

**Workforce Alignment
Committee Re-Authorization
Rules Committee
September 12, 2022**

Committee on City Workforce Alignment (CCWA)

- "The Alignment Committee shall coordinate Workforce Development Services across City departments in order to **increase their effectiveness**...also shall establish a shared approach to Workforce Development Services that leads to **measurable system success**"
- "...establish a **comprehensive workforce development strategy**, centralize the **coordination of workforce development programs**, and establish **one point of information and entry** for all of the City's workforce development programs...promote hiring of **Black, indigenous, and people of color (BIPOC)** and other **vulnerable community members**"



ECONOMIC RECOVERY TASK FORCE REPORT
OCTOBER 2020

2.1 Centralize the City's workforce development programs

Issue: The City of San Francisco currently implements 292 unique workforce development programs administered by 17 departments. These programs target a range of participants and run the gamut from light touch services focused on job readiness to intensive trainings to temporary placement in apprenticeships and paid work experiences. Chapter 30 of the Administrative Code established a Committee on Citywide Workforce Alignment in 2014, designating OEWD as responsible for tracking information about these programs and chairing the Committee, however the Committee sunset in 2019. The decentralized nature of these programs creates significant challenges for delivering effective workforce development services and facilitating access to appropriate services. Vulnerable communities, particularly communities of color, who have the least exposure to strong career pathways, face the most systemic impediments to accessing quality job opportunities. They have the least access to the time, technology, networks, and resources necessary to navigate a decentralized system. Systemic strain from COVID-19 will likely exacerbate existing limitations.

Recommendation: The City should re-constitute the Committee on Citywide Workforce Alignment to establish a comprehensive workforce development strategy, centralize the coordination of workforce development programs, and establish one point of information and entry for all of the City's workforce development programs. If state law changes to allow it, that strategy could include racial and gender considerations in public employment to promote hiring of Black, indigenous, and people of color (BIPOC) and other vulnerable community members.

2.2 Provide culturally competent, accessible job training with career connections for marginalized and laid-off workers, particularly ACHÉ sector workers

Issue: The unemployment impacts of COVID-19 have had an especially big impact on San Francisco's lower-income workers and those just entering the workforce, age 16 to 24. The ACHÉ sectors are expected to have a slower economic recovery than other sectors, leaving many workers without an opportunity to return to their job and/or industry in the near future. These sectors disproportionately employ women, people of color, and immigrants, and these jobseekers will need to connect to opportunities in different industries that may require new skills. Existing sector training and job

DREAM KEEPER INITIATIVE

First year of investments will support:

Youth Development and Education (\$3.6 million)	Guaranteed Income (\$7 million)
Arts and Culture (\$2.1 million)	Culturally Affirming Spaces (\$2 million)
Accountability and Systems Change (\$6.6 million)	Business and Entrepreneur Support (\$3 million)
City Employment Pipelines (\$4.8 million)	Health and Wellbeing (\$14.9 million)
Workforce Training and Development (\$6 million)	Housing and Homeownership (\$10 million)

