



# Youth Committee

April 10, 2026



# Meeting Minutes – January 30, 2026

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# In Person Youth Success Story

Victoria Rodriguez, Director of Workforce Services





# Robin Hutcherson Bandera County

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

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

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

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

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

**YES! Program Services:** Work Experience • Transportation & School Supplies • Incentives • Career Planning



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





# Questions





# Dee Howard Summer Internship

Christopher Mammen, Executive Director





## *The Dee Howard Foundation*

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

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

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

# Industry-led nonprofit

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

# Why This Work Matters

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



# Our Approach

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



# CHEST Program Partnership Overview

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



# What Students Will Do

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

# Where Funding Goes

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

# Impact

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

# Opportunity through WSA Partnership

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





*The **Dee Howard Foundation***

Questions and Comments?



# Youth Updates

Victoria Rodriguez, Director of Workforce Services



# Youth Program Briefing and Performance



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

## Meeting targets:

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

## Exceeding targets:

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



# Planned Participant Summary

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

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

# Youth Program Briefing and Performance



## Summer Earn and Learn (SEAL)

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



## Externship for Teachers

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





# Questions



# Career Exploration Events

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

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



## HireAbility Event -February 12, 2026

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



# Career Exploration Events

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

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

Raise awareness of Registered Apprenticeship opportunities.

Highlight apprenticeships as sustainable pathways to skilled, diverse talent.

**Pathways to Success  
May 7, 2026**

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

Engage disadvantaged, transitioning, and disconnected youth.

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

**National Intern Day  
July 25, 2026**

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

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



# Questions





# TX FAME

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Over the past two years, WSA has:

- Facilitated 13 recruiting events
- Supported two graduation ceremonies

Participation in open houses has increased significantly, driven by:

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

WSA plans to expand employer engagement through:

- Building long-term partnerships
- Supporting talent development



# Questions



# Youth Service Delivery Model



## Exposure

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



## Engagement

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



## Exploration

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



## Experience

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



## Employment/ Education

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



## Exceptions

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

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



# Youth Service Delivery Model

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## Projects and Initiatives

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

## Career Exploration

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

## Expanding Access

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



# 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





# Annual Board Retreat

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



# Questions



**Thank you!**

