

Ready to Work  
Proposed FY 2025  
Annual Operating Budget

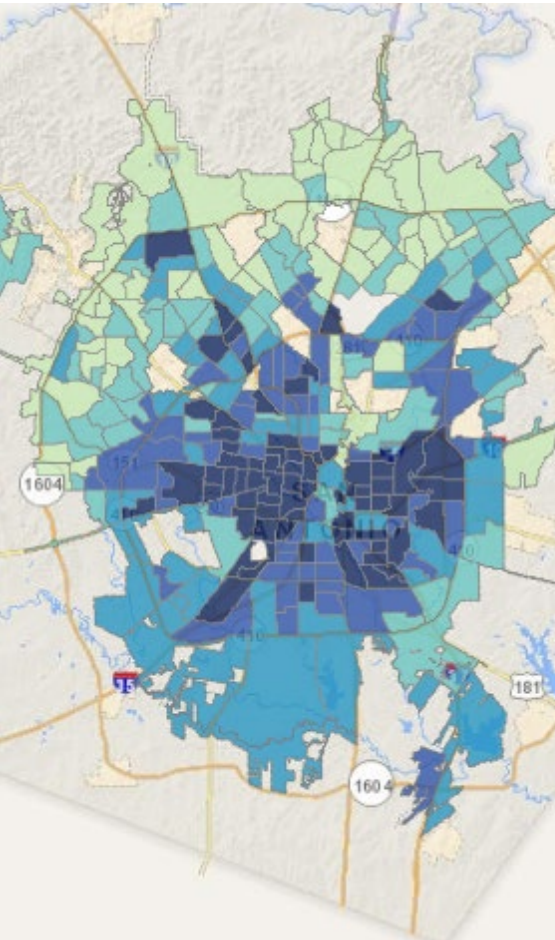
*A Session May 16, 2024*

*Item #22*

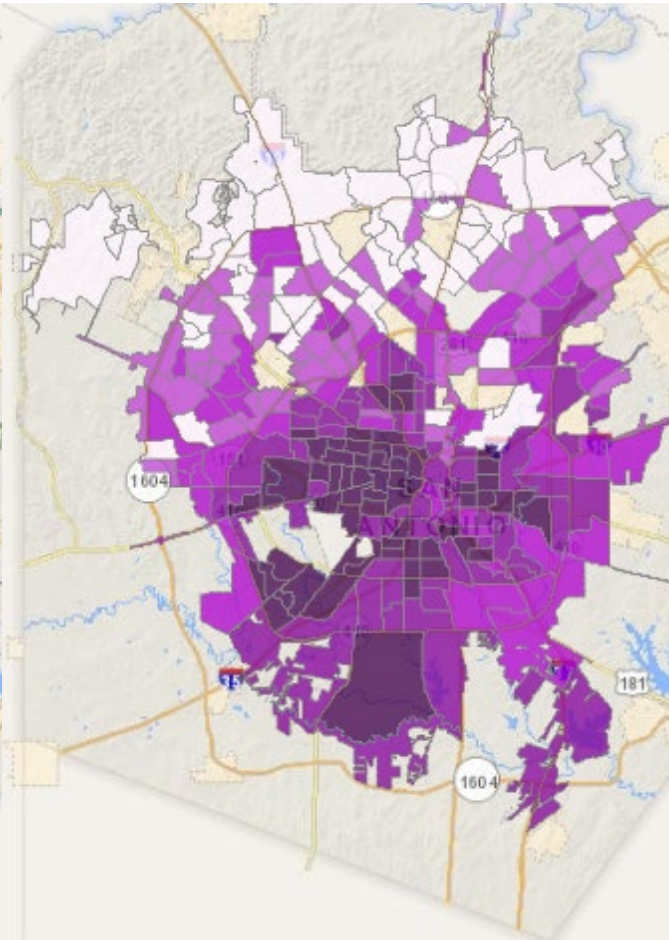


# Why are we investing in Ready to Work? Residents.

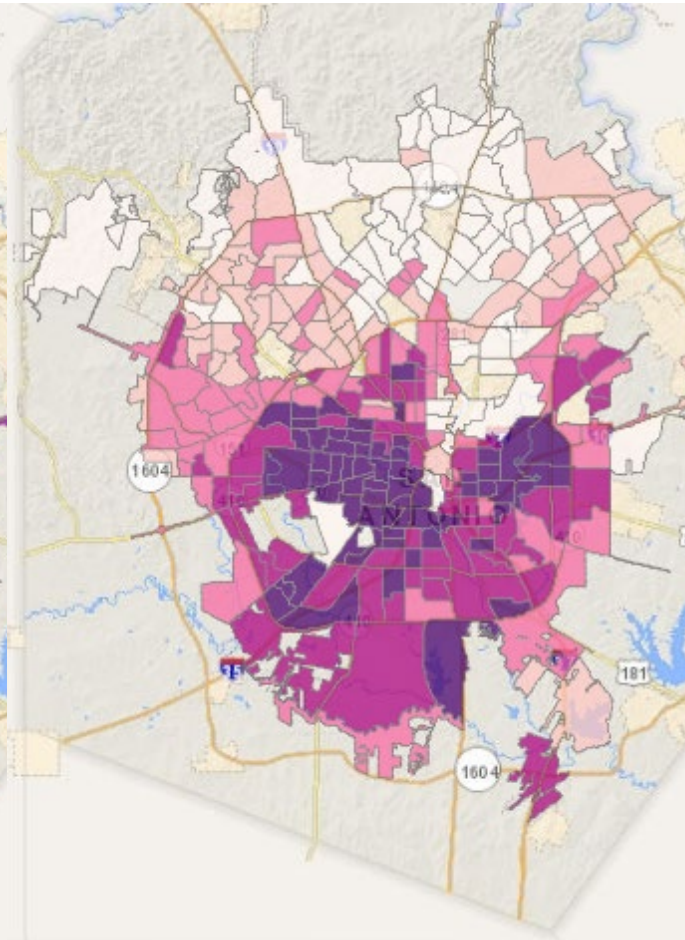
<https://www.sanantonio.gov/Equity/Initiatives/Atlas>



