



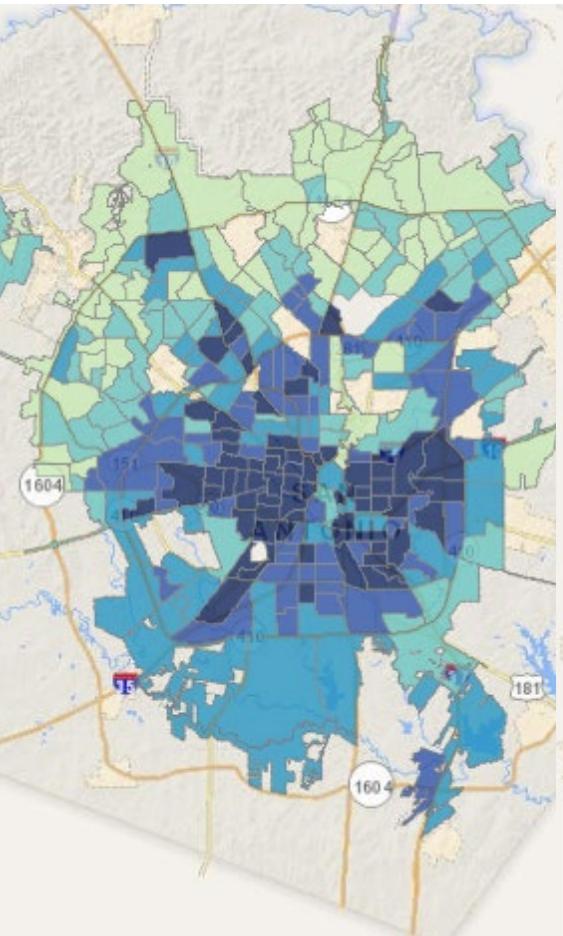
# Program Overview

Cybersecurity Council

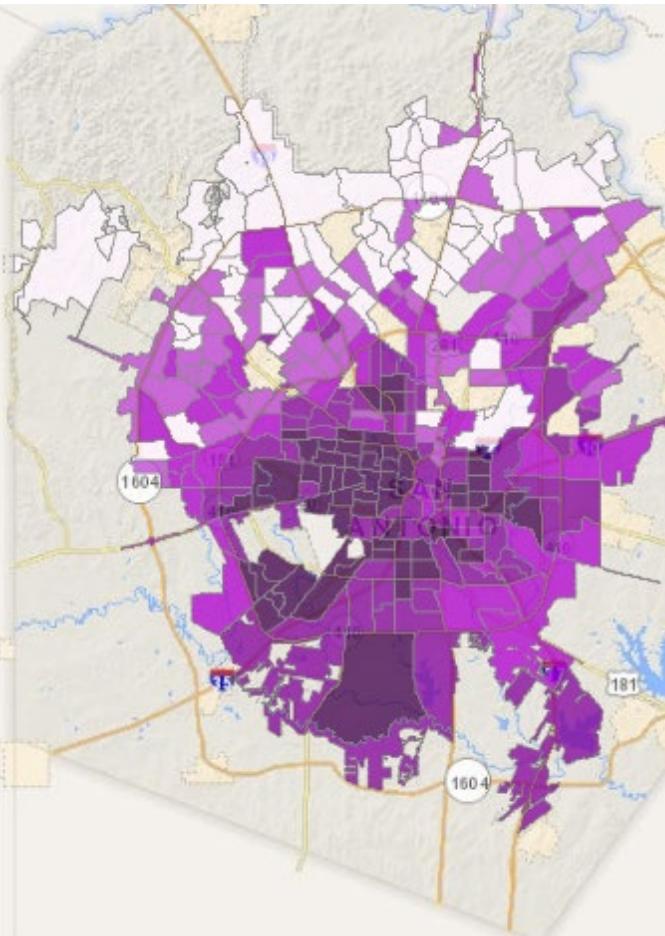
**Mike Ramsey**  
Executive Director of  
Workforce Development



