



EXECUTIVE COMMITTEE MEETING

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

November 15, 2024

10:00 AM

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 meeting. Questions relating to these rules may be directed to Teresa Chavez at (210) 452-9405.

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.

Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Teresa Chavez at (210) 452-9405 so that appropriate arrangements can be made. Relay Texas: 1-800- 735-2969 (TDD) or 711 (Voice).

- I. CALL TO ORDER
Presenter: Leslie Cantu, Committee Chair
- II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Leslie Cantu, Committee Chair
- III. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Leslie Cantu, Committee Chair
- IV. PUBLIC COMMENT
Presenter: Leslie Cantu, Committee Chair
- V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)
Presenter: Leslie Cantu, Committee Chair **Pg.12**
 - a. Meeting Minutes – September 13, 2024
 - b. Texas A&M University Presentation
 - c. Local Plan
 - d. Child Care Quality Areas of Focus for 2025
 - e. Child Care Rural Visits Calendar
 - f. Success Stories
 - g. In- Person Youth Success Story
 - h. Student Outcomes Data Report
 - i. TX FAME Announcement
 - j. Bandera Lease
 - k. Hondo Lease
 - l. Pleasanton Lease
 - m. O'Connor
 - n. Port SA
 - o. Mobile Unit
 - p. WSA 2025 Local Plan Development Update
 - q. TX FAME
 - r. Department of Labor
 - s. Update on Services Provided by County
 - t. TX FAME
 - u. SEAL NDEAM
 - v. Workforce One
 - w. A Closer Look: WIOA Youth Program
 - x. Ready to Work Update
 - y. Client Expenditure Analysis
 - z. County by County Expenditure Analysis
- VI. EARLY CARE & EDUCATION COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)
Presenter: Ana DeHoyos O'Connor, Early Care & Education Committee Chair **Pg.97**
 - a. Child Care Services 11 Policy Update
 - b. Childcare Performance Briefing
 - c. Texas Rising Star Assessment Update

- VII. YOUTH COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg.106**
Presenter: Anthony Magaro, Youth Committee Chair
a. Youth Program Briefing and Performance
b. Career Exploration
- VIII. STRATEGIC COMMITTEE MEETING (DISCUSSION AND POSSIBLE ACTION) **Pg.114**
Presenter: Eric Cooper, Strategic Committee Chair
a. Local Plan
- IX. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg.127**
Presenter: Dr. Sammi Morrill, Oversight Committee Chair
a. Quality Assurance Update – TWC Monitoring
b. TWC Performance – Upcoming Target Changes
c. Risk Analysis
d. Ready to Work
- X. AUDIT AND FINANCE COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg.147**
Presenter: Mary Batch, Audit & Finance Committee Chair
a. Teacher Externship
b. Legal Consulting Services
c. HR Consulting Services
d. New Facility Lease- Bandera
e. New Facility Lease- Hondo
f. New Facility Lease- Pleasanton
g. Financials
- XI. CEO REPORT **Pg.172**
Presenter: Adrian Lopez, CEO
a. Media Report- Presenter: James Keith, Director of Public & Government Relations
b. Recap Meeting with Senator Jose Menendez
c. New Organizational Chart
d. TX FAME
e. Red, White & You Event
f. Children at Risk
g. CPS Grills Giving Event
h. United Way Campaign
- XII. CHAIR REPORT
Presenter: Leslie Cantu, Committee Chair

XIII. 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.

XIV. ADJOURNMENT

Presenter: Leslie Cantu, Committee Chair



EXECUTIVE COMMITTEE MEETING

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

September 13, 2024

10:00 AM

BOARD OF DIRECTORS: Leslie Cantu (Chair), Anthony Magaro, Yousef Kassim, Ana DeHoyos O'Connor, Dr. Sammi Morrill, Mary Batch

STAFF: Adrian Lopez, Rebecca Espino Balencia, Ricardo Ramirez; Teresa Chavez, James Keith, Caroline Goddard, Geroge Mazariegos, Kristen Rodriguez, Trema Cote, Brandee Perez, Avis Burrow, Ruby Elizondo, Victoria Rodriguez, Vanessa Garcia, Gilbert Monk, Gabriela Navarro Garcia, Jessica Villarreal and Chuck Agwuegbo

PARTNER STAFF: Mike Ramsey

LEGAL COUNSEL: Frank Burney

GUESTS: Joel Morgan, Sylvia Perez

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[967840](https://wsalamo.webex.com/wsalamo/j.php?MTID=m3128d326e648849641bd2be018967840) Access Code: 2493 734 2812

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I. CALL TO ORDER

Presenter: Leslie Cantu, Committee Chair

At 10:04 a.m., Chair Leslie Cantu called the meeting to order.

II. ROLL CALL AND QUORUM

DETERMINATION Presenter: Leslie Cantu,
Committee Chair

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

III. DECLARATIONS OF CONFLICT OF

INTEREST Presenter: Leslie Cantu, Committee
Chair

NONE

IV. PUBLIC COMMENT

Presenter: Leslie Cantu, Committee Chair

NONE

V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)

Presenter: Leslie Cantu, Committee Chair

Pg.11

- a. Meeting Minutes – July 12, 2024
- b. United Way-AQP Data Dashboard
- c. Alamo CCS Provider Type and Capacity
- d. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
- e. TX3C Systems
- f. Child Care Quality Contract
- g. Partner Updates-Early Matters, United Way, Texas A&M, Pre-K for SA
- h. Facility Updates-Port SA, O'Connor, Bandera, Mobile Unit
- i. AEL Presentation-Alamo Colleges, Alamo Colleges Business & Industry Solutions Team, and Active Projects
- j. Update on Services Provided by County
- k. Expenditure Analysis with Training Providers
- l. Quality Assurance Update-TWC Monitoring
- m. TWC Performance-Upcoming Target Changes
- n. Performance, Programs, and Operational Updates
- o. A Closer Look: WIOA Dislocated Worker Program
- p. Financials
- q. Client Expenditure Analysis
- r. County by County Expenditure Analysis
- s. New Funding

Upon motion by Director Ana DeHoyos O'Connor and second by Director Mary Batch, the Committee unanimously approved the Consent Agenda except for item (d), which was pulled for individual consideration:

VI. EARLY CARE & EDUCATION COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg. 110**

Presenter: Ana DeHoyos O'Connor, Early Care & Education Committee Chair

- a. Childcare Performance Briefing
- b. Child Care Services: In Care/Waitlist
- c. Texas Rising Star Assessment Update
- d. Alamo Quality Centers

Chair Ana DeHoyos O'Connor provided an update on the status of Child Care centers progressing toward accreditation. She also reviewed the current figures: Families in Care (8,643, with 2,827 waiting) and Children in Care (15,223, with 4,534 waiting). To address the needs of all families and children currently on the waiting list, WSA estimates that it would require another \$42M in funds to provide those services (statewide estimate is likely over \$1B). 43% of childcare centers are certified Rising Star.

VII. YOUTH COMMITTEE REPORT (MEETING WAS POSTPONED UNTIL SEPTEMBER 13, 2024) **Pg.122**

Chair Anthony Magaro reported that the meeting was postponed until September 13, 2024, at 4:00pm and therefore has no report.

VIII. STRATEGIC COMMITTEE MEETING (DISCUSSION AND POSSIBLE ACTION) Pg.123

Presenter: Eric Cooper, Strategic Committee Chair

- a. WSA 2025 Local Plan Development Update
- b. Alamo Workforce Consortium Update
- c. Policies on Use of Work Experience and Other Business Services

In the absence of Chair Eric Cooper, CIO Adrian Perez provided an update on the drafting of the new Local Plan 2025. The plan will address targeted occupations, rural needs, and partnerships, with a final draft expected by the end of 2024. Approvals by all entities are anticipated in January/February 2025, with submission to the Governor by June 2025.

Ms. Rebecca Espino Balencia briefed the Committee on the Alamo Workforce Consortium (YWCA, Food Bank, Avance, Family Services, with more partners to come). The consortium aims to coordinate training services and share resources, services, and best practices. She also reported on a "prisoner reentry simulation" involving groups focused on prisoner reintegration.

Director Sammi Morrill inquired about the differences between Ready to Work efforts and the Consortium's initiatives. The response emphasized that the Consortium fosters deeper dialogue and understanding of goals among parties not involved in the Ready to Work program.

Lastly, CEO Adrian Lopez updated the Committee on new partnerships, including the FAME program, a training partnership initiated by Chair Leslie Cantu, and WSA's selection for the HUB RFP.

IX. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) Pg.146

Presenter: Dr. Sammi Morrill, Oversight Committee Chair

- a. Procurement
- b. Information Technology

Dr. Sammi Morrill and CEO Adrian Lopez reported on strategic initiatives, focusing on contracts/procurement, IT Cloud migration (PII), and Ready to Work improvements/analysis. TWC monitors will be on-site next month.

X. AUDIT AND FINANCE COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) Pg.151

Presenter: Mary Batch, Audit & Finance Committee Chair

- a. Partners for Reentry Opportunities in Workforce Development Request for Proposals

- b. Fiber Consolidation
- c. Ready To Work Analysis and Update

Staff recommended selecting Goodwill Industries for a one-year contract to provide PROWD services (study release of federal prisoners), with two one-year renewal options, at an annual cost of \$352,350. Upon a motion by Director Anthony Magaro, seconded by Director Ana DeHoyos O'Connor, the contract with Goodwill was unanimously approved by the Committee.

Staff also recommended entering into a contract with Spectrum Enterprise for fiber internet consolidation services. The contract is for a 36-month term at an annual cost of \$147,826. Upon a motion by Director Sammi Morrill, seconded by Director Ana DeHoyos O'Connor, the contract with Spectrum was unanimously approved by the Committee.

Ready to Work numbers continue to rise, with 6,103 individuals interviewed, 1,205 having completed training, and 678 placed in approved jobs. The contract currently has a small surplus reserved for ongoing monitoring and analysis. Some observations noted barriers for older applicants, disabled individuals, justice-involved individuals, and those who were previously unemployed.

XI. CEO REPORT

Presenter: Adrian Lopez, CEO

- a. Child Care Rural Visits Calendar
- b. TX FAME Hub MOU
- c. Childcare Activities
- d. Career Colleges and Schools of Texas

CEO Adrian Lopez briefed the Committee on outreach throughout the Workforce Area, through Open Houses, visits, and other events (calendar included). He updated the Committee on MOU with FAME.

In addition, reported on his participation in a State Legislative Committee on Child Care and as a featured speaker in an upcoming conference.

Chair Leslie Cantu provided a list of major employers who are participating in the FAME program.

XII. CHAIR REPORT

Presenter: Leslie Cantu, Committee Chair

Chair Leslie Cantu informed the Committee that she will be distributing the Board's review of the CEO's performance.

XIII. NEXT MEETING: November 15, 2024

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NONE

XV. ADJOURNMENT

Presenter: Leslie Cantu, Committee Chair

There being no further business, the meeting was adjourned by Leslie Cantu and seconded by Ana DeHoyos O'Connor at 11:30am.



Executive Committee

November 15, 2024





Executive Committee

Consent Agenda

Texas A&M University Presentation



City of San Antonio Landscape Study

Texas A&M University San Antonio

Melissa M. Jozwiak, PI

Mjozwiak@tamusa.edu

Hatice Zeynep Inan, Co-PI

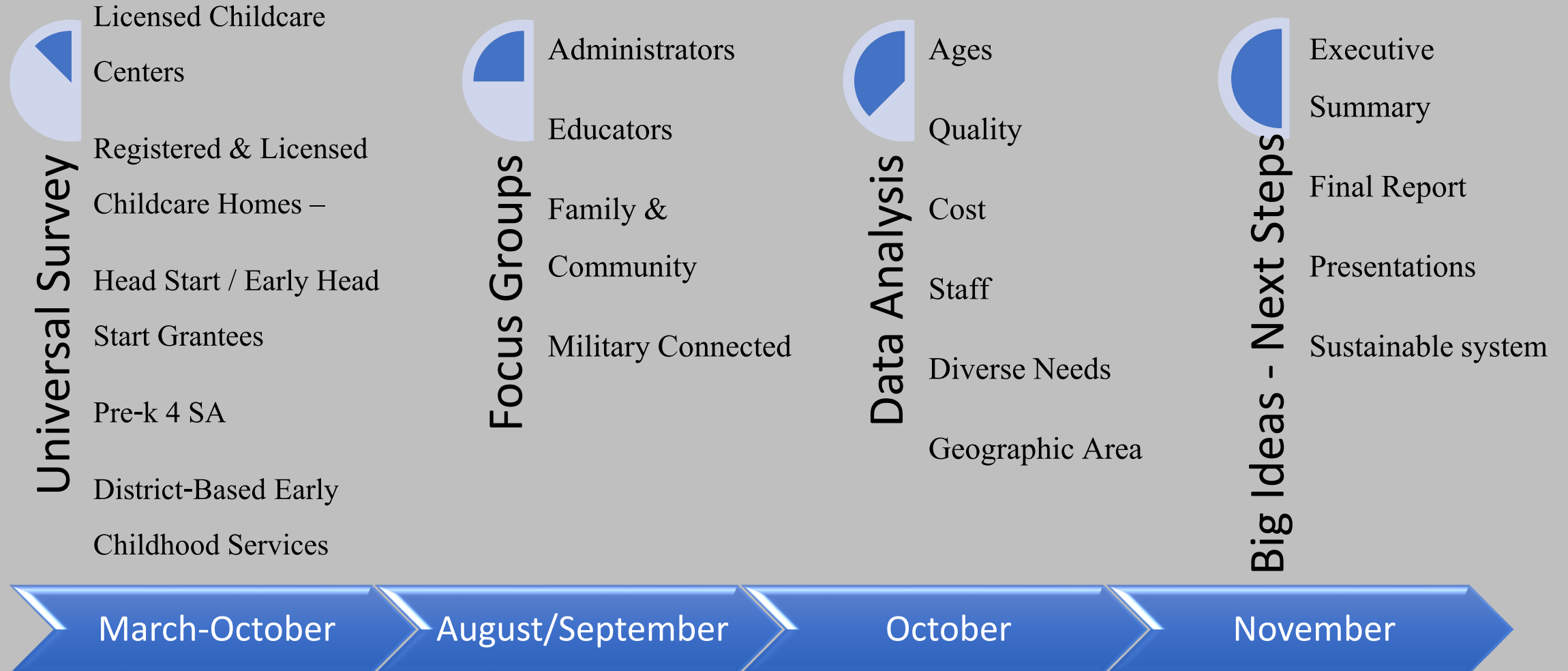
Hinan@tamusa.edu



City of San Antonio Study



Approach & Timeline



**Participation in survey or focus group is compensated*

We Need Your Help

1. Use the referral sheet on your table to recommend someone for the focus groups.
2. Encourage your colleagues and acquaintances to complete the survey.
 - Share the handout or link
 - Send an e-mail to your network so that they know how important this study is

A quick note of encouragement will go a long way.

1. Refer anyone with questions to Melissa Jozwiak
Mjozwiak@tamus.edu



Educare San Antonio



100% Design Completed
January 2025 groundbreaking anticipated
June-August 2026 Doors Open

Local Plan



Workforce Solutions Alamo Local Plan



The Workforce Innovation and Opportunity Act (WIOA) requires WSA to develop a comprehensive (4) four-year plan (Local Plan) in conjunction with TWC. The plan is required to be modified every (2) two-years

Approved by WSA Board, Committee of Six as well as COS Governing Bodies (City of San Antonio, Bexar County, Area Judges)

Purpose of Local Plan and Two-Year Update:

- 13 County Workforce Solutions Alamo Region socioeconomic, economic and workforce analysis
- WSA Workforce Development Activities – Core Services
- Alignment with The Texas Workforce System Strategic Plan Goals, and compliance with TWC policies and guidance.

LOCAL PLAN 2021 - 2024 MODIFICATION



Workforce Solutions Alamo

Local Plan Target Occupations



No.	SOC	SOC Title	Current Employment (2021)	Education	Entry Level Wage (as of 2021)	Experienced Level Wage (as of 2021)	Change in Employment 2020 - 2030	Percentage Change	Change in Emp by Growth	Help Wanted Ads 2nd Qtr 2022	Career Cluster	STEM	Occup. Code	Mean Wage	Target Industry Staffing Pattern
Aerospace /Manufacturing															
1	43-5061	Production, Planning, and Expediting Clerks	2,190	High-School Diploma or Equivalent	\$33,616	\$56,810	574	25.81	57	589	Transportation, Distribution and Logistics	No	43-5061	\$49,078	Transportation Equipment Manufacturing
2	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,620	High-School Diploma or Equivalent	\$43,485	\$81,164	929	23.63	93	739	Manufacturing	No	49-1011	\$68,604	Support Activities for Mining
3	49-3011	Aircraft Mechanics and Service Technicians	1,790	Postsecondary Non-Degree Award	\$46,247	\$68,114	244	14.64	24	190	Transportation, Distribution and Logistics	No	49-3011	\$60,825	Transportation Equipment Manufacturing
4	49-9041	Industrial Machinery Mechanics	2,070	High-School Diploma or Equivalent	\$39,215	\$66,583	765	35.85	76	243	Manufacturing	No	49-9041	\$57,461	Transportation Equipment Manufacturing
5	49-9071	Maintenance and Repair Workers, General	9,960	High-School Diploma or Equivalent	\$27,102	\$44,763	2,322	23.34	232	2,545	Architecture and Construction	No	49-9071	\$38,876	Transportation Equipment Manufacturing
6	51-4121	Welders, Cutters, Solderers, and Brazers	3,340	High-School Diploma or Equivalent	\$33,361	\$64,368	483	23.45	48	435	Manufacturing	No	51-4121	\$43,337	Transportation Equipment Manufacturing



Strategic Landscape Changing

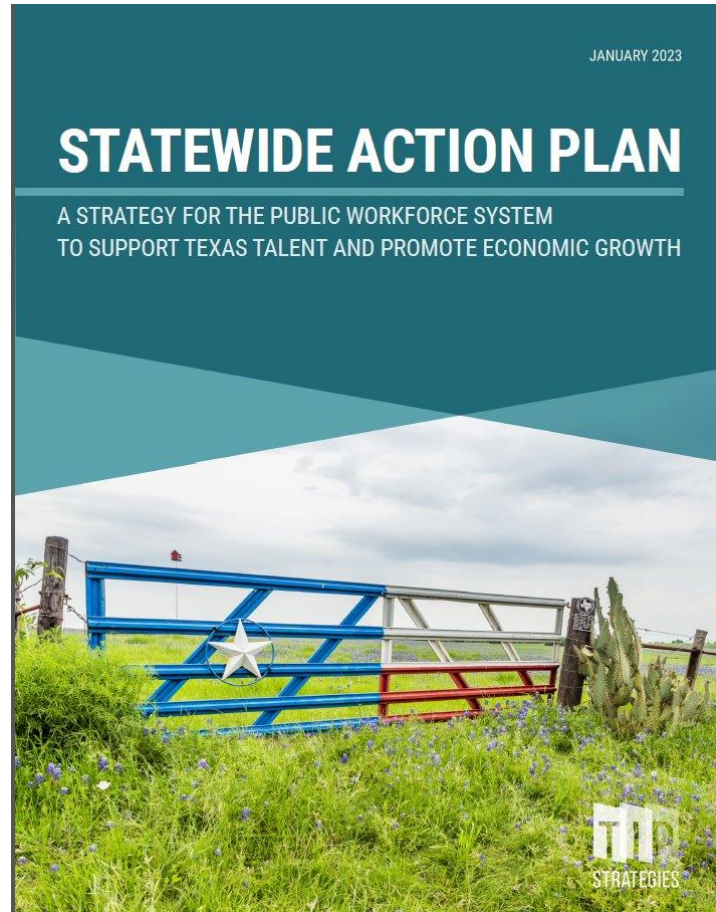
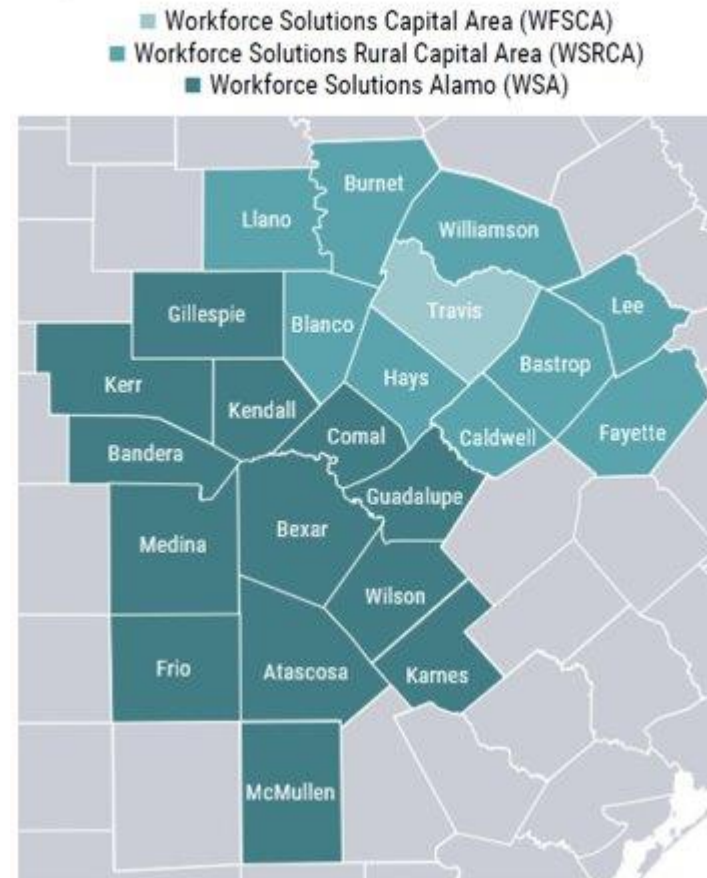


Figure 1. Pilot Project Geographic Focus
Map of Texas Counties Represented by Each Board



GOAL 1 TEXAS TALENT EXPERTS

To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.



