



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Ricardo Ramirez, Ph.D., Director of Quality Assurance

Date: May 8, 2026

Subject: **Data Release Overview**

Summary: Boards are charged with conducting workforce development research, regional labor market analysis, and economic conditions (WIOA Sec. 107(d)(2)). Part of the research involves analyzing and reporting information from data releases of the Texas Workforce Commission (TWC), the Bureau of Labor Statistics (BLS), the US Census Bureau, and others, such as:

- Current Employment Statistics (CES), Quarterly Census of Employment and Wages (QCEW), Local Area Unemployment Statistics (LAUS), American Community Survey (ACS), and others.

Strategic Goals: This agenda item aligns with the following goal(s) in the Strategic Plan:

Goal 1: Texas Talent Experts

Build a statewide network of Texas Talent Experts to support workforce development by identifying skill gaps, advising employers and job seekers, and promoting talent recruitment and retention across Texas.

Goal 2: Service Optimizers

Enhance the efficiency, quality, and accessibility of workforce services delivered by the Texas Workforce Commission (TWC), ensuring Texans experience seamless access to job training, unemployment benefits, and career support.

Goal 3: Partnership Managers

Strengthen and expand strategic partnerships among TWC, employers, educational institutions, and community-based organizations to deliver coordinated and innovative workforce development solutions.

Analysis: Main Takeaways

- **Federal Government:** Substantial contraction/decline in early 2025.
- **Food Manufacturing:** Substantial job declines in early 2025.
- **Auto Sector:** Within an otherwise growing Transportation Equipment trajectory, some cooling, though it's likely due to seasonality.
- **Unemployment:** Staff is recapturing how we report unemployment information for planning and increased preparedness.
 - **Five industries drive most dislocations (~53%):** Admin & Support; Health Care; Professional/Scientific/Technical; Construction; and, Finance & Insurance.
 - **Prime-age workers are most affected:** Ages 25-44 represent ~52% of dislocations.
 - **Hispanic share of the unemployed:** Accounts for ~49.3% of the regional total.
 - **Employer concentration is low:** Across 4,200 reported employers, the top 25 account for only ~9.5%, meaning that dislocations are spread broadly rather than driven by large layoffs.

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Monthly Data Release Analyses – Highlights

Year-over-Year (YoY) and Month-over-Month (MoM) Employment Highlights (from the most recent data release). The slide presentation presents an overall analysis of each of these industries.

- **Government (slides 6-8):** Driven by Federal Government (not Local or State); experienced a YoY -3.8K decrease in employment in early 2025. The analysis identified a substantial decrease in employment beginning in 2025, including YoY shrinkage in Texas and six metro areas.
- **Manufacturing (slides 9-13):** Experienced a YoY -1.4K decrease (using CES data). A separate decline was identified as likely occurring before the Feb 2024-25 period, with overlapping, more granular data from QCEW covering Q3 2024 – Q4 2025.
 - The contraction involved a loss of 4K jobs in Food Manufacturing, which occurred at the onset of 2025, and the loss was particularly steep in the SA-NB metro.
 - Transportation Equipment showed a YoY loss of 652 jobs, but this was likely due to seasonality. The industry has grown steadily since 2022, and the SA-NB metro has outpaced Texas and the three largest metro peers in growth.
- **Trade, Transportation, & Utilities (slides 14-15):** While the super-sector experienced a MoM -1.5 K decrease, the trendline identified that it was due to seasonality (so no further research was needed).

Unemployment Highlights (slides 16-32)

The presentation of unemployment follows an approach like the one WSA used during COVID and serves as a template for operational and strategic planning and preparedness. The data include a total of 28,562 Unemployment Insurance claimants, reflecting the following:

- **Five industries drive most dislocations (~53%):** Admin & Support, Health Care, Professional/Scientific/Technical, Construction, and Finance & Insurance
- **Prime-age workers are most affected:** ages 25-44 represent ~52% of dislocations
- **Hispanic share of the unemployed:** accounts for ~49.3% of the regional total
- **Employer concentration is low:** across 4,200 reported employers, the top 25 account for only ~9.5%, meaning that dislocations are spread broadly rather than driven by large layoffs

The presentation includes the unemployment information from various angles, including: by County, Urban/Rural, a historical trendline, by industry, by race/ethnicity, age, education, sex, Veteran status, and by employers. The last set presents unemployment counts for each county by industry.

Alternatives: The data analysis serves as a foundational function to support policy, planning, service design, and the implementation of data- and market-driven solutions that promote jobs for the region's workers and employers.

