



# Strategic Committee

January 31, 2025





# Procurement Update

Kristen Rodriguez  
Interim Director of Procurement and Contracts





# Bandera Update

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**Opening: February 2025**  
**Grand Opening: Mid-March 2025**

- **Construction Updates:**
- Construction is 100% complete
- Ongoing Task:
  - Furniture scheduled to be delivered January 29, 2025
  - IT is assessing the network
  - Signage is currently being procured, 4-6 weeks out





# O'Connor Update

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**Soft Opening: February 2025**  
**Grand Opening: November 2025**



## Construction Update:

- Construction is 99% percent complete.
- Tasks in progress include
  - Installation of new bathroom partitions, scheduled to begin on January 17th and conclude by January 31st.
  - Fiber network installation, scheduled for completion by February 6, 2025
  - Final cleaning
- VRS/C2 staff are scheduled to move in on January 22, 2025.



# O'Connor (Continued)

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# Business Services Strategy and Industry Sector Partnership RFP

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- **Objective:** Support WSA CEO in achieving strategic workforce development goals through sector-based partnerships and optimizing business services
- **Sector-Based Partnerships:**
  - Develop work plans and strategies for industry sector partnerships
  - Align sector goals with employer needs and track progress
  - Create new sector partnerships as needed
- **Optimize Business Services:**
  - Define roles and responsibilities for Board and Career Center staff
  - Research and implement private sector best practices for talent management
  - Develop partnership proposals with local Chambers of Commerce
- **Next Steps:**
  - Finalize RFP and publish solicitation
  - Evaluate proposals and award contract



# Questions





# Marketing

James Keith  
Director of Public & Govt. Relations





# Postponed Port San Antonio Career Center Grand Opening

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- The grand opening has been postponed.
- We understand how eagerly everyone has been anticipating this event, and we truly appreciate your patience. A new date will be announced soon, and we look forward to celebrating with you when the time is right.
- Thank you for your understanding.



# PROWD Press Conference

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Coverage from  
KENS, KABB, WOAI  
TV, Spectrum News

Approximately  
\$3,000 in media  
value

150,000 +  
Impressions





# PROWD Press Conference

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Guests included representatives from:

- Crosspoint
- Goodwill San Antonio
- Easy Expunctions
- U.S. Probation Office
- Health Collaborative
- Webhead



# PROWD Press Conference





# Questions





# Programs Update

Victoria Rodriguez  
Director of Workforce Services



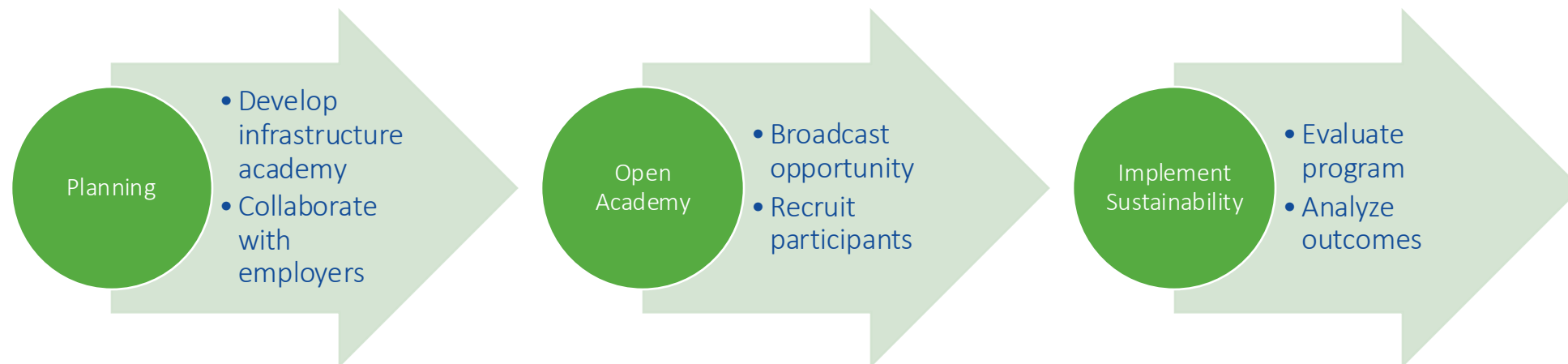


# Department of Labor Grant

## San Antonio Infrastructure Academy

**\$2,000,000**

Two step approach to assessing construction industry needs and aligning committed employers to fulfilling the needs of expansion and investment in infrastructure and renewable energy projects in Alamo.



