
MEMORANDUM

To: Committee of Six
From: Adrian Lopez, CEO
Presented by: Angela Bush, CFO Consultant
Date: July 24, 2024
Regarding: FY25 Annual Budget Approval

Summary: The board staff prepares a budget based on the assumption of planned allocations from the Texas Workforce Commission and anticipated carryover funds from existing contracts. This budget is analyzed throughout the year and amended as additional funds are received or changes occur, which would warrant budget amendments.

Strategic Objective: Adopting the budget provides direction and authority to implement a plan for the delivery of services. This core process provides structure and guidance to the entity for expenditure controls and strategic allocation of resources, including but not limited to:

- Planning
- Coordination
- Resource Allocation
- Performance Review

Resource Allocation: Chief Elected officials and partners adopted an interlocal agreement, which specifies the annual budget shall be prepared utilizing the agreed-upon methodology in the agreement, “all resource allocation within the AWD shall, to the extent possible and practical considering need, be based upon the federal and state formulas used to allocate funds.” Historically, the board has maintained an average of approximately 80% in urban areas and a 20% aggregate for rural communities. WSA’s executive leadership team utilizes Texas Administrative Code 800, Chapter B, Allocations (TAC 800), to allocate funds between the counties. From the guidance of TAC 800 and allocation factors received from the Texas Workforce Commission, the board has prepared a service delivery budget that reflects an average allocation, excluding the City of San Antonio's Ready to Work Program of 82.41% to urban communities and an aggregate of 17.59% to rural communities which is monitored monthly by the board.

The Budget by Fund and Category additionally shows the methodology for allocating each fund. Formula funds were allocated based on the formulas in TAC 800. When a clear formula is unavailable, the funding source and participants served are considered to determine a reasonable formula to allocate the funds to each county fairly.

Budget Allocations are presented in the following sections:

- Board Administration or Corporate Budget
- Facilities Budget—Rent and support of the facilities and other items to support the contractor staff, such as software, supplies, and equipment.
- Special Projects- Workforce Commission Initiatives (Red, White, YOU, and Careers in Texas Industries), San Antonio Area Foundation, and other local initiatives.
- Service Delivery for Adult, Youth, and Childcare Services.

Budget Summary:

In Summary, the initial budget is projected to decrease approximately 8.03% (\$15,882,997) from \$197,870,857 to \$181,987,860. Ready to Work and Child Care Services have the highest estimated decrease in these initial estimates. Upon completing the reconciliation of FY24 closeouts and receiving the final contracts from TWC, the board expects the current budget levels to remain consistent in FY25 Budget Amendment #1.

FY25 Budget Comparison - FY25 PROPOSED BUDGET TO FY24 PROJECTED ACTUALS							
Budget Category	FY24 Budget Amendment #1	FY24 Projected Expenditures	Projected Exp. (%)	FY25 Proposed Budget	Increase/ Decrease (\$)	Increase/ Decrease (%)	Percent of Budget
Salaries and Wages	\$ 4,359,985	\$ 4,064,364	93.22%	\$ 4,697,557	\$ 337,572	7.74%	2.58%
Fringe Benefits	\$ 1,153,947	\$ 1,138,022	98.62%	1,357,103	203,156	17.61%	0.75%
Staff Travel	\$ 160,045	\$ 103,453	64.64%	121,900	(38,145)	-23.83%	0.07%
Staff Development	\$ 193,250	\$ 164,274	85.01%	161,000	(32,250)	-16.69%	0.09%
Total Personnel	\$ 5,867,227	\$ 5,470,113	93.23%	\$ 6,337,560	\$ 470,333	8.02%	3.48%
Corporate -Facilities	526,665	433,289	82.27%	472,565	(54,100)	-10.27%	0.26%
Corporate -Equipment Related	277,994	192,125	69.11%	232,399	(45,595)	-16.40%	0.13%
Corporate -General Office	741,700	519,133	69.99%	678,970	(62,730)	-8.46%	0.37%
Corporate - Professional Services	1,997,110	1,854,235	92.85%	1,950,000	(47,110)	-2.36%	1.07%
Corporate - Board of Directors	45,000	45,000	100.00%	45,000	-	0.00%	0.02%
Corporate Total	\$ 9,455,696	\$ 8,513,895	90.04%	\$ 9,716,494	\$ 260,798	2.76%	5.34%
Facilities	7,777,328	6,388,747	82.15%	6,452,970	(1,324,358)	-17.03%	3.55%
Reserve	11,002,098	3,347,061	30.42%	14,812,893	3,810,795	34.64%	8.14%
Projects	249,916	181,339	72.56%	450,857	200,941	80.40%	0.25%
Service Delivery - TWC	18,983,727	15,997,180	84.27%	16,271,017	(2,712,710)	-14.29%	8.94%
Service Delivery - Child Care	120,209,630	122,539,953	101.94%	115,144,332	(5,065,298)	-4.21%	63.27%
Service Delivery - Ready to Work	30,192,462	26,772,972	88.67%	19,139,298	(11,053,164)	-36.61%	10.52%
Facilities & Service Delivery	\$ 188,415,161	\$ 175,227,252	93.00%	\$ 172,271,366	\$ (16,143,795)	-8.57%	94.66%
Total Budget	\$ 197,870,857	\$ 183,741,147	92.86%	\$ 181,987,860	\$ (15,882,997)	-8.03%	100.00%

Personnel Cost: Personnel Costs are expected to increase by 7.74% as the board moves to fill vacant positions; replacing individuals is typically more costly than retaining a tenured person. The board included staff cost-of-living and merit increases, which will be budgeted at 5% of current salaries (3% for COLA and 2% merit). An additional 3% incentive pay is budgeted for staff that shows exemplary performance and contribution to the agency over and above normal expectations as allowable by the board’s incentive policy.

Other Corporate Costs: Overall, corporate costs are expected to increase by \$260,798, with most of the cost being temporary services. These services are utilized to assist in temporary vacancies and where additional support is needed over oversight and compliance of program design and implementation.

