



Welcome to the Committee on City Workforce Alignment (CCWA) Meeting October 30, 2024

HOSTED BY: THE OFFICE OF ECONOMIC & WORKFORCE
DEVELOPMENT

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.

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.

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. Approval of the Minutes from July 31, 2024 Meeting (Action Item)
6. Committee on City Workforce Alignment— Working Groups Updates (Discussion Item)
7. FY 22-23 Citywide Workforce Services Inventory Results (Discussion Item)
8. Opportunities for Partnership and Collaboration (Discussion Item)
9. Public Comment on Non-Agenda Items (Discussion Item)
10. Adjournment (Action Item)



October 30, 2024

Committee on City Workforce Alignment



October 30, 2024

Committee on City Workforce Alignment Working Groups Updates

**Prepared for
Committee on City Workforce Alignment**



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



Coordination of Partners' Plans and Priorities

CO-CHAIRS

TBD

WORKING
GROUP
MEMBERS



LAST MEETING

July 26, 2024

NEXT MEETING

November 8, 2024



Equitably Invest in Workforce Programs for our Most Vulnerable

CO-CHAIRS

Tiffany Jackson, Hospitality House
Anthony Bush, HSH

WORKING
GROUP
MEMBERS



DEPARTMENT OF
HOMELESSNESS AND
SUPPORTIVE HOUSING



SAN FRANCISCO
HUMAN SERVICES AGENCY



SAN FRANCISCO
OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

LAST MEETING

October 10, 2024

NEXT MEETING

January 2025

GOAL #2 PRIORITIZED ACTIONS

Outcome 2.1

Better workforce and economic outcomes for vulnerable populations.

- Track and report on the number of individuals from vulnerable populations served through workforce initiatives, as well as pre- and post-program outcomes and qualitative reports.
- Adopt trauma-informed care models that allow for flexible service delivery.

Outcome 2.2

More culturally humble outreach and recruitment to connect vulnerable populations to workforce programs.

- Partner with deeply embedded community organizations to conduct outreach and recruitment, such as funding and deploying outreach workers from the communities being served, providing incentives for respected community members to promote services, and prioritizing hiring staff from the impacted communities.
- Co-locate and integrate workforce services with essential wraparound supports and implement pre-program interventions to help individuals with significant barriers successfully enter and complete career pathway programs.

Outcome 2.3

More culturally humble services that can meet people's needs within their career journey and support them to be successful in workforce programs.

- Develop vocational training, language learning, and educational programs specifically tailored for unemployed, underemployed, and historically excluded workers, such as formerly incarcerated, limited English populations, immigrants, people with disabilities, women, BIPOC, and older adults.
- Explore the development of special programs to provide income opportunities for individuals without right-to-work authorization, with a focus on entrepreneurship, language access, and self-sufficiency programs.



“The publicly-funded workforce development system generally supports economically vulnerable populations, such as those who are **unemployed, underemployed**, or have been **historically excluded from the workforce**, including:

- Justice-involved Workers
- Immigrants
- Individuals with Limited English Proficiency
- People with Disabilities
- Unhoused Individuals and Families
- Youth and Young Adults
- Older Adults
- Women and Gender Minorities
- Black, Indigenous, And Workers Of Color Communities (BIPOC)”

Workforce Services Inventory

Service Populations

Program Mission		
Service Population #1 <i>(choose from dropdown list)</i>	Service Population #2 <i>(choose from dropdown list)</i>	Service Population #3 <i>(choose from dropdown list)</i>
	<p>Employed --> Incumbent Workers?</p> <p>Underemployed</p> <p>Unemployed</p> <p>Long-term Unemployed?</p> <p>Adults</p> <p>Older Adults</p> <p>Transitional-Aged Youth (TAY)</p> <p>Youth</p>	
	<p>Individuals with Limited English Proficiency --> English Language Learner (ELL)?</p> <p>Active or Formerly Justice-Involved Individuals</p> <p>Active or Formerly Foster Care Youth</p> <p>Homeless or Formerly Homeless</p> <p>HOPE SF Residents</p> <p>Individuals with Cognitive Disability</p> <p>Individuals with Physical Disability</p> <p>Public Benefits Recipients</p> <p>Public Housing Residents</p>	
	<p>Women and Gender Minorities -- > Women and Gender Expressive Communities?</p> <p>Veterans</p> <p>Immigrants?</p>	

Social Determinants of Work



JOB FLEXIBILITY

- Paid Time Off
- Paid Family Medical Leave
- Flexible work schedules
- Remote work



HEALTHCARE

- Lower premiums for employer-provided insurance
- PTO/PFML
- Increased access to telehealth



CHILDCARE

- Affordable and convenient
- Available to jobseekers
- Pays a living wage



TRANSPORTATION

- Reliable and safe
- Affordable
- Flexibility to address issues



SUSTAINED EDUCATION

- Training opportunities to advance career
- Time to pursue training
- Tuition assistance (paid upfront)
- English language learning and literacy



HOME AND COMMUNITY HEALTH

- Stable housing
- Access to quality food and healthcare
- Safe living environment



BROADBAND ACCESS

- Reliable internet
- Necessary device for education and work
- Skills development



ACCESS TO JUSTICE

- Fair interactions with legal system
- Legal counsel when needed
- Opportunities post-conviction





Invest in Workforce Development Across the Life Course

CO-CHAIRS

Ruth Barajas, Bay Area Community Resources
Dion-Jay Brookter, Young Community Developers

WORKING
GROUP
MEMBERS



**Self-Help for
the Elderly**
安老自助處



SAN FRANCISCO
OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION

LAST MEETING

September 27, 2024

NEXT MEETING

December 2024

GOAL #3 PRIORITIZED ACTIONS

Outcome 3.1

Ensure workforce system meet the needs of individuals across their life course from pre-employment through full retirement.

- Map life course stages for world of work (e.g., youth development, early skill development, new career, mid-career, career changer, retiree, workforce returner).
- Ensure training and development programs address the evolving needs of individuals from the start of their careers to retirement by designing programs that help individuals transition between different stages of their careers and lives.

Outcome 3.2

Awareness of programs and career options and how to access them.

- Expand persistent outreach by providing multilingual materials and support, conducting door-to-door campaigns, utilizing social media, partnering with libraries and schools, and participating in community events to reach a wider audience.

Outcome 3.3

Develop additional workforce programs and services to meet community-identified needs.

- Develop coordination process for proposed programs and services.
- Develop a comprehensive approach to resource allocation for proposed programs and services.

Outcome 3.4











































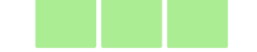
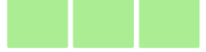



Provide young people with access to work experience and career opportunities.

- Improve coordination among youth workforce programs to identify and address gaps, while reducing duplication of efforts.
- Incorporate financial literacy education into workforce development initiatives, with a focus on financial empowerment, wealth building, and financial justice.

Outcome 3.5

Improve employer engagement in the workforce development system.

- Expand partnerships with companies to create high-road job opportunities and develop a consistent framework for employer engagement, fostering sustainable collaborations between community-based organizations (CBOs) and employers.
- Create specialized training programs and on-call staffing pools for small business owners, while offering education on independent contracting, business ownership, LLC development, and budgeting skills — focusing on vulnerable populations.

 Worker Stages Focus on major transitions or shifts people experience at each life stage	Pre-Workforce Entry	Career Exploration & Early Skill Development	Workforce Entry	Career Advancement and Skill Building	Life Transitions and Re-Entry	Pre-Retirement and Workforce Transition	Post-Retirement and Workforce Return
Age Stage							
 Worker Strengths List the protective factors for this life stage which improve long-term economic outcomes for workers.	<p>Type your paragraph... Type your paragraph...</p> 						
Barriers to Work List the risk factors for this life stage which decrease economic outcomes or workers.							
 Opportunities for Support What individuals need to successfully navigate this stage.							
 Current Services & Programs List existing or potential services/ programs that address the identified support opportunities.							
 Success Indicators What success looks like for individuals at this stage.							



