Executive Committee

February 20, 2026

Workforce Solutions ALAMO

BUILDING BUSINESS • BUILDING CAREERS

Executive Committee
Consent Agenda

Workforce Solutions ALAMO
BUILDING BUSINESS • BUILDING CAREERS

Meeting Minutes – November 20, 2025

Texas Rising Star Update

Texas Rising Star Update

Texas Rising Star	Entry Level	Suspension	Total
475	95	19	589
81%	16%	3%	100%

2 STAR	3 STAR	4 STAR	Total
48	153	274	475
10%	32%	58%	100%

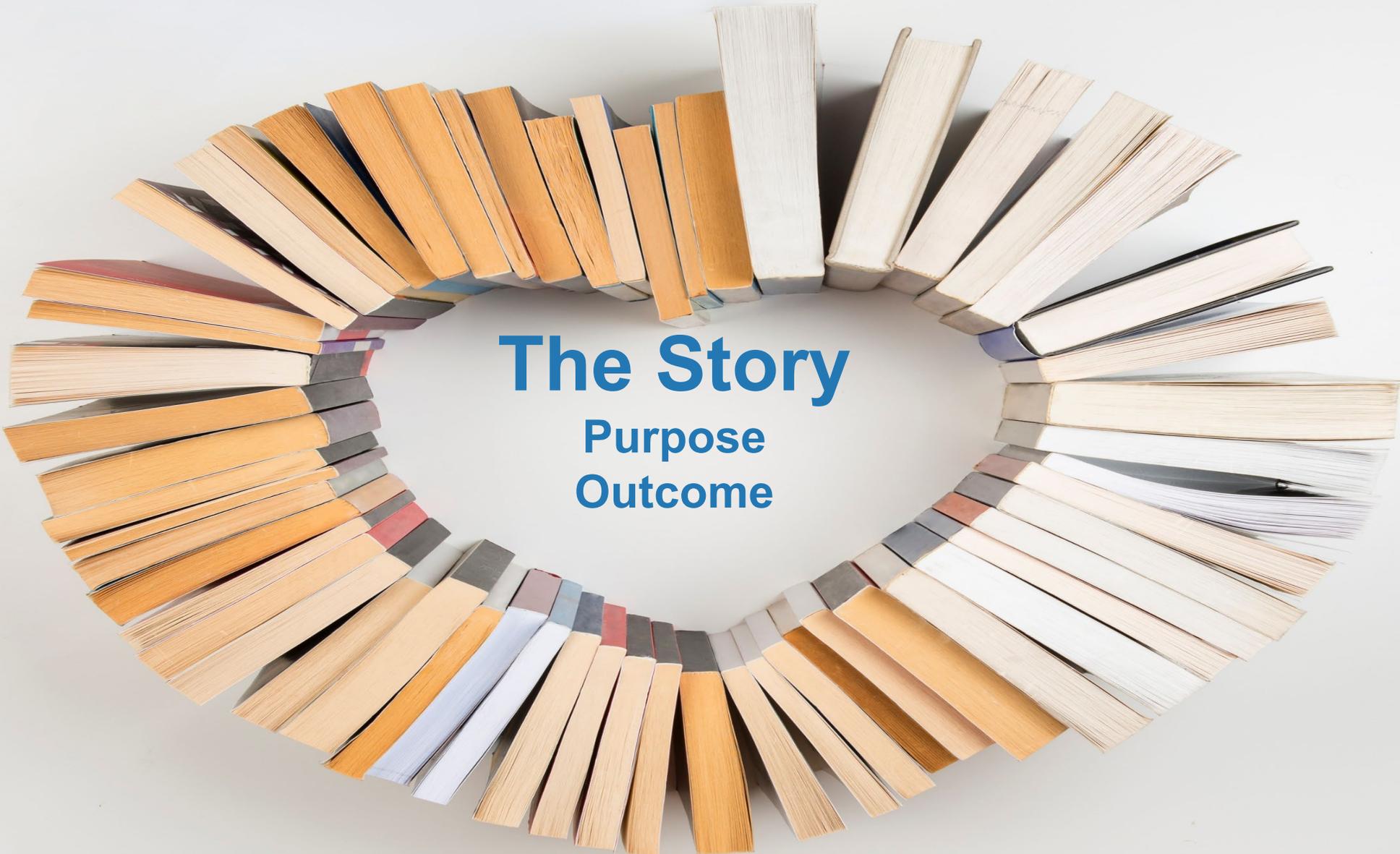# Presentation: At the Heart of Teaching, Learning, & Leadership

what am I grateful for today?

8

The Story

Purpose
Outcome

At the Heart of Teaching,
Learning, & Leadership

Fall Giveback Webinar Series

Impact of Trauma in Young Children

Creating a Safe Environment

Supporting Challenging Behaviors

Using Literature for Tough Conversations
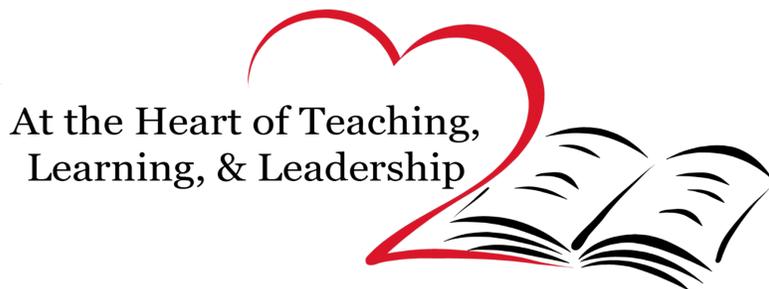
Fall Giveback Webinar Series

Grounding & Centering the Nervous System

Fostering Social & Emotional Development

Destressing: Supports for Adults
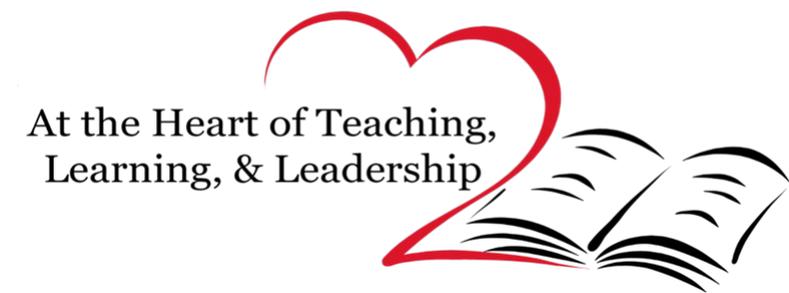
Using Literature for Tough Conversations

At the Heart of Teaching,
Learning, & Leadership

Response

Over 600 participants

Two Child Development Associate scholarships awarded

At the Heart of Teaching, Learning, & Leadership

Participant Feedback

"The webinar was very informative about how to calm our body's down in a state of crisis or anxiousness or nervousness. I enjoyed getting to do some breathing exercises to help put our body's in the mood for the space I was in for this webinar."

"I appreciate everything you have taught me, and I will remember what I've learned. I've never learned so much out of a program, and I think you all did an amazing job."

At the Heart of Teaching, Learning, & Leadership
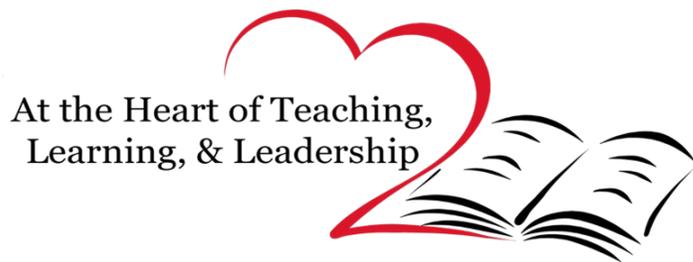
All our links in one place!
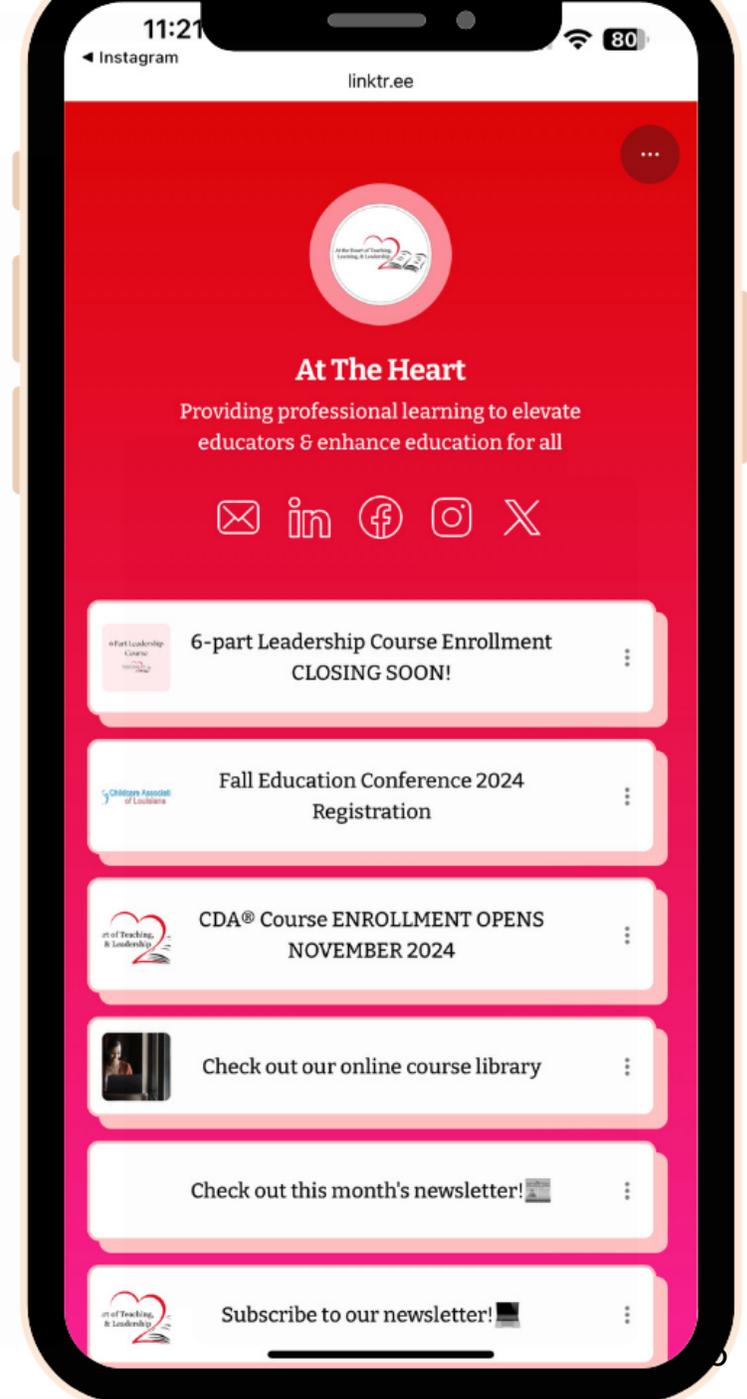
Community Feedback Survey: Strategies for Next Steps

Recap

- *August 5th, 2025, Needs Assessment sent out to Early Learning Programs*

- *October 17th, 2025, Community Feedback survey sent out to the Early Care & Education Committee*

Submission Data

- *418 submissions, 346 used to capture data*
- *12 counties represented*
- *306 centers, 40 homes*
- *Entry Level- 74, 2 Star- 30, 3 Star- 85, and 4 Star- 157*

Results from the Early Learning Program Needs Assessment

346

3,875
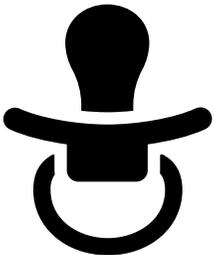
615
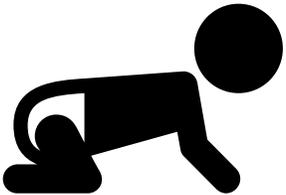
705
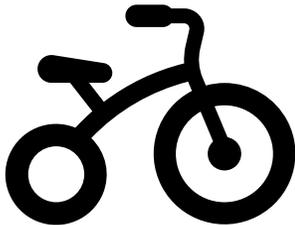
685

465

Priority

WSA will prioritize the Early Learning Program results for BCY 26 quality initiatives

- *Initiatives*
- *Incentives*
- *Professional Development*
- *Specific area*
- *Learning material and furniture per age*

Next Steps

- *WSA will connect with Early Care & Education Committee to support quality priorities*

- *Present the approved TWC quality spending plan in the April Early Care & Education Committee meeting.*

Parent Cafe- Be Strong Families Parent Cafe Training Institute

Strengthening Families from the Inside Out

Peer to Peer process that:

- *Promotes individual deep self- reflection*
- *Introductory/Educates about the "Five Strengthening Families Protective Factors"*
- *Enhances community and fosters relationships*
- *Strengthens partnerships between parents and programs*
- *Practice positive communication skills*
- *Provides a foundation for healing trauma and increased well-being*

Quality Alignment

- *Parent Café supports Texas Rising Star Certification, Category 3 Program Administration*

  Parent Education and Parent Involvement

Planning and Implementation

- *July 28th 2025- Preschool Development Grant Webinar shared Professional Development Opportunities*
- *July 29th 2025- Schedule of Parent Café shared with WSA staff*
- *July 30th 2025- Request sent to quality contractor for mentors interested in attending the training and conducting the Parent Café in the Alamo area*
- *August 4th 2025- Received list of mentors interested in opportunity*
- *September 2025- Six mentors attended a two-day in person Parent Café training in San Antonio hosted by Family Support Services. Training prepared participants to convene and conduct in-person Parent Cafes and to serve as Table Hosts during them.*
- *January 7th, 2026- First planning meeting with mentors, next planning meeting will be February 11th, 2026.*
  - ➢Parent Café scheduled 1st session April 30th 2026 (time TBD) & June 25th 2026
  - ➢Session theme: 1st session- Taking Care of Yourself and 2nd session- Finding Hope in our Everyday Struggles

Next Steps

- *Collaborate with WSA marketing department to draft a flyer*
- *Identify zip codes with clusters of programs for outreach*
- *Outreach to parents in the zip codes*
- *Coordinate Workforce One Bus availability*
- *Identify a location to host*
- *Establish a parent participation goal*
- *Next internal meeting scheduled for February 11th, 2026*

TWC Performance Target

BCY'26 Targets

The Texas Workforce Commission (TWC) has determined that the way that the Average Number of Children Served per Day is calculated needs to be corrected.
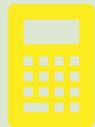
TWC will update BCY'26 Targets based on the corrected Average Cost calculation. Based on the corrected calculation, TWC is serving fewer CCS children.

TWC Will:

- Develop DRAFT revised BCY'26 Targets, based upon preliminary data. The preliminary data will use data that was available through November 2025. TWC will provide this preliminary information to the Boards in early January 2026.

- Develop FINAL revised BCY'26 Targets, based on data available through December 2025. TWC will develop recommendations for the Commission to take action on, at their March 3, 2026, Commission Meeting.

BCY 26 Contracted Performance Target	Current Methodology		New Methodology		Difference
	October 2025 Performance	Percent of Target	October 2025 Performance	Percent of Target	
12,994	13,023	100.22%	12,559	96.65%	-465

Impact & Next Steps

- TWC will also examine the BCY'25 End of Year Reconciliation data, to determine if Boards who were provided sufficient funding (which required them to use BCY'26 funds to pay for BCY'25 care) should have their Targets further adjusted to address this issue.

- TWC has advised Boards that are meeting performance to not enroll into the program until the revised targets have been completed as targets are expected to decrease.

- TWC will update BCY'26 Average Children Served per Day Targets, based on the corrected Average Cost calculation. The updates will be made through the BCY'26 CCS Mid-Year Review process.

Partner Updates

United Way - Alamo Quality Pathways and Directors of Excellence

Alamo Quality Pathway Updates

Liza Gomez

Vice President, Ready Children
United Way of San Antonio and Bexar County

Alamo Quality Pathway

Professional Development

- *System Alignment*
- *Standards Driven Focus*
- *Data and Feedback*

Coaching Capacity Expansion

- *Strategic Investment*
- *Expanded Qualifying Criteria*
- *Deeper Service Delivery*
- *System Responsiveness*

Directors of Excellence

- *Peer Leadership and Practice*
- *First meeting and caseload disbursement in January 2026*
- *Ongoing collaboration with mentors and coaches being established.*

Pre-K for SA - Updates on Quality Initiatives

Quality Initiatives

Pre-K 4 SA South Education Center

Grand Opening

October 14th: Welcomed Infants and Toddlers!

