



Strategic Committee

May 8, 2026



Meeting Minutes of November 7, 2025



Meeting Minutes of January 23, 2026





Marketing Communications

Penny Benavidez, Director of Public & Government Relations



Media, Marketing, and Communications Update



Media Coverage



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



Social Media Performance

2026 Year-to-Date



Followers

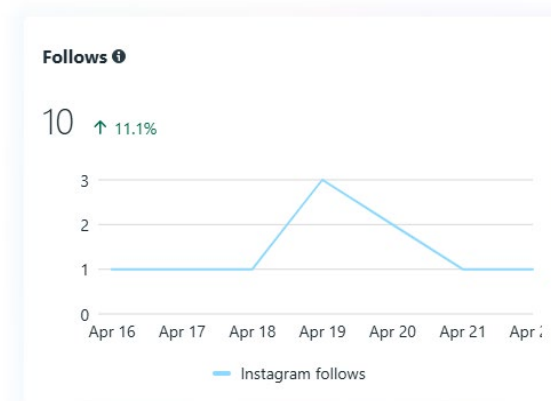


- Steady increase in Followers across all social platforms for the first four months of 2026 compared to this time in 2025.

Social Media Performance 2026 Fiesta Medal Giveaway



Followers



Views

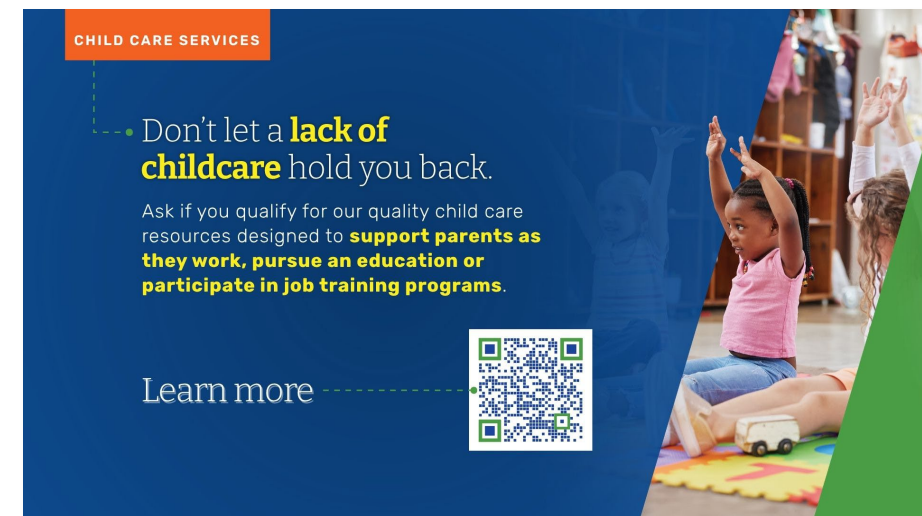


- 175% increase in Followers across Facebook & Instagram during our first Fiesta Medal Giveaway Social Media Contest.
- 270% increase in Views across Facebook & Instagram during our first Fiesta Medal Giveaway Social Media Contest.



Career Center Digital Signage

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



2026 Fiesta Medal and Student Design Contest Recognition Events





2026 Fiesta Medal Design Contest

Theme:

“Creating Careers. Connecting Communities”

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

One winner from each school category/division

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

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

Overall Winning Design

Joscelyne Ruiz (18 yrs.), Jubilee Academies





2026 Fiesta Medal Design Contest

High School Division and Overall Contest Winner

Joscelyne Ruiz *Jubilee Academies*

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





2026 Fiesta Medal Design Contest

Elementary School Division

Bailey Bock

McQueeney Elementary

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





2026 Fiesta Medal Design Contest

Middle School Division

Noelani Olivo

Hobby Middle School

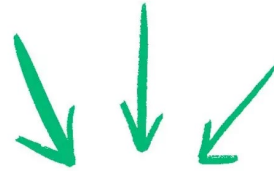
- 8TH Grader - Hobby Health Science Magnet School
- Member of the Jr. National Honor Society
- Maintained all A's since elementary
- Career aspiration is to become a veterinarian
- Accepted to the O'Connor HS Magnet Agriculture Science & Technology (ASTA) program in Helotes, TX for 9th Grade





2026 San Antonio Business Journal Nonprofit Fiesta Medal Design Contest

2nd Year in a Row!



The Viewfinder

FIESTA MEDAL CONTEST WINNERS

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

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

NONPROFIT WINNER

Workforce Solutions Alamo
38.5%



FOR-PROFIT WINNER

Texas Spine Care Center
40.9%



GOVERNMENT/ EDUCATION WINNER

San Antonio College
54.7%



HONORABLE MENTION

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



2026 Ace Race Sponsorship





2026 Ace Race Sponsorship

Floresville & Pleasanton High Schools

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



2025 Annual Report





2025 Annual Report

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





Questions





Data Release Overview

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





Background

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

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

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

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



Main Takeaways

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

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

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

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

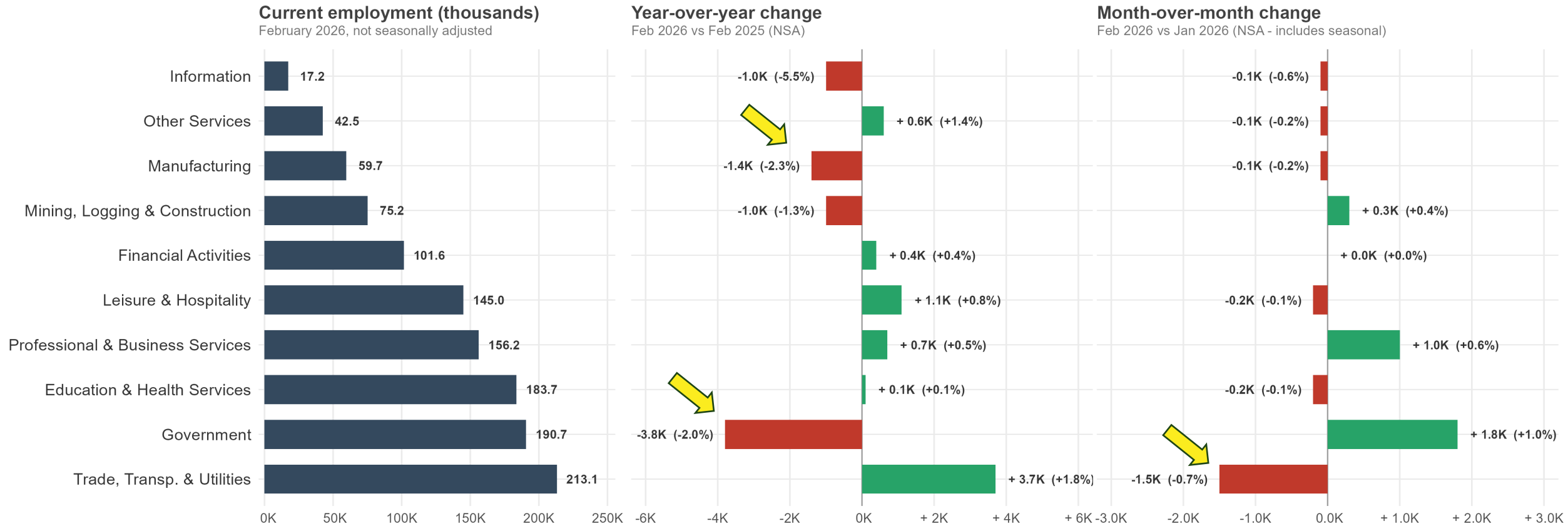


- Focus is on a) Government, b) Trade, Transp. & Utilities, and c) Manufacturing



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

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



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

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

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

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

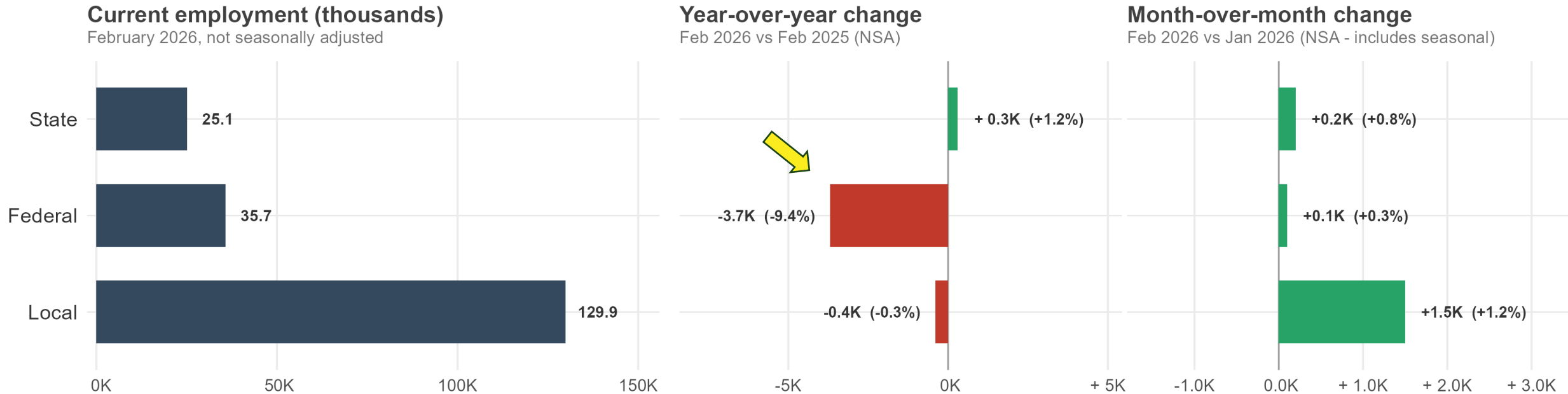
YoY (year-over-year) changes are less affected by seasonality because they compare the same calendar month across years



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

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

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



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

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

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

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

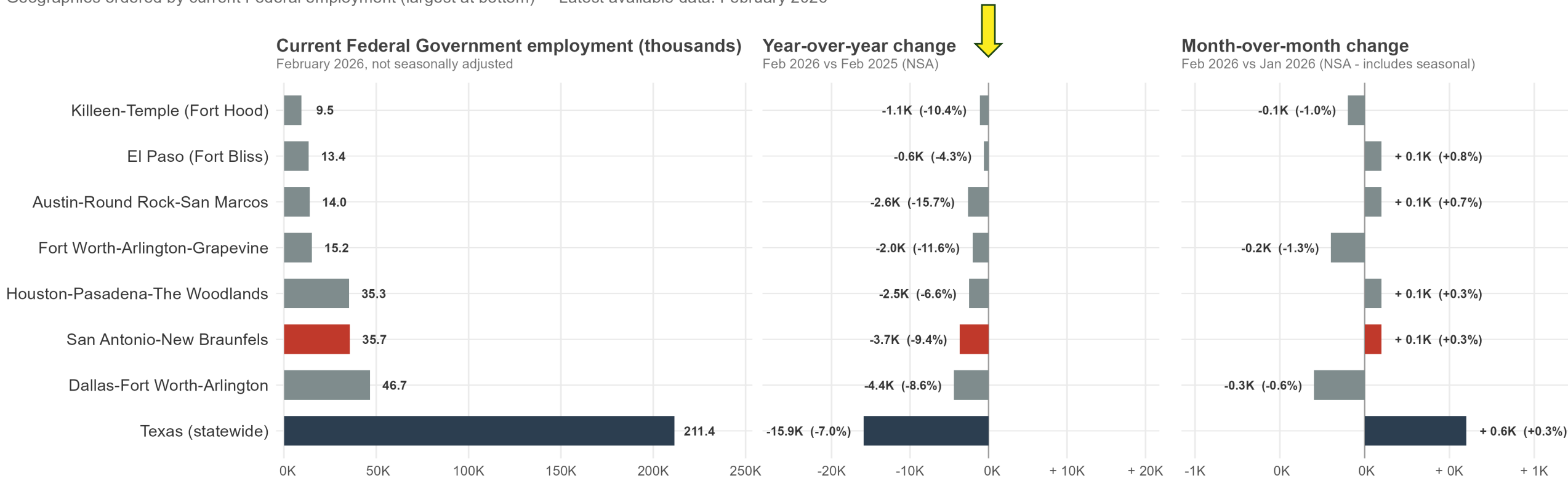
Note: Federal contractor employment may be classified under non-Government industries depending on the work performed



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

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

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



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

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

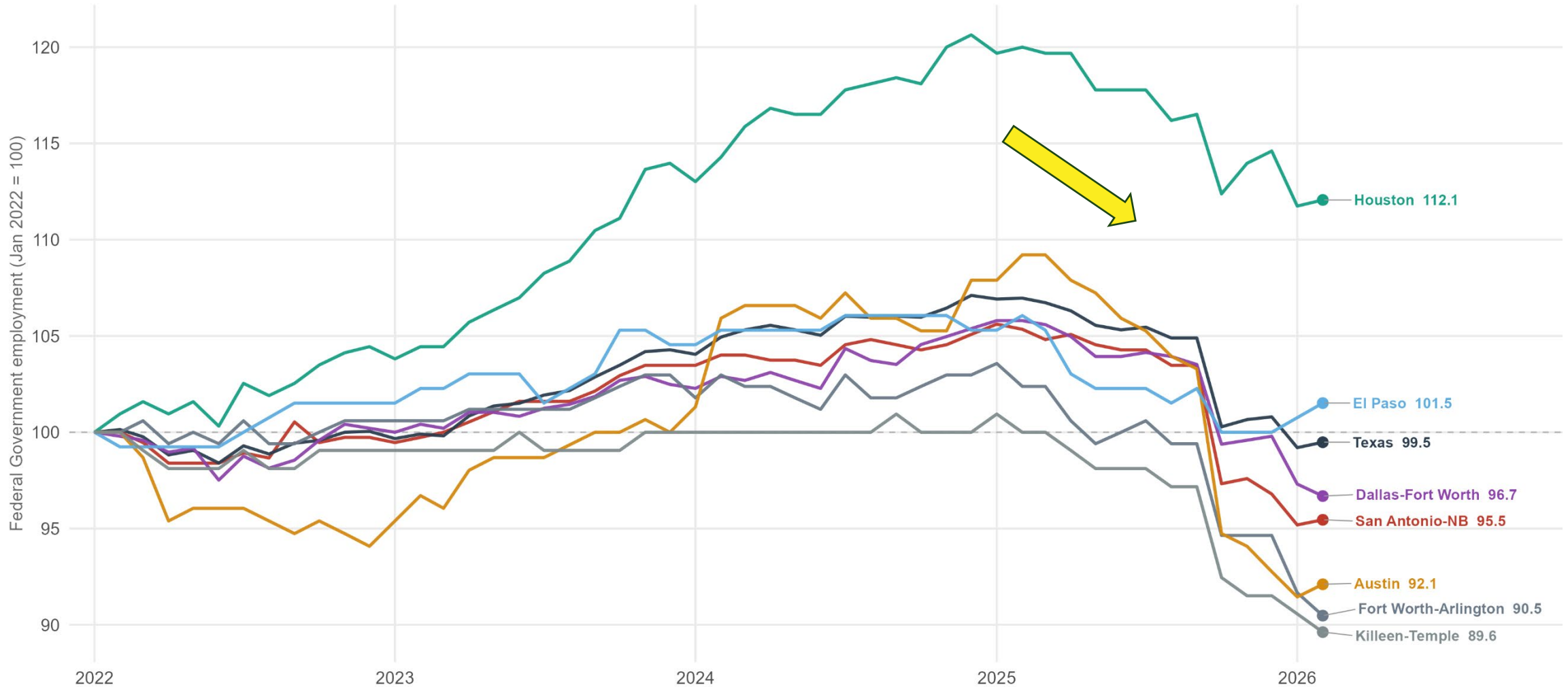
Note: Comparison is across Texas only; US national CES data not in current dataset

