



Workforce Community Advisory Committee

Recommendations from Workforce Inventory Data

November 7, 2016



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Office of Economic & Workforce Development



Workforce Community Advisory Committee (WCAC)

- **Established by the Board of Supervisors in June 2014**
- **8 members from leadership roles at non-profit workforce development service providers**
- **2 co-chairs to be elected at next meeting**
- **Advises the Workforce Investment San Francisco (WISF) Board and Alignment Committee on workforce development system priorities, client needs and services**
- **5-Year Citywide Workforce Development Plan –
due March 15, 2017**



Our Progress over Last 2 Years

- **Compile client demographic (e.g. age, gender, ethnicity) and profile (e.g. educational attainment, language skills) data** ✓
- **Create consistent definitions and data across the City workforce development system** ✓
- **Collect retention data and wage rates** ✓
- **Compile data on job placements by occupation and employers that hire workforce system participants**
- **Map how clients enter, navigate, and move through and across the workforce system**

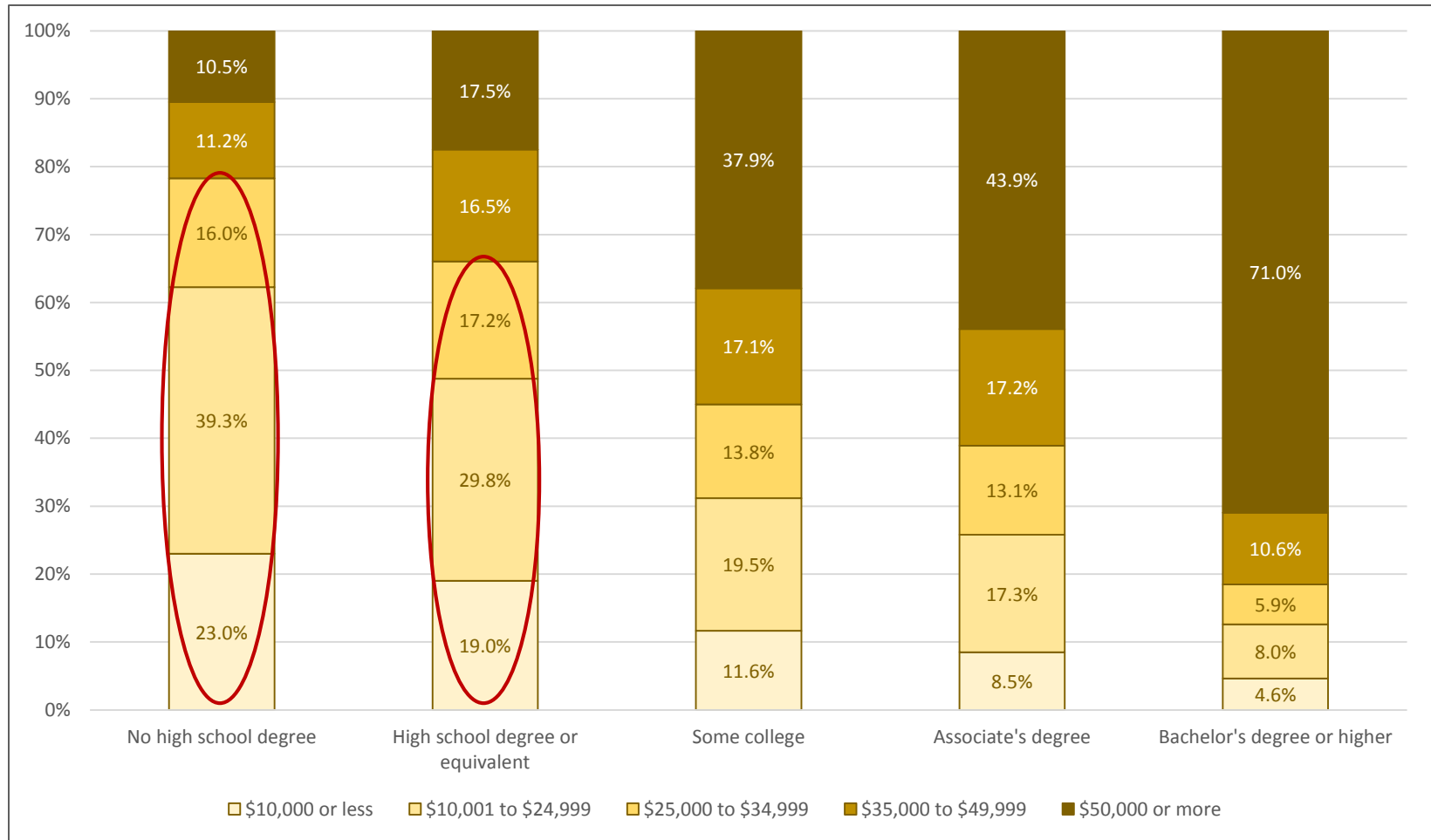


Our Progress over Last 2 Years (continued)

- Identify how the City serves special populations (e.g. ex-offender; limited English abilities) ✓
- Chart how clients move from foundational programming into higher-level programming
- Track how clients move from subsidized to unsubsidized employment
- Evaluate how effective local mandates are in getting residents hired in private sector employment ✓
- Research the City's role from an employer perspective – internships, apprenticeships, and full-time employment ✓