Expanding access to high-quality infant and toddler care

40 seats

Quality Initiatives

New! Professional Learning Specialist position filled

Operation Extended Watch

Expand access to extended-hours, high-quality childcare for military families

MILITARY CHILD CARE
CHILD CARE IN YOUR HOME

Quality Initiatives

San Antonio Shared Services Alliance

- 90 Members
  - 69 Child Development Centers (CDC)
  - 21 Family Childcare Providers (FCC)
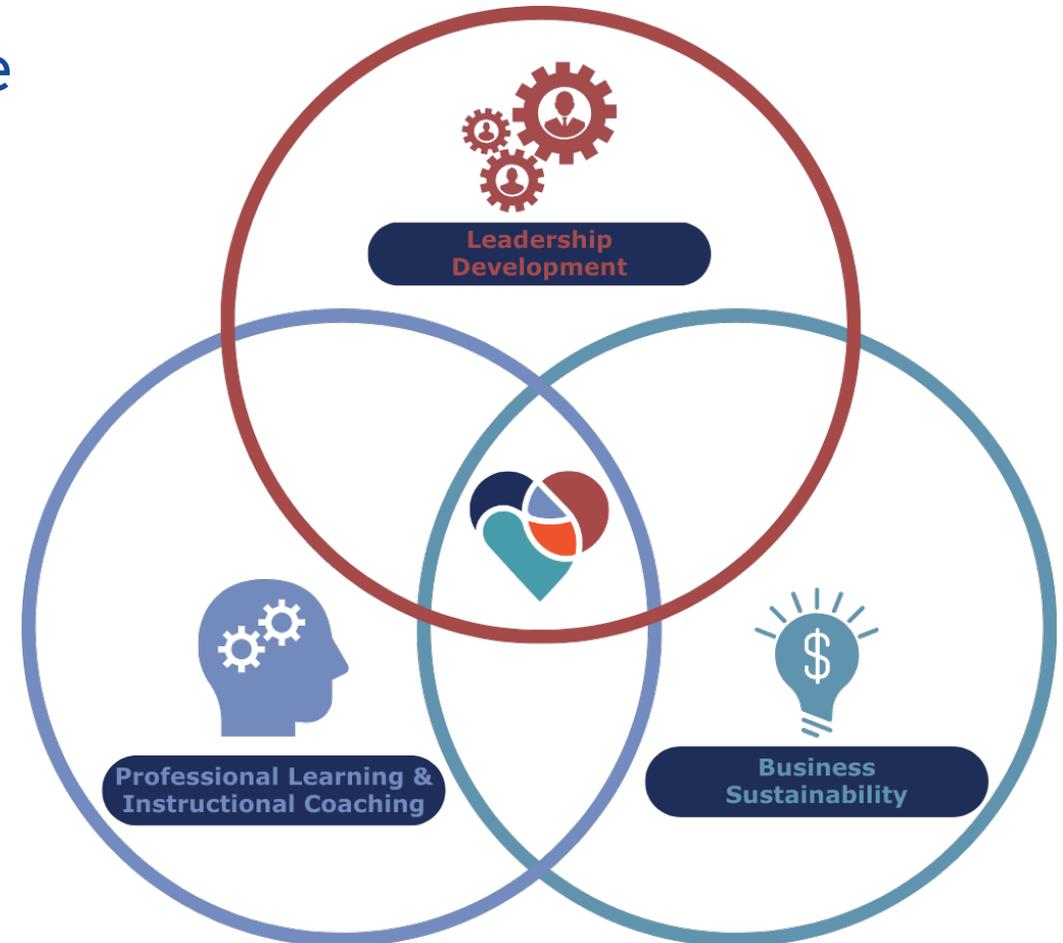
Texas A&M University San Antonio - Early Matters - Staff Introduction

Early Matters: 2025 Wrap up: By the Numbers

Number of Impact Plan Actions In Process

26

Number of Workgroup Members

151

Number of Workgroup Meetings

34

Total Funding Raised in 2025 for the Impact Plan

9.2M

Number of Partner Organizations

78

Early Matters: Key Updates on the Work

- Access to Quality is advancing CLASS coaching, school voucher supports for families, and expanded business coaching for providers—building on the strong work of United Way San Antonio, Workforce Solutions, Pre-K 4 SA, and other partners.
- A new contract is underway to fund 7 centers and 3 home providers to accept military scholarships and extend operating hours in partnership with the Operation Child Care Project.
- The Inclusion Project will host three conferences this year and launch a mentoring/cohort model, led by Brighton Center in collaboration with Texas A&M.
- The Professional Pathways Workgroup has launched an ECE Professionals Networking Series with quarterly events to celebrate early educators and strengthen community.

Early Matters: Welcome to the Team

Kshinté Brathwaite
Director, Talent
Ecosystem Strategy

**Focus Areas: Early Education Pipeline,
Professional Development, Articulation,
and the Professional Pathways
Workgroup/actions**

Governor Task Force vs. Quad Meeting

ACE Race Sponsorships

2026 Ace Race Sponsorship

Floresville & Pleasanton High Schools

- $20,000 sponsorship for each car kit

- Five to six students from each team assemble and test their vehicle in preparation for the official race scheduled for April 11, 2026.

- Ace Race highlights student innovation, STEM education and workforce development opportunities

Workforce Solutions Alamo – Talking Points

Workforce Solutions Alamo Talking Points

- **Talking points to be provided to WSA Board of Directors on a regular cadence to ensure Board members are consistently informed, aligned and equipped to accurately advocate and communicate workforce priorities.**

- **Points will integrate the latest guidance from the Texas Workforce Commission (TWC) with localized messaging and data from the Alamo Region.**

    - Stay aligned with state directives
    - Understand local workforce trends, initiatives and outcomes
    - Represent WSA effectively in public, community and stakeholder settings
    - Support regional workforce strategies
    - Enhance transparency and strategic decision-making

47

Externship for Teachers Final Report by ATEAMS

WSA-ATEAMS Externships for Educators 2025

Connecting Education and Industry to Impact the Future Workforce

SUMMER 2025 · 96 EDUCATORS · 26 HOST ORGANIZATIONS

Program Overview

Our Goal

Connect Education and Industry to Impact the Future Workforce through professional development for middle and high school STEM educators.

The Experience

Five-day sessions combining on-site company visits, workforce speakers, and externship-based learning (EBL) instruction.

Ninth Year Success

TWC-funded program serving math, science, CTE teachers, counselors, and administrators across 13 counties.

ATEAMS Partners

Our program thrives on strong collaborations with diverse organizations dedicated to shaping the future workforce. Together, we create a powerful ecosystem for STEM education and industry engagement.

Funding Partner

The **Texas Workforce Commission** provides crucial funding, enabling us to deliver high-impact professional development experiences for educators.

Education Service Center

ESC-20 plays a vital role in connecting us with educators and facilitating program implementation across multiple counties.

Educational Institutions

Our network includes numerous **School Districts and Charter Schools**, whose participation is essential for reaching dedicated teachers and administrators.

Industry Partners

Valuable contributions from **Host Companies and Industry Partners** offer real-world insights and externship opportunities, bridging the gap between classroom and career.

Program Team

Dedicated **Lead Teachers and Program Staff** drive the success of ATEAMS, ensuring quality instruction and a supportive learning environment.

Additional Industry Contributions

SwRI (Southwest Research Institute)
$15,000

Toyota Manufacturing
$15,000

HEB
$10,000

SAMA
$5,000

Our Valued Partners

2025 Program Highlights

155
Applications
From 17 school districts and 4 charter schools

96
Completions
Educators from 19 ISDs and 2 charter schools

26
Host Companies
Providing 33 externship site visits

41
First-Time
New participants in 2025

Educators experienced real-world STEM applications across manufacturing, IT/cyber, culinary, biomedical, construction, and

Participant Distribution

45%

40%

15%
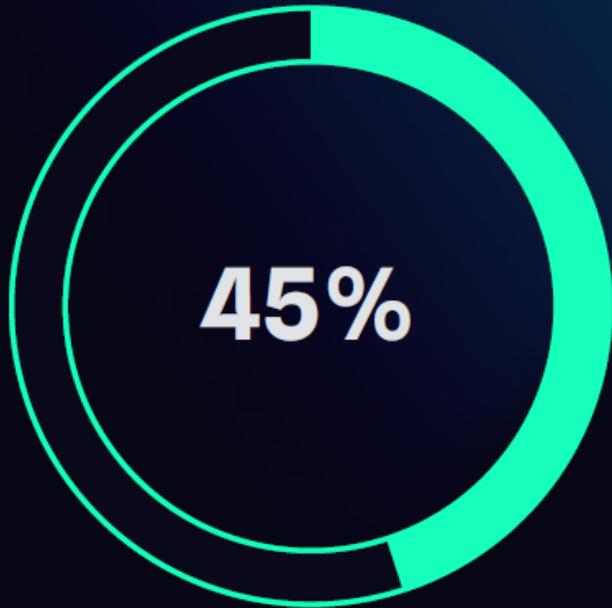
Core Subjects

Math and science teachers (43 educators)
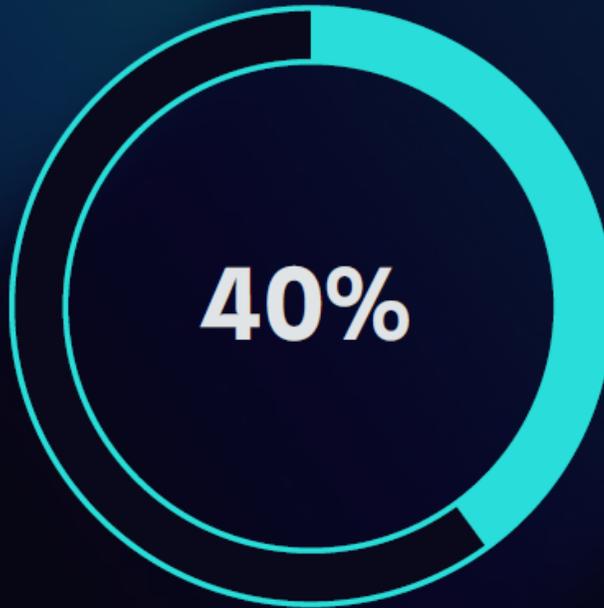
CTE Programs

Career technical education (38 educators)
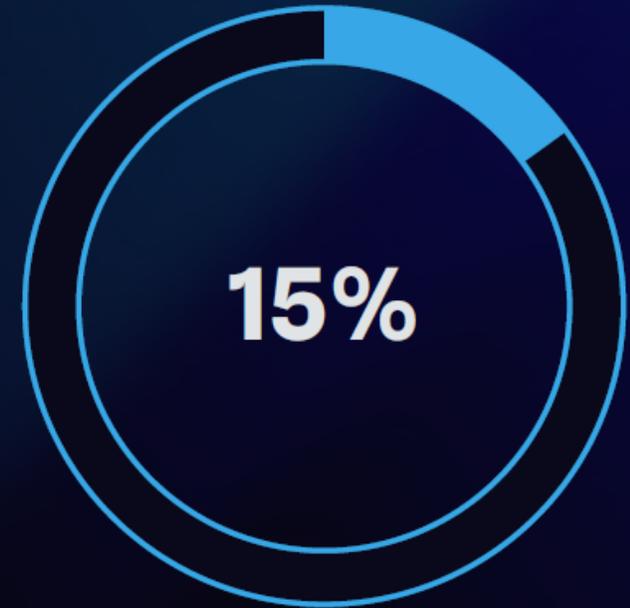
Leadership

Counselors and administrators (15 educators)

📝 **Career Experience:** 25% of completing educators were in their first career, highlighting the program's value in connecting teachers with employer needs and workforce realities.

Program Structure & Innovation

Orientation — ①

10 sessions offered (2 in-person, 8 virtual) covering program goals and expectations- Contracted w/ Mrs. Zuflacht

② — **Preparation**

Google Classroom modules on externship observation, lesson planning, and professional norms- Contacted w/ Lead Teachers, ESC-20, Mrs. Zuflacht, ATEAMS Board, & WSA

Externships — ③

Five-day sessions with 3-6 company visits plus EBL professional development- Contracted w/ Lead Teachers, ESC-20, Mrs. Zuflacht, ATEAMS Board, & WSA

④ — **Completion**

Industry Presentation submission and evaluation survey- contacted w/ Lead Teachers, ESC-20, Mrs. Zuflacht, ATEAMS Board, & WSA

Knowledge Gains: Workforce Understanding

Before **After**

Educators showed dramatic increases across all workforce knowledge areas, moving from "slightly knowledgeable" to "quite knowledgeable."

Key Insight: Teachers gained practical understanding of local companies like Southwest Research Institute, Cox Manufacturing, and H-E-B, plus knowledge of internships and career opportunities for students.

55

Externship-Based Learning Outcomes

Industry Presentation Components

Before: 2.36 (slightly knowledgeable)

After: 3.72 (quite knowledgeable)

Teachers gained confidence in creating EBL lessons with clear goals, activities, and implementation calendars.

Implementation Skills

Before: 2.45 (slightly knowledgeable)

After: 3.76 (quite knowledgeable)

Educators developed practical skills for bringing externship experiences into their classrooms through multi-day instruction units.

Externship Host Excellence

4.6
Overall Rating
Second highest mean rating in program history (scale: 1–5)

13
New Hosts
First-time externship sites in 2025

23
Returning Hosts
Companies with prior hosting experience

"I really enjoyed the local site visits this year; it made it more relevant to myself and the community I teach in. The site visits were engaging, well-organized, and eye-opening."

Top-Rated Partners: Southwest Research Institute, H-E-B, Cox Manufacturing, and Joeris consistently provided excellent experiences with ratings between "above average" and "excellent."

Program Impact & Teacher Feedback

What Worked

- **Site Visits**

  Teachers valued hands-on externship experiences and learning about local industries

- **Hybrid Schedule**

  Balance of in-person visits and remote PD sessions appreciated, especially by rural educators

- **Collaboration**

  Networking with educators from different districts and campuses

- **Support**

  Lead teachers provided excellent guidance and quick response times

Looking Forward

Key Recommendations: Continue offering new companies each year for returning participants, maintain hybrid format flexibility, and expand the College and Career Readiness cluster for broader subject area relevance.

58

Historical Growth & Future Impact

1 **2012-2014: Foundation**

163 teachers in 1-2 day externship experiences

2 **2015-2019: Expansion**

870 educators in TWC-funded multi-day programs

3 **2021-2023: Adaptation**

Virtual and hybrid models during and post-pandemic

4 **2025: Excellence**

96 educators, 4.6 quality rating, comprehensive EBL training

1,258

Total Educators

Served since 2012 across all formats

158...

Students Impacted

Estimated reach through participating teachers

94

Partner Companies

Hosted 305 externship sessions since 2012

"I have really enjoyed and appreciated the opportunity to visit the sites to learn how my students can prepare for the workforce. This is a unique program that I wish more teachers would participate in."

Looking Ahead: 2026 Program

March 1st: Pre-Registration

Mark your calendars for early access to program details and interest forms.

April 15th: Registration Opens

Secure your spot in the highly anticipated 2026 Externship Program.

Program Format

5-day educator externship experience

3-day EE Seguin/NBISD/Comal

Program Duration

4 sessions to immerse in real-world industries

June 15th, June 22nd, July 13th, July 20th

Target Participants

100 educators focused on career readiness

Thank You

For Your Support!

Our profound gratitude to all who contributed to the success of the ATEAMS Externships for Educators 2025 program.

This initiative thrives on the collaboration and dedication of:

- Our invaluable Host Companies
- The inspiring Participating Educators
- The Texas Workforce Commission for their vital funding
- Our dedicated Program Partners and Staff

Our Valued Partners

Alamo College District Partnership/Workforce Pell

Alamo Colleges District Partnership/Workforce Pell

Colleges Bring:

- Title IV eligibility to access Pell funding
- Instruction, curriculum, and credentialing authority
- Academic quality assurance and compliance
- Delivery of short-term training programs

Requirements

- Must be at least 8 weeks but less than 15 weeks in duration.
- Must provide 150–599 clock hours of instruction (or equivalent credits).
- Completion rate: Usually at least70% of students finish the program within a defined time window.
- Job placement rate: At least 70%of completers are employed in a related field within 180 days of completion.

