



July 26, 2023

Towards a Unified Definition of Workforce Development

Prepared for
Workforce Investment San Francisco
Executive Committee

Workforce Alignment Ordinance No. 209-22

SEC. 30.5. COMMITTEE ON CITY WORKFORCE ALIGNMENT.

(a) The City hereby establishes a Committee on City Workforce Alignment ("Alignment Committee") comprised of City employees and community representatives as provided below. The Alignment Committee shall coordinate Workforce Development Services across City departments in order to increase their effectiveness through methods such as program evaluation and deduplication of client data. The Alignment Committee also shall establish a definition of the term "workforce development" that shall be uniformly adopted across City departments, as well as a shared approach to Workforce Development Services that leads to measurable system success.

Purpose of Establishing a Unified Definition

- Establish standard definition by which to categorize programming.
- Develop an equitable and unified approach, goals, and outcomes.
- Communicate availability and impact of workforce programming.
- Integrate standard definition into procurements, grants, and contracts.
- Set expectations with participants, employers, and providers for available services.
- Benchmark system inputs, outputs, outcomes, and costs.



REVIEW PROCESS	STAKEHOLDER CONTENT
CCWA Meeting Workforce Development Definitions & Critical Themes	BOS, HRC, OEWD, SFHSA, DCYF, DHR, PUC, DPH, DSHS, APD, DPW, Young Community Developers, Self-Help for the Elderly, Northern California District Council of Laborers, Hospitality House
Workforce Inventory Definitions & Services	APD, DCYF, DHR, DOSW, DPH, DPW, ENV, FIRE, HRC, HAS, HSH, MOHCD, OCEIA, OEWD, PRT, PUC, RPD, SFDAT, SFPDR, SFMTA, SFO, SFPL, SHF, TIS
Legislation & policies governing provision of workforce services	<p>US - Workforce Innovation and Opportunity Act, Temporary Assistance for Needy Families, Department of Labor</p> <p>CA - Welfare and Institutions Code, Penal Code, Unemployment Insurance Code, Education Code, Mental Health Services Act, AB 109</p> <p>SF – Admin Code Workforce Alignment, Admin Code Children & Youth Fund, Ord 188-19 Office of Racial Equity, Prop C OCOH, DHR Employee Handbook</p>
Websites and procurements of Alignment member agencies	BOS, HRC, OEWD, SFHSA, DCYF, DHR, PUC, DPH, DSHS, APD, DPW, Young Community Developers, Self-Help for the Elderly, Northern California District Council of Laborers, Hospitality House, Bay Area Community Resources, Building and Construction Trades

Critical Themes from Members

Family sustaining
wages and pathways
out of poverty

Intentionality and
impact

Equity, inclusion, and
empowerment
through economic
opportunity

Future of work,
succession planning,
and economic
recovery

Skill development,
career pathways,
advancement

Partnership,
collaboration with
government agencies
and communities

Data, evaluation, and
data-driven
management

Adaptability,
innovation, and
seamless systems



Available Workforce Services

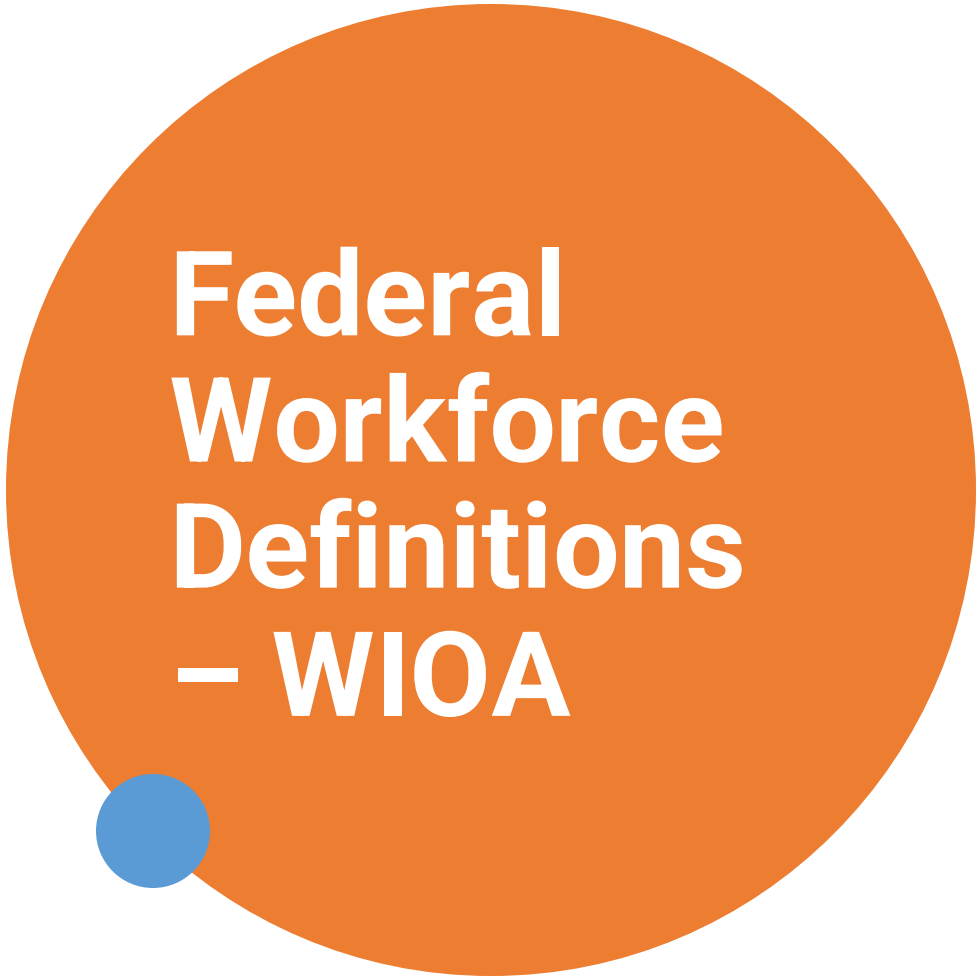
WORKFORCE NAVIGATION: Outreach, Referral, Orientation, Information Sharing, Referral, Skill & Career Assessment, Provision of Labor Market Information, Individual Career Planning, Career Coaching, Individual Case Management, Intensive Case Management, Career Exposure, Networking, Mentorship

