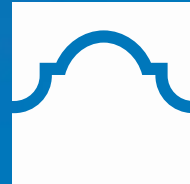


Bi-Annual Dinner with Area School Superintendents & Board Presidents



ALAMO
COLLEGES
DISTRICT



Please help yourself to tonight's
dinner buffet.

The program will begin
momentarily.

Alamo Colleges District Board Meeting

Call to Order / Roll Call – Mr. Marcelo Casillas,
Alamo Colleges District Board Chair



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Summary from October 2018 Superintendents Dinner

Presentation Summary

- Partnering to End Poverty in the San Antonio Region through Education by focusing on economic and social mobility
- Use HS Programs to provide more access to programs for students across our service area
- Increase seamless University Transfer for all students attending ACD Colleges
- Career Coach is a tool for career exploration



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Summary from October 2018 Superintendents Dinner

Table Discussion Summary

- Expand program offerings for High Schools in High-Wage, High-demand areas Consider using ACD instructors to teach courses at the High Schools.
- Provide opportunities for career exploration via job shadowing, industry tours, mentoring, and internships
- Identify workforce certifications that would be viable and count on accountability systems for both ACD and ISDs
- Assist smaller / rural ISDs by providing options where there is low enrollment so access is not an issue
- Alamo Academies must recruit earlier to peak students' interest
- Provide support for TSI

