



# Welcome Remarks





# Board of Directors Orientation

Adrian Lopez, Chief Executive Officer





# Mission, Vision, and Core Values

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- Mission: Strengthen the Alamo regional economy by growing and connecting talent pipelines to employers.
- Vision Statement: To lead the most integrated community workforce network in the nation.
- Core Values: Accountability, Collaboration, Excellence, Innovation, and Integrity.

# Background Information

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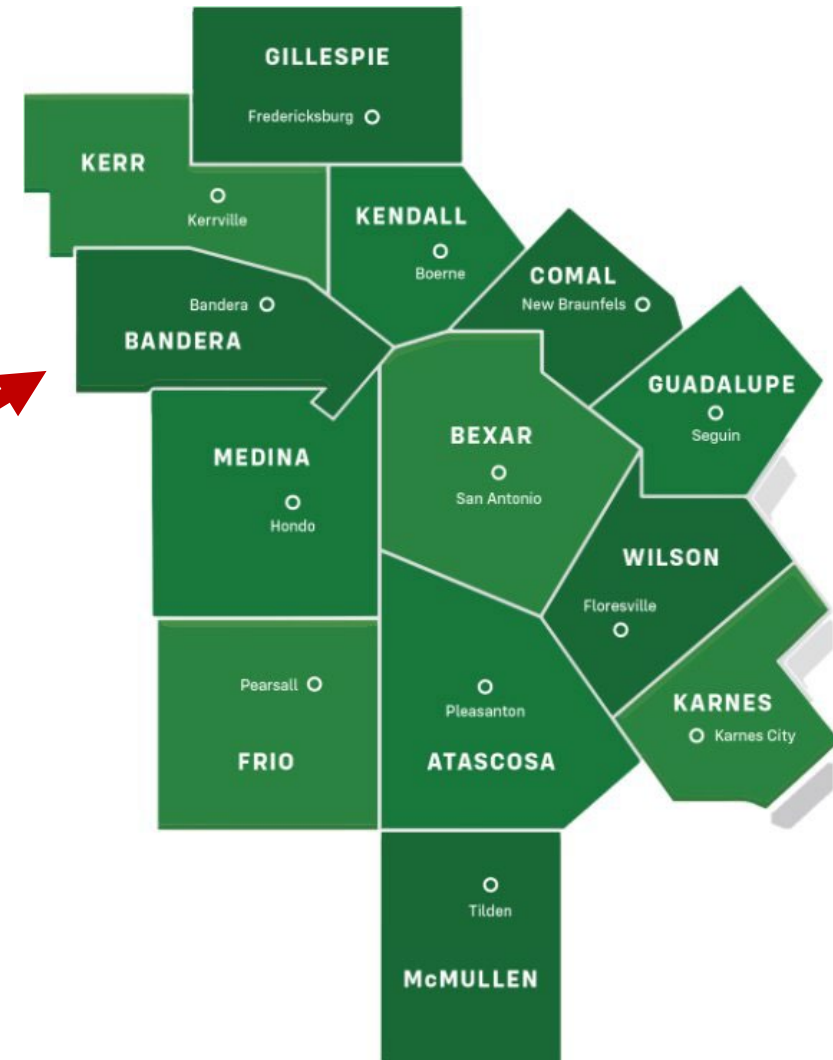
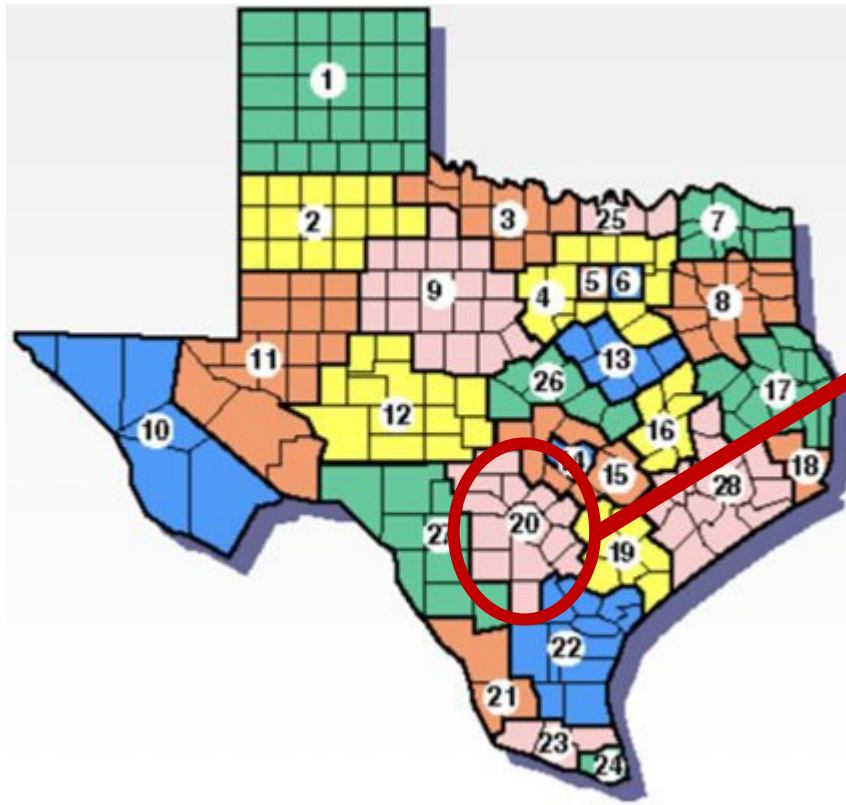
Interlocal Agreement between Alamo Colleges Development Area and the three chief Elected Officials: City of San Antonio, County of Bexar, and Area Judges.



# Workforce Solutions Alamo Services 13 Counties



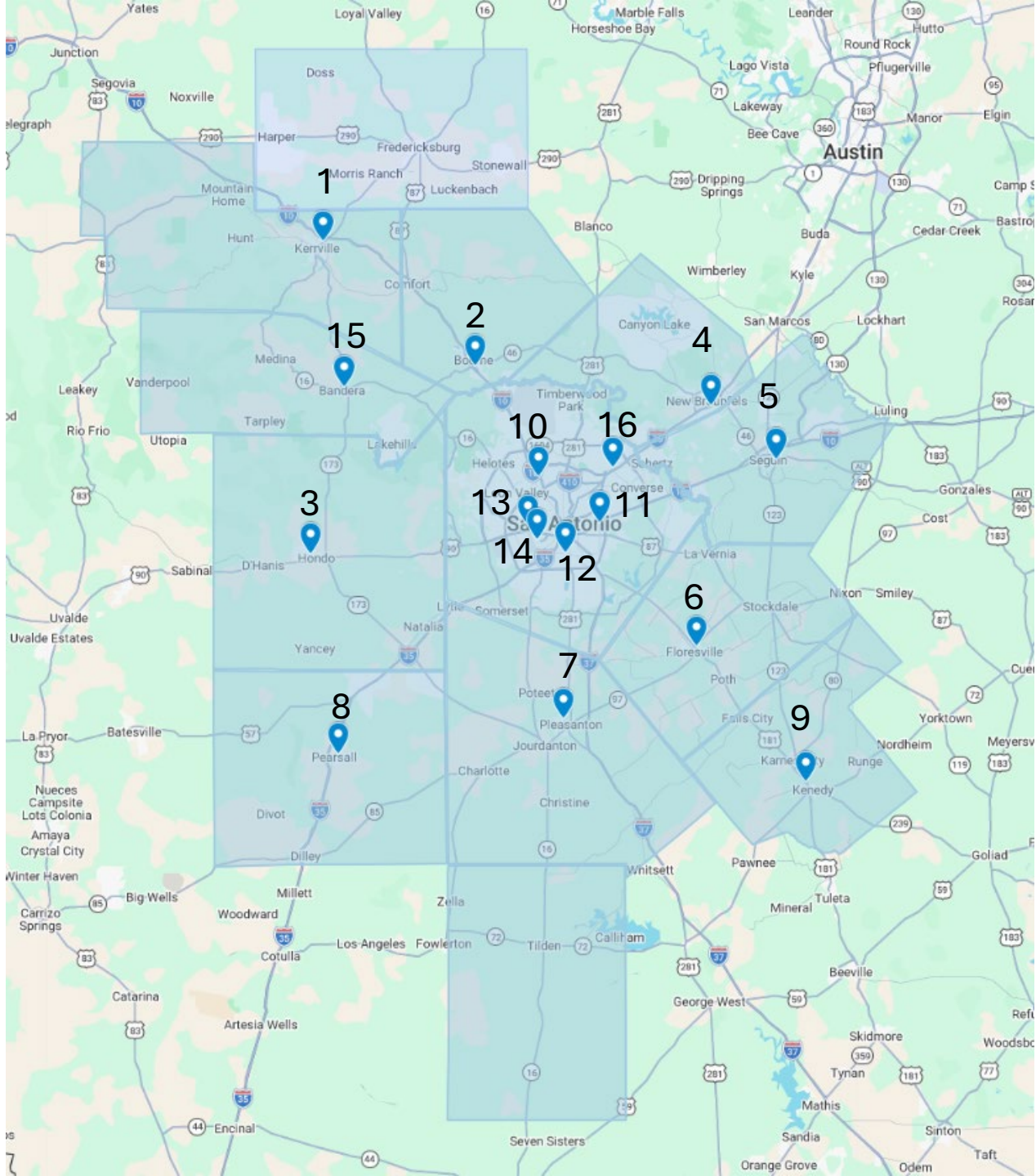
- Atascosa
- Bandera
- Bexar
- Comal
- Frio
- Gillespie
- Guadalupe
- Karnes
- Kendall
- Kerr
- McMullen
- Medina
- Wilson



