



Strategic Committee

May 9, 2025





WSA Draft Bylaws

Frank Burney
Partner, Martin & Drought, P.C.



ALAMO WORKFORCE DEVELOPMENT, INC.

d/b/a WORKFORCE SOLUTIONS ALAMO

BYLAWS



Section	Current Bylaw	Proposed Change	Rationale/Notes
Article I – Name Offices		<ul style="list-style-type: none">• Replaced meetings with Applicable Law• Added Applicable Law Purpose	<ul style="list-style-type: none">• Ensure that meetings comply with applicable laws
Article II – Board of Directors	<ul style="list-style-type: none">• 2 year terms (6 years)	<ul style="list-style-type: none">• Listed categories of Board membership as required by law• Increased term of Board to 3 years• Added language from open meetings act which allows virtual meetings for organizations such as WSA• Added Stronger conflict of interest policy language	<ul style="list-style-type: none">• Keep good Board members longer• Transparency

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BYLAWS



Section	Current Bylaw	Proposed Change	Rationale/Notes
Article III – Committees	N/A	N/A	<ul style="list-style-type: none">No substantive changes
Article IV – Officers	<ul style="list-style-type: none">One-year terms	<ul style="list-style-type: none">Increased term of officersAdded language from applicable lawDeleted limitation on who can execute contracts	<ul style="list-style-type: none">Addressed elsewhere in bylaws (Article VI)
Article V – Indemnification and Insurance		<ul style="list-style-type: none">Added Reference to an applicable law	<ul style="list-style-type: none">Transparency

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BYLAWS



Section	Current Bylaw	Proposed Change	Rationale/Notes
Article VI – Contract Authorization	N/A	N/A	N/A
Article VII – (Added) Agents, Consultants, Professional Services	N/A	Persons or firms other than officers of the Corporation may from time to time be engaged or employed to assist the Corporation in carrying out its programs and purposes.	Added New
Article VIII – (Added) Audits	N/A	The Board shall cause to be made an annual audit of the Corporation for examination as required by Applicable Law.	Added New

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BYLAWS



Section	Current Bylaw	Proposed Change	Rationale/Notes
Article X – Miscellaneous	Remains the same no change	N/A	Deleted VI and added Miscellaneous as now Article X



Questions





Procurement Update

Kristen Rodriguez
Director of Procurement and Contracts



RFP: Business Services Unit (BSU)

Business Services Strategy and Industry Sector Partnership RFP



- **Objective:** Support WSA CEO in achieving strategic workforce development goals through sector-based partnerships and optimizing business services
- RFP was solicited in March with an April deadline.
- **Scope of work:**
 - **Sector-Based Partnerships:**
 - Develop work plans and strategies for industry sector partnerships
 - Align sector goals with employer needs and track progress
 - Create new sector partnerships as needed
 - **Optimize Business Services:**
 - Define roles and responsibilities for Board and Career Center staff
 - Research and implement private sector best practices for talent management
 - Develop partnership proposals with local Chambers of Commerce
- The RFP closed in April 2025 and currently undergoing evaluations.
- **Next Steps:**
 - Take recommendation to the Audit and Finance committee on May 30, 2025, if need board approval
 - Award contract



RFP: Workforce One Bus

Commercial Driver License (CDL) Driver Services RFP

- **Objective:** Secure CDL drivers as-needed to support WSA's Mobile Workforce Unit operations
- RFP was solicited in April with a May deadline.
- **Scope of work:**
 - Contractor to hire, train and supervise CDL Drivers
 - Driver must:
 - Hold valid Texas Class A/B CDL
 - Have 5+ year's experience driving commercial vehicle
 - Maintain clean driving record
 - Perform vehicle inspections, basic maintenance
 - Manage logs, electrical hookups, and equipment handling
- The RFP closed in May 2025 and currently undergoing evaluations.
- **Next Steps:**
 - Take recommendation to the Audit and Finance committee on May 30, 2025, if need board approval
 - Award contract



Questions





Marketing Update

James Keith
Director of Public and Government Relations





Social Media - Facebook



137+ Followers

Views 79.7K ↑ 49.2% Interactions 1.1K ↑ 157.7%



Top posts by views

Boost content

See all content

Bridging Careers Resource & Job Fair
Numerous Employers, Great Benefits
HERE'S WHAT YOU CAN FIND WHEN YOU ATTEND:
• Essential Living Resources
• Workforce Career Center Resources
• Access To Multiple Employers
Please bring the following when attending:
• Resume
• Dress to Impress for Possible Interview
*Federal Workers, Transferring Service Members, Military Spouses, and Veterans receive priority service from 9-11 AM.
April 17, 2024
San Antonio Food Bank 4000 Midway
San Antonio, TX 78221
Tue Apr 15, 5:00am
3.8K views, 15 likes, 2 comments, 11 shares

Fiesta of Opportunities Youth Career Expo and Hiring Fair
• Ages 16-24
• Youth Services Presentation
• Job Readiness
• Money Management
• Meet with Employers
Friday, April 26, 2024
10 a.m. - 3:30 p.m.
WESTSIDE EDUCATION & TRAINING CENTER (WETC) 4100 FM 4167 ST. SAN ANTONIO, TX 78227
Tue Apr 22, 5:01am
3.7K views, 42 likes, 7 comments, 33 shares

