

City of Austin  
Economic Opportunity Committee Meeting Backup: September 19, 2025



# Austin Infrastructure Academy Update

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**For Economic Opportunity Committee**

SEPT 2025

- 1. Welcome & Overview**
- 2. Our Journey & Impact**
- 3. Looking Ahead & Collaboration**

WELCOME ABOARD

# WELCOME & OVERVIEW

# What is the Austin Infrastructure Academy (AIA)?

AIA is a local initiative led by Workforce Solutions Capital Area (WFS) that **connects people to training and jobs in construction, transportation, and other skilled trades.**

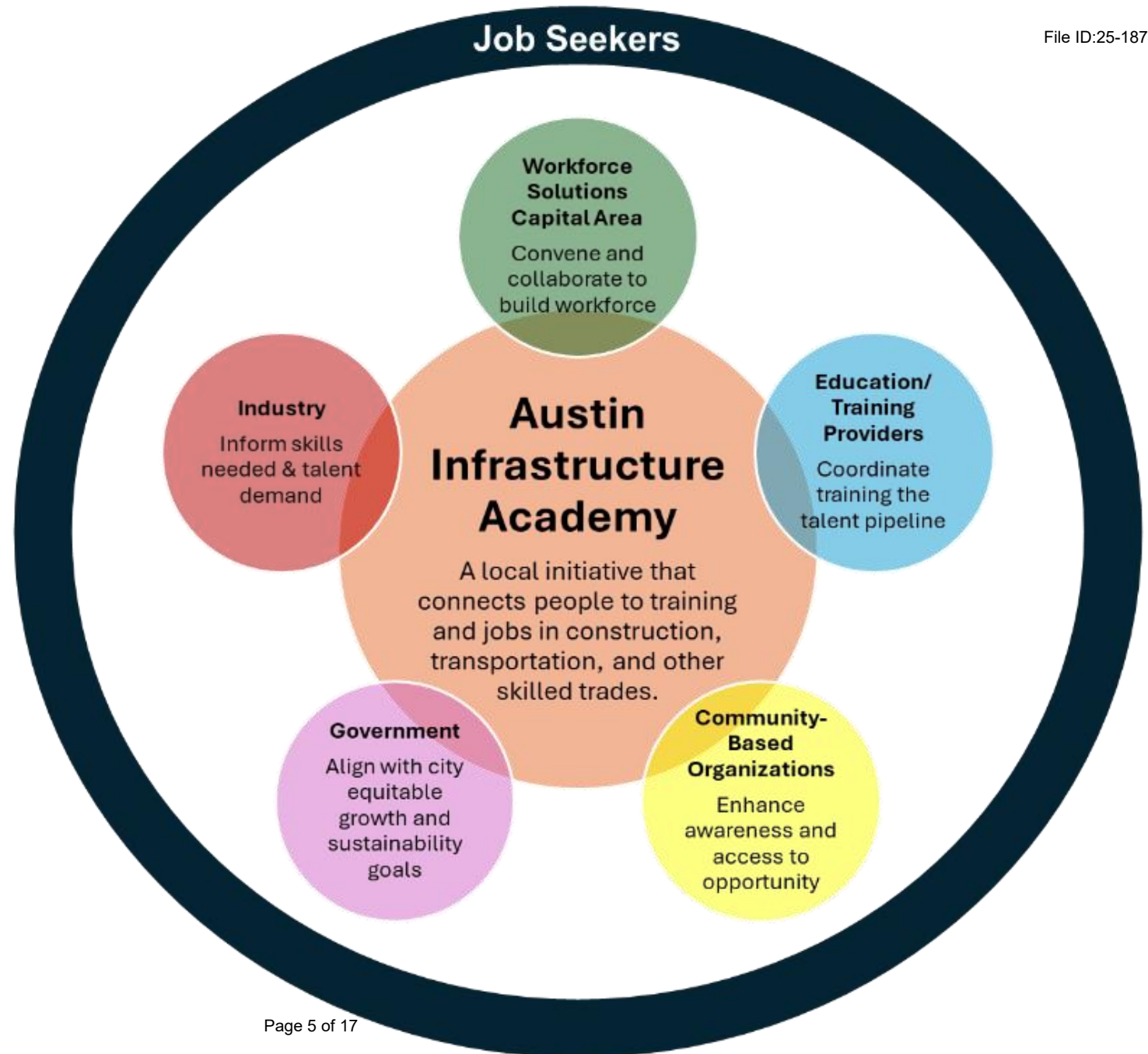
We work with partners in government, education, business, and the community to **help people access steady, well-paying careers that help build Austin's future.**

