



SA Ready to Work

Advisory Board Meeting
March 25, 2021



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**

Welcome

- This is a public meeting that is being recorded.
- All public guests will be muted upon entering the meeting. 
- Please use the chat and “Raise Hand” features if you have questions or comments.

Agenda

- A. Call to Order**
- B. Public Comments**
- C. Individual Items**
 - 1. Overview of SA: Ready to Work**
 - 2. Board member discussion**
 - Recommend levels of wraparound support
 - Time permitting, validate high-demand industries
 - Time permitting, recommend funding allotment of certificate versus 2- and 4-year degree programs
- D. Staff Comments**
- E. Adjourn**



B. Public Comments



Item C1. **Overview of SA: Ready to Work**

Program Outcomes

80% Certificate
Completion

70-80% Degree
Completion

80-90% Job
Placement

80% Job
Retention

90%
Compensation
Increases

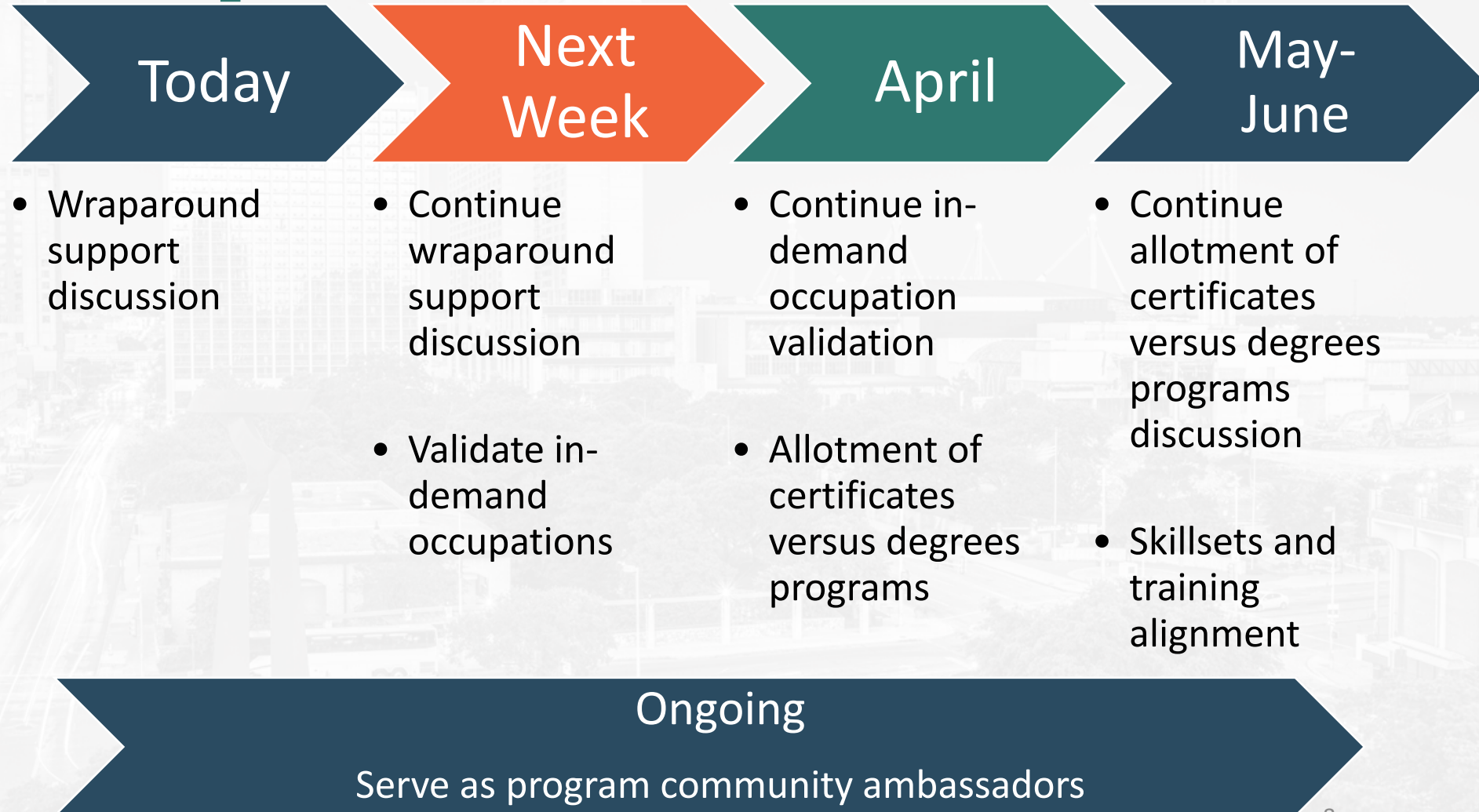
Poverty Rate
Decrease
(18.6% as of 2018)

