

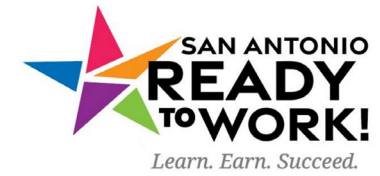


# On-the-Job and Incumbent Worker Training Pilot Programs

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



**31**  
Employers

**\$3.0M**  
Awards

**1,371**  
Workers

# 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

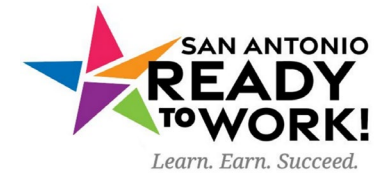
**23 Employers** recommended

**720** new hires trained





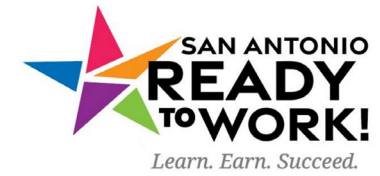
# OJT Professional Services Agreements



## 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

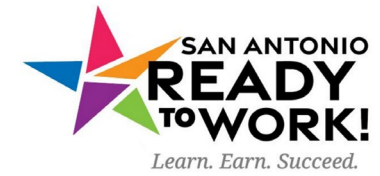
# IWT Professional Services Agreements

## Incumbent-Worker Training

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



# IWT Professional Services Agreements

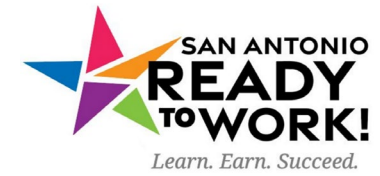


## Incumbent-Worker Training

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

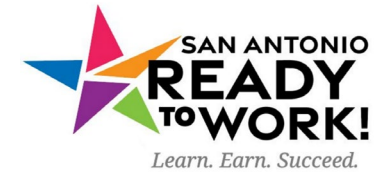


## Incumbent-Worker Training

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

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- 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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