



Workforce Initiative

City Council B Session
August 5, 2020

Pre-COVID Economy

3.2%

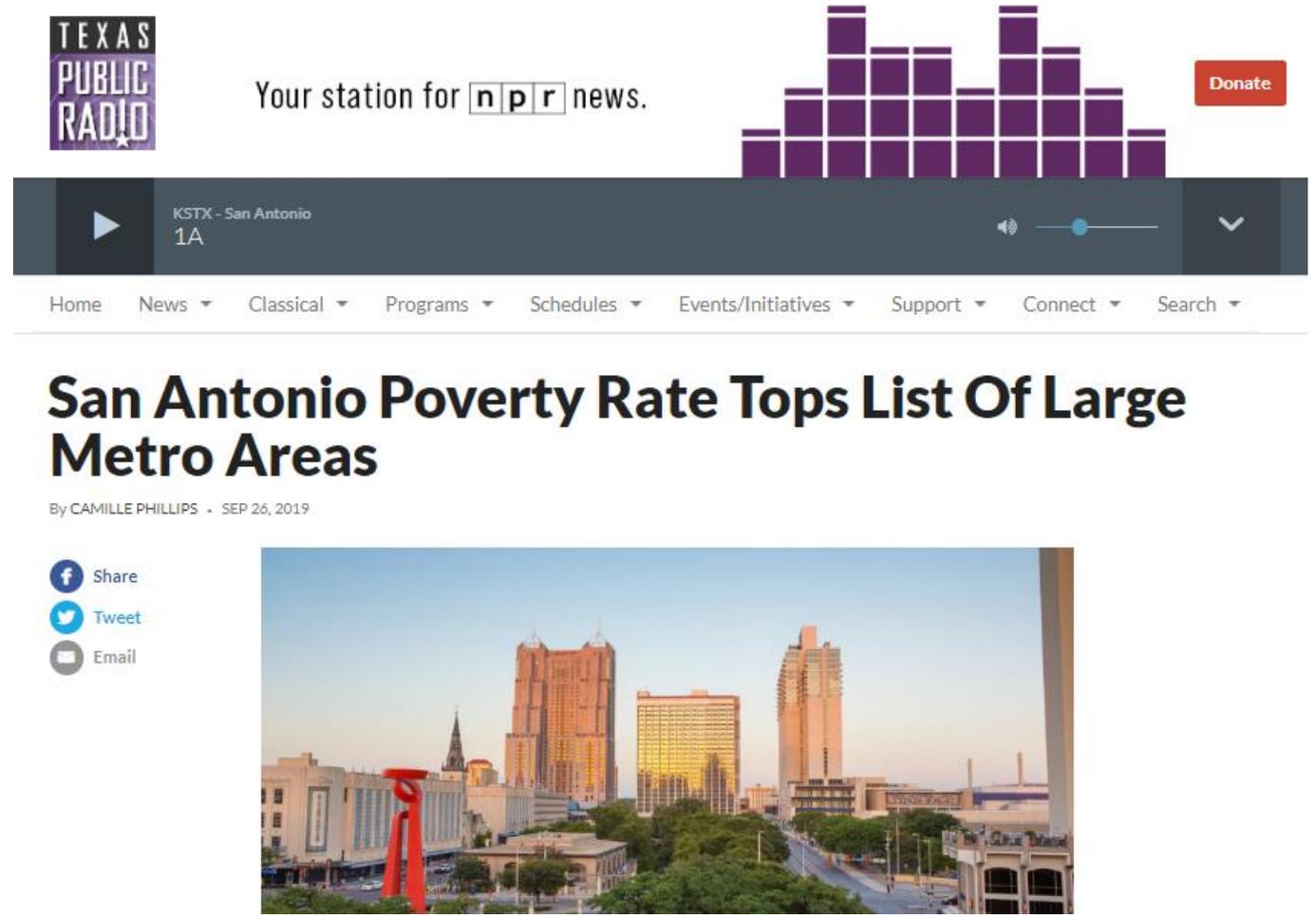
Unemployment Rate

10%

Job Growth

10%

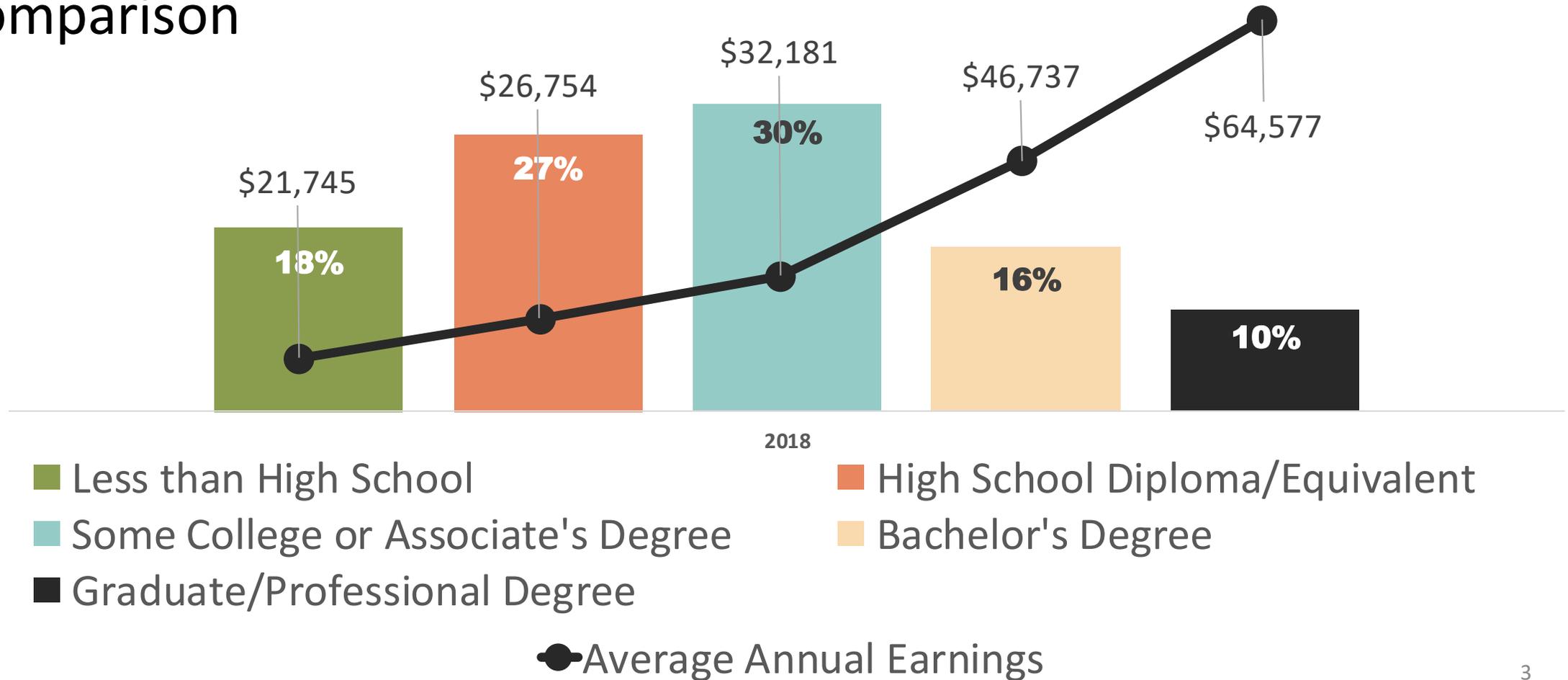
Population Growth



The screenshot shows the Texas Public Radio website. At the top left is the logo for Texas Public Radio. To its right is the text "Your station for npr news." and a "Donate" button. Below this is a navigation bar with a play button, "KSTX - San Antonio 1A", a volume slider, and a dropdown arrow. The main navigation menu includes: Home, News, Classical, Programs, Schedules, Events/Initiatives, Support, Connect, and Search. The main content area features a headline: "San Antonio Poverty Rate Tops List Of Large Metro Areas" by Camille Phillips, dated September 26, 2019. Below the headline are social media sharing options for Facebook, Twitter, and Email. A photograph of the San Antonio skyline is displayed at the bottom of the article preview.

