



SAN FRANCISCO HUMAN SERVICES AGENCY  
**Department of Benefits  
and Family Support**

# SFHSA Workforce Services

April 22, 2026



# Overview of SFHSA Services

Category of Service	Goal	FY 2024-2025 Outcomes*		
		# of Placements <sup>^</sup>	Completion Rate <sup>†</sup>	FY 24-25 Budget
Workfare	Maintain benefits and build basic work habits	1,622	N/A	\$408,000
Employment Barrier Support	Address barriers so client can meaningfully engage in work or training activity	987	70%	\$4.1M
Job Readiness Training and Supports	Build foundational skills to prepare for the workplace	2,569	64%	\$13.9M
Vocational Training	Learn the skills needed for a specific career of interest	516	61%	\$1.3M
JobsNOW! Programs	Build real-world experience and get connected to jobs	1,077	59%	\$19.5M

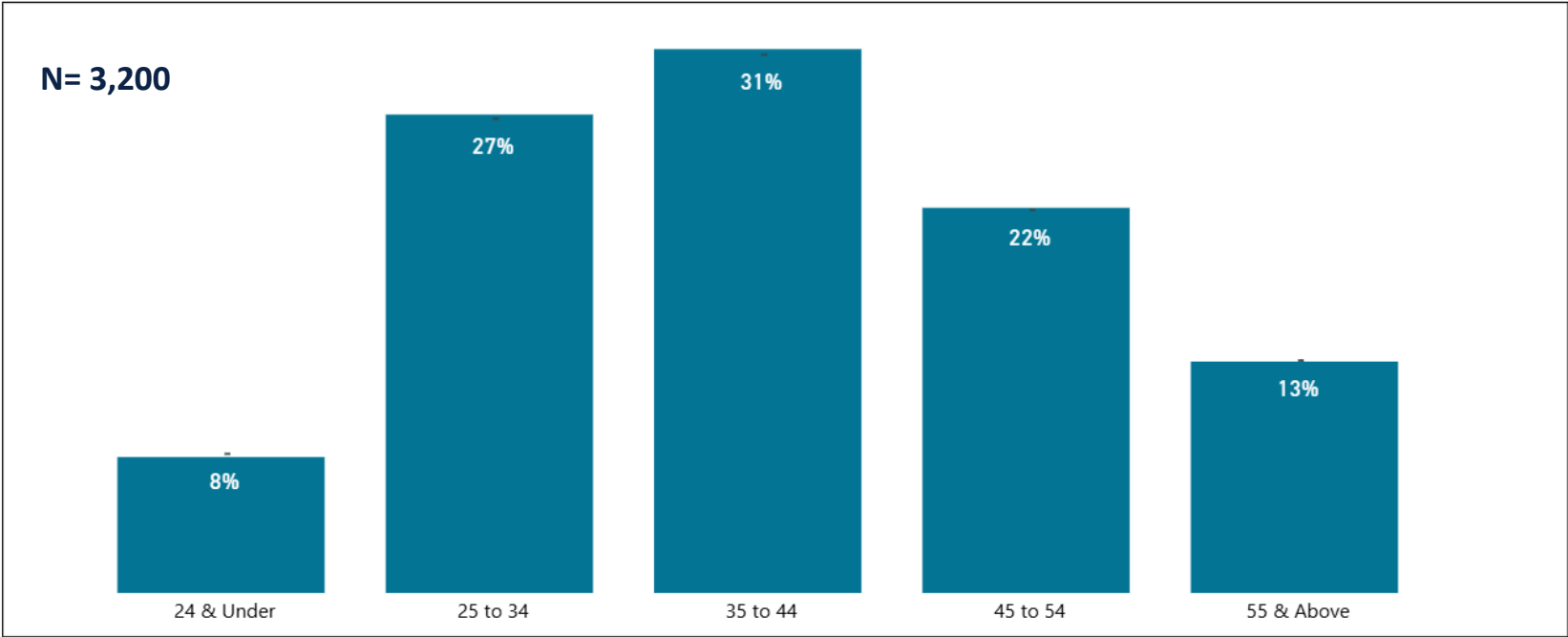
\*As part of ongoing strategic planning efforts, SFHSA has been recategorizing its workforce services over the past several months. As a result, FY24–25 outcomes by service category may not align with previously reported numbers.

<sup>^</sup> Number of placements includes both new enrollments within FY 24-25 and carry over placements from prior fiscal year.

<sup>†</sup> Completion rate includes participants who exited with good cause.

