



SA Ready to Work Program Briefing

Michael Ramsey
Executive Director of Workforce
Development
May 8, 2025



SAN ANTONIO
**READY
TO WORK!**

Learn. Earn. Succeed.

Program Review and Update

Point of Light – Carlos Reynosa



Carlos Reynosa obtained his Finance/Insurance certification and is now working for USAA, a RTW pledged employer!

RTW Prime Partner: Alamo Colleges

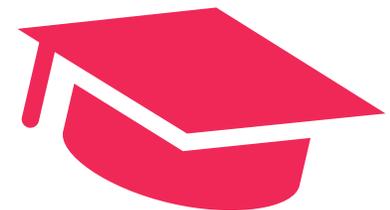
RTW Training Path: Finance/Insurance

Carlos has seen his income increase by 29% since completing his program with Alamo Colleges.

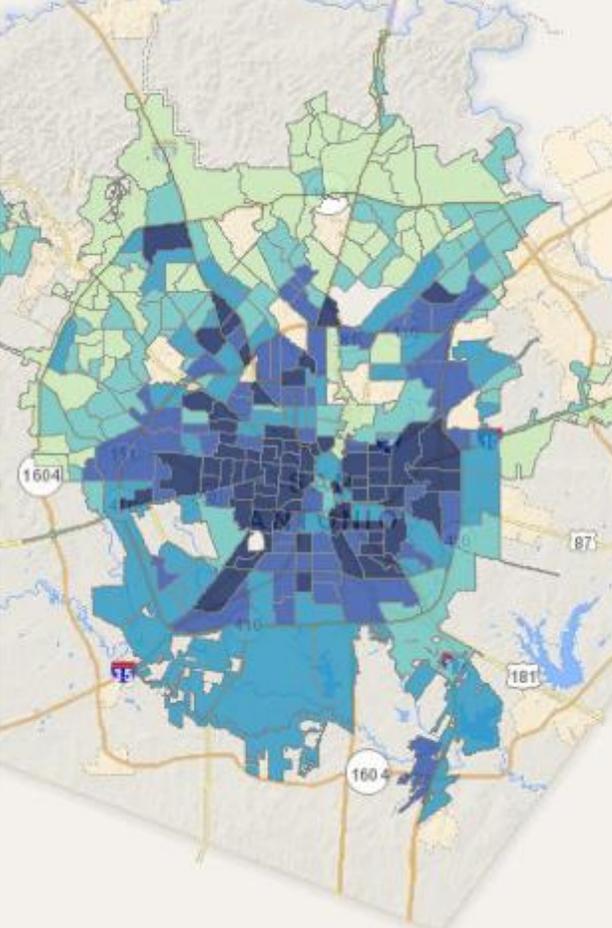
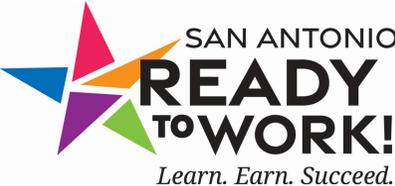
Before coming to RTW, Carlos worked in call center jobs for more than 25 years. Using his experience, plus earning his training certifications, helped him get selected for a position at USAA in the Property and Casualty Insurance Department.

Carlos was inspired to take the next step for himself because of his son who wasn't taking his schoolwork seriously. Carlos wanted to lead by example and continue his education. That's when he enrolled in RTW.

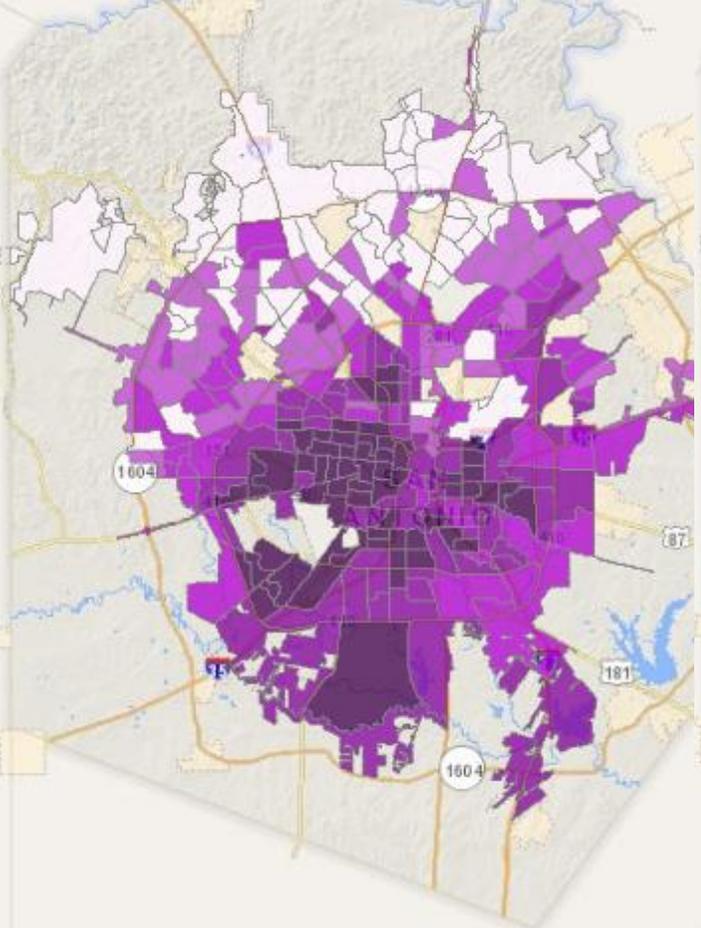
Carlos says the resources provided by RTW were invaluable in helping him interview and overcome barriers. It's also given him so much confidence, proving that he could succeed!



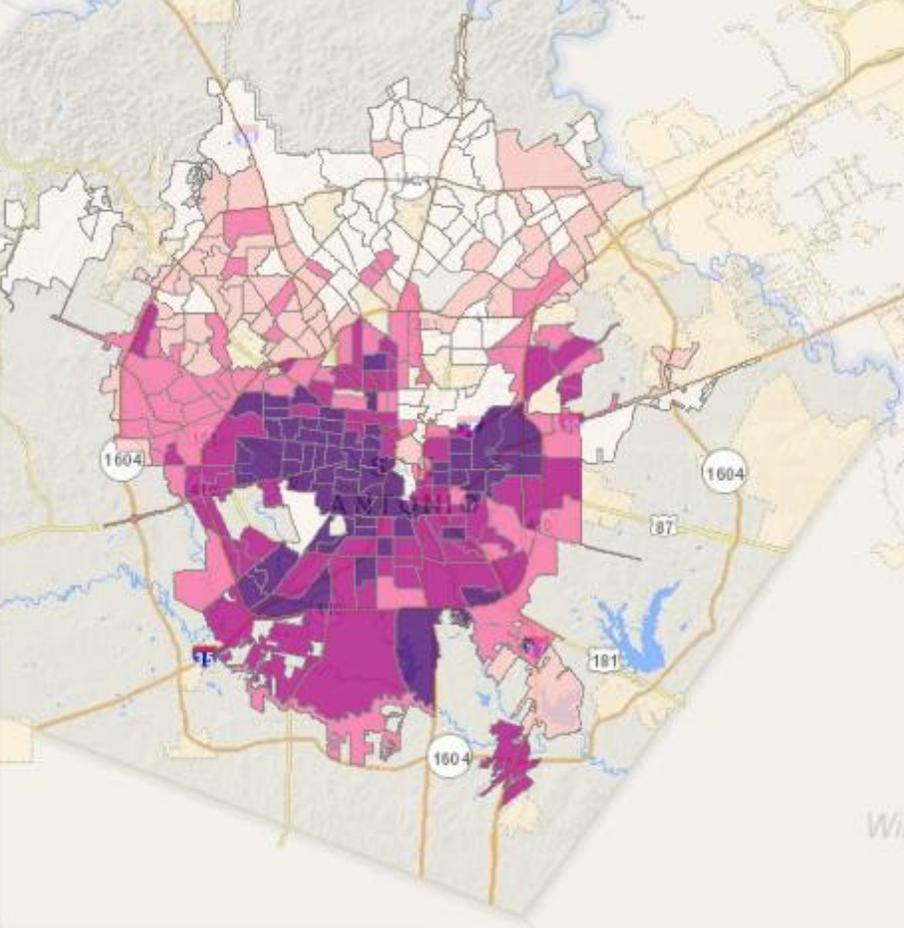
Why are we investing in Ready to Work? Residents