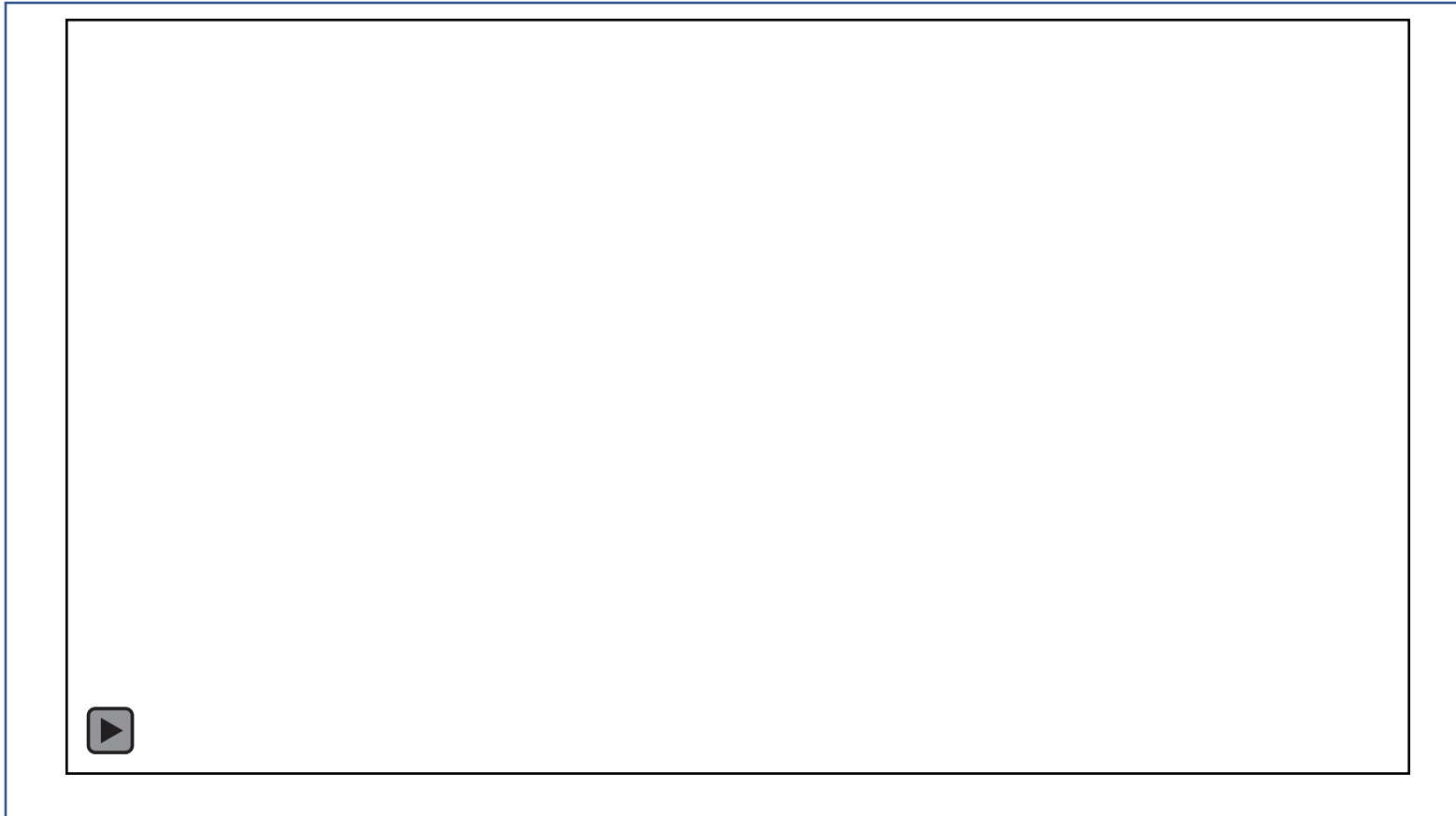


Agenda

- **Welcome** – Dr. Robert Garza, Palo Alto College President
- **2019 State Legislative Priorities** - 86th Legislative Session Priorities, Joe Alderete, Jr., Alamo Colleges District Board Vice-Chair and Kristi Wyatt, Associate Vice Chancellor of Communications & Engagement
- **SA Works Report** – Romanita Matta-Barrera, SA Works Executive Director
- **High School Programs Updates** – Rosena Garcia, Director of HS Programs
- **AlamoPROMISE** – Dr. Mike Flores, Chancellor
- **Table Top Discussion** – Rosena Garcia, Director of HS Programs
- **Closing** – Marcelo Casillas, Alamo Colleges District Board Chair



Texas Association of Community Colleges Legislative Priorities for 86th Legislation



Source: <https://tacc.org/>



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2019 State Legislative Priorities

86th Legislative Session

- Funding: Invest in Texas Community Colleges
- Dual Credit: Broadening Access & Sustaining Quality
- Workforce Education: Our Critical Role
- Transfer: Making Every Course Count

Source: <https://www.alamo.edu/legislative>



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San Antonio Economic Development Foundation

ACCELERATING EXPERIENTIAL LEARNING



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



TWITTER: @sa_works
INSTAGRAM: @sanantonioworks

ROMANITA MATTA-BARRERA
SA WORKS, EXECUTIVE DIRECTOR

FEBRUARY 25, 2019
ALAMO COLLEGES BI-ANNUAL DINNER
SCHOOL SUPERINTENDENTS & BOARD CHAIRS

SAEDF STRATEGIC FRAMEWORK



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

TOP JOB QUALIFICATIONS & SKILLS INFORMATION TECHNOLOGY



TOP 5 POSTING QUALIFICATIONS

Qualification

CompTIA Security+
Certified Information Systems Security Professional
Certified Information Security Manager
Cisco Certified Network Associate
Certified Ethical Hacker



The jobs are projected to **INCREASE** by

4,032

(12%) from 2018-2023, outpacing the national projected growth rate of 8.9%.

TOP 5 MARKETABLE SKILLS

Skill

Management
Operations
Communications
Information Technology (Infrastructure)
Integration

24% Post-to-Hire Ratio



TOP TECH OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS

Occupation (SOC)	Unique Postings	Avg. Monthly Postings	Preferred Entry Level Education	Average Annual Wage
Software Developers, Applications	2,670	445	Bachelor's Degree	\$99,200
Computer Occupations, All Other	2,091	348	Bachelor's Degree	\$82,300
Computer User Support Specialists	1,971	328	Bachelor's Degree	\$49,700
Network and Computer Systems Administrators	1,752	292	Bachelor's Degree	\$82,600
Management Analysts	1,342	223	Bachelor's Degree	\$81,300
Information Security Analysts	1,314	219	Bachelor's Degree	\$91,800
Computer Systems Analysts	1,148	191	Bachelor's Degree	\$96,100
Web Developers	927	155	Bachelor's Degree	\$61,200
Computer and Information Systems Managers	563	94	Bachelor's Degree	\$153,200
Computer Programmers	350	58	Bachelor's Degree	\$95,400



\$81,500
Median
Salary

TOP JOB QUALIFICATIONS & SKILLS

MANUFACTURING



\$46,400
Median
Salary

TOP 5 POSTING QUALIFICATIONS

Qualification

Commercial Driver's License (CDL)

ASNT Non-Destructive Tester

Certified Benefits Professional

Certified Broadcast Radio Engineer

Transportation Worker Identification Credential Card



The occupations are projected to **INCREASE** by **3,281** from 2018-2023 (7.5%), outpacing the national projected growth rate of 1.7%.

TOP 5 MARKETABLE SKILLS

Skill

Management

Operations

Communications

Troubleshooting (Problem Solving)

Leadership

TOP MANUFACTURING OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS

Occupation (SOC)	Unique Postings	Avg. Monthly Postings	Preferred Entry Level Education	Average Annual Wage
First-Line Supervisors of Production and Operating Workers	863	143	High School Diploma or Equivalent	\$66,000
First-Line Supervisors of Mechanics, Installers, and Repairers	743	123	High School Diploma or Equivalent	\$66,100
Buyers and Purchasing Agents	231	38	Bachelor's Degree	\$76,800
Industrial Machinery Mechanics	206	34	High School Diploma or Equivalent	\$51,200
Transportation, Storage, and Distribution Managers	172	28	High School Diploma or Equivalent	\$104,400
Helpers - Production Workers	165	27	High School Diploma or Equivalent	\$22,100
Electrical and Electronics Engineering Technicians	141	24	Some College, No Degree	\$62,500
Aircraft Mechanics and Service Technicians	124	21	Some College, No Degree	\$52,700
Assemblers and Fabricators, All Other, Including Team Assemblers	116	19	High School Diploma or Equivalent	\$38,500
Industrial Engineering Technicians	104	17	Some College, No Degree	\$58,300

