



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: January 30, 2026
Subject: Youth Program Briefing and Performance

Summary: For Program Year 2026, Workforce Solutions Alamo (WSA) continues its partnership with youth contractor SERCO to oversee enrollments and provide education, training, and skills essential for workforce success. WSA maintains active communication with SERCO to ensure performance goals align with the Texas Workforce Commission's (TWC) target range of 95-105% while staying within the allocated budget.

Strategic Goals: 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.

Analysis: The Board is currently meeting all youth performance measures with the exception of Measurable Skills Gains. This variance is attributable to the timing of how the measure is recorded, which does not align with the program year reporting cycle. The Texas Workforce Commission–contracted target is currently short by five cases, with an additional ten cases needed to exceed the measure. Based on active participant progress and pending documentation, staff are confident the Measurable Skills Gains target will be achieved in the next monthly performance report.

TWC-Contracted Performance	Oct25	Nov25
Employed/Enrolled Q2 Post Exit – Youth (DOL)	MG	MG
Employed/Enrolled Q4 Post Exit – Youth (DOL)	MG	MG
Median Earnings Q2 Post Exit – Youth (DOL)	MG	MG
Credential Rate – Youth (DOL)	MG	MG
Measurable Skills Gains - Youth (DOL)	NM	NM

Additionally, staff systematically monitor participant activity through the planned participant summary, which serves as a key accountability and performance management



tool. This report enables staff to track service delivery trends, assess program utilization, and align resources with participant needs. The table below illustrates the current distribution of clients across rural and urban areas. The data indicate a higher concentration of work experience placements among out-of-school youth during the academic year, reflecting availability and program design. As the school year concludes, the Board anticipates a corresponding increase in participation among in-school youth during the summer months, which will inform staffing, employer engagement, and service delivery planning.

	PARTICIPANTS				
	OSY		ISY		Total
Rural	33	28.9%	22	40.0%	55
Urban	81	71.1%	33	60.0%	114
Total	114		55		169
Services - Rural	OSY		ISY		Total
Support Services	14		7		21
Education/Training	2		1		3
Work Experience	6		1		7
Services - Urban	OSY		ISY		Total
Support Services	40		10		50
Education/Training	6		3		9
Work Experience	31		7		38

Alternatives: N/A

Fiscal Impact:

Workforce Solutions Alamo (WSA) has made a significant investment in youth workforce development to ensure young individuals gain meaningful skills and access to career opportunities. Currently, twelve youth are engaged in education and training programs, with WSA investing an average of \$1,500 per participant.

These strategic investments underscore WSA’s commitment to empowering youth through education, training, and hands-on work experience—preparing them for successful entry into the workforce and long-term career advancement.



Recommendation: WSA will continue utilizing WIOA Youth Workforce Reports at the Board level. If performance deficiencies arise, the youth contractor must submit an Exception Report outlining corrective actions. To enhance performance, the contractor must make documented efforts to contact participants and collect employment and education outcomes for reporting accuracy. WSA and SERCO will closely monitor performance to maintain enrollment levels that support continued success while ensuring the contractor exceeds all performance measures.

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

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MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: January 30, 2026
Subject: **Career Exploration and Tentative Schedule**

Summary: This memo provides an update on Workforce Solutions Alamo’s (WSA) Youth Career Exploration events and special initiatives for Program Year 2025 (PY25). In addition to WCI events, WSA Student HireAbility Navigators host three major career exploration events aimed at educating employers and job seekers about the employment of individuals with unique abilities.

Strategic Goals: Goal 1: Texas Talent Experts: Build a statewide network of Texas Talent Experts 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: As outlined in Section 5.5 of the Workforce Commission Initiatives (WCI) Grant Statement of Work, WSA will utilize TANF grant funds to support Jobs Y’all career exploration events for middle school, high school, and postsecondary students. These events will engage employers in meaningful ways to help students explore career opportunities, understand pathways to in-demand careers, build networks, and access internships and other hands-on learning opportunities. Parents will also be encouraged to attend to support their child’s career exploration journey. Events will be branded under Jobs Y’all and may include WSA-specific branding, with scheduling determined at the local level.

For FY2026, WSA will host four major youth career exploration events targeting various industries and youth sub-populations, with additional co-hosting opportunities currently under discussion.

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Previous Events

Alamo Helping Hands Resource Fair

November 6, 2025,

Workforce Solutions Alamo – S. Flores Career Center

- Connected youth and families with community partners.
- Provided access to employment, education, and support resources.
- Promoted workforce empowerment and career readiness.
- 119 individuals attended.

STEM Symposium – St. Philip’s College

November 7, 2025

- Exposed students to STEM-related careers and industries.
- Engaged employers and educators around high-demand fields.