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



Federal Government Employment Trajectory: 2022 to Present

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



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

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

All geographies began contracting in 2025-2026

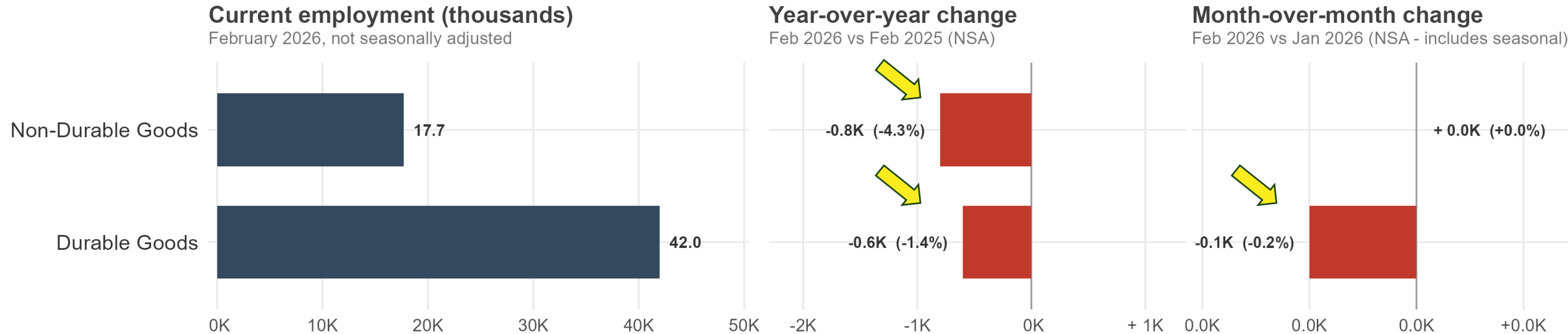
MANUFACTURING



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

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

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



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

Durable Goods include automotive, machinery, fabricated metals, electronics, transportation equipment

Non-Durable Goods include food, beverages, chemicals, plastics, printing, refining, and other consumables

SA-NB has Toyota Motor Manufacturing San Antonio (light truck assembly) plus its supplier ecosystem

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

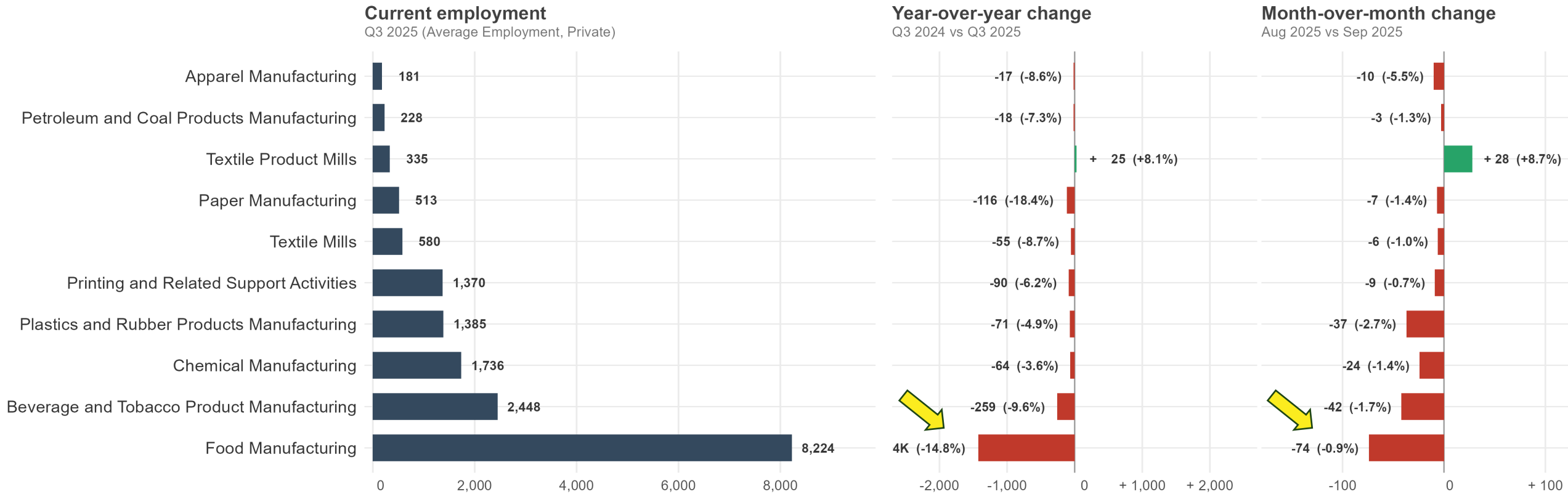
QCEW Data: Lags by ~6 months (but it provides more detailed information)



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

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

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



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

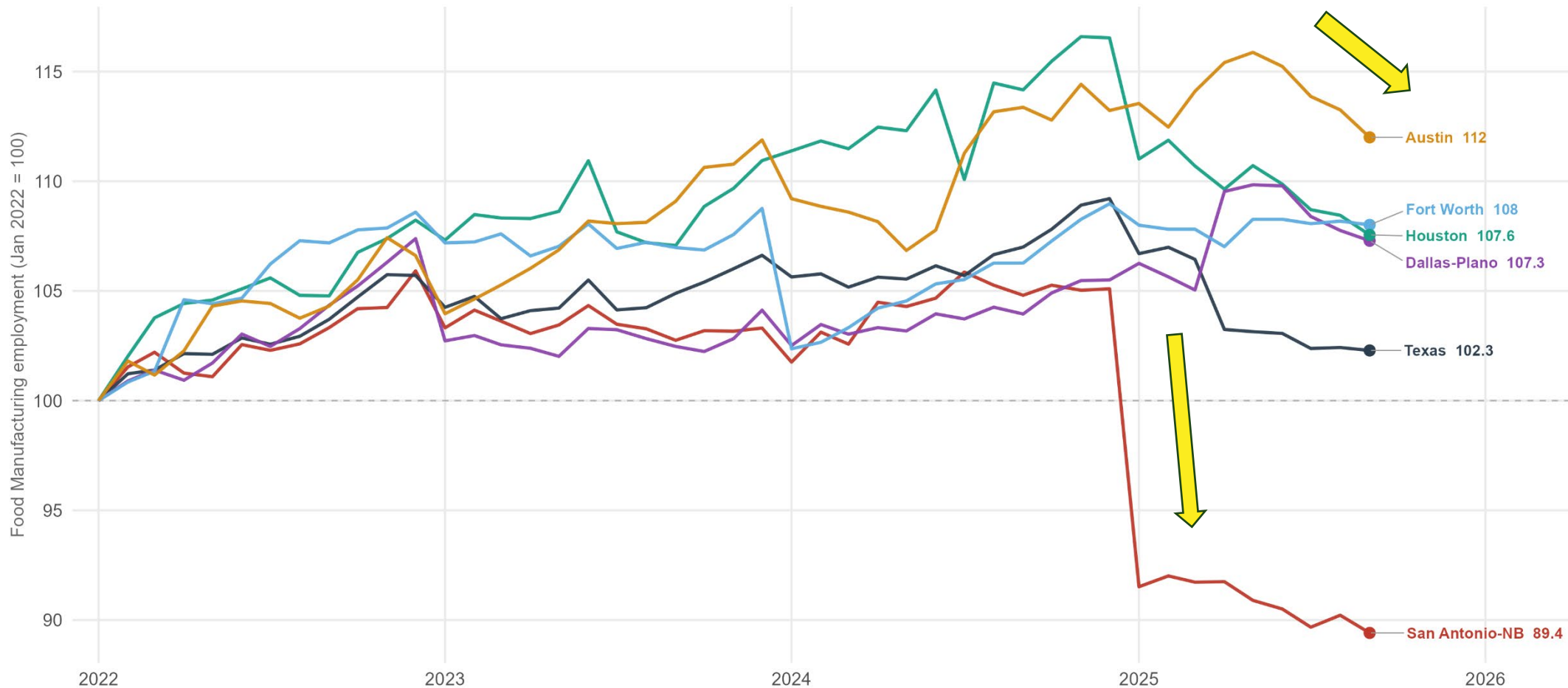
Food Manufacturing Trendline



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

Food Manufacturing Employment Trajectory: 2022 to Present

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



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

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

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

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

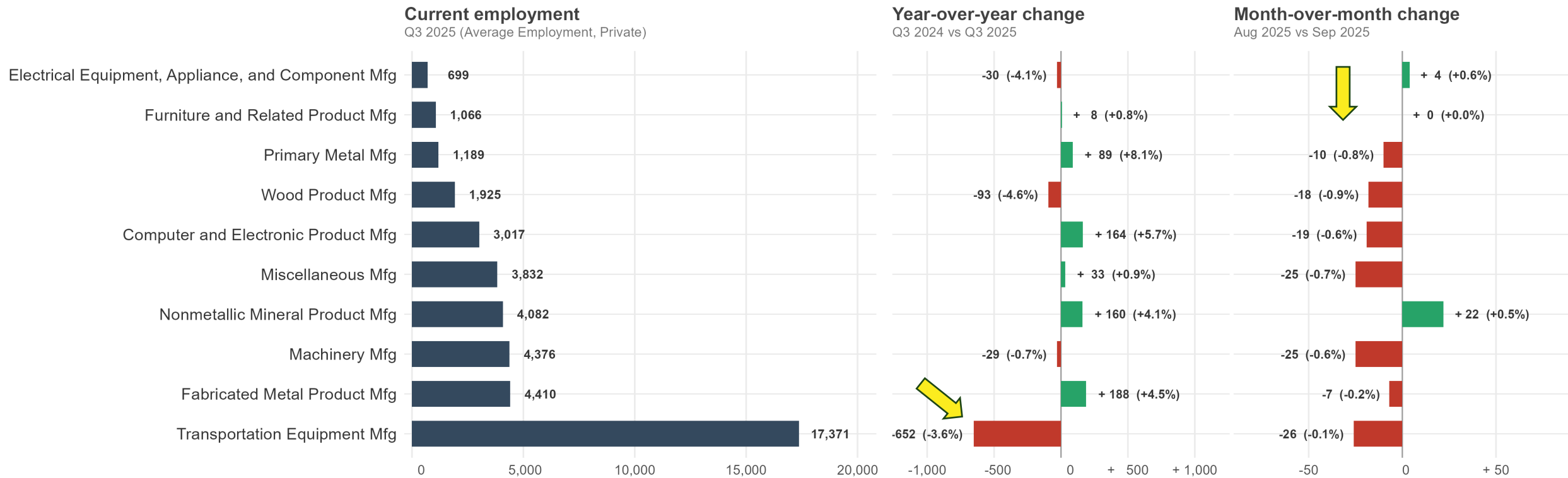
SA-NB MSA Durable Goods Manufacturing (3-digit NAICS)



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

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

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



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW), San Antonio-New Braunfels MSA

Average Employment for Private sector ownership; YoY: Q3 2024 vs Q3 2025 • MoM: August vs September 2025

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

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

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

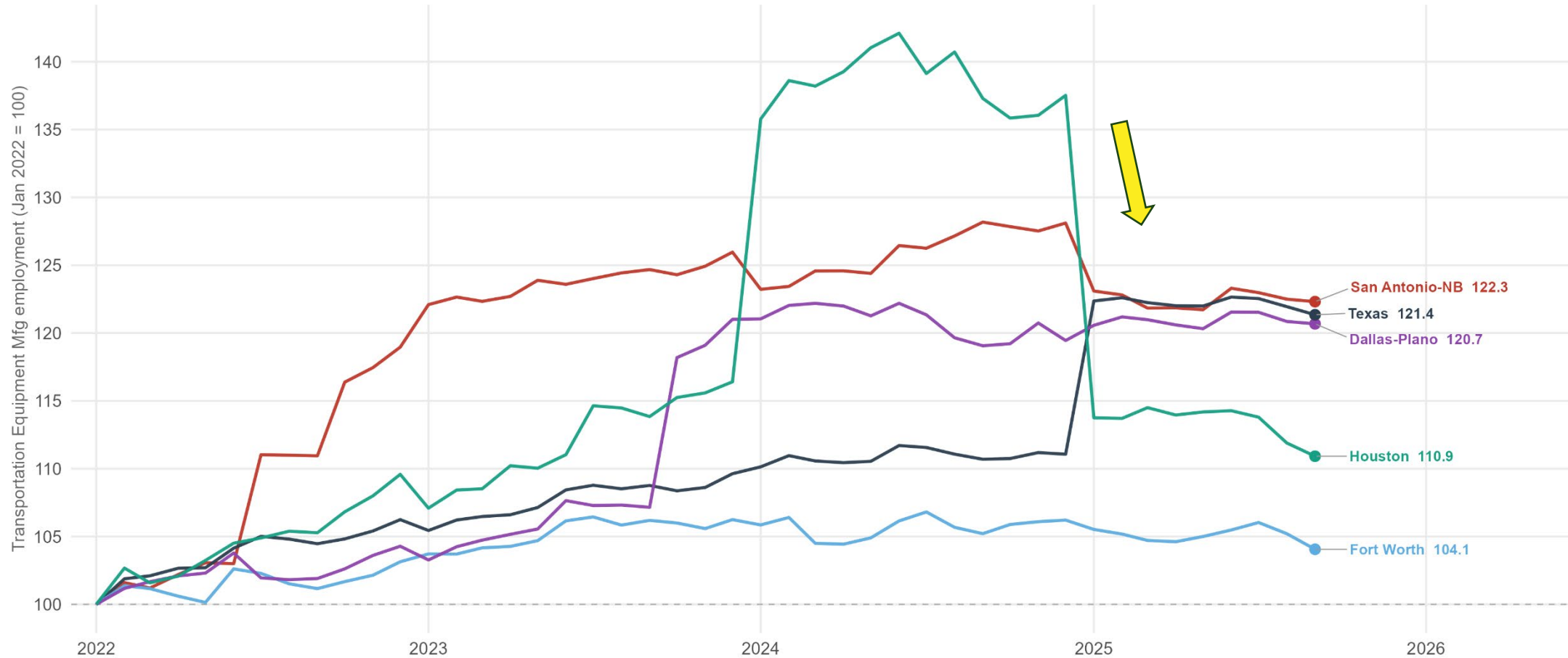
Transportation Equipment Trendline by Largest MSAs