Prenatal/Infancy
Under 1 year old



Early Childhood
1 - 4 years old



School Age
5 - 18 years old



Transition
XX - XX years old



Adulthood
XX - XX years old



Older Adults
Over XX years old

<p>Worker Stages <i>Focus on major transitions or shifts people experience at each life stage.</i></p>	<p>Workforce Exploration & Early Skill Development</p>	<p>The stage of building career expectations, identifying their interests and skills, and making informed career changes.</p>
	<p>Workforce Entry</p>	<p>The stage of becoming employed in a job, which can be a person's first job, a new role in a different field, or new career.</p>
	<p>Workforce Advancement and Skill Building</p>	<p>The stage of improving skills and knowledge to meet current and future job demands. This can include training programs, continuing education, and professional development opportunities.</p>
	<p>Life Transitions and Re-Entry</p>	<p>The stage of reentering the workforce after a life transition, including returning from jail/prison, parental/dependent leave, health-related transitions, et al.</p>
	<p>Pre-Retirement and Workforce Transition</p>	<p>The stage before someone retires from their career.</p>
	<p>Post-Retirement and Workforce Return</p>	<p>The stage where someone who has retired but returns to work either full-time, part-time, or self-employment.</p>



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

CO-CHAIRS:

Bart Pantoja, San Francisco Building and Construction Trades Council

WORKING GROUP MEMBERS:



San Francisco Department of Public Health



SAN FRANCISCO OFFICE OF ECONOMIC & WORKFORCE DEVELOPMENT



LAST MEETING

August 19, 2024

NEXT MEETING

November 18, 2024

GOAL #4 PRIORITIZED ACTIONS

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

- **Align apprenticeship and pre-apprenticeship programs with labor market trends and industry demands, particularly in addressing workforce shortages and uplifting non-traditional apprenticeship sectors.**
- **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 4.2
Enhance existing City apprenticeship opportunities.

- **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.**

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

- **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.**

Outcome 4.4
Increased employer engagement in apprenticeship.

- **Assign dedicated staff to work with employers, focusing on building public-private partnerships and increasing awareness of apprenticeship opportunities, particularly in high-demand sectors.**
- **Create pre-apprenticeship programs specifically designed to support small business owners, helping them address staffing needs while providing apprentices with practical, industry-relevant experience.**

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:

City Mayor's Report on Apprenticeship & City Economist

Lightcast

REMI Model

DIR/DAS Data and Apprenticeship lists

Data on workforce (e.g., aging)

City succession planning data

Stakeholder engagement with employers and trade associations

Policy analysis and development +1 (how do we sustain a workforce which cannot afford to live in the Bay Area?)

PARTNERS & STAKEHOLDERS:

State & Federal Apprenticeship agencies

Private sector, large employers, and small business hiring and training information

Trade association groups

Unions

City departments

Colleges, secondary and postsecondary education, career technical education institutions

Talent

Policy makers

COST (\$/\$\$/\$\$\$\$):

Research = \$

Time cost = \$\$\$

Established practice wisdom - \$

DEADLINE:

First step but also concurrent/ongoing; Can't wait for research to be completed. August 2025

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:

Staff

legal/compliance knowledge

Relationships with unions

Lessons learned, such as screening/assessment of apprentices

Program design and curriculum

Equity goals

Public needs

PARTNERS & STAKEHOLDERS:

City departments (public works, etc.)

legal

Unions

apprentices

private-public partnership

COST (\$/\$\$/\$\$\$):

practice wisdom - \$

existing staff - \$ (integrated into work that we do)

new staff - \$\$ (need team of 3 ApprenticeshipSF staff)

large departments need their own apprenticeship staff to coordinate and be SMEs within department -- \$\$

DEADLINE:

August 2025

5

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

CO-CHAIRS:

Christina Robinson, Department of Human Resources

WORKING
GROUP
MEMBERS:



SAN FRANCISCO
HUMAN SERVICES AGENCY



SAN FRANCISCO
OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

LAST MEETING

October 16, 2024

NEXT MEETING

January 2025

GOAL #5 PRIORITIZED ACTIONS

Outcome 5.1
Identify and reduce duplication and gaps in services.

- **Conduct a comprehensive landscape analysis to identify gaps in services and assess existing programs.**

Outcome 5.2
Increased collaboration and efficiency across agencies and organizations.

- **Utilize landscape analysis to identify and study use cases for shared clients and vulnerable populations, facilitating targeted interventions across departments.**

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

- **Develop a comprehensive set of unified metrics and definitions for workforce programs across departments to ensure consistent program evaluation and accurate data comparison.**
- **Establish a shared framework and implement a unified data system integration plan to facilitate consistent reporting, accurate data comparison, and effective tracking of outcomes.**

A Unified Definition of Workforce

"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

Service Populations

Program Mission		
Service Population #1 <i>(choose from dropdown list)</i>	Service Population #2 <i>(choose from dropdown list)</i>	Service Population #3 <i>(choose from dropdown list)</i>
Youth	Incumbent Workers	English Language Learners
Transitional-Aged Youth (TAY)	Underemployed	Active or Formerly Justice-Involved Individuals
Adults	Unemployed	Active or Formerly Foster Care Youth
Older Adults	Long-term Unemployed	Homeless or Formerly Homeless
		HOPE SF Residents
		Individuals with Cognitive Disability
		Individuals with Physical Disability
		Public Benefits Recipients
		Public Housing Residents
		Women and Gender Expressive Communities
		Veterans
		Immigrants



October 30, 2024

FY 2022-23 Workforce Inventory Update Preliminary Results

[INSERT NAME OF DEPARTMENT]

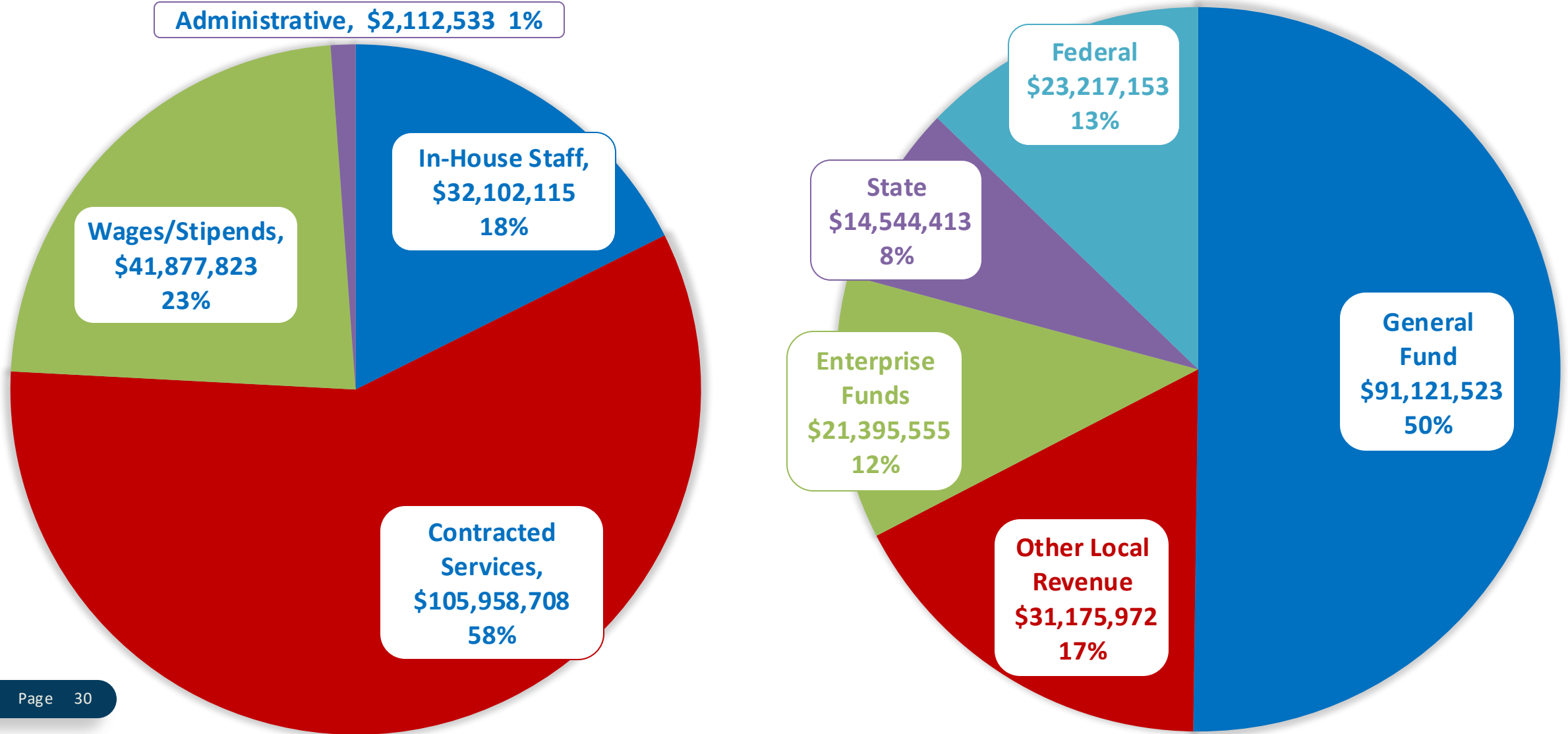
FY 2022-23 WORKFORCE DEVELOPMENT SERVICES SUMMARY