**Income
Inequality**

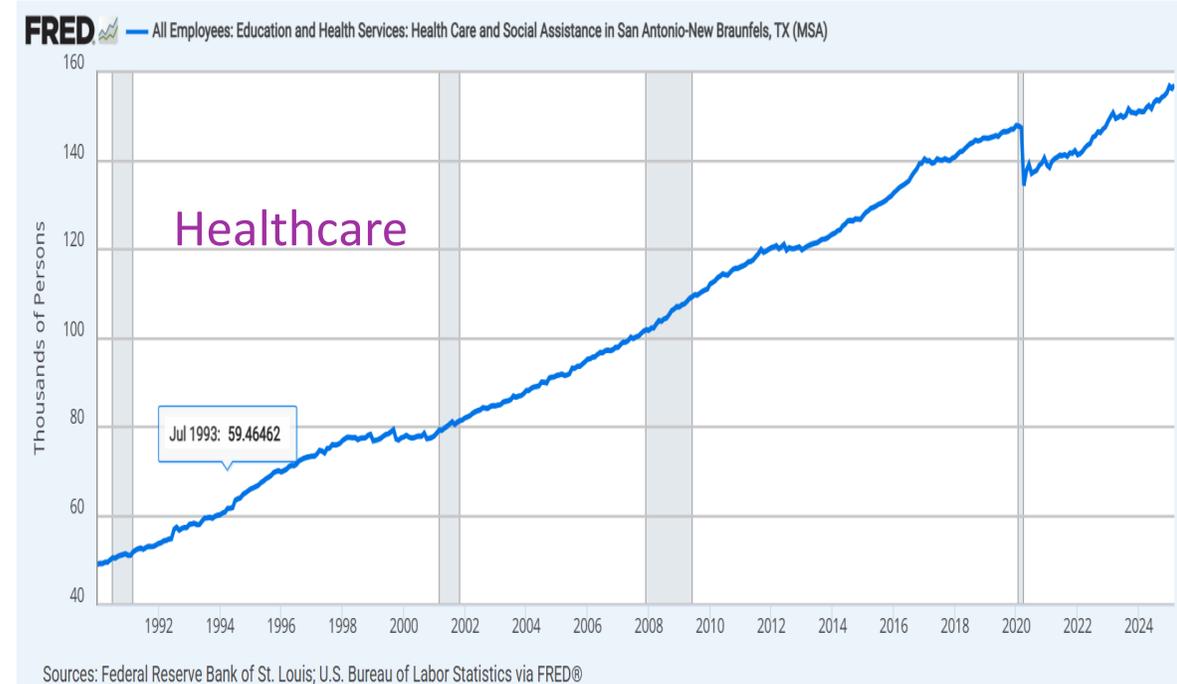
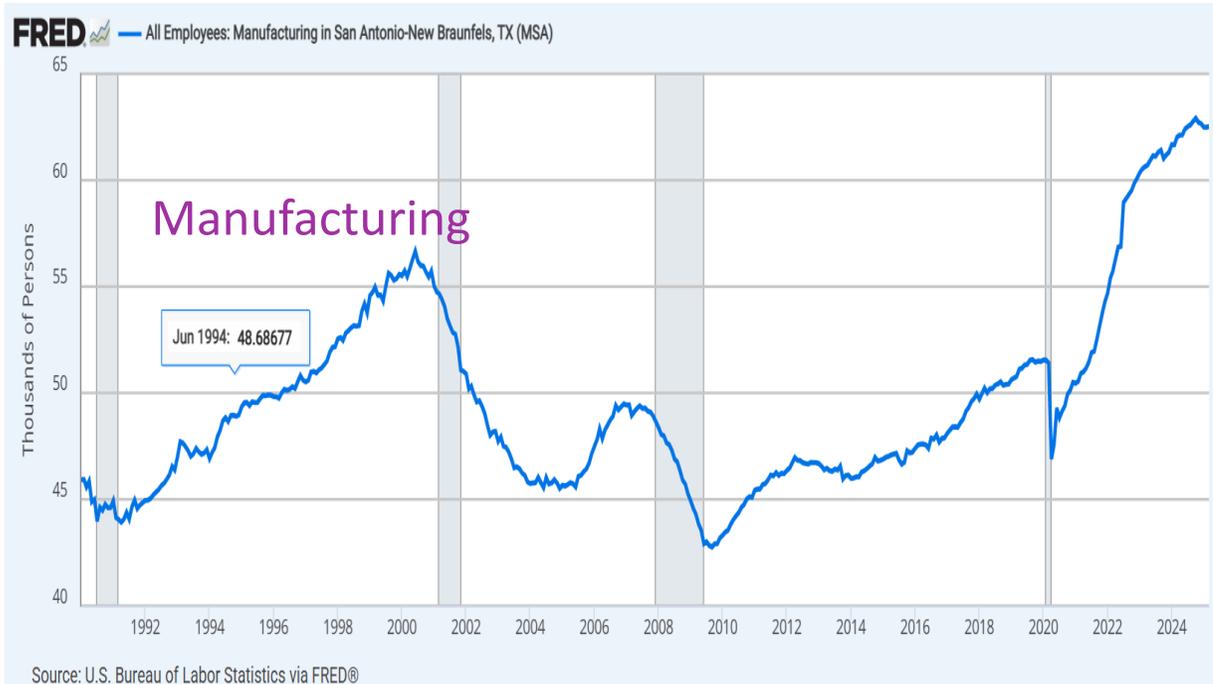


