



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: April 11, 2025
Subject: Youth Program Briefing and Performance

Summary: For Program Year 2025, Workforce Solutions Alamo (WSA) continues its partnership with youth contractor SERCO to oversee enrollments and provide education, training, and skills essential for workforce success. WSA maintains active communication with SERCO to ensure performance goals align with the Texas Workforce Commission's (TWC) target range of 95-105% while staying within the allocated budget.

Analysis:

Participant Planning Summary (PPS)

The PPS aims to ensure that the Youth Service Provider serves the most significant number of participants and provides them with services that lead to successful training and employment outcomes. The PPS includes quarterly and yearly targeted enrollment (participants to serve) and service goals for eligible clients. While enrollment goals include serving the most significant possible number of eligible participants, the quality of customer service remains a top priority. The breakdown for the second quarter of the Program Year is as follows:

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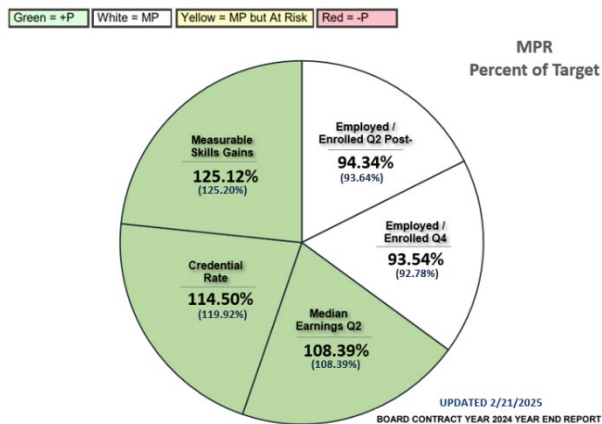
PPS WIOA YOUTH 2024-2025	NEW				YEAR END GOAL	YEAR END GOAL %
	Q1 OCT-DEC'24	Q2 JAN-MAR'25	Q3 APR-JUN'25	Q4 JUL-SEP'25		
Urban Participants Planned	89	178	267		356	
Actual Participants Served	210	33			243	68%
Rural Participants Planned	52	105	157		210	
Actual Participants Served	96	13			109	52%
Work Experience Career Opportunities Planned	50	101	150		201	
Actual	60	30			90	45%
Education/Training Planned	15	29	43		57	
Actual	26	2			28	49%
Supportive Services Planned	67	135	202		269	
Actual	221	87			308	114%

IN-SCHOOL & OUT-OF SCHOOL YOUTH		
Actual Urban Participants Served	65 ISY	178 OSY
Actual Rural Participants Served	53 ISY	56 OSY

Performance Accountability

WSA continues to track and communicate performance expectations with the youth contractor, focusing on WIOA-established indicators, including Q2 and Q4 Post-Exit Employed and Enrolled Outcomes, Measurable Skill Gains, Median Earnings, and Credential Attainment Rate.

The Year-End MPR Report for the 2023-2024 BCY highlights that the youth contractor met two of five performance measures and exceeded three, demonstrating a strong commitment to program success and youth progress tracking. On February 21, 2025, TWC released an update to the BCY24 End-of-Year Report. While there were slight adjustments to the target percentages, these changes did not affect the performance measures. The updated figures are outlined below, with the previously reported percentages from the February 7, 2025, Youth Committee meeting shown in parentheses.



SERCO's leadership team remains dedicated to achieving positive outcomes, with youth staff actively engaging participants to collect necessary employment and educational documentation. Additionally, bi-weekly status updates will be provided to WSA if any measures are not met.

Alternatives: N/A

Fiscal Impact: Workforce Solutions Alamo (WSA) has made a significant investment in youth workforce development, ensuring young individuals gain valuable skills and career opportunities.

- **In-School Youth:** WSA has allocated **\$173,055** towards **work experience opportunities**, helping students gain hands-on exposure to real-world jobs. Additionally, **\$2,730** has been invested in **support services** to remove barriers to success.
- **Out-of-School Youth:** WSA has committed **\$342,252.98** to **work experience programs**, equipping young individuals with critical job skills. Furthermore, **\$13,773** has been provided for **support services**, while an additional **\$40,878** has been dedicated to **individual training** to enhance employability and career advancement.