Eligibility

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- 18 years old at time of intake
- Resident of the City of San Antonio
- Salary less than 200% of federal poverty guidelines
- Employed during 2018, 2019, or 2020, and employment has negatively been affected by COVID-19
- Willing to take assessments relating to barriers, academics, skills and workplace readiness
- Commit to complete program
- Target populations
 - Earned a high school diploma or equivalent (HSE)
 - Historically underserved, including people of color, women, justice involved, and individuals with disabilities

Advisory Board Responsibilities



RFI Insights

Services consistently offered

- Assessment
- Case management
- K-12 education support
- Tutoring
- Job referrals
- Job placement
- Emergency support

Services inconsistently offered

- Adult mentoring
- College Education
- Workplace readiness
- Job support
- Financial Literacy
- Apprenticeships
- Referrals among agencies

Gaps identified

- Marketing of available resources
- Shared data
- Standard referral system
- Higher education supports
- Technology and internet access
- Mental health services

Service Model – Wraparound Support

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Level 1

Highest Barriers

Potential Challenges:

Homeless, food insecurity,
Disability, ACEs

Weekly or bi-monthly
contact

Level 2

Moderate Barriers

Potential Challenges:

Childcare needs, transportation,
emergency assistance

Contact every 2 to 3
weeks

Level 3

Minimal Barriers

Potential Challenges:

Soft Skills, career identification,
resume development,

Contact every 1 to 2
months

Recommended Levels of Wraparound Support

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Case Management Services (paid)

- Assistance with identification documents
- Eligibility for SNAP, TANF, WIC, and other public benefits
- Coaching and mentoring
- School and career advice
- College readiness preparation
- Scholarship and financial aid
- Resume development
- Interview skills training
- Soft skills (problem solving, critical thinking, time management)
- Job referrals and placement

Emergency Funding (reimbursed)

- Computer and internet access
- School and work supplies
- Clothing
- Rent or mortgage
- Utilities
- Food
- Daycare (for child or adult)
- Locked transcripts
- Criminal record expungement

Social Service Referrals (other funding sources)

- Self-employment and entrepreneurial skills training
- Adult literacy classes
- English as a second language classes
- Basic education classes
- Basic technology classes
- Financial literacy education
- Budgeting
- Credit repair
- Savings accounts and other asset building strategies
- Healthcare, including mental health



Item C2. **Board Discussion**

Wraparound Services



Item C1. **Overview of SA: Ready to Work**

In-Demand Occupations

WSA Target Industries

TARGETS	
Clusters	Industries
Aerospace/Manufacturing	3361 Motor Vehicle Manufacturing 3363 Motor Vehicle Parts Manufacturing 3364 Aerospace Products and Parts Manufacturing
Health	6211 Offices of Physician 6221 General Medical and Surgical Hospitals 6223 Specialty (except Psychiatric and Substance Abuse) Hospitals 6212 Offices of Dentists 6215 Medical and Diagnostic Laboratories
Information Technology/Cybersecurity	5182 Data Processing and Related Services 5415 Computer Systems Design 5416 Management/Scientific, and Technical Consulting Services 4234 Professional and Commercial Equipment and Supplies Merchant Wholesalers
Construction/Architecture/Utilities	2373 Highway, Street, and Bridge Construction 2371 Utility System Construction 5413 Architectural, Engineering, and Related Services 4441 Building Material and Supplies Dealers
Oil & Gas/ Warehousing & Transportation/Finance/Others	5221 Depository Credit Intermediation 5242 Agencies, Brokerages, and Other Insurance Related Activities 2111 Oil & Gas Extraction 4931 Warehousing and Storage 2131 Support Activities for Mining
Education	6111-Elementary and Secondary Schools

