

**Citywide Workforce Development Plan
FY 2024-2029**

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

Committee & Community Priorities

Data Sharing Infrastructure, User Experience Enhancement, Participant Feedback, Resource Allocation and Support, Data & Metrics Development, Improve System Processes, Improving Metrics and Evaluation

What does success look like?

- Shared language defining workforce development and goals.
- Strategic alignment or summary of how strategic plans, policies, and services work together.
- Shared data system to uncover workforce development services provided across life course and impact to clients and vulnerable communities.
- Interagency referral systems are operational.
- All workforce programs collect and report enrollment, completion, and placement data at a minimum.

Outcome 5.1: Identify and reduce duplication and gaps in services.

- Share best practices in workforce development with partners.
- Assess existing programs against best practices.
- Identify gaps in services.
- Create service delivery feedback loops.

Outcome 5.2: Increased collaboration and efficiency across agencies and organizations.

- Identify use cases for shared clients and vulnerable populations.
- Address privacy concerns first and develop memorandums of understanding.
- Develop a research plan to study use cases.
- Solve operational inefficiencies.
- Create a centralized database of workforce services and resources, and provide access to educators, teachers, and community-based organizations to better coordinate programs and connect participants to opportunities.
- Create an external-facing database of workforce services and resources for participant self-service.

Outcome 5.3: Streamlined data, data-informed decisions, and validation of service models.

- Create a unified data system integration plan.
- Establish pre- and post-measures to evaluate income levels and track participant progress.
- Collect data on apprentice placement numbers and financial literacy success to assess program impact.
- Implement LMI data-driven objectives to inform program development and improve outcomes.
- Collaborate with labor market research organizations to gather data and inform program development.
- Conduct research on technology trends and anticipate future workforce requirements.

- Develop a comprehensive set of metrics to measure the outcomes and impact of workforce development initiatives, with a metric for each desired outcome and a prioritization of the outcomes.
- Conduct targeted business analysis to gain a deeper understanding of local employment needs and trends.
- Regularly review and update the data used to measure real poverty in San Francisco to inform more effective interventions.
- Produce comprehensive analysis reports to support data-informed decision-making and continuous improvement of workforce development programs.

Who will lead this work?

- HRC, SFHSA, OEWD, DCYF, DHR

When will CCWA complete this goal?

- June 2029

DRAFT