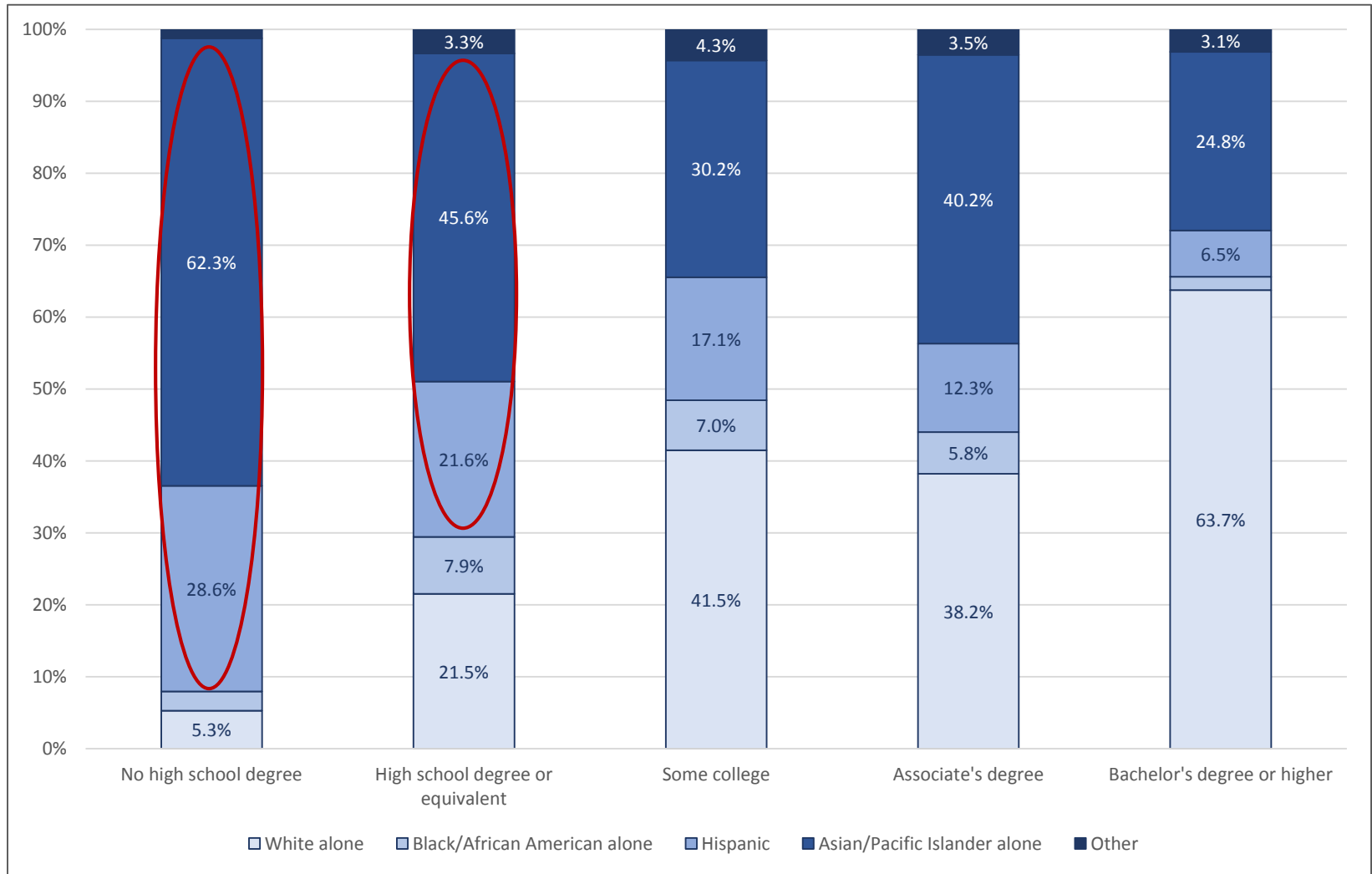
Income by Educational Attainment, San Francisco Labor Force Not Currently Enrolled in School, 2014



Source: U.S. Census Bureau, 2010-2014 American Community Survey (ACS) Public Use Microdata Sample (PUMS), OEWD Strategic Initiatives Analysis

