



**BOARD OF DIRECTORS MEETING**

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

**September 20, 2024**

**10:30 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 meeting. Questions relating to these rules may be directed to Teresa Chavez at (210) 452-9405.

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

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

Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodation 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).

- I. CALL TO ORDER  
Presenter: Leslie Cantu, Committee Chair
- II. ROLL CALL AND QUORUM  
DETERMINATION Presenter: Leslie Cantu,  
Committee Chair
- III. DECLARATIONS OF CONFLICT OF  
INTEREST Presenter: Leslie Cantu, Committee  
Chair
- IV. PUBLIC COMMENT  
Presenter: Leslie Cantu, Committee Chair
- V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION **Pg. 11**)  
Presenter: Leslie Cantu, Committee Chair
  - a. Meeting Minutes – July 19, 2024
  - b. United Way-AQP Data Dashboard
  - c. Alamo CCS Provider Type and Capacity
  - d. Entry Level Designation & Efforts Towards Increasing and Accessing Quality
  - e. TX3C Systems
  - f. Child Care Quality Contract
  - g. Partner Updates-Early Matters, United Way, Texas A&M, Pre-K for SA
  - h. Youth Program Briefing and Performance
  - i. Career Exploration Youth Events
  - j. ACE Race 2025
  - k. Facility Updates-Port SA, O'Connor, Bandera, Mobile Unit
  - l. AEL Presentation-Alamo Colleges, Alamo Colleges Business & Industry Solutions  
Team, and Active Projects
  - m. Quality Assurance Update-TWC Monitoring
  - n. TWC Performance-Upcoming Target Changes
  - o. Performance, Programs, and Operational Updates
  - p. A Closer Look: WIOA Dislocated Worker Program
  - q. Update on Services Provided by County
  - r. Expenditure Analysis with Training Providers
  - s. Financials
  - t. Client Expenditure Analysis
  - u. County by County Expenditure Analysis
  - v. New Funding

- VI. EARLY CARE & EDUCATION COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg. 117**  
 Presenter: Ana DeHoyos O'Connor, Early Care & Education Committee Chair
- a. Childcare Performance Briefing
  - b. Child Care Services: In Care/Waitlist
  - c. Texas Rising Star Assessment Update
  - d. Alamo Quality Centers
- VII. YOUTH COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg. 129**  
 Presenter: Anthony Magaro, Youth Committee Chair
- a. TX FAME Presentations
- VIII. STRATEGIC COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg. 145**  
 Presenter: Eric Cooper, Strategic Committee Chair
- a. WSA 2025 Local Plan Development Update
  - b. Alamo Workforce Consortium Update
  - c. Policies on Use of Work Experience and Other Business Services
- IX. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg. 169**  
 Presenter: Dr. Sammi Morrill, Oversight Committee Chair
- a. Procurement
  - b. Information Technology
- X. AUDIT AND FINANCE COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION) **Pg. 175**  
 Presenter: Mary Batch, Audit & Finance Committee Chair
- a. Partners for Reentry Opportunities in Workforce Development Request for Proposals
  - b. Fiber Consolidation
  - c. Ready To Work Analysis and Update
- XI. CEO REPORT **Pg.186**  
 Presenter: Adrian Lopez, CEO
- a. Child Care Rural Visits Calendar
  - b. TX FAME Hub MOU
  - c. Childcare Activities
  - d. Career Colleges and Schools of Texas
  - e. Marketing Media
- XII. CHAIR REPORT  
 Presenter: Leslie Cantu, Committee Chair
- XIII. NEXT MEETING: November 22, 2024

XIV. EXECUTIVE SESSION:

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

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

XV. ADJOURNMENT

Presenter: Leslie Cantu, Committee Chair



**BOARD OF DIRECTORS MEETING**

Workforce Solutions Alamo  
100 N. Santa Rosa St., Suite 120, Boardroom  
San Antonio, TX 78207  
**July 19, 2024**  
**10:00 AM**

**Board of Directors:** Leslie Cantu (Chair), Mary Batch (Vice Chair), Yousef Kassim, Esmeralda Perez, Anthony Magaro, Jerry Graeber, Lowell Keig, Lisa Navarro Gonzales, Eric Cooper, Elizabeth Lutz, Ana DeHoyos O'Connor, Charles Camarillo, Dr. Sammi Morrill, Kelli Rhodes, Allison Greer Francis, JR Trevino, Yvonne Addison

**Partners:** Mike Ramsey

**Contractors:** Brenda Garcia, Jason Rodriguez, Manuel Ugues, Ramsey Olivarez, Roberto Corral, Sylvia Perez

**WSA Counsel:** Frank Burney

**WSA Staff:** Adrian Lopez, Teresa Chavez, Angela Bush, Eric Vryn, Adrian Perez, Gabriela Navarro Garcia, Jessica Villarreal, Victoria Rodriguez, James Keith, Chuck Agwuegbo, Kristen Rodriguez, Dr. Ricardo Ramirez, Rebecca Espino Balencia, Trema Cote, Alfred Salazar Jr., Erica Spencer

**Guests:** Gabriela Horbach, Stefanie Moore, Mike Wilson

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**I. CALL TO ORDER**

Presenter: Leslie Cantu, Committee Chair

At 10:02 am, Chair Leslie Cantu called the meeting to order.

**II. ROLL CALL AND QUORUM DETERMINATION**

Presenter: Leslie Cantu, Committee Chair

**At 10:02 am, Chair Leslie Cantu called the meeting to order. The roll was called, and a quorum was not present. After a Quorum Call, a quorum was established at 10:35am.**

**III. DECLARATIONS OF CONFLICT OF INTEREST**

Presenter: Leslie Cantu, Committee Chair

**None.**

**IV. PUBLIC COMMENT**

Presenter: Leslie Cantu, Committee Chair

**None.**

**V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)**

Presenter: Leslie Cantu, Committee Chair

**Upon motion by Director Anthony Magaro and seconded by Director Ana DeHoyos O'Connor, the Board unanimously approved the Consent Agenda. Director Lowell Keig abstained from procurement items:**

- a. Board of Directors Meeting Minutes – June 21, 2024 (Memo & PPT) ..... Pg. 4
- b. Director’s Office | Department of Human Services, City of San Antonio (PPT)
- c. Identifying Measurable Activities That Steer Results to Established Goals (Memo & PPT)..... Pg.17
- d. Producing Effective Monitoring of Metrics (Memo & PPT) ..... Pg.17
- e. Discuss Launch of the Youth Model and Events Targeted for all Elements (Memo & PPT)... Pg.17
- f. Enhancement of the Practitioner Perspective (Memo & PPT)..... Pg.17
- g. Rural & Urban Youth Success Stories (PPT)
- h. Quality Assurance Update (Memo & PT) .....Pg.20
- i. Monitoring Outcomes and Technical Assistance (Memo & PT).....Pg.24
- j. TWC Performance Recap (Memo & PPT) .....Pg.27
- k. Procurement, Information Technology, and Ready to Work (Memo & PPT).....Pg.30
- l. CEO Report (PPT)
- m. Contract Renewal M & O Adult Program Services (Memo & PPT).....Pg. 33
- n. Contract Renewal M & O Youth Program Services (Memo & PPT).....Pg. 37
- o. Financials (Memo & PPT).....Pg. 41
- p. Ready to Work Analysis and Update (Memo & PPT).....Pg.44
- q. Childcare Performance Briefing (Memo & PPT).....Pg.46
- r. Childcare Services: In Care/Waitlist (Memo & PPT).....Pg.46

s. Childcare Rural Visits Calendar (Memo & PPT).....Pg.46

VI. YOUTH COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Anthony Magaro, Youth Committee Chair

a. Youth Program Briefing and Performance (Memo & PPT).....Pg.52

b. Career Exploration Youth Events (Memo & PPT).....Pg.55

c. ACE Race 2025 (Memo & PPT).....Pg.58

**Chair Anthony Magaro and Victoria Rodriguez, Director of Workforce Services, provided the Youth Model Report; Performance measures exceeded target with one exception that is just under 90% rating; Texas Interns project; “Jobs Y’all Healthcare for Me” Symposium; and ACE Race project.**

VII. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Dr. Sammi Morrill, Oversight Committee Chair

a. Performance, Programs, and Operational Updates (Memo & PPT).....Pg.60

**Director of Workforce Services, Victoria Rodriguez, reported on the SEAL program with 336 enrolled, eighteen employers with participants, and 173 job matches. She also reported on Student Navigators; Metrix Learning program with 292 enrollments (full: Director Keig asked what is demand); RESEA program was recognized by TWC with 95.5% participation (70% goal) and 5 languages used in program and likely incentives/bonuses; and Quality Assurance monitoring.**

VIII. AUDIT AND FINANCE COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Mary Batch, Audit & Finance Committee Chair

a. Contract Renewal Childcare Management Services (Memo & PPT).....Pg.63

b. Childcare Quality Request for Proposal – Approval for Recommendation for a one-year term with the option for four one-year renewals (Memo & PPT).....Pg.67

c. CFO Consulting Contract Amendment (Memo & PPT).....Pg.71

d. IT Cloud Phone Migration & Implementation Services Request for Proposal (Memo & PPT).....Pg.75

e. FY25 Budget Approval (Memo & PPT).....Pg.83

**Procurement & Contracts Specialist, Kristen Rodriguez, and other staff reported on contract renewals:**

(i) **Child Care Management Service with COSA for the FY25 for \$89.8M.**

**Upon motion by Director Eric Cooper and seconded by Director Anthony Magaro, the contract with COSA for Child Care Management Services was unanimously approved (Director Lowell Keig abstaining);**

(ii) **CFO Consulting Contract Amendment for additional \$90,000 through Oct. 31, 2024, while a search for CFO continues.**

**Upon motion by Director Dr. Sammi Morrill and seconded by Director Lisa Navarro Gonzales, the Contract Amendment was unanimously approved by the Board (Director Lowell Keig abstaining);**

(iii) **Cloud Phone Migration and Implementation RFP was reviewed with a recommendation to contract with Barcom Technology for \$742,896 for a three (3) year term with two (2) one (1) year options.**

Upon motion by Director Lisa Navarro Gonzales and seconded by Director Allison Greer Francis, the contract was unanimously approved by the Board (Director Lowell Keig abstaining);

- (iv) **FY25 Budget: Controller Gabriela Navarro Garcia and CEO Adrian Lopez reviewed the Performance Accomplishments: 63,000 visitors; 9,000 registered job seekers; superior childcare performance; and (Ready to Work: (3577 in training and 992 completed). They also presented FY 25 Budget of \$181,987,860, with personnel costs increasing by 8% (includes COLA, merit, and incentive pays), increases to temporary services, and a reduction in facilities costs related to completed finish-out at facilities. Service Delivery initially is budgeted for a decrease of 8% but will increase due to future TWC funding. Eighty-two percent of funding will be allocated to urban area projects and the balance to rural projects, thereby meeting the C of 6 fair and equitable resource allocation.**

Upon motion by Director Eric Cooper and seconded by Director Ana De Hoyos O'Connor, the Board unanimously approved the FY25 budget;

- (v) **Child Care Quality RFP recommendation (6 proposals) was presented to the Board for a one (1) year contract with four (4) one (1) year annual renewals to City of San Antonio (COSA) in annual amount of \$4M.**

Upon motion by Director Eric Cooper and seconded by Ana De Hoyos O'Connor, the Board unanimously approved the award of the contract to COSA to provide child care quality services (Director Lowell Keig abstaining).

**IX. EARLY CARE & EDUCATION COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)**

Presenter: Ana DeHoyos O'Connor, Early Care & Education Committee Chair

- a. Texas Rising Star Assessment Update (Memo & PPT).....Pg.95
- b. Alamo Quality Centers (Memo & PPT).....Pg.101
- c. Alamo CCS Provider Type and Capacity (Memo & PPT).....Pg.101
- d. Entry Level Designation & Efforts Towards Increasing and Accessing Quality (Memo & PPT)Pg.101
- e. Childcare Policies (Memo & PPT).....Pg.109

**Jessica Villarreal, Child Care Director, reported on Rising Star program, listing of type and number of centers, and new TWC regulations. Revisions to Child Care Policies were reviewed to reflect rescission of policies no longer required by TWC (Chapter 809).**

Upon motion by Director Mary Batch and seconded by Director Eric Cooper, the Board unanimously approved the policy revisions.

**X. STRATEGIC COMMITTEE REPORT – (MEETING WAS POSTPONED TILL AUGUST 30, 2024)  
Chair Eric Cooper reviewed the previous committee meeting with procurement updates, facilities, and mobile unit. He also reported on the Local Plan and noted a new Plan will be considered in 2025.**

**XI. CEO REPORT**

Presenter: Adrian Lopez, CEO

- a. Implications to House Resolution 6655
- b. Department of Labor Grant Application



c. Child Care Apprenticeship Grant (PPT)  
**CEO Adrian Lopez reported on monitoring of HR 6655 and its Senate counterpart.**

**Legislation may include “redesignation” of workforce areas across USA and reduced funding. Primary concern is impact on “Youth Services.” The Committee of Six/Area Judges will be briefed on these legislative developments.**

**Mr. Lopez also discussed a DOL grant application in the amount of \$2,000,000 for Alamo Quality Pathway. He commented on the success of Child Care programs.**

**He also asked Dr. Morrill to report on the ACCD program and award for training partnership with WSA. Finally, he informed the Board on WSA’s response to a HUB RFP (noting recusal by Chair Leslie Cantu and Vice-Chair Mary Batch).**

- d. Media, Marketing, and Communications Update (PPT)
  - i. Wins
  - ii. Social Media
  - iii. 2023 Impact Report

**Director of Public & Government Relations, James Keith, reported on Facebook/media outreach, frequent column in local papers on WSA programs, and National Intern Day (July 25).**

## XII. CHAIR REPORT

Presenter: Leslie Cantu, Committee Chair

- a. BOD Attendance and Demographics
- b. Board Appointment of Place 26 Childcare Representative

**Chair Cantu reported on replacement of Child Care Representative Director (Place 27) by Committee of Six.**

## XIII. NEXT MEETING: September 20, 2024

## XIV. EXECUTIVE SESSION:

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- d. Government Code §551.074 – Personnel Matters Involving Senior Executive Staff and Employees of Workforce Solutions Alamo; and
- e. Government Code §551.089 – Discussions Regarding Security Devices or Audits.

**An Executive Session was not held.**

## XV. ADJOURNMENT

Presenter: Leslie Cantu, Committee Chair

**There being no further business, a motion was made by Director Eric Cooper and seconded by Director Ana DeHoyos O’Connor that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 11:46 a.m.**



# Board of Directors

September 20, 2024





# Board of Directors

Consent Agenda





# Data Dashboard

Liza Gomez

Vice President, Ready Children



# Building the Dashboard

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## Community Meetings

- Frequent meetings
- Stakeholder representation
- Target audience
- Data sharing across agencies

## Community Quality Definition

Quality is defined as a licensed provider achieving:

- Texas Rising Star certification
- National accreditation recognized by Texas Workforce Commission
- Early Head Start or Head Start

## Data Selection

Identified data sections:

- Current Quality Overview
- Quality Trend
- 9/30/24 Cohort
- Quality Distribution Maps



# Current Quality Overview

Provides a point-in-time view of providers within the 13 counties served by the Alamo Quality Pathway, as well as the licensed child care capacity they represent, compared by their respective quality status. It compares providers and licensed capacity based on achievement of Texas Rising Star (TRS) Certification Level of 2 or higher and/or a national accreditation recognized by the Texas Workforce Commission (such as NAEYC, AdvancED, or (Early) Head Start).

TRS 2+ and/or National Accreditation

Yes  No

Snapshot Date: June 2024

County: BEXAR

Provider Type: (All)

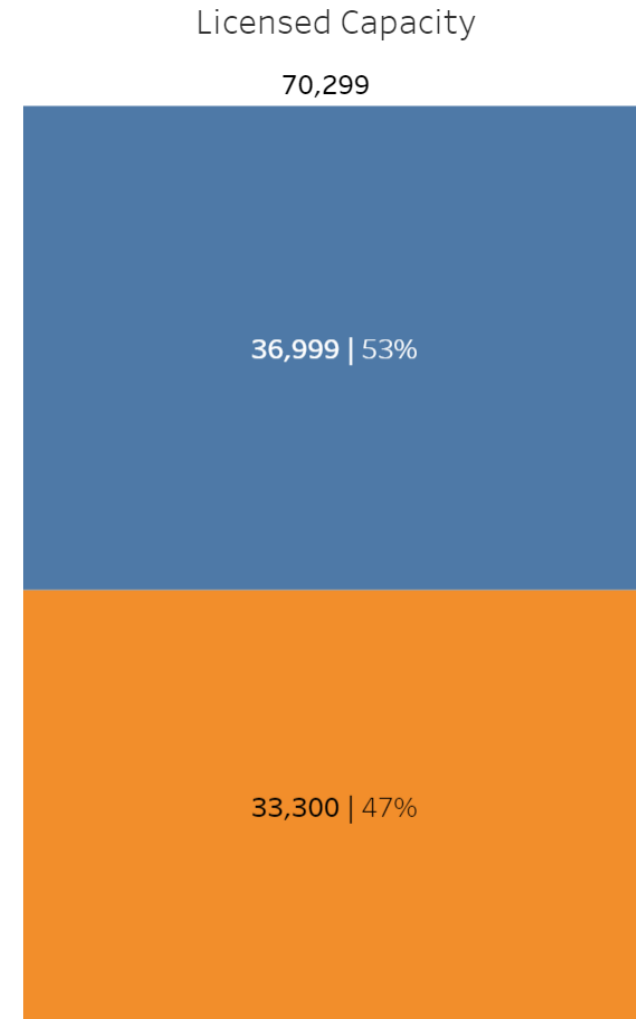
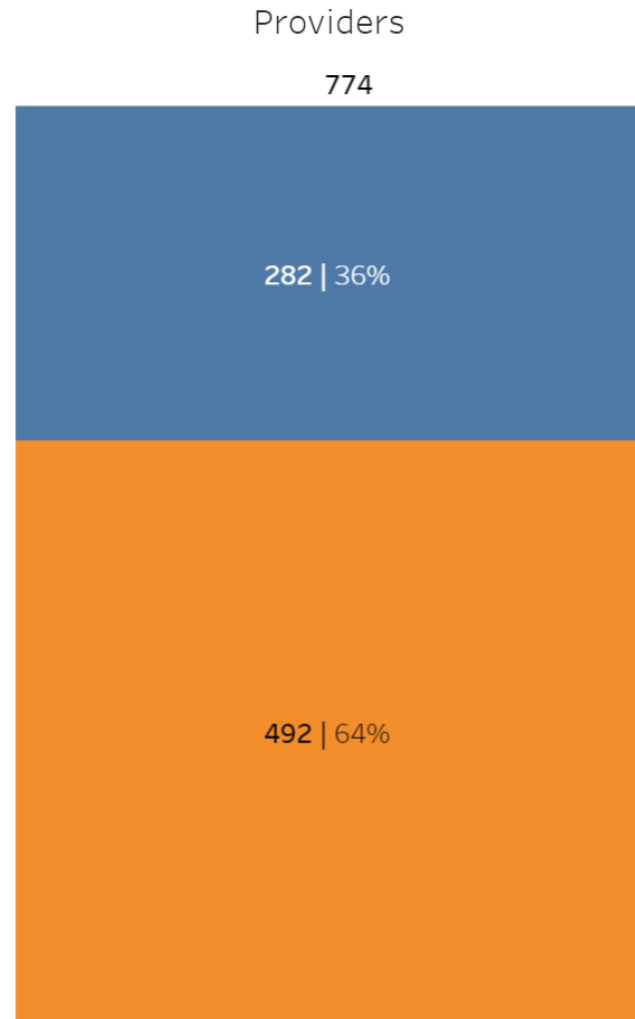
TRS Level: (All)

National Accreditation: (All)

Programs Offered: (All)

Ages Licensed to Serve: (All)

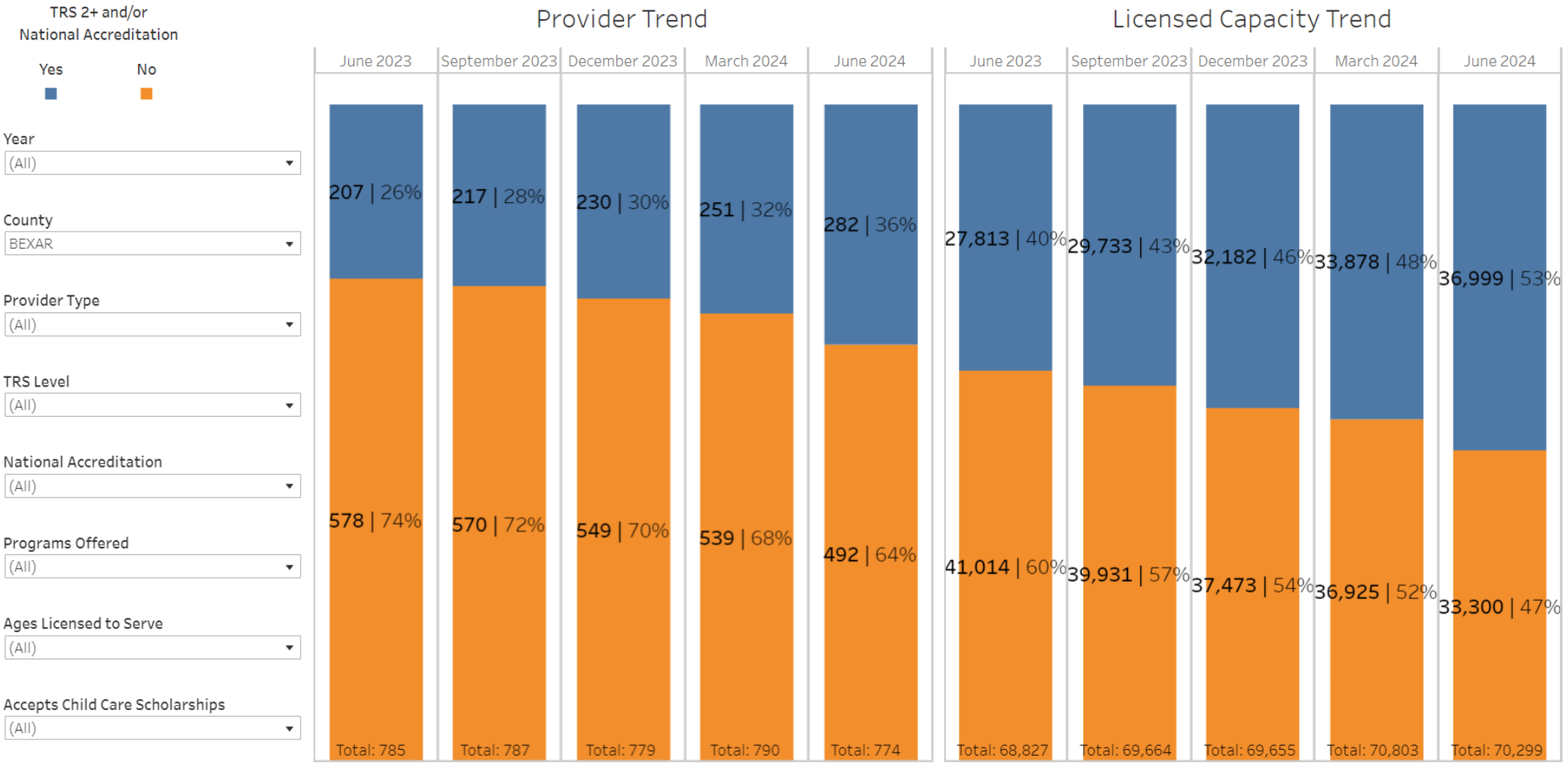
Accepts Child Care Scholarships: (All)