**Low Educational
Attainment**



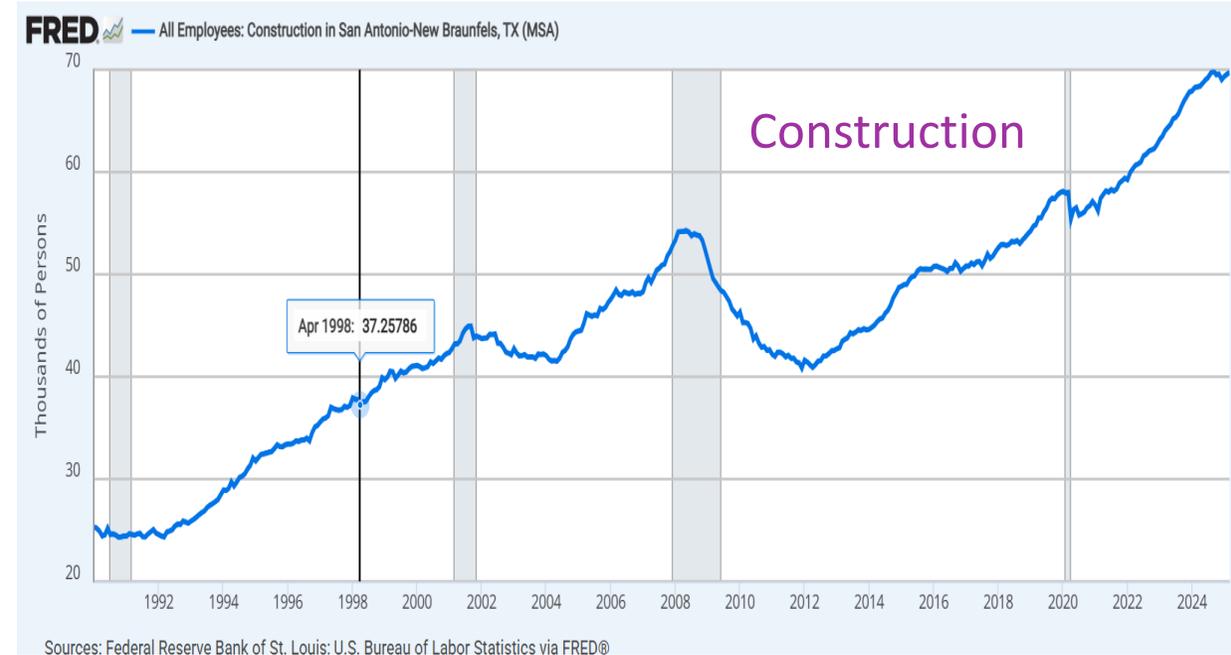
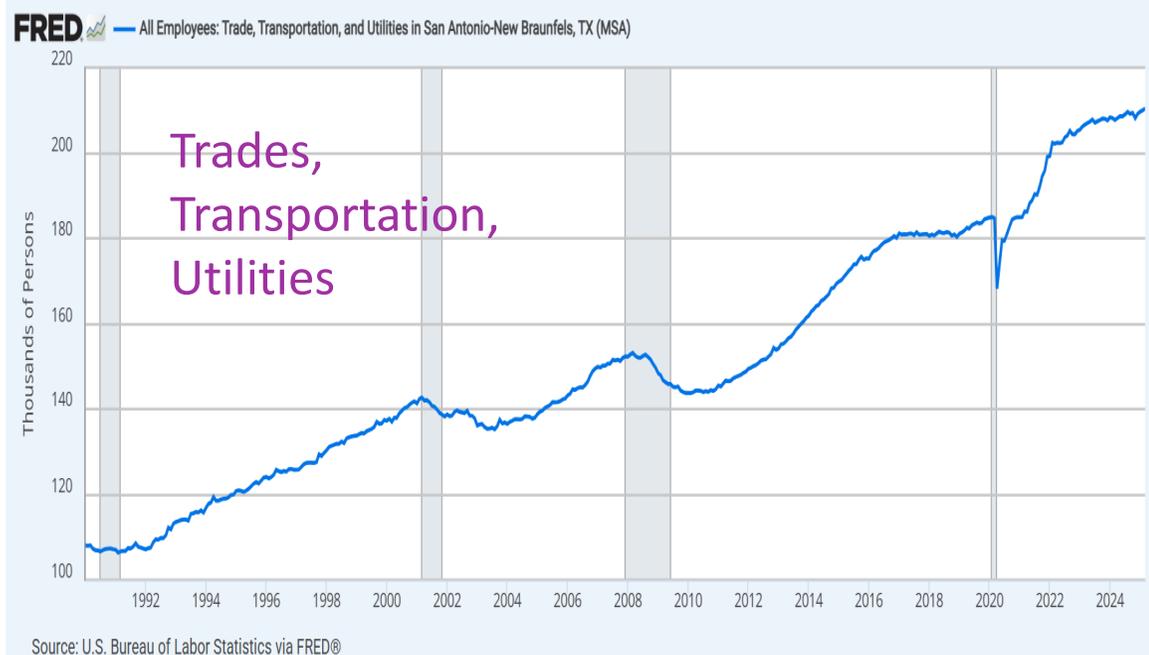
**75.2%
People of Color**

Why are we investing in Ready to Work? Employers



Employers need skilled workers

Why are we investing in Ready to Work? Employers



Ballot Proposition

San Antonio, Texas, Proposition B, Allocate Previously Approved Sales Tax to Early Childhood Education Municipal Development Corporation (November 2020)

San Antonio Proposition B, an **allocate previously approved sales tax to early childhood education municipal development corporation measure**, was on the ballot as a referral in San Antonio on November 3, 2020. It was **approved**.

A **"yes"** vote supported reallocating revenue from an 0.125% sales tax to job training and scholarships for the Early Childhood Education Municipal Development Corporation through 2025 that was previously approved by voters to fund the Edwards Aquifer Protection Venue and Parks Development and Expansion Venue projects.

A **"no"** vote opposed this measure reallocating revenue from an 0.125% sales tax to job training and scholarships for the Early Childhood Education Municipal Development Corporation through 2025 that was previously approved by voters to fund the Edwards Aquifer Protection Venue and Parks Development and Expansion Venue projects.

A simple majority was required for the approval of Proposition B.

San Antonio Proposition B



Election date
November 3, 2020

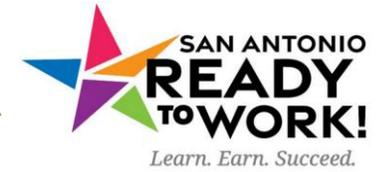
Topic
Local sales tax and
City budget

Status
✔ *Approved*

Election results

San Antonio Proposition B		
Result	Votes	Percentage
✔ Yes	386,445	76.96%
No	115,698	23.04%

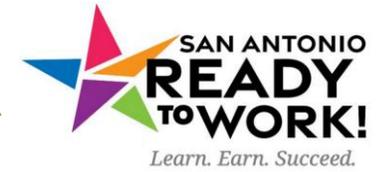
Program Progression



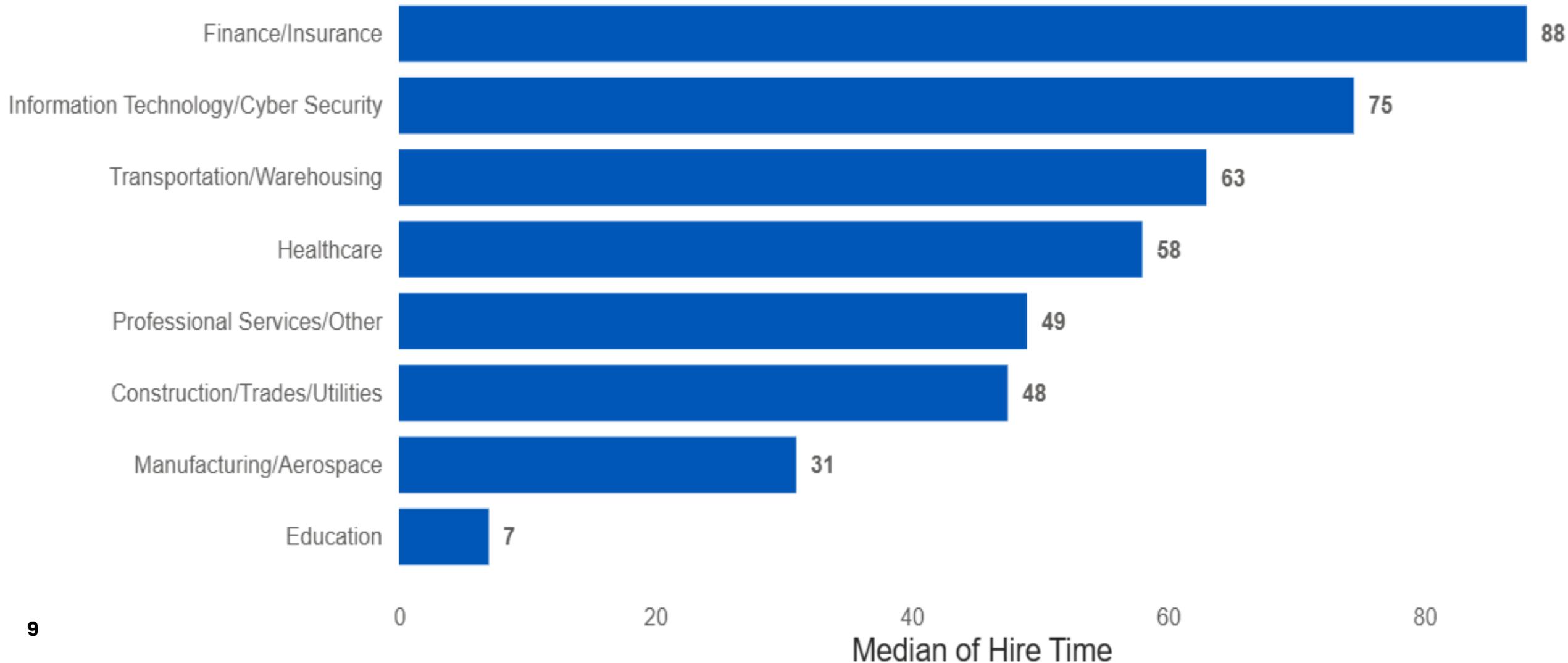
	May 2024	May 2025	Variance	Percent Change
Job Placement	794	2,197	1,403	177%
Training Enrollment	6,861	11,363	4,502	66%
Training Completions	1,350	3,547	2,197	163%
Number of Employers Hiring	472	1,074	602	44%

