



STRATEGIC COMMITTEE MEETING

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

June 14, 2024

10:00 AM

AGENDA

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

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. Questions relating to these rules may be directed to Teresa Chavez at (210) 452-9405.

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

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

Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- I. CALL TO ORDER
Presenter: Eric Cooper, Committee Chair
- II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Eric Cooper, Committee Chair
- III. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Eric Cooper, Committee Chair
- IV. PUBLIC COMMENT
Presenter: Eric Cooper, Committee Chair
- V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)
Presenter: Eric Cooper, Committee Chair
 - a. Meeting Minutes – March 22, 2024
- VI. DIVERSION AND REENTRY PRESENTATION
 - a. American Indians of Texas at the Spanish Colonial Missions & Honorable Judge Ron Rangel
- VII. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)
Presenter: Gilbert Monk, Assistant Director of Procurement and Contracts
 - a. Facility Updates
 - i. Port SA
 - ii. O'Connor
 - iii. Bandera
 - iv. Mobile Unit Status and Draft Calendar
- VIII. LOCAL PLAN PROGRESS UPDATE (DISCUSSION AND POSSIBLE ACTION)
Presenter: Adrian Perez, CIO
 - a. Sector-Based Model, Score Cards & Strategic Partnership Manager Update
Presenter: Adrian Perez, CIO
 - b. Ready to Work Analysis
Presenter: Rebecca Espino Balencia, Director of Ready to Work
 - c. Strategic Partnerships and Memorandum of Understanding (MOU)
Presenter: Caroline Goddard, Strategic Community Partnerships Manager
 - d. Development of the 2025 Local Plan
Presenter: Adrian Perez, CIO
 - e. Model for Business Services
Presenter: Adrian Perez, CIO
 - f. New CEO Reports
Presenter: Adrian Perez, CIO
 - g. Implementation of the State-Wide Action Plan
Presenter: Adrian Perez, CIO
 - h. Next Steps on PROWD Grant

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Presenter: Victoria Rodriguez, Director of Workforce Service

IX. CHAIR REPORT

Presenter: Eric Cooper, Committee Chair

X. EXECUTIVE SESSION:

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

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;
- c. Pending or Contemplated Litigation;
- d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

XI. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair



STRATEGIC COMMITTEE MEETING - MINUTES

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

March 22, 2024

9:30 AM

BOARD OF DIRECTORS: Eric Cooper (Chair), Leslie Cantu, Anthony Magaro, Lowell Keig (9:58am), Jim Robertson, Angelique De Oliveira, Josh Schneuker, Mitchell Shane Denn (9:57am)

STAFF: Adrian Lopez, Adrian Perez, Christine Dever, Chuck Agwuegbo, Dr. Ricardo Ramirez, Jeremy Taub, Kristen Rodriguez, Rebecca Espino Balencia, Teresa Chavez, Vanessa McHaney, Victoria Rodriguez, Roberto Corral, Brenda Garcia, Jason Rodriguez, Alfred Salazar, Sandra Rodriguez, Trema Cote

PARTNER STAFF: Mike Ramsey

LEGAL COUNSEL: None

GUESTS: Braden Reed with Coastal Bend College

AGENDA

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I. CALL TO ORDER

Presenter: Eric Cooper, Committee Chair

At 9:30am, Chair Eric Cooper called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Eric Cooper, Committee Chair

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

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Eric Cooper, Committee Chair

None.

IV. PUBLIC COMMENT

Presenter: Eric Cooper, Committee Chair

None.

V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)

Presenter: Eric Cooper, Committee Chair

a. Meeting Minutes – February 2, 2024

Upon motion by Angelique De Oliveira and seconded by Leslie Cantu, the Committee unanimously approved the Consent Agenda item a. Meeting Minutes – February 2, 2024.

VI. COASTAL BEND COLLEGE PARTNER UPDATE

Presenter: Braden Reed, Director of Workforce Development and Continuing Education, Coastal Bend College

- One of the Coastal Bend College locations is in Pleasanton, which is in the WSA region. Coastal Bend College's partnership with WSA consists of supporting students and community members holistically and providing a hand-off for key services.
- The programs and services offered are 50+ CE courses offered through ETPL, 200+ CE courses offered online and/or in-person at CBC locations, customized

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training for employers, and the ability to develop fast-track training opportunities.

- CBC has benefited from the Workforce Academy in the ability to better support their community/students, identify ways to continue working together, and understand the bigger picture of Workforce Solutions Alamo.

VII. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jeremy Taub, Director of Procurement and Contracts

a. Procurement Diversity Update (SMWVBE)

- Current SMWVBE expenditures are at 22.53%, which is an increase of 3.37% from the last report. WSA has issued payments to approximately 134 vendors for the purchase of goods and services with 13 identifying as HUB.
- To date, the total corporate expenditures are \$2,337,123 and of that \$526,440.25 went to SMWVBE.
- Total childcare providers for the City of San Antonio are 642, and 246 of those are SMWVBE. Total payments made are \$32,651,797.21, and \$12,615,059.24 went to SMWVBE.
- Anthony Magaro asked what is being done to help capture the vendors with no designation. Jeremy Taub answered that a survey is sent out to the vendors periodically to remind them to update their information, they participate at events that promote small business opportunities, and they post all bids online on the state vendor registry system to include invitations to submit. Anthony Magaro also asked if there is a way to require vendors to provide a designation. Jeremy Taub responded that it is encouraged, but not required. CEO Adrian Lopez added that this is not a full-fledged program and that WSA was asked by their board to create a policy with aspirational goals associated with classification of SMWVBE. He added that he is seeking attorney guidance in how WSA is abiding by or not in compliance with what the recent state legislature passed regarding DEI programs.

b. Facility Updates

i. Port SA

- The tentative opening is May 2024, and the grand opening is to be determined. Construction remains on schedule and is at 90% completion. The lighting, flooring, and HVAC have been installed. Items that need to be completed are the final trim, office doors and glass, ceiling covers, paint touch-ups and millwork. The monthly rent is \$28,365 with 2.5% annual escalation and the initial term is 120 months.
- Jim Robertson asked what the square footage is. Jeremy Taub responded that it is 17,500. He also asked if that was a good amount for the price that is being paid. CEO Adrian Lopez responded that it is and WSA was provided about \$1.6 million in tenant improvements.

ii. Bandera Relocation

- A new facility search is in progress for the Bandera Workforce Center. The process included performing market research, coordinating with the broker, site visits, and technical and cost-analysis. The tentative opening

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is in May 2024. The estimated rent is \$1,800 - \$2,100 per month with a 5% annual escalation. The initial term will be 3-5 years with renewal options.

- CEO Adrian Lopez stated that a recommendation is not ready to be made to the board yet and that they are still considering other options, especially the ones made by Judge Evans.

iii. Mobile Unit

- The tentative delivery is August 2024. Construction remains on schedule and is at 30% completion. Currently working on outfitting the mobile unit to include internet, event schedule, furniture, fixtures, equipment, selecting interior design and paint finishes, and finalizing the floorplan.
- In anticipation of the projected delivery, WSA is coordinating with appropriate board staff, contractors, and its partners for a smooth transition. During planning, discussions for the utilization of the mobile unit have been for IT connectivity, events and schedule, program orientations, enrollment events, family resources, facilitating the youth model, career exploration events, and early childhood professionals TECPDS and trainings.
- Jim Robertson stated he has a few events where he would like the mobile unit to be at. Chair Eric Cooper stated he would like to assist in mobile strategies and calendaring it to accommodate everyone's needs. Anthony Magaro had a question about the driver. COO Teresa Chavez answered that C2 will be the contractor that is going to handle the driver. Angelique De Oliveira asked the staff to be cognizant of the cost of taking the mobile unit to places where a table and two staff members would suffice.
- Angelique De Oliveira asked if there is a projected mission impact outcome for the mobile unit and the Port San Antonio location in terms of people served, placed in employment, or enrolled in training. CEO Adrian Lopez responded that the VOS greeter will track how many people go to the center or to the bus.

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

Presenter: Adrian Perez, CIO

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

Presenters: Rebecca Espino Balencia, Interim Director of Workforce Services & Caroline Goddard, Strategic Community Partnerships Manager

- CIO Adrian Perez commented on the three pillars of service that make up the sector-based strategies and how the industry scorecards and different sectors show the progress being made in terms of the local plan. He also touched on the business services unit and how they provide job orders and stage hiring events.
- Letters of support have been provided to MAPS which encourages STEM experiences for students and educators, Teaching Strategies which focuses on elevating and helping educators connect to resources, and Together4Children which helps with staff retention strategies. An MOU has been signed with

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Coastal Bend College to collaborate on CTE programs. The Workforce Academy has 350 graduates which has helped partners in the region understand what WSA's services consist of. The third round of Community Conversations has been completed and WSA is now in the phase of developing workforce councils for each county to ensure each county is being served as it needs to be served.

- In the Ready to Work program, 411 participants have completed training, and WSA has seven participants that have graduated in the vocational nurses' program from University of Allied Health. Some deficits have been identified in the technical review with the City of San Antonio and they are being monitored. SYNC is not giving the same reports as the previous platform, but the city is working on that.

IX. CEO REPORT

Presenter: Adrian Lopez, CEO

a. WIN Texas Q2 Meeting – May 2 & 3, 2024

- The Workforce Innovation Network is a collection of the 28 workforce boards in Texas that will have their quarter two meeting in San Antonio. WSA will also host the TWC Chairman and two Commissioners. State Representative John Lujan and State Senator Jose Menendez will be speaking at the luncheon on May 2. A dinner and reception will also be held on May 2 and is an opportunity for the board to meet other CEOs and their board members.

b. Partnership with Capital Area and Rural Capital Area Workforce Boards

- Austin and San Antonio are in the works of creating a mega region and there are several efforts on the economic development side to ensure the promotion of the mega region as opposed to individual communities. WSA, Capital Area, and Rural Capital Area are working on a DOL grant together focusing on construction and advanced manufacturing.

c. Constituting of Texas Association of Workforce Boards

- TAWB represented the 28 workforce boards in Texas which could lobby and be advocates for them. TAWB has been dysfunctional and WSA decided to part ways with them two years ago. This past year, approximately 15 or 16 additional workforce boards parted ways with them, which in turn created WIN Texas. TAWB has then come back to try and restructure the organization and revise their bylaws. CEO Adrian Lopez has joined a committee to assist in revising the bylaws.

d. Alamo Workforce Consortium

- The Alamo Workforce Consortium was created to be responsive to the Ready to Work initiative. This consortium will discuss other funding opportunities, sustaining the work, and other topics of concern.

X. CHAIR REPORT

Presenter: Eric Cooper, Committee Chair

- Chair Eric Cooper will be the Grand Marshal for the Battle of the Flowers parade on April 26.

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

None.

XII. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair

Chair Eric Cooper adjourned the meeting at 10:29am.



Strategic Committee





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The SA Fatherhood Campaign is an AIT initiative.



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Tentative Opening: August
2024

New facility lease for the
Bandera Workforce Center

- Update: Currently with WSA contracted Brokers and Landlord on drafting lease agreement, for the 4173 Highway 16, Bandera, TX location, to include the ADA

Services - "La Cultura Cura"

Transformational Healing 3-Point Service Plan

Educational Classes

- BIPP-Fatherhood Campaign
- Domestic Violence
- Healthy Relationships
- Parenting
- Transformational Healing
 - Long-Term Care

Mentoring

- One on One
- Referrals (Partners)
- Peer to Peer
- Integrated Case Mgmt.

Circulos

- Community Empowerment
- Tomorrow's Leaders
- Women's Healing Circles
- Men's Healing Circles
- Program Circles
- Retreats (1 – 3 Days)
- Village Engagement
 - Bear Dance, Pow Wow, Sweat Lodge

Client Statistics

2023 Impact

- 9,700 Children
- 2,700 Clients
 - 1,250 Men
 - 1,450 Women
- 35,000 Community

2023 Client Information

- 68% Are single-parent houses
- 59% Experienced domestic violence
- 63% **Incarcerated at least once**
- 37% Don't have high school diplomas
- 39% **Un-employed**
- Impacting federally desolated zip codes

(78207, 78210, 78220, 78223, 78228, 78237, 78245)

2023 Service Highlights

Honoring Fatherhood, Raising Children, Healing Families

- 30 Classes weekly (virtual & in-person)
- 2,500 Hours of psycho-educational classes
- 21,000 Mentoring hours
- 28 Counties in Texas & other states
- Newly BIPP Accreditation Program & Anger Management Program
- 510,000 Diapers distributed w/ Diaper Bank

Diversion & Reentry Program | A Reintegration Initiative

- The Diversion & Reentry Program is multifaceted approach for those involved in the adjudication process.
- The program is tailored for individuals facing legal consequences, providing them with an opportunity to engage in restorative practices and access comprehensive services aimed at facilitating personal growth, career opportunities, accountability, and community reintegration.
- This is achieved by aligning judicial, correctional and supervision institutions with our social services and employment initiatives programs. (*Workforce Solutions*) ¹⁶

Diversion & Reentry Program | A Reintegration Initiative

Accessibility

Accessibility plays a crucial role in facilitating the successful reintegration of participants into their communities. We do this by addressing the diverse needs of individuals during pre-trial or after incarceration. The goal is to achieve a purposeful transition back into society, by enhancing our workforce, promote social inclusion, bridging gaps in social service and decrease recidivism rates.

Diversion & Reentry Program | A Reintegration Initiative

Key Components

Key Components:

- Referral Source: Criminal Courts in Bexar County, the Office of the Attorney General, Adult Probation, Child Protective Services, and Workforce Solutions Alamo serving the 13-county Alamo region.
- Eligibility: Referral source will independently set the stipulations and sanctions prior to admission.
- The program is open to persons who committed crimes and re-entry individuals.
- Duration: Participants engage in the program for a period of 6 to 12 months.

Diversion & Reentry Program | A Reintegration Initiative

Key Components

Key Components:

- **Comprehensive Services:** Participants have access to a range of services including counseling, substance abuse services, workforce integration, and case management, tailored to their individual needs.
- **Restorative Justice Approach:** The program integrates restorative justice principles into its core framework, emphasizing accountability, collaboration, and community healing.

