

# Unemployment Insurance Weekly Work Search Contact Requirement

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## Annual Analysis, Review and Approval



# Summary

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The primary purpose of the weekly work search contact requirement is to assure claimants are “able, available, and actively seeking work”. Boards are required to conduct an annual analysis of the minimum number of weekly work search contacts for each county. Commission rule directs UI claimants to make a minimum of three work search contacts per week. Based on the analysis, boards may require more than three work search requirements per week.



# Work Search Requirement Yearly Analysis:

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Boards may adjust the number of required weekly work search contacts at any time, as local labor market information and conditions warrant, and are required to do a yearly analysis.

Some of the factors when evaluating the number of work search contacts required may include:

- **Population,**
- **Labor force/market information,**
- **Employment opportunities,**
- **Work search requirements in neighboring or similar counties.**



# Population and Unemployment Statistics

## Alamo Counties Table 1 shows:

### Population

- Population growth continued for most counties. McMullen indicated a loss of 5.3%.
- Population in the region increased by 53,743 individuals and 19.3% over the year, with a total 2022 estimate census population of 2,769,787 and a 2021 estimate of 2,716,044.

### Civilian Labor Force & Unemployment

- The civilian labor force in Nov. 2023 was 1,358,572 an increase over the year of 89,107 in the labor force.
- November 2023 data indicated that the counties with the highest unemployment rates were Atascosa, Bexar and Medina counties at 3.5, 3.3 and 3.4, respectively.
- The unemployment rate for all counties declined over the year from the November 2022 rates.



# Table 1 Population, Civilian Labor Force and Unemployment

Table 1 Population, Civilian Labor Force and Unemployment									
WSA Counties	Population					Civilian Labor Force	Num. Unemp.	Unemp. Rate	Over the Year Change
	Population Estimate July 2022	Counts April 2020	% Change (April 2020- July 2022) Estimates	Population Estimate 2021	% Change 2021 to 2022 Estimates	Nov-23	Nov-23	Nov-23	Nov 22 to Nov 23
	Atascosa	50,864	48,981	3.80%	49,939	1.9%	23,334	807	3.5
Bandera	22,115	20,851	6.10%	21,565	2.6%	11,021	342	3.1	-0.5
Bexar	2,059,530	2,009,324	2.50%	2,028,236	1.5%	1,018,876	33,319	3.3	-0.2
Comal	184,642	161,501	14.30%	174,986	5.5%	85,782	2,699	3.1	-0.2
Frio	17,815	18,385	-3.10%	18,436	-3.4%	9,231	270	2.9	-0.3
Gillespie	27,477	26,725	2.80%	27,297	0.7%	15,576	325	2.1	-0.3
Guadalupe	182,760	172,706	5.80%	177,036	3.2%	89,121	2,677	3.0	-0.3
Karnes	14,836	14,710	0.90%	14,754	0.6%	6,599	187	2.8	-0.3
Kendall	48,973	44,279	10.60%	46,788	4.7%	24,702	713	2.9	-0.2
Kerr	53,741	52,598	2.20%	53,161	1.1%	22,903	680	3.0	-0.4
McMullen	576	600	-4.00%	608	-5.3%	911	13	1.4	-0.1
Medina	53,723	50,748	5.90%	51,981	3.4%	23,520	791	3.4	-0.3
Wilson	52,735	49,753	6.00%	51,257	2.9%	26,996	743	2.8	-0.2
<b>Total</b>	<b>2,769,787</b>	<b>2,671,161</b>	<b>4%</b>	<b>2,716,044</b>	<b>19.3%</b>	<b>1,358,572</b>	<b>43,566</b>	<b>3.2</b>	<b>-0.3</b>

Source: TWC/US-Census-Quickfacts-Population 2021/TWC-LAUS November 2022/TWC-QCEW Q2 2022-2021

Table 2 shows:

- An over the year growth (numeric & % change) in the industry employment for the 2nd Quarter 2023 for all counties except Bandera, Karnes, and McMullen.
- Wilson and Kendall counties had the fastest employment growth with a % change at 5.4% and 4.9% respectively.
- A total over the year industry employment growth for all WSA counties of 34,765 with a percent change of 3.1.
- Job postings for all counties



