



COMMUNITY CHAMPION PROGRAM

ABOUT READY TO WORK

Ready to Work is an unprecedented education and job placement program approved by San Antonio voters to help residents of San Antonio improve their quality of life. The program is funded by a 1/8-cent sales tax collected through December 2025. The \$200+ million program offers unemployed, underemployed, and under-represented residents the following benefits:

- **Tuition assistance** for industry-recognized certifications, associate's and bachelor's degrees aligned with targeted occupations in high-demand, well-paid careers;
- **Wraparound support** services and emergency assistance to ensure training completion; and
- **Job placement** and retention services.

San Antonio is taking on such a program with the support and guidance of the local business community. Ready to Work emphasizes the value of traditional and non-traditional education, increases access to higher paying jobs and provides support services to help participants overcome barriers and complete the program. The program is designed and equipped to:

- Evaluate approximately **40,000** applicants for enrollment in Ready to Work;
- Enroll roughly **28,000** participants in professional training and education; and
- Assist nearly **16,000** program completers with finding and keeping well-paid jobs.

READY TO WORK IS UNPRECEDENTED IN FIVE WAYS

- 1. Scale:** City residents invested sales tax dollars to support thousands of their neighbors to gain access to education and better jobs. Ready to Work is providing training and job placement opportunities at the scale of a state-level workforce initiative by leveraging best practices from around the United States.
- 2. Employer Engagement:** Ready to Work is authentically employer-led. Local employers have committed to hire participants, and to inform local training providers of critical skills needed to meet today's and tomorrow's market conditions.
 - a. Employers are encouraged to participate in industry roundtables, talent pipeline management sessions, recruiter informational sessions, job fairs, apprenticeships, internships, and other experiential learning opportunities.
 - b. Employer benefits include the following:
 - i. **Recruitment** – Access to job seekers during labor shortage
 - ii. **Retention** – City-funded professional development for existing employees
 - iii. **Alignment** – Sector-based partnerships using Talent Pipeline Management to influence training curricula

- iv. **Customized Training** – Proprietary training may be included in approved course catalog
 - v. **Adaptability** – Flexible approaches to onboard potential employees
3. **Central Data Hub:** Ready to Work uses a sophisticated central data platform to track performance outcomes, which will allow for a seamless digital journey for enrollees, advanced data analytics, and continuous improvement.
 4. **Approved Course Catalog:** Ready to Work has a collection of approved training providers and courses that are aligned to targeted occupations. The Catalog is published quarterly to allow for ongoing input from employers and to share learning opportunities with the public.
 5. **Community Collaborative:** Ready to Work is a collection of hundreds of San Antonio organizations working together to prioritize residents who need and desire a better quality of life, but who lack proper resources and opportunities.

READY TO WORK IS THE BRIDGE TO BELIEF

- **Belief** in every person's ability to contribute;
- **Belief** in every person's right to pursue happiness;
- **Belief** in the value of traditional and non-traditional education; and
- **Belief** that we all have the power to change the future when we work
- **Together.**

ROLE OF COMMUNITY CHAMPIONS

Ready to Work is looking for San Antonio leaders and organizations that are interested in doing the following:

1. **Assign a primary Ready to Work point of contact on behalf of agency.** Point of contact should:
 - Be fully knowledgeable of the Ready to Work program.
 - Attend annual Ready to Work program orientation.
 - Access updated Ready to Work marketing collateral before sharing with public.
 - Share Ready to Work information and marketing collateral with agency colleagues for dissemination to public.
2. **Present Ready to Work program opportunity to potentially eligible clients.**
 - Display Ready to Work marketing collateral (e.g., posters, flyers, tv monitor displays).
 - Provide Ready to Work program overview (provided by RTW).
 - Explain Ready to Work benefits, limitations, and expectations (provided by RTW).
3. **Refer interested clients to Ready to Work.**
 - Assist client with completing online Ready to Work application; or
 - Refer client to specific Ready to Work intake agency (provided by RTW).

If you would like to learn more, please email RTW.Partner@sanantonio.gov.

If your organization is hiring, please also consider taking the [Ready to Work Employer Pledge](#).