Workforce Solutions Alamo's new O'Connell...
Tue Apr 1, 6:30am
3.6K views, 90 likes, 16 comments, 17 shares

South Flores Job Fair
HERE'S WHAT YOU CAN FIND WHEN YOU ATTEND:
• Meet With Potential Employers
• Explore Job Openings
Don't Forget:
• Bring Your Resume
• Dress to Impress for Interview
April 23, 2024
9 a.m. - 12 p.m.
Workforce Solutions Alamo
12 Flores Career Center
4758 S. Flores St. Suite 100
San Antonio, TX 78221
Tue Apr 22, 10:02am
2.8K views, 12 likes, 0 comments, 6 shares

Workforce Solutions Alamo was proud to...
Mon Apr 14, 3:01pm
2.6K views, 19 likes, 1 comment, 2 shares

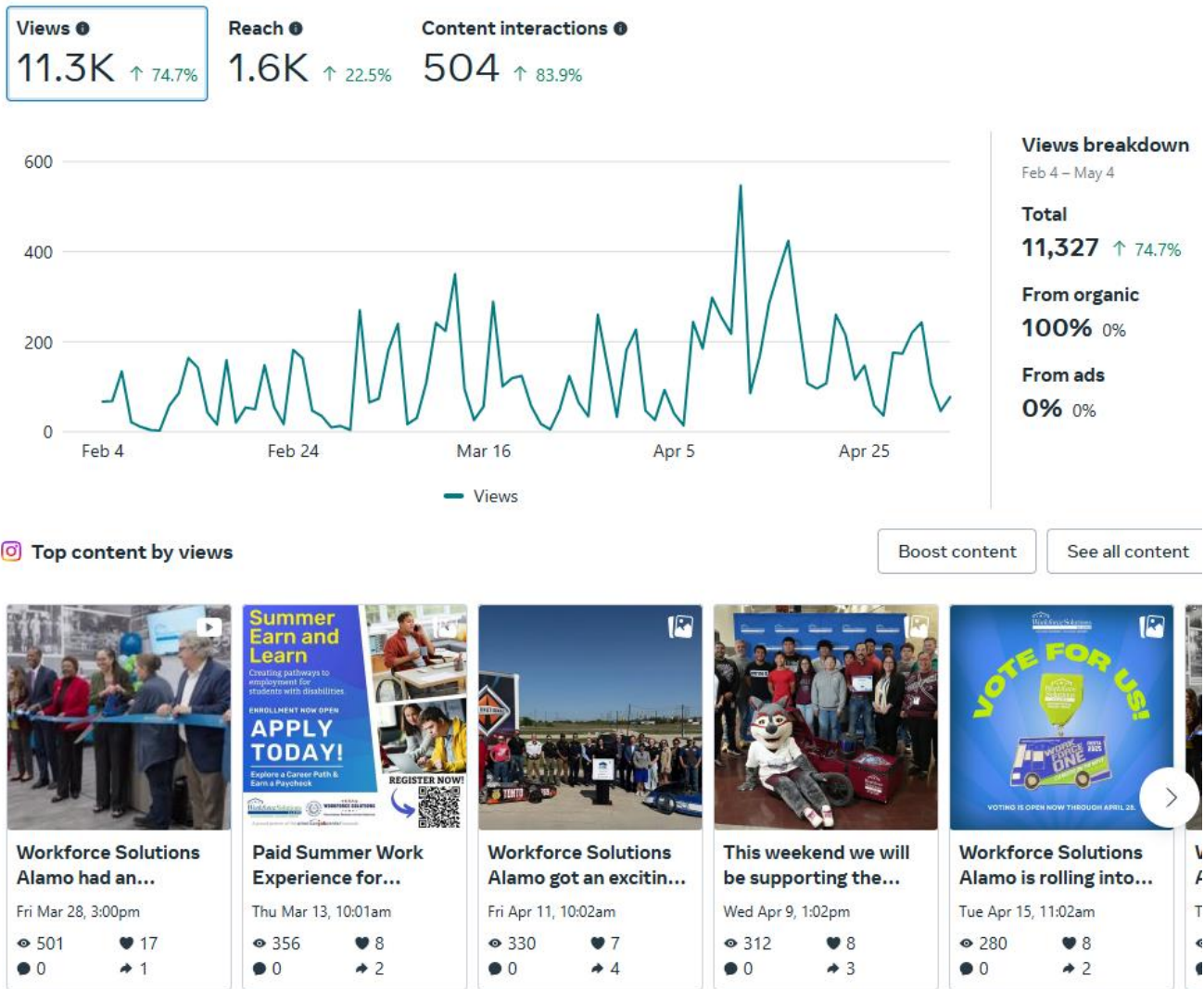
2/4/25 – 5/4/25



Social Media - Instagram



90+ Followers



2/4/25 – 5/4/25



Port San Antonio Grand Opening

Media Coverage:
*KENS, KSAT, KABB,
WOAI*

*Approximately
100 in attendance*



Port San Antonio Grand Opening

Guests included:

Bryan Daniel, TWC Chairman

*Aaron Demerson, CEO, Texas
Economic Development
Corporation*

*Margaret Wilson-Anaglia, Board
Chair, Port San Antonio*

*Bianca Rhodes, President/CEO,
Knight Aerospace*

*Bexar County Commissioner
Rebeca Clay-Flores, Precinct 1*





ACE Race 2025



WSA sponsored kits

Dilley, Canyon Lake, Jourdanton, Karnes City, Medina Valley, and Poteet.

