



STRATEGIC COMMITTEE MEETING - MINUTES

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207

May 19, 2023

10:00 AM

BOARD MEMBERS: Eric Cooper (Chair), Leslie Cantu, Anthony Magaro, Ben Peavy (10:02am), Lowell Keig, Angelique De Oliveira (10:01am), Mitchell Shane Denn

WSA STAFF: Adrian Lopez, Katherine Pipoly, Giovanna Escalante-Vela, Penny Benavidez, Jessica Villarreal, Jeremy Taub, Chuck Agwuegbo, Caroline Goddard, Linda Martinez, Rebecca Espino Balencia, Vanessa McHaney, Randy Davidson, Manuel Ugues, Gabriella Horbach, Brenda Garcia, Jason Rodriguez, Sylvia Perez, Angela Bush, Chakib Chehadi, Aaron Bieniek, Kristen Rodriguez

LEGAL COUNSEL: None.

GUEST: Greg Marshall with AIT's Fatherhood

AGENDA

Agenda items may not be considered in the order they appear.

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of meeting. Questions relating to these rules may be directed to Linda Martinez at (210) 272-3250.

The Chair of the Committee will be at the Host Location. The Host location is specified above. Meetings will be visible and audible to the public at the Host location, and there will be a visual or audio recording of the meeting. There will be two-way audio and video of the meeting between each Board member sufficient that Board members and public can hear and see them. WSA will comply with all Videoconferencing Guidelines.

For those members of the public that would like to participate and cannot attend in person at the host location, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Linda G. Martinez, (210) 272- 3250.

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During the Public Comments portion of the meeting (Agenda Item 4), the Public may type their name into the chat box or unmute themselves and state their name. The meeting host will call each member of the public for comments, in the order their names were submitted.

I. CALL TO ORDER

Presenter: Eric Cooper, Committee Chair

At 10:00am, Chair Cooper called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Eric Cooper, Committee Chair

The roll was called, and a quorum was declared present.

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Eric Cooper, Committee Chair

None.

IV. PUBLIC COMMENT

Presenter: Eric Cooper, Committee Chair

None.

V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)

Presenter: Eric Cooper, Committee Chair

a. Meeting Minutes – March 17, 2023

Upon motion by Mitchell Shane Denn and seconded by Leslie Cantu, the Committee unanimously approved the Consent Agenda item a. Meeting Minutes – March 17, 2023.

VI. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jeremy Taub, Director of Procurement and Contracts

a. Procurement Diversity Update (SMWVBE)

— Outreach to current vendors has increased the number of SMWVBE classifications, which resulted in expenditures to be at 34.52% as of March 31, 2023.

— There are currently 24 SMWVBE vendors. 2 African American, 2 Asian, 1 Asian/Hispanic, 9 Hispanic, 3 small business, and 7 women owned.

— The estimated SMWVBE expenditures for FY23 is 50%.

— Total expenditures paid to SMWVBE vendors for this fiscal year is over \$1.2M

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so far. \$816,764.34 has been paid to ethnic owned businesses and \$398,765.81 has been paid to small, veteran, and women owned businesses.

- Ben Peavy commented that he doesn't think this is showing an accurate picture because one business can fit into multiple categories. CEO Adrian Lopez stated that during the Executive Committee meeting he will bring examples from other agencies and show how they are reporting out their SMWVBE numbers.
- Chair Cooper and Ben Peavy would like to get a fuller picture of the percentage of SMWVBE amounts versus the actual budget.
- There are 573 childcare providers, 325 have no designation and 248 identify as SMWVBE.
- Anthony Magaro asked why 325 of the providers have no designation. Jeremy Taub responded that the information for childcare providers comes from the City of San Antonio.

b. Facility Updates

i. Port SA Update

- Discussions are ongoing with Bexar County about having a Bibliotech at the Port. Hopefully an agreement can be reached within the next 30 days. Also, the square footage has been finalized.

ii. Walzem Update

- Lease expires December 31, 2023 with no available options to renew. Request for information released on March 24, 2023. Current square feet is 13,000 and needs determination is 19,000 square feet.
- The current fiscal impact is a monthly rent of \$25,122 which is \$301,467 annually.
- Next steps are to complete procurement process and conduct additional site visits.

VII. LOCAL PLAN PROGRESS UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Perez, CIO

a. Local Plan Update

- WSA Board approved final updates to the plan on April 21.
- Presented and secured approval from Rural Judges on April 26, Bexar County on May 2, and City of San Antonio on May 4.
- WSA staff has submitted the final 2-Year Local Plan Update on May 12, 2023.
- TWC may request additional information, changes, or clarification and staff will work through the process as needed.
- The Governor's Office approval of the plan will document completion.
- The entire process takes approximately 2-3 months.
- Once approved, the process will continue with implementation, including outreach and information, continued focus on sector-based model, continued career pathway and development, and using data and designing mechanisms to track and report status and outcomes.

