



PAY IT FORWARD

How Employers Can Fill Talent Gaps With Ready to Work

“Pay It Forward” is a pilot program through the San Antonio Workforce Development Office (WDO) Ready to Work initiative that helps local employers address their talent shortages by matching them with candidates pursuing specialized career training for high-demand, entry-level jobs.

HOW IT WORKS



TRAIN

Participants complete RTW-approved training programs, including certifications, associate’s degrees, and bachelor’s degrees, and receive supports to help them overcome financial and life challenges.



MATCH

Local employers specify hard-to-fill positions and job requirements. City staff matches RTW graduates to employers’ needs.



PLACE

Local employers host candidates for six-week paid work experiences (i.e. ‘adult internships’). The City funds each adult internship and Tri-Starr staffing acts as the employer of record.

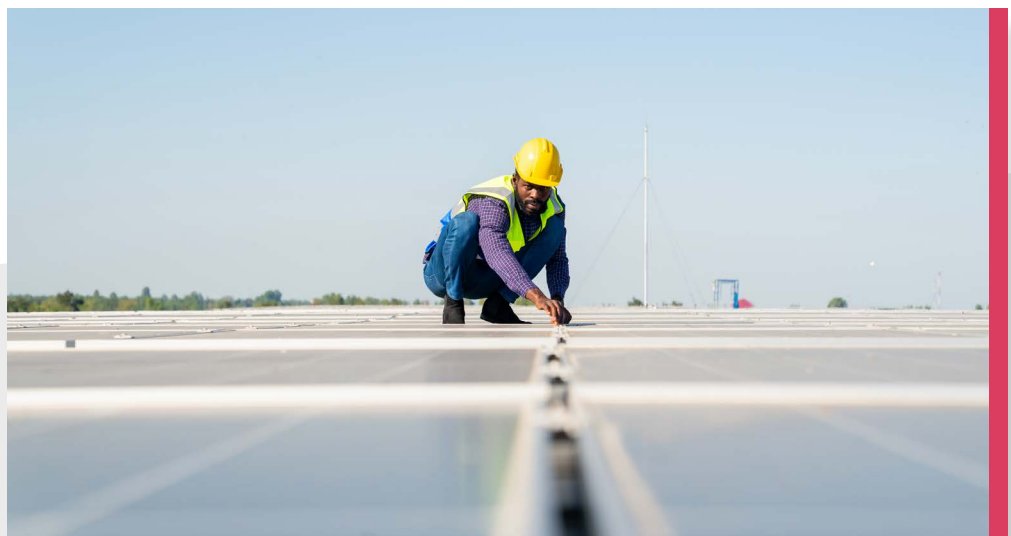


REPAY

Local employers reimburse the City of San Antonio \$6,000 per intern hired. This sustainable funding pays for another future intern.

EXAMPLE ROLES

- ◇ Customer Service Representatives
- ◇ Utility Workers and Other Trades
- ◇ Insurance Adjusters



EMPLOYER BENEFITS

EXPANDED TALENT PIPELINE

Gain access to a new channel for sourcing qualified candidates.

EXTENDED CANDIDATE VETTING

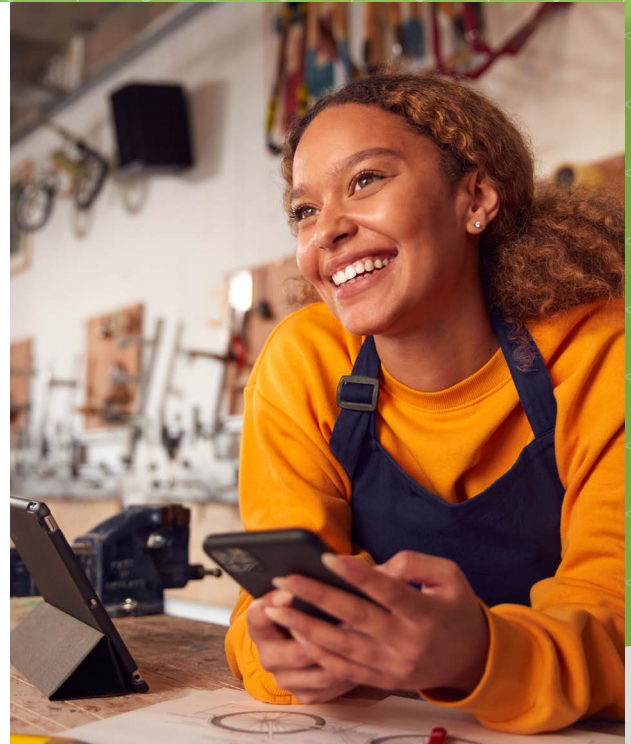
Assess candidates as part of an extended interview where pay and benefits are managed by a third party.

INTERNSHIP CONTINGENT PAY

Only pay for the wages of candidates who successfully complete their internships.

COMMUNITY IMPACT

Support the San Antonio community by helping expand access to on-the-job training and employment.



About Ready to Work

Ready to Work is San Antonio's unprecedented education and job placement program.

In 2020, San Antonio voters overwhelmingly approved the \$200 million program, which is funded by a 1/8-cent sales tax. Local employers have pledged support for the program and provide guidance relating to in-demand, well-paid occupations, and relevant training.

Enrollment started in May 2022 and lasts through December 2025. Enrolled participants may continue their training and receive support through May 2028.

Learn more at [readytoworksa.com](https://www.readytoworksa.com)



About Social Finance

Social Finance is a national impact finance and advisory nonprofit. We work with the public, private, and social sectors to create partnerships and investments that measurably improve lives.

Since our founding in 2011, we have mobilized \$350 million in new investments designed to help people and communities realize improved outcomes in education, economic mobility, health, and housing.

Learn more at socialfinance.org

GET INVOLVED

Want to fill essential openings?
Reach out today to learn more about Pay It Forward.

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