These strategic investments reinforce WSA's commitment to empowering youth through education, training, and hands-on work experience, ensuring they are prepared for the workforce and long-term career success.



Recommendation: WSA will continue utilizing WIOA Youth Workforce Reports at the Board level. If performance deficiencies arise, the youth contractor must submit an Exception Report outlining corrective actions.

To enhance performance, the contractor must make documented efforts to contact participants and collect employment and education outcomes for reporting accuracy. WSA and SERCO will closely monitor performance to maintain enrollment levels that support continued success while ensuring the contractor exceeds all performance measures.

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



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: April 11, 2025
Subject: Career Exploration Events

Summary: This memo provides an update on Workforce Solutions Alamo's (WSA) Youth Career Exploration events and special initiatives for Program Year 2025 (PY25).

As outlined in Section 5.5 of the Workforce Commission Initiatives (WCI) Grant Statement of Work, WSA will utilize TANF grant funds to support Jobs Y'all career exploration events for middle school, high school, and postsecondary students. These events will engage employers in meaningful ways to help students explore career opportunities, understand pathways to in-demand careers, build networks, and access internships and other hands-on learning opportunities. Parents will also be encouraged to attend to support their child's career exploration journey. Events will be branded under Jobs Y'all and may include WSA-specific branding, with scheduling determined at the local level.

For FY2025, WSA will host four major youth career exploration events targeting various industries and youth sub-populations, with additional co-hosting opportunities currently under discussion.

Analysis:

Planned Career Exploration Events

1. CTE Showcase – February 14, 2025
 - a. Hosted in recognition of Career & Technical Education (CTE) Month, this first-ever event celebrated CTE programs and their role in preparing youth for diverse career paths.

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- b. Over 450+ students attended the event, aimed at generating excitement and awareness among middle school students.
- 2. Fiesta of Opportunities - April 25, 2025
 - a. Designed for opportunity/disconnected youth (not currently working or in school), this event will offer career exploration, industry exposure, and pathways to employment, college programs, vocational training, and certifications.
 - b. Employers looking to hire from this population will be invited and a private area for on-the spot interviews will be available.
- 3. The World of Work (WOW) Youth Expo - May 8, 2025
 - a. Part of the nationwide Youth Apprenticeship Week (YAW) initiative, which highlights the value of Registered Apprenticeships for youth ages 16-24.
 - b. Focused on engaging rural communities and schools that attended SA Stock Show & Rodeo Ag Mechanics Tradeshow aiming to promote regional apprenticeship programs and other hands-on learning while earning opportunities.
- 4. National Intern Day Celebration – July 24, 2025
 - a. Aimed at high school juniors, seniors, and college students, this event will connect youth with internship opportunities to reinforce skills through work-based learning.
 - b. Employers will showcase available internships to foster real-world experience and career readiness.

February 24, 2025, CTE Showcase Recap

The CTE Showcase was a highly successful event, drawing 468 students from 8 schools, representing both urban and rural areas. Students had the opportunity to engage with 15 employers and 2 community organizations, allowing them to explore career pathways and connect with industry professionals. A total of 11 high school CTE programs were featured, providing valuable insights into career and technical education opportunities. The participating schools—Leal Middle School, Advanced Learning Academy, McAuliffe Middle School, Kingsborough Middle School, CAST Middle School, Pearsall High School, Somerset Junior High, and Jubilee Academy—helped ensure that students across different educational levels could benefit from the event. The showcase highlighted the importance of career readiness and workforce engagement, making it a meaningful experience for students, educators, and industry partners alike.

Coming up: Fiesta of Opportunities



What's Next: World of Work (WOW) Event

Additional Youth Engagement Initiatives

- Ongoing Outreach Efforts
 - The Youth Team has launched a series of outreach activities, including TX FAME promotions and Workforce One engagement, to strengthen youth participation.
 - February 22, 2025, TX FAME AMT Open House Recap
 - Over 80 students, accompanied by their CTE Directors, Counselors, and/or Teachers, attended the Open House at Palo Alto College, where they explored the dynamic field of manufacturing. They learned how the program equips them with essential skills for high-demand careers through insights from sponsoring companies, current AMT students, and Alamo College instructors and counselors. The event also included a tour of the AMT Lab, providing a hands-on look at the learning environment.

