



# Local Plan 2025-2028

Adrian Lopez, CEO



# Local Plan 2025-2028

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- The Workforce Innovation and Opportunity Act (WIOA) requires that Boards set priorities for and oversee the local workforce development area (workforce area) in their region.



# Local Plan 2025-2028

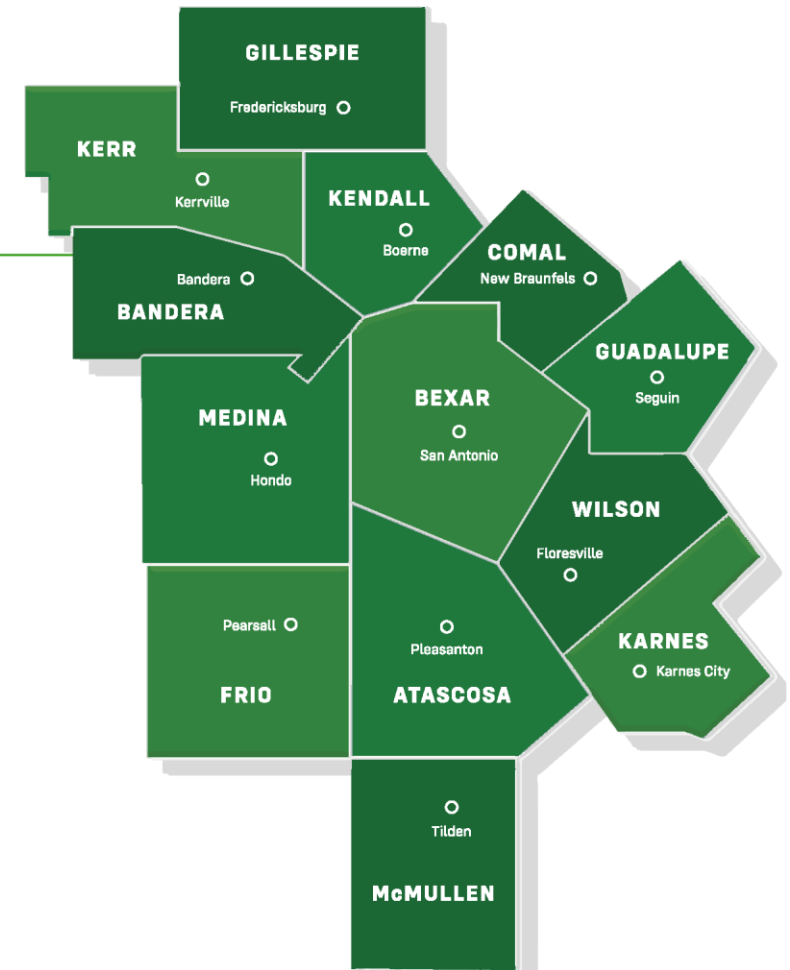
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- Boards have until approximately March 21, 2025, to submit a plan that promotes communication, coordination, and collaboration among Adult Education and Literacy (AEL) grantees, employers, economic development organizations, community-based partners, and other service providers that support the economic growth of the workforce area while meeting the needs of employers and job seekers.



# 13-County Alamo Region

Workforce Solutions Alamo serves as the governing board for the 13-county Alamo Region workforce system, spearheading a collaborative network of top-tier service providers and contractors who bring people and jobs together.



# 13-County Alamo Region

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- Workforce Solutions Alamo operates 16 career centers in San Antonio and the surrounding counties. This year, we launched Workforce One, our new mobile career center. The bus provides a dozen workstations, Wi-Fi, and career services and experts wherever it goes.





