Presented in Committee September 27, 2017

TechSF

Innovative Sector Partnership

September 27, 2017

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Office of Economic and Workforce Development

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- Address the current tech talent skills gap
- Provide access and training through the workforce system
- Build a future pipeline

Source: Fast Company, 2016; Photo: Brendan Smialowski

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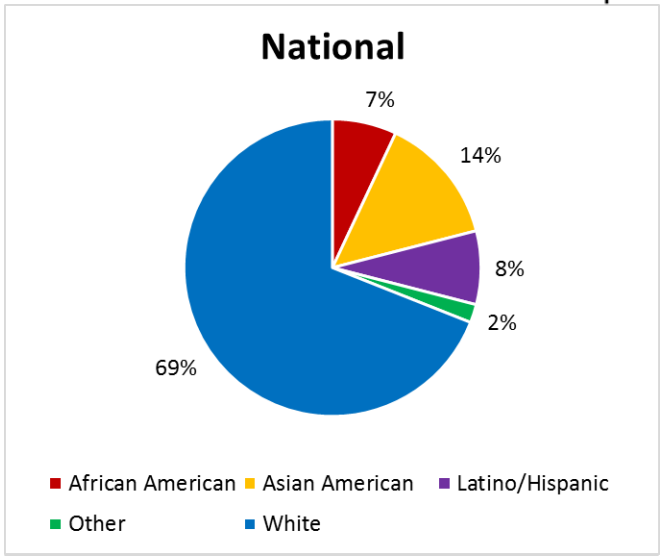
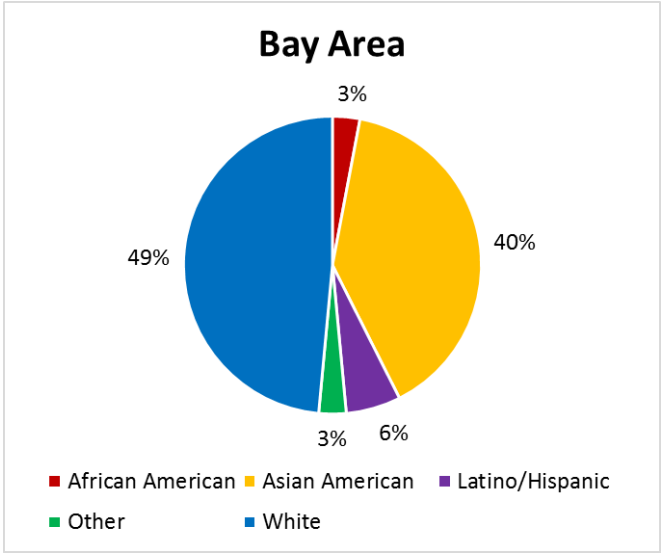
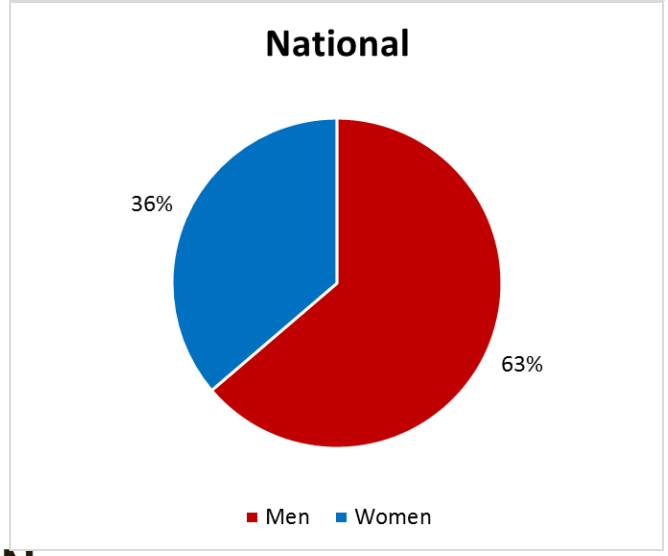
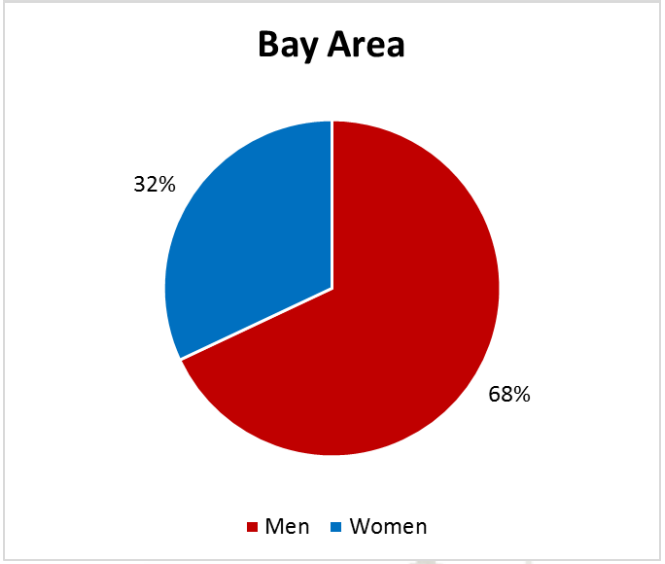
High-Tech Workforce Composition









