

PART 1

INSTRUCTIONS:

Use the provided sticky notes labeled LOW PRIORITY, MODERATE PRIORITY, and HIGH PRIORITY to indicate the level of priority for each action. Identify only one high priority sticky for each outcome.

Use pink sticky notes to provide any comments or questions related to each action.



Outcome 4.1: Long-term job opportunities and livable wages

Comment/? This outcome appears to be missing an expressly equity based prioritization/strategy SFPUC

Comment/? Need vocational models for other career apprentice programs that are currently not present.

Comment/? first, second, and third actions can be consolidated, they are interconnected.

HIGH PRIORITY Public Works

HIGH PRIORITY Public Works

Comment OEWD: 1-2-3 points combined: prioritizing apprenticeship based on industry/market demand and develop apprenticeship opportunities and encourage employer

Comment/?

HIGH PRIORITY

MODERATE PRIORITY

LOW PRIORITY

HIGH PRIORITY SF-BCTC

MODERATE PRIORITY DPH

Prioritize apprenticeship programs based on labor market trends and industry demands.

Comment/? DPH: which kinds of jobs are deemed ideal for apprenticeship and which would need a different model of pathways development?

HIGH PRIORITY DHR (combining #2 and #3)

MODERATE PRIORITY SFPUC

MODERATE PRIORITY OEWD

Identify in-demand industries and develop apprenticeship opportunities to address workforce shortages.

HIGH PRIORITY - DHR (combining #2 and #3)

MODERATE PRIORITY SF-BCTC

MODERATE PRIORITY Growth Sector

Encourage employers to expand apprenticeship opportunities and secure commitments for job placements and continuing education scholarships.

LOW PRIORITY

MODERATE PRIORITY SF-BCTC

LOW PRIORITY Public Works

Assess program success with post-program retention wage analysis.

MODERATE PRIORITY SF-BCTC

Provide multilingual support and paid opportunities to make apprenticeship programs accessible.

MODERATE PRIORITY SF-BCTC

HIGH PRIORITY - Growth Sector

Equip participants with necessary technology and equipment to be successful in apprenticeship programs.

HIGH PRIORITY Public Works

HIGH PRIORITY SFPUC

HIGH PRIORITY OEWD

Comment/?

HIGH PRIORITY

MODERATE PRIORITY Public Works

HIGH PRIORITY DPH

MODERATE PRIORITY - SFMTA

Comment/? The first three actions are inter-connected, and can be combined. Eg. we need to identify high need industries (#2), while working closely with employers (#3)

MODERATE PRIORITY Public Works

MODERATE PRIORITY

Comment/? #2 & #3 go hand in hand and I would rate both as high priority. DHR agrees with this comment!

MODERATE PRIORITY Public Works

SFMTA - include this reporting w/ external stakeholders that support these programs such as City College of SF and JVS, etc.

Comment/? NECESSARY, plus post program placement support and re-placement support SFPUC

MODERATE PRIORITY Public Works

Comment/? BOTH ARE NECESSARY TO ACHIEVE ANY OF THE PRECEDING EFFORTS SFPUC

Comment/? I see #4, #5, #6 as necessary to support any of the first 3 but in support of those overarching goals

MODERATE PRIORITY

LOW PRIORITY Public Works

Outcome 4.2: Enhance existing City apprenticeship opportunities



Comment/? : Both City and private sector apprenticeships should prioritize this population

OEWD: Collaboration of SFUSD/CCSF to create pathway to apprenticeship

Comment/? : This is the groundwork that would feed into 2-3-4, it is a progression.

Comment/? :
Comment/? :

HIGH PRIORITY Public Works **MODERATE PRIORITY OEWD**

Prioritize City-funded apprenticeships for economically vulnerable populations.

HIGH PRIORITY SFPUC

HIGH PRIORITY - DHR **HIGH PRIORITY DPH**

Comment/? : HIGH PRIORITY - DHR; but I think this action should be expanded to include private sector apprenticeships too

MODERATE PRIORITY **HIGH PRIORITY OEWD** **MODERATE PRIORITY SF-BCTC**

Conduct fund development analysis of existing and future Federal and State resources for apprenticeship expansion and enhancement.