Diversion & Reentry Program | A Reintegration Initiative

Key Components

Key Components:

- **Education and Workforce Preparation:** Concurrent education and workforce training opportunities are provided, including financial literacy education, vocational training, and job placement services.
- **Family Support:** The program recognizes the importance of familial relationships and offers support services to strengthen family bonds and address parenting challenges.

Diversion & Reentry Program | A Reintegration Initiative

Key Components

Key Components:

- **Victim Support:** Efforts are made to involve and support victims throughout the process, fostering understanding, healing, safety and reconciliation when possible.

Diversion & Reentry Program | A Reintegration Initiative

Objectives

Objectives:

- To address the underlying factors contributing to participants' involvement in the justice system through a holistic and restorative approach.
- To provide participants with the necessary support and resources to promote active employment, personal growth, accountability, and community reintegration.
- To collaborate with stakeholders including legal, social service, and workforce agencies to establish a comprehensive support network grounded in restorative justice principles.

Diversion & Reentry Program | A Reintegration Initiative

Objectives

Objectives:

- To evaluate the effectiveness of the program in reducing recidivism rates and promoting positive outcomes through a rigorous recidivism study conducted over a two-year pilot period.
- This is achieved by aligning judicial ,correctional and supervision institutions with our social services and employment initiatives programs. Accessibility plays a crucial role in facilitating the successful reintegration of participants into their communities.

Diversion & Reentry Program | A Reintegration Initiative

Conclusion

- The Diversion & Reentry Program represents a proactive and innovative approach to addressing the complex needs of individuals involved in the justice system.
- By combining legal support, social services, workforce development initiatives, and victim support within a restorative framework, the program seeks to empower participants, strengthen families, and promote positive outcomes for both individuals and communities.
- Through ongoing evaluation and collaboration, the program aims to continuously refine its practices and contribute to the advancement of restorative justice principles in the criminal justice system.

Diversion & Reentry Program | Referral to Completion

Referral Source

- Eligibility
- Participant Information
- Assessments
- Program Information
- Workforce Solutions

Intake

- Demographics
- Education and Employment
- Social Services

Active Participant (Case Management)

- Individual Development Plan
- Social Services
 - Education
 - Workforce Dev.
 - Training
- Supportive programs

Exited/Follow up

- Monthly Reports
- Quarterly Reports
- Aftercare Study
- Recidivism Matrix

Questions
or
Comments



Albert Chagoya
BIPP-Fatherhood Director

A Restorative Justice Initiative
3014 Rivas Street, Suite 126
San Antonio, TX 78228
214-529-5644

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www.bippfatherhood.com



Procurement Updates

Gilbert Monk
Assistant Director of Procurement and Contracts



Facility Update

Gilbert Monk, Assistant Director of Procurement & Contracts





MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Gilbert Monk, Assistant Director of Procurement and Contracts

Date: June 14, 2024

Subject: Facility Update: Port San Antonio

Summary:

On August 18, 2023, Workforce Solutions Alamo – Board of Directors authorized negotiation of a contract amendment to the lease with The Port Authority of San Antonio for the revised Tenant Improvement Allowance, TI of up to \$2,213,750 under the terms of the agreement for the facility located at 638 Davy Crockett, San Antonio Texas. This supports **Texas Talent and Economic Growth – Goal 2, Service Optimizers**, in our Strategic Plan.

Update:

- Weekly progress meetings are underway with Board staff, Port SA representatives, and the General Contractor. Progress is maintaining its schedule and currently stands at 90% completion.
- The Internet Solutions with the Service Provider (AT&T) are currently operational.
- In anticipation of the projected move-in date, WSA staff is coordinating with the appropriate contractors, partners, and vendors to necessitate a smooth transition. The outstanding tasks involve fabrication and installation of signage, and furniture and construction punch list items.
- Soft opening: TBD

Analysis:

The Board of Directors approved a lease for the relocation and renovation of a new facility at Port San Antonio on September 17, 2021. The finalized plan was previously forwarded to the Architect and Contractor to initiate build-out renovation with an anticipated completion date of Spring 2024.

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communications@wsalamo.org

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The lease agreement provides for the rental of the 17,500 square foot space, to include repairs, and maintenance, with an initial term of ten years, and has two (2) five-year options to renew.

Alternatives: None.

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

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

Recommendation:

There is no further recommendation currently. WSA Procurement and Contracts Management staff will continue to ensure the remaining build-out remains on schedule and prepare for relocation.

Next Steps: Board staff will continue to coordinate with the appropriate contractors, partners, and vendors to ensure completion of remaining build-out items and prepare for relocation.

Port San Antonio

Tentative Opening: June-July 2024

Grand Opening: TBD

Construction Update:

- Construction remains on schedule and is at 90% completion.
- Final trim, office doors and glass, ceiling covers, paint touch-ups and millwork.
- Installed lighting, flooring, and HVAC.
- Update: Currently, staff is using hotspots while awaiting internet installation by vendor before grand opening.





Port San Antonio (Continued)





MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Gilbert Monk, Assistant Director of Procurement & Contracts

Date: June 14, 2024

Subject: Update: O'Connor Office Furniture and Installation

Summary: On August 18, 2023, Workforce Solutions Alamo – Board of Directors awarded R/E Business Center, LLC. a contract for the Facility Lease at 11711 IH 35N, San Antonio, Texas. The estimated annual rent for the 23,880 square foot facility, including maintenance, taxes, and insurance, NNN is \$740,280 with an annual rent escalation percentage not to exceed 5% and a Tenant Improvement (TI) allowance not exceeding \$1,910,400. This supports **Texas Talent and Economic Growth – Goal 2, Service Optimizers**, in our Strategic Plan.

Construction Update:

- Constuction currently remains on schedule with a 60% completion.
- Framing and Drywall of offices have been completed.
- Currently working on tile work in bathrooms.
- Board Staff currently coordinating with contractor for fiber optic runs
- Furniture finishes have been finalized and PO was issued to get order processed. ETA is scheduled for the first week of August.
- A projected soft opening is currently set for late September 2024, with Grand Opening TBD.

Analysis: The Board of Directors approved a lease for the relocation and renovation of a new facility at O'Connor on October 2023, WSA executed a lease with the landlord to provide a complete build-out, including Vocational Rehabilitation Services (VRS). The current Walzem lease expired on December 31, 2023, and is currently on a month-to-month basis until completion of the new location. By TWCs –Financial Manual for Grants Contracting, FMGC §J.6.1, and Uniform

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Guidance, UG, the initial step in the planning process requires a review of existing facilities that meet our current requirements. WSA's business needs include but are not limited to general location (customer populations, local businesses, area crime statistics), access to public transportation, current parking space required, access to the ground floor, ability to build out, and compliance with Americans with Disabilities Act (ADA).

Alternatives: None

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

Recommendation: There is no further recommendation currently. WSA Procurement and Contracts Management staff has continued to ensure the remaining build-out remains on schedule and prepare for relocation.

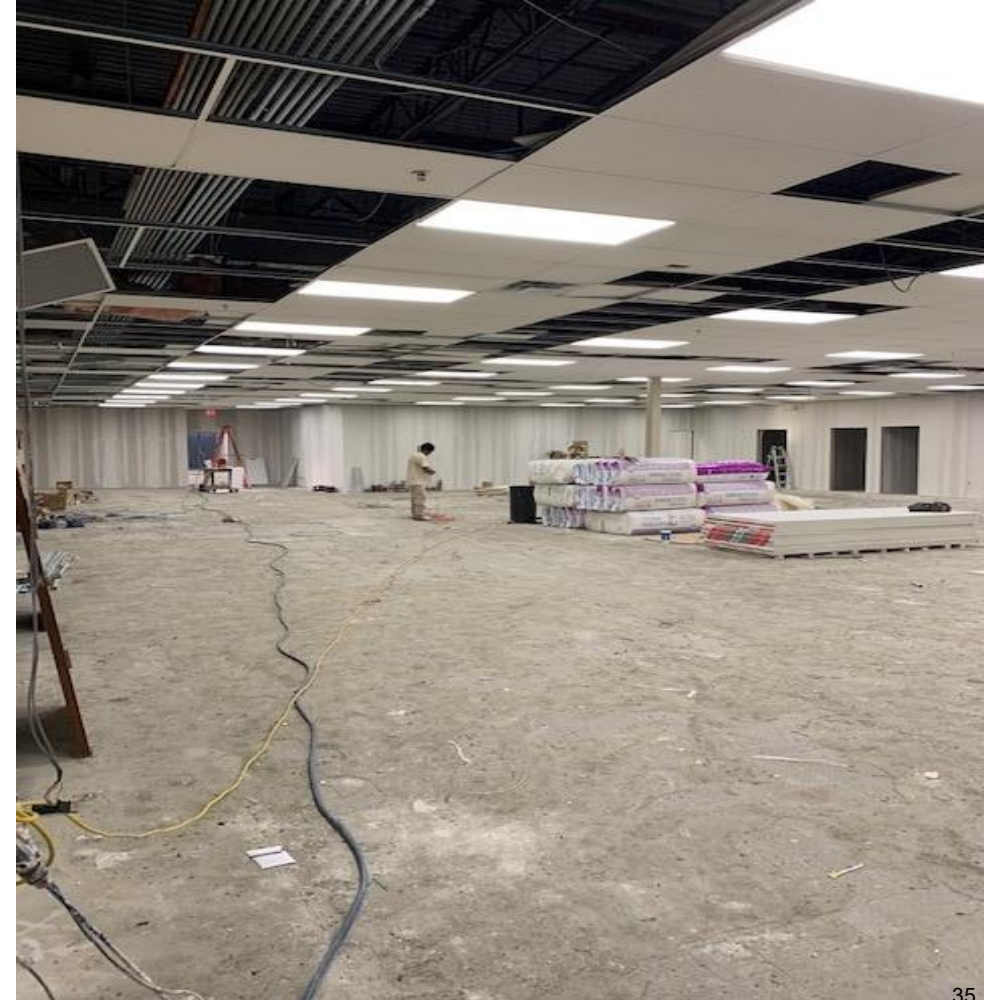
Next Steps: Board staff will continue to coordinate internally/externally on all final build-out requirements and prepare for furniture to be delivered and installed.

O'Connor

Tentative Opening: September 2024
Grand Opening: TBD

Construction Update:

- Construction remains on schedule and 60% percent completion.
- HVAC, Sidewalk Expansion, Framing and Drywall of offices have been completed.
- Furniture has been ordered and expected to be delivered and installed beginning of August.





MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Gilbert Monk, Assistant Director of Procurement and Contracts

Date: June 14, 2024

Subject: New Facility Lease for Bandera Work Force Center

Summary:

The Workforce Solutions Alamo (WSA) Board of Directors is being updated on the proposal to award a contract for a facility lease at 4173 Highway 16, Bandera, TX. The estimated annual rent for the facility, including maintenance, partial utilities, taxes, and insurance, is \$21,600, with a yearly rent escalation percentage not to exceed five percent (5%), pending final negotiations. This supports Texas Talent and Economic Growth – Goal 2, Service Optimizers, in our Strategic Plan.

WSA was unable to negotiate a facility lease for a Workforce Center at the recommended property address and reserved the right to proceed with the next highest-ranked property address in negotiating a facility lease with its respective landlord.

Analysis:

The current location can no longer accommodate WSA's needs, and the Memorandum of Understanding (MOU) will terminate on November 14, 2024. In accordance with TWC's Financial Manual for Grants and Contracting (FMGC §J.6.1) and Uniform Guidance (UG), the initial step in the planning process requires a review of existing facilities that meet our current requirements. In selecting a facility to lease, WSA's business needs include the general location (customer populations, local businesses, and area crime statistics), access to public transportation, current parking, required space, ground floor access, ability to build out, and compliance with Americans with Disabilities Act (ADA) standards.

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In accordance with TWC's Financial Manual for Grants and Contracts (FMGC §J.6.2.2), on February 23, 2024, a Request for Information (RFI) was released to potential Lessors and Realtors, including local Realtors Pat Boyle Realty and Guilot Realty in Bandera, TX, to conduct market research and solicit potentially available properties for administering various Workforce programs. Additionally, WSA's contracted Real Estate Broker, PCR Brokerage San Antonio, LLC (dba Partners), conducted a required Competitive Market Analysis (CMA) to determine prospective locations, along with a required cost and technical analysis completed by Board Procurement staff, attached herein.

Accordingly, WSA Procurement and Contracts originally recommended two locations for the award (624 Highway 16 and 4173 Highway 16, respectively) to the Board. This was done if WSA could not negotiate a facility lease for a Workforce Center at the recommended property address, allowing WSA to proceed with the next highest-ranked property address. Since WSA was unable to negotiate a facility lease for a Workforce Center at the 624 Highway 16 location, WSA is now proceeding with the finalization of negotiations for the 4173 Highway 16 location.

Alternatives:

None. No properties met the requirements based on the market research and CMA analysis performed by the Board staff. However, after evaluating the properties against WSA's requirements, the property located at 4173 Highway 16, Bandera, TX, has been recommended for award on a best-value basis. Negotiations for finalizing the award are currently in progress.

Fiscal Impact:

The estimated annual rent amount is \$21,600, with an annual rent escalation not to exceed five percent (5%) for the recommended property. The anticipated initial term of the lease will be for a 3–5-year term with up to three (3) options to renew, not to exceed twenty (20) years inclusive of all renewals. The actual amount paid will be finalized during negotiations and specified in the lease.

Recommendation:

No board action is required at this time. WSA Procurement and Contracts Management has proceeded to finalize negotiations with the landlord to secure a lease at the recommended location, pending final facility inspection.

**Next Steps:**

Board staff will finalize negotiations in coordination with its contracted broker, Legal Services, and the landlord for the execution of a new lease agreement in Bandera, TX.

