

Ready to Work
Proposed FY 2025
Annual Operating Budget

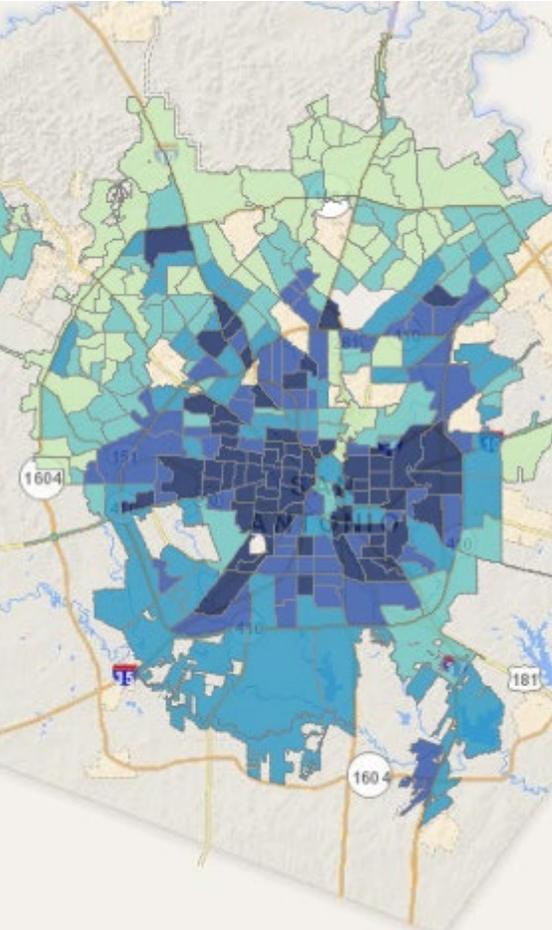
A Session May 16, 2024

Item #22

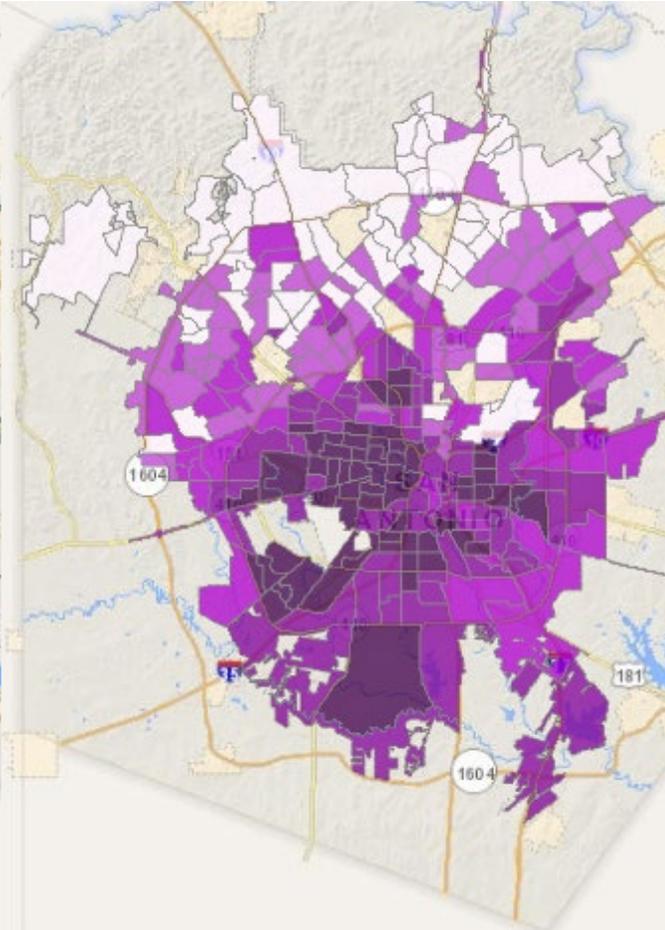


Why are we investing in Ready to Work? Residents.