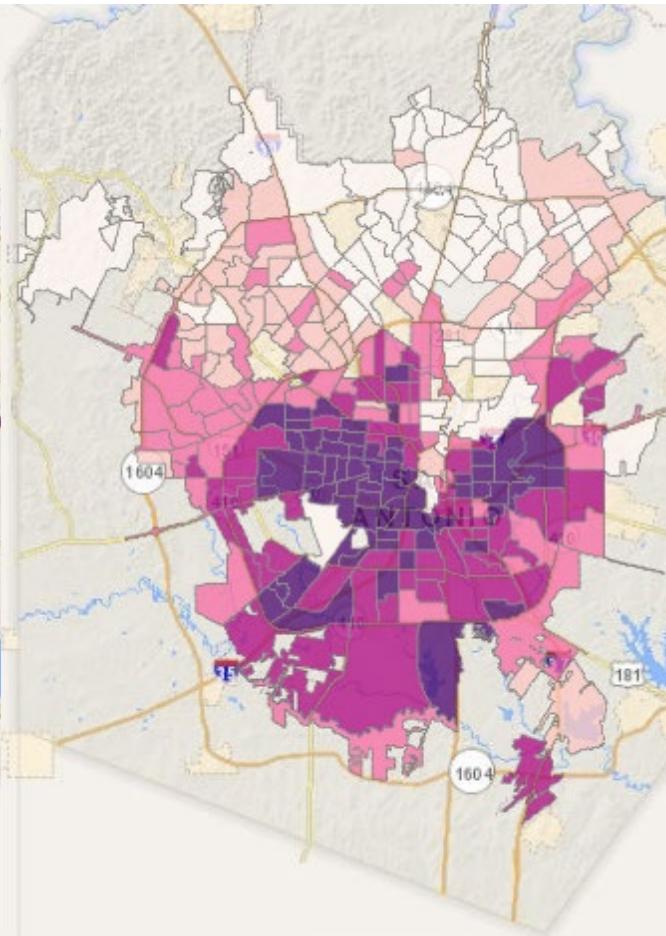
# Why Are we Investing in Ready to Work?