EMPLOYMENT SERVICES: Job Search, Resume Writing, Interview Preparation, Job Club/Job Seeker Support Services, Job Fairs, Job Placement, Subsidized Employment, Retention Services, Layoff Aversion, Employer Concierge

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

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

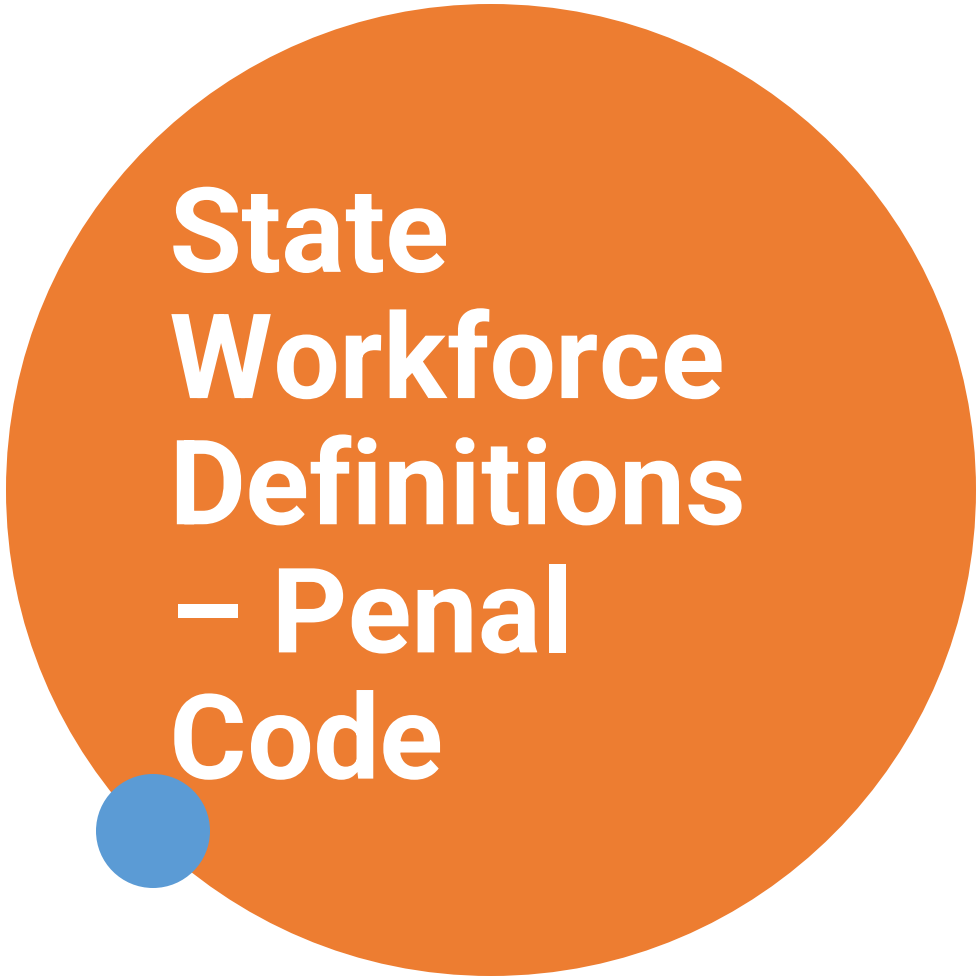
YOUTH DEVELOPMENT: Young Adult Workforce Services, Mentoring, Youth Internship, College Prep, & Placement in Post-Secondary Education



Federal Workforce Definitions – WIOA

The term "workforce development system" means a system that makes available the core programs, the other one-stop partner programs, and any other programs providing employment and training services as identified by a State board or local board...Workforce investment activities...increase the employment, retention, and earnings of participants, and increase attainment of recognized postsecondary credentials by participants, and as a result, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Nation.

*Workforce Innovation and Opportunity Act, 29 USC §
3102(67)*



State Workforce Definitions – Penal Code

Consistent with the goals and priorities of the department, a career technical education program shall consider all of the following factors:

- (a) Whether the program aligns with the workforce needs of high-demand sectors of the state and regional economies.
- (b) Whether there is an active job market for the skills being developed where the inmate will likely be released.
- (c) Whether the program increases the number of inmates who obtain a marketable and industry or apprenticeship board-recognized certification, credential, or degree.
- (d) Whether there are formal or informal networks in the field that support finding employment upon release from prison.
- (e) Whether the program will lead to employment in occupations with a livable wage.

California Penal Code § 2053.5

Proposed Components

"Workforce Development" shall include:

1. Funding entities
2. Types of services
3. Outcome and labor market connectivity
4. Impacts
5. Equity statement

- Data conditions
- Caveats



Proposed Definition

"Workforce Development" shall mean:

Publicly-funded services including:

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

Proposed Definition

Caveats & Conditions:

- *Publicly-funded services must commit to data collection and collect enrollment, completion, and placement data at a minimum.*
- *Services which do not meet these criteria must be connected to a workforce program to be considered eligible for categorization and funding.*



SAN FRANCISCO

OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT



DISCUSSION