Workforce Boards Bring:

- Labor market intelligence (in-demand occupations, wages, hiring trends)
- Employer engagement and validation
- Work-based learning connections
- Supportive services funding (WIOA)
- Outcome accountability and performance alignment

Alamo Colleges District Partnership/Workforce Pell

Next Steps

- Collaborate with Alamo Colleges District (ACD) to review courses that meet Workforce Pell Grant requirements.

- Engage employers in Manufacturing and Healthcare to develop a talent pipeline framework.

- Continue collaboration with ACD on business grants and integrate that funding stream into the framework.

- Align business service teams to expand regional workforce impact.

Workforce One Update

Workforce One Update

Total number of events participated: 57
Total number of miles driven: 4,101
Total number of clients served: Approximately 385

SAMMinistries

Military Youth Career Night

February 25, 2026

May 13, 2026

January 28, 2026

March 11, 2026

Lamson Institute

WSA Impact Awards
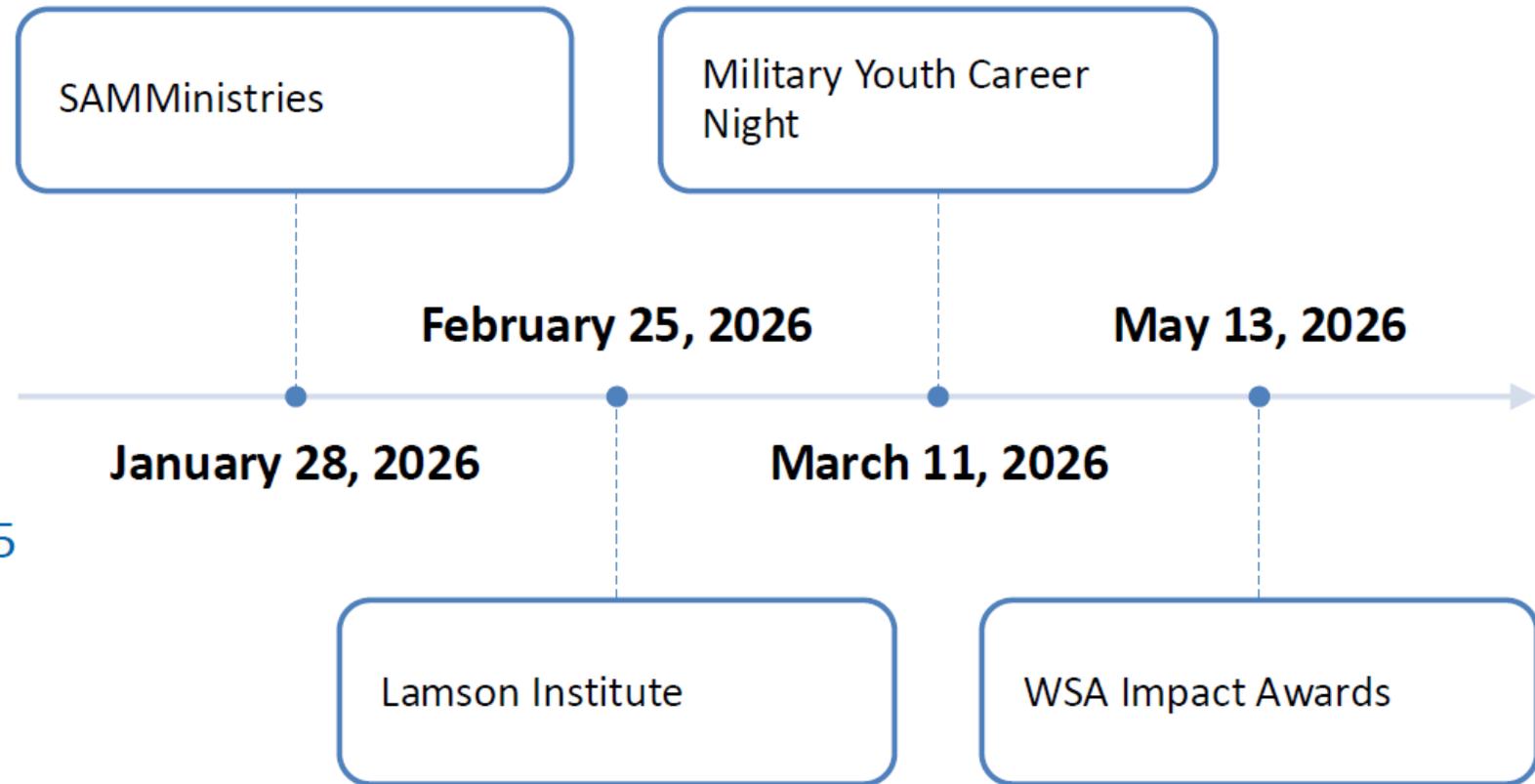
Business Services Unit (BSU) Calendar

January 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 NEW YEAR'S DAY (WSA Holiday)	2 National Motivation and Inspiration Day	3
4	5	6 **CCS in Kerrville**	CCS In Boerne & Fl 7 **KERRVILLE** JOB FAIR RSC FROM 12/31	8 National Career Coach Day **CCS in New Braunfels & Pleasanton**	9	10
11	12	13	14 **DATAPOINT** HEALTHCARE JOB FAIR	15	16	17
18	19 MLK JR. DAY (WSA Holiday)	20 International Day of Acceptance (Disabilities Inclusion) **CCS in Pearsall**	21 **DATAPOINT** HEALTHCARE EMPLOYER SHOWCASE **CCS Staff in**	22	23	24 International Day of Education
25	26	27 **CCS in Hondo & Seguin**	28 **FLORESVILLE** JOB FAIR	29	30	31 Boeing Job Fair Port SA

68

February 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3 **CCS in Pearsall**	4 **PEARSALL** EMPLOYER SHOWCASE	5	6	7
8	9	10 **CCS in Hondo**	11 **E HOUSTON** JOB FAIR	12 **CCS in NB & Pleasanton**	13	14
15	16 PRESIDENT'S DAY (WSA Holiday)	17 **CCS in Kerrville**	18 **PORT SA** EMPLOYER SHOWCASE **CCS in Floresville**	19	20	21
22	23 National Hospitality Workers Appreciation Day	24 **JF CTE** **CCS in Seguin**	25 **TILDEN** JOB FAIR **CCS in Boerne**	26	27	28

69

March 2026

• Women's History Month
• National Developmental Disabilities Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
National Women in Construction Week (Mar. 1st–7th)						
		CCS in Pearsall	EMPLOYER SHOWCASE CCS in Boerne		National Employee Appreciation Day	
8 International Women's Day	9	10 CCS in Hondo	11 PORT SA IT JOB FAIR	12 CCS in NB	13	14
15	16	17 St. Patrick's Day CCS in Kerrville	National Natural Gas Utility Workers Day Workers' Day 18 E HOUSTON JOB READINESS WORKSHOP CCS in Bandera & Floresville	19 Certified Nurses Day	20 First Day of Spring	21
22	23	24 CCS in Seguin	25 FREDERICKSBURG JOB FAIR	26 CCS in Pleasanton	27 Ambassador Graduation @ DataPoint	28
29	30 National Doctors' Day	31				

70

April 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 **O'CONNOR** EMPLOYER SHOWCASE	2	3 Good Friday	4
5 Easter	6	7	8 *National Robotics Week April 4th-12th* **NEW BRAUNFELS** JOB FAIR	9	10	11 The ACE Place Alamo City Electrathon & National Week of the Young Child Begins (Early Learning)
12	13	14	15 *National Week of the Young Child (April 11th-17th)* **SEGUIN** EMPLOYER SHOWCASE	16 FIESTA 2026 Begins	17	18
19	20	21	22 *National Administrative Professionals Week (April 19th-25th)* **S FLORES** JOB FAIR — National Administrative Professionals Day	23 Jobs Y'all JF	24 BATTLE OF FLOWERS (WSA Holiday)	25
26 FIESTA 2026 Ends	27	28	29 **PLEASANTON** JOB FAIR	30		

71

Data Insights

Labor Market Snapshot: U.S. & Texas

U.S. – December 2025 (BLS)

- Economy has **clearly cooled but has not "fallen off a cliff."**
- **Nonfarm jobs:** 50,000 in December
- **Unemployment:** ~4.4%
- **Job growth 2025:** ~584,000 jobs (vs. ~2 million in 2024)
- **More people are:**
  - **working part time** when they would prefer full time
  - **Drifting out of active job search.**

Texas – November 2025 (TWC + Dallas Fed)

- **Unemployment:** low 4% range (roughly in line with U.S., slightly better on some measures).
- Total employment still **slightly higher than a year ago.**
- **Dallas Fed Texas Employment Forecast:**
  - once revisions are in, 2025 statewide job growth may be close to zero.
  - Translation: Texas remains a large, dynamic labor market, just not growing as fast as it used to.

Alamo Region Overview:
(San Antonio–New Braunfels MSA)

Headline metrics – November 2025 (TWC/WSA)

- **Unemployment:** ~4.0%
    - A couple of tenths below state and national averages.
    - Down from 4.2% in September; up from 3.8% a year earlier.
- **Labor force:** up ~26,900 over the year.
- **Total nonfarm employment:** up ~12,100 jobs (+1.0%) over the year.

High-level takeaway:

- Region is **still adding jobs** and remains **comparatively resilient**, but growth is modest and not evenly spread across sectors.

Area	Unemployment (latest)	Direction vs. 2024	Job Growth Story (2025)
U.S.	~4.4%	Higher	Slow, still positive
Texas	Low 4% range	Slightly higher	Very weak / near zero (Fed view)
Alamo Region (MSA)	~4.0%	Slightly higher	Modest growth, sector-uneven

Takeaway: National and state data say, **"slower and choppier"**, while the Alamo Region is **still adding jobs**—but it is becoming **harder to connect job seekers to the opportunities that exist.**

Alamo Region Sector Trends (Nov 2025)

Selected sector changes – San Antonio–New Braunfels MSA (Nov 2025 vs Nov 2024)

Industry	Annual Change (Jobs)	Annual % Change
Total Nonfarm	+12,100	+1.0%
Trade, Transportation & Utilities	+7,000	+3.3%
Private Education & Health Svcs	+9,800	+5.4%
Construction	+1,700	+2.4%
Financial Activities	+300	+0.3%
Professional & Business Services	−1,300	−0.8%
Leisure & Hospitality	−2,600	−1.8%
Information	−600	−3.0%

Alamo Region Sector Trends (Nov 2025) Cont.

Key points

- **Areas of growth**
  - Private Education & Health Services
  - Trade, Transportation & Utilities
  - Construction
    → Consistent with strong demand for **health care** and **logistics** roles.

- **Areas of concern**
  - Leisure & Hospitality
  - Professional & Business Services
  - Information
    → Indicates **softness in discretionary services** and some **higher-skill office sectors**.

- **Overall:**
  - Region shows **moderate but positive employment growth,** but **not all sectors are sharing equally in that growth.**

WSA Signals & How to Read the Data

Job postings (demand) – Unique postings

- October: **20,194** (peak)
- November: **15,795**
- December: **17,019** (still ~16% below Oct; ~8% above Nov)

Top occupations

- Registered Nurses: **1,088 postings** in November (dominant occupation).
- Next tier: retail sales, truck drivers, customer service roles.

How to interpret:

- Employers are still posting jobs, especially in health care and frontline service roles.
- The region has modest overall job growth, led by health care and logistics.
- Some sectors (leisure, parts of professional services, information) are flat or contracting.
- Placements are falling even as postings and labor demand persist.

Placements (through WSA)

External placements:

- October: *1,288*
- November: *652*
- December: *536*

Internal placements:

- October: *472*
- November: *418*
- December: *192*

Conclusion

The labor market is **cooler than in 2024**, with more underemployment and uneven sector performance, but **both Texas and the Alamo Region remain comparatively resilient.** For WSA, the challenge is **less about a lack of openings** and more about **aligning workers to available jobs, supporting transitions out of softer sectors, and reading the different data sources correctly (BLS, TWC, Dallas Fed, WSA internal).**

In-Person Youth Success Story

Success Story

Alissa enrolled in the YES! Youth Program at age 19 as an Out-of-School Youth. At the time of enrollment, her highest grade completed was the 10th grade, and her identified barrier to employment was the lack of a diploma.

With no formal education or training credentials, Alissa sought services at the Pleasanton Workforce Office for assistance in obtaining her high school diploma. Her Career Navigator conducted a CASAS assessment and, on December 6, 2023, enrolled Alissa into the Emma L. Broady Academy. On January 23, 2024, Alissa successfully completed all required curriculum and earned her high school diploma.

The YES! Youth Program provided financial assistance to cover enrollment fees for the high school program in the amount of $599.00, utilizing WIOA funds as last resort funding.

Following attainment of her diploma, Alissa expressed motivation to continue improving her employability, noting that her only prior work experience was in fast food. With support from her Career Navigator, Alissa was enrolled in a work experience opportunity and placed for the City of Poteet where she obtains full-time employment after completing her work experience hours successfully as Office Clerk in August of 2024, since then she has been promoted to Finance Clerk.

To support successful participation in employment, the YES! Program also assisted Alissa with clothing and transportation, helping to remove first-impression and access-to-work barriers. In recognition of her educational achievement, Alissa will receive $250.00 incentives for obtaining her high school diploma and acquiring full-time employment.
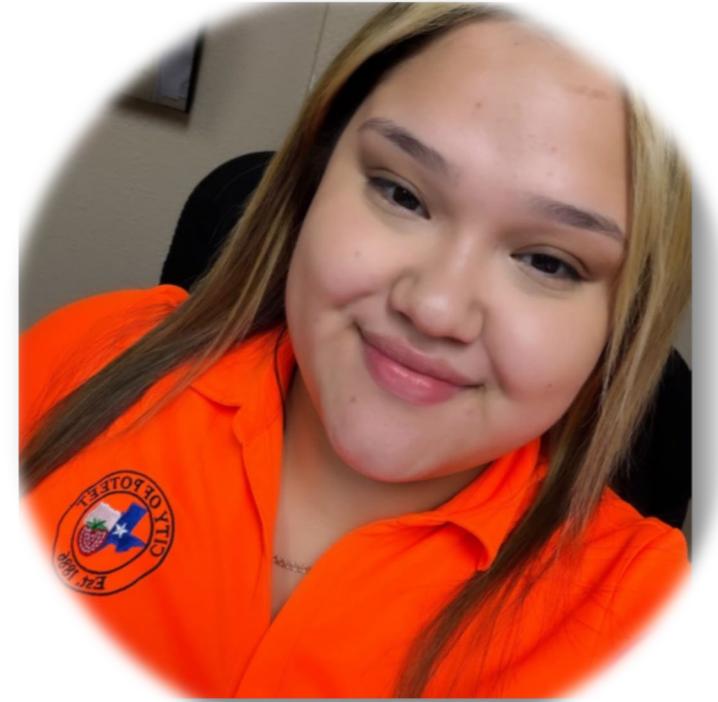
"Thank you, Mrs. Sylvia, for pushing me to reach ,my goal when everyone said I wouldn't do it. You had faith in me. You are the greatest"

Jobs and Education for Texans (JET) Grants Supported

Jobs & Education for Texas

JET application supported for San Antonio ISD in Construction Management and Inspection and Welding.

