



Committee of Six Meeting

April 22, 2026





I. CALL TO ORDER

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

IV. PUBLIC COMMENT

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

MEETING MINUTES OF DECEMBER 10, 2025 (DISCUSSION AND POSSIBLE ACTION)





FY26 Budget Amendment

Gabriela Navarro Garcia
Controller



WORKFORCE SOLUTIONS ALAMO (WSA) FY26 BUDGET AMENDMENT #1 (DISCUSSION AND POSSIBLE ACTION)





Budget Amendment

Workforce Solutions Alamo					
Board Fiscal Year October 1, 2025 - September 30, 2026					
FY26 Budget Amendment #1					
	FY26 Approved Budget	FY26 Budget Amendment #1	% Change	\$ Change	
SUMMARY					
CORPORATE BUDGET					
Personnel	\$ 5,672,536	\$ 5,736,960	1.1%	\$ 64,424	
Facility	\$ 500,378	\$ 500,378	0.0%	\$ -	
Equipment/Related Costs	\$ 284,564	\$ 284,564	0.0%	\$ -	
General Office Expenses	\$ 516,208	\$ 516,208	0.0%	\$ -	
Professional Services	\$ 1,697,690	\$ 1,697,690	0.0%	\$ -	
Board Expenses	\$ 45,000	\$ 45,000	0.0%	\$ -	
TOTAL WSA CORPORATE BUDGET	\$ 8,716,376	\$ 8,780,800	0.7%	\$ 64,424	
FACILITY & INFRASTRUCTURE BUDGET					
Facility Related Occupancy	\$ 4,511,406	\$ 4,511,406	0.0%	\$ -	
Equipment Related	\$ 131,543	\$ 131,543	0.0%	\$ -	
Rental of Equipment	\$ 59,683	\$ 59,683	0.0%	\$ -	
Software Related	\$ 848,974	\$ 848,974	0.0%	\$ -	
Communications	\$ 350,467	\$ 350,467	0.0%	\$ -	
General Office	\$ 193,799	\$ 193,799	0.0%	\$ -	
Other Professional Services	\$ 140,929	\$ 140,929	0.0%	\$ -	
Reserve Facility	\$ 150,000	\$ 150,000	0.0%	\$ -	
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 6,386,802	\$ 6,386,802	0.0%	\$ -	
Reserve Unobligated	\$ 12,318,454	\$ 14,111,623	14.6%	\$ 1,793,170	
Initiatives	\$ 529,947	\$ 771,825	45.6%	\$ 241,878	
Service Selivery	\$ 164,353,802	\$ 169,745,492	3.3%	\$ 5,391,690	
TOTAL BUDGET	\$ 192,305,381	\$ 199,796,542	3.9%	\$ 7,491,161	

Changes by Category

Corporate - There was an increase in personnel fringe benefits of \$64,424 due to increase of employee insurance rates. The approved corporate budget was \$8,716,376 and the amended budget will be \$8,780,800, a .7% increase.

Reserves - The reserve was initially budgeted at \$12,318,454. The board is projecting a \$1,793,170 increase or approximately 14.6% for a budget amount of \$14,111,623. This represents adjustments to Child Care service delivery cost due to the decreased target provided by TWC of children in care.

Initiatives - Initiatives were initially budgeted at \$529,947, which represented TWC, Workforce Initiatives that include jobs fairs such as Red White and YOU, and youth job fairs. The board is requesting to increase the project by \$241,878 for several grants that were extended or have been awarded since the initial budget approval.





Changes by Category

Service Delivery – primary Service Delivery adjustments of \$5,391,689 are as follow:

Program	Grant	Amount
Adult	RESEA	\$351,574
Adult	TANF	\$300,112
Adult	WIOA Adult	\$450,076
Adult	WIOA Dislocated	\$600,068
Child Care	CCDF, CCM, CCP, Quality	\$5,528,599
Non-TWC	Ready to Work	(\$2,453,068)
Total:		\$4,777,361

Recommendation

- Staff is requesting Board approval for FY 25-26 Budget Amendment #1, to increase the budget from \$192,305,381 to **\$199,796,542**, an increase of **\$7,491,161** or approximately **3.9%**





Questions





Possible Modifications to Partnership & Interlocal Agreements (Discussion)

Adrian Lopez, CEO, and Frank Burney, Counsel





Legal Documents

**Partnership
Agreement:**

*Document Included
in Packet*

**Interlocal
Agreement:**

*Document Included
in Packet*



Questions





CEO Report

Adrian Lopez





Federal Reserve
Bank of Dallas

Regional Economic Update: The Twists and Turns of 2025 and a Look Ahead

02/27/2026

Luis Torres

Workforce Solutions Alamo Board of Directors

DISCLAIMER: The views expressed are the authors' and do not necessarily reflect the views of the Federal Reserve Bank of Dallas or Federal Reserve System. Any data requests can be addressed to Diego Morales-Burnett at Diego.Morales-Burnett@dal.frb.org.

The views expressed are my own and do not necessarily reflect official positions of the Federal Reserve System.

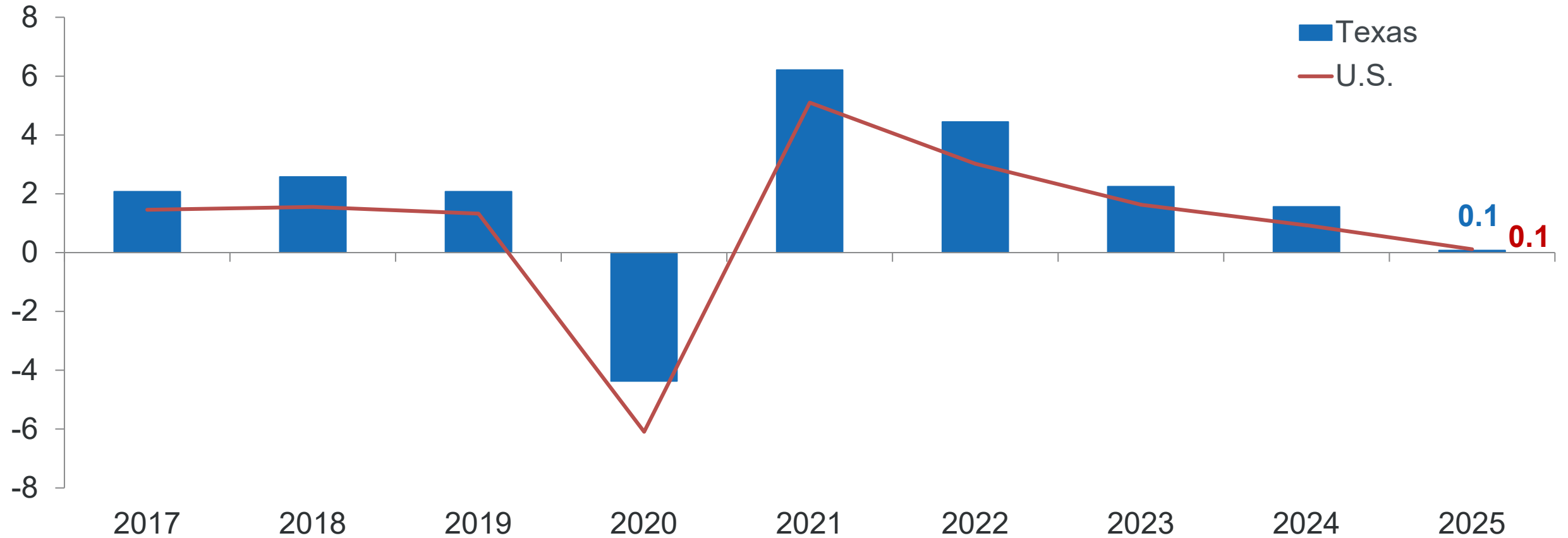
Overview

- Texas' economy slowed in 2025
 - Output growth was below average, and job growth was zero at best
 - Higher tariffs, falling immigration, federal government cutbacks & widespread policy uncertainty contributed to lower growth
 - Texas also contended with job losses in energy and high-tech and a downturn in residential construction
- Outlook for 2026 calls for a pickup in growth
 - Momentum in AI investment and data center construction will carry forward
 - Fiscal policy will add to growth, as will easier financial conditions and deregulation
 - FIFA World Cup
 - Headwinds include labor supply constraints, residential housing markets, low oil prices, and cuts to safety net programs
 - Outcome of USMCA renegotiation also pivotal for Texas

Recent Economic Activity and Labor Markets

Texas payrolls held steady in 2025

Job growth (percent)*



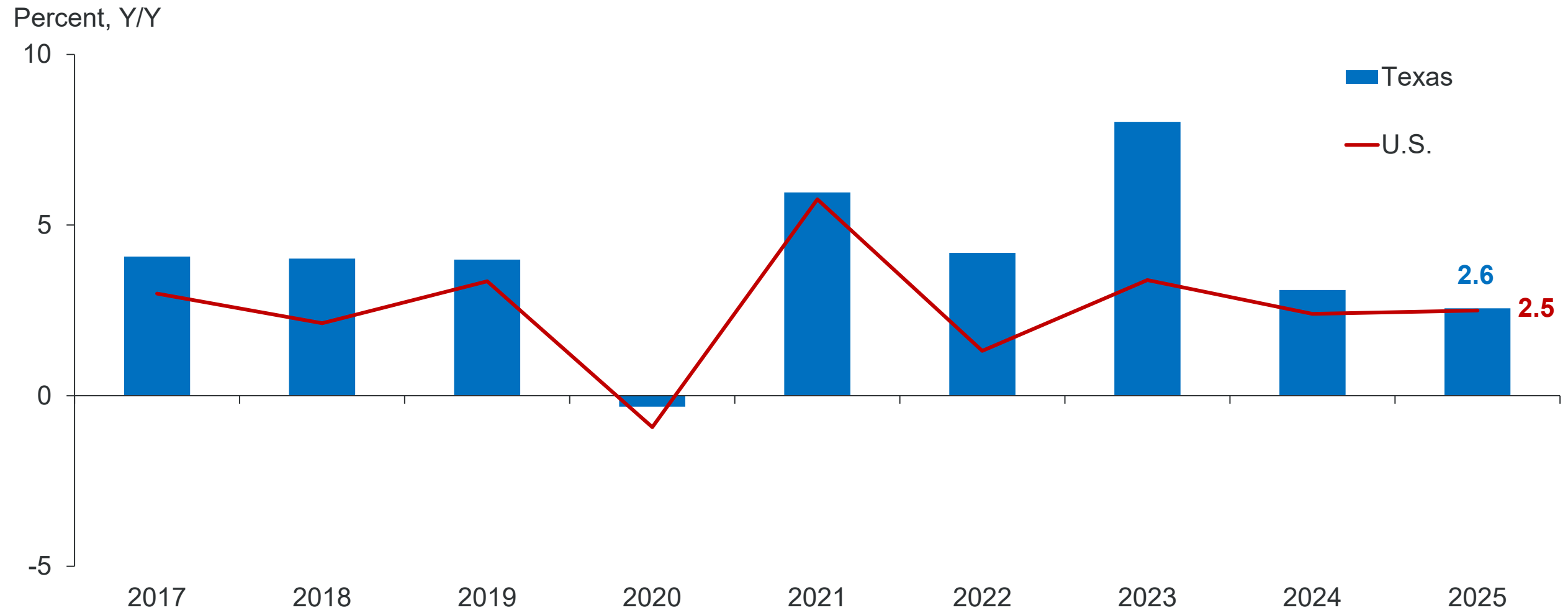
*Seasonally adjusted, annualized rate.

NOTE: Last data point is annualized job growth Dec. 2025/Dec. 2024.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas.

DATA: <https://www.dallasfed.org/research/econdata/tae000000.aspx>

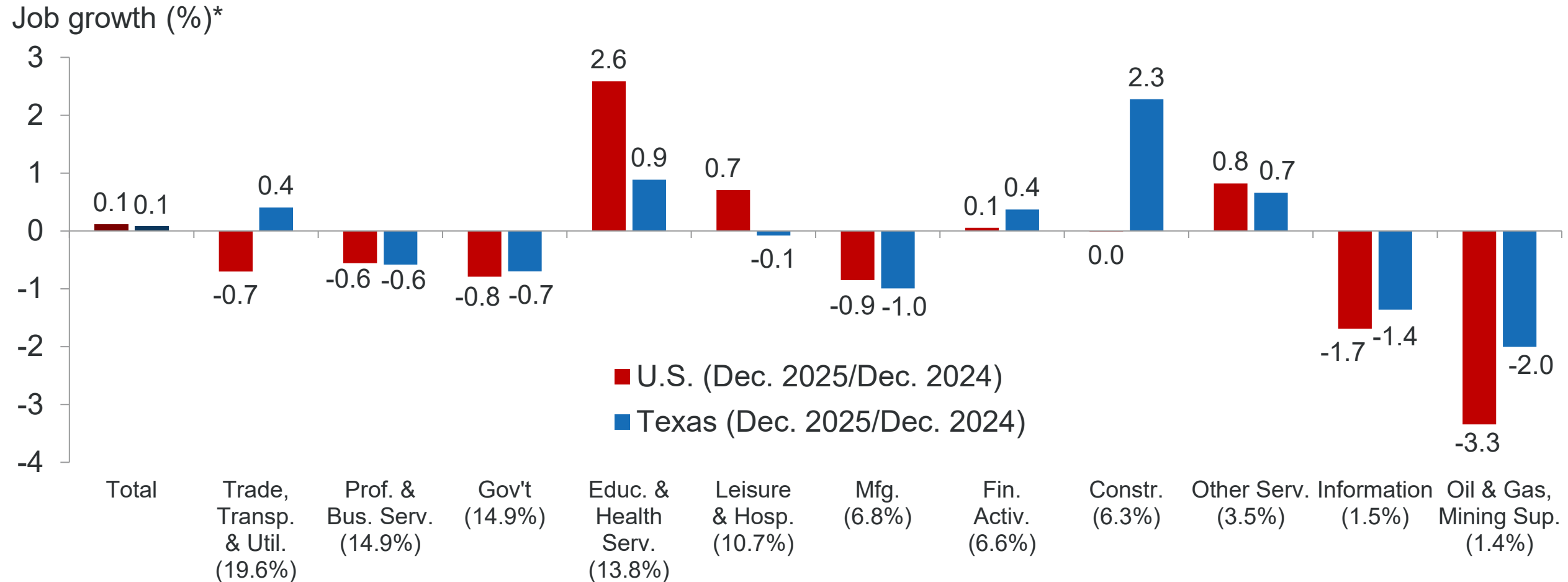
Meanwhile, GDP growth held up in both Texas, U.S.



NOTES: Shown is Q4/Q4, real GDP growth. 2025 data is Q3 '25/Q4 '24 annualized for U.S. and Texas.

SOURCES: Bureau of Economic Analysis.

Texas employment levels flat in 2025



*Seasonally adjusted, annualized rate.

NOTE: Numbers in parenthesis indicate share of total state employment for most recent monthly data.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas.

DATA: <https://www.dallasfed.org/research/econdata/tx-emp-ind.aspx>

San Antonio employment declined last year

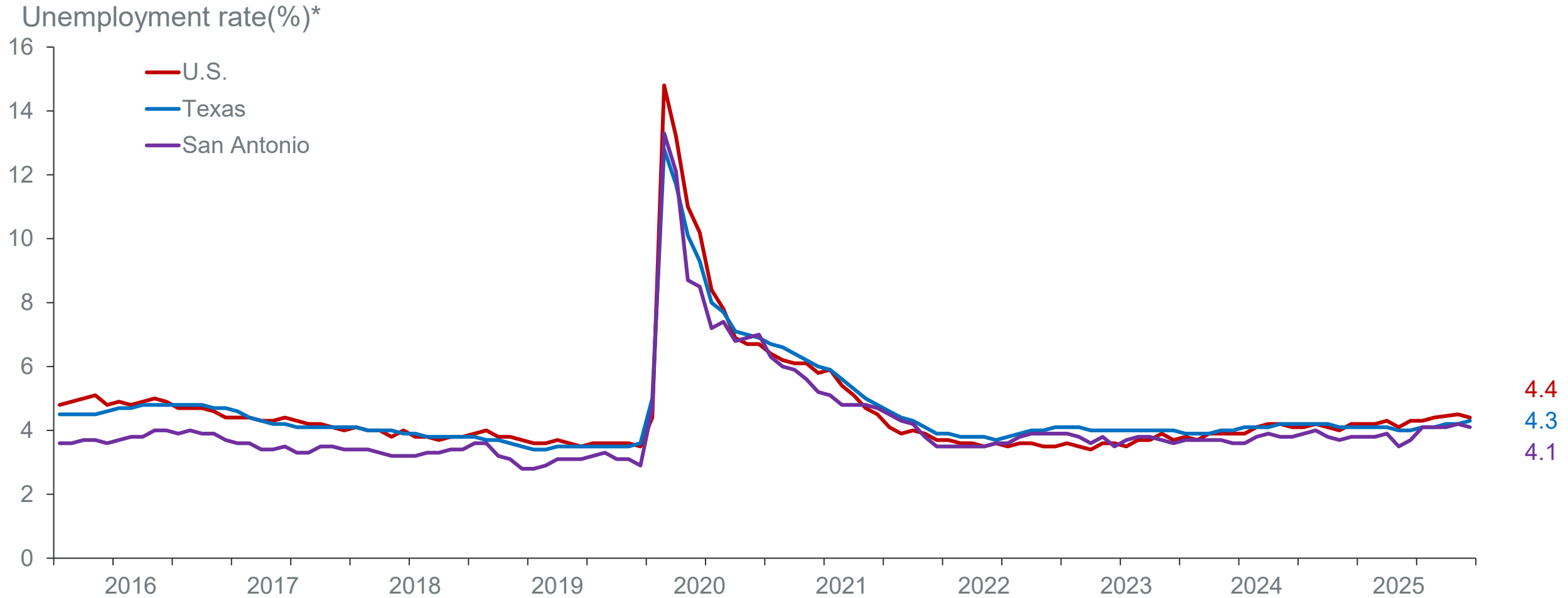
San Antonio Employment growth



NOTE: Data show seasonally adjusted and annualized percentage employment growth by sector. Numbers in parentheses represent the shares of total employment and may not sum to 100 due to rounding.

