WORKFORCE DEVELOPMENT & PIPELINE TO CITY JOBS
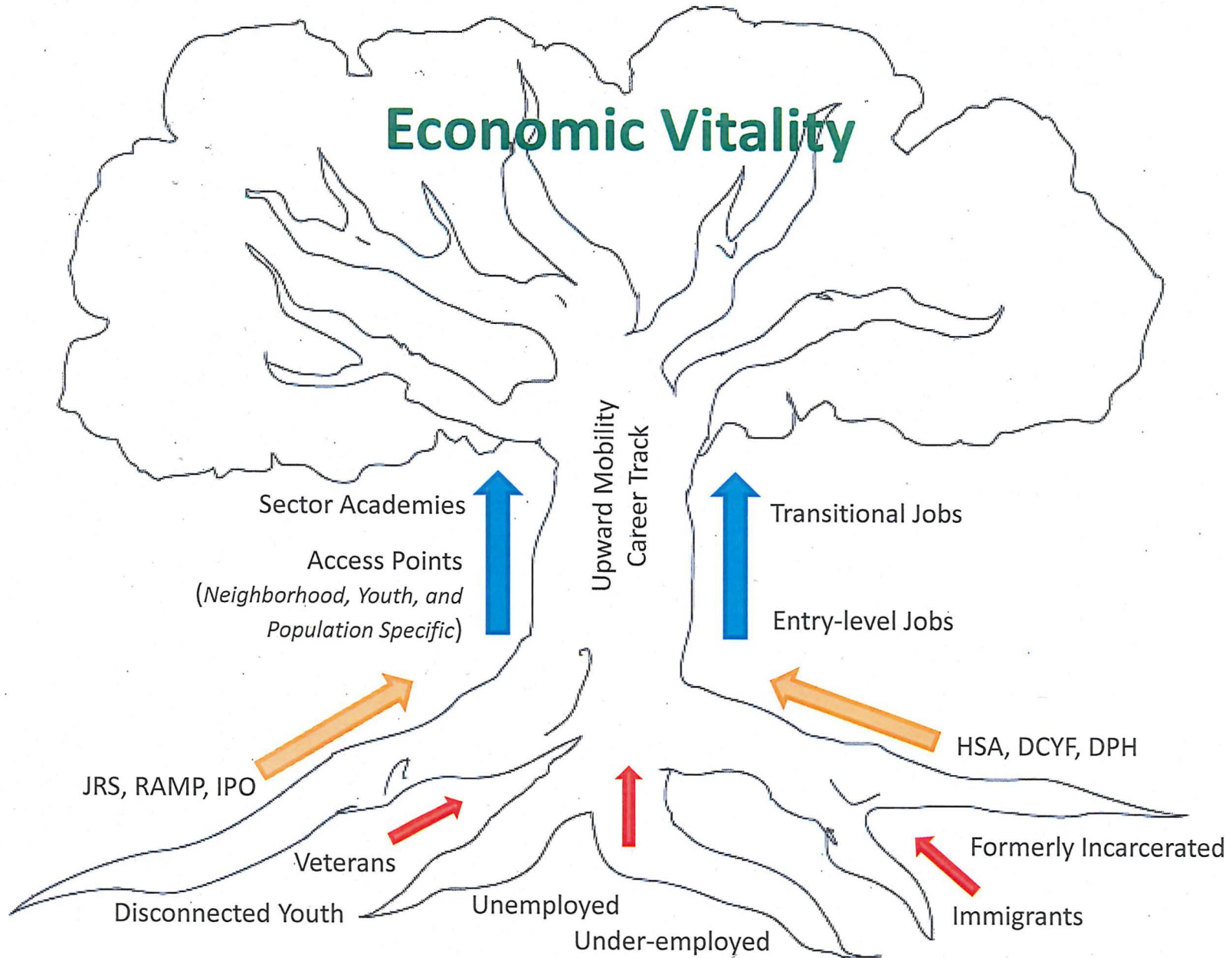
BUDGET PRIORITY HEARING

MAY 3, 2018

OEWD WORKFORCE MISSION

TO CREATE ECONOMIC PROSPERITY FOR ALL RESIDENTS, INCLUDING THE UNEMPLOYED, UNDEREMPLOYED AND HARD TO EMPLOY, BY PREPARING, TRAINING, AND CONNECTING SAN FRANCISCANS TO SUSTAINABLE JOBS WITH STRONG CAREER PATHWAYS.