MODERATE PRIORITY Public Works **HIGH PRIORITY Growth Sector**

HIGH PRIORITY **MODERATE PRIORITY - DHR**

MODERATE PRIORITY **HIGH PRIORITY SF-BCTC**

Establish centralized coordination for apprenticeship programs to streamline collaboration efforts.

MODERATE PRIORITY Public Works **MODERATE PRIORITY DPH**

MODERATE PRIORITY - Growth Sector **HIGH PRIORITY - SFMTA**

Comment/? : Re-state: Promote Apprenticeship SF to create awareness

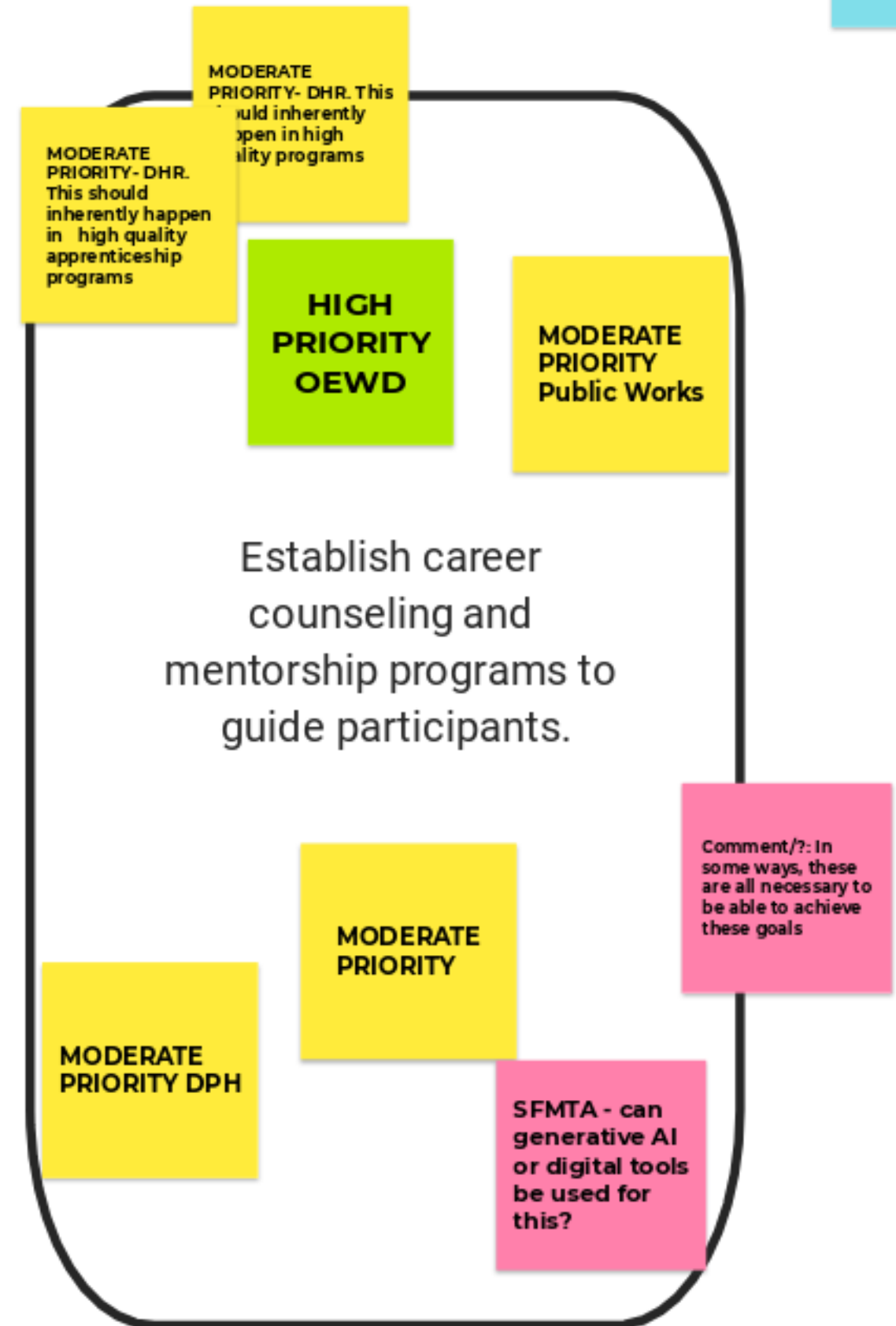
