

**SA: Ready to Work Advisory Board  
Employer Engagement Subcommittee  
Meeting Minutes  
Redbud Conference Room at Education Service Center Region 20  
1314 Hines, San Antonio, TX 78208  
Monday, May 8, 2023  
1:00 p.m. - 2:30 p.m.**

**SUBCOMMITTEE MEMBERS PRESENT:**

Jennifer Cantu  
Paul Garza  
Ben Peavy  
Yvette Gomez  
Jordan Hooten  
Jarvis Moore  
Stephanie Talley

**SUBCOMMITTEE MEMBERS ABSENT:**

Joseph Garcia  
Councilmember Pelaez

**STAFF PRESENT:**

Amy Contreras, Assistant to the Director, Workforce Development Office  
Mary Mills-Nguyen, Advisory Board Staff Liaison  
Ana Salazar, Workforce Manager, Workforce Development Office  
Cynthia Trevino, Senior Manager Analyst, Workforce Development Office

**A. CALL TO ORDER**

Ms. Jennifer Cantu called the meeting to order at 1:08 p.m. after a quorum was established.

**B. PUBLIC COMMENT**

Dr. Sammi Morrill from Alamo Colleges District made a request to add Certified Nursing Assistant, (CNA) SOC 31-1131, as a Ready to Work target occupation.

Ms. Sally Kelly-Rank from the Mission Skilled Nursing facility spoke on the CNA shortage and about the wage analysis results they discovered.

Christine Nguyen, HR director from Morningside Ministries, resonated on Sally's talking points on the CNA shortage and the difficulties organizations face to offer competitive wages with the growing market. She stated the demand for this job is expected to grow.

**C. APPROVAL OF MINUTES**

Ms. Cantu asked members to review the Employer Engagement Subcommittee Minutes of March 20, 2023. The subcommittee voted unanimously to approve the minutes.

## **D. INDIVIDUAL ITEMS**

### **1. Ready to Work Program Update**

Ms. Ana Salazar gave an update on the Ready to Work program statistics and the participant pipeline. The WDO Employer Engagement efforts were presented showing how the WDO staff connects with the prime partners, the pledged employers, and the community. The Employer Pledge was shown per the requests from previous meetings.

Ms. Cantu explained the different options that the pledged employers can choose when engaging with Ready to Work. WDO staff also showed a recent media interview between Mr. Ramsey and Darren Boarnet from AVANZAR that highlighted the benefits of signing up to be a Ready to Work Pledged Employer.

### **2. Roundtable Discussion on Pledged Employer Engagement**

Ms. Cantu asked the employer representatives on the Subcommittee about how they are connecting with Ready to Work participants. Mr. Jordan Hooten stated that his HR division is involved in the WorkInTexas.com online tool, and connects through job fairs.

Ms. Cantu asked whether it would be easier if the Ready to Work partner staff reached out to the pledged employers regarding their recent graduates, and Mr. Hooten agreed. Ms. Salazar stated that the monthly talent pipeline reports that go out to the employers list the prime partner agencies so that the employer can directly connect with each agency. Mr. Ben Peavy stated that the connection has been good, but he feels the disconnect is not knowing when the participant will be done with the program in advance of their completion date.

Ms. Stephanie Talley agreed with Mr. Peavy and stressed the importance of knowing when the individuals are available to hire. Ms. Talley suggested a notification time window for the most healthcare professions of at least 30-45 days before they complete the program. Mr. Peavy stated that for 2-3 year training programs, he would recommend starting to connect a year in advance of the completion date.

### **3. SA WORX Update on Occupation Quarterly Update and Talent Pipeline Management**

Ms. Romanita Matta-Barrera presented the Subcommittee members with a review on the targeted occupations, trends in hiring and median wages for each.

The 5 new occupations for consideration were discussed. Within that discussion was the Child Development Associate, which is currently in a pilot program with Family Service. Ms. Alex Lopez asked if there is any data that shows the rate at which the individuals who complete CNA training are able to upskill into positions that earn a higher wage. The data regarding the CNA program will be presented to the Advisory Board soon.

Ms. Matta-Barrera then gave an update on the Talent Pipeline Management collaborative meetings.

### **4. Briefing on Jobs for the Future Employer Engagement Community of Practice**

Ms. Caroline Thrun with Jobs for the Future summarized key findings from the second Community of Practice centering on Employer Engagement, specifically about deepening the Employer Pledge.

#### **D. STAFF MEMBER COMMENTS**

Ms. Salazar informed the Subcommittee members that WDO is working on a 90-day post-hire survey meant for employers who have hired RTW participants. She also presented the upcoming Ready to Work events from May through June.

#### **F. FUTURE AGENDA ITEMS**

No future agenda items.

#### **G. ADJOURN**

Meeting adjourned at 2:33 p.m.