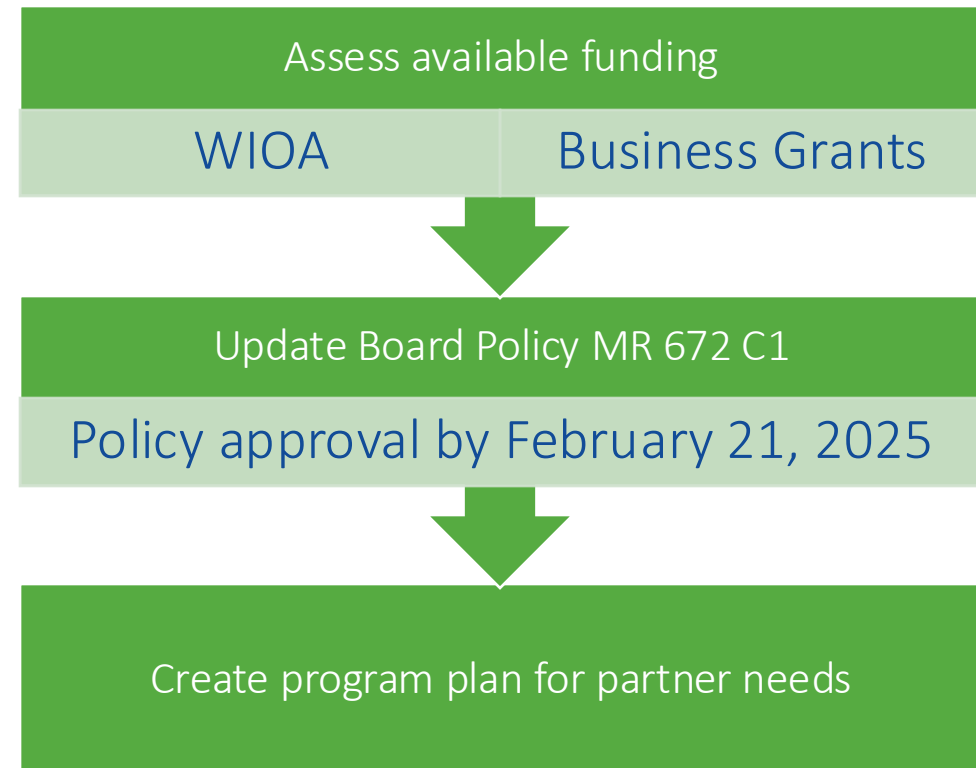


# Incumbent Worker Funding

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## Funding:

- **WIOA Funds:** Traditional funding source for workforce training.
  - **Employers:** Must have a TWC Tax Account Number and WorkInTexas.com account.
  - **Workers:** Must be employed for at least six months; WIOA eligibility not required.
- **Skills for Small Business:** Supports training for employees in small businesses.
- **Skills Development Fund:** Employer-training institution collaborations.
- **Self-Sufficiency Fund:** Focuses on wage growth and self-sufficiency.
- **High Demand Job Training Program:** Targets high-demand occupations.







# TX FAME



## Exposure

- Workforce 101
- Industry Exploration and Events
- Texas Reality Check
- Jobs Y'All
- Parent Engagement



## Engagement

- Individual Education Planning
- Texas Reality Check
- Soft Skills
- Job Readiness
- Introduction Career Exploration
- Graduation Plan
- Employer Exposure (Tours/Events)



## Exploration

- Career Exploration (introduction to Industry)
- Youth Career Exploration Events
- College/Trade Tours & Prep
- ACT/ SAT Prep
- Assessment, Testing, Counseling, and Coaching
- Career One



## Experience

- ACT/SAT Testing
- Internships
- FAFSA Prep
- Apprenticeships
- College/Trade Tours
- Industry Networking
- Other Applied Learning Opportunities



## Employment/ Education

- ACT/SAT Testing
- Internships
- Paid Work Experience
- On-the-Job Training
- FAFSA



## Exceptions

- Alternative Schools
- Opportunity Youth
- Drop out recovery
- Justice Involved
- Foster Youth
- Homeless
- Teen Parent
- Refugees/Newcomers

## Interest & Application Stage



### CTE Classes → Apply to FAME

- Project Lead the Way (PLTW) → Apply to FAME
- Interest in STEM Careers → Apply to FAME



### Education & Training (2 Years / 5 Semesters)

- 1800 Hours of PAID On-the-Job Training
- Associate Degree in Advanced Manufacturing
- Lean Manufacturing Practices
- Professional Behaviors & Other Soft Skills



### Career & Graduation Outcome

- Advanced Manufacturing Technician Career
- Goal: Graduate with a Job Offer & Zero College Debt



# Mobile Unit Schedule

## February- March

Date	Location
3-Feb	Seguin (Guadalupe)
5-Feb	Kennedy (Karnes)
5-Feb	Floresville (Wilson)
6-Feb	Pleasanton (Atascosa)
10-Feb	Pearsall (Frio)
10-Feb	Hondo (Medina)
12-Feb	Bexar (Datapoint)
13-Feb	Bexar (E. Houston)
17-Feb	Bexar (S. Flores)
18-Feb	West Avenue Compassion
19-Feb	Bexar (Port SA)
19-Feb	Bexar (Food Bank)
26-Feb	Harlandale ISD

Date	Location
20-Feb	TX FAME Open House
27-Feb	Kerrville (Kerr)
27-Feb	Bandera
27- Feb	Harlandale ISD
28-Feb	Boerne (Kendall)
1-Mar	5th Annual Trades Day
3-Mar	New Braunfels (Comal)
3-Mar	Bexar (Comal)

Business Solutions Team



County	Sector Based Model Industries	Employers	Job Orders	Openings	Applicants	Key Accounts	Hiring Events	Number Hiring Event Participants	Training Worksites	Confirmed Hires
<b>Bexar</b>	Aerospace	8	36	67	281	5	1	1059	3	2,249
	Manufacturing	42	157	219	2,449	20	1	1059	64	
	Healthcare	84	213	244	2,839	67	3	1384	80	
	IT/Cybersecurity	7	22	22	234	12	1	1059	23	
	Construction	24	83	221	1,087	17	1	1059	30	
	Oil & Gas/Warehousing & Transportation	49	52	83	938	11	3	1384	10	
	Education	13	93	93	946	13	1	1059	53	
	Other	703	1,150	2,517	20,243		1	1384	261	
<b>Rural</b>	Aerospace	1	1	1	6	0	0	0	4	574
	Manufacturing	14	54	100	403	7	0	0	13	
	Healthcare	15	46	47	130	16	1		27	
	IT/Cybersecurity	3	4	4	44	6	0	0	3	
	Construction	12	30	50	260	8	0	0	2	
	Oil & Gas/Warehousing & Transportation	5	7	12	107	43	1		6	
	Education	2	5	6	189	5	0	0	10	
	Other	141	259	901	1,645		1		48	
<b>Grand Total</b>	All Industries Urban and Rural	1,123	2,212	4,587	31,801	230	*3	*1384	637	2,823

# Upcoming Events



## JANUARY 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 NEW YEARS DAY	2	3	4
5	6	7	8	9	10	11
12	13	14 STANDARD AERO INVITE ONLY HIRING EVENT	15	16 FLORESVILLE JOB FAIR	17	18
19	20 MARTIN LUTHER KING JR DAY	21	22	23	24	25
26	27	28	29 KERRVILLE JOB FAIR AT SCHREINER	30	31	



# Update on Day Laborer Site Locations

## Services

Universal Access:  
Technology, job profiles,  
and workshops available  
without formal enrollment.

