



Welcome

Workforce Investment Board San Francisco (WISF)
Executive Committee
August 16, 2024

HOSTED BY: THE OFFICE OF ECONOMIC & WORKFORCE
DEVELOPMENT

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

The Workforce Investment San Francisco board 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 on zoom, please select the Chat button at the bottom of your screen and send a message to "Public Comment".

Agenda

1. Ohlone Land Acknowledgment, Announcements, and Housekeeping (Discussion Item)
2. Roll Call (Discussion Item)
3. Chair's Welcome (Discussion Item)
4. Adoption of the Meeting Agenda for May 17, 2024 (Action Item)
5. Approval of Minutes from February 16, 2024 (Action Item)
6. Adoption of the Meeting Agenda for August 16, 2024 (Action Item)
7. Approval of Minutes from May 17, 2024 (Action Item)
8. Workforce Director's Report (Discussion Item)
9. FY 24-29 Citywide Workforce Development Plan Update (Discussion Item)
10. Future Discussion Items (Discussion Item)
11. Public Comment on Non-Agenda Items (Discussion Item)
12. Adjournment (Action Item)



August 16, 2024

FY 24-29 Citywide Workforce Development Plan

Prepared for
WISF Executive Committee

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

Workforce Alignment Ordinance No. 209-22

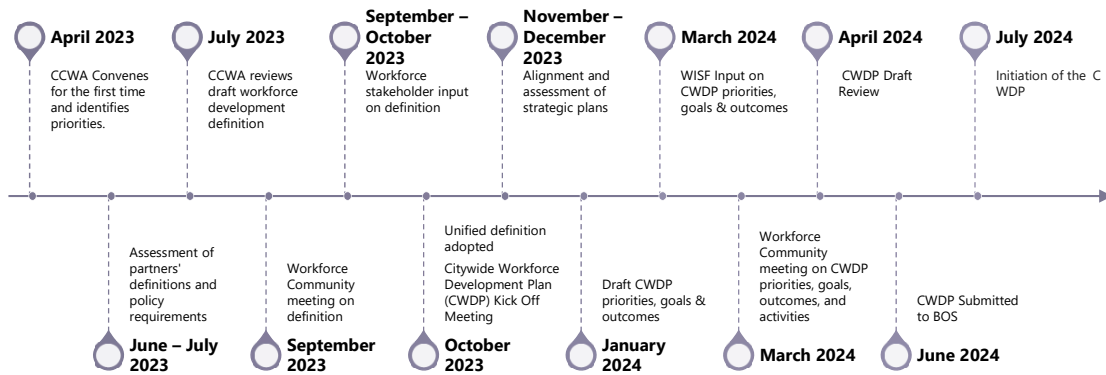
- ✓ **Public body** with City, labor, and community representation
- ✓ Define "**workforce development**" and adopt uniformly
- ✓ **Develop FY 24-29 Citywide Workforce Development Plan:**
 - Integrate Citywide **racial equity policy goals** and benchmarking goals
 - Coordinate resources and decision-making in line with **sector strategy and demand-side analysis**
 - Achieve **client de-duplication** and evaluate **program-level data** to increase effectiveness for measurable success



Committee Members



CWDP Development Process



"Workforce Development" shall mean publicly-funded services including:

1. workforce navigation, employment, training, supportive, educational support, and youth development services;
2. in preparation for employment or placement in post-secondary education;
3. which lead to family-sustaining wages, career pathways with an emphasis in high-growth sectors or in-demand occupations, quality jobs, and/or union membership; and
4. prioritize participants who experience economic vulnerability.

WORKFORCE NAVIGATION: Outreach, Referral, Orientation, Information Sharing, Referral, Skill & Career Assessment, Provision of Labor Market Information, Individual Career Planning, Career Coaching, Individual Case Management, Intensive Case Management, Career Exposure, Networking & Social Capital Development, Mentorship

EMPLOYMENT SERVICES: Job Search, Job Development, Resume Writing, Interview Preparation, Job Club/Job Seeker Support Services, Job Fairs, Job Placement, Subsidized Employment, Retention Services, Layoff Aversion, Employer Engagement/Concierge, Tax Credit Advising, Employment Bonding, Skills-Based Hiring

TRAINING: Basic Skills, English, Digital Literacy, Financial Literacy, Job/Workplace Readiness, Sector-Specific Job Readiness, Vocational, Occupational, On-the-Job, Project-Based Learning, Internship, Fellowship, Entrepreneurial, Pre-Apprenticeship, Apprenticeship, Training Scholarships (ITAs), Incumbent Worker

SUPPORTIVE SERVICES: Childcare, Transportation, Social Service Navigation, Driver's License Acquisition or Record Remediation, Drug Testing, Legal Aid Services, Assistance with Work-Related Expenses, Clothing and Supplies, Referrals to Mental and Behavioral Health

EDUCATION SUPPORT: HS Diploma/GED Attainment, Educational Testing Fees, Assistance with Education-Related Expense, College Degree Barrier Remediation

YOUTH DEVELOPMENT: Young Adult Workforce Services, Mentoring, Youth Internship, College Prep, & Placement in Post-Secondary Education