Source: Diversity in High Tech. U.S. Equal Opportunity Commission. May 2016

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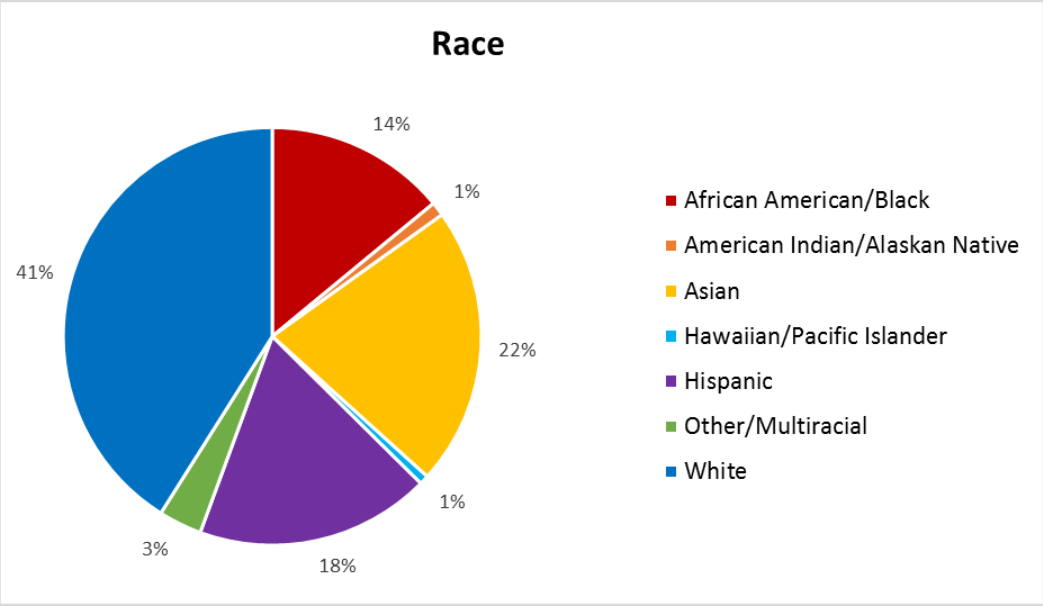
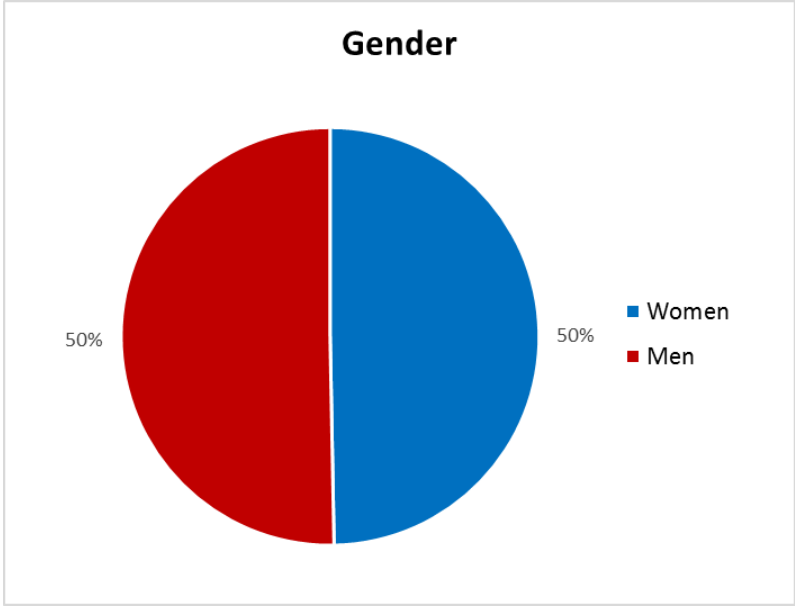
Placement Demographics





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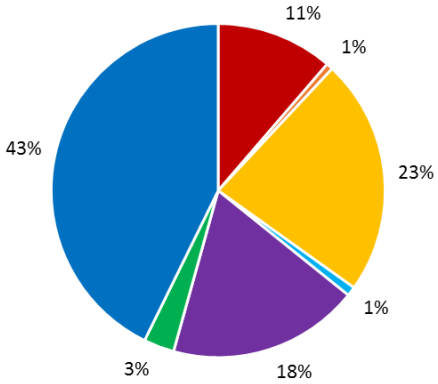
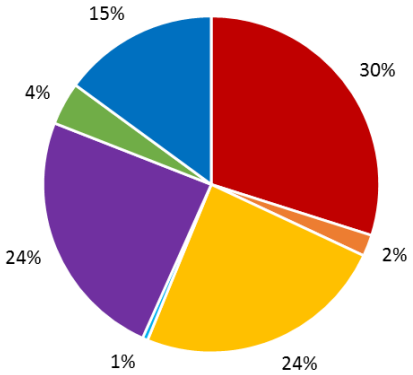
Demographics By Placement Type