Dilley High School – (1st year)
1st place – Rookie category, 6th overall.

Canyon Lake High School – (1st year)
2nd place – Rookie category, 7th overall.

Karnes City – (1st year)
4th place – Rookie category, top 25 overall.



Bandera Career Center Grand Opening



Special Guests:

- Honorable Judge Richard Evans
- James Hernandez, Bandera Co. Chamber of Commerce
- Matthew Gonzales, WSA Board Member

Media Coverage:

- Bandera Bulletin



Bandera Career Center Grand Opening





Bridging Careers Job and Resource Fair



- 57 Total vendors onsite
- 520 job seekers engaged
- 20 Job Interviews on the Spot
- Media Coverage: KABB, WOAI



Fiesta Medal Winner

Best Medal – Non-profit

San Antonio Business Journal

3 Categories - 44 total medals

Non-Profit

10 Medals

4535 total votes

WSA - 47% of the vote



Looking Ahead

- Impact Awards
- May 28, 8:30 – 10am



SAVE THE DATE

MAY 28 2025

8:30 A.M. – 10 A.M.

DOUBLETREE BY HILTON SAN ANTONIO AIRPORT
611 NORTHWEST LOOP 410
SAN ANTONIO, TX 78216



Questions





Programs Update

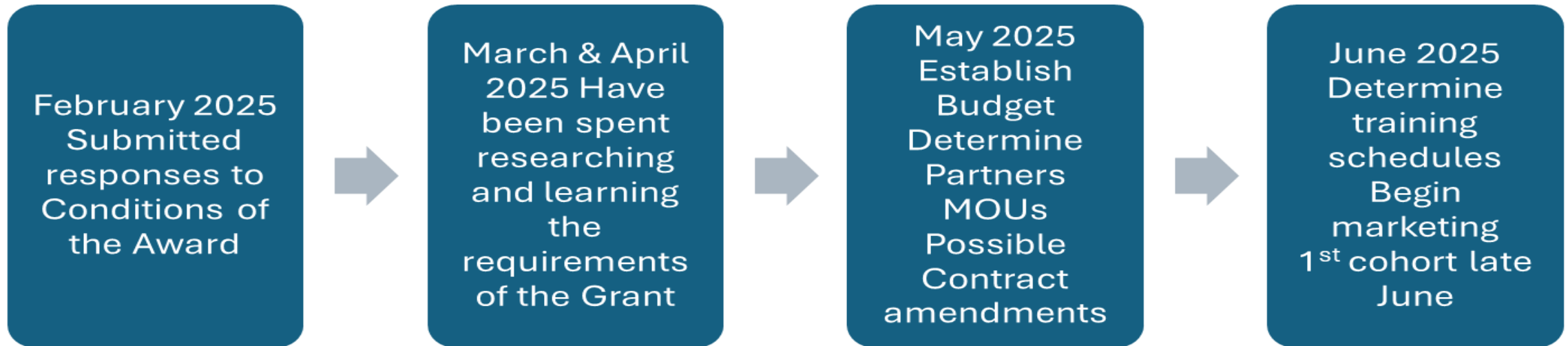
Victoria Rodriguez
Director of Workforce Services