See Workforce Solutions Alamo Local Plan 2021-2024

WSA Target Occupation Criteria

- **Primary Data Targets**
 - Percent change $\geq 15.7\%$
 - Number change (absolute) ≥ 500
 - Mean Wage $\geq \$15.00$ hourly (\$31,200 annual)
- **Secondary Data Targets:**
 - Employment change due to growth (not exits) ≥ 50
 - Entry Wage $\geq \$15.00$ hourly
 - Help Wanted Online (HWOL) postings ≥ 300
 - STEM related
 - Staffing Pattern Target Industry
 - Occupations identified by TWC as adding the most jobs or fastest growing
 - Local Targets for Investment
 - Local Wisdom

WSA Target Occupations			Entry Level Wage (as of 2019)	Percentage Change	Change in Emp by Growth	2019 Mean Hourly Wage	2019 Mean Annual Wage
SOC Code	Occupational Title	Education					
Finance/Insurance/Other							
11-3031	Financial Managers	Bachelor's Degree	\$71,645	31.32	93	\$67.66	\$140,738
13-2052	Personal Financial Advisors *13-2051	Bachelor's Degree	\$49,883	24.97	24	\$36.24	\$75,372
43-4051	Customer Service Representatives	High-School Diploma or Equivalent	\$23,676	11.88	372	\$15.92	\$33,112
13-2011	Accountants and Auditors	Bachelor's Degree	\$48,911	21.02	198	\$35.96	\$74,802
41-3031	Securities, Commodities, and Financial Services Sales Agents	Bachelor's Degree	\$33,955	22.23	98	\$35.41	\$73,661
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Some College, No Degree	\$29,549	7.55	89	\$19.79	\$41,155
13-1031	Claims Adjusters, Examiners, and Investigators	High-School Diploma or Equivalent	\$47,944	14.74	56	\$31.62	\$65,780
Healthcare							
29-1031	Dietitians and Nutritionists	Bachelor's Degree	\$42,396	23.02	13	\$29.03	\$60,378
29-1126	Respiratory Therapists	Associate's Degree	\$48,755	22.51	33	\$28.77	\$59,845
29-1141	Registered Nurses	Bachelor's Degree	\$54,270	18.01	380	\$34.78	\$72,348
29-2031	Cardiovascular Technologists and Technicians	Associate's Degree	\$32,893	15.91	7	\$26.42	\$54,962
29-2032	Diagnostic Medical Sonographers	Associate's Degree	\$54,011	29.28	11	\$33.34	\$69,353
29-2034	Radiologic Technologists and Technidans	Associate's Degree	\$44,061	19.49	32	\$28.42	\$59,119
29-2035	Magnetic Resonance Imaging Technologists	Associate's Degree	\$59,130	23.08	4	\$34.37	\$71,499
29-2052	Pharmacy Technicians	High-School Diploma or Equivalent	\$30,282	19.72	60	\$17.82	\$37,068
29-2055	Surgical Technologists	Postsecondary Non-Degree Award	\$33,366	13.47	16	\$20.34	\$42,312
29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary Non-Degree Award	\$36,297	14.58	103	\$22.04	\$45,850
29-2098	Medical Dosimetrists, Medical Records Specs, & Health Technols & Techs, AO-Health Info Technol	Postsecondary Non-Degree Award	\$29,439	30.27	42	\$21.37	\$44,449
31-2011	Occupational Therapy Assistants*31-2012	Associate's Degree	\$27,624	63%	31	\$25.76	\$53,581
31-2021	Physical Therapist Assistants	Associate's Degree	\$41,960	35.28	22	\$31.59	\$65,709
31-9091	Dental Assistants	Postsecondary Non-Degree Award	\$29,366	30.87	104	\$18.07	\$37,591
31-9092	Medical Assistants	Postsecondary Non-Degree Award	\$26,261	26.35	164	\$15.16	\$31,539
31-9097	Phlebotomists	Postsecondary Non-Degree Award	\$27,040	22.51	19	\$15.61	\$32,468
35-1011	Chefs and Head Cooks	High-School Diploma or Equivalent	\$39,340	20	10	\$27.31	\$56,805
43-6013	Medical Secretaries and Administrative Assistants	High-School Diploma or Equivalent	\$26,394	24.88	222	\$17.55	\$36,507
Education and Education Support							
25-2021	Elementary School Teachers, Except Special Education	Bachelor's Degree	\$47,526	13.52	160	\$26.91	\$55,977
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Bachelor's Degree	\$50,863	13.65	71	\$22.66	\$57,529
33-3051	Police and Sheriff's Patrol Officers	High-School Diploma or Equivalent	\$43,941	11.95	58	\$28.23	\$58,720
Source: TWC/LMCI 2018-2028 Projections/LMI Tools							

