



SAWORX
BUILDING A GREATER WORKFORCE

GREATER
WORKFORCE


OUTLOOK
Q2 2022



SAWORX

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I N T R O D U C T I O N

The San Antonio region's economic competitiveness is dependent on a skilled, sustainable workforce. The role of SA WORX, within greater:SATX, is to connect employers to education and training providers ensuring that local people have the skills needed to fill high-demand jobs, and want to stay in our region once they gain these skills.

As we meet with companies of all sizes both locally and across the globe, we hear directly that talent is THE defining issue for their growth and expansion. SA WORX recognizes the opportunity to leverage this intelligence and articulate employer needs through actionable, data-driven communications to education, training, and service providers across the region. Our team has a deep understanding of the systems and organizations in place related to talent attraction, development, and retention and can mobilize key players to affect change.

According to the US Chamber of Commerce Foundation, 78% of hiring managers across the nation say the skills gap persists across industries. Employers need a talent strategy that will help them clearly communicate their most critical job needs to the full spectrum of training and education partners. SA WORX has been engaging with the US Chamber

of Commerce Foundation and an experienced consulting team from American Institutes for Research to support adoption and implementation of the Talent Pipeline Management (TPM) framework and methodology. The TPM approach builds external pipelines—adequately preparing talent that is still in our classrooms as well as strategies for backfilling, upskilling, career pathway development, and succession planning.

We are committed to recruiting and sustaining high-wage jobs across our region and we know this will also require that our workforce be prepared with the skills and education requirements of these high-wage, high-opportunity jobs. That is why SA WORX is leading the implementation of TPM across in-demand, high-growth industries in our region that will support collaboration rather than cannibalization of talent.

The goal of TPM is to ensure that employers collaborate and engage in the full spectrum of talent pipeline development while also signaling areas of improvement for our workforce and training providers. This level of process ownership ensures the ecosystem of education, training, and workforce providers are aligned on skills development,



OUR COLLECTIVE SUCCESS DEPENDS ON DIRECT EMPLOYER INVOLVEMENT.

quality education and training, and scaling of promising models that will ultimately position our residents to succeed in jobs with greater economic potential.

We are leveraging our extensive employer relationships through greater:SATX and through SA WORX as the lead employer engagement entity for the City of San Antonio's Ready to Work program. This role includes recruiting employer pledges to provide occupational data, feedback on training, providing interviewing and hiring opportunities for participants and deploying the TPM methodology.

In late March 2022, SA WORX met with employers representative of the key Ready to Work sectors in IT, financial services, manufacturing, and skilled trades, and with partners from local chambers of commerce, trade associations, training/education providers, and the City's Ready to Work staff.

These ongoing information sessions will directly inform the case management and in-

take agencies to ensure that Ready to Work program participants are trained in skills that will get them hired now and, in the future, based on information that employers share real-time through TPM.

The TPM framework is a tangible way that the San Antonio region continues to prove its investment in people and business. **Our collective success depends on direct employer involvement.**

TPM has been implemented in 37 states and across nearly every industry sector. The framework is built on industry supply chain best practices, generates actionable, granular data on employer's demand, engages the full spectrum of talent sourcing providers to meet industry needs, and streamlines talent recruitment and training solutions. SA WORX is excited to be at the forefront of other Texas communities by taking on the monumental challenge of implementing TPM across multiple sectors.

Our intent with TPM implementation is to further existing efforts and leverage new structures, employer data, and industry leadership for region-wide solutions that align to the scale of employer pain points for their most critical occupations. We recently kicked off our manufacturing and healthcare/bioscience collaboratives and look forward to engaging with your industries soon.

Why Participate in TPM?

- > Assume a leadership role in regional talent development that meets your needs
- > Streamline communication with education, training, and workforce development partners
- > Enhance strategies through granular, actionable data that represents your needs
- > Improve leverage with training and education providers to address talent quality and quantity challenges
- > Access shared knowledge and expertise to solve problems specific to your sector

Over the coming months, SA WORX will keep the conversation going through regular touchpoints and report-outs to additional industry leaders, partners, and education and training providers. We will also communicate the progress of our initial industry discussions, data collection, and critical talent needs for the manufacturing and healthcare/bioscience sectors.

How you can help:

1. Inform

Help SA WORX identify additional employers to include in the industry collaboratives. To maximize the perspectives and enrich the input to TPM, companies and participants should:

- > Represent key sectors and various company sizes
- > Represent staff well-versed in the hiring needs of the target occupations

Participants can expect to dedicate 1-2 hours in meetings per month, with email follow ups including information and data reviews that may require action between meetings over a period of nine to twelve months.

2. Influence

Please continue to highlight the work we are all doing to improve the region's workforce pipeline. Our community's aligned investment and focus on attracting, building, and retaining talent in specific demand occupations is very valuable to companies looking to grow. As leaders of TPM, our existing local employers can actively grow and benefit from a deep pool of skilled workers.