Attachments:

Cost Analysis

Lease Procurement Checklist



Cost Analysis:

TWC Lease Market Assessment Information	Subject Lease: 702 Buck St	624 Highway 16	4173 Highway 16	1401 Sycamore St.	158 Highway 16
Building Type and Class:	Class B Office	Class B Retail	Class B Retail	Class C Office	Class B Retail
Square Footage Needed and/or Available	1000	1500	1200	800	1000
Base Rent Rate:(\$/SQFT/YR) (Enter dollar amount/SQFT/YR)	\$0 x 1,000 sq. ft.=0	\$12 x 1500 sq. ft. = \$18,000	\$18.00 x 1200 sq. ft. = \$21,600	\$24.00 x 800 sq. ft. = \$21,776	\$10.20 x 1000 sq ft.= \$10,000
Total Base Rent Rate Per Term (60 Months)	\$0	\$90,000	\$108,000	\$96,000	\$50,000
Avg. Total Rent per Year	\$0	\$18,000	\$21,600	\$19,200	\$10,200
Type of Lease: NNN, Modified Gross, or Full Service.	FULL SERVICE	MODIFIED GROSS	Modified Gross	NNN	NNN
Additional Rent: Such as Operating Expenses or Common Area Maintenance (CAM), if not included in the Base Rent amount above (\$/SQFT/YR). Estimated Annual Amount	\$0	\$0	\$3,600	\$0	\$3,000
Estimated Utilities: If not included in the Base Rent or Additional Rent above (\$/SQFT/YR) Estimated Annual Amount	0	\$2,160	\$1,728	\$1,152	\$1,440

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TWC Lease Market Assessment Information	Subject Lease: 702 Buck St	624 Highway 16	4173 Highway 16	1401 Sycamore St.	158 Highway 16
Total Estimated Annual Cost: Annual Base Rent + Additional Rent (if needed) + Estimated Utilities	\$0	\$20,160	\$26,928	\$20,352	\$14,640
Total Available Parking Spaces: If by square footage, please note parking spaces per square foot.	20	>20	20	Unknown	5
Estimated Build Out Cost per Square Feet:	\$23.83	\$23.83	\$23.83	\$23.83	\$23.83
Total Build Out Cost per Year (Estimation):	\$4,766	\$7,149	\$5,719	\$3,813	\$4,766
Move Out Costs:(Moving Expenses: per hour rate x labor hours = total estimated cost)	\$0	\$280	\$280	\$280	\$280
Renovation to Current Lease (if needed): Total tenant improvements/expenditures	\$0	\$0	\$0	\$0	\$0
Total Annual Cost: Including rent per year + build out + utilities + moving + renovations	\$4,766	\$27,589	\$32,927	\$24,445	\$19,686
OVERALL RANKING		1	2	3	4



Notes: Other properties below were reviewed but did not meet facility space requirements for a Workforce Center. As a result, these properties were removed from consideration as potential locations for various reasons, including Adequate square footage, ADA compliance, or lack of immediate availability:

- 129 Highway 16, Bandera, TX, did not meet the space requirement.
- 611 Main Street, Bandera, TX, did not meet the space/ADA requirement.
- 2667 Highway 16, Bandera, TX, did not meet the space requirement.
- 1116 12th Street, Bandera, TX – Arthur Nagel Community Clinic, unavailable
- 803 Buck Street, Bandera, TX – Silver Sage Senior/Community Center, unavailable

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Lease Procurement Checklist

Name of Landlord/Contractor/Vendor:	Josh Fazio
Property Location and Address:	4173 Highway 16
	Bandera, Texas 78003
Time Frame (current lease dates)	
New Contract or Renewal:	New Contract
If Renewal, what Renewal #:	
# of Renewals Remaining:	

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

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

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

Bandera

Tentative Opening: August 2024

New facility lease for the Bandera Workforce Center

- **Update:** Currently with WSA contracted Brokers and Landlord on drafting lease agreement, for the 4173 Highway 16, Bandera, TX location, to include the ADA requirement as requested.
- **Financial:** Rent - \$1,800 per month, with up to 5% annual escalation.
- **Term:** Initial lease term of 3-5 years, with renewal options





Bandera (Continued)



4173 State Highway 16, Bandera, TX



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Gilbert Monk, Assistant Director of Procurement and Contracts

Date: June 14, 2024

Subject: Facility Update: Mobile Workforce Unit

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

Update:

- Project management meetings are being conducted internally with Board staff. Production is on schedule and is currently at 40% completion since issuing Purchase Order in May 2023.
- Due to production wait times and the chassis being on back order for five months, the completion % and estimated 400-day timeline do not sync up.
- In anticipation of the projected delivery date by 08/01/24, WSA is coordinating with the appropriate board staff, Contractor, and its partners for a smooth transition. This will include IT connectivity, event schedule, furniture, fixtures, and equipment to meet the needs of our clients.
- C2 is currently seeking two (2) qualified drivers with CDL's.
- The IT equipment and network procurement has been completed and starting to be delivered.

Tentative Schedule:

- The calendar is on a Monday, Wednesday, and Friday schedule from September to November. The first event will be in Atascosa County, which has had mobile unit fairs. After that, for the next 3 months, a mix of Career Maps courses will be held with job seeker

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activities. This calendar of activities will continue to evolve as we define locations and times.

Analysis: The scope of service enables the Contractor to provide the materials, labor, and equipment in delivering the Mobile Workforce Unit. The Mobile Workforce Unit will expand access for clients throughout the 13-county area to increase outreach and delivery of immediate workforce services in areas where a brick and motor WFC may not be readily available to participants. Additionally, it is expected the Mobile Workforce Unit will expand the reach of services during times of emergencies, will be utilized during onsite job fairs by sponsored employers which will increase participation, convenience, and access to the community at large.

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

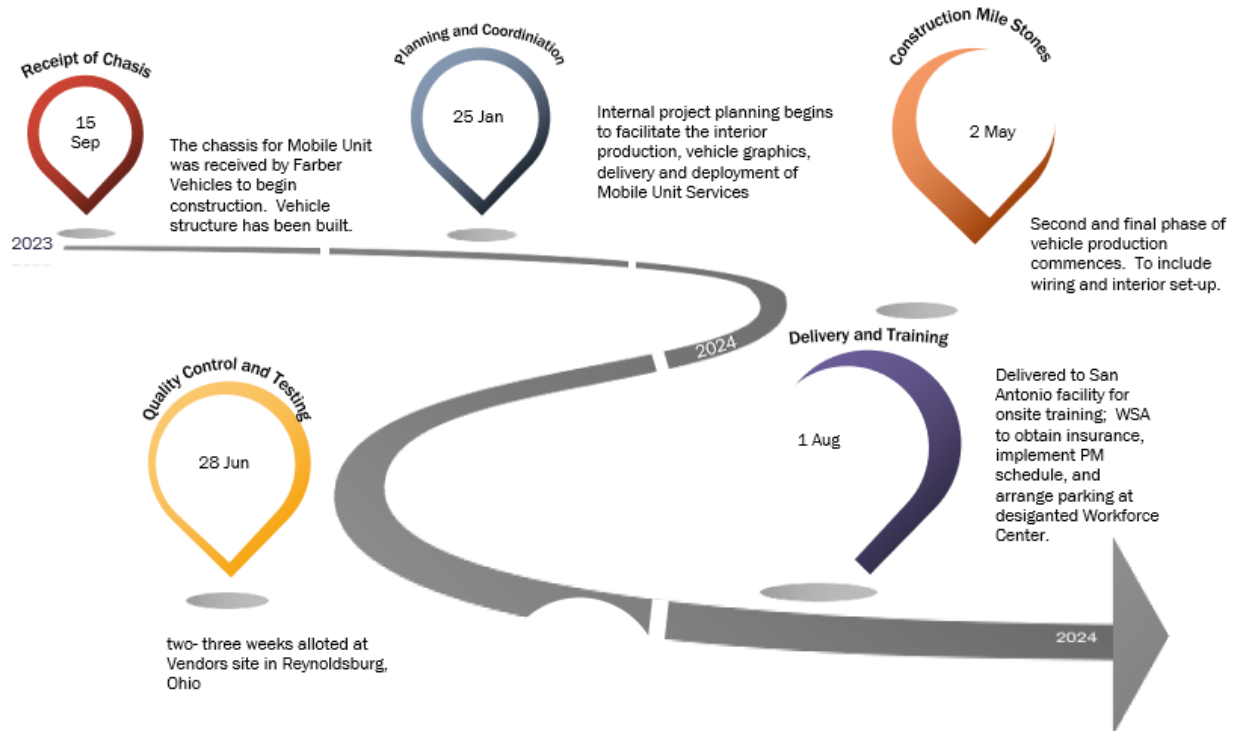
Recommendation: There are no recommendations being proposed with this update. WSA Procurement and Contracts staff will continue to help complete the remaining build-out.

Alternatives: None.

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



Timeline:



Mobile Workforce Unit

Tentative Delivery: August 2024

Construction Update:

- Construction remains on schedule and is at 40% completion.
- Phase I expected to be completed on June 28, 2024. Mobile Unit will then go to phase II, QC testing, for two (2) weeks and Phase III will be delivery.
- Build out of interior will start this week.
- C2 is currently seeking two (2) qualified drivers with CDL's.
- The IT equipment and network procurement has been completed and starting to be delivered.



Mobile Workforce Unit (Continued)



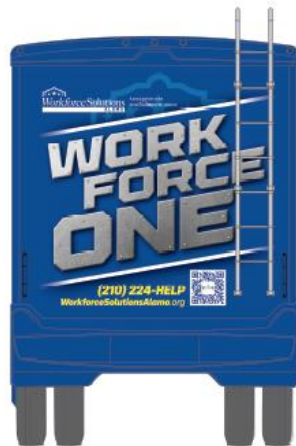
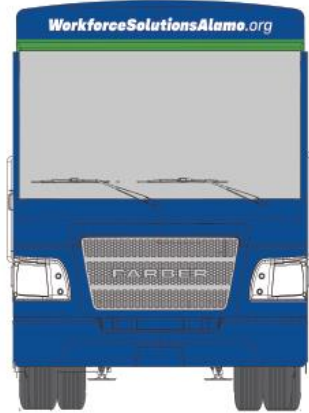
Mobile Workforce Unit (Continued)



Mobile Workforce Unit (Continued)



Mobile Workforce Unit (Continued)





Tentative Workforce One Calendar

September

Date:	Focus:
Monday, 2nd	Mobile Unit Unveiling: Frio County
Wednesday, 4th	Career Exploration
Friday, 6th	Resume and Cover Letter Writing Assistance
Monday, 9th	Digital Literacy for Job Seekers
Wednesday, 11th	Career Pathways Information Session
Friday, 13th	Resume Writing Career Maps Session
Monday, 16th	Construction Industry Job Training Information Session
Wednesday, 18th	Employer Meet and Greet
Friday, 20th	10 Keys to Achievement Career Maps Session
Monday, 23rd	Apprenticeship Programs Overview
Wednesday, 25th	Soft Skills Development Workshop



Tentative Workforce One Calendar

October		November	
Date:	Focus:	Date:	Focus:
Monday, 30 th	Veterans' Workforce Services	Monday, 4 th	Resume and Cover Letter Writing Assistance
Wednesday, 2 nd	Interview Questions Assistance Career Maps Session	Wednesday, 6 th	Career Pathways Information Session (Parents)
Friday, 4 th	Small Business Startup Resources	Friday, 8 th	Overcoming Barriers Career Maps Session
Monday, 7 th	Effective Communication Skills for the Workplace	Monday, 11 th	Veterans Day
Wednesday, 9 th	Transitioning Military Service to Civilian Center		
Friday, 11 th	Trade Skills Demonstration Day		
Monday, 14 th	Columbus Day		
Wednesday, 16 th	Construction Industry Job Training Information Session		



Questions





Local Plan Progress Update

Adrian Perez, CIO



Local Plan Progress Update Overview



- a.) Current snapshots of:
 - Youth and Adult throughput of individual through training to employment
 - Youth and Adult outputs of work with business services
- b.) Ready To Work: Ready to Work and the strategies highlight ongoing struggles with the current business engagement model
- c.) Partnerships: Current work on Partnerships in anticipation of new models developed in upcoming Local Plan
- d.) Local Plan: Overview of work and discussion on data targets
- e.) Model for Business Service: Update on Company Pathway Model
- f.) New CEO Reports: update on the CEO report transition
- g.) Implementation of Statewide Action Plan tying it together







Sector-Based Score Cards

Adrian Perez, CIO






Adult Industry Sector Scorecard BCY24

Information is YTD and reported live monthly; therefore, data consistently changes as enrollments in sector base trainings increase and decrease, and credentials obtained month to month ---
Timeframe: 10/1/2023 - 06/03/2024

Industry Sector Scorecard - Standard Programs - BCY24									
Industry	Enrolled	Active	Completions	Completions	Rate	Credential	Rate	Employment	Rate
Construction 	63	22	41	30	73%	29	71%	21	70%
Healthcare 	57	19	38	25	66%	11	29%	9	36%
Information Tech 	50	25	25	17	68%	8	32%	10	59%
Other 	29	6	23	12	52%	1	4%	8	67%
Manufacturing 	2	1	1	1	100%	1	100%	0	0%
Education 	2	1	1	0	0%	0	0%	2	-
Grand Total	203	74	129	85	66%	50	39%	50	59%

Youth Industry Sector Scorecard BCY24

Industry Sector Scorecard BCY24									
Industry	Enrolled	Active	Completions	Successful Completions	Success Rate	Successful Credential	Credential Rate	Placement	
Healthcare		14	9	5	5	100%	5	40%	5
Transportation									
Information Tech		3	1	2	2	100%	2	66%	2
Construction & Trades									
Manufacturing		0	0						
Grand Total	24	11	13	13	100%	13			13

Adult Business Services Unit Scorecard BCY24



Business Solutions Team										
County	Sector Based Model Industries	Employers	Job Orders	Openings	Applicants	Key Accounts	Hiring Events	Number Hiring Event Participants	Training Worksites	Confirmed Hires
Bexar	Aerospace	21	86	145	557	5	4	1484	1	4,211
	Manufacturing	126	1,095	1,362	10,746	20	8	1803	16	
	Healthcare	143	4,118	4,625	16,095	67	7	2544	23	
	IT/Cybersecurity	17	831	837	5,037	12	6	1481	4	
	Construction	78	632	1253	5288	17	6	2204	7	
	Oil & Gas/Warehousing & Transportation	55	449	1,039	4,375	11	9	2466	6	
	Education	33	689	695	3,619	13	5	1510	4	
	Other	835	8,551	11,656	75,743		15	3206	62	
Rural	Aerospace	4	10	10	11	0	0	0	1	1,853
	Manufacturing	40	495	588	1944	7	3	144	5	
	Healthcare	42	1100	1144	2234	16	7	309	14	
	IT/Cybersecurity	6	32	33	91	6	0	0	1	
	Construction	35	155	272	971	8	4	193	1	
	Oil & Gas/Warehousing & Transportation	21	87	166	332	43	4	137	2	
	Education	10	60	88	247	5	5	225	3	
	Other	291	1,274	2,628	7,459		7	372	16	
Grand Total	All Industries Urban and Rural	1,757	19,664	26,541	134,749	230	*35	*4,594	166	6,064

