



MEMORANDUM

To: Youth Committee

From: Adrian Lopez, CEO

Presented By: Victoria Rodriguez, Director of Workforce Services

Date: August 1, 2025

Subject: Youth Program Briefing and Performance

Summary: For Program Year 2025, 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.

Analysis:

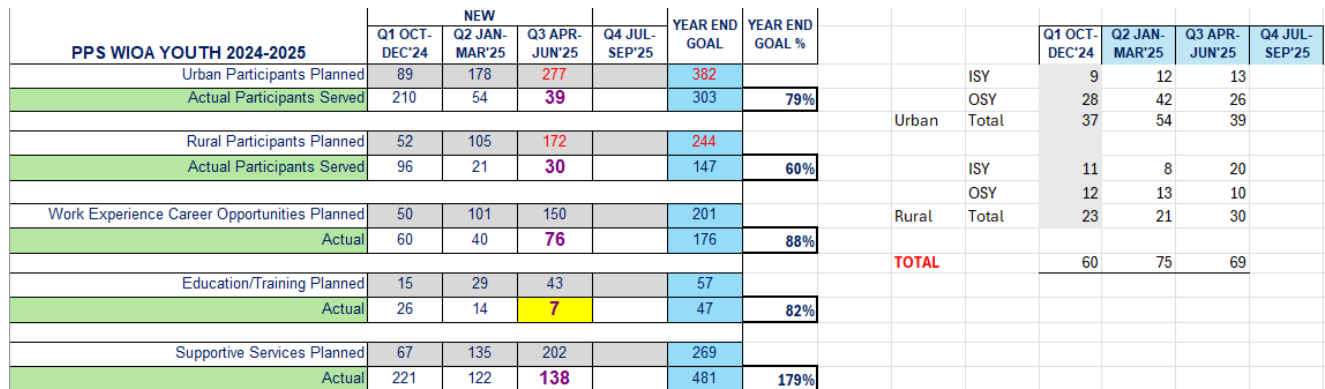
Participant Planning Summary (PPS)

The PPS aims to ensure that the Youth Service Provider serves the most significant number of participants and provides them with services that lead to successful training and employment outcomes. The PPS includes quarterly and yearly targeted enrollment (participants to serve) and service goals for eligible clients. While enrollment goals include serving the most significant possible number of eligible participants, the quality of customer service remains a top priority. The breakdown for the third quarter of the Program Year is as follows:

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WSA continues to track and communicate performance expectations with the youth contractor, focusing on WIOA-established indicators, including Q2 and Q4 Post-Exit Employed and Enrolled Outcomes, Measurable Skill Gains, Median Earnings, and Credential Attainment Rate.

SERCO's leadership team remains dedicated to achieving positive outcomes, with youth staff actively engaging participants to collect necessary employment and educational documentation. Additionally, bi-weekly status updates will be provided to WSA if any measures are not met.

Fiscal Impact: Workforce Solutions Alamo (WSA) has made a significant investment in youth workforce development, ensuring young individuals gain valuable skills and career opportunities.



- **In-School Youth:** WSA has allocated **\$173,055** towards **work experience opportunities**, helping students gain hands-on exposure to real-world jobs. Additionally, **\$2,730** has been invested in **support services** to remove barriers to success.
- **Out-of-School Youth:** WSA has committed **\$342,252.98** to **work experience programs**, equipping young individuals with critical job skills. Furthermore, **\$13,773** has been provided **support services**, while an additional **\$40,878** has been dedicated to **individual training** to enhance employability and career advancement.

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: 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.



MEMORANDUM

To: Youth Committee
From: Adrian Lopez, CEO
Presented By: Victoria Rodriguez, Director of Workforce Services
Date: August 1, 2025
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).

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 FY2025, WSA has hosted four major youth career exploration events targeting various industries and youth sub-populations, with additional co-hosting opportunities currently under discussion.

Analysis:

Past Career Exploration Events

1. CTE Showcase – February 14, 2025
 - a. Hosted in recognition of Career & Technical Education (CTE) Month, this first-ever event celebrated CTE programs and their role in preparing youth for diverse career paths.
 - b. Over 450+ students attended the event, aimed at generating excitement and awareness among middle school students.

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2. Fiesta of Opportunities - April 25, 2025
 - a. Designed for opportunity/disconnected youth (not currently working or in school), this event offered career exploration, industry exposure and pathways to employment, college programs, vocational training, and certifications.
 - b. There were 102 opportunity youth present who benefited from attending a YES! Presentation, Financial Wealth and Mental Health session, created a Work in Texas Account, and attended a career fair with 16 employers and 9 community resource organizations.
3. The World of Work (WOW) Youth Expo - May 8, 2025
 - a. Part of the nationwide Youth Apprenticeship Week (YAW) initiative, which highlights the value of Registered Apprenticeships for youth ages 16-24.
 - b. Focused on engaging rural communities and schools that attended SA Stock Show & Rodeo Ag Mechanics Tradeshow aiming to promote regional apprenticeship programs and other hands-on learning while earning opportunities.
 - c. There were 123 high school students from the following rural ISD's:
 - i. Dilley HS
 - ii. Natalia HS
 - iii. Devine HS
 - iv. Pearsall HS
 - d. Students heard about the Texas FAME initiative, heard from an Employer Q&A Panel, participated in a student lead Fashion Show, and visited booths consisting of 10 employers in the trades industry and 4 Community Resources.
4. 2025 Intern Day SA! – July 31, 2025
 - a. Aimed at high school juniors, seniors, and college students, this event will connect youth with internship opportunities to reinforce skills through work-based learning.
 - b. Employers will showcase available internships to foster real-world experience and career readiness.