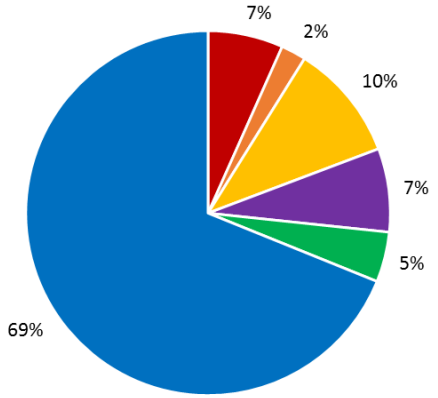
Employment



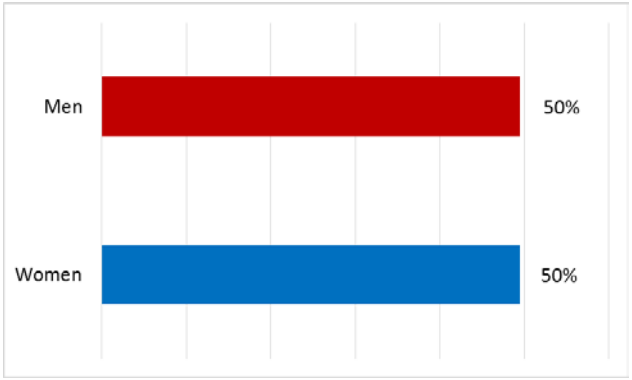
Internship

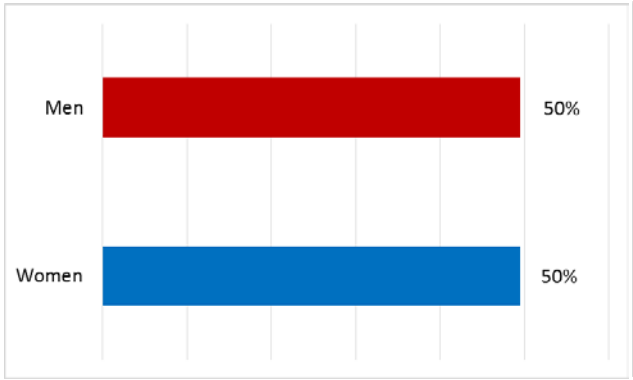


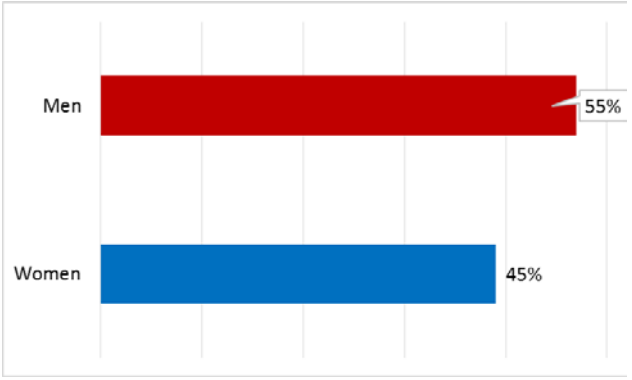
Gig



African American/Black | American Indian/Alaskan Native | Asian | Hawaiian/Pacific Islander | Hispanic | Other/Multiracial | White







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Placement Demographics

Age

Range	% of Placements
15-19	3%
20-24	14%
25-29	21%
30-34	15%
35-39	13%
40-44	9%
45-49	10%
50-54	7%
55-59	5%
60-64	3%
65-69	1%

Income

Extremely Low Income (<$25,850)	53%*
Very Low & Low Income ($25,851-$68,950)	32%*

