

WORKING TO MAKE AN IMPACT

2025

ANNUAL REPORT



MISSION

To *strengthen* the Alamo regional economy by *growing* and *connecting* talent pipelines to employers.

VISION: To lead the most integrated community workforce network in the nation.

VALUES:

- ▶ Accountability
- ▶ Innovation
- ▶ Collaboration
- ▶ Integrity
- ▶ Excellence

OUR PURPOSE:

Our work is to prepare people for meaningful careers while developing innovative workforce solutions for businesses in targeted industries providing long-term stability through high-demand, high-growth, high-wage employment opportunities.

WHERE WE SERVE:

13-County Alamo Region proudly serving the communities of Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, McMullen, Medina and Wilson counties.



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Photo by Amber Esparza

CREATING CAREERS, *connecting communities*

ONE SIMPLE WORD DEFINES OUR WORK:
CONNECTION.

Workforce Solutions Alamo exists to bridge gaps — between education and employment, between talent and opportunity, and between communities and the resources they need to thrive. In 2025, we strengthened those connections in a year defined by unprecedented uncertainty and rapid change, helping to ensure both people and businesses across our region had the support and hope needed to build a path forward and succeed.

Through innovative programs and strategic partnerships, we helped thousands of job seekers gain skills, secure employment and build brighter futures. Our collaboration with employers across the 13-County Alamo Region ensured businesses had access to the skilled workforce needed to grow. From Summer Earn and Learn opportunities, which empowered students with unique abilities, to Teacher Externship workshops that brought classrooms closer to careers, every initiative was designed to create meaningful pathways.

Recognizing school readiness is the foundation for lifelong learning and success, we also expanded strategic investments in early childhood education to strengthen families' access to quality child care and enhance professional development for providers — helping build stronger communities starting from cradle to career.

These achievements were made possible through the collaborative partnerships and connections we share with elected officials, local chambers, educational institutions, employers and community organizations — partners united in purpose and committed to the people we collectively serve. Together, we are not just filling jobs; we are shaping futures and strengthening the economic fabric of our 13-County Alamo Region.

As we look ahead, our commitment remains clear: to connect *people, potential and possibilities* — *creating careers* and *connecting communities* for generations to come.

LEADERSHIP TEAM



Adrian Lopez
CHIEF EXECUTIVE OFFICER



Teresa Chavez
CHIEF OPERATIONS OFFICER



Eric Vryn
CHIEF PROCESS OFFICER

BOARD MEMBERS

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President
Addison Prime

Cristina Besosa

Marketing Director of Human Resources
SAHLA, Marriott Rivercenter, Marriott Riverwalk & JW Marriott San Antonio Hill Country Resort and Spa

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Manager, Commission Initiatives and Special Projects
Texas Workforce Commission

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Easy Expunctions

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Elizabeth Lutz

Executive Director
The Health Collaborative

Anthony Magaro

Vice President, Human Resources
Southwest Research Institute

Sammi Morrill, Ph.D.

Associate Vice Chancellor of Operations, Economic and Workforce Development
Alamo Colleges District

Lisa Navarro-Gonzales

Vice President
Forma, LLC

Angelique De Oliveira

Chief Mission Services Officer
Goodwill Industries of San Antonio

Ana De Hoyos O'Connor

Professor / Community Coordinator
San Antonio College

Esmeralda Perez

Director of Community Services
CHRISTUS Santa Rosa Health System

Kelli Rhodes

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Restore Education

Jim Robertson

President and CEO
Americrane USA

Tasha Schmidt

Global Talent Acquisition Project Manager, Mergers and Acquisitions
IBM

Josh Schneuer

Executive Director
Seguin Economic Development Corporation

2025 WORKFORCE SOLUTIONS ALAMO BOARD OFFICERS

Mary Batch

VICE CHAIR

Senior Workforce Management Partner
Caterpillar, Inc.

Leslie Cantu

BOARD CHAIR

Vice President, Administration
Toyotetsu Texas, Inc.

J.R. Treviño

SECRETARY

Chief Executive Officer
Tresco Enterprises, Inc.



COMMITTEE OF SIX

Councilwoman
Dr. Adriana Rocha Garcia
CITY OF SAN ANTONIO, DISTRICT 4

Commissioner
Rebeca Clay-Flores
BEXAR COUNTY, PRECINCT 1

Councilman
Manny Pelaez
CITY OF SAN ANTONIO, DISTRICT 8

Judge Richard Evans
BANDERA COUNTY

Commissioner
Grant Moody
BEXAR COUNTY, PRECINCT 3

Judge James Teal
MCMULLEN COUNTY

CHIEF ELECTED OFFICIALS

Judge Weldon Cude
ATASCOSA COUNTY

Judge
Rochelle Camacho
FRIO COUNTY

Judge Rob Kelly
KERR COUNTY

Judge Richard Evans
BANDERA COUNTY

Judge Daniel Jones
GILLESPIE COUNTY

Judge James Teal
MCMULLEN COUNTY

Judge Peter Sakai
BEXAR COUNTY

Judge Kyle Kutscher
GUADALUPE COUNTY

Judge Keith Lutz
MEDINA COUNTY

Judge Sherman Krause
COMAL COUNTY

Judge Wade Hedtke
KARNES COUNTY

Judge Hank Whitman
WILSON COUNTY

In tribute, we honor the leadership and service of the late Comal County Judge Sherman Krause.

Judge Shane Stolarczyk
KENDALL COUNTY

Mayor Ron Nirenberg
CITY OF SAN ANTONIO

Congratulations on your retirement!

Having served as the Senior Workforce Management Partner at Caterpillar Inc. and ten years on the Workforce Solutions Alamo Board of Directors, including three years as Vice Chair, Mary Batch's leadership has been instrumental in advancing strategic priorities, fostering employer partnerships, leading educational initiatives and promoting economic mobility throughout the Alamo Region.

Thank you, Mary, for your lasting impact!



FEDERAL AND STATE EXPENDITURES from recurring services to support the local community through jobs and career services.

FUNDING STREAM	EXPENDITURES	PROGRAM DESCRIPTION
Employment Services	\$ 1,359,131	Local Workforce Centers align job seekers and employers through resume development, job matching and career exploration
Trade Act	\$ 5,000	Job training program developed to retrain job seekers in new careers that are displaced because of their prior position being eliminated due to international trade
Workforce Innovation & Opportunity Act (WIOA)	\$ 13,542,576	Job training program that assists adults, dislocated and youth workers with skills development in the form of short-term and long-term vocational, classroom and on the job training. Additional work experience opportunities and supportive services are available to remove barriers to unsubsidized employment
Reemployment Services and Eligibility Assessment	\$ 1,606,686	Outreach program for unemployment claimants that are reaching the end of their unemployment benefits to re-engage them back into the workforce system
Partners for Reentry Opportunities in Workforce Development	\$ 417,234	Job training and skills development program dedicated to improve outcomes of individuals recently released from custody of Federal Bureau of Prisons (FBOP)
Supplemental Nutrition Assistance Program (SNAP)	\$ 1,401,699	Workforce programs assisting SNAP recipients to gain skills, job training and work experience in order to obtain unsubsidized employment
Child Care	\$ 147,958,287	Program providing low-income individuals with child care assistance and investments into quality early education
Temporary Assistance for Needy Families	\$ 6,435,691	Program assisting TANF benefit recipients to participate in work experience and job training opportunities in order to obtain unsubsidized employment
DOL Building Pathways to Infrastructure Jobs	\$ 55,792	Program will train job seekers in advanced manufacturing; information and technology; and professional, scientific and technical services occupations that support renewable energy, transportation and broadband infrastructure sectors
TOTAL FEDERAL SPENDING	\$ 172,782,096	

ADDITIONAL EXPENDITURES from other funding sources

City of San Antonio — Ready to Work	\$ 15,124,257	Program providing workforce upskill opportunities through education and training to increase residents’ chances of employment
		Funds to ensure that Texas effectively prepares students with disabilities to obtain competitive and integrated employment through participation in employability skills and work readiness training, career exploration activities, work experience, post-secondary education and other activities

ADDITIONAL BUDGET (cont.)

