



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: April 10, 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 Youth Program is currently meeting three performance targets and exceeding two. Employed/Enrolled in the 4th Quarter after Exit, Median Earnings, and Credential Attainment Rate are meeting the targets established by the Texas Workforce Commission (TWC) and are expected to improve as the program year progresses.

Additionally, Employed/Enrolled in the 2nd Quarter after Exit and Measurable Skills Gains are currently exceeding performance targets. These outcomes are influenced by the timing within the program year, as many participants are completing training and employment outcomes are being captured from participants who exited in prior periods.

TWC-Contracted Performance	Jan26
Employed/Enrolled Q2 Post Exit - Youth (DOL)	EX
Employed/Enrolled Q4 Post Exit - Youth (DOL)	MG
Median Earnings Q2 Post Exit - Youth (DOL)	MG
Credential Rate - Youth (DOL)	AB
Measurable Skills Gains - Youth (DOL)	EX

Lastly, staff continuously monitor service delivery through the Planned Participant

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Summary (PPS). The PPS tracks participants in both rural and urban areas and reports on services provided, including supportive services, education and training, and work experience. These services are designed to help participants obtain employment and address barriers to employment through targeted supports (e.g., transportation assistance).

At this point in the program year, In-School Youth (ISY) participation is expected to increase as the summer months approach and seasonal programming expands. Out-of-School Youth (OSY) participation, meanwhile, has demonstrated steady growth throughout the year.

PARTICIPANT PLANNING SUMMARY (PPS)
WIOA Youth YTD
Oct 2025 - Feb 2026

PARTICIPANTS					
	OSY		ISY		Total
Rural	46	27.5%	43	47.8%	89
Urban	121	72.5%	47	52.2%	168
Total	167		90		257
Services - Rural					
Support Services	32		14		46
Education/Training	2		1		3
Work Experience	12		5		17
Services - Urban					
Support Services	80		19		99
Education/Training	10		3		13
Work Experience	55		14		69

Alternatives: N/A

Fiscal Impact: Workforce Solutions Alamo (WSA) continues to make a strong 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 supported by WSA.

These strategic efforts reflect 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.

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Board Responsibilities: This item supports the Board’s responsibility to remain informed about and understand the performance accountability of youth services.

Recommendation: Staff will continue to monitor closely all performance measures and hold contractor staff accountable for delivering services appropriately.

Next Steps: Staff will continue to closely monitor all performance measures and ensure contractor staff remain accountable for delivering services effectively and in accordance with program requirements.

Attachment: This items does not have attachments.



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: April 10, 2026
Subject: **Career Exploration Events**

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: All three goals are engaged for this item.

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:

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

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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.

Palo Alto College Open House

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

HireAbility Event

February 12, 2026

- Focus on connecting youth with inclusive employment opportunities.
- Highlight employer practices that support individuals with disabilities.
- 101 participants
- 5 schools
 - St. Phillips Colleges
 - Schreiner University
 - Kaduceus Adult Career Education (ACE)
 - Palo Alto College Student Accessibility Services (SAS)
 - Texas A&M USA Fate
- 5 employers
 - Bexar County Office of Emergency
 - Bexar County Dispatch
 - Relief Enterprise
 - San Antonio Fire Department Unit #40
 - Americrane

Upcoming:

Alamo Bridges to Careers

April 23, 2026

- Engage disadvantaged, transitioning, and disconnected youth.
- Connect participants to career pathways, training, and support services.
- Second Baptist Church Community Center 3310 E. Commerce St

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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.

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 create long-term impact by providing 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 opportunities, these efforts support stronger workforce participation and long-term economic mobility while helping build a skilled and self-sufficient workforce for the region.

These initiatives reinforce WSA's commitment to empowering youth through education, training, and hands-on work experience, ensuring participants are well prepared for workforce entry and long-term career success.

Board Responsibilities: This item supports the Board's awareness of the youth activities across the 13-county region.

Recommendation:

Continue partnering with youth-serving organizations and schools to leverage resources, maximize outreach efforts, and increase youth participation. These collaborations will help expand overall reach, expose more young people to Workforce Solutions Alamo and the YES! Program, and most importantly, connect them to meaningful career pathway opportunities.

Next Steps: Continue planning upcoming youth events and discuss the scope of

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partnerships with partner agencies to support and strengthen next program year's activities.

