



MEMORANDUM

To: Board of Directors

From: Adrian Lopez, CEO

Presented By: Kristen Rodriguez, Director Procurement and Contracts Management

Date: July 18, 2025

Subject: **Financial Audit Services Contract**

Summary: The Workforce Solutions Alamo (WSA) - Board of Directors is presented with a proposal to award a contract to ABIP, PC for Financial Audit Services in the estimated aggregate amount of \$410,544 over a five (5) year span. The contract term will be effective October 1, 2025, through September 31, 2026, with the option to renew for up to four (4) one-year periods upon written mutual consent of Workforce Solutions Alamo and the selected Contractor.

Analysis: A Request for Proposals (RFP) for Financial Audit Services was published on WSA's Procurement Portal and the Texas Electronic State Business Daily (ESBD) on March 18, 2025, with a submission deadline of May 19, 2025. The selected provider will assist WSA in delivering comprehensive audit services, which will be carried out in four phases.

Phase 1: Planning and Risk Assessment- This initial phase is essential to ensure a high-quality and efficient audit, with minimal disruption to operations. Activities will include reviewing internal controls, organizational structure, and financial reporting processes. The team will also assess potential risks, materiality, and fraud considerations, and identify federal and state programs subject to Single Audit requirements. The planning phase will conclude with a tailored audit strategy and an entrance conference with executive leadership to confirm audit scope, timing, and deliverables.

Phase 2: Audit Fieldwork- This phase involves executing the audit plan through detailed testing of financial transactions and processes. The audit team will examine whether financial data is

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accurate, complete, and properly reported by applying procedures such as transaction sampling, policy reviews, observations, and compliance testing.

Phase 3: Audit Conclusion- focuses on final reviews and summarizing audit findings. The auditors will finalize analytical reviews and complete all audit documentation, including property tax exemption forms and internal checklists.

Phase 4: Audit Finalization- this phase, the audit team will review and finalize the audited financial statements and supporting documents, hold an exit conference with management and board representatives, and present the final audit reports. The team will also submit IRS Form 990 and upload the reporting package to the Federal Audit Clearinghouse.

By the deadline, WSA received seven (7) proposals, which were then evaluated by internal assessors in accordance with the RFP's specifications and requirements; one proposal was eliminated due to unresponsiveness.

Alternatives: Any alternative to not approving the recommendation for financial audit services may result in significant operational and compliance risks for WSA. Timely completion of the annual financial and single audit is required to meet federal and state grant obligations, including those set by the Texas Workforce Commission and the Uniform Guidance for federal awards. Delays in securing an audit provider could lead to missed reporting deadlines, potential funding interruptions, reputational damage, and findings of noncompliance. In addition, postponing approval may limit the availability of qualified auditors and increase overall costs due to compressed timelines

Fiscal Impact: The contract will begin with an initial one-year term, effective October 1, 2025, through September 30, 2026, and may be extended for up to four (4) additional one-year periods, subject to mutual written agreement by both parties. The total projected expenditure over the potential five-year term is \$410,544, unless modified by a formally executed amendment approved by all parties.

Below is the breakdown of the anticipated costs for the term of the contract:



These amounts are based on the three major federal/ state programs.

****If additional programs are selected for auditing, additional fees may be incurred.**

Recommendation: Staff recommend that the Board of Directors approve the award of the contract for Financial Audit Services to ABIP, PC., as identified through the competitive Request for Proposals (RFP) process. The contract will be effective October 1, 2025, through September 30, 2026, with the option to renew for up to four (4) additional one-year periods upon mutual agreement. The estimated total expenditure over the potential five-year term is \$410,544. Approval of this recommendation will ensure continued compliance with federal and state audit requirements, maintain timely financial reporting, and support transparency and accountability in WSA's financial operations.

Next Steps: Once this action is approved, WSA Procurement and Contract Management (PCM), in collaboration with the WSA Fiscal Team, will begin negotiations and oversee the execution of

Item	Oct 25' - Sept 26'	Oct 26' - Sept 27'	Oct 27' – Sept 28'	Oct 28' – Sept 29'	Oct 29' – Sept 30'	**Contingenc y10%	Contract Total
Estimated Annual Contract Amount	\$69,125	\$71,825	\$74,525	\$77,387	\$80,360	\$37,322	\$410,544

contracts for Financial Audit Services.

Attachments: RFP 2025-021 Financial Audit Services

Bid Tabulation



	Total	A - QUALITY & EXPERIENCE	B - EXTENT TO WHICH THE VENDORS GOOD AND SERVICES MEET THE NEEDS OF THE ORGANIZATION	C - HUB/PRICE
Supplier	/ 100 pts	/ 30 pts	/ 45 pts	/ 25 pts
ABIP, PC	86.33	27.33	39	20
Garza/Gonzalez & Associates	83.95	25.33	35	23.61
Martinez, Rosario, & Company, LLP	80.44	26	36	18.44
Whitley Penn, LLP	79.43	22	33	24.43
Crowe LLP	72.99	24.67	33	15.32
Weaver and Tidwell, L.L.P.	72.4	21.33	33	18.06



MEMORANDUM

To: Board of Directors

From: Adrian Lopez, Chief Executive Officer

Presented By: Kristen Rodriguez, Director of Procurement and Contracts Management

Date: July 18, 2025

Subject: **Childcare Materials and Equipment Contract**

SUMMARY: The Workforce Solutions Alamo (WSA) - Board of Directors is presented with a proposal to award multiple contracts to for the purchase of Childcare Materials and Equipment Services in the estimated amount of \$3,000,000 over a three-year period. The contract term will be effective July 2025, through July 2026, with the option to renew for up to two (2) one-year periods upon written mutual consent of Workforce Solutions Alamo and the selected Contractor(s).

SCOPE OF WORK:

Workforce Solutions Alamo (WSA) issued an RFP to identify qualified early childhood indoor and outdoor classroom material and/or furnishing vendors capable of providing high-quality, developmentally appropriate material and furnishings for early childhood education settings.

The goal is to ensure that childcare providers in the Alamo region have access to material and/or furnishing that supports:

- Infants (0–17 months)
- Toddlers (18–35 months)
- Preschoolers (3–5 years)
- School-age children (5–11 years)

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Vendors provided a diverse selection of developmentally appropriate materials and furnishings designed to enrich both indoor and outdoor early childhood learning environments. Items included, but were not limited to:

- Equipment for adaptive or special education needs
- Educational computer software
- Arts and crafts supplies (e.g., easels, canvases, paintbrushes, smocks, crayons, play dough, etc.)
- Dramatic play items (e.g., costumes, dress-up clothing, themed playsets)
- Early childhood curricula and assessment tools
- Age-appropriate furniture (e.g., cribs, cots, changing tables, storage units, feeding chairs)
- Instructional materials for English as a Second Language (ESL) learners
- Fine motor skill development tools (e.g., puzzles, manipulatives, interactive games)
- Basic first aid, safety, and health supplies
- Math and science activity tools (e.g., rulers, measuring cups, magnets, timers)
- Music-related materials (e.g., musical instruments, audio players, headphones, audiobooks)
- Rest time essentials (e.g., nap mats, cots, linens)
- Literacy area resources (e.g., age-appropriate books, DVDs)
- Classroom comfort items (e.g., rugs, carpets, padded mats)
- Physical education and gross motor play equipment
- Mobility and ride-on toys (e.g., tricycles, scooters, push toys)
- Strollers and multi-child buggies
- General play items and puzzles

The RFP was issued on April 2, 2025, and closed on May 2, 2025, following all applicable procurement policies and procedures. An internal review panel evaluated all thirteen (13) proposals based on criteria such as:

- Alignment with Texas Early Learning Standards
- Developmental appropriateness across all age groups
- Capacity to individualize instruction



- Provider training and support
- Cost effectiveness and scalability

Awarding contracts to multiple vendors offers several key benefits. It ensures access to a broader range of products and services, allowing programs to meet diverse and specialized needs. This approach encourages competitive pricing, supports faster order fulfillment, and reduces supply chain disruptions by providing alternative sourcing options. It also gives programs the flexibility to choose vendors that best align with their specific goals and operational requirements

FISCAL IMPACT:

The contract will have an initial term of one (1) year with the option for up to two (2) additional one-year renewals. The initial term will run from July 2025 through July 2026. The total contract expenditure under this agreement is estimated to be \$3,000,000 over a 3-year term unless adjusted by a signed amendment approved by all parties. Total contract values will vary by vendor and scope of implementation but will remain within the approved budget allocation for this initiative

Below is the breakdown of the anticipated costs for the term of the contract:

Item	July25' - July 26'	July 26'- July 27'	July 27' - July 28'
Estimated Annual Contract Amount	\$1,000,000	\$1,000,000	\$1,000,000
Contract Total			\$3,000,0000

RECOMMENDATION:

WSA recommends proceeding to awarding multiple contracts: to Kaplan Early Learning, Really Good Stuff, Pacific Mobile Structures, Inc., Lakeshore Learning Materials, LLC., Allison's Montessori and Educational Materials, LLC., AHI Enterprises, LLC., Marcopolo Learning, Texas Wilson, Discount School Supply, Hand2mind, Reynolds Manufacturing Corp, Just Right Reader, Inc., Otter Reading, Wood Etc. Co., School Specialty, LLC., The Discovery Source, Inc., Metadil USA Corp, Real OT Solutions, and S&S Worldwide for the purchase of Childcare Materials and Equipment Services to provide high-quality curriculum choices to



WSA's contracted early learning providers for a one-year term with the option of two (2) one-year renewal. The initial term will be effective July 2025, through July 2026 in the estimated aggregate amount up to \$3,000,000, with annual amounts of \$1,000,000.