*of participants reporting income at enrollment

Neighborhood

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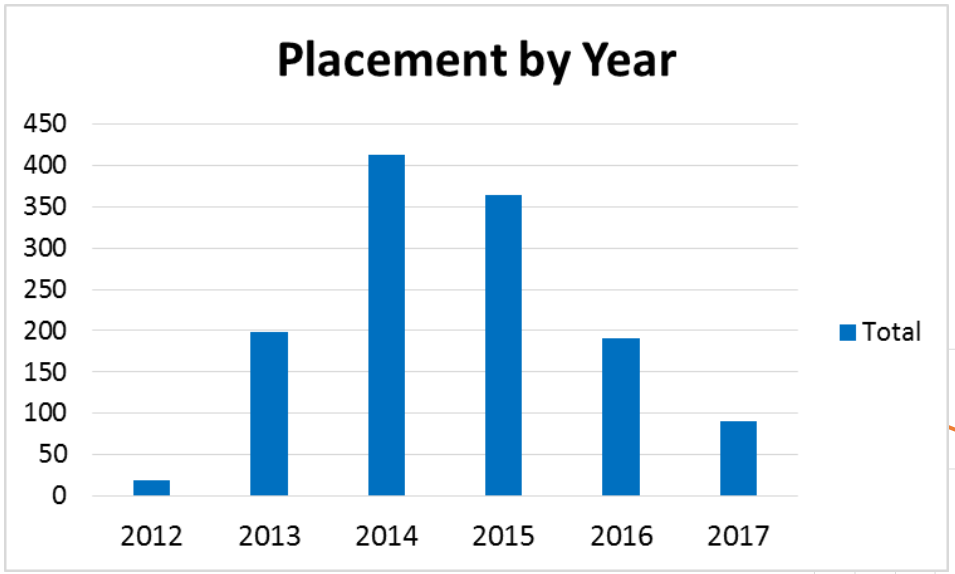
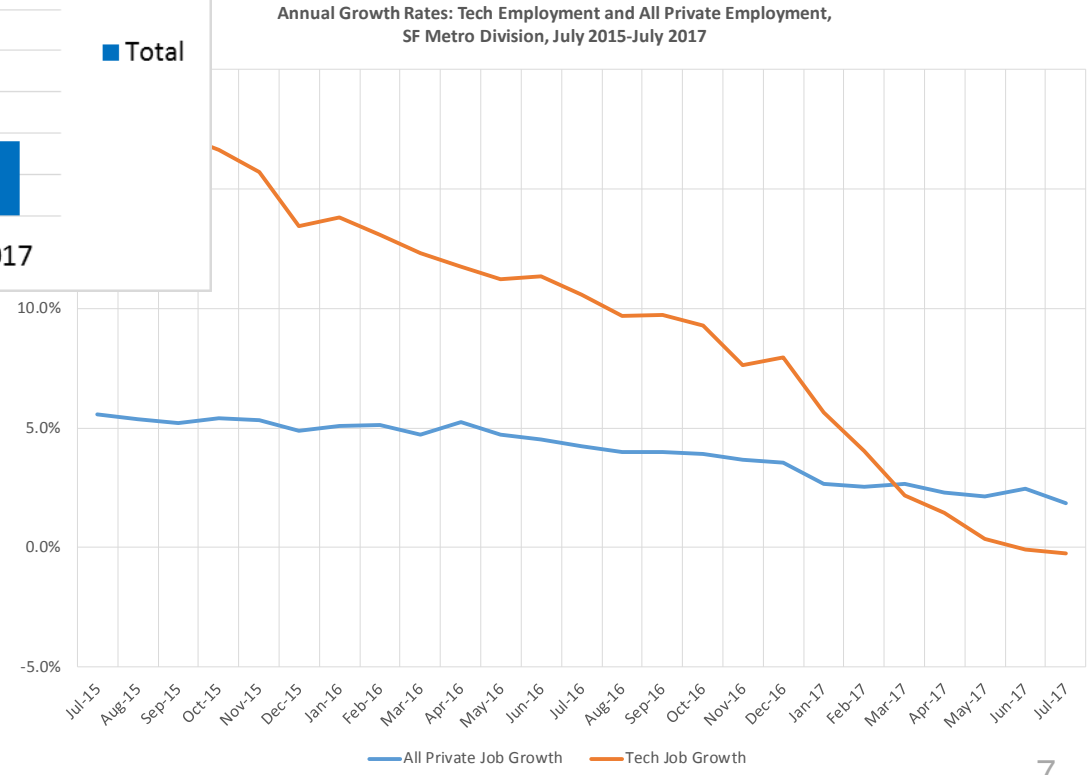
By the Numbers



Through June 30, 2017

2,574
Total Placements

+1,258
Summer Tech Internships



Controller's Office ● Office of Economic Analysis
City and County of San Francisco Source: EDD

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Placement Trends

Common Occupations

- IT/Computer Support Specialist
- Quality Assurance Analyst
- Cyber Security
- Information Security Analyst
- Web Developer
- Marketing Associate
- Project Manager

Number of Companies
650+

Average Hourly Rate
$32.91

Company	# of Hires
KQED	11
Salesforce	10
Minted	7
Ebay	6
Creative Circle	5
Apple Inc	4
Oracle	4
Autodesk	3
City Innovate Foundation	3
Genentech	3
Google	3
Kaiser Permanente	3
LinkedIn	3

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TechSF and the Workforce System

