



# Board of Directors

June 13, 2025







# Board of Directors Consent Agenda

# Meeting Minutes – March 14, 2025

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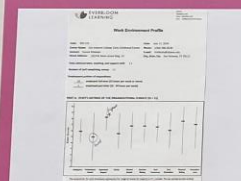
# San Antonio College (SAC) Early Childhood Center

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## THE NEED



After discussing our scores we felt that the reward system was our lowest subject for a new Director this was my first experience including the whole team. As I followed their lead this is the reason we chose reward system.

## SAC

Early Childhood Center

Years of Service Certificates



Pickle Ball



## THE SOLUTION

Lunch



## QIP:

## RETREAT!

Team Building

## THE RESULTS



	2019	2020	2021
Attendance	1.5	2.5	3.5
Retention	1.5	2.5	3.5
Quality	1.5	2.5	3.5
Retention	1.5	2.5	3.5
Retention	1.5	2.5	3.5
Retention	1.5	2.5	3.5
Retention	1.5	2.5	3.5
Retention	1.5	2.5	3.5

From the time of our first survey to the 2nd survey several things had transpired:  
1. Staff left  
2. Staff were hired  
3. Staff moved classrooms

We went up in some and down in some. The survey is a great tool to see the scores and see how we can help our center thrive. It showed us many ways to improve.

The retreat was fun, however it taught me that we can work together not just at pickle ball but to come together to plan and improve our daily lives!

## FUTURE PLANS

Due to the success of the Retreat, we have decided to make this an annual event. With limited time away from children, having a chance to play, eat and connect was a great way to end the Fall semester.

# Angel Valley Christian Day Care

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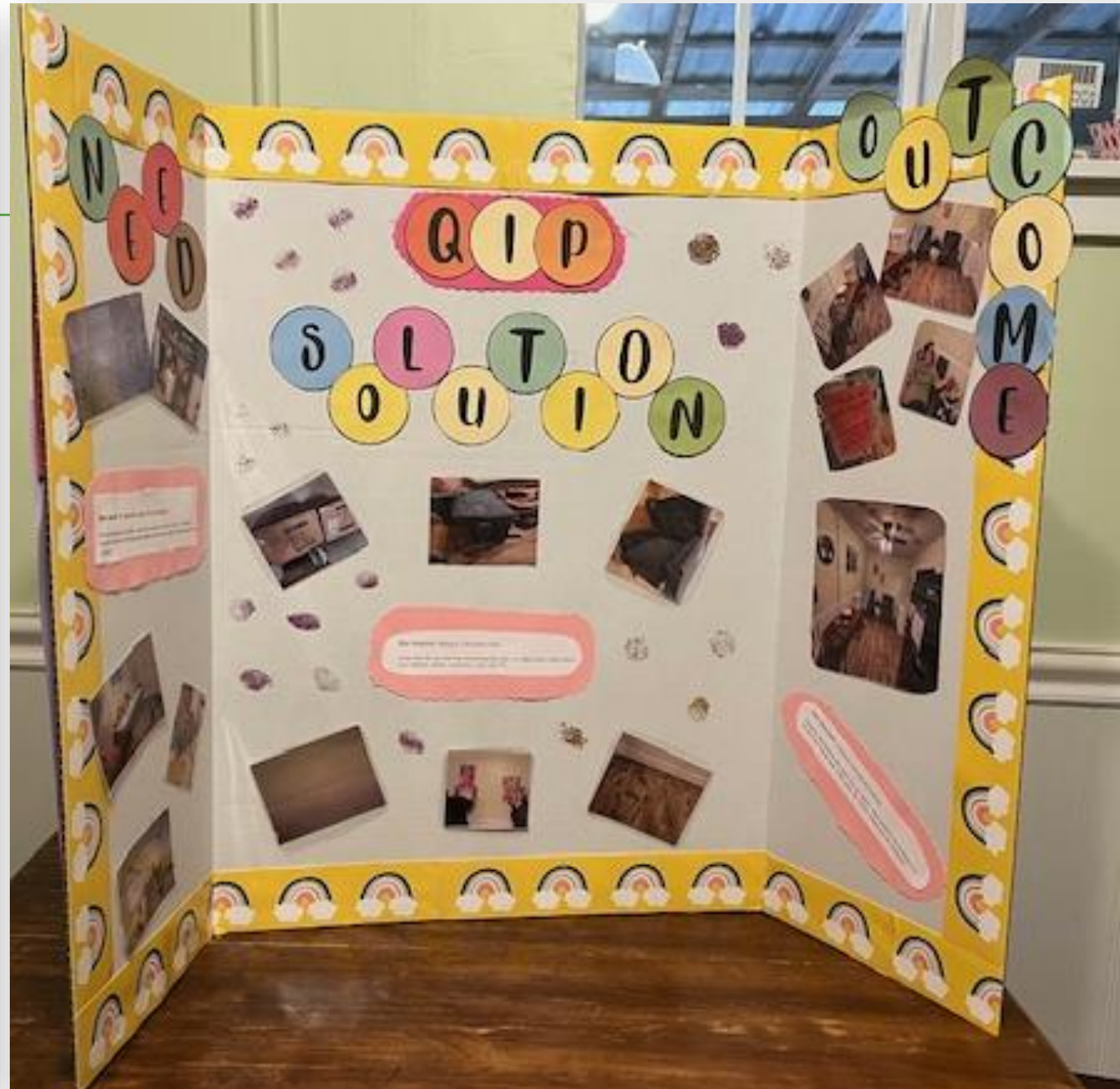


# Creative Little Minds

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# Early Matters

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# United Way

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# Texas A&M University San Antonio

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# Pre-K for SA

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# Local Plan Occupations

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# New Target Occupations Proposed



Standard Occupation Classification (SOC)	Target Occupation Job Title (Name)
39-9011	Childcare Workers
15-1251	Computer Programmers
17-3029	Engineering Technologists and Technicians, Except Drafters
19-4042	Environmental Science and Protection Technicians
17-3028	Calibration Technologists and Technicians
49-9069	Precision Instrument and Equipment Repairers
53-1047	Supervisors of Transportation & Material Moving Workers (Except Aircraft Cargo Handling)
29-9021	Health Information Technologists and Medical Registrars
11-9081	Lodging Managers
31-9011	Massage Therapists
15-2051	Data Scientists
27-3092	Court Reporters and Simultaneous Captioners
25-2011	Preschool Teachers, Except Special Education
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel
13-1121	Meeting, Convention, and Event Planners
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tender



# Projections & Future Growth

For the Industry targeted by the grant *Child Day Care Services* there is positive numeric growth (Change) and positive % growth (Change) in Jobs.

- Total employment is projected to grow during the 2020-2030 by 1,205 jobs and 20.3% Growth.
- Total employment is projected to grow during the projection period 2022 to 2032 by 1,267 jobs and a 16.3% Growth.

Source: TWC/LMI/Projections



## Occupations Employed by this Industry

Description	Employed in Industry (2023)	% of Total Jobs in Industry (2023)
Childcare Workers	3,057	36.5%
Preschool Teachers, Except Special Education	2,507	29.9%
Teaching Assistants, Except Postsecondary	758	9.0%
Education and Childcare Administrators, Preschool and Daycare	462	5.5%
Cooks, Institution and Cafeteria	191	2.3%

Source: Lightcast Q2 2024 Data Set

# Career Pathways Occupations and Certificates

Title	Certifying Organization	Source
Certified Childcare Professional (CCP)	National Early Childhood Program Accreditation	This data is delivered by an API from <a href="#">CareerOneStop external site</a> , sponsored by U.S. Department of Labor, Employment and Training Administration.
Child Development Associate	Council for Professional Recognition	<a href="#">Certification: Child Development Associate (CDA)</a>
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	3 licenses found in Texas Texas Education Agency <ul style="list-style-type: none"> <li>• Educational Aide I</li> <li>• Educational Aide II</li> <li>• Educational Aide III</li> </ul>	Source: <a href="#">Analyst Resource Center external site</a> license information.
Kindergarten Teachers, Except Special Education	1 license found in Texas Teacher Education Agency <ul style="list-style-type: none"> <li>• Teacher</li> </ul>	<a href="#">25-2012.00 - Kindergarten Teachers, Except Special Education</a>





## Texas Licenses 25-9042.00 -

### Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education

Teaching English as a Second or Foreign Language/ESL Language Instructor	<a href="#">The University of Texas at San Antonio external site</a> San Antonio, Texas	29 graduated with Bachelor's degree 2 graduated with Post baccalaureate certificate 17 graduated with Master's degree
Early Childhood Education and Teaching	<a href="#">Northeast Lakeview College external site</a> Universal City, Texas	45 graduated with Associate's degree
Teacher Education, Multiple Levels	<a href="#">St Philip's College external site</a> San Antonio, Texas	28 graduated with Associate's degree
Early Childhood Education and Teaching	<a href="#">Northwest Vista College external site</a> San Antonio, Texas	137 graduated with Associate's degree
Early Childhood Education and Teaching	<a href="#">Palo Alto College external site</a> San Antonio, Texas	99 graduated with Associate's degree
Teacher Education, Multiple Levels	<a href="#">San Antonio College external site</a> San Antonio, Texas	85 graduated with Associate's degree



## Texas Licenses 25-9042.00 -

### Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education

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Bilingual and Multilingual Education	<a href="#">The University of Texas at San Antonio external site</a> San Antonio, Texas	13 graduated with Bachelor's degree 2 graduated with Postbaccalaureate certificate
Early Childhood Education and Teaching	<a href="#">Texas A&amp;M University-San Antonio external site</a> San Antonio, Texas	6 graduated with Master's degree 20 graduated with Master's degree
Early Childhood Education and Teaching	<a href="#">Our Lady of the Lake University external site</a> San Antonio, Texas	12 graduated with Bachelor's degree
Early Childhood Education and Teaching	<a href="#">Schreiner University external site</a> Kerrville, Texas	8 graduated with Bachelor's degree

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# Registered Apprenticeship Career Pathway Occupations

**ONET Title:** Childcare Workers

**ONET Code:** 39-9011.00

[Occupation Finder: Childcare Workers | Apprenticeship.gov](#)

**ONET Title:** Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education

**ONET Code:** 25-9042.00

[Occupation Finder: Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education | Apprenticeship.gov](#)

**ONET Title:** Preschool Teachers, Except Special Education

**ONET Code:** 25-2011.00

[Occupation Finder: Preschool Teachers, Except Special Education | Apprenticeship.gov](#)

**ONET Title:** Kindergarten Teachers, Except Special Education

**ONET Code:** 25-2012.00

**Alternative Occupations Title**

[Occupation Finder: Kindergarten Teachers, Except Special Education | Apprenticeship.gov](#)

This occupation is not currently approved for use in a Registered Apprenticeship Program.

If you are looking to create an apprenticeship. An occupation not yet approved by the U.S. Department of Labor, submit a request for determination using our Apprenticeship Occupation Request tool.





# 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	267		356	
Actual Participants Served	210	33			243	68%
Rural Participants Planned	52	105	157		210	
Actual Participants Served	96	13			109	52%
Work Experience Career Opportunities Planned	50	101	150		201	
Actual	60	30			90	45%
Education/Training Planned	15	29	43		57	
Actual	26	2			28	49%
Supportive Services Planned	67	135	202		269	
Actual	221	87			308	114%



IN-SCHOOL & OUT-OF SCHOOL YOUTH		
Actual Urban Participants Served	65 ISY	178 OSY
Actual Rural Participants Served	53 ISY	56 OSY

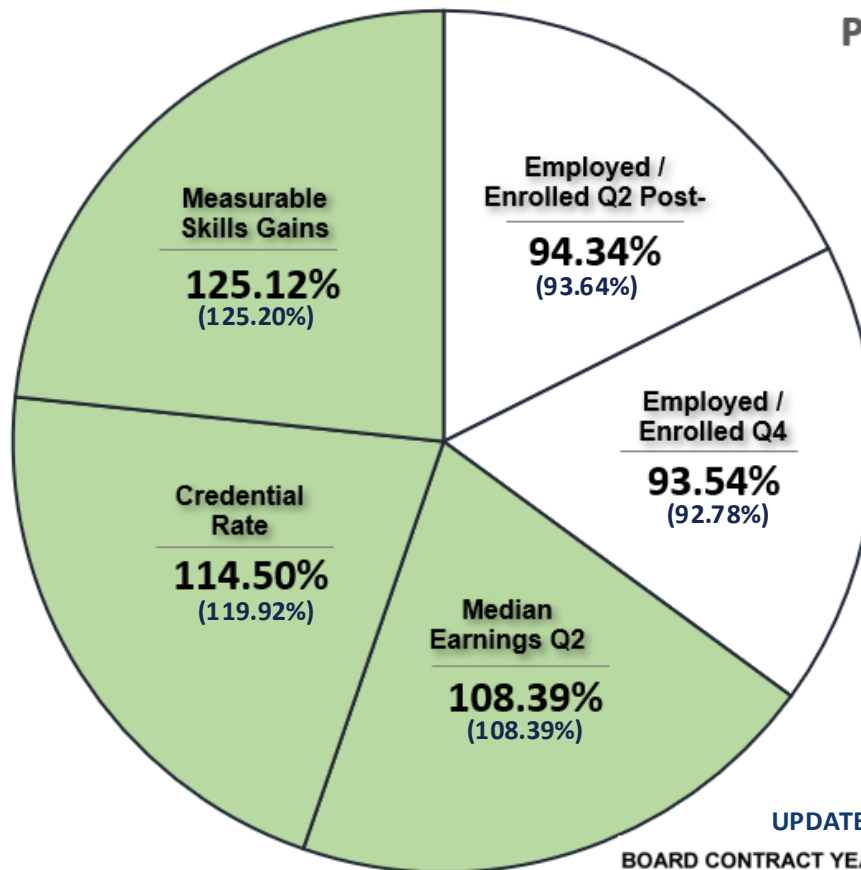
As of February 28, 2025



# Performance Accountability

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

MPR  
Percent of Target



UPDATED 2/21/2025

BOARD CONTRACT YEAR 2024 YEAR END REPORT

## Q2 and Q4 Post-Exit Employed and Enrolled

The percentage of Title I Youth program participants who are in education or training activities, or in unsubsidized employment, during the second and fourth quarter after exit from the program.

## Measurable Skill Gains:

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment.

## Median Earnings:

Median earnings of participants who are in unsubsidized employment after exit from the program.

## Credential Attainment:

The percentage of those participants enrolled in and education or training program who attain a recognized postsecondary diploma or its equivalent during participation in or within one year after program exit.



High School Programs

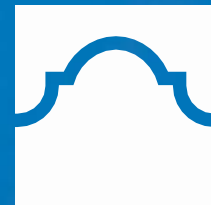
# P-TECH Programs and CTE Alignment

## Workforce Solutions Alamo

**Jennifer D. Benavides**

District Director of P-TECH Programs  
and Alamo Academies

Friday, April 11, 2025



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COLLEGES  
DISTRICT

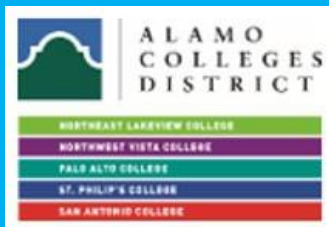


# Targeted Growth Alignment



## Alamo Colleges Moonshot

To eradicate poverty through education and training.



By 2030, we will increase postsecondary enrollment of Bexar County High School graduates in a degree or credential program to 70%.



## Organizational Charge to the Chancellor

### #8 High School Programs – Improve College-Going Rates

- Increase educational attainment rates and improve economic and social mobility through a comprehensive portfolio of high school programs.
- Develop a proposal to ensure 50% of dual credit students complete a sequence of at least **15 semester credit hours** in dual credit courses by high school graduation.
- Successfully implement the downward expansion of the AlamoADVISE model to serve dually enrolled high school students.

## Our Goal

# 29x29

## STRATEGIC GROWTH GOAL

**29,000 DUAL CREDIT STUDENTS BY FALL 2029**



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COLLEGES  
DISTRICT

High School Programs  
History, Current, and What's Next



# Maximizing Impact and Value of Dual Credit

81% of students who participated in “dual enrollment (DE)” programs enrolled in college during the first year after high school compared to 70% of students overall. Among those who enrolled, 36% of DE students completed a bachelor’s degree within four years compared to 34% of students without DE experience.

-John Fink  
Community College Research Center





# Maximizing Impact and Value of Dual Credit



Young adults without a post secondary credential within six years of leaving high school have just a 12% chance of earning a living wage.

