

# City of San Antonio



## AGENDA

### City Council B Session

Council Briefing Room  
100 Military Plaza  
San Antonio, Texas 78205

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**Wednesday, November 6, 2024**

**2:00 PM**

**City Hall Complex**

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The City Council will hold its meeting at the above referenced date and time for the following items. Once convened, the City Council will take up the following items in any order during the meeting but no sooner than the designated times.

Once a quorum is established, the City Council shall consider the following

2. Briefing on the release of a solicitation for education and training providers in high-demand industries to train Ready to Work participants and provide intake and case management services. [Alejandra Lopez, Assistant City Manager; Michael Ramsey, Director, Workforce Development]

5:00 P.M. – If the Council has not yet adjourned, the presiding officer shall entertain a motion to continue the council meeting, postpone the remaining items to the next council meeting date, or recess and reconvene the meeting at a specified time on the following day.

### ACCESS STATEMENT

**The City of San Antonio ensures meaningful access to City meetings, programs and services by reasonably providing: translation and interpretation, materials in alternate formats, and other accommodations upon request. To request these services call (210) 207-2098 or Relay Texas 711 or by requesting these services online at**

**<https://www.sanantonio.gov/gpa/LanguageServices>. Providing at least 72 hours' notice will help to ensure availability.**

Intérpretes en español estarán disponibles durante la junta del consejo de la ciudad para los asistentes que lo requieran. También se proveerán intérpretes para los ciudadanos que deseen exponer su punto de vista al consejo de la ciudad. Para más información, llame al (210) 207-7253.

For additional information on any item on this agenda, please visit [www.sanantonio.gov](http://www.sanantonio.gov) or call (210) 207-7080.

Posted on: 04/10/2025 12:22 PM



# City of San Antonio

## Agenda Memorandum

### File Number:

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**Agenda Item Number:** 2

**Agenda Date:** November 6, 2024

**In Control:** City Council B Session

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**DEPARTMENT:** Workforce Development Office

**DEPARTMENT HEAD:** Michael Ramsey

**COUNCIL DISTRICTS IMPACTED:** Citywide

**SUBJECT:**

Pre-Solicitation High Profile Briefing for education and training providers to train RTW participants in-house and provide intake and case management services

**SUMMARY:**

The City of San Antonio's Workforce Development Office will present a pre-solicitation briefing for a select, high-profile solicitation seeking proven-effective education and training providers interested in delivering training, along with intake and case management services for the San Antonio Ready to Work (RTW) program. This briefing will allow an opportunity for input from Council members.

**BACKGROUND INFORMATION:**

In November 2020, San Antonio residents approved the San Antonio Ready to Work (RTW) initiative, which is designed to promote economic mobility by increasing access to education, training, and wraparound services for San Antonio residents; and by aligning with the talent needs of local businesses. RTW is funded by a 1/8-cent sales and use tax collected through December 2025 estimated to generate approximately \$240 million.

On February 17, 2022, City Council approved agreements with four local workforce development

providers for implementation services for the Ready to Work program to include intake and assessment, case management, wraparound support services, tuition reimbursement and emergency funding disbursements. The four organizations, often referred to as the 'prime partners' are Alamo Colleges, Project Quest, Restore Education, and Workforce Solutions Alamo. Agreement with these four organizations include an initial three-year term, with three additional one-year extensions.

RTW aims to achieve the following goals: assist 39,000 applicants through intake and initial assessment; enroll 28,000 participants in training programs; and place 15,600 training completers into well-paid, in-demand jobs. Currently in its third year, the RTW initiative seeks to expand its prime partner organizations to scale service delivery and streamline the process between participant intake and enrollment into training. These enhancements will better position RTW to meet the stated program goals.

Due to the significant contract value and high community interest, this solicitation is identified as select, high-profile, requiring a briefing with the City Council at a B Session prior to issuance.

#### **ISSUE:**

The Workforce Development Office (WDO) will issue a solicitation seeking responses from education and training providers with programming in select high-demand industries who can provide all RTW services including intake and assessment, case management, wraparound support services, tuition reimbursement and emergency funding disbursements to participants seeking to enroll in or attending their institution and are pursuing a credential leading to a RTW approved job. Staff recommends this approach to leverage the access education and training providers have to local residents seeking training; to streamline reimbursement payments for tuition and emergency funding; and to tap into the training provider's established employer partnerships which can lead to stronger job placement and job verification responses.

