



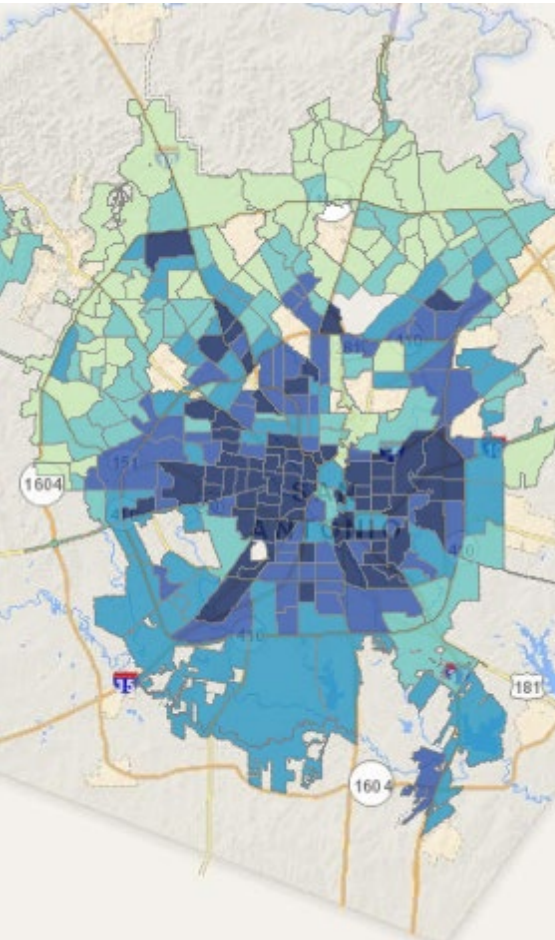
Program Overview

Cybersecurity Council

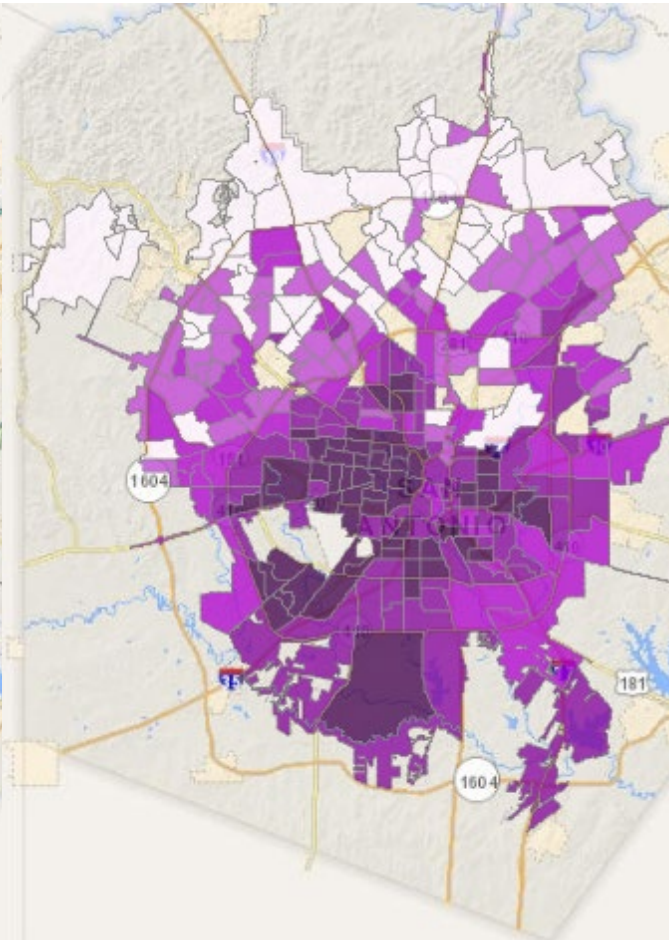
Mike Ramsey
Executive Director of
Workforce Development