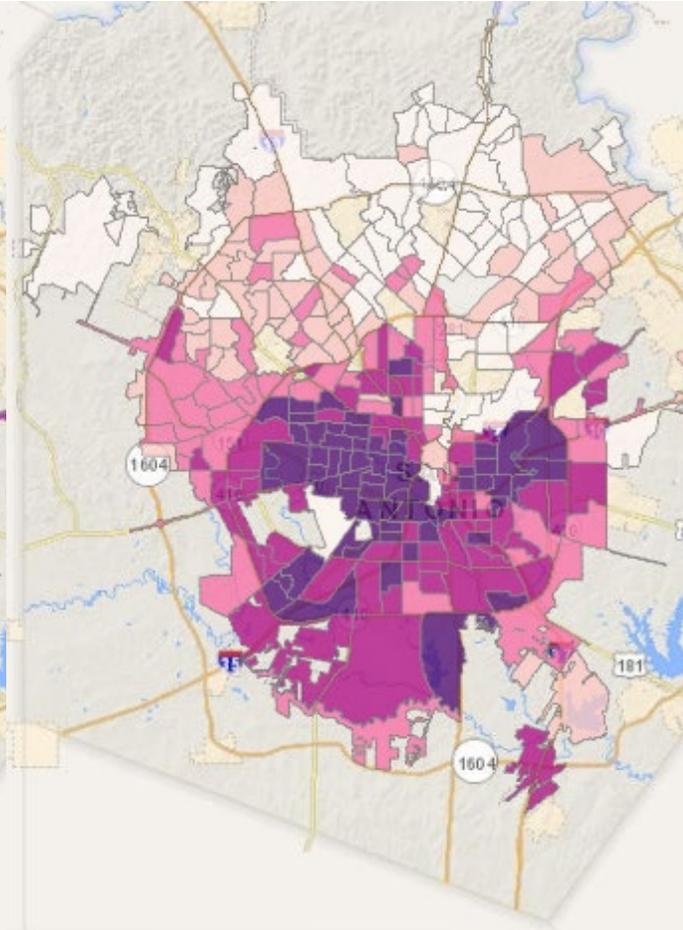
<https://www.sanantonio.gov/Equity/Initiatives/Atlas>