Fiscal Impact: None.

Board Responsibilities: The effort supports the Board's responsibility to conduct data collection, research, and analysis related to the workforce needs of the regional economy, as the Board, after receiving input from a wide array of stakeholders, determines that it is necessary to carry out its functions (WIOA Sec. 107(d)(2)).

Recommendation: Continue building a coordinated internal and external team- and partner-based mechanism to fully utilize the data available to WSA.



Next Steps: Continue performing follow-up actions, including:

- Analyses of associated performance measures (e.g., 10-Week Reemployment, RESEA, etc.).
- Analyze Openings-to-Unemployment ratios for affected workers.
- Identify employers who are hiring and seek talent from the job seeker pool.
- Report the information to the program operations team and contractors.
- Establish relationships with potential external partners to further promote research.

Attachment: None.

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MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Victoria Rodriguez, Director of Workforce Services

Date: May 8, 2026

Subject: Strategies for Employment Outcomes

Summary: This memo outlines strategies to strengthen employment outcomes for both employers and job seekers by leveraging Unemployment Insurance (UI) claimant data and labor market job reports across the Alamo region. Workforce Solutions Alamo has access to valuable data assets, including UI claimant records and real-time job demand information. When used strategically, these data sources can improve job matching, reduce unemployment duration, and better align training investments with regional employer needs.

Strategic Goals: This agenda item aligns with the following goal in the Strategic Plan:

Goal 1: Texas Talent Experts

Build a statewide network of Texas Talent Experts to support workforce development by identifying skill gaps, advising employers and jobseekers, and promoting talent recruitment and retention across Texas.

Analysis: Workforce Solutions Alamo can improve employment outcomes by strategically using UI claimant data alongside real-time job reports to better align job seekers with employer demand. By segmenting claimants based on work history, wage levels, and duration of unemployment, the organization can prioritize high-impact populations and deliver targeted outreach and re-employment services earlier. At the same time, aligning training investments with verified high-demand occupations ensures that job seekers are prepared for roles that offer sustainable wages and strong hiring potential, while improving the effectiveness of programs like ITAs and work-based learning.

Additionally, integrating data-driven job matching and strengthening employer partnerships allows for more efficient placements and stronger talent pipelines.

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Employers can be engaged using insights on available talent pools, while job seekers benefit from customized pathways into in-demand industries such as healthcare, IT, and logistics. By tracking outcomes through wage records and continuously refining strategies, Workforce Solutions Alamo can reduce time to employment, increase job retention, and better meet the needs of both employers and the regional workforce.

Alternatives: Alternatively, Workforce Solutions Alamo could continue operating under a generalized service delivery model that does not heavily rely on UI claimant data or real-time labor market intelligence. In this approach, services would be offered broadly to all job seekers without prioritization based on wage history, unemployment duration, or industry alignment. Training investments would be guided more by provider availability or participant interest rather than verified employer demand, which may result in less alignment with high-growth occupations.

Fiscal Impact: N/A

Board Responsibilities: This item supports the Board's responsibility to promote employer and industry engagement by providing updates on workforce initiatives, employer partnerships, and regional industry needs.

Recommendation: Staff should implement a data-driven employment strategy that integrates UI claimant data with real-time job demand reports to proactively match job seekers to high-wage, high-demand opportunities. This includes developing targeted outreach for priority claimants, aligning training investments with verified regional labor market needs, and expanding work-based learning models such as OJT and apprenticeships to accelerate re-employment.

Next Steps:

- Reduce time-to-employment for UI claimants
- Increase placement into high-wage, high-demand jobs
- Improve employer satisfaction through better talent alignment
- Strengthen long-term wage and retention outcomes for participants



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Edmundo Patoni, Communities Initiatives Manager

Date: May 8, 2026

Subject: Industry Collaboratives - Construction Overview

Summary: The Industry Collaboratives establish a sector-based engagement model across Construction, Manufacturing, and Healthcare. The Construction Collaborative convened employers, training providers, and workforce partners to align training with industry demand and support the development of strong talent pipelines for the region's construction sector.

The session included 31 industry representatives across employers, public sector partners, and education providers. Discussions focused on workforce demand, skill gaps, credential alignment, and hiring challenges, providing direct insight to inform training and workforce strategies.

Strategic Goals: The Construction Collaborative supports workforce alignment by engaging employers to define current and emerging needs, skill gaps, and hiring demand. It strengthens coordination between industry and training partners to ensure programs remain responsive and aligned to construction sector workforce needs.

