



WORKING TO MAKE AN IMPACT

2022 ANNUAL REPORT





WORKFORCE SOLUTIONS ALAMO

Mission, Vision & Core Values



MISSION: To strengthen the Alamo regional economy by growing and connecting talent pipelines to employers



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



VALUES:

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

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

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WORKING TO MAKE AN IMPACT

As the governing board for the regional workforce system, Workforce Solutions Alamo serves the labor force of the 13-County Alamo Area. We reflect the diversity of the region's constituencies and are committed to strengthening our local economy by joining a skilled workforce together with employers.



WORKFORCE SOLUTIONS ALAMO:

- ▶ **Empowers** adults and youth to realize their potential through work
- ▶ **Helps** businesses hire, train and retain skilled workers
- ▶ **Assists** families to achieve financial independence by providing connections to supportive services and quality child care
- ▶ **Invests** in strategic partnerships fostering greater economic development

Dear Friends of Workforce Solutions Alamo,

A rapidly growing regional economy has accelerated the need to develop a skilled labor force that crosses communities. Workforce Solutions Alamo has responded by expanding investments to develop local talent and establishing innovative partnerships to ensure the promise of a strong and growing workforce today, tomorrow, and for years to come.

We have forged partnerships with community organizations to meet job seekers where they are and have collaborated with employers to help recruit and retain qualified candidates.

We remain committed and focused to our sector-based model by utilizing data to illustrate career pathways in high-demand, high-growth industries and the occupational skills required for meaningful employment.

Lastly, we are focused on developing our communities' youngest citizens by investing in quality early education and care allowing parents the opportunity to work or attend school.

This work, highlighted in our 2022 Community Impact Report, is at the core of our mission to strengthen the Alamo Region by connecting job seekers to employers providing jobs and careers that help individuals and families achieve financial independence.

At Workforce Solutions Alamo, we work to deliver more than service – we work to make an **Impact**. And the positive impact we make would not be possible without the collective commitment and leadership of our 13-County Chief Elected Officials, Board of Directors, chamber and economic development partners, community-based organizations, post-secondary institutions and independent school districts, stakeholders, and staff.

On behalf of the more than 100,000 individuals we are privileged to serve, thank you for your advocacy and dedication to our mission and to our community's current and future workforce.



Working Together.
Working to Make an Impact.



Leslie Cantu

Leslie Cantu
CHAIRWOMAN,
WORKFORCE SOLUTIONS
ALAMO BOARD OF DIRECTORS



Adrian Lopez

Adrian Lopez
CHIEF EXECUTIVE OFFICER

BOARD OF DIRECTORS

2022 Workforce Solutions Alamo Board Officers

Leslie Cantu, Board Chair
ASSISTANT VICE PRESIDENT, ADMINISTRATION
TOYOTETSU TEXAS, INC.

Mary Batch, Vice Chair
TALENT PIPELINE CONSULTANT
CATERPILLAR, INC.

Frank Crowder, Jr., Secretary
PRESIDENT
DEFENSE CONSULTING SERVICES, LLC

2022 Workforce Solutions Alamo Board Members

Robby Brown
VICE PRESIDENT
DOCUMATION

Betty Muñoz
DIRECTOR OF HUMAN RESOURCES
JW MARRIOTT
SAN ANTONIO HILL COUNTY

Anthony Magaro
VICE PRESIDENT
HUMAN RESOURCES
SOUTHWEST RESEARCH
INSTITUTE

Ben Peavy
MANAGING DIRECTOR
ACCENTURE

Esmeralda 'Mela' Perez
DIRECTOR OF COMMUNITY
HEALTH SERVICES
CHRISTUS SANTA ROSA
HEALTH SYSTEM

Lisa Navarro Gonzales
VICE PRESIDENT
FORMA AUTOMOTIVE, LLC

Yousef Kassim
CHIEF EXECUTIVE OFFICER
EASY EXPUNCTIONS

JR Treviño
CHIEF OPERATING OFFICER
TRECO ENTERPRISES, INC.

Diana Kenny
CHIEF OPERATIONS OFFICER
A.I.M., LLC

Lindsay Dennis
ASSISTANT DIRECTOR OF
ECONOMIC DEVELOPMENT
SEGUIN ECONOMIC
DEVELOPMENT CORPORATION

Mark Niederauer,
Ph.D.
CHIEF OPERATING OFFICER
E02 CONCEPTS

Ana DeHoyos
O'Connor
PROFESSOR/COMMUNITY LIASON
EARLY CHILDHOOD STUDIES
ALAMO COLLEGES DISTRICT-
SAN ANTONIO COLLEGE

Eric Cooper
PRESIDENT AND CEO
SAN ANTONIO FOOD BANK

Burnie Roper, Jr., Ph.D.
SUPERINTENDENT OF SCHOOLS
LACKLAND INDEPENDENT
SCHOOL DISTRICT

Elizabeth Lutz
EXECUTIVE DIRECTOR
THE HEALTH COLLABORATIVE

Kelli Rhodes
PRESIDENT AND CEO
RESTORE EDUCATION

Mitchell Shane Denn
COUNCIL REPRESENTATIVE
SAN ANTONIO BUILDING &
CONSTRUCTION TRADES COUNCIL

Lowell Keig
BUSINESS OPERATIONS DIRECTOR
TEXAS WORKFORCE COMMISSION

Dawn Dixon
EXECUTIVE DIRECTOR
WARM SPRINGS FOUNDATION/
CONNECTABILITY

Angelique De Oliveira
CHIEF MISSION SERVICES OFFICER
GOODWILL INDUSTRIES
OF SAN ANTONIO