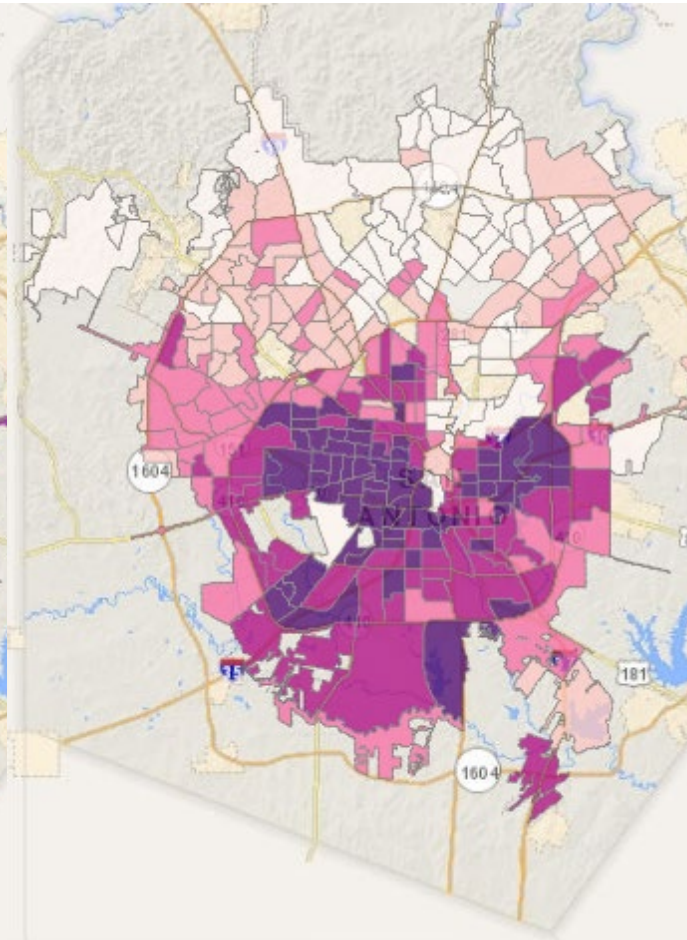
Why Are we Investing in Ready to Work?