Regards,

*Romanita Matta-Barrera
Chief Workforce Officer*



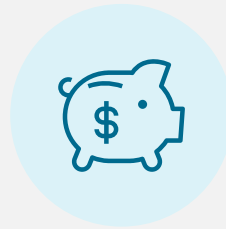
REGIONAL JOB POSTING DATA AND SA WORX ANALYSIS

Aligned with the City of San Antonio's Ready to Work program and Workforce Solutions Alamo's Local Plan, SA WORX has reviewed and analyzed the top 5 posted occupations across 6 industry groupings:

TOP 5 POSTED OCCUPATIONS ACROSS 6 INDUSTRY GROUPINGS



**Education &
Education
Support**



**Finance &
Insurance**



Healthcare



**Information
Technology &
Cybersecurity**



**Manufacturing,
Construction, Oil
& Gas, Energy**



**Transportation
& Warehousing**

By looking at regional job postings and average hires, we can identify hiring gaps and focus regional resources on high-demand occupations with target industry career pathways and strong earning potential. In other words, SA WORX identifies jobs that are historically hard to fill, discusses these roles with regional employers to validate, and identify programming to attract, build, and retain the right skillsets to fill the jobs of today and tomorrow.



Today, we partner with labor market analytics firm Emsi-Burning Glass for a comprehensive view of regional job posting data, local wages by occupation, and education pipeline data. This report will be further enhanced by the Talent Pipeline Management implementation process. Employers will project real-time staffing demands for the short and long-term, while also analyzing the recruitment process in our region, to include assessment of existing workforce qualifications for available roles, as well as those of recent training and education graduates.

Employer input will determine which skills are truly expected upon hire and which are part of

onboard training. Companies are being asked to review and streamline job descriptions to ensure that educators, training providers, and job seekers clearly understand role expectations and which qualifications are necessary versus preferred.

SA WORX gives employers the opportunity to work with area training providers, higher education institutions, and workforce agencies to develop programs with the necessary curriculum for long-term talent pipeline development. This facilitated partnership ensures improved entry-level preparation and hiring while outlining career development and upskilling opportunities for the current workforce.



Emsi



burningglass



EMPLOYMENT STATISTICS – APRIL 2022

San Antonio-New Braunfels Metropolitan Statistical Area (MSA)

INDUSTRY	NO. OF JOBS ADDED		MONTHLY CHANGE	%	APR '21	YOY CHANGE	%
	MAR '22	APR '22					
TOTAL NONFARM	1,092,100	1,099,000	6,900	0.6%	1,047,900	51,100	4.9%
OTHER SERVICES	40,300	41,200	900	2.2%	35,700	5,500	15.4%
LEISURE AND HOSPITALITY	132,400	134,600	2,200	1.7%	120,300	14,300	11.9%
MINING AND LOGGING	6,000	6,300	300	5.0%	5,800	500	8.6%
FINANCIAL ACTIVITIES	95,800	97,900	2,100	2.2%	92,800	5,100	5.5%
EDUCATION AND HEALTH SERVICES	169,700	171,100	1,400	0.8%	163,500	7,600	4.6%
TRADE, TRANSPORTATION, AND UTILITIES	193,600	192,600	(1,000)	-0.5%	184,400	8,200	4.4%
PROFESSIONAL AND BUSINESS SERVICES	152,700	152,500	(200)	-0.1%	146,200	6,300	4.3%
MANUFACTURING	52,000	53,100	1,100	2.1%	50,900	2,200	4.3%
GOVERNMENT	175,900	175,700	(200)	-0.1%	173,100	2,600	1.5%
INFORMATION	17,400	17,600	200	1.1%	17,800	(200)	-1.1%
CONSTRUCTION	56,300	56,400	100	0.2%	57,400	(1,000)	-1.7%

UNEMPLOYMENT RATES BY AREA (APR '21 – APR '22)

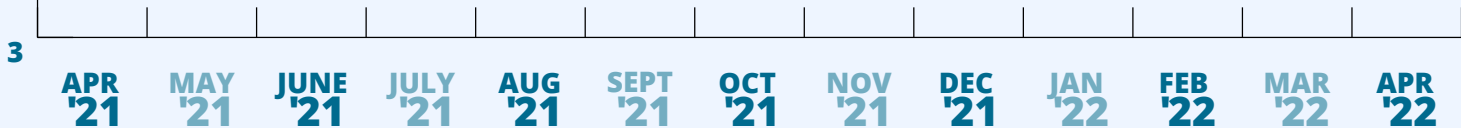
—■— SAN ANTONIO-NEW BRAUNFELS MSA
—□— TEXAS
—■— UNITED STATES