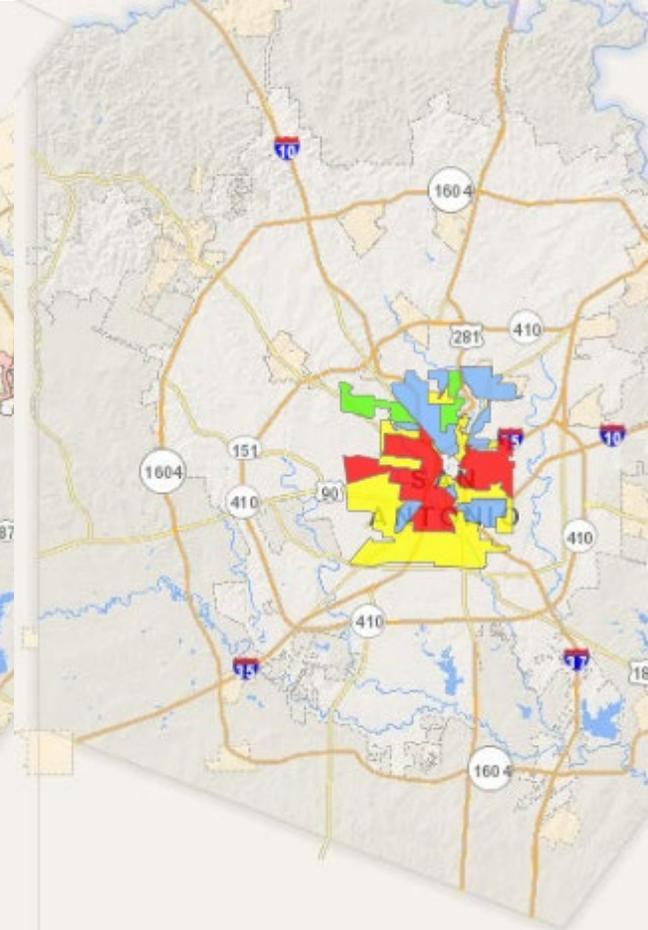
**Income
Inequality**



**Low Educational
Attainment**

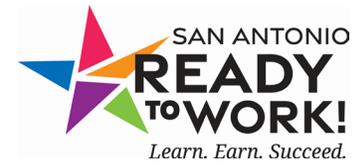


**75.2%
People of Color**



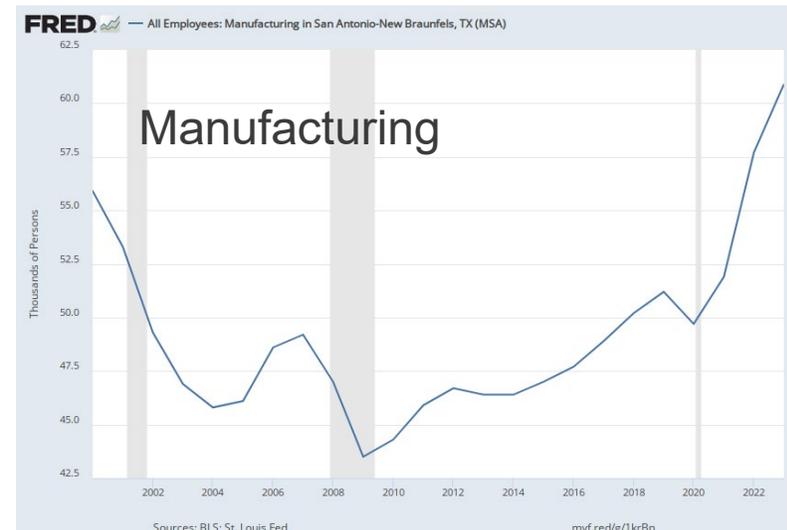
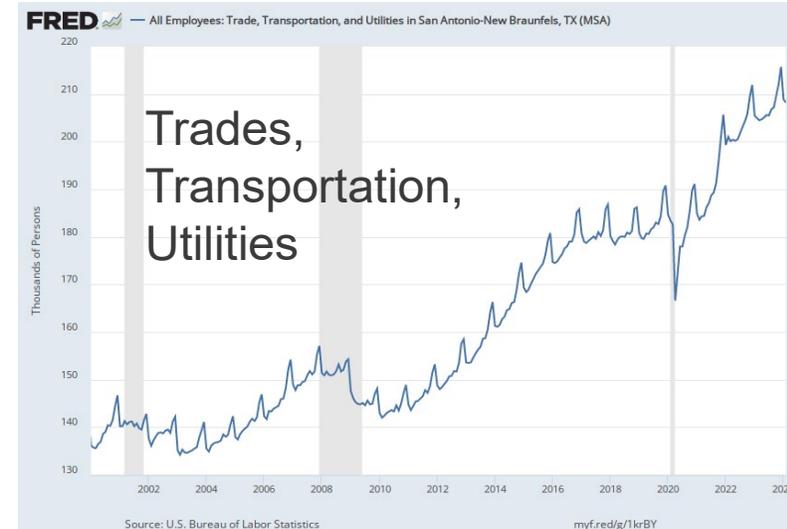
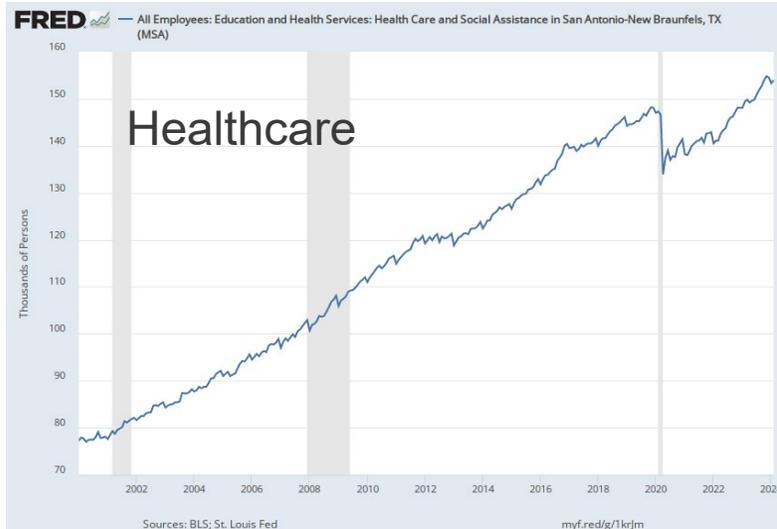
**Historic
Redlining**

Why are we investing in Ready to Work? Employers.



