



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Sandra Alvarez, Assistant Director of Workforce Services

Date: August 8, 2025

Subject: Department of Labor (DOL) Infrastructure Grant

Summary: This item is to provide information on the recent DOL award for San Antonio Infrastructure Academy. The Building Pathways to Infrastructure Jobs grant was awarded to WSA on October 1, 2024. The total grant amount is \$2,000,000 for five years to analyze and fill gaps in the construction industry to expand transportation infrastructure and enhance renewable energy projects in the Alamo Region.

Analysis: DOL-Contracted Performance: The Department of Labor contracted WSA for five years to provide 250 participants services, training, upskilling and assessments. This will include unemployed, underemployed and incumbent workers. This opportunity provides additional resources to WSA for career pathway expansion in renewable energy, transportation and broadband industries to support the growing infrastructure in the Alamo region.

Alternatives: No alternatives are being considered currently.

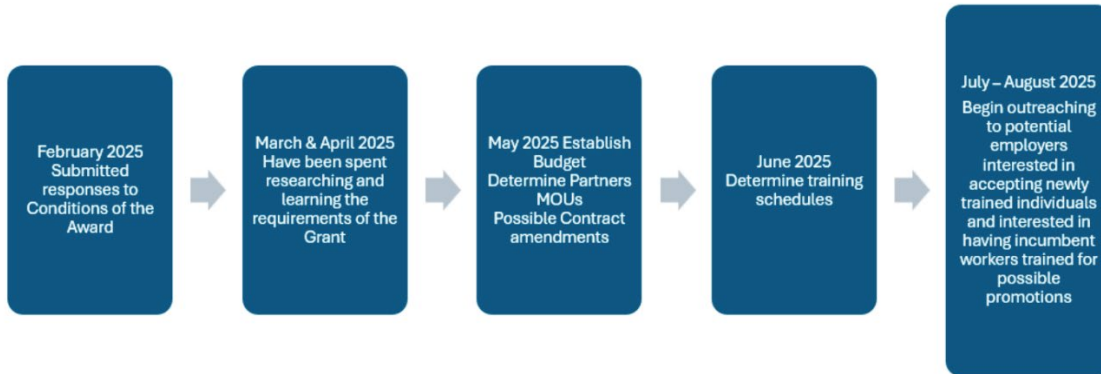
Fiscal Impact: WSA's budget increased by \$2,000,000. The return on investment is in the form of participants wages after completing the training and entering or advancing in employment with mean wages of \$94,973.

Recommendation:

This grant is in progress. WSA's responses to Conditions of the award have been submitted and approved by DOL. We have met with potential training partners for this grant. One training provider is willing to start a cohort for Fiber Optic training. July and August are being utilized to determine employers willing to not only hire newly trained individuals but also to have their own incumbent workers trained for possible promotions. WSA continues to create MOUs and there could be possible contract amendments created for this grant.

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This project is focused on but not limited to occupations such as Electrical Trades, Welding Trades, Information Technology, Fiber Optics, Energy Vehicles and Quality Assurance Analysts & Testers. WSA continues to receive technical guidance from DOL to create and provide a comprehensive employer and participant plan to ensure the program success. WSA will continue to provide updates to the committees and the Board of Directors.

Next Steps: Next steps include garnering employer interest and aligning WSA's current resources with this grant's expected outcomes.

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MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Victoria Rodriguez, Director of Workforce Services

Date: August 8, 2025

Subject: **Workforce One Utilization**

Summary: From April to July, the Workforce One Mobile Unit traveled throughout the region to support partners—including the Southwest Business Partnership, JBSA—and to assist communities impacted by the July 4th disaster. The mobile unit is scheduled to rotate JBSA locations and attend some back-to-school events.

Analysis: Below is the list of locations and dates that Workforce One was utilized. These events have outreached many individuals and numbers are pending from Kerr County assistance.

- April 24th-JBSA Lackland
- April 29th- JBSA Randolph
- April 30th- Ft. Sam Houston
- June- RESEA Outreach
- July 2nd- Ft. Sam Houston
- July 7th to 31st- Kerr County
- Aug 5th- JBSA Lackland
- Aug 8th- Ft. Sam Houston
- Aug 14th-JBSA Career Summit
- Sept 10th- Ft. Sam Houston
- Sept 30th- Ft. Sam Houston
- Oct 6th- JBSA Randolph
- Oct 21st-JBSA Lackland
- Nov 3rd-JBSA Randolph
- Nov 5th- Ft. Sam Houston
- Dec 1st- JBSA Randolph
- Dec 17th- Ft. Sam Houston



Alternatives: WSA to consider highlighting partnerships through Workforce One outreach.

Fiscal Impact: The mobile unit has increased expenditures by enrolling and engaging job seekers. Workforce one has enhanced the economy through incorporating employer relationships.

Recommendation: WSA staff recommendation is to continue to strategically place the mobile unit to enhance the region's workforce.

Next Steps:

- Communication
- Coordination
- Monitoring and Feedback

The Workforce One Mobile Unit initiative demonstrates WSA's commitment to increasing accessibility to services and celebrating partnerships that advance workforce development throughout our region.