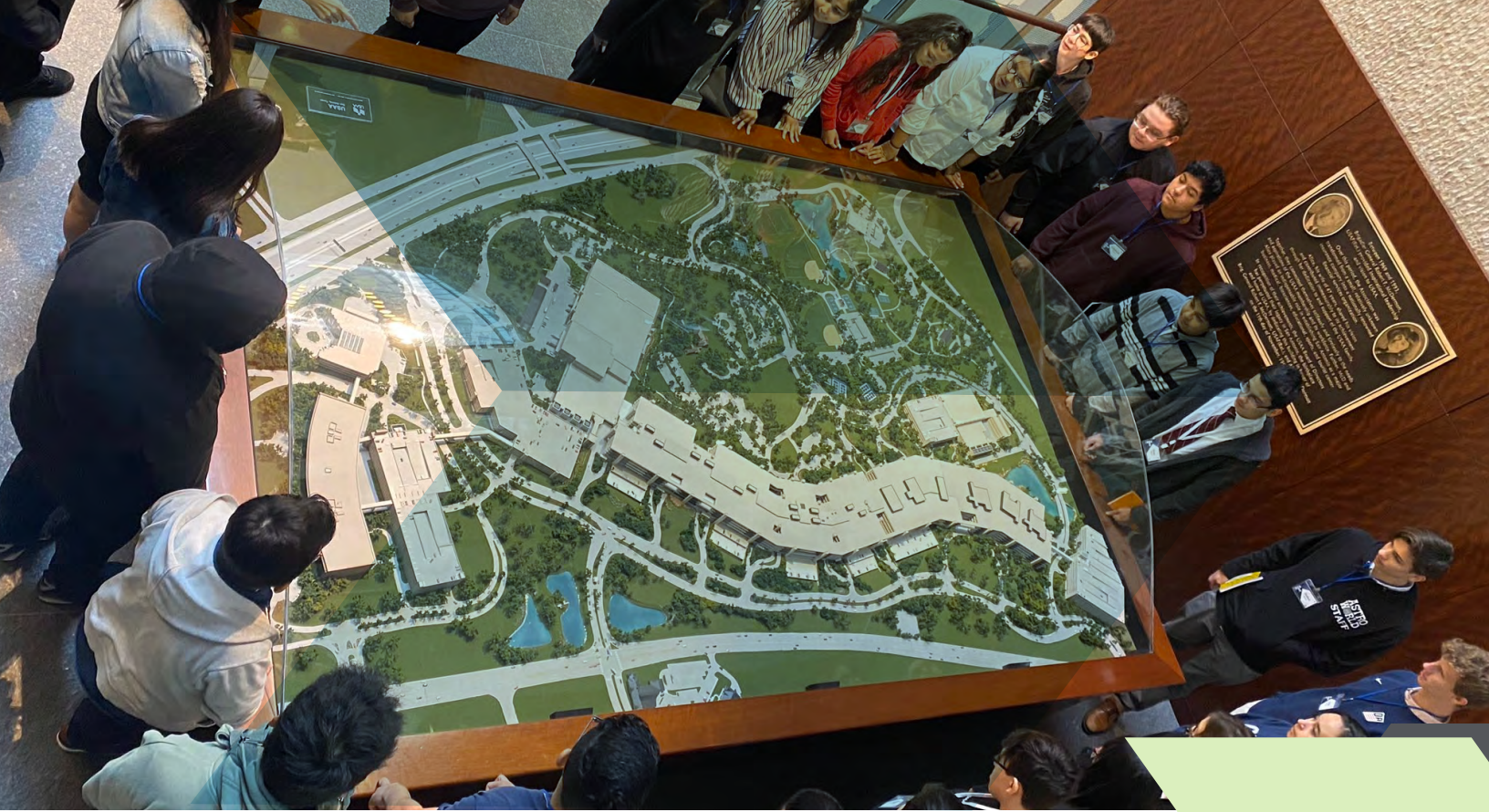
The occupational data continues to show tremendous growth opportunities for target sectors within our region. High-demand occupations for all industries have remained consistent over the past few years.* While we continue to observe modest wage increases, we still trail the national average rate of growth.

Of note, the wage data shared in this report is from the Bureau of Labor and Statistics Occupational Employment Statistics Survey and reflect actual reported wages in our region by occupation in 2020. Wages in this report do not reflect recent increases we know regional employers have implemented since 2021.

Source: Texas Labor Market, Adjusted Numbers.

**As tracked through the former SA WORX Jobs Report.*





FINANCE & INSURANCE

While industry wages have lagged behind national and state averages, our region’s employers recognize the need for increased starting wages to remain competitive in a high-demand hiring landscape. Bank of America and Frost Bank are setting the example that many other employers have followed by implementing minimum hourly wages at \$20 per hour or more for all positions. The competitive workforce landscape is closing the wage gap and nearing national averages.

TOP 5 POSTED OCCUPATIONS	UNIQUE POSTINGS (01.21-01.22)	AVERAGE MONTHLY POSTINGS	AVERAGE MONTHLY HIRES	AVERAGE HOURLY WAGES SAN ANTONIO	AVERAGE ANNUAL WAGES SAN ANTONIO	AVERAGE HOURLY WAGES US	AVERAGE ANNUAL WAGES US
Customer Service Representatives	9,122	702	2,210	\$16.82	\$34,984	\$18.56	\$38,599
Bookkeeping, Accounting, and Auditing Clerks	3,148	242	551	\$21.53	\$44,783	\$21.65	\$45,029
Accountants and Auditors	3,088	238	395	\$37.42	\$77,826	\$40.31	\$83,835
Financial Managers	2,079	160	129	\$66.73	\$138,791	\$72.29	\$150,357
Securities, Commodities, and Financial Services Sales Agents	884	68	74	\$34.01	\$70,741	\$46.63	\$96,993

TOP POSTED SKILLS

SPECIALIZED SKILLS

ACCOUNTING
FINANCE
AUDITING
CALL CENTER EXPERIENCE
ACCOUNTS PAYABLE
FINANCIAL STATEMENTS

COMMON SKILLS

CUSTOMER SERVICE
COMMUNICATIONS
MANAGEMENT
SALES
DETAIL ORIENTED
MICROSOFT EXCEL

MOST PROGRAM COMPLETIONS (2020 DATA)

GENERAL STUDIES

BUSINESS ADMINISTRATION
AND MANAGEMENT, GENERAL

PSYCHOLOGY, GENERAL

LIBERAL ARTS AND SCIENCE/
LIBERAL STUDIES

MULTI-/INTERDISCIPLINARY
STUDIES, OTHER

MOST COMPLETIONS BY SCHOOL (2020 DATA)

NORTHWEST VISTA COLLEGE

SAN ANTONIO COLLEGE

PALO ALTO COLLEGE

UTSA

TEXAS A&M SAN ANTONIO

TOP POSTING EMPLOYERS

RANKED BY UNIQUE POSTINGS

USAA

H-E-B

WELLS FARGO

JP MORGAN CHASE

CULLEN FROST BANKERS

WELLS FARGO

VICTORY CAPITAL

CREDIT HUMAN

BANK OF TEXAS

The skills, program completions, school completions and posting employers lists are based on the top 5 posted occupations, as outlined in Table 1.



