



# Board of Directors

June 12, 2026



# Meeting Minutes – February 27, 2026

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# Texas Rising Star Update

Texas Rising Star	Entry Level	Suspension	Total
487	85	15	587
83%	14%	3%	100%

2 STAR	3 STAR	4 STAR	Total
46	158	283	487
10%	32%	58%	100%





# Child Care Champion

Gracie Regalado  
Owner, Learning with Grace Educational Child Care &  
Learning with Grace Educational Child Care #2





# Texas Rising Star Staff Retention Grant

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- Learning With Grace -6 Staff received \$11,000
- Learning With Grace #2 - 3 Staff received \$7,400
- LWG #1 has retained their staff.
- LWG #2 has retained their staff and added 1 additional staff.



# Staff Testimonials



The TRS Grant has been a tremendous Blessing to me and my family. With the rising cost of living and expenses that are associated with youth activities, the grant has helped relieve a financial burden. The TRS Grant allowed me to keep my daughter in High School Cheer. I am truly grateful for the TRS Grant.



Jennifer Mc Kinnon  
LWG#2



# Staff Testimonials



I am a student at U.T.S.A. being a student can be a financial burden when working part-time. The TRS Grant has helped me with my college expenses such as books, transportation- gas, car insurance and upkeep of my vehicle. Receiving the TRS Grant has allowed me to continue working with the children at LWG, I am able to learn from them and work with them using the techniques learned at school.



Natalie Regalado, LWG  
#1



# Directors Feedback

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The TRS Grant has truly been a blessing, I am grateful that you have allowed me to be able to give my staff an additional check quarterly. The staff feels acknowledged, appreciated, and allows them to know, the children, the families, and the staff at LWG, have TRS as an advocate . Thank-you TRS, and workforce solutions for doing your part for my staff. Both centers have retained their staff.

Gracie Regalado





# Child Care Champion

Stephanie Bustos  
Owner, Bustos Daycare and Learning Center &  
Bustos Youth Center

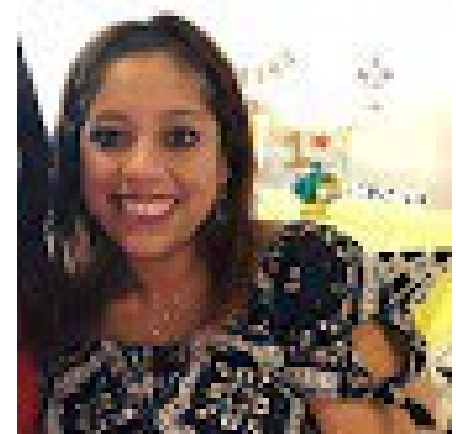




# Introduction

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- Stephanie Bustos Owner and Director
- Bustos Daycare & Learning Center 20 Years 1<sup>st</sup> location
- TRS 4 Star center 07/01/2023 & Texas School Ready
- Masters in Early Childhood
- Bustos Youth Center 04/02/2014 ages 5-13 years old 2<sup>nd</sup> location
- TRS 4 Star center 08/01/2023



# Bustos Daycare & Learning Center

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## Texas Rising Star Maintenance Incentive

- Bustos Daycare and Learning Center - \$2500
- Bustos Youth Center - \$2500

# Texas Rising Star Maintenance Incentive Bustos Daycare

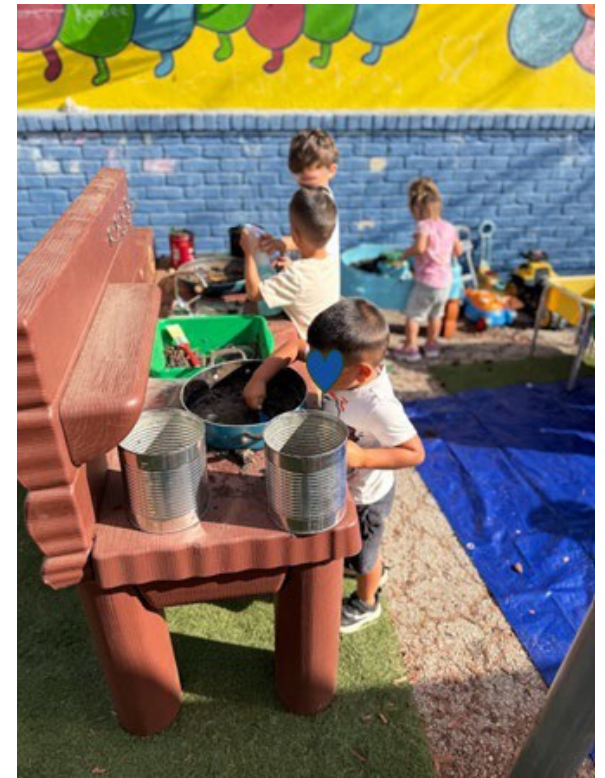
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# Mud day

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# Mud day

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# Bustos Youth Center

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# Bustos Daycare & Learning Center

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## Texas Rising Star Maintenance Incentive

- Bustos Youth Center - \$2500



# Indoor Environment





A NONPROFIT COMMUNITY LENDER

# LiftFund & Workforce Solutions Alamo (WSA) Partnership

## Texas Rising Stars (TRS) Certification Program

Supporting Childcare Entrepreneurs in the Alamo Region

**MINDY JIMENEZ**  
VP OF ADVANCEMENT  
LIFTFUND

# Purpose & Desired Outcomes

This presentation outlines the LiftFund and Workforce Solutions Alamo (WSA) co-partnership supporting the Texas Rising Stars Texas Rising Stars (TRS) Certification Program—and the impact it's creating for childcare entrepreneurs across the Alamo region. the Alamo region.

## Our Purpose

- Co-promote the Texas Rising Stars (TRS) Certification Program
- Strengthen childcare small businesses through training and capital access
- Build a sustainable childcare ecosystem in the Alamo region

## Desired Outcomes

- 100+ childcare entrepreneurs trained and supported annually
- Increased TRS certifications among Alamo-region providers
- Childcare businesses that are financially stronger and more sustainable

# About the Partnership

## LiftFund

A nonprofit lender providing credit and consulting services to small businesses that lack access to traditional financing.



## Business Education



## Access to Capital



## Technical Assistance

## Workforce Solutions Alamo (WSA)

The region's workforce development board — connecting childcare providers to training, resources, and program opportunities.



## Community Outreach



## Program Delivery



## Provider Engagement

# Program Components

Quarterly workshops combined with one-on-one support — designed to meet childcare entrepreneurs where they are.



Texas Rising Stars  
(TRS) Process



Access to Capital



Bookkeeping &  
Finance



Business  
Sustainability

## How It Works

- Quarterly in-person workshops
- One-day immersive sessions
- Continued 1:1 follow-up support
- Minimum 15 providers per session

# Partner Roles

## LiftFund

- Megaphone — Program Promotion (Eventbrite & Social Media)
- Checklist — Free Business Self-Assessment
- Report / Data — Industry Reports & Market Data
- Person / Meeting — 1:1 Consultations & Capital Workshops

## Workforce Solutions Alamo (WSA)

- Email / Newsletter — E-Newsletter Outreach
- Social Media — Social Media Campaigns
- Globe / Website — Website & In-Office Promotion
- Star / Award — TRS Curriculum Delivery

# What Childcare Businesses Gain

Participants leave with practical tools to grow stronger, more sustainable childcare businesses.



## Cost-Saving Strategies

Reduce operational costs



## Revenue Opportunities

Grants, funding streams



## Small Business Loans

Financing pathways



## Hiring & Staff Retention

Attract qualified staff



## Client Loyalty

Improve enrollment & retention



## Financial Management

Bookkeeping & TRS navigation

# Program Impact (2024–2026)

Two years of measurable results for childcare entrepreneurs across the Alamo region.

**100+**

## Entrepreneurs Served

Childcare business owners who received training, consulting, and resources

**8+**

## Workshops Delivered

Texas Rising Stars certification and access to capital workshops co-presented

**15+**

## Providers Per Session

Childcare entrepreneurs engaged at each quarterly workshop

**4x**

## Quarterly Training Cycles

Annual workshops held consistently throughout the year in partnership

- ❏ Through this partnership, LiftFund has supported 100+ childcare entrepreneurs with training, technical assistance, and pathways to capital.

# Key Takeaways

# Together, We're Stronger

<b>Shared Mission</b> LiftFund and WSA unite workforce development with small business support.	<b>Real Impact</b> 100+ childcare entrepreneurs served through training and capital access.
<b>Stronger Businesses</b> Providers gain financial skills and pathways to Texas Rising Stars (TRS) certification.	<b>Better Outcomes</b> Stronger childcare businesses mean better quality care for Texas families.

Thank you to the Workforce Solutions Alamo Board and staff for your continued partnership and commitment to childcare entrepreneurs across the Alamo region.

QUESTIONS & DISCUSSION WELCOME

# Parent Café- Be Strong Families

## Parent Café Training Institute

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# Parent Café Recap

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- Structured small groups to facilitate peer to peer conversations that provide a safe space for families to share their experience.
- Parent Café supports Texas Rising Star Certification, Category 3 Program Administration: Parent Education and Parent Involvement.
- Six TRS Mentors will conduct the Parent Café sessions

# Timeline



Date	Item
July 28th, 2025	Preschool Development Grant Webinar shared PD opportunities
July 29th, 2025	Schedule of Parent Café shared with WSA staff
July 30th, 2025	Request sent to quality contractor for TRS Mentors interested in attending Parent Café sessions
August 4th, 2025	Received list of TRS Mentors interested in opportunity
September 2025	Six TRS Mentors attended a two-day in person Parent Café training
January 7th, 2026	First planning meeting with TRS Mentors to establish session dates, topics, and delivery style
February 11th, 2026 *	Second planning meeting with TRS Mentors to establish family participation goals and outreach location
March 20th, 2026 *	Interest form for families shared with eight centers in the Schertz area
April 3rd, 2026 *	Deadline set for interest forms
April 1st, 2026 *	Third planning meeting with TRS Mentors, session overview
April 30th, 2026 *	First Parent Café session scheduled



# Next Steps Completed

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- Identify zip codes with clusters of programs for outreach
- Outreach to parents in the zip codes
- Identify a location to host- **tentative**
- Establish a parent participation goal



# Outreach Focus Area- Rural

County	# of Centers
Atascosa	12
Bandera	2
Bexar	452
Comal	26
Frio	7
Gillespie	5
Guadalupe	41
Karnes	3
Kendall	8
Kerr	8
Medina	8
Wilson	12

City	# of Centers
Cibolo	10
Marion	1
New Braunfels	7
San Antonio	1
Schertz	13
Seguin	8
Selma	1



# Participation Goals

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- WSA has set a goal to have 30 participants enroll in the Parent Café
- The participation goal is set at 50%
- Interest form for families to sign up was shared on March 20th, 2026. Mentors sent the interest form via email to the child care programs.



# Center Information

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Center	Status	Type	Capacity	Enrollment	%	Families
1	TRS 4 Star	Center	184	106	58%	73
2	ELD	Center	191	174	91%	-
3	TRS 3 Star	Center	126	62	49%	44
4	TRS 4 Star	Center	112	55	49%	50
5	ELD	Center	167	97	58%	90
6	TRS 4 Star	Center	216	155	72%	140
7	TRS 4 Star	Center	55	11	20%	6
8	ELD	Center	134	-	-	-
			1185	660		403



# Partner Updates



# United Way – Provider Council

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# Pre-K for SA – Updates on Quality Initiatives

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# Operation Extended Watch

## Project Updates:

- Built dedicated capacity with a Professional Learning Specialist leading support efforts
- Established initial cohort of 5 providers strategically located near military bases
- Completed enrollment of all providers in MCCYN+
- Expanded access to extended-hour care, including a 24-hour care option

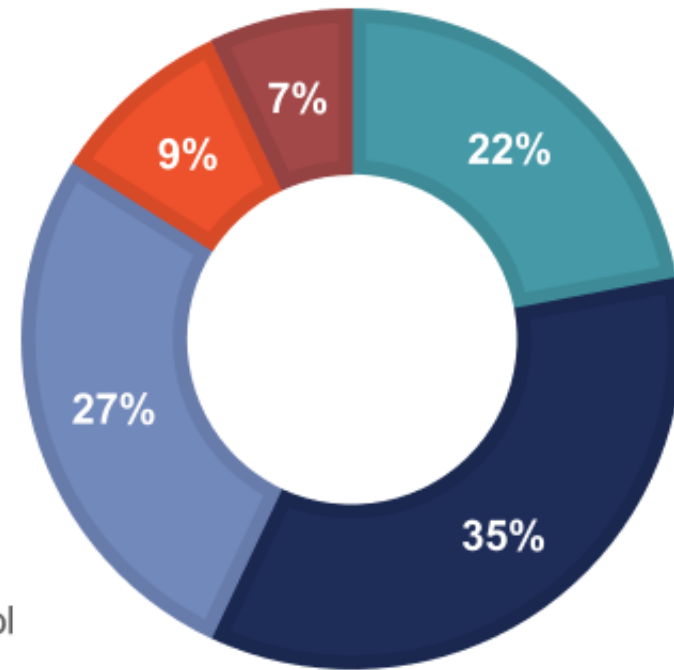


# Alliance-wide Data

Alliance Teachers By Age Group Served

What does this tell us?

- Over 60% of alliance educators are working with children in the most critical window of child brain development.
- With nearly 400 alliance educators focused on ages 0-2, Pre-K 4 SA professional learning cannot be *one size fits all*.
- 62% of alliance teaching staff are in high-cost/low-ratio classrooms.



- Preschool
- Toddlers
- Infants
- All Ages
- After School

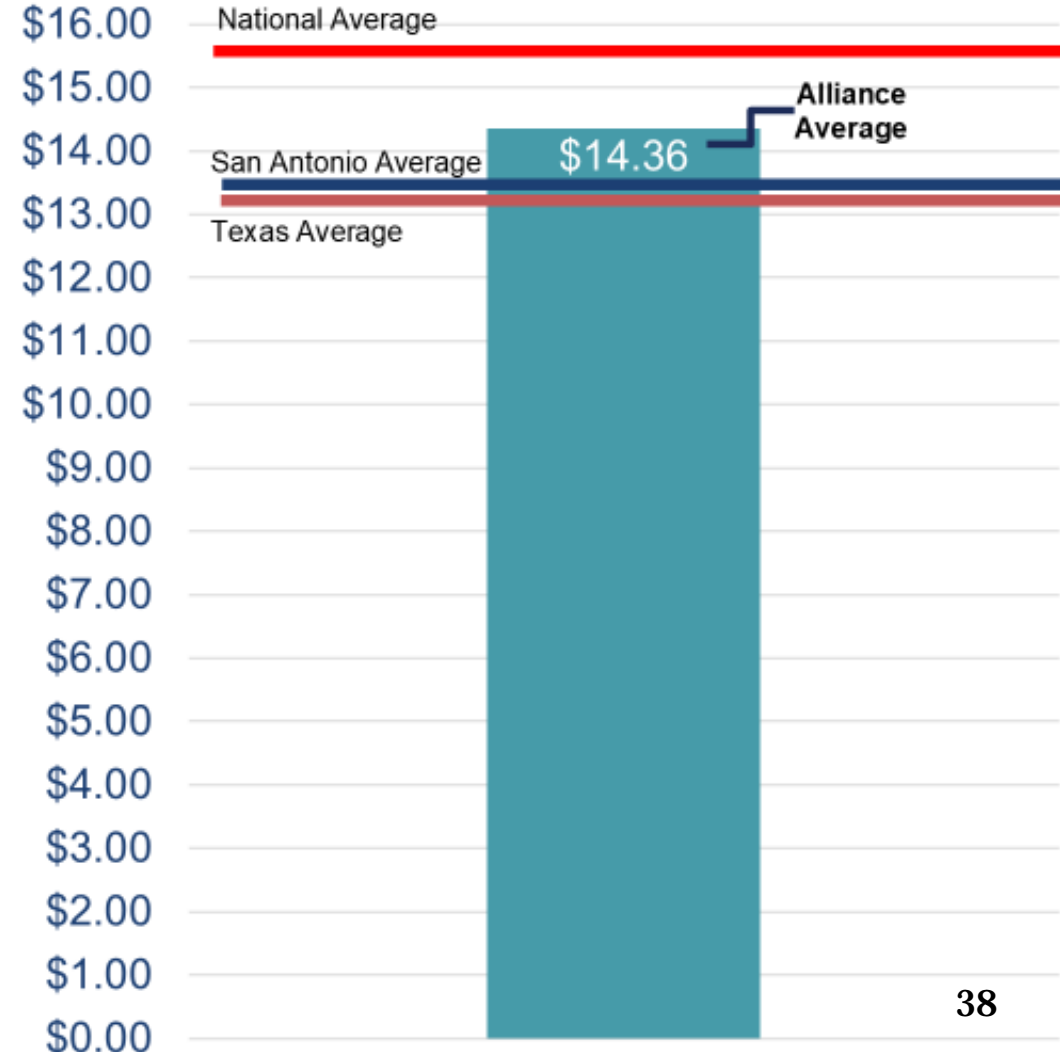
# Alliance wide-Data

What does this tell us?

**Alliance Average = \$14.36**

- ↑ San Antonio Average = \$13.93
- ↑ Texas Average = \$13.71
- ↓ National Average = \$15.41
- 302 teachers in the alliance earn less than the alliance average (\$14.36)

## Early Childhood Teacher Hourly Average Pay



Source: Bureau of Labor Statistics, careerstop

# Texas A&M University San Antonio (Early Matters) - Recap of All Partners Convening

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# earlymatters

SAN ANTONIO



# OUR HEADLINE GOAL

**70%** OF BEXAR COUNTY CHILDREN  
ARE KINDER-READY BY **2030**.



Where are we?





# 2025 Annual Impact Report

- First Annual Impact Report
- A reflection of shared progress and community accountability
- 100s of workgroup members and partners advancing real system change
- Please take a copy and continue building momentum with us