Youth Business Services Unit Scorecard BCY24



County	Sector Based Model Industries	Employers	Job Orders	Openings	Applicants	Key Accounts	Hiring Events	Number Hiring Event Participants	Training Worksites	Confirmed Hires
Bexar	Aerospace	1	N/A	3	1	1	0	0	1	10
	Manufacturing	8	N/A	91	12	8	1	1100	8	
	Healthcare	22	N/A	60	13	22	1	1100	22	
	IT/Cybersecurity	8	N/A	28	4	8	1	1100	8	
	Construction	8	N/A	28	9	8	1	1100	8	
	Oil & Gas/Warehousing & Transportation	1	N/A	3	3	1	0	0	1	
	Education	20	N/A	65	26	20	1	1100	20	
	Other	42	N/A	300	16	42	1	1100	42	
Rural	Aerospace	0	N/A	0	0	0	0	0	0	10
	Manufacturing	10	N/A	28	4	10	1	1725	10	
	Healthcare	32	N/A	65	16	32	1	1725	32	
	IT/Cybersecurity	3	N/A	6	1	3	1	1725	3	
	Construction	6	N/A	12	2	6	1	1725	6	
	Oil & Gas/Warehousing & Transportation	7	N/A	20	0	7	0	0	7	
	Education	16	N/A	42	12	16	1	1725	16	
	Other	40	N/A	15	34	40	1	1725	40	



Questions



Ready to Work Analysis

Rebecca Espino Balencia, Director of Ready to Work





MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Rebecca Espino-Balencia, Director of Ready to Work

Date: June 14, 2024

Subject: Ready to Work Program Update

Summary: Year to date, WSA has successfully completed intake processes for 5490 individuals. Out of this total, 3,374 participants have been case-managed and enrolled in training, with 968 individuals having already completed their training programs. Impressively, 610 participants have secured employment, earning a wage exceeding \$15.00 per hour. Notably, the average wage for graduates who have obtained employment has risen from \$18.00 to \$20.03. The most popular training courses selected by participants include medical, IT, and heavy and tractor-trailer truck driver programs. Date as of 6/7/2024.

Analysis: Placements continue to increase and will continue to be the focus.

Fiscal Impact: NA

Recommendation:

Strategy engage Training Providers and Career Counselors to increase placement.

Provide Career Counselors opportunities to engage and build relationships with Training Providers present. Training Providers were provided time with each career counselor to best describe and answer questions about their specific programs. Learn about Ready to Work performance goals. Current program status and future goals.

The session allowed for many learning opportunities; Training Providers also utilize job developers or business teams to support student placement. They collect placement information as well. Training Providers are willing to share placement information and join forces to co-host hiring events and graduation to help fill gaps within the existing program. They have internal program performance goals/metrics as well that need to be met. This is a win for both teams.

Based on this event we are working strategically to incorporate feedback and willingness demonstrated by training providers.

Next Steps: Move forward with items recommended. Placement Committee meetings, additional Sync training, Training Provider workshop.

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Ready to Work Strategies



1st Step: Training Provider Partner Engagement

- Discussed gap in Placement
- Provide Training Providers with Program Progress
- Training Providers also have Business Service teams or job developers.

2nd Step: Team Alignment.

- Share Placement data; grades, attendance and barriers
- Joint events; Host Enrollment Event and Career Fairs, Graduations

3rd Step: Incorporate Employers

- Currently Employers are brought into the process midway or towards the end of training.
- Goal is to discuss how employers engage in the inception of the program process.

NEXT STEPS: MEET WITH EMPLOYERS AND TRAINING PROVIDERS TO DEVELOP INTEGRATED PROCESSES.



Questions



Strategic Community Partnerships

Caroline Goddard, MPA





MEMORANDUM

To: Strategic Committee

From: Caroline Goddard, Strategic Community Partnerships Manager

Presented By: Adrian Perez, CIO

Date: June 14, 2024

Subject: Strategic Partnerships Update

Summary: This item is to provide an update on the progress of strategic partnerships to the Strategic Committee of the WSA Board of Directors. WSA believes in finding systematic ways to help clients remove barriers through partner collaborations, key public & private stakeholders at the grassroots and community-based level to support Sector-Based Partnerships in the Alamo region. In alignment with the Statewide Action plan, it is WSA's goal to engage in strategic partnerships that create greater access and effective services by promoting collaboration and regional planning.

Statewide Action Plan Goal 3: Partnership Managers: To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

Partnership Model:

Objectives:

- Locally Driven: Local partners understand what we do and how to maximize the services of WSA while maximizing their services through leveraging the partnership.
- Sustainable: Regardless of staff changes, leadership changes, budget changes, landscape changes the partnership will remain in tack. We are accountable, flexible and responsive with a consistent reinforcing focus.
- Continuously Improving: We seek feedback and set intervals to discuss and plan for improvement.

Resources & Expectations

- Partnership Expectations: Landscape of Opportunities and Resource Allocation
- Types of partnerships: Referrals, Events, Shared Space
- Special Initiatives: co-writing grants, providing letters of support, data sharing, letter of commitment or MOU

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Memorandum of Understandings: WSA makes efforts to partner with organizations that serve individuals with a barrier to employment and priority of service populations including mental health agencies, housing authorities, libraries, substance abuse agencies & other nonprofits.

WIOA law has identified the following populations as targeted under adult priority of service:

- public assistance recipients,
- low-income adults; and/or
- individuals who are basic skills deficient.

WSA has identified the following populations as targeted populations with barriers to employment:

- Displaced Homemakers
- Low-income individuals;
- Native Americans, Alaska Natives, and Native Hawaiians;
- Individuals with disabilities, including youth who are individuals with disabilities;
- Older individuals (55 or over);
- Ex-offenders;
- Homeless individuals or homeless children and youth;
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers;
- Individuals within two years of exhausting lifetime eligibility under part A of Title IV of the Social Security Act;
- Single parents (including single pregnant women);
- Long-term unemployed individuals
- Veterans
- Eligible migrant Seasonal Farm Worker
- Current/ Former Foster Youth
- Families in need of childcare and childcare providers

Strategy 3.3 Training and Education Alignment: Facilitate efficient connections with training and education opportunities that produce strong outcomes for career seekers.

Training & Education Partners			
Organization	Counties Served	Priority Population	Additional information
Southwest Texas College	Medina	Individuals who are basic skills deficient	
Alamo Colleges District	Bexar, Kerr, Comal, Guadalupe,	Individuals who are basic skills deficient	
Bandera Independent School District	Bandera	Opportunity Youth	
Skillpoint Alliance	Comal, Guadalupe	Individuals who are basic skills deficient	Providing training at our New Braunfels



			location/ working with them to get on the ETPL
--	--	--	--

Strategy 3.4 Community-Based Organizations Support: Integrate with community-based organizations about talent-adjacent issues, like housing and transportation

Community-Based Organizations			
Organization	Counties Served	Priority Population	Additional information
Community Council of South Central Texas	Atascosa, Bandera, Bexar, Frio, Gillespie, Kendall, Kerr, McMullen, and Medina	Public assistance recipients; Low-income adults	Provides utility, rental, and housing assistance.
100 Black Men of San Antonio	Bexar	Opportunity Youth	Apprenticeship program for YES! clients
Camino Real	Atascosa, Bandera, Comal, Frio, Guadalupe, Karnes, McMullen, Medina, and Wilson	Provides behavioral healthcare.	Provides behavioral healthcare.
Ysleta Del Sur Pueblo	Atascosa, Bandera, Bexar, Frio, Gillespie, Kendall, Kerr, McMullen, and Medina	Native American	Native Pathways program assists tribal members with workforce development needs.
Restore Education & Chrysalis Ministries	Bexar	Justice Involved Opportunity Youth	Co-applied for Texas Talent Connection Grant
THRU Project	Bexar, Comal & Guadalupe	Foster Youth	Providing housing, mentorship, cellphones, and transportation assistance for our YES! clients
Luminary Ministries	Bexar	Opportunity Youth/ Pregnant or	Onsite job training, Entrepreneur/



		parenting Youth/ Foster Youth	Financial Literacy, skills for employment training, parenthood/ case management and transitional housing for foster youth.
--	--	----------------------------------	---

Letters of Support:

- City of San Antonio Workforce Development Office
- The University of Texas at San Antonio (UTSA) Cybersecurity Manufacturing Innovation Institute
- Lytle Independent School District
- San Antonio Independent School District
- Bandera Independent School District
- Restore Education
- UTSA

Workforce Academy: A total of 609 people attended Academy sessions. Of those, 384 have completed all three sessions and graduated, and the goal for the calendar year is to have 500 Ambassadors graduate. WSA hosted a graduation Tuesday for those who completed all sessions.

Alternatives: No alternatives currently exist.

Fiscal Impact: WSA co-applied for the Texas Talent Connection Grant Program in partnership with Restore Education & Chrysalis Ministries. If awarded WSA would be a sub-recipient of Restore Education in the amount of \$100,000 to increase work experience opportunities for Opportuniy Youth.

Recommendation: No Recommendations at this time.

Next Steps: Continue pursuing strategic community partnerships.

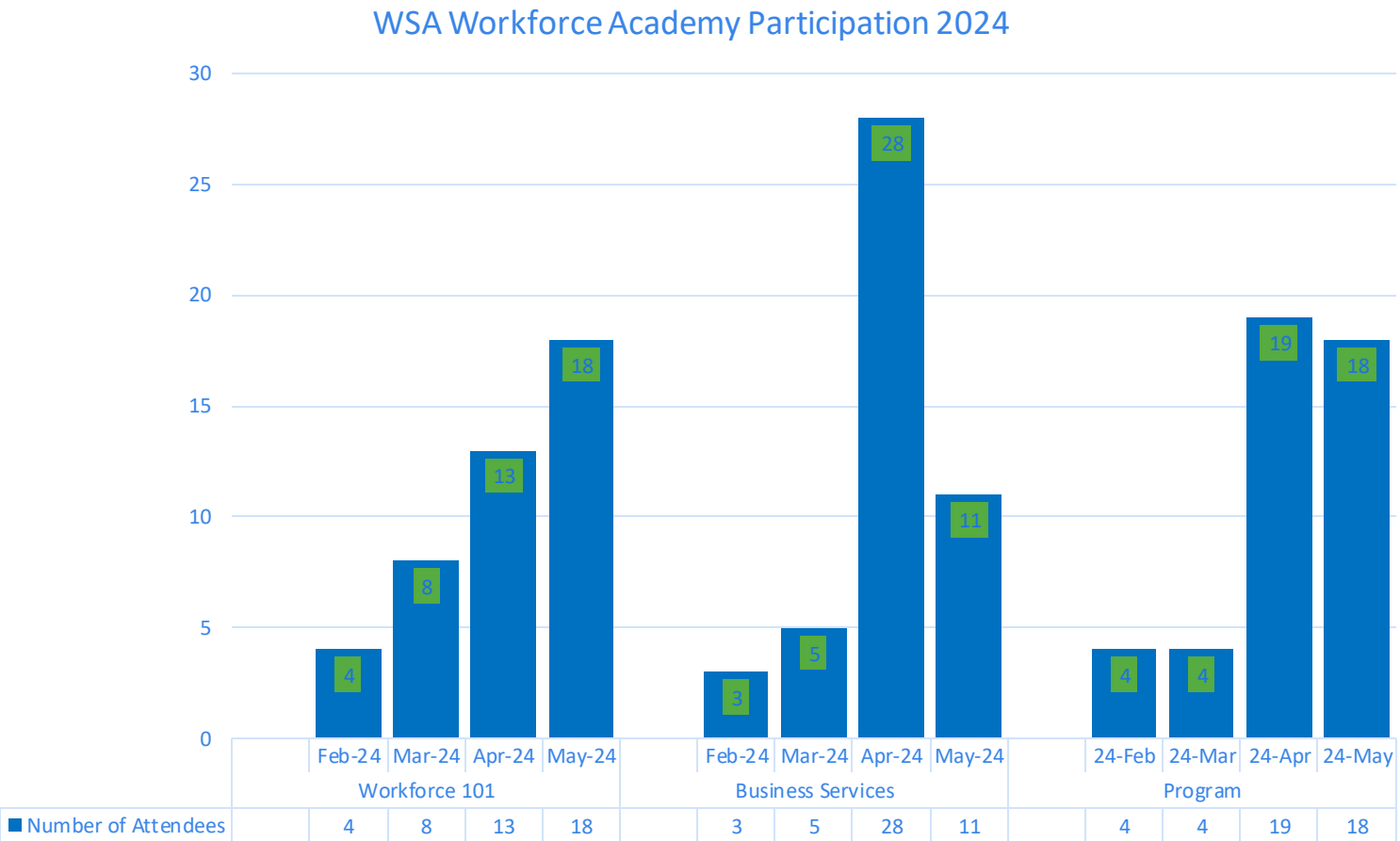


Strategic Partnerships Activity

- 41 MOUS and over 100 Partners: WSA makes efforts to partner with organizations that serve individuals with a barrier to employment and priority of service populations including mental health agencies, housing authorities, libraries, substance abuse agencies & other nonprofits.
- Alamo Workforce Consortium: 7 agencies
- Workforce Academy Ambassadors: 384 graduates out of 609 participants
- Aspen Workforce Leadership Academy: 24 Fellows
- 94 Letters of Support resulting in over a \$15 million impact in our Region



Workforce Academy



384 graduates (500 goal for the year) / 609 participants

Partnership Development Looking Forward



Partner Prioritization by Population Served and Type of Service Provision

County-by-County Partnership Stages: Potential Partner, Informal Partner, and Formal Partner

- Establish referral platforms, space, resource sharing partnerships other capacity
- Establish partners that can supply and support talent through training and employment



Targeted Populations: WIOA

WIOA law has identified the following populations as targeted under Adult priority of service:

- public assistance recipients,
- low-income adults; and/or
- individuals who are basic skills deficient.

