



Welcome to the
Committee on City Workforce
Alignment (CCWA):
**Enhance Apprenticeship &
Pre-Apprenticeship Programs
that Lead to Careers**
Working Group Meeting
July 1, 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 4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers (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 01, 2024

Citywide Workforce Development Plan Goal 4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

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

Workforce Alignment Ordinance No. 209-22

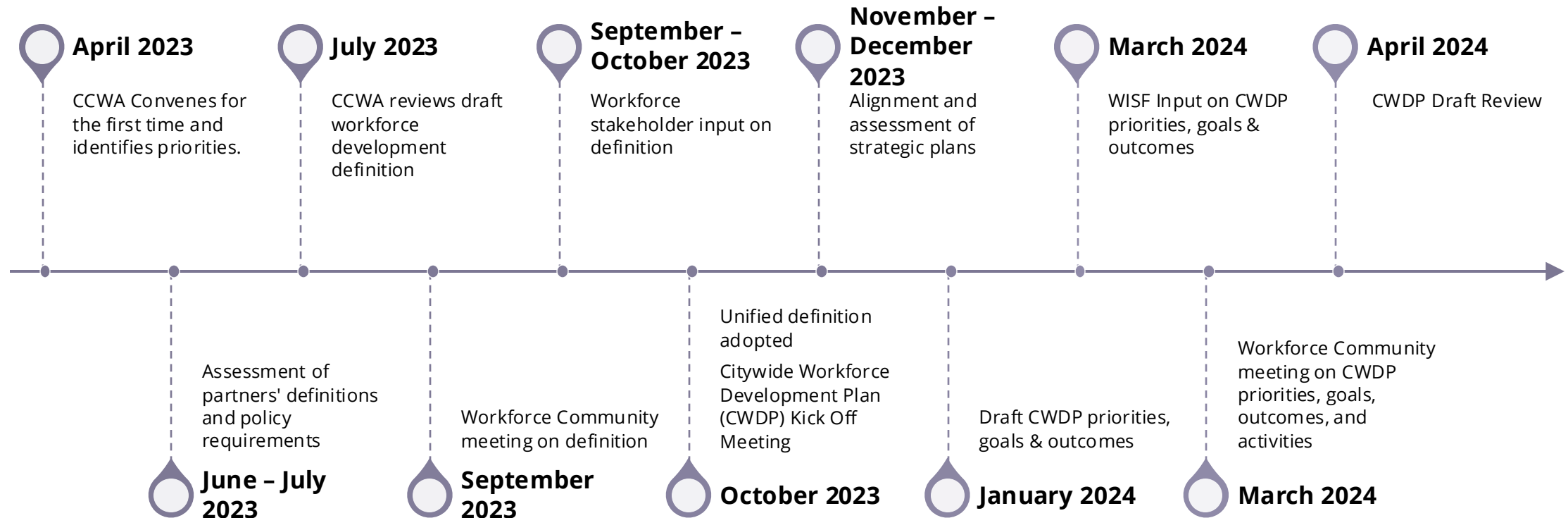
- ✓ **Public body** with City, labor, and community representation
- ✓ Define "**workforce development**" and adopt uniformly
- ✓ **Develop FY 24-29 Citywide Workforce Development Plan:**
 - Integrate Citywide **racial equity policy goals** and benchmarking goals
 - Coordinate resources and decision-making 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 #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

The purpose of this work group is to foster equitable and sustainable career pathways through comprehensive apprenticeship and pre-apprenticeship programs, empowering economically vulnerable populations with the skills, opportunities, and support needed to achieve long-term employment and economic stability.



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

COMMITTEE &
COMMUNITY
PRIORITIES

Quality over Quantity, Employer Engagement, Civil Service & Government Employment, Nonprofit & Community Capacity Building, Language Access, Enhancing Partnerships and Collaboration, Career Services, Skill Building, Employer Incentives, Small Business & Entrepreneurship Pathways

WHAT DOES
SUCCESS LOOK
LIKE?

- Economically vulnerable populations access City-funded apprenticeships.
- Pre-apprentices and apprentices achieve wage progression and measurable skills gains.
- Pre-apprentices and apprentices are prepared for journey-level work and eligible to be dispatched at the prevailing rate of pay.
- City apprenticeships incorporate wage progression.
- More employers enter the City-funded ecosystem for apprenticeship



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

WHO IS
LEADING THIS
WORK?

- **Northern California District Council of Laborers**
- **San Francisco Building and Construction Trades Council**
- **Public Utilities Commission**
- **Public Works**
- **Department of Human Resources**
- **Department of Public Health**

CCWA WILL
COMPLETE BY:

July 2025

Citywide Workforce Development Plan (CWDP) FY 2024-2029

Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers Working Group Timeline

June 2024	July 2024	January 2025	March 2025	July 2025	July 2027	July 2029
First Meeting of CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers	Initiation of the CWDP Five-Year Plan	Updated roadmap to CWDP Goal #1	Submission of One-Year Update to BOS	Anticipated Completion of CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers	Biennial Update of the CWDP Five-Year Plan	Conclusion of the CWDP Five-Year Plan



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

OUTCOMES

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

Outcome 4.2: Enhance existing City apprenticeship opportunities.

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

Outcome 4.4: Increased employer engagement in apprenticeship.

OUTCOME

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

RECOMMENDED ACTIONS

- Prioritize apprenticeship programs based on labor market trends and industry demands.
- Identify in-demand industries and develop apprenticeship opportunities to address workforce shortages.
- Encourage employers to expand apprenticeship opportunities and secure commitments for job placements and continuing education scholarships.
- Assess program success with post-program retention wage analysis.
- Provide multilingual support and paid opportunities to make apprenticeship programs accessible.
- Equip participants with necessary technology and equipment to be successful in apprenticeship programs.

OUTCOME

Outcome 4.2: Enhance existing City apprenticeship opportunities.

RECOMMENDED ACTIONS

- Prioritize City-funded apprenticeships for economically vulnerable populations.
- Conduct fund development analysis of existing and future Federal and State resources for apprenticeship expansion and enhancement.
- Establish centralized coordination for apprenticeship programs to streamline collaboration efforts.
- Increase awareness of civil service job opportunities through targeted outreach and recruitment efforts.

OUTCOME

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

RECOMMENDED ACTIONS

- Develop career pathways and classifications within the City workforce development departments to support apprenticeship programs.
- Develop peer-to-peer support networks for alumni of pre-apprenticeship programs.
- Establish career counseling and mentorship programs to guide participants.

OUTCOME

Outcome 4.4: Increased employer engagement in apprenticeship.

RECOMMENDED ACTIONS

- Dedicate staff roles to collaborate with employers, market apprenticeship programs, and assist with program administration.
- Develop examples of cost-saving budgets to encourage businesses to accept apprentices.
- Introduce tax savings (tax breaks) for businesses offering apprenticeship opportunities.
- Offer financial rewards for successful apprentice placements and recognition for businesses offering career-building apprenticeships.
- Establish pre-apprenticeship training programs tailored to the needs of small business owners.
- Create specialized training programs and on-call staffing pools for small business owners.
- Create pipelines and industry standards for community ambassador programs.
- Develop industry standards and provide resources for community-based organizations to offer apprenticeship programs.



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WORKFORCE DEVELOPMENT

<https://rb.gy/igrlju>





July 01, 2024

Working Group Meeting Logistics



July 01, 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)
Enhance Apprenticeship & Pre-Apprenticeship Programs
that Lead to Careers Working Group

QUESTIONS OR NEEDS? PLEASE CONTACT:

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