# Quality Trends

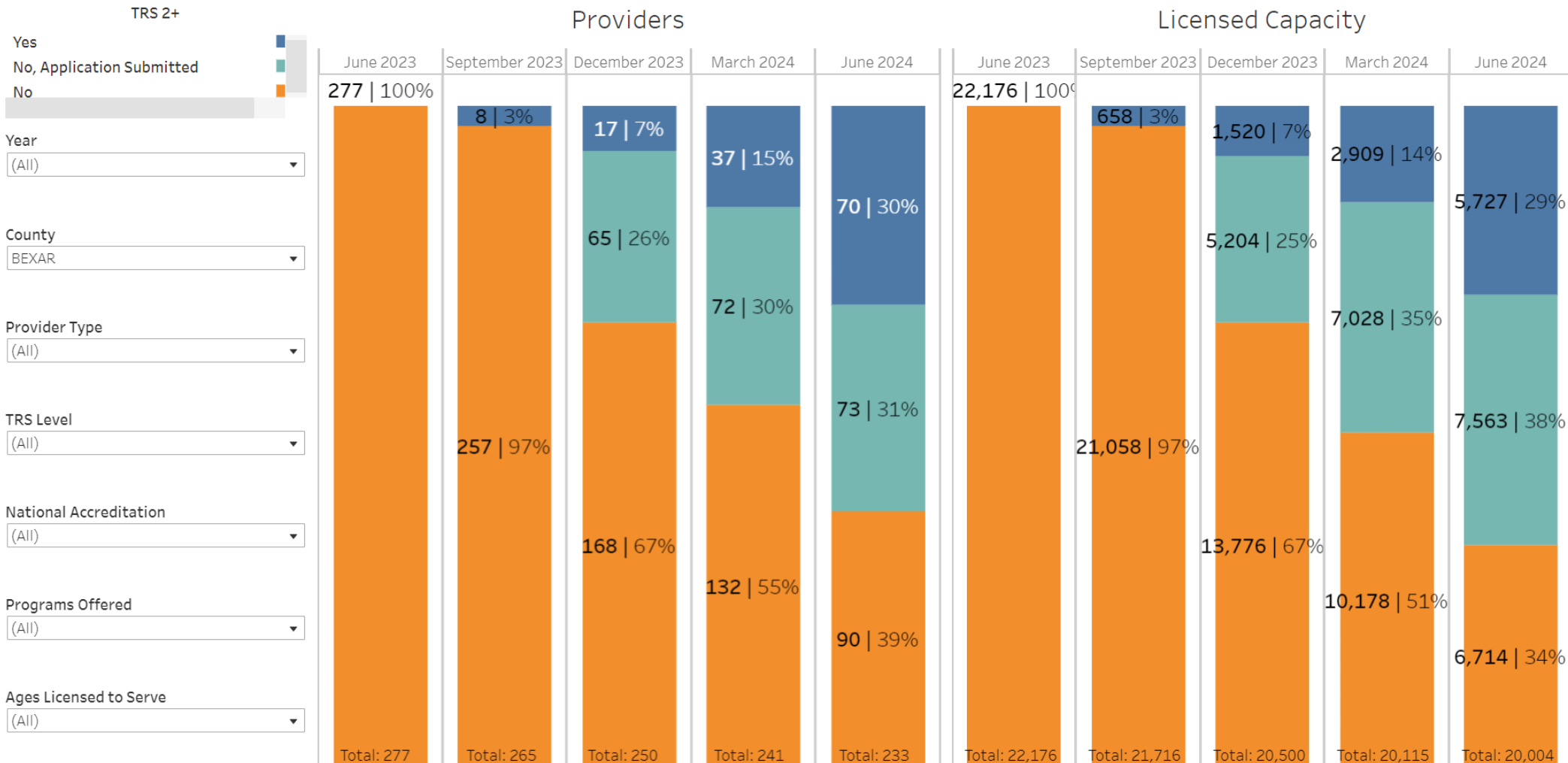
Provides an over-time view of providers within the 13 counties served by the Alamo Quality Pathway, as well as the licensed child care capacity they represent by calendar quarter, compared by their respective quality status. It compares providers and licensed capacity based on achievement of Texas Rising Star (TRS) Certification Level of 2 or higher and/or a national accreditation recognized by the Texas Workforce Commission (such as NAEYC, AdvancED, or (Early) Head Start).





# 9/30/24 Cohort

Tracks the progress of child care providers serving children who receive childcare scholarships through Workforce Solutions Alamo in working towards and achieving Texas Rising Star (TRS) Certification. All providers within this group are required to have attained at least a TRS Level 2 Certification by September 30th, 2024 or risk losing the ability to serve children receiving state-sponsored child care scholarships.



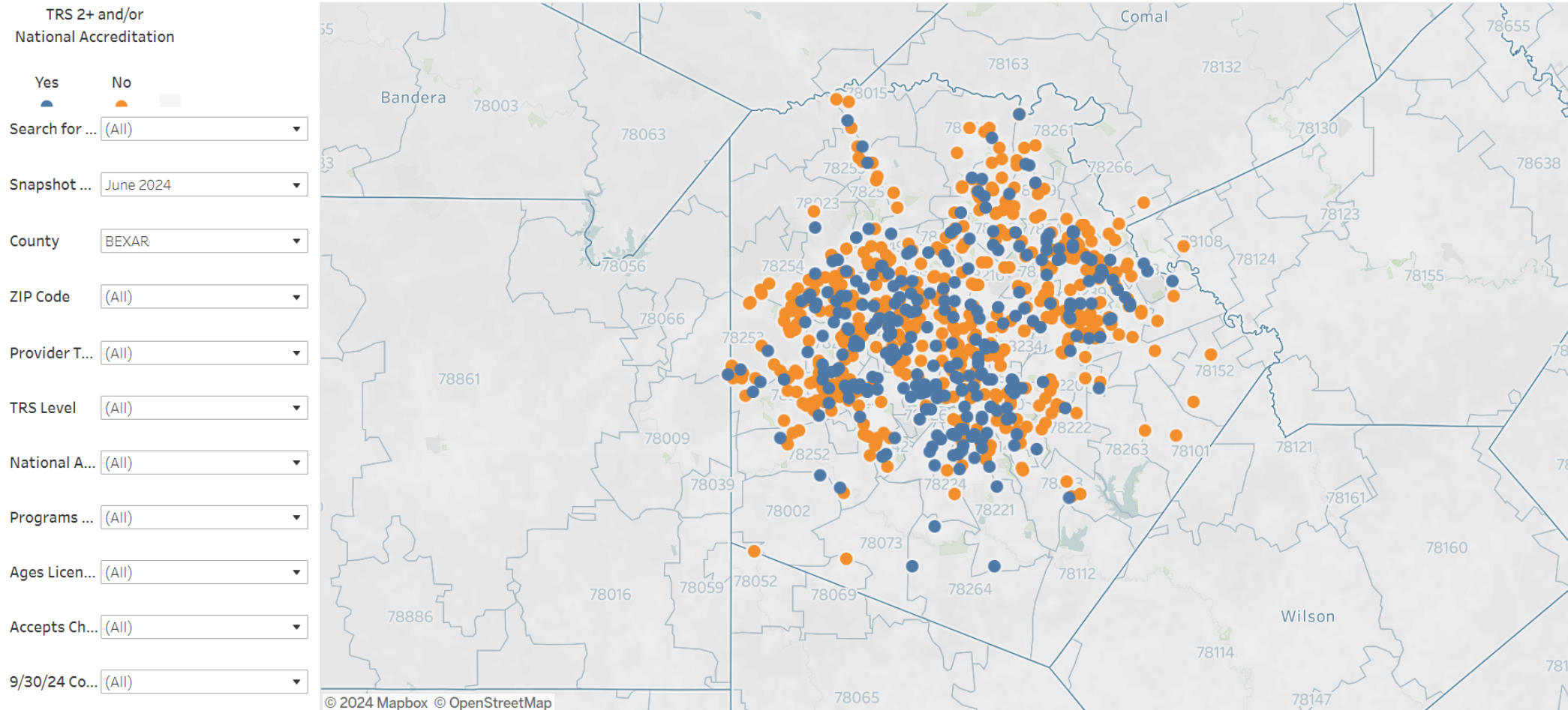




# Quality Distribution Maps

- Providers
- Provider Rate
- Licensed Capacity
- Licensed Capacity Rate
- Provider Locations**

Displays a point-in-time map view of the location of each featured childcare provider within the 13 counties served by the Alamo Quality Pathway. Provider icons are differentiated between providers who have achieved a Texas Rising Star (TRS) Certification level of 2 or higher and/or National Accreditation compared to those who have not achieved either yet. Additional information on each provider is available by hovering on a location marker and individual providers can be searched for by name.



# Alamo CCS Provider Type and Capacity

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# Alamo CCS Provider Type & Capacity

Provider Type	Total Providers	Total Capacity	Rural Providers	Rural Capacity
Licensed Center	506	58875	108	12130
Licensed Child Care Home	41	491	12	144
Military	7	N/A	0	N/A
Registered Child Care Home	43	504	5	60
Relative Care Listed Home	14	N/A	5	N/A
<b>Totals</b>	<b>611</b>	<b>59870</b>	<b>130</b>	<b>12334</b>



\* Above information pulled 08/16/2024



Month	Number of New Providers	Sum of New Provider Capacity	Number of Providers Ending Agreement	Sum of Providers Ending Capacity	Net Capacity Change
October	8	264	7	560	-296
November	13	960	15	1135	-175
December	12	1184	9	703	481
January	8	887	7	332	555
February	8	594	8	472	122
March	21	1064	4	107	957
April	3	40	2	24	16
May	16	1710	9	294	1416
June	4	245	3	192	53
July	4	498	4	340	158
August					
September					
<b>Totals</b>	<b>97</b>	<b>7446</b>	<b>68</b>	<b>4159</b>	<b>3287</b>

\* Above information pulled 08/05/2024

# Alamo CCS Capacity: Gains/losses by zip code



\*Information pulled 08/05/2024

This is breakdown of previous slide information by Zip Code

ZIP	ENDED	NEW	DIFFERENCE
78003		93	93
78016		52	52
78017	35		-35
78023	123	12	-111
78025	108		-108
78026	107	144	37
78028	85	114	29
78064	84	84	0
78108	131		-131
78109	301		-301
78114	12	12	0
78130	586	215	-371
78148	12	64	52
78154	195	67	-128
78155	30	12	-18
78201	114	305	191
78207	48	110	62
78212	103	78	-25
78214	12	22	10

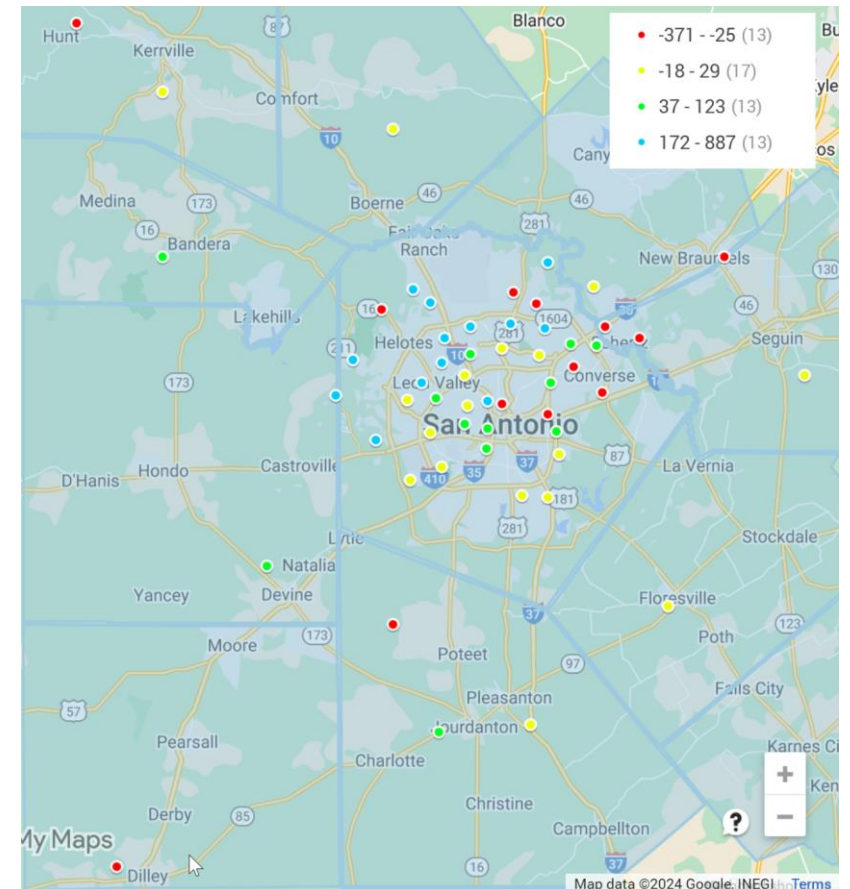
ZIP	ENDED	NEW	DIFFERENCE
78217		29	29
78218	117	158	41
78219	243	12	-231
78220		103	103
78222	92	93	1
78223	133	122	-11
78225		123	123
78227	190	206	16
78228	12		-12
78229	12		-12
78230		120	120
78232		243	243
78233	86	174	88
78237		90	90
78238	39	83	44
78239	164	129	-35
78240	100	522	422
78242	13		-13
78245	61	304	243

ZIP	ENDED	NEW	DIFFERENCE
78247		301	301
78249		276	276
78250	12	184	172
78251	44	53	9
78252		26	26
78253		887	887
78254	12	199	187
78255		222	222
78256		221	221
78258	208	181	-27
78259	440	360	-80
78266		12	12
78231		325	325
78006	12		-12
78666		63	63
78216		10	10
78261		231	231
78065	83		-83



Below reflects those zip codes where 50 or more slots were lost.

ZIP	ENDED	NEW	DIFFERENCE
78023	123	12	-111
78025	108		-108
78108	131		-131
78109	301		-301
78130	586	215	-371
78154	195	67	-128
78219	243	12	-231
78259	440	360	-80
78065	83		-83



# Entry Level Designation & Efforts Towards Increasing and Accessing Quality

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# Texas Rising Star Entry Level Designation

[Texas Government Code, §2308.3155](#) requires all CCS child care and early learning programs be included in the Texas Rising Star program at an Entry Level designation and requires TWC to establish a maximum length of time (24-months) that a child care and early learning program can participate at Entry Level designation.

To qualify for Entry Level designation, a child care and early learning program must meet the minimum quality standards outlined below and will receive technical assistance and support under the Texas Rising Star program.

- licensed or registered with CCR (may have an initial permit) or regulated by the United States Military;
- not on Corrective or Adverse Action with CCR; and
- meets the points threshold of 75 for high- and medium-high-weighted CCR deficiencies (based on a review of CCR licensing history within the most recent 12 months)



## Entry Level Designation Timeline for Child Care Programs

Child care programs that provide Child Care Services (CCS) will be required to participate in the Texas Workforce Commission Texas Rising Star certification program via an Entry Level Designation. This timeline is for providers that have a current CCS agreement with their Workforce Solutions Board (Board) as of 10.03.22. Timeframes for new CCS providers are the same but deadlines will shift accordingly. CCS programs can be screened as needed or warranted for Texas Rising Star initial certification eligibility at any time between 10.03.22 – 09.30.24.

### By October 3, 2022 Determine Entry Level Designation Eligibility

- Your Board will evaluate your program to determine eligibility for Entry Level Designation and assign a mentor to support your program.
- Eligible > Begin working toward your Texas Rising Star certification. Certification Deadline: 09.30.24.
- Not eligible > You will receive an allowance to provide CCS for an interim timeframe. Re-evaluation Deadline: 03.31.23.

### By March 31, 2023 Re-Evaluate Entry Level Designation Eligibility (as applicable)

- Your Board will re-evaluate your program for Entry Level Designation eligibility.
- Eligible > Begin working toward your Texas Rising Star certification. Certification Deadline: 09.30.24.
- Not Eligible > Your CCS provider agreement will be terminated. Children in care will be transferred to an eligible provider.

### By September 30, 2023 Evaluate Texas Rising Star Certification Eligibility

- Your Board will evaluate your program for Texas Rising Star certification eligibility.
- Eligible > The Board will acknowledge certification eligibility and schedule an assessment prior to 09.30.24.
- Not Eligible > Your program will have six months to meet eligibility. Re-evaluation Deadline: 03.31.24.

### By March 31, 2024 Re-Evaluate Texas Rising Star Certification Eligibility

- Your Board will re-evaluate your program for Texas Rising Star certification eligibility.
- Eligible > The Board will conduct a Texas Rising Star assessment to award certification prior to 09.30.24.
- Not Eligible > Your program will have six months to meet eligibility. You may NOT receive new family referrals during this time. Re-evaluation Deadline: 09.30.24.

### By September 30, 2024 Establish Texas Rising Star Certification

- Your Board will re-evaluate your program for Texas Rising Star certification eligibility.
- Eligible > The Board will conduct a Texas Rising Star assessment to award certification. Certification Deadline: within three months, by 12.30.24.
- Not Eligible > Your CCS provider agreement will be terminated. Children in care will be transferred to an eligible provider.

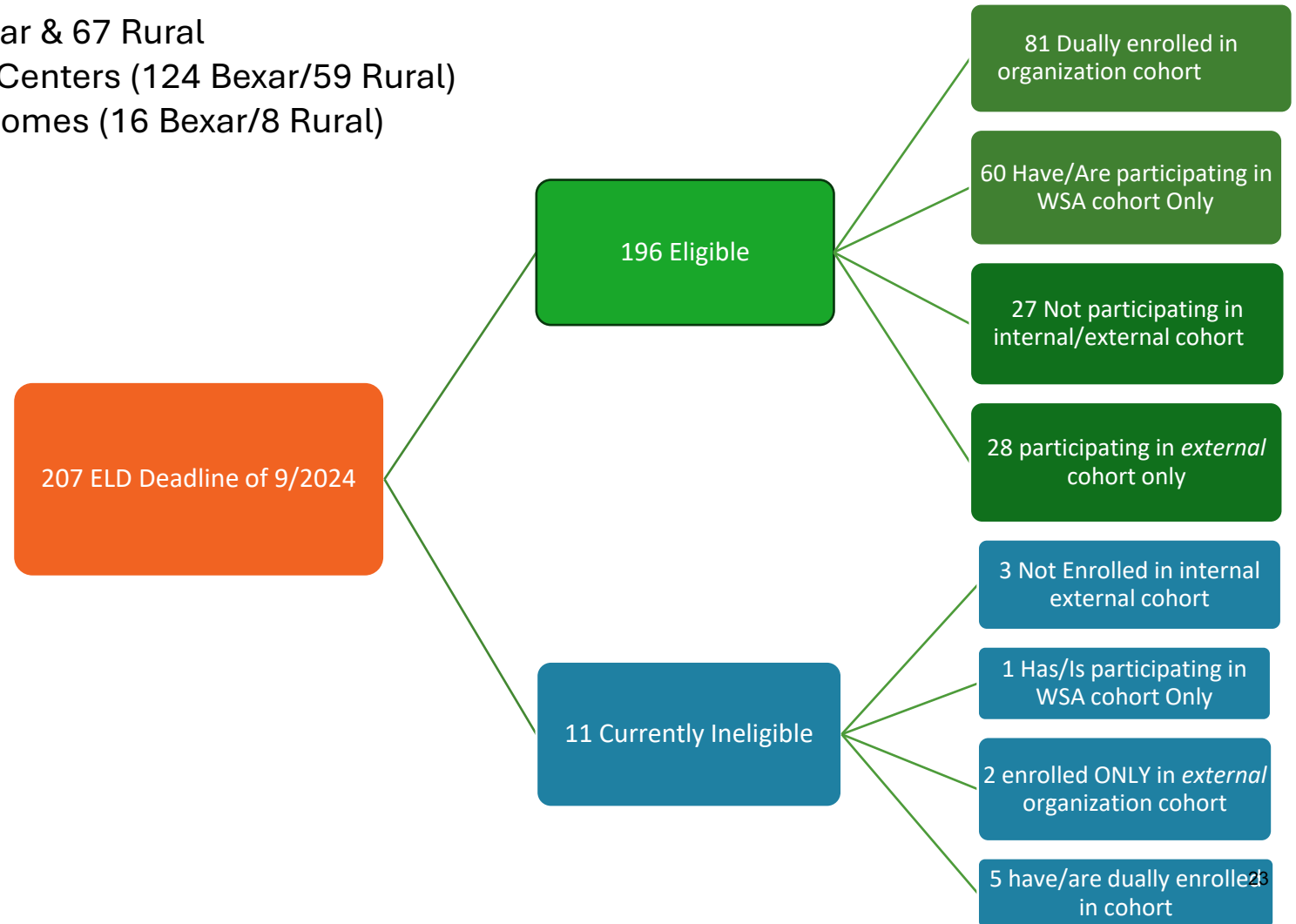
# Entry Level Designation & Cohort Participation



\* All programs have assigned mentors

140 Bexar & 67 Rural

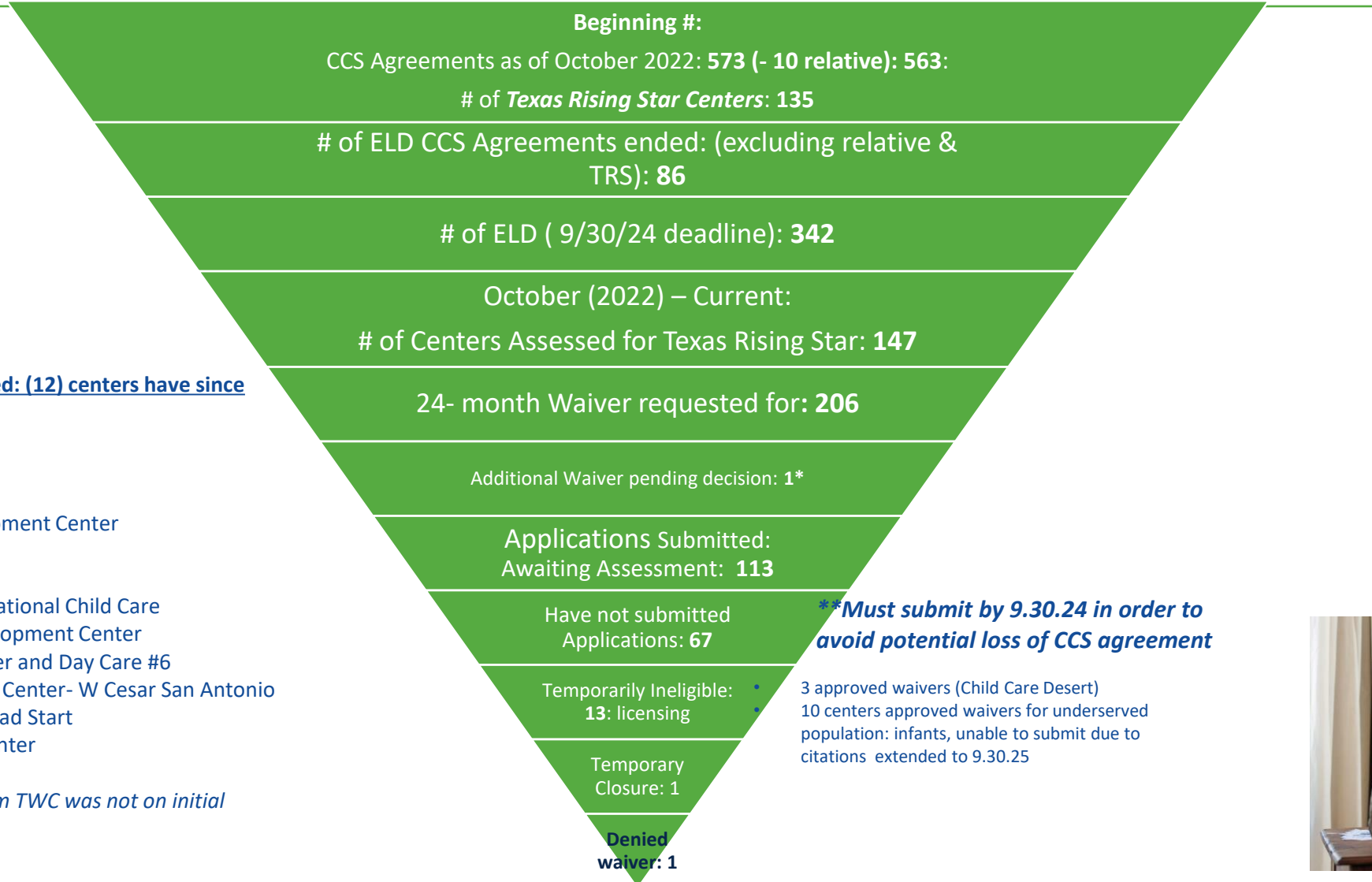
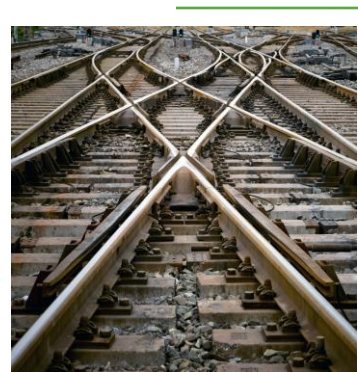
- 183 Centers (124 Bexar/59 Rural)
- 24 Homes (16 Bexar/8 Rural)



