



# Youth Committee

August 1, 2025



# Meeting Minutes – April 11, 2025

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# Partner Updates

Victoria Rodriguez, Director of Workforce Services



# **Michelle Seward Davis, President, Associated Builders and Contractors, (ABC) South Texas Chapter**

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# WSA Youth Committee

August 1, 2025



# Trades Day – October 8, 2025



**CIE Foundation**  
WHERE INDUSTRY MEETS THE CLASSROOM™

**SAN ANTONIO**

## TRADES DAY

A DAY FOR CAREER CONNECTED LEARNING

**EVENT PARTNERS**

- ABC Texas
- AGC San Antonio
- MCA-SMACNA

**CONNECT STUDENTS TO CAREERS**  
Engage students with hands-on activities—showcasing everything from **construction, engineering, design, technology, sustainability,** and more! Highlight real career paths across the built environment, from labor to leadership.

**COMMERCIAL BUILD TEAM COMPETITION** LIMITED SPOTS  
Show off your skills in Framing/Sheetrock, Mechanical, Electrical, and Plumbing as your team goes head-to-head with other schools in this 4-hour challenge. Teams of up to 4 students will be judged on skill, safety, planning, quality, and teamwork.

**OCTOBER 8, 2025 | 9:00 AM - 12:00 PM**  
**FREEMAN COLISEUM - EXPO HALL 3201 E HOUSTON ST. | SAN ANTONIO, TX**

**REGISTER NOW**  
TRADESDAY.ORG

**DELYSSA WISE**  
214.241.1089 | dwise@cie.foundation

**TIME SLOTS**

9:00 AM - 11:00 AM  
9:30 AM - 11:30 AM  
10:00 AM - 12:00 PM

Schools, youth groups & individual students are invited to register for a two-hour block starting from 9:00 a.m. to 12:00 p.m. Upon arrival, students will go through a safety tailgate talk before entering the exhibition halls.

\*Please note: student lunches are not included.

## 2024 Highlights

- 70 Exhibitors: Construction Companies, Universities, Industry related organizations and partners
- 900+ Students
- 8 Student Competition Teams

## 2025 Needs

- Sponsors: Levels (\$550 - \$3,500)
- Exhibitors
- Volunteers
- Media Connections
- Dynamic Speaker
- Student Outreach



# Contractors Apprenticeship Trust & Education Programs

Building Skilled Careers, Empowering Communities



## Program Overview & Industry Challenge

- ABC Contractors Apprenticeship Trust: DOL-registered 4-year apprenticeship program – est. 1994
- 180+ apprentices in carpentry, electrical, pipefitting, plumbing, sheet metal – 2025/ 2026 School Year
- Critical skilled labor shortage in construction – estimated 500,000+ nationwide
- ABC addresses this with structured training and credentialing





## Program Features & Employer Benefits

- Structured NCCER curriculum, OSHA & technical skills
- On-the-job learning with sponsoring employers
- Journeyman certification & DOL credentials
- Diverse, inclusive, earn-while-you-learn model
- Employers benefit: lower turnover, skilled workforce, increased productivity



## Facility Expansion & Pre-Apprenticeship Program

- Need for a 60,000+ sq. ft. training facility with labs/classrooms – seeking public/ private partners: renovate, repurpose, or build new facility
- High school workforce pathways with ISD partnerships
- New pre-apprenticeship program for high school students
- Credits apply to full apprenticeship program upon graduation



## Expansion of existing education programs – members and community outreach

- Current Programs: leadership forums, safety training, OSHA certifications, CPR & First Aid certification, blueprint reading, advanced communication for the field, monthly lunch & learns, focus driven topics for committees include safety, technology, soft skills, financial literacy, leadership, self-protection
- Future Programs: Spanish/ English language courses, public speaking training, NCCER foreman certification