# Components of the Local Plan

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## Board Vision and Goals

- Promoting regional economic growth, economic self-sufficiency, through Sector-Based workforce system that fully aligns efforts of local partners and communities....
- Alignment with State level strategic efforts
- A shared prosperity through inclusive growth



# Components of the Local Plan

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## Economic and Workforce Analysis (SOLICITING INPUT)

- Existing In-Demand Industry Sectors
- Economic Indicators within each County
- Changes in Employment, Wages, Establishments and Firms
- Employment Projections
- Alignment of Target Industries by Regional Partners, Governor's Industry Clusters



# Components of the Local Plan

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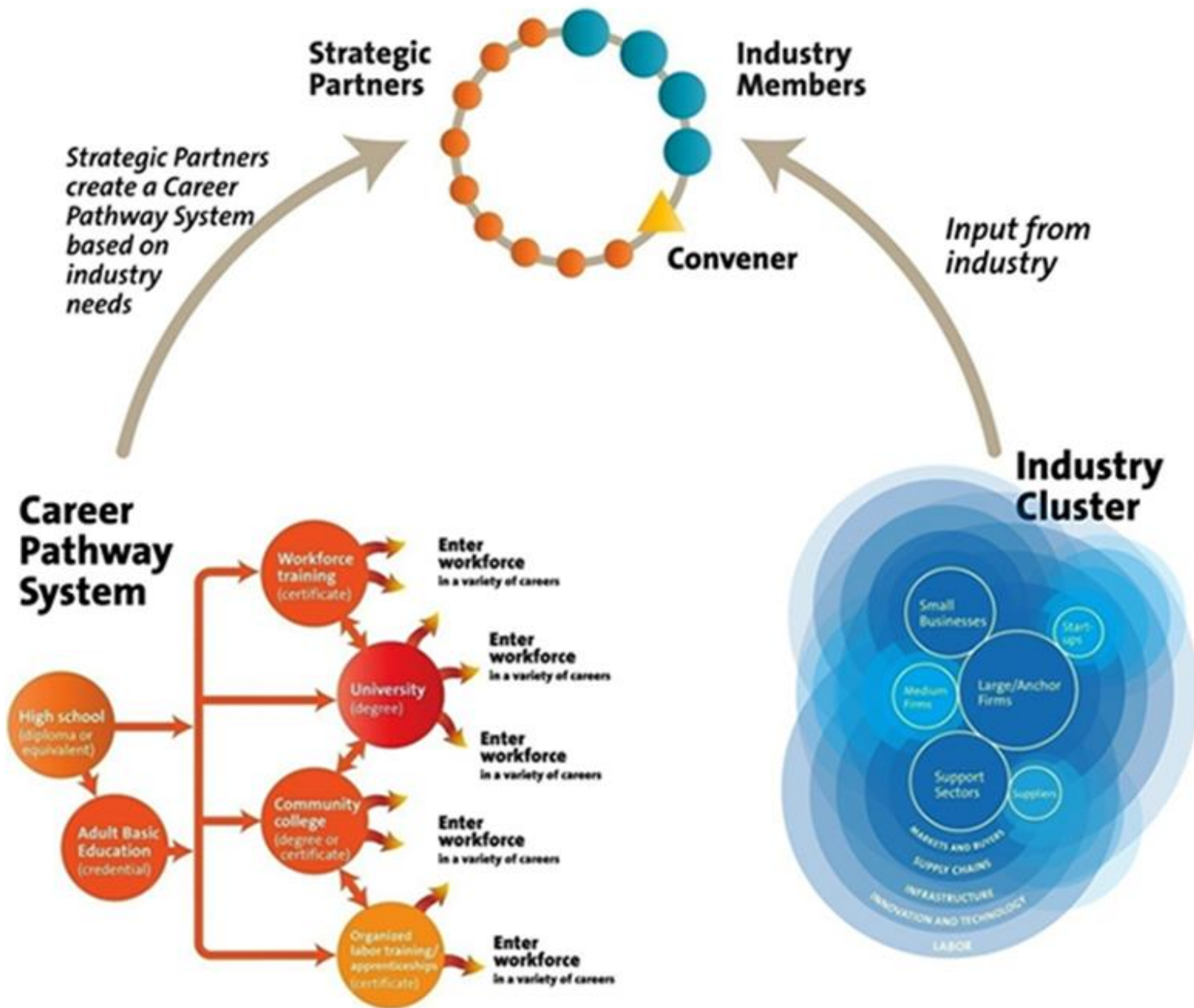
## Core Programs and One-Stop Service Delivery

