



CITY OF SAN ANTONIO  
**WORKFORCE DEVELOPMENT OFFICE**

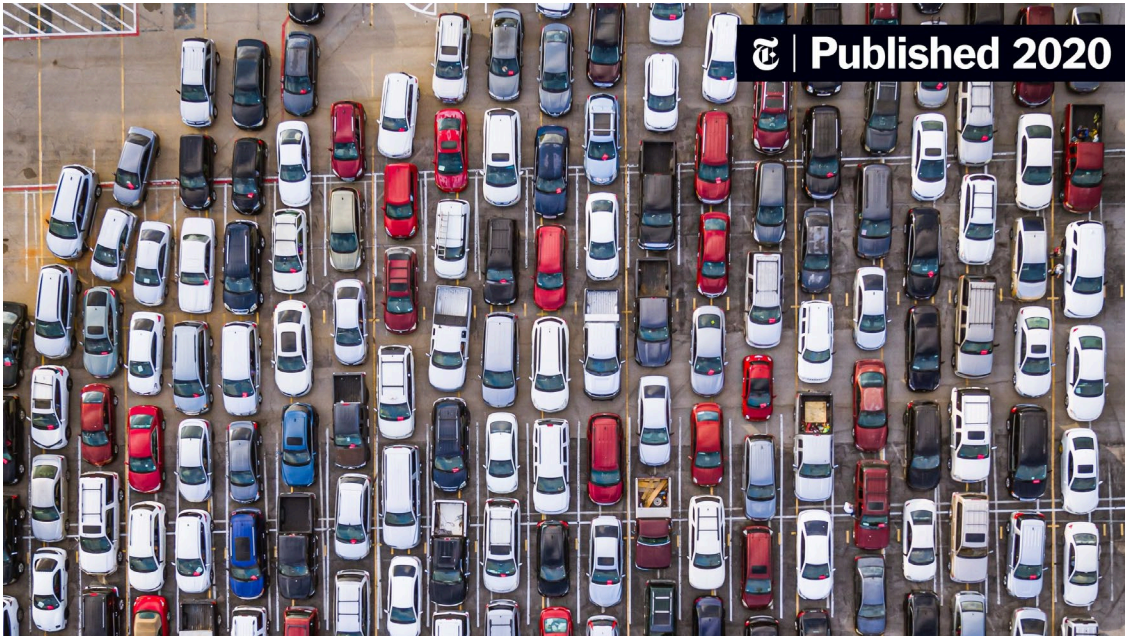
**San Antonio City Council  
Economic Workforce and  
Development Committee**