**Eligibility-Based Programs:**  
WIOA and TANF/SNAP E&T  
require verification.

## Barriers

Tracking Challenges:  
Transient population with  
inconsistent contact  
information.

Limited Access: Lack of  
reliable technology and  
transportation.

Legal Barriers: Restrictions  
due to undocumented  
status.

## Solution & Benefit:

Leverage WSA mobile units  
in partnership with trusted  
community organizations.

Builds trust with known  
organizations.

Provides services at  
locations where day  
laborers gather.

Increases awareness and  
accessibility of employment  
services.

## Next Steps

Collaborate with  
community partners.

Deploy mobile units to key  
locations.

Promote multilingual  
outreach and track service  
outcomes.



# Capstone Intern



## Project Objectives

- Develop a comprehensive asset map.
- Strengthen employer, school, and community partnerships.
- Ensure timely completion with high-quality data.

## Action Plan

- Regular Meetings: Weekly check-ins & bi-weekly team updates.
- Data Collection & Analysis: Interviews, validation, and peer reviews.
- Training & Support: Guidance on data tools and reporting.
- Risk Management: Identify challenges and implement mitigation strategies.

## Benefits

- Clear and organized resource mapping for workforce development.
- Improved accessibility for individuals with disabilities.
- Strengthened community collaboration.

**Jessica Vachon-UT Health**



# Questions





# CEO Report

Adrian Lopez  
Chief Executive Officer







# Local Plan 2025-2028

Adrian Lopez  
Chief Executive Officer





# Local Plan 2025-2028

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- The Workforce Innovation and Opportunity Act (WIOA) requires that Boards set priorities for and oversee the local workforce development area (workforce area) in their region.



# Components of the Local Plan

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## Board Vision and Goals

- Promoting regional economic growth, economic self-sufficiency, through Sector-Based workforce system that fully aligns efforts of local partners and communities....
- Alignment with State level strategic efforts
- A shared prosperity through inclusive growth



# Components of the Local Plan

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## Economic and Workforce Analysis (SOLICITING INPUT)

- Existing In-Demand Industry Sectors
- Economic Indicators within each County
- Changes in Employment, Wages, Establishments and Firms
- Employment Projections
- Alignment of Target Industries by Regional Partners, Governor's Industry Clusters