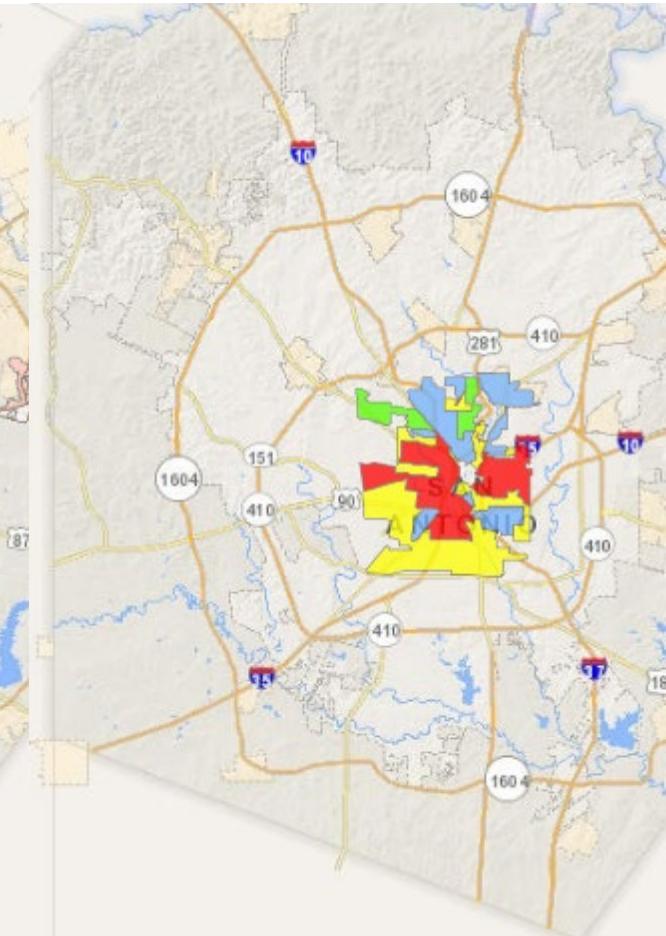
**Income  
Inequality**



**Low Educational  
Attainment**



**75.2%  
People of Color**

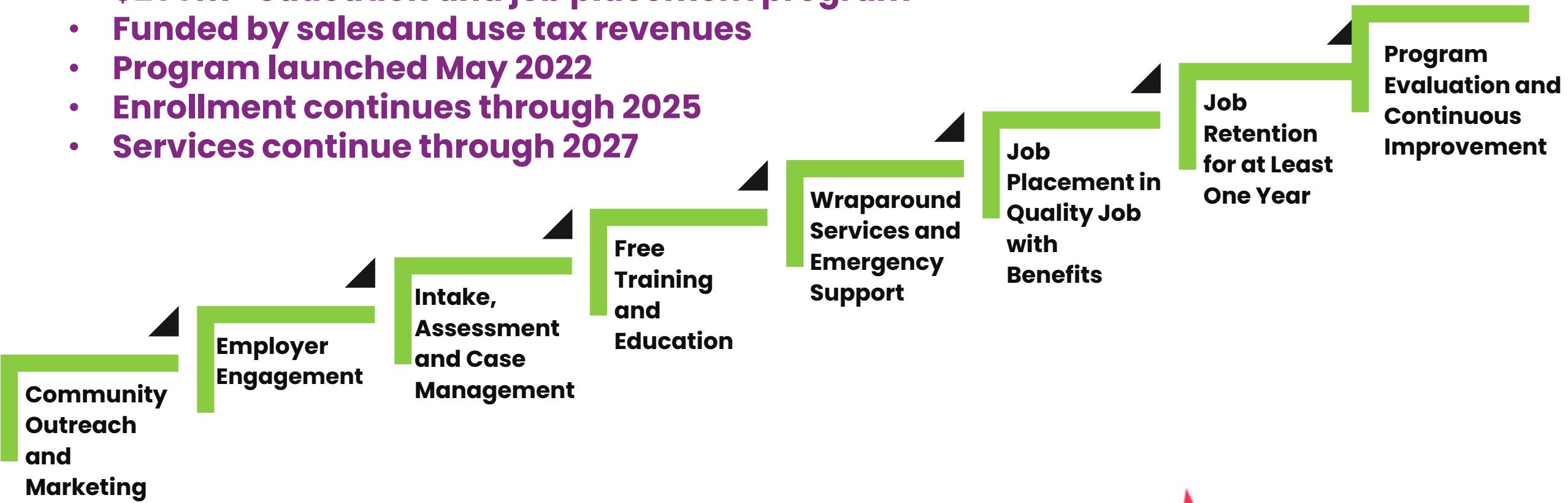


**Historic  
Redlining**



# Ready to Work Overview

- **\$200m+ education and job placement program**
- **Funded by sales and use tax revenues**
- **Program launched May 2022**
- **Enrollment continues through 2025**
- **Services continue through 2027**



