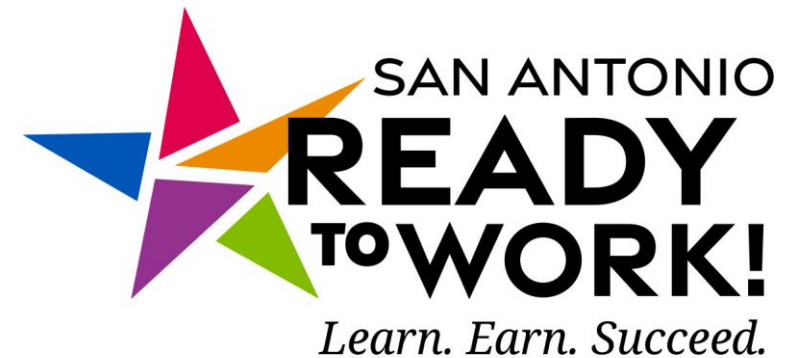




On-the-Job and Incumbent Worker Training Programs

Economic and Workforce
Development Committee
March 25, 2025



- RTW currently offers **tuition support and wrap-around services** for eligible participants to attend courses and apprenticeship programs offered by **76 RTW-approved colleges and training providers**
- By **expanding training opportunities to employers**, RTW can **shorten the gap between qualified workers and hard-to-fill roles**, resulting in career growth opportunities for workers and increased job retention for employers
- Work-based learning programs are a **win-win**
 - **Employers** improve business outcomes
 - **Workers** earn while they learn

Total OJT & IWT Award Summary



The infographic features three colored boxes (purple, green, and blue) containing the summary statistics, which are set against a large, light blue arrow pointing to the right. The purple box on the left contains the text '77 Employers', the green box in the middle contains '\$5.9M Awards', and the blue box on the right contains '2,532 Workers'.

**77
Employers**

**\$5.9M
Awards**

**2,532
Workers**

OJT / IWT – By the Numbers

OJT

Small Businesses Awarded	28
Total Participants to be Served	279
Total Amount Awarded	\$1,430,750
Average Per Participant	\$5,128
Large Businesses Awarded	16
Total Served	1,100
Total Awarded	\$1,470,600
Average Per Participant	\$1,336



IWT

Small Businesses Awarded	40
Total Participants to be Served	471
Total Amount Awarded	\$1,528,435
Average Training Cost Per	\$3,245
Large Businesses Awarded	21
Total Served	682
Total Awarded	\$1,551,975
Average Training Cost Per Share	\$2,276



OJT Professional Services Agreements

On-the-Job Training

- Capped at \$100,000 per employer
- Capped at \$10,000 per worker
- Earning at least \$20.00/hour
- Overall Per Participant Avg. Cost: \$2,104
- Total funding \$2,901,350

Wage reimbursements for new hires undergoing training

Registered apprenticeship programs are supported under this program

44 Employers recommended

1,379 newly hired RTW participants



OJT Professional Services Agreements

Employer	#OJT Trainees
VIA Metropolitan Transit Authority	500
Tiger RTX2 LLC and RegenTX Partners, LLC	165
JCB Texas, LLC	100
Family Service Association of San Antonio, Inc.	60
ShurMed EMS	50
StandardAero (San Antonio) Inc.	50
Lancer Corporation	40
SA Liberty Field Prep School	40
Central Electric Ent. & Co.	30
Marek Shared Services, LLC	26
BD Holt Co.	25
Crepeccino	20
Guidehouse Managed Services, LLC	20
Smurfit Westrock Vitop	20
Jason Dady Restaurant Group	19

OJT Professional Services Agreements

Employer	#OJT Trainees
AVANCE - San Antonio	16
J & R Tile, Inc.	15
Luminary Ministries, Inc.	15
SA Smart Solutions, LLC	15
ST Engineering	15
Tejas Premier Building Contractor, Inc.	15
Zachry Underground and Utility Services, Inc.	15
EnergyX Fitness, LLC	14
Atlas AC Repair, LLC	10
Aviation Structure Repairs	10
Forma, LLC	10
Franklin Energy	8
My Plumber, Inc. DBA J.R.'s Plumbing	8
Culturingua	5
Excel Driver Services	5