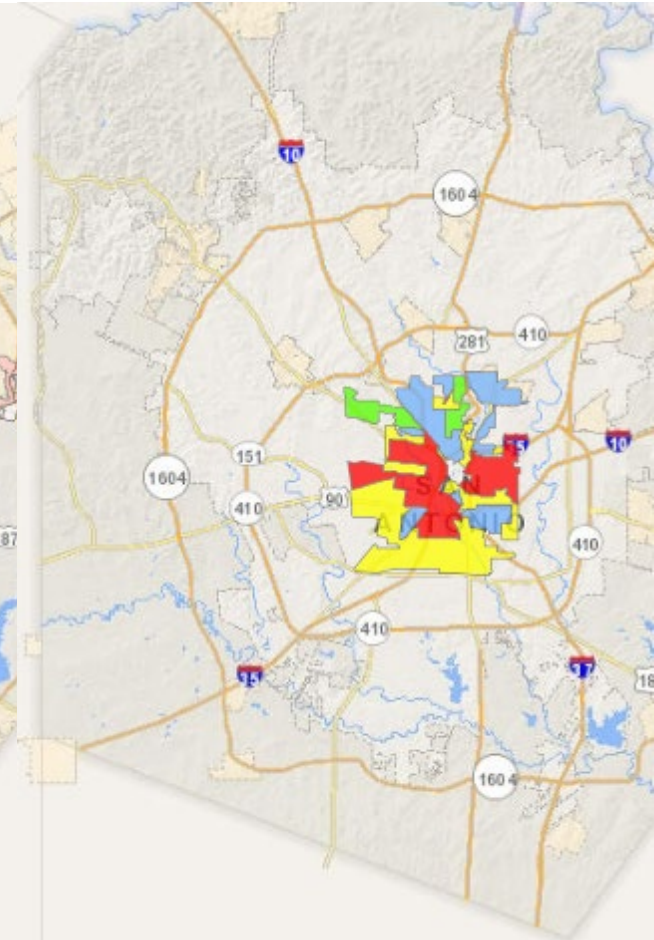
**Income  
Inequality**



**Low Educational  
Attainment**



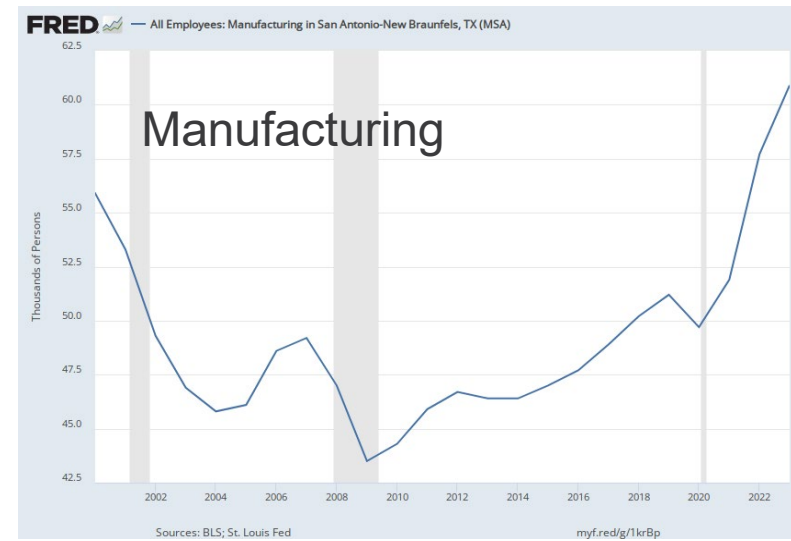