HEALTHCARE

SA WORX launched its TPM healthcare and bioscience employer collaborative in May 2022. In 2021, local hospital systems saw high turnover rates in patient facing roles, especially among nursing roles. Contract nurses were paid unprecedented high wages in comparison to staff nurses and because of this wage disparity, some staff nurses have moved into contract roles. Elective surgeries have also increased but staffing shortages have limited some of the operational capacity. Developing and expanding training and upskilling programs will continue to help pave career pathways for individuals in the healthcare workforce.

Bioscience remains a growing opportunity for our region. While established employers continue their groundbreaking research and development, organizations like BioMedSA are facilitating industry incubation and growth, including the return of the BioFest Invest — a leading regional event outlining partnership and best practices to help startups. Expanding the startup scalability in our community, VelocityTX has established an innovative model to “Connect, Support, and Fund” startup development.

TOP 5 POSTED OCCUPATIONS	UNIQUE POSTINGS (01.21-01.22)	AVERAGE MONTHLY POSTINGS	AVERAGE MONTHLY HIRES	AVERAGE HOURLY WAGES SAN ANTONIO	AVERAGE ANNUAL WAGES SAN ANTONIO	AVERAGE HOURLY WAGES US	AVERAGE ANNUAL WAGES US
Registered Nurses	19,578	1,506	505	\$36.18	\$75,260	\$38.47	\$80,010
Medical Dosimetrists, Medical Record Specialists, and Health Technologists and Technicians, All Other	5,009	385	92	\$21.64	\$45,020	\$23.45	\$48,771
Licensed Practical and Licensed Vocational Nurses	3,594	276	342	\$22.70	\$47,219	\$24.08	\$50,090
Medical Assistants	2,985	230	431	\$15.43	\$32,103	\$17.76	\$36,951
Medical Secretaries and Administrative Assistants	2,689	207	390	\$17.61	\$36,624	\$18.75	\$39,007

TOP POSTED SKILLS

SPECIALIZED SKILLS

NURSING
 BASIC LIFE SUPPORT
 NURSING CARE
 CARDIOPULMONARY RESUSCITATION (CPR)
 NURSING PROCESS
 MEDICAL RECORDS

COMMON SKILLS

COMMUNICATIONS
 LEADERSHIP
 CUSTOMER SERVICE
 PROFESSIONALISM
 CRITICAL THINKING
 TEAMWORK

MOST PROGRAM COMPLETIONS (2020 DATA)

REGISTERED NURSING/REGISTERED NURSE
 MEDICAL/CLINICAL ASSISTANT
 LICENSED PRACTICAL/VOCATIONAL NURSE TRAINING
 DENTAL ASSISTING/ASSISTANT
 HEALTH SERVICES/ALLIED HEALTH/HEALTH SCIENCES, GENERAL

MOST COMPLETIONS BY SCHOOL (2020 DATA)

GALEN COLLEGE OF NURSING
 ST. PHILIP'S COLLEGE
 UTSA
 UNIVERSITY OF THE INCARNATE WORD
 BAPTIST HEALTH SYSTEM SCHOOL OF HEALTH PROFESSIONALS

TOP POSTING EMPLOYERS

RANKED BY UNIQUE POSTINGS

CHRISTUS HEALTH
 HCA HEALTHCARE
 METHODIST HOSPITAL
 UNITEDHEALTH GROUP
 BAPTIST HOSPITALS
 UNIVERSITY HEALTH SYSTEM
 TENET HEALTHCARE
 BAPTIST HEALTH
 METHODIST HEALTHCARE
 POST ACUTE MEDICAL

The skills, program completions, school completions and posting employers lists are based on the top 5 posted occupations, as outlined in Table 2.



IT & CYBER

Over the past two years, the team at greater:SATX has confirmed that many IT talent who live in San Antonio work remotely for companies based in other cities. Our business development and workforce development teams continually look for ways to connect them with local opportunities.

Remote work has changed the jobs landscape across the nation. Job seekers have more opportunities to work for organizations in other states, cities, and even countries. This competitive landscape led some local employers to explore hiring options. Several local employers have communicated an upward trend in international support—specifically from Mexico and Latin America for remote talent solutions.

To help develop local talent and keep them in San Antonio after graduation, SA WORX has partnered with local employers and education providers to develop Alamo Fellows program for local college students. Programs like Alamo Fellows will help create more work-based learning opportunities that provide the local hiring flexibility most employers prefer. By continuing to invest in our people, the region affirms its commitment to building and maintaining an experienced workforce.