NEXT STEPS: Once this action is approved, WSA Procurement and Contract Management (PCM), in collaboration with the Childcare staff, will begin negotiations and oversee the execution of contracts.



MEMORANDUM

To: Board of Directors

From: Adrian Lopez, Chief Executive Officer

Presented By: Brandee Perez, Chief Financial Officer

Date: July 18, 2025

Subject: **FY24-25 Budget Amendment #1**

Summary: The staff prepares a budget based on the assumption of planned allocations from the Texas Workforce Commission and anticipated carryover funds from existing contracts. The budget is prepared by utilizing Texas Workforce Commission planning estimates and forecasting contractor expenditures before actual budgets and allocations are received. Budget Amendment #1 provides a reconciliation of actual to those estimates.

Analysis: The staff requests approval to increase the budget from \$181,987,860 to \$211,140,377, an increase of \$29,152,518 or approximately 16%. The increase of \$32,822,871 in service delivery is primarily due to Childcare of \$30,648,581; additional adjustments are summarized below.

Facilities: There was a decrease in facility expenses of \$469,960. The approved budget was \$6,452,970 and the amended budget will be \$5,983,010. The reduction was to professional services and reserves.

Reserve: The reserve was initially budgeted at \$14,812,893. The board is projecting a \$3,715,684 decrease or approximately 7.3% for a budget amount of \$11,097,209. This represents adjusting Childcare project shortfalls due to increase in subsidy paid to providers. While Childcare funding increased from the initial budget, expenditures have increased thus creating the need to utilize a portion of the reserves. There has been a substantial number of children being enrolled in TRS certified centers in the past year compared to the previous year, which is contributing to the increased costs.

Initiatives: Initiatives were initially budgeted at \$450,857, which represented TWC, Workforce Initiatives that include jobs fairs such as Red, White and YOU, and youth job fairs. The board is

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requesting to increase the project by \$515,291 for several grants that were extended or have been awarded since the initial budget approval.

Service Delivery: The primary program adjustments are as follows:

Program	Grant	Amount
Adult	RESEA	\$582,874
Adult	SNAP E&T	\$440,007
Youth	Youth	\$666,802
Child Care	CCDF, CCM, CCP, Quality	\$30,648,581
Special	DOL–Infrastructure	\$169,650
Other	Multiple	\$314,956
Total		\$32,822,870

Alternatives: None

Fiscal Impact: Increase the budget from \$181,987,859 to \$211,140,37, an increase of \$29,152,518 or approximately 16%.

Recommendation: Increase the budget from \$181,987,859 to \$211,140,37, an increase of \$29,152,518 or approximately 16%.

Next Steps: The staff will continue to monitor expenditures and report any significant variance through a subsequent budget amendment.



MEMORANDUM

To: Board of Directors

From: Adrian Lopez, Chief Executive Officer

Presented By: Brandee Perez, Chief Financial Officer

Date: July 18, 2025

Subject: FY 25 -26 Budget

SUMMARY:

The board staff prepares a budget based on the assumption of planned allocations from the Texas Workforce Commission and anticipated carryover funds from existing contracts. This budget is analyzed throughout the year and amended as additional funds are received or changes occur, which would warrant budget amendments.

STRATEGIC OBJECTIVE:

Adopting the budget provides direction and authority to implement a plan for the delivery of services. This core process provides structure and guidance to the entity for expenditure controls and strategic allocation of resources, including but not limited to:

- Planning
- Coordination
- Resource Allocation
- Performance Review

RESOURCE ALLOCATION:

Chief Elected officials and partners adopted an interlocal agreement, which specifies the annual budget shall be prepared utilizing the agreed-upon methodology in the agreement, “all resource allocation within the AWD shall, to the extent possible and practical considering need, be based upon the federal and state formulas used to allocate funds.” WSA’s executive leadership team utilizes Texas Administrative Code 800, Chapter B, Allocations (TAC 800), to allocate funds between the counties. From the guidance of TAC 800 and allocation factors received from the Texas Workforce Commission, the board has prepared a service delivery

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budget that reflects an average allocation, excluding the City of San Antonio's Ready to Work Program of 82.55% to urban communities and an aggregate of 17.45% to rural communities which is monitored monthly by the board.

The Budget by Fund and Category additionally shows the methodology for allocating each fund. Formula funds were allocated based on the formulas in TAC 800. When a clear formula is unavailable, the funding source and participants served are considered to determine a reasonable formula to allocate the funds to each county fairly.

- Board Administration or Corporate Budget
- Facilities Budget – Rent and support of the facilities and other items to support the contractor staff, such as software, supplies, equipment.
- Special Initiatives – Workforce Commission Initiatives (Red, White & YOU, and Careers in Texas Industries), and other local initiatives.
- Service Delivery for Adult, Youth, and Childcare Services.

BUDGET SUMMARY:

In Summary, the initial budget is projected to decrease 8.9% (\$18,834,997) from \$211,140,377 to \$192,305,381. Ready to Work and Child Care Services have the highest estimated decrease in the initial estimates. TWC provided Boards estimated projections for the next three years that reflects a decrease in funding. The Ready to Work is a one-year renewal, previous contract and budget was for three years.

Workforce Solutions Alamo									
Board Fiscal Year October 1, 2025 - September 30, 2026									
FY26 Proposed Budget									
	FY 2024 - 2025					FY 2025 - 2026			
	Approved Budget	Budget Amended #1	Amended Budget	Annualized	%	Proposed Budget	% Change	\$ Change	
SUMMARY									
CORPORATE BUDGET									
Personnel	\$ 6,337,560	\$ -	\$ 6,337,560	\$ 5,464,291	86.2%	\$ 5,672,536	-10.5%	\$ (665,024)	
Facility	\$ 472,565	\$ -	\$ 472,565	\$ 474,205	100.3%	\$ 500,378	5.9%	\$ 27,813	
Equipment/Related Costs	\$ 232,399	\$ -	\$ 232,399	\$ 208,961	89.9%	\$ 284,564	22.4%	\$ 52,165	
General Office Expenses	\$ 678,970	\$ -	\$ 678,970	\$ 403,920	59.5%	\$ 516,208	-24.0%	\$ (162,762)	
Professional Services	\$ 1,950,000	\$ -	\$ 1,950,000	\$ 1,345,947	69.0%	\$ 1,697,690	-12.9%	\$ (252,310)	
Board Expenses	\$ 45,000	\$ -	\$ 45,000	\$ 27,369	60.8%	\$ 45,000	0.0%	\$ -	
TOTAL WSA CORPORATE BUDGET	\$ 9,716,494	\$ -	\$ 9,716,494	\$ 7,924,693	81.6%	\$ 8,716,376	-10.3%	\$ (1,000,118)	
FACILITY & INFRASTRUCTURE BUDGET									
Facility Related Occupancy	\$ 4,234,010	\$ -	\$ 4,234,010	\$ 3,906,050	92.3%	\$ 4,511,406	6.6%	\$ 277,396	
Equipment Related	\$ 437,500	\$ -	\$ 437,500	\$ 317,477	72.6%	\$ 131,543	-69.9%	\$ (305,957)	
Rental of Equipment	\$ 80,435	\$ 10,500	\$ 90,935	\$ 531,589	584.6%	\$ 59,683	-34.4%	\$ (31,252)	
Software Related	\$ 472,180	\$ -	\$ 472,180	\$ 722,582	153.0%	\$ 848,974	79.8%	\$ 376,794	
Communications	\$ 445,997	\$ 17,540	\$ 463,537	\$ 364,678	78.7%	\$ 350,467	-24.4%	\$ (113,070)	
General Office	\$ 150,598	\$ -	\$ 150,598	\$ 123,933	82.3%	\$ 193,799	28.7%	\$ 43,201	
Other Professional Services	\$ 382,250	\$ (248,000)	\$ 134,250	\$ 225,556	168.0%	\$ 140,929	5.0%	\$ 6,679	
Reserve Facility	\$ 250,000	\$ (250,000)	\$ -	\$ -	0.0%	\$ 150,000	0.0%	\$ 150,000	
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 6,452,970	\$ (469,960)	\$ 5,983,010	\$ 6,191,865	103.5%	\$ 6,386,802	6.7%	\$ 403,792	
RESERVE UNOBUIGATED	\$ 14,812,893	\$ (3,715,684)	\$ 11,097,209	\$ 11,097,209	100.0%	\$ 12,318,454	11.0%	\$ 1,221,245	
INITIATIVES	\$ 450,857	\$ 515,291	\$ 966,148	\$ 966,148	100.0%	\$ 529,947	-45.1%	\$ (436,201)	
SERVICE DELIVERY BUDGET	\$ 150,554,646	\$ 32,822,870	\$ 183,377,516	\$ 183,377,516	100.0%	\$ 164,353,802	-10.4%	\$ (19,023,715)	
TOTAL BUDGET	\$ 181,987,860	\$ 29,152,517	\$ 211,140,377	\$ 209,557,432	99.3%	\$ 192,305,381	-8.9%	\$ (18,834,997)	



Personnel Cost:

Personnel Costs are expected to decrease by 10.5%; the current FY, several departments restructured to align with WSA current needs and realignment may continue in FY 25-26. The board included staff cost-of-living and incentive pay (3% for COLA and 2% incentive). Incentive pay is budgeted for staff that shows exemplary performance and contribution to the agency over and above normal expectations as allowed by the board's incentive policy.