OEWD WORKFORCE SYSTEM

Economic Vitality

Upward Mobility
Career Track

Sector Academies

Access Points
(*Neighborhood, Youth, and
Population Specific*)

Transitional Jobs

Entry-level Jobs

JRS, RAMP, IPO

HSA, DCYF, DPH

Veterans

Formerly Incarcerated

Disconnected Youth

Unemployed
Under-employed

Immigrants

16/17 WORKFORCE OUTCOMES

Workforce Services

Program Area	Budget	Enrollment	Placement	% Placed of Enrollment	Median / Avg Wage
Totals	**$15.2M**	**4849**	**2959**	**61%****	**$13.50 / 16.13**
Business Services	$0.3M	151	135	89%**	$14.00 / 15.38
Young Adult Services	$1.9M	533	241*	45%**	$13.00 / 14.45
Access Points	$3.4M	1389	914	66%**	$13.00 / 14.37
Specialized Access Points	$1.5M	1059	471	44%**	$14.00 / 16.65
Sector Academies	$8.1M	1717	1198	70%**	$14.00 / 17.76

Sector Academies

Sector Academies	Budget	Enrollment	Placement	% Placed of Enrollment	Median / Avg Wage
CityBuild	$3.5M	134	113	84%	$ 22.00 / 23.08
TechSF	$2.1M	331	172*	52%**	$ 26.50 / 36.18
Healthcare	$1.2M	415	273	66%**	$14.50 / 16.69
Hospitality	$1.3 M	760	587	77%**	$14.00 / 14.87