TOP 5 POSTED OCCUPATIONS	UNIQUE POSTINGS (01.21-01.22)	AVERAGE MONTHLY POSTINGS	AVERAGE MONTHLY HIRES	AVERAGE HOURLY WAGES SAN ANTONIO	AVERAGE ANNUAL WAGES SAN ANTONIO	AVERAGE HOURLY WAGES US	AVERAGE ANNUAL WAGES US
Software Developers and Software Quality Assurance Analysts and Testers	9,122	593	280	\$52.79	\$109,799	\$54.98	\$114,352
Computer User Support Specialists	3,148	236	182	\$23.83	\$49,568	\$27.64	\$57,489
Information Security Analysts	3,088	153	46	\$46.49	\$96,694	\$51.72	\$107,578
Computer Systems Analysts	2,079	142	138	\$47.91	\$99,657	\$47.80	\$99,433
Network and Computer Systems Administrators	884	107	92	\$38.96	\$81,039	\$42.89	\$89,215

TOP POSTED SKILLS

SPECIALIZED SKILLS

COMPUTER SCIENCE
AGILE METHODOLOGY
SOFTWARE DEVELOPMENT
JAVA (PROGRAMMING LANGUAGE)
SQL (PROGRAMMING LANGUAGE)

COMMON SKILLS

COMMUNICATIONS
MANAGEMENT
TROUBLESHOOTING (PROBLEM SOLVING)
OPERATIONS
PROBLEM SOLVING

MOST PROGRAM COMPLETIONS (2020 DATA)

GENERAL STUDIES

BUSINESS ADMINISTRATION
AND MANAGEMENT, GENERAL

LIBERAL ARTS AND SCIENCE/
LIBERAL STUDIES

COMPUTER AND INFORMATION
SYSTEMS SECURITY/AUDITING/
INFORMATION ASSURANCE

MULTI-/INTERDISCIPLINARY
STUDIES, OTHER

MOST COMPLETIONS BY SCHOOL (2020 DATA)

NORTHWEST VISTA COLLEGE

SAN ANTONIO COLLEGE

UTSA

PALO ALTO COLLEGE

TEXAS A&M SAN ANTONIO

TOP POSTING EMPLOYERS

RANKED BY UNIQUE POSTINGS

USAA

HUMANA

ACCENTURE

KFORCE

CYNET SYSTEMS

ASGN

UTSA

THE ACCURO GROUP

DELOITTE

UNITEDHEALTH GROUP

The skills, program completions, school completions and posting employers lists are based on the top 5 posted occupations, as outlined in Table 3.



MANUFACTURING, CONSTRUCTION, OIL & GAS, ENERGY

SA WORX kicked off the manufacturing TPM collaborative in May 2022 with diverse representation of key manufacturing employers in our region. SA WORX recognizes the need for increased career path awareness and development efforts at the high school level to build a defined talent pipeline. Additionally, “soft skills” and workplace readiness remain hiring issues across these sectors. While SA WORX has worked to address industry misperception and awareness challenges, this is not unique to our region. The National Association of Manufacturers launched the industry’s largest awareness campaign, Creators Wanted, at the national level to address these issues and help build this workforce pipeline.

Continued misperceptions of these industries and an increased preference for careers with hybrid or remote work opportunities are central to overcome talent pipeline challenges. Industry employers have shared that retention becomes an issue when clear expectations aren’t set with employees, particularly around working conditions and schedules. This includes shift work and in-person working requirements.

TOP 5 POSTED OCCUPATIONS	UNIQUE POSTINGS (01.21-01.22)	AVERAGE MONTHLY POSTINGS	AVERAGE MONTHLY HIRES	AVERAGE HOURLY WAGES SAN ANTONIO	AVERAGE ANNUAL WAGES SAN ANTONIO	AVERAGE HOURLY WAGES US	AVERAGE ANNUAL WAGES US
Heavy and Tractor-Trailer Truck Drivers	6,587	507	928	\$21.78	\$45,300	\$24.28	\$50,496
Automotive Service Technicians and Mechanics	2,734	210	291	\$20.11	\$41,833	\$21.65	\$45,040
Industrial Engineering Technologists and Technicians	1,396	107	10	\$29.79	\$61,954	\$28.85	\$60,005
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,209	93	131	\$25.85	\$53,775	\$25.84	\$53,742
Production, Planning, and Expectations Clerks	1,063	82	124	\$23.64	\$49,170	\$24.99	\$51,977

TOP POSTED SKILLS

SPECIALIZED SKILLS

TRUCK DRIVING
HVAC
HAND TOOLS
WAREHOUSING
CONSTRUCTION

COMMON SKILLS

VALID DRIVER'S LICENSE
COMMUNICATIONS
CUSTOMER SERVICE
MANAGEMENT
OPERATIONS

MOST PROGRAM COMPLETIONS (2020 DATA)

WELDING TECHNOLOGY/WELDER

AUTOMOBILE/AUTOMOTIVE MECHANICS
TECHNOLOGY/TECHNICIAN

HEATING, VENTILATION, AIR CONDITIONING
AND REFRIGERATION ENGINEERING
TECHNOLOGY/TECHNICIAN

DIESEL MECHANICS
TECHNOLOGY/TECHNICIAN

ELECTRICIAN

MOST COMPLETIONS BY SCHOOL (2020 DATA)

ST. PHILIP'S COLLEGE

SAN ANTONIO COLLEGE

LAMSON INSTITUTE

UTSA

HALLMARK INSTITUTE

TOP POSTING EMPLOYERS

RANKED BY UNIQUE POSTINGS

CHALK
MOUNTAIN SERVICES

AEROTEK

SYSCO

GPAC

BOEING

CATERPILLAR

CITY OF SAN ANTONIO

RYDER

PDS TECH

VALVOLINE

The skills, program completions, school completions and posting employers lists are based on the top 5 posted occupations, as outlined in Table 4.



