



COMMITTEE OF SIX MEETING (Co6)

**Norris Conference Centers
618 NW Loop 410
San Antonio, TX, 78216
December 11, 2024
9:00 AM**

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. For additional information, please call Teresa Chavez at (210) 452-9405.

- I. CALL TO ORDER
Presenter: Judge James Teal, McMullen County Chair
- II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Judge James Teal, McMullen County, Chair
- III. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Judge James Teal, McMullen County, Chair
- IV. PUBLIC COMMENT
Presenter: Judge James Teal, McMullen County, Chair
- V. MEETING MINUTES OF JULY 24, 2024 (DISCUSSION AND POSSIBLE ACTION)
Presenter: Judge James Teal, McMullen County, Chair

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Teresa Chavez at (210) 452-9405 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

VI. CONSIDER AND SELECT APPOINTMENTS TO FILL THE FOLLOWING PLACES ON WORKFORCE SOLUTIONS ALAMO BOARD OF DIRECTORS (DISCUSSION AND POSSIBLE ACTION)

Presenter: Judge James Teal, McMullen County, Chair

Reappointments:

- a. Private Sector, Place 5 – For Term Beginning January 1, 2025, and ending December 31, 2027.
- b. Private Sector, Place 9 – For Term Beginning January 1, 2025, and ending December 31, 2027.
- c. Community Based Organization, Place 14 – For Term Beginning January 1, 2025, and ending December 31, 2027.
- d. Community Based Organization, Place 16 – For Term Beginning January 1, 2025, and ending December 31, 2027.
- e. Economic Development., Place 20 – For Term Beginning January 1, 2025, and ending December 31, 2027.
- f. Literacy, Place 22 – For Term Beginning January 1, 2025, and ending December 31, 2027.
- g. Private Sector, Place 24 – For Term Beginning January 1, 2025, and ending December 31, 2027.

New Appointments

- h. Private Sector, Place 2 – For Term Beginning January 1, 2025, and ending December 31, 2027
- i. Public, Place 10 – For Term Beginning January 1, 2025, and ending December 31, 2027
- j. Labor, Place 21 – For Term Beginning January 1, 2025, and ending December 31, 2027

VII. UPDATE AND DISCUSSION REGARDING THE LOCAL PLAN

VIII. FINANCIALS (UPDATE & DISCUSSION)

Presenter: Brandee Perez, CFO

- a. Financial Reports
- b. TWC Audit Acceptance Letter for FY24

IX. DISCUSSION AND POSSIBLE ACTION TO ELECT THE CHAIR AND VICE CHAIR FOR THE COMMITTEE OF SIX REPRESENTING THE CEO'S FOR THE ALAMO WORKFORCE DEVELOPMENT AREA FOR CALENDAR YEAR 2025

X. EXECUTIVE SESSION:

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee of Six 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;

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- 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 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

XI. ADJOURNMENT

Presenter: Judge James Teal, McMullen County, Chair

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COMMITTEE OF SIX MEETING (Co6)

**2700 NE Loop 410, Board Room, Suite 101
San Antonio, TX 78217
July 24, 2024
12:00 PM**

COMMITTEE OF SIX: Councilwoman Dr. Adriana Rocha Garcia, Councilman Manny Pelaez, Commissioner Grant Moody, Commissioner Mark Gillespie, Judge Richard Evans, Judge James Teal (Chair)

WSA BOARD OF DIRECTOR CHAIR: Leslie Cantu

WSA STAFF: Adrian Lopez, Adrian Perez, Gabriela Navarro Garcia, Angela Bush, Brandy Perez

PARTNER STAFF: Cliff Herberg, Jordana Mathews, Mike Ramsey

LEGAL COUNSEL: Frank Burney

AGENDA

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- I. CALL TO ORDER
Presenter: Judge James Teal, McMullen County, Chair
At 1:12 p.m., Chair Teal called the meeting to order.
- II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Judge James Teal, McMullen County, Chair
The roll was called, and a quorum was declared present.
- III. DECLARATIONS OF CONFLICT OF INTEREST

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Presenter: Judge James Teal, McMullen County, Chair
NONE

IV. PUBLIC COMMENT

Presenter: Judge James Teal, McMullen County, Chair - **NONE**

V. MEETING MINUTES OF MARCH 27, 2024 (DISCUSSION AND POSSIBLE ACTION)

Presenter: Judge James Teal, McMullen County, Chair

Upon motion by Committee Member Pelaez and second by Committee Member Rocha Garcia, the Committee unanimously approved the March 27, 2024, Minutes.

VI. FISCAL MATTERS (DISCUSSION AND POSSIBLE ACTION)

Presenter: Angela Bush, CFO Consultant, and Gabriela Navarro Garcia, Controller

- a. WSA FY 2023 Annual Audit Briefing
- b. WSA Financials – April 2024
- c. WSA FY2025 Budget Approval

Mrs./Ms. Bush briefed the Committee on the FY25 Budget: decrease in budget of 8% relating to **Ready to Work; Child Care slightly down but likely to increase over FY; personnel costs increased by 7.74%, including COLA, merit, and incentive pay to employees; decrease in facility costs; and compliance with Federal and State laws regarding allocation of funds.**

Commissioner Moody requested information on options for Ready to Work once funding expires. He also asked how WSA was addressing concerns of Rural Counties as to funding. Councilmember Pelaez asked how funding in rural areas compares to funding in rural areas in other Workforce Development Areas.

Upon motion by Committee Member Pelaez and second by Committee Member Rocha Garcia, the Committee unanimously approved the FY 25 Budget.

VII. CONSIDER AND SELECT APPOINTMENTS TO FILL THE FOLLOWING PLACES ON WORKFORCE SOLUTIONS ALAMO BOARD OF DIRECTORS (DISCUSSION AND POSSIBLE ACTION)

Presenter: Judge James Teal, McMullen County, Chair

- a. Board of Director Demographics
- b. Child Care Workforce, Place 26 – For Term Beginning January 1, 2024, and ending December 31, 2026.

After a presentation by Ms. Grant, upon motion by Committee Member Moody and second by Committee Member Pelaez, the Committee unanimously approved the appointment of Eunice Grant to Place 26 Child Care Workforce Board Members.

VIII. COMMITTEE OF SIX LIASION REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Perez, CIO

- a. 2025 Local Plan Timeline Overview

Mr. Perez briefed the Committee on the timeline for preparation, outreach, and approval of the 4-year (2025-29) Local Plan by early Spring of 2025 with many opportunities for community input.

IX. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Lopez, CEO

- a. TWC Sub-Recipient Monitoring Report for June 2022 through July 2023

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Caroline Goddard at (210) 322-6296 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

TWC Sub-Recipient Monitoring Report for June 2022 through July 2023: Judge Teal requested more information on the issues highlighted in the Monitoring Report.

b. WIOA Reauthorization

Mr. Lopez informed the Committee of Six that the WIOA Authorization bill could impact the number of centers providing services in the region, and the amount of program dollars under local control.

- c. Highlights and Supplemental Information
 - i. Workforce One Mobile Unit
 - ii. Workforce Center Facility Updates
 - iii. Success Stories
 - iv. Career Center Open Houses
 - v. Grant Awards and Funding Applications

X. EXECUTIVE SESSION: **NONE**

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee of Six 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 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

XI. ADJOURNMENT

Presenter: Judge James Teal, McMullen County, Chair

There being no further business, the meeting adjourned at 2:18 p.m.

LAST	FIRST	Category	Company	Industry	Gender	Race	Hisp	Expires	Vacant	O.O.C.	Vet
Addison	Yvonne K.	prv sector	Addison Prime, LLC	Construction	F	White	Yes	12/31/26			No
Batch	Mary K.	prv sector	Caterpillar ISPD	Manufacturing	F	White	No	12/31/25			Yes
Camarillo	Charles	education	Poteet ISD	Educational Servi	M	White	Yes	12/31/26			No
Cantu	Leslie Suzanne	prv sector	Toyotetsu Texas Inc (TT	Manufacturing	F	White	No	12/31/26			No
Cooper	Eric	CBO	San Antonio Food Bank	Health Care, Soci	M	White	No	12/31/24	Reappoint		No
Corso	Chris	prv sector	Joeris General Contracto	Construction	M	White	No	12/31/26			No
Denn	Mitchell Shane	labor	San Antonio Building Tra	Other Services	M	White	No	12/31/24	Replacing w/Matt Gonzales		No
DeOliveira	Angelique	ABE	Goodwill Industries of Sa	Health Care, Soci	F	White	No	12/31/26			No
Dixon	Dawn	rehab	Warm Springs Foundatio	Health Care, Soci	F	White	No	12/31/26			No
Graeber	Jerry	prv sector	Leonard Contracting	Construction	M	White	No	12/31/24	Reappoint		No
Grant	Eunice	CCW	Life Church Child Develo	Health Care, Soci	F	Black	No	12/31/26			No
Greer-Francis	Allison L.	pub assist	The Center for Health Ca	Health Care, Soci	F	White	No	12/31/26			No
Kassim	Yousef	prv sector	EasyExpunctions.com(E-	Professional, Tec	M	Other	No	12/31/26			No
Keig	Lowell	pub emplo	Texas Workforce Commi	Public Administrati	M	White	No	12/31/24	Replacing w/James Golsan		No
Lange	Jennifer	prv sector	Accenture Federal Servic	Professional, Tec	F	sian Indi	No	12/31/26			No
Lutz	Elizabeth	CBO	Bexar County Communit	Health Care, Soci	F	White	Yes	12/31/25			No
Magaro	Anthony	prv sector	Southwest Research Inst	Professional, Tec	M	White	No	12/31/26			No
Morrill	Sammi M.	education	Alamo Colleges District (Educational Servi	F	White	No	12/31/25			No
Munoz	Betty	prv sector	JW Marriott San Antonio	Accomodation, Fo	F	White	Yes	12/31/24	Replacing w/Cristina Besosa		No
Navarro-Gonzal	Lisa	prv sector	Forma, LLC	Manufacturing	F	White	Yes	12/31/26			No
O'Connor	Ana DeHoyos	CBO	YMCA	Other Services	F	White	Yes	12/31/24	Reappoint		No
Perez	Esmeralda	prv sector	CHRISTUS Santa Rosa	Health Care, Soci	F	White	Yes	12/31/24	Reappoint		No
Rhodes	Kelli G.	literacy	Restore Education	Educational Servi	F	White	No	12/31/24	Reappoint		No
Robertson	Jim	prv sector	Valor Crane & Equipmen	Construction	M	White	No	12/31/26			No
Schmidt	Tasha	prv sector	IBM	Wholesale Trade	F	White	Yes	12/31/26			No
Schneuker	Josh	econ devl	Seguin Economic Develo	Public Administrati	M	White	Yes	12/31/24	Reappoint		No
Trevino	Edward JR	prv sector	Treco Enterprise, Inc	Construction	M	White	Yes	12/31/24	Reappoint		No

Current Members 27
 Operating Size: 25 - 30
 Term: 3

BOARD:	Female	Hispanic	Black	Priv Sect:	Vet Reps	CBO/Lab:
	16	10	1	14	1	4
	59%	37%	4%	51.9%		14.8%
WDA:	58%	48%	5%			

Priv Sect: 14 Education: 2 Labor: 1 Rehab: 1 CBO: 3 Econ Dev: 1 Pub Employ: 1 Pub Asst: 1 Lit: 1 ABE: 1 CCW: 1

WORKFORCE SOLUTIONS ALAMO BOARD
2024 ATTENDANCE

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	OCT '23	NOV '23	DEC '23	JAN '24	FEB '24	MAR '24	APR '24	MAY '24	JUNE '24	JUL '24	AUG '24	SEPT '24	OCT '24	NOV '24	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %
1	Mary Batch (VICE CHAIR)	Private Sect.	01/25/2023-12/31/2025															27	25	2	93%
	BOARD OF DIRECTORS			Y	Y				Y	Y		Y	Y		Y						
	EXECUTIVE COMMITTEE			Y				Y		Y		Y	U		Y						
	AUDIT & FINANCE COMMITTEE (CHAIR)			Y	Y			Y		Y	Y		U		E		Y				
	HR COMMITTEE																				
YOUTH COMMITTEE							Y	Y		Y	Y				Y	Y					
2	Betty Munoz	Private Sect.	01/01/2022 - 12/31/2024															16	11	5	69%
	BOARD OF DIRECTORS			Y	E				Y	E		Y	U		U						
	EARLY CARE & EDUCATION COMMITTEE				Y		Y		Y		Y	Y		U		U					
	HR COMMITTEE																				
	NOMINATIONS COMMITTEE			Y													U				
3	Chris Corso	Private Sect.	01/01/2024-12/31/2025															10	8	2	80%
	BOARD OF DIRECTORS								Y	Y		Y	U		Y						
	YOUTH COMMITTEE								Y		Y	Y			Y	U					
4	Leslie Cantu (CHAIR)	Private Sect.	01/01/2024-12/31/2026															48	45	3	94%
	BOARD OF DIRECTORS			Y	Y				Y	Y		Y	Y		Y						
	EXECUTIVE COMMITTEE			Y				Y		Y		Y	Y		Y						
	AUDIT & FINANCE COMMITTEE			Y	Y			E		Y	Y	Y	Y		Y		Y				
	EARLY CARE & EDUCATION COMMITTEE						Y		E		Y	U		U		U					
	HR COMMITTEE (CHAIR)																				
	OVERSIGHT COMMITTEE			Y	Y			E		Y	Y		Y		Y		Y				
	STRATEGIC COMMITTEE						Y	Y				Y		E		Y					
YOUTH COMMITTEE							Y	Y		Y	Y			Y	Y						
5	Esmeralda Perez	Private Sect.	01/01/2022 - 12/31/2024															15	13	2	87%
	BOARD OF DIRECTORS			Y	Y				Y	Y		U	Y		Y						
	OVERSIGHT COMMITTEE			Y	Y			E		E	U		Y		E		Y				
6	Anthony Magaro	Private Sect.	01/01/2024-12/31/2026															27	26	1	96%
	BOARD OF DIRECTORS			Y	Y				Y	Y		Y	Y		Y						
	EXECUTIVE COMMITTEE			Y				Y		Y		Y	Y		Y						
	HR COMMITTEE																				
	NOMINATIONS COMMITTEE (CHAIR)			Y													Y				
	STRATEGIC COMMITTEE				Y			Y	Y			U		Y		Y					
YOUTH COMMITTEE							Y	Y		Y	Y			Y	Y						
7	Yousef Kassim (SECRETARY)	Private Sect.	01/01/2024-12/31/2026															28	26	2	93%
	BOARD OF DIRECTORS			Y	Y				Y	Y		U	Y		Y						
	EXECUTIVE COMMITTEE			Y				Y		Y		Y	Y		Y						
	AUDIT & FINANCE COMMITTEE			Y	Y			Y		E	Y	Y	Y		Y		Y				
	EARLY CARE & EDUCATION COMMITTEE				Y		E		E		Y	Y		U		Y					
8	Jennifer Lange	Private Sect.	01/01/2024-12/31/2026															15	12	3	80%
	BOARD OF DIRECTORS								Y	Y		Y	U		Y						
	OVERSIGHT COMMITTEE									Y	Y		Y		Y		U				
	YOUTH COMMITTEE								Y		Y	U			Y	Y					
9	Jerry Graeber	Private Sect.	09/01/2022-12/31/2024															7	6	1	86%
	BOARD OF DIRECTORS			Y	U				Y	E		Y	Y		Y						
10	Lowell Keig	Public Empl.	05/01/2022-12/31/2024															13	13	0	100%
	BOARD OF DIRECTORS			Y	Y				Y	Y		Y	Y		Y						
	STRATEGIC COMMITTEE				Y			Y	Y			Y		Y		Y					
11	Jim Robertson	Private Sect.	01/01/2024-12/31/2026															14	10	4	71%
	BOARD OF DIRECTORS								Y	Y		Y	U		U						
	STRATEGIC COMMITTEE								Y			Y		Y		Y					
	YOUTH COMMITTEE								U		Y	Y			U	Y					

H-200: Nomination Slate

Note: This form is also available online at TWC’s Workforce Development Boards Page.

LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE
PLEASE TYPE

- 1. Workforce Area: Alamo
- 2. Name of Nominee: Esmeralda Perez
- 3. Organization Representing: CHRISTUS Santa Rosa Health System
- 4. Position/Title: Director Community Services
- 5. Full Mailing Address: 401 North San Saba Street (WIC Building), San Antonio TX 78207
- 6. Daytime Phone Number: 210-704-4859
- 7. Email: esmeralda.perez2@christushealth.org
- 8. Gender: Male Female
- 9. Race: What is the nominee’s race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other
 Asian American Indian/Alaska Native/Native Hawai’ian Race _____
- 10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
- 11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
- 12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: _____
- 13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more)
Private Sector Small/For-Profit Business (fewer than 500 employees)
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council Organized Labor
Economic Development Community-Based Organization (CBO)
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce

Special Board Requirements – Indicate, if applicable:

- 14. Nominee is a **veteran and is actively engaged** in the field of veterans’ affairs or services

ESMERALDA PEREZ

111 Chattington Court • Castle Hills, Texas 78213 • melaperez52@gmail.com • 210.618.5052

PROFILE

Accomplished member of the management team serving as lead strategist in the cultivation, coordination and evaluation of key partnership engagements with the business community and community-at-large. Results-oriented, decisive leader with proven success in new market identification and strategic positioning for program collaboration. Proven record of accomplishment of increasing the base of constituents, benefactors, collaborators and engagements. Excel in dynamic, demanding environments while remaining pragmatic and focused.

CORE COMPETENCIES

- Leadership
 - Strategic Alliances
 - Resource Development
 - Tactical Market Planning
 - Budget Forecasting
 - Policy Development
 - Board Development
 - Public and Media Relations
 - Advocacy
-

PROFESSIONAL EXPERIENCE

Director, Community Services (January 2017 – Present)

CHRISTUS Health System, San Antonio, Texas

Assess communities, develop and direct programs, as well as conduct research. Develop community-based health programs aimed at addressing social determinants of health. Work with community members (nonprofit, medical, or educational establishments) and other stakeholders to identify necessary programs and social services. Oversee administrative aspects of programs to meet the objectives of the stakeholders. Collect and analyze data to determine the effectiveness of programs. Supervise outreach teams and communicate with employees, volunteers, patients, physicians, benefactors, and the public. Responsible for identify and selecting community organizations funded by CHRISTUS Fund.

Sr. Community Health Director (September 2015 – May 2017)

American Heart Association, San Antonio, Texas

Served as member of the Executive Director's senior team. Identified, cultivated and accountable for opportunities supporting market revenue and mission-related goals to the health needs of the market. Worked collaboratively with the Executive Director and the Board of Directors. Drove collaboration with development and health strategies staff, communications, multicultural and corporate health and engagement staff in the market around mission-related goals. Collaborated with individuals, schools, lawmakers, healthcare providers and business community leaders. Served as the lead health strategist for the market, drove, and executed strategy for community health. Recruited, built and engaged strategic alliances and built a network of meaningful volunteers and staff partnerships. Served on local coalitions and partnerships that focuses on building healthier communities.