Analysis: The Collaborative served as a platform for employers to provide direct input on hiring needs, credential requirements, and workforce challenges. Employers highlighted the need for skilled trades talent, improved alignment of training with job requirements, and support for hard-to-fill roles.

Participation from partners such as Alamo Colleges District supported alignment between training delivery and employer expectations. The session also reinforced the value of continued employer engagement to strengthen long-term talent pipeline development within the construction sector.

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Alternatives: Operating without a structured collaboration limits employer input, reduces alignment between training and industry needs, and weakens talent pipeline development. This approach is not recommended.

Fiscal Impact: N/A

Board Responsibilities: This item supports the Board's responsibility to promote employer and industry engagement by providing updates on workforce initiatives, employer partnerships, and regional industry needs.

Recommendation: Staff recommends the Strategic Committee receive and acknowledge the Industry Collaboratives to support alignment with workforce and employer engagement priorities.

Next Steps:

- Expand employer participation
- Integrate industry feedback into training alignment and workforce strategies
- Provide periodic updates to leadership and the Strategic Committee



MEMORANDUM

To: Strategic Committee

From: Adrian Lopez, CEO

Presented By: Eric Cooper, Chair

Date: May 8, 2026

Subject: **Board Retreat**

Summary: The strategic committee breakout discussions identified priorities shaping the workforce strategy: strengthening employer engagement, improving labor market data quality, and clarifying the distinction between strategic goals and compliance measures. Participants also highlighted the need for better coordination across a fragmented workforce ecosystem and expanded access to services, especially in rural areas. Additional focus areas include aligning training with high-demand industries, improving sector strategies, and addressing gaps in employer data reporting. Overall, the committee emphasized the need for a more coordinated, data-driven, and employer-responsive system to support a long-term 5-year growth strategy.

Strategic Goals: This agenda item aligns with the following goal(s) in the Strategic Plan: Goal 1: Texas Talent Experts Build a statewide network of Texas Talent Experts to support workforce development by identifying skill gaps, advising employers and jobseekers, and promoting talent recruitment and retention across Texas.; Goal 2: Service Optimizers Enhance the efficiency, quality, and accessibility of workforce services delivered by the Texas Workforce Commission (TWC), ensuring Texans experience seamless access to job training, unemployment benefits, and career support. Goal 3: Partnership Managers: Strengthen and expand strategic partnerships among TWC, employers, educational institutions, and community-based organizations to deliver coordinated and innovative workforce development solutions.

Analysis: Breakout discussions highlighted several systemic challenges impacting the region's workforce strategy. Employer engagement remains inconsistent, limiting demand-driven alignment and restricting access to critical data such as wages and hiring needs. Labor Market Information (LMI), while valuable, is often outdated or incomplete, reducing its effectiveness for real-time decision-making.

Additionally, there is a lack of clarity between long-term strategic priorities and compliance-driven performance measures, which create confusion in execution. The workforce ecosystem

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is highly fragmented, with multiple stakeholders operating independently, resulting in missed opportunities for collaboration and scale.

Geographic disparities persist, particularly in rural communities where awareness of and access to services remain limited. There is also a need to better align training programs with industry demand and explore more flexible, skills-based approaches to workforce development.

Alternatives: Maintain current strategies and engagement approaches with incremental improvements. Focus on improving specific areas such as employer engagement or data quality without broader system changes. Implement a coordinated approach that aligns employer engagement, data systems, service delivery, and partnerships under a unified strategic framework.

Fiscal Impact: No immediate fiscal impact is associated with this discussion item. Future initiatives may require resource allocation for enhanced data systems, outreach efforts, and program expansion, particularly in rural areas.

Board Responsibilities: This item supports the Board's responsibility to promote employer and industry engagement by providing updates on workforce initiatives, employer partnerships, and regional industry needs.

Recommendation: It is recommended that the Strategic Committee identified priority areas and direct staff to incorporate these themes into the development of a comprehensive strategic framework, including a 5-year growth plan and clearly defined performance measures.

Next Steps:

- Refine priority areas into actionable strategies and measurable outcomes
- Align priorities with Board retreat outcomes and planning timelines
- Develop a framework for improved employer engagement and partnership coordination
- Evaluate enhancements to LMI and data validation processes
- Identify opportunities to expand services in rural and underserved areas
- Present a draft strategic roadmap for Committee review

Attachment: N/A