earlymatters  
SAN ANTONIO

# 2025



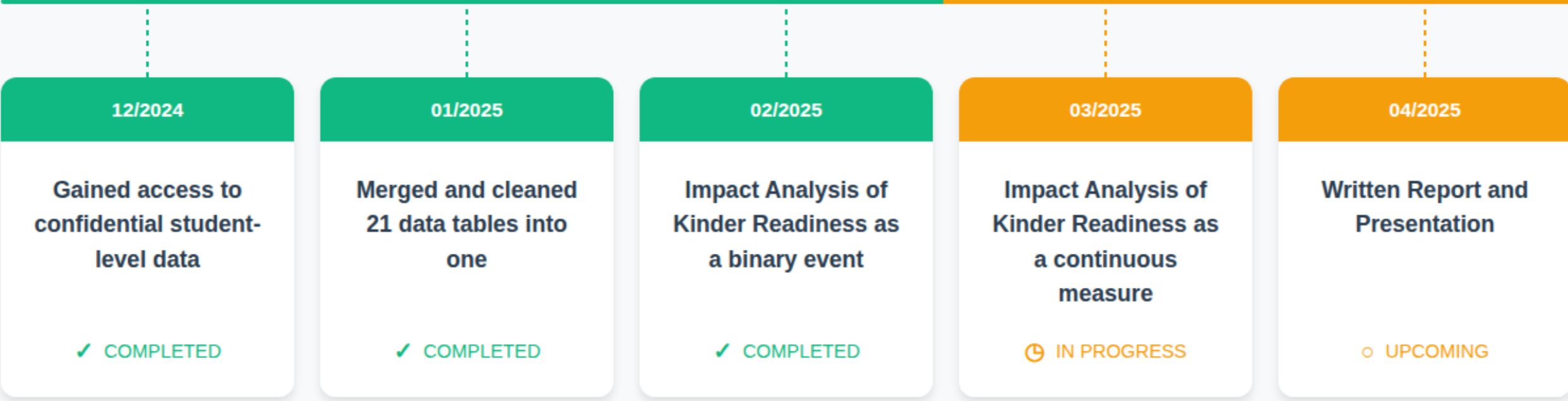
**Impact Report**



# Kindergarten Ready, Third Grade Ready

By Mike Villarreal, PhD

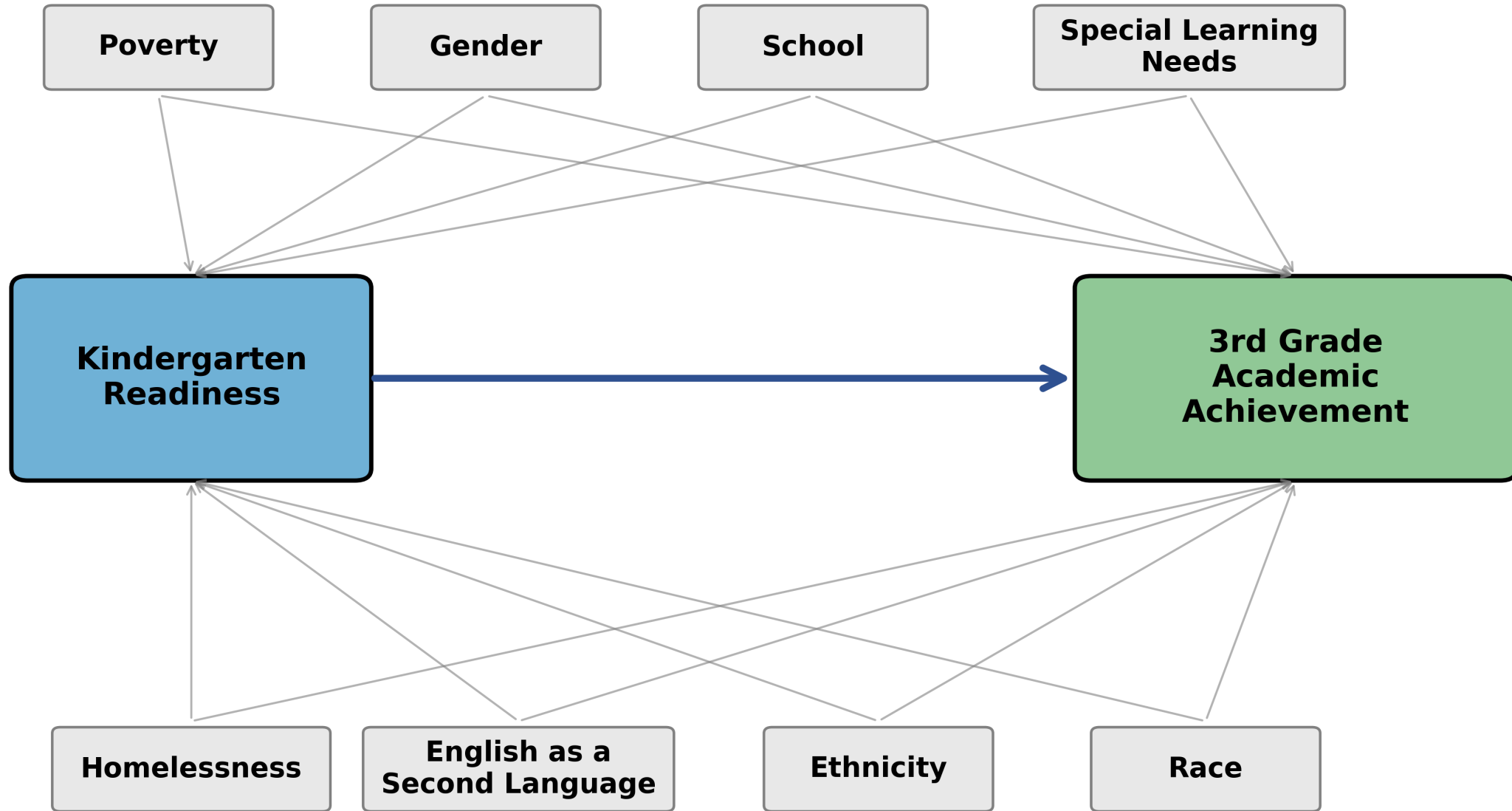
# Project Timeline



● Completed    ● Upcoming / In Progress



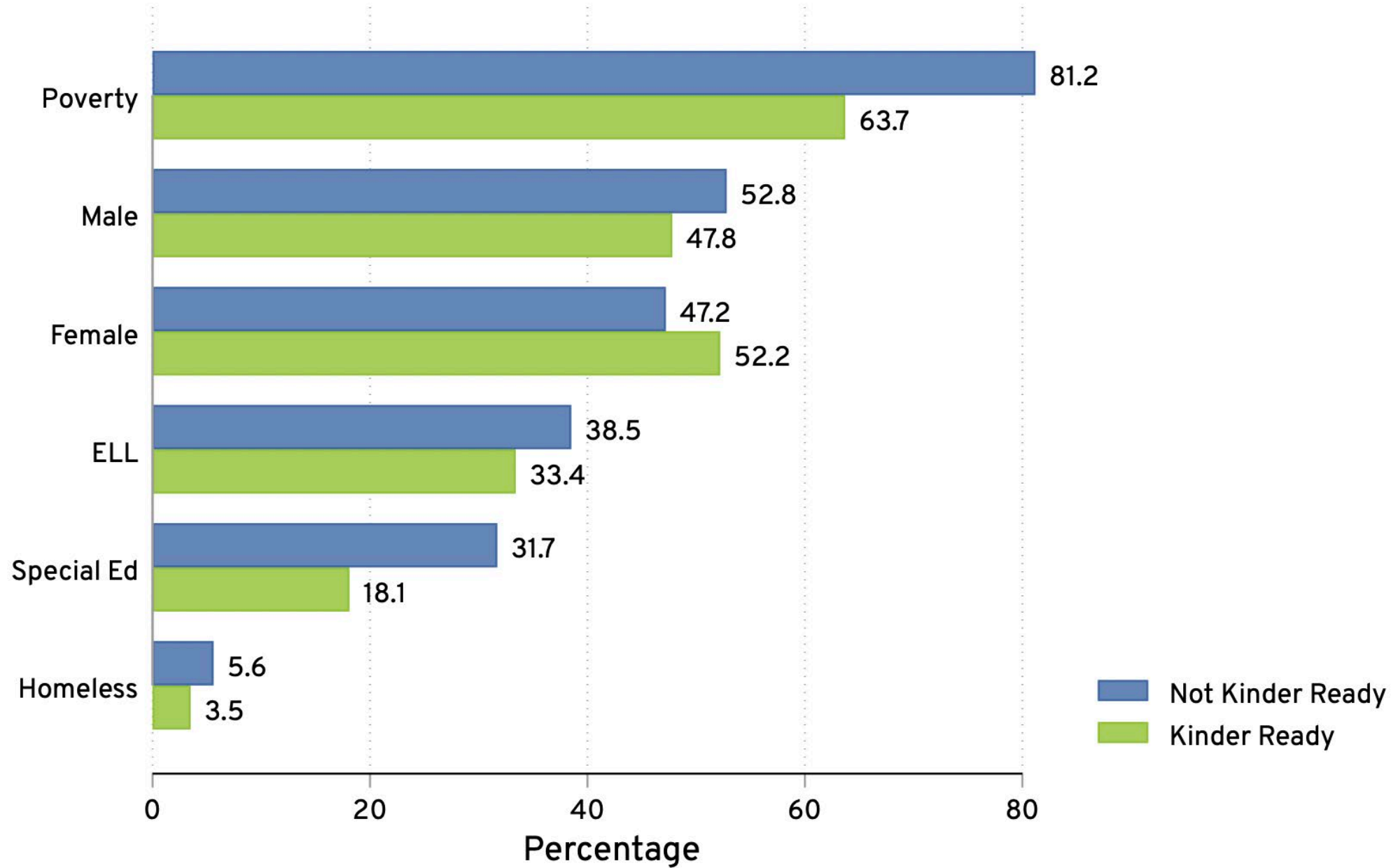
# Causal Pathways



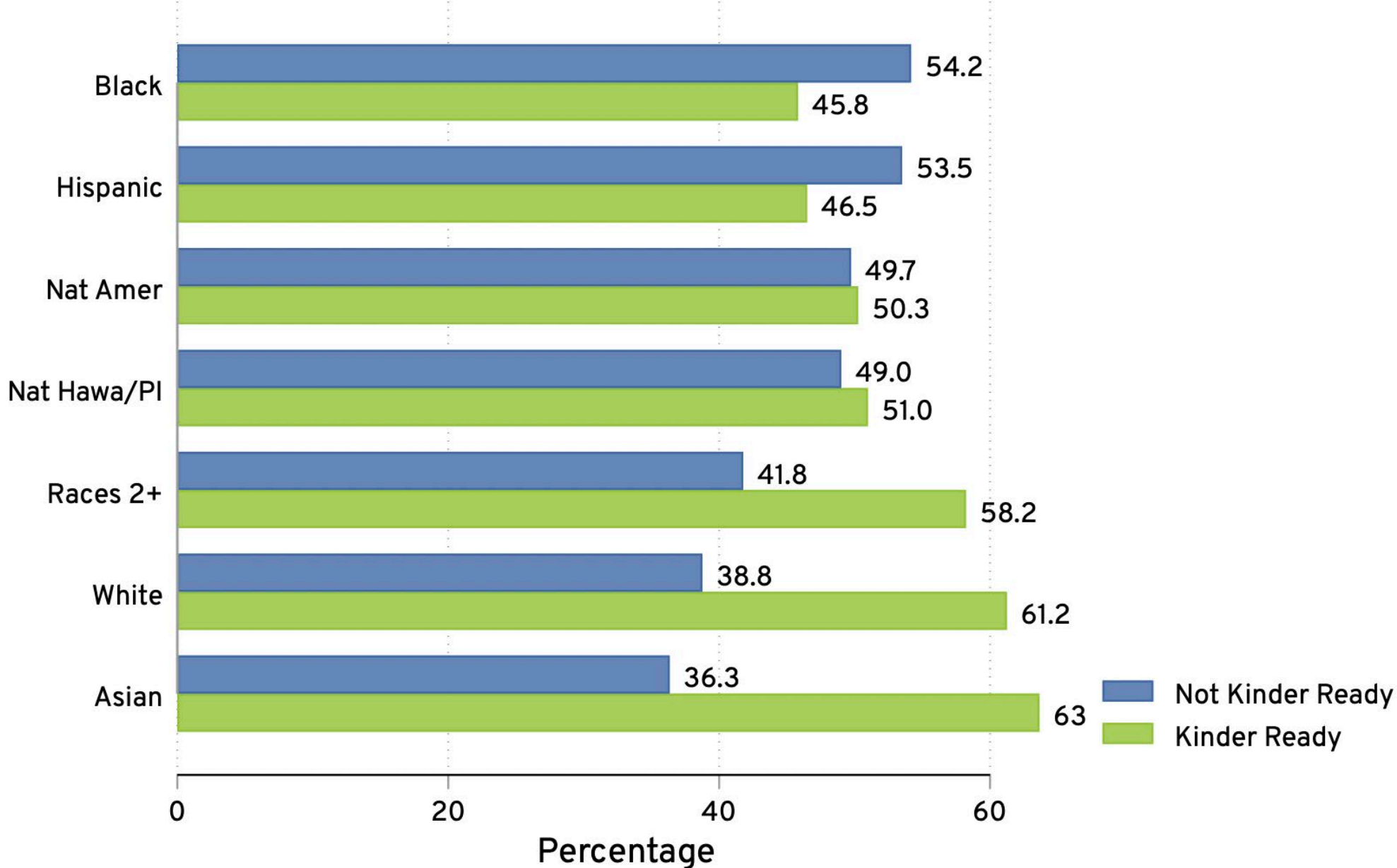
— Primary causal effect of interest

— Confounding relationships

# Kindergarten Readiness by Group



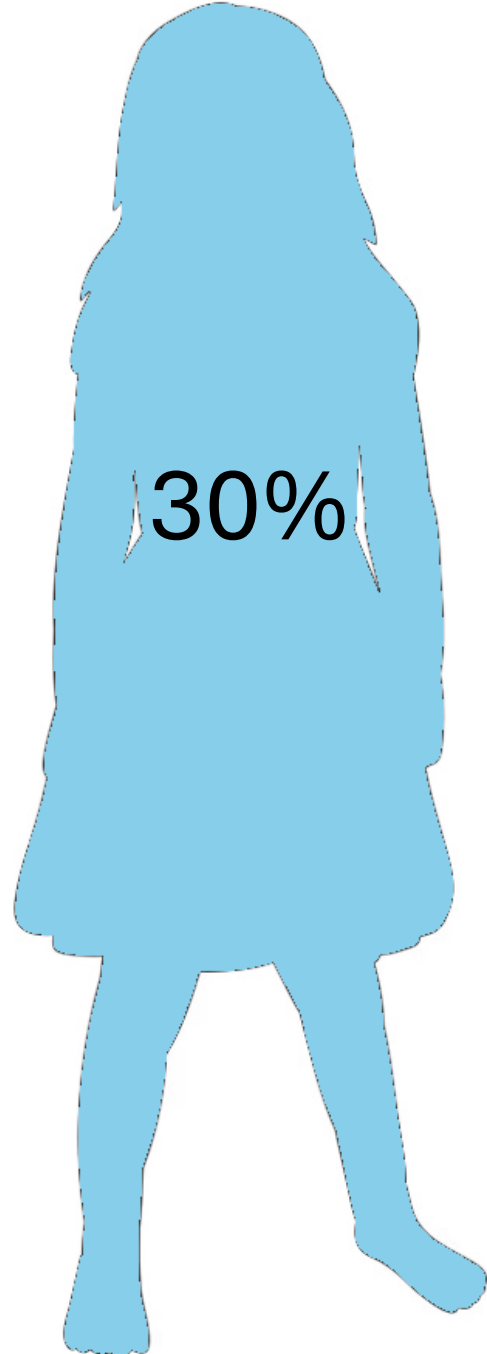
# Kindergarten Readiness by Group







66,000+  
Kinder Readiness  
Probability  
Twins

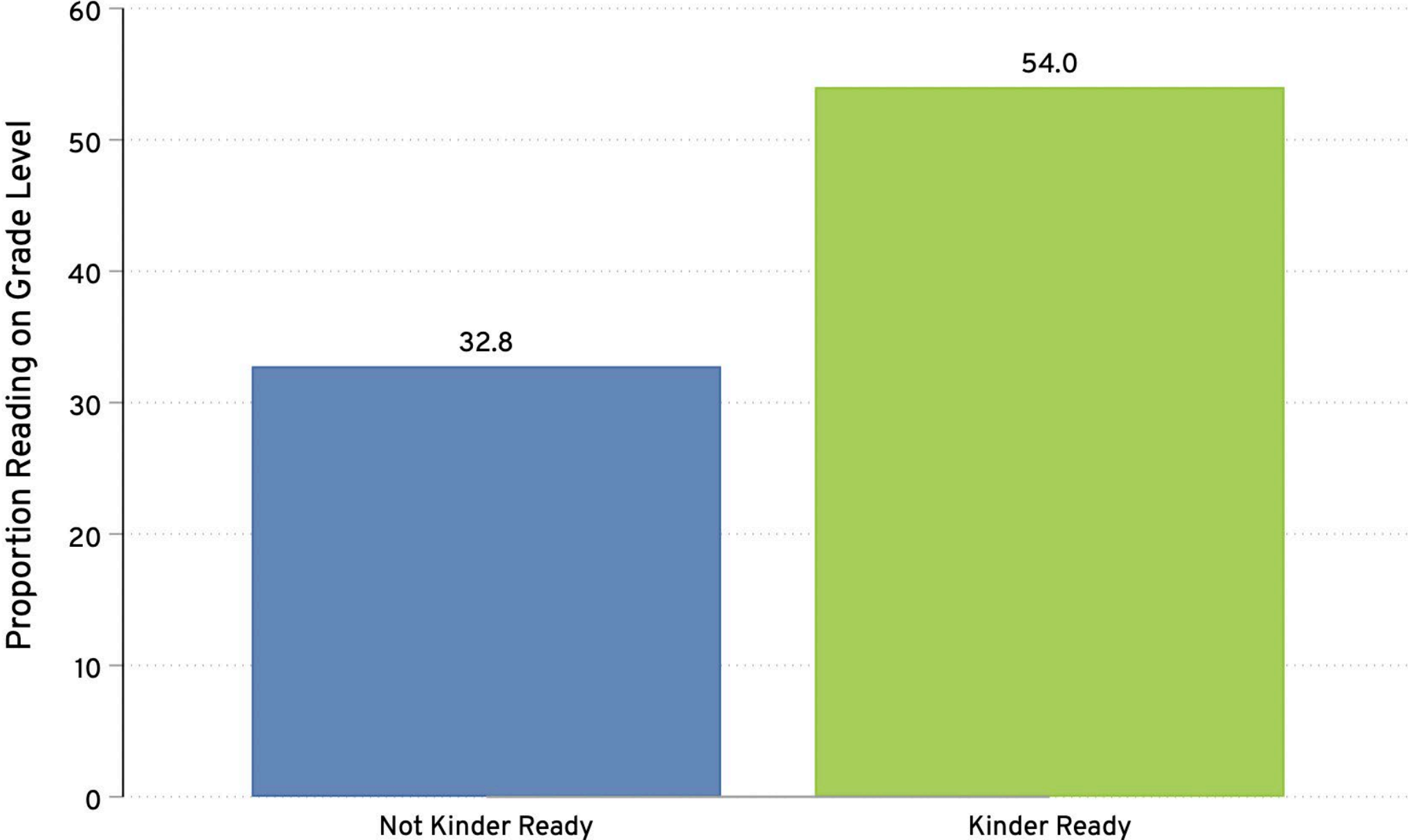


Not Kinder Ready

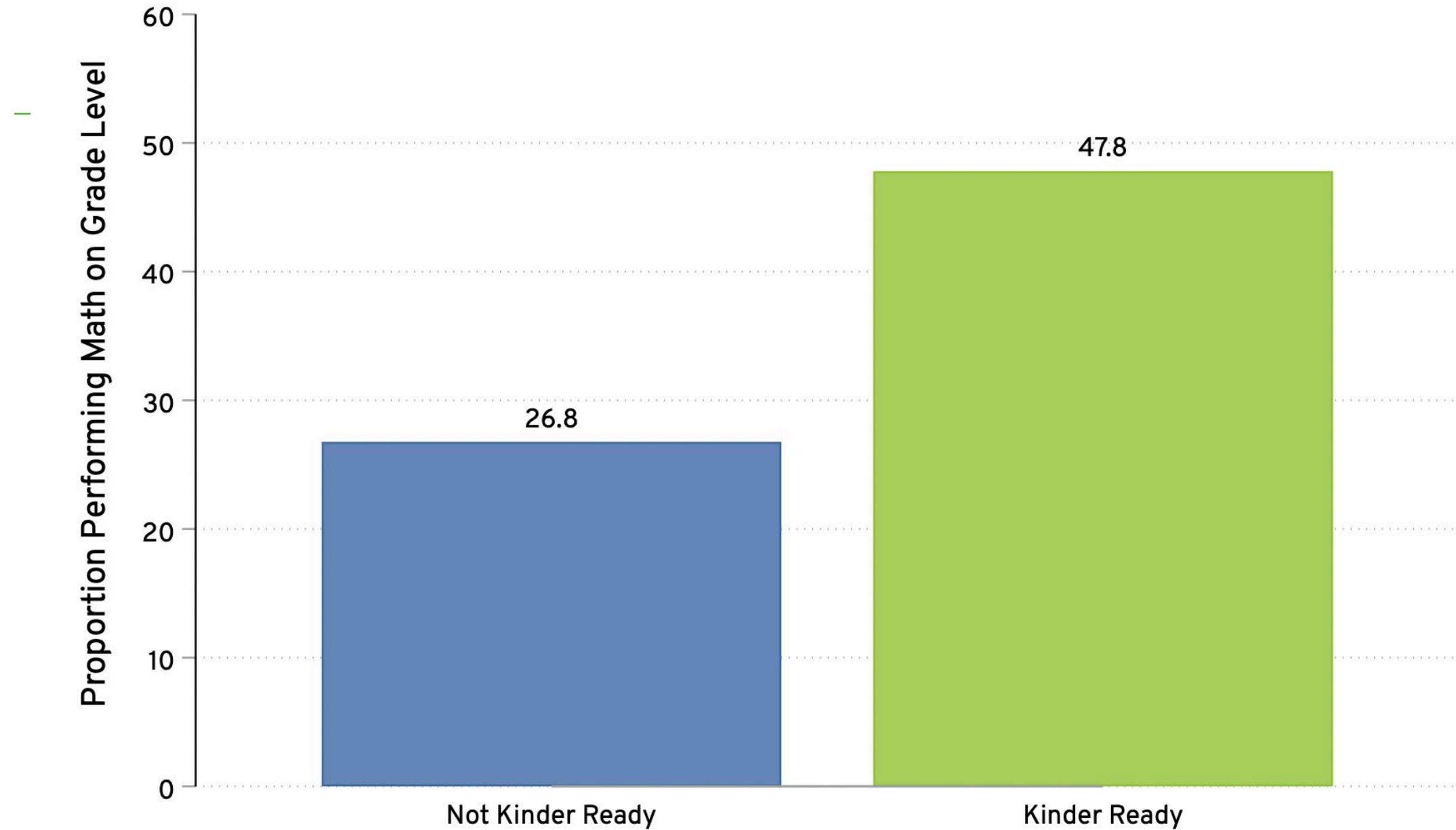


Kinder Ready

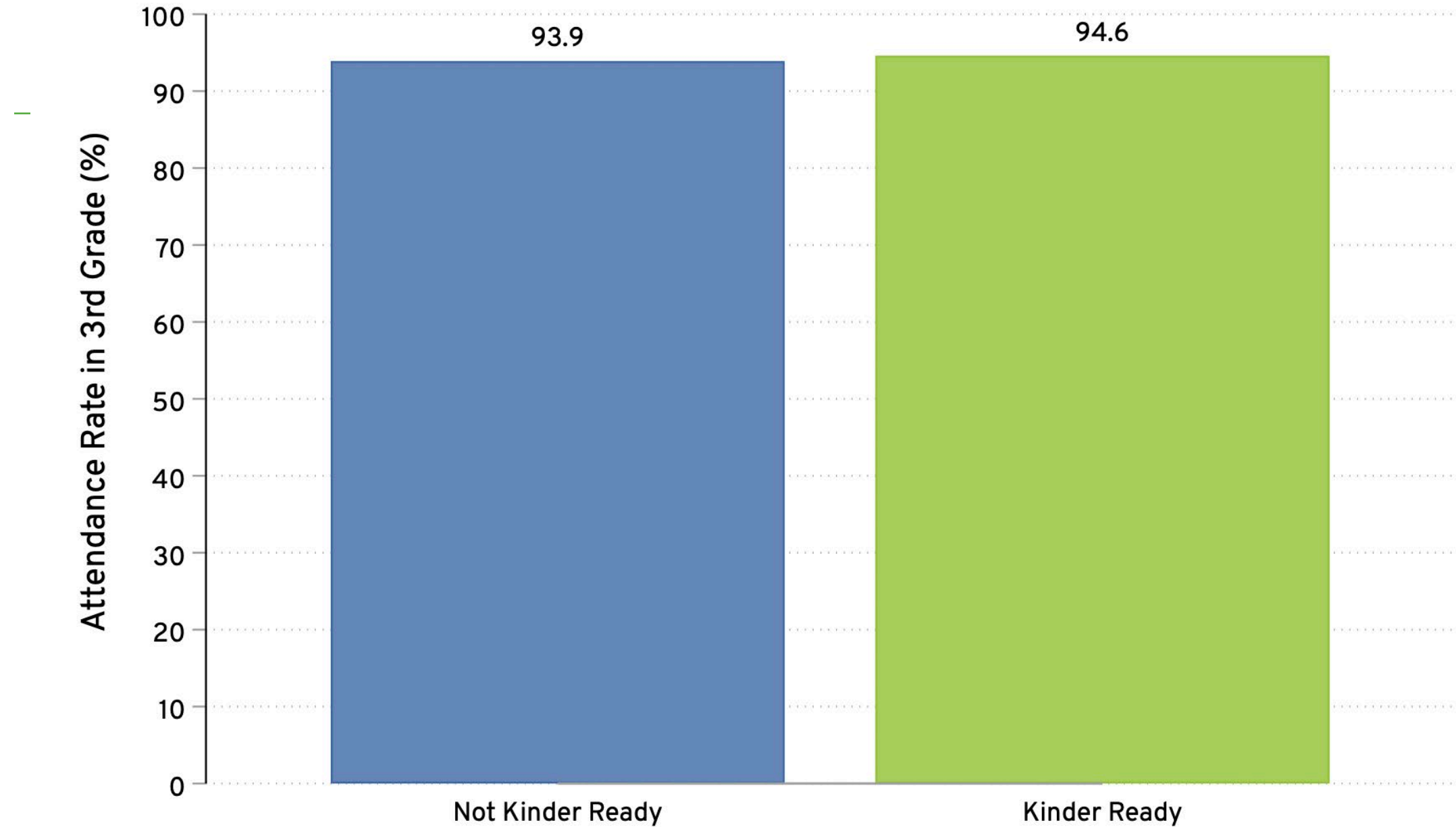
# 3rd Grade Reading Proficiency by Kindergarten Readiness



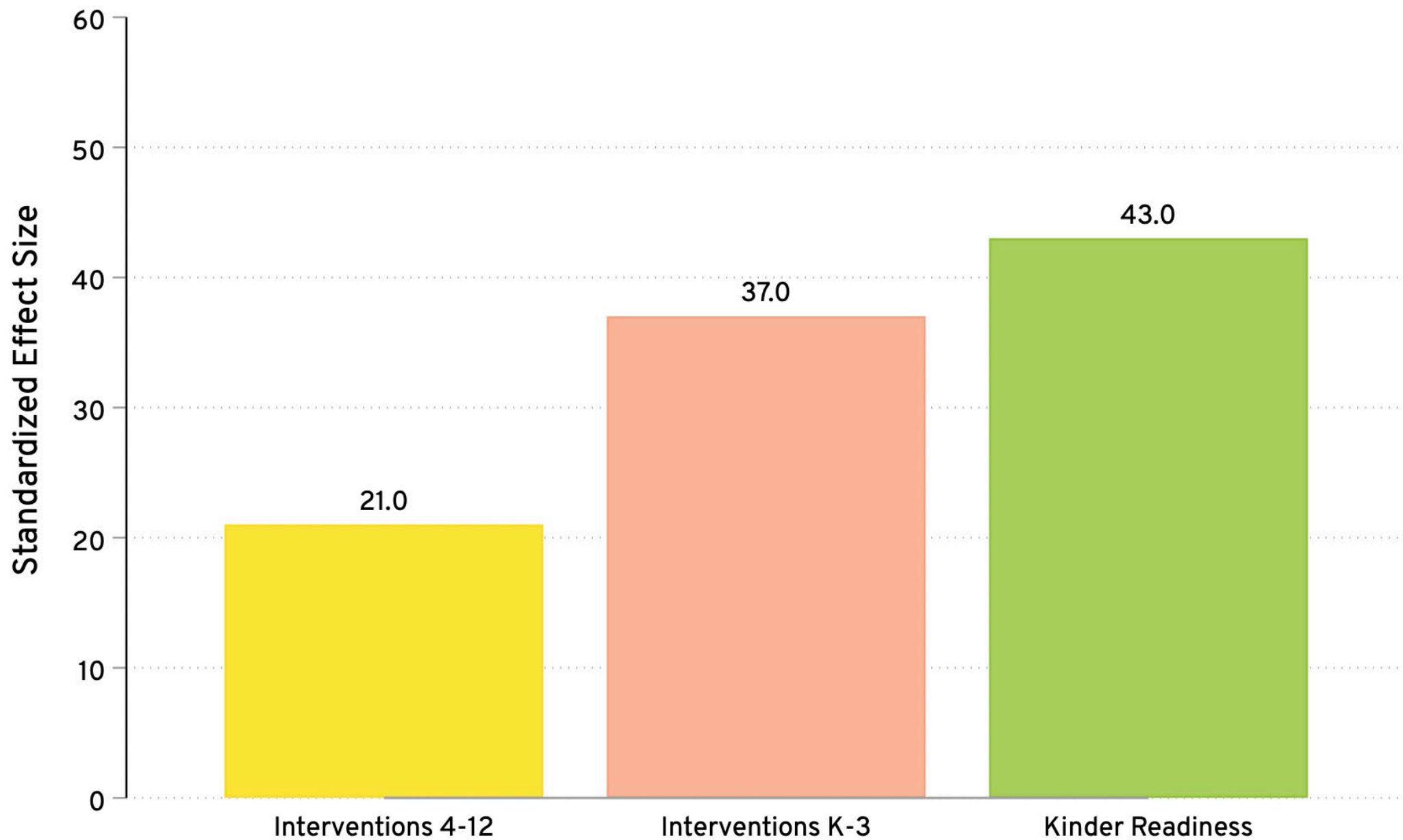
# 3rd Grade Math Proficiency by Kindergarten Readiness



# 3rd Grade Attendance Rate by Kindergarten Readiness

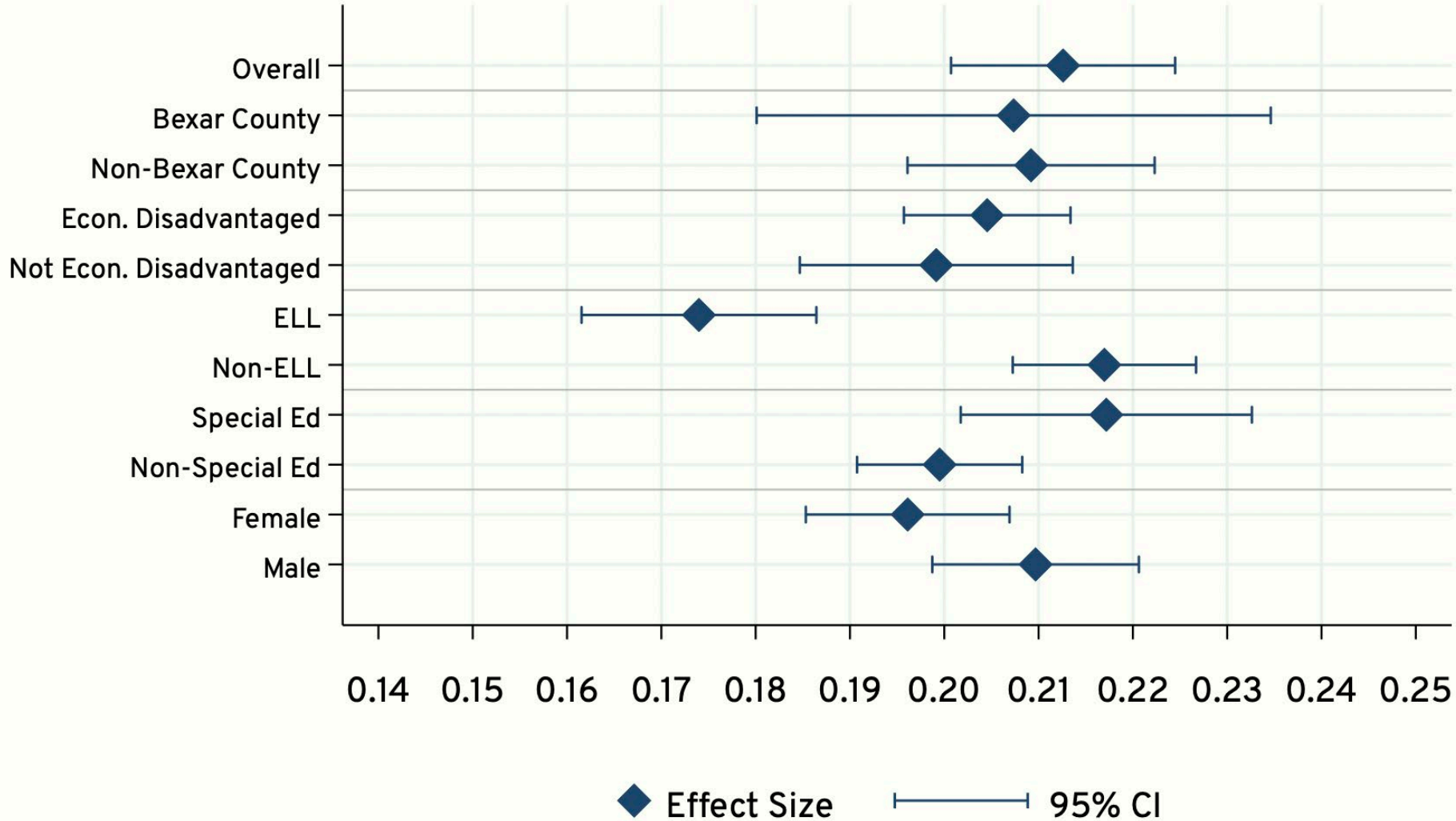


# Comparative Effectiveness of Literacy Interventions vs. Kinder Readiness



# Reading Effect Sizes by Subgroup

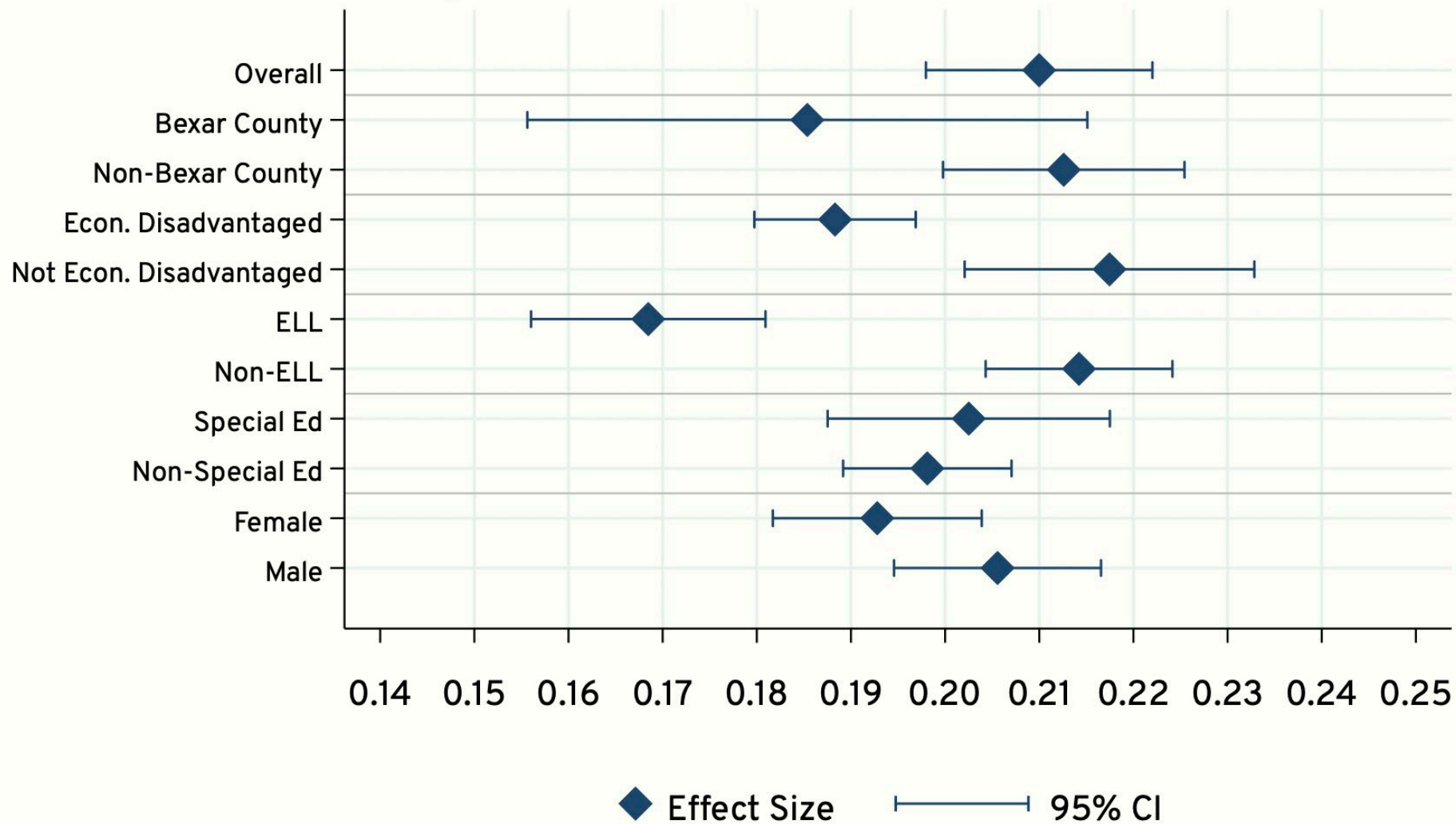
Average Treatment Effect on the Treated with 95% Confidence Intervals



1. The effect of Kinder Readiness was positive for all subgroups.
2. The effect size was statistically equivalent across all subgroups except ELL children.
3. The slightly smaller effect size for ELL students may be due to the language of the test.

# Math Effect Sizes by Subgroup

Average Treatment Effect on the Treated with 95% Confidence Intervals



1. The effect of Kinder Readiness on math performance in 3<sup>rd</sup> grade was positive for all subgroups.

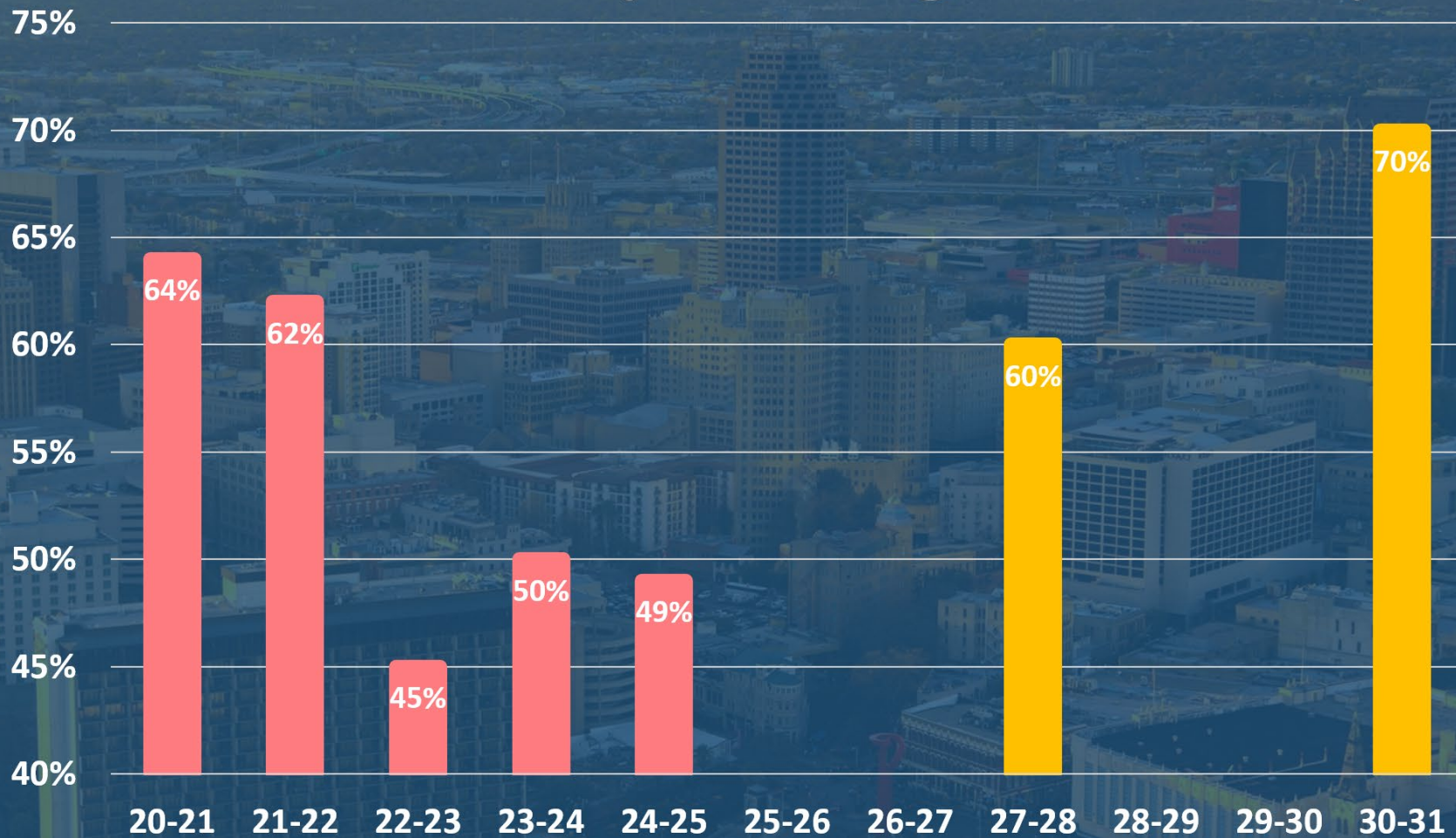
2. The effect size was statistically equivalent across all subgroups, except economically disadvantaged and ELL children. 56

# OUR HEADLINE GOAL

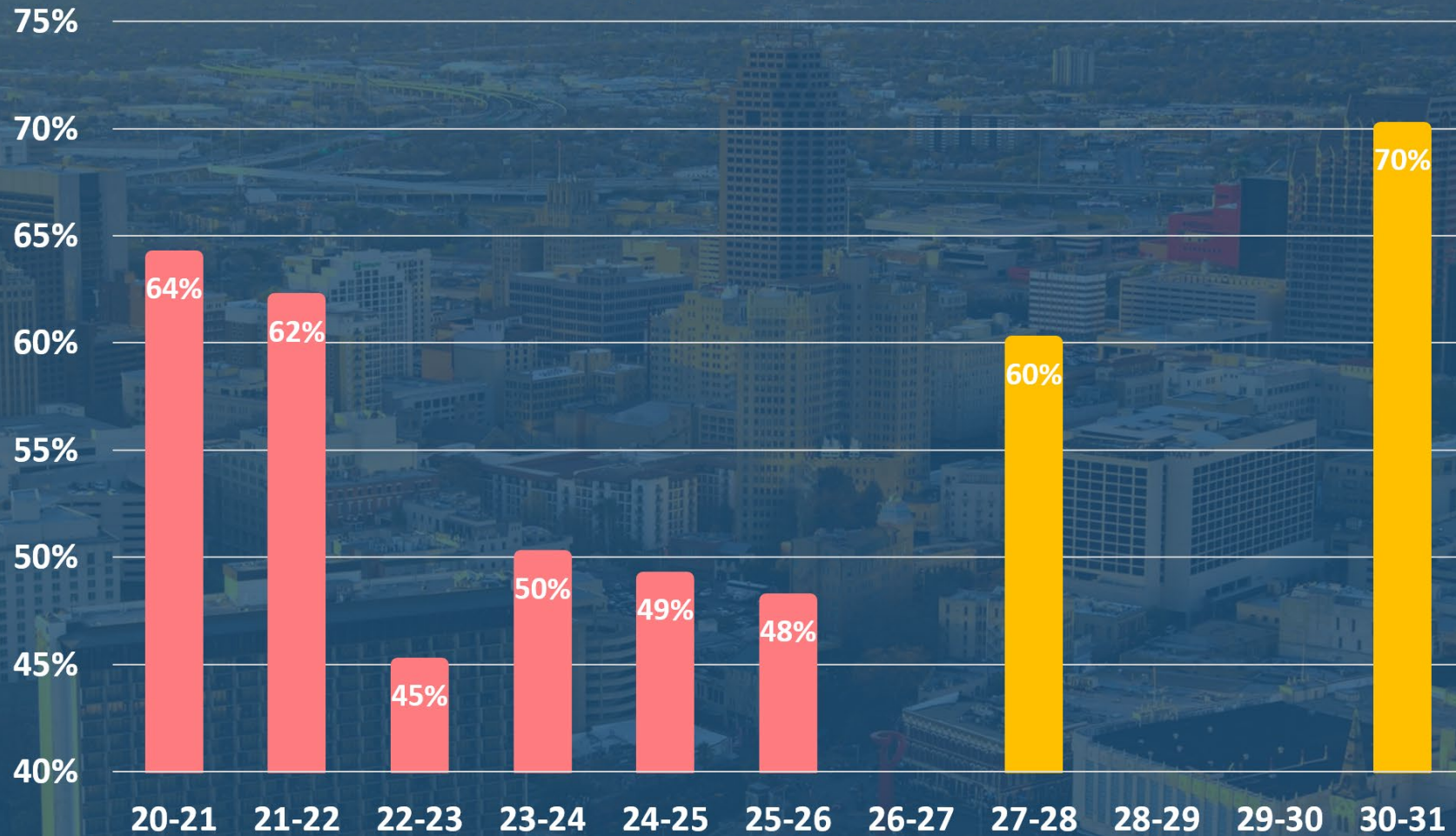
**70% OF BEXAR COUNTY CHILDREN  
ARE KINDER-READY BY 2030.**



# Bexar County Kindergarten-Ready



# Bexar County Kindergarten-Ready





**Now,  
More Than Ever**



# Impact Awards – Honoring Those Who Took the Chance...



**ORDER OF EVENTS**

**Breakfast Service and Networking**

**Welcome and Pledge of Allegiance**

**Opening Remarks**  
Workforce Solutions Alamo Leadership

**Awards Presentation**  
Recognition of Impact Award Honorees

**Special Recognitions**  
Acknowledgment of Key Partners and Special Honorees

**Closing Remarks**  
Final Thoughts and Appreciation from Workforce Solutions Alamo

**Continued Networking**  
Guests are invited to Stay, Connect and Engage

 **Bid with Purpose and turn Play into Possibility.**  
Take part in our online auction of **Lakeshore Learning** educational toys and invest in scholarships for the early childhood educators who are shaping our youngest learners and tomorrow's workforce.

 **Pedrotti's WiFi:** Pedrotti's Secure | **Password:** catering

**2026 IMPACT AWARDS**  
Honoring Those Who Took the Chance...

**POWER OF PARTNERSHIP TITLE SPONSOR**  
**webhead**

**POTENTIAL TO PROSPERITY SPONSORS**

   Christine H. Nguyen, CPA



**TRIBUTE TO SERVICE SPONSORS**

**EARLY START TO BRIGHTER FUTURES SPONSORS**

A special thank you to Lakeshore Learning for supporting our Early Childhood Educators.

**Lakeshore®**

\*\*\* Thank You \*\*\*

# Impact Awards Honoring Those Who Took the Chance...



- Lakeshore Partnership





# Local Match Partnerships

**Child Care Local Match Total \$8,736,341**

**EQUUS  
\$3,768,041**

**United Way of  
San Antonio & Bexar County  
\$3,559,937**

**YMCA of Greater San Antonio  
\$449,696**

**Early Matters San Antonio  
\$958,667**

<b>2026 Alamo Target</b>	<b>Federal Target</b>	<b>2026 Alamo Amount Pledged</b>	<b>Federal Amount Pledged</b>	<b>% of Alamo Match</b>
<b>\$3,768,041</b>	<b>\$7,536,082</b>	<b>\$8,736,341</b>	<b>\$17,472,682</b>	<b>+231.85%</b>



# Robin Hutcherson Bandera County

In October 2024, Robin enrolled in the WIOA YES! Program after learning about the opportunity from her high school counselor. Eager to explore her options, she met with a Career Navigator to gain a better understanding of the program and made the decision to start planning for her future beyond high school.

Her counselor recommended the YES! Program because Bandera ISD had partnered with the program to provide youth with work experience opportunities, helping them gain real-world skills in various occupations. Because transportation was a challenge, Robin began a work experience right at her high school, assisting with administrative tasks 15 hours per week at \$15 per hour.

With determination and the support of the YES! Program, Robin graduated from high school in May 2025. She received a graduation incentive and continued to meet with her Career Navigator over the summer to explore next steps. Passionate about joining the medical field, Robin worked with her Career Navigator to discover options she hadn't previously considered.

In January 2026, Robin became an LVN student at Schreiner University. She is currently finishing her first semester in the LVN program and has already begun her clinicals, gaining hands-on experience in the healthcare field.

Robin is also working with her Career Navigator to support her in securing employment in the medical field through current partners, while also gaining additional opportunities to advance her work experience through internships. With perseverance and the guidance of the YES! Program, Robin is building a strong foundation for a successful future in healthcare.



““This program creates life-changing opportunities by giving young people the support they need to succeed.””





## *The Dee Howard Foundation*

Industry-led nonprofit connecting students to aerospace and advanced technology careers through hands-on, real-world learning.

### **Goals related to Primary Focus:**

- Excite students about aerospace and aviation career opportunities and pathways;
- Provide a skilled workforce to fill growing high-demand, high-wage career pathways;
- Stimulate invention, development, manufacture and installation of innovative, cutting edge technology; and
- Preserve the history of aviation in San Antonio.

# Industry-led nonprofit

- **Employer Partners** - Boeing, Knight Aerospace, Port San Antonio, Southwest Research Institute, StandardAero
- **Education Partners** - Alamo Colleges, ESC Region 20, Hallmark University, North East ISD, UT – San Antonio
- Served over 16 different school district and **750+ students in 2025** through project-based learning initiatives.

# Why This Work Matters

- Aerospace and advanced tech industries are growing rapidly
- Students need early, real-world exposure
- Employers need a skilled, local talent pipeline



# Our Approach

- Start as early as middle school
- Hands-on, project-based learning
- Industry + educator alignment
- Clear pathways to certifications and careers



# CHEST Program Partnership Overview

- Mapping Healthier Communities Through Student Innovation
- 10-week summer program with CAST STEM students
- Students use drones and GIS mapping to assess sidewalk conditions, shade coverage, and neighborhood walkability in real San Antonio communities



# What Students Will Do

- Learn FAA drone safety and operations
- Conduct real-world data collection flights
- Map sidewalks, shade, parks, and environmental conditions
- Analyze and present findings to community leaders

# Where Funding Goes

- Student stipends
- FAA Part 107 training and certification
- Drone flight operations and mapping software
- Educator facilitation and industry engagement

# Impact

- Builds technical and career-ready skills
- Supports community health insights
- Creates scalable workforce model
- Aligned to high-demand careers in aerospace and advanced air mobility

# Opportunity through WSA Partnership

- Support student stipends to ensure equitable access to this career-connected learning experience
- Support career-connected learning model
- Scale to additional schools and cohorts
- Strengthen regional talent pipeline





# Career Exploration Events

## Palo Alto College Open House-March 4, 2026

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



## HireAbility Event -February 12, 2026

- Focus on connecting youth with inclusive employment opportunities.
- Highlight employer practices that support individuals with disabilities.
- 101 participants
- 5 schools and 5 employers



# Career Exploration Events

ACE promotes STEM education in the San Antonio area by giving students the opportunity to build and race electric vehicles.

**8th Annual Ace Race April 11, 2026**

Raise awareness of Registered Apprenticeship opportunities.

Highlight apprenticeships as sustainable pathways to skilled, diverse talent.

**Pathways to Success  
May 7, 2026**

**Alamo Bridges to Careers  
April 23, 2026**

Engage disadvantaged, transitioning, and disconnected youth.

**Second Baptist Church Community Center  
3310 E. Commerce St**

**National Intern Day  
July 25, 2026**

Target high school juniors and seniors, college and university students, and employers.

Promote work-based learning as a pathway to career success.