SOURCE: Texas Workforce Commission; Bureau of Labor Statistics.

While San Antonio unemployment below Texas and U.S.



*Seasonally adjusted.

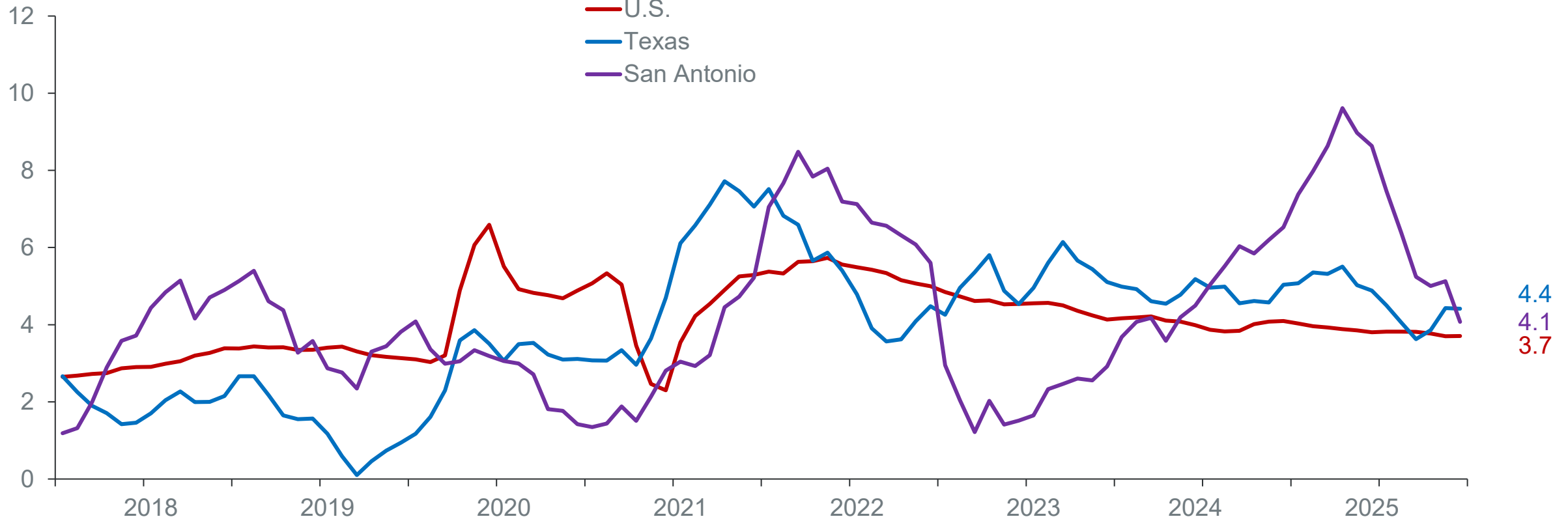
NOTE: Data are through December 2025.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; Federal Reserve Bank of Dallas.

DATA: [Texas Employment by Industry - Dallasfed.org](https://dallasfed.org/research-and-data/texas-employment-by-industry)

San Antonio wage growth slows

Private Sector Average Hourly Earnings
Percent change year-over-year



*Seasonally adjusted and three-month moving average

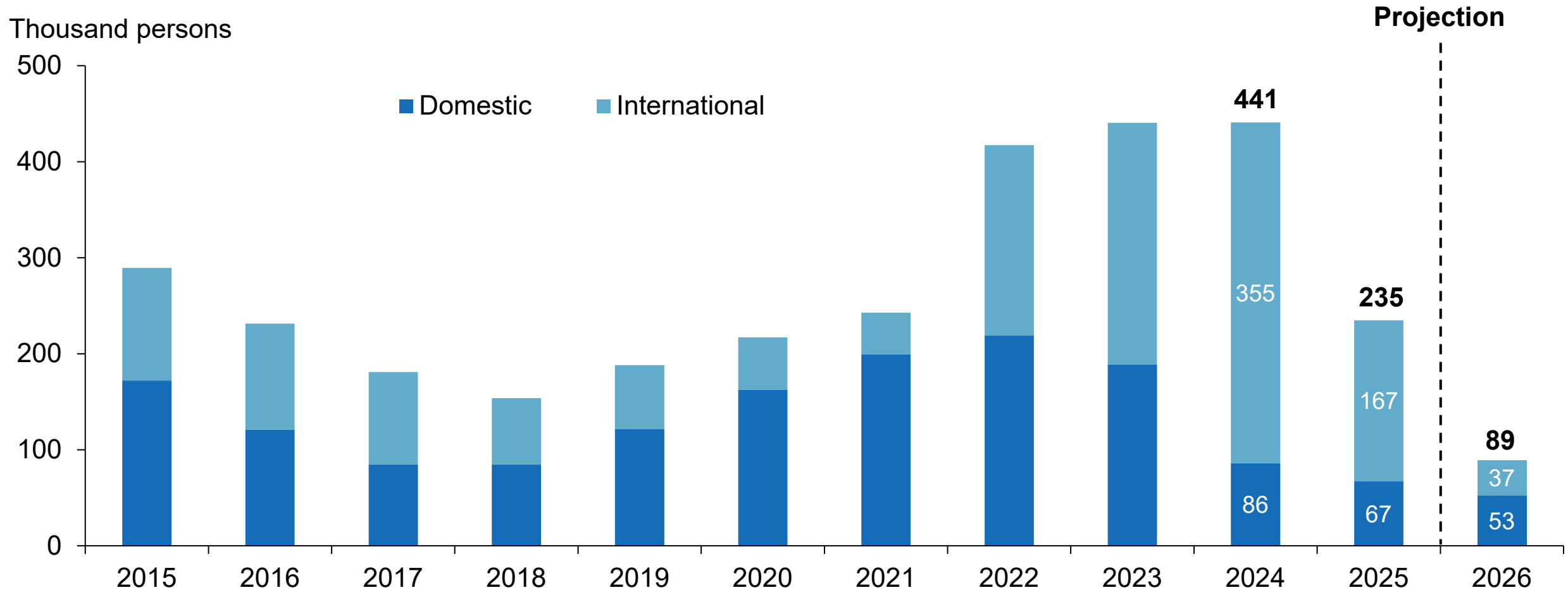
NOTE: Data are through December 2025.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; Federal Reserve Bank of Dallas.

DATA: [Texas Employment by Industry - Dallasfed.org](https://dallasfed.org/research-and-data/texas-employment-by-industry)

Domestic and international Migration

A big reason for the drop off in job growth is less immigration

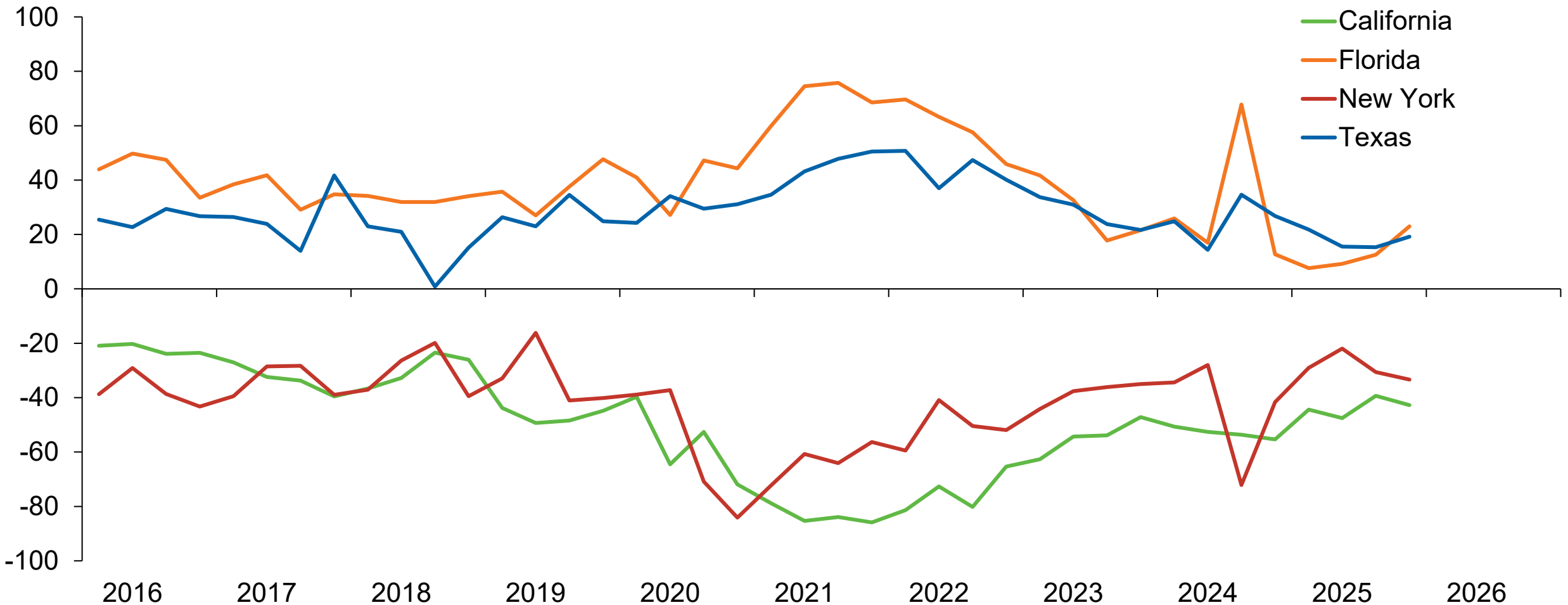


NOTES: Shown are annual net domestic and net international migration to Texas. Change is July to July. Estimate for 2026 is authors' projection.

SOURCE: Census Bureau; authors' calculations.

Net domestic migration to Texas has also slowed

Net-migration, thousands

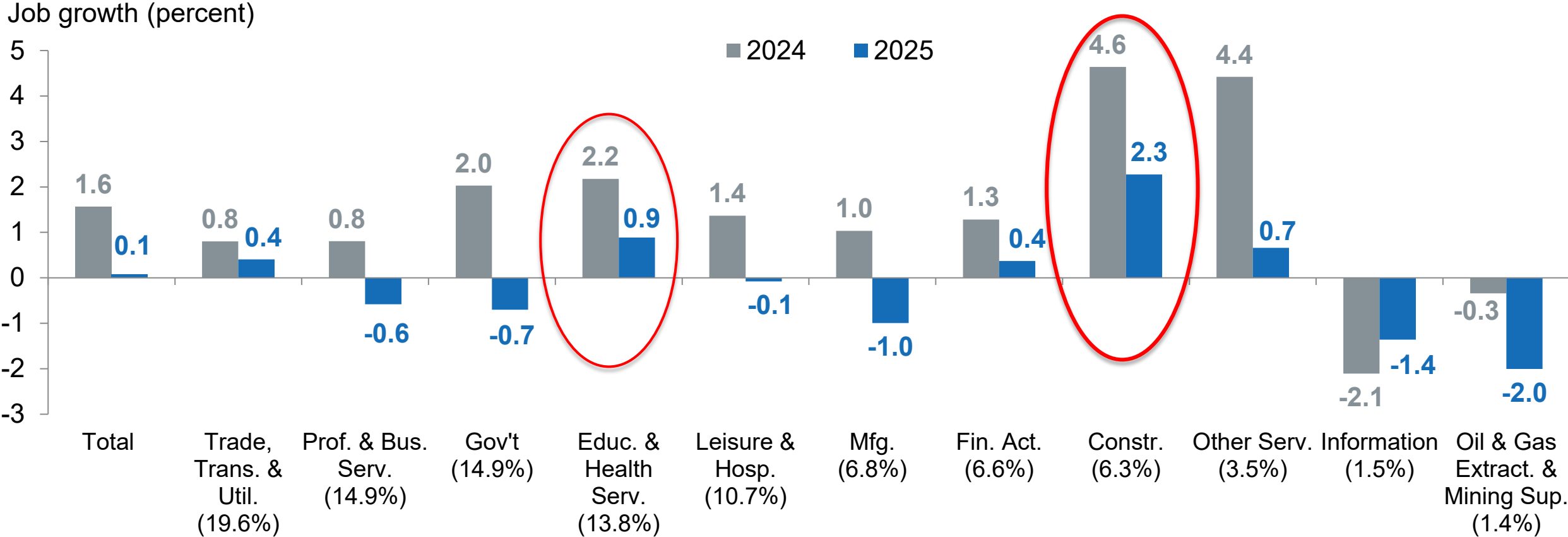


NOTES: Shown are estimated net migration flows. Data are seasonally adjusted and quarterly through Q4 2025.

SOURCE: Equifax Consumer Credit Panel; seasonal and other adjustments by Dallas Fed.

Construction and Real Estate

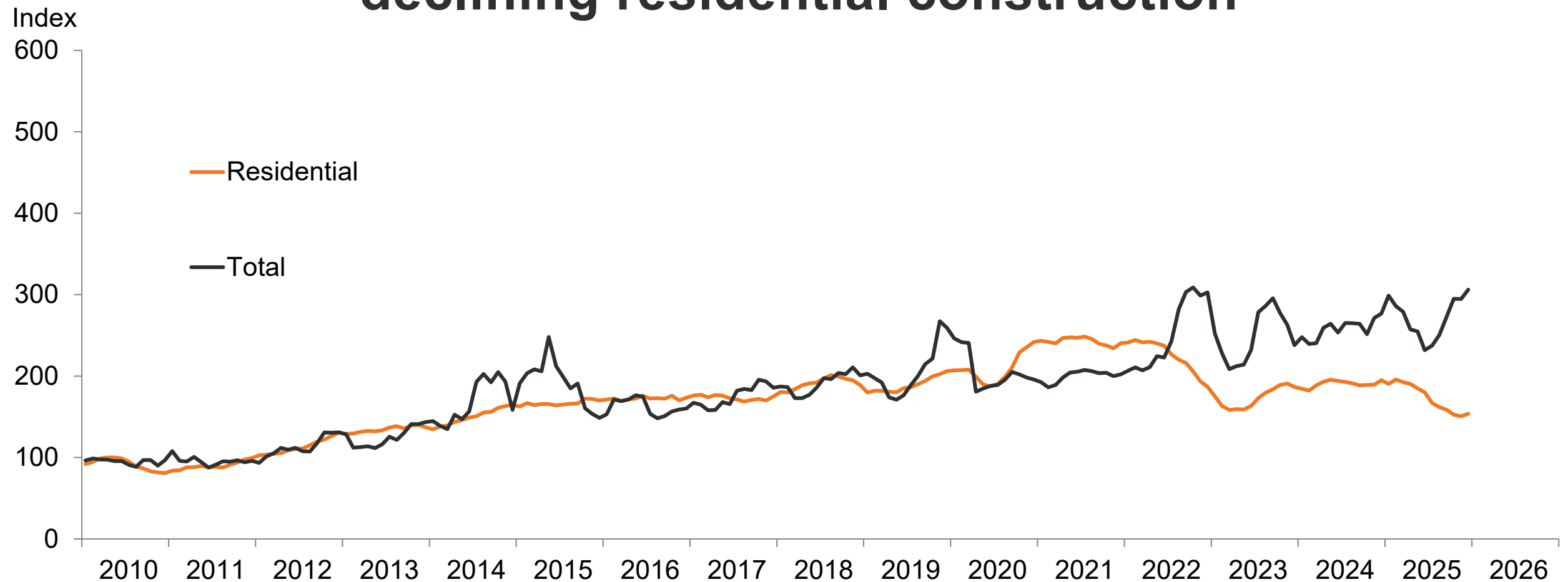
Construction boom? Texas job growth concentrated in Construction and Health sectors



NOTE: Data are seasonally adjusted and Dec/Dec growth. Numbers in parenthesis indicate share of total state employment for most recent monthly data.