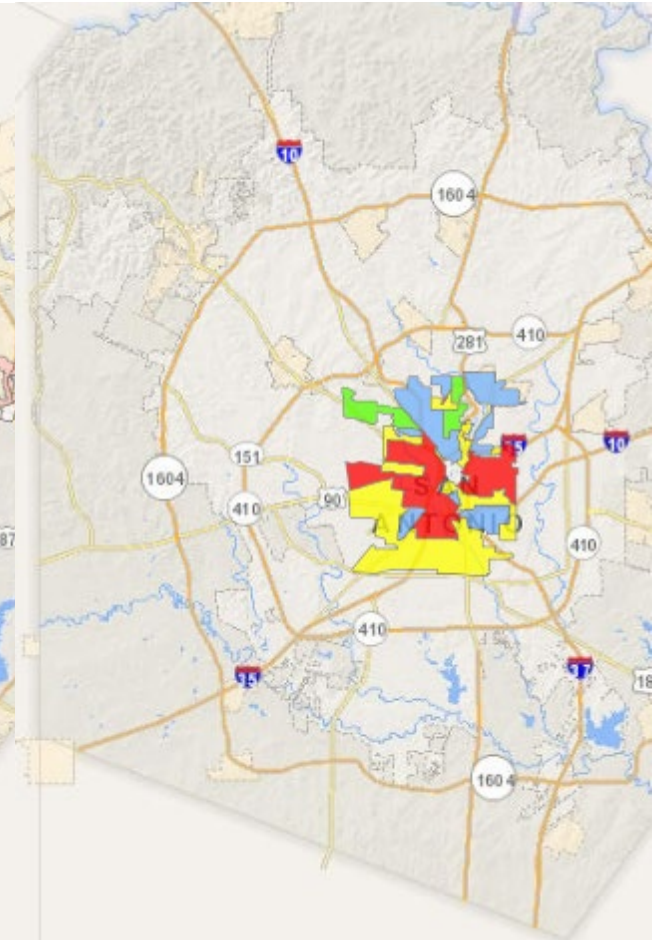
**Income
Inequality**



**Low Educational
Attainment**



**75.2%
People of Color**

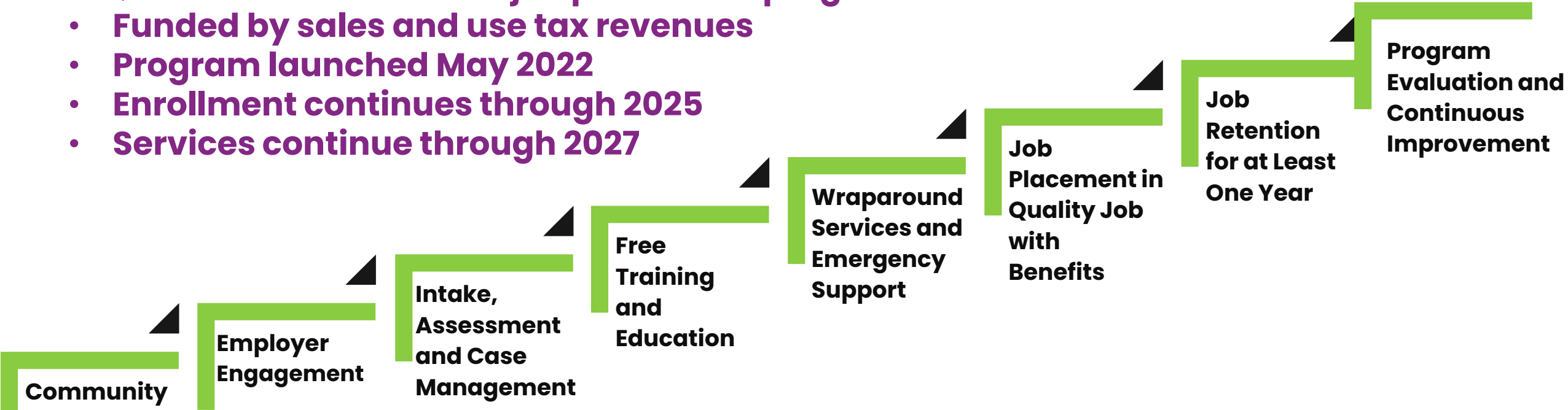


**Historic
Redlining**



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

Scale

**Community
Collaborative**

**Employer
Engagement**

**Central Data
Platform**

**Approved
Course
Catalog**



Scale

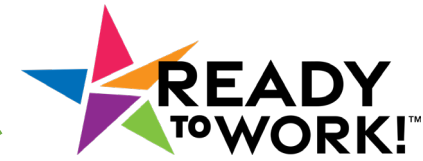
Over **39,000**
Applicants to be served
through intake and
initial assessment

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

- **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



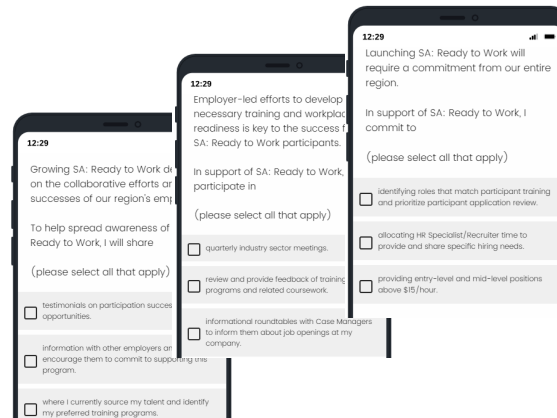
Employers will ensure the ultimate success of the program.

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

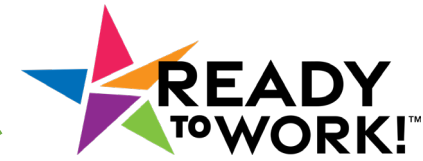
Scan the QR Code to take the Employer Pledge

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

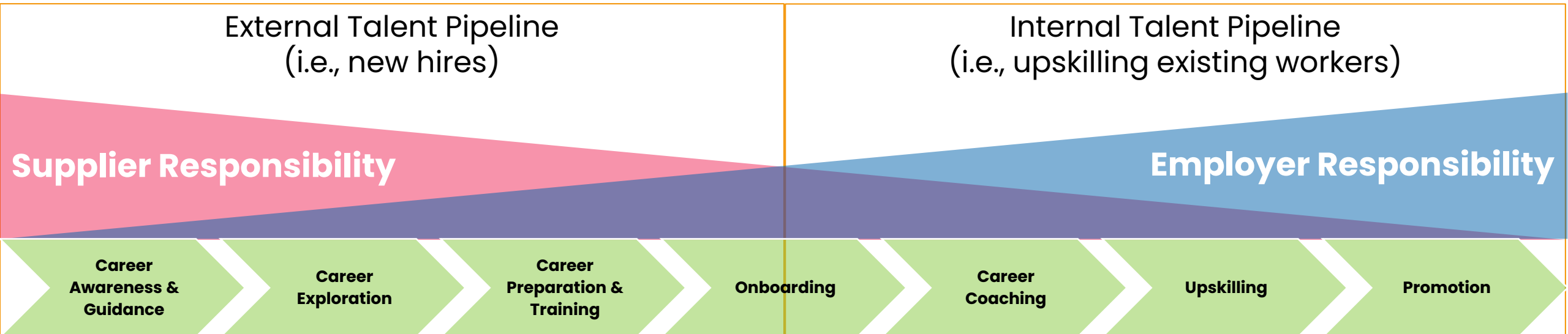


Talent Pipeline Management



U.S. Chamber of Commerce
Foundation

Employer Engagement



Talent Pipeline Management

RTW Target Occupations

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 Analysts
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

