



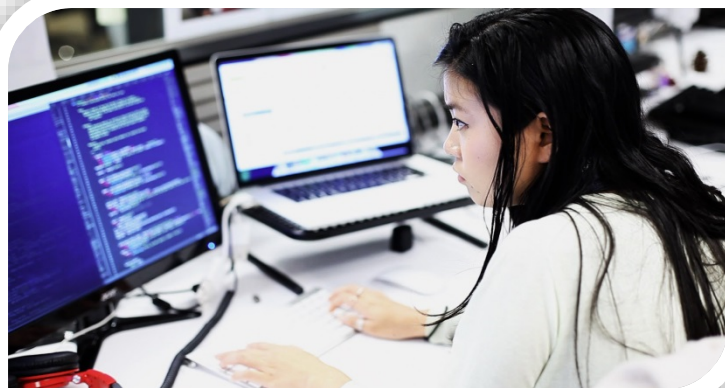
SA Works, housed under the San Antonio Economic Development Foundation, is an industry-led workforce organization aligning San Antonio's education providers and private sector to promote economic mobility.



SAEDF STRATEGIC FRAMEWORK



Challenge: Middle Skills Jobs Not Being Filled

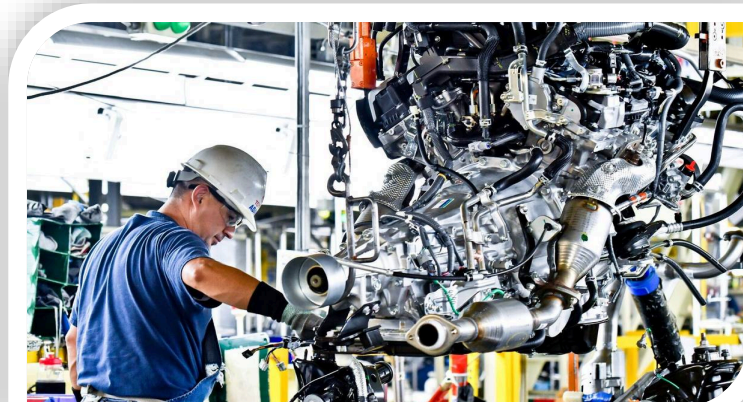


Information Technology

10 posted job openings for every 1 IT college graduate in San Antonio*

Healthcare

2 posted job openings for every 1 healthcare graduate in San Antonio*



Manufacturing

Nationally over the next decade, projected 3.4 million job vacancies with 2 million that will go unfilled **

*SA2020 Talent Pipeline Report **The Manufacturing Institute

SA WORKS: GUIDING PRINCIPLES



Mission: SA Works is an industry-led workforce program aligning San Antonio's education providers and private sector to promote economic mobility

GROWING

Our Talent (K-12)

UPSKILLING

Incumbent Workers

RECRUITING & RETAINING

Talent that is
Hard to Find Locally

GROWING OUR TALENT



Job Shadow Day

One day event to provide students exposure to various companies across Bexar County. The companies participating in the city-wide Job Shadow Day planned for months to provide a combination of meaningful and informative activities.

Job Shadow Day exposes students to:

- company culture and values
- career opportunities in diverse industries
- technical and marketable skills needed in the workplace



Teacher Externships

Teacher Externships provide opportunities for educators to learn how math and science is applied in the work place with one-week summer sessions that include employer visits and creation of project-based-learning lessons. The Externships for Teachers Project in San Antonio is carried out by the Alamo STEM Workforce Coalition (ASWC). ASWC member organizations include:

- Workforce Solutions Alamo (WSA)
 - The Alliance for Technology Education in Applied Math and Science (ATEAMS)
 - Education Service Center, Region 20 (ESC-20)
 - The University of Texas at San Antonio (UTSA) Academy for Teacher Excellence (ATE)
- Affiliated partners include: San Antonio Chamber of Commerce and P16Plus Council

GROWING OUR TALENT: TRI-AGENCY COLLABORATION



YOUTH INTERNSHIPS

2018

899

SA Works Employers-35

22-Returning, 13-New

2017

700

SA Works Employers-28

14-Returning, 12-New

2016

573

SA Works Employers-14

2-Returning, 12-New

15 School Districts & **73** High Schools



FAMILY SERVICE
ASSOCIATION

300

Middle & High
School Students



278

High School
Students



HUMAN SERVICES
CITY OF SAN ANTONIO

210

College
Students

ECONOMIC IMPACT OF YOUTH EMPLOYMENT

TOTAL IMPACT

\$ 1,296,560

GROWING OUR TALENT



Summer Jobs for High School Students

2017 SA WORKS **SUMMER INTERNSHIP PROGRAM**

Another successful year! Check out the impact we made working together with education partners and employers for San Antonio's future.