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WSA Target Occupations			Entry Level Wage (as of 2019)	Percentage Change	Change in Emp by Growth	2019 Mean Hourly Wage	2019 Mean Annual Wage
SOC Code	Occupational Title	Education					
Cyber Security/information Technology							
11-3021	Computer and Information Systems Managers	Bachelor's Degree	\$96,234	23.71	32	\$68.63	\$142,748
15-1211	Computer Systems Analysts*15-1121	Bachelor's Degree	\$61,692	24.36	99	\$47.94	\$99,717
15-1212	Information Security Analysts *15-1122	Bachelor's Degree	\$64,294	47.4	38	\$43.79	\$91,075
15-1231	Computer Network Support Specialists *15-1152	Associate's Degree	\$42,999	19.98	25	\$30.10	\$62,599
15-1232	Computer User Support Specialists *15-1151	Some College, No Degree	\$33,317	24.82	110	\$23.55	\$48,976
15-1241	Computer Network Architects *15-1143	Bachelor's Degree	\$80,049	20.25	21	\$54.55	\$113,456
15-1244	Network and Computer Systems Administrators *15-1142	Bachelor's Degree	\$58,999	24.8	82	\$39.13	\$81,382
15-1256	Software Developers and Software Quality Assurance Analysts and Testers (*15-1132, 15-1133)	Bachelor's Degree	\$74,285	39.47	151	\$52.32	\$108,836
15-1257	Web Developers and Digital Interface Designers * 15-1134	Associate's Degree	\$44,961	21.78	18	\$35.28	\$73,391
15-2031	Operations Research Analysts	Bachelor's Degree	\$54,381	38.97	44	\$39.48	\$82,116
17-2061	Computer Hardware Engineers	Bachelor's Degree	\$72,200	23.64	3	\$49.22	\$102,386
41-4011	Sales Rep., Wholesale & Manufacturing, Technical & Scientific Products	Bachelor's Degree	\$48,293	24.79	21	\$42.79	\$88,994
Transportation and Warehousing/Related -Wholesale-Retail Trade							
11-1021	General and Operations Managers	Bachelor's Degree	\$53,590	18.23	277	\$56.53	\$117,582
13-1041	Compliance Officers	Bachelor's Degree	\$43,857	17.83	42	\$34.35	\$71,438
13-1071	Human Resources Specialists	Bachelor's Degree	\$45,269	15.09	83	\$33.06	\$68,764
13-1081	Logisticians	Bachelor's Degree	\$58,134	18.67	24	\$39.97	\$83,134
13-1111	Management Analysts	Bachelor's Degree	\$57,131	24.96	110	\$39.44	\$82,034
13-1151	Training and Development Specialists	Bachelor's Degree	\$39,002	22.46	53	\$28.73	\$59,750
13-1161	Market Research Analysts and Marketing Specialists	Bachelor's Degree	\$37,130	31.55	73	\$32.32	\$67,220
Manufacturing/Construction/Architecture/Oil and Gas Extraction & Energy							
17-2112	Industrial Engineers	Bachelor's Degree	\$64,520	38.36	52	\$48.33	\$100,529
17-3026	Industrial Engineering Technologists and Technicians	Associate's Degree	\$41,068	20.11	7	\$29.53	\$61,412
49-3011	Aircraft Mechanics and Service Technicians	Postsecondary Non-Degree Award	\$39,292	15.19	26	\$26.49	\$55,089
43-5061	Production, Planning, and Expediting Clerks	High-School Diploma or Equivalent	\$33,950	19.05	44	\$23.29	\$48,443
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	High-School Diploma or Equivalent	\$46,674	10.96	64	\$30.48	\$63,398
47-2073	Operating Engineers and Other Construction Equipment Operators	High-School Diploma or Equivalent	\$31,993	15.73	56	\$19.37	\$40,284
47-2111	Electricians	High-School /Equivalent/Apprenticeship	\$34,071	13.91	67	\$23.62	\$49,122
47-2152	Plumbers, Pipefitters, and Steamfitters	High-School /Equivalent/Apprenticeship	\$29,600	17.52	55	\$21.85	\$45,455
47-2211	Sheet Metal Workers	High-School /Equivalent/Apprenticeship	\$30,559	2.21	3	\$19.73	\$41,048
49-3023	Automotive Service Technicians and Mechanics	Postsecondary Non-Degree Award	\$26,348	8.13	46	\$21.77	\$45,282
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	High-School Diploma or Equivalent	\$37,846	18.78	32	\$26.49	\$55,089
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Postsecondary Non-Degree Award	\$34,943	16.73	37	\$24.04	\$50,003
49-9041	Industrial Machinery Mechanics	High-School Diploma or Equivalent	\$32,698	22.64	48	\$24.06	\$50,041
51-1011	First-Line Supervisors of Production and Operating Workers	High-School Diploma or Equivalent	\$39,144	21.87	74	\$30.24	\$62,892
51-4041	Machinists	High-School Diploma or Equivalent	\$29,114	31.28	36	\$22.48	\$46,750
51-4121	Welders, Cutters, Solderers, and Brazers	High-School Diploma or Equivalent	\$30,363	10.77	30	\$21.41	\$44,534
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary Non-Degree Award	\$30,041	14.8	234	\$20.48	\$42,600

