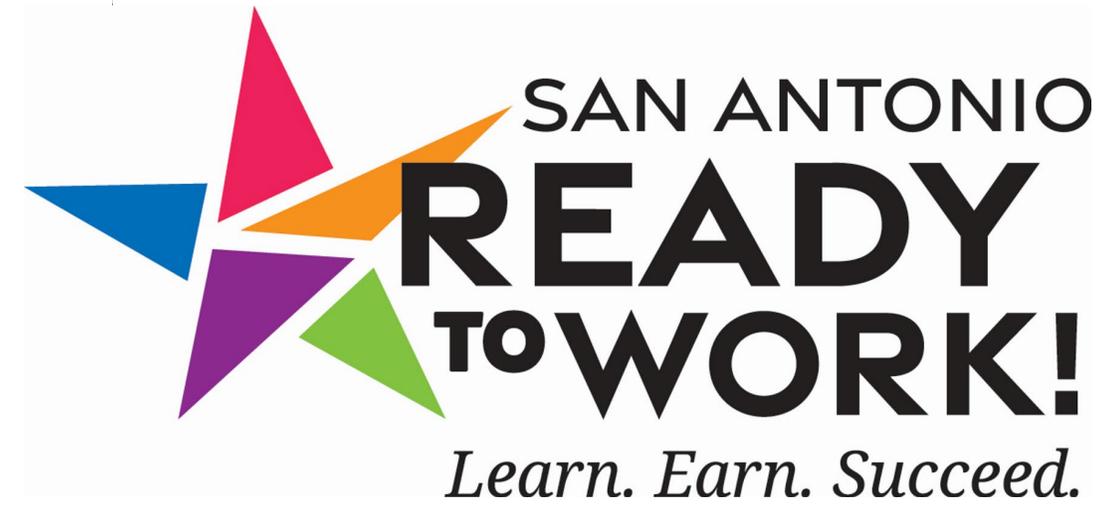


Ready to Work Update

Economic Workforce Development Committee
Item #

Michael Ramsey
Executive Director of Workforce Development

November 5, 2024



Point of Light – Dwayne Lee

Dwayne participated in RTW through **Alamo Colleges.**

He obtained his **Associate of Applied Science** degree in **Construction Business Management.** Following his training, he landed a job at Bell & McCoy Lighting & Controls. He is the **ONLY** applications technician in San Antonio, and one of 10 throughout the entire company!

Prior to joining RTW, Dwayne worked as a handyman. He is a proud Air Force Veteran.

Dwayne says the biggest change for him and his family has been financial stability, which has made all the difference in not only being able to pay their bills but save and enjoy increased financial freedom.

Congrats, Dwayne!



RTW Sales Tax Projections

(Dollars In Millions)

FY21 Actual	FY22 Actual	FY23 Actuals	FY24 Actuals	FY25 Projected	FY26 Projected	Total Projected
12.9	46.7	49.1	49.7	53.5	27.4	239.3

RTW sales tax collection authorization concludes December 31, 2025

RTW programming is projected to sunset in 2029

Ready to Work Overview



Basics

- **Training, Education, and Employment Program**
- **Approved by 77% of Voters**
- **\$200+ Million funded by 1/8-Cent Sales Tax**



Tuition Assistance

- **Credentials & Certifications**
- **Associate's Degrees**
- **Bachelor's Degrees**
- **Aligned with Employer Needs**



Unprecedented

- **Scale**
- **Employer Engagement**
- **Community Collaborative**
- **Central Data Platform**
- **Approved Training Catalog**



Wraparound Services

- **Career Coaching**
- **Benefit Navigation**
- **Job Placement**
- **Job Retention**



Referrals

- **Mental Healthcare**
- **Family Violence**
- **Substance Abuse**
- **Long-term Assistance**

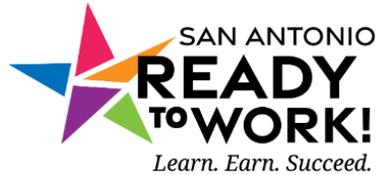
Scale

Over **39,000** Applicants to be served through intake and initial assessment

Over **28,000** Participants to be enrolled in courses with subsidized tuition, emergency funding and wraparound services

Over **15,600** Training Completers placed in well-paid jobs in high-demand career fields

Dashboard



Program Overview

Ready to Work (RTW) is San Antonio's unprecedented education and job placement program.

In 2020, San Antonio voters overwhelmingly approved the \$200 million program, which is funded by a 1/8-cent sales tax. Local employers have pledged support for the program and provide guidance relating to in-demand, well-paid occupations, and relevant training.

Ready to Work intends to interview over 39,000 applicants, to enroll over 28,000 participants in approved training programs (including certifications, associate's and bachelor's degrees), and to place over 15,600 training completers into approved jobs.

Ready to Work tracks additional information about participants, such as military status, disability status, and justice involvement. Please contact RTW.help@sanantonio.gov for more information.

Program Metrics (as of 10/30/2024)

