



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Victoria Rodriguez, Director of Workforce Services

Date: November 7, 2025

Subject: **Contractor Showcase**

Summary: On October 30th, WSA hosted the 2nd Annual Contractor Showcase. The event brought together our four key partners responsible for childcare, childcare quality, youth, and adult contracts. Participants reviewed accomplishments and challenges from the past year. The group also discussed priorities and goals for the upcoming year. Additionally, WSA staff used this opportunity to review partner expectations and ensure clarity on key operational areas, including IT, facilities, quality assurance, marketing, and fiscal responsibilities. Establishing shared expectations and consistent standards is essential for promoting collaboration, trust, and effective coordination across all program/service areas.

Analysis: The 2nd Annual Contractor Showcase served as a strategic platform for WSA and its four key partners—responsible for childcare, childcare quality, youth, and adult contracts—to review performance outcomes and set priorities for the upcoming year. The event emphasized collaboration, data-driven reflection, and planning for continued improvement across all program areas.

In Childcare Quality, mentor visits increased significantly from 4,074 in 2024 to 5,251 in 2025, reflecting WSA's growing support for early learning providers. Additionally, 113 TECPDS completions have been recorded to date, demonstrating continued progress in professional development. For Childcare Services, goals for FY26 include maintaining 95% year-to-date completion of 12,994 childcare units and achieving a 90% accuracy threshold in both fiscal and program monitoring.

Under the Adult Contract, WSA reported serving 636 individuals through the WIOA Adult and Dislocated Worker programs, investing \$1,339,502 in employment and training services—an average of \$2,106.13 per participant. In the Youth Contract, more than 200 youth were placed in work experience opportunities, with \$1,144,546 allocated toward wages, supporting hands-on skill development and career readiness.

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Additionally, WSA staff used this event to reinforce partner expectations and clarify operational standards across IT, facilities, quality assurance, marketing, and fiscal management. This structured review promotes consistency, accountability, and stronger alignment among partners. Overall, the Showcase underscored WSA's commitment to performance excellence, transparency, and collaborative planning as it moves into the next program year.

Alternatives: N/A

Fiscal Impact: WSA Board staff anticipates that clearer guidelines will reduce staff time spent resolving contractual issues.

Recommendation: It is recommended that staff continue to foster partnerships amongst the various contractors to provide enhanced service delivery to the 13-county region.



MEMORANDUM

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Date: November 7, 2025

Subject: **Unemployment Data and Strategy and WARN Update**

Summary: Unemployment data and Worker Adjustment and Retraining Notification (WARN) reports are key tools WSA uses to analyze workforce trends and plan services. Unemployment data, collected through initial claimant lists, supports targeted outreach efforts. WARN notices, submitted by employers to report mass layoffs, allow the state and local board to engage early—working with employers to prevent layoffs or to assist affected employees with relocation and upskilling opportunities. These reports and notifications provide valuable insight for the board, particularly when assessing the Reemployment and Employer Engagement Measure (REEMS). REEMS tracks claimant reemployment within 10 weeks, serving as an indicator of individuals approaching the exhaustion of unemployment benefits and overall regional reemployment performance.

Analysis: During FY2025, WSA observed a significant rise in Unemployment Insurance (UI) claims across August and September. In the Alamo area, claims tripled compared to typical monthly levels. In response, the board analyzed whether this increase affected the Reemployment and Employer Engagement Measure (REEMS) denominator or correlated with a rise in WARN notices. The REEMS denominator did in fact grow by approximately 3,000 individuals. WSA promptly reported these findings to the state, after which boards were notified on September 30th of an increase in UI fraud cases.

Despite this, WSA staff implemented a proactive outreach strategy to connect job seekers with employment opportunities. Efforts included leveraging Workforce One for targeted outreach, hosting regular hiring fairs, and continuing Rapid Response activities with employers issuing WARN notices. As WSA remains committed to linking employers and job seekers, the community can expect continued engagement through hiring events, outreach efforts, and strategic partnerships that help individuals secure meaningful employment.

Alternatives: N/A

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Fiscal Impact: The WSA Board may expect expenditures to increase as the unemployment numbers increase. Unemployment may also lead to use of other program funds such as TANF, SNAP E&T, or RESEA.

Recommendation: It is recommended that staff collaborate closely with the MIS team, contractors, and employers to quickly identify individuals who have become unemployed, allowing for early intervention and support before they need to rely on other assistance programs.



MEMORANDUM

To: Strategic Committee

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Date: November 7, 2025

Subject: Policy Changes

Summary: In May, WSA informed the Oversight Committee of updates to data validation requirements outlined in the U.S. Department of Labor's TEGL 23-19 Change 2. This guidance provides program-specific instructions and recommendations for verifying participant eligibility for DOL-funded services. The policy applies to several programs, including Wagner-Peyser (W-P), Jobs for Veterans State Grant (JVSG), Reemployment Services and Eligibility Assessment (RESEA), and Migrant and Seasonal Farmworker (MSFW) programs. It also covers WIOA Title I programs such as Adult, Dislocated Worker, and Youth, as well as Statewide Initiatives and National Dislocated Worker Grants. In addition, the requirements extend to other employment and training programs, including Temporary Assistance for Needy Families (TANF) through the Choices program, Trade Adjustment Assistance (TAA), and the Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T). The following memo will address the risk mitigation strategies of the updated requirements.

Analysis: The release of TWC WD 27-19, Change 8 introduced significant updates to workforce program compliance, particularly regarding data validation and work authorization requirements. The new policy mandates verification of U.S. work authorization before providing any staff-assisted or participant-level services under programs such as Wagner-Peyser, WIOA Title I, TAA, and SNAP E&T. It also requires reverification of temporary work authorization at least every three months and immediate termination of services if authorization is lost. These provisions are classified as No Local Flexibility (NLF) meaning boards must implement them exactly as written without modification.

Prior to Change 8, earlier versions of WD 27-19 (such as Change 5) outlined general data validation standards but did not include these specific and time-bound work authorization requirements. The previous policy primarily focused on verifying participant eligibility and maintaining accurate performance data in alignment with federal TEGL 23-19 C2, leaving more discretion to local boards on implementation

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methods. Change 8 therefore represents a shift toward tighter oversight and standardization, reinforcing accountability and compliance across all workforce programs.

The board reviewed and implemented these updates through MR 677 Change 3. Since the release of this policy, staff have provided technical assistance where appropriate and sought clarification from TWC when needed. Some challenges have included accurately recording hiring fair outcomes, assisting customers in a timely manner, and refining processes for tracking work authorization. To address these issues, the team has begun exploring enhancements within the WIT case management system and testing alternative check-in procedures to improve accuracy, efficiency, and the overall customer experience.

Alternatives: N/A

Fiscal Impact: N/A

Recommendation: Staff seek continued support while adapting to the updated policy.