WDO has solicited feedback from targeted stakeholders and will brief the San Antonio Ready to Work Advisory Board at its next meeting. This pre-solicitation briefing will cover the estimated contract value, projected timeline, scope of work, terms of the contract, proposed scoring criteria, evaluation committee members, project considerations, local preference applicability, veteran-owned small business preference program applicability and SBEDA program requirements.

#### **ALTERNATIVES:**

This item is for briefing purposes only.

#### **FISCAL IMPACT:**

This item is for briefing purposes only.

#### **RECOMMENDATION:**

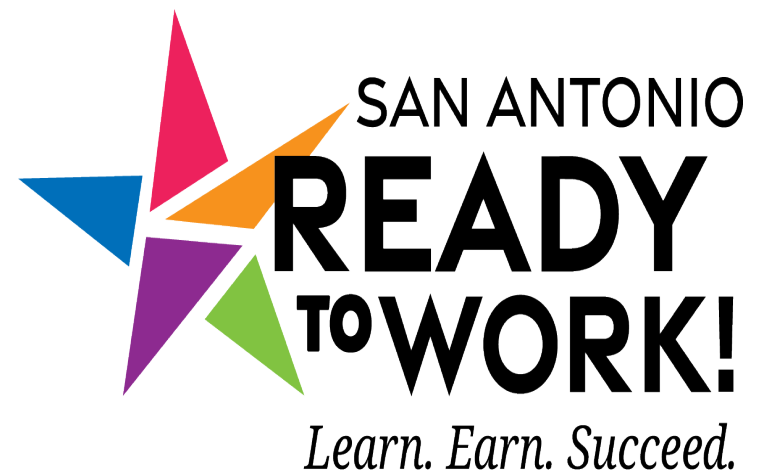
This item is for briefing purposes only.



# San Antonio Ready to Work

Pre-Solicitation Briefing:  
Education and Training Provider RFP  
Item #2

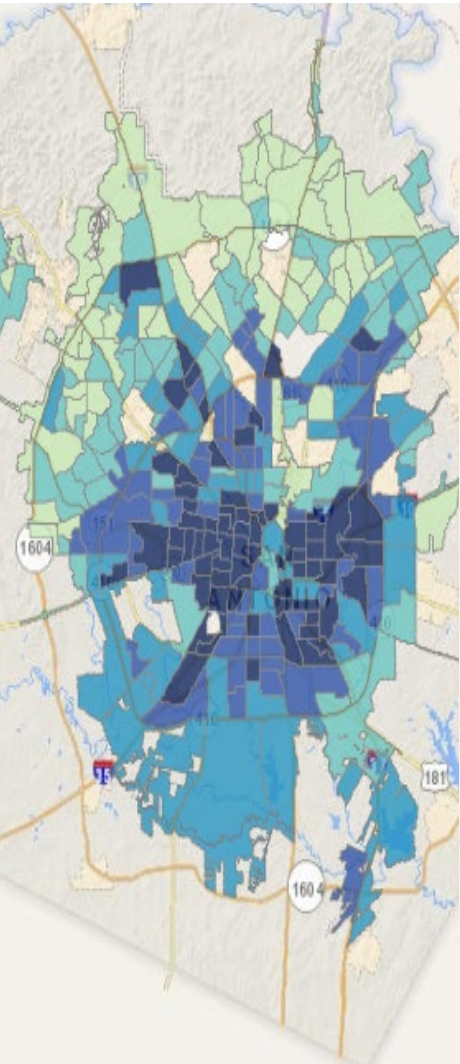
Mike Ramsey  
Executive Director of Workforce  
Development  
November 6, 2024