WSA Targeted Populations: Barriers to Employment



- Displaced Homemakers
- Low-income individuals;
- Native Americans, Alaska Natives, and Native Hawaiians;
- Individuals with disabilities, including youth who are individuals with disabilities;
- Older individuals (55 or over);
- Ex-offenders;
- Homeless individuals or homeless children and youth;
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers;
- Individuals within two years of exhausting lifetime eligibility under part A of Title IV of the Social Security Act;
- Single parents (including single pregnant women);
- Long-term unemployed individuals
- Veterans
- Eligible migrant Seasonal Farm Worker
- Current/ Former Foster Youth
- Families in need of childcare and childcare providers



Atascosa County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Camino Real	Individuals with disabilities	Provides behavioral healthcare.
Ysleta Del Sur Pueblo	Native American	Native Pathways program assists tribal members with workforce development needs.
Coastal Bend College	Individuals who are basic skills deficient	Co-located in Pleasanton.



Bandera County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Camino Real	Individuals with disabilities	Provides behavioral healthcare.
Ysleta Del Sur Pueblo	Native American	Native Pathways program assists tribal members with workforce development needs.
Bandera Independent School District	Opportunity Youth	Applied for Dual Credit grant and JET grant.



Bexar County

Organization	Priority Population	Additional Information
Alamo Colleges District	Individuals who are basic skills deficient	Training & wrap around services.
100 Black Men of San Antonio	Opportunity Youth	Apprenticeship program for YES! clients
Restore Education & Chrysalis Ministries	Opportunity Youth; Ex-offenders;	Co-applied for Texas Talent Connection Grant
THRU Project	Current/ Former Foster Youth; Opportunity Youth	Providing housing, mentorship, cellphones and transportation assistance for our YES! clients
Luminary Ministries	Opportunity Youth/ Pregnant or parenting Youth/ Foster Youth	Onsite job training, Entrepreneur/ Financial Literacy, skills for employment training, parenthood/ case management and transitional housing for foster youth.



Bexar County continued

Organization	Priority Population	Additional Information
Communities in School	Opportunity Youth; Current/ Former Foster Youth	Provides basic needs, life skills, enrichment, academic assistance, & behavioral interventions to YES! clients
Rise Recovery	Opportunity Youth; Current/ Former Foster Youth	Innovative learning opportunities for YES! Clients enrolled in Recovery High School
Housing Authority of Bexar County & Opportunity Home	Public assistance recipients; Low-income adults; Long-term unemployed individuals	Housing
American GI Forum	Veterans	Housing, employment & mental health services
San Antonio Food Bank	Public assistance recipients; Low-income adults; Long-term unemployed individuals	Food assistance & certifications through Ready to Work program



Comal County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Camino Real	Individuals with disabilities	Provides behavioral healthcare.
Skillpoint Alliance	Individuals who are basic skills deficient	Providing certification courses at WSA's New Braunfels location.
Alamo Colleges District	Individuals who are basic skills deficient	Training & wrap around services.
THRU Project	Current/ Former Foster Youth; Opportunity Youth	Providing housing, mentorship, cellphones and transportation assistance for our YES! clients



Frio County

Organization	Priority Population	Additional Information
Camino Real	Individuals with disabilities	Provides behavioral healthcare.
Ysleta Del Sur Pueblo	Native American	Native Pathways program assists tribal members with workforce development needs.



Gillespie County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Ysleta Del Sur Pueblo	Native American	Native Pathways program assists tribal members with workforce development needs.
Central Texas College	Individuals who are basic skills deficient	Co-located.



Guadalupe County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Camino Real	Individuals with disabilities	Provides behavioral healthcare.
Alamo Colleges District	Individuals who are basic skills deficient	Training & wrap around services.
Skillpoint Alliance	Individuals who are basic skills deficient	Providing certification courses at WSA's New Braunfels location.
THRU Project	Current/ Former Foster Youth; Opportunity Youth	Providing housing, mentorship, cellphones and transportation assistance for our YES! clients



Karnes County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Camino Real	Individuals with disabilities	Provides behavioral healthcare.



Kendall County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Ysleta Del Sur Pueblo	Native American	Native Pathways program assists tribal members with workforce development needs.



Kerr County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Alamo Colleges District	Individuals who are basic skills deficient	Training & wrap around services.



McMullen County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Camino Real	Individuals with disabilities	Provides behavioral healthcare.
Ysleta Del Sur Pueblo	Native American	Native Pathways program assists tribal members with workforce development needs.
Coastal Bend Collage	Individuals who are basic skills deficient	Co-located.



Medina County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Southwest Texas College	Individuals who are basic skills deficient	Co-located.
Ysleta Del Sur Pueblo	Native American	Native Pathways program assists tribal members with workforce development needs.
Hamilton Valley Management	Low-income individuals; Long-term unemployed individuals; Public assistance recipients.	Partnership with 3 apartment complexes in Hondo.



Wilson County

Organization	Priority Population	Additional Information
Community Council of South Central Texas	Public assistance recipients; Low-income adults	Provides utility, rental and housing assistance.
Camino Real	Individuals with disabilities	Provides behavioral healthcare.



Letters of Support

- **City of San Antonio Workforce Development Office:** applied for the Climate Pollution Reduction Grant funding opportunity with the U.S. Environmental Protection Agency. In partnership with CPS Energy and SAWS this grant aims to provide the community with solar solutions to reduce electricity needs for low-income residents and small MWBEs. In addition, funds will be spent on a solar job training program that will include education in energy and water innovation for temporary skills construction jobs.
- **The University of Texas at San Antonio (UTSA) Cybersecurity Manufacturing Innovation Institute (CyManII):** applied for the DOE grant to secure a Manufacturing Consortium enabling a Cyber-Informed Manufacturing Workforce.
- **UTSA:** applied for the U.S. Department of Energy for a Cybersecurity Manufacturing Innovation opportunity



Letters of Support

- **Lytle ISD:** applied for a TWC Dual Credit grant for equipment to support Architecture, Construction and Manufacturing CTE programs.
- **SAISD:** applied for a TWC JET grant for welding equipment for Burbank High School's Agriculture Department and an additional Dual Credit grant for equipment to purchase automotive modules
- **Bandera ISD:** applied for a TWC grant for equipment to support CTE courses in Agricultural Power Systems, Agricultural Equipment Design & Fabrication, Agricultural Mechanic, Anatomy and Physiology, Microbiology and Animal Science.
- **Restore Education:** applied for the Moody Foundation's M-Pact Postsecondary funding initiative to request 2 additional case managers to support their college program as well as emergency assistance and wraparound support



Questions



Development of the 2025 Local Plan

Adrian Perez, CIO





MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Adrian Perez, Chief Innovation Officer

Date: June 14, 2024

Subject: Local Plan Update and Wage Analysis for Determine the Target Wage

Summary: Wage Analysis was conducted to determine the Target Wage for In-demand Industries and Target Occupations by reviewing varied sources: US Census Poverty Threshold 2023, MIT Living Wage Calculator for Bexar County 2024, US Poverty Guidelines Health and Human Services 2024, Texas Workforce Commission Lower Cost of Living Standard 2023, the TWC Occupational Employment and Wage Survey, the TWC Wages Benchmarked to 2022, were also reviewed inclusive of the Entry, Experienced, Mean and Median Wage, also, United way ALICE Index, CPI Index

Analysis: Boards are required to conduct an annual analysis Identify in-demand industries with a potential impact to the regional economy, as well as the target occupations that are critical to the Board's in-demand industries. The Board uses six-digit Standard Occupational Classification (SOC) codes to identify target occupations.

Boards identify the in-demand industries and target occupations by developing a ranking or cutoff criteria. WSA identifies primary and secondary data targets as the Boards criteria for determining both. An important primary data target is a Target Wage for both industries and occupations that lead to economic self-sufficiency and opportunities for advancement. WSA will dedicate WIOA and other training resources to these in-demand industries and target occupations.

Alternatives: None.

Fiscal Impact: None.

workforcesolutionsalamo.org
communications@wsalamo.org

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Recommendation: An analysis was conducted reviewing the identified sources. The analysis indicated that a target wage increase is necessary. Target Wage for the Plan Modification In-Demand Industries, 2022-2023 Target Demand Occupations was \$17.00 hourly, \$35,360 annual wage. Wage for 2021 Target Occupations was \$15.00 hourly, \$31,200 annual wage. The poverty wages were identified as \$15.00 hourly and self-sufficiency wage at \$20.81 hourly, the living wage for one wage earner is \$23.89 hourly for two adults and two children, The proposed wage for the 2025-2029 Plan is \$19.00 hourly.

Next Steps: Use the proposed target wage as a primary data target.



Summary

Provide an overview of the Purpose of the Local Plan, the general timeline for the development of the Local Plan, and finally, the process and initial Wage Data Targets to begin narrowing the list of Target Occupations.

Workforce Solutions Alamo Local Plan

The Workforce Innovation and Opportunity Act (WIOA) requires WSA to develop a comprehensive (4) four-year plan (Local Plan) in conjunction with TWC. The plan is required to be modified every (2) two-years

Approved by WSA Board, Committee of Six as well as COS Governing Bodies (City of San Antonio, Bexar County, Area Judges)

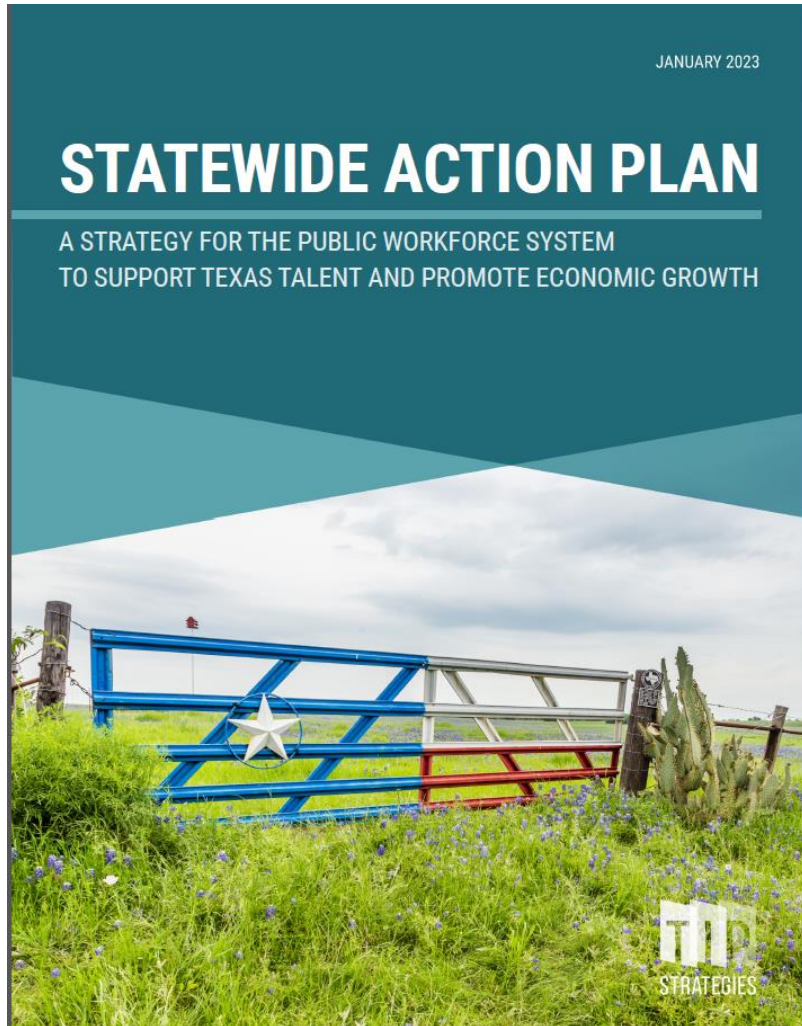
Purpose of Local Plan and Two-Year Update:

- 13 County Workforce Solutions Alamo Region socioeconomic, economic and workforce analysis
- In-Demand Sectors, Industries and Target Occupations
- WSA Workforce Development Activities – Core Services
- Alignment with The Texas Workforce System Strategic Plan Goals, and compliance with TWC policies and guidance.

LOCAL PLAN 2021 - 2024 MODIFICATION



TWC Statewide Action Plan



Statewide Action Plan



Local Plan Development



WSA Local Plan (2025-2029)



Contractor Agreements

Upcoming Local Plan Development



Spring 2024

Design and Pilot Service Delivery Models

- Youth Services Model, Adult Placement Model, Childcare Policy Discussion
- Business Services Team Model Development

Summer 2024

Development of Partner Feedback on Research Methodology and Service Models

- Local Partner Engagement on Methodology – TPM – Program Integrations - [Data Cutoffs – Wage Analysis](#)
- Leveraging Partnerships through Workforce Councils for Feedback – Workforce Council Meetings – Review Regional Analysis
- Engagement with Eligible Training Providers (ETP)

Fall 2024

Partner Engagement and Data Collection

- TWC Data Release 10-Year Estimates and Final Direction on Development of Local Plan
- Sector-Based Industry Outreach IT Solutions, Healthcare, Construction, Manufacturing – Identify Local Wisdom on selection of Industries
- Partner MOUs and Data Sharing Agreements – structure any updates to Core Services

Winter 2024

Drafting of Plan and Stakeholder Input

- TWC Data Release and Plan Draft
- Final Outreach on Methodology and Key Policy Elements such as Data Targets, ITA Policy and EPT
- Stakeholder input drafting and release for public comment

Spring 2025

Submissions, Approval and Feedback

- Final drafts and integration of public comment and presentations
- Submission to Board or Directors, Committee of Six, City of San Antonio, Bexar County
- Submission to TWC for final approval



Summary of Wage Analysis Data Target

One of the purposes the Local Plan is to define Target Occupations. Target Occupations are a series of Standard Occupation Codes (SOC) that for which program dollars are authorized. They also serve as a reference point for other entities such as RTW. This 4-Step analysis starts with an initial set of data-cut offs to begin narrowing options.

Process and Purpose of Wage Data Targets



Purpose:

- Establish data cut off to narrow SOCS but does not establish a minimum wage
- Does not exclude small or rural business, instead acts as a reference point on which Occupations should be included.