November 22, 2022

Mike Ramsey, Executive Director



# TfJSA Overview



*Photo credit New York Times May 26, 2020*

- Immediate response to COVID-19
- Enrollment July 2020 through December 2021

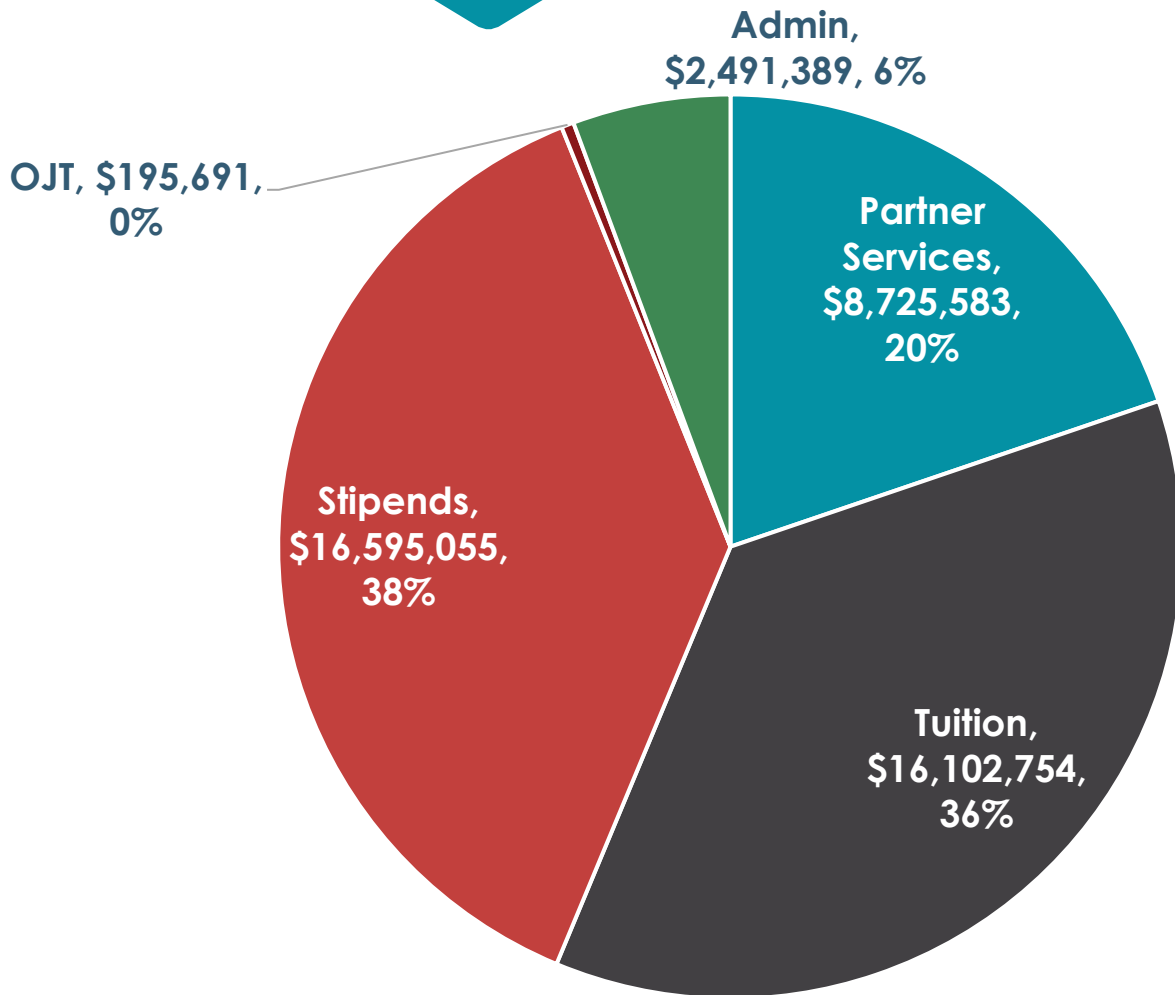
**TRAIN  
FOR JOBS<sub>SA</sub>**

# TfJSA Budget to Actuals

	July 2020 Original Goals	June 2021 Updated Goals	As of November 1, 2022 Actuals
Budget	\$75m Budget	<b>\$65m Budget</b> <ul style="list-style-type: none"> <li>o \$10m reallocated</li> <li>o Small businesses grants</li> </ul>	<b>\$55m Budget</b> <b>\$45m Expensed</b> <ul style="list-style-type: none"> <li>o \$5.16m reallocated <ul style="list-style-type: none"> <li>o AlamoPROMISE scholars</li> </ul> </li> <li>o \$4.74m reallocated <ul style="list-style-type: none"> <li>o General Fund/ARPA Framework</li> </ul> </li> <li>o \$10m future expenses <ul style="list-style-type: none"> <li>o \$1.4m Invoices to be finalized</li> <li>o \$2.8m Participants still enrolled in training</li> <li>o \$5.8m Uncommitted</li> </ul> </li> </ul>
Supported	Up to 10,000	Up to 10,000	10,402 to date
Enrolled in Training and Received Wraparound Services	<b>8,000</b> <ul style="list-style-type: none"> <li>o 6,000 short-term</li> <li>o 800 long-term</li> <li>o 800 on-the-job</li> <li>o 400 high school equivalency</li> </ul>	<b>8,062</b> <ul style="list-style-type: none"> <li>o 2,717 short-term</li> <li>o 2,413 long-term</li> <li>o 110 on-the-job</li> <li>o 733 high school equivalency</li> </ul>	<b>5,439 individuals; 5,813 trainings to date</b> <ul style="list-style-type: none"> <li>o 2,628 short-term</li> <li>o 2,347 long-term</li> <li>o 42 on-the-job</li> <li>o 796 high school equivalency</li> <li>o 4,728 received stipends worth \$16.6m</li> </ul>
Completed Training	<b>6,000</b>	<b>5,973</b>	<b>3,648 to date</b>
Secured Employment	<b>3,000</b>	<b>2,987</b>	<b>2,214 to date</b> <b>3</b>

# TfJSA Funding Allocations

## Contracted Partners



Partner Budget Category	TfJSA Expenses from Inception through September 2022
Intake & Assessment	\$289,856
Case Management	\$8,012,916
Short Term Training Tuition	\$4,187,361
Long Term Training Tuition	\$10,756,920
High School Equivalency	\$1,158,473
Stipends	\$16,595,055
On-the-Job Training	\$195,691
Administration Costs	\$2,491,388
Subcontractor Costs	\$127,524
Employer Engagement	\$295,287
<b>TOTAL</b>	<b>\$44,110,473</b>

