



City of San Antonio

Agenda Memorandum

File Number:15-2369

Agenda Item Number: 6.

Agenda Date: 4/7/2015

In Control: Economic and Community Development Committee

DEPARTMENT: Economic Development

DEPARTMENT HEAD: Rene Dominguez

COUNCIL DISTRICTS IMPACTED: City-Wide

SUBJECT:

The Alamo Colleges Pathway Presentation will discuss a Workforce Alignment model that was developed from input provided at the San Antonio Workforce Summit. The Workforce Alignment Model is designed to optimize employer engagement and integration of major workforce and public education initiatives to address local workforce gaps through enhanced education pathways that prepare local residents and students for 21st century careers.

SUMMARY:

On January 27, 2015, Mayor Taylor and County Judge Wolff announced that the Alamo Colleges will lead the community-wide effort to oversee, align and execute key strategic initiatives that impact the workforce delivery system in San Antonio. The need to train and supply a skilled workforce to meet current and future industry demand is a local and national priority. The city's workforce and education systems need to be organized around career pathways that integrate education, training and job placement. These systems need to be responsive to barriers to success, such as adult illiteracy and a mismatch between training and in-demand job opportunities. Mitigation efforts should include short-term strategies to address non-educational barriers to employment and Adult Basic Education, and mid-term and long-term initiatives focused on middle skills certification pathways and community awareness and access issues.

BACKGROUND INFORMATION:

A 2013 Alamo Colleges report estimated that more than 7,800 middle skills jobs in San Antonio go unfilled because potential local applicants do not possess the skills necessary to fulfill job requirements. This skills gap is a real and growing problem that must be addressed in order to take advantage of the quickly evolving environment for jobs and opportunities of our 21st Century economy, which is critical for economic development and growth. There are several variables that contribute to the skills gap including barriers in

employment, demographics, a dynamic labor market, structure alignment, and low graduation outcomes. There also exists a disconnect between the skills required by employers and curriculum taught in San Antonio high schools, colleges and universities and the needs of San Antonio's target industries and demand occupations.

An industry-lead pathways system will provide a comprehensive approach to workforce oversight, coordination and delivery, and allows for: 1) the alignment and consolidation of skills programs; 2) the coordination of funding; 3) a single entity with the authority to hold stakeholders accountable; and 4) the reduction of redundancy. The pathways system will also assist in aligning traditional workforce development and job creation strategies with social service agencies committed to similar goals.

Dr. Bruce Leslie, Chancellor of Alamo Colleges, and Dr. Federico Zaragoza, Vice Chancellor of Economic and Workforce Development, will present the proposed structure and framework of this comprehensive pathways approach. The presentation will include a structure that emphasizes industry-lead oversight with an emphasis on leveraging social capital and providing access to targeted populations through collaboration centered around 21st century and industry-centric curriculum and skills training. In conjunction with Alamo Colleges' efforts, the Mayor has created an industry lead oversight committee to review and provide initial guidance to Alamo Colleges.

ISSUE:

This is an information briefing only.