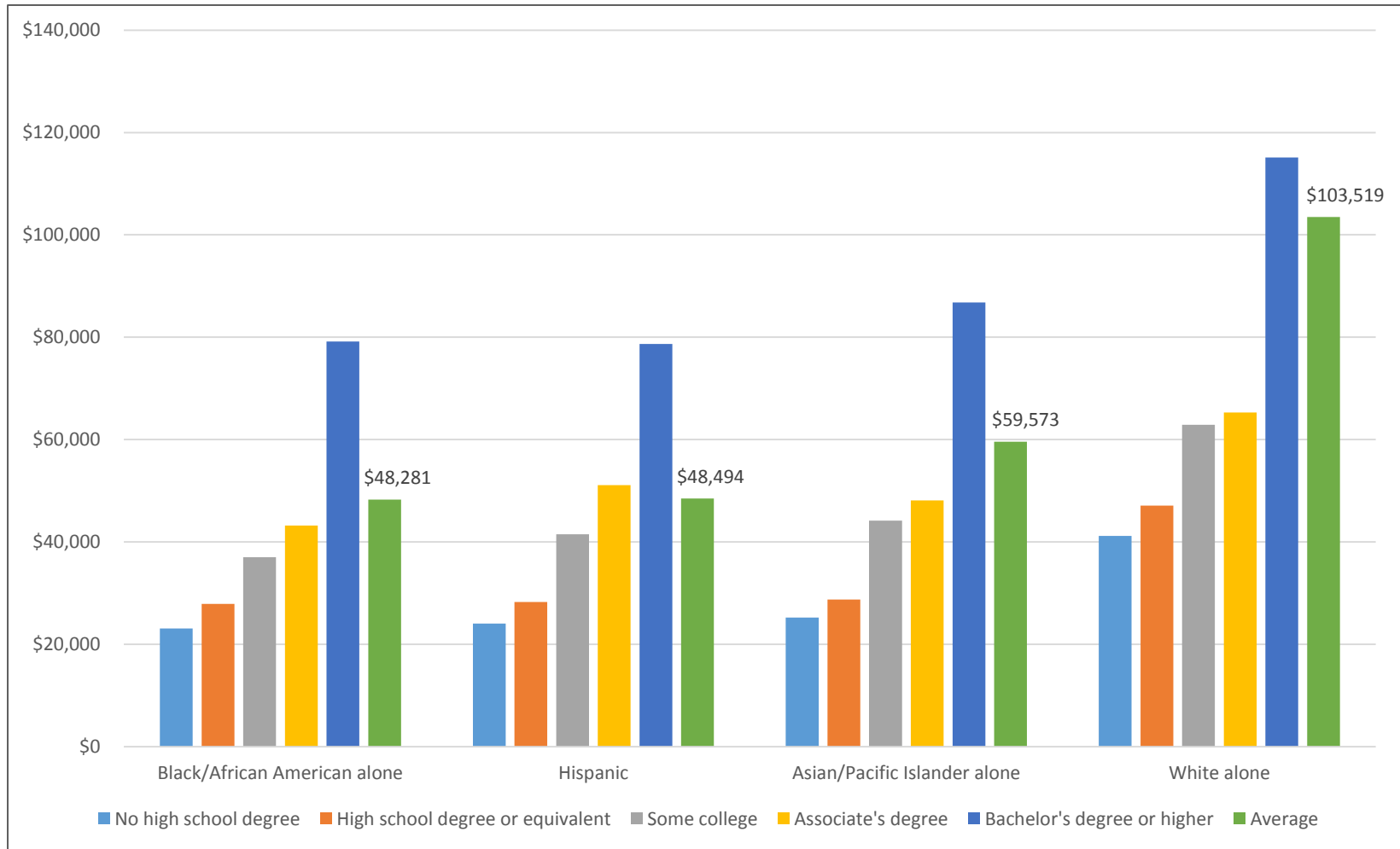
Sample: San Francisco residents who were labor force participants (employed or unemployed) at the time of the survey. All data are limited to the non-institutionalized civilian population, age 16 and above, not currently enrolled in school. Income includes wages, salary, and income earned from self-employment.

Race/Ethnicity by Educational Attainment



Source: U.S. Census Bureau, 2010-2014 ACS PUMS, OEWD Strategic Initiatives Analysis
 Sample: San Francisco residents who were labor force participants (employed or unemployed) at the time of the survey. All data are limited to the non-institutionalized civilian population, age 16 and above, not currently enrolled in school.