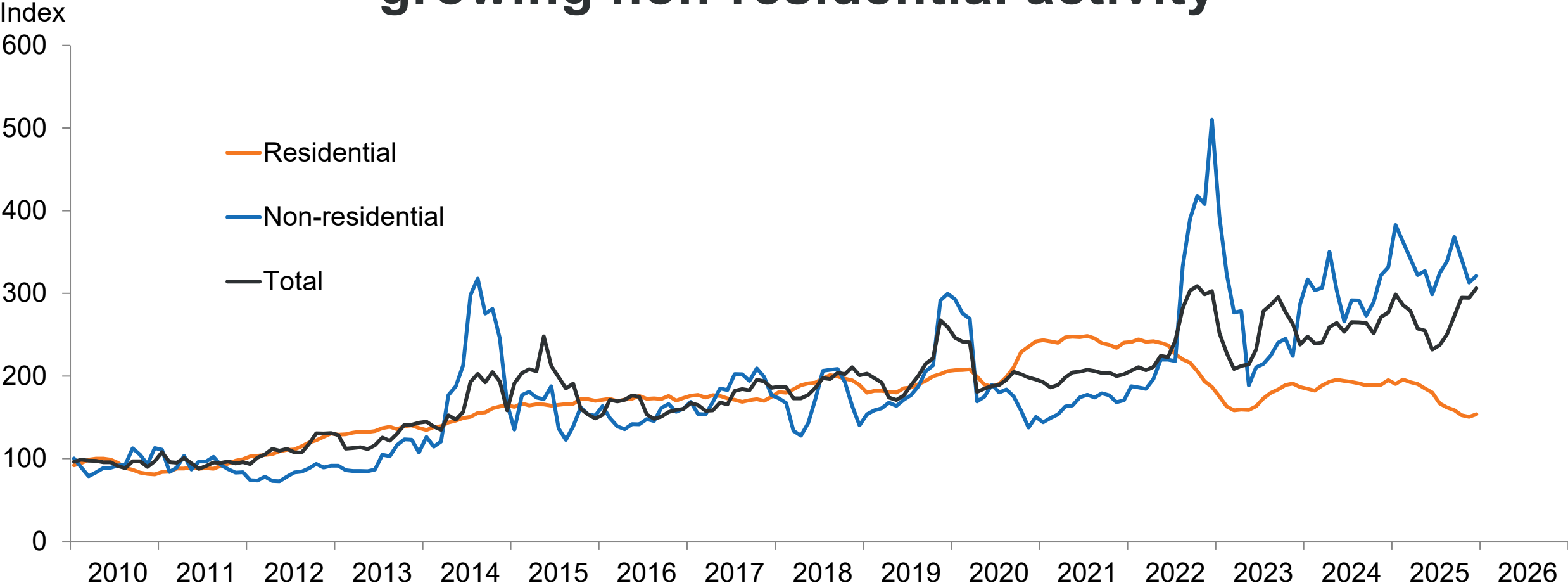
SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas

Construction contract values recover mid year despite declining residential construction



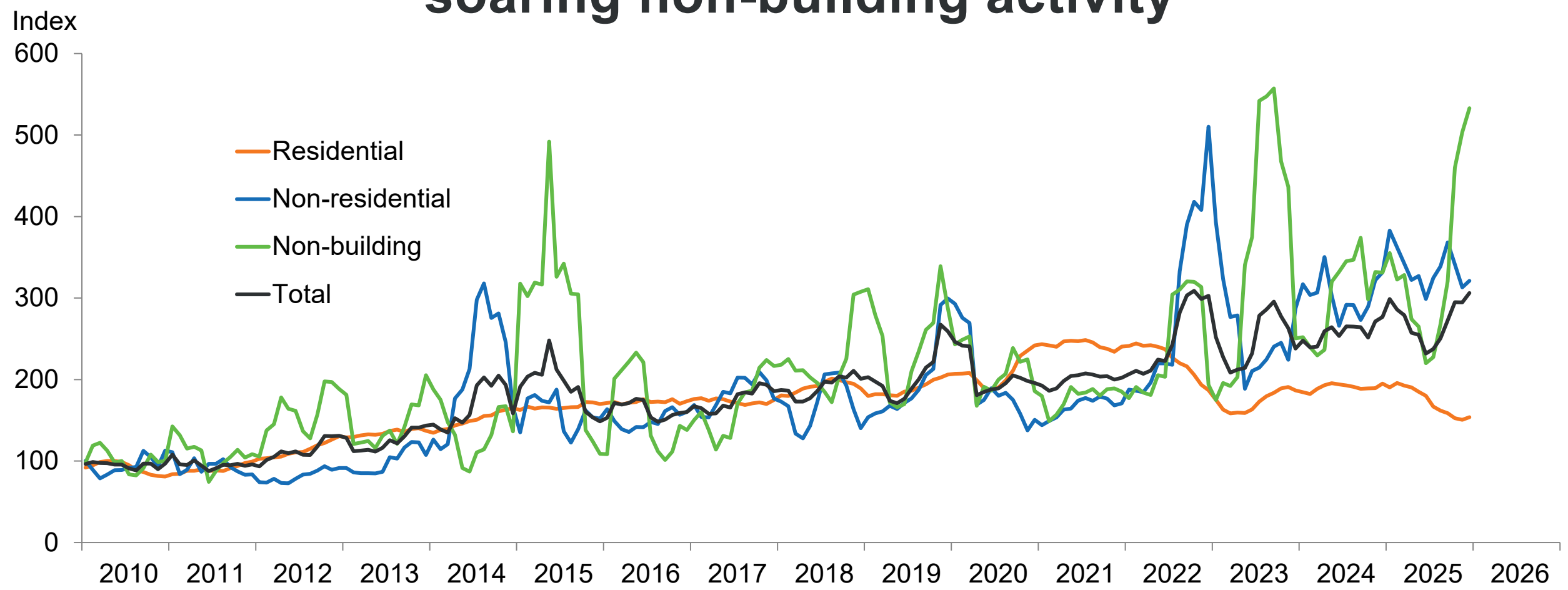
NOTES: Data are a 5-month moving average of seasonally adjusted real Texas construction contract values through December 2025. Values are indexed and Jan. 2010 = 100.
SOURCES: Dodge Construction; Federal Reserve Bank of Dallas.

Construction contract values recover mid year driven by growing non-residential activity



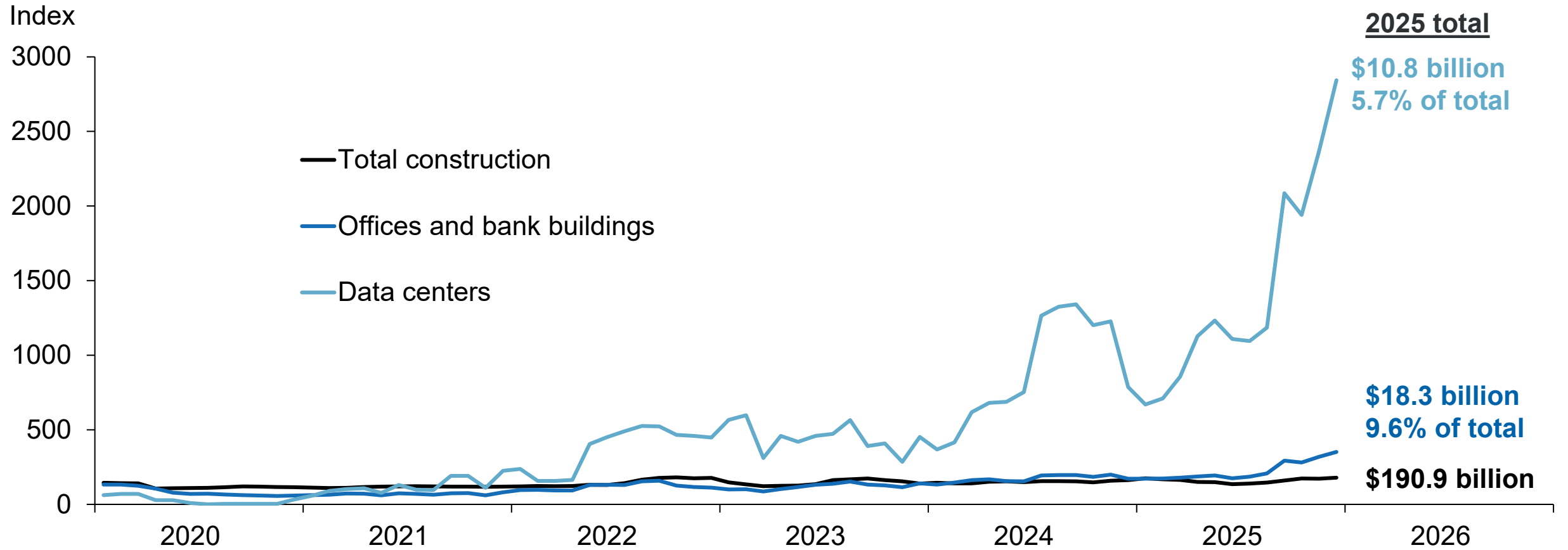
NOTES: Data are a 5-month moving average of seasonally adjusted real Texas construction contract values through December 2025. Values are indexed and Jan. 2010 = 100. SOURCES: Dodge Construction; Federal Reserve Bank of Dallas.

Construction contract values recover mid year driven by soaring non-building activity



NOTES: Data are a 5-month moving average of seasonally adjusted real Texas construction contract values through December 2025. Values are indexed and Jan. 2010 = 100.
SOURCES: Dodge Construction; Federal Reserve Bank of Dallas.

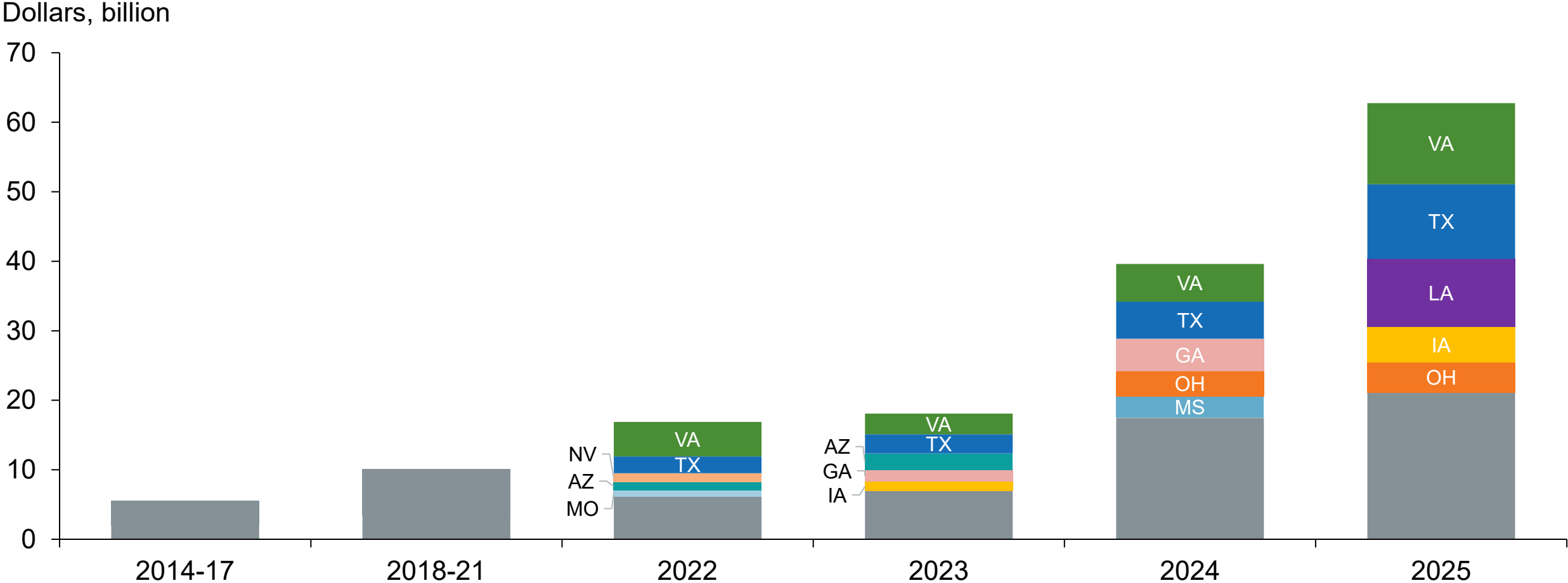
Growth in data center construction far outpacing overall construction activity since 2022



NOTES: Shown are indexed construction contract values for total building, offices and bank buildings, and data center projects in Texas. Contract values are real. Data are indexed such that January 2020 = 100, seasonally adjusted, and smoothed with a 5-month moving average through December 2025.

SOURCE: Dodge Construction; seasonal and other adjustments by Federal Reserve Bank of Dallas.

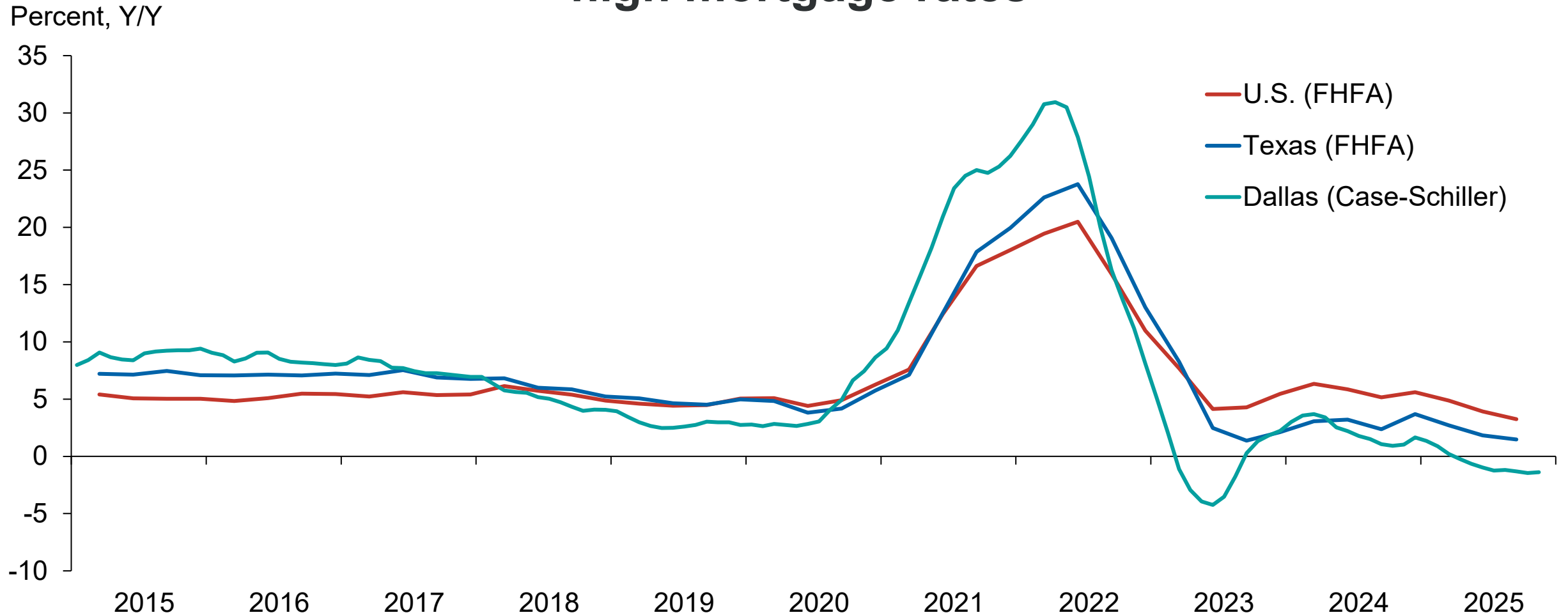
Texas second among states for data center construction



NOTES: Shown are total real annual construction contract values for data centers in the nation in 2025 dollars. Bars from 2022-2025 are broken out by the top 5 states and the rest of the nation. Bars for 2014-2017 and 2018-2021 show average annual contract values.

SOURCE: Dodge Construction.

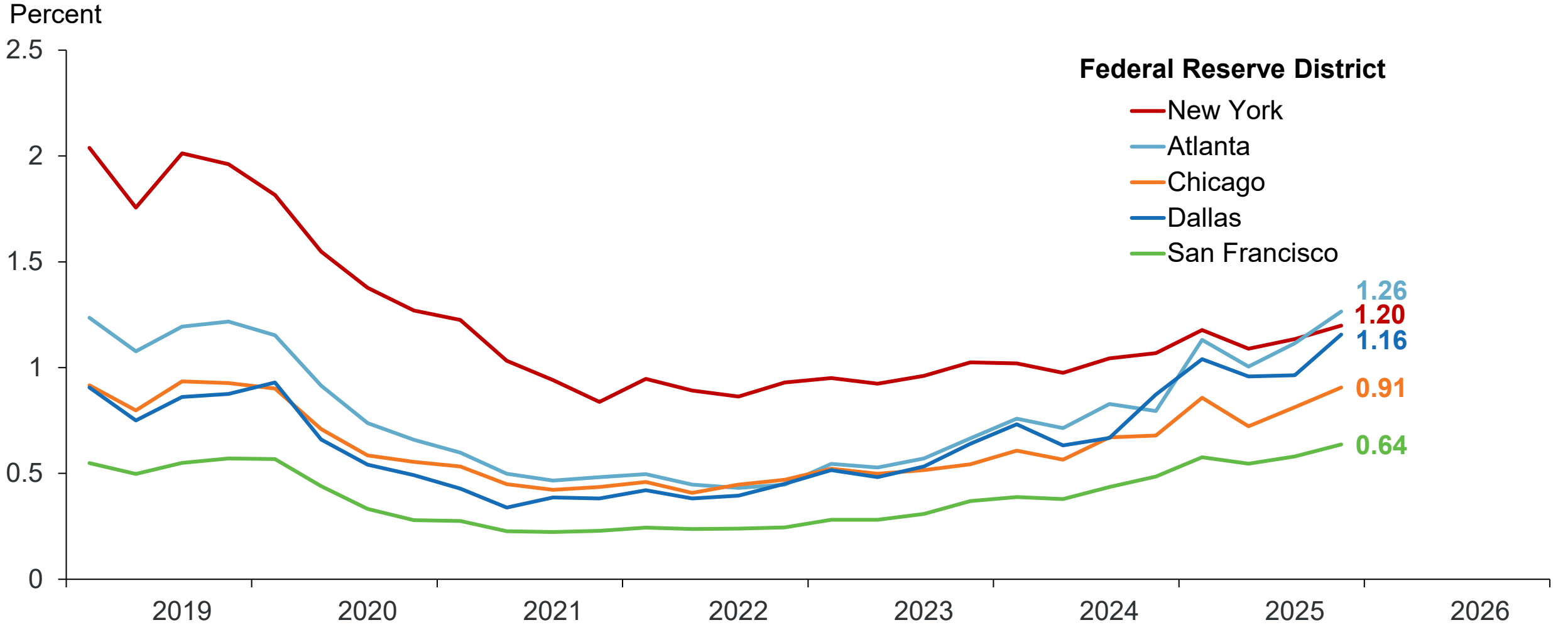
Residential construction in Texas suppressed by falling prices, high mortgage rates



NOTES: Shown are home price indices. FHFA indices are quarterly through Q3 2025. Case-Schiller index is monthly through November 2025.

