\$7.6
5	\$7.6	\$0.0	\$7.6
6	\$7.6	\$0.0	\$7.6
7	\$7.5	\$0.0	\$7.5
8	\$7.4	\$0.0	\$7.4
9	\$7.4	\$0.0	\$7.4
Preser value	^{nt} \$70.7	\$77.2	-\$6.5



Source: Emsi impact model.

Appendix D

Table 4.1: WORKFORCE SOLUTIONS ALAMO-FUNDED PROGRAMS INVESTMENT ANALYSIS RESULTS, 2019

Program Profile	Adult	Dislocated Worker	Youth	Adult/Dislo- cated Worker combined	WIOA combined	Child Care Services
# of total participants	537	215	750	752	1,502	8,454
# of training	102	74	60	176	236	-
# of non-training, individualized service	479	189	715	668	1,383	-
		Increased	Earnings			
Increase in earnings, annual	5,205	14,828	5,087	7,905	6,477	8,183
Increase in earnings, hourly	\$2.63	\$8.15	\$2.57	\$4.09	\$3.32	\$4.37
Total increased earnings across participants (thousands)	\$5,516,856	\$6,702,243	\$7,579,037	\$11,952,776	\$19,444,922	\$138,362,310
		Investment Res	ults (thousands)			
Total costs of program	\$3,456,520	\$2,452,440	\$4,004,228	\$5,908,960	\$9,913,188	\$77,198,808
Total benefits, NPV	-\$553,816	\$1,138,548	-\$171,430	\$584,732	\$413,301	-\$4,078,543
Total added taxes, NPV	\$2,902,704	\$3,590,988	\$3,832,798	\$6,493,692	\$10,326,489	\$73,120,265
Total government savings, NPV	\$10,680	\$5,465	\$69,141	\$16,145	\$85,286	-\$2,434,414
Benefit-Cost Ratio	0.84	1.47	0.97	1.10	1.05	0.92



Confidential



WIOA Youth Rural Presentation



BUILDING BUSINESS • BUILDING CAREERS





WIOA Youth Program Purpose The **purpose** of the Workforce Innovation and **Opportunity Act** (WIOA) Youth Services is to assist young people, ages 14-21 In-School Youth and 16-24 Out of School Youth, who face significant barriers to success in the labor market, by providing resources and support to overcome those barriers and successfully transition to self-sufficient adulthood.



Alamo
Youth Rural
Making a
Difference

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

COUNTY	POPULATION	CITY	POPULATION
COMAL	156,209	NEW BRAUNFELS	90,209
KENDALL	40,384	BOERNE	18,232
GILLESPIE	25,963	FREDERICKSBURG	11,496
KERR	50,955	KERRVILLE	23,754
BANDERA	21,269	BANDERA	900
MEDINA	50,921	HONDO	9,436
FRIO	18,793	PEARSALL	10,609
ATASCOSA	48,981	PLEASANTON	10,855
MCMULLEN	820	TILDEN	450
KARNES	14,975	KENEDY	3,353
WILSON	47,520	FLORESVILLE	8,045
GUADALLUPE	151,249	SEGUIN	29,992 31



A proud partner of the AmericanJobCenter network



Support Our Clients

Assist Youth in making a successful transition to employment and further education by providing quality services.

Create opportunities for job seekers to receive benefits and support/ through program services and supportive services necessary to gain a better job and obtain self sufficiency.

Build pathways and services that are innovate and lead to successful outcomes.

Responsive to Youth and their needs.

Confidential

WSA Mission and Values

SERCO supports the WSA Mission and Values



Support Our Partners

Provide creative solutions to working with challenging populations.

Being responsive to board staff needs our partners.

Being responsive to board and partner needs from a solutionbased approach.

Developing long term solutions for employers and job seekers.

Being a reliable contractor.

Support our Business and Community

Provide quality candidates for essential positions.

Continue building relationships with employers to seamlessly transition workers into the workforce.

Strengthen relationships with key community partners to create real-time referral networks.

Strengthen relationships with training providers to build the talent pipeline.

Build Youth to provide qualifying employees to the employers.

Compliance and

Accountability

Continue having clean audits by continuous reviews of our internal processes.

Expenditures Exhausted

Exceeding Performance Outcomes

Exceed program related goals such as enrollments, training, and employment placements.

Financial Stewardship

Grant success and expenses met.

State Recognition

SECTOR-BASED MODEL



Rural Youth Sector Base Model Plan

GOAL

SECTOR BASE MODEL_High School Training to Career (HTC) is a youth representation of Alamo's "Sector Base Model" located in the Workforce Solutions Alamo Local Plan.

The goal and the mission of HTC is to bridge the gap and connect "Highschool, Training to Careers" by incorporating School Districts, Stakeholders, Educational Providers, Employers and connecting students with training and employment opportunities.

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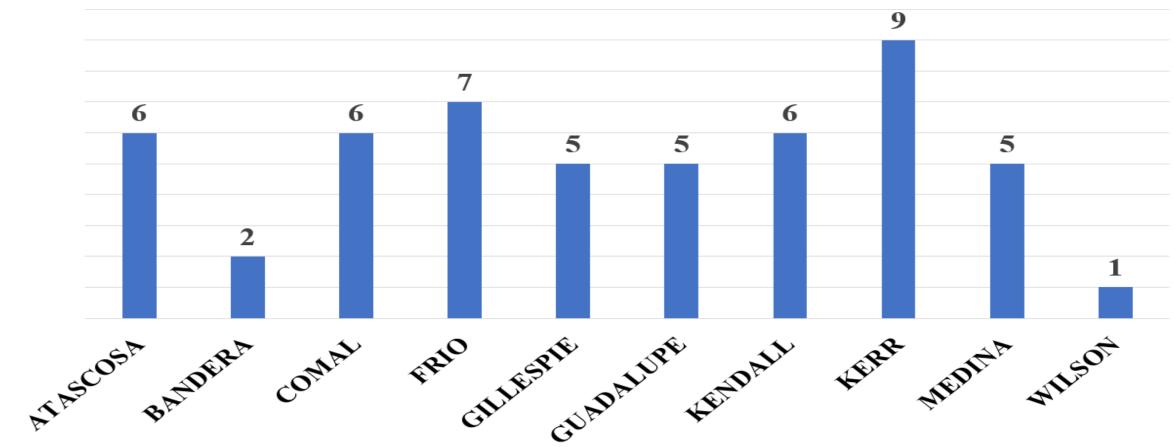
Entering HTC youth must be ages **16-24** and be deemed *eligible* under the YES! Program. This program is intended for seniors enrolled in high school or youth currently looking to obtain their high school equivalency.