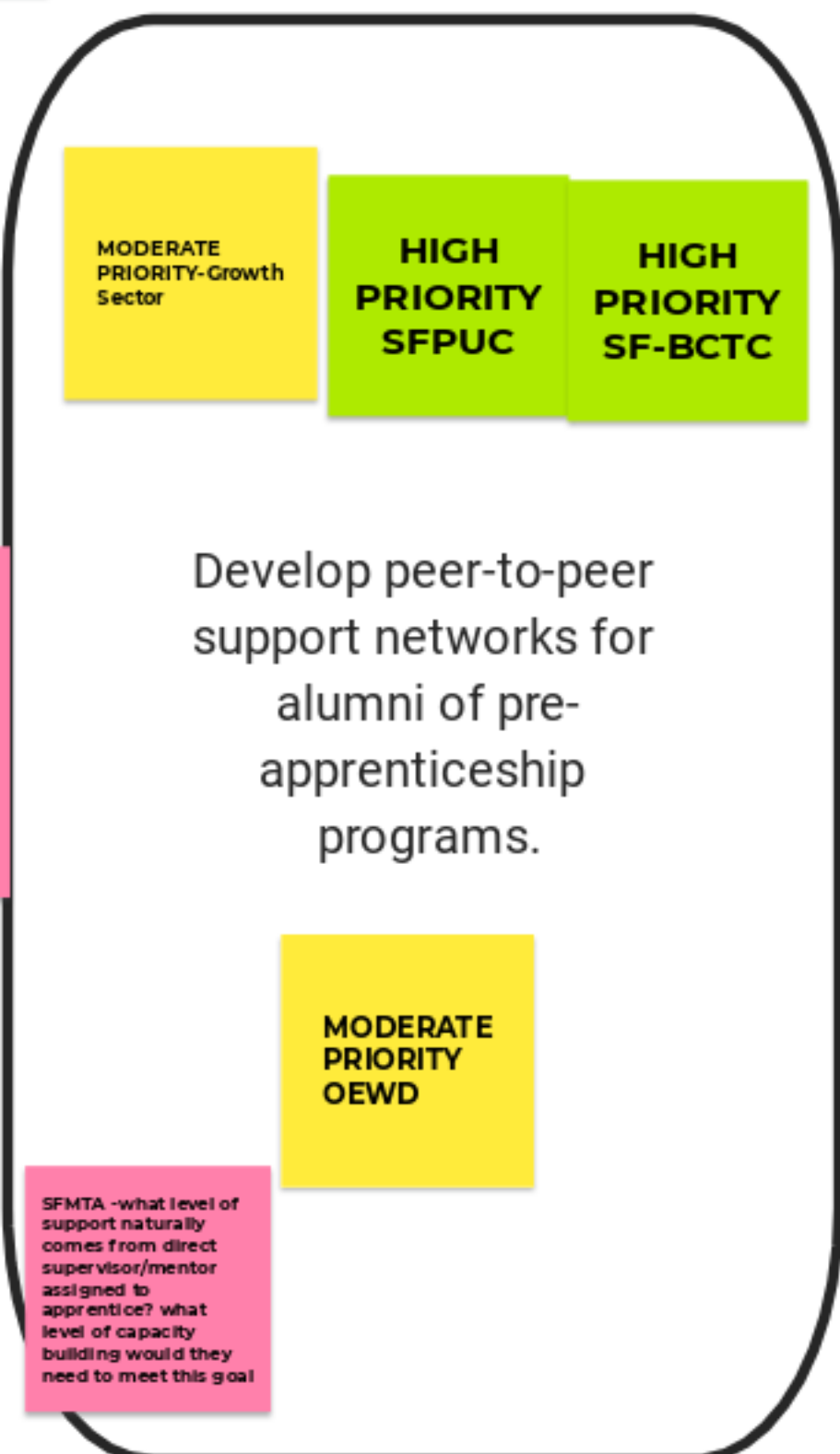
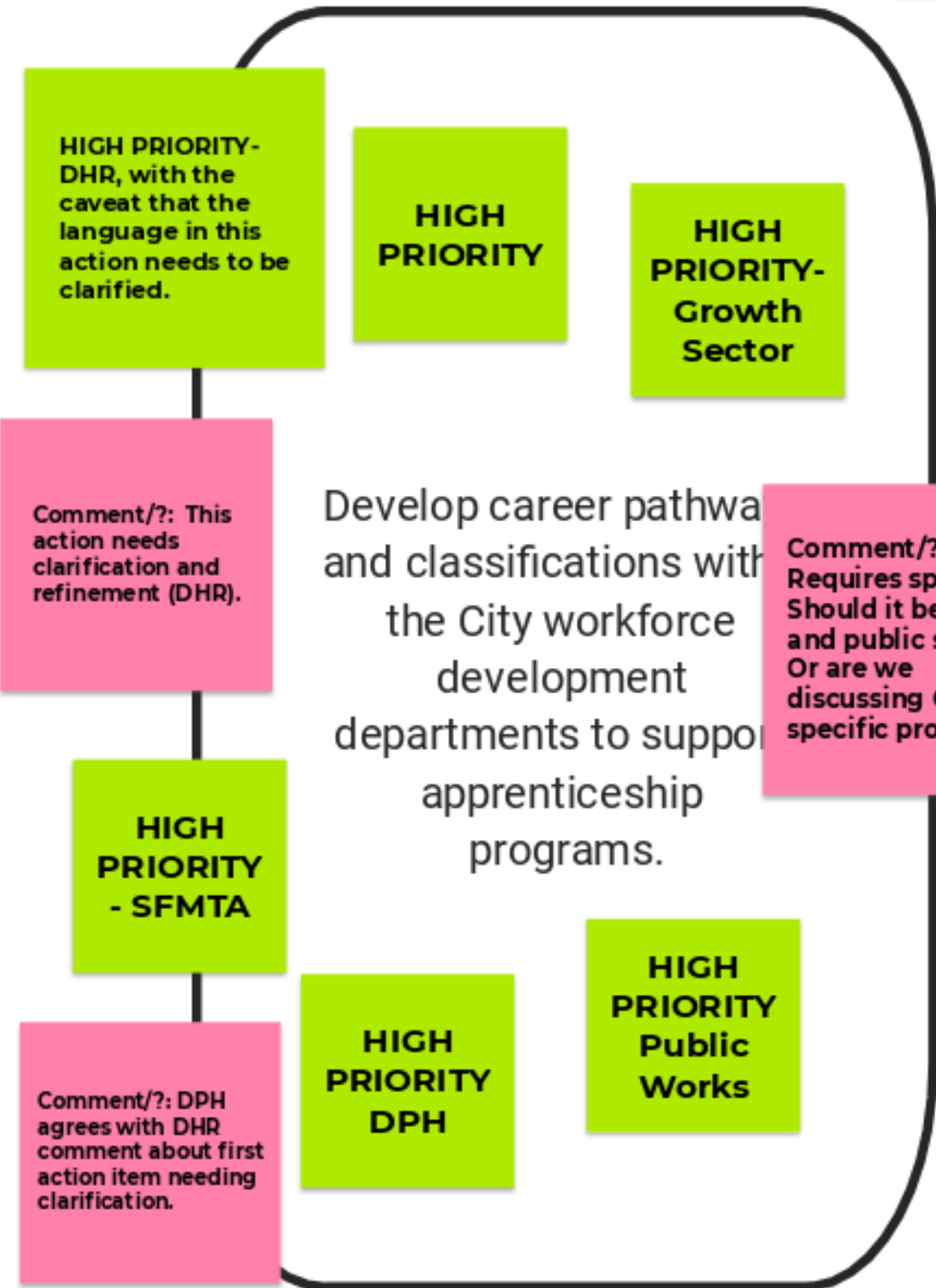
SFMTA - If there is centralized coordination for apprenticeship programs to aid in streamlining collaboration efforts, this can also increase awareness of #4 box