# Ready to Work is Unprecedented

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Scale

Community  
Collaborative

Employer  
Engagement

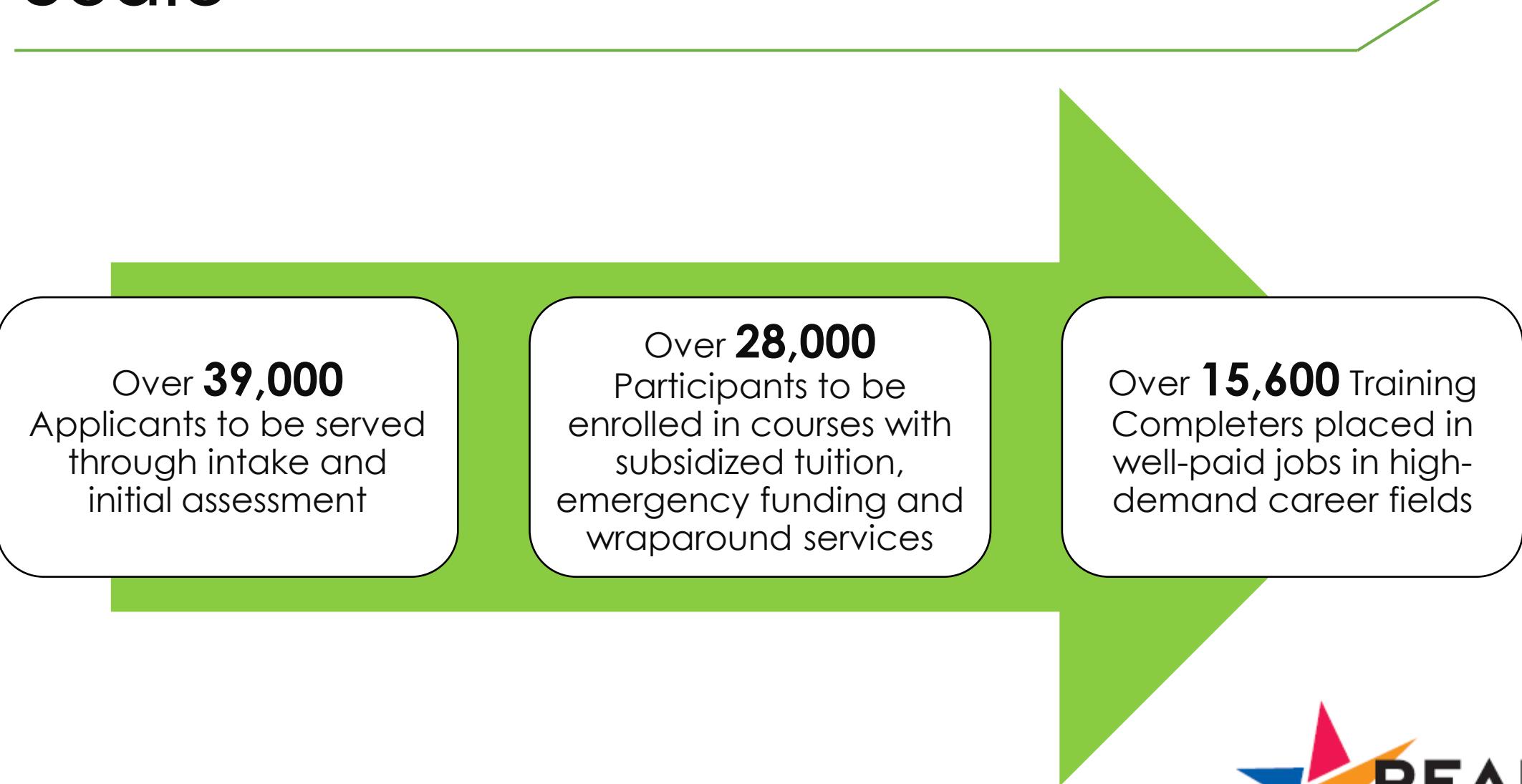
Central Data  
Platform

Approved  
Course  
Catalog



# Scale

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Over **39,000**  
Applicants to be served  
through intake and  
initial assessment

Over **28,000**  
Participants to be  
enrolled in courses with  
subsidized tuition,  
emergency funding and  
wraparound services

Over **15,600** Training  
Completers placed in  
well-paid jobs in high-  
demand career fields



# Community Collaborative

## Intake and Case Management

### Alamo Colleges District

Dynamic Advancement

Empyra

Family Service Association

Goodwill Industries San Antonio

Graduation Alliance

Our Community

Plumquest

Profile Design Studio

WHY Group

Worldwide Languages

### Project Quest

Dynamic Advancement

SAISD

## Restore Education

SeeKing HR

## Workforce Solutions Alamo

Avance

Barcom

C2 Global Services

Chrysalis Ministries

Family Service Association

SA Food Bank

Texas A&M San Antonio

YWCA

**200+ Pledged Employers**

**57 Approved Training Providers**

## Marketing and Community Outreach

Creative Noggin

SA WORX

COPS/Metro

MM Creative

Black Business San Antonio

Community Ambassadors

Alamo Area Community Network

San Antonio Resource Directory

211

311

## Think Tank

UTSA Urban Education Institute

CALCO

Jobs for the Future

Signify Health

Opportunity Accelerator

Educate TX

## Advisory Board

Two Subcommittees



CITY OF SAN ANTONIO  
**WORKFORCE DEVELOPMENT OFFICE**

# Eligibility

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- **18 years old when applying for the program**
- **Permitted to work in the United States**
- **Resident of the City of San Antonio**
- **Income less than 250% of federal poverty guidelines**
  - Currently \$33,975 for an individual, or \$69,375 for a household of four
- **Not currently enrolled in a college program at intake**
- **Willing to take assessments relating to barriers, academics, skills aptitude, and workplace readiness**
- **Committed to completing the program**