SECTOR BASED MODEL

SECTOR-BASED MODEL Active Career Pathway Agreements

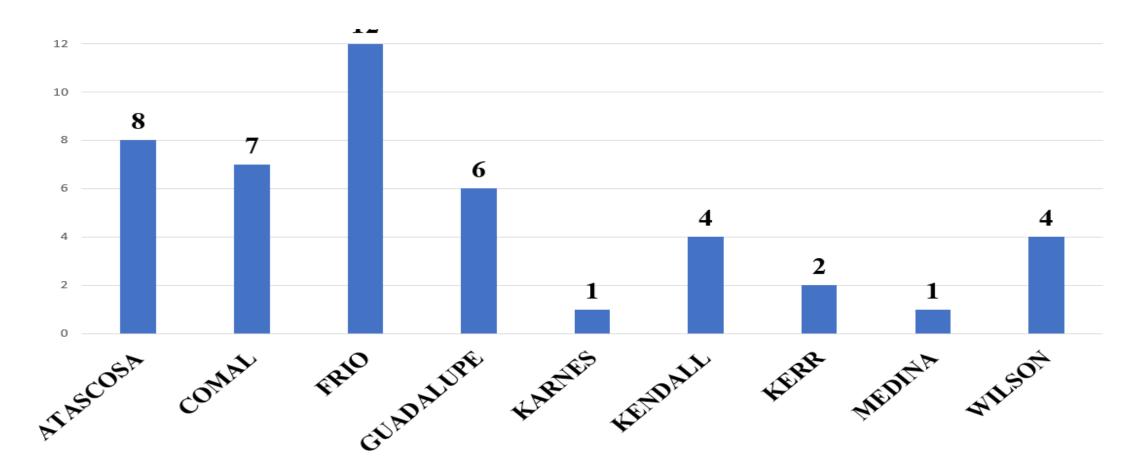






SECTOR-BASED MODEL Youth Placed in a Sector-Based Career Pathway





Sector Based Career Opportunity Examples

Atascosa County Sector-Based Model Occupations: Trades, Government & Medical					
CAREER PATHWAY AGREEMENT (CO. NAME)	COMPANY CONTACT	PHONE NUMBER	EMAIL ADDRESS	CONTACT JOB TITLE	Agreement Expiration Date
All City Youth Program	Debbie Bolf	830.581.9797	allcityyouthprograms@gmail.com	Executive Director	5/27/2022
City of Charlotte	Christi Rankin Mayor	830.277.1414	city@vtxb.com	Mayor of Charlotte	6/3/2022
Coastal Bend College	Dr. Justin Hoggard	361.354.2201	jhoggard@coastalbend.edu	President	12/1/2021
City of Pleasanton	Victoria Solis	830.569.3867 x 215	vsolis@pleasantontx.gov	Human Resources	3/15/2022
City of Poteet	Denise Sanchez	830.742.3574	mayor@poteettexas.gov	Mayor of Poteet	8/27/2022
Atascosa County	Judge Hurley	830.769.3093	countyjudge@atascosacounty.texas.gov	County Judge	8/9/2022

Sector Based Career Opportunity Examples

COMAL COUNTY SECTOR-BASED MODEL OCCUPATIONS: GOVERNMENT, IT, TRADES & MEDICAL

CAREER PATHWAY AGREEMENT (CO. NAME)	COMPANY CONTACT	PHONE NUMBER	EMAIL ADDRESS	CONTACT JOB TITLE	Agreement Expiration Date
Century Regional Health Care	Harriet Ridings	830.980.9686	crhc@gvtc.com	Office Manager	10/28/2021
Family Life Center	Kay Scott	830.625.7100	Kays@flcnb.org	Executive Director	6/3/2022
New Braunfels Food Bank	Louie Guzman	830.327.6016	lguzman@nbfoodbank.org	Development Manager	6/16/2022
DBA CMIT Solutions	Usiosefe Aimiuwu	830.515.4151	aimiuwu@cmitsolutions.com	President	4/19/2022
Comal Pet Hospital	Kiz Stoner	830.625.8074	kiz@comalvet.com	Practice Manager	3/31/2022
Foot and Ankle Clinic	Debbie Faulk	830.625.1473	dsfaulk1955@yahoo.com	Office Manager	4/6/2022

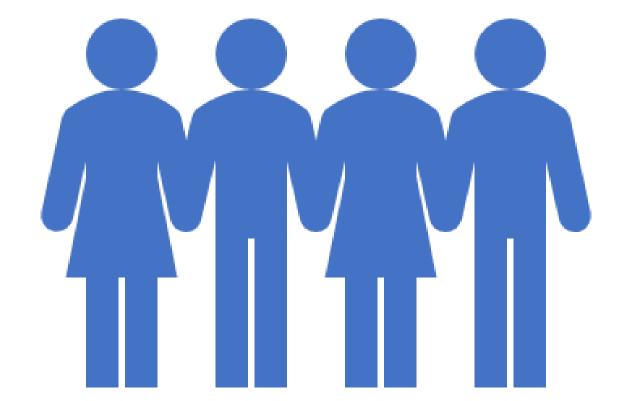
Sector Based Career Opportunity Examples

Frio County Sector-Based Model Occupations: Government, Education, Trades & Medical