EDUCATION & EDUCATION SUPPORT

Nationwide, educators have been resigning to pursue other careers. Without question, educators, like health professionals, were directly impacted by the stress and uncertainty of COVID-19 in their everyday work. Regionally, key stakeholders led by Education Service Center- Region 20 and Bexar County superintendents are working together to address teacher recruitment and retention through the newly established Bexar County Teacher Recruitment and Retention Collaborative. SA WORX recognizes a need to engage in these discussions with education providers regarding their own hiring needs. We recently added Education and Education Support as sectors of focus to align with the City's Ready to Work target occupations.

To help create a plan to solve hiring issues statewide, Governor Abbott established a task force to identify reasons for teacher shortages, reported in the Texas Tribune. Local districts did see a 2021 hiring surge with the return to classroom instruction, but school districts continue to struggle to hire substitute and permanent staff. Many districts have provided bonuses and additional benefits to improve teacher retention.

TOP 5 POSTED OCCUPATIONS	UNIQUE POSTINGS (01.21 01.22)	AVERAGE MONTHLY POSTINGS	AVERAGE MONTHLY HIRES	AVERAGE HOURLY WAGES SAN ANTONIO	AVERAGE ANNUAL WAGES SAN ANTONIO	AVERAGE HOURLY WAGES US	AVERAGE ANNUAL WAGES US
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4,143	319	646	\$17.22	\$35,821	\$19.51	\$40,571
General and Operations Managers	3,398	261	737	\$61.32	\$127,550	\$60.23	\$125,279
Postsecondary Teachers	2,132	164	258	\$30.80	\$64,060	\$44.84	\$93,269
Office Clerks, General	1,738	134	1,528	\$17.16	\$35,695	\$18.21	\$37,886
Middle School Teachers, Except Special and Career/Technical Education	1,206	93	89	\$28.22	\$58,706	\$31.22	\$64,936

TOP POSTED SKILLS

SPECIALIZED SKILLS

LESSON PLANNING
CURRICULUM DEVELOPMENT
ORGANIZATIONAL COMMUNICATIONS
DATA ENTRY
OFFICE EQUIPMENT

COMMON SKILLS

COMMUNICATIONS
MANAGEMENT
TEACHING
CUSTOMER SERVICE
OPERATIONS

MOST PROGRAM COMPLETIONS (2020 DATA)

GENERAL STUDIES

BUSINESS ADMINISTRATION
AND MANAGEMENT, GENERAL

LIBERAL ARTS AND SCIENCE/
LIBERAL STUDIES

ACCOUNTING

EXERCISE SCIENCE
AND KINESIOLOGY

MOST COMPLETIONS BY SCHOOL (2020 DATA)

UTSA

NORTHWEST VISTA COLLEGE

SAN ANTONIO COLLEGE

PALO ALTO COLLEGE

TEXAS A&M SAN ANTONIO

TOP POSTING EMPLOYERS

RANKED BY UNIQUE POSTINGS

NORTH EAST
INDEPENDENT
SCHOOL DISTRICT

IDEA PUBLIC SCHOOLS

UNIVERSITY OF THE
INCARNATE WORD

ALAMO
COLLEGES DISTRICT

NORTHWEST
VISTA COLLEGE

UNIVERSITY OF TEXAS

USAA

CITY OF SAN ANTONIO

UNIVERSITY OF TEXAS AT
SAN ANTONIO (UTSA)

TEXAS A&M UNIVERSITY
SAN ANTONIO

The skills, program completions, school completions and posting employers lists are based on the top 5 posted occupations, as outlined in table 5.



TRANSPORTATION & WAREHOUSING

Like other skilled trades, the Transportation and Warehousing sectors are challenged by a low pipeline of both adult and youth talent, as well as a current workforce that is nearing retirement. Continued misperceptions of these industries and an increased preference for careers with hybrid/remote work opportunities are central to these challenges. Nonetheless, with the increase in online shopping and supply chain disruptions, these are high growth jobs that can also provide stable wages without requiring extensive education.

TOP 5 POSTED OCCUPATIONS	UNIQUE POSTINGS (01.21-01.22)	AVERAGE MONTHLY POSTINGS	AVERAGE MONTHLY HIRES	AVERAGE HOURLY WAGES SAN ANTONIO	AVERAGE ANNUAL WAGES SAN ANTONIO	AVERAGE HOURLY WAGES US	AVERAGE ANNUAL WAGES US
General and Operations Managers	9,122	261	737	\$61.32	\$127,550	\$60.23	\$125,279
Human Resource Specialists	3,148	241	383	\$34.76	\$72,299	\$33.41	\$69,913
Management Analysts	3,088	188	223	\$48.52	\$100,926	\$52.32	\$108,831
Market Research Analysts and Marketing Specialists	2,079	134	178	\$34.29	\$71,318	\$36.04	\$74,959
Training and Development Specialists	884	53	136	\$51.12	\$106,327	\$60.54	\$125,923

TOP POSTED SKILLS

SPECIALIZED SKILLS

AUDITING
DATA ANALYSIS
FINANCE
STRATEGIC PLANNING
OPERATIONS MANAGEMENT
PROCESS IMPROVEMENT

COMMON SKILLS

COMMUNICATIONS
MANAGEMENT
OPERATIONS
LEADERSHIP
CUSTOMER SERVICE
MICROSOFT EXCEL

MOST PROGRAM COMPLETIONS (2020 DATA)

GENERAL STUDIES

BUSINESS ADMINISTRATION
AND MANAGEMENT, GENERAL

LIBERAL ARTS AND SCIENCE/
LIBERAL STUDIES

MULTI-/INTERDISCIPLINARY
STUDIES, OTHER

CRIMINAL JUSTICE/SAFETY STUDIES

MOST COMPLETIONS BY SCHOOL (2020 DATA)