# Youth Service Delivery Model



## Exposure

- Workforce 101
- Industry Exploration and Events
- Texas Reality Check
- Jobs Y'All
- Parent Engagement



## Engagement

- Individual Education Planning
- Texas Reality Check
- Soft Skills
- Job Readiness
- Introduction Career Exploration
- Graduation Plan
- Employer Exposure (Tours/Events)



## Exploration

- Career Exploration (introduction to Industry)
- Youth Career Exploration Events
- College/Trade Tours & Prep
- ACT/ SAT Prep
- Assessment, Testing, Counseling, and Coaching
- Career One Stop's Get My Future



## Experience

- ACT/SAT Testing
- Internships
- FAFSA Prep
- Apprenticeships
- College/Trade Tours
- Industry Networking
- Other Applied Learning Opportunities



## Employment/ Education

- ACT/SAT Testing
- Internships
- Paid Work Experience
- On-the-Job Training
- FAFSA



## Exceptions

- Alternative Schools
- Opportunity Youth
- Drop out recovery
- Justice Involved
- Foster Youth
- Homeless
- Teen Parent
- Refugees/Newcomers

Labor Market Information, Financial Literacy, Career Exploration, Sector Base Model, Mental Health and Wellness



# Youth Service Delivery Model

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## Projects and Initiatives

- Sponsoring ACE Race
- Expanding partnerships
- Promoting work experiences for in-school youth like CAST STEM

## Career Exploration

- HireAbility Events
- Jobs Y'all Events
- Labor Market sessions at schools

## Expanding Access

- Workforce One utilization
- Externship for Teachers
- New partnerships through MOU and Letters of Supports

# 2026 Fiesta Medal and Student Design Contest Recognition Events

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# 2026 Fiesta Medal Design Contest

## Theme:

*“Creating Careers. Connecting Communities”*

- **Open to Elementary, Middle and High School Students**

One winner from each school category/division

Among the three category winners, awards will be given as follows:

- 1<sup>st</sup> Place receives \$500.00 + Medal Recognition
- 2<sup>nd</sup> Place receives \$250.00
- 3<sup>rd</sup> Place receives \$250.00

## *Overall Winning Design*

*Joscelyne Ruiz (18 yrs.), Jubilee Academies*





# 2026 Fiesta Medal Design Contest

High School Division and  
Overall Contest Winner

**Joscelyne Ruiz**  
*Jubilee Academies*

- Won her School District's 2026 Fiesta Medal Contest
- State-level SkillsUSA competitor for her T-shirt graphic design
- Earned her Adobe Illustrator Certification, demonstrating industry-recognized skills
- Will attend **The University of the Incarnate Word** to major in Graphic Design
- First in her family to graduate high school and attend college





# 2026 Fiesta Medal Design Contest

## Elementary School Division

Bailey Bock

McQueeney Elementary

- 5<sup>TH</sup> Grader at McQueeney Elementary
- Member of the Gifted and Talented Program
- Career aspiration is to attend college and become a cosmetologist
- Starting to save money for college and to buy a car





# 2026 Fiesta Medal Design Contest

## Middle School Division

**Noelani Olivo**

*Hobby Middle School*

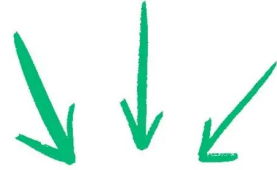
- 8<sup>TH</sup> Grader - Hobby Health Science Magnet School
- Member of the Jr. National Honor Society
- Maintained all A's since elementary
- Career aspiration is to become a veterinarian
- Accepted to the O'Connor HS Magnet Agriculture Science & Technology (ASTA) program in Helotes, TX for 9<sup>th</sup> Grade





# 2026 San Antonio Business Journal Nonprofit Fiesta Medal Design Contest

2<sup>nd</sup> Year in a Row!



The Viewfinder

## FIESTA MEDAL CONTEST WINNERS

The San Antonio Business Journal's non-scientific poll results are in. We received 70 medals from businesses, nonprofits and government/educational entities. Each medal is a showstopper with its creativity and colors reflecting the Fiesta spirit.

More than 3,450 votes were cast. And the winners are...

### NONPROFIT WINNER

Workforce Solutions Alamo  
38.5%



### FOR-PROFIT WINNER

Texas Spine Care Center  
40.9%



### GOVERNMENT/ EDUCATION WINNER

San Antonio College  
54.7%



### HONORABLE MENTION

This year's CPS Energy fiesta medal is SABJ's honorable mention. We were unable to include this medal in the voting contest due to an internal error and felt it was worthy of inclusion.



# 2026 Ace Race Sponsorship

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# 2026 Ace Race Sponsorship

## *Floresville & Pleasanton High Schools*

- \$20,000 sponsorship for each car kit
- Ace Race highlights student innovation, STEM education and workforce development opportunities
- Press Conference held March 26, 2026
- Ace Race rescheduled to May 2, 2026





# Data Release Overview

Dr. Ricardo Ramirez, Ph.D.  
Director of Quality Assurance





# Background

## Functions of the Local Board: WIOA Sec. 107(d)(2)

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Workforce Development Boards are charged with conducting workforce research and regional labor market analysis, including the region's economic conditions. To that end, WSA collects data and analyzes workforce needs in the regional economy.

Part of the research involves analyzing and reporting information from the data releases of the Texas Workforce Commission, the Bureau of Labor Statistics, the US Census, and others, such as:

- Current Employment Statistics (CES)
- Quarterly Census of Employment and Wages (QCEW)
- Local Area Unemployment Statistics (LAUS)
- American Community Survey (ACS),
- And others.



# Main Takeaways

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- **Federal Government:** Substantial contraction/decline in early 2025
- **Food Manufacturing:** Substantial job decline in early 2025
- **Auto Sector:** within an otherwise growing Transportation Equipment trajectory, some cooling, but it's likely due to seasonality
- **Unemployment:** Staff are recapturing how we report unemployment information for planning and increased preparedness

*WSA's data-driven approach aims towards actionable strategies to promote talent pipelines*

# Year-over-Year (YoY) and Month-over-Month (MoM) Employment Highlights (Feb. 2026)

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- **Government:** YoY -3.8K decrease
- **Manufacturing:** YoY -1.4K decrease
- **Trade, Transportation, & Utilities:** MoM -1.5K decrease  
(but this is due to seasonality)

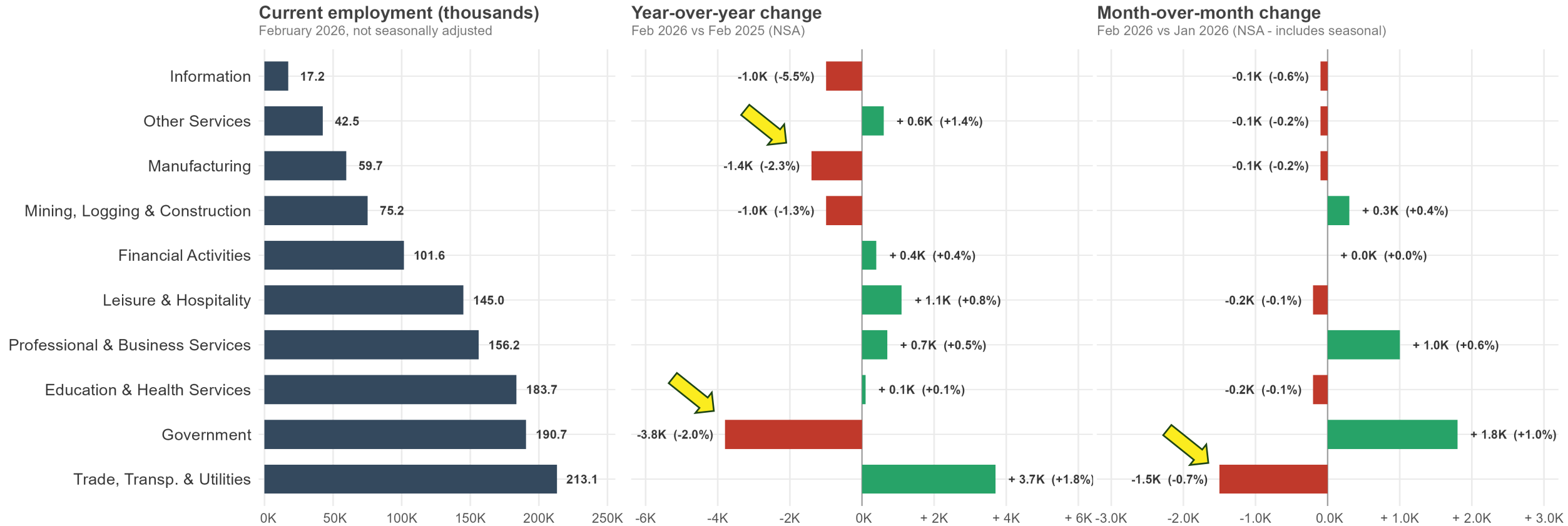


- Focus is on a) Government, b) Trade, Transp. & Utilities, and c) Manufacturing



### SA-NB MSA Employment by Supersector: Current Size, YoY Change, and MoM Change

Industries ordered by current employment (largest at bottom) • Green = job gains; Red = job losses  
 Latest available data: February 2026 (CES data publishes with ~2-month lag)



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), San Antonio-New Braunfels MSA

Total Nonfarm seasonally adjusted data exists, but supersector-level data only available not seasonally adjusted (NSA)

MoM (month-over-month) changes shown in NSA data include seasonal effects • Readers should interpret MoM with caution, particularly for industries with strong seasonality

(Retail Trade portion of Trade/Transp./Utilities; Leisure & Hospitality)

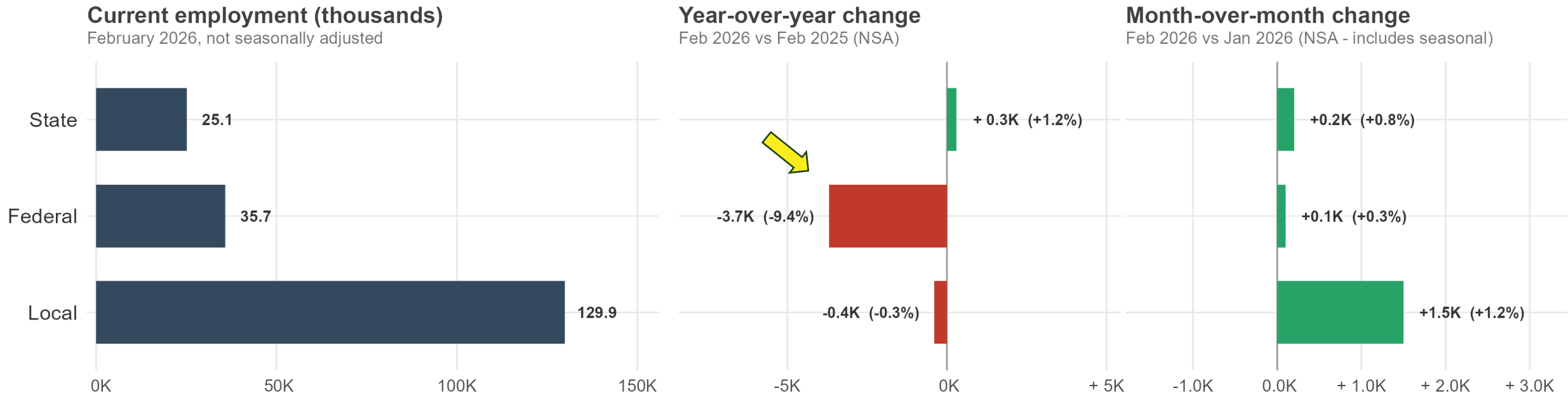
YoY (year-over-year) changes are less affected by seasonality because they compare the same calendar month across years



- **Federal:** Largest YoY decline (-3.7K jobs, almost 10%) – by far, drives the employment decline
- **Local:** While it picked up in the most recent month (+1.5K jobs), it lost 400 jobs YoY (-0.3%)
- **State:** Grew by 300 jobs YoY, 200 of which occurred over the most recent month

## SA-NB MSA Government Employment by Level: Current Size, YoY Change, and MoM Change

Three sub-levels of the Government supersector • Levels ordered by current employment (largest at bottom)  
 Green = job gains; Red = job losses • Latest available data: February 2026



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), San Antonio-New Braunfels MSA

Federal Government includes military civilian employees at Joint Base San Antonio (Lackland AFB, Randolph AFB, Fort Sam Houston) and other federal agencies

State Government includes state agencies and public university employment • Local Government includes school districts, city/county staffing, and public hospital employment

MoM changes shown in NSA data may include seasonal effects; YoY comparisons are less affected by seasonality

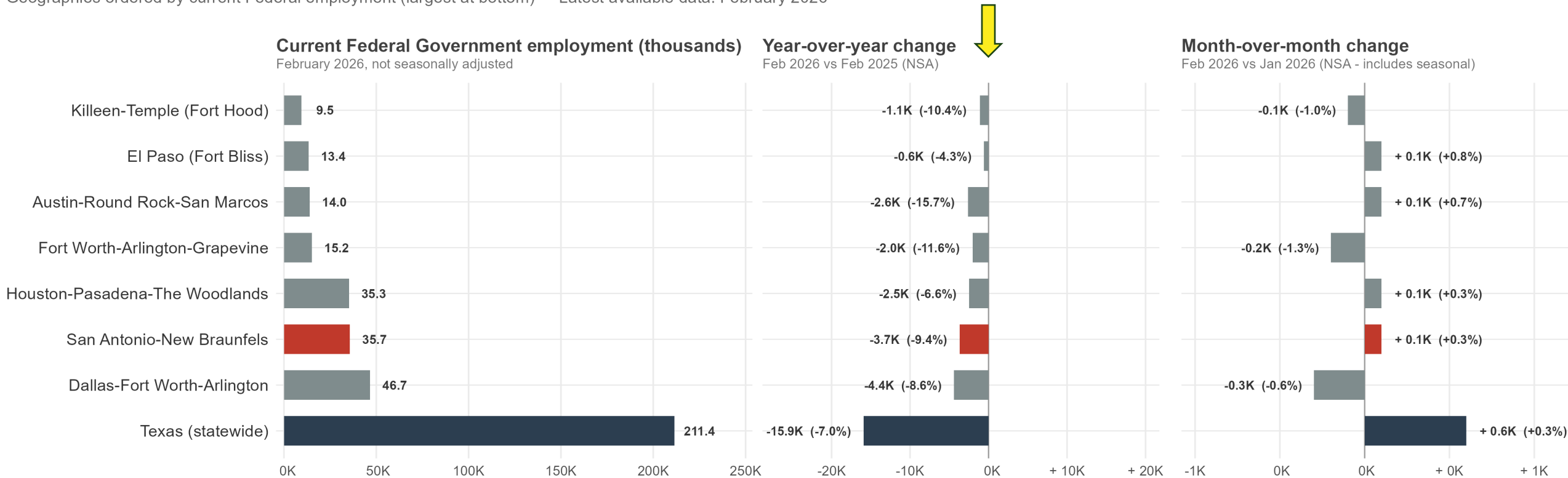
Note: Federal contractor employment may be classified under non-Government industries depending on the work performed



- All MSAs: All contracted YoY (-7.0% in Texas overall)
- SA-NB MSA (third largest): While it gained 100 jobs over the month, YoY it lost -9.4% (-3.7K jobs)
- Dallas-FW-Arlington (second largest) = lost -4.4K jobs YoY
- Austin = largest relative YoY decrease (-15.7%)

### Federal Government Employment by Texas Geography: Current Size and YoY Change

San Antonio-NB (red) compared to peer Texas metros and Texas statewide (dark slate)  
 Geographies ordered by current Federal employment (largest at bottom) • Latest available data: February 2026



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), Federal Government employment by geography  
 Federal Government includes military civilian employees and federal agency staff • Federal contractor employment is generally classified under the contractor's industry, not Government

All Texas geographies shown contracted YoY: Texas overall -7.0% (-15,900 jobs); SA-NB -9.4% (-3,700); Austin -15.7% (-2,600)

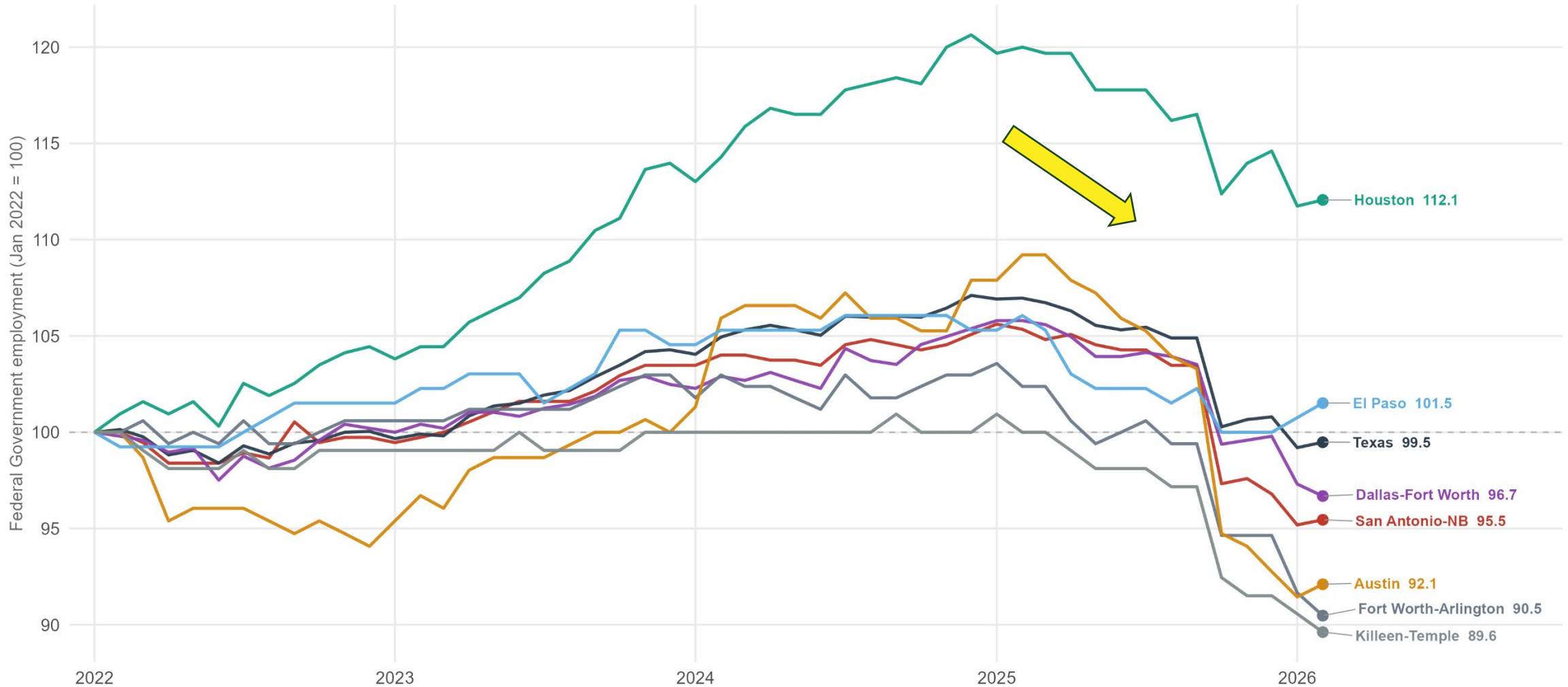
Note: Comparison is across Texas only; US national CES data not in current dataset

- After rising from 2022 and peaking in 2024, all the largest MSAs lost federal jobs starting in 2025



### Federal Government Employment Trajectory: 2022 to Present

San Antonio-NB (red) compared to peer Texas metros and Texas statewide • Indexed to January 2022 = 100 • Recent contraction is broad-based



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), Federal Government employment by geography

All values shown as not seasonally adjusted, indexed relative to January 2022 = 100

All geographies began contracting in 2025-2026

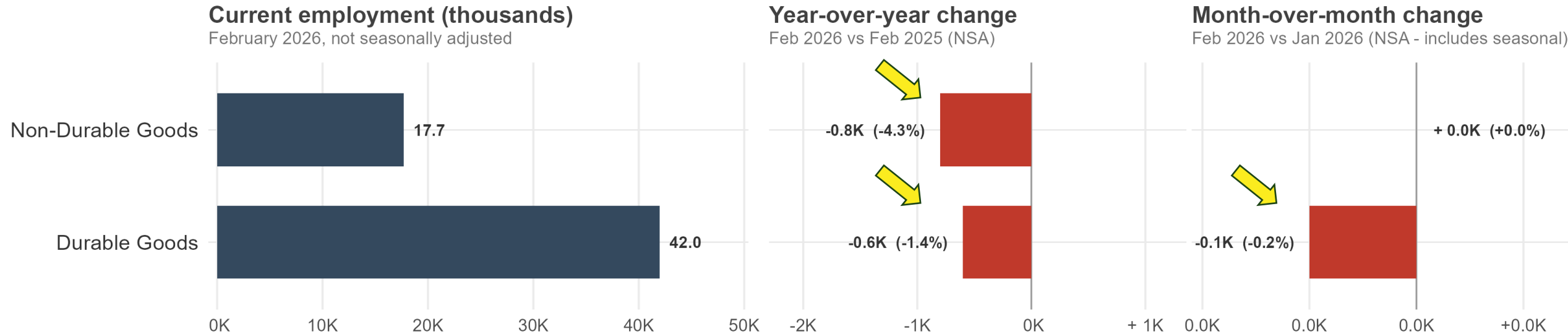
# MANUFACTURING



- **Non-Durable Goods:** Lost -800 jobs (-4.3%) YoY, and declined 3x faster than Durable
- **Durable Goods:** Lost -600 jobs (-1.4%) YoY, including -100 over the month

## SA-NB MSA Manufacturing Employment by Type: Current Size, YoY Change, and MoM Change

Two sub-categories of the Manufacturing supersector • Categories ordered by current employment (largest at bottom)  
 Green = job gains; Red = job losses • Latest available data: February 2026



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), San Antonio-New Braunfels MSA  
 Durable Goods include automotive, machinery, fabricated metals, electronics, transportation equipment  
 Non-Durable Goods include food, beverages, chemicals, plastics, printing, refining, and other consumables  
 SA-NB has Toyota Motor Manufacturing San Antonio (light truck assembly) plus its supplier ecosystem  
 MoM changes in NSA data may include seasonal effects; YoY comparisons are less affected by seasonality

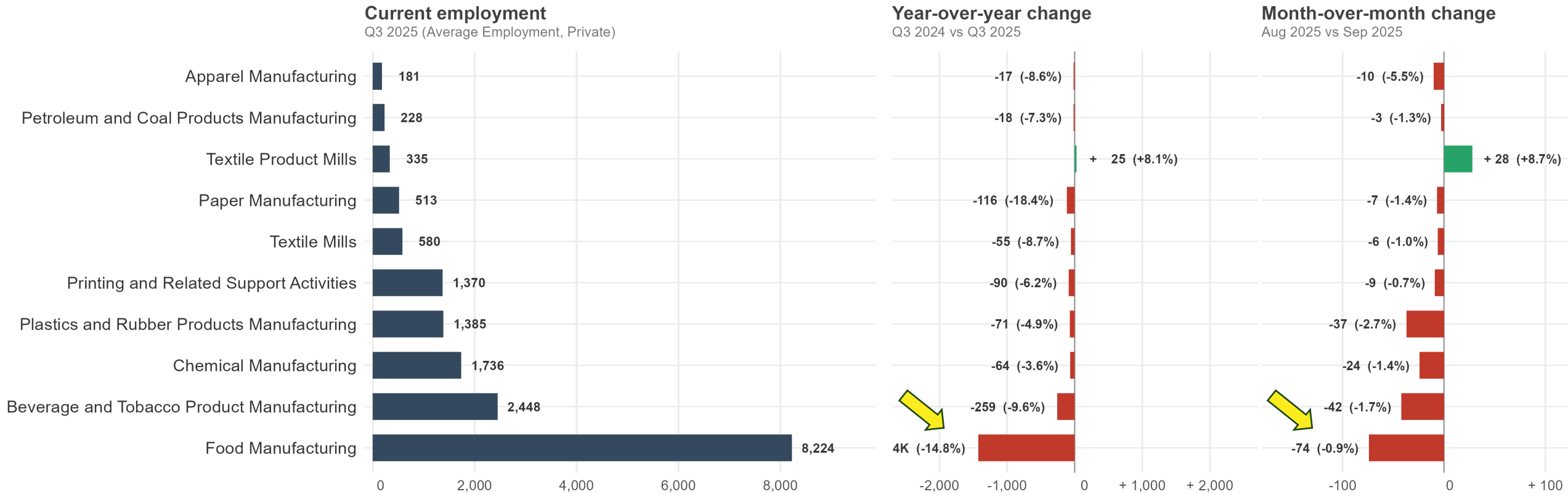
# QCEW Data: Lags by ~6 months (but it provides more detailed information)



- **Food Manufacturing:** Dominated the YoY decline with -1,423 jobs (-14.8%) = 68% of all Non-Durable decline
- **Paper Manufacturing:** Steepest decline at -18.4% (-116 jobs), which is quite high for its size
- All Non-Durable sub-industries (except for one) declined both YoY and MoM

## SA-NB MSA Non-Durable Goods Manufacturing by 3-digit NAICS: Current Size, YoY Change, and MoM Change

Sub-industries within Non-Durable Goods Manufacturing • Ordered by current employment (largest at bottom)  
 Green = job gains; Red = job losses • Latest available data: September 2025 (Q3 2025)



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW), San Antonio-New Braunfels MSA  
 Average Employment for Private sector ownership; YoY: Q3 2024 vs Q3 2025 • MoM: August vs September 2025  
 Non-Durable Goods includes food, beverages, textiles, apparel, paper, printing, chemicals, plastics, and other consumable products  
 Net Non-Durable Goods change: -2,088 jobs (-10.9%) Q3 2024 to Q3 2025 • Food Manufacturing alone accounts for 68% of the decline  
 Note: QCEW data is a near-census of employer reports, with quarterly publication and ~5-month lag

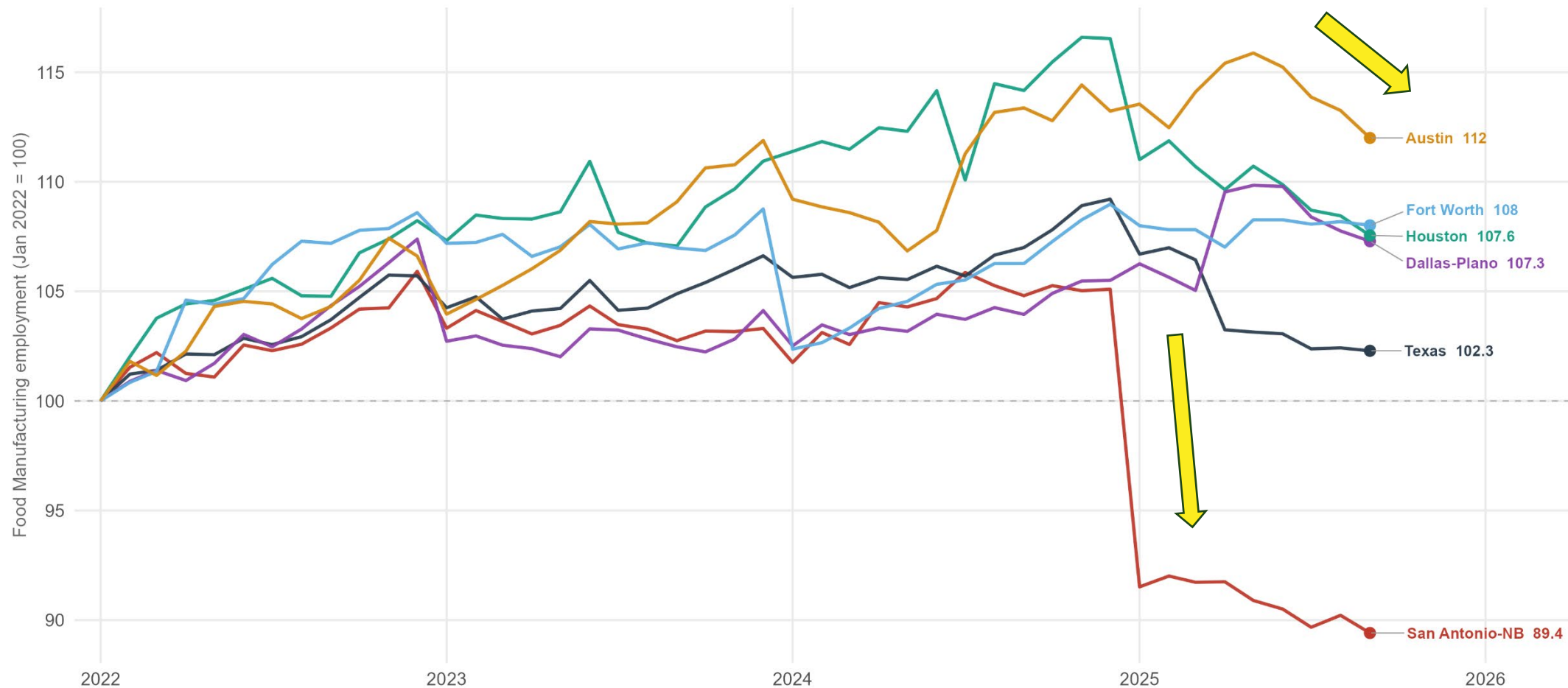
# Food Manufacturing Trendline



- All Non-Durable sub-industries declined YoY, but compared to other peer metros and Texas, SA-NB's drop in Food Manufacturing, which also began in 2025, was the steepest

## Food Manufacturing Employment Trajectory: 2022 to Present

San Antonio-NB (red) compared to peer Texas metros and Texas statewide • Indexed to January 2022 = 100 • Monthly data from QCEW (Month 1, 2, 3 columns)



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW), NAICS 311 Food Manufacturing, Private sector

All values shown as monthly employment from QCEW quarterly reports (Month 1, 2, 3), indexed relative to January 2022 = 100

Note: QCEW data is a near-census of employer reports; latest available data is September 2025

Quick interpretation: lines below 100 = employment lower than Jan 2022; lines above 100 = employment higher than Jan 2022

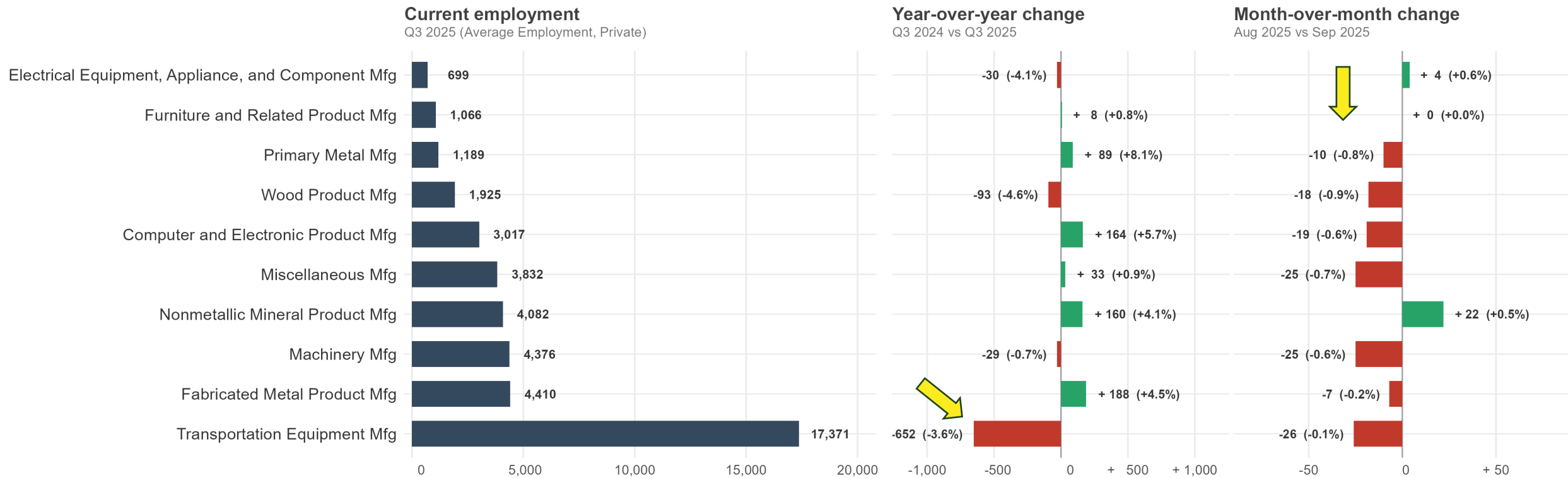
# SA-NB MSA Durable Goods Manufacturing (3-digit NAICS)



- **Transportation Equipment:** Largest industry saw -3.6% job losses YoY (-652 jobs)
- 5 of 10 industries gained jobs YoY
- Overall, Durable Goods saw a net change of -162 jobs, but the decline in Transp. Equip. was notable

## SA-NB MSA Durable Goods Manufacturing by 3-digit NAICS: Current Size, YoY Change, and MoM Change

Sub-industries within Durable Goods Manufacturing • Ordered by current employment (largest at bottom)  
 Green = job gains; Red = job losses • Latest available data: September 2025 (Q3 2025)



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW), San Antonio-New Braunfels MSA  
 Average Employment for Private sector ownership; YoY: Q3 2024 vs Q3 2025 • MoM: August vs September 2025

Durable Goods includes wood, nonmetallic mineral, primary/fabricated metals, machinery, computer/electronic, electrical, transportation, furniture, and miscellaneous products

Net Durable Goods change: -162 jobs (-0.4%) Q3 2024 to Q3 2025 • Transportation Equipment Manufacturing leads decline (auto sector); several sub-industries gained

Note: QCEW data is a near-census of employer reports, with quarterly publication and ~5-month lag

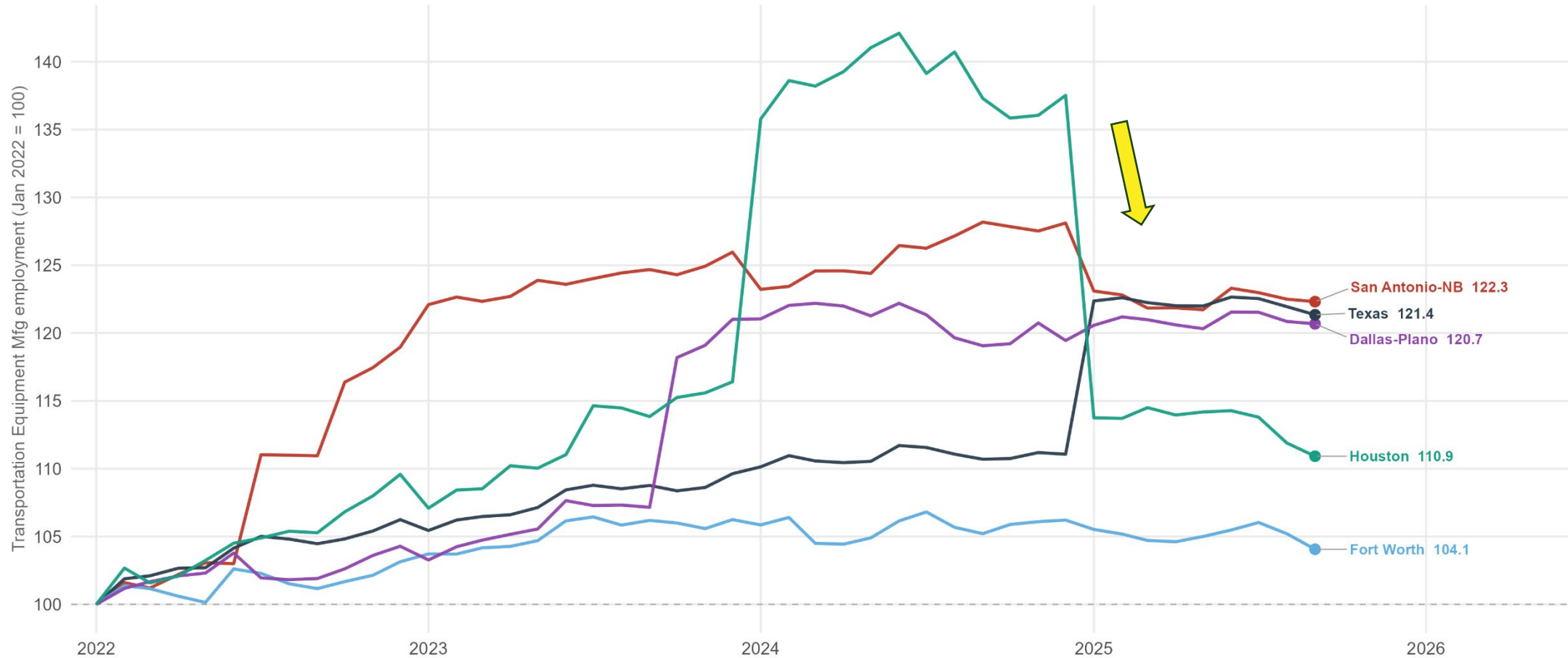
## Transportation Equipment Trendline by Largest MSAs