Source: TWC/LMCI 2018-2028 Projections/LMI Tools

SA Works Posted Occupations

164.3K

UNIQUE JOB POSTINGS¹

Top 5 Posted Occupations²

1. Registered Nurses
2. Truck Drivers
3. Software Developers
4. Customer Service Reps.
5. Retail Salespersons

67.7K

AVERAGE MONTHLY HIRES³

See Jobs Report, COVID-19 Edition released by SA Works in collaboration with Workforce Solutions Alamo

Healthcare

29,856

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. Registered Nurses
2. Home Health and Personal Care Aides
3. Licensed Practical and Licensed Vocational Nurses
4. Medical and Health Services Managers
5. Nursing Assistants

AVERAGE MONTHLY HIRES

6,703

See Jobs Report, COVID-19 Edition released by SA Works in collaboration with Workforce Solutions Alamo

Construction and Trades

20,583

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. Heavy Truck Drivers
2. General and Operations Managers
3. Personal Service Managers, All Other
4. Laborers & Freight
5. First-Line Sups. Constr.

AVERAGE MONTHLY
HIRES

8,611

See Jobs Report, COVID-19 Edition released by SA Works in collaboration with Workforce Solutions Alamo

IT and Cybersecurity

18,556

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. Software Dev. App.
2. Computer Ocuptns.
3. Computer User Support Specialists
4. Network and Computer Systems Administrators
5. Information Security Analysts

AVERAGE
MONTHLY HIRES

1,417

See Jobs Report, COVID-19 Edition released by SA Works in collaboration with Workforce Solutions Alamo

Manufacturing

4,041

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. First-Line Supervisors
2. Helpers, Prod. Workers
3. Aircraft Mechanics & Service Technicians
4. Inspectors, Testers, Sorters, Samplers, & Weighers
5. Production Workers