Providers who have an agreement with Workforce Solutions Alamo to accept Child Care Subsidy children.  
163,248 views  
Published on January 13

SHARE

- Counties**
- Atascosa
  - Bandera
  - Bexar
  - Comal
  - Frio
  - Guadalupe
  - Karnes
  - Kendall
  - Kerr
  - McMullen
  - Medina
  - Wilson
  - Gillespie County



## Locations

1. Kerrville Career Center
2. Boerne Career Center
3. Hondo Career Center
4. New Braunfels Career Center
5. Seguin Career Center
6. Floresville Career Center
7. Pleasanton Career Center
8. Pearsall Career Center
9. Kenedy Career Center
10. Datapoint Career Center
11. East Houston Career Center
12. South Flores Career Center
13. San Antonio Food Bank Career Center
14. Port San Antonio Career Center
15. Bandera Career Center
16. O'Connor Career Center

# WORKFORCE ONE



Workforce Solutions Alamo (WSA) is proud to present Workforce One, a mobile unit designed to bring career services, job training and employment resources to communities across WSA's 13-county region. In addition to 16 strategically placed brick and mortar career centers, Workforce One allows us to go beyond the walls of a building and directly into our communities. Workforce One is equipped with computers, 12 workstations, Wi-Fi and trained staff to help with any job-related needs such as: resume building, job searching, skills training, interview preparation and more.



## 2025 WORKFORCE SOLUTIONS ALAMO FIESTA MEDAL

In April, Workforce Solutions Alamo proudly introduced its first-ever Fiesta Medal, celebrating the vibrant spirit of Fiesta and our commitment to workforce innovation.

This unique medal showcased the Workforce One mobile career center, a first-of-its-kind resource delivering essential job and career services directly to communities across the Alamo region.

The Workforce One Fiesta Medal earned **1st place in the San Antonio Business Journal's 2025 Best Non-Profit Category**, a recognition highlighting our dedication to connecting people with opportunity in creative and meaningful ways.





# Roles for WSA Board Members

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- **Be employer and industry "campeones!"**
  - Provide access to industry associations
  - Participate as employers
  - Leverage networks to introduce WSA
  - Lead for employers on curriculum design and credentials; focus
  - Facilitate the formalization of partnerships with strategic partners
  - Advocate locally, regionally, state and nationally
  - Validate data, identify skills gaps
  - Monitor performance based on industries

# Workforce Solutions Alamo Board of Directors & Committees

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- **Board of Directors**
  - Annual meeting schedule (includes Annual Meeting)
  - 25% of meetings held in rural counties
  - Members serve on at least one committee
- **Committees**
  - *Early Care & Education* – Child care guidance & recommendations
  - *Youth* – Strategies for youth education & employment
  - *Strategic* – Labor market analysis & workforce alignment
  - *Oversight* – Program performance & compliance
  - *Audit & Finance* – Budget & financial policies
  - *Nominations* – Board officer selection
  - *Executive* – Governance, CEO performance, key decisions
  - *Ad Hoc* – As needed for special initiatives
    - *HR* – Human resources policies & guidance
    - *Marketing & Communication* – Strategic outreach & branding



# Board Attendance Policy

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- A board member must attend at least 75% of all board and assigned committee meetings within a rolling 12-month period, unless excused.
- An excused absence is due to an illness, injury, military duty, vacation, jury duty, death in family, out of ordinary job requirements, or other circumstances beyond the member's control.
- No more than 3 excused absences are permitted within a rolling 12-month period.
- A board member shall notify the Chair, Board Liaison, Committee Chair, or office of the CEO in advance if they are unable to attend a meeting. The Liaison maintains attendance records.



# Causes for Removal

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- Violation of Conflict-of-Interest Policy
- Poor attendance
- Transfer or relocation outside of the 13-county area
- Ceasing to represent the category that the member was appointed to
- Failure to comply with the Partnership Agreement, Bylaws, or policies



# Questions



Thank you!



# **ALAMO WORKFORCE DEVELOPMENT, INC. d/b/a Workforce Solutions Alamo**

## Legal Overview WSA Board Member Orientation

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**MARTIN  
& DROUGHT, P.C.**

# Who are we?

## Alamo Workforce Development, Inc.

1. Texas Non-profit corporation
2. 501(c)(3) charitable organization under IRS Codes (1998)
3. Assumed name (d/b/a): Workforce Solutions Alamo
4. Represents 13 counties: Bexar, Atascosa, Bandera, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina, McMullen and Wilson
5. Local Workforce Development Board (LWDB)

# Why are we here?

1. 72% of jobs require post-secondary education by 2031.
2. 171M Americans are part of workforce, but many lack literacy skills to identify, interpret or evaluate information.
3. Women earn less than 84 cents on the dollar
4. Millennials are largest component of workforce (35%):
  - a. Change workplace culture to appeal to millennials
  - b. Emphasis on technology
  - c. Cultivate leadership

# Where did we come from?

## Part I: Federal Parents

Workforce Innovation & Opportunity Act of 2014 (WIOA) – Expired 2020

- a. Term: 2015-2020
- b. Purpose: “...align workforce with education and economic development to create a collective response to economic and labor challenges.”
- c. Accomplishes purpose by creating “smaller, nimbler, more strategic” LWDBs and empowers LWDBs to tailor services to local needs.
- d. Board Composition (Texas is grandfathered under WIA):

# Where did we come from?

## Part II: State Parents

Texas Workforce Commission (TWC):

(1) Oversight of 28 LWDBs throughout Texas operating over 200 workforce centers.

(2) Provides partnership with LWDBs to provide financial, programing and accountability functions of federal programs.

(3) \$5.5 Billion in funding (\$1.3B in childcare) and serves Millions Texans – 32M

# Where did we come from?

## Part III: Local Parents

1. Fourth Amended Partnership Agreement (December 2016) & Interlocal Agreement for Alamo Workforce Development Area (Third Amendment):
  - a. Chief Elected Officials (CEOs): 14 (12 Area Judges, San Antonio Mayor, and Bexar County Judge)
  - b. Committee of Six: San Antonio Council (2), Bexar County (2), and Area Judges (2)
  - c. Nominate Board members
  - d. Approve Local Plan
  - e. Approve Budget

# What do we do?

## “Employer-driven Workforce System”

1. WIOA Adult Services: Increase the employment retention, earnings, and skills of participants through job search, resume writing, vocational training, child care, and transportation
2. Temporary Assistance of Needy Families (TANF): financial assistance while unemployed and seeking jobs through basic skills, job search, and vocational
3. Supplemental Nutrition Assistance Employment & Training (SNAP): food stamps to recipients while trying to become self-sufficient
4. Wagner – Peyser Employment Services: conduit between business and job seekers through job search and career guidance.
5. Trade Adjustment Act Services (TAA): for displaced workers because of transfer of jobs to foreign shores
6. Child Care Development Fund: funding childcare for low-income parents seeking work or training

# What do you do?

1. Set Policies
2. Strategic Planning & Partnerships
3. Approve Budget
4. Hire Executive Director
5. Leverage with community
6. Monitor & Evaluate Performance
7. Audit Review
8. Approve Contracts
9. Promote WSA
10. Recruit Board Members
11. Ask Questions

# How do we do it?

## Texas Open Meetings Act

1. All meetings are open: “public right to know”
2. Meetings include “deliberation” and “verbal exchanges”
3. Quorum required
4. Notice posted 3 days in advance
5. Exceptions: Executive Session (No vote)
  - a. Personnel
  - b. Real Property
  - c. Attorney-Client discussions
  - d. Economic Development
  - e. Contract Negotiations
6. Virtual Meetings: Clearly visible, and sound, Chair in the Room.