- While Transp. Equip. fell YoY (possibly due to seasonality), **SA-NB MSA** leads other large MSAs in overall growth (at +22% since 2022), and sits above Texas
- **Houston:** Experienced a large decline starting in 2025 (while all areas seem to have experienced a slight drop around mid-year)



### Transportation Equipment Manufacturing Employment Trajectory: 2022 to Present

San Antonio-NB (red) compared to peer Texas metros and Texas statewide • Indexed to January 2022 = 100 • Monthly data from QCEW (Month 1, 2, 3 columns)



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW), NAICS 336 Transportation Equipment Manufacturing, Private sector

All values shown as monthly employment from QCEW quarterly reports (Month 1, 2, 3), indexed relative to January 2022 = 100

Note: QCEW data is a near-census of employer reports; latest available data is September 2025

Includes motor vehicle manufacturing, motor vehicle parts, aerospace, and other transportation equipment

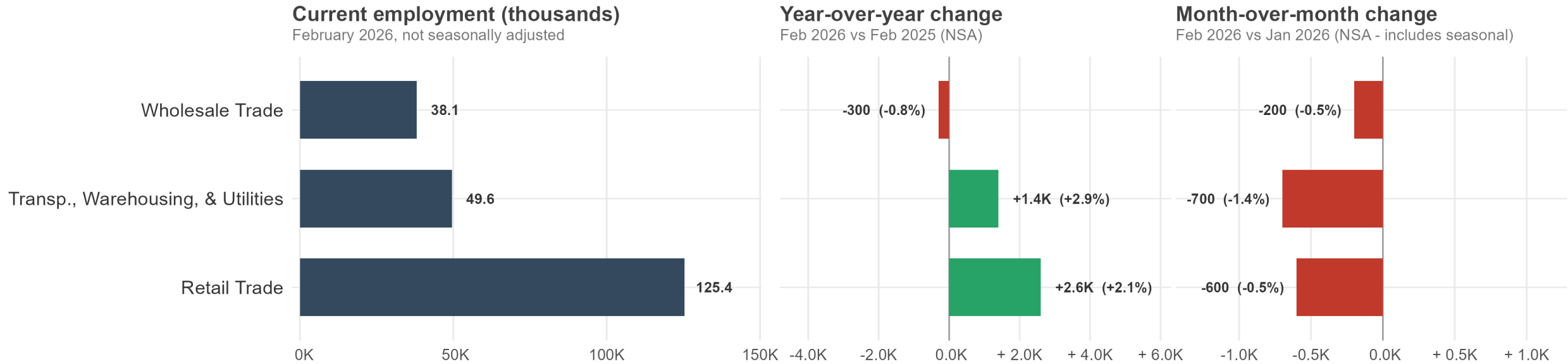
## SA-NB MSA Trade, Transp., & Utilities (TTU) Sub-Supersector

- While the three sub-supersectors declined MoM, TTU grew YoY by about +1.8%
- **Retail Trade** gained +2,600 jobs (+2.1%)
- **Transp., Warehousing, & Utilities** also grew by +1,400 jobs (+2.9%)



## SA-NB MSA Trade, Transportation, and Utilities Employment by Sub-Supersector

Three sub-supersectors of TTU • Ordered by current employment (largest at bottom)  
 Green = job gains; Red = job losses • Latest available data: February 2026



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), San Antonio-New Braunfels MSA

Trade, Transportation, and Utilities (TTU) is SA-NB's largest supersector at 213,100 jobs as of Feb 2026

TTU YoY change: +3,700 jobs (+1.8%) • TTU MoM change: -1,500 jobs (-0.7%)

MoM data shown is not seasonally adjusted; YoY comparisons are less affected by seasonal patterns

Wholesale Trade is the only sub-supersector contracting YoY (-0.8%); Transportation, Warehousing, & Utilities had largest MoM percentage decline

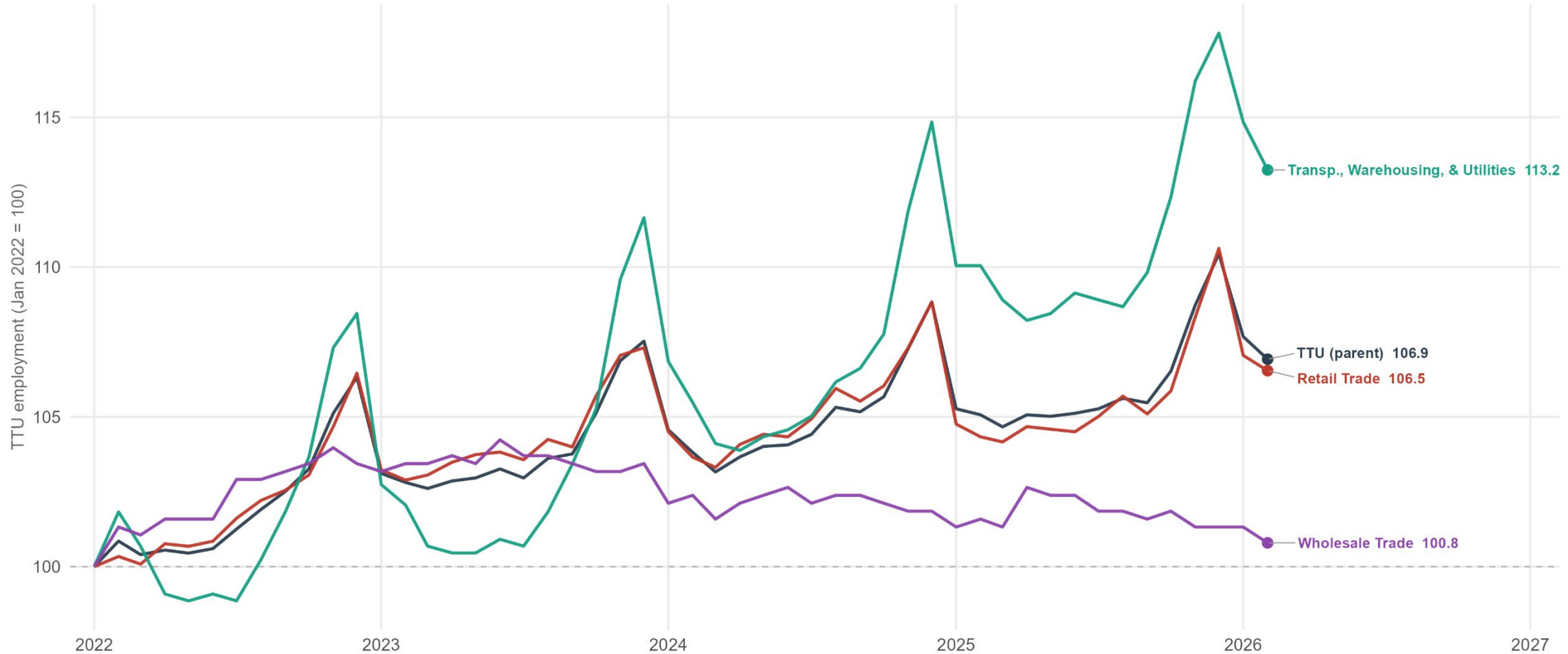
## SA-NB MSA TTU Trendline

- The MoM decline reflects seasonality (it occurs at the beginning of each year, so additional analysis is not needed at this time)



### SA-NB MSA Trade, Transportation, and Utilities Trajectory: 2022 to Present

TTU parent and three sub-supersectors • Indexed to January 2022 = 100 • Monthly data from CES (not seasonally adjusted)



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES), San Antonio-New Braunfels MSA

Data shown is not seasonally adjusted (NSA); monthly values reflect employment counts in the reference month

TTU includes Wholesale Trade, Retail Trade, and Transportation, Warehousing, & Utilities

December peaks visible in Retail Trade and TTU parent line may reflect seasonal patterns

# Unemployment Highlights

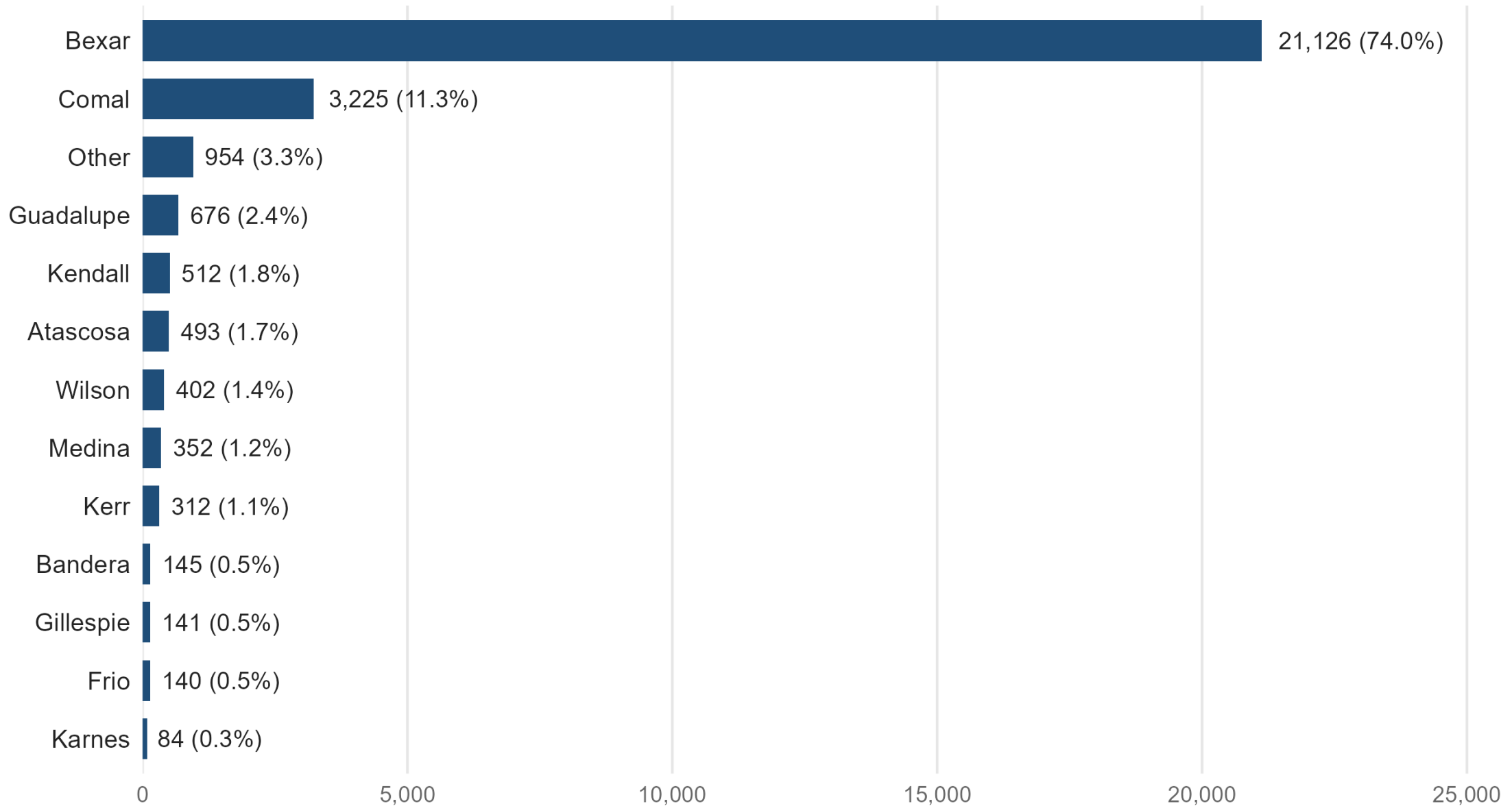
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- **Five industries drive most dislocations (~53%):** Admin & Support, Health Care, Professional/Scientific/Technical, Construction, and Finance & Insurance
- **Prime-age workers are most affected:** ages 25-44 represent ~52% of dislocations
- **Hispanic share of the unemployed:** accounts for ~49.3% of the regional total
- **Employer concentration is low:** across 4,200 reported employers, the top 25 account for only ~9.5%, meaning that dislocations are spread broadly rather than driven by large layoffs



# Unemployed by County

Bexar accounts for 74% of the regional total (21,126 of 28,562 claimants).

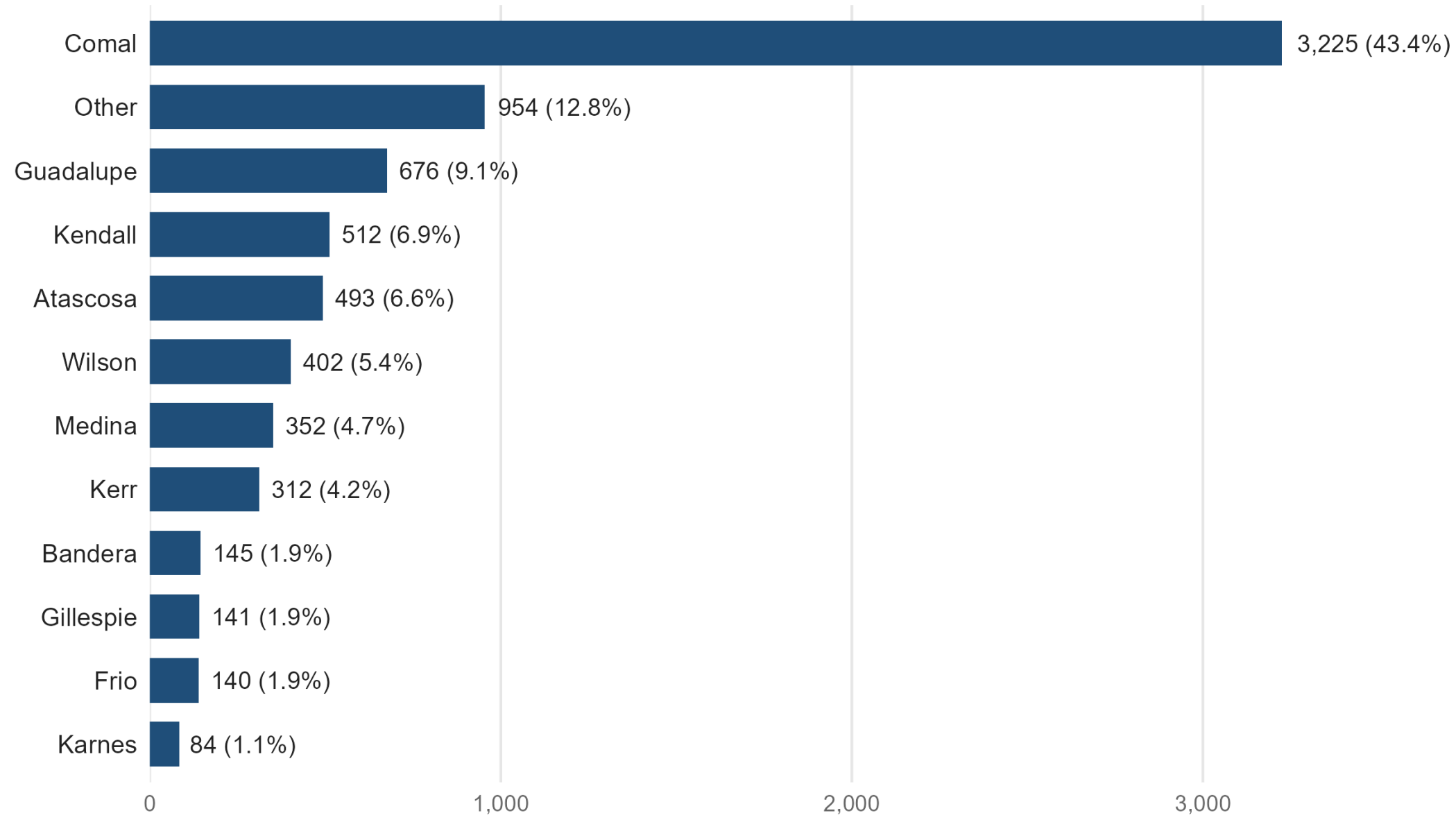


Cohort start dates: Jul 2025 to Apr 2026. "Other" denotes claimants whose county of origin was unassigned.  
Source: TWC, Workforce Solutions Alamo analysis.

# Unemployed by County, Rural counties



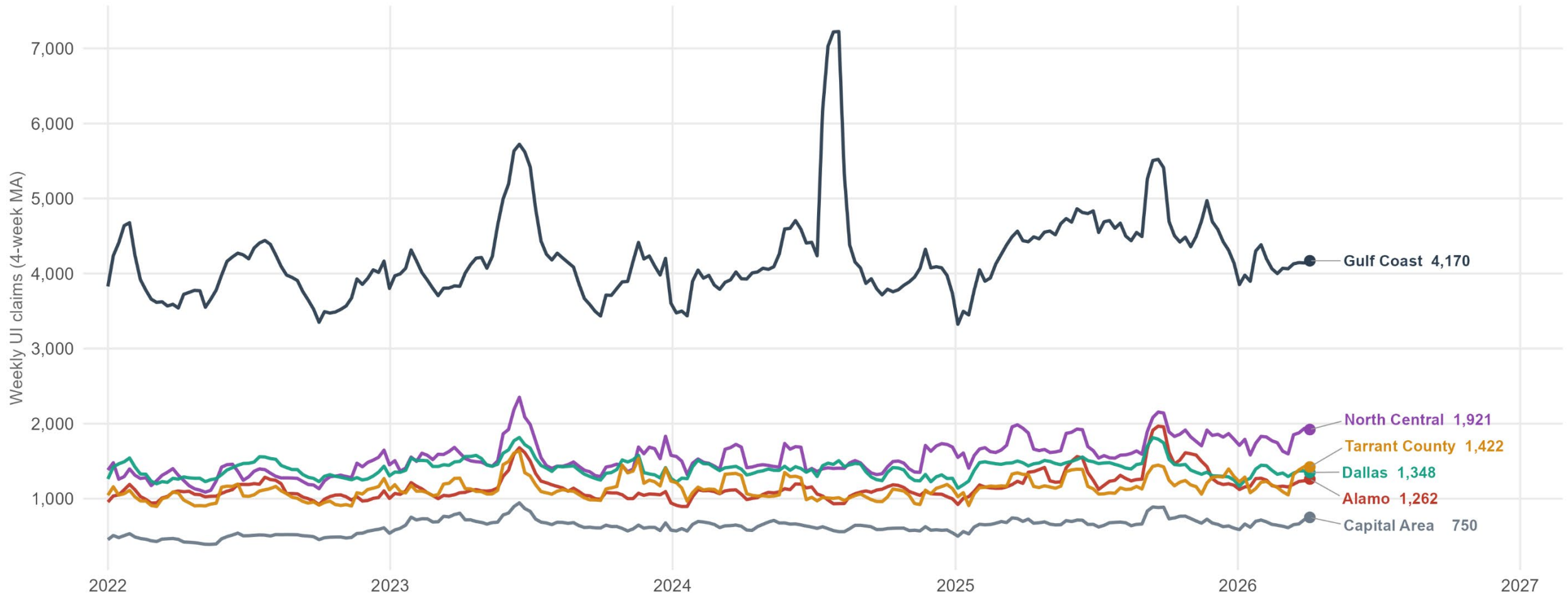
Total unemployed across rural counties: 7,436. Percentages reflect each county's share of the rural total.



Bexar (urban) shown separately in Figure 2a. Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.

# Weekly UI Initial Claims by Workforce Development Area: 2022 to Present

4-week moving average • Alamo highlighted in red • Six largest urban WDAs



Source: Texas Workforce Commission, Weekly Claims by County (aggregated to WDA via county-WDA crosswalk)

Initial UI claims aggregated weekly • 4-week moving average reduces week-to-week noise from holidays and reporting cycles

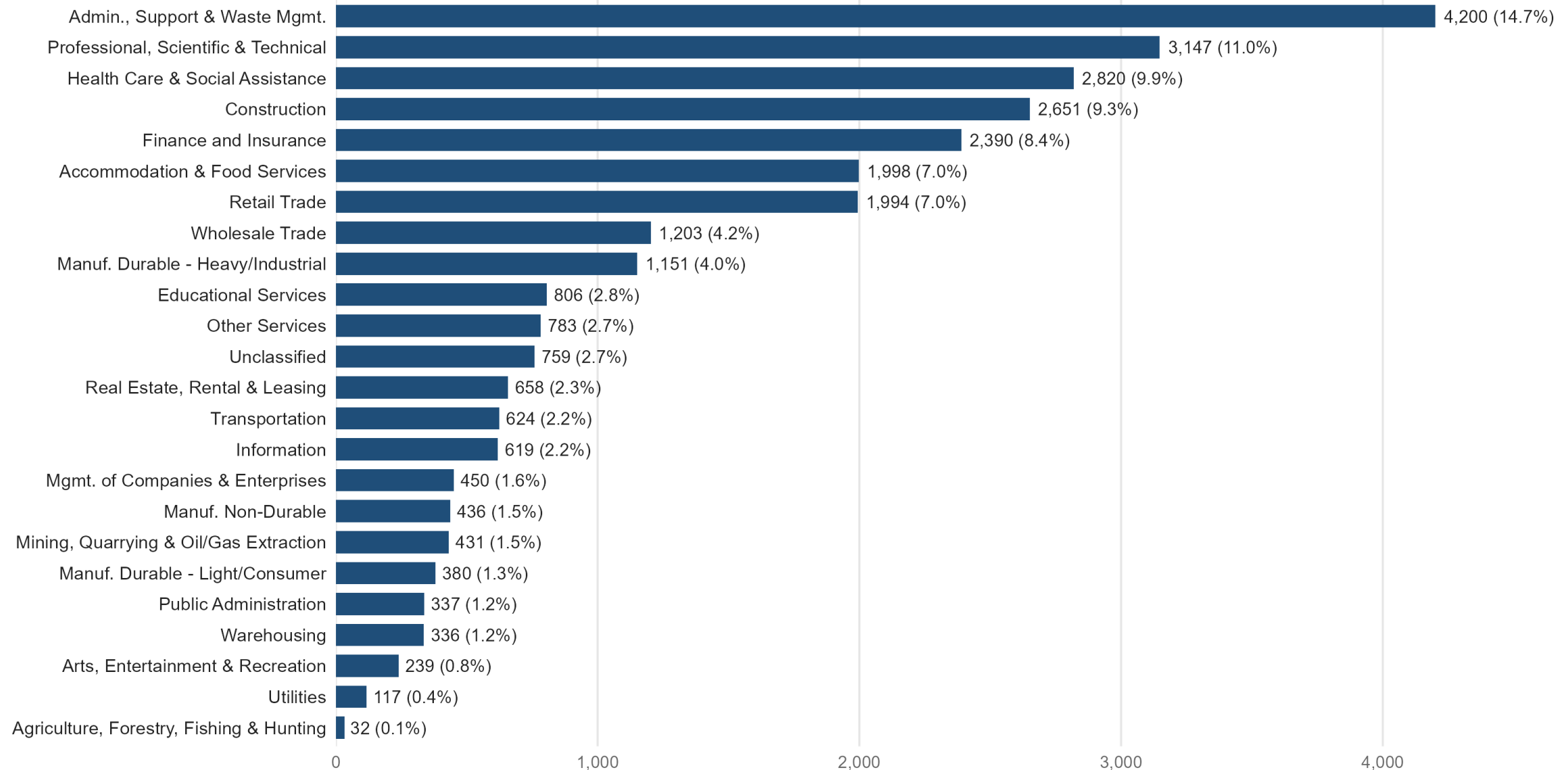
Period shown: January 2022 through April 2026 (post-COVID recovery period; excludes pandemic-era PUA distortions)

WDAs shown: Alamo (San Antonio), Gulf Coast (Houston), North Central (Dallas-area expanded), Dallas (Dallas city), Tarrant County (Fort Worth), Capital Area (Austin)



# Unemployed by Industry

Top 5 industries account for 53.2% of all unemployed.

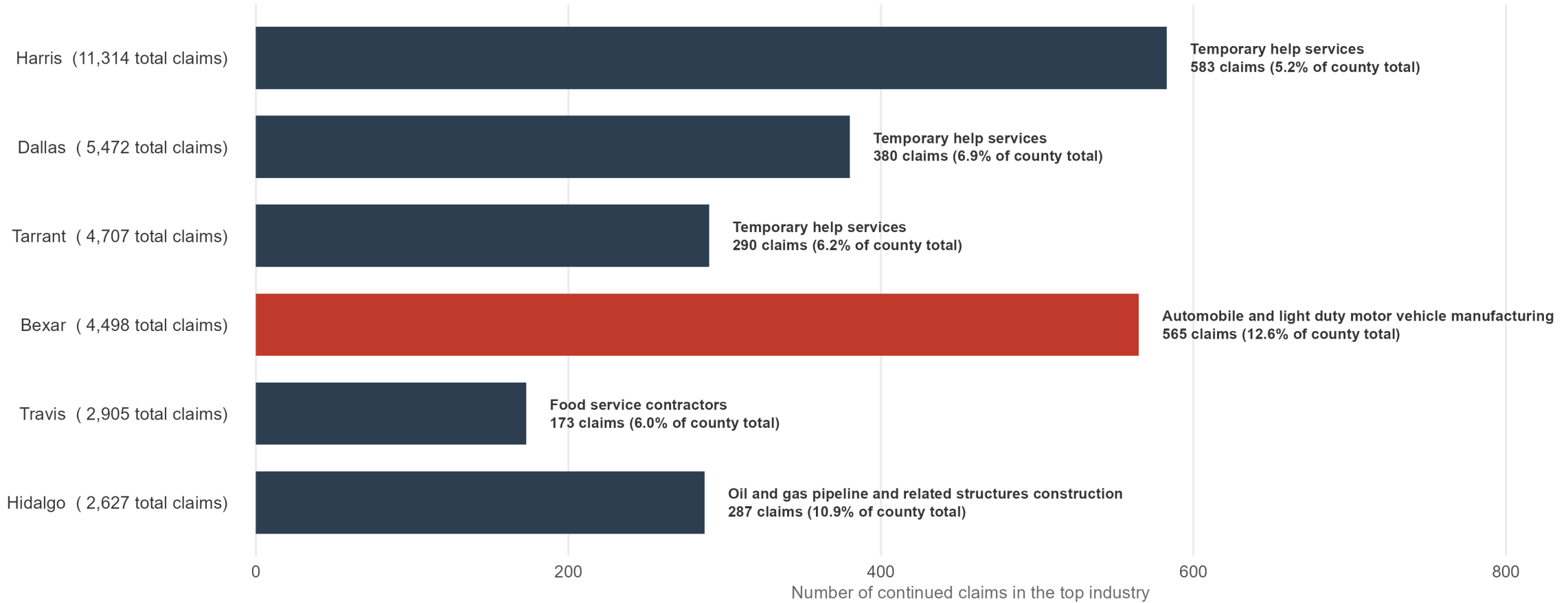


Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.



## Top Industry of UI Continued Claims by Major Texas County: Week of April 11, 2026

Bar shows the single industry generating the most continued UI claims in each county • Bexar uniquely concentrated in auto manufacturing



Source: Texas Workforce Commission, ui\_by\_county.csv (week ending April 11, 2026)

Continued claims = workers who experienced unemployment during the reference week and filed to claim benefits for that week • Per FRED definition

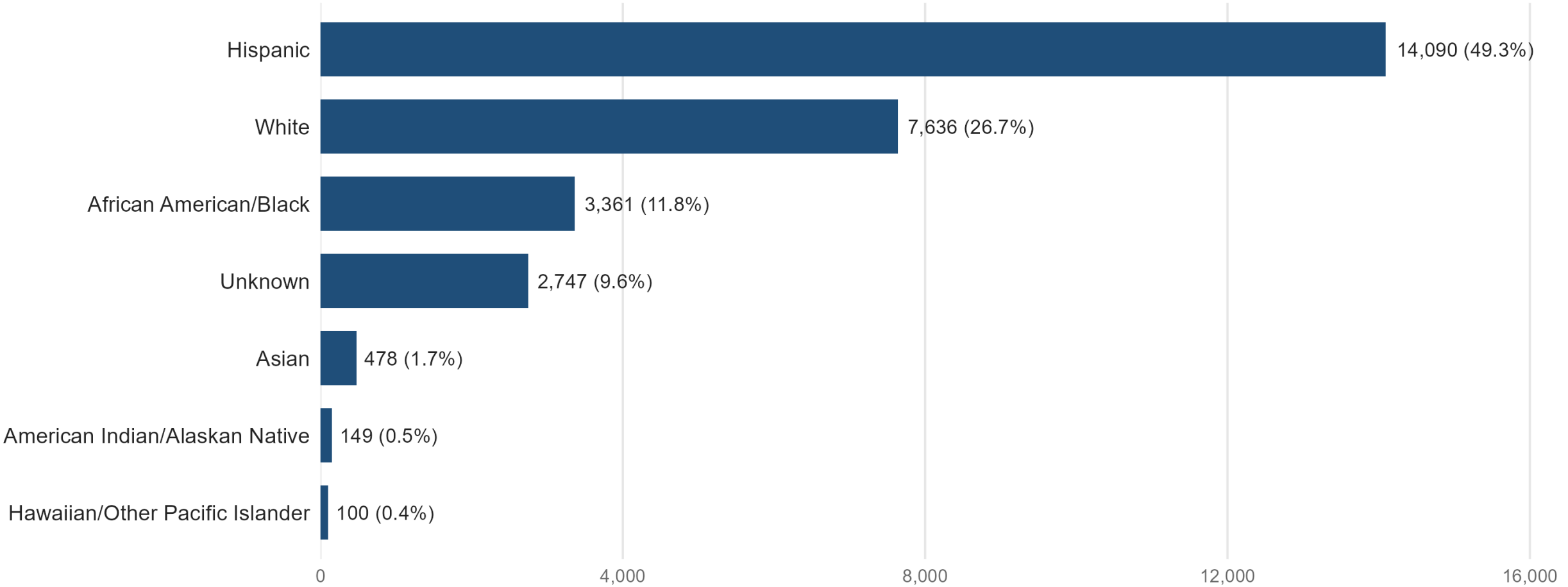
Top-1 industry = the 6-digit NAICS industry generating the most claims for that county • Counties shown ordered by total county UI claims

Note: Bexar's auto manufacturing concentration reflects Toyota Motor Manufacturing San Antonio and its supplier ecosystem



# Unemployed by Race/Ethnicity

Hispanic claimants are the largest group with 14,090 (49.3% of total).

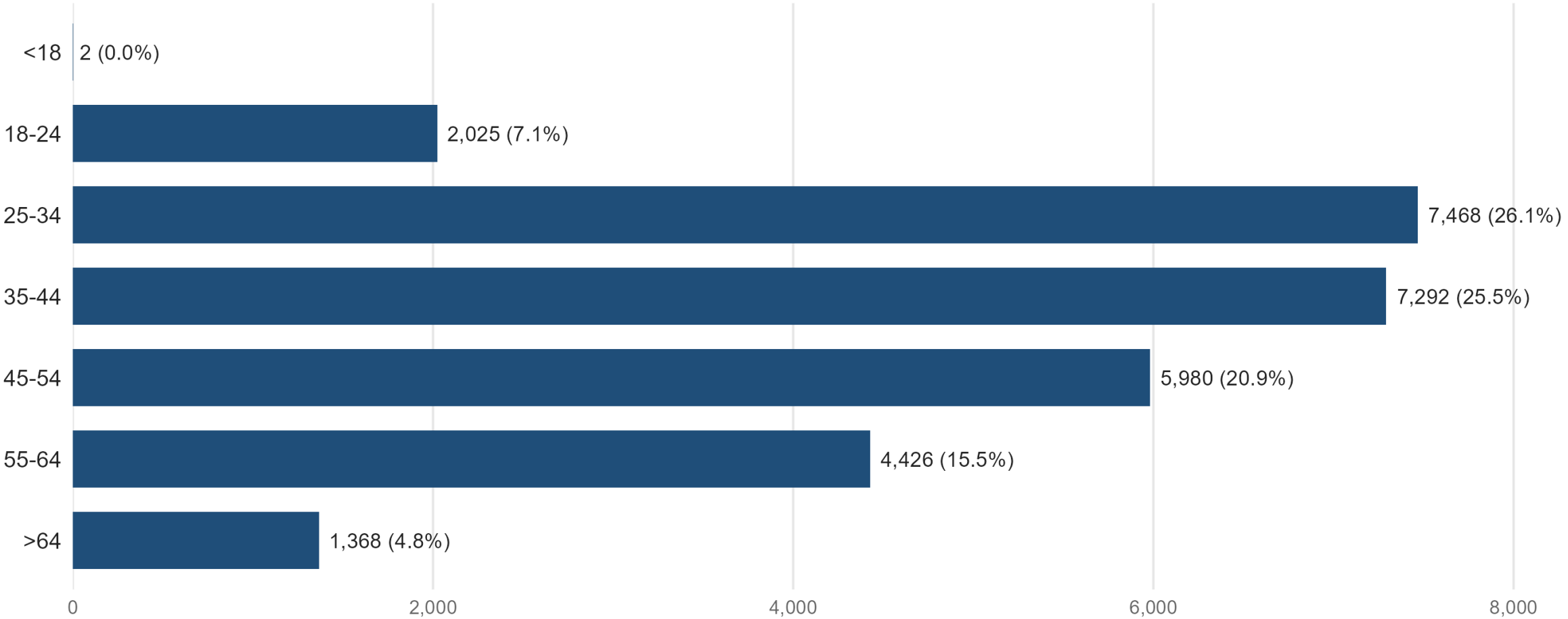


Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.



# Unemployed by Age

Ages 25-34 comprise the largest group with 7,468 claimants (26.1% of total).

