

**ECONOMIC AND WORKFORCE DEVELOPMENT
COUNCIL COMMITTEE MEETING MINUTES
TUESDAY, NOVEMBER 7, 2017
1:30 PM
MEDIA BRIEFING ROOM**

Members Present:	Councilmember Rebecca Viagran, <i>Chair, District 3</i> Councilmember Shirley Gonzales, <i>District 5</i> Councilmember Manny Pelaez, <i>District 8</i> Councilmember John Courage, <i>District 9</i> Councilmember Clayton Perry, <i>District 10</i>
Members Absent:	None
Staff Present:	Carlos Contreras, <i>Assistant City Manager</i> ; Rene Dominguez, <i>Director, Economic Development Department</i> ; Alejandra Lopez, <i>Assistant Director, Economic Development Department</i> ; Adrian Perez, <i>Assistant Director, Economic Development Department</i> ; Denice F. Trevino, <i>Office of the City Clerk</i>
Others Present:	Jenna Saucedo-Herrera, <i>Executive Director, San Antonio Economic Development Foundation</i> ; Romanita Barrera, <i>Executive Director, SA Works</i> ; Ryan Lugalía-Hollon, <i>Executive Director, P16Plus Council</i> ; Coda Rayo-Garza, <i>Director of Community Partnerships, P16Plus Council</i> ; Coda Rayo-Garza, <i>Director of Community Partnerships, P16Plus Council</i> ; Sylvia Fernandes, <i>Viridis</i> ; Nikki McNish, <i>Program Director, SA Works</i> ; Juan A. Flores, <i>Executive Vice President for Government Affairs, Port SA</i> ; Adriana Contreras, <i>Executive Director, SA Education Partnership</i> ; George Hempe, <i>CEO, WSA</i>

Call to Order

Chairperson Viagran called the meeting to order.

1. Approval of the Minutes from the October 3, 2017 Economic and Workforce Development Committee Meeting.

Councilmember Perry moved to approve the Minutes of the October 3, 2017 Economic and Workforce Development Council Committee Meeting. Councilmember Pelaez seconded the motion. The motion carried unanimously.

Briefing and Possible Action on:

2. Briefing on Workforce Development. [Carlos J. Contreras, Assistant City Manager; Rene Dominguez, Director, Economic Development]

Adrian Perez stated that the Council-adopted SATomorrow Comprehensive Plan estimated that an additional one million people, 500,000 households, and 500,000 jobs would be added to San Antonio by 2040. He noted that planning for this growth included a focus on jobs and economic competitiveness. He stated that workforce development has come to the forefront as one of the most important strategies to serve the dual purposes of growing the economy by providing a workforce which businesses need to grow, and providing opportunities for meaningful career pathways and earning potential to the residents of San Antonio. He noted that the current workforce system faced multiple challenges such as: 1) Businesses were struggling to fill middle skill jobs; and 2) The systems meant to work on these issues continually had to balance multiple stakeholders, funding streams, and reporting structures as barriers to execute resident focused collaboration and alignment. He stated that in an effort to address these issues effectively and based on the current resources allocated to the Economic Development Department; the City of San Antonio supported SA Works, a combined initiative of the city, Bexar County, and HEB which was housed in the San Antonio Economic Development Foundation. He noted that SA Works was guided by an industry council of business leaders which focused on identifying workforce needs and identifying education and training providers which could prepare people to obtain the education and skills required to fill the jobs which businesses were demanding. He stated that by committing this important feedback loop to the community, SA Works had agreed to provide middle skill job targets which would drive alignment between business, education, and workforce development providers seeking funding from the City of San Antonio.

Mr. Perez noted that once SA Works had identified in-demand middle skills and occupations, the goal was to align the delegate agencies toward those occupations by connecting them through a pilot technology solution called Viridis. He stated that Viridis would integrate with each agency and assist participants and agencies to progress from one agency to the next until they could obtain a middle skill job. He noted that the Pilot Program would provide data to effectively determine the return on investment of city funds and where city investment needed to be targeted to ensure residents were moving through the system to fill open jobs. He stated that in Fiscal Year (FY) 2018, SA Works would determine the top two skills/occupations in three targeted industries and contract with delegate agencies for specific deliverables. He noted that staff would discuss Pay for Performance as a tool to be evaluated. He stated that Pay for Performance was a means to secure funding from impact investors to pay for innovative pilot programs which would be reimbursed by government and other investors based on predetermined outcomes.

Romanita Barrera stated that SA Works was an industry-led, demand-driven workforce organization aligning education and employers to promote economic mobility. She noted that SA Works was modeled after national best practices. She stated that in 2013, SA Works was founded and centered on schools to careers. She noted that in 2016, SA Works transitioned from the San Antonio Chamber of Commerce to the San Antonio Economic Development Foundation. She reviewed the guiding principles of SA Works that were developed to meet employer demand. She noted that strategic alignment was accomplished with education partners, industry partners, community-based organizations, and workforce and training partners. She reviewed the 2018 deliverables and stated that growth of San Antonio economy through a skilled workforce was the shared goal with delegate agencies. She reviewed the FY 2018 and FY 2019 plan of action and challenges to the plan. She stated that the plan was to:

- Identify SA Works middle skill jobs
- Connect with delegate agencies and other partners
- Evaluate pay for performance

Mr. Perez reviewed the consolidated funding process and the performance of Pilot Programs. He stated that best practices which have been validated would be employed and that investments would be made in outcomes.

Chairperson Viagran asked if relationships had been established with all higher education institutions. Mr. Dominguez replied that they had. Councilmember Viagran requested a list under each guiding principle of programs and partners.

Councilmember Perry stated that workforce shortages would be rectified by industries and questioned the city's role in workforce development. Rene Dominguez stated that if the city did not have a role, it could lose its market share. Councilmember Perry asked of the unemployment rate. Mr. Dominguez stated that the unemployment rate was 3.4%.

Councilmember Courage spoke of the need to raise the achievement level of the workforce through education.

Councilmember Pelaez stated that it was a challenge to reach out to students.

No action was required for Item 2.

3. Briefing on the Economic Development Department FY 2018 International Business Plan. [Carlos J. Contreras, Assistant City Manager; Rene Dominguez, Director, Economic Development]

Chairperson Viagran stated that Item 3 would be considered at a future meeting of the Committee.

Adjourn

There being no further discussion, the meeting was adjourned at 3:11 p.m.

Rebecca Viagran, Chairperson

Respectfully Submitted,

Denice F. Trevino