NORTHWEST VISTA COLLEGE

UTSA

SAN ANTONIO COLLEGE

PALO ALTO COLLEGE

UNIVERSITY OF THE INCARNATE WORD

TOP POSTING EMPLOYERS

RANKED BY UNIQUE POSTINGS

USAA

CITY OF SAN ANTONIO

HUMANA

WELLS FARGO

UNITEDHEALTH GROUP

ANTHEM BLUE CROSS

H-E-B

PENFED CREDIT UNION

AMAZON

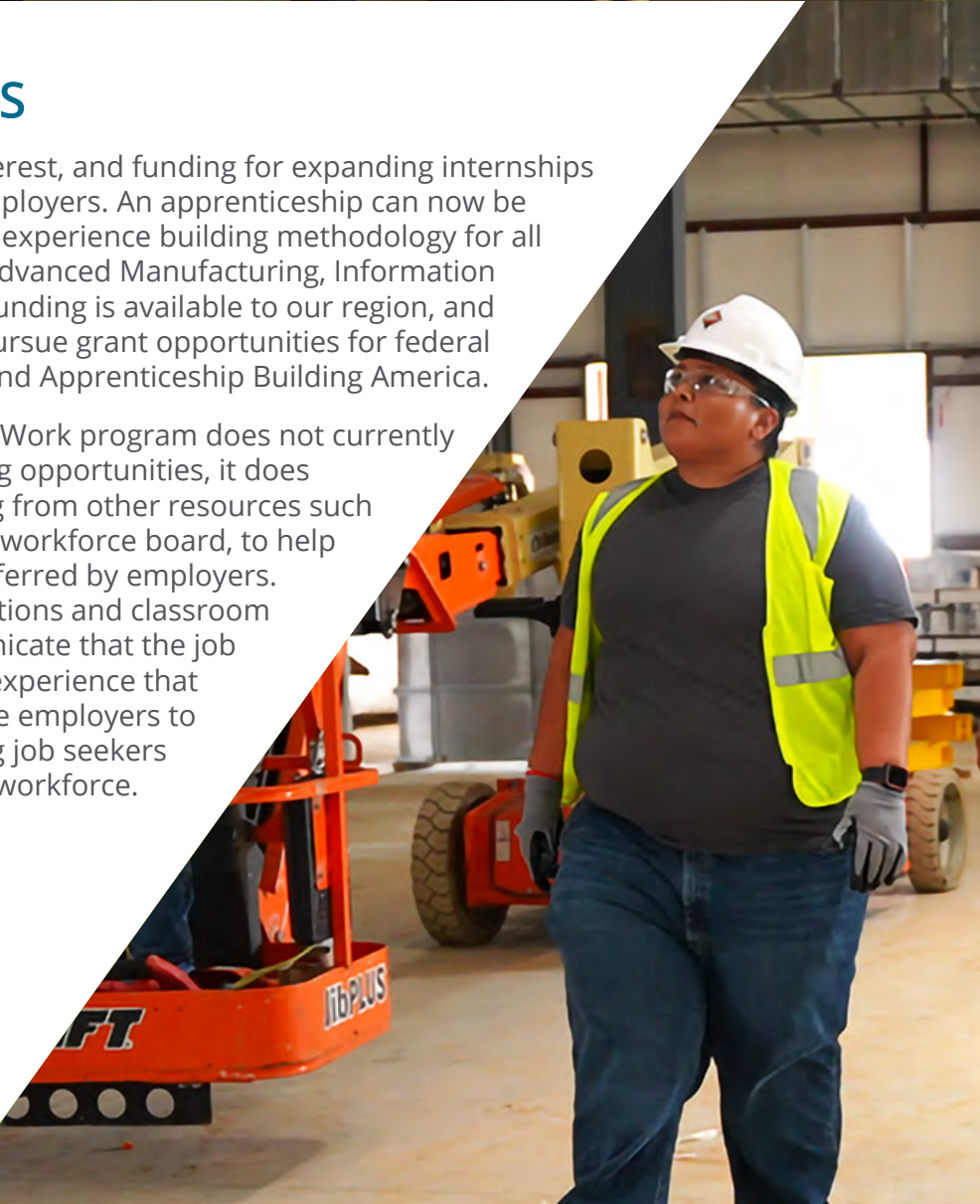
The skills, program completions, school completions and posting employers lists are based on the top 5 posted occupations, as outlined in table 6.



COMMUNITY EFFORTS

SA WORX continues to see the need, interest, and funding for expanding internships and apprenticeships among regional employers. An apprenticeship can now be seen as an ever-expanding learning and experience building methodology for all industries including Financial Services, Advanced Manufacturing, Information Technology, and Healthcare. Extensive funding is available to our region, and we continue to work in partnership to pursue grant opportunities for federal funding from the Good Jobs Challenge and Apprenticeship Building America.

While the City of San Antonio's Ready to Work program does not currently provide stipends for work-based learning opportunities, it does provide the opportunity to braid funding from other resources such as Workforce Solutions Alamo, our local workforce board, to help develop the experience needed and preferred by employers. While job seekers may have the certifications and classroom training, employers continue to communicate that the job seekers often lack the industry-specific experience that allow for a quick onboard. We encourage employers to create hands-on opportunities for young job seekers and students, as well as for the existing workforce.



