



YOUTH COMMITTEE MEETING - MINUTES

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207

March 15, 2024

4:00 PM

BOARD OF DIRECTORS: Anthony Magaro (Chair), Mary Batch, Chris Corso, Leslie Cantu, Jennifer Lange

COMMITTEE MEMBERS: Christopher Mammen

STAFF: Adrian Lopez, Caroline Goddard, Dr. Ricardo Ramirez, Vanessa Garcia, Sandra Rodriguez, Teresa Chavez, Vanessa McHaney, Victoria Rodriguez, Francisco Martinez, Gabriela Horbach, Manuel Ugues, Roberto Corral, Alfred Salazar, Eric Vryn, Gabriela Navarro Garcia, George Mazariegos, Maria Martinez, Trema Cote

PARTNER STAFF: None.

LEGAL COUNSEL: None.

GUESTS: Atree Desai with Accenture Federal Services

AGENDA

Agenda items may not be considered in the order they appear.

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. Questions relating to these rules may be directed to Caroline Goddard at (210) 322-6296.

The Chair of the Committee will be at the Host Location. The Host location is specified above. Meetings will be visible and audible to the public at the Host location, and there will be a visual or audio recording of the meeting. There will be two-way audio and video of the meeting between each Board member sufficient that Board members and public can hear and see them. WSA will comply with all Videoconferencing Guidelines.

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During the Public Comments portion of the meeting (Agenda Item 4), the public may type their name into the chat box or unmute themselves and state their name. The meeting host will call each member of the public for comments, in the order their names were submitted.

I. CALL TO ORDER

Presenter: Anthony Magaro, Committee Chair

At 4:01pm, Chair Anthony Magaro called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Anthony Magaro, Committee Chair

The roll was called, and a quorum was declared present.

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Anthony Magaro, Committee Chair

None.

IV. PUBLIC COMMENT

Presenter: Anthony Magaro, Committee Chair

None.

V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM FEBRUARY 2, 2023, YOUTH COMMITTEE MEETING

Presenter: Anthony Magaro, Committee Chair

Upon motion by Mary Batch and seconded by Jennifer Lange, the Committee approved the minutes from February 2, 2023, Youth Committee meeting, with Christopher Mammen abstaining from the vote.

VI. YOUTH UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Sandra Rodriguez, Youth Program Specialist

a. Work Experience Analysis

- As of February 29, 2024, there are currently 156 Work Experience agreements with 685 positions available. The participant target enrollment is 365 and current participation enrollment is 78. This number will increase during the summer months.

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- Current expenditures for PY24 Work Experience are \$262,090. The leading industries are government and healthcare.
- Chair Anthony Magaro asked Christopher Mammen what the pay target is going to be for the youth this summer. Christopher Mammen answered that SAWorx suggests \$12 per hour for a summer internship for in-school youth but does plan on raising the amount. Chair Anthony Magaro asked WSA how they came to the \$15 mark. Manuel Ugues answered that they look at it from the self-sufficiency standpoint and also the market competition and this year it will be raised to \$17 per hour per the local plan.
- The youth partners outreach efforts include in-person, virtual, and phone interactions with businesses and organizations, Google searches, Zip Recruiter, Indeed, and LinkedIn platforms, in-person, virtual, and phone interactions with community partners, schools, Chambers of Commerce, and EDCs, and networking at events.
- PY23 Work Experience included 181 participants with 77 in rural and 104 in urban at 47 employer sites.
- PY22 Work Experience included 84 participants with 56 in rural and 28 in urban at 34 employer sites.
- Chair Anthony Magaro asked how the employers are recruited. Gabriela Horbach answered from career fairs, job fairs, any events where employers are engaging, Work In Texas and Indeed to find which employers are hiring, and going out to businesses. Chair Anthony Magaro also asked what incentives employers get from this. Gabriela Horbach responded that WSA pays the wages for three months then the employer can choose to hire the participants on. Manuel Ugues added that they can find employees that some employers have a difficult time doing. The employer is then able to train the new talent in how they see fit.
- Chair Anthony Magaro asked why there are not more employers involved. Manuel Ugues responded that there needs to be more outreach to employers and seeing the local plan develop along with the partnerships with EDCs, he forecasts that he can see this growing within six months. CEO Adrian Lopez added that something more structured can be done for recruiting employers such as a press conference.
- Jennifer Lange mentioned that the dip in employers during these years could have been due to the pandemic. Christopher Mammen asked if there were employers who signed up that couldn't secure any participants. Manuel Ugues stated that yes, there are situations where there was a geographical barrier to get a youth to the worksite. Christopher Mammen also asked if there is any data to show the number of employers in the rural area versus the urban area. Manuel Ugues responded that this is something they could look into mapping out.
 - i. Accenture Federal Services Work Experience Presentation
 - Presenter: Atree Desai, Senior Manager, Community Workforce Initiatives, Accenture Federal Services
 - Accenture provides new thinking, technology, innovation, and delivery platforms to revolutionize the way the world works and lives. As one of the world's leading professional service companies, they

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help organizations maximize their performance and achieve their visions. They develop and implement technology solutions to improve their clients' productivity and efficiency and may run parts of their operations on their behalf. They meet clients wherever they are on their path to change, in every industry across the globe, and partner with them to create lasting value.