		TOTAL	PERCENT
Investment	Fund Source	General Fund	\$ - #DIV/0!
		Other Local Revenue	\$ - #DIV/0!
		Enterprise Funds	\$ - #DIV/0!
		State	\$ - #DIV/0!
		Federal	\$ - #DIV/0!
		Total Investment	\$ - #DIV/0!
	Functional Expenses	In-House Staff	\$ - #DIV/0!
		Contracted Services	\$ - #DIV/0!
		Wages/Stipends	\$ - #DIV/0!
		Administrative	\$ - #DIV/0!
		Total Expenditures	\$ - #DIV/0!
	Program Type	Service Delivery	\$ - #DIV/0!
		Apprenticeship	\$ - #DIV/0!
		Internship	\$ - #DIV/0!
Work-Order to another department		\$ - #DIV/0!	
Performance	Outputs	Number of Programs	0
		Number of Service Provider Contracts	0
		Average Contract Amount	#DIV/0!
		Number of Program Participants	0 #DIV/0!
		Number of Unique Clients	0 #DIV/0!
		Cost Per Program Participant Served	#DIV/0!
		Cost per Unique Client Served	#DIV/0!
		Number of Training Completions	0
		Number of Subsidized Job Placements	0
		Number of Unsubsidized Job Placements	0
	Outcomes	Number of Unsubsidized Employment Placements at Program Exit	0 #DIV/0!
		Change in Average Hourly Earnings (\$)	#DIV/0!
		Number of Clients Employed 1 Month after Placement	0
		Number of Clients Employed 3 Months after Placement	0
		Number of Clients Employed 6 Months after Placement	0

Source: FY 2022-23 Workforce Services Inventory, Fall 2023.

Dept.	Program	Program Participants ("Duplicated" Clients)	Unique Clients ("Unduplicated" Clients)	Enrolled in English Language Services	Completed Basic Skills Training	Completed Job Readiness Training	Completed Training, Other (Not Voc. or Occ.)	Completed Vocational & Occupational Training, TOTAL	Training Completions, TOTAL	Unsubsidized Job Placements	Subsidized Job Placements	Placements and Employment, TOTAL
APD	Goodwill CASC Employment Services	221	221				0	0	150			150
APD	Young Community Developers IPO	72	72			32	0	32	11	72		83
APD	Arriba Juntos IPO	72	72			52	0	52	10	72		82
DCYF	Bridges from School to Work (Bridges from School to Work, Inc.)	81	81			14	0	14	50	1		51
DCYF	Burton High School Pathways and Partnerships (Bayview Hunters Point YMCA)	329	329			271		271	0	0		0
DCYF	Career Pathways Undocumented (CPU) (Bay Area Community Resources)	15	15			14		14	1	14		15
DCYF	Careers in Science Internship Program (California Academy of Sciences)	49	49			32		32	0	0		0
DCYF	Code on Point - Coding Bootcamp (Formerly Code Ramp) (Success Center San Francisco)	15	15			9		9	0	0		0
DCYF	CYC Career Awareness Pathways to Success (Community Youth Center of San Francisco)	62	62			17		17	0	0		0
DCYF	CYC High School Partnerships Program at SF International HS (Community Youth Center of San Francisco)	143	143			92		92	0	0		0
DCYF	Digital Media Pathways Program (Bayview Hunters Point Center for Arts and Technology)	7	7			6		6	0	0		0
DCYF	Early College Student Internship (San Francisco Unified School District)	801	801			0		0	532	0		532
DCYF	Edible Schoolyard at Willie Mays Boys & Girls Club at Hunters Point (Boys & Girls Clubs of San Francisco)	323	323			276		276	0	0		0
DCYF	Employment & Education Reengagement Program (Young Community Developers)	26	26			16		16	0	16		16
DCYF	ENVISION (Oasis For Girls)	41	41			26		26	2	39		41
DCYF	Experiment In Diversity (EID) (Potrero Hill Neighborhood House)	37	37			19		19	0	0		0
DCYF	First Graduate - First Career (First Graduate)	56	56			29		29	0	0		0
DCYF	Future Links (Hearing and Speech Center of Northern California)					0		0	0	0		0
DCYF	High School Explorer Program (Exploratorium)	86	86			61		61	0	46		46
DCYF	JISE Educator Pathway (Peer Resources)	62	62			28		28	0	0		0

\$182 Million Invested in Workforce Services



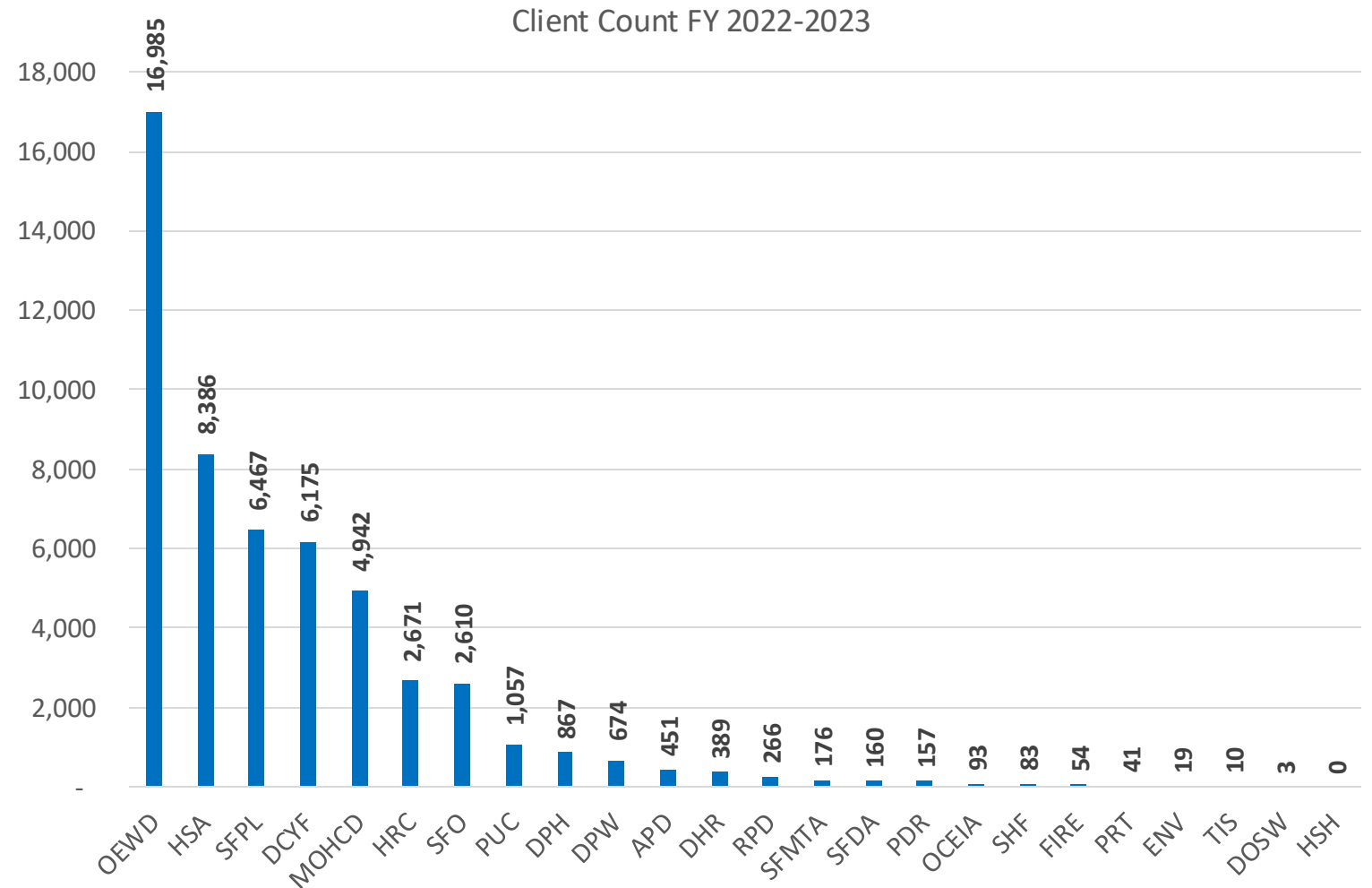
FY 22-23 Workforce Inventory Summary

Over **35,600**
"Unique Clients by Department"

