



# Workforce Initiative

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City Council B Session  
August 5, 2020

# Pre-COVID Economy

3.2%

Unemployment Rate

10%

Job Growth

10%

Population Growth



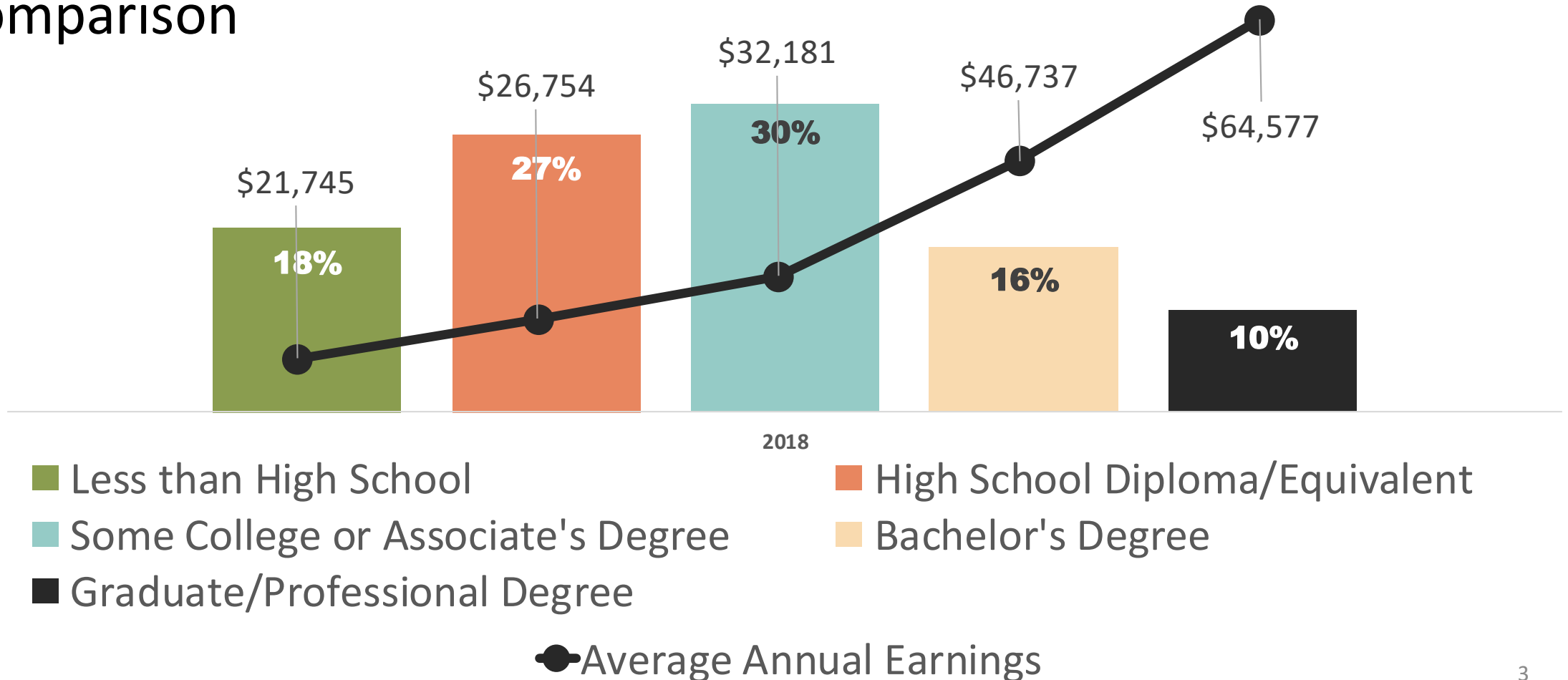
## San Antonio Poverty Rate Tops List Of Large Metro Areas

By CAMILLE PHILLIPS • SEP 26, 2019



# 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"><li>• 10k job openings</li><li>• Nursing Assistant (\$26k average annual wage)</li></ul>	<ul style="list-style-type: none"><li>• 7k job openings</li><li>• Computer Systems Analyst (\$89k average annual wage)</li></ul>	<ul style="list-style-type: none"><li>• 6k job openings</li><li>• Truck Drivers (\$39k average annual wage)</li></ul>