Other Corporate Cost:

Overall, corporate costs are expected to decrease by \$1,000,118. The decrease was in salaries and benefits, general office and professional services. Directors provided a lean budget for their departments based on current trends and known funding cuts. The Executive Team recommended additional reductions in salaries and professional services.

Facilities:

Facility costs are expected to increase by 6.7% or \$403,792, reflecting the completion of FY 25 facility initiatives, including the delivery of the mobile bus (Workforce One) and the buildout at O'Connor, which included an integration with VR. Additionally, a contingency for HVAC and other maintenance expenses was budgeted for all workforce centers.

Initiatives:

Projects related to service delivery include job fairs such as Red, White, and You!, and Careers in Texas Industries. Additional service delivery projects include SEAL and Teacher Externship.

Service Delivery:

FY 25-26 service delivery budget has decreased by approximately 10.4% or \$19,023,715 in comparison to FY 24-25. The line-item budget provides a detailed list of program changes. Key variances contributing to the decrease include Child Care, Re-employment Services, Adult Dislocated, and Ready to Work.



STAFF RECOMMENDATION:

Discuss possible action to approve the Annual Budget from October 1, 2025, to September 30, 2026. The budget will be amended after the final allocations are received and the current fiscal year closes out.

ATTACHMENT(S):

Grant Summary

Budget Detail Line Item

Budget Comparison

Budget Allocation by County for Service Delivery

Texas Administrative Code 800 Sub Chapter B, Allocation Methodology

Workforce Solutions Alamo Grant Summary FY 2025 - 2026 Proposed Budget								
EXPENDITURES								
Funding Source	Proposed Budget FY 25-26	Corporate	Facilities	Initiatives	Outreach	Service Delivery - Ops	Service Delivery - Clients	Reserve
SERVICE DELIVERY - TWC								
Military to Civilian Employment Program	\$ 127,327	\$ 20,850	\$ -	\$ -	\$ -	\$ 48,291	\$ 58,186	\$ -
Military to Civilian Employment Program	\$ 93,785	\$ -	\$ -	\$ -	\$ -	\$ 20,121	\$ 24,244	\$ 49,420
Adult - Non Custodial Parent (Bexar Only)	\$ 351,409	\$ 84,735	\$ -	\$ -	\$ 6,122	\$ 182,324	\$ 40,022	\$ 38,205
Adult - Re-Employment Services	\$ 918,281	\$ 141,950	\$ 120,000	\$ -	\$ 7,905	\$ 648,426	\$ -	\$ -
Adult - SNAP E&T	\$ 1,268,933	\$ 320,413	\$ 415,839	\$ -	\$ 10,681	\$ 417,601	\$ 104,399	\$ -
Adult - TANF	\$ 252,119	\$ -	\$ -	\$ -	\$ -	\$ 201,695	\$ 50,424	\$ -
Adult - TANF	\$ 6,636,840	\$ 980,744	\$ 1,321,893	\$ -	\$ 5,733	\$ 3,196,408	\$ 799,102	\$ 332,959
Adult - Trade Act Services	\$ 5,000	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 4,500	\$ -
Adult - WIOA Adult	\$ 711,240	\$ -	\$ -	\$ -	\$ -	\$ 497,868	\$ 213,372	\$ -
Adult - WIOA Adult	\$ 4,836,736	\$ 675,100	\$ 765,998	\$ -	\$ 31,981	\$ 1,794,560	\$ 769,097	\$ 800,000
Adult - WIOA Dislocated	\$ 868,175	\$ -	\$ -	\$ -	\$ -	\$ 607,723	\$ 260,452	\$ -
Adult - WIOA Dislocated	\$ 4,111,151	\$ 741,566	\$ 796,748	\$ -	\$ 49,627	\$ 1,171,247	\$ 501,963	\$ 850,000
Adult - WIOA Rapid Response	\$ 46,605	\$ 6,764	\$ -	\$ -	\$ -	\$ 39,841	\$ -	\$ -
Adult - WIOA Rapid Response	\$ 1,432	\$ -	\$ -	\$ -	\$ -	\$ 1,432	\$ -	\$ -
Facilities - Employment Services	\$ 570,891	\$ 57,089	\$ 513,802	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities - Veterans Employment Service	\$ 299,138	\$ 29,914	\$ 269,224	\$ -	\$ -	\$ -	\$ -	\$ -
Youth - WIOA Youth	\$ 1,048,918	\$ -	\$ -	\$ -	\$ -	\$ 595,425	\$ 453,493	\$ -
Youth - WIOA Youth	\$ 5,087,523	\$ 1,130,691	\$ 702,188	\$ -	\$ 106,180	\$ 1,560,184	\$ 1,188,281	\$ 400,000
TOTAL SERVICE DELIVERY - TWC	\$ 27,235,504	\$ 4,190,316	\$ 4,905,693	\$ -	\$ 218,229	\$ 10,983,146	\$ 4,467,535	\$ 2,470,584
SERVICE DELIVERY - TWC CHILD CARE								
Child Care CCDF - Discretionary & Mandatory	\$ 120,587,242	\$ 2,929,127	\$ 341,979	\$ -	\$ 180,184	\$ 5,826,050	\$ 106,309,903	\$ 5,000,000
Child Care CCDF - Discretionary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Child Care CCM - Match	\$ 4,108,087	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,108,087	\$ -
Child Care CCM - Match	\$ 7,536,082	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,487,143	\$ 4,048,939
Child Care CCP - DFPS Protective Services	\$ 8,109,321	\$ 405,466	\$ -	\$ -	\$ -	\$ -	\$ 7,703,855	\$ -
Child Care Quality 2%	\$ 309,758	\$ 210,305	\$ 82,541	\$ -	\$ -	\$ -	\$ 16,912	\$ -
Child Care Quality Mentor	\$ 2,269,741	\$ -	\$ 150,000	\$ -	\$ -	\$ -	\$ 2,039,741	\$ 80,000
Child Care Quality	\$ 2,726,028	\$ -	\$ 38,324	\$ -	\$ -	\$ 359,888	\$ 1,977,816	\$ 350,000
Child Care Quality - Board Strategic Planning	\$ 3,500	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -
Child Care Quality 4%	\$ 4,732,602	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,732,602	\$ -
TOTAL SERVICE DELIVERY - TWC CHILD CARE	\$ 150,382,361	\$ 3,546,898	\$ 612,844	\$ -	\$ 180,184	\$ 6,185,938	\$ 130,377,559	\$ 9,478,939
SERVICE DELIVERY - TWC SPECIAL INITIATIVES								
Adult - Student Hireability Navigator	\$ 192,500	\$ 107,025	\$ 21,057	\$ -	\$ -	\$ 64,418	\$ -	\$ -
Adult - Student Hireability Navigator	\$ 17,500	\$ -	\$ -	\$ -	\$ -	\$ 17,500	\$ -	\$ -
Adult - Training & Employment Navigator (Pilot Program)	\$ 111,918	\$ 18,051	\$ 8,710	\$ -	\$ -	\$ 85,157	\$ -	\$ -
Adult - VRS Paid Work Experience	\$ 187,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 187,500	\$ -
Facilities - Infra Support VR	\$ 732,289	\$ 79,886	\$ 500,666	\$ -	\$ -	\$ 151,737	\$ -	\$ -
Facilities - Infra Support VR	\$ 66,572	\$ -	\$ 66,572	\$ -	\$ -	\$ -	\$ -	\$ -