GOAL 2 SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.



GOAL 3 PARTNERSHIP MANAGERS

To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.



GOAL 1
TEXAS TALENT EXPERTS

To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.

WSA Local Plan Questions: Data 2025-2029



Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.CEO Report a) Labor Market Information b)Wage and Availability Data	1. Continuous Improvement: CEO Report, Demographic Reports, Letters of Support 2. Quarterly CEO Report presentations to Area Judges 3. Annual Business Outreach and Partnership Presentation to Area Judges		
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 WSA Local Plan	What information/analysis can we produce provide for you?	What information can we provide, produce, or co-author? What information should we have?	What information can we provide, produce, or co-author? What information should we have?	What information can we provide, produce, or co-author? What information should we have?



GOAL 2
SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

WSA Local Plan Questions: Services 2025-2029



Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.Recruitment Business Services a) WF Incentive Development 2.Retention Business Services a) BRE Visits b) Training Dollars c) Direct Hire Event/Job Fair	1. Referral 2. Assessment 3. Career Counseling 4. Training 5. Employment		1. Technical Assistance to Parents on access to programs. 2. Technical Assistance to Service Providers towards quality care
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 WSA Local Plan	How do we coordinate business outreach and service? How do we deepen the level of incumbent worker training?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?

GOAL 3
PARTNERSHIP MANAGERS



To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

WSA Local Plan Questions: Strategy 2025-2029



Goal: Secure Feedback from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.) Common definitions of degrees of Workforce Ready through shared tracking system.	1) Justice involved interventions 2) Incumbent Worker Training	1) Justice Involved 2) Industry Outreach 3) Identify Funds for Training	1) Establish Childcare Co-ops 2) Integrate space provision into Eco Dev policy 3) Conduct outreach to providers for potential partnerships
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 Local Plan	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?

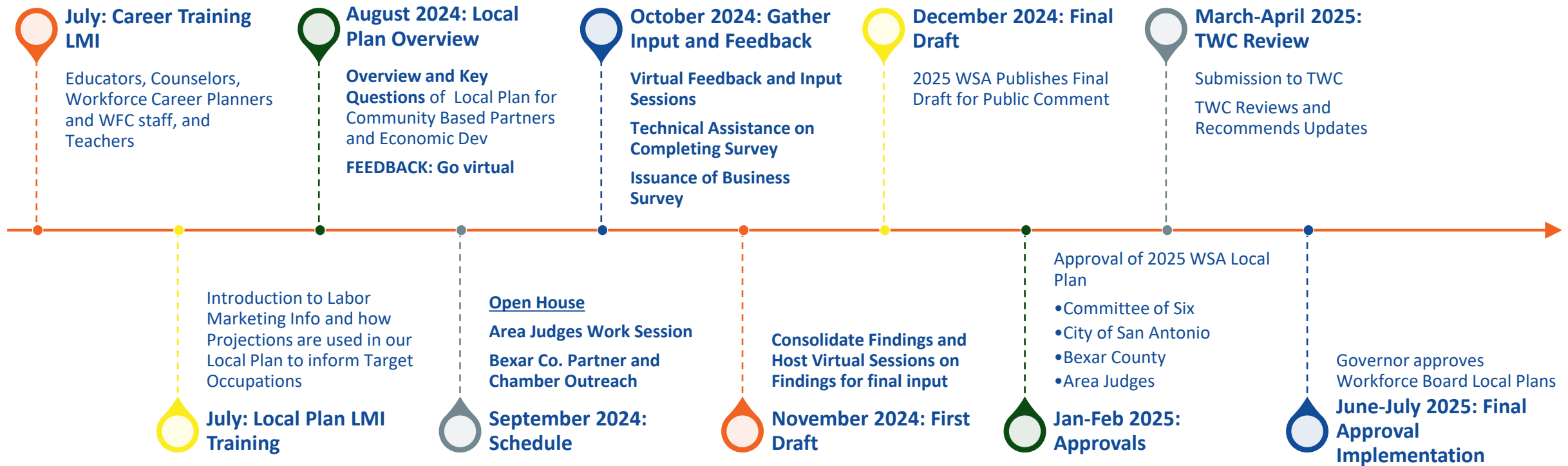
October Feedback Sessions



	Outreach Calls Week of: Sept 30th – Oct 5th	Goal 1 & 2: Data and Services Week of: Oct 7th – Oct 11th	Goal 3: Strategy Week of: Oct 14th - Oct 18th	Nov 4th – Nov 8th Recap
Mon	11am -12pm: Karnes, Wilson	11am -12pm: Karnes, Wilson	Columbus Day	11am -12pm: Karnes, Wilson
Tue	11am -12pm: Atascosa, Frio, Medina, McMullen Afternoon: All School Dist.	11am -12pm: Atascosa, Frio, Medina, McMullen Afternoon: All School Dist.	11am -12pm: Atascosa, Frio, Medina, McMullen Afternoon: All School Dist.	11am -12pm: Atascosa, Frio, Medina, McMullen Afternoon: All School Dist.
Wed	11am -12pm: Gillespie, Kendall, Kerr, Bandera Afternoon: All Eco Dev	11am -12pm: Gillespie, Kendall, Kerr, Bandera Afternoon: All Eco Dev	11am -12pm: Gillespie, Kendall, Kerr, Bandera Afternoon: All Eco Dev	11am -12pm: Gillespie, Kendall, Kerr, Bandera Afternoon: All Eco Dev
Thur	11am -12pm: Comal, Guadalupe	11am -12pm: Comal, Guadalupe	11am -12pm: Comal, Guadalupe 2pm-3pm: Karnes, Wilson	11am -12pm: Comal, Guadalupe
Fri	11-12: All County Recap and Questions.	11-12: All County Recap and Questions on completion of input surveys.	11-12: All County Recap and Questions on completion of input surveys.	11-12: All County Recap and Questions.



WSA 2025 Local Plan Input Time



Child Care Quality Areas of Focus for 2025



Federally Allowable uses for Child Care Quality Funds

- A. **Training and Professional Development**, which includes costs associated with any training (not including infant- and toddler-specific training), professional development, and/or postsecondary education opportunities provided to Child Care provider staff
- B. **Texas Rising Star**, which includes any costs associated with Texas Rising Star recognition, maintenance, and mentor staff
- C. **Infant and Toddler Activities**, which includes any costs associated with specifically addressing infant and toddler program establishment or expansion, infant- and toddler-specific professional development, early intervention partnerships, and infant and toddler materials
- D. **Health and Safety**, which includes any costs associated with assisting early learning programs in maintaining Child Care licensing compliance or providing high-quality health and safety provisions that do not include activities specific to infants and toddlers
- E. **Evaluation**, which includes any costs associated with purchasing assessment tools that measure effective practices for child development, training staff to implement the tools, and/or conducting formal evaluation studies of quality efforts, which requires the submission of an evaluation report to TWC
- F. **National Accreditation Support**, which includes any costs associated with helping early learning programs obtain or maintain national accreditation (for example, fees and materials)
- G. **Other Allowable Activities**, *which are limited to costs for the following:*
 - Shared Services
 - Prekindergarten partnerships
 - Child care and early learning mental health supports (such as infant and early childhood mental health consultation or Child Care staff wellness resources)
- H. **Supply building activities**, including:
 - capacity expansion grants, stipends, or resources for existing providers to increase capacity (either total or for a target population, such as infants, children with disabilities, or children enrolled in the Child Care Services program); and
 - wage supports for Child Care staff, such as recruitment and retention bonuses or wage supplements.



Child Care Rural Visits Calendar





CEO Report: Child Care Rural Support

October
2024

Date	County/City
10/1/2024	Pearsall & Kerrville
10/02/2024	Floresville & Boerne
10/08/2024	Hondo & Seguin
10/09/2024	Kenedy & New Braunfels
10/10/2024	Pleasanton & New Braunfels
10/15/2024	Pearsall & Kerrville
10/16/2024	Floresville & Fredericksburg
10/22/2024	Hondo & Seguin
10/23/2024	Boerne
10/24/2024	Pleasanton & New Braunfels



In Person: Child Care Services
Community Support

CEO Report: Child Care Rural Support

Community Events



October
2024

10/01/2024: Kerr: Kerr meeting
10/01/2024: Gillespie: Connecting the Vine
10/05/2024: Comal: Path Forward
10/05/2024: Wilson: Stockdale Resource Fair
10/09/2024: Comal: New Braunfels Headstart
Healthcare Advisory
10/09/2024: Wilson: Wilson County Interagency
10/10/2024: Atascosa/Pleasanton: Atascosa
Community Action & Pleasanton Interagency
10/12/2024: Gillespie: Community Resource &
Job Fair
10/12/2024: Guadalupe: Day of Hope Resource
Roundtable
10/15/2024: Bandera: Bandera Co. Service
Delivery Committee
10/15/2024: Bandera: Bandera County
Interagency
10/16/2024: Comal: New Braunfels Interagency

10/17/2024: Comal: New Braunfels Multi-
Industry Job Fair
10/18/2024: Atascosa: Jourdanton
Community Baby Shower
10/22/2024: Karnes: Karnes County
Interagency Meeting
10/22/2024: Medina: Medina County
Community Resource Meeting
10/28/2024: Guadalupe: Seguin Interagency
Meeting

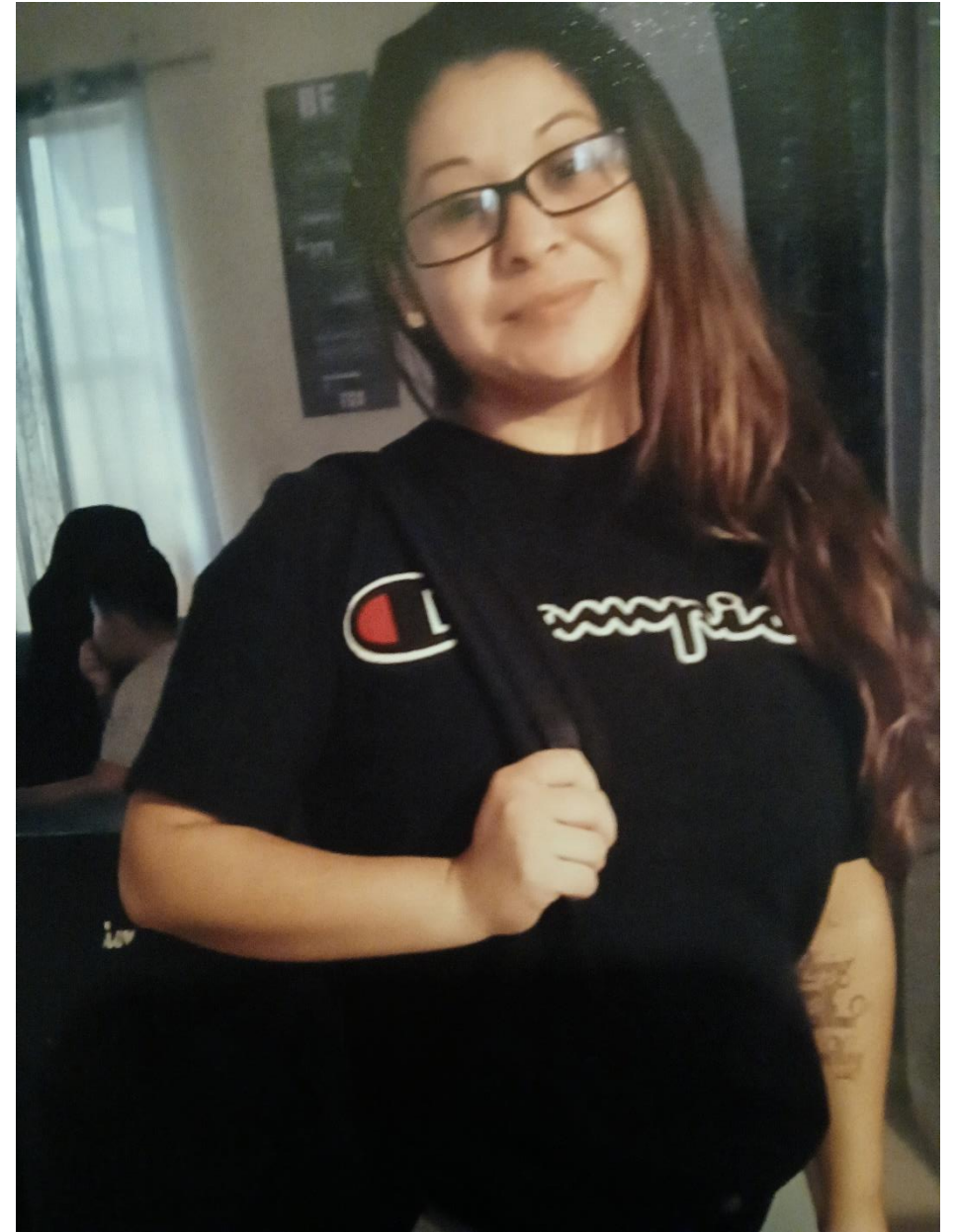
Success Stories



Success Works – Angelic B.

“I am a single mother of seven. I used to struggle with not having child care. That prevented me from furthering my education and working. Since I have been on CCS, I was able to get my high school diploma and attend college while working. I am extremely grateful for this program and the wonderful case workers who helped guide me every step of the way. I am hoping that one day this program will be more accessible for more men and women to be able to receive the help they need.”

– Angelic B.



Success Works – Kristine J.



“Having this program has helped me and my family tremendously. I’m a single parent so it’s hard for me to get child care assistance that’s affordable. I’ve been blessed with this program. It’s less time that I must take off work. It helps me keep my job for sure.”

– Kristine J.

Success Works – Mona R.

“I have been with Workforce since 2013. They helped me obtain my pharmacy technician certification in 2013. When I went to school for nursing, they informed me about CCS. They helped me through my LVN program and the LVN to RN program. Without it, I don’t know how I would have been able to afford my degree. It has truly been a blessing to have had the help I received through CCS to help better my education for my family.”

– Mona R.



Success Works – Elizabeth T.



“This assistance program has helped me so much! I can put my daughter in school, which works great with my work schedule. I am also able to continue my education. I am currently working on obtaining my associate degree. I just wanted to say, ‘thank you so much.’”

– Elizabeth T.

Success Works – Amber G.

“This program has been amazing! It has allowed me to work, keep a roof over my children’s heads and be able to function daily!”

– Amber G.



In Person Youth Success Story



Bexar / South Flores



Destiny Saucedo / ISY / Barrier: Former Foster Youth & Low Income
Start date: May 2022 thru Present (Follow-up Services)

- At 18 years old, Destiny joined the YES! program while attending Harlandale HS with barriers of being a Former Foster and Low-Income Youth.
- She focused on graduating and becoming a dental assistant. With guidance from YES!, Destiny was accepted to The College of Health Care Professions.
- Her training of \$5000 was funded through the YES! Program.
- Her career navigator helped her get an internship at The Dental Space.
- Destiny got a full-time job there after her internship.
- She received two incentives: \$250 for successfully completing her dental assistant classes and earning her certificate of completion, and an additional \$300 for securing permanent employment at her internship site from the YES Program.
- Her success is an inspiration to all young individuals navigating their path towards a brighter future.



"Thanks to the youth program and my amazing Career Navigator. I turned my dreams into goals and my goals into achievements. They believed in me when I needed it most, guiding me to a fulfilling career path I once imagined."

Destiny Saucedo

Student Outcomes Data Report

City Education Partners

Jennifer Limas-Mota,
Director of Communications





CITY EDUCATION PARTNERS

City Education Partners

STAAR Student Data Report Briefing

Mission + Vision



VISION

At City Education Partners, we envision a future where every child in San Antonio attends a school that emboldens them to powerfully engage with life.



MISSION

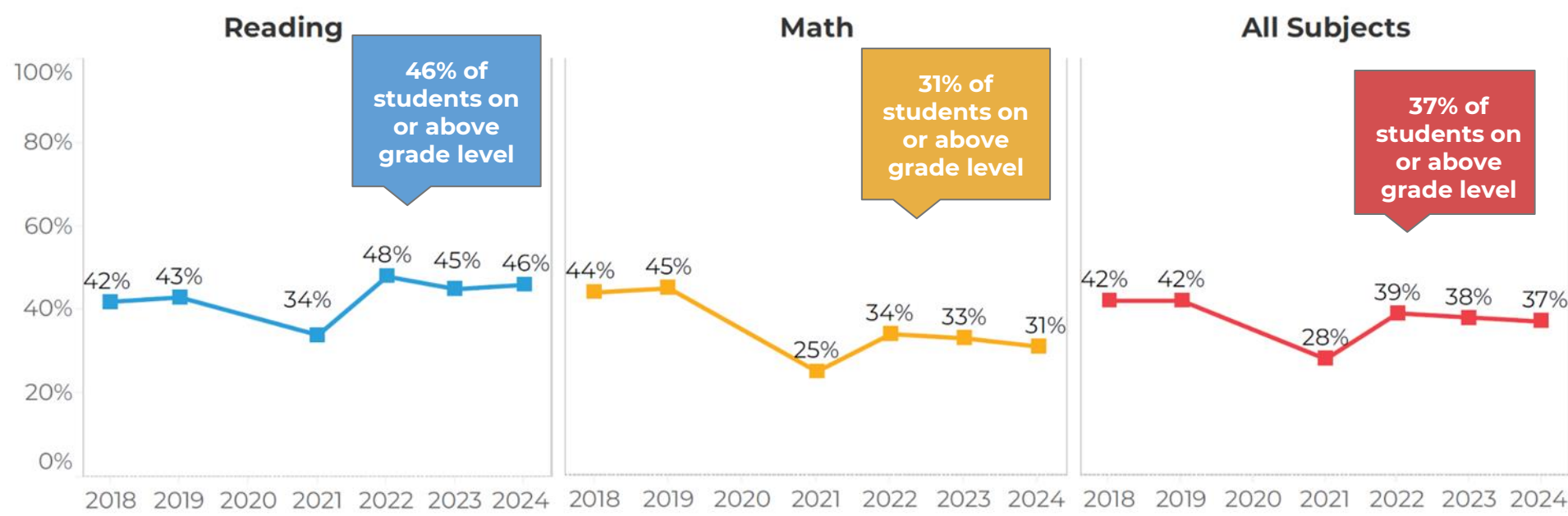
To cultivate a vibrant educational ecosystem across San Antonio, ensuring every child in every zip code thrives, through great schools, talented teachers and leaders, and powerful advocacy.

