SA Works, housed under SAEDF, is an industry-led workforce organization aligning San Antonio’s education providers and private sector to promote economic mobility.
SAEDF STRATEGIC FRAMEWORK

Business Attraction

Business Retention & Expansion

Trade Development

Entrepreneurial Development

WORKFORCE DEVELOPMENT

Advanced Manufacturing
New Energy
IT / Cyber Security
Bioscience
Financial Services
Military
Headquarters
Mission: SA Works is an industry-led workforce program aligning San Antonio’s education providers and private sector to promote economic mobility.
EXPERIENTIAL LEARNING CONTINUUM

- Registered Apprenticeship
- Pre-apprenticeship
- On-the-job training/Cooperative work experience
- Internships
- Service learning
- Mentorship
- Job shadow
- Field trip
- Business/industry tour
- Career fair
- Informational interview
- Classroom speakers

WORKPLACE LEARNING

EXPLORATION

INTERNSHIPS

MENTORSHIP

JOB SHADOW

FIELD TRIP

BUSINESS/INDUSTRY TOUR

CAREER FAIR

INFORMATIONAL INTERVIEW

CLASSROOM SPEAKERS

Awareness
# Top Job Qualifications & Skills

## Jobs Report

### Manufacturing

<table>
<thead>
<tr>
<th>Occupation (SOC)</th>
<th>Unique Postings</th>
<th>Avg. Monthly Postings</th>
<th>Preferred Entry Level Education</th>
<th>Average Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-Line Supervisors of Production and Operating Workers</td>
<td>863</td>
<td>143</td>
<td>High School Diploma or Equivalent</td>
<td>$66,000</td>
</tr>
<tr>
<td>First-Line Supervisors of Mechanics, Installers, and Repairers</td>
<td>743</td>
<td>123</td>
<td>High School Diploma or Equivalent</td>
<td>$66,100</td>
</tr>
<tr>
<td>Buyers and Purchasing Agents</td>
<td>231</td>
<td>38</td>
<td>Bachelor’s Degree</td>
<td>$76,800</td>
</tr>
<tr>
<td>Industrial Machinery Mechanics</td>
<td>206</td>
<td>34</td>
<td>High School Diploma or Equivalent</td>
<td>$51,200</td>
</tr>
<tr>
<td>Transportation, Storage, and Distribution Managers</td>
<td>172</td>
<td>28</td>
<td>High School Diploma or Equivalent</td>
<td>$104,400</td>
</tr>
<tr>
<td>Helpers - Production Workers</td>
<td>165</td>
<td>27</td>
<td>High School Diploma or Equivalent</td>
<td>$22,100</td>
</tr>
<tr>
<td>Electrical and Electronics Engineering Technicians</td>
<td>141</td>
<td>24</td>
<td>Some College, No Degree</td>
<td>$42,500</td>
</tr>
<tr>
<td>Aircraft Mechanics and Service Technicians</td>
<td>124</td>
<td>21</td>
<td>Some College, No Degree</td>
<td>$52,700</td>
</tr>
<tr>
<td>Assemblers and Fabricators, All Other, Including Team Assemblers</td>
<td>116</td>
<td>19</td>
<td>High School Diploma or Equivalent</td>
<td>$38,800</td>
</tr>
<tr>
<td>Industrial Engineering Technicians</td>
<td>104</td>
<td>17</td>
<td>Some College, No Degree</td>
<td>$58,300</td>
</tr>
</tbody>
</table>

### Healthcare

<table>
<thead>
<tr>
<th>Occupation (SOC)</th>
<th>Unique Postings</th>
<th>Avg. Monthly Postings</th>
<th>Preferred Entry Level Education</th>
<th>Average Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>6,720</td>
<td>1,120</td>
<td>Bachelor’s Degree</td>
<td>$48,200</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>937</td>
<td>156</td>
<td>Some College, No Degree</td>
<td>$45,300</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>937</td>
<td>156</td>
<td>High School Diploma or Equivalent</td>
<td>$25,900</td>
</tr>
<tr>
<td>Social and Human Service Assistants</td>
<td>721</td>
<td>120</td>
<td>Bachelor’s Degree</td>
<td>$32,000</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>651</td>
<td>108</td>
<td>Some College, No Degree</td>
<td>$31,700</td>
</tr>
<tr>
<td>Pharmacy Technicians</td>
<td>578</td>
<td>96</td>
<td>Some College, No Degree</td>
<td>$33,900</td>
</tr>
<tr>
<td>Family and General Practitioners</td>
<td>554</td>
<td>92</td>
<td>Doctoral or Professional Degree</td>
<td>$180,400</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>448</td>
<td>74</td>
<td>Doctoral or Professional Degree</td>
<td>$92,000</td>
</tr>
<tr>
<td>Medical Records and Health Information Technicians</td>
<td>446</td>
<td>74</td>
<td>Some College, No Degree</td>
<td>$41,400</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>431</td>
<td>71</td>
<td>Master’s Degree</td>
<td>$67,000</td>
</tr>
</tbody>
</table>
GROWING OUR TALENT