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



Transportation Equipment Manufacturing Employment Trajectory: 2022 to Present

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



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

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

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

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

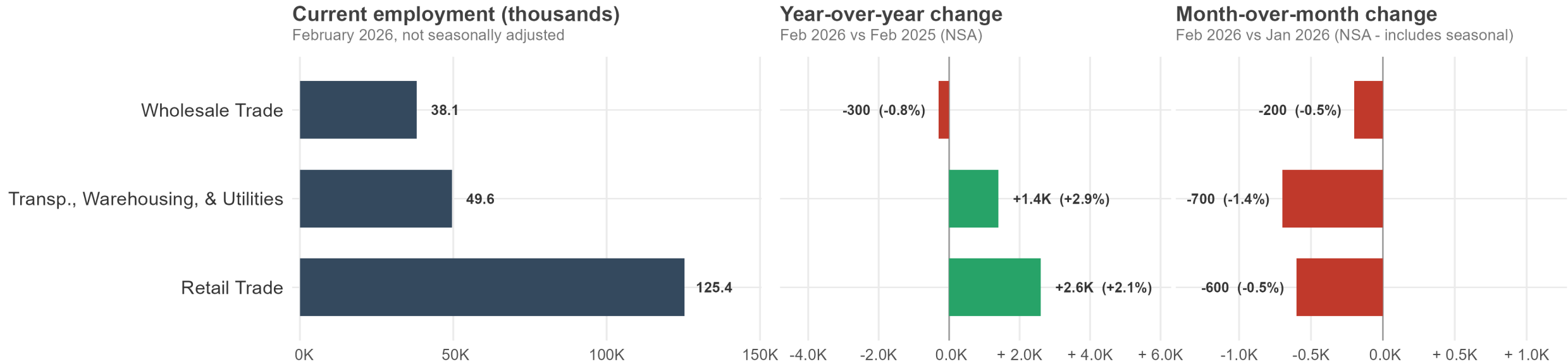
SA-NB MSA Trade, Transp., & Utilities (TTU) Sub-Supersector

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



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

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



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

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

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

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

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

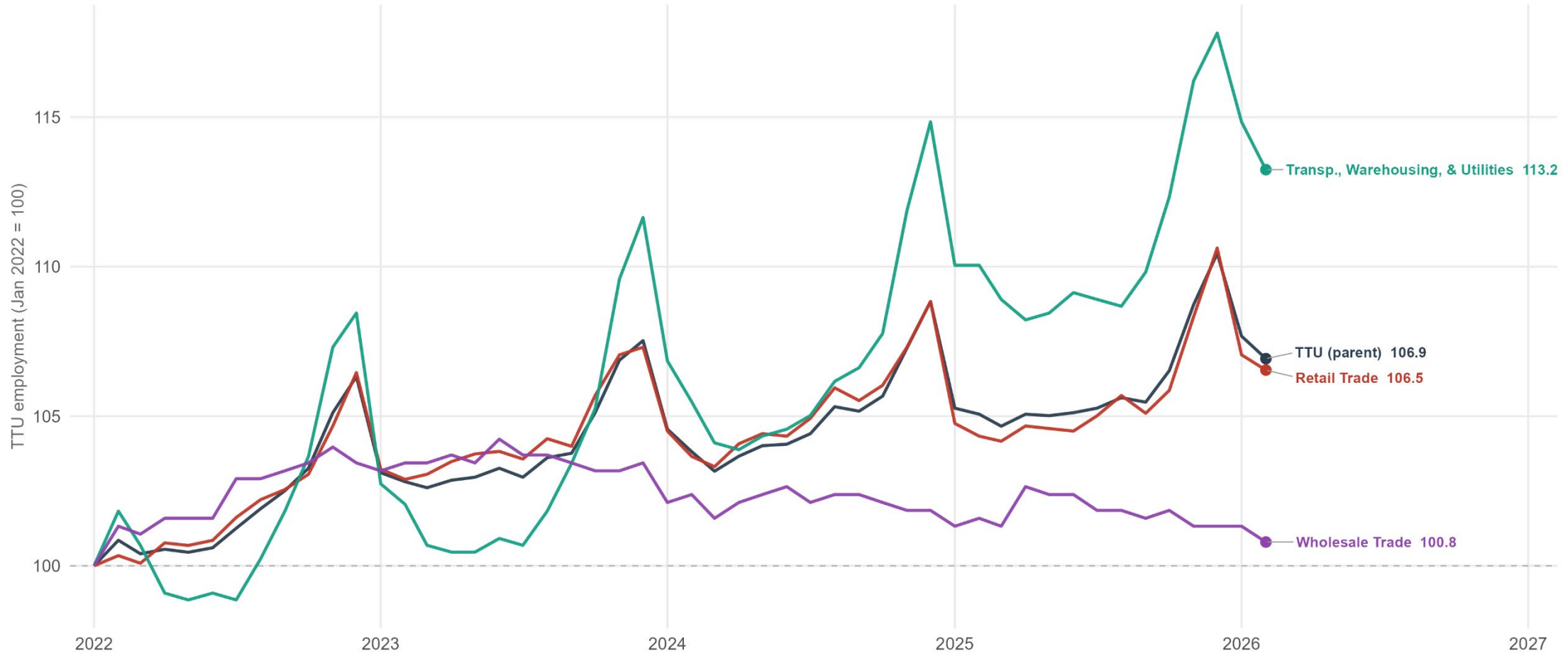
SA-NB MSA TTU Trendline

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



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

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



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

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

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

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

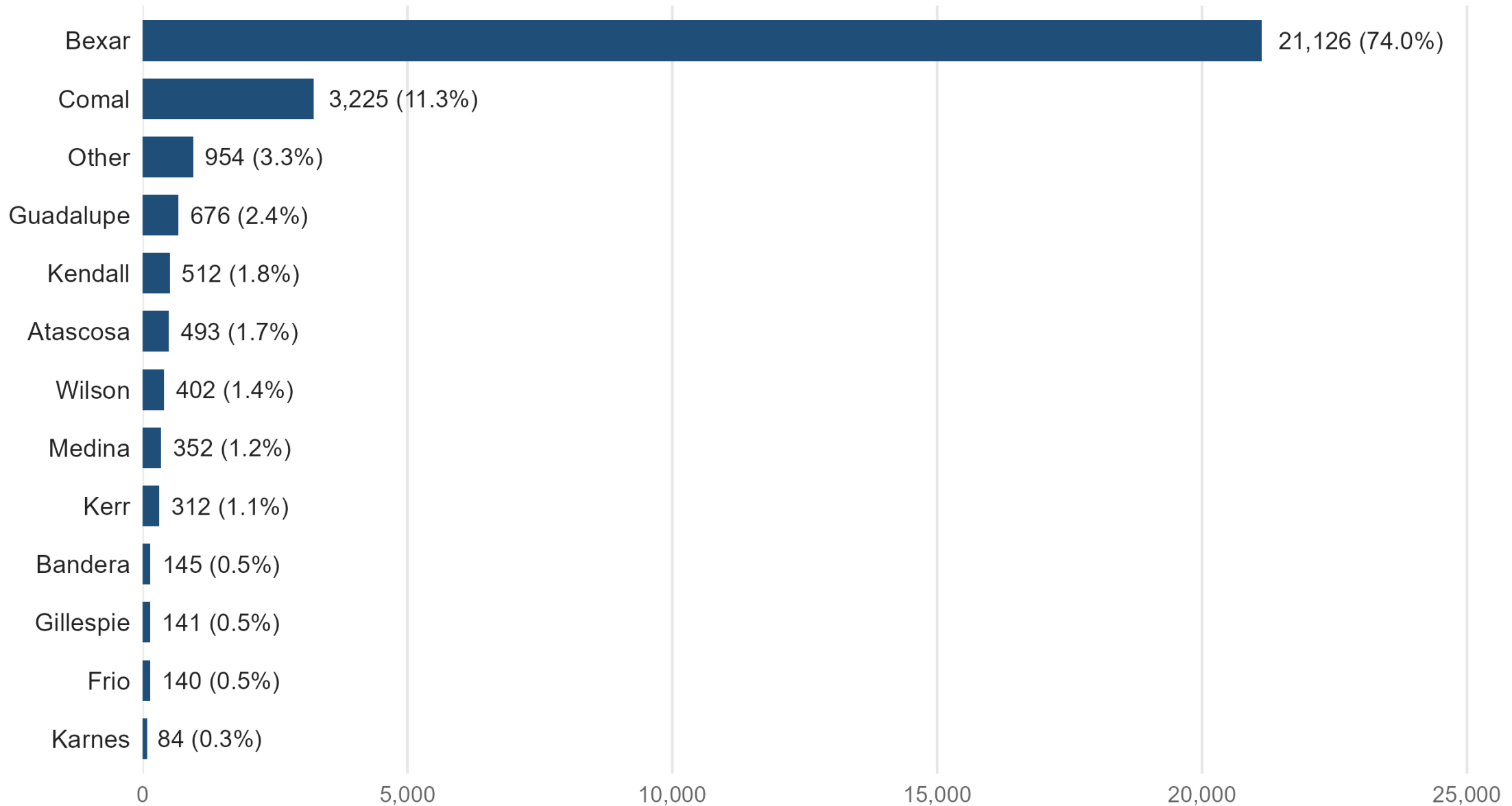
Unemployment Highlights

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



Unemployed by County

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

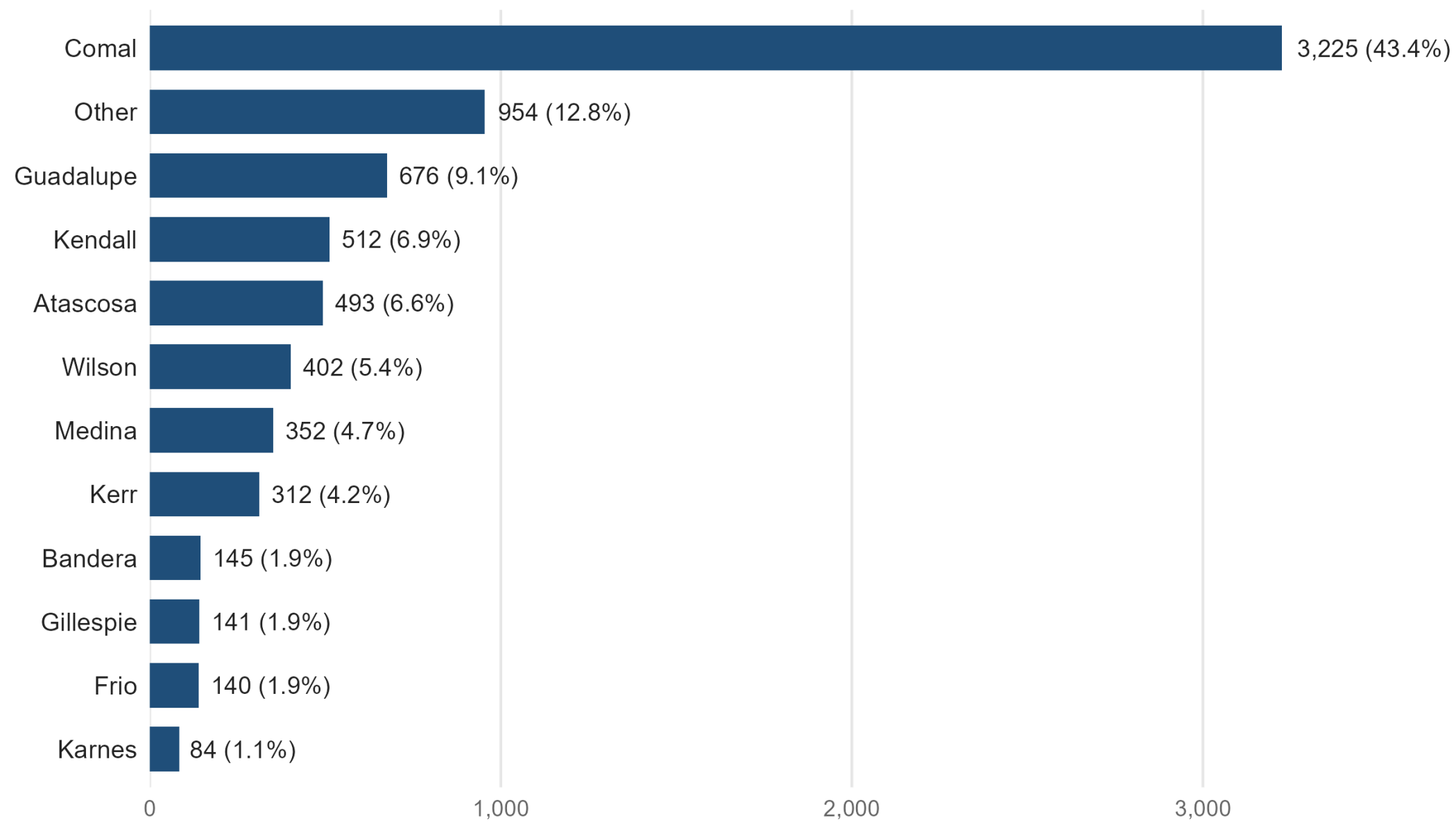


Cohort start dates: Jul 2025 to Apr 2026. "Other" denotes claimants whose county of origin was unassigned.
Source: TWC, Workforce Solutions Alamo analysis.

Unemployed by County, Rural counties



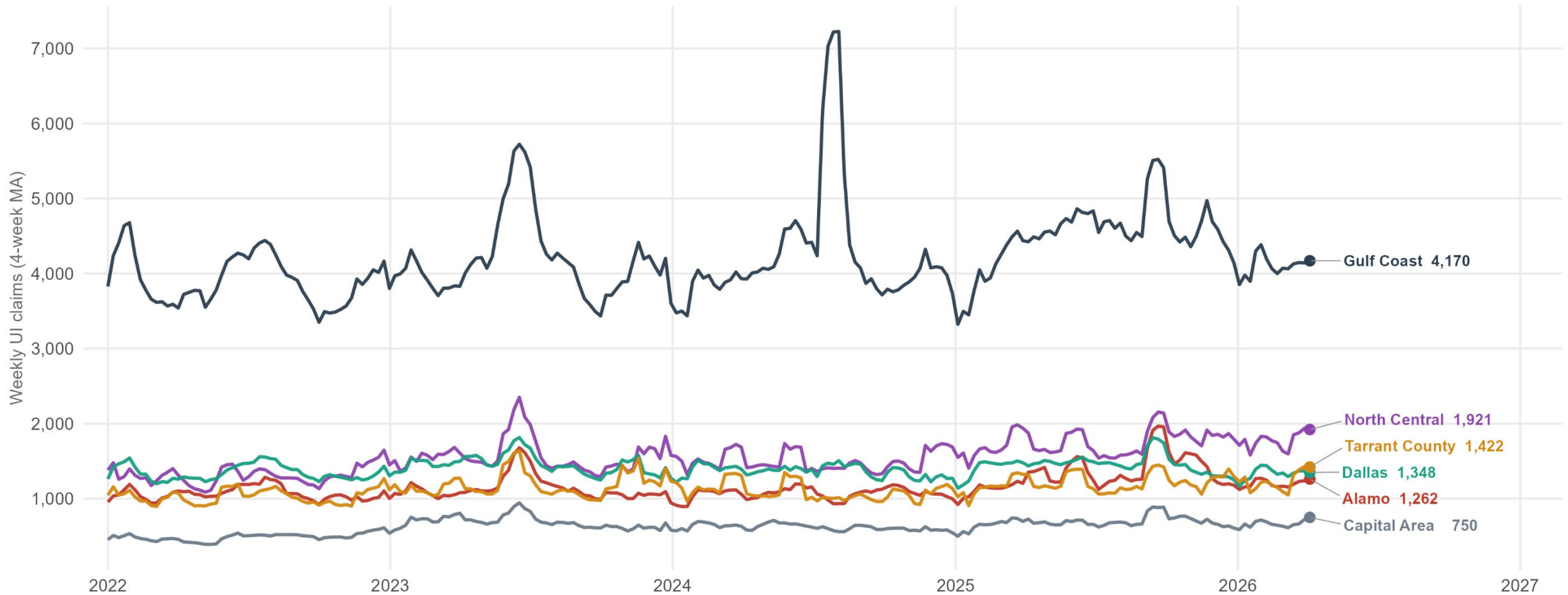
Total unemployed across rural counties: 7,436. Percentages reflect each county's share of the rural total.