# How do we document what we do?

## Texas Public Information Act

1. Everything is public: all forms of communications
2. Duty to produce or provide access “promptly”
3. Exceptions:
  - a. Privacy
  - b. Litigation/Settlement Negotiations
  - c. Information relating to competition on bidding
  - d. Legal matters

# How do we avoid problems?

## Conflicts

1. WSA Policy: “Code of Ethics”
  - Accountable
  - Cooperate
  - Respect
  - Gratuity (\$25)
2. WSA Policy:
  - No benefit (family)
  - No interest
  - Avoid appearance of impropriety
3. Texas Penal Code (36.01): any “benefit” more than \$50
4. Texas Administrative Code 802.41 and 29 CFR 95.42 and 97.36(b)(3)
5. Recusal
6. Communicate



# Workforce Solutions Alamo Local Plan 2025-2028



# 2025-2028 Local Plan Purpose

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- Reflect dynamics and changes of the labor force in our 13-County Alamo Region
- Develop strategies to better serve our regions' employers, job seekers, and the overall economy
- Identify emerging in-demand industries and occupations aligning with The Texas Workforce System Strategic Plan Goals 2024-2031, and compliance with Texas Workforce Commission (TWC) requirements and goals.
- Set the direction for:
  - Workforce agencies and programs to align with regional priorities
  - Public school districts to develop Career and Technical Education (CTE) programs
  - Higher education institutions to align programs with workforce and industry needs



# Target Occupations List

## TWC Requires Boards to:

- Identify target occupations critical to the region's in-demand industries
- Develop a ranking / cutoff criteria
  - WSA identifies primary and secondary data targets.
- Use six-digit Standard Occupational Classification (SOC) codes to identify occupations
- Dedicate WIOA and other training resources to these occupations


Source: TWC








# Components of the Local Plan


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 Economic and Workforce Analysis


 Core Programs and One-Stop Service Delivery

 Individualized Career Services

 Employment Services

 Training Programs

 Educational Services

 Employer Services

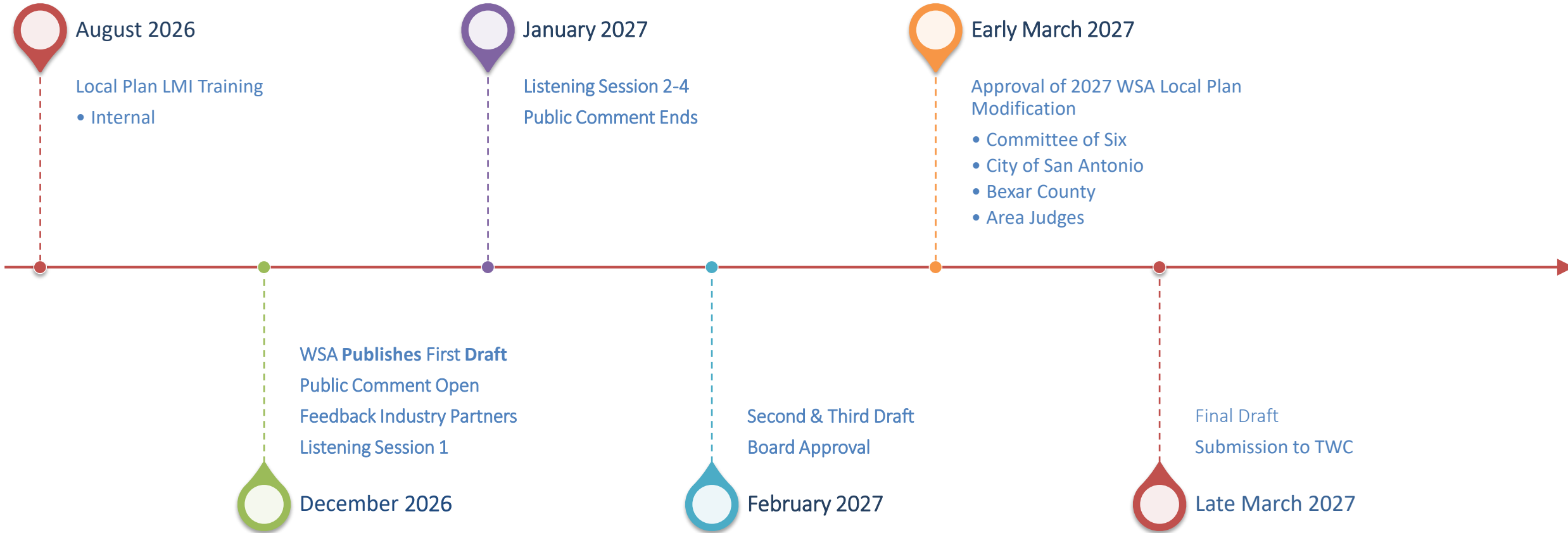
 Workforce Investment Initiatives



# WSA 2025 Local Plan Input Time



# WSA 2026 - 2027 Local Plan Timeline



# Call to Action: Local Plan Feedback



LISTENING  
SESSIONS



ONE-ON-ONE DATA  
SESSIONS



EMPLOYER  
FOCUSED  
SESSIONS



STRATEGIC  
PARTNER  
PRESENTATIONS



PUBLIC COMMENT  
FEEDBACK

## Local Plan Feedback Audience

Business  
Partners

Local  
Government  
Officials

Educational  
Institutions

Economic  
Development  
Partners

School  
Districts

Chambers of  
Commerce

Employers

Associations



# Local Plan Years in Comparison

## 2020-2024

- \$15.00 Target Avg. Wage
- **6** Clusters
- **11** Industry Sectors
- **22** In-Demand Industries
- **62** Target Demand Occupations

## 2022-2024

- \$17.00 Target Avg. Wage
- **6** Clusters
- **8** Industry Sectors
- **16** In-Demand Industries
- **57** Target Demand Occupations

## 2025-2028

- \$19.00 Target Avg. Wage
- **6** Clusters
- **8** Industry Sectors
- **16** In-Demand Industries
- **74** Target Demand Occupations



# Proposed Industry Clusters

Aerospace/ Manufacturing

Healthcare

Information-Computer Technology/  
Cybersecurity

Construction/Utilities

Oil & Gas/ Warehousing & Transportation/  
Finance/ Others

Education/ Hospitality



# Aerospace/ Manufacturing Occupations

Industrial Engineers

Mechanical Engineers

Engineering Technologists and Technicians, Except Drafters, All Other \*New

Environmental Science and Protection Technicians, Including Health \*New

Industrial Machinery Mechanics

Computer Numerically Controlled Tool Programmers

Precision Instrument and Equipment Repairers, All Other \*New

Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders \*New

Welders, Cutters, Solderers, and Brazers

Heavy and Tractor-Trailer Truck Drivers



Source: LMCI/Industry Projections 2022-2032

# Healthcare Occupations

- Respiratory Therapists
- Registered Nurses
- Dental Hygienists
- Diagnostic Medical Sonographers
- Radiologic Technologists and Technicians
- Health Information Technologists and Medical Registrars \*New
- Magnetic Resonance Imaging Technologists
- Pharmacy Technicians
- Surgical Technologists
- Licensed Practical and Licensed Vocational Nurses
- Medical Records Specialists
- Occupational Therapy Assistants
- Physical Therapist Assistants
- Dental Assistants
- Massage Therapists \* New
- Medical Assistants Nursing
- Assistants
- Cardiovascular Technologists and Technicians
- Phlebotomists

Source: LMCI/Industry Projections 2022-2032



# Information Technology/ Cybersecurity Occupations

Computer and Information Systems Managers

Computer Systems Analysts

Information Security Analysts

Computer Network Support Specialists

Computer User Support Specialists

Database Administrators

Network and Computer Systems Administrators

Software Developers

Software Quality Assurance Analysts and Testers

Web Developers

Computer Occupations, All Other

Operations Research Analysts

Data Scientists \* New

Computer Programmers \*New

Source: LMCI/Industry Projections 2022-2032



# Construction/Utilities Occupations

Construction Managers

First-Line Supervisors of Construction Trades and Extraction Workers

Electricians

Plumbers, Pipefitters, and Steamfitters

First-Line Supervisors of Mechanics, Installers, and Repairers

Heating, Air Conditioning, and Refrigeration Mechanics and Installers



Source: LMCI/Industry Projections 2022-2032

# Oil & Gas/Warehousing & Transportation/Finance/Others Occupations

Automotive Service Technicians and Mechanics

Calibration Technologists and Technicians \*New

General and Operations Managers

Human Resources Specialists

Logisticians

Project Management Specialists

Management Analysts

Market Research Analysts and Marketing Specialists

Accountants and Auditors

Securities, Commodities, and Financial Services Sales Agents

Bookkeeping, Accounting, and Auditing Clerks

Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors \*New

Bus and Truck Mechanics and Diesel Engine Specialists

Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel \*New



Source: LMCI/Industry Projections 2022-2032

# Education/ Hospitality Occupations

Food Service Managers

Meeting Convention, and Event Planner \*New

Chef and Head Cooks

Lodging Manager \*New

Preschool Teachers, Except Special Education \* New

Elementary School Teachers, Except Special Education

Middle School Teachers, Except Special and Career/Technical Education

Secondary School Teachers, Except Special and Career/Technical Education

Police and Sheriff's Patrol Officers

Court Reporters and Simultaneous Captioners \*New

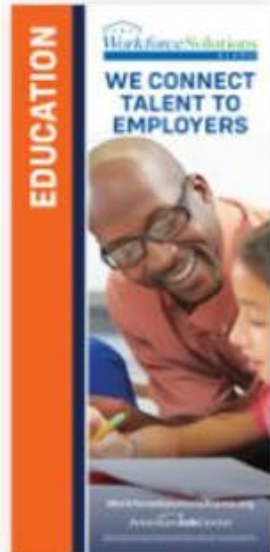
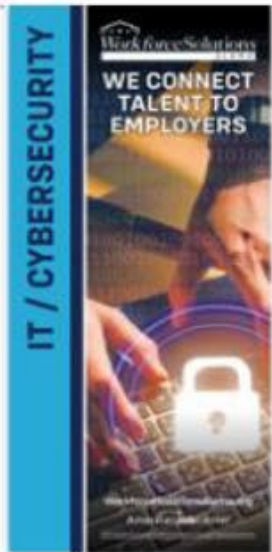
Childcare Workers \*New



Source: LMCI/Industry Projections 2022-2032

# Next Steps

Dec 2026	Jan 2027	Feb 2027	Early Mar 2027	Late Mar 2027
<ul style="list-style-type: none"> <li>• Publish First Draft</li> <li>• Public Comment Open</li> <li>• Feedback Industry Partners</li> <li>• Listening Session 1</li> </ul>	<ul style="list-style-type: none"> <li>• Listening Session 2-4</li> <li>• Public Comment Ends</li> </ul>	<ul style="list-style-type: none"> <li>• Second and Third Draft</li> <li>• Board Approval</li> </ul>	<ul style="list-style-type: none"> <li>• Approval : CO6, City of San Antonio, Bexar County, Area Judges</li> </ul>	<ul style="list-style-type: none"> <li>• Final Draft</li> <li>• Submission to TWC</li> </ul>





# Workforce Program Summary Description

March 2026



# Types of “Programs”

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“Programs” can be classified in different ways based on the way that they come about.