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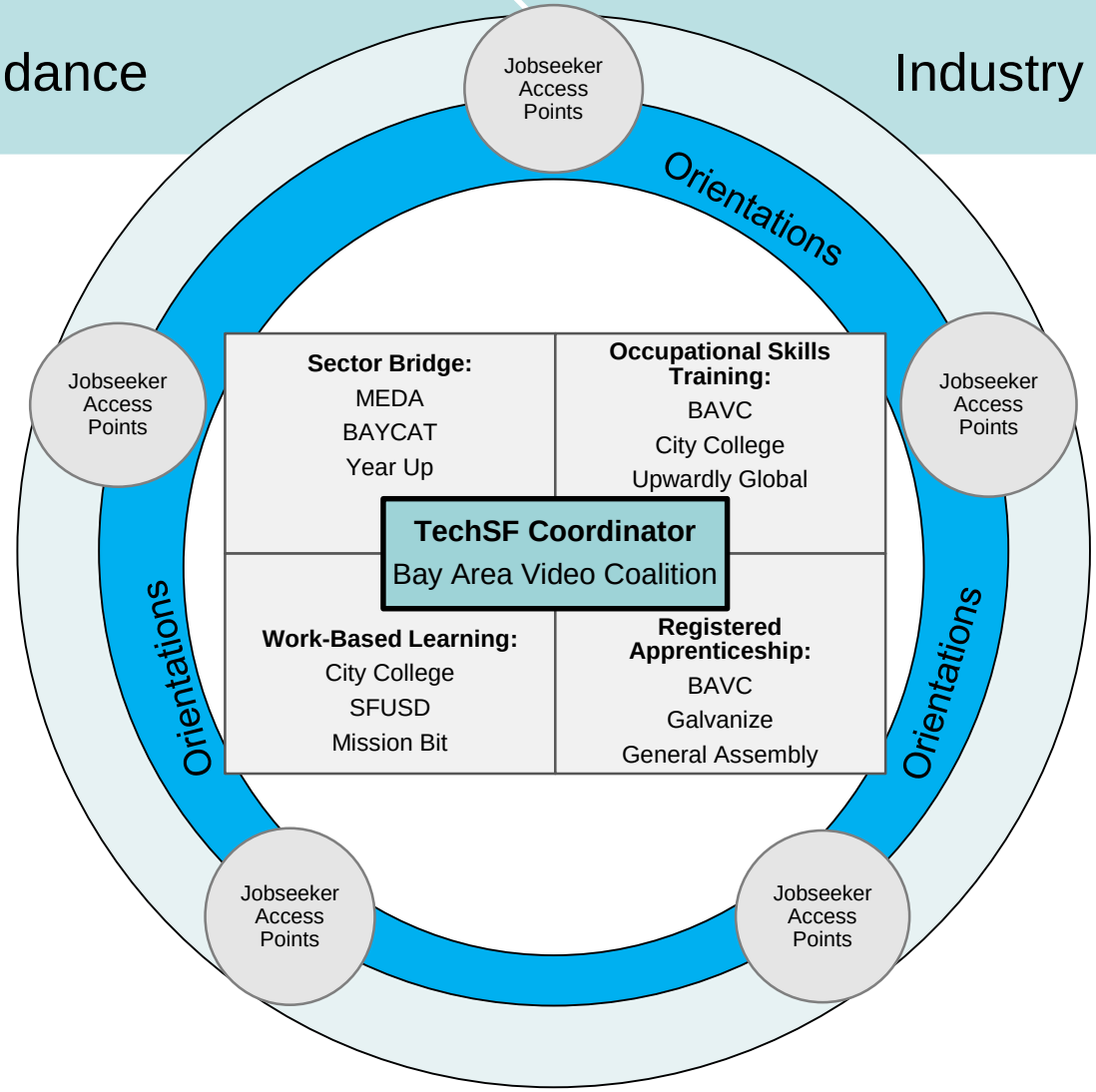
Industry Guidance

Industry Collaboration

- WISF
  - WISF-ICT Committee
  - STEM Talent Pathways
  - SFUSD CTE ICT Committee
  - Ad-hoc convenings



Outcomes

- Work-Based Learning
- Educational Advancement
- Gig and Job Placement
- Apprenticeship

