

CUSTOMIZED WORKFORCE TRAINING



Program Description:

Through an Agreement established with the Alamo College District, approved annually by City Council since March 2001, the Economic Development Department offers customized training assistance through Alamo Colleges, as an incentive to businesses seeking to relocate, retain, or expand their operations within San Antonio.

Recent surveys of American corporations state that a trained and ready workforce is one of the most essential assets a community can offer to businesses. These workers must have significant skills and education in order to meet the needs of employers in aerospace, health care, information technology security and advanced manufacturing. Recognizing the critical link between education and high paying jobs, the Alamo Colleges, local school districts and universities are committed to creating and promoting advanced education and training standards that will provide workers to meet the needs of growth industries.

Program Eligibility Criteria:

Grant assistance will be based on investment and job creation.

Program Benefits:

- ❑ Training may be customized to fit the specific needs of a company, or its employees.
- ❑ Training may be conducted at any of Alamo College's campus locations, or on-site at the employer's workplace.
- ❑ Customized training assists in the development of skilled personnel to meet the ever-changing workforce needs of businesses.
- ❑ Customized training assists in the development of personnel job skills to enrich the work experience and educational attainment of current and future employees.

INDUSTRY WORKFORCE TRAINING:

The Alamo Area Academies are a unique workforce development partnership of the City, Alamo Colleges, all the local public school districts, Workforce Solutions Alamo (WSA) and dozens of local employers. The Academies allow high school students from SA and surrounding areas, to earn dual college credit hours, while learning the skills employers have specified as vital for entry to highly-paid careers in SA's driver industries. Students gain hands-on technical experience while concurrently pursuing their high school diplomas. In addition, students gain "real-world" work experience through an employer-sponsored salaried internship. Upon graduation from high school, Academy graduates may pursue a career in one of the participating industries and continue their studies toward a 2, or 4 year college degree, or both.

- ❑ Alamo Area Aerospace Academy (AAAA):

AAAA opened its doors in August of 2001. AAAA graduates have earned nearly half the credits they need to become FAA-certified airframe and power plant mechanics. Students receive technical training in airframe and power plant mechanics for careers in aerospace maintenance. More than 100 AAAA graduates are already at work in San Antonio's aerospace industry.

 - **Paid industry internships**--Approximately \$2,500 in a paid internship between the junior and senior year
 - **Training sites**--St. Philip's College Southwest Campus and Floresville High School
 - **Choices**--After graduation, students will be prepared for aerospace industry jobs. They can continue training toward a FAA license or use their college credits toward further education at the college level
 - **High pay**--Salaries at the local aerospace companies starting over \$10/hour up to \$15/hour with additional schooling and experience
 - **Established industry**--The impact of the aerospace industry in San Antonio is almost \$4 billion

□ Information Technology & Security Academy (ITSA):

In order to provide skilled workers for San Antonio's growing information technology and security sector, the Information Technology & Security Academy was established in 2002. Since the start of the program, every ITSA graduate has gone on to a 2, or 4 year college program, feeding the pipeline of skilled employees for San Antonio's growing information technology and security industry. Through 2012, information technology occupations are among the 10 fastest growing.

- **Valuable skills**--Students receive technical training in basic computer science, information technology and security from Alamo Colleges' instructors
- **Internships**--Competitive summer internships earning approximately \$2,500
- **Training sites**--Located at the Advanced Technology Center at Port San Antonio
- **Job security**--Virtually every business has a need for IT and computer security
- **Multiple exit points**--Start work, obtain an associates, or continue to pursue a 4 year degree

□ Manufacturing Technology Academy (MTA):

With the strong support of the San Antonio Manufacturers Association, the Manufacturing Technology Academy opened in the Fall of 2004 to provide graduates with advanced manufacturing process training for local manufacturers. The manufacturing industry is one of the largest sectors of the San Antonio economy. Its economic impact in 2006 was \$14.4 billion, paying nearly \$2.2 billion in wages and salaries.

- **Hands-on learning**--Students explore specific career paths and acquire unique skills in manufacturing productions operations and facilities maintenance
- **Training sites**--St. Philip's College Southwest Campus, the Central Texas Technology Center in New Braunfels and Sam Houston High School campus
- **Lucrative summer**--Earn approximately \$2,500 in a paid summer internship after successfully completing the junior year
- **Super salaries**--Graduates can expect starting salaries from \$10/hour to \$15/hour
- **Well supported**--The San Antonio Manufacturers Association (SAMA) is a committed partner, offering job internship opportunities
- **Diversified skills--high-tech, high-wage jobs**--San Antonio manufactures need entry-level workers with unique skills for high-tech, high-wage jobs. The average salary of SA's 52,780 manufacturing employees is more than \$41,500.00

□ Health Professions Academy (HPA):

In the fall of 2009, discussions with Allied Health Clusters in San Antonio, Floresville, and New Braunfels, reached a decision to develop plans to execute a Health Professions Academy (HPA). Policy is formulated and implemented through the AAI Board for Licensed Vocational Nurses tracks.

- **Powerful training**--Students will receive training from an accredited program of study through St. Philip's College Vocational Nursing
- **Paid internships**--Students will be placed at a local hospital, or in a senior living environment to participate in a clinical paid internship between the junior and senior year, earning approximately \$2,500
- **Scholarships**--Alamo Colleges will collaborate with the Alamo College Foundation and employers to offer financial aid and scholarships to complete the program after graduating from high school
- **High pay**--Associate Degree Nurses average salary over \$57,500/year
- **Choices**--Students will test for their Licensed Vocational Nurse (LVN) certification after graduation. College credits can be used to continue education towards becoming a Registered Nurse (RN) in the Licensed Vocational Nurse (LVN) to Associate Degree Nurse (ADN) program at St. Phillips College.

How to Apply:

For additional information on customized training incentives offered through the Economic Development Department (EDD), please call (210) 207-8080. For information about the Alamo Area Aerospace Academy, the Information Technology & Security Academy, Manufacturing Technology Academy or Health Professions Academy, please contact the Academies office at <http://www.alamo.edu/academies/contact.htm>.