CAREER PATHWAY AGREEMENT (CO. NAME)	COMPANY CONTACT	PHONE NUMBER	EMAIL ADDRESS	CONTACT JOB TITLE	Agreement Expiration Date
Pearsall Family Dental	Dr. Tapan Vallabhaneni	830.334.3333	manager.pearsallfamilydental@gmail.com	Dentist	8/5/2022
Pearsall ISD	Dr. Nobert Rodriguez	830.334.8001	nobert.rodriguez@pearsallisd.org	Superintendent of Schools	6/2/2022
A&D Express	Josue De La Torres	830.963.2162	adexpresslube@gmail.com	Owner	3/4/2022
South Texas Rural Health Services	Patricia Garcia	830.873.3047	aa.syrhs@tachc.org	Admin of Personal	5/18/2022
City of Pearsall	Frederico Reyes/Raquel	830.334.4160	freyes@cityofpearsall.org	City Manager	5/13/2022
Dilly ISD	Dr. Castro	830.965.1912	emilio.castro@dilleyisd.net	Superintendent of Schools	11/10/2021

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SERCO Rural Youth Success Stories



Rita Lugo-Government Sector Based



Atascosa County-Government Sector Based Success Story • Rita Lugo first joined the WIOA YES! Program in October of 2020. Rita is a high graduate of Jourdanton High School class of 2019. When Rita join the WIOA YES! Program she had some work experience but not what she wanted for her career goals. When Rita enrolled, she was not employed and wanted to do something more to gain work experience and transferrable skills into a career pathway in law enforcement. Career Navigator assigned job readiness courses and gave her job market information, Career Navigator also discussed Work Experience Program through the WIOA YES! Program.

• A couple day prior to Rita coming into the Pleasanton WFSA Office, Career Navigator received a phone call from the Chief Sanchez from Pleasanton Police Department asking if the program had a good candidate for the Police Department. So, when Rita came in the youth was a perfect match. Career Navigator schedule an interview and Rita met with the Chief of Police and Captain at the WFSA office. Rita's interview was excellent, and Rita started the Work Experience Program on 10/2020 as an office clerk.

• While Rita was participating the program, Rita was crossed training in different department at the Police Department and Rita excelled mostly as a Police Dispatcher/ Telecommunication Operator. At the end of her 3rd month Rita was speaking and dispatching officers to emergency calls in code. Chief Sanchez was very impressed with Rita and called Career Navigator that the department is wanting to offer Rita a position. Rita completed her 360 approve Work Experience hours and a week extension so the department can complete background investigation before Rita can be a full-time employee.

• Rita started with the Pleasanton Police Department on January 21,2021 and making \$16.00 an hour with medical, dental and retirement benefits.

Shelby Lybarger-Medical Sector Based Success Story



Karnes County Medical Sector Based-Success Story

• Shelby joined the WIOA Yes! Program with the support of SERCO in Karnes County as an Out-School Youth. Shelby had limited work experience and skills, but she had a profound interest in the medical field and obtaining a career within was her dream. With the assistance of the assistance of her Career Navigator and WIOA Yes program funding, Shelby enrolled in the Registered Nursing program at Coastal Bend College in Beeville, Texas. Shelby's SERCO Case Manager helped her build the skills necessary, resume and confidence to reach her goals; Shelby recently completed the Registered License Nursing program and has obtained a position as a **Registered Nurse at Otto Kaiser Medical Hospital in** Kennedy, Texas.



Thank you!!!





Business Solutions Unit: Sector-Based Model Update

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Sector Based Model



WSA Department Wide Integration Goals:

- Market high growth high demand careers in our target sectors
- Increase all staff's knowledge in our sectors become experts
- Open and honest communication between all teams
- Provide more accessibility to all our customers
- Develop long standing sustainable relationships with our key accounts sectors
- Increase placements in our target sectors using all our resources & teamwork!

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C2 Sector Based Activities



Business Liaisons

- Develop 30 40 Key Accounts in assigned Sectors
 - Strategic employer partnerships with multiple job opportunities and above sustainable wage rates
 - Total Key Accounts tracked by WIT Employer Case Management system
- Develop Work-Based Training opportunities
 - Create, utilize and maintain Work Experience/ Subsidized Employment Agreements and Onthe-Job Training Contracts
 - Agreements and Contracts uploaded and monitored on Policy website worksite page.
- Organize, host and attend Sector-Based meetings with external Organizations and Business Partners
 - Coordinate efforts with local government and economic organizations, unions, and approved training providers
 - Tracked on a weekly basis on Liaison TEAMS report.Business Recruiters

Business Recruiters

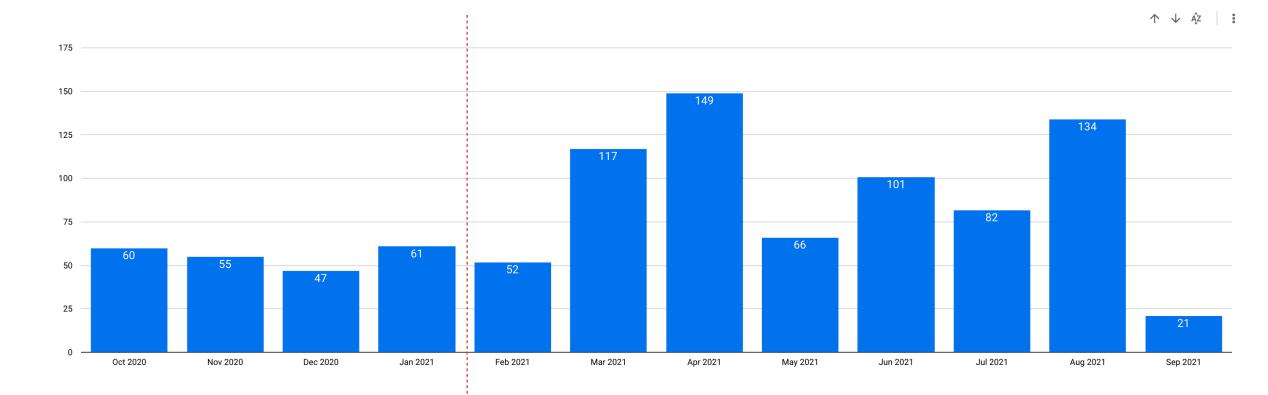
- Job Postings
 - In tandem with Business Liaison or Employer Request, creates Sector-Based job postings in WIT.
 - Job Posting entry is tracked by WIT Staff Activity Report
- Quality Referrals
 - All Job Postings created by Business Recruiters will be actively advertised and filled by quality applicants.
 - Referral entry is tracked by WIT Staff Activity Report and Job Order Reports.
- Job Fairs and Hiring Events
 - In tandem with Business Liaison or Employer request, will organize and host traditional job fairs and hiring events
 - Job Fair and Hiring Event promotion, attendance, and outcomes are tracked by TEAMS tracking form.