TOP JOB QUALIFICATIONS & SKILLS HEALTHCARE



\$47,800
Median
Salary

TOP 5 POSTING QUALIFICATIONS

Qualification

- Licensed Vocational Nurse
- Licensed Practical Nurse
- Certified Nursing Assistant
- Nurse Practitioner
- Patient Care Technician



The jobs are projected to **INCREASE** by

15,392

(15.2%) from 2018-2023, which is higher than the national projected growth rate, 10.2%.

TOP 5 MARKETABLE SKILLS

Skill

- Management
- Communications
- Leadership
- Interpersonal Skills
- Teaching

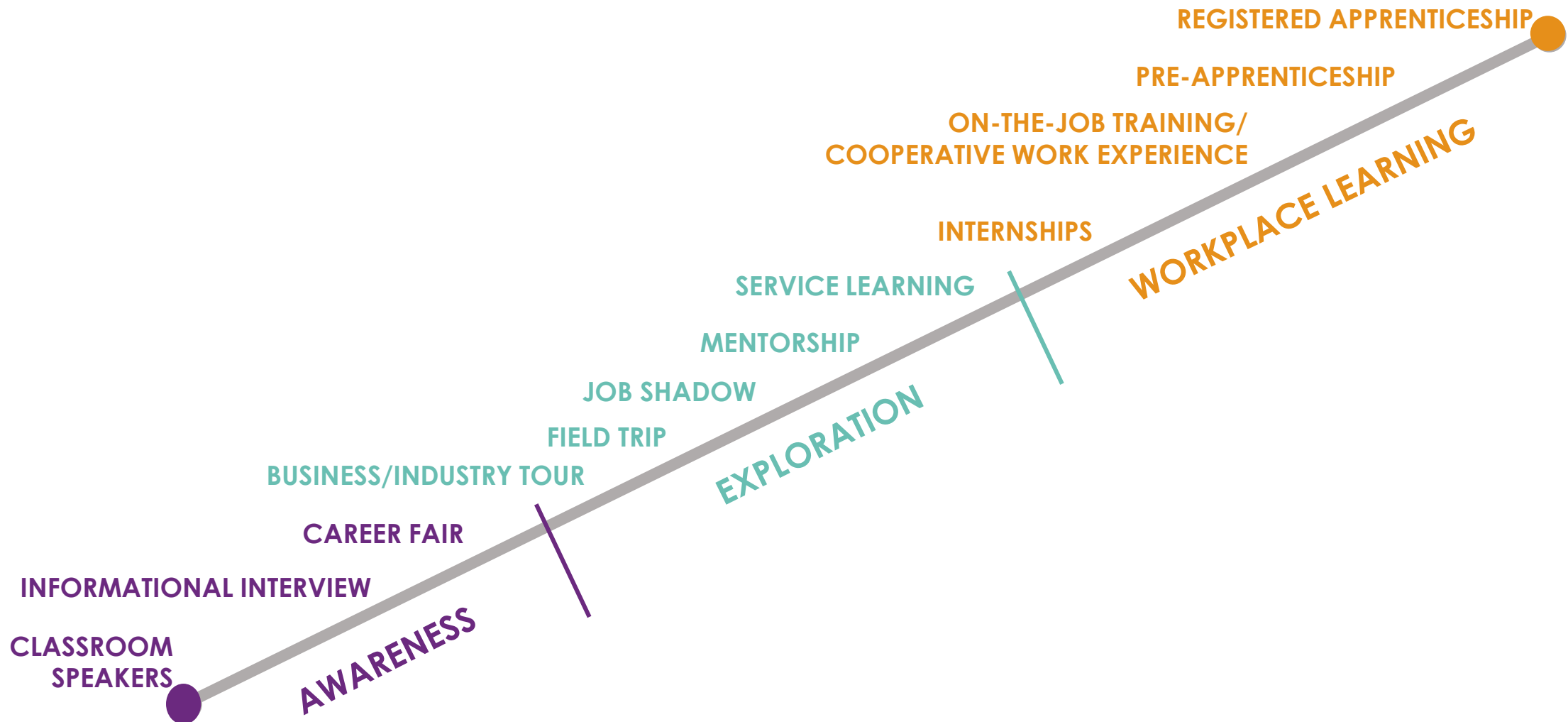
70% Post-to-Hire Ratio



TOP HEALTHCARE OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS

Occupation (SOC)	Unique Postings	Avg. Monthly Postings	Preferred Entry Level Education	Average Annual Wage
Registered Nurses	6,720	1,120	Bachelor's Degree	\$68,200
Licensed Practical and Licensed Vocational Nurses	937	156	Some College, No Degree	\$45,300
Nursing Assistants	937	156	High School Diploma or Equivalent	\$25,900
Social and Human Service Assistants	721	120	Bachelor's Degree	\$32,000
Medical Assistants	651	108	Some College, No Degree	\$31,700
Pharmacy Technicians	578	96	Some College, No Degree	\$33,900
Family and General Practitioners	554	92	Doctoral or Professional Degree	\$180,400
Physical Therapists	448	74	Doctoral or Professional Degree	\$92,000