❖ **\$29K average increase in annual income**

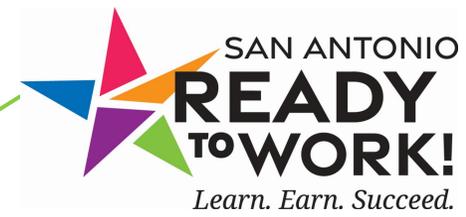
Number of Days to Job Placement Post-Training



The median time to job placement program wide is 59 days



Accomplishments to Date



Scale of Citywide Educational Advancement

National Recognition



Employer Partnerships

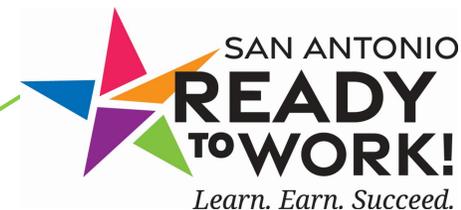


Transparency, Accountability, and Adaptability

Community Collaboration



Significant Return on Investment



ROI Study

- **\$1.7B Projected return on investment**
- **\$61 ROI per \$1 Dollar spent**
 - Over the careers of 3,345 RTW participants enrolled through June 2023
 - Increase in participant incomes: \$785.4M
 - Economic impacts of increased spending: \$471.5M
 - Social program savings: \$445.0M

Current State

- **11,363 participants enrolled and 2,197 job placements to date**
- **\$29k average increase in salary**
 - More than 1,050 employers hiring RTW participants
 - 60% of participants are in the 18 – 34 age range
 - Increase in participant incomes: \$65M over the next 12 months

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	50.8	25.5	235

RTW sales tax collection authorization concludes December 31, 2025

RTW programming is projected to sunset in 2029

Program Financial Snapshot
Through Mar 2025

Revenues Collected: \$198.1M
Expenditures: \$67.8M
Expenses per Participant: \$6,205

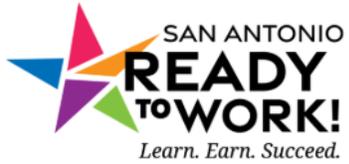
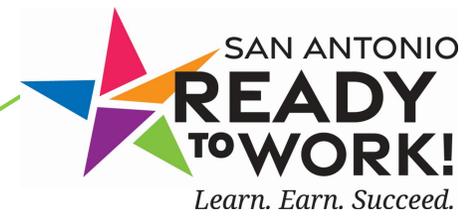
Program Progress Datapoints

Data as of May 7, 2025



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

Public 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 5/7/2025)

Participants Enrolled in Training

11,363

Successfully Completed Training

3,521

Participants Placed in Approved Job

2,197

Click on tiles for details

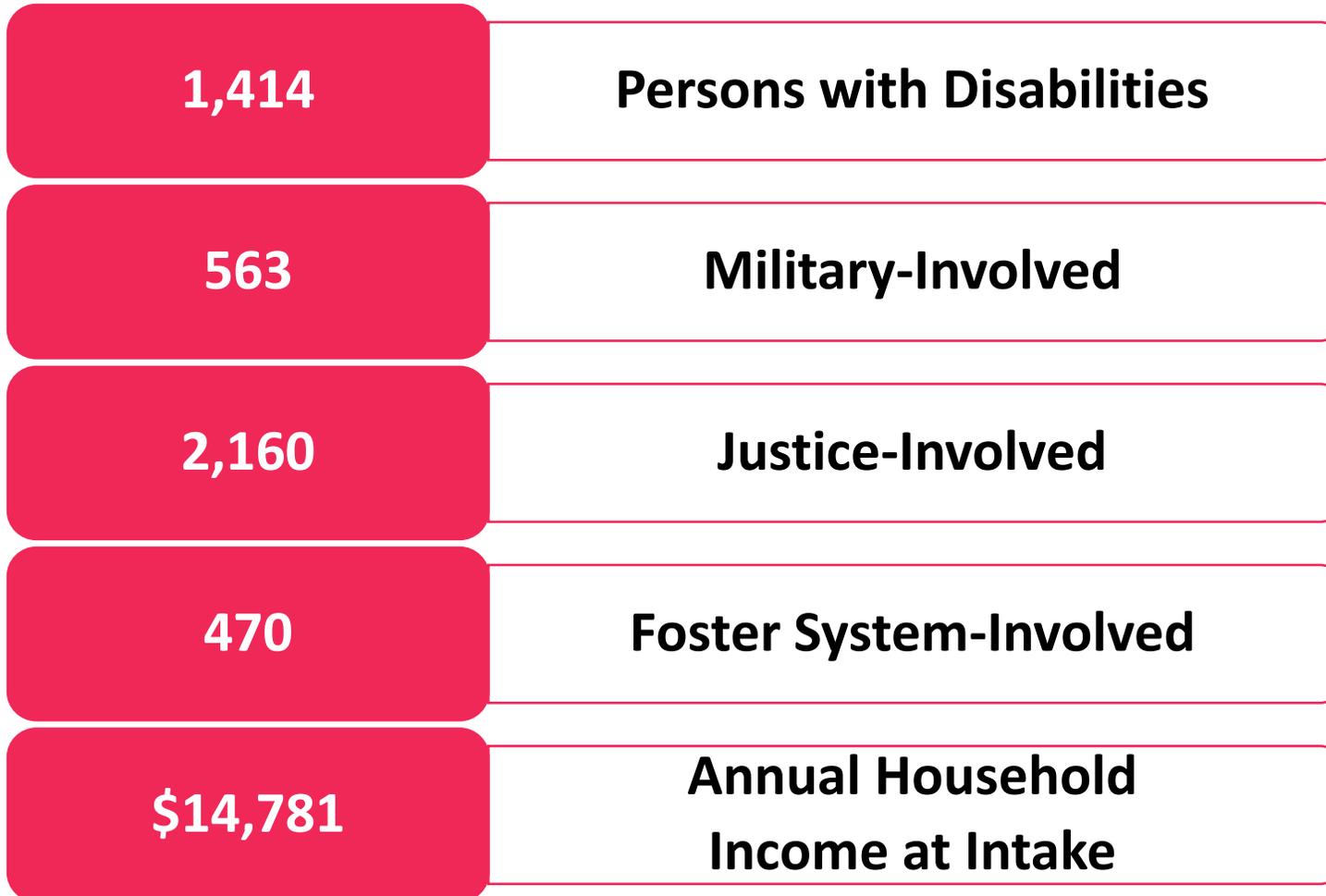
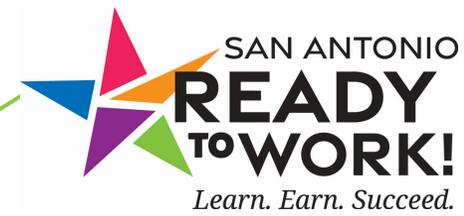
Program Financial Snapshot through Mar 2025

Revenues	
Actual sales tax collected:	\$198,137,694
Expenses	
Actual program expenditures:	\$67,780,989
Total program expenses per participant enrolled in training:	
	\$6,205

