

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

Instructions:

Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: Workforce Solutions Alamo
2. Name of Nominee: Joshua Scott
3. Organization Representing: greater:SATX
4. Position/Title: Vice President, Workforce Development
5. FULL Mailing Address: 112 E Pecan St. #2635, San Antonio, TX 78205
6. Daytime Phone Number: 210-802-2227
7. Email: joshua@greatersatx.com
8. Gender: (Type an X after the colon next to the nominee's gender.)
 - a. Male: **X**
 - b. Female:
9. Race: (Type an X after the colon next to the nominee's race.)
 - a. White:
 - b. Asian:
 - c. Black/African American: **X**
 - d. American Indian/Alaska Native/Native Hawai'ian:
 - e. Other Race:
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin?
(Type an X after the yes or no colon.)

- a. Yes:
 - b. No: **X**
11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)
- a. TWC Tax Account Number: **NA**
 - b. TWC Tax Account Number:
 - c. TWC Tax Account Number:
12. Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11, if known (enter number after the colon):
13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)
- a. Private Sector Large For-Profit Business (=500 employees or more):
 - b. Private Sector Small For-Profit Business (fewer than 500 employees):
 - c. Other Private Sector:
 - d. Education:
 - e. Literacy Council:
 - f. Economic Development: **X**
 - g. Vocational Rehabilitation:
 - h. Public Employment Service (TWC):
 - i. Adult Basic and Continuing Education:
 - j. Organized Labor:
 - k. Community-Based Organization (CBO):
 - l. Public Assistance:
 - m. Child Care Workforce:
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):
- a. Yes:
 - b. No: **X**

15. Name of Nominating Organization: greater:SATX

16. Nominating Organization Address: 112

a. Street Address or P.O. Box: **E. Pecan St., Ste. 2635**

b. City: **San Antonio**

c. State: **Texas**

d. ZIP Code: **78254**

17. Phone Number(s): 210-802-2227

18. Signature of Nominating Organization—President, Director, or other official:



a. Date of Signature: *4 December 2025*

b. Typed Name: *Romalita Matto-Barrera*

c. Typed Title: *Chief Business Advancement Officer*

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Website Link: [Resources for Boards - Texas Workforce Commission](#) Go to Workforce Development Board Membership.

CONFLICT OF INTEREST STATEMENT
FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Joshua Scott

Category Representing: Economic Development

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

☐ Yes ☒ No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:

A8660FAA8A94453

Executive Director

12/4/2025

Date

Joshua D. Scott

San Antonio, TX

210-862-3900 / joshuadavidscott1053@gmail.com

Administration / Knowledge Management / Operations / Workforce Development / Business Development / Collaborator

SUMMARY OF QUALIFICATIONS

Highly accomplished professional and results-focused leader with over ten years' experience in business engagement, workforce development, talent alignment and managing projects in the high demand industry sectors. A dedicated, hardworking leader capable of developing programs to increase efficiency and improve client satisfaction levels through excellent service, identify and pursue new business opportunities, build, and maintain core businesses, and ensure achievement of corporate goals and objectives. Able to adapt to new environments and utilize new business concepts quickly while excelling in personal performance. Demonstrated skills and abilities include:

- Budget Management • Scheduling • Grant Administration and Compliance Management • Leadership and Management
- Strategic Management • Project Management • Team Development • Coaching and Mentoring • Program Management
- Teamwork • Quality Management and Assurance • Communication • Process Improvements • Project Planning