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# TfJSA Program Outcomes

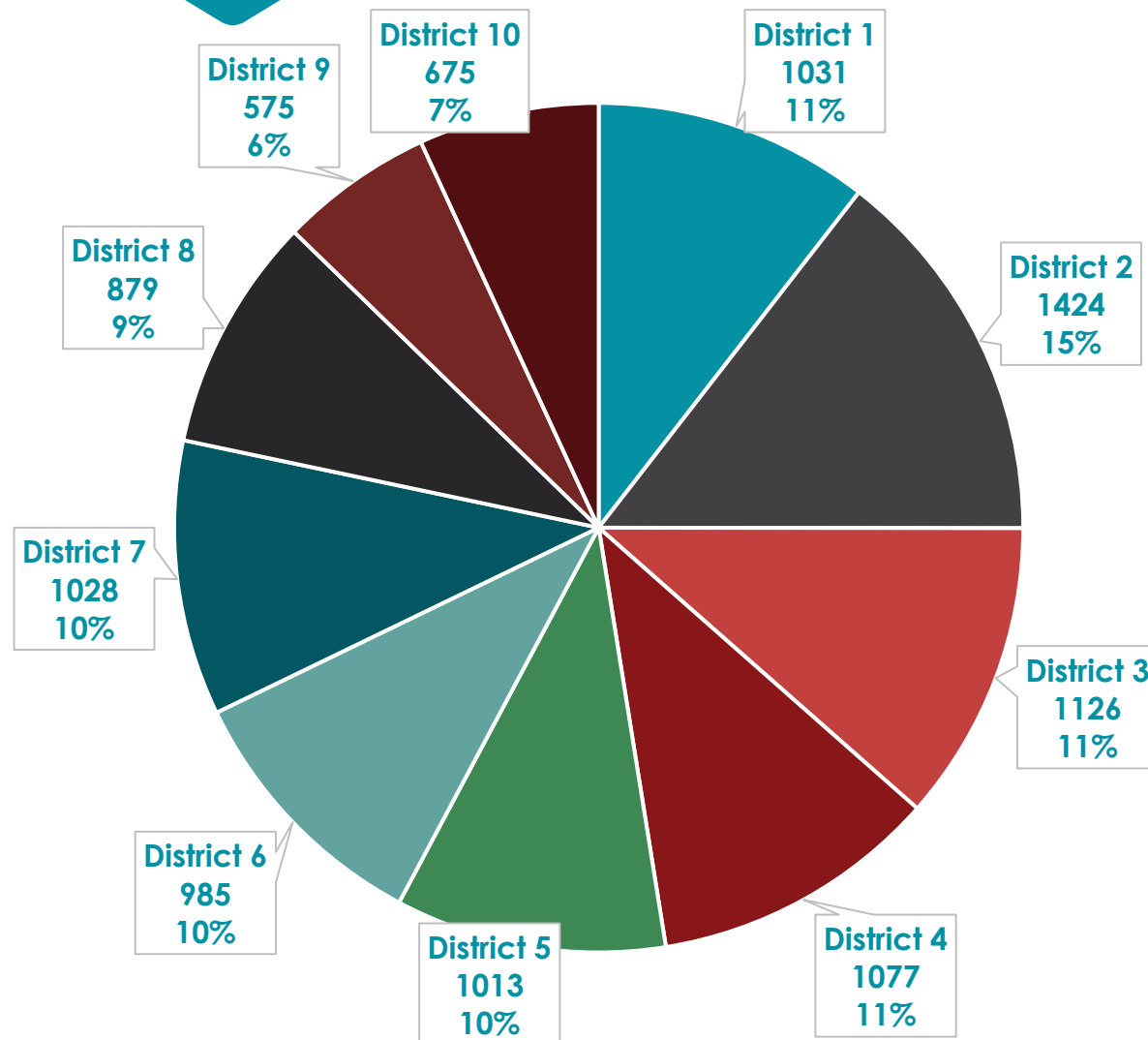
## Overall

	Contracted Goal	Actual	
Case Managed	8676	6517	75%
Short-Term Training	2980	2628	88%
Long-Term Training	2401	2347	97%
On-The-Job Training	140	42	30%
High-School Equivalency	749	796	106%
Job Placement	2776	2214	80%

- 4,728 received \$16.6m stipends while in training
  - Average \$3,510/participant
- 3,648 out of 5,439 participants completed training
  - 67% Training completion percentage
  - 61% Job placement rate

# TfJSA Demographics

## Applicants by Council District



### Common participant barriers

- Rent, mortgage, utilities
- Childcare
- Transportation
- Textbooks
- Uniforms
- Tools
- Food

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# TfJSA Demographics Applicants