# Questions







# In Person Youth Success Story

Victoria Rodriguez, Director of Workforce Services



# Jada Douglas — Follow-Up Success Story: Fueling Her Future, One Smile at a Time



- **Program Start:** Jada Douglas joined the Youth Empowerment Services (YES) Program in November 2023, with the homeless barrier
- **Career Achievement:** She now works full-time as a dental assistant at Sunshine Pediatric Dentistry and Orthodontics, providing care and comfort to young patients
- **Professional Growth:** Jada earned two advanced dental assistant certifications: Coronal Polishing and Monitoring of Nitrous Oxide Sedation, expanding her clinical skills and responsibilities
- **Ongoing Support:** She is receiving follow-up services phase of the YES Program and continues to receive assistance like fuel cards to support her commute
- **Overcoming Adversity:** Once facing homelessness, Jada has achieved career stability and independence through resilience and support



*"I absolutely love what I get to do. Every day I get to help children feel safe, healthy, and confident. That means everything to me."*



# Questions







# Youth Updates

Victoria Rodriguez, Director of Workforce Services





# Youth Program Briefing and Performance

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# PLANNED PARTICIPANT SUMMARY

PPS WIOA YOUTH 2024-2025	NEW				YEAR END GOAL	YEAR END GOAL %
	Q1 OCT-DEC'24	Q2 JAN-MAR'25	Q3 APR-JUN'25	Q4 JUL-SEP'25		
Urban Participants Planned	89	178	277		382	
Actual Participants Served	210	54	39		303	79%
Rural Participants Planned	52	105	172		244	
Actual Participants Served	96	21	30		147	60%
Work Experience Career Opportunities Planned	50	101	150		201	
Actual	60	40	76		176	88%
Education/Training Planned	15	29	43		57	
Actual	26	14	7		47	82%
Supportive Services Planned	67	135	202		269	
Actual	221	122	138		481	179%

As of June 30, 2025

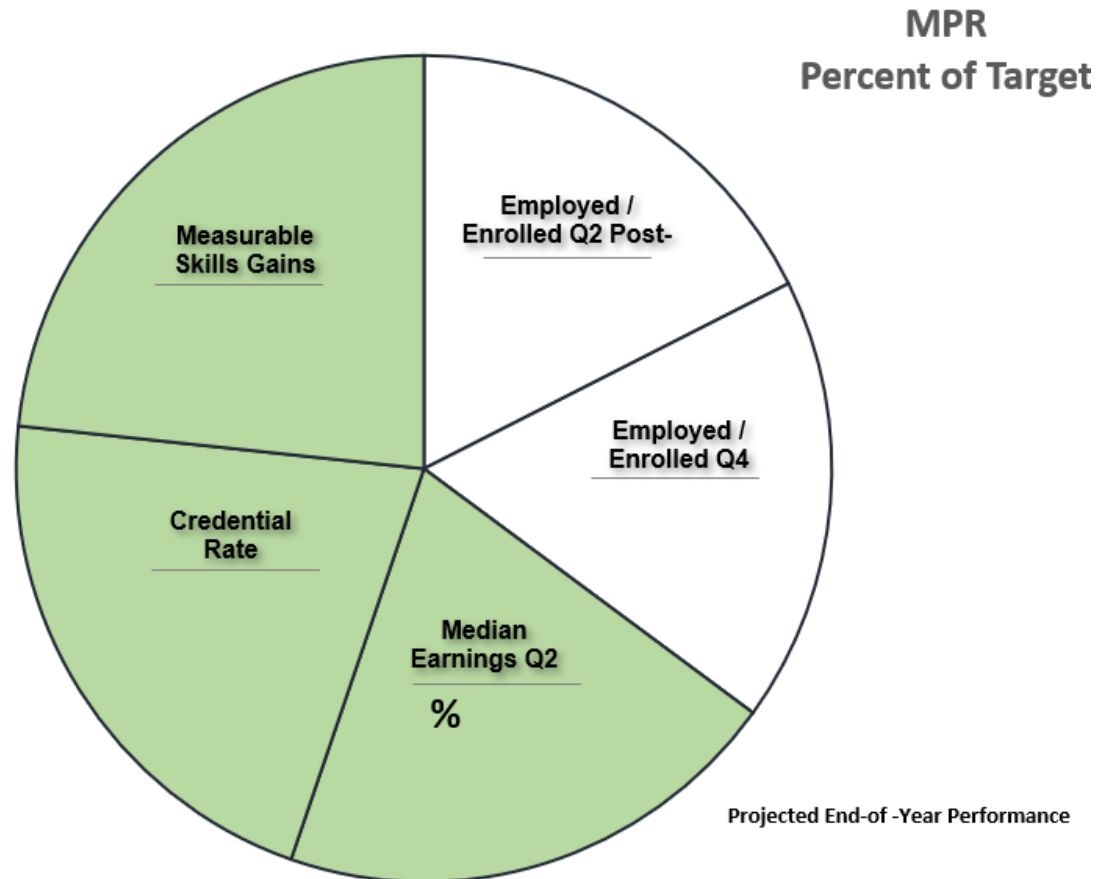
		Q1 OCT-DEC'24	Q2 JAN-MAR'25	Q3 APR-JUN'25	Q4 JUL-SEP'25
Urban	ISY	9	12	13	
	OSY	28	42	26	
	Total	37	54	39	
Rural	ISY	11	8	20	
	OSY	12	13	10	
	Total	23	21	30	
TOTAL		60	75	69	204 New Enrollments