# Tracking Entry Level Designated Centers towards Certification



\* Information as of 09/10/2024



**Of the 206: Waivers submitted: (12) centers have since received certification**

1. Colonial Farms
2. Baptist Temple
3. Tot Academy
4. Community Child Development Center
5. Beanie Learning Center
6. Learning Tree Academy
7. Learning with Grace Educational Child Care
8. Little Miracles Child Development Center
9. Castle Hills Learning Center and Day Care #6
10. Discovery World Learning Center- W Cesar San Antonio
11. Fernandez Elementary Head Start
12. Silver Spoons Learning Center

\* Y Cibolo pending waiver from TWC was not on initial request

**\*\*Must submit by 9.30.24 in order to avoid potential loss of CCS agreement**

3 approved waivers (Child Care Desert)  
10 centers approved waivers for underserved population: infants, unable to submit due to citations extended to 9.30.25







# Quality Initiatives

## 1<sup>st</sup> Annual Alamo Quality Pathway Conference at ESC Region 20

Audience	Date	Attendance
Texas Rising Star Directors/Asst. Directors & Admin	Saturday, July 13, 2024	143 out of 286 registered Representing about 70 centers

Please note not all activities are complete, WSA has until the end of September to complete

### Attendees earned up to 6 hours of professional development in the following competencies:

- Business and Operations Management
- Human Resource Leadership and Development
- Maintaining a Healthy & Safe Environment
- Implementing a Developmentally Appropriate Curriculum & Environment
- Establishing & Maintaining an Effective Organization
- Instituting Family & Community Centered Programming

### Training Topics:

- Marketing That Works for Small Business Budgets
- Playing it Safe Risk Management
- Safety Detectives
- Supporting Early Language Development in Infant & Toddlers
- Rooted in Resilience: Leading with Heart
- Elevating Classroom Environment Leveraging the Continuous Quality Improvement Cycle with Systematic & Intentional Processes
- How to Improve Staffing & Retention During & Beyond a Crisis
- Most Cited Deficiencies for 2023
- Texas Rising Star Standards Maintaining Quality Certification
- Alamo Quality Pathway Data Dashboard
- Parents as Partners
- Find The Fire Within





# Quality Initiatives

Infant & Toddler (including PD)		
Activity	Description	Amount
Infant/Toddler Specific Training	Ongoing	Ongoing
Infant/Toddler Curriculum	Curriculum to enhance implementation of developmentally appropriate activities to support children's developmental skills. Curriculum aligns with Category 3.	<b>\$26,150.78</b>  10 Centers
Infant/Toddler Material	Material to enhance the indoor and outdoor environment aligned with Category 2&4	<b>\$64,074.66</b>  71 Infant & Toddler Classrooms



Professional Development		
Activity	Description	Amount
Preschool, School Age & Director Training	Ongoing	<b>\$59,650</b>
CDA Renewal	Award scholarships to child care staff to renew their CDA	<b>\$1,375</b> 11 awarded



# Quality Initiatives

Texas Rising Star/Quality Improvement		
Activity	Description	Amount
Indoor/Outdoor Material & Equipment	Material to enhance the indoor and outdoor environment aligned with Category 2&4	<b>\$70,211.79</b>  19 School Age Classrooms 44 Preschool Classrooms 21 Outdoor Environments
Preschool Curriculum	Curriculum to enhance implementation of developmentally appropriate activities to support children's developmental skills. Curriculum aligns with Category 3.	<b>\$40,249.89</b>  10 Centers
TRS Maintenance Incentive	Texas Rising Star providers received an incentive to assist the provider in maintaining certification. Awards ranged from \$1000 to \$3000 per provider	<b>\$503,000</b> 225 Texas Rising Star 14 Homes- \$29,000 211 Centers- \$474,000 Bexar- \$410,000 (189) Atascosa- \$8,000 (3) Bandera- \$2,000 (1) Comal- \$20,000 (8) Frio- \$8,000 (3) Gillespie- \$5,000 (2) Guadalupe- \$28,000 (11) Kendall- \$5,000 (2) Kerr- \$8,000 (3) Medina- \$6,000 (2) Wilson- \$3,000 (1)
Parent Involvement Backpacks	Material to support parent engagement developmentally appropriate activities to support children's developmental skills. Curriculum aligns with Category 3.	<b>\$3,200</b>  150 Parent Kits
TRS Badges Pilot	Award badges to Texas Rising Star providers that achieve the requirements for receiving a badge.	<b>Phase I</b> 10 Badges 181 TRS Providers <b>Phase II</b> September



Supporting Health & Safety Standards (except PD)		
Activity	Description	Amount
Pediatric/CPR First Aid	September	September

Evaluation & Assessment		
Activity	Description	Amount
Child Assessment Tools- ASQ- SE & ASQ- 3	Children's assessments to support children's developmental skills. Curriculum aligns with Category 3.	<b>\$21,900</b>  54 ELDs awarded

Supporting National Accreditation		
Activity	Description	Amount
Accreditation Fees	September	September

Other Activities		
Activity	Description	Amount
TRS Provider Staff Retention Bonuses	Quarterly bonuses to 46 Texas Rising Star providers.	<b>\$775,700</b> Q3- \$381,000 Q4- \$394,700  About 750 staff
TRS Certification Incentive- Provider Staff	Award child care staff an incentive upon successful initial certification. Award amounts are 2- star \$75, 3- star \$150 and 4- star \$300.	<b>\$122,400</b>  341 child care staff
Teacher Appreciation Incentive	Award per center ranges from \$200-\$4800 based on their child care capacity and designation as of 7.1.2024 to assist with staff retention. Award for all CCS providers.	<b>\$601,000</b> If all providers submitted their MOA as of 8.6.24, 499 submissions out of 590 and this would impact about 5,925 early childhood professionals Bexar- \$488,400 (466) Atascosa- \$9,200 (12) Bandera- \$3,000 (3) Comal- \$24,000 (23)

# TRS & ELD Business Coaching: June - August

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- **Number of Active Partnership Agreements:** 89 (47 Rural & 42 Bexar County)
- **Number of Contacts made to Providers:** 3450 \* *includes All Child Care Providers weekly email blasts & trainings available*

## Highlights:

- UIW HEB School of Business: Working towards finalizing partnership.
- Pre-K – partnership ISD: Actively working with Providers to establish partnership agreements with ISD's or LEA's on qualifications towards Pre-K partnership in Comal/Guadalupe area.
- Lift Fund: Lift Fund project, MOU signed, and completed.
  - Conducted second Training with Lift fund at ESC Region 20 (Donated two conference rooms) on Sat. July 27,2024
  - 60 Signed Up - 27 Participants attended will receive \$2,350.00 in Business Resources total of \$63,450.00
  - Next Training Set for Saturday, August 24,2024 at Data Point location
- UTSA SBDC – UTSA Small Business Development Center committed to providing free business advisors to Child Care center directors, providing free business training weekly to count towards the Director's Texas Rising Star business training requirement.
- WSA: Navigator Program youth services: working towards apprenticeship program

# TX3C Systems

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# Texas Child Care Connections (TX3C)

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- Go Live is scheduled for September 1, 2024 (Originally July 1, 2024)
- In July and August, TX3C is available in a sandbox environment—allowing for safe exploration/learning system
- TWIST continues to be the system of record through August 26th
- TX3C Functionality
  - Prospective Payments
  - Statewide Parent Share of Cost Calculator
  - Integrated Applications and Documents



# Child Care Quality Contract Update

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# Childcare Quality Contract Update

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- July 19, 2024, WSA received Board approval to award a contract to the highest ranked offeror The City of San Antonio.
- Estimated amount: \$4 million
- Effective October 1, 2024 – September 30, 2024, with four (4) one-year renewal options







# Partner Updates



# Early Matters

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# United Way

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# Texas A&M

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# Pre-K for SA

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# Youth Program Briefing & Performance

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# Youth Program Participant Planned Summary

➤ Planned Participant Summary (PPS):

- includes quarterly and yearly enrollment numbers of eligible YES! participants
- is to function flexible and may be revised to ensure customer service and needs

PPS WIOA YOUTH 2023-2024	NEW				YEAR END GOAL	YEAR END GOAL %
	Q1 OCT-DEC'23	Q2 JAN-MAR'24	Q3 APR-JUN'24	Q4 JUL-SEP'24		
Urban Participants Planned	76	153	77		306	
Actual New Enrollments	45	54	102	43	244	80%
Rural Participants Planned	23	44	21		88	
Actual New Enrollments	28	40	35	7	110	125%
Work Experience Career Opportunities Planned	91	182	92		365	
Actual	32	69	111	76	288	79%
Education/Training Planned	10	19	10		39	
Actual	16	6	3	1	26	67%
Supportive Services Planned	80	160	79		319	
Actual	233	257	405	133	1028	322%

Report Data for: Oct 1, 2024 – July 31, 2024



# June & July Youth Activities

COUNTY	ACTIVITY NAME	ACTIVITY OUTCOME
Wilson	FISD Summer Resource Fair	35-40 in attendance
Gillespie	Connecting the Vine	25 in attendance
Gillespie	Doughnut (Donut) Lassie Day	Salvation Army/HEB partnership
Bandera	Bandera Job Fair	30 in attendance
Bexar	Kinetic Kids Expo	150 in attendance
Bexar	George Gervin Enrollments	86 youth enrolled in YES and work experience opportunities
Gillespie	Lunch & Learn Workforce Solutions	20 in attendance engaged with employers
Bexar	CIS Back to School Bash	75-80 students in attendance





# Career Exploration Youth Events

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# Texas Interns Unite Event



**TEXAS INTERNS UNITE!**  
Texas Internship Challenge

- 42 Employers
- 14 Employers Facilitated Mock Interviews
- 150 Youth Attendees

Texas Interns  
Unite 2025 TBA



# Up Next...

# Jobs Y'All Health Careers Showcase

Workforce Solutions Alamo presents: **JOBS YA'LL HEALTH CAREERS SHOWCASE**



This event will have healthcare leaders talk about their careers and what they do. This is a great learning opportunity to gain knowledge about different healthcare careers. Youth will be exposed to various healthcare careers through interactive workshops, meeting healthcare leaders, and exploring different career paths.

**Southside Education & Training Center**  
 1760 Martinez Losoya Rd., San Antonio, Texas 78221  
 Thursday, September 26, 2024  
 10:00am - 1:00pm



- Learn the rewards of working in healthcare
- Receive advice on how to prepare for a successful career
- Hear professionals on why they chose a career in healthcare
- Lunch Provided
- Free Bags and Materials



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Future Today

For more information, please email  
[srodriguez@wsalamo.org](mailto:srodriguez@wsalamo.org) or call: (210) 550-7155  
[www.workforcesolutionsalamo.org](http://www.workforcesolutionsalamo.org)



Workforce Solutions Alamo is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Please request reasonable accommodations at least 48 hours in advance. Texas Relay Number: 1-800-735-2586 (TDD) or 1-800-735-2588 (Voice) or 711. This document contains vital information about requirements, rights, determinations, and/or responsibilities for accessing workforce system services. Language services, including the interpretation/translation of this document, are available free of charge upon request. Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud.



- Thursday, September 26, 2024
- Collaborating with Alamo Colleges District and Methodist Healthcare System
- Tour of Medical Setting Environments at SETC
- Opportunity for 100+ Southside ISD Middle Schoolers



# Ace Race 2025

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# ACE Race 2025

- The mission of the Alamo City Electrathon (ACE) is to foster and encourage partnerships between educational institutions and industry partners.
- The ACE vision is to generate excitement and awareness of vocational opportunities associated with Science, Technology, Engineering, and Math (STEM)
- By offering students in our region a real-world, hands-on learning experience like no other, ACE is bringing STEM home to the future workforce of America.



- **Applicants to date:** 5 schools representing five different rural counties have applied for the WSA sponsored car kits for the 2025 ACE Race.



# Facility Updates

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# Port San Antonio

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**Soft Opening: Mid-September 2024**

**Grand Opening: TBD**

## **Construction Update:**

- Construction has been completed with minor punch items being addressed.
- Signage currently in last phase of permitting by Port SA.
- Marketing Staff working on sector-based model graphics and robotic technology display.
- Staff will begin to move in on August 26, 2024, and expected to be fully staffed by September 1, 2024.



# Port San Antonio (Continued)

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# O'Connor

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**Tentative Opening: October 2024**  
**Grand Opening: TBD**

## **Construction Update:**

- Construction remains on schedule and 90% percent completion.
- Currently working Millwork of cabinets, partisan install, and final clean up.
- Furniture scheduled to be delivered August 26, 2024, with installation to be completed September 6, 2024.



# O'Connor (Continued)

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# Bandera

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## **Tentative Opening: TBD** **New facility lease for the Bandera Workforce Center**

- WSA was unable to secure a lease agreement for the recommended property located at 4173 Highway 16, Bandera, TX, due to the sale of the facility.
- Second Request for Information (RFI) was released August 21, 2024, and will be posted for 30 days.
- Currently exploring possible options:
  - Working with Real Estate Broker, PCR Brokerage San Antonio, LLC (dba Partners), for an updated Market Analysis
  - Extension with HHSC for current space
  - Partnerships



# Mobile Workforce Unit

Tentative Delivery: August 2024

## Construction Update:

- Construction has been completed
- C2 has hired a qualified driver with a CDL.
- Delivery scheduled for September 18, 2024.



# Mobile Workforce Unit (Continued)



# Mobile Workforce Unit (Continued)



# AEL Presentation

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## Adult Education & Literacy (AEL) Services across WSA Board Area

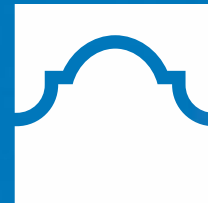
	AEFLA (GED, Workplace Lit, career training IET, regular ESL)		ELCivics (specialized ESL for those seeking citizenship or learning US systems)	
Location	Provider	Service	Provider	Service
Bandera	Alamo Colleges	Remote	Restore	Remote
Kerr	Alamo Colleges	In-Person @Kerrville AC site	Restore	Remote
Guadalupe	Alamo Colleges	In-Person @Sequin Lib	Restore	Remote
Comal	Alamo Colleges	In-Person @WCC, CTTC	Restore	Remote
Atascosa	ESC-2	TBD	ESC-2	TBD
Gillespie	Restore	Remote	Restore	Remote
Kendall	NISD	In-Person @Boerne ISD	NISD	In-Person @Boerne ISD
Medina	SWTJC	Remote	SWTJC	Remote
Frio	SWTJC	Remote/In-Person	SWTJC	Remote/In-Person
McMullen	Restore	Remote	Restore	Remote
Karnes	Restore	In-Person @Karnes ISD	Restore	In-Person @Karnes ISD
Wilson	Restore	In-Person @La Vernia ISD	Restore	In-Person @La Vernia ISD
Bexar County				
Datapoint	Restore	In-Center*	Restore	In-Center*
Port SA	Restore	In-Center*	Restore	In-Center*
SA Food Bank	Both Alamo Colleges or ACE Alliance, depending on student loc		All	
O'Connor	NEISD	In-Center*	NEISD	In-Center*
E. Houston	Restore	Next door	Restore	Next door
S. Flores	Restore	In-Center*	Restore	In-Center*
<i>ACE Alliance service provider (previously AEL Alamo Consortium)</i>				
As of 7/10/24, sites and service modality may/should (depending on location) change as we commence 24-25 year.				
*Coming soon: services in workforce centers				



# Alamo Adult Education and Literacy



**Elda Patricia Hernandez**  
Director of Adult Education  
Economic and Workforce Development



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

Achieving the Dream | LEADER COLLEGE

# Pathways for Adult Learners

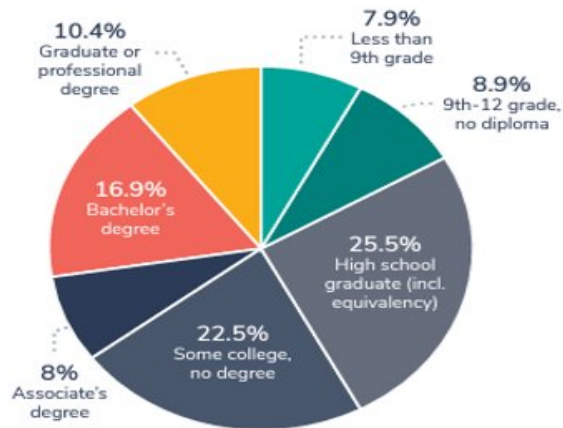
**Why do we exist?** To deliver on our moonshot - to end poverty in San Antonio and the region through education and training.

## Adult Education and Literacy

Pathways for Adult Learners

### City of San Antonio

#### EDUCATIONAL ATTAINMENT AGE 25+ (2021)



Reference: [SA2020 San Antonio – City Council Profiles 2023](#)

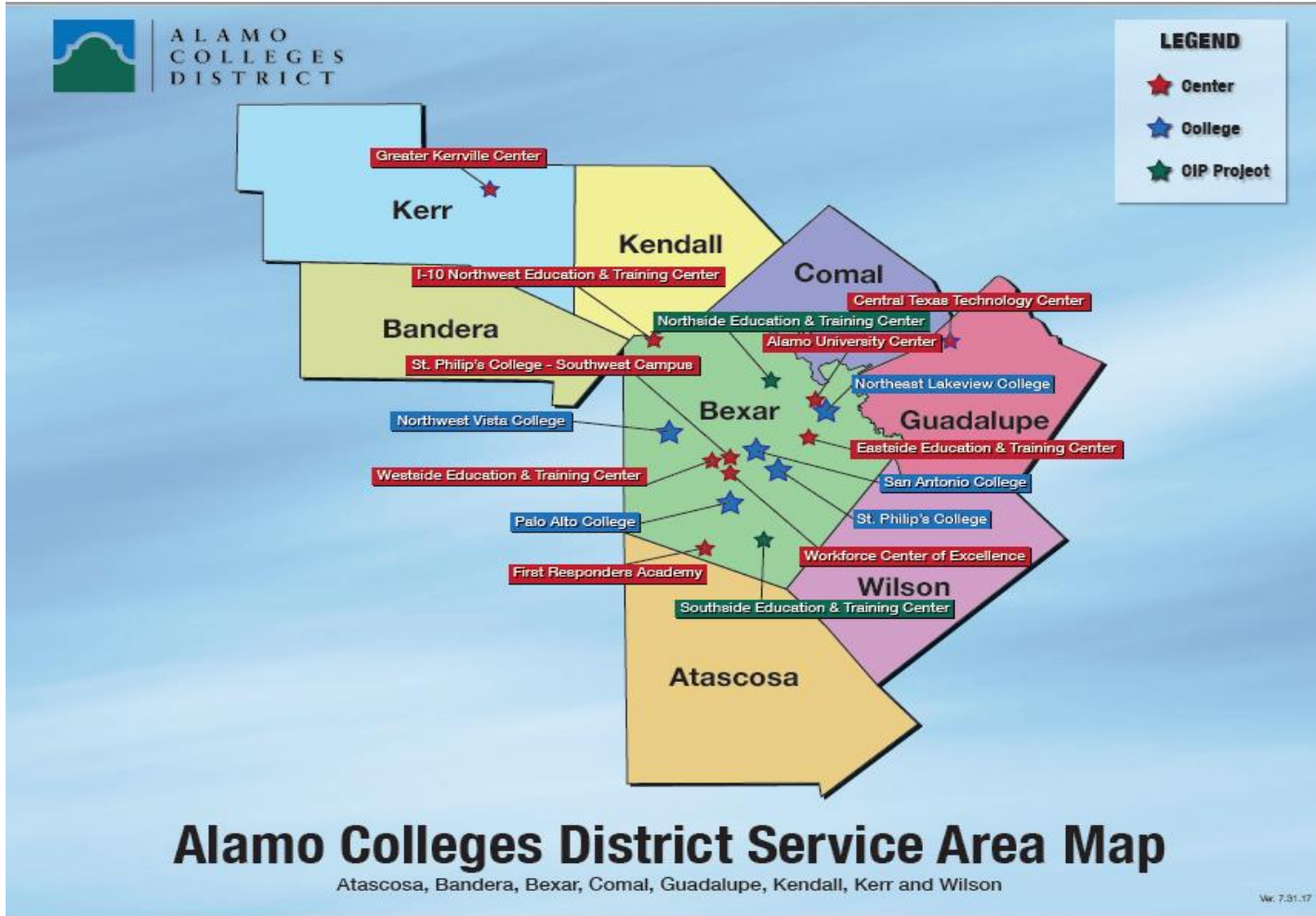
- Scale high school equivalency offerings, with a diploma option, across the District
- Serve the **16.8% of San Antonio residents** aged 25+ without a high school diploma
- Strengthen matriculation to CE and academic programs (pathways)

### Alignment

- Board Charges: Strategic Enrollment Management, Student Equity-Mindedness, Workforce Needs
- THECB: Attainment of Postsecondary Credentials
- TWC: Adult Education and Literacy (AEL) Services
- TX SB2139: Opportunity High School Diploma program