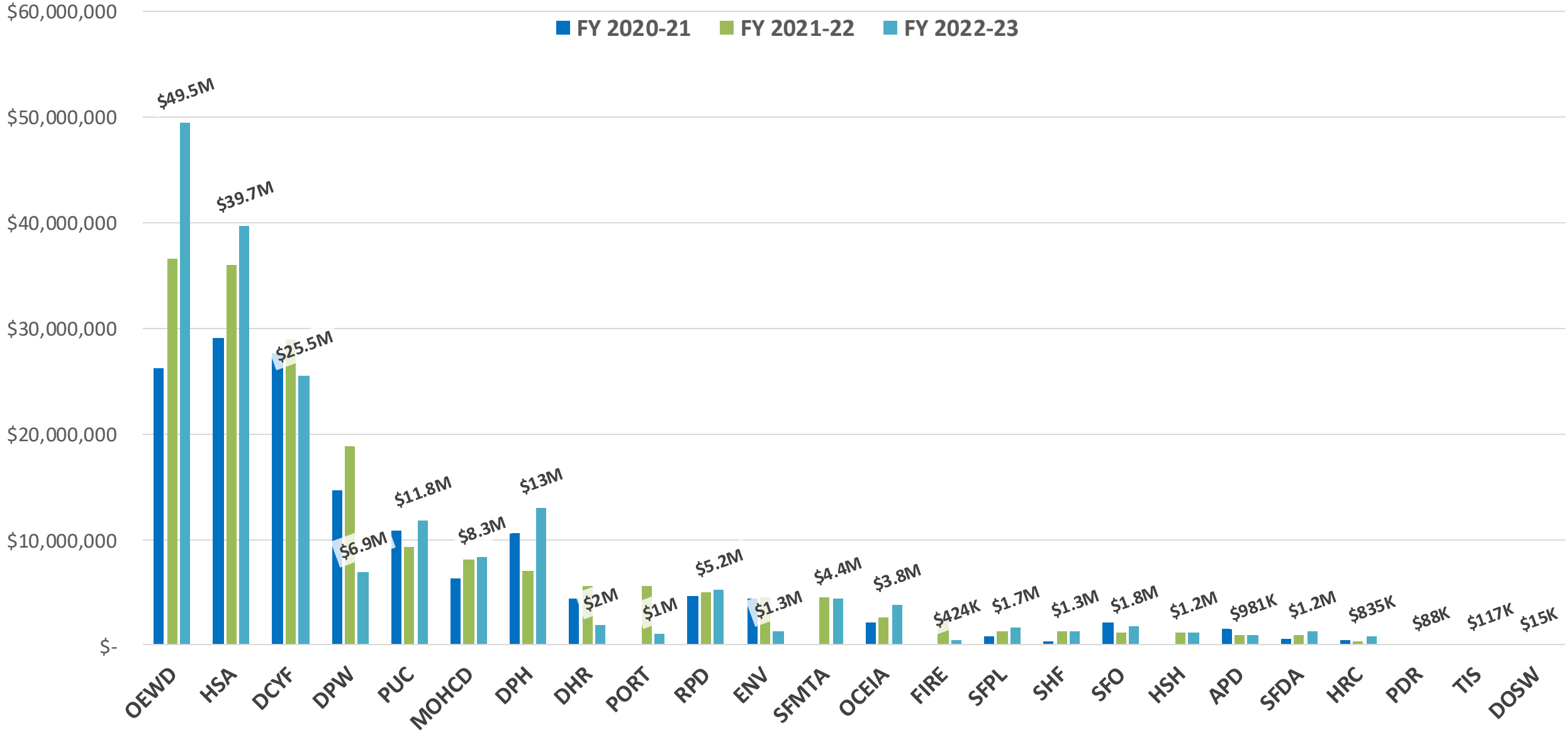
Nearly **62,500**
Program Participants

Over **28,600**
Training Completions

Over **17,500**
Job Placements

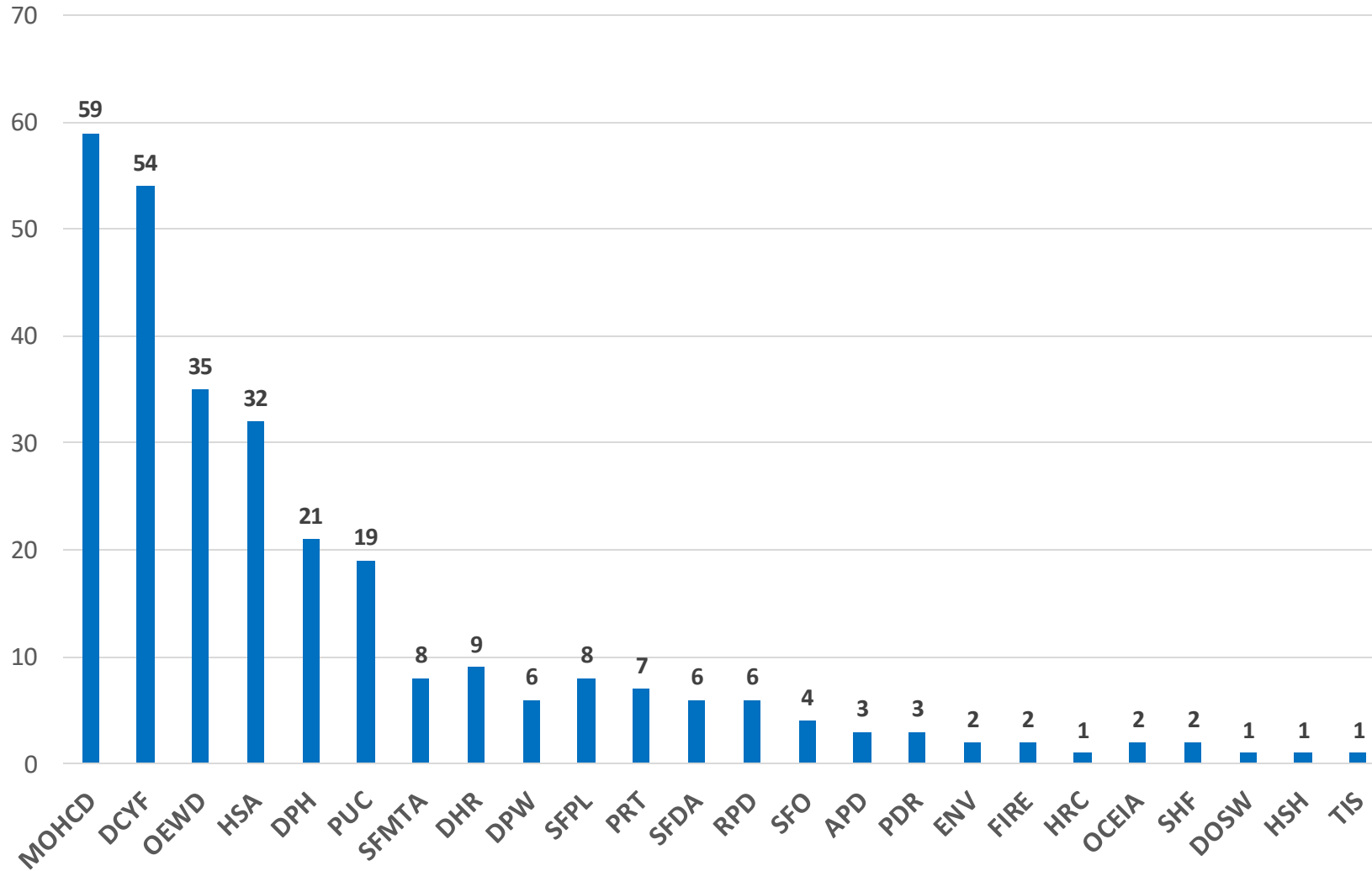


FY 22-23 Workforce Investments by Department