The 2024 STAAR Data Report

- History
- Data Challenge
- Report Focus & Sourcing
- Citywide Lens

2018-2024 Analysis of STAAR Results: Grades 3-8th

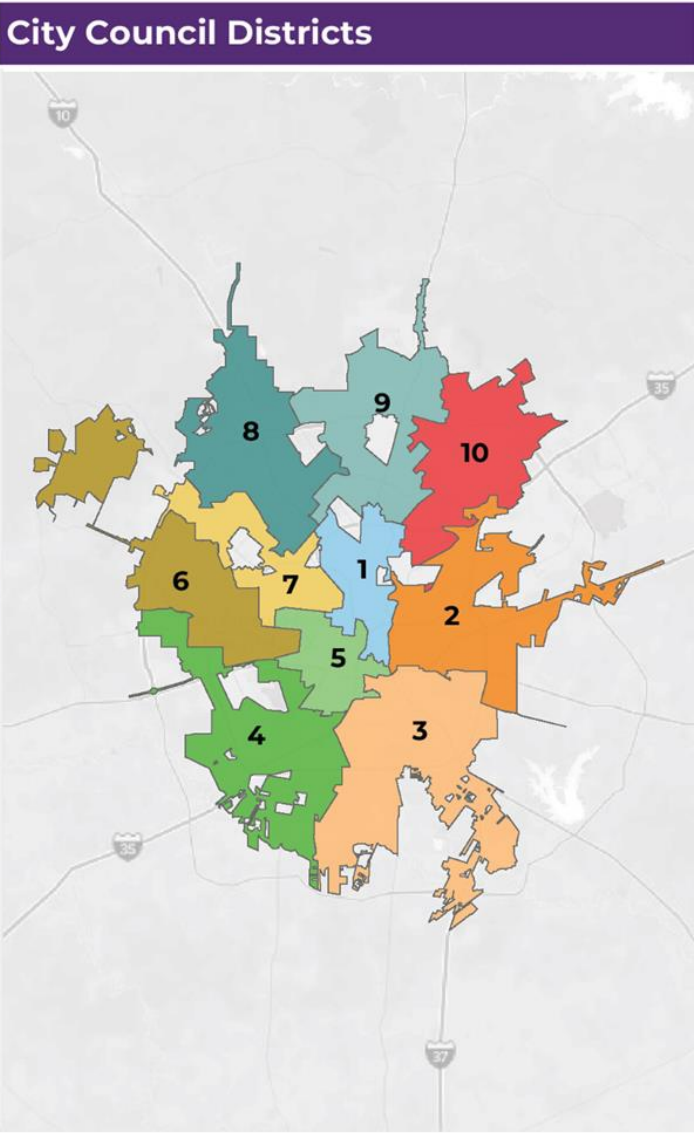
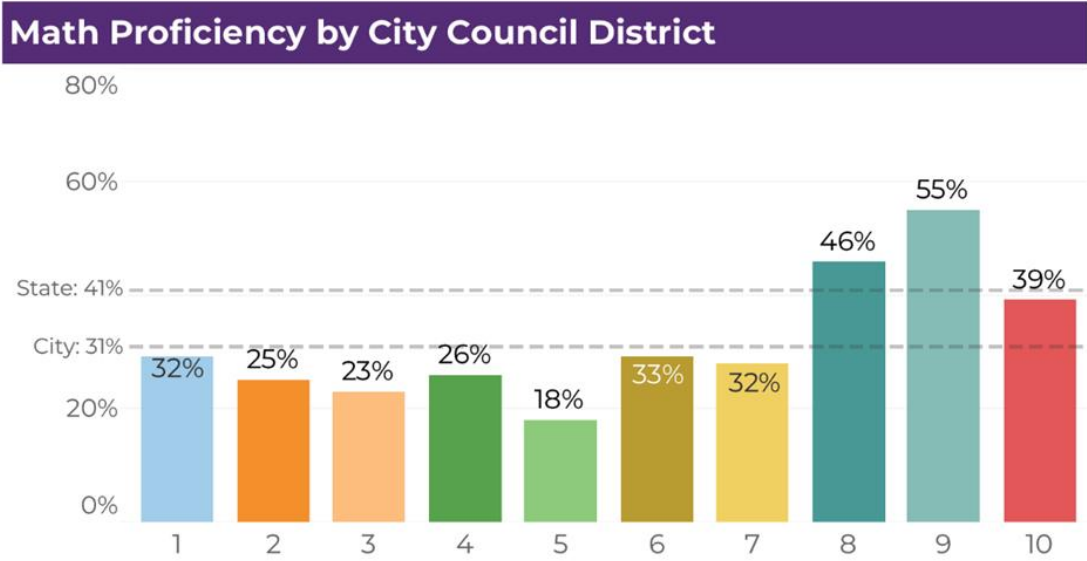
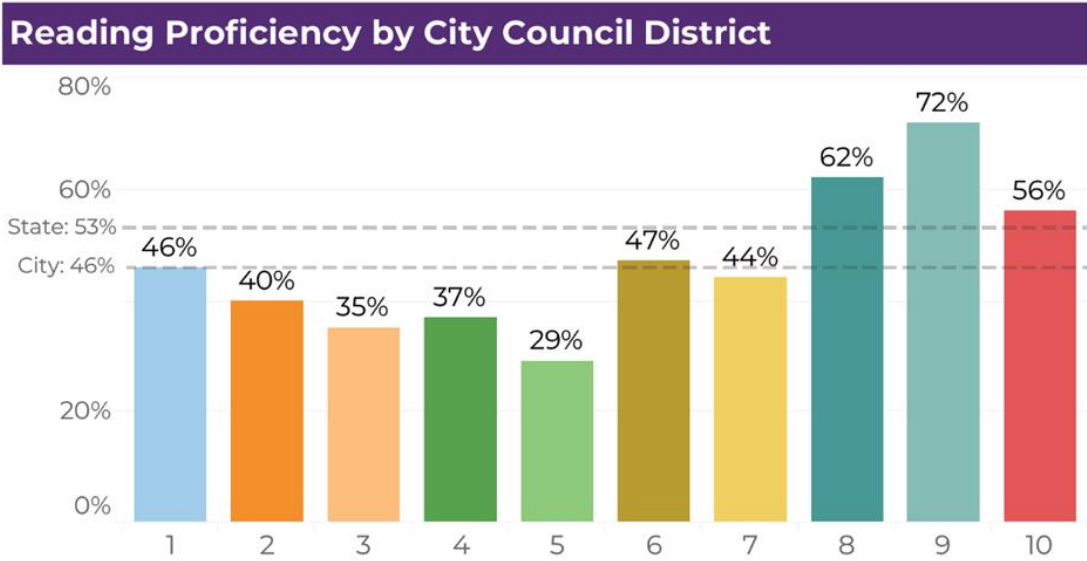
Students met or exceeded grade-level standards 37% of the time on State of Texas tests (STAAR) for the 2023-2024 academic year in Grades 3-8 for Reading, Math, Science, and Social Studies. This represents a 1 percentage point decrease since the Spring of 2023.



Look up the schools in your district!



Data Zoom In: Significant Achievement Gaps Across Council Districts



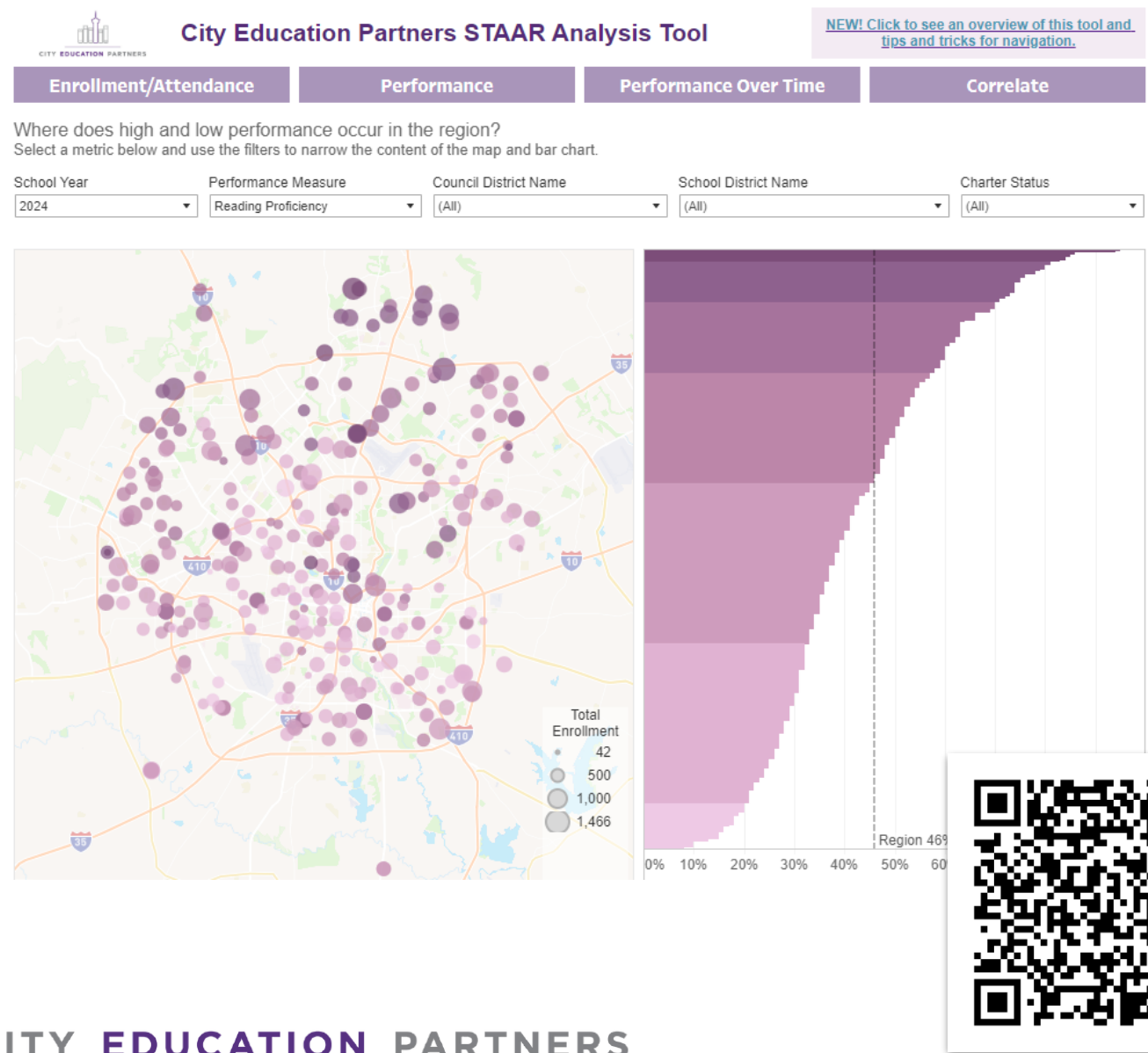
Data Zoom Out - ESC Comparisons

ESC	CITY	MATH	READING	TOTAL ENROLLED	ED%
REGION 10	RICHARDSON/ DALLAS	44%	55%	902,618	57%
REGION 13	AUSTIN	43%	56%	391,175	45%
REGION 4	HOUSTON	42%	54%	1,252,788	66%
REGION 11	FORT WORTH	41%	53%	595,757	54%
REGION 20	SAN ANTONIO	37%	50%	504,360	60%

Data Zoom Out - ISD Comparisons

DISTRICT	MATH	READING	TOTAL ENROLLED	ED%
AUSTIN ISD	41%	55%	72,830	50%
HOUSTON ISD	39%	48%	184,109	80%
IDEA PUBLIC SCHOOLS (SA SCHOOLS ONLY)	37%	54%	13,383	80%
DALLAS ISD	36%	46%	139,246	87%
EL PASO ISD	33%	49%	49,139	75%
FORT WORTH ISD	25%	32%	71,060	82%
HARLANDALE ISD	25%	34%	11,814	87%
SOUTH SAN ANTONIO ISD	22%	31%	7,429	93%
SAN ANTONIO ISD	20%	33%	44,670	89%
EDGEWOOD ISD	19%	24%	7,930	93%

Interactive Tableau Tool



Activity

Scan the code or click the link in the chat

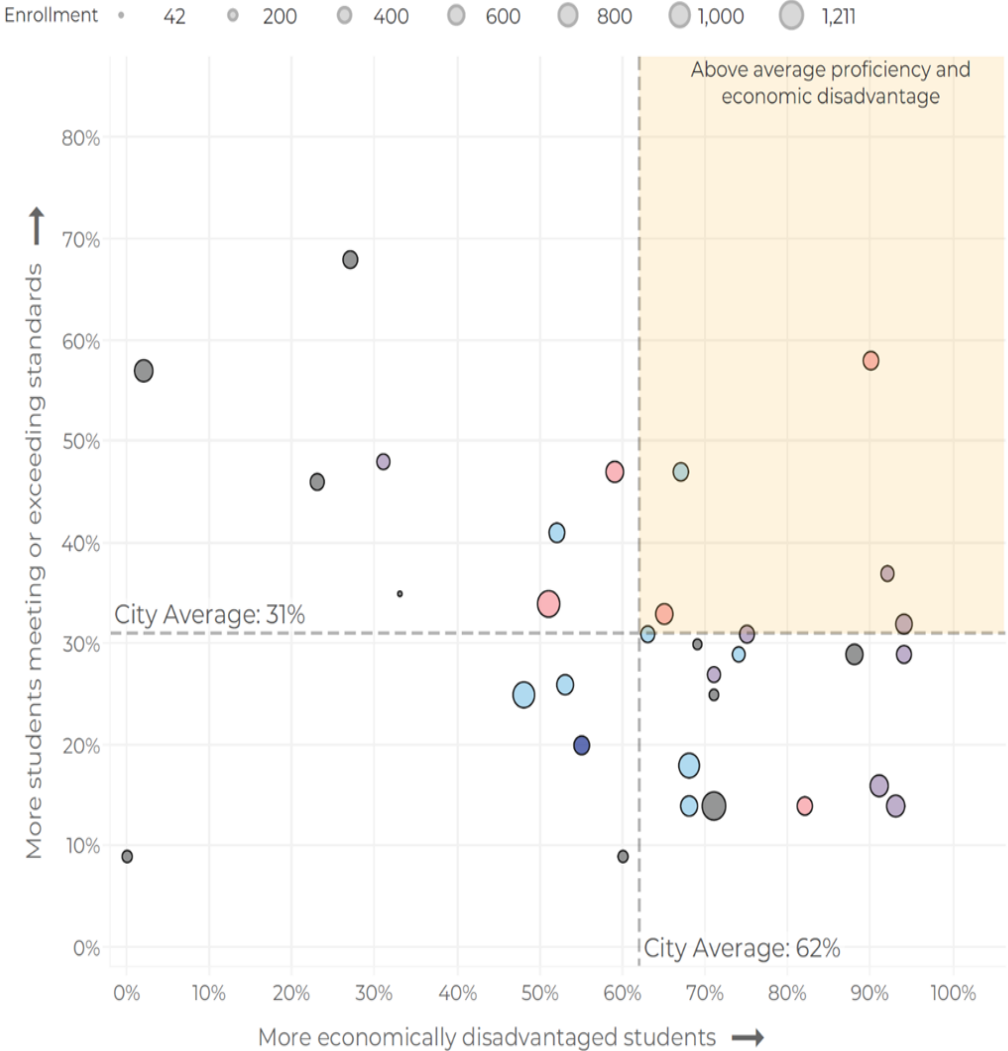
Click **Performance** then filter for your **Council District**

Tell us in the chat:

- 1) What council district are you in?
- 2) What's the highest performing school in that district, and what is their reading proficiency?

Bright Spot Schools

We have published additional STAAR achievement data alongside enrollment and demographic data to help identify “bright spot” schools that are serving our most vulnerable students



Bright Spots
% Meeting or Exceeding Grade Level Standards

AGNES COTTON ACADEMY: 58%

OLMOS EL: 47%

WILSON EL: 37%

BONHAM ACADEMY: 33%

ARNOLD EL: 32%

HARMONY HILLS EL: 31%

NEAL EL: 31%

Bright Spots: Emerging Trends

- Strong campus leadership
- Tenured teachers
- Meaningful & targeted professional development
- Data-focused instruction
- Active student engagement
- Inclusive community/caregiver partnerships

**Examine
the Data**

We must confront this data and acknowledge the trajectory it is setting for our city's future.

Understand the full scope of the challenge and resist becoming complacent with subpar results.

**Maintain
Hope**

San Antonio can become the top city in the state, proving what's possible for children.

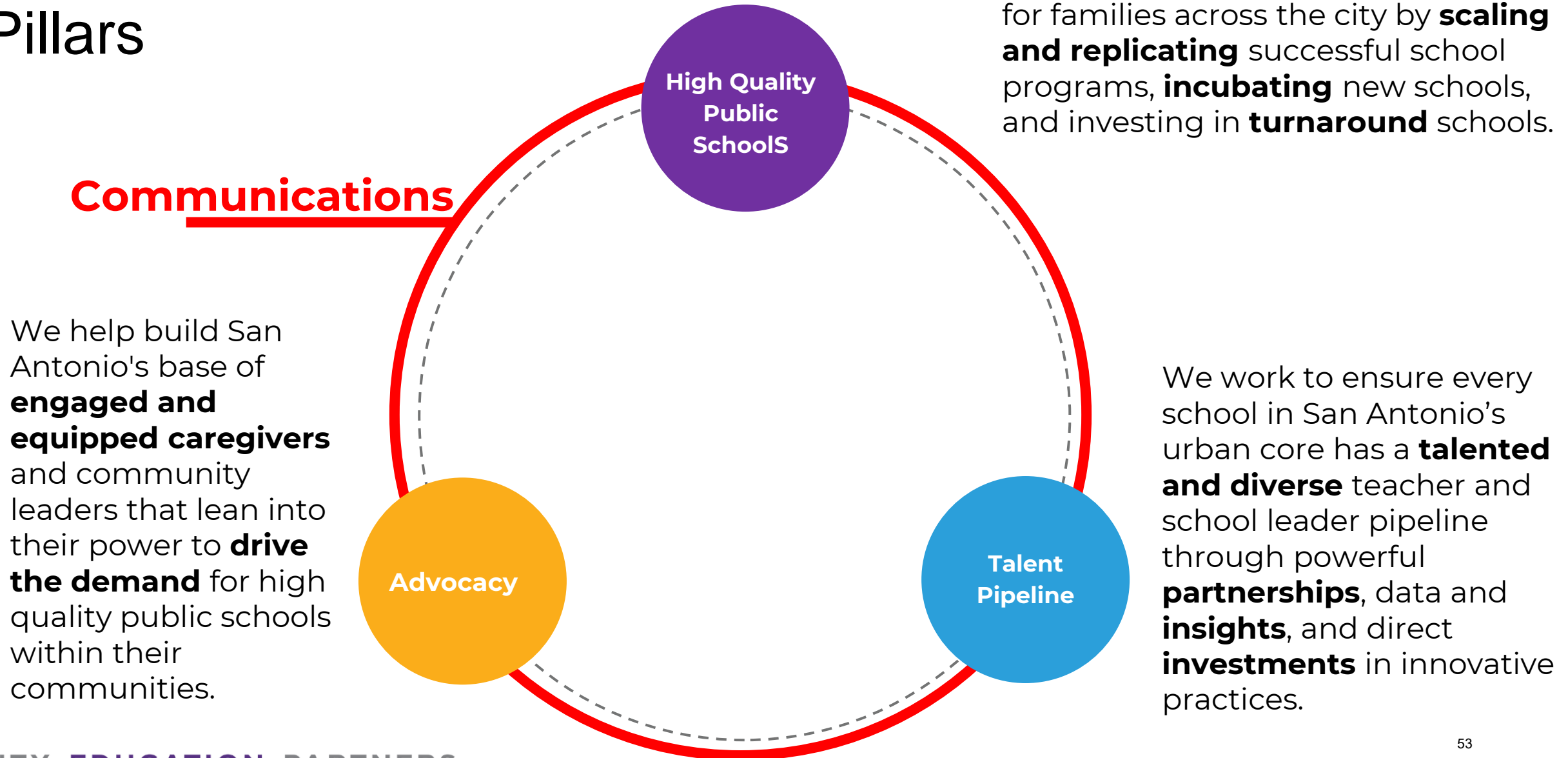
Recognize the potential for transformation in all San Antonio schools, learning from the bright spots.