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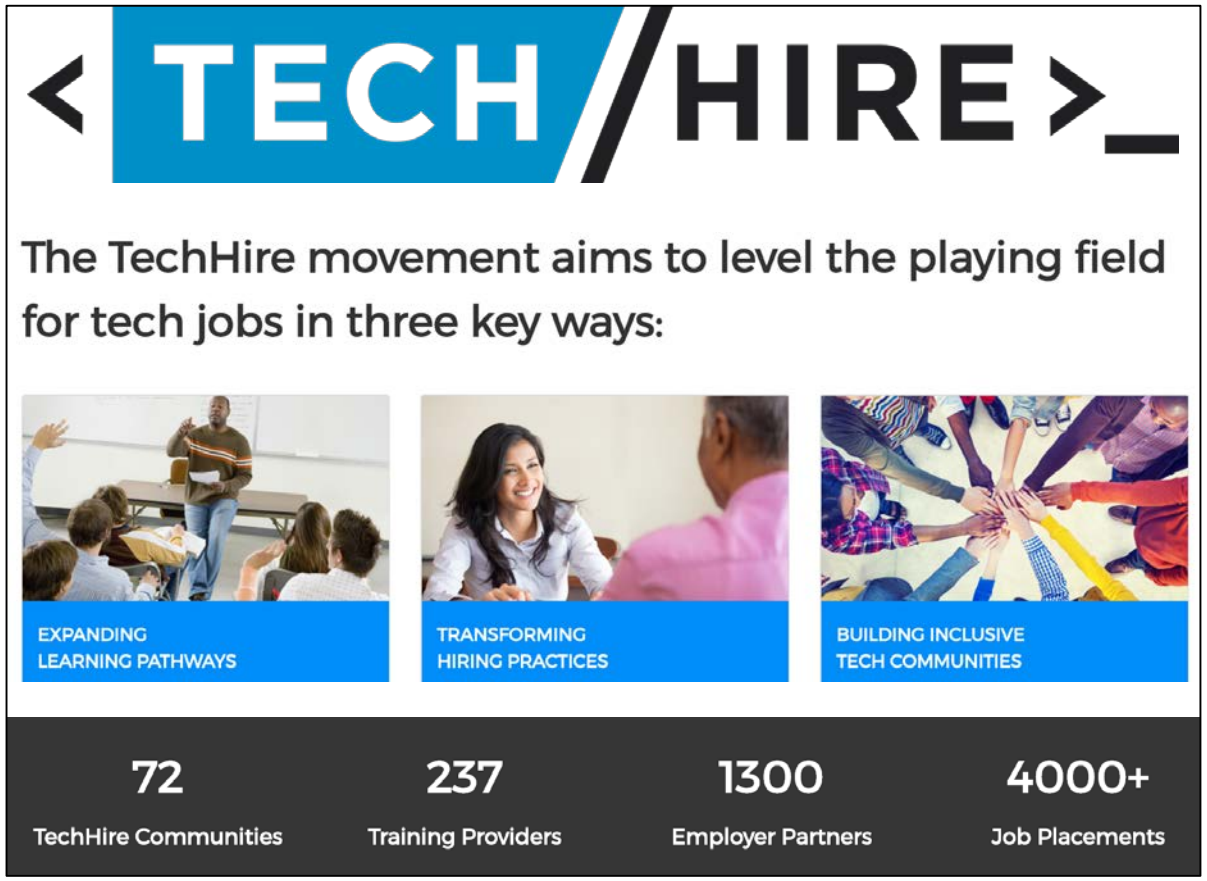
Nationally recognized model

Innovative programs

SF's best practices



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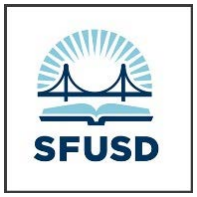

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Future Initiatives

LEARNING

Committee on Information Technology

sama SCHOOL

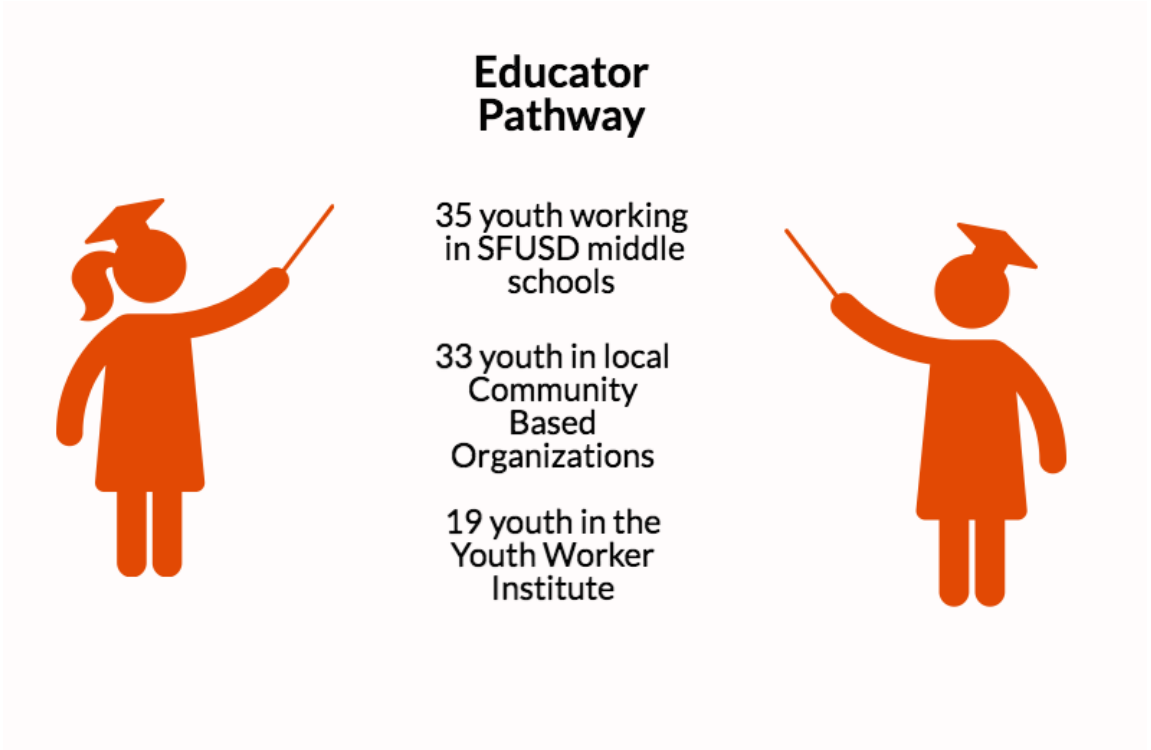
LABORX

California Career Pathways Trust

Connecting local students to work-based learning.