Participants Enrolled
in Training

9,102

Successfully
Completed Training

2,578

Participants Placed in
Approved Job

1,529

Click on tiles for details

Program Financial Snapshot through June 2024

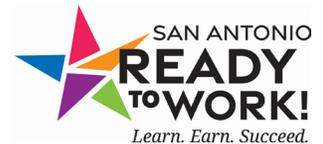
Revenues

Actual sales tax collected: **\$160,293,308**

Expenses

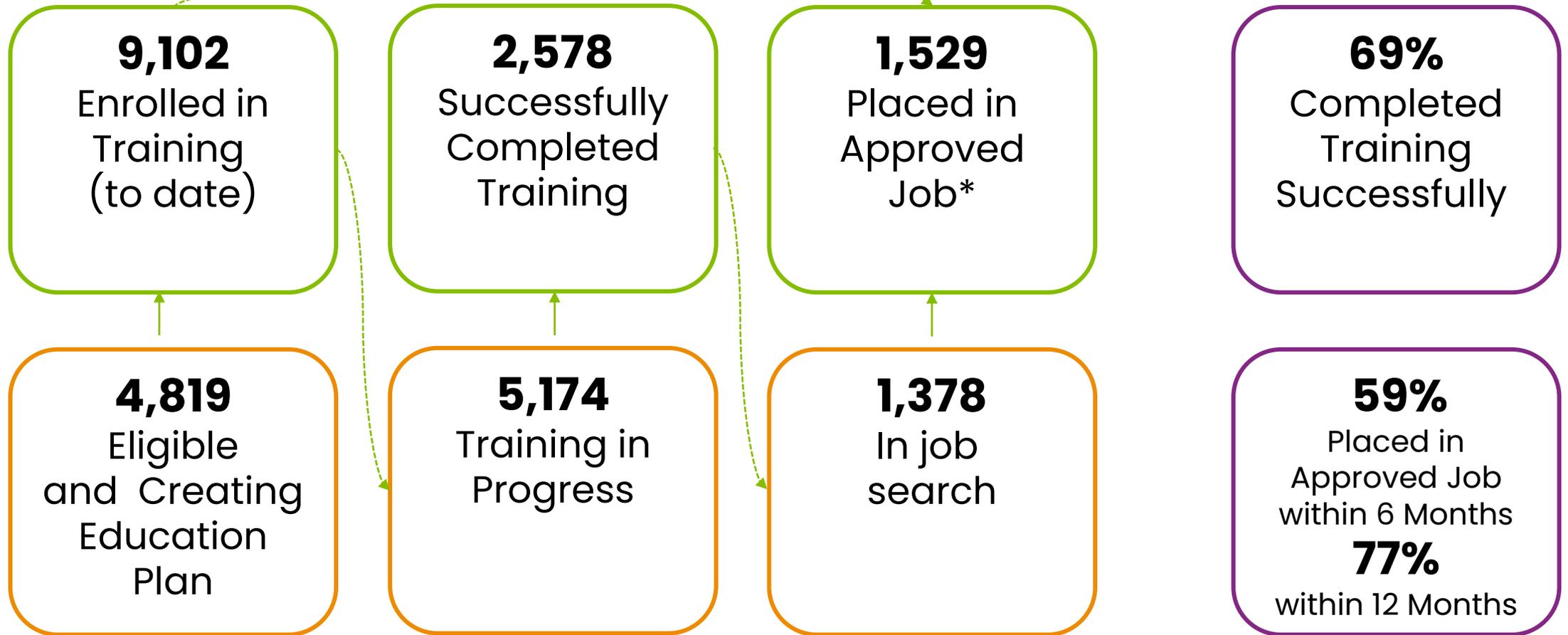
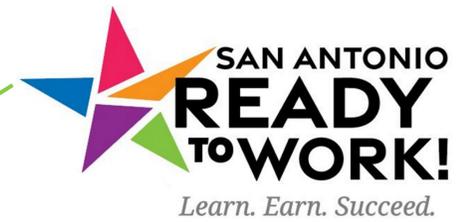
Actual program expenditures: **\$43,836,979**

Total program expenses per participant enrolled in training: **\$6,036**



Program Progress and Analysis

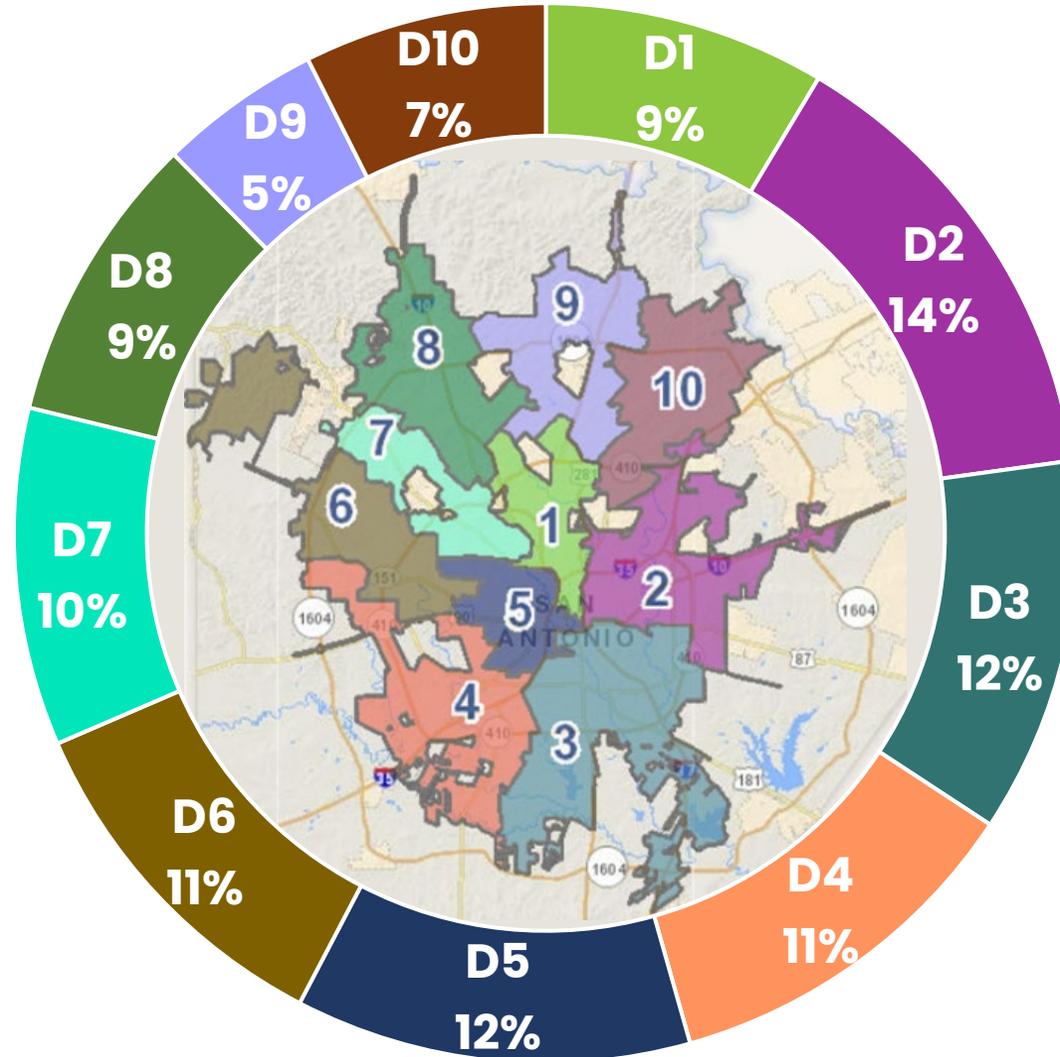
Data as of October 30, 2024



*Some participants obtain Approved Jobs during SA RTW case management or during training