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

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

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



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

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

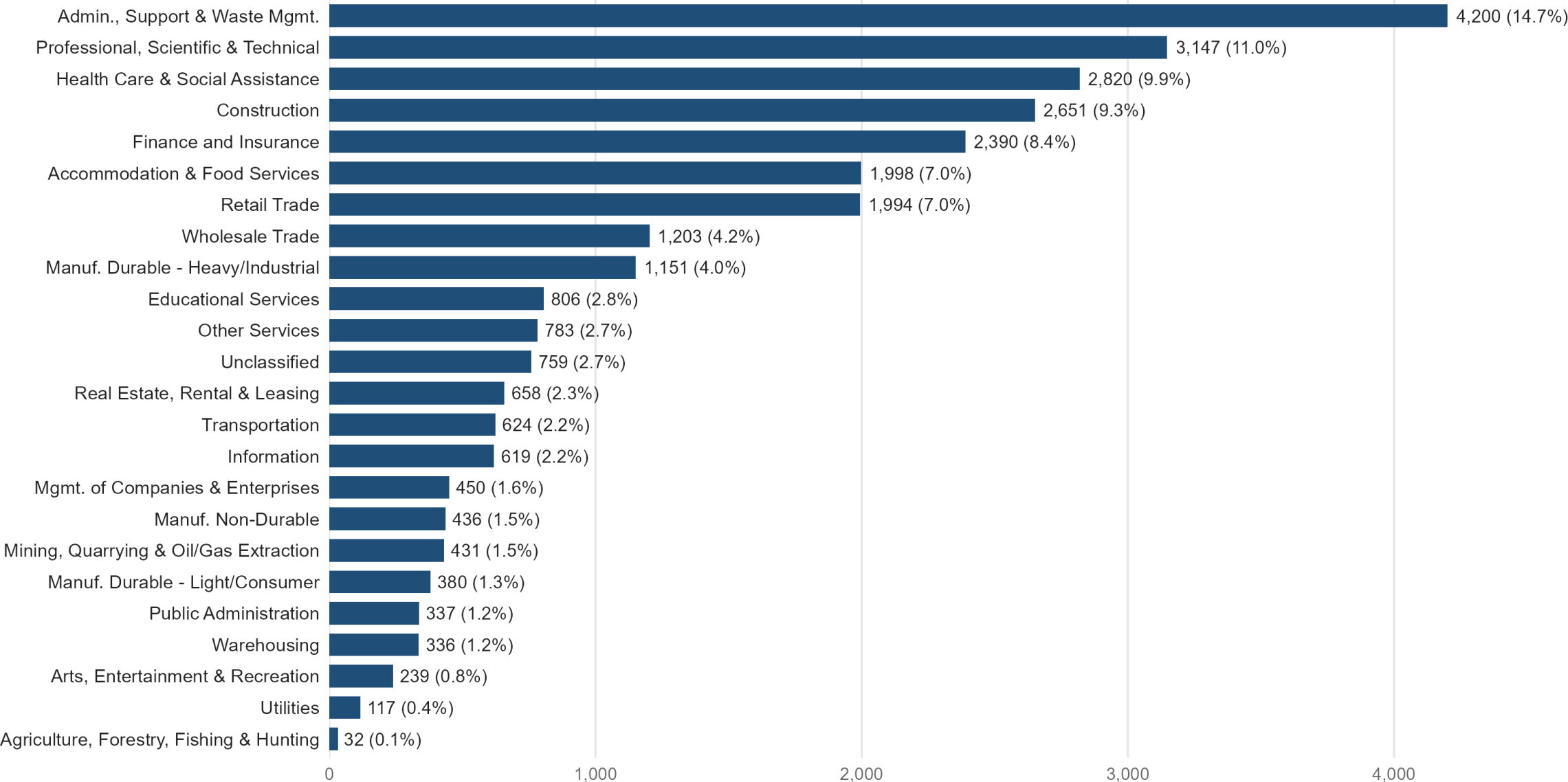
Period shown: January 2022 through April 2026 (post-COVID recovery period; excludes pandemic-era PUA distortions)

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

Unemployed by Industry



Top 5 industries account for 53.2% of all unemployed.

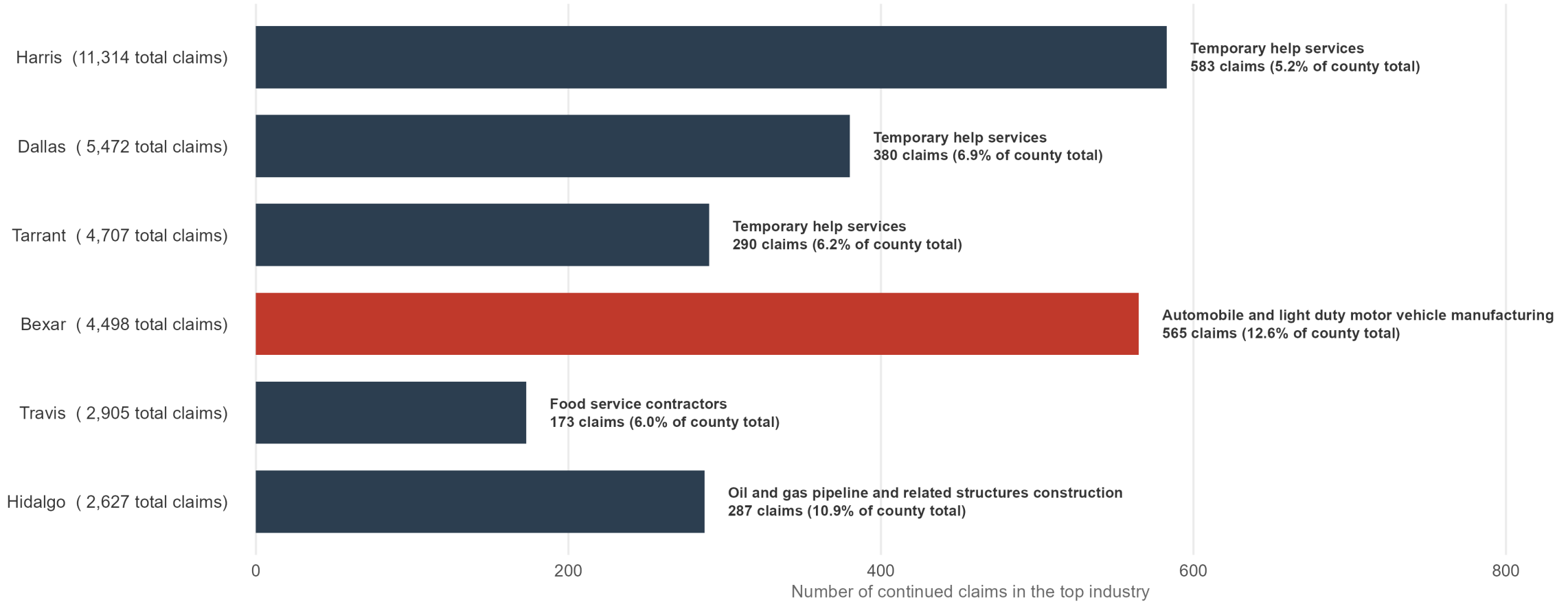


Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026.
 Source: TWC, Workforce Solutions Alamo analysis.



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

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



Source: Texas Workforce Commission, ui_by_county.csv (week ending April 11, 2026)

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

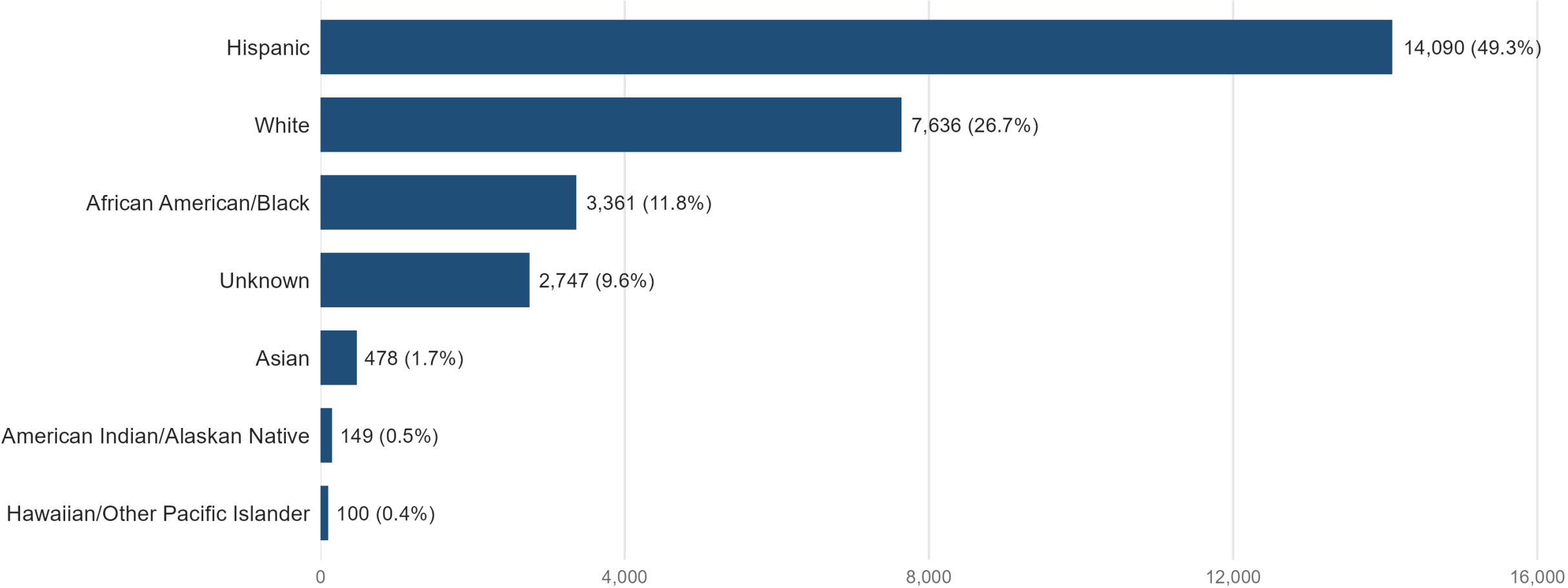
Top-1 industry = the 6-digit NAICS industry generating the most claims for that county • Counties shown ordered by total county UI claims

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



Unemployed by Race/Ethnicity

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

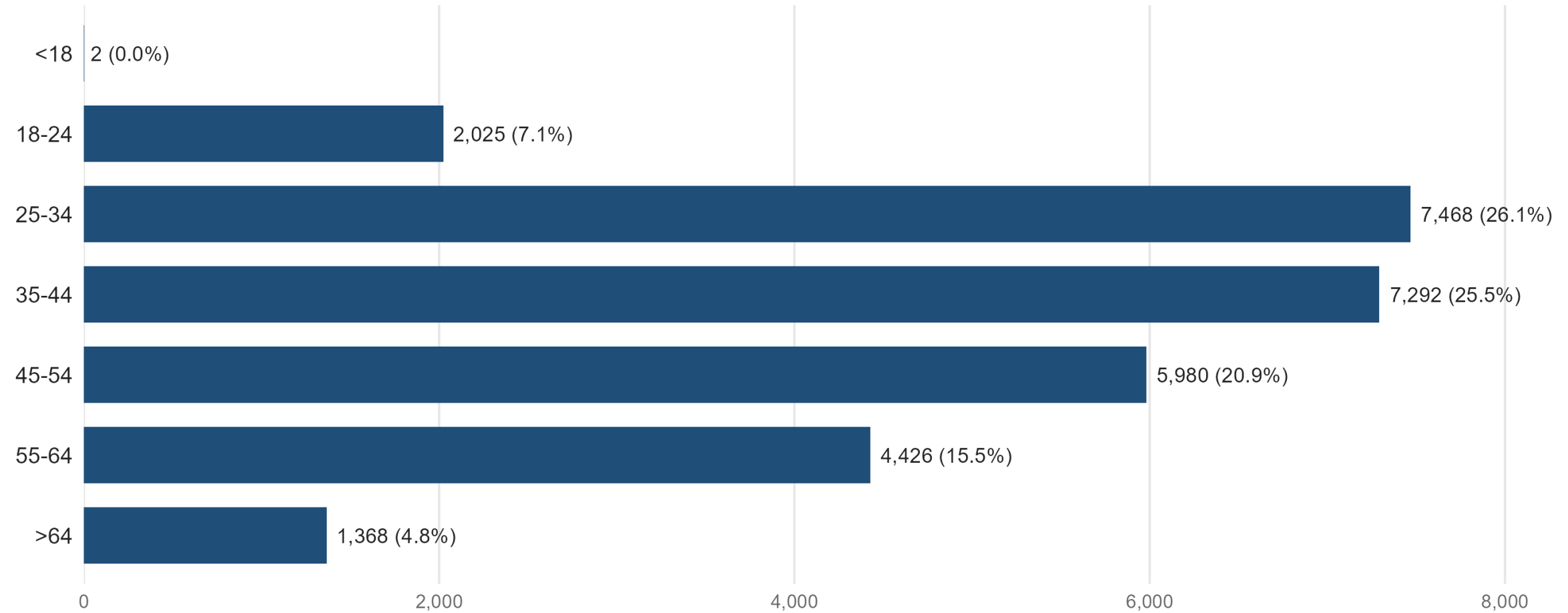


Cohort start dates: Jul 2025 to Apr 2026.
Source: TWC, Workforce Solutions Alamo analysis.