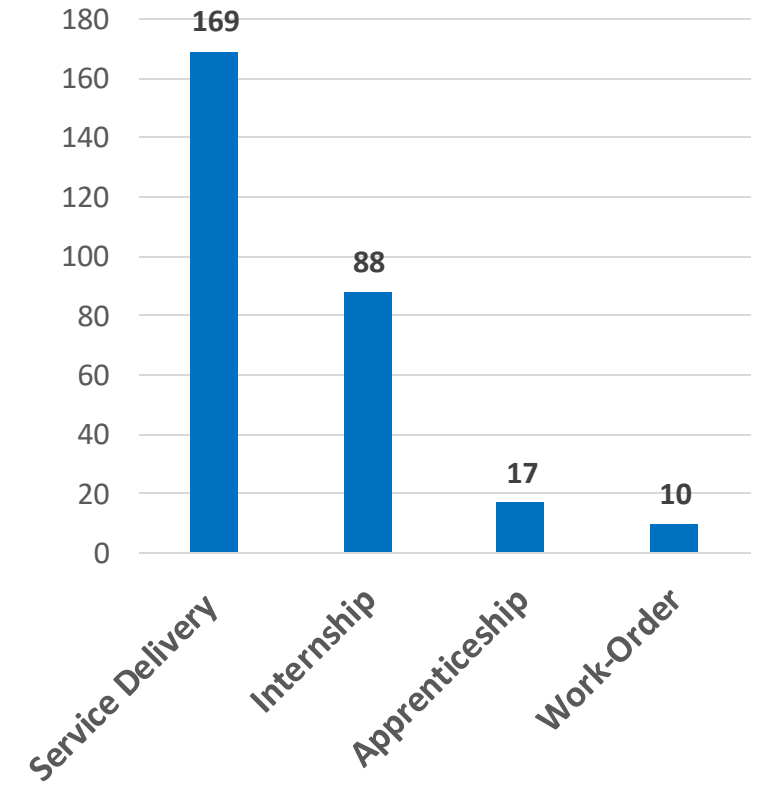


FY 22-23 Programs by Department

Number of Workforce Programs by Department

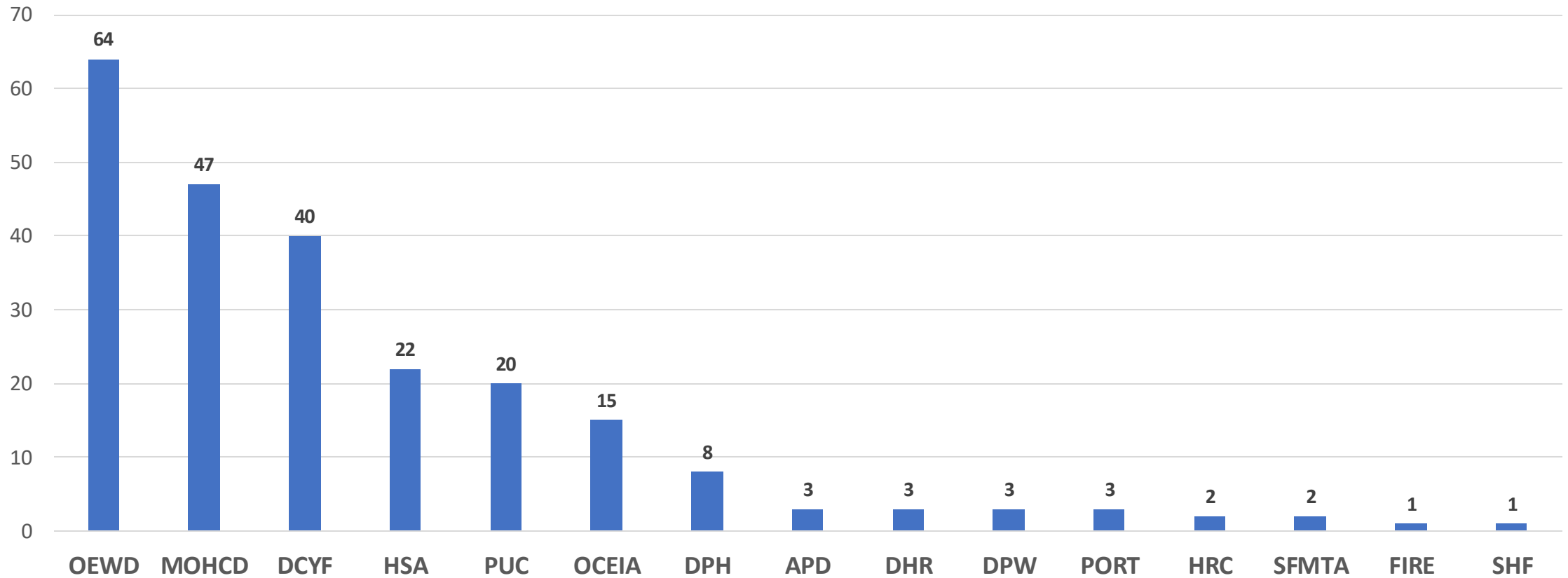


Types of Workforce Development Programs

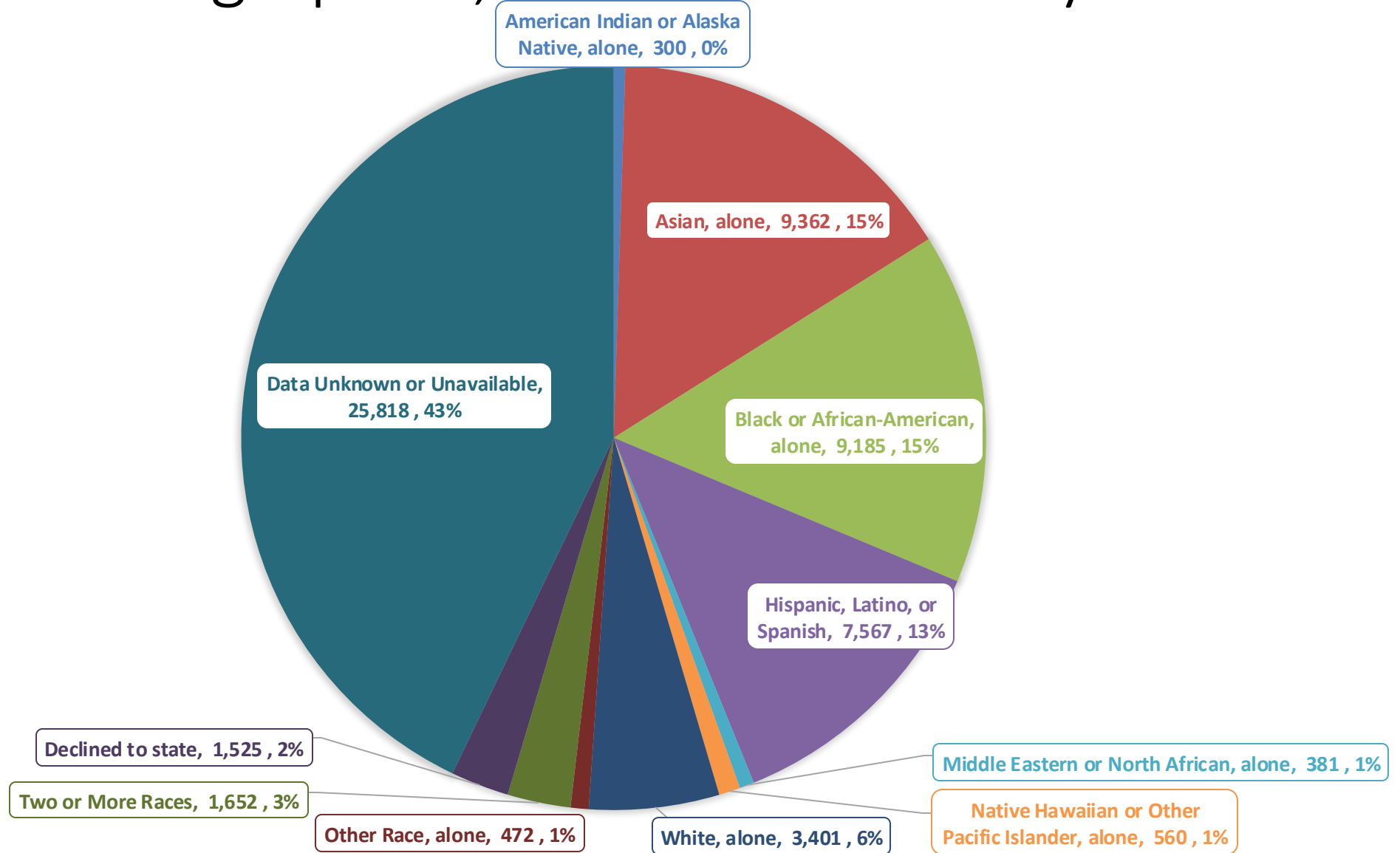