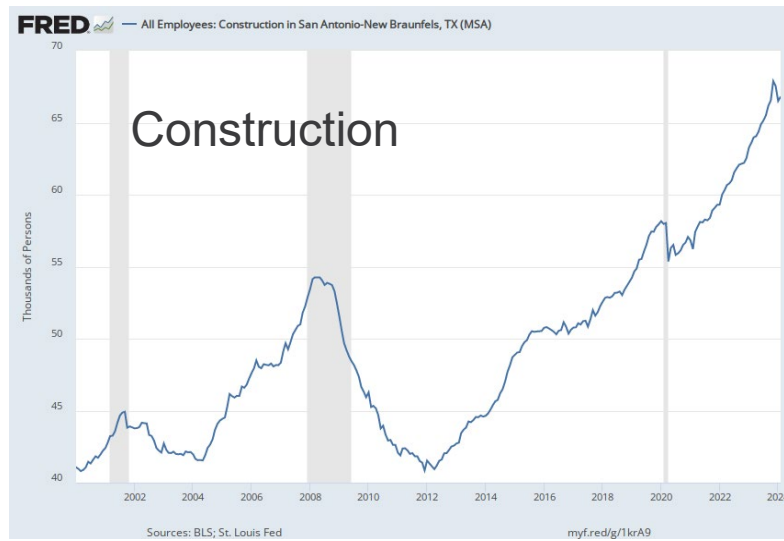
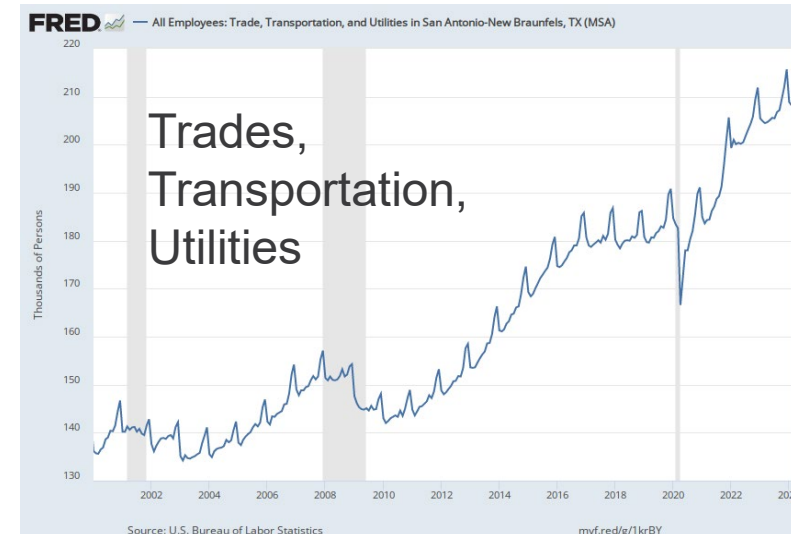
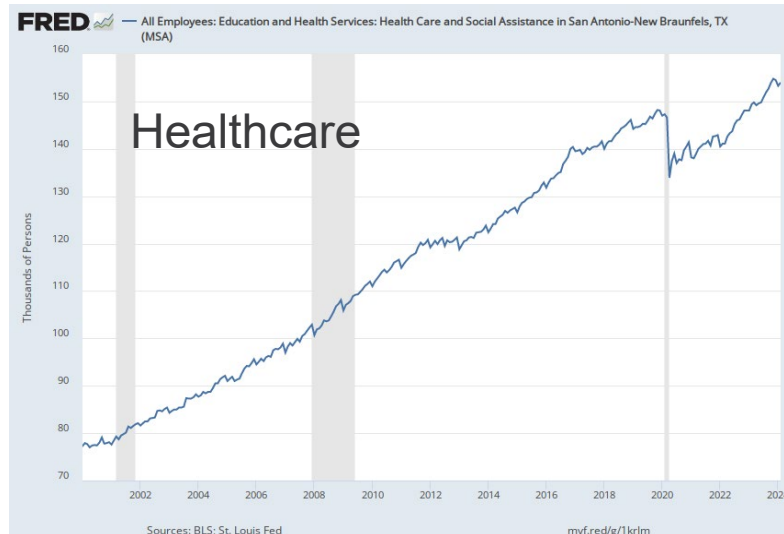
**75.2%  
People of Color**