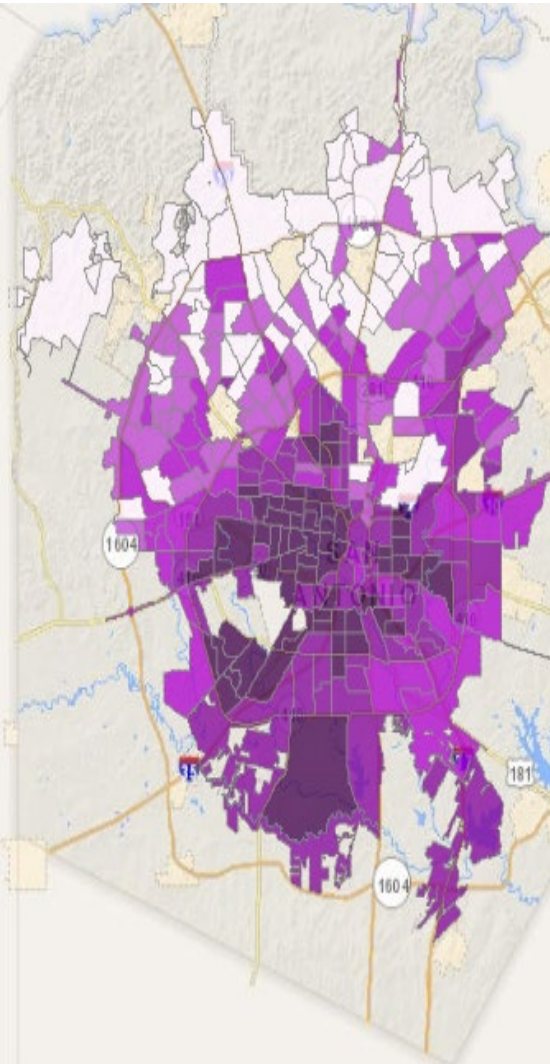
**WORKFORCE  
DEVELOPMENT**



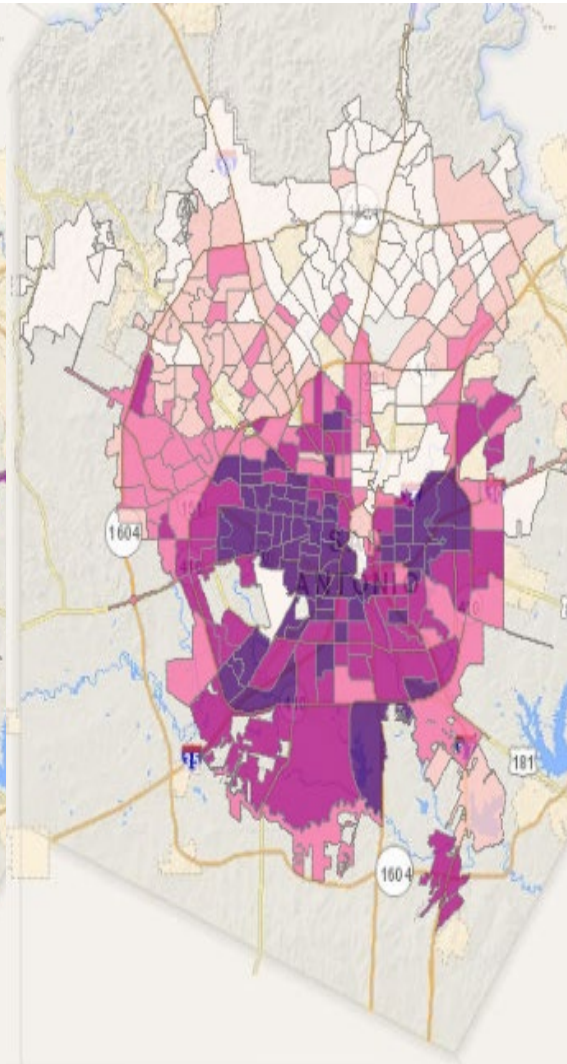
# Why are we investing in Ready to Work?