Facilities: Facility costs are expected to decrease by 17.03%, or \$1,324,358, reflecting the completion of FY24 facility initiatives, including the delivery of the mobile (Workforce One), buildout at the Port of San Antonio, and relocation of the Walzem WFC, which will include an integration with VR. Additional infrastructure improvements include implementing cloud-based systems throughout the workforce system in the 13-county area and a contingency for HVAC units at workforce centers that are approaching end-of-life.

Projects: Projects related to service delivery include job fairs such as Red White, YOU, and Careers in Texas Industries. Additional service delivery projects include SEAL, Child Care Quality, and the San Antonio Foundation.

Service Delivery: FY25 service delivery budget has decreased by approximately 11%, or \$18,831,171.87 in comparison to FY24. The line-item budget provides a detailed listing of program changes. Key variances contributing to the decrease include Ready to Work, initial Child Care estimates, and TANF.

Staff Recommendation: Discuss possible action to approve the Annual Budget from October 1, 2024, to September 30, 2025. The budget will be amended after the final allocations are received and the current fiscal year closes out.

Attachment:

Budget Summary

Budget by Fund and Category and Line-Item Budget

Budget Allocation by County for Service Delivery

Texas Administrative Code 800 Sub Chapter B, Allocation Methodology

Workforce Solutions Alamo FY25 Budget
October 1, 2024-September 30, 2025

				EXPENDITURES						
FUNDING SOURCE	CFDA	End Date	ANNUAL BUDGET	CORPORATE BUDGET	FACILITIES	PROJECTS	OUTREACH	SERVICE DELIVERY OPS	SERVICE DELIVERY CLIENTS	RESERVE
ADULT-MILITARY FAMILY SUPPORT - BEXAR ONLY	ADULT-17.258	12/31/2025	266,471.00					189,900.00	21,097.00	55,474.00
ADULT-NON CUSTODIAL PARENT-BEXAR ONLY	TANF-93.558	9/30/2025	437,578.00	80,926.23			2,500.00	276,238.38	77,913.39	
ADULT-RE-EMPLOYMENT SERVICES	UI-17.225	9/30/2025	920,073.00	207,018.93				7,500.00	705,554.07	
ADULT-SNAP E&T	SNAP-10.561	9/30/2025	1,303,291.00	354,501.74	358,858.14			10,000.00	464,064.90	115,866.22
ADULT-STUDENT HIREABILITY NAVIAGATOR	VR	8/31/2025	210,000.00	128,467.63	-			-	81,532.37	-
ADULT-TANF	TANF-93.558	10/31/2025	6,775,722.00	1,420,956.07	1,339,294.46		45,000.00	3,176,377.18	794,094.29	
ADULT-TRADE ACT SERVICES	TAA-17.245	12/31/2025	27,000.00	2,700.00					24,300.00	
ADULT-TRAINING & EMPLOYMENT NAVIGATOR (PILOT PROGRAM)	WPA-17.207	10/31/2025	128,057.03						119,557.03	8,500.00
ADULT-VRS PAID WORK EXPERIENCE	VR	9/30/2025	187,500.00							187,500.00
ADULT-WIOA ADULT	ADULT-17.258	6/30/2026	5,574,422.00	941,167.94	1,166,568.17		55,000.00	2,177,336.00	933,144.00	301,205.88
ADULT-WIOA DISLOCATED	DW-17.278	6/30/2026	5,215,482.50	948,066.26	898,025.02		70,000.00	1,999,619.00	856,979.00	442,793.22
ADULT-WIOA RAPID RESPONSE	DW-17.278	6/30/2025	58,295.00	5,355.71					52,939.29	
CHILD CARE CCDF-DISCRETIONARY	CCDF-93.575	12/31/2025	104,195,749.86	2,718,453.10	281,119.05		170,000.00	6,121,531.82	83,742,782.89	11,161,863.00
CHILD CARE CCDF-MANDATORY (Former DFPS & TANF)	CCDF-93.575	12/31/2025	6,438,565.00						6,438,565.00	
CHILD CARE CCM-MATCH	CCDF-93.596	12/31/2025	7,539,884.00						7,539,884.00	-
CHILD CARE CCP-DFPS PROTECTIVE SERVICES	CCDF-93.575	8/31/2024	4,898,465.00						4,898,465.00	
CHILD CARE QUALITY	CCDF-93.575	10/31/2024	2,548,795.56	339,434.50	101,784.60	125,000.00	10,000.00	698,918.15	841,003.57	432,654.74
CHILD CARE QUALITY - TRS ADDITIONAL DISTRIBUTION	CCDF-93.575	10/31/2024	4,683,181.28					1,297,990.85	3,385,190.43	
CITY OF SAN ANTONIO-READY TO WORK -BEXAR ONLY	CITY GENERAL	3/31/2025	20,069,891.00	788,179.21	142,414.09			7,655,719.08	11,483,578.62	
FACILITIES-EMPLOYMENT SERVICES	ES-17.207	12/31/2024	342,746.00	34,274.60	308,471.40					
FACILITIES-EMPLOYMENT SERVICES	ES-17.207	12/31/2025	676,578.65	50,743.40	456,690.60					169,144.65
FACILITIES-INFRA SUPPORT VR	VR-REIMB	8/31/2025	562,676.00	56,267.60	506,408.40					
FACILITIES-VETERANS EMPLOYMENT SERVICE	ES-17.801	9/30/2025	255,178.00	25,517.80	229,660.20					
SPECIAL-RESOURCE ADMIN GRANT	ES-17.207	9/30/2025	11,857.00	11,857.00						
SPECIAL-SUMMER EARN & LEARN	VR	9/30/2025	900,000.00	72,475.02	22,044.20	217,025.00	10,000.00	106,903.78	396,552.00	75,000.00
SPECIAL-PARTNER FOR REENTRY OPP IN WD (PROWD)	REENTRY-17.270	9/30/2027	1,034,100.00	55,629.49	27,664.38		-	10,000.00	175,984.29	75,421.84
SPECIAL-WORK COMMISSION INITIATIVES	ADULT-17.258	9/30/2025	94,250.00			94,250.00				
SPECIAL-SAF WORKFORCE ACADEMY	PRIVATE	12/31/2024	14,582.00			14,582.00				
SPECIAL-SAF CAPACITY BUILDING	PRIVATE	12/31/2024	-			-				
UNRESTRICTED-NON-FEDERAL	Z-UNRESTRICTED	9/30/2025	100,000.00	100,000.00						
YOUTH-WIOA YOUTH	YOUTH-17.259	6/30/2025	6,517,469.00	1,374,501.77	613,967.29		110,000.00	1,732,500.00	1,209,642.69	1,476,857.25
Total			\$ 181,987,859.88	\$ 9,716,494.00	\$ 6,452,970.00	\$ 450,857.00	\$ 500,000.00	\$27,056,966.19	\$ 122,997,679.95	\$14,812,892.74

