



SAN FRANCISCO

OFFICE OF ECONOMIC &  
WORKFORCE DEVELOPMENT

**MATERIALS:** <https://rb.gy/krx6gn>





Welcome to the  
Committee on City Workforce  
Alignment (CCWA):

**Enhance Apprenticeship &  
Pre-Apprenticeship Programs  
that Lead to Careers**

**Working Group Meeting**

August 19, 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. Approval of Minutes from July 1, 2024 (Action Item)
6. Citywide Workforce Development Plan - Goal 4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers (Discussion Item)
7. Review and Adjustment of Logistics and Co-chair Nominations (Discussion Item)
8. Public Comment on Non-Agenda Items (Discussion Item)
9. Adjournment (Action Item)



**August 19, 2024**

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

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

# 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

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



Meeting Schedule:

**Monthly**

COMPLETION DATE:

**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

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

# GOAL #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

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

- Labor Market-Driven Apprenticeships
- Develop Apprenticeships in In-Demand Industries
- Expand Employer Commitment to Apprenticeships
- Program Success Analysis
- Accessibility of Apprenticeships
- Technology and Equipment Provision for Apprentices

**Outcome 4.2: Enhance existing City apprenticeship opportunities.**

- Prioritize City-Funded Apprenticeships for Vulnerable Populations
- Analyze Funding for Apprenticeship Expansion
- Centralize Apprenticeship Coordination
- Increase Awareness of Civil Service Opportunities

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

- Develop City Workforce Career Pathways
- Peer-to-Peer Support Networks for Alumni
- Career Counseling and Mentorship Programs

**Outcome 4.4: Increased employer engagement in apprenticeship.**

- Employer Collaboration and Program Marketing
- Cost-Saving Budget Models
- Tax Incentives
- Financial Rewards and Recognition
- Pre-Apprenticeship Programs for Small Businesses
- Specialized Training and Staffing for Small Businesses
- Community Ambassador Program Standards
- Standards and Resources for Community-Based Apprenticeships

## GOAL #4 PRIORITIZED ACTIONS

### Outcome 4.1

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

Align 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.



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# Review and Adjustment of Logistics and Co-chair Nominations

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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:**

**JENNIFER.HAND@SFGOV.ORG**