- o SOC 51-4121: Welders, Cutters, Solderers, and Brazers

Employment Outlook (2022–2032)

- o Estimated employment (2022): 2,321 jobs

Projected employment (2032): 2,532 jobs

- o Net job growth: +211 jobs
- o Percentage growth: 9.1% over the projection period
- o Annualized growth rate: 0.87%

2025 JET Awards
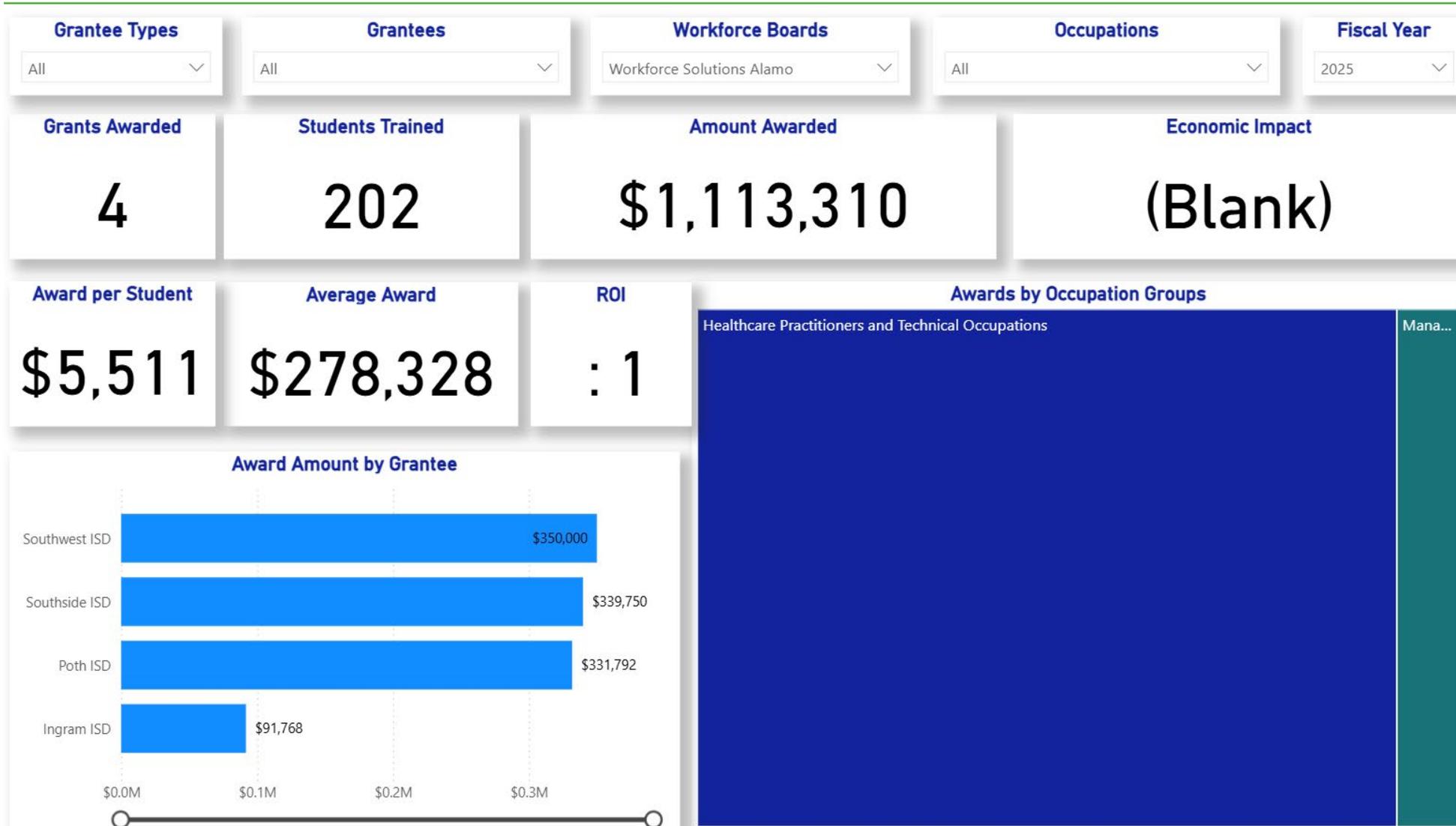
Next Steps

- Follow up with Southwest ISD, Southside ISD, Poth ISD, and Ingram ISD to explore collaboration opportunities with WSA, including job placements, credential attainment, and co-enrollment strategies.

Strategic Partnerships:
Trades Day -Tour of Schools

TWC & Associated Monitoring

TWC & Associated Monitoring

TWC Annual Monitoring

- We have not received any new information and continue to wait for the Final Report.

Equal Opportunity (EO Monitoring)

- TWC completed the review on December 9, 2025, and identified no findings or issues.
- TWC's letter closing out the review is in the packet.

TWC & Associated Monitoring (cont.)

Two SNAP E&T and One Migrant Seasonal Farm Worker Reviews

- **Health and Human Services Commission (HHSC) Quality Improvement Support (QIS)**
  - On January 15, 2026, WSA received notice from TWC that HHSC QIS scheduled a Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) programmatic review.
  - Monitoring will include WSA's SNAP E&T policies and procedures, and the reporting and tracking of ABAWD and General Population participation.

  - Entrance Conference: February 9, 2026.
  - On-site reviews:
    - February 12, 2026, at the South Flores
    - February 13, 2026, at the San Antonio Food Bank (Third Party Partnership 2026).
  - Exit Conference: February 25, 2026.

TWC & Associated Monitoring (cont.)

- **United States Department of Agriculture Food and Nutrition Service (FNS)**
    - On January 15, 2026, WSA received notice from TWC that the FNS Southwest Region Office (SWRO) will conduct a SNAP E&T Validation Review: February 3, 2026, from 1-4 pm, San Antonio Port Authority Workforce Center. FNS, Board and Contractor staff will be in attendance.
    - FNS's monitoring/validating activities focus on:
        a. Program integrity by implementing measures to prevent fraud and abuse,
        b. Evaluations and compliance checks to assess the effectiveness of the program, including state agencies' adherence to federal guidelines and ensuring that benefits are distributed appropriately to eligible participants,
        c. Improving program delivery by strengthening program integrity, and
        d. Collaborating with TWC and HHSC to implement monitoring strategies while adapting to local needs to ensure effective program delivery.

    For this review, FNS plans to visit the HHSC eligibility office and WSA.

TWC & Associated Monitoring (cont.)

- **Migrant Seasonal Farm Worker (MSFW)**
  - On January 7, 2026, WSA received notice from TWC announcing an on-site review by the State Monitor Advocate Program Specialist February 2-6, 2026.
  - The review may include an additional desk review, which could extend the engagement through February 20, 2026.
  - This is the first time that WSA has been monitored for this purpose.

MSFWs are essential to our state's agricultural (Ag) industry, and our Workforce Solutions offices are dedicated to supporting Ag employers and workers seeking opportunities in the Ag sector.

The Wagner-Peyser Act provides the foundation for Ag worker safeguards through the Employment Service (ES) program available through our Centers. The State Monitor Advocate System was established to ensure MSFWs are treated fairly and afforded the same opportunities for employment and career growth as other workers. The system includes State- and Regional-level monitor advocates, all working together under guidance from a National Monitor Advocate. The engagement aims to evaluate compliance with service delivery regulations and provide technical assistance.

TWC & Associated Monitoring (cont.)

The review period (scope) is July 1, 2024, to June 30, 2025. The State Monitor Advocate Program Specialist will monitor:

- Program Design,
- Service Strategy,
- Outreach,
- Policy,
- Financial Management,
- Employer/Business Services for the Agricultural Recruitment System (ARS),
- TWC Employment Services Staffing, and
- The Wagner-Peyser Complaint System.

Recommendation and Next Steps

Recommendation: WSA and TWC staff will be available to address any concerns the monitors may have. Some of these reviews are new, while others include technical assistance. Staff will use the engagements as a learning opportunity to drive continuous improvement and enhance WSA's effectiveness and efficiency in serving job seekers and employers in our region.

Next Steps:
WSA and TWC Staff are coordinating the preparation and submission of documents and information as requested by the monitors, and providing technical assistance to Center Staff, including walkthroughs, planning, logistics, reporting, and documentation.

Quality Assurance Briefing

External Monitoring (Ms. Nguyen, CPA)

Program Year 2024-2025:

- ***Temporary Assistance for Needy Families (TANF)- C2 GPS:*** 100% complete; overall 92.31% accuracy rate. Two attributes identified for continuous improvement:
    - Closing Choices applications on the last day of the month in which the penalty was initiated (25% accuracy).
    - Timely follow-up with HHSC regarding non-imposed penalties (0% accuracy).
        - *Note: Applicable instances are rare. Only one instance was applicable out of 30.*

- ***WIOA Youth – SERCO:*** 100% complete; overall 90.52% accuracy rate. Five attributes identified for continuous improvement:
    - Recording the need for support services in the service plan (88.24% accuracy).
    - Documenting support services (82.35% accuracy).
    - Accurately reporting Measurable Skills Gains (MSGs) (29.41% accuracy).
    - Accurately reporting Credential/Outcome Entries (27.27% accuracy).
    - Maintaining documentation for MSGs and Credentials (76.47% accuracy).

External Monitoring (Ms. Nguyen, CPA) (cont.)

- **Ready to Work (RtW) – multiple partners:** 100% complete. We follow a 'quality control' approach (as opposed to 'quality assurance'). Our consultant tests and we send the information to staff for needed actions. This process helps ensure we meet City standards.

Program Year 2025-2026:
- **Child Care Quality Improvement Activities (CC QIA) – COSA:** Testing is 32% complete.

Internal Monitoring Activities

Program Year 2024-2025: All reviews were completed and previously reported to the Board.

Program Year 2025-2026:

- *Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) – C2 GPS:* 100% complete. Currently working on the Final Report.

- *Informal reviews – all contractors:* Follow up on attributes scoring <90% accuracy on the most recent program annual reviews. 34% complete.

Other Activities

- *Program Monitoring RFP:* Development of RFP for program monitoring

- *Subrecipient Profits (C2 GPS and SERCO):* Completed estimated contractor profits for 2024-2025 and are in the process of coordinating invoicing and payment for close-outs.

- *Policies & Procedures:* Reviewing and providing guidance on varied policy- and procedural-related items.

- *Staff Training:* Dr. Ricardo is getting ready to restart the WSA staff training.

Strategy – Internal and External Monitoring & Training Schedule

Strategy – Internal and External Monitoring & Training Schedule(cont.)

External Monitoring Timeline

	Initial Estimated Timeline			Actual Timeline						
External Program Monitoring **Estimated Timeline: 2025-2026**	**Duration** [++] 218	**Start** 1/12/2026	**Finish** 11/11/2026	**Duration** [++]	**Effort**	**Variance** **Duration**	**Start** 1/12/2026	**Finish**	**% Complete** 32%	**Comments**
COSA - CC QIA	37	1/12/2026	3/3/2026				1/12/2026		32%	
C2GPS - WIOA Adult	46	3/26/2026	5/28/2026							
C2GPS - WIOA Dislocated Worker	46	3/26/2026	5/28/2026							
Equus - Child Care Services	41	5/13/2026	7/8/2026							
C2GPS - NCP	39	6/4/2026	7/28/2026							
SERCO - WIOA Youth	40	7/7/2026	8/31/2026							
C2GPS - TANF/Choices	42	9/3/2026	10/30/2026							
CONSORTIUM - Ready to Work	27	10/6/2026	11/11/2026							

Avg Duration or Effort (days) →   40   #DIV/0!   #DIV/0!   #DIV/0!

Multi-tasking (% days overlapping projects) →   31.4%   #DIV/0!

Duration : *total days from start to finish to complete project (includes some holidays);* **Effort (or Work)** : *actual number of days spent on each project.*

Modification Notes

[++] *The Duration is not equal to the time that the contractors are actively involved in the project - it includes additional internal QA work (e.g., desk and policy review, tool development, etc.).*

Strategy – Internal and External Monitoring & Training Schedule (cont.)

Internal Monitoring Timeline

Initial Estimated Timeline				Actual Timeline						
Internal Program Monitoring	**Duration**[++]	**Start**	**Finish**	**Duration**[++]	**Effort**	**Variance**	**Start**	**Finish**	**% Complete**	
Estimated Timeline: 2025-2026	**260**	**11/3/2025**	**10/30/2026**	**49**	**45**	**Duration**	**11/3/2025**		**67%**	**Comments**
SNAP Phase I Follow Up	51	11/3/2025	1/12/2026	49	45	-2	11/3/2025	1/8/2026	100%	Working on final report
Informal Reviews (attributes <90% accuracy)	69	12/12/2025	3/18/2026				12/12/2025		34%	
PII Walkthroughs and Priority of Service	30	3/2/2026	4/10/2026							
C2GPS - RESEA	38	3/9/2026	4/29/2026							
C2GPS- SNAP	36	4/9/2026	5/28/2026							
Informal/Follow Up Reviews (attributes <90% accuracy)	39	7/12/2026	9/3/2026							
Informal/Follow Up Reviews (attributes <90% accuracy)	29	7/16/2026	8/25/2026							
Informal/Follow Up Reviews (attributes <90% accuracy)	37	9/9/2026	10/29/2026							
TWC Annual Monitoring	80	7/13/2026	10/30/2026							
Avg Duration or Effort (days, excludes Other) →	45			49	45	4				
Multi-tasking (% days overlapping projects) →	36.4%			0.0%						

Duration : total days from start to finish (includes some holidays); **Effort (or Work)** : actual number of days spent on each project.

Modification Notes

[++] The Duration is not equal to the time that the contractors are actively involved in the project - it includes additional internal QA work (e.g., desk and policy review, tool development, etc.)

Strategy – Internal and External Monitoring & Training Schedule (cont.)

Est. Dates	Num	Topic
		Part 1: Workforce Development & Local Boards
Completed in July-Aug	1	Workforce Development System
	2	Local Workforce Development Boards
		Part 2: Local Plan
Feb-Mar	3	Local Plan
	4	High Performing Board
		Part 3: Labor Market Assessment & Planning
Apr-May	5	Employment-Related Measures I
	6	Employment-Related Measures II
		Part 4: Board Agreements & Contracts
Jun-Jul	7	TWC Agreements and Grants
	8	WSA Contracts

Est. Dates	Num	Topic
		Part 5: Workforce Policies
Aug-Sept	1	Federal & State Guidance
	2	Local Policies
		Part 6: Performance
Oct-Nov	3	TWC-Contracted Performance
	4	Locally-Developed Performance
		Part 7: Internal Controls
Dec-Jan	5	Risk Assessment
	6	Quality Assurance & Quality Control

Program Briefing

Externship for Teachers

FY2025 Completed:
- o 96 Educators
- o $500 Stipend
- o Host sites for 5 days

FY2026 Awarded:
- o Target 100 educators
- o Increased externship from five to ten days.
- o $500 stipend
- o $50 materials stipend

Partners for Reentry Opportunities in Workforce Development (PROWD)

Total Participants: 204 → Received Training: 160 → Completed Training: 156 → Received Mentoring: 16 → Job Placement: 140

Implement evidence-based, dedicated services that will improve the outcomes for individuals currently in, or recently released from the custody of the Federal Bureau of Prisons (FBOP).

Student HireAbility Navigator

Feb 12, 2026: *Alamo Helping Hands Career & College Expo*
- Location: WSA O'Connor Career Center
- In development with neighboring workforce boards

Self-Advocacy & Disability Virtual Event
- Focus: Youth in Transition
- WSA leading planning and coordination

Apr 22, 2026: *2nd Reverse Job Fair – Project SEARCH Participants*
- Location: Datapoint Career Center
- 25 participants

WSA's Enterprise Risk Management (ERM) Tool

ERM Tool Update: Current Version & What Changed

Prior version (baseline)

- 13 questions across weighted categories

- Fast directional score; limited narrative structure

- Harder to document controls, evidence, and decision gates consistently

Current version (release candidate)

- 32 structured sections: free text + weighted/scored fields

- Python-coded logic delivered as a simple HTML file

- Exports to Word, Excel, or PDF for review and retention

How staff use it (low-friction)

Access

HTML file: drag-and-drop to desktop.

Open in browser.

Completion

Guided prompts capture risk statements, scoring, controls, and open items.