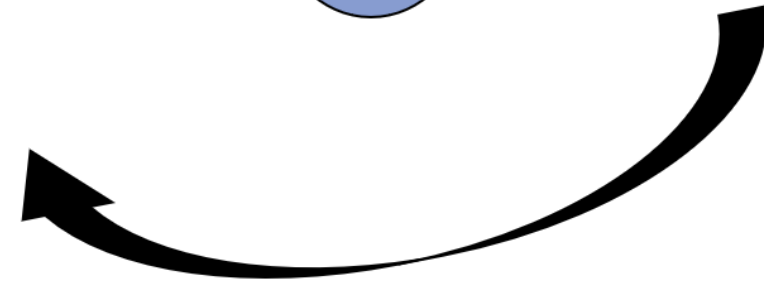
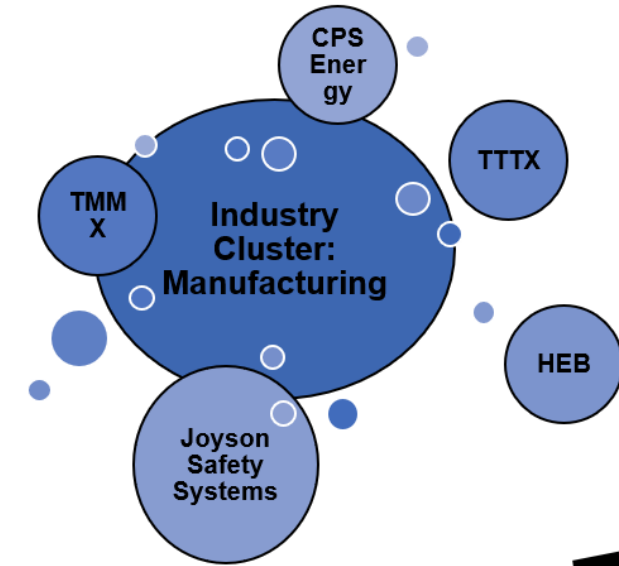
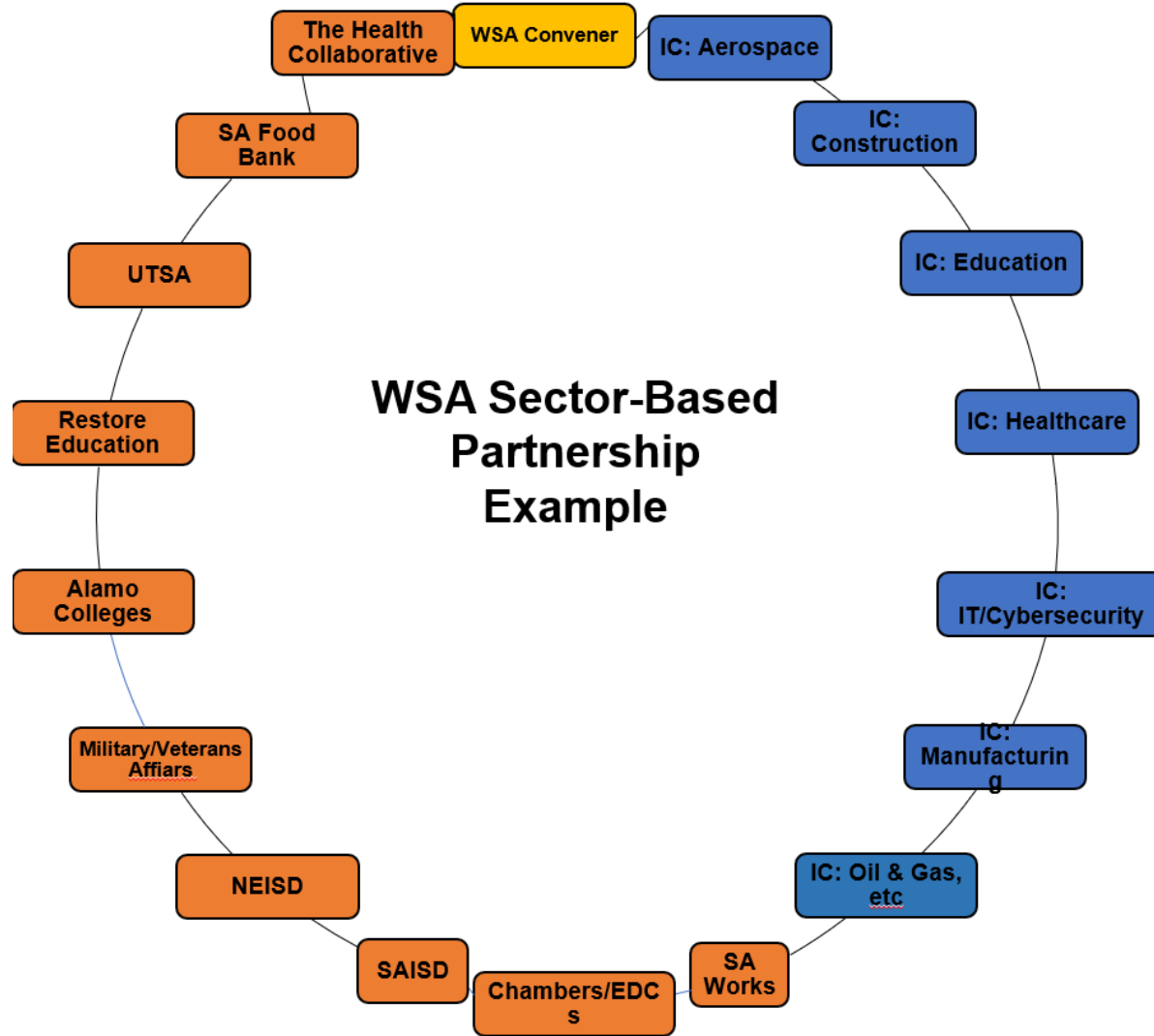
- 30 different funding sources
- Workforce Investment and Opportunity Act (WIOA)
- CHOICES Non-Custodial Parents (NCP)
- Supplemental Nutrition Assistance Program Employment & Training (SNAP)
- Trade Adjustment Assistance Act (TAA)
- Rehabilitation Act Wagner-Peyser Employment Services
- Veteran's Commission
- 16 Career Centers