-Education Strategy Group

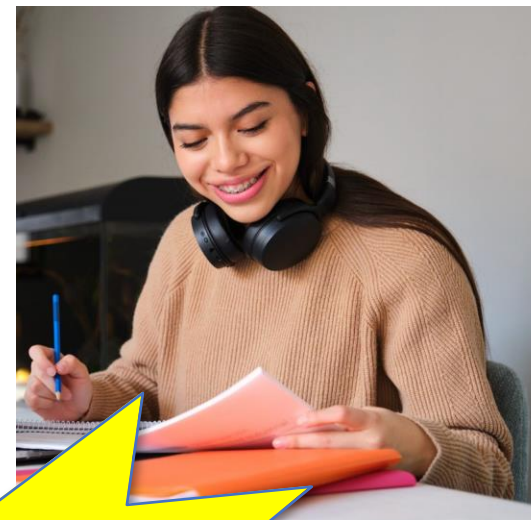
# Dual Credit Opportunities Across Alamo Colleges District

Dual Credit  
14 CORE Courses

ECCHS  
Degree Seeking

P-TECH  
Degree or  
Credential Seeking  
Industry Focused

Alamo  
Academies



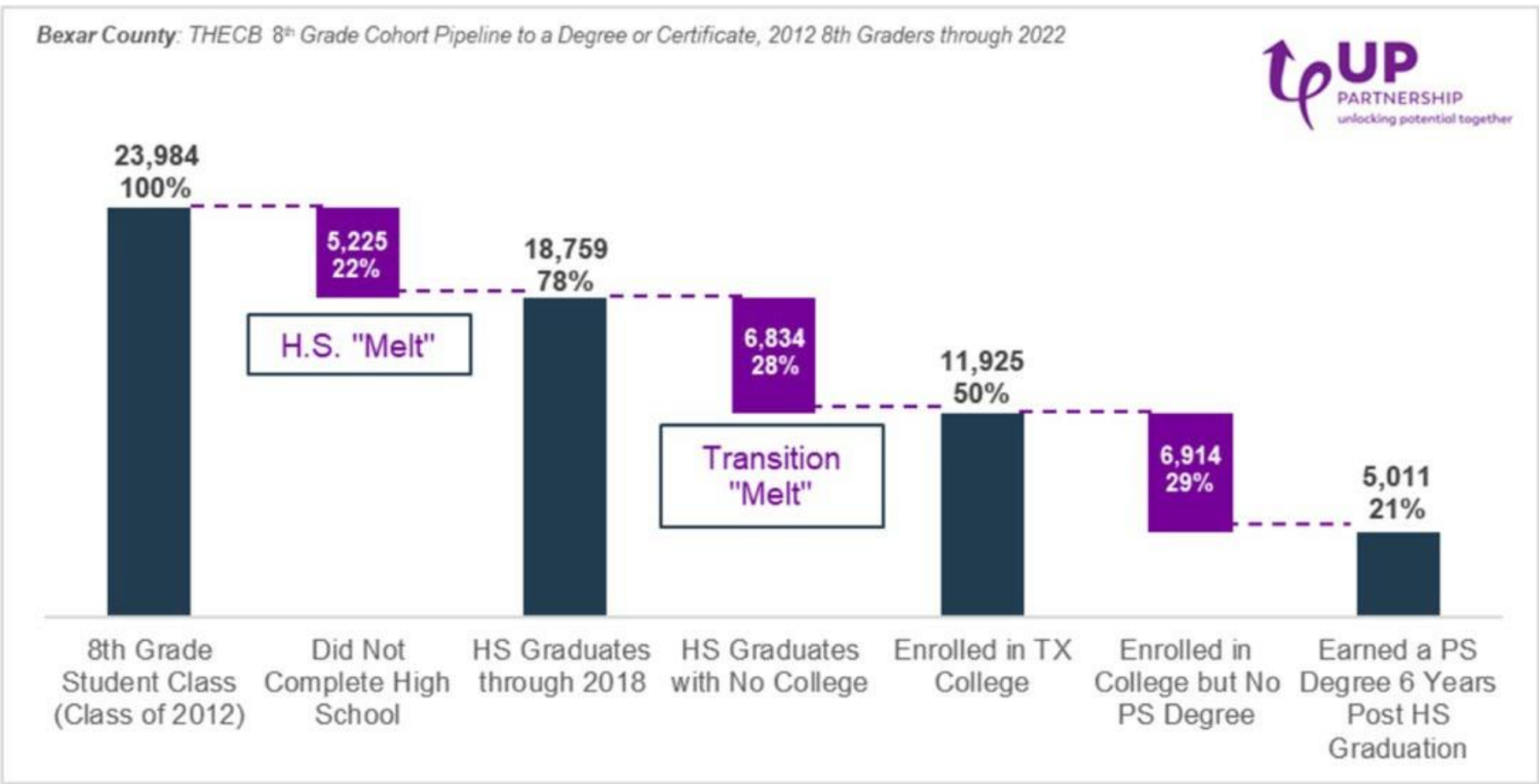
**+16,650 dual  
credit students**



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# Maximizing Impact and Value of Dual Credit



In Fall 2024, only 10% of Bexar County high school students participated in dual credit.





ALAMO COLLEGES DISTRICT

## ALAMO COLLEGES DISTRICT DUAL CREDIT COST-SHARE ADJUSTMENTS

The Alamo Colleges District is committed to providing greater dual credit attainment to students in our community by waiving tuition and fees for high school students through cost-share agreements with K-12 partners.

**Beginning in Fall 2024, we are reducing the cost of dual credit opportunities for our public and charter school partners.** We will capitalize on House Bill 8 (HB 8) funds to reduce the cost for public and charter school partners to enroll students in dual credit courses. The changes are outlined below:

Courses taught by Alamo Colleges District Faculty		Courses taught by High School Teachers
<b>\$50/course</b> for students who qualify for FAST	<b>\$0/course</b> for the following highly transfer-applicable courses: ENGL 1301, ENGL 1302, HIST 1301, HIST 1302, and GOVT 2305	<b>\$1,000 Stipend</b> per dual credit section with 15+ students*
<b>\$100/course</b> for students who do not qualify for FAST		<b>\$600 stipend</b> per dual credit section with 8-14 students as of Census Date

### What is House Bill 8?

House Bill 8 amends the Education Code to revise the funding system for public junior college districts through the establishment of the public junior college state finance program and to provide for the establishment of the Financial Aid for Swift Transfer (FAST) program for students to enroll in dual credit courses at no cost to the student.

### What is FAST funding?

The Financial Aid for Swift Transfer (FAST) program provides funding to participating public institutions of higher education so they can offer dual credit courses to educationally disadvantaged students at no cost to these students. The Texas Education Code defines "educationally disadvantaged" as those students eligible for the national free/reduced-price lunch program. A student who meets this requirement in any of the four school years prior to the academic year in which the student is enrolled in the eligible dual credit course may be eligible for the FAST program.



### Free books through AlamoBOOKS+

All dual credit students receive free textbook and instructional material rentals through our AlamoBOOKS+ program.

### Questions?

Visit [alamo.edu/booksplus](https://alamo.edu/booksplus) for FAQs, contact information, and more.



For more information, contact:  
**Sara Mann**, Chief High School Programs Officer  
[smann33@alamo.edu](mailto:smann33@alamo.edu)

# Cost Share Model

# 29x29

## STRATEGIC GROWTH GOAL

### 29,000 DUAL CREDIT STUDENTS BY FALL 2029



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DISTRICT



# Dual Credit Across the Alamo Colleges



75

Dual Credit  
Partners



25

Early College High  
School (ECHS)

\*4 New Fall 2025



200+

Homeschool  
Students

Fall 2024



20

Pathway in Technology Early  
College High Schools  
(PTECH)

\*4 New Fall 2025



Alamo Academies

10 School Districts

19 High Schools



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DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient





# Current Dual Credit Data



Alamo Colleges District Fall 2024	Dual Credit (Includes all DC, Academies, ECHS and P-TECH enrollments)	ECHS	P-TECH
Northeast Lakeview College (NLC)	2,525	4	0
Northwest Vista College (NVC)	5,362	0	2
Palo Alto College (PAC)	2,941	12	4
San Antonio College (SAC)	2,393	5	3
St. Philip's College (SPC)	3,436	4	11
Total	16,657	25	20

We serve 76 educational institutions in the Bexar County and surrounding areas (42-ISDs, 19-Charter, 15-Private Schools).

# Expanding Access: Coming in 2025

Alamo Colleges District Fall 2025	ECHS	P-TECH
Northeast Lakeview College (NLC)	4	3
Northwest Vista College (NVC)	2	2
Palo Alto College (PAC)	14	5
San Antonio College (SAC)	5	4
St. Philip's College (SPC)	5	9
Total	30	23





# ALAMO ACADEMIES *AT A GLANCE*



## AEROSPACE ACADEMY

### College Credit Hours

28

Level 1 Certificate: Aircraft Turbine Mechanic or Aircraft Structures Mechanic

Occupational Skills Award: Aircraft Technology

Certification: 10-Hour OSHA Card

Paid Summer Internships  
Boeing, Standard Aero, Chromalloy, Bario Aviation

Location  
St. Phillip's College Southwest Campus (SWC)



## INFORMATION TECHNOLOGY & SECURITY ACADEMY

### College Credit Hours

30

Level 1 Certificates:  
• Computer Desktop Support Technician  
• Information Technology & Security

Certification Training: TestOut PC Pro, Network Pro, Linux Pro & Security Pro

Paid Summer Internships  
University Health Systems, H-E-B, VIA

Location  
San Antonio College (SAC)



## ADVANCED TECHNOLOGY & MANUFACTURING ACADEMY

### College Credit Hours

34

Level 1 Certificates:  
• Industrial Maintenance Assistant  
• Production Tool Operator/Maintenance Associate or Manufacturing Maintenance Associate

Certifications: 10-Hour OSHA Card; MSSC Safety & Quality Certification

Paid Summer Internships  
Toyota, Pressure Systems International, Joyson

Location  
St. Phillip's College Southwest Campus (SWC)



## DIESEL TECHNOLOGY ACADEMY

### College Credit Hours

33

Level 1 Certificates:  
• Diesel Heavy Equipment  
• Advanced Diesel Heavy Equipment

Certifications: 10-Hour OSHA Card; HOLT CAT Pro Tech Certifications

Paid Summer Internships  
HOLT CAT, RDO Equipment, ASCO, ROMCO, Closner

Location  
St. Phillip's College Southwest Campus (SWC)



## HEALTH PROFESSIONS ACADEMY

### College Credit Hours

30

Graduates of Health Professions Academy are priority consideration into the Nursing Program at San Antonio College

Coursework  
Anatomy & Physiology I & II; English I & II; Lifespan; Medical Terminology; Psychology; Microbiology

Location  
San Antonio College (SAC)



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DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Academies, ECHS & P-TECH

## Industries Served Across P-TECH & Academies

Accounting

Aerospace

Agriculture

Advanced Manufacturing

Business Administration

Construction

Cybersecurity/Cloud Computing/IT

Culinary Arts

Diesel

Engineering

Healthcare (Nursing & Pharmacy)

Power Generation/Alternative Energy

Teaching

Welding

## Certificates & IBC's

Level 1 Certificates

Level 2 Certificates

Industry Based Certifications

## Associate Degrees

Associate of Arts

Associate of Science

Associate of Applied Science

# 29x29

## STRATEGIC GROWTH GOAL

29,000 DUAL CREDIT STUDENTS BY FALL 2029



# P-TECH Programs in Healthcare

P-TECH Program	ISD	Associate Degree	IHE Partner	Concentration	Start Year/ Cohorts
Fox Tech H-TECH	San Antonio ISD	AS/AAS	SAC	Biology/Nursing	2020 - 5 Cohorts
Ingram P-TECH	Ingram ISD	AS/AAS	SPC/PAC	Biology/Nursing	2021 - 4 Cohorts
Judson P-TECH	Judson ISD	Level 1 Cert.	NLC	Biology	2022 - 2 cohorts
Seguin P-TECH	Seguin ISD	Level I Cert.	NVC	Pharmacy	2022 - 2 Cohorts
East Central P-TECH	East Central ISD	AS	PAC	Biology	2022- 2 Cohorts
Boerne P-TECH	Boerne ISD	AS	SAC	Biology	2024- 1 Cohort
Jourdanton P-TECH	Jourdanton ISD	AS/AAS	SAC	Biology/Nursing	2025 – 0 cohort



# P-TECH Programs in Information Technology

P-TECH Program	ISD	Associate Degree	IHE Partner	Concentration	Start Year/ Cohorts
Champion HS Cybersecurity	Boerne ISD	AAS	NVC	Cybersecurity	2022-3 cohorts
John F. Kennedy HS	Edgewood	AAS	SPC	Cyber Defense/ Computer Science	2021-4 cohorts
Ingram Tom Moore HS	Ingram ISD	AAS	SPC	IT/Cybersecurity Specialist	2021-4 cohorts
Poteet HS	Poteet ISD	AAS	PAC	Networking & Cloud Computing	2023-2 cohorts
South San HS	South San ISD	AAS	PAC	Data Science/ Cybersecurity	2024-1 cohort
Hill Country College Prep	Comal ISD	AAS	NLC		2025

# P-TECH Programs in Advanced Manufacturing

P-TECH Program	ISD	Associate Degree	IHE Partner	Concentration	Start Year/ Cohorts
Highlands HS	San Antonio ISD	AAS	SPC	Automated Industrial Processing/ Mechatronics	2021-4 cohorts
Lytle HS	Lytle ISD	AAS	SPC	CNC Manufacturing Technician	2019-6 cohorts

# Industry & Workforce Alignment in P-TECH

- Designed to local workforce needs and to high-wage industries.
- TEA CTE Program of Study Alignment
- Advisory Board with IHE & strong industry partners
- Internships/Apprenticeships/Mentorships
- Summer Bridge Focused on Career Exploration & Work-Based Learning
- Intense Work-Based Learning Plans integrated throughout the year and embedded in curriculum; layered per cohort level

**29x29**  
**STRATEGIC GROWTH GOAL**  
**29,000 DUAL CREDIT STUDENTS BY FALL 2029**



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# P-TECH Blueprint

## P-TECH

- Benchmark 1: School Design
  - Benchmark 2: Partnerships
  - Benchmark 3: Target Population
  - Benchmark 4: Academic Infrastructure
  - Benchmark 5: Student Support
- Benchmark 6: Work-Based Learning

# Texas Education Agency

## Outcomes Based Measures

### • ACCESS

- At-Risk Students\*
- Economically-Disadvantaged Students\*
- Emergent Bilingual
- Students with Disabilities

### • ACHIEVEMENT

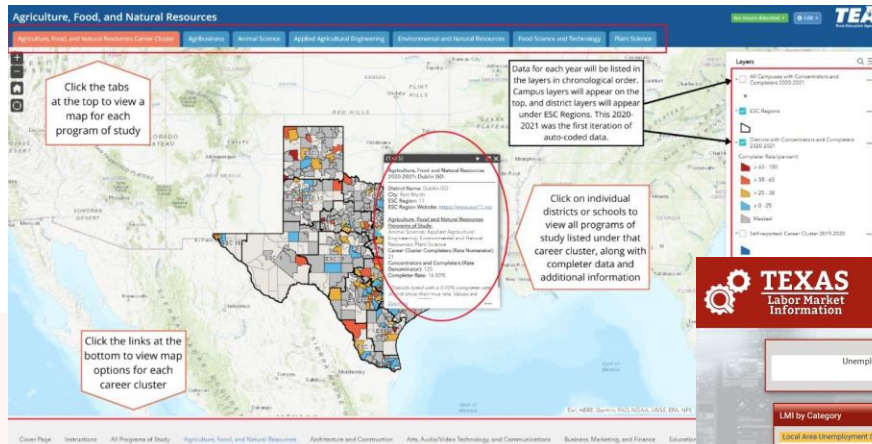
- Algebra I EOC Assessment
- English II EOC Assessment
- College Readiness in Math and ELAR (TSIA)
- High School Graduation Rate
- CTE Program Status by 11<sup>th</sup> Grade
- CTE Program Status by Graduation

### • ATTAINMENT

- Earn 3 College credits
- Earn 9 college credits
- Earn 15 college credits
- Earn a Certificate or Associate Degree
- Earn an Industry-Based Certificate
- Persistence

# Creating P-TECH's

## Regional Data & Local Industry Offerings



### P-TECH Monitor

## A Data Center built for Texas P-TECH Schools

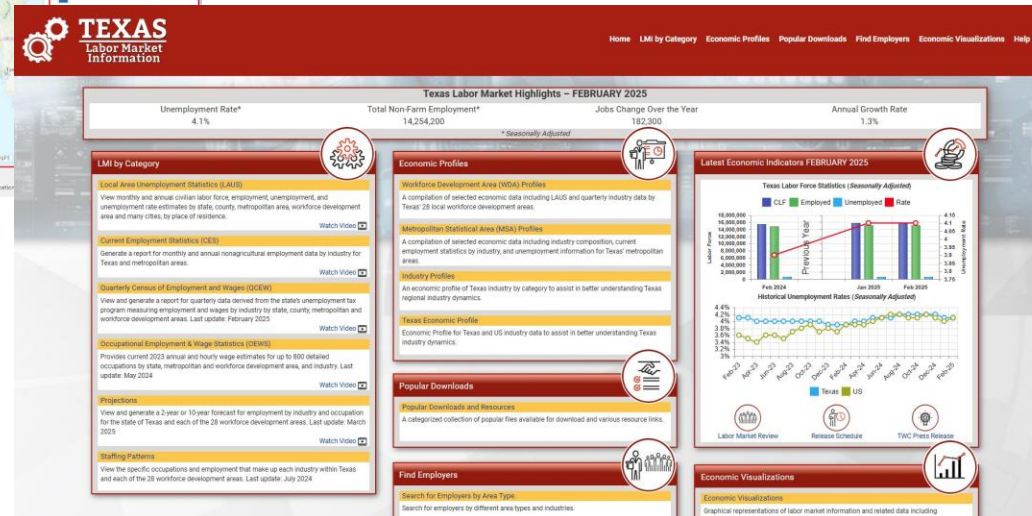
CareerCraft's P-TECH Monitor gives your school and district the ability to collect, monitor and respond to the P-TECH Blueprint Benchmarks. P-TECH Monitor helps your school meet Texas Education Agency (TEA) outcomes-based measures for access, achievement and attainment.