OFFICE OF MAYOR LONDON N. BREED

CCWA Membership

Co-Chairs



Co-Chairs

- Office of Economic & Workforce Development
- Human Rights Commission

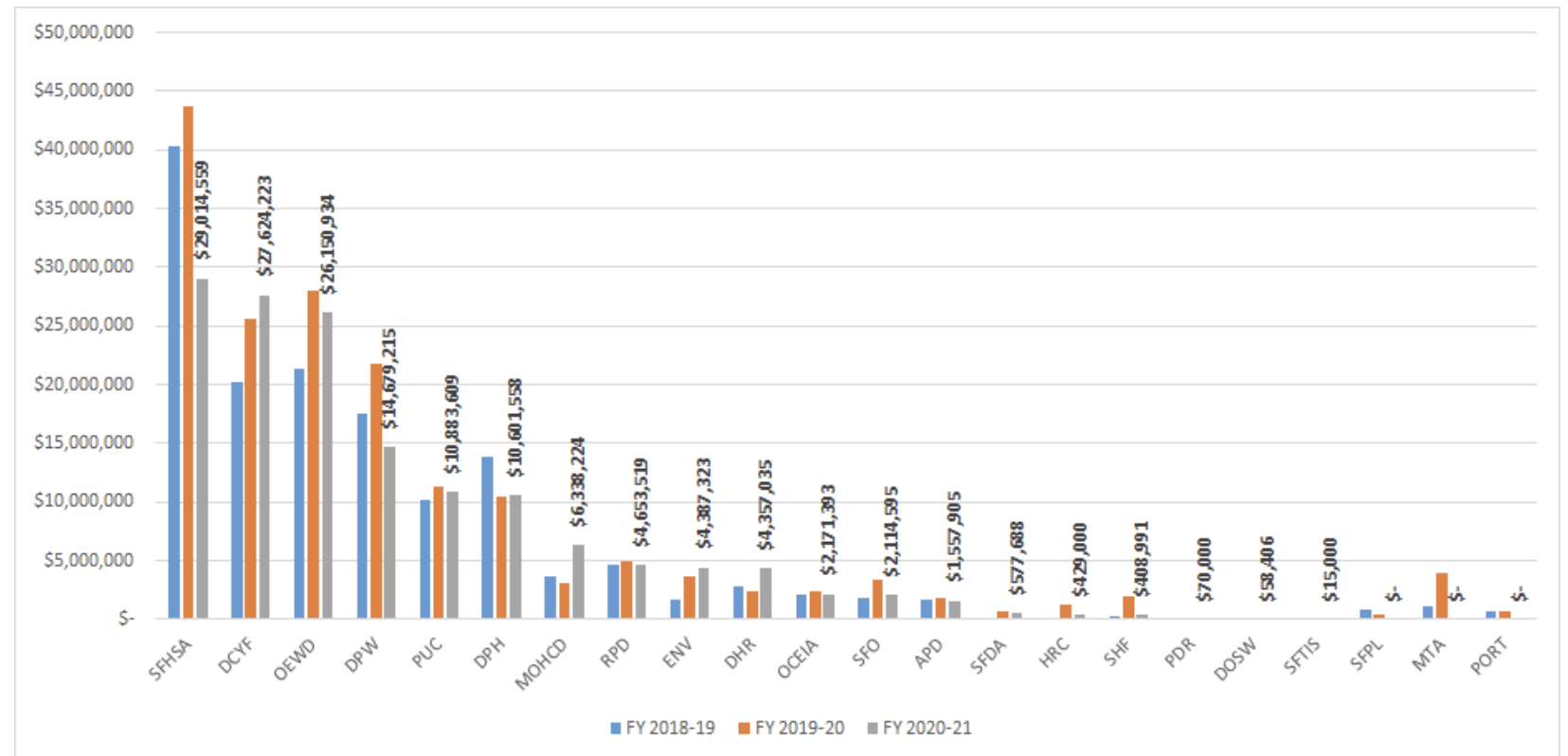
Members

- Department of Children Youth & Their Families
- Department of Human Resources
- Department of Public Health
- San Francisco Public Works
- Human Services Agency
- Public Utilities Commission
- Homeless and Supportive Housing