**Get
Involved**

It's up to all of us to be the solution we seek.

Whether you're a caregiver, educator, business leader, or community member, find a way to contribute to the solutions for our students' success.

Our Core Strategic Pillars





Calls to Action

Community Organizations

Community organizations can foster student academic success by creating environments that support educational growth and engagement. From partnering with schools to providing valuable resources, these organizations help bridge gaps and enhance learning opportunities for all students. We invite you to give thought to how your organization can implement the following approaches to strengthen San Antonio public education.



Great Teachers for Every Student, Strong Support for Every Teacher

Let's make San Antonio a top destination for teachers. Email gladys@cityeducationpartners.org to find out how you can get involved in the work already happening.



Elevate Mentorship

Mentors have the power to transform lives. Every child is meant to do something special, and mentorship supports them on that journey. Visit www.volunteerwithyouthsa.org to see how your organization can lead in student mentorship.



Show Your Appreciation for Teachers

Offer local discounts, host celebration events, or provide incentives to recognize their dedication and service.

Thank you for joining us today!



- **Explore** interactive data using our Tableau tool
- **Download** the full report
- **Discover** how you can make a difference
- **Schedule** a 1:1 briefing with CEP

Facility Updates





Bandera

Tentative Opening: TBD
New facility lease for the Bandera Workforce Center

- WSA was unable to secure a lease agreement for the recommended property located at 4173 Highway 16, Bandera, TX, due to the sale of the facility.
- Second Request for Information (RFI) was released August 21, 2024, and will be posted for 30 days.
- Currently exploring possible options:
 - Working with Real Estate Broker, PCR Brokerage San Antonio, LLC (dba Partners), for an updated Market Analysis
 - Extension with HHSC for current space
 - Partnerships



O'Connor

Tentative Opening: October 2024
Grand Opening: TBD

Construction Update:

- Construction remains on schedule and 90% percent completion.
- Currently working Millwork of cabinets, partisan install, and final clean up.
- Furniture scheduled to be delivered August 26, 2024, with installation to be completed September 6, 2024.





O'Connor (Continued)



Port San Antonio

Soft Opening: Mid-September 2024

Grand Opening: TBD

Construction Update:

- Construction has been completed with minor punch items being addressed.
- Signage currently in last phase of permitting by Port SA.
- Marketing Staff working on sector-based model graphics and robotic technology display.
- Staff will begin to move in on August 26, 2024, and expected to be fully staffed by September 1, 2024.





Port San Antonio (Continued)



Mobile Workforce Unit

Tentative Delivery: August 2024

Construction Update:

- Construction has been completed
- C2 has hired a qualified driver with a CDL.
- Delivery scheduled for September 18, 2024.





Mobile Workforce Unit (Continued)





Mobile Workforce Unit (Continued)



WSA 2025 Local Plan Development Update



Workforce Solutions Alamo Local Plan

The Workforce Innovation and Opportunity Act (WIOA) requires WSA to develop a comprehensive (4) four-year plan (Local Plan) in conjunction with TWC. The plan is required to be modified every (2) two-years

Approved by WSA Board, Committee of Six as well as COS Governing Bodies (City of San Antonio, Bexar County, Area Judges)

Purpose of Local Plan and Two-Year Update:

- 13 County Workforce Solutions Alamo Region socioeconomic, economic and workforce analysis
- WSA Workforce Development Activities – Core Services
- Alignment with The Texas Workforce System Strategic Plan Goals, and compliance with TWC policies and guidance.

LOCAL PLAN 2021 - 2024 MODIFICATION



Workforce Solutions Alamo

Local Plan Target Occupations

No.	SOC	SOC Title	Current Employment (2021)	Education	Entry Level Wage (as of 2021)	Experienced Level Wage (as of 2021)	Change in Employment 2020 - 2030	Percentage Change	Change in Emp by Growth	Help Wanted Ads 2nd Qtr 2022	Career Cluster	STEM	Occup. Code	Mean Wage	Target Industry Staffing Pattern
Aerospace /Manufacturing															
1	43-5061	Production, Planning, and Expediting Clerks	2,190	High-School Diploma or Equivalent	\$33,616	\$56,810	574	25.81	57	589	Transportation, Distribution and Logistics	No	43-5061	\$49,078	Transportation Equipment Manufacturing
2	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,620	High-School Diploma or Equivalent	\$43,485	\$81,164	929	23.63	93	739	Manufacturing	No	49-1011	\$68,604	Support Activities for Mining
3	49-3011	Aircraft Mechanics and Service Technicians	1,790	Postsecondary Non-Degree Award	\$46,247	\$68,114	244	14.64	24	190	Transportation, Distribution and Logistics	No	49-3011	\$60,825	Transportation Equipment Manufacturing
4	49-9041	Industrial Machinery Mechanics	2,070	High-School Diploma or Equivalent	\$39,215	\$66,583	765	35.85	76	243	Manufacturing	No	49-9041	\$57,461	Transportation Equipment Manufacturing
5	49-9071	Maintenance and Repair Workers, General	9,960	High-School Diploma or Equivalent	\$27,102	\$44,763	2,322	23.34	232	2,545	Architecture and Construction	No	49-9071	\$38,876	Transportation Equipment Manufacturing
6	51-4121	Welders, Cutters, Solderers, and Brazers	2,240	High-School Diploma or Equivalent	\$32,261	\$54,709	482	23.15	48	135	Manufacturing	No	51-4121	\$47,226	Transportation Equipment Manufacturing
7	17-3021	Aerospace Engineering and Operations Technologists and Technicians* New	50	Associate's Degree	\$51,707	\$83,895	74	34.26	7	16	Science, Technology, Engineering and Mathematics	Yes	17-3021	\$73,166	Transportation Equipment Manufacturing
8	51-4041	Machinists **	800	High-School Diploma or Equivalent	\$33,175	\$54,167	357	30.96	36	53	Manufacturing	No	51-4051	\$47,169	Transportation Equipment Manufacturing

Process:

- Quantitative Analysis
- Local Wisdom



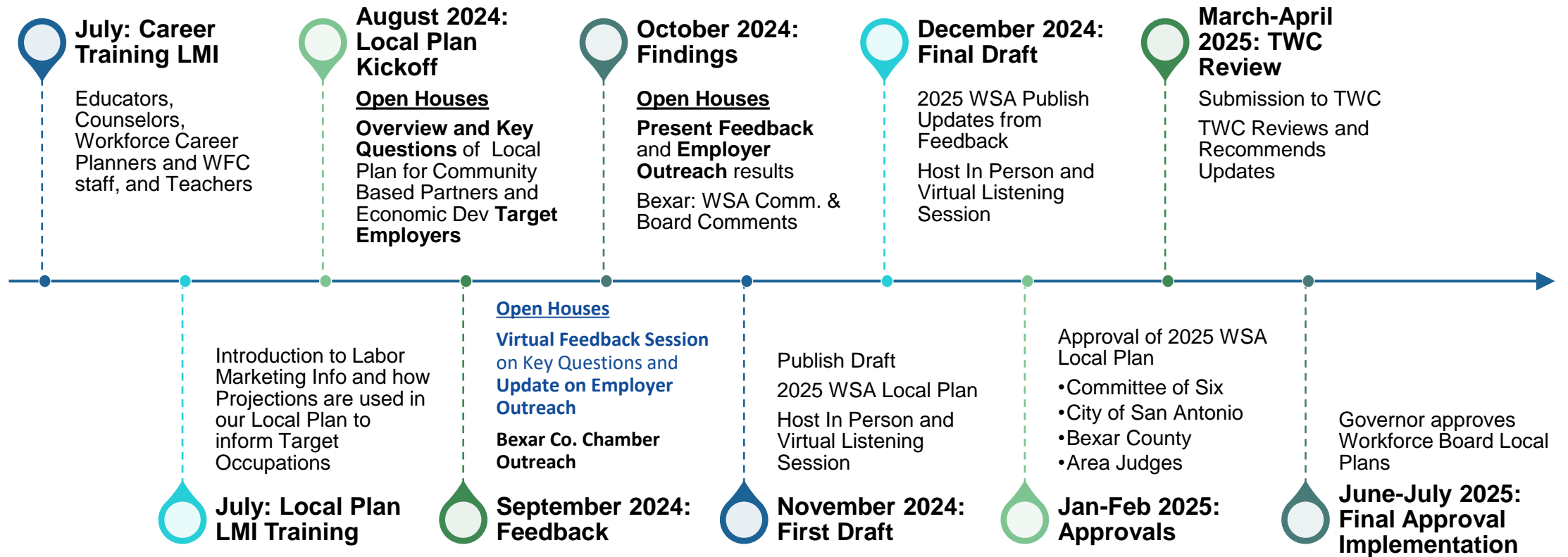
Strategic Objectives of 2025 Local Plan Development

- Adhere to all TWC and DOL required guidance while:
- Introduce a more inclusive planning process to ensure:
 - Rural areas needs are articulated.
 - Formal partnerships are established
 - Business Services are established with local partners towards

LOCAL PLAN 2021 - 2024 MODIFICATION

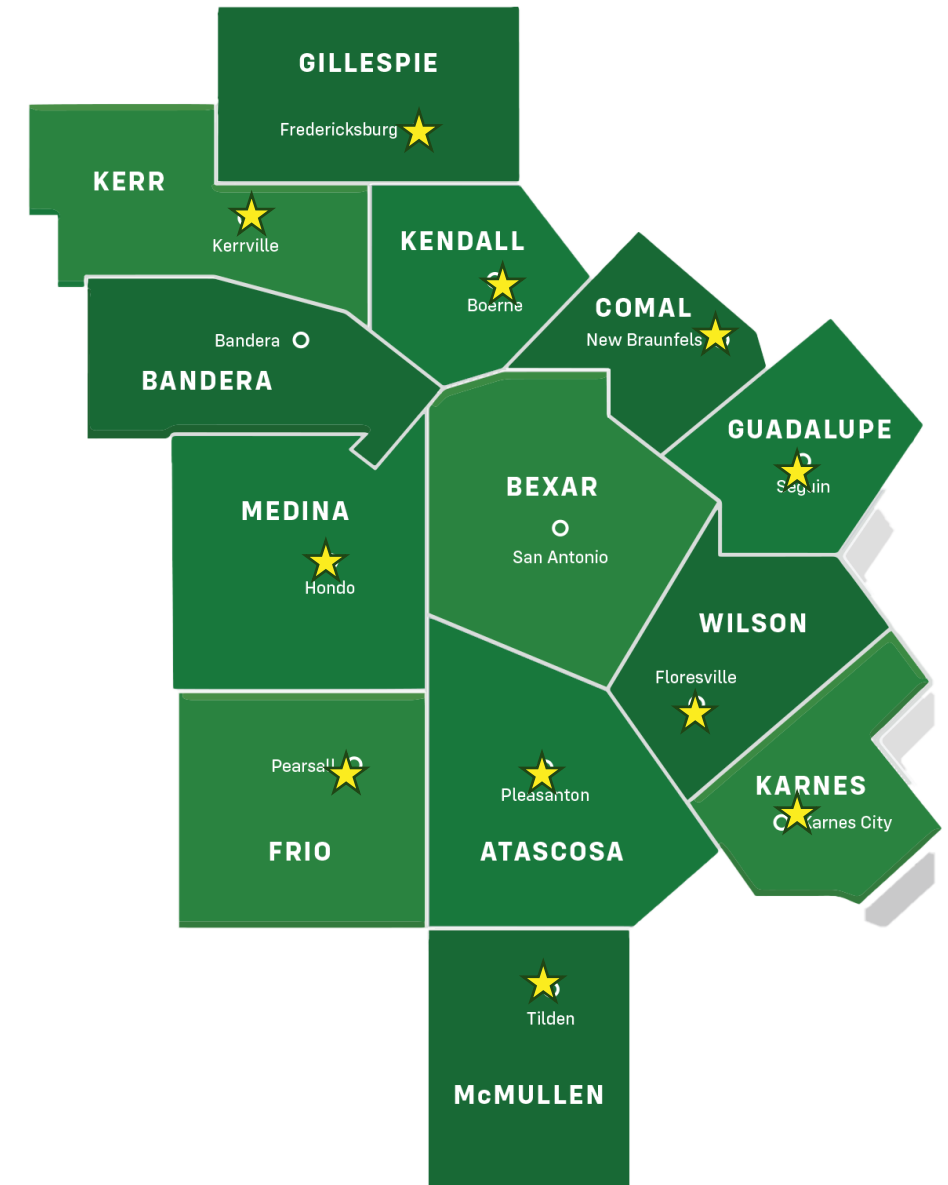


WSA 2025 Local Plan Input Time



Outreach To Date

- WSA staff have:
 - Hosted talks in 12 Counties to kick off the Local Plan input process.
 - Held Workforce Center Open houses in each community.
 - Initiated contact and established planning with Greater Chamber, North Chamber, and SAWorks

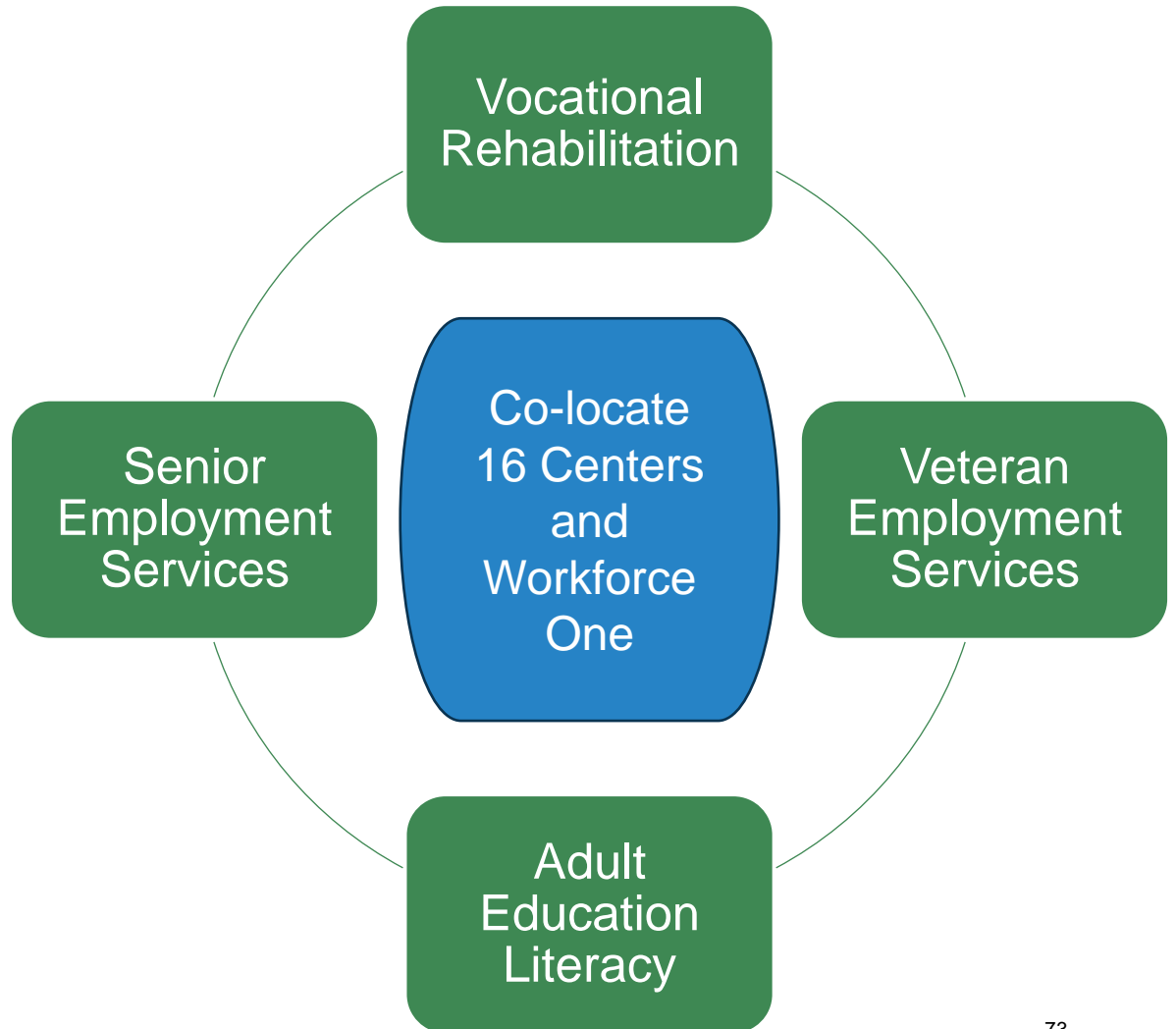


Update on Services Provided by County



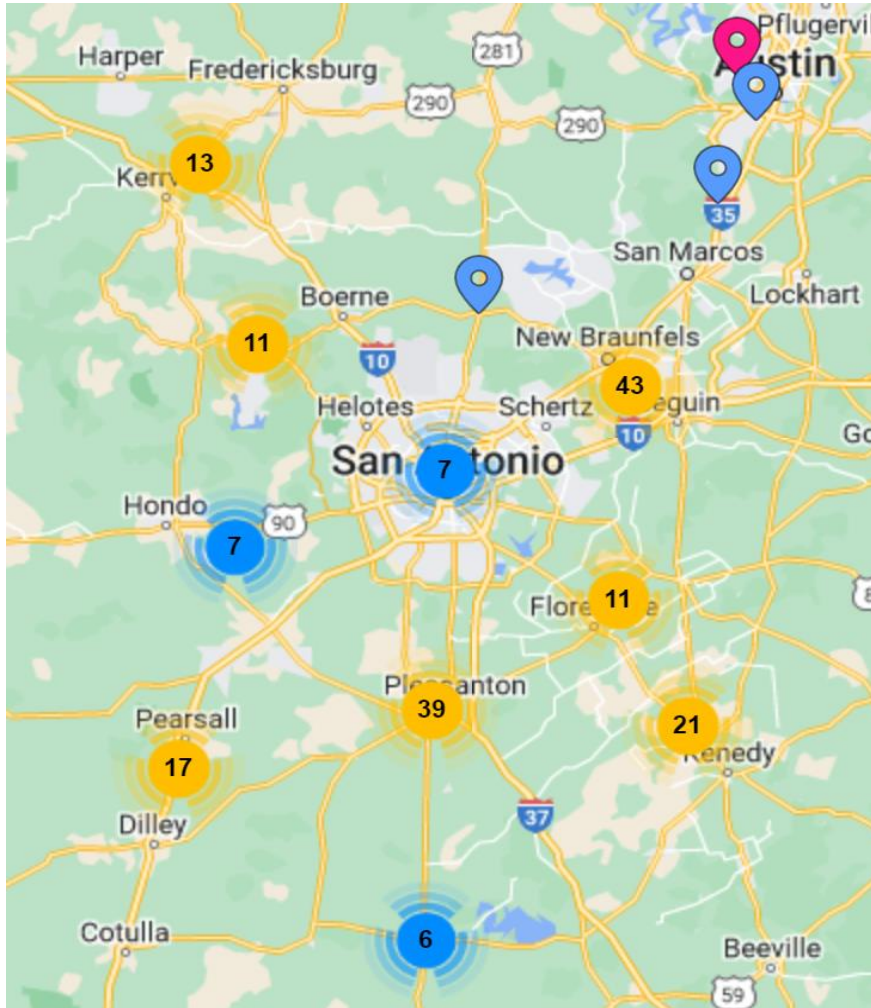
One-Stop Service Delivery

- Emphasizes joint efforts between the Boards and TWC to create a unified system that effectively addresses individual customer needs.
- Facilitate MOU's with partners to leverage space and services
- Utilize partnerships to expand outreach and barrier removal for workforce services



Expanding Services

ALL PARTNERSHIP STAGES



- Alamo expands partnerships beyond those that are required for one-stop service delivery.
- Through Local Plan feedback sessions we determine partnerships to facilitate for local communities.