# Alamo Counties Employment & Job Demand Q2 2022



WSA Counties	Industry Employment 2nd Q		Change		Total Job Postings June 2023 to November 2023
	2023	2022	Number Change	% Change	
Atascosa	14,261	13,764	497	3.6%	1643
Bandera	3,681	3,707	-26	-0.7%	393
Bexar	918,788	893,671	25,117	2.8%	106,156
Comal	73,774	70,153	3,621	5.2%	8,577
Frio	6,820	6,591	229	3.5%	543
Gillespie	12,220	12,116	104	0.9%	324
Guadalupe	47,435	44,319	3,116	7.0%	7,315
Karnes	5,989	6,062	-73	-1.2%	394
Kendall	20,157	19,214	943	4.9%	2,228
Kerr	19,178	18,622	556	3.0%	1,141
McMullen	593	606	-13	-2.1%	39
Medina	10,563	10,353	210	2.0%	1,026
Wilson	9,396	8,912	484	5.4%	930
<b>Total</b>	<b>1,142,855</b>	<b>1,108,090</b>	<b>34,765</b>	<b>3.1%</b>	<b>130,709</b>

Source: TWC-QCEW Q2 2022-2021, EMSI Job Posting



# Large Board Comparison

Large Boards Tarrant, Dallas, Gulf Coast, Borderplex, and Lower Rio Grande have 3 weekly job search requirements for all counties.

Alamo and North Central have 5 weekly job search requirements for all counties.

Table 3: Large Board Comparison

Six Large Board Areas	Civilian Labor Force	Num. Unemp.	Unemp. Rate	Unemp. Rate	Weekly Job Search Requirements
	Nov-23			Nov-23	2023 UI Job Search
Alamo	1,358,572	43,566	3.2	3.4	All counties 5
North Central	1,852,492	59,047	3.2	3.1	All counties 5
Tarrant County	1,199,927	39,895	3.3	3.4	3
Dallas	1,502,337	51,061	3.4	3.5	3
Gulf Coast	390,868	141,220	3.8	4.0	All counties 3
Borderplex	390,868	15,447	4.0	4.2	All counties 3
Lower Rio Grande	419,950	22,720	5.4	6.7	All counties 3

Source: TWC/LMCI-  
LAUS-November  
2022, November  
2023



# 2024 Proposed Job Search Requirement



**Table 4: Weekly Job Search Requirements**

TWC Weekly Job Search Requirements	Job Search Requirement 2023	Proposed Job Search Requirement 2024
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5
3	5	5

**Next Steps:** If approved, TWC will be notified of the required weekly job search contacts. Information is used by UI staff to test that UI Claimants are able, available and actively seeking work. TWC may randomly test that UI claimants job search activities. Claimants are required to keep a log that may be used to validate their job search. WSA will issue a policy record to the Adult Contractor for continued implementation.





# Recommendation Weekly Work Search Requirement

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Proposed Work Search requirement recommendations for Alamo:

- The recommendation is for the work search requirement to remain at 5 for all counties.

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# Questions



# Workforce Center Certification

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## Overview and Outcomes





# Overview of Centers

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- **Comprehensive Center:** Each workforce area must include at least one comprehensive center where all required workforce partner programs and services are available, either physically co-located or through direct linkage. Direct linkage through technology provides customers with access to program staff who can provide meaningful information or services for those workforce partner programs not physically located in a comprehensive center.
- **Affiliate Site:** A Workforce Solutions Office where job seekers and employers can access programs, services, and activities of one or more workforce partners and where the operation of the Workforce Solutions Office adds a cost to the board's operational budget, or the board is responsible for oversight and management of the center.



# Center Certification Outcomes

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- WSA workforce centers met the standards required by the Workforce Innovation and Opportunity Act (WIOA) during TWC review. Workforce centers are now certified for the next three years. Certification started as of December 20, 2023.
- The following centers have been certified: Hondo, Pleasanton, Seguin, Kerrville, Bandera, Pearsall, Boerne, New Braunfels, Fredericksburg, Floresville, Kennedy, East Huston, DataPoint, South Flores, Marbach and Walzem.
- We have submitted a Y-9 form for the following locations: Tilden, Bexar County Justice Center, MFSP at JBSA, and SA Food Bank.



# Questions



Thank you!







# CEO Report





# Letters of Support

- **Catholic Charities:** Applied for \$325,000 for the Refugee Resettlement Career Pathway Program Grant to expand their ability to create a talent pipeline through education, on-the-job training, and employment. This grant would serve 150 clients in the Healthcare, Manufacturing, and Accommodations & Food Service Industries. WSA would connect clients to employers and training providers if funds are awarded.
- **The Children's Shelter:** Applied for \$500,000 from the HHSC Thriving Texas Families program pilot project to increase the enrollment of vulnerable young parents and help them deliver healthy babies, build supportive families, and thrive. Family University will target 300 families building participants' awareness and knowledge of child growth and development and will provide critical connections known to reinforce family stability, including education and employment services (Workforce Solutions), mental health care (Hope Center), and housing services.

