



STRATEGIC COMMITTEE MEETING - MINUTES

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

September 29, 2023

1:00 PM

BOARD OF DIRECTORS: Eric Cooper (Chair), Leslie Cantu, Anthony Magaro, Ben Peavy, Lowell Keig, Mitchell Shane Denn

STAFF: Adrian Perez, Gabriela Navarro Garcia, Penny Benavidez, Jessica Villarreal, Jeremy Taub, Randy Davidson, Caroline Goddard, Teresa Chavez, Rebecca Espino Balencia, Kristen Rodriguez, Daisey Vega, Sylvia Perez, Manuel Ugues, Aaron Smith

PARTNER STAFF: None.

WSA LEGAL COUNSEL: None.

GUEST: Christopher Mammen and Romanita Matta-Barrera with greater:SATX, Natasha Richardson with Communities In Schools, Carley Reeves Hernandez

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 the meeting. Questions relating to these rules may be directed to Caroline Goddard at (210) 322-6296.

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 Caroline Goddard, (210) 322-6296.

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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 1:04pm, Chair Eric 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 – July 28, 2023

Upon motion by Lowell Keig and seconded by Mitchell Shane Denn, the Committee unanimously approved the Consent Agenda, item a. Meeting Minutes – July 28, 2023.

VI. GREATER:SATX AND TALENT PIPELINE MANAGEMENT IMPLEMENTATION UPDATE

Presenters: Christopher Mammen & Romanita Matta-Barrera, greater:SATX

— greater:SATX is a public-private, regional economic development organization charged with developing and diversifying the San Antonio, Texas economy through business attraction, business retention, workforce development, and global marketing strategies.

— The strategic framework includes jobs, people, and places. Supported by 180 private sector investors, the organization is responsible for assisting over 500 companies relocate or expand in the region that collectively employ more than 120,000 San

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Antonians.

- Recent wins from 2017 to 2023 include 27,850+ new jobs announced, \$6.4B in capital investment, 700+ existing business assists, 144 deals closed, 28.1K work-based learning opportunities, and 49.9K targeted certificates and degrees.
- Target industries include tech, cyber, bioscience, financial services, and manufacturing.
- Target retention initiatives include Alamo Fellows which are first generation STEM college students, 300+ SA WORX Alumni Network, Harvard Business School Young American Leaders Program, and lead higher education collaborative. Talent attraction includes a talent attraction campaign, and a career pathways and job matching tool.
- Employer engagement and strengthening the regional workforce includes a Talent Pipeline Management (TPM) implementation across five sectors with nearly 100 employers, support county's educator pipeline collaborative, and support City of San Antonio's Ready to Work \$250M upskilling program. Awareness, exposure, and preparation includes over 25,000 students participating in industry-led work-based learning activities, educator and counselor industry externships, and labor market intelligence reports.
- TPM aligns to greater:SATX's mission of driving economic growth by elevating San Antonio's regional workforce competitiveness to support both employer recruitment and retention. By aligning regional industry voice and streamlining needs and solutions, greater:SATX can positively impact businesses, learners, workers, and the overall community prosperity. Supports local efforts, including City of San Antonio's Ready to Work training and job placement and Apprenticeship Building American investments. Strong employer network and strategic partnerships results in more aggressive and expansive implementation. The expert consultants are American Institutes for Research (AIR).
- TPM framework strategies include a collaborative kick off to identify critical pain points, data collection, competency and credential analysis, back mapping and provider data analysis, and employer led partnership program implementation for IT & Cyber, Construction & Skilled Trades, Finance, Manufacturing, and Healthcare & Bioscience.
- Ben Peavy commented that he believes this collaboration is great and would like to continue to see it improve. Also, he requests the creation of shared metrics and goals of employers.

VII. PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jeremy Taub, Director of Procurement and Contracts

a. Procurement Diversity Update (SMWVBE)

- Outreach to current vendors and encouraging SMWVBE participation at pre-bid conferences has increased the number of SMWVBE classifications, which resulted in expenditures to be at 41.12%. WSA has issued payments to approximately 123 vendors for the purchase of goods and services with 38 identifying as HUB, including four new vendors 1 Asian, 1 Hispanic, and 2 Small Businesses.

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- Total SMWVBE payments are \$2.4M of the \$5.9M total corporate expenditures.
 - 9 more childcare providers have been added, 7 of them are SMWVBE, which brings the percentage to 44% and 52% of the overall dollars going to SMWVBE.
- b. Facility Updates
- i. Port SA
 - This project is on schedule and the final pricing letter from the general contractor has been received and agreed upon. The anticipated move in date is May 2024.
 - ii. Walzem/O'Connor
 - Estimated build out costs have been received from the general contractor and are finalizing negotiations to begin construction. This project is on schedule with an estimated move in date of January 2024.