# Components of the Local Plan

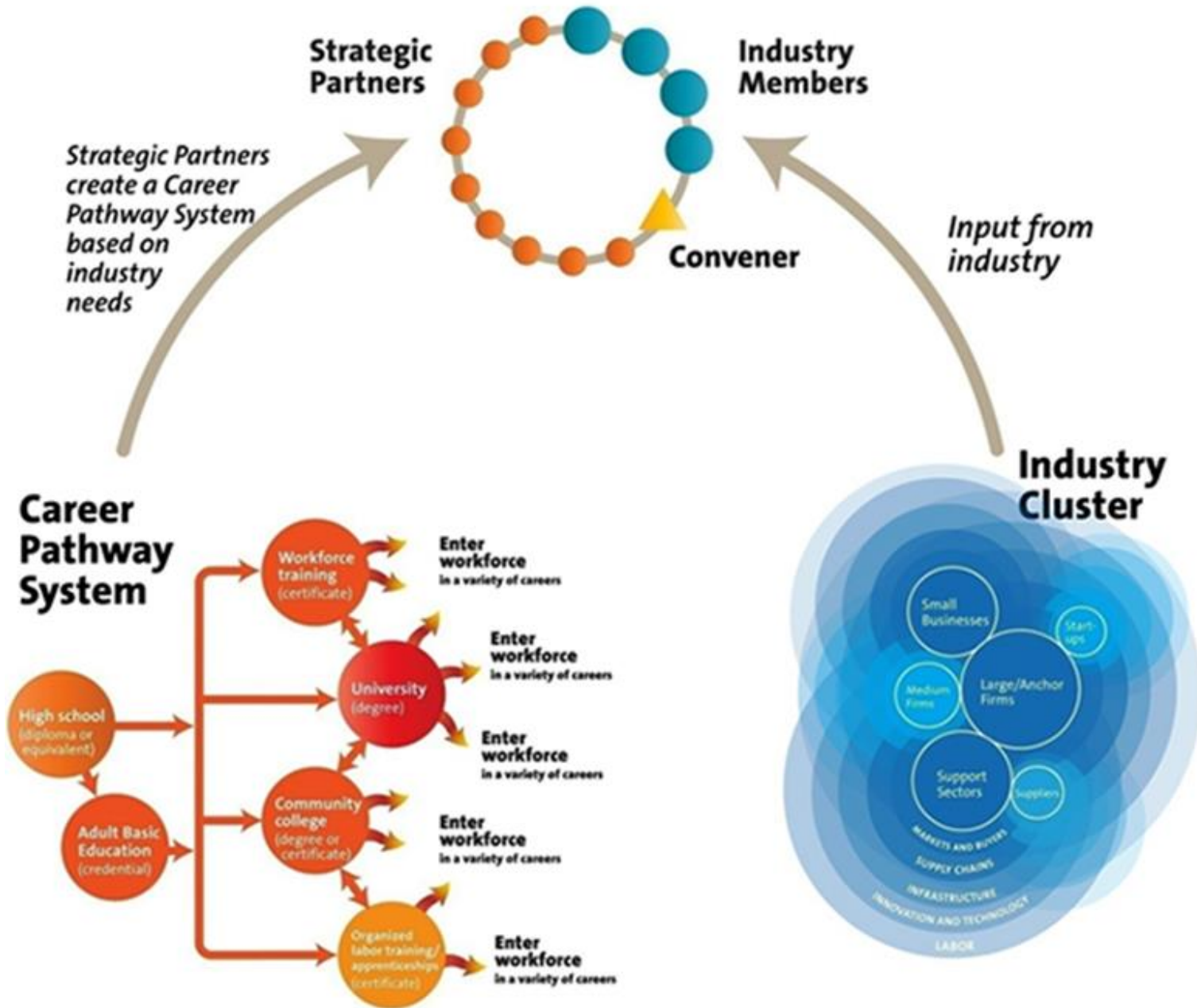
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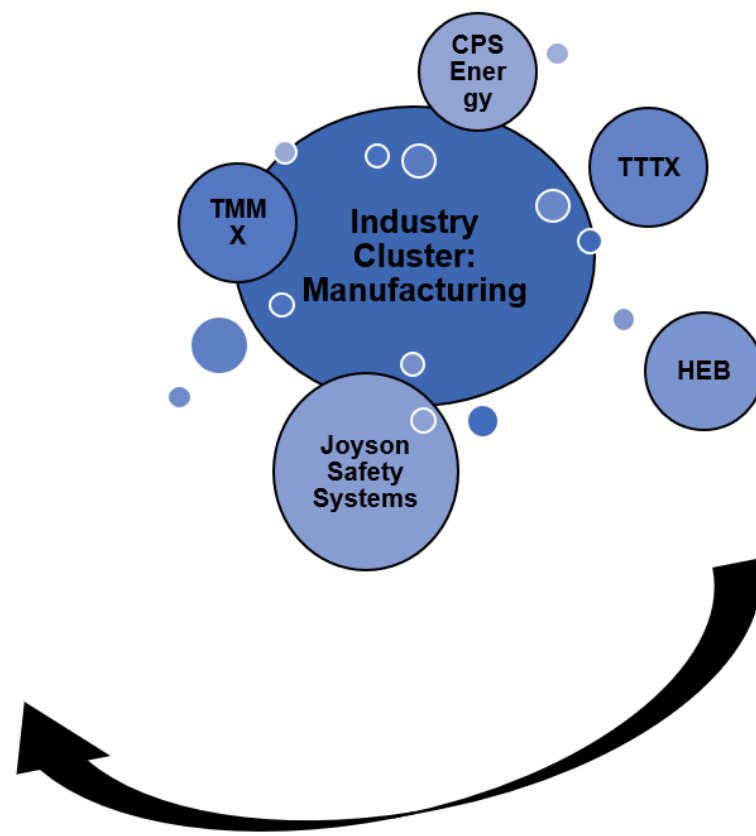
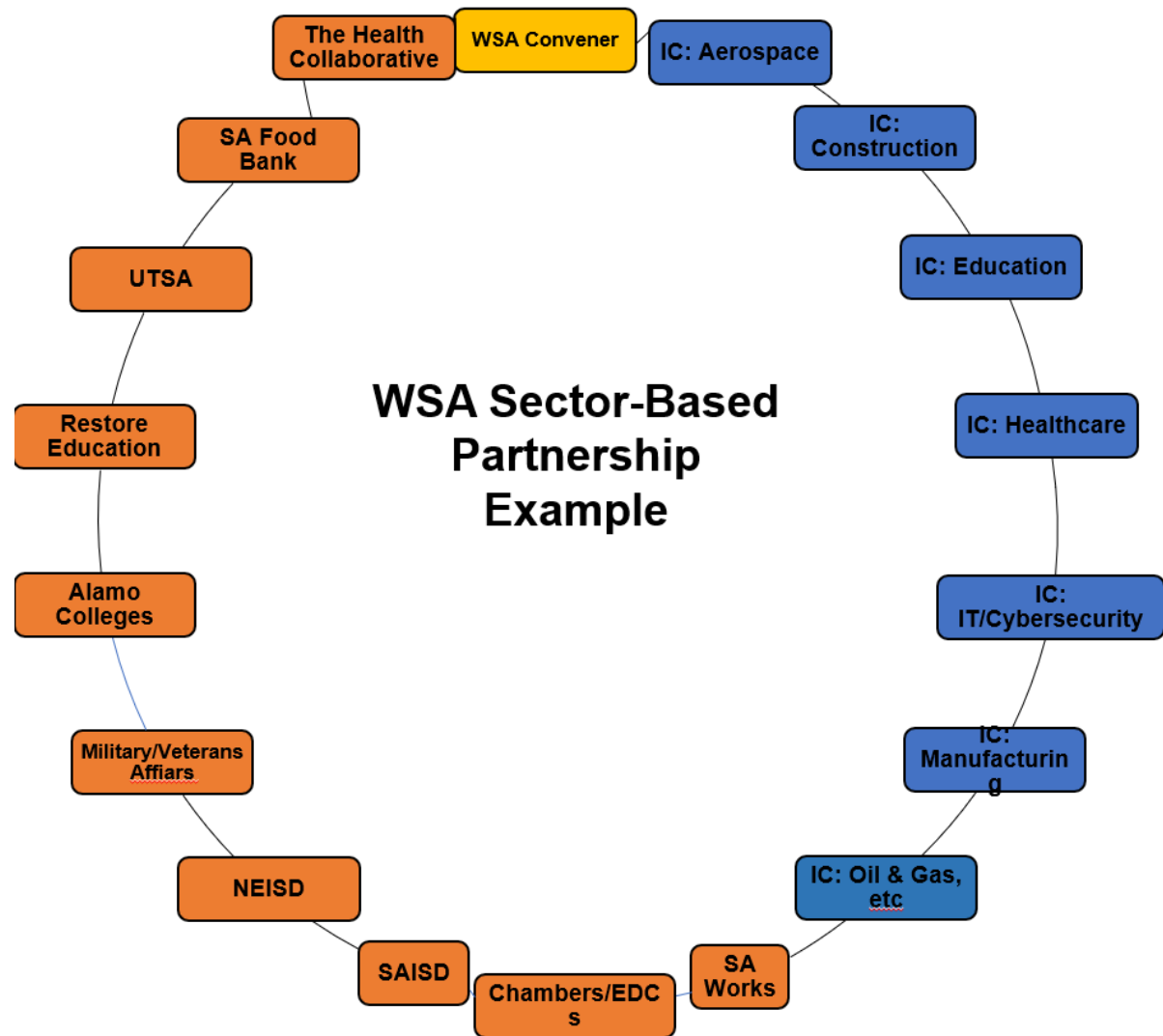
## Core Programs and One-Stop Service Delivery