# Performance Accountability

Green = +P   White = MP   Yellow = MP but At Risk   Red = -P



\* TWC is currently developing youth measures data, which have not yet been included in this program year's MPR report.

## WIOA YOUTH PERFORMANCE MEASURES:

**Q2 & Q4 Employed/Enrolled:** % of youth in education, training, or unsubsidized employment 2nd and 4th quarters after exit

**Measurable Skill Gains:** % of youth making progress toward a credential or employment during the program year

**Median Earnings:** Median wages of participants in unsubsidized employment after program exit

**Credential Attainment:** % earning a postsecondary diploma or equivalent during or within one year after program exit

# Grants and Initiatives

## Externship for Teachers

The Externships for Teachers program provides middle and high school STEM, CTE, math, science teachers, counselors, and administrators with a five-day experience—both on-site and virtual—with local businesses in the Alamo region. Designed to strengthen educators' understanding of workforce needs and STEM career pathways, the program helps connect classroom learning to real-world applications. Educators receive a \$500 stipend upon successful completion.



### Industries:

- Advanced Manufacturing
- Architecture
- Construction, and Engineering
- Health Sciences
- Aviation
- Culinary, Food Science

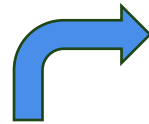




# Grants and Initiatives

## Summer Earn and Learn (SEAL)

No-cost program for students 16-22 with disabilities in the 13 County Workforce Solutions Alamo area. Offers paid, on-the-job, workplace readiness training, work experience, and transferable skills learning opportunities for students 5- 8 weeks at \$13.50/hr.



*Sea World SEAL  
Participant's –  
1<sup>st</sup> Day*





# Questions

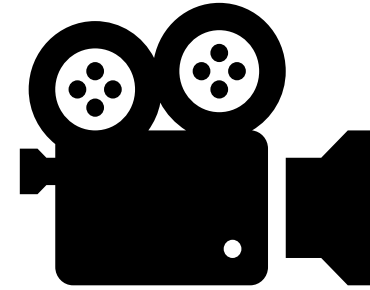


# Career Exploration Events

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# Fiesta of Opportunities - April 25, 2025



- 102 Youth Attendees
- 16 Employers & 9 Resources
- Work in Texas Registration Assistance
- YES! Program Presentation
- Career Fair
- Financial Wealth Session
- Mental Health Session



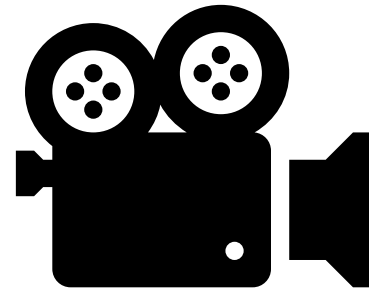
# World of Work Event - May 8<sup>th</sup>, 2025