Infrastructure Grant

TIMELINE





Infrastructure Grant

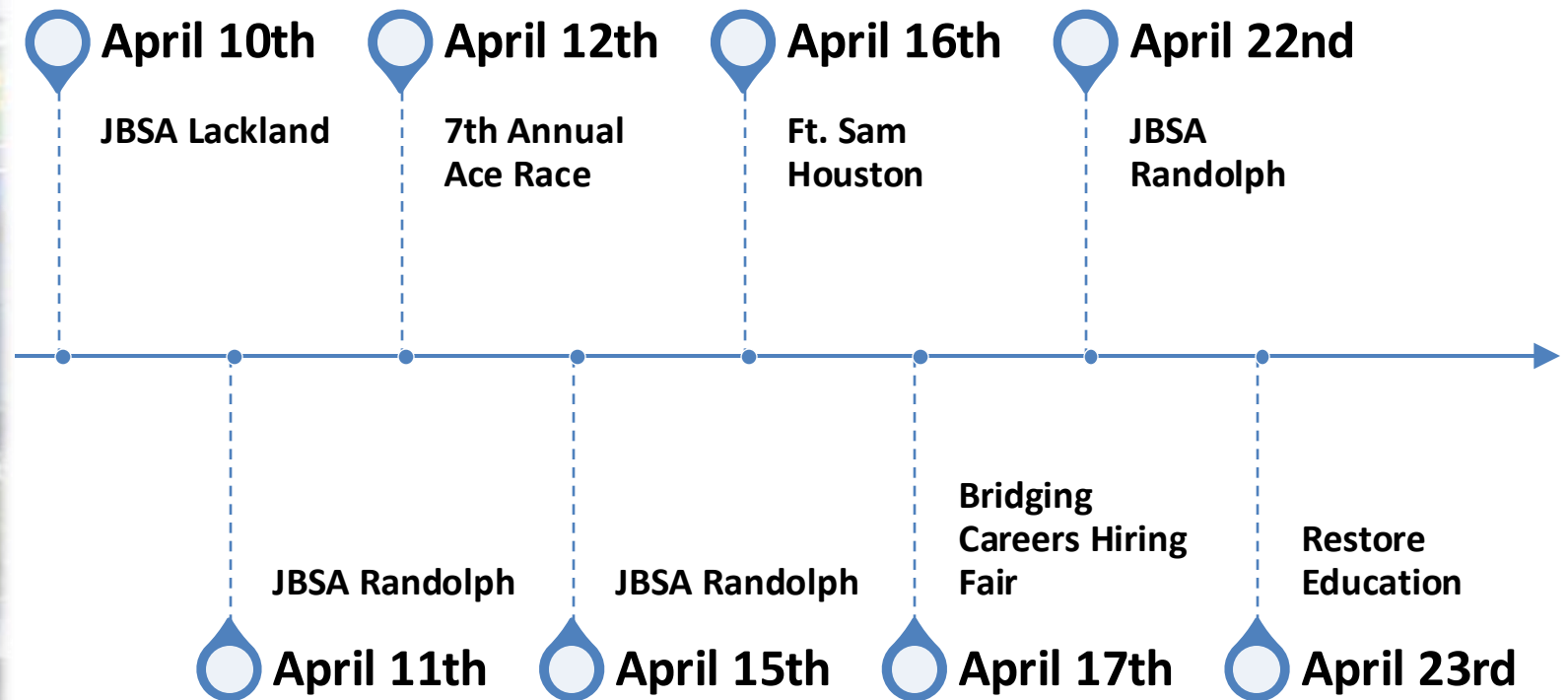
TENATIVE OCCUPATIONS

- Occupations related to
 - RENEWABLE ENERGY
 - TRANSPORTATION
 - BROADBAND
- Electrical Trades
- Computer Systems Analysts
- Quality Assurance Analysts & Testers
- Information Technology
- Welding