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MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: April 10, 2026
Subject: TX FAME

Summary: In 2024, Workforce Solutions Alamo (WSA) became the HUB organization for TX FAME, establishing a partnership that has strengthened industry engagement and collaboration. Over the past two years, this relationship has generated strong industry participation and support. This memorandum reflects on the progress and impact of the partnership to date and outlines the direction and priorities for continued collaboration in the future.

Strategic Goals: All three goals are engaged for this item.

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: TX FAME advances WSA's strategic goals by connecting employers with job seekers and supporting the upskilling of the region's workforce. Over the past two years, WSA has facilitated 13 recruiting events and supported two graduation ceremonies. Participation in open houses has also grown significantly, driven by targeted outreach through WSA's youth programs and strong partnerships, helping to connect more talent with meaningful career opportunities.



In addition, WSA plans to further strengthen employer engagement through targeted mixers and collaborative events designed to foster meaningful connections between businesses and job seekers. This strategy is informed by labor market data provided by the Texas Workforce Commission (TWC), allowing WSA to align outreach efforts with regional workforce needs and opportunities. Coordinated by WSA's Business Services team, these initiatives aim not only to increase employer participation but also to build long-term partnerships that support talent development and the growth of a skilled, competitive workforce in the region.

Alternatives: N/A

Fiscal Impact: This initiative demonstrates a strong fiscal impact by leveraging resources from all partners, including employers, to enhance the development of the region's talent pipeline. By combining financial and in-kind contributions, the program maximizes investment efficiency, strengthens workforce capacity, and generates measurable returns in regional economic and employment outcomes.

Board Responsibilities: This item supports the Board's awareness of TX FAME updates and progression.

Recommendation:

Continue partnering with youth-serving organizations and schools to leverage resources, maximize outreach efforts, and increase youth participation. These collaborations will help expand overall reach, expose more young people to Workforce Solutions Alamo and the YES! Program, and most importantly, connect them to meaningful career pathway opportunities.

Next Steps: WSA will continue expanding employer engagement by hosting targeted mixers, open houses, and collaborative events to strengthen participation and build long-term partnerships. Employers will be actively engaged to contribute fiscal and in-kind resources that support program activities, recruiting events, and workforce development initiatives. Programs will be aligned with labor market data from the Texas Workforce Commission (TWC) to ensure outreach and design meet regional workforce needs and maximize return on investment. Coordination across WSA's Business Services team, partner agencies, employers, and youth programs will maintain efficiency and effectiveness in all initiatives.

Attachment: This items does not have attachments.



MEMORANDUM

To: Youth Committee

From: Adrian Lopez, CEO

Presented By: Victoria Rodriguez, Director of Workforce Services

Date: April 10, 2026

Subject: Youth Service Delivery Model

Summary: To lead the state's youth workforce, WSA continually innovates and designs programs to drive measurable results. A key example is the Youth Model, a strategic approach that brings together schools, employers, and youth through targeted events, programs, and services. This model is designed to streamline engagement among all stakeholders, with the overarching goal of equipping the Alamo region's youth with high-demand skills and pathways to sustainable, well-paying employment.

Strategic Goals: All three goals are engaged for this item.

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: Over the past year, the Youth Model has guided WSA in sponsoring events like ACE Race, expanding partnerships such as CAST STEM, promoting work experiences for in-school youth, and developing internship opportunities with engaged employer partners. These initiatives have strengthened connections among youth, schools, and employers, providing participants with meaningful opportunities to build skills and gain hands-on experience in preparation for successful careers. Moving forward, staff will continue to leverage the Youth Model to strategically form partnerships that further strengthen the region's workforce.

Alternatives: N/A

Fiscal Impact: This initiative demonstrates a strong fiscal impact by leveraging resources

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from all partners, including employers, to enhance the development of the region's talent pipeline. By combining financial and in-kind contributions, the program maximizes investment efficiency, strengthens workforce capacity, and generates measurable returns in regional economic and employment outcomes.

Board Responsibilities: This item supports the Board's awareness of Youth Model updates and progression.

Recommendation: Staff will continue to expand and refine this model to ensure the delivery of consistent services and the development of strategic, sustainable partnerships.