fred.stlouisfed.org/

Employers need skilled workers



RTW Target Industries

Construction/Trades/Utilities

Education

Finance/Insurance

Healthcare

Information Technology/Cybersecurity

Manufacturing/Aerospace

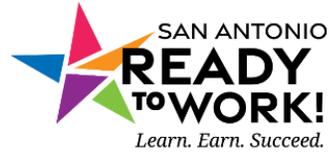
Hospitality/Professional Services

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 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: <small>*through Jan 2024</small>	\$5,565

Employers Hiring RTW
Graduates

524

Mean Hourly Wage in New Job

\$20.79

Mean Annual Salary in New Job

\$44,153

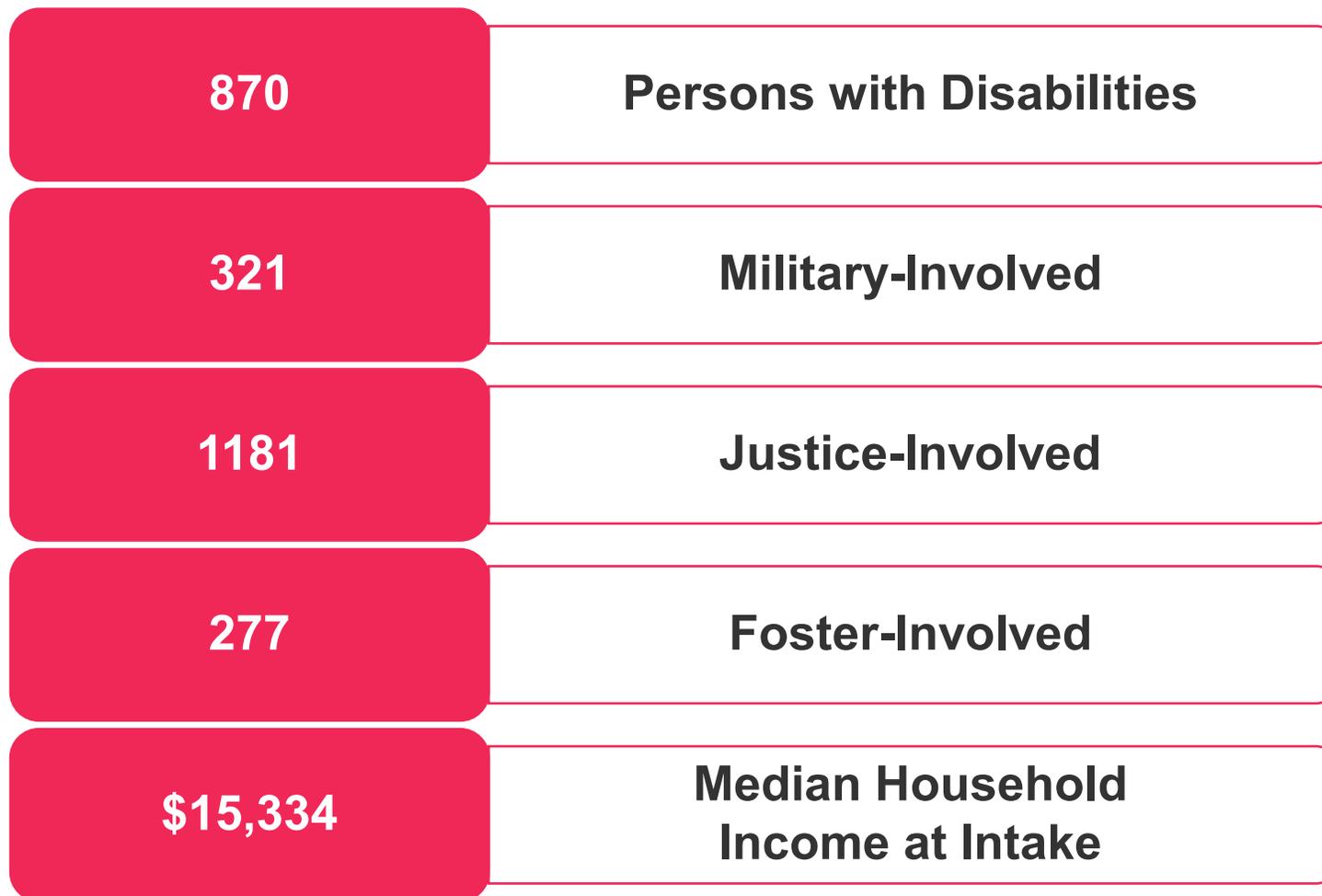
% Placed in Quality Job within
6 months

49%

% Placed in Quality Job within
12 months

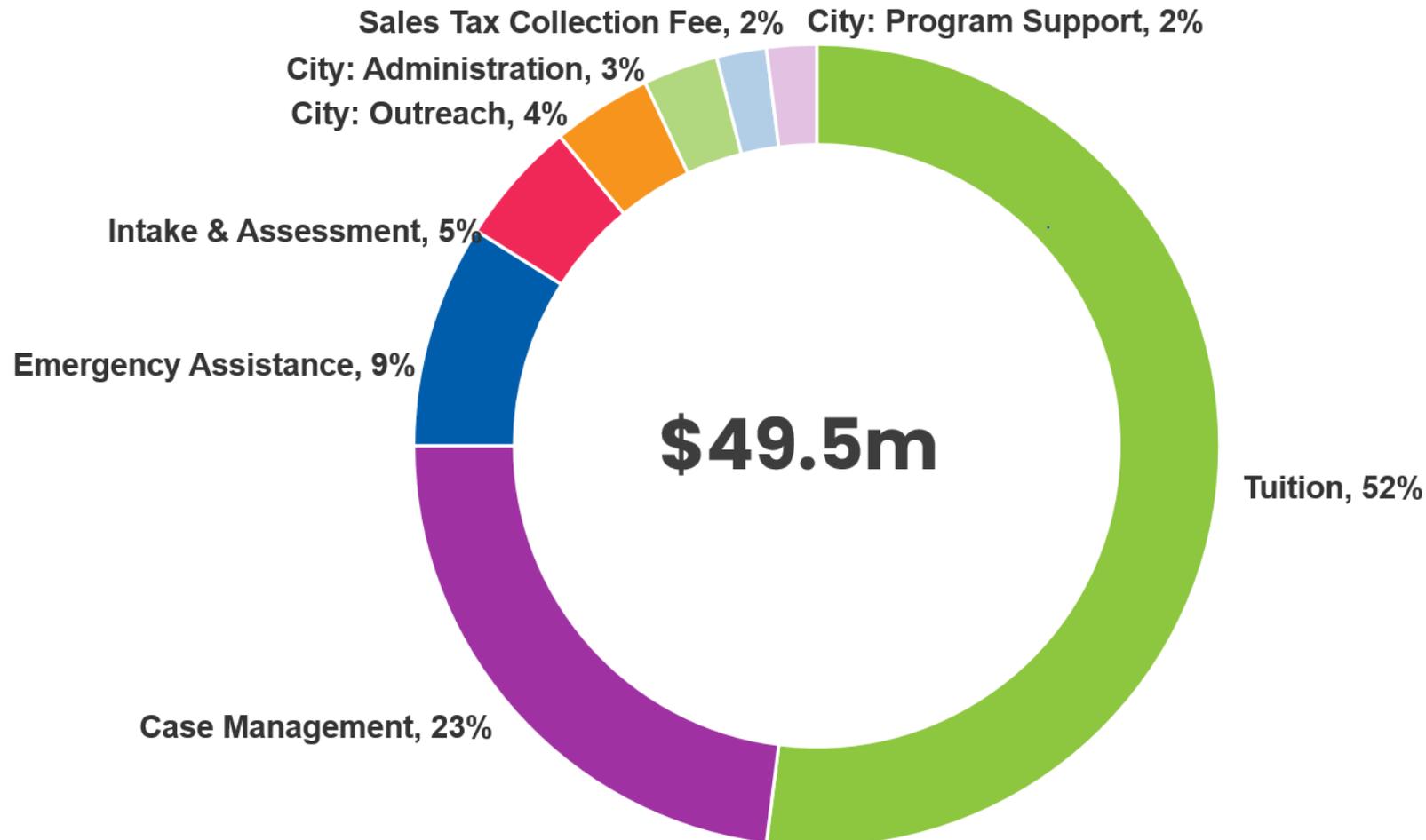
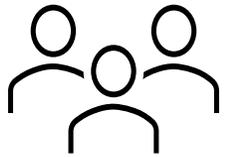
78%

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



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



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

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