**42%** Prior job in  
hospitality,  
retail, food



**62%** Living in  
poverty



**7%** Formerly  
Incarcerated

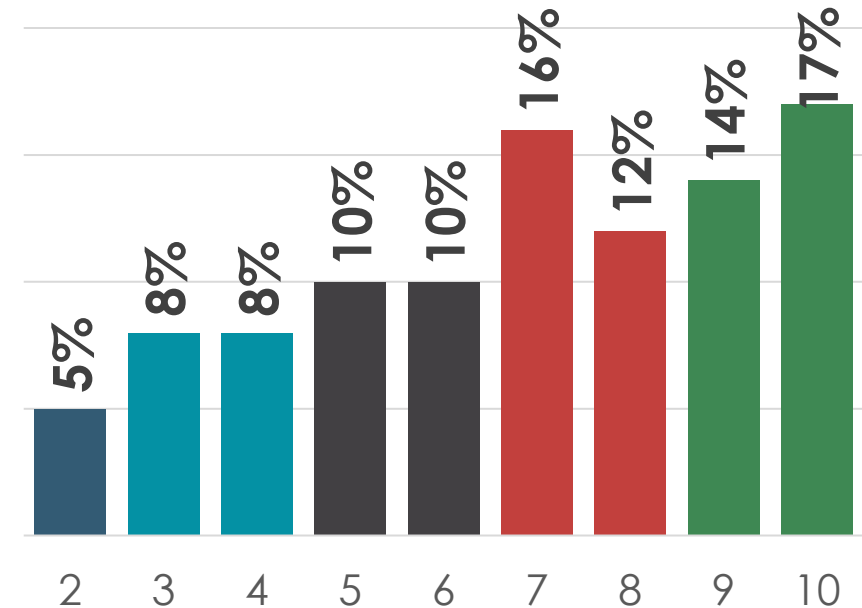


**7%** Persons with  
Disabilities



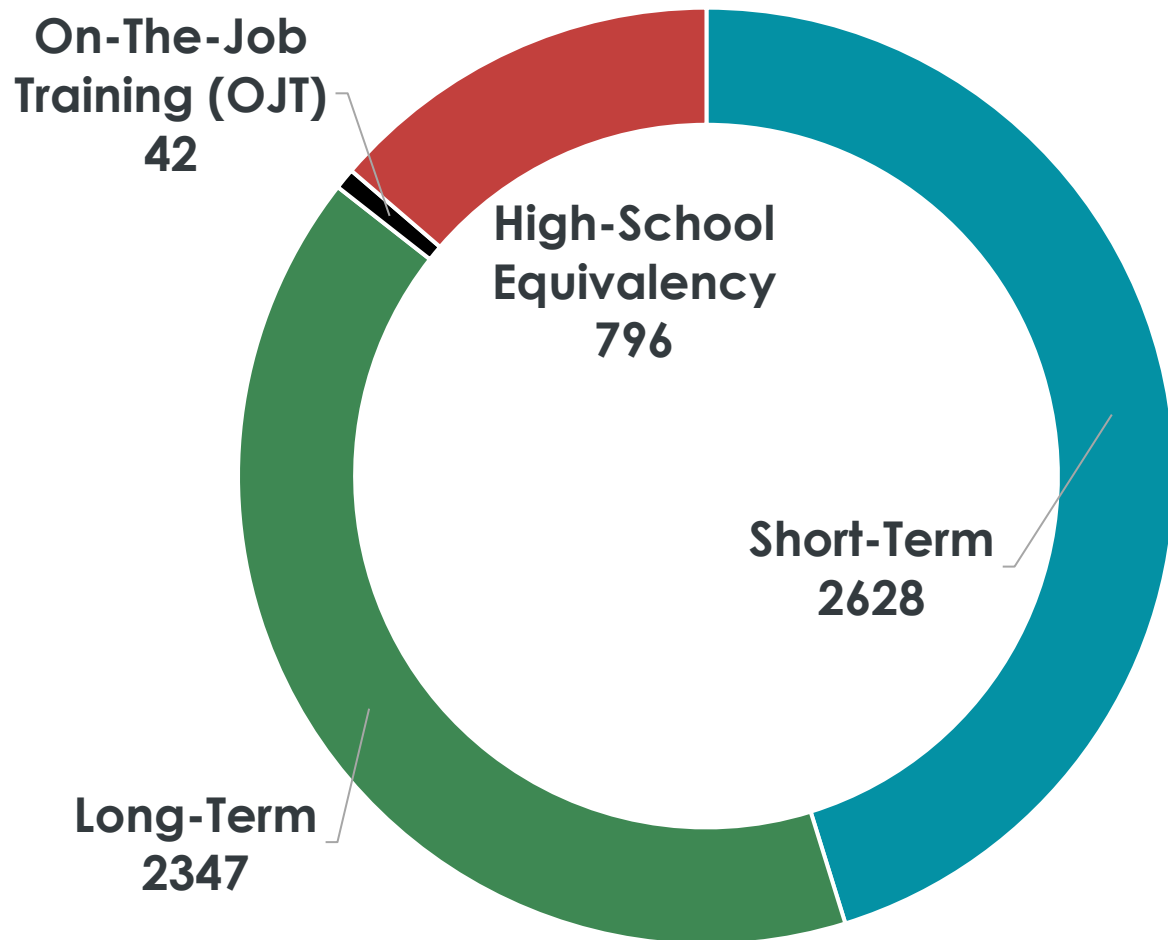
**3%** Veterans

Equity Matrix Score



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# TfJSA Training Programs and Industries

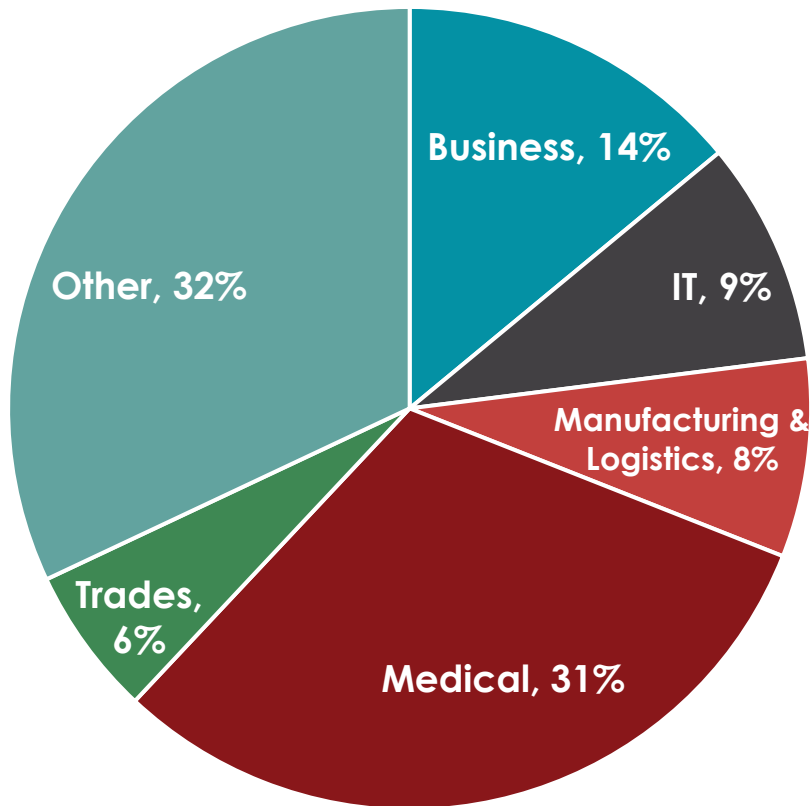


Short- or Long-Term Trainings by Industry

Business	777	16%
IT	1043	21%
Manufacturing/Logistics	320	6%
Medical	2280	46%
Trades	292	6%
Other	263	5%
TOTAL	4,975	100%



