



Workforce Solutions Alamo Local Plan 2025-2028



2025-2028 Local Plan Purpose

- Reflect dynamics and changes of the labor force in our 13-County Alamo Region
- Develop strategies to better serve our regions' employers, job seekers, and the overall economy
- Identify emerging in-demand industries and occupations aligning with The Texas Workforce System Strategic Plan Goals 2024-2031, and compliance with Texas Workforce Commission (TWC) requirements and goals.





Components of the Local Plan

 **Economic and Workforce Analysis**

 **Core Programs and One-Stop Service Delivery**

 **Individualized Career Services**

 **Employment Services**

 **Training Programs**

 **Educational Services**

 **Employer Services**

 **Workforce Investment Initiatives**



WSA 2025 Local Plan Input Time



Call to Action: Local Plan Feedback



LISTENING
SESSIONS



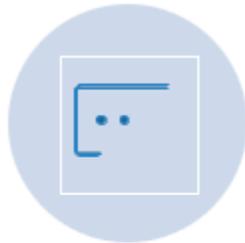
ONE-ON-ONE DATA
SESSIONS



EMPLOYER
FOCUSED
SESSIONS



STRATEGIC
PARTNER
PRESENTATIONS



PUBLIC COMMENT
FEEDBACK

Local Plan Feedback Audience

Business
Partners

Local
Government
Officials

Educational
Institutions

Economic
Development
Partners

School
Districts

Chambers of
Commerce

Employers

Associations



Local Plan Years in Comparison

2020-2024

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

2022-2024

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

2025-2028

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



Proposed Industry Clusters

Aerospace/ Manufacturing

Healthcare

Information-Computer Technology/
Cybersecurity

Construction/Utilities

Oil & Gas/ Warehousing & Transportation/
Finance/ Others

Education/ Hospitality



Aerospace/ Manufacturing Occupations

Industrial Engineers

Mechanical Engineers

Engineering Technologists and Technicians, Except Drafters, All Other *New

Environmental Science and Protection Technicians, Including Health *New

Industrial Machinery Mechanics

Computer Numerically Controlled Tool Programmers

Precision Instrument and Equipment Repairers, All Other *New

Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders *New

Welders, Cutters, Solderers, and Brazers

Heavy and Tractor-Trailer Truck Drivers



Healthcare Occupations

Respiratory Therapists

Registered Nurses

Dental Hygienists

Diagnostic Medical Sonographers

Radiologic Technologists and Technicians

Health Information Technologists and Medical Registrars *New

Magnetic Resonance Imaging Technologists

Pharmacy Technicians

Surgical Technologists

Licensed Practical and Licensed Vocational Nurses

Medical Records Specialists

Occupational Therapy Assistants

Physical Therapist Assistants

Dental Assistants

Massage Therapists * New

Medical Assistants Nursing

Assistants

Cardiovascular Technologists and Technicians

Phlebotomists

Source: LMCI/Industry Projections 2022-2032



Information Technology/ Cybersecurity Occupations

Computer and Information Systems Managers

Computer Systems Analysts

Information Security Analysts

Computer Network Support Specialists

Computer User Support Specialists

Database Administrators

Network and Computer Systems Administrators

Software Developers

Software Quality Assurance Analysts and Testers

Web Developers

Computer Occupations, All Other

Operations Research Analysts

Data Scientists * New

Computer Programmers *New

Source: LMCI/Industry Projections 2022-2032



Construction/Utilities Occupations

Construction Managers

First-Line Supervisors of Construction Trades and Extraction Workers

Electricians

Plumbers, Pipefitters, and Steamfitters

First-Line Supervisors of Mechanics, Installers, and Repairers

Heating, Air Conditioning, and Refrigeration Mechanics and Installers



Oil & Gas/Warehousing & Transportation/Finance/Others Occupations

Automotive Service Technicians and Mechanics

Calibration Technologists and Technicians *New

General and Operations Managers

Human Resources Specialists

Logisticians

Project Management Specialists

Management Analysts

Market Research Analysts and Marketing Specialists

Accountants and Auditors

Securities, Commodities, and Financial Services Sales Agents

Bookkeeping, Accounting, and Auditing Clerks

Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors *New

Bus and Truck Mechanics and Diesel Engine Specialists

Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel *New



Education/ Hospitality Occupations

Food Service Managers

Meeting Convention, and Event Planner *New

Chef and Head Cooks

Lodging Manager *New

Preschool Teachers, Except Special Education * New

Elementary School Teachers, Except Special Education

Middle School Teachers, Except Special and Career/Technical Education

Secondary School Teachers, Except Special and Career/Technical Education

Police and Sheriff's Patrol Officers

Court Reporters and Simultaneous Captioners *New

Childcare Workers *New



Source: LMCI/Industry Projections 2022-2032

Next Steps

Approvals

- Co6 – March 7, 2025
- Board of Directors – March 14, 2025
- Bexar County – March 25, 2025
- City of San Antonio – March 25 & April 17, 2025
- Area Judges – March 26, 2025

**Submit to Texas Workforce Commission (TWC)
April 2025**