# Sector Partnership







# Components of the Local Plan

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## Individualized Career Services (Seeking collaboration/referrals)

- Informational Services: orientations, career guidance, referrals
- Outreach and Eligibility Determination: target populations
- Assessment and Planning: assessments, employability development plans, group counseling, ONET assessments, job search assessment, Reemployment Services



# Components of the Local Plan

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## Individualized Services (cont.)

- Case Management: tracking and reporting of training, and educational outcomes by other entities/agencies for job seekers, where WSA has provided supportive services
- Job Search: job search assistance, supervised job-search, computer workstation usage, counseling, labor market/information, resume/application/interview preparation, job development, self-service career guidance, self-service labor market information
- Life Skills: mentoring (CHOICES, NCP, Youth) and leadership development (youth)



# Components of the Local Plan

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## Individualized Services (cont.)

- Pre-employment Activities: job readiness/employment skills, bonding assistance, and Work Opportunity Tax Credit eligibility
- Work Readiness: short-term work readiness services (CHOICES, NCP, and WIOA)

## Employment Services (Seeking Employers)

- Unsubsidized Self-Employment: income-producing enterprise to promote a clear pathway to self-sufficiency
- Unsubsidized Employment/Employment Entry: full or part-time employment



# Components of the Local Plan

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## Employment Services (cont.)

- Community Service: Community Service opportunities with non-profit agencies (only for TANF/CHOICES and NCP)
- Subsidized Employment: full or part-time employment (only for TANF/CHOICES and NCP)
- Unpaid Public/Non-Profit/For Profit Work Experience: unpaid work experience, time limited training in public, non-profit, or for profit agencies
- Subsidized Work Experience: paid work experience, time-limited training in non-profit, for profit or public sector
- Workfare: improve employability for SNAP recipients



# Components of the Local Plan

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## Employment Services (cont.)