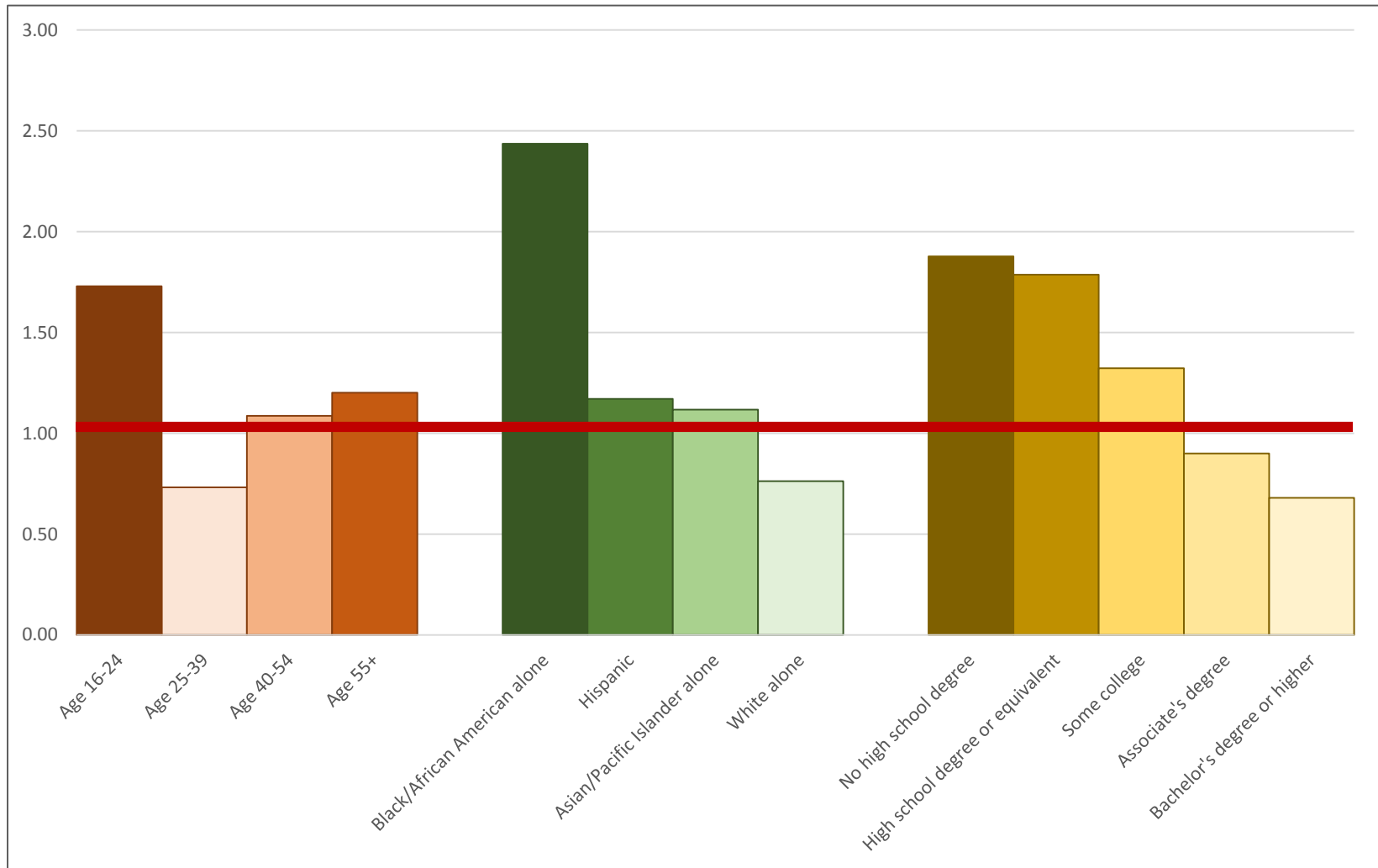
Average Income by Race/Ethnicity and Educational Attainment



Source: U.S. Census Bureau, 2010-2014 ACS PUMS, OEWD Strategic Initiatives Analysis

Sample: San Francisco residents who were labor force participants (employed or unemployed) at the time of the survey. All data are limited to the non-institutionalized civilian population, age 16 and above, not currently enrolled in school. Income includes wages, salary, and income earned from self-employment.