**Historic  
Redlining**

# Why are we investing in Ready to Work? Employers.

**Employers  
need skilled  
workers**



# RTW Target Industries



Construction/Trades/Utilities

Education

Finance/Insurance

Healthcare

Information Technology/Cybersecurity

Manufacturing/Aerospace

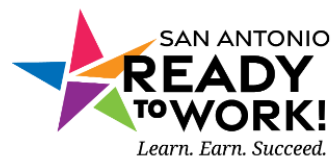
Hospitality/Professional Services

Transportation/Warehousing

Ready to Work  
approved target  
occupations are  
**well-paid** and are in  
**high-demand**.

The RTW Advisory Board  
reviews target  
occupations quarterly

# 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 quality jobs.

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

**\$1.7B** Projected ROI  
based on 2023 enrollees

## Program Metrics (as of 5/8/2024)

Participants Enrolled  
in Training

**6,920**

Successfully  
Completed Training

**1,611**

Participants Placed in  
Quality Job

**868**

*Click on tiles for details*

### Program Financial Snapshot through March 2024

#### Revenues

Actual sales tax collected: **\$146,035,010**

#### Expenses

Actual program expenditures: **\$35,352,171**

Total program expenses per participant enrolled in training: **\$6,129**

Partner contracted cost per participant placed in job:  
\*through Jan 2024 **\$5,565**

