

**BEYOND COVID-19 -
REIMAGINING WORKFORCE:
INVESTING IN
HUMAN & SOCIAL CAPITAL
A NEW DEAL FOR SAN FRANCISCO**

BUDGET PRIORITY HEARING

JUNE 24, 2020

WHAT'S POSSIBLE – A NEW DEAL FOR SAN FRANCISCO?

Expand existing network of neighborhood-based workforce centers to strengthen citywide infrastructure and invest in and rebuild those working-class communities hardest hit by COVID-19.

WHAT'S POSSIBLE – A NEW DEAL FOR SAN FRANCISCO?

**Engage business, labor, adult education,
and nonprofit human services sectors in
transformative economic renewal, with
workforce development intentionally linked
to housing and income supports**

PRIORITIES – INVEST, REBUILD, TRANSFORM

- 1) To strengthen our citywide workforce infrastructure, we must **avoid austerity and prioritize prosperity**. The City's workforce development system **MUST BE** prioritized to INVEST in those vulnerable underserved by the City's Workforce system, e.g., homeless job seekers
- 2) We can no longer prioritize job training for sectors that pay inadequate wages AND are the most vulnerable in an economic downturn – **we end up paying far more because we're settling for so much less.**
- 3) Economic recovery means transforming our workforce training system by prioritizing living wage jobs, with an intentional focus on racial equity, and promoting best practices among the City's employers.

TRANSFORMING WORKFORCE DEVELOPMENT PRIORITIES (REVIEW THIS – ADD, EDIT...)

PRIORITY 1

Address Barriers to Gainful Employment

- ***Documentation and IDs, justice involvement, adult education, etc.***
- ***Transportation support for new hires is essential***
- ***Workforce efforts for homeless job seekers linked to housing and income supports***
- ***Ongoing education access to ensure career advancement and wage equity***

PRIORITY 2

Invest in “earn and learn” models – paid job training, paid apprenticeships – by expanding individualized training accounts (ITAs)

Lift up successful peer-based models in human services field to strengthen nonprofit workforce capacity and economic renewal

Promote high-road employers by engaging labor to help strengthen workplace practices and investments to stimulate local economy

PRIORITY 3

Communities Hardest Hit by COVID-19

- ***Undocumented workers, low-wage workers, families in SRO’s***
- ***Assess portfolio of investments in rebuilding communities – language access, housing, rent relief, and income supports***
- ***Employers commit to investment and rebuilding – New Deal for All***

TRANSFORMING WORKFORCE DEVELOPMENT

INVEST IN APPROACHES ACROSS POPULATIONS, SECTORS, NEIGHBORHOODS - ENCOURAGE

- ❑ Prioritize coalition and/or collaborative efforts in workforce services for vulnerable populations, e.g.,
 - Persons experiencing homelessness
 - Transitional-aged youth
 - formerly incarcerated adults,
 - Undocumented workers,
- ❑ Maximize effectiveness, scale up best practices, encourage cooperation across neighborhoods

DEEPEN INVESTMENT IN EXISTING MODELS WITH PROMISE OR PROVEN SCALABLE POTENTIAL

- ❑ Individual Training Accounts tailored to expand citywide earn-as-you-learn model that builds social capital while investing in human capital
- ❑ Flexible JOBS Now Program to Revitalize Human Services field
- ❑ Revitalize a Citywide Network of community-based Job Centers and Neighborhood Access Points

PRIORITIES: INVEST, REBUILD, TRANSFORM

4) The COVID-19 health pandemic exposed existing pandemics of economic and racial inequality that deepened inequity and injustice across multiple systems – public health, homelessness and housing, emergency response, jobs and workforce development.

5) These multiple pandemics compromised the City's ability to ensure basic health, housing, and safety for all, especially the most vulnerable - and disproportionately affected communities of color.

EXPLORE NEW PATHWAYS TO SUCCESS

OTHER POSSIBILITIES

- 1) Contact tracing, expanded apprenticeships in multiple sectors, retooling under-utilized public facilities to expand community-based capacity – closing income inequality in communities of color
 - 2) Cooperative models, entrepreneurship investments, multiple ways to pool resources in working class communities
- ❑ **Ensure Racial And Economic Equity: people of color over-represented in homeless population – prioritize**
 - ❑ ***More active engagement of Board of Supervisors to regularly evaluate effectiveness City's Workforce Development system***
 - ❑ ***City Departments accountable for data collection, tracking, and reporting to Board. Hold semi-annual public hearings, ad hoc committees/task forces, town halls***
 - ❑ ***Review Workforce Alignment Committee – more stakeholder representation.***