Student Hireability	\$ 183,802	Initiative that provides support and coordination around the region to expand, enhance and improve workforce transition services offered to students with disabilities and their families
		Funds supporting the Workforce Academy to increase outreach throughout the community by providing Workforce Ambassadors with outreach materials that promote the brand and services, and to support the board's capacity
Texas Mutual	\$ 98,632	Funds to create inclusive environments, purchase curriculum and materials for implementing individualized support and skill development and providing specialized training to teachers
Other	\$ 706,880	Grants from multiple sources that allow for additional resources to staff, board and clients
Unrestricted Non-Federal	\$ 98,492	Funds to support community events, branding, board training development and other unforeseen events restricted by federal awards
TOTAL OTHER SPENDING	\$ 16,613,936	
TOTAL EXPENDITURES		

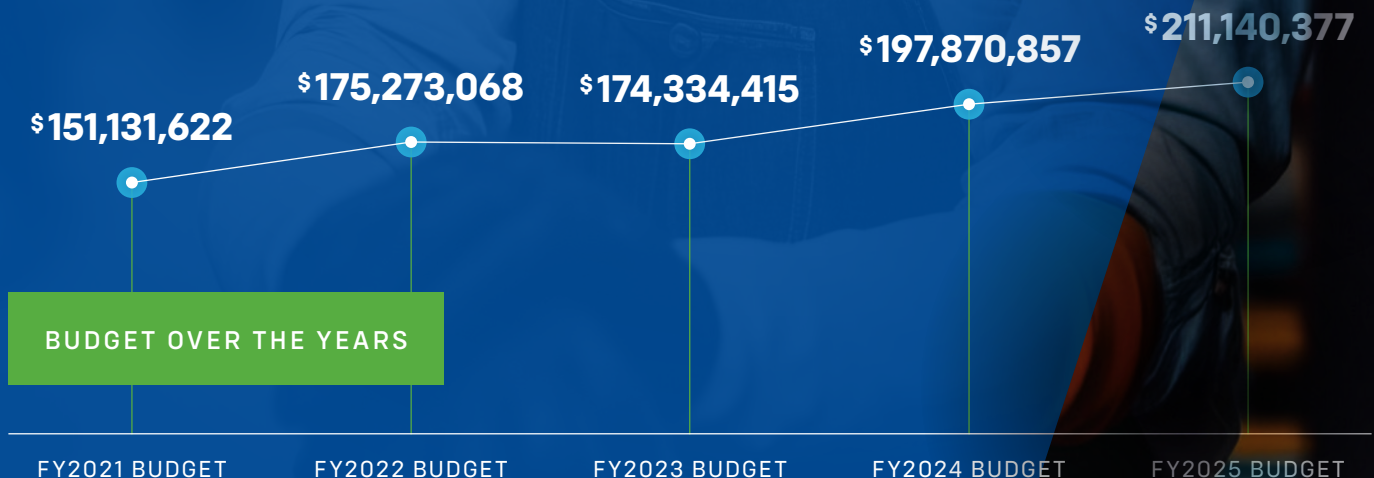
2025 FISCAL ACCOMPLISHMENTS



Completed 8 consecutive years of unmodified opinions on the annual audit of financial statements



Workforce Solutions Alamo budget (grant awards) **increased by 6.70%** since the previous fiscal year ending September 30, 2024



Workforce Solutions Alamo Child Care Services (CCS) provides quality child care scholarships to eligible families throughout the 13-County Alamo Region.

Child Care Services empowers families and strengthens communities by promoting long-term self-sufficiency through:



Supporting parents as they **work, pursue higher education** or participate in **job training programs**



Advancing school readiness by offering **professional development opportunities** for early care providers and educators, enhancing classroom curriculum and quality, and nurturing children's positive social and emotional skills — critical building blocks for lifelong learning and success

BY THE NUMBERS

TOTAL NUMBER OF CHILDREN SERVED

15,634

AVERAGE NUMBER OF CHILD CARE PROVIDERS

615

COMBINED YEARLY EARNED INCOME OF WORKING PARENTS

\$264 Million

TOTAL NUMBER OF FAMILIES SERVED

9,102

ANNUAL INVESTMENTS IN CHILD CARE

\$126,263,339



Success THROUGH SUPPORT

"I am so grateful for the Workforce Solutions Alamo CCS program. I am a single, working mom doing it all on my own, and this program has made it possible for my son to attend a quality daycare and develop the many skills he needs to prepare for school while I am at work. We would not be able to survive without this program. Although we have only been in the program for a year, my son has learned so much, and his speech development has improved tremendously since starting child care. Thank you, CCS for making this possible for our little family!" — BRIANN U.

"Workforce Solutions Alamo has made such a positive impact in my life.

It allowed me the opportunity to go back to school and achieve my goal of becoming a registered nurse. Being a single mom is hard enough, and to pile years of schooling on top of that, was even more daunting. By relieving the stress of having to pay for my son's child care, this program was my stepping stone to success. I wouldn't be where I am today without their support and services. Thank you all so much for what you do, and for giving me the best chance for a bright and successful future!" — JENNIFER C.





QUALITY MATTERS

High-quality child care programs do more than prepare children for school – they create lasting benefits that influence physical health, social development and economic opportunity throughout a child’s life. Workforce Solutions Alamo demonstrates its commitment to these outcomes by investing in quality curriculum and professional development for early care and education providers, ensuring high-quality learning environments for our communities’ youngest learners.

CHILD CARE PROGRAM CERTIFICATIONS

- 137** PROGRAMS ACHIEVED INITIAL CERTIFICATION IN 2025
- 154** PROGRAMS RECEIVED AN ENTRY LEVEL DESIGNATION, INDICATING PROGRESS TOWARD CERTIFICATION
- 425** PROGRAMS WERE DESIGNATED AS TEXAS RISING STAR PROVIDERS WITH AN ACTIVE CHILD CARE SERVICES AGREEMENT

TEXAS RISING STAR DESIGNATIONS

- 57** PROGRAMS ACHIEVED A **2-STAR** DESIGNATION
- 138** PROGRAMS ACHIEVED A **3-STAR** DESIGNATION
- 230** PROGRAMS ACHIEVED A **4-STAR** DESIGNATION



Staff Bonuses: Awarded **\$2 million in quarterly staff-retention bonuses** to 84 child care programs, benefiting 964 child care staff. Also provided **\$605,700 in teacher appreciation grants** to 535 child care programs, impacting more than 4,500 child care staff.