World Of Work

**WOW**  
**Youth Expo**

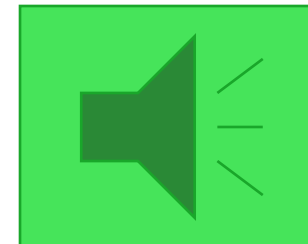
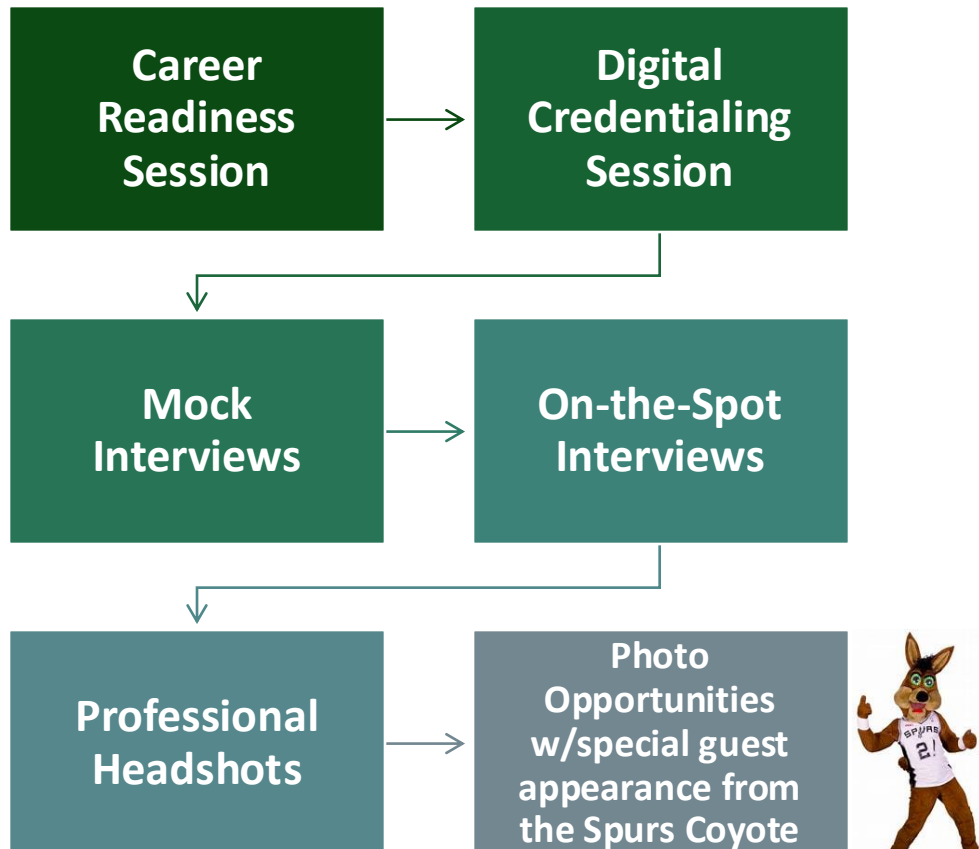
May 8, 2025  
10 AM - 2 PM  
Devine Community Center

**EXPLORE. TRAIN. EARN.**



- 123 High School Students
  - Dilley High School,
  - Natalia High School,
  - Devine High School, and
  - Pearsall High School
- 10 Employers & 4 Resources
- TX Fame presentation
- HR Panel
- Youth Fashion Show

# Intern Day SA!



**UPDATES FROM  
YESTERDAY'S  
SUCCESSFUL  
EVENT!**

# Youth Model Update

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# KEY MESSAGE:

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Pathways. Opportunities. Possibilities.



Pathways: Explore multiple routes to success — from apprenticeships and internships to certifications and hands-on job training.

Opportunities: Connect with local employers, training providers, and mentors who are ready to invest in your future.

Possibilities: Discover careers you may not have known existed and envision a future full of promise.

# Tailored Presentations

**WORKFORCE  
SOLUTIONS  
ALAMO  
YOUTH  
MODEL**



Pathways. Opportunities. Possibilities.



**Presentation  
for Parents**

**WORKFORCE  
SOLUTIONS  
ALAMO  
YOUTH  
MODEL**



Pathways. Opportunities. Possibilities.



**Presentation  
for Schools**

**WORKFORCE  
SOLUTIONS  
ALAMO  
YOUTH  
MODEL**



Pathways. Opportunities. Possibilities.



**Presentation  
for Youth**

**WORKFORCE  
SOLUTIONS  
ALAMO  
YOUTH  
MODEL**



Pathways. Opportunities. Possibilities.