Medical Records and Health Information Technicians	446	74	Some College, No Degree	\$41,400
Occupational Therapists	431	71	Master's Degree	\$67,000

EXPERIENTIAL LEARNING CONTINUUM



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 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. The Externships for Teachers Project in San Antonio is led by the Alamo STEM Workforce Coalition (ASWC). ASWC member organizations include:

- ▶ Workforce Solutions Alamo (WSA), The University of Texas at San Antonio (UTSA) Academy for Teacher Excellence (ATE), The Alliance for Technology Education in Applied Math and Science (ATEAMS), Education Service Center, Region 20 (ESC-20) and SA Works

Affiliated partners include: San Antonio Chamber of Commerce and P16Plus Council

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



300
Middle & High
School Students



278
High School
Students



210
College
Students

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 explains the hands-on learning he has gained while working and going to school.

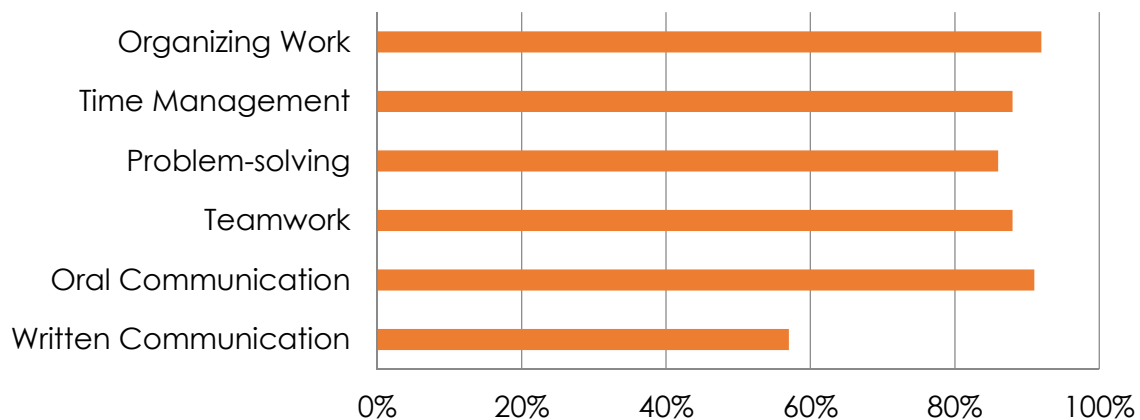


HIGH SCHOOL INTERNSHIP IMPACT



ON YOUTH

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



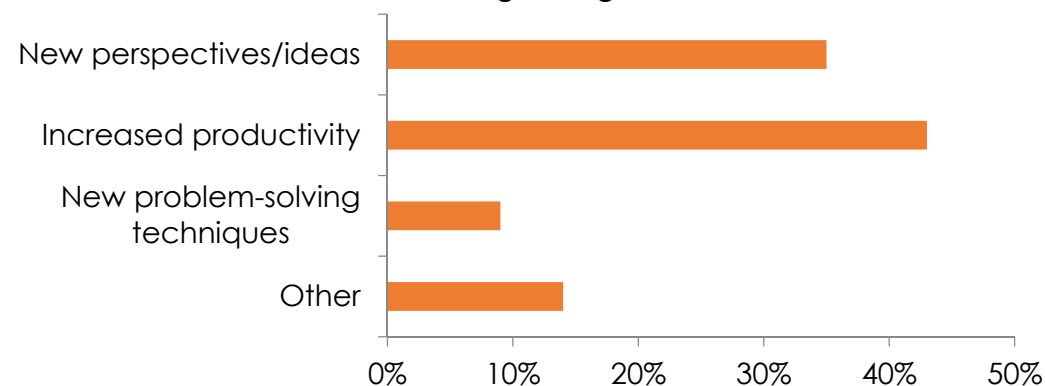
Over 70% AGREED it Supports Developing Next Generation Talent