Partner For Reentry Opp In Wd (PROWD)	\$ 374,722	\$ 39,150	\$ -	\$ -	\$ -	\$ 191,458	\$ 144,114	\$ -
Resource Admin Grant	\$ 11,857	\$ 11,857	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SNAP TTP Initiative	\$ 30,000	\$ 2,800	\$ -	\$ -	\$ -	\$ 16,000	\$ 11,200	\$ -
Summer Earn & Learn	\$ 900,000	\$ 6,079	\$ -	\$ 250,000	\$ 1,435	\$ 131,262	\$ 511,224	\$ -
Teacher Externship	\$ 200,000	\$ -	\$ -	\$ 184,000	\$ -	\$ 16,000	\$ -	\$ -
Work Commission Initiatives	\$ 100,250	\$ 4,303	\$ -	\$ 95,947	\$ -	\$ -	\$ -	\$ -
TOTAL SERVICE DELIVERY - TWC SPECIAL INITIATIVES	\$ 2,925,108	\$ 269,151	\$ 597,005	\$ 529,947	\$ 1,435	\$ 673,532	\$ 854,038	\$ -
SPECIAL INITIATIVES								
City of San Antonio - Ready To Work (Bexar Only)	\$ 11,114,758	\$ 623,738	\$ 251,984	\$ -	\$ -	\$ 3,540,339	\$ 6,329,767	\$ 368,931
DOL - Infrastructure	\$ 597,648	\$ 36,272	\$ 19,276	\$ -	\$ 5,152	\$ 272,509	\$ 264,439	\$ -
TOTAL SERVICE DELIVERY - SPECIAL INITIATIVES	\$ 11,712,406	\$ 660,011	\$ 271,260	\$ -	\$ 5,152	\$ 3,812,848	\$ 6,594,205	\$ 368,931
OTHER								
Unrestricted - Non-Federal	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL OTHER	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Workforce Solutions Alamo									
Board Fiscal Year October 1, 2025 - September 30, 2026									
FY26 Proposed Budget									
	FY 2024 - 2025					FY 2025 - 2026			
	Approved Budget	Budget Amended #1	Amended Budget	Annualized	%	Proposed Budget	% Change	\$ Change	
PERSONNEL									
Salaries/Wages	\$ 4,697,557	\$ -	\$ 4,697,557	\$ 4,357,527	92.8%	\$ 4,349,164	-7.4%	\$ (348,393)	
Fringe Benefits	\$ 1,357,103	\$ -	\$ 1,357,103	\$ 1,065,635	78.5%	\$ 1,057,498	-22.1%	\$ (299,605)	
Staff Travel	\$ 121,900	\$ -	\$ 121,900	\$ 32,033	26.3%	\$ 153,874	26.2%	\$ 31,974	
Staff Training/Development	\$ 161,000	\$ -	\$ 161,000	\$ 9,096	5.6%	\$ 112,000	-30.4%	\$ (49,000)	
PERSONNEL SUBTOTAL:	\$ 6,337,560	\$ -	\$ 6,337,560	\$ 5,464,291	86.2%	\$ 5,672,536	-10.5%	\$ (665,024)	
FACILITY									
Rent	\$ 449,665	\$ -	\$ 449,665	\$ 452,826	100.7%	\$ 481,749	7.1%	\$ 32,084	
Storage	\$ 15,000	\$ -	\$ 15,000	\$ 13,523	90.2%	\$ 3,600	-76.0%	\$ (11,400)	
Maintenance and Repair	\$ 7,900	\$ -	\$ 7,900	\$ 7,856	99.4%	\$ 15,029	90.2%	\$ 7,129	
FACILITY SUBTOTAL:	\$ 472,565	\$ -	\$ 472,565	\$ 474,205	100.3%	\$ 500,378	5.9%	\$ 27,813	
EQUIPMENT									
Equipment Purchases	\$ 65,000	\$ -	\$ 65,000	\$ 25,135	38.7%	\$ 120,700	85.7%	\$ 55,700	
Equipment Rental	\$ 17,399	\$ -	\$ 17,399	\$ 13,732	78.9%	\$ -	-100.0%	\$ (17,399)	
Software Licenses & Maintenance	\$ 150,000	\$ -	\$ 150,000	\$ 170,094	113.4%	\$ 163,864	9.2%	\$ 13,864	
EQUIPMENT SUBTOTAL:	\$ 232,399	\$ -	\$ 232,399	\$ 208,961	89.9%	\$ 284,564	22.4%	\$ 52,165	
GENERAL OFFICE									
Communications	\$ 56,470	\$ -	\$ 56,470	\$ 46,442	82.2%	\$ 14,618	-74.1%	\$ (41,852)	
Advertising	\$ 5,000	\$ -	\$ 5,000	\$ -	0.0%	\$ 1,000	-80.0%	\$ (4,000)	
Insurance	\$ 250,000	\$ -	\$ 250,000	\$ 77,074	30.8%	\$ 268,981	7.6%	\$ 18,981	
Office Supplies	\$ 25,000	\$ -	\$ 25,000	\$ 7,228	28.9%	\$ 18,000	-28.0%	\$ (7,000)	
Postage/Shipping/Other	\$ 7,500	\$ -	\$ 7,500	\$ 1,523	20.3%	\$ 4,200	-44.0%	\$ (3,300)	
Printing, Binding & Reproduction	\$ 15,000	\$ -	\$ 15,000	\$ 7,461	49.7%	\$ 7,000	-53.3%	\$ (8,000)	
Publications & Subscriptions	\$ 15,000	\$ -	\$ 15,000	\$ 7,874	52.5%	\$ 11,829	-21.1%	\$ (3,171)	
Dues	\$ 15,000	\$ -	\$ 15,000	\$ 11,609	77.4%	\$ 14,580	-2.8%	\$ (420)	
Marketing (External)	\$ 170,000	\$ -	\$ 170,000	\$ 167,225	98.4%	\$ 100,000	-41.2%	\$ (70,000)	
Miscellaneous Costs	\$ 20,000	\$ -	\$ 20,000	\$ 2,759	13.8%	\$ 26,000	30.0%	\$ 6,000	
Non Federal	\$ 100,000	\$ -	\$ 100,000	\$ 74,723	74.7%	\$ 50,000	-50.0%	\$ (50,000)	
GENERAL OFFICE SUBTOTAL:	\$ 678,970	\$ -	\$ 678,970	\$ 403,920	59.5%	\$ 516,208	-24.0%	\$ (162,762)	
PROFESSIONAL SERVICES									
Legal-General Corporate Matters	\$ 125,000	\$ -	\$ 125,000	\$ 72,912	58.3%	\$ 125,000	0.0%	\$ -	
Legal-Other Corporate Matters	\$ 50,000	\$ -	\$ 50,000	\$ 48,608	97.2%	\$ 75,000	50.0%	\$ 25,000	
Audit	\$ 75,000	\$ -	\$ 75,000	\$ 62,890	83.9%	\$ 82,000	9.3%	\$ 7,000	
Monitoring (Contractor)	\$ 450,000	\$ -	\$ 450,000	\$ 433,940	96.4%	\$ 435,000	-3.3%	\$ (15,000)	
Professional Services	\$ 1,200,000	\$ -	\$ 1,200,000	\$ 689,223	57.4%	\$ 939,124	-21.7%	\$ (260,876)	
Payroll Fees	\$ 50,000	\$ -	\$ 50,000	\$ 38,374	76.7%	\$ 41,566	-16.9%	\$ (8,434)	
PROFESSIONAL SERVICES SUBTOTAL	\$ 1,950,000	\$ -	\$ 1,950,000	\$ 1,345,947	69.0%	\$ 1,697,690	-12.9%	\$ (252,310)	
BOARD EXPENSES									
Board Member Travel	\$ 15,000	\$ -	\$ 15,000	\$ 11,598	77.3%	\$ 15,000	0.0%	\$ -	
Board Member Training/Development	\$ 20,000	\$ -	\$ 20,000	\$ 6,771	33.9%	\$ 20,000	0.0%	\$ -	
Board Meetings/Misc.	\$ 10,000	\$ -	\$ 10,000	\$ 9,000	90.0%	\$ 10,000	0.0%	\$ -	
BOARD EXPENSES SUBTOTAL	\$ 45,000	\$ -	\$ 45,000	\$ 27,369	60.8%	\$ 45,000	0.0%	\$ -	
TOTAL WSA CORPORATE BUDGET	\$ 9,716,494	\$ -	\$ 9,716,494	\$ 7,924,693	81.6%	\$ 8,716,376	-10.3%	\$ (1,000,118)	
SUMMARY									
CORPORATE BUDGET									
Personnel	\$ 6,337,560	\$ -	\$ 6,337,560	\$ 5,464,291	86.2%	\$ 5,672,536	-10%	\$ (665,024)	
Facility	\$ 472,565	\$ -	\$ 472,565	\$ 474,205	100.3%	\$ 500,378	6%	\$ 27,813	
Equipment/Related Costs	\$ 232,399	\$ -	\$ 232,399	\$ 208,961	89.9%	\$ 284,564	22%	\$ 52,165	
General Office Expenses	\$ 678,970	\$ -	\$ 678,970	\$ 403,920	59.5%	\$ 516,208	-24%	\$ (162,762)	
Professional Services	\$ 1,950,000	\$ -	\$ 1,950,000	\$ 1,345,947	69.0%	\$ 1,697,690	-13%	\$ (252,310)	
Board Expenses	\$ 45,000	\$ -	\$ 45,000	\$ 27,369	60.8%	\$ 45,000	0%	\$ -	
TOTAL WSA CORPORATE BUDGET	\$ 9,716,494	\$ -	\$ 9,716,494	\$ 7,924,693	81.6%	\$ 8,716,376	-10.3%	\$ (1,000,118)	

