

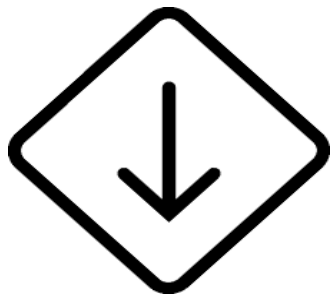
UP **GRADE** 





What's the problem?

San Antonio has **low unemployment**, but also **low:**



- **Wages**
- **Rate of education/training**
- **Skilled workers in high-demand, high wage sectors**



TWO-THIRDS OF "GOOD" JOBS
WILL REQUIRE A POSTSECONDARY
CREDENTIAL BY 2020

The solution?



Convert people who have begun training to fill positions of high need to address the skills gap.

The only proven model and strategy focused on regional talent creation through postsecondary attainment

22 communities
79% success



GRADUATE! PHILADELPHIA



79% OF GRADUATE! PHILADELPHIA'S
COMEBACKERS* GRADUATE WITHIN
5 YEARS, OR ARE ON TRACK TO
GRADUATE

(COST: \$350/Comebacker per year)

VS.

43% NATIONAL ADULT GRADUATION
AVERAGE AFTER 6 YEARS, FOR ADULTS
RETURNING ON THEIR OWN

* 5 year data tracking 1,452 Comebackers, for those who enroll consistently, at least one semester a year (62% of students). Comebackers who skip years take more time to graduate.



Who is a Comebacker?

Adults (over 25) with some college, no degree

In Bexar County:

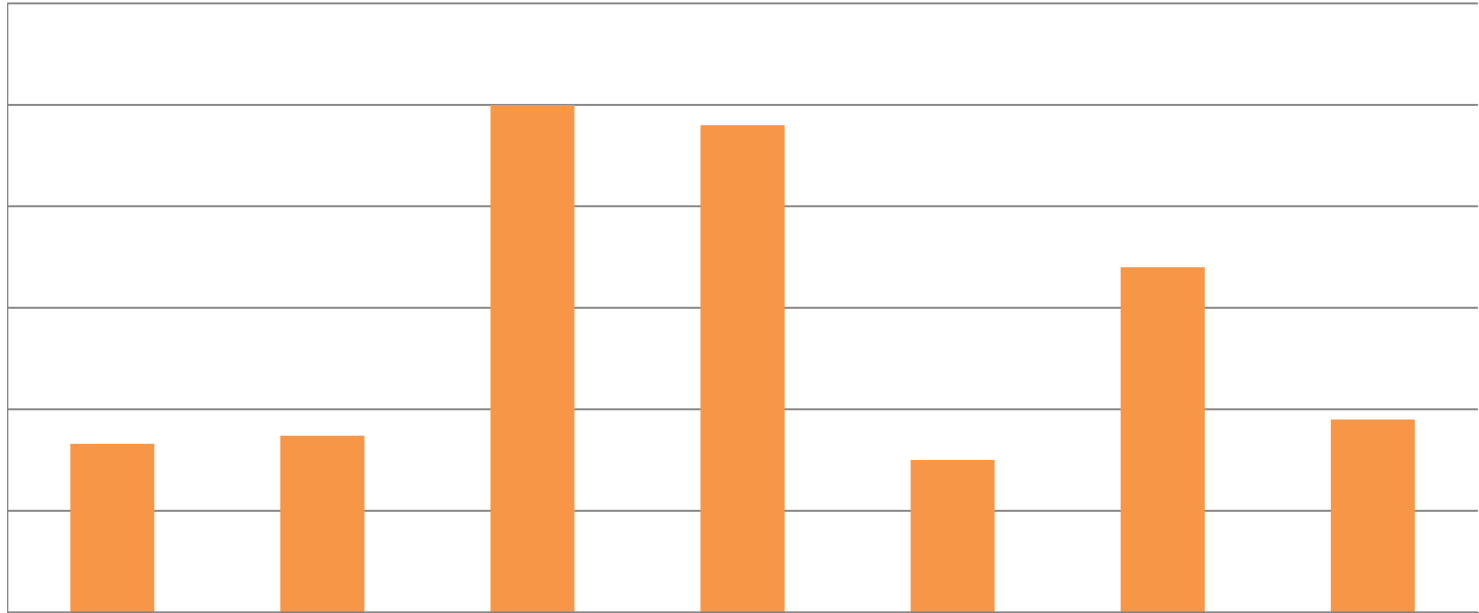
The majority are working. (But there are 4-5,000 actively looking for jobs)

24.3 percent of adults over 25, or nearly **285,000 people.**

Most have more than 1 year of college. Most have taken out debt (which is a drag on our local economy).

Alamo Colleges has identified 10,000+ students who have left within the last 2 years.

Educational Attainment Levels, 25 Years of Age and Older



After ten years of serving Comebackers, we have learned:

- Comebackers like accelerated degrees that reduce time & cost
- Many Comebackers prefer a 4-year institution with smaller classes
- Many Comebackers need training to be effective online learners
- Graduate! advisors must help with motivation, time management, follow through, and confidence, plus college selection and finances.
- Comebackers are ill-informed about available financial aid for adults
- Comebackers need support beyond enrollment to degree completion

Once all this is in place – Comebackers can excel in college!

No single organization can solve this alone. It requires a partnership



What's the ROI?

For employers, mitigate talent shortages and improve retention:

- Cigna study found a 129 percent return on tuition reimbursement in avoided talent management costs. Employees achieved 43 percent higher incremental wage gains.



- Verizon tuition reimbursement study of 14,500 participants found tuition reimbursement paid for itself plus saved the company an additional \$380,000 in reduced turnover costs.



For individuals, a degree with the promise of a job/career and an exponential increase in earnings

For the community, increased wages, higher tax contribution & less debt; a 1 percent increase in the number of bachelor's degrees would represent an estimated **\$1.38 Billion increase in personal income for the San Antonio region** (SA2020 report, 2014).



What would it look like in San Antonio?

1. In partnership with the national nonprofit The Graduate! Network, nested within the San Antonio Education Partnership/café college (not a new nonprofit)
2. A key initiative of SA Works, with other partners to include the City of San Antonio, Bexar County, SA2020, SAEP, Goodwill, WSA, higher education institutions and employers
3. Staffed by a program director and 1-3 highly trained advisors
4. Collaborating with partner organizations to cross train an ecosystem of targeted support for Comebackers/adult learners
5. Possible statewide collaboration with the Texas Higher Education Coordinating Board



Proposed partner colleges and universities



ALAMO
COLLEGES

PALO ALTO COLLEGE



ALAMO
COLLEGES

NORTHWEST VISTA COLLEGE



ALAMO
COLLEGES

ST. PHILIP'S COLLEGE



ALAMO
COLLEGES

NORTHEAST LAKEVIEW COLLEGE



ALAMO
COLLEGES

SAN ANTONIO COLLEGE



UNIVERSITY OF THE
INCARNATE WORD®



ST. MARY'S
UNIVERSITY



TEXAS A&M UNIVERSITY
SAN ANTONIO



*St. Mary's, Texas A&M, UTSA pending



City of San Antonio Pilot



- Nearly 1700 City employees have some college but no degree
- Dedicated Upgrade advisor can provide:
 - Onsite advising and coaching,
 - Workshops tailored to needs of employee,
 - Assistance in utilizing the tuition reimbursement program,
 - Guidance with college enrollment and financial aid