FY 22-23 Workforce Contracts by Department

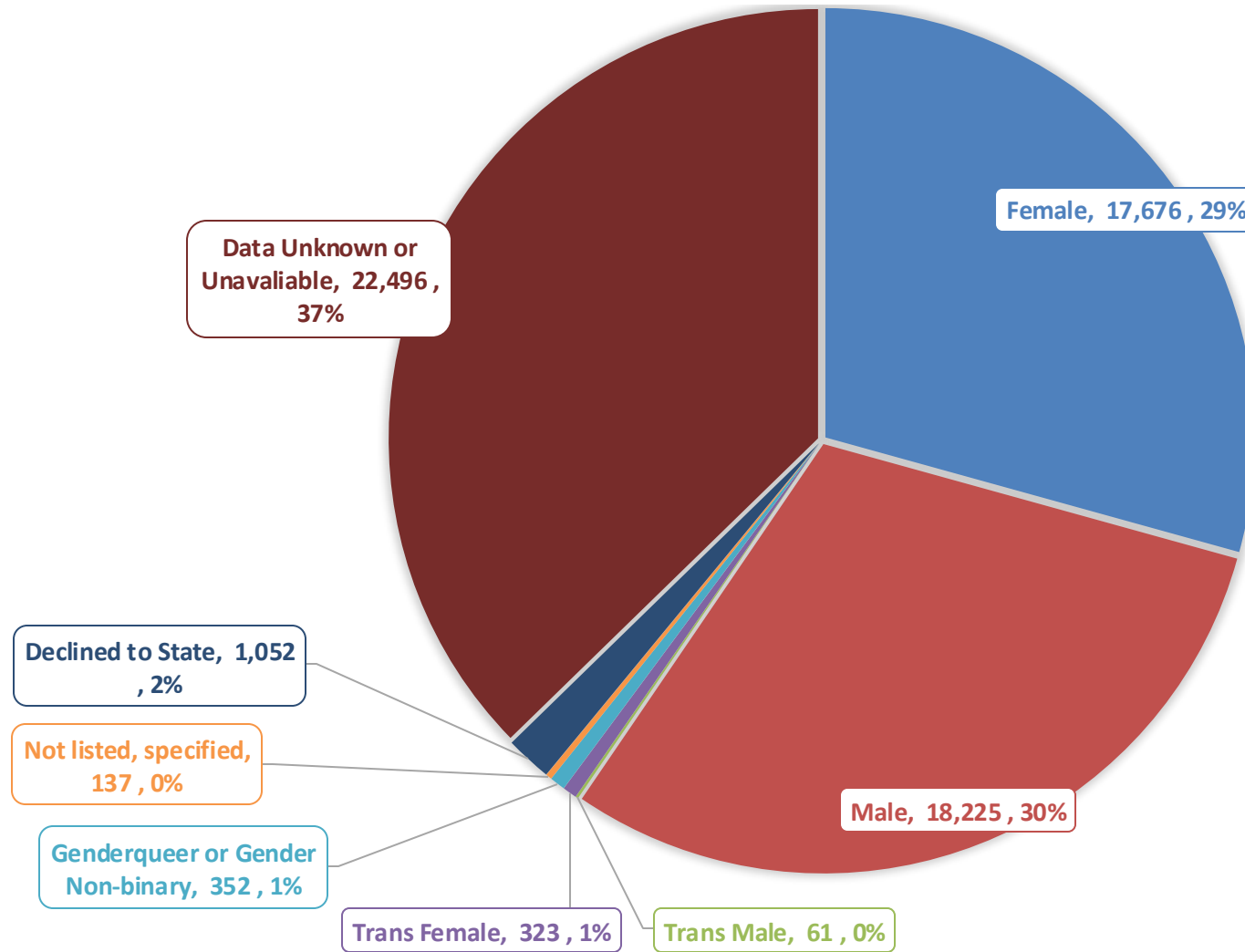
City Departments by Unique Number of Funded Community-Based Organizations



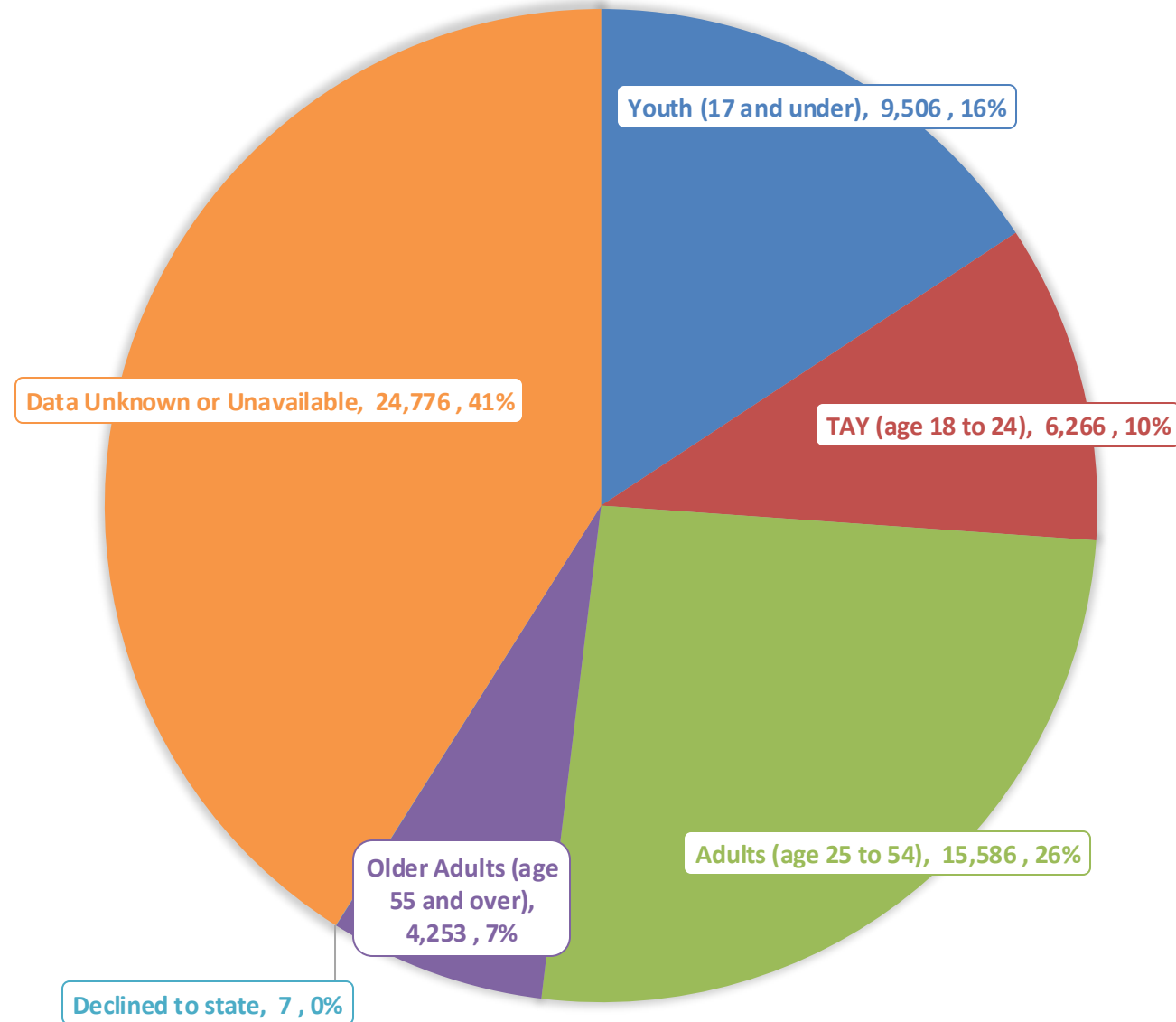
FY 22-23 Demographics, Race and Ethnicity