Employers Hiring RTW Graduates	Annual Household Income (Pre - Enrollment)	Avg Annual Salary in New Job	Avg Hourly Wage in New Job	% Placed in Approved Job within 6 months	% Placed in Approved Job within 12 months
1,086	\$14,639	\$44,091	\$21.06	58%	74%

Ready to Work Demographics

Data as of 5/7/2025



**Intentional
outreach to target
populations**

Employer Training Options

FY2026 Budget includes \$6M funding for work-based learning

**On-the-Job
Training**

**Incumbent Worker
Training**

Apprenticeships

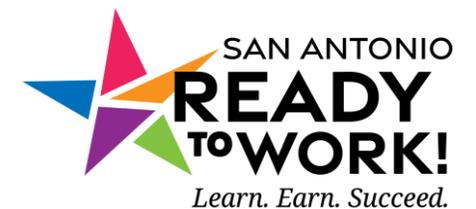
Cohort Programs

- Pre-screen Talent
- Faster Onboarding
- Preferred Training

Pay It Forward

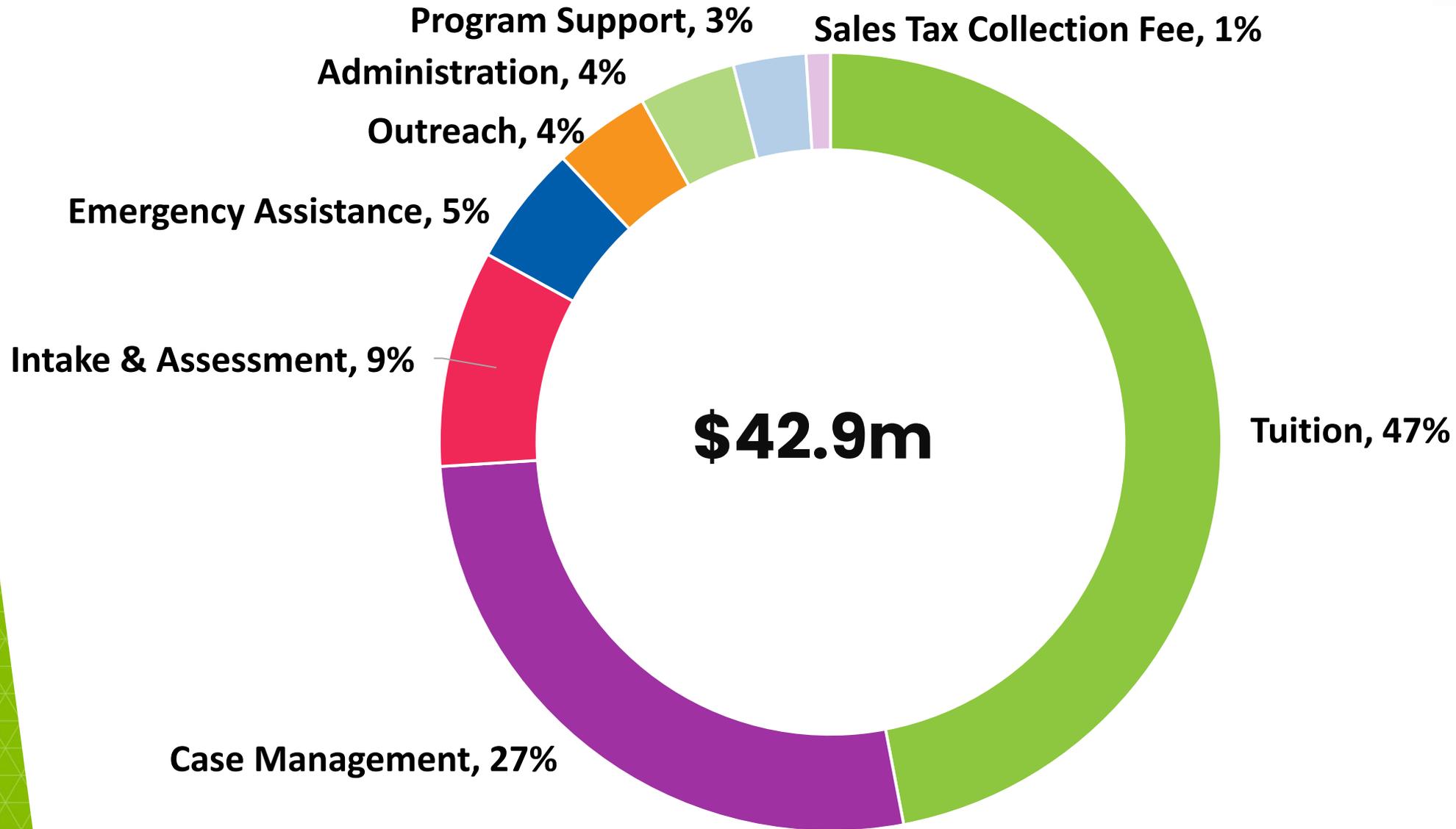
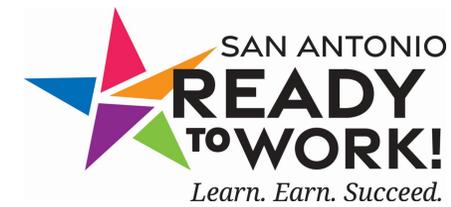
- Wage Reimbursement
- 6-10 Week Program
- Cost Effective Hiring

FY 2026 Proposed Budget



FY 2026 Proposed Allocation

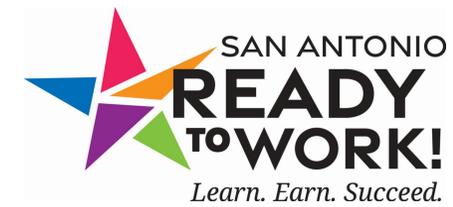
Preliminary
Draft



RTW Budget Highlights

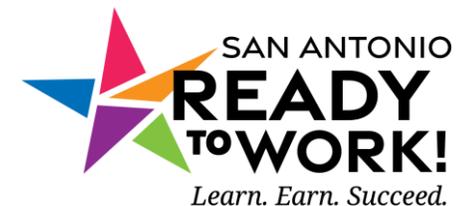
In \$Millions

Preliminary
Draft



	FY2025 Budgeted	FY2025 Year-End Projection	FY2026 Proposed	FY2027 Projected	FY2028 Projected	FY2029 Projected
City Costs						
Sales Tax Fee	1.1	1.0	0.5	-	-	-
Administration	1.7	1.8	1.9	2.0	2.0	2.0
Outreach	1.8	1.3	1.4	1.6	1.6	1.0
Support Programs	0.9	1.0	1.3	1.2	1.3	1.3
Sub-Total	5.5	5.1	5.1	4.8	4.9	4.3
Contracted Costs						
Intake and Assessment	2.7	2.4	3.7	3.7	3.7	-
Wraparound / Case Management	11.3	7.0	10.3	10.3	10.3	10.3
Tuition / Training	25.8	23.0	21.5	21.4	16.0	18.1
Emergency Services	4.2	2.8	2.3	2.5	1.9	1.9
Sub-Total	44.0	35.2	37.8	37.9	31.9	30.3
Total						
	\$49.5M	\$40.3M	\$42.9M	\$42.7M	\$36.8M	\$34.6M

Education and Training Provider Post-Solicitation



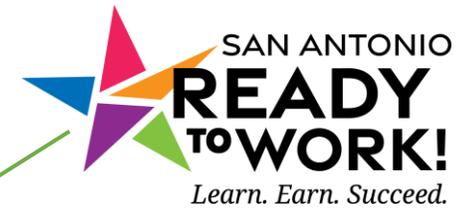
Scale

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

Scope and Solicitation



Project Scope / Overview

- Conduct Intake and Assessment
 - Determine Eligibility
 - Provide Program Overview and Benefits
 - Perform assessments and conduct referrals
- Conduct Case Management Services
 - Coaching and Mentoring
 - Career Exploration and Readiness
 - Wraparound Services
 - Assistance in Training Enrollment
 - Tuition Reimbursement
 - Emergency Support Services
 - Job Referrals and Placement