Mayor's Call to Action

THE EMPLOYED LIFE

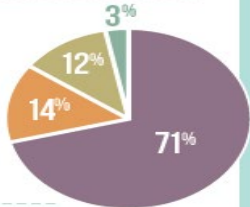
All SA Works interns gain a real-world, hands-on and paid experience and get exposure to new career paths.

OVER 700
14-19 YEAR-OLDS EMPLOYED



77 TOTAL NUMBER OF SCHOOLS

- 55 Public Schools
- 9 Private Schools
- 11 Charter Schools
- 2 Home Schools



STUDENT INTERNSHIP ENGAGEMENT

2017	750
2016	573

EMPLOYER INTERNSHIP ENGAGEMENT

2017	33
2016	14

HOW OUR EMPLOYERS BENEFIT

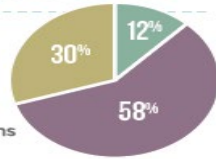
- Increased productivity
- Potential recruitment
- Mentorship opportunities
- Fresh ideas and perspectives

ECONOMIC IMPACT OF EMPLOYMENT

TOTAL IMPACT
\$1,102,500

33 EMPLOYERS REPRESENTING

- 19 Private Sector Companies
- 10 Non-Profit Organizations
- 4 Public Sector Entities



ROI EXAMPLE



H-E-B SAVED
\$34,000

in their Electronic Maintenance department by repairing equipment in-house with intern assistance.



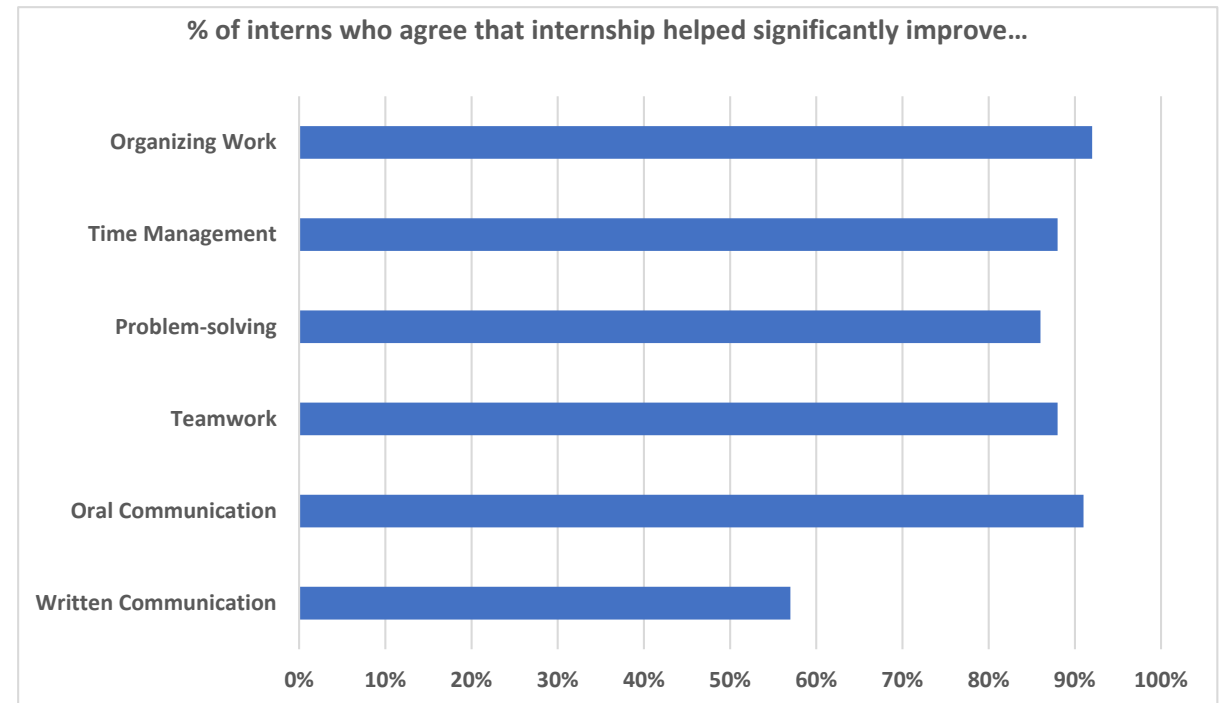
GET INVOLVED!
Help us grow San Antonio's talent.

sanantonioworks.org

INTERNSHIP IMPACT ON YOUTH



- ▶ **83% AGREED** the Internship Confirmed their post-secondary plans
- ▶ **82% AGREED** that they Identified Significant Improvements in their Essential Skills
- ▶ **81% AGREED** the Internship Helped them Know the Types of Skills, Education and Certifications needed in their chosen field