Outputs

Export package supports review, retention, and escalation:

Word • Excel • PDF

1

Current Tool Capabilities (Release Candidate)

Designed for consistent intake, documentation, and leadership decision support

Enterprise-standard scoring

- Inherent risk scoring (Likelihood 1–5 × Consequence 1–5)
- Risk Snapshot summarizes highest-scoring risks
- Supports cross-division comparability and triage
- FMGC Procurement Rubric

Decision-ready outputs

- Top risks list (5–8 focus set)
- Controls/mitigations: owner, status, due date, evidence
- Open items / release conditions for approval decisions

Universal by default; procurement view is modular

- Core intake applies across Programs, Fiscal, IT/Data, QA, Facilities, etc.
- Procurement/contract view activates only when applicable (weighted factors + monitoring cadence)
- Practical test case in support of an upcoming RFP helped identify definition/prompt gaps; details withheld per FMGC and solicitation integrity

Risk Analysis Framework

Scoring organizes attention; documentation drives defensibility

What the tool scores

- Inherent risk captured at intake
- Snapshot highlights top L×C risks for governance
- Scoring supports prioritization; it does not replace judgment

What the tool documents

- Risk statements, controls, and evidence expectations
- Residual risk may be unknown until controls are implemented/evidenced
- Unknowns are flagged as governance risk—not assumed away

Governance value

- Establishes a common risk language across divisions with clearer escalation triggers
- Improves audit readiness through traceable assumptions, decision gates, and retention of exported outputs
- Allows for improved forecasting

Implementation Approach (Phased, Governance-First)

Sequenced rollout to prevent scoring drift and ensure evidence discipline

0–30 days

- Finalize scoring definitions and risk-statement quality standards
- Define "control in place" vs "planned" and evidence expectations
- Establish gating rules (open items, approvals, documented exceptions)
- Run pilot cycle and produce a short calibration brief

30–90 days

- Set escalation thresholds and reporting cadence
- Define record retention for exported outputs (Word/Excel/PDF)
- Deliver role-based training and QA spot-checks for consistency
- Integrate into decision workflow (department → leadership)

Scale

- Expand by division with periodic recalibration
- Track recurring unknowns and overdue gates
- Mature register roll-ups for executive/committee oversight

110

Near-Term Actions & Decision Points

What must be set to deploy with control and audit defensibility

0–30 days (stabilize)

- Introduce scoring anchors and Risk Snapshot tier definitions
- Approve gate policy and exception logging expectations
- Confirmed reviews
- Pilot outputs: scoring drift, common unknowns, evidence readiness
- Train Board Staff

30–90 days (operate & scale)

- Establish escalation thresholds and leadership reporting cadence
- Implement retention/audit trail for exported outputs
- Expand rollout with training and periodic recalibration
- Measure mitigation workload to inform capacity planning

Facilities Management Process & Strategy

Facilities Management Process & Strategy

What's Being Implemented

Standardized forms and checklists

Centralized tracking of facility issues and incidents

Automated status notifications

Dashboards for monitoring trends, response timelines, and workload

Oversight & Operational Benefits

Reduced reliance on email-based requests

Improved transparency and documentation

Better coordination with internal staff and contracted services

Increased efficiency through automation and reduced manual follow-up

Greater assurance that facilities are maintained to consistent standards across all centers

Facility Request Form

Facility Request Management Board

Facility Dashboard
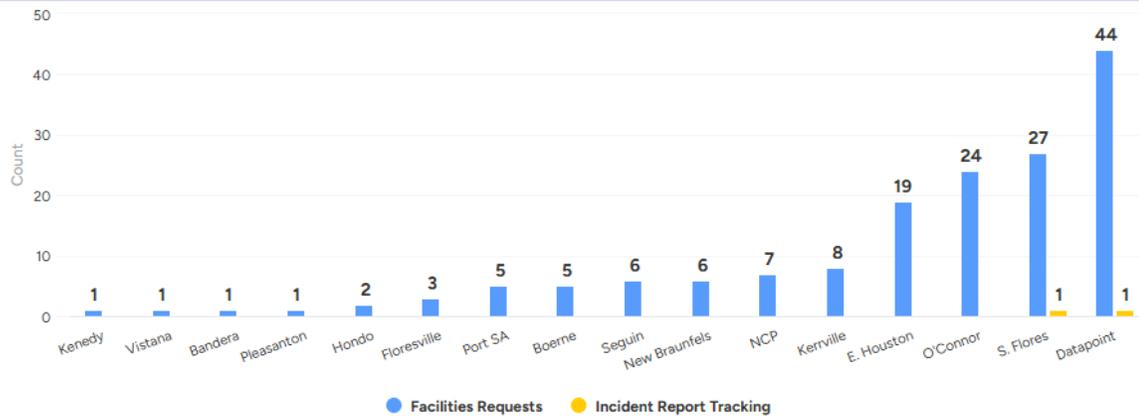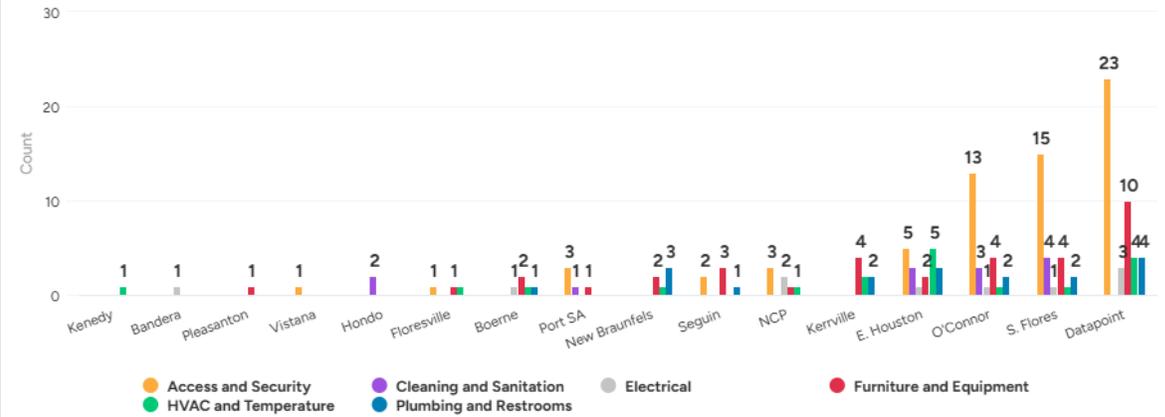
Procurement Schedule

Procurement Schedule

Services	Contract End Date	Planned Solicitation Release	Anticipated Board
Website Hosting, Management & Digital Services	Aug 2026	Late Feb 2026	May/June 2026
Cybersecurity Services	Aug 2026	Late Feb 2026	May/June 2026
Management and Operations of Youth Services	Sept 2026	Mid Feb 2026	July 2026
Childcare Professional Development Training Services	Sept 2026	Mid Feb 2026	July 2026
Program Monitoring Services	Oct 2026	Mid Feb 2026	July 2026
Cloud Services	Sept 2026	Late Feb 2026	July 2026
Seguin Lease	January 2027	NA	May/ June 2026
External Evaluators	NA	March 2026	NA

Financials

Budget to Actual Expenditures

December 2025 Budget to Actual Variance Analysis					
Budget Category	FY26 Budget	FY26 Actuals	% Expensed	Straight-Line Target (25%)	YTD Variance %
Corporate Total	$ 8,716,376	$ 1,766,732	20.27%	$ 2,179,094	4.73%
Facilities	$ 6,386,802	$ 1,541,473	24.14%	$ 1,596,700	0.86%
Projects - Special Initiatives	$ 529,947	$ 85,099	16.06%	$ 132,487	8.94%
Service Delivery Total	$ 164,353,802	$ 41,499,621	25.25%	$ 41,088,450	-0.25%
Reserve	$ 12,318,454	$ -	0.00%	$ 3,079,613	25.00%
Total Budget	$ 192,305,381	$ 44,892,926	23.34%	$ 48,076,345	1.66%

Service Delivery Comparison – Rural & Urban Counties

FY26 Service Delivery Urban - Rural
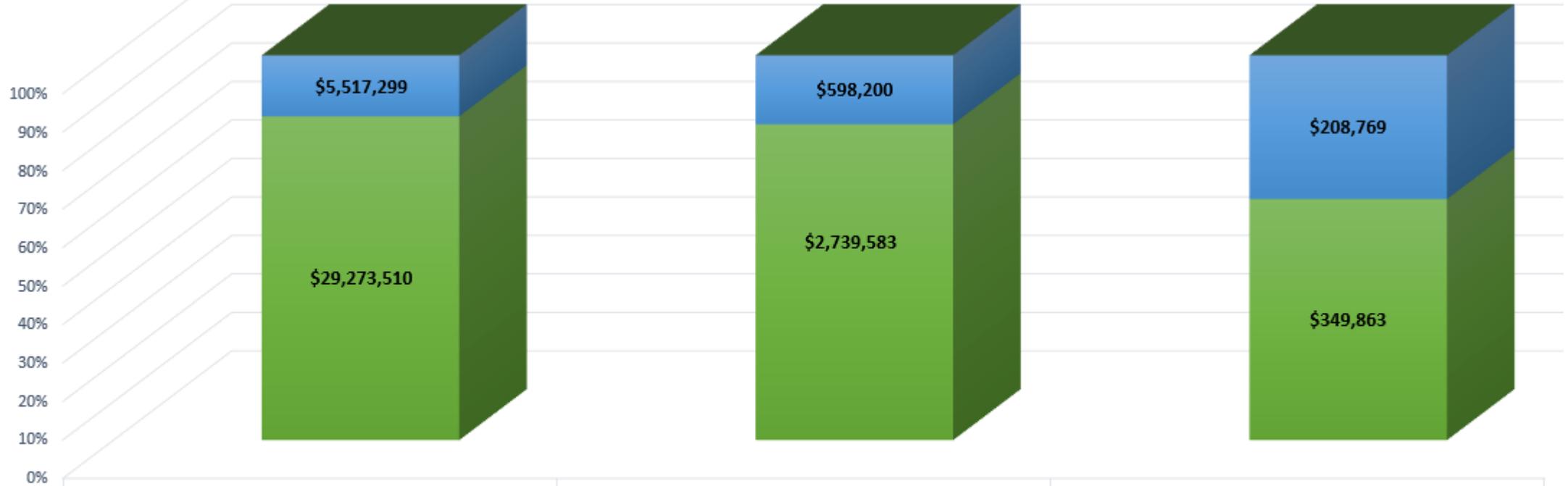
	Child Care	Adult Services	Youth
■ Rural (%)	16%	18%	37%
■ Urban (%)	84%	82%	63%
■ Rural	$5,517,299	$598,200	$208,769
■ Urban	$29,273,510	$2,739,583	$349,863

Key Variances – TWC Programs

TANF– 98.46% Expensed – The board is currently closing out the grant and are expecting an estimate of $140,000 unutilized funds.

Military to Civilian Employment Program– 31.82% Expensed. $225,085 grant awarded for a 12-month period ending 04/30/2026. Expenditures are expected to be reflected in the next months.

Summer Earn and Learn– New grant period ending 09/30/2026. TWC increased the targets from 128 to 256, expending increased utilization of the dollars available.

Key Variances – Childcare

- Childcare Quality- Contract ended 10/31/2025 and we have expensed 97.92%.

- The grant was underspent due to the vacancies of mentor staff.

Key Variances – Other Funding

DOL Building Pathways

- $2M grant received for a 4-year period ending 09/30/2029
- 3.28% Expensed
- Expenditures will start increasing in months.

Ready to Work

- 3- Year Contract: 58.23% Expensed - Expenditures will continue to be realized in the following months as outstanding invoices come in for training started in the contract period.

- 1-Year Renewal 46.09% Expensed - Expenditures will be reflected in the coming months as outstanding invoices come in for training started in the contract period.

Ready to Work Update

Budget to Actual Expenditures

2022-2025 RTW Contract

WSA has budgeted $65,554,565 through May 2025. To date, $38,174,031 has been expended. Final reconciliation is underway for training and emergency services costs, which are not yet reflected in the current reporting period.

3-Year Contract Budget	Expenditures	Budget Balance
$65,554,565.00	$38,174,031	$27,380,534

2025-2026 RTW Contract Renewal

WSA has executed a 1-year renewal with COSA beginning June 1, 2025, for $11,114,758. WSA has expended $5,123,289 through December 31, 2025

1-Year Contract Budget	Expenditures	Budget Balance
$11,114,758	$5,123,289	$5,991,469

Key updates

Contract Renewals

All subcontractors have successfully executed contract renewals.

Budget & Expenditures

Current expenditures are at 46% of the total budget.

There is a 11% straight-line variance, which is within an acceptable range.

Cashflow & Billing

No cashflow issues reported.

The board has adopted accrual-based billing, improving financial predictability and aligning revenue recognition with service delivery.

Client Expenditure Analysis

Client Expenditures

TWC Funding

Client Expenditure Comparison - TWC Programs as of December 2025						
Category	FY24 Actuals	FY24 Allocation %	FY25 Actuals	FY25 Allocation %	FY26 Year-to-Date	FY26 Allocation %
Work Related	$ 30,205	5.59%	$ 105,232	11.38%	$ 22,990	10.11%
Rent	$ 201,270	37.27%	$ 389,776	42.16%	$ 108,552	47.75%
Utilities	$ 31,049	5.75%	$ 66,829	7.23%	$ 21,307	9.37%
Transportation	$ 194,106	35.95%	$ 251,816	27.24%	$ 71,664	31.53%
Incentives	$ 45,056	8.34%	$ 72,650	7.86%	$ 2,800	1.23%
Youth - Support Services	$ 38,313	7.10%	$ 38,247	4.14%	$ -	0.00%
TOTAL:	$ 539,999	100.00%	$ 924,550	100.00%	$ 227,313	100.00%

Client Expenditures

Ready to Work Funding

	Client Expenditure Comparison- Ready to Work as of December 2025					
Category	**FY24 Actuals**	**FY24 Allocation %**	**FY25 Actuals**	**FY25 Allocation %**	**FY26 Year-to-Date**	**FY26 Allocation %**
Rent	$ 121,209	52.67%	$ 110,448	37.59%	$ 49,264	51.81%
Utilities	$ 52,095	22.64%	$ 87,881	29.91%	$ 19,895	20.92%
Transporation	$ 15,123	6.57%	$ 37,360	12.71%	$ 5,419	5.70%
Laptops/Computers	$ 28,019	12.18%	$ 22,918	7.80%	$ 4,370	4.60%
Training Related	$ 2,113	0.92%	$ 8,243	2.81%	$ 2,411	2.54%
Other: Medical, Legal, Food, Daycare, Loans	$ 11,565	5.03%	$ 26,988	9.18%	$ 13,733	14.44%
TOTAL:	**$ 230,125**	**100.00%**	**$ 293,838**	**100.00%**	**$ 95,091**	**100.00%**

County by County Expenditure Analysis

County by County Comparison

TWC Programs

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	$ 650,035	2.47%	$ 162,509	2.47%	$ 134,672	2.71%	$ 515,363
Bandera	$ 252,588	0.96%	$ 63,147	0.96%	$ 55,416	1.12%	$ 197,172
Bexar	$ 19,963,591	75.72%	$ 4,990,898	75.72%	$ 3,698,400	74.43%	$ 16,265,192
Comal	$ 1,393,755	5.29%	$ 348,439	5.29%	$ 351,755	7.08%	$ 1,042,000
Frio	$ 440,372	1.67%	$ 110,093	1.67%	$ 86,642	1.74%	$ 353,730
Gillespie	$ 243,126	0.92%	$ 60,781	0.92%	$ 42,907	0.86%	$ 200,219
Guadalupe	$ 1,396,876	5.30%	$ 349,219	5.30%	$ 204,916	4.12%	$ 1,191,960
Karnes	$ 273,615	1.04%	$ 68,404	1.04%	$ 53,159	1.07%	$ 220,456
Kendall	$ 487,552	1.85%	$ 121,888	1.85%	$ 86,989	1.75%	$ 400,564
Kerr	$ 398,146	1.51%	$ 99,537	1.51%	$ 100,150	2.02%	$ 297,996
McMullen	$ 78,263	0.30%	$ 19,566	0.30%	$ 3,081	0.06%	$ 75,182
Medina	$ 341,762	1.30%	$ 85,441	1.30%	$ 68,196	1.37%	$ 273,566
Wilson	$ 445,793	1.69%	$ 111,448	1.69%	$ 82,661	1.66%	$ 363,132
TOTAL	$ 26,365,475	100.00%	$ 6,591,369	100.00%	$ 4,968,945	100.00%	$ 21,396,530