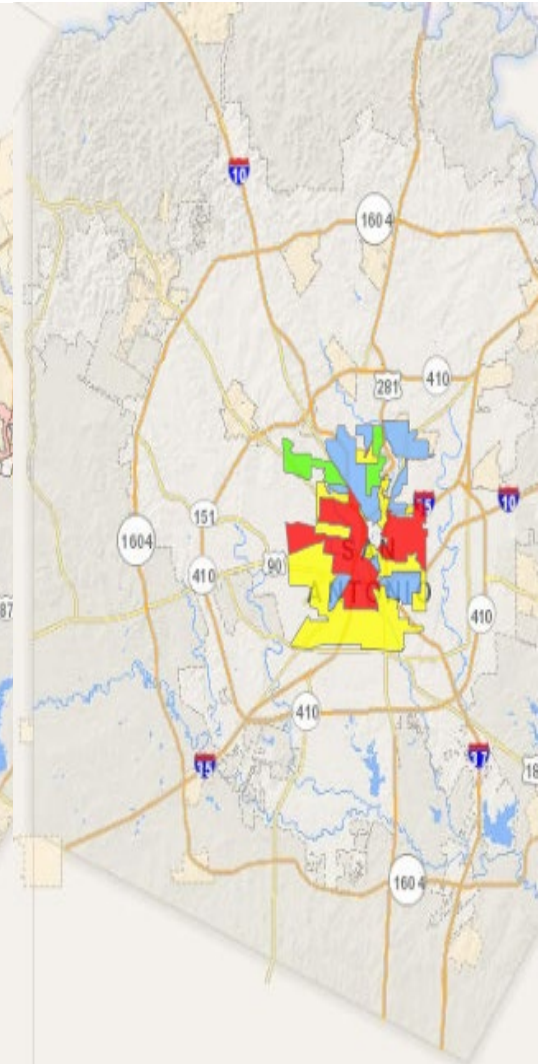
**Income  
Inequality**



**Low Educational  
Attainment**



**75.2%  
People of Color**



**Historic  
Redlining**

# 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	<b>386,445</b>	76.96%
No	115,698	23.04%



# Guiding Principles



## Focused Approach

A strategic program should seek to reduce poverty through targeted solutions for maximum impact.



## Alignment

High-quality training and education, aligned with employer needs, drives long-term success. Today's and tomorrow's well-paid jobs require specialized preparation and knowledge.



## Equity

A workforce program should consider benefits and burdens to historically underserved populations. Additional supports are necessary to afford all San Antonio residents opportunities to succeed, regardless of their current circumstances.



## Collaboration

Through community collaboration and shared innovations, we can build a stronger a more inclusive workforce ecosystem.

# 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	53.5	27.4	239.3

**RTW sales tax collection authorization concludes  
December 31, 2025**

**RTW programming is projected to sunset in 2029**

# Ready to Work Overview



## Basics

- **Training, Education, and Employment Program**
- **Approved by 77% of Voters**
- **\$200+ Million funded by 1/8-Cent Sales Tax**



## Tuition Assistance

- **Credentials & Certifications**
- **Associate's Degrees**
- **Bachelor's Degrees**
- **Aligned with Employer Needs**



## Unprecedented

- **Scale**
- **Employer Engagement**
- **Community Collaborative**
- **Central Data Platform**
- **Approved Training Catalog**



## Wraparound Services

- **Career Coaching**
- **Benefit Navigation**
- **Job Placement**
- **Job Retention**



## Referrals

- **Mental Healthcare**
- **Family Violence**
- **Substance Abuse**
- **Long-term Assistance**

# Scale

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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

## Scope of Services

Selected Respondent will serve as an additional RTW Prime Partner conducting the following services:

- Train RTW participants through in-house training programs
- Determine eligibility for future and current students
- Perform Intake Assessments and conduct referrals
- Provide wraparound services
- Tuition Reimbursement
- Emergency Support Services
- Training Completion Confirmation
- Job Placement and Verification

## Evaluation Committee:

- Alex Lopez, Assistant City Manager, City Manager's Office
- Michael Ramsey, Executive Director, WDO
- Joel Morgan, Assistant Director, WDO
- Lori Zamora, Assistant to the Director, WDO
- Jennifer Cantu, RTW Advisory Board Member, Bank of America
- Jerry Graeber, RTW, Advisory Board Member, Rogers-O'Brien Construction

### Solicitation Type

- Request for Proposals (RFP)