OJT Professional Services Agreements

Employer	#OJT Trainees
J.R. (Joe) Ramon & Sons, Inc.	5
Zeitgeist	5
Lone Star Energy Efficiency	4
Muqarnas	3
Praetorian Security Group, LLC	3
Rox All Pro Services, LLC DBA Rox Roofing	3
S J & J Solutions DBA AWWServices	3
Emily Morgan, LLC	2
LoneStar Decorative Flooring Supplies	2
Micheal Villalobos	2
MindShiftED Parent Institute	2
Tekgration, LLC	2
Cherish Financial	1
Ox Home Services, Inc.	1

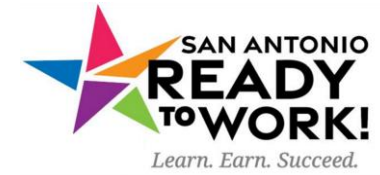
IWT Professional Services Agreements

Incumbent-Worker Training

- Capped at \$100,000 per employer
- Capped at \$5,000 per worker
- Earning at least \$20.00/hour
- Overall Per Participant Avg. Cost: \$2,672
- Total funding \$3,080,410

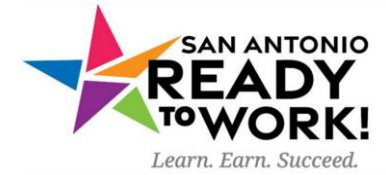


IWT Professional Services Agreements



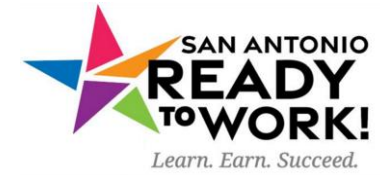
Employer	#OJT Trainees
Tiger RTX2 LLC and RegenTX Partners, LLC	160
JCB Texas, LLC	100
The Center for Health Care Services	100
StandardAero (San Antonio), Inc.	75
Toyota Motor Manufacturing Texas	56
YWCA San Antonio	50
Namauu Technological and Industrial	45
J.R. (Joe) Ramon & Sons, Inc.	39
HJD Capital Electric, Inc.	35
Tejas Premier Building Contractor, Inc.	33
J & R Tile, Inc.	25
Atlas AC Repair, LLC	20
Aviation Structure Repairs	20
BD Holt Co.	20
Family Service Association of San Antonio, Inc.	20

IWT Professional Services Agreements



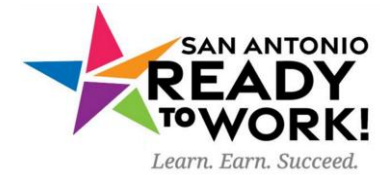
Employer	#OJT Trainees
Forma, LLC	20
George Plumbing Co.	20
Lancer Corporation	20
Methodist Healthcare System	20
Oracle Tech Diagnostic Labs	20
ShurMed EMS	20
Smurfit Westrock Vitop	20
The Boeing Company	20
UT Health San Antonio	20
Astroport Space Technologies	15
ST Engineering	15
EnergyX Fitness, LLC	14
Jason Dady Restaurant Group	10
Joeris General Contractors , LLC	10
My Plumber, Inc. DBA J.R.'s Plumbing	10

IWT Professional Services Agreements



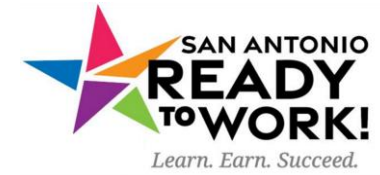
Employer	#OJT Trainees
People Business Solutions, LLC	10
VIA Technology, LLC	10
Franklin Energy	8
Excel Driver Services	5
Prosper West	5
AV Calibrations, LLC	4
Beldon Roofing	4
BRIO Builders	4
Diverse Construction Group, LLC	4
JMI	4
Lone Star Energy Efficiency	4
Marek Shared Services, LLC	4
SAMMinistries	4
Zeitgeist	4
Ascend Nonprofit and Business Solutions, LLC	3

IWT Professional Services Agreements



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

Funding and Recommendation



- Funding to support these contracts is available in the SA: Ready to Work Fund.
- Staff recommends full City Council consideration to enter into professional services agreements with 77 employers to implement Ready to Work On-the-Job Training and Incumbent-Worker Training programs.



On-the-Job and Incumbent Worker Training Pilot Programs

Economic and Workforce
Development Committee
March 26, 2024