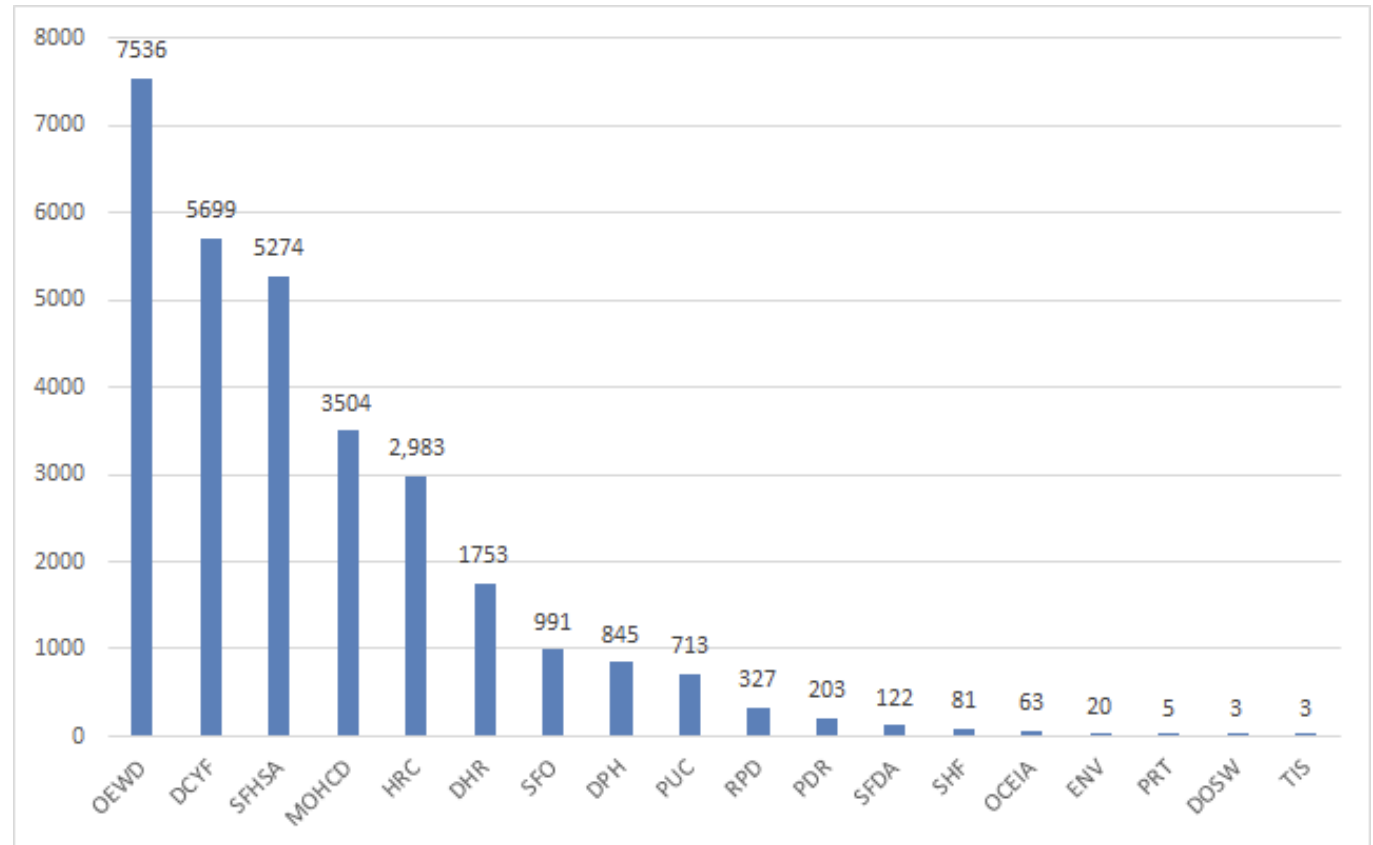
FY 20-21 Workforce Inventory Summary

- **21 of 24** Participating Departments
- **\$143 million** invested
 - \$84.3m Contracted Services
 - \$30.1m Wages/Stipends
 - \$26.5m In-House Staff
 - \$2.7m Administrative
- **Funding Sources**
 - \$49.8m General Fund
 - \$26.2m Enterprise
 - \$16.1m Federal
 - \$23.3m Other Local
 - \$12.5m State
 - \$15.1m unassigned