# Serving the Community



## Texas Workforce Commission (TWC) –

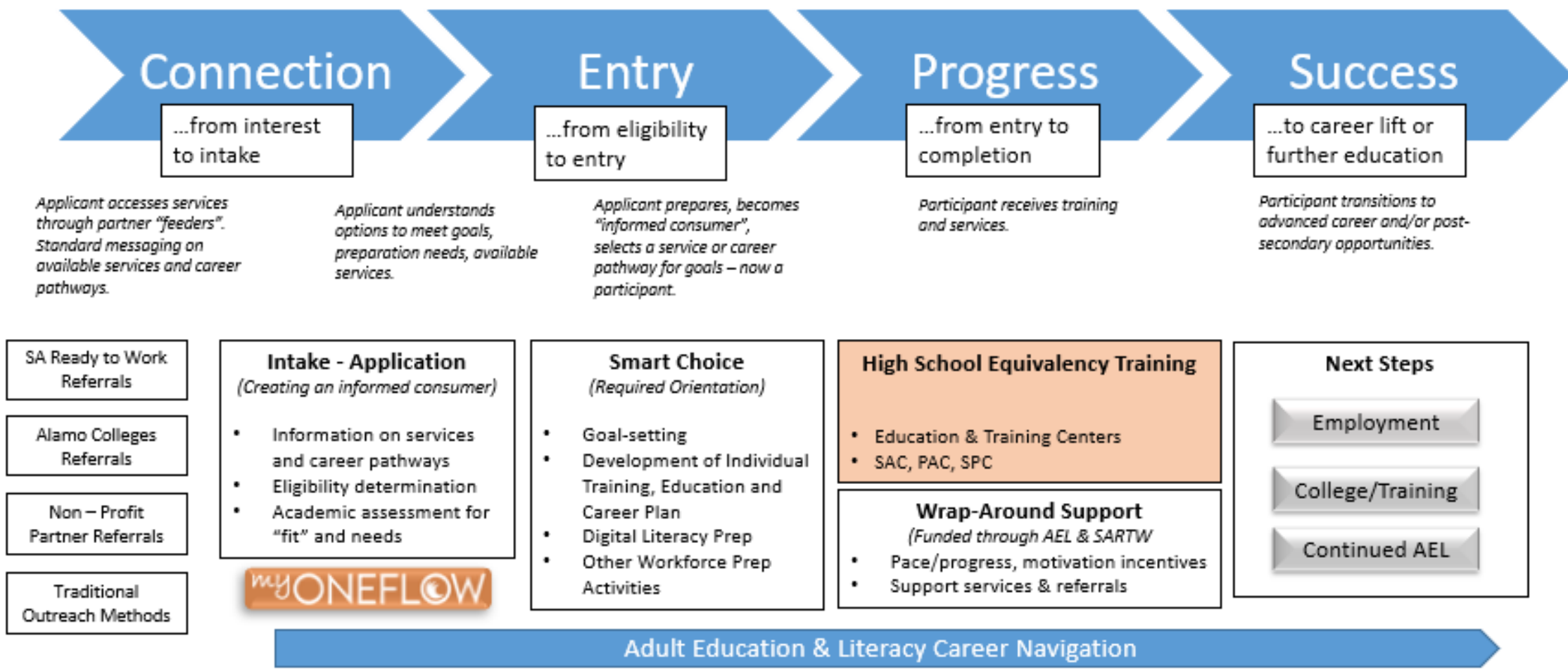
*Adult Education and Literacy Grant - \$1,363,714  
Serving 968*

**City of San Antonio (COSA) –**  
*Ready to Work – (HSE) - \$850,000  
Serving 600*

**Adult Education & Literacy Pathway –**  
*(HSE and ESL) - \$2,000,000*



# Pathways for Adult Learners





# Questions

- Elda Patricia Hernandez
  - Director of Adult Education
  - [Ehernandez531@alamo.edu](mailto:Ehernandez531@alamo.edu)
  - (210)485-0242





## WSA Strategic Committee Meeting August 30, 2024

Kimberly Vinton, Director, ACE Alliance at Restore Education

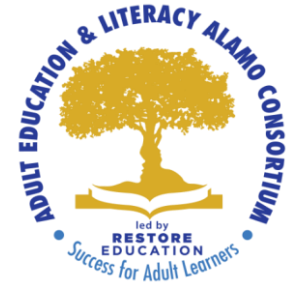


Who are we? Where do we serve? What services do we offer?



# Who is the ACE Alliance?

Original Logo:



- Since 2014 (2 grant cycles), we have been the AEL Alamo Consortium
- 2024: 3rd grant cycle, new sub-recipients (Service Providers)
- Rebranding to the ACE Alliance:
  - Restore Education: grant recipient/lead org, and sub-recipient
  - Southwest Texas College: rebrand for Southwest Texas Junior College



**SOUTHWEST**  
TEXAS★COLLEGE

AmericanJobCenter

# Where do we serve?

- WSA 13 county service area now shared between ACE Alliance, Alamo Colleges, and ESC-2
- Separate grants for AEFLA (Fed, State, TANF) and EL Civics
- July 1 – June 30: TWC AEL PY
- Funding levels & enrollment targets will be finalized in late Sept/early Oct. Operating on tentative allocations, cost/student, and enrollment targets until then.

County	AEFLA	ELCivics
Bandera, Kerr, Comal, Guadalupe	Alamo Colleges	Alliance
Bexar	Alamo Colleges 10% & Alliance 90%	Alliance
Gillespie, Kendall, Medina, Frio, McMullen, Wilson, Karnes	Alliance	Alliance
Atascosa	ESC-2 (Corpus)	????







# What services do we offer?

Core Services	Specialized Services
<p>Prep for HSE(GED) exam (Texas Cert. of High School Equivalency, TXCHSE)</p>	<p>Integrated Education &amp; Training (IET) (training concurrently with workforce prep &amp; academic support) <i>*primary focus for both ACE Alliance &amp; Alamo Colleges</i></p>
<p>Basic Academic Skills Upgrading (students w/HSE or HS diploma, needing refresher)</p>	<p>ESL for Professionals (ESLP) (degree/credential in their home country) <i>*primary focus for ACE Alliance</i></p>
<p>English as a Second Language (ESL) (all ESL include Civics component)</p>	<p>Workplace Literacy w/Employer Partnerships (contextualized for job prep &amp; advancement) <i>*primary focus for Alamo Colleges, secondary focus for ACE Alliance</i></p>
<p>Re-Entry Corrections (academics &amp; specialized workshops to prepare for release)</p>	<p>Post Release Second Chance (academics &amp; specialized workforce prep upon release) <i>*primary focus for ACE Alliance</i></p>
<p>Prep &amp; guidance for postsecondary &amp; career (both academically &amp; with Career Navigators)</p>	<p>Student Success Initiatives (enhance workplace skills and resume)</p>
<p>Distance Learning (asynchronous)</p>	

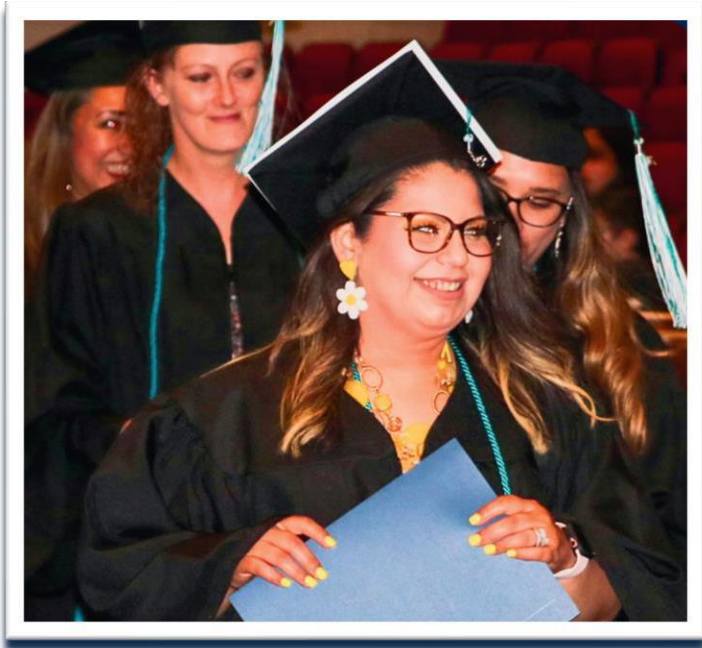


# Questions

- Kelli Rhodes
  - President & CEO, Restore Education
  - [Kelli@restoreeducation.org](mailto:Kelli@restoreeducation.org)
- Kim Vinton
  - Director, ACE Alliance, Restore Education
  - [Kimberly.vinton@restoreeducation.org](mailto:Kimberly.vinton@restoreeducation.org)



# ESC-2 Crossroads Adult Education and Literacy



**CROSSROADS**

College & Career Readiness • High School Equivalency

Norma Torres-Martinez

AEL Director

Deputy Director, ESC-2

# ESC-2 Crossroads

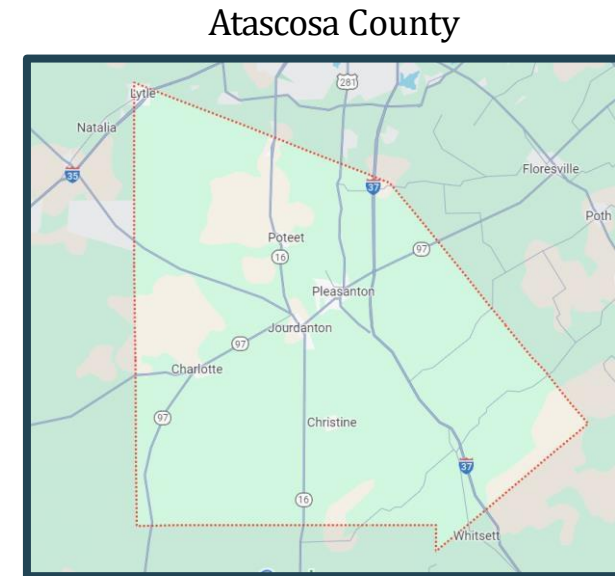
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- 2018: The Education Service Center, Region 2, Crossroads Adult Education and Literacy (AEL) program was established.
- 2024: A 2<sup>nd</sup> cycle was awarded for Section 231 of the grant.
- ESC-2 Crossroads serves the greater Coastal Bend area AND
- The current grant cycle includes Atascosa County.



# Counties Served by crossroads

Counties	
Atascosa*	Jim Wells
Bee	Live Oak
Brooks	Nueces
Duval	Refugio



\* Coastal Bend College - Pleasanton



# Crossroads Services



## HSE Preparation

- Reading
- Language Arts
- Math
- Science
- Social Studies



## Career Training Academies

- Business
- Industrial
- Medical



## ESL for Professionals

- Internationally Trained Professionals
- Workplace Literacy



## Digital Literacy

- In-person
- Remote
- Builds confidence in computer soft skills

# COMMUNITY PARTNERSHIPS



# Contact information

Norma Torres-Martinez, Deputy  
Director

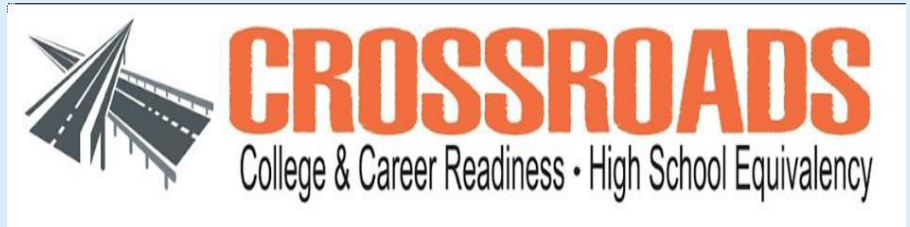
[norma.torres-martinez@esc2.us](mailto:norma.torres-martinez@esc2.us)

Gavin Neill, Program Career and  
Training Coordinator

[gavin.neill@esc2.us](mailto:gavin.neill@esc2.us)

Steve Chavez, Instructional Design  
Coordinator

[steven.chavez@esc2.us](mailto:steven.chavez@esc2.us)



Education Service Center, Region 2

209 N. Water St.

Corpus Christi, TX 78401

Office: (361) 561-85488

Email: [crossroads@esc2.net](mailto:crossroads@esc2.net)





# Quality Assurance Update – TWC Monitoring

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# TWC Monitoring

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## **TWC initiated its Annual Monitoring. The audit includes:**

1. TWC's Document Request Packet received 08/12/2024;
  - a. WSA's DRP Submission: 09/02/2024;
2. TWC's Sample Request: around 10/02/2024;
3. TWC's On-site and Virtual Testing: starting 10/07/2024 (for two weeks);
4. TWC's Exit Conference and Report: 10/18/2024;
5. TWC's Final 'Embargo' Reports: around 02/2025;
  - a. WSA's Correct Action Plan
6. TWC's Final Report: shortly after # 5.a (above);
7. TWC Audit Resolution: for any potential findings.



# External Monitoring (Ms. Nguyen, CPA)

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## **WIOA Adult– C2 GPS:**

- 100% complete, with an overall accuracy of 96.19%.

## **Two attributes reported for continuous quality improvement:**

1. Documenting potential non-WIOA sources for training costs (64.71%).
2. Service-Related data entry (86.67%).



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

---

## ***WIOA Dislocated Worker – C2 GPS:***

- 100% complete, with an overall accuracy rate of 95.68%.

## **Five attributes reported for continuous quality improvement:**

1. Documenting income/expenses for the duration of the training period (89.47%).
2. Documenting potential non-WIOA sources for training costs (84.21%).
3. Reporting MSG performance outcomes (89.47%).
4. Documenting MSG performance outcomes (89.47%).
5. Documenting and reporting employment outcomes (77.78%).



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

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## ***SNAP E&T – C2 GPS:***

- 100% Complete, with an overall accuracy rate of 93.26%.

## **Four attributes reported for continuous quality improvement:**

1. Documenting reconsiderations (57.14%).
2. Initiating penalties (81.25%).
3. Staff contact with HHSC on non-imposed penalties (60.0%).
4. Service-Related data entry (86.67%).

## ***In Progress:***

- Non-Custodial Parent Choices (NCP) – C2 GPS: 82% complete.
- WIOA Youth – SERCO: 54% complete.
- TANF/Choices – C2 GPS: 2% complete.



# Internal Monitoring Activities

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## ***Personally Identifiable Information (PII) Walkthroughs:***

- 100% complete with an overall accuracy rate of 96.8%.

## **Two attributes reported for continuous quality improvement:**

1. Computer screens remained unlocked at unattended workstations (87.5%).
2. Unprotected PII on staff's desk and unlocked drawers or overhead cabinets (75.0%).

The attributes included four (23.5%) of the 17 Center locations tested.



# Internal Monitoring Activities

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## ***Priority of Service Walkthroughs:***

- 100% complete with an overall accuracy rate of 90.9%, including 87.1% for Veterans and 98.3% for Foster Youth.

## **Two attributes reported for continuous quality improvement:**

1. Maintaining current copies of priority of service procedures at the point of entry (35.3%).
2. Process ensuring certification of veterans, federal-qualified spouses, or state-qualified spouses(82.4%).

The attributes included 12 (70.6%) of the 17 Center locations tested.



# TWC Performance – Upcoming Target Changes

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# TWC-Contracted Performance for PY 2024-2025

- TWC performance targets for the upcoming year.
- TWC will amend the targets periodically with updated, more current data.

Measure	PAMS PY24 Predicted	Actual Outcomes PY22	PY24 NEW Targets	DOL Targets
Adult EmpQ2	74.20%	72.60%	74.20%	75.90%
DW EmpQ2	78.40%	81.90%	78.40%	75.60%
Youth Emp/EnrQ2	71.80%	69.40%	73.20%	73.70%
Adult Median	\$7,145	\$6,155	\$7,150	\$8,648
DW Median	\$10,250	\$10,469	\$10,250	\$10,886
Youth Median	\$3,376	\$4,488	\$3,900	\$4,900
Adult MSG	43.20%	70.00%	69.70%	72.10%
DW MSG	43.40%	75.50%	75.00%	79.50%
Youth MSG	49.60%	80.80%	64.30%	63.50%
Adult EmpQ4	72.50%	73.20%	72.70%	76.40%
DW EmpQ4	80.50%	82.90%	80.50%	77.90%
Youth Emp/EnrQ4	71.40%	73.90%	74.60%	75.20%
Adult Credential	75.90%	74.60%	75.90%	72.90%
DW Credential	81.40%	77.80%	81.40%	80.30%
Youth Credential	55.60%	56.80%	56.10%	53.60%

- a) Compared to this year's targets, 11 increase, three decrease, and one remains the same
- b) WSA would not be meeting five based on March's performance
- c) Five targets are greater than the end-of-year outcomes for PY22
- d) Nine are greater than what the models predicted for the Alamo

## Comparisons of New Targets

w/Existing Targets	w/Current March MPR Outcomes	w/Actual Outcomes PY22	w/Predicted*
2.27%	87.57%	1.7%	0.0%
-1.52%	92.94%	-3.5%	0.0%
6.79%	101.08%	2.4%	1.4%
\$1,150.00	86.39%	\$990.58	\$4.62
\$50.00	103.08%	-\$218.97	-\$0.03
\$0.00	111.91%	-\$1,111.96	\$523.96
-2.92%	113.31%	-26.8%	26.5%
-3.30%	89.60%	-32.1%	31.6%
15.81%	117.59%	-31.2%	14.7%
2.63%	97.70%	-0.7%	0.1%
3.02%	96.91%	-2.4%	0.0%
8.44%	95.76%	-2.5%	3.1%
9.09%	68.90%	1.3%	0.0%
3.55%	82.75%	3.7%	0.0%
18.50%	130.12%	-1.2%	0.5%
↑	↑	↑	↑
red shows % increase of new vs current targets	red shows measures we would not be meeting w/March MPR	red shows new target > actual outcomes in PY22	red shows actual > predicted

\* TWC applies a min/max target based on the seventh lowest and highest reported performance for all Boards for PY22.



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- TWC performance targets for the upcoming year.
- TWC will amend the targets periodically with updated, more current data.

Measure	PAMS PY24 Predicted	Actual Outcomes PY22	PY24 NEW Targets	DOL Targets
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red shows % increase of new vs current targets	red shows measures we would not be meeting w/March MPR	red shows new target > actual outcomes in PY22	red shows actual > predicted

\* TWC applies a min/max target based on the seventh lowest and highest reported performance for all Boards for PY22.



# Performance, Programs, and Operational Updates

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# Annual Monitoring Document Request

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Common program attributes scoring below 90% are:

- Data Entry: Program Intake
- Data Entry: Service Tracking
- Performance Data: MSG and Credentials
- Performance Data: Employment Outcomes

Actions taken:

- Revisit program and policy requirements.
- Provide frontline staff training.
- Collaborate with contractors on training items needed.
- Recommend reoccurring training topics.
- Refine processes or policy with input from contractors.



# Summer Earn and Learn

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Offers paid, on-the-job, workplace readiness training, work experience, and transferable skills learning opportunities for students.

## Overview:

- 360 Students currently enrolled
- 160 Completed 5-weeks
- 425 Worksite slots
- Concluded August 30th



# A Closer Look: WIOA Dislocated Worker Program

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# Workforce Innovation and Opportunity Act

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WIOA Youth

WIOA Adult

WIAO Dislocated  
Worker

WIOA aims to enhance the U.S. workforce development system. This entails expanding access to employment, education, and training for individuals, harmonizing various systems for a cohesive approach, ensuring program quality by focusing on relevant skills, optimizing service delivery, fostering prosperity for both workers and employers, and ultimately elevating the overall quality and competitiveness of our workforce.



# Eligibility Categories

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## Categories 1-5:

- primarily describe individuals who have lost their jobs due to factors such as layoffs, terminations, or economic downturns.

**Job loss:** Due to various reasons, including layoffs, terminations, and economic conditions.

**Eligibility:** For unemployment benefits or demonstrating workforce attachment.

## Categories 6-8:

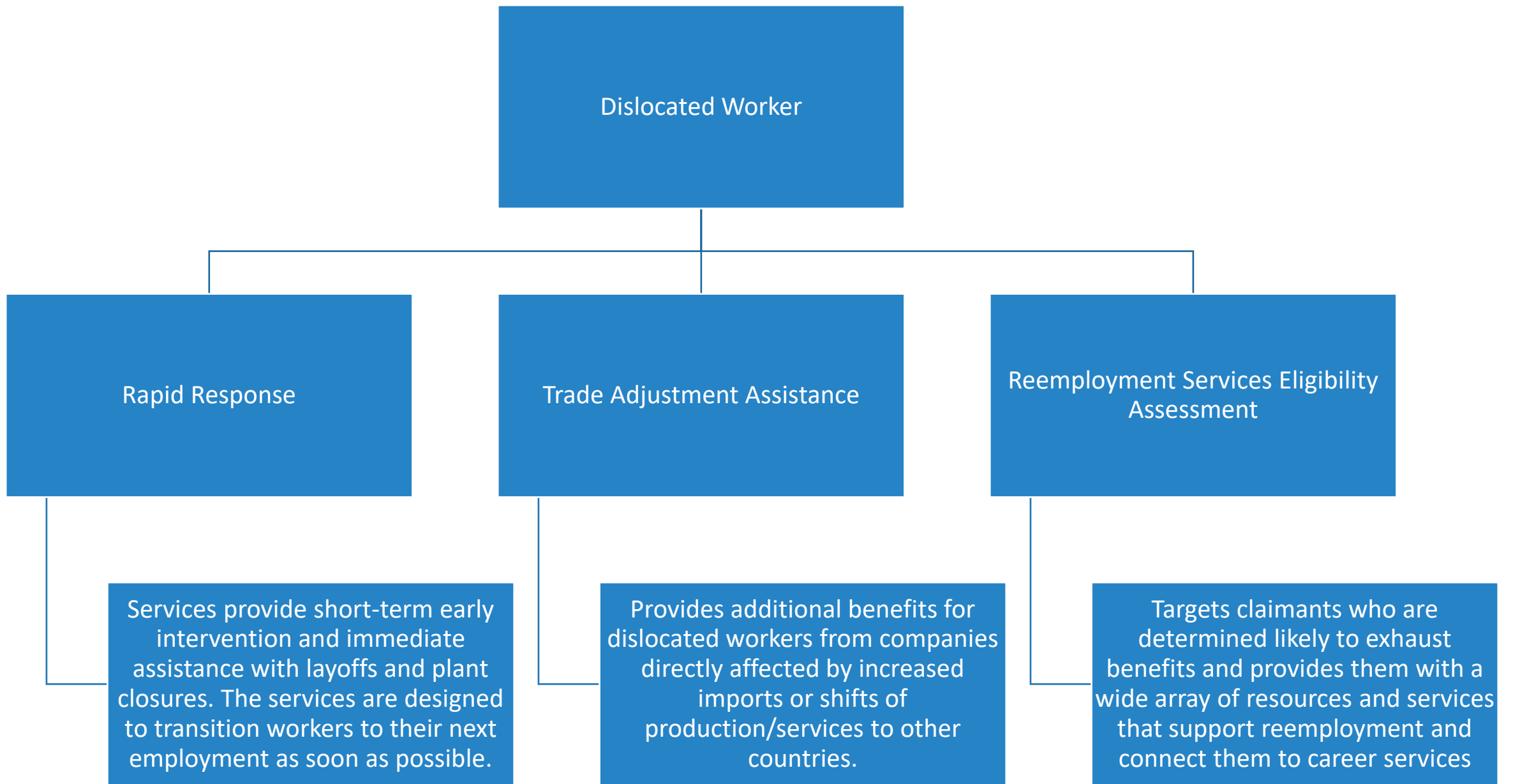
- focus on individuals who have faced unemployment or underemployment due to family circumstances, particularly those related to military service.