Next Steps: WSA will review the year's progress of the Youth Model and develop a comprehensive toolkit designed to empower partners and families. This resource will guide them in engaging fully with the range of opportunities available to youth, ensuring they can take advantage of programs, events, and services that support skill development and career readiness.

Attachment: This items does not have attachments.



MEMORANDUM

To: Youth Committee

From: Adrian Lopez, CEO

Presented By: Anthony Magaro, Youth Committee Chair

Date: April 10, 2026

Subject: Board Retreat

Summary: The Youth Committee identified key priorities to strengthen the region’s youth workforce pipeline in response to declining job growth and limited worker availability. Focus areas include increasing technical skill development, expanding internships and work-based learning opportunities, improving the transition from K–12 to post-secondary pathways, and providing greater career exposure so youth can better understand long-term opportunities. The committee also highlighted challenges such as engaging out-of-school youth, supporting students who are not pursuing higher education, increasing employer participation, and addressing the varying needs of the region’s 57 school districts, particularly in rural communities. Moving forward, WSA will expand partnerships with industry, education, and community organizations to increase experiential learning opportunities, strengthen teacher externships, improve career awareness, and ensure youth gain both technical and transferable skills that prepare them for sustainable careers in the Alamo region.

Strategic Goals: The three goals below address the focus of this memo.

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 Youth Committee identified several priorities aimed at strengthening the region’s youth workforce pipeline in response to declining job growth and a shrinking labor



pool. A key focus is increasing technical skill development among youth while creating clearer on-ramps into employment through internships, work experience, and on-the-job training opportunities that combine classroom learning with hands-on exposure. The committee also emphasized improving the transition from K–12 education to post-secondary pathways by expanding career awareness and helping students better understand long-term opportunities. Many youth struggle to visualize where a training program or entry-level job could lead in 10 to 15 years, highlighting the need to clearly map career pipelines and pathways. Additional priorities include expanding teacher externship opportunities so educators can better connect classroom instruction with real-world industry needs, integrating awareness of emerging technologies such as artificial intelligence and automation across industries, and strengthening partnerships that bring the business community directly in front of students. Increasing job-site exposure—either by bringing students to worksites or bringing employers into classrooms—was also identified as critical for helping youth understand career possibilities.

The committee also discussed several challenges affecting youth workforce engagement. There is a need for stronger collaboration across the region’s 57 independent school districts, particularly given the unique circumstances facing rural communities that require tailored approaches rather than a one-size-fits-all model. A growing concern is the number of youth not pursuing higher education—estimated at roughly 40 percent—raising questions about where these students are transitioning and how workforce programs can better support them. Additional challenges include engaging out-of-school youth who often face barriers such as the need to work to support family obligations, the cost and difficulty of completing GED requirements, and limited access to work-study opportunities. Employers also face challenges understanding how to engage younger workers, particularly in developing soft skills such as communication, social interaction, and critical thinking. Additionally, participation from employers in initiatives such as teacher externships has been difficult to secure, and there is a need to educate businesses on the benefits of workforce partnerships. Workforce systems must also address the reality that youth may feel locked into rigid career pathways and instead emphasize transferable skills that allow them to adapt across industries and roles.

Alternatives: N/A

Fiscal Impact: WSA can expand youth career exposure, work-based learning opportunities, and workforce development activities without requiring significant additional expenditures. These collaborative efforts maximize the impact of current investments while supporting the long-term development of the region’s workforce.

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

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and regional industry needs.

Recommendation: It is recommended that the Youth Committee continue advancing the Youth Model by strengthening partnerships with school districts, employers, and community organizations to expand career exposure, work-based learning opportunities, and technical skill development for youth across the region. Emphasis should be placed on increasing employer engagement, supporting teacher externships, improving pathways from K–12 to post-secondary education and employment, and expanding access to opportunities for both in-school and out-of-school youth, including those in rural communities.

Next Steps: Staff will identify additional employer partners to support internships, job-site visits, and teacher externship opportunities while strengthening engagement with both urban and rural school districts. Efforts will also focus on improving outreach to out-of-school youth, expanding access to work-study and skill-building opportunities, and increasing awareness of career pathways and transferable skills. Additionally, staff will continue to use labor market data and industry feedback to guide program development and ensure alignment with regional workforce needs.

Attachment: There are no attachments for this item.