Workforce Solutions Alamo FY25 Budget
October 1, 2024-September 30, 2025

Workforce Solutions Alamo
Board Fiscal Year October 1, 2024 - September 30, 2025
FY25 Proposed Annual Budget

	Annual Approved Budget	Annual Budget Amended #1	Annual Amended Budget	FY24 Projected Expense	%	Proposed FY25 Annual Budget	Percentage	Dollar
	2023-2024	2023-2024	2023-2024	2023-2024	Projected Expensed	2024-2025	Change	Change
PERSONNEL								
Salaries/Wages	\$ 4,359,985.00	\$ -	\$ 4,359,985.00	\$ 4,064,364.00	93.2%	4,697,557.00	7.7%	\$ 337,572
Fringe Benefits	1,153,947.06	-	1,153,947.06	1,138,021.92	98.6%	1,357,103.00	17.6%	203,156
Staff Travel	160,045.00	-	160,045.00	103,453.14	64.6%	121,900.00	-23.8%	(38,145)
Staff Training/Development	193,250.00	-	193,250.00	164,273.71	85.0%	161,000.00	-16.7%	(32,250)
PERSONNEL SUBTOTAL:	\$ 5,867,227.06	\$ -	\$ 5,867,227.06	\$ 5,470,112.78	93.2%	6,337,560.00	8.0%	\$ 470,333
FACILITY								
Rent	\$ 461,665.00	\$ -	\$ 461,665.00	\$ 415,625.14	90.0%	449,665.00	-2.6%	\$ (12,000)
Storage	30,000.00	-	30,000.00	11,886.86	39.6%	15,000.00	-50.0%	(15,000)
Maintenance and Repair	35,000.00	-	35,000.00	5,777.14	16.5%	7,900.00	-77.4%	(27,100)
FACILITY SUBTOTAL:	\$ 526,665.00	\$ -	\$ 526,665.00	\$ 433,289.14	82.3%	472,565.00	-10.3%	\$ (54,100)
EQUIPMENT/RELATED COSTS								
Equipment Purchases	\$ 87,800.00	\$ -	\$ 87,800.00	\$ 69,558.86	79.2%	65,000.00	-26.0%	\$ (22,800)
Equipment Rental	15,000.00	-	15,000.00	15,817.71	105.5%	17,399.00	16.0%	2,399
Software Licenses & Maintenance	175,194.00	-	175,194.00	106,748.57	60.9%	150,000.00	-14.4%	(25,194)
EQUIPMENT/RELATED COSTS SUBTOTAL:	\$ 277,994.00	\$ -	\$ 277,994.00	\$ 192,125.14	69.1%	232,399.00	-16.4%	\$ (45,595)
GENERAL OFFICE EXPENSES								
Communications	\$ 47,300.00	\$ -	\$ 47,300.00	\$ 47,058.86	99.5%	56,470.00	19.4%	\$ 9,170
Advertising	10,000.00	-	10,000.00	5,000.00	50.0%	5,000.00	-50.0%	(5,000)
Insurance	300,000.00	-	300,000.00	151,908.57	50.6%	250,000.00	-16.7%	(50,000)
Office Supplies	23,700.00	-	23,700.00	20,498.29	86.5%	25,000.00	5.5%	1,300
Postage/Shipping/Other	7,500.00	-	7,500.00	5,637.71	75.2%	7,500.00	0.0%	-
Printing, Binding & Reproduction	20,000.00	-	20,000.00	16,000.00	80.0%	15,000.00	-25.0%	(5,000)
Publications & Subscriptions	13,200.00	-	13,200.00	12,736.00	96.5%	15,000.00	13.6%	1,800
Dues	25,000.00	-	25,000.00	18,000.00	72.0%	15,000.00	-40.0%	(10,000)
Marketing (External)	120,000.00	50,000.00	170,000.00	157,759.43	92.8%	170,000.00	0.0%	-
Miscellaneous Costs	25,000.00	-	25,000.00	5,000.00	20.0%	20,000.00	-20.0%	(5,000)
Non Federal	50,000.00	50,000.00	100,000.00	79,533.71	79.5%	100,000.00	0.0%	-
GENERAL OFFICE EXP SUBTOTAL:	\$ 641,700.00	\$ 100,000.00	\$ 741,700.00	\$ 519,132.57	70.0%	678,970.00	-8.5%	\$ (62,730)