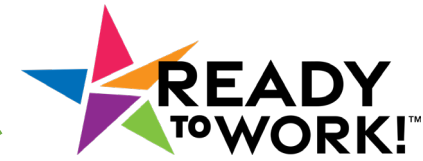
17-2061 Computer Hardware Engineers
11-3021 Computer and Information Systems Managers
15-1241 Computer Network Architects
15-1231 Computer Network Support Specialists
15-1211 Computer Systems Analysts
15-1232 Computer User Support Specialists
15-1212 Information Security Analysts
15-1244 Network and 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



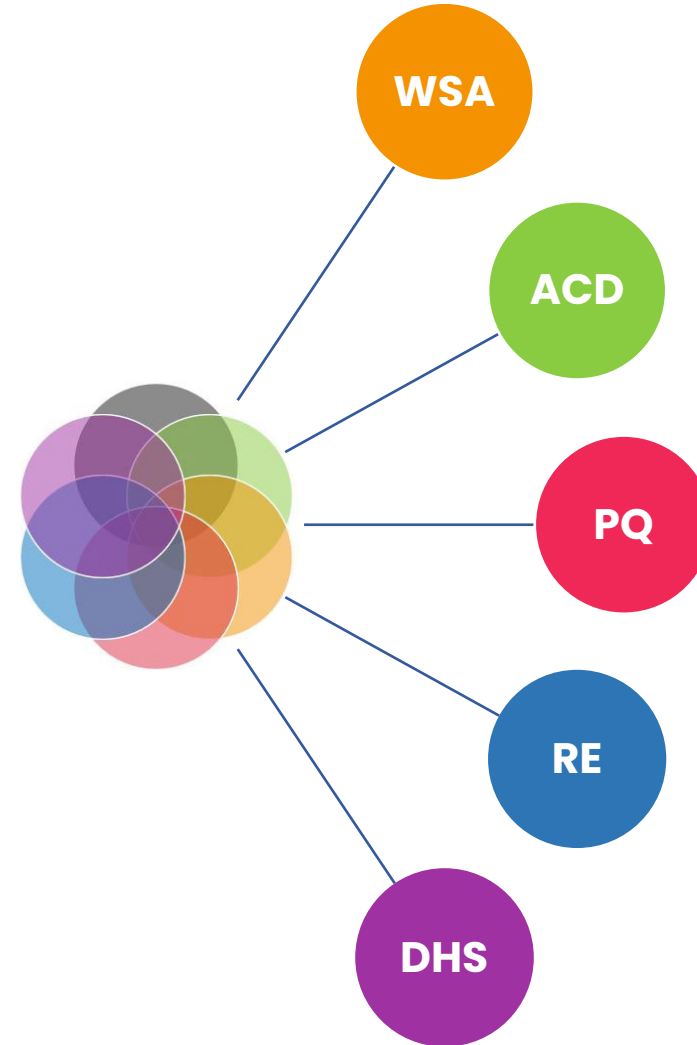
3 Ways to Apply

Visit ReadyToWorkSA.com

Call 311

Walk In

**Signify
Central
Data Hub**



Determine
Eligibility and
Assess Needs

Enroll in and Pay
for Training and
Education

Provide
Wraparound
Support

Refer within Social
Services Network

Place in Approved
Job

Help Retain Job

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	Administrative Assistant-Medical AAS
Description	Medical Administrative/Executive Assistant and Medical Secretary
Contact Hours	1205
Contact Weeks	0
Academic Prerequisites	None
Format	In-person
Outcome	Measurable skill gain leading to employment
Texas ETP Status	Approved
Training Provider	ACED in Philips College
Training Website	http://demo.ahdcp/

Program Name	Medical Assistant Certification
Description	Medical/Clinical Assistant
Contact Hours	359
Contact Weeks	15
Academic Prerequisites	None
Format	Hybrid
Outcome	Community college certificate of completion
Texas ETP Status	Approved
Training Provider	Alamo Community College District
Training Website	http://www.alamo.edu

Program Name	Medical Front Office
Description	Medical Office Assistant/Specialist
Contact Hours	398
Contact Weeks	12
Academic Prerequisites	None
Format	Hybrid
Outcome	Community college certificate of completion
Texas ETP Status	Approved
Training Provider	Alamo Community College District
Training Website	http://www.alamo.edu