Built based on the Texas Pathways in Technology Early College High School Blueprint



# Data, Data, Data

- TWC Labor Market & Career Information
- Career Craft
- TEA CTE Mapping Application
- Local Chamber Input
- Local Surveys





Thank you.  
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# High School Programs

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DISTRICT DIRECTOR  
OF ECHS  
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**JENNIFER  
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DISTRICT DIRECTOR  
OF P-TECH  
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ALAMO ACADEMIES

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210-710-0330



**Alamo Colleges District**

*Dual Credit*  
**LEADERS**



# In-Person Youth Success Story

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# Jesus Cardenas – From Struggles to Success: Jesus' Journey from Adversity to Advocacy

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- **Career Transition & Determination** – Jesus Cardenas, a parenting youth with a criminal background, sought a fresh start after relocating from Laredo to San Antonio for better work and education opportunities.
- **Youth Program & Training** – He joined the YES! Program in October 2022 and completed a Web Development training program at UTSA in July 2023, gaining valuable skills and earning a \$250 incentive.
- **Higher Education Goals** – In August 2023, he enrolled at Northwest Vista College to study Philosophy, with long-term plans to attend law school and earn a Bachelor's degree.
- **Professional Growth** – With guidance from his Career Navigator, he secured a Paralegal Assistant position at Rivera Hernandez Campos, PLLC, earning \$18/hour, and contributes his time to The Oasis Center, a non-profit organization.
- **Balancing Work, Studies & Family** – While managing two part-time jobs and parenting, he maintains a 4.0 GPA and is set to graduate in May with an Associate's degree in Business, showcasing the impact of the Youth Program on young professionals' success.



“This program gave me the motivation and confidence to pursue a career I’m passionate about. It showed me that with the right support, I could achieve more than I ever thought possible. I would encourage anyone to never stop looking for opportunities in life, because they’re out there waiting for those who are willing to take that leap of faith”

# Youth Committee Member Updates

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# RFP: Business Services Unit (BSU)

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# RFP: Business Services Unit (BSU)

## Business Services Strategy and Industry Sector Partnership RFP

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- **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

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# **RFP: Workforce One Bus**

## **Commercial Driver License (CDL) Driver Services RFP**

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- **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



# Employer Impact Awards Breakfast

- Employer Impact Awards Breakfast
- May 28, 8:30 – 10am



SAVE THE DATE

MAY

28

2025

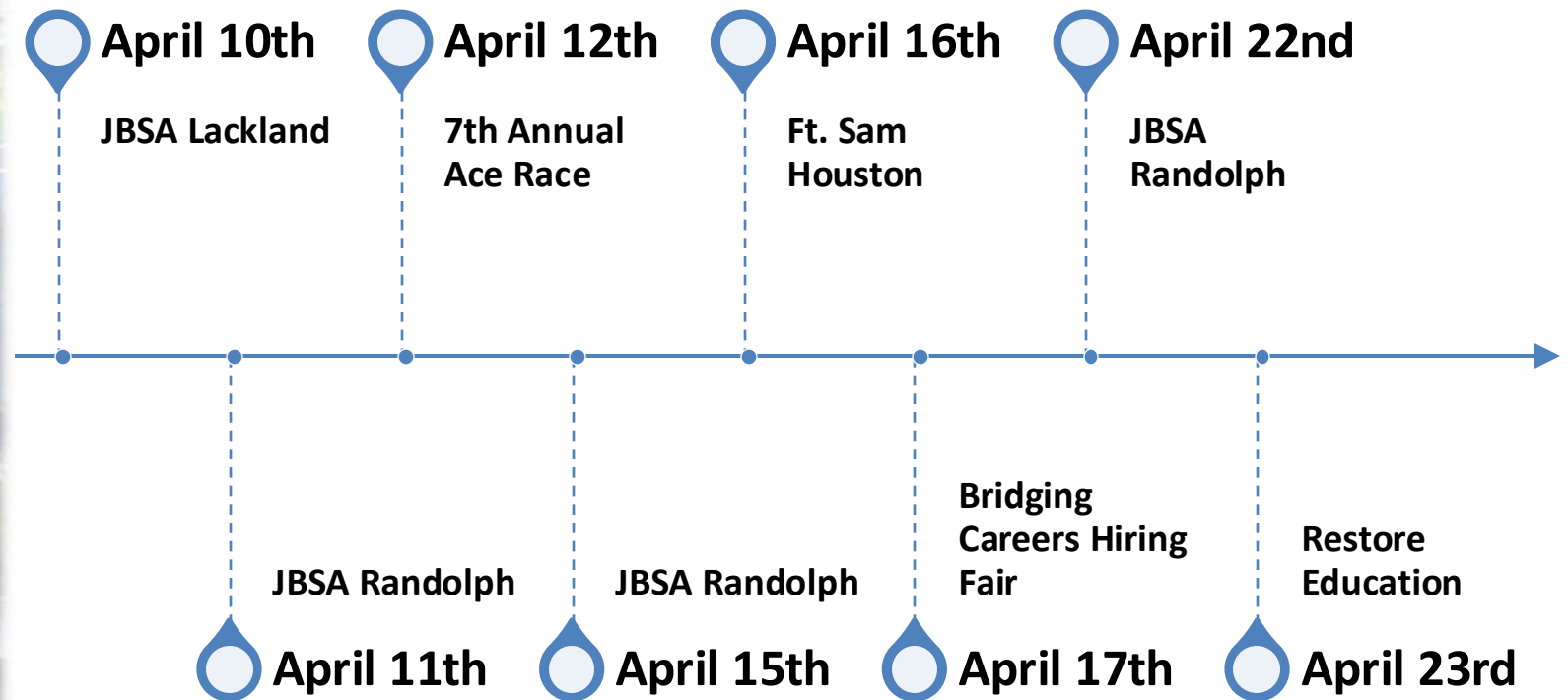
8:30 A.M. – 10 A.M.

DOUBLETREE BY HILTON SAN ANTONIO AIRPORT

611 NORTHWEST LOOP 410



# Workforce One Utilization





# 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

# Capstone Project



## Project Objectives

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

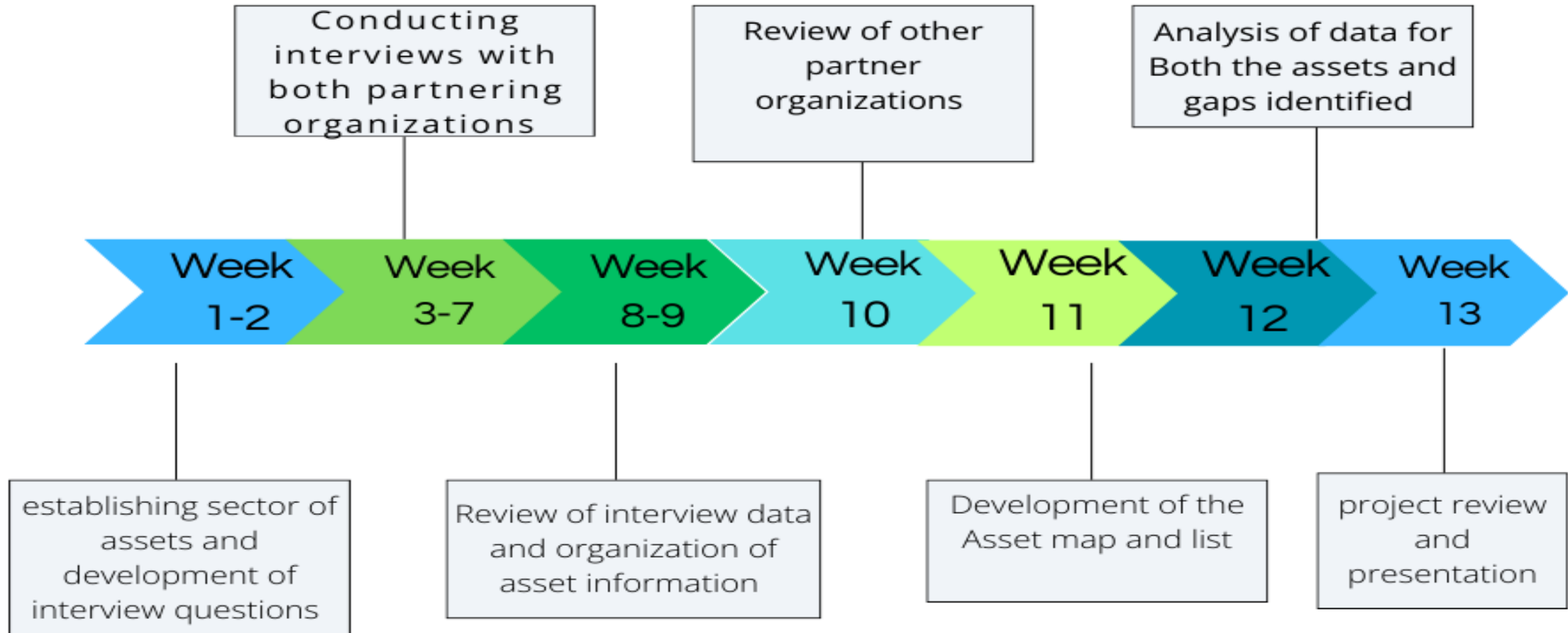
## Action Plan

- 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.

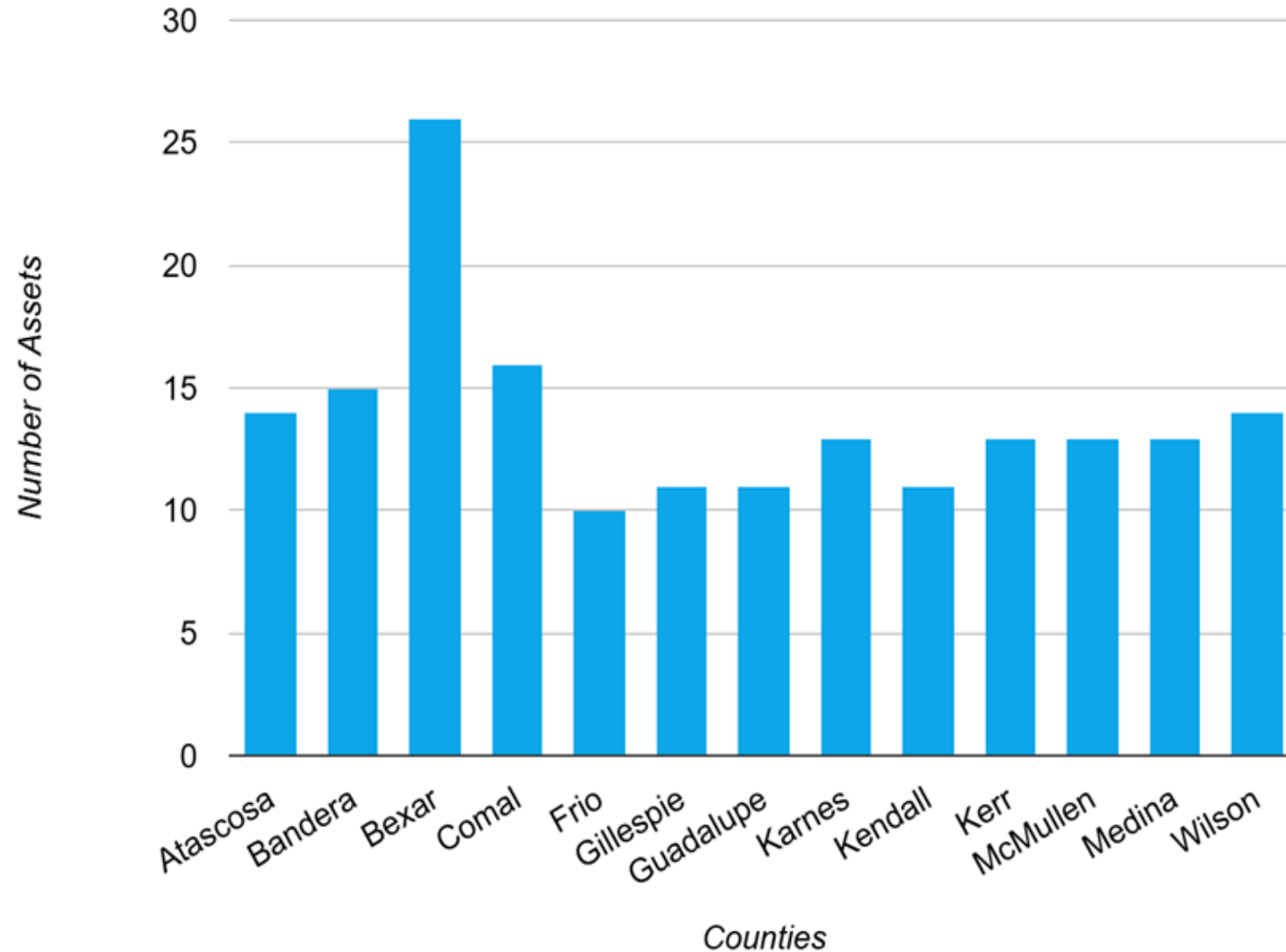


# Client Feedback

---

- 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.

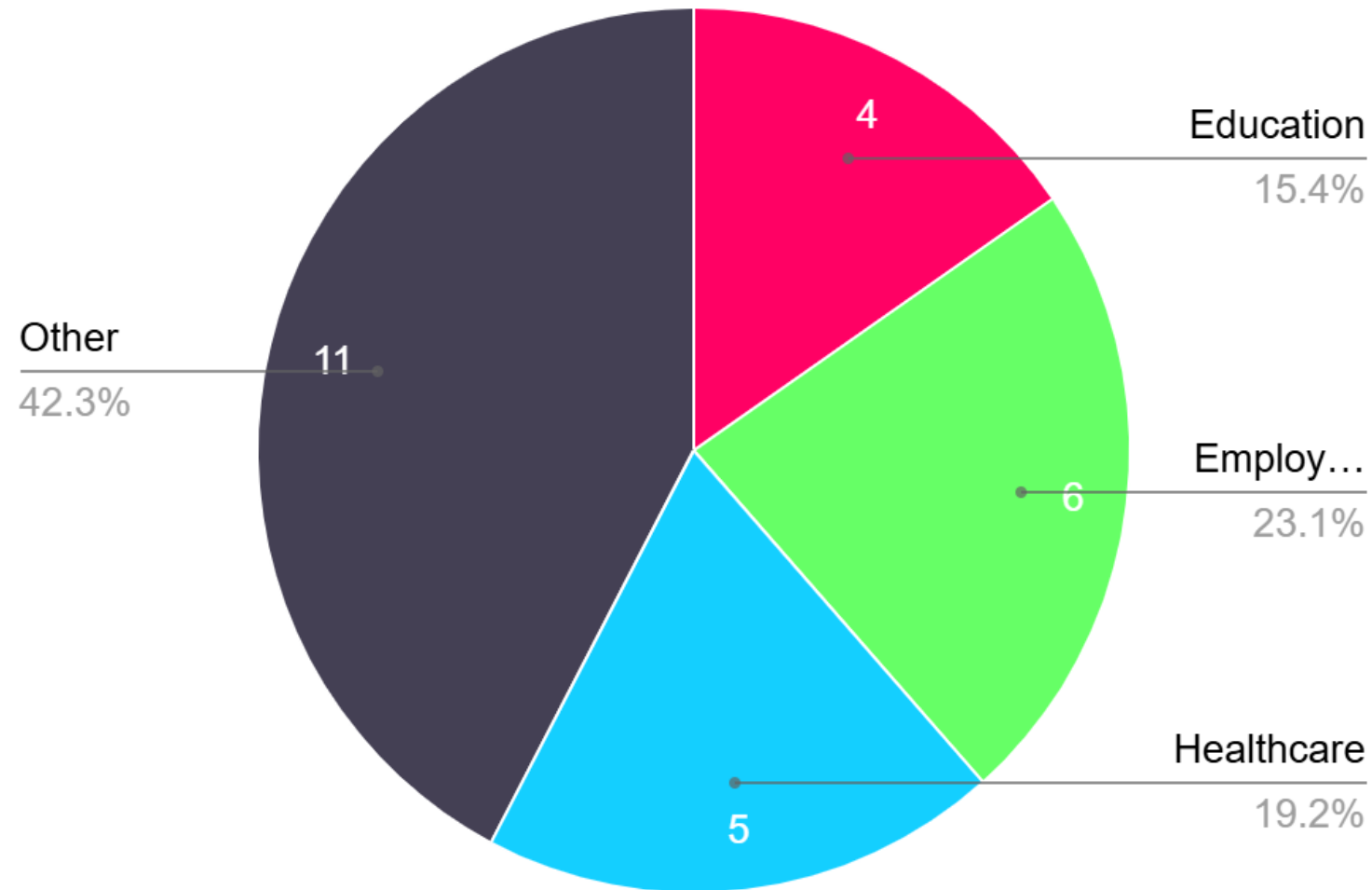
# Assets by County





# Assets by Sector

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# Map

152 views  
Published on April 9

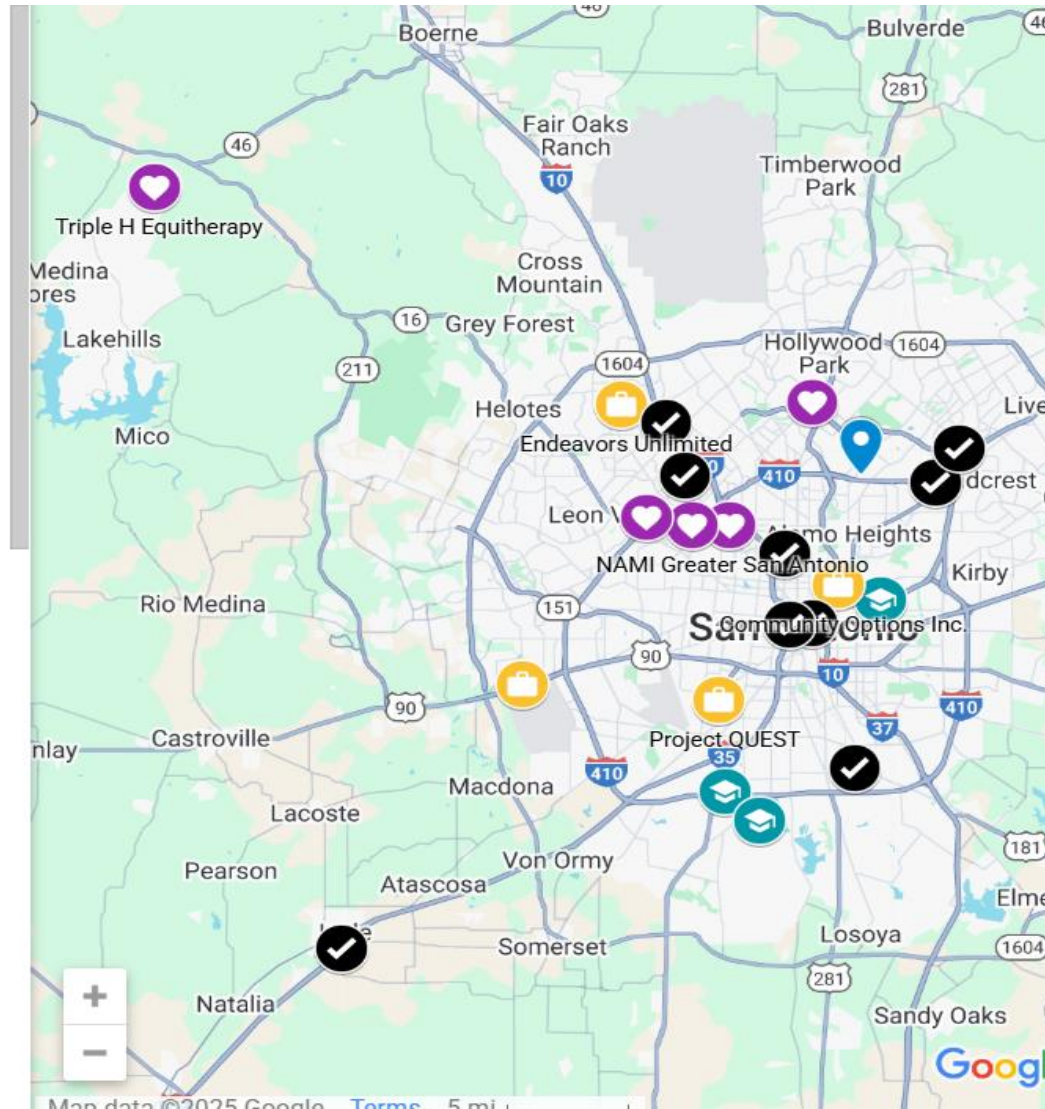
SHARE

## 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>

# Quality Assurance Briefing

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# External Monitoring (Ms. Nguyen, CPA)

