

San Antonio and Greater Bexar County Community Digital Equity Plan and Roadmap

Population Segments: Workforce Development

August 2021

Disclaimer:

The information found in this portal is intended for public use. It reflects work produced and provided by the SA Digital Connects team and community members starting in January 2021 to the present.

Some information will reflect the moment in time when the work was done. Data, funding, maps and assumptions may fluctuate in the everchanging digital ecosystem.

Initiative Details

Population Segments

Closing the Digital Divide | Workforce development

Challenges

- As intelligent technologies (e.g., Big Data, AI, etc.) continue to proliferate, many workers face a **double disadvantage**—a higher risk of technological disruption from automation and fewer resources to embrace new career pathways
- **60%** of employers think that less than **25%** of their workforce is ready to work with new technologies and machines
- Today's skilling ecosystem focuses on the unemployed or those entering the workforce for the first time, rather than those at risk of becoming unemployed

Organizations already involved

The Markle Foundation: Developed an initiative to help American workers and employers adapt to the digital economy by fostering the adoption of skills-based talent management practices

Opportunity@Work: Increases economic mobility for underrepresented segments of the workforce by expanding inclusive, skills-based hiring among employers

Solutions



Career mapping

- Help workers **envision a different future** for their careers by exposing them to new career options, learning pathways, types of support and resources, and peers who have successfully made the same transition



Future-proof skills

- Facilitate a mutual transformation of expectations between employers and employees so workers receive the time, funding and support necessary to access **lifelong learning** opportunities



Putting skills into practice

- Enable workers to build work history and **'test drive'** new job opportunities / skills through short-term work placements that provide real value to employers



Networking

- Sustain workers' drive for lifelong learning by connecting them to skill-sharing, mentorship, networking and peer-to-peer support



Thank You