Coordination of Partners' Plans and Priorities



Equitably Invest in Workforce Programs for our Most Vulnerable



Invest in Workforce Development Across the Life Course



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers



Enable Data-Sharing for Better Coordination Between Workforce & Other Systems



<https://shorturl.at/bSZks>

CITYWIDE WORKFORCE DEVELOPMENT PLAN FY 2024-29

A unified strategy from City departments, organized labor, community-based service providers, and residents of San Francisco

JUNE 30, 2024

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www.oewd.org

1 Dr. Carlton B. Goodlett Place
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Coordination of Partners' Plans and Priorities

COMMITTEE &
COMMUNITY
PRIORITIES

Intentionality and Impact, Collaborative Partnerships, Family Sustaining Wages and Pathways Out of Poverty, Addressing Community Needs, Improving Metrics and Evaluation, Employer Engagement, Skills Development

WHAT DOES
SUCCESS LOOK
LIKE?

- More San Franciscans are employed.
- Workforce clients get a job, a better job, and a career.
- Workforce clients earn a living wage two years post-program.
- Members establish positive, mutually beneficial, informal and formal partnerships.
- Workforce providers are aware of the full scope of workforce development system and build partnerships with complementary programs.
- Workforce providers and City employees are diversified across direct service and leadership job classes.
- Workforce providers and City employees offer client-centered and community-embedded services.
- No displacement of current City workforce due to workforce development strategies.



Coordination of Partners' Plans and Priorities

OUTCOMES

Outcome 1.1: Cohesion with and support for partners' existing plans and priorities.
Outcome 1.2: Shared understanding of existing services, terminology, and best practices.
Outcome 1.3: Prioritized lived experience and connection with community.
Outcomes 1.4: Strong partnerships with CBOs, labor partners, and local educational institutions for career pipeline programs.

WHO IS LEADING THIS WORK?

HRC, APD, BACR, DCYF, DHR, DPH, DPW, HH, SFHSA, HSH, OEWD, PUC, SHE, YCD, SFBCTC, NCDCL

CCWA WILL COMPLETE BY:

July 2025

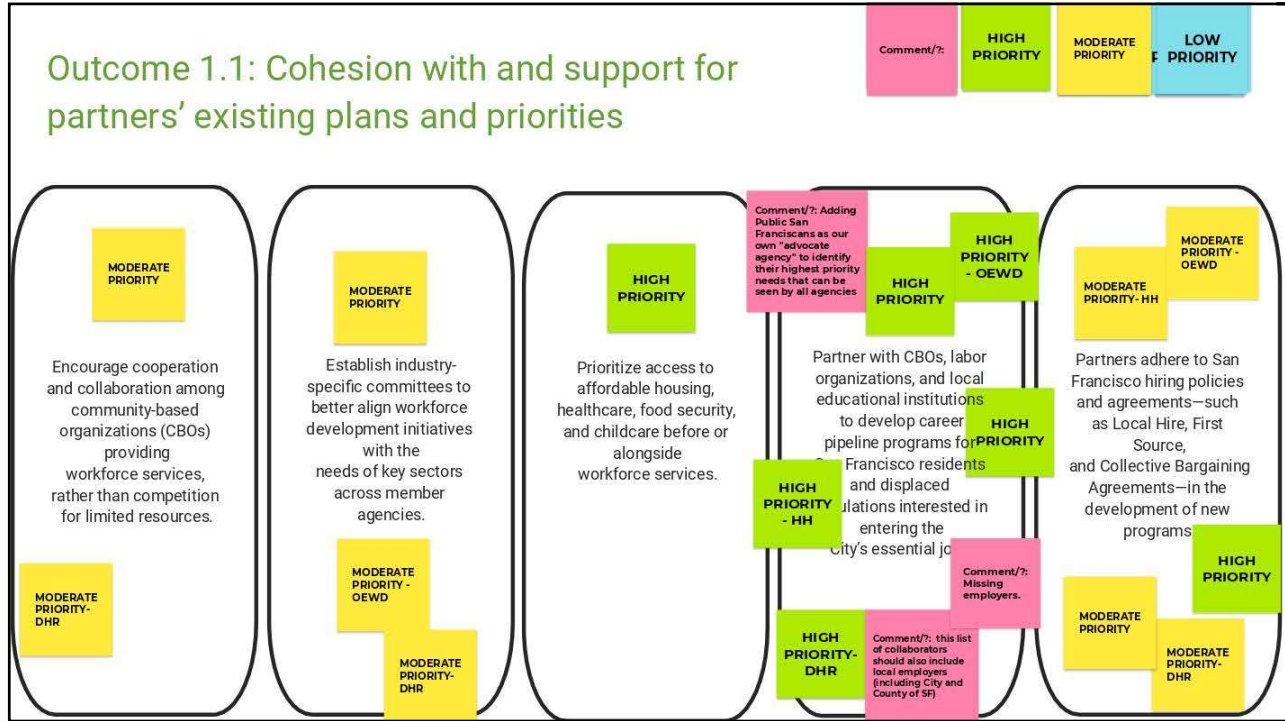
CCWA Working Group #1: Coordination of Partners' Plans and Priorities

The purpose of this work group is to foster a cohesive and effective workforce development system in San Francisco by strategically coordinating partners' plans and priorities. Through aligning efforts, fostering collaboration among service providers, and implementing best practices, the goal is to create sustainable pathways to employment and career advancement for all San Franciscans, with a particular emphasis on supporting economically vulnerable populations.