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Registered Employers





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Registered Industry Employers (BCY)

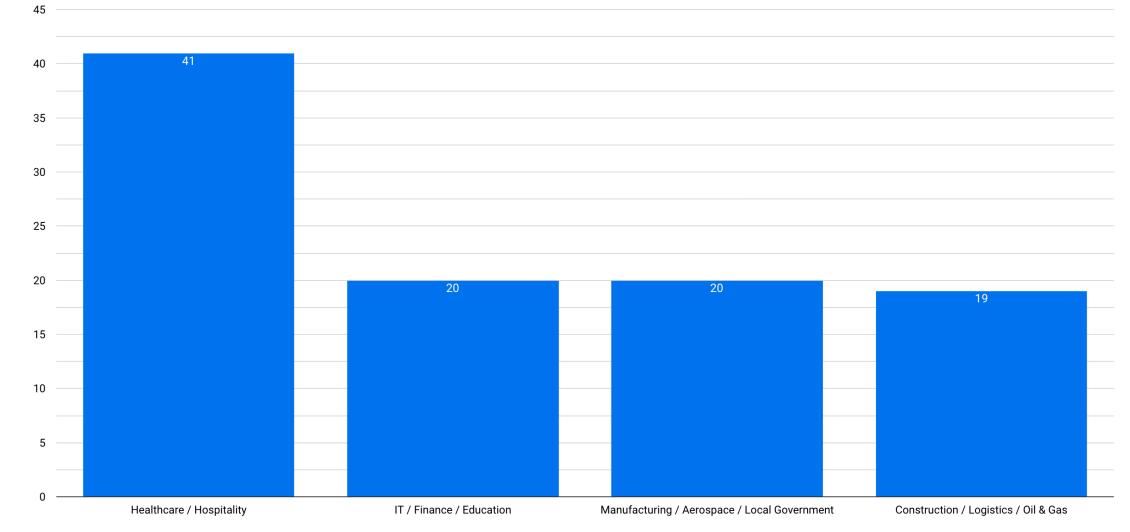
NAICS Sector Code	Industry Title	Total	Total %
11	Agriculture, Forestry, Fishing & Hunting	21	2.31%
21	Mining	8	0.88%
22	Utilities	3	0.33%
23	Construction	83	9.11%
31	Manufacturing (31-33)	17	1.87%
32	Manufacturing (31-33)	23	2.52%
33	Manufacturing (31-33)	29	3.18%
42	Wholesale Trade	15	1.65%
44	Retail Trade (44 & 45)	33	3.62%
45	Retail Trade (44 & 45)	16	1.76%
48	Transportation and Warehousing (48 & 49)	25	2.74%
49	Transportation and Warehousing (48 & 49)	2	0.22%
51	Information	7	0.77%
52	Finance and Insurance	26	2.85%
53	Real Estate and Rental and Leasing	20	2.20%
54	Professional Scientific & Technical Svc	49	5.38%
55	Management of Companies and Enterprises	3	0.33%
56	Admin., Support, Waste Mgmt, Remediation	76	8.34%
61	Education Services	29	3.18%
62	Health Care and Social Assistance	170	18.66%
71	Arts, Entertainment, and Recreation	43	4.72%
72	Accommodation and Food Services	77	8.45%
81	Other Services (except Public Admin.)	96	10.54%
92	Public Administration	38	4.17%
99	Unclassified establishments	2	0.22%

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Key Accounts





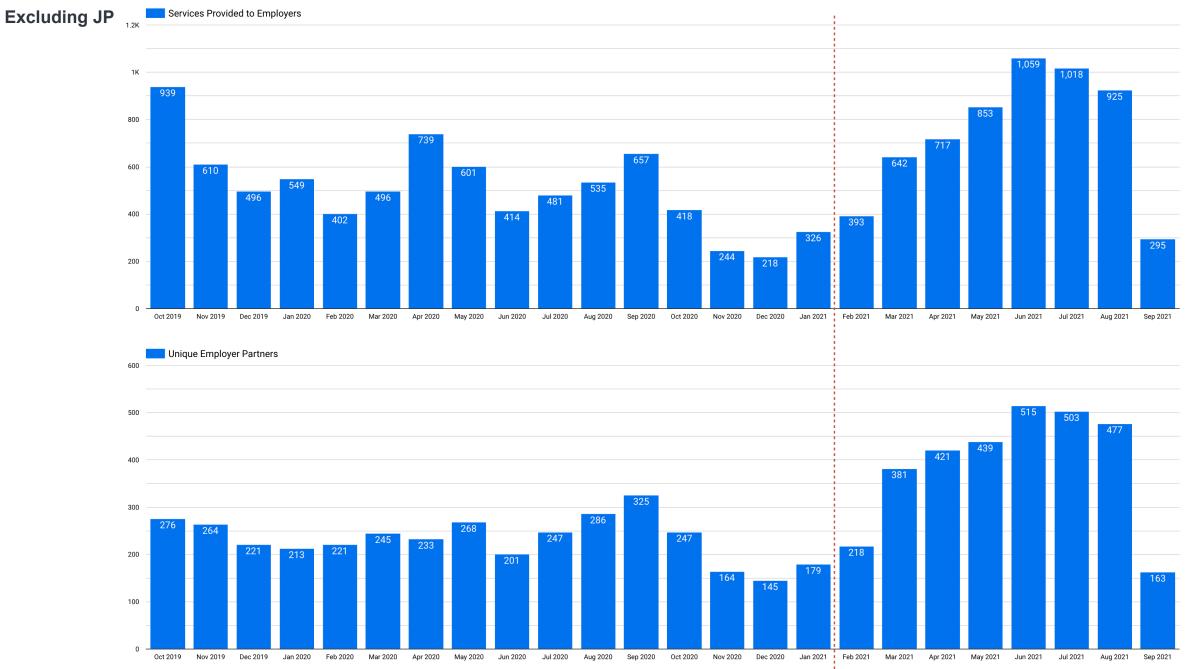
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Services & Employers