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented by: Victoria Rodriguez, Director of Workforce Services

Date: August 8, 2025

Subject: TX FAME

Summary: Workforce Solutions Alamo (WSA) now serves as the TX FAME Hub organization, integrating the FAME into its current programs and services. Currently the Youth Service Delivery Model forms the foundation for this innovative integration of services as TX FAME aligns with the pillars of engagement, exploration, and experience. TX FAME provides a pathway for youth to enter manufacturing careers at an accelerated pace. The collaboration between TX FAME and WSA leverages WSA's existing resources and services to create a symbiotic relationship that enhances client success. The primary goal of the youth service delivery model is to offer accessible career opportunities for youth by utilizing a network of partners and resources.

These events represent key milestones in the TX FAME program calendar, celebrating participant accomplishments and fostering ongoing stakeholder engagement. May's graduation celebrated thirty-eight individuals, and the upcoming cohort will commence with forty participants.

Key Dates and Events:

- **February 22, 2025-** TX FAME AMT Open House Recap
- **May 22, 2025** – Graduation
- **August 13, 2025** – AMT Signing Day
- **August 2025-** Fall Semester Start

Analysis: TX FAME is focused on developing a skilled manufacturing labor pipeline to address the increasing demand for talent in the sector. Recruitment efforts are employer-driven, ensuring the selection of candidates with the desired qualities and skills. Employers collaborate with each other and local school districts to establish a talent pipeline, with training provided through local community colleges. Upon completion of their training, FAME participants earn an associate's degree in applied science and advanced manufacturing technology, along with two years of work



experience. The shared goals of TX FAME and WSA have resulted in a groundbreaking partnership. After evaluating its resources, WSA has identified TX FAME as a primary focus of its youth service delivery model. The model will be used to recruit and guide participants through five key stages:

- **Exposure:** Introducing and promoting career awareness in manufacturing. Activities such as factory tours, career fairs, and interactive workshops aim to spark youth interest and dispel misconceptions about the manufacturing industry.
- **Engagement:** Facilitating employer engagement with students through mentorship programs, guest lectures, and career exploration events. These opportunities help students gain insights into the industry and build valuable networks.
- **Exploration:** Providing career exploration opportunities through hands-on projects and simulation activities. These experiences help students identify their interests and guide them toward suitable career paths.
- **Experience:** Assisting youth with internships, apprenticeships, and applied learning opportunities. By working directly with employers, students gain practical experience and develop essential workforce skills, ensuring a smooth transition from education to employment.
- **Empowerment:** Helping youth realize their potential in advanced manufacturing pathways. This stage focuses on equipping students with the skills and confidence needed to succeed in the industry. The TX FAME program also reduces financial barriers, often enabling students to graduate debt-free.

Alternatives: Other youth career pathways and workforce programs may be evaluated for integration into WSA's service delivery model, though TX FAME's proven success in developing skilled manufacturing talent positions it as a key focus.

Fiscal Impact: The partnership will require an allocation of resources to support recruitment, training, and program administration. However, the long-term benefits of a skilled workforce and reduced unemployment rates outweigh initial costs. Additionally, WSA has applied for a grant opportunity for approximately \$350,000 to supplement the activities for TX FAME.

Recommendation: Endorse the integration of TX FAME into WSA's Youth Service Delivery Model as a critical strategy for addressing the need for skilled manufacturing labor and supporting youth career development.



Next Steps: WSA will plan and execute the dates above in collaboration with partners. Additionally, WSA is taking steps to host a convening for FAME chapters in Texas.



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Victoria Rodriguez, Director of Workforce Services

Date: August 8, 2025

Subject: **Teacher Externship**

Summary: The Externship for Teachers program is designed to strengthen educators' understanding of local workforce trends—particularly in STEM careers—within the Alamo region. Approximately 100 teachers will participate in five-day externships, both on-site and virtually, with 15–20 local businesses. The experience will help teachers align classroom instruction with real-world applications, ultimately better preparing students for future careers.

Analysis: The program directly supports the strategic goals outlined in the Alamo Local Plan by focusing on key regional industries, including manufacturing, education, healthcare, IT/cybersecurity, construction, and finance. Teachers will engage in professional development, including virtual and hybrid training sessions, and create lesson plans based on their externship experiences. Workforce Solutions Alamo (WSA) will provide three one-hour courses and induct participants into the Alamo Workforce Ambassador program. This ambassador program engages educators in workforce events, outreach, and leadership roles related to career education. This initiative helps bridge the gap between education and industry by making career pathways more visible and relevant to students through their teachers.

Alternatives: N/A

Fiscal Impact: The full implementation involves 100 educators and 15–20 business partners will require funding for coordination, training, materials, and stipends for educators who complete the program. Costs include:

- Staff time for program development and business outreach
- Training facilitation and content development
- Technology and platform costs for virtual components
- Teacher stipends or substitute coverage if needed
- Promotional materials and collateral for outreach and branding
- Educator stipends of \$500

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Funding is sourced through existing workforce development grants and in partnership with local education agencies and businesses.

Recommendation: Staff recommends applying for the 2026 Externships for Teachers grant through TWC and partnering with agencies that align with WSA's mission, and the priorities outlined in its Local Plan.

Next Steps:

- Draft 2026 application.
- Incorporate the CREW Teacher Apprenticeship opportunity.
- Add Alamo Colleges facility tours.
- Garner new partnerships to expand opportunity.