

RESOLUTION **2020-12-17-0056R**

ESTABLISHING A SA READY TO WORK ADVISORY BOARD

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WHEREAS, on August 3, 2020, the City Council of San Antonio (“City Council”) ordered an election to authorize a 1/8th cent sales and use tax for a period of four years to finance the SA Ready to Work initiative to provide workforce development training and higher education, in accordance with Chapter 379A of the Texas Local Government Code (“the Better Jobs Act” or “Act”); and

WHEREAS, the SA Ready to Work initiative includes workforce training, support for degree completion, wraparound support, tuition assistance, and emergency financial assistance, as authorized by the Act; and

WHEREAS, on November 3, 2020, voters approved the SA Ready to Work ballot initiative; and

WHEREAS, on December 2, 2020, during City Council “B” Session, City staff provided an overview of the SA Ready to Work program and proposed a SA Ready to Work Advisory Board to be charged with advising City staff, the Mayor, and City Council regarding program policies, training and education needs, and employment trends. **NOW THEREFORE:**

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:

SECTION 1. Establishment of the SA Ready to Work Advisory Board. The SA Ready to Work Advisory Board is hereby established. The Board shall consist of 9 at-large members appointed by City Council and 2 City Council Liaisons appointed by the Mayor, as further detailed below in Section 3.

SECTION 2. Mission of the SA Ready to Work Advisory Board. The mission of the SA Ready to Work Advisory Board shall be to advise City staff and City Council on in-demand occupations, workforce training alignment and training targets, and wraparound support, while serving as a forum for stakeholders in the community to offer input on the SA Ready to Work program.

Responsibilities and Expectations of the Board include:

- Providing expertise and input on in-demand occupations eligible for tuition assistance
- Providing qualitative input from local employers regarding necessary skill sets and alignment with training programs
- Providing input on annual allotment of workforce certificate vs. college degrees slots
- Providing input on the balance between workforce training and degree program from year to year

- Providing input on levels of wraparound support
- Serving as community program ambassadors, promoting resident participation and employer hiring of participants
- Providing recommendations semi-annually to City Council during the Annual Budget development for the SA Ready to Work Program and during a subsequent mid-year report

SECTION 3. Composition of the SA Ready to Work Advisory Board. The 9-Member Board shall include representatives from key stakeholders who demonstrate the following desired technical expertise, identities, and perspectives:

- 4 local employers knowledgeable of in-demand occupations
- 2 current or previous City workforce training program participants
- 1 member from a local trade and labor organization
- 1 member from a local community organization
- 1 member that is a local training provider or higher education institution representative
- 2 City Council liaisons

No appointed member shall have a direct relationship with any entity that contracts with the City of San Antonio for implementation of the SA Ready to Work program.

SECTION 4. Commitment to equity and diversity. Membership on the Board shall represent those that live and work within the City of San Antonio, inclusive of indigenous persons, communities of color, low-income residents, LGTBQIA+ persons, persons of varying ages, persons with disabilities, and other marginalized communities, who hold the required expertise, identities and/or perspectives detailed in Section 3 above.

SECTION 5. Appointment Terms. Board members shall serve two-year terms.

SECTION 6. Application of City Code provisions for Boards and Commissions. To the extent not in conflict with this Resolution, the City's Rules for Boards and Commissions, codified in Article 2, Section IX of the City Code of the City of San Antonio shall apply.

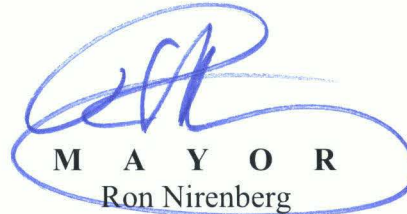
SECTION 7. Subcommittees. The Board may form ad hoc working groups for individuals representing certain disciplines or areas of subject matter expertise to provide the Board, Mayor and City Council with their professional assistance on specific SA Ready to Work program elements. Two Board members shall lead each subcommittee.

SECTION 8. Compensation. Members are not compensated for service on the Board or subcommittees.

SECTION 9. Sunset of the Board. Unless the term of this Board is separately extended by act of the City Council, this Board will dissolve on December 31, 2025.


SECTION 10. Effective Date. This ordinance is effective immediately after passage upon the receipt of eight affirmative votes, or, in the absence of eight affirmative votes, ten days after passage.

PASSED AND APPROVED this 17th day of December, 2020.



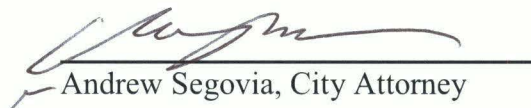
M A Y O R
Ron Nirenberg

ATTEST:



Tina J. Flores, City Clerk

APPROVED AS TO FORM:



Andrew Segovia, City Attorney

SA Ready to Work

Advisory Board

City Council A Session
December 17, 2020



CITY OF SAN ANTONIO
ECONOMIC DEVELOPMENT
DEPARTMENT

Background

July
2020

**Mayor-
appointed
Leadership
Taskforce**

**Industry and
community
organizations
represented**

Aug
2020

**City Council
ordered
election**

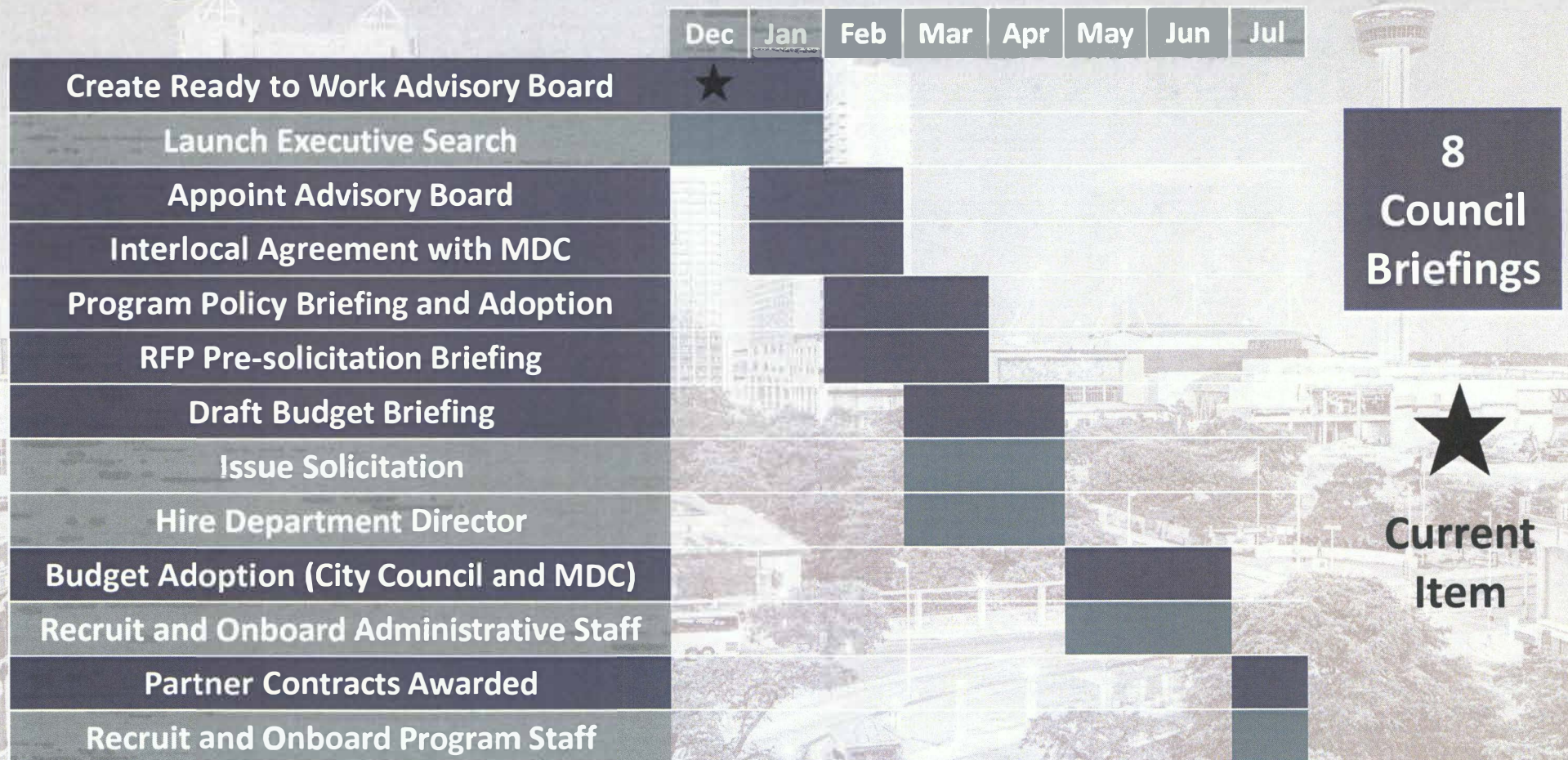
**Stakeholder
engagement
referenced in
Planning Document**

Nov
2020

**Voters approve
Ready to Work
Initiative**

**Community
feedback regarding
advisory board**

Background – Timeline & Milestones



Board Responsibilities

Validate in-demand occupations

Foster alignment between in-demand skill sets and training programs

Recommend allotment of certificates vs. degrees

Recommend levels of wraparound support

Serve as community program ambassadors

Board Composition

Proposed Composition – appointed at-large*

- 4 – Local employers (in-demand occupations)
- 2 – Current/previous participants
- 1 – Trade and labor organization
- 1 – Community organization
- 1 – Training provider

2 City Council liaisons appointed by Mayor

Additional
ad-hoc
working
groups may
be convened

*No appointed members may have direct relationships with entities that contract with the City for implementation of the SA Ready to Work program.

Background – In-demand Occupations

Workforce Certificates Examples

Automotive Services Tech.
Aircraft Mechanic
Computer Support Specialist
Electrician
Welder
Web Developer

2- and 4-year Degrees Examples

Accountant
Network Administrators
Distributions Manager
Drafting
Registered Nurse
Teachers



Aircraft Mechanic

\$55,600 Average Annual Wage
356 job postings



Accountants and Auditors

\$76,900 Average Annual Wage
2,266 job postings



Computer User Support Specialist

\$49,300 Average Annual Wage
2,007 job postings



Registered Nurse

\$72,500 Average Annual Wage
10,236 job postings

Advisory Board

Term of Service

- Two Years

Meetings

- Quarterly*

Sunset

- December 2025 – coincides with conclusion of sales tax collection

* Board will initially meet ore often

Next Steps



Post application



Council Committee Interviews



Full Council Approval

Recommendation

Approve resolution to create the
SA Ready to Work Advisory Board

SA Ready to Work

Advisory Board

City Council A Session
December 17, 2020



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**