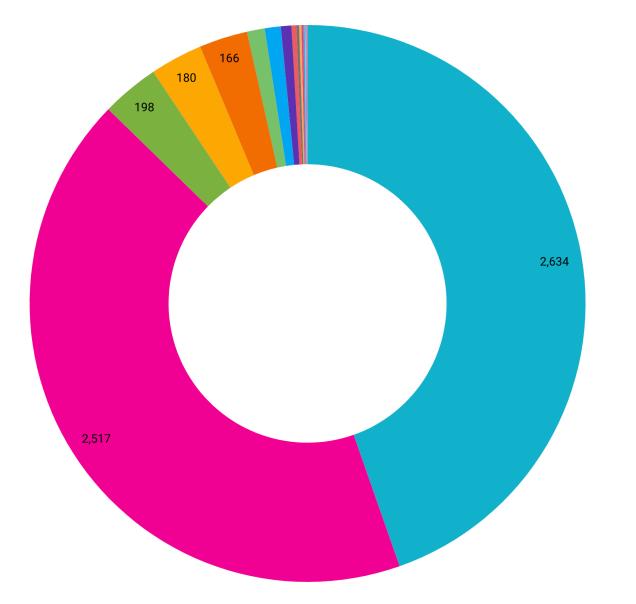


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Services BCY

Excluding JP

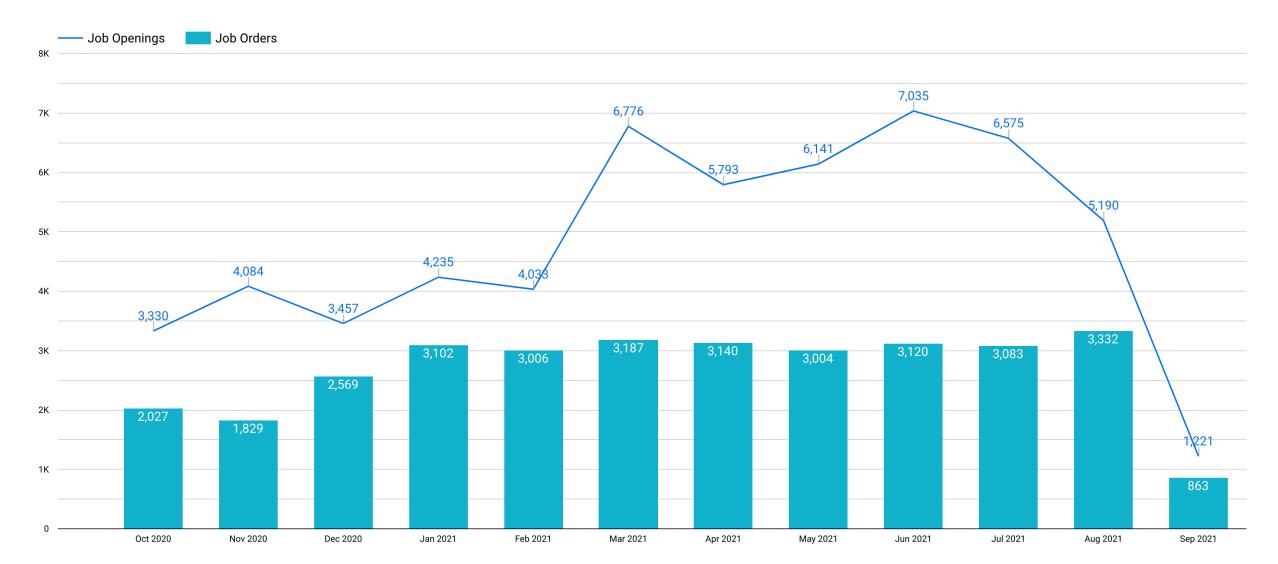






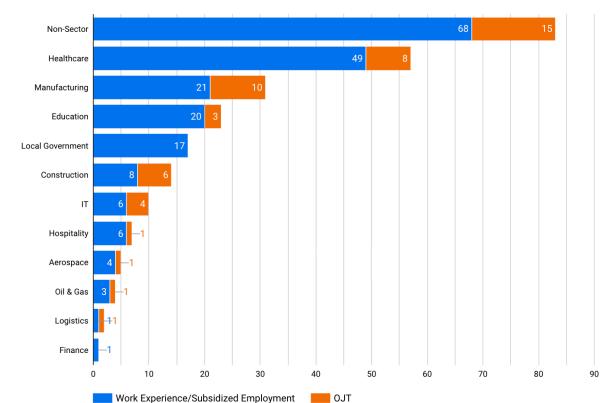
Job Orders BCY





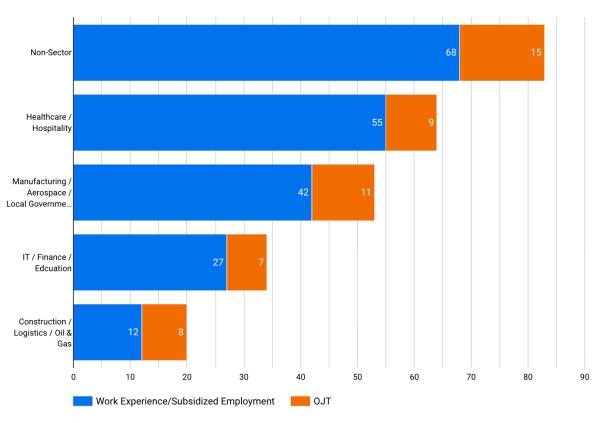
Worksite Agreements

WX/WS/OJT









Agreements By Industry Team

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Employers and Occupations BCY