We do so by:

- Social determinants of health
- WIOA target populations and 14 elements

At A Glance

County	Partners	Population	Services
Comal	CRRC of Canyon Lake: Step Forward Programs	Current/Former Foster	Vital social services, access to food pantry, durable medical equipment, crisis assistance, wellness checkups
Bexar	100 Black Men of San Antonio	Opportunity Youth	Apprenticeships for YES! clients
Atascosa	Costal Bend College	Basic Skills Deficient	Co-located in Pleasanton
Guadalupe	THRU Project	Foster Youth/Opportunity Youth	Providing housing, mentorship, cellphones and transportation assistance



At A Glance

County	Partners	Population	Services
Wilson	Community Council of South Central Texas	Public assistance recipients	Provides utility, rental, and housing assistance
Karnes	Guadalupe Valley Family Violence Shelter	Single parents	Provides a safe space to victims of family violence
Kerr	Community Council of South Central Texas	Low-income individuals	Provides utility, rental, and housing assistance
Kendall	Dental Assisting School of Texas	Youth and Adults	Eligible Training Provider List courses
Bandera	Ysleta Del Sur Pueblo	Native American	Pathways program assists with tribal members with workforce needs



At A Glance

County	Partners	Population	Services
Medina	Hamilton Valley Management	Low income, underemployed	Partnership with 3 apartment complexes in Hondo
McMullen (no center)	Costal Bend College	Current/Former Foster	Co-located
Frio	Restoring Hope Family Resource Center	Current/Former Foster, Single Parents	Compassionate and confidential care at no cost
Gillespie (no center)	Central Texas College	Basic Skills Deficient	Co-located



Performance, Programs, and Operational Updates



TX FAME

- TX FAME Announcement October 9th
- WSA and TX FAME aim to connect regional talent pipelines with employers to address current and future labor demands in the manufacturing industry.

Outreach Events:

- Poteet Highschool November 15th
- Sotomayor Highschool on November 22nd



Special Initiatives

Summer Earn and Learn

Offers paid, on-the-job, workplace readiness training, work experience, and transferable skills learning opportunities for students.



- 360 Students enrolled
- 160 Completed 5-weeks
- \$260,966 Earned
- 20,877 Hours worked



National Disability Employment Awareness Month Hiring Event

- 331 individuals
- 29 employers and resources
- Workforce Inclusion Network and TWC Vocational Rehabilitation



Workforce One

High demand for mobile unit services.

Requests:

- City of Balcones Heights
- City of Floresville
- Learn4Life HS
- Bexar County Economic and Community Development



SCAN ME

Upcoming Events:

- Construction Career and Trades Day November 13th
- Heroes 5k November 16th



A Closer Look: WIOA Youth Program



Workforce Innovation and Opportunity Act

WIOA Youth

WIOA Adult

WIAO Dislocated
Worker

WIOA aims to enhance the U.S. workforce development system. This entails expanding access to employment, education, and training for individuals, harmonizing various systems for a cohesive approach, ensuring program quality by focusing on relevant skills, optimizing service delivery, fostering prosperity for both workers and employers, and ultimately elevating the overall quality and competitiveness of our workforce.

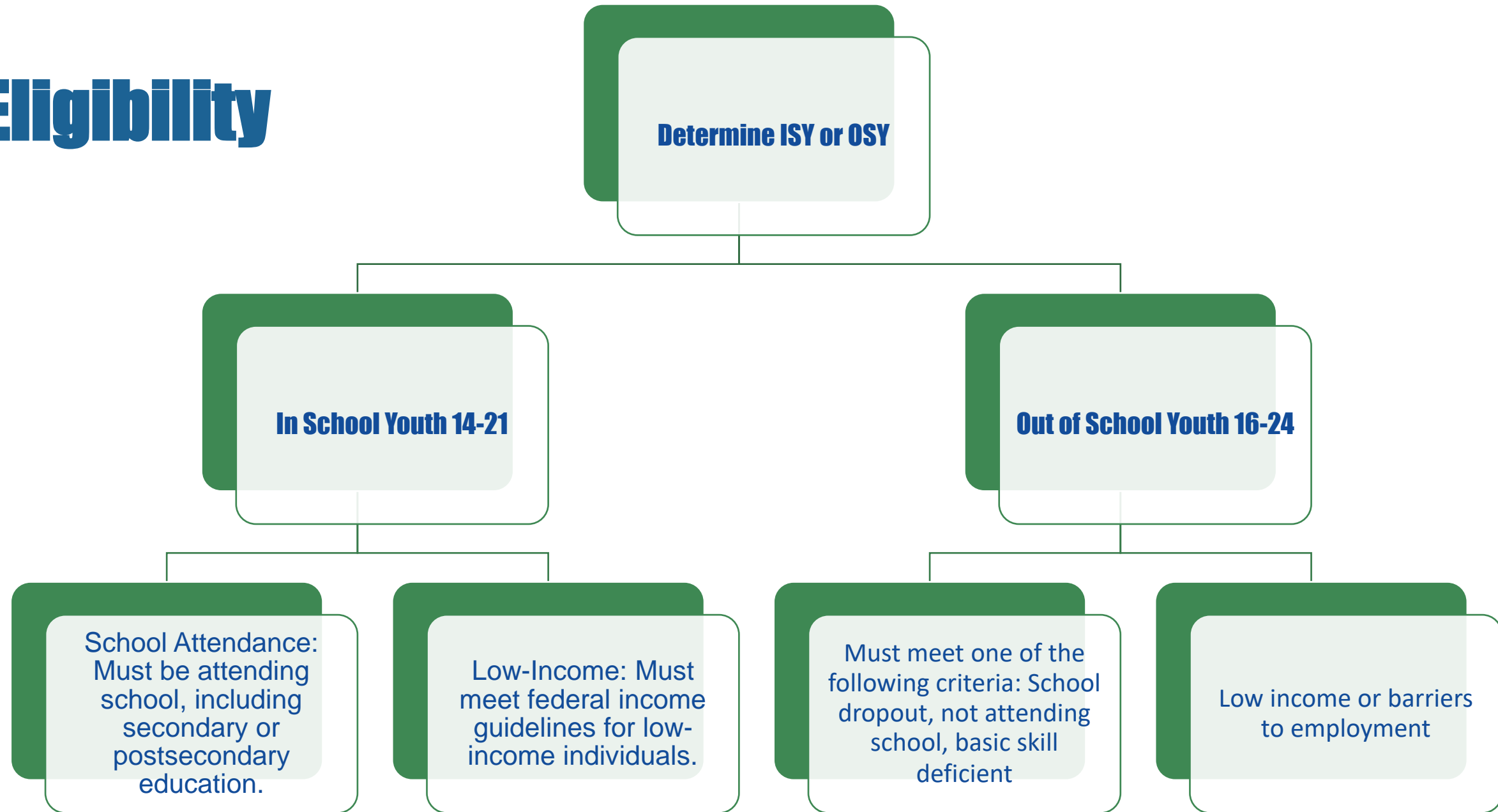


Cycle of Services

Workforce Solutions Alamo's Youth Empowerment Services (YES!) program prepares the future workforce by offering comprehensive, no cost services to eligible youth between the ages of 14-24 who face challenges and barriers to education, training, and employment.



Eligibility





WIOA 14 Elements

- Tutoring, study skills, training, instruction, and dropout prevention
- Alternative secondary school services or dropout recovery services
- Paid and Unpaid Work Experience
- Occupational Skills Training
- Education offered concurrently with workforce preparation and training for a specific occupation
- Leadership Development Opportunities
- Support Services, Financial Support, incentives
- Mentoring
- Follow-up services
- Guidance and Counseling
- Financial Literacy Education
- Entrepreneurial (Owning a Business) Training
- Labor Market information

WIOA 14 Youth Elements (SERVICES OFFERED)



Ready to Work Update



RTW Update

- COSA processed all outstanding invoices.
- Staff has begun reconciling all payments requested and paid to our subrecipients. Any over/under payments will be communicated directly to the subs.



Client Expenditure Analysis



Client Expenditures

TWC Funding

Client Expenditure Analysis - TWC Programs as of August 2024		
Category	YTD Actuals	%
Work Related	\$ 87,159	10.85%
Rent	\$ 277,384	34.52%
Utilities	\$ 44,331	5.52%
Transportation	\$ 286,544	35.66%
Incentives	\$ 75,806	9.43%
Youth - Support Services	\$ 32,283	4.02%
TOTAL:	\$ 803,507	100.00%

Ready to Work Funding

Client Expenditure Analysis - Ready to Work as of August 2024		
Category	YTD Actuals	%
Rent	\$ 106,324	49.70%
Utilities	\$ 51,310	23.98%
Transportation	\$ 14,873	6.95%
Laptops/Computers	\$ 28,019	13.10%
Training Related	\$ 1,854	0.87%
Other	\$ 11,565	5.41%
TOTAL:	\$ 213,945	100.00%

Client Expenditures

- A total of **\$1M** has been expensed for support services to assist our clients.
- Youth services increased by **\$18,000** from June.
- **13%** of the overall support services expenditures has been for **laptops and computers** for RTW participants



County by County Expenditure Analysis



County by County Comparison

TWC Programs

County	Annual Budget		Straight-line Budget		YTD Expenditures		
	Amount	%	Amount	%	Amount	%	Over/Under Budget
Atascosa	\$ 784,784	2.85%	\$ 719,411	2.85%	\$ 841,557	4.04%	\$ (56,773)
Bandera	\$ 272,237	0.99%	\$ 249,560	0.99%	\$ 338,477	1.62%	\$ (66,240)
Bexar	\$ 20,443,195	74.32%	\$ 18,740,277	74.32%	\$ 15,027,039	72.13%	\$ 5,416,155
Comal	\$ 1,229,663	4.47%	\$ 1,127,232	4.47%	\$ 1,607,084	7.71%	\$ (377,420)
Frio	\$ 453,031	1.65%	\$ 415,294	1.65%	\$ 399,361	1.92%	\$ 53,671
Gillespie	\$ 300,989	1.09%	\$ 275,917	1.09%	\$ 262,945	1.26%	\$ 38,044
Guadalupe	\$ 1,345,993	4.89%	\$ 1,233,871	4.89%	\$ 654,349	3.14%	\$ 691,644
Karnes	\$ 357,994	1.30%	\$ 328,173	1.30%	\$ 214,741	1.03%	\$ 143,253
Kendall	\$ 414,009	1.51%	\$ 379,522	1.51%	\$ 386,207	1.85%	\$ 27,801
Kerr	\$ 413,515	1.50%	\$ 379,069	1.50%	\$ 491,431	2.36%	\$ (77,917)
McMullen	\$ 494,668	1.80%	\$ 453,463	1.80%	\$ 36,470	0.18%	\$ 458,199
Medina	\$ 490,494	1.78%	\$ 449,636	1.78%	\$ 237,898	1.14%	\$ 252,595
Wilson	\$ 505,517	1.84%	\$ 463,408	1.84%	\$ 336,938	1.62%	\$ 168,579
TOTAL	\$ 27,506,090	100.00%	\$ 25,214,832	100.00%	\$ 20,834,498	100.00%	\$ 6,671,592

	Budget	Actual
Urban	74%	72%
Rural	26%	28%

County by County Comparison

Childcare

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	\$ 2,941,393	2.20%	\$ 2,696,375	2.20%	\$ 2,687,941	2.29%	\$ 253,453
Bandera	\$ 461,982	0.35%	\$ 423,499	0.35%	\$ 410,908	0.35%	\$ 51,074
Bexar	\$ 110,226,756	82.56%	\$ 101,044,868	82.56%	\$ 97,628,442	83.31%	\$ 12,598,314
Comal	\$ 4,542,154	3.40%	\$ 4,163,792	3.40%	\$ 3,802,237	3.24%	\$ 739,917
Frio	\$ 1,084,902	0.81%	\$ 994,530	0.81%	\$ 1,015,444	0.87%	\$ 69,458
Gillespie	\$ 478,145	0.36%	\$ 438,315	0.36%	\$ 457,700	0.39%	\$ 20,445
Guadalupe	\$ 6,396,096	4.79%	\$ 5,863,301	4.79%	\$ 5,214,508	4.45%	\$ 1,181,587
Karnes	\$ 173,710	0.13%	\$ 159,240	0.13%	\$ 206,051	0.18%	\$ (32,341)
Kendall	\$ 1,144,879	0.86%	\$ 1,049,510	0.86%	\$ 839,968	0.72%	\$ 304,910
Kerr	\$ 2,088,020	1.56%	\$ 1,914,088	1.56%	\$ 1,680,132	1.43%	\$ 407,889
McMullen	\$ -	0.00%	\$ -	0.00%	\$ 58	0.00%	\$ (58)
Medina	\$ 2,367,982	1.77%	\$ 2,170,730	1.77%	\$ 2,112,042	1.80%	\$ 255,941
Wilson	\$ 1,602,706	1.20%	\$ 1,469,201	1.20%	\$ 1,129,066	0.96%	\$ 473,640
TOTAL	\$ 133,508,726	100.00%	\$ 122,387,449	100.00%	\$ 117,184,498	100.00%	\$ 16,324,227

	Budget	Actual
Urban	83%	83%
Rural	17%	17%

County by County Comparison

Other Funding

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	\$ 140,617	0.38%	\$ 128,904	0.38%	\$ 56,047	1.58%	\$ 84,570
Bandera	\$ 80,850	0.22%	\$ 74,115	0.22%	\$ 11,759	0.33%	\$ 69,091
Bexar	\$ 35,631,049	96.68%	\$ 32,662,983	96.68%	\$ 2,904,703	82.10%	\$ 32,726,346
Comal	\$ 242,459	0.66%	\$ 222,262	0.66%	\$ 193,691	5.47%	\$ 48,768
Frio	\$ 52,599	0.14%	\$ 48,217	0.14%	\$ 46,610	1.32%	\$ 5,989
Gillespie	\$ 42,586	0.12%	\$ 39,038	0.12%	\$ 4,467	0.13%	\$ 38,119
Guadalupe	\$ 227,371	0.62%	\$ 208,431	0.62%	\$ 120,271	3.40%	\$ 107,099
Karnes	\$ 40,223	0.11%	\$ 36,872	0.11%	\$ 626	0.02%	\$ 39,597
Kendall	\$ 65,745	0.18%	\$ 60,269	0.18%	\$ 52,045	1.47%	\$ 13,700
Kerr	\$ 110,228	0.30%	\$ 101,046	0.30%	\$ 89,405	2.53%	\$ 20,823
McMullen	\$ 71,479	0.19%	\$ 65,525	0.19%	\$ 22	0.00%	\$ 71,457
Medina	\$ 75,737	0.21%	\$ 69,428	0.21%	\$ 38,847	1.10%	\$ 36,890
Wilson	\$ 75,099	0.20%	\$ 68,844	0.20%	\$ 19,492	0.55%	\$ 55,608
TOTAL	\$ 36,856,042	100.00%	\$ 33,785,934	100.00%	\$ 3,537,985	100.00%	\$ 33,318,057

	Budget	Actual
Urban	97%	82%
Rural	3%	18%

**Expenditures exclude Bexar County only funds which include: City of San Antonio, Non Custodial Parent, Military Family, Student Hireability Navigator, VRS Paid Work Experience, Training and Employment Navigator, and High Demand Job Training*



End of Consent Agenda



Early Care & Education Committee

Committee Report

November 15, 2024



Child Care Services 11 Policy Update



Revision to CCS 11, C8: Local Priority Groups

 **Children in Rural Counties will be a local priority until at least the relative allocation percentage provided by WSA based on the ~~FY2024~~ Rural Services Pilot County-By-County of children receiving Discretionary funded childcare scholarships do so from the Rural Counties**

- WIOA participants
- Siblings of a child already receiving care
- Families enrolled in Early Head Start Child Care Partnerships
- JBSA military members, civilians, and associated Contractors
- Children dually enrolled in a recognized partnership site
- *Rural Counties include all Alamo local workforce development area counties except Bexar County.*