Program Name	Medical Assistant Certification
Description	Medical/Clinical Assistant
Contact Hours	359
Contact Weeks	15
Academic Prerequisites	None
Format	Hybrid
Outcome	Community college certificate of completion
Texas ETP Status	Approved
Training Provider	Alamo Community College District
Training Website	http://www.alamo.edu

Program Name	Certified Nursing Assistant Certificate
Description	Nursing Assistant/Care and Patient Care Assistant/Aide
Contact Hours	124
Contact Weeks	12
Academic Prerequisites	None
Format	Hybrid
Outcome	Community college certificate of completion
Texas ETP Status	Approved
Training Provider	Alamo Community College District
Training Website	http://www.alamo.edu

Program Name	Certified Nursing Assistant Certificate
Description	Nursing Assistant/Care and Patient Care Assistant/Aide
Contact Hours	124
Contact Weeks	12
Academic Prerequisites	None
Format	Hybrid
Outcome	Community college certificate of completion
Texas ETP Status	Approved
Training Provider	Alamo Community College District
Training Website	http://www.alamo.edu



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

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
Certificate		\$5,000
Associate's Degree	\$2,200	\$6,600
Bachelor's Degree	\$4,100	\$12,300
Emergency Funding		\$1,500



Enrollment Assumptions

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	11,327
Associate's Degree Courses	218	708	1,239	1,309	978	1,099	5,551
Bachelor's Degree Courses	455	1,469	2,479	2,619	1,957	2,229	11,208
Total	1,681	5,441	6,197	6,547	4,892	3,328	28,086



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

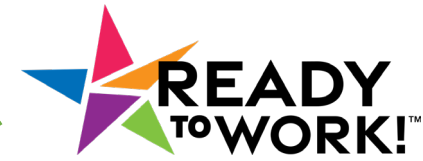
- **Frances Gonzales**, Gonzales Professionals
- **Yadira Gonzales**, greater:SATX
- **Jerry Graeber**, Leonard Contracting
- **Juan Antonio Flores**, Port San Antonio
- **Doug McMurray**, Associated General Contractors
- **Adriana Rocha Garcia**, City Council Liaison
- **Jason Smith**, HOLT/CAT
- **Margaret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

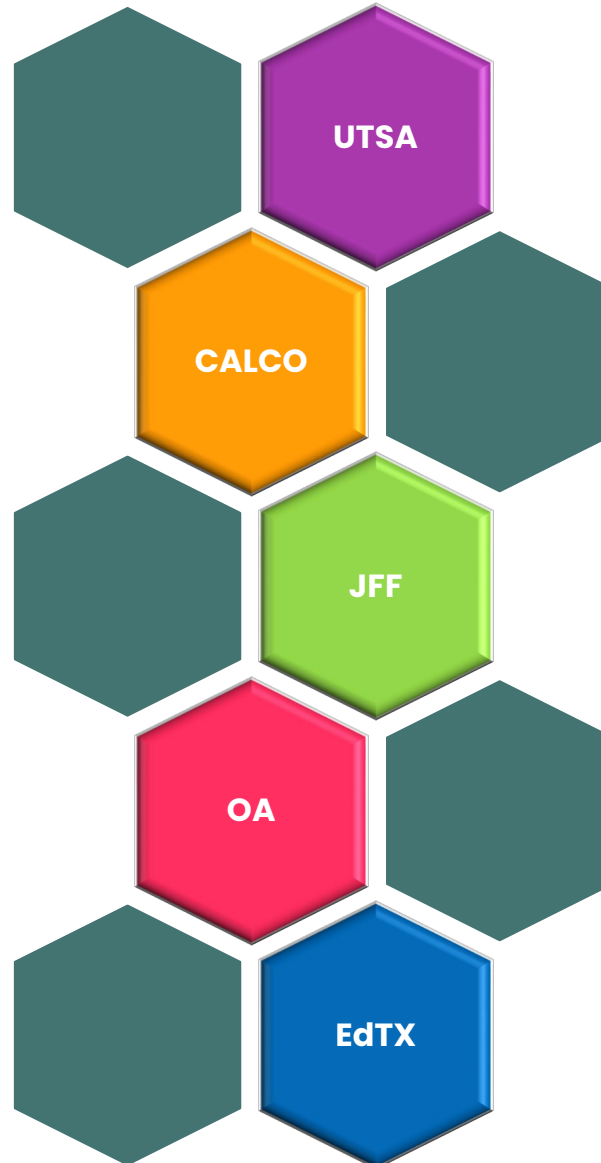


CALCO

- 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

- ✓ **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

RTW.Trainer@sanantonio.gov

RTW.Employer@sanantonio.gov

RTW.Partner@sanantonio.gov