Electronic Medical Records System Sales Manager (Contracted/Self-employed) (June 2014 – September 2015)

TeleResults Corporation, San Francisco, California

Researched, identified and provided healthcare consumers (Transplant Institutes, Medical Centers and VAD Destination Therapy Facilities) with detailed technical specifications of the patient management information system. Scheduled and participated in the sales team pitch and presentations.

Director, Community Relations (April 2005 – May 2014)

Texas Organ Sharing Alliance, San Antonio, Texas

Supervised a remote staff of six in the daily activities of Public Relations, Marketing, Branding and Advertising. Developed community initiatives for a population of 6.2 million located in Central and South Texas. Worked with internal and external publics to execute strategic and communication plans. Conducted research, identified and cultivated key networks, media outlets and community resources. Created and implemented policies and procedures to insure integrity of the organization's mission and vision. Managed department budget. Represented organization at regional, state and national levels. Recruited, trained and mobilized volunteer efforts in Central and South Texas cities. Designed, wrote and maintained Website, collateral material in English and Spanish for regional and state campaigns. **Promoted from Manager of Communications & Community Development.**

Transplant Liaison, CHRISTUS Transplant Inst. (February 2003 – April 2005)

CHRISTUS – Medical Center, San Antonio, Texas

Traveled Central and South Texas to cultivate, develop and increase the base of communities served by the organization. Collaborated with management in the development and implementation of a strategic plan to increase the base of healthcare professional practitioners and benefactors. Conducted community based assessments in order to identify workforce demands. Worked closely with key community advisory boards, media outlets and organizations to increase the level of program awareness through grant writing, community initiatives and serving on various boards. The program's growth increase by 40%.

Training Coordinator, Human Resources (March 2001 – May 2002)

CHROMOLLOY Component Services, Inc., San Antonio, Texas

Developed, facilitated and coordinated employee training programs while utilizing internal and external resources (i.e. specialized vendors, manuals, specifications, blueprints, schematics, hand tools, measuring instruments and testing equipment). Conferred with Management to determine training objectives and schedules to meet FAA regulations. Trained and Certified in ISO 9000 and Six Sigma practices. Worked closely with HR Manager when dealing with employee relations programs to include continuing education, mediation and termination.

Director, The Office of Career Services (July 1993 – October 2000)

University of the Incarnate Word, San Antonio, Texas

Cultivated and maintained local, national, and international business and government networks in order to increase the base of career opportunities for students and alumni/ae. Conducted on-going program evaluation to insure organization and department goals and objectives were met. Responsible for department budget and staff of four. Served as spokesperson for English and Spanish media outlets. **Promoted from Assistant Director.**

Associate, Resources Development Division (May 1983 – May 1990)

United Way of San Antonio & Bexar County, San Antonio, Texas

Organized and coordinated activities of key community leaders/volunteers in the development and execution of effective resource development/fundraising within assigned Campaign Divisions (City, County, State governments; public and private schools; energy industries; and national trade groups) to maximize results and maintain the integrity of the United Way movement. Managed accounts with employee groups of 5000+ and developed a methodology of solicitation to raise dollars for human care services. Worked closely with key management, board members and business community. Supervised five seasonal employees. Coordinated volunteer efforts. **Promoted from Associate Director, Community Assistance Division. Promoted from Accounting Clerk, Finance & Administration Division.**

EDUCATION

University of Texas at San Antonio, SAT
Executive Masters of Business Administration – HealthCare

University of Texas at San Antonio, SAT
Bachelor of Business Administration – Marketing

**CLUBS &
ORGANIZATIONS
AFFILIATIONS**

The Health Collaborative – Board Member (Proxy)
San Antonio Food Policy Council – Board Member
SA Mayor's Fitness Council – Subcommittee Member
Northwest Vista The Community Health Worker Program – Advisory Member
American Heart Association – Hypertension Collaborative – Member
Humana San Antonio Health Advisory Board – Member
ACCOG Aging Population Committee – Committee Member
Catholic Charities of San Antonio – Street Medicine Advisory Member

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC's Workforce Development Boards page.

CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Esmeralda Perez

Category Representing: Private Sector

1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez 9/6/2024
A8660FAA8A94453...
Adrian Lopez, Chief Executive Officer Date

H-200: Nomination Slate

Note: This form is also available online at TWC's Workforce Development Boards Page.

LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE
PLEASE TYPE

1. Workforce Area: Alamo
2. Name of Nominee: Jerry Graeber
3. Organization Representing: Rogers-O'Brien Construction Company, LTD
4. Position/Title: Project Manager
5. Full Mailing Address: 107 N. Flores Street, Suite 201, San Antonio TX 78205
6. Daytime Phone Number: 210-598-8400
7. Email: graeberj210@gmail.com
8. Gender: Male Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.
- | | | |
|---|---|-------------------------------------|
| <input checked="" type="checkbox"/> White | <input type="checkbox"/> Black/African American | <input type="checkbox"/> Some Other |
| <input type="checkbox"/> Asian | <input type="checkbox"/> American Indian/Alaska Native/Native Hawai'ian | Race _____ |
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: 554
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
- | | |
|--|-------------------------------------|
| Private Sector Large/For-Profit Business (large 500 employees or more) | <input checked="" type="checkbox"/> |
| Private Sector Small/For-Profit Business (fewer than 500 employees) | <input type="checkbox"/> |
| Other Private Sector | <input type="checkbox"/> |
| Education | <input type="checkbox"/> |
| Literacy Council | <input type="checkbox"/> |
| Economic Development | <input type="checkbox"/> |
| Vocational Rehabilitation | <input type="checkbox"/> |
| Public Employment Service (TWC)..... | <input type="checkbox"/> |
| Adult Basic and Continuing Education | <input type="checkbox"/> |
| Organized Labor | <input type="checkbox"/> |
| Community-Based Organization (CBO) | <input type="checkbox"/> |
| Public Assistance | <input type="checkbox"/> |
| Child Care Workforce | <input type="checkbox"/> |

Special Board Requirements – Indicate, if applicable:

14. Nominee is a **veteran and is actively engaged** in the field of veterans' affairs or services

Jerry Graeber

With 26 years of experience in the construction industry, Jerry Graeber has dedicated nearly two decades to workforce development. Jerry began his career in 1997 as a carpenter's helper, progressing through a carpentry apprenticeship program to ultimately achieve a role in project management.

Upon moving into project management, Jerry's commitment to giving back to the construction community became evident. He has chaired the ABC South Texas Apprenticeship Committee and the Construction and Apprenticeship Training (CAT) Board. Additionally, he co-chaired the Architecture and Construction Program of Study Advisory Committee for the Texas Higher Education Coordinating Board (THECB). Jerry has also inspired future generations of constructors through teaching Construction Technology at St. Philip's College.

Currently, Jerry is a project manager at Rogers-O'Brien Construction, serving as the vice-chair of the SA Ready to Work Advisory Board and a member of its Community Outreach Subcommittee.

Outside of work, Jerry enjoys hunting, fishing, and working on various projects in his garage. He also cherishes time spent with his wife and kids, whether engaged in activities or relaxing on the couch binge-watching their favorite shows.

Chief Elected Official’s Membership Guide for Local Workforce Development Board

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC’s Workforce Development Boards page.

**CONFLICT OF INTEREST STATEMENT
FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS**

Board Nominee: Jerry Graeber

Category Representing: Private Sector

- 1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:

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9/6/2024

Adrian Lopez, Chief Executive Officer Date

H-200: Nomination Slate

Note: This form is also available online at TWC's Workforce Development Boards Page.

LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE PLEASE TYPE

1. Workforce Area: Alamo
2. Name of Nominee: Eric Cooper
3. Organization Representing: San Antonio Food Bank
4. Position/Title: President & CEO
5. Full Mailing Address: 5200 Enrique M. Barrera Parkway TX 78227
6. Daytime Phone Number: 210-431-8325
7. Email: ecooper@safoodbank.org
8. Gender: Male Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other
 Asian American Indian/Alaska Native/Native Hawai'ian Race

10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: _____
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more)
Private Sector Small/For-Profit Business (fewer than 500 employees)
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council Organized Labor
Economic Development Community-Based Organization (CBO)
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce

Special Board Requirements – Indicate, if applicable:

14. Nominee is a **veteran and is actively engaged** in the field of veterans' affairs or services

Chief Elected Official's Membership Guide for Local Workforce Development Boards

15. San Antonio Food Bank
Name of Nominating Organization
16. 5200 Enrique M. Barrera Parkway San Antonio TX 78227
Street Address or P.O. Box of Nominating Organization City State ZIP Code
17. 210-421-8325
Phone Number(s)
18. Harriett Romo 8/14/2024
Signature, Nominating Organization—President, Director, or other official Date of Signature
19. Harriett Romo Board Chair
Typed Name Typed Title

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.



ERIC COOPER

President & CEO

ACHIEVEMENTS

Executive Director of the Year
Feeding America
2011

Food Bank of the Year
Feeding America
2007

CONTACT

PHONE:
210-431-8325

WEBSITE:
www.safoodbank.org

EMAIL:
ecooper@safoodbank.org

EDUCATION

University of UTAH

1994 - 1998
BA of Science/Sociology
Springs Leadership Training Corp Team Leadership Skills; 1997
Management, Project Planning Franklin Covey; 1996-1998

Salt Lake Community College

1993
Associates of Science/ Business

WORK EXPERIENCE

San Antonio Food Bank, President & CEO

2000–Present
Oversees all operations and logistics for the San Antonio Food Bank. This includes the fiduciary responsibility for the budget, fundraising opportunities, and all departmental goals set forth by the Board of Directors. The San Antonio Food Bank provides food and grocery products to more than 500 partner agencies in 16 counties throughout Southwest Texas. The President and CEO is also responsible for the product distribution, which since the COVID-19 pandemic, is currently set at 80 million pounds to the community. This ensures that the SAFB continues to feed over 120,000 clients each week.

The North Texas Food Bank, Product Donations Manager

1999–2000
Responsible for handling outside sales efforts for procuring all product donations. Developed market strategies, database management practices and ongoing marketing efforts to prospects, current, and lapsed donors. In addition, developed the new business departments and achieved record levels for product donations. Assisted with operation in creating a spot purchase program for negotiating opportunity buys from vendors and developed strong donor relations.

Utah Food Bank, Assistant Director

1994–1999
Responsible for all food bank departments which included leading the Directors of Development, Operations, and Services. Establish best practices in the warehouse, volunteerism and transportation. Includes the development of the Statewide Annual Fundraising Promotion, "The Holiday Hunger Appeal." Donations increased from \$7.3 M to over \$20M in 2008.

Seltz Enterprises, Marketing Coordinator

1991–1994
Developed strategic portions for three separate business units in conjunction with area strategic plan. For each business unit, assessed market positioning and competitive threats. Example projects include: designed customer service policies and procedures, created marketing plans for corporate travels for AirTN and assisted in the deployment of Nationwide Business Leasing.

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC’s Workforce Development Boards page.

CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Eric Cooper

Category Representing: CBO

1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

Mr. Cooper is the President and CEO of the San Antonio Food Bank which receives funds from Workforce Solutions (WSA). WSA also has a satellite career center located at the San Antonio Food Bank that was created to serve mutual clients that in many cases are receiving SNAP & TANF benefits.

DocuSigned by:
Adrian Lopez 9/6/2024
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Adrian Lopez, Chief Executive Officer Date

H-200: Nomination Slate

Note: This form is also available online at TWC's Workforce Development Boards Page.

LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE
PLEASE TYPE

1. Workforce Area: Alamo
2. Name of Nominee: Ana DeHoyos O'Connor
3. Organization Representing: YMCA
4. Position/Title: Member – YMCA Early Learning Quality and Training Committee
5. Full Mailing Address: 5223 Sagerock Pass, San Antonio TX 78247
6. Daytime Phone Number: 210-422-1730
7. Email: aoconnor9@alamo.edu
8. Gender: Male Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other
 Asian American Indian/Alaska Native/Native Hawai'ian Race
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: _____
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more)
Private Sector Small/For-Profit Business (fewer than 500 employees)
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council Organized Labor
Economic Development Community-Based Organization (CBO)
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce

Special Board Requirements – Indicate, if applicable:

14. Nominee is a **veteran and is actively engaged** in the field of veterans' affairs or services

Chief Elected Official's Membership Guide for Local Workforce Development Boards

15. YMCA of Greater San Antonio
Name of Nominating Organization

16. 5538 Walzem Road San Antonio TX 78218
Street Address or P.O. Box of Nominating Organization City State ZIP Code

17. 210-445-3915
Phone Number(s)

18. Debbie Degollado 8-12-2024
Signature, Nominating Organization—President, Director, or other official Date of Signature

19. Debbie Degollado VP of Youth Development
Typed Name Typed Title

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Ana De Hoyos O'Connor, M.A.
5223 Sagerock Pass
San Antonio, TX 78247
Office: (210) 486-0509

Current Title: Professor Early Childhood Studies

Education

- M.A. - Education; University of Texas at San Antonio; San Antonio, TX (1997)
- B.A. - Child Development and Education; the University of the Incarnate Word; San Antonio, TX (1988)
- A.A. - Child Development; San Antonio College; San Antonio, TX (1984)

Professional Society Memberships

- Association for Childhood Education International (2010 - Present)
- Association for Children's Education International (2009 - Present)
- National School Age Children (2006 - 2009)
- Texas Community College Teachers Association (2000 - Present)
- San Antonio Association for the Education of Young Children (1990 - Present)
- Texas Association for the Education of Young Children (1990 - Present)
- National Association for the Education of Young Children (1990 - Present)

Administrative Experience

- Coordinator of Community Programs; San Antonio College (2009 - Current)

Teaching Experience (*partial list*)

- Trainer/Mentor of Early Childhood Intervention (ECI); PACES, San Antonio Texas (2000 – 2003)
- Instructor of Early Childhood Studies; San Antonio College (2000 - 2007)
- Assistant Professor of Early Childhood Studies; San Antonio College (2008 - Present)
- Teacher Early Childhood Lab Center ; University of the Incarnate Word; San Antonio, TX (1985 - 1990)
- Early Intervention Specialist for Early Childhood Intervention (ECI) (1995 - 1998)
- Head Start Consultant of Early Childhood; University of Arkansas, Fayetteville, AR 1998 - 2002)
- Trainer of Early Childhood; National Institute of Out of School Time (1997-Present)
- Keynote Speaker for McCormick Center 2014
- TAEYC Featured Speaker 2021

Honors and Awards (*partial list*)

- Teaching Excellence Award; National Institute of Staff and Organizational Development (NISOD); Austin, TX (2010)
- Recognition of Outstanding Service – San Antonio Policy Council 2009-2010
- San Antonio Head Start Policy Council 2008-2011 Certificate of Appreciation
- Southern Early Childhood Association President's Award 2012

Committee Service

- Early Learning Council Professional Development (Chair) (2010 - 2015)
- Early Learning Council; Executive Committee (2010 - 2015)
- YMCA **Early Learning Quality and Training Committee**; San Antonio, TX (2009 - Present)
- T.E.A.C.H. National Advisory Council (2013-Present)
- T.E.A.C.H. State Advisory Council (2013-Present)
- SAAEYC Board Member 2014-2018
- Rick Scholfield School Age Quality Committee Award (2008 –2012)
- Women's Global Connection - Children under Seven Trainers Committee; Zambia and Peru (2006 – 2019)
- National Institute of Out-of School Time (1998 - Present)
- Girl Scouts Mentor for Gold Award Project (2010-Present)
- City of San Antonio Education Advisory Committee 2011-2012

Other Leadership Positions (*partial list*)

- Texas State Advisory Council; Governor's Appointment to the Early Learning Council (2010 - 2016)
- Secretary; San Antonio Head Start Policy Council; San Antonio, TX (2007 - 2010)
- Advisory Board Member Frost Play Research 2011-20

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC's Workforce Development Boards page.

CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Ana DeHoyos O'Connor

Category Representing: CBO

1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez 9/6/2024
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Adrian Lopez, Chief Executive Officer Date

H-200: Nomination Slate

Note: This form is also available online at TWC's Workforce Development Boards Page.

LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE
PLEASE TYPE

1. Workforce Area: Alamo
2. Name of Nominee: Josh Schneuker
3. Organization Representing: Seguin Economic Development Corporation/City of Seguin
4. Position/Title: Executive Director
5. Full Mailing Address: 205 N. River Street, Seguin TX 78155
6. Daytime Phone Number: 830-401-2476
7. Email: jschneuker@seguintx.gov
8. Gender: Male Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other
 Asian American Indian/Alaska Native/Native Hawai'ian Race _____
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: _____
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more)
Private Sector Small/For-Profit Business (fewer than 500 employees)
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council Organized Labor
Economic Development Community-Based Organization (CBO)
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce

Special Board Requirements – Indicate, if applicable:

14. Nominee is a **veteran and is actively engaged** in the field of veterans' affairs or services

15. City of Seguin
Name of Nominating Organization
16. 205 N. River Street Seguin TX 78155
Street Address or P.O. Box of Nominating Organization City State ZIP Code
17. 830-379-3212
Phone Number(s)
18. Kathleen Ferrier 8/12/24
Signature, Nominating Organization—President, Director, or other official Date of Signature
19. Kathleen Ferrier VP, Public Policy & Economic Development
Typed Name Typed Title

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Work Experience

City of Seguin

Seguin Economic Development Corporation (SEDC)

Seguin, Texas | SeguinEDC.com

Executive Director of Economic Development (October 2016-Present)

SEDC Executive Director (October 2016-Present)

Interim Director of Economic Development (June 2016-October 2016)

Assistant Director (September 2015-June 2016)

- Manages all economic development activities related to our Type A Economic Development Corporation (EDC).
- Leads recruitment efforts for industrial and commercial business prospects within primary industry sectors.
- Develops and leads business retention efforts and workforce development initiatives for primary industries within the City of Seguin.
- Responds to Requests for Information and Requests for Proposals from commercial real estate brokers, developers, site location consultants and prospective businesses within primary industry sectors.
- Serves as project coordinator on economic development projects requiring planning, follow-up and/or coordination with other City departments and stakeholders.
- Evaluates and recommends local economic incentive packages for business prospects to EDC Board, City Council and County Commissioners.
- Markets and evaluates development potential of commercial properties within the City of Seguin.
- Works with property owners and developers to ensure sites are “shovel ready” for future business and development prospects.
- Coordinates preparation of meeting agendas and agenda packets for monthly EDC board meetings.
- Presents various economic development related items and projects to EDC Board, City Council and County Commissioners.
- Represents the Seguin Economic Development Corporation and City of Seguin at meetings, business functions, conferences, trade shows and recruitment trips.
- Coordinates and manages planning, scheduling, marketing, follow-up, etc. for economic development related events and projects.
- Conducts regular meetings and presentations with existing industries, businesses, and developers.
- Coordinates the development and production of marketing tools to promote the City and our economic development initiatives.
- Develops and manages Corporation’s \$1.5 million annual operating budget.
- Supervises all economic development staff members.