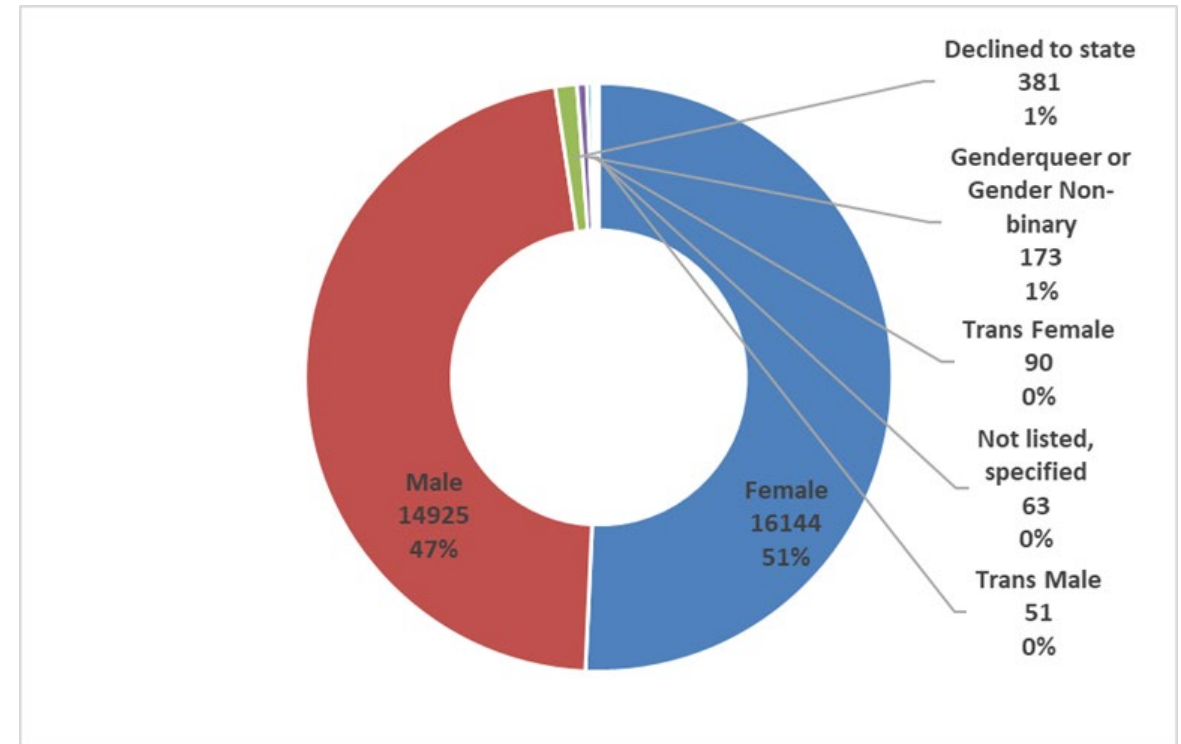
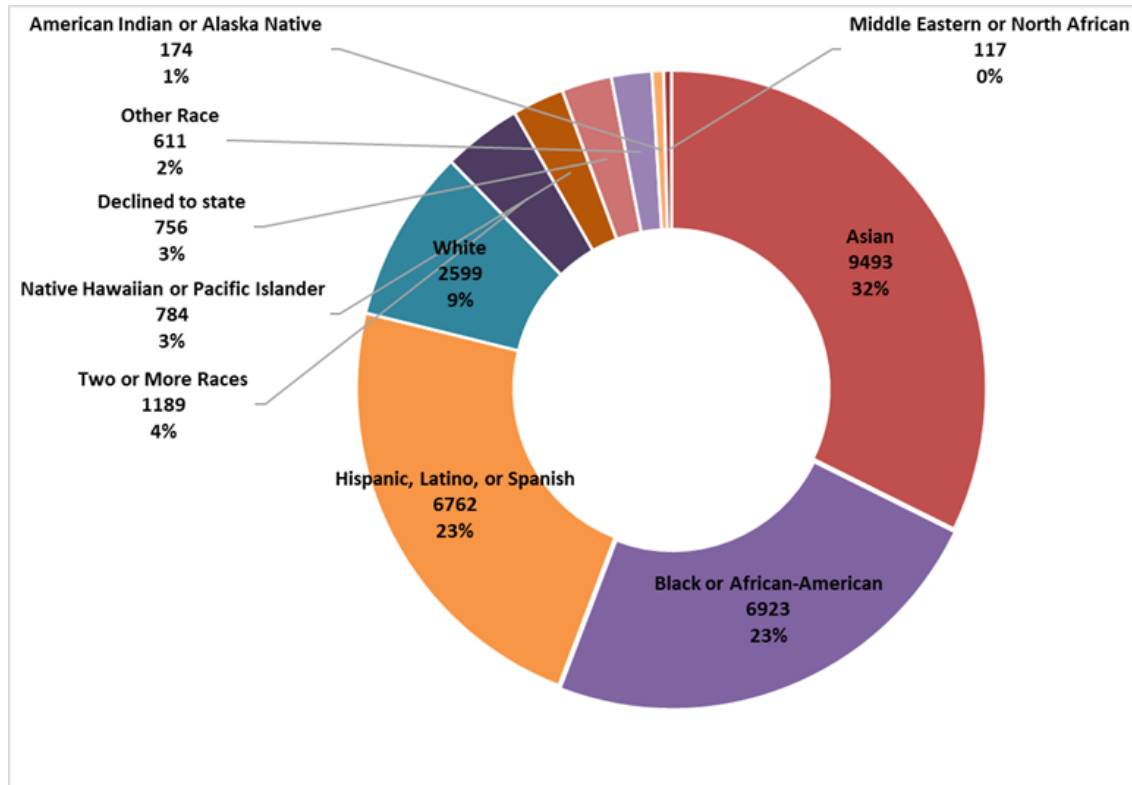


