Bi-Annual Dinner with Area School Superintendents & Board Presidents
Please help yourself to tonight’s dinner buffet.

The program will begin momentarily.
Call to Order / Roll Call – Mr. Marcelo Casillas, Alamo Colleges District Board Chair
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
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/
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
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.
$81,500
Median Salary

The jobs are projected to **INCREASE** by **4,032** (12%) from 2018-2023, outpacing the national projected growth rate of 8.9%.

**TOP TECH OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS**

<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>Software Developers, Applications</td>
<td>2,670</td>
<td>445</td>
<td>Bachelor’s Degree</td>
<td>$99,200</td>
</tr>
<tr>
<td>Computer Occupations, All Other</td>
<td>2,091</td>
<td>348</td>
<td>Bachelor’s Degree</td>
<td>$82,300</td>
</tr>
<tr>
<td>Computer User Support Specialists</td>
<td>1,971</td>
<td>328</td>
<td>Bachelor’s Degree</td>
<td>$49,700</td>
</tr>
<tr>
<td>Network and Computer Systems Administrators</td>
<td>1,752</td>
<td>292</td>
<td>Bachelor’s Degree</td>
<td>$82,600</td>
</tr>
<tr>
<td>Management Analysts</td>
<td>1,342</td>
<td>223</td>
<td>Bachelor’s Degree</td>
<td>$81,300</td>
</tr>
<tr>
<td>Information Security Analysts</td>
<td>1,314</td>
<td>219</td>
<td>Bachelor’s Degree</td>
<td>$91,800</td>
</tr>
<tr>
<td>Computer Systems Analysts</td>
<td>1,148</td>
<td>191</td>
<td>Bachelor’s Degree</td>
<td>$95,100</td>
</tr>
<tr>
<td>Web Developers</td>
<td>927</td>
<td>155</td>
<td>Bachelor’s Degree</td>
<td>$61,200</td>
</tr>
<tr>
<td>Computer and Information Systems Managers</td>
<td>563</td>
<td>94</td>
<td>Bachelor’s Degree</td>
<td>$153,200</td>
</tr>
<tr>
<td>Computer Programmers</td>
<td>350</td>
<td>58</td>
<td>Bachelor’s Degree</td>
<td>$95,400</td>
</tr>
</tbody>
</table>
TOP JOB QUALIFICATIONS & SKILLS
MANUFACTURING

$46,400
Median Salary

TOP 5 POSTING QUALIFICATIONS

<table>
<thead>
<tr>
<th>Qualification</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 Repairs</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>161</td>
<td>24</td>
<td>Some College, No Degree</td>
<td>$62,500</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>$38,500</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>

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

<table>
<thead>
<tr>
<th>Skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
</tr>
<tr>
<td>Operations</td>
</tr>
<tr>
<td>Communications</td>
</tr>
<tr>
<td>Troubleshooting (Problem Solving)</td>
</tr>
<tr>
<td>Leadership</td>
</tr>
</tbody>
</table>

TOP MANUFACTURING OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS
TOP JOB QUALIFICATIONS & SKILLS

HEALTHCARE

$47,800
Median Salary

70% Post-to-Hire Ratio

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 2016-2023, which is higher than the national projected growth rate, 10.2%.

TOP 5 MARKETABLE SKILLS

Skill
Management
Communications
Leadership
Interpersonal Skills
Teaching

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

- 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
- Awareness
- Exploration
- Workplace Learning
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

2018 PARTICIPATING INDUSTRIES

ADVERTISING  EDUCATION  HOSPITALITY
AUTOMOTIVE  ENERGY  HUMAN SERVICES
BUSINESS  ENGINEERING  MANUFACTURING
COMMUNICATION  FINANCE  RETAIL
CONSTRUCTION  GOVERNMENT RELATIONS  SPORTS AND ENTERTAINMENT
CRIMINAL JUSTICE  HEALTHCARE  TECHNOLOGY
CULINARY
HIGH SCHOOL INTERNSHIP IMPACT

**ON YOUTH**

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

- Organizing Work
- Time Management
- Problem-solving
- Teamwork
- Oral Communication
- Written Communication

% 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...

- New perspectives/ideas
- Increased productivity
- New problem-solving techniques
- Other

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

Over 60% AGREED it Supports Developing Next Generation Talent

Over 40% AGREED it Supports Increased Productivity

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

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

- Identify entry-level talent
- Fill skills gap
- Develop next generation talent
- Other
“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!
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

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>OSA ², ³</th>
<th>Certificates ²</th>
<th>Associate Degrees ²</th>
<th>Total</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>26</td>
<td>74</td>
<td>202</td>
<td>302</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>64</td>
<td>134</td>
<td>220</td>
<td>418</td>
<td>38.5%</td>
</tr>
<tr>
<td>2018</td>
<td>22</td>
<td>149</td>
<td>391</td>
<td>616</td>
<td>47.4%</td>
</tr>
<tr>
<td>Total</td>
<td>112</td>
<td>357</td>
<td>813</td>
<td>1,336</td>
<td></td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>Course Description</th>
<th>College Hrs</th>
<th>Req. Minutes</th>
<th>HS Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ITNW 1425 - Fundamentals of Networking Technologies</td>
<td>4 hours</td>
<td>4,000</td>
<td>.5</td>
</tr>
<tr>
<td>ITSY 1342 - Information Technology Security</td>
<td>3 hours</td>
<td>3,200</td>
<td>.5</td>
</tr>
<tr>
<td>ITNW 1308 - Implementing and Supporting Client Operating Systems</td>
<td>3 hours</td>
<td>3,200</td>
<td>.5</td>
</tr>
</tbody>
</table>

TEA Approved Industry Certification: CompTIA Network & CompTIA Security Plus
## High School Programs Updates

<table>
<thead>
<tr>
<th>Stackable Credentials</th>
<th>College Award</th>
<th>Award Type</th>
<th>Required Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CompTIA Security + Certification Preparation</td>
<td>OSA</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Information Technology Cybersecurity Specialist</td>
<td>Level 1</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>Information Technology Cybersecurity Specialist</td>
<td>AAS</td>
<td>60</td>
</tr>
</tbody>
</table>
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
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?

<table>
<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Research best practices:</strong> Texas Promise Convening and San Antonio Delegation to Dallas County Promise in December 2018</td>
<td><strong>Launch program planning, awareness building, recruitment of first class initial participating high schools</strong></td>
<td><strong>Inaugural cohort AlamoPROMISE Scholars arrives in summer 2020</strong></td>
<td><strong>Second cohort of Promise Scholars arrive in summer 2021</strong></td>
</tr>
<tr>
<td><strong>Conversations with key stakeholders:</strong> City, County, Economic Development, Industry Partners, ISDs</td>
<td><strong>Target recruitment from 25 economically disadvantaged Bexar High Schools</strong></td>
<td><strong>Summer Bridge &amp; Boot Camp piloted</strong></td>
<td><strong>Ongoing recruitment from all participating Bexar Country high schools</strong></td>
</tr>
<tr>
<td><strong>Review of potential funding sources:</strong> JPMorgan Chase grant opportunity</td>
<td></td>
<td><strong>Target recruitment to remaining 18 Bexar County high schools</strong></td>
<td></td>
</tr>
</tbody>
</table>
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
Thank you for your partnership.