Ready to Work Demographics

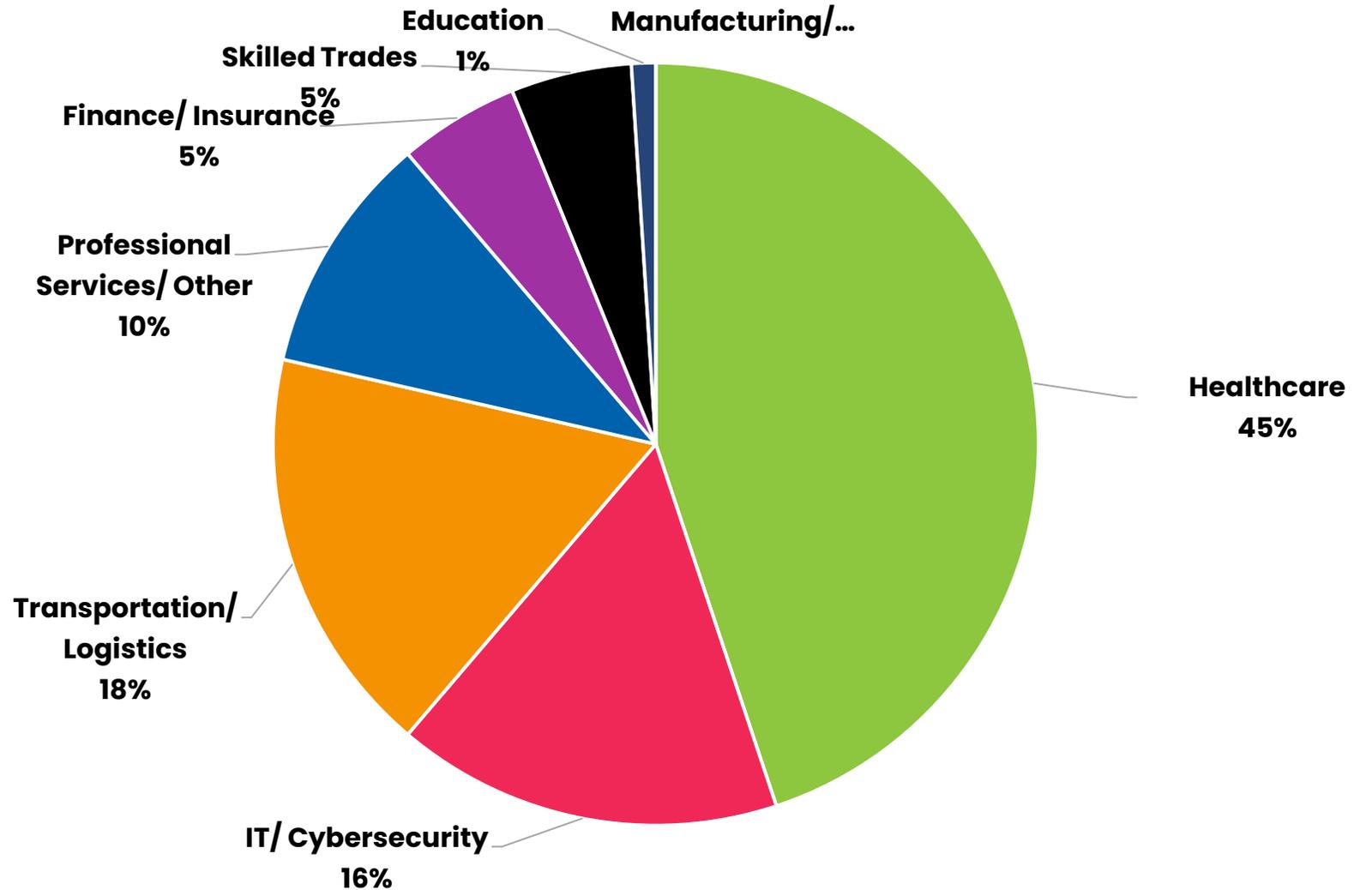
City Council Districts



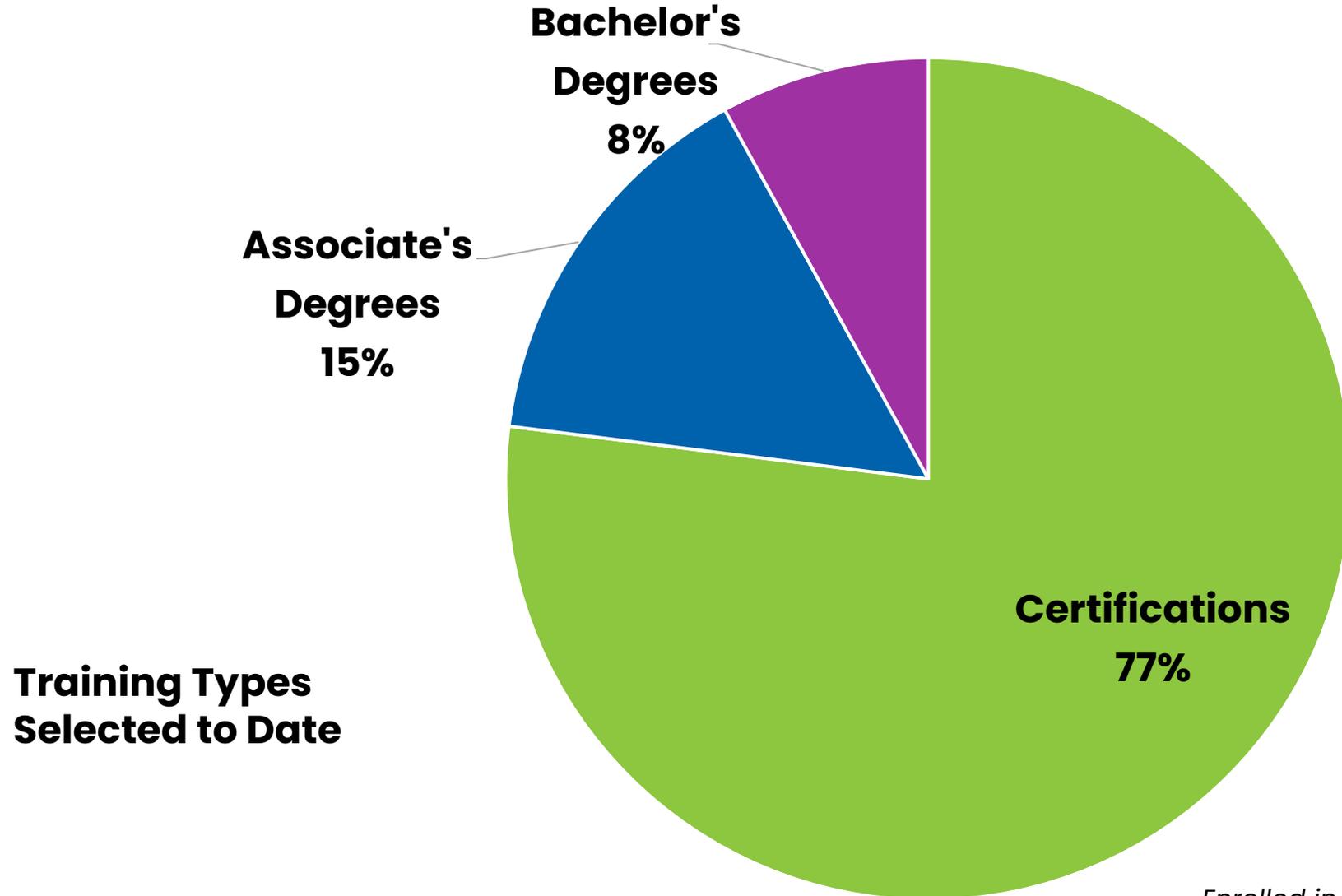
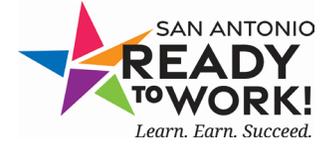
*Applicants Interviewed
Data as of October 30, 2024*