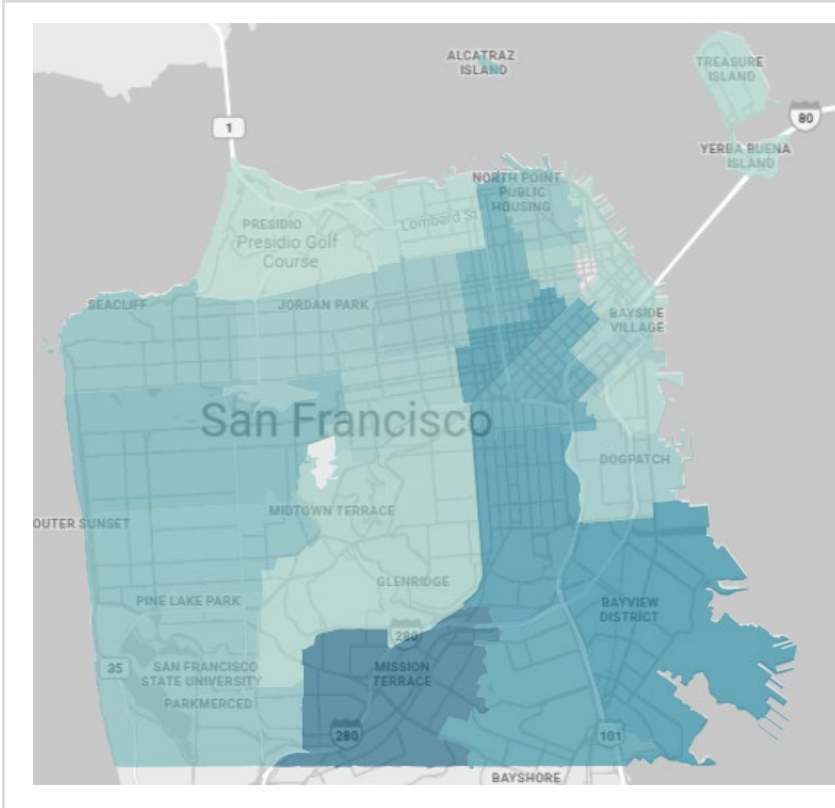
# SFHSA Workforce Services Participants by Age Group

Participants with Enrollments in FY 2024-2025



# SFHSA Workforce Services Participants by Zip Code

Participants with Enrollments in FY 2024-2025



Top 10 Zip Codes		
Zip Code	#	%
94102	528	17%
94103	428	13%
94124	371	12%
94109	269	8%
94110	247	8%
94112	230	7%
94134	149	5%
94115	100	3%
94107	96	3%
94132	81	3%
Other	701	21%
<b>Total</b>	<b>3,200</b>	<b>100%</b>



# Employment Barrier Support

**Goal:** Address barriers

**Target Population:** Clients needing targeted support to address issues that make it difficult to start or stay in a work activity. Clients may be referred to these supports either before, after, or alongside other workforce services.

Services	FY 24-25 Outcomes	
	# Placements	% Completed*
<b>Legal Services</b> Support with resolving suspended licenses, expungements and other legal barriers.	117	91%
<b>Pre-vocational and employability supports</b> Learning needs assessments, domestic violence counseling, vocational rehabilitation services, and coaching to strengthen workplace readiness.	485	57%
<b>Financial Counseling and Digital Literacy</b> Workshops and 1:1 support in building financial literacy and basic computer skills needed for employment.	385	80%

\*Includes participants who exited with good cause.

# Job Readiness Training and Supports

**Goal:** Build foundational workplace skills that are applicable in all fields.

**Target Population:** Clients with minimal work experience or who require training in vocational English or adult education.

Services	FY 24-25 Outcomes	
	# Placements	% Completed*
<b>Job Readiness Training</b> Contracted programs providing structured, job readiness training paired with short-term paid work experience and case management.	1,075	65%
<b>Professional Development Workshops and Job Search Preparation</b> SFHSA and contracted workshops focusing on job search preparation and essential workplace soft skills.	935	75%
<b>Educational Support and English Language Training</b> Programs that support clients in pursuing a GED or high-school diploma, basic adult education or improving English proficiency.	559	42%

\*Includes participants who exited with good cause.

# Vocational Training & Education

**Goal:** Learn the skills needed for a specific career of interest

**Target Population:** Clients looking to upskill, transition to a new career, or have completed a job readiness program. Requirements vary by training program. SFHSA staff assesses eligibility and supports clients through the enrollment process.

## Services

	FY 24-25 Outcomes		
	# Placements	% Completed*	% Employed Post-Activity
<p><b>Contracted Vocational Training Programs</b> Skill-based training combining classroom instruction with hands-on practical experience.</p> <p>Training opportunities available in the following fields:</p> <ul style="list-style-type: none"><li>• Clerical and office administration</li><li>• Healthcare</li><li>• Construction</li><li>• Commercial driving</li><li>• Hospitality &amp; Culinary</li></ul>	516	61%	42%

\*Includes participants who exited with good cause.

# JobsNOW! Programs

**Goal:** Build real-world experience and get connected to employment

**Target Population:** Clients who are ready to engage in full-time or part-time employment.

## Services

### **Subsidized Employment Programs**

Subsidized earn and learn programs administered by SFHSA which provide hands-on job-specific training with private or public sector employers to support clients transition into the workforce.

### FY 24-25 Outcomes

# Placements	% Completed	% Employed Post-Activity
985	61%	33%

# Public Service Trainee (PST) Program

## JobsNOW! Subsidized Employment Program (Public Sector)

- A six-month paid work-based learning opportunity designed to help build the technical job skills and experience needed to launch a career in public service.
- Participants are employed by various City and County of San Francisco departments, gaining real-world experience while receiving on the job training.
- Job readiness training, case management and job search support provided by SFHSA staff
- PST graduates may be eligible for Career Pathways, which connects participants with a 3-year work placement with the City and County of San Francisco, performing 1402 Junior Clerk responsibilities.



# On-Site Training Program

## JobsNOW! Subsidized Employment Program (Private Sector)

- A six-month opportunity where participants can earn a paycheck while gaining experience with a private employer who is invested in their growth.
- SFHSA subsidized the participants wages with the expectation that the employer will hire the participant post-subsidy.
- Formerly SFHSA's "Wage Subsidy Program", but employers now must provide curriculum-based hands-on training during the six-month subsidy period.
- Ongoing support and case management provided by SFHSA staff





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**Thank you**



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