	Budget	Actual
Urban	76%	74%
Rural	24%	26%

County by County Comparison

Childcare

County	Annual Budget		Straight-line Budget		YTD Expenditures		Over/Under Budget
	Amount	%	Amount	%	Amount	%	
Atascosa	$ 2,487,398	1.65%	$ 621,849	1.65%	$ 846,027	2.37%	$ 1,641,371
Bandera	$ 838,346	0.56%	$ 209,587	0.56%	$ 108,886	0.31%	$ 729,460
Bexar	$ 125,153,510	83.22%	$ 31,288,377	83.22%	$ 29,733,959	83.32%	$ 95,419,551
Comal	$ 3,701,983	2.46%	$ 925,496	2.46%	$ 1,204,865	3.38%	$ 2,497,118
Frio	$ 1,395,962	0.93%	$ 348,990	0.93%	$ 318,311	0.89%	$ 1,077,650
Gillespie	$ 721,294	0.48%	$ 180,323	0.48%	$ 172,796	0.48%	$ 548,498
Guadalupe	$ 7,079,848	4.71%	$ 1,769,962	4.71%	$ 1,408,471	3.95%	$ 5,671,377
Karnes	$ 1,021,494	0.68%	$ 255,374	0.68%	$ 116,603	0.33%	$ 904,891
Kendall	$ 1,247,742	0.83%	$ 311,936	0.83%	$ 310,209	0.87%	$ 937,533
Kerr	$ 2,838,123	1.89%	$ 709,531	1.89%	$ 435,329	1.22%	$ 2,402,794
McMullen	$ 37,329	0.02%	$ 9,332	0.02%	$ 11,192	0.03%	$ 26,136
Medina	$ 2,352,148	1.56%	$ 588,037	1.56%	$ 687,622	1.93%	$ 1,664,525
Wilson	$ 1,507,186	1.00%	$ 376,796	1.00%	$ 330,164	0.93%	$ 1,177,022
TOTAL	$ 150,382,361	100.00%	$ 37,595,590	100.00%	$ 35,684,434	100.00%	$ 114,697,927

	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	$ 54,503	1.60%	$ 13,626	1.60%	$ 7,639	0.63%	$ 46,864
Bandera	$ 29,437	0.86%	$ 7,359	0.86%	$ 19,559	1.62%	$ 9,877
Bexar	$ 2,598,970	76.20%	$ 649,742	76.20%	$ 1,001,148	82.76%	$ 1,597,822
Comal	$ 217,433	6.38%	$ 54,358	6.38%	$ 51,394	4.25%	$ 166,039
Frio	$ 66,664	1.95%	$ 16,666	1.95%	$ 7,839	0.65%	$ 58,824
Gillespie	$ 21,586	0.63%	$ 5,397	0.63%	$ -	0.00%	$ 21,586
Guadalupe	$ 170,641	5.00%	$ 42,660	5.00%	$ 42,307	3.50%	$ 128,333
Karnes	$ 19,500	0.57%	$ 4,875	0.57%	$ 27	0.00%	$ 19,473
Kendall	$ 56,027	1.64%	$ 14,007	1.64%	$ 28,094	2.32%	$ 27,933
Kerr	$ 97,320	2.85%	$ 24,330	2.85%	$ 42,177	3.49%	$ 55,143
McMullen	$ 5,913	0.17%	$ 1,478	0.17%	$ -	0.00%	$ 5,913
Medina	$ 27,755	0.81%	$ 6,939	0.81%	$ 8,985	0.74%	$ 18,770
Wilson	$ 44,901	1.32%	$ 11,225	1.32%	$ 458	0.04%	$ 44,443
TOTAL	$ 3,410,649	100.00%	$ 852,662	100.00%	$ 1,209,629	100.00%	$ 2,201,020

	Budget	Actual
Urban	76%	82%
Rural	24%	18%

Expenditures exclude Bexar County only funds which include: City of San Antonio, Non-Custodial Parent, Military Family, Student Hireability Navigator, and Training and Employment Navigator.

Fiscal Monitoring

Financial Monitoring

TWC's Financial Manual for Grants and Contracts (FMGC) requires boards to complete a Financial Monitoring review for all subrecipients of TWC grants. The reviews are conducted by Christine Nguyen, CPA.

The Financial Monitoring reports for the City of San Antonio has been completed FY 24-25.

Childcare System Updates

Background

- **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

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.

Releases Deployed
TWC 01/02/2026

Releases Deployed

KinderTrack Release 4.36 – deployed 1/2/25

Note this release includes the new fields and functionality to support the new Child Care Worker Priority (as required by SB 462, 89th Texas Legislature).

Issue Type	Issue key	Summary	Priority
Bug Fix	KTTX-1449	Sponsor not found under assigned provider in KinderConnect	High
Enhancement	KTTX-1331	Add New Priority Group - Childcare Worker Parent - FM BridgeCare to Intake	Critical
Enhancement	KTTX-1208	Add Parent Contact info to Intake Search Results Grid and CSV	High

Releases Deployed TWC 01/02/2026

Issue Type	Issue key	Summary	Priority
Bug Fix	KTTX-1058	Error when shortening Schedule	High
Enhancement	KTTX-1034	TRS Rating on Payment Statement Report – dbo.spReportStatementDetails	High
Bug Fix	KTTX-1015	Schedule Save Needs to check future agreements – User get the WPI that the provider does not have an agreement when saving a schedule.	High
Enhancement	KTTX-1079	Update Family Notes sizing	Medium
Support	KTTX-1579	245 Report Displays Incorrect Allocation Program	Critical
Enhancement	KTTX-1588	New Item to update Provider Utilities	High
Enhancement	KTTX-1650	[BridgeCare] Update Application to Handle New Child Care Worker Priority	High
Enhancement	KTTX-1468	Add Babel and Equal Opportunity Language to Parent Email Messages	Very High
Update	RA-147	DFPS Referral and Family Type Mapping	High
Update	RA-148	Family, Parent, Child & Eligibility Characteristics Dates Mapping for Referrals	High
Bug Fix	KTTX-1621	Payment Calculator Not Using Fee Flag on Notice Causing Fee to be Applied to First Calculated Child in Family Regardless of Child's Ability to Receive Fee	High

Planned Releases

Planned Releases

Below are the current plans for KinderTrack releases 4.37, and 4.38.

KinderTrack Release 4.37 (UAT on 1/5/2026; Prod ≈ 1/14/2026 pending successful UAT)

The following issues are currently being considered for inclusion in the 4.37 release. TWC works with KinderSystems to identify the level of effort of each item and to prioritize which issues to include based on criticality and resources.

Issue Type	Issue key	Summary	Priority
Bug	KTTX-1552	UAT KT TX - 245 Payment Report -Adjustment payment amount is displaying double when payment falls across two months	High

Grant Submissions and Grants Supported

End of Consent Agenda

Early Care & Education Committee Report

Introduction for Timothy Schindler
Director of Child Care Services

Questions

Texas Education Freedom Accounts (TEFA) for Pre-K

Overview

- In 2025, the Texas Legislature passed Senate Bill 2, creating the Texas Education Freedom Accounts (TEFA) program. TEFA is an educational savings account (ESA) program that provides public funding to eligible PK-12 students to pay for private education-related expenses.

- Texas is the first state to include students aged 3 and 4 who are eligible for public pre-k.

- Students in pre-k and kindergarten can enroll in high-quality child care and early learning programs to pay for tuition and other expenses up to the maximum $10,000 amount.

Program Oversight

- **Texas Comptroller of Public Accounts**

- Odyssey – https://withodyssey.com/en - Provider Support & Navigation

- Outschool – https://outschool.org/ - Family Support & Navigation

Early Learning Program Eligibility

Child care programs serving preschoolers and/or kindergarteners are eligible to participate in TEFA they meet one of the following criteria:

- Texas Rising Star 3-star or 4-star certified

- Texas School Ready!

- Existing Pre-K Partnership with school district, or

- Accreditation from: NAEYC, NAC, NECPA, NAFCC, COA, Cognia, Association of Christian Schools International, or an organization recognized by the Texas Private School Accreditation Commission.

Application

- Families can apply for TEFA beginning February 4th, 2026, to be considered for funding in the 2026-2027 school year.

- Pre-k families can attest their eligibility on the TEFA application and will receive further guidance regarding verification later in the Spring.

- Students will be prioritized based on disability status and income level.

Timeline

Center Involvement

- December 9th, 2025 - Texas Rising Star 3- and 4-Star centers open to apply for Texas Education Freedom Accounts (TEFA) program.

- December 16th, 2025 – Webinar Texas Education Freedom Accounts – Communication sent to 3- and 4-star centers.

- January 14th, 2026 – Webinar Texas Education Freedom Accounts: What ECE Providers Need to Know – Communication sent to 3- and 4-star centers.

Parents

- The application window opens on February 4th, 2026, and closes on March 17th, 2026, for the 2026 – 2027 school year.

- April 2026 - Funding notifications will be sent to parents beginning

Next Steps

- Continue communication with childcare programs on TEFA updates.

- Develop communication plan between contractor and TEFA parents.

- Monitor TEFA impact on workforce participation and early childhood outcomes.

Questions

Strategic Committee Report

Media, Marketing, and Communications Update

Media Coverage

Media Outlet	Date	Topic
KABB, KENS 5, News 4	Dec. 18, 2025	Ready to Work Partner Mentions
Stay Happening	Dec. 30, 2025	WSA Datapoint Healthcare Job Fair
MySA/Laredo Morning Times	Jan. 11, 2025	Labor Market
WSA Press Release	Jan. 15, 2026	National Dislocated Worker Grant to aid Hill Country Recovery Efforts
KSAT, KABB, Spectrum	Jan. 19, 2026	Boeing Job Fair at Port SA Career Center Jan. 31st.
San Antonio Woman Magazine	Jan/Feb	TX FAME Article / Leslie Cantu profile
	Mar/June	Adrian Lopez - "Guy to Know"

San Antonio WOMAN
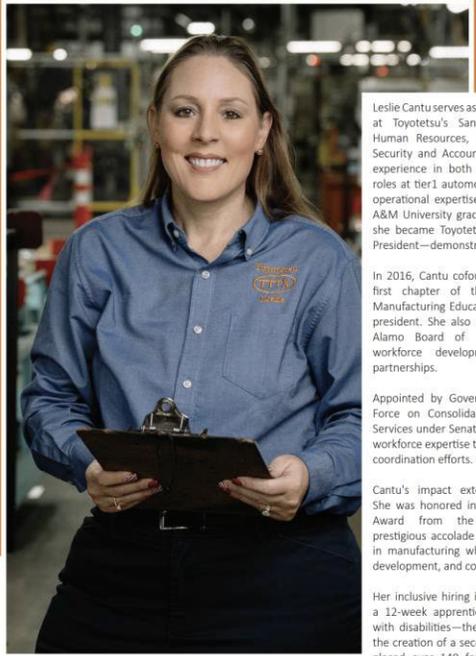
PROFILE

Leslie Cantu serves as Vice President of Administration at Toyotetsu's San Antonio facility, overseeing Human Resources, Environmental, Health, Safety, Security and Accounting. With almost 20 years of experience in both production and administrative roles at tier1 automotive suppliers, Cantu combines operational expertise with strategic vision. A Texas A&M University graduate with a B.S. in Psychology, she became Toyotetsu's first female Assistant Vice President—demonstrating her leadership prowess.

In 2016, Cantu cofounded TX FAME–Alamo, Texas's first chapter of the Federation for Advanced Manufacturing Education, and now leads as chapter president. She also chairs the Workforce Solutions Alamo Board of Directors, advancing regional workforce development and employer talent partnerships.

Appointed by Governor Greg Abbott to the Task Force on Consolidation of Workforce and Social Services under Senate Bill 2315, Cantu leverages her workforce expertise to influence statewide policy and coordination efforts.

Cantu's impact extends to national recognition. She was honored in 2023 with the Women MAKE Award from the Manufacturing Institute—a prestigious accolade celebrating top female leaders in manufacturing who drive innovation, workforce development, and community engagement.

Her inclusive hiring initiatives include the launch of a 12-week apprenticeship program for individuals with disabilities—the first of its kind in Texas—and the creation of a second chance hiring program that placed over 140 formerly incarcerated individuals at Toyotetsu. These efforts reflect her commitment to equitable workforce inclusion, earning praise for embodying the Japanese philosophy of "Mendōmi," which values employees as family.

Leslie Cantu
Vice President, Administration

Toyotetsu Texas, Inc.
1 Lone Star Pass Building 38
San Antonio, TX 78264
(210) 231-5529
lcantu@ttna.com

TTTX

Outside her professional life, Cantu recharges on her ranch south of San Antonio, enjoying time with her husband, five children, four grandchildren, and a variety of animals. This personal retreat fuels the energy and compassion she brings to her impactful work.

Leslie Cantu exemplifies visionary leadership—bridging corporate excellence, public service, and community empowerment while shaping the future of workforce development in Texas and beyond.

Social Media Performance
2025 Year in Review

Followers

Followers > Social network		
Facebook Page	+5.6%	8,582
LinkedIn Page	+23.5%	4,231
Instagram Business	+16.8%	1,854

16,457 followers

↗ 10.2% from 14,933

Impressions

Post impressions		
Facebook P...	+2K%	289,675
LinkedIn Pa...	+92.5%	99,636
Instagram B...	+338%	58,892

458,720 impressions

↗ 410% from 89,911
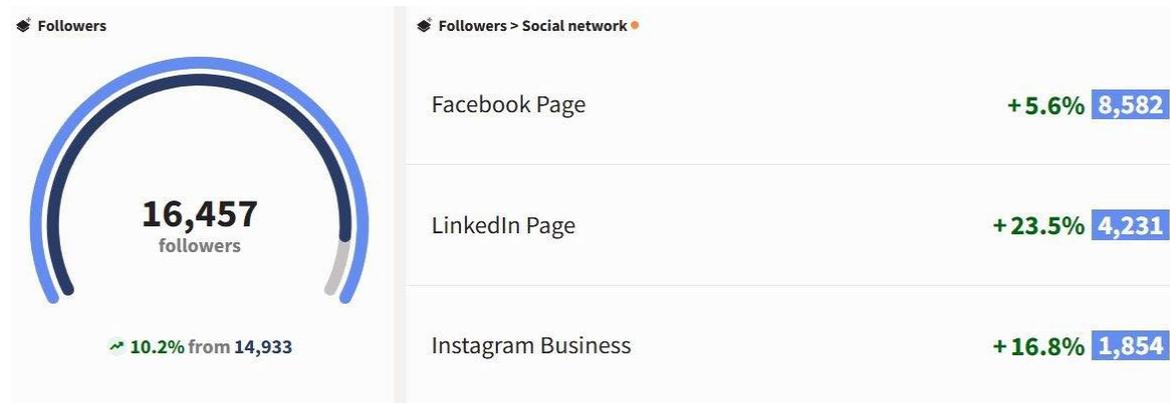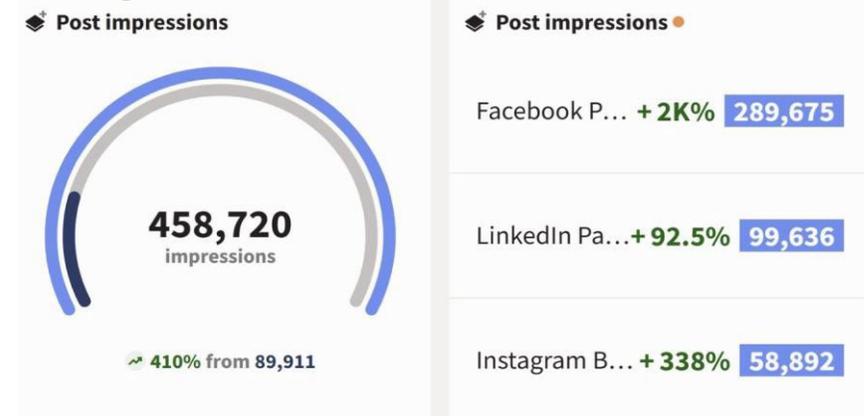
- 10.2% increase in Followers across all social platforms compared to 2024.

- 410% increase from 2024 on the number of times posts appeared on someone's feed.