# TfJSA Career Placement



**1,245**  
Employers have hired  
**2,214**  
TfJSA Participants

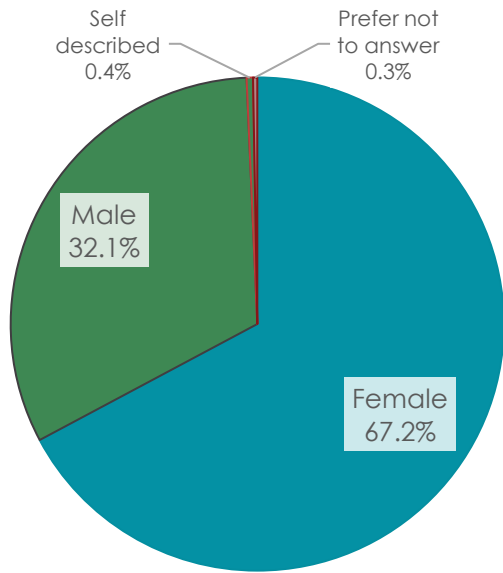
## Top 10 Employers

Methodist Health System	106
University Health System	72
City of San Antonio	36
Baptist Health System	29
Family Service Association	28
Communicare	26
Accenture Federal Services	24
Amazon	22
H-E-B	21
Alorica	18

# TfJSA Demographics

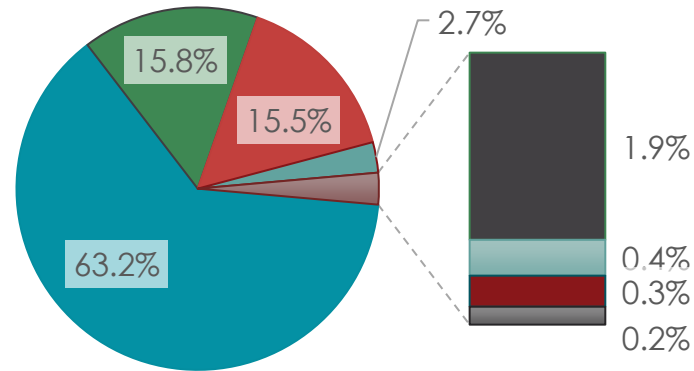
## Placed in Jobs

### Gender



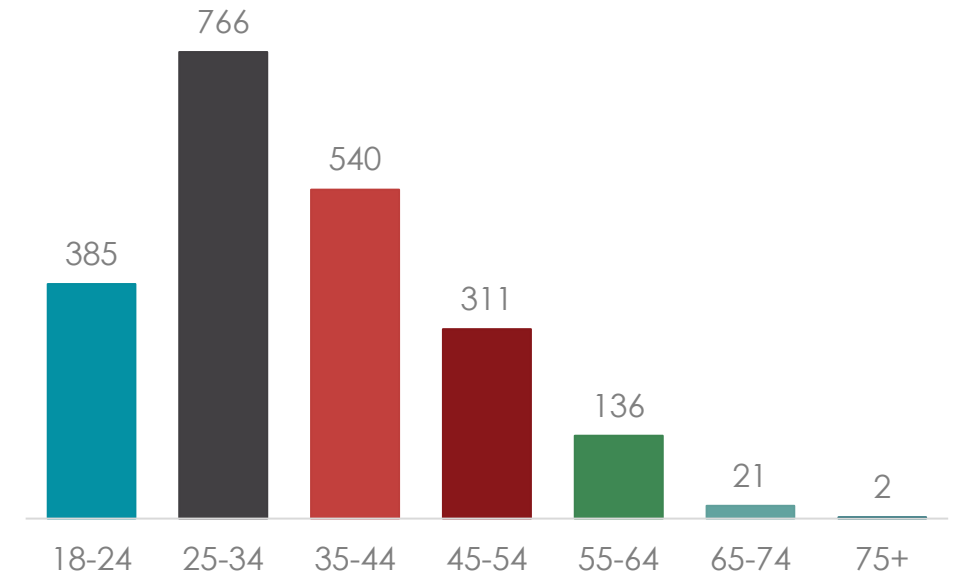
- Female
- Male
- Self described
- Prefer not to answer

### Race/Ethnicity



- Hispanic
- Black / African American
- White
- Other Race
- Asian
- American Indian / Alaska Native
- Middle Eastern
- Native Hawaiian

### Age Ranges



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# TfJSA Success Stories



## Chasta Callies

- Served by **Project QUEST** and **Restore Education**
- Owns her own business and goes to school part-time for Biology



## Justin Guerra

- Served by **Family Service**
- Employed by Methodist as an RN



## Maria Martinez

- Served by **WSA**
- Employed by PNC Bank as a Customer Consultant



# UTSA Urban Education Institute

## OUR TEAM

- **Sharon Nichols, Ph.D, Interim Director**
- **Han Bum Lee, Ph.D, Research Specialist, Principal Investigator**
- **Helena Hernandez Fischer, Research Program Manager**



# Baseline San Antonio Educational Attainment (2020)

## College Enrollment by the Types of Higher Education Institutions in Bexar County (Fall, 2020)

College or University	Enrollment
Alamo Community Colleges	54,570
UTSA and TAMUSA	41,143
UTHSA	3,439
Trinity, St. Mary's, Incarnate Word, and Our Lady of the Lake	17,100
<b>Total</b>	<b>116,252</b>