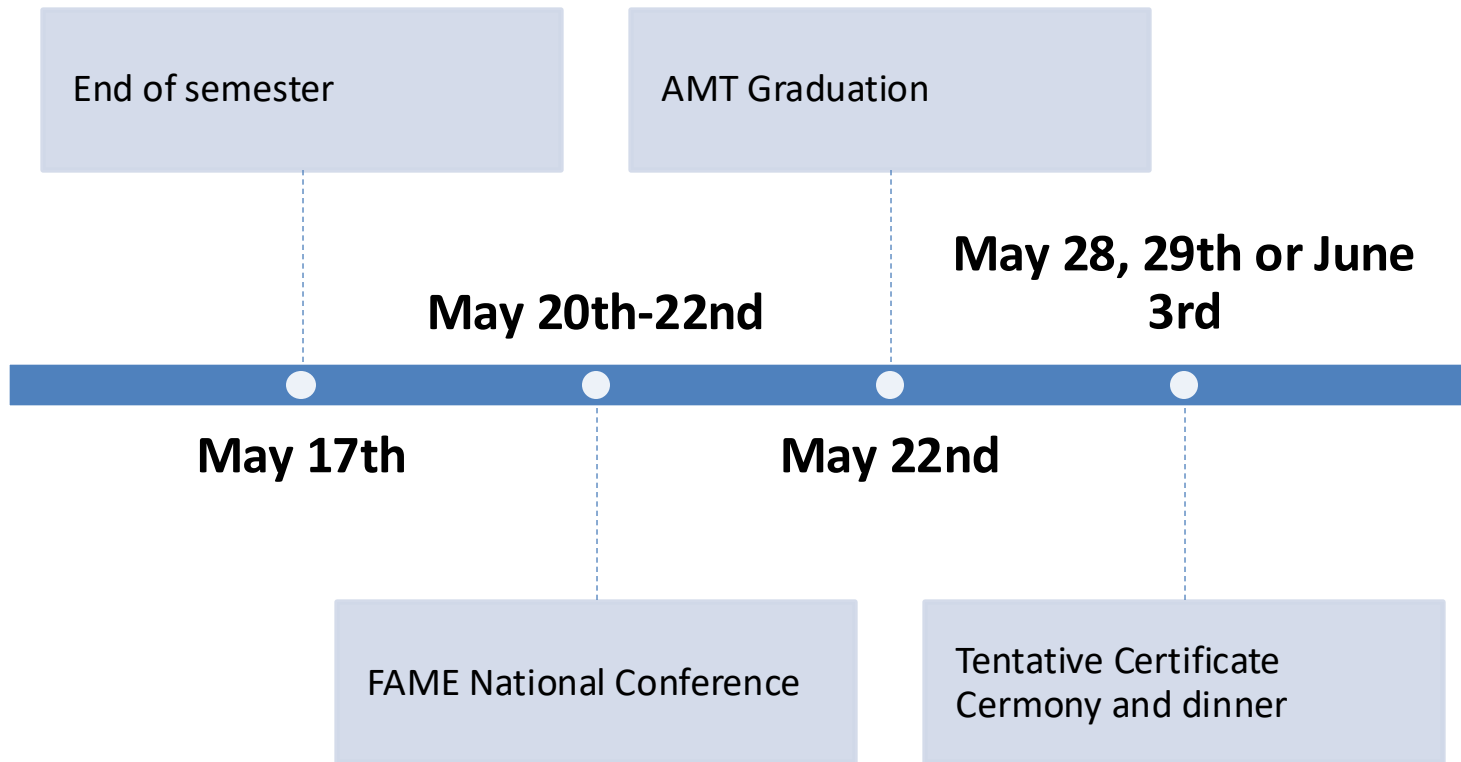


Workforce One Utilization





TX FAME



- Team to coordinate AMT Graduation

Capstone Project



Project Objectives

- Develop a comprehensive asset map.
- Strengthen employer, school, and community partnerships.
- Ensure timely completion with high-quality data.

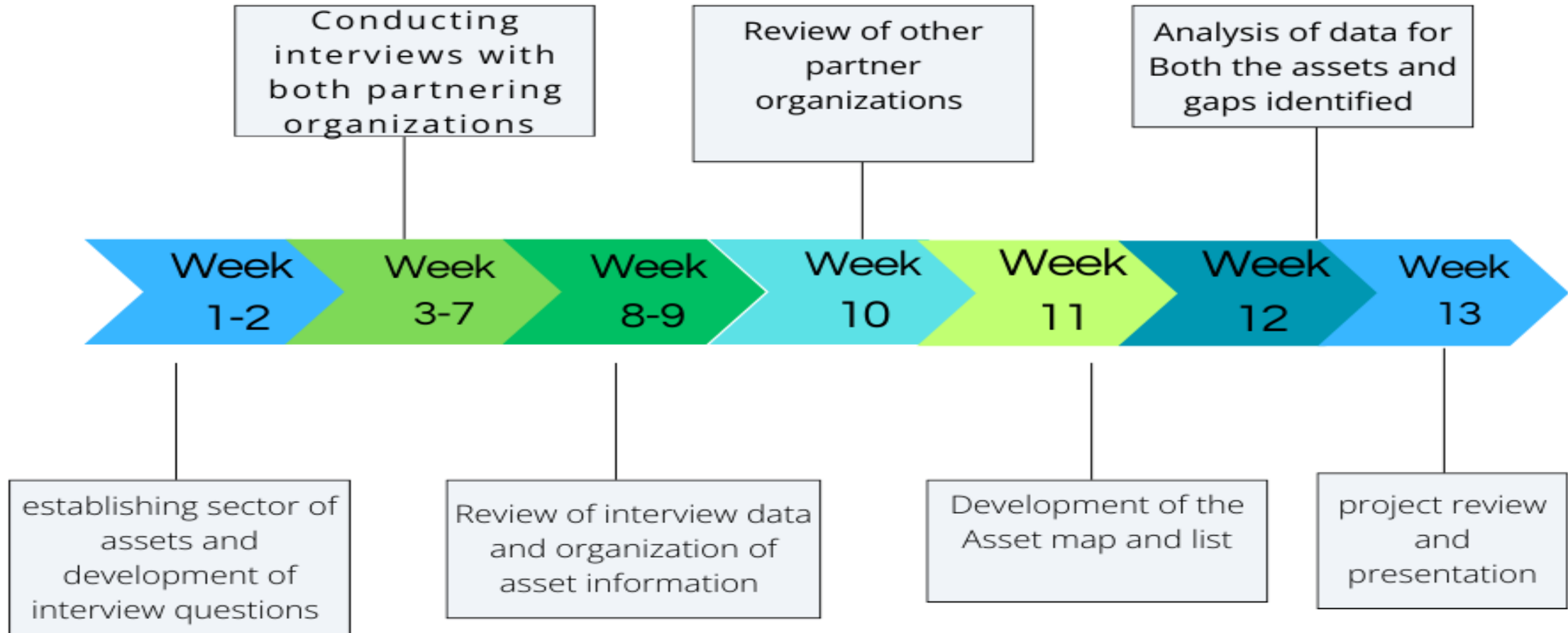
Action Plan

- Regular Meetings: Weekly check-ins & bi-weekly team updates.
- Data Collection & Analysis: Interviews, validation, and peer reviews.
- Training & Support: Guidance on data tools and reporting.
- Risk Management: Identify challenges and implement mitigation strategies.

Benefits

- Clear and organized resource mapping for workforce development.
- Improved accessibility for individuals with disabilities.
- Strengthened community collaboration.

PROJECT TIMELINE





Gaps Identified in Research

- Internal challenges include small team sizes struggling with the workload and partner organizations lacking awareness of employment network benefits.
- Clients have also faced internal delays in receiving timely responses and approvals from other organizations.
- Client-related barriers involve a lack of reliable transportation and decreased interest in job roles. Furthermore, staff retention is an internal obstacle due to funding reductions.