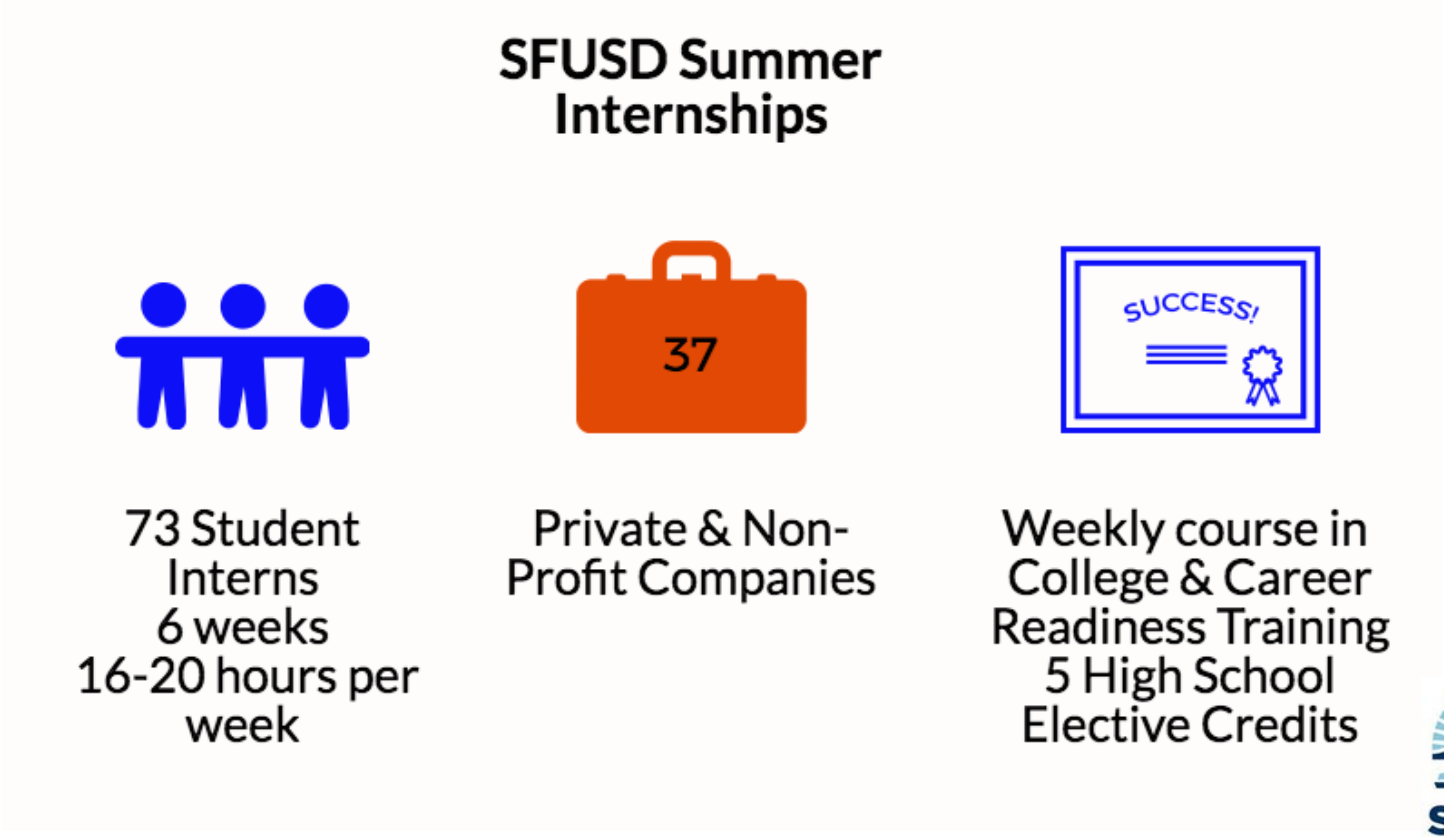
Investing in Pipeline Development

San Francisco Unified School District (SFUSD) has begun a multi-year process to support & develop SFUSD youth to build our own talent pipeline. As a workforce development and community investment strategy, SFUSD will model the investment required to ensure students are prepared for high demand entry-level positions in SFUSD. In our pilot year, SFUSD's main focal point is to create a stronger Educator Pathway. In summer 2017 we were able to support:



Summer Internships

TechSF, SFUSD ICT Advisory Board and other private and nonprofit partners supported our students in completing:



Celebrating Student Success

Emilio Diaz, Graduate, Mission HS, Marketing Pathway // Goodby Silverstein & Partners Intern: *Awarded Goodby Silverstein & Partners Apprenticeship 2017-2018*

During my time at Goodby Silverstein & Partners, I was learning from industry professionals which gave me an opportunity to network and learn more about their experiences and career paths. Following my internship, I applied for and was awarded a one-year, paid apprenticeship at GSP!