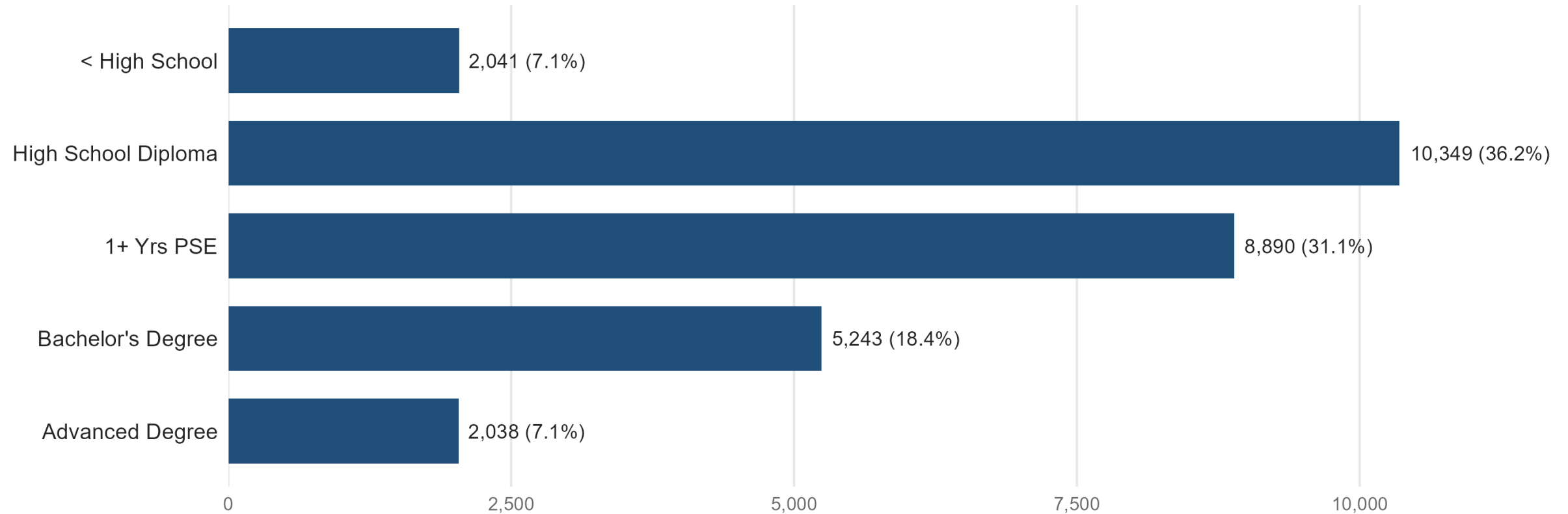


Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.



## Unemployed by Education

Claimants with High School Diploma are the largest group with 10,349 (36.2% of total).

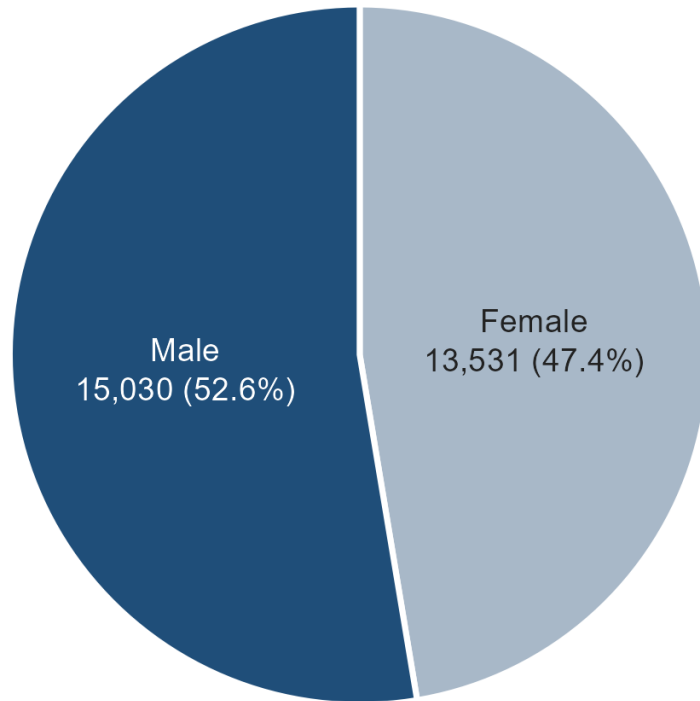


PSE = post-secondary education. Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.

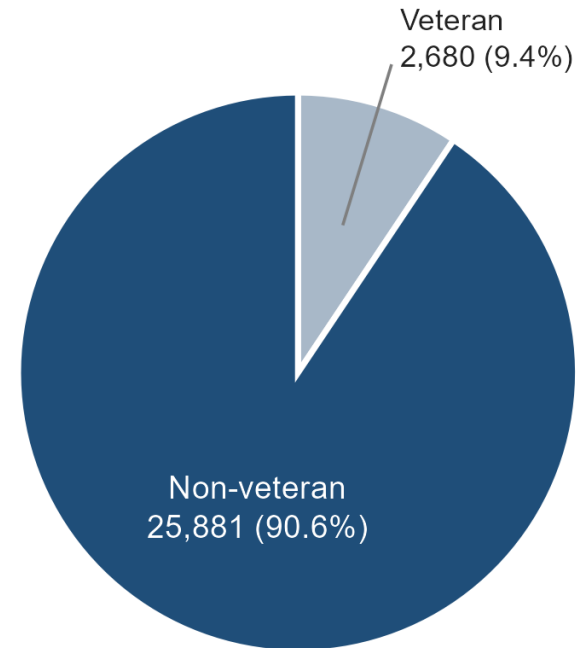


# Unemployed by Sex and Veteran Status

## Sex



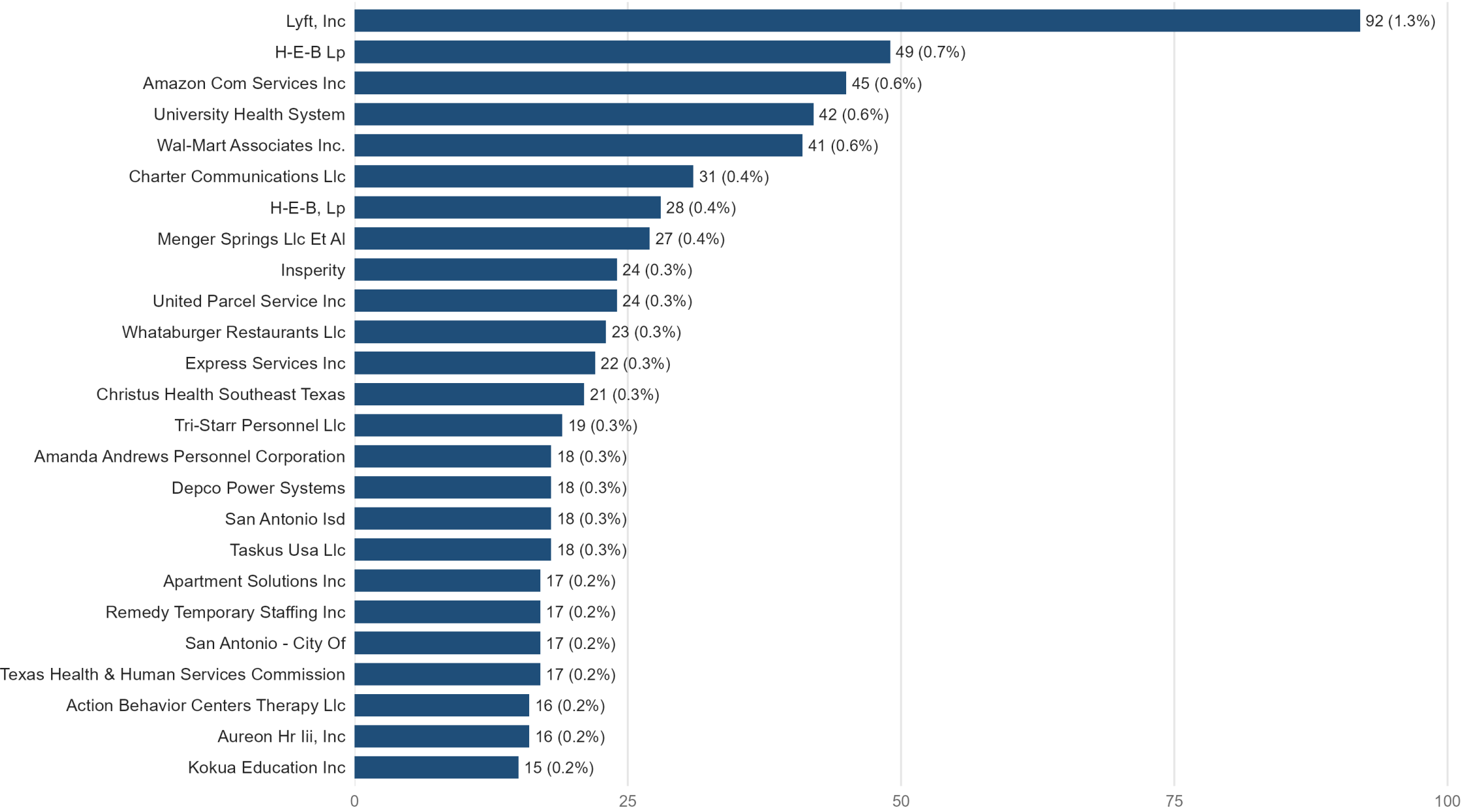
## Veteran Status



Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.

# Top 25 Employers by Unemployed

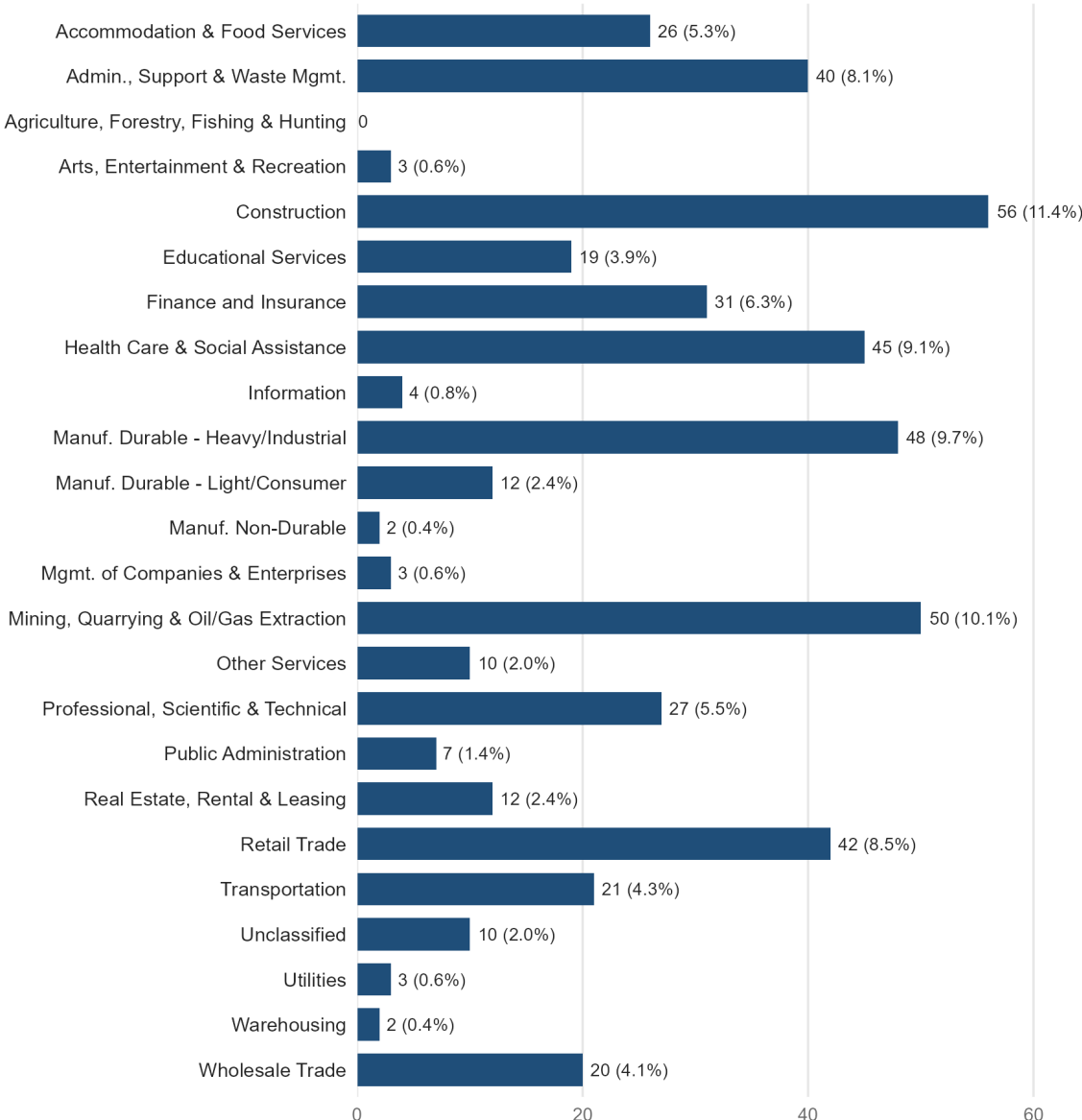
Top 25 employers account for 9.6% of all unemployed (out of 4,200 reported employers).



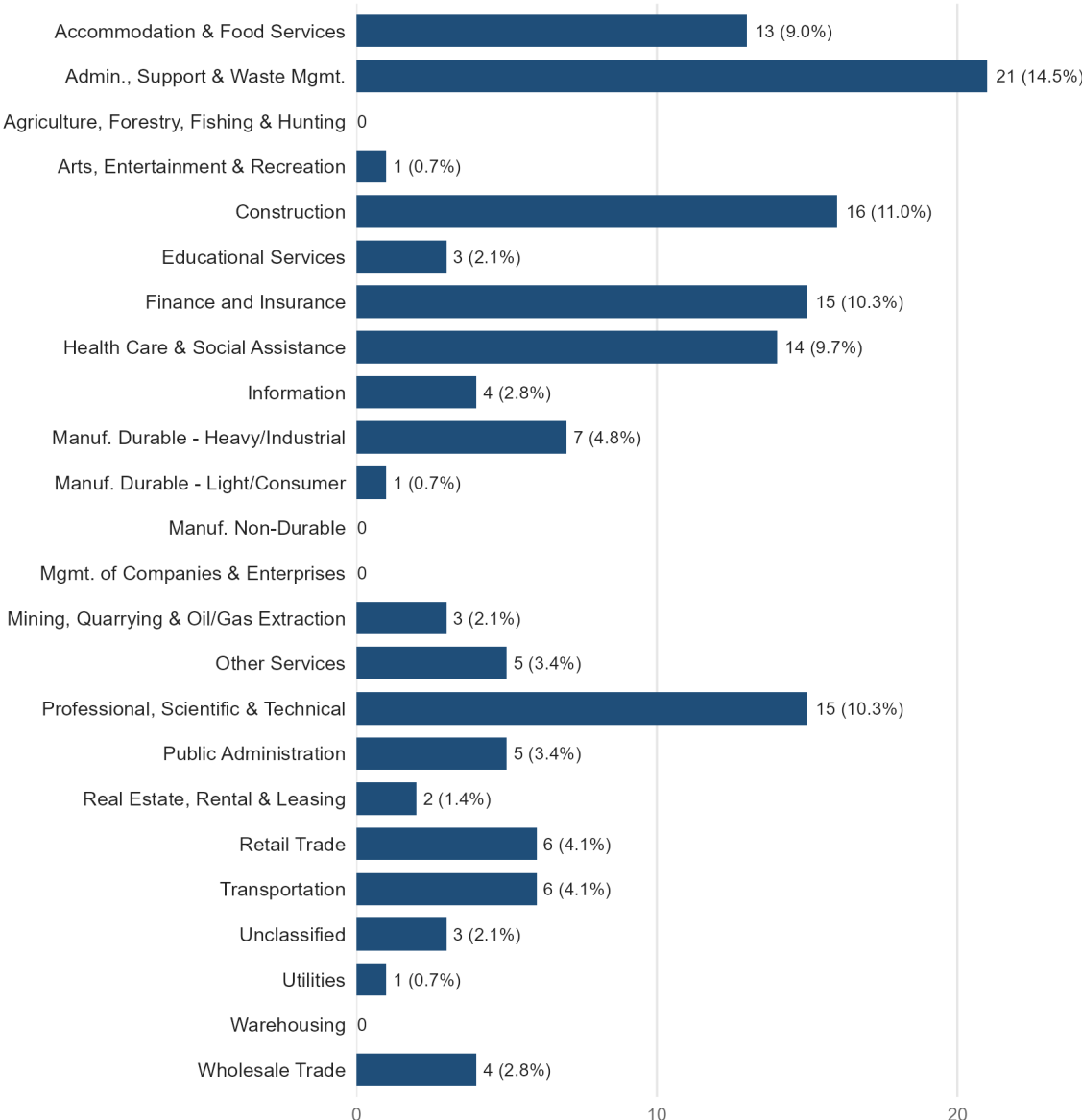
Cohort start dates: Jul 2025 to Apr 2026.  
 Source: TWC, Workforce Solutions Alamo analysis.

# Total Workers Who Have Been Unemployed by Industry

## Atascosa — 493 unemployed



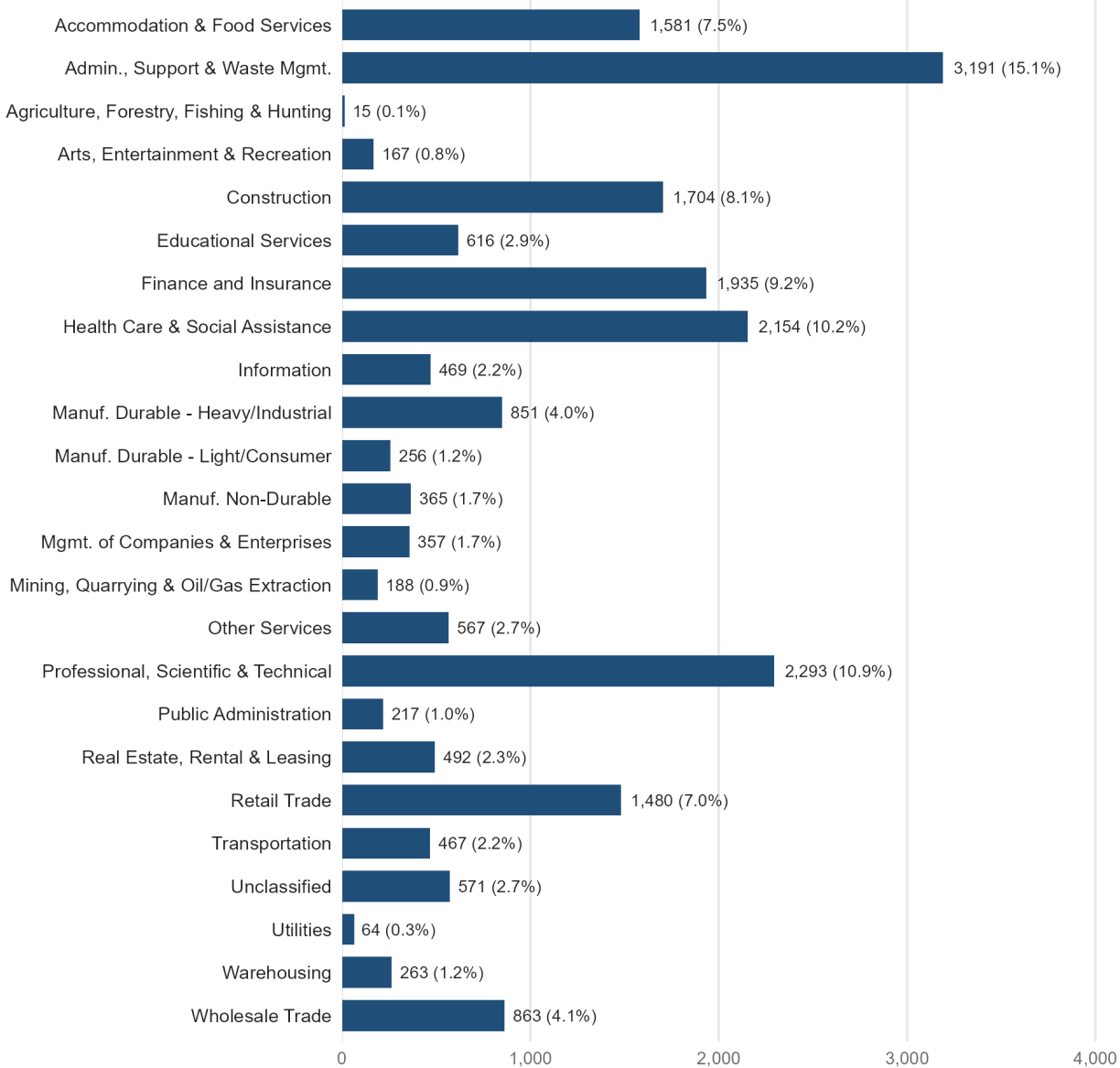
## Bandera — 145 unemployed



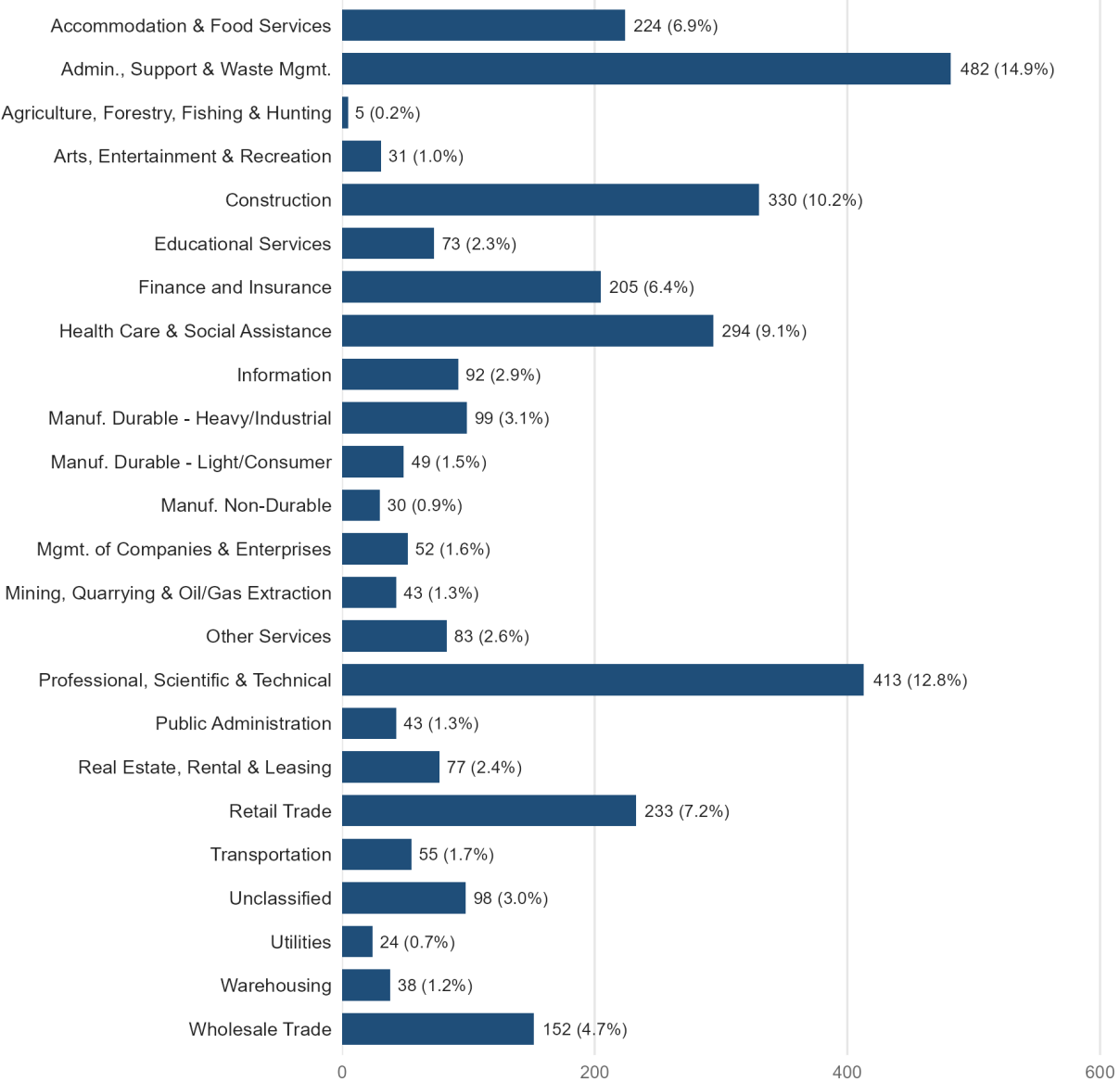
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026. Source: TWC, Workforce Solutions Alamo analysis.

# Total Workers Who Have Been Unemployed by Industry

## Bexar — 21,126 unemployed



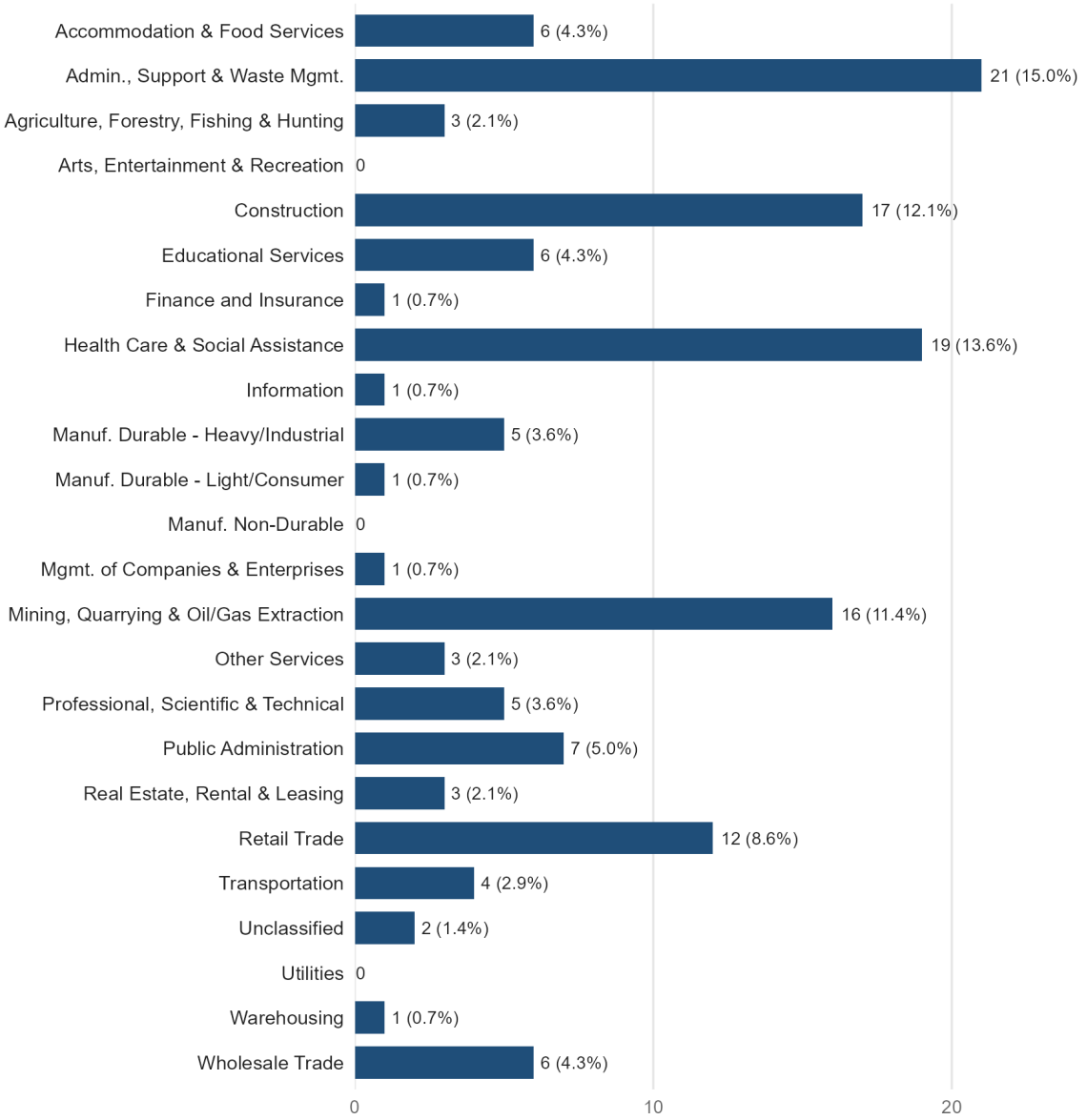
## Comal — 3,225 unemployed



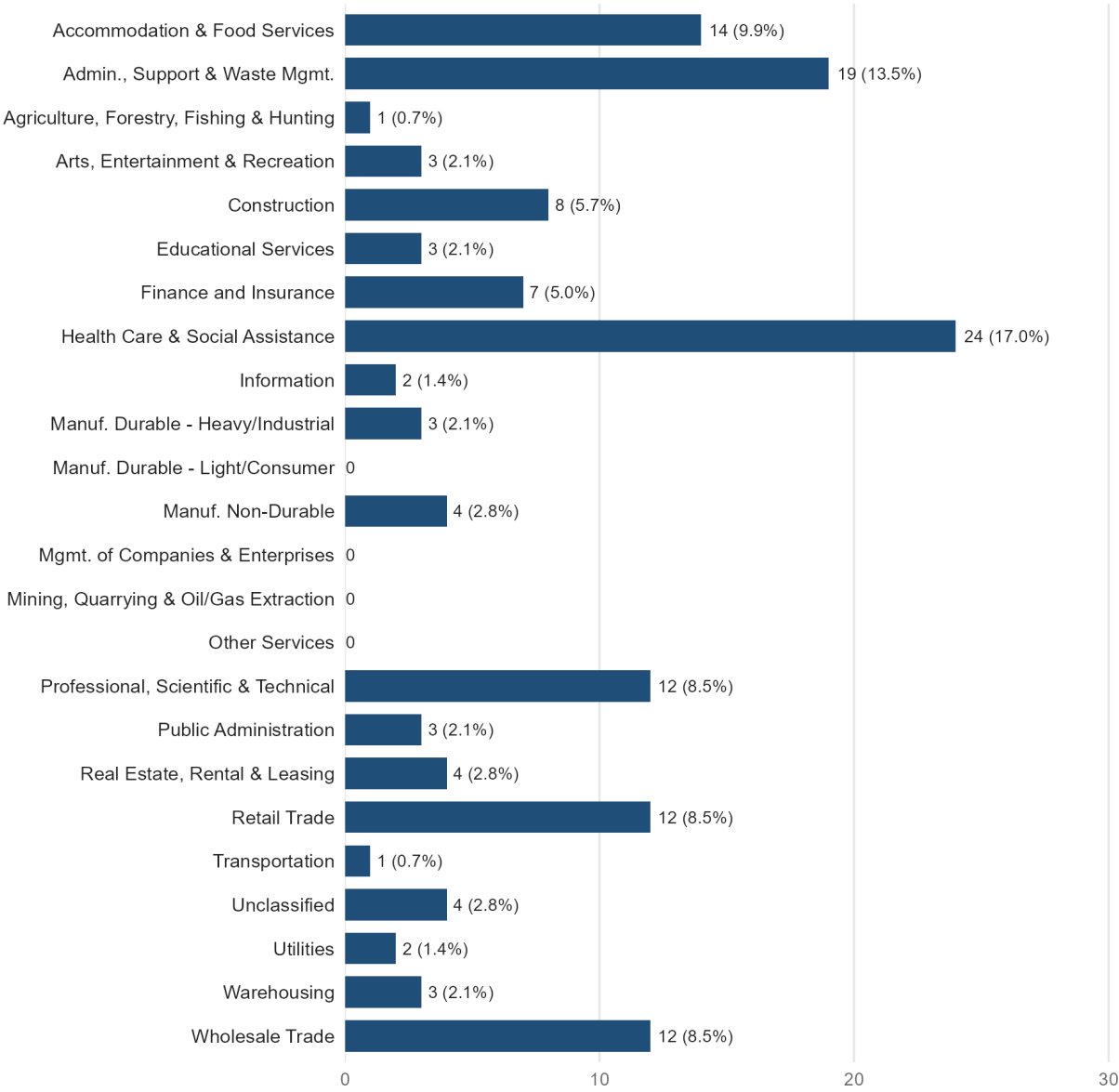
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.

# Total Workers Who Have Been Unemployed by Industry

## Frio — 140 unemployed



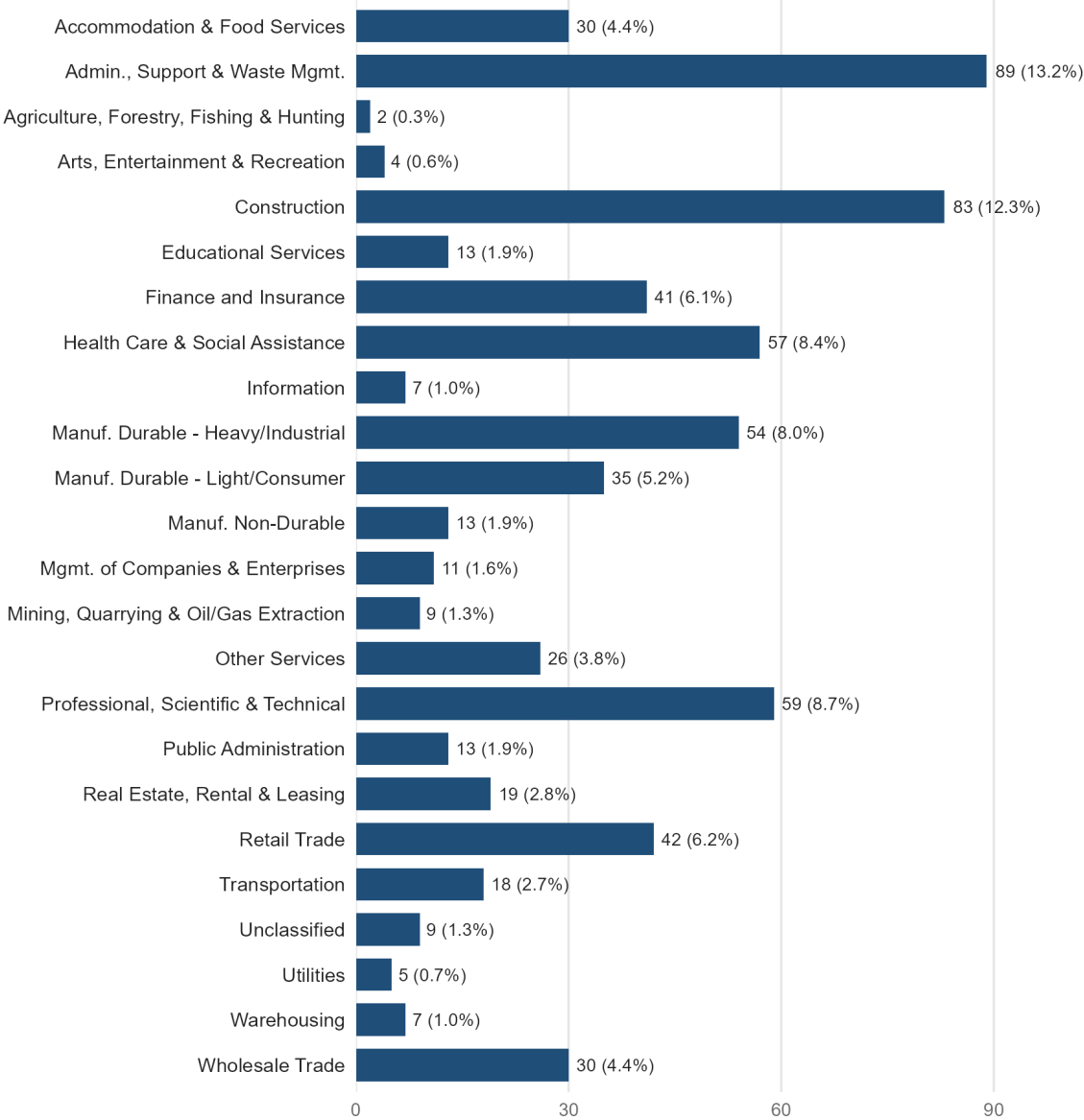
## Gillespie — 141 unemployed



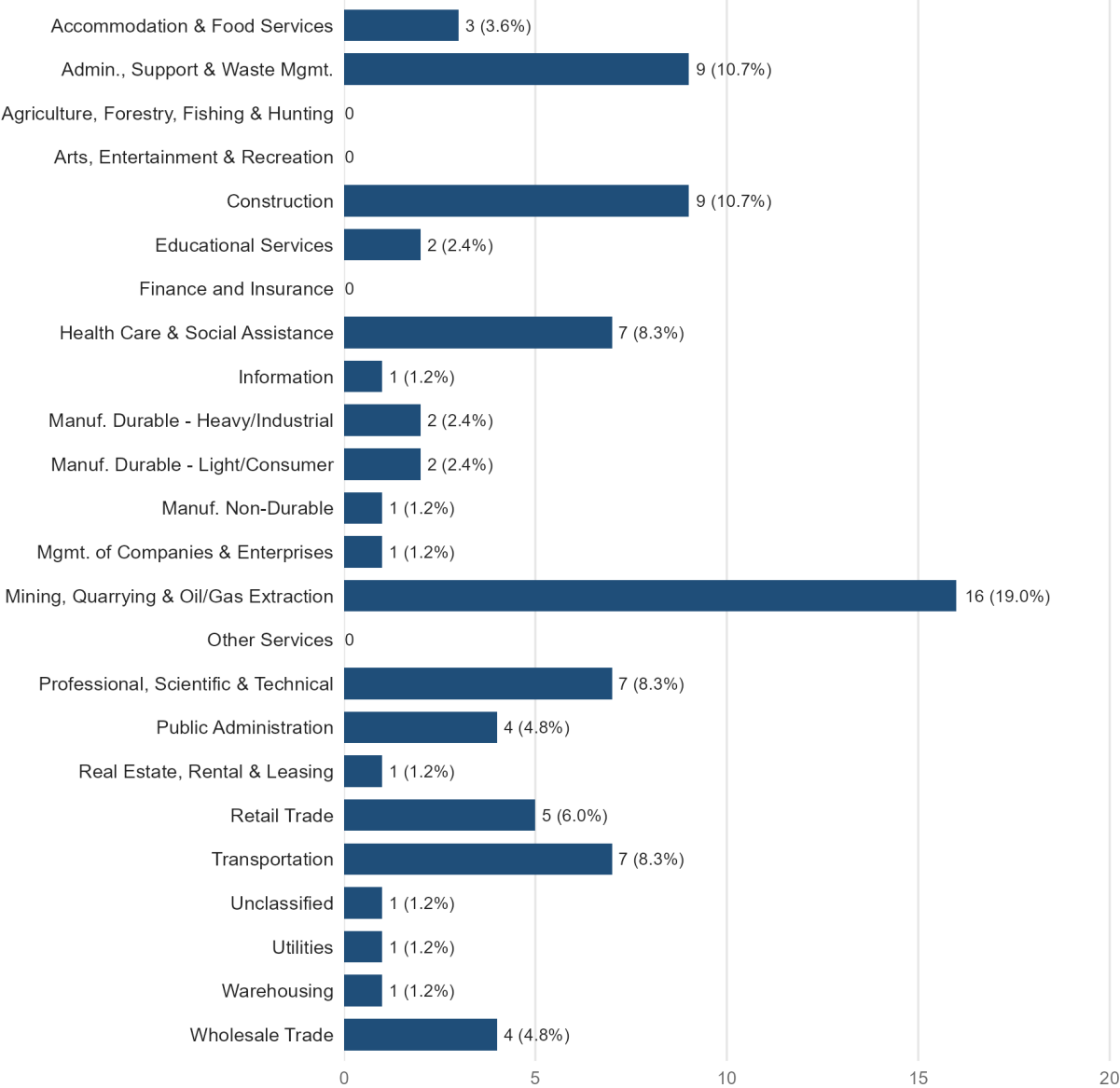
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026. Source: TWC, Workforce Solutions Alamo analysis.