Workforce Solutions Alamo Board Fiscal Year October 1, 2025 - September 30, 2026 FY26 Proposed Budget									
	Approved Budget	Budget Amended #1	FY 2024 - 2025 Amended Budget	Annualized	%	FY 2025 - 2026 Proposed Budget	% Change	\$ Change	
FACILITY & INFRASTRUCTURE BUDGET									
Facility Related Occupancy	\$ 4,234,010	\$ -	\$ 4,234,010	\$ 3,906,050	92.3%	\$ 4,511,406	7%	\$ 277,396	
Equipment Related	\$ 437,500	\$ -	\$ 437,500	\$ 317,477	72.6%	\$ 131,543	-70%	\$ (305,957)	
Rental of Equipment	\$ 80,435	\$ 10,500	\$ 90,935	\$ 531,589	584.6%	\$ 59,683	-34%	\$ (31,252)	
Software Related	\$ 472,180	\$ -	\$ 472,180	\$ 722,582	153.0%	\$ 848,974	80%	\$ 376,794	
Communications	\$ 445,997	\$ 17,540	\$ 463,537	\$ 364,678	78.7%	\$ 350,467	-24%	\$ (113,070)	
General Office	\$ 150,598	\$ -	\$ 150,598	\$ 123,933	82.3%	\$ 193,799	29%	\$ 43,201	
Other Professional Services	\$ 382,250	\$ (248,000)	\$ 134,250	\$ 225,556	168.0%	\$ 140,929	5%	\$ 6,679	
Reserve Facility	\$ 250,000	\$ (250,000)	\$ -	\$ -	0.0%	\$ 150,000	0%	\$ 150,000	
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 6,452,970	\$ (469,960)	\$ 5,983,010	\$ 6,191,865	103.5%	\$ 6,386,802	6.7%	\$ 403,792	
RESERVE UNOBLIGATED	\$ 14,812,893	\$ (3,715,684)	\$ 11,097,209	\$ 11,097,209	100.0%	\$ 12,318,454	11%	\$ 1,221,245	
INITIATIVES	\$ 450,857	\$ 515,291	\$ 966,148	\$ 966,148	100.0%	\$ 529,947	-45%	\$ (436,201)	
SERVICE DELIVERY BUDGET									
Adult - Military Family Support (Bexar Only)	\$ 210,997	\$ (177,163)	\$ 33,834	\$ 33,834	100.0%	\$ -	-100%	\$ (33,834)	
Military to Civilian Employment Program	\$ -	\$ 97,758	\$ 97,758	\$ 97,758	100.0%	\$ 150,842	54%	\$ 53,084	
Adult - Non Custodial Parent (Bexar Only)	\$ 356,652	\$ -	\$ 356,652	\$ 356,652	100.0%	\$ 228,468	-36%	\$ (128,183)	
Adult - Re-Employment Services	\$ 713,054	\$ 582,874	\$ 1,295,928	\$ 1,295,928	100.0%	\$ 656,331	-49%	\$ (639,597)	
Adult - SNAP E&T	\$ 589,931	\$ 440,007	\$ 1,029,938	\$ 1,029,938	100.0%	\$ 532,681	-48%	\$ (497,257)	
Adult - TANF	\$ 4,015,471	\$ 10,000	\$ 4,025,471	\$ 4,025,471	100.0%	\$ 4,253,362	6%	\$ 227,891	
Adult - Trade Act Services	\$ 24,300	\$ (19,300)	\$ 5,000	\$ 5,000	100.0%	\$ 4,500	-10%	\$ (500)	
Adult - WIOA Adult	\$ 3,165,480	\$ -	\$ 3,165,480	\$ 3,165,480	100.0%	\$ 3,306,878	4%	\$ 141,398	
Adult - WIOA Dislocated	\$ 2,926,598	\$ 99,999	\$ 3,026,597	\$ 3,026,597	100.0%	\$ 2,591,012	-14%	\$ (435,585)	
Adult - WIOA Rapid Response	\$ 52,939	\$ (20,939)	\$ 32,000	\$ 32,000	100.0%	\$ 41,273	29%	\$ 9,273	
Youth - WIOA Youth	\$ 3,052,143	\$ 666,802	\$ 3,718,945	\$ 3,718,945	100.0%	\$ 3,903,563	5%	\$ 184,618	
Child Care CCDF - Discretionary & Mandatory	\$ 96,472,880	\$ 21,520,316	\$ 117,993,196	\$ 117,993,196	100.0%	\$ 112,316,137	-5%	\$ (5,677,059)	
Child Care CCM - Match	\$ 7,539,884	\$ 3,531,445	\$ 11,071,329	\$ 11,071,329	100.0%	\$ 7,595,230	-31%	\$ (3,476,099)	
Child Care CCP - DFPS Protective Services	\$ 4,898,465	\$ 3,210,856	\$ 8,109,321	\$ 8,109,321	100.0%	\$ 7,703,855	-5%	\$ (405,466)	
Child Care Quality	\$ 1,549,922	\$ 3,000,000	\$ 4,549,922	\$ 4,549,922	100.0%	\$ 2,356,116	-48%	\$ (2,193,806)	
Child Care Mentor	\$ -	\$ -	\$ -	\$ -	0.0%	\$ 2,039,741	0%	\$ 2,039,741	
Child Care Quality - TRS Additional Distribution	\$ 4,683,181	\$ (614,036)	\$ 4,069,145	\$ 4,069,145	100.0%	\$ 4,732,602	16%	\$ 663,457	
Adult - Student Hireability Navigator	\$ 81,532	\$ -	\$ 81,532	\$ 81,532	100.0%	\$ 81,918	0%	\$ 386	
Adult - Training & Employment Navigator (Pilot Program)	\$ 119,557	\$ -	\$ 119,557	\$ 119,557	100.0%	\$ 85,157	-29%	\$ (34,400)	
Adult - VRS Paid Work Experience	\$ 187,500	\$ -	\$ 187,500	\$ 187,500	100.0%	\$ 187,500	0%	\$ -	
Facilities - Infra Support VR	\$ -	\$ 120,735	\$ 120,735	\$ 120,735	100.0%	\$ 151,737	26%	\$ 31,002	
Partner For Reentry Opp In Wd (PROWD)	\$ 261,406	\$ 96,951	\$ 358,357	\$ 358,357	100.0%	\$ 335,572	-6%	\$ (22,785)	
SNAP TTP Initiative	\$ -	\$ -	\$ -	\$ -	0.0%	\$ 27,200	0%	\$ 27,200	
Summer Earn & Learn	\$ 513,456	\$ (5,085)	\$ 508,371	\$ 508,371	100.0%	\$ 643,921	27%	\$ 135,550	
Teacher Externship	\$ -	\$ 16,000	\$ 16,000	\$ 16,000	100.0%	\$ 16,000	0%	\$ -	
City of San Antonio - Ready To Work (Bexar Only)	\$ 19,139,298	\$ -	\$ 19,139,298	\$ 19,139,298	100.0%	\$ 9,870,105	-48%	\$ (9,269,192)	
DOL - Infrastructure	\$ -	\$ 169,650	\$ 169,650	\$ 169,650	100.0%	\$ 542,100	220%	\$ 372,450	
Restore Education	\$ -	\$ 90,000	\$ 90,000	\$ 90,000	100.0%	\$ -	-100%	\$ (90,000)	
Toyotetsu Pilot Program (RTW)	\$ -	\$ 6,000	\$ 6,000	\$ 6,000	100.0%	\$ -	-100%	\$ (6,000)	
SERVICE DELIVERY BUDGET	\$ 150,554,646	\$ 32,822,870	\$ 183,377,516	\$ 183,377,516	100.0%	\$ 164,353,802	-10.4%	\$ (19,023,715)	
TOTAL BUDGET	\$ 181,987,860	\$ 29,152,517	\$ 211,140,377	\$ 209,557,432	99.3%	\$ 192,305,381	-8.9%	\$ (18,834,997)	

Workforce Solutions Alamo									
Board Fiscal Year October 1, 2025 - September 30, 2026									
FY26 Proposed Budget									
	FY 2024 - 2025					FY 2025 - 2026			
	Approved Budget	Budget Amended #1	Amended Budget	Annualized	%	Proposed Budget	% Change	\$ Change	
SUMMARY									
CORPORATE BUDGET									
Personnel	\$ 6,337,560	\$ -	\$ 6,337,560	\$ 5,464,291	86.2%	\$ 5,672,536	-10.5%	\$ (665,024)	
Facility	\$ 472,565	\$ -	\$ 472,565	\$ 474,205	100.3%	\$ 500,378	5.9%	\$ 27,813	
Equipment/Related Costs	\$ 232,399	\$ -	\$ 232,399	\$ 208,961	89.9%	\$ 284,564	22.4%	\$ 52,165	
General Office Expenses	\$ 678,970	\$ -	\$ 678,970	\$ 403,920	59.5%	\$ 516,208	-24.0%	\$ (162,762)	
Professional Services	\$ 1,950,000	\$ -	\$ 1,950,000	\$ 1,345,947	69.0%	\$ 1,697,690	-12.9%	\$ (252,310)	
Board Expenses	\$ 45,000	\$ -	\$ 45,000	\$ 27,369	60.8%	\$ 45,000	0.0%	\$ -	
TOTAL WSA CORPORATE BUDGET	\$ 9,716,494	\$ -	\$ 9,716,494	\$ 7,924,693	81.6%	\$ 8,716,376	-10.3%	\$ (1,000,118)	
FACILITY & INFRASTRUCTURE BUDGET									
Facility Related Occupancy	\$ 4,234,010	\$ -	\$ 4,234,010	\$ 3,906,050	92.3%	\$ 4,511,406	6.6%	\$ 277,396	
Equipment Related	\$ 437,500	\$ -	\$ 437,500	\$ 317,477	72.6%	\$ 131,543	-69.9%	\$ (305,957)	
Rental of Equipment	\$ 80,435	\$ 10,500	\$ 90,935	\$ 531,589	584.6%	\$ 59,683	-34.4%	\$ (31,252)	
Software Related	\$ 472,180	\$ -	\$ 472,180	\$ 722,582	153.0%	\$ 848,974	79.8%	\$ 376,794	
Communications	\$ 445,997	\$ 17,540	\$ 463,537	\$ 364,678	78.7%	\$ 350,467	-24.4%	\$ (113,070)	
General Office	\$ 150,598	\$ -	\$ 150,598	\$ 123,933	82.3%	\$ 193,799	28.7%	\$ 43,201	
Other Professional Services	\$ 382,250	\$ (248,000)	\$ 134,250	\$ 225,556	168.0%	\$ 140,929	5.0%	\$ 6,679	
Reserve Facility	\$ 250,000	\$ (250,000)	\$ -	\$ -	0.0%	\$ 150,000	0.0%	\$ 150,000	
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 6,452,970	\$ (469,960)	\$ 5,983,010	\$ 6,191,865	103.5%	\$ 6,386,802	6.7%	\$ 403,792	
RESERVE UNOBLIGATED	\$ 14,812,893	\$ (3,715,684)	\$ 11,097,209	\$ 11,097,209	100.0%	\$ 12,318,454	11.0%	\$ 1,221,245	
INITIATIVES	\$ 450,857	\$ 515,291	\$ 966,148	\$ 966,148	100.0%	\$ 529,947	-45.1%	\$ (436,201)	
SERVICE DELIVERY BUDGET	\$ 150,554,646	\$ 32,822,870	\$ 183,377,516	\$ 183,377,516	100.0%	\$ 164,353,802	-10.4%	\$ (19,023,715)	
TOTAL BUDGET	\$ 181,987,860	\$ 29,152,517	\$ 211,140,377	\$ 209,557,432	99.3%	\$ 192,305,381	-8.9%	\$ (18,834,997)	