PROFESSIONAL SERVICES								
Legal-General Corporate Matters	\$ 125,000.00	\$ -	\$ 125,000.00	\$ 125,000.00	100.0%	125,000.00	0.0%	\$ -
Legal-Other Corporate Matters	75,000.00	-	75,000.00	50,000.00	66.7%	50,000.00	-33.3%	(25,000)
Audit	75,000.00	-	75,000.00	74,648.57	99.5%	75,000.00	0.0%	-
Monitoring (Contractor)	500,000.00	-	500,000.00	425,000.00	85.0%	450,000.00	-10.0%	(50,000)
Professional Services	1,172,110.00	-	1,172,110.00	1,131,842.29	96.6%	1,200,000.00	2.4%	27,890
Payroll Fees	40,000.00	10,000.00	50,000.00	47,744.57	95.5%	50,000.00	0.0%	-
PROFESSIONAL SERVICES SUBTOTAL:	\$ 1,987,110.00	\$ 10,000.00	\$ 1,997,110.00	\$ 1,854,235.43	92.8%	1,950,000.00	-2.4%	\$ (47,110)
BOARD EXPENSES								
Board Member Travel	\$ 5,000.00	\$ -	\$ 5,000.00	\$ 15,000.00	300.0%	15,000.00	200.0%	\$ 10,000
Board Member Training/Development	25,000.00	-	25,000.00	20,000.00	80.0%	20,000.00	-20.0%	(5,000)
Board Meetings/Misc.	15,000.00	-	15,000.00	10,000.00	66.7%	10,000.00	-33.3%	(5,000)
BOARD EXPENSES SUBTOTAL:	\$ 45,000.00	\$ -	\$ 45,000.00	\$ 45,000.00	100.0%	45,000.00	0.0%	\$ -
TOTAL WSA CORPORATE BUDGET	\$ 9,345,696.06	\$ 110,000.00	\$ 9,455,696.06	\$ 8,513,895.06	90%	9,716,494.00	3%	\$ 260,798
SUMMARY:								
Personnel	\$ 5,867,227.06	\$ -	\$ 5,867,227.06	\$ 5,470,112.78	93%	6,337,560.00	8%	\$ 470,333
Facility	526,665.00	-	526,665.00	433,289.14	82%	472,565.00	-10%	(54,100)
Equipment/Related Costs	277,994.00	-	277,994.00	192,125.14	69%	232,399.00	-16%	(45,595)
General Office Expenses	641,700.00	100,000.00	741,700.00	519,132.57	70%	678,970.00	-8%	(62,730)
Professional Services	1,987,110.00	10,000.00	1,997,110.00	1,854,235.43	93%	1,950,000.00	-2%	(47,110)
Board Expenses	45,000.00	-	45,000.00	45,000.00	100%	45,000.00	0%	\$ -
TOTAL WSA CORPORATE BUDGET	\$ 9,345,696.06	\$ 110,000.00	\$ 9,455,696.06	\$ 8,513,895.06	90%	9,716,494.00	3%	\$ 260,798
FACILITY & INFRASTRUCTURE BUDGET								
Facility Related Occupancy	4,258,093.00	-	4,258,093.00	3,991,265.00	94%	4,234,010.00	-1%	(24,083)
Equipment Related	1,163,000.00	-	1,163,000.00	976,392.00	84%	437,500.00	-62%	(725,500)
Rental of Equipment	79,440.00	-	79,440.00	63,483.00	80%	80,435.00	1%	995
Software Related	580,795.00	-	580,795.00	466,023.00	80%	472,180.00	-19%	(108,615)
Communications	437,400.00	-	437,400.00	398,105.00	91%	445,997.00	2%	8,597
General Office	156,600.00	-	156,600.00	119,386.00	76%	150,598.00	-4%	(6,002)
Other Professional Services	402,000.00	-	402,000.00	374,093.00	93%	382,250.00	-5%	(19,750)
Reserve Facility	700,000.00	-	700,000.00	0.00	0%	250,000.00	-64%	(450,000)
TOTAL FACILITY & INFRASTRUCTURE BUDGET	7,777,328.00	-	7,777,328.00	6,388,747.00	82%	6,482,970.00	-17%	(1,324,358)