**Circumstances:** Such as permanent closures, economic conditions, or military service.

**Difficulty:** In obtaining or upgrading employment.







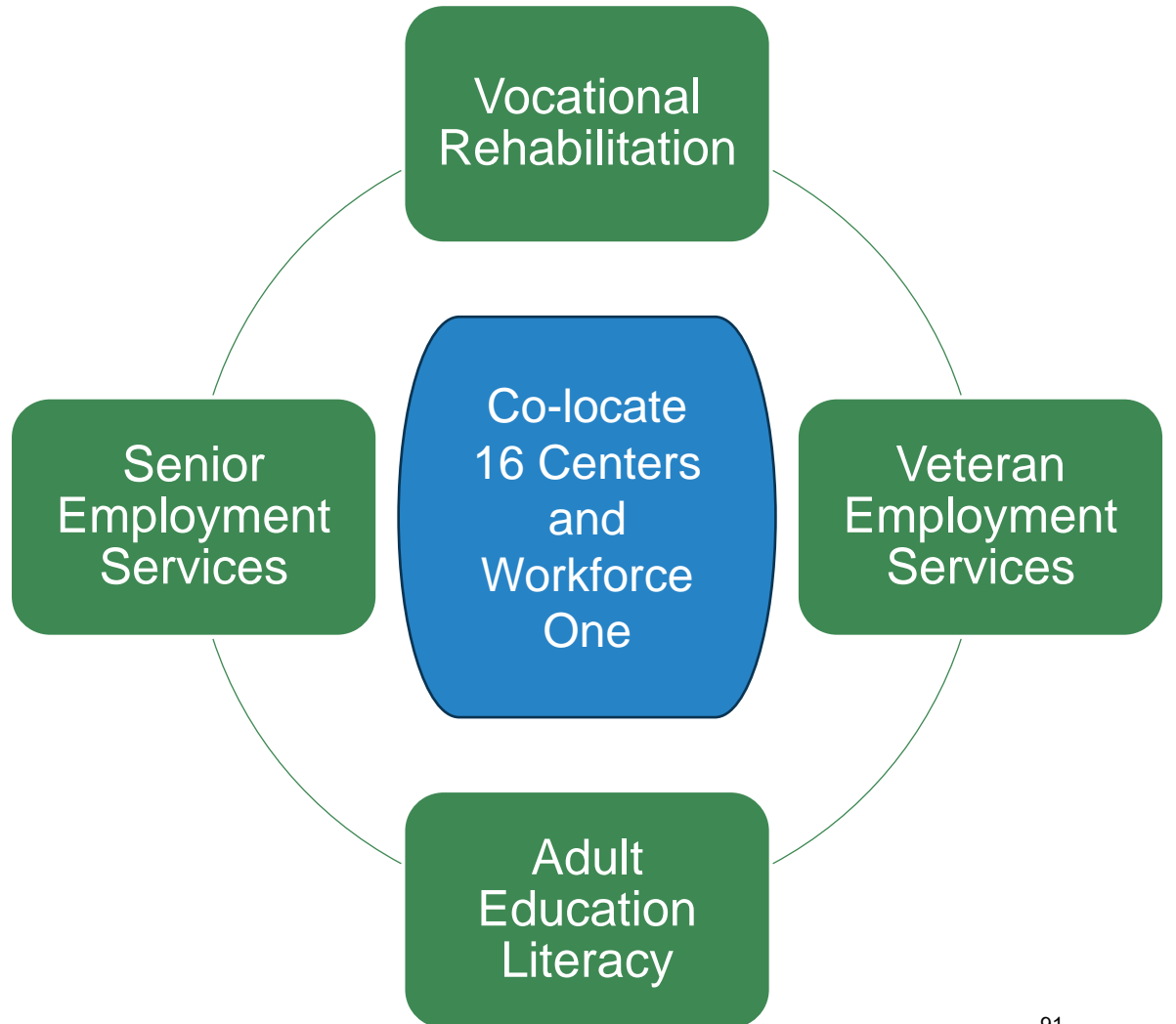
# Update on Services Provided by County

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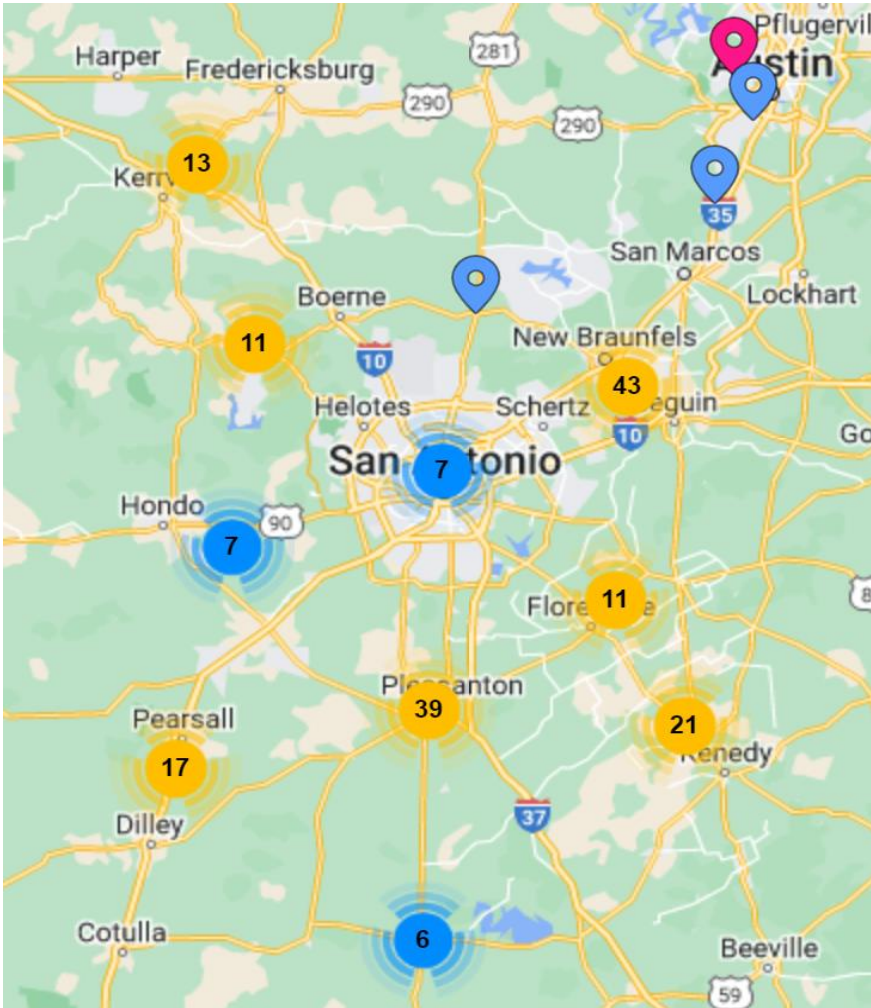
# One-Stop Service Delivery

- Emphasizes joint efforts between the Boards and TWC to create a unified system that effectively addresses individual customer needs.
- Facilitate MOU's with partners to leverage space
- Utilize partnerships to expand outreach and barrier removal for workforce services





# Expanding Services



ALL PARTNERSHIP STAGES

- Alamo expands partnerships beyond those that are required for one-stop service delivery.
- Through Local Plan feedback sessions we determine partnerships to facilitate for local communities.

## We do so by:

- Social determinants of health
- WIOA target populations and 14 elements

# At A Glance

County	Partners	Population	Services
Comal	CRRC of Canyon Lake: Step Forward Programs	Current/Former Foster	Vital social services, access to food pantry, durable medical equipment, crisis assistance, wellness checkups
Bexar	100 Black Men of San Antonio	Opportunity Youth	Apprenticeships for YES! clients
Atascosa	Costal Bend College	Basic Skills Deficient	Co-located in Pleasanton
Guadalupe	THRU Project	Foster Youth/Opportunity Youth	Providing housing, mentorship, cellphones and transportation assistance



# At A Glance

County	Partners	Population	Services
Wilson	Community Council of South Central Texas	Public assistance recipients	Provides utility, rental, and housing assistance
Karnes	Guadalupe Valley Family Violence Shelter	Single parents	Provides a safe space to victims of family violence
Kerr	Community Council of South Central Texas	Low-income individuals	Provides utility, rental, and housing assistance
Kendall	Dental Assisting School of Texas	Youth and Adults	Eligible Training Provider List courses
Bandera	Ysleta Del Sur Pueblo	Native American	Pathways program assists with tribal members with workforce needs



# At A Glance

County	Partners	Population	Services
Medina	Hamilton Valley Management	Low income, underemployed	Partnership with 3 apartment complexes in Hondo
McMullen (no center)	Costal Bend College	Current/Former Foster	Co-located
Frio	Restoring Hope Family Resource Center	Current/Former Foster, Single Parents	Compassionate and confidential care at no cost
Gillespie (no center)	Central Texas College	Basic Skills Deficient	Co-located



# Expenditure Analysis with Training Providers

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# Training Providers Expenditures

## 10/1/23 - 6/30/24

- TWC Funding
  - \$1,875,335 in Training
  - 41 Training Providers
- Ready to Work Funding
  - \$4,829,120 in Training
  - 32 Training Providers

FY24 Highest Training Expenditures	
CODEUP LLC	\$ 27,352.00
DENTAL ASSISTING SCHOOL OF TEXAS	\$ 34,993.00
ROADMASTERS DRIVERS SCHOOL OF SAN ANTONIO	\$ 37,490.00
ALAMO TRUCK DRIVER TRAINING	\$ 39,570.00
160 DRIVING ACADEMY	\$ 54,945.00
ALAMO COMMUNITY COLLEGE DISTRICT	\$ 68,199.17
GALEN COLLEGE OF NURSING	\$ 70,076.33
VL STAR FORCE, LLC	\$ 77,000.00
ACI LEARNING	\$ 85,238.02
NEW FOUNDATION EDUCATIONAL CONSULTING	\$ 101,600.00

FY24 Highest Training Expenditures	
CAVALRY	\$ 124,950.00
TEXAS TECH UNIVERSITY SYSTEM	\$ 128,505.00
PERSEVERE	\$ 130,000.00
ALAMO COMMUNITY COLLEGE DISTRICT	\$ 160,224.00
TEXAS A&M UNIVERSITY-SAN ANTONIO	\$ 195,719.00
ACI LEARNING	\$ 386,591.70
SOUTHERN CAREERS INSTITUTE	\$ 398,342.00
EXCEL DRIVER SERVICES	\$ 413,600.00
THE INSTITUTE OF ALLIED HEALTHCARE	\$ 445,000.00
TEXAS ADVANCEMENT CENTER	\$ 865,000.00



# Financials

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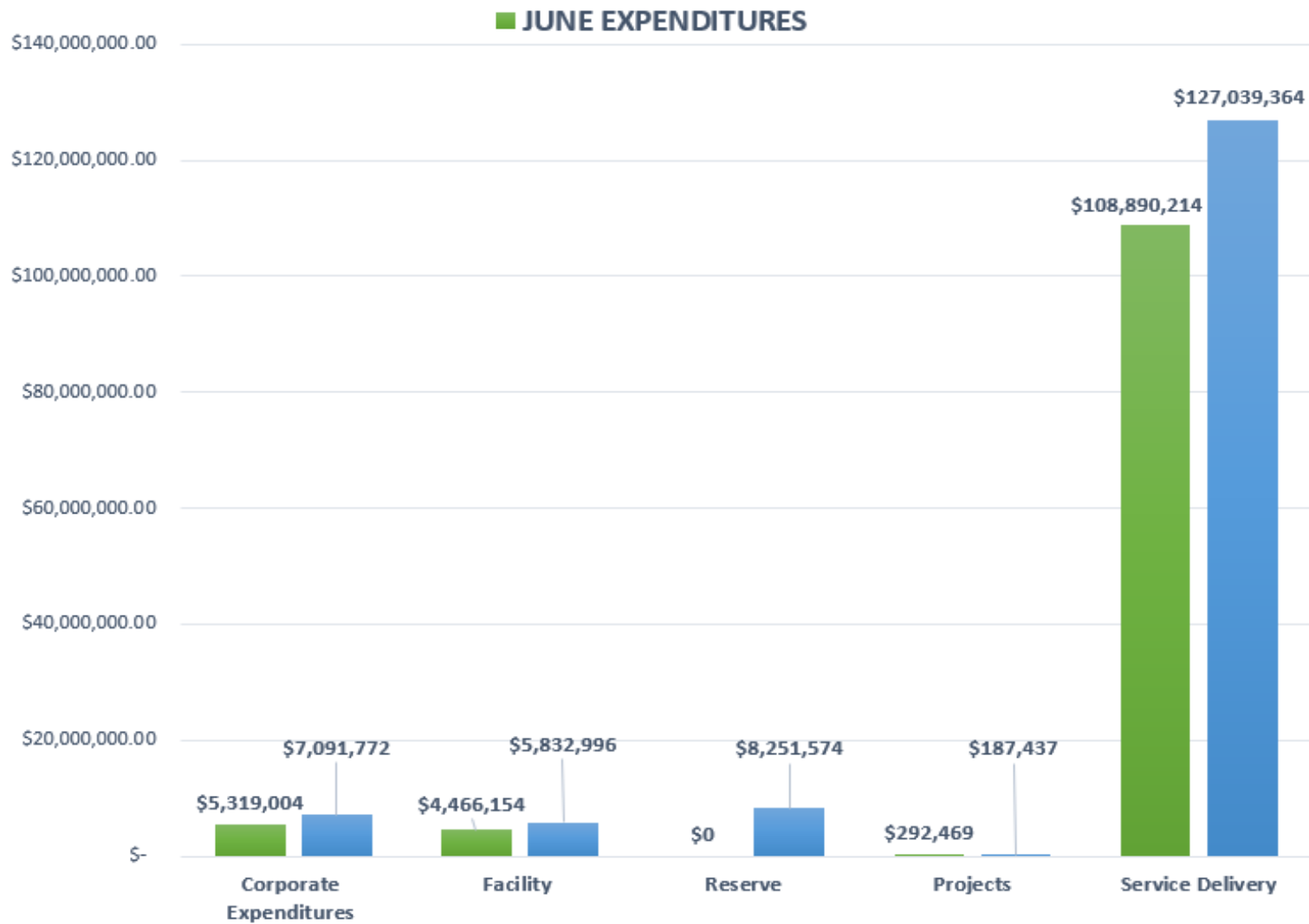


# Budget to Actual Expenditures

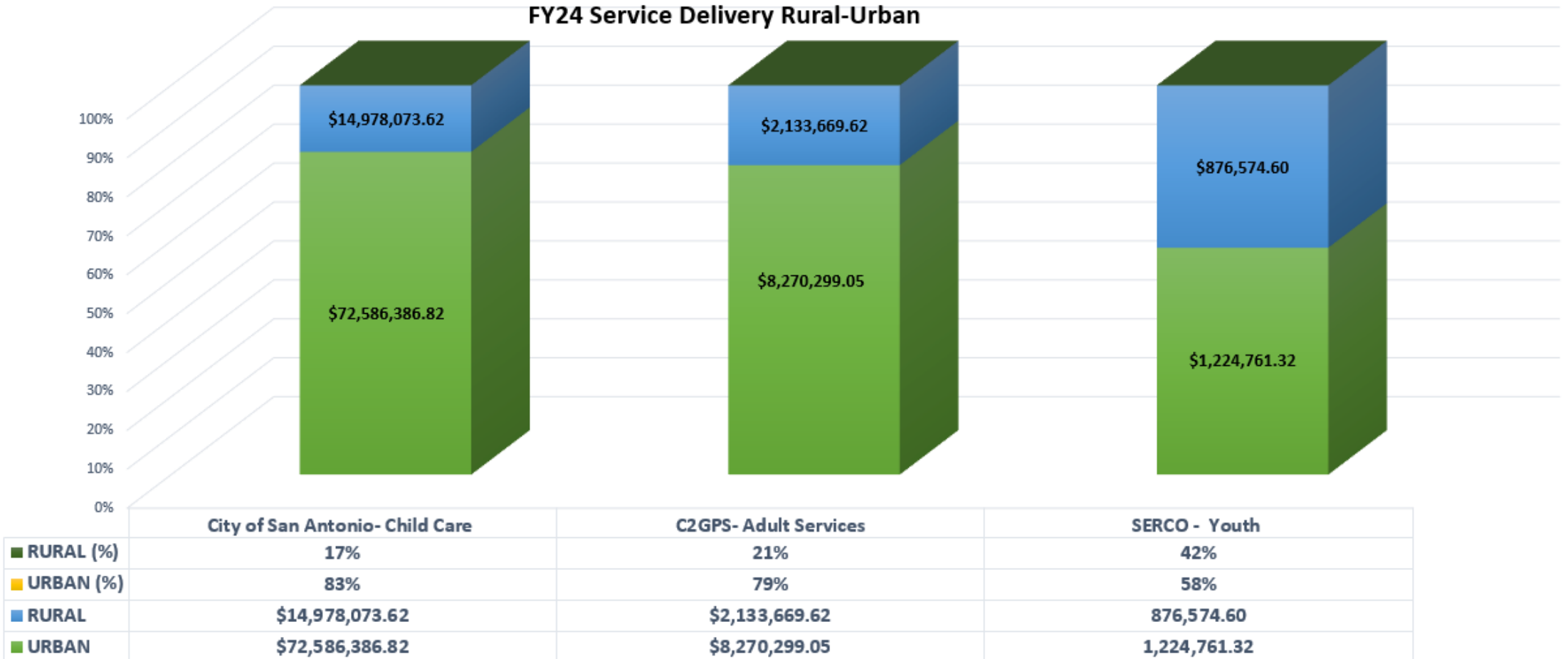
June 2024 Budget to Actual Variance Analysis					
Budget Category	FY24 Budget	FY24 Actuals (June 2024 )	% Expensed	Straight-Line Target (75%)	YTD Variance %
Corporate -Personnel	\$ 5,867,227.00	\$ 3,698,689.00	63.04%	\$ 4,400,420.25	11.96%
Corporate -Facilities	\$ 526,665.00	\$ 345,000.00	65.51%	\$ 394,998.75	9.49%
Corporate -Equipment Related	\$ 277,994.00	\$ 124,042.00	44.62%	\$ 208,495.50	30.38%
Corporate -General Office	\$ 741,700.00	\$ 241,729.00	32.59%	\$ 556,275.00	42.41%
Corporate - Professional Services	\$ 1,997,110.00	\$ 884,113.00	44.27%	\$ 1,497,832.50	30.73%
Corporate - Board of Directors	\$ 45,000.00	\$ 25,431.00	56.51%	\$ 33,750.00	18.49%
<b>Corporate Total</b>	<b>\$ 9,455,696.00</b>	<b>\$ 5,319,004.00</b>	<b>56.25%</b>	<b>\$ 7,091,772.00</b>	<b>18.75%</b>
Facilities	7,777,328.00	4,466,154.32	57.43%	\$ 5,832,996.00	17.57%
Reserve	11,002,098.00	-	0.00%	\$ 8,251,573.50	75.00%
Projects	249,916.00	292,468.92	117.03%	\$ 187,437.00	-42.03%
Service Delivery - TWC	18,983,727.00	12,961,492.14	68.28%	\$ 14,237,795.25	6.72%
Service Delivery - TWC Child Care	120,209,630.00	87,564,460.44	72.84%	\$ 90,157,222.50	2.16%
Service Delivery Ready to Work	30,192,462.00	8,364,261.35	27.70%	\$ 22,644,346.50	47.30%
<b>Total Budget</b>	<b>\$ 197,870,857.00</b>	<b>\$ 118,967,841.17</b>	<b>60.12%</b>	<b>\$ 148,403,142.75</b>	<b>14.88%</b>



# YTD Expenditures by Budget Category Comparison



# June 2024 Year-to-Date Service Delivery Rural-Urban



# Key Variances – Child Care

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CCP(DFPS)- Contract ends 12/31/2024 and we have 81.34% expensed.

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

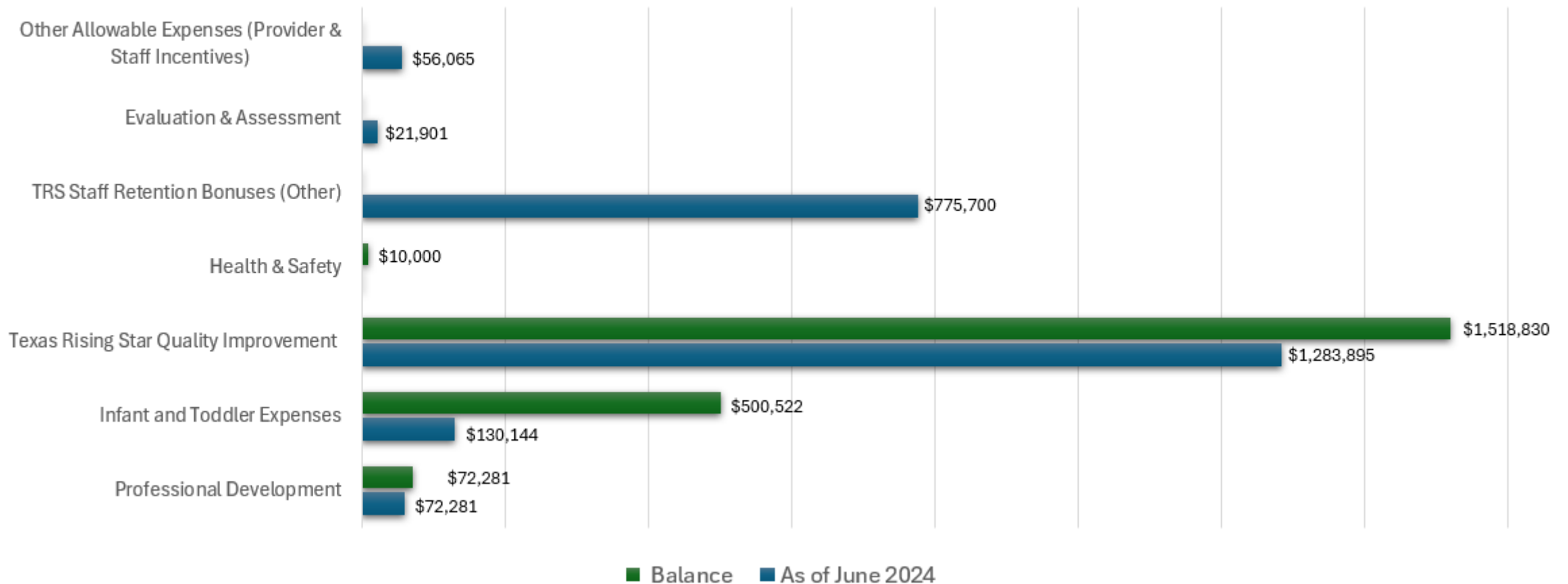
Child Care Quality- Contract ends **10/31/2024** and we have 51.68% expensed.

Expecting to utilize all funds for childcare quality and will continue to keep track of mentor and assessors' expenditures.



# Key Variances – Childcare Quality

## Childcare Quality Plan



# Key Variances – Formula Funds

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Upskills and Training- Six-month initiative that targeted training in high-demand occupations. Enrollment numbers have been met but there was a challenge with support service expenditures. We are expecting to return an estimate of \$98,000.

24REO PROWD Grant- Multi-year initiative for re-entry opportunities budgeted for \$1,174,500. Expecting to initiate RFP process in September.

Rapid Response - The board has been awarded \$25,000 of additional funds to continue Rapid Response services through the end of the contract. We are expected to return approximately \$7,000 after final closeouts.





# Key Variances – Non Formula Funds

## Toyota Funds

- Funds were used to provide incentives to RTW participants with job placements.
- Grant has been extended through September 30,2024.
- We are expecting to fully expend the grant.