Over 40% AGREED it Supports Increased Productivity

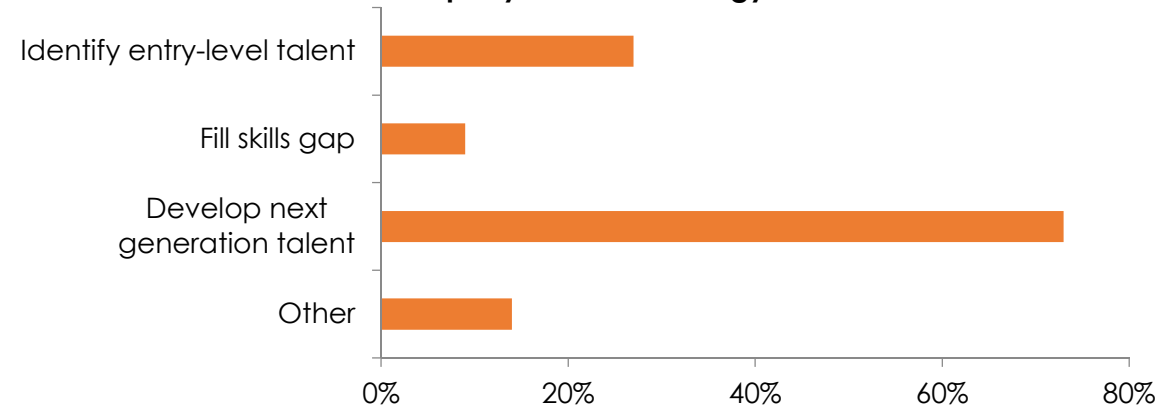
Over 30% AGREED that it Supports Identifying Entry-Level Talent

ON EMPLOYERS

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



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



INTERNSHIP HIGHLIGHTS



"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."

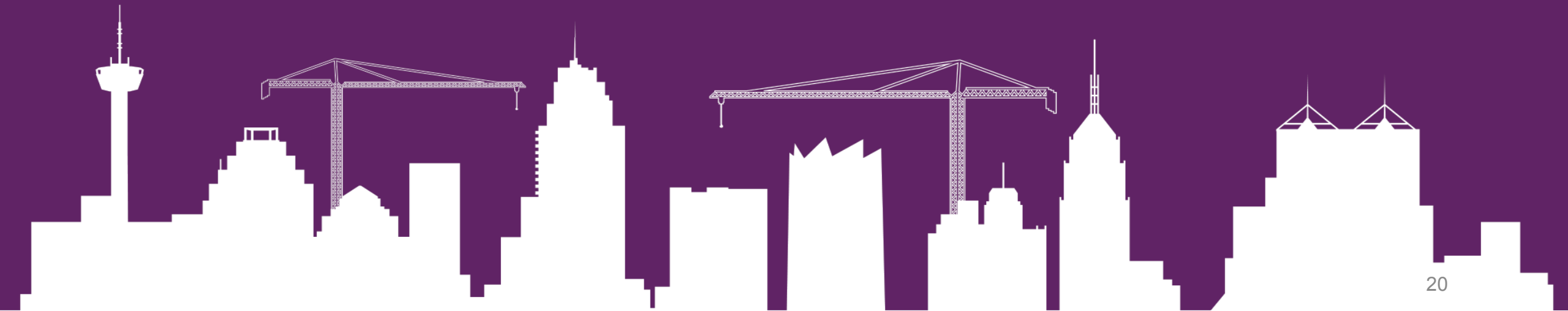
– Stacy Carrisalez, NISD High School Student,
SA2020 Impact Report



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!



Alamo Colleges District – School District Partners



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High School Programs Updates

- 35 Public School Districts
- 100+ High Schools
- 13,000+ Students
- 18 Early College High Schools (ECHS)
 - 13 Traditional ECHS
 - 2 Pathways in Technology Early College High Schools (P-TECHs)
 - 3 Centers for Applied Science and Technology (CAST)



High School Programs Updates

12th Grade Students Earning a OSA, Certificate, or Associate Degree by HS Graduation ¹

Academic Year	OSA ^{2, 3}	Certificates ²	Associate Degrees ²			Total	% Change
			AA	AS	AAS		
2016	26	74	202	0	0	302	
2017	64	134	220	0	0	418	38.5%
2018	22	149	391	44	10	616	47.4%
Total	112	357	813	44	10	1,336	

1. *Alamo Colleges Dual Credit AY 2015 – AY 2018 Performance Research Brief, Alamo Colleges District Institutional Research and Effectiveness Services Department, January 2019*
2. *Counts listed above contain awards with student duplicates*
3. *Occupational Skills Award (OSA), formerly known as Marketable Skills Awards (MSA)*



High School Programs Updates

- Traditional Dual Credit: Up to 14 courses / 42 hours
- ECHS, P-TECH and CAST: Up to 20 courses / 60 hours
- College Awards requirements
 - *Occupational Skills Awards (OSA)*: 3-4 courses / 9-12 hours
 - *Level 1 Certificates (L1)*: 15-14 courses / 30-42 hours
 - *Associate Degree (AA, AS, AAS)*: 20 courses / 60 hours



High School Programs Updates

CompTIA Security + Certification Preparation (OSA)