PROFESSIONAL EXPERIENCE

greater:SATX – VP of Workforce Development

Oct 2024 – Present

- Manage the 501(c)(3) budget of \$2.0M. Oversee grant subcontractor, procurement, compliance, and performance.
- Manage the workforce division for the organization.
- Oversee the strategic expansion of our region's workforce competitiveness by growing, retaining and attracting talent to high-demand careers in the industry sectors considered the drivers of the region's economy.
- Coordinated with senior representatives of both public institutions and private sector businesses on workforce development projects and is instrumental in implementing our organization's employer advancement activities, and related programs.
- Lead the U.S. Chamber of Commerce Foundation's Talent Pipeline Management (TPM) strategy and its multisector implementation to improve our region's workforce development ecosystem through leveraged regional partnerships with employers and workforce and education providers.
- Identified and implemented best practices to include talent development, talent acquisition, and talent retention strategies.
- Coordinated with target industry employers on their talent pipeline needs and how they align to education and training offered throughout our MSA.
- Tracked and inform leadership on the local, state and federal workforce policies.
- Analyzed talent flows and labor market trends and applies a data-driven approach to closing the skills gap in target industries and informing a community-wide workforce strategy.
- Identified and developed, in partnership with the target demand industries, workforce development solutions that help fill a specific occupation or skills gap that can be delivered by existing providers or new providers.
- Facilitated both internal and publicly disseminated workforce and education-related collateral, toolkits, reports and all digital resources.
- Coordinated departmental activities with other departments, prepares and present staff reports and other necessary communications.
- Exercise management responsibility for employer engagement and business partnership activities, including all existing and new workforce programs related to K-12 programs, talent retention and recruitment.

City of San Antonio – Workforce Development Manager- Apprenticeship

Feb 2023 – Oct 2024

- Manage the Ready to Work Apprenticeship Building America (RTW-ABA) budget of \$2.9M. Oversee grant subcontractor, procurement, and performance.
- Manage 4 staff members supporting the RTW-ABA grant.
- Coordinate with Workforce Development Office Ready to Work staff to align programs and outcomes.
- Develop and implement data collection strategy to capture, analyze, and track program inputs, outputs, and outcomes
- Oversee Grant compliance, including liaising with US Department of Labor staff.
- Develop partnerships with employers, training providers and community-based organizations.
- Prepare and monitor RTW-ABA Grant annual budget.
- Increase the number of Department of Labor Registered Apprenticeship Program in San Antonio economy.
- Provides technical assistance to employers and training providers relating to pre-apprenticeships (Pre-Apps) and apprenticeships that are registered with the US Department of Labor (RAPs).
- Work with the local K-12 program to development pre-apprenticeship program so employers can have a talent pipeline.

Joshua D. Scott

San Antonio, TX

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PROFESSIONAL EXPERIENCE CONTINUES

- Participate in Talent Pipeline Management to provide subject matter expertise.
- Provide reports and presentations to City leadership regarding the RTW-ABA grant.
- Provide employers guidance on talent alignment and development options.
- Represent the RTW-ABA initiatives to different stakeholders.

St. Philip's College – Administrator Department Chair for Automotive Technology

May 2019 – Sept 2021

- Managed more than 25 faculty and staff members supporting automotive occupation development.
- Coordinated area meetings with developed agendas for efficient facilitation.
- Served on institutional system-wide strategic planning teams, engaging in partnerships to advance strategic academic or organizational priorities.
- Managed up to 9 academic programs and budget of \$300k, faculty professional development, and instructional operations for automotive technology.
- Created an innovative accountability system.
- Co-constructed quality assurance measures with faculty members for curriculum and course rigor.
- Ensured compliance to SACSCOC accreditation standards, Baldrige Standards for Excellence and all program level accreditation standards were met.
- Coordinated with two Industry Advisory Committees to make recommendations for policy and procedure changes aligned to program accreditation.
- Ensured that needed courses were scheduled and staffed each semester; monitored enrollment, perform strategic section analyses, and adjust schedules as necessary and appropriate.
- Developed reports for periodic unit/program reviews to align with the strategic goals of the College and District.
- Upgraded the curriculum and added supplemental instruction to strengthen student readiness for internships and/or job placement.

Precision Group – Business Development & Sales Representative

Sept 2017 – April 2019

- Responsible for business development within the United States, focusing primarily on the manufacturing industry.
- Lead the sales and new client acquisition efforts.
- Collaborated with leadership to identify industry trends and customer contact opportunities.
- Maintain thorough knowledge of significant market trends and product categories.
- Responsible for closing / converting business development leads into new contracts/revenue.
- Managed client contracts/fee negotiation.
- Grow existing market share by nurturing stronger, deeper, and broader relationships with existing customers by actively promoting and selling our value-added manufacturing and services capabilities.
- Participate in the conceptual and strategic development of new marketing tools and programs as required.
- Upgraded the apprenticeship program by incorporating the National Institute for Metalworking Skills (NIMS) competency-based framework.