MODERATE PRIORITY OEWD **MODERATE PRIORITY SF-BCTC**

Increase awareness of civil service job opportunities through targeted outreach and recruitment efforts.

MODERATE PRIORITY - Growth Sector **MODERATE PRIORITY Public Works**

Outcome 4.3: Clear career pathways, starting with traineeships and fellows



Outcome 4.4: Increased employee engagement in apprenticeship

Comment/? There are a lot of program specific action steps under this outcome. I think we need a group discussion to modify these into more overarching action statements. (DHR)

Comment/?

Comment/?

HIGH PRIORITY

LOW PRIORITY

LOW PRIORITY

HIGH PRIORITY-DHR

MODERATE PRIORITY OEWD

MODERATE PRIORITY - SFMTA

Comment/? Perhaps #2 and #3 can be combined (DHR)

MODERATE PRIORITY OEWD

HIGH PRIORITY OEWD

MODERATE PRIORITY OEWD

MODERATE PRIORITY-DHR

MODERATE PRIORITY OEWD

MODERATE PRIORITY OEWD

HIGH PRIORITY

MODERATE PRIORITY-DHR

MODERATE PRIORITY Public Works

Dedicate staff roles to collaborate with employers, market apprenticeship programs, and assist with program administration.

Develop examples of cost-saving budgets to encourage businesses to accept apprentices.

Introduce tax savings (tax breaks) for businesses offering apprenticeship opportunities.

Offer financial rewards for successful apprentice placements and recognition for businesses offering career-building apprenticeships.

Establish pre-apprenticeship training programs tailored to the needs of small business owners.

Create specialized training programs and on-call staffing pools for small business owners.

Create pipelines and industry standards for community ambassador programs.

Develop industry standards and provide resources for community-based organizations to offer apprenticeship programs.

HIGH PRIORITY Public Works

MODERATE PRIORITY-Growth Sector

LOW PRIORITY-Growth Sector

MODERATE PRIORITY Public Works

HIGH PRIORITY SFPUC

HIGH PRIORITY

HIGH PRIORITY SF-BCTC

HIGH PRIORITY-Growth Sector

MODERATE PRIORITY

Comment/? Utilizing registered apprentice already brings tax savings.

LOW PRIORITY SF-BCTC

MODERATE PRIORITY Public Works

MODERATE PRIORITY Public Works

HIGH PRIORITY

HIGH PRIORITY - SFMTA

MODERATE PRIORITY - SFMTA

HIGH PRIORITY DPH

Comment/? DHR. I think this should also include pre-apprenticeships

LOW PRIORITY SF-BCTC

MODERATE PRIORITY Public Works

MODERATE PRIORITY Public Works

HIGH PRIORITY

HIGH PRIORITY - SFMTA

MODERATE PRIORITY - SFMTA

PART 2

INSTRUCTIONS:

Please use yellow sticky notes to provide feedback on the following aspects of the listed ACTION:

- Allocated Resources
- Partners & Stakeholders
- Cost
- Deadline

Outcome 4.1: Long-term jobs, skill development, and livable wages for apprentices

ACTION:

Align apprenticeship programs with labor market trends and industry demands, particularly in addressing workforce shortages and uplifting non-traditional apprenticeship sectors.

ALLOCATED
RESOURCES:

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PARTNERS &
STAKEHOLDERS:

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COST
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DEADLINE:

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Outcome 4.1: Long-term jobs, skill development, and livable wages for apprentices

ACTION:

Develop relevant apprenticeship and vocational opportunities by working closely with unions, public and private school systems, and employers to secure commitments for job placements and continuing education opportunities.

ALLOCATED
RESOURCES:

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PARTNERS &
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DEADLINE:

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Outcome 4.2: Enhance existing City apprenticeship opportunities

ACTION:

Prioritize City-funded and private sector apprenticeships for economically vulnerable populations, ensuring broad support across sectors.

ALLOCATED RESOURCES:

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PARTNERS & STAKEHOLDERS:

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DEADLINE:

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Outcome 4.2: Enhance existing City apprenticeship opportunities

ACTION:

Promote Apprenticeship SF as the centralized hub for coordinating apprenticeship programs, with a specific focus on enhancing awareness of civil service apprenticeship opportunities and building program capacity.

ALLOCATED
RESOURCES:

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PARTNERS &
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Outcome 4.3: Clear career pathways, starting with traineeships and fellowships

ACTION:

Clarify and refine job classifications within City workforce development departments to support both public and private sector apprenticeship programs.

ALLOCATED RESOURCES:

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PARTNERS & STAKEHOLDERS:

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Outcome 4.3: Clear career pathways, starting with traineeships and fellowships

ACTION:

Develop and implement a comprehensive communications plan to raise awareness and support for apprenticeship opportunities across both the private and public sectors.

ALLOCATED RESOURCES:

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PARTNERS & STAKEHOLDERS:

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Outcome 4.4: Increased employer engagement in apprenticeship

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ALLOCATED
RESOURCES:

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PARTNERS &
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