- 30 different funding sources
- Workforce Investment and Opportunity Act (WIOA)
- CHOICES Non-Custodial Parents (NCP)
- Supplemental Nutrition Assistance Program Employment & Training (SNAP)
- Trade Adjustment Assistance Act (TAA)
- Rehabilitation Act Wagner-Peyser Employment Services
- Veteran's Commission
- 16 Career Centers



# Sector Partnership







# Components of the Local Plan

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## Individualized Career Services (Seeking collaboration/referrals)

- Informational Services: orientations, career guidance, referrals
- Outreach and Eligibility Determination: target populations
- Assessment and Planning: assessments, employability development plans, group counseling, ONET assessments, job search assessment, Reemployment Services





# Components of the Local Plan

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## Individualized Services (cont.)

- Case Management: tracking and reporting of training, and educational outcomes by other entities/agencies for job seekers, where WSA has provided supportive services
- Job Search: job search assistance, supervised job-search, computer workstation usage, counseling, labor market/information, resume/application/interview preparation, job development, self-service career guidance, self-service labor market information
- Life Skills: mentoring (CHOICES, NCP, Youth) and leadership development (youth)



# Components of the Local Plan

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## Individualized Services (cont.)

- Pre-employment Activities: job readiness/employment skills, bonding assistance, and Work Opportunity Tax Credit eligibility
- Work Readiness: short-term work readiness services (CHOICES, NCP, and WIOA)

## Employment Services (Seeking Employers)

- Unsubsidized Self-Employment: income-producing enterprise to promote a clear pathway to self-sufficiency
- Unsubsidized Employment/Employment Entry: full or part-time employment



# Components of the Local Plan

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## Employment Services (cont.)

- Community Service: Community Service opportunities with non-profit agencies (only for TANF/CHOICES and NCP)
- Subsidized Employment: full or part-time employment (only for TANF/CHOICES and NCP)
- Unpaid Public/Non-Profit/For Profit Work Experience: unpaid work experience, time limited training in public, non-profit, or for profit agencies
- Subsidized Work Experience: paid work experience, time-limited training in non-profit, for profit or public sector
- Workfare: improve employability for SNAP recipients



# Components of the Local Plan

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## Employment Services (cont.)

- Summer Employment-Work Experience: time limited work experience for youth

## Training Programs (Seeking Training Providers)

- Occupational/Vocational Training: training conducted in an institutional setting addressing technical skills and knowledge required for work resulting in attainment of a certificate
- On-the-Job Training: employee training at the place of work; could be supported by classroom training
- Apprenticeship Training: registered training programs; combination of employment, instruction and on-the-job training



# Components of the Local Plan

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## Training Programs (cont.)

- Internships: WIOA participants receive supervised practical training in job setting
- Entrepreneurial Training: training for job seekers to achieve self-sufficiency through running their own business
- Customized Training: Trade Adjustment and Dislocated Workers training designed to meet specific requirements of employer/employers group
- Private Sector Training/Upgrade/Retrain: incumbent worker training to upgrade skills



# Components of the Local Plan

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## Training Programs (cont.)

- Prerequisite Training: coursework required by a training provider prior to acceptance into specific training program
- Skills/Self Grant: training provided through a Skills Development or Self-Sufficiency Grant

## Educational Services (Seeking Partners and Strategies)

- Basic Educational Skills/ABE: training to enhance employability by upgrading basic skills
- English as a Second Language: training to enhance English-speaking ability



# Components of the Local Plan

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## Educational Services cont.

- High School: for TANF/Choices clients for teen heads of household without high school diploma/GED
- GED: clients lacking high school degree or GED who are attending classes to pass the GED exam
- Tutoring/Study Skills/Instruction: communication of knowledge, ideas, and facts to help youth
- Alternative Secondary School: enrollment in non-traditional schools to complete high school, GED, or high school equivalency
- Short-term Educational Services: prepare clients for unsubsidized employment to increase employability



# Components of the Local Plan

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## Educational Services cont.

- Work-based Literacy: work-based literacy training
- Middle School: services offered to teen heads of households and adults without high school diploma or GED
- High School: tracking and supporting High School attendance and completion

## Support Services

- Healthcare, Family/Childcare, Transportation, Housing/Rental Assistance, Counseling, Needs-Related payments, Substance Abuse Treatment, Wheels to Work, GED Test Payments,





# Components of the Local Plan

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## Support Services (cont.)