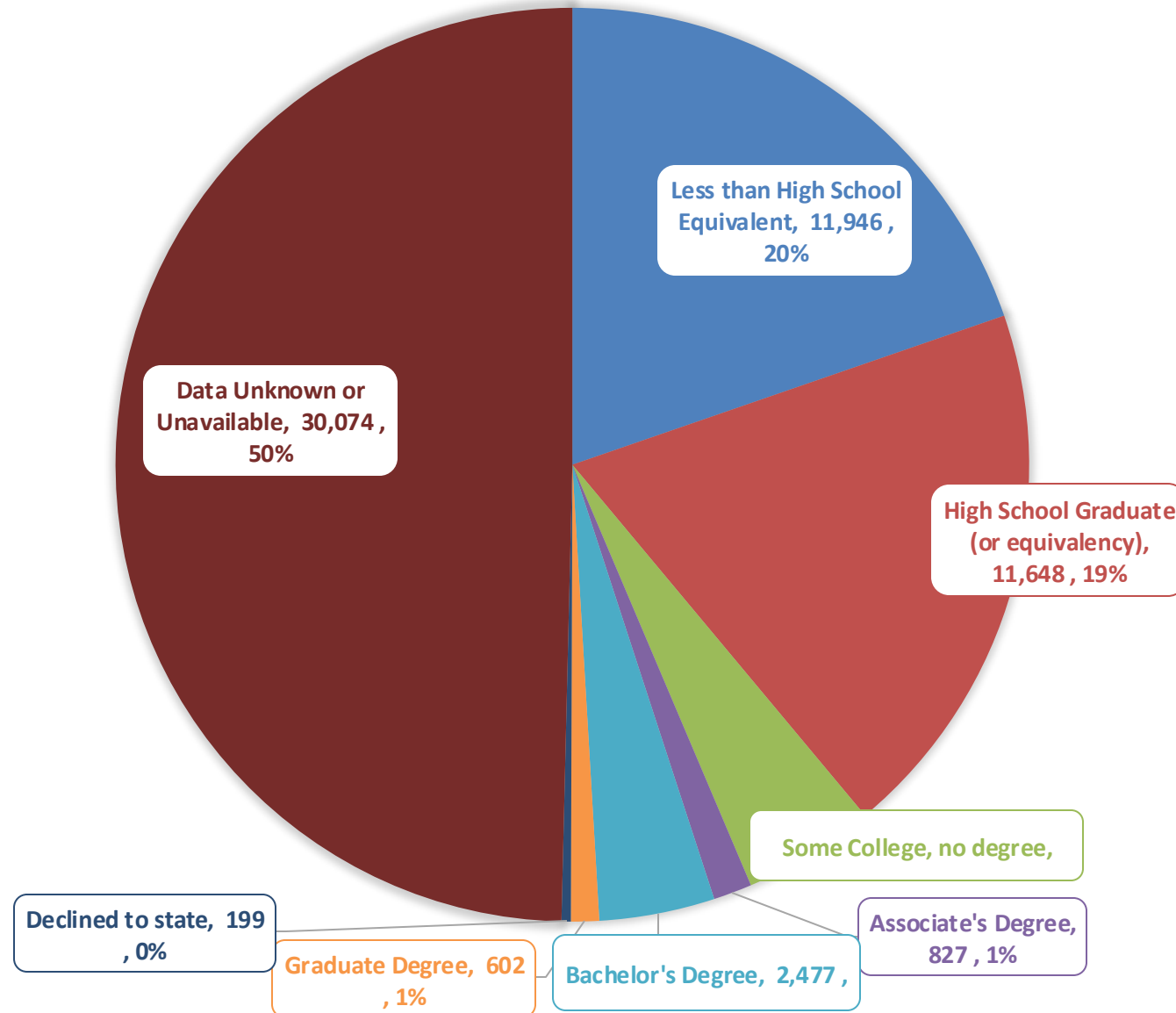
FY 22-23 Demographics, Gender



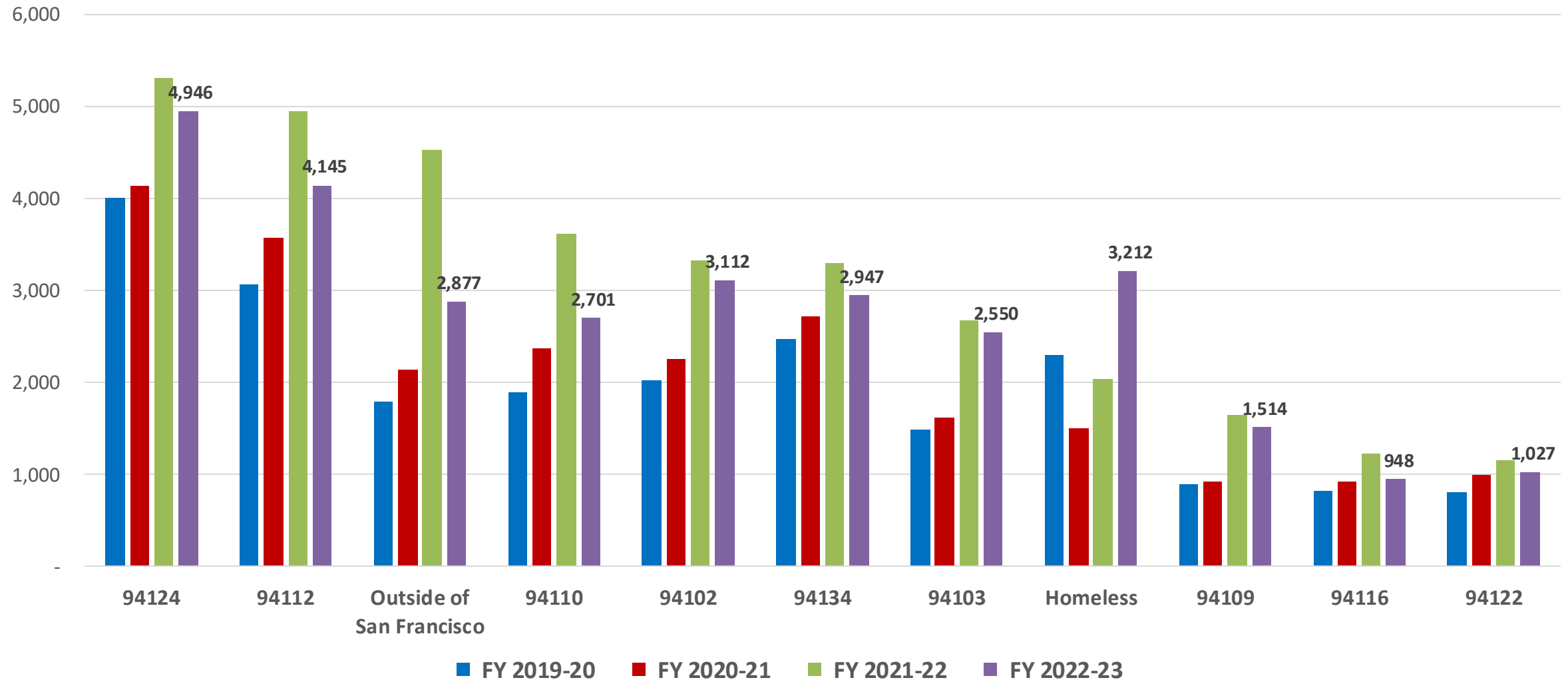
FY 22-23 Demographics, Age



FY 22-23 Demographics, Age and Educational Attain.