Employers Hiring RTW  
Graduates

**524**

Mean Hourly Wage in New Job

**\$20.79**

Mean Annual Salary in New Job

**\$44,153**

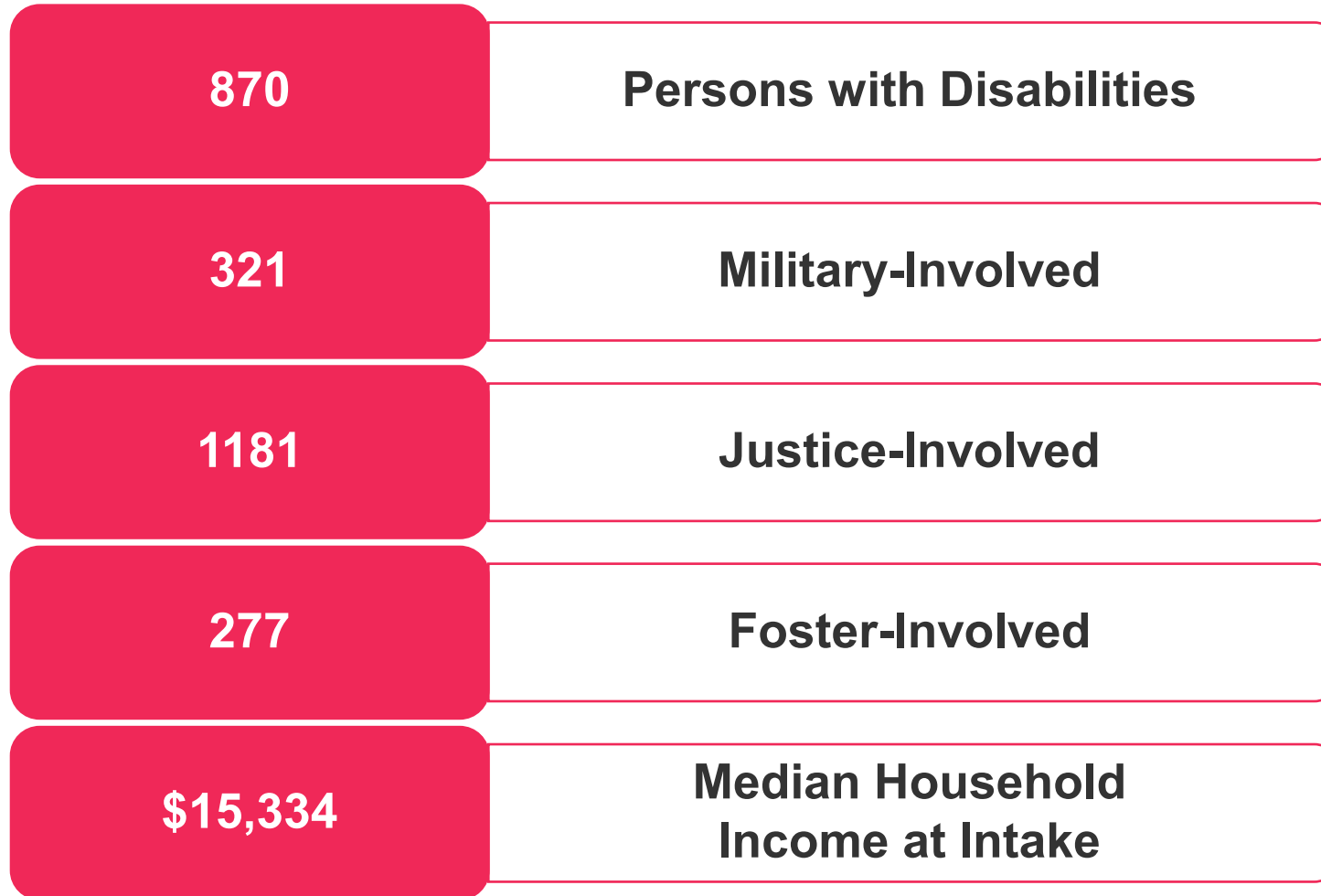
% Placed in Quality Job within  
6 months