- Work Related Expenses, Financial Planning Assistance, Incentives, Job Search and Relocation Allowance

## Additional Services

- Follow-up Services for a minimum of 12 months
- Referrals to local non-profit network, churches, food banks, etc
- Unemployment Insurance Claims
- Benefits Enrollment: TANF, SNAP, others
- Adult Education and Literacy



# Components of the Local Plan

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## Employer Services (Seeking partnership)

- Hiring Fairs
- Recruitment Assistance
- Workforce Planning
- Tax Credits
- Fidelity bonding
- Labor Market Information
- Dedicated Business Development Professionals



# Components of the Local Plan

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## Workforce Investment Initiatives (Seeking Innovation)

- Teacher Externship Program: over 700 teachers have participated
- Workforce Ambassador Program: over 600 Ambassadors
- Texas FAME: partnering with over 15 advanced manufacturing employers to promote employment and career opportunities
- Alamo Workforce Consortium: network of community-based agencies and a major university to collaborate on Ready To Work
- ACE Race: Collaboration with South Texas Business Partnership and regional school districts to expose high school students to engineering
- Workforce One: Unit to provide mobile career center services



# Components of the Local Plan

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## Fiscal Agent, Grants, and Contracts

- WSA has administered nearly \$1 billion during the last 4 years
- 4 Major Contractors
- Conduit for other funding; over \$30 million for partners
- Secured over \$100 million in other funding for the region

## Performance

- Largely associated with TWC and other funders contracted metrics

# Local Plan Targets 2020-2024

## 2020-2022

- \$15.00 Target Avg. Wage
- 6 Clusters
- 11 Industry Sectors
- 22 In-Demand Industries
- 62 Target Demand Occupations



## 2022-2024

- \$17.00 Target Avg. Wage
- 6 Clusters
- 8 Industry Sectors
- 16 In-Demand Industries
- 57 Target Demand Occupations

# Local Plan Proposed Targets 2025-2028

- \$19.00 Target Avg. Wage
- 6 Clusters
- 8 Industry Sectors
- 16 In-Demand Industries
- 55 Target Demand Occupations

# In-Demand Industries

TWC recommends listing 10–15 in-demand industries.

- Proposing 16 in-demand industries
- Industries that have a substantial and current or potential impact on the local economy
- Contribution to the growth and/or stability of other supporting businesses or industry sectors.
- **Include jobs that lead to economic self-sufficiency and opportunities for advancement**

Source: TWC





# Industry Research Processes

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- ❑ Reviewed Industry Historical Trends
- ❑ Analyze Industry Projections for 2022-2032
- ❑ Collapsed NAICS based on WSA primary & secondary Data Targets
- ❑ Stakeholder Input





## Alamo WIOA In-Demand Industries List 2025-2028

(NAICS) Code (4-digit)	NAICS Industry Title (Name)	Annual Average Employment Growth 2022-2032	Percent Growth 2022-2032	Average Hourly Wage
Aerospace/Manufacturing				
3361	Motor vehicle manufacturing **	3,218	62%	\$48.07
3363	Motor Vehicle Parts Manufacturing	1,291	21.5	\$31.20
Health				
6211	Offices of Physicians	4,520	17.9	\$51.81
6212	Offices of Dentists	1,438	17.8	\$29.40
6215	Medical and Diagnostic Laboratories	451	20.4	\$38.08
6221	General Medical and Surgical Hospitals	5,841	16.6	\$32.56
Information-Computer Technology/Cybersecurity				
5415	Computer Systems Design and Related Services	5,965	51.9	\$49.18
5416	Management, Scientific, and Technical Consulting Services	5,340	46.4	\$41.79
5419	<i>Other Professional, Scientific, and Technical Services</i>	2,547	41.9	\$29.30
Construction/Utilities				
2371	Utility System Construction	800	13.4	\$37.03
2382	Building Equipment Contractors	3,007	15.2	\$35.38
Oil & Gas/ Warehousing & Transportation/Finance/Others				
2111	Oil and Gas Extraction	690	37.8	\$81.75
2131	Support Activities for Mining	1,415	24.9	\$44.77
4931	Warehousing and Storage	9,283	50.6	\$23.90
5221	Depository Credit Intermediation	4,490	15.9	\$39.93
Education				
6111	Elementary and Secondary Schools	10,807	13.8	\$24.73

Source: TWC/LMCI 2020-2032 Projections \*\*Lightcast



# Target Industries by Partners

<b>Clusters</b>	<b>SA Tomorrow Growth</b>	<b>SAEDF/Greater SATX</b>	<b>AACOG (CEDS)</b>	<b>WSA</b>	<b>Port San Antonio</b>	<b>Ready to Work</b>
Healthcare/Bioscience	●	●	●	●		●
Aerospace	●	●	●	●	●	●
Manufacturing	●	●	●	●	●	●
IT/Cybersecurity	●	●	●	●	●	●
Finance		●	●	●		●
Oil and Gas/ New Energy	●		●	●		●
Warehousing & Transportation			●	●	●	●
Construction/Utilities				●		●
Creative Industry/Tourism			●			



## **Alignment to Governors Clusters:**

**NAICS 2111** Oil & Gas Extraction

**NAICS 2371** Utility System Construction

**NAICS 3361** Motor Vehicle Manufacturing

**NAICS 3363** Motor Vehicle Parts Manufacturing

**NAICS 5415** Computer Systems Design

**NAICS 5416** Management, Scientific, and Technical Consulting Services

**NAICS 5419** Other Professional, Scientific, and Technical Services

**NAICS 6215** Medical and Diagnostic Laboratories

**WSA identified in-demand industries that align with the Governor's Industry Clusters which positions the region to capitalize on state investments.**



# Research Process for Occupations

Matched industries (NAICS) to occupations (SOC codes) using Staffing Patterns.

