

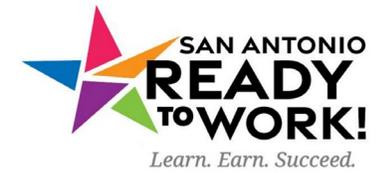


On-the-Job and Incumbent Worker Training Pilot Programs

City Council A Session
April 11, 2024

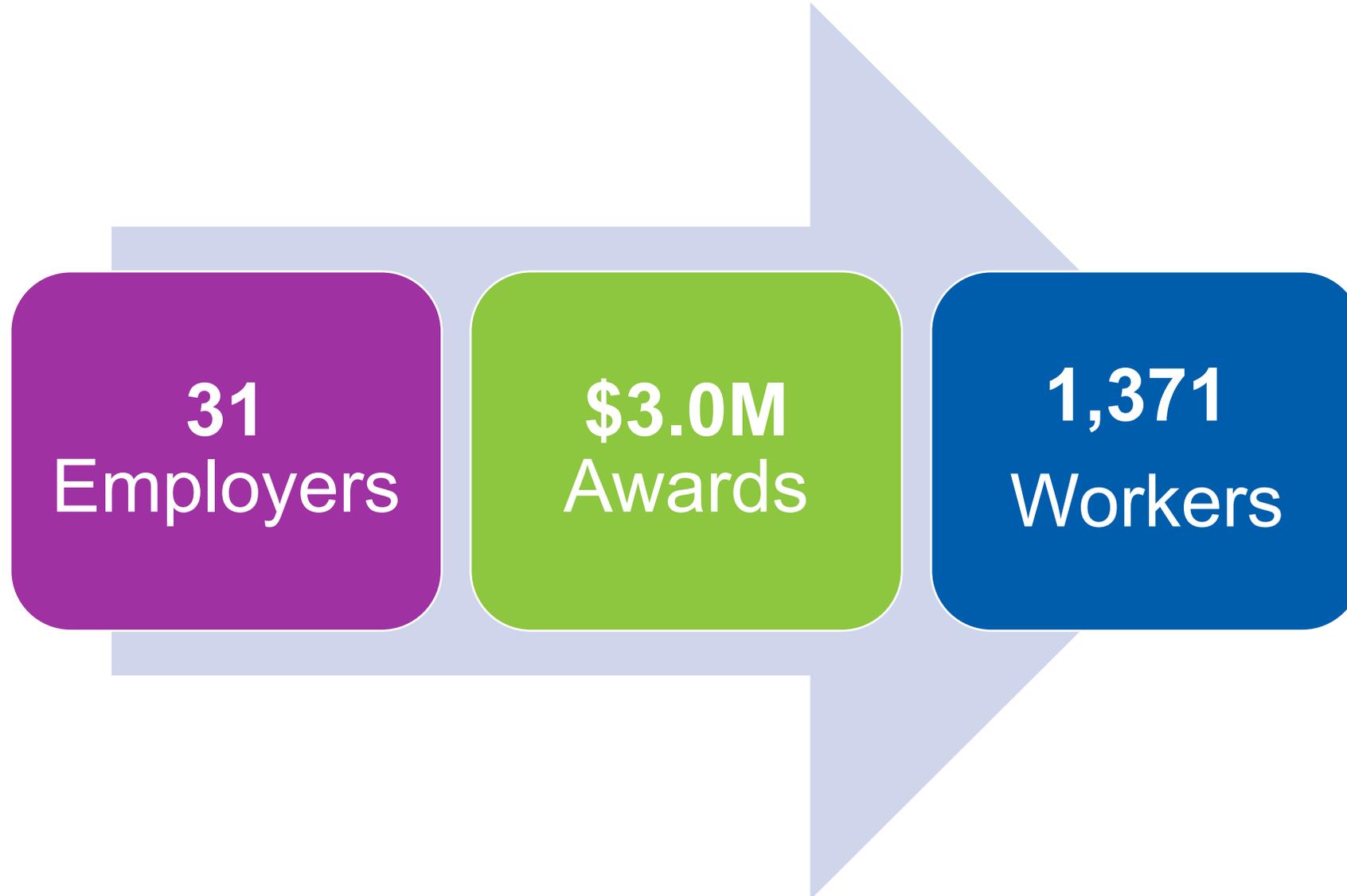


Overview



- **San Antonio Ready to Work (RTW)** is the City's Premier Education and Job Placement Initiative
- RTW currently offers **tuition support and wrap-around services** for eligible participants to attend courses and apprenticeship programs offered by over **70 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
 - **Employees** earn while they learn