SAMPLE OF REGIONAL WORK-BASED LEARNING OPPORTUNITIES IN SATX

TURNER CONSTRUCTION – BRIDGES TO BETTERMENT

- > Free workforce development initiative provided by Turner Construction to directly address hiring and skills training needs. This comprehensive 8-week training is available to regional workers.
- > Classroom instruction: Career readiness, mathematics skills, safety certifications, building materials overview, and blueprint/construction theory.
- > On-the-job training: 4-week job shadow opportunity in electrical, mechanical, or construction.
- > Case management and wrap around services to ensure opportunities for success.

[Program Overview Video](#)



SAMPLE OF REGIONAL WORK-BASED LEARNING OPPORTUNITIES IN SATX



TEXAS FEDERATION FOR ADVANCED MANUFACTURING EDUCATION – TX FAME

- TX FAME Advanced Manufacturing Technology (AMT) - Earn a two-year associates degree in Advanced Manufacturing Technology from St. Philip's College and obtain valuable industry insight through a paid company sponsorship.
- **75%+** completion with **92%+** job placement rates with an hourly wage of **\$24.42** following completion.
- Fame Accelerated Skills Training (FAST) - Allows individuals to undergo a nine-week boot-camp style training for an entry-level multi-skilled technician career. Upon the completion of the training, individuals will undergo a six-week experiential learning opportunity with a local manufacturing company.
- FAME Lone Star Chapter - New FAME chapter opening in Seguin in Fall 2022.
- TX FAME Training Facility - New 30,000 square foot facility breaking ground in 2022 at Brooks.



EVALUATION OF DEGREE/TRAINING REQUIREMENTS

As employers evaluate the qualifications and skills necessary for roles, they will also consider four-year versus two-year degree requirements. In early 2022, Ernst & Young (EY) began hiring individuals with a two-year associates degree for the Commercial Assurance Associates role within the Assurances Services audit department. The EY policy change provided new opportunities for many area residents. EY sees this as an opportunity for the company to develop the tools, learning, and flexibility to create a more diverse workforce. The growth does not end at hire. Each employee is provided the opportunity to outline a desired career pathway and encouraged to continue training and education.

Similar programs and hiring policies are being implemented throughout the country. The State of Maryland recently announced the "STARS" (Skilled Through Alternative Routes) initiative that will lead to nearly 19,000 roles to no longer require a four-year degree. The program will provide a more diverse workforce, expand career pathways, and help solve the pandemic related labor shortage. We encourage employers to consider similar role evaluations and work with the training and community colleges to ensure the necessary curriculum develop to provide these opportunities.

JOIN US

SAWORX provides opportunities to increase career awareness, develop talent recruitment tools, and focus on talent retention in our community. While we have challenges that impact our community, we continuously grow new opportunities for our region. Get involved in any or all of our initiatives.



SIGN THE CITY OF SAN ANTONIO'S READY TO WORK PLEDGE

With a tax funded investment of over \$200 million, the City of San Antonio's Ready to Work initiative is providing the tools and degree completion opportunities for our most vulnerable residents. Employer engagement and participation will ensure full success of the program. Signing the Ready to Work Employer Pledge means you are committing to collaborative efforts that will help improve and develop the reskilling and upskilling opportunities for our residents. Employers will be asked to participate in industry Talent Pipeline Management collaboratives, offer mock interviews, provide real-world internship and apprenticeship opportunities, attend job fairs, and develop recruitment tools. These activities will help the initiative develop workplace readiness, improve training programs, and align enrollment with our regions job placement opportunities.



[Scan the code to take the Ready to Work Pledge.](#)





PARTICIPATE IN JOB SHADOW AND INTERNSHIP OPPORTUNITIES

Employers often cite career awareness and experience as their greatest hiring and retention challenges. Developing these opportunities starts at the K-12 level. SA WORX offers multiple options to host in-person or virtual job shadow events that help develop interest and awareness in career opportunities. During the summer, SA WORX facilitates hundreds of internship opportunities for high schoolers and has developed a digital badge program that delivers professional development and soft skills training for the interns. The professional development badges are in critical areas such as growth mindset, resilience, workplace success, and emotional intelligence.

Scan the code to learn more.



RETAIN TALENT

In May, SA WORX launched its Alamo Fellows program. In alignment with the greater:SATX strategic plan and in partnership with area higher education institutions, the program aims to increase educational attainment within our region, making us a stronger, more competitive economy.

Alamo Fellows focuses on first-generation college students in STEM majors and will facilitate social, community and career connections that will provide the supports, internships, and social networks to ensure that we retain these students in San Antonio after graduation. We are particularly proud of our focus on diversity, equity, and inclusion in this initiative. First-generation students are less likely to have the social and cultural capital that can drastically increase one's economic mobility. In many cases, they have navigated multiple institutions, they have emotionally and financially supported family members, and have developed critical resiliency and grit through their journeys as leaders and trailblazers in their families and communities. This is precisely why we want to invest and support this talent that can greatly contribute to our community.

Visit AlamoFellows.com or scan the code to learn more.

ALAMO FELLOWS

Build your future career in SATX

The Alamo Fellows program is open to first-generation college students in STEM majors.

Apply Today

To learn more about program requirements, visit alamofellows.com



Our greatest strength is our PEOPLE. **SAWORX** is committed to our role as a trusted resource and connection point for local employers, training and education providers, higher education leadership, government partners, youth, job seekers and professionals. We look forward to your continued partnership. And if you aren't involved yet, let's connect.

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SAWORX
BUILDING A GREATER WORKFORCE