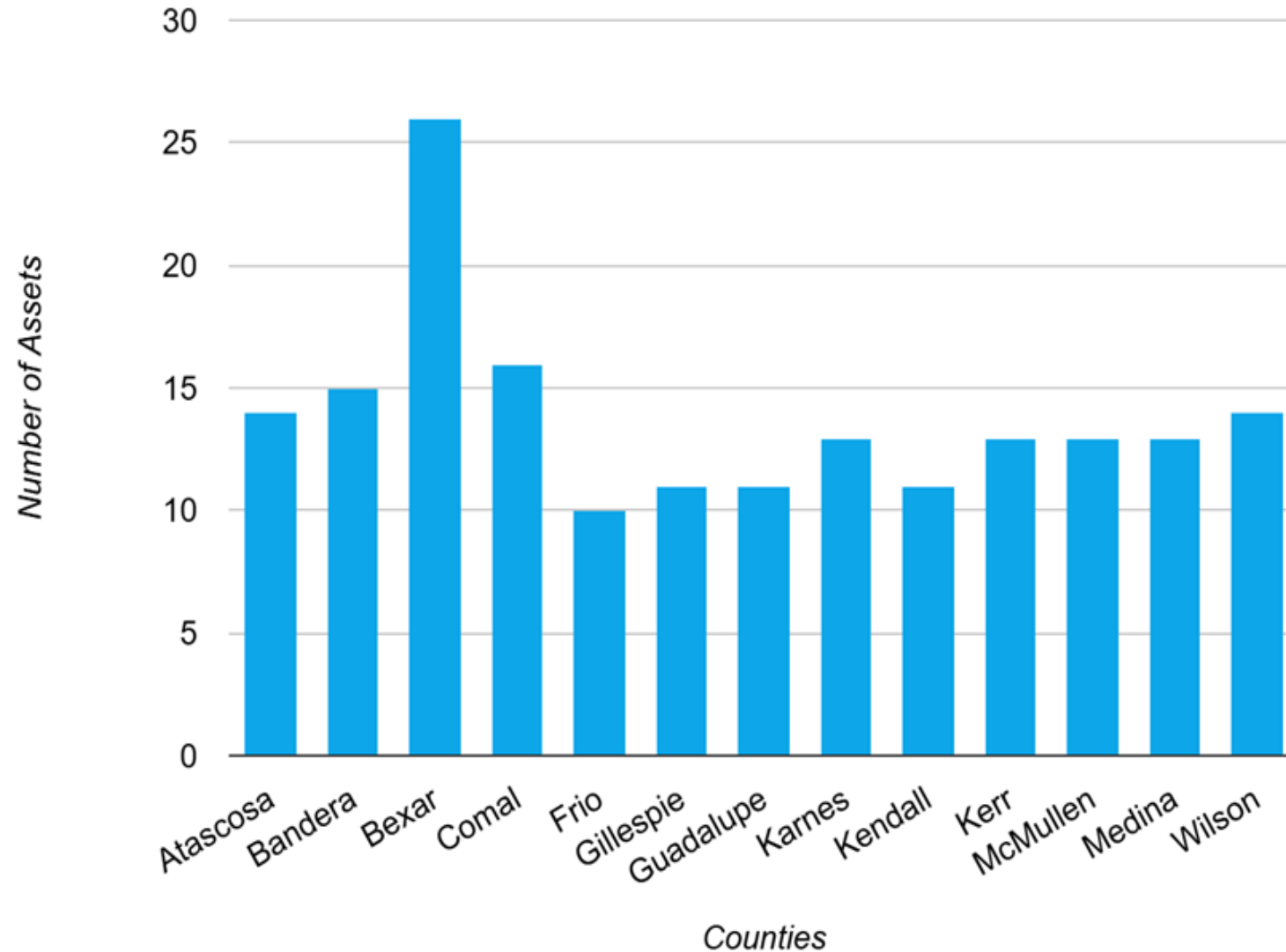


Client Feedback

- Client #1 would benefit from employment programs with a longer orientation to better adjust to job responsibilities.
- The parent of Client #2 reported challenges with overall access to resource information, previously relying on informal networks with other parents. They also noted inconsistent transportation options and difficulties due to the geographic limitations of current services.
- The parent of Client #3 identified transportation as the most significant barrier to their child accessing available resources.