## Primary Data Targets

- Texas Workforce Commission 2022-2032 Occupational Growth Projections
- % Growth (% change)  $\geq$  or 15.6%
- and/or number change (absolute)  $\geq$  500
- Mean Wages for 2022-2032 Target Wage was Mean Wage  $\geq$  \$19.00 hourly (\$39,520 annual).
- Educational requirement: Minimum High School Diploma, but less than or equal to Bachelors Degree

## Secondary Data Targets

- Employment change due to growth (not exits)  $\geq$  50
- Entry Wage  $\geq$  \$17.00 hourly
- Location Quotient (LQ)  $\geq$  1.00 (2028 Projection EMSI)
  - LQ is a statistical measurement comparing the concentration of an industry or occupation in a region to its concentration in a larger geographic area, usually the nation.
- Help Wanted Online (HWOL) postings  $\geq$  300 Help Wanted Ads - 2nd Qtr. 2023
- STEM related
- Mid Skill Job Related
- Top 25 Current Employment
- Occupations identified as Adding the most jobs, Most Job Openings or Fastest growing
- Local targets for investment
- Stakeholder input, local wisdom



# 55 Proposed Target Occupations 2025-2028



Number	SOC Code	SOC Title
<b>Construction/Utilities</b>		
1	11-9021	Construction Managers
2	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
3	47-2111	Electricians
4	47-2152	Plumbers, Pipefitters, and Steamfitters
5	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
6	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
<b>Manufacturing</b>		
7	17-2112	Industrial Engineers
8	17-2141	Mechanical Engineers
9	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other <b>*New</b>
10	19-4042	Environmental Science and Protection Technicians, Including Health <b>*New</b>
11	49-9041	Industrial Machinery Mechanics
12	51-9162	Computer Numerically Controlled Tool Programmers
13	53-3032	Heavy and Tractor-Trailer Truck Drivers

Source: TWC/LMCI/Occupations Projections 2022-2032

**\*New Occupations Added, not on 2021-2024 Target Occupation List**

## 55 Proposed Target Occupations 2025-2028



Number	SOC Code	SOC Title
<b>Health</b>		
14	29-1126	Respiratory Therapists
15	29-1141	Registered Nurses
16	29-1292	Dental Hygienists
17	29-2032	Diagnostic Medical Sonographers
18	29-2034	Radiologic Technologists and Technicians
19	29-2035	Magnetic Resonance Imaging Technologists <b>*New</b>
20	29-2052	Pharmacy Technicians
21	29-2055	Surgical Technologists
22	29-2061	Licensed Practical and Licensed Vocational Nurses
23	31-2011	Occupational Therapy Assistants
24	31-2021	Physical Therapist Assistants
25	31-9091	Dental Assistants
<b>Computer and Cybersecurity</b>		
26	11-3021	Computer and Information Systems Managers
27	15-1211	Computer Systems Analysts
28	15-1212	Information Security Analysts
29	15-1231	Computer Network Support Specialists
30	15-1232	Computer User Support Specialists
31	15-1242	Database Administrators
32	15-1244	Network and Computer Systems Administrators
33	15-1252	Software Developers
24	15-1253	Software Quality Assurance Analysts and Testers
35	15-1254	Web Developers
36	15-1299	Computer Occupations, All Other
37	15-2031	Operations Research Analysts
38	15-2051	Data Scientists <b>* New</b>

## 55 Proposed Target Occupations 2025-2028



Number	SOC Code	SOC Title
<b>Oil &amp; Gas/Warehousing &amp; Transportation/Finance/Others</b>		
39	49-3023	Automotive Service Technicians and Mechanics
40	11-1021	General and Operations Managers
41	13-1071	Human Resources Specialists
42	13-1081	Logisticians
43	13-1082	Project Management Specialists
44	13-1111	Management Analysts
45	13-1161	Market Research Analysts and Marketing Specialists <b>*New</b>
46	13-2011	Accountants and Auditors
47	41-3031	Securities, Commodities, and Financial Services Sales Agents <b>* New</b>
48	43-3031	Bookkeeping, Accounting, and Auditing Clerks
49	53-1047	Suprs of Trans & Material Moving Wkrs, Ex Aircraft Cargo Handling Suprs <b>*New</b>
<b>Education</b>		
50	11-9051	Food Service Managers
51	25-2011	Preschool Teachers, Except Special Education <b>* New</b>
52	25-2021	Elementary School Teachers, Except Special Education
53	25-2022	Middle School Teachers, Except Special and Career/Technical Education
54	25-2031	Secondary School Teachers, Except Special and Career/Technical Education
55	33-3051	Police and Sheriff's Patrol Officers

TWC/LMCI/Projections 2022-2032/Detail Report/LMI Tools

**\*New Occupations Added, not on 2021-2024 Target Occupation List**



# Targets for Investments

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- Data validation process includes obtaining feedback from partners on industries, occupations that are targets for investment.
- Please submit information to: [localplan@wsalamo.org](mailto:localplan@wsalamo.org)





# Next Steps

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- Feedback - Review, Analyze, and Resolve
- Strategic Committee – January 31, 2025 - Local Plan Open for Comment
- Final Draft 2 – February 7, 2025
- Final Draft 3 - February 18, 2025
- Board Meeting – March 14, 2025 - Local Plan Approval
- Committee of Six, Area Judges, Bexar County, and City of San Antonio approvals – TBD
- Due to TWC March 21, 2025



# Local Plan Email & Listening Session Responses

Date	Comment	Request	Response	Results
December 18, 2024	<b>Richard Davidson</b> Chief Operating Officer Family Service	Comment sent to Local Plan: Email to WSA to consider including PreK in the Education target demand occupations list. PreK Education as a high demand occupation and growing field.	Response with comment received- and included the draft target occupation list for 2024-2028- including "Preschool Teachers" in the target occupations list.	Response complete
January 6, 2025	<b>Jayden Hednri</b> EcoCare Commercial/Janitorial Services	Inquiry sent to Local Plan Email: Email is inquiring if WSA is open to receiving a janitorial service estimate. Offering to schedule a meeting for a walk-through of the facility to provide an estimate. The sender also requests details about the frequency of service and the approximate square footage.	Email has been forwarded to Procurement for response.	WSA Procurement Staff pending response.