# MHM Implementation Phase for Thriving Communities

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## 10 Community Coalitions Selected for 3rd Cohort of Methodist Healthcare Ministries' Prosperemos Juntos Thriving Together Implementation Phase

- **Pathways to Prosperity**

- Culturingua, House of Prayer Lutheran Church COSA Immigration Liaison, Afghan Village and Restaurant, West Avenue Compassion, Workforce Solutions Alamo, Salvere Public Health Consultants

- **Mission of Motherhood**

- American Indians in Texas at the Spanish Colonial Missions, P.E.A.C.E. Initiative, Opportunity Home, Workforce Solutions Alamo





## MEMORANDUM

**To:** Executive Committee  
**From:** Adrian Lopez, CEO  
**Presented By:** Adrian Lopez, CEO  
**Date:** February 16, 2024  
**Subject:** WSA Internship Program Report

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**Summary:** The FY24 budget has allocated resources for the internship at Workforce Solutions Alamo, aiming to provide experiential learning that integrates theoretical knowledge gained in academic settings with practical application and skills development in a professional environment. This memo aims to offer insight into the internship program with WSA.

**Analysis:** The internship program seeks to formalize a structured initiative providing interns with valuable applied experience and connections in their chosen professional fields. This facilitates students in understanding and preparing for potential career paths. Key benefits for students include gaining real-world experience, understanding industry-specific responsibilities, building a professional network, applying academic knowledge in practical settings, and acquiring skills to enhance their career paths.

**Alternatives:** While the staff recommendation is to approve the internship, potential alternatives could involve modifications to the program, impact on the quality of the internship experience, student engagement, and the overall effectiveness of the program.

**Fiscal Impact:** The fiscal impact of the internship program is contingent on its inclusion in an approved budget. The program's feasibility relies on securing necessary funding from approved sources within the FY25 budget.

**Recommendation:** The recommendation is to approve the internship program, recognizing its value in providing ongoing opportunities for students within the Alamo community. This

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aligns with the objectives of integrating theoretical learning with practical application and fostering connections within professional fields.

**Next Steps:** Budgeted internship program will be reviewed during the FY24 to be effective for FY25.

# WSA Internship

## Overview

**\$ 57,656.34 earned with 2,745.54 part-time hours worked**

Offers paid internship, career readiness training, work experience, and transferable skills, learning opportunities for future endeavors in a professional field.

Key benefits for students include:

- Gaining real-world experience
- Understanding industry-specific responsibilities
- Building a professional network
- Applying academic knowledge in practical settings and acquiring skills to enhance their career paths.

**Timeline: June 2023 – January 2024**



Child Care



IT/Cybersecurity



Finance



Marketing



# Challenges

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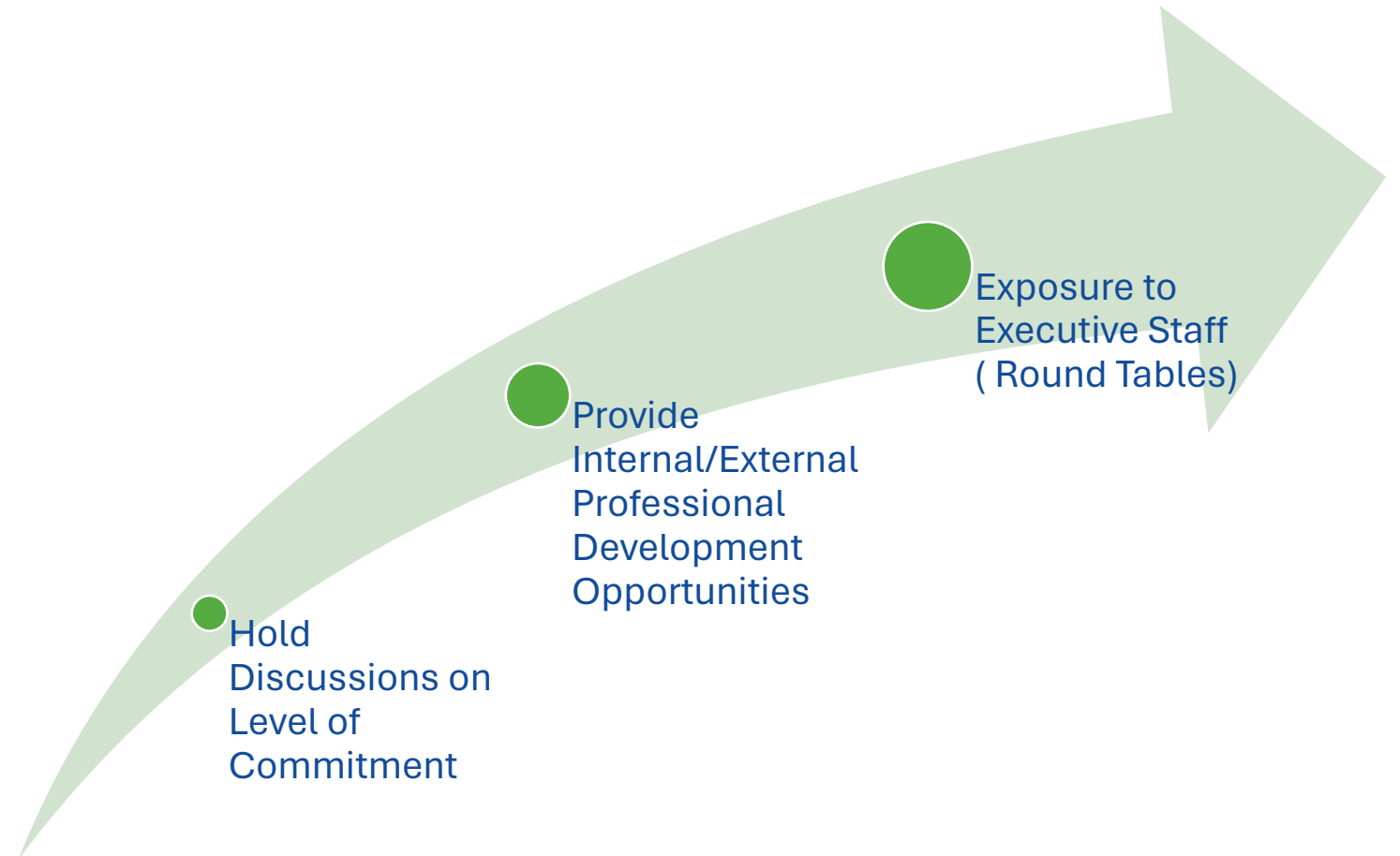
**School  
Schedules**

