



Welcome to the
Committee on City Workforce
Alignment (CCWA):
**Coordination of Partners' Plans
and Priorities Working
Group Meeting**
July 26, 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 1: Coordination of Partners' Plans and Priorities (Discussion Item)
6. Working Group Co-Chair Nominations (Action Item)
7. Public Comment on Non-Agenda Items (Discussion Item)
8. Adjournment (Action Item)



July 26, 2024

Citywide Workforce Development Plan - Goal 1: Coordination of Partners' Plans and Priorities

Prepared for
**Committee on City Workforce Alignment
Working Group**

Workforce Alignment Ordinance No. 209-22

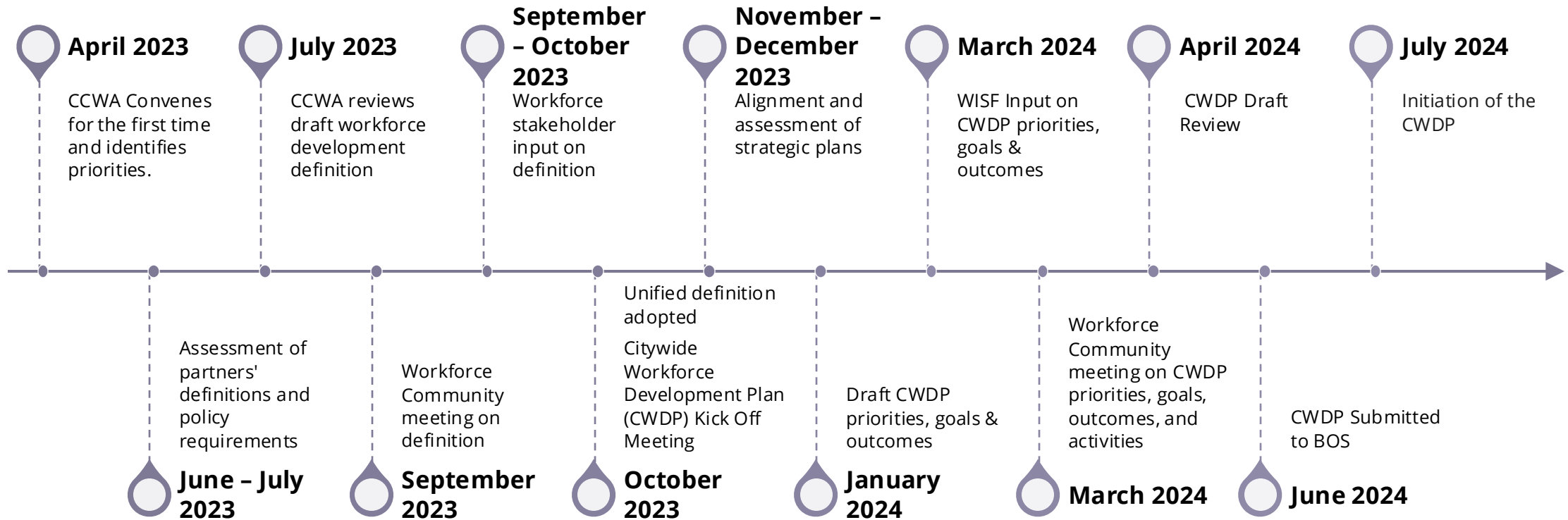
- ✓ **Public body** with City, labor, and community representation
- ✓ Define "**workforce development**" and adopt uniformly
- ✓ **Develop FY 24-29 Citywide Workforce Development Plan:**
 - Integrate Citywide **racial equity policy goals** and benchmarking goals
 - Coordinate resources and decision-making 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





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

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.



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

WHO IS
LEADING THIS
WORK?

- **Hospitality House**
- **Northern California District Council of Laborers**
- **Human Services Agency**
- **Department of Human Resources**
- **Office of Economic and Workforce Development**

CCWA WILL
COMPLETE BY:

July 2029

Citywide Workforce Development Plan (CWDP) FY 2024-2029

Coordination of Partners' Plans and Priorities Working Group Timeline

June 2024	July 2024	January 2025	March 2025	July 2027	July 2029	July 2029
First Meeting of CCWA Working Group #1: Coordination of Partners' Plans and Priorities	Initiation of the CWDP Five-Year Plan	Updated roadmap to CWDP Goal #1	Submission of One-Year Update to BOS	Biennial Update of the CWDP Five-Year Plan	Anticipated Completion of CCWA Working Group #1: Coordination of Partners' Plans and Priorities	Conclusion of the CWDP Five-Year Plan



Coordination of Partners' Plans and Priorities

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.

OUTCOMES

OUTCOME

Outcome 1.1: Cohesion with and support for partners' existing plans and priorities.

RECOMMENDED ACTIONS

- Encourage cooperation and collaboration among community-based organizations (CBOs) providing workforce services, rather than competition for limited resources.
- Establish industry-specific committees to better align workforce development initiatives with the needs of key sectors across member agencies.
- Prioritize access to affordable housing, healthcare, food security, and childcare before or alongside workforce services.
- Partner with CBOs, labor organizations, and local educational institutions to develop career pipeline programs for San Francisco residents and displaced populations interested in entering the City's essential jobs.
- Partners adhere to San Francisco hiring policies and agreements—such as Local Hire, First Source, and Collective Bargaining Agreements—in the development of new programs.

OUTCOME

Outcome 1.2: Shared understanding of existing services, terminology, and best practices.

RECOMMENDED ACTIONS

- Identify and replicate best practices that have demonstrated success in workforce development efforts.
- Establish and annually update best practice guide to workforce development.
- Use annual workforce inventory to summarize programming and leverage the process to disseminate service delivery information.
- Identify other cities/models demonstrating measurable improvements to learn from.
- Research workforce best practices, including incentives for employers, businesses, and participants to engage in workforce development initiatives.
- Integrate skills-based hiring best practices, such as experience for education substitutions, in City employment and in coaching for private sector employers.

OUTCOME

Outcome 1.3: Prioritized lived experience and connection with community.

RECOMMENDED ACTIONS

- Ensure workforce development programs and services adequately address the specific needs of economically vulnerable populations, such as unemployed, underemployed, and historically excluded workers.
- Prioritize the lived experiences and community connections of target populations to better understand and meet their workforce development needs.
- City as Employer is able to prioritize lived experience in workforce development services so City providers may be able to be client-centered and community-embedded.
- Providers with lived experience are developed into higher wage and leadership positions within the social service and public administration sector.
- Create a simplified, standardized resume/application format that allows individuals to express their needs and be connected to relevant services and job opportunities.

OUTCOME

Outcomes 1.4: Strong partnerships with CBOs, labor partners, and local educational institutions for career pipeline programs.

RECOMMENDED ACTIONS

- Hold quarterly consortiums that bring together workforce providers, community organizations, and other stakeholders to facilitate collaboration, share insights, and coordinate efforts.
- Host joint resource fairs with various workforce-focused community-based organizations and libraries to promote awareness and access to available services.
- Expand partnerships to educational institutions such as SFUSD and CCSF.
- Develop toolkits and resources to support smaller organizations in offering workforce development programs such as apprenticeships.
- Establish partnerships with the San Francisco Unified School District (SFUSD) to ensure local students gain the necessary skills and experience for in-demand industries.



SAN FRANCISCO

OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

<http://rb.gy/pxcspr>






July 26, 2024

Working Group 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)
Coordination of Partners' Plans and Priorities Working Group

QUESTIONS OR NEEDS? PLEASE CONTACT:
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