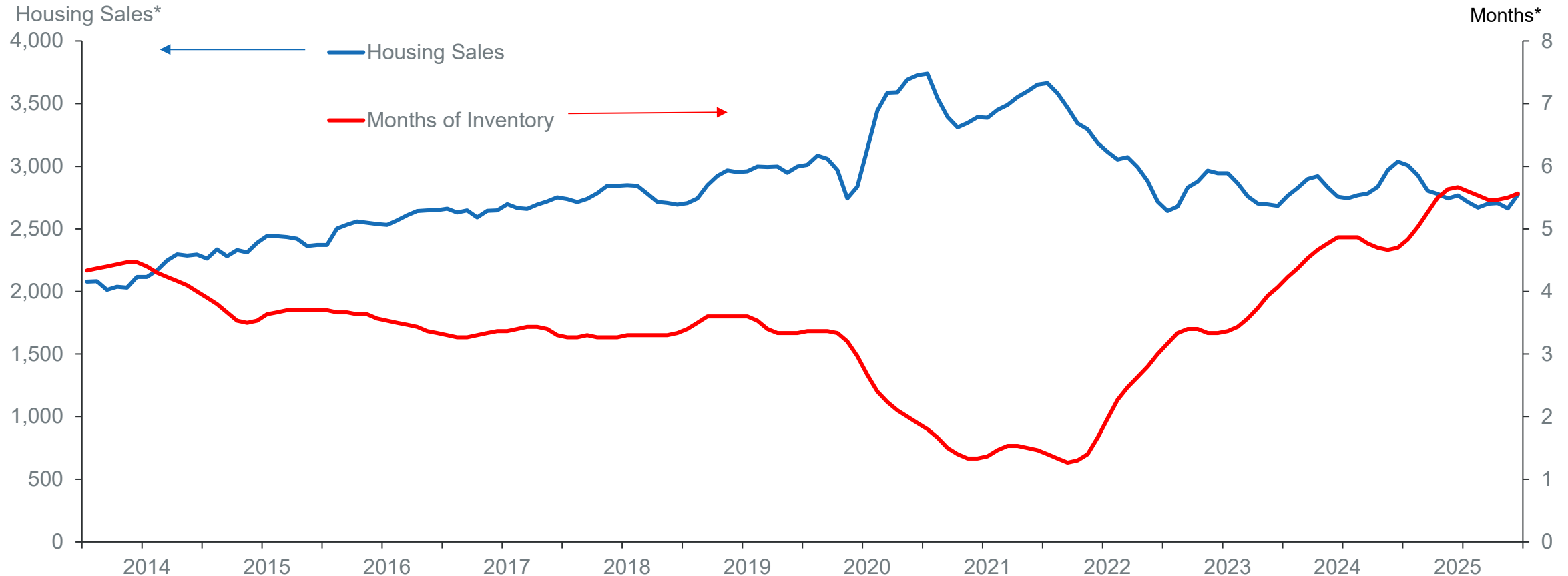
SOURCES: S&P Core Logic; Federal Housing Finance Agency.

High insurance costs, property taxes may be contributing to rising delinquency rates, which are now above 2019 level



NOTES: Shown are mortgage delinquency rates for severely delinquent loans (90+ days) by Federal Reserve District.
 SOURCE: Federal Reserve Bank of New York Consumer Credit Panel.

San Antonio housing sales decline, while months of inventory stabilize

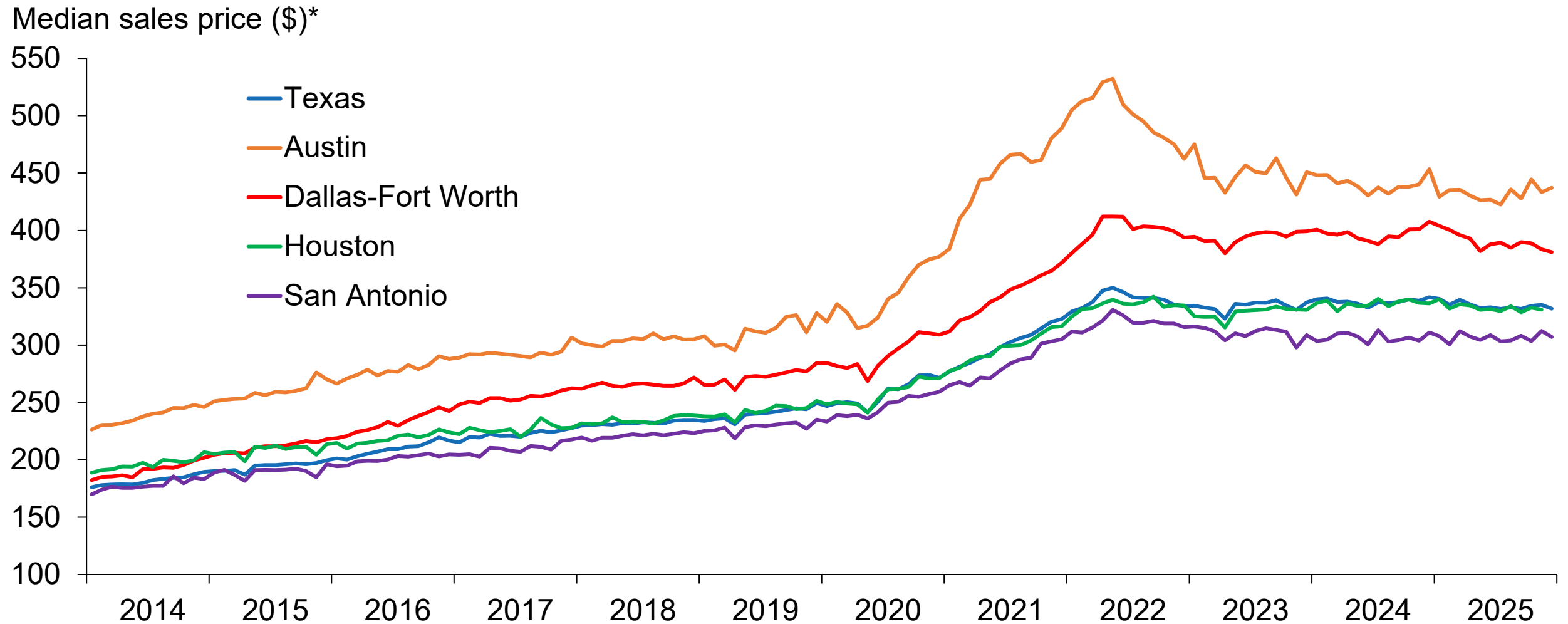


*Seasonally adjusted and three-month moving average.

NOTE: Data measure sales of residential units (single-family homes, condominiums and townhomes). Existing-Home sales. Data are through December 2025.

SOURCE: Multiple Listing Service; Real Estate Center at Texas A&M University; adjustments by the Dallas Federal Reserve Bank.

Texas median home prices tick down except in Austin



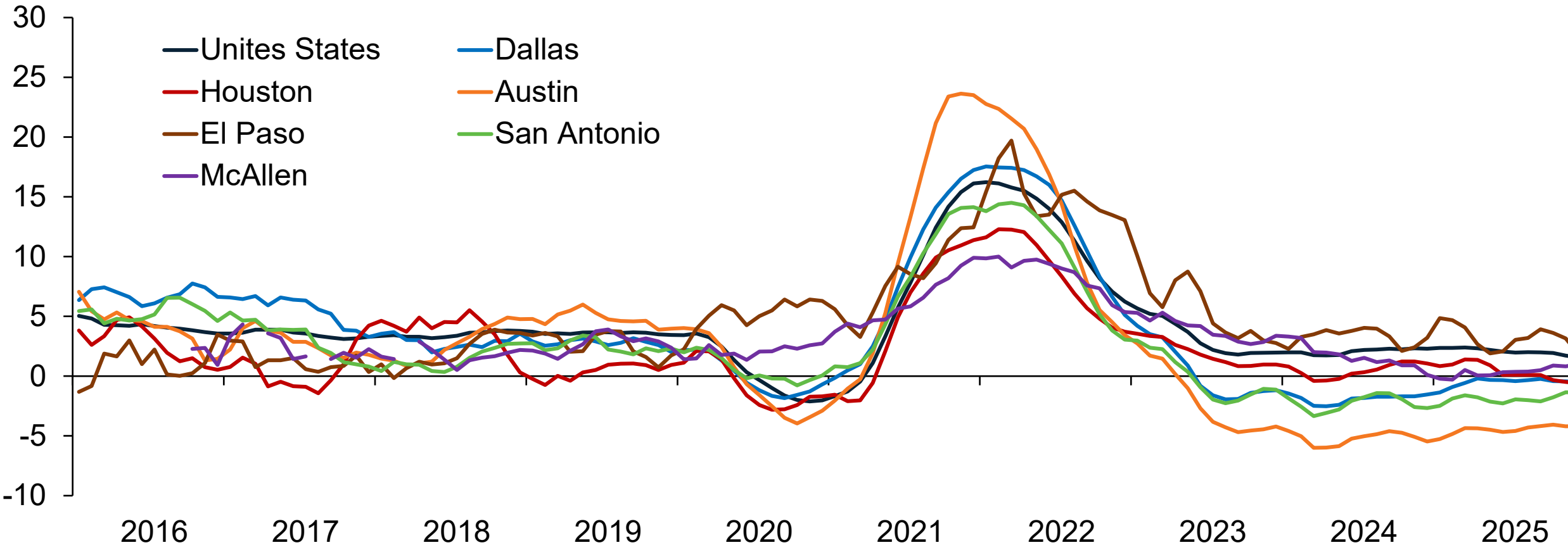
*Seasonally adjusted.

NOTES: Data are monthly through November 2025 for Houston; December 2025 for the rest.

SOURCES: Multiple Listing Service; seasonal and other adjustments by Federal Reserve Bank of Dallas.

San Antonio apartment rents are trending down

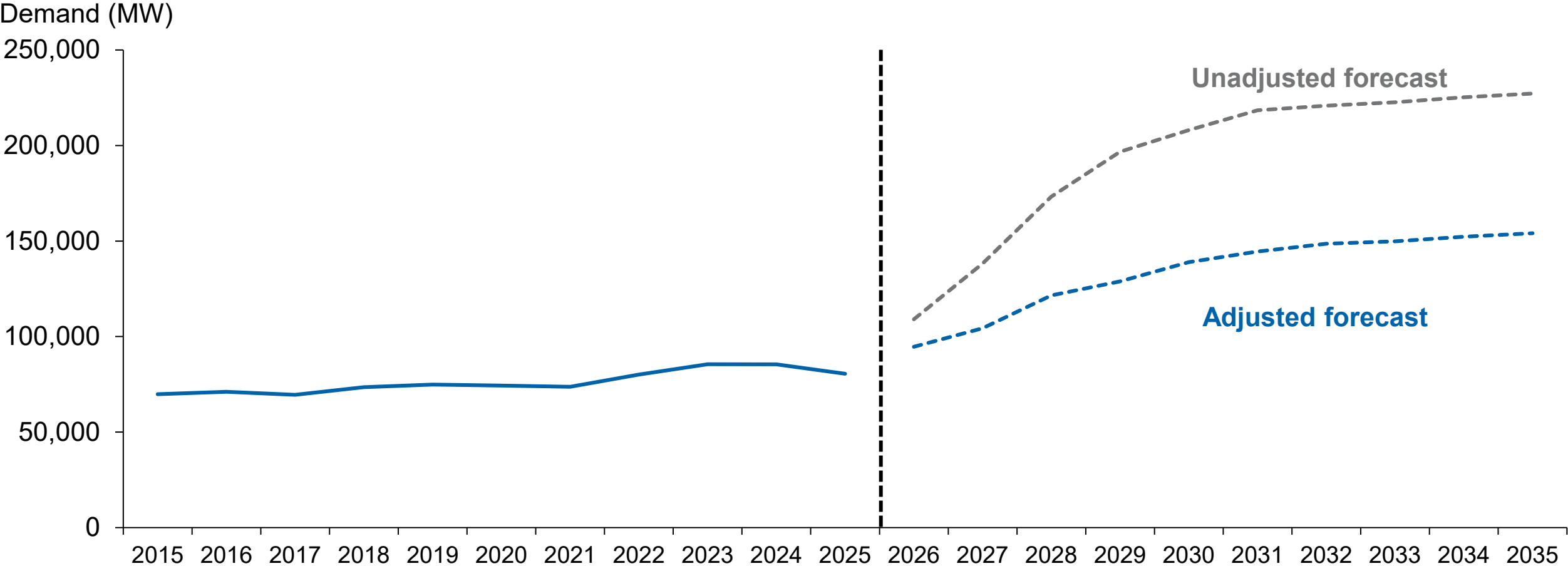
Percent, Y/Y*



*Smoothed and seasonally adjusted.
NOTE: Data are monthly through December 2025.
SOURCE: Zillow.

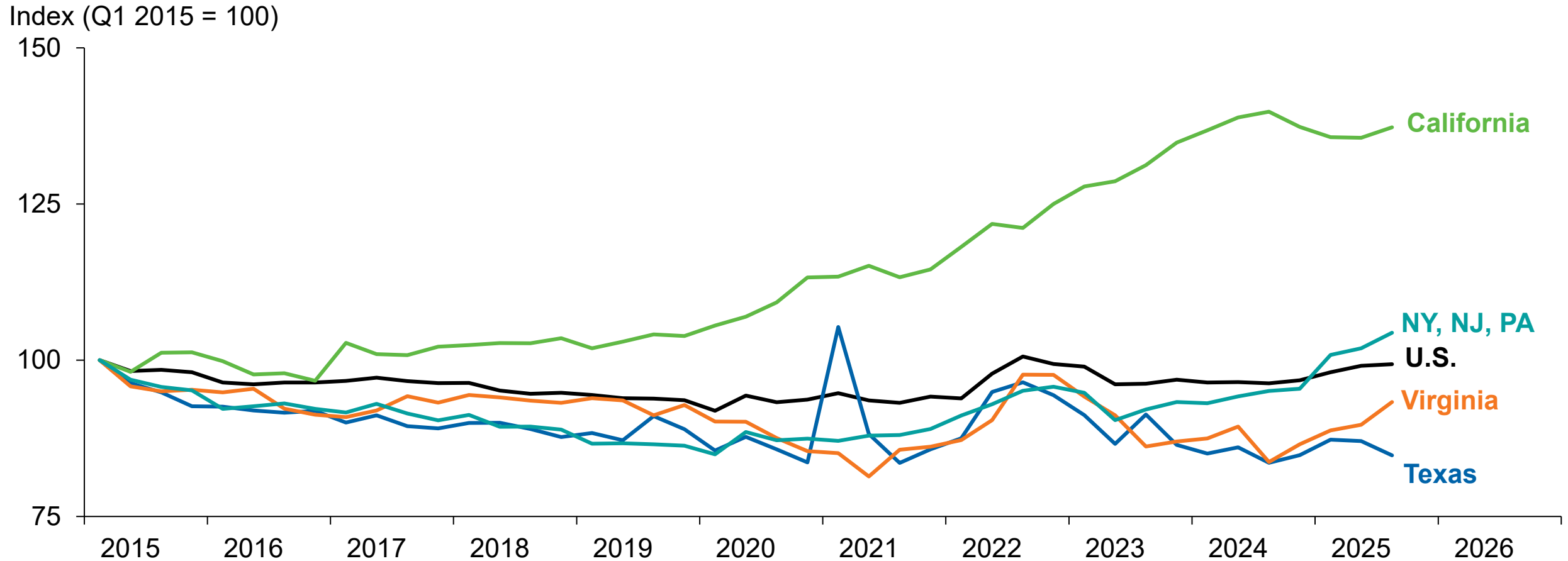
Energy

Data centers, other large users driving expected increase in peak grid demand in Texas



NOTES: Shown is annual peak demand for electricity. Dashed lines for 2026-2035 data are from the 2025-vintage ERCOT long-term load forecast. The adjusted forecast makes adjustments to expected load additions from hydrogen plants, data centers, crypto, oil and gas, and industrial users based on past observations.
SOURCE: ERCOT.

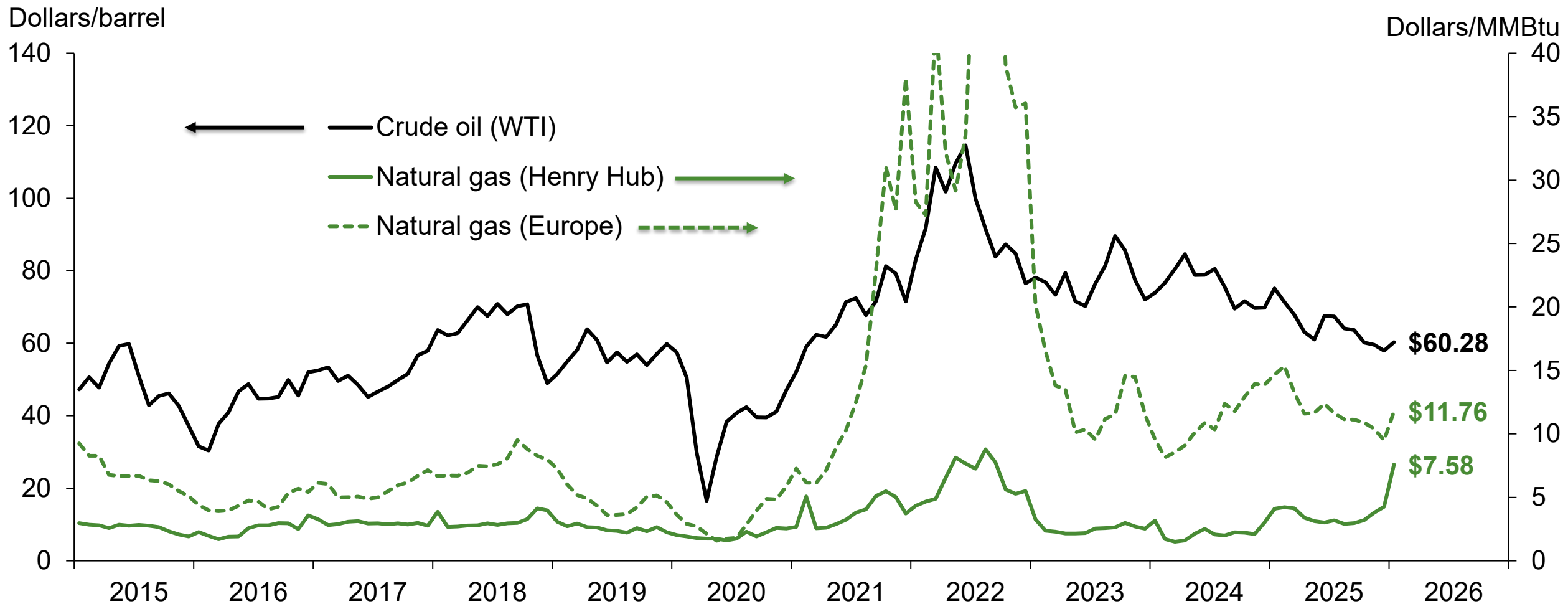
Electricity prices beginning to rise in top data center markets, less so in Texas



NOTES: Shown are indexed quarterly average retail prices of electricity for all sectors (commercial, industrial, residential, transportation, other) deflated by the PCE index. Data are seasonally adjusted and through Q3 2025.

