

**SA: Ready to Work Advisory Board
Meeting Minutes
Meeting Room at Alamo Colleges District Support Office
2222 N. Alamo St. San Antonio TX 78215
January 16, 2024, 1:00 p.m. - 3:00 p.m.**

BOARD MEMBERS PRESENT:

Priscilla Aguilar
Stefanie Gaines
Sonia Garza
Geronimo Guerra
Ben Peavy
Allie Perez
Amanda Wright
Councilmember Adriana Rocha Garcia
Councilmember Pelaez

BOARD MEMBERS ABSENT:

Jennifer Cantu
Jerry Graeber

STAFF PRESENT:

Michael Ramsey, Workforce Development Office Executive Director
Amy Contreras, Assistant to the Director
Ana Salazar, Workforce Development Manager
Cynthia Trevino, Senior Management Analyst
Christina Ramirez, City Attorney's Office
Ryan Loyd, Ready to Work Marketing Manager
Mary Mills-Nguyen, Advisory Board Staff Liaison

A. CALL TO ORDER

Mr. Peavy called the meeting to order at 1:06 p.m. after quorum was established.

B. PUBLIC COMMENT

No public comments.

C. APPROVAL OF MINUTES

Mr. Peavy asked the Board members to review the meeting minutes from November 28th. Ms. Gaines motioned to approve, and Ms. Aguilar seconded. The Board unanimously voted to approve the minutes.

D. INDIVIDUAL ITEMS

1. SA Ready to Work Program Update

Mr. Ramsey presented a Point of Light currently enrolled in training through Ready to Work, Carol Mayfield, who is enrolled in a Bachelor of Business Administration degree at Texas A&M San Antonio.

He then updated the Board members on a few different programmatic developments, including City Boards & Commission requirements, data migration to the new SYNC platform, the closure of CodeUp, two new upcoming workforce development initiatives, and the upcoming SA Ready to Work Summit. Mr. Peavy requested that the agenda for the Summit be sent to the Board members as soon as it is available. He also encouraged the Board members to attend relevant sessions at the event as their schedules allow.

Mr. Ramsey noted that there are no recent performance data included in the presentation as reporting is still being built out in the new data system. Mr. Peavy asked that staff notify the Board when the dashboard is up and running with new data.

Mr. Peavy asked about the engagement so far from employers interested in the new on-the-job and incumbent worker training initiatives. He responded that 4 companies have applied, but that over 100 individuals are registered for an upcoming informational session about the programs.

Dr. Nichols and Dr. Lee with UTSA's Urban Education Institute provided a summary of findings from their annual report on SA RTW's first program year.

Councilmember Rocha Garcia requested that a copy of the report be sent to her and other Board members. Both she and Ms. Perez noted that most female program participants tend to choose occupations more traditionally oriented towards women, and encouraged a marketing focus to encourage women to enter more male-dominated fields.

Ms. Wright mentioned the importance of mental healthcare as a wraparound support for female SA RTW participants. Greater self-esteem can help women feel more worthy for higher-paying or non-traditional roles.

Councilmember Rocha Garcia also stressed the need to reach residents who struggle with the digital divide, and cited block-walking and other such events as a good way to do this. Ms. Perez mentioned the report finding that residents are more likely to apply to SA RTW if a partner agency is located near them as a potential route to increase program efficiency by matching participants to their closest partner agency when possible.

Ms. Garza mentioned that marketing needs to focus on ensuring that the purpose of the program is clear to applicants. She also asked what partnerships with organizations serving housing insecure and justice system-involved residents WDO is cultivating. Ms. Contreras explained that WDO has engaged with the local courts, Housing Trust, and Women's and Children's Shelter, but would take any additional recommendations.

Mr. Peavy asked the UEI team if they had interviewed employers as part of their annual report, and they responded that while they have not yet, that there are plans to in future reports. Mr. Peavy recommended the employer connection be a focus for UEI moving forward in their analysis, as employers can champion participants who are experiencing barriers to success if they are aware of the challenges and supports participants have.

2. Subcommittee Updates

Mr. Peavy presented updates from the December 11 meeting of the Employer Engagement Subcommittee, including the process taken to evaluate the occupations being recommended for addition and removal, and Talent Pipeline Management Updates.

Mr. Loyd presented on the December 12 meeting of the Community Outreach Subcommittee, including last month's block-walking event, and the results of a brainstorming session held at the last meeting on future marketing ideas for 2024.

3. Briefing on Talent Pipeline Management Developments

Mr. Mammen presented status updates on all of the local Talent Pipeline Management collaboratives, as well as the Fall 2023 TPM snapshot, forthcoming occupational profiles, and the September TPM National Learning Network Summit.

Councilmember Rocha Garcia urged staff to engage with JCB in future employer engagement efforts as they will likely start hiring for their San Antonio facility before the end of SA Ready to Work. Mr. Mammen responded that SA WORX has a bi-weekly call with JCB's HR leadership, and will engage with the ABA team on future collaboration on JCB.

Mr. Peavy inquired about the status of the construction TPM collaborative, as they appear to be behind other collaboratives, but is a very important local industry. Mr. Mammen replied that they are about to finalize the framework for the pre-apprenticeship bootcamp for construction and skilled trades, which will move that collaborative along substantially.

4. SA Ready to Work Target Occupation Update

Mr. Peavy presented data on the one new occupation recommended to be added, Community Health Workers, and the three recommended for removal, Sheet Metal Workers, Operations Research Analysts, and Computer Hardware Engineers.

Ms. Perez and Ms. Gaines both advocated to keep Sheet Metal Workers as an occupation, as they both anticipate the need for this occupation to increase significantly over the next year. Mr. Ramsey asked what training providers locally offer courses for this occupation, and Mr. Guerra responded that he will connect with Mike to assist with identifying providers.

Mr. Peavy requested a motion and a second to approve the addition of Community Health Worker and removal of Operations Research Analysts, and Computer Hardware Engineers. Ms. Perez motioned, and Ms. Gaines seconded. The Board voted unanimously to approve the occupational changes.

D. STAFF MEMBER COMMENTS

Mr. Ramsey outlined the upcoming SA Ready to Work events for January through March.

Mr. Ramsey concluded with an additional Point of Light, highlighting participant Jahaziel Baez who is now employed with the City of San Antonio's Finance Department.

F. FUTURE AGENDA ITEMS

No future agenda items.

G. ADJOURN

Meeting adjourned at 2:44 p.m.