Workforce Initiative

City Council Special Session
August 11, 2020

Initiative Overview

Workforce Training

Degree Completion

Wraparound Support

Emergency Financial Assistance

Governance

Texas Local Government Code Ch. 379A
Municipal Development Corporation (MDC)

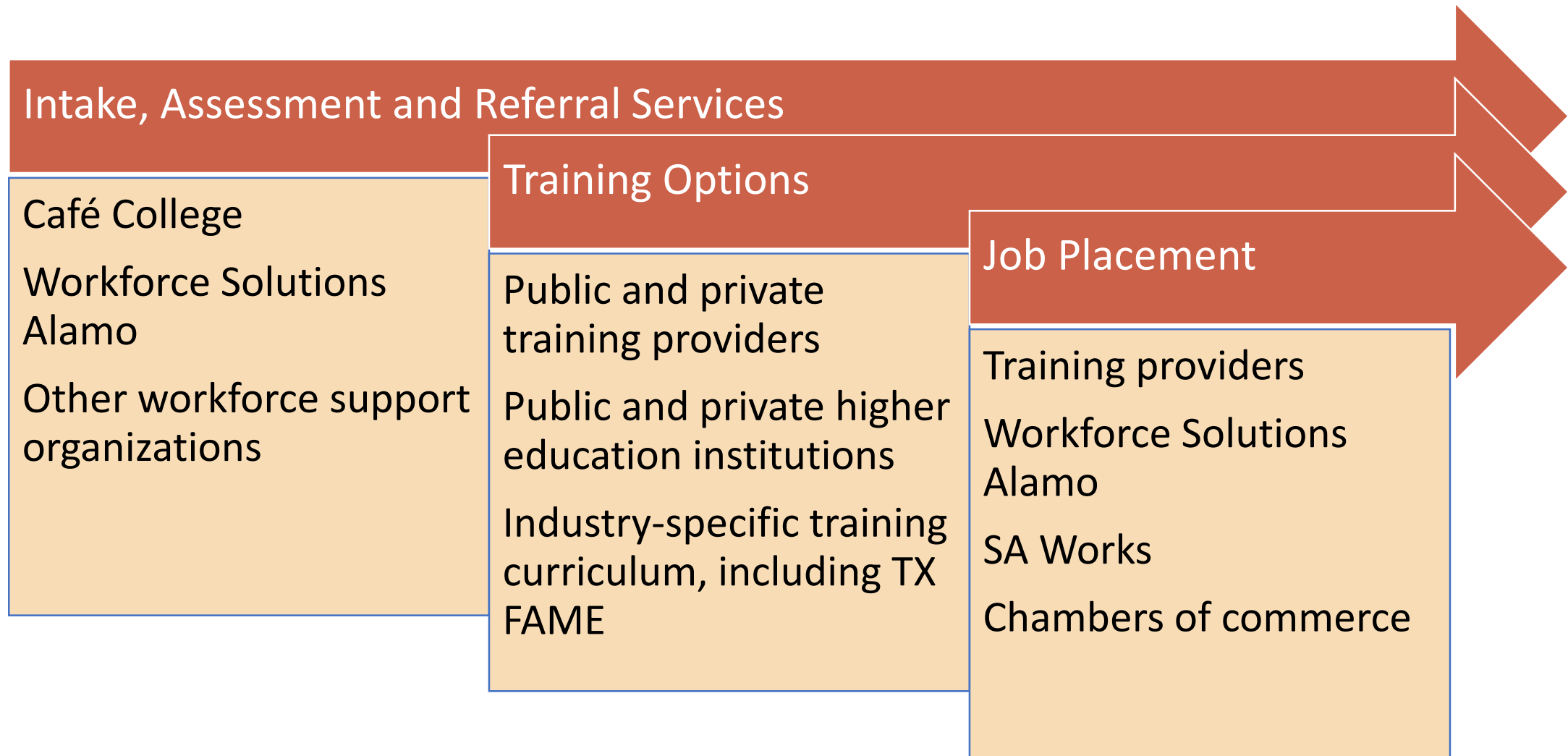|		
Early childhood development	Afterschool programs	Literacy programs
Job training	Post-secondary scholarships	Workforce development