- Summer Employment-Work Experience: time limited work experience for youth

## Training Programs (Seeking Training Providers)

- Occupational/Vocational Training: training conducted in an institutional setting addressing technical skills and knowledge required for work resulting in attainment of a certificate
- On-the-Job Training: employee training at the place of work; could be supported by classroom training
- Apprenticeship Training: registered training programs; combination of employment, instruction and on-the-job training



# Components of the Local Plan

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## Training Programs (cont.)

- Internships: WIOA participants receive supervised practical training in job setting
- Entrepreneurial Training: training for job seekers to achieve self-sufficiency through running their own business
- Customized Training: Trade Adjustment and Dislocated Workers training designed to meet specific requirements of employer/employers group
- Private Sector Training/Upgrade/Retrain: incumbent worker training to upgrade skills





# Components of the Local Plan

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## Training Programs (cont.)

- Prerequisite Training: coursework required by a training provider prior to acceptance into specific training program
- Skills/Self Grant: training provided through a Skills Development or Self-Sufficiency Grant

## Educational Services (Seeking Partners and Strategies)

- Basic Educational Skills/ABE: training to enhance employability by upgrading basic skills
- English as a Second Language: training to enhance English-speaking ability



# Components of the Local Plan

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## Educational Services cont.

- High School: for TANF/Choices clients for teen heads of household without high school diploma/GED
- GED: clients lacking high school degree or GED who are attending classes to pass the GED exam
- Tutoring/Study Skills/Instruction: communication of knowledge, ideas, and facts to help youth
- Alternative Secondary School: enrollment in non-traditional schools to complete high school, GED, or high school equivalency
- Short-term Educational Services: prepare clients for unsubsidized employment to increase employability



# Components of the Local Plan

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## Educational Services cont.

- Work-based Literacy: work-based literacy training
- Middle School: services offered to teen heads of households and adults without high school diploma or GED
- High School: tracking and supporting High School attendance and completion

## Support Services

- Healthcare, Family/Childcare, Transportation, Housing/Rental Assistance, Counseling, Needs-Related payments, Substance Abuse Treatment, Wheels to Work, GED Test Payments,



# Components of the Local Plan

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## Support Services (cont.)

- Work Related Expenses, Financial Planning Assistance, Incentives, Job Search and Relocation Allowance

## Additional Services

- Follow-up Services for a minimum of 12 months
- Referrals to local non-profit network, churches, food banks, etc
- Unemployment Insurance Claims
- Benefits Enrollment: TANF, SNAP, others
- Adult Education and Literacy



# Components of the Local Plan

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## Employer Services (Seeking partnership)

- Hiring Fairs
- Recruitment Assistance
- Workforce Planning
- Tax Credits
- Fidelity bonding
- Labor Market Information
- Dedicated Business Development Professionals



# Components of the Local Plan

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## Workforce Investment Initiatives (Seeking Innovation)

- Teacher Externship Program: over 700 teachers have participated
- Workforce Ambassador Program: over 600 Ambassadors
- Texas FAME: partnering with over 15 advanced manufacturing employers to promote employment and career opportunities
- Alamo Workforce Consortium: network of community-based agencies and a major university to collaborate on Ready To Work
- ACE Race: Collaboration with South Texas Business Partnership and regional school districts to expose high school students to engineering
- Workforce One: Unit to provide mobile career center services



# Components of the Local Plan

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## Fiscal Agent, Grants, and Contracts

- WSA has administered nearly \$1 billion during the last 4 years
- 4 Major Contractors
- Conduit for other funding; over \$30 million for partners
- Secured over \$100 million in other funding for the region

## Performance

- Largely associated with TWC and other funders contracted metrics



# Local Plan Results 2020 - 2024

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- 6 Consecutive Years of Unmodified Opinions on the Annual Audit of Financial Statements
- Approximately \$900 Million Budget
- Approximately \$500 Million invested in Child Care
- Approximately 12,655 children served daily
- More than 8,000 families served daily
- Approximately 600 Child Care Providers
- Approximately 874,000 guests visited our career centers in person and virtually