# Employer Engagement



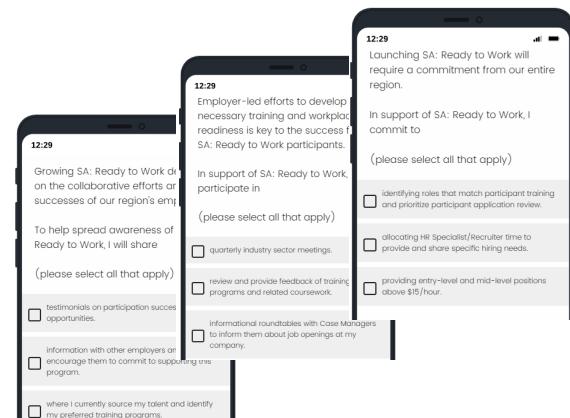
**Employers will ensure the ultimate success of the program.**

**Program follows the US Chamber of Commerce's Talent Pipeline Management approach**

**Scan the QR Code to take the Employer Pledge**

## Benefits to Businesses

- ✓ **Recruitment:** Access to expanded talent pool
- ✓ **Retention:** Professional development for existing employees
- ✓ **Alignment:** Sector-based partnerships using Talent Pipeline
- ✓ **Customized Training:** Employer training may be approved if open to public
- ✓ **Adaptability:** Flexible approaches to onboard potential employees
- ✓ **Workplace Diversity:** Diversity of thought increases innovation
- ✓ **Enhanced network:** improved ecosystem of workforce, community, and training providers
- ✓ **Economic Development:** Increased educational attainment opens opportunity

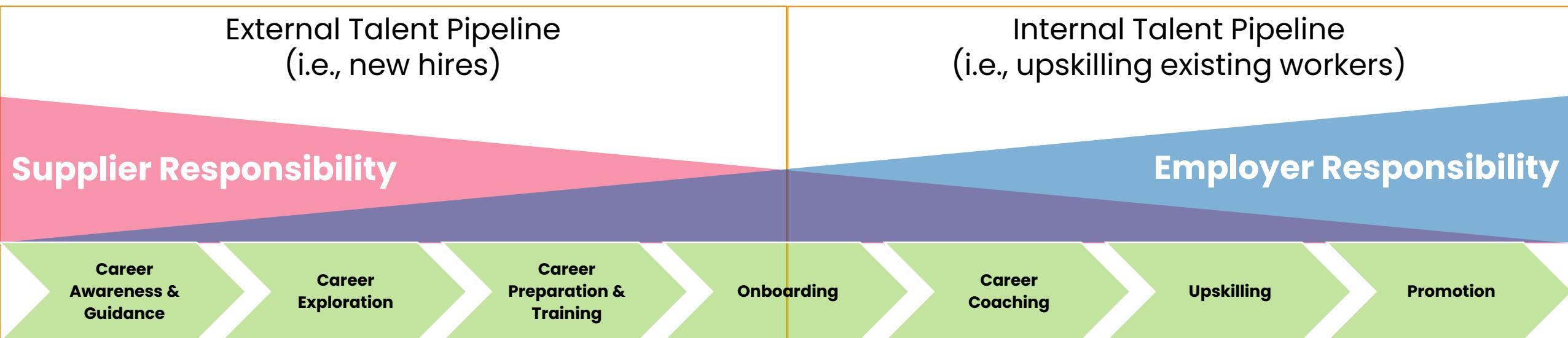


# Employer Engagement

-  **Strategy 1:** Organize for Employer Leadership and Collaboration
-  **Strategy 2:** Project Critical Demand
-  **Strategy 3:** Align and Communicate Job Requirements
-  **Strategy 4:** Analyze Talent Supply
-  **Strategy 5:** Build Talent Supply Chains
-  **Strategy 6:** Engage in Continuous Improvement and Resiliency Planning

## Talent Pipeline Management

# Employer Engagement



## Talent Pipeline Management



U.S. Chamber of Commerce  
Foundation

# RTW Target Occupations

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## Aerospace/ Architecture/ Construction/Manufacturing/Oil and Gas/Energy/Utilities/ Trades