Childcare Performance Briefing

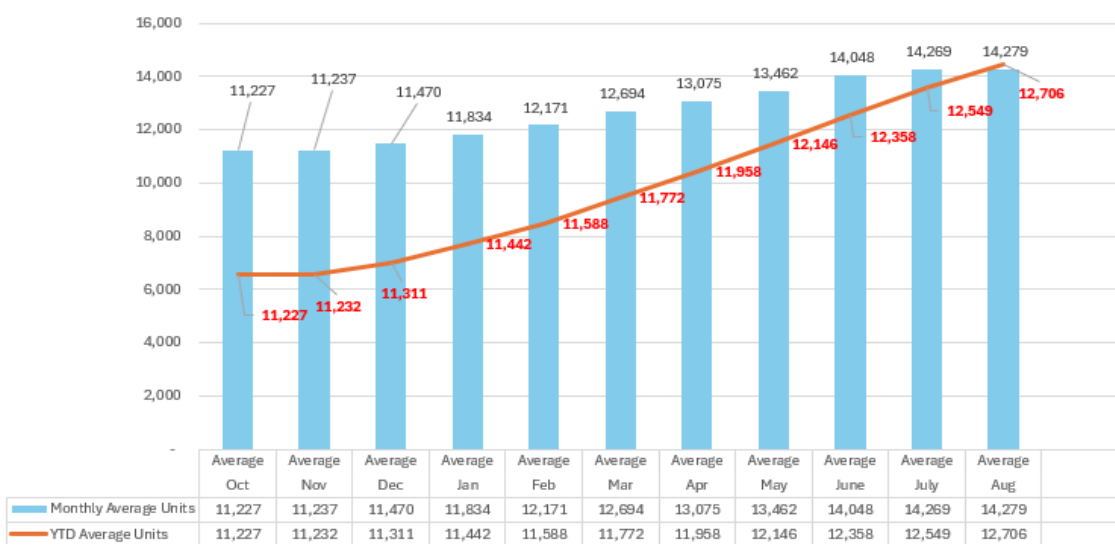




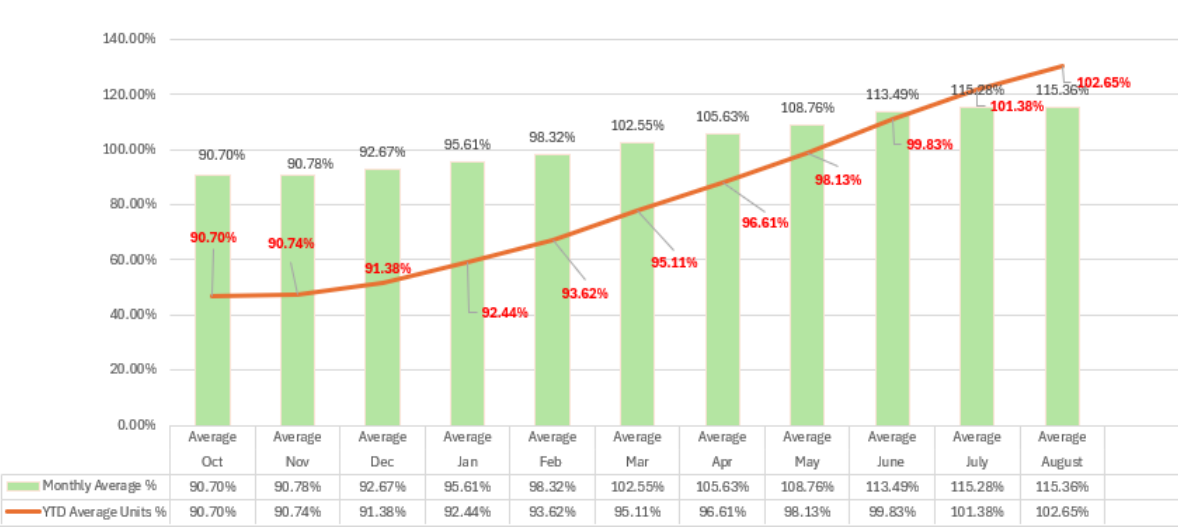
Childcare Performance Briefing FY 2024

**information pulled 09/25/2024*

Average Units Per Month/YTD based on 12,378 Target Units



Average % Per Month/YTD Based on 12,378 Target Units

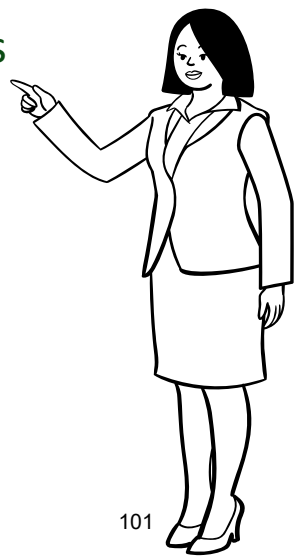


	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	August
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Monthly Average %	90.70%	90.78%	92.67%	95.61%	98.32%	102.55%	105.63%	108.76%	113.49%	115.28%	115.36%
YTD Average Units %	90.70%	90.74%	91.38%	92.44%	93.62%	95.11%	96.61%	98.13%	99.83%	101.38%	102.65%

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Monthly Average Units	11,227	11,237	11,470	11,834	12,171	12,694	13,075	13,462	14,048	14,269	14,279
YTD Average Units	11,227	11,232	11,311	11,442	11,588	11,772	11,958	12,146	12,358	12,549	12,706

WSA's unofficial YTD avg for FY 2024 is 102.65%

CCDF Performance Status Methodology
Year-to-Date numbers to calculate performance
MP = 95%-105%
+P = 105% or above
-P = <94.99





Childcare Performance Briefing FY 2024

**information pulled 09/25/2024*

	Oct	Nov	December	Jan	Feb	March	Apr	May	June	July	August
	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Choices	208	237	227	222	222	230	223	225	218	225	223
Low Income	10,312	10,269	10,465	10,803	11,158	11,668	12,049	12,408	12,979	13,150	13,106
Former DFPS	568	591	634	650	632	622	630	652	661	698	752
Homeless	140	140	144	159	158	175	174	178	190	196	198
Monthly Average Units	11,227	11,237	11,470	11,834	12,171	12,694	13,075	13,462	14,048	14,269	14,279
Monthly % Average	90.70%	90.78%	92.67%	95.61%	98.32%	102.55%	105.63%	108.76%	113.49%	115.28%	115.36%
YTD Average Units	11,227	11,232	11,311	11,442	11,588	11,772	11,958	12,146	12,358	12,549	12,706
YTD % Average	90.70%	90.74%	91.38%	92.44%	93.62%	95.11%	96.61%	98.13%	99.83%	101.38%	102.65%
TWC Target	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378



Texas Rising Star Assessment Update



Texas Rising Star Centers

Total # of Currently Certified Centers

279

* Report(s) pulled: 09/25/2024



2 Star	12
3 Star	96
4 Star	171



Percentage of TRS/CCS

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	849	467	236	51%
Rural Early Learning Programs	311	130	43	33%
Total	1160	597	279	46%

* Report pulled 09/25/2024



Questions





Youth Committee

Committee Report

November 15, 2024

Youth Program Briefing & Performance

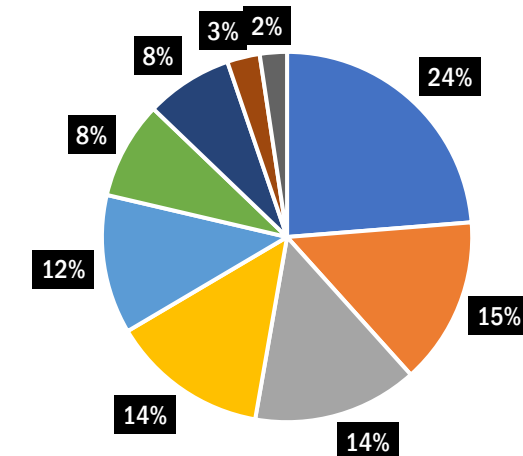




Program Year 2024 (Oct 2023-Sep 2024)

YES! Services Breakdown

Rural	# of Services	%	Urban	# of Services	%
Assessment & Planning	126	10.58	Assessment & Planning	848	14.39
Education	296	24.85	Education	1385	23.51
Employment Experience	289	24.27	Employment Experience	732	12.42
Follow-up Services	39	3.27	Follow-up Services	500	8.49
Job Search Services	94	7.89	Job Search Services	766	13.00
Life Skills	20	1.68	Life Skills	182	3.09
Pre-Employment Activities	86	7.22	Pre-Employment Activities	517	8.77
Support Services	220	18.47	Support Services	815	13.83
Training Services - Occupational Skills	21	1.76	Training Services - Occupational Skills	147	2.49
Total	1,191	100	Total	5,892	100



- Education
- Support Services
- Employment Experience
- Assessment & Planning
- Job Search Services

Total # of services across WSA Region: 7,090

Urban: 5,892 (83%)

Rural: 1,191 (17%)

Total # of unique individuals provided services: 739

Total # employed in PY24: 393

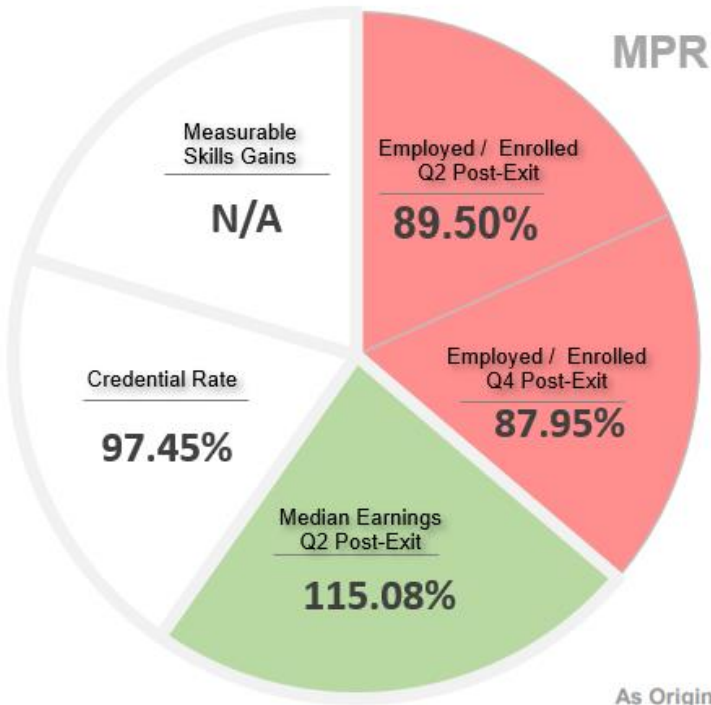
Top 3 Services:

1. Education (24%),
2. Support Services (15%)
3. Employment Services - WEX (14%)



Performance Accountability

Green = +P White = MP Yellow = MP but At Risk Red = -P



FINAL RELEASE
As Originally Published 10/10/2024
AUGUST 2024 REPORT

Q2 and Q4 Post-Exit Employed and Enrolled

The percentage of Title I Youth program participants who are in education or training activities, or in unsubsidized employment, during the second and fourth quarter after exit from the program.

Measurable Skill Gains:

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment.

Median Earnings:

Median earnings of participants who are in unsubsidized employment after exit from the program.

Credential Attainment:

The percentage of those participants enrolled in and education or training program who attain a recognized postsecondary diploma or its equivalent during participation in or within one year after program exit.



Career Exploration





Jobs Y'All Healthcare Careers Showcase September 26, 2024



Students and Schools in Attendance:

- (9) middle school students from Harmony Public Schools
- (30) 9th graders from Burbank High School
- (31) students from Cast Med High School
- (30) students from Healy Murphy High School





Partner Event Spotlight: Upcoming SA Construction Career & Trades Day, November 13, 2024



San Antonio Construction Career & Trades Day

Wednesday, November 13, 2024,
9:00 AM - 2:00 PM CST

*Brought
to you
by:*

- TCCI
- CIE Foundation,
- ASA San Antonio
- ABC South Texas
- MCA-SMACNA
- AGC San Antonio

Freeman Coliseum - Expo Hall

3201 E Houston St

San Antonio, TX 78219



Questions





Strategic Committee

Committee Report

November 15, 2024



Local Plan



Local Plan Input and Development



- 2025-2029 Local Plan Development
 - Regulatory Document (Prescribed by TWC)
 - 13 County Workforce Solutions Alamo Region socioeconomic, economic and workforce analysis
 - WSA Workforce Development Activities – Core Services
 - Alignment with The Texas Workforce System Strategic Plan Goals, and compliance with TWC policies and guidance.
- NEW : Statewide Action Plan Input Model
 - Attached as an addendum as serves as a vision document for the next 4 years.
 - Creates more direct connections and considers each County's specific needs.



GOAL 1

TEXAS TALENT EXPERTS

To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.

WSA Local Plan Questions: Data 2025-2029



Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.CEO Report a) Labor Market Information b)Wage and Availability Data	1. Continuous Improvement: CEO Report, Demographic Reports, Letters of Support 2. Quarterly CEO Report presentations to Area Judges 3. Annual Business Outreach and Partnership Presentation to Area Judges		
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 WSA Local Plan	What information/analysis can we produce provide for you?	What information can we provide, produce, or co-author? What information should we have?	What information can we provide, produce, or co-author? What information should we have?	What information can we provide, produce, or co-author? What information should we have?



GOAL 2
SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

WSA Local Plan Questions: Services 2025-2029



Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1. Recruitment Business Services a) WF Incentive Development 2. Retention Business Services a) BRE Visits b) Training Dollars c) Direct Hire Event/Job Fair	1. Referral 2. Assessment 3. Career Counseling 4. Training 5. Employment		1. Technical Assistance to Parents on access to programs. 2. Technical Assistance to Service Providers towards quality care
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 WSA Local Plan	How do we coordinate business outreach and service? How do we deepen the level of incumbent worker training?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?

GOAL 3
PARTNERSHIP MANAGERS



To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

WSA Local Plan Questions: Strategy 2025-2029



Goal: Secure Feedback from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.) Common definitions of degrees of Workforce Ready through shared tracking system.	1) Justice involved interventions 2) Incumbent Worker Training	1) Justice Involved 2) Industry Outreach 3) Identify Funds for Training	1) Establish Childcare Co-ops 2) Integrate space provision into Eco Dev policy 3) Conduct outreach to providers for potential partnerships
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 Local Plan	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?



Local Plan Industry Feedback Requested



GOAL 2
SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

	Target Occupations Contains and In-Demand Occupation	Recommend Industry In-Demand Occupation	Use of Work-Based Learning	Interest in Academy Model
Desired Input	<p>Do we have what you need?</p> <p>Industry In-Demand Occupations Included on Draft List</p> <ul style="list-style-type: none">- Consistent Demand, Hard to Source- Greater than HS, less than degree	<p>Not on the List?</p> <p>Send us a title and/or occupation</p> <p>Provide demand information</p>	<p>Are you growing your own talent?</p> <p>Are you using Apprenticeships or other tools for Incumbent Worker Training?</p> <p>Preferred Training Provider?</p>	<p>Interested in development a grow your own talent model?</p> <p>Interest in participating in coaching.</p>



October Outreach

- Completed
 - Client Serving Partners (91 Contacts)
 - Email and explainer videos distributed to partners by service domain
 - Initial feedback on outreach is that partners want to discuss how they can partner with us going forward.
 - Industry Feedback (100 businesses)
 - Presented to Greater Chamber Education and Workforce Council
 - Developing Partnerships with Local EDC and Chambers for distribution of survey



LOCAL PLAN

Workforce Solutions Alamo (WSA) provides a variety of services for local employers and talent. A large part of what we do is direct funding and resources toward workforce development services throughout our area, which includes Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, McMullen, Medina and Wilson Counties.

One way we do that is through our Local Plan. The Workforce Innovation and Opportunity Act (WIOA) requires us to set priorities to oversee the workforce development system in this region. The Local Plan is a comprehensive 4-year guide that analyzes the local workforce development area and provides specific detail related to the WSA strategy to meet the economic and employment needs of the area's job seekers and employers.

This plan is developed in cooperation with local community stakeholders including elected officials, area employers, education and training partners, community-based organizations, and individuals who are the recipients of services provided by Workforce Solutions Alamo.

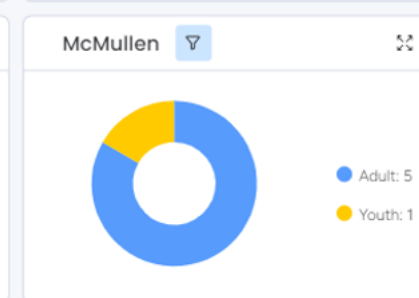
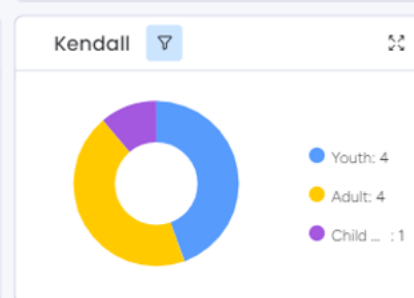
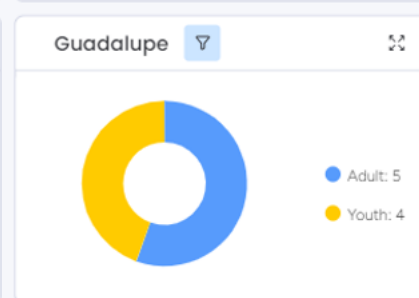
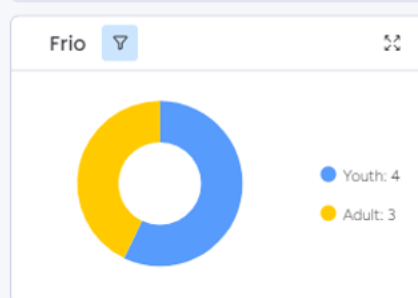
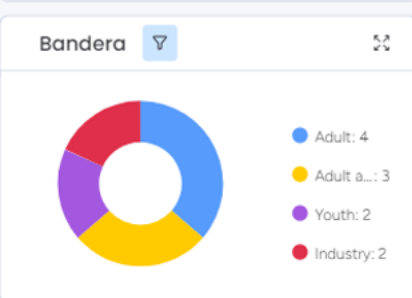
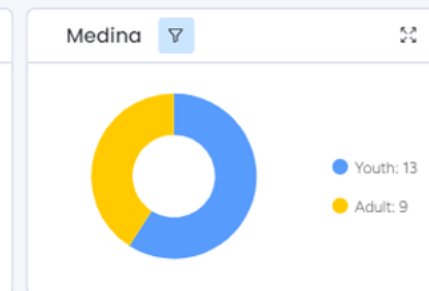
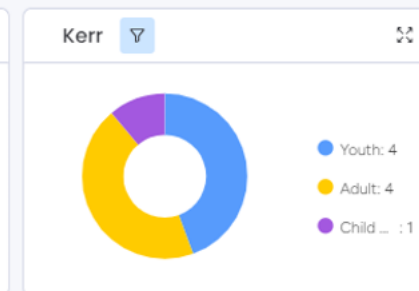
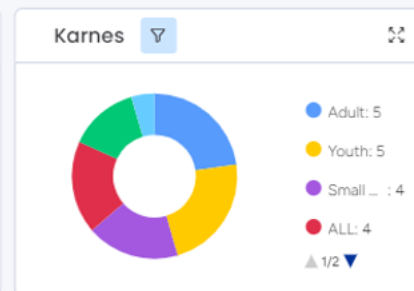
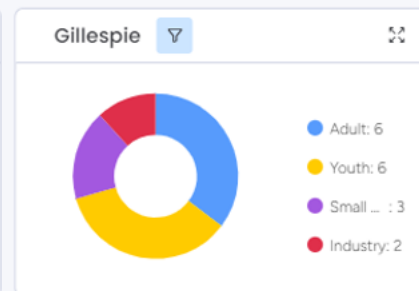
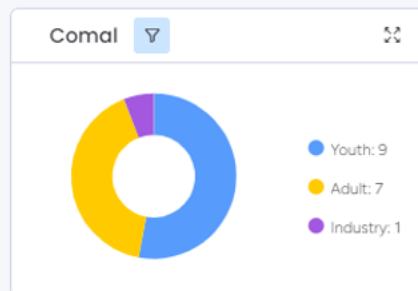
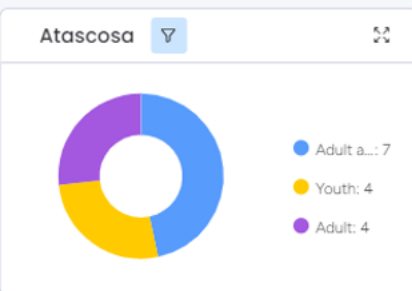
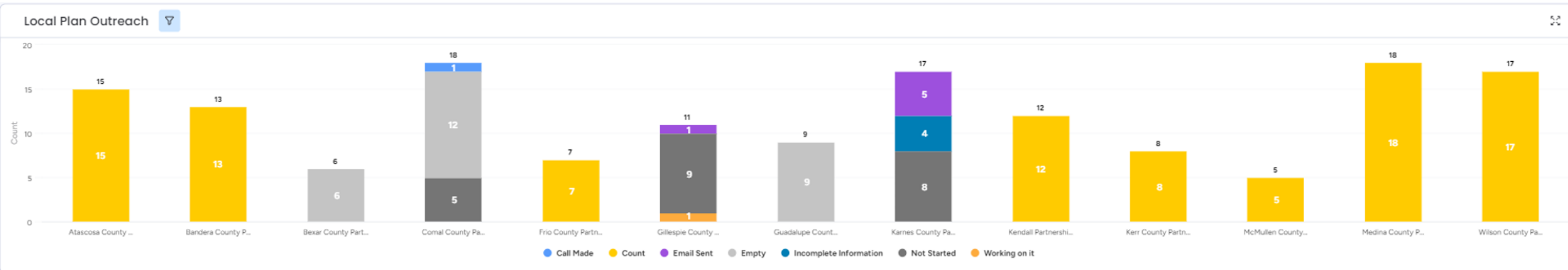
We are now hosting virtual and in person Local Plan meetings throughout the 13-county region to gather your thoughts and ideas.