Total Credit Hours Required: 10	College Hrs	Req. Minutes	HS Credits
ITNW 1425 - Fundamentals of Networking Technologies	4 hours	4,000	.5
ITSY 1342 - Information Technology Security	3 hours	3,200	.5
ITNW 1308 - Implementing and Supporting Client Operating Systems	3 hours	3,200	.5

TEA Approved Industry Certification: CompTIA Network & CompTIA Security Plus



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High School Programs Updates

Stackable Credentials

College Award	Award Type	Required Hours
CompTIA Security + Certification Preparation	OSA	10
Information Technology Cybersecurity Specialist	Level 1	28
Information Technology Cybersecurity Specialist	AAS	60



High School Programs Updates

- **TEA Annual Timelines for ECHS, P-TECH, T-STEM
Planning Year - AY20-21, Implementation Year - AY21-22**
 - October 2019 – application for planning year opens
 - December 2019 – application deadline for planning year closes



High School Programs Updates

- **RFP Process for new CAST Academies, P-TECHs or ECHS**
 - Provide student cohorts with focus on High-Skill, High-Wage program areas
 - Ensure that all forms of required resources are available for student success
 - Engage Industry Partners, City Leaders & External Funders to support programs



High School Programs Updates

➤ RFP Timeline (Tentative Timeline)

- April – RFP Comment Period Opens
- May – RFP Application Period Opens
- June – Information Sessions will be Provided
- August – RFP Application Period Closes
- September – RFP Award Notification





ALAMO
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NORTHEAST LAKEVIEW COLLEGE

NORTHWEST VISTA COLLEGE

PALO ALTO COLLEGE

SAN ANTONIO COLLEGE

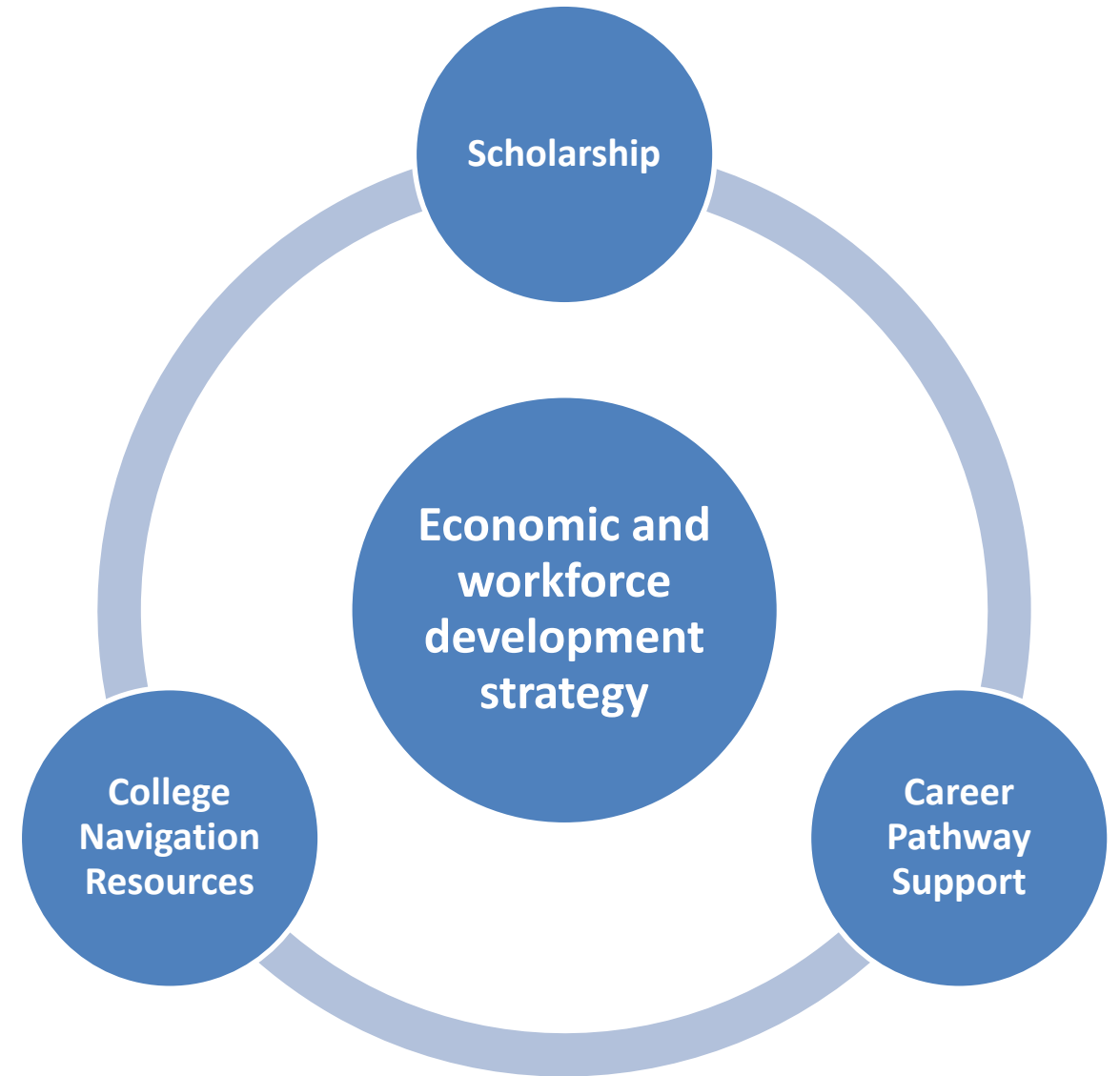
ST. PHILIP'S COLLEGE



College Promise

What Is College Promise?

