

# CPMC Workforce Agreement

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California Pacific Medical Center (CPMC) will be constructing new healthcare facilities at multiple locations in the City and County of San Francisco:

- A new hospital and medical office building at the Cathedral Hill Campus
- A new medical office building at the Davies Campus
- A replacement hospital and medical office building at the St. Luke's Campus

CPMC and the City and County of San Francisco have entered into an agreement that memorializes CPMC's commitments and goals for hiring disadvantaged San Francisco residents both in the construction of new facilities and in CPMC operations.

Below, you will find the most common questions regarding the Workforce Agreement.

## FAQ

### *1. What is CPMC's obligation to hire San Francisco residents?*

CPMC has committed to making **good faith efforts** to hire disadvantaged residents into construction opportunities and into entry-level positions at new and existing San Francisco CPMC facilities, with hiring goals ranging from 30-50% for different positions.

### *2. What kind of jobs is CPMC hiring for?*

CPMC and its contractors are hiring for entry-level construction and non-construction opportunities, including hospitality and health care jobs.

### *3. How can I get hired at CPMC/ How can I help a resident get hired at CPMC?*

The Office of Economic and Workforce Development (OEWD) will be offering regular information sessions about CPMC opportunities. Please go to <http://www.workforcedevelopmentsf.org/> for the most recent schedule. Interested parties can also sign-up to receive OEWD's jobs listings e-mail blast, which includes but is not limited to CPMC job openings. Please contact [workforce.development@sfgov.org](mailto:workforce.development@sfgov.org) to get on the list.

### *4. What happens if CPMC doesn't hire any San Francisco residents?*

CPMC is required to document its good faith efforts and provide regular reports on its progress hiring disadvantaged residents. If there are any violations, OEWD will work with CPMC, and its contractors, if applicable, to create a corrective action plan prior to seeking any additional remedies.

## CPMC Workforce Fund Agreement

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California Pacific Medical Center (CPMC) has entered into an agreement with the San Francisco Foundation (TSFF) and the City and County of San Francisco that memorializes CPMC's contribution to a workforce training fund.

Below, you will find the most common questions regarding the Workforce Fund Agreement.

### FAQ

1. *What is the purpose of the Training Fund?*

The purpose of the Training Fund is to provide grants targeted to educational institutions and non-profit organizations with an existing track record in barrier removal and job training services for the employment opportunities created by the CPMC hospital rebuilding and improvements.

2. *How much money is in the training fund?*

The Workforce Fund is administered by TSFF and will be capitalized by CPMC with \$3 million with a five year spend out policy. Currently, TSFF has received \$2 million in December 2013 and is scheduled to receive the final \$1 million in December 2014.

3. *How is the Training Fund managed?*

TSFF administers the Workforce Fund and will issue RFP and grant proposals from the fund for barrier removal programs and projects. The three member Workforce Training Fund Committee composed of TSFF, CPMC, and the Office of Economic and Workforce Development (OEWD) meets regularly and provides oversight for the Fund's barrier reduction and training strategies and grants.

4. *What are the targeted communities for the training fund?*

Western Addition, Tenderloin, Chinatown, Outer Mission/Excelsior, Mission/SOMA, and Southeastern neighborhoods.