STEP 1

Overview to learn what WSA and the Local Plan are and how to provide feedback.



Local Plan Outreach Tracking



Help

October Outreach

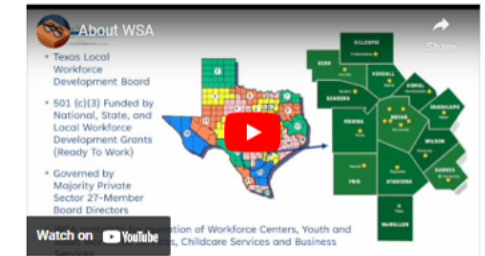


- On-Going
 - Outreach and Tracking of appropriate mix of service domain partners from each county.
 - Securing Chamber/EDC partners for distribution of Industry Survey
 - Scheduling virtual listening sessions in mid-December

STEP 2

Learn a little about WSA

[DOWNLOAD ANNUAL REPORT](#)



STEP 3

Understand how The Local Plan Works as a Policy Document

[READ THE CURRENT LOCAL PLAN](#)

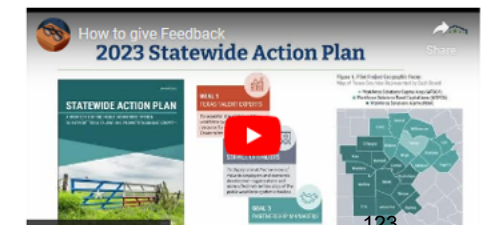


STEP 4

Provide Input as a WSA Client -Serving Partner

Goal 1: [Texas Talent Experts \(Data\)](#)

- Will ask you to identify which populations your organization most directly serves and how WSA can partner in providing, producing, co-authoring, presenting data to serve this population within your specified geography.



November Weekly Outreach



Outreach Emails and Calls Week : Oct 21st – Nov 1 st	Individual Calls Secure Input Week of: Nov 4 th – Nov 15 th	Nov 18 th – Dec 6 th Drafting Input	Presentations and Listening Sessions Dec 11 th – Dec 18 th
<p>Continue outreach to Client Serving Partners to secure feedback from each service Domain for each County</p> <p>Distribution of Industry Input Survey in partnership with Chamber and EDC Partners</p>	<p>Schedule individual technical assistance sessions for partners</p> <p>Continue work with EDC's for Industry outreach based on industry mix of response.</p>	<p>Staff will integrate feedback on each of the Goals into an Addendum to the Local Plan</p>	<p>Recorded Listening Sessions to ensure capture of feedback</p> <p>Presentation on:</p> <ol style="list-style-type: none"> 1. On Overall Plan 2. New Initiatives 3. Target Occupations



WSA 2025 Local Plan Input Time





Questions





Oversight Committee

Committee Report

November 15, 2024



Quality Assurance Update - TWC Monitoring





TWC Annual Monitoring – Context

WIOA §184 requires TWC to perform annual monitoring at each Board area to address fiscal accountability and programmatic compliance applicable to all programs operated by the Boards.

At TWC's discretion, TWC may choose to rely on the results of the Board's local monitoring staff and procedures rather than conducting direct testing. TWC will also periodically 'recertify' this arrangement with a Board by performing a fresh assessment of the reliability of local systems.

TWC completed the audit virtually and in-person, covering Fiscal, Procurement, Property, Programs, MIS/Automation, MOU/Infrastructure Agreement, Monitoring and certain Equal Opportunity (EO) elements.



TWC Monitoring – Outcomes

The testing phase of the ‘performance audit’ began on 08/12/2024 and ended with an Exit Conference on 10/15/2024.

The ***Exit Conference Report*** identified zero disallowed costs and two potential issues:

- a. **Cash Management:** The Board did not follow bank reconciliation and outstanding check policy, with 30 checks outstanding over ninety (90) days.
- b. **Automation:** The Board did not revoke TWIST access for two (2) employees upon termination within 24 hours (15% error rate, or 2 of 13).

Board’s Monitoring Certification: TWC reported they are recertifying WSA’s monitoring staff, work, and procedures (except for TAA, due to the low number of participants).



TWC Monitoring – Walkthroughs

TWC tested PII, Priority of Service, and Cash Equivalents at Datapoint and Boerne.

- a. Two instances involving PII* – TWC may not include these in the final report due to the strength of our internal PII control system.
- b. Paper Records:* TWC recommended eliminating paper records in the reception area, ensuring the VOS system is working properly or using an alternate electronic system.
- c. Records Retention:* Ensure centers process paper documents for shredding/destruction according to records retention schedules.
- d. Priority of Service:* TWC recommended larger/multiple notices in reception areas.



TWC Monitoring – Next Steps

- a. **TWC’s ‘Embargoed’ Report:** TWC will issue an informational (non-public) copy of the report to the CEO five business days before issuing the final report (around February). The report gives WSA the option to respond to each finding.
- b. **Monitoring Letter:** If there are no issues, TWC will issue a letter (otherwise, they issue a report).
- c. **Monitoring Report:** TWC will issue the final report via e-mail.
- d. **Audit Resolution:** Findings from the report go to TWC’s Audit Resolution, which provides the Board with 45 days to resolve the items.



External Monitoring (Ms. Nguyen, CPA)

- ***Non-Custodial Parent Choices (NCP) – C2 GPS:*** 100% complete, with an overall accuracy rate of 88.80%, which did not meet the expected 90%.

Three attributes reported for continuous quality improvement:

1. Monthly tracking of the Planned Gap until OAG approval (82.61%).
 2. Case closures in TWIST and COLTS once program requirements were met (75.00%).
 3. TWIST and COLTS entries within three business days (46.67%).
- ***TANF/Choices – C2 GPS:*** 100% complete, issuing final report.
 - ***Youth – SERCO:*** 100% complete, issuing final report.
 - ***Ready to Work – multiple partners:*** 68% complete.



Internal Monitoring Activities & Next Steps

QA successfully completed all the engagements and projects for the year, and the staff is preparing for the new year (updated timelines included in the packet).

Other Activities:

- **Board Oversight Capacity:** Completed the Board's annual 'Oversight Capacity' assessment and submitted to TWC (we complete every October).
- **Data Sharing Agreements:** Finalizing data-sharing Partner Business Agreements (to continue expanding WSA's customer base and leveraging of local knowledge and resources).

Next Steps

- **Consultant Contract Renewal:** Finalize the renewal to initiate in late November.
- **Monitoring Tools/Instruments:** Update tools based on TWC's instruments and new/updated policies.
- **Timeline:** Complete a Risk Assessment and develop next year's Timeline based on its results.

Staff Recommendations

- QA held TWC performance audit debriefings with the subrecipients (C2GPS, SERCO, COSA), with follow-up items.
- Staff are working on the items resulting from the audit, including the two potential findings, the PII and the Priority of Service.
- Staff are focusing on actions to ensure we address items falling below the 90% threshold (TWC reported they will focus on these next year).



Questions



TWC Performance - Upcoming Target Changes





TWC-Contracted Performance Measures

TWC added three new* performance measures to the Board’s contract.

WIOA Measures	
'Siloed' WIOA Measures Adult, Dislocated Worker, & Youth (fifteen measures)	Career & Training (C&T) These Include Special Grants (three measures)
Employed Q2 Post Exit (also 'Enrolled' for Youth)	Employed/Enrolled Q2 Post Exit
Employed Q4 Post Exit (also 'Enrolled' for Youth)	Employed/Enrolled Q2-Q4 Post Exit
Credential Rate	Credential Rate
Measurable Skills Gains	
Median Earnings Q2 Post Exit	



Twenty-five (25) Total Measures

Program Participation Measures (two measures)

Choices Full Engagement Rate All Family Total	Average # Children Served Per Day Combined
--	---

Reemployment & Employer Engagement Measures

Claimant Reemployment w/in Ten Weeks Texas Talent Assistance	Successful Talent Assistance* Active Job Seeker New Employment Connection Rate* Maintaining Employment Connection*
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Next Steps

- Staff will focus on presenting the three new* measures during the upcoming committee meetings.



Questions



Update: Risk Analysis and Ready to Work



Agenda

- ❖ Risk Analysis
- ❖ RTW Analysis Update
- ❖ Next Steps





Risk Policy & Assessment Tool

- ❖ **Purpose:** As our agency's portfolio and operational reach expand to meet increasing service demands, so too does our exposure to risk. This framework is designed to modernize our approach to risk management, ensuring we stay ahead of potential issues while capitalizing on opportunities.
- ❖ **Objective:** Implement a data-driven, scalable risk assessment methodology to enhance organizational resilience and decision-making in our rapidly evolving service environment.

❖ **Key Components**

❖ **Adaptable Principles**

- ❖ Data-informed decisions
- ❖ Transparent accountability
- ❖ Scalable to growing demands

❖ **Robust Methodologies**

- ❖ Advanced Risk Matrix (5x5)
- ❖ Weighted Scoring
- ❖ FMEA / RICE Model

❖ **High-Impact Outcomes**

- ❖ Fortified organizational resilience
- ❖ Optimized resource allocation
- ❖ Elevated stakeholder confidence
- ❖ Strategic goal alignment
- ❖ Risk-aware culture

❖ **Technology Integration**

- ❖ Explore platforms to support long-term implementation and automation
- ❖ Leverage tech for data analysis and reporting



RTW Update & Analysis:

Key Areas of Focus: Analysis

1. Program Performance
2. Operational Infrastructure
3. Resource Allocation

* Program Performance:

- ❖ Program delivery effectiveness (41% of target)
- ❖ Completion rate analysis (34.6%)
- ❖ Job placement outcomes (37.7%)

* Process Capability:

- ❖ Takt Time: 160 min/assessment
- ❖ Cycle Time: 90 min/assessment
- ❖ Cpk: 1.00 (no buffer)
- ❖ VAR: 80% capacity utilized

Employment Barriers:

- ❖ Age 45+:38.7% vs 44.3% (25-44)
- ❖ Justice-Involved:29% vs 44.6% (non-involved)
- ❖ With Disabilities:24.2% vs 44% (no disability)
- ❖ Education Level:36% (HS or less)



Strategic Recommendations:

1. **Compliance Restructuring:** Implement tiered compliance system focusing on critical data points while allowing operational flexibility.
2. **Process Optimization:** Establish quarterly update cycle with 30-day notice period and streamline data management systems.
3. **Resource Analysis:** Commission third-party cost-benefit analysis to establish sustainable reimbursement model

** Program Performance & Process Capability Data last updated on 8/30/2024*



Next Steps: Risk Analysis Timeline:

Timeline	Activities
Week 1-2: Framework Design and Preparation	Day 1-5: Finalize framework design and create implementation roadmap Day 6-10: Develop training materials and communication plan
Week 3-4: Rapid Rollout and Training	Day 11-15: Conduct intensive training sessions for key stakeholders Day 16-20: Begin phased implementation across departments
Week 5-6: Full Implementation and Initial Assessment	Day 21-30: Complete organization-wide implementation Day 31-35: Conduct initial assessment and gather feedback
Week 7 (if needed): Refinement and Optimization	Day 36-45: Make necessary adjustments based on initial feedback Initiate exploration of long-term technology solutions



Next Steps: Ready-to-Work

- 1. CPO/CEO coordination on analysis release timing.**
- 2. Compliance Assessment**
 1. Continue review of compliance requirements and system impacts
 2. Document opportunities for process improvement
- 3. Data Analytics Enhancement**
 1. Expand data research
 2. Enhance data analysis for improved program reporting
 3. Identify strategic opportunities through comprehensive data review
- 4. Process Automation**
 1. Review current manual processes for automation potential
 2. Prioritize high-impact automation opportunities.



Audit & Finance Committee

Committee Report

November 15, 2024



Teacher Externship





Teacher Externship Services

- ❖ **Purpose:** To provide Externship for Teachers (Externships) – Externship grants create partnerships among educators and various industries to develop an effective workforce system by making the connection between academic skills and the workplace.
- ❖ **Scope:** Contractor will work with board staff to;
 - ❖ Recruit externship companies/organizations from multiple sectors
 - ❖ Teachers to complete hybrid Externship
 - ❖ Process participant applications
 - ❖ Provide orientation
 - ❖ Review and revise instructional materials
 - ❖ Process and distribute stipends to teachers.
- ❖ **Contractors:** Alliance for Technology Education in Applied Math and Science (ATEAMS).
- ❖ **Term/Amount** – Estimated aggregate amount of \$811,255 with an estimated annual amount of \$162,251; contingent upon grant of the annual award from The Texas Workforce Commission, TWC. The contract will initially span one (1) year with the option of four (4) additional renewals.





Questions



Legal Consulting Services





RFP for Legal Counsel Services

- **Issued:** September 2024
- **Scope of Work:**
 - Legal Services: Review laws, regulations, contracts, and policies
 - Representation: Litigation, grievance hearings, and legal affairs
 - Contract Review: Draft & review agreements, leases, and legal documents
 - Compliance Advice: Open Records, Open Meetings, and non-profit regulations
 - Board Support: Attend meetings as requested
- **Contractor:** Martin & Drought, PC.
- **Amount:** Estimated aggregate amount of \$516,000 with an estimated annual amount of \$103,200.
- **Term:** 1 year term with five one-year renewal options, effective December 1, 2024 – November 30, 2025.





Questions



Human Resources Consulting Services



RFP for Human Resource Legal Counsel Services



- **Issued:** September 2024
- **Scope of Work:**
 - **Litigation Support:** To help mitigate risk by advising on critical HR matters such as employee contracts, terminations, benefits, and dispute resolution, while ensuring compliance with federal, state, and local regulations.
 - **Policy Development:** Assist in drafting and revising personnel policies, procedures, and bylaws
 - **Training:** Legal compliance and employment-related training for WSA staff
 - **Representation:** Grievance/complaint hearings
- **Contractor:** Caldwell Clark Fanucchi & Finlayson PLLC
- **Amount:** Estimated aggregate amount of \$268,560 with an estimated annual amount of \$53,712.
- **Term:** 1 year term with five one-year renewal options, effective December 1, 2024 – November 30, 2025.





Questions



New Facility Lease - Bandera



Bandera Lease

New facility lease for the Bandera Workforce Center

- **Recommendation:** a new Facility Lease at 803 Buck Creek, Bandera, TX 78003 (Silver Sage)
- **Fiscal Impact:**
 - Projected Term estimated rent is \$144,000
 - Projected Monthly estimated rent is \$2,240
 - Projected Annual estimated rent is \$28,800
- **Term:** Initial term 5 years with two (2) five (5) year renewal options.
- **Next steps:** Finalize negotiations and execute lease.



New Facility Lease - Hondo





Hondo Lease

New facility lease for the Hondo Workforce Center

- **Recommendation:** 402 Carter, Hondo, TX 78861 (South Texas Regional Training Center).
- **Fiscal Impact:**
 - Projected Term estimated rent is \$95,176.08
 - Projected Monthly estimated rent is \$2,644.00
 - Projected Annual estimated rent is \$31,725.36
- **Term:** Initial term three (3) years with three (3) three (3) year renewal options.
- **Next steps:** Finalize negotiations and execute lease.



New Facility Lease - Pleasanton



Pleasanton Lease

New facility lease for the Pleasanton Workforce Center

- **Recommendation:** 1411 Bensdale Road, Pleasanton, TX 78064 (Coastal Bend College - Pleasanton)
- **Fiscal Impact:**
 - Projected Term estimated rent is \$90,132
 - Projected Monthly estimated rent is \$2,504
 - Projected Annual estimated rent is \$30,044
- **Term:** Initial term three (3) years with three (3) three (3) year renewal options.
- **Next steps:** Finalize negotiations and execute lease.