**Part-time  
Employment**

**Work-life Balance**



# Opportunity to Refine for the Future



# Lessons Learned

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# Joe Diaz – Fiscal Intern

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My internship at Workforce Solutions Alamo has afforded me valuable insights into the financial landscape of charitable entities.

Within the non-profit sector, I've gained a comprehensive understanding of financial operations, allowing me to apply accounting principles learned in school to real-world scenarios.

Some key lessons I've acquired include effective communication with staff and vendors using tools like Outlook and Microsoft Teams, hands-on experience in reviewing and processing invoices, understanding monthly accruals, conducting reconciliations, engaging in internal audits, and recognizing the importance of attention to detail.



# Victor Olmos – Fiscal Intern

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Personally, being able to intern here at Workforce Solutions Alamo has provided me invaluable insights into the accounting field.

Prior to this internship, my knowledge was confined to textbooks, coursework, and occasional stories from professors, however there's no better teacher than tactile training.

I've acquired knowledge in various accounting programs, processed invoices, revenue entries and other journal entries, and essential skills in time management during my time here at WSA.

This opportunity has allowed me to expand my horizons and continue striving for excellence.



# Maryam Abed- Marketing Intern

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My internship at Workforce Solutions Alamo has positively prepared me in my career goals. The hands-on experience within the marketing team spans various activities including creating social posts, planning campaigns, develop event calendars, and contributing to the crafting of the monthly newsletter.

Throughout this experience, I've had the opportunity to connect and meet diverse individuals including councilmen, board members, and plenty of jobseekers.

The support I've received from the entire team is best described as collaborative and connected culture. I'm confident that my experiences here will allow me to succeed in the future.



# Janelle DeJesus – Marketing Intern

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My internship experience with Workforce Solutions Alamo has expanded my skill set in print writing, marketing, and public relations. I had the opportunity to assist with Red, White & You event, and the Datapoint Open House providing me with hands-on experience in event coordination.

Additionally, the connections I have established during this internship will help me post internship and post college graduation.

Being a member of the marketing team has exposed me to a proactive, positive, and encouraging environment.



# Jacob Musie – IT Intern

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The internship experience at WSA is one that whole heartedly prepares you for future endeavors in the professional field. Colleagues at WSA have been kind and welcoming, especially since we are apart of the first cohort.

Throughout my internship at WSA, I gained hands on experience in managing helpdesk IT tickets, setting up and configuring new hires workstations, and re-imaging of laptops.

These practical tasks have significantly contributed to my technical skill set.

This internship has enhanced my professional skills such as teamwork, communication, and initiative.





# Cassandra Flores – Child Care Intern

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My internship with WSA has helped me in many aspects; I have had the privilege of learning the inner and outer workings of a non-profit, both on micro and macro levels. This aligns with the work I have always wanted to take part in.

During my time at WSA, I've acquired skills such as building rapport with technological processes and systems, review and track grant surveys, monitoring annual incentives, and allocating funds from the budget towards various initiatives and projects.

These experiences have not only broadened my understanding of non-profit operations but have also equipped me with practical skills that I can carry forward in my professional journey.



