



Welcome to the
Committee on City Workforce
Alignment (CCWA):

**Enhance Apprenticeship &
Pre-Apprenticeship Programs
that Lead to Careers**
Working Group Meeting
August 19, 2024

HOSTED BY: THE OFFICE OF ECONOMIC & WORKFORCE
DEVELOPMENT

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

The Committee on City Workforce Alignment acknowledges that we are on the unceded ancestral homeland of the Ramaytush (rah-my- toosh) Ohlone who are the original inhabitants of the San Francisco Peninsula. As the indigenous stewards of this land, and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost, nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders, and Relatives of the Ramaytush Ohlone community and by affirming their sovereign rights as First Peoples.

Housekeeping

▶ Recording

- ▶ Audio, video, and chat will be monitored and recorded.

▶ Audio and Video

- ▶ We respect all participants in this convening today and want to create a safe space for all. By default, all participants will be muted and video is disabled. Video will be on for speakers only.

▶ Public Comment

- ▶ To submit public comment, please select the Chat button at the bottom of your screen and send a message to "Public Comment." You can either put your question in the chat or request to speak.

Agenda

1. Ohlone Land Acknowledgement, Announcements, & Housekeeping (Discussion Item)
2. Roll Call (Discussion Item)
3. Chair's Welcome (Discussion Item)
4. Adoption of the Agenda (Action Item)
5. Citywide Workforce Development Plan - Goal 4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers (Discussion Item)
6. Review and Adjustment of Logistics and Co-chair Nominations (Discussion Item)
7. Public Comment on Non-Agenda Items (Discussion Item)
8. Adjournment (Action Item)



August 19, 2024

Citywide Workforce Development Plan Goal 4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

Prepared for
Committee on City Workforce Alignment
Working Group

San Francisco Office of Economic and Workforce Development
www.oewd.org



oewd.org/workforce

CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

The purpose of this work group is to foster equitable and sustainable career pathways through comprehensive apprenticeship and pre-apprenticeship programs, empowering economically vulnerable populations with the skills, opportunities, and support needed to achieve long-term employment and economic stability.



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

CO-CHAIRS:

Bart Pantoja, San Francisco Building and Construction Trades Council

WORKING GROUP MEMBERS:










Meeting Schedule:

Monthly

COMPLETION DATE:

July 2025


oewd.org/workforce

Citywide Workforce Development Plan (CWDP) FY 2024-2029

Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers Working Group Timeline

June 2024	July 2024	January 2025	March 2025	July 2025	July 2027	July 2029
First Meeting of CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers	Initiation of the CWDP Five-Year Plan	Updated roadmap to CWDP Goal #1	Submission of One-Year Update to BOS	Anticipated Completion of CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers	Biennial Update of the CWDP Five-Year Plan	Conclusion of the CWDP Five-Year Plan

Page 8



4

Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

COMMITTEE & COMMUNITY PRIORITIES

Quality over Quantity, Employer Engagement, Civil Service & Government Employment, Nonprofit & Community Capacity Building, Language Access, Enhancing Partnerships and Collaboration, Career Services, Skill Building, Employer Incentives, Small Business & Entrepreneurship Pathways

WHAT DOES SUCCESS LOOK LIKE?

- Economically vulnerable populations access City-funded apprenticeships.
- Pre-apprentices and apprentices achieve wage progression and measurable skills gains.
- Pre-apprentices and apprentices are prepared for journey-level work and eligible to be dispatched at the prevailing rate of pay.
- City apprenticeships incorporate wage progression.
- More employers enter the City-funded ecosystem for apprenticeship

GOAL #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

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

- Labor Market-Driven Apprenticeships
- Develop Apprenticeships in In-Demand Industries
- Expand Employer Commitment to Apprenticeships
- Program Success Analysis
- Accessibility of Apprenticeships
- Technology and Equipment Provision for Apprentices

Outcome 4.2: Enhance existing City apprenticeship opportunities.

- Prioritize City-Funded Apprenticeships for Vulnerable Populations
- Analyze Funding for Apprenticeship Expansion
- Centralize Apprenticeship Coordination
- Increase Awareness of Civil Service Opportunities

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

- Develop City Workforce Career Pathways
- Peer-to-Peer Support Networks for Alumni
- Career Counseling and Mentorship Programs

Outcome 4.4: Increased employer engagement in apprenticeship.

- Employer Collaboration and Program Marketing
- Cost-Saving Budget Models
- Tax Incentives
- Financial Rewards and Recognition
- Pre-Apprenticeship Programs for Small Businesses
- Specialized Training and Staffing for Small Businesses
- Community Ambassador Program Standards
- Standards and Resources for Community-Based Apprenticeships

GOAL #4 PRIORITIZED ACTIONS

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

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

Outcome 4.2
Enhance existing City
apprenticeship opportunities.

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.

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

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

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.

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

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



SAN FRANCISCO

OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

<https://rb.gy/igr1ju>





August 19, 2024

Review and Adjustment of Logistics and Co-chair Nominations

San Francisco Office of Economic and Workforce Development
www.oewd.org

Thank you for joining the
Committee on City Workforce Alignment (CCWA)
Enhance Apprenticeship & Pre-Apprenticeship Programs
that Lead to Careers Working Group

QUESTIONS OR NEEDS? PLEASE CONTACT:
JENNIFER.HAND@SFGOV.ORG