City of Cibolo

Cibolo, Texas | CiboloTX.gov

Business Development Coordinator (March 2014-September 2015)

- Provided support for all economic development activities related to our Type B Economic Development Organization.
- Developed and administered Business Retention & Expansion program.
- Created and managed Cibolo EDC Small Business Development Program, which included quarterly business education workshops.
- Managed www.cibolotx.gov website and social media pages for the EDC.
- Created and distributed all marketing material to prospects and stakeholders.
- Analyzed and conducted research on business prospects.
- Gathered and prepared demographic, economic, and labor market data.
- Developed and maintained ArcGIS Internal Geodatabases and ArcGIS online web applications.
- Maintained databases on active ED agreements, prospects, available commercial properties, and existing businesses.
- Prepared and delivered memorandums, reports, and presentations at public meetings.
- Represented the City and EDC at local and regional events and tradeshow.
- Assisted business prospects with permitting, zoning and other regulatory issues.
- Participated (assisted, represented EDC) in mid-range strategic plan and corridor studies for the City of Cibolo.

City of Schertz*Schertz, Texas* | Schertz.com**Economic Development Specialist** (January 2013-March 2014)**PT Economic Development Specialist** (February 2012-January 2013)

- Performed analytical and research duties for relocation and expansion prospects.
- Updated and maintained www.schertzedc.com website.
- Developed, updated, and distributed community profile, industry profiles, and fast-facts promotional materials.
- Developed and maintained RFI materials.
- Prepared and conducted presentations at Economic Development Board Meetings.
- Reviewed legal agreements and contracts as part of annual compliance survey.
- Re-developed department website in collaboration with City's IT Department.
- Created and maintained social media pages for EDC.
- Designed and constructed maps utilizing ArcGIS.
- Captured and catalogued photographs of active projects throughout the City.

CPS Energy*San Antonio, Texas* | CPSEnergy.com**Intern – GIS Analyst** (May 2011-January 2012)

- Processed data from CPS Energy customer information database to ArcGIS.
- Located service points for residential and commercial land parcels on Designer Electric ArcGIS Program.
- Utilized various GIS spatial tools to locate and identify service points.
- Maintained and validated essential customer data.

Education and Professional Development**University of Texas at San Antonio***San Antonio, Texas*

Bachelor of Arts, Geography, May 2011

Texas Economic Development Council*Austin, Texas*

Basic Economic Development Course, November 2013

University of Oklahoma Economic Development Institute

San Antonio and Fort Worth, Texas

Economic Development Institute, May 2016 – May 2018

Skills**Microsoft Office Suite****Skill Level: (4/5)***Word**Excel**PowerPoint Access***ESRI ArcGIS****Skill Level: (3/5)***ArcMap**ArcCatalog**ArcGIS Online**WebApp Builder***Adobe Creative Suite****Skill Level: (3/5)***InDesign**Photoshop**Illustrator***Customer Relationship****Management Software****Skill Level: (3/5)***HubSpot*

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC's Workforce Development Boards page.

CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Josh Schneuker

Category Representing: Economic Development

1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez 9/6/2024
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Adrian Lopez, Chief Executive Officer Date

H-200: Nomination Slate

Note: This form is also available online at TWC’s Workforce Development Boards Page.

**LOCAL WORKFORCE DEVELOPMENT BOARD
NOMINATION SLATE**

PLEASE TYPE

- 1. Workforce Area: Alamo
- 2. Name of Nominee: Kelli G. Rhodes
- 3. Organization Representing: Restore Education
- 4. Position/Title: President and CEO
- 5. Full Mailing Address: 4205 San Pedro Avenue, San Antonio TX 78212
- 6. Daytime Phone Number: 210-432-6123
- 7. Email: kelli@restoreeducation.org
- 8. Gender: Male Female
- 9. Race: What is the nominee’s race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other
 Asian American Indian/Alaska Native/Native Hawai’ian Race _____
- 10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
- 11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
- 12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: _____
- 13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more)
Private Sector Small/For-Profit Business (fewer than 500 employees)
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council Organized Labor
Economic Development Community-Based Organization (CBO)
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce

Special Board Requirements – Indicate, if applicable:

- 14. Nominee is a **veteran and is actively engaged** in the field of veterans’ affairs or services

Kelli G. Rhodes

CMPI and CNP
kelli@restoreeducation.org

A forward-thinking nonprofit executive with 18 years' experience, successfully leading administrative and instructional teams to help students improve literacy levels, obtain a high school equivalency, and develop skills and talents for in-demand jobs and college readiness. Highly skilled in collaborating with an array of entities to implement strategic plans, educational programming, and fundraising for student success. Perform and oversee highly complex functions including developing and administering budgets, writing policy and procedures, grant writing, and improving database management. Passionate about providing quality education and workforce development services to increase economic mobility for all residents.

EDUCATION

Certified Manager of Program Improvement | LEADERSHIP EXCELLENCE ACADEMIES, Austin, TX | 2015.

Certificate in Non-Profit Management | OUR LADY OF THE LAKE UNIVERSITY, San Antonio, TX | 2013.

Masters in Business Administration | UTSA, San Antonio, TX | 2012.

Bachelors in Business Administration (Cum Laude) | UTSA, San Antonio, TX | 2002.

PROFESSIONAL EXPERIENCE

President/CEO | RESTORE EDUCATION, San Antonio, Texas | June 2008 – Present

- Serve as the educational leader at Restore Education for more than 30 administrative staff and instructors at seven locations to develop innovative programming to bring about restorative educational successes to 2,000 students in underserved populations annually.
- Provide financial leadership by developing the annual budget and manage multiple contracts with local and state government entities, other agencies, and private funder contracts. Increased annual revenue 2,500% in 8 years to \$2M+ annually by developing a multi-prong revenue stream to support staff and in-demand job training programs and college preparation workshops. Continue to improve upon all data and financial reporting systems.
- Oversee the personnel administration by developing and administering the organization's HR activities including employment benefits, professional development, and morale boosting programs to ensure employee retention and productivity.
- Cultivate school and community partnerships while also growing a dynamic board of directors and management team, formulate and execute a strategic framework, collaborate with more than 20 external groups including the Texas Education Agency, Texas Workforce Commission, City of San Antonio, Bexar County, Alamo Colleges, UTSA, Region 20, United Way, trade associations, employers, and other non-profits in order to enhance educational and supplemental student services and produce and exceed our desired outcomes.

Innovations:

- Partner with local funders to create and implement 10 short-term workforce pathways since 2016.
- Collaborate with nonprofit partners to develop on-site case management model since 2017.

Accomplishments:

- Partnered with founding Executive Director to create and achieve 501(c)(3) status.
- Promoted from Program Manager in March 2012.
- Restore Education ranked as the highest performing dropout recovery program operated by an NPO in Texas from 2008-2013.
- Named AEL Administrator of the Year at the Texas Association of Literacy and Adult Education (TALAE) National Conference, Dallas, TX in February 2020.

College Success Program Support & Instructor | EDUCATION SOURCE, San Antonio, Texas | April 2014 – Present

- Co-created interactive student workshops for the SAT Math and Essay content areas, which served 500 students annually, and resulted in increased test scores.
- Developed student confidence through test strategy coaching and modeling.
- Co-created and managed College Coach program and trained 40 teachers via in-service workshops annually.

School Administrator | FAMILY FAITH ACADEMY, San Antonio, Texas | November 2001 – May 2008

- Led a team of 5 teachers in the creation and direction of a secondary school site, managing all on-site activities including multiple teachers and classrooms.
- Oversaw consistent yearly enrollment growth of at least 25% YOY increasing total enrollment from 75 to 150 in 7 years.
- Managed a top performing multilevel middle/high school class where students consistently advanced multiple grade levels within one academic year in all subjects.
- Conducted academic diagnostics and created yearly curriculum projections for a total of 150 students in all grade levels.
- Provided individualized tutoring, case management, and counseling to prepare at-risk students for accelerated college readiness and dual credit courses.
- Built secure databases to consistently retain all student records, tuition and fees, and donations which increased school administration efficiency and records management for state and donor reporting.
- Took on the responsibility to promote and engage the public with the academy by creating year-round promotional materials including a multi-layer fundraising campaign, monthly newsletter publication, the annual report, and correspondence with community partners, donors, and parents, thereby increasing outreach by 50% and generating 25% in additional school income YOY.
- Analyzed the school budget and activity and reduced waste by 40% by cutting duplicative costs and spending.

Innovation: Co-created & implemented a college readiness & dual credit program with Alamo Colleges, 2006-2008.

Accomplishment: Promoted from Secondary School Teacher in 2002.

GRANT EXPERIENCE

- United Way of San Antonio and Bexar County, \$1.5M for FY 2019-2024 (grant writer, sole grantee, and key partner)
- TWC Accelerate TX, \$375,000 for FY 2019-2021 (grant writer & sole grantee)
- Back on Track in TX, Greater Texas Foundation & JFF, \$150,000 for 2019-2020 (grant writer & sole grantee)
- COSA, EDD Delegate Agency funding \$251,900 for 2019-2020 (grant writer & sole grantee)
- TWC Accelerate TX, via Region 20, \$167,900 for 2017-2018 (key subrecipient)
- TWC Adult Education & Literacy's TACSI grant via Pleasanton ISD, \$191,000 for 2015-2017 (grant writer & key subrecipient)
- TWC Adult Education & Literacy's AEL funding via Region 20, \$3.1M for 2014-2020 (key subrecipient)
- TEA Dropout Recovery Pilot Program, \$1.1M for 2008-2013 (grant writer & sole grantee)

MEMBERSHIPS & INVOLVEMENT

- American Association for Adult and Continuing Education. Current Member.
- Alamo AEL Consortium. Executive Leadership Member.
- Jobs for the Future's Back on Track in Texas Initiative. One of five Texas Cohort 1 members.
- National College Attainment Network. Current Member.
- National College Transition Network. Current Member.
- Texas Association of Literacy and Adult Education. Current Member.
- Skilled Immigrant Integration Project with Texas Workforce Commission's AEL & WES Global. Current cohort member.
- United Way, Strong Individuals and Families & Successful Students Impact Councils. Current Member.
- Greater SA Chamber of Commerce, Education & Workforce Development Committee. Current member.
- San Antonio Choral Society. Served as board member & lead grant writer from 2003-2006. Current world-wide travelling member of the San Antonio Mastersingers & Yellow Rose Singers.

PRESENTATIONS

- National Council for Workforce Education Conference. *Connecting Skilled immigrants to an Education and Employment Pipeline*. San Antonio, TX. October 2019.
- TWC Adult Education Manager Mondays. *Workforce Training Program Management*. San Antonio, TX. May 2019.
- NCTN Effective Transitions Conference. *Workforce Training and HSE for ESL Students*. Cambridge, MA. November 2017.
- ProLiteracy National Conference. *Workforce Training and HSE for ESL Students*. Minneapolis, MN. September 2017.
- TALAE Conference. *Workforce training & Entrepreneurship for ESL students*. San Antonio, TX. February 2017.

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC’s Workforce Development Boards page.

CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Kelli G. Rhodes

Category Representing: Literacy

1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez 9/6/2024
A8660FAA8A94453...
Adrian Lopez, Chief Executive Officer Date

H-200: Nomination Slate

Note: This form is also available online at TWC’s Workforce Development Boards Page.

LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE

PLEASE TYPE

- 1. Workforce Area: Alamo
- 2. Name of Nominee: Edward JR Trevino
- 3. Organization Representing: Treco Enterprises, Inc.
- 4. Position/Title: Chief Operating Officer
- 5. Full Mailing Address: 1414 North San Jacinto, San Antonio TX 78207
- 6. Daytime Phone Number: 210-377-3131
- 7. Email: etrevino.jr@treco.tx.com
- 8. Gender: Male Female
- 9. Race: What is the nominee’s race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other
 Asian American Indian/Alaska Native/Native Hawai’ian Race _____
- 10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
- 11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
- 12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: _____
- 13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more)
Private Sector Small/For-Profit Business (fewer than 500 employees)
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council Organized Labor
Economic Development Community-Based Organization (CBO)
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce

Special Board Requirements – Indicate, if applicable:

- 14. Nominee is a **veteran and is actively engaged** in the field of veterans’ affairs or services

EDWARD JR TREVIÑO

210.669.4677 Castle Hills, TX 78213 Mail@JRTrevino.com

PERSONAL SUMMARY

As a professional that thrives in a fast-paced environment; I take pride in utilizing my governmental, business, and community experience coupled with my relationships to find successful resolutions to unique challenges. Recognized as an inspirational leader; that is civically engaged in economic development, community relations, and strategic planning.

SKILLS, CAPABILITIES, AND STRENGTHS

- Highly motivated, energetic, and self-driven individual
- Well-developed interpersonal skills and strong networking background
- Prolific Servant Leadership and team management abilities.
- Experienced governmental and public relations.
- Spanish speaker with medium fluency

EDUCATION

Baylor University's Hankamer School of Business - Waco, TX

- Bachelor of Arts in Business Administration – Recognized for graduating in 3 years with 2 majors.
- Double Major: Marketing and Management

FOUNDATIONAL WORK EXPERIENCES

Castle Hills City Council – Mayor (May 2019 – Present)/ Alderman Place 1 (May 2016– May 2018)

In my role as Mayor, I serve as the CEO for the City of Castle Hills with 4500 residents, over 60 employees, and an operating budget of over \$7MM. My steadyhanded leadership has brought civility and progress to the small City.

- Founded the [Texas Municipal Officers ERCOT Advisory Board](#) to open lines of communication between ERCOT and municipal leaders, as a result of Weather Event Uri. Unanimously voted to serve as the inaugural Chairman of the board.
- Championed the City of Castle Hills first issuance of debt in the City's history to finance essential infrastructure repairs.
- Implemented the City's first Traffic Impact Analysis ordinance - requiring developments to perform a traffic study to determine the community impact, potential required mitigation, and encourage responsible development.
- Collaborated with Texas State Senator Jose Menendez and State Representative Diego Bernal to file Senate Bill 1373 and House Bill 3573 during the 85th legislative session. The bills were designed to protect small municipalities from zoning loopholes.

Treco Enterprises Inc., - Chief Operating Officer (Aug 08 – Present)

As COO for Treco Enterprises Inc. I am responsible for managing daily operations for the 32-year-old family-owned construction firm; services range from minor commercial repairs to full-scale commercial renovations.

- In my 14-year tenure I have helped earn collective revenues over \$65 million. In 2019 I stood up the real estate division allowing us to capitalize on previously non-billable hours while simultaneously diversifying revenue streams. My extensive project management experience allowed me to maximize efficiency in project planning resulting in reduced material waste and less payroll hours. My optimization of expenditures has repeatedly resulted in greater profits, coupled with strategic year-end tax mitigating analysis resulting in smaller tax burden.
- Assisted in Federal, Municipal, and private sector contract acquisition, negotiations, and successful execution for over 200 projects.
- Served as Senior Program Manager for multi-million dollar projects at Lackland Air Force Base, Randolph Air Force Base, Fort Sam Houston, Camp Bullis, and Camp Stanley.
- Work directly with C-Level clients to identify problems, provide options, negotiate contracts, and complete solutions.

HONORABLE RECOGNITIONS, ADVANCED LEARNING, & LEADERSHIP PROGRAMS

- Selected to participate in the [Alexander Briseno Leadership Development Program](#) 2012 and 2017
- Selected to participate in [Leadership San Antonio](#) Class 38, 43, and 45
- Selected to join [Rey Feo Consejo](#) – Educational foundation benefitting League of United Latin American Citizens Council #2
- Elected as President of the Board of Directors for the [Hispanic Contractors Association de San Antonio](#) 2017
- Recognized by San Antonio Business Journal as ["40 Under 40 Movers and Shakers"](#) in San Antonio for 2019
- Elected Texas Municipal League Region 7 Vice President – 2019
- Selected to serve as the [2023 Chairman](#) for the San Antonio Hispanic Chamber of Commerce
- Selected to participate in the [Texas Lyceum](#) Class of 2020
- Asked to serve on the Mayor Nirenberg and Judge Wolff's COVID-19 [Business and Employment Community Action Group](#) – 2020
- Asked to serve as Honorary Commander for Joint Base San Antonio – 2021
- Asked to serve on San Antonio Water System's Customer Experience Committee – 2022
- Completed 26-hour Project Management Professional Course – Recognized by the Project Management Institute

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC's Workforce Development Boards page.

CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Edward JR Trevino

Category Representing: Private Sector

1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No

If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez 9/6/2024
A8660FAA8A94453...

Adrian Lopez, Chief Executive Officer Date

LOCAL WORKFORCE DEVELOPMENT BOARD

NOMINATION SLATE

10/2023 Accessible Word Version

Instructions:

Please **TYPE** the appropriate information after each colon.

Use arrow keys to navigate to next line.

Please use Ctl-Enter if line breaks are needed to avoid renumbering.

Nominee Information

1. Workforce Area: **Alamo Area**
2. Name of Nominee: **Cristina Besosa**
3. Organization Representing: **SAHLA, Marriott Rivercenter, Marriott Riverwalk and JW San Antonio Hill Country Resort and Spa**
4. Position/Title: **Market Director of Human Resources**
5. FULL Mailing Address: **101 Bowie Street, San Antonio, TX 78205**
6. Daytime Phone Number: **(210) 223-1000**
7. [Email:Cristina.Besosa@Marriott.com](mailto:Cristina.Besosa@Marriott.com)
8. Gender: (Type an X after the colon next to the nominee's gender.)
 - a. Male:
 - b. Female: X**
9. Race: (Type an X after the colon next to the nominee's race.)
 - a. White: **X**
 - b. Asian:
 - c. Black/African American:
 - d. American Indian/Alaska Native/Native Hawaiian:
 - e. Other Race:

10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin?
(Type an X after the yes or no colon.)
- a. Yes: **X**
 - b. No:
11. Reference Item 3: (Enter any applicable Employer TWC Tax Account Number(s) after each colon.)
- a. TWC Tax Account Number: **02-055472-0**
- 12.** Total Number of Employees associated with Employer TWC Tax Account Numbers listed in Item 11: **1500 (locally)**
13. Please indicate the Workforce Board category the nominee represents (Type an X after the colon to indicate the category. **Choose Only One Category**)
- a. Private Sector Large For-Profit Business (=500 employees or more): **X**
 - b. Private Sector Small For-Profit Business (fewer than 500 employees):
 - c. Other Private Sector:
 - d. Education:
 - e. Literacy Council:
 - f. Economic Development:
 - g. Vocational Rehabilitation:
 - h. Public Employment Service (TWC):
 - i. Adult Basic and Continuing Education:
 - j. Organized Labor:
 - k. Community-Based Organization (CBO):
 - l. Public Assistance:
 - m. Child Care Workforce:
14. **Special Board Requirements:** Is the nominee a **veteran and actively engaged** in the field of veterans' affairs or services (Type an X after the colon to indicate yes or no):
- a. Yes:
 - b. No: **No**

15. Name of Nominating Organization:

16. Nominating Organization Address: **San Antonio Hotel & Lodging Association**

a. Street Address or P.O. Box: **PO Box 701107**

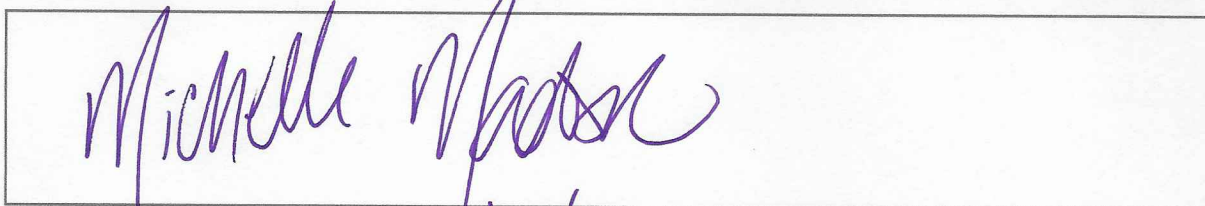
b. City: **San Antonio**

c. State: **Texas**

d. ZIP Code: **78270**

17. Phone Number(s): **(210) 558-6565**

18. Signature of Nominating Organization—President, Director, or other official:



a. Date of Signature: *11/14/20*

b. Typed Name: **Michelle Madson**

c. Typed Title: **President & CEO**

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Website Link: [Resources for Boards - Texas Workforce Commission](#) Go to Workforce Development Board Membership.