**SERVICE DELIVERY - COUNTY BY COUNTY SUMMARY
FY 2025 - 2026 BUDGET**

TWC												
County	City	Military to Civilian Employment Program	Adult - Non Custodial Parent (Bexar Only)	Adult - Re-Employment Services	Adult - SNAP E&T	Adult - TANF	Adult - Trade Act Services	Adult - WIOA Adult	Adult - WIOA Dislocated	Adult - WIOA Rapid Response	Youth - WIOA Youth	Total
Budget		\$ 150,842	\$ 228,468	\$ 656,331	\$ 532,681	\$ 4,253,362	\$ 4,500	\$ 3,306,878	\$ 2,591,012	\$ 41,273	\$ 3,903,563	\$15,668,911
Bexar	San Antonio	\$ 150,842	\$ 228,468	\$ 610,089	\$ 444,298	\$ 3,555,386	\$ 4,081	\$ 2,579,515	\$ 1,380,472	\$ 29,190	\$ 3,079,749	\$11,962,090
Atascosa	Pleasanton	\$ -	\$ -	\$ 11,598	\$ 14,318	\$ 122,071	\$ 280	\$ 54,317	\$ 104,655	\$ -	\$ 69,609	\$ 376,848
Bandera	Bandera	\$ -	\$ -	\$ 3,762	\$ 2,821	\$ -	\$ -	\$ 34,138	\$ 69,461	\$ -	\$ 31,706	\$ 141,888
Comal	New Braunfels	\$ -	\$ -	\$ 43,645	\$ 13,926	\$ 142,062	\$ 140	\$ 218,524	\$ 162,888	\$ -	\$ 247,847	\$ 829,032
Frio	Pearsall	\$ -	\$ -	\$ 7,977	\$ 5,709	\$ 74,434	\$ -	\$ 36,825	\$ 82,292	\$ 12,083	\$ 38,843	\$ 258,164
Gillespie	Fredericksburg	\$ -	\$ -	\$ 2,345	\$ 1,119	\$ 13,611	\$ -	\$ 12,258	\$ 90,358	\$ -	\$ 13,309	\$ 133,000
Guadalupe	Seguin	\$ -	\$ -	\$ 39,814	\$ 24,315	\$ 189,700	\$ -	\$ 174,777	\$ 188,088	\$ -	\$ 204,397	\$ 821,092
Karnes	Kenedy	\$ -	\$ -	\$ 2,273	\$ 2,720	\$ 47,212	\$ -	\$ 19,542	\$ 69,428	\$ -	\$ 13,534	\$ 154,710
Kendall	Boerne	\$ -	\$ -	\$ 8,256	\$ 2,093	\$ 40,832	\$ -	\$ 67,167	\$ 90,781	\$ -	\$ 74,894	\$ 284,023
Kerr	Kerville	\$ -	\$ -	\$ 5,248	\$ 5,687	\$ 13,611	\$ -	\$ 54,462	\$ 83,802	\$ -	\$ 65,388	\$ 228,199
McMullen	Tilden	\$ -	\$ -	\$ 193	\$ 157	\$ -	\$ -	\$ 128	\$ 40,278	\$ -	\$ -	\$ 40,756
Medina	Hondo	\$ -	\$ -	\$ 11,686	\$ 9,583	\$ 20,416	\$ -	\$ 23,122	\$ 108,617	\$ -	\$ 13,988	\$ 187,412
Wilson	Floresville	\$ -	\$ -	\$ 9,446	\$ 5,933	\$ 34,027	\$ -	\$ 32,102	\$ 119,891	\$ -	\$ 50,299	\$ 251,698
Total		\$ 150,842	\$ 228,468	\$ 656,331	\$ 532,681	\$ 4,253,362	\$ 4,500	\$ 3,306,878	\$ 2,591,012	\$ 41,273	\$ 3,903,563	\$15,668,911

CHILD CARE						
County	City	Child Care CCDF - Discretionary	Child Care CCM - Match	Child Care CCP - DFPS Protective Services	Child Care Quality Mentor	Total
Budget		\$ 112,316,137	\$ 7,595,230	\$ 7,703,855	\$ 7,088,718	\$ 2,269,741
Bexar	San Antonio	\$ 94,068,145	\$ 5,841,862	\$ 6,452,210	\$ 5,937,015	\$ 1,708,344
Atascosa	Pleasanton	\$ 1,828,314	\$ 149,358	\$ 125,406	\$ 115,392	\$ 33,203
Bandera	Bandera	\$ 629,761	\$ 39,421	\$ 43,196	\$ 39,747	\$ 11,437
Comal	New Braunfels	\$ 2,443,729	\$ 445,749	\$ 167,617	\$ 154,233	\$ 44,380
Frio	Pearsall	\$ 1,073,748	\$ 45,409	\$ 73,649	\$ 67,769	\$ 19,500
Gillespie	Fredericksburg	\$ 509,260	\$ 60,161	\$ 34,931	\$ 32,141	\$ 8,249
Guadalupe	Seguin	\$ 5,128,460	\$ 485,903	\$ 351,765	\$ 323,677	\$ 93,136
Karnes	Kenedy	\$ 782,538	\$ 35,788	\$ 53,675	\$ 49,389	\$ 14,211
Kendall	Boerne	\$ 874,349	\$ 109,391	\$ 59,972	\$ 55,184	\$ 15,879
Kerr	Kerville	\$ 2,153,236	\$ 116,330	\$ 147,692	\$ 135,899	\$ 39,104
McMullen	Tilden	\$ 28,691	\$ 1,232	\$ 1,968	\$ 1,811	\$ 521
Medina	Hondo	\$ 1,740,807	\$ 131,843	\$ 119,403	\$ 109,869	\$ 31,614
Wilson	Floresville	\$ 1,055,100	\$ 132,984	\$ 72,370	\$ 65,592	\$ 19,161
Total		\$ 112,316,137	\$ 7,595,230	\$ 7,703,855	\$ 7,088,718	\$ 2,269,741

TWC SPECIAL INITIATIVES									
County	City	Adult - Student Hireability Navigator	Adult - Training & Employment Navigator (Pilot Program)	Adult - VRS Paid Work Experience	Facilities - Infra Support VR	Partner For Reentry Opp In Wd (PROWD)	SNAP TTP Initiative	Summer Earn & Learn	Teacher Externship
Budget		\$ 81,918	\$ 85,157	\$ 187,500	\$ 151,737	\$ 335,572	\$ 27,200	\$ 643,921	\$ 16,000
Bexar	San Antonio	\$ 64,630	\$ 64,356	\$ 147,930	\$ 121,954	\$ 178,790	\$ 22,687	\$ 508,027	\$ 12,623
Atascosa	Pleasanton	\$ 1,461	\$ 1,553	\$ 3,344	\$ -	\$ 13,554	\$ 731	\$ 11,483	\$ 285
Bandera	Bandera	\$ 665	\$ 684	\$ 1,523	\$ -	\$ 8,996	\$ 144	\$ 5,230	\$ 130
Comal	New Braunfels	\$ 5,201	\$ 5,217	\$ 11,905	\$ 9,813	\$ 21,096	\$ 711	\$ 40,884	\$ 1,016
Frio	Pearsall	\$ 815	\$ 607	\$ 1,866	\$ 6,094	\$ 10,658	\$ 292	\$ 6,407	\$ 159
Gillespie	Fredericksburg	\$ 279	\$ 863	\$ 639	\$ -	\$ 11,703	\$ 57	\$ 2,195	\$ 55
Guadalupe	Seguin	\$ 4,289	\$ 5,393	\$ 9,818	\$ 4,745	\$ 24,360	\$ 1,242	\$ 33,717	\$ 838
Karnes	Kenedy	\$ 284	\$ 443	\$ 650	\$ -	\$ 8,992	\$ 139	\$ 2,233	\$ 55
Kendall	Boerne	\$ 1,572	\$ 1,453	\$ 3,597	\$ -	\$ 11,757	\$ 107	\$ 12,354	\$ 307
Kerr	Kerville	\$ 1,372	\$ 1,431	\$ 3,141	\$ 9,131	\$ 10,854	\$ 290	\$ 10,786	\$ 268
McMullen	Tilden	\$ -	\$ 43	\$ -	\$ -	\$ 5,217	\$ 8	\$ -	\$ -
Medina	Hondo	\$ 294	\$ 1,493	\$ 672	\$ -	\$ 14,067	\$ 489	\$ 2,307	\$ 57
Wilson	Floresville	\$ 1,056	\$ 1,621	\$ 2,416	\$ -	\$ 15,528	\$ 303	\$ 8,297	\$ 206
Total		\$ 81,918	\$ 85,157	\$ 187,500	\$ 151,737	\$ 335,572	\$ 27,200	\$ 643,921	\$ 16,000