- 49-3011 Aircraft Mechanics and Service Technicians
- 49-3023 Automotive Service Technicians and Mechanics
- 49-3031 Bus and Truck Mechanics and Diesel Engine Specialists
- 47-2031 Carpenters
- 47-2111 Electricians
- 47-1011 First-Line Supervisors of Construction Trades and Extraction Workers
- 51-1011 First-Line Supervisors of Production and Operating Workers
- 49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers
- 17-2112 Industrial Engineers
- 17-3026 Industrial Engineering Technologists and Technicians
- 49-9041 Industrial Machinery Mechanics
- 51-4041 Machinists
- 47-2073 Operating Engineers and Other Construction Equipment Operators
- 47-2152 Plumbers, Pipefitters, and Steamfitters
- 43-5061 Production, Planning, and Expediting Clerks
- 47-2181 Roofers
- 41-4011 Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
- 47-2211 Sheet Metal Workers
- 47-2231 Solar Photovoltaic Installers
- 51-4121 Welders, Cutters, Solderers, and Brazers

## Education/Professional Services/Other

- 15-2051 Data Scientists and Business Intelligence Analyst
- 25-2021 Elementary School Teachers, Except Special Education
- 25-2031 Secondary School Teachers
- 13-1071 Human Resources Specialists
- 13-1111 Management Analysts
- 13-1161 Market Research Analysts and Marketing Specialists
- 25-2022 Middle School Teachers, Except Special and Career/Technical Education
- 33-3051 Police and Sheriff's Patrol Officers
- 13-1151 Training and Development Specialists

## Finance/Insurance

- 13-2011 Accountants and Auditors
- 43-3031 Bookkeeping, Accounting, and Auditing Clerks
- 13-1031 Claims Adjusters, Examiners, and Investigators
- 43-4051 Customer Service Representatives
- 11-3031 Financial Managers
- 13-2052 Personal Finance Advisors
- 41-3031 Securities, Commodities, and Financial Services Sales Agents



# RTW Target Occupations

## Healthcare

29-2031 Cardiovascular Technologists and Technicians  
35-1011 Chefs and Head Cooks  
31-9091 Dental Assistants  
29-2032 Diagnostic Medical Sonographers  
29-1031 Dietitians and Nutritionists  
29-2042 Emergency Medical Technicians  
29-9021 Health Information Technologists and Medical Registrars  
29-2061 Licensed Practical and Licensed Vocational Nurses  
29-2035 Magnetic Resonance Imaging Technologists  
31-9092 Medical Assistants  
29-2036 Medical Dosimetrists  
29-2072 Medical Records Specialist  
43-6013 Medical Secretaries and Administrative Assistants  
31-2011 Occupational Therapy Assistants  
29-2043 Paramedics  
29-2052 Pharmacy Technicians  
31-9097 Phlebotomists  
31-2021 Physical Therapy Assistants  
29-2034 Radiologic Technologists and Technicians  
29-1126 Respiratory Therapists  
29-1141 Registered Nurses  
29-2055 Surgical Technologists

## Information Technology/Cyber Security

17-2061 Computer Hardware Engineers  
11-3021 Computer and Information Systems Managers  
15-1241 Computer Network Architects  
15-1231 Computer Network Support Specialists  
15-1211 Computer Systems Analysts  
15-1232 Computer User Support Specialists  
15-1212 Information Security Analysts  
15-1244 Network and Computer Systems Administrators  
15-2031 Operations Research Analysts  
15-1252 Software Developers  
15-1253 Software Quality Assurance Analyst and Testers  
15-1255 Web Developers and Digital Interface Designers

## Transportation and Warehousing

13-1041 Compliance Officers  
11-1021 General and Operations Managers  
53-3032 Heavy and Tractor-Trailer Truck Drivers  
13-1081 Logisticians



# Intake and Case Management



## 3 Ways to Apply

- Visit ReadyToWorkSA.com
- Call 311
- Walk In

## Signify Central Data Hub



# Approved Course Catalog

- Contains approved programs and courses
- Built with input from employers
- Aligned with targeted occupations
- Updated quarterly
- Sorted by industry and educational agency
- May include employer training open to public



Program Name	Medical Assistant Certification
Description	Medical/Clerical Assistant
Contact Hours	359
Academic Prerequisites	None
Format	Hybrid
Outcome	Measurable skill gain leading to employment
Texas TPS Status	Approved
Training Provider	Alamo Community College District
Training Website	<a href="http://www.alamo.edu/">http://www.alamo.edu/</a>

Program Name	Medical Assistant Certification
Description	Medical/Clerical Assistant
Contact Hours	359
Academic Prerequisites	None
Format	Hybrid
Outcome	Community college certificate of completion
Texas TPS Status	Approved
Training Provider	Alamo Community College District
Training Website	<a href="http://www.alamo.edu/">http://www.alamo.edu/</a>