# Total Workers Who Have Been Unemployed by Industry

## Guadalupe — 676 unemployed



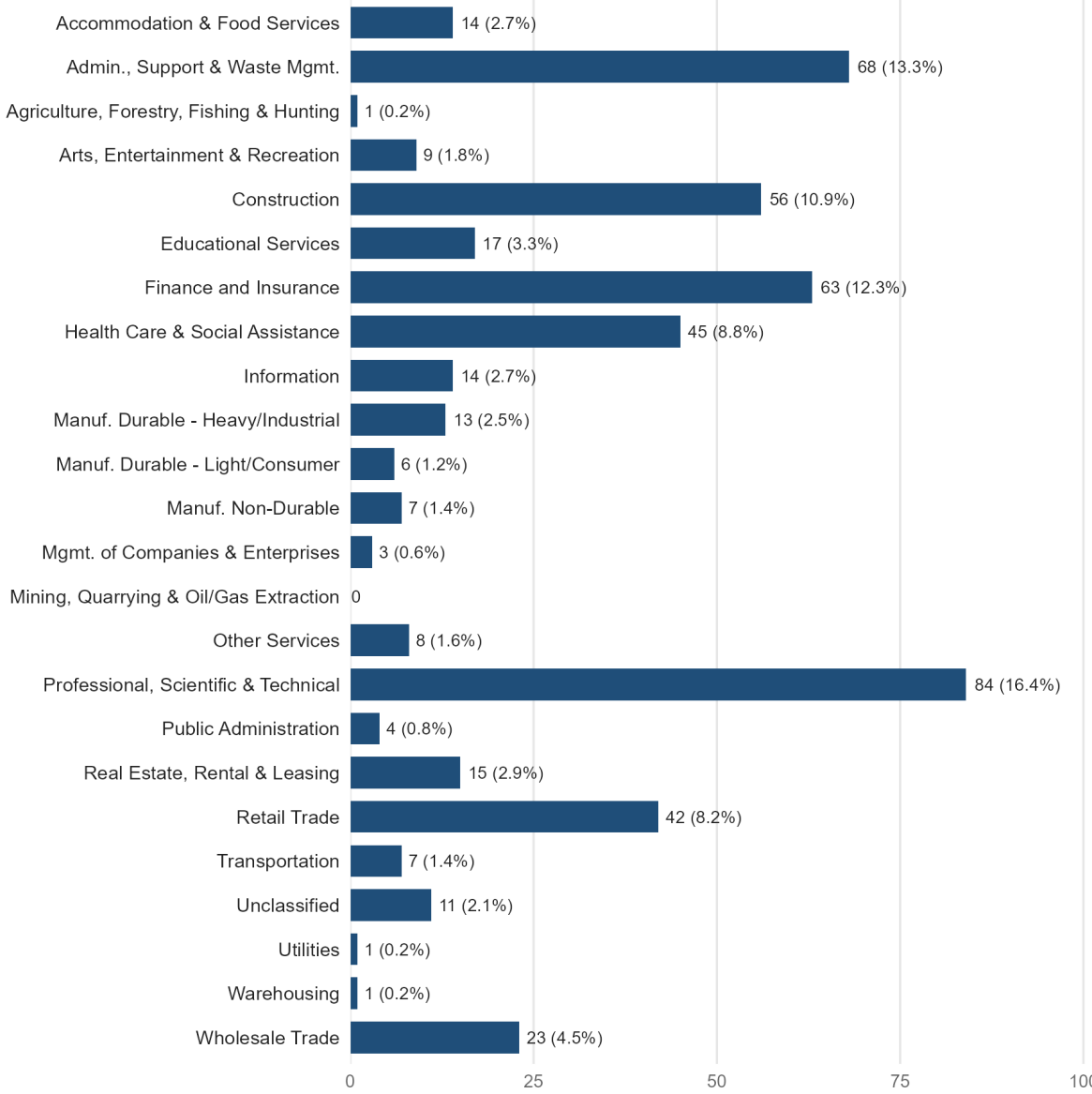
## Karnes — 84 unemployed



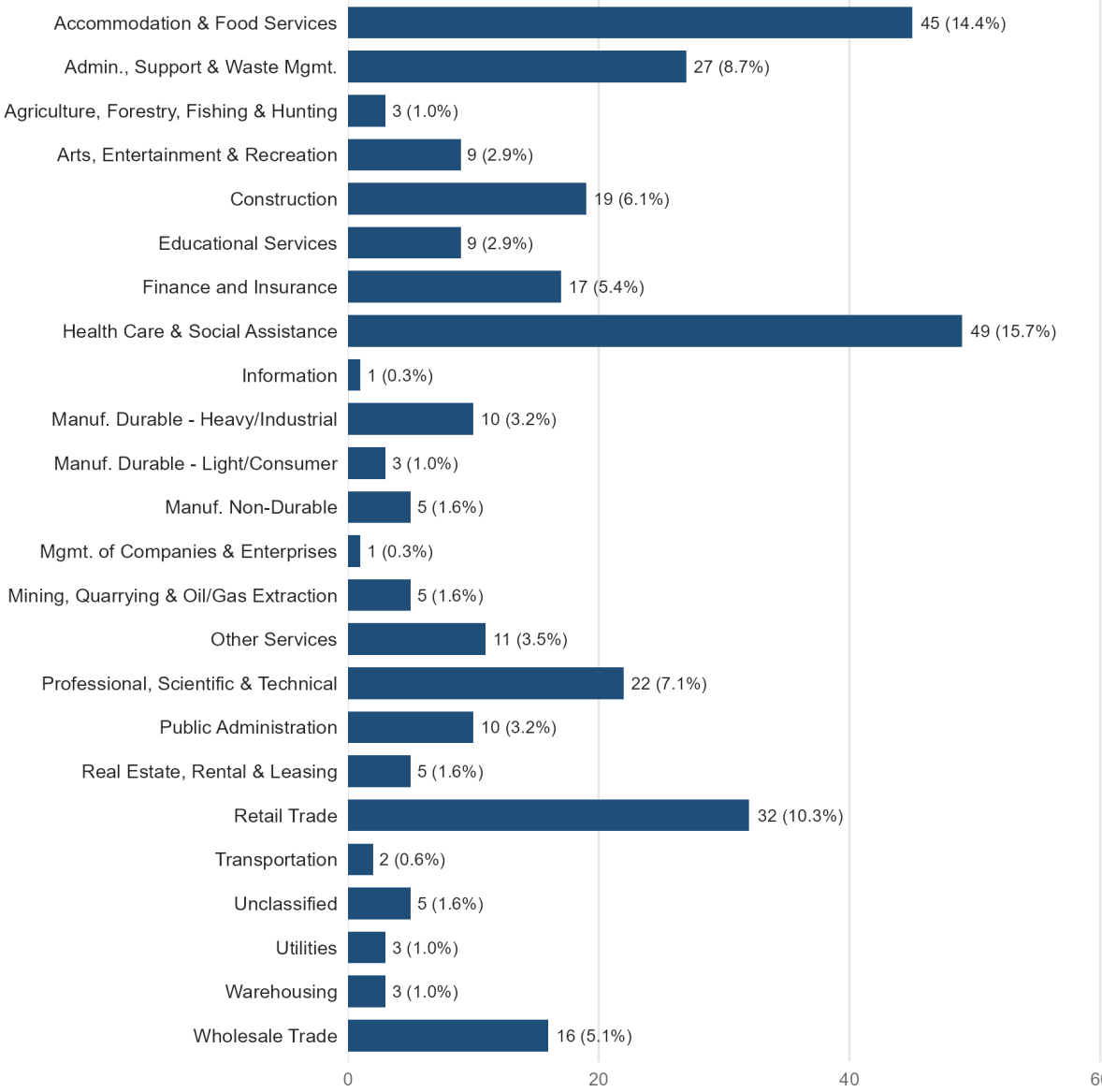
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026. Source: TWC, Workforce Solutions Alamo analysis.

# Total Workers Who Have Been Unemployed by Industry

## Kendall — 512 unemployed



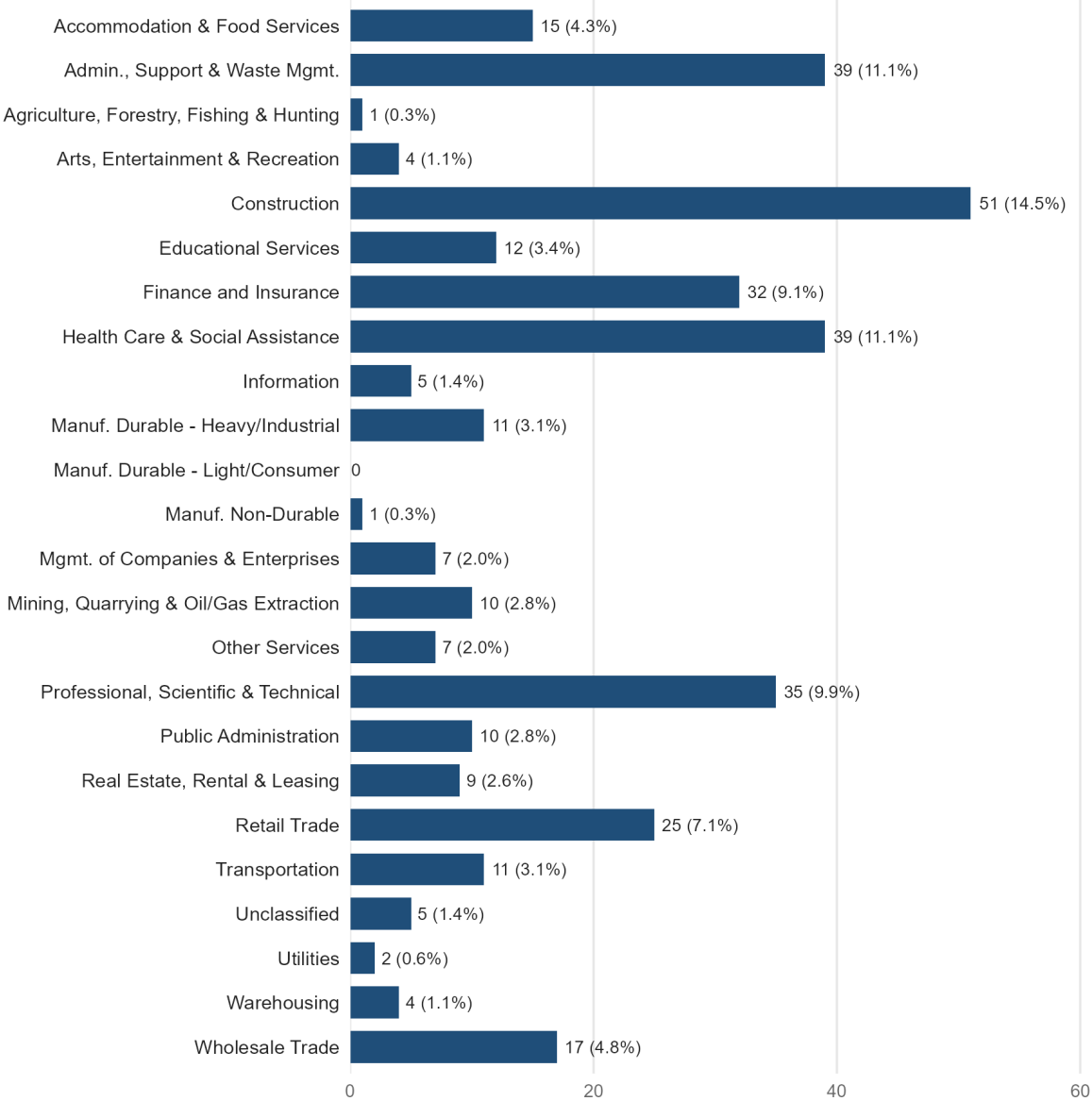
## Kerr — 312 unemployed



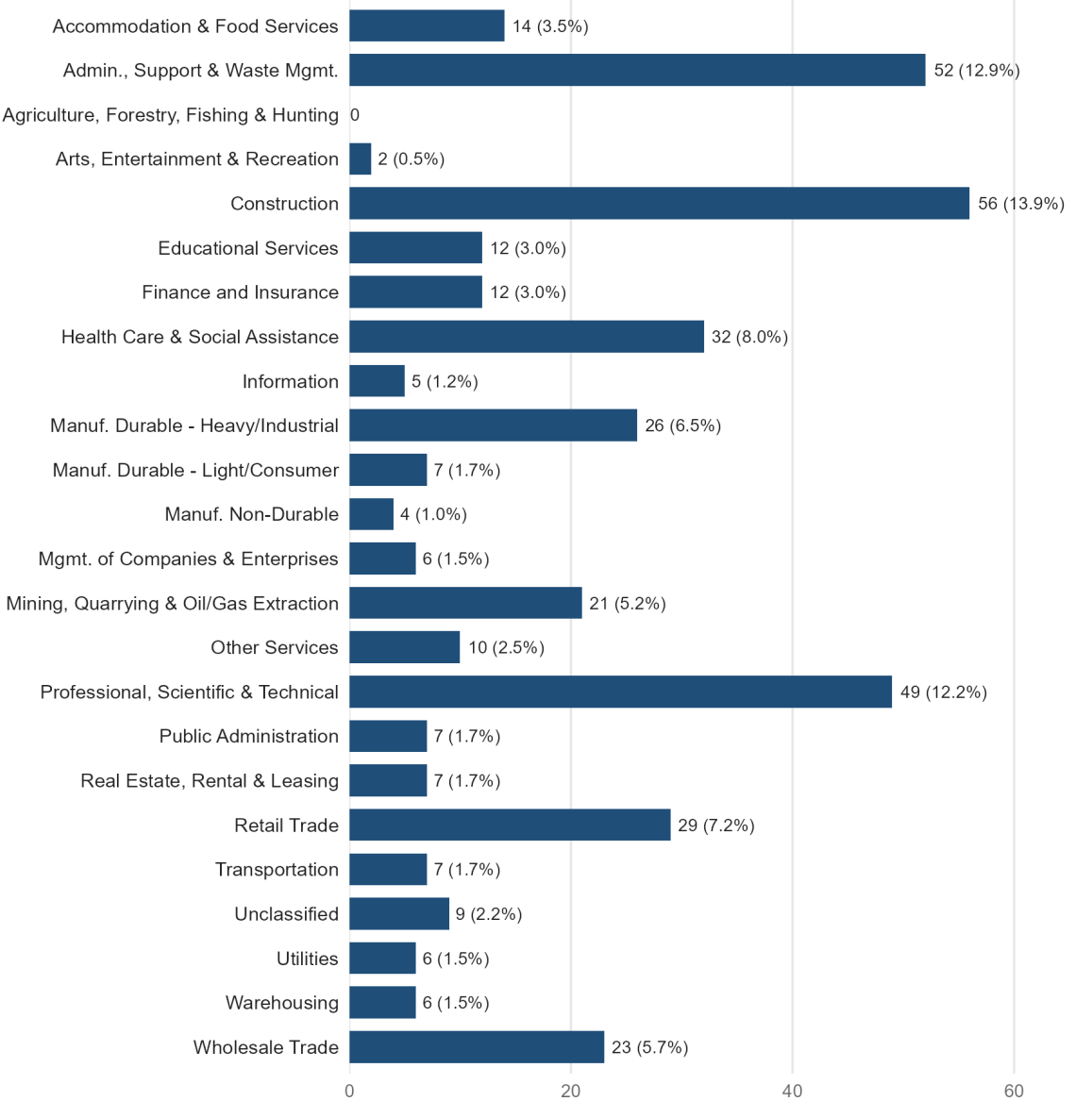
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026.  
Source: TWC, Workforce Solutions Alamo analysis.

# Total Workers Who Have Been Unemployed by Industry

## Medina — 352 unemployed



## Wilson — 402 unemployed



Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026. Source: TWC, Workforce Solutions Alamo analysis.

# Data Sources

- **Local Area Unemployment Statistics (LAUS)**
  - Monthly/annual civilian labor force, employment, and unemployment estimates for the US, states, counties, metros, workforce development areas, and some cities.
- **Current Employment Statistics (CES)**
  - Detailed industry estimates of nonfarm **employment, hours,** and **earnings** of workers on payrolls.
  - Monthly survey of approximately 119,000 businesses and government agencies, representing about 622,000 individual worksites.
  - Covers: Nation, States, metropolitan areas, and metropolitan divisions.
- **Quarterly Census of Employment and Wages (QCEW)**
  - Publishes quarterly count of employment and wages reported by employers covering more than 95% of US jobs (it's arguably one of the most complete and accurate sources).
  - Covers: Nation, States, metropolitan areas and divisions, and counties with industry and job information.
  - The information is lagged (e.g., about six months behind), but it allows us to analyze structural changes as well as compare the Alamo with other board areas.



# Strategy – Internal and External Monitoring & Training Schedule

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# Strategy – Internal and External Monitoring & Training Schedule(cont.)

## External Monitoring Timeline

Initial Estimated Timeline				Actual Timeline						
<i>External Program Monitoring</i>	<i>Duration</i> <sup>++</sup>	<i>Start</i>	<i>Finish</i>	<i>Duration</i> <sup>++</sup>	<i>Effort</i>	<i>Variance</i>	<i>Start</i>	<i>Finish</i>	<i>% Complete</i>	<i>Comments</i>
<b>Estimated Timeline: 2025-2026</b>	<b>218</b>	<b>1/12/2026</b>	<b>11/11/2026</b>	<b>37</b>	<b>37</b>	<b>Duration</b>	<b>1/12/2026</b>		<b>89%</b>	
COSA - CC QIA	37	1/12/2026	3/3/2026	37	37	0	1/12/2026	3/3/2026	100%	Report issued
C2GPS - WIOA Adult	46	3/26/2026	5/28/2026				3/26/2026		84%	
C2GPS - WIOA Dislocated Worker	46	3/26/2026	5/28/2026				3/26/2026		84%	
Equus - Child Care Services	41	5/13/2026	7/8/2026							
C2GPS - NCP	39	6/4/2026	7/28/2026							Moved NCP to be completed by Internal QA
SERCO - WIOA Youth	40	7/7/2026	8/31/2026							
C2GPS - TANF/Choices	42	9/3/2026	10/30/2026							
CONSORTIUM - Ready to Work	27	10/6/2026	11/11/2026							

Avg Duration or Effort (days) → 40

37 37 -3

Multi-tasking (% days overlapping projects) → 31.4%

0.0%

**Duration** : total days from start to finish to complete project (includes some holidays); **Effort (or Work)** : actual number of days spent on each project.

### Notes

<sup>++</sup> The Duration is not equal to the time that the contractors are actively involved in the project - it includes additional internal QA work (e.g., desk and policy review, tool development, etc.).



# Strategy – Internal and External Monitoring & Training Schedule (cont.)

## Internal Monitoring Timeline

Initial Estimated Timeline				Actual Timeline						
<i>Internal Program Monitoring</i>	<i>Duration</i> **	<i>Start</i>	<i>Finish</i>	<i>Duration</i> **	<i>Effort</i>	<i>Variance</i>	<i>Start</i>	<i>Finish</i>	<i>% Complete</i>	<i>Comments</i>
<b>Estimated Timeline: 2025-2026</b>	<b>260</b>	<b>11/3/2025</b>	<b>10/30/2026</b>	<b>119</b>	<b>155</b>	<i>Duration</i>	<b>11/3/2025</b>		<b>79%</b>	
SNAP Phase II Follow Up	51	11/3/2025	1/12/2026	49	45	-2	11/3/2025	1/8/2026	100%	Report issued.
Informal Reviews (attributes <90% accuracy)	69	12/12/2025	3/18/2026	91	76	22	12/12/2025	4/17/2026	100%	Extended to complete additional testing. Reports issued.
PII Walkthroughs and Priority of Service	30	3/2/2026	4/10/2026							Adjusting schedule for RESEA, MSFW, and other projects
C2GPS - RESEA	38	3/9/2026	4/29/2026	34	34	-4	3/2/2026	4/16/2026	100%	Adjusted start to begin earlier. Working on Final Report.
C2GPS- SNAP	36	4/9/2026	5/28/2026				5/6/2026		14%	Start delayed due to changes in monitoring schedule.
C2GPS- NCP	38	5/7/2026	6/29/2026							
TWC Annual Monitoring	80	7/13/2026	10/30/2026							
Follow Up Reviews (attributes <90% accuracy) <b>if needed</b>	39	7/12/2026	9/3/2026							
Follow Up Reviews (attributes <90% accuracy) <b>if needed</b>	29	7/16/2026	8/25/2026							
Follow Up Reviews (attributes <90% accuracy) <b>if needed</b>	37	9/9/2026	10/29/2026							
<b>Avg Duration or Effort (days, excludes Other) →</b>	<b>45</b>			<b>58</b>	<b>52</b>	<b>13</b>				
<b>Multi-tasking (% days overlapping projects) →</b>	<b>41.8%</b>			<b>-31.6%</b>						

*Duration* : total days from start to finish (includes some holidays); *Effort (or Work)* : actual number of days spent on each project.

### Modification Notes

\*\* The Duration is not equal to the time that the contractors are actively involved in the project - it includes additional internal QA work (e.g., desk and policy review, tool development, etc.)

# Strategy – Internal and External Monitoring & Training Schedule (cont.)



Est. Dates	Num	Topic
<b>Part 1: Workforce Development &amp; Local Boards</b>		
<i>Completed</i>	1	Workforce Development System
July-Aug	2	Local Workforce Development Boards
<b>Part 2: Local Plan</b>		
<i>Partial Compl.</i>	3	Local Plan
Feb-Mar	4	High Performing Board
<b>Part 3: Labor Market Assessment &amp; Planning</b>		
Apr-May	5	Employment-Related Measures I
	6	Employment-Related Measures II
<b>Part 4: Board Agreements &amp; Contracts</b>		
Jun-Jul	7	TWC Agreements and Grants
	8	WSA Contracts

Est. Dates	Num	Topic
<b>Part 5: Workforce Policies</b>		
Aug-Sept	9	Federal & State Guidance
	10	Local Policies
<b>Part 6: Performance</b>		
Oct-Nov	11	TWC-Contracted Performance
	12	Locally-Developed Performance
<b>Part 7: Internal Controls</b>		
Dec-Jan	13	Risk Assessment
	14	Quality Assurance & Quality Control

# Program Briefing

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# Program Briefing

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## PROWD (Partners in Reentry Opportunities in Workforce Development)

- 227/600 enrolled
- 154 employed
- 173 completed training
- 162 received measurable skills gains

## National Dislocated Worker (NDW)

- Program participation updates:
- 15/25 enrolled
- 8 participants in DRE
- Employers:
- Kerr EDC
- City of Kerr
- County of Kerr
- 13 Disaster Relief Employment (DRE) positions secured.

# Financials

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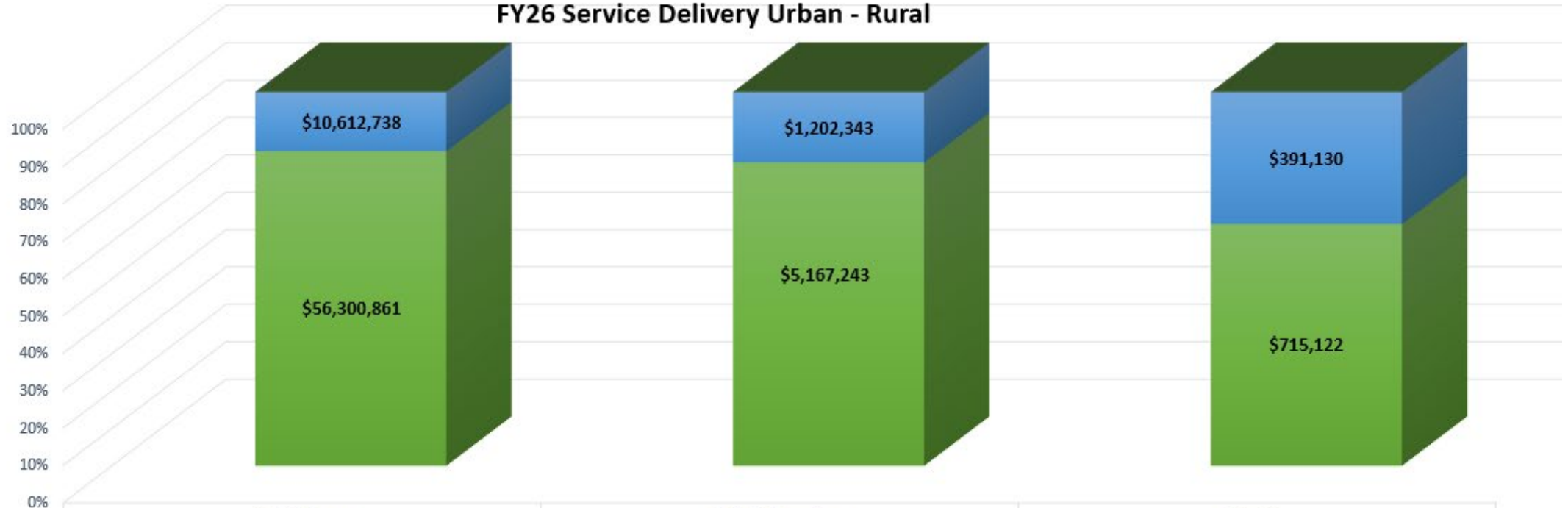
# Budget to Actual Expenditures

March 2026 Budget to Actual Variance Analysis					
Budget Category	FY26 Budget Amendment #1	FY26 Actuals	% Expensed	Straight-Line Target (50%)	YTD Variance %
Corporate - Personnel	\$ 5,736,960	\$ 2,626,925	45.79%	\$ 2,868,480	4.21%
Corporate - Facilities	\$ 500,378	\$ 215,043	42.98%	\$ 250,189	7.02%
Corporate - Equipment Related	\$ 284,564	\$ 113,179	39.77%	\$ 142,282	10.23%
Corporate - General Office	\$ 516,208	\$ 196,637	38.09%	\$ 258,104	11.91%
Corporate - Professional Services	\$ 1,697,690	\$ 497,899	29.33%	\$ 848,845	20.67%
Corporate - Board of Directors	\$ 45,000	\$ 12,580	27.96%	\$ 22,500	22.04%
<b>Corporate Total</b>	<b>\$ 8,780,800</b>	<b>\$ 3,662,263</b>	<b>41.71%</b>	<b>\$ 4,390,400</b>	<b>8.29%</b>
<b>Facilities</b>	<b>\$ 6,386,802</b>	<b>\$ 2,950,779</b>	<b>46.20%</b>	<b>\$ 3,193,401</b>	<b>3.80%</b>
<b>Projects - Special Initiatives</b>	<b>\$ 771,825</b>	<b>\$ 105,987</b>	<b>13.73%</b>	<b>\$ 385,913</b>	<b>36.27%</b>
<b>Service Delivery Total</b>	<b>\$ 169,745,491</b>	<b>\$ 78,653,297</b>	<b>46.34%</b>	<b>\$ 84,872,746</b>	<b>3.66%</b>
<b>Reserve</b>	<b>\$ 14,111,623</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ 7,055,812</b>	<b>50.00%</b>
<b>Total Budget</b>	<b>\$ 199,796,541</b>	<b>\$ 85,372,326</b>	<b>42.73%</b>	<b>\$ 99,898,271</b>	<b>7.27%</b>

# Service Delivery Comparison – Rural & Urban Counties



FY26 Service Delivery Urban - Rural



	Child Care	Adult Services	Youth
■ Rural (%)	16%	19%	35%
■ Urban (%)	84%	81%	65%
■ Rural	\$10,612,738	\$1,202,343	\$391,130
■ Urban	\$56,300,861	\$5,167,243	\$715,122



# Key Variances – TWC Programs

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TANF– 38.55% Expensed – The board continues to closely monitor expenditures to spend all funds by the end of the contract period.

Military to Civilian Employment Program– 50% Expensed. Grant was extended through June 30, 2026. Expenditures are expected to increase in the next months.

National Dislocated Worker- Disaster Relief Grant– Expenses are projected to materialize over the coming months, with approximately \$230,000 in committed costs for currently active clients.

# Key Variances – Childcare

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- Childcare Quality- 28.38% expensed: The board expects to spend the funds during the third and fourth quarters. Expenditures include purchase of quality materials for childcare centers.
- Quality Improvement Activity – 24.99% The board expects to utilize the funds over the coming months through scheduled TRS incentive activities. In addition, a portion of the funds is projected to support Teacher Appreciation incentives. These planned expenditures ensure that available funds are used meaningfully to support and uplift those who provide essential services to children and families.





# Key Variances – Other Funding

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## DOL Building Pathways

- \$2M grant received for a 4-year period ending 09/30/2029
- 4.06% Expensed
- Expenditures will start increasing in the next months.

## Ready to Work

- 3- Year Contract: 58.32%  
Expenditures are expected to be finalized by May 2026.
- 1-Year Renewal 59.44%  
Expenditures will continue to be reflected in the coming months as outstanding invoices come in for training started in the contract period.