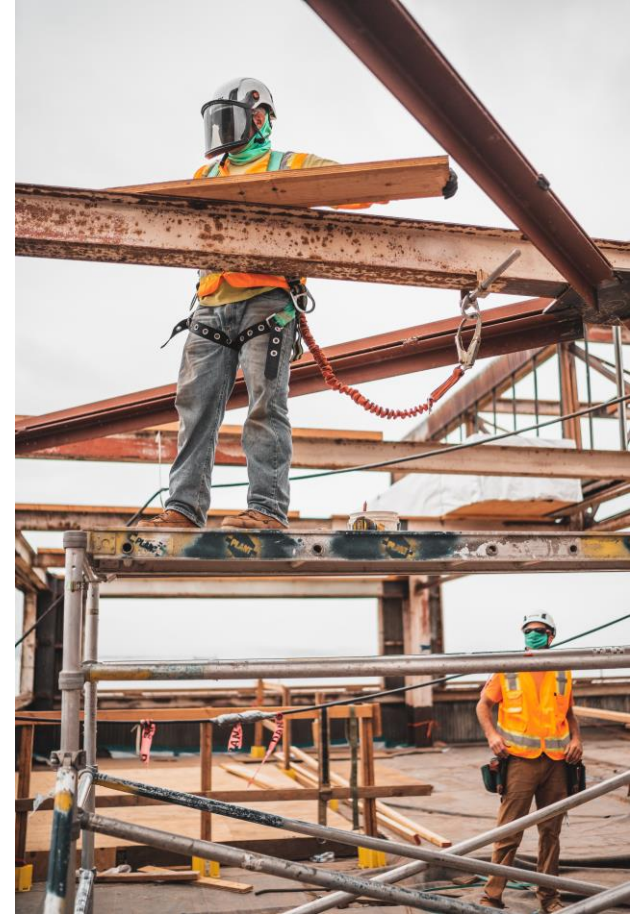
- Closing skills gaps to connect residents with available jobs is critical to recovery



# 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**

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## 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

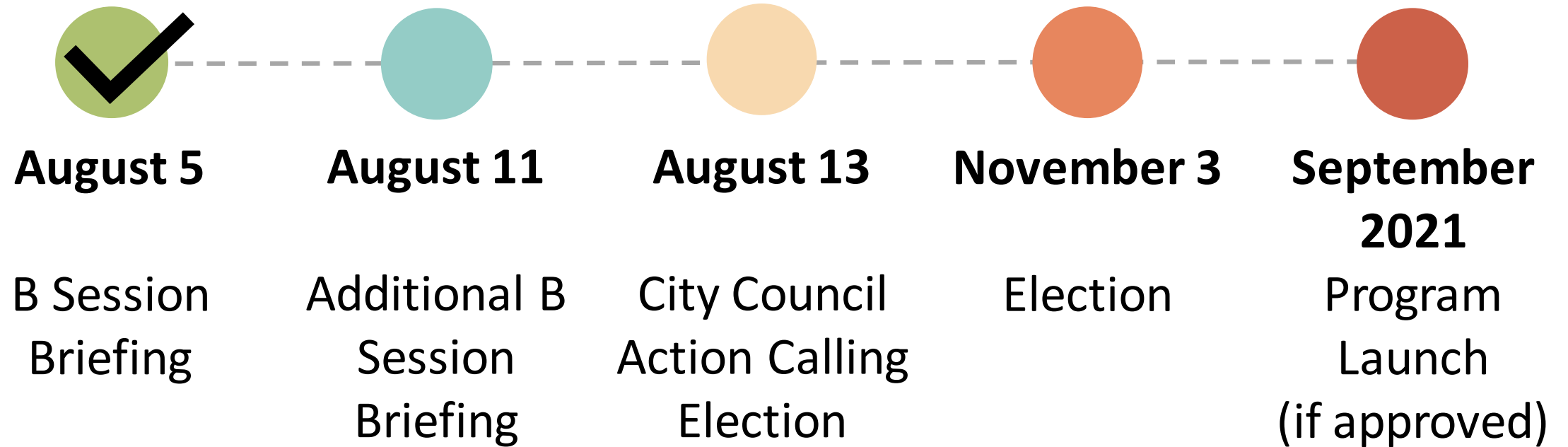
**\$38.5M**  
TOTAL

# 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





# Workforce Initiative

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