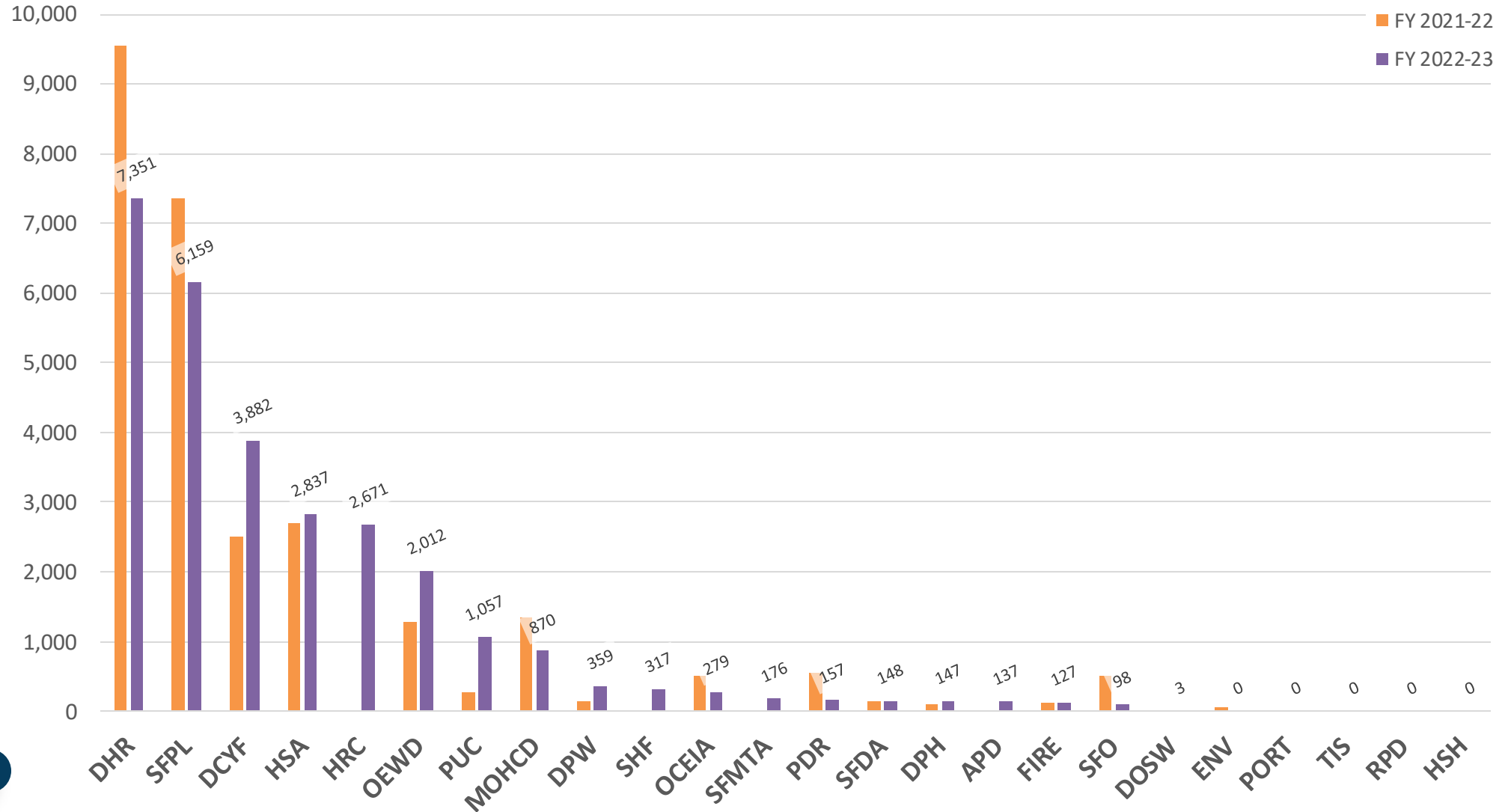
FY 22-23 Demographics, Client Location



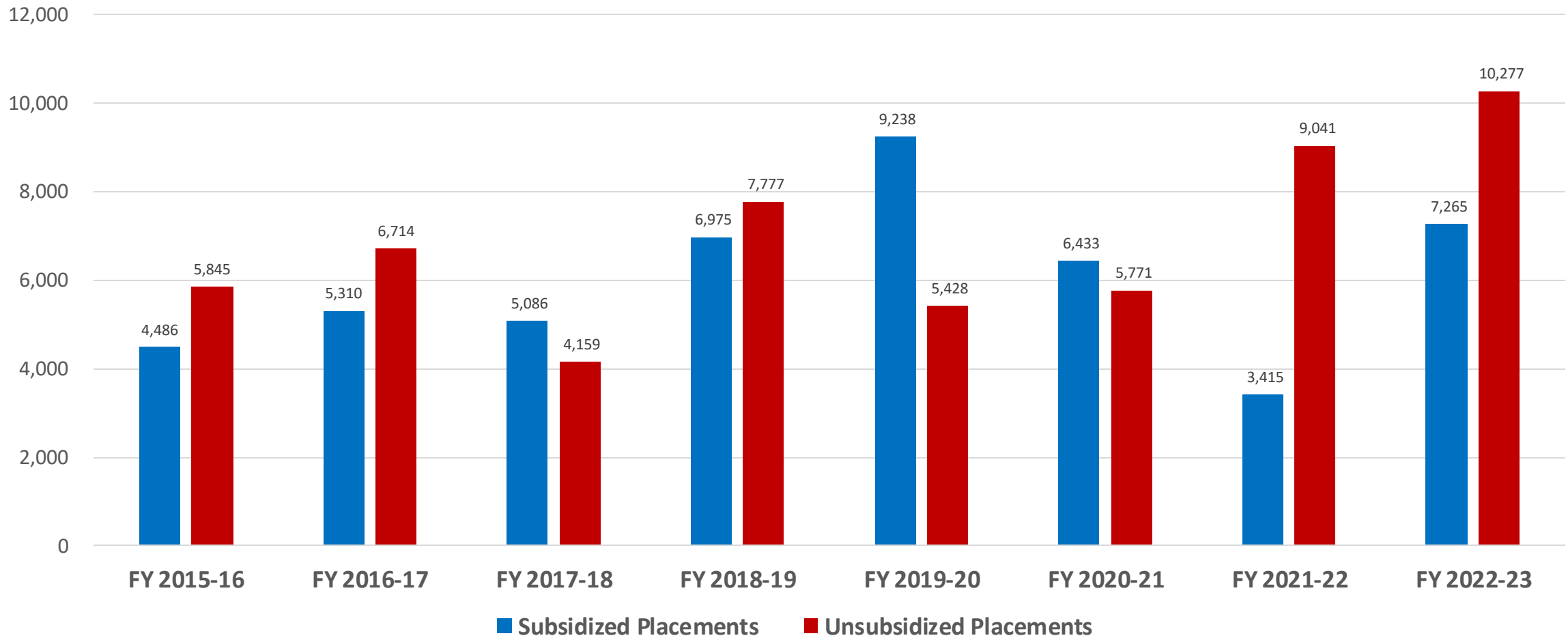
FY 22-23
System
Outcomes

	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Clients Served	26,721	30,125	47,435	52,736
Enrolled in English Language Services	181	377	354	307
Completed Basic Skills Training	893	851	9,144	6,824
Completed Job Readiness Training	9,557	9,220	6,410	8,150
Completed Vocational/Occupational Training	14,972	4,687	11,653	12,010
Completed Training, Other	4,341	5,800	339	1,496
Subsidized Placements	9,238	6,433	3,376	7,265
Unsubsidized Placements	5,428	5,771	9,041	10,277

Total Training Completions by Departments



Placements in Employment, FY 22-23



FY 22-23
Sample
Program
Outcomes

Department	Program	Program Participants ("Duplicated" Clients)	Unique Clients ("Unduplicated" Clients)	Enrolled in English Language Service(s)	Completed Basic Skills Training	Completed Job Readiness Training	Completed Training, Other (Not Voc. or Occ.)	Completed Vocational/Occupational Training, TOTAL	Training Completions, TOTAL
SFO	Interns - College, High School, Opportunities for All	32			32	32		0	64
SFO	Trainee Programs - Student Design	17			17	17		0	34
SFPL	Basic Computer Skills Classes	4218	0		4218			0	4218
SFPL	Career Online High School	52	52				52	0	52
SFPL	Project READ	47	47		47			0	47
SFPL	ESOL Tutoring	80	80	80				0	80
SFPL	Y.E.L.L. (Youth Engaged in Library Leadership)	41	41			41		0	41
SFPL	Summer Youth Volunteers	308	308					0	0
SFPL	Resume Workshops	371	0		371			0	371
SFPL	Special jobs & career programs	1350	0		1350			0	1350
SHF	SFSO							0	0
SHF	SFPUC	7	7		7	7	7	26	47
SHF	SFSO/SFPUC	26	26		26	26	26	81	159
SHF	ECOJOBS	50	50		50		50	0	100

FY 22-23 Qualitative Section

Racial Equity

Labor Market
Context

Job Quality

Industry or
Sector
Partnerships

Worker
Wisdom

Occupational
Segregation

Customer
Experience

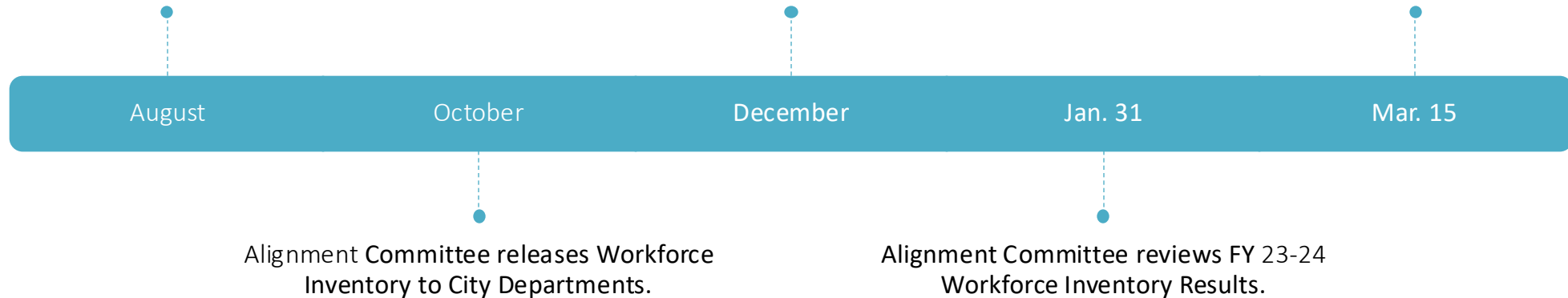
COVID-19
Impacts

Next Steps

City analysts finalize review of FY 22-23 report.
City analysts recommended changes to
Inventory instrument.

City Departments submit Workforce
Inventory to Alignment Committee.


Alignment Committee submits Inventory as
part of Citywide Workforce Development Plan
to WISF.





October 30, 2024

Opportunities for Partnership and Collaboration



Thank you for joining the
Committee on City Workforce Alignment (CCWA)

QUESTIONS OR NEEDS? PLEASE CONTACT:

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