- They service 6,000 clients in more than 120 counties, work across more than 40 industries, are the number one largest independent technology services provider, and 97 out of their top 100 clients have worked with them for at least 10 years.
- Accenture Federal Services works with 60+ federal clients, including all 15 Cabinet-level departments, helps design and deliver the next generation of government at speed and scale, is supported by 13,000+ dedicated colleagues and change makers including about 2,000 veterans, and is the number one federal partner for Amazon, Google, Salesforce, ServiceNow, Pega, Oracle, SAP, and a leading Microsoft partner.
- Accenture changes the way people work and live by providing 40M students and their families with a simple and seamless digital experience when managing student loans so they can understand their options and avoid default, saving taxpayer dollars by deploying bots to help one agency prevent \$665M in fraud in one year, helping farmers get easy access to crop insurance, disaster relief, conservation programs, and other federal services, keeping citizens safe by verifying and managing the identities of millions working in the US transportation system and protecting access to US infrastructure and systems, advancing military advantage by delivering critical supplies to men and women serving around the world, and providing a single view of a veteran's history across 300 local VA facilities so doctors can make decisions and act quickly to take better care of veterans.
- The Apprentice In Training program offers a unique opportunity that provides early career exposure and real world experience for candidates interested in exploring a career in technology. The AIT program lasts up to three months and includes collaborative learning, on-the-job training, and mentoring, to help individuals develop in-demand skills and demonstrate job readiness for the innovation economy.
 - Training areas include digital platforms, infrastructure/security, program management, SAP, and technical support.
 - Participants need to be 18 years of age or older, have a high school diploma or GED, have a US citizenship (non-dual), and have a technical accomplishment such as a certification, project, or award.
 - Bonus points for previous exposure to programming,

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exposure to systems, in continuing education, or military service.

- Benefits for participants in this program are earn while you learn, gain and apply high-demand skills, explore a career path, observe the organization, build their network, and increase their employability.
 - Chair Anthony Magaro asked what the conversion percentage is for those in the AIT program into regular employment. Atree Desai answered that they bring in about 115 participants each year and the conversion rate was close to 50%.
- b. Youth Program Briefing and Performance
- As of February 29, 2024, enrollments for urban is at 28%, enrollments for rural is at 59%, occupational/vocational training is at 56%, work experience is at 21%, and supportive services is exceeding the goal at 125%.
 - There are 138 total current active youth participants in the 13-counties.
 - Performance Measures: Median earnings Q2 post-exit is exceeding at 113.98%, credential rates are meeting at 95.31%, employed/enrolled Q2 post-exit is meeting but at risk at 95%, employed/enrolled Q4 post-exit is not meeting at 81.33%, and measurable skills gain is not meeting at 68.66%. Manuel Ugues stated that they are hopeful that these measures will go up as they are tracking the youth negatively impacting these scores and some of these are also timing issues.
- c. Youth Career Pathways Events
- On April 24, 2024, the Piracy Pays Youth Expo will be held at Lytle High School at 10am with a target goal of 900 students to prepare for college and career readiness with multiple employers and community resources in attendance.
 - In August, there will be another youth event at Alamo Colleges District, which is still in the planning phase.
 - At the 75th Annual Stock Show & Rodeo at the Ag-Mechanics Trade Show Marketplace on February 23rd and 24th, there were 1,538 student exhibitors from 268 schools and 786 projects. Approximately 500 students approached the WSA booth.
 - On March 16, 2024, there will be an EmpowerAbility Youth Career Expo starting at 9am. It will be a morning of fun hands-on activity conversations and session that will spark youth to envision a bright future.
 - Summer Earn and Learn registration is now open for both participants and employers.
 - The 2024 ACE Race will take place on April 20, 2024, at 9am at the Freeman Expo Hall A and Lot 9. A scrimmage took place on March 2nd at Southwest High School. There were 7 different schools and 11 cars in attendance. Rookie teams Floresville and Medina Valley placed 2nd and 3rd. The next scrimmage will be on March 30 at Tradition Elementary at 9am.
- d. FY24 Youth Program Goals
- The four goals that the Youth Committee have are asset mapping for urban and rural counties, create a youth service delivery model, enhance P-TECH

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connections, and implement strategic partnerships.

- Youth Service Delivery Model Timeline: January 29 – presented to WSA executive team, March 1 – presented to Board of Directors, April 1 – pilot with selected schools (Poteet, Lytle HSs and BCFS), April 1 – implement community and stakeholder presentations, May – teacher showcase, June/July – marketing, branding, and launch, August – parent showcase, August 1 – integrate into schools/organizations.

VII. CEO REPORT

Presenter: Adrian Lopez, CEO

a. Rural & Urban Youth Success Stories

- CEO Adrian Lopez shared a few youth success stories.

VIII. CHAIR REPORT

Presenter: Anthony Magaro, Committee Chair

- Chair Anthony Magaro introduced the new members of the Youth Committee.
- Next meeting he would like to focus on less data and more modeling to create unconventional ideas.

IX. EXECUTIVE SESSION:

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;
- c. Pending or Contemplated Litigation;
- d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

None.

X. ADJOURNMENT

Presenter: Anthony Magaro, Committee Chair

Upon motion by Christopher Mammen and seconded by Mary Batch, Chair Anthony Magaro adjourned the meeting at 5:02pm.

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