# Approved Training Providers



- **Alamo Colleges District**
  - **ACD Continuing Education**
  - **ACD Palo Alto College**
  - **ACD San Antonio College**
  - **ACD St. Philips**
  - **ACD Northwest Vista**
  - **ACD Northeast Lakeview**
- ACI Learning
- ABC South Texas
- Alamo Truck Driver Training
- Beldon Roofing
- 100 Black Men of San Antonio
- Cavalry Training
- Code Up
- **College of Biomedical Equipment Technology**
- **College of Health Care Professionals**
- **Concorde Career College**
- Cybur Inc
- Dynamic Advancement
- Dental Assisting of San Antonio - North
- EdOpp Solutions
- Education Service Center Region 20
- Family Service Association of San Antonio
- **Galen College of Nursing**
- Goodwill Good Careers Academy
- **Hallmark University**
- ICCS Academy
- Independent Electrical Contractors of the San Antonio/IECSA
- Inspire CPR
- Institute of Allied Healthcare
- MedCerts
- My All Things Educational
- National Education Foundation
- New Apprenticeship
- Office of Historic Preservation Trades Academy
- Operation Total Leadership
- QuickStart Learning
- Roadmaster Drivers School
- SAGE Truck Driving School
- San Antonio Food Bank
- SA Trainers/Partners In Progress
- Southern Careers Institute
- **St. Mary's University**
- Suit Up the World
- **Texas A&M University - San Antonio**
- **Texas State University**
- **Texas Tech University**
- United Training Academy
- **University of Texas at San Antonio**
- **University of the Incarnate Word**
- Weston Distance Learning

# Participant Funding Caps

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## Certificate Program

- Training resulting in industry-recognized credentials
- One-time cap of \$5,000 per Participant

## Associate's Degree Program

- Annual cap of \$2,200 per Participant
- Individual Participant cap of \$6,600
- Not available for AlamoPROMISE scholars

## Bachelor's Degree Program

- Annual cap of \$4,100 per Participant
- Individual Participant cap of \$12,300
- Available for Participants that have earned at least 60 college credits

Program	Annual Cap	Total Cap
<b>Certificate</b>		<b>\$5,000</b>
<b>Associate's Degree</b>	<b>\$2,200</b>	<b>\$6,600</b>
<b>Bachelor's Degree</b>	<b>\$4,100</b>	<b>\$12,300</b>
<b>Emergency Funding</b>		<b>\$1,500</b>



# Enrollment Assumptions

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Level of Training	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	Total
Industry-Recognized Certificates	1,008	3,264	2,479	2,619	1,957	0	<b>11,327</b>
Associate's Degree Courses	218	708	1,239	1,309	978	1,099	<b>5,551</b>
Bachelor's Degree Courses	455	1,469	2,479	2,619	1,957	2,229	<b>11,208</b>
<b>Total</b>	<b>1,681</b>	<b>5,441</b>	<b>6,197</b>	<b>6,547</b>	<b>4,892</b>	<b>3,328</b>	<b>28,086</b>



# Ready to Work Advisory Board

## Advisory Board

- **Brad Beldon**, Beldon Roofing
- **Jennifer Cantu**, Bank of America
- **Daphene Carson**, Essence Prep
- **Sonia Garza**, WellMed Medical Management
- **Jerry Graeber**, Leonard Contracting
- **Peter John Holt**, HOLT CAT, Spurs Sports and Entertainment
- **Doug McMurry**, Associated General Contractors
- **Ben Peavy**, Accenture Federal Services
- **Manny Pelaez**, City Council Liaison
- **Adriana Rocha Garcia**, City Council Liaison
- **Amanda Wright**, Winco of South TX

## Community Outreach Subcommittee

- **Frances Gonzales**, Gonzales Professionals
- **Yadira Gonzales**, greater:SATX
- **Jerry Graeber**, Leonard Contracting
- **Juan Antonio Flores**, Port San Antonio
- **Doug McMurray**, Associated General Contractors
- **Adriana Rocha Garcia**, City Council Liaison
- **Jason Smith**, HOLT/CAT
- **Margaret Smith**, Methodist Hospital
- **Amanda Wright**, Winco of South TX