Employer	Job Openings 🔻
ODWILL INDUSTRIES OF SAN ANTONIO	1,607
spital Corporation of America	1,575
CHRISTUS HEALTH	1,290
ABM INDUSTRIES INCORPORATED	1,093
Surefire Event Staffing	1,000
U.S. CUSTOMS AND BORDER PROTECTION	999
City of SAN ANTONIO	854
HEALTH AND HUMAN SERVICES COMMISSION	809
Express Employment Professionals/Express Personnel	682
REMEDY INTELLIGENT STAFFING INC	644
COCA-COLA SOUTHWEST BEVERAGES LLC	611
QTC MANAGEMENT INC	591
STARTEK USA INC	580
ALAMO SKILLED PERSONNEL INC	542
W W WEBBER LLC	540
MICROSOFT CORPORATION	521
CONDUENT BUSINESS SERVICES LLC	515
BAPTIST CHILD & FAMILY SERVICES	500
MACQUARIE HOLDINGS USA INC	491
MEMCO INC	482
PEOPLEREADY INC	425
INTERSOLUTIONS LLC	420
ESS	400
Panera Bread	388
KINDRED SYSTEMS INC	384
5 Star Senior Living	383
AMAZON.COM SERVICES LLC - CORPORATE COST CONTROL	361
RESCARE INC	348

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Staff Trainings

Training	Start Date	Audience
Team Goal Setting Training	3/15/2021	BSU Management Team
Business Solutions Team Realignment Training	3/16/2021	BSU Team
Breezy Strategy Training	3/23/2021	Center Management Team
Business Solutions Team Training	3/26/2021	BSU Team
Business Solutions Team Systems Training	3/26/2021	BSU Team
Breezy Work Experience Training	3/30/2021	BSU and Center Management Team
Work in Texas Training	3/31/2021	BSU Team
Referrals Training	4/13/2021	BSU Team
Work in Texas Training	4/16/2021	BSU Team
Breezy Training - Campaigns	4/16/2021	BSU Team
Healthcare/Hospitality Breezy Training	4/19/2021	BSU Team
Work in Texas Referral Training	4/20/2021	BSU Team
Referral Guidance Training	4/20/2021	BSU Team
Referral Guidance Training	4/21/2021	BSU Team
Work in Texas Training	4/29/2021	BSU Team
S. Flores - Sector Based Training	5/11/2021	Center Management and Center Staff Team
Business Solutions Sector Based Training	5/13/2021	Rural Center Staff Team
Business Solutions Sector Based Training	5/13/2021	Rural Center Staff Team
Breezy Worksite Posting Training	5/19/2021	BSU Team
Work in Texas Assigning Services "How To" Training	5/20/2021	BSU Team
BSU Departmental Training	5/25/2021	BSU Team
Youth Dept. Sector Based Model Training	6/15/2021	Youth Management and Youth Center Team
BSU Training	7/6/2021	BSU Team
Work in Texas :: Breezy :: BSU process training	7/6/2021	BSU Team
BSU Training	7/7/2021	BSU Team
Business Recruiter Training	7/7/2021	BSU Team
Expired Job Postings w/o Referrals Report Training	7/9/2021	BSU Team
New BR Training on Sector Base Model	7/12/2021	BSU Team
Expired Listings Training	7/27/2021	BSU Team
Breezy Walkthrough Training	8/6/2021	Center Staff Team
Breezy Data Entry Training	8/9/2021	Center Staff Team
OJT - Breezy Training	8/24/2021	BSU Team

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Upcoming Trainings & BSU Activities



- All Business Liaisons/Recruiters will complete TAD Grants Certified Business Consultant Training;
- Internally developed C2 Training for Business Liaisons/Recruiters (role/function specific);
- BSU Liaisons/Recruiters and Leadership team strategically attend regional chamber meetings/events and EDC functions;
- Business Liaisons join and actively participate in a sector relevant local association
- Goal is to join in partnership with WSA as Workforce Solutions Alamo (Not C2)
- Attend associations trainings, webinars, events:
 - Tech Bloc
 - SAMA events
 - Texas Healthcare Association and American Healthcare Association
 - BiomedSA
 - Texas Construction Association and Skilled Trades Association and Texas
 Association of Builders

Community Partnerships



Transition Process



- Each center will have a sector that they highlight, promote and gain specific knowledge about that industry
- The center leadership team increase collaboration with the BSU Liaison/Recruiter by sector to increase knowledge of the sector and develop relationships with businesses/non-profits, training providers that will facilitate how we deliver our sector base workforce delivery of services for job seekers and employers;
- The centers will host internal team huddles to share information, ensure we are working as a team to increase placements (direct referrals, work experience, OJT) utilize our programs to lead our customers to good careers;
- The centers will host meet the expert, we will invite industry experts to deliver short presentations to our staff and sometimes talk directly to our customers;
- Host career exploration days by sector at our center hubs;
- Host sector summits by industry, continue to hear from our employers and how we can build their future talent pipelines.