Investments to Support Programs on the Texas Rising Star Certification Path: Invested **\$46,000 to support 46 entry-level child care programs** as they progressed toward Texas Rising Star certification.



Curriculum Investments: Invested **\$735,000 in curriculum resources** across 100 child care programs, including 82 infant curriculum sets, 95 toddler curriculum sets, 93 preschool curriculum sets and two mixed-age curriculum sets.



Quality Enhancement Incentives to Texas Rising Star Programs: Awarded **\$767,000 in quality enhancement incentives** to 298 child care programs to support the continued maintenance of Texas Rising Star certifications.



Professional Development Investments: Awarded **\$196,472 toward professional development**, delivering 72 training opportunities for child care professionals.

ADVANCING EXCELLENCE IN CHILD CARE LEADERSHIP

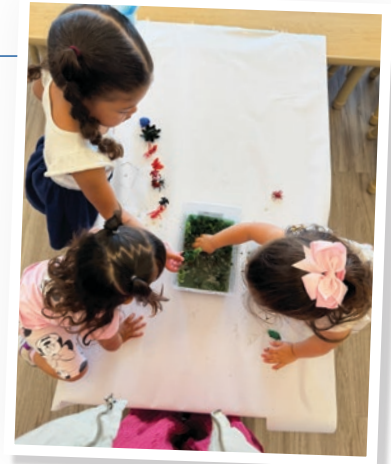
In a powerful demonstration of regional collaboration, Workforce Solutions Alamo participated alongside the Heart of Texas, Central Texas, Capital Area and Rural Capital Workforce Boards in the 2024-2025 Texas Child Care Leadership Academy that was led by Together4Children (T4C) through a strategic grant from the Texas Workforce Commission to fundamentally transform the child care work environment and strengthen staff retention.

Representing the largest cohort in the Academy, the Alamo Region brought together **48 dedicated leaders from 32 local child care programs** to engage in this transformative journey. The program celebrated its graduation on February 19, 2025, at the Voices of Empowerment Symposium in Round Rock, where participants were recognized for completing the Academy and for their commitment to elevating the quality and stability of the child care talent pipeline across the region.



Success THROUGH SUPPORT

Infant and Toddler Indoor and Outdoor Material Grant *“Thanks to the generous grant we received, our classroom has been transformed into a vibrant space for sensory exploration. The toys provided have become essential tools in our daily activities, allowing us to implement engaging sensory projects that support the development of fine motor skills in our children. These hands-on experiences not only foster physical growth, but also spark creativity, curiosity and joy in learning. We’re deeply grateful for the opportunity to enrich our students’ educational journey in such a meaningful way.”* – JEANNETTE BRYANT, LITTLE HEARTS CHILD DEVELOPMENT CENTER



Curriculum Investment *“When we received our curriculum, we were so excited. Our mentor helped us unbox everything and guided us through how to use the materials. During the first week, my team was so excited to see how the children interacted and followed along with the teacher. My teachers said that this was so much better than searching online for activities and ideas. They now use the frogs to help motivate children to make good choices. The children love the new stories, and families appreciate being involved with the curriculum as well.”* – THERESA DIXON, EJ’S KIDS DAYCARE AND LEARNING CENTER, LLC

Teacher Appreciation Grant *“Our entire staff is extremely grateful for the teacher grant. It has helped boost morale and provided a means for the teachers to feel appreciated.”* – JEANNETTE ALSTON, LITTLE OAKS DISCOVERY SCHOOL



Teacher Appreciation Grant *“Thanks to the \$1,200 Teacher Appreciation Grant, Converse Christian School was able to show our teachers just how much their hard work means. After spending the entire summer preparing for a new wave of students, our staff dove into the school year with energy and dedication. To recognize their efforts, we distributed bonuses on the paycheck following the first week of school — a week that is always one of the most hectic, with new routines, after-school pickups and countless*

details to manage. That extra incentive not only boosted morale but also reminded our teachers that their tireless commitment does not go unnoticed. The grant truly helped us encourage and uplift our team at the perfect time” – TYLANE BARNES, OWNER

ADDITIONAL CHILD CARE SERVICES RECOGNITIONS



Inclusion Grant: Through a generous **\$100,000 grant from Texas Mutual**, Workforce Solutions Alamo provided 10 child care programs with \$9,500 each to **enhance quality inclusive environments, strengthen curriculum** and **support professional development** for early childhood educators.



Staff Retention Through Appreciation: **Recognized 504 early learning programs with teacher appreciation incentives**, awarding a total of **\$541,000** and positively impacted 5,575 early childhood educators across the region.

On September 20, Workforce Solutions Alamo hosted the second annual Alamo Quality Pathway Conference: Ignite the Wonder, in partnership with United Way of San Antonio & Bexar County and ESC Region 20.



This full-day event provided robust professional development and networking opportunities for early childhood educators. Sessions were designed for directors, teachers and combined audiences, covering critical topics such as:



Business operations and staff retention



Managing challenging behaviors and reducing absenteeism



Language development and learning through play



Child development, assessments and classroom quality



The conference welcomed **144 attendees**, reflecting strong engagement and commitment to advancing early care and education across the Alamo Region.

“This event reminded me why I chose this field. Hearing from passionate educators and learning strategies I can bring back to my center has recharged me. I left feeling more equipped, more hopeful and more committed to creating an inclusive, nurturing environment for every child.” – ERICA



“It has been incredibly refreshing to engage in new professional development opportunities and to experience the camaraderie of sharing insights and experiences with others in the early childhood education field.” – IRMA

“Everything that I learned today makes me feel more confident in my ability to be the best teacher for my students.” – BRITTNEYRAE

“What an exhilarating day of professional development.

Workforce Solutions Alamo has shown a commitment to early learning like no other. As an ECE professional, feeling supported through WSA gives a feeling of empowerment and has ignited us to go back to do the hard work.” – SANDY

“This conference reminded me why early childhood work matters: relationships, equity and joyful learning. I’m excited to bring these ideas back to my team and our kids.” – JESSICA



Workforce Solutions Alamo's Youth Empowerment Services (YES!) program prepares the future workforce by offering comprehensive, no-cost services to eligible youth between the ages of 16-24 who face challenges and barriers to education, training and employment.