FY 20-21 Workforce Inventory Summary (Cont'd)

- **262** Programs
- **299** Service Provider Contracts
- **143** Unique Service Providers
- **30,125** “Unique Clients by Department”
- Over **52,000** Program Enrollments
- Over **9,000** Training Completions
- Over **12,000** Job Placements
- Most City Workforce Contracts:
 - Young Community Developers (6)
 - Community Youth Center (5)



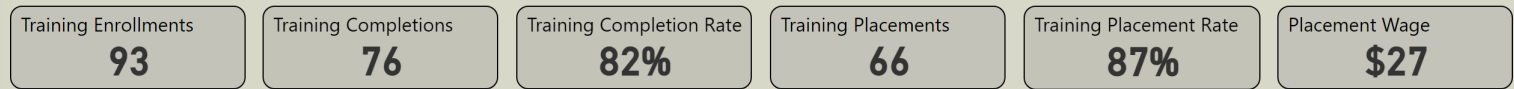
FY 20-21 Workforce Inventory Demographics



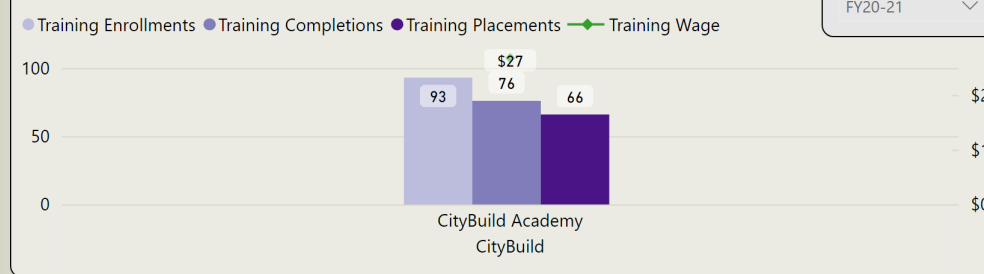
CCWA Primary Goals – Client De-Duplication and Program-Level Data