Solicitation Type

- Request for Proposal (RFP)

Proposed Term

- 3 years with 1, 1-year renewal option

Estimated Value

- Up to \$32.5 million total

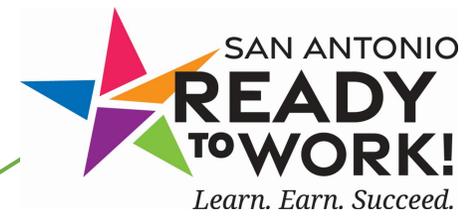
Funding Source

- Ready to Work Sales Tax Fund

Current Contract Status

- 3-year base ended Spring 2024

Solicitation Overview



Outreach

- **NIGP Codes Identified**
 - 92486, Vocational Training
 - 92440, Instructor-led, Classroom Training
 - 92478, Teaching and Instruction Services
 - 95274, Referral Services
 - 92015, Assessment and Profiling
 - 95215, Case Management
- **Advertising**
 - TVSA Channel
 - COSA Bidding & Contracting Webpage
 - Express-News
 - SAePS

Evaluation Committee Members

Scoring

- Alex Lopez, Assistant City Manager, City Manager's Office
- Michael Ramsey, Executive Director, Workforce Development Office
- Joel Morgan, Assistant Director, Workforce Development Office
- Lori Zamora, Assistant to the Director, Workforce Development Office
- Jerry Graeber, RTW Advisory Board Member, Rogers-O'Brien Construction

Non-Scoring/Advisory

- Jennifer Cantu, RTW Advisory Board Member, Bank of America
- Michael Sindon, Workforce Administrator, Workforce Development Office

Due Diligence

Finance and Auditor Departments – Due Diligence Results

Number of vendors notified:	1,491
Number of vendors at pre-submittal conference:	17
Number of responses received:	10; two vendors deemed non-responsive
Results of Minimum Requirements Review	No Material Findings
Results of Due Diligence Review	No Material Findings

Scoring Criteria

Evaluation Criteria

- Experience, Background and Qualifications - 30 points
- Proposed Plan - 25 points
- Pricing - 20 points
- SBEDA Program -10 points
 - SBE Prime Contract Program - 5 points
 - M/WBE Prime Contract Program - 5 points
- Local Preference Program - 10 points
- Veteran Owned Small Business Preference Program - 5 points

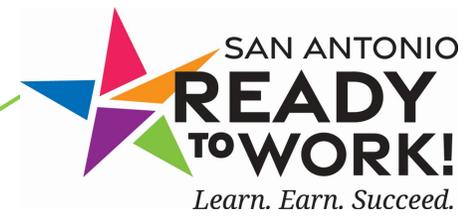
Additional Requirements

- Audited Financial Statements: Not Required
- SBEDA Program: 5% M/WBE Subcontracting Goal

Solicitation Overview



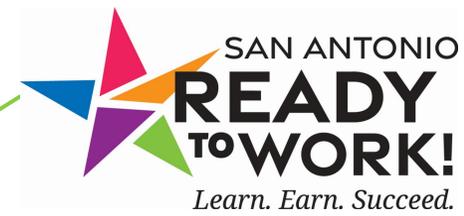
Initial Evaluation



INITIAL SCORE MATRIX

RFP for Ready to Work Training Provider Intake and Case Management (25-020; 6100018622) Score Summary INITIAL EVALUATION March 25, 2025	Maximum Points	Hallmark University 9855 Westover Hills, Blvd. San Antonio, TX 78251	Goodwill Industries of San Antonio 406 W. Commerce San Antonio, TX 78207	NPower Inc. 85 NE Loop 410, Ste. 201 San Antonio, TX 78216	Zeitgeist Expressions Inc., DBA Zeitgeist Wellness Group 5282 Medical Drive, Ste. 605 San Antonio, TX 78229	Luminary Ministries Inc. 5121 Crestway Drive Ste 109, San Antonio, TX 78239	LearningMate Solutions Inc. 100 Canal Point Blvd., Ste. 123 Princeton, NJ 08540	BreakLine Education, PBC 6543 N Landmark Dr #1041 Park City, UT 84098	Lashing Out SA Academy 6111 Tezel Rd. San Antonio, TX 78250
A - Experience, Background and Qualifications	30	26.00	26.40	24.00	12.20	14.80	17.00	16.40	7.40
B - Proposed Plan	25	21.60	21.80	20.60	13.60	13.60	15.60	11.60	6.00
C - Price Schedule	20	18.40	17.80	16.60	13.40	13.80	10.80	4.60	7.00
A - C Sub-Total	75	66.00	66.00	61.20	39.20	42.20	43.40	32.60	20.40
D - SBEDA - SBE Prime Contract Program	5	0.00	0.00	0.00	5.00	0.00	0.00	0.00	5.00
D - SBEDA - M/WBE Prime Contract Program	5	0.00	0.00	0.00	5.00	0.00	0.00	0.00	5.00
E - Local Preference Program	10	10.00	10.00	0.00	10.00	10.00	0.00	0.00	0.00
F - Veteran-Owned Small Business Preference Program	5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL SCORE	100	76.00	76.00	61.20	59.20	52.20	43.40	32.60	30.40
RANK BASED ON TOTAL SCORE		1	2	3	4	5	6	7	8

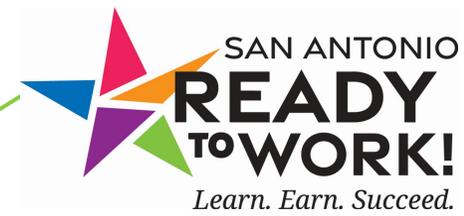
Recommended Award



FINAL SCORE MATRIX

RFP for Ready to Work Training Provider Intake and Case Management (25-020; 6100018622) Score Summary FINAL EVALUATION April 8, 2025	Maximum Points	Goodwill Industries of San Antonio 406 W. Commerce San Antonio, TX 78207	Hallmark University 9855 Westover Hills, Bldv. San Antonio, TX 78251	NPower Inc. 85 NE Loop 410, Ste. 201 San Antonio, TX 78216	Zeitgeist Expressions Inc., DBA Zeitgeist Wellness Group 5282 Medical Drive, Ste. 605 San Antonio, TX 78229
A - Experience, Background and Qualifications	30	27.40	26.60	21.80	7.40
B - Proposed Plan	25	22.80	21.60	21.00	6.60
C - Price	20	17.80	18.40	16.60	13.40
A - C Sub-Total	75	68.00	66.60	59.40	27.40
D - SBEDA - SBE Prime Contract Program	5	0.00	0.00	0.00	5.00
D - SBEDA - M/WBE Prime Contract Program	5	0.00	0.00	0.00	5.00
E - Local Preference Program	10	10.00	10.00	0.00	10.00
F - Veteran-Owned Small Business Preference Program	5	0.00	0.00	0.00	0.00
TOTAL SCORE	100	78.00	76.60	59.40	47.40
RANK BASED ON TOTAL SCORE		1	2	3	4

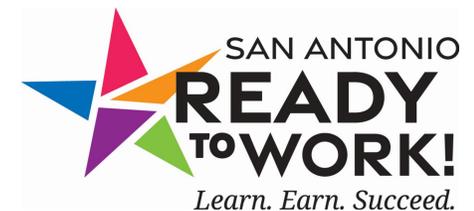
Next Steps



May 29, 2025 “A” Session: Council consideration:

- Consideration of two, three-year agreements with one additional one-year renewal option with Hallmark University and Goodwill Industries of San Antonio for in-house training, intake and case management services.