CCSF Impact

Three sectors that CCPT funds at CCSF:

- Arts Media and Entertainment
  - *Broadcasting Electronic Media Arts (BEMA)*
  - *Visual Media Design (VMD)*

- Information and Communication Technologies
  - *Computer Networking Information Technology (CNIT)*
  - *Computer Science (CS)*

Department	Students	Courses	Certificates	Majors
BEMA	310	30	7	1
CNIT	1152	57	14	1
CS	1539	45	11	1
VMD	501	50	7	1

TechSF Collaborations with CCPT

Cybersecurity Camp, Apprenticeship and Partnerships with OEWD

- Cybersecurity Camp Pilot
  - Total 57 students from 21 different schools.
  - **Won second place in the Regional Cyber Security Contest.**

- Pearson Vue test Center Plans on launching in March 2018
  - Credentialing not currently available in San Francisco
  - Will be able to offer service to CCSF/SFUSD students and San Francisco Residents

- Cybersecurity Apprenticeship
  - Developing pre-apprenticeship
  - Students placed in paid apprenticeships in the next year.

SFCCPT's Mission

1. Increase the number of students, especially **underserved** minority students, enrolled in and successfully completing the targeted pathways.

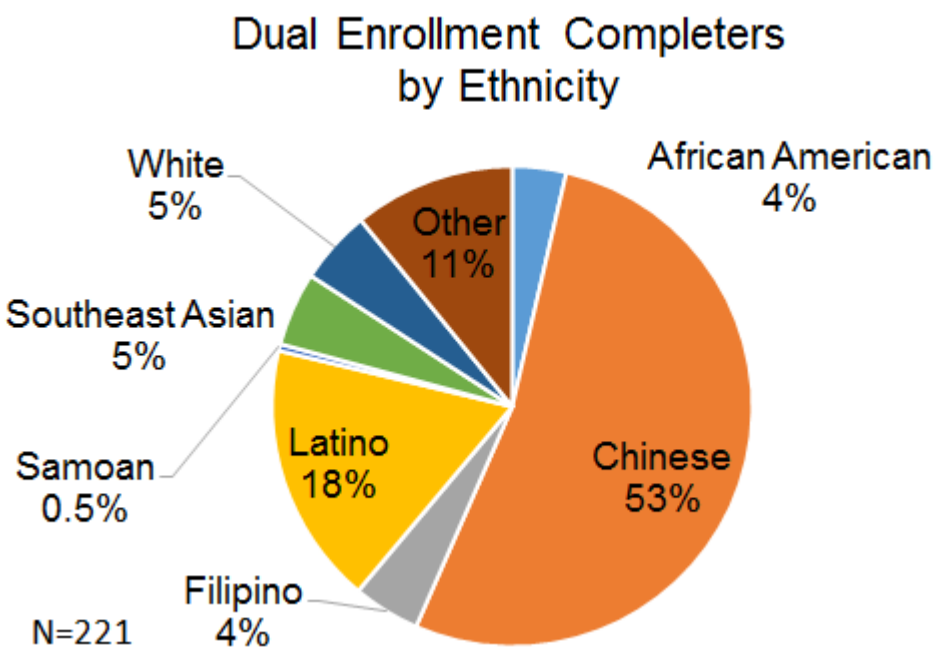
2. Increase the number of students, especially **underserved** minority students, involved in Work Based Learning experiences at both the high school and community college level.

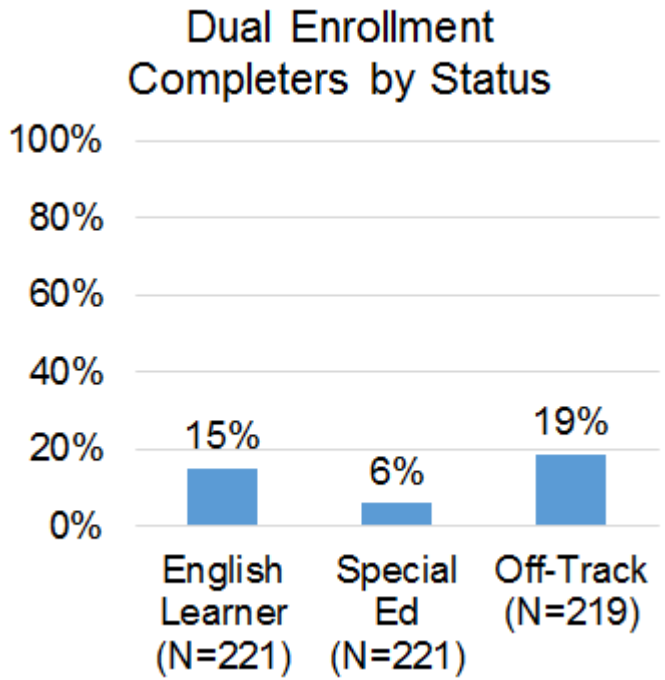
3. Increase the number of students, especially **underserved** minority students, receiving early college credit in pathways.

Cybercamp-- Exciting News on reaching the goals above

Dual enrollment in the departments involved in CCPT increased 26%.

Demographics of Dual Enrollment Completers, Summer 2017





Source: San Francisco Unified School District - College and Career Readiness (August 2017)