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- ***Child Care Services – COSA:*** Excellent review; 100% complete, with 100% accuracy rate for DFPS and 99.33% for Low Income. Due to parent share of cost calculations, COSA will reimburse:
  - \$482 to WSA and \$75 to a parent.
- ***Child Care Quality Improvement Activities (QIA)– COSA:*** 100% complete with 96.96% accuracy rate, and two items for continuous quality improvement:
  - Completing unannounced visits to centers 30 days after inclusion rate approval (75% accuracy).
  - Thorough completion of the inclusion assistance process in case notes and the Children with Disabilities log (70.59% accuracy).
- ***WIOA Adult and Dislocated Worker – C2 GPS:*** 80% complete.



# Internal Monitoring Activities

---

- ***Informal testing (of attributes <90% accuracy)*** – 100% complete (# of attributes in parentheses):
  - ***C2 GPS:*** Choices (one), SNAP (four), NCP (one), RESEA (eight), WIOA Adult (one), and WIOA Dislocated Worker (two).
  - ***SERCO:*** WIOA Youth (two).
  - The testing revealed improvements, and quality improvement efforts continue.
- ***Personally Identifiable Information (PII) and Priority of Service:*** 100% complete with a 96.7% accuracy rate for PII and a 98.5% accuracy rate for Priority of Service for Veterans and a 98.6% accuracy rate for Foster Youth.
  - All attributes scored above the 90% threshold.
- ***Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)*** – ***C2 GPS:*** 52% complete.



# Staff Recommendations

---

- To track the progress of actions, QA continues performing informal testing of attributes with accuracy rates below the 90% threshold.
- Staff focus on the most critical items, such as repeat findings or those that impact performance and funding.
- The continuous improvement system includes a feedback mechanism that enables collaboration among Operations, our contractor partners, and QA to drive progress.





# Update on Enterprise Risk Assessment Tool

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AmericanJobCenter®



# Risk Assessment Framework Update

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## Current Progress

- ❖ Initial November 2024 approach required refinement based on:
  - ❖ TWC IT assessment recommendations
  - ❖ Need for cross-functional applicability
  - ❖ Stakeholder feedback on implementation approach

## Revised Framework

- ❖ **Adaptable Principles:** Department-specific risk criteria with consistent methodology
- ❖ **Robust Methodologies:** Investigating peer workforce board approaches and TWC best practices
- ❖ **Technology Integration:** Leveraging existing Microsoft 365 platforms
- ❖ **Collaborative Development:** Other workforce boards, TWC and QA department



# Implementation Strategy

---

## Strategic Approach

- ❖ Consult with TWC to understand specific risk registry requirements
- ❖ Develop core risk assessment framework applicable across all functional areas
- ❖ Address comprehensive IT risk registry as separate project due to complexity

## Timeline & Deliverables

- ❖ June 2025: Complete TWC consultation and initial framework design
- ❖ July 2025: Present draft assessment templates and documentation
- ❖ August 2025: Deliver implementation prioritization plan and pilot selection

## Fiscal Impact

- ❖ Implementation using existing staff resources and technology
- ❖ No additional budget required



# Three-Month Implementation Roadmap

---

## June 2025

- ❖ Complete TWC consultation on risk registry requirements
- ❖ Develop initial assessment criteria for core functions
- ❖ Begin framework design with QA Director input

## July 2025

- ❖ Complete draft risk assessment templates and documentation
- ❖ Finalize framework governance structure
- ❖ Identify SharePoint implementation requirements

## August 2025

- ❖ Deliver department implementation prioritization plan
- ❖ Select and prepare pilot department
- ❖ Finalize training materials and support documentation



# Next Steps and Expected Outcomes

---

## Immediate Actions

- ❖ Schedule TWC consultation meetings
- ❖ Initiate collaboration with QA Director
- ❖ Begin framework development research

## Deliverables for Next Committee Meeting

- ❖ Findings and recommendations from TWC and sister boards
- ❖ Draft risk assessment templates for review
- ❖ Department implementation prioritization plan

## Long-Term Benefits

- ❖ Enhanced compliance with TWC requirements
- ❖ Systematic approach to risk identification and mitigation
- ❖ More effective resource allocation for risk management





# Three-Month Implementation Roadmap

---

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- ❖ More effective resource allocation for risk management

# Program Briefing

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# Grants and Initiatives

## Summer Earn and Learn (SEAL)

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

New county – Karnes

3 cohorts this summer

Goal: 128 students



## 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.



# New Initiatives

---

## Military to Civilian Employment

- This grant was awarded to Alamo to continue providing services to transitioning service members, veterans, spouses and dependents. The goal of the project is to provide a bridge between military or former military members and families to civilian employment. The board is identifying target occupations to strategically employ participants.
  - Recently Separated Veteran. Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty. For WIOA purposes, this period extends to 48 months; or
  - Transitioning Service Member. An individual in Active-Duty status (including separation leave) who is within twenty-four (24) months of retirement or twelve (12) months of separation from military service; or
  - Military Spouse. A spouse of an active-duty military member who has experienced a loss of employment, or significant income reduction, due to relocation to accommodate a permanent change in duty station, or call to active duty, or service-connected disability of such member; or a spouse of a service member killed while on active duty.



# PY25 Career Exploration Youth Events



## PY25 Career Exploration Youth Events

<b>24</b> FEB 2025	<b>CTE Showcase</b> <ul style="list-style-type: none"><li>• Education Service Center (ESC-20)</li><li>• 400 Middle School Students</li><li>• 15 CTE Programs/10 Community Orgs</li></ul>
<b>25</b> APRIL 2025	<b>FIESTA OF OPPORTUNITIES</b> <ul style="list-style-type: none"><li>• Westside Education &amp; Training Center</li><li>• 10:00 AM - 2:30 AM</li><li>• Target Audience: 200 Opportunity Youth</li></ul>
<b>8</b> MAY 2025	<b>World of Work Youth Apprenticeship Week</b> <ul style="list-style-type: none"><li>• Devine Community Center</li><li>• Target Audience 200 Youth from SA Rodeo Ag-Mechanics Youth Rural Schools</li></ul>
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## OVERALL STRATEGIC GOALS:



Inspire Youth: Educate about diverse career options locally and globally



Remove Barriers: Promote YES! Program that addresses employment obstacles



Align with Local Plan: Ensure events meet community workforce needs

# Youth Event Updates

---



## **Fiesta of Opportunities Youth Expo & Hiring Fair April 25, 2025 WETC, San Antonio, TX (Bexar County)**

- **102 Students in Attendance**
- **16 Participating Employers**
- **9 Education & Community Resources**





# Youth Event Updates



## World of Work (WOW) Event May 8, 2025 Devine, TX (Medina County)

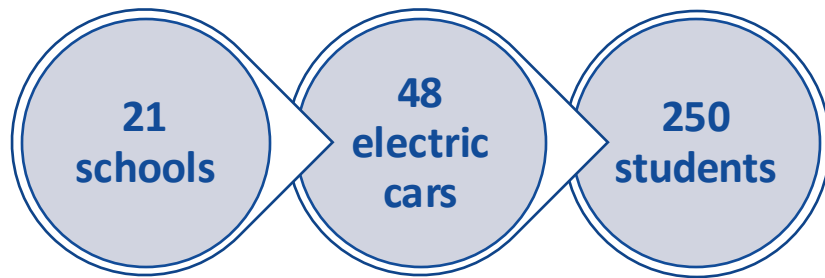
- **127 Students in Attendance**
- **15 Employers**
- **5 Surrounding Rural Schools**





# ACE RACE UPDATE

## Record-breaking Success at the 7th Annual ACE Race!



ACE Series '24-'25 Lap Totals	Heat 1	Heat 2	Total	RANK	POINTS	x2 PTS
East Central #263	40	39.1	79.1	1	32	64
SW CAST #22	39	39	78	2	31	62
East Central #360	40.1	37	77.1	3	30	60

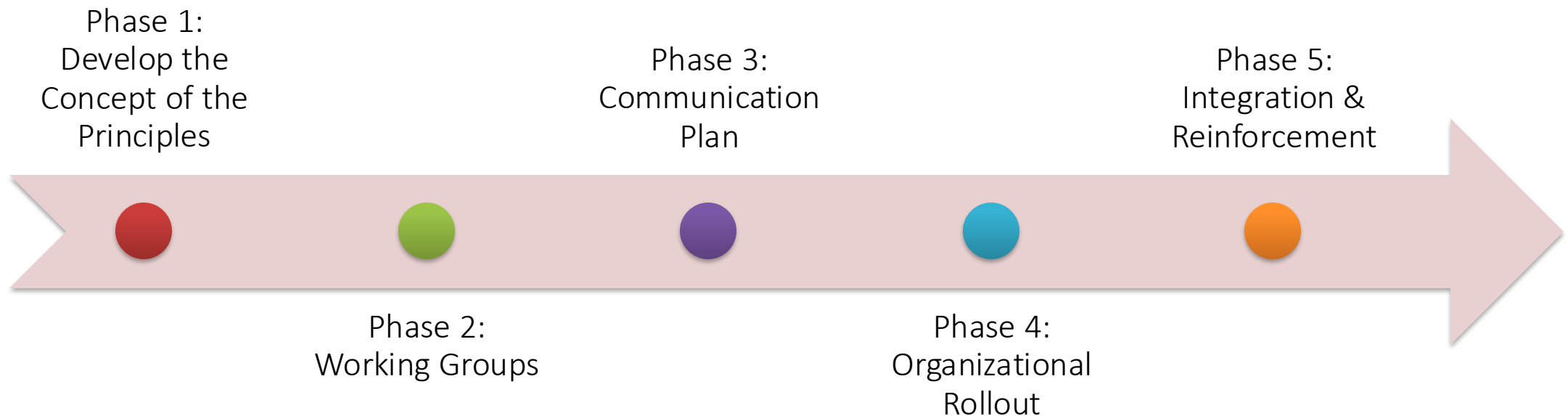


# Workforce Solutions Alamo (WSA)

## 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.







# End of Consent Agenda







# Early Care & Education Committee

## Committee Report

June 13, 2025



# Childcare Performance Briefing

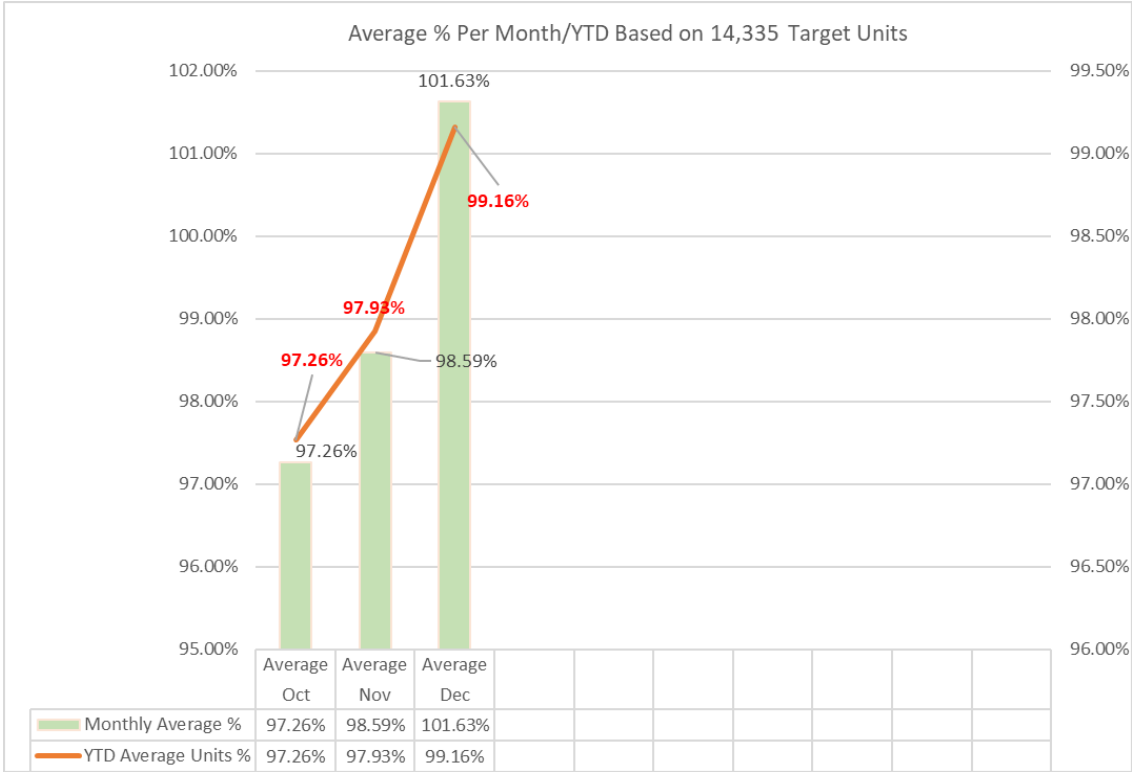
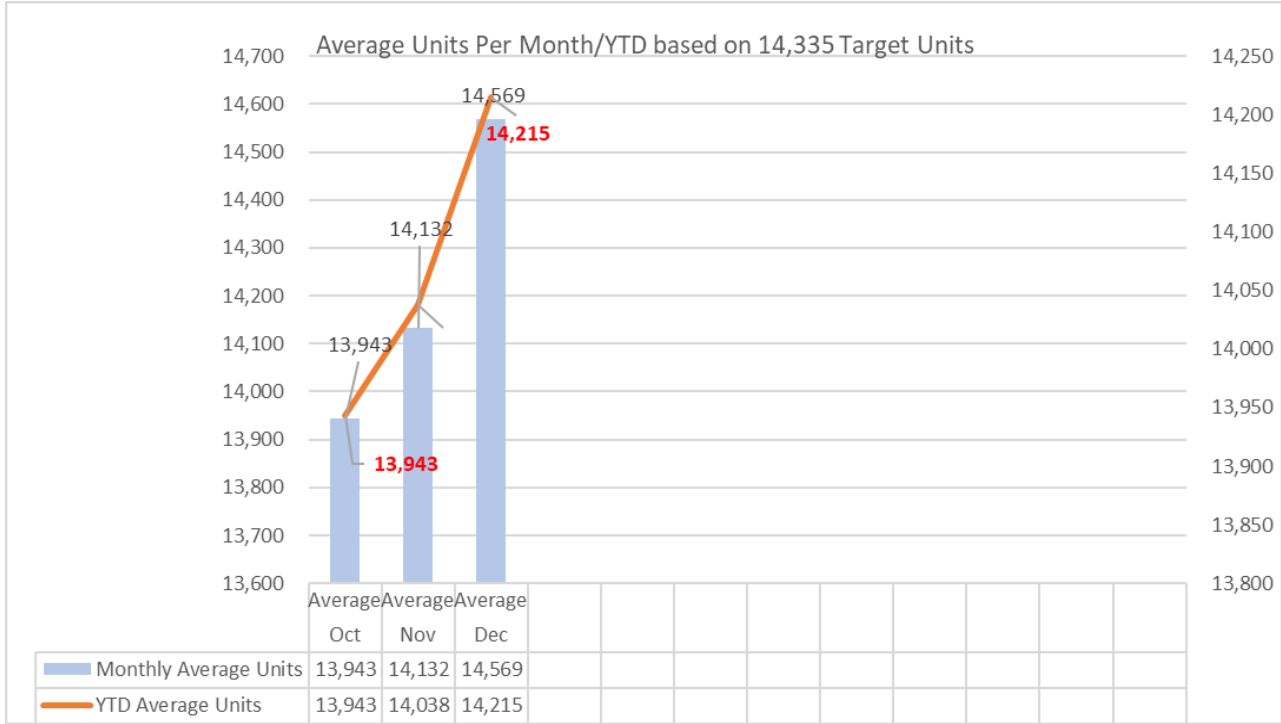
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# Childcare Performance Briefing FY 2025