Unemployed by Age

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

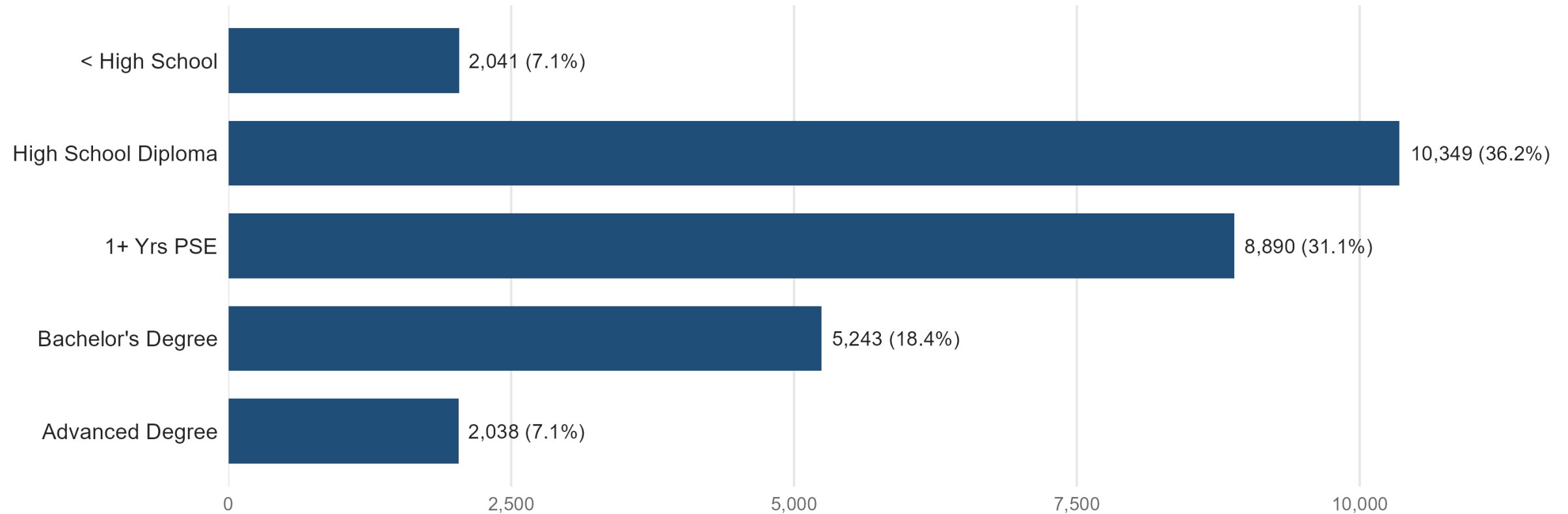


Cohort start dates: Jul 2025 to Apr 2026.
Source: TWC, Workforce Solutions Alamo analysis.



Unemployed by Education

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

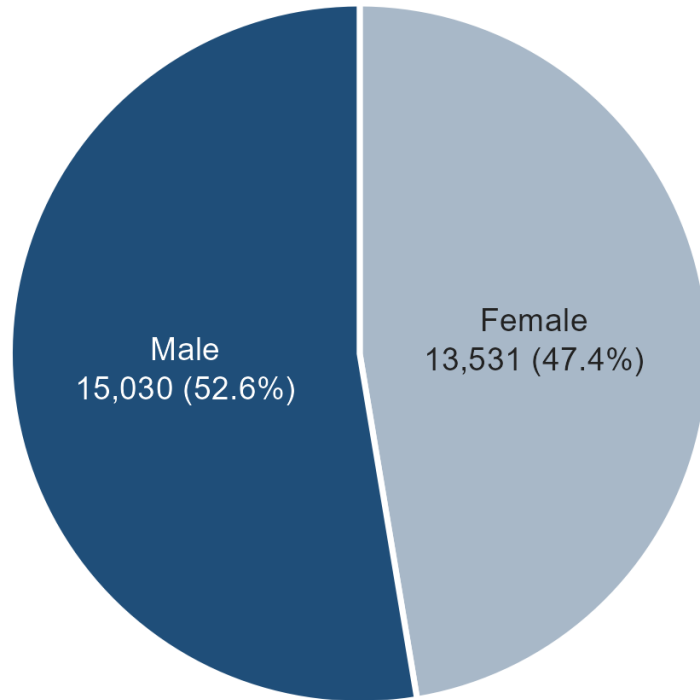


PSE = post-secondary education. Cohort start dates: Jul 2025 to Apr 2026.
Source: TWC, Workforce Solutions Alamo analysis.

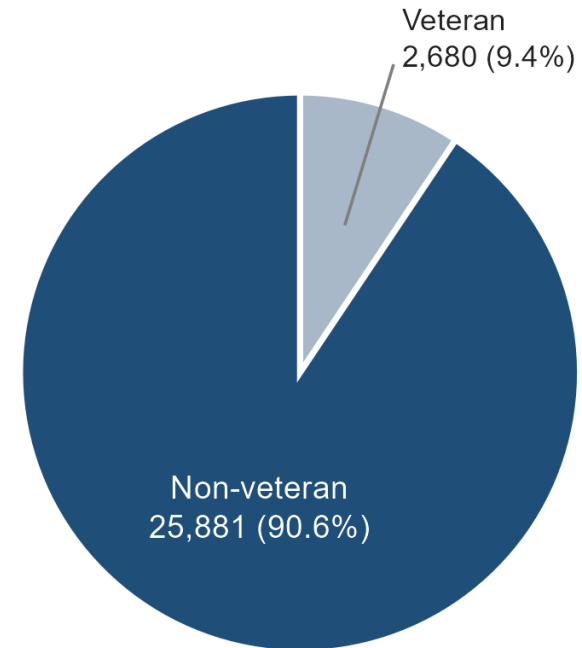


Unemployed by Sex and Veteran Status

Sex



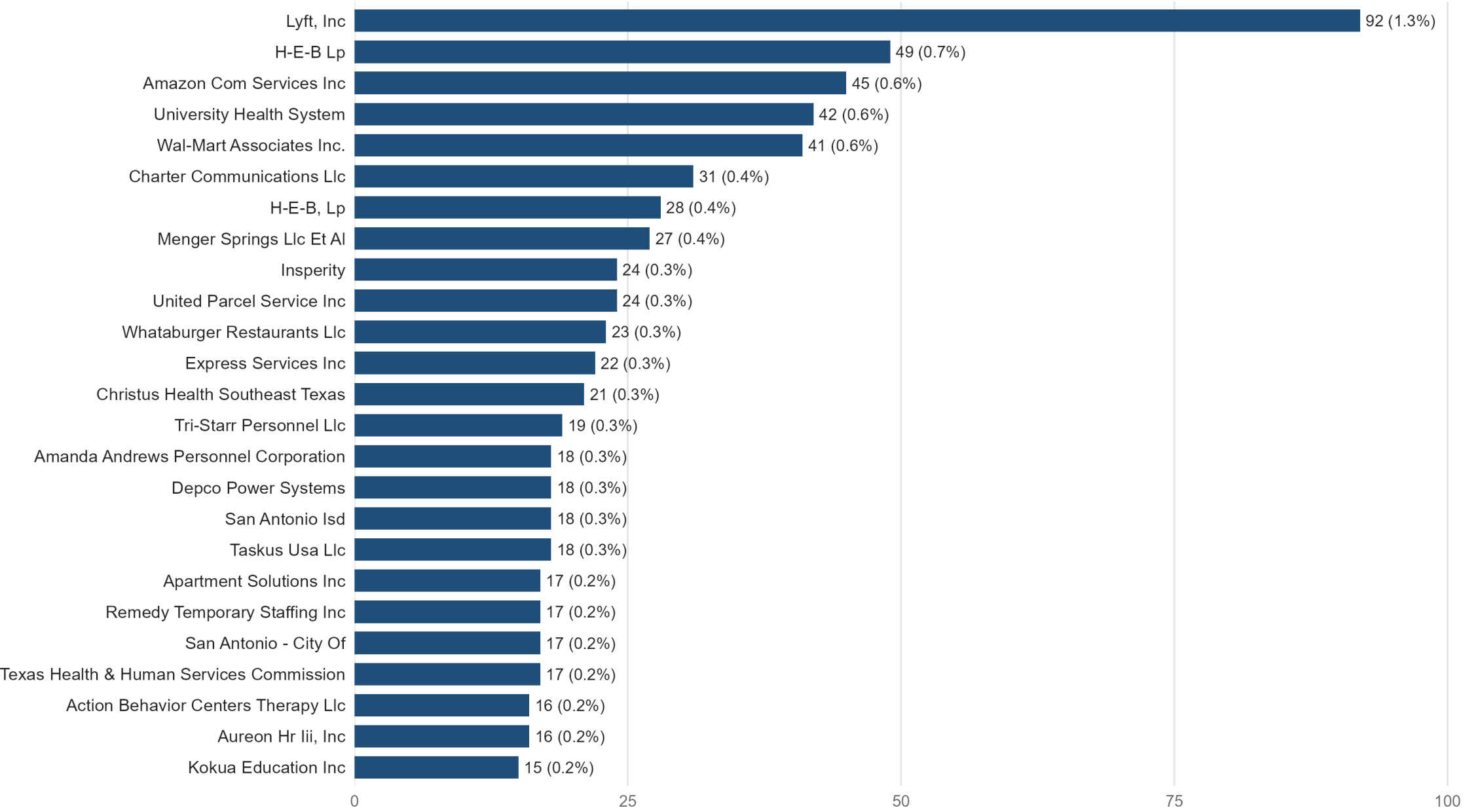
Veteran Status



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

Top 25 Employers by Unemployed

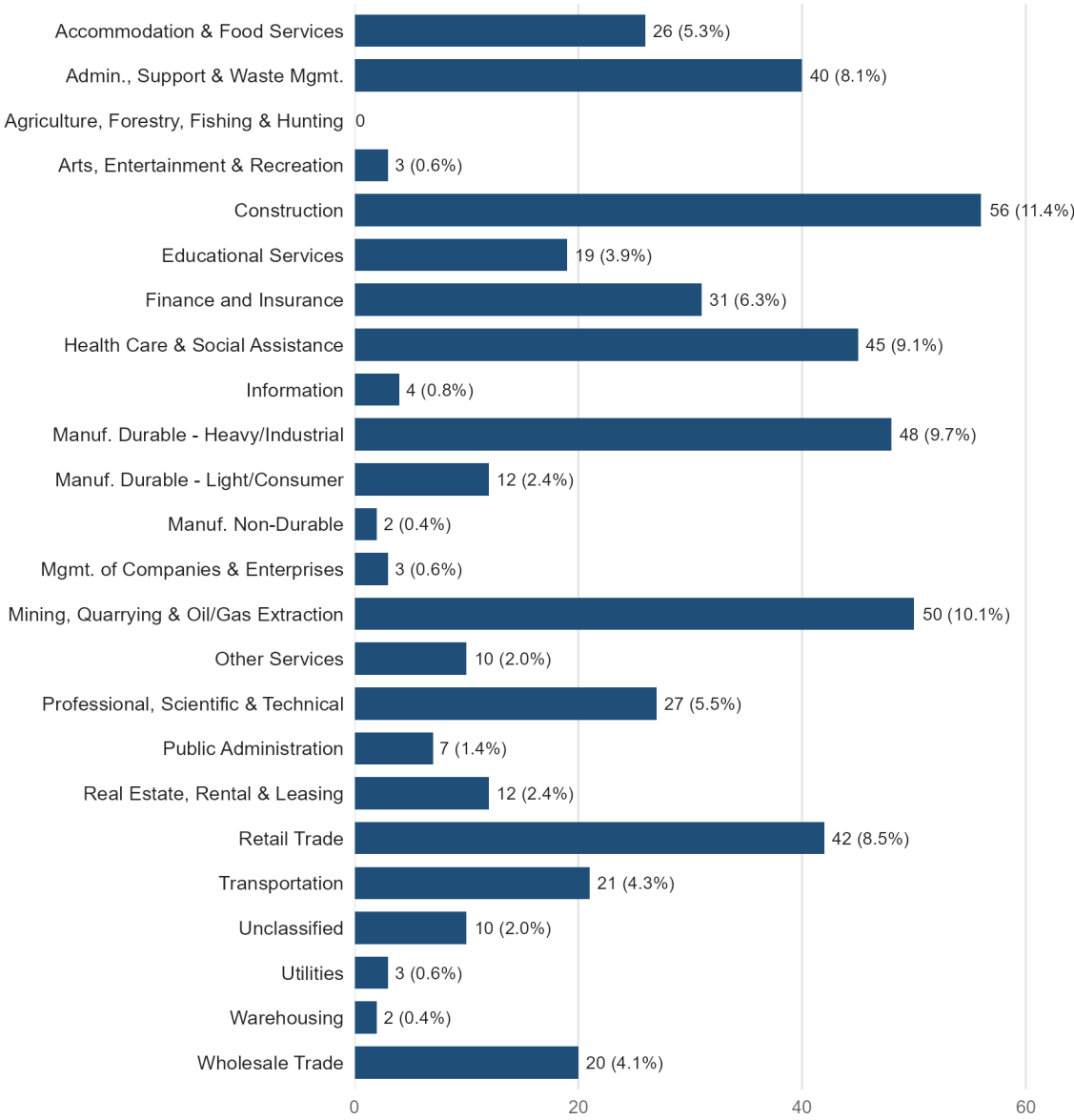
Top 25 employers account for 9.6% of all unemployed (out of 4,200 reported employers).