Ratio of Unemployment Rate to the City Average

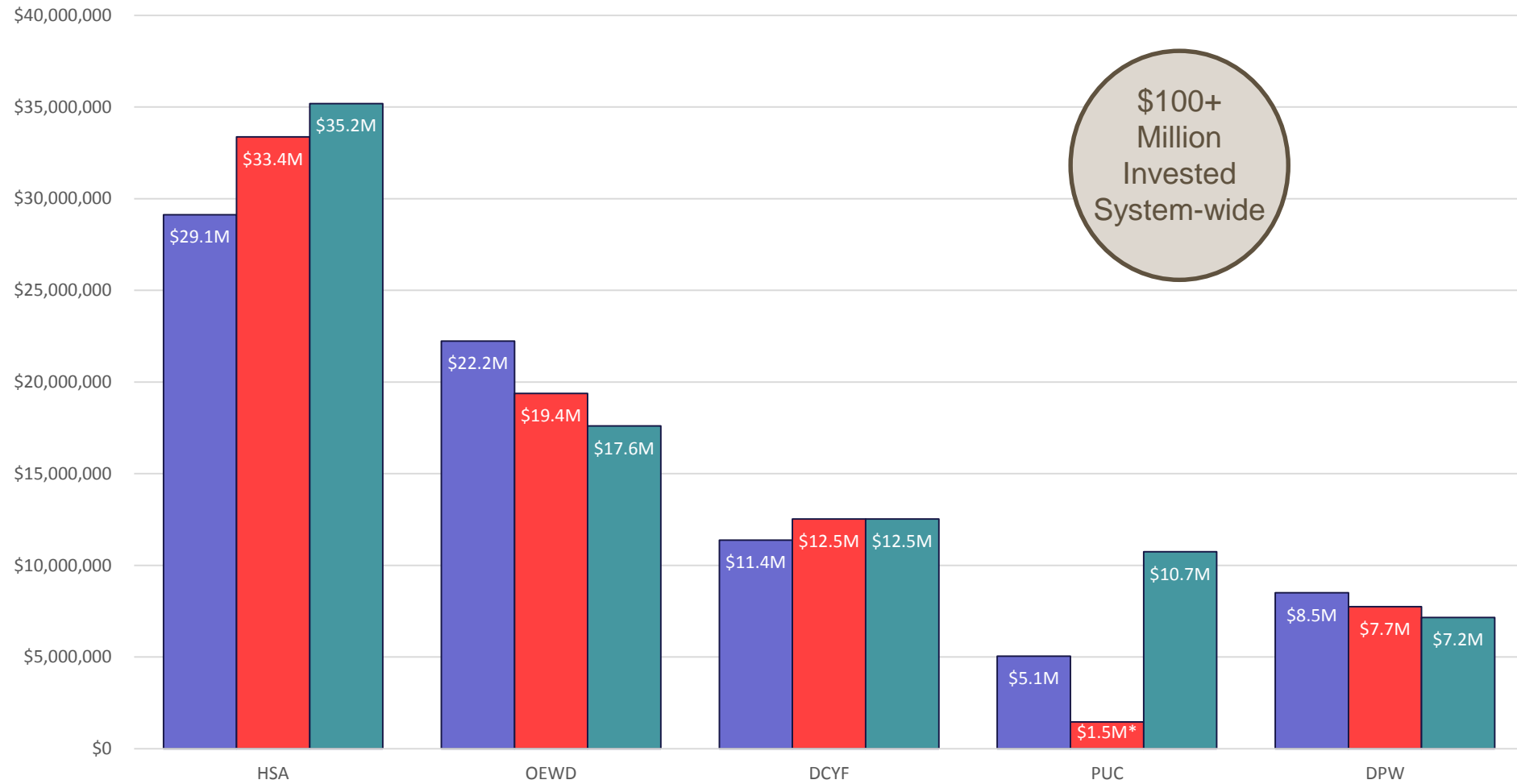


Source: U.S. Census Bureau, 2010-2014 ACS PUMS, OEWD Strategic Initiatives Analysis
 Sample: San Francisco residents who were labor force participants (employed or unemployed) at the time of the survey. All data are limited to the non-institutionalized civilian population, age 16 and above, not currently enrolled in school.

How much do we invest into the Workforce System?

FY 2013-14 FY 2014-15 FY 2015-16

\$100+ Million Invested System-wide

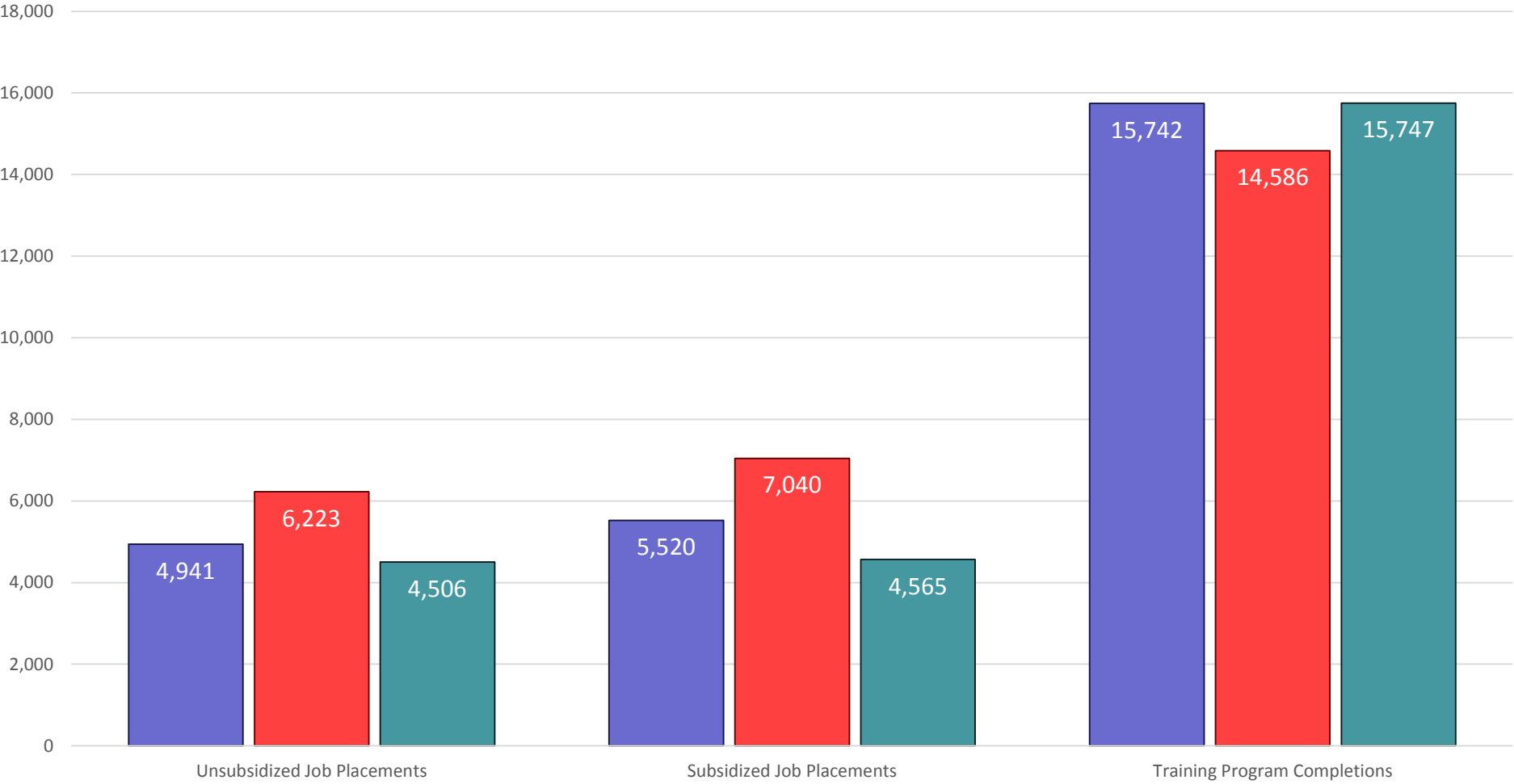


* This investment figure is low due to way these data were collected in FY 2014-15.
 Source: FY 2013-2016 City and County of San Francisco Workforce Services Inventories