Upskilling is the Priority



OJT Professional Services Agreements

On-the-Job Training

- Capped at \$150,000 per employer
- Capped at \$10,000 per employee
- Earning at least \$18.00/hour
- Total funding \$1,862,940

City reimburses employers for costs associated with training of **newly-hired employees**

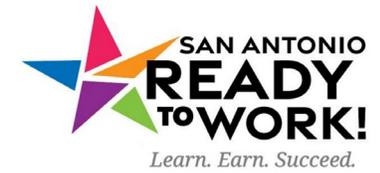
Registered apprenticeship programs are supported under this pilot

23 Employers recommended

720 new hires trained



OJT Professional Services Agreements



On-the-Job Training

| Employer | OJT Trainees |
|--|---------------------|
| Toyotetsu Texas Inc | 180 |
| StandardAero | 124 |
| Avanzar Interior Products LLC | 120 |
| BD HOLT Co | 100 |
| Marek Brothers Systems, LLC | 75 |
| J&R Tile, Inc. | 15 |
| Projectized Solutions LLC | 15 |
| Zeitgeist Expressions Inc dba Zeitgeist wellness Group | 15 |
| New Apprenticeship, PBC | 10 |
| Valo Investors LLC dba Valot General Contractors | 10 |
| CNG Engineering, PLLC. | 9 |
| JMS CPA PLLC | 8 |
| South Texas Allergy & Asthma Medical Professionals, PLLC | 7 |
| R.E.C. Industries, Inc. | 6 |
| A-Ram Plumbing, Inc. | 5 |

OJT Professional Services Agreements

On-the-Job Training

| | |
|---|-----|
| King and Maggie LLC DBA Laxson Provisions | 4 |
| Maestro Leadership Foundation | 3 |
| LOMA Behavior and Training LLC | 3 |
| UNIVERSITY HEALTH | 3 |
| George Plumbing Co Inc. | 2 |
| KT ELEMENT LLC | 2 |
| Ascend Nonprofit and Business Solutions | 2 |
| KCI Technologies, Inc | 2 |
| Total | 720 |

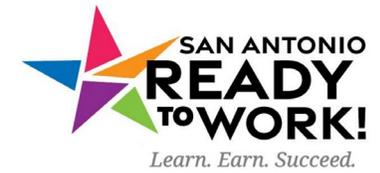
IWT Professional Services Agreements

Incumbent-Worker Training

- Capped at \$100,000 per employer
- Capped at \$5,000 per employee
- Total funding \$1,122,630



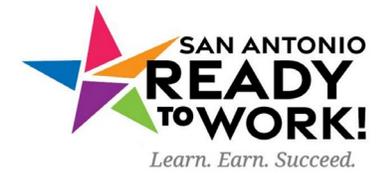
IWT Professional Services Agreements



Incumbent-Worker Training

| Employer | IWT Trainees |
|--|---------------------|
| BD HOLT Co | 300 |
| Avanzar Interior Products LLC | 100 |
| Acadian Ambulance | 40 |
| J.R. (JOE) RAMON & SONS, INC | 39 |
| Toyotetsu Texas Inc | 30 |
| Beldon Roofing Company | 20 |
| South Texas Allergy & Asthma Medical Professionals, PLLC | 20 |
| George Plumbing Co Inc. | 20 |
| Methodist Healthcare System | 20 |
| J&R Tile, Inc. | 15 |
| Military City Air Conditioning and Heating | 10 |
| Zeitgeist Expressions Inc dba Zeitgeist wellness Group | 8 |

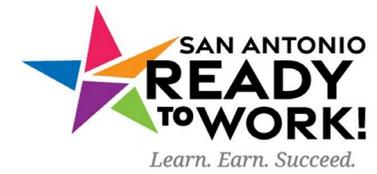
IWT Professional Services Agreements



Incumbent-Worker Training

| | |
|---|-----|
| CNG Engineering, PLLC. | 8 |
| Atlas AC Repair LLC | 6 |
| JMS CPA PLLC | 3 |
| King and Maggie LLC DBA Laxson Provisions | 3 |
| D.L. Bandy Constructors, Inc. | 2 |
| A-Ram Plumbing, Inc. | 2 |
| LOMA Behavior and Training LLC | 2 |
| Thank You Nurses, LTD | 2 |
| Ascend Nonprofit and Business Solutions | 1 |
| Total | 651 |

Funding and Recommendation



- Funding to support these contracts is available in the SA: Ready to Work Fund.
- Staff recommends City Council approval of professional services agreements to implement Ready to Work on-the-job training and incumbent-worker training programs.



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