- Formula – Funded Grants
- Workforce Initiatives
- Special Grants/ Projects
- Fee-for-Service Grants





# Formula - Funded Grants

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- Funds for services are allocated to state and local areas based on a formula.
- These grants are the Board’s “bread and butter” and form a part of our primary or core programs and include CHOICES, WIOA, CCS, CCQ, and Wagener-Peyser.
- Current Annual Budget \$168,505,819



# Childcare Services and Quality

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- Childcare scholarships in support of low-income parents' employment (retention) and/or completion of education and training.
- Current Budget \$133,513,880
- TWC Performance: TWC 2025 Alamo target: 12,509
- As of 12/2025: Alamo performance reflects: 11,311
- Initiatives that help promote the quality of childcare, including training and technical assistance that are primarily geared to benefit childcare facilities that are working toward Texas Rising Star (TRS) certification or are TRS providers working toward a higher certification level.
- Current Budget \$7,756,436
- Texas Rising Star Providers:
  - (2) STAR - 48
  - (3) STAR - 153
  - (4) STAR - 274 \*Infant & Toddler (including PD), Professional Development • Evaluation & Assessment (tools to measure effective practice or child development/progress) • Supporting National Accreditation.

# Wagner - Peyser Employment Services

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- Employer, job matching, and other related services offered at the Centers are partly funded using Wagner-Peyser grant funds.
- Current Budget \$667,237



# Workforce Investment & Opportunity Act (WIOA)

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- WIOA has three main “formula-funded” grants serving Adults, Dislocated Workers, and Youth.
- However, other smaller grants are funded through WIOA, such as Rapid Response and Trade Adjustment Assistance (TAA).



# Cycle of WIOA Program

WIOA funds also can be used for Incumbent Worker and Customized Training, both of which only require ‘basic’ WIOA eligibility (e.g., being eligible to work in the U.S., being employed and, for males, being registered with the Selective Service).



# Workforce Investment & Opportunity Act (WIOA)

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## Adults

- Program serves economically disadvantaged adults assisting them in obtaining the skills needed to obtain, retain, and/or advance in employment.
- Current Budget - \$4,836,736

## Dislocated Workers

- Program serves individuals who have lost their jobs as a result of a layoff or closure (e.g., at no fault of their own). Program assists dislocated workers in returning to the workforce as quickly as possible.
- Current Budget - \$4,111,151

## Youth

- Program serves low income in-school (ISY) and out-of-school youth (OSY) ages 14-24 by helping them acquire the educational and occupational skills, training and support needed to achieve academic and employment success and successfully transition into careers and productive adulthood.
- Current PY24 Budget \$5,087,523



# Performance Summary

WIOA Outcome Measures	% CurTrgt
Employed Q2 Post Exit - Adult (DOL)	106.98%
Employed Q4 Post Exit - Adult (DOL)	94.01%
Median Earnings Q2 Post Exit - Adult (DOL)	101.15%
Credential Rate - Adult (DOL)	101.52%
Measurable Skills Gains - Adult (DOL)	93.06%
Employed Q2 Post Exit - DW (DOL)	109.98%
Employed Q4 Post Exit - DW (DOL)	101.03%
Median Earnings Q2 Post Exit - DW (DOL)	111.10%
Credential Rate - DW (DOL)	85.82%
Measurable Skills Gains - DW (DOL)	89.01%
Employed/Enrolled Q2 Post Exit - Youth (DOL)	103.17%
Employed/Enrolled Q4 Post Exit - Youth (DOL)	100.74%
Median Earnings Q2 Post Exit - Youth (DOL)	113.50%
Credential Rate - Youth (DOL)	97.91%
Measurable Skills Gains - Youth (DOL)	91.41%
Credential Rate - All C&T	83.20%
Reemployment /Employer Engagement Measures	% CurTrgt
Claimant Reemployment within 10 Weeks	87.65%
Employers Receiving Texas Talent Assistance	99.10%
Program Participation Measures	% CurTrgt
Choices Full Engagement Rate - All FamilyTotal	N/A
Avg # Children Served Per Day - Combined	N/A
Childcare Initial Job Search Success Rate	64.12%

- **Employment Rate – 2nd Quarter After Exit** Measures the percentage of participants employed two quarters after leaving the program. For youth, it includes those employed or enrolled in education or training.
- **Employment Rate – 4th Quarter After Exit** Tracks the percentage of participants employed four quarters after exit. For youth, it also includes those in education or training.
- **Median Earnings – 2nd Quarter After Exit**  
Calculates the median wages earned by participants who are employed two quarters after exiting the program.
- **Credential Attainment**-Measures the percentage of participants who earn a recognized credential or diploma during participation or within one year after exit, with additional employment or education requirements for secondary diplomas.
- **Measurable Skill Gains (MSG)**-Tracks participant progress toward education or training goals during the program year, such as completing coursework, reaching educational levels, passing exams, or achieving training milestones.
- **Effectiveness in Serving Employers**-Evaluates employer engagement by measuring whether participants remain employed with the same employer from the 2nd to the 4th quarter after exit.

# Reemployment Services & Eligibility Assessment (RESEA)

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- Reemployment Services and Eligibility Assessment (RESEA). Grant programs funded by Title I of WIOA and the federal-state Unemployment Insurance (UI) program are required partners in a comprehensive, integrated workforce system. This program targets claimants who are most likely to exhaust benefits and be in need of reemployment services.
- Current Budget \$1,437,723
- Goal: Hire staff to complete 100% outreach of eligible UI claimants (likely to exhaust benefits as identified by TWC). Outcome: 100% eligible UI claimants were outreached.



# Rapid Response

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# Trade Adjustment Assistance(TAA)

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- Proactive, business-focused strategy designed to help growing companies access an available pool of skilled workers from companies that are downsizing and to respond to layoffs and plant closings by providing immediate on-site assistance to transition workers to their next employment as soon as possible.
  - Services may include:
    - Employer services
    - Layoff aversion and strategies
    - Reporting and compliance
    - Job resources and workshops
    - Finance management
  - Current Budget \$59,607
- Program provides job training and employment services to workers who have lost their jobs due to the effects of international trade.
  - Current Budget: \$5,000



## Temporary Assistance for Needy Families/Choices

- Offers job preparation and educational services required for parents who depend on public assistance (Temporary Assistance for Needy Families/TANF) to transition into economic self-sufficiency through employment.

## Supplemental Nutrition & Assistance Program Employment & Training (SNAP)

- Helps “food stamp” recipients gain skills, training, or work experience and increase their ability to obtain regular employment.

### **SNAP Third-Party Partnership**

- To optimize SNAP services, Alamo has partnered with San Antonio Food Bank to serve exempt SNAP participants .



# Non-Custodial Parent Choices (NCP)

- NCP Choices program helps parents who don't have custody of their children and are struggling financially.
- The goal of NCP Choices is to help parents make regular child support payments and become financially stable. The program is designed to help these parents find better jobs and move forward in their careers.



## NCP Choices

A collaboration between the Office of the Attorney General, Texas Workforce Commission and Child Support (IV-D) Courts.

*NCP (Noncustodial Parent) Choices is a program that will help you find full time work if you are unemployed or underemployed.*





# ACE RACE

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The mission of the Alamo City Electrathon (ACE) is to foster and encourage partnerships between educational institutions and industry partners. The ACE Invitational was created as an academic opportunity for student programs in high school and community colleges. Our vision is to generate excitement and awareness of vocational opportunities associated with Science, Technology, Engineering, and Math (STEM). By offering students in our region a real-world, hands-on learning experience like no other, we are bringing STEM home to the future workforce of America. WSA has sponsored three car kits for Jourdanton, Medina Valley and Poteet high schools.

*ACE will take place on April 11, 2026*

*Location TBD*

*Time: 8am-4pm*



Tickets to ACE Race are FREE





# Externship for Teachers

- The program offers hands-on experiences in high-demand, high-growth industries to educators. Educators gain the skills, tools, and knowledge that will enhance student learning in middle and high school classrooms.