NON TWC INITIATIVES			
County	City	City of San Antonio - Ready To Work (Bexar Only)	DOL - Infrastructure
Budget		\$ 9,370,105	\$ 542,100
Bexar	San Antonio	\$ 9,370,105	\$ 431,593
Atascosa	Pleasanton	\$ -	\$ 8,117
Bandera	Bandera	\$ -	\$ 5,861
Comal	New Braunfels	\$ -	\$ 18,909
Frio	Pearsall	\$ -	\$ 10,385
Gillespie	Fredericksburg	\$ -	\$ 3,908
Guadalupe	Seguin	\$ -	\$ 21,203
Karnes	Kenedy	\$ -	\$ 9,612
Kendall	Boerne	\$ -	\$ 3,708
Kerr	Kerville	\$ -	\$ 10,687
McMullen	Tilden	\$ -	\$ 63
Medina	Hondo	\$ -	\$ 11,251
Wilson	Floresville	\$ -	\$ 6,714
Total		\$ 9,370,105	\$ 542,100

FUND	TAC 800 ALLOCATIONS
CHOICES-TANF	(a) Funds available to the Commission to provide Choices services will be allocated to the workforce areas using a need-based formula, in order to meet state and federal requirements, as set forth in subsection (b) of this section.
	(b) At least 80 percent of the Choices funds will be allocated to the workforce areas on the basis of:
	(1) the relative proportion of the total unduplicated number of all families with Choices work requirements residing within the workforce area during the most recent calendar year to the statewide total unduplicated number of all families with Choices work requirements;
	(2) an equal base amount; and
	(3) the application of a hold harmless/stop gain procedure.
	(c) No more than 10 percent of Choices funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by the appropriate federal regulations and Commission policy.
SNAP	(a) Funds available to the Commission to provide SNAP E&T services under 7 U.S.C.A. §2015(d) will be allocated to the workforce areas using a need-based formula, as set forth in subsection (b) of this section.
	(b) At least 80% of the SNAP E&T funds will be allocated to the workforce areas on the basis of:
	(1) of the relative proportion of the total unduplicated number of mandatory work registrants receiving SNAP benefits residing within the workforce area during the most recent calendar year to the statewide total unduplicated number of mandatory work registrants receiving SNAP benefits;
	(2) an equal base amount; and
	(3) the application of a hold harmless/stop gain procedure.
	(c) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by federal regulations and Commission policy.
EMPLOYMENT SERVICES	(a) Employment Services funds available to the Commission to provide Employment Services under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B) will be utilized by the Commission as set forth in subsection (b) of this section.
	(b) At least 80% of the Employment Services funds under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B, including §49(c)) will be utilized by the Commission within the workforce areas according to the established federal formula, as follows:
	(1) Two-thirds will be based on the relative proportion of the total civilian labor force residing within the workforce area to the statewide total civilian labor force;
	(2) One-third will be based on the relative proportion of the total number of unemployed individuals residing within the workforce area to the statewide total number of unemployed individuals; and
	(3) the application of a hold harmless/stop gain procedure.
	(c) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by appropriate federal regulations and Commission policy.
CHILD CARE	(a) Funds available to the Commission for child care services will be allocated to the workforce areas using need-based formulas, as set forth in this section. (b) Child Care and Development Fund (CCDF) Mandatory Funds authorized under the Social Security Act §418(a)(1), as amended, together with state general revenue Maintenance of Effort (MOE) Funds, Social Services Block Grant funds, TANF funds, and other funds designated by the Commission for child care (excluding any amounts withheld for state-level responsibilities) will be allocated on the following basis:
CHILD CARE-MANDATORY	(1) 50 percent will be based on the relative proportion of the total number of children under the age of five years old residing within the workforce area to the statewide total number of children under the age of five years old, and
	(2) 50 percent will be based on the relative proportion of the total number of people residing within the workforce area whose income does not exceed 100 percent of the poverty level to the statewide total number of people whose income does not exceed 100 percent of the poverty level.
CHILD CARE MATCH	(c) CCDF Matching Funds authorized under the Social Security Act §418(a)(2), as amended, together with state general revenue matching funds and estimated appropriated receipts of donated funds, will be allocated <u>according to the relative proportion of children under the age of 13 years old residing within the workforce area to the statewide total number of children under the age of 13 years old.</u>
CHILD CARE DISCRETIONARY	(d) CCDF Discretionary Funds authorized under the Child Care and Development Block Grant Act of 1990 §658B, as amended, will be allocated according to <u>the relative proportion of the total number of children under the age of 13 years old in families whose income does not exceed 150 percent of the poverty level residing within the workforce area to the statewide total number of children under the age of 13 years old in families whose income does not exceed 150 percent of the poverty level.</u>
CHILD CARE	(e) The following provisions apply to the funds allocated in subsections (b) - (d) of this section:
	(1) Sufficient funds must be used for direct child care services to ensure Commission-approved performance targets are met.
	(2) Children eligible for Transitional and Choices child care shall be served on a priority basis to enable parents to participate in work, education, or training activities.
	(3) No more than 5 percent of the total expenditure of funds may be used for administrative expenditures as defined in federal regulations contained in 45 C.F.R. §98.52, as may be amended unless the total expenditures for a workforce area are less than \$5,000,000. If a workforce area has total expenditures of less than \$5,000,000, then no more than \$250,000 may be used for administrative expenditures.
	(4) Each Board shall set the amount of the total expenditure of funds to be used for quality activities consistent with federal and state statutes and regulations.

FUND	TAC 800 ALLOCATIONS
	(5) The Board shall comply with any additional requirements adopted by the Commission or contained in the Board contract.
	(6) Allocations of child care funds will include applications of hold harmless/stop gain procedures.
TRADE ADJUSTMENT ACT	<p>(a) Funds available to the Commission to provide Trade Act services shall be provided to workforce areas as set forth in this section.</p> <p>(b) Amounts for training and services for trade-affected workers, consistent with statute and regulations, will be made available to workforce areas as follows. The Commission shall approve:</p> <p>(1) an initial Trade Adjustment Assistance (TAA) funding amount for each workforce area, on an annual basis; and</p> <p>(2) the factors to be considered for distribution of additional funds, which may include:</p> <p>(A) number of individuals in TAA-approved training;</p> <p>(B) number of Trade-certified layoffs in the workforce area;</p> <p>(C) number of employees from Trade-certified companies;</p> <p>(D) layoffs identified through the Worker Adjustment and Retraining Notification Act process in the workforce area;</p> <p>(E) demonstrated need;</p> <p>(F) the cost of training; and</p> <p>(G) other factors as determined by the Commission.</p> <p>(c) Evaluations will be made periodically as to the sufficiency and reasonableness of amounts made available to each workforce area, expenditures for training, and amounts reported for administration. The Agency shall make additional distributions, based on the evaluations and upon requests by Boards, using the factors approved by the Commission.</p> <p>(d) In the event that a determination is made that Trade Act funding available to the Commission may be insufficient to meet all qualified needs for the remainder of the year at any time during the program year, the Agency will:</p> <p>(1) rely on the evaluations referenced in subsection (c) of this section to estimate short-term needs;</p> <p>(2) make recommendations for deobligation and redistribution between workforce areas; and</p> <p>(3) make requests for additional TAA funding from the U.S. Department of Labor as appropriate.</p> <p>(e) No more than 15 percent of the funds expended for Trade Act training, services, and other allowable program activities shall be used for administrative costs, as defined by federal regulations. The Commission shall establish policy limitations for the expenditure of administrative funds at the state and Board levels.</p>
Employment Services	<p>(a) Employment Services funds available to the Commission to provide Employment Services under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B) will be utilized by the Commission as set forth in subsection (b) of this section.</p> <p>(b) At least 80% of the Employment Services funds under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B, including §49(c)) will be utilized by the Commission within the workforce areas according to the established federal formula, as follows:</p> <p>(1) Two-thirds will be based on the relative proportion of the total civilian labor force residing within the workforce area to the statewide total civilian labor force;</p> <p>(2) One-third will be based on the relative proportion of the total number of unemployed individuals residing within the workforce area to the statewide total number of unemployed individuals; and</p> <p>(3) the application of a hold harmless/stop gain procedure.</p> <p>(c) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by appropriate federal regulations and Commission policy.</p>
WIOA GENERAL	<p>(a) Definitions. The following words and terms when used in this section, shall have the following meanings, unless the context clearly indicates otherwise.</p> <p>(1) Area of substantial unemployment--As defined in WIA §127(b)(2)(B) (29 U.S.C.A. §2852(b)(2)(B)) and WIA §132(b)(1)(B)(v)(III) (29 U.S.C.A. §2862(b)(1)(B)(v)(III)).</p> <p>(2) Disadvantaged adult--As defined in WIA §132(b)(1)(B)(v)(IV) (29 U.S.C.A. §2862(b)(1)(B)(v)(IV)).</p> <p>(3) Disadvantaged youth--As defined in WIA §127(b)(2)(C) (29 U.S.C.A. §2852(b)(2)(C)).</p> <p>(b) Scope and Authority. Funds available to the Commission under Title I of WIA for youth activities, adult employment and training activities, and dislocated worker employment and training activities shall be allocated to workforce areas or reserved for statewide activities in accordance with:</p> <p>(1) the provisions of prior consistent state law as authorized by WIA §194(a)(1)(A) (29 U.S.C.A. §2944(a)(1)(A)), including but not limited to Texas Labor Code §302.062, as amended, and Subchapter B of this title (relating to Allocations and Funding);</p> <p>(2) the WIA and related federal regulations as amended; and</p> <p>(3) the WIA State Plan.</p> <p>(c) Reserves and Allocations for Youth and Adult Employment and Training Activities. The Commission shall reserve no more than 15% and shall allocate to workforce areas at least 85% of the youth activities and adult employment and training activities allotments from the United States Department of Labor.</p> <p>(d) Reserves and Allocations for Dislocated Worker Employment and Training Activities. The Commission shall allocate the dislocated worker employment and training allotment in the following manner:</p> <p>(1) reserve no more than 15% for statewide workforce investment activities;</p> <p>(2) reserve no more than 25% for state level rapid response and additional local assistance activities and determine the proportion allocated to each activity; and</p> <p>(3) allocate at least 60% to workforce areas.</p>