Cristina Besosa

Market Director of Human Resources

Marriott Rivercenter on the Riverwalk and Marriott Riverwalk Hotels

Cristina Besosa has been with Marriott International since 1990 starting as a UTSA College Intern for Marriott Rivercenter. Over her career, she has held numerous hotel and market leadership positions in San Antonio, Austin and Houston. Cristina's early career was several Director of Human Resource positions in Houston and Austin, leading to a successful transition into a senior operations leadership position at the JW Marriott, Houston by the Galleria and eventually the General Manager at the Residence Inn Alamo Plaza. While Cristina had established a proven track record of driving business results, her innovative work in talent management, leadership development, and strategic business planning lead back to the Human Resources Discipline. While living in San Antonio, she transitioned into to a Texas Market Human Resources position supporting 17 Full Service Hotels in San Antonio, Austin, Dallas and Houston.

In 2009, Cristina was able to combine her passion for the San Antonio community and Marriott International as the opening Director of Human Resources for the JW Marriott Hill Country Resort and Spa. In this role, her strategic leadership and proactive staffing/employment best practices set new standards for Marriott International.

In 2018, Cristina transitioned in her current Market Director of Human Resources role, supporting Marriott hotels in San Antonio and Austin. Her well-rounded business perspective and community knowledge has been high impact given the past five (5) years of economic challenges and changes.

Her commitment to education and talent development is evident through her engagement with the community. Examples include, recent development of the CAST Program at East Central School District developing an on-the-job practicum for high students. This successful model is now being utilized by SAHLA and other hotels, expanding access to industry career opportunities. She is member of the SAHLA Education & Workforce Committee and Advisory Board Member - UTSA Hospitality and Event Management Program. Prior to this appointment, Cristina was the Adjunct Professor – University of Houston, Conrad H. Hilton College of Global Hospitality Leadership for the San Antonio Campus from 2014-2020.

Cristina holds a Bachelor's and Master's Degree in Business Administration, Human Resources from UTSA. Cristina is a proud native of San Antonio, having grown up on the West Side. She is the daughter of an Air Force veteran, which instilled in her a strong sense of discipline and community service. In addition to her professional achievements, Cristina is also a local San Antonio artist, contributing to the vibrant cultural scene of our city and central Texas.

CONFLICT OF INTEREST STATEMENT
FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Cristina Besosa

Category Representing: Private Sector

Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8660FAA8A94453...

Executive Director

11/15/2024

Date

Texas Workforce Commission

A Member of Texas Workforce Solutions

Bryan Daniel, Chairman
Commissioner Representing
the Public

November 14, 2024

Alberto Treviño III
Commissioner Representing
Labor

The Honorable James E. Teal
McMullen County Judge
P.O. Box 237
Tilden TX 78702

Joe Esparza
Commissioner Representing
Employers

Edward Serna
Executive Director

Dear Judge Teal:

The Chief Elected Officials (CEOs) of a local workforce development area (workforce area) have the power to select nominees for the Local Workforce Development Board (Board). These nominations must be made in accordance with applicable laws. Under Texas Government Code §2308.255, the membership of a Board must reflect the ethnic and geographic diversity of the workforce development area. CEOs bear the responsibility of ensuring that this diversity requirement is fulfilled by the Board's overall composition.

Additionally, Texas Government Code §2308.256 places a representative of the public employment service on each Board. The law does not specify the manner in which the public employment service representative must be selected. The Texas Workforce Commission (TWC) will recommend a current, qualified employee to serve as the public employment service representative on the Board and will forward its recommendation to the appropriate CEO(s).

At this time, TWC is pleased to submit for consideration the appointment of Mr. James Golsan as the Public Employment Service representative to Workforce Solutions Alamo. Enclosed is the required nomination slate and résumé for Mr. Golsan. Should this meet your approval, please sign the enclosed appointment form and return to:

Melinda Gilley
Texas Workforce Commission
101 E. 15th Street, Room 252-T
Austin, Texas 78778-0001
Or via e-mail to:
melinda.gilley@twc.texas.gov

If you have any questions or concerns regarding this nomination, please contact me at (512) 463-1986 or Melinda Gilley at (737) 471-1386.

Sincerely,



Mary York
Director, Workforce Development Division

Enclosure

cc: Mr. Adrian Lopez, CEO, Workforce Solutions Alamo

Ms. Leslie Cantu, Board Chair, Workforce Solutions Alamo

H-200: Nomination Slate

Note: This form is also available online at TWC's Workforce Development Boards Page.


LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE

PLEASE TYPE

1. Workforce Area: Alamo
2. Name of Nominee: James Golsan
3. Organization Representing: Texas Workforce Commission
4. Position/Title: Manager, Commission Initiatives and Special Projects
5. Full Mailing Address: 2303 East Side Drive, Austin TX 78704
6. Daytime Phone Number: 737-400-9681
7. Email: james.golsan@twc.texas.gov
8. Gender: Male Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other Race
 Asian American Indian/Alaska Native/Native Hawaiian
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: _____
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more)
Private Sector Small/For-Profit Business (fewer than 500 employees).....
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council..... Organized Labor.....
Economic Development Community-Based Organization (CBO)
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce

Special Board Requirements – Indicate, if applicable:

15. Nominee is a **veteran and is actively engaged** in the field of veterans' affairs or services

16. Texas Workforce Commission
 Name of Nominating Organization
17. 1117 Trinity Street, Suite 660 Austin TX 78701
 Street Address or P.O. Box of Nominating Organization City State ZIP Code
18. 512-463-1986
 Phone Number(s)
19.  11/15/2024
 Signature, Nominating Organization—President, Director, or other official Date of Signature
20. Mary York Director, Workforce Development
 Typed Name Typed Title

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

PROFESSIONAL EXPERIENCE

Texas Workforce Commission, Austin, TX

Manager IV, Commission Initiatives & Special Projects

June 2023 – Present

- Manage 5-member Commission Initiatives and Special Projects (CISP) team at the Texas Workforce Commission (TWC) responsible for grant development and program management associated with TWC statewide initiatives.
- Serve as primary liaison between CISP team and assorted program, procurement, and leadership teams associated with TWC program development.
- Co-Chair TWC's Workforce Awards Committee, overseeing all aspects of annual Workforce Awards process.
- Coordinate staff training, develop SOP documents, and improve synthesis between CISP team and other departments/divisions to ensure continuous development and extra-departmental cohesion from CISP staff.

Texas Workforce Commission, Austin, TX

Manager III, Workforce Board Grants

December 2021 – May 2023

- Manage 6-member Workforce Board Grants (WBG) team at the Texas Workforce Commission (TWC) responsible for grant management and program support for Texas' 28 Workforce Development Boards (Boards).
- Oversee and coordinate grant development and management cycle for over 500 federal workforce development grants, including statewide Child Care, WIOA, SNE, and TANF grants, as well as multiple application-based (competitive) grants.
- Serve as primary point of contact for Board Executive Directors, represent Board interests in agency grant planning, deliver timely and thorough customer service as needed to Board leadership and staff.
- Coordinate staff training, develop SOP documents, and improve synthesis between Workforce Board Grants team and other departments/divisions to ensure continuous development and extra-departmental cohesion from WBG staff.

Program Specialist V, Strategic Workforce Initiatives and Federal Grants

September 2018 – Nov 2021

- Lead RFA (Request for Applications) development cycle for the SWIFG team at TWC.
- Write core RFA content for a variety of federal workforce development grants. Manage and coordinate RFA development projects across multiple divisions under TWC's Workforce Grants and Contracts umbrella to ensure on-time delivery of high quality RFAs that align with United States Department of Labor/TWC's core workforce development mission.
- Lead TWC Workforce Grants and Contracts data analysis team; activities include development and enhancement of analytics tools, creation of data visualizations using Tableau and ArcGIS platforms, and identification of professional development opportunities for team members.
- Manage SWIFG's foster youth initiatives, including management and coordination of TWC's statewide foster youth conference, design and facilitation of regional strategic planning sessions, statewide communication efforts, and analysis of foster youth-related grant impacts.

Texas School Business Magazine

May 2017 – December 2021

- Write recurring Texas School Business Magazine's *President Profiles* column, which includes interviews with statewide education leaders.

Texas Education Agency, Austin, TX
Program Specialist VI

December 2017 – July 2018

- Designed and built new user interfaces (UI) for the Texas Education Agency website using ArcGIS mapping software to improve content accessibility and transparency.
- Analyzed data to identify performance trends and process inefficiencies.
- Made data-driven recommendations on process improvement, impact magnification and resource allocation.
- Designed webforms for data collection from public education entities; created process documents, performed data loads, and tested user interface experience (UIX).

Program Specialist IV
2017

March 2014 – December

- Administered multiple federal education grant programs, building strong and effective relationships and governance structures between federal, local and third-party service providers.
- Analyzed the impact of educator quality improvement programs and made data-driven recommendations to improve outcomes.
- Developed all web content, ensuring postings were copy-edited and compliant with federal accessibility standards.
- Designed and executed data management improvement projects to improve processes and meet federal reporting requirements.
- Enhanced social and traditional media presence for multiple educational initiatives through multi-stakeholder collaboration.

Texas Public Policy Foundation, Austin, TX
Education Policy Analyst

October 2010 – January 2014

- Published policy briefs, press releases, grant applications, blog posts, and research studies.
- Represented the organization in media appearances in television, radio, print interviews and testimony before the Texas State Legislature.

Texas Tech University, Lubbock, TX
Graduate Instructor – Department of English

September 2008 – May 2010

- Taught undergraduate composition; designed course syllabi, delivered lectures and provided coaching to students on creative writing.

Austin Toros, NBA Development League, Austin, TX
Marketing Intern

October 2006 – April 2007

- Led promotional activities in the arena and the community, including game-day fan contests, community outreach programs, and the dissemination of merchandise at local events.
- Served as Master of Ceremonies at all Austin Toros home games during the 2006-2007 season.

EDUCATION

Texas Tech University, English, Lubbock, TX

M.A., May 2010

- English, Concentration in Creative Writing

University of Texas, Austin, TX

Joint B.S. and B.A., December 2007

- Major in Radio-Television-Film
- Major in English, with concentration in Screen Writing and Creative Writing

AWARDS AND ACHIEVEMENTS

- Selected for and completed Coleridge Institute Data Analytics Training, 2021.
- Maintained regular education blog with the Huffington Post, 2013.
- Co-Authored and edited multiple pieces for the Spring/Summer Issue of the South Central Review, 2010 and 2017.
- Contributed as Senior Fellow in Education Policy for the Texas Public Policy Foundation, March – August 2014.

LOCAL WORKFORCE DEVELOPMENT BOARD APPOINTMENTS

NAME	CATEGORY REPRESENTED	TERM MONTH/DAY/YEAR THRU MONTH/DAY/YEAR
<u>Appointments (New)</u>		
James Golsan	Public Employment	Term ending 12/31/2027
<u>Reappointments</u>		

AUTHORIZATION

CEO Name

Workforce Area

CEO Title

CEO Signature

Date

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

H-200: Nomination Slate

Note: This form is also available online at TWC's Workforce Development Boards Page.


LOCAL WORKFORCE DEVELOPMENT BOARD NOMINATION SLATE
PLEASE TYPE

1. Workforce Area: Alamo
2. Name of Nominee: Matthew R. Gonzales
3. Organization Representing: Laborers Local 1095
4. Position/Title: Business Manager
5. Full Mailing Address: 8814 Tradeway, San Antonio TX 78217
6. Daytime Phone Number: 210-805-8326
7. Email: matt@liuna1095.org
8. Gender: Male Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 White Black/African American Some Other Race
 Asian American Indian/Alaska Native/Native Hawai'ian _____
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? No Yes
11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:
1) _____ 2) _____ 3) _____
12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: 4
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
Private Sector Large/For-Profit Business (large 500 employees or more).....
Private Sector Small/For-Profit Business (fewer than 500 employees)
Other Private Sector
Education Adult Basic and Continuing Education
Literacy Council..... Organized Labor
Economic Development Community-Based Organization (CBO).....
Vocational Rehabilitation Public Assistance
Public Employment Service (TWC)..... Child Care Workforce.....

Special Board Requirements – Indicate, if applicable:

15. Nominee is a **veteran and is actively engaged** in the field of veterans' affairs or services

Chief Elected Official's Membership Guide for Local Workforce Development Boards

16. LABORERS Local 1095, LABORERS INTL UNION OF NORTH AMERICA
Name of Nominating Organization
17. 8814 TRADEWAY SAN ANTONIO Tx 78217
Street Address or P.O. Box of Nominating Organization City State ZIP Code
18. (210) 805-8326
Phone Number(s)
19.  10/17/2024
Signature, Nominating Organization—President, Director, or other official Date of Signature
20. Bobby J. Olveda President
Typed Name Typed Title

Individuals may receive, review, and correct information that TWC collects about the individual by emailing open.records@twc.texas.gov or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Matthew R. Gonzales

Business Manager, Laborers' Local 1095

Matt, a second-generation union member, was raised in a construction household where his father emphasized the quality of life provided by the union. From 1989 to 2000, his father owned and operated an underground utilities company, introducing Matt to the construction industry. In 2011, Matt joined LIUNA Local 107 in Oklahoma City, serving as a labor foreman and safety advisor with a focus on demolition, concrete placement, and underground utilities. In 2014, he relocated to Texas to work as an organizer for the LIUNA Midwest Region. By 2017, he had advanced to the position of Business Manager for Laborers Local 1095, representing over 900 members. His daily responsibilities include negotiating and administering Collective Bargaining Agreements, handling representational matters, resolving conflicts, engaging with the community, and influencing local policy. As a union representative, he is dedicated to promoting union apprenticeships, fostering relationships with community partners, and expanding market share. For the 2023-2024 school year, he played a pivotal role in launching the LIUNA LEARN program at Sam Houston High School. This dual accreditation pre-apprenticeship course provides students with comprehensive instruction and certifications to become Construction Craft Laborers. Graduates of the program can apply their credits towards college or join LIUNA's apprenticeship program, entering with 90% of the required training completed compared to those who do not participate in LEARN.

This initiative exemplifies LIUNA's commitment to investing in the community and developing the next generation of construction workers, contributing to a stronger and more skilled workforce in San Antonio.

Notable appointments include:

- Austin Community College Construction Wages and Working Conditions task force (2014-2015)
- City of Austin Building and Standards Commission (2015)
- City of Austin Construction Advisory Committee as Vice Chair (2015-2017)
- Austin ISD Bond Oversight Committee and Vice Chair to the HUB subcommittee (2014-2017)
- Secretary-Treasurer and Recording Secretary for the San Antonio Building and Construction Trades Council (2017-2021)
- Southwest Laborers Training and Apprenticeship JATC Trustee (2023 to current)
- Texas State Building Trades executive board member (Current)

**Various living wage and worker protection stakeholder groups in San Antonio and Austin*

It is my aim to foster relationships in the community while enhancing opportunities for San Antonio residents to access registered apprenticeships to begin a career in construction. This could also play a role in the success of SA Ready to Work by finding ways to bridge the economic and informational gap for all.

Chief Elected Official's Membership Guide for Local Workforce Development Board

PART H: FORMS

H-100: Conflict of Interest Statement

Note: This form is also available online at TWC's Workforce Development Boards page.

**CONFLICT OF INTEREST STATEMENT
FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS**

Board Nominee: Matthew R. Gonzales

Category Representing: Public Employment

- 1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes No If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:
Adrian Lopez
A8880FAA8A94453...
Executive Director

11/14/2024
Date

Local Plan

Local Plan Input and Development



- 2025-2029 Local Plan Development
 - Regulatory Document (Prescribed by TWC)
 - 13 County Workforce Solutions Alamo Region socioeconomic, economic and workforce analysis
 - WSA Workforce Development Activities – Core Services
 - Alignment with The Texas Workforce System Strategic Plan Goals, and compliance with TWC policies and guidance.
- **NEW** : Statewide Action Plan Input Model
 - Attached as an addendum as serves as a vision document for the next 4 years.
 - Creates more direct connections and considers each County's specific needs.



GOAL 1
TEXAS TALENT EXPERTS

To establish the state's public workforce system as the go-to resource for expertise about the Texas talent market.

WSA Local Plan Questions: Data 2025-2029



Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.CEO Report a) Labor Market Information b)Wage and Availability Data	1. Continuous Improvement: CEO Report, Demographic Reports, Letters of Support 2. Quarterly CEO Report presentations to Area Judges 3. Annual Business Outreach and Partnership Presentation to Area Judges		
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 WSA Local Plan	What information/analysis can we produce provide for you?	What information can we provide, produce, or co-author? What information should we have?	What information can we provide, produce, or co-author? What information should we have?	What information can we provide, produce, or co-author? What information should we have?



GOAL 2
SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

WSA Local Plan Questions: Services 2025-2029



Goal: Secure input from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1. Recruitment Business Services a) WF Incentive Development 2. Retention Business Services a) BRE Visits b) Training Dollars c) Direct Hire Event/Job Fair	1. Referral 2. Assessment 3. Career Counseling 4. Training 5. Employment		1. Technical Assistance to Parents on access to programs. 2. Technical Assistance to Service Providers towards quality care
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 WSA Local Plan	How do we coordinate business outreach and service? How do we deepen the level of incumbent worker training?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?	Who should we formalize partnerships with on Referrals, Space, formal feedback loop, how do we establish goals?





GOAL 3
PARTNERSHIP MANAGERS

To create and manage more intentional partnerships to facilitate talent solutions, pursue shared goals in support of a healthy and robust workforce, and leverage joint resources.

WSA Local Plan Questions: Strategy 2025-2029



Goal: Secure Feedback from City, County, Eco Dev, School District, 3 CBO working with priority populations. Talent demand will be gathered through a business survey and target interviews.

	Business Services	Adult	Youth	Childcare
Current	1.) Common definitions of degrees of Workforce Ready through shared tracking system.	1) Justice involved interventions 2) Incumbent Worker Training	1) Justice Involved 2) Industry Outreach 3) Identify Funds for Training	1) Establish Childcare Co-ops 2) Integrate space provision into Eco Dev policy 3) Conduct outreach to providers for potential partnerships
Partners	City/County, Eco Dev Corp, Chamber	Non-Profits, CBO, Local Diversion Programs, Faith Based Orgs	+ School Districts	Providers, Non-Profits, Parents
2025 Local Plan	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?	What strategies are the most important for us to consider? What are the areas should we pursue grant dollars as a region?