Ready to Work Enrollments

Training Industries Selected to Date



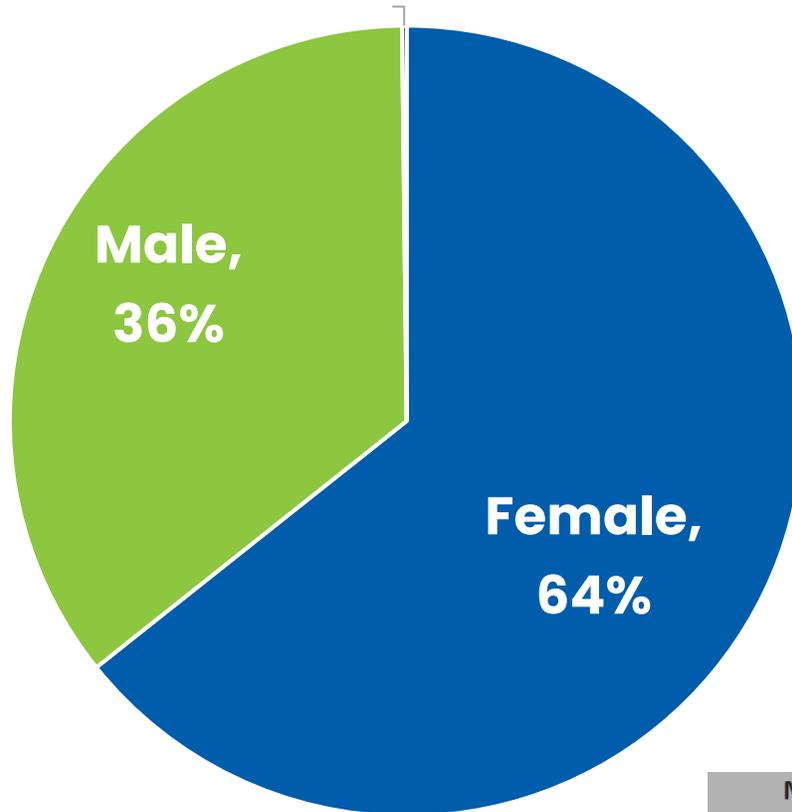
Ready to Work Enrollments



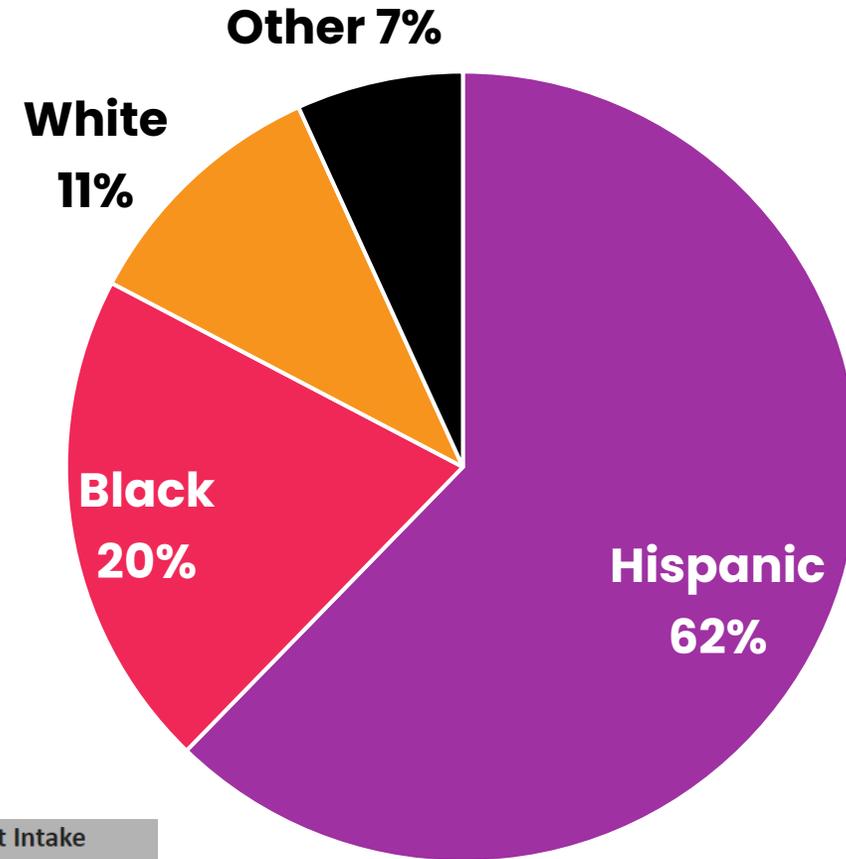
*Enrolled in Approved Training Program to Date
Data as of October 30, 2024*