# Local Plan Email & Listening Session Responses Cont.

<b>January 8, 2025</b>	<b>Javier Uribe</b> CTE Director	Inquiring from the Local Plan Presentation: <b>1.</b> Where can we obtain the Local Plan? <b>2.</b> Question: Who are the Major Partners? <b>3.</b> Question in Local Plan Presentation: For the Clusters how are those determined?	<b>1.</b> Adrian Lopez responds with a link to be sent to locate the plan. <b>2.</b> CEO Adrian Lopez responded to question with response on current contracts: C2 Global, Serco, City of San Antonio. <b>3.</b> CEO Adrian Lopez response: Based on methodology and research the clusters were identified based on high demand, high growth, high wage or on opportunities. Which encourages our training providers, K-12, job seekers, and our employers to be able to decide where to make investments in.	<b>1.</b> Link sent- Response complete. <b>2.</b> Response complete. <b>3.</b> Response complete.
<b>January 9, 2025</b>	<b>Ana Dehoyos Oconnor</b> Early Child Care Committee Chairwoman	Chairwoman Dehoyos O'Connor has requested Early Childcare Workers be included in the local plan and be added to the target occupations.	The request has been added to the "Requested Occupations List" pending review and determination with occupation code 39-9011.00 Childcare Workers.	Requested Occupation are pending review and determination.



# Local Plan Email & Listening Session Responses Cont.

<b>January 13, 2025</b>	<b>Hugo C Hernandez</b> Program Manager Project QUEST	<ol style="list-style-type: none"><li>1. Email was sent to local plan inquiring about the following session for the Local Plan Presentation.</li><li>2. Confirmation of the Listening Sessions providing an opportunity for community input.</li><li>3. Confirmation of Medical Assistants not included in the proposed 2025-2028 local plan.</li></ol>	<ol style="list-style-type: none"><li>1. The inquiry was answered by Email from WSA James Keith with the following dates and times for the upcoming Local Plan Presentations.</li><li>2. Email has been sent with response.</li><li>3. Email has been sent with response.</li></ol>	<ol style="list-style-type: none"><li>1. Response complete.</li><li>2. Response complete.</li><li>3. Response complete.</li></ol>
<b>January 16, 2024</b>	<b>Michelle Madson</b> President & CEO SA Hotel & Lodging Association	Email sent to Local Plan: Request to add several occupations for review.	Response with the addition of occupation to be added for review: <ul style="list-style-type: none"><li>• Lodging Manager</li><li>• Food Service Manager- Currently on proposed Target Occupation List</li><li>• Chefs and Head Cooks</li><li>• Meeting, Convention, and Event Planner</li><li>• Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel</li></ul>	Requested Occupations are pending review and determination.

# Target Occupation Request- Hospitality



SOC	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2022 - 2023	2023 Mean Hourly Wage	2023 Mean Annual Wage	Primary Data Targets	Fastest Growing, Adding the most jobs, MJO, TWC	Top 25 by Current Emp	Related CIP	Notes
<b>Hotel &amp; Lodging Association</b>													
11-9081	Lodging Manager * <b>Add to Target List</b>	400	High-School Diploma or Equivalent	\$42,976	\$79,513	99	\$32.37	\$ 67,329.6	Yes	No	No	Yes	Do not meet numerical change requirement
11-9051	Food Service Managers * <b>On Target Occupation List</b>	1880	High-School Diploma or Equivalent	\$44,812	\$71,396	421	\$30.06	\$ 62,524.8	Yes	No	No	Yes	Do not meet numerical change requirement
35-1011	Chef and Head Cooks * <b>Add to Target List</b>	1510	High-School Diploma or Equivalent	\$29,243	\$60,851	382	\$24.19	\$ 50,315.2	Yes	No	No	Yes	Do not meet numerical change requirement
13-1121	Meeting Convention, and Event Planner * <b>Add to Target List</b>	910	Bachelor's Degree	\$27,306	\$58,424	204	\$23.10	\$ 48,048.0	Yes	No	No	Yes	Do not meet numerical change requirement
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel * <b>Add to Target List</b>	8290	High-School Diploma or Equivalent	\$35,527	\$78,327	1325	\$30.80	\$ 64,064.0	Yes	No	Yes	Yes	Meets 4 primary targets



# Target Occupation Request- Education

SOC	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2032 - 2022	Percent Change	2023 Mean Hourly Wage	2023 Mean Annual Wage	Primary Data Targets	Fastest Growing, Adding the most jobs ,MJO, TWC	Top 25 by Current Emp	Related CIP	Other Secondary	Notes
39-9011	Childcare Workers * Add to Target List	3790	High-School Diploma or Equivalent	\$21,876	\$32,613	865	11.37	\$ 13.96	\$ 29,036.8	Yes	No	No	Yes	Yes	Do not meet wage requirement, nor percent change requirement



# Please Email Workforce Solutions Alamo for Questions

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**localplan@wsalamo.org**



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# Questions







# Chair Report

Eric Cooper  
Committee Chair





# Questions



**Thank you!**