What are our outcomes? 17 City Departments, System-wide

FY 2013-14 FY 2014-15 FY 2015-16

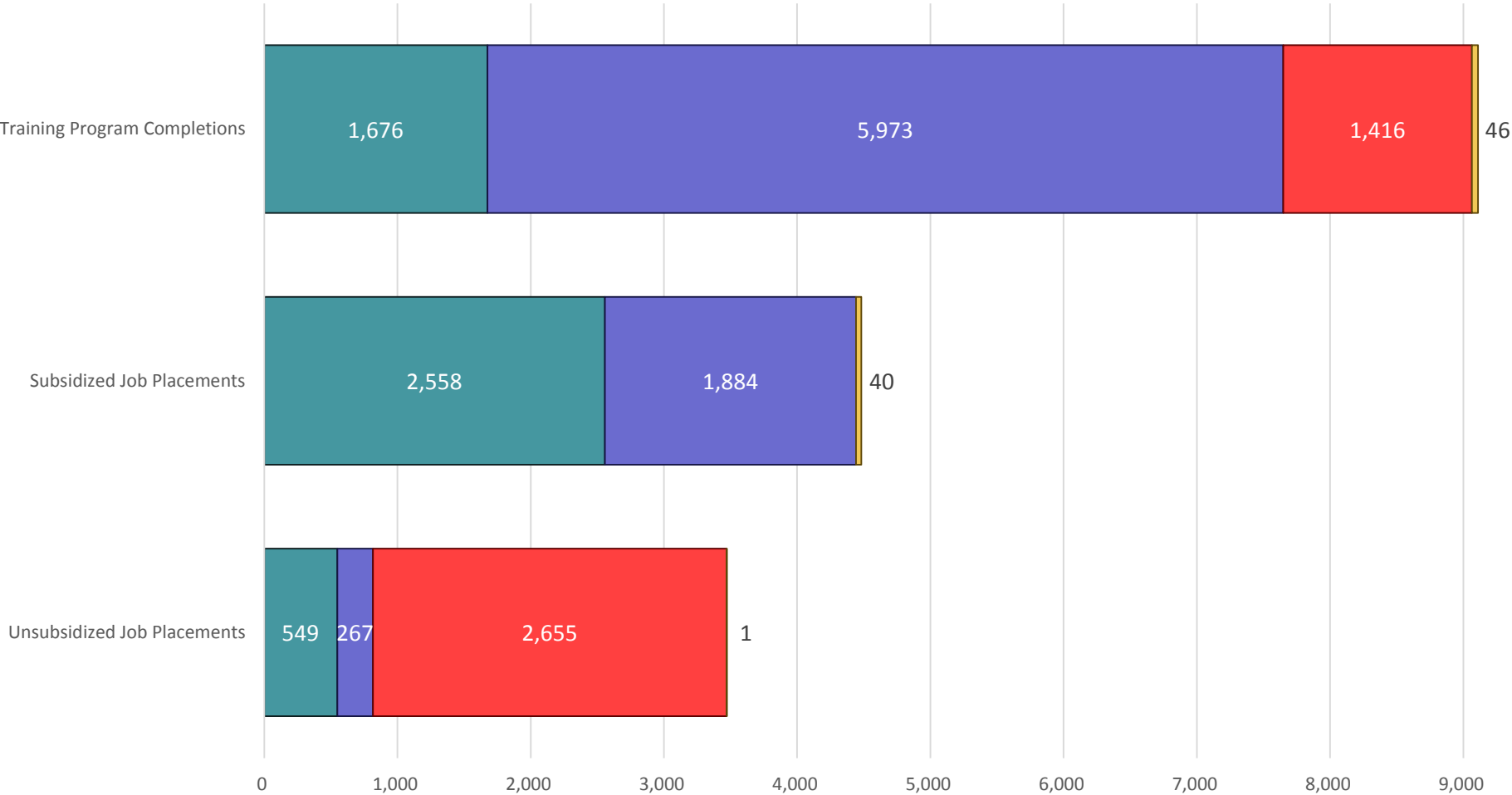


Source: FY 2013-2016 City and County of San Francisco Workforce Services Inventories