Alternatives: N/A

Fiscal Impact: WSA's strategic investments in staff and career exploration events create lasting impact by equipping youth and their families with the knowledge and resources needed to pursue sustainable careers. By empowering young individuals with viable career pathways early on, these efforts reduce long-term reliance on social programs and build a stronger, self-sufficient workforce for the future.

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

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

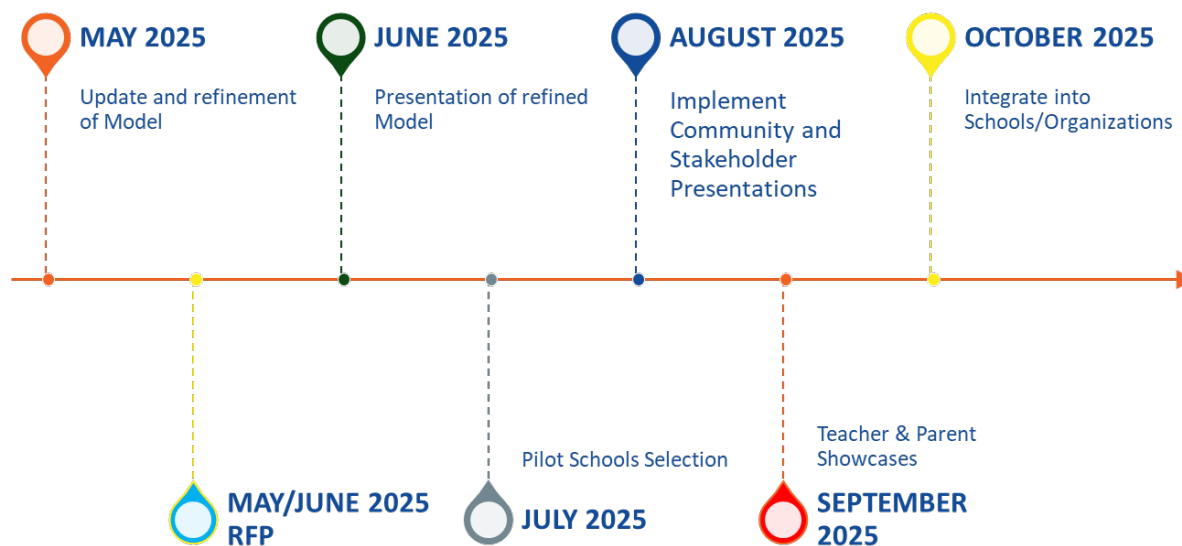


MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: April 11, 2025
Subject: Youth Model Update

Summary: This memo provides an updated proposed timeline to the Youth Committee for WSA's Career POP Youth Service Delivery Model, outlining key milestones from May to October 2025. This proposed timeline focuses on refining and implementing the Model through stakeholder engagement, pilot school selection, and integration into schools and community partners.

Analysis:



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Strengths:

- Clear timeline with progressive steps leading to implementation.
- Inclusion of key stakeholders such as community members, educators, and parents.
- Strategic approach from model development to integration in schools.

Challenges:

- Requires coordinated effort across multiple phases.
- Potential funding and resource constraints.
- Implementation risks such as school participation and stakeholder engagement.

Alternatives: Instead of a linear rollout, a phased pilot approach could be considered:

Phase 1: Pilot in one rural and one urban school before broad integration.

Phase 2: Gather feedback and refine the Model based on early results.

Phase 3: Expand implementation over a longer period with added support structures.

Fiscal Impact: Projected costs include costs for Model development and Model development and updates (consulting, research, materials), stakeholder engagement (events and/or marketing), and school integration (training and resources including Workforce One)

Recommendation: It is recommended that we ensure logistical and operational readiness before implementation, engage stakeholders continuously to refine the model, and develop contingency plans for potential delays or participation challenges.

Next Steps: Next plan of action includes defining any budget requirements and allocation of necessary resources, continuation with RFP to oversee implementation, and conducting an initial pilot study in select schools before full rollout.