**Presentation  
for Community  
Organizations**

**WORKFORCE  
SOLUTIONS  
ALAMO  
YOUTH  
MODEL**



Pathways. Opportunities. Possibilities.

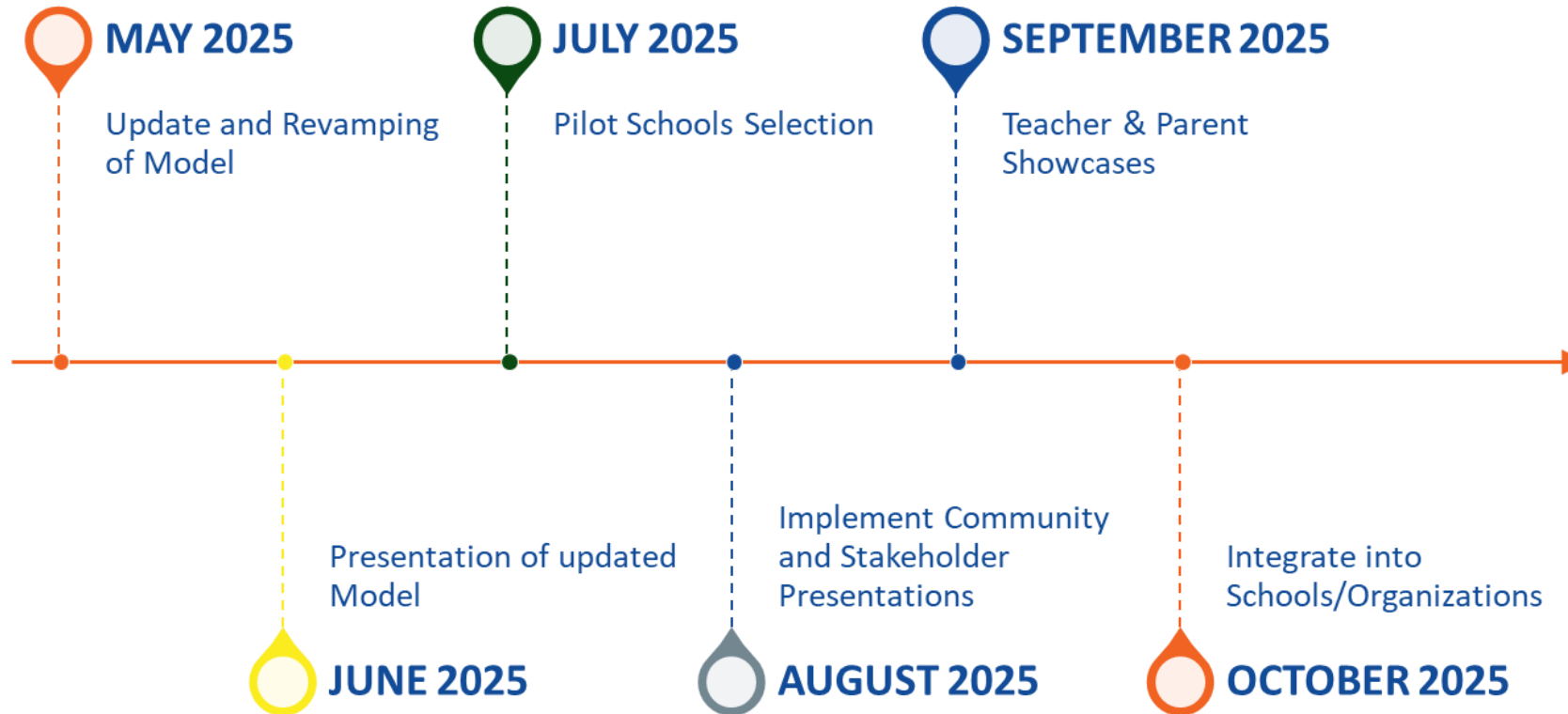


**Presentation  
for Employers**



# Timeline

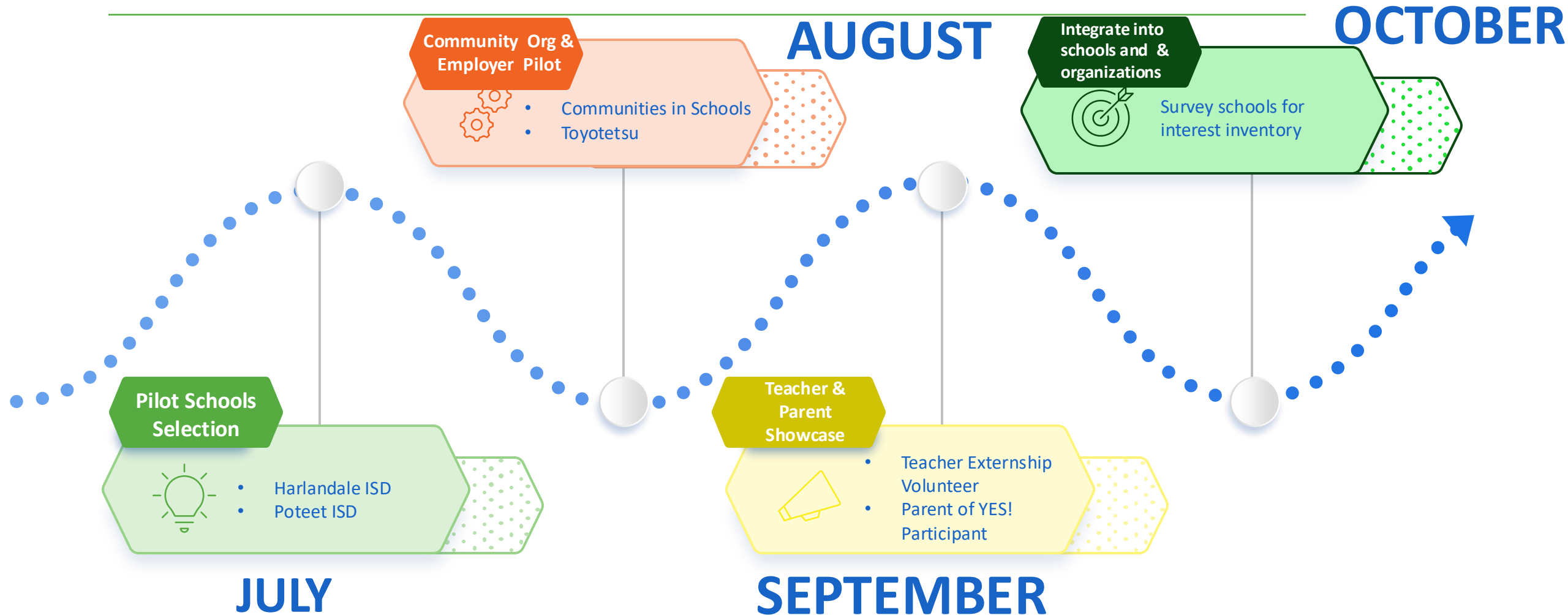
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# NEXT STEPS





# Questions





# CEO Report

Adrian Lopez







# Highlights of 89<sup>th</sup> Legislature



# Summary of Bills Passed

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House Bills: 2, 20, 120, 3260

Senate Bills: 1786, 1535





# Goals & Opportunities

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- Expand career training to get 60% of working age Texas a postsecondary degree
- To understand changes and respond accordingly
  - Alignment (Youth Service Delivery Model)
  - Resource Investment
  - New initiatives





# House Bill: 2

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## Workforce Pipeline & Career Readiness

- Creation of statewide credential inventory (WSA Local Plan could be a resource)

## Expanded advising and career preparation roles

- Mandates partnership between schools, higher ed, employers & workforce boards
- Advisors must be trained accordingly



# House Bill: 20

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## Establishes the Applied Sciences Pathway

- 11<sup>th</sup> & 12<sup>th</sup> graders could earn HS diploma and industry recognized certificate
- Identifies 20 high-wage, high growth career fields
- Authorizes students to substitute a core academic course with a college level CTE course
- Aligns schools to meet skills gaps, increase employability of students and support economic vitality



# House Bill: 120

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## Expands Career & Technical Education Access

- Universal CTE participation
- Integrates Junior ROTC as approved CTE

## Enhanced Funding Mechanisms

- R-PEP (Rural Pathway Excellence Partnership); increases funding for rural district partnerships
- Expands funding for P-TECH
- Allows districts to access funds for school upgrades for CTE