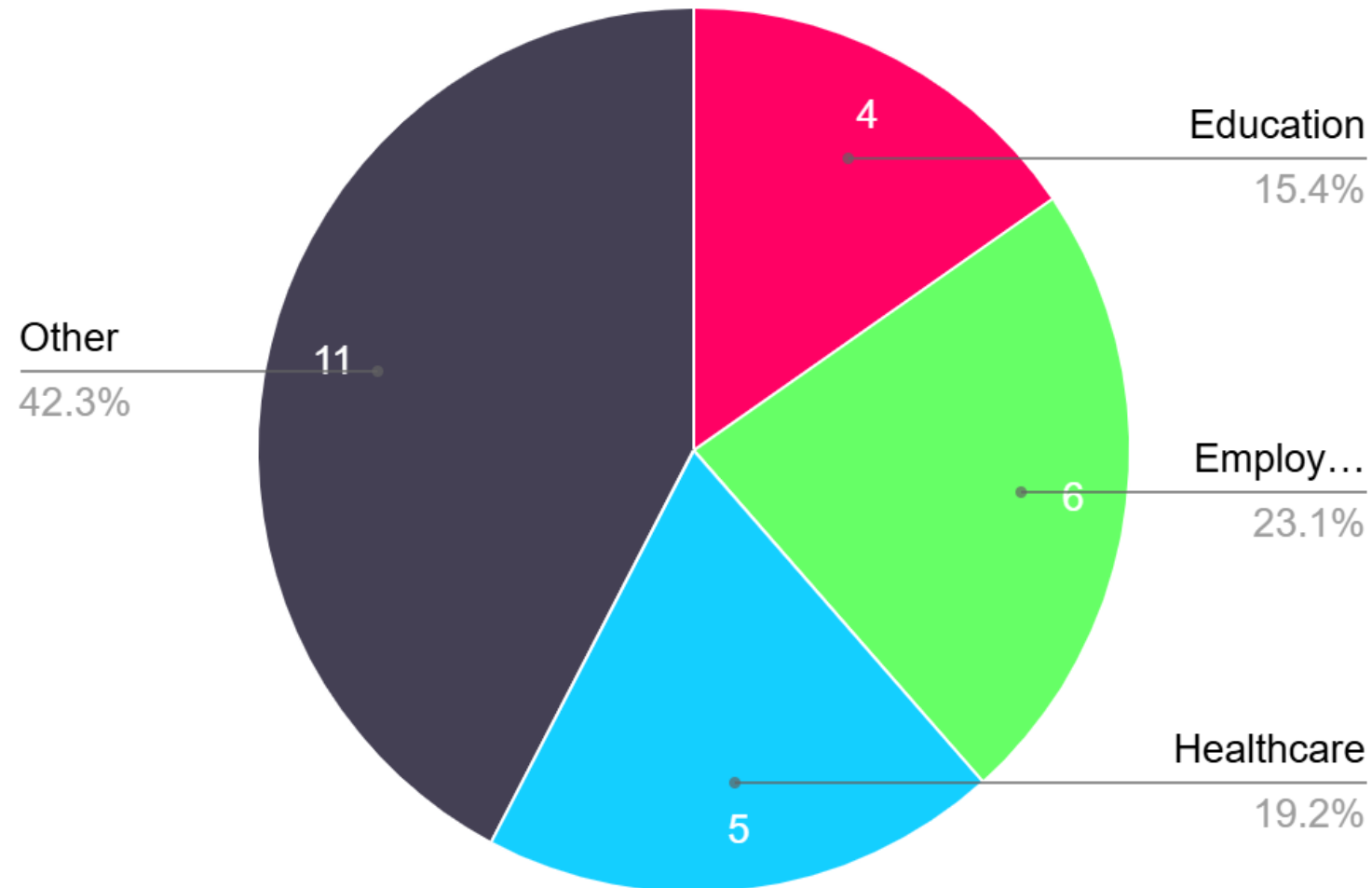


Assets by County





Assets by Sector





Map

152 views
Published on April 9

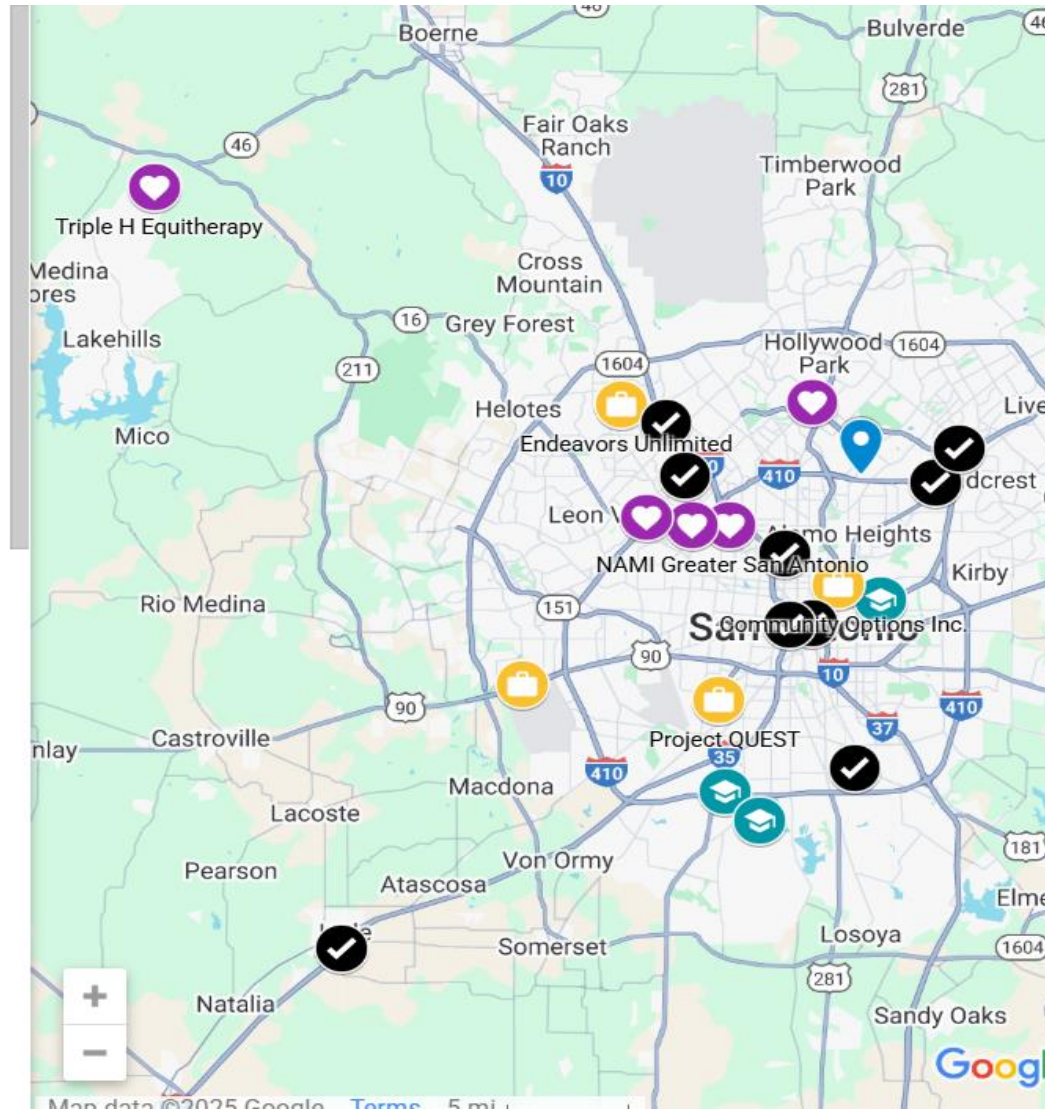
[SHARE](#)