# Local Plan Targets 2020-2024

## 2020-2022

- \$15.00 Target Avg. Wage
- 6 Clusters
- 11 Industry Sectors
- 22 In-Demand Industries
- 62 Target Demand Occupations



## 2022-2024

- \$17.00 Target Avg. Wage
- 6 Clusters
- 8 Industry Sectors
- 16 In-Demand Industries
- 57 Target Demand Occupations

# Local Plan Proposed Targets 2025-2028

- \$19.00 Target Avg. Wage
- 6 Clusters
- 8 Industry Sectors
- 16 In-Demand Industries
- 55 Target Demand Occupations

# In-Demand Industries

TWC recommends listing 10–15 in-demand industries.

- Proposing 16 in-demand industries
- Industries that have a substantial and current or potential impact on the local economy
- Contribution to the growth and/or stability of other supporting businesses or industry sectors.
- **Include jobs that lead to economic self-sufficiency and opportunities for advancement**

Source: TWC





# Industry Research Processes

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- ❑ Reviewed Industry Historical Trends
- ❑ Analyze Industry Projections for 2022-2032
- ❑ Collapsed NAICS based on WSA primary & secondary Data Targets
- ❑ Stakeholder Input



## Alamo WIOA In-Demand Industries List 2025-2028

(NAICS) Code (4-digit)	NAICS Industry Title (Name)	Annual Average Employment Growth 2022-2032	Percent Growth 2022-2032	Average Hourly Wage
Aerospace/Manufacturing				
3361	Motor vehicle manufacturing **	3,218	62%	\$48.07
3363	Motor Vehicle Parts Manufacturing	1,291	21.5	\$31.20
Health				
6211	Offices of Physicians	4,520	17.9	\$51.81
6212	Offices of Dentists	1,438	17.8	\$29.40
6215	Medical and Diagnostic Laboratories	451	20.4	\$38.08
6221	General Medical and Surgical Hospitals	5,841	16.6	\$32.56
Information-Computer Technology/Cybersecurity				
5415	Computer Systems Design and Related Services	5,965	51.9	\$49.18
5416	Management, Scientific, and Technical Consulting Services	5,340	46.4	\$41.79
5419	<i>Other Professional, Scientific, and Technical Services</i>	2,547	41.9	\$29.30
Construction/Utilities				
2371	Utility System Construction	800	13.4	\$37.03
2382	Building Equipment Contractors	3,007	15.2	\$35.38
Oil & Gas/ Warehousing & Transportation/Finance/Others				
2111	Oil and Gas Extraction	690	37.8	\$81.75
2131	Support Activities for Mining	1,415	24.9	\$44.77
4931	Warehousing and Storage	9,283	50.6	\$23.90
5221	Depository Credit Intermediation	4,490	15.9	\$39.93
Education				
6111	Elementary and Secondary Schools	10,807	13.8	\$24.73

Source: TWC/LMCI 2020-2032 Projections \*\*Lightcast



# Target Industries by Partners

<b>Clusters</b>	<b>SA Tomorrow Growth</b>	<b>SAEDF/Greater SATX</b>	<b>AACOG (CEDs)</b>	<b>WSA</b>	<b>Port San Antonio</b>	<b>Ready to Work</b>
Healthcare/Bioscience	●	●	●	●		●
Aerospace	●	●	●	●	●	●
Manufacturing	●	●	●	●	●	●
IT/Cybersecurity	●	●	●	●	●	●
Finance		●	●	●		●
Oil and Gas/ New Energy	●		●	●		●
Warehousing & Transportation			●	●	●	●
Construction/Utilities				●		●
Creative Industry/Tourism			●			



## Alignment to Governors Clusters:

**NAICS 2111** Oil & Gas Extraction

**NAICS 2371** Utility System Construction

**NAICS 3361** Motor Vehicle Manufacturing

**NAICS 3363** Motor Vehicle Parts Manufacturing

**NAICS 5415** Computer Systems Design

**NAICS 5416** Management, Scientific, and Technical Consulting Services

**NAICS 5419** Other Professional, Scientific, and Technical Services

**NAICS 6215** Medical and Diagnostic Laboratories

**WSA identified in-demand industries that align with the Governor's Industry Clusters which positions the region to capitalize on state investments.**

