

**THIS IS A DRAFT AND WILL BE REPLACED BY THE FINAL, SIGNED
ORDINANCE OR RESOLUTION ADOPTED BY CITY COUNCIL**

ORDINANCE

AUTHORIZING THE EXECUTION OF CONTRACTS WITH SAN ANTONIO READY TO WORK PLEDGED EMPLOYERS FOR ON-THE-JOB TRAINING AND INCUMBENT WORKER TRAINING IN A COMBINED AMOUNT NOT TO EXCEED \$5,873,760. FUNDING IS AVAILABLE FROM THE SA READY TO WORK FUND FY2025 ADOPTED BUDGET.

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WHEREAS, on November 3, 2020, City of San Antonio voters approved the San Antonio Ready to Work ballot initiative (“RTW” or the “Program”) authorizing a 1/8th cent sales and use tax for a period of four years to provide workforce development training and higher education to unemployed, underemployed, or underserved residents to obtain high-demand, well-paid careers, in accordance with Chapter 379A of the Texas Local Government Code (“the Better Jobs Act” or “Act”); and

WHEREAS, an overarching goal of the Program is to increase access to training and education aligned with well-paid jobs in high demand industries. The Program provides tuition support and wrap-around services for eligible participants to attend courses and apprenticeship programs offered by Program-approved colleges and training providers; and

WHEREAS, City seeks to expand training opportunities to include training by local employers in order to shorten the distance between qualified workers and existing skills gaps, resulting in career growth opportunities for workers and increased job retention for employers; and

WHEREAS, work-based learning programs, such as On-the-Job Training (OJT) and Incumbent-Worker Training (IWT), will provide targeted training offered by local employers to meet Program’s participants specific needs, while simultaneously increasing the marketability of Program participants in the local economy; and

WHEREAS, in January and February of 2025, the City’s Workforce Development Office conducted an open invitation for local Program-pledged employers to apply for OJT and IWT funding and submit details of employer needs and planned training programs; and

WHEREAS, following review of applications and training plans, the City seeks to enter into up to 103 training services agreements with 75 potential employers to implement work-based training plans for Program participants, for a total amount not to exceed \$5,873,760; and

WHEREAS, on March 25, 2025, the City Council’s Economic Workforce Development Committee considered the IWT and OJT programs and recommended they move forward to the full City Council for consideration. **NOW THEREFORE:**

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:

SECTION 1. City Council hereby authorizes the execution of contracts for On-the-Job training and Incumbent Worker training with employers identified in the list attached hereto as Attachment I, in amounts not to exceed the capped reimbursement amount set for each program, and for a combined total not to exceed \$5,873,760.

SECTION 2. In conjunction with the City Attorney’s office, the City Manager or his designee, which may include the Executive Director of Workforce Development, is authorized to negotiate and execute contracts in substantially the same form as the standard On the Job Training Services Agreement and the standard Incumbent Worker Training Services Agreement, attached hereto and incorporated herein for all purposes as Attachment II and Attachment III, respectively. The City Manager or his designee is authorized to take all actions necessary or convenient to effectuate the transactions, including agreeing to non-material changes to the standard agreements.

SECTION 3. Funding in the amount of \$5,873,760 for this ordinance is available in Fund 29108000, Cost Center 4904010001 and General Ledger 5201040 as part of the Fiscal Year 2025 Adopted Budget approved by City Council.

SECTION 4. Payment in the form of reimbursements in the amount of \$5,873,760 is authorized to the employers that implement work-based learning programs per the terms of the executed agreement and shall be encumbered by purchase orders.

SECTION 5. The financial allocations in this Ordinance are subject to approval by the Deputy Chief Financial Officer, City of San Antonio. The Deputy Chief Financial Officer may, subject to concurrence by the City Manager or the City Manager’s designee, correct allocations to specific Cost Centers, WBS Elements, Internal Orders, General Ledger Accounts, and Fund Numbers as necessary to carry out the purpose of this Ordinance.

SECTION 6. This Ordinance shall be effective immediately upon passage by eight affirmative votes; otherwise, it shall be effective on the tenth day after passage.

PASSED AND APPROVED this 8th day of May 2025.

M A Y O R
Ron Nirenberg

ATTEST:

APPROVED AS TO FORM:

City Clerk

Andrew Segovia, City Attorney

ATTACHMENT A

DRAFT

ATTACHMENT B

DRAFT

ATTACHMENT C

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