Job Shadow Day

One day event to provide students exposure to various companies across Bexar County. Job Shadow Day supports Student’s College and Career Awareness exposing them to:

- Company culture and values
- Career Pathways in diverse industries
- Technical and marketable skills needed in the workplace

Teacher Externships

Teacher Externships provide professional development to middle and high school math, science, and career technical education (CTE) teachers on Problem-Based Learning (PBL) and workforce development via visits with local industry.
Growing Our Talent: TMMTX

**TMMTX Community Engagement**

**Education & Workforce**

**Comprehensive Strategy**

**Long Term**
- PreK4SA
- BiblioTech
- PREP
- Core 4 STEM
- FIRST Robotics

**Mid Term**
- Alamo Academies
- AMT Program
- Solar Car
- Electric Car
- Scholarships
- FIRST Robotics

**Short Term**
- GED Program
- Military Hiring
- Career Technologies Education (CTE)

**SCHOLARSHIPS**

- Toyota Texas STEM Teacher Scholarship
- MBKSA Scholarship (My Brothers Keeper San Antonio)
  - MLK Scholarship
  - GED Programs
- Athlete to Teacher Scholarships (in progress)
EXPERIENTIAL LEARNING IMPACT

ECONOMIC IMPACT OF YOUTH EMPLOYMENT

TOTAL IMPACT $1,296,560

- 81% of students learned about new careers/jobs and industries that interested them.
- 86% of students would consider working with the employer they visited.
- 80% of students agreed that Job Shadow Day helped them learn what kind of skills and education they may need in their chosen career path.

THE SUCCESS OF THE 2018 JOB SHADOW DAY

JOB SHADOW 2018 WAS A RECORD-SETTING DAY FOR US!

- 4,221 Students
- 146 Employers
- 12 School Districts
- 3 Private Schools
- 4 Charter Schools

2018 PARTICIPATING INDUSTRIES

- Advertising
- Automotive
- Business
- Communication
- Construction
- Criminal Justice
- Culinary
- Education
- Energy
- Engineering
- Finance
- Government Relations
- Healthcare
- Hospitality
- Human Services
- Manufacturing
- Retail
- Sports and Entertainment
- Technology

TESTIMONIALS

WHAT MAKES JOB SHADOW DAY SO SPECIAL?

The students were very interested in our business. I would love to see them employed in our industry. They were very impressive.
— Employer, HoltCat

What I really liked is that students had the opportunity to ask business professionals questions about their job and the route that they took to get that job. Very eye-opening for students.
— Teacher, East Central High School

Just seeing what kind of job diversity is out there was a wonderful experience.
— Student, Memorial High School

A student from Toyota’s Advanced Manufacturing Technician program explores the hands-on learning he has gained while working and going to school.
**ON YOUTH**

% of interns who agree that the internship helped significantly improve Essential/Marketable Skills

- Written Communication: 80%
- Oral Communication: 70%
- Teamwork: 60%
- Problem-solving: 50%
- Time Management: 40%
- Organizing Work: 30%

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**ON EMPLOYERS**

% of employers who agree that the internship contributed to the following savings and efficiencies...

- New perspectives/ideas: 40%
- Increased productivity: 60%
- New problem-solving techniques: 20%
- Other: 0%

% of employers who agree that the internship supported the company's overall strategy to...

- Identify entry-level talent: 70%
- Fill skills gap: 30%
- Develop next generation talent: 60%
- Other: 0%

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**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
"When Jacob Huerta walked the stage June 1 to collect his high school diploma, he already had a paying job lined up – as a carpenter’s helper intern, a position that was part of the city’s largest internship program to date."

– 2018 Article, The Rivard Report

Jacob Huerta, SWISD High School Student

"[SA Works] wanted us to see the bigger picture because one of their goals is to help San Antonio prosper," Stacy said. "It’s not only our home—we’re given the opportunity to be contributors and they made us see that we’re part of this."

- Stacy Carrisalez, NISD High School Student, SA2020 Impact Report
SAN ANTONIO’S EXPERTISE IS IN COLLABORATION AND WE NEED PARTNERS FROM ACROSS THE PUBLIC AND PRIVATE SECTORS TO DRIVE PROGRESS. WE ARE A REAL CITY, READY FOR SUCCESS!