



# City of San Antonio

## Agenda Memorandum

**File Number:**  
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**Agenda Item Number:** 4

**Agenda Date:** October 31, 2023

**In Control:** Economic and Workforce Development Committee Meeting

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**DEPARTMENT:** Workforce Development Office

**DEPARTMENT HEAD:** Michael Ramsey

**COUNCIL DISTRICTS IMPACTED:** Citywide

**SUBJECT:**

Briefing on the SA: Ready to Work program and related workforce development initiatives.

**SUMMARY:**

This item provides an update on the progress of SA: Ready to Work (RTW) to date.

**BACKGROUND INFORMATION:**

RTW is the City's premier training and employment program that launched in June 2022 and will offer thousands of residents subsidized tuition for industry-recognized certifications, associate degree, and bachelor's degree completion. The Economic and Workforce Development Committee was last briefed on this program in February 2023.

Workforce Solutions Alamo, Alamo Colleges District, Project Quest, and Restore Education and their subcontractors are performing intake, assessment, and case management services. Over 80 training providers are offering over 900 approved courses aligned with 83 well-paid, high-demand



careers. Over 370 local employers and numerous community-based organizations have pledged to support RTW.

A variety of national, state, and local technical advisors are assisting RTW to ensure transparency, accountability, flexibility, and continuous improvement. In addition to the Ready to Work Advisory Board and its Employer Engagement and Community Outreach Subcommittees, the Mayor has convened executive leadership from employers in target industries to discuss job placement needs and required pathways for participants to successfully obtain these careers. To date, healthcare executives were convened in June, construction and trades in August, and information technology and cybersecurity in October. A convening of executives in advanced manufacturing is scheduled to meet in December.

## **ISSUE:**

This briefing will include an update on the City's RTW program, including a breakdown of participant demographics, enrollment, training programs and industries, as well as job placements to date.

As of October 23, 2023, 8,992 applicants have completed the intake process, 7,453 have been confirmed eligible, 4,726 have enrolled in an approved training program, 695 have successfully completed training, and 314 have found quality employment with 240 unique employers, earning a median starting wage of \$18.00/hour, representing a median hourly wage increase of \$15.00/hour.

This briefing will also highlight the pipeline of RTW participants per industry as they near their training completion dates, as well as strategies that RTW is taking to connect RTW participants with employers. Employers are regularly convened to participate in Talent Pipeline Management sessions with our partner SA WORX. Additionally, staff also shares RTW participant training completion reports with employers every other week. The reports are organized by industry cluster and include the contact information for each prime partner agency and their participants.

Staff is also working on innovative ways to connect participants who have completed their training programs to employment, including a job board that will store RTW participant credentials and post local job openings aligned to the 83 RTW target occupations. The job board will further expedite and enhance connection of case managers, participants, and employers.

Finally, the department is working to develop and expand work-based learning programs. The Pay It Forward internship pilot program is set to launch in 2024 and will pay wages for adult interns hosted by RTW pledged employers. If the host company hires the intern into a full-time position, it would contribute funds into a "Pay-It-Forward" workforce account to support future internships. The Department of Labor awarded the City the "Apprenticeship Building America" (ABA) grant in 2022 to expand and enhance pre-apprenticeship programs and registered apprenticeship programs in San Antonio. The ABA grant term began in July 2022 and ends June 2026. The Incumbent Worker Training and On-The-Job Training pilot programs, set to begin in 2024, will provide grant funding for continuing education and training of incumbent employees and new hires.



of Ready to Work pledged employers with a focus on small businesses that are committed to upskilling their workforce.

**FISCAL IMPACT:**

**This item is for briefing purposes only.**

**ALTERNATIVES:**

This item is for briefing purposes only.

**RECOMMENDATION:**

This item is for briefing purposes only.