# Client Expenditure Analysis

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# Client Expenditures -10/01/23-06/30/24

## TWC Funding:

TWC Funds- Client Support Services	
Work Related Support Services	\$ 75,184.07
Rent and Housing Assistance	\$ 234,950.02
Utilities	\$ 30,990.77
Transportation	\$ 242,173.02
Work Related Incentives	\$ 57,505.58
Youth Support Services - Housing Assistance, Vehicle Maintenance and Clothing	\$ 26,072.95
<b>Total</b>	<b>\$ 666,876.41</b>

## Ready to Work Funding

Ready to Work- Client Support Services	
Rent and Housing Assistance	\$ 161,701.29
Utilities	\$ 42,297.83
Transportation	\$ 9,563.16
Medical	\$ 315.95
Legal Assistance	\$ 522.00
Food	\$ 6,800.00
Laptops/Computers	\$ 25,726.58
Training Related Support Services	\$ 1,046.28
<b>Total</b>	<b>\$ 247,973.09</b>



# County by County Expenditure Analysis

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# County by County Expense Report FY24 YTD Straight-Line Budget

## County by County Expense Report - FY24 YTD Straight- Line Budget June 30, 2024

Counties	Formula Funds		Child Care Funds		Non-Formula Funds		Total	
	Budget	Percentage %	Budget	Percentage %	Budget	Percentage %	Budget	Percentage %
ATASCOSA	\$ 588,587.98	2.85%	\$ 2,206,044.99	2.20%	\$ 105,463.04	0.38%	2,900,096.01	1.95%
BANDERA	\$ 204,177.72	0.99%	\$ 346,486.45	0.35%	\$ 60,637.15	0.22%	611,301.32	0.41%
BEXAR	\$ 15,332,396.15	74.32%	\$ 82,670,067.29	82.56%	\$ 26,723,286.88	96.68%	124,725,750.33	84.05%
COMAL	\$ 922,247.50	4.47%	\$ 3,406,615.32	3.40%	\$ 181,844.42	0.66%	4,510,707.24	3.04%
FRIO	\$ 339,773.52	1.65%	\$ 813,676.79	0.81%	\$ 39,449.21	0.14%	1,192,899.51	0.80%
GILLESPIE	\$ 225,742.05	1.09%	\$ 358,608.58	0.36%	\$ 31,939.34	0.12%	616,289.97	0.42%
GUADALUPE	\$ 1,009,494.42	4.89%	\$ 4,797,071.65	4.79%	\$ 170,528.04	0.62%	5,977,094.11	4.03%
KARNES	\$ 268,495.81	1.30%	\$ 130,282.37	0.13%	\$ 30,167.26	0.11%	428,945.44	0.29%
KENDALL	\$ 310,506.60	1.51%	\$ 858,659.00	0.86%	\$ 49,308.84	0.18%	1,218,474.44	0.82%
KERR	\$ 310,135.94	1.50%	\$ 1,566,015.36	1.56%	\$ 82,670.81	0.30%	1,958,822.10	1.32%
MCMULLEN	\$ 371,001.29	1.80%	\$ -	0.00%	\$ 53,609.17	0.19%	424,610.45	0.29%
MEDINA	\$ 367,870.34	1.78%	\$ 1,775,986.83	1.77%	\$ 56,802.66	0.21%	2,200,659.83	1.48%
WILSON	\$ 379,137.93	1.84%	\$ 1,202,029.54	1.20%	\$ 56,324.52	0.20%	1,637,491.99	1.10%
	<b>\$ 20,629,567.24</b>	<b>100.00%</b>	<b>\$ 100,131,544.16</b>	<b>100.00%</b>	<b>\$ 27,642,031.35</b>	<b>100.00%</b>	<b>\$ 148,403,142.75</b>	<b>100.00%</b>



# County by County Expense Report June 2024

## County by County Expense Report - June 30, 2024

Counties	Formula Funds		Child Care Funds		Non-Formula Funds		Total	
	Expenditures	Percentage %	Expenditures	Percentage %	Expenditures	Percentage %	Expenditures	Percentage %
<b>ATASCOSA</b>	589,059.06	0.53%	2,109,604.50	2.27%	66,799.59	0.63%	2,765,463.15	2.50%
<b>BANDERA</b>	248,590.44	0.76%	321,005.29	0.34%	10,879.92	0.37%	580,475.65	0.52%
<b>BEXAR</b>	12,070,947.52	71.77%	75,826,934.36	82.57%	2,164,233.47	81.74%	90,062,115.35	81.31%
<b>COMAL</b>	1,312,938.67	9.26%	2,995,721.69	3.38%	172,702.80	5.70%	4,481,363.16	4.05%
<b>FRIO</b>	348,852.43	2.12%	793,028.83	0.82%	41,898.79	1.19%	1,183,780.06	1.07%
<b>GILLESPIE</b>	226,314.88	0.81%	359,792.21	0.38%	5,886.65	0.00%	591,993.73	0.53%
<b>GUADALUPE</b>	542,745.41	3.17%	4,122,151.88	4.70%	104,355.79	3.78%	4,769,253.07	4.31%
<b>KARNES</b>	183,336.22	1.24%	163,102.16	0.15%	1,423.69	0.34%	347,862.07	0.31%
<b>KENDALL</b>	291,708.92	1.76%	674,027.79	0.84%	51,609.70	1.53%	1,017,346.41	0.92%
<b>KERR</b>	400,417.14	2.60%	1,332,363.62	1.55%	74,979.89	2.95%	1,807,760.64	1.63%
<b>MCMULLEN</b>	31,066.67	0.00%	0.00	0.00%	0.00	0.00%	31,066.67	0.03%
<b>MEDINA</b>	207,924.65	1.54%	1,679,222.51	1.85%	39,804.46	1.44%	1,926,951.62	1.74%
<b>WILSON</b>	276,315.30	1.93%	899,590.21	1.14%	23,800.37	0.34%	1,199,705.88	1.08%
	<b>16,730,217.32</b>	<b>100.00%</b>	<b>91,276,545.04</b>	<b>100.00%</b>	<b>2,758,375.12</b>	<b>100.00%</b>	<b>110,765,137.48</b>	<b>100.00%</b>



# FY24 Budget Analysis Service Delivery

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- Formula and Childcare Funds tend to spike in the summer months, when the youth have an increase in work experience and Childcare expenditures increase due to children being out of school.
- Non-Formula funds also include a large allocation from Ready to Work which we have seen an increase in tuition and training.



# New Funding

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# Letters of Support

- **Alamo Area Council of Governments:**
  - applied for \$20 million for the Environmental Protection Agency (EPA) for a grant to provide water and wastewater infrastructure for four (4) colonias in Frio County.
  - applied for an additional grant for \$20 million with the EPA the for the development/improvement of existing facilities in Frio, Karnes and Wilson counties to become community resilience hubs. The counties are moving toward facilities that will house multiple programs and services providers. In addition, the facilities will be used as emergency shelters for disasters.
  - applied for \$70 million for the Charging and Fueling Infrastructure (CFI) Discretionary Grant through the Federal Highway Administration in partnership with Tesla for the continued development of charging infrastructure in the heavily trucking corridor from Dilly to Fort Worth, Texas.

# Letters of Support

- **Seguin Area Chamber of Commerce:** applied for \$250,000 for the Texas Higher Education Coordinating Board's TRUE grant in partnership with the Texas State Technical College to offer a Certified Production Technician (CPT) training and industrial systems ancillary courses for Seguin and Guadalupe County job seekers and businesses.
- **Hallmark University:** applied for a \$600,000 DOE- Office of Post Secondary Education grant to expand their Student Sustainability Fund and address food assistance, housing, transportation, healthcare, childcare, and technology.

# Letters of Support

Workforce Solutions Alamo provided the following organizations letters of support for United Way of San Antonio and Bexar County funding:

- **YMCA:** \$438,000
- **Family Service:** \$200,000
- **YWCA:** \$400,000
- **Restore Education:** \$350,000
- **NPower:** \$300,000
- **SJRC Texas, Inc.:** \$267,000
- **Respite Care:** \$350,000
- **Seton Home:** \$62,700



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# End of Consent Agenda



# Early Care & Education

Committee Report

September 20, 2024



# Childcare Performance Briefing

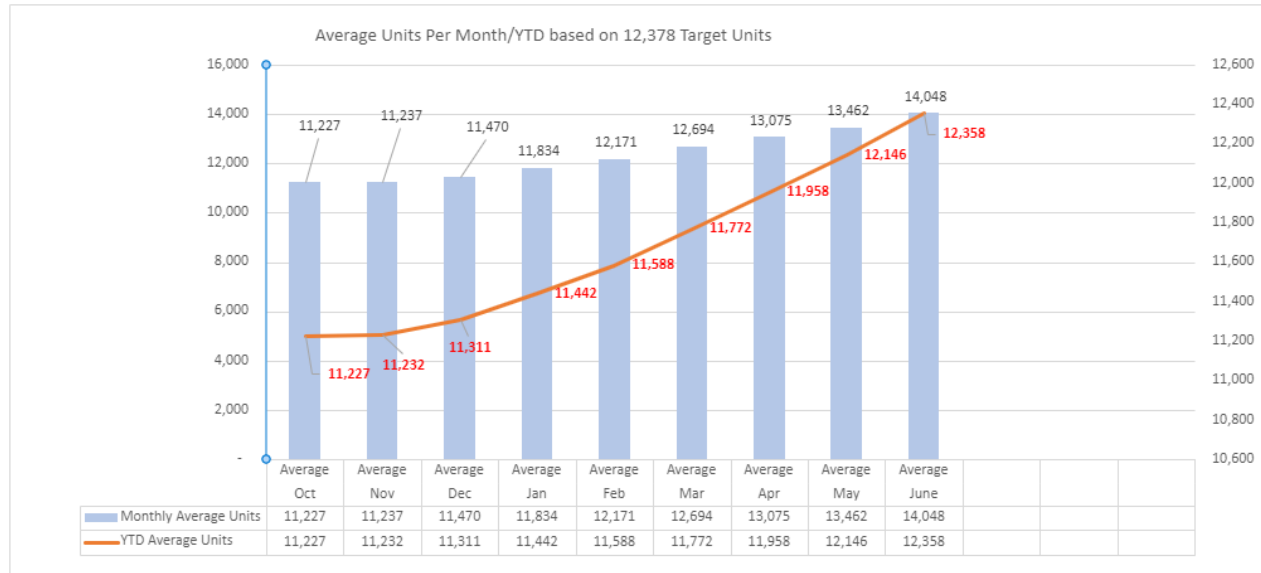
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# Childcare Performance Briefing FY 2024

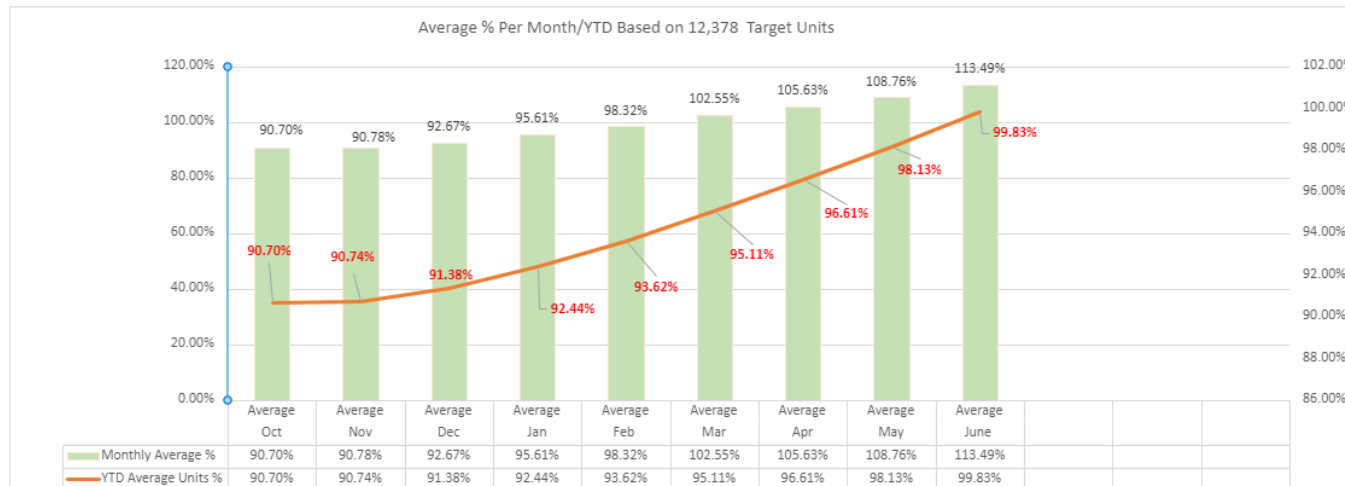


*\*information pulled 08/06/2024*

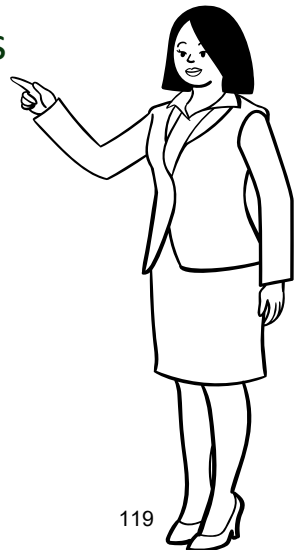


	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Monthly Average %	90.70%	90.78%	92.67%	95.61%	98.32%	102.55%	105.63%	108.76%	113.49%
YTD Average Units %	90.70%	90.74%	91.38%	92.44%	93.62%	95.11%	96.61%	98.13%	99.83%

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Monthly Average Units	11,227	11,237	11,470	11,834	12,171	12,694	13,075	13,462	14,048
YTD Average Units	11,227	11,232	11,311	11,442	11,588	11,772	11,958	12,146	12,358



WSA's unofficial YTD avg for FY 2024 is **99.83%**



**CCDF Performance Status Methodology**  
 Year-to-Date numbers to calculate performance  
 MP = 95%-105%  
 +P = 105% or above  
 -P = <94.99

# Childcare Performance Briefing FY 2024



*\*information pulled 08/06/2024*

	Oct Average	Nov Average	December Average	Jan Average	Feb Average	March Average	Apr Average	May Average	June Average
Choices	208	237	227	222	222	230	223	225	218
Low Income	10,312	10,269	10,465	10,803	11,158	11,668	12,049	12,408	12,979
Former DFPS	568	591	634	650	632	622	630	652	661
Homeless	140	140	144	159	158	175	174	178	190
Monthly Average Units	11,227	11,237	11,470	11,834	12,171	12,694	13,075	13,462	14,048
Monthly % Average	90.70%	90.78%	92.67%	95.61%	98.32%	102.55%	105.63%	108.76%	113.49%
YTD Average Units	11,227	11,232	11,311	11,442	11,588	11,772	11,958	12,146	12,358
YTD % Average	90.70%	90.74%	91.38%	92.44%	93.62%	95.11%	96.61%	98.13%	99.83%
TWC Target	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378	12,378







# Questions



# Child Care Services: In Care/Waitlist

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# Child Care Services: In Care / Waitlist

County	Families in Care	Children in Care	Families on Waitlist	Children on Waitlist
Atascosa	227	430	78	131
Bandera	43	74	13	22
Bexar	7026	12503	2329	3731
Comal	317	488	97	149
Frio	73	136	23	42
Gillespie	53	71	10	13
Guadalupe	392	687	131	210
Karnes	21	33	3	4
Kendall	60	95	26	38
Kerr	167	262	38	54
McMullen	0	0	0	0
Medina	161	272	55	97
Wilson	103	172	24	43
<b>Totals</b>	<b>8643</b>	<b>15223</b>	<b>2827</b>	<b>4534</b>

Age Group	Total on the Waitlist
Infant	1114
Toddler	1137
Preschool	1159
School Age	1124
<b>Totals</b>	<b>4534</b>



\* Report(s) pulled: 08/05/2024

# Children in Care: *Estimations*

## *How much would it take?*



Total Amount Needed to Cover Children in Waitlist by Month and County

County	May-24			Jun-24		
	Avg. Monthly Cost	# Children in Waitlist	Total Amount Needed	Avg. Monthly Cost	# Children in Waitlist	Total Amount Needed
Atascosa	\$ 682.41	110	\$ 75,065.10	\$ 640.20	118	\$ 75,543.60
Bandera	\$ 678.96	26	\$ 17,652.96	\$ 621.60	26	\$ 16,161.60
Bexar	\$ 814.66	3669	\$ 2,988,987.54	\$ 748.00	3781	\$ 2,828,188.00
Comal	\$ 820.41	133	\$ 109,114.53	\$ 751.40	146	\$ 109,704.40
Frio	\$ 835.59	33	\$ 27,574.47	\$ 754.60	39	\$ 29,429.40
Gillespie	\$ 781.77	26	\$ 20,326.02	\$ 680.40	27	\$ 18,370.80
Guadalupe	\$ 785.91	191	\$ 150,108.81	\$ 732.00	204	\$ 149,328.00
Karnes	\$ 623.76	10	\$ 6,237.60	\$ 545.80	16	\$ 8,732.80
Kendall	\$ 812.59	37	\$ 30,065.83	\$ 762.60	47	\$ 35,842.20
Kerr	\$ 713.23	55	\$ 39,227.65	\$ 647.00	56	\$ 36,232.00
Medina	\$ 797.87	64	\$ 51,063.68	\$ 731.40	81	\$ 59,243.40
Wilson	\$ 653.66	52	\$ 33,990.32	\$ 638.20	53	\$ 33,824.60



*\* Amounts for current month are based on prior month's average monthly payment(s) by county multiplied by current children on waitlist. Totals are estimated & not intended to be exact cost amount.*





# Questions



# Texas Rising Star Assessment Update

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# Alamo Quality Centers

Total # of Currently Certified Centers

263

\* Report(s) pulled: 08/06/2024



2 Star	12
3 Star	87
4 Star	164



Percentage of TRS/CCS

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	837	481	222	46%
Rural Early Learning Programs	306	130	41	32%
Total	1143	611	263	43%

\* Report pulled 8/5/2024



# Questions







# Youth

Committee Report

September 20, 2024



# TX FAME Presentations

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# TXFAMe

*Dive into a challenging advanced manufacturing career*



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[www.TXFAME.com](http://www.TXFAME.com)

# What is TX FAME?

- Texas Federation for Advanced Manufacturing Education
- An industry-led organization based on a successful model out of Kentucky.
- The board members are seasoned professionals from leading companies in the manufacturing field.
- Together, they work to address shared skills deficits, recruit and train individuals to fill the pipeline.



# Participating Companies



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www.TXFAME.com

# Programs

- **Advanced Manufacturing Technician (AMT)**  
Two year Associate of Applied Science in Advanced Manufacturing Technology apprenticeship program at St. Philip's College Southwest Campus  
[www.txfame.com/advanced-manufacturing-technology](http://www.txfame.com/advanced-manufacturing-technology)



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[www.TXFAME.com](http://www.TXFAME.com)

# Advanced Manufacturing Technician (AMT)

## Program Overview

# What is the AMT Program?

- **Two year Associate of Applied Science in Advanced Manufacturing Technology**
  - St. Philip's College Southwest Campus and Palo Alto College
- **Attend class 2 days a week while spending 3 days working at one of our sponsoring companies**
- **“Earn while you Learn”**
  - Opportunities to **earn a livable wage** and **graduate with little to no student loan debt!**
- **AMT's Learn**
  - **Technical Skills**  
Electricity, Robotics, Fluid Power, Mechanics, PLCs & Industrial Troubleshooting
  - **Manufacturing Core Exercises**  
Safety Culture, Visual Workplace Organization, Lean Manufacturing, Problem Solving & Machine Reliability
  - **Professional Behaviors**  
Attendance, Initiative, Diligence, Interpersonal Relations, Teamwork & Communication



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# What do AMT's Learn?

## Growing Our Own Pipeline

### Personally Ready

6 professional behaviors

### Uses & Learns with Digital Media

Digital media is the preferred method

### Competitively Ready

5 manufacturing core capabilities

### Strong Problem Solver

Can fully explain problem solving and methods, including troubleshooting sub-process

### Multiskilled

Electrical / Fluid Power / Mechanics / Fabricator

### Effective Verbal & Written Communicator

Group and 1-on-1, develops high-quality written materials

### Strong Math Capability

Upper 1/3 nationally

### Effective Interpersonal Skills

A conflict resolver

### Strong Reading Capability

Minimum 12th grade equivalent

### Natural Team worker

Prefers working as part of a team

### Fast Technical Learner

Can learn, apply, improve, learn again quickly

### Qualified for the Next Level

Has Associate Degree, all required company training complete



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www.TXFAME.com

# TX FAME AMT Program Statistics

## Year to Date

**18**  
Companies  
Involved

**200+**  
Recruitment  
Events

**179**  
Graduates

**76**  
Current Students

**17%**  
Female Students

**76%**  
Completion Rate

**98%**  
Job Offer  
Acceptance Rate

**\$24.36**  
Hourly Wage  
Post TX FAME



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# AMT Program Eligibility:

## Criteria:

- 18 years or older
- High School Diploma or GED required
- Interest in STEM-related programs & activities
- College ready in Math & English
- Good problem-solving skills

## Fall Semester Application Due Date:

- June 1, 2025

## Fall Semester Start Dates:

- August, 2025



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# AMT Application Process:

- **STEP 1: Fill Out ApplyTexas Application**
- **STEP 2: Fill Out AMT Application by April 30th**

## Required Documents:

- ApplyTexas Application ID#
- Unofficial high school transcript & any college transcripts
- 500-word essay describing interest in AMT program
  - Please describe why you want to be in the Manufacturing Industry and why you think the AMT Program will help those goals
- **STEP 3: Be College-Ready**
  - Depending on your transcripts/previous education:
    - You may need to take the TSI to assess college readiness