Workforce Solutions Alamo FY25 Budget
October 1, 2024-September 30, 2025

Workforce Solutions Alamo
Board Fiscal Year October 1, 2024 - September 30, 2025
FY25 Proposed Annual Budget

	Annual Approved Budget	Annual Budget Amended #1	Annual Amended Budget	FY24 Projected Expense	%	Proposed FY25 Annual Budget	Percentage	Dollar
	2023-2024	2023-2024	2023-2024	2023-2024	Projected Expensed	2024-2025	Change	Change
RESERVE UNOBLIGATED	10,891,296.00	110,802.00	11,002,098.00	3,347,061.00	31%	14,812,892.74	35%	\$ 3,810,795
PROJECTS	94,250.00	155,666.00	249,916.00	181,339.25	73%	450,857.00	80%	\$ 200,941
SERVICE DELIVERY BUDGET								
ADULT-MIDDLE SKILLS GRANT	58,220.00	57,695.00	115,915.00	51,909.82	45%	-	-100%	\$ (115,915.00)
ADULT-MILITARY FAMILY SUPPORT	323,144.00	(15,571.00)	307,573.00	297,292.48	97%	210,997.00	-31%	(96,576.00)
ADULT-NON CUSTODIAL PARENT	308,104.00	24,076.00	332,180.00	308,105.00	93%	356,651.77	7%	24,471.77
ADULT-REEMPLOYMENT SERVICES	769,471.00	195,993.00	965,464.00	894,083.40	93%	713,054.07	-26%	(252,409.93)
ADULT-SNAP E&T	837,122.00	(32,723.00)	804,399.00	802,241.92	100%	589,931.12	-27%	(214,467.88)
ADULT-STUDENT HIREABILITY NAVIGATOR	94,266.00	610.00	94,876.00	74,665.50	79%	81,532.37	-14%	(13,343.63)
ADULT-TANF	6,197,429.00	(1,164,611.00)	5,032,818.00	4,767,252.31	95%	4,015,471.47	-20%	(1,017,346.53)
ADULT-TRADE ACT SERVICES	44,441.00	(9,367.00)	35,074.00	33,858.00	97%	24,300.00	-31%	(10,774.00)
ADULT-TRAINING AND EMPLOYMENT NAVIGATOR	220,127.00	(84,419.00)	135,708.00	31,864.50	23%	119,557.03	-12%	(16,150.97)
ADULT-VR PAID WORK EXPERIENCE	225,000.00	(37,500.00)	187,500.00	1,200.00	1%	187,500.00	0%	-
ADULT-WIOA ADULT	3,110,479.00	(124,716.00)	2,985,763.00	2,332,860.00	78%	3,165,480.00	6%	179,717.00
ADULT-WIOA UPSKILL AND TRAINING	-	170,471.00	170,471.00	170,471.00	100%	-	-100%	(170,471.00)
ADULT-WIOA DISLOCATED	2,856,597.00	(37,368.00)	2,819,229.00	2,142,448.00	76%	2,926,598.00	4%	107,369.00
ADULT-WIOA RAPID RESPONSE	34,402.00	-	34,402.00	59,202.00	172%	52,939.29	54%	18,537.29
CHILD CARE CCDF	91,804,282.00	1,518,051.00	93,322,333.00	96,363,394.00	103%	90,034,314.71	-4%	(3,288,018.29)
CHILD CARE CCDF- MANDATORY	6,250,691.00	-	6,250,691.00	6,250,691.00	100%	6,438,565.00	3%	187,874.00
CHILD CARE CCM	7,562,035.00	-	7,562,035.00	7,562,035.00	100%	7,539,884.00	0%	(22,151.00)
CHILD CARE CCP	6,621,905.00	(1,551,657.00)	5,070,248.00	5,070,248.00	100%	4,898,465.00	-3%	(171,783.00)
CHILD CARE CONTRACTED SLOTS	512,064.00	(216,968.00)	295,096.00	295,096.00	100%	-	-100%	(295,096.00)
CHILD CARE-CCQ QUALITY	2,690,748.00	568,479.00	3,259,227.00	2,998,488.84	92%	1,549,921.72	-52%	(1,709,305.28)
CHILD CARE-CCQ TEXAS RISING STAR INCENTIVES	2,000,000.00	2,450,000.00	4,450,000.00	4,000,000.00	90%	4,683,181.28	5%	233,181.28
CITY OF SAN ANTONIO- READY TO WORK	26,495,121.00	3,697,344.00	30,192,465.00	26,772,971.85	89%	19,139,297.70	-37%	(11,053,167.30)
SPECIAL-TOYOTETSU	-	46,525.00	46,525.00	30,000.00	64%	-	-100%	(46,525.00)
SPECIAL-EXTERNSHIP FOR TEACHERS	190,438.00	(75,446.00)	114,992.00	301,149.00	262%	-	-100%	(114,992.00)
SPECIAL-VR SUMMER EARN AND LEARN	780,000.00	(14,214.00)	765,786.00	698,577.00	91%	513,455.78	-33%	(252,330.22)
SPECIAL-PROWD	-	-	-	-	-	261,406.13	0%	261,406.13
YOUTH-WIOA YOUTH	4,018,251.00	16,798.00	4,035,049.00	3,000,000.00	74%	3,052,142.69	-24%	(982,906.31)
SERVICE DELIVERY BUDGET	164,004,337.00	5,381,482.00	169,385,819.00	165,310,104.61	98%	150,554,646.13	-11%	\$ (18,831,172.87)
TOTAL	192,112,907.06	5,757,950.00	197,870,857.06	183,741,146.93	93%	181,987,859.87	-8%	\$ (15,882,997.19)

FY25 Service Delivery by County Summary

County	City	Military Family Support Bexar County Only	WIOA Adult	WIOA Youth	PROWD	Summer Earn and Learn (Serves Youth)	VRS Paid Work Experience (Serves Youth)	Student Hireability Navigator (Youth Support)	WIOA Dislocated Worker
Budget		\$ 210,997.00	\$ 3,165,480.00	\$ 3,052,142.69	\$ 261,406.13	\$ 513,455.78	\$ 187,500.00	\$ 81,532.37	\$ 2,926,598.00
Bexar (RTW)	San Antonio								
Bexar	San Antonio	210,997.00	2,486,678.31	2,424,850.48	90,776.72	407,927.68	148,964.03	64,775.41	1,560,150.60
Atascosa	Pleasanton		50,634.04	53,114.77	14,547.28	8,935.39	3,262.96	1,418.86	120,070.00
Bandera	Bandera		38,640.54	30,538.11	12,448.42	5,137.36	1,876.03	815.77	80,419.74
Comal	New Braunfels		169,581.10	155,609.19	18,039.59	26,177.82	9,559.42	4,156.81	186,044.69
Frio	Pearsall		47,118.44	41,812.96	12,009.13	7,034.11	2,568.66	1,116.96	72,120.85
Gillespie	Fredericksburg		10,716.16	9,424.76	13,771.03	1,585.51	578.98	251.77	105,405.65
Guadalupe	Seguin		138,020.06	131,581.65	19,173.25	22,135.71	8,083.36	3,514.96	207,461.18
Karnes	Kenedy		29,286.06	20,782.21	12,505.11	3,496.15	1,276.70	555.16	81,490.57
Kendall	Boerne		75,524.50	69,383.66	13,854.48	11,672.27	4,262.39	1,853.46	106,982.14
Kerr	Kerrville		61,092.82	59,762.48	13,319.14	10,053.72	3,671.34	1,596.44	96,868.80
McMullen	Tilden		122.50	-	10,617.24	-	-	-	45,826.16
Medina	Hondo		35,286.28	23,619.16	14,736.22	3,973.40	1,450.98	630.94	123,639.41
Wilson	Floresville		22,779.19	31,663.26	15,608.51	5,326.65	1,945.15	845.83	140,118.21
Total		\$ 210,997.00	\$ 3,165,480.00	\$ 3,052,142.69	\$ 261,406.13	\$ 513,455.78	\$ 187,500.00	\$ 81,532.37	\$ 2,926,598.00