### Proposed Term

- 3 years with one 1-year renewal option

### Estimated Value

- \$32.5 million total

### Funding Source

- Ready to Work Sales Tax Fund

# Solicitation Overview

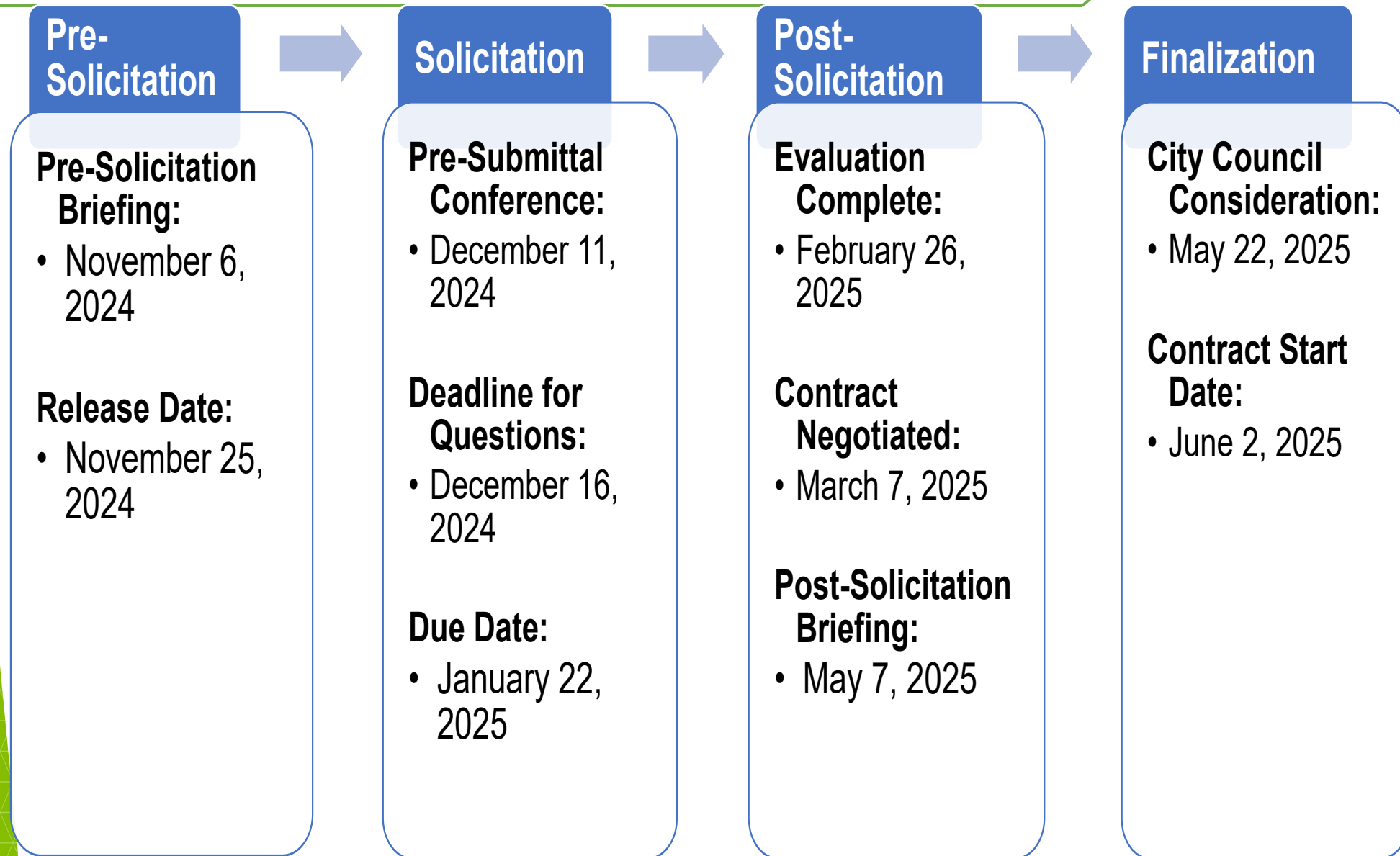
## Evaluation Criteria for RFP

- Experience, Background and Qualifications: 30 points
- Proposed Plan: 25 points
- Pricing: 20 points
- Local Preference Program: 10 points
- Veteran Owned Small Business Preference Program: 5 points
- SBE Prime Contract Program: 5 points
- MWBE Prime contract Program: 5 points

## Additional Requirements

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

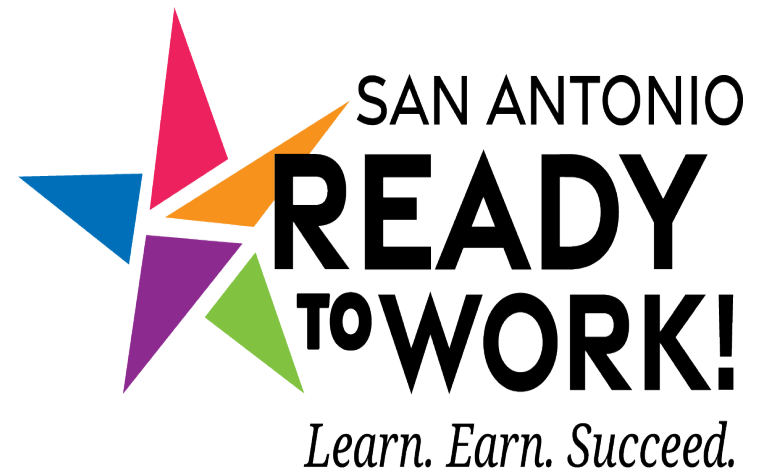
# Solicitation Overview





# Questions?

[RTW.Help@sanantonio.gov](mailto:RTW.Help@sanantonio.gov)



**WORKFORCE  
DEVELOPMENT**