# Chair Report



LAST	FIRST	Category	Company	Industry	Gender	Race	Hisp	Expires	Vacant	O.O.C.	Vet
	Vac, Cap, Eliza	prv sector	GenCure/BioBridge Glob	Health Care, Soci	F	White	No	12/31/25	12/31/23	03/30/24	No
Addison	Yvonne K.	prv sector	Addison Prime, LLC	Construction	F	White	Yes	12/31/26			No
Barnes	Tylane	CCW	Converse Christian Scho	Health Care, Soci	F	Black	No	12/31/26			No
Batch	Mary K.	prv sector	Caterpillar ISPD	Manufacturing	F	White	No	12/31/25			Yes
Camarillo	Charles	education	Poteet ISD	Educational Servi	M	White	Yes	12/31/26			No
Cantu	Leslie Suzanne	prv sector	Toyotetsu Texas Inc (TT	Manufacturing	F	White	No	12/31/26			No
Cooper	Eric	CBO	San Antonio Food Bank	Health Care, Soci	M	White	No	12/31/24			No
Corso	Chris	prv sector	Joeris General Contracto	Construction	M	White	No	12/31/26			No
Denn	Mitchell Shane	labor	San Antonio Building Tra	Other Services	M	White	No	12/31/24			No
DeOliveira	Angelique	ABE	Goodwill Industries of Sa	Health Care, Soci	F	White	No	12/31/26			No
Dixon	Dawn	rehab	Warm Springs Foundatio	Health Care, Soci	F	White	No	12/31/26			No
Graeber	Jerry	prv sector	Leonard Contracting	Construction	M	White	No	12/31/24			No
Greer-Francis	Allison L.	pub assist	The Center for Health Ca	Health Care, Soci	F	White	No	12/31/26			No
Kassim	Yousef	prv sector	EasyExpunctions.com(E-	Professional, Tec	M	Other	No	12/31/26			No
Keig	Lowell	pub emplo	Texas Workforce Commi	Public Administrati	M	White	No	12/31/24			No
Lange	Jennifer	prv sector	Accenture Federal Servic	Professional, Tec	F	sian Indi	No	12/31/26			No
Lutz	Elizabeth	CBO	Bexar County Communit	Health Care, Soci	F	White	Yes	12/31/25			No
Magaro	Anthony	prv sector	Southwest Research Inst	Professional, Tec	M	White	No	12/31/26			No
Morrill	Sammi M.	education	Alamo Colleges District (	Educational Servi	F	White	No	12/31/25			No
Munoz	Betty	prv sector	JW Marriott San Antonio	Accomodation, Fo	F	White	Yes	12/31/24			No
Navarro-Gonzal	Lisa	prv sector	Forma Automotive, LLC	Manufacturing	F	White	Yes	12/31/23			No
O'Connor	Ana DeHoyos	CBO	YMCA	Other Services	F	White	Yes	12/31/24			No
Perez	Esmeralda	prv sector	CHRISTUS Santa Rosa	Health Care, Soci	F	White	Yes	12/31/24			No
Rhodes	Kelli G.	literacy	Restore Education	Educational Servi	F	White	No	12/31/24			No
Robertson	Jim	prv sector	Valor Crane & Equipmen	Construction	M	White	No	12/31/26			No
Schmidt	Tasha	prv sector	IBM	Wholesale Trade	F	White	Yes	12/31/26			No
Schneuker	Josh	econ devl	Seguin Economic Develo	Public Administrati	M	White	Yes	12/31/24			No
Trevino	Edward JR	prv sector	Treco Enterprise, Inc	Construction	M	White	Yes	12/31/24			No

Current Members	<b>28</b>
Operating Size:	<b>25 - 30</b>
Term:	<b>3</b>

<b>BOARD:</b>	Female	Hispanic	Black	Priv Sect:	Vet Reps	CBO/Lab:
	17	10	1	15	1	4
	61%	36%	4%	<b>53.6%</b>		<b>14.3%</b>
<b>WDA:</b>	58%	48%	5%			

Priv Sect: 15 Education: 2 Labor: 1 Rehab: 1 CBO: 3 Econ Dev: 1 Pub Employ: 1 Pub Asst: 1 Lit: 1 ABE: 1 CCW: 1