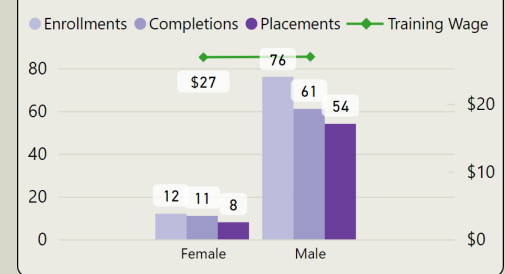
Workforce Development Training Programs



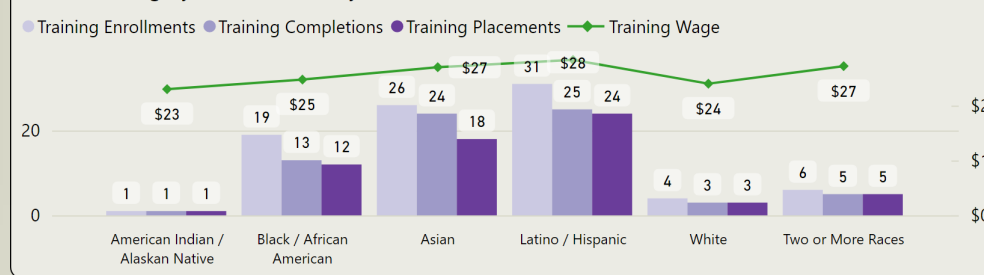
Client Training by Portfolio & Program



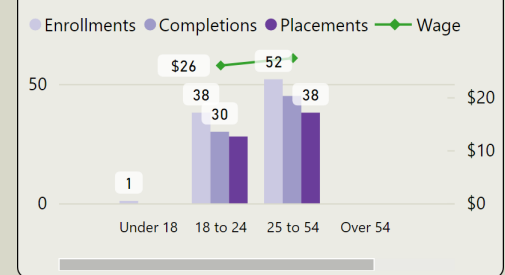
Client Training Activity by Gender



Client Training by Race & Ethnicity



Client Training by Age Group



CCWA Re-Authorization Ordinance **File No. 220879**

- References Citywide planning and oversight (e.g., Office of Racial Equity, Economic Recovery Task Force, and Budget and Legislative Analyst audits) and removes reference to out-of-date planning or administrative functions.
- Goal to "Establish a definition of the term "workforce development" that shall be uniformly adopted across City departments"
- "The Alignment Committee shall be comprised of 17 members" - (1) BOS; Department heads or their designees from OEWD, HRC, SFHSA, DCYF, PUC, DHR, DPH, DPW, DSHS, APD; (6) public representatives which includes (3) MYR appointments and (3) BOS appointments
- (4) public representatives must be workforce development nonprofit executives or their designees and (2) must be affiliated with a labor organization

Proposed Technical Amendments

- Updating references to current OEWD strategic plans.
- Extending the deadline for the first Citywide Workforce Development Plan to March 2024 from March 2023.
- Revising annual updates to require bi-annual updates.

Citywide Workforce Development Plan

12 (1) The Alignment Committee, by March 15, 2023, and every five years thereafter, shall
13 submit to the WISF for its review and comment a Citywide Workforce Development Plan, which shall
14 include an assessment of existing workforce development services, the City's anticipated workforce
15 development needs from the Office of Economic Analysis, benchmarks for system efficacy,
16 documentation of partnerships and mission alignment across the entire workforce development system,
17 and measurable progress towards identified benchmarks. The Citywide Workforce Development Plan
18 shall include goals and strategies for all Workforce Development Services in San Francisco and a
19 projection of the funding needed to achieve the goals, consistent with the Strategic Plan for Economic
20 Development approved by the Board of Supervisors, the October 2020 COVID-19 Economic Recovery
21 Task Force Report, the San Francisco Racial Equity Framework developed by the Office of Racial
22 Equity, and the current Local Plan approved by WISF.

THANK YOU

For more help and resources, go to

oewd.org/workforce

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WORKERS

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