



**BEXAR COUNTY  
SKILLS DEVELOPMENT PROGRAM**

## **PURPOSE**

The Bexar County Skills Development Fund allows for tailored training opportunities through grants to ensure your current and new employees are trained with the skills your industry requires.

Its purpose is to strengthen local targeted industries and increase skill levels and wages of the local workforce within Bexar County.

As skilled labor availability continues to be a top factor in economic development, the County is committed to ensuring its workforce and our companies are prepared for jobs of the future. Communication between industry and education is crucial.

Wherever possible, training that results in industry recognized certification is strongly encouraged and will be looked upon more favorably.

Grant amounts are subject to Commissioners Court approval and will depend on the strength of the project's positive impact on workforce development initiatives, available Skills Development Funds, funding or other incentives provided by other partners.

## **SKILLS DEVELOPMENT FUND PROGRAM**

Once a business identifies a potential Skills Development Project, Bexar County can help.

### Eligibility:

An established company that is:

- in a Targeted Industry;
- looking to locate or expand in Bexar County;
- creating a minimum of 20 net new Targeted Occupation Positions;
- paying all net new Targeted Occupations Positions no less than the National Median Hourly Wage (\$17.44) excluding benefits;
- paying no employee at project site less than the Hourly Living Wage (\$12.07) excluding benefits.

### Grant Award:

A company may receive up to \$1,000 per net new Targeted Occupation Position created.

- Max award not to exceed \$250,000
  - Grant award received on yearly basis as net new Targeted Occupation Position(s) are filled
  - Net new Targeted Occupation Position(s) must be filled within 2 years of grant execution to receive full grant award.

Permitted Expenditures:

A grant awarded under this program may be used only for:

- (1) developing:
  - (A) customized workforce training programs for an employer’s specific business needs;
  - (B) workforce training-related support services for employers; or
  - (C) instructor certification necessary to provide workforce training.
  
- (2) acquiring training equipment necessary for instructor certification and employment.

The County will require, as a condition of receiving money under this section, that a recipient agree to repay the amount received if the County determines that the money was not used for the purposes for which the money was awarded.

Money may not be used under this program to pay any training costs or other related costs of an employer whose position is not located within Bexar County.

Other Requirements:

**Local Hire Requirement:** regardless of project size, companies must fill at least 75% of its new Targeted Occupation Positions at the project location from residents of the County of Bexar.

**Employee Health Care Benefits:** companies must provide each full-time person employed at the project location and his or her dependents with access to affordable health insurance within one year from the date of employment.

**SA Works:** companies must participate in at least one SA Works experiential learning opportunity, such as:

- Job Shadow Day
- Summer Internship(s)
- Educator Externships

**DEFINITIONS**

**Skills Development Related Project:** may include: industry certification program, partnership with an institute of higher learning, participation in an existing training program, or on-site certified training programs.

**National Median Hourly Wage:** a wage that is equal to or above the Bureau of Labor Statistics’ National Occupational Employment and Wage Estimates Median Hourly Wage for All Occupations, which is indexed annually and subject to change without notice. Verify current wage with Bexar County staff at time of application submission.

**Targeted Industry:** A Bexar County headquarter operations or a Bexar County company with its primary business activities in: advanced manufacturing, cybersecurity/ information technology, or healthcare/ biosciences.

**Living Wage:** minimum hourly wage for all full-time employees, not including benefits. 100% of a company's new and existing employees at the project location must earn no less than the Living Wage throughout the full term of an agreement. This wage is based on the poverty level for a family of four, as determined annually by the U.S. Department of Health and Human Services. This wage is indexed annually and subject to change without notice. Refer to the County's *Tax Abatement Guidelines* for full details.

**SA Works:** SA Works, is an industry-led, demand-driven workforce organization aligning education and employers to promote economic mobility. Their goal is to offer educators and high school students a minimum of 20,000 experiential learning opportunities from the following SA Works menu of options by year 2020 and to develop true career pathways that lead to meaningful employment opportunities for all San Antonio and Bexar County residents:

- Job Shadow Day
- High School Summer Internship Program
- Educator Externships

**Existing Training Programs:** A list of various County-wide training programs are available upon request.

**Targeted Occupation Positions:** Occupational Titles found in Skill Development Fund Application