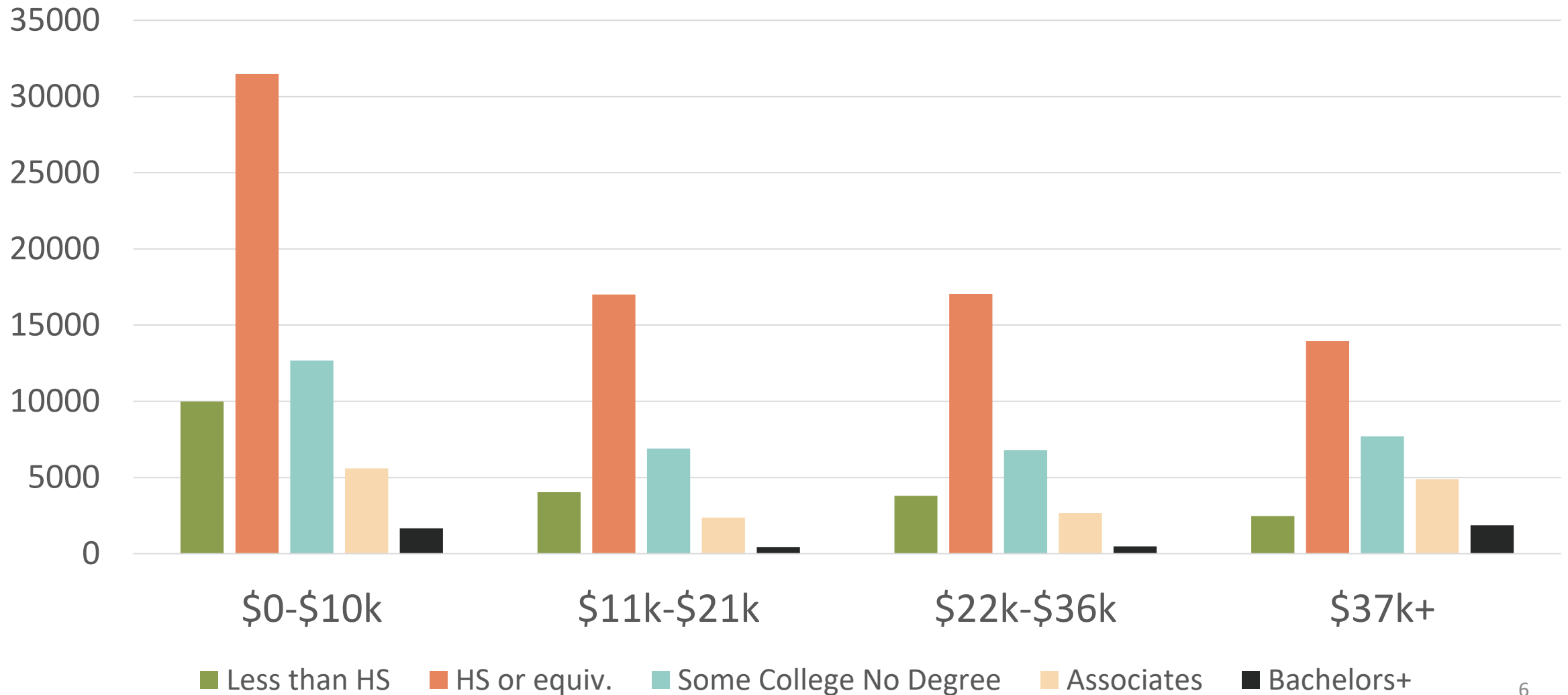Only one MDC per municipality

Administration

Pre-K Board (MDC) → City of San Antonio → Program Implementation

City Council sets program policy
City Manager responsible for implementation

Implementation

Intake, Assessment and Referral Services

Café College

Workforce Solutions Alamo

Other workforce support organizations

Training Options

Public and private training providers

Public and private higher education institutions

Industry-specific training curriculum, including TX FAME

Job Placement

Training providers

Workforce Solutions Alamo

SA Works

Chambers of commerce

Unemployment Claimants by Educational Attainment and Annual Wages - As of July 9, 2020