SOURCE: Energy Information Administration.

Oil prices are muted and below breakeven for new wells

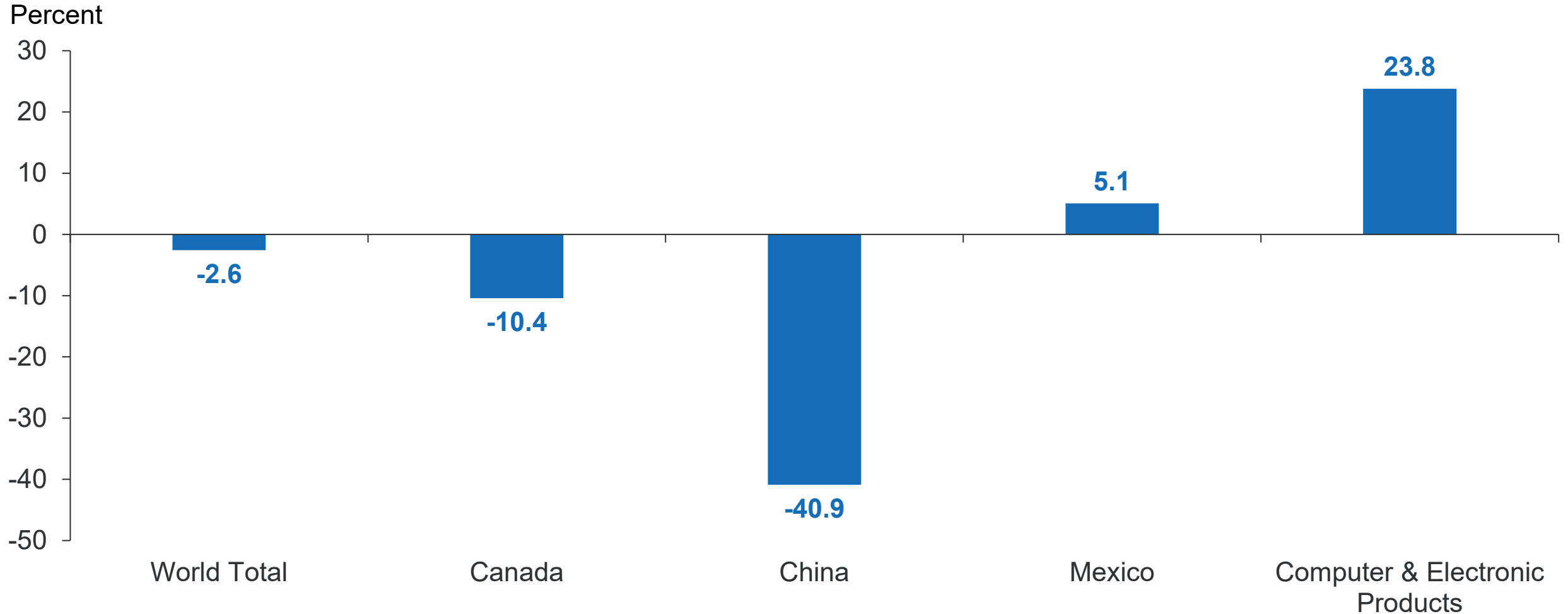


NOTES: Shown are monthly average prices for U.S. WTI crude and natural gas and European natural gas. Data are monthly through January 2025.

SOURCE: World Bank.

International trade and tariffs

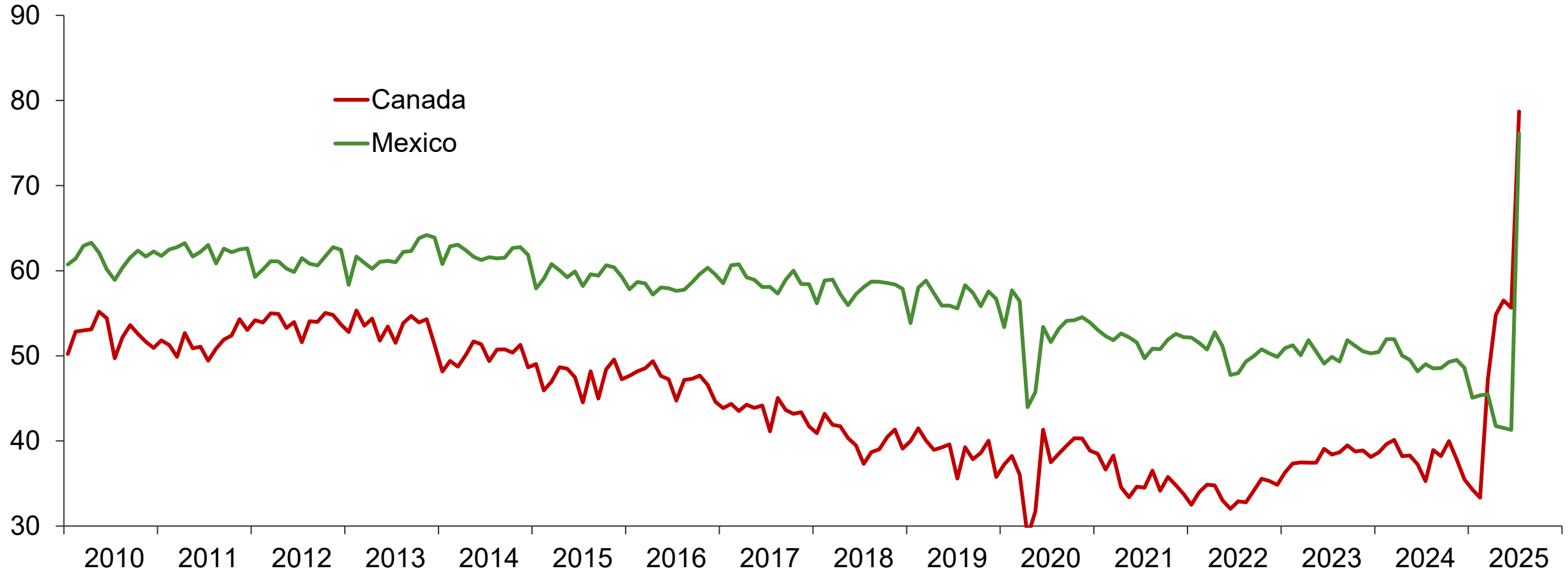
After frontrunning, US imports fall under pressure of tariffs



NOTES: Shown is the percent change from 2024 to 2025 in cumulative imports for June through October.
SOURCE: Census Bureau.

USMCA compliance increased sharply to avoid higher tariffs

Share, NAFTA-USMCA duty-free / total

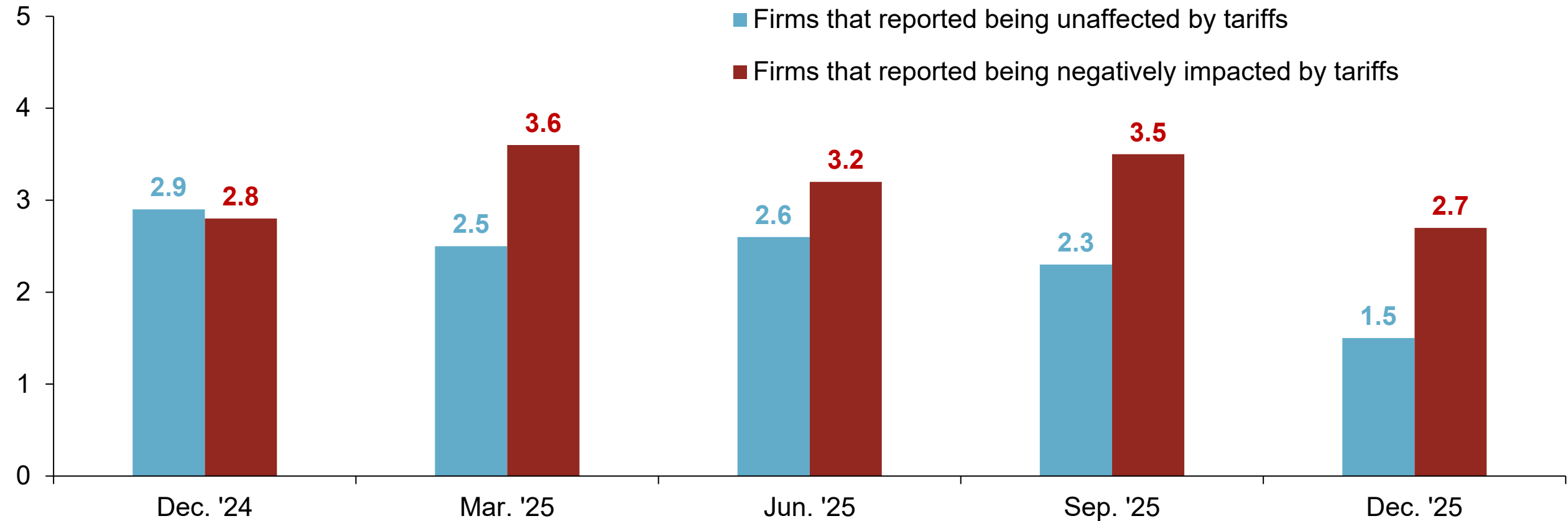


NOTE: Data are monthly through July 2025.

SOURCE: U.S. International Trade Commission, Department of Commerce.

Despite tariffs, Texas firms see easing in price growth going forward

Next 12m expected percent growth in selling prices



NOTES: Firms were asked “What percent change in wages, input prices, and selling prices do you expect over the next 12 months?” during the survey collection period Dec. 15-23, 2025, N=266. Negative tariff impact on firms versus being unaffected by tariffs is based on firms' answers to a question on tariff impact posed in August 2025. Shown are trimmed means with the lowest and highest 5 percent of responses omitted.

SOURCE: Federal Reserve Bank of Dallas' Texas Business Outlook Surveys.

Texas Business Outlook Surveys Special Questions

TBOS reports lowest share of firms trying to hire workers since Jan. 2023

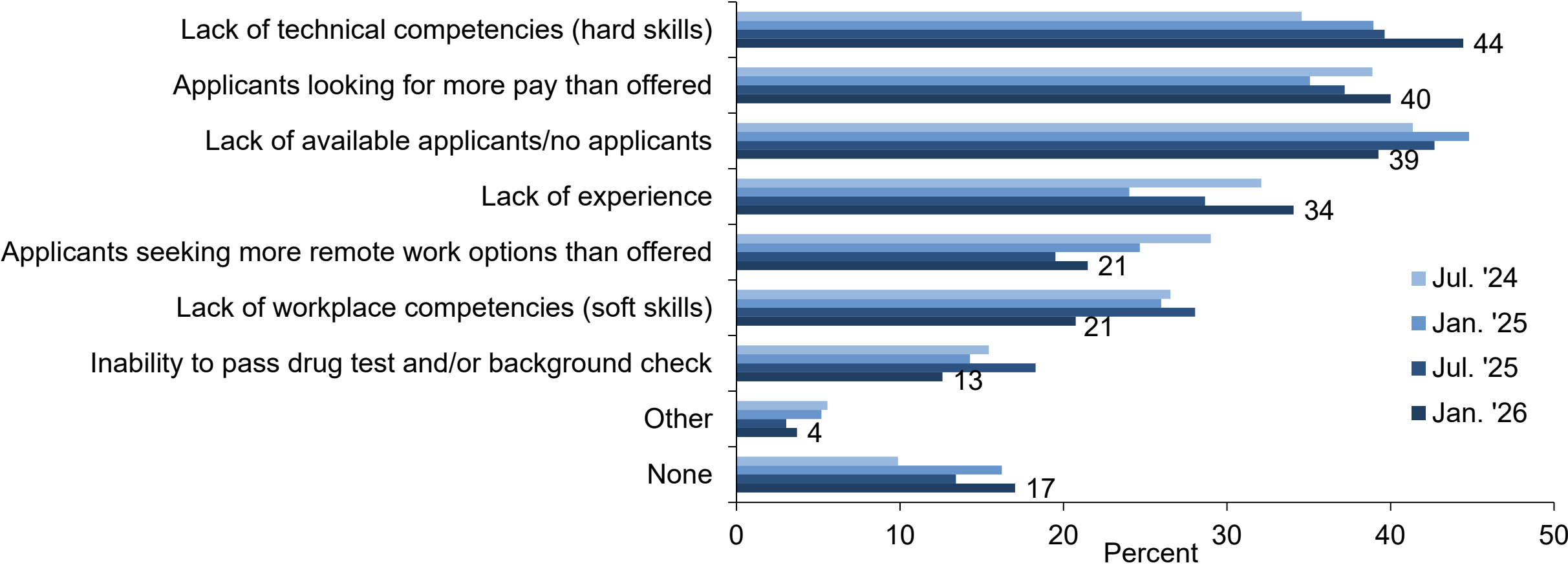


NOTE: Executives from 311 Texas businesses answered this question during the survey collection period, January 13-21, 2026.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Lack of hard skills among applicants cited as the top impediment to hiring

“Are there any impediments to hiring workers? Please select all that apply.”

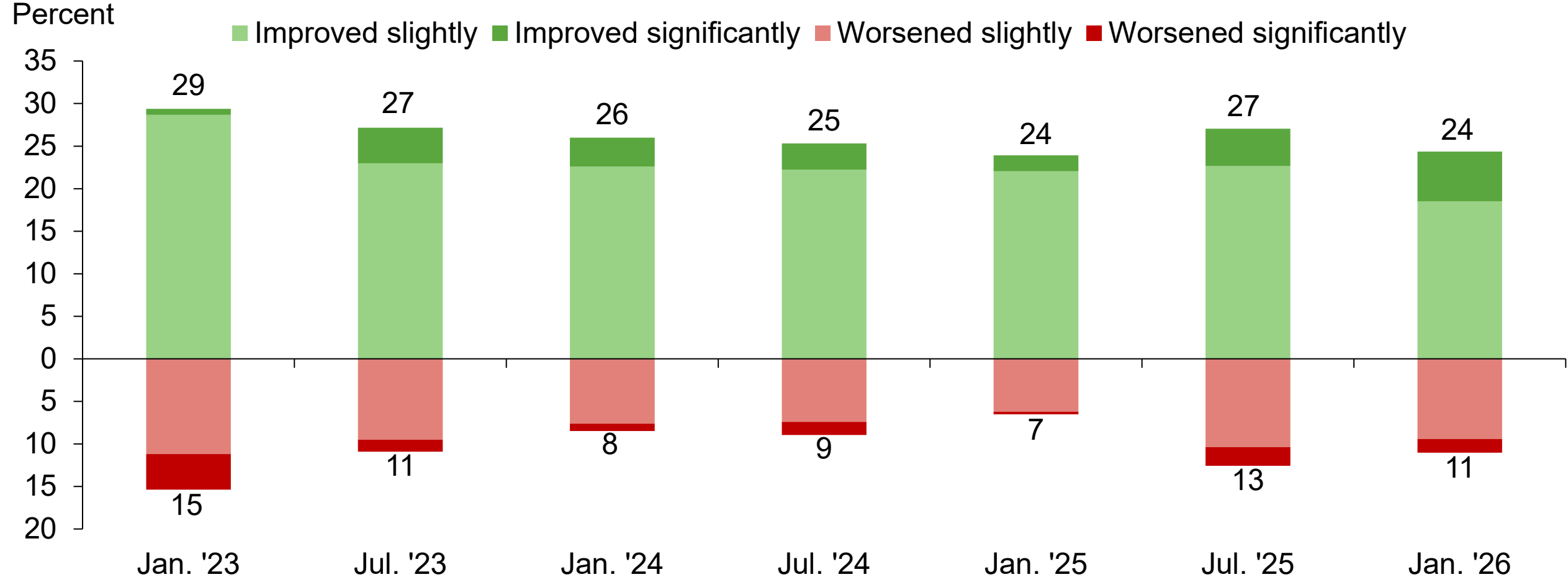


NOTES: Executives from 135 Texas businesses answered this question during the survey collection period, January 13-21, 2026. This question was only posed to those currently trying to hire workers. "Applicants seeking more remote work options than offered" was added in January 2024.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Availability of applicants improved on net over the past three months, continuing the trend seen since the beginning of 2023

“How has the availability of applicants changed over the past three months?”