## Employer Engagement Subcommittee

- **Jennifer Cantu**, Bank of America
- **Daphene Carson**, Essence Prep
- **Joseph Garcia**, WebHead
- **Paul Garza**, Alterman Electric
- **Jordan Hooten**, BioBridge Global
- **Jarvis Moore**, Jarvis Moore Inc. and Get Right City
- **Ben Peavy**, Accenture Federal Services
- **Manny Pelaez**, City Council Liaison
- **Stephanie Talley**, Baptist Health System



# Think Tank

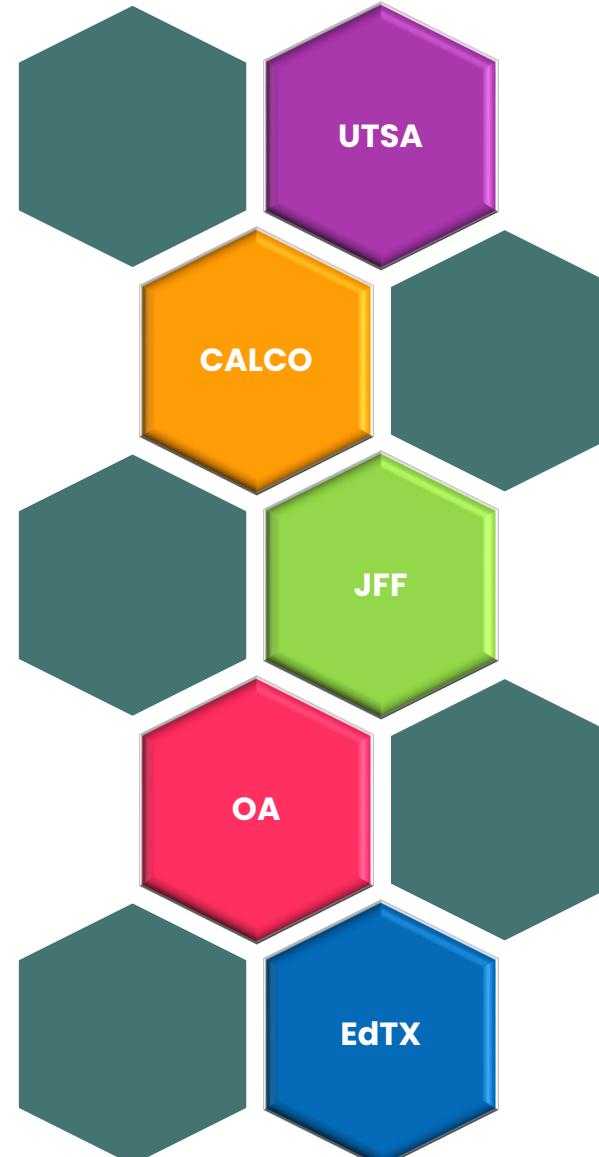


## CALCO

- National best practices
- Personas
- Grants

## Opportunity Accelerator

- Community outreach
- Black and Latinx
- Mothers



## UTSA Urban Education Institute

- Program design and operations
- Data collection and analysis
- Improvement science
- Program outcomes and impact
- Return on Investment

## Jobs for the Future

- Community of practice
- Partner technical assistance
  - Program orientation
  - Scaling
- Sponsored by UP Partnership and Blue Meridian

## Educate Texas

- Data collection and analysis
- Effective teaching
- Collective impact

# Performance Measures

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- ✓ **Applicants**
- ✓ **Participants**
- ✓ **Enrolled** in Approved Training Program (100% of Participants)
- ✓ **Successfully Completed** Approved Training Programs (70% of Participants)
  - ✓ **Certifications/Credentials**
  - ✓ **Associate's Degrees**
  - ✓ **Bachelor's Degrees**
- ✓ **Employed** in Approved Job within 6 Months (80% of Training Completers)
- ✓ **Retained** 1 year (80% of Employed)
- ✓ **Would Recommend Program** (75% of Participants)





# Questions?

[RTW.Help@sanantonio.gov](mailto:RTW.Help@sanantonio.gov)

[RTW.Trainer@sanantonio.gov](mailto:RTW.Trainer@sanantonio.gov)

[RTW.Employer@sanantonio.gov](mailto:RTW.Employer@sanantonio.gov)

[RTW.Partner@sanantonio.gov](mailto:RTW.Partner@sanantonio.gov)