## Degree Production by the Types of Higher Education Institutions in Bexar County

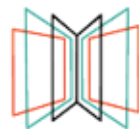
Type of Degree	ACD (FY2020)	UTSA and TAMUSA (FY2020)	UTHSA (9/2019 – 8/2020)	TU, SMU, IWU, and OLLU (7/2019 – 6/2020)	Total
Certificates & Associate degrees	9,718	0	205	175	10,098
Bachelor Degrees	0	7,329	386	2,544	10,259
Master Degrees	0	1,608	263	1,514	3,385
Professional Doctoral Degrees	0	0	352	273	625
Research Doctoral Degrees	0	153	41	250	444
<b>Total</b>	<b>9,718</b>	<b>9,090</b>	<b>1,247</b>	<b>4,756</b>	<b>24,811</b>



## Median Earnings by the Educational Attainment for San Antonio Residents (25yr+) with Income Below the Poverty Threshold

	Median Earnings	% Increase in Earnings
Less than high school diploma	\$22,304	
High school diploma or equivalency	\$28,223	+27%
Some college or associate's degree	\$33,846	+20%
Bachelor's degree	\$50,976	+51%

*Source:* 2016-2020 five-year estimates, American Community Survey, Census Bureau





# Ready to Work Evaluation Scope

## Program Design and Operations

- Where are RTW operations meeting performance expectations and why?
- What can we learn from RTW operations that are meeting or exceeding performance expectations?
- What can we learn from RTW operations that are performing under expectations?
- What solutions or innovations can RTW partners create to improve operations?

## Program Outcomes and Impact

- What was the impact on earnings caused by RTW in the first year following training?
- Did RTW produce different effects on earnings for different participant groups defined by participant attributes (e.g., gender, race and ethnicity)? If so, what were the heterogeneous effects for each of these groups?
- Did RTW produce different effects on earnings for different participant groups defined by program attributes (e.g., field of study, service provider)? If so, what were the heterogeneous effects for each of these groups?
- How do RTW effects on earnings compare to similar interventions in the U.S.?
- What was the quality of job placement and how could it be improved from the perspective of clients?



# Ready to Work Evaluation Scope

## Communications

- Who is signing up for the program and why?
- Who is not signing up for the program and why?
- Who is having trouble finding jobs after training and why?
- Who is finding jobs most easily and why?
- What other intangibles (e.g., soft skills) are RTW participants gaining?
- Are training programs aligning with employer needs?
- Why are people dropping out of the program before completion?

## Deliverables

- Evaluation framework
- Case studies
- Set of innovations worth scaling
- Micro-scripts derived from interviews of RTW graduates
- Written reports summarizing findings
  - Formative evaluation
  - Improvement science
  - Impact study
  - Graduate survey
  - Programmatic recommendations
  - Policy recommendations





# Ready to Work Program Update



# Ready to Work Progress to Date

As of November 22, 2022

**Ready to Work First Year Goals** 9,817

Applicants Interviewed

5,758 Enrolled in Training

70% Training Retention Rate

8,101  
Applied

2,450  
Applicants  
Interviewed

609  
Enrolled in Training

72  
Successfully  
Completed  
Training

13  
Placed in Quality  
Job

\$20.00 Median  
Starting Hourly  
Wage

All RTW partner agencies have reported that they will achieve their Year 1 Contractual Goals by June 30<sup>th</sup> 2022