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

Presenter: Adrian Perez, CIO

a. Rural Partnership Update

- The initial work of Community Conversations as a precursor to the creation of County Workforce Councils has begun and reinforces the Local Plan and the implementation of sector-based strategy. The first meeting was an introduction and overview. The second meeting, which is currently ongoing, is partner identification and MOU points. The third meeting is for finalization and cadence.

b. Sector-Based Model Update – Sector-Based Score Cards & Strategic Partnership Manager Update

Presenters: Rebecca Espino Balencia, Director of Ready to Work & Caroline Goddard, Strategic Community Partnerships Manager

- Adult Industry Sector Scorecard BCY23: 242 enrolled, 63 active, 179 completions, 143 successful completions, 80% success rate, 79 successful credentials, 44% credential rate, 87 successful employment, and 61% employment rate.
- Anthony Magaro asked what can be done to increase employment rates. An employee from C2 stated that they are working closely with the training providers to get the participants to take their tests to earn their credentials. Also, making sure that the case manager is having an in-depth conversation and intake assessment with the customer to make sure they are choosing the appropriate career field.
- Youth Industry Sector Scorecard BCY23: 34 enrolled, 29 active, 5 completions, 5 successful completions, 100% success rate, 5 successful credentials, 100% credential rate, and 5 placements.
- Ready to Work: 3,401 applicants have been interviewed, 1,830 are enrolled in training, 214 have successfully completed training, 93% training retention rate, 61% successful training completion rate, and 99 have been placed in quality jobs.
- Overall Impact: 2,072 enrolled, 362 successful completions, 191 placements, and 52.76% employment rate.

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- Business Sector for Urban Adult: Over 1,600 employers have been assisted, 20,000 job orders, 33,000 job openings, 81,000 applicants, 135 key accounts, 13 hiring events with over 2,000 participants, 515 training worksites, and over 3,000 confirmed hires.
 - Business Sector for Rural Adult: Over 600 employers have been assisted, 4,000 job orders, 6,400 job openings, 11,000 applicants, 82 key accounts, 13 hiring events with over 800 participants, 112 training worksites, and over 1,200 confirmed hires.
 - Total Impact Within Urban and Rural: 2,414 employers have been assisted, 25,089 job orders, 39,888 job openings, 92,985 applicants, 296 key accounts, 386 hiring events with 19,440 participants, 761 training worksites, and 4,705 confirmed hires.
 - Partnerships in the Works: Bexar County Veterans, 100 Black Men, CPS Energy, Guadalupe Valley Family Violence Center, Rural Libraries, AEL Consortium, New Braunfels: Steps for Life, Health Collaborative, and Calvary.
 - Letters of Support Provided To: Dalkia Energy Solutions, Toyotetsu Texas, UTSA, Del Mar College, and Restore Education.
 - Workforce Academy: 553 participants with 320 graduates.
 - Workforce Leadership Academy: Fellows have been assigned teams and will be conducting research and interviews that align with their topics in Education & Training for Employers, Partnerships, Strategic Navigation, and Measures & Outcomes. In addition to the curriculum that Aspen has provided, WSA is educating the Fellows on the sector-based model and local plan by offering tours and meetings with industry leaders such as Southwest Research Institute. Fellows from WSA, Strategic Links, Family Service Association, YWCA, United Way, and Haven for Hope partnered to host a Bridges Out of Poverty training.
- i. Partnership Highlight – Natasha Richardson, Strategic Partnership Manager, Communities In Schools
- Mission is to surround students with a community of support, empowering them to stay in school and achieve in life. CIS is directly inside schools throughout Bexar County and surrounding areas and helps connect children and families to basic and critical educational and community-based resources tailored to each student’s specific needs. CIS partnership with WSA has assisted in providing post-secondary support to students and families and has been developing more over the previous years in a variety of ways.
 - Examples of Partnership Initiatives:
 1. Family Engagement Events – Setting up tabling at events, presenting information at parent meetings or cafecitos, and job fairs.
 2. Student Initiatives – Tabling at events, school wide presentations, HTC event, Career Days, and job fairs/CCMR fairs.

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3. Ambassador Program/Training – Ensuring that staff utilize WSA as a leading resource in career exploration.
 - Strengths: Several different programs that apply to different student needs, communication about upcoming events, job placements, and quarterly internship meetings. Challenges: Timelines of events.
 - Community Engagement: WSA supported CIS’ Stuff The Bus school supply drive.

IX. CEO REPORT

Presenter: Adrian Lopez, CEO

- a. Ready to Work Program
 - Did not discuss.
- b. Update on Datapoint
 - Did not discuss.

X. CHAIR REPORT

Presenter: Eric Cooper, Committee Chair

- Chair Eric Cooper stated that he recently attended a graduation for warehouse and culinary training. He noted how the Food Bank is a privileged partner with Ready to Work and how impactful this program is to the community.

XI. 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.

XII. ADJOURNMENT

Presenter: Eric Cooper, Committee Chair

Upon motion by Ben Peavy and seconded by Anthony Magaro, Chair Eric Cooper adjourned the meeting at 2:21pm.

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