Education and Earning

San Antonio Educational Attainment & Average Annual Earnings Comparison



Background: COVID Impacts



154,000

Displaced Workers in
San Antonio
as of July 17

Industries Most Impacted

Accommodations
and Food Services
33,000 workers

Retail Trade
16,000 workers

Health Care and
Social Assistance
15,000 workers



City of San Antonio
Recovery & Resiliency
Overcoming Today's Challenges For A Stronger Tomorrow.

Workforce Development Pillar

Up to 10,000 residents served by Sept. 2021

Subsidized job training and certifications for demand occupations

Intake, assessment, referral and case management

Training Stipends
\$450 per week while in training

Implemented through various partners

\$75M Budget

Mayor's Workforce and Education Leadership Taskforce

Purpose

Next Steps for Economic Recovery | Reduce Unemployment | Promote Economic Mobility

Cristina Alderete

North San Antonio
Chamber of Commerce

Craig Boyan

H-E-B

Harriet Dominique

USAA

Dr. Taylor Eighmy

University of Texas San Antonio

Dr. Mike Flores

Alamo Colleges District

Mary Finger

United Food and Commercial
Workers Union

Marjie French

San Antonio Area Foundation

Leo Gomez

Brooks

Kevin Jones

Rackspace Technology

Tuesdae Knight

San Antonio for Growth on
the Eastside (SAGE)

Dr. Cynthia Teniente-Matson

Texas A&M University-San Antonio

Richard Perez

San Antonio Chamber
of Commerce

Jim Perschbach

Port San Antonio

Sonia Rodriguez

COPS/Metro

Kate Rogers

Charles Butt Foundation

Tyler J. Shroeder

Boeing

Kevin Voelkel

Toyota Motor
Manufacturing Texas

Council Liaisons

Dr. Adriana Rocha Garcia

District 4 Council Member

Rebecca J. Viagran

District 5 Council Member

Taskforce Feedback

- Job openings for skilled workers exist

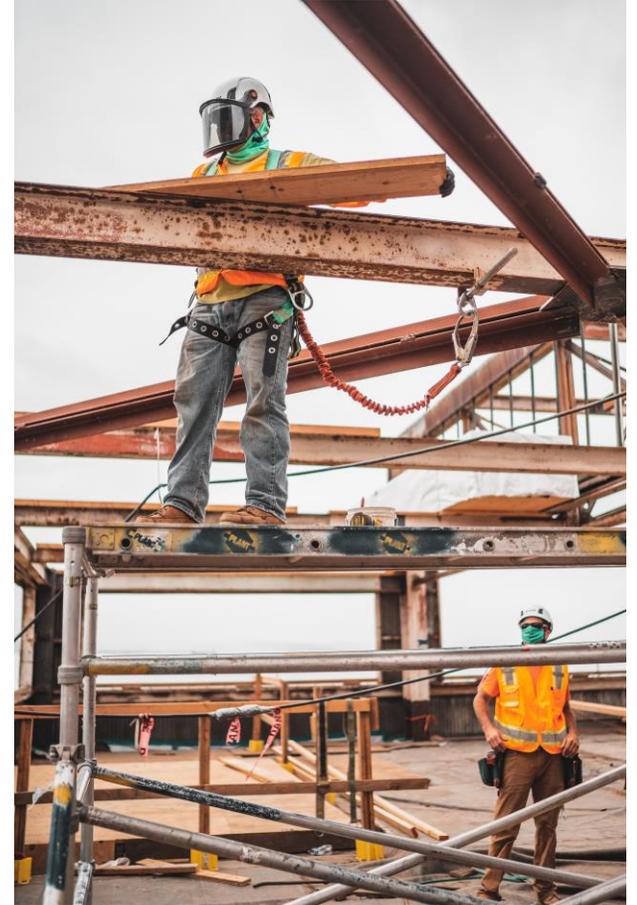
Bioscience and Healthcare	Information Technology and Security	Construction and Trades
<ul style="list-style-type: none">• 10k job openings• Nursing Assistant (\$26k average annual wage)	<ul style="list-style-type: none">• 7k job openings• Computer Systems Analyst (\$89k average annual wage)	<ul style="list-style-type: none">• 6k job openings• Truck Drivers (\$39k average annual wage)