What are our outcomes? FY 2015-16, by Department

■ DCYF ■ DPW ■ H.S.A. ■ OEWD ■ PUC



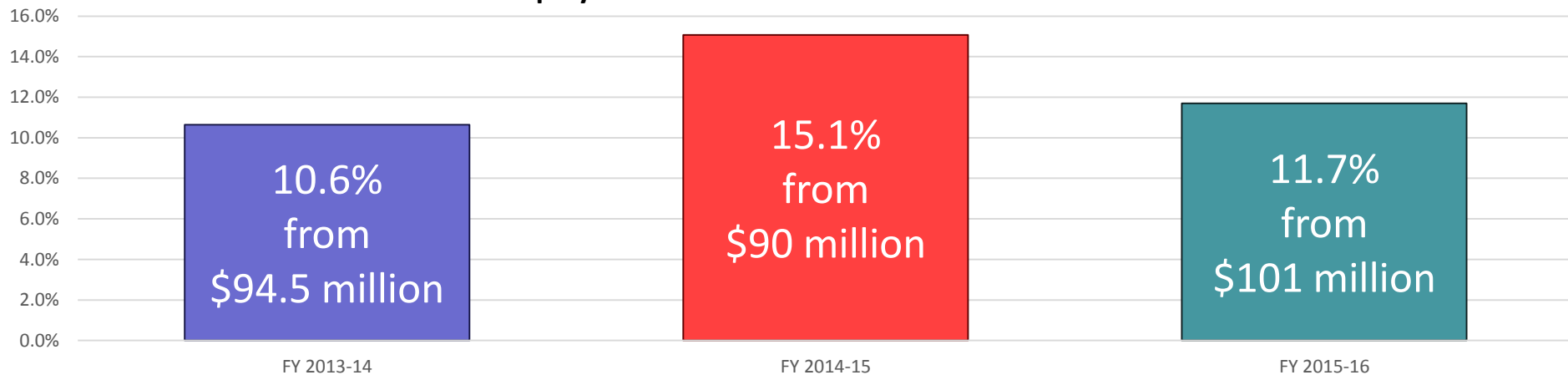
Source: FY 2015-2016 City and County of San Francisco Workforce Services Inventory



Recommendation #1

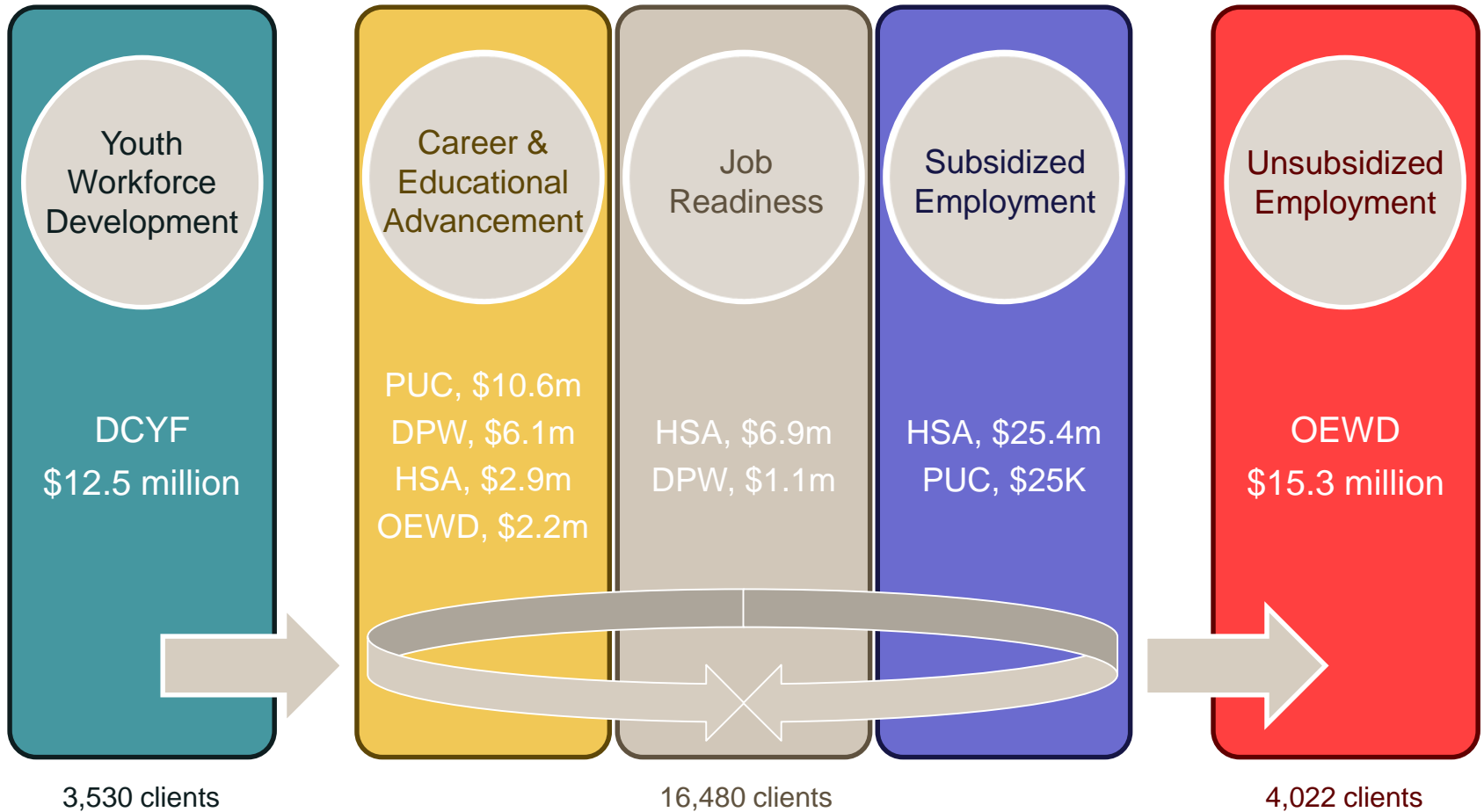
Develop tools and partnerships to measure system success by unsubsidized employment placements