Ready to Work Demographics

Gender



Race and Ethnicity



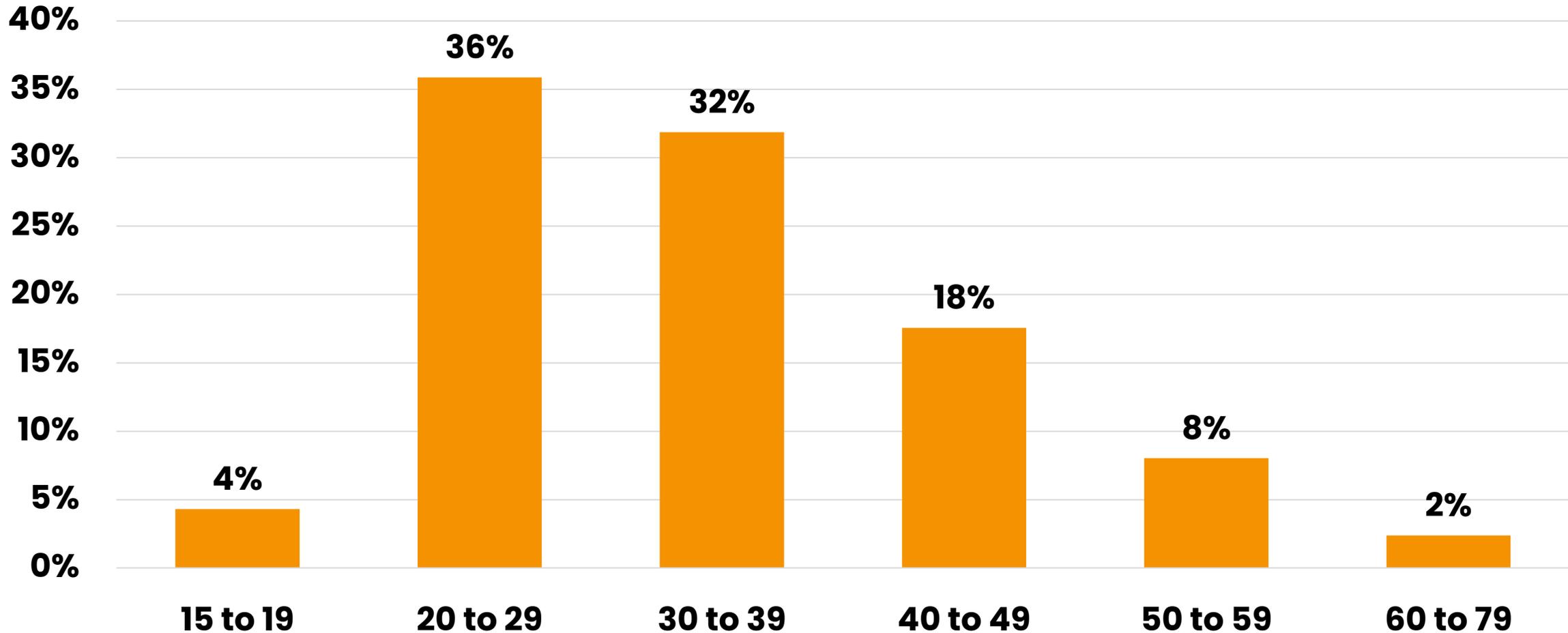
Median Household Income at Intake

\$14,400

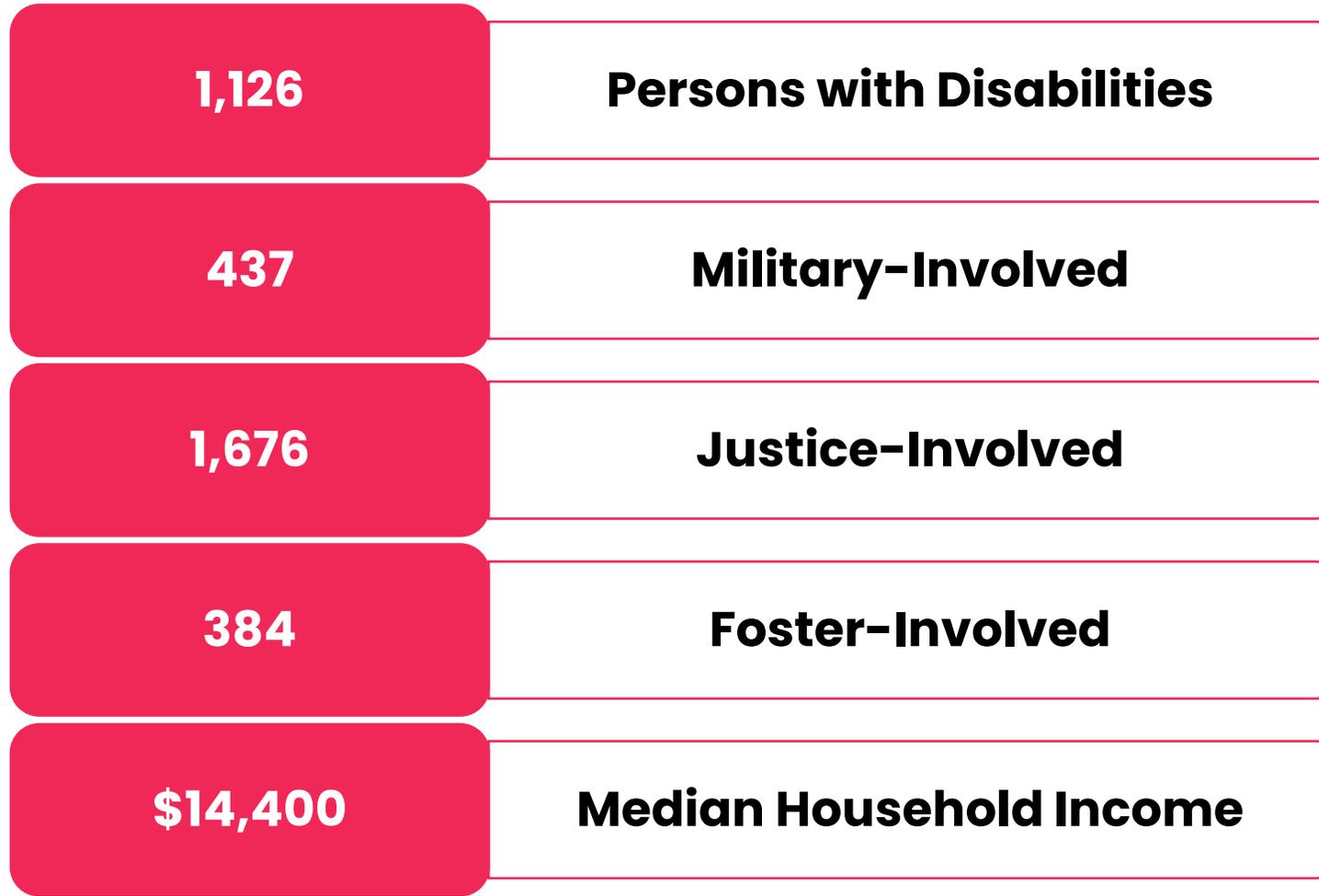
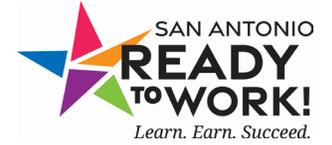
*Applicants Interviewed
Data as of October 30, 2024*