## HERE'S WHAT WE DO:

1. Help employers find the workers they need
2. Support people in building long-term careers
3. Remove barriers—like training costs, childcare, transportation, and gear

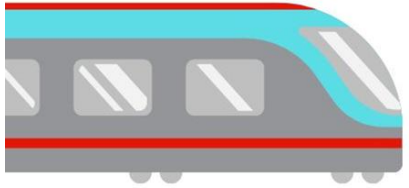


# The Austin Infrastructure Academy's Stakeholders



# Austin's rapid expansion has sparked increased demand for new infrastructure development

The rapid expansion of population and projects underscores the need for a robust Mobility + Infrastructure workforce, which can address Austin's affordability challenges through good jobs and career pathways.



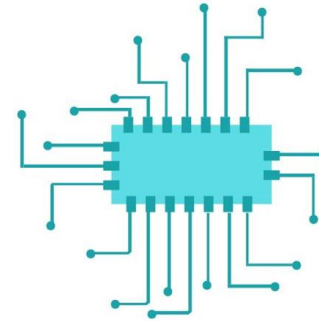
**Project  
Connect**



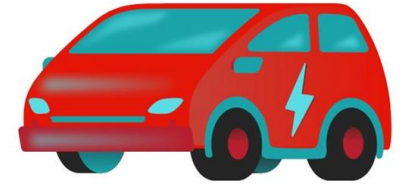
**Airport  
Expansion**



**IH-35  
Expansion**



**Samsung**



**Tesla  
Gigafactory**

# Austin Infrastructure Academy Offerings



## Training Alignment

Align training programs with in-demand skills and job sequencing, based on real-time needs identified by both job creators and job seekers



## Wraparound Services

Offer childcare and other wraparound services to eliminate participation barriers



## Placement and Navigation

Facilitate the matching of trained job seekers with job creators, improving navigation from training to job placement



## Recruitment

Develop a robust, diverse talent pipeline with a recruitment focus on underserved Austinites



## Governance

Set up a governance structure that reflects stakeholder input and ensures accountability to funders



## Impact and Evaluation

Create an evaluation framework to assess the impact and outcomes of the Infrastructure Academy



## Sense of Belonging

Establish a brand that fosters increased participation and funding while instilling a sense of belonging and pride

# Our Journey & Impact



# Austin Infrastructure Academy Timeline

## '23

### Industry workforce initiative activated

by Mayor Watson + Judge Brown

### Secured Phase 1 funding for comprehensive research study

CapMetro & ATP

## '24

### City Council approves Mayor's resolution

to establish & fund Academy; ACC provides Southeast Campus space (WFS manages Academy)

### Secured Phase 2 funding for program design

Texas Mutual (\$125K) & Google.org (\$100K); U.S. Conference of Mayors endorses Academy model