Alternatives: N/A

Fiscal Impact: WSA's strategic investments in staff and career exploration events create lasting impact by equipping youth and their families with the knowledge and resources needed to pursue sustainable careers. By empowering young individuals with viable



career pathways early on, these efforts reduce long-term reliance on social programs and build a stronger, self-sufficient workforce for the future.

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: August 1, 2025

Subject: Youth Model Update

Summary:

This memo provides an update on WSA's Career POP Youth Service Delivery Model, which aims to enhance career readiness and support for youth. We are introducing the Career POP logo, implementation strategy for tailored presentations geared towards specific audiences that emphasize collaboration with local organizations, employers, schools, and youth, continuous feedback, and adaptability to ensure effective service delivery and maximize impact on youth career readiness.

Analysis:

Introducing the Youth Service Delivery Model logo, Career POP, in which POP stands for Pathways, Opportunities, and Possibilities. Career Pop is designed to enhance career readiness for youth aged 14-24. It highlights the increasing demand for career services and identifies gaps in access to resources and mentorship. The goal is to improve employment opportunities and skills development among young people to meet future workforce needs.

Custom presentations for distinct groups will ensure relevance and targeted messaging. Each presentation will include benefits relevant to that audience.

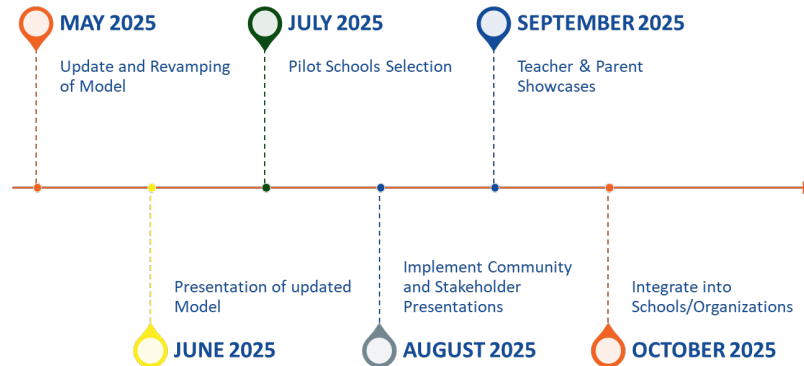
The timeline with next steps are as follows:

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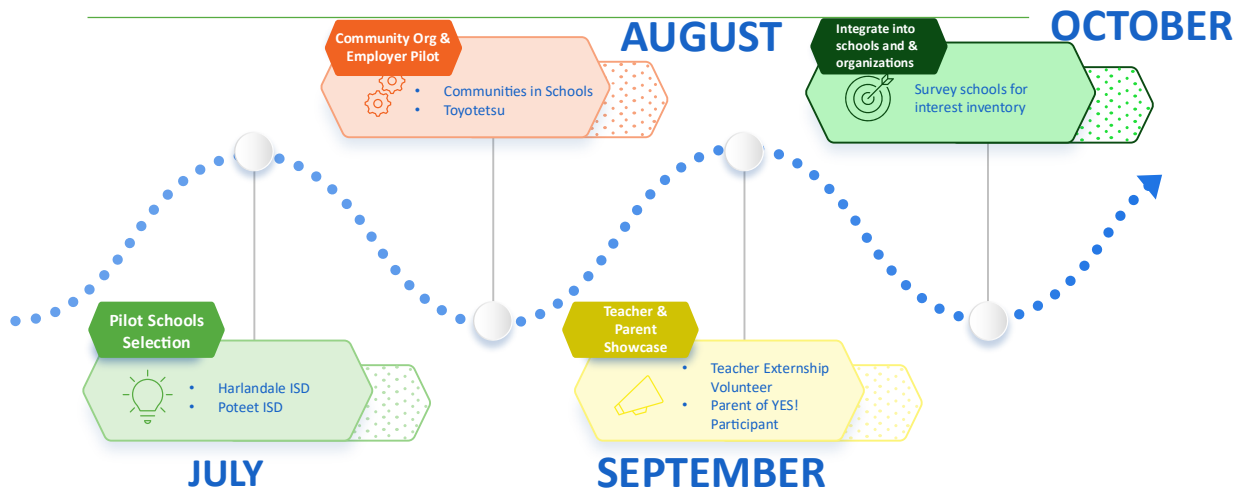
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Timeline



NEXT STEPS



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Strengths:

- Clear timeline with progressive steps leading to implementation.
- Inclusion of key stakeholders such as community members, educators, and parents.
- Strategic approach from model development to integration in schools.

Challenges:

- Requires coordinated effort across multiple phases.
- Potential funding and resource constraints.
- Implementation risks such as school participation and stakeholder engagement.

Alternatives: Instead of a linear rollout, a phased pilot approach could be considered:

Phase 1: Pilot in one rural and one urban school before broad integration.

Phase 2: Gather feedback and refine the Model based on early results.

Phase 3: Expand implementation over a longer period with added support structures.

Fiscal Impact: Projected costs include costs for Model development and Model development and updates (consulting, research, materials), stakeholder engagement (events and/or marketing), and school integration (training and resources including Workforce One)

Recommendation: It is recommended that we ensure logistical and operational readiness before implementation, engage stakeholders continuously to refine the model, and develop contingency plans for potential delays or participation challenges.

Next Steps: Next plan of action includes defining any budget requirements and allocation of necessary resources, continuing with RFP to oversee implementation, and conducting an initial pilot study in select schools before full rollout.