Education

- Education Service Center, Region 20
- Education Service Center Region 13
- Region III Education Service Center
- Palo Alto College- Project Access
- Partners Resource Network
- Texas A&M University-San Antonio Tu Casa ...

Employment

- Community Options Inc.
- Endeavors Unlimited
- Relief Enterprise Inc
- Imagine Enterprises
- Project QUEST



<https://www.google.com/maps/d/u/0/edit?mid=1Pb6Sf6NcF9q-LM1SvroL3LUndaEZY0Q&usp=sharing>



Questions





CEO Report

Teresa Chavez
Chief Operating Officer





Local Plan 2025 -2028

✓ Local Plan 2025–2028 Approvals

Entity	Date(s)	Status
Co6	March 7, 2025	APPROVED
Board of Directors	March 14, 2025	APPROVED
Bexar County	March 25, 2025	APPROVED
City of San Antonio	March 25 & April 17, 2025	APPROVED
Area Judges	March 26, 2025	APPROVED

Next Steps:

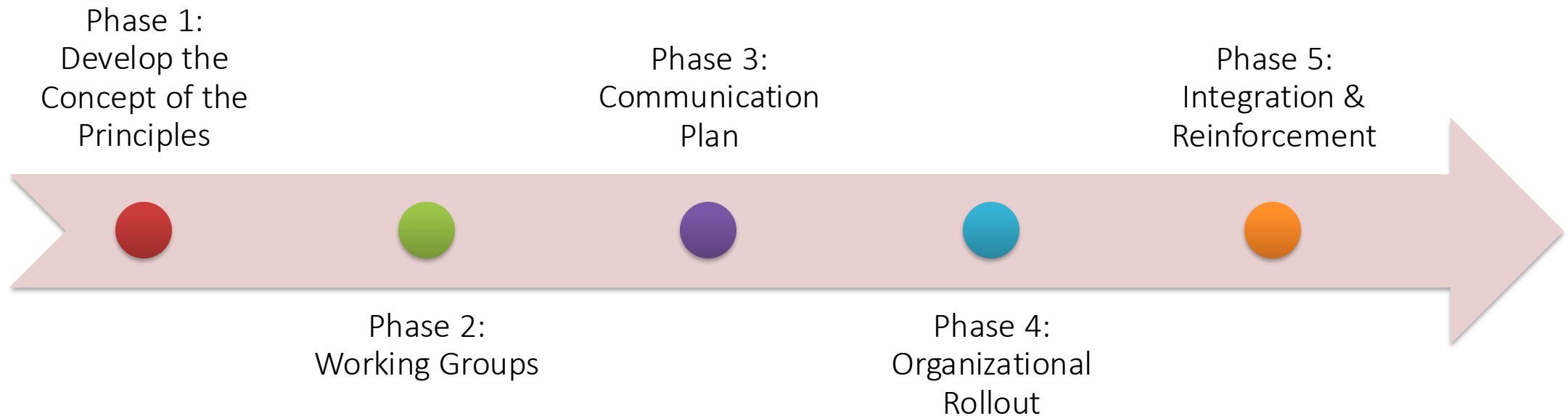
- Approval by Texas Workforce Commission (TWC): July 25, 2025
- Local Plan 2025 – 2028: Launch and Campaign Strategy

Workforce Solutions Alamo (WSA)

Principles



The **WSA Principles** are a foundational framework that prioritizes the empowerment, development, and engagement of both job seekers and employers within the workforce system.





Questions





Chair Report

Eric Cooper
Committee Chair





Questions





AI/DATA PROPOSAL

Eric Vryn
Chief Process Officer



Thank you!