# Client Expenditure Analysis

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# Client Expenditures

## TWC Funding

Client Expenditure Comparison - TWC Programs as of March 2026						
Category	FY24 Allocation		FY25		FY26 Allocation	
	FY24 Actuals	%	FY25 Actuals	Allocation %	FY26 Year-to-Date	%
Work Related	\$ 30,205	5.59%	\$ 105,232	11.38%	\$ 45,710	9.91%
Rent	\$ 201,270	37.27%	\$ 389,776	42.16%	\$ 212,931	46.17%
Utilities	\$ 31,049	5.75%	\$ 66,829	7.23%	\$ 35,073	7.61%
Transportation	\$ 194,106	35.95%	\$ 251,816	27.24%	\$ 135,171	29.31%
Incentives	\$ 45,056	8.34%	\$ 72,650	7.86%	\$ 26,600	5.77%
Youth - Support Services	\$ 38,313	7.10%	\$ 38,247	4.14%	\$ 5,685	1.23%
<b>TOTAL:</b>	<b>\$ 539,999</b>	<b>100.00%</b>	<b>\$ 924,550</b>	<b>100.00%</b>	<b>\$ 461,169</b>	<b>100.00%</b>



# Client Expenditures

## Ready to Work Funding

Client Expenditure Comparison- Ready to Work as of March 2026						
Category	FY24 Allocation		FY25		FY26 Allocation	
	FY24 Actuals	%	FY25 Actuals	Allocation %	FY26 Year-to-Date	%
Rent	\$ 121,209	52.67%	\$ 110,448	37.59%	\$ 21,855	12.07%
Utilities	\$ 52,095	22.64%	\$ 87,881	29.91%	\$ 50,978	28.14%
Transporation	\$ 15,123	6.57%	\$ 37,360	12.71%	\$ 48,003	26.50%
Laptops/Computers	\$ 28,019	12.18%	\$ 22,918	7.80%	\$ 17,675	9.76%
Training Related	\$ 2,113	0.92%	\$ 8,243	2.81%	\$ 7,426	4.10%
Other: Medical, Legal, Food, Daycare, Loans	\$ 11,565	5.03%	\$ 26,988	9.18%	\$ 35,206	19.44%
<b>TOTAL:</b>	<b>\$ 230,125</b>	<b>100.00%</b>	<b>\$ 293,838</b>	<b>100.00%</b>	<b>\$ 181,143</b>	<b>100.00%</b>

# County by County Expenditure Analysis

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# County by County Comparison

## TWC Programs

County	Annual Budget		Straight-line Budget		YTD Expenditures		
	Amount	%	Amount	%	Amount	%	Over/Under Budget
Atascosa	\$ 696,424	2.45%	\$ 348,212	2.45%	\$ 263,917	2.70%	\$ 432,507
Bandera	\$ 282,187	0.99%	\$ 141,094	0.99%	\$ 137,668	1.41%	\$ 144,519
Bexar	\$ 21,419,874	75.33%	\$ 10,709,937	75.33%	\$ 7,284,238	74.54%	\$ 14,135,636
Comal	\$ 1,529,001	5.38%	\$ 764,500	5.38%	\$ 652,515	6.68%	\$ 876,485
Frio	\$ 476,227	1.67%	\$ 238,113	1.67%	\$ 163,827	1.68%	\$ 312,400
Gillespie	\$ 272,220	0.96%	\$ 136,110	0.96%	\$ 93,737	0.96%	\$ 178,483
Guadalupe	\$ 1,520,571	5.35%	\$ 760,286	5.35%	\$ 375,746	3.84%	\$ 1,144,825
Karnes	\$ 296,090	1.04%	\$ 148,045	1.04%	\$ 109,072	1.12%	\$ 187,018
Kendall	\$ 534,740	1.88%	\$ 267,370	1.88%	\$ 171,395	1.75%	\$ 363,346
Kerr	\$ 437,752	1.54%	\$ 218,876	1.54%	\$ 219,999	2.25%	\$ 217,754
McMullen	\$ 89,371	0.31%	\$ 44,685	0.31%	\$ 8,641	0.09%	\$ 80,730
Medina	\$ 385,559	1.36%	\$ 192,780	1.36%	\$ 117,873	1.21%	\$ 267,686
Wilson	\$ 494,976	1.74%	\$ 247,488	1.74%	\$ 174,004	1.78%	\$ 320,971
<b>TOTAL</b>	<b>\$ 28,434,993</b>	<b>100.00%</b>	<b>\$ 14,217,496</b>	<b>100.00%</b>	<b>\$ 9,772,632</b>	<b>100.00%</b>	<b>\$ 18,662,361</b>

	Budget	Actual
Urban	75%	75%
Rural	25%	25%



# County by County Comparison

## Childcare

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	\$ 2,616,982	1.66%	\$ 1,308,491	1.66%	\$ 1,560,268	2.28%	\$ 1,056,715
Bandera	\$ 877,460	0.56%	\$ 438,730	0.56%	\$ 187,355	0.27%	\$ 690,105
Bexar	\$ 130,974,702	83.10%	\$ 65,487,351	83.10%	\$ 57,710,015	84.16%	\$ 73,264,687
Comal	\$ 3,988,184	2.53%	\$ 1,994,092	2.53%	\$ 2,145,795	3.13%	\$ 1,842,388
Frio	\$ 1,452,641	0.92%	\$ 726,321	0.92%	\$ 616,318	0.90%	\$ 836,323
Gillespie	\$ 765,909	0.49%	\$ 382,954	0.49%	\$ 306,446	0.45%	\$ 459,463
Guadalupe	\$ 7,474,075	4.74%	\$ 3,737,037	4.74%	\$ 2,574,102	3.75%	\$ 4,899,973
Karnes	\$ 1,064,039	0.68%	\$ 532,019	0.68%	\$ 219,677	0.32%	\$ 844,362
Kendall	\$ 1,327,143	0.84%	\$ 663,571	0.84%	\$ 499,963	0.73%	\$ 827,180
Kerr	\$ 2,963,386	1.88%	\$ 1,481,693	1.88%	\$ 779,070	1.14%	\$ 2,184,315
McMullen	\$ 38,852	0.02%	\$ 19,426	0.02%	\$ 744	0.00%	\$ 38,107
Medina	\$ 2,470,679	1.57%	\$ 1,235,339	1.57%	\$ 1,351,568	1.97%	\$ 1,119,111
Wilson	\$ 1,603,450	1.02%	\$ 801,725	1.02%	\$ 619,274	0.90%	\$ 984,177
<b>TOTAL</b>	<b>\$ 157,617,501</b>	<b>100.00%</b>	<b>\$ 78,808,750</b>	<b>100.00%</b>	<b>\$ 68,570,596</b>	<b>100.00%</b>	<b>\$ 89,046,905</b>

	Budget	Actual
Urban	83%	84%
Rural	17%	16%



# County by County Comparison

## Other Funding

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	\$ 2,616,982	1.66%	\$ 1,308,491	1.66%	\$ 1,560,268	2.28%	\$ 1,056,715
Bandera	\$ 877,460	0.56%	\$ 438,730	0.56%	\$ 187,355	0.27%	\$ 690,105
Bexar	\$ 130,974,702	83.10%	\$ 65,487,351	83.10%	\$ 57,710,015	84.16%	\$ 73,264,687
Comal	\$ 3,988,184	2.53%	\$ 1,994,092	2.53%	\$ 2,145,795	3.13%	\$ 1,842,388
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Karnes	\$ 1,064,039	0.68%	\$ 532,019	0.68%	\$ 219,677	0.32%	\$ 844,362
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Kerr	\$ 2,963,386	1.88%	\$ 1,481,693	1.88%	\$ 779,070	1.14%	\$ 2,184,315
McMullen	\$ 38,852	0.02%	\$ 19,426	0.02%	\$ 744	0.00%	\$ 38,107
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<b>TOTAL</b>	<b>\$ 157,617,501</b>	<b>100.00%</b>	<b>\$ 78,808,750</b>	<b>100.00%</b>	<b>\$ 68,570,596</b>	<b>100.00%</b>	<b>\$ 89,046,905</b>

	Budget	Actual
Urban	83%	84%
Rural	17%	16%

*\*Expenditures exclude Bexar County only funds which include: City of San Antonio, Non-Custodial Parent, Military Family, Student Hireability Navigator, and Training and Employment Navigator.*

# Childcare System Updates

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# Background

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- **January 2025**, TWC launched the new Childcare System, TX Child Care Connection (TX3C)
  
- The **new system features** includes
  - A new statewide application for families
  - An easy-to-use interface that works with mobile devices
  - A common user experience for all Texans
  
- What **changed** with the new system?
  - **One standardized** Parent Share of Cost (PSoC) fee - statewide
  - Families relocating to a new area within the state, **the PSoC remains** the same until they recertify.
  - The fee scale has **more gradual increases** for families with rising incomes **between certification periods**.
  - Childcare providers will receive **payments in advance**.



# Status Update

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Since the launch of TX3C there have been ongoing challenges related to payments, reporting, and program requirements.

- Payment report (245)
- Payments and adjustments to Providers made it hard to reconcile.
- System and workflow inefficiencies

Staff continue to meet with TWC to discuss the ongoing challenges with the launch of the TX3C.

# Releases Deployed

## TWC 05/13/2026



### Releases Deployed

Please review more detailed information regarding KinderTrack Release Notes in the “What’s New” section in the [Knowledge Center](#).

#### KinderTrack Release 4.38.2 – deployed 05.12.2026

Issue Type	Issue Key	Summary	Priority
Support	KTTX-1872	Run TX State-Wide ACF801 Report for Jan 2026	Critical
Support	KTTX-1847	List of payments with Null Payment Type	High
Bug	KTTX-1752	Error when shortening schedules	Critical
Bug	KTTX-1700	Delimiter Issues on ACF801 File	Highest
Bug	KTTX-1281	Cannot Delete Notice after Adjusting Payments	High
Bug	KTTX-1080	PD Issue Tracker: 209-Unable to run ACF 801 Report statewide	High
Enhancement	KTTX-2123	Update Auto-Calc to Not Calculate Payments for Inactive Programs	High
Bug	KTTX-2063	Bug - UAT - Payment Characteristics - Quality Rating TRS2 is not Displaying when Provider has School Ready Status TSRIPK Effective at Billing Period	High
Bug	KTTX-2118	KTTX UAT - 245 Payment Report - Report Window is Throwing 504 Gateway Time-Out Error	High

# Upcoming Release

## TWC 05/22/2026



Issue Type	Issue Key	Summary	Priority
Enhancement	KTTX-1665	Accept New Quality Rate Types - SUSA and SUSI	Highest
Enhancement	KTTX-1710	Performance Report: Other Payment Statuses (Calculated, Authorized, Approved) showing up on Paid Payment Report for adjustments.	High
Enhancement	KTTX-1582	Update Applications in Intake to Correct Board	Critical
Enhancement	KTTX-1729	Add WPI Prevent and Error Logging on Schedule Save	High
Report	KTTX-1739	Update ACF801 File to Pull HHSC Inspection Date	High
Enhancement	IN-1734	Update KT to Pull HHSC Inspection Date	High
Bug	KTTX-1930	Family Fee Shows \$0 on Notice but \$165 in Summary Page and KC	High
Bug	KTTX-2058	Several payments missing allocation - payment batch update for allocation updates	High
Support	KTTX-1973	Several payments missing allocation - fix historical program allocation	High
Enhancement	KTTX-975	WPI no rate entered for an age group when entering a schedule	High
Enhancement	IN-1736	Create Push/Pull SFTP Scripts for TX SSN Validation SEND/RECEIVE files	Critical



# Planned Releases 6/25/2026

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## 1. Fixes for Payment & Financial Discrepancies

- 245 Report Errors: The report shows incorrect units, wrong payment amounts, duplicate lines, and mismatched service months versus calendar years.
- Fees being calculated incorrectly, failing to recoup, or triggering unnecessary adjustments after schedule or quality rating changes.
- Payment Processing: Problems with payments being marked as "present" when providers are closed, negative payments being generated, and payments being processed for the wrong programs or funding streams.



# Planned Releases 6/25/2026

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## 2. Fixes for Intake & Case Management Issues

- Application Workflow: Issues where "Application Submitted" status does not transition to "Case Created" documents not reflecting in the intake, and duplicate case creations.
- Waitlist Management: Ranking discrepancies, incorrect county assignments, and errors when moving applications between family and waitlist statuses.

## 3. Fixes for Provider & Attendance Issues

- Attendance Tracking: Time sheets failing to calculated duplicate attendance entries requiring a "night job" cleanup, and paid absences being incorrectly auto-generated for relative providers.

# Texas Mutual Grant Submission

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## Overview

- CCS Initial Job Search (Child Care Workforce Entry Project)
- Combines stipends, training, and job search support
- Goal: Achieve employment within 3 months while maintaining childcare
  - Texas Mutual Grant \$100,000
  - Focused on direct participant support and program delivery



# Grants Research Update

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- WSA continues to advance a comprehensive funding strategy focused on strengthening existing workforce programs while expanding innovative pilot initiatives across the Alamo region. Efforts remain aligned with the employer-driven workforce model established by Texas Workforce Commission and emphasize long-term sustainability, regional partnerships, and measurable workforce outcomes.
- **State Funding Strategy**
  - WSA is actively pursuing and strengthening participation in several TWC funding opportunities, including:
    - Texas Industry Partnership (TIP)
    - Jobs and Education for Texans (JET) Grants
    - Apprenticeship initiatives
- **External & Philanthropic Funding Strategy**
  - WSA has researched more than 25 external funding opportunities and is prioritizing several strategic philanthropic and foundation partnerships.

# The Jobs & Education for Texans (JET) Grants



- JET grants are awarded to Texas higher education institutions and independent school districts (ISD) to train students for high-demand, good-paying jobs after graduation. The JET grant is awarded through TWC to help buy equipment for CTE programs that help students across the state go into high-demand industries.

FiscalYr	College/ISD Name	Occupation	DollarsAwarded	COMMENTS
2026	Ingram ISD	Construction Manager (37 students)	\$91,768	Awarded
2026	Poth ISD	Licensed Practical and Licensed Vocational Nurses (45 students)	\$331,792	Awarded
2026	Southside ISD	Licensed Practical and Licensed Vocational Nurses (60 students)	\$339,750	Awarded
2026	Southwest ISD	Registered Nurses (60 students)	\$350,000	Awarded
			\$1,113,310	



# End of Consent Agenda





# Workforce Solutions Alamo

June 12, 2026

Presented by: Regina and Melissa

# AGENDA

1. Keep SA Moving / VIA Rapid
2. Project Overview
3. Community Engagement
4. Station Considerations
5. Eastside Transit Center
6. Next Steps



# VIA ways to get you around!

★ **Fixed-route Bus Service**  
*Connects the region with mass transit*

★ **VIA Link Mobility-**  
*on-demand service*

★ **Express Direct to Downtown**

★ **Primo** *More comfort, fewer stops, faster service*

★ **VIAtrans Paratransit**  
*service for customers with a disability*

★ **Vanpool** *Convenient and affordable choice for employers and employees*





# About Keep SA Moving

## Improve the System

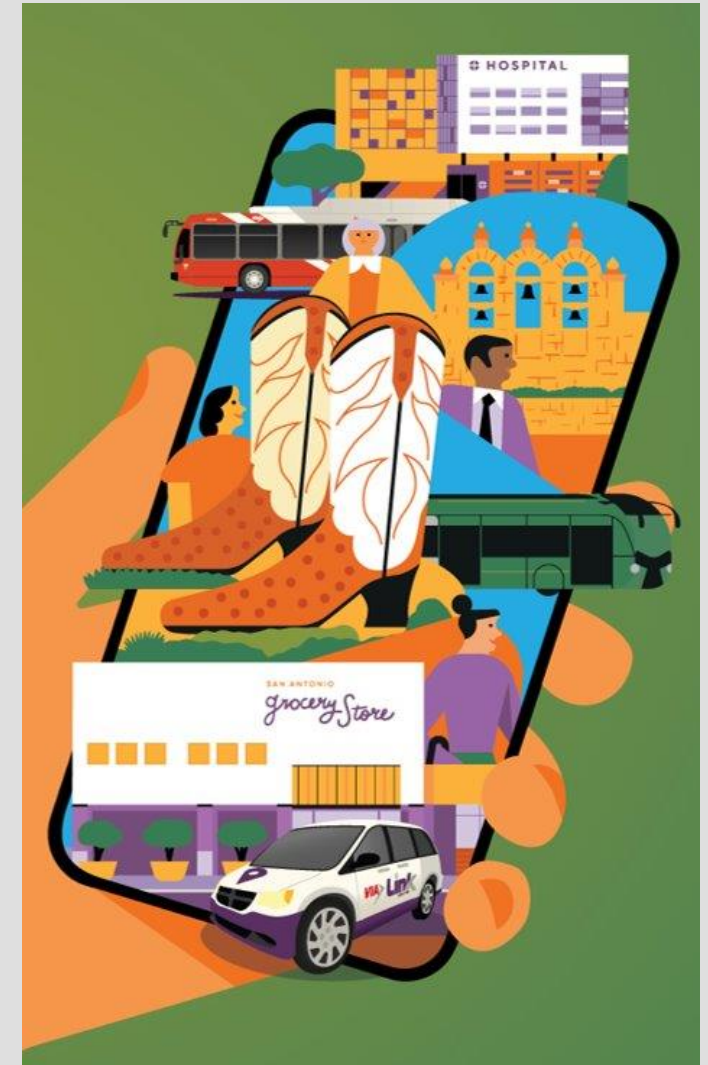
- Connect more people to more places with additional options, offering more frequent and reliable transit services
- Focus on innovation

## Expand Mobility Options

- Make more trip options available to fit different specific needs
- More VIA Link zones

## Invest in Capital and Technology

- Advanced Rapid Transit (ART), Universal Travel App, attract federal dollars, more VIA Link zones





# VIA Rapid Green Line Overview

# Green Line Corridor

- 25 stations
- 10-min weekday frequency/15-minute weekend frequency
- 17 new articulated CNG buses
- Service connections: Stone Oak park & Ride / Brooks Transit Center
- Length: 10.25 miles
- Service continues to Brooks Transit Center
- Center running, business access transit and mixed-traffic lanes
- Updated cost - \$480.8M\*

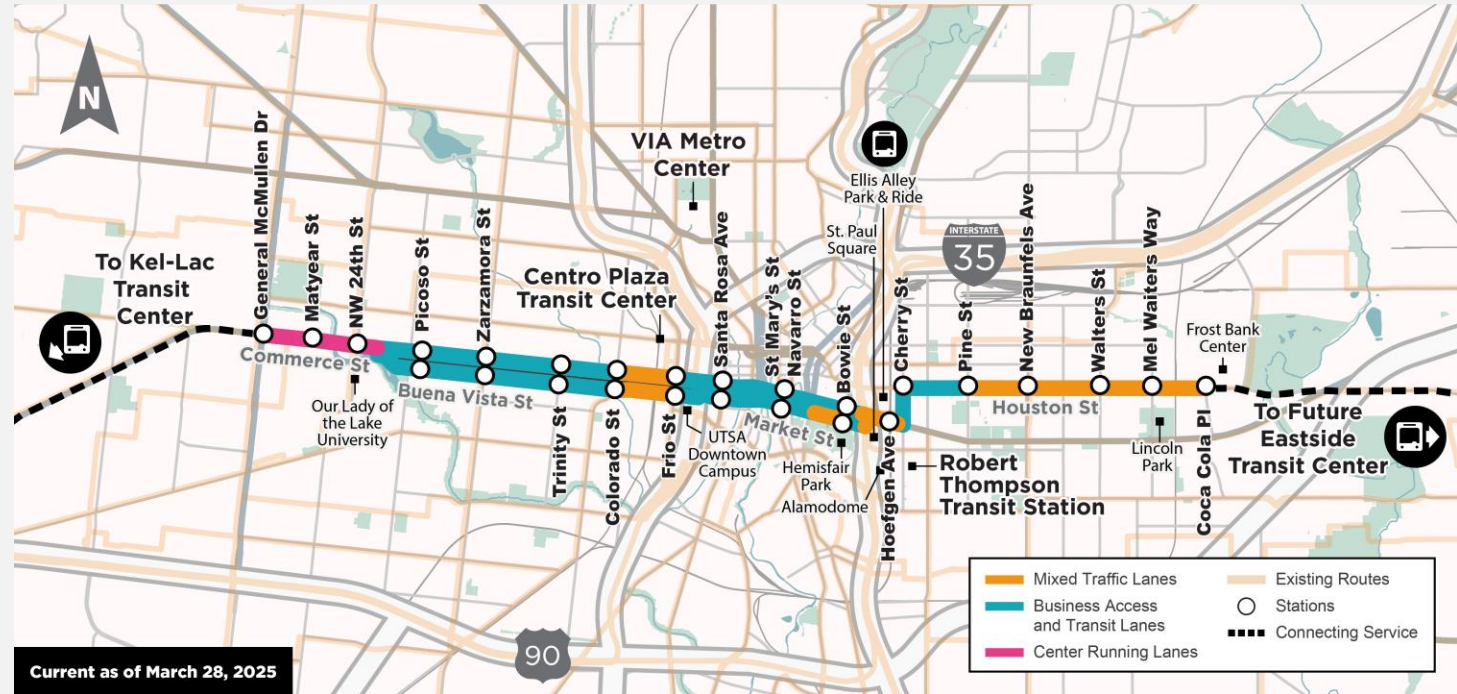




# VIA Rapid Silver Line Overview

# Silver Line Corridor

- 18 Stations
- 10-min weekday frequency/15-minute weekend frequency
- 14 new articulated CNG buses
- Construction limits: 7.3 miles long
- Service continues to a planned Eastside Transit Center and Kel-Lac Transit Center
- Center running, business access transit and mixed-traffic lanes
- Updated cost - \$322.2M (Year of expenditure\*)



\* Cost updated based on draft 40% design and risk workshop. Subject to change.

Current as of December 31, 2025

# Facts and Figures

4

new signalized  
pedestrian  
crossings

25+

Intersections  
with upgraded  
and synchronized  
signals for  
improved traffic  
flow

Adding sidewalks to improve station access  
and crossing conditions:

60+

new or replaced  
stormwater drains, along  
with other drainage  
improvements

8+

miles of new and  
repaired sidewalks

Based on public input and additional engineering evaluation, changes to design and operational improvements include:



**Greenway connections**



**Access to groceries**



**Improved safety**



**Bike accommodation**



**Transit connections**



**Community and environmental needs**



**Minimizing right-of-way impacts**



**Avoiding potential conflicts**



**Connections to key destinations**



**Faster and reliable trips**

# Station Design Considerations



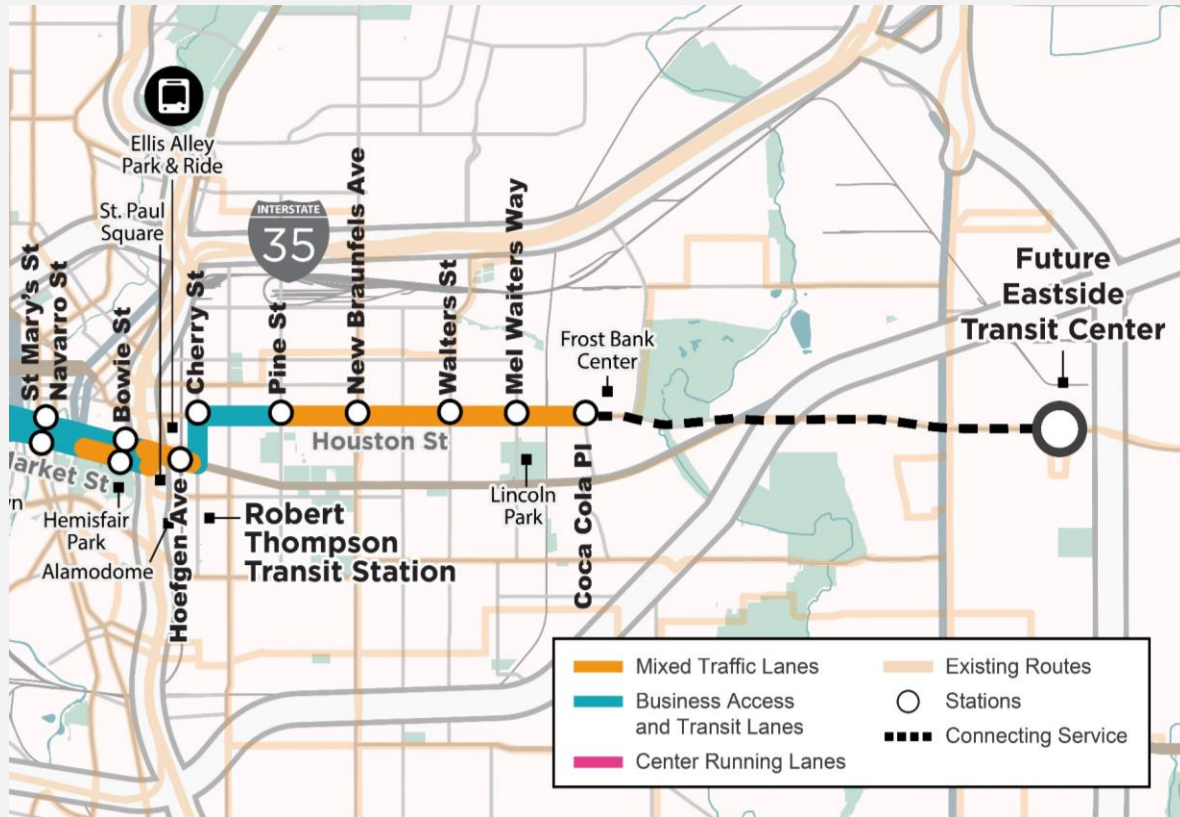
Example of a side-running station with mixed traffic lanes



Example of a downtown side-running station with business access and transit lanes

*The station renderings provided are conceptual. Exact locations and station types planned for the Silver Line are still under development.*

# Eastside Transit Center



Rapid Silver Line End of Line on East Side



Eastside Transit Center Service  
Includes service changes planned in the future



VIA's ridesharing services, customers in the VIA links zones may use a convenient app or make a phone call to request a VIA Link passenger van to come to their location for a trip that can begin and end anywhere within the zone. Customers may also connect to regular VIA bus service to continue their trip to bus stops across the VIA service area. As many as three people may be picked up during a VIA Link trip.

### How Does it Work?



**BOOK**



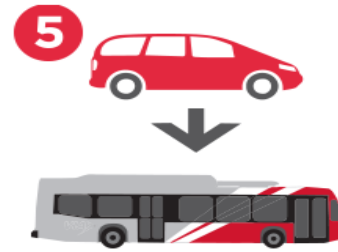
**PAY**



**MEET**



**RIDE**



**LINK**

**All Reduced fare applies!**

**Transfers are FREE!**

**VIA Passes covers all!**

There are now 6 major VIA Link zones around San Antonio. The latest is the Southeast zone. VIA Link will continue to expand over the few years with new zones coming.

# Reduced fare for Older Adults 62+

## Your new VIA Senior ID is here.

Upgrade to a new goCard for an easier way to pay.

**The new goCard works the same as your VIA ID and still offers these affordable ways to get around:**

- Senior Off-Peak Special
- Just **25 cents** per trip – 9 AM to 3 PM, Mon-Fri
- **FREE** Sat-Sun.
- Includes Primo, Link and Express Service, too!

### More great Senior fares:

- \$1.35 Day Pass
- \$6 7-Day Pass
- \$19 31-Day Pass
- 65 cents per trip

Please show your Senior goCard ID photo to the operator when boarding.





# Paratransit Service

VIAtrans is a curb-to-curb service for customers who cannot utilize regular VIA service because of a physical or mental disability.

**Cost is \$2 per trip voucher, sold in books of 10**

Designated caregiver may ride for FREE, accompanying child for 90 cents

- Advance trip reservations can be made 7 days a week for 1-4 days in advance.
- The VIAtrans Call Center is open 7 days a week (8am to 4:45pm) same as the VIA Online Scheduling (VOS) system.
- No same day reservations are available.

For more information go to [viainfo.net/viatrans-paratransit](http://viainfo.net/viatrans-paratransit)



# For Spring 2026 semester!

**STUDENTS 12-18 YEARS OLD**  
**NOW RIDE**  
**FREE**  
**WITH SPRING 2026 SEMESTER PASS**



The illustration shows a yellow background. At the top, text reads 'STUDENTS 12-18 YEARS OLD NOW RIDE FREE WITH SPRING 2026 SEMESTER PASS'. Below this is a graphic of a blue and white VIA Student ID pass. The pass features a placeholder for a student's photo, the text 'YOUR PASS TO THE FUTURE.' with a right-pointing arrow, the VIA logo, and 'STUDENT ID'. A red circular badge on the pass says 'VIA SPRING '26'. Below the pass, it says 'STUDENT NAME' and 'For program details or to plan your ride, visit [VIAinfo.net](http://VIAinfo.net) or call the VIA goLine at (210) 362-2020.' At the bottom, there is a red and white bus and three students (two boys and one girl) carrying books and backpacks.

## How to Get Your FREE Pass

- Go to [VIAinfo.net/students](http://VIAinfo.net/students)
- Download the Semester Pass application form
- Have form signed by your school administrator
- Take signed form to a VIA Information Center listed on the form



Just show your pass when boarding bus, VIA Link or VIAtrans service. The **Spring 2026 Semester Pass** is valid from January 1 to July 31.



For more information, visit [VIAinfo.net/students](http://VIAinfo.net/students) or call the **VIA goLine** at **(210) 362-2020**.

If you would like a presentation for your community group or neighborhood, contact us at:



**EMAIL**

[government&communityrelations@viainfo.net](mailto:government&communityrelations@viainfo.net)



**PHONE**

210-362-2590



# Thank you!



Scan to learn more about our VIA Rapid project offices and ways to stay involved to Keep SA Moving!



# Early Care & Education Committee Report

Ana DeHoyos O'Connor, Committee Chair



# TWC Performance Target

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# TWC Performance Target

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- Revised BCY'26 Targets were based on data available through December 2025.
- Alamo exceeded the new BCY 2026 lower midyear target as of December 2025 but were not exceeding the initially approved BCY 2026 target. The result was that Alamo's midyear review target is set at the December 2025 actual number of CCS children enrolled.
- Targets for Average Number of Children Served per Day
  - Original: 12,994
  - Based on Midyear Review: 12,509
  - Change: (485)



# Next Steps

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- Current performance for February 2026

BCY26 Target	Average Kids Per Day for the Month	Avg Kids per Day for the Month Percent of BCY26 Target	YTD Average Kids Per Day	YTD Percent of BCY26 Target
12,509	11,990	95.85%	12,249	97.92%

- Alamo will begin the intake process for select priority populations to enroll approximately 300 children into care to meet current performance target.

*This will be discussed further in Care Services – Open Intake.*

# Child Care Service – Open Intake

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# Open Enrollment (From Waitlist)

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- Based on Alamo's updated BCY'26 Targets and forecasting, there is a need to open enrollment for select priority clients on the waitlist.
- Alamo Fiscal reviews the forecast submitted by the Contractor to identify any shortfalls, then estimates the cost of new enrollment and suspensions using similar unit averages. There are a variety of factors that go into the review process and many variables to be considered.
- It is the recommendation of Alamo Fiscal to begin limited enrollment and then monitor expenditures and forecasts to see if additional children should be enrolled.



# Next Steps

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- Alamo will begin the intake process for priority populations to enroll approximately 300 children into care to meet current performance target.
- To begin the process, Contractor staff will
  - Confirm Priority Status of parents on the Waitlist, in order of priority.
  - Send out the Full Application link
- Alamo will continue to monitor enrollments and forecasts to ensure the performance target is met and projected carry-over funds do not exceed the recommended amount.



# Priority Populations of Waitlist

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- Priority group, in order of priority:
  1. Children who need to receive protective services child care
  2. Children of a qualified veteran or qualified spouse
  3. Children of a foster youth
  4. Children experiencing homelessness
  5. Children of parents on military deployment
  6. Children of teen parents
  7. Children with disabilities
  8. Children of a child care worker

# Texas Education Freedom Accounts (TEFA) Updates

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# TEFA Program Update

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- March 2026 Applications surged from 160,000 → 200,000+
- Program capacity: ~90,000 students
- Application deadline extended to March 31, 2026
- Pre-K demand significant (21,000 applicants | 12.8%)





# Participant & Program Impact

- 79% plan to use funds for private school tuition
- 11% (~18,000 students) are students with disabilities
- Families have until July 15 to select schools

2,200+ Locations	Have Registered
<b>San Antonio Area</b>	248 TEFA locations
<b>211 Locations</b>	Supporting Pre-K
<b>121 Locations</b>	Supporting Kinder - 5th grade
<b>Texas Rising Star</b>	139





# Next Steps

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- Expected Lottery and Funding Allocation
- Comptroller will run priority-based lottery after applications close
- Provider Webinars - Include live Q&A and recorded sessions for later access
- Distribute flyers and newsletters and Utilize Workforce 1 Bus for promotion
- Monitor lottery outcomes and program impact
- Track TRS TEFA providers and follow up with non-participating providers



# Questions





# Youth Committee Report

Anthony Magaro, Committee Chair



# Youth Program Briefing and Performance



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

## Meeting targets:

- Employed/Enrolled in the 4th Quarter after Exit
- Median Earnings
- Credential Attainment Rate

## Exceeding targets:

- Employed/Enrolled in the 2nd Quarter after Exit
- Measurable Skills Gains



# Planned Participant Summary

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

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

# Youth Program Briefing and Performance



## Summer Earn and Learn (SEAL)

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



## Externship for Teachers

The Externships for Teachers program aims to enhance educators' knowledge of workforce topics, especially STEM careers in the Alamo region. By providing five days of on-site and virtual externships with 15-20 local businesses and industries, the program will equip approximately 100 teachers with practical insights into real-world applications of classroom content.





# TX FAME

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Over the past two years, WSA has:

- Facilitated 13 recruiting events
- Supported two graduation ceremonies

Participation in open houses has increased significantly, driven by:

- Targeted outreach through WSA youth programs
- Strong partnerships with employers and education partners

WSA plans to expand employer engagement through:

- Building long-term partnerships
- Supporting talent development



# Questions





# Strategic Committee Report

Eric Cooper, Committee Chair



# Media, Marketing, and Communications Update

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# Media Coverage



Media Outlet	Date	Topic
New Braunfels Herald Zeitung	March 14, 2026	“Working Worries” – Child care accessibility, affordability critical to NB workforce development
KENS 5	March 26, 2026	Ace Race Press Conference
Panelist Opportunity	April 7, 2026	Atascosa County Public Service Academy – Workforce Development Panel
Seguin Gazette/KWED Seguin Today	April 10, 2026	Medal of Honor – Bailey Bock, Fiesta Medal Winner
KSAT, KABB, KENS 5, News 4	April 11, 2026	Boeing Job Fair
Summer Earn and Learn Press Release	April 30, 2026	Meaningful paid work experience and career exploration for students with disabilities
San Antonio Woman Magazine	May/June	Adrian Lopez - "Guy to Know"
San Antonio Report	Pending	Second Chance Hiring and Labor Market Information (Manufacturing)



**How Adrian Lopez Is Powering San Antonio's Workforce**

**GUY TO KNOW**

Adrian Lopez does not fit the mold of a traditional CEO. He is, by his own description, a “middle class guy” who grew up just outside Corpus Christi, Texas, the youngest of six children raised by a father who taught him the value of hard work and a mother who encouraged him to pursue his dreams. He has a degree in business administration and another degree in law. He has worked for a variety of companies, including Boeing, and has been a successful entrepreneur. He is the founder of the Guy to Know program, which is a mentorship program for young people in the workforce.

As the CEO of Middleclass Solutions, Lopez sits at the center of one of the most critical challenges facing the region: how to connect people to opportunity in a city growing faster than the workforce can keep up.

The path to this role was not linear. Lopez built his career from customer service, sales, and operations, working in various roles and industries. He has a passion for helping people succeed and has been instrumental in the growth of Middleclass Solutions. He is a mentor to many young people and is committed to giving back to the community.

He is a city defined by growth and complexity. Adrian Lopez is not just managing a system. He is embracing it. By connecting the dots between people, policy, and possibility, he is helping San Antonio build not just a stronger workforce, but a more inclusive future. That's why Adrian Lopez is the Guy to Know.

Child Lopez's leadership, the organization has taken a “middle class” approach. That includes creating more than \$1.5 million in scholarships, creating thousands of jobs for parents to work or pursue education while their children benefit from structured early learning environments. It includes partnerships with schools to expose students to career pathways and collaboration with major employers like Boeing to regularly connect talent to job opportunities. “We don't create the jobs, but it's our job to create the pipeline to find into those jobs,” says Lopez.

He describes middleclass development not as a single program, but as an ecosystem. “We need to have a diverse, resilient, diverse – they all have to be working symbiotically for that to be an efficient market,” he says. The jobs, he notes, solutions are specialized in skills, education and opportunity for an increasing system like housing, education, transportation, and education.

That perspective has shaped how he leads through both growth and crisis. Just months after stepping into his

# Social Media Performance

## 2026 Year-to-Date



### Followers

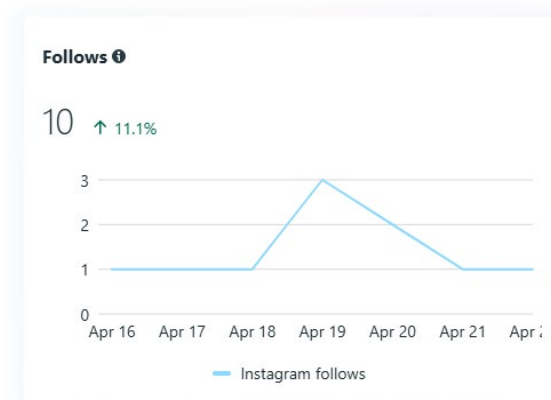
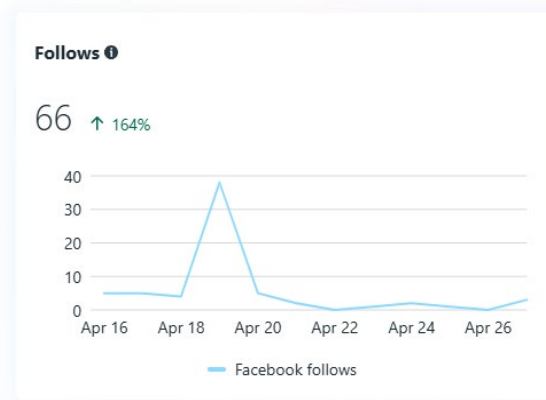


- Steady increase in Followers across all social platforms for the first four months of 2026 compared to this time in 2025.