Unsubsidized Employment Placements as a Percent of Total Clients Served



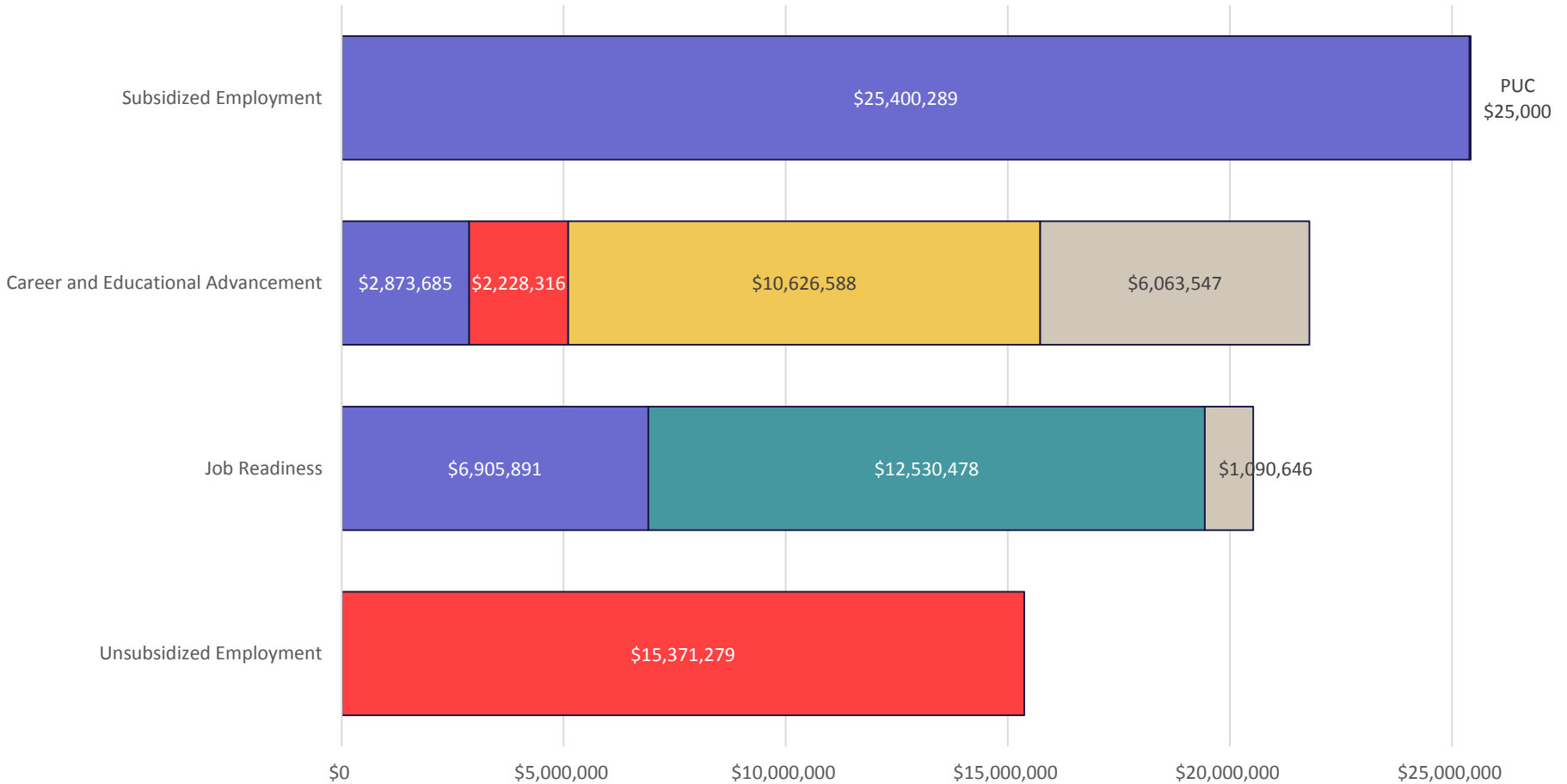
Source: FY 2013-2016 City and County of San Francisco Workforce Services Inventories

How do we get our clients from the middle to the end of the pipeline?



Primary Goal of Workforce Programming, by Budget

■ H.S.A. ■ OEWD ■ DCYF ■ PUC ■ DPW



Source: FY 2015-2016 City and County of San Francisco Workforce Services Inventory



The Many Benefits of Workforce Development

Why We Provide Workforce Development Services
To promote economic self-sufficiency and family well-being
To help people attain competitive jobs placements
To help people fulfill requirements of their welfare benefits
To promote positive exits from public welfare programs
To build opportunities for youth and other vulnerable populations
To build San Francisco business/attract business to San Francisco
To reduce violence/violence prevention
To reduce the likelihood of participants committing subsequent offenses
To fulfill the department's hiring needs – right now and in the future
To diversify the workforce
To fulfill different community benefit agreements
To promote civic engagement
To make community impact
To help build educational and skills building opportunities
To fulfill components