Social Media Performance
2025 Year in Review

Link Clicks
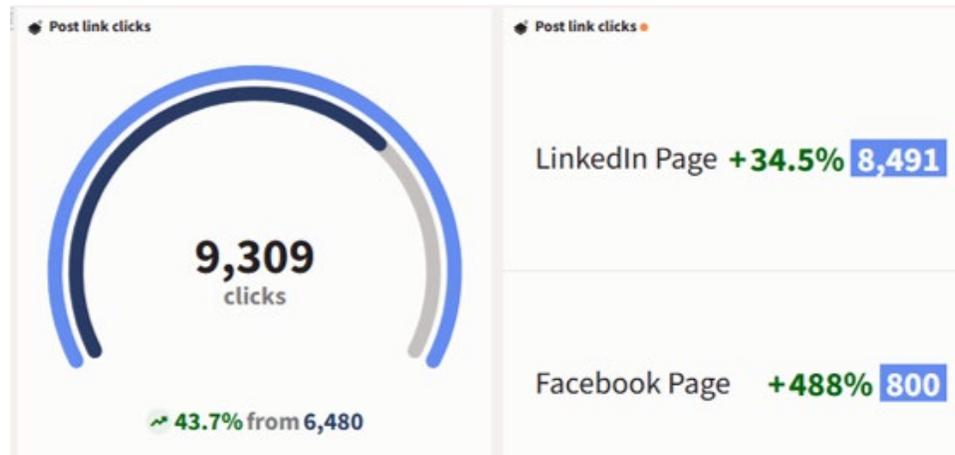
Engagement

- 43.7% increase in the number of times audience clicked on a link included in posts. Likely due to including more registration links in social posts as compared to 2024.

- 6.11% increase in the number of people engaging with posts compared to 2024.

Questions

Impact Awards

2026 Impact Awards Breakfast

SAVE THE DATE:

Wednesday, May 13, 2026
8 a.m. Breakfast
Pedrotti's Ranch
13715 FM 1560, Helotes, Texas 78023

Sponsorship Opportunities Forthcoming!

Questions

2026 Fiesta Medal

2026 Fiesta Medal Design Contest

Theme:

"Creating Careers. Connecting Communities"

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

One winner from each school category will be recognized.

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

- 1st Place receives $500.00 + Medal Recognition

- 2nd Place receives $250.00

- 3rd Place receives $250.00

Overall Winning Design

Joscelynne Ruiz (18 yrs.), Jubilee Academies

293

166

Questions

Youth Committee Report

Youth Program Briefing and Performance

Planned Participant Summary

```
        Eligibility
      Determination
          ↕
   ↕              ↕
Follow-Up      Objective
Services       Assessment
   ↕              ↕
Employment     Development
               of
               ISS(Goal)Plan
   ↕              ↕
      Program
    Participation
```
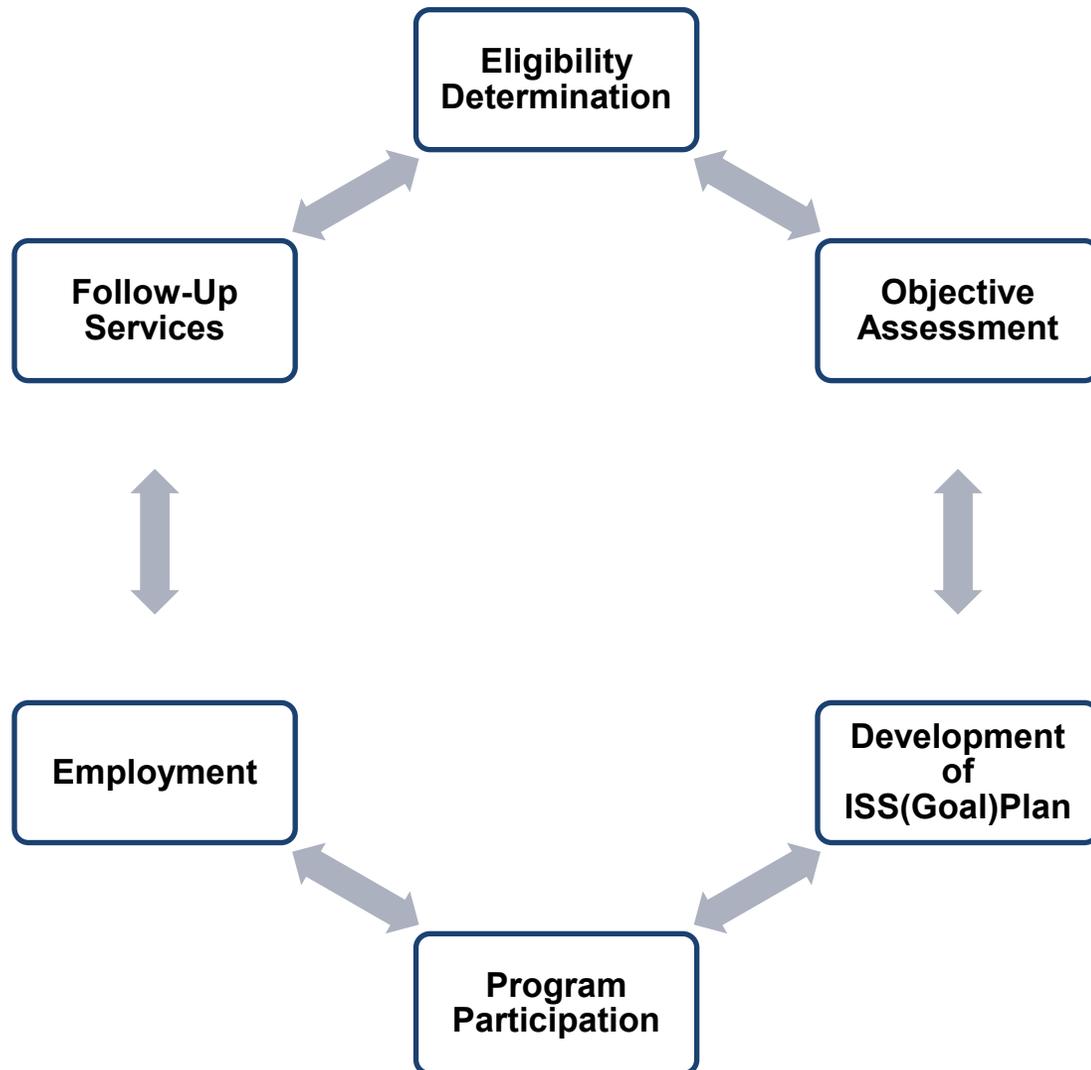
- **Tutoring, study skills, training, instruction, and dropout prevention**
- **Alternative secondary school services or dropout recovery services**
- **Paid and Unpaid Work Experience**
- **Occupational Skills Training**
- **Education offered concurrently with workforce preparation and training for a specific occupation**
- **Leadership Development Opportunities**
- **Support Services, Financial Support, incentives**
- **Mentoring**
- **Follow-up services**
- **Guidance and Counseling**
- **Financial Literacy Education**
- **Entrepreneurial (Owning a Business) Training**
- **Labor Market information**

WIOA 14 Youth Elements (SERVICES OFFERED)

Planned Participant Summary

	OSY		ISY		Total
Rural	33	28.9%	22	40.0%	55
Urban	81	71.1%	33	60.0%	114
Total	114		55		169
Services - Rural	**OSY**		**ISY**		**Total**
Support Services	14		7		21
Education/Training	2		1		3
Work Experience	6		1		7
Services - Urban	**OSY**		**ISY**		**Total**
Support Services	40		10		50
Education/Training	6		3		9
Work Experience	31		7		38

Performance Accountability

TWC-Contracted Performance	Oct25	Nov25
Employed/Enrolled Q2 Post Exit – Youth (DOL)	MG	MG
Employed/Enrolled Q4 Post Exit – Youth (DOL)	MG	MG
Median Earnings Q2 Post Exit – Youth (DOL)	MG	MG
Credential Rate – Youth (DOL)	MG	MG
Measurable Skills Gains - Youth (DOL)	NM	NM

Measurable Skills Gains - Youth (DOL)	-5	-6

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.

Questions

Career Exploration Events and Tentative Schedule

Events and Hiring Fairs

Alamo Helping Hands Resource Fair

November 6, 2025

Workforce Solutions Alamo – S. Flores Career Center

o Connected youth and families with community partners.

o Provided access to employment, education, and support resources.

o Promoted workforce empowerment and career readiness.

o 119 individuals attended.

**STEM Symposium – St. Philip's College**

November 7, 2025

o Exposed students to STEM-related careers and industries.

o Engaged employers and educators around high-demand fields.

Poteet High School College & Career Fair

November 14, 2025

o Connected high school students with colleges, employers, and training providers.

o Supported early career exploration and postsecondary planning.
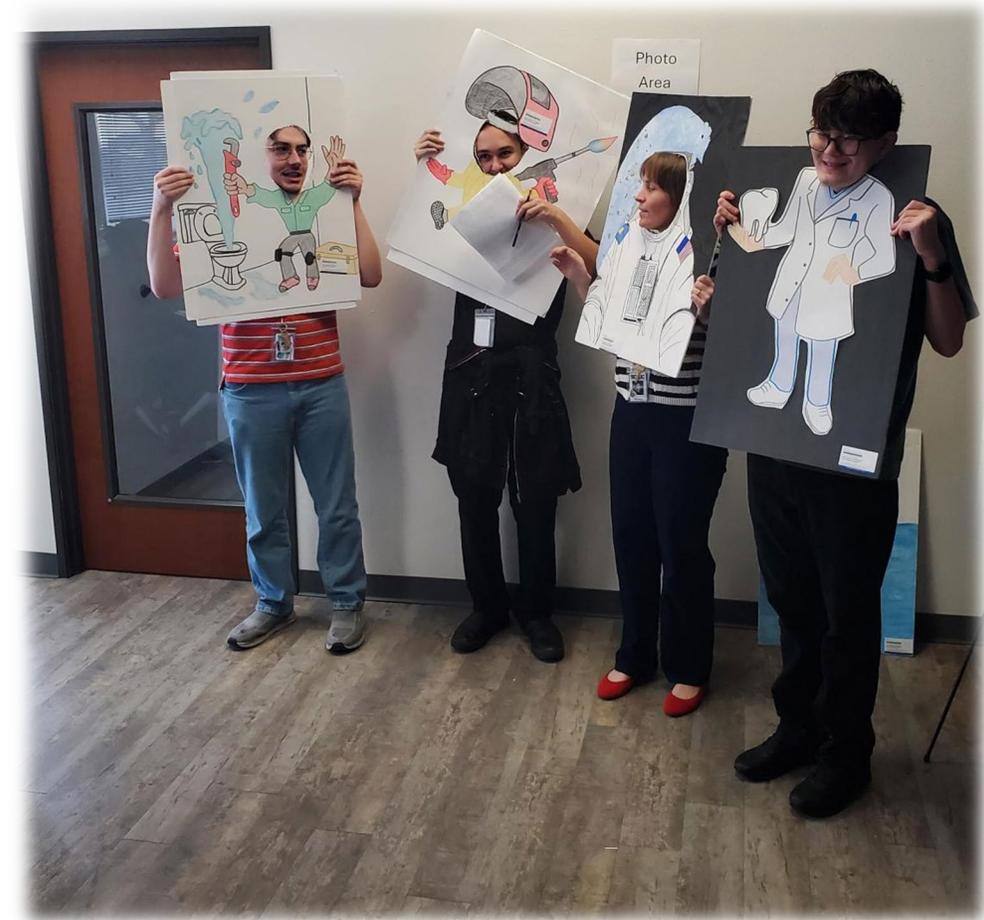
Events and Hiring Fairs

HireAbility Event

February 12, 2026

- Focus on connecting youth with inclusive employment opportunities.
- Highlight employer practices that support individuals with disabilities.

Palo Alto College Open House

March 4, 2026

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

Alamo Bridges to Careers

April 23, 2026

- Engage disadvantaged, transitioning, and disconnected youth.
- Connect participants to career pathways, training, and support services.

Pathways to Success

May 7, 2026

- Raise awareness of Registered Apprenticeship opportunities.
- Highlight apprenticeships as sustainable pathways to skilled, diverse talent.
- Focus on critical and high-demand industries.

National Intern Day

July 25, 2026

- Provide information on internship opportunities.
- Target high school juniors and seniors, college and university students, and employers.
- Promote work-based learning as a pathway to career success.

Questions

Oversight Committee Report

Work Search Requirement (Action Item)

Work Search Requirement Yearly Analysis

- The Wagner-Peyser Act requires that the state unemployment compensation system administer work test requirements.

- Texas Labor Code §207.021 requires UI claimants to register for work, to demonstrate the ability to work, and to be available for work.

- The purpose of the work search requirement ***is to validate*** that those receiving unemployment benefits are actively searching for jobs.

Overview

- TWC requires UI claimants to make a minimal of **3 searches** and up to **5 searches** per week.

- Weekly search requirements **adjust to** labor market conditions in each county.

- Boards may **modify** the number of weekly searches at any time, as local labor market conditions may change.

- Some of the factors when evaluating work search requirements may include population size, labor force/market information, employment opportunities, and neighboring or similar counties' work search requirements.

- Official data sources used to conduct work search analyses

Population and Labor Market Statistics, Alamo Region

- Latest U.S. Census Bureau estimates show the **Alamo Region's population increased 8.4% from 2020 to 2024**.

- In 2025, the annual average **unemployment rate was 3.8%.**

- In December 2025, the **civilian labor force totaled 1,425,575, up 1.7%** from December 2024.

- Industry employment increased by 7,098 jobs (+0.6%) in Q2 2025 compared with Q2 2024.

- The **largest county employment gains in 2025** were in **Bandera** (2.9%), **Medina** (4.1%), **Guadalupe** (1.1%), and **Comal** (0.8%).

- From Jan–Dec 2025 versus Jan–Dec 2024, **unique job postings increased 8%**—a positive indicator of employer hiring demand.

UI Work Search Requirements Large Board Comparison

Distribution of Selected Labor Market Characteristics and Job Search Requirements by Large Board Areas

Board Areas	Civilian Labor Force (Dec-2025)	Number Unemployed (Dec-2025)	Unemployment Rate (Dec-2025)	Unemployment Rate (Dec-2024)	Weekly Work Search Requirements (2025)
Alamo	1425575	51939	3.6	3.4	All Counties 5
Borderplex	432763	17640	4.1	3.7	All Counties 3
Dallas	1453088	54598	3.8	3.7	All Counties 5
Gulf Coast	3972105	168309	4.2	4	All Counties 3
Lower Rio Grande	445774	29417	6.6	6.3	All Counties 3
North Central	1984538	70639	3.6	3.4	All Counties 5
Tarrant County	1220203	43927	3.6	3.5	All Counties 3

- In 2025, large Boards, such as Tarrant, Gulf Coast, Borderplex, and Lower Rio Grande, required three weekly job searches for all their counties.

- Alamo, Dallas, and North Central required five weekly job searches for all their counties.

183

2026 Work Search Requirements Methodology

The analysis of the labor market conditions included:

- Average weekly job postings over the year vs average weekly unemployed to determine the ratio of job postings by claimants (2025 annual job postings).

- We estimated labor market absorption rates for each county by using labor force growth combined with unemployment trends (last 4-months 2024 vs 2025).

- These two conditions have the most direct impact over work search requirements.

- **<u>Suggested Target #1:</u>** if labor force (last 4-months of the year) increased by more than 2% (county average excluding McMullen) and UI rate for the same period increased by more than 2 percentage points (county average), then we reduced required job searches by one.

- **<u>Suggested Target #2:</u>** if the ratio of average unique job postings by week, in comparison to the average unemployed people by week, is less than 40% (4/10, county average) then we reduced job searches by one.

