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.
TABLE OF CONTENTS

Letter from Leadership ..................2
Board of Directors, Committee of Six, Chief Elected Officials & Leadership Team ........4
Financial Overview .....................6
Child Care ...............................8
Youth Services ...........................10
HireAbility ...............................12
Veterans & Military Spouses .............14
Teacher Externship ........................16
Job Seekers ................................17
Ready to Work ............................18
Career Centers ...........................20
Business Solutions ........................22
Sector-Based Model ........................24
Employer Collaboratives ..................26
TWC Employer Awards ...................28
TWC Annual Conference ..................29
Workforce Academy Ambassador Program ....30
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.
BOARD OF DIRECTORS

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

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
EQ2 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

Judge Robert Hurley
ATASCOSA COUNTY

Judge Richard Evans
BANDERA COUNTY

Judge Nelson Wolff
BEXAR COUNTY

Judge Chris Schuchart
MEDINA COUNTY

Judge Sherman Krause
COMAL COUNTY

Judge Kyle Kutscher
GUADALUPE COUNTY (ALTERNATE)

Commissioner
Rebeca Clay-Flores
BEXAR COUNTY, PRECINCT 1

Judge Mark Stoeher
GILLESPIE COUNTY

Judge Wade Hedtke
KARNES COUNTY

Judge Darrel Lux
KENDALL COUNTY

Judge Rob Kelly
KERR COUNTY

Judge James Teal
MCMULLEN COUNTY

Judge Richard Jackson
WILSON COUNTY

Mayor Ron Nirenberg
CITY OF SAN ANTONIO

CHIEF ELECTED OFFICIALS

Adrian Lopez
CHIEF EXECUTIVE OFFICER

Katherine Pipoly
CHIEF OPERATING OFFICER

Angela Bush
CHIEF FINANCIAL OFFICER

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

LEADERSHIP TEAM
### Financial Overview

**ACTUAL FEDERAL SPENDING** from reoccurring services to support the local community through jobs and career services

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

**TOTAL FEDERAL SPENDING** $ 140,882,437
ACTUAL ADDITIONAL SPENDING FROM OTHER SOURCES

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

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.

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

10,251
Children Served

8,000
Parents Served

570
Child Care Providers

$90 Million
Annual Investment in Child Care

RESULTING IN AN AVERAGE

$160 MILLION
in Combined Yearly Earned Income of Working Parents
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.

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.

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:

IT / Cybersecurity  Healthcare  Aerospace
Education  Advanced Manufacturing  Construction

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.

JOBFEST 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
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.

**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.*
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

<table>
<thead>
<tr>
<th>Independent School Districts Represented</th>
<th>Charter Schools Represented</th>
<th>Employers Participated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamo Heights ISD</td>
<td>San Antonio ISD</td>
<td>Caterpillar</td>
</tr>
<tr>
<td>Comal ISD</td>
<td>Schertz-Cibolo-Universal City ISD</td>
<td>ITM</td>
</tr>
<tr>
<td>East Central ISD</td>
<td>Southside ISD</td>
<td>Joeris</td>
</tr>
<tr>
<td>Edgewood ISD</td>
<td>Southwest ISD</td>
<td>PSI (Pressure Systems International)</td>
</tr>
<tr>
<td>Floresville ISD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Harlandale ISD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Judson ISD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>La Vernia ISD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lytle ISD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medina Valley ISD</td>
<td>San Antonio ISD</td>
<td></td>
</tr>
<tr>
<td>North East ISD</td>
<td>Schertz-Cibolo-Universal City ISD</td>
<td>EO2 Concepts</td>
</tr>
<tr>
<td>Northside ISD</td>
<td>Southside ISD</td>
<td>H-E-B</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Nolato</td>
</tr>
<tr>
<td></td>
<td></td>
<td>San Antonio River Authority</td>
</tr>
<tr>
<td></td>
<td></td>
<td>San Antonio Water System</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cox Manufacturing</td>
</tr>
<tr>
<td></td>
<td></td>
<td>FBD (Frozen Beverage Dispensers)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>PDS + CNC Machining</td>
</tr>
<tr>
<td></td>
<td></td>
<td>PlusOne Robotics</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tech Port Center + Arena</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Toyotetsu Texas</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3M/KCI</td>
</tr>
<tr>
<td></td>
<td>CH Guenther</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dorcol</td>
<td></td>
</tr>
<tr>
<td></td>
<td>GenCure Biomanufacturing Center</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Velocity TX Life Sciences</td>
<td></td>
</tr>
</tbody>
</table>

"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

**CAREER CENTER REOPENINGS**

- Boerne Career Center Relocation and Ribbon Cutting
  - April 20, 2022
- Floresville Career Center Relocation and Ribbon Cutting
  - October 5, 2022

In-Person and Virtual Services Available
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.

"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
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

**Employer Services Provided:**
- 148,490

**Newly Registered Employers:**
- 620

**Work Based Training Sites:**
- 561

**Job Fairs & Hiring Events:**
- 174

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

Oct. 2022 - June 2023

2022 ANNUAL REPORT

25
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

26 WORKFORCE SOLUTIONS ALAMO
Texas Oil & Gas Association / South Texas Energy & Economic Roundtable

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

Navistar

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.
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.

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.
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
“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