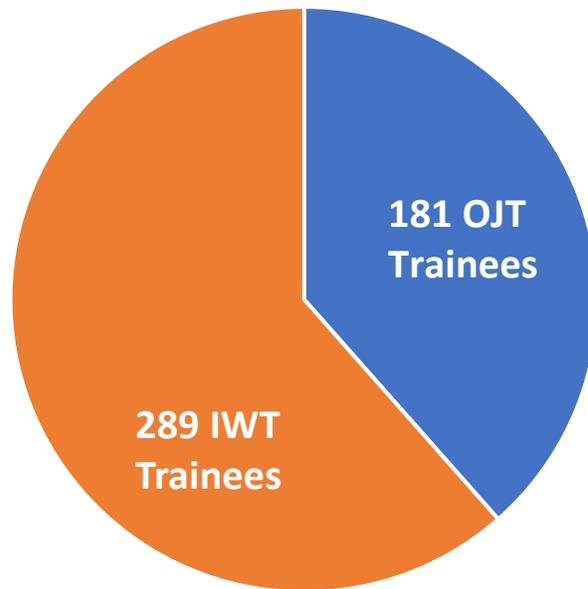
SA RTW On-the-Job and Incumbent Worker Training Program



Total OJT & IWT Summary – Round 1

Round 1 awards were part of a pilot program to test and evaluate the benefits provided to employers and workers.

470 Participants Trained by 28 Businesses



■ OJT Trainees ■ IWT Trainees

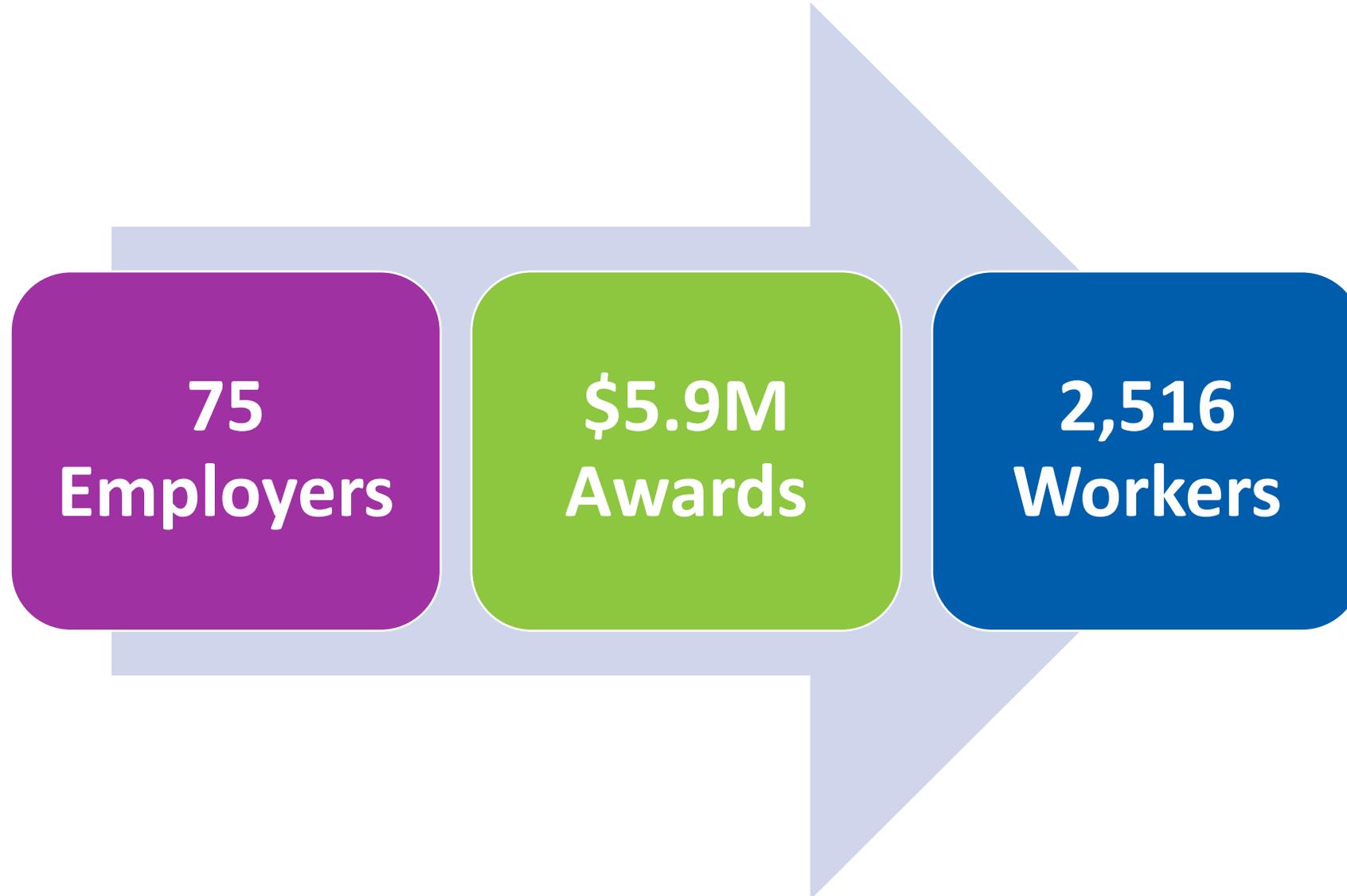
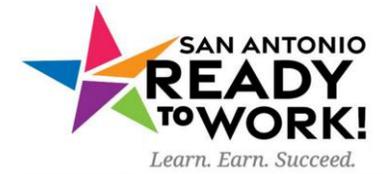
Trainee Retention Rate:

- OJT & IWT Combined – 91%
- OJT Only – 86%
- IWT Only – 95%

Trainee Avg. Wage Data:

- OJT - \$22.15
- IWT - \$21.21

Total OJT & IWT Award Summary – Round 2



OJT / IWT – By the Numbers

OJT

Small Businesses Awarded	27
Total Participants to be Served	266
Total Amount Awarded	\$1,422,750
Average Per Participant	\$5,349
Large Businesses Awarded	16
Total Served	1,100
Total Awarded	\$1,470,600
Average Per Participant	\$1,337



IWT

Small Businesses Awarded	40
Total Participants to be Served	362
Total Amount Awarded	\$1,528,435
Average Training Cost Per Participant	\$4,222
Large Businesses Awarded	20
Total Served	788
Total Awarded	\$1,451,975
Average Training Cost Per Participant	\$1,843



OJT Professional Services Agreement

On-the-Job Training

- Capped at \$100,000 per employer
- Earning at least \$20.00/hour
- Overall Per Participant Avg. Cost: \$2,118
- Total funding \$2,893,350

Wage reimbursements for new hires undergoing training

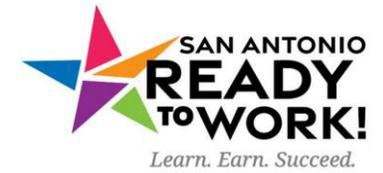
Registered apprenticeship programs are supported under this program

43 Employers recommended

1,366 newly hired RTW participants

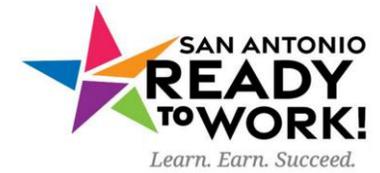


OJT Professional Services Agreements



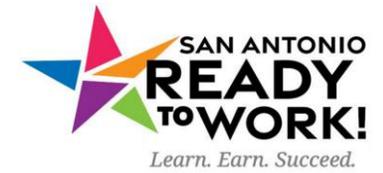
Employer	#OJT Trainees	Contract Value	Council District
VIA Metropolitan Transit Authority	500	\$100,000	1
Tiger RTX2 LLC and RegenTX Partners, LLC	165	\$100,000	8
JCB Texas, LLC	100	\$100,000	4
Family Service Association of San Antonio, Inc.	60	\$99,600	1
ShurMed EMS	50	\$100,000	8
StandardAero (San Antonio), Inc.	50	\$100,000	4
Lancer Corporation	40	\$100,000	2
SA Liberty Field Prep School	40	\$100,000	6
Central Electric Ent. & Co.	30	\$100,000	5
Marek Shared Services, LLC	26	\$100,000	10
BD Holt Co.	25	\$100,000	3
Crepeccino	20	\$100,000	7
Guidehouse Managed Services, LLC	20	\$100,000	6
Smurfit Westrock Vitop	20	\$100,000	5
Jason Dady Restaurant Group	19	\$100,000	5