*\*information pulled 03/21/2025*



**CCDF Performance Status Methodology**  
Year-to-Date numbers to calculate performance  
MP = 95%-105%  
+P = 105% or above  
-P = <94.99

	Oct	Nov	Dec
	Average	Average	Average
Monthly Average	97.26%	98.59%	101.63%
YTD Average Uni	97.26%	97.93%	99.16%

WSA's unofficial YTD avg for FY 2025 is 99.16%

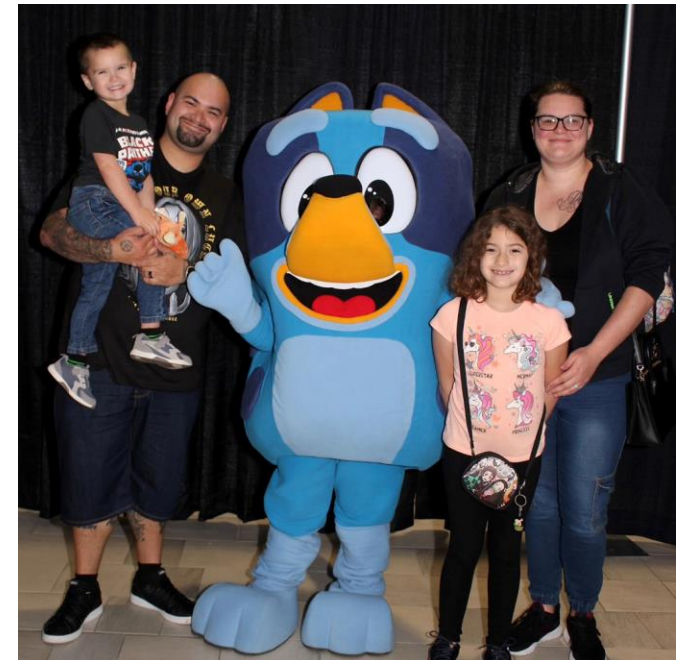




# Childcare Performance Briefing FY 2025

*\*information pulled 03/21/2025*

	Oct	Nov	Dec
	Average	Average	Average
Choices	182	164	187
Low Income	12,806	13,004	13,390
Former DFPS	736	734	728
Homeless	219	231	265
Monthly Average	13,943	14,132	14,569
Monthly % Average	97.26%	98.59%	101.63%
YTD Average Unit	13,943	14,038	14,215
YTD % Average	97.26%	97.93%	99.16%
TWC Target	14,335	14,335	14,335







# Questions



# Texas Rising Star Assessment Update

---





# Texas Rising Star Centers

Total # of Currently Certified Centers

309

\* Report(s) pulled: 03/21/2025



2 Star	20
3 Star	104
4 Star	185



## Percentage of TRS/CCS

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	856	472	255	54%
Rural Early Learning Programs	308	129	54	42%
Total	1164	601	309	51%

\* Report pulled 03/21/2025

Provider Type	Total Providers	Total Capacity	Rural Providers	Rural Capacity
Licensed Center	506	58129	112	12862
Licensed Child Care Home	37	442	12	143
Military	8	N/A	0	N/A
Registered Child Care Home	35	408	5	60
Relative Care Listed Home	15	N/A	0	N/A
Totals	601	58979	129	13065

Note that capacity is based on max capacity outlined by Child Care regulations, which may vary based on actual enrollment. Military centers are not regulated by Child Care regulations, therefore are not included in these totals.



# Questions



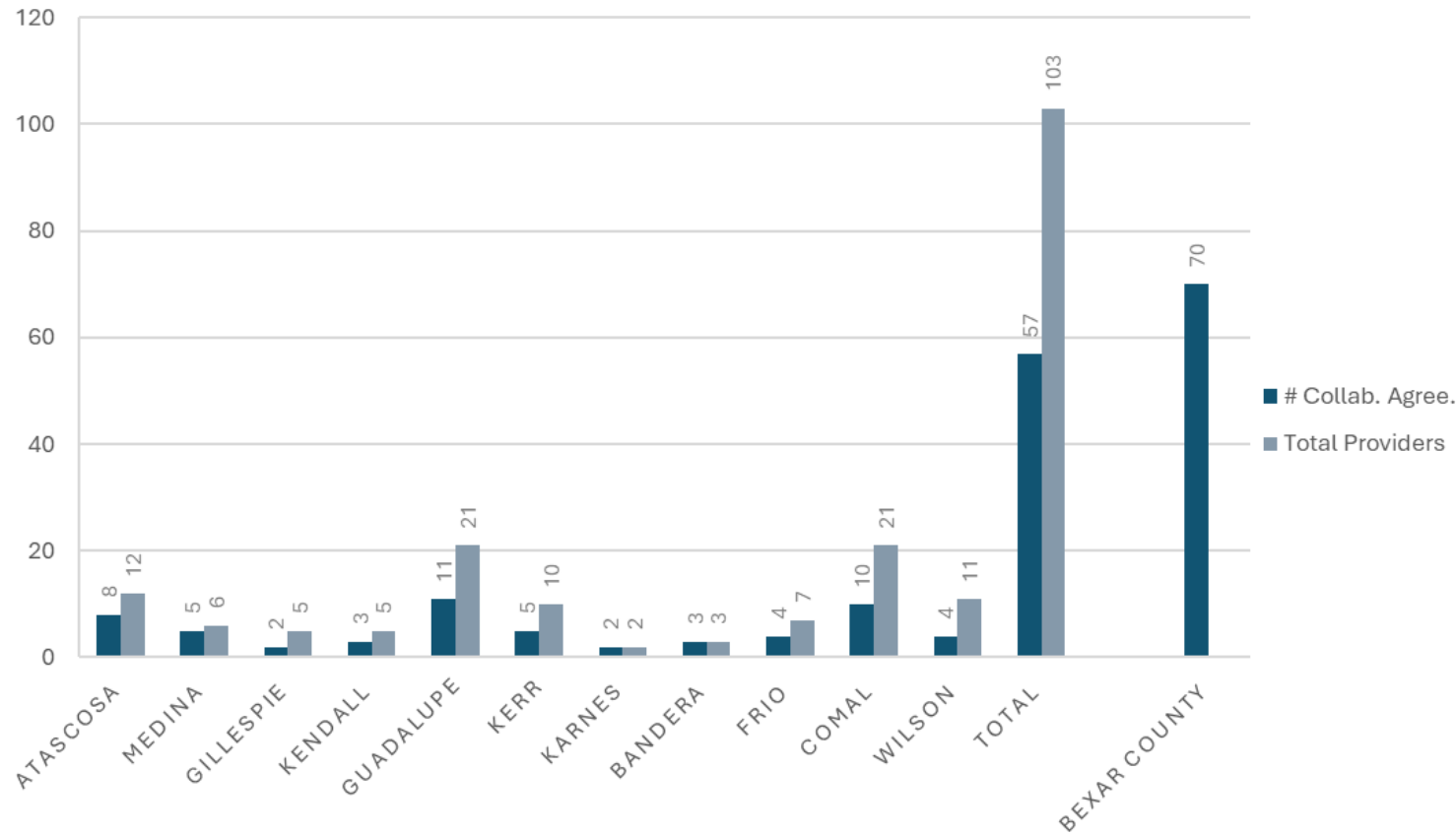
# Texas Rising Star: Business Coach Update

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## COLLABORATIVE AGREEMENTS BY COUNTIES



The Business Coach signs a collaborative agreement to implement and establish a strong foundation for partnership with a childcare provider.

This agreement outlines the role of a Business Coach in supporting the provider's growth and development.

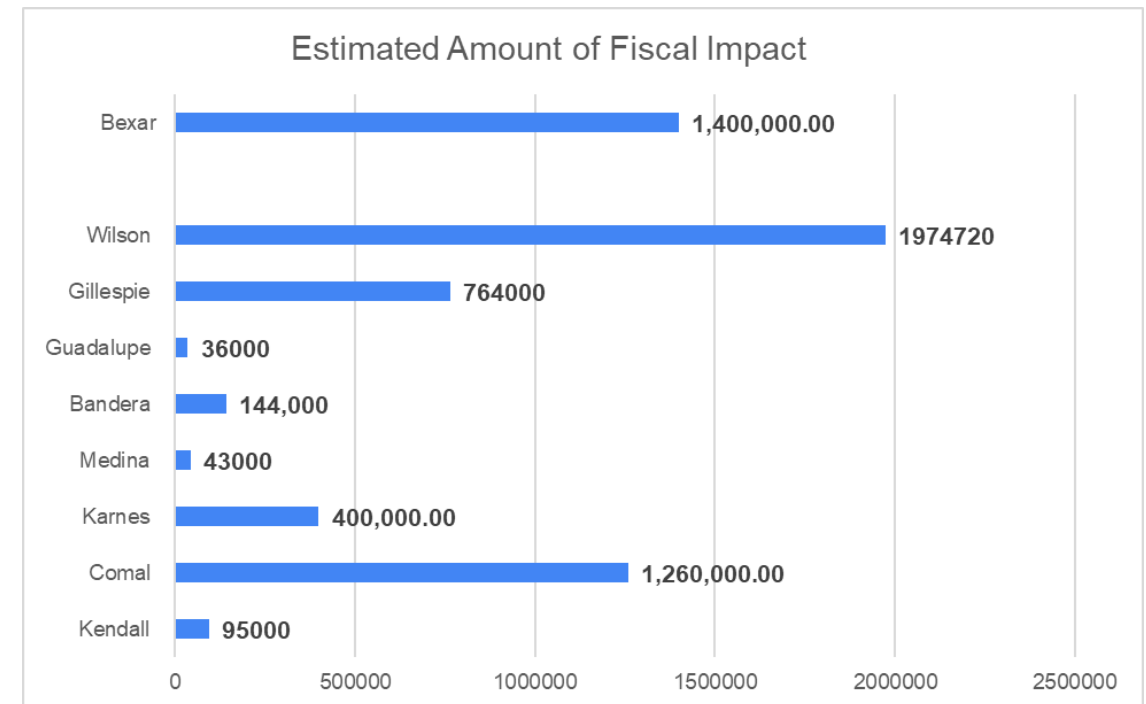


After a collaborative agreement is signed on the following visit resources and a SMART goal is put together to assist the childcare on the immediate financial need identified to assist in the overall success of program.



# SMART GOALS & POTENTIAL CENTER FISCAL IMPACT(S)

- SMART Goals: The figures presented in the table on the right, represent the ***Estimated Fiscal Impact*** derived from collaborative SMART goal development with individual Childcare Directors / Owners during Business Coaching sessions.
- These projections are tailored to meet the unique needs of each center, encompassing a diverse range of strategic objectives.
- Goals include facility expansion, participation in food programs to recoup expenses, adding afterschool programs, and targeted initiatives designed to drive overall business growth and success.
- The estimated figures reflect potential financial outcomes based on the successful implementation of their personalized SMART goals.
- Ongoing Business Coaching sessions are conducted to monitor the implementation of the SMART Goals, provide continuous review, and offer supplementary resources or strategic adjustments as needed.





# Empowering Childcare: Growth, Resources, and Partnerships

Program Reach: 127:  
\* 57 Rural and 70 Bexar

Resource Dissemination:  
Weekly Business Training  
Updates and resources are  
distributed to an average of  
575 childcare center  
director's owners.

Funding Exploration:  
Lift MOU signed and will  
begin quarterly trainings in  
April, 2025.

Staff Expansion:  
Interviewed and submitted  
for an additional Business  
Coach, pending processing.

Professional Development:  
Business Coach Certification  
completed for Civitas  
Business, working on  
TECPDS.

**Additional Key  
Accomplishments:**

UTSA-SBDC partnership  
facilitation between childcare  
centers to access valuable  
resources for business  
planning, marketing support,  
expansion, etc.

Attending Interagency  
Meetings across rural areas  
to gather resources and  
distribute to childcare  
centers.

Collaborating with COSA  
Economic Development  
center on available grant  
opportunities in Bexar  
County.

Collaborating with Workforce  
Solutions Career Center's  
Child Care Business Liaison to  
recruit potential qualified  
candidates to address critical  
staffing needs.

Developing procedures and  
protocols for a Childcare  
Directors Collaborative  
(Advisor and Advisee).

SMART Goal setting with  
childcare centers to assist in  
prioritizing needs such as  
enrollment, marketing, and  
or expansion.



# Questions







# Youth Committee

## Committee Report

### June 13, 2025



# Career Exploration Events

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# PY25 Career Exploration Youth Events



## PY25 Career Exploration Youth Events



<b>24</b> FEB 2025	<b>CTE Showcase</b> <ul style="list-style-type: none"><li>• Education Service Center (ESC-20)</li><li>• 400 Middle School Students</li><li>• 15 CTE Programs/10 Community Orgs</li></ul>
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<b>8</b> MAY 2025	<b>World of Work Youth Apprenticeship Week</b> <ul style="list-style-type: none"><li>• Devine Community Center</li><li>• Target Audience 200 Youth from SA Rodeo Ag-Mechanics Youth Rural Schools</li></ul>
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## OVERALL STRATEGIC GOALS:



Inspire Youth: Educate about diverse career options locally and globally



Remove Barriers: Promote YES! Program that addresses employment obstacles



Align with Local Plan: Ensure events meet community workforce needs

\* Updates to initial calendar in red



# CTE Showcase Recap

**468 Students in Attendance**

**15 Employers and 2 Community Organizations**

**11 HS CTE Programs Showcased CTE Program of Study**

**8 Schools Participated in Both Urban/Rural**

- Leal Middle School
- Advanced Learning Academy
- McAuliffe Middle School
- Kingsborough Middle School
- CAST Middle School
- Pearsall HS
- Somerset Junior High
- Jubilee Academy



# Fiesta of Opportunities

## April 25, 2025



**FIESTA OF OPPORTUNITIES:**  
**Youth Expo & Hiring Fair**

April 25, 2025 | 10:00 AM - 2:30 PM  
WESTSIDE EDUCATION & TRAINING CENTER

  
**Workforce Solutions**  
ALAMO  
BUILDING BUSINESS • BUILDING CAREERS

 **ALAMO COLLEGES DISTRICT**  
Westside Education & Training Center







# World of Work Event

## May 8, 2025



**EXPLORE. TRAIN. EARN.**

- Learn about "Earn While You Learn" opportunities
- Meet with employers in high demand industries
- See a Business Attire Fashion Show



Kickstart Your  
Future Here

For more information, please contact any  
Workforce Solutions Alamo Career Center.  
Call: (210) 224-4357

[www.workforcesolutionsalamo.org](http://www.workforcesolutionsalamo.org)



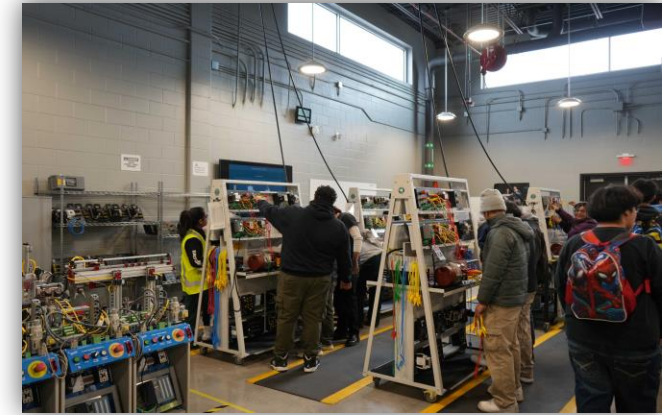
**Thursday, May 8, 2025**  
**10:00am - 2:00pm**  
**Devine Community Center**  
**200 E Hondo Ave.**  
**Devine, TX 78016**

- In celebration of Youth Apprenticeship Week :
  - May 4th -8th
- Rural Effort
- Target: 200 Youth from schools that participated in SA Rodeo Ag-Mechanics Tradeshow
- Industry Focused: Agriculture, Welding, Construction, and other skill trades

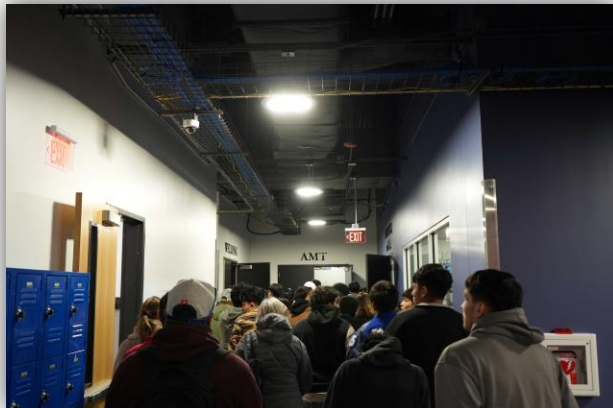


# TX FAME AMT OPEN HOUSE RECAP

## February 20, 2025



**86 STUDENTS IN  
ATTENDANCE!**





# Questions



# Youth Model Update

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# Timeline (Old) for reference only