# Ready to Work Budget to Actuals (Including City Costs)

**Total Budget from Inception through FY2023**  
**\$58,337,445**

**Prime Contractor Budget: \$51,434,058**

**City Cost Budget: \$6,903,387**

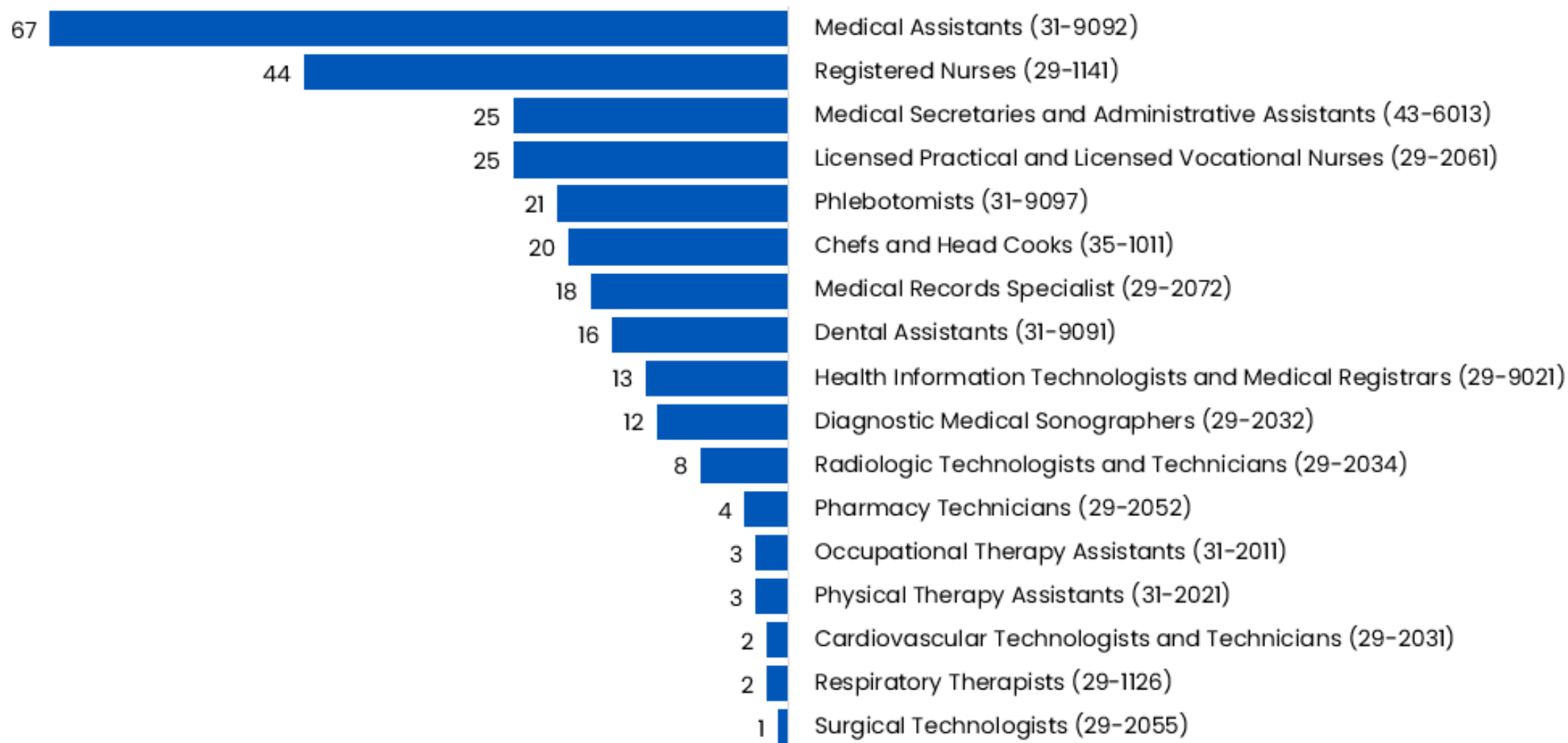
Expense Category	Prime Contractor Expenses through September 2022
Intake	\$448,050
Case Management	\$311,670
Administration	\$78,683
Tuition	\$370,194
Emergency Assistance	\$9,104
<b>Total</b>	<b>\$1,217,701</b>

Expense Category	City Expenses through September 2022
Personnel	\$1,041,347
Contractual Services (Includes sales tax collection fee)	\$2,008,985
Commodities	\$7,779
Self-Insurance / Other	\$183,374
Capital Outlay	\$14,263
Transfers	\$68,841
<b>Total</b>	<b>\$3,324,590</b>

**Total Expenses through September 2022 = \$4,542,291**  
**8% of Total Budget Expensed from Program Inception through September 2022**  
**(\$71,895,436 in Sales Tax Collected through October 2022)**

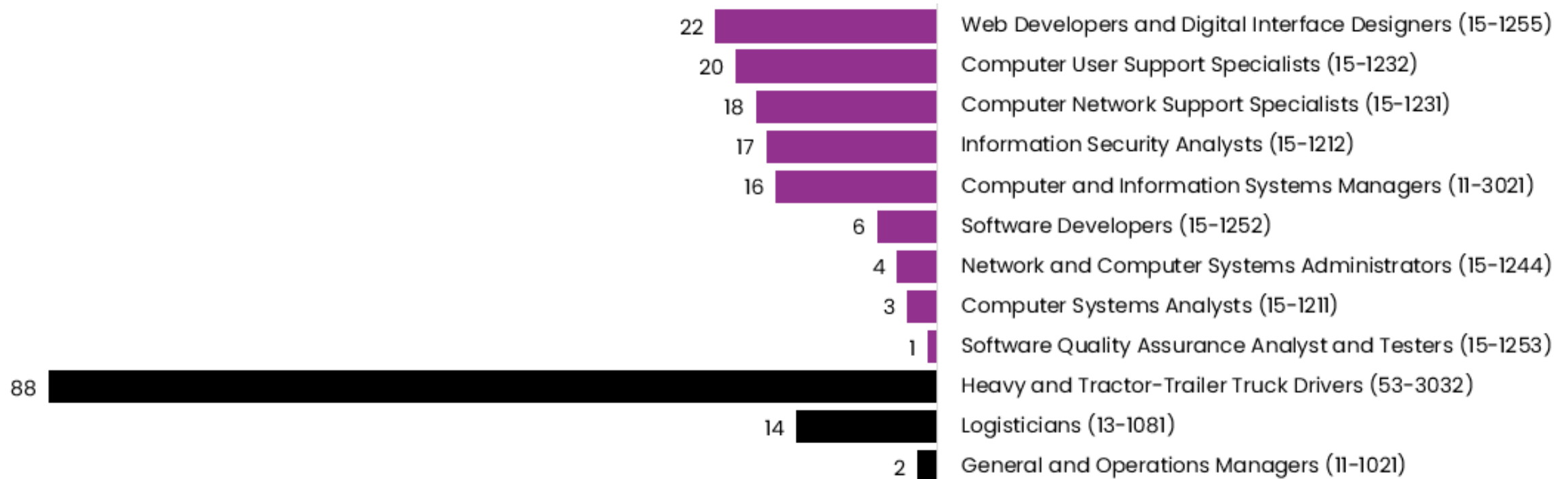
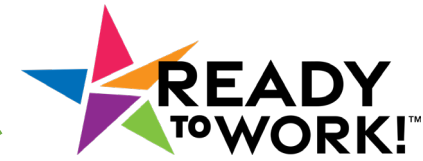


