



City of Austin

Recommendation for Action

File #: 24-5741, Agenda Item #: 5.

10/10/2024

Posting Language

Authorize negotiation and execution of an interlocal contract with Worksource Greater Austin Area Workforce Board, d/b/a Workforce Solutions Capital Area, to provide workforce training, childcare services, and job placement assistance for mobility and infrastructure related positions for a term of 12 months, in an amount not to exceed \$5,000,000, for the implementation of the Austin Infrastructure Academy.

Lead Department

Economic Development.

Fiscal Note

Funding for the total contract amount is available in the Fiscal Year 2024 -2025 Operating Budgets of Austin Energy in the amount of \$1,750,000 and Austin Water in the amount of \$3,250,000.

Prior Council Action:

March 3, 2024 - Council approved a resolution directing the City Manager to develop and implement a program to fund and support workforce development and to maximize the City's ability to receive federal funding for workforce development.

For More Information:

Sylnovia Holt-Rabb, Director, Economic Development Department, 512-974-3131, and Anthony Segura, Deputy Director.

Additional Backup Information:

The Austin Infrastructure Academy (Academy) will invest in a transformative regional public-private partnership that integrates recruitment, a comprehensive unified training model, and wraparound service support, including childcare and transportation that will connect local people to career pathways in construction, skilled trades, and operations.

Workforce Solutions Capital Area (WFSCA) will lead the founding of the new institution and serve as the Academy administrator. WFSCA is the State-designated organization responsible for the data-driven planning, oversight, and evaluation of workforce development activities in Austin-Travis County. The Academy is designed to help connect local people to the most in-demand industries with quality jobs.

WFSCA will spend the next several months in the design phase, which is crucial for establishing a successful recruitment and retainment strategy. WFSCA understands that even the deepest wells of talent will be spread thin and that they will need to tap into nontraditional talent pools if regional partners are going to meet the current demand for a skilled labor workforce in in-demand industries. WFSCA will also have a priority action group that is focused on developing a marketing strategy for not only attracting talent to the industries, but also working to retain individuals in their respective industries, while continuing to build on the plan of action during this phase of design.

The programs will include those in construction, skilled trades, fleet maintenance and repair, frontline mobility,

and operations and supervision. These are the five occupational groups in high demand and offer sustainable career growth based on research and conversations with stakeholders. Additionally, WFSCA will work closely with community partners to scale existing programs in these key areas. A comprehensive recruitment process will be included to ensure a robust and diverse talent pipeline, with a recruitment focus on underserved Austinites.