FY25 Service Delivery by County Summary

County	City	WIOA RAPID Response	RESEA	TAA	TANF	Non Custodial Parent	SNAP	Training and Employment Navigator	Ready to Work
Budget		\$ 52,939.29	\$ 713,054.07	\$ 24,300.00	\$ 4,015,471.47	\$ 356,651.77	\$ 589,931.12	\$ 119,557.03	\$ 19,139,297.70
Bexar (RTW)	San Antonio								19,139,297.70
Bexar	San Antonio	51,657.10	564,707.54	22,036.02	3,356,532.60	356,651.77	488,909.14	90,353.40	
Atascosa	Pleasanton	-	8,864.29	1,509.32	115,244.03		16,163.14	2,179.95	
Bandera	Bandera	-	3,910.72	-	-		3,074.66	960.44	
Comal	New Braunfels	1,282.19	52,664.32	754.66	134,116.75		17,366.68	7,324.82	
Frio	Pearsall	-	3,650.00	-	70,270.75		6,045.90	852.84	
Gillespie	Fredericksburg	-	2,085.72	-	12,849.51		1,109.51	1,211.48	
Guadalupe	Seguin	-	36,500.03	-	179,090.03		26,205.16	7,571.89	
Karnes	Kenedy	-	2,867.86	-	44,571.73		3,093.47	621.69	
Kendall	Boerne	-	11,992.87	-	38,548.53		2,538.71	2,040.41	
Kerr	Kerrville	-	5,996.43	-	12,849.51		7,136.60	2,008.55	
McMullen	Tilden	-	260.71	-	-		141.04	59.78	
Medina	Hondo	-	10,689.29	-	19,274.26		11,292.57	2,096.24	
Wilson	Floresville	-	8,864.29	-	32,123.77		6,854.53	2,275.55	
Total		\$ 52,939.29	\$ 713,054.07	\$ 24,300.00	\$ 4,015,471.47	\$ 356,651.77	\$ 589,931.12	\$ 119,557.03	\$ 19,139,297.70

FY25 Service Delivery by County Summary

County	City	Child Care (CCDF)	Total Service Delivery Budget (Including Ready to Work)	Average %	Total Service Delivery Budget (Excluding Ready to Work)	Average %
Budget		\$ 115,144,331.71	\$ 150,554,646.13		\$ 131,415,348.43	
Bexar (RTW)	San Antonio	-	19,139,297.70	12.71%	\$ -	0.00%
Bexar	San Antonio	95,974,574.95	108,300,542.75	71.93%	108,300,542.75	82.41%
Atascosa	Pleasanton	2,065,200.89	2,461,144.91	1.63%	2,461,144.91	1.87%
Bandera	Bandera	481,352.59	659,174.38	0.44%	659,174.38	0.50%
Comal	New Braunfels	2,944,569.17	3,727,247.22	2.48%	3,727,247.22	2.84%
Frio	Pearsall	970,607.99	1,235,208.59	0.82%	1,235,208.59	0.94%
Gillespie	Fredericksburg	734,509.65	893,499.72	0.59%	893,499.72	0.68%
Guadalupe	Seguin	5,454,274.73	6,233,612.01	4.14%	6,233,612.01	4.74%
Karnes	Kenedy	762,789.53	963,336.23	0.64%	963,336.23	0.73%
Kendall	Boerne	923,603.20	1,262,256.63	0.84%	1,262,256.63	0.96%
Kerr	Kerrville	2,146,631.94	2,420,987.79	1.61%	2,420,987.79	1.84%
McMullen	Tilden	37,644.41	94,671.84	0.06%	94,671.84	0.07%
Medina	Hondo	1,651,094.81	1,897,783.58	1.26%	1,897,783.58	1.44%
Wilson	Floresville	997,477.86	1,265,882.78	0.84%	1,265,882.78	0.96%
Total		\$ 115,144,331.71	\$ 150,554,646.13	100.00%	\$ 131,415,348.43	100.00%

