The Training for Job Success Program (TFJS) provides tuition assistance for job training combined with wrap-around supports for individuals living in poverty that are working to achieve financial self-sufficiency through education and training that leads to gainful employment in high-demand occupations. The City of San Antonio Department of Human Services is the Community Action Agency for Bexar County, Texas. Community Action Agencies help low-income families achieve self-sufficiency and economic success.

TFJS Clients enroll in training related to the state’s high-demand occupations, such as nurses, dental assistants, computer systems analysts, HVAC technicians, aircraft mechanics, and electricians.

87% of TFJS participants have pursued healthcare related careers such as Licensed Vocational Nurse (LVN), Registered Nurse (RN), Radiology Technicians and dental assistants, and 6% became commercial truck drivers.

WRAP AROUND SERVICES
The TFJS Program includes intensive case management to identify and overcome barriers to completing the training program. Wrap-around services include:

- Career coaching
- Financial Counseling
- Transportation assistance
- Utility bill and rent assistance
- Uniforms
- Childcare assistance

FINANCIAL COUNSELING
37% of clients participated in one-on-one Financial Counseling. Financial counselors help clients to:

- Create and maintain a practical household budget
- Open a bank account
- Review credit report
- Reduce debt and increase credit score
- Establish a pattern of monthly savings
TRAINING FOR JOB SUCCESS OUTCOMES
For calendar year 2018 TFJS program graduates increased their annual income by \textbf{418}\% over their pre-training income, from an average $11,557 pre-training to an average $48,343 post-program. Other outcomes include:

- 141 participants transitioned out of poverty
- 37\% participated in financial counseling over multiple one-on-one sessions
- The program’s first female diesel mechanic in 2019, increasing her household income from $9,000 pre-training to $38,976 post-program
- Clients were provided with tuition, textbooks, supplies, uniforms, rent, utility assistance and childcare as needed

INCREASE IN PARTICIPANT EARNINGS BY YEAR

<table>
<thead>
<tr>
<th>Year</th>
<th>Avg. Pre-TFJS earnings</th>
<th>Avg. Post-TFJS earnings</th>
<th>Avg. % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$11,557</td>
<td>$48,343</td>
<td>418% Increase</td>
</tr>
<tr>
<td>2017</td>
<td>$15,140</td>
<td>$52,818</td>
<td>349% Increase</td>
</tr>
<tr>
<td>2016</td>
<td>$9,819</td>
<td>$40,966</td>
<td>417% Increase</td>
</tr>
<tr>
<td>2015</td>
<td>$5,645</td>
<td>$36,162</td>
<td>641% Increase</td>
</tr>
</tbody>
</table>

PROGRAM DEMOGRAPHICS

- 76\% Women
- 40\% Single Parents
- 24\% Under 27 years of age
- 25\% African-American
- 54\% Hispanic