Local Plan Industry Feedback Requested



GOAL 2 SERVICE OPTIMIZERS

To deploy unmatched services of value to employers and economic development organizations and more effectively tell the story of the public workforce system's toolbox.

	Target Occupations Contains and In-Demand Occupation	Recommend Industry In-Demand Occupation	Use of Work-Based Learning	Interest in Academy Model
Desired Input	<p>Do we have what you need?</p> <p>Industry In-Demand Occupations Included on Draft List</p> <ul style="list-style-type: none"> - Consistent Demand, Hard to Source - Greater than HS, less than degree 	<p>Not on the List?</p> <p>Send us a title and/or occupation</p> <p>Provide demand information</p>	<p>Are you growing your own talent?</p> <p>Are you using Apprenticeships or other tools for Incumbent Worker Training?</p> <p>Preferred Training Provider?</p>	<p>Interested in development a grow your own talent model?</p> <p>Interest in participating in coaching.</p>



October Outreach

- Completed
 - Client Serving Partners (91 Contacts)
 - Email and explainer videos distributed to partners by service domain
 - Initial feedback on outreach is that partners want to discuss how they can partner with us going forward.
 - Industry Feedback (100 businesses)
 - Presented to Greater Chamber Education and Workforce Council
 - Developing Partnerships with Local EDC and Chambers for distribution of survey



LOCAL PLAN

Workforce Solutions Alamo (WSA) provides a variety of services for local employers and talent. A large part of what we do is direct funding and resources toward workforce development services throughout our area, which includes Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, McMullen, Medina and Wilson Counties.

One way we do that is through our Local Plan. The Workforce Innovation and Opportunity Act (WIOA) requires us to set priorities to oversee the workforce development system in this region. The Local Plan is a comprehensive 4-year guide that analyzes the local workforce development area and provides specific detail related to the WSA strategy to meet the economic and employment needs of the area's job seekers and employers.

This plan is developed in cooperation with local community stakeholders including elected officials, area employers, education and training partners, community-based organizations, and individuals who are the recipients of services provided by Workforce Solutions Alamo.

We are now hosting virtual and in person Local Plan meetings throughout the 13-county region to gather your thoughts and ideas.

STEP 1

Overview to learn what WSA and the Local Plan are and how to provide feedback.



October Outreach



• On-Going

- Outreach and Tracking of appropriate mix of service domain partners from each county.
- Securing Chamber/EDC partners for distribution of Industry Survey
- Scheduling virtual listening sessions in mid-December

STEP 2

Learn a little about WSA

[DOWNLOAD ANNUAL REPORT](#)

The screenshot shows a video player interface for a video titled "About WSA". The video content includes a map of Texas with various counties highlighted in different colors, and a list of bullet points: "Texas Local Workforce Development Board", "501 (c)(3) Funded by National, State, and Local Workforce Development Grants (Ready To Work)", and "Governed by Majority Private Sector 27-Member Board Directors". A "Watch on YouTube" button is visible at the bottom left.

STEP 3

Understand how The Local Plan Works as a Policy Document

[READ THE CURRENT LOCAL PLAN](#)

The screenshot shows a video player interface for a video titled "WSA Local Solutions Alamo Local Plan". The video content includes text explaining the Workforce Innovation and Opportunity Act (WIOA) requirements for WSA to develop a comprehensive (4) four-year plan (Local Plan) in conjunction with TWC. It also mentions the purpose of the local plan and tw update, which includes a 13 County Workforce Solutions Alamo Region socioeconomic, economic and workforce analysis and WSA Workforce Development Activities - Core Services. A "Watch on YouTube" button is visible at the bottom left.

STEP 4

Provide Input as a WSA Client -Serving Partner

Goal 1: [Texas Talent Experts \(Data\)](#)

- ▶ Will ask you to identify which populations your organization most directly serves and how WSA can partner in providing, producing, co-authoring, presenting data to serve this population within your specified geography.

The screenshot shows a video player interface for a video titled "How to give Feedback 2023 Statewide Action Plan". The video content includes a slide titled "STATEWIDE ACTION PLAN" and a slide titled "HOW TO GIVE FEEDBACK". A "Watch on YouTube" button is visible at the bottom left.

November Weekly Outreach



Outreach Emails and Calls Week : Oct 21st – Nov 1st	Individual Calls Secure Input Week of: Nov 4th – Nov 15th	Nov 18th – Dec 6th Drafting Input	Presentations and Listening Sessions Dec 11th – Dec 18th
<p>Continue outreach to Client Serving Partners to secure feedback from each service Domain for each County</p> <p>Distribution of Industry Input Survey in partnership with Chamber and EDC Partners</p>	<p>Schedule individual technical assistance sessions for partners</p> <p>Continue work with EDC's for Industry outreach based on industry mix of response.</p>	<p>Staff will integrate feedback on each of the Goals into an Addendum to the Local Plan</p>	<p>Recorded Listening Sessions to ensure capture of feedback</p> <p>Presentation on:</p> <ol style="list-style-type: none"> 1. On Overall Plan 2. New Initiatives 3. Target Occupations

Draft Occupations

Number	SOC Code	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Employment - Base year 2022	Employment - Projected year 2032	Change in employment 2032 - 2022	Percentage Change	Change in Emp by Growth	Help Wanted Ads - 2nd Qtr 2024	Career Cluster	Appears in Multiple Clusters	STEM	Middle Skill	Mean Annual Wage 2023	Number of Industries Hire this Occupation
Construction/Utilities																		
1	11-9021	Construction Managers	3,610	Bachelor's Degree	\$65,322	\$122,929	4,281	4,932	651	15.21	65	761	Architecture and Construction	Yes	No	No	\$103,727	4
2	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,450	High-School Diploma or Equivalent	\$49,000	\$83,970	7,221	8,137	916	12.69	92	264	Architecture and Construction	Yes	No	No	\$72,313	4
3	47-2111	Electricians	5,850	High-School Diploma or Equivalent	\$38,292	\$62,653	5,544	6,630	1,086	19.59	109	273	Energy	Yes	No	Yes	\$54,532	1
4	47-2152	Plumbers, Pipefitters, and Steamfitters	3,130	High-School Diploma or Equivalent	\$36,964	\$60,968	3,658	4,174	516	14.11	52	232	Architecture and Construction	No	No	Yes	\$52,966	2
5	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,300	High-School Diploma or Equivalent	\$45,676	\$84,412	5,379	6,304	925	17.2	92	725	Transportation, Distribution and Logistics	No	No	No	\$71,500	9
6	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,990	Postsecondary Non-Degree Award	\$35,105	\$60,070	3,140	3,705	565	17.99	56	514	Manufacturing	Yes	No	Yes	\$51,748	2
Manufacturing																		
7	17-2112	Industrial Engineers	1,560	Bachelor's Degree	\$71,979	\$119,584	1,374	1,736	362	26.35	36	343	Engineering	Yes	Yes	No	\$103,716	5
8	17-2141	Mechanical Engineers	1,110	Bachelor's Degree	\$67,610	\$119,240	1,118	1,324	206	18.43	21	382	Engineering	Yes	Yes	No	\$102,030	3
9	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other *New	550	Associate's Degree	\$41,401	\$78,266	572	707	135	23.6	14	115	Engineering	No	Yes	Yes	\$65,978	1
10	19-4042	Environmental Science and Protection Technicians, Including Health *New	280	Associate's Degree	\$41,010	\$61,708	185	236	51	27.57	5	61	Agriculture, Food and Natural Resources	No	No	Yes	\$54,808	1
11	49-9041	Industrial Machinery Mechanics	2,990	High-School Diploma or Equivalent	\$43,327	\$71,134	2,685	3,492	807	30.06	81	151	Manufacturing	Yes	Yes	Yes	\$61,865	2
12	51-9162	Computer Numerically Controlled Tool Programmers	70	Postsecondary Non-Degree Award	\$38,284	\$76,778	60	70	10	16.67	1	15	Manufacturing	No	Yes	Yes	\$63,947	1
13	53-3032	Heavy and Tractor-Trailer Truck Drivers	16,260	Postsecondary Non-Degree Award	\$35,015	\$58,873	18,186	22,749	4,563	25.09	456	2,236	Transportation, Distribution and Logistics	No	No	Yes	\$50,920	3
Health																		
14	29-1126	Respiratory Therapists	950	Associate's Degree	\$61,078	\$81,104	956	1,178	222	23.22	22	255	Health Science	No	Yes	Yes	\$74,429	1
15	29-1141	Registered Nurses	23,030	Bachelor's Degree	\$67,452	\$99,334	21,514	24,451	2,937	13.65	294	8,568	Health Science	No	Yes	Yes	\$88,706	5
16	29-1292	Dental Hygienists	1,260	Associate's Degree	\$75,433	\$89,884	1,134	1,344	210	18.52	21	148	Health Science	No	No	Yes	\$85,067	1
17	29-2032	Diagnostic Medical Sonographers	570	Associate's Degree	\$66,001	\$88,449	780	972	192	24.62	19	161	Health Science	No	Yes	Yes	\$80,966	3
18	29-2034	Radiologic Technologists and Technicians	1,920	Associate's Degree	\$55,557	\$81,453	1,597	1,878	281	17.6	28	399	Health Science	No	Yes	Yes	\$72,821	2
19	29-2035	Magnetic Resonance Imaging Technologists *New	200	Associate's Degree	\$71,624	\$91,139	185	219	34	18.38	3	350	Health Science	No	No	Yes	\$84,634	2
20	29-2052	Pharmacy Technicians	3,290	High-School Diploma or Equivalent	\$37,097	\$47,966	3,398	4,224	826	24.31	83	493	Health Science	No	No	Yes	\$44,343	3
21	29-2055	Surgical Technologists	1,170	Postsecondary Non-Degree Award	\$37,288	\$58,196	1,150	1,338	188	16.35	19	322	Health Science	No	No	Yes	\$51,227	2
22	29-2061	Licensed Practical and Licensed Vocational Nurses	5,970	Postsecondary Non-Degree Award	\$46,578	\$62,076	6,268	7,000	732	11.68	73	1,021	Health Science	No	No	Yes	\$56,910	4
23	31-2011	Occupational Therapy Assistants	450	Associate's Degree	\$58,904	\$81,989	368	465	97	26.36	10	135	Health Science	No	Yes	Yes	\$74,294	1
24	31-2021	Physical Therapist Assistants	950	Associate's Degree	\$48,779	\$82,366	904	1,154	250	27.65	25	328	Health Science	No	No	Yes	\$71,170	2
25	31-9091	Dental Assistants	3,430	Postsecondary Non-Degree Award	\$33,972	\$46,226	3,454	4,041	587	16.99	59	669	Health Science	No	No	Yes	\$42,141	1

Draft Occupations

Computer and Cybersecurity																		
26	11-3021	Computer and Information Systems Managers	3,580	Bachelor's Degree	#####	\$191,560	3,600	4,776	1,176	32.67	118	48	Information Technology	No	Yes	No	\$161,136	10
27	15-1211	Computer Systems Analysts	3,170	Bachelor's Degree	\$65,647	\$124,119	3,037	3,862	825	27.16	82	391	Information Technology	No	Yes	No	\$104,629	7
28	15-1212	Information Security Analysts	1,250	Bachelor's Degree	\$76,751	\$137,528	1,188	1,799	611	51.43	61	251	Information Technology	No	Yes	No	\$117,269	3
29	15-1231	Computer Network Support Specialists	700	Associate's Degree	\$51,192	\$82,444	740	900	160	21.62	16	55	Information Technology	No	No	Yes	\$72,026	3
30	15-1232	Computer User Support Specialists	5,140	Some College, No Degree	\$36,617	\$63,712	5,369	6,529	1,160	21.61	116	775	Information Technology	No	No	Yes	\$54,681	12
31	15-1242	Database Administrators	460	Bachelor's Degree	\$58,396	\$121,738	489	595	106	21.68	11	332	Information Technology	No	Yes	No	\$100,624	1
32	15-1244	Network and Computer Systems Administrators	2,400	Bachelor's Degree	\$59,579	\$108,052	2,488	3,070	582	23.39	58	334	Information Technology	No	Yes	No	\$91,894	7
33	15-1252	Software Developers	6,240	Bachelor's Degree	\$79,320	\$141,849	4,879	7,055	2,176	44.6	218	1,185	Information Technology	Yes	Yes	No	\$121,006	9
24	15-1253	Software Quality Assurance Analysts and Testers	1,420	Bachelor's Degree	\$64,817	\$114,655	1,196	1,622	426	35.62	43	129	Information Technology	No	Yes	No	\$98,042	2
35	15-1254	Web Developers	450	Associate's Degree	\$54,264	\$109,352	559	746	187	33.45	19	135	Information Technology	No	Yes	No	\$90,990	1
36	15-1299	Computer Occupations, All Other	5,300	Bachelor's Degree	\$63,556	\$125,591	5,329	6,670	1,341	25.16	134	1,698	Information Technology	No	No	No	\$104,913	5
37	15-2031	Operations Research Analysts	870	Bachelor's Degree	\$58,426	\$111,595	982	1,377	395	40.22	40	191	Business, Marketing, and Finance	No	Yes	No	\$93,872	3
38	15-2051	Data Scientists * New	1,250	Bachelor's Degree	\$60,665	\$135,971	793	1,208	415	52.33	42	730	Information Technology	Yes	Yes	No	\$110,869	1
Oil & Gas/Warehousing & Transportation/Finance/Others																		
39	49-3023	Automotive Service Technicians and Mechanics	6,360	Postsecondary Non-Degree Award	\$31,210	\$60,451	6,820	8,170	1,350	19.79	135	895	Transportation, Distribution and Logistics	No	No	Yes	\$50,704	2
40	11-1021	General and Operations Managers	33,690	Bachelor's Degree	\$44,789	\$147,052	35,453	42,160	6,707	18.92	671	1,656	Business, Marketing, and Finance	Yes	No	No	\$112,964	10
41	13-1071	Human Resources Specialists	7,740	Bachelor's Degree	\$42,315	\$82,899	7,362	8,564	1,202	16.33	120	691	Business, Marketing, and Finance	No	No	No	\$69,371	13
42	13-1081	Logisticians	1,920	Bachelor's Degree	\$52,178	\$94,000	1,708	2,285	577	33.78	58	363	Transportation, Distribution and Logistics	No	No	No	\$80,059	5
43	13-1082	Project Management Specialists	9,260	Bachelor's Degree	\$54,801	\$107,873	7,624	8,916	1,292	16.95	129	1,067	Architecture and Construction	No	No	No	\$90,183	13
44	13-1111	Management Analysts	4,840	Bachelor's Degree	\$58,992	\$116,490	4,670	5,674	1,004	21.5	100	593	Business, Marketing, and Finance	No	No	No	\$97,324	6
45	13-1161	Market Research Analysts and Marketing Specialists * New	4,250	Bachelor's Degree	\$42,280	\$86,284	4,340	5,570	1,230	28.34	123	514	Business, Marketing, and Finance	Yes	No	No	\$71,616	7
46	13-2011	Accountants and Auditors	8,210	Bachelor's Degree	\$54,865	\$103,575	9,047	10,732	1,685	18.62	168	684	Business, Marketing, and Finance	No	No	No	\$87,339	13
47	41-3031	Securities, Commodities, and Financial Services Sales Agents * New	3,470	Bachelor's Degree	\$40,553	\$109,098	3,181	3,863	682	21.44	68	343	Business, Marketing, and Finance	No	No	No	\$86,250	1
48	43-3031	Bookkeeping, Accounting, and Auditing Clerks	10,110	Some College, No Degree	\$32,840	\$52,661	12,509	13,338	829	6.63	83	633	Business, Marketing, and Finance	No	No	Yes	\$46,054	17
49	53-1047	Suprs of Trans & Material Moving Wkrs, Ex Aircraft Cargo Handling Suprs * New	4,210	High-School Diploma or Equivalent	\$37,636	\$71,106	4,359	5,362	1,003	23.01	100	300	Transportation, Distribution and Logistics	No	No	No	\$59,949	4
Education																		
50	11-9051	Food Service Managers	1,880	High-School Diploma or Equivalent	\$44,812	\$71,396	2,456	2,877	421	17.14	42	1,094	Hospitality and Tourism	No	No	Yes	\$62,535	1
51	25-2011	Preschool Teachers, Except Special Education * New	3,540	Associate's Degree	\$27,153	\$52,005	4,829	5,781	952	19.71	95	601	Education and Training	No	No	Yes	\$43,721	1
52	25-2021	Elementary School Teachers, Except Special Education	11,050	Bachelor's Degree	\$53,332	\$69,191	11,397	13,097	1,700	14.92	170	400	Education and Training	No	No	No	\$63,905	1
53	25-2022	Middle School Teachers, Except Special and Career/Technical Education	5,160	Bachelor's Degree	\$54,202	\$65,814	4,943	5,691	748	15.13	75	142	Education and Training	No	No	No	\$61,943	1

Draft Occupations Notes

- Staff is still reviewing how to include some of the existing Occupations such as those in Hospitality
- WSA is seeking input on these occupations and there is still time to change through January 2025
- There is an email address setup for anyone to email any suggestions or comments
- WSA is seeking local wisdom from partners, industry leaders and others to ensure a comprehensive plan is developed
- Occupations can continue to be modified even after the Local Plan submission; that would require local approval



WSA 2025 Local Plan Input Time





Questions





MEMORANDUM

To: Committee of Six
 From: Adrian Lopez, CEO
 Presented by: Brandee Perez, CFO
 Date: December 11, 2024
 Regarding: Financial Report – August 31, 2024

SUMMARY: Financial reports through August 31, 2024, have been prepared for the fiscal year October 1, 2023, through September 30, 2024; the straight-line expenditure benchmark is 91.7% of the budget. The board regularly analyzes Corporate and Facility Budgets in addition to the Grant Summary Report to monitor budgets against actual expenditures.

CORPORATE BUDGET:

Expenditures	% Expensed	Comments
Personnel	77.64%	This is an acceptable variance. Staff training and development will take place within the following months.
Board Facility	79.32%	The WSA Board facility budget is acceptable and within the budget.
Equipment	58.09%	The most significant budget surplus is the cloud-based infrastructure and replacement of computers exceeding helpful life.
General Office Expense	42.64%	The primary budget surplus is due to timing differences, marketing, and the insurance contingency.
Professional Services	54.19%	This variance consists in a timing difference in monitoring expenditures, expected to increase by the end of the fiscal year. Legal and professional services related to temporary staffing are utilized as needed to support the agency.
Board Training & Development	59.85%	The variance is not within the standard range. Any funds not utilized will be carried forward to FY 24-25.
Total Expense	69.38%	

Corporate expenditure represents 69.38% of the annual budget, demonstrating a budget surplus of approximately 22.29% of the approved budget through August 2024.