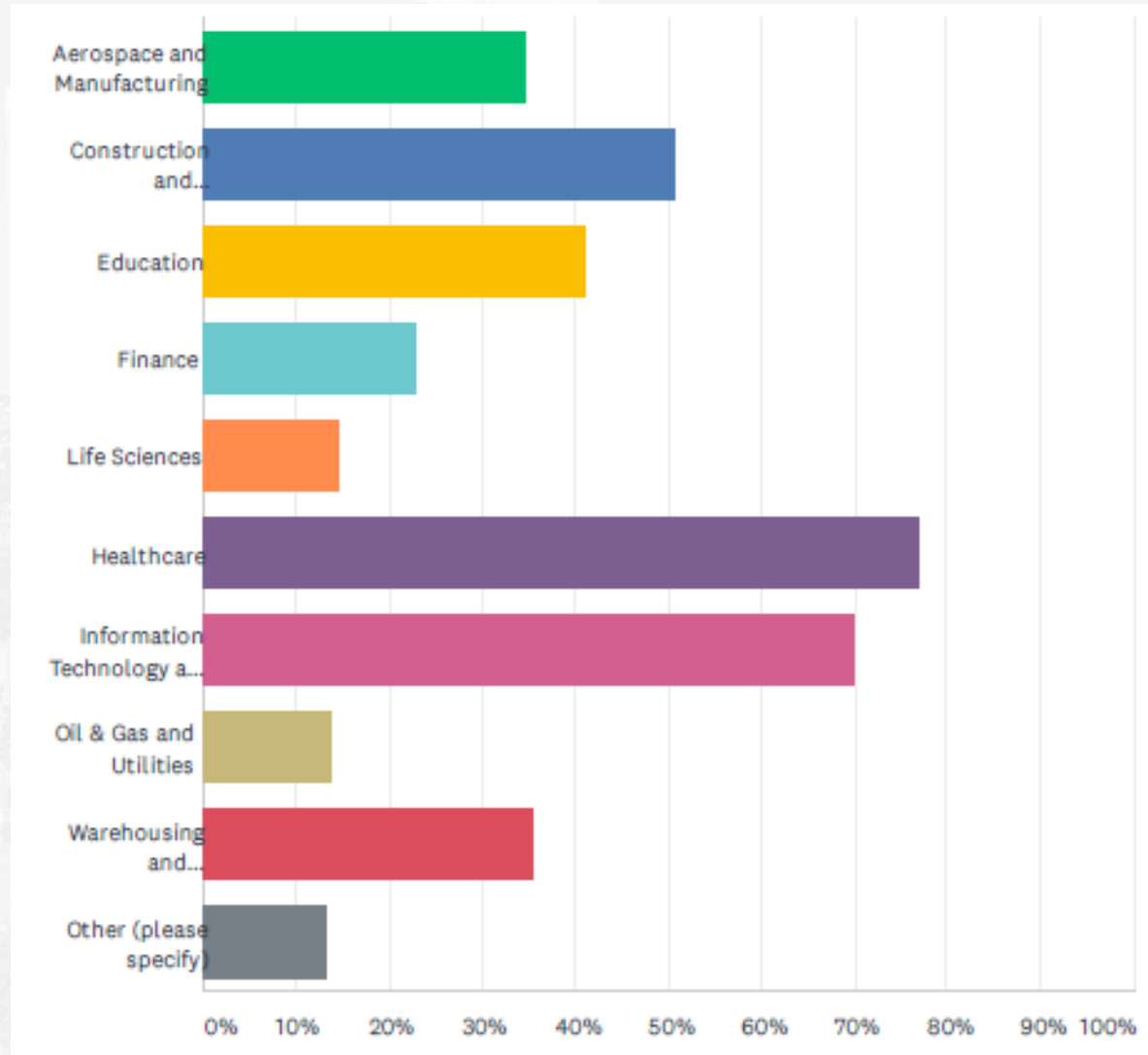
AVERAGE MONTHLY
HIRES

3,278

See Jobs Report, COVID-19 Edition released by SA Works in collaboration with Workforce Solutions Alamo

Survey Results

RTW Target Industries



Item C2. Board Discussion

Validate In-Demand Occupations

- **Alignment of SA: Ready to Work with WSA Local Plan**
- **Refine, expand, or reduce targeted occupations**
 - **Adjustments to current selection criteria**

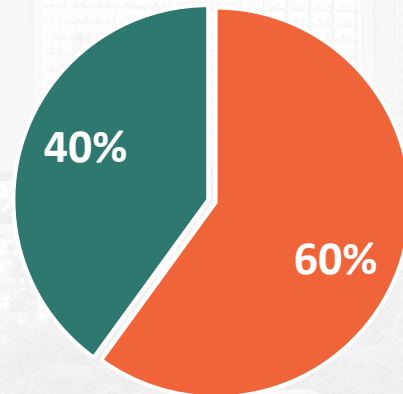


Item C1.

Overview of SA: Ready to Work Recommend Educational Allotment

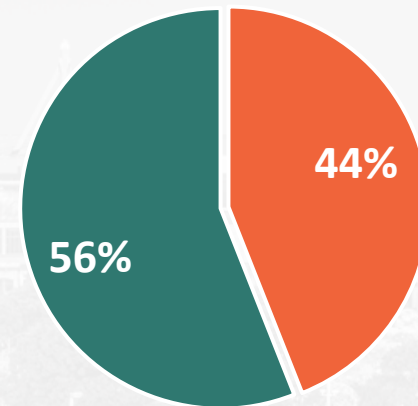
Educational Allotment

Original Recommendation



■ Industry-recognized Certificates
■ Degree Programs

Survey Results



■ Industry-recognized Certifications
■ Degree Programs

An aerial photograph of a city skyline, featuring a prominent tall tower on the right and a large stadium in the center. The image is overlaid with a dark blue vertical bar on the left and a semi-transparent white overlay on the right. The text "D. Staff Comments" is centered in a large, bold, dark green font.

D. Staff Comments

An aerial photograph of a city skyline, featuring a large stadium with a distinctive roof structure and a tall tower in the background. The image is overlaid with a dark blue vertical bar on the left side and a semi-transparent white overlay on the right side. The text "E. Adjourn" is prominently displayed in the center.

E. Adjourn



SA Ready to Work

Advisory Board Meeting
March 25, 2021



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**

Guiding Principles

DRAFT



Focused Approach

A strategic program should seek to reduce poverty through targeted solutions for maximum impact.



Alignment

High-quality training and education, aligned with employer needs, drives long-term success. Today's and tomorrow's well-paid jobs require specialized preparation and knowledge.



Equity

A workforce program should consider benefits and burdens to historically underserved populations. Additional supports are necessary to afford all San Antonio residents opportunities to succeed, regardless of their current circumstances.



Collaboration

Through community collaboration and shared innovations, we can build a stronger and more inclusive workforce ecosystem.

Goals and Objectives

DRAFT

Goals

- Unemployed, underemployed, or underserved residents can access and complete the program
- Training and education align with current and anticipated high-demand, well-paid careers
- Participants secure high-demand, well-paid careers

Objectives

- Increase access to industry-recognized certification training and college
- Provide wraparound services and emergency funding to ensure success
- Increase collaboration within the workforce ecosystem
- Promote accountability and adaptability throughout process

Sample Annual Budget

DRAFT

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