# House Bill: 120 continued

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## FAST Program Expansion

- Boosts eligibility Financial Aid for Swift Transfer (FAST) increasing access to dual-credit, credential pathways in CTE

## Advising & Transition Supports

- Introduces a High School Advising Program with funding to support counseling infrastructure on college, career and military readiness

## New Military Pathway Grant Program

- Establishes a state-funded \$50K Military Pathway Grant



# House Bill: 120 continued

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## Accountability & Workforce Outcome Reporting

- Updated goal of that every high school graduate have the skills and credentials to immediately enter the state's workforce
- Requires TEA to publish de-identified postsecondary outcomes, including postsecondary outcomes including student employment status, industry, wage, and county





# House Bill: 3260

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## Expanded State Control and Independence

- Re-authorizes and expands Texas Industry-Recognized Apprenticeship Programs (IRAP)
- Transitioned oversight to Texas Workforce Commission rather than Department of Labor (grow independently)
- Authorizes state to set Texas-specific standards



# House Bill: 3260 continued

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## Performance-Based Employer Reimbursements

- TWC is permitted to provide partial reimbursements to employers for apprentices or trainees
- Creates performance-based disbursements

## Broader Qualification Criteria

- Broadens definition of qualifying apprenticeship programs for IRAP
- No longer tied to federal definitions



# Senate Bill: 1786

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## Expanded Free Dual-Credit Access

- Broadens eligibility for tuition-free dual-credit courses under FAST (Financial Aid For Swift Transfer); now covering those identified as disadvantaged any time during current or previous four school years

## Performance-Based Funding Aligned with Workforce Outcomes

- Refines community college funding under HB 8 outcomes-based model includes:
- Credential completions
- Student transfers to four-year institutions
- Completion of 15 semester hours of dual credit or dual credit



# Senate Bill: 1786 Continued

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## Emphasizes "credentials of value"

- Provide a positive return on investment (earnings exceed high school median wages)
- Lead toward self-sufficiency wages
- Address state labor market needs especially in health care and education

## Enhanced Labor Market & Academic Efficiency Tools

- Requires Texas Workforce Commission, in coordination with The Higher Education Coordinating Board, and Texas Education Agency to deliver county- and region-level labor market projections, enabling colleges to tailor programming to local industry demands



# Senate Bill: 1786 Continued

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## Enhanced Labor Market & Academic Efficiency Tools

- Allows the Higher Education Coordinating Board to adopt policies or manuals by reference and use emergency rulemaking to better align funding with legislative appropriations





# Senate Bill: 1535

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## Advanced Nuclear Energy Workforce

- Creates an Advanced Nuclear Energy Workforce Development Program under Texas Workforce Commission
- Administered in coordination with the Texas Education Agency, Texas Higher Coordinating Board in consultation with the Public Utility Commission

## Strategic Planning & Public-Private Partnerships

- Texas Workforce Commission must develop a strategic plan addressing labor shortages and retention in nuclear energy, facilitate financial assistance via public-private partnerships



# Senate Bill: 1535 continued

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## Strategic Planning & Public-Private Partnerships

- To promote academic programs (colleges, technical institutes, universities)
- Research and leadership development at higher education level
- Outreach to raise awareness of nuclear career pathways among K-12 students

## Industry-Aligned Curriculum Development

- Requires Texas Workforce Commission to design standardized curriculum frameworks for degree and certificate programs targeting high wage occupations in:



# Senate Bill: 1535 continued

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## Industry-Aligned Curriculum Development

- Nuclear-grade welding
- Radiological monitoring/control
- Reactor operations
- Nuclear instrumentation & control
- Engineering Tracks (nuclear, electrical, chemical, civil, environmental)

## Annual Legislative Reporting

- Texas Workforce Commission is tasked with submitting annual report to legislative committees overseeing workforce development, higher ed and energy



# Questions







# Chair Report

Anthony Magaro, Committee Chair







# San Antonio Stock Show & Rodeo

- Stock Show & Rodeo
- When: February 12 - March 1, 2026
- Where: Frost Bank Center, 723 Frost Bank Center Parkway, San Antonio, TX 78219





# Questions



# Thank you!