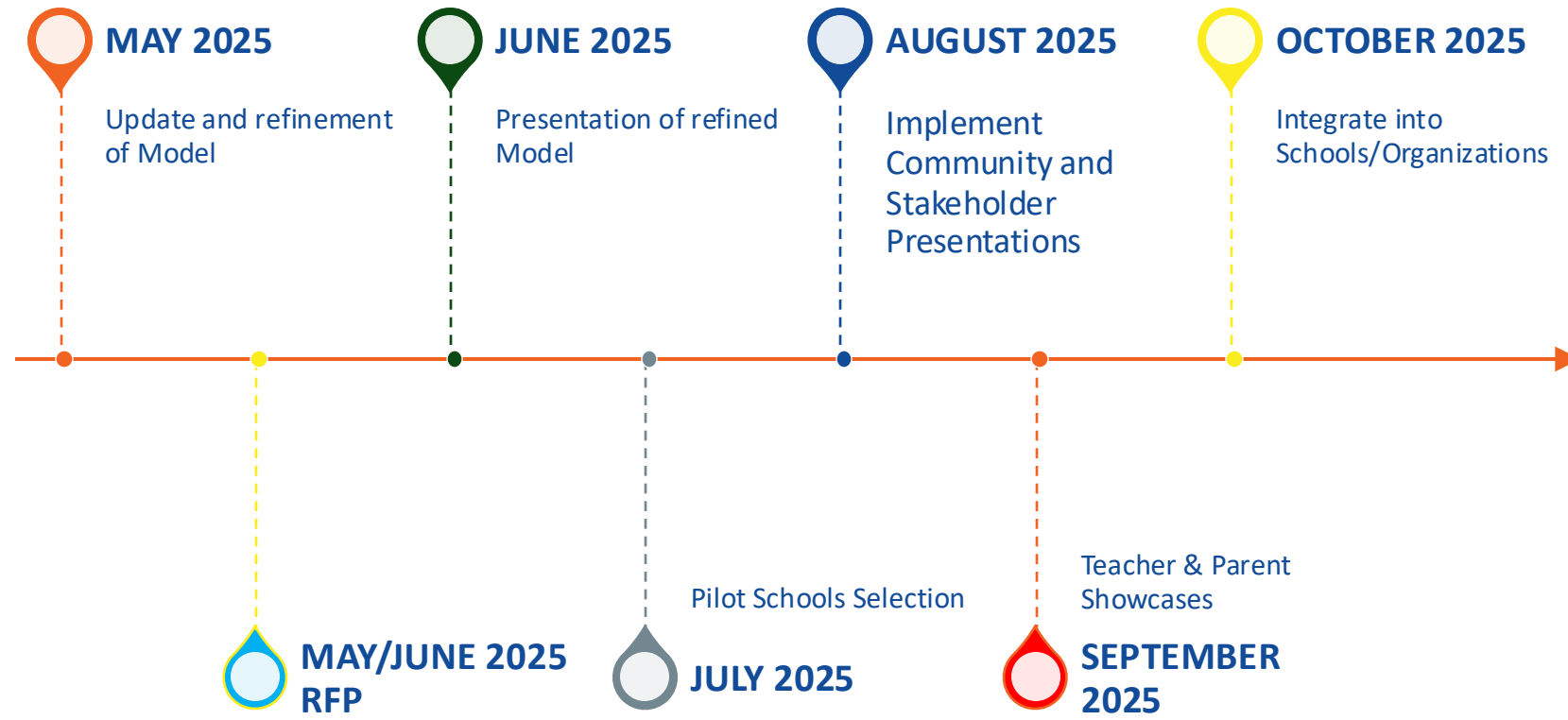




# Timeline – New (Proposed)



Pathways. Opportunities. Possibilities.







# Questions





# Strategic Committee

## Committee Report

### June 13, 2025





# WSA Draft Bylaws

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



# ALAMO WORKFORCE DEVELOPMENT, INC.

## d/b/a WORKFORCE SOLUTIONS ALAMO

### BYLAWS

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

# ALAMO WORKFORCE DEVELOPMENT, INC.

## d/b/a WORKFORCE SOLUTIONS ALAMO

### BYLAWS

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



# ALAMO WORKFORCE DEVELOPMENT, INC.

## d/b/a WORKFORCE SOLUTIONS ALAMO

### BYLAWS

---



Section	Current Bylaw	Proposed Change	Rationale/Notes
<b>Article VI – Contract Authorization</b>	N/A	N/A	N/A
<b>Article VII – (Added) Agents, Consultants, Professional Services</b>	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
<b>Article VIII – (Added) Audits</b>	N/A	The Board shall cause to be made an annual audit of the Corporation for examination as required by Applicable Law.	Added New

# ALAMO WORKFORCE DEVELOPMENT, INC.

## d/b/a WORKFORCE SOLUTIONS ALAMO

### BYLAWS

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



# Questions





# Media, Marketing, and Communications Update





# 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, 2025  
San Antonio-Frost Bank Ballroom  
San Antonio, TX 78201

**Visit Workforce Solutions Alamo's...**  
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 25, 2025  
10 a.m. - 3:00 p.m.  
WESTSIDE EDUCATION & TRAINING CENTER (WETC) 4755 S. Flores ST. Suite 100  
SAN ANTONIO, TX 78229

**Looking for your first job or an internship i...**  
Tue Apr 22, 5:01am  
3.7K views, 42 likes, 7 comments, 33 shares

**Workforce Solutions Alamo's new O'Conn...**  
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 Interviews  
April 23, 2025  
7 a.m. - 12 p.m.  
Workforce Solutions Alamo  
12 Flores Career Center  
4755 S. Flores St. Suite 100  
San Antonio, TX 78229

**Get ready! Find your dream career by...**  
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

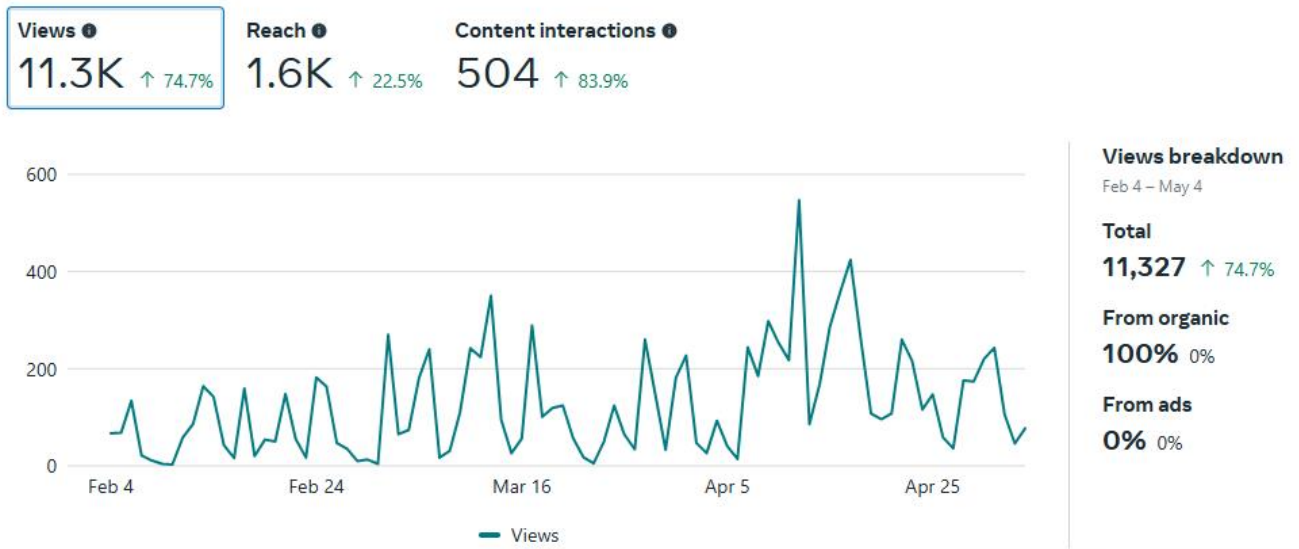
2/4/25 – 5/4/25



# Social Media - Instagram



90+ Followers



**Top content by views**

Boost content

See all content

**Workforce Solutions Alamo had an...**  
Fri Mar 28, 3:00pm  
👁 501 ❤ 17  
👤 0 ➡ 1

**Paid Summer Work Experience for...**  
Thu Mar 13, 10:01am  
👁 356 ❤ 8  
👤 0 ➡ 2

**Workforce Solutions Alamo got an excitin...**  
Fri Apr 11, 10:02am  
👁 330 ❤ 7  
👤 0 ➡ 4

**This weekend we will be supporting the...**  
Wed Apr 9, 1:02pm  
👁 312 ❤ 8  
👤 0 ➡ 3

**Workforce Solutions Alamo is rolling into...**  
Tue Apr 15, 11:02am  
👁 280 ❤ 8  
👤 0 ➡ 2

2/4/25 – 5/4/25

# Port San Antonio Grand Opening

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**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

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## WSA sponsored kits

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

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

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

Karnes City – (1<sup>st</sup> year)  
4<sup>th</sup> 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

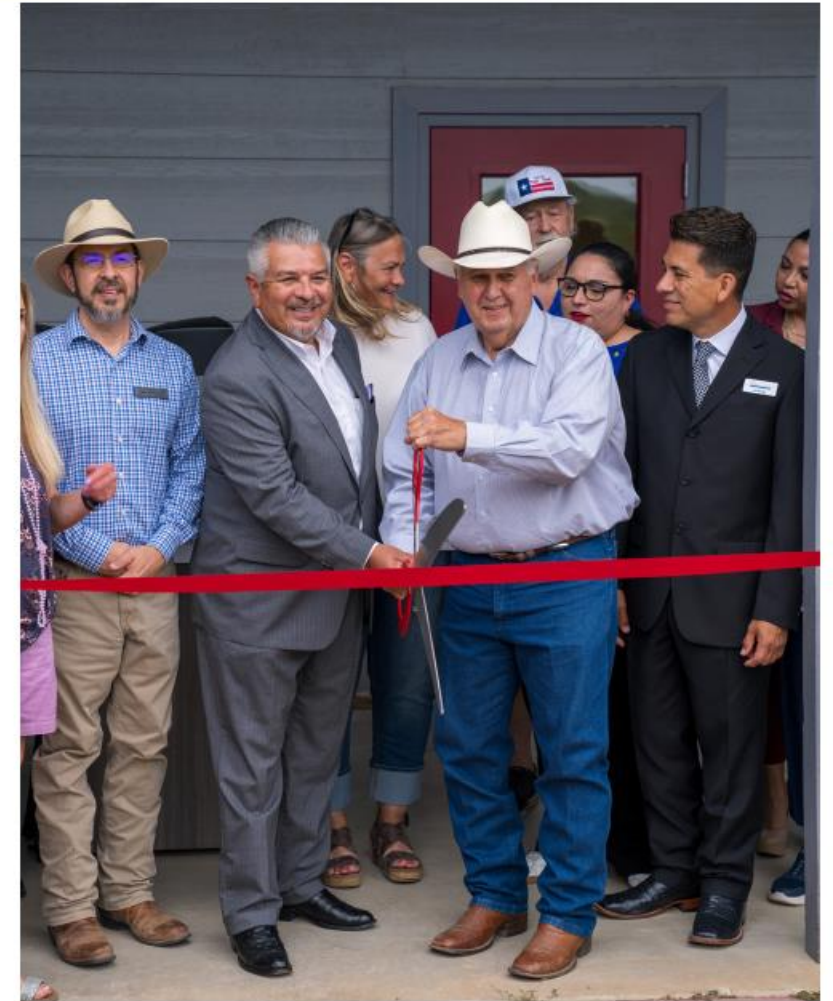
## Media Coverage:

- 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





# WSA Employer Impact Awards Breakfast





# Questions







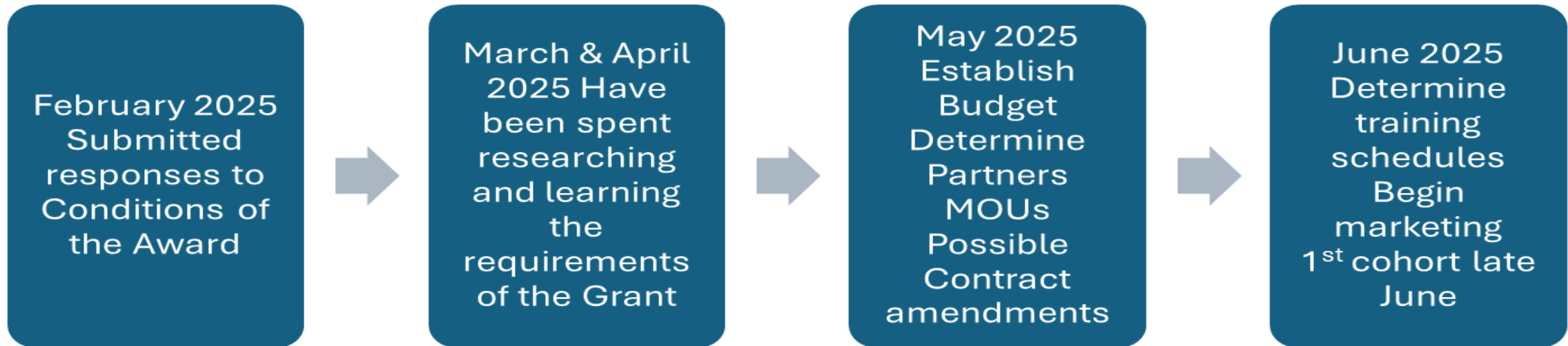
# Infrastructure Grant





# 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





# Questions







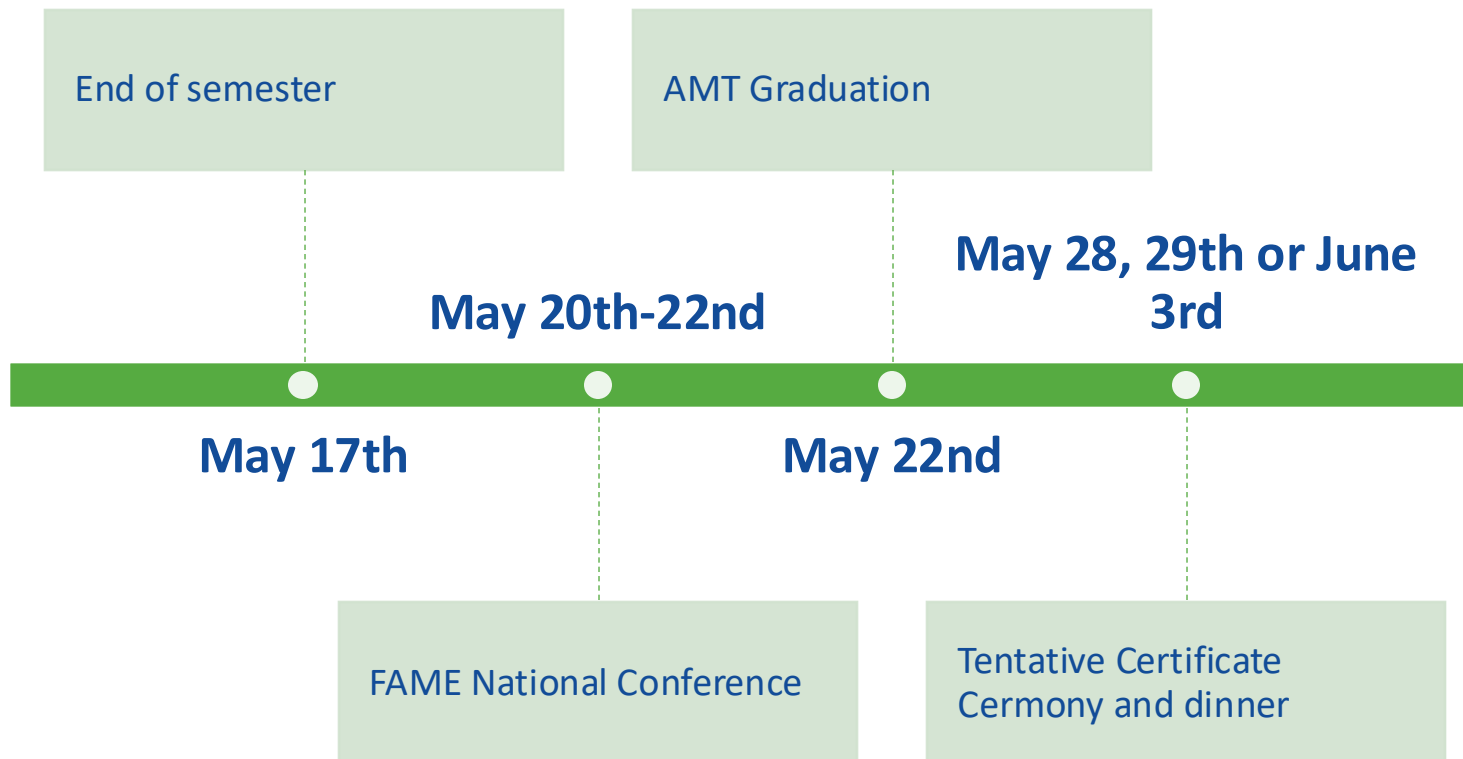
**TX FAME**





# TX FAME

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- Team to coordinate AMT Graduation
- Submitted grant application for \$350,000
- Continue to explore funding opportunities



# Questions







# Oversight Committee

## Committee Report

### June 13, 2025



# TWC Annual Monitoring Update

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# Status

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TWC completed the annual performance audit (monitoring), as follows:

- **Document Request Packet:** Received 08/12/2024.
- **Onsite Testing:** Initiated 10/07/2024 and included Center Walkthroughs (at Datapoint and Boerne locations).
- **Exit Conference:** Held 10/15/2024 and included two potential issues: cash management/bank reconciliation (processing of outstanding checks) and automation (timely revocation of user access).
  - The testing also 'flagged' some items related to PII (personally identifiable information), Priority of Service, asset testing, and procurement ranking reconciliation.
- **Embargoed Reports:** Received 03/25/2025 and included one issue: cash management/bank reconciliation.

# Current Focus (Outcomes)

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- **Final Reports and Letters:** Received 04/03/2025. TWC issued two reports and one letter, all of which are attached and included in the packet.
  - One Report: For Child Care Services, Choices, NCP, Employment Services, Trade Adjustment Assistance, and WIOA.
  - One Letter: For SNAP E&T (TWC is required to report SNAP separately).
  - One Report: For Data Validation (for WIOA and TAA only).
- **Initial Resolution Letter:** Received 04/08/2025.



# TWC Annual Monitoring Report

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One finding, with zero disallowed costs.