Poteet High School College & Career Fair

November 14, 2025

- Connected high school students with colleges, employers, and training providers.
- Supported early career exploration and postsecondary planning.

Upcoming Events

Palo Alto College Open House

- Continue engagement with students exploring postsecondary and workforce training options for TX FAME.

HireAbility Event

February 2026

- Focus on connecting youth with inclusive employment opportunities.
- Highlight employer practices that support individuals with disabilities.

Alamo Bridges to Careers

April 23, 2026

- Engage disadvantaged, transitioning, and disconnected youth.
- Connect participants to career pathways, training, and support services.

Pathways to Success

May 7, 2026

- Raise awareness of Registered Apprenticeship opportunities.
- Highlight apprenticeships as sustainable pathways to skilled, diverse talent.
- Focus on critical and high-demand industries.

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National Intern Day

July 25, 2026

- Provide information on internship opportunities.
- Target high school juniors and seniors, college and university students, and employers.
- Promote work-based learning as a pathway to career success.

Alternatives: N/A

Fiscal Impact: WSA's strategic investments in staffing and career exploration events generate long-term impact by equipping youth and their families with the information, skills, and resources needed to pursue sustainable career pathways. By engaging young people early and connecting them to viable education and employment options, these efforts help reduce long-term reliance on social support programs while strengthening a skilled, self-sufficient workforce for the future. These strategic investments reinforce WSA's commitment to empowering youth through education, training, and hands-on work experience, ensuring they are prepared for the workforce and long-term career success.

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

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



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: January 30, 2026
Subject: Jobs and Education for Texans (JET) Grants Supported

Summary: The Texas Workforce Commission (TWC) awards Jobs & Education for Texans (JET) grants to eligible institutions and regions to support the purchase and installation of equipment for Career and Technical Education (CTE) programs. The JET grant is intended to expand or enhance CTE courses that lead to industry-recognized licenses, certificates, or postsecondary degrees in high-demand occupations.

These awards enable regional partners to modernize training infrastructure, strengthen alignment with industry needs, and expand student access to high-quality technical education. Workforce Solutions Alamo received two requests for letters of support and provided one in support of an eligible applicant.

Strategic Goals: This item serves all three statewide action goals.

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: The JET grant allows institutions in the Alamo region to strategically leverage equipment investments by covering high-cost, industry-standard training assets that would otherwise require significant local or workforce funding. By restricting grant funds



to equipment purchase and installation, the JET program offsets one of the largest upfront barriers to launching or expanding Career and Technical Education (CTE) programs. WSA signed and supported one JET grant application for San Antonio ISD for construction management and inspection welding

For Construction Management and Inspection, JET funding supports specialized equipment and technology—such as surveying tools, inspection instruments, and construction simulation equipment—that align training with current industry practices. These investments reduce the need for local districts or workforce partners to absorb capital costs, allowing Workforce Solutions Alamo and education partners to focus resources on student support services, instruction, and credential attainment.

For Welding, JET funds enable the acquisition of advanced welding machines, safety equipment, and training stations that meet industry standards. This ensures students receive hands-on training using the same tools they encounter in the workplace, improving job readiness and employer confidence while lowering the long-term cost per trainee.

In the Alamo region, these equipment investments are further leveraged through:

- Shared use of equipment across multiple cohorts and programs over time
- Alignment with workforce funding (such as WIOA or other training dollars) to support tuition, instruction, and supportive services
- Employer partnerships that inform equipment selection and may provide additional in-kind or financial support
- Increased training capacity, allowing more participants to be served without recurring capital expenditures

By supporting San Antonio ISD's JET Grant application, Workforce Solutions Alamo helps maximize regional return on investment, ensuring that one-time equipment purchases support sustainable, high-demand training programs that strengthen local talent pipelines in construction and welding.



Alternatives: N/A

Fiscal Impact: WSA's strategic investments in staffing and career exploration events generate long-term impact by equipping youth and their families with the information, skills, and resources needed to pursue sustainable career pathways. By engaging young people early and connecting them to viable education and employment options, these efforts help reduce long-term reliance on social support programs while strengthening a skilled, self-sufficient workforce for the future. These strategic investments reinforce WSA's commitment to empowering youth through education, training, and hands-on work experience, ensuring they are prepared for the workforce and long-term career success.

Recommendation: Continue to inform eligible applicants about the JET grant and support awarded recipients throughout implementation by providing guidance informed by regional labor market data.

Next Steps: Follow up with the 2025 grantees to identify and pursue opportunities for collaboration with WSA, including job placements, credential attainment, and co-enrollment strategies.