Analysis:

- 1.) Identification of Demand Industries
- 2.) Identification of Potential List of SOCS Using Data Cutoffs such as Target Wages
- 3.) Inject Local Wisdom on Industry and SOCS
 - Accommodations
 - Childcare
- 4.) Finalize Target Occupation SOCS balancing data targets and local wisdom



Wage Data Targets

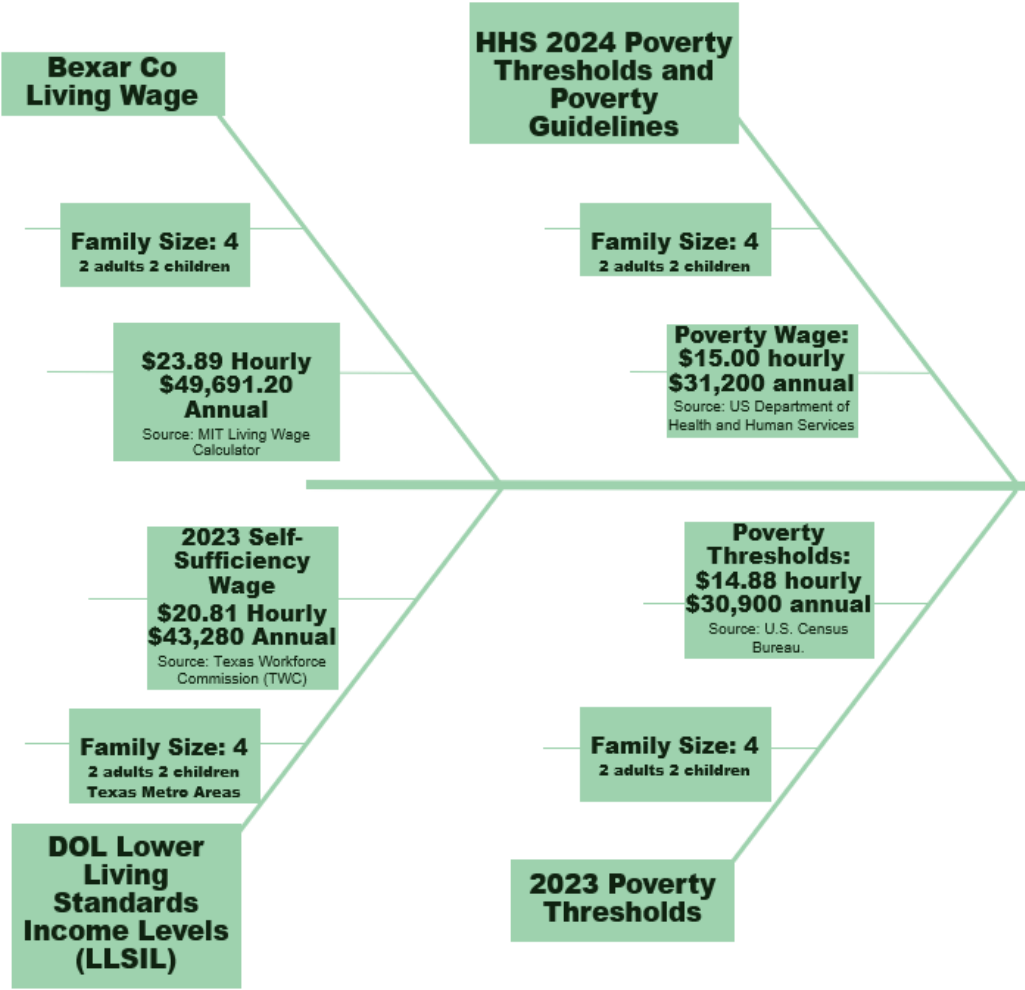
Wage Analysis conducted reviewing the following sources:

- The TWC Occupational Employment and Wage Survey (OEWS), the TWC Wages Benchmarked to 2022, were also reviewed inclusive of the Entry, Experienced, Mean and Median Wage.
- US Census Poverty Threshold 2023,
- MIT Living Wage Calculator for Bexar County 2024,
- US Poverty Guidelines Health and Human Services 2024,
- Texas Workforce Commission Lower Cost of Living Standard 2023
- United Way - ALICE Index
- Consumer Price Index

Family sustaining wages



2025-2029 Board Plan Wage Analysis



WSA Target Wage Analysis

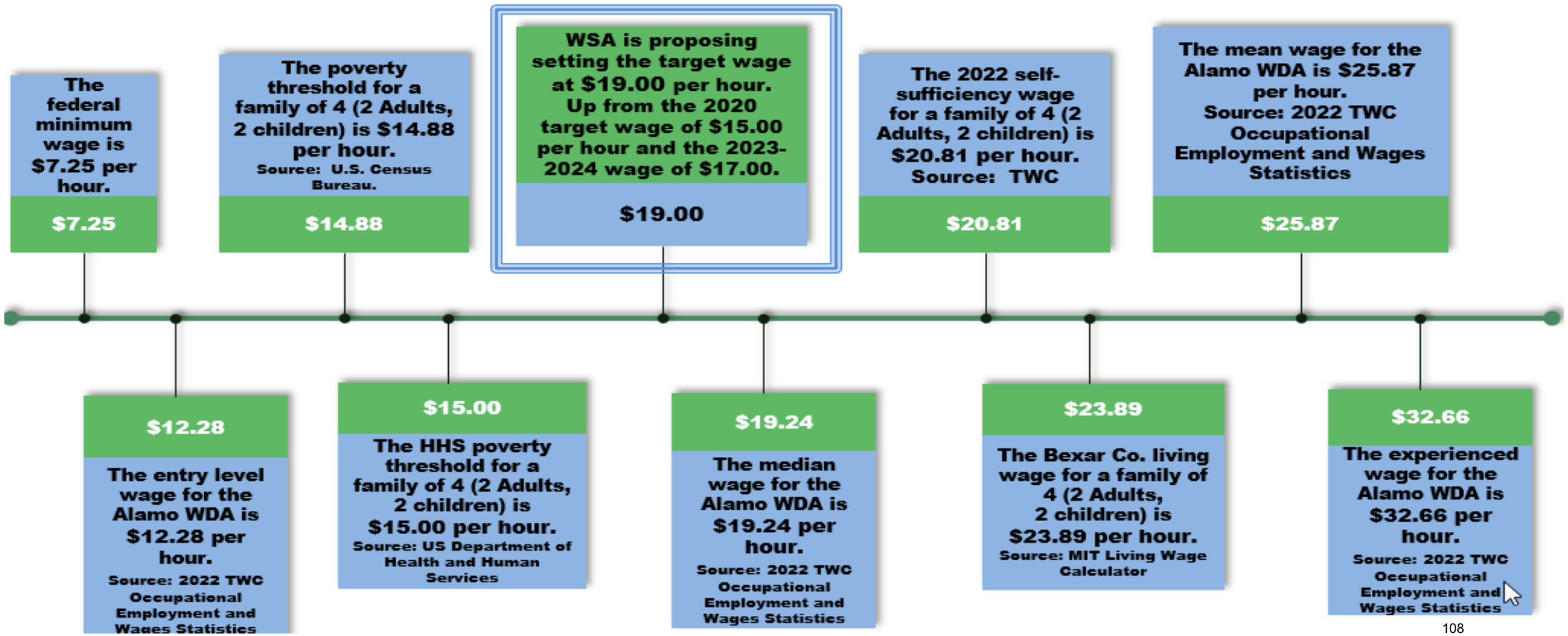
WSA Target Wage Analysis - Analyzing four different sources, WSA reviewed a range of wages between the poverty line and the living wage.

\$19/hr.
\$39,520 Annually
2025-2029

Profile of families is 3.3 average family size and 2.8 average household size for WDA (Source: Lightcast/ACS)



2025-2029 Board Plan Wage Analysis





Recommended Wage Data Targets

- Proposed: 2025–2030 Local Plan Wage
 - \$19.00 hourly \$39,520 annually
- 2022–2023 Local Plan Update Target Wage
 - \$17.00 hourly, \$35,360 annually
- 2021 Local Plan Target Wage
 - \$15.00 hourly, \$31,200 annually



Questions



Model for Business Services

Adrian Perez, CIO





Summary of Model for Business Services

Through the development and implementation of the 2025-2029 Local Plan WSA will pilot a “Company Pathway” model which will include a business process focused lowering cost, time to fulfillment of talent, and business risk. This model will require development of new SOP’s, a Customer Relationships Management System, and evolution of Industry Collaboratives.

Current Observations

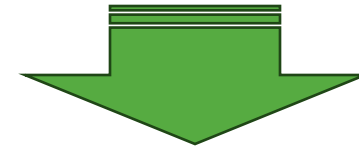
Labor Market is tight and only getting tighter (retirees, new generation of workers, job growth)

Industry is being approached by multiple entities selling their programs

Foundation, State and Federal dollars available but require significant structuring to guarantee outcomes



Employers at different stages of executive buy-in, internal assessment of skills and needs, awareness and administrative appetite for program engagement, and incumbent worker company pathway development,



There exists an opportunity to serve industry to support stronger job seeker outcomes by:

Providing structured support to access resources comprehensively based on company internal hiring and training patterns or Company Pathways

Company Pathway Pilot Underway



**Contractor Agreements
Sector Based Model**

**Advance Engagement Level
Across K-12, Higher Ed, TWC,
and Target Populations**

**Establish “Ready State” for
Local, State, Federal Funds**

Employer



- 1) Triage**
- 2) Engagement**



- 1) Entry Level Position**
- 2) Curriculum**
- 3) Training Provider**
- 4) Advanced Position**



CRM System Development

**Contractor Agreements
Sector Based Model**

**Advance Engagement Level
Across K-12, Higher Ed, TWC,
and Target Populations**

**Establish “Ready State” for
Local, State, Federal Funds**

CRM Scope:

**Manage and Report on Accounts and
Contacts based on Employer Status and
Engagement.**

**Manage Information on Partners and who
they are engaged with as well as Partner
Development Process.**

**Document level of “Ready State” and
what partners need to be engaged to
establish Company Pathways.**



Rapid Prototyping CRM Application

Creation, storage and analysis of high-value data associated with company pathways, triage commitments, engagement and status of Ready State.

The screenshot displays a CRM application interface for a company named 'Continental'. The top navigation bar includes a search bar and various icons. The main navigation menu on the left lists 'Sales', 'Home', 'Leads', 'Accounts', 'Contacts', 'Opportunities', 'Reports', and 'Dashboards'. The 'Opportunities' section is currently active, showing a list of opportunities. The selected opportunity is 'Continental', which is in the 'Needs Analysis' stage. The interface is divided into several panels:

- Left Panel (Opportunity Information):** Contains fields for Account Name, Opportunity Owner (Adrian Perez), Opportunity Name (Continental), Amount, Close Date (6/1/2024), Stage (Needs Analysis), Probability (%) (35%), Forecast Category (Pipeline), and Next Step (Create Grant Matrices and Assess Needs and Commitments).
- Top Panel (Stage: Needs Analysis):** Shows a progress bar with stages: Needs Analysis (active), Proposal, Negotiation, and Closed. A 'Mark Stage as Complete' button is present.
- Key Fields:** Includes Amount, Close Date (6/1/2024), and a 'Discover' checkbox.
- Guidance for Success:** Provides instructions: 'Identify the products or services required for this opportunity.' and a list of tasks: 'Gather customer stories, references, or competitive analysis', 'Confirm your key stakeholders', and 'Determine what resources you have available for them'.
- Activity Panel:** Shows a list of activities with filters for 'All time', 'All activities', and 'All types'. It includes buttons for 'Email', 'Log a Call', 'New Task', and 'New Event'. A section for 'Upcoming & Overdue' activities is also visible.
- Right Panel (Related Records):** Displays lists of related records: Contact Roles (1), Products (0), Quotes (0), Partners (6), Campaign Influence (0), and Notes (1). It also shows details for 'Contact Roles (1)' and 'Partners (3+)'.

Rapid Prototyping Partnership Management Application

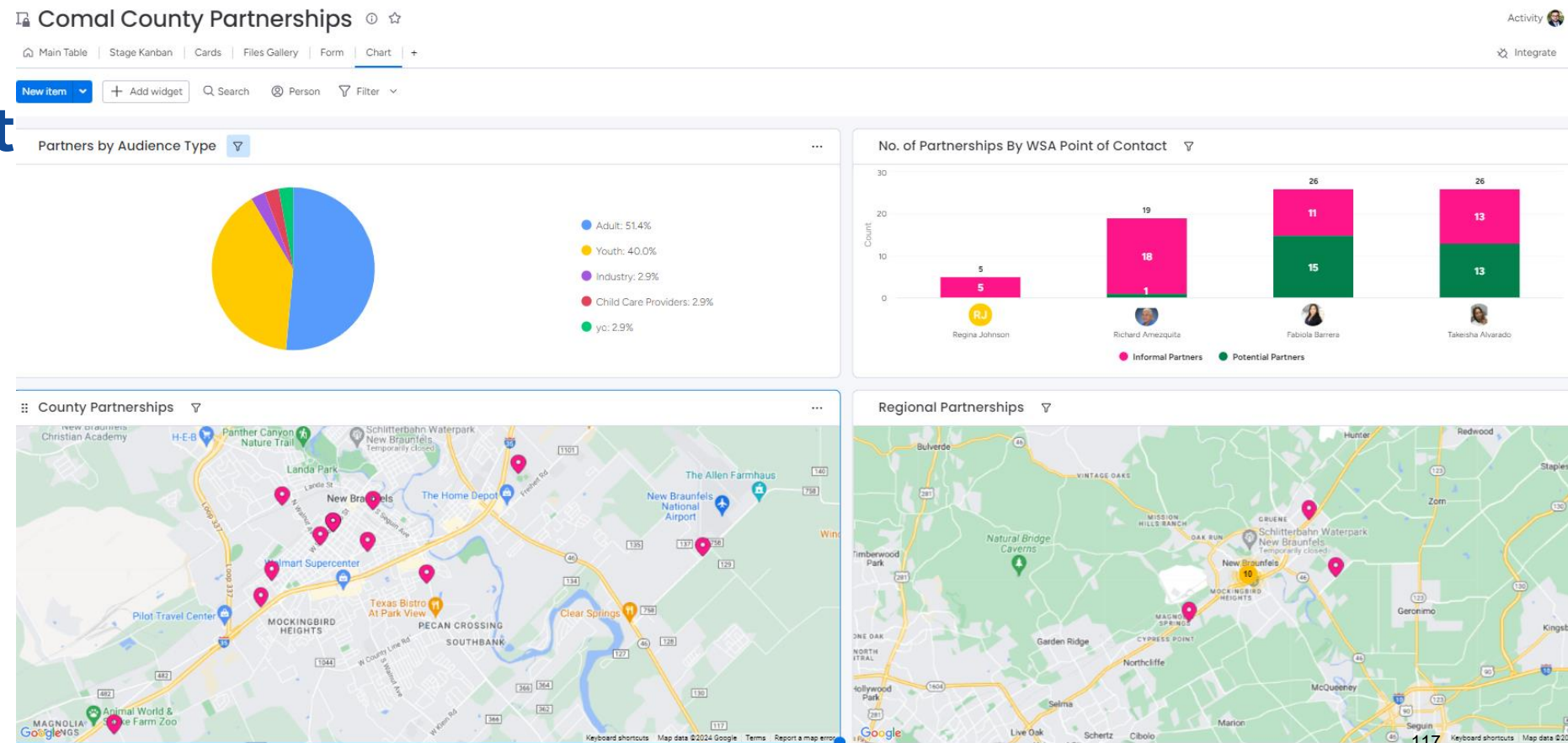


Creation, storage and analysis of high-value data associated with company pathways, partner engagement and capacity.