**49%**

% Placed in Quality Job within  
12 months

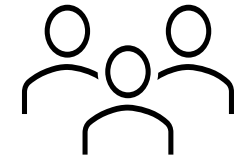
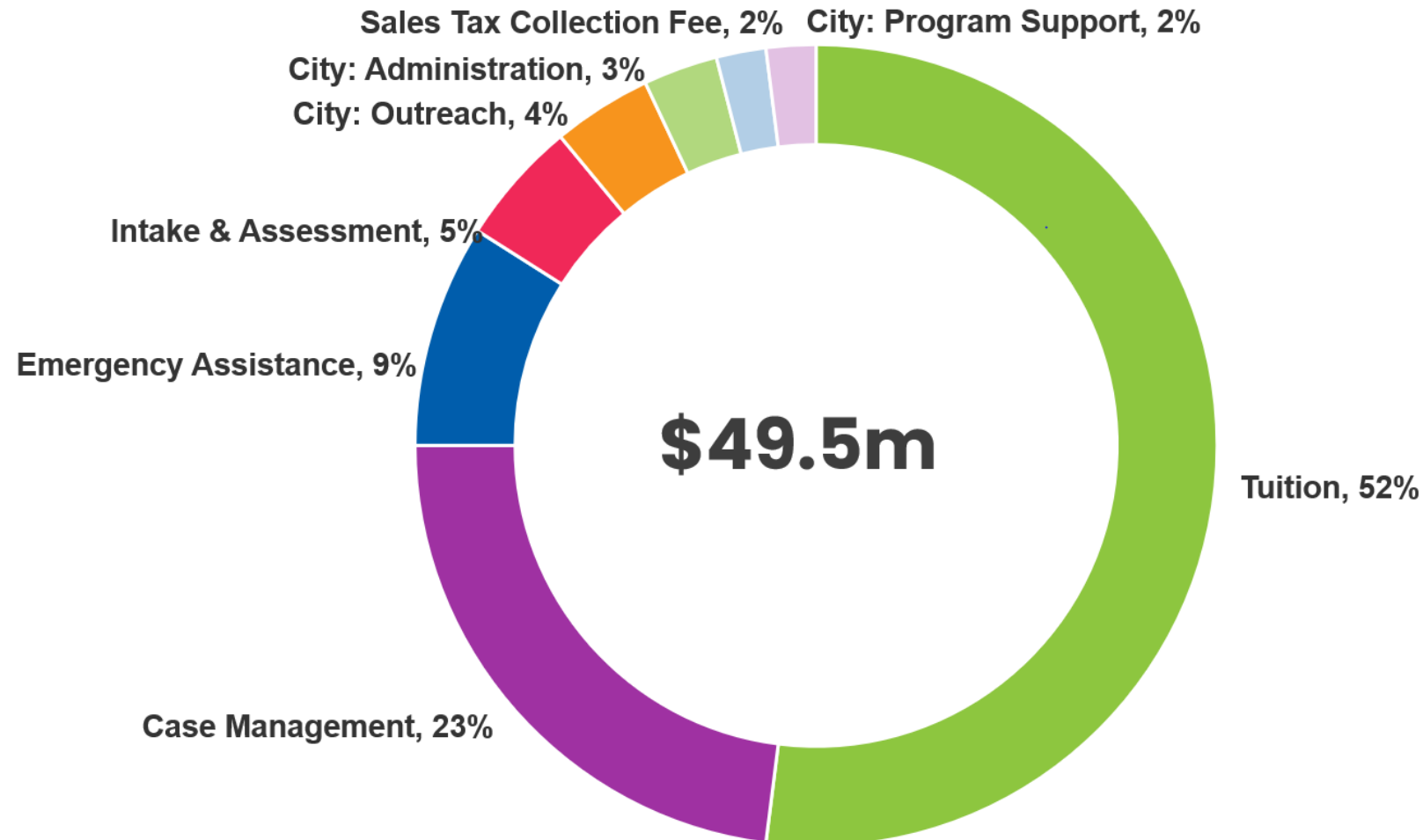
**78%**

# Intentional Outreach



*Applicants Interviewed  
Data as of May 8, 2024*

# FY 2025 Proposed Budget



**Increasing  
personnel  
complement  
from 12 to 19**

# FY2025 Clients to Be Served

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Needs  
Assessment and  
Eligibility  
Interviews