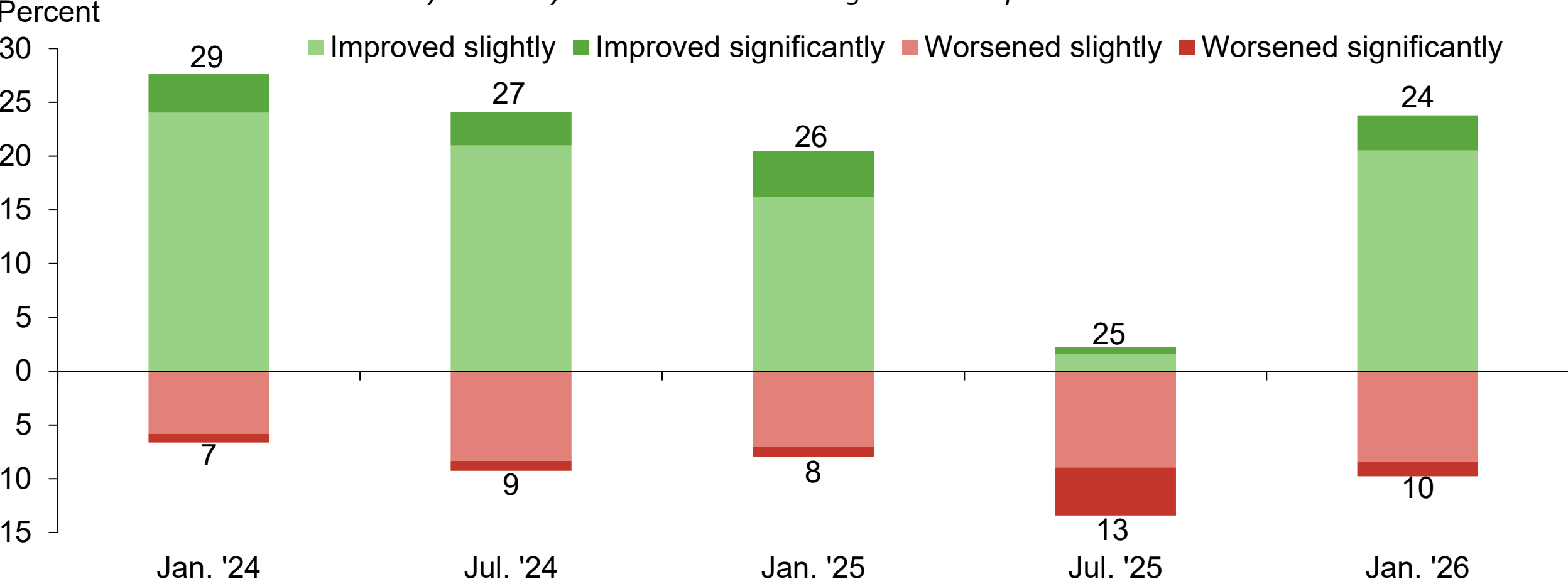


NOTES: Executives from 308 Texas businesses answered this question during the survey collection period, January 13-21, 2026. Prior to Jul. '25, the question asked about the change over the past month. Share reporting no change not shown.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Worker retention has become easier over the past three months on net, a change from mid-2025

“How has your ability to retain workers changed over the past three months?”

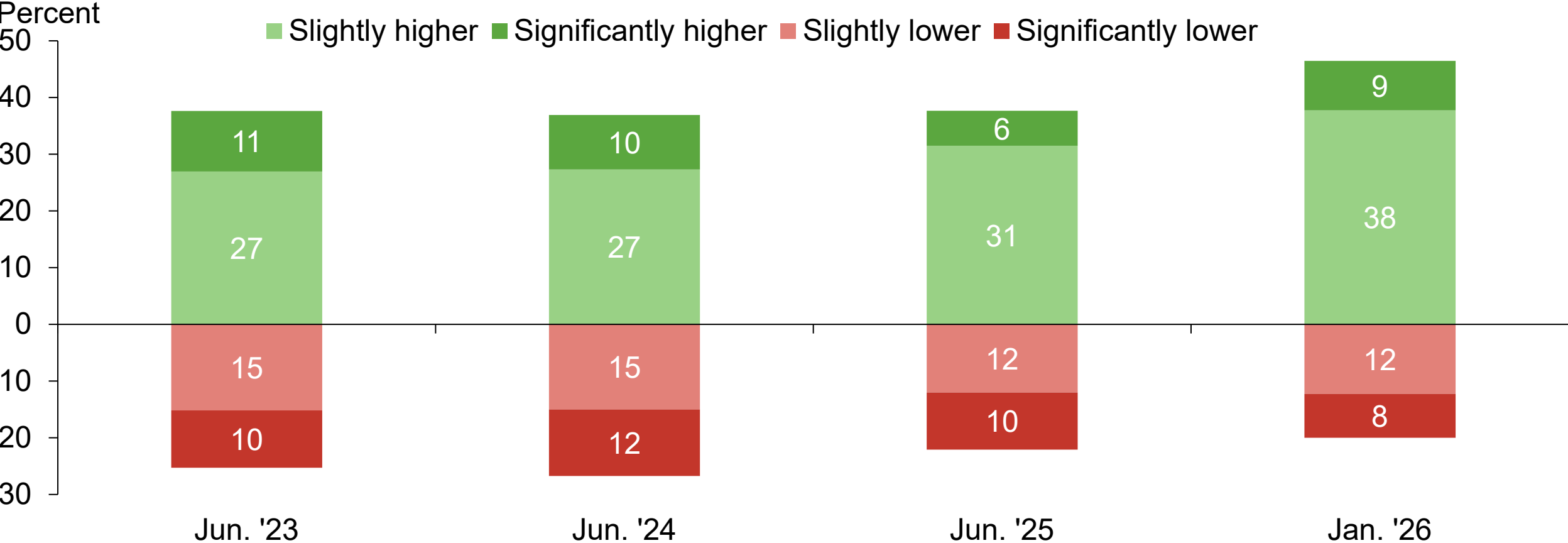


NOTES: Executives from 307 Texas businesses answered this question during the survey collection period, January 13-21, 2026. Prior to Jul. '25, the question asked about the change over the past month. Share reporting no change not shown.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

46 percent of firms expect growth in capital expenditures in 2026, exceeding the 20 percent share expecting lower spending

“What are your firm's expectations for capital expenditures this year compared with last year?”



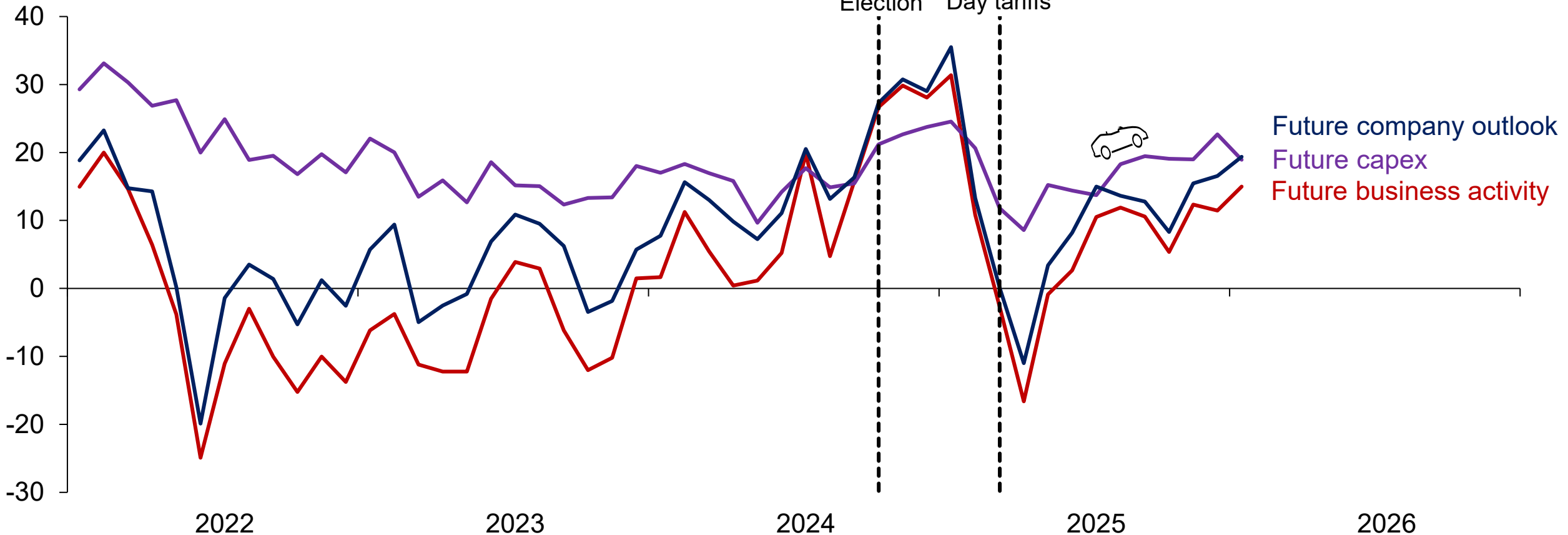
NOTES: Executives from 310 Texas businesses answered this question during the survey collection period, January 13-21, 2026. The question wording changes slightly between periods to account for different years. The share reporting no change is not shown and was 37 percent in June '23, 36 percent in June '24, 40 percent in June '25, and 34 percent in January '26.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Economic Outlook

Texas businesses report improving outlooks

Diffusion index

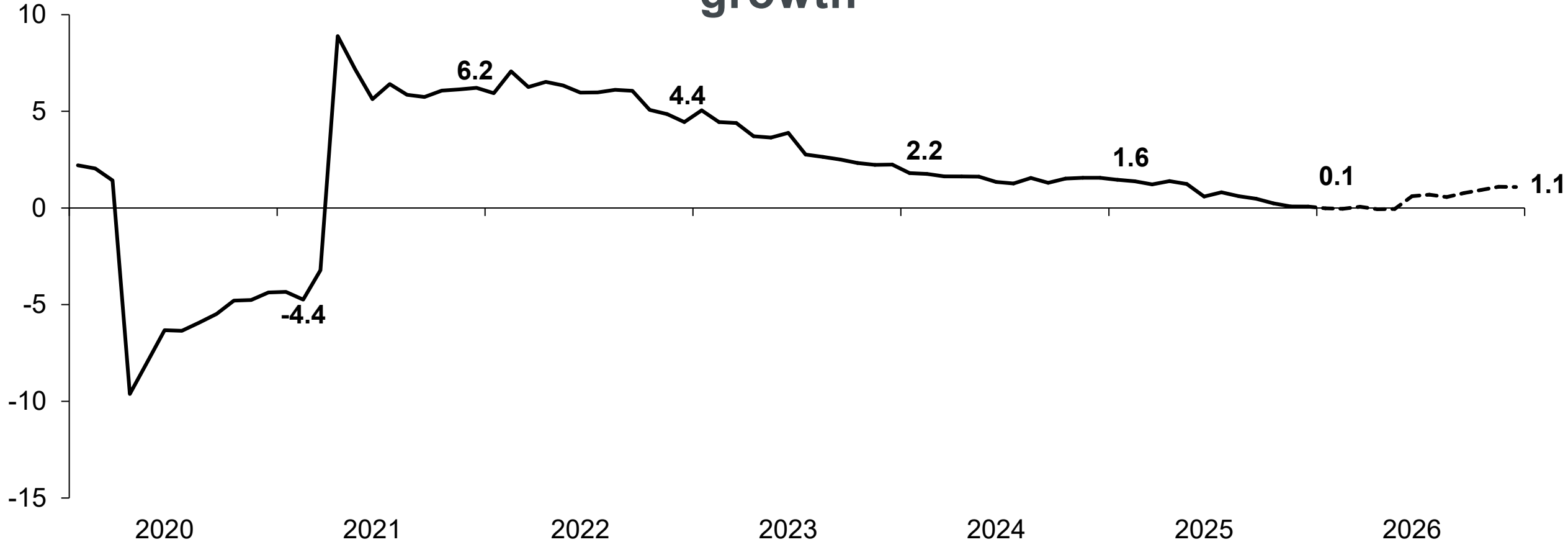


NOTE: TBOS indices are state GDP-weighted averages of service sector and manufacturing data. Data are seasonally adjusted and monthly through January 2025.

SOURCE: Federal Reserve Bank of Dallas' Texas Business Outlook Surveys.

Texas Employment Forecast for 2026 is 1.1 percent growth

Percent, Y/Y

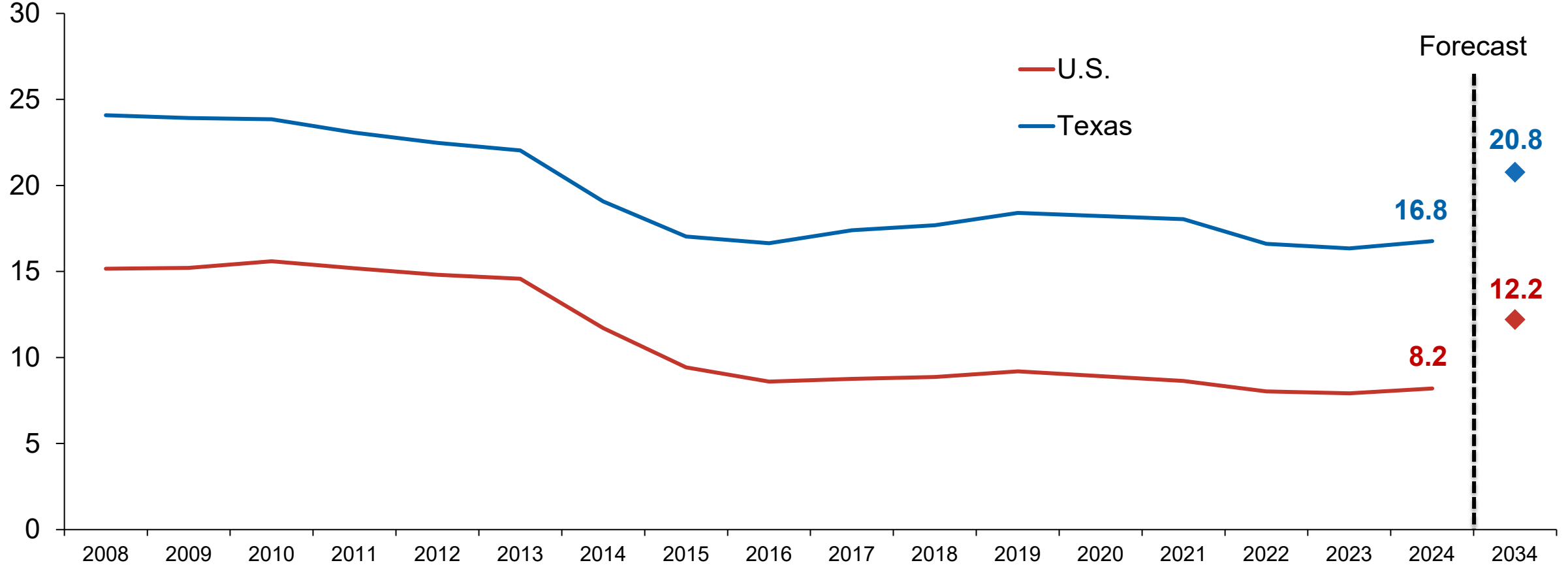


NOTE: Solid line shows actual employment growth through December 2025, and dashed line shows forecasted employment growth through December 2026. The Dallas Fed Texas Employment Forecast is based on the average of four models.

SOURCE: Federal Reserve Bank of Dallas.

There are other worries besides growth; Texans' uninsured rate projected to rise

Percent of population without health insurance



NOTES: Shown are uninsured rates for all ages. Data from 2008 through 2024 are calculated from the American Community Survey 1-year samples. The uninsured rate in 2034 is calculated by adding the estimated increase in the uninsurance rate from 2024-2034 onto the rate in 2024. Data from 2024-2034 are linearly projected.

SOURCE: Kaiser Family Foundation; authors' calculations.

Summary

- Texas grew in 2025 without adding jobs, this hasn't happened since the jobless recovery of 2002-2003
 - Despite this, there are few signs of broad-based labor market slack, and the headline unemployment rate is relatively low and stable
- Job growth should pick up in 2026, but it will be mild
 - Productivity gains are suppressing hiring, while the immigration crackdown is limiting labor supply
 - A continuing AI boom and OBBBA tax provisions will likely boost activity, while low oil prices and a residential construction bust are a drag on growth
 - FIFA World Cup will be an additional boost
 - Other concerns that bear watching include safety net cuts and federal funding reductions, especially to health care and education

Thank you!
**Please visit dallasfed.org for more
information**



Dallas Fed Economics

Texas Economic Indicators

Texas Business Outlook Surveys

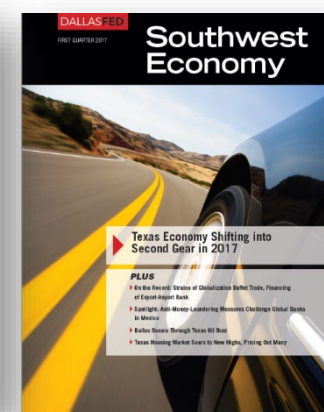
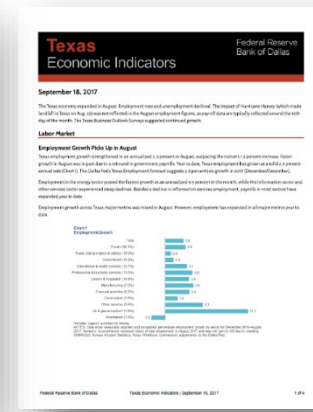
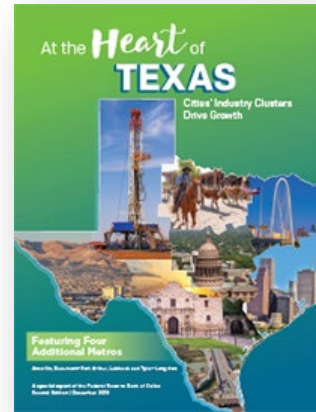
Southwest Economy

Special Reports

Texas Employment Forecast

Weekly Economic Index

Dallas Fed Publications





Questions



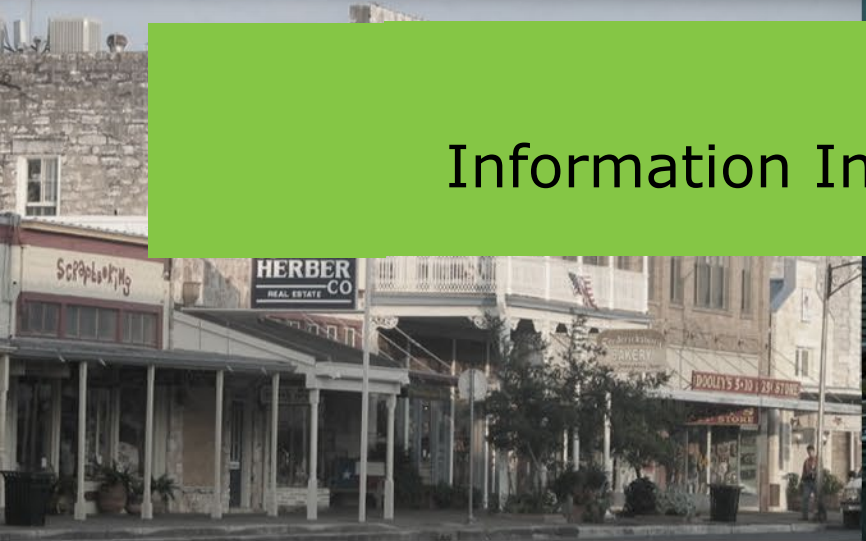


Alamo local labor market overview

Feb. 27, 2026

William Lutz

Information Innovation & Insight (I|3) Division



Topics for today

- San Antonio-New Braunfels MSA in state context
- Local labor market performance of key industry super sectors
- County data
- Occupational data
- Helpful data resources

Top Line Numbers – Alamo WDA

**Unemployment
Rate: Dec. 2025**

3.6%

**Annual increase in
payroll employment:
Q3 2024 – 2025**

0.2%

**Median hourly
wage: 2024**

\$22.06

Sources: Local Area Unemployment Statistics. Quarterly Census of Employment and Wages. Occupational Employment and Wage Statistics.