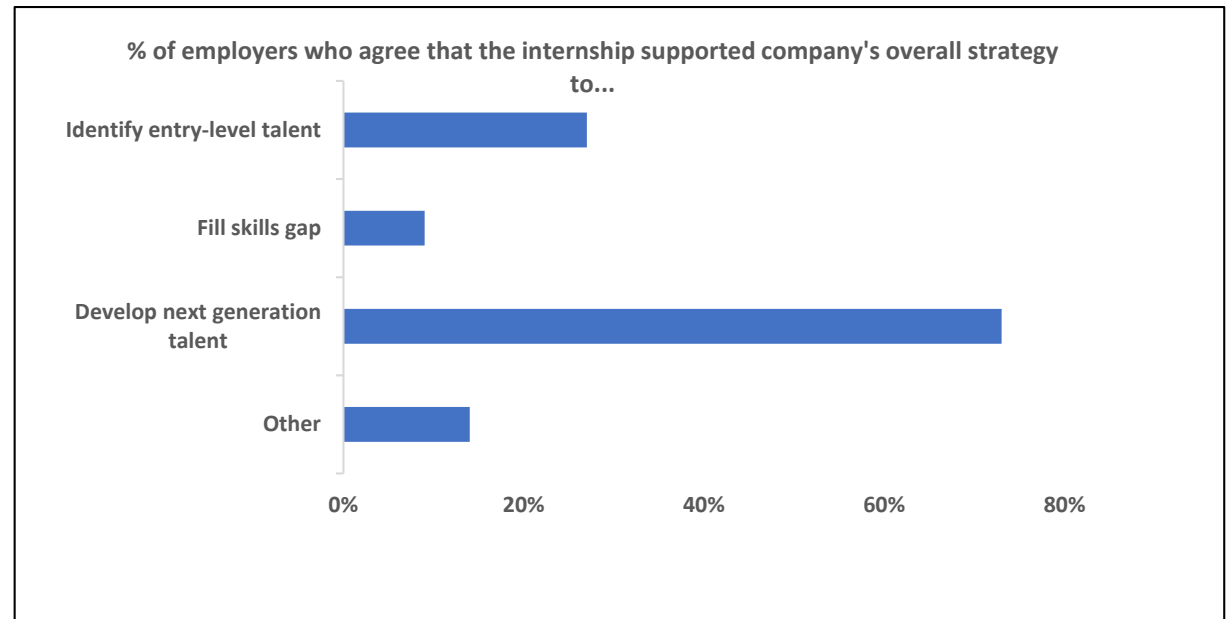
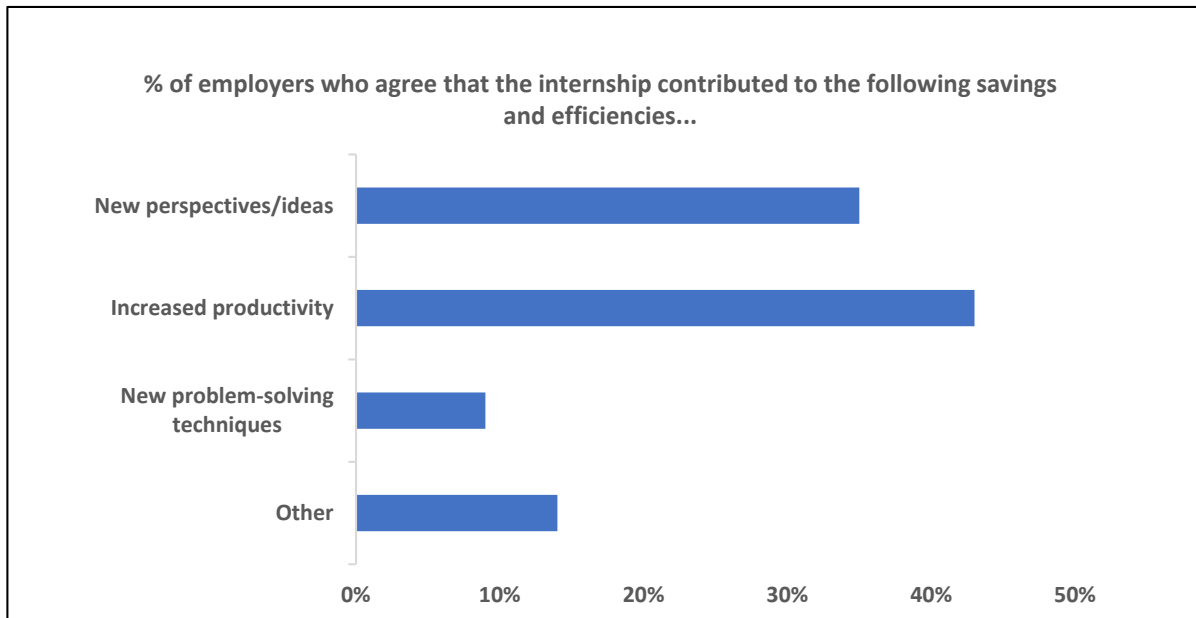
INTERNSHIP IMPACT ON EMPLOYERS