FUND	TAC 800 ALLOCATIONS
	<p>(e) State Adopted Elements, Formulas, and Weights. The Commission shall implement the following elements, formulas, and weights adopted for Texas in the WIA State Plan in allocating WIA funds to workforce areas.</p> <p>(f) In making allocations of WIA formula funds, the Commission will apply hold harmless procedures, as set forth in federal regulations (20 CFR 667.135).</p> <p>(g) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by federal regulations and Commission policy.</p> <p>(h) Reserved Funds. The Commission shall make available the funds reserved under §§800.63(c) and 800.63(d)(1) of this section to provide required and, if funds are available, allowable statewide activities as outlined in WIA §§129 and 134 (29 U.S.C.A. §§2854 and 2864).</p> <p>(i) The Commission may allocate such proportion of available WIOA Statewide Funding as it determines appropriate.</p> <p>(j) The Commission may allocate such amounts of available WIA Alternative Funding for Statewide Activities as funding for One-Stop Enhancements, as it determines appropriate.</p> <p>(k) Expenditure Level for Statewide Activity Funding. A Board shall demonstrate an 80 percent expenditure level of prior year WIA allocated funds in order to be eligible to receive WIA Alternative Funding for Statewide Activities and WIA Alternative Funding for One-Stop Enhancements. The Commission may reduce the amount of WIA Alternative Funding for Statewide Activities and WIA Alternative Funding for One-Stop Enhancements if a Board fails to achieve an 80 percent expenditure level of prior year WIA formula allocated funds.</p>
WIOA ADULT	<p>(1) WIA adult employment and training activities funds not reserved by the Commission under §800.63(c) of this section shall be allocated to the workforce areas as provided in WIA §132(b)(1)(B) and §133(b)(2) (29 U.S.C.A. §2863(b)(2)) based on the following:</p> <p>(A) 33 1/3 percent on the basis of the relative number of unemployed individuals in areas of substantial unemployment in each workforce area, compared to the total number of unemployed individuals in areas of substantial unemployment in the State;</p> <p>(B) 33 1/3 percent on the basis of the relative excess number of unemployed individuals in each workforce area, compared to the total excess number of unemployed individuals in the State; and</p> <p>(C) 33 1/3 percent on the basis of the relative number of disadvantaged adults in each workforce area, compared to the total number of disadvantaged adults in the State.</p>
WIOA DISLOCATED WORKER	<p>(2) WIA dislocated worker employment and training activities funds not reserved by the State under §800.63(d) of this section shall be allocated to the workforce areas as provided in WIA §133(b)(2) (29 U.S.C.A. §2863(b)(2)) based on the following factors:</p> <p>(A) insured unemployment;</p> <p>(B) average unemployment;</p> <p>(C) Worker Adjustment and Retaining Notification Act (29 U.S.C.A. §2101 et seq.) data;</p> <p>(D) declining industries;</p> <p>(E) farmer-rancher economic hardship; and</p> <p>(F) long-term unemployment.</p>
WIOA YOUTH	<p>(3) WIA youth activities funds not reserved by the Commission under §800.63(c) of this section shall be allocated to the workforce areas as provided in WIA §128(b)(2) (29 U.S.C.A. §2853(b)(2)) based on the following:</p> <p>(A) 33 1/3 percent on the basis of the relative number of unemployed individuals in areas of substantial unemployment in each workforce area, compared to the total number of unemployed individuals in all areas of substantial unemployment in the State;</p> <p>(B) 33 1/3 percent on the basis of the relative excess number of unemployed individuals in each workforce area, compared to the total excess number of unemployed individuals in the State; and</p> <p>(C) 33 1/3 percent on the basis of the relative number of disadvantaged youth in each workforce area, compared to the total number of disadvantaged youth in the State.</p>

Source

[https://texreg.sos.state.tx.us/public/readtac\\$ext.ViewTAC?tac_view=56ti=406pt=206ch=8008sch=B&rl=Y](https://texreg.sos.state.tx.us/public/readtac$ext.ViewTAC?tac_view=56ti=406pt=206ch=8008sch=B&rl=Y)

Updated as of 1/16/2025

MEMORANDUM

To: Board of Directors
From: Adrian Lopez, CEO
Presented by: Kristen Rodriguez, Director of Procurement and Contracts
Date: July 18, 2025
Subject: **Child Care Management and Operation Services RFP**

Summary: For discussion and possible action: The Workforce Solutions Alamo (WSA) – Board of Directors is requested to approve a contract budget and the commencement of contract negotiations for the purchase of Child Care Management Services (CCS). The contract will initially span for one-year effective October 1, 2025, through September 30, 2026, with the four one-year renewal options in an estimated annual budget of \$130,000,000.

Analysis: The City of San Antonio currently provides Child Care Services (CCS) under a contract initially procured in 2021. That contract has reached its maximum term, having exhausted all five (5) renewal options. In alignment with WSA’s requirements, a new Request for Proposals (RFP) was initiated to secure a qualified vendor(s) to deliver Child Care Management and Operations Services across the Alamo region.

Procurement Process Overview

A solicitation was released on February 26, 2025, with a May 16, 2025, deadline. The procurement sought a provider(s) to oversee Child Care eligibility determination, provider management, monitoring, and related support services throughout the Alamo region. To ensure a competitive and inclusive process, staff conducted a broad outreach campaign that included:

- Direct email to the incumbent contractor
- Notifications to relevant vendors listed on the Texas Central Master Bidders List
- Posting on the Electronic State Business Daily (ESBD)
- Posting on WSA’s procurement portal via Bonfire

A pre-submittal conference was held on March 5, 2025, with three vendors in attendance. The purpose of the meeting was to clarify RFP expectations and respond to vendor questions. The Q&A period remained open through March 6, 2025, allowing vendors an opportunity to submit additional questions in writing.

Evaluator Selection and Proposal Review

To ensure objectivity in the evaluation process, WSA issued a separate Request for Qualifications (RFQ) to procure external evaluators. Evaluators were selected based on their experience in evaluating public-sector or human services procurements, expertise in Child Care services or program administration, knowledge of TWC policies, and their ability to remain impartial throughout the review process. Selected evaluators were responsible for scoring only the programmatic aspects of the proposals. Budget evaluations were conducted separately by WSA’s fiscal staff.

The panel of evaluators included Shawna Rendon, Mike Milson, and Tim Dusek. Ms. Rendon has over 20 years of experience in workforce and Child Care programs, including 17 years managing board-level contracts and fiscal monitoring. Mr. Milson brings over 20 years of experience in workforce development and has evaluated numerous proposals for workforce boards across the state. Mr. Dusek also has over two decades of workforce experience, having worked at the contractor, board, and state levels, and possesses deep knowledge in program coordination and administration.

A total of six proposals were received, with one deemed non-responsive. The remaining five proposals were distributed to the evaluation team on May 23, 2025. Proposals were scored based on criteria that included organizational background, responsiveness to RFP requirements, plans for customer service and eligibility determination, provider services and support strategies, monitoring and continuous improvement practices, and alignment of budget and cost effectiveness.

To further evaluate service models and organizational fit, in-person interviews were conducted with the top three scoring vendors on June 27, 2025. The interview panel included WSA's Chief Financial Officer, Chief Process Officer, and Chief Operating Officer. These interviews allowed the panel to explore each vendor's approach in more depth and assess alignment with WSA's goals and values.

Following the interviews, on July 3, 2025, written clarification letters were sent to each of the three finalists. The letters requested additional information about their understanding of local match requirements and their strategy to secure and maintain compliance with TWC match funding guidelines. One vendor was ultimately deemed non-responsive due to an inability to demonstrate a viable strategy for meeting the local match requirement.

Alternatives: None.

Fiscal Impact: The estimated annual budget for this contract is \$130,000,000.

Next Steps: Contingent upon approval by the Workforce Solutions Alamo Board of Directors, the Procurement Department will proceed with contract negotiations and execution with the selected Offeror(s).

Attachments: None