# Review: Targeted In-Demand Industries – Alamo Region

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## Healthcare-

NAICS 6211 Offices of Physicians- WSA, Hospitals-Texas Medical Center Cluster

NAICS 6212 Offices of Dentist- WSA, Hospitals-Texas Medical Center Cluster

6221 General Medical and Surgical Hospital-Texas Medical Center Cluster, SA Tomorrow

NAICS 6215 Medical and Diagnostic Laboratories-GSATX, Alamo Cluster Strength

## Advanced Manufacturing

NAICS 3361-Motor Vehicle Manufacturing-WSA, COSA EDD, GSATX, SA Tomorrow, Auto Alley

3363 Motor Vehicle Parts Manufacturing-WSA, COSA EDD, GSATX, SA Tomorrow

*Toyota has a major manufacturing plant in south San Antonio and suppliers. Auto Alley*



# Review: Targeted In-Demand Industries – Alamo Region

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## Oil & Gas, Transportation, Finance

NAICS 5221 Depository Credit Intermediation-**WSA**

NAICS 2111 Oil & Gas Extraction- **WSA, GSATX**

NAICS 4931 Warehousing and Storage- **I-35 Corridor Distribution Centers**

NAICS 2131 Support Activities for Mining - **Hub Counties**

## Education

NAICS 6111-Elementary and Secondary Schools-**WSA**

## Information Technology/Cybersecurity- **Cybersecurity Cluster: WSA, JBSA Airforce Cyber, UTSA Cyber Security and Southwest Regional Institute (SwRI), SA Tomorrow**

NAICS 5415 Computer Systems Design-**WSA-SA2020, SATX, Cybersecurity, GSATX**

NAICS 5416 Management, Scientific, and Technical Consulting Services -**WSA-GSATX, Cybersecurity**

NAICS 5419 Other Professional, Scientific, and Technical Services\*\***New - Cybersecurity**

## Construction /Architecture

NAICS 2371 Utility System Construction- **Counties Hub**

NAICS 2382 Building Equipment Contractors- **Counties Hub**



# Research Process for Occupations

Matched industries (NAICS) to occupations (SOC codes) using Staffing Patterns.

## Primary Data Targets

- Texas Workforce Commission 2022-2032 Occupational Growth Projections
- % Growth (% change)  $\geq$  or 15.6%
- and/or number change (absolute)  $\geq$  500
- Mean Wages for 2022-2032 Target Wage was Mean Wage  $\geq$  \$19.00 hourly (\$39,520 annual).
- Educational requirement: Minimum High School Diploma, but less than or equal to Bachelors Degree

## Secondary Data Targets

- Employment change due to growth (not exits)  $\geq$  50
- Entry Wage  $\geq$  \$17.00 hourly
- Location Quotient (LQ)  $\geq$  1.00 (2028 Projection EMSI)
  - LQ is a statistical measurement comparing the concentration of an industry or occupation in a region to its concentration in a larger geographic area, usually the nation.
- Help Wanted Online (HWOL) postings  $\geq$  300 Help Wanted Ads - 2nd Qtr. 2023
- STEM related
- Mid Skill Job Related
- Top 25 Current Employment
- Occupations identified as Adding the most jobs, Most Job Openings or Fastest growing
- Local targets for investment
- Stakeholder input, local wisdom



# 55 Proposed Target Occupations 2025-2028



Number	SOC Code	SOC Title
<b>Construction/Utilities</b>		
1	11-9021	Construction Managers
2	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
3	47-2111	Electricians
4	47-2152	Plumbers, Pipefitters, and Steamfitters
5	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
6	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
<b>Manufacturing</b>		
7	17-2112	Industrial Engineers
8	17-2141	Mechanical Engineers
9	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other <b>*New</b>
10	19-4042	Environmental Science and Protection Technicians, Including Health <b>*New</b>
11	49-9041	Industrial Machinery Mechanics
12	51-9162	Computer Numerically Controlled Tool Programmers
13	53-3032	Heavy and Tractor-Trailer Truck Drivers