- The promise of the first two years of college for eligible students seeking associate degrees, transfer, certifications, and/or job training
- Scholarship enhanced with college navigation and career pathway support



Why College Promise In Our Region?

Need to foster an educated, diverse, and competitive workforce to fuel economic vitality

Workforce Needs

- 65% of all jobs require credentials beyond high school by the year 2020; only 33% of adults have an associate's degree or higher in San Antonio

Educational Attainment

- Only 45% of high school seniors attend college, and only 33% complete college in San Antonio (12% lower than the national average)

College Matters

- Education impacts individual earnings five times more than any other demographic factor

Equity

- Only 11% of 8th grade students from low-income families in Bexar County earned a two- or four-year degree six years after high school graduation

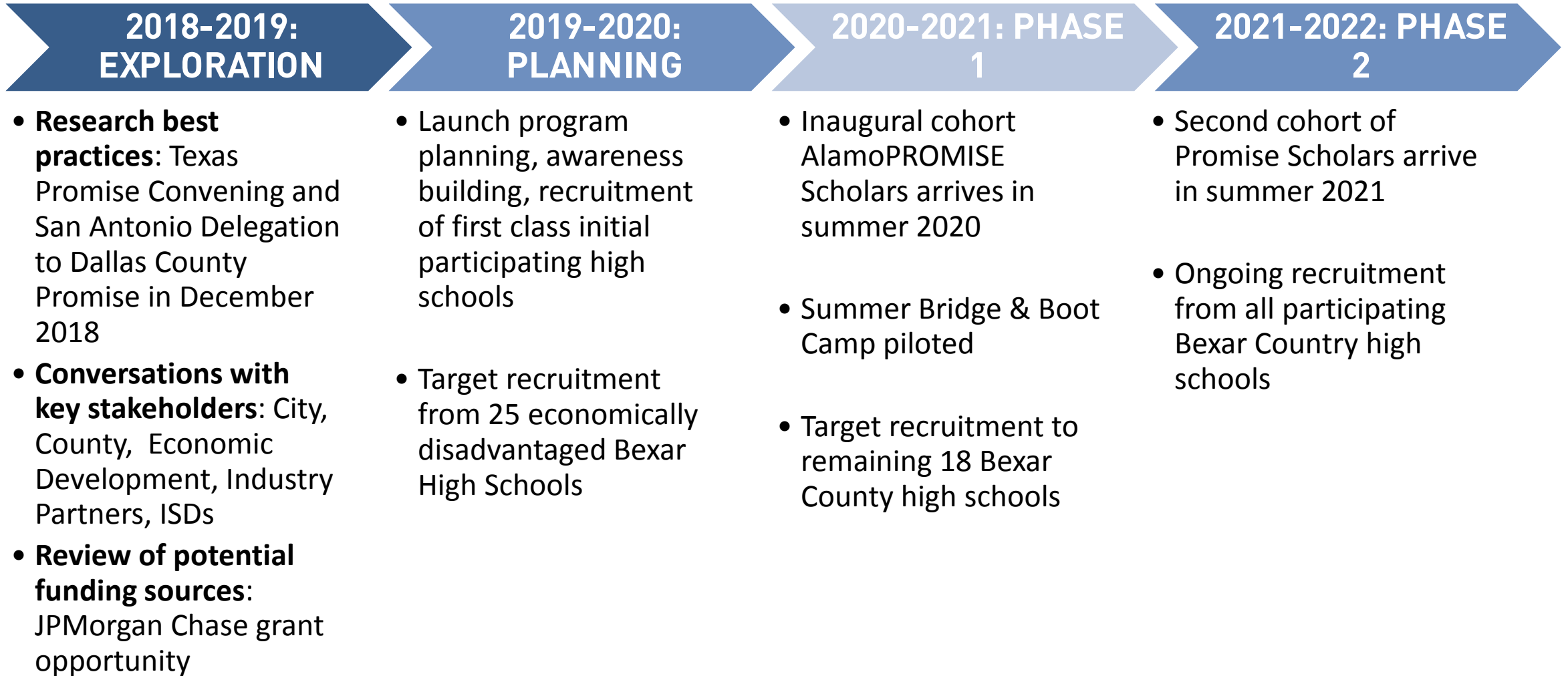


What Are Proposed Key Elements Of AlamoPROMISE?