Top Line Numbers – San Antonio – New Braunfels MSA

**Unemployment
Rate: Dec. 2025**

3.7%

**Annual increase in
payroll employment:
Dec. 2024 – 2025**

1.1%

**Median hourly
wage: 2024**

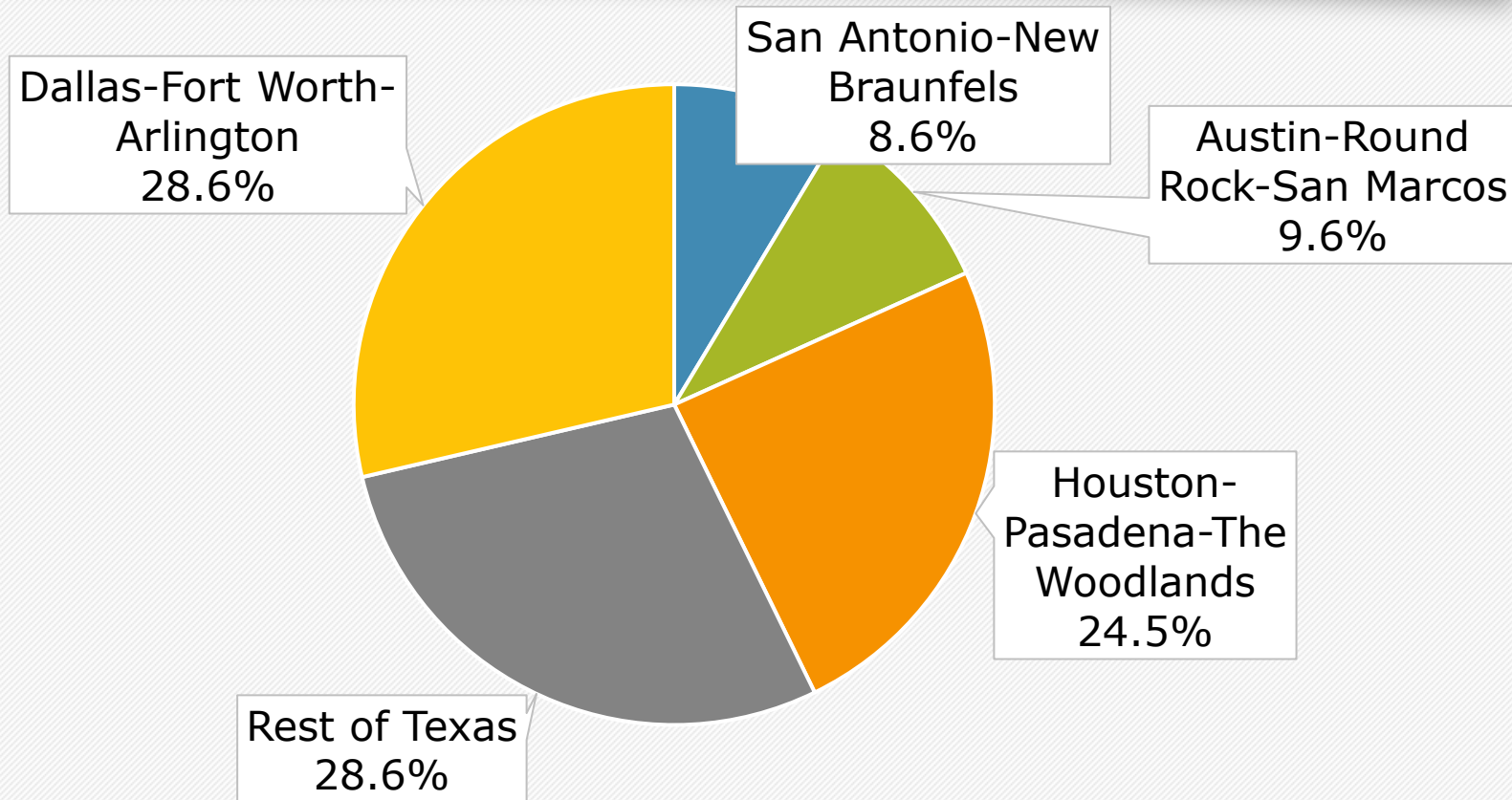
\$22.12

Sources: Local Area Unemployment Statistics. Current Employment Statistics. Occupational Employment and Wage Statistics.

Local economy in context

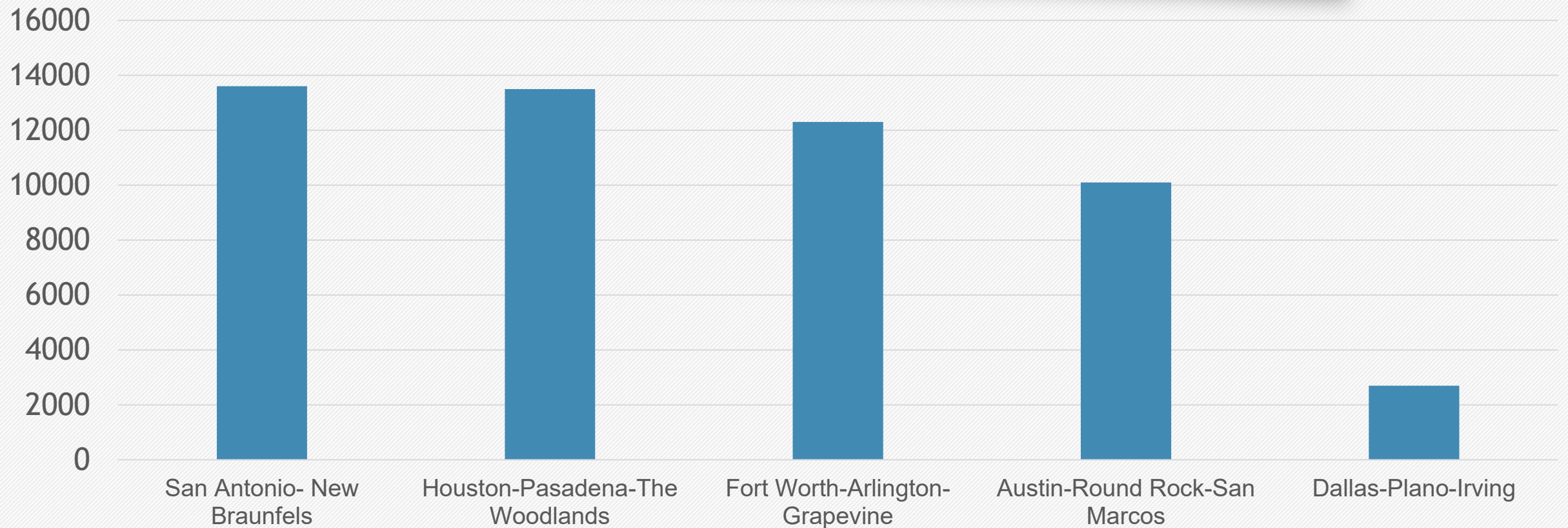
Employment change compared with other large metropolitan areas and a look at industry sector employment trends

Texas labor force is concentrated in 4 metros



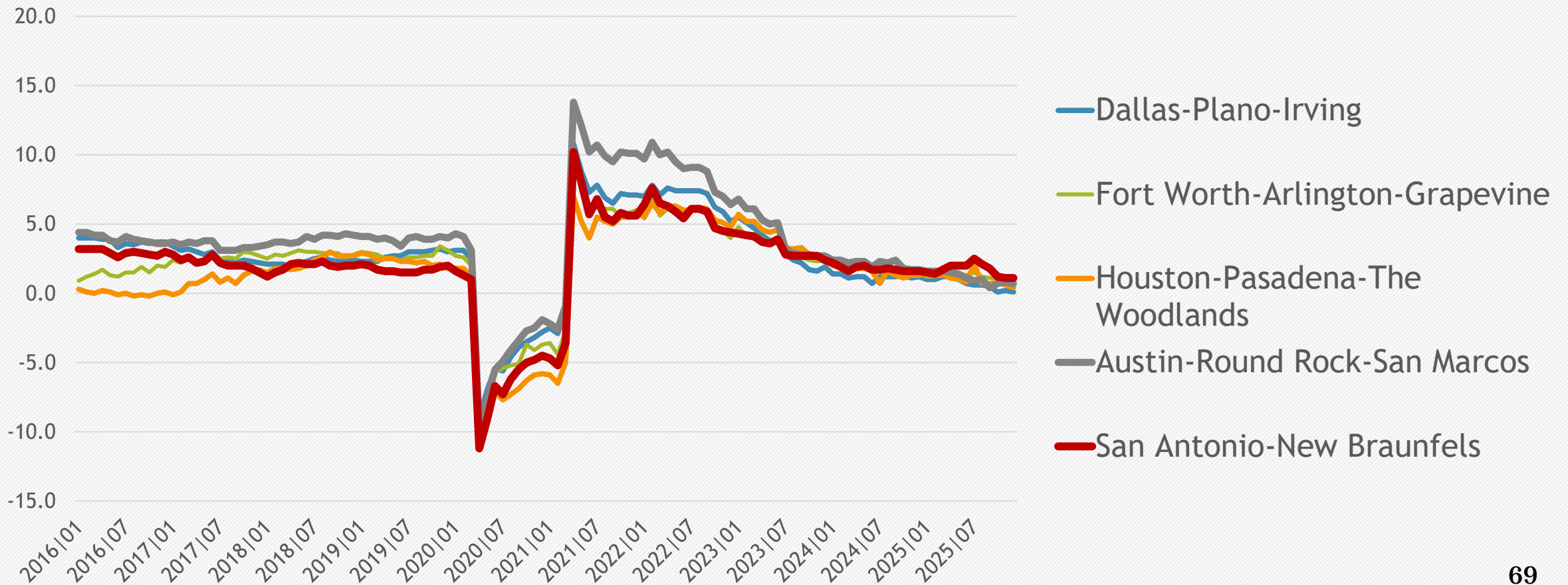
Source: Texas Workforce Commission. Local Area Unemployment Statistics. Not Seasonally Adjusted. December 2025.

Change in job growth in large metropolitan areas, Dec. 24-25

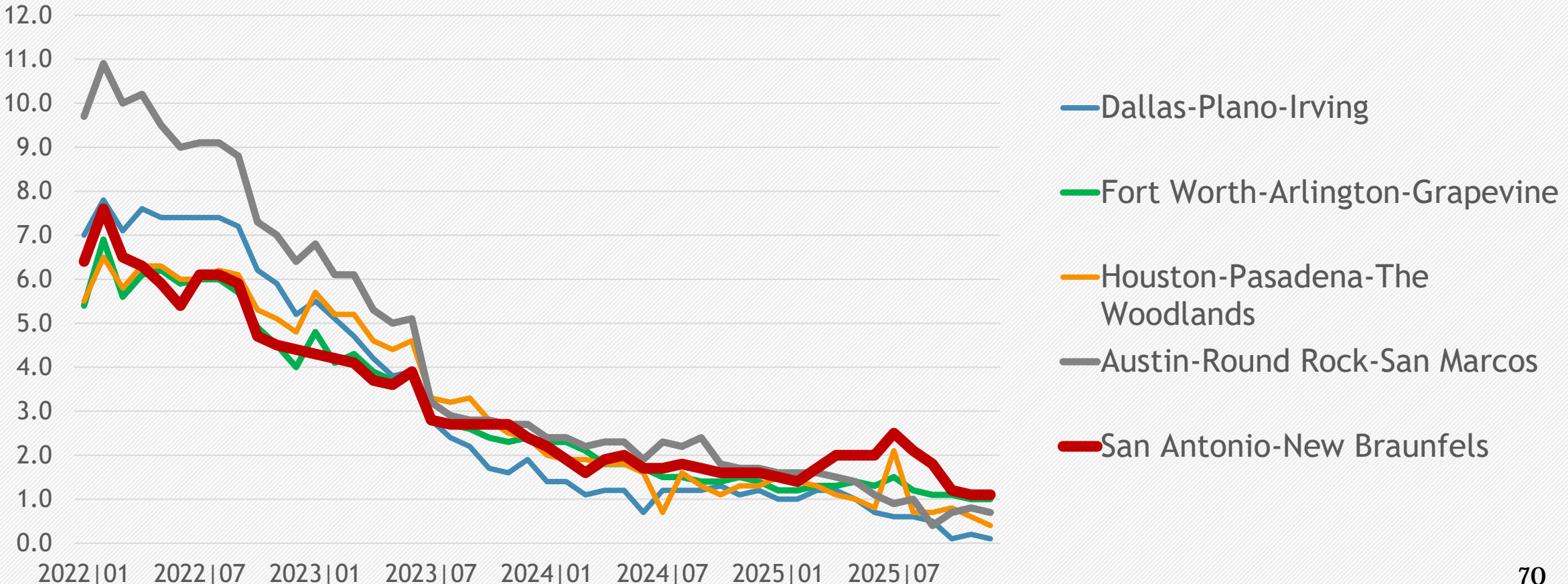


Source for this slide and next seven slides: Bureau of Labor Statistics. Current Employment Statistics. This slide and next two seasonally adjusted. Remaining slides not seasonally adjusted.

Last 10-years total nonfarm job growth over the year



Last 4 years annual change in total nonfarm job growth by metro



Annual change in job growth in key Texas metropolitan areas

June 2022

San Antonio-NB
= 5.4%

Austin-RR-SM =
9.0%

Dallas-Plano-
Irv. = 7.4%

June 2024

San Antonio-NB
= 1.7%

Austin-RR-SM =
1.9%

Dallas-Plano-
Irv. = 0.7%

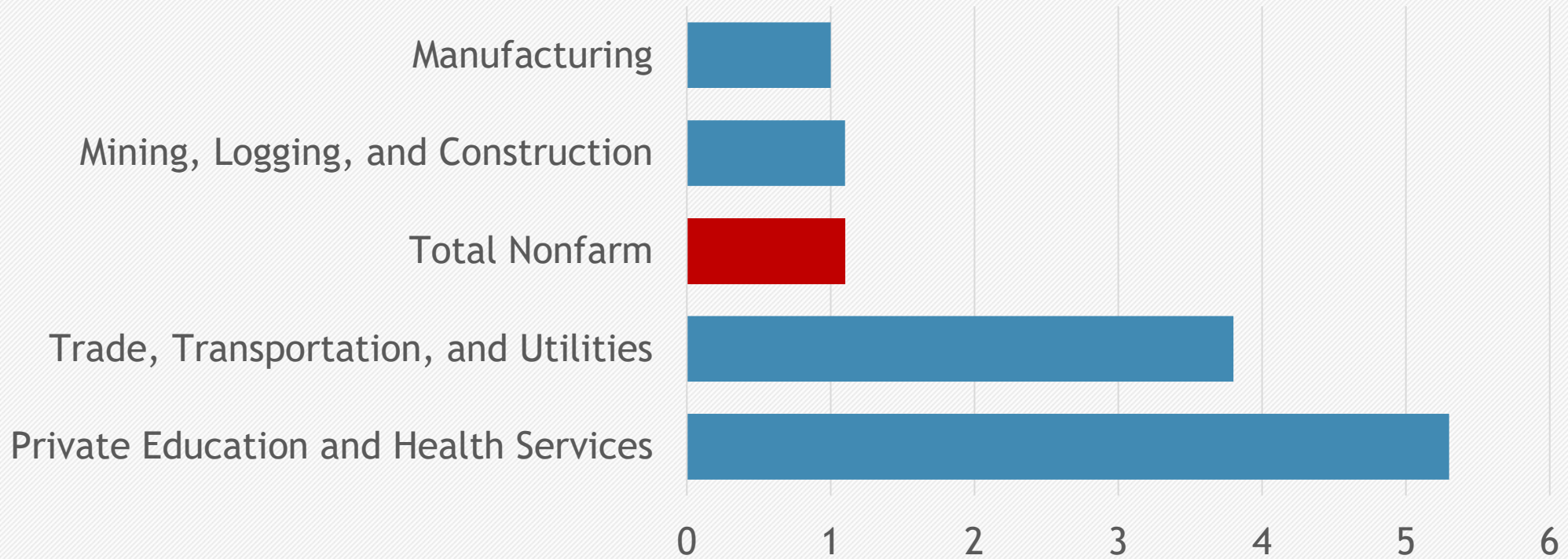
December 2025

San Antonio-NB
= 1.1%

Austin-RR-SM =
0.7%

Dallas-Plano-
Irv. = 0.1%

Super sectors with highest annual percent job growth San Antonio-NB MSA



Employment data by supersector San Antonio-New Braunfels MSA

Super Sector	Dec. 2025 employ- ment	Yearly Change	SA-NB Yearly %	State yearly %	% of TNF	State% TNF
Total Nonfarm	1,215,000	13,100	1.1%	0.8%	100.0%	100.0%
Mining, Logging and Construction	76,900	800	1.1%	1.5%	6.3%	7.6%
Manufacturing	63,600	600	1.0%	-0.4%	5.2%	6.7%
Trade, Transportation, and Utilities	224,100	8,300	3.8%	1.2%	18.4%	20.0%
Information	19,600	-200	-1.0%	-2.0%	1.6%	1.6%
Financial Activities	102,600	600	0.6%	0.1%	8.4%	6.5%
Professional and Business Services	158,300	-2,100	-1.3%	-0.7%	13.0%	14.8%
Private Education and Health Services	192,100	9,700	5.3%	2.2%	15.8%	13.8%
Leisure and Hospitality	145,300	-1,400	-1.0%	1.7%	12.0%	10.6%
Other Services	42,300	300	0.7%	1.7%	3.5%	3.4%
Government	190,200	-3,500	-1.8%	0.7%	15.7%	15.1%

Private Education and Health Service employment in San Antonio-NB MSA

Industry	Dec. 2025 employment	Annual change	Annual % change
<u>Private Education and Health Services</u>	<u>192,100</u>	<u>9,700</u>	<u>5.3%</u>
Private Educational Services	29,100	2,300	8.6%
Health Care and Social Assistance	163,000	7,400	4.8%
Ambulatory Health Care Services	89,200	4,300	5.1%
Hospitals	29,100	1,200	4.3%

Trade, Transportation, and Utilities Employment in San Antonio – NB MSA

Industry	Dec. 2025 employment	Annual change	Annual % change
Trade, Transportation, and Utilities	224,100	8,300	3.8%
Wholesale Trade	39,600	700	1.8%
Retail Trade	133,500	5,100	4.0%
Transportation, Warehousing, & Utilities	51,000	2,500	5.2%

A word on benchmarking

- BLS uses surveys for monthly labor force and employment estimates
- Estimates have margins of error
- Response rates are declining
- Every year, BLS adjusts employment estimates based on unemployment tax records
- 2025 national employment data benchmarked downward

Now look at the counties

What is happening in different communities
in the Alamo Workforce Area?