Questions



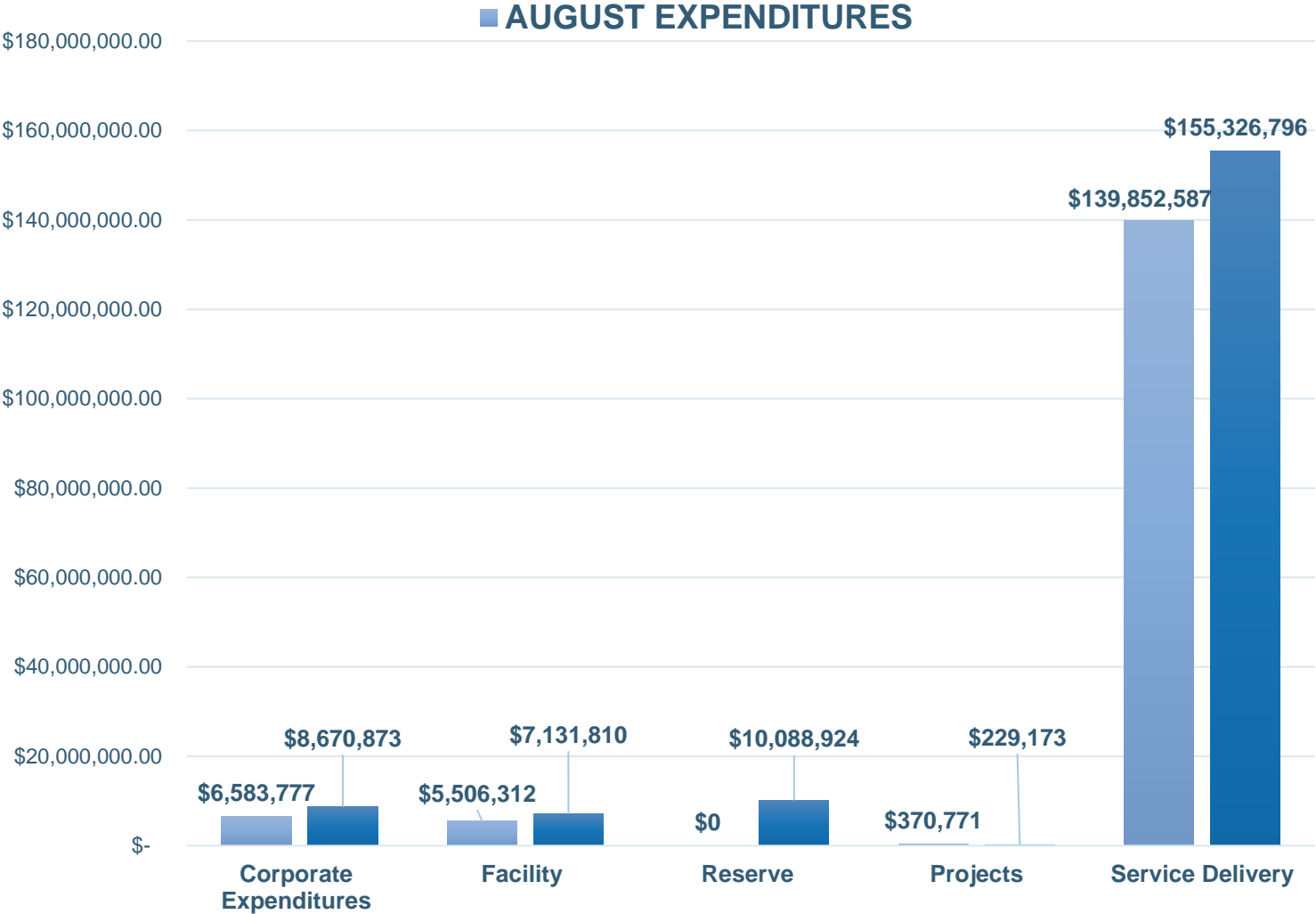
Financials



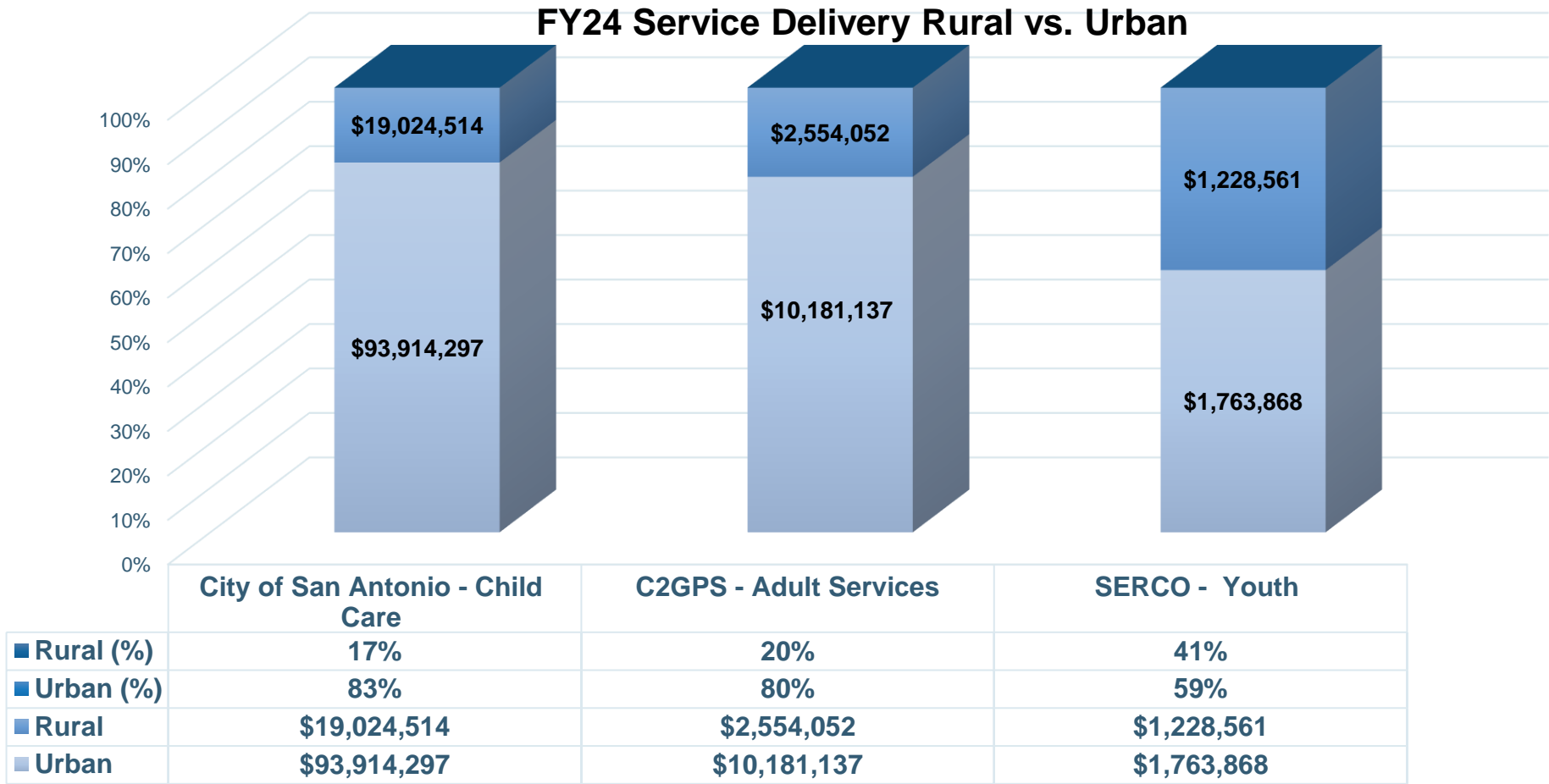
Budget to Actual Expenditures

August 2024 Budget to Actual Variance Analysis					
Budget Category	FY24 Budget	FY24 Actuals	% Expensed	Straight-Line Target (91.7%)	YTD Variance %
Corporate - Personnel	\$ 5,867,227	\$ 4,555,430	77.64%	\$ 5,380,247	14.06%
Corporate - Facilities	\$ 526,665	\$ 417,754	79.32%	\$ 482,952	12.38%
Corporate - Equipment Related	\$ 277,994	\$ 161,493	58.09%	\$ 254,920	33.61%
Corporate - General Office	\$ 741,700	\$ 339,901	45.83%	\$ 680,139	45.87%
Corporate - Professional Services	\$ 1,997,110	\$ 1,082,268	54.19%	\$ 1,831,350	37.51%
Corporate - Board of Directors	\$ 45,000	\$ 26,931	59.85%	\$ 41,265	31.85%
Corporate Total	\$ 9,455,696	\$ 6,583,777	69.63%	\$ 8,670,873	22.07%
Facilities	\$ 7,777,328	\$ 5,506,312	70.80%	\$ 7,131,810	20.90%
Reserve	\$ 11,002,098	\$ -	0.00%	\$ 10,088,924	91.70%
Projects	\$ 249,916	\$ 370,771	148.36%	\$ 229,173	-56.66%
Service Delivery - TWC	\$ 18,983,727	\$ 16,225,117	85.47%	\$ 17,408,078	6.23%
Service Delivery - TWC Child Care	\$ 120,209,630	\$ 112,938,812	93.95%	\$ 110,232,231	-2.25%
Service Delivery Ready to Work	\$ 30,192,462	\$ 10,688,658	35.40%	\$ 27,686,488	56.30%
Total Budget	\$ 197,870,857	\$ 152,313,448	76.98%	\$ 181,447,576	14.72%

YTD Expenditures by Budget Category Comparison



Service Delivery Comparison – Rural vs. Urban Counties



Key Variances – Childcare

CCP(DFPS)- Contract ends 12/31/2024 and we have 99.66% expensed.

The board received 1.5M additional funding from TWC to extend the service through the end of the contract.

Childcare Quality- Contract ends 10/31/2024 and we have 68.29% expensed.

The Board anticipates increased expenditures with the purchase of supplies and materials for the TRS providers. The grant is forecasted to expend 90% of the grant.



Key Variances – TWC Programs

Reemployment Services – The grant was extended through February 2025. The percentage of funds expended is 89.96%. Program staff anticipates the grant will be fully expended by the end date.

Paid Work Experience – The Board expects to receive referrals over the next few months which will increase the funds expended.

Training & Employment Navigator – The grant assists a specific population who has access to free education and training. Program staff will continue to work with the service providers to emphasize the funding available for support services.

Key Variances – Other Funding

Toyota Grant

- Grant was extended through September 2024.
- Incentives for RTW participants who are successful in job placement.
- The grant is expected to be fully expended.

Area Foundation Grants

- Grants were extended through December 2024.
- Funds are utilized for Workforce Academy and staff capacity building.
- The grant is expected to be fully expended.





Questions





CEO Report

Adrian Lopez
Chief Executive Officer





Media Report

James Keith
Director of Public & Govt. Relations



Hiring & You!

Red, White

November 6 – Freeman Coliseum Expo Hall



Hiring & You!

Red, White

November 6 – Freeman Coliseum Expo Hall

- **Advertising on KENS5.com, Google Ads**
- 39,828 impressions in the first 4 days of internet advertising
- **Alpha Media Radio**
102.7 JACK FM, Norteno 104.1, Energy 94.1
- 586,600 listeners reached across English and Spanish



Hiring & You!

Red, White

November 6 – Freeman Coliseum Expo Hall

- **Earned Media Coverage via Press Release**
- KABB, KENS, WOI, multiple rural newspapers
- Estimated value \$4,500



Hiring & You!

Red, White

November 6 – Freeman Coliseum Expo Hall

- **Headshots**
 - **117 individuals served**

“Many people told me how appreciative they were of the headshots. One person said they hadn't had a headshot taken in 11 years. Another, who had been at the last job fair, said her headshots from the last one had already gotten her two gigs as a background extra in commercials.” – Matthew Gaskins, Photographer



Social Media



Performance

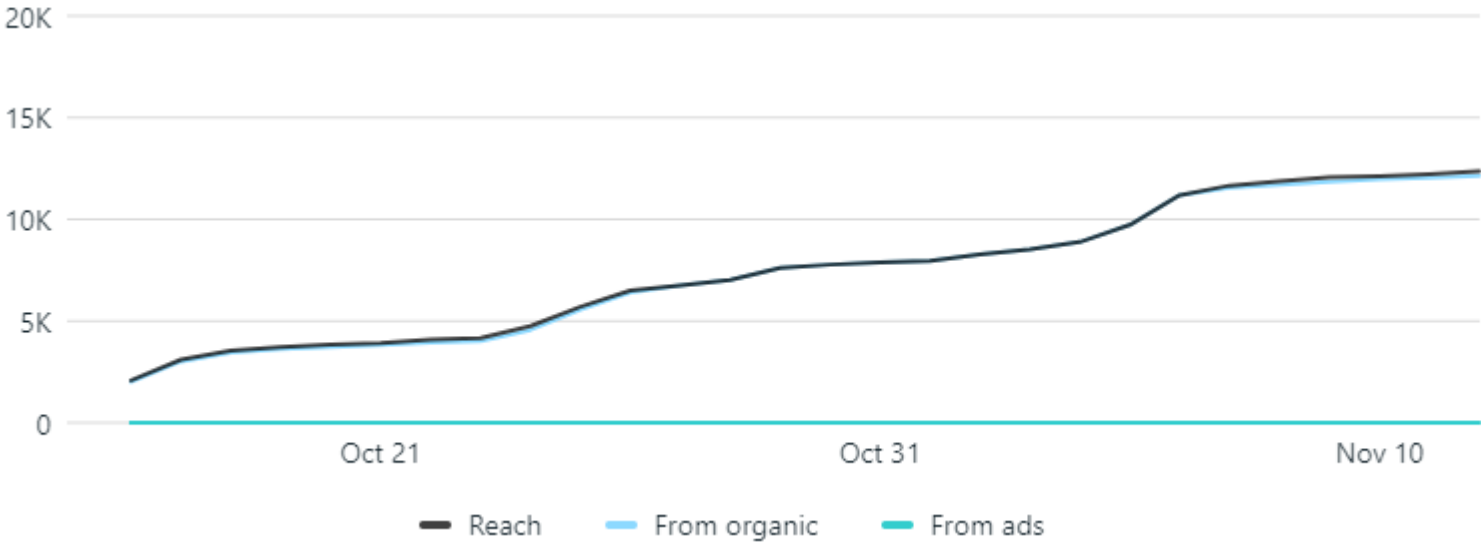
Daily Cumulative ⓘ

Reach ⓘ
12.4K ↑ 115.9%

Content interactions ⓘ
315 ↑ 47.2%

Followers ⓘ
Lifetime
7.7K

Link clicks ⓘ
19 0%



Reach breakdown

Total
12,361 ↑ 115.9%

From organic
12,150 ↑ 112.4%

From ads
0 0%



Social Media



Overview

Reach ⓘ	Impressions ⓘ	Interactions ⓘ	Link clicks ⓘ
3,446	3,446	39	5
Higher than typical	Higher than typical	Higher than typical	Higher than typical


Reach



Interactions ⓘ

Reactions ⓘ	Comments ⓘ	Shares ⓘ	Saves ⓘ
12	1	26	0
Higher than typical	Higher than typical	Higher than typical	Typical


Feed preview



Workforce Solutions Alamo
Published by Hootsuite
October 25 at 9:05 AM · 🌐

Join us for the 13th Annual Hiring Red, White and You Job Fair! This event is dedicated to connecting veterans, transitioning service members, and their spouses with hundreds of job opportunities from over 100 employers.

NEW 14 Date & Time: Wednesday, November 6, 2024, 9:00 AM – 2:00 PM
📍 Location: Freeman Coliseum
📍 Address: 3201 E. Houston Street, San Antonio, TX 78219
F... See more




Hiring Red, White & You

TEXAS WORKFORCE COMMISSION | TEXAS WORKFORCE SOLUTIONS | TMC | TEXAS MEDICAL CENTER

A proud partner of the American Job Center network

Fair designed to connect transitioning service members, military spouses, veterans, & their families to hiring employers.

November 6, 2024 from



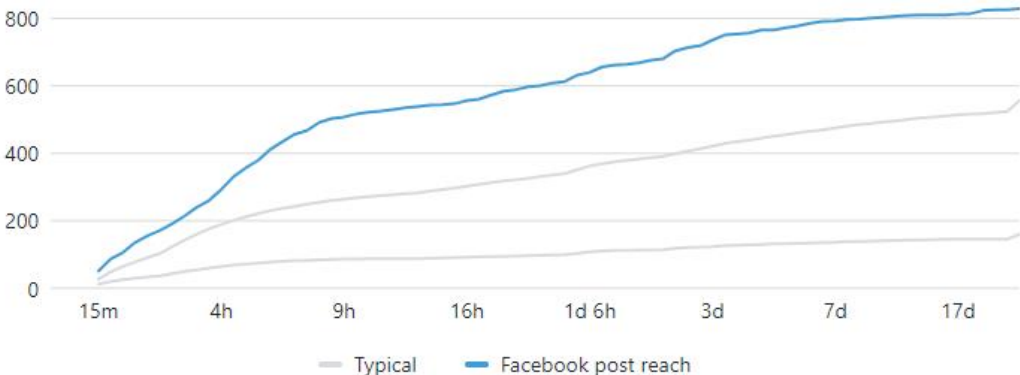
Social Media



Overview

Reach ⓘ	Impressions ⓘ	Interactions ⓘ	Link clicks ⓘ
832	879	22	--
Higher than typical	Higher than typical	Higher than typical	

Reach



Interactions ⓘ

Reactions ⓘ	Comments ⓘ	Shares ⓘ	Saves ⓘ
18	1	3	0
Higher than typical	Higher than typical	Higher than typical	Typical

Feed preview



Workforce Solutions Alamo
Published by Hootsuite
October 18 at 3:02 PM · 🌐

In honor of National Disability Employment Awareness Month, last week we held our 3rd Annual Alamo HIRES Inclusive Job and Resource Fair connecting individuals with all abilities to meaningful employment opportunities. Over 330 job seekers explored positions with local employers across various industries, including Manufacturing, Hospitality, Education, Aerospace, Oil & Gas, Construction, Finance & Insurance, and Healthcare.

A huge thank you to our partners, [Texas Workforce](#) ...
[See more](#)





Questions





CEO Report

Adrian Lopez
Chief Executive Officer



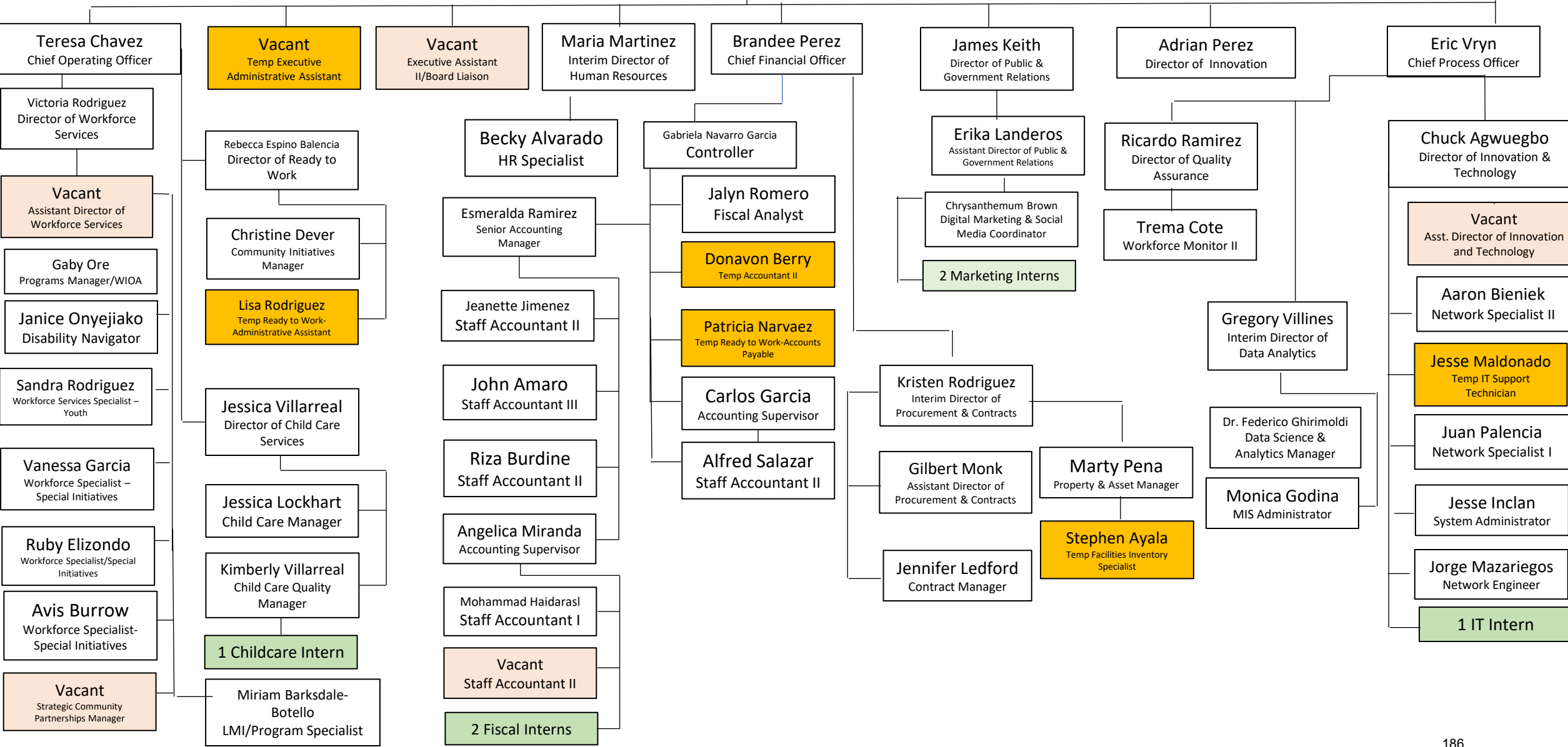
Roundtable Discussion on Child Care and Workforce with Senator José Menéndez- October 8, 2024



Texas State Senator José Menéndez : District 26



Adrian Lopez
CEO



TX FAME

- Budget
- Non-Profit Status



Hiring & You!

Red, White



Jobseekers: 1059

Booths occupied: 138

122 Employers

16 were Resources

*5 stand-by employers came to fill in for those employers



Hiring & You!

Red, White



As an Employer and as a Veteran, I just wanted to thank you for all the hard work that you and the Team put in to make the 2024 Hiring Red White & You event a success!

Please keep up the great work and know that your efforts are greatly appreciated.

Sergio





2024 Outstanding Child Care Advocate: Austin/Central Texas

- This award gives recognition to exceptional people in the field of Child Advocacy
- All nominees were selected by community leaders and were chosen by the Texas Academy of Child Advocacy.





United Way Campaign

- Workforce Solutions Alamo Board staff have collectively pledged a remarkable \$5,000, showcasing our commitment to making a difference in our community.
- With over 49% participation, we surpassed last year's goal!

Thank you to everyone who contributed and helped make this achievement possible.





Chair Report

Leslie Cantu
Committee Chair





Questions



Thank you!