OJT Professional Services Agreements



Employer	#OJT Trainees	Contract Value	Council District
AVANCE - San Antonio	16	\$16,000	4
J & R Tile, Inc.	15	\$100,000	1
Luminary Ministries, Inc.	15	\$100,000	2
SA Smart Solutions, LLC	15	\$100,000	10
ST Engineering	15	\$75,000	9
Tejas Premier Building Contractor, Inc.	15	\$100,000	5
Zachry Underground and Utility Services, Inc.	15	\$100,000	9
Atlas AC Repair, LLC	10	\$100,000	8
Aviation Structure Repairs	10	\$100,000	9
Forma, LLC	10	\$100,000	3
Franklin Energy	8	\$80,000	6
My Plumber, Inc. DBA J.R.'s Plumbing	8	\$20,000	1
Culturingua	5	\$25,000	7
Excel Driver Services	5	\$50,000	2

OJT Professional Services Agreements



Employer	#OJT Trainees	Contract Value	Council District
J.R. (Joe) Ramon & Sons, Inc.	5	\$50,000	5
Zeitgeist	5	\$50,000	8
Lone Star Energy Efficiency	4	\$24,000	1
EnergyX Fitness, LLC	3	\$8,750	1
Muqarnas	3	\$15,000	7
Praetorian Security Group, LLC	3	\$30,000	5
Rox All Pro Services, LLC DBA Rox Roofing	3	\$30,000	10
S J & J Solutions DBA AWWServices	3	\$30,000	4
Emily Morgan, LLC	2	\$10,000	1
LoneStar Decorative Flooring Supplies	2	\$20,000	10
MindShiftED Parent Institute	2	\$20,000	7
Tekgration, LLC	2	\$20,000	1
Cherish Financial	1	\$10,000	9
Ox Home Services, Inc.	1	\$10,000	8

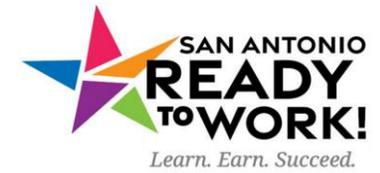
IWT Professional Services Agreements

Incumbent-Worker Training

- Capped at \$100,000 per employer
- Earning at least \$20.00/hour
- Overall Per Participant Avg. Cost: \$2,592
- Total funding \$2,980,410

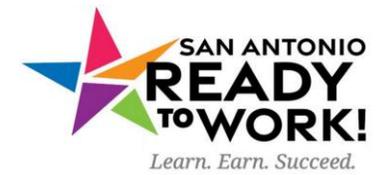


IWT Professional Services Agreements



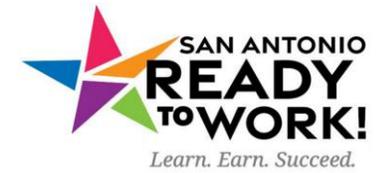
Employer	#IWT Trainees	Contract Value	Council District
Tiger RTX2 LLC and RegenTX Partners, LLC	160	\$100,000	8
JCB Texas, LLC	100	\$100,000	4
The Center for Health Care Services	100	\$100,000	1
StandardAero (San Antonio), Inc.	75	\$99,975	4
Toyota Motor Manufacturing Texas	56	\$100,000	3
YWCA San Antonio	50	\$100,000	5
Namauu Technological and Industrial	45	\$100,000	4
J.R. (Joe) Ramon & Sons, Inc.	39	\$99,840	5
HJD Capital Electric, Inc.	35	\$70,000	4
Tejas Premier Building Contractor, Inc.	33	\$100,000	5
Progressive Roofing (Formerly Beldon Roofing)	30	\$100,000	1
J & R Tile, Inc.	25	\$100,000	1
Atlas AC Repair, LLC	20	\$100,000	8
Aviation Structure Repairs	20	\$100,000	9
BD Holt Co.	20	\$100,000	3
Family Service Association of San Antonio, Inc.	20	\$10,000	1

IWT Professional Services Agreements



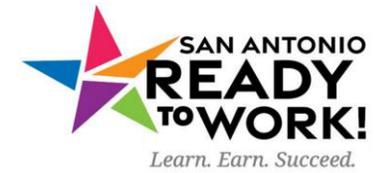
Employer	#IWT Trainees	Contract Value	Council District
Forma, LLC	20	\$100,000	3
George Plumbing Co.	20	\$100,000	1
Lancer Corporation	20	\$100,000	2
Methodist Healthcare System	20	\$100,000	8
Oracle Tech Diagnostic Labs	20	\$100,000	8
ShurMed EMS	20	\$100,000	8
Smurfit Westrock Vitop	20	\$100,000	5
The Boeing Company	20	\$100,000	4
Astroport Space Technologies	15	\$75,000	4
ST Engineering	15	\$75,000	9
Jason Dady Restaurant Group	10	\$50,000	5
Joeris General Contractors , LLC	10	\$20,000	9
My Plumber, Inc. DBA J.R.'s Plumbing	10	\$50,000	1
People Business Solutions, LLC	10	\$10,000	5

IWT Professional Services Agreements



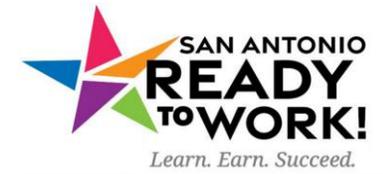
Employer	#IWT Trainees	Contract Value	Council District
VIA Technology, LLC	10	\$50,000	1
Franklin Energy	8	\$40,000	6
Excel Driver Services	5	\$40,000	2
Energy X Fitness	5	\$8,750	1
Prosper West	5	\$10,000	6
AV Calibrations, LLC	4	\$20,000	1
BRIO Builders	4	\$20,000	6
Diverse Construction Group, LLC	4	\$20,000	8
JMI	4	\$20,000	2
Lone Star Energy Efficiency	4	\$16,000	1
Marek Shared Services, LLC	4	\$12,000	10
SAMMinistries	4	\$20,000	1
Zeitgeist	4	\$20,000	8
Ascend Nonprofit and Business Solutions, LLC	3	\$15,000	8

IWT Professional Services Agreements



Employer	#IWT Trainees	Contract Value	Council District
Praetorian Security Group, LLC	3	\$15,000	5
Rox All Pro Services, LLC DBA Rox Roofing	3	\$15,000	10
SA Smart Solutions, LLC	3	\$15,000	10
Let's Go Texas, LLC	2	\$10,000	1
LoneStar Decorative Flooring Supplies	2	\$20,000	10
A Chicago Bite, LLC	1	\$5,000	9
Barrio Barista Barrio N'Bargins	1	\$5,000	7
Garmex Inc., LLC	1	\$5,000	1
Irene's Tax and Professional Services, LLC	1	\$5,000	5
MP Studio Landscape Architecture, LLC	1	\$2,000	5
San Antonio for Growth on the Eastside, Inc.	1	\$5,000	2
Southern CDL Training	1	\$3,800	3
The Rose Boutique	1	\$5,000	7
Thompson Foster Holdings, LLC DBA FYZICAL Therapy & Balance Centers	1	\$3,045	9
Tru Branding, LLC	1	\$5,000	5
Zachry Underground and Utility Services, Inc.	1	\$5,000	9

Funding and Recommendation



- Funding to support these contracts is available in the SA: Ready to Work Fund.
- Staff recommends full City Council consideration to authorize the execution of contracts with 75 employers to implement SA Ready to Work On-the-Job Training and Incumbent-Worker Training programs.



SA Ready to Work Program Briefing

May 8, 2025



SAN ANTONIO
**READY
TO WORK!**

Learn. Earn. Succeed.