Alamo Colleges District – Continuing Education Program Manager

July 2012 - August 2017

- Coordinated with the Associate Vice Chancellor, Deans, and Directors to analyze cost estimate, prepare quotes for proposals and negotiate contract costs, fees, terms, and conditions with industry/corporate clients.
- Developed non-credit continuing education courses/programs to meet needs of the public, private, and corporate stakeholders.
- Recruited and managed instructors (25) and consultants to include selection, training, and performance evaluation.
- Generate revenue sufficient to meet individual and department goals.
- Efficiently managed budget of \$125k which includes all direct and indirect costs.
- Spearheaded efforts to secure St. Philip's College as the Local Education Agency for two Texas Workforce Commission (TWC) registered apprenticeship programs: Associated Builders and Contractors (ABC) & the Plumbing, Heating, and Cooling Contractors Association (PHCC-SA) programs.
- Managed the Texas Workforce Commission Apprenticeship Grant of over \$100K annually for the college.
- Ensured that the director of a Registered Apprenticeship Programs (RAP) obtained DOL approval of the RAP standards and that the program was registered and in good standing with DOL.
- Managed around 170 apprentice and job-related classroom instruction with minimum of 144 hours per year.
- Ensured that all required duties of the apprenticeship committee were performed.
- Responsible for contract execution, file audits, and contract closeout.
- Ensured all apprentices were inputted into the Texas Workforce Solutions Statewide Participant Reporting system.
- Ensured compliance with RAP standards.
- Achieved over 90% retention rate for apprentice matriculation.

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PROFESSIONAL EXPERIENCE CONTINUES

St. Philip's College – Interim Dean of Southwest Campus

May 2015 - August 2016

- Provided Executive Administrative Leadership to the campus comprised of over 75 full/part-time faculty, chairs, and staff.
- Assisted with enrollment and progression of students in the AAS degrees and certificates in three department areas – 1) Aircraft, Construction, and Manufacturing Technology, 2) Applied Electrical and Mechanical Technology, and 3) Transportation Services Technology.
- Collaborated with the Vice President of Student Success and Dean of Student Success to streamline marketing and awareness within the college community regarding Title IX, ethics, self-advocacy, alternative dispute resolution, and civility.
- Conducting initial hearings for student disciplinary issues.
- Approved all SWC student activities.

George Gervin Youth Center – Job Developer/ Case Manager

June 2009 – July 2012

- Managed the Job Training Program and conducted formal classroom training for job seekers.
- Coordinated job placement with public and private sector employers.
- Resolved employment barriers for students and program participants.
- Complied with applicable federal, state, and local program regulations, requirements, and processes.
- Supervised the Youthbuild training program to empowers low-income youth, ages 16 to 25, to transform their lives through employment.
- Maintained case files, employment records, and documentation as required by program regulations.
- Developed and maintained effective working relations with employers, program staff, vocational and academic counselors.

Gary Job Corps. – Outreach & Admission Counselor

September 2005 – October 2007

- Recruited prospective applicants, assessed their educational needs, and explained the benefits of the Job Corps Program.
- Managed the program's qualifications, including interviewing, background checks, and drug testing to ensure meeting government program guidelines.
- Actively developed and maintained referral linkages with high schools, military recruiters, local youth service organizations, faith-based groups, and other community resources to lead to long-term referral partnerships with Job Corps.

AWARDS/ CERTIFICATIONS

- Nominee for the National Institute for Staff and Organizational Development (NISOD) Administration Award – selected by the Staff Council (Spring 2016).
- Association of Title IX Administration (ATIXA) – Title IX Coordinator Level One (Spring 2016).
- St. Philip's Living Our Values award (Spring 2014).
- Texas Award for Performance Excellence (TAPE): TAPE Examiner Training (Fall 2013).
- Nonprofit Administration and Leadership.

EDUCATION

Ph.D. CANDIDATE | EXPECTED GRADUATION MAY 2026 | CONCORDIA UNIVERSITY CHICAGO

- Major: Organizational Leadership
- Dissertation Focus: Knowledge Management

MASTERS | DECEMBER 2013 | UNIVERSITY OF TEXAS AT SAN ANTONIO

- Major: Public Administration
- Graduate Certificate: Nonprofit Administration and Leadership

BACHELOR | MAY 2005 | TEXAS STATE UNIVERSITY-SAN MARCOS

- Major: Public Administration
- Minor: Business Management