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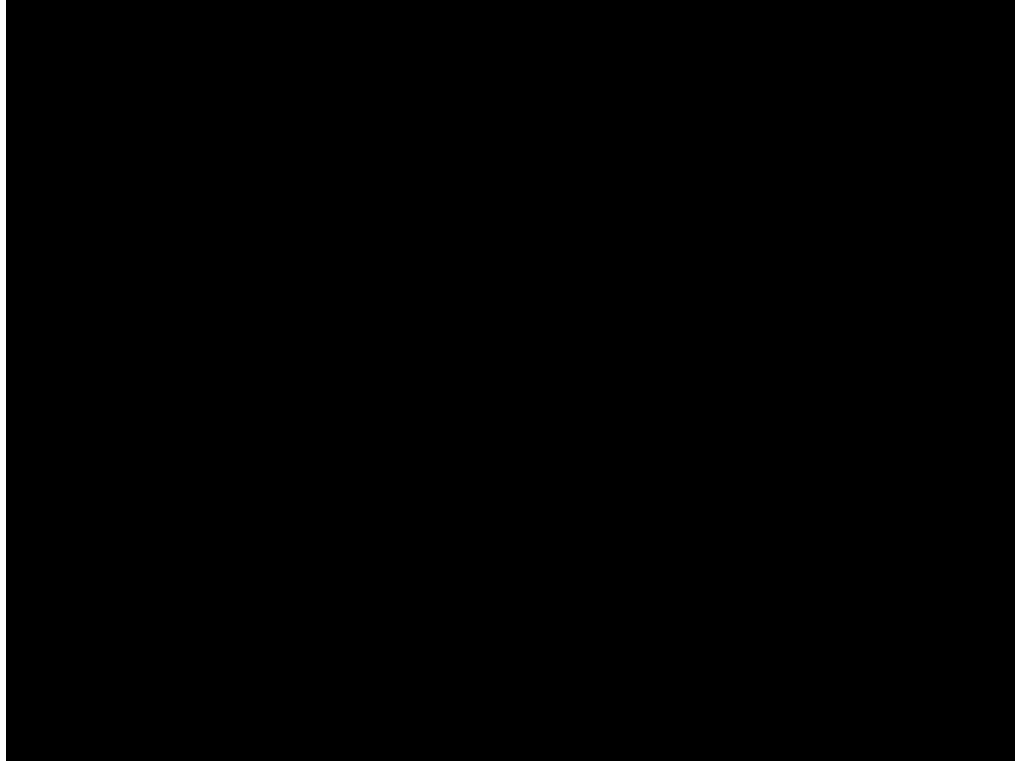
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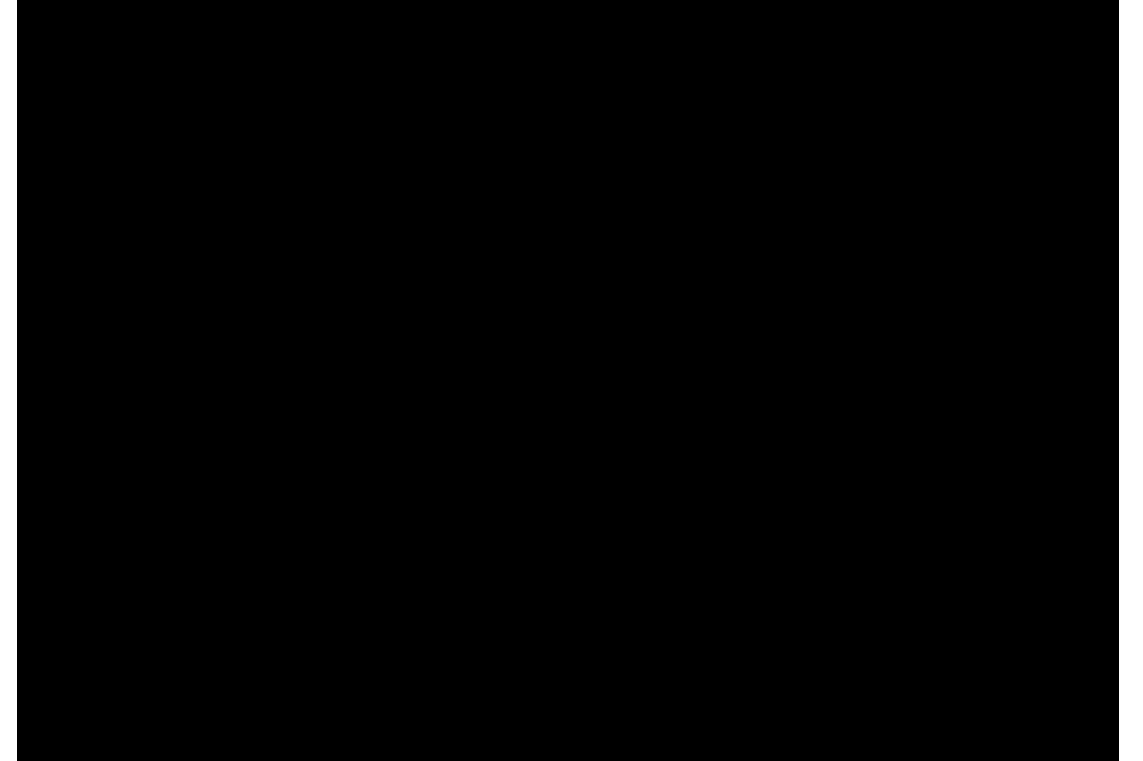
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# AMT Testimonials:



Daand Bounyalak  
TX FAME Team Member for Machine  
Maintenance, *Toyotetsu Texas*  
AMT Class of 2021



Justin Parker  
Assistant Manager for Machine  
Maintenance, *Toyotetsu Texas*  
AMT Class of 2019



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# Questions?



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# For additional info, please contact:

210-335-WORK (9675)  
[info@txfame.com](mailto:info@txfame.com)



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[www.TXFAME.com](http://www.TXFAME.com)

# TXFAME

## Thank You!



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# Strategic

Committee Report

September 20, 2024



# WSA 2025 Local Plan Development Update

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# Workforce Solutions Alamo Local Plan

The Workforce Innovation and Opportunity Act (WIOA) requires WSA to develop a comprehensive (4) four-year plan (Local Plan) in conjunction with TWC. The plan is required to be modified every (2) two-years

Approved by WSA Board, Committee of Six as well as COS Governing Bodies (City of San Antonio, Bexar County, Area Judges)

## Purpose of Local Plan and Two-Year Update:

- 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.

## LOCAL PLAN 2021 - 2024 MODIFICATION



# Workforce Solutions Alamo Local Plan Target Occupations

No.	SOC	SOC Title	Current Employment (2021)	Education	Entry Level Wage (as of 2021)	Change in Employment			Help Wanted Ads 2nd Qtr 2022	Career Cluster	STEM	Occup. Code	Mean Wage	Target Industry Staffing Pattern	
						Experienced Level Wage (as of 2021)	Percent Change	Change in Emp by Growth							
<b>Aerospace /Manufacturing</b>															
1	43-5061	Production, Planning, and Expediting Clerks	2,190	High-School Diploma or Equivalent	\$33,616	\$56,810	574	25.81	57	589	Transportation, Distribution and Logistics	No	43-5061	\$49,078	Transportation Equipment Manufacturing
2	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,620	High-School Diploma or Equivalent	\$43,485	\$81,164	929	23.63	93	739	Manufacturing	No	49-1011	\$68,604	Support Activities for Mining
3	49-3011	Aircraft Mechanics and Service Technicians	1,790	Postsecondary Non-Degree Award	\$46,247	\$68,114	244	14.64	24	190	Transportation, Distribution and Logistics	No	49-3011	\$60,825	Transportation Equipment Manufacturing
4	49-9041	Industrial Machinery Mechanics	2,070	High-School Diploma or Equivalent	\$39,215	\$66,583	765	35.85	76	243	Manufacturing	No	49-9041	\$57,461	Transportation Equipment Manufacturing
5	49-9071	Maintenance and Repair Workers, General	9,960	High-School Diploma or Equivalent	\$27,102	\$44,763	2,322	23.34	232	2,545	Architecture and Construction	No	49-9071	\$38,876	Transportation Equipment Manufacturing
6	51-4121	Welders, Cutters, Solderers, and Brazers	2,240	High-School Diploma or Equivalent	\$32,261	\$54,709	482	23.15	48	135	Manufacturing	No	51-4121	\$47,226	Transportation Equipment Manufacturing
7	17-3021	Aerospace Engineering and Operations Technologists and Technicians* New	50	Associate's Degree	\$51,707	\$83,895	74	34.26	7	16	Science, Technology, Engineering and Mathematics	Yes	17-3021	\$73,166	Transportation Equipment Manufacturing
8	51-4041	Machinists**	800	High-School Diploma or Equivalent	\$33,175	\$54,167	357	30.96	36	53	Manufacturing	No	51-4051	\$47,169	Transportation Equipment Manufacturing

Process:

- Quantitative Analysis
- Local Wisdom



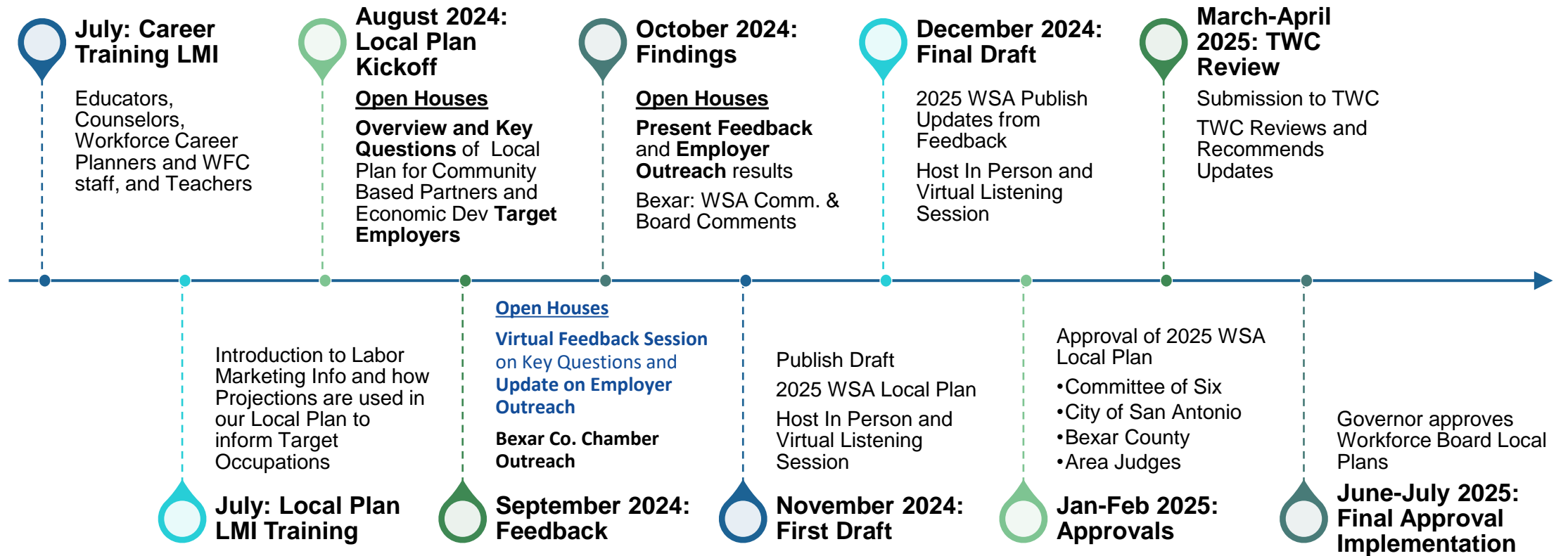
# Strategic Objectives of 2025 Local Plan Development

- Adhere to all TWC and DOL required guidance while:
- Introduce a more inclusive planning process to ensure:
  - Rural areas needs are articulated.
  - Formal partnerships are established
  - Business Services are established with local partners towards

## LOCAL PLAN 2021 - 2024 MODIFICATION

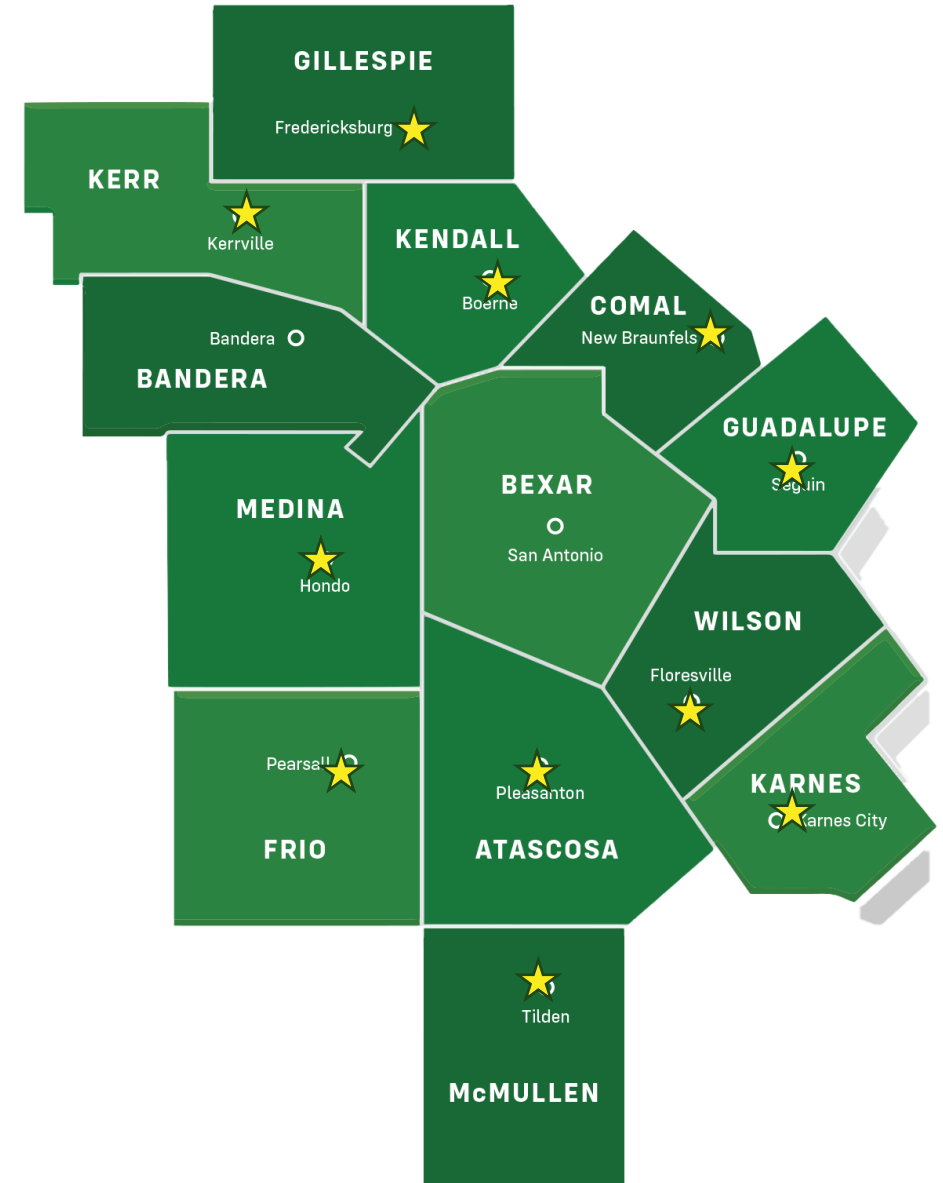


# WSA 2025 Local Plan Input Time



# Outreach To Date

- WSA staff have:
  - Hosted talks in 12 Counties to kick off the Local Plan input process.
  - Held Workforce Center Open houses in each community.
  - Initiated contact and established planning with Greater Chamber, North Chamber, and SAWorks





# Questions





# Alamo Workforce Consortium Update

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# Alamo Workforce Consortium

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Alamo Workforce Consortium continues to press forward looking for ways to support each other, stay agile in a changing market to best serve employer partners and the community.

- Subagencies are collaborating and sharing training opportunities, events to leverage resources and promote each other's programs.
- Sharing best practices that support all programs.
- Leaning on each other's talents and skills.
- Joining together for grant proposals.
- WSA has provided Letters of Support to YWCA, FSA and AVANCE.
- Next step in progress, discussion to expand consortium by adding additional partners.



# Meet the Training Providers



- Teams learned more about course curriculum
- Discussed challenges
- Ways to improve enrollment process

# WSA Alamo Consortium-Meet the Training Provider

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# SYNC Training Day



WSA hosted a SYNC training day. YWCA, TAMUSA, Chrysalis, FSA, San Antonio Food Bank, AVANCE and C2 Global Professional. All sharing best practices and supporting each other!

# Reentry Simulation



WSA partnered with U.S. Department of Justice, Chrysalis Ministries, and United Way of San Antonio and Bexar County to host a reentry simulation to raise awareness about reentry barriers. The simulation allowed San Antonio Ready to work case managers to experience the challenges faced by individuals recently released from prison.

# Alamo Consortium Partners

## The Power of Partnership

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# Questions





# Policies on Use of Work Experience and other Business Services

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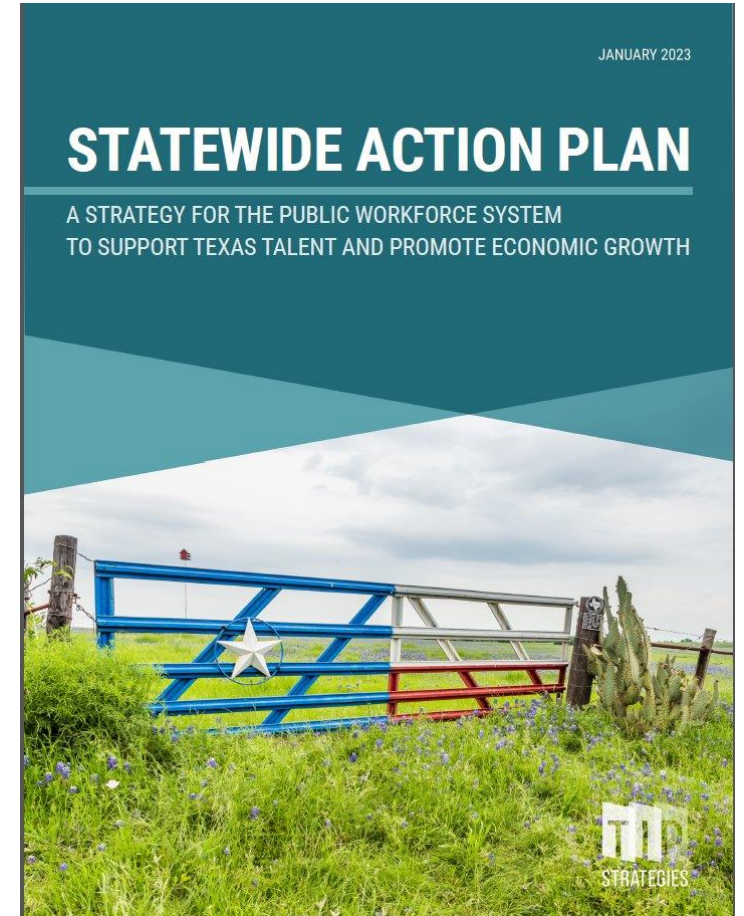
# Business Services Policy Evaluation

## Purpose:

This presentation serves to inform the board that WSA will begin evaluation of how funding and tools are used to optimize services/training fund available for employer and secure better outcomes for program participants.

## In Particular:

How WSA defines and fulfills talent needs and how it leverages industry investment with existing WSA program dollars, and annually State, Federal dollars.



# Business Services Policy Evaluation

## Background:

- Statewide Action Plan
- WSA Board of Directors Retreat
  - RTW Lessons Learned
- Local Plan Process

## Business First Model: Push Model Vs. Pull Model



# Business Services Policy Evaluation

## Recent Developments

- TX FAME - Alamo Chapter
- HUB RFP released and WSA applied and was selected
- Currently working through MOU on service provision



### 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.*



### 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.*



### 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.*



# Business Services Policy Evaluation

## Key Questions

How can WSA be most effective in leveraging program dollars such as:

- WIOA Incumbent Worker Training Dollars
- Work Experience Dollars
- OJT

Are there RFP processes that can be enacted for industry groups that organize in a similar fashion:

- Targeted Recruitment
- Industry Investment
- Earn and Learn
- Career Progression



### GOAL 1 TEXAS TALENT EXPERTS

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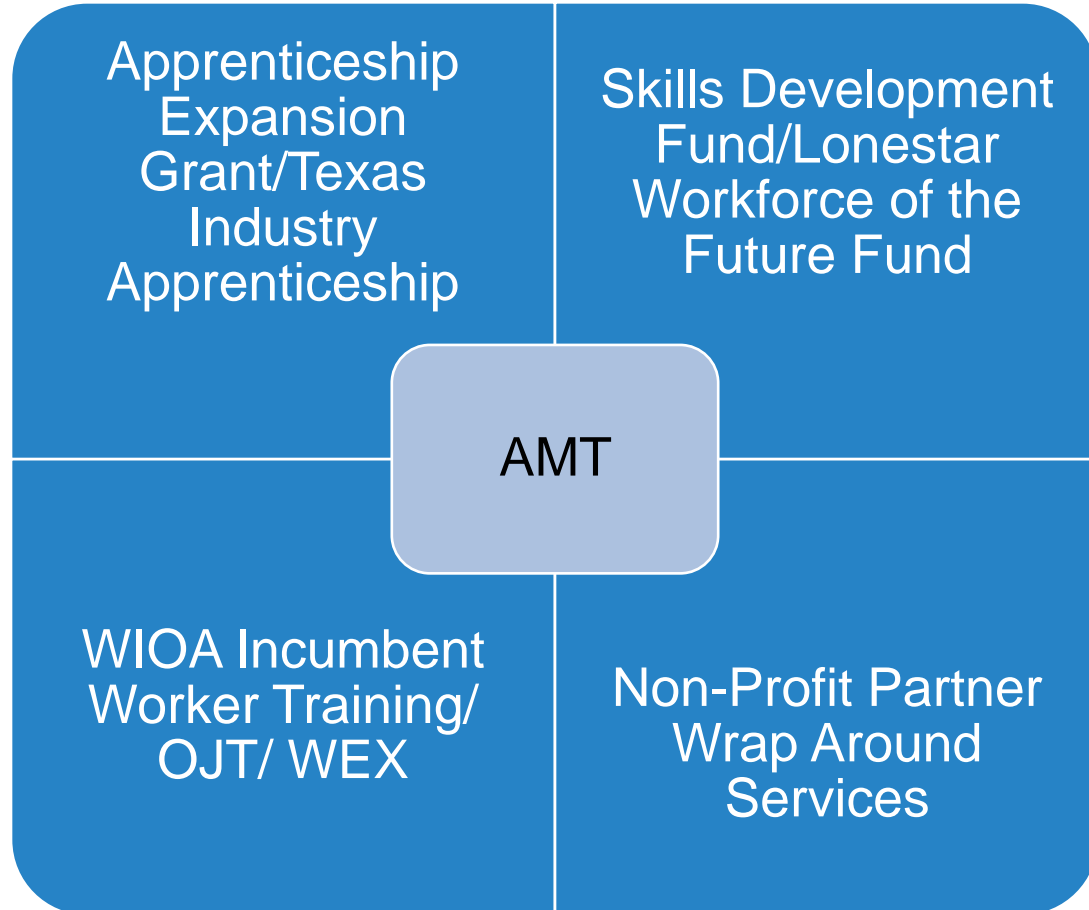


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# Business Services Policy Evaluation



## GOAL 1 TEXAS TALENT EXPERTS

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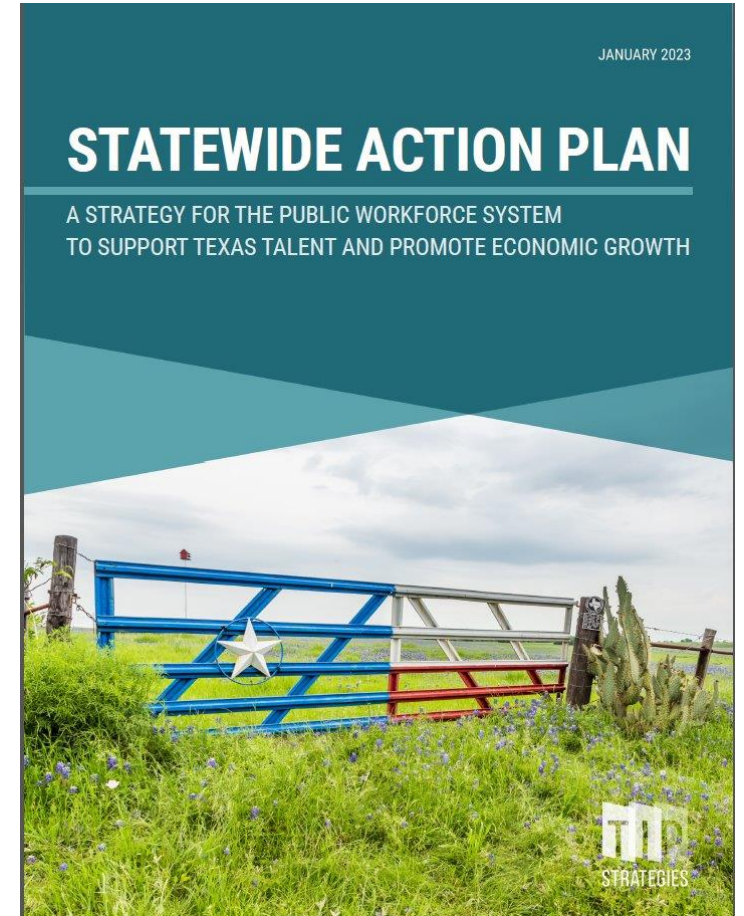
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# Questions







# Oversight

Committee Report

September 20, 2024





# Agenda

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- ❖ CPO Strategic Focus Recap
- ❖ Initiative Updates:
  - ❖ Procurement & Contract Management
  - ❖ IT Cloud Migration and PII Security
  - ❖ Optimized Ready to Work Program
  - ❖ Initiative Updates: Risk Policy & Survey
- ❖ RTW Update & Analysis
- ❖ Next Steps





# CPO Strategic Focus Recap

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## Procurement & Contract Management (PCM)

- ❖ **Current State Insights:** To increase efficiency and address gaps in business processes, policies, communication, and tech usage.
- ❖ **Strategic Focus:** Focus on immediate needs paired with long-term strategies to solidify improvements.
- ❖ **Short-term Initiatives:** Refining policies/SOPs, standardizing contract management, enhancing documentation, and introducing a risk forecasting model.
- ❖ **Long-term Goals:** Improve process efficiency, streamline operations via value stream mapping, and review the technology and system level integration deployment.