* Young Adult and TechSF Portfolio emphasizes non-placement outcomes including attainment of degree or certificate, literacy and numeracy gains, and placement into training or post-secondary education
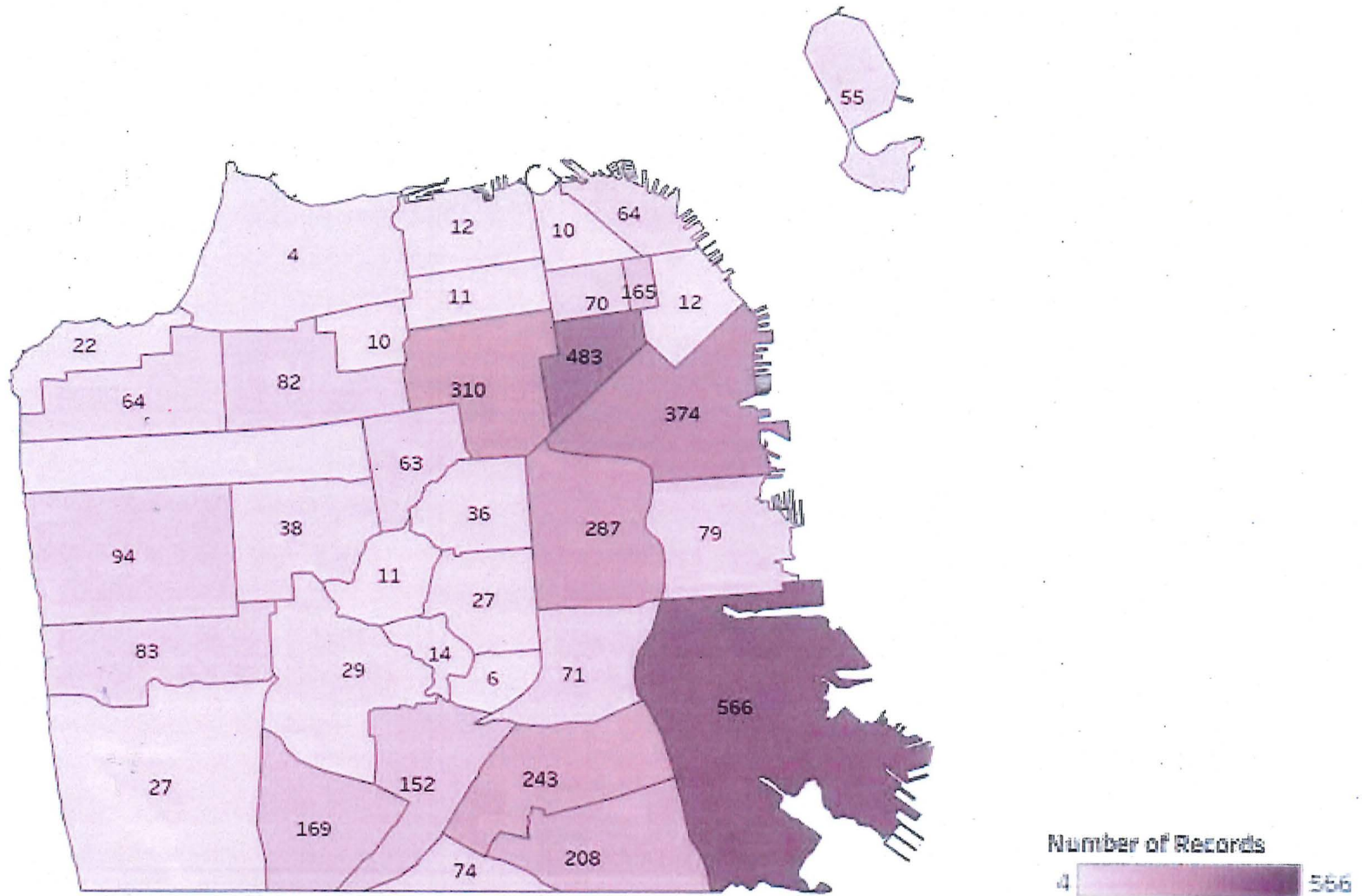
** Placements only counted with verification