Over 70% AGREED it Supports Developing Next Generation Talent

Over 40% AGREED it Supports Increased Productivity

Over 30% AGREED that it Supports Identifying Entry-Level Talent



GROWING OUR TALENT: TOYOTA MOTOR MANUFACTURING TEXAS



TMMTX High School Internship Program

2017 Alamo Academies Summer Interns



Now in our 6th Summer cohort

Students are exposed to three Career Paths:

Engineering



Multi-Skill Maintenance



Production



\$1.7 Million



HANNAH WHISENANT / RIVARD REPORT
Southwest High School's engineering team tests a robot on stage after Southwest ISD received a \$1.7 Million Grant from Toyota USA Foundation.





Jungle Disk/SAISD/Councilwoman Viagran

- 21 students hosted at Highlands High School
- 4 week program/\$9hr
- Focused on:
 - Understanding Jungle Disks' Line of Business
 - Jungle Disk product development/customer service
 - Competitor analysis
 - Marketing Plans

Bank of America Grant - \$35K

- Increase from \$25K in 2017
- Increase in funding from 18 ↑ 25 students
- 2nd year in partnership with Family Service
- \$9hr/8 weeks/120 Hours



BUSINESS & TECH

SA Works Internship Launches Student into Full-Time Job

SPAWN DECKERTH | SEPTEMBER 8, 2016



SONNE ARBITTER / INWARD REPORT
Jacob Huerta, a previous SA Works Intern, now works as a carpenter helper at Joeris.

ACTIVATING ALIGNMENT



Cultivate and maintain a high-quality workforce development system.

TRAINING/EDUCATION PROVIDERS

UNDERSTAND CAPACITY

DRIVE ALIGNMENT TO EMPLOYER NEEDS

ID SERVICE GAPS

PROGRAMS LEADING TO IN-DEMAND JOBS



EMPLOYERS

SKILLED WORKERS

FEEDBACK TO TRAINERS/EDUCATORS

INTERNSHIPS/ON-THE-JOB TRAINING



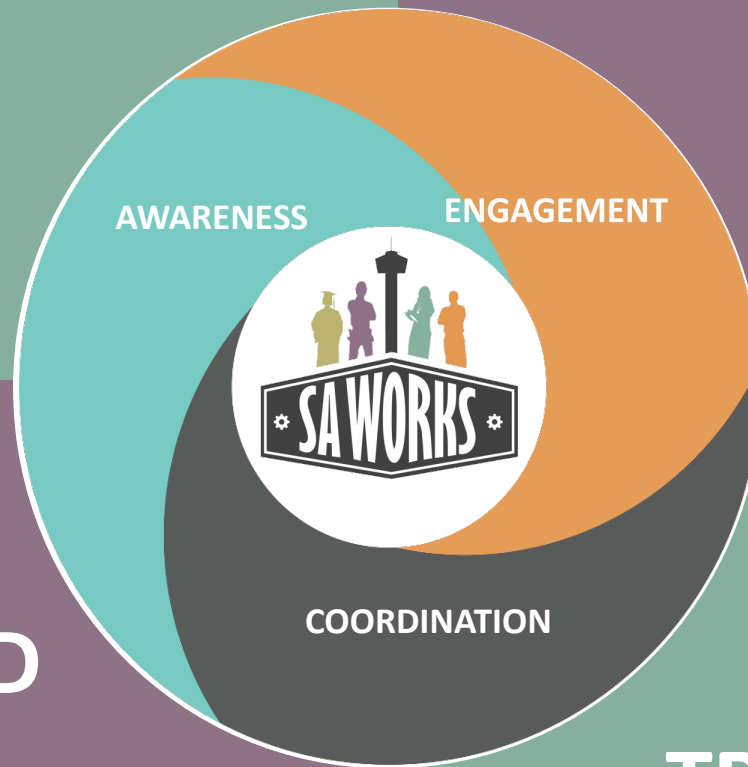
TRAINING STANDARDS • TRAINING FEEDBACK LOOP • DEMAND-DRIVEN COMMITMENTS

STAKEHOLDERS & DRIVERS



**EDUCATION
PARTNERS**

**INDUSTRY
PARTNERS**



**COMMUNITY-BASED
ORGANIZATIONS**

**WORKFORCE &
TRAINING PARTNERS**



REAL AND READY