## 2025 Impact Highlights:

- 94 educators completed externships
- 30 employer work sites participated



# Partners in Reentry Opportunities in Workforce Development (PROWD)

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- Seeks to better align job training and skills development services provided to program participants with the specific labor market needs of the communities where they will reside.
- Since inception, the program has improved both the employment outcomes of returning citizens and public safety for all community members while increasing the effectiveness of justice and workforce system partnerships. The goal of Texas PROWD is to implement evidence-based, dedicated services that will improve the outcomes for individuals currently in, or recently released from, the custody of the BOP.
- **Total enrollment since program inception: 444 total enrollments since inception**
- **2025 total enrollments: 193**
- **Placed in Employment: 118**

# Building Pathways to Infrastructure Jobs



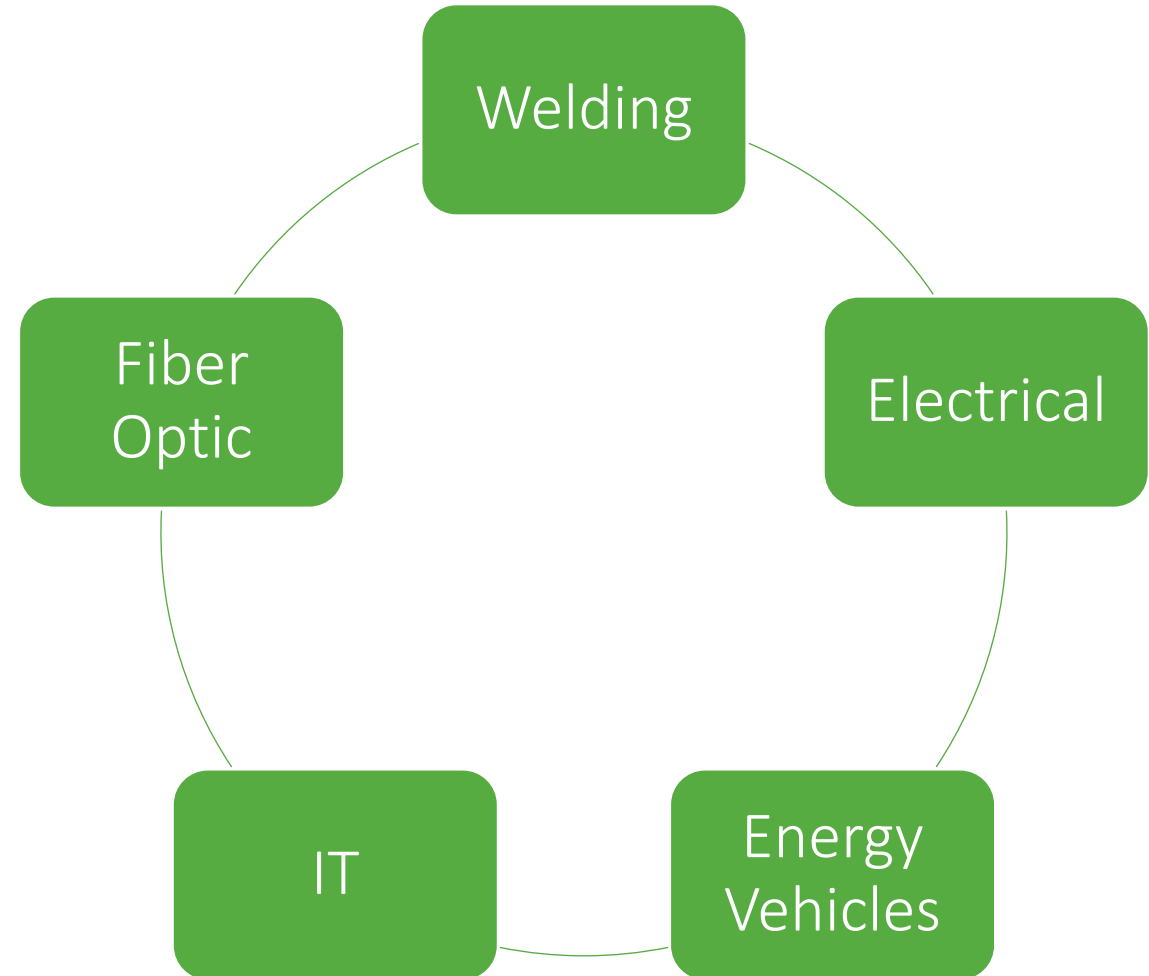
- The DOL Building Pathways to Infrastructure Jobs Grant Program (Building Pathways)

Occupations must be related to:

- Renewable Energy
- Transportation
- Broadband

Goal – 250 customers

- At least 70 need to be Incumbent workers



# Workforce Commission Initiatives (WCI)

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- WCIs are grant awards issued to Boards by TWC to fund specific project initiatives. The focus and timeframes of these grants vary. These initiatives support the delivery of services to workers and employers and help fund projects that strengthen and add value to the delivery system.
- Current Budget \$100,250

# 14th Annual Hiring Red White and You!



- Employment Service (ES) funds to support the job fair event for Veterans.
- Collaboration among Texas Workforce Commission, Texans Veterans Commission, Texas Medical Center, the Governor's Office, and 28 local workforce boards
- **Total Attendees: 1277**
  - **Number of Veterans: 358**
  - **Number of General Population: 949**
- **Number of Employers: 98**
- **Resources: 14**

# Career in Texas Industries/ Youth Career Fair Events

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- TANF funds that support Career in Texas Industries or Youth Career events for middle school, high school, and postsecondary students. Events aim at promoting exploration of career opportunities including understanding pathways to in-demand careers, networking, internships, and other applied learning opportunities.
- PY26's focus is to host at least four Jobs Y'All Youth Career Exploration Events, with two being held in rural counties.
- Current Budget \$35,000
- Target goal of exposing at least 1000 youth to Workforce Solutions Alamo and career exploration and career pathway/readiness.

# Texas Veterans Leadership Program

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- Utilize employment services funds to support TWC's Texas Veterans Leadership Program (TVLP) staff. The Board shall ensure Agency TVLP staff is provided access to and use of common equipment, software or hardware platforms, consumables, and telecommunications networks in shared facilities. The Board may acquire goods or services needed to support the Agency's TVLP staff.
- Current Budget \$18,895
- Ongoing support provided at South Flores and Walzem Career Centers



# Military to Civilian

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- This initiative advances workforce development by enhancing economic opportunities, fostering employer partnerships, and equipping military families with skills aligned to Texas' labor market needs.
  - Current Budget: \$225,085
  - Goals: Enrollments 150-50 TSMs, 50 RSVs, and 50 eligible spouses





# Summer Earn & Learn (SEAL)

- Includes work readiness training and paid work experience during the summer for students with disabilities.



**Receive workplace training and accommodations**



**Learn job skills and build confidence**



**Earn a paycheck**

## *2025 SEAL Impact*

- 180 students enrolled
- 100 students completed a five-week paid work experience
- 12,560 total hours worked
- \$169,564 earned by participating students
- 31 worksite locations engaged
- 3 students hired permanently



# Student HireAbility Navigator Project

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- Funding for two positions to serve as resources in the Workforce Development Area to support, expand, and enhance the provision of pre-employment transition services to students with disabilities who are in the early phases of preparing for transition to postsecondary education and employment.
  - Current Budget \$210,000
- Outlined goals/strategies of 3-Year Plan to coordinate expansion of services for students with disabilities in the 13-county area with Vocational Rehabilitation. Working with 50 participating high schools

# Paid Work Experience Services

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- Boards partner with TWC-Vocational Rehabilitation Division (TWC-VR) to pay wages and associated taxes and fees so customers with disabilities can engage in paid work experiences.





# Ready To Work

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- Program designed to assist San Antonio residents in accessing education and securing quality employment opportunities.
- WSA stands as the largest-funded COSA partner, receiving \$105,781,953.00 in funding.
- The program encompasses seven subgrantees dedicated to offering case management, training/certification, and job placement services.
- Funding for Ready to Work is derived from a 1/8 cent sales and use tax
- Year to date: completed intake processes for 10,186 individuals.
  - 6,819 participants have been case-managed and enrolled in training
  - 3,201 individuals having already completed their training programs.
  - 2,191 participants have secured employment, earning a wage exceeding \$15.00 per hour.
- Notably, the average wage for graduates who have obtained employment has risen from \$16.00 to \$20.55, surpassing the required benchmark.
- The most popular training courses selected by participants include medical, IT, and heavy and tractor-trailer truck driver programs.
  - Please note that the provided data is accurate as of 3/13/26.



# Questions



Thank you!





# Marketing Communications Overview

Penny Benavidez, Dir. of Public & Government Relations





# Department Overview

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The Marketing Communications team leads Workforce Solutions Alamo's external marketing, branding, public relations, government relations and overall communication strategy.

We are responsible for elevating, protecting and promoting the WSA brand and cultivating strong advocacy and public trust across the 13-County Alamo Region.

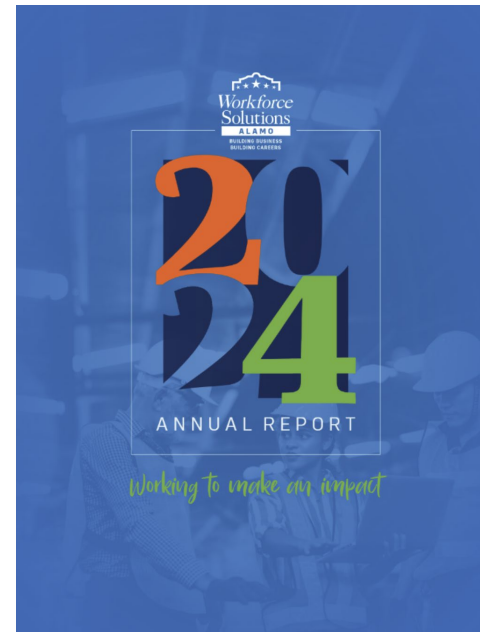


# Key Functions

- Media Relations and Crisis Communications
- Social Media Strategy
- Website and Digital Content
- Career Center/External Branding
- Community Outreach/Engagement and Events
- Government Relations
- Monthly Labor Market Data Releases
- Open Records Requests



**Workforce Solutions providing additional supports for flood victims**





# WSA Social Media

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## CONNECT WITH WORKFORCE SOLUTIONS ALAMO ON SOCIAL MEDIA



FOLLOW US ON  
FACEBOOK

@WSASanAntonio



FOLLOW US ON  
INSTAGRAM

@workforcesolutionsalamo



FOLLOW US ON  
LINKEDIN

@wsalamo



FOLLOW US ON  
X

@WSASanAntonio



# WSA Brand Standards

## Workforce Solutions Alamo Logo / Color Standards

Below are the spot-color, 4-color, black, and reverse versions of the Workforce Solutions Alamo logo. To ensure brand consistency, only use these colors.