Sammi Morrill, Ph.D.
ASSOCIATE VICE CHANCELLOR
OF OPERATIONS, ECONOMIC
AND WORKFORCE DEVELOPMENT
ALAMO COLLEGES DISTRICT

Allison Greer Francis
VICE PRESIDENT /
GOVERNMENTAL RELATIONS
THE CENTER FOR HEALTH
CARE SERVICES

COMMITTEE OF SIX

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

Councilman Manny Pelaez
CITY OF SAN ANTONIO, DISTRICT 8

Councilman John Courage
CITY OF SAN ANTONIO,
DISTRICT 10 (ALTERNATE)

Commissioner
Rebeca Clay-Flores
BEXAR COUNTY, PRECINCT 1

Commissioner
Marialyn Bernard
COMMITTEE OF SIX CHAIR
BEXAR COUNTY, PRECINCT 3

Judge Richard Evans
BANDERA COUNTY

Judge Chris Schuchart
MEDINA COUNTY

Judge Kyle Kutscher
GUADALUPE COUNTY (ALTERNATE)

CHIEF ELECTED OFFICIALS

Judge Robert Hurley
ATASCOSA COUNTY

Judge Mark Stoeher
GILLESPIE COUNTY

Judge James Teal
MCMULLEN COUNTY

Judge Richard Evans
BANDERA COUNTY

Judge Kyle Kutscher
GUADALUPE COUNTY

Judge Chris Schuchart
MEDINA COUNTY

Judge Nelson Wolff
BEXAR COUNTY

Judge Wade Hedtke
KARNES COUNTY

Judge Richard Jackson
WILSON COUNTY

Judge Sherman Krause
COMAL COUNTY

Judge Darrel Lux
KENDALL COUNTY

Mayor Ron Nirenberg
CITY OF SAN ANTONIO

Judge Arnulfo Luna
FRIO COUNTY

Judge Rob Kelly
KERR COUNTY

LEADERSHIP TEAM

Adrian Lopez
CHIEF EXECUTIVE OFFICER

Angela Bush
CHIEF FINANCIAL OFFICER

Katherine Pipoly
CHIEF OPERATING OFFICER

Andrea Guerrero-
Guajardo, Ph.D. MPH
CHIEF INFORMATION OFFICER

Financial Overview

ACTUAL FEDERAL SPENDING

from reoccurring services to support the local community through jobs and career services

FUNDING STREAM	EXPENDITURES	PROGRAM DESCRIPTION
Employment Services	\$ 1,313,472	Local workforce career centers connect job seekers and employers through career exploration, resume writing, and job matching services
Trade Act	\$ 58,777	Job training program developed to retrain job seekers in new careers because of their prior position being eliminated due to international trade
Workforce Innovation & Opportunity Act (WIOA)	\$ 12,952,697	Job training program that assists Adults, Dislocated, and Youth workers with skills development in the form of short-term and long-term vocational, classroom, and on the job training. Additional work experience opportunities and supportive services are available to remove barriers to unsubsidized employment
Reemployment Services and Eligibility Assessment	\$ 784,763	Outreach program for unemployment claimants reaching the end of their benefits to reengage them back into the workforce system
National Dislocated Worker	\$ 2,614,432	Program providing disaster related employment and job training assistance to individuals impacted by COVID-19
H1-B Alamo Colleges	\$ 6,913	Job training program focusing on information technology
Supplemental Nutrition Assistance Program (SNAP)	\$ 2,178,452	Program assisting SNAP recipients to gain skills and participate in job training and work experience opportunities in order to obtain unsubsidized employment
Child Care	\$ 114,498,465	Program providing low-income individuals with child care assistance
Temporary Assistance for Needy Families (TANF)	\$ 6,172,039	Program assisting TANF recipients to participate in work experience and job training opportunities in order to obtain unsubsidized employment
Health Professional Opportunity Grant	\$ 98	Job training focusing on the health care profession for TANF recipients
Skills Development Fund	\$ 278,229	Job training program to provide training in banking, finance, customer service, time management, and leadership instruction for Lone Star National Bank (LSNB)
Resource Administration	\$ 2,151	Support for shared facilities
Helping Offices Manage Electronically	\$ 21,949	Initiative granted by the Texas Workforce Commission to assist employers affected by COVID-19 by enabling them to provide remote and contactless operations
TOTAL FEDERAL SPENDING	\$ 140,882,437	