b. Sector Based Model Update

i. Sector Based Score Cards – Rebecca Espino Balencia, Director of Ready to

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Work

- The Industry Sector Scorecard BCY23 for Healthcare, Other, Information Tech, Construction & Trades, and Manufacturing shows 203 enrolled, 95 active, 108 completed, 81 successful competitions, 75% success rate, 43 successful credentials, and 53% credential rate.
- Angelique De Oliveira asked if the Industry Sector Scorecard includes Ready to Work numbers. Brenda Garcia responded that these numbers do not include Ready to Work, but are specifically for the adult program initiatives and in the future they can add additional information for Ready to Work if necessary. Angelique De Oliveira stated that a combined scorecard would be helpful to see the overall impact of these programs in the community. She also stated that adding a column for Employment Rate would be a great data point.
- In Bexar County, 1,220 employers were serviced, 12,994 job orders, 19,175 openings, 43,000 applicants, 135 key accounts, 1,400 participants attended hiring events, 520 work sites, and 1,750 confirmed hires.
- In the rural area, 410 employers were serviced, 2,316 job orders, 3,445 openings, 6,000 applicants, 82 key accounts, 32 hiring events, an average of 215 participants per hiring event, 93 work sites, and 575 confirmed hires.
- Angelique De Oliveira asked for the Business Services Unit Scorecard to have the totals for both Bexar and the rural areas and a grand total at the bottom of the card.
- The Youth Industry Sector Scorecard BCY23 shows 22 youth enrolled with one completed and acquiring a credential.
- The Youth Business Services Unit Scorecard shows 69 youth participants placed in a work experience opportunity. The goal is 140 youth participants. There have been 5 hiring events in Bexar County and 3 in the rural areas.
- Ben Peavy asked what is the secret for the youth to have a lot of success in the rural areas. Gabriella Horbach responded that SERCO has been working with the youth in rural areas for 5 years and barely started working with the urban area in October 2022. Many relationships have developed in those 5 years.
- A Healthcare Collaborative was held on April 25, 2023 from 9am to 12pm at Datapoint Career Center. The purpose was to convene sector-based employers to explore and validate local labor market trends, including the current talent pipeline, training needs, resources, and solutions. The Healthcare Stakeholders had 52.941% rural representation and 47.059% urban representation. The employers biggest challenges in hiring are losing staff to high incentive bonuses, unqualified individuals, employees looking for long-term work, and completing hiring process after accepting an offer. The occupation with the greatest number of vacancies in their organizations are RNs, Patient Service Representatives, and Medical Assistants. Skills that are needed in their organizations but

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not taught at a high level by training providers are communication, professionalism, managing emotions during high stress, and people skills.

- ii. Strategic Partnership Manager Update – Caroline Goddard, Strategic Community Partnerships Manager
 - Partnerships in the works: Dee Howard Foundation + AHA Education, Haven for Hope, Texas State Library+ Texas State, UP Partnership, Rural Libraries, THRU Project, CIS, BCFS-Allies Peer Support, and Youth Center of Texas.
 - MOUs: Health & Human Services – Community Partner Program helps people apply for and manage their medical, nutritional, and cash assistance benefits using an online application website. BCFS, HHSC, and DFPS – To address the unique challenges facing youth and young adults currently or formerly in foster care who are transitioning to independent living and successful adulthood. CIS-SA – To support CIS’ mission of surrounding students with a community of support, empowering them to stay in school and achieve in life by enrolling students in the YES program.
 - Letters of Support: Texas A&M-San Antonio’s Educare Project to Congressman Cuellar – The center will include a workforce development hub with over 20 community agencies collaborating to directly connect the community to workforce development opportunities on a university campus. Culturingua – Application to Islamic Relief USA for the 2023 Domestic Grant Application and an application for the Main Street America San Antonio Main Street Corridor Pilot that will support community businesses and residents along the designated corridor location. COSA – Application to the National League of Cities’ Good Jobs, Great Cities Academy to enhance work-based learning opportunities to residents who need it the most. YWCA: Submitted a Letter of Support but YWCA did not submit their application for the grant. Cleft of the Rock: Explore partnering to bring workforce solutions support to far west San Antonio, as well as support for early childcare services. Npower Inc.: Application for \$350,000 Texas Talent Connection Grant for their Tech Fundamentals Program that create pathways to economic prosperity by launching digital careers for transitioning service members, veterans, reservists, their spouses, and young adults.
 - Workforce Academy: 295 participants, 159 graduates, with the goal being 500 for the year.
 - Workforce Leadership Academy: Opening retreat took place on March 29 – 31 at Tapatio Springs. Two sessions and collaborative labs took place on April 10 and 12 and May 8 and 10.

VIII. CEO REPORT

Presenter: Adrian Lopez, CEO

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- a. American Indians In Texas at the Spanish Colonial Missions
Presented by: Greg Marshall, AIT's Fatherhood
 - Conducts parenting classes and domestic violence classes. Refers many clients to WSA. Opened new offices to help disadvantaged communities. Office contains 7 doulas to help parents expecting babies, participated in 78 births, and given 525,000 diapers. Involved and engaged with Native American cultural arts and market, and opened the first Native American civic center.
- b. Partnership with Bexar County Public Works
 - WSA has enrolled 13 staff of Bexar County Public Works for CDL training.
- c. Ready to Work Program
 - 1,182 enrollees in training. Goal for this year is 1,318 by the end of June.
- d. TWC Annual Employer Awards Update
Presenter: Penny Benavidez, Director of Public and Government Relations
 - TWC provides an opportunity every year for local Boards to submit nominations for their annual employer awards. The due date for submissions is June 19. There are 5 categories to submit nominations in, which include Large Employer of the Year, Small Employer of the Year, Veteran Friendly, Hireability, and Local Employer of Excellence.

IX. CHAIR REPORT

Presenter: Eric Cooper, Committee Chair

X. EXECUTIVE SESSION:

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;
- c. Pending or Contemplated Litigation;
- d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

None.

XI. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair

Upon motion by Angelique De Oliveira and seconded by Lowell Keig, Chair Cooper adjourned the meeting at 11:27am.

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