



## PAY IT FORWARD

# How Jobseekers Can Find New Career Paths

The City of San Antonio is piloting Pay It Forward, a new job placement initiative within its Ready to Work education and employment program. Pay It Forward helps match selected Ready to Work training completers with adult internships that may lead to full-time, quality employment. Pay It Forward provides temporary on-the-job experience for adult interns in a new field, and helps employers expand their talent pipelines.

## HOW IT WORKS



### TRAIN

The City funds your career training through Ready to Work—this includes certification, associate degree, and bachelor's degree programs—and offers you additional support services to overcome financial and life challenges.



### MATCH

Local employers specify hard-to-fill positions and job requirements that align with Ready to Work priority occupations. The City then matches selected Ready to Work participants with needed skills.



### PLACE

Tri-Starr hires you as a part-time intern, hosted by a sponsoring employer. The City pays your wages (up to \$4,800 over six weeks).



### REPAY

If the sponsoring employer hires you, it reimburses the City. Now the City can support another intern!

## BENEFITS

### ACCESS TO QUALITY JOBS

The City encourages employers to hire Ready to Work training completers for quality jobs in target occupations by subsidizing wages during an internship that also functions as an extended interview.

### INCREASED JOB RETENTION

Interns earn at least \$17/hr and retain access to both their case manager and wrap-around support services to help them complete the internship.

### OPPORTUNITIES FOR ADVANCEMENT

All internship positions are tied to potential full-time job opportunities. These positions have multiple career paths, with the potential to grow and earn higher wages.



# OPPORTUNITIES

Some initial internship opportunities include:

Employer	Opportunities	Wages	Required Training
CPS Energy	IT Analyst	Starting at \$17/hour or higher	TBD
Credit Human	Member Services Representative		Any customer service training
USAA	Software Developer Web Developer Data Analyst Information Security Analyst		Coding Dojo Bootcamps Code Up Bootcamps

## YOU HAVE BEEN SELECTED



### HOW TO APPLY

1. Reach out to your Ready to Work case manager to discuss next steps and to confirm which employers are currently participating and what positions are available.
2. Work with your case manager to update your resume.
3. Your case manager will submit your resume to the potential internship applicant pool.
4. If selected by a sponsoring employer, you will interview and complete a drug test and background check.
5. Complete your training if you have not already, and start your paid internship.

**HAVE QUESTIONS OR  
WANT TO PARTICIPATE?**



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