- **Strengthen Controls Over Bank Reconciliation:** Monitors identified 25 checks that were outstanding for over 90 days, totaling \$28,310.05, requiring adjustments to internal controls over cash management.
- *TWC's Recommendation:* Strengthen controls to ensure that outstanding checks are reconciled in accordance with the Board's policy.
- *WSA Comments:* WSA issues over 2,600 checks per year, totaling over \$7 million. The 25 checks that exceeded the 90-day limit accounted for 0.95% of the total checks and 0.40% (\$28,310.05) of the yearly check distribution dollar amount.





# TWC Annual Monitoring Report (cont.)

---

## Board's Monitoring Certification

- TWC tested the Board's monitoring function and found that it incorporates the necessary attributes for certification, including risk assessment, monitoring plan, program reviews, follow-up, and resolution processes.

*Note: The monitoring certification validates WSA's internal QA control systems and enables TWC to rely on our reports and testing (e.g., rather than performing the testing themselves).*

# SNAP E&T Letter

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*Note: TWC issues letters (in lieu of reports) when a performance review has no findings (when it's a clean report).*

- TWC's letter reports that WSA's fiscal and program systems for SNAP are effectively managed.

# Data Validation Report

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*Note: The U.S. Dept. of Labor requires TWC to verify the accuracy of data elements in client records by comparing them to source documentation to ensure compliance with federal requirements and appropriateness of fund use. Please note that some of the sample sizes are small, which tends to inflate error rates.*

- **TAA:** Tested three elements, 100% accuracy.
- **WIOA Adult:** Tested four elements, one with 100% accuracy, Assessments (87.5% accuracy), Education (96.7% accuracy), Service Tracking (79.49% accuracy).
- **WIOA Dislocated Worker:** Tested four elements, three with 100% accuracy and Service Tracking (93.75% accuracy).
- **WIOA Youth:** Tested four elements, two with 100% accuracy, Assessment (85% accuracy), and Service Tracking (84.62% accuracy).



# TWC Audit Resolution

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TWC issued the initial audit resolution letter on 04/08/2025, requiring WSA to provide the following information within 45 calendar days (May 23, 2025):

- Copy of updated procedures,
- Most recent bank reconciliation performed, including outstanding checks noted in the report's tool, and
- Agenda and sign-in sheet for the most recent training conducted in this area.



# Staff Recommendations

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- ***Cash Management:*** For Audit Resolution, WSA's Fiscal Dept. has:
  - Updated cash management procedures to align with policy,
  - Completed staff training, and
  - Reconciles checks monthly to maintain internal controls.
  - Fiscal and QA have also met with TWC's Audit Resolution, setting the stage for a prompt resolution.
- ***Flagged Items***
  - These include those that TWC highlights during their visit and *are not* included in the reports, and for which each department continues to implement the necessary controls to ensure they meet TWC's expectations.





# Questions



# End of Year Performance Report

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# End of Year Performance Report

## AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target

As Originally Published

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

### BOARD CONTRACT YEAR 2024 YEAR END REPORT

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	87.31%	88.81%	91.22%	82.24%	122.19%	96.36%	88.88%	104.53%	83.05%	103.26%	94.34%	93.54%	108.39%	114.50%	125.12%

Percent of Target

As Originally Published

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

### BOARD CONTRACT YEAR 2024 YEAR END REPORT

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Rcvg TX Talent Assistance	Choices Full Engagement Rate	Average # Children Served Per Day-Combined	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Q4 Post-Exit	Credential Rate								
Alamo	100.77%	102.08%	88.48%	102.58%	113.38%	129.66%	103.08%	5	11	6	73%





# December 2024

## Summary of MPR Measures not Meeting Performance, December 2024 Report

Employed Q4 Post Exit, WIOA Adult (86.2% Current Target, Meeting  $\geq 90\%$ )

YTD Numerator	202	Current Target	72.7	211	72.7
YTD Denominator	322	% Percent Current Target	0.86	322	0.90
% Performance	<b>62.73</b>			<b>65.53</b>	

*\* 9 more persons required to meet 90% target performance*

*\* Current Targets are dictated by TWC*

Credential Rate, WIOA Adult (78.6% Current Target, Meeting  $\geq 90\%$ )

YTD Numerator	46	Current Target	75.9	53	75.9
YTD Denominator	77	% Percent Current Target	0.79	77	0.91
% Performance	<b>59.74</b>			<b>68.83</b>	

*\* 7 more persons required to meet 90% target performance*

*\* Current Targets are dictated by TWC*

Credential Rate, WIOA DW (58.5% Current Target, Meeting  $\geq 90\%$ )

YTD Numerator	10	Current Target	81.4	16	81.4
YTD Denominator	21	% Percent Current Target	0.585	21	0.94
% Performance	<b>47.62</b>			<b>76.19</b>	

*\* 6 more persons required to meet 90% target performance*

*\* Current Targets are dictated by TWC*



# December 2024

---

Employed/Enroll Q2 PE, C&T (89.7% Current Target, Meeting  $\geq 95\%$ )

YTD Numerator	5312	Current Target	68	5625	68
YTD Denominator	8705	% Percent Current Target	0.897	8705	0.950
% Performance	<b>61.02</b>			<b>64.62</b>	

*\* 313 more persons required to meet 90% target performance*

*\* Current Targets are dictated by TWC*

Credential Rate, C&T (78.3% Current Target, Meeting  $\geq 95\%$ )

YTD Numerator	105	Current Target	71	128	71
YTD Denominator	189	% Percent Current Target	0.78	189	0.95
% Performance	<b>55.56</b>			<b>67.72</b>	

*\* 23 more persons required to meet 90% target performance*

*\* Current Targets are dictated by TWC*



# February 2025 MPR Report

## February 2025 MPR Report FINAL RELEASE



As Originally Published 5/23/2025  
Year-to-Date Performance Periods  
Board Summary Report

### Status Summary

(Number of Measures)

Exceeding Performance (EX):

Meeting Performance (MG, AR): 12

Not Meeting Performance (NM): 1

% Meet/Exceed (EX, MG, AR): 100.00 %

### Status Definitions:

EX: Exceeding Performance

MG: Meeting Performance

AR: Meeting Performance - At Risk\*

NM: Not Meeting Performance

\* In the bottom quarter of the Meeting  
Performance range.

## Board 20. Alamo Area

WIOA Outcome Measure	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	MG	106.27%	74.20%	74.20%	78.85%	66.01%	70.03%	164	208	81.90%	78.85%	-	-	7/23	12/23	1
Employed Q4 Post Exit - Adult (DOL)	MG	98.20%	72.70%	72.70%	71.39%	68.38%	72.60%	237	332	72.13%	71.39%	-	-	1/23	6/23	1
Measurable Skills Gains - Adult (DOL)	MG	109.04%	69.70%	69.70%	76.00%	78.57%	69.50%	38	50	52.94%	66.67%	76.00%	-	7/24	2/25	1
Median Earnings Q2 Post Exit - Adult (DOL)	MG	101.89%	\$7,150.00	\$7,150.00	\$7,284.88	\$6,512.90	\$7,800.95	N/A	164	\$7,482.19	\$7,284.88	-	-	7/23	12/23	1
Credential Rate - Adult (DOL)	AR	90.87%	75.90%	75.90%	68.97%	62.42%	76.34%	60	87	61.36%	68.97%	-	-	1/23	6/23	1
Employed Q2 Post Exit - DW (DOL)	MG	102.90%	78.40%	78.40%	80.67%	78.73%	80.21%	96	119	82.81%	80.67%	-	-	7/23	12/23	1
Employed Q4 Post Exit - DW (DOL)	MG	104.61%	80.50%	80.50%	84.21%	75.55%	82.02%	96	114	84.62%	84.21%	-	-	1/23	6/23	1
Measurable Skills Gains - DW (DOL)	MG	96.73%	75.00%	75.00%	72.55%	76.00%	75.47%	37	51	62.07%	67.50%	72.55%	-	7/24	2/25	1
Median Earnings Q2 Post Exit - DW (DOL)	AR	92.53%	\$10,250.00	\$10,250.00	\$9,483.87	\$10,426.62	\$10,815.25	N/A	96	\$8,657.65	\$9,483.87	-	-	7/23	12/23	1
Credential Rate - DW (DOL)	MG	96.14%	81.40%	81.40%	78.26%	70.59%	75.68%	18	23	71.43%	78.26%	-	-	1/23	6/23	1
Employed/Enrolled Q2 Post Exit - Youth (DOL)	N/A	N/A	73.20%	73.20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	7/23	12/23	1, 4
Employed/Enrolled Q4 Post Exit - Youth (DOL)	N/A	N/A	74.60%	74.60%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	1/23	6/23	1, 4
Measurable Skills Gains - Youth (DOL)	N/A	N/A	64.30%	64.30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	7/24	2/25	1, 4
Median Earnings Q2 Post Exit - Youth (DOL)	N/A	N/A	\$3,900.00	\$3,900.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	7/23	12/23	1, 4
Credential Rate - Youth (DOL)	N/A	N/A	56.10%	56.10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	1/23	6/23	1, 4
Credential Rate - All C&T	NM	89.63%	71.00%	71.00%	63.64%	62.82%	63.60%	119	187	59.78%	63.64%	-	-	1/23	6/23	1

Reemployment/Employer Engagement Measure	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	MG	97.66%	59.79%	59.79%	58.39%	61.55%	63.20%	9,523	16,309	59.61%	58.39%	-	-	7/24	11/24	2
Employers Receiving Texas Talent Assistance	MG	102.71%	2,067	4,168	2,123	5,975	5,707	N/A	N/A	1,523	2,123	-	-	10/24	2/25	

Program Participation Measure	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	98.56%	14,335	14,335	14,128	12,759	12,003	1,539,930	109	14,108	14,128	-	-	10/24	2/25	3
Choices Full Engagement Rate - All Family Total	N/A	N/A	50.00%	50.00%	N/A	64.83%	63.93%	N/A	N/A	N/A	N/A	-	-	10/24	2/25	5



# Next Steps

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- The board has initiated a Technical Assistance Plan
- This plan includes a detailed analysis of:
  - Unmet performance metrics
  - Strategies
  - Logistics
  - Service delivery
- The goal of the analysis is to identify solutions to achieve TWC performance targets.
- The TAP's progress is reviewed bi-weekly to promote collaboration between contract and board staff.
- The contractor is currently in a response period to provide all items outlined in the TAP to the board.





# Questions





# **Audit and Finance Committee**

## **Committee Report**

### **June 13, 2025**

# Business Service Strategy and Industry Sector Partnership Development Support RFP

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# Business Services Strategy and Industry Sector Partnership RFP

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- **Objective:** Support WSA CEO in achieving strategic workforce development goals through sector-based partnerships and optimizing business services
- **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
- **Contractor:** Viking Impact Advisors, LLC
- **Amount:** Estimated aggregate amount of \$164,000 with annual estimated amounts of \$82,000.
- **Term:** The contract will initially span one (1) year with the option of one one-year renewal, effective July 2025- July 2026







# Questions



# Childcare Curriculum and Professional Development RFP

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# Childcare Curriculum and Professional Development Services Contract

- **Purpose:** To provide Childcare providers in the Alamo region with high-quality, developmentally appropriate educational materials and training resources for early childhood education settings aligned with the Texas Early Learning Guidelines and supportive of the Texas Rising Star (TRS) quality rating standards.
- **Contractors:** Brightwill, Frog Street Press, HighScope Educational Research Foundation, Learning Beyond Paper, Rayz Kidz LLC, Teaching Strategies, LLC, The University of Texas Health Science Center at Houston, Children's Learning Institute, Solutions Group
- **Amount:** Estimated aggregate amount of \$3,000,000 with annual estimated amounts of \$1,000,000.
- **Term:** The contract will have an initial term of one (1) year with the option for up to two (2) additional one-year renewals, effective June 2025 through June 2026.





# Questions





# Financial Report

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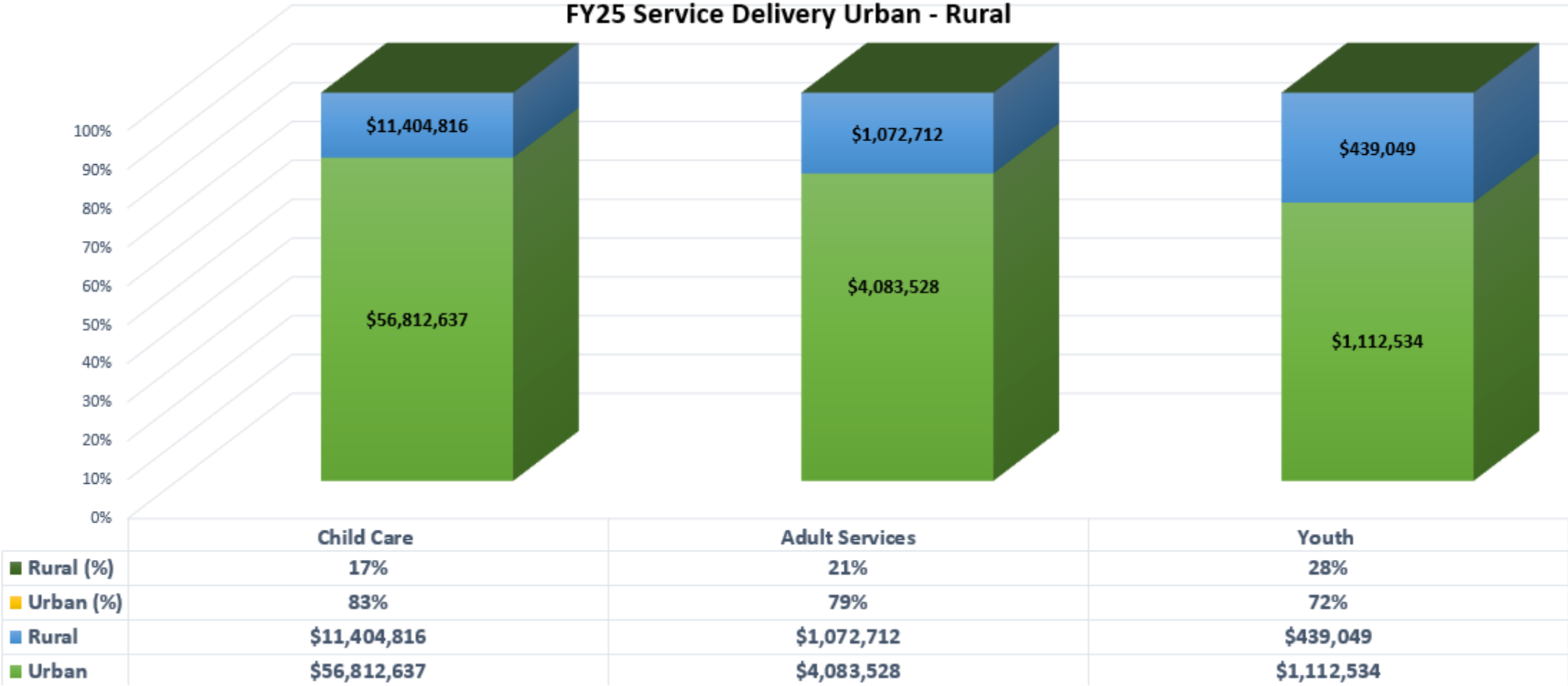


# Budget to Actual Expenditures

March 2025 Budget to Actual Variance Analysis					
Budget Category	FY25 Budget	FY25 Actuals	% Expensed	Straight-Line Target (50%)	YTD Variance %
Corporate Total	\$ 9,716,494	\$ 3,876,640	39.90%	\$ 4,858,247	10.10%
Facilities	\$ 6,452,970	\$ 2,762,583	42.81%	\$ 3,226,485	7.19%
Projects - Special Initiatives	\$ 450,857	\$ 281,418	62.42%	\$ 225,429	-12.42%
Service Delivery Total	\$ 150,554,646	\$ 81,573,203	54.18%	\$ 75,277,323	-4.18%
Reserve	\$ 14,812,893	\$ -	0.00%	\$ 7,406,446	50.00%
Total Budget	\$ 181,987,860	\$ 88,493,844	48.63%	\$ 90,993,930	1.37%

\* Prior fiscal year expenses may change and be finalized when audit is completed.

# Service Delivery Comparison – Rural vs. Urban Counties



# Key Variances – Childcare

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Childcare Quality- Contract ends 10/31/2025 and we have expensed 23%.

The board expects higher expenditures within the next couple of months by purchasing supplies and materials to TRS providers.

Quality Improvement Activity- Contract ends 10/31/2025 and we have 13.74% expensed.

The board expects expenditures up to 80% of the funds going to incentives and 20% to supplies and materials for TRS providers.



# Key Variances – TWC Programs

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Rapid Response 95% Expensed— The board is monitoring any critical changes in layoffs that may affect our current funds. We may request additional funds if needed based on ongoing projections.

Trade Act 55.85%— The board was awarded \$22,000 less than historical funding. We are expecting to spend all funds by the end of the contract

Employment Services 35.97% Expensed— New grant received in February for 11-month period.

# Key Variances – TWC Programs

---

Reemployment Services 11.73% Expensed— The board received an additional \$528,000 into the grant. The board will continue to monitor expenditures in the next months.

Military to Civilian Employment Program— New \$225,085 grant awarded for a 12-month period. Expenditures are expected to be reflected in June.

Summer Earn and Learn 6.21%— TWC has reduced the targets from 256 to 128, which reduces the expected utilization of the dollars. This grant will reflect higher expenditures in the summer.

# Key Variances – TWC Programs

---

Teacher Externship— New \$200,000 grant received for a 12-month period. Expenditures are expected to be reflected in the summer.

Paid Work Experience— Grant of \$187,000. Referrals have not been received by VR. As the program has not been launched, the board is not expecting to spend the funds.

PROWD Grant – 10.64% Expensed. Short-term training expenses will start to reflect in April.

