

**SA: Ready to Work Advisory Board
Employer Engagement Subcommittee
Meeting Minutes
Meeting Room at VelocityTX Community Resource Center
1305 E Houston St, San Antonio, TX 78205**

**Monday, November 14, 2022
1:00 p.m. - 2:30 p.m.**

SUBCOMMITTEE MEMBERS PRESENT:

Jennifer Cantu
Joseph Garcia
Paul Garza
Jordan Hooten
Jarvis Moore
Stephanie Talley

SUBCOMMITTEE MEMBERS ABSENT:

Ben Peavy
Councilmember Pelaez

STAFF PRESENT:

Christina Ramirez, City Attorney's Office
Amy Contreras, Assistant to the Director, Workforce Development Office
Mary Mills, Advisory Board Staff Liaison
Michael Ramsey, Executive Director, Workforce Development Office
Ana Salazar, Workforce Manager, Workforce Development Office

A. CALL TO ORDER

Ms. Cantu called the meeting to order at 1:07 p.m. after a quorum was established.

B. PUBLIC COMMENT

No comments.

C. APPROVAL OF MINUTES

Ms. Cantu asked members to review the Employer Engagement Subcommittee meeting minutes of October 10, 2022. Mr. Hooten motioned to approve the minutes, and Ms. Talley seconded. The Subcommittee voted unanimously to approve the minutes.

D. INDIVIDUAL ITEMS

1. Ready to Work Program Update

Mr. Ramsey presented statistics on the number of people in each phase of the program pipeline. This included the program goals for the remainder of the first program year and which trainings participants have chosen so far. He discussed how the presentation of the program data has changed slightly since the last meeting.

Mr. Ramsey explained to the Subcommittee members that WDO staff will now be evaluating the prime agencies' first program year performance through June instead of March to better align with the time that the contracts were executed and with Ready to Work's fiscal year ending in June.

Ms. Cantu suggested that the partners try to reconnect with unresponsive applicants after the holiday season as they may be more likely to respond to contact in the new year.

Mr. Ramsey then mentioned that WDO is discussing the feasibility of offering participants in certain training fields with paid internships once they are done with training to help get them started in their new careers. The Subcommittee then discussed potential pros and cons of such an initiative.

2. SA WORX Employer Engagement Update

Mr. Mammen of SA WORX discussed the Talent Pipeline Management (TPM) collaborative meetings held recently and the results of those collaboratives. He also discussed plans for future TPM Collaborative meetings.

Mr. Mammen then summarized the employer roundtables that SA WORX has been facilitating, including assisting employers with hiring of persons with disabilities and persons formerly incarcerated.

3. Discussion on Jobs for the Future Employer Engagement Efforts

Ms. Acevedo explained how Jobs for the Future (JFF) promotes collaboration and communication between the Ready to Work partner agencies and presented the challenges that the partners raised during the last Community of Practice meeting. She also mentioned that January's JFF Community of Practice would center around strategies partners can use to engage with prospective employers of Ready to Work graduates. Ms. Cantu asked if a recap of the January Community of Practice could be shared with the Subcommittee members.

4. Discussion on Ready to Work Talent Engagement

Ms. Salazar expressed that the WDO team is seeking input on strategies to connect Ready to Work participants to employers, particularly while they are still in training. She summarized the

work that WDO and SA WORX have done to date on this effort, she and asked for suggestions on how to specifically establish a direct connection between participant and employer.

Mr. Ramsey told the Subcommittee that WDO is promoting WorkInTexas.com as a key resource to assist with connecting trainees and employers. He encouraged the Subcommittee members to see if their organizations can list their future job openings in WorkInTexas.com with Ready to Work-specific tags (#READYTOWORKEMPLOYER, AND #READYTOWORK PARTICIPANT) to creative visibility for both employers and participants. Ms. Cantu then brought up some challenges that larger companies may face as they have pre-established hiring practices.

E. STAFF MEMBER COMMENTS

No comments.

F. Future Agenda Items

No future agenda items.

G. Adjourn

Meeting adjourned at 2:41 p.m.