	<h2 style="text-align: center;">Coordination of Partners' Plans and Priorities</h2>
<p>CO-CHAIRS</p>	<p>TBD</p>
<p>WORKING GROUP MEMBERS</p>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 10px;"> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> </div>
<p>MEETING SCHEDULE</p>	<p>Monthly</p>
<p>COMPLETION DATE</p>	<p>July 2029</p>

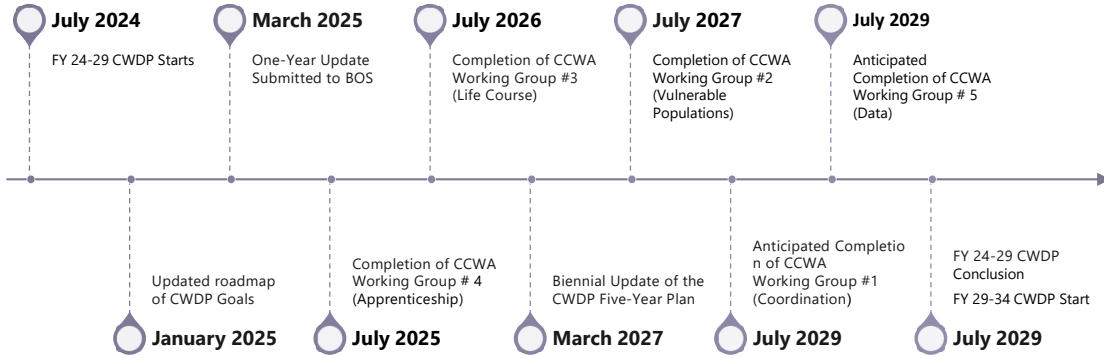
GOAL #1: COORDINATION OF PARTNERS' PLANS AND PRIORITIES

<p style="text-align: center;">Outcome 1.1 Cohesion with and support for partners' existing plans and priorities.</p>	<ul style="list-style-type: none"> Promote CBO Cooperation Industry-Specific Committees Prioritize supportive Services (housing, healthcare, food, and childcare) Develop Pipelines by partnering with CBOs, Labor, and Education Adhere to SF Policies
<p style="text-align: center;">Outcome 1.2 Shared understanding of existing services, terminology, and best practices.</p>	<ul style="list-style-type: none"> Replicate Success & Best Practices Create Best Practice Guide Leverage Workforce Inventory Learn from Other Cities & Models Research Incentives for Workforce Development Engagement Promote Skills-Based Hiring
<p style="text-align: center;">Outcome 1.3 Prioritized lived experience and connection with community.</p>	<ul style="list-style-type: none"> Address Needs of Vulnerable Populations Prioritize Lived Experiences & Community Connections Utilize City as Employer to Enhance Client-Centered Services Promote Providers with Lived Experience to Leadership Simplify & Standardize Resume/Application Formats
<p style="text-align: center;">Outcome 1.4 Strong partnerships with CBOs, labor partners, and local educational institutions for career pipeline programs.</p>	<ul style="list-style-type: none"> Quarterly Consortia Joint Resource Fairs with CBOs and Libraries Expand Partnerships with Educational Institutions Develop Toolkits & Resources for Smaller Organizations SFUSD Partnership for Skill Development in Key Industries



GOAL #1 PRIORITIZED ACTIONS	
<p>Outcome 1.1 Cohesion with and support for partners' existing plans and priorities.</p>	<p>Partner with CBOs, labor organizations, local educational institutions, and employers to develop career pipeline programs for San Francisco residents and displaced populations interested in entering the City's essential jobs.</p>
<p>Outcome 1.2 Shared understanding of existing services, terminology, and best practices.</p>	<p>Use annual workforce inventory to summarize programming and leverage the process to disseminate service delivery information.</p> <p>Conduct research to identify and compile workforce development best practices and develop a comprehensive best practices guide based on this research.</p>
<p>Outcome 1.3 Prioritized lived experience and connection with community.</p>	<p>Ensure workforce development programs and services adequately address the specific needs of economically vulnerable populations, such as unemployed, underemployed, and historically excluded workers.</p>
<p>Outcome 1.4 Strong partnerships with CBOs, labor partners, and local educational institutions for career pipeline programs.</p>	<p>Hold quarterly consortiums and joint resource fairs with workforce providers, community organizations, libraries, and other stakeholders to facilitate collaboration, share insights, promote awareness, and enhance access to available services.</p>

CWDP Working Groups



Thank you for joining the
Workforce Investment Board San Francisco
Executive Committee

QUESTIONS OR NEEDS? PLEASE CONTACT:

IRIS.ROLLINS@SFGOV.ORG