8-largest counties by resident employment: Dec. 2025

County	C.L.F.	Employment	Unemployment	Rate	OTY change in employment	OTY % change employment
Bexar	1,066,234	1,026,853	39,381	3.7	13,410	1.3%
Comal	100,037	96,619	3,418	3.4	1,367	1.4%
Guadalupe	97,514	94,100	3,414	3.5	1,315	1.4%
Wilson	26,884	25,940	944	3.5	411	1.6%
Kerr	25,783	25,002	781	3.0	680	2.8%
Kendall	25,044	24,259	785	3.1	362	1.5%
Medina	24,801	23,846	955	3.9	403	1.7%
Atascosa	23,545	22,562	983	4.2	407	1.8%

Source: Bureau of Labor Statistics. Local Area Unemployment Statistics. Not seasonally adj.

Top 3-digit industries by employment: Bexar County (Q3 2025)

NAICS	Industry	Avg. Employment	Number of Establishments	Avg. Weekly Wage
722	Food Services & Drinking Places	94,448	4,062	\$518
611	Educational Services	83,341	652	\$1,199
621	Ambulatory Health Care Services	76,816	4,557	\$1,275
541	Professional, Scientific, and Technical Services	56,182	6,017	\$1,813
561	Administrative and Support Services	54,953	2,384	\$1,024
622	Hospitals	51,049	68	\$1,553
522	Credit Intermediation and Related Activities	29,477	942	\$1,690
238	Specialty Trade Contractors	29,110	2,014	\$1,375

Top 4-digit industries by employment: Bexar County (Q3 2025)

NAICS	Industry	Avg. Employment	# establishments	Avg. Weekly Wage
7225	Restaurants and Other Eating Places	84,582	3,498	\$506
6111	Elementary and Secondary Schools	56,519	136	\$1,079
6221	General Medical and Surgical Hospitals	47,135	48	\$1,562
6216	Home Health Care Services	26,273	373	\$568
5221	Depository Credit Intermediation	25,725	465	\$1,702
6211	Offices of Physicians	24,066	1,830	\$2,057
2382	Building Equipment Contractors	17,170	981	\$1,459
5241	Insurance Carriers	17,030	140	\$2,359

Top 3-digit industries by county (Q3 2025): Part 1

Guadalupe County

Food Services and Drinking Places

Educational Services

Specialty Trade Contractors

Transportation Equipment Manufacturing

Ambulatory Health Care Services

Comal County

Food Services and Drinking Places

Educational Services

Specialty Trade Contractors

Administrative and Support Services

Ambulatory Health Care Services

Kendall County

Food Services and Drinking Places

Educational Services

Motor Vehicle and Parts Dealers

Professional, Scientific, and Technical Services

Specialty Trade Contractors

Source for top industries in counties by employment information: TWC. Quarterly Census of Employment and Wages.

Top 3-digit industries by county (Q3 2025): Part 2

Wilson County

Educational Services

Specialty Trade
Contractors

Food Services and
Drinking Places

Professional, Scientific,
and Technical Services

Support Activities for
Mining

Atascosa County

Educational Services

Support Activities for
Mining

Food Services and
Drinking Places

Nursing and Residential
Care Facilities

Mining (except Oil and
Gas)

Frio County

Administrative and
Support Services

Support Activities for
Mining

Educational Services

Justice, Public Order,
and Safety Activities

Heavy and Civil
Engineering
Construction

Top 3-digit industries by county (Q3 2025): Part 3

Kerr County

Hospitals
Food Services and Drinking Places
Educational Services
Ambulatory Health Care Services
Nursing and Residential Care Facilities

Gillespie County

Food Services and Drinking Places
Beverage and Tobacco Product Manufacturing
Educational Services
Specialty Trade Contractors
Hospitals

Medina County

Educational Services
Food Services and Drinking Places
Heavy and Civil Engineering
Construction
Justice, Public Order, and Safety Activities
Specialty Trade Contractors

A look at occupations

Looking at wages and key lines of work

Wage measures for Alamo WDA

Mean Wage

\$28.45

per hour

Median Wage

\$22.06

per hour

**Average
Weekly Wage**

\$1,252

Sources: Occupational Employment and Wage Statistics. 2024 Quarterly Census of Employment and Wages. Third Quarter 2025.

Introducing the self-sufficient wage

- Measures cost of living, not wages
- Amount needed to pay bills without public assistance, currently based on University of Washington Study
- County-specific and published in individual and family format annually
- Bexar County individual = \$17.08 per hour
- Part of Tri-Agency Act (Government Code, Sect. 2308A.012)
- <https://lmi.twc.texas.gov/txsswage/texasselfsufficientwage.asp>

Largest occupations in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	Employment	Mean Wage	Entry Wage	Median Wage
43-4051	Customer Service Representatives	34,800	\$20.30	\$14.94	\$19.94
11-1021	General and Operations Managers	32,990	\$56.80	\$22.57	\$45.86
53-7065	Stockers and Order Fillers	26,020	\$18.23	\$14.71	\$17.64
29-1141	Registered Nurses	24,240	\$42.90	\$31.79	\$41.88
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	17,530	\$17.65	\$13.86	\$17.41
53-3032	Heavy and Tractor-Trailer Truck Drivers	15,760	\$25.51	\$17.78	\$23.84
43-9061	Office Clerks, General	14,290	\$19.68	\$13.21	\$18.32
43-1011	First-Line Supervisors of Office and Administrative Support Workers	14,060	\$32.52	\$21.47	\$30.31

Source: Occupational Employment and Wage Statistics. 2024.

Top occupations in health care & social assist. in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	2032 projected employment	2022-32 projected growth	2022-32 percent growth	Median Wage (2024)	Percent Industry employment projected
29-1141	Registered Nurses	19,401	2,540	15.1	\$41.88	10.29
31-9092	Medical Assistants	9,055	1,760	24.1	\$19.04	4.80
29-2061	Licensed Practical and Licensed Vocational Nurses	5,710	667	13.2	\$29.14	3.03
11-9111	Medical and Health Services Managers	4,878	1,372	39.1	\$51.37	2.59
43-4051	Customer Service Representatives	3,092	165	5.6	\$19.94	1.64

Source for this slide and succeeding two slides. TWC 2022-32 Long Term Projections. Alamo Industry-Occupation Matrix (Staffing Pattern)

Top occupations in Trade, Transportation, and Utilities in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	2032 projected employment	2022-32 projected growth	2022-32 percent growth	Median Wage (2024)	Percent Industry employment projected
53-7065	Stockers and Order Fillers	28,094	6,332	29.1	\$17.64	11.15
53-3032	Heavy and Tractor-Trailer Truck Drivers	16,230	3,603	28.5	\$23.84	6.44
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	11,298	2,357	26.4	\$17.41	4.49
41-1011	First-Line Supervisors of Retail Sales Workers	10,299	1,566	17.9	\$22.72	4.09
43-4051	Customer Service Representatives	8,810	880	11.1	\$19.94	3.50

Top occupations in Manufacturing in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	2032 projected employment	2022-32 projected growth	2022-32 percent growth	Median Wage (2024)	Percent Industry employment projected
51-2090	Miscellaneous Assemblers and Fabricators	9,276	902	10.8	\$21.72	14.35
51-1011	First-Line Supervisors of Production and Operating Workers	2,756	269	10.8	\$31.05	4.26
51-9111	Packaging and Filling Machine Operators and Tenders	1,754	156	9.8	\$18.30	2.71
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,745	172	10.9	\$17.41	2.70
11-1021	General and Operations Managers	1,646	144	9.6	\$45.86	2.55

Resources and concluding thoughts

Helpful data tools for understanding the market

Your source for Texas Labor Market data: www.TexasLMI.com



- Check out “popular downloads spreadsheets for wages, staffing patterns, LAUS, and CES
- Dashboards under “Economic Visualizations”
- Create top industry list from QCEW in LMI by category
- Check out WDA or MSA profile

Other helpful resources

- Texas Wages (quick reference) www.texaswages.com
- Texas CREWS (CREWS) [returns to education] txcrews.org
- BLS bls.gov
- Census data.census.gov
- Texas Demographic Center
<https://www.demographics.texas.gov/>

Coming attractions

- Spring 2026 New self-sufficiency wage numbers released
- April 2026 Post-benchmark employment and labor force data
- Summer 2026 2025 OEWS wage data
- Summer 2026 2024-34 Labor Market Projections

Summary

- The San Antonio-New Braunfels MSA has the highest job growth over the year in 2025 of the four largest Texas metropolitan areas.
- Noteworthy employment growth occurred in 2025 in the Health Care and Social Assistance; Trade, Transportation, and Utilities; and Manufacturing Super Sectors
- Counties in region show employment growth
- There are many occupations, including middle skills occupations, that pay above the Tri-Agency Self-Sufficient Wage

THANK YOU

William Lutz
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twc.Texas.gov
512-936-
3136



Photo from City of Seguin website



Questions



Board of Directors Attendance to Date



- All 27 Board Members have maintained 100% attendance, with an overall average attendance rate of 100.00%. There are no unexcused absences reported to date.
- Please refer to the Workforce Solutions Alamo Board 2026 Attendance (attachment in packet).

**WORKFORCE SOLUTIONS ALAMO BOARD
2026 ATTENDANCE**

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	NOV '25	DEC '25	JAN '26	FEB '26	MAR '26	APR '26	MAY '26	JUNE '26	JUL '26	AUG '26	SEPT '26	OCT '26	NOV '26	DEC '26	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %
1	Mario Lozoya	Private Sect.	02/03/2026- 12/31/2028				Y											1	1		100%
	BOARD OF DIRECTORS						Y														
2	Christina Besosa	Private Sect.	01/28/2025 - 12/31/2027															2	2		100%
	BOARD OF DIRECTORS			Y		Y															
3	Chris Corso	Private Sect.	01/01/2024-12/31/2026															4	4		100%
	BOARD OF DIRECTORS			Y		Y															
	YOUTH COMMITTEE				Y		Y														
4	Leslie Cantu (CHAIR)	Private Sect.	01/01/2024-12/31/2026															14	14		100%
	BOARD OF DIRECTORS			Y		Y															
	EXECUTIVE COMMITTEE			Y		Y															
	AUDIT & FINANCE COMMITTEE			Y		E															
	EARLY CARE & EDUCATION COMMITTEE					Y		Y													
	HR COMMITTEE (CHAIR)																				
	OVERSIGHT COMMITTEE			Y		E															
	STRATEGIC COMMITTEE			Y		E															
	YOUTH COMMITTEE					Y		Y													
5	Esmeralda Perez	Private Sect.	01/01/2024 - 12/31/2026															3	3		100%
	BOARD OF DIRECTORS						Y														
	OVERSIGHT COMMITTEE			Y			Y														
	AUDIT & FINANCE COMMITTEE																				
6	Anthony Magaro	Private Sect.	01/01/2024-12/31/2026															9	9		100%
	BOARD OF DIRECTORS				Y		Y														
	EXECUTIVE COMMITTEE			Y			Y														
	HR COMMITTEE																				
	NOMINATIONS COMMITTEE (CHAIR)			Y																	
	STRATEGIC COMMITTEE			Y		E															
	YOUTH COMMITTEE					Y		E													
7	Yousef Kassim (SECRETARY)	Private Sect.	01/01/2024-12/31/2026															8	8		100%
	BOARD OF DIRECTORS				Y		E														
	EXECUTIVE COMMITTEE			Y			Y														
	AUDIT & FINANCE COMMITTEE			Y			Y														
	EARLY CARE & EDUCATION COMMITTEE					E		E													
8	Jennifer Lange	Private Sect.	01/01/2024-12/31/2026															5	5		100%
	BOARD OF DIRECTORS				Y		Y														
	OVERSIGHT COMMITTEE						Y														
	YOUTH COMMITTEE					Y		Y													
9	Jerry Graeber	Private Sect.	01/01/2025-12/31/2027															2	2		100%
	BOARD OF DIRECTORS				Y		Y														
10	James Golsan	Public Empl.	01/28/2025-12/31/2027															4	4		100%
	BOARD OF DIRECTORS				Y		E														
	YOUTH COMMITTEE					Y		Y													
11	Jim Robertson	Private Sect.	01/01/2024-12/31/2026															7	7		100%
	BOARD OF DIRECTORS				Y		Y														
	STRATEGIC COMMITTEE			Y		Y															
	NOMINATIONS COMMITTEE			Y																	
	YOUTH COMMITTEE					Y		Y													

**WORKFORCE SOLUTIONS ALAMO BOARD
2026 ATTENDANCE**

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	NOV '25	DEC '25	JAN '26	FEB '26	MAR '26	APR '26	MAY '26	JUNE '26	JUL '26	AUG '26	SEPT '26	OCT '26	NOV '26	DEC '26	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %	
12	Colin R. Nichols	Private Sect.	02/02/2026-12/31/2026															1	1		100%	
	BOARD OF DIRECTORS						Y															
13	Lisa Navarro Gonzales	Private Sect.	01/01/2024-12/31/2026															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	AUDIT & FINANCE COMMITTEE			Y		Y																
14	Eric Cooper	CBO	01/01/2025-12/31/2027															6	6		100%	
	BOARD OF DIRECTORS				Y		Y															
	EXECUTIVE COMMITTEE			Y			Y															
	STRATEGIC COMMITTEE (CHAIR)			Y		Y																
15	Elizabeth Lutz	CBO	02/25/2014-12/31/2028															7	7		100%	
	BOARD OF DIRECTORS				Y		Y															
	AUDIT & FINANCE COMMITTEE (CHAIR)			Y			Y															
	EXECUTIVE COMMITTEE					Y																
	EARLY CARE & EDUCATION COMMITTEE					Y		Y														
16	Ana DeHoyos O'Connor	CBO	01/01/2025-12/31/2027															7	7		100%	
	BOARD OF DIRECTORS				Y		Y															
	EXECUTIVE COMMITTEE			Y			Y															
	EARLY CARE & EDUCATION COMMITTEE (CHAIR)					Y		Y														
	NOMINATIONS COMMITTEE			Y																		
17	Charles Camarillo	Education	01/01/2024-12/31/2026															6	6		100%	
	BOARD OF DIRECTORS				Y		Y															
	OVERSIGHT COMMITTEE			Y			Y															
	YOUTH COMMITTEE					Y		Y														
18	Dr. Sammi Morrill	Education	01/07/2020-12/31/2028															6	6		100%	
	BOARD OF DIRECTORS				Y		Y															
	EXECUTIVE COMMITTEE			Y			Y															
	OVERSIGHT COMMITTEE (CHAIR)			Y			Y															
19	Angelique De Oliveira	ABE	01/01/2024-12/31/2026															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	STRATEGIC COMMITTEE			E		E																
20	Jessica Dersen	Econ. Dev.	02/03/2026-12/31/2027															1	1		100%	
	BOARD OF DIRECTORS						Y															
21	Matthew R. Gonzales	Labor	01/28/2025 - 12/31/2027															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	YOUTH COMMITTEE					Y		Y														
22	Kelli Rhodes	Literacy	10/06/2020-12/31/2027															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	YOUTH COMMITTEE					Y		Y														
23	Allison Greer Francis	Public Assist.	01/01/2024-12/31/2026															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	OVERSIGHT COMMITTEE			Y			Y															
24	JR Trevino (VICE CHAIR)	Private Sect.	09/13/2022-12/31/2027															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	EXECUTIVE COMMITTEE			Y			E															
25	Dawn Dixon	Voc. Rehab.	01/01/2024-12/31/2026															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	EARLY CARE & EDUCATION COMMITTEE					Y		Y														
26	Eunice Grant	Child Care	01/01/2024-12/31/2026															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	EARLY CARE & EDUCATION COMMITTEE					Y		E														
27	Yvonne Addison	Private Sect.	01/01/2024-12/31/2026															4	4		100%	
	BOARD OF DIRECTORS				Y		Y															
	OVERSIGHT COMMITTEE			Y			Y															
																					Average:	100.00%

Thank you!