16/17 WORKFORCE OUTCOMES

Clients Served- Race/Ethnicity

Race/Ethnicity	Clients Served
African American/Black	2056 (35%)
Asian	1701 (29%)
Hispanic	1125 (19%)
White	836 (12%)
American Indian/Alaskan Native	43 (<1%)
Other	376
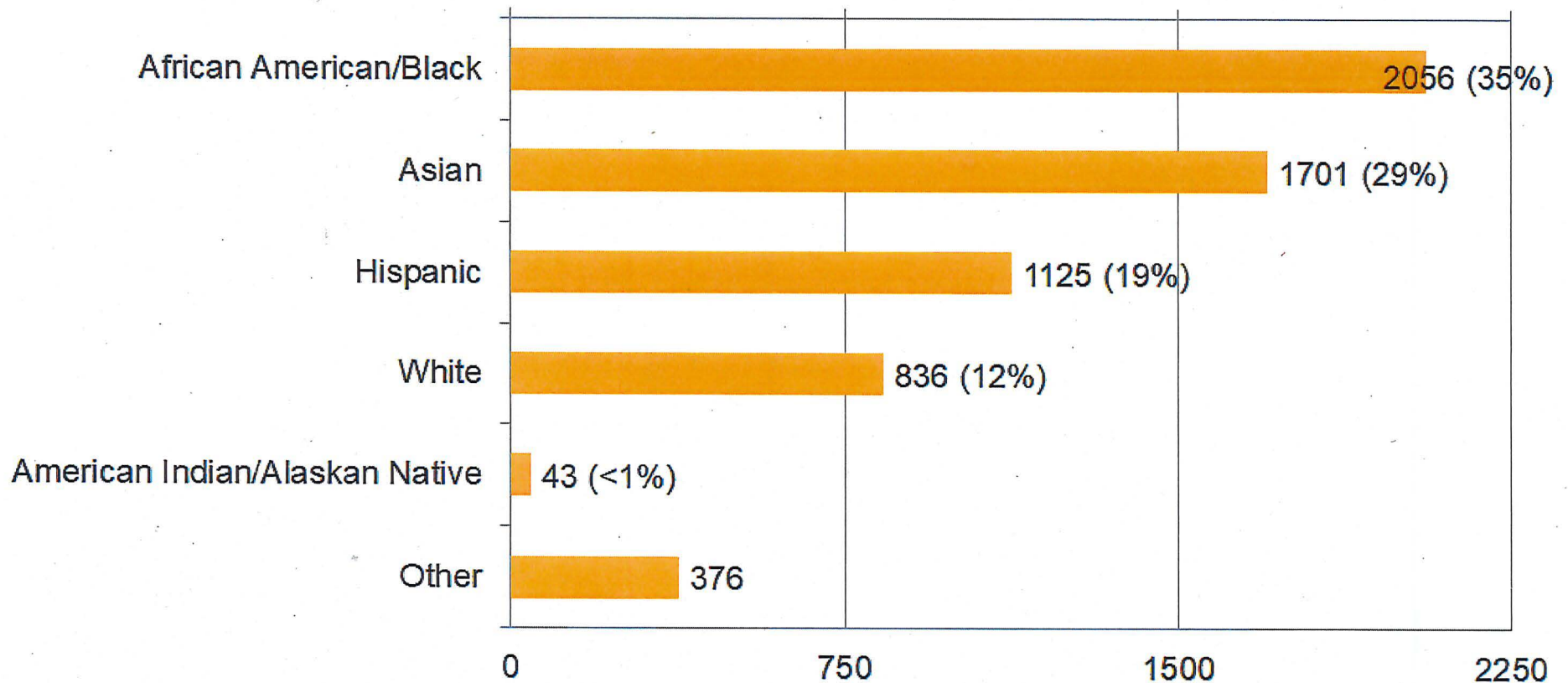
16/17 CONCENTRATION OF PARTICIPANTS

PROGRAMMATIC PRIORITIES

PROGRAM PRIORITIES

- Workforce as a System

- Build out Sectors

- Pipeline into City Jobs

PROCUREMENT PRIORITIES

- Responsiveness to strategy

- Clear goals and plan for implementation

- Evidence based practices/proven outcomes

- Cultural Competence

- Organizational Capacity

PIPELINE TO CITY JOBS

Table 7. City Departments with the Largest Succession Planning Needs

Department	Total Employees	Total Employees Eligible to Retire	% of Workforce Eligible to Retire
Public Health	5,482	1,161	21.2%
Municipal Transportation Agency	5,345	1,117	20.9%
Public Utilities Commission	1,913	496	25.9%
Fire	1,656	475	28.7%
Police	2,881	441	15.3%
Human Services Agency	1,930	378	19.6%
Airport	1,464	290	19.8%
Sheriff	945	245	25.9%
Public Works	1,009	216	21.4%
Public Library	803	184	22.9%
Total	23,428	5,003	21.4%
% of Total City Employment	82.0%	17.7%	

Source: Department of Human Resources, Citywide Workforce Data Analysis

Data Source: PeopleSoft, as of July 1, 2016. Does not include the San Francisco Unified School District, Community College District, Trial Courts, Board of Supervisor members, commissioners, elected officials, contract employees and temporary exempt employees.

PIPELINE TO CITY JOBS

- **Analysis of Entry-Level Civil Service Positions**

- **Train the Trainer Orientation to Civil Service Positions for Workforce System**

- **Coordination with Existing Outreach and Training Programs**

  - Coordination with HSA

  - Building out Sector linkages to City Jobs (SFO, DPH, IT)

- **Development of New Training Programs to respond to Gaps**

  - Pre-Apprenticeship and Vocational Training