### City Council approves \$5M interlocal

with WFS for training, childcare & job placement

## '25

### Initiated Academy staff recruiting & official launch

Launch held in March at WFS

### IN PROGRESS

### Hiring and onboarding AIA dedicated staff

Navigators and sr. director onboarded in June

### Design framework implementation & Advisory Council launch

Internal/external coordination

# Impact Snapshot

## March – June 2025

### JOB SEEKER OUTREACH

306

#### Attended Launch/Career Fair

28 employers  
11 training providers

209

#### Attended June Career Fair

21 employers  
5 training providers



### SERVICE DELIVERY

100

#### Job seekers met with a Career Navigator

47

#### Scholarships awarded

28

#### Job seekers employed

9 Earn & Learns

## Media Wins

*Austin American-Statesman*

**Austin's new Infrastructure Academy launches with career fair**



**Austin creates new infrastructure academy**



**Austin launches Infrastructure Academy to build workforce for \$25B in upcoming projects**

**AUSTIN  
BUSINESS JOURNAL**

**Austin Infrastructure Academy set to launch with career fair**



**Infrastructure Academy celebrates launch with career fair**



**Austin Infrastructure Academy pipeline to bolster thousands of jobs in Central Texas**



# Impact Snapshot

## March – June 2025



### MC3 (Multi-Craft Core Curriculum): Local 286 & Del Valle HS

- WFS funded 19/23 graduates
- 100% employed



### MC3: ACC's first cohort

- WFS funded 6/7 graduates
- Outcomes pending



### HVAC training: ACC & The Other Ones Foundation

- WFS funded 10/23 participants
- Outcomes pending

# Operationalizing the Austin Infrastructure Academy

## Strategic Focus

Transitioning the Academy from design to implementation, aligning internally and with key stakeholders to ensure the success of priority initiatives

## Strategic Action Areas

1. Strengthen job seeker career and support services pathways in coordination with partners
2. Align employer and training provider talent demand/timelines for outreach and recruitment
3. Develop 5-Year Business Plan with the Advisory Council's strategic guidance

## Key Priorities

- Refining internal systems for tracking, reporting, outreach, and service delivery
- Sustained co-creation with external partners to align outreach, training, and placement

## Impact Outlook

These efforts are:

- Driving steady enrollment growth
- Supporting job placement outcomes
- Laying the foundation for long-term impact

# Looking Ahead & Collaboration

# Implementation Phase Milestones Roadmap

## 2025 Q3

Jul – Sept



## 2025 Q4

Oct – Dec



## 2026 Q1

Jan – Mar

- **Launch Advisory Council**
- **Refine internal processes/systems** to optimize tracking, reporting, outreach, enrollment, and job seeker/employer services
- **Deepen collaboration with ACC and other partners** to co-create seamless experience for job seekers
- **Strengthen coordination with employers and training providers** to align talent demand/project recruiting timelines

- **Formalize the partnership with City of Austin** to establish AIA as the main talent source for COA critical industry hiring needs (water, energy, etc.) and public projects
- **Develop and launch 5-year business plan**

- **Tentative (dependent on ACC's timeline): Launch universal application and AIA facility** (WFSCA/ACC co-location and operations)
- **Tentative (dependent on internal system evaluation): Training marketplace MVP**

# Building Austin's Future Together

## Partnering For Impact

1. Helping residents access careers that support affordability and economic mobility
2. Streamlining collaboration across agencies, employers, and educators to align workforce efforts
3. Filling critical roles in areas like water, energy, and transportation





# Questions?

# SAVE THE DATE WATER FORUM 2025

File ID:25-1874



THURSDAY  
OCTOBER 16



8:00 AM -  
12:00 PM



**Workforce Solutions  
Capital Area**

9001 N I-35, Ste 110,  
Austin, TX 78753

## JOIN US FOR THE SECOND ANNUAL WATER FORUM!

### HIGHLIGHTS INCLUDE:

- Legislative updates on water system regulations
- Resources and funding opportunities for water supply systems
- Guidance on partnering with local, state, and federal agencies
- A workforce panel featuring TRWA's Water & Wastewater Operator Apprenticeship Program and career pathways in the water sector

**DON'T MISS THIS OPPORTUNITY TO STRENGTHEN YOUR COMMUNITY'S  
WATER INFRASTRUCTURE AND CONNECT WITH KEY INDUSTRY LEADERS!**

**REGISTER HERE: WATER FORUM 2025**



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