FACILITIES AND INFRASTRUCTURE BUDGET:

Expenditures	% Expensed	Comments
Overall	70.80%	The facility expenditures represent 70.80% of the approved budget, reflecting a 20.87% straight-line budget surplus. The Port of San Antonio and the relocation of O'Connor are significant contributors to this variance.

ACTIVE GRANTS ONLY (TWC):

Grant	End date	Budget	% Expense	Comments
24WOR Rapid Response	06/30/2025	\$58,320	40.34%	This grant start date is July 2024. The board will monitor expenditures over the next quarter.
24CCQ – Child Care Quality	10/31/2024	\$6,249,935	68.29%	The board expects higher expenditures within next couple of months by purchasing supplies/materials to TRS providers. The board is expected to expend at least 90% of the contract.
24REA- Reemployment Services	09/30/2024	\$920,073	89.96%	This grant was extended from 9/30/24 to 2/28/25. The board is expected to expend by the end of the contract.
24WOS – Military Family Support	12/31/2024	\$221,896	75.88%	The board is expected to fully expend this grant by the end of the contract.
24REO – PROWD Grant	09/30/2027	\$1,174,500	3.02%	This is a multi-year grant, and expenditures are expected to increase in FY25.
23VR1 - SEAL	09/30/2024	\$900,000	63.85%	This grant ends on 9/30/24 and the board is expected to expend at least 80% of the grant. As of 8/31/24, 160 SEAL participants had completed worksite retention of 5 weeks.
24PWE – Paid Work Experience	9/30/2025	\$187,500	.42%	Program staff expect to receive referrals soon which will increase the utilization rate of the grant.

24WPB – Training & Employment Navigator	10/31/2025	\$195,856	23.90%	The grant serves a specific population who has access to free education and training. The Program staff will continue to work with the service providers to emphasize the funding available for support services.
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ACTIVE GRANTS ONLY (NON-TWC):

Grant	End date	Budget	% Expense	Comments
SAF22 Workforce Academy	12/31/2024	\$100,000	64.14%	Grant was extended from 11/30/23 to 12/31/24. We are expecting to expend by the end of the contract.
CAP22 Capacity Building	12/31/2024	\$37,500	51.04%	This grant is used for capacity building, focusing on staff performance, technology management, and strategic planning.
TOY24 Toyotetsu	09/30/2024	\$16,100	0%	Funds were used to provide incentives to RTW participants with job placements. Grant has been extended through September 30,2024.
22RTW	5/31/2025	\$30,192,462	77.82%	This variance is primarily a timing difference. Expenditures will continue to be realized in the following months as enrollment and activities increase.

ATTACHMENTS:

Financial Statements – August 31, 2024

August 2024 Budget to Actual Variance Analysis

Budget Category	FY24 Budget	FY24 Actuals	% Expensed	Straight-Line Target (91.7%)	YTD Variance %
Corporate -Personnel	\$ 5,867,227	\$ 4,555,430	77.64%	\$ 5,380,247	14.06%
Corporate -Facilities	\$ 526,665	\$ 417,754	79.32%	\$ 482,952	12.38%
Corporate -Equipment Related	\$ 277,994	\$ 161,493	58.09%	\$ 254,920	33.61%
Corporate -General Office	\$ 741,700	\$ 339,901	45.83%	\$ 680,139	45.87%
Corporate - Professional Services	\$ 1,997,110	\$ 1,082,268	54.19%	\$ 1,831,350	37.51%
Corporate - Board of Directors	\$ 45,000	\$ 26,931	59.85%	\$ 41,265	31.85%
Corporate Total	\$ 9,455,696	\$ 6,583,777	69.63%	\$ 8,670,873	22.07%
Facilities	\$ 7,777,328	\$ 5,506,312	70.80%	\$ 7,131,810	20.90%
Reserve	\$ 11,002,098	\$ -	0.00%	\$ 10,088,924	91.70%
Projects	\$ 249,916	\$ 370,771	148.36%	\$ 229,173	-56.66%
Service Delivery - TWC	\$ 18,983,727	\$ 16,225,117	85.47%	\$ 17,408,078	6.23%
Service Delivery - TWC Child Care	\$ 120,209,630	\$ 112,938,812	93.95%	\$ 110,232,231	-2.25%
Service Delivery Ready to Work	\$ 30,192,462	\$ 10,688,658	35.40%	\$ 27,686,488	56.30%
Total Budget	\$ 197,870,857	\$ 152,313,448	76.98%	\$ 181,447,576	14.72%

August 2024 Service Delivery Urban-Rural

Budget Category	Urban	Rural	Urban (%)	Rural (%)
City of San Antonio - Child Care	\$ 93,914,297	\$ 19,024,514	83%	17%
Ready to Work	\$ 10,688,658		100%	0%
C2GPS - Adult Svc Bexar County Funding Only	\$ 497,499		100%	0%
C2GPS - Adult Services	\$ 10,181,137	\$ 2,554,052	80%	20%
SERCO - Youth	\$ 1,763,868	\$ 1,228,561	59%	41%
Total	\$ 117,045,460	\$ 22,807,127	16%	84%

**Workforce Solutions Alamo
Corporate Expenditure Report
FY 2023 - 2024
as of August 2024**

	Annual Budget	Amendment # 1	Revised Budget	YTD Expenses	% Expended	Balance
PERSONNEL						
Salaries/Wages	\$ 4,359,985	\$ -	4,359,985	\$ 3,566,619	81.80%	\$ 793,366
Fringe Benefits	1,153,947	-	1,153,947	876,988	76.00%	276,959
Staff Travel	160,045	-	160,045	67,584	42.23%	92,461
Staff Training & Development	193,250	-	193,250	44,239	22.89%	149,011
PERSONNEL SUBTOTAL:	\$ 5,867,227	\$ -	5,867,227	\$ 4,555,430	77.64%	\$ 1,311,797
BOARD FACILITY						
Rent	\$ 461,665	-	461,665	\$ 401,392	86.94%	\$ 60,273
Storage	\$ 30,000	-	30,000	\$ 11,176	37.25%	\$ 18,824
Maintenance and Repair	35,000	-	35,000	5,186	14.82%	29,814
BOARD FACILITY SUBTOTAL:	\$ 526,665	\$ -	526,665	\$ 417,754	79.32%	\$ 108,911
EQUIPMENT/RELATED COSTS						
Equipment Purchases	\$ 87,800	-	87,800	\$ 47,082	53.62%	\$ 40,718
Equipment Rental	15,000	-	15,000	14,204	94.69%	796
Repair & Maintenance	-	-	-	-	0.00%	-
Software Licenses & Maintenance	175,194	-	175,194	100,206	57.20%	74,988
EQUIPMENT/RELATED COSTS SUBTOTAL:	\$ 277,994	\$ -	277,994	\$ 161,493	58.09%	\$ 116,501
GENERAL OFFICE EXPENSES						
Communications	\$ 47,300	-	47,300	\$ 42,803	90.49%	\$ 4,497
Advertising	10,000	-	10,000	347	3.47%	9,653
Insurances	300,000	-	300,000	77,025	25.67%	222,975
Office Supplies	23,700	-	23,700	7,719	32.57%	15,981
Postage/Shipping/Other	7,500	-	7,500	3,837	51.16%	3,663
Printing, Binding & Reproduction	20,000	-	20,000	4,898	24.49%	15,102
Publications & Subscriptions	13,200	-	13,200	4,680	35.45%	8,520
Dues	25,000	-	25,000	10,532	42.13%	14,468
Marketing (External)	120,000	50,000	170,000	72,787	42.82%	97,213
Miscellaneous Costs	25,000	-	25,000	2,043	8.17%	22,957
Non Federal	50,000	50,000	100,000	89,582	89.58%	10,418
GENERAL OFFICE EXP SUBTOTAL:	\$ 641,700	\$ 100,000	741,700	\$ 316,253	42.64%	\$ 425,447
PROFESSIONAL SERVICES						
Legal Services-Corporate	\$ 125,000	-	125,000	\$ 64,167	51.33%	\$ 60,833
Legal Services-Other	75,000	-	75,000	34,345	45.79%	40,655
Audit	75,000	-	75,000	67,518	90.02%	7,483
Monitoring (Contractor)	500,000	-	500,000	292,186	58.44%	207,815
Professional Services	1,172,110	-	1,172,110	589,375	50.28%	582,735
Payroll Fees	40,000	10,000	50,000	34,678	69.36%	15,322
PROFESSIONAL SERVICES SUBTOTAL:	\$ 1,987,110	\$ 10,000	1,997,110	\$ 1,082,268	54.19%	\$ 914,842
BOARD EXPENSES						
Board Member Travel	\$ 5,000	-	5,000	\$ 10,281	205.62%	\$ (5,281)
Board Member Training/Development	25,000	-	25,000	8,400	33.60%	16,600
Board Meetings & Misc. Costs	15,000	-	15,000	8,250	55.00%	6,750
BOARD EXPENSES SUBTOTAL:	\$ 45,000	\$ -	45,000	\$ 26,931	59.85%	\$ 18,069
TOTAL EXPENSES						
	\$ 9,345,696	\$ 110,000	9,455,696	\$ 6,560,128	69.38%	\$ 2,895,568
SUMMARY:						
Personnel	\$ 5,867,227	-	5,867,227	\$ 4,555,430	77.64%	\$ 1,311,797
Board Facility	526,665	-	526,665	417,754	79.32%	108,911
Equipment/Related Costs	277,994	-	277,994	161,493	58.09%	116,501
General Office Expenses	641,700	100,000	741,700	316,253	42.64%	425,447
Professional Services	1,987,110	10,000	1,997,110	1,082,268	54.19%	914,842
Board Expenses	45,000	-	45,000	26,931	59.85%	18,069
TOTAL CORPORATE EXPENSES	\$ 9,345,696	\$ 110,000	9,455,696	\$ 6,560,128	69.38%	\$ 2,895,568

**Workforce Solutions Alamo
Facilities & Infrastructure Report
FY 2023 - 2024
as of August 2024**

Facilities & Infrastructure	Annual Budget	YTD Expenses	% Expensed	Balance
Workforce Facilities	\$ 6,567,328	\$ 4,638,594	70.63%	\$ 1,928,734
Port SA	\$ 700,000	\$ 366,411	52.34%	\$ 333,589
Mobile RV Unit	\$ 510,000	\$ 501,307	98.30%	\$ 8,693
TOTAL FACILITIES EXPENSES	\$ 7,777,328	\$ 5,506,312	70.80%	\$ 2,271,016

Facilities	End of Lease	Note	Facilities	End of Lease	Note
Marbach	3/31/2024	Relocated to Port SA	S. Flores	7/31/2028	
Walzem	8/31/2024	Relocated to O'Connor Rd.	Kerrville	4/30/2029	
Pearsall	10/31/2024		Datapoint	3/31/2030	
Hondo	12/31/2024		Datapoint - Child Care	3/31/2030	
SA Foodbank	12/31/2024		E. Houston	8/16/2030	
Kenedy	1/30/2025		New Braunfels	1/31/2032	
Pleasanton	1/31/2025		Port SA	4/30/2034	
Floresville	7/31/2026		O'Connor	10/5/2034	
Boerne	11/30/2026		Fredericksburg	Closed	
Seguin	1/15/2027		Bandera	11/14/2024	MOU

Workforce Solutions Alamo
Grant Summary Report
FY 2023 - 2024
as of August 2024

Grant	Fund	End Date	Grant No.	Budget	YTD Exp	Balance	Grant Expended	Months Remaining
WIOA ADULT SERVICES	23WA1	6/30/2025	2023WOA001	\$ 1,277,860.00	\$ 1,274,084.62	\$ 3,775.38	99.70%	10
WIOA ADULT SERVICES	23WA2	6/30/2025	2023WOA001	\$ 4,244,871.00	\$ 3,460,983.92	\$ 783,887.08	81.53%	10
WIOA ADULT SERVICES	24WA1	6/30/2026	2024WOA001	\$ 1,289,821.00	\$ -	\$ 1,289,821.00	0.00%	22
WIOA ADULT TOTAL				\$ 6,812,552.00	\$ 4,735,068.54	\$ 2,077,483.46		
WIOA DISLOCATED WORKER	23WD1	6/30/2025	2023WOD001	\$ 1,175,801.00	\$ 347,553.06	\$ 828,247.94	29.56%	10
WIOA DISLOCATED WORKER	23WD2	6/30/2025	2023WOD001	\$ 3,599,032.00	\$ 2,686,763.94	\$ 912,268.06	74.65%	10
WIOA DISLOCATED WORKER	24WD1	6/30/2026	2024WOD001	\$ 1,149,558.00	\$ -	\$ 1,149,558.00	0.00%	22
WIOA DISLOCATED TOTAL				\$ 5,924,391.00	\$ 3,034,317.00	\$ 2,890,074.00		
WIOA YOUTH SERVICES	23WOY	6/30/2025	2023WOY001	\$ 5,861,245.00	\$ 4,225,311.09	\$ 1,635,933.91	72.09%	10
WIOA YOUTH SERVICES	24WOY	6/30/2026	2024WOY001	\$ 5,910,587.00	\$ -	\$ 5,910,587.00	0.00%	22
WIOA YOUTH TOTAL				\$ 11,771,832.00	\$ 4,225,311.09	\$ 7,546,520.91		
WIOA RAPID RESPONSE	24WOR	6/30/2025	2024WOR001	\$ 58,320.00	\$ 23,526.52	\$ 34,793.48	40.34%	10
WIOA RAPID RESPONSE TOTAL				\$ 58,320.00	\$ 23,526.52	\$ 34,793.48		
TEMPORARY ASST FOR NEEDY FAMILIES-TANF	24TAF	10/31/2024	2024TAF001	\$ 6,851,831.00	\$ 6,794,934.92	\$ 56,896.08	99.17%	2
TANF TOTAL				\$ 6,851,831.00	\$ 6,794,934.92	\$ 56,896.08		
SUPPLEMENTAL NUTRITION ASST PRGRM - SNAP	24SNE	9/30/2024	2024SNE001	\$ 1,283,189.00	\$ 1,223,654.98	\$ 59,534.02	95.36%	1
SNAP E&T TOTAL				\$ 1,283,189.00	\$ 1,223,654.98	\$ 59,534.02		
NON CUSTODIAL PARENT	24NCP	9/30/2024	2024NCP001	\$ 437,578.00	\$ 370,666.19	\$ 66,911.81	84.71%	1
NON CUSTODIAL PARENT TOTAL				\$ 437,578.00	\$ 370,666.19	\$ 66,911.81		
CC SRVCS FORMULA ALLOCATION-CCF	24CCF	12/31/2024	2024CCF001	\$ 103,725,503.00	\$ 93,053,717.27	\$ 10,671,785.73	89.71%	4
CHILD CARE CCF TOTAL				\$ 103,725,503.00	\$ 93,053,717.27	\$ 10,671,785.73		
CC DVLPMNT FUND LOCAL MATCH - CCM	24CCM	12/31/2024	2024CCM001	\$ 7,584,186.00	\$ -	\$ 7,584,186.00	0.00%	4
CHILD CARE CCM TOTAL				\$ 7,584,186.00	\$ -	\$ 7,584,186.00		
CC TEXAS DEPT FAMILY PROTECTIVE SRVCS-CCP	24CCP	12/31/2024	2024CCP001	\$ 7,657,313.93	\$ 7,631,639.16	\$ 25,674.77	99.66%	4
CHILD CARE CCP TOTAL				\$ 7,657,313.93	\$ 7,631,639.16	\$ 25,674.77		
TRADE ACT SERVICES	24TRA	9/30/2024	2024TRA001	\$ 27,000.00	\$ 1,476.16	\$ 25,523.84	5.47%	1
TRADE ACT SERVICES TOTAL				\$ 27,000.00	\$ 1,476.16	\$ 25,523.84		
WAGNER-PEYSER EMPLOYMENT SERVICES-WPA	24WPA	12/31/2024	2024WPA001	\$ 667,896.00	\$ 596,601.07	\$ 71,294.93	89.33%	4
EMPLOYMENT SERVICES TOTAL				\$ 667,896.00	\$ 596,601.07	\$ 71,294.93		
RESOURCE ADMIN GRANT	24RAG	9/30/2024	2024RAG001	\$ 11,857.00	\$ 9,623.09	\$ 2,233.91	81.16%	1
RESOURCE ADMIN GRANT TOTAL				\$ 11,857.00	\$ 9,623.09	\$ 2,233.91		
TEXAS VETERANS COMMISSION	24TVC	9/30/2024	2024TVC001	\$ 284,084.00	\$ 236,826.12	\$ 47,257.88	83.36%	1
TEXAS VETERANS COMMISSION TOTAL				\$ 284,084.00	\$ 236,826.12	\$ 47,257.88		
CC QUALITY - CCQ	24CCQ	10/31/2024	2024CCQ001	\$ 6,249,935.30	\$ 4,268,169.48	\$ 1,981,765.82	68.29%	2
CCQ QUALITY TOTAL				\$ 6,249,935.30	\$ 4,268,169.48	\$ 1,981,765.82		
WORKFORCE COMMISSION INITIATIVES	24WCI	9/30/2024	2024WCI001	\$ 94,250.00	\$ 66,290.03	\$ 27,959.97	70.33%	1