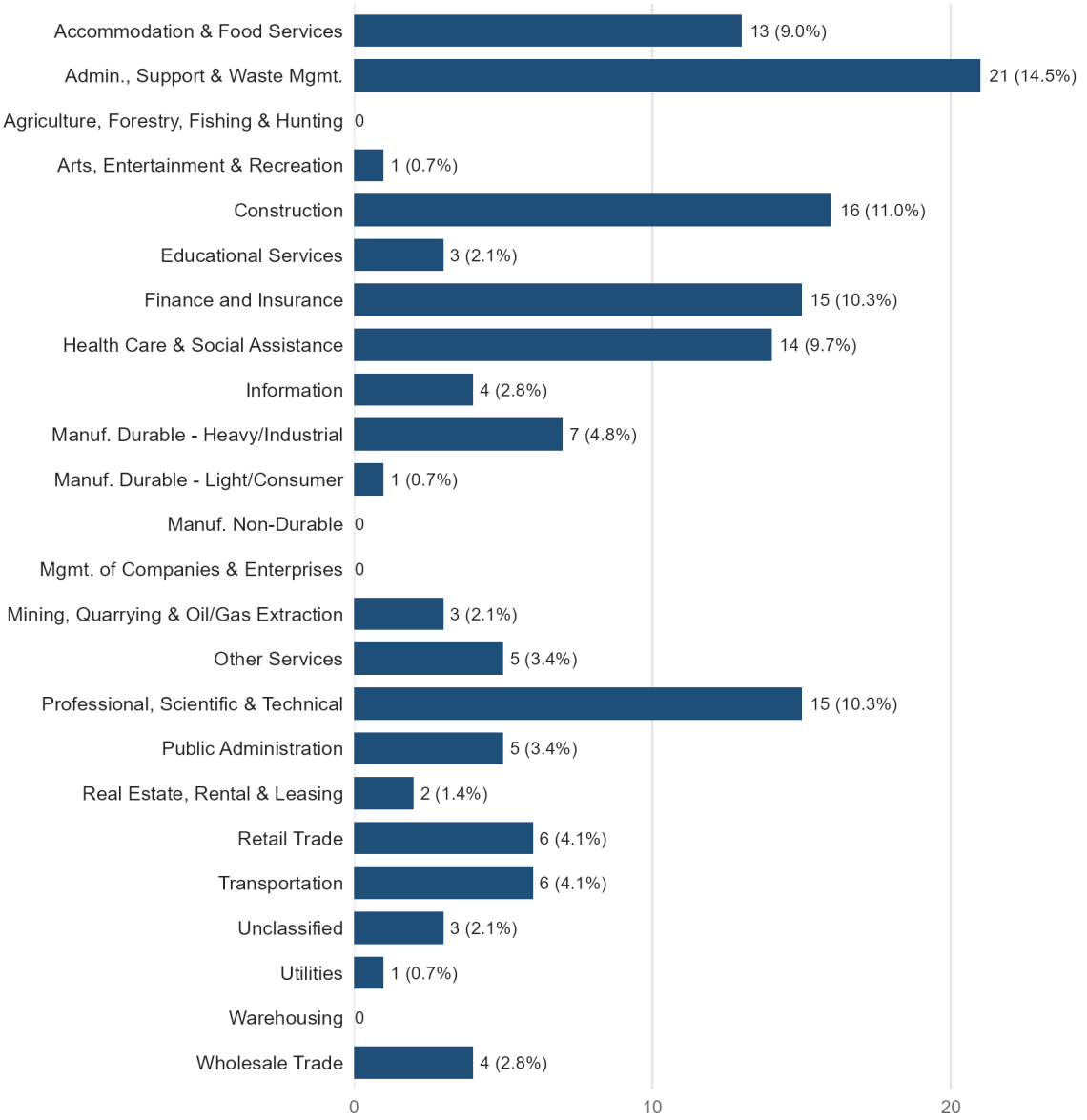
Cohort start dates: Jul 2025 to Apr 2026.
Source: TWC, Workforce Solutions Alamo analysis.

Total Workers Who Have Been Unemployed by Industry

Atascosa — 493 unemployed



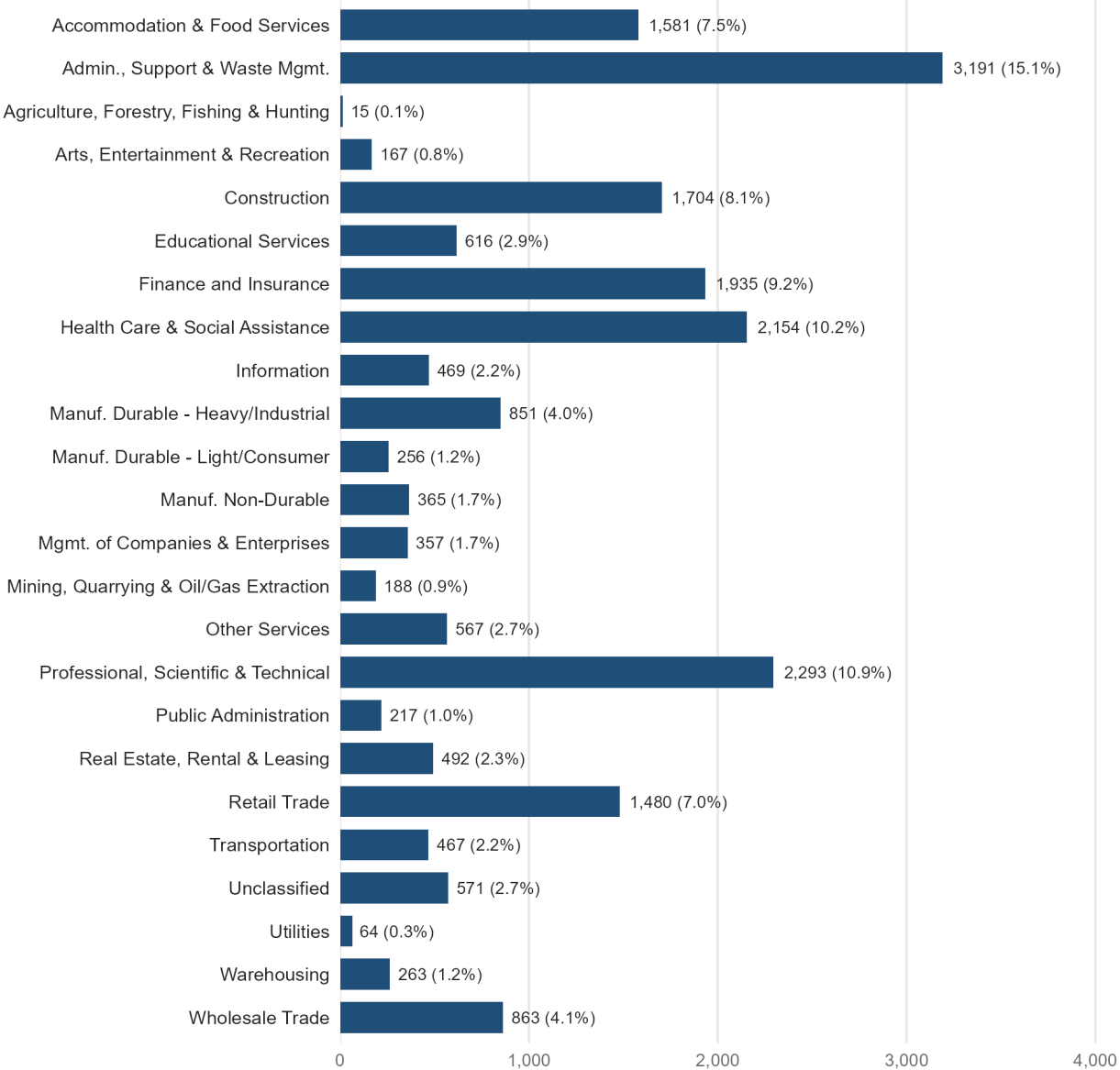
Bandera — 145 unemployed



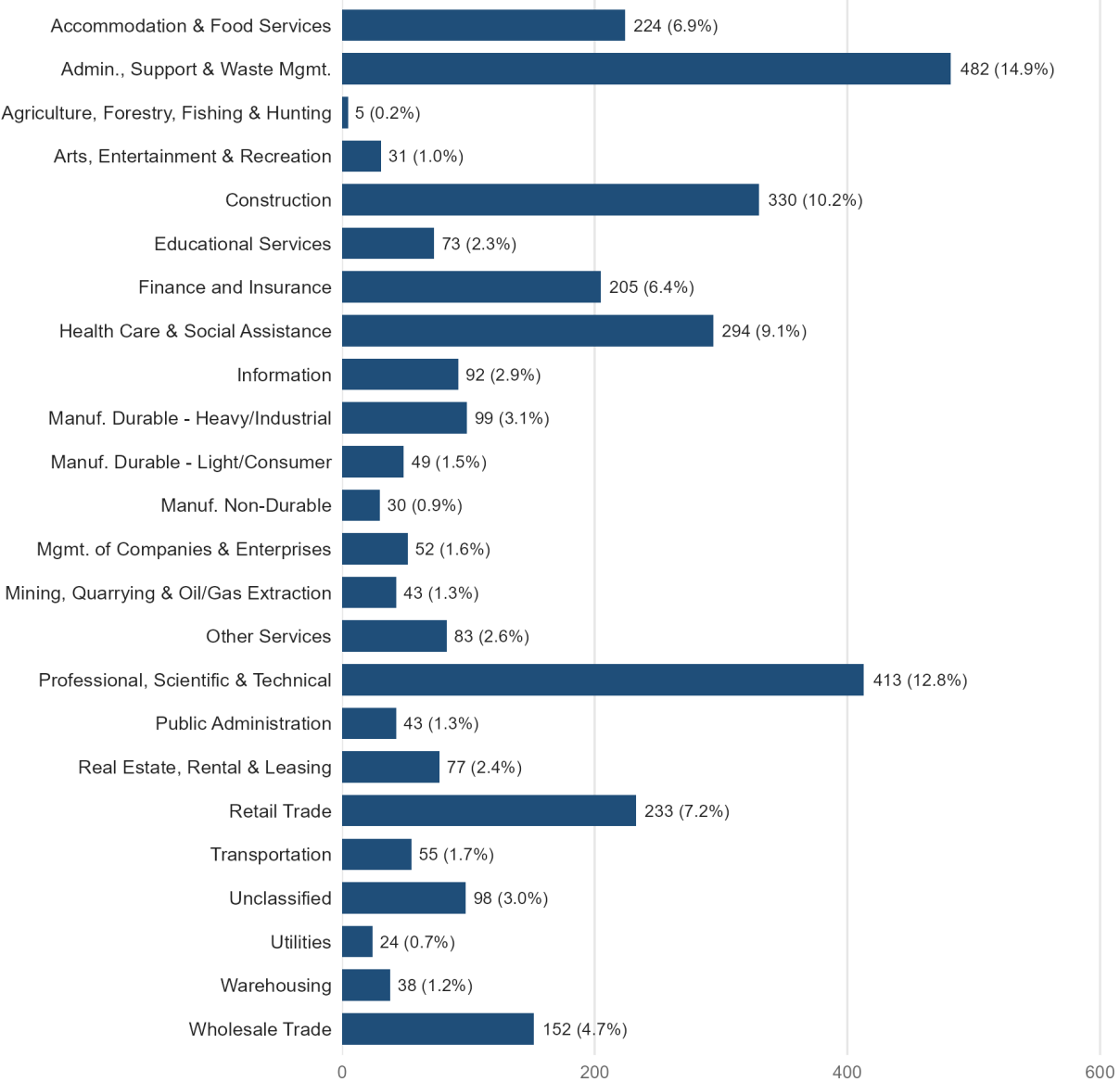
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026.
Source: TWC, Workforce Solutions Alamo analysis.