**WORKFORCE SOLUTIONS ALAMO BOARD  
2023 DEMOGRAPHICS**

Place Number	WSA BOARD MEMBER	CATEGORY	COMPANY	INDUSTRY	INITIAL CERTIFICATION	CURRENT TERM	GENDER	RACE	HISPANIC	URBAN/RURAL	VET
1	Mary Batch (VICE CHAIR)	Private Sector	Caterpillar ISPD	Manufacturing	11/16/2015	01/25/2023-12/31/2025	F	White	N	R	Y
2	Betty Munoz	Private Sector	JW Marriott San Antonio	Accommodation	10/4/2016	01/01/2022-12/31/2024	F	White	Y	U	N
3	Chris Corso	Private Sector	Joeris General Contractors	Construction	1/9/2024	01/01/2024-12/31/2025	M	White	N	U	N
4	Leslie Cantu (CHAIR)	Private Sector	Toyotetsu Texas, Inc.	Manufacturing	12/5/2017	01/01/2024-12/31/2026	F	White	N	U	N
5	Esmeralda Perez	Private Sector	CHRISTUS Santa Rosa	Health Care, Social Assist	1/11/2022	01/01/2022-12/31/2024	F	White	Y	U	N
6	Anthony Magaro	Private Sector	Southwest Research Institute	Professional, Tech	2/1/2021	01/01/2024-12/31/2026	M	White	N	U	N
7	Yousef Kassim (SECRETARY)	Private Sector	E-Legal, Inc.-EasyExpun	Professional, Tech	12/5/2017	01/01/2024-12/31/2026	M	Other	N	U	N
8	Jennifer Lange	Private Sector	Accenture Federal Services	Professional, Tech	1/9/2024	01/01/2024-12/31/2026	F	Asian	N	U	N
9	Jerry Graeber	Private Sector	Leonard Contracting	Construction	9/13/2022	09/01/2022-12/31/2024	M	White	N	U	N
10	Lowell Keig	Public Employment	Texas Workforce Commission	Public Administration	5/31/2022	05/01/2022-12/31/2024	M	White	N	U	N
11	Jim Robertson	Private Sector	Valor Crane & Equipment	Construction	1/9/2024	01/01/2024-12/31/2026	M	White	N	R	N
12	Tasha Schmidt	Private Sector	IBM	Wholesale Trade	1/9/2024	01/01/2024-12/31/2026	F	White	Y	R	N
13	Lisa Navarro Gonzales	Private Sector	Forma	Manufacturing	1/5/2021	01/01/2024-12/31/2026	F	White	Y	U	N
14	Eric Cooper	CBO	San Antonio Food Bank	Health Care, Social Assist	5/3/2016	01/01/2022-12/31/2024	M	White	N	U	N
15	Elizabeth Lutz	CBO	Bexar County Community	Health Care, Social Assist	2/25/2014	01/25/2023-12/31/2025	F	White	Y	U	N
16	Ana DeHoyos O'Connor	CBO	YMCA	Other Services	1/11/2022	01/01/2022-12/31/2024	F	White	Y	U	N
17	Charles Camarillo	Education	Poteet ISD	Educational Services	1/9/2024	01/01/2024-12/31/2026	M	White	Y	R	N
18	Dr. Sammi Morrill	Education	Alamo Colleges District	Educational Services	1/7/2020	01/25/2023-12/31/2025	F	White	N	U	N
19	Angelique De Oliveira	ABE	Goodwill Industries of SA	Health Care, Social Assist	1/7/2020	01/01/2024-12/31/2026	F	White	N	U	N
20	Joshua Schneuker	Econ. Dev.	Seguin Economic Dev. Corp.	Public Administration	8/15/2023	07/31/2023-12/31/2024	M	White	Y	R	N
21	Mitchell Shane Denn	Labor	San Antonio Building Trade	Other Services	1/7/2020	01/01/2022-12/31/2024	M	White	N	U	N
22	Kelli Rhodes	Literacy	Restore Education	Educational Services	10/6/2020	01/01/2022-12/31/2024	F	White	N	U	N
23	Allison Greer Francis	Public Assistance	The Center for Health Care Services	Health Care, Social Assist	2/23/2021	01/01/2024-12/31/2026	F	White	N	U	N
24	JR Trevino	Private Sector	Treco Enterprise, Inc	Construction	9/13/2022	09/01/2022-12/31/2024	M	White	Y	U	N
25	Dawn Dixon	Voc. Rehabilitation	Warm Springs Foundation	Health Care, Social Assist	1/5/2021	01/01/2024-12/31/2026	F	White	N	U	N
26	Tylane Barnes	Child Care Workforce	Converse Christian School & Early	Health Care, Social Assist	1/9/2024	01/01/2024-12/31/2026	F	Black	N	U	N
27	Yvonne Addison	Private Sector	Addison Prime, LLC	Construction	1/9/2024	01/01/2024-12/31/2026	F	White	Y	U	N

PRIVATE SECTOR	14	52%
COMMUNITY BASED ORGANIZATION (CBO)	3	11%
LABOR	1	4%
EDUCATION	2	7%
PUBLIC EMPLOYMENT	1	4%
ADULT BASIC CONTINUING EDUCATION	1	4%
ECONOMIC DEVELOPMENT	1	4%
PUBLIC ASSISTANCE	1	4%
VOCATIONAL REHABILITATION	1	4%
LITERACY	1	4%
CHILD CARE WORKFORCE	1	4%
	27	100%