- The promise to students – AlamoPROMISE Scholars – is up to 60 semester credits hours, plus comprehensive student support and career resources
- Last-dollar scholarship to cover remaining costs after financial aid enhanced with college navigation and career pathway support for all eligible Bexar County high school seniors
- Students must meet eligibility criteria, pledge, apply, and enroll:
 - Participate in summer boot camp and workplace based experience (high wage, high demand emphasis)
 - Consideration of community service and/or experiential learning hours requirement
 - Maintain a 2.0 GPA and complete at least 18 credit hours per academic year



What Are The Timeline Highlights Of AlamoPROMISE?



The AlamoPROMISE Network Strategy

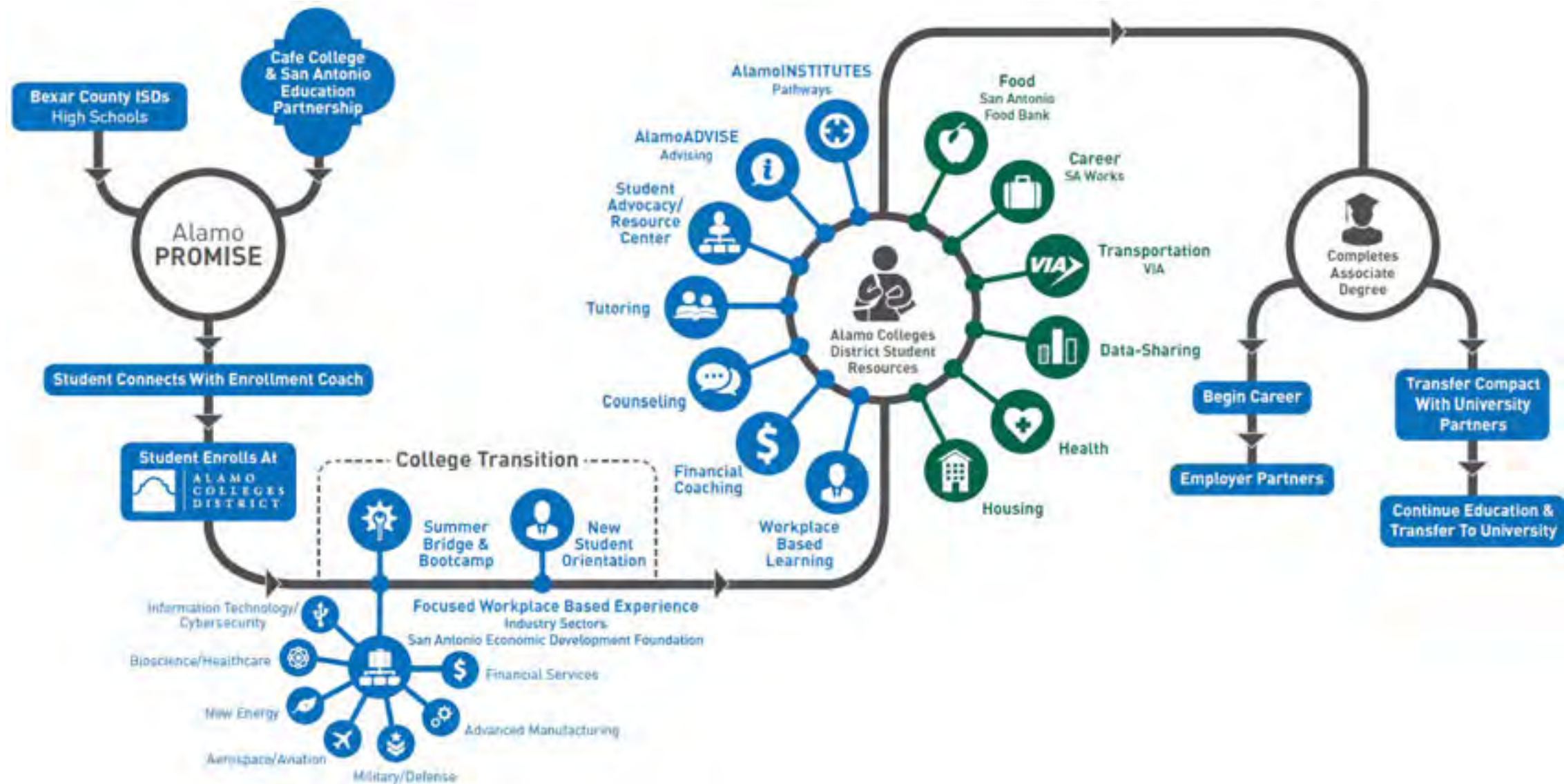


Table Discussion

- 1. What information RESONATED with you?**
- 2. What processes will you need to RETHINK to engage in the new initiatives?**
- 3. Where do you believe you will encounter RESISTANCE?**



Questions?



Closing Remarks

Mr. Marcelo Casillas, Alamo Colleges District Board Chair



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Thank you for your partnership.



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