Participant Focus

High School or Some College/No Degree

44k

<$10k before COVID

24k

$11k-$21k before COVID

Federal Poverty Line - $13k (individual)

Community Engagement

Workforce and Education Leadership Taskforce Members

Direct Resident Engagement (Recovery & Resiliency Plan)

Program Metrics and 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)

* Completion timeframes may vary
based on credits at time of enrollment

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Apprenticeships

Combine paid on-the-job training with classroom instruction

Program Option – Employers receive tuition funds upon participant completion

Participant Expectations

🏠 San Antonio resident

📈 Demonstrate progress towards training/degree completion

🪪 Employment within San Antonio for a period of time post completion

- Failure results in tuition support reverting to zero-interest loan
- Substantial overhead for monitoring and repayment administration

Partner Organization Expectations

Participant training/degree completion rates

Participant job placements

Industry Participation

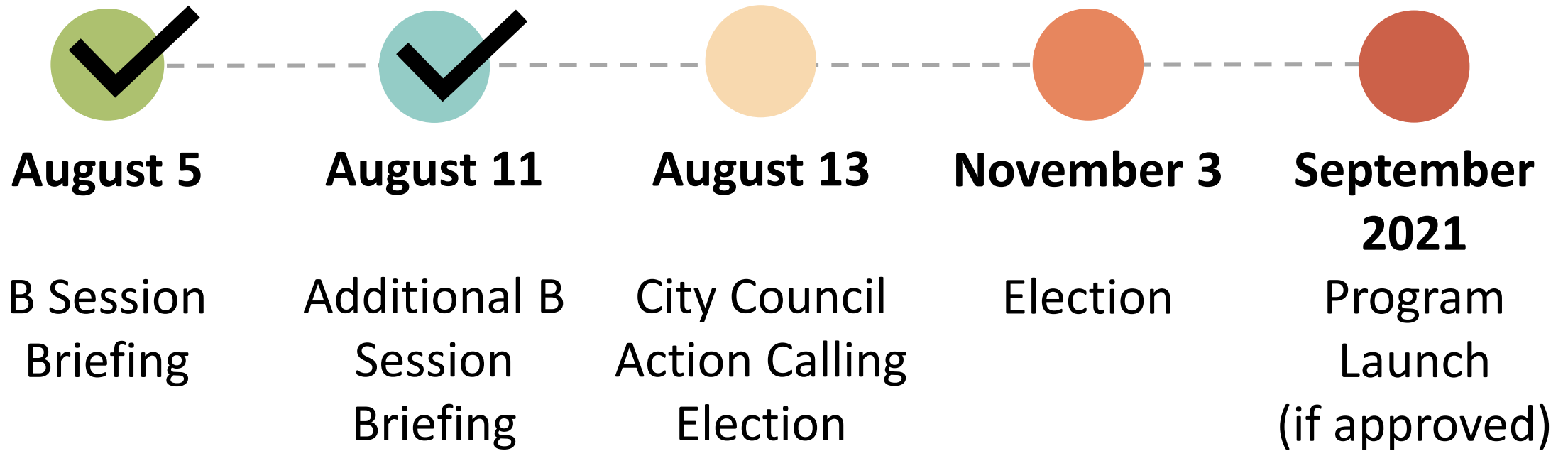Collaborate with training providers to design training programs

Continuously promote job openings

Hire program participants

Timeline

August 5
B Session Briefing

August 11
Additional B Session Briefing

August 13
City Council Action Calling Election

November 3
Election

September 2021
Program Launch (if approved)

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