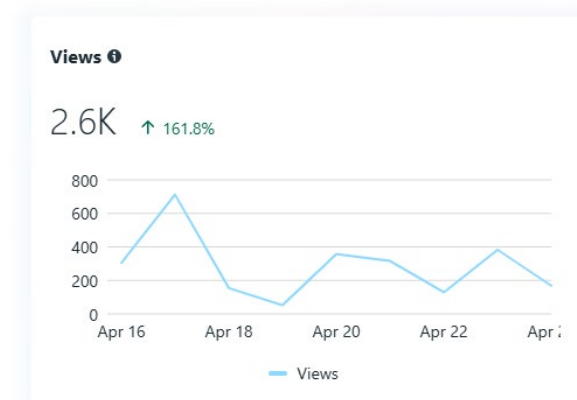
# Social Media Performance 2026 Fiesta Medal Giveaway



## Followers



## Views

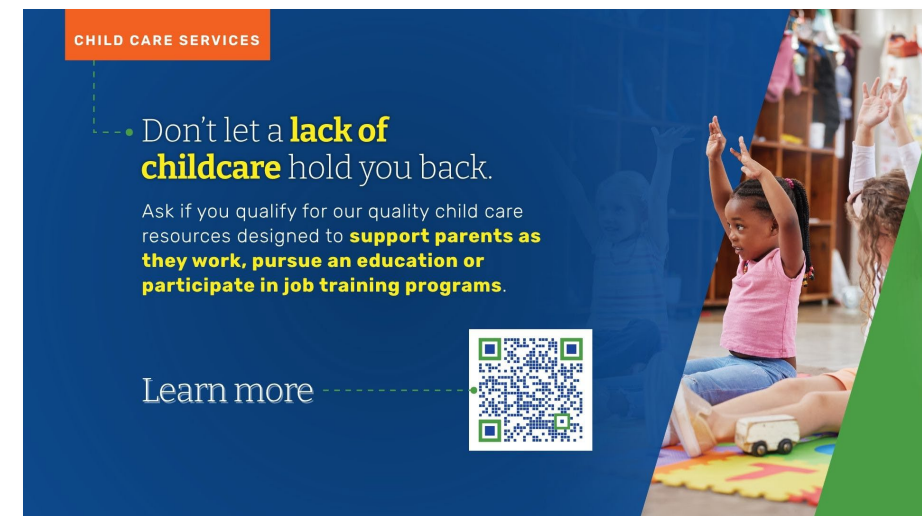


- 175% increase in Followers across Facebook & Instagram during our first Fiesta Medal Giveaway Social Media Contest.
- 270% increase in Views across Facebook & Instagram during our first Fiesta Medal Giveaway Social Media Contest.



# Career Center Digital Signage

- Content updated to:
  - Align with brand standards
  - Improve relevancy
  - Deliver clearer and more engaging job seeker information



# 2025 Annual Report

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# 2025 Annual Report

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- **2025 Annual Report in production;  
To be released May 13, 2026**
- **Report Highlights Initiatives that:**
  - Strengthened employer and industry partnerships to address hiring needs and building talent pipelines
  - Expanded cradle-to-career strategies with a focus on early childhood education, youth engagement and career pathways
  - Upheld strong stewardship, accountability and transparency in the use of workforce funds





# Strategies for Employment Outcomes

Victoria Rodriguez, Director of Workforce Services



# Strategies for Employment Outcomes



## 1. Target High-Impact Populations Using UI Data

- Segment UI claimants by industry, occupation, wage history, and duration of unemployment.

## 2. Align Training with Verified Job Demand

- Use job reports and real-time labor market data

## 3. Improve Job Matching and Placement Efficiency

- Develop “rapid re-employment tracks” for claimants whose skills align closely with current openings.

## 4. Strengthen Employer Engagement Using Data

- Identify employers with consistent hiring demand and share aggregated UI talent pool insights (skills, experience levels).

## 5. Expand Work-Based Learning Opportunities

- Use UI data to identify claimants who would benefit from:
  - On-the-job training (OJT)
  - Apprenticeships
  - Transitional jobs



# Next Steps

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- Integrate Data Systems**
  - Combine UI claimant data and job reports into shared dashboards
- Segment & Target Claimants**
  - Prioritize high-impact populations for early outreach
- Align Training to Demand**
  - Focus funding on high-wage, in-demand occupations
- Pilot Rapid Re-Employment**
  - Launch targeted, fast-track placement strategies
- Strengthen Employer Partnerships**
  - Build sector-based pipelines using data insights
- Expand Work-Based Learning**
  - Scale OJT and apprenticeship opportunities
- Track & Refine Outcomes**
  - Monitor wages, placements, and retention to improve performance



# Questions





# Industry Collaboratives - Construction Overview

Edmundo Patoni, Communities Initiatives Manager





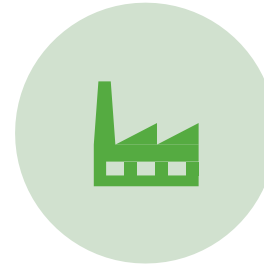
# Industry Collaborative - Purpose



CONVENE EMPLOYERS,  
TRAINING PROVIDERS, AND  
WORKFORCE PARTNERS



DESIGNED TO ALIGN  
TRAINING, PLACEMENT, AND  
LABOR MARKET DEMAND



BUILD SECTOR-BASED  
PIPELINES TIED TO HIGH-  
DEMAND OCCUPATIONS



ESTABLISH A CONSISTENT  
EMPLOYER ENGAGEMENT  
MODEL



# Construction Collaborative - Overview

- Influence training and skill development
- Access workforce incentives and support
- Fill hard-to-hire and high-turnover roles
- Increase visibility within the workforce system
- Shape long-term talent pipelines





# Construction Collaborative - Overview

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- **Industry Participation (31 Total)**
  - Americrane USA
  - Guido Construction Inc.
  - Bartlett Cocke General Contractors
  - City of San Antonio
- **Education & Workforce Partners**
  - Alamo Technical Institute/ Alamo Colleges District





# Collaborative - Calander of Events

- **May 2026**
  - May 7 — Construction #2 | EETC | 8:30–10 AM
  - May 14 — Manufacturing #1 | SETC | 8:30–10 AM
  - May 21 — Healthcare #1 | WETC | 8:30–10 AM
- **June 2026**
  - Jun 11 — Manufacturing #2 | SETC | 8:30–10 AM
  - Jun 25 — Healthcare #2 | 8:30–10 AM





# Questions





# Oversight Committee Report

Dr. Sammi Morrill, Committee Chair





# **TWC & Associated Monitoring**

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## **TWC Annual Monitoring**

- We have not received any new information and continue to wait for the Final Report.

## **Migrant Seasonal Farm Worker (MSFW) Monitoring**

- The TWC State Monitor Advocate's (SMA) office completed a review of MSFW services with the Exit Conference and follow-up clarification meetings held on February 18, 2026, and March 23, 2026, respectively.
- A Final Report, included as an attachment, was received April 2, 2026, and it was addressed by the TWC SMA to TWC's Chief Deputy Division Director (not to WSA).



# TWC & Associated Monitoring (cont.)

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**The Final Report lists the following areas of concern:**

1. Gaps in MSFW Policies and Guides,
2. Lack of fully standardized Agricultural Recruitment System (ARS) procedures and tools,
3. Need to formalize Wagner-Peyser complaint framework,
4. Self-monitoring testing consistency and documentation expectations.

The report also requires a comprehensive corrective action plan to be submitted to TWC's Executive Director by May 4, 2026 (however, this is a requirement internal to TWC, not WSA).

Multiple Boards' Executive Directors have expressed their concerns to TWC with the SMA's handling of the monitoring.



# TWC & Associated Monitoring (cont.)

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**Some of the issues with the MSFW monitoring include, but are not limited to:**

- The SMA provided technical assistance (TA) to staff while they monitored the same items of the TA that they were providing. Thus, no time was provided for implementation.
- Throughout the Board's history, only TWC staff have used the Agricultural Recruitment System (ARS), but the monitors cite that this is not being properly used.
- The Alamo is not a 'significant' MSFW area (based on MSFW population). However, the SMA monitored the Alamo as if it were a 'significant' area (e.g., some requirements were only applicable to 'significant' areas at the time of the monitoring).
- TWC did not issue clear guidelines to Boards concerning the MSFW until after the monitoring.
- The SMA's testing is highly subjective. The 'areas of concern' do not specifically identify objective instances of non-compliance.
- Staff are awaiting additional guidance and direction from TWC.



# DOL → TWC → WSA PROWD Monitoring

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## Partners of Reentry Opportunities in Workforce Development (PROWD):

- A federally funded grant awarded to WSA (among seven boards), designed to:
  - Help incarcerated and formerly incarcerated individuals get jobs,
  - Provide training, skills, and credentials before and after release,
  - Reduce recidivism (returning to prison), and
  - Fill labor shortages in local industries.
- Joint initiative between DOL's Employment & Training Administration and the Dept of Justice (Bureau of Prisons), with the Texas/WSA grant offering:
  - Job training and apprenticeships,
  - Career counseling and case management,
  - Support services,
  - Available workers to employers.



# PROWD Goals & Monitoring Schedule

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## Key Goals:

- Improving outcomes for people leaving prisons,
- Reducing recidivism,
- Strengthening communities, and
- Building partnerships (e.g., Goodwill of San Antonio, Crosspoint, and reentry providers).

## DOL's Monitoring Schedule:

- **Entrance Conference:** June 8, 2026, 2:30 PM to 3:30 PM
- **Staff Interviews:** June 10, 2026



# Recommendation and Next Steps

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## Recommendation:

- Staff will continue coordinating with TWC and our partner Boards to be prepared to incorporate and implement updated and new guidance.

## Next Steps:

- In coordination with Texoma, QA initiated a *Quality Assurance Network (QAN)* group that will focus on the MSFW changes. Through this group, WSA is coordinating with other Board areas to promote communication, coordination, and implementation of any new requirements.
- WSA and TWC Staff are providing technical assistance to Center Staff, including walkthroughs, planning, logistics, reporting, and documentation.

# Quality Assurance Briefing

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# External Monitoring (Ms. Nguyen, CPA)

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- ***Child Care Quality Improvement Activities (CC QIA) – COSA:*** 100% complete, with an overall 94.11% accuracy rate, exceeding the 90% threshold. The testing revealed one (1) attribute for continuous improvement:
  - Accurately documenting the entire Inclusion Assistance process in TX3C case notes and accurately completing the Children with Disabilities Log (53.33% accuracy).
- ***WIOA Adult – C2 GPS:*** 84% complete
- ***WIOA Dislocated Worker – C2 GPS:*** 84% complete.



# Internal Monitoring Activities

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- **SNAP E&T**
  - **Follow Up – C2 GPS:** 100% complete, with significant progress from the annual review: 10 of 14 incorrect instances (~70%) were resolved. The remaining four attributes continue to require progress:
    - **Case Management:** Participation hours (78.9% accuracy),
    - **Good Cause/Sanctions:** Timely and Accurate Entries (88.9% accuracy),
    - **Sanctions:** Sanction Follow Up (13.3% accuracy), and
    - **Performance:** Employment (86.7% accuracy).
  - **Annual Review – C2 GPS:** 14% complete.
- **Reemployment Services and Eligibility Assessment (RESEA) – C2 GPS:** 100% complete. Currently working on the Final Report.



# Internal Monitoring Activities (cont.)

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- ***Informal Follow Up testing (of attributes <90% accuracy):***  
*100% complete, including:*
  - ***C2 GPS:*** Choices (one attribute), NCP (six attributes), WIOA Adult (four attributes), WIOA Dislocated Worker (five attributes).
  - ***SERCO:*** WIOA Youth (four attributes).

Although testing revealed improvements, staff recommend continuing quality improvement efforts.



# Other Activities

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- ***Subrecipient Performance & Profits (C2 GPS and SERCO):*** Completed estimating contractor profits for 2024-2025, and we are in the process of updating targets to align with current budget amendments.
- ***Performance Analysis:*** In coordination with the Operations/Programs department, development of a performance tracking and target-setting system.
- ***Data Release Analysis:*** Building a workforce strategy framework for the Alamo using various data sources to measure labor market dynamics. Some of the data sources include TWC's UI, JOLTS, CES, QCEW, ACS, and LAUS.
- ***Staff Training:*** Dr. Ricardo continues providing staff training (reported in the next agenda item).



# Questions



# Performance

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# Performance

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Measure	Performance	Current Target	EOY Target	% Current Target
Child Care: Initial Job Search Success	45.93%	69.20%	69.20%	66.37%
Reemployment: Claimant Reemployment (10 Weeks)	56.69%	60.79%	60.79%	93.26%
Reemployment: Employers Receiving Talent Assistance	1,732	2,000	4,349	86.60%



Monthly Performance Report | Official Release | February 2026 | Report Type: Board Contracted | Area: Board | LWDA: 20: Alamo

Release Date: 04/21/2026

Measure	Numerator	Denominator	Performance	Current Target	EOY Target	% Current Target	From	To	Notes	% Current Target	
Adult: Credential Rate	25	32	78.13%	76.96%	76.96%	101.52%	01/24	06/24	18	N/A	101.52%
Adult: Employed Q2	174	218	79.82%	74.34%	74.34%	107.37%	07/24	12/24	18	N/A	107.37%
Adult: Employed Q4	160	229	69.87%	73.57%	73.57%	94.97%	01/24	06/24	18	N/A	94.97%
Adult: Measurable Skill Gains	44	69	63.77%	70.70%	70.70%	90.20%	07/25	02/26	18	N/A	90.20%
Adult: Median Earnings Q2	N/A	174	\$7,059.97	\$7,000	\$7,000	100.86%	07/24	12/24	18	N/A	100.86%
C&T: Credential Rate	71	104	68.27%	75.00%	75.00%	91.03%	01/24	06/24	18	N/A	91.03%
Child Care: Average # Children Served Per Day - Combined	1,322,870	108	12,249	12,509	12,509	97.92%	10/25	02/26	15	N/A	97.92%
Child Care: Initial Job Search Success Rate	96	209	45.93%	69.20%	69.20%	66.37%	06/25	10/25	19	NM	66.37%
Choices/TANF: Full Engagement Rate - All-Family	N/A	N/A	N/A	50.00%	50.00%	N/A	10/25	02/26	14	N/A	N/A
DW: Credential Rate	27	36	75.00%	80.91%	80.91%	92.70%	01/24	06/24	18	N/A	92.70%
DW: Employed Q2	99	115	86.09%	78.28%	78.28%	109.98%	07/24	12/24	18	N/A	109.98%
DW: Employed Q4	128	153	83.66%	82.81%	82.81%	101.03%	01/24	06/24	18	N/A	101.03%
DW: Measurable Skill Gains	42	58	72.41%	76.00%	76.00%	95.28%	07/25	02/26	18	N/A	95.28%
DW: Median Earnings Q2	N/A	99	\$10,832.73	\$9,750	\$9,750	111.10%	07/24	12/24	18	N/A	111.10%
Reemployment: Claimant Reemployment within 10 Weeks	9,218	16,260	56.69%	60.79%	60.79%	93.26%	07/25	11/25	N/A	NM	93.26%
Reemployment: Employers Receiving Texas Talent Assistance	1,732	1	1,732	2,000	4,349	86.60%	10/25	02/26	N/A	NM	86.60%
Youth: Credential Rate	30	57	52.63%	57.45%	57.45%	91.61%	01/24	06/24	18	N/A	91.61%
Youth: Employed/Enrolled Q2	191	229	83.41%	74.21%	74.21%	112.40%	07/24	12/24	18	N/A	112.40%
Youth: Employed/Enrolled Q4	123	150	82.00%	75.56%	75.56%	108.52%	01/24	06/24	18	N/A	108.52%
Youth: Measurable Skill Gains	95	129	73.64%	65.30%	65.30%	112.77%	07/25	02/26	18	N/A	112.77%
Youth: Median Earnings Q2	N/A	183	\$4,334.86	\$4,000	\$4,000	108.37%	07/24	12/24	18	N/A	108.37%

0.00% 50.00% 100.00%



# Audit & Finance Committee Report

Elizabeth Lutz, Committee Chair





# Program Monitoring Contract

Purpose	Programs Under Monitoring	Fiscal Impact	Recommendation														
<ul style="list-style-type: none"> <li>Monitoring services will support:                             <ul style="list-style-type: none"> <li>Compliance oversight</li> <li>Risk assessments</li> <li>Monitoring activities &amp; reporting</li> <li>Corrective action processes</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>WIOA Adult</li> <li>WIOA Dislocated</li> <li>WIOA Youth (ISY)</li> <li>WIOA Youth (OSY)</li> <li>SNAP E&amp;T</li> <li>TANF/CHOICES</li> <li>NCP</li> <li>RESEA</li> <li>CCS</li> <li>QIA</li> <li>Ready-to-work</li> </ul>	<ul style="list-style-type: none"> <li><u>Estimated Aggregate Contract Amount:</u> \$1,120,267.50</li> </ul> <table border="1" data-bbox="1327 696 1811 1268"> <thead> <tr> <th>Term</th> <th>Annual Amount</th> </tr> </thead> <tbody> <tr> <td>26 -27'</td> <td>\$203,685</td> </tr> <tr> <td>27- 28'</td> <td>\$203,685</td> </tr> <tr> <td>28- 29'</td> <td>\$203,685</td> </tr> <tr> <td>29- 30'</td> <td>\$203,685</td> </tr> <tr> <td>30- 31'</td> <td>\$203,685</td> </tr> <tr> <td>10%</td> <td>\$101,842.50</td> </tr> </tbody> </table>	Term	Annual Amount	26 -27'	\$203,685	27- 28'	\$203,685	28- 29'	\$203,685	29- 30'	\$203,685	30- 31'	\$203,685	10%	\$101,842.50	<ul style="list-style-type: none"> <li>To award a contract to <u>Christine H Nguyen, CPA</u> for Program Monitoring Services</li> <li><u>Initial Term:</u> October 1, 2026 –September 30, 2027</li> <li><u>Renewal Options:</u> Up to four (4) additional one-year renewals</li> <li><u>Estimated Aggregate Contract Amount:</u> \$1,120,267.50</li> </ul>
Term	Annual Amount																
26 -27'	\$203,685																
27- 28'	\$203,685																
28- 29'	\$203,685																
29- 30'	\$203,685																
30- 31'	\$203,685																
10%	\$101,842.50																



# Questions





# Childcare Professional Development Training Contract

## Purpose

- Training activities that will focus on strengthening provider knowledge and performance in key areas such as child growth and development, health and safety, inclusive practices, trauma-informed care, leadership development, family engagement, and age-appropriate curriculum delivery

## Fiscal Impact

- Estimated Aggregate Contract Amount: \$750,000

Term	Annual Amounts
26-27'	\$250,000
27-28'	\$250,000
28-29'	\$250,000

## Recommendation

- To award multiple contracts to At the Heart of Teaching, Learning, & Leadership, Education Service Center, Region 20, Elite Educational Enterprises, Kaplan Early Learning Company, Shine Early Learning, Youth Empowerment Services, Inc., KAS Consulting Group, and The Murchison Consulting Group, LLC.
- Initial Term: October 1, 2026 – September 30, 2027 with two (2) additional one-year renewals
- Estimated Aggregate Contract Amount: \$750,000



# Questions





# Equifax Work Number Services

## Purpose

- **Work Number®**, provided by Equifax, is an employment and income verification service that provides access to workforce, wage, and employment data. The platform allows authorized organizations to verify an individual's employment status, employer information, and historical wage records through a secure and centralized system.

## Fiscal Impact

- Current Contract Amount: \$149,999
- Increase Amount: \$100,001
- Revised Contract Amount: \$250,000 annually

## Recommendation

- To increase the **Equifax Work Number Services Contract** by \$100,001, for a revised contract amount not to exceed \$250,000 annually.
- Additionally, to add **one (1) optional one-year renewal** period to ensure continuity of services and avoid disruption to critical verification, reporting, and compliance functions supporting the Ready to Work Program.



# Questions



# FY 24 – 25 Single Audit

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CPAs | ADVISORS

**WORKFORCE SOLUTIONS ALAMO  
FINANCIAL STATEMENTS  
AND FEDERAL AND STATE REPORTS  
FISCAL YEAR ENDED SEPTEMBER 30, 2025**

**PRESENTATION TO THE AUDIT AND FINANCE COMMITTEE**

**MAY 29, 2026**

Presented By:

Michael Del Toro, Partner, CPA

210-341-2581

# WORKFORCE SOLUTIONS ALAMO

- **4 Major Components of the Annual Financial and Compliance Audit**
  - Risk Assessment
  - Financial Audit
  - Compliance Audit – Federal and State Grants
  - Reporting

# WORKFORCE SOLUTIONS ALAMO

## REPORTS FROM INDEPENDENT AUDITORS WITHIN THE FINANCIAL STATEMENTS

- Independent Auditor's Report – unmodified opinion
- Independent Auditor's Report On Internal Control Over Financial Reporting And On Compliance And Other Matters Based On An Audit Of Financial Statements Performed In Accordance With *Government Auditing Standards*
- Independent Auditor's Report on Compliance For Each Major Program And On Internal Control Over Compliance Required By The Uniform Guidance and The State of Texas Uniform Grant Management Standards

# WORKFORCE SOLUTIONS ALAMO

## FEDERAL AND STATE SINGLE AUDIT

Workforce Solutions Alamo qualifies as a low risk auditee

- Major Programs - Federal
  - Child Care Development Funds Cluster
  - Temporary Assistance For Needy Families Cluster
- Represents 88% of total federal expenses
- No findings or questioned costs
- Major Programs - State
  - Child Care Development Funds
  - Temporary Assistance For Needy Families
- Represents 53% of total state expenses
- No findings or questioned costs

# WORKFORCE SOLUTIONS ALAMO

## LETTER ON CONDUCT OF AUDIT

- Accounting Policies
- Accounting Estimates and Disclosures
- No Difficulties in Performing the Audit
- No Material or Uncorrected Misstatements
- No Disagreements with Management
- Management Representations
- Consultations with Other Independent Accountants

# **WORKFORCE SOLUTIONS ALAMO**

Questions??



# CEO Report

Adrian Lopez, Chief Executive Officer





# CEO Updates

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- WSA Impact Awards
- WSA Corporate Office Update
- WSA 2nd Place Winner – San Antonio Japanese Companies Association 19th Annual Fundraising Golf Tournament Supporting Youth
- National Skills Coalition
- Workforce Innovation Network (WIN Texas)/ Texas Association of Workforce Board



# Ready to Work (RTW)

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- The year four contract is closing on June 26, 2026
- The year five contract of \$ 2,139,500.00 for intake and case management. COSA has not provided tuition and emergency assistance dollars to-date. We are waiting for the final amendment
- Reduction in the RTW budget of 55%; subagencies would be reduced as well. C2 Global Professionals Services will be the only contractor left for Year 5
- Year five contract amendments are currently being developed for our subagencies. The amendment will outline the ongoing contractual obligations needed to serve all clients; sub-agencies all clients; sub-agencies have been paid case management dollars



# Chair Report

Leslie Cantu, Board Chair



# TX FAME AMT Graduation Ceremony



**TX FAME**  
ALAMO CHAPTER  
INVITES YOU TO

**AMT GRADUATION CELEBRATION**

Thursday, June 4, 2026 | 6:30 PM - 8:30 PM

**SAN ANTONIO FOOD BANK**

Join us for an evening of celebration as we honor our Advanced Manufacturing Technician graduates!

TOYOTA | TX  
CH Guenther  
H-E-B  
ALAMO COLLEGES DISTRICT

RSVP HERE  
SCAN QR CODE

INTERNATIONAL  
TTTX  
Tower Semiconductor  
Workforce Solutions ALAMO



# Board Retreat Summary (Committee Reports)



- The Board retreat and committee discussions offered valuable insight into our priorities and future direction. Committees and staff will continue working collaboratively to refine identified priorities, develop actionable recommendations, and advance initiatives for Board consideration and decision-making.

## Committee Reports:

- Early Care and Education
- Youth
- Strategic
- Oversight
- Audit & Finance
- Executive



*Thank you, Dr. Morrill, and Alamo Colleges for graciously hosting our meeting.*





# Board Retreat – Early Care & Education Committee

### Topics of Discussion




**Child Care System Gaps & Pressures**

- Regional shortages in child care availability
- Provider closures, wage stagnation, and rising operational costs
- Need to increase awareness of systemic challenge including affordability and



**Workforce Pipeline Challenges**

- Barriers to entry: limited training, low wages, lack of guidance
- Need for structured pathways, training, business support, and workforce development



**Business Engagement a Strategic Lever**

- Employers see child care as essential to workforce retention
- Opportunities for public-private partnerships
- Explore tax incentives and employer-supported models



**Pilot Program Opportunity**

- Partner with the City of San Antonio or U.S. Department of Labor
- Test targeted solutions with 3-5 select centers (wages, operations, incentives, etc.).
- Implement mentorship programs hox.




**Data & Staff Capacity Needs**

- Data tracking and wage impact analysis
- Staff support for implementation, partnerships, and evaluation
- Promote employer partnership models
- Planlice vitionf


### Main Priorities (2026)

**1 Awareness of Child Care Gaps**




- Asses local facility shortages in collaboration with regional stakeholders
- Promote public understanding of workforce wage challenges, and sustainability needs
- Highlight entrepreneurial opportunities including new center startups or expansions

**2 Pathways Into the Child Care Field**



- Provide step-by-step support for new providers including business planning, startup financial guidance, and opereors
- Expand pre-apprentceship child care cer-cerification programs through high school and colleleges
- Implement mentorship programs to build

**3 Business Engagement**



- Develop a local employer coalition to encourage investment in workfe-cerfiienoly child care
- Explore tax incentive structures and shared service models to support employer participation
- Produce outreach materials demonstrating the business benefits of investing in local child care

• Child Care → Workforce Pathways → Business Engagement

12-Month Rolling Period: February → February



# Board Retreat – Youth Committee

 <b>TOPICS OF DISCUSSION</b>	 <b>MAIN PRIORITIES</b>	 <b>NEXT STEPS</b>
 <b>Strengthening the youth workforce pipeline</b>	 <b>Expand technical skills and work-based learning opportunities</b>	 <b>Identify additional employer partners</b>
 <b>Developing technical and transferable skills</b>	 <b>Improve career pathway visibility</b>	 <b>Engage both urban and rural school districts</b>
 <b>Expanding internships and work-based learning</b>	 <b>Implement teacher externships</b>	 <b>Conduct targeted outreach to out-of-school youth</b>
 <b>K-12 to post-secondary pathways and career exposure</b>	 <b>Integrate emerging technologies (AI, automation)</b>	 <b>Expand work-study, internship, and skill-building programs</b>
 <b>Engaging out-of-school youth and rural districts</b>	 <b>Strengthen school-employer engagement</b>	 <b>Use labor market data to guide program development and priorities</b>
<b>Employer and industry participation</b>	<b>Promote transferable and soft skills development</b>	



# Board Retreat – Strategic Committee



## TOPICS OF DISCUSSION

- How can we engage and teach employers to get involved?
- More clarification on Performance Measures – Actionable Performance
- Clarity on the Local Plan – What are the Strategies and Long-Term Goals vs. TWC Compliances Measures
- Lots of Players in Ecosystem and Success for moving goals forward
- Understanding Workforce Development Ecosystem in both Urban and Rural Communities. Confusion or lack of awareness of what is available in regard to resources and what is of best use.
- 5-Year Growth Plan/Strategy
- Growth in Rural Communities/Outside of City Limits
- LMI Information Important but not enough
- Sector-Strategy – GreaterSATX TPM – Sustaining that work (Employer Demand) to align Investment
- Looking at survey data that is old, information is nimble
- Flip model to look focus on functional skills and have the job seeker choose the Industry



## MAIN PRIORITIES

- Broader Strategy and linking groups that are doing the work – need to fold over to a collective opportunity to gain synergy. “Who is that? What are they doing?” Everyone doing good things but doing it alone or in bits and pieces.
- Training
- What are the BHAG Goals?
- Lagging Labor and Wage Information
- Employers not reporting; don’t want to disclose wages from a competitive perspective.
- Bad Data
- Can people live on wage alone?



## NEXT STEPS

- Engage employers through outreach, education, and partnership opportunities.
- Clarify and communicate performance measures; ensure they are actionable and understood.
- Define Local Plan strategies and long-term goals; align with (but distinct from) TWC compliance measures.
- Map and connect ecosystem partners; create visibility of who is doing what.
- Increase awareness of resources and services in both urban and rural areas.
- Develop and implement a 5-year growth plan/strategy.
- Focus on rural growth and communities outside city limits.
- Improve data quality and timeliness, including LMI and labor/wage data.
- Encourage employer reporting and build trust around data use.
- Ensure workforce outcomes support wages that allow people to live well.



# Board Retreat – Oversight Committee



## TOPICS OF DISCUSSION

- Data integrity and reliability across TWC, contractor, CCS, and internal systems
- Lagging, compliance-driven reporting limits proactive oversight
- Data inconsistencies and gaps between reported metrics and true program effectiveness
- Need for independent validation, predictive indicators, and executive dashboards
- Strengthening governance, risk management, and Board-level oversight tools

## MAIN PRIORITIES

- 1 Strengthen data accuracy and independent validation
- 2 Improve Board oversight with proactive, predictive reporting
- 3 Reduce governance and compliance risk from reliance on external systems
- 4 Align KPIs with strategic goals, contractor performance, and compliance requirements
- 5 Enhance transparency, accountability, and decision-making
- 6 Build Board and staff understanding of WIOA/TWC systems and reporting

## RECOMMENDED DIRECTION

Adopt a phased data governance enhancement strategy focused on:



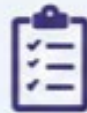
Independent data validation and reconciliation



Predictive dashboards and leading indicators



Enterprise Risk Management (ERM) framework















KPI alignment and standardized reporting

*This approach balances improved oversight, fiscal responsibility, and operational feasibility while addressing core data integrity risks.*

## NEXT STEPS

- 1 Define scope for data validation and reconciliation framework
- 2 Identify key leading indicators and risk thresholds
- 3 Develop a prototype executive-level dashboard
- 4 Establish data alignment matrix (KPIs, sources, cadence, ownership)
- 5 Launch Board/staff technical briefing series on WIOA/TWC reporting systems
- 6 Present phased implementation plan for Board approval

# Board Retreat – Audit & Finance

 <b>TOPICS OF DISCUSSION</b>	 <b>PRIORITY ITEMS</b>	 <b>NEXT STEPS</b>
<p><b>Federal and Financial Considerations</b></p> <ul style="list-style-type: none"> <li>• Impact of federal funding on WSA</li> <li>• Safeguards to prevent returning unused funds</li> <li>• Leverage partnerships to maximize funding and resources</li> </ul>	<p><b>HIGH PRIORITY</b></p> <ul style="list-style-type: none"> <li>✓ Prevent return of unused funds through stronger financial forecasting and monitoring</li> <li>✓ Improve data accuracy, alignment, and reporting across programs</li> <li>✓ Strengthen accountability and proactive performance management</li> <li>✓ Implement risk mitigation processes to avoid compliance and financial findings</li> <li>✓ Identify cost-saving operational efficiencies and co-location opportunities</li> </ul>	<p><b>1</b>  Conduct a financial review to identify areas of underutilized funding and potential cost savings.</p>
<p><b>Cost Reduction &amp; Operational Efficiency</b></p> <ul style="list-style-type: none"> <li>• Reduce operational costs</li> <li>• Explore co-location strategies to address facility costs</li> <li>• Review staffing patterns and shared spaces to improve efficiency</li> </ul>	<p><b>MEDIUM PRIORITY</b></p> <ul style="list-style-type: none"> <li>✓ Expand service accessibility in rural communities through library partnerships</li> <li>✓ Enhance outreach strategies using technology and community-based efforts</li> <li>✓ Evaluate staffing models and shared space opportunities</li> </ul>	<p><b>2</b>  Assess existing safeguards and establish enhanced monitoring tools to reduce unspent funds.</p>
<p><b>Service Accessibility &amp; Outreach</b></p> <ul style="list-style-type: none"> <li>• Expand co-locations at libraries, especially in rural areas</li> <li>• Reach more community members through innovative strategies</li> <li>• Use QR codes at bus stations or high-traffic transit areas</li> </ul>	<p><b>LONG-TERM STRATEGIC PRIORITIES</b></p> <ul style="list-style-type: none"> <li>✓ Build and sustain partnerships to maximize funding and resource sharing</li> <li>✓ Develop long-term operational sustainability plans</li> <li>✓ Create a continuous performance tracking and evaluation framework</li> </ul>	<p><b>3</b>  Develop a co-location feasibility plan, including libraries and shared community spaces.</p>
<p><b>Organizational Accountability &amp; Data Management</b></p> <ul style="list-style-type: none"> <li>• Accountability and knowledgeable leadership</li> <li>• Align programs with TWC requirements</li> <li>• Move beyond compliance to proactive performance management</li> <li>• Ensure accurate metrics and correct variables</li> <li>• Track program execution across the year</li> <li>• Address data gaps and improve alignment</li> <li>• Focus on risk mitigation to prevent financial or compliance issues</li> </ul>		<p><b>4</b>  Review staffing allocations and operational workflows for efficiency improvements.</p>
		<p><b>5</b>  Create a data management improvement plan focused on accuracy, standardized reporting, performance tracking, and cross-program alignment.</p>
		<p><b>6</b>  Develop a proactive risk mitigation and compliance monitoring framework.</p>
		<p><b>7</b>  Identify and pursue partnership opportunities with community organizations, educational institutions, and local governments.</p>
		<p><b>8</b>  Launch outreach initiatives utilizing QR codes and other accessible engagement tools in high-traffic areas.</p>
		<p><b>9</b>  Establish regular committee reporting checkpoints to monitor progress on priority initiatives.</p>



# Board Retreat - Executive Committee

## RECAP: KEY THEMES & NEXT STEPS



### 1. BOARD EFFECTIVENESS & TIME USE

- Reduce duplication across Committee → Executive → Board
- Make meetings more strategic, substantive, and fiduciary-focused
- Explore streamlined Board Book model



**NEXT STEP:**

Review workflow and identify duplication; explore Board Book structure.



### 2. EXECUTIVE COMMITTEE ROLE

- Focus only on high-level issues: financial, political, real estate, HR
- Consider shifting to Ad-Hoc / as-needed model
- Potential path: Committee → Board



**NEXT STEP:**

Evaluate bylaws/practices and define criteria for escalation to Exec. Committee.



### 3. BOARD ENGAGEMENT & ROLE CLARITY

- Clarify Board Member roles and expectations
- Increase engagement: site visits, events, active participation
- Ask hard questions, ensure fiscal responsibility & accountability
- “Get out what you put in”



**NEXT STEP:**

Develop role guide and create structured engagement opportunities.



### 4. ADVOCACY & ECOSYSTEM IMPACT

- WSA cannot lobby, but Board members can engage in advocacy and education
- Align Board around shared workforce development goals
- Increase visibility and magnify WSA exposure



**NEXT STEP:**

Develop advocacy guidance and identify priority messages/opportunities.



### 5. BOARD DEVELOPMENT & EQUITY

- Enhance onboarding, training, and “Board Buddy” support
- Address participation barriers (mileage/travel support)
- Reinforce fiduciary responsibility and stewardship of public dollars
- Ensure diversity and inclusive representation



**NEXT STEP:**

Design board development program and review reimbursement/participation barriers.



### 6. GOVERNANCE & COORDINATION

- Update organizational chart and Board/staff contact list
- Ensure compliance with Open Meetings Act (avoid quorum in informal communications)



**NEXT STEP:**

Develop org chart and contact directory and provide OMA guidance.



### OUR SHARED GOAL



As stewards of the workforce ecosystem and public dollars, we move the ecosystem when we move ourselves—*together*.



# Questions



**Thank you!**