ACTUAL ADDITIONAL SPENDING FROM OTHER SOURCES

FUNDING STREAM	EXPENDITURES	PROGRAM DESCRIPTION
Bexar County Strong	\$ 294,155	Job training and stipends funded through Bexar County
City of San Antonio Train for Jobs	\$ 4,540,495	Job training and stipends funded through the City of San Antonio for San Antonio residents
City of San Antonio Ambassador Program	\$ 70	Paid internships for City of San Antonio college students with disabilities
City of San Antonio Ready to Work	\$ 235,725	Job training and support services funded through the City of San Antonio for San Antonio residents
TOTAL OTHER SPENDING	\$ 5,070,445	

TOTAL SPENT

\$ 145,952,882

2022 FISCAL ACCOMPLISHMENTS

- Completed **five consecutive years** of unmodified opinions on the annual audit of financial statements
- Workforce Solutions Alamo budget (grant awards) **increased by 54%** since the fiscal year ending September 30, 2020.

▶ FY2023 BUDGET **\$171,644,542**

▶ FY2022 BUDGET **\$175,273,068**

▶ FY2021 BUDGET **\$151,131,622**

▶ FY2020 BUDGET **\$112,865,663**

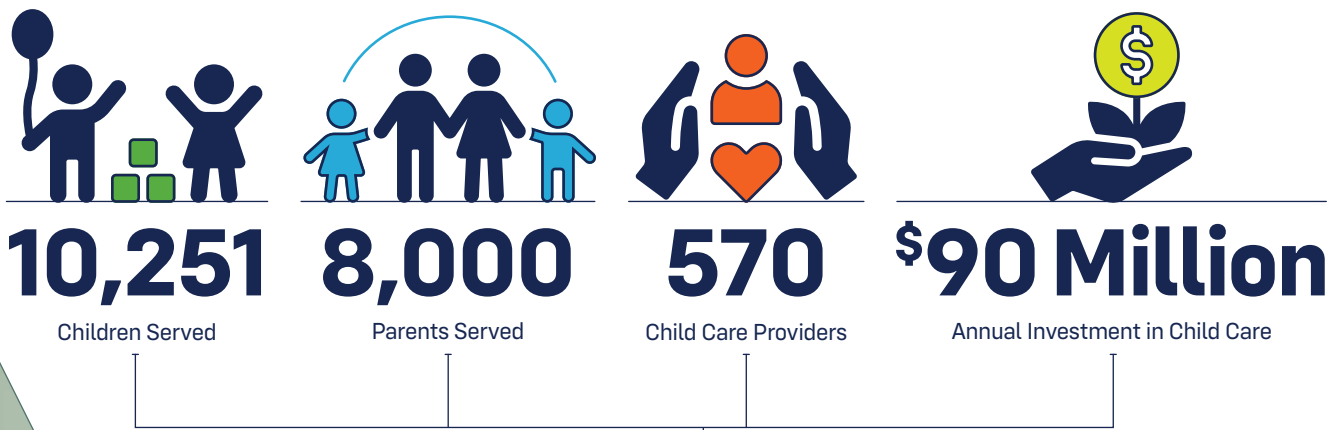


Child Care

SUPPORTING PARENTS, PROVIDING A FUTURE FOR CHILDREN

The strength and competitiveness of tomorrow's workforce is cultivated today through affordable, reliable, and quality early care and education. This enables parents to work, attend school, or participate in skilled training while children thrive and become school ready.

Workforce Solutions Alamo Child Care Services provides quality child care scholarships to eligible families through the Alamo Region.



RESULTING IN AN AVERAGE
\$160 MILLION in Combined Yearly Earned
Income of Working Parents

“CHILD CARE SERVICES HAS HELPED ME SUPPORT MY FAMILY AND ENABLED ME TO KEEP MY JOB SO WE CAN HAVE A BETTER LIFE.

This program has given me piece of mind knowing my children are safe while I am at work. Thank you for the financial support provided to me for my child care needs.”

- TALEDAH AKAWA-RIVERA, BEXAR COUNTY

QUALITY MATTERS



In addition to impacting a child's school readiness, quality child care programs also positively affect the physical, social, and economic outcomes throughout a child's lifetime.

Through the Texas Rising Star program, the State of Texas' quality rating and improvement system, Workforce Solutions Alamo invests in curriculum and professional development opportunities to improve classroom environments and elevate the child care workforce.

90%

of a child's brain is developed by the time they are 5 years old.

- **More than \$2.8 million in investments** into child care centers throughout the Alamo Region
- **One of two** Texas Workforce Boards investing in contracted slots
Investing \$418,000 in three centers
- **Invested \$1.6M** to support centers in purchasing quality materials and pursuing Texas Rising Star certification
- **Invested more than \$194,000** across the 13-County Alamo Region to retain teachers in quality early childhood centers
- **Invested \$250,000** into education opportunities for early childhood educators and owners
- **Awarded 60 Texas Rising Star providers quarterly staff bonuses.** Total amount received for all providers combined was \$1.8M, 1,112 staff members
- **Awarded individual staff incentives totaling \$240,100** to approximately 922 child care educators working to maintain Texas Rising Star certification. One-time payments ranged from \$75-\$300 depending on the star level achieved from the center
- **Provided mentors** to centers working towards Texas Rising Star certification

"THESE INCENTIVE BONUSES HAVE BEEN SUCH A GREAT GIFT TO OUR STAFF. In some cases, when they added it up, it kept them from looking for another job they thought might pay more."

- KRISTINE LUISI, DIRECTOR

*"THE IMPACT OF THE BONUSES HAS BEEN GREAT! We have teachers with more than 25 years of tenure. Being able to offer bonuses to them for doing what they love really makes a difference in their households and for their families. **The bonuses have gone a long way in being able to say thank you to my staff and that's really been a blessing.**"*

- TYLANE BARNES, CONVERSE CHRISTIAN SCHOOL & EARLY LEARNING CENTER





Youth Services

Workforce Solutions Alamo's Youth Empowerment Services (YES!) program prepares in-school and out-of-school young adults ages 16-24 to successfully prepare for post-secondary education, attain skills training, and explore career pathways leading to employment in high-demand, high-growth industries.



Tutoring, Study Skills, Training, Instruction, and Dropout Prevention



Education Offered Concurrently with Workforce Preparation and Training for a Specific Occupation



Guidance and Counseling



Alternative Secondary School Services or Dropout Recovery Services



Leadership Development Opportunities



Financial Literacy Education



Paid Work Experience



Support Services, Financial Support, Incentives



Entrepreneurial Training



Occupational Skills Training



Mentoring



Post-Secondary Preparation and Transition Activities



Follow-up Services



Labor Market Information

557

In-School / Out-of-School Youth Served

186

Youth Entered Employment

44

Youth Obtained Credential/ Certification

46

Area School Districts Served

136

Campuses Served

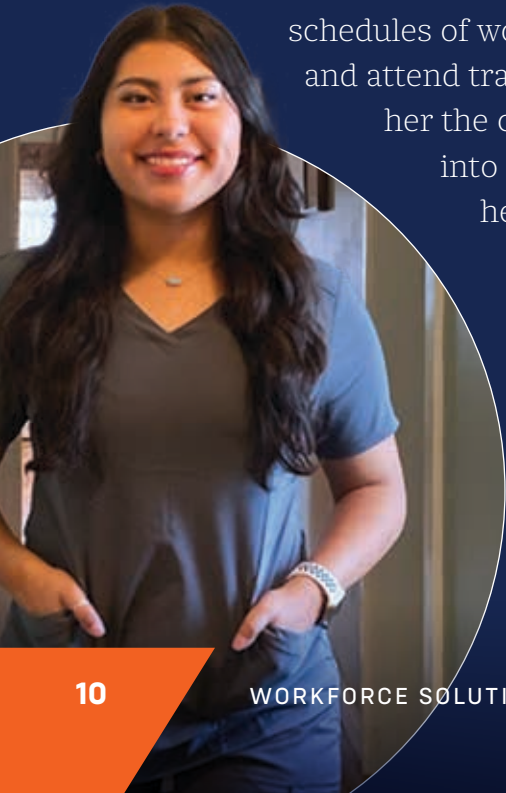
SUCCESS WORKS

With early aspirations to become a dental assistant, Celeste had to put those dreams on hold in order to help her mother pay their mortgage. The low pay and inconsistent schedules of working in the food industry prevented her from being able to afford and attend training. A referral to Workforce Solutions Alamo's Youth Program gave her the connection and the hope she had been looking for. Celeste enrolled into the Occupational Skills Training Program which covered the cost of her training and helped her overcome other challenges she was facing.

Today, as a graduate of the program, Celeste is working as a dental assistant, appreciative of full-time employment and motivated to continue her education to become a dentist.

" I AM SO GRATEFUL FOR THE YES! PROGRAM AND THE OPPORTUNITY IT HAS PROVIDED. I want to make my mom proud and show everyone this program, this money was well spent on the future I now have."

- CELESTE, YES! PROGRAM PARTICIPANT, GILLESPIE COUNTY



HIGH SCHOOL TO CAREERS EVENT

With an aim to strengthen college and career readiness and help guide future career decisions, the High School to Careers event provided young adults an opportunity to explore careers and post-secondary education options by learning directly from industry professionals representing:



654 Youth Participated

45 School Districts Represented

24 Employers/Industry Representatives Participated

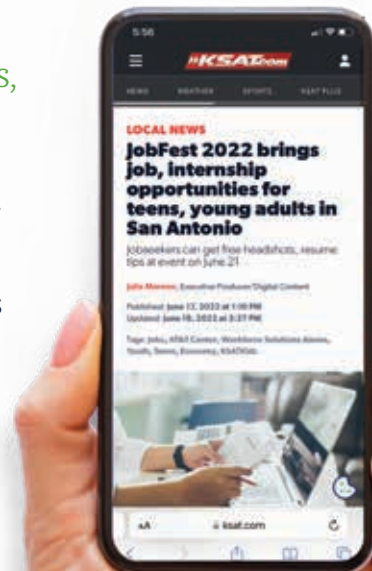
MAY 2022 YOUTH JOB FAIR

MORE THAN 30 EMPLOYER AND COMMUNITY PARTNERS WELCOMED 140 YOUNG ADULT JOB SEEKERS TO A YOUTH EMPOWERMENT SERVICES JOB FAIR. Attending employers participated in the work experience program and offered paid internships connecting youth directly to work-based learning opportunities.

JOB FEST 2022

TO ENCOURAGE YOUTH TO USE SUMMER BREAK IN A PRODUCTIVE WAY BY EARNING A WAGE, EXPLORING CAREERS, AND OBTAINING SKILLS FOR FUTURE SUCCESS,

Workforce Solutions Alamo partnered with State Representative Barbara Gervin-Hawkins (Texas House District 120), the City of San Antonio, Bexar County, Spurs Sports & Entertainment, Goodwill San Antonio, and community-based organizations to host JobFest 2022. **Nearly 150 employers** provided information on both full and part-time positions, as well as internship opportunities to the more than **400 job seekers** in attendance.



HireAbility

Workforce Solutions Alamo, in partnership with the Texas Workforce Commission Vocational Rehabilitation Services, work together to develop the talent and potential of all job seekers, connecting people with unique abilities to meaningful employment opportunities.

SUMMER EARN AND LEARN PROGRAM

The Summer Earn and Learn (SEAL) Program provided students ages 16-24 with disabilities the opportunity to attend work readiness training and gain new skills and explore careers through a five-week paid work experience.

Participating employers benefitted from the addition of a new pool of talent comprised of engaged and enthusiastic team members offering valued perspectives on today's workplace.



222

Students Participated



228

Worksites



65

Employer Partners



ALAMO HIRES EVENT

In recognition of National Disability Employment Awareness Month each October, Workforce Solutions Alamo hosted its inaugural no-cost inclusive job and resource fair for job seekers with unique abilities.

More than 20 employers including Amazon, BFI Treasures, the City of San Antonio, Toyotetsu, and Via Metropolitan Transit provided empowering employment opportunities.

140 Job Seekers

15 Employers Attended



Veteran and Military Family Services

HOME TO FOUR MAJOR MILITARY INSTALLATIONS, San Antonio is Military City, USA.®

Workforce Solutions Alamo is committed to giving back to our nation's military heroes by providing priority service to veterans in our career centers and partnering with employers and organizations dedicated to supporting the needs of military members and their families.



Spectrum, named one of Forbes' Best Employers for Veterans, was honored with the We Hire Vets award from the Texas Workforce Commission on May 24, 2022. The designation recognizes Texas companies with a workforce made up of at least 10 percent veterans.



A proud partner of the AmericanJobCenter network

HIRING RED, WHITE & YOU!

In November 2022, the 11th Annual Hiring Red, White & You Statewide Veterans hiring event connected local veterans, transitioning military members, and military spouses to employers who value the commitment, experience, and skills of those who served and sacrificed for our county.



1,095

Total in Attendance



127

Employers Attended



332

Veterans Served



Teacher Externship

Workforce Solutions Alamo teacher externships provide local educators the opportunity to connect classrooms to careers. By offering hands-on experiences in high-demand, high-growth industries, educators gain the skills, tools, and knowledge to prepare today's middle and high school students for future success.

BENEFITS:

- Continuing education units
- \$500 stipend

- Direct interaction and hands-on experience with industry leaders
- Strengthen classroom curriculum and enhance student learning

97 Educators Completed Externships

16 Independent School Districts Represented

- Alamo Heights ISD
- Comal ISD
- East Central ISD
- Edgewood ISD
- Floresville ISD
- Harlandale ISD
- Judson ISD
- La Vernia ISD
- Lytle ISD
- Medina Valley ISD
- North East ISD
- Northside ISD

- San Antonio ISD
- Schertz-Cibolo-Universal City ISD
- Southside ISD
- Southwest ISD

5 Charter Schools Represented

21 Employers Participated

- Caterpillar
- ITM
- Joeris
- PSI (Pressure Systems International)
- Southwest Research Institute
- E02 Concepts
- H-E-B
- Nolato
- San Antonio River Authority
- San Antonio Water System
- Cox Manufacturing
- FBD (Frozen Beverage Dispensers)
- PDS + CNC Machining
- PlusOne Robotics
- Tech Port Center + Arena
- Toyotetsu Texas
- 3M/KCI

- CH Guenther
- Dorcol
- GenCure Biomufacturing Center
- Velocity TX Life Sciences



“THE PLACES WE VISITED WERE SPOT ON! *Math and science were highlighted in the companies I visited. Students will benefit from these places as did I.*”

“THE EXTERNSHIPS WERE RELATABLE TO OUR DISCIPLINE *making it easier to highlight the companies in our science lessons and classrooms.*”

“TO SEE AND EXPERIENCE WHAT GOES ON IN VARIOUS COMPANIES *is a great way to learn about the things we need to share with our students.*”

Job Seekers

Through diligent stewardship, Workforce Solutions Alamo leverages programs, funding, partnerships, and resources to ensure all residents in our 13-County Alamo Region are able to successfully find and retain employment, obtain in-demand skills, increase their wage earnings, and realize their truest talent through work.



9,834

People Placed In Jobs
(Oct. 2021 - Sept. 2022)



83,737

In-Person Guests at 16
Career Centers
(Oct. 2021 - Sept. 2022)



SUCCESS WORKS

With ambition to make a better life for her family, Amanda connected with Workforce Solutions Alamo and received financial support for training to become a Licensed Vocational Nurse. Gaining new skills and greater confidence, Amanda achieved what she always desired – stability and future opportunity for herself and her children.

“I AM MORE THAN A NURSE AND THEY ARE MORE THAN PATIENTS. We are family, and I am now able to fully provide for my kids on my own.”

- AMANDA D.



Ready to Work



Ready to Work, an unprecedented workforce initiative approved by voters in 2020, launched in 2022 to help San Antonio residents gain streamlined access to professional training, education, and quality careers. The \$200M program is funded by a 1/8-cent sales tax collected through December 2025 and provides:



Tuition for industry-recognized certifications, associate's and bachelor's degrees aligned with targeted occupations in high-demand, well-paid careers



Wraparound support services and emergency assistance to ensure training completion



Job placement and retention services

Workforce Solutions Alamo launched the Ready to Work program in June 2022 as the initiative's largest prime contractor in collaboration with a consortium of strategic partners focused on improving the local economy and the lives of San Antonio residents.

Named the **Alamo Workforce Consortium**, the partnership facilitates an efficient referral practice reducing duplication of services.

By leveraging the collective reach and resources offered by each community partner, the Consortium increases client access to supports such as financial literacy, housing, food, and child care while they enroll in education or training to reach their career goals.

ALAMO WORKFORCE CONSORTIUM



15 of the program's 19 entry points are with Workforce Solutions Alamo and the Alamo Workforce Consortium

December 2022 — **Enrolled 1,144 participants**; 363 participants began training in Healthcare, Transportation, and Information Technology as the lead career choices.



Career Centers

Our 16 conveniently located Career Centers throughout the 13-County Alamo Region offer no-cost access to employment information, training opportunities, and connections to essential services and resources for adults and youth wanting to gain employment or advance in or change careers.



RESOURCES & SERVICES:

- Resource Rooms with Access to Phones and Free Internet
- Individualized Career Counseling to Include Career Exploration and Plan Development
- Information on Skills Training and Related Resources
- Job Search Assistance
- Resume Development
- Interview Preparation and Practice
- Labor Market and Employer information
- Hiring Events
- Career Workshops
- Supportive Services (SNAP, TANF, etc.)
- Priority Service for Veterans and Military Families
- Accessibility and Special Accommodations for People with Disabilities
- Referrals to Child Care Services and Community Resources
- Unemployment Insurance Information

In-Person and Virtual Services Available

CAREER CENTER REOPENINGS



*Boerne Career Center Relocation and Ribbon Cutting
April 20, 2022*



*Floresville Career Center Relocation and Ribbon Cutting
October 5, 2022*

In August of 2022, Workforce Solutions Alamo and the San Antonio Food Bank celebrated the “Power of Partnership” with the opening of our 16th career center co-located at the San Antonio Food Bank headquarters and main distribution center.

With the San Antonio Food Bank providing **assistance to more than 90,000 people facing food insecurity each week**, this first-of-a-kind partnership meets clients where they are – providing those who are receiving food assistance direct, onsite connections to career, educational, and job opportunities to help place them on a path leading to self-sufficiency.

THE POWER OF PARTNERSHIP



“ WITH THOUSANDS OF VISITORS A WEEK, MANY OF THEM SEEKING SUPPORT IN THEIR SEASON OF NEED, IT ONLY SEEMS LOGICAL WE WOULD OPEN OUR SPACE TO A COMMUNITY PARTNER LIKE WORKFORCE SOLUTIONS ALAMO. Workforce Solutions Alamo has been a tremendous catalyst for helping put San Antonio to work. Our strengthened effort in this area, coupled with having staff onsite, will result in best-in-class services for individuals looking to find work or move up the ladder in their current field. This is how we work together to provide ‘Food for Today, Food for Tomorrow, and Food for a Lifetime.’”

– ERIC S. COOPER, PRESIDENT & CEO, SAN ANTONIO FOOD BANK



Texas State Senator José Menéndez (District 26) celebrates the opening of the co-located career center with staff.

Business Solutions

Employer partnerships are vital to the success of our local workforce. The Workforce Solutions Alamo Business Solutions team meets the changing needs of local employers by offering a comprehensive set of no-cost, customizable services to assist with the recruitment, training, and retention of qualified workers.

BUSINESS SOLUTIONS SERVICES:

- Recruitment and Screening
- Interviewing and Hiring
- Job Fairs
- Customized Skills Training
- Wage and Labor Market Information
- Employee Layoff Assistance



“ I ATTRIBUTE 100% SUCCESS USAGE OF THE SKILLS DEVELOPMENT FUND, to the partnership with Workforce Solutions Alamo. We’re very thankful and look forward to continuing our partnership and working together in offering these opportunities to team members. “

**- ERICKA SCIARAFFA
SENIOR VICE PRESIDENT & DIRECTOR
OF TRAINING DEVELOPMENT,
LONE STAR NATIONAL BANK**



L to R: Commissioner Rebeca Clay-Flores, Bexar County, Precinct 1; Commissioner Julian Alvarez, Texas Workforce Commission; Adrian Lopez, CEO, Workforce Solutions Alamo; and Ericka Sciaraffa, Sr. Vice President & Dir. of Training, Lone Star National Bank

SUCCESS WORKS: Boeing

In 2022, Boeing San Antonio added two new programs, the **B52 Radar Modification Program (RMP)** and **F-15 Eagle Active Passive Warning Survivability System**, resulting in the addition of more than 600 highly skilled jobs to the Greater San Antonio area.

As a result of increased job creation, Boeing partnered with Workforce Solutions Alamo to host a customized hiring event to fill talent needs. Workforce Solutions Alamo and Boeing worked in partnership to strategize outreach efforts using news, social media, local community calendars, and Texas Public Radio to reach and engage potential candidates. Workforce Solutions Alamo also utilized advanced filtering to identify candidates through the Work in Texas system, sending 25,523 promotional messages to suitable candidates. Through these efforts, more than 310,000 impressions were made through broadcast and digital channels with an advertising value equivalent of more than \$44,000. The event garnered 352 attendees with Boeing extending 72 Letters of Intent.

" WE AT BOEING SAN ANTONIO ARE TRULY GRATEFUL TO HAVE PARTNERED WITH WORKFORCE SOLUTIONS ALAMO FOR OUR FIRST FOCUSED HIRING FAIR.

Allowing us to use all parts of the center, including the computer lab, made it a very welcoming atmosphere for our applicants. A huge thank you to everyone who made this event happen!"

**- RICHARD DELGADO, COMMUNITY INVESTOR,
BOEING GLOBAL ENGAGEMENT**

" I WAS BLOWN AWAY BY THE NUMBER OF CANDIDATES AND LETTERS OF INTENT EXTENDED! We couldn't be more thrilled with the turnout and are looking forward to another event!"

**- PAIGE POPEJOY, TALENT ACQUISITION MANAGER,
BOEING GLOBAL SERVICES**



Sector-Based Model

Workforce Solutions Alamo is committed to supporting regional economic growth by analyzing the regional labor market to identify industry and occupational trends vital to the region's economic vitality. First adapted in the 2021-2024 Local Plan, the sector-based model framework aligns and supports industries in high-demand, high-growth career pathways in the 13-County Alamo Region.

Workforce Solutions Alamo invests Workforce Innovation and Opportunity Act (WIOA) funds and other resources in support of job seekers pursuing a career pathway in these targeted industries.




IT / CYBERSECURITY




EDUCATION




HEALTHCARE




CONSTRUCTION



AEROSPACE



MANUFACTURING



OIL / GAS



FINANCE / INSURANCE

INDUSTRY SCORECARD

COUNTY	SECTOR-BASED MODEL INDUSTRIES	EMPLOYERS	JOB ORDERS	OPENINGS	APPLICANTS	KEY ACCOUNTS	HIRING EVENTS	NUMBER HIRING EVENT PARTICIPANTS	TRAINING WORKSITES	CONFIRMED HIRES
BEXAR	Aerospace	29	166	391	245	5	7	1,228	3	3,395
	Manufacturing	161	1,501	2,065	6,462	20	10	1,652	62	
	Healthcare	211	3,123	3,781	12,278	57	13	1,841	79	
	IT/Cybersecurity	35	816	1,331	3,084	12	8	1,643	23	
	Construction	116	965	3,081	3,417	17	10	1,706	30	
	Oil & Gas/ Warehousing & Transportation	74	1,093	3,658	4,768	11	9	1,691	10	
	Education	44	621	752	2,370	13	9	1,693	52	
	Other	986	12,682	17,980	48,410	—	13	2,710	256	
RURAL	Aerospace	6	11	11	8	—	3	135	4	1,273
	Manufacturing	69	727	983	2,111	7	13	801	13	
	Healthcare	73	914	1,103	1,436	13	9	522	27	
	IT/Cybersecurity	12	125	126	108	6	8	493	3	
	Construction	65	263	417	905	8	10	641	2	
	Oil & Gas/ Warehousing & Transportation	48	198	255	520	43	11	618	6	
	Education	10	100	151	234	5	9	579	10	
	Other	341	1,784	3,354	6,413	—	9	522	47	

Oct. 2022 - June 2023

Employer Collaboratives

Workforce Solutions Alamo developed Employer Collaboratives as a means to convene industry leaders to discuss challenges, share best practices, and align on opportunities as they relate to workforce development and related initiatives.

By gleaning industry insights, Workforce Solutions Alamo is able to educate industry and employer partners on the programs and services available to help fill talent gaps.



2022
HOSTED THREE INDUSTRY
COLLABORATIVES:
MANUFACTURING
CONSTRUCTION
IT/CYBERSECURITY



43

Employers Participated



INTERSECTIONS WITH INDUSTRY



Texas Oil & Gas Association / South Texas Energy & Economic Roundtable



Navistar



Commissioner Aaron Demerson, Texas Workforce Commission, joins the Rural Community Coalition conversation at the San Antonio Food Bank



Southwest Research Institute

Texas Workforce Commission Employer Awards

Workforce Solutions Alamo proudly nominated local employers for the 25th Annual Texas Workforce Conference. These employer nominees were recognized by our Board of Directors for the positive impact they have made on the local workforce and community.



EMPLOYER OF EXCELLENCE – EASY EXPUNCTIONS

LARGE EMPLOYER OF THE YEAR NOMINEE – NAVISTAR



Veteran-Friendly Employer of the Year Nominee - Spectrum



HireAbility Employer of the Year Nominee - Taco Cabana



Small Employer of the Year Nominee - Levy Company

Texas Workforce Commission Annual Conference

TEXAS TALENT AND ECONOMIC GROWTH INITIATIVE

In November 2022 at the Texas Workforce Commission Annual Conference, Workforce Solutions Alamo in partnership with Workforce Solutions Capital Area and Workforce Solutions Rural Capital Area, presented on The Texas Talent and Economic Growth Initiative, an innovative and ambitious project merging workforce development with economic development.

The initiative, piloted in March 2022, comes in response to growing awareness of, and reliance on, the public workforce system with a focus to identify innovative and collaborative strategies to be scaled at the statewide level.

1 Establish the state's public workforce system as the go-to resource for expertise on the Texas talent market through a focus on employers and engagement in industry sector partnerships

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

3 Proactively engage and manage intentional partnerships to facilitate solutions, pursue shared goals to support a healthy and robust workforce, and leverage joint resources.

During the pilot, the Alamo, Capital Area, and Rural Capital Area Boards hosted a regional workshop where more than 50 workforce and economic development professionals came together to build strong working relationships and brainstorm actionable solutions for addressing workforce challenges.

The Texas Workforce Commission will use the Initiative as a statewide action plan, making strides to transform the state's public workforce system into Texas talent experts.



L to R: Paul Fletcher, CEO, Rural Capital Area; Tamara Atkinson, CEO, Capital Area; Adrian Lopez, CEO, Alamo Area, and Commissioner Bryan Daniel, Chairman, Texas Workforce Commission

Workforce Academy Ambassador Program

Workforce Solutions Alamo launched the **Alamo Workforce Academy** in December 2021 as an initiative designed to educate partners in community-based organizations on workforce development services and resources available throughout the 13-County Alamo Region.

Funded by a \$100,000 grant from the San Antonio Area Foundation, the Workforce Academy translates complexities associated with workforce development into a concise and accessible curriculum to help partner organizations understand and share the resources and services available to clients.



Each Workforce Ambassador plays a vital role driving conversations, expanding outreach, and educating the community on workforce development programs and resources that help people achieve stability and self-sufficiency through work.

- ▶ **Workforce 101**
- ▶ **Workforce Programs AND Career Pathways**
- ▶ **Workforce Business Solutions**

113
Workforce Academy Graduates

251
Participants from these organizations:

- Alamo Colleges
- American Indians in Texas
- Center for Health Care Services
- Children’s Shelter
- Communities in Schools
- Credit Human
- DisAbility SA
- Hondo Library
- KLRN
- Opportunity Home
- Our Casas
- Our Lady of the Lake University
- Prospera Housing
- Community Services Region 20
- Restore Education
- San Antonio Lighthouse for the Blind
- St. Mary’s University
- Texas A&M San Antonio
- Texas Lutheran University
- Texas Workforce Commission
- Trinity University
- University of Texas at San Antonio



BECOME A

Workforce Ambassador

AND WORK TO MAKE AN IMPACT.

[WorkforceSolutionsAlamo.org/
workforce-academy](http://WorkforceSolutionsAlamo.org/workforce-academy)

" I FEEL LIKE I HAVE LEARNED SO MUCH! I have been telling everyone about the wonderful programs available!"

- DOROTHY STEELMAN, PLEASANTON LIBRARY

" AS A GRADUATE OF THE INAUGURAL WORKFORCE ACADEMY AMBASSADORS PROGRAM, this initiative, as well as many others Workforce Solutions Alamo offers, has been a vital resource to the population we serve. This program provides the residents of San Antonio and the surrounding areas the opportunity to choose from a diverse number of services to meet their respective work, educational and child care needs while building businesses, careers and communities."

**- SAMUEL B. GOMEZ, FATHERHOOD MANAGER,
SAN ANTONIO FATHERHOOD CAMPAIGN,
AMERICAN INDIANS IN TEXAS AT THE SPANISH
COLONIAL MISSIONS**



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

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