# Training Pathways Selected as of 11/17/22

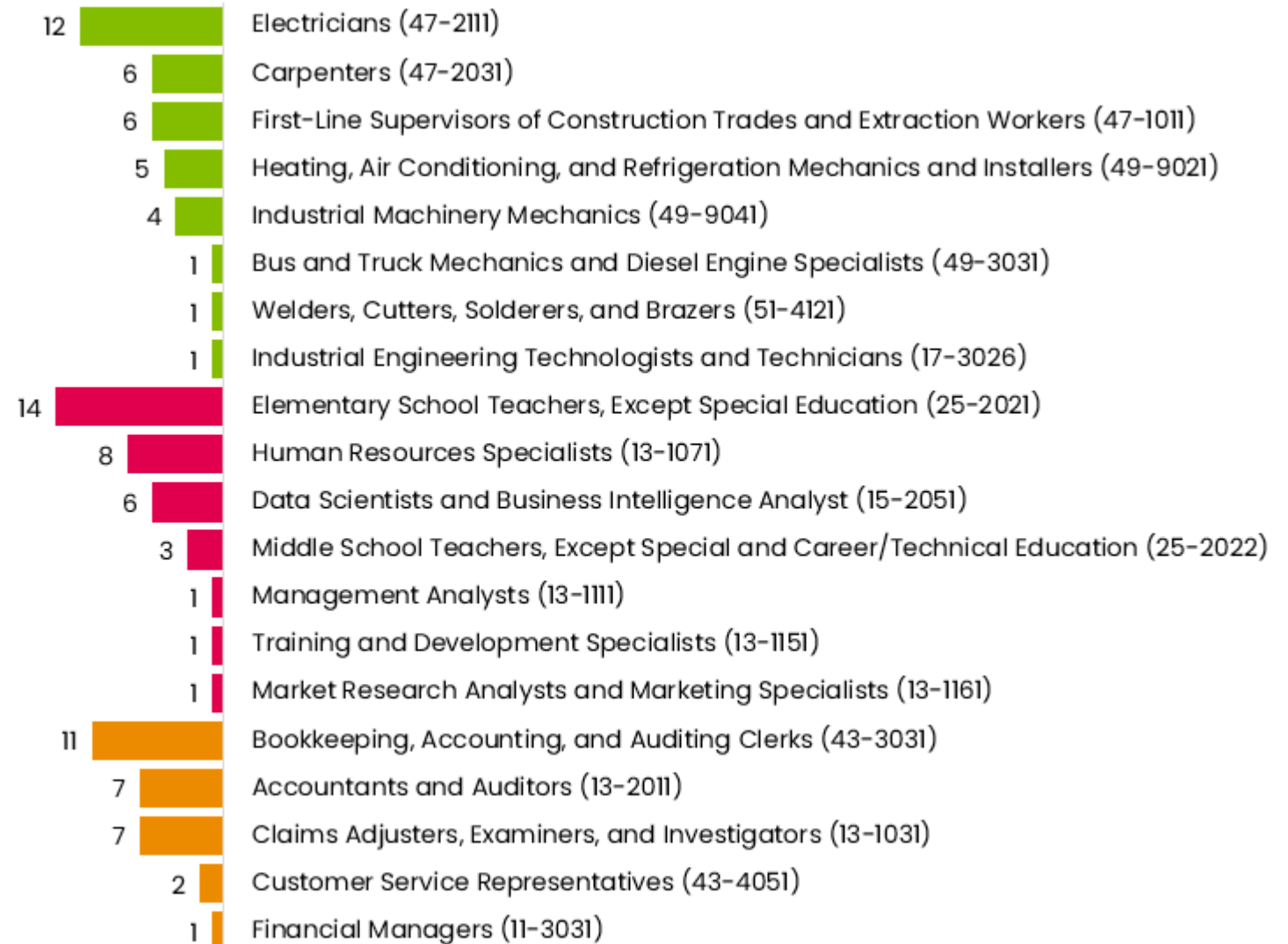




# Training Pathways Selected as of 11/17/22



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# RTW Public Service Announcements

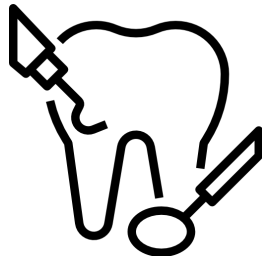
- [Mayor](#)
- [Councilmember Rocha Garcia](#)
- [Councilmember Manny Pelaez](#)



# RTW Success Stories

## Sabrina

- Served by Project Quest
- Prior jobs were mostly in retail
- Preliminary test scores indicated college level education
- Started the Dental Assistant program at Incarnate Word School of Professional Studies in June 2022
- Successfully completed her program and passed the Registered Dental Assistant state exam in August 2022
- Employed by Avion Dental (\$16/hour)



## Adolfo

- Served by SA Food Bank, within the Workforce Solutions Alamo consortium
- Connected to community partners providing free eye exams and work attire
- Began first CompTIA course at UTSA in September 2022
- Completed and passed A+ certification in October 2022
- Secured entry IT job with PROS Holdings (\$20/hour) in October 2022
- Expects increase in pay after 90 days







Questions?