**7,594**

Enrolled in  
Approved  
Training

**6,080**

Successfully  
Complete  
Training

**70%**

Completers  
Placed in Quality  
Jobs

**80%**

# Innovative Work-Based Learning Models



**On-the-Job  
Training**

**Incumbent-Worker  
Training**

**Pay It Forward  
Internships**

**Apprenticeships**

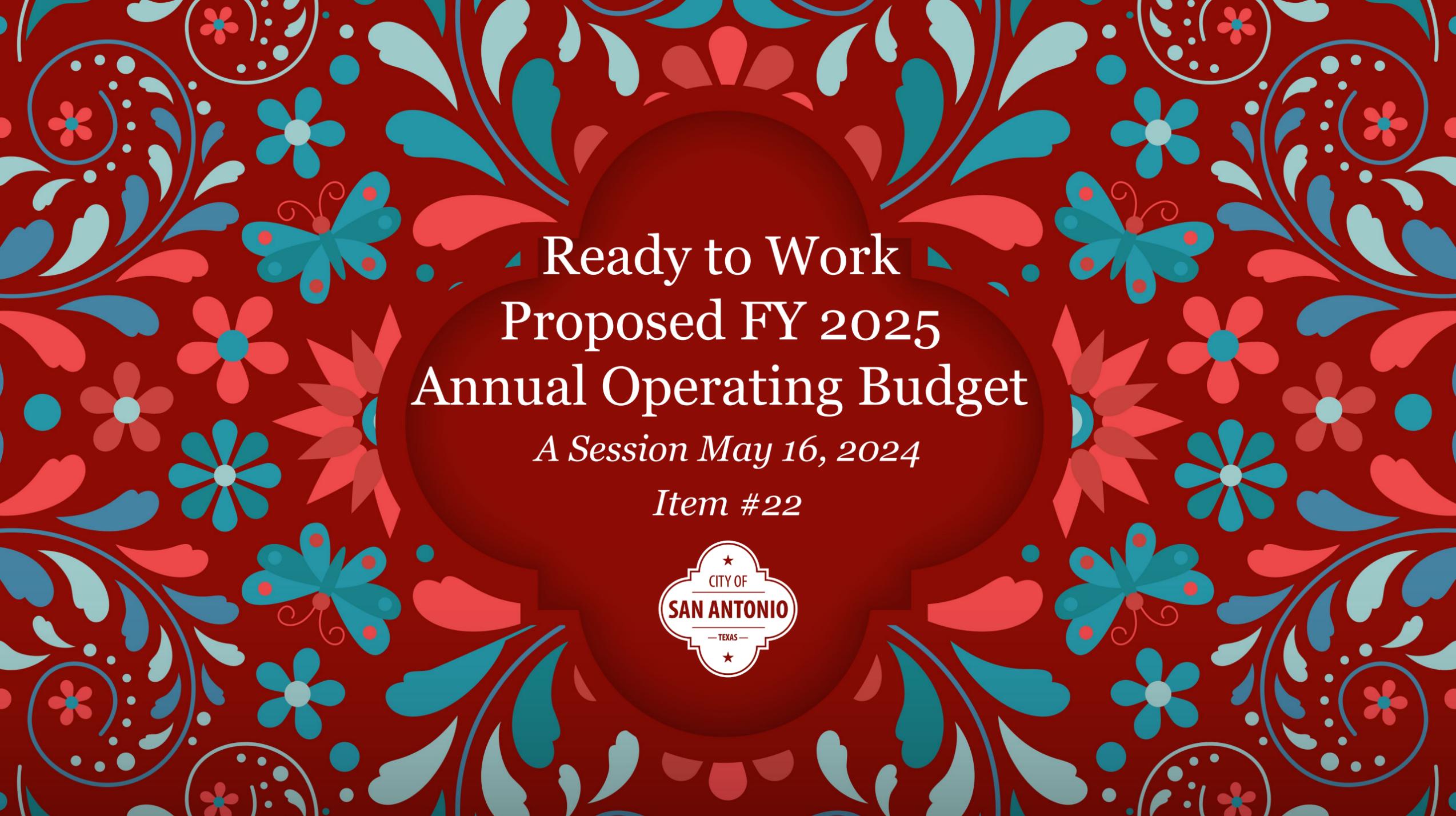
**FY2025 Budget includes \$6M funding for work-based learning**

# Addressing Childcare Barriers

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- **\$1M pilot program**
- **In collaboration with DHS and Pre-K4SA**
- **Provides childcare vouchers while RTW participants are on CCS waitlist**



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