- Closing skills gaps to connect residents with available jobs is critical to recovery

Workforce Training and Education



- Industry-recognized certifications and two- and four-year college degrees
- Placement into career pathways with \$15+/hour jobs with benefits
- Initial focus on workforce training
 - Increase focus on degree completion in subsequent years



Workforce Training



Logistics Associate

\$32,210
Average Annual Earnings



Maintenance/Repair Technician

\$34,650
Average Annual Earnings



Child Development Associate

\$23,270
Average Annual Earnings



Truck Driver

\$39,140
Average Annual Earnings



Welder

\$41,620
Average Annual Earnings



Certified Nurse Aid

\$26,790
Average Annual Earnings

Two- and Four-year Degrees



Information Security

\$99,730
Average Annual Earnings



Data Analytics / Data Science

\$81,950
Average Annual Earnings



Licensed Vocational Nurse

\$45,580
Average Annual Earnings



**Airframe Mechanics and
Airframe Maintenance Technology**

\$54,410
Average Annual Earnings



Childcare and Education

\$57,010
Average Annual Earnings



**Construction Operations
and Management**

\$82,550
Average Annual Earnings

Example Training and Education Pathways

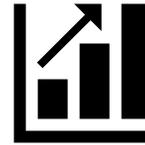
Workforce Training

Certified Logistics Tech + Prof Truck Driver	
Length	4 month (Stackable Certificates)
Educational Skills	High school diploma or equivalent Some work-related skills
Wage Range (2019)	\$22,942 - \$33,761 \$32,396 - \$51,855 annually
Job Opportunities	Material Handler, Warehouse Associate, Distribution Center Operations, Purchasing, Customer Service Associates

College Degree

Cyber Security	
Length	4 years (Bachelor's Degree)
Educational Skills	High school diploma or equivalent
Wage Range (2019)	\$99,730 (2019 median pay)
Job Opportunities	Information Security Analyst, Computer Systems Engineer, Computer Programmer, Network Support Specialists

Wraparound Services



Build on successful models



Collaborate with existing institutions and service delivery system



Low participant to case manager ratio

Economic Response

Immediate 2020-2021

- 100% Workforce training
- In-demand job focus
- Wraparound support
- Training stipends
- Primarily General Fund supported
- \$75M – One-time

+

Continuation 2021-2025

- Workforce training and education
- Industry demand focused
- Wraparound support
- Emergency financial assistance
- Sales-tax supported
- \$38.5M annually (\$154M total)

**Workforce Initiative
Focus**

=

Result 2020-2025

- 50,000 residents served over 5 years
- Certificate and degree completion
- Job placement
- Wage increases

Sample Annual Budget

	Tuition	Wraparound Support	Emergency Aid	Implementation Cost
Workforce Training	Average \$2,000	Average \$1,000	Average \$500	
	6,000 participants	6,000 participants	3,000 participants	
	Total: \$12M	Total: \$6M	Total: \$1.5M	
College	Average \$3,000	Average \$1,000	Average \$500	
	4,000 participants	4,000 participants	2,000 participants	
	Total: \$12M	Total: \$4M	Total: \$1M	
TOTAL	\$24M	\$10M	\$2.5M	\$2M

\$38.5M
TOTAL

Impact

<u>Outcomes</u>	<u>Key Performance Indicators</u>
Continued industry collaboration to inform training needs and to promote job placements	Training course alignment Training completion rates
Decreased unemployment levels	Job placements
Increased wages	Placement wages

Timeline





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