Female	16	59%
Male	11	41%

Vet. Reps.	1
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Black	1	4%
White	24	89%
Asian	1	4%
Other	1	4%

Hispanic	10	37%
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RACE	#BOARD	MALE		#BOARD	FEMALE		#BOARD	TOTAL	
		BOARD %	WD AREA %		BOARD %	WD AREA %		BOARD %	WD AREA %
White	7	26%	21.54%	7	26%	18.64%	14	52%	40.18%
Black	0	0%	2.81%	1	4%	2.83%	1	4%	5.64%
Hispanic	3	11%	27.26%	7	26%	23.77%	10	37%	51.03%
Other	1	4%	1.63%	1	4%	1.52%	2	7%	3.15%
<b>TOTAL</b>	<b>11</b>	<b>41%</b>	<b>53.24%</b>	<b>16</b>	<b>59%</b>	<b>46.76%</b>	<b>27</b>	<b>100%</b>	<b>100.00%</b>

Note: This table represents the latest data recommended by TWC to evaluate board representation. TWC informed WSA that information on the Score Card and this table is due for 2020 census update.

**WORKFORCE SOLUTIONS ALAMO BOARD  
2024 ATTENDANCE**

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	MAR '23	APR '23	MAY '23	JUNE '23	JUL '23	AUG '23	SEPT '23	OCT '23	NOV '23	DEC '23	JAN '24	FEB '24	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %
1	<b>Mary Batch (VICE CHAIR)</b>	Private Sect.	01/25/2023-12/31/2025													44	44	0	100%
	BOARD OF DIRECTORS				Y		Y		Y		Y	Y							
	EXECUTIVE COMMITTEE				Y		Y		Y		Y								
	AUDIT & FINANCE COMMITTEE (CHAIR)				Y	Y	Y		Y		Y	Y			Y				
	HR COMMITTEE																		
	YOUTH COMMITTEE									Y					Y				
2	<b>Betty Munoz</b>	Private Sect.	01/01/2022 - 12/31/2024													31	31	0	100%
	BOARD OF DIRECTORS				Y		Y		E		Y	E							
	EARLY CARE & EDUCATION COMMITTEE			Y		Y	E			Y		Y		Y					
	HR COMMITTEE																		
	NOMINATIONS COMMITTEE										Y								
3	<b>Chris Corso</b>	Private Sect.	01/01/2024-12/31/2025													0	0	0	#DIV/0!
	BOARD OF DIRECTORS																		
4	<b>Leslie Cantu (CHAIR)</b>	Private Sect.	01/01/2024-12/31/2026													84	84	0	100%
	BOARD OF DIRECTORS				E		Y		Y		Y	Y							
	EXECUTIVE COMMITTEE				Y		Y		Y		Y								
	AUDIT & FINANCE COMMITTEE				E	Y	Y		Y		Y	Y			E				
	EARLY CARE & EDUCATION COMMITTEE					Y		Y		Y		E		Y					
	HR COMMITTEE (CHAIR)																		
	OVERSIGHT COMMITTEE				Y	Y			Y		Y	Y			E				
	STRATEGIC COMMITTEE			Y		Y		Y		Y		Y			Y				
	YOUTH COMMITTEE				Y					Y				Y					
5	<b>Esmeralda Perez</b>	Private Sect.	01/01/2022 - 12/31/2024													24	24	0	100%
	BOARD OF DIRECTORS				Y		Y		Y		Y	Y							
	OVERSIGHT COMMITTEE				Y	E			E		Y	Y		E					
6	<b>Anthony Magaro</b>	Private Sect.	01/01/2024-12/31/2026													36	35	1	97%
	BOARD OF DIRECTORS				Y		Y		Y		Y	Y							
	EXECUTIVE COMMITTEE				U		Y		Y		Y								
	HR COMMITTEE																		
	NOMINATIONS COMMITTEE (CHAIR)										Y								
	STRATEGIC COMMITTEE			Y		Y		U		Y		Y			Y				
	YOUTH COMMITTEE				Y					Y				Y					
7	<b>Yousef Kassim (SECRETARY)</b>	Private Sect.	01/01/2024-12/31/2026													55	53	2	96%
	BOARD OF DIRECTORS				E		Y		Y		Y	Y							
	EXECUTIVE COMMITTEE				Y		Y		Y		Y								
	AUDIT & FINANCE COMMITTEE				Y	Y	Y		E		Y	Y			Y				
	EARLY CARE & EDUCATION COMMITTEE			Y		Y		Y		Y		Y		E					
8	<b>Jennifer Lange</b>	Private Sect.	01/01/2024-12/31/2026													0	0	0	#DIV/0!
	BOARD OF DIRECTORS																		
9	<b>Jerry Graeber</b>	Private Sect.	09/01/2022-12/31/2024													8	7	1	88%
	BOARD OF DIRECTORS				Y		Y		E		Y	U							
10	<b>Lowell Keig</b>	Public Empl.	05/01/2022-12/31/2024													18	18	0	100%
	BOARD OF DIRECTORS				Y		Y		Y		Y	Y							
	STRATEGIC COMMITTEE			Y		Y		Y		Y		Y		Y					
11	<b>Jim Robertson</b>	Private Sect.	01/01/2024-12/31/2026													0	0	0	#DIV/0!
	BOARD OF DIRECTORS																		