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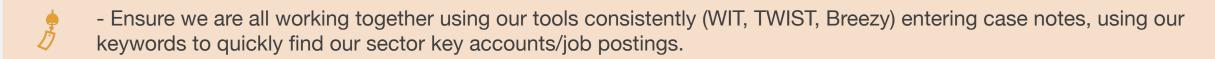


- Next week be ready to have internal center meetings that are focused discussions on how to begin to transform your center into a sector hub;



- Training: we need to fully utilize our tools and resources, over the next few weeks we will conduct WIT training, and discuss our internal workflows and processes;

- Site-walk throughs with WSA board leadership, training providers, and sector employers to re-design/refresh our resource rooms;
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- Create a structured agenda to begin our sector huddles, what topics do we need to cover, available talent pool, program customers, initiatives, sector needs;



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Urban Education Institute Proposal Mike Villareal, PhD Clo 9/17/2021



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Purpose of the Study

- Conduct impact evaluation of the Workforce Solutions Alamo job training programs in priority industries.
- This proposed study will help support continuous improvement job training programs funded by WSA by estimating their effects on wages and employment.



Local Plan Progress

- Objective 1:
 - Assess data quality and assist in gathering personal identifiable information and program data on each
 person who has received funding to enroll in a job training program
- Objective 2:
 - For each job training provider and vocational program, what are the characteristics of the people who
 enrolled in job trainings funded by WSA?
 - 2. What are the completion rates of WSA-funded job training programs by training provider and vocational program?
 - 3. For each training provider and vocational program, does participation in a WSA-funded job training program effect annual wages and employment, respectively?
 - 4. How do effects vary in size by program characteristics (i.e., length of training, mode of training)?
 - 5. How do effects vary in size by student characteristics (i.e., gender, race and ethnicity, age, prior employment history, prior educational achievement, government funded supports received)?



Schedule and Budget

- Final Report Deliverable December 2022
- \$85,000





Questions?







MEMORANDUM

То:	Strategic Committee
From:	Latifah Jackson, Director of Contracting and Procurement
Presented by:	Latifah Jackson, Director of Contracting and Procurement
Date:	September 17, 2021
Subject:	Discussion and Possible Action Lease San Antonio Foodbank Satellite Office

Summary:

Workforce Solutions Alamo (WSA) and the San Antonio Foodbank (SAFB) are currently in negotiations for a lease agreement. A co-location of services at SAFB would benefit clients in being able to access resources from both entities in a single location. WSA is proposing a small staff and a resource room for the campus.

Analysis:

The San Antonio Food Bank (SAFB) serves over 600 individuals each week including assisting individuals with the application and renewal of assistance for various federal benefits including SNAP and TANF programs. Last year 17,350 applications for federal TANF and SNAP benefits were processed by the SAFB.

Both agencies seek to strengthen the partnership between by integrating and expanding employment and training services available for individuals who access services from the SAFB. Individuals that seek assistance at the Food Bank may not be connected to or aware of additional jobseeker services that are available through the workforce system. Integrating services provided by the SAFB and WSA will allow a deeper leveraging of resources that meet the needs of individuals that are unemployed or underemployed.

SAFB will deliver a turnkey suite that is 1,808 SQ FT. The lease will be for one year with the option to extend an additional two years.

Fiscal Impact:

The rent will be \$2,925.00 for the term of the initial lease. The monthly rate includes utilities, custodial services, and administrative support. WSA will be responsible for providing furniture and equipment, which is currently budgeted at \$42,500.



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Staff Recommendations:

WSA is requesting board approval to continue negotiations with the SAFB and potentially enter a lease for the current facility.

Alternatives: This initiative targeted the SAFB specifically to increase outreach for individuals that may not normally access workforce centers.

Next Steps: Upon the Committees approval present recommendations to the Executive Committee.





MEMORANDUM

То:	Strategic Committee
From:	Latifah Jackson, Director of Contracts and Procurement
Presented by:	Latifah Jackson, Director of Contracts and Procurement
Date:	September 17, 2021
Subject:	Discussion and Possible Action Lease Execution for Hondo Center

Summary: Workforce Solutions Alamo (WSA) currently has a lease agreement with the City of Hondo that expires on December 31, 2021. WSA has researched potentially feasible options to provide a high-quality workforce center.

Analysis: Our existing location is in the South Texas Regional Training Center, which is 1,799 SQF at the rental rate is \$2,643.78 monthly. The proposed lease amendment is for two years, with the option to extend an additional two years.

Fiscal Impact: The rent will remain at the current rate of \$2,643.78 for the renewal term. The monthly rate includes utilities, custodial services, and administrative support.

Staff Recommendation: WSA is requesting approval to continue negotiations with the City of Hondo and renew the lease for the current facility.

Alternatives: WSA has a collaborative partnership with the City of Hondo and relocating would not be cost effective or align with the local plan. Additionally, staff has performed a market analysis and similar locations that would meet the needs of WSA have starting rental rates at approximately \$4,500 per month.

Next Steps: Upon the Committees approval present recommendations to the Executive Committee.





MEMORANDUM

То:	Strategic Committee
From:	Latifah Jackson, Director of Contracts and Procurement
Presented by:	Latifah Jackson, Director of Contracts and Procurement
Date:	September 17, 2021
Subject:	Discussion and Possible Action Lease Execution for Kenedy Center

Summary: Workforce Solutions Alamo (WSA) currently has a lease agreement with MIN, Limited, a Texas Limited Liability Company that expires on January 31, 2022. WSA has researched potentially feasible options to provide a high-quality workforce center.

Analysis: The current lease has an option for an extended term of 36 months. The current monthly base rent is \$1,650 and, the proposed monthly base rent is \$1,683.00. The center is 1,750 SQF and was renovated in 2021 due to flooding from the winter storm.

Fiscal Impact: The monthly base rent will be \$1,683.00 for the term of the lease. The monthly rate includes utilities, maintenance of the facility (inclusive of HVAC and plumbing), electrical wiring, permanent lighting fixtures and pest control.

Staff Recommendation: WSA is requesting approval to execute the lease renewal for the current facility.

Alternatives: Staff has performed a market analysis and similar properties are more than \$18 per sq ft and do not meet WSA specifications.

Next Steps: Upon the Committees approval present recommendations to the Executive Committee.