## IT Cloud Migration and PII Security

- ❖ Review the current server specifications, usage, and performance.
- ❖ Analyze our cloud migration strategy, specifically the board staff's assessment of Azure Virtual Desktop as a potential enhancement to our VDI ecosystem.

## Ready-To-Work (RTW)

- ❖ Analyze the fiscal staff investment in invoice processing to streamline administrative tasks.
- ❖ Assess COSA policies and requirements of WSA.
- ❖ Identify necessary fiscal and operational adjustments to support the evolving demands of the RTW program.



# Initiative Updates

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## PCM Excellence:

- ❖ Implemented forecast model to enhance strategic procurement planning
- ❖ Advancing third- and fourth-party risk management protocols
- ❖ Piloting new facility maintenance tracking system
- ❖ Conducting comprehensive contract and lease review for TWC Audit compliance
- ❖ Evaluating facility relocation options to optimize resource allocation

## IT Cloud Migration:

- ❖ Successfully completed PII verification process in cloud migration project.

## Ready to Work:

- ❖ RTW Observation & Analysis:
  - ❖ C2 Global Observation & SYNC Analysis
  - ❖ Ongoing assessment of resource time and cost implications
  - ❖ Continued evaluation of compliance and system issues and their impact
  - ❖ Identifying inefficiencies to develop targeted improvements for processes



# Next Steps

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## PCM:

- ❖ Continued preparation for TWC Audit
- ❖ Implementation of the risk management following approval
- ❖ Technology Stack analysis and consolidation
- ❖ Communication and Implementation of new facility ticketing system

## IT Cloud Migration:

- ❖ No Action

## Ready to Work:

- ❖ CPO coordinating with CEO on further action while reviewing program.
  - ❖ Share findings with stakeholders
- ❖ Continue evaluating compliance and system issues collectively.
- ❖ Cost Benefit Analysis



# Questions





# Audit & Finance

Committee Report

September 20, 2024



# Partners for Reentry Opportunities in Workforce Development (PROWD) Services

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- ❖ The goal of Texas PROWD is to implement evidence-based, dedicated services that will improve the outcomes for individuals currently in, or recently released from, the custody of the Federal Bureau of Prisons (BOP). This task includes analyzing criminogenic and employment assessments along with local labor market information (LMI).
- ❖ Evaluators' recommendation to award the contract to, Goodwill Industries of San Antonio, the highest-ranked contractor.
- ❖ The initial term is effective from October 1, 2024, to September 30, 2025, with 2 subsequent 12-month renewal periods.
- ❖ The estimated aggregate amount of \$1,057,050 with an annual amount of \$352,350
- ❖ Pursuant to the Texas Workforce Commission FMGC and Local Board policy.

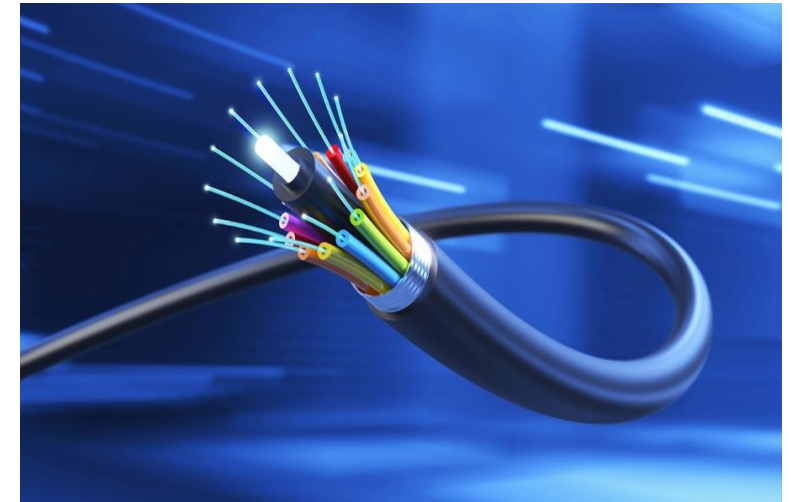




# Fiber Internet Services Consolidation

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- ❖ Workforce Solutions Alamo (WSA) has identified a need for consolidating all the current Fiber networks with various providers into one contract with a single provider, Spectrum Enterprise.
- ❖ The goal for consolidating is to simplify billing, negotiate better terms, faster support, easier troubleshooting, and more cohesive service delivery.
- ❖ The thirty-six (36) month term is effective from October 1, 2024, to September 30, 2027.
- ❖ The estimated aggregate amount of \$445,719.68 to be billed annually in the amount of \$147,826.56, additionally the first year will have a one-time cost of \$2,240.
- ❖ Pursuant to the Texas Workforce Commission FMGC and Local Board policy.





# Ready to Work Analysis and Update



# Ready to Work Analysis Workstream

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## 1. Chief Process Officer (CPO):

- ❖ Process and system analysis
- ❖ Identifies issues and barriers

## 2. Fiscal Team:

- ❖ Budget Management
- ❖ Monitors operation monitoring
- ❖ Financial strategy implementation

## 3. Management Information Systems (MIS):

- ❖ SYNC data analysis and reporting
- ❖ Generates data-driven insights



WSA is consolidating these analyses into a comprehensive report to optimize RTW program performance and outcomes.



# RTW Update & Analysis:

## Performance Insights:

- ❖ Unique Applicants: **5,623** (51% of goal)
- ❖ Enrolled in Approved Training: **3,503** (40% of goal)
- ❖ Completion of Approved Training: **1,243**
  - ❖ Enrollment in Approved Training to Completion: 35.5% (1,243 out of 3,503)
- ❖ RTW Graduates Hired: **469**
  - ❖ Completion of Approved Training to Employers Hiring RTW Graduates: 37.7% (469 out of 1,243)

## Fiscal Insights:

- ❖ RTW program is experiencing a declining net surplus in FY24, despite initial increases from FY22 to FY23. **The decline suggests that expenditures are outpacing revenue growth.**
  - ❖ **Net Surplus Trend:** The net surplus peaked in FY24-Q1 at \$276,828.42 but has since declined by 75% to \$69,185.70 in FY24-Q3.
  - ❖ **Cashflow Management:** WSA has repaid 58.4% of the cash advance received in January 2024, there remains an outstanding balance of \$1,459,484.

## MIS Insights:

- ❖ **Justice involvement significantly impacts employment outcomes:** 29.0% quality job rate for justice-involved individuals vs. 44.6% for non-justice-involved individuals.
- ❖ **Previous Employment Status:** 40.0% quality job rate for previously unemployed individuals vs. 50.9% for previously employed individuals.
- ❖ **Disability status is another major barrier:** 24.2% quality job rate for individuals with disabilities vs. 44.0% for those without disabilities.
- ❖ **Older age group individuals** are consistently less likely to get a quality job compared to younger age groups across all three focus industries.

# Ready to Work Budget and Expenditures



WSA has budgeted \$30,192,462 through September 30, 2024.

Ready to Work Rollforward					
	FY22	FY23	FY24-Q1	FY24-Q2	FY24-Q3
<b>BOARD COST</b>					
Revenue Fees Earned	\$ 10,862.92	\$ 628,966.52	\$ 956,939.64	1,007,139.80	1,108,516.81
Expenditures	92,719.98	575,734.82	680,111.22	878,304.14	1,039,331.11
<b>Net Surplus</b>	<b>\$ (81,857.06)</b>	<b>\$ 53,231.70</b>	<b>\$ 276,828.42</b>	<b>\$128,835.66</b>	<b>\$ 69,185.70</b>
<b>SUBRECIPIENT COST</b>					
Revenue Fees Earned	\$ 209,858.41	\$ 5,033,039.90	\$ 8,443,596.72	9,291,351.28	9,624,448.33
Expenditures	106,423.65	5,033,039.90	8,443,596.72	9,291,351.28	9,624,448.33
<b>Net</b>	<b>\$ 103,434.76</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>CLIENT COST</b>					
Revenue-Cost- Reimbursement	\$ 15,003.69	6,649,174.64	7,804,594.79	9,384,480.25	10,832,701.16
Expenditures-Cost Reimbursement	36,581.39	6,649,174.64	7,804,594.79	9,384,480.25	10,832,701.16
<b>Net</b>	<b>\$ (21,577.70)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

*Decrease of \$59,649.96 (46.3%)*

**The Board currently has a surplus of \$69,185.70 that is reserved for monitoring questioned cost.**

# Program Challenges and Improvements

WSA was given additional super user licenses that will allow different departments to fully utilize SYNC reporting features in their best interest.

WSA continues to work with our subrecipients to have completed required fields to have accurate reporting for performance and billing purposes.

WSA has requested the City of San Antonio a tool to identify participants enrolling in multiple primes to avoid duplicate participant billing.



# Cashflow Challenges

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WSA cash advance increased to \$3,505,435 in January 2024.



WSA has paid back \$2,045,951 as of July 2024.



WSA is working with the city in opportunities to speed up billing process such as accrual invoices.



# Ready to Work

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- As of August 26, 2024:
  - Applicants Interviewed: 6,103
  - Enrolled in approved training: 3,898
  - Training in Progress: 2,124
  - Completed Training: 1,205
  - Placed in approved jobs: 678
  - Average Wages: \$20







# Questions





# CEO Report

- Child Care Rural Visits Calendar
- TX FAME Hub MOU
- Child Care Activities
- Career Colleges and Schools of Texas
- Marketing Media



# Child Care Rural Visits Calendar

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# CEO Report: Child Care Rural Support

August  
2024

Date	County/City
8/6/2024	Pearsall & Kerrville
08/07/2024	Floresville & Boerne
08/08/2024	Pleasanton & New Braunfels
08/13/2024	Hondo & Seguin
08/14/2024	Kenedy
08/20/2024	Pearsall & Kerrville
08/21/2024	Floresville & Fredericksburg
08/22/2024	Pleasanton & New Braunfels
08/27/2024	Hondo & Seguin
08/28/2024	Boerne



In Person: Child Care Services  
Community Support



# CEO Report: Child Care Rural Support

## Community Events



August  
2024

8/28/24: Guadalupe: Seguin  
WSA Open House  
8/29/24: Karnes: WSA Local  
Plan  
8/29/24: Karnes: Kenedy  
WSA Open House

- 8/6/24: Gillespie: WSA Local Plan
- 8/6/24: Gillespie: Connecting the Vine
- 8/6/24: Kerr: WSA Local Plan
- 8/6/24 Kerr: Kerrville WSA Open House
- 8/7/24: Comal: AACOG Comal County Roadshow
- 8/7/24: Comal: WSA Local Plan
- 8/7/24: Comal: New Braunfels WSA Open House
- 8/8/24: McMullen: WSA Local Plan
- 8/8/24: Atascosa/Pleasanton: Interagency Meeting
- 8/8/24: Atascosa: WSA Local Plan
- 8/8/24: Atascosa: WSA Open House
- 8/12/24: Comal: Hill Country Focus Group
- 8/13/24: Kendall: Kendall County Focus Group
- 8/13/24: Kendall: Boerne WSA Open House
- 8/14/24: Karnes: Kenedy Job Fair
- 8/14/24: Wilson: Wilson County Interagency
- 8/14/24: Wilson: WSA Local Plan
- 8/14/24: Wilson: Floresville WSA Open House
- 8/20/24: Bandera: Bandera County Interagency
- 8/20/24: Bandera: WSA Local Plan
- 8/21/24: Frio: WSA Local Plan
- 8/21/24: Frio: Pearsall WSA Open House
- 8/22/24: Kerr: Kerrville WSA Job Fair
- 8/23/24: Kerr: AACOG Kerr County Roadshow
- 8/24/24: Comal: Path Forward
- 8/24/24: Wilson: Wilson County Community Resource Fair
- 8/26/24: Guadalupe: Seguin Interagency Meeting
- 8/27/24: Karnes: Karnes County Interagency Meeting
- 8/27/24: Medina: Medina County Community Resource Meeting
- 8/27/24: Medina: WSA Local Plan
- 8/27/24: Medina: Hondo WSA Open House
- 8/28/24: Atascosa: Atascosa County Mini Resource Fair
- 8/28/24: Guadalupe: WSA Local Plan

# TX FAME Hub MOU

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# Child Care Activities Legislative Committee

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# Career Colleges and Schools of Texas

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# Marketing Media

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# Media Report

James Keith

Director of Public & Government Relations

**Welcome New Assistant  
Director of Public and  
Government Relations  
Erika Landeros**



# Social Media





**Page Overview** Create a post Last 28 days

Followers: 7,638

Post reach	2,514
Post Engagement	1,132
New Page likes	24
New followers	34

[See Details](#)


# Social Media - Toyotetsu Texas (TTTX)

 **Workforce Solutions Alamo**  
Published by Hootsuite  
· 2 days ago · 



🌟 Congratulations to [Toyotetsu Texas Inc. \(TTTX\)](#) 🌟




Workforce Solutions Alamo is proud to celebrate Toyotetsu Texas (TTTX) for being honored as the Large Employer of the Year at the Lex Frieden Employment Awards! 🏆

TTTX's commitment to fostering an inclusive and accessible workplace through their innovative Internship Program for Individuals with Developmental Disabilities (IDDs) sets a sterling example for all. As a proud employer partner, Workforce Solutions Alamo applauds... [See more](#)




See insights and ads [Boost post](#)

  Toyotetsu Texas Inc. and 7 others

 Like  Comment  Share

# Community Outreach

 **Workforce Solutions Alamo**  
Published by Hootsuite  
August 19 at 5:01 PM · 🌐

We are hosting a local plan discussion – Your Input Matters!

Workforce Solutions Alamo is inviting you to participate in a key discussion about the workforce development needs in Bandera County. Your feedback can help shape the future of our local workforce.

📅 Date: Tuesday, August 20, 2024... [See more](#)



**Help us develop the local workforce you want**

Join us for a discussion about the workforce development needs in your community.

## **Bandera County Local Plan Discussion**

**Tuesday, August 20, 2024  
1:00pm - 2:00pm**

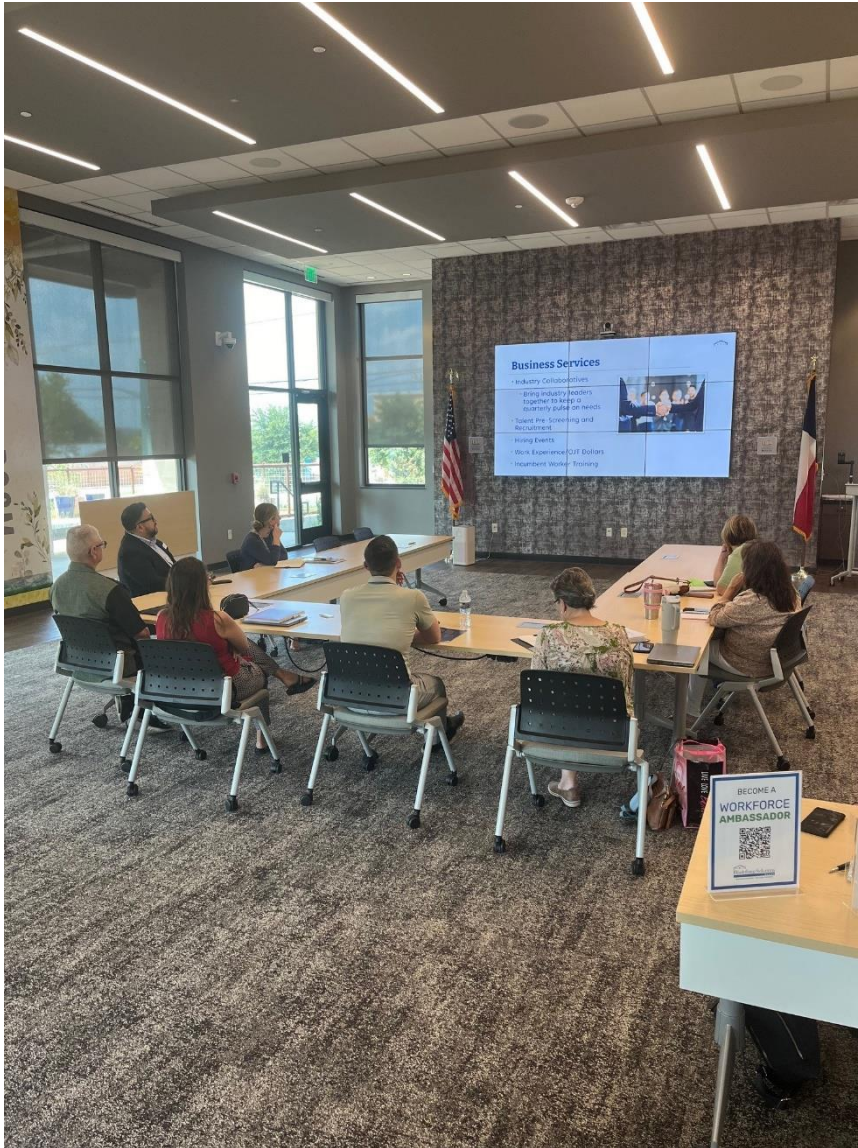
**Bandera Methodist Church  
1103 Cedar Street  
Bandera, TX 78003**

[www.workforcesolutionsalamo.org](http://www.workforcesolutionsalamo.org)

Follow us on social media:    

Workforce Solutions Alamo is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. (Please request reasonable accommodations at least 48 hours in advance) Texas Relay Numbers: 1-800-735-2989 (TDD) or 1-800-735-2988 (Voice) or 711.

# Community Outreach



**12 meetings held in person**

**18 open house events in August and September**

**Virtual meetings coming**

# Community Outreach

## Workforce Solutions Alamo hosting series of meetings in Kerr

Emily McClure Sep 2, 2024 0



Adrian Perez, WSA Chief Innovation Officer, left, and Stephanie Moore, WSA Rural Services Coordinator, facilitate a meeting with local stakeholders on building local workforce.

Buy Now



Workforce Solutions Alamo recently held the first of a series of meetings with local employers and other major stakeholders to gather input regarding how they can support the workforce development system in Kerr County.



STANDING S



# Community Outreach



*Find what you need  
at our centers*

**From James Keith  
Director, Public  
& Government Relations**

**M**any people think of Workforce Solutions Alamo (WSA) as the place to go when someone loses a job.

While we do assist with unemployment needs, 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.

Through October, we are hosting Local Plan meetings in your community to gather your thoughts and ideas. We're also keeping our career

centers open after hours on selected dates so you can visit with our staff and see firsthand how we can help with your career needs.

Our centers serve as a place where job seekers can find employment information, career development training opportunities, and other life essential support such as childcare services. Whether you need a computer to fill out an application, want to explore training opportunities or get resume advice, our team is ready to help connect employers and employees.

We've also worked to make sure these centers are located near you. Call (210) 224-HELP (4357) or go to [workforcesolutionsalamo.org](http://workforcesolutionsalamo.org) to find the closest location.



**TXFAM**  
ALAMO CHAPTER

## GROWING THE MANUFACTURING INDUSTRY IN TEXAS

TX FAME is the Texas Chapter of the FAME USA advanced manufacturing program. Through this hands-on educational program we are able to create pathways to STEM careers for students while also creating an ecosystem of collaboration with our partnered employers that continues to grow the advanced manufacturing industry.

[ABOUT TXFAME](#)

Transition underway from Bexar County

WSA will maintain social media and website through WebHead (Vendor)


Facebook will be available early October

## INDUSTRY PARTNERS



# Hiring & You!

Red, White



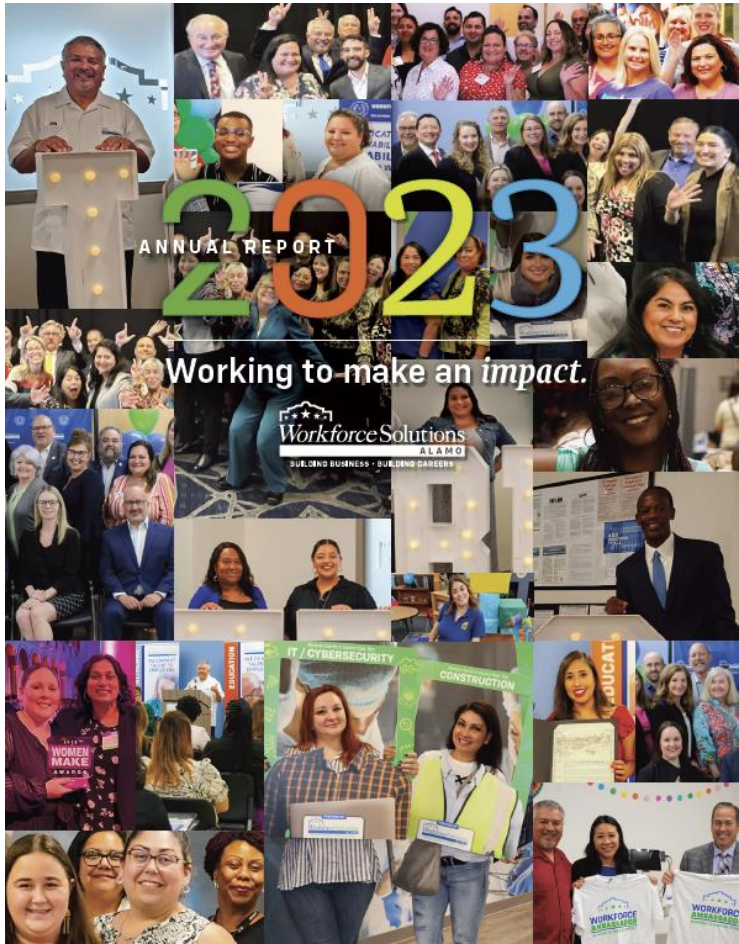
November 6 – Freeman Coliseum Expo Hall

- Advertising on KENS5.com
- Alpha Media Radio
  - 102.7 JACK FM
  - Norteno 104.1
  - Energy 94.1 personality live on site
  - Social Media Posts
  - Prize giveaways
- Clear Channel Digital Billboards two weeks leading up to the event
- WSA Social Media Channels
- Press Releases

# Annual Report

**2023 Impact Report  
is complete!**

**Your copy is coming soon**





# Questions





# Chair Report





# Questions



**Thank you!**