Partnership Management Overviews

Training Provider

CBO





Questions



New CEO Reports

Adrian Perez, CIO





Summary of New CEO Reports

TWIST has been integrated into Work In Texas and the data segmentation. There are data transition updates staff is working through with TWC. CEO Reports will be modified for 90 days to establish continuity of program reporting. When CEO Reports are relaunched, they will be in the format of the Three Statewide Action Plan Goals.



CEO Report Release Schedule

- TWIST has been integrated into Work In Texas, TWC continues to work with Board and Contractor staff to complete the transition.
- Significant differences in data capture definition and collection are being reconciled. Current CEO report will be paused.
- 90- Day Interim Report (Data for May, June, July) June, July, August Distribution will contain:
 - Center Traffic
 - Monthly Unemployment Data Release
 - Success Stories

New CEO Report



GOAL 1 TEXAS TALENT EXPERTS

To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.

- Labor Market Highlights
- Occupation Data



GOAL 2 SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

- Business and Client Scorecards
- Area Judges Reports on Expenditures



GOAL 3 PARTNERSHIP MANAGERS

To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

- ETP
- CBO Partnership
- Economic Development



New CEO and Standard Reports

- Web-Based Printable Format

- Time Frame
- Geography
- Industry





Questions



Implementation of the State-Wide Action Plan

Adrian Perez, CIO

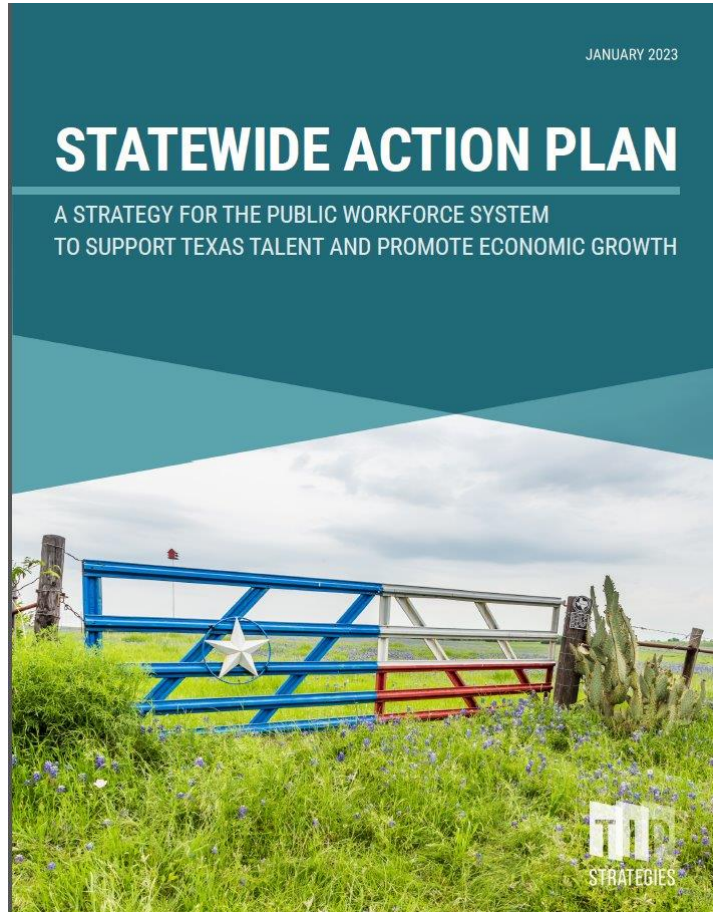




Summary of Implementation of Statewide Action Plan

The 2023 Statewide Action Plan represents a major strategic shift that require the piloting of new approaches. This briefing provides an overview of the application of each operational focus area of the Data, Partnership, Business Services as the proposed means to be evaluated and proposed to regional partners through the Local Plan Process.

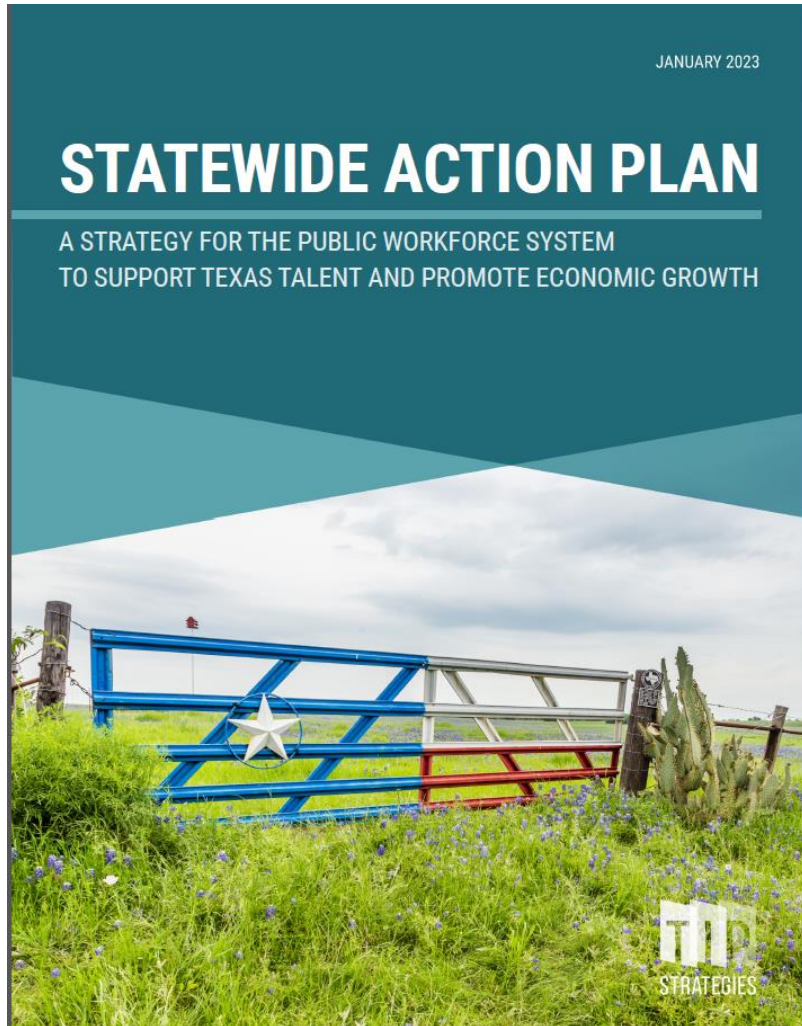
Fundamental Strategic Shift



From information managers to **Texas talent experts**, From program providers to **service optimizers**, From conveners to **partnership managers**

- **Memos, Board Communication, CEO Report Marketing and Branding**
- **Local Plan Policy and Contractor Agreements**
- **Broader Partnership with other Boards**

Strategy to Action



TWC Statewide Action Plan



Local Plan Development Process



WSA Local Plan (2025-2029)



Contractor Agreements



Evolution of Sector-Based Model



Statewide Action Plan Goal #1



GOAL 1

TEXAS TALENT EXPERTS

To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.

Provision of LMI to make the case for talent for new projects and projects considering expansion

Develop tools to express what specialized talent can be produced and by when.

Communicate what WSA can produce and provide in supporting priority populations.

Goal 1: Texas Talent Experts (WDA-Collaboration)



GOAL 1

To establish the state's public workforce system as the go-to resource for expertise on the Texas talent market.

STRATEGIES

1.1. STANDARDIZED DATA. Align data processes across workforce development boards for consistent storytelling of key labor market indicators and statistics.

1.2. THOUGHT LEADERS. Position the system as the leading expert on labor market insights with enhanced marketing techniques and employment projections.

1.3. RESOURCE INVESTMENT. Develop leadership capacity of workforce development board staff through professional development opportunities that enhance data analysis skills and strengthen ties to economic development.

RELATED TWC STRATEGIC GOALS 2023-2027

2.3.2. Provide access to labor market and career information for better-informed decision-making.

TACTIC	1.1.1.a Create and/or update a local labor market indicator dashboard specific to the WDA, with lower geographic filters available, where applicable.
TACTIC	1.1.1.b Consider shared service positions to pool resources in support of data analyst positions that may serve multiple Boards, where applicable
TACTIC	1.1.1.c Host a data workshop with the data analyst teams from neighboring Boards to align local dashboards with similar labor market data points, visualizations, and tools following the guidance in the Labor Market Indicator Handbook.
TACTIC	1.1.1.d Strengthen analysis capabilities around job families and transferrable skills, connected to target occupations, to market related employment opportunities and targeted upskilling opportunities for workers.
TACTIC	1.1.1.e Host monthly team meetings with the data analyst team and the business development team to discuss changing workforce and industry trends.

Goal 1: Texas Talent Experts



Standardized Audience and Data Services

	Chief Elected Officials	Eco Dev, Training Providers, and CBO Partners	TW C Program and Performance Data	CRM and Partnership Management Application Development
Descriptive Analytics (What Happened and Why)	CEO Report Activity/Program/LMI	Marketing and Storytelling data for recruitment and retention of companies and talent within companies	Monthly Output and Performance Reporting and Data Validations	Build data sets associated with business triage, engagement and ready state as well Partners capacity and engagement.
Predictive (What is going to happen)	Service Provision and engagement	Primary data collection on deals in pipeline for Local Plan Target Occupation update.	Identification of Policy Updates that better serve Implementation of the Statewide Action Plan.	Identify where and how to invest dollars in companies with strong Ready States for better outcomes.

Statewide Action Plan Goal #2



GOAL 2 SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

Provide a standard menu of services tailored to employers.

Prioritize in-demand industries and support engagement through pursuit of training dollars and support service funding

Expand training options for individuals and focus on upskilling as retention tool.

Goal 2: Service Optimizers



GOAL 2

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

STRATEGIES

2.1. STANDARD MENU OF EMPLOYER SERVICES. Transition the marketing of tools from being program-focused to service-oriented and provide a standard menu of employer services that outline requirements and steps for accessibility.

2.2. TARGETED DELIVERY MODEL. Implement a targeted service delivery model to focus on employers within in-demand industries and career seekers on paths to quality jobs.

2.3. EXPANDED TRAINING. Expand training options that provide workers the in-demand skills that employers need and provide employers more upskilling opportunities as a talent retention tool.

RELATED TWC STRATEGIC GOALS 2023-2027

- 1.1.2. Expand recruiting and hiring services provide by TWC and Local Workforce Boards to help employers build and maintain a robust workforce.
- 1.2.1. Assess and expand workforce training services for employers to prepare skilled workers to meet employer needs.
- 1.2.3. Assist employers in easily understanding and navigating workforce programs and resources that can benefit them.

Sector Based Model and Collaboratives:

Moving from group meetings to individual Company Pathway development

Engagement and Ready State Rating:

Begin meeting individually to Triage driving Engagement and moving to “Ready State”

Co-Develop Targeted “Company Pathways”

Move from Career Pathways to Company Pathways

Goal 2: Service Optimizers

WSA Current and Future State



Sector Based Model and Collaboratives:
Bring industry leaders together to discuss challenges

Engagement Rating:
Begin meeting individually to Triage and Document Engagement

Engagement Data Model			
K-12	Provider	Engagement	Status
	School Districts	CTE Advisory Board	Recommended
		Teacher Externship	Referred
		Employment Agreement	Active
		Internships	Innactive
			Not Interested
Higher Education	Provider	Engagement	
	Alamo Colleges	Curriculum Development	
	UTSA	Training Provider	
	A&M	Advisory Board	
	THECB	Intership Grants	
Workforce Solutions	Provider		
	Board	Triage	
	Adult Provider	OJT/WEX	
	Youth Provider	Job Fairs	
	BSU	Recruitment Services	
	VR		
Target Populations Partnerships	Provider		
	Chrysalis	Case Management	Population ¹³⁵ Justice Involved

Goal 2: Service Optimizers

WSA Current and Future State



Ready State Rating:

Then drive “Ready State” for funding opportunities, TWC, DOL, DOE, etc.

Rating based on declaration of piece of the puzzle:

- 1.) entry level positions
- 2.) skills-based curriculum
- 3.) training provider
- 4.) advanced position.

Co-Develop Targeted “Company Pathways”

Move from Career Pathways to Company Pathways

Statewide Action Plan Goal #3



GOAL 3 PARTNERSHIP MANAGERS

To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

Continuously improve industry engagement on talent demand.

Collaborate with Economic Development on Recruitment and Retention/Expansion

Work with Training Providers for better career seeker outcomes

Integrate CBOs to deepen services to job seekers

Goal 3: Partnership Managers

WSA Current and Future State



GOAL 3

To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

STRATEGIES

3.1. INDUSTRY ENGAGEMENT. Engage employers in a more comprehensive and intentional manner through sector partnerships that verify demand and guide priorities.

3.2. ECONOMIC DEVELOPMENT COLLABORATION. Act as a lead collaborator with economic development organizations to identify actionable solutions for addressing workforce challenges.

3.3. EDUCATION AND TRAINING ALIGNMENT. Facilitate efficient connections with training and education opportunities that produce strong outcomes for career seekers.

3.4. COMMUNITY-BASED ORGANIZATIONS SUPPORT. Integrate with community-based organizations on talent-adjacent issues like housing and transportation.