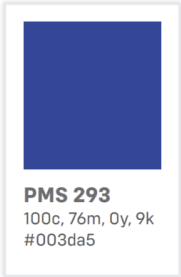
### Spot-color and 4-color versions



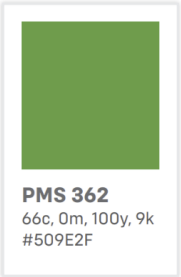
### Black versions



### Reverse versions



**PMS 293**  
100c, 76m, 0y, 9k  
#003da5



**PMS 362**  
66c, 0m, 100y, 9k  
#509E2F



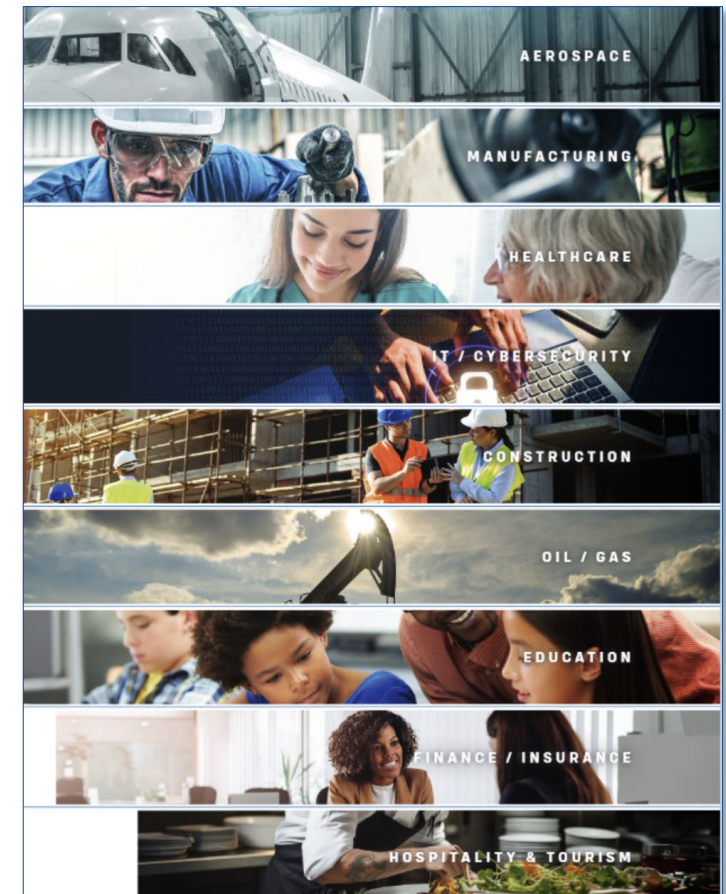
# Local Plan & Sector Based Model Impact

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The Marketing Communications Team helps shape and activate Workforce Solutions Alamo's Local Plan by translating its priorities into clear, strategic outreach and public messaging.

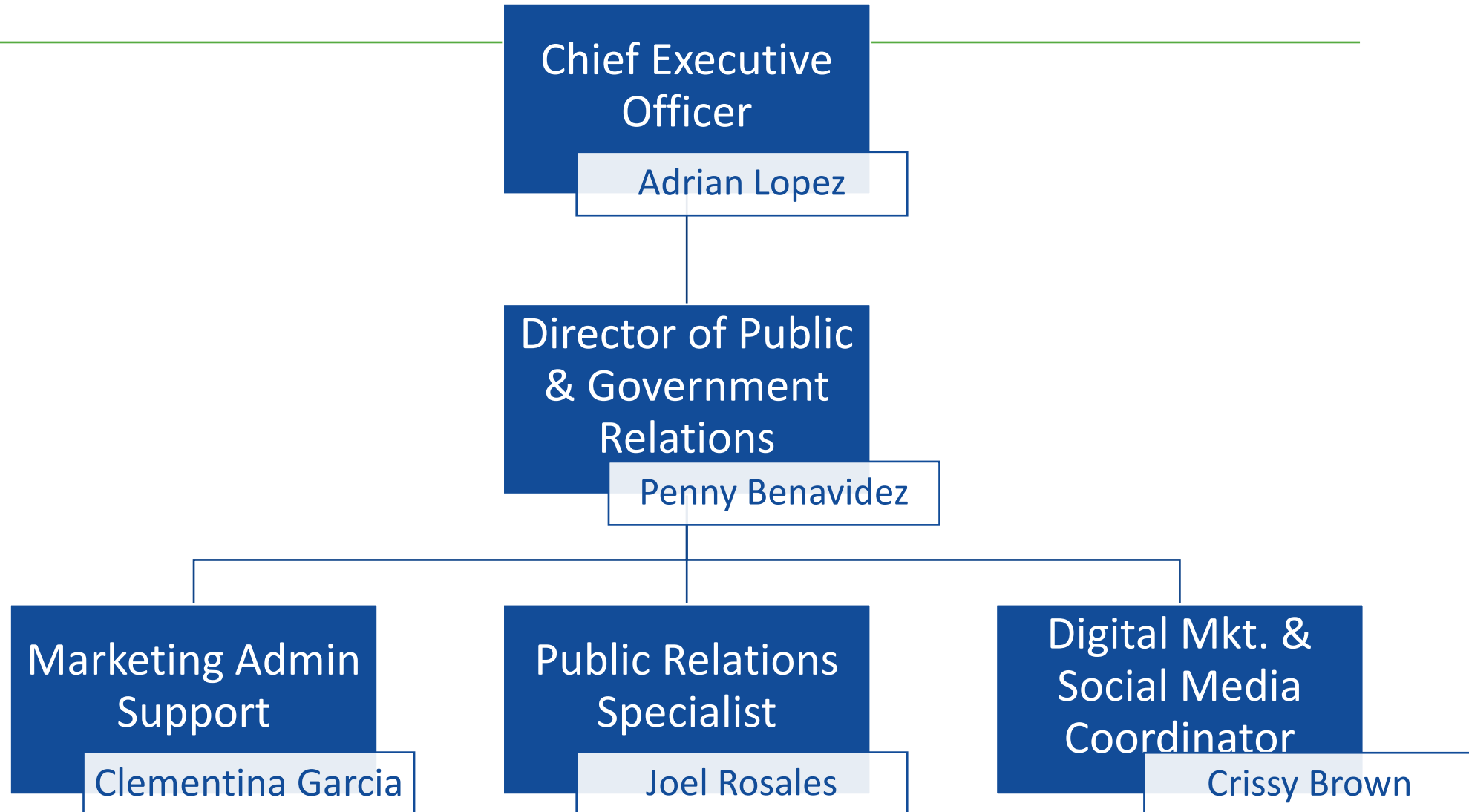
We collaborate across the agency to ensure all marketing strategies and external communications align with the Local Plan and reflect the Sector-Based Model.

In partnership with the Business Services Team, we spotlight and support In-Demand Industries and new Target Occupations on digital, social and traditional platforms, highlighting wages and career opportunities to increase regional awareness and engagement.





# Department Org Chart - Marketing



# Board Support of Marketing Communications



## Become a WSA Ambassador

Board members represent the organization at community events and professional networks, extending the reach of marketing messages through both traditional and digital means.

## Amplify Key Messages

Share success stories and highlight opportunities that amplify impact and support clear, accurate information sharing.

## Uphold Brand Standards

Board leadership reinforces brand consistency, supporting governance, transparency and public trust in communications.

**April 2026**

- National Stress Awareness Month
- National Financial Literacy Month
- Internship Awareness Month
- TWC Employer Award Nominations Due

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
			1 O'CONNOR EMPLOYER SHOWCASE	2	3 Good Friday	4	
5 Easter	National Robotics Week April 4th-12th						11 The ACT Race Alamo City Electrathon & National Week of the Young Child Begins (Early Learning)
12	13	14	15 NEW BRAUNFELS JOB FAIR	16 FIESTA 2026 Begins	17	18	
National Week of the Young Child (April 11th-17th)							
			15 SEGUIN EMPLOYER SHOWCASE	16 FIESTA 2026 Begins	17	18	
19	20	21	22 S FLORES JOB FAIR	23 Jobs Y'all JF	24 BATTLE OF FLOWERS (WSA Holiday)	25	
National Administrative Professionals Week (April 19th-25th)							
26 FIESTA 2026 Ends	27	28	29 PLEASANTON JOB FAIR	30			
National Administrative Professionals Day							

# Marketing Communications Contact Information

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## **Penny Benavidez**

Director of Public & Government Relations

[pbenavidez@wsalamo.org](mailto:pbenavidez@wsalamo.org)

(210) 840-9529

## **General Communications Inbox**

[communications@wsalamo.org](mailto:communications@wsalamo.org)



# Questions



Thank you!





