



Welcome to the
Committee on City Workforce
Alignment (CCWA):
**Equitably Invest in Workforce
Programs for our Most
Vulnerable Working
Group Meeting**
July 22, 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 2: Equitably Invest in Workforce Programs for our Most Vulnerable (Discussion Item)
6. Working Group Meeting Logistics (Discussion Item)
7. Working Group Co-Chair Nominations (Action Item)
8. Public Comment on Non-Agenda Items (Discussion Item)
9. Adjournment (Action Item)



July 22, 2024

Citywide Workforce Development Plan

Goal 2: Equitably Invest in Workforce Programs for our Most Vulnerable

(Unemployed, Underemployed, and Historically Excluded from the Labor Market Workers)

Prepared for
Committee on City Workforce Alignment
Working Group

Workforce Alignment Ordinance No. 209-22

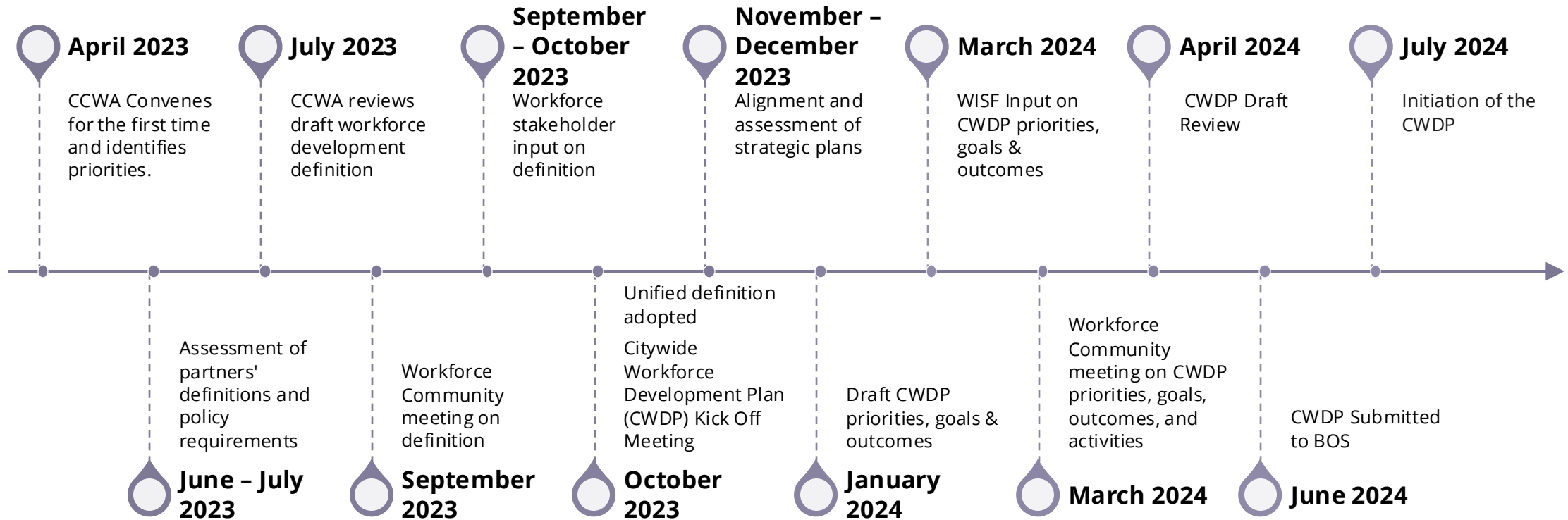
- ✓ **Public body** with City, labor, and community representation
- ✓ Define "**workforce development**" and adopt uniformly
- ✓ **Develop FY 24-29 Citywide Workforce Development Plan:**
 - Integrate Citywide **racial equity policy goals** and benchmarking goals
 - Coordinate resources and decision-making 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 #2: Equitably Invest in Workforce Programs for our Most Vulnerable

(Unemployed, Underemployed, and Historically
Excluded from the Labor Market Workers)

The purpose of this working group is to create an equitable workforce system that empowers our most vulnerable populations, including the unemployed, underemployed, and those historically excluded from the labor market. This is achieved through providing targeted, culturally humble programs and wraparound services that meet people's needs throughout their career journey, supporting their success in workforce programs and fostering improved workforce and economic outcomes.



Equitably Invest in Workforce Programs for our Most Vulnerable

(Unemployed, Underemployed, and Historically Excluded from the Labor Market Workers)

COMMITTEE &
COMMUNITY
PRIORITIES

Equity, Inclusion, Empowerment, Targeted Programs and Pathways for Specific Populations, Support for Foreign Born Workers, Culturally Humble Services, Community-Based Outreach and Staffing, Prioritizing Stabilization and Wraparound Services, System and Case Management Improvements, Data Analysis to Address Needs of Vulnerable Populations, Accessibility, Support for Vulnerable Populations

WHAT DOES
SUCCESS LOOK
LIKE?