Total Workers Who Have Been Unemployed by Industry

Bexar — 21,126 unemployed



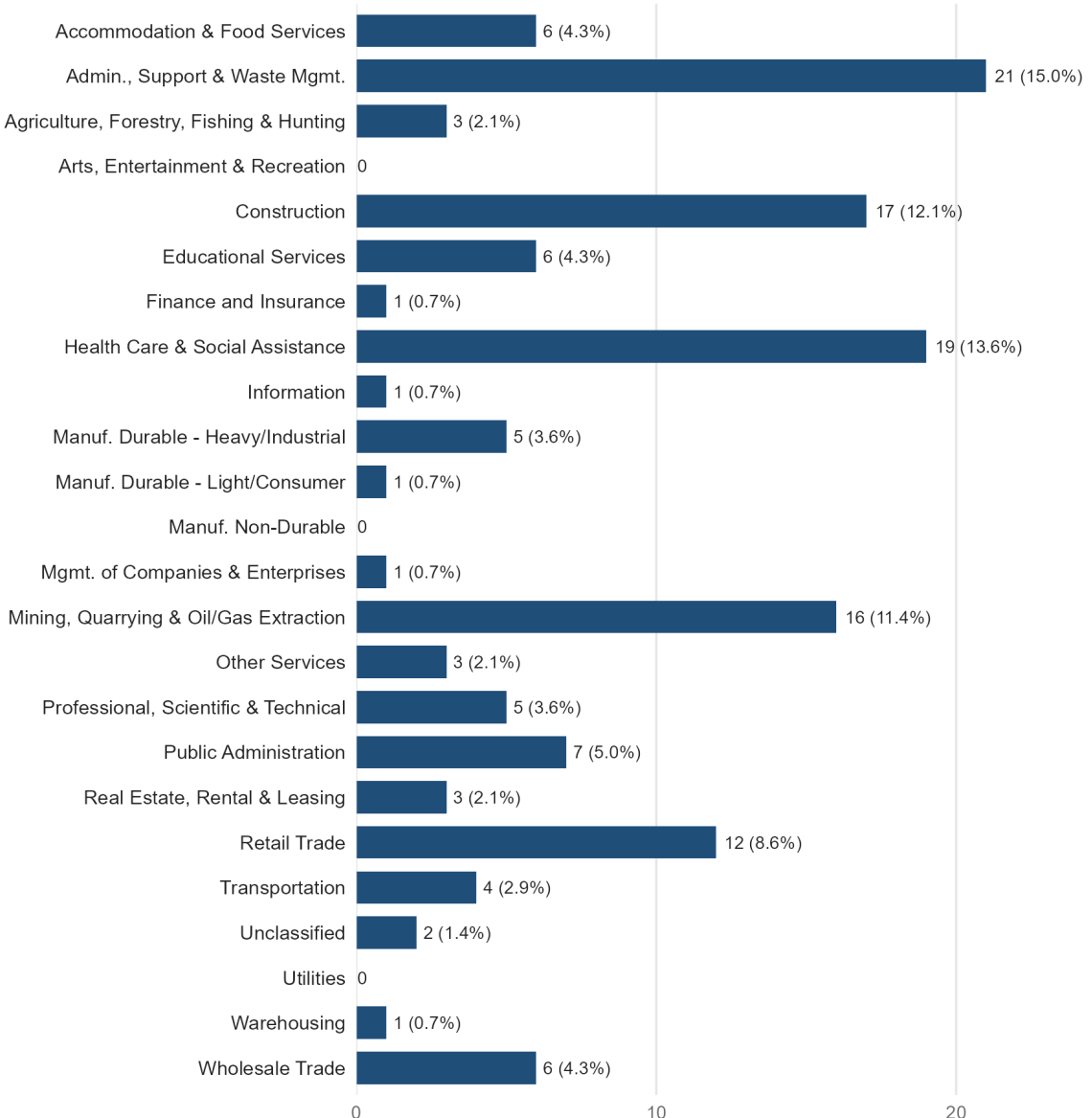
Comal — 3,225 unemployed



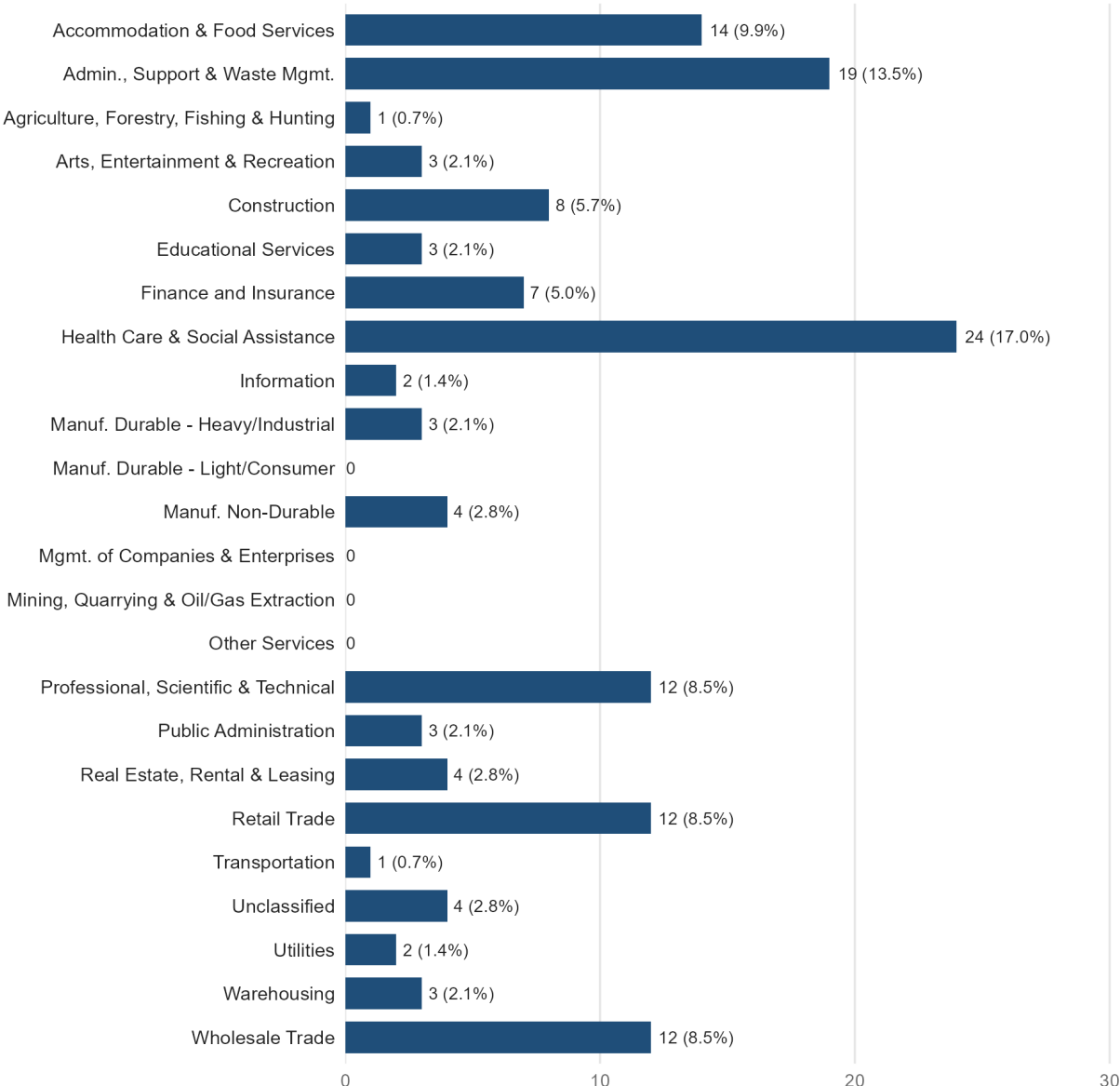
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026.
Source: TWC, Workforce Solutions Alamo analysis.

Total Workers Who Have Been Unemployed by Industry

Frio — 140 unemployed



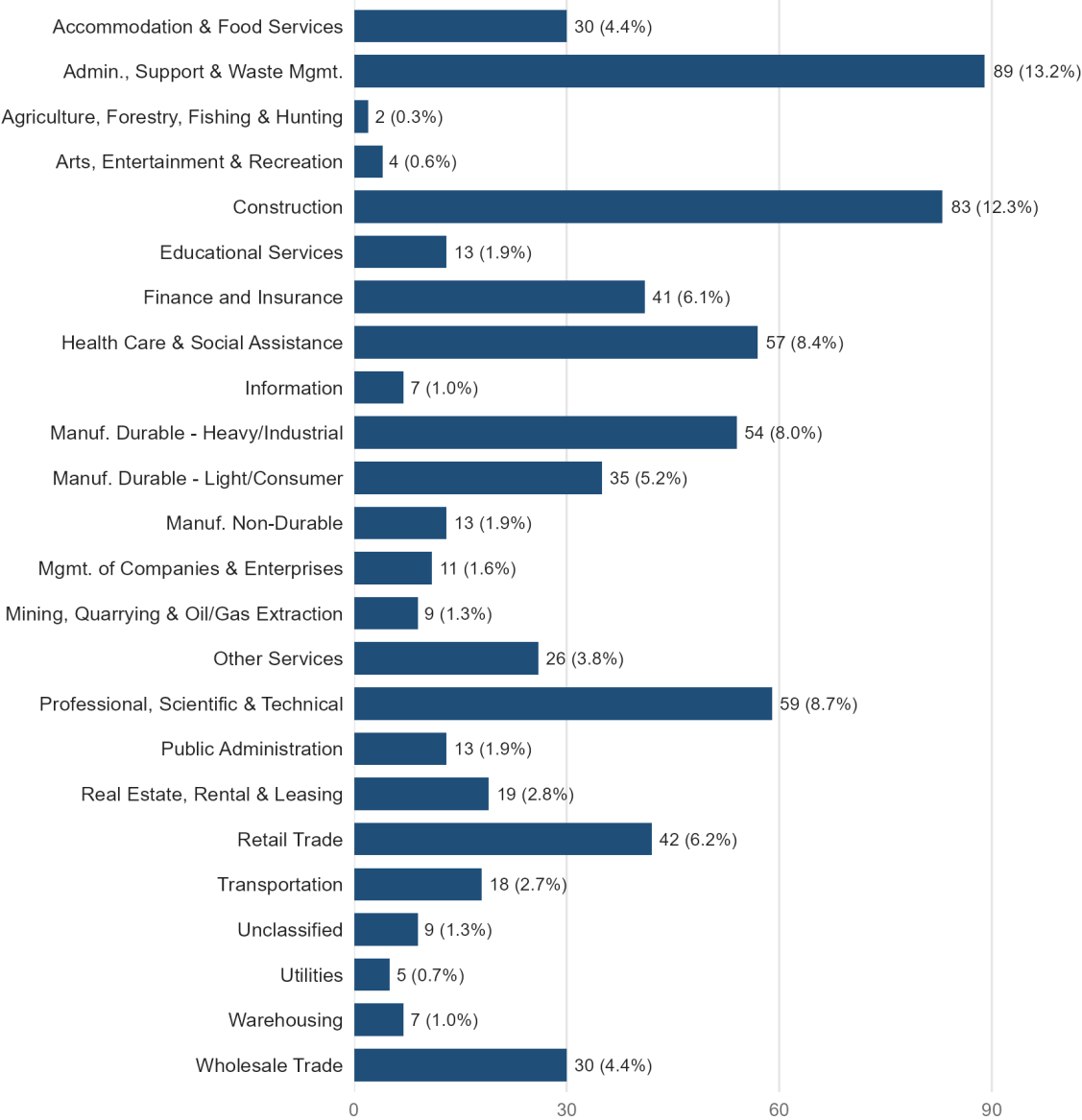
Gillespie — 141 unemployed



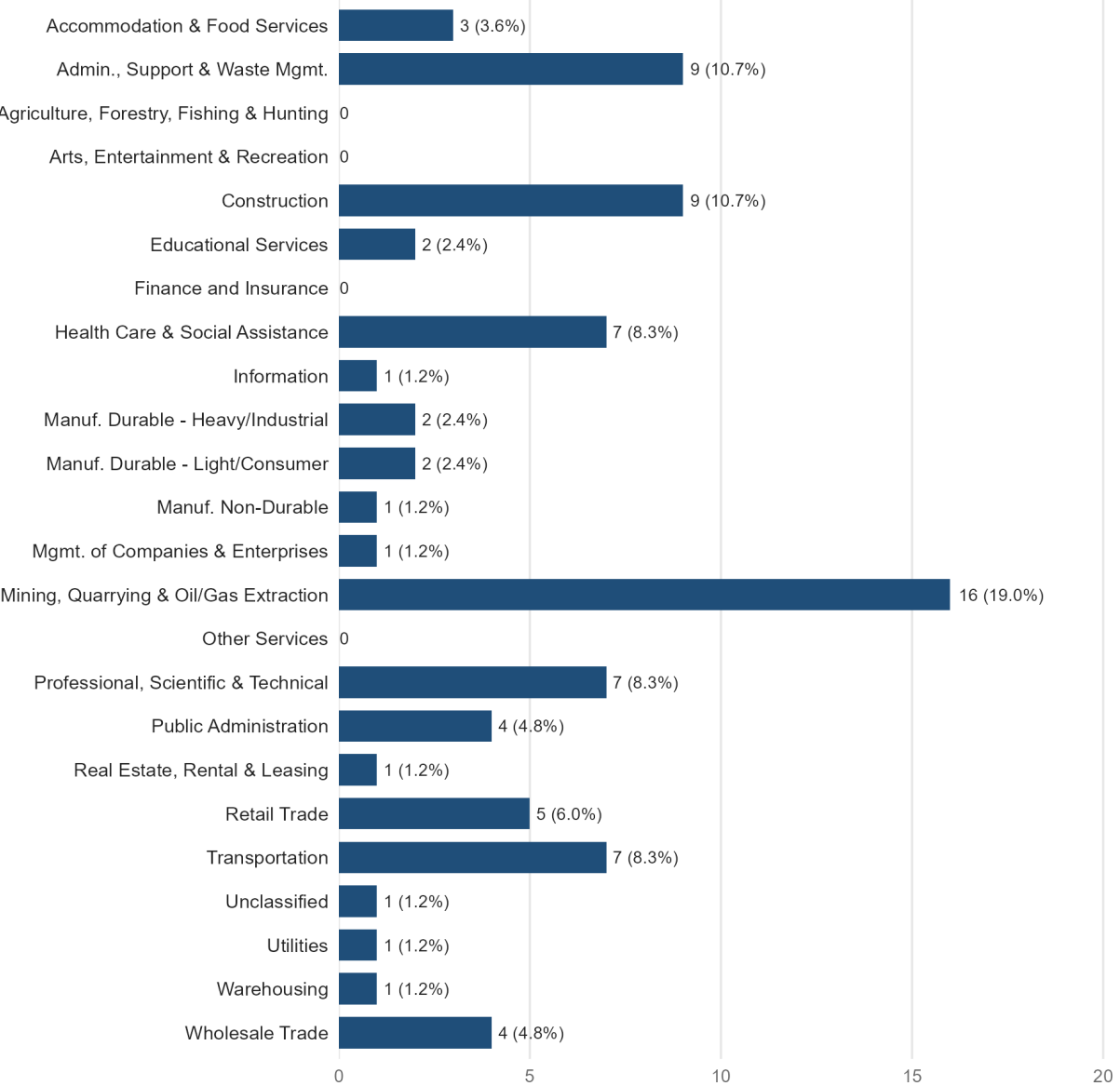
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026. Source: TWC, Workforce Solutions Alamo analysis.