# Management Information Systems (MIS) Division

Eric Vryn, CPO





# MIS Division

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## **Mission:**

**Verified data. Clear insights. Better decisions.** MIS transforms raw workforce data into reliable, actionable intelligence through rigorous verification and analysis — equipping staff, leadership, and stakeholders to manage performance, maintain compliance, and improve participant outcomes.

1) What MIS does

2) What we produce

3) What the data is signaling



# From Raw Data to Actionable Intelligence

**A continuous cycle: collect → verify → analyze → act**

## Core Outcomes We Deliver

- **Performance visibility:** monthly program standing against WIOA targets
- **Compliance readiness:** early flags before issues become findings
- **Program improvement:** stratified data that drives timely interventions
- **Leadership intelligence:** leading indicators that support planning, not just reporting

## How the workflows

- |                |   |
|----------------|---|
| <b>Collect</b> | Extract data from federal, state, and local systems         |
| <b>Verify</b>  | Validate accuracy and reconcile across sources              |
| <b>Analyze</b> | Trend + risk analysis; predictive models where useful       |
| <b>Act</b>     | Reports, dashboards, and case-level lists that guide action |



# Where the Data Comes From

Seven primary sources —No single system captures the full picture. MIS verifies, integrates, and analyzes across all seven to surface what any one source alone would miss.

## **WorkInTexas (WIT / TWC)**

WIOA enrollments, exits, MSG, credentials, outcomes

## **City of San Antonio (RTW)**

Ready to Work enrollments, graduations, placements

## **San Antonio Food Bank**

Daily Workforce Center visits (leading indicator)

## **TWC Childcare Enrollment**

Monthly enrollment across Texas LWDAs (stress signal)

## **Lightcast HWOL (via TWC)**

Job postings, industry demand, median advertised wages

## **BLS LAUS**

Monthly unemployment & labor force trends (13 counties)

## **TWC Administrative (UI)**

Claims filings, cohorts, reemployment outcomes

## **Open-Source Collection (OSINT)**

Universities, think-tanks, non-profits, credible media

These data sources provide the agency with one integrated view: program performance, labor market demand, and early warning signals.



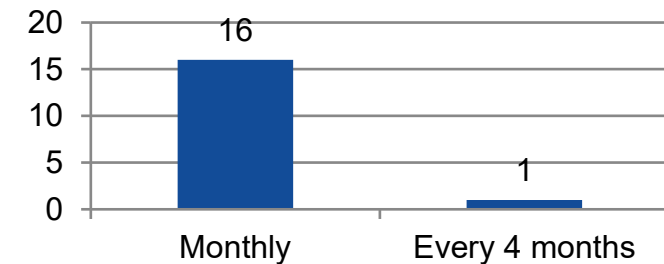
# What MIS Produces

## Reports and dashboards that make performance, risk, and opportunities visible

### Core reporting products (examples)

- WIOA performance (monthly): MPR summary; metrics update; trend + risk analysis
- Case manager / office performance (monthly): peer comparison + action recommendations
- Claimant reemployment (monthly): REEM 10-week analysis + job posting alignment
- Ready to Work oversight: consortium outcomes (monthly) + provider indexes (every 4 months)
- Operational data packages: PPS extracts that power downstream analytics
- Several key reports are delivered as both a written memo and an interactive dashboard.
- Request for specialized reports and analysis (monthly)

### Reporting cadence



Most products are monthly; a small set is periodic.

### Where this shows up for the board

- Clear performance status
- Early risk flags
- Provider accountability
- Regional demand signals



# How MIS Improves Program Operations

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## From retrospective reporting to proactive support

### Compliance + performance

- Monthly visibility into WIOA targets
- Early flags on Cannot Locate exits and data integrity gaps
- Participant volume forecasts: how many are needed to hit targets
- Risk register framing by severity — critical, high, medium, low

### Better interventions

- At-risk participant tracking — long-enrolled without MSG, stalled cases
- Non-mature REEM lists that let staff act before the reporting window closes
- Step-by-step guides that turn data findings into case-level actions
- Service-to-demand alignment using real-time HWOL postings

### Accountability

- Case manager and office performance assessments
- Peer comparisons that distinguish individual gaps from systemic issues
- RTW provider performance indexes tied to contract expectations
- Documentation that supports contract management decisions



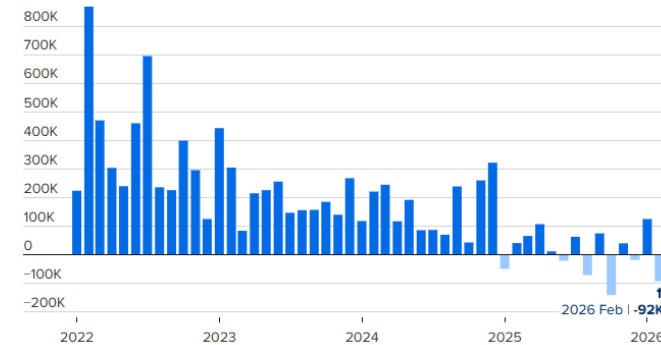
# Labor Market Snapshot: U.S.

## U.S. – February 2026 (BLS)

- **National job growth** slowed sharply in 2025 and turned negative in February 2026
- **Nonfarm jobs:** -92,000 jobs in February
- **Unemployment:** ~4.4% (U3)
- **Job growth 2025:** ~584,000 jobs (vs. ~2 million in 2024)
- **Average duration of unemployment:** 25.7 weeks
- **More people are:**
  - **working part time** when they would prefer full time
  - **Drifting out of active job search.**

Monthly job creation in the U.S.

Jan. 2022–Feb. 2026



Source: U.S. Bureau of Labor Statistics via FRED  
Data as of March 6, 2026

U.S. unemployment rate

Jan. 2022–Feb. 2026



Source: U.S. Bureau of Labor Statistics  
Data as of March 6, 2026



# Labor Market Snapshot: Texas & Alamo

## Texas – February 2026 (TWC + Dallas Fed)

- **Unemployment:** low 4% range (roughly in line with U.S., slightly better on some measures).
- Total employment still **slightly higher than a year ago**.
- **Dallas Fed Texas Employment Forecast:**
- Translation: Texas remains a large, dynamic labor market, just not growing as fast as it used to.

## Alamo Region– December 2025 (TWC/WSA/Fred)

- **Unemployment:** ~3.7%
  - A couple of tenths below the state rate and several tenths below the national rate.
  - Down from 4.2% in September and 4.0% in November; up from 3.4% a year earlier.
- **Annual nonfarm job growth:** +13,000 jobs / +1.1%
- **Labor force:** +22,170
- **Growth leaders:** Education & Health, Trade/Transportation/Utilities, Construction

Area	Unemployment (latest)	Direction vs. 2024	Job Growth Story (2025)
U.S.	~4.4%	Higher	Weak, negative
Texas	~4.3%	Slightly higher	Very weak / near zero (Fed view)
Alamo Region (MSA)	~3.7%	Slightly lower	Modest growth, sector-uneven



# Alamo Region Sector Trends (Dec 2025)

## Selected sector changes – San Antonio–New Braunfels MSA (Dec 2025 vs Dec 2024)

Industry	Annual Change (Jobs)	Annual % Change
<b>Total Nonfarm</b>	+13,100	+1.1%
<b>Trade, Transportation &amp; Utilities</b>	+8,300	+3.8%
<b>Private Education &amp; Health Svcs</b>	+9,700	+5.3%
<b>Construction</b>	+700	+1.0%
Manufacturing	+600	+1.0%
Financial Activities	+600	+0.6%
Leisure & Hospitality	-1,400	-1.0%
Information	+300	-1.0%



# Economic Conclusion

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The labor market has softened relative to 2024, with broader labor underutilization rising in Texas and sector performance becoming more uneven, even as Texas and the Alamo Region continue to show relative resilience on headline measures. For WSA, the issue is not simply the number of job openings; it is **how well workers can move into the openings that exist, especially as weaker sectors lose momentum and different labor-market sources tell different parts of the story.**



# What to Expect from MIS (Next 6 –12 Months)

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Building capacity through partnerships, smarter automation, and better board-facing visibility

## Regional expert pipeline

Build a network of regional partners (education, industry, community, and research) to strengthen analysis and interpretation.

## Report automation

Automate routine extracts and recurring tables to reduce manual effort and improve speed, consistency, and auditability.

## New dashboards

Expand interactive dashboards for leadership and programs—faster visibility into performance, risk, and operational signals.

## Capacity through AI (exploration)

Explore ways to use AI to increase capacity—while keeping data security and compliance front and center.

Thank you!





# Budget Overview

Gabriela Navarro Garcia





# Local Plan & Sector Based Model Impact

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Reference: Local Plan, Part 1, Section C, Pages 20-23

1. Ensure the appropriate use, management, and investment of funds for WIOA and other TWC grant-related activities and the local one-stop delivery system, and to maximize performance outcomes.
2. Develop and manage the board's budget for activities consistent with the local plan and the duties of the local board.
3. Maintain compliance and retain "high performing" status by:
  - Follow fiscal policies and procedures and be in compliance with Federal and state regulations thus receive no findings and questioned costs from Federal or State monitoring.
  - Sustain fiscal integrity, as evidenced through the annual Single Audit documentation.
  - Have no recapture of grant funds for failure to obligate at least 95% of program funds within/by each grant's applicable program year.