RELATED TWC STRATEGIC GOALS 2023-2027

3.2.2. Align and leverage resources available to support workforce development efforts through interagency partnerships and collaboration.

Leverage Workforce Service

Application: continuously develop the application and extend to partners as a product.

Partner with EDC/Chamber/ Other partners to become the Front Door for Workforce:

Co-branded Application
Development and Proactive Intake

CBO Ready State:

Work to provide flow of talent and case management from Priority Populations.

Goal 3: Partnership Managers Economic Development



Partner with EDC/Chamber/ Other partners to become the Front Door for Workforce: Co-branded CRM Application and Proactive Intake

EDC Model:

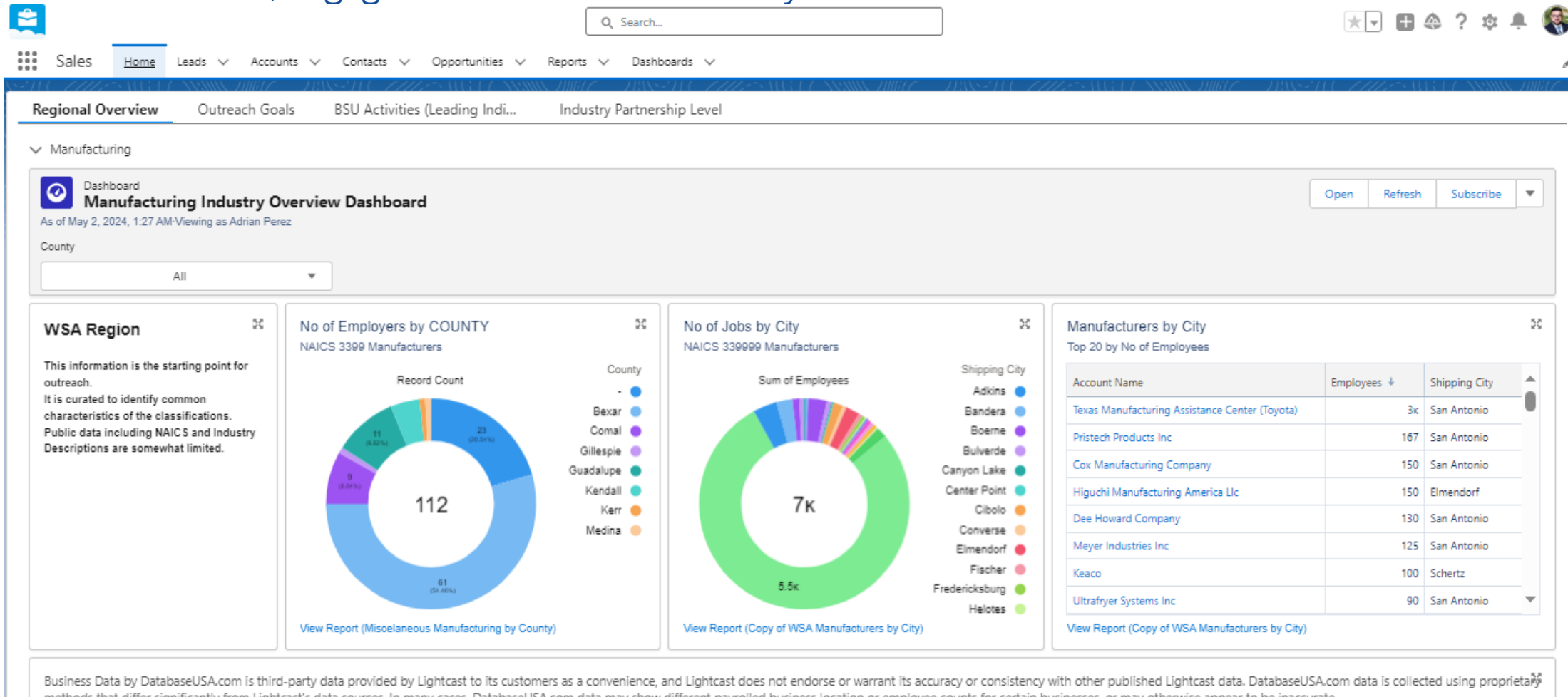
Recruitment: could be offered to new prospects as a proposal on engagement with engagement descriptions and contact persons.

Retention: could be leveraged as a platform that qualifies existing companies for local incentives if reach specified engagement levels.

Application Development for Primary Data Collection



Creation, storage and analysis of high-value data associated with company pathways, triage commitments, engagement and status of Ready State.





Rapid Prototyping CRM Application

Creation, storage and analysis of high-value data associated with company pathways, triage commitments, engagement and status of Ready State.

The screenshot displays a CRM application interface with a top navigation bar and a main content area. The top navigation bar includes a search bar, a star icon, a plus icon, a shield icon, a question mark icon, a settings icon, a bell icon, and a user profile icon. The main content area is divided into several sections:

- Left Sidebar:** Contains a 'Continental' header with 'Edit', 'Delete', and 'Clone' buttons. Below it is the 'Opportunity Information' section, which lists fields such as 'Account Name' (Continental Automotive Systems), 'Opportunity Name' (Continental), 'Amount', 'Close Date' (6/1/2024), 'Stage' (Needs Analysis), 'Probability (%)' (35%), 'Forecast Category' (Pipeline), and 'Next Step' (Create Grant Metrics and Assess Needs and Commitments).
- Top Section:** Features a progress bar with stages: 'Needs Analysis' (active), 'Proposal', 'Negotiation', and 'Closed'. A 'Mark Stage as Complete' button is visible.
- Key Fields:** Includes 'Amount', 'Close Date' (6/1/2024), and a 'Discover' checkbox. A 'Guidance for Success' section provides instructions: 'Identify the products or services required for this opportunity.' and a list of tasks: 'Gather customer stories, references, or competitive analysis', 'Confirm your key stakeholders', and 'Determine what resources you have available for them'.
- Activity Section:** Includes tabs for 'Activity', 'Details', and 'History'. It features a toolbar with 'Email', 'Log a Call', 'New Task', and 'New Event' buttons. Below this is a 'Filters' section with 'All time', 'All activities', and 'All types' options. A 'Refresh' button and links for 'Expand All' and 'View All' are also present.
- Upcoming & Overdue Section:** Displays a message: 'No activities to show. Get started by sending an email, scheduling a task, and more.'
- Right Sidebar:** Contains several sections: 'Contact Roles (1)' with a list of roles (Meredith Anderson, Role: Decision Maker, Title: Human Relations), 'Products (0)', 'Quotes (0)', 'Campaign Influence (0)', 'Partners (6)', and 'Notes (1)'. Each section has a 'View All' link.

Goal 3: Partnership Managers Community Based Partners



CBO Partner and Training Provider Ready State:

Continue to develop and formalize partnerships throughout the region to

Work to provide flow of talent and case management from Priority Populations

Much like a training provider and curriculum, CBO in Ready State attached to employer can be funded more efficiently.

Rapid Prototyping Partnership Management Application

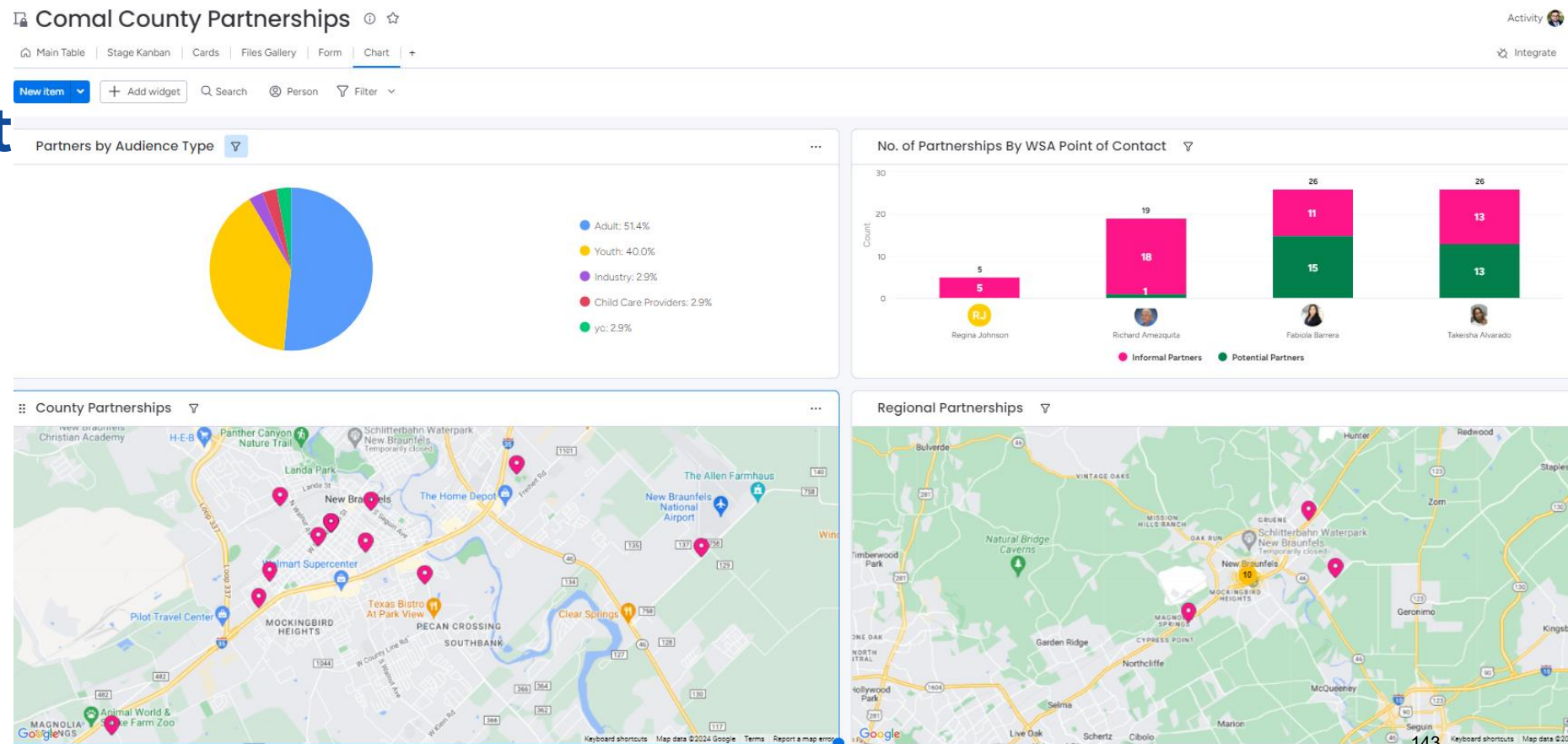


Creation, storage and analysis of high-value data associated with company pathways, partner engagement and capacity.

Partnership Management Overviews

Training Provider

CBO





Questions



Next Steps on PROWD Grant

Victoria Rodriguez, Director of Workforce Services





MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Adrian Perez, CIO

Date: June 14, 2024

Subject: PROWD Grant

PROWD Grant: The Partners for Reentry Opportunities in Workforce Development (PROWD) grant program seeks to better align job training and skills development services provided to program participants with the specific labor market needs of the communities where they will reside. In so doing, the program will improve both the employment outcomes of returning citizens and public safety of all community members while increasing the capacity of justice and workforce system partnerships. The goal of Texas PROWD is to implement evidence-based, dedicated services that will improve the outcomes for individuals currently in, or recently released from the custody of the Federal Bureau of Prisons (FBOP). The funding supports the delivery of pre- and post-release services to participants in three stages:

- Stage one: Training and supportive reentry services offered to people before their federal prison release to a residential reentry center (RRC) or home confinement.
- Stage two: Training and job placement services and supportive reentry services provided to people after their transition to a reentry center or home confinement.
- Stage three: Additional supportive reentry and employment services, including on-the-job-training, provided to participants once they transition into the community after their full release

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Partners for Reentry Opportunities in Workforce Development (PROWD)

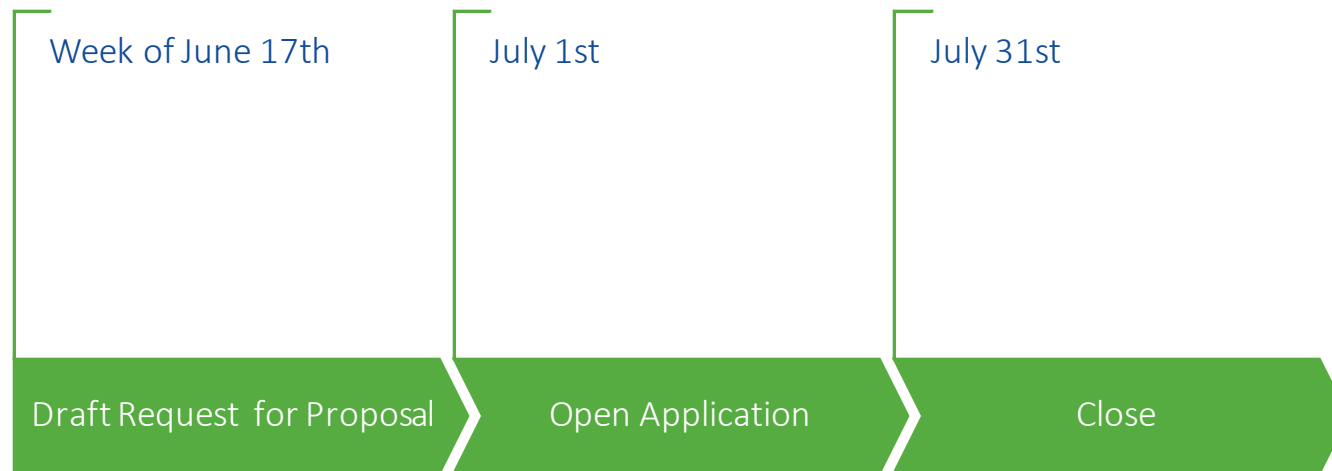


This program seeks to provide job training and skill development services for individuals currently in, or recently released from the custody of Federal Bureau of Prisons.

Funding supports the delivery of pre- and post release services in three stages:

- **Stage Two:** Training and job placement and supportive reentry services after their transition to reentry center.
- **Stage Three:** Additional supportive reentry and employment services after their full release.

Next step: Procure and award for direct services.





Questions



Thank you!

