

# SA Works



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



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# STRATEGIC FRAMEWORK





## Meet Employer Demand

### GROWING

- Workforce
- Work-based Learning Opportunities
- Growing Year Over Year
- Increasing Career Readiness

### UPSKILLING

- Private Sector Partners
- Earn & Learn
- On-the-Job Training

### RECRUITING & RETAINING

- #1 City for Recent College Grads
- BRE Efforts

# Jobs Report Overview



## CYBERSECURITY

- ▶ More than 40 cybersecurity company headquarters
- ▶ #1 cybersecurity higher-ed program in the U.S. (University of Texas at San Antonio)
- ▶ Home of NSA Texas

## TECH

- ▶ More than 34,000 IT professionals
- ▶ Top 10 for tech jobs in the U.S.

## BIOSCIENCE

- ▶ 1 out of 6 San Antonians works in biosciences and healthcare
- ▶ \$1 billion in federal R&D funds
- ▶ More than \$36 billion annual economic impact

## MANUFACTURING

- ▶ 52K skilled manufacturing professionals
- ▶ \$40.5 billion in annual economic impact





# JOBS REPORT

2018



# Jobs Report Overview



**MORE THAN 65K**

online job postings between  
Aug 2017 and Jan 2018

**150K**

Students in  
Higher-Ed  
Programs

**17%**

OF RESIDENTS  
25 OR OLDER HOLD  
A BACHELOR'S DEGREE



# Job Market Overview



## Challenge: Middle Skills Jobs Not Being Filled



20% of the top posted IT openings require **LESS THAN** a bachelor's degree



30% of the top posted manufacturing occupations require a post-secondary education



4 of the top 10 posted Healthcare occupations are considered middle skilled jobs

# Skills Demand: Manufacturing



## TOP MANUFACTURING SKILLS



### TOP 5 POSTING QUALIFICATIONS

Qualification	Postings with Qualification
Commercial Driver's License (CDL)	93
Certified Apartment Service Technician	12
(American Society for Quality) ASQ Certified	9
Certified Apartment Maintenance Technician	6
Certified In Production and Inventory Management	5

### TOP 5 POSTING ESSENTIAL SKILLS

Skill	Frequency in Postings
Warehousing/Procurement	397
Oil And Gas	334
HVAC	303
Preventive Maintenance	303
Mechanics	297

## TALENT DEMAND IN MANUFACTURING



Manufacturing jobs  
INCREASED by

# 3,134

(8.6%) from 2012-2017,  
outpacing the national  
growth rate of 4.7%.

## TOP 5 HIRING COMPANIES IN MANUFACTURING





# Skills Demand: Information Technology



## TOP IT SKILLS

### TOP 5 POSTING ESSENTIAL SKILLS

Skill	Frequency in Postings
Information/Operating Systems	2,430
Software Development (Agile)	2,279
Business Process	1,845
Java (Programming Language)	1,842
SQL (Programming Language)	1,611

### TOP 5 POSTING ESSENTIAL SKILLS

Skill	Frequency in Postings
Information/Operating Systems	2,430
Software Development (Agile)	2,279
Business Process	1,845
Java (Programming Language)	1,842
SQL (Programming Language)	1,611

## TALENT DEMAND IN IT

IT jobs **INCREASED** by **3,970** from 2012-2017 (13.3%),  
outpacing the national growth rate of 12.3%.

## TOP 5 HIRING COMPANIES IN IT

**ORACLE**



**accenture**



**rackspace**

# Skills Demand: Healthcare



## TOP HEALTHCARE SKILLS

### TOP 5 POSTING QUALIFICATIONS

Qualification	Postings with Qualification
Registered Nurse	8,483
Licensed Vocational Nurse	1,906
Licensed Practical Nurse	1,349
Certified Nursing Assistant	616
Patient Care Technician	364

### TOP 5 POSTING ESSENTIAL SKILLS

Skill	Postings with Skill
Nursing	14,356
Basic Life Support	5,029
Clinical Works	4,037
Nursing Care	3,462
Advanced Cardiovascular Life Support (ACLS)	2,929

## TALENT DEMAND IN HEALTHCARE

Healthcare jobs **INCREASED** by **8,758** from 2012-2017 (12.2%), outpacing the national growth rate of 8.7%.

## TOP 5 HIRING COMPANIES IN HEALTHCARE





# JOBS REPORT

2018



TO DOWNLOAD THE JOBS REPORT, VISIT:

<http://www.sanantonioedf.com/media/jobs-report/>

# Activating Alignment



## TRAINING/EDUCATION PROVIDERS

UNDERSTAND CAPACITY

DRIVE ALIGNMENT TO EMPLOYER NEEDS

ID SERVICE GAPS

PROGRAMS LEADING TO IN-DEMAND JOBS



## EMPLOYERS

SKILLED WORKERS

FEEDBACK TO TRAINERS/EDUCATORS

INTERNSHIPS/On-the-Job Training



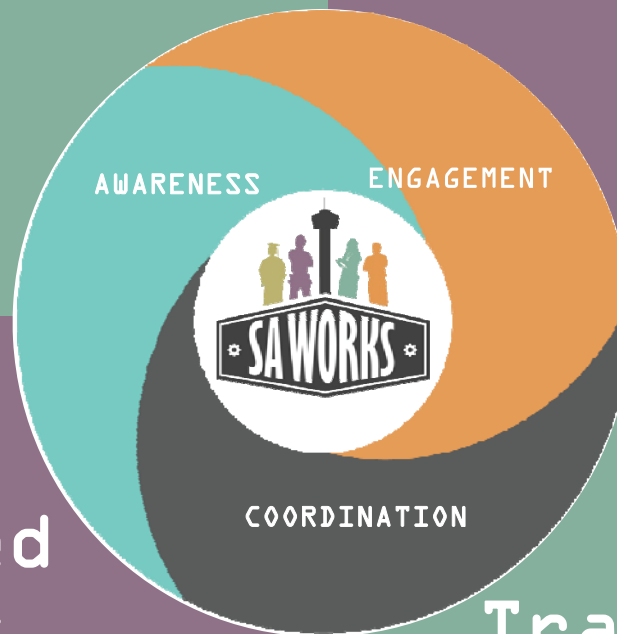
**COMMUNITY TRAINING STANDARDS • TRAINING FEEDBACK LOOP • DEMAND-DRIVEN COMMITMENTS**

# Education and Workforce Ecosystem



Education  
Partners

Industry  
Partners



Community-Based  
Organizations

Workforce &  
Training Partners





# REAL AND READY

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