# Budget Overview

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FY24 -  
\$197,870,857

FY25 -  
\$211,140,377

FY26 -  
\$199,796,542

- 52 Active Grants
- WIOA Grants have a period of 24 months and renew on an annual basis
  - Adult, Dislocated Worker, and Youth
- Child Care Grants have a period of 13 to 15 months and renew on an annual basis
- Other grants range for a period of 12 to 13 months and may not align with the board's fiscal year



# FY26 Budget – Corporate

Workforce Solutions Alamo	
Board Fiscal Year October 1, 2025 - September 30, 2026	
CORPORATE BUDGET	FY26 Budget Amendment #1
Personnel	\$ 5,736,960
Facility	\$ 500,378
Equipment/Related Costs	\$ 284,564
General Office Expenses	\$ 516,208
Professional Services	\$ 1,697,690
Board Expenses	\$ 45,000
<b>TOTAL WSA CORPORATE BUDGET</b>	<b>\$ 8,780,800</b>

- 4.4% of overall budget
- Up to 50 FTEs
- Professional Services:
  - Monitoring & Auditing Costs
  - Legal Services
  - Temporary Staff Services
  - Other Consulting Support



# FY26 Budget – Facilities

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Workforce Solutions Alamo Board Fiscal Year October 1, 2025 - September 30, 2026	
FACILITY & INFRASTRUCTURE BUDGET	FY26 Budget Amendment #1
Facility Related Occupancy	\$ 4,511,406
Equipment Related	\$ 131,543
Rental of Equipment	\$ 59,683
Software Related	\$ 848,974
Communications	\$ 350,467
General Office	\$ 193,799
Other Professional Services	\$ 140,929
Reserve Facility	\$ 150,000
<b>TOTAL FACILITY &amp; INFRASTRUCTURE BUDGET</b>	<b>\$ 6,386,802</b>

- 3.2% of overall budget
- 16 Locations in 13-County Area



# FY26 Budget – Projects & Reserve

Workforce Solutions Alamo Board Fiscal Year October 1, 2025 - September 30, 2026 FY26 Budget Amendment #1		
Projects	FY26 Budget Amendment #1	
Summer Earn & Learn	\$	250,000
Teacher Externship	\$	184,000
Work Commission Initiatives	\$	95,947
Adam Scripps Foundation	\$	167,258
Kronkosky Foundation	\$	12,121
Texas Mutual Grant	\$	62,500
<b>Total Projects</b>	<b>\$</b>	<b>771,825</b>
Reserve		
TWC - Adult & Youth Grants	\$	2,771,546
TWC - Child Care Grants	\$	11,211,223
TWC - Other Special Initiatives	\$	48,533
Non-TWC Grants	\$	80,321
<b>Total Reserve</b>	<b>\$</b>	<b>14,111,623</b>

- Projects are .39% of overall budget
- Reserve is 7.06% of overall Budget
  - Overlapping Fiscal Years
  - Childcare Match



# FY26 Budget – Service Delivery

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85% of overall budget

<b>Workforce Solutions Alamo</b>		
<b>Board Fiscal Year October 1, 2025 - September 30, 2026</b>		
<b>FY26 Budget Amendment #1</b>		
<b>Service Delivery</b>	<b>FY26 Budget Amendment #1</b>	
TWC - Adult & Youth Grants	\$	17,643,653
TWC - Child Care Grants	\$	142,272,280
TWC - Other Special Initiatives	\$	1,869,460
Non-TWC Grants	\$	7,943,053
<b>Total Service Delivery</b>	<b>\$</b>	<b>169,728,446</b>



# Budget Approval Process





# Board Approval Timelines

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Time Period	Presentations
Recurring - Fiscal	Monthly Financials, Child Care TxC3 Updates, Client Support Services Analysis
Recurring - Procurement	RFPs & Contract Renewals
February	Budget Amendments
June	Single Audit Report & Service Delivery Contract Renewals
July	New Fiscal Year Budget
September	Financial Monitoring and Fiscal Integrity Reports



# Questions



Thank you!



Workforce Solutions Alamo FY26 Budget Amendment #1  
October 1, 2025-September 30, 2026

Funding Source	CFDA	Start Date	End Date
<b>SERVICE DELIVERY - TWC</b>			
Military to Civilian Employment Program		4/29/2025	4/30/2026
Military to Civilian Employment Program		4/29/2026	4/30/2027
Adult - Non Custodial Parent (Bexar Only)	TANF-93.558	9/1/2025	9/30/2026
Adult - Re-Employment Services	UI-17.225	10/1/2024	2/28/2026
Adult - Re-Employment Services	UI-17.225	10/1/2025	9/30/2026
Adult - SNAP E&T	SNAP-10.561	10/1/2025	9/30/2026
Adult - TANF	TANF-93.558	8/31/2024	10/31/2025
Adult - TANF	TANF-93.558	10/1/2025	10/31/2026
Adult - Trade Act Services	TAA-17.245	10/1/2025	9/30/2026
Adult - WIOA Adult	ADULT-17.258	7/1/2024	6/30/2026
Adult - WIOA Adult	ADULT-17.258	10/1/2024	6/30/2026
Adult - WIOA Adult	ADULT-17.258	7/1/2025	6/30/2027
Adult - WIOA Adult	ADULT-17.258	10/1/2025	6/30/2027
Adult - WIOA Dislocated	DW-17.278	7/1/2024	6/30/2026
Adult - WIOA Dislocated	DW-17.278	10/1/2024	6/30/2026
Adult - WIOA Dislocated	DW-17.278	7/1/2025	6/30/2027
Adult - WIOA Dislocated	DW-17.278	10/1/2025	6/30/2027
Adult - WIOA Rapid Response	DW-17.278	7/1/2025	6/30/2026
Adult - WIOA Rapid Response	DW-17.278	7/1/2026	6/30/2027
Facilities - Employment Services	ES-17.207	2/1/2025	12/31/2025
Facilities - Employment Services	ES-17.207	10/1/2025	12/31/2026
Facilities - Veterans Employment Service	ES-17.801	10/1/2025	9/30/2026
Youth - WIOA Youth	YOUTH-17.259	7/1/2024	6/30/2026
Youth - WIOA Youth	YOUTH-17.259	7/1/2025	6/30/2027
<b>SERVICE DELIVERY - TWC CHILD CARE</b>			
Child Care CCDF - Discretionary & Mandatory		8/31/2024	12/31/2025
Child Care CCDF - Discretionary & Mandatory	CCDF-93.575	8/31/2025	12/31/2026
Child Care CCM - Match	CCDF-93.596	10/1/2024	12/31/2025
Child Care CCM - Match	CCDF-93.596	10/1/2025	12/31/2026
Child Care CCP - DFPS Protective Services	CCDF-93.575	9/1/2025	12/31/2026
Child Care Quality 2%	CCDF-93.575	10/1/2024	10/31/2025
Child Care Mentor	CCDF-93.575	10/1/2025	10/31/2026
Child Care Quality	CCDF-93.575	10/1/2025	10/31/2026
Child Care Quality - Board Strategic Planning	CCDF-93.575	10/1/2025	10/31/2026
Child Care Quality 4%	CCDF-93.575	10/1/2024	10/31/2025
Child Care Quality 4%	CCDF-93.575	10/1/2025	10/31/2026
<b>SERVICE DELIVERY - TWC SPECIAL INITIATIVES</b>			
Adult - Student Hireability Navigator	N/A	9/1/2025	8/31/2026
Adult - Student Hireability Navigator	N/A	9/1/2026	8/31/2027
Adult - Training & Employment Navigator (Pilot Program)	WPA-17.207	2/1/2024	10/31/2025
Adult - VRS Paid Work Experience	N/A	10/1/2025	9/30/2026
Facilities - Infra Support VR	N/A	9/1/2025	8/31/2026
Facilities - Infra Support VR	N/A	9/1/2026	8/31/2027
Partner For Reentry Opp In Wd (PROWD)	REENTRY-17.270	9/30/2023	9/30/2027
Resource Admin Grant	ES-17.207	10/1/2025	9/30/2026
SNAP TTP Initiative		10/1/2025	9/30/2026
Summer Earn & Learn	N/A	10/1/2025	9/30/2026
Teacher Externship		4/1/2025	3/31/2026
Teacher Externship		4/1/2026	3/31/2027
Work Commission Initiatives	ADULT-17.258	10/1/2025	9/30/2026
National Dislocated Worker - Disaster Recovery		9/29/2025	9/30/2027
<b>SPECIAL INITIATIVES</b>			
City of San Antonio - Ready To Work (Bexar Only)	City General	6/1/2025	7/31/2026
DOL - Infrastructure	17.268	10/1/2024	9/30/2029
ADAM SCRIPPS FOUNDATION FUND		10/24/2023	
KRONKOWSKY FOUNDATION FUND		3/23/2023	
TEXAS MUTUAL INS COMPANY CHARITABLE GRANT		8/1/2025	10/31/2026