- Clients are eligible and competitive for employment after completion of services with the goal to attain employment.
- Clients achieve economic self-sufficiency without supplemental public benefits.
- Clients can access supportive services for stabilization before, during, and after program enrollment.
- Clients can access any service in their preferred language.
- City and County of San Francisco workforce increases racial, gender, and linguistic diversity.



Equitably Invest in Workforce Programs for our Most Vulnerable (Unemployed, Underemployed, and Historically Excluded from the Labor Market Workers)

WHO IS
LEADING THIS
WORK?

- **Bay Area Community Resources**
- **Homelessness & Supportive Housing**
- **Adult Probation Department**
- **Hospitality House**
- **Young Community Developers**
- **Department of Public Health**

CCWA WILL
COMPLETE BY:

July 2027

Citywide Workforce Development Plan (CWDP) FY 2024-2029

Equitably Invest in Workforce Programs for our Most Vulnerable Working Group Timeline

July 2024	July 2024	January 2025	March 2025	July 2027	July 2027	July 2029
Initiation of the CWDP Five-Year Plan	First Meeting of CCWA Working Group #2: Equitably Invest in Workforce Programs for our Most Vulnerable	Updated roadmap to CWDP Goal #2	Submission of One-Year Update to BOS	Biennial Update of the CWDP Five-Year Plan	Anticipated Completion of CCWA Working Group #2: Equitably Invest in Workforce Programs for our Most Vulnerable	Conclusion of the CWDP Five-Year Plan



Equitably Invest in Workforce Programs for our Most Vulnerable (Unemployed, Underemployed, and Historically Excluded from the Labor Market Workers)

OUTCOMES

Outcome 2.1: Better workforce and economic outcomes for vulnerable populations.

Outcome 2.2: More culturally humble outreach and recruitment to connect vulnerable populations to workforce 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.

OUTCOME

Outcome 2.1: Better workforce and economic outcomes for vulnerable populations.

RECOMMENDED ACTIONS

- Prioritize defining and understanding diverse vulnerable populations.
- Conduct segmentation analyses to understand size, needs of different vulnerable groups.
- Involve community voice in identifying gaps and refining services.
- Collect robust pre/post program data as well as qualitative participant stories.
- Track and report on the number of individuals from vulnerable populations (e.g., people with disabilities, unhoused, returning citizens) served through workforce initiatives.
- Adopt trauma-informed care models tailored for vulnerable communities.
- Implement training for workforce providers and employers on cultural humility.
- Allow flexible service delivery timelines for participant success.
- Encourage employers to hire individuals with limited English proficiency and provide them with time and resources to improve their language skills during work.

OUTCOME

Outcome 2.2: More culturally humble outreach and recruitment to connect vulnerable populations to workforce programs.

RECOMMENDED ACTIONS

- Co-locate or integrate workforce services with other essential wraparound supports.
- Implement pre-program interventions and additional support to increase the ability of individuals with significant barriers to enter and successfully complete career pathway 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.
- Provide incentives for effective intake, assessment, and service linkage.
- Ensure cultural representation and humility in outreach/marketing materials.
- Explore starting recruitment and skill-building initiatives during incarceration periods.

OUTCOME

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.

RECOMMENDED ACTIONS

- 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 migrants seeking green cards and employment opportunities, such as entrepreneurship, worker co-operatives, and independent contracting.
- Build pathways for skilled immigrants/migrants to find commensurate employment.
- Increase cultural/linguistic competency of workforce providers.
- Integrate English language learning to support career growth.
- Provide specialized and peer-to-peer support services for individuals with disabilities, older adults, and returning citizens to address their unique needs.
- Increase employment opportunities for older adults and seniors.
- Adopt individualized case management plans instead of one-size-fits-all.
- Connect entry-level job hires from vulnerable populations to affordable housing options, including rental assistance.
- Establish wellness services including cultural wellness and gender-affirming care.
- Advocate for barrier removal, such as providing childcare to facilitate access to training.
- Target redevelopment projects in historically Black communities to provide on-site job training and apprenticeship opportunities for youth.



SAN FRANCISCO

OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

<https://rb.gy/neagwq>





July 22, 2024

Working Group Meeting Logistics

Citywide Workforce Development Plan (CWDP) FY 2024-2029

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July 22, 2024

Working Group Co-Chair Nominations

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



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Equitably Invest in Workforce Programs for our Most
Vulnerable

(Unemployed, Underemployed, and Historically Excluded
from the Labor Market Workers)

QUESTIONS OR NEEDS? PLEASE CONTACT:

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