BY THE NUMBERS

PARTICIPANTS ENROLLED

553

\$1,148,553

EARNED BY **294 STUDENTS** ENROLLED IN PAID WORK EXPERIENCES

ENROLLED IN TRAINING SERVICES

83

YOUTH ASSISTED WITH GED/HIGH SCHOOL COMPLETION SERVICES

269

AREA SCHOOL DISTRICTS

31

CAMPUSES SERVED

89

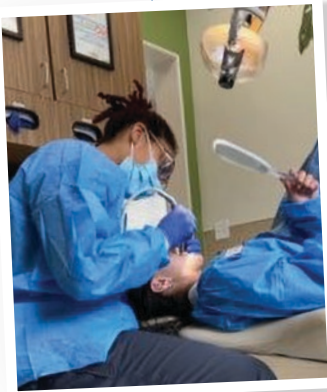


Success THROUGH SUPPORT

"The YES program equipped me with valuable skills and the confidence I needed to excel in an internship, ultimately paving the way for permanent employment." - ASHLEY

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

"I absolutely love what I get to do. Every day I get to help children feel safe, healthy and confident. That means everything to me." - JADA



CAREER PATHWAYS & EXPLORATION EVENTS

850+

YOUTH PARTICIPATED AT WSA HOSTED AND CO-HOSTED YOUTH EVENTS

61

EMPLOYERS/INDUSTRY REPRESENTATIVES PARTICIPATED

CTE SHOWCASE

Hosted in February in recognition of Career & Technical Education (CTE) Month, this first-ever event celebrated CTE programs and their role in preparing youth for diverse career pathways.

450+ STUDENTS ATTENDED THE SHOWCASE

The CTE Showcase which was designed to generate excitement and awareness among middle school students about future career opportunities.



FIESTA OF OPPORTUNITIES YOUTH EXPO AND HIRING FAIR

Designed for opportunity youth (those not currently working or enrolled in school), this event

provided career exploration, industry exposure and clear pathways to employment, college programs, vocational training and certifications.

102 OPPORTUNITY YOUTH PARTICIPATED

Participants benefited from a YES! presentation, financial wellness and mental health sessions, assistance with creating a WorkInTexas account and access to a career fair featuring 16 employers and 9 community resource organizations.

2025 ACE RACE

ALAMO CITY ELECTRATHON: INSPIRING INNOVATION THROUGH HANDS-ON LEARNING

In partnership with the South Texas Business Partnership, the **7th Annual Alamo City Electrathon (ACE) Race** continued its tradition of inspiring the next generation of engineers, technicians and innovators by bringing 30 teams of students together at the San Antonio Police Training Academy for a high-energy electric car race that blends creativity, technical skill and teamwork. This unique event challenges teams to design, build and race electric-powered vehicles, giving participants real-world experience in engineering, problem-solving and applied STEM concepts. Through collaboration with schools, industry partners and community supporters, the ACE Race showcases how hands-on learning can spark career exploration in high-demand fields such as advanced manufacturing, automotive technology and clean energy.

Workforce Solutions Alamo was proud to serve as a **Gold Sponsor** for three area high school teams as part of its ongoing mission to connect youth with career pathways that drive the region's economic future.

WSA Sponsored Schools: Dilley High School, Karnes City High School and Canyon Lake High School

Total Cost of WSA Investment: \$21,000

THE WORLD OF WORK (WOW) YOUTH EXPO

The WOW Youth Expo was held as part of the nationwide Youth Apprenticeship Week (YAW) initiative, which highlights the value of Registered Apprenticeships for youth ages 16-24.

The event focused on engaging rural communities and school districts that attended the San Antonio Stock Show & Rodeo Ag Mechanics Tradeshow, with the goal of promoting regional apprenticeship programs and other hands-on, earn-while-you-learn opportunities.

123 HIGH SCHOOL STUDENTS PARTICIPATED FROM THE FOLLOWING RURAL HIGH SCHOOLS

- ▶ Dilley High School
- ▶ Devine High School
- ▶ Natalia High School
- ▶ Pearsall High School

Students had the opportunity to learn about the Texas FAME initiative, hear directly from employers during a Q&A panel, participate in a student-led fashion show and explore exhibitor booths featuring 10 employers in the skilled trades and four community resource organizations.

2025 INTERN DAY SA!

Aimed at high school juniors, seniors and college students, Intern Day SA! connected youth with internship opportunities designed to reinforce skills through hands-on, work-based learning experiences.

Participating employers showcased available internships to support real-world experience and career readiness.

This event was held in partnership with the San Antonio Food Bank, Dress for Success, Ready to Work and Goodwill San Antonio.

EMPLOYERS IN ATTENDANCE

14

YOUTH IN ATTENDANCE

182



Workforce Solutions Alamo's Student HireAbility Navigators work in collaboration with Texas Workforce Commission Vocational Rehabilitation Services to expand and enhance pre-employment transition services for students with disabilities.



These services help young people in the early stages of planning for post-secondary education and careers, providing guidance, resources and hands-on experiences that serve as a launch pad toward meaningful, long-term employment.

Throughout the 13-County Alamo Region, Navigators host disability hiring fairs, community resource events, lunch & learn activities for educators and parents, and provide Workforce Solutions Alamo Career Center tours.

During the 2024-2025 fiscal year, Student HireAbility Navigators were instrumental in:



Early Career Exploration: Through strategic collaboration with partners such as DisabilitySA and Morgan's Wonderland WIN Inclusive Center, our Student HireAbility Navigators delivered an inclusive regional framework for career exploration across the 13-County Alamo Region. This specialized outreach extended into local school districts and military installations, providing students with disabilities the dedicated navigation and educational resources essential for professional growth. By fostering intentional support and career guidance, our team ensured students were equipped to successfully transition into post-secondary opportunities and secure a future within high-wage, high-demand career pathways.



Strengthening Partnerships: The Alamo Area Coalition Collaborative met eight times during the year, bringing together disability organizations, ESC staff and school personnel to coordinate resources, share community events and strengthen regional collaboration.



Higher Education Collaboration: Navigators participated in Palo Alto College orientation nights, Texas A&M Tu Casa presentations, and presentations for SPED students from SAISD, Harlandale and Northside, engaging incoming students, parents and guardians of individuals with autism and other neurological challenges in post-secondary planning.



High School and Transition Support: Navigators participated in Transition Education Development Activity classes at ESC Region 20 in March, June and October, working alongside Transition Leads. Sessions focused on post-secondary planning topics, including "What Comes Next?" and strategies to prepare students for successful transition beyond high school.



**ALAMO HELPING INDIVIDUALS REACH
EXPONENTIAL SUCCESS (HIRES) EVENT:**

In recognition of the 80th Anniversary of October being National Disability Employment Awareness Month (NDEAM), **Workforce Solutions Alamo** proudly hosted the **4th Annual Alamo HIRES event**, an inclusive hiring and resource event aimed at connecting individuals with and without disabilities to meaningful employment opportunities throughout the region.

Job seekers of all abilities were invited to engage with local employers who are actively hiring and committed to building inclusive and diverse workplaces that reflect the full potential of the community.



“Workforce Solutions Alamo is committed to creating pathways for all individuals to succeed. This event reflects our ongoing mission to foster inclusive workplaces where everyone has the opportunity to contribute their skills and thrive.” – ADRIAN LOPEZ, CEO OF WORKFORCE SOLUTIONS ALAMO

The Alamo HIRES Inclusive Hiring Event featured:



On-site interviews with inclusive employers



Accessibility accommodations, including ASL interpreters and assistive technology



Workforce development resources and **career coaching**



Training and support service information for job seekers of all abilities

BY THE NUMBERS



ATTENDEES

228

PARTICIPATING EMPLOYERS

34

INDIVIDUALS HIRED

15

CREATING PATHWAYS FOR YOUTH WITH *unique abilities*

The Summer Earn and Learn (SEAL) initiative provides the opportunity to gain real-world experience to students ages 16-22 with unique abilities across the 13-County Workforce Solutions Alamo Region.