Source: TWC/LMCI/Occupations Projections 2022-2032

**\*New Occupations Added, not on 2021-2024 Target Occupation List**

# 55 Proposed Target Occupations 2025-2028



Number	SOC Code	SOC Title
<b>Health</b>		
14	29-1126	Respiratory Therapists
15	29-1141	Registered Nurses
16	29-1292	Dental Hygienists
17	29-2032	Diagnostic Medical Sonographers
18	29-2034	Radiologic Technologists and Technicians
19	29-2035	Magnetic Resonance Imaging Technologists <b>*New</b>
20	29-2052	Pharmacy Technicians
21	29-2055	Surgical Technologists
22	29-2061	Licensed Practical and Licensed Vocational Nurses
23	31-2011	Occupational Therapy Assistants
24	31-2021	Physical Therapist Assistants
25	31-9091	Dental Assistants
<b>Computer and Cybersecurity</b>		
26	11-3021	Computer and Information Systems Managers
27	15-1211	Computer Systems Analysts
28	15-1212	Information Security Analysts
29	15-1231	Computer Network Support Specialists
30	15-1232	Computer User Support Specialists
31	15-1242	Database Administrators
32	15-1244	Network and Computer Systems Administrators
33	15-1252	Software Developers
24	15-1253	Software Quality Assurance Analysts and Testers
35	15-1254	Web Developers
36	15-1299	Computer Occupations, All Other
37	15-2031	Operations Research Analysts
38	15-2051	Data Scientists <b>* New</b>

# 55 Proposed Target Occupations 2025-2028



Number	SOC Code	SOC Title
<b>Oli &amp; Gas/Warehousing &amp; Transportation/Finance/Others</b>		
39	49-3023	Automotive Service Technicians and Mechanics
40	11-1021	General and Operations Managers
41	13-1071	Human Resources Specialists
42	13-1081	Logisticians
43	13-1082	Project Management Specialists
44	13-1111	Management Analysts
45	13-1161	Market Research Analysts and Marketing Specialists <b>*New</b>
46	13-2011	Accountants and Auditors
47	41-3031	Securities, Commodities, and Financial Services Sales Agents <b>* New</b>
48	43-3031	Bookkeeping, Accounting, and Auditing Clerks
49	53-1047	Suprs of Trans & Material Moving Wkrs, Ex Aircraft Cargo Handling Suprs <b>*New</b>
<b>Education</b>		
50	11-9051	Food Service Managers
51	25-2011	Preschool Teachers, Except Special Education <b>* New</b>
52	25-2021	Elementary School Teachers, Except Special Education
53	25-2022	Middle School Teachers, Except Special and Career/Technical Education
54	25-2031	Secondary School Teachers, Except Special and Career/Technical Education
55	33-3051	Police and Sheriff's Patrol Officers

TWC/LMCI/Projections 2022-2032/Detail Report/LMI Tools

**\*New Occupations Added, not on 2021-2024 Target Occupation List**



# Targets for Investments

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- Data validation process includes obtaining feedback from partners on industries, occupations that are targets for investment.
- Please submit information to: [localplan@wsalamo.org](mailto:localplan@wsalamo.org)



# Example: Bioscience Industries (Governor's Targets, SA Tomorrow)

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- **221117** Biomass Electric Power Generation
- **325199** All Other Basic Organic Chemical Manufacturing
- **325411** Medicinal and Botanical Manufacturing
- **325412** Pharmaceutical Preparation Manufacturing
- **541380** Testing Laboratories
- **541690** Other Scientific and Technical Consulting Services
- **541713** Research and Development in Nanotechnology
- **541990** All Other Professional, Scientific, and Technical Services
- **621511** Medical Laboratories

WSA Target



# Next Steps

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- Feedback
  - Review, Analyze, and Resolve
  
- Listening sessions
  - January 13 and January 17





# Next Steps

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- Government Body Approvals Begin Week of January 20
- Final Draft 2 – February 7
- Final Draft 3 - February 18
- Finalize February-March
- Due to TWC March 21, 2025



# Please call Workforce Solutions Alamo for questions

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