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MEMORANDUM

То:	Strategic Committee
From:	Latifah Jackson, Director of Contracts and Procurement
Presented by:	Latifah Jackson, Director of Contracts and Procurement
Date:	September 17, 2021
Subject:	Discussion and Possible Action Lease Execution for New Braunfels Center

Summary: Workforce Solutions Alamo (WSA) currently has a lease agreement with the RPI Courtyard LTD that expires on January 31, 2022. WSA has researched potentially feasible options to provide a high-quality workforce center.

Analysis: The New Braunfels Workforce Center, is the largest center in the rural area, approximately 6,720 sq ft in the Courtyard Plaza shopping center located off Highway I-35. This center was recently renovated in 2018. The current lease agreement has an option to renew at \$18.07 per sq ft for an additional five years. However, the Landlord has offered a new lease agreement for 10 years at \$16.70 per sq ft. A market analysis was performed on potential locations in the area. However, the current location offers the best visibility and fiscal impact.

Fiscal Impact: Accepting the new 10-year lease will yield an approximate \$46,000 savings within the first 5 years of the lease. Additionally, current rental rates are exceeding \$20 per sq ft. The current rental rate is \$14.95 per sq ft., and the new lease agreement is \$16.70 per sq ft. The tenant is responsible for all maintenance and operations of the facility. There are six VR Staff at this location that contribute towards the monthly rent.

Staff Recommendation: WSA is requesting approval to continue negotiations with the RPI Courtyard LTD and enter a new 10-year lease at the current facility.

Alternatives: Exercise the five-year lease renewal at the higher rate of \$18.07 per sq ft or, pursue a new location that would cost more than \$20 per sq ft.

Next Steps: Upon the Committees approval present recommendations to the Executive Committee.

Facilities Update

September 17, 2021 Latifah Jackson, Director of Contracting and Procurement



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Summary

Update on the current facility renovations for the Boerne and Floresville Workforce Centers. Discussion and possible action of the current negotiations for expiring leases.



San Antonio Foodbank

- Integrated Services
 - Workshops
 - Support Services
- Resource Room
- 4 Dedicated FTEs





San Antonio Foodbank



- Renovation to be complete by December 31st
- Rent: \$2,925
- Term: 1 year
- Square Footage: 1,808 SF
- SAFB cover all M&O



Expiring Leases

Location	Lease Term	Recently Renovated
Hondo	12/31/2021	Yes
New Braunfels	1/31/2022	Yes
Kennedy	1/31/2022	Yes
Pleasanton	1/31/2022	Yes
Marbach	5/31/2021	No



BUILDING BUSINESS • BUILDING CAREERS











- Center currently being renovated by the City
- Rent: \$2,643.78
- Term: 2 years
- Square Footage: 1,799 SF
- Landlord covers all M&O



Kenedy Center





- Rent: \$1,683.00
- Term: 3 years
- Square Footage: 1,750 SF
 - Landlord cover all M&O except janitorial





New Braunfels Center

- Rent: \$16.70 PSF
- Term: 10 years



- Square Footage: 6,720 SF
- Tenant covers all M&O



Current Renovations Boerne







Floresville





Marbach Relocation

- Current lease will expire 5/31/2022
- Maintenance Issues
- Tours
- Proposed Options



Marbach Relocation

Petco Corporate Office

Port of San Antonio





Marbach Relocation

Property	Petco Corporation	Port of San Antonio
Landlord	SV Richland Hills, LLC	Port Authority of San Antonio
Premises	21,670 SQ FT	17,500 SQ FT
Est. Construction Time	120 Days	180 Days
Base Rent Schedule	\$19.50 PSF increasing \$.50 PSF/Year	\$17.00 PSF Increasing 3% Annually
10-Year Total Rent	\$6,126,109	\$3,878,020





Questions?





MEMORANDUM

То:	Strategic Committee	
From:	Latifah Jackson, Director of Contracting and Procurement	
Presented by:	Latifah Jackson, Director of Contracting and Procurement	
Date:	September 17, 2021	
Subject:	Discussion and Possible Action Lease Execution for Marbach Relocation	

Summary: The current lease at Marbach expires on May 31, 2022. Staff evaluated and toured seven locations. The two primary facilities under consideration to relocate the Marbach Workforce Center to are the Port Authority of San Antonio and Petco Corporation. The two facilities were toured by Chairperson, Eric Cooper and CEO, Adrian Lopez on July 19, 2021.

Analysis: The two primary locations are:

Property	Port San Antonio Building 940	Petco Building
Landlord	Port Authority of San Antonio	SV Richland Hills, LLC
Facility	17,500 SF Single-Story	21,670 SF Single-Story
Parking	In front of Premises, final amount TBD upon converting truck court in back	6.96 per 1,000 RSF
Bus Service	TBD	Two (2) bus stops in front of Premises
Tenant Improvement Allowance	\$80/SF	\$35/SF
Preliminary Construction Cost Est.	\$85.40/SF	\$36/SF
Est. Construction Time	180 Days	120 Days
Lease Term	10 Years	10 Years
Proposed Base Rent Scheduled	Starting at \$17.00 PSF Increasing 3% Annually	Starting at \$19.50 PSF Increasing \$0.50 PSF/Year
Est. NNN Charges	\$2.67/SF	\$6.52/SF
10-Year Total Rent	\$3,878,020	\$6,126,109

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Fiscal Impact: Delivering a high-quality Workforce Center that is completely renovated in a new space at Port San Antonio, which also supports the sector-based model is approximately 37% more cost effective than the Petco location. The FY22 budget also includes \$545,000 for furniture, technology, other equipment, and moving expenditures.

Staff Recommendations: WSA is requesting approval to continue negotiations with the Port Authority of San Antonio and enter a new 10-year lease.

Alternative: Negotiate with Petco Corporation for a larger facility at a higher cost.

Next Steps: Upon the Committees approval present recommendations to the Executive Committee.

Attachments: None