FUND	TAC 800 ALLOCATIONS
CHOICES-TANF	(a) Funds available to the Commission to provide Choices services will be allocated to the workforce areas using a need-based formula, in order to meet state and federal requirements, as set forth in subsection (b) of this section.
CHOICES-TANF	(b) At least 80 percent of the Choices funds will be allocated to the workforce areas on the basis of:
CHOICES-TANF	(1) the relative proportion of the total unduplicated number of all families with Choices work requirements residing within the workforce area during the most recent calendar year to the statewide total unduplicated number of all families with Choices work requirements;
CHOICES-TANF	(2) an equal base amount; and
CHOICES-TANF	(3) the application of a hold harmless/stop gain procedure.
CHOICES-TANF	(c) No more than 10 percent of Choices funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by the appropriate federal regulations and Commission policy, the relative proportion of the total unduplicated number of all families with Choices work requirements residing within the workforce area during the most recent calendar year to the statewide total unduplicated number of all families with Choices work requirements;
SNAP	(a) Funds available to the Commission to provide SNAP E&T services under 7 U.S.C.A. §2015(d) will be allocated to the workforce areas using a need-based formula, as set forth in subsection (b) of this section.
SNAP	(b) At least 80% of the SNAP E&T funds will be allocated to the workforce areas on the basis of:
SNAP	(1) of the relative proportion of the total unduplicated number of mandatory work registrants receiving SNAP benefits residing within the workforce area during the most recent calendar year to the statewide total unduplicated number of mandatory work registrants receiving SNAP benefits;
SNAP	(2) an equal base amount; and
SNAP	(3) the application of a hold harmless/stop gain procedure.
SNAP	(c) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by federal regulations and Commission policy.
EMPLOYMENT SERVICES	(a) Employment Services funds available to the Commission to provide Employment Services under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B) will be utilized by the Commission as set forth in subsection (b) of this section.
EMPLOYMENT SERVICES	(b) At least 80% of the Employment Services funds under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B, including §49(c)) will be utilized by the Commission within the workforce areas according to the established federal formula, as follows:
EMPLOYMENT SERVICES	(1) Two-thirds will be based on the relative proportion of the total civilian labor force residing within the workforce area to the statewide total civilian labor force.;
EMPLOYMENT SERVICES	(2) One-third will be based on the relative proportion of the total number of unemployed individuals residing within the workforce area to the statewide total number of unemployed individuals; and
EMPLOYMENT SERVICES	(3) the application of a hold harmless/stop gain procedure.
EMPLOYMENT SERVICES	(c) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by appropriate federal regulations and Commission policy.
CHILD CARE	(a) Funds available to the Commission for child care services will be allocated to the workforce areas using need-based formulas, as set forth in this section.
CHILD CARE	(b) Child Care and Development Fund (CCDF) Mandatory Funds authorized under the Social Security Act §418(a)(1), as amended, together with state general revenue Maintenance of Effort (MOE) Funds, Social Services Block Grant funds, TANF funds, and other funds designated by the Commission for child care (excluding any amounts withheld for state-level responsibilities) will be allocated on the following basis:
CHILD CARE-MANDATORY	(1) 50 percent will be based on the relative proportion of the total number of children under the age of five years old residing within the workforce area to the statewide total number of children under the age of five years old, and
CHILD CARE-MANDATORY	(2) 50 percent will be based on the relative proportion of the total number of people residing within the workforce area whose income does not exceed 100 percent of the poverty level to the statewide total number of people whose income does not exceed 100 percent of the poverty level.
CHILD CARE MATCH	(c) CCDF Matching Funds authorized under the Social Security Act §418(a)(2), as amended, together with state general revenue matching funds and estimated appropriated receipts of donated funds, will be allocated according to the relative proportion of children under the age of 13 years old residing within the workforce area to the statewide total number of children under the age of 13 years old.
CHILD CARE DISCRETIONARY	(d) CCDF Discretionary Funds authorized under the Child Care and Development Block Grant Act of 1990 §658B, as amended, will be allocated according to the relative proportion of the total number of children under the age of 13 years old in families whose income does not exceed 150 percent of the poverty level residing within the workforce area to the statewide total number of children under the age of 13 years old in families whose income does not exceed 150 percent of the poverty level.
CHILD CARE	(e) The following provisions apply to the funds allocated in subsections (b) - (d) of this section:
CHILD CARE	(1) Sufficient funds must be used for direct child care services to ensure Commission-approved performance targets are met.
CHILD CARE	(2) Children eligible for Transitional and Choices child care shall be served on a priority basis to enable parents to participate in work, education, or training activities.
CHILD CARE	(3) No more than 5 percent of the total expenditure of funds may be used for administrative expenditures as defined in federal regulations contained in 45 C.F.R. §98.52, as may be amended unless the total expenditures for a workforce area are less than \$5,000,000. If a workforce area has total expenditures of less than \$5,000,000, then no more than \$250,000 may be used for administrative expenditures.
CHILD CARE	(4) Each Board shall set the amount of the total expenditure of funds to be used for quality activities consistent with federal and state statutes and regulations.
CHILD CARE	(5) The Board shall comply with any additional requirements adopted by the Commission or contained in the Board contract.
CHILD CARE	(6) Allocations of child care funds will include applications of hold harmless/stop gain procedures.
TRADE ADJUSTMENT ACT	(a) Funds available to the Commission to provide Trade Act services shall be provided to workforce areas as set forth in this section.
TRADE ADJUSTMENT ACT	(b) Amounts for training and services for trade-affected workers, consistent with statute and regulations, will be made available to workforce areas as follows. The Commission shall approve:
TRADE ADJUSTMENT ACT	(1) an initial Trade Adjustment Assistance (TAA) funding amount for each workforce area, on an annual basis; and
TRADE ADJUSTMENT ACT	(2) the factors to be considered for distribution of additional funds, which may include:
TRADE ADJUSTMENT ACT	(A) number of individuals in TAA-approved training;
TRADE ADJUSTMENT ACT	(B) number of Trade-certified layoffs in the workforce area;
TRADE ADJUSTMENT ACT	(C) number of employees from Trade-certified companies;
TRADE ADJUSTMENT ACT	(D) layoffs identified through the Worker Adjustment and Retraining Notification Act process in the workforce area;
TRADE ADJUSTMENT ACT	(E) demonstrated need;
TRADE ADJUSTMENT ACT	(F) the cost of training; and
TRADE ADJUSTMENT ACT	(G) other factors as determined by the Commission.