2026 Work Search Analysis

Distribution of Selected Labor Market Characteristics by County

Average Size Labor Force	Atascosa	Bandera	Bexar	Comal	Frio	Gillespie	Guadalupe	Karnes	Kendall	Kerr	McMullen	Medina	Wilson
Last 4-months 2024	23,044	9,760	1,049,221	98,401	6,250	13,492	95,892	5,240	24,624	24,979	244	24,381	26,353
Last 4-Months 2025	23,611	9,990	1,069,567	100,280	6,226	13,996	97,816	5,382	25,115	25,763	268	24,872	26,979
% Dif. 2025 vs 2024	2.5	2.4	1.9	1.9	-0.4	3.7	2.0	2.7	2.0	3.1	9.9	2.0	2.4
Average Unemployment Rate	*Average Labor Force growth by Counties was 2.8*												
Last 4-months 2024	4.1	3.8	3.8	3.5	3.5	3.0	3.6	4.1	3.2	3.2	5.4	4.1	3.4
Last 4-Months 2025	4.4	4.0	4.0	3.7	3.7	3.1	3.8	4.0	3.4	3.4	5.7	4.1	3.8
Dif. 2025 vs 2024	0.3	0.3	0.2	0.2	0.2	0.1	0.2	-0.1	0.2	0.2	0.3	0.1	0.4
	Average Unemployment Rate growth by Counties was 2 percentage points												
2025 Weekly Average Unemployed	252	96	10400	903	96	109	910	54	212	217	3	254	246
2025 Weekly Average Job Postings	80	21	4113	381	29	47	263	25	109	97	4	54	49
Ratio Weekly Postings/Searches Needed	0.3	0.2	0.4	0.4	0.3	0.4	0.3	0.5	0.5	0.4	1.1	0.2	0.2

Measure	Atascosa	Bandera	Bexar	Comal	Frio	Gillespie	Guadalupe	Karnes	Kendall	Kerr	McMullen	Medina	Wilson
Labor Force/ UI Rates													
Change?	-1	-1					-1		-1		-1		-1
Job Postings/Unemployed													
Change?	-1	-1			-1		-1					-1	-1
Estimated Weekly Job Searches	**3**	**3**	**5**	**5**	**4**	**5**	**3**	**5**	**4**	**5**	**4**	**4**	**3**

Data Considerations

- The data suggest:

  - Reducing work searches by two (2) in Atascosa, Bandera, Guadalupe, and Wilson Counties, which will require three (3) work searches per week.

  - Reducing work searches by one (1) in Frio, Kendall, McMullen, and Medina Counties, which will require four (4) work searches per week.

  - Retaining Bexar, Comal, Gillespie, Karnes, and Kerr Counties at five (5) work searches per week.

- We observed that some counties have a large number of job postings but low absorption rates, or vice versa.

- The methodology combines several labor market conditions and applies one additional method for comparison.

The purpose of the work search requirement is to validate that those who receive unemployment are actively searching for jobs.

Considerations for Counties With Low Job Openings-to-Unemployed Ratios

Instituting a standard that exceeds the locally available employment opportunities may lead to unintended consequences. It may lead to:

- Higher recruitment costs for employers because, to meet the requirement, unemployed job seekers may likely need to:

  a) Apply to the same employer for the same job opening weekly, potentially up to 26 times (once a week), thereby diverting time from that employer.

  b) Apply to jobs for which they do not qualify, or have the necessary skills, experience, and education, and for which employers will need to dedicate time to review.

  c) Extend their job search to industries and occupations for which they are not trained, which can, to a degree, be counterproductive for employers in those industries.

Considerations for Applying Differing Requirements Across Counties in the Region

Instituting a standard that varies across counties may also lead to unintended consequences. It may lead to:

a) Potential for greater human error in tracking and validating the requirements because they would vary by county, requiring additional training and oversight.

b) The errors could result in federal and state monitoring or audit findings.

c) The nature of the errors could be considered 'critical' because they impact costs directly tied to unemployment insurance benefits.

d) There may be other unforeseen or unintended consequences (note: the Alamo has had the existing work search requirements, set at five for all counties, for the past several years without experiencing issues).

Because of this, the potential for unforeseen or unintended consequences from instituting different work-search requirements across counties increases the associated risks.

Recommended Motion

- Staff are recommending a motion to approve the work search requirements for the Alamo Region as follows:

  - To retain the five (5) unemployment insurance weekly work search requirements for all thirteen counties in the Alamo workforce development area.

Next Steps

- If the recommendation is approved, TWC will be notified that there is no change in the required weekly work search contacts.

- UI staff will continue to use existing requirements to test that claimants are able, available, and actively seeking work.

- TWC will notify claimants of the work search requirements.

- TWC may randomly test UI work search activities.

- Claimants will be required to keep a log that may be used to validate their work search.

- WSA will issue a policy record to the Adult Contractor for continued implementation.

Questions

ADM 65, C2 – Monitoring Policy and Procedures Update (Action Item)

ADM 65, C2 – Monitoring Policy and Procedures Update

Quality Assurance (QA) is requesting the Board's approval of WSA's Monitoring Policy update. This item does require Board approval. The policy is included in the packet.

The policy includes the following changes. Some changes involve clarity and editing, in addition to the following:

•*Scope & Purpose*: Eliminated unnecessary information (e.g., dates of when an organizational change occurred, splitting fiscal and QA's monitoring responsibilities).
•*Controls Over Monitoring*: Added reporting to the Executive Committee and the Full Board.
•*Reporting and Resolution Requirements*: Added elements needed for the resolution of identified issues.
•*Attachments*: Deleted two attachments, which were procedural in nature and, thus, not applicable for policy-making decisions.

Recommendation

- Updating the policy helps strengthen WSA's monitoring activities to meet federal and state standards and achieve the agency's continuous quality improvement and internal control goals.

- If approved, staff will implement the updated policy and provide associated technical assistance to staff.

Questions

Performance

Monthly Performance Report

TWC-Contracted Performance		Oct25	Nov25
Employed Q2 Post Exit – Adult (DOL)		12	12
Employed Q4 Post Exit – Adult (DOL)		3	3
Median Earnings Q2 Post Exit – Adult (DOL)		$3.32	$3.32
Credential Rate – Adult (DOL)		3	3
Measurable Skills Gains - Adult (DOL)		-8	-6
Employed Q2 Post Exit – DW (DOL)		6	6
Employed Q4 Post Exit – DW (DOL)		10	10
Median Earnings Q2 Post Exit – DW (DOL)		$872.37	$872.37
Credential Rate – DW (DOL)		-3	-3
Measurable Skills Gains - DW (DOL)		-6	-1
Employed/Enrolled Q2 Post Exit – Youth (DOL)		8	8
Employed/Enrolled Q4 Post Exit – Youth (DOL)		5	5
Credential Rate – Youth (DOL)		3	3
Measurable Skills Gains - Youth (DOL)		-5	-6
Employed/Enrolled Q2 Post Exit – C&T Participants		N/A	N/A
Employed/Enrolled Q2-Q4 Post Exit – C&T Participant		N/A	N/A
Credential Rate – C&T Participants		-2	-2
Claimant Reemployment within 10 Weeks		18	-19

197

Next Steps

- Board staff will collaborate with contractors to assess current performance

- Analyze data to identify trends and areas needing improvement

- Review service delivery methods to ensure effectiveness

- Implement strategic adjustments to enhance overall outcomes

Questions

Child Care Services

Integrity Central and Strategy

Texas continues to strengthen program integrity across early childhood and childcare subsidy systems. The integration of Integrity Central with KinderTrack is a key control designed to detect, prevent, and respond to fraud, waste, and abuse while maintaining timely payments to eligible providers and families.

Fraud Risk Landscape

Primary fraud and misuse risks include:

- Inaccurate or inflated attendance reporting

- Duplicate or overlapping service claims

- Billing for ineligible children or time periods

- Provider non-compliance with program requirements

- Delayed detection leading to improper payments

Role of KinderTrack

KinderTrack serves as the operational system of record for:

- Child enrollment and eligibility
- Attendance tracking
- Provider billing and payment data
- Program participation history

Integrity Central: How It Is Used

Integrity Central functions as the fraud detection and monitoring layer, leveraging KinderTrack data to:

- Flag anomalies (attendance patterns, billing outliers, volume spikes)
- Identify duplicate or conflicting claims
- Monitor provider behavior trends over time
- Support pre-payment and post-payment reviews
- Create audit trails for investigations and compliance reviews

Questions

Program Integrity and Risk Management Strategy

Program Integrity & Risk Management

On average, Workforce Solutions Alamo (WSA) undergoes multiple monitoring reviews and on-site visits each year. These include internal monitoring activities conducted by staff, as well as external oversight from state and federal entities such as the Texas Workforce Commission, U.S. Department of Labor, U.S. Department of Health and Human Services, and independent auditors through the annual Single Audit. Collectively, these reviews create layered oversight designed to ensure compliance, fiscal accountability, and the prevention of fraud, waste, and abuse across all programs.

- Multiple monitoring reports and site visits conducted annually

- Ongoing internal program and fiscal monitoring

- State oversight through Texas Workforce Commission monitoring

- Federal reviews including U.S. Department of Labor and HHS

- Independent annual Single Audit

- Layered oversight framework to ensure compliance and prevent fraud, waste, and abuse

Questions

Employee Handbook (Action Item)

Employee Handbook Updates

Fiscal Year 2026

NEW	REASON	
7.23 – Video Surveillance in the Workplace	To notify WSA employees of WSA's reserved right to monitor Agency property for business purposes.	

SUBSTANTIVE REVISIONS		REASON
FROM 2025	**TO 2025**	
1.3 – Harassment & Sexual Harassment	1.3 – Harassment & Sexual Harassment	Provides updated hotline contact information to ensure employees have current resources available when reporting complaints.
4.3 – Paid Time Off	4.3 – Paid Time Off	PTO accrual is based on years of service and the number of paid hours for each pay period excluding overtime. PTO does not accrue during unpaid leave, or unpaid status. Includes PTO accrual schedule with carryover limits.
6.1 – Bereavement	6.1 – Bereavement	Outlines the definition of immediate family for bereavement leave purposes to include: spouse, children, parents, siblings, grandparents, grandchildren, and also the immediate family member of the employee's spouse.
6.3 – Jury Duty	6.3 – Jury Duty	Grants employees leave with pay when summoned to serve on Jury Duty.
7.7 – Drugs and Alcohol	7.7 – Drugs and Alcohol	Identifies circumstances under which WSA may be required to notify the Texas Workforce Commission (TWC) of a conviction.

REMOVED	REASON
3.6 Travel Expenses	To be addressed with fiscal for specific circumstances.
6.3.4 – Not Time Worked/Non-Accrual	Not applicable. Reference in section 4.3

Recommendation and Next Steps

Recommendation: Staff recommends approval of the proposed updates to the 2025 Employee Handbook, with the start of the fiscal year of October 1, 2025.

The recommendation has been reviewed by the agency's HR employment attorney, who has determined no concerns with the proposed recommendation.

Financial Impact:
The estimated financial impact to the agency is approximately $1,600 associated with bereavement leave taken since the beginning of the current fiscal year. These costs will be covered by non-federal funds.

Next Steps:
Upon approval, Human Resources will finalize, distribute, and communicate the updated Employee Handbook to all employees.

Questions

Audit & Finance Committee Report

FY26 Budget Amendment (Action Item)

Budget Amendment

		FY26 Approved Budget	FY26 Budget Amendment #1	% Change	$ Change
Workforce Solutions Alamo					
Board Fiscal Year October 1, 2025 - September 30, 2026					
FY26 Budget Amendment #1					
SUMMARY					
CORPORATE BUDGET					
Personnel	$	5,672,536	$ 5,736,960	1.1% $	64,424
Facility	$	500,378	$ 500,378	0.0% $	-
Equipment/Related Costs	$	284,564	$ 284,564	0.0% $	-
General Office Expenses	$	516,208	$ 516,208	0.0% $	-
Professional Services	$	1,697,690	$ 1,697,690	0.0% $	-
Board Expenses	$	45,000	$ 45,000	0.0% $	-
TOTAL WSA CORPORATE BUDGET	**$**	**8,716,376**	**$ 8,780,800**	**0.7% $**	**64,424**
FACILITY & INFRASTRUCTURE BUDGET					
Facility Related Occupancy	$	4,511,406	$ 4,511,406	0.0% $	-
Equipment Related	$	131,543	$ 131,543	0.0% $	-
Rental of Equipment	$	59,683	$ 59,683	0.0% $	-
Software Related	$	848,974	$ 848,974	0.0% $	-
Communications	$	350,467	$ 350,467	0.0% $	-
General Office	$	193,799	$ 193,799	0.0% $	-
Other Professional Services	$	140,929	$ 140,929	0.0% $	-
Reserve Facility	$	150,000	$ 150,000	0.0% $	-
TOTAL FACILITY & INFRASTRUCTURE BUDGET	**$**	**6,386,802**	**$ 6,386,802**	**0.0% $**	**-**
Reserve Unobligated	$	12,318,454	$ 14,111,623	14.6% $	1,793,170
Initiatives	$	529,947	$ 771,825	45.6% $	241,878
Service Selivery	$	164,353,802	$ 169,745,492	3.3% $	5,391,690
TOTAL BUDGET	**$**	**192,305,381**	**$ 199,796,542**	**3.9% $**	**7,491,161**

215

Changes by Category

Corporate - There was an increase in personnel fringe benefits of $64,424 due to increase of employee insurance rates. The approved corporate budget was $8,716,376 and the amended budget will be $8,780,800, a .7% increase.

Initiatives - Initiatives were initially budgeted at $529,947, which represented TWC, Workforce Initiatives that include jobs fairs such as Red White and YOU, and youth job fairs. The board is requesting to increase the project by $241,878 for several grants that were extended or have been awarded since the initial budget approval.

Reserves - The reserve was initially budgeted at $12,318,454. The board is projecting a $1,793,170 increase or approximately 15% for a budget amount of $14,111,623. This represents adjustments to Child Care service delivery cost due to the decreased target provided by TWC of children in care.

Changes by Category

**Service Delivery – primary program adjustments are as follow:**

Program	Grant	Amount
Adult	RESEA	$351,574
Adult	TANF	$300,112
Adult	WIOA Adult	$600,068
Adult	WIOA Dislocated	$600,068
Child Care	CCDF, CCM, CCP, Quality	$5,528,599
Non-TWC	Ready to Work	($2,453,068)
Total:		**$4,777,361**

Recommendation

Staff is requesting Board approval for FY 25-26 Budget Amendment #1, to increase the budget from $192,305,381 to **$199,796,542**, an increase of **$7,491,161** or approximately **3.9%**.
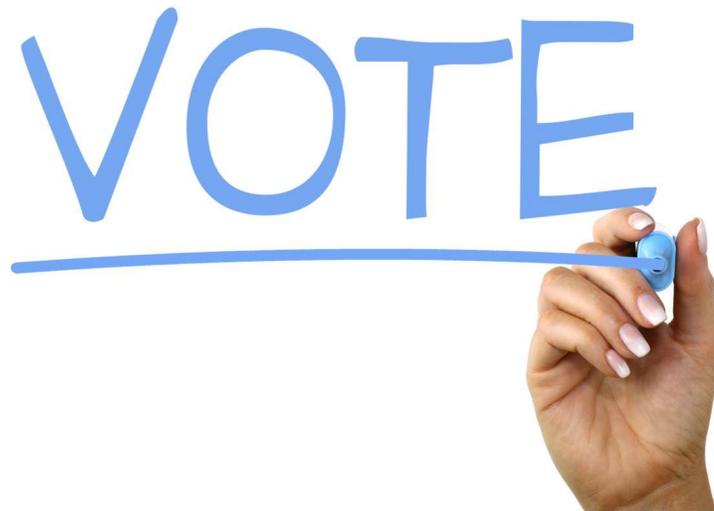
Questions

Single Audit Briefing

Single Audit Briefing

The audit for Workforce Solutions Alamo for the fiscal year ended September 30, 2025, will be performed and completed by ABIP, PC.

Annual Audit field work: March 23, 2026 through April 17, 2026.

The Audit Report: Audit and Finance Committee on May 30, 2026, Executive Committee on June 5, 2026, and the Board of Directors on June 12, 2026.

Following the approval, the final Annual Audit will be submitted to the Federal Audit Clearing House.

Questions

CEO Report

Adrian Lopez, Chief Executive Officer

WorkforceSolutions
ALAMO

BUILDING BUSINESS • BUILDING CAREERS

TWC Sunset Review

February 24 –Schedule
Location: Datapoint

Time	Activity
9:30 AM	Arrival & Introductions
10:00 AM – 11:00 AM	Interview: Executive Director
10:00 – 11:00 AM	Interview: Board Leadership
11:00 – 12:00 PM	Interview: Child Care Contractors
12:00 – 1:00 PM	Lunch (Optional Working Lunch)
1:00 – 2:00 PM	Interview: Contractor Workforce Solutions Office Management
2:00 – 3:00 PM	Interview: Direct-Service Providers
3:15 – 3:45 PM	Follow-Up / Clarifying Interviews
3:45 – 4:00 PM	Close-Out Discussion

Workforce Solutions
ALAMO
BUILDING BUSINESS • BUILDING CAREERS

Ready to Work

Questions

Chair Report

Leslie Cantu, Committee Chair

Questions

Thank you!