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12	<b>Tasha Schmidt</b> BOARD OF DIRECTORS	Private Sect.	01/01/2024-12/31/2026													0	0	0	#DIV/0!
13	<b>Lisa Navarro Gonzales</b> BOARD OF DIRECTORS AUDIT & FINANCE COMMITTEE	Private Sect.	01/01/2024-12/31/2026		Y	U	Y		Y	Y	Y				Y	29	25	4	86%
14	<b>Eric Cooper</b> BOARD OF DIRECTORS EXECUTIVE COMMITTEE STRATEGIC COMMITTEE (CHAIR)	CBO	01/01/2022-12/31/2024			Y	Y		Y	Y	Y				Y	44	44	0	100%
15	<b>Elizabeth Lutz</b> BOARD OF DIRECTORS EARLY CARE & EDUCATION COMMITTEE	CBO	01/25/2023-12/31/2025		Y	Y	Y		Y	U	Y	Y			Y	36	30	6	83%
16	<b>Ana DeHoyos O'Conner</b> BOARD OF DIRECTORS EXECUTIVE COMMITTEE EARLY CARE & EDUCATION COMMITTEE (CHAIR) NOMINATIONS COMMITTEE	CBO	01/01/2022-12/31/2024		Y	Y	Y		Y	Y	Y	Y		Y		35	35	0	100%
17	<b>Charles Camarillo</b> BOARD OF DIRECTORS	Education	01/01/2024-12/31/2026													0	0	0	#DIV/0!
18	<b>Dr. Sammie Morrill</b> BOARD OF DIRECTORS EXECUTIVE COMMITTEE OVERSIGHT COMMITTEE (CHAIR)	Education	01/25/2023-12/31/2025		E	Y	Y		Y	Y	E	Y			Y	39	38	1	97%
19	<b>Angelique De Oliveira</b> BOARD OF DIRECTORS STRATEGIC COMMITTEE	ABE	01/01/2024-12/31/2026		Y	Y	U		Y	Y	Y	Y		Y		31	26	5	84%
20	<b>Joshua Schnueker</b> BOARD OF DIRECTORS	Econ. Dev.	07/31/2023-12/31/2024							Y	Y	E				3	3	0	100%
21	<b>Mitchell Shane Denn</b> BOARD OF DIRECTORS AUDIT & FINANCE COMMITTEE STRATEGIC COMMITTEE	Labor	01/01/2022-12/31/2024		E	Y	U		Y	Y	Y	Y		E		48	44	4	92%
22	<b>Kelli Rhodes</b> BOARD OF DIRECTORS YOUTH COMMITTEE	Literacy	01/01/2022-12/31/2024		Y	Y	Y		Y	Y	Y	Y		Y		20	20	0	100%
23	<b>Allison Greer Francis</b> BOARD OF DIRECTORS OVERSIGHT COMMITTEE	Public Assist.	01/01/2024-12/31/2026		Y	E	E		U	Y	E	Y		Y		25	23	2	92%
24	<b>JR Trevino</b> BOARD OF DIRECTORS NOMINATIONS COMMITTEE	Private Sect.	09/01/2022-12/31/2024		E	Y	Y		Y	Y	Y	Y				10	10	0	100%
25	<b>Dawn Dixon</b> BOARD OF DIRECTORS EARLY CARE & EDUCATION COMMITTEE	Voc. Rehab.	01/01/2024-12/31/2026		E	Y	Y		E	Y	U	Y		E		26	25	1	96%
26	<b>Tylane Barnes</b> BOARD OF DIRECTORS EARLY CARE & EDUCATION COMMITTEE	Child Care	01/01/2024-12/31/2026											Y		1	1	0	100%
27	<b>Yvonne Addison</b> BOARD OF DIRECTORS	Private Sect.	01/01/2024-12/31/2026													0	0	0	#DIV/0!
																		<b>Average:</b>	<b>#DIV/0!</b>