# Key Variances – Other Funding

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## Toyota Grant

- \$16,100 Grant was extended through May 2025.
- Incentives for RTW participants who are successful in job placement.
- The grant is expected to be fully expended.

## San Antonio Area Foundation Grant

- \$100,000 grants was extended through May 2025.
- Funds are utilized for Workforce Academy and staff capacity building.
- The grant is expected to be fully expended

## DOL Building Pathways

- New \$2,000,000 4-year grant.
- Expenditures to reflect in April.





# Questions





# Financial Analysis – SA Ready to Work – 2nd Qtr. Update

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# Ready to Work Budget and Expenditures

WSA has budgeted \$65,554,565 through May 31, 2025.

Ready to Work Rollforward			
	FY22 & FY23	FY24	FY25 Q2
<b>BOARD COST</b>			
Revenue Fees Earned	\$ 628,967	\$ 1,323,365	\$ 1,593,451
Expenditures	\$ 575,735	\$ 1,181,098	\$ 1,570,101
<b>Net Surplus</b>	<b>\$ 53,232</b>	<b>\$ 142,267</b>	<b>\$ 23,351</b>
<b>SUBRECIPIENT COST</b>			
Revenue Fees Earned	\$ 5,033,040	\$ 11,119,697	\$ 12,976,702
Expenditures	\$ 5,033,040	\$ 11,119,697	\$ 12,976,702
<b>Net</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>CLIENT COST</b>			
Revenue-Cost- Reimbursement	\$ 6,649,175	\$ 13,009,412	\$ 17,663,810
Expenditures-Cost Reimbursement	\$ 6,649,175	\$ 13,009,412	\$ 17,663,810
<b>Net</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

The Board currently has a surplus of \$23,351 is reserved for monitoring disallowed cost.



# RTW Expenditures Forecast

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WSA has forecasted to spend \$38,454,078 through the inception of the 3-year contract, with total unutilized funds of \$27,100,487.

## Grant Award

- \$65,554,565

## Forecasted Expenditures

- \$38,454,078

## Unused Funds

- \$27,100,487



# RTW Cashflow Update

---

WSA received \$3.6M advance  
and has been paid in full on  
February 2025

COSA approved submission of  
accrual invoices to receive  
payment earlier than the  
historical 60-90 days.

In April 2025 COSA  
discontinued the submission  
of accrual training invoicing  
allowing WSA to only submit  
invoices under reimbursement  
model.

This impacted WSA and  
training providers since WSA  
does not have set aside funds  
to pay in advance.



# Cashflow Impact

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With the extension of the contract, COSA approved the submission of accrual invoicing starting May 15, 2025.



The delay of accrual submission between April 30 and May 15 caused an increase in unpaid training invoices totaling \$900,000.



We have received an additional \$1M in training invoices





# Questions



# Client Expenditure Analysis

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# Client Expenditures

## TWC Funding

Client Expenditure Comparison - TWC Programs as of March 2025				
Category	FY24	FY24 Allocation %	FY25 Year-to-Date	FY25 Allocation %
Work Related	\$ 30,205	5.59%	\$ 45,125	12.57%
Rent	\$ 201,270	37.27%	\$ 148,881	41.46%
Utilities	\$ 31,049	5.75%	\$ 27,251	7.59%
Transportation	\$ 194,106	35.95%	\$ 102,911	28.66%
Incentives	\$ 45,056	8.34%	\$ 22,250	6.20%
Youth - Support Services	\$ 38,313	7.10%	\$ 12,684	3.53%
<b>TOTAL:</b>	<b>\$ 539,999</b>	<b>100.00%</b>	<b>\$ 359,101</b>	<b>100.00%</b>

# Client Expenditures

## Ready to Work Funding

Client Expenditure Comparison- Ready to Work as of March 2025				
Category	FY24	FY24 Allocation %	FY25 Year-to-Date	FY25 Allocation %
Rent	\$ 121,209	52.67%	\$ 60,082	46.28%
Utilities	\$ 52,095	22.64%	\$ 33,072	25.47%
Transporation	\$ 15,123	6.57%	\$ 13,361	10.29%
Laptops/Computers	\$ 28,019	12.18%	\$ 7,259	5.59%
Training Related	\$ 2,113	0.92%	\$ 1,785	1.37%
Other: Medical, Legal, Food, Daycare	\$ 11,565	5.03%	\$ 14,271	10.99%
<b>TOTAL:</b>	<b>\$ 230,125</b>	<b>100.00%</b>	<b>\$ 129,829</b>	<b>100.00%</b>

# Client Expenditures

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- A total of **\$488,930** has been expensed for support services to assist our clients.
- TWC programs support service expenditures total **\$359,101**.
- RTW support service expenditures total **\$129,829**.
- Rent Assistance has been the highest expenditure in the past two years.





# Questions



# County by County Expenditure Analysis

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# County by County Comparison

## TWC Programs

County	Annual Budget		Straight-line Budget		YTD Expenditures		
	Amount	%	Amount	%	Amount	%	Over/Under Budget
Atascosa	\$ 646,734	2.54%	\$ 323,367	2.54%	\$ 326,670	3.41%	\$ 320,065
Bandera	\$ 283,365	1.11%	\$ 141,682	1.11%	\$ 144,180	1.50%	\$ 139,185
Bexar	\$ 19,138,175	75.21%	\$ 9,569,087	75.21%	\$ 7,078,215	73.80%	\$ 12,059,960
Comal	\$ 1,228,555	4.83%	\$ 614,277	4.83%	\$ 731,373	7.63%	\$ 497,182
Frio	\$ 432,720	1.70%	\$ 216,360	1.70%	\$ 295,244	3.08%	\$ 137,477
Gillespie	\$ 250,973	0.99%	\$ 125,487	0.99%	\$ 127,207	1.33%	\$ 123,766
Guadalupe	\$ 1,253,836	4.93%	\$ 626,918	4.93%	\$ 160,511	1.67%	\$ 1,093,325
Karnes	\$ 323,219	1.27%	\$ 161,610	1.27%	\$ 97,366	1.02%	\$ 225,853
Kendall	\$ 542,467	2.13%	\$ 271,234	2.13%	\$ 148,445	1.55%	\$ 394,022
Kerr	\$ 445,278	1.75%	\$ 222,639	1.75%	\$ 222,637	2.32%	\$ 222,641
McMullen	\$ 82,194	0.32%	\$ 41,097	0.32%	\$ 5,206	0.05%	\$ 76,988
Medina	\$ 390,384	1.53%	\$ 195,192	1.53%	\$ 93,241	0.97%	\$ 297,143
Wilson	\$ 426,780	1.68%	\$ 213,390	1.68%	\$ 161,203	1.68%	\$ 265,578
<b>TOTAL</b>	<b>\$ 25,444,682</b>	<b>100.00%</b>	<b>\$ 12,722,341</b>	<b>100.00%</b>	<b>\$ 9,591,498</b>	<b>100.00%</b>	<b>\$ 15,853,184</b>

	Budget	Actual
Urban	75%	73%
Rural	25%	27%

# County by County Comparison

## Childcare

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	\$ 2,335,161	1.79%	\$ 1,167,581	1.79%	\$ 1,526,699	2.18%	\$ 808,462
Bandera	\$ 543,644	0.42%	\$ 271,822	0.42%	\$ 341,326	0.49%	\$ 202,318
Bexar	\$ 108,678,085	83.40%	\$ 54,339,043	83.40%	\$ 58,693,259	83.62%	\$ 49,984,826
Comal	\$ 3,298,186	2.53%	\$ 1,649,093	2.53%	\$ 2,101,170	2.99%	\$ 1,197,016
Frio	\$ 1,100,983	0.84%	\$ 550,491	0.84%	\$ 663,995	0.95%	\$ 436,988
Gillespie	\$ 829,561	0.64%	\$ 414,780	0.64%	\$ 320,409	0.46%	\$ 509,152
Guadalupe	\$ 6,155,146	4.72%	\$ 3,077,573	4.72%	\$ 2,971,338	4.23%	\$ 3,183,807
Karnes	\$ 865,247	0.66%	\$ 432,624	0.66%	\$ 179,306	0.26%	\$ 685,941
Kendall	\$ 1,038,310	0.80%	\$ 519,155	0.80%	\$ 500,481	0.71%	\$ 537,829
Kerr	\$ 2,432,830	1.87%	\$ 1,216,415	1.87%	\$ 946,209	1.35%	\$ 1,486,620
McMullen	\$ 42,772	0.03%	\$ 21,386	0.03%	\$ -	0.00%	\$ 42,772
Medina	\$ 1,865,221	1.43%	\$ 932,610	1.43%	\$ 1,329,209	1.89%	\$ 536,012
Wilson	\$ 1,119,496	0.86%	\$ 559,748	0.86%	\$ 617,625	0.88%	\$ 501,871
<b>TOTAL</b>	<b>\$ 130,304,641</b>	<b>100.00%</b>	<b>\$ 65,152,320</b>	<b>100.00%</b>	<b>\$ 70,191,027</b>	<b>100.00%</b>	<b>\$ 60,113,613</b>

	Budget	Actual
Urban	83%	83%
Rural	17%	17%

# County by County Comparison

## Other Funding

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	\$ 80,456	1.96%	\$ 40,228	1.96%	\$ 12,717	0.87%	\$ 67,738
Bandera	\$ 47,473	1.15%	\$ 23,736	1.15%	\$ 8,357	0.57%	\$ 39,116
Bexar	\$ 3,136,071	76.29%	\$ 1,568,036	76.29%	\$ 1,157,387	78.96%	\$ 1,978,684
Comal	\$ 208,528	5.07%	\$ 104,264	5.07%	\$ 87,473	5.97%	\$ 121,055
Frio	\$ 48,882	1.19%	\$ 24,441	1.19%	\$ 16,843	1.15%	\$ 32,039
Gillespie	\$ 45,240	1.10%	\$ 22,620	1.10%	\$ -	0.00%	\$ 45,240
Guadalupe	\$ 184,449	4.49%	\$ 92,225	4.49%	\$ 73,551	5.02%	\$ 110,898
Karnes	\$ 41,995	1.02%	\$ 20,998	1.02%	\$ -	0.00%	\$ 41,995
Kendall	\$ 84,958	2.07%	\$ 42,479	2.07%	\$ 22,497	1.53%	\$ 62,461
Kerr	\$ 69,523	1.69%	\$ 34,761	1.69%	\$ 49,697	3.39%	\$ 19,825
McMullen	\$ 16,593	0.40%	\$ 8,296	0.40%	\$ -	0.00%	\$ 16,593
Medina	\$ 69,766	1.70%	\$ 34,883	1.70%	\$ 18,651	1.27%	\$ 51,116
Wilson	\$ 76,846	1.87%	\$ 38,423	1.87%	\$ 18,546	1.27%	\$ 58,299
<b>TOTAL</b>	<b>\$ 4,110,779</b>	<b>100.00%</b>	<b>\$ 2,055,390</b>	<b>100.00%</b>	<b>\$ 1,465,719</b>	<b>100.00%</b>	<b>\$ 2,645,060</b>

	Budget	Actual
Urban	76%	78%
Rural	24%	22%

*\*Expenditures exclude Bexar County only funds which include City of San Antonio, Non-Custodial Parent, and Military Family.*





# Questions



# Childcare System Updates

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# Background

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- **January 2025**, TWC launched the new Childcare System, TX Child Care Connection (TX3C)
- The **new system features** includes
  - A new statewide application for families
  - An easy-to-use interface that works with mobile devices
  - A common user experience for all Texans
- What **changed** with the new system?
  - **One standardized** Parent Share of Cost (PSoC) fee - statewide
  - Families relocating to a new area within the state, **the PSoC remains** the same until they recertify.
  - The fee scale has **more gradual increases** for families with rising incomes **between certification periods**.
  - Childcare providers will receive **payments in advance**.



# Status Update

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Since the launch of TX3C there have been ongoing challenges related to payments, reporting, and program requirements.

- Payment report (245)
- Payments and adjustments to Providers made it hard to reconcile.
- System and workflow inefficiencies

Staff continue to meet with TWC twice a week to discuss the ongoing challenges with the launch of the TX3C.

# Updates from TWC

Description	Status
Unit issues on 245 – New report (240) in to address this issue and address performance management needs	<p>KinderSystems is proposing a new report that with units adjusted. Report mock-up provided to TWC 4/17/2025 was incomplete. TWC working with KinderSystems to firm and finalize requirement.</p> <p>The KS Product team continues to work on the report design. TWC is reviewing report design and mock-up and soliciting input from Board users before finalizing.</p>
TRS and TSR quality designations missing or incorrect (CLI long-term fix)	<p>Long-term fix decided and under development. This fix will support maintenance of historical ratings.</p> <p>Additionally, this work will include corrections to payments for quality ratings that changed between 1/7/2025 and 2/26/2025.</p> <p>Work in progress. Assigned to 4.29 sprint, scheduled for UAT 5/7/2025. Pending successful TWC validation, deployment targeted for 5/20/2025.</p>
Duplicate payments on the 245	KinderSystems will clean up these duplicated timesheets every night to avoid duplicate payments from appearing on the 245. Permanent fix planned for release 4.29, scheduled to go to UAT 5/7/2025. Pending successful TWC validation, deployment targeted for 5/20/2025 (two-week slip).
Payment inaccuracies related to recertifications	UAT the week of 4/21/2025; pending successful validation, will be deployed to production 4/25/2025. Validation failed; KinderSystems researching and new deployment date TBD – likely in 5.30 release scheduled for deployment early June.
Payment inaccuracies related to duplicate payments associated with payment periods crossing months and mixed rate types on schedules	Fix scheduled in KT release 4.29. Scheduled for UAT 5/12/25, and pending successful validation, deployment 5/25/2025.





# Updates from TWC

Description	Status
KinderConnect Provider payment screen (payment proof) provides inadequate information	New KinderConnect payment proof screen with full payment details.  Release scheduled for 5/6/2025.
Payment adjustments needed: For the first 2 payment cycles, providers that are under a different managing board were paid the rates of the non-managing Board.	Reported by Capital Area and Texoma. KinderSystems investigating this to see why the payment was made using the wrong RMR.  KinderSystems provide TWC with a report of affected payments 5/1/2025; CC&EL reviewing. Fix TBD.
“Spring Break” payment issue when shortening a schedule – Paid both providers for the same time frame (should have adjusted to take shortened schedule days out).	Root cause identified. KS to change provider transfer logic to handle auto adjustments for these scenarios. Likely to be included in the 4.31 release (dates TBD).  NOTE: For a temporary workaround, Boards can go into each child and adjust schedules versus using the “transfer” feature.
Missing adjustment payment amounts of the 245	Issue identified by Capital Area. KinderSystems investigating. Fix TBD.
245 Adjustments – do not match the payment calculator	Calculator issue – non-service days were calculated. More research needed. KinderSystems investigating. Fix TBD.



# Payment Processing Update

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Message from TWC to Local Boards – May 14, 2025

## **IMPORTANT UPDATE: Potential for Federal Funding Delays**

*We want to make you aware that new requirements from federal agencies are resulting in some delays as the federal government reviews and approves our daily request for funds which includes your funds for providing TWC child care services. These delays, which can be up to five days, can in turn lead to delays in your payments. TWC is working closely with our Local Workforce Solutions partners to do everything possible to minimize disruptions and the potential for delayed payments. We are monitoring this situation closely and will continue to update you as we learn more. We hop the efficiency of these federal processes improve over time.*





# Questions



# Annual Audit Approval

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**WORKFORCE SOLUTIONS ALAMO  
FINANCIAL STATEMENTS  
AND FEDERAL AND STATE REPORTS  
FISCAL YEAR ENDED SEPTEMBER 30, 2024**

**PRESENTATION TO THE BOARD OF DIRECTORS  
JUNE 13, 2025**

Presented By:

Janet A. Pitman, Partner, CPA

210-341-2581



## **WORKFORCE SOLUTIONS ALAMO**

- **4 Major Components of the Annual Financial and Compliance Audit**
  - Risk Assessment
  - Financial Audit
  - Compliance Audit – Federal and State Grants
  - Reporting

# WORKFORCE SOLUTIONS ALAMO

## REPORTS FROM INDEPENDENT AUDITORS WITHIN THE FINANCIAL STATEMENTS

- Independent Auditor's Report – unmodified opinion
- Independent Auditor's Report On Internal Control Over Financial Reporting And On Compliance And Other Matters Based On An Audit Of Financial Statements Performed In Accordance With *Government Auditing Standards*
- Independent Auditor's Report on Compliance For Each Major Program And On Internal Control Over Compliance Required By The Uniform Guidance and The State of Texas Uniform Grant Management Standards

# WORKFORCE SOLUTIONS ALAMO

## FEDERAL AND STATE SINGLE AUDIT

Workforce Solutions Alamo qualifies as a low risk auditee

- Major Programs - Federal
  - Child Care Development Funds Cluster
  - Workforce Innovation and Opportunity Act Cluster
- Represents 93% of total federal expenses
- No findings or questioned costs
- Major Programs - State
  - Child Care Development Funds Cluster
  - Child Care Family and Protective Services
- Represents 91% of total state expenses
- No findings or questioned costs

# **WORKFORCE SOLUTIONS ALAMO**

## **LETTER ON CONDUCT OF AUDIT**

- Accounting Policies
- Accounting Estimates
- Financial Statement Disclosures
- Difficulties in Performing the Audit
- Misstatements
- Disagreements with Management
- Management Representations
- Consultations with Other Independent Accountants



# Questions







# CEO Report

## Teresa Chavez, Chief Operations Officer

June 13, 2025



# AI/Data Proposal

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# FY2026 Anticipated Funding Allocations

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# Ready to Work (RTW) Program 4 Year Contract Negotiations

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# Questions







# Chair Report

## Leslie Cantu, Committee Chair

**June 13, 2025**





# Questions



# Thank you!