Total Workers Who Have Been Unemployed by Industry

Guadalupe — 676 unemployed



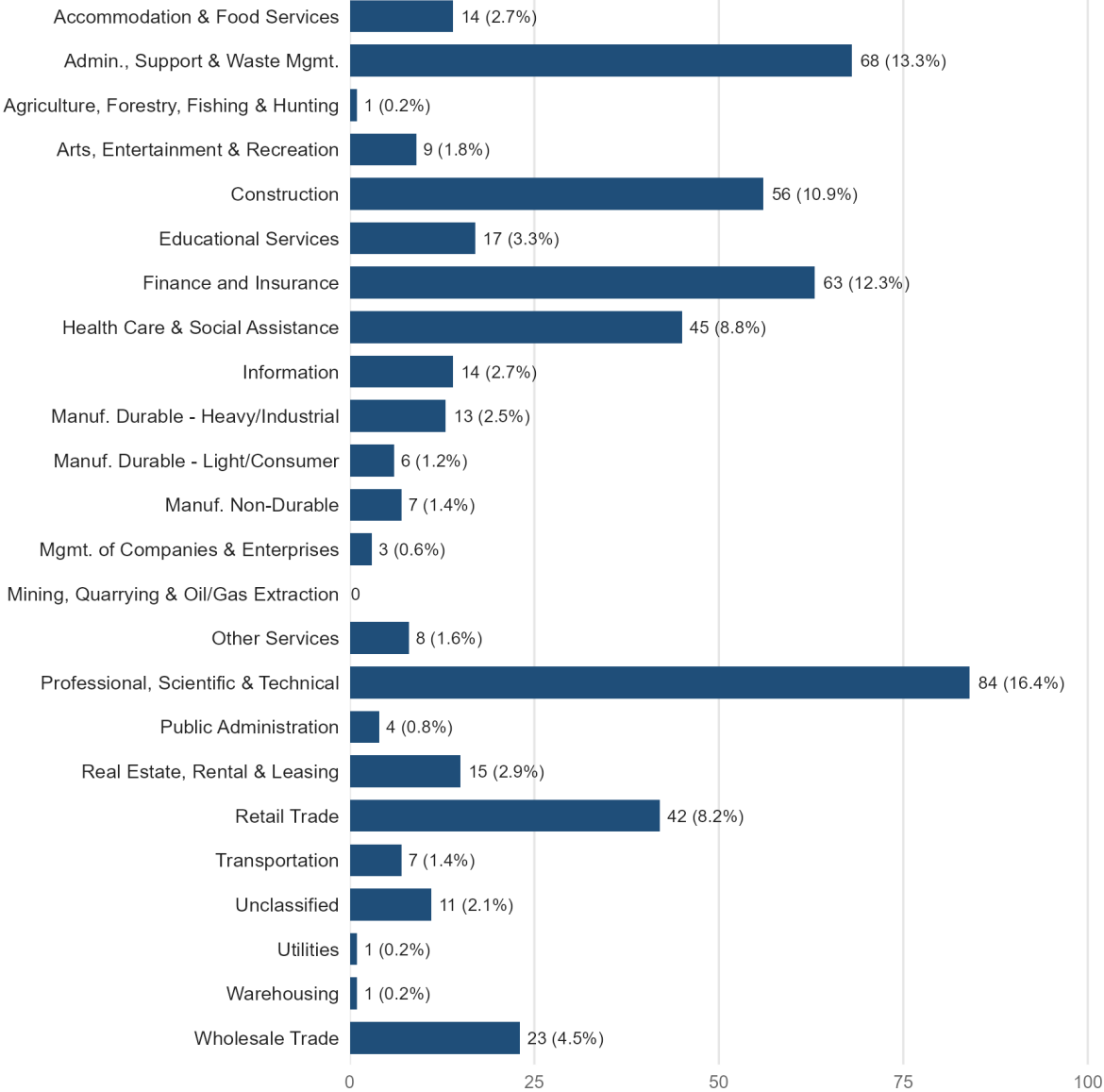
Karnes — 84 unemployed



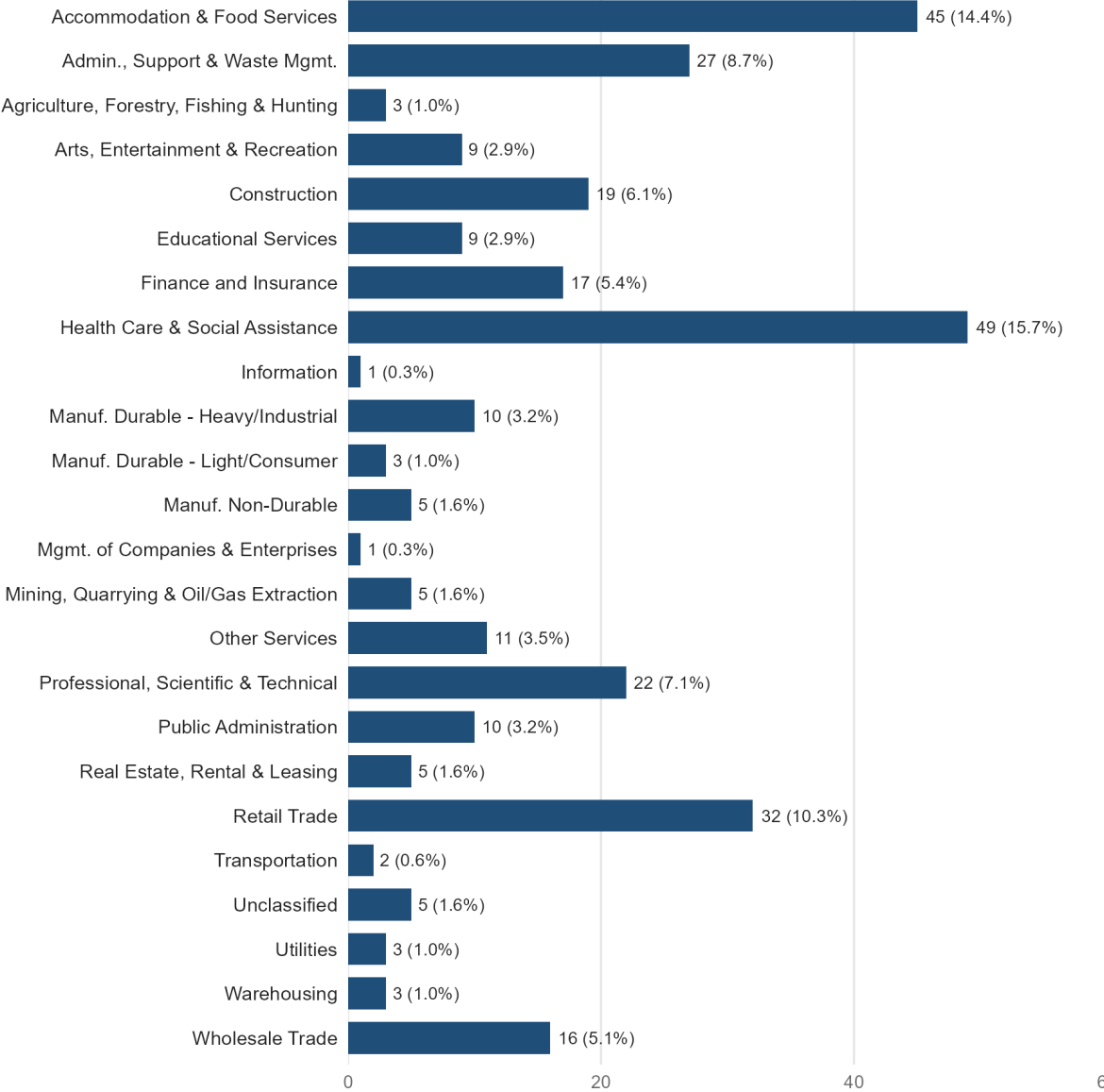
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026. Source: TWC, Workforce Solutions Alamo analysis.

Total Workers Who Have Been Unemployed by Industry

Kendall — 512 unemployed



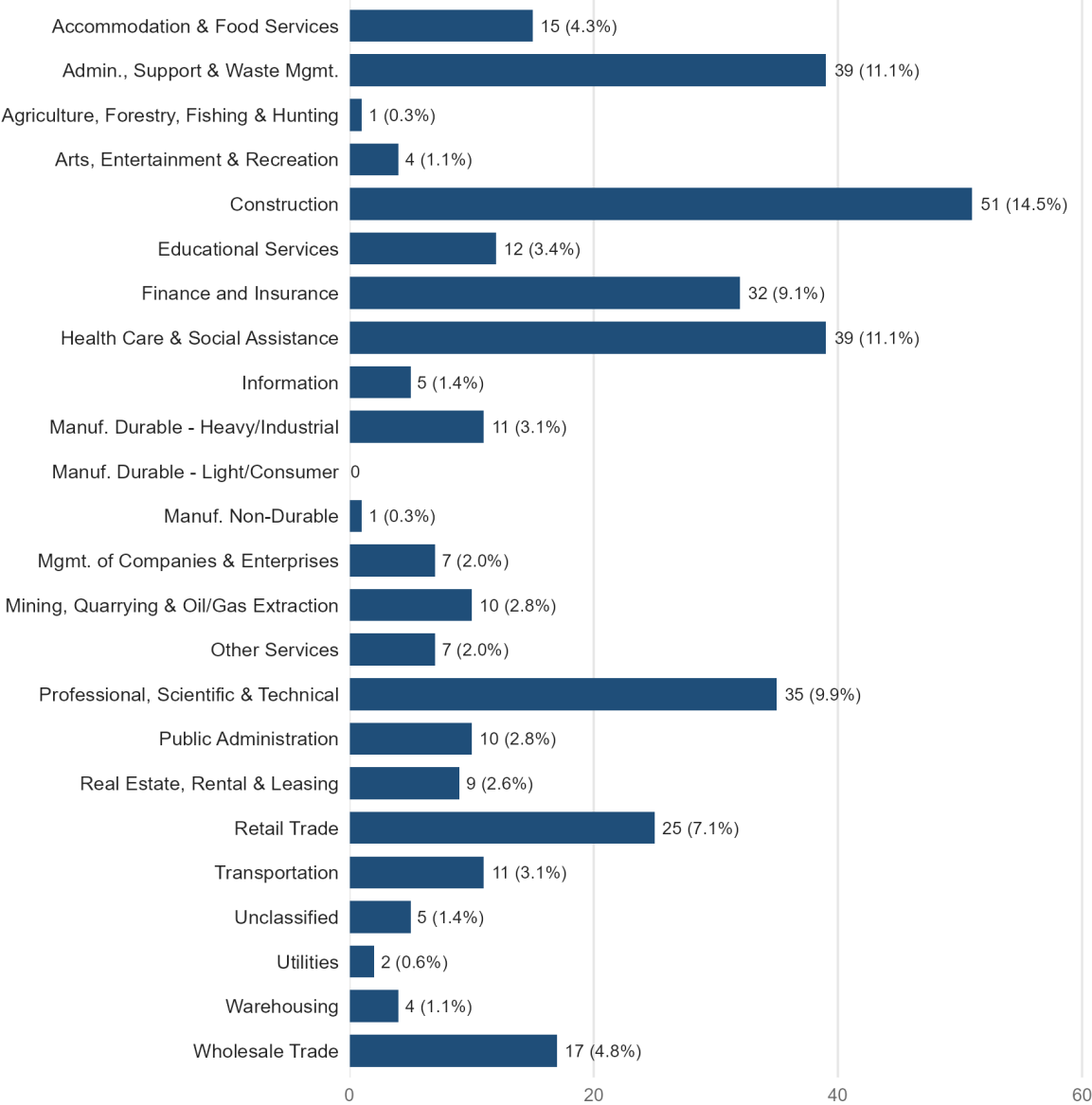
Kerr — 312 unemployed



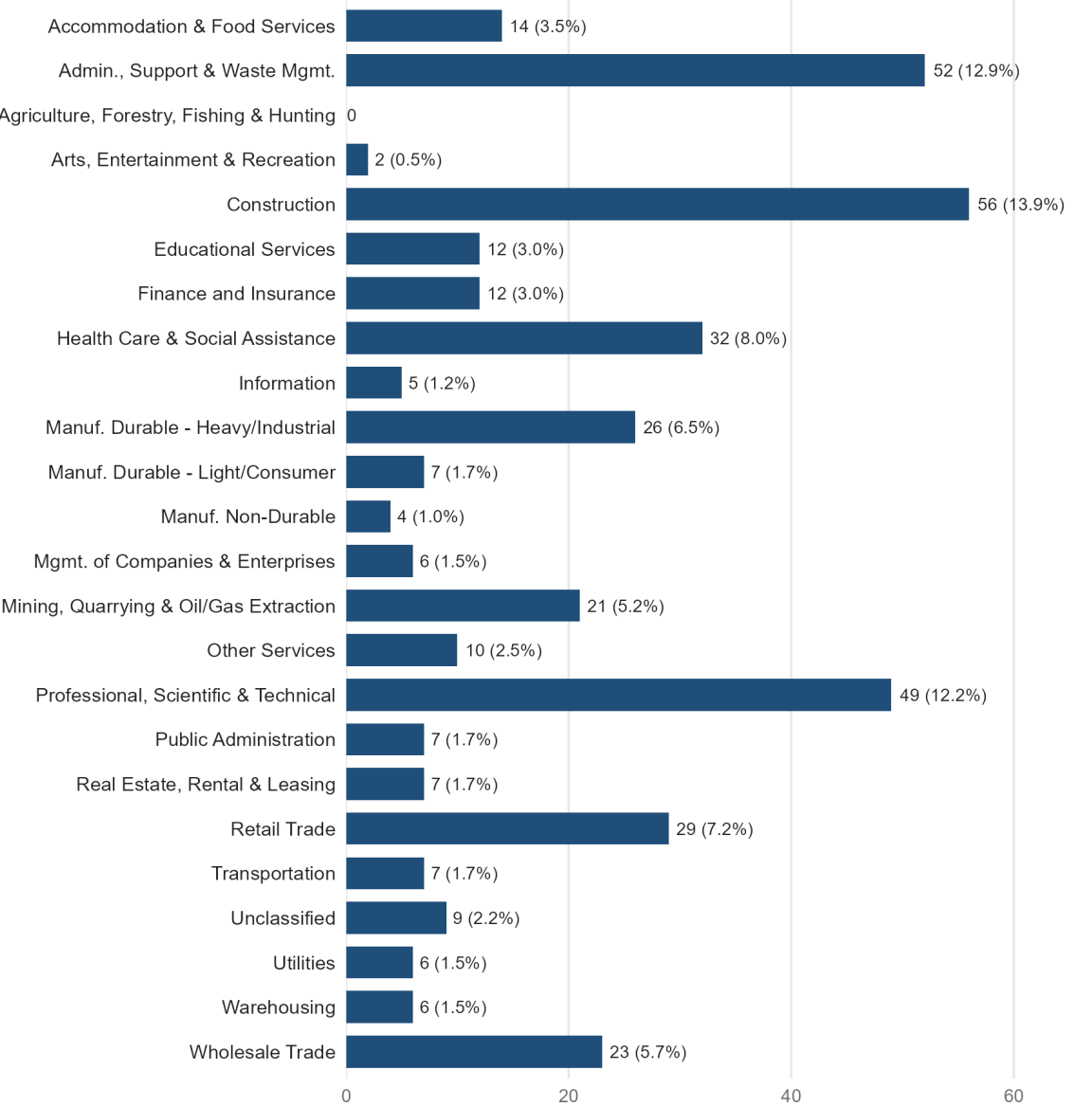
Industry classified at NAICS 2-digit level. Cohort start dates: Jul 2025 to Apr 2026.
Source: TWC, Workforce Solutions Alamo analysis.

Total Workers Who Have Been Unemployed by Industry

Medina — 352 unemployed



Wilson — 402 unemployed



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

Data Sources

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





Questions





Strategies for Employment Outcomes

Victoria Rodriguez, Director of Workforce Services



Strategies for Employment Outcomes



1. Target High-Impact Populations Using UI Data

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

2. Align Training with Verified Job Demand

- Use job reports and real-time labor market data

3. Improve Job Matching and Placement Efficiency

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

4. Strengthen Employer Engagement Using Data

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

5. Expand Work-Based Learning Opportunities

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



Next Steps

Integrate Data Systems

- Combine UI claimant data and job reports into shared dashboards

Segment & Target Claimants

- Prioritize high-impact populations for early outreach

Align Training to Demand

- Focus funding on high-wage, in-demand occupations

Pilot Rapid Re-Employment

- Launch targeted, fast-track placement strategies

Strengthen Employer Partnerships

- Build sector-based pipelines using data insights

Expand Work-Based Learning

- Scale OJT and apprenticeship opportunities

Track & Refine Outcomes

- Monitor wages, placements, and retention to improve performance



Questions





Industry Collaboratives - Construction Overview

Edmundo Patino, Communities Initiatives Manager





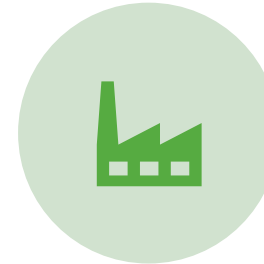
Industry Collaborative - Purpose



CONVENE EMPLOYERS,
TRAINING PROVIDERS, AND
WORKFORCE PARTNERS



DESIGNED TO ALIGN
TRAINING, PLACEMENT, AND
LABOR MARKET DEMAND



BUILD SECTOR-BASED
PIPELINES TIED TO HIGH-
DEMAND OCCUPATIONS



ESTABLISH A CONSISTENT
EMPLOYER ENGAGEMENT
MODEL



Construction Collaborative - Overview

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



Construction Collaborative - Overview



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





Collaborative - Calander of Events

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





Questions





CEO Report

Adrian Lopez



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



Workforce Solutions
ALAMO
BUILDING BUSINESS - BUILDING CAREERS

2026
IMPACT AWARDS

Wednesday, May 13th
8:00 AM | PEDROTTI'S RANCH | 13715 FM 1560, HELOTES, TEXAS 78023

Honoring Those Who Took the Chance...

- ▶ To identify and produce Texas Talent
- ▶ To develop innovative partnerships
- ▶ To explore, discover and prepare futures
- ▶ To serve those who served
- ▶ To inspire the workforce of tomorrow

Boldly invest in our community's future by sponsoring the Workforce Solutions Alamo Impact Awards.
Your support helps empower individuals, create careers and connect communities to positively transform lives.



Questions





Chair Report

Eric Cooper



Board Retreat



TOPICS OF DISCUSSION

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



MAIN PRIORITIES

- Broader Strategy and linking groups that are doing the work – need to fold over to a collective opportunity to gain synergy. “Who is that? What are they doing?” Everyone doing good things but doing it alone or in bits and pieces.

- Training

- What are the BHAG Goals?

- Lagging Labor and Wage Information

- Employers not reporting; don’t want to disclose wages from a competitive perspective.

- Bad Data

- Can people live on wage alone?



NEXT STEPS

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



Questions



Thank you!