Through partnerships with local employers, participants complete on-the-job training or work experience for five to eight weeks, building skills that prepare them for future employment.

BY THE NUMBERS

STUDENTS ENROLLED

180

STUDENTS PLACED AT JOB SITES

113

STUDENTS WHO COMPLETED A FIVE WEEK PAID WORK EXPERIENCE

100

TOTAL HOURS WORKED

12,560

TOTAL EARNED BY PARTICIPATING STUDENTS

\$169,564

WORKSITE LOCATIONS ENGAGED

31

STUDENTS HIRED PERMANENTLY

3

These outcomes reflect our commitment to empowering youth with disabilities by providing meaningful work experiences that serve as a launch pad toward long-term career success.

Success THROUGH SUPPORT

With aspirations to gain meaningful work experience, Julian entered the Summer Earn and Learn program with Sea World San Antonio to begin building a foundation for his career. Through his paid internship, Julian thrived in his role as a "Park Ops Ambassador of Shows," providing him with the skills to succeed, and ultimately leading to being directly hired. The experience not only strengthened his professional abilities, but also allowed him to create lasting memories and meaningful experiences for park guests.

"What I love about working here is learning new things, meeting people and working with them. I got the opportunity to love my job. I have never felt that before in any prior experiences at other jobs, but I feel like this one just holds a special place in my heart. Interacting with the guest feels like I am making that connection with them. I'm guiding them." – JULIAN V.



"The Witte Museum is honored to have been a partner worksite this year with the SEAL program. As this was our first year participating, it was an incredible experience to welcome students into our site and see their progression firsthand. Watching their confidence grow from the first day of work to the end of the program was truly inspiring. We are excited about the impact this program brings and can't wait to participate again next year!" – PAM, DIRECTOR, THE WITTE MUSEUM



TEACHER EXTERNSHIPS: CONNECTING CLASSROOMS *to careers*

Workforce Solutions Alamo's Teacher Externship Program gives educators across the 13-County Alamo Region the opportunity to experience high-demand, high-growth industries firsthand.

By spending time in local businesses, teachers gain practical insights, tools and knowledge to bring real-world applications into middle and high school classrooms — helping students see clear pathways from education to employment.

BY THE NUMBERS

TOTAL EDUCATORS

96

PARTICIPATING EMPLOYER WORK SITES

30

Including: 3M, Amazon, BioBridge Global, Boeing, Caterpillar, Cemex Environmental Education Center, CGT, Cox Manufacturing, EO2 Concepts, Gardopia, GBRA Lab, H-E-B Metrix 360 Labs, Hunter Enterprises, Joeris, Rave Gears, RK Group, Rush Enterprises, SeaWorld, Seguin Cities Engineering, Senior Flexonics, Southwest Research Institute, Toyota, Toyotetsu Texas, TX FAME, UTSA Biomedical Engineering, Velocity BioMed and ZOHO

Thank you employers for strengthening the connection between education and industry, ensuring students are better prepared for the careers of tomorrow.

"This externship was a meaningful and energizing experience that helped me reimagine how to connect math instruction to real-world careers. Thank you for the opportunity to grow, collaborate and bring these insights back to my students."

– TRACY F., SOMERSET ISD MATH TEACHER



The Partnerships for Reentry Opportunities in Workforce Development (PROWD) program seeks to better align job training and skills development services with the specific labor market needs of the communities where participants will reside.

Since its inception, the program has improved employment outcomes for returning citizens, enhanced public safety and strengthened partnerships across the justice and workforce systems.

The goal of Texas PROWD is to implement evidence-based, dedicated services that will improve outcomes for individuals currently in, or recently released from, the custody of the Bureau of Prisons.

In January 2025, Workforce Solutions Alamo joined forces with Crosspoint and Goodwill Industries of San Antonio to announce the launch of the PROWD Grant. This collaborative effort reflects a shared commitment to creating second chances by strengthening workforce participation, reducing recidivism and opening pathways to long-term economic stability for individuals and families.



BY THE NUMBERS

TOTAL ENROLLMENT SINCE PROGRAM INCEPTION

444

2025 TOTAL ENROLLMENTS

193

PARTICIPANTS EMPLOYED

118

Success THROUGH SUPPORT

“After serving six years in federal prison, Jason knew he needed a fresh start and a complete change to create the future he wanted. Determined to stay on the right path, he made the decision to leave his hometown of Odessa and relocate to San Antonio. This move gave him the opportunity to break old patterns, surround himself with positive influences and focus fully on his goals.

Upon arrival, Jason enrolled in PROWD to build his skills and improve his employability. He successfully completed the Certified Logistics Associate course, earning his credential after passing the exam. In addition, Jason obtained both his OSHA 10-Hour General Industry and forklift safety certification — tools that helped position him for success in the logistics and manufacturing fields.

With his training complete, Jason secured full-time employment at Improved Piping Products as a machine operator in the warehouse, earning \$17 per hour. His commitment, work ethic and resilience quickly began to pay off.

Today, Jason has transitioned out of the halfway house and into his own apartment. He is thriving — gaining stability, growing in confidence and embracing a new way of life. When asked how he feels about the journey, Jason simply says, “I’m happy. I’m enjoying life.”

Workforce Solutions Alamo proudly serves as a Prime Partner for the City of San Antonio's **Ready to Work** program – a \$200 million voter-approved initiative designed to upskill residents and connect them to high-quality careers.

Through personalized career navigation, access to industry-recognized training, supportive services and strong employer partnerships, WSA helps participants move from enrollment to employment with lasting success.

Since launching Ready to Work in July 2022, Workforce Solutions Alamo and its Alamo Consortium partners have completed intake for 6,246 participants, with 6,600 enrolled in training for high-demand careers. Program outcomes include 1,988 job placements, 165 college degrees and 2,664 industry-recognized credentials. Earnings gains have been transformative – average annual income rose from \$10,681.81 at intake to \$43,286.38 post-placement, a 305.23% increase. Employment spans healthcare, IT, construction and transportation, driving wage growth across all sectors.

INDUSTRY	AVG INCOME AT ENROLLMENT (\$)	AVG POST-PLACEMENT SALARY (\$)	AVG HOURLY WAGE (\$)	INCOME GROWTH (%)
Healthcare	9,101.21	39,428.40	18.87	333%
Information Technology	10,072.73	50,977.56	24.20	406%
Construction and Trades	12,734.38	39,591.94	19.08	210%
Transportation	10,819.66	43,147.60	20.58	298%

Collectively, these results demonstrate the Ready to Work program's effectiveness in advancing economic mobility, increasing credential attainment and connecting participants to high-wage, high-demand employment opportunities across the Alamo Consortium service area.

Success THROUGH SUPPORT

Sydney S. is a 21-year-old single mother of three whose determination and passion for healthcare led her to success through the Ready to Work program. Inspired by her younger brother's battle with a brain tumor, Sydney pursued a career where she could care for others while building a stable future for her family.

In April 2024, Sydney enrolled in Ready to Work and began the Medical Assistant Certificate Program at The College of Health Care Professions in June 2024. Balancing school with parenting three young children, she remained committed to her goal and graduated in March 2025, earning her Nationally Registered Certified Medical Assistant credential.

Within one month of completing her training, Sydney secured full-time employment as a Medical Assistant at Epic Pain Management, earning \$20 per hour. She plans to continue her education to become a registered nurse, building on the foundation created through Ready to Work and taking the next step toward long-term economic stability.



"Balancing motherhood, school and personal battles felt overwhelming at times, but that didn't stop me."


ALAMO WORKFORCE CONSORTIUM PARTNERS



14th ANNUAL Hiring & You! Red, White & You! HIRING EVENT

PRIORITY SERVICE We salute you!
Workforce Solutions Alamo provides priority service if you are a:

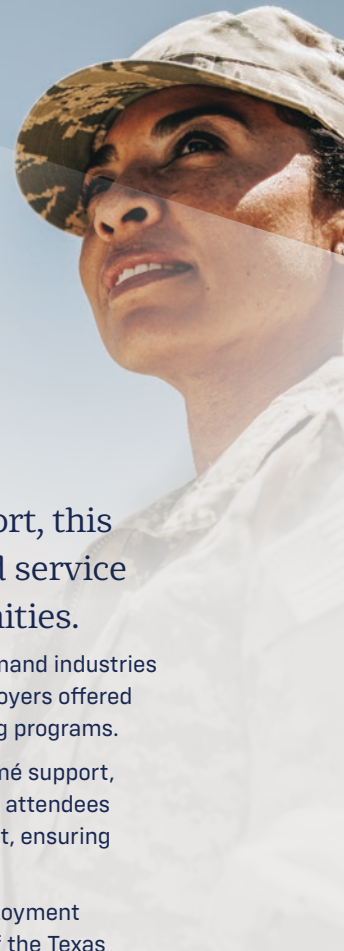
- Veteran
- Military Spouse
- Foster Youth



PRIORITY SERVICE We salute you!
Workforce Solutions Alamo provides priority service if you are a:

- Veteran
- Military Spouse
- Foster Youth





Workforce Solutions Alamo proudly hosted the 14th Annual Hiring Red, White & You! Veterans Hiring Event, the region's premier employment initiative supporting veterans, transitioning service members and military spouses.

Hosted for the first time at the state-of-the-art Boeing Center at Tech Port, this year's event continued the statewide tradition of honoring the skills and service of Texas veterans by connecting them with meaningful career opportunities.

The 2025 event brought together 1,277 job seekers and nearly 100 employer partners representing high-demand industries including aerospace, advanced manufacturing, logistics, healthcare, IT, public safety and government. Employers offered on-the-spot interviews, same-day hiring opportunities and direct access to workforce training and upskilling programs.

Workforce Solutions Alamo integrated comprehensive career services throughout the event, including résumé support, labor market guidance and onsite eligibility screening for workforce programs as well as the opportunity for attendees to receive professional headshots. Community partners and veteran-serving organizations were also present, ensuring participants received holistic support tailored to their unique transition and employment needs.

Thank you to our distinguished partners who shared remarks highlighting the ongoing advancement of employment opportunities for veterans and military families. We are honored to work alongside Chairman Joe Esparza of the Texas Workforce Commission; Representative Ray Lopez of Texas House District 125; Tim Salas, Chief of Staff and Veteran for San Antonio City Council District 4; Col. Marie Slack, Commander of the 502nd Force Support Group at Joint Base San Antonio; and Richard Delgado Jr. of Boeing Global Engagement. Together, their leadership and partnership reinforce the power of collaboration across government, industry and the military community to connect veterans and their families to meaningful careers and long-term economic success.

BY THE NUMBERS

TOTAL ATTENDEES

1,277

OF GENERAL POPULATION

919

RESOURCES

14

OF VETERANS

358

OF EMPLOYERS

98



DRUMLINE
Taft High School, NISD

ROTC
John F. Kennedy High School, Edgewood ISD



PARTNERS









In response to the devastating July 4th flooding across Kerrville and the Texas Hill Country, Workforce Solutions Alamo acted quickly to support impacted residents and businesses.

Hours were extended at the Kerrville Career Center, opening from 7 a.m. to 7 p.m., Monday through Friday, to assist individuals applying for Disaster Unemployment Assistance (DUA) before the September 4 deadline.

To further expand access, our Workforce One Mobile Unit was deployed throughout the Hill Country, providing additional capacity, Wi-Fi connectivity and on-site support. These efforts helped residents file claims, connect to jobs and access training and recovery resources during a critical time of need.

In response to community needs, the Kerrville Career Center offered:

-  Job search and placement support
-  Help with applying for SBA low-interest disaster loans
-  Access to Wi-Fi and computers
-  Referrals to local emergency and community resources
-  Support Services include: TANF, CHIP and SNAP
-  Assistance for child care providers and displaced workers

Kerrville Career Center Disaster Response

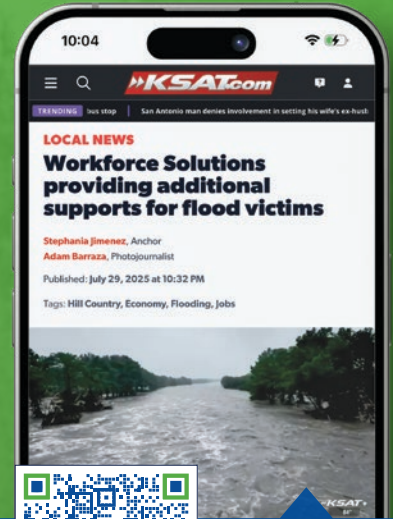
NUMBER OF INDIVIDUALS SERVED FROM JULY 4, 2025-SEPTEMBER 29, 2025 **479**

BRIDGING CAREERS: RESOURCE AND JOB FAIR

Workforce Solutions Alamo, in partnership with Joint Base San Antonio, the City of San Antonio and the San Antonio Food Bank, invited job seekers to the Bridging Careers: Resource and Job Fair held on April 17, 2025.

In a time of unprecedented change, this job fair was dedicated to helping serve federal workers, transitioning service members, military spouses, veterans and job seekers. More than 40 employers were present, offering job opportunities across various industries. Attendees also accessed food distribution services, mental health support, youth essentials and connections to Texas Health and Human Services for SNAP/TANF benefits. Workforce Solutions Alamo Career Center representatives were also on-site to provide career guidance and workforce development resources.

EMPLOYERS ATTENDED	PRE-REGISTERED INDIVIDUALS	INTERVIEWS CONDUCTED ON-THE-SPOT
37	730	38
VENDORS ONSITE	JOB SEEKERS ENGAGED	JOB OFFERS MADE AT THE EVENT
57	520	20



KERRVILLE DISASTER RESPONSE CLIP FROM KSAT 12 INTERVIEW

Workforce Solutions providing additional supports for flood victims





TX FAME
ALAMO CHAPTER

Celebrating one year of partnership, Workforce Solutions Alamo is honored to be a key part of TX FAME and the hub for fostering careers in Advanced Manufacturing.

The Texas Federation of Advanced Manufacturing Education (TX FAME) is a partnership of regional manufacturers whose purpose is to implement hands-on training to develop highly skilled talent to grow the manufacturing industry.

Congratulations CLASS OF 2025

The TX FAME Alamo Chapter and Workforce Solutions Alamo marked a significant milestone on May 29, 2025, celebrating the graduation of 38 Advanced Manufacturing Technician (AMT) students. These future leaders entered the next phase of their careers uniquely prepared to drive innovation and excellence within the region's manufacturing industry. Their transition from students to technical professionals reinforced the region's talent pipeline and demonstrated the success of the TX FAME earn-while-you-learn model in cultivating the next generation of manufacturing excellence.

Welcoming THE FALL 2025 COHORT

TX FAME, Workforce Solutions Alamo and The Alamo Colleges District recognized the 2025 Fall Cohort Advanced Manufacturing Technician (AMT) students at a signing day ceremony at the beginning of the Fall 2025 school year.

39 participating students signed with top-tier local manufacturing employers including: C.H. Guenther & Son, H-E-B, JCB, Toyota San Antonio and Toyotetsu Texas Inc., gaining hands-on industry experience along with classroom instruction to become the next generation of advanced manufacturing professionals.

CONNECT WITH TX FAME ON FACEBOOK

 /TXFameAlamoChapter



At Workforce Solutions Alamo, we drive business success by bridging the gap between employers and top-tier talent.

Our customizable, no-cost workforce solutions are engineered to streamline recruitment through strategic talent acquisition, training opportunities and business optimization.

Business Solutions Services:

- ▶ Recruitment and Screening
- ▶ Talent Database Access
- ▶ Interviewing Rooms and Hiring Support
- ▶ Job Fairs and Employer Showcases
- ▶ Customized Skills Training
- ▶ Subsidized Employment Opportunities
- ▶ Skills Development Fund Connections
- ▶ Navigating Work Opportunity Tax Credits
- ▶ Wage and Labor Market Information
- ▶ Employee Layoff Assistance

EMPLOYER STATS

TOTAL EMPLOYER SERVICES

107,695

NUMBER OF REFERRALS

186,320

NUMBER OF JOB OPENINGS

14,471

OTHER BUSINESS SERVICES

9,809

UNIQUE EMPLOYERS SERVED

4,244

NEW EMPLOYERS REGISTERED

220

WORK-BASED TRAINING SITES

142

NUMBER OF JOB ORDERS

7,294

Building a resilient, future-ready workforce.

JOB FAIR STATS



TOTAL NUMBER OF JOB FAIRS AND HIRING EVENTS

46



JOB SEEKERS IN ATTENDANCE

5,655



JOB OPENINGS REPRESENTED

4,229



EMPLOYERS ASSISTED

659



INTERVIEWS CONDUCTED

5,376



TOTAL NUMBER OF HIRES

230

We are committed to strengthening the Alamo Region's economic future guided by strategic labor market analysis that creates a road map for actionable, long-term growth.

Our comprehensive Four-Year Local Plan serves as the definitive action plan for meeting the evolving needs of our job seekers and employers. By conducting extensive research to identify emerging occupational trends, we have prioritized our focus on supporting nine targeted industries that are critical to the region's success.

STRATEGIC OPERATIONS ARE *guided* BY THREE *impact*-ORIENTED CORE STRATEGIES:

TEXAS TALENT EXPERTS

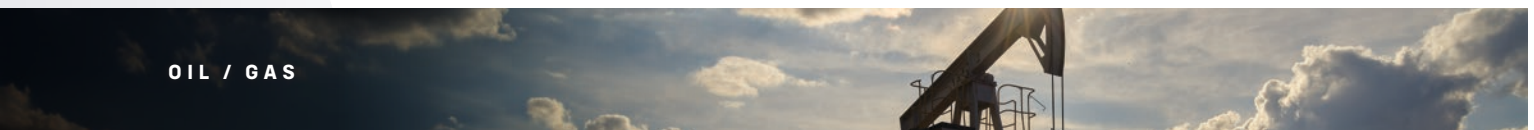
We serve as the premier resource for labor market intelligence, establishing the public workforce system as the authority on the Texas talent market.

SERVICE OPTIMIZERS

We deploy high-value, no-cost tools and resources that streamline recruitment, reduce operational overhead and effectively communicate the power of the public workforce toolbox.

PARTNERSHIP MANAGERS

We cultivate intentional, strategic alliances to facilitate talent solutions, leverage joint resources and pursue shared goals that support a robust regional economy.



INAUGURAL IMPACT AWARDS

In May, Workforce Solutions Alamo proudly hosted the inaugural Employer Impact Awards — an inspiring celebration of the employers, community organizations and partners who are transforming lives and strengthening the Alamo Region workforce every day.

THANK YOU TO OUR TITLE SPONSORS, C2 Global Professional Services, LLC, and the City of San Antonio Ready to Work Program, along with all our valued sponsors and partners, for making this milestone event possible.



We were honored to present the Trailblazer Award to former Mayor Ron Nirenberg for his visionary leadership in workforce development.

Mayor Nirenberg's commitment to the Ready to Work initiative — a \$200 million program approved in 2020 — has **empowered thousands of local residents to access education and career opportunities.**

IMPACT AWARD WINNERS

2025 Industry Partner of the Year
United Alloy

2025 Youth Workforce Champion
Atascosa County Judge, Weldon Cude

2025 Champion of Second Chances
Bandera County Judge, Richard A. Evans

2025 Training Provider of the Year
San Antonio Food Bank

2025 Small Business Advocate
Elevate Systems

2025 Accessibility Advocate Award
MOD Pizza

2025 Career Pathways Innovator
Dental Assisting School of Texas

2025 Regional Partnership Impact Award
South Texas Business Partnership

2025 Workforce Equity Leadership Award
Morgan's Multi-Assistance Center (MAC)

2025 Childhood Champion Award
United Way of San Antonio & Bexar County

2025 System Innovator of the Year
Medina County Judge, Keith Lutz

2025 Community Engagement Award
BCFS Health and Human Services-Kerrville

2025 Rapid Response Excellence Award
CoreCivic

2025 Small Employer of the Year
Over the Rainbow Christian Learning Center

2025 Large Employer of the Year
Visionworks

2025 Veteran-Friendly Employer of the Year
Accenture Federal Services

2025 Local Employer of Excellence
Atascosa County

2025 All-Star College
St. Philip's College

2025 HireAbility Employer of the Year
MOD Pizza



In 2025, Workforce Solutions Alamo introduced Workforce One, a mobile career services unit bringing job training and employment resources directly to communities across the 13-County Alamo Region.

Workforce One is equipped with 12 computer workstations, Wi-Fi and trained staff to help with resume building, job searching, interview preparation, training and more.

Complementing our 16 strategically placed career centers, Workforce One takes career services on the road to reach more people and support local job seekers.



BY THE NUMBERS

TOTAL NUMBER OF
EVENTS PARTICIPATED

57

TOTAL NUMBER OF
CLIENTS SERVED

385

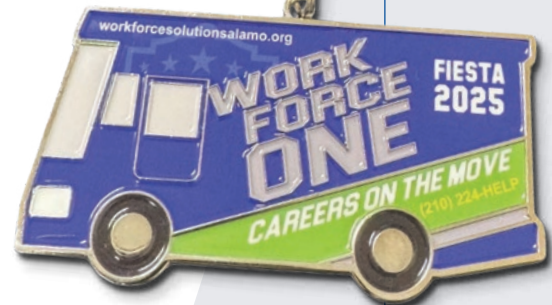
TOTAL NUMBER OF
MILES DRIVEN

4,101

2025 WORKFORCE SOLUTIONS ALAMO FIESTA MEDAL

In April, Workforce Solutions Alamo proudly introduced its first-ever San Antonio Fiesta Medal, celebrating the vibrant spirit of Fiesta and our commitment to workforce innovation.

This unique medal showcased the Workforce One mobile career center. The Workforce One Fiesta Medal earned **1st place in the San Antonio Business Journal's 2025 Best Non-Profit Category**, a recognition highlighting our dedication to connecting people with opportunity in creative and meaningful ways.



PORT SA CAREER CENTER GRAND OPENING

In March, Workforce Solutions Alamo and Port San Antonio celebrated the grand opening of the Port San Antonio Career Center.

Located within a hub of aerospace and IT/cybersecurity employers, the strategically-placed career center connects job seekers to on-site job readiness classes, career development support and direct access to high-demand, high-wage career opportunities in the Alamo Region.



BANDERA CAREER CENTER GRAND OPENING

In April, Workforce Solutions Alamo celebrated the grand opening of the Bandera Career Center.

Co-located within the Silver Sage Community Center, the career center expands access to workforce services by offering job readiness training, career development resources and connections to employment opportunities for the Bandera community.



BY THE NUMBERS

UNIQUE VISITORS TO OUR CENTERS

99,696

SERVICES PROVIDED

301,719

Our **16 conveniently located career centers** throughout the **13-County Alamo Region** help residents successfully find and retain employment, obtain skills, increase their wage earnings and realize their truest potential through work.

ADULT CAREER SERVICES – WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

TOTAL INDIVIDUALS SERVED

511

SUPPORT SERVICES

282

EDUCATION/TRAINING ENROLLMENTS

200

ENROLLED IN WORK EXPERIENCE

50

DISLOCATED WORKER SUPPORT

TOTAL INDIVIDUALS SERVED

379

SUPPORT SERVICES

234

EDUCATION/TRAINING ENROLLMENTS

162

ENROLLED IN WORK EXPERIENCE

12

TANF/CHOICES PROGRAM SERVICES

TOTAL INDIVIDUALS SERVED

799

SUPPORT SERVICES

458

EDUCATION/TRAINING ENROLLMENTS

613

ENROLLED IN WORK EXPERIENCE

354

SNAP E&T PROGRAM SERVICES

TOTAL INDIVIDUALS SERVED

822

SUPPORT SERVICES

430

EDUCATION/TRAINING ENROLLMENTS

697

ENROLLED IN WORK EXPERIENCE

143

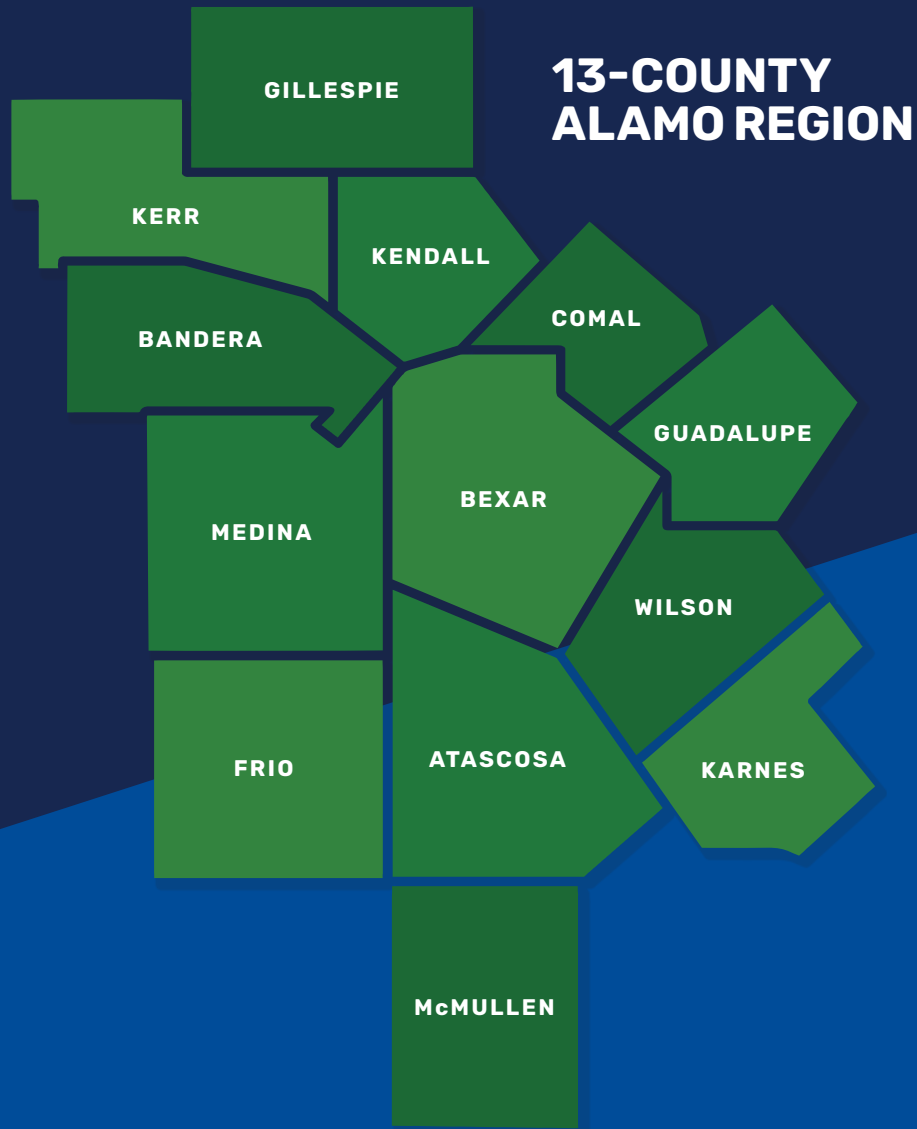


Workforce Ambassador

JOIN OUR INITIATIVE TO BECOME A WORKFORCE AMBASSADOR!

Attend a virtual Workforce Academy presentation to learn about career and employment services available through Workforce Solutions Alamo. As an ambassador, you'll play a key role in connecting clients and our community to valuable services and supporting employment success.

WorkforceSolutionsAlamo.org/workforce-academy



210.224.HELP (4357)
WorkforceSolutionsAlamo.org

Workforce Solutions Alamo is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Texas Relay Numbers: 1-800-735-2989 (TDD) or 1-800-735-2988 (Voice) or 711.

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