Workforce Solutions Alamo
Grant Summary Report
FY 2023 - 2024
as of August 2024

Grant	Fund	End Date	Grant No.	Budget	YTD Exp	Balance	Grant Expended	Months Remaining
WORKFORCE COMMISSION INITIATIVES TOTAL				\$ 94,250.00	\$ 66,290.03	\$ 27,959.97		
REEMPLOYMENT SERVICES - REA	24REA	9/30/2024	2024REA001	\$ 920,073.00	\$ 827,665.85	\$ 92,407.15	89.96%	1
REEMPLOYMENT TOTAL				\$ 920,073.00	\$ 827,665.85	\$ 92,407.15		
PARTNERS FOR REENTRY OPPORTUNITIES IN WD	24REO	9/30/2027	2024REO001	\$ 1,174,500.00	\$ 35,506.32	\$ 1,138,993.68	3.02%	38
PARTNERS FOR REENTRY OPPORTUNITIES IN WD TOTAL				\$ 1,174,500.00	\$ 35,506.32	\$ 1,138,993.68		
MILITARY FAMILY SUPPORT PROGRAM	24WOS	12/31/2024	2024WOS001	\$ 221,896.00	\$ 168,370.16	\$ 53,525.84	75.88%	4
MILITARY FAMILY SUPPORT TOTAL				\$ 221,896.00	\$ 168,370.16	\$ 53,525.84		
STUDENT HIREABILITY NAVIIGATOR	18HN5	8/31/2024	3024VRS056	\$ 210,000.00	\$ 186,295.11	\$ 23,704.89	88.71%	
STUDENT HIREABILITY NAVIGATOR TOTAL				\$ 210,000.00	\$ 186,295.11	\$ 23,704.89		
VOCATIONAL REHABILITATION-VR INFRA SPRT	24COL	8/31/2024	2024COL001	\$ 535,919.54	\$ 521,123.96	\$ 14,795.58	97.24%	
VR-INFRA SUPPORT TOTAL				\$ 535,919.54	\$ 521,123.96	\$ 14,795.58		
PAID WORK EXPERIENCE (PWE)	24PWE	9/30/2025	3024VRS107	\$ 187,500.00	\$ 782.42	\$ 186,717.58	0.42%	13
PAID WORK EXPERIENCE (PWE) TOTAL				\$ 187,500.00	\$ 782.42	\$ 186,717.58		
WIOA - UPSKILLING AND TRAINING	24WOZ	7/31/2024	2024WOZ001	\$ 170,471.00	\$ 113,982.85	\$ 56,488.15	66.86%	
WIOA - UPSKILLS AND TRAINING TOTAL				\$ 170,471.00	\$ 113,982.85	\$ 56,488.15		
TRAINING & EMPLOYMENT NAVIGATOR	24WPB	10/31/2025	2024WPB001	\$ 195,856.00	\$ 46,804.22	\$ 149,051.78	23.90%	14
TRAINING & EMPLOYMENT NAVIGATOR TOTAL				\$ 195,856.00	\$ 46,804.22	\$ 149,051.78		
SUMMER EARN & LEARN (SEAL)	23VR1	9/30/2024	3021VRS073	\$ 900,000.00	\$ 574,668.56	\$ 325,331.44	63.85%	1
SEAL TOTAL				\$ 900,000.00	\$ 574,668.56	\$ 325,331.44		
SAN ANTONIO AREA FOUNDATION-WORKFORCE ACADEMY	SAF22	12/31/2024		\$ 100,000.00	\$ 64,142.31	\$ 35,857.69	64.14%	4
SAN ANTONIO AREA FOUNDATION-CAPACITY BUILDING	CAP22	12/31/2024		\$ 37,500.00	\$ 19,141.07	\$ 18,358.93	51.04%	4
SAN ANTONIO AREA FOUNDATION TOTAL				\$ 137,500.00	\$ 83,283.38	\$ 54,216.62		
TOYOTETSU PILOT PROGRAM (RTW)	TOY24	9/30/2024		\$ 16,100.00	0	\$ 16,100.00	0.00%	1
TOYOTETSU PILOT PROGRAM TOTAL				\$ 16,100.00	\$ -	\$ 16,100.00		
READY TO WORK-COSA	22RTW	5/31/2025		\$ 30,192,462.00	\$ 23,496,182.98	\$ 6,696,279.02	77.82%	9
READY TO WORK-COSA TOTAL				\$ 30,192,462.00	\$ 23,496,182.98	\$ 6,696,279.02		
GRAND TOTAL				\$ 194,303,995.77	\$ 152,326,487.43	\$ 41,977,508.34		

Workforce Solutions Alamo
Grant Summary Report
FY 2023 - 2024
as of August 2024

Grant	Fund	Grant No.	Grant Budget	Estimate YTD as		Remaining Balance as		Expenses FY 23 -		Total Grant	
				9/30/23	9/30/23	9/30/23	FY24 Budget (WSA)	24	Expenses	Balance	
WIOA ADULT SERVICES	22WA1	2022WOA001	\$ 947,323.00	\$ 889,535.10	\$ 57,787.90	\$ 57,787.90	\$ 67,563.13	\$ 957,098.23	\$ (9,775.23)		
WIOA ADULT SERVICES	22WA2	2022WOA001	\$ 3,456,318.00	\$ 3,438,903.01	\$ 17,414.99	\$ 17,414.99	\$ 17,555.68	\$ 3,456,458.69	\$ (140.69)		
WIOA ADULT SERVICES	23WA1	2023WOA001	\$ 1,277,859.00	\$ 675,725.52	\$ 602,133.48	\$ 602,133.48	\$ 598,359.10	\$ 1,274,084.62	\$ 3,774.38		
WIOA ADULT SERVICES	23WA2	2023WOA001	\$ 4,244,872.00	0		\$ 4,244,872.00	\$ 3,460,983.92	\$ 3,460,983.92	\$ 783,888.08		
WIOA ADULT SERVICES	24WA1	2024WOA001	\$ 1,289,821.00	0		\$ 1,289,821.00	\$ -	\$ -	\$ 1,289,821.00		
WIOA ADULT TOTAL			\$ 11,216,193.00	\$ 5,004,163.63	\$ 677,336.37	\$ 6,212,029.37	\$ 4,144,461.83	\$ 9,148,625.46	\$ 2,067,567.54		
WIOA DISLOCATED WORKER	22WD1	2022WOD001	\$ 1,184,451.00	\$ 579,581.80	\$ 604,869.20	\$ 604,869.20	\$ 605,222.24	\$ 1,184,804.04	\$ (353.04)		
WIOA DISLOCATED WORKER	22WD2	2022WOD001	\$ 3,996,897.00	\$ 3,896,973.22	\$ 99,923.78	\$ 99,923.78	\$ 100,064.86	\$ 3,997,038.08	\$ (141.08)		
WIOA DISLOCATED WORKER	23WD1	2023WOD001	\$ 1,175,801.00	\$ 26,995.58	\$ 1,148,805.42	\$ 1,148,805.42	\$ 320,557.48	\$ 347,553.06	\$ 828,247.94		
WIOA DISLOCATED WORKER	23WD2	2023WOD001	\$ 3,599,032.00	0	\$ -	\$ 3,599,032.00	\$ 2,686,763.94	\$ 2,686,763.94	\$ 912,268.06		
WIOA DISLOCATED WORKER	24WD1	2024WOD001	\$ 1,149,558.00	0	\$ -	\$ 1,149,558.00	\$ -	\$ -	\$ 1,149,558.00		
WIOA DISLOCATED TOTAL			\$ 11,105,739.00	\$ 4,503,550.60	\$ 1,853,598.40	\$ 6,602,188.40	\$ 3,712,608.52	\$ 8,216,159.12	\$ 2,889,579.88		
WIOA YOUTH SERVICES	22WOY	2022WOY001	\$ 4,732,035.00	\$ 4,137,856.98	\$ 594,178.02	\$ 594,178.02	\$ 608,172.80	\$ 4,746,029.78	\$ (13,994.78)		
WIOA YOUTH SERVICES	23WOY	2023WOY001	\$ 5,861,245.00	\$ 273,492.33	\$ 5,587,752.67	\$ 5,587,752.67	\$ 3,951,818.76	\$ 4,225,311.09	\$ 1,635,933.91		
WIOA YOUTH SERVICES	24WOY	2024WOY001	\$ 5,910,587.00	0	\$ 5,910,587.00	\$ 5,910,587.00	\$ -	\$ -	\$ 5,910,587.00		
WIOA YOUTH TOTAL			\$ 16,503,867.00	\$ 4,411,349.31	\$ 12,092,517.69	\$ 12,092,517.69	\$ 4,559,991.56	\$ 8,971,340.87	\$ 7,532,526.13		
WIOA RAPID RESPONSE	23WOR	2023WOR001	\$ 84,607.00	\$ 18,701.69	\$ 65,905.31	\$ 65,905.31	\$ 56,813.95	\$ 75,515.64	\$ 9,091.36		
WIOA RAPID RESPONSE	24WOR	2024WOR001	\$ 58,320.00	0	\$ 58,320.00	\$ 58,320.00	\$ 23,526.52	\$ 23,526.52	\$ 34,793.48		
WIOA RAPID RESPONSE TOTAL			\$ 142,927.00	\$ 18,701.69	\$ 124,225.31	\$ 124,225.31	\$ 80,340.47	\$ 99,042.16	\$ 43,884.84		
TEMPORARY ASST FOR NEEDY FAMILIES-TANF	23TAF	2023TAF001	\$ 8,011,037.00	\$ 6,331,324.16	\$ 1,679,712.84	\$ 1,679,712.84	\$ 334,778.76	\$ 6,666,102.92	\$ 1,344,934.08		
TEMPORARY ASST FOR NEEDY FAMILIES-TANF	24TAF	2024TAF001	\$ 6,851,831.00	\$ -	\$ -	\$ 6,851,831.00	\$ 6,794,934.92	\$ 6,794,934.92	\$ 56,896.08		
TANF TOTAL			\$ 14,862,868.00	\$ 6,331,324.16	\$ 1,679,712.84	\$ 8,531,543.84	\$ 7,129,713.68	\$ 13,461,037.84	\$ 1,401,830.16		
SUPPLEMENTAL NUTRITION ASST PRGRM - SNAP	24SNE	2024SNE001	\$ 1,283,189.00	0	\$ -	\$ 1,283,189.00	\$ 1,223,654.98	\$ 1,223,654.98	\$ 59,534.02		
SNAP E&T TOTAL			\$ 1,283,189.00	\$ -	\$ -	\$ 1,283,189.00	\$ 1,223,654.98	\$ 1,223,654.98	\$ 59,534.02		
NON CUSTODIAL PARENT	24NCP	2024NCP001	\$ 437,578.00	\$ 15,270.04	\$ 422,307.96	\$ 422,307.96	\$ 355,396.15	\$ 370,666.19	\$ 66,911.81		
NON CUSTODIAL PARENT TOTAL			\$ 437,578.00	\$ 15,270.04	\$ 422,307.96	\$ 422,307.96	\$ 355,396.15	\$ 370,666.19	\$ 66,911.81		
CC SRVCS FORMULA ALLOCATION-CCF	23CCF	2023CCF001	\$ 87,130,697.00	\$ 83,698,107.20	\$ 3,432,589.80	\$ 3,432,589.80	\$ 3,433,094.43	\$ 87,131,201.63	\$ (504.63)		
CC SRVCS FORMULA ALLOCATION-CCF	24CCF	2024CCF001	\$ 103,725,503.00	\$ -	\$ -	\$ 103,725,503.00	\$ 93,053,717.27	\$ 93,053,717.27	\$ 10,671,785.73		
CHILD CARE CCF TOTAL			\$ 190,856,200.00	\$ 83,698,107.20	\$ 3,432,589.80	\$ 107,158,092.80	\$ 96,486,811.70	\$ 180,184,918.90	\$ 10,671,281.10		
CC DVLPMNT FUND LOCAL MATCH - CCM	23CCM	2023CCM001	\$ 7,539,884.00	\$ -	\$ 7,539,884.00	\$ 7,539,884.00	\$ 7,539,884.00	\$ 7,539,884.00	\$ -		
CC DVLPMNT FUND LOCAL MATCH - CCM	24CCM	2024CCM001	\$ 7,584,186.00	\$ -	\$ 7,584,186.00	\$ 7,584,186.00	\$ -	\$ -	\$ 7,584,186.00		
CHILD CARE CCM TOTAL			\$ 15,124,070.00	\$ -	\$ 7,539,884.00	\$ 15,124,070.00	\$ 7,539,884.00	\$ 7,539,884.00	\$ 7,584,186.00		
CC TEXAS DEPT FAMILY PROTECTIVE SRVCS-CCP	23CCP	2023CCP001	\$ 8,115,000.00	\$ 6,118,686.69	\$ 1,996,313.31	\$ 1,996,313.31	\$ 978.34	\$ 6,119,665.03	\$ 1,995,334.97		
CC TEXAS DEPT FAMILY PROTECTIVE SRVCS-CCP	24CCP	2024CCP001	\$ 7,657,313.93	\$ 546,933.25	\$ 7,110,380.68	\$ 7,110,380.68	\$ 7,084,705.91	\$ 7,631,639.16	\$ 25,674.77		
CHILD CARE CCP TOTAL			\$ 15,772,313.93	\$ 6,665,619.94	\$ 9,106,693.99	\$ 9,106,693.99	\$ 7,085,684.25	\$ 13,751,304.19	\$ 2,021,009.74		
TRADE ACT SERVICES	23TRA	2023TRA001	\$ 50,400.00	\$ 19,170.17	\$ 31,229.83	\$ 31,229.83	\$ 21,827.52	\$ 40,997.69	\$ 9,402.31		
TRADE ACT SERVICES	24TRA	2024TRA001	\$ 27,000.00	0	\$ -	\$ 27,000.00	\$ 1,476.16	\$ 1,476.16	\$ 25,523.84		
TRADE ACT SERVICES TOTAL			\$ 77,400.00	\$ 19,170.17	\$ 31,229.83	\$ 58,229.83	\$ 23,303.68	\$ 42,473.85	\$ 34,926.15		
WAGNER-PEYSER EMPLOYMENT SERVICES-WPA	23WPA	2023WPA001	\$ 1,020,888.00	\$ 704,618.53	\$ 316,269.47	\$ 316,269.47	\$ 273,762.09	\$ 978,380.62	\$ 42,507.38		
WAGNER-PEYSER EMPLOYMENT SERVICES-WPA	24WPA	2024WPA001	\$ 667,896.00	0	\$ -	\$ 667,896.00	\$ 596,601.07	\$ 596,601.07	\$ 71,294.93		
EMPLOYMENT SERVICES TOTAL			\$ 1,688,784.00	\$ 704,618.53	\$ 316,269.47	\$ 984,165.47	\$ 870,363.16	\$ 1,574,981.69	\$ 113,802.31		
RESOURCE ADMIN GRANT	24RAG	2024RAG001	\$ 11,857.00	0	\$ -	\$ 11,857.00	\$ 9,623.09	\$ 9,623.09	\$ 2,233.91		
RESOURCE ADMIN GRANT TOTAL			\$ 11,857.00	\$ -	\$ -	\$ 11,857.00	\$ 9,623.09	\$ 9,623.09	\$ 2,233.91		
TEXAS VETERANS COMMISSION	24TVC	2024TVC001	\$ 284,084.00	0	\$ -	\$ 284,084.00	\$ 236,826.12	\$ 236,826.12	\$ 47,257.88		
VETERANS EMPLOYMENT SERVICE TOTAL			\$ 284,084.00	\$ -	\$ -	\$ 284,084.00	\$ 236,826.12	\$ 236,826.12	\$ 47,257.88		

**Workforce Solutions Alamo
Grant Summary Report
FY 2023 - 2024
as of August 2024**

Grant	Fund	Grant No.	Grant Budget	Estimate YTD as		Remaining Balance as		Expenses FY 23 -		Total Grant	
				9/30/23	9/30/23	9/30/23	FY24 Budget (WSA)	24	Expenses	Balance	
CC QUALITY - CCQ	23CCQ	2023CCQ001	\$ 5,820,249.00	\$ 3,278,190.33	\$ 2,542,058.67	\$ 2,542,058.67	\$ 1,720,969.23	\$ 4,999,159.56	\$ 821,089.44		
CC QUALITY - CCQ	24CCQ	2024CCQ001	\$ 6,249,935.30	0	\$ -	\$ 6,249,935.30	\$ 4,268,169.48	\$ 4,268,169.48	\$ 1,981,765.82		
CCQ QUALITY TOTAL			\$ 12,070,184.30	\$ 3,278,190.33	\$ 2,542,058.67	\$ 8,791,993.97	\$ 5,989,138.71	\$ 9,267,329.04	\$ 2,802,855.26		
CHILD CARE - TRS CONTRACTED SLOTS	22CSL	2022SCSL001	\$ 746,230.00	\$ 258,672.86	\$ 487,557.14	\$ 487,557.14	\$ 71,112.72	\$ 329,785.58	\$ 416,444.42		
CHILD CARE - TRS CONTRACTED SLOTS - TOTAL			\$ 746,230.00	\$ 258,672.86	\$ 487,557.14	\$ 487,557.14	\$ 71,112.72	\$ 329,785.58	\$ 416,444.42		
WORKFORCE COMMISSION INITIATIVES	24WCI	2024WCI001	\$ 94,250.00	0	\$ -	\$ 94,250.00	\$ 66,290.03	\$ 66,290.03	\$ 27,959.97		
WORKFORCE COMMISSION INITIATIVES TOTAL			\$ 94,250.00	\$ -	\$ -	\$ 94,250.00	\$ 66,290.03	\$ 66,290.03	\$ 27,959.97		
REEMPLOYMENT SERVICES - REA	23REA	2023REA001	\$ 935,000.00	\$ 819,070.82	\$ 115,929.18	\$ 115,929.18	\$ 116,249.28	\$ 935,320.10	\$ (320.10)		
REEMPLOYMENT SERVICES - REA	24REA	2024REA001	\$ 920,073.00	0	\$ -	\$ 920,073.00	\$ 827,665.85	\$ 827,665.85	\$ 92,407.15		
REEMPLOYMENT TOTAL			\$ 1,855,073.00	\$ 819,070.82	\$ 115,929.18	\$ 1,036,002.18	\$ 943,915.13	\$ 1,762,985.95	\$ 92,087.05		
PARTNERS FOR REENTRY OPPORTUNITIES IN WD (PROWD)	24REO	2024REO001	\$ 1,174,500.00	\$ -	\$ -	\$ 1,174,500.00	\$ 35,506.32	\$ 35,506.32	\$ 1,138,993.68		
PARTNERS FOR REENTRY OPPORTUNITIES IN WD TOTAL			\$ 1,174,500.00	\$ -	\$ -	\$ 1,174,500.00	\$ 35,506.32	\$ 35,506.32	\$ 1,138,993.68		
MILITARY FAMILY SUPPORT PROGRAM	23WOS	2023WOS001	\$ 221,896.00	\$ 128,650.35	\$ 93,245.65	\$ 93,384.56	\$ 67,056.29	\$ 195,706.64	\$ 26,189.36		
MILITARY FAMILY SUPPORT PROGRAM	24WOS	2024WOS001	\$ 221,896.00	0	\$ -	\$ 221,896.00	\$ 168,370.16	\$ 168,370.16	\$ 53,525.84		
MILITARY FAMILY SUPPORT TOTAL			\$ 443,792.00	\$ 128,650.35	\$ 93,245.65	\$ 315,280.56	\$ 235,426.45	\$ 364,076.80	\$ 79,715.20		
STUDENT HIREABILITY NAVIGATOR	18HNS	3024VRS056	\$ 210,000.00	\$ 19,572.47	\$ 190,427.53	\$ 190,427.53	\$ 166,722.64	\$ 186,295.11	\$ 23,704.89		
STUDENT HIREABILITY NAVIGATOR TOTAL			\$ 210,000.00	\$ 19,572.47	\$ 190,427.53	\$ 190,427.53	\$ 166,722.64	\$ 186,295.11	\$ 23,704.89		
VOCATIONAL REHABILITATION-VR INFRA SPVRT	24COL	2024COL001	\$ 535,919.54	\$ 42,490.45	\$ 493,429.09	\$ 493,429.09	\$ 478,633.51	\$ 521,123.96	\$ 14,795.58		
VR-INFRA SUPPORT TOTAL			\$ 535,919.54	\$ 42,490.45	\$ 493,429.09	\$ 493,429.09	\$ 478,633.51	\$ 521,123.96	\$ 14,795.58		
PAID WORK EXPERIENCE (PWE)	24PWE	3024VRS107	\$ 187,500.00	0	\$ -	\$ 187,500.00	\$ 782.42	\$ 782.42	\$ 186,717.58		
PAID WORK EXPERIENCE (PWE) TOTAL			\$ 187,500.00	\$ -	\$ -	\$ 187,500.00	\$ 782.42	\$ 782.42	\$ 186,717.58		
WIOA - UPSKILLING AND TRAINING	24WOZ	2024WOZ001	\$ 170,471.00	0	\$ -	\$ 170,471.00	\$ 113,982.85	\$ 113,982.85	\$ 56,488.15		
WIOA - UPSKILLS AND TRAINING TOTAL			\$ 170,471.00	\$ -	\$ -	\$ 170,471.00	\$ 113,982.85	\$ 113,982.85	\$ 56,488.15		
TRAINING & EMPLOYMENT NAVIGATOR PILOT	22WPB	2022WPB002	\$ 192,946.00	\$ 139,720.06	\$ 53,225.94	\$ 53,225.94	\$ 23,650.00	\$ 163,370.06	\$ 29,575.94		
TRAINING & EMPLOYMENT NAVIGATOR PILOT	24WPB	2024WPB001	\$ 195,856.00	0	\$ -	\$ 195,856.00	\$ 46,804.22	\$ 46,804.22	\$ 149,051.78		
TRAINING & EMPLOYMENT NAVIGATOR PILOT TOTAL			\$ 388,802.00	\$ 139,720.06	\$ 53,225.94	\$ 249,081.94	\$ 70,454.22	\$ 210,174.28	\$ 178,627.72		
MIDDLE SKILLS EMPLOYMENT SUPPLIES PILOT PROJECT	23WS2	2023WOS002	\$ 116,439.00	\$ 523.44	\$ 115,915.56	\$ 115,915.56	\$ 51,386.38	\$ 51,909.82	\$ 64,529.18		
MIDDLE SKILLS EMPLOYMENT SUPPLIES PILOT PROJECT TOTAL			\$ 116,439.00	\$ 523.44	\$ 115,915.56	\$ 115,915.56	\$ 51,386.38	\$ 51,909.82	\$ 64,529.18		
TEACHER EXTERNSHIP	23EXT	2023EXT001	\$ 200,000.00	\$ 192,252.87	\$ 7,747.13	\$ 7,747.13	\$ 7,752.73	\$ 200,005.60	\$ (5.60)		
TEACHER EXTERNSHIP	23EX2	2023EXT002	\$ 106,726.00	\$ 41,116.75	\$ 65,609.25	\$ 65,609.25	\$ 60,026.62	\$ 101,143.37	\$ 5,582.63		
TEACHER EXTERNSHIP TOTAL			\$ 306,726.00	\$ 233,369.62	\$ 73,356.38	\$ 73,356.38	\$ 67,779.35	\$ 301,148.97	\$ 5,577.03		
SUMMER EARN & LEARN (SEAL)	22VR1	3022VRS045	\$ 900,000.00	\$ 662,278.44	\$ 237,721.56	\$ 237,721.56	\$ (36,373.17)	\$ 625,905.27	\$ 274,094.73		
SUMMER EARN & LEARN (SEAL)	23VR1	3022VRS045	\$ 900,000.00	0	\$ -	\$ 900,000.00	\$ 574,668.56	\$ 574,668.56	\$ 325,331.44		
SEAL TOTAL			\$ 1,800,000.00	\$ 662,278.44	\$ 237,721.56	\$ 1,137,721.56	\$ 538,295.39	\$ 1,200,573.83	\$ 599,426.17		
SAN ANTONIO AREA FOUNDATION-WORKFORCE ACADEMY	SAF22		\$ 100,000.00	\$ 35,266.63	\$ 64,733.37	\$ 64,733.37	\$ 28,875.68	\$ 64,142.31	\$ 35,857.69		
SAN ANTONIO AREA FOUNDATION-CAPACITY BUILDING	CAP22		\$ 37,500.00	\$ 799.00	\$ 36,701.00	\$ 36,701.00	\$ 18,342.07	\$ 19,141.07	\$ 18,358.93		
SAN ANTONIO AREA FOUNDATION TOTAL			\$ 137,500.00	\$ 36,065.63	\$ 101,434.37	\$ 101,434.37	\$ 47,217.75	\$ 83,283.38	\$ 54,216.62		
ASPEN INSTITUTE	ASP23		\$ 100,000.00	\$ 45,763.56	\$ 54,236.44	\$ 54,236.44	\$ 34,032.58	\$ 79,796.14	\$ 20,203.86		
ASPEN INSTITUTE TOTAL			\$ 100,000.00	\$ 45,763.56	\$ 54,236.44	\$ 54,236.44	\$ 34,032.58	\$ 79,796.14	\$ 20,203.86		
TOYOTETSU PILOT PROGRAM (RTW)	TOY24		\$ 16,100.00	0	\$ -	\$ 46,525.00	0	\$ -	\$ 16,100.00		
TOYOTETSU PILOT PROGRAM TOTAL			\$ 16,100.00	\$ -	\$ -	\$ 46,525.00	\$ -	\$ -	\$ 16,100.00		
READY TO WORK-COSA	22RTW		\$ 30,192,462.00	\$ 12,257,949.36	\$ 17,934,512.64	\$ 17,934,512.64	\$ 11,238,233.62	\$ 23,496,182.98	\$ 6,696,279.02		
READY TO WORK-COSA TOTAL			\$ 30,192,462.00	\$ 12,257,949.36	\$ 17,934,512.64	\$ 17,934,512.64	\$ 11,238,233.62	\$ 23,496,182.98	\$ 6,696,279.02		
GRAND TOTAL			\$ 329,913,018.77	\$ 129,294,192.66	\$ 59,769,415.81	\$ 200,649,390.02	\$ 153,607,573.26	\$ 282,901,765.92	\$ 47,011,252.85		



Committee of Six

December 11, 2024





Fiscal Updates

Brandee Perez
Chief Financial Officer



Financials

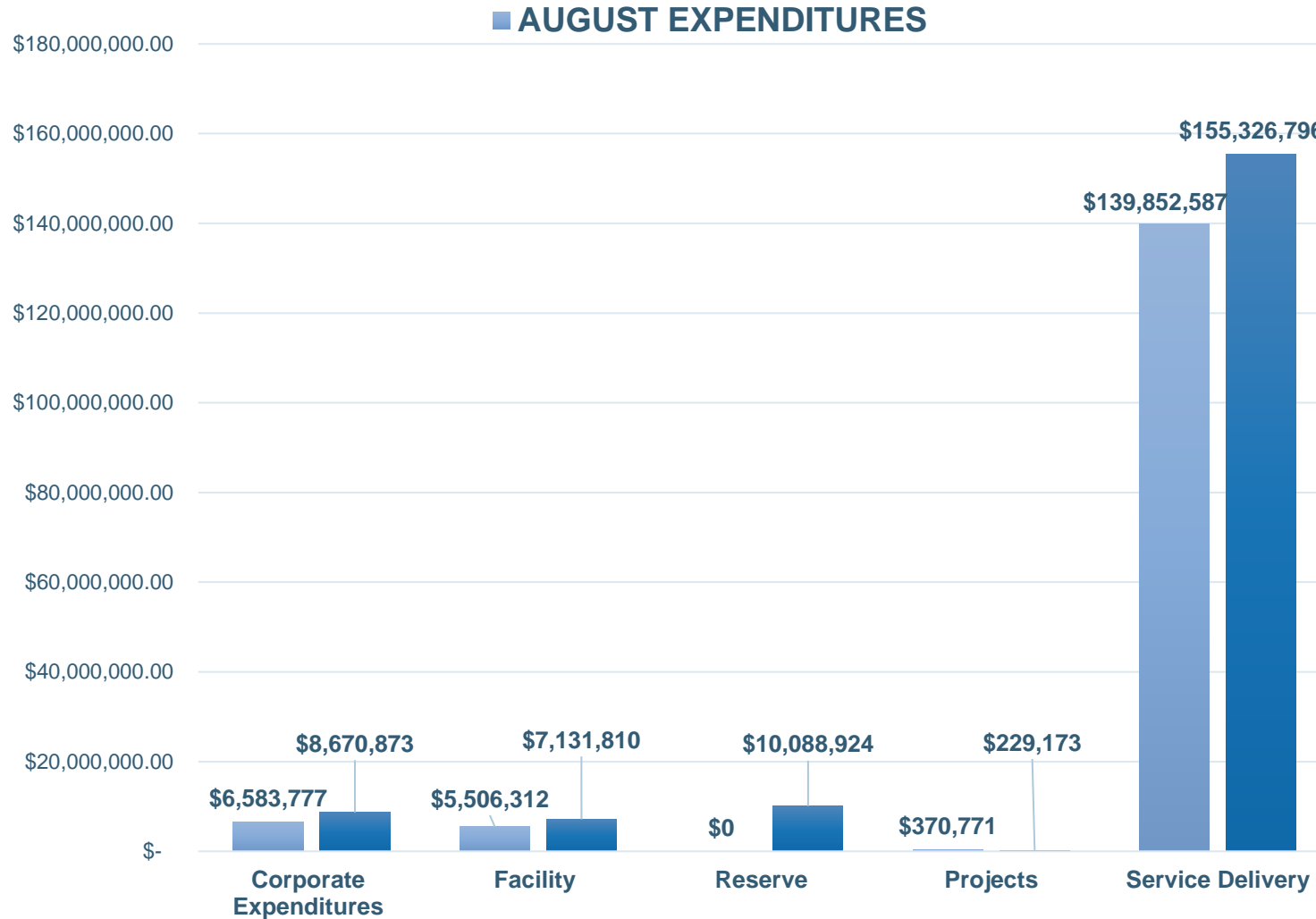


Budget to Actual Expenditures

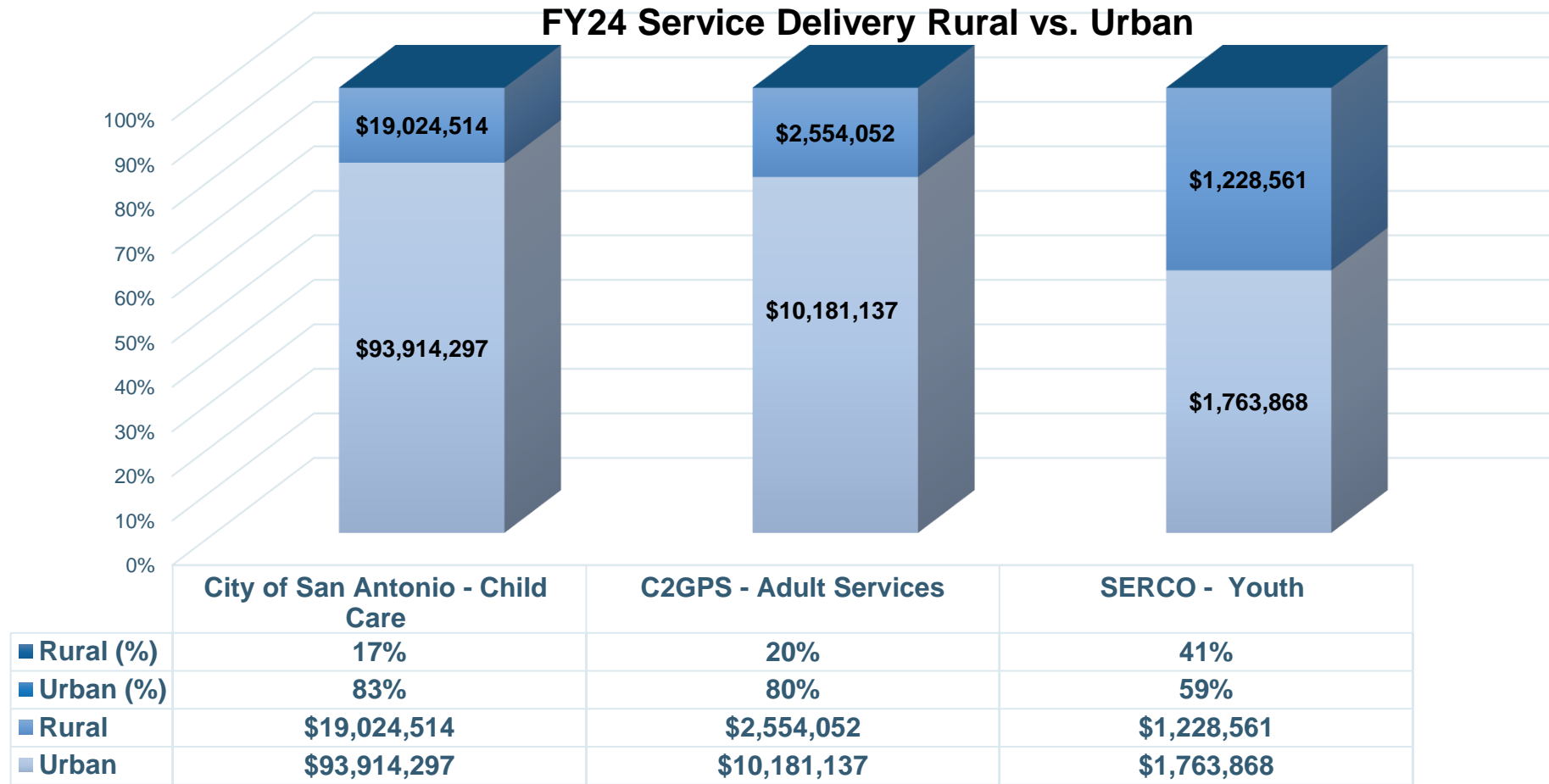
August 2024 Budget to Actual Variance Analysis					
Budget Category	FY24 Budget	FY24 Actuals	% Expensed	Straight-Line Target (91.7%)	YTD Variance %
Corporate -Personnel	\$ 5,867,227	\$ 4,555,430	77.64%	\$ 5,380,247	14.06%
Corporate -Facilities	\$ 526,665	\$ 417,754	79.32%	\$ 482,952	12.38%
Corporate -Equipment Related	\$ 277,994	\$ 161,493	58.09%	\$ 254,920	33.61%
Corporate -General Office	\$ 741,700	\$ 339,901	45.83%	\$ 680,139	45.87%
Corporate - Professional Services	\$ 1,997,110	\$ 1,082,268	54.19%	\$ 1,831,350	37.51%
Corporate - Board of Directors	\$ 45,000	\$ 26,931	59.85%	\$ 41,265	31.85%
Corporate Total	\$ 9,455,696	\$ 6,583,777	69.63%	\$ 8,670,873	22.07%
Facilities	\$ 7,777,328	\$ 5,506,312	70.80%	\$ 7,131,810	20.90%
Reserve	\$ 11,002,098	\$ -	0.00%	\$ 10,088,924	91.70%
Projects	\$ 249,916	\$ 370,771	148.36%	\$ 229,173	-56.66%
Service Delivery - TWC	\$ 18,983,727	\$ 16,225,117	85.47%	\$ 17,408,078	6.23%
Service Delivery - TWC Child Care	\$ 120,209,630	\$ 112,938,812	93.95%	\$ 110,232,231	-2.25%
Service Delivery Ready to Work	\$ 30,192,462	\$ 10,688,658	35.40%	\$ 27,686,488	56.30%
Total Budget	\$ 197,870,857	\$ 152,313,448	76.98%	\$ 181,447,576	14.72%



YTD Expenditures by Budget Category Comparison



Service Delivery Comparison – Rural vs. Urban Counties



Key Variances – Childcare

CCP(DFPS)- Contract ends 12/31/2024 and we have 99.66% expensed.

The board received 1.5M additional funding from TWC to extend the service through the end of the contract.

Childcare Quality- Contract ends 10/31/2024 and we have 68.29% expensed.

The Board anticipates increased expenditures with the purchase of supplies and materials for the TRS providers. The grant is forecasted to expend 90% of the grant.



Key Variances – TWC Programs

Reemployment Services – The grant was extended through February 2025. The percentage of funds expended is 89.96%. Program staff anticipates the grant will be fully expended by the end date.

Paid Work Experience – The Board expects to receive referrals over the next few months which will increase the funds expended.

Training & Employment Navigator – The grant assists a specific population who has access to free education and training. Program staff will continue to work with the service providers to emphasize the funding available for support services.



Key Variances – Other Funding

Toyota Grant

- Grant was extended through September 2024.
- Incentives for RTW participants who are successful in job placement.
- The grant is expected to be fully expended.

Area Foundation Grants

- Grants were extended through December 2024.
- Funds are utilized for Workforce Academy and staff capacity building.
- The grant is expected to be fully expended.





Questions





TWC Audit Acceptance

Letter

Brandee Perez
Chief Financial Officer





Acceptance Letter from TWC

Dear Ms. Garcia:

We have completed our desk review of Alamo Workforce Development, Inc.'s audit report for fiscal year ending September 30, 2023. The Supplemental Nutrition Assistance Program (SNAP), Employment Service/Wagner-Peyser (ES), Workforce Innovation and Opportunity Act (WIOA), Trade Adjustment Assistance, Child Care (CC), Disabled Veteran's Outreach, Temporary Assistance for Needy Families (TANF), Unemployment Insurance, Skills Development and Social Services Block Grant programs that you administered for the Texas Workforce Commission were included in this report. We have determined the audit report with the *U.S. Code of Federal Regulations*, Uniform Guidance, and the *State of Texas Grant Management Standards*. The audit report is accepted, and the audit file is closed.

Thank you for your assistance during the single audit resolution process. Should you have any questions or concerns, please contact Adam Padilla at (737) 667-6069, or via email at: adam.padilla@twc.texas.gov

Sincerely,

Kathleen Runnels



Questions



MEMORANDUM

To: Committee of Six
From: Adrian Lopez, CEO
Presented by: Brandee Perez, CFO
Date: December 11, 2024
Regarding: TWC Audit Acceptance Letter – FY 23

SUMMARY:

The audit for Alamo Workforce Development, Inc. DBA Workforce Solutions Alamo (WSA) for the fiscal year ended September 30, 2023, was performed and completed by ABIP, PC. ABIP has performed its audit following auditing standards generally accepted in the United States and those applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States and the Uniform Guidance. In performing the audit, they interviewed staff. They observed processes to develop a risk assessment over the internal controls and develop audit procedures they felt necessary to provide evidence for their audit opinions.

On August 28, 2024, WSA received a letter from Texas Workforce Commission (TWC) accepting our audit report for FY 2022 – 2023. The letter noted TWC completed their desk review of WSA audit and determined the audit report with the U.S. Code of Federal Regulations, Uniform Guidance, and the State of Texas Grant Management Standard.

Dear Ms. Garcia:

We have completed our desk review of Alamo Workforce Development, Inc.'s audit report for fiscal year ending September 30, 2023. The Supplemental Nutrition Assistance Program (SNAP), Employment Service/Wagner-Peyser (ES), Workforce Innovation and Opportunity Act (WIOA), Trade Adjustment Assistance, Child Care (CC), Disabled Veteran's Outreach, Temporary Assistance for Needy Families (TANF), Unemployment Insurance, Skills Development and Social Services Block Grant programs that you administered for the Texas Workforce Commission were included in this report. We have determined the audit report with the *U.S. Code of Federal Regulations*, Uniform Guidance, and the *State of Texas Grant Management Standards*. The audit report is accepted, and the audit file is closed.

Thank you for your assistance during the single audit resolution process. Should you have any questions or concerns, please contact Adam Padilla at (737) 667-6069, or via email at: adam.padilla@twc.texas.gov

STAFF RECOMMENDATION:

Review and discuss letter from TWC.

STRATEGIC OBJECTIVE:

Continue to be an organization who is compliant with local, state and federal regulations.

ATTACHMENT(S):

Letter from TWC