Ready to Work Demographics

Age at Intake



Ready to Work Demographics

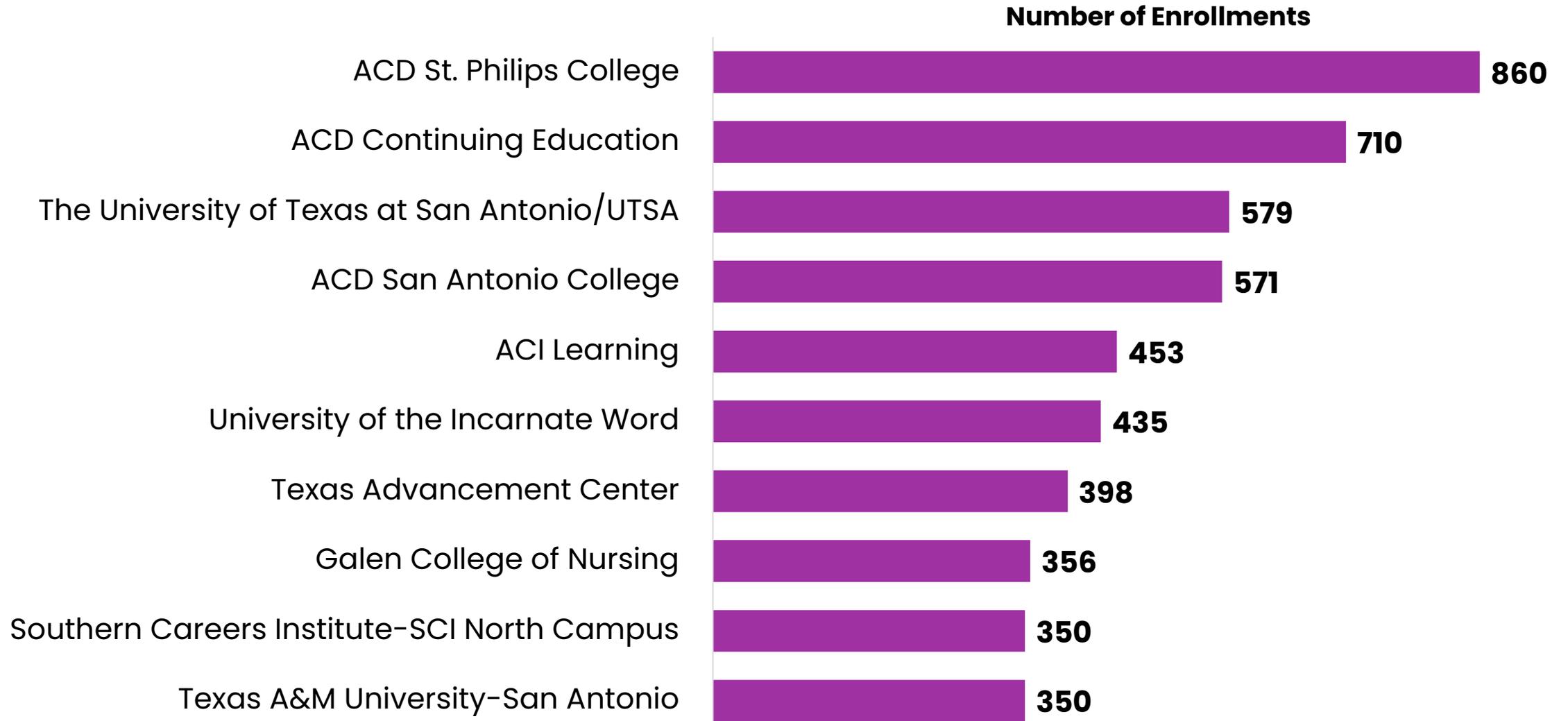
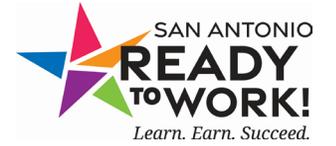


Equity Lens:

Intentional outreach to target populations

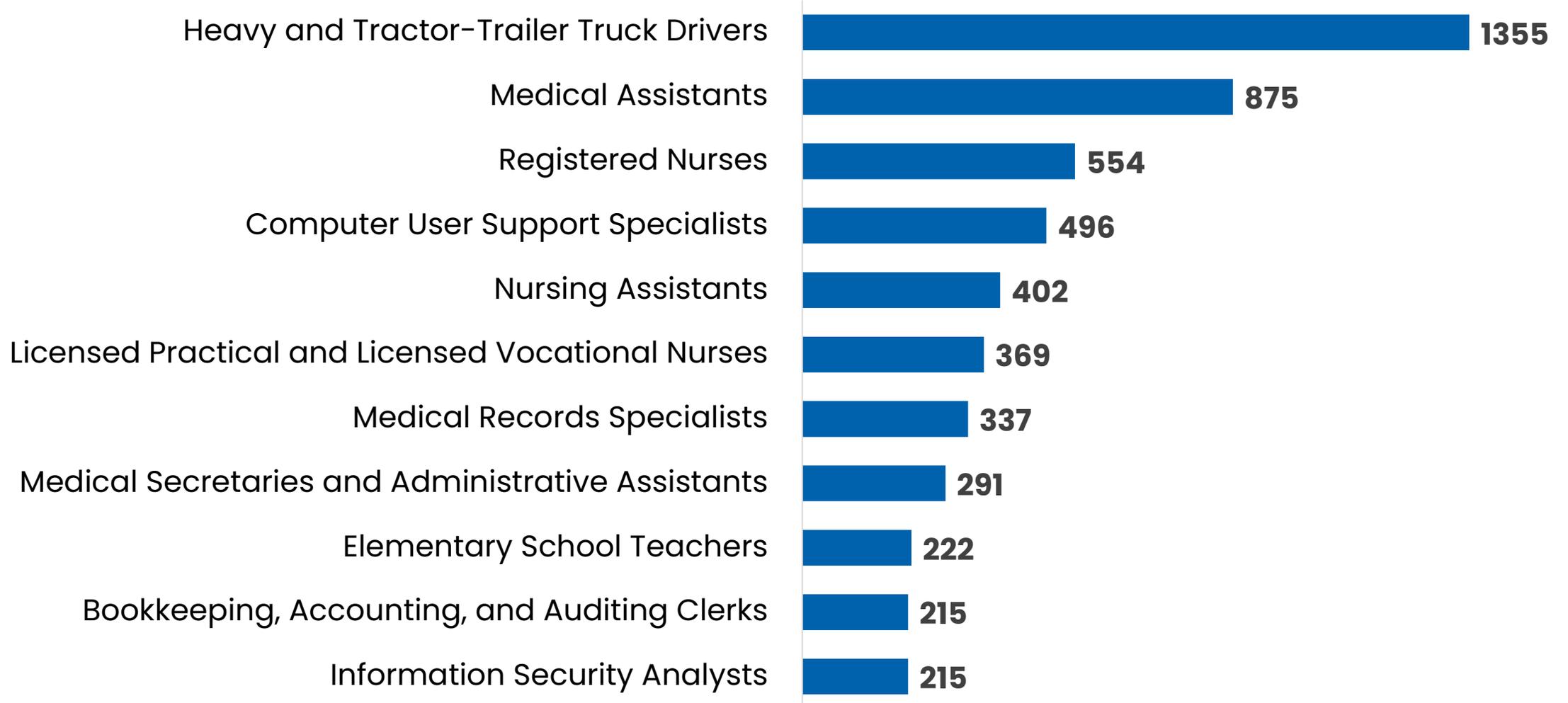
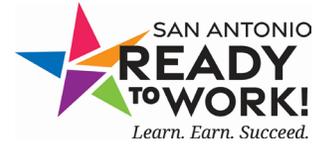
*Applicants Interviewed
Data as of October 30, 2024*

Top Training Providers



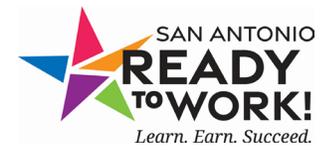
*Enrolled in Approved Training Program
to Date Data as of October 30, 2024*

Top Enrollments by Occupation



Data as of October 30, 2024

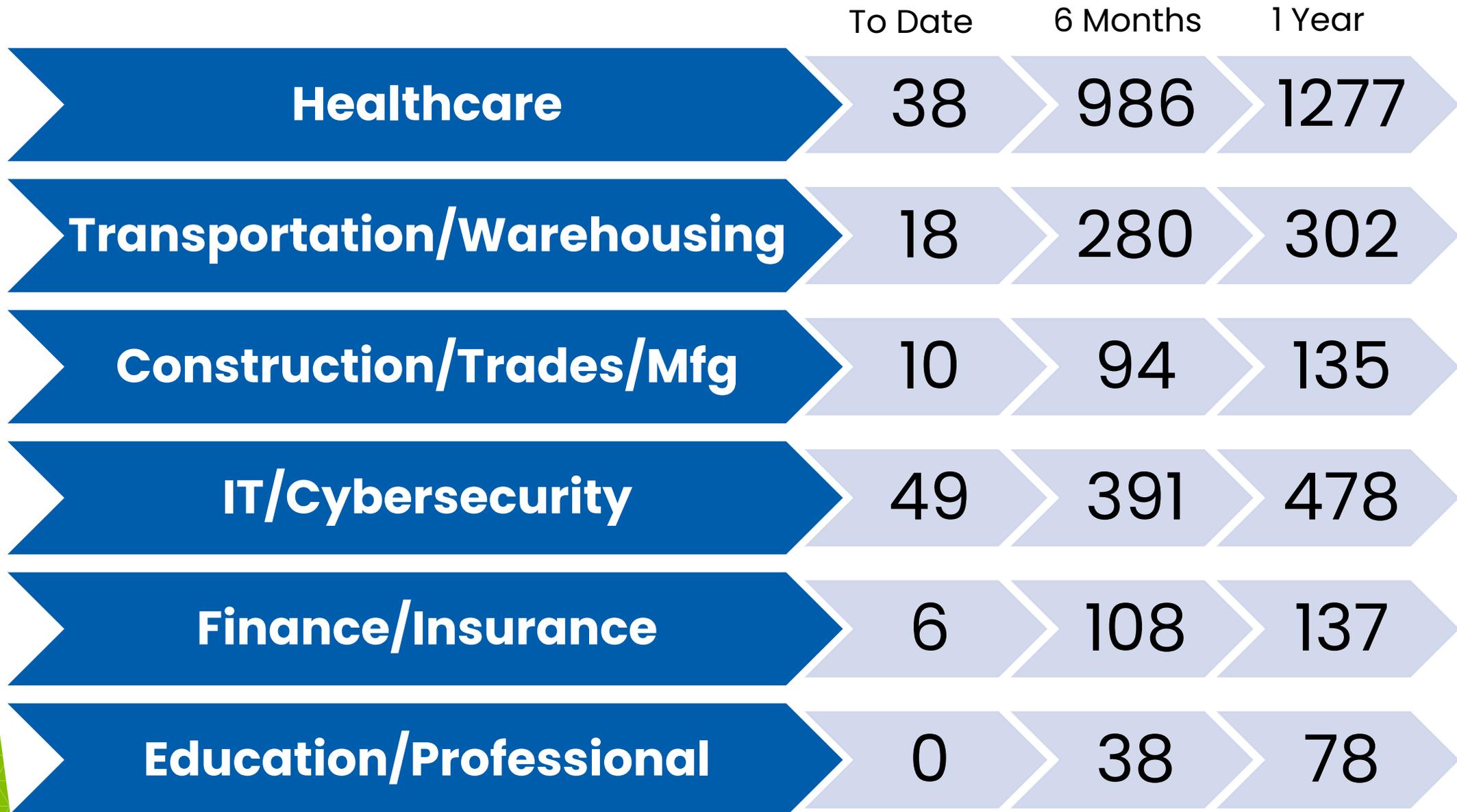
Cumulative Progress to Date by Partner



	Completed Intake Process			Enrolled in Training			Successfully Completed Training		Placed in Approved Job		
	Cumulative Target	Actuals to Date	% Goal Met	Cumulative Target	Actuals to Date	% Annual Goal Met	Progress to Date	Successful Training Completion Rate** (70% target)	Progress to Date	Percent Placed in Approved Job within 6 Months (80% target)	Percent Placed in Approved Job within 12 Months
ACD	8,412	5,073	60%	3,793	2,658	70%	401	68%	274	60%	76%
PQ	5,611	3,094	55%	2,270	1,733	76%	631	62%	390	63%	81%
RE	882	736	83%	352	352	100%	205	78%	102	48%	64%
WSA	10,033	6,722	67%	6,268	4,331	69%	1,337	69%	759	58%	79%
Total	24,938	15,625	29%	12,683	9,074	39%	2,574	69%	1525	59%	78%

** Percent of successful training completers over all participants that have exited training
Data as of October 30, 2024

Talent Pipeline – Estimated Completion Dates



Connecting Participants to Employers

Connecting Partners

Bi-weekly meetings with RTW coaches

Green Light

RTW Participant Credential Storage, Job Search and Resume Builder

JBSA

Military Workforce Alignment and Support

Lightcast – Snowflake

Scrubbing Target Occupation Openings

Incumbent Worker & On-The-Job Training

Grants for Businesses

SA WORX

Talent Pipeline Management

Pay It Forward Internships

Work-Based Learning Opportunities for RTW Graduates

Talent Pipeline Reports

Sharing RTW Completer Info with Employers

Apprenticeships

Expanding Existing Registered Programs and Supporting Non-Traditional Occupations

Mayor Convenings

COPS/Metro Meetings by Industry

Work-based Learning

On-the-Job Training

238 Trained
\$21.83 Avg Wage

Incumbent- Worker Training

48 Trained
\$23.42 Avg Wage

Apprenticeships

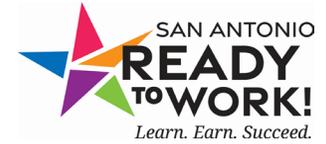
Number of RAPs created: 9
(Exceeded 4-year goal of 8)

Number of Pre-Apps
created: 5 (4-year goal is 16)



The next round of OJT/IWT
applications will be released this
month.

Ongoing WDO Community Engagement



SA Housing Trust MOU

- 64 events will occur over a 1-year period
- Dedicated space for RTW at Housing Trust properties

Nivin Study

Increase in Wages

Household Income at Intake

1,500 Job Placements X \$44K X 12 months =

Job Fairs Past

Upcoming

- Red, White & You
- Construction & Trades Day

Point of Light – Vania Vega



Fast Facts

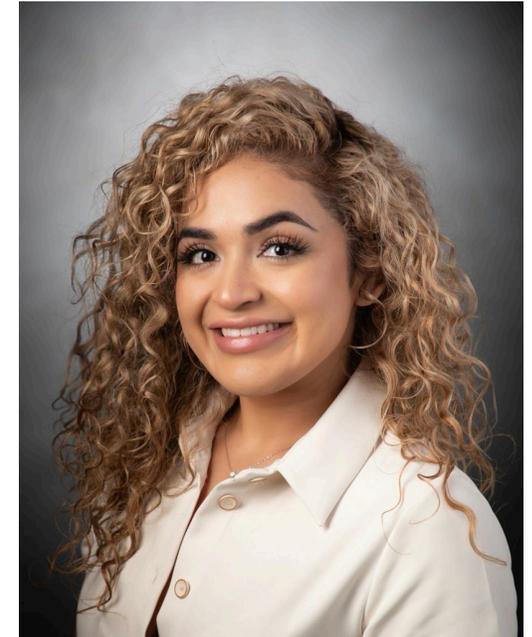
- Studied at Texas A&M SA, earning a BBA in Finance
- Landed a job at the City's Workforce Development Office that oversees the RTW program
- Currently studying for a Master of Business Administration (MBA)

Vania's Story

Vania is a first-generation college student who attended Texas A&M University-San Antonio. She was undecided about a major.

Vania found out about RTW during her senior year and soon after, she discovered that the program provided guidance and financial assistance so she could achieve her dreams.

She received assistance finishing her BBA of Finance. She now works with the RTW program to help others.





Ready to Work Update

Economic Workforce
Development Committee
Item #4

Michael Ramsey
Executive Director of Workforce Development

October 31, 2023