TRADE ADJUSTMENT ACT	(c) Evaluations will be made periodically as to the sufficiency and reasonableness of amounts made available to each workforce area, expenditures for training, and amounts reported for administration. The Agency shall make additional distributions, based on the evaluations and upon requests by Boards, using the factors approved by the Commission.
TRADE ADJUSTMENT ACT	(d) In the event that a determination is made that Trade Act funding available to the Commission may be insufficient to meet all qualified needs for the remainder of the year at any time during the program year, the Agency will:
TRADE ADJUSTMENT ACT	(1) rely on the evaluations referenced in subsection (c) of this section to estimate short-term needs;
TRADE ADJUSTMENT ACT	(2) make recommendations for deobligation and redistribution between workforce areas; and
TRADE ADJUSTMENT ACT	(3) make requests for additional TAA funding from the U.S. Department of Labor as appropriate.
TRADE ADJUSTMENT ACT	(e) No more than 15 percent of the funds expended for Trade Act training, services, and other allowable program activities shall be used for administrative costs, as defined by federal regulations. The Commission shall establish policy limitations for the expenditure of administrative funds at the state and Board levels.
Employment Services	(a) Employment Services funds available to the Commission to provide Employment Services under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B) will be utilized by the Commission as set forth in subsection (b) of this section.
Employment Services	(b) At least 80% of the Employment Services funds under §7(a) of the Wagner-Peyser Act (29 U.S.C.A. Chapter 4B, including §49(c)) will be utilized by the Commission within the workforce areas according to the established federal formula, as follows:
Employment Services	(1) Two-thirds will be based on the relative proportion of the total civilian labor force residing within the workforce area to the statewide total civilian labor force.;
Employment Services	(2) One-third will be based on the relative proportion of the total number of unemployed individuals residing within the workforce area to the statewide total number of unemployed individuals; and
Employment Services	(3) the application of a hold harmless/stop gain procedure.
Employment Services	(c) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by appropriate federal regulations and Commission policy.
WIOA GENERAL	(a) Definitions. The following words and terms when used in this section, shall have the following meanings, unless the context clearly indicates otherwise.
WIOA GENERAL	(1) Area of substantial unemployment--As defined in WIA §127(b)(2)(B) (29 U.S.C.A. §2852(b)(2)(B)) and WIA §132(b)(1)(B)(v)(III) (29 U.S.C.A. §2862(b)(1)(B)(v)(III)).
WIOA GENERAL	(2) Disadvantaged adult--As defined in WIA §132(b)(1)(B)(v)(IV) (29 U.S.C.A. §2862(b)(1)(B)(v)(IV)).
WIOA GENERAL	(3) Disadvantaged youth--As defined in WIA §127(b)(2)(C) (29 U.S.C.A. §2852(b)(2)(C)).
WIOA GENERAL	(b) Scope and Authority. Funds available to the Commission under Title I of WIA for youth activities, adult employment and training activities, and dislocated worker employment and training activities shall be allocated to workforce areas or reserved for statewide activities in accordance with:
WIOA GENERAL	(1) the provisions of prior consistent state law as authorized by WIA §194(a)(1)(A) (29 U.S.C.A. §2944(a)(1)(A)), including but not limited to Texas Labor Code §302.062, as amended, and Subchapter B of this title (relating to Allocations and Funding);
WIOA GENERAL	(2) the WIA and related federal regulations as amended; and
WIOA GENERAL	(3) the WIA State Plan.
WIOA GENERAL	(c) Reserves and Allocations for Youth and Adult Employment and Training Activities. The Commission shall reserve no more than 15% and shall allocate to workforce areas at least 85% of the youth activities and adult employment and training activities allotments from the United States Department of Labor.
WIOA GENERAL	(d) Reserves and Allocations for Dislocated Worker Employment and Training Activities. The Commission shall allocate the dislocated worker employment and training allotment in the following manner:
WIOA GENERAL	(1) reserve no more than 15% for statewide workforce investment activities;
WIOA GENERAL	(2) reserve no more than 25% for state level rapid response and additional local assistance activities and determine the proportion allocated to each activity; and
WIOA GENERAL	(3) allocate at least 60% to workforce areas.
WIOA GENERAL	(e) State Adopted Elements, Formulas, and Weights. The Commission shall implement the following elements, formulas, and weights adopted for Texas in the WIA State Plan in allocating WIA funds to workforce areas.
WIOA ADULT	(1) WIA adult employment and training activities funds not reserved by the Commission under §800.63(c) of this section shall be allocated to the workforce areas as provided in WIA §132(b)(1)(B) and §133(b)(2) (29 U.S.C.A. §2863(b)(2)) based on the following:
WIOA ADULT	(A) 33 1/3 percent on the basis of the relative number of unemployed individuals in areas of substantial unemployment in each workforce area, compared to the total number of unemployed individuals in areas of substantial unemployment in the State;
WIOA ADULT	(B) 33 1/3 percent on the basis of the relative excess number of unemployed individuals in each workforce area, compared to the total excess number of unemployed individuals in the State; and
WIOA ADULT	(C) 33 1/3 percent on the basis of the relative number of disadvantaged adults in each workforce area, compared to the total number of disadvantaged adults in the State.
WIOA DISLOADED WORKER	(2) WIA dislocated worker employment and training activities funds not reserved by the State under §800.63(d) of this section shall be allocated to the workforce areas as provided in WIA §133(b)(2) (29 U.S.C.A. §2863(b)(2)) based on the following factors:
WIOA DISLOADED WORKER	(A) insured unemployment;
WIOA DISLOADED WORKER	(B) average unemployment;
WIOA DISLOADED WORKER	(C) Worker Adjustment and Retaining Notification Act (29 U.S.C.A. §2101 et seq.) data;
WIOA DISLOADED WORKER	(D) declining industries;
WIOA DISLOADED WORKER	(E) farmer-rancher economic hardship; and
WIOA DISLOADED WORKER	(F) long-term unemployment.
WIOA YOUTH	(3) WIA youth activities funds not reserved by the Commission under §800.63(c) of this section shall be allocated to the workforce areas as provided in WIA §128(b)(2) (29 U.S.C.A. §2853(b)(2)) based on the following:
WIOA YOUTH	(A) 33 1/3 percent on the basis of the relative number of unemployed individuals in areas of substantial unemployment in each workforce area, compared to the total number of unemployed individuals in all areas of substantial unemployment in the State;
WIOA YOUTH	(B) 33 1/3 percent on the basis of the relative excess number of unemployed individuals in each workforce area, compared to the total excess number of unemployed individuals in the State; and
WIOA YOUTH	(C) 33 1/3 percent on the basis of the relative number of disadvantaged youth in each workforce area, compared to the total number of disadvantaged youth in the State.
WIOA GENERAL	(f) In making allocations of WIA formula funds, the Commission will apply hold harmless procedures, as set forth in federal regulations (20 CFR 667.135).

WIOA GENERAL	(g) No more than 10% of the funds expended as part of a workforce area's allocation shall be used for administrative costs, as defined by federal regulations and Commission policy.
WIOA GENERAL	(h) Reserved Funds. The Commission shall make available the funds reserved under §§800.63(c) and 800.63(d)(1) of this section to provide required and, if funds are available, allowable statewide activities as outlined in WIA §§129 and 134 (29 U.S.C.A. §§2854 and 2864).
WIOA GENERAL	(i) The Commission may allocate such proportion of available WIA Alternative Funding for Statewide Activities as it determines appropriate, utilizing a distribution methodology that is based on the proportionality of all amounts of WIA formula funds allocated during the same program year, as well as an equal base amount.
WIOA GENERAL	(j) The Commission may allocate such amounts of available WIA Alternative Funding for Statewide Activities as funding for One-Stop Enhancements, as it determines appropriate.
WIOA GENERAL	(k) Expenditure Level for Statewide Activity Funding. A Board shall demonstrate an 80 percent expenditure level of prior year WIA allocated funds in order to be eligible to receive WIA Alternative Funding for Statewide Activities and WIA Alternative Funding for One-Stop Enhancements. The Commission may reduce the amount of WIA Alternative Funding for Statewide Activities and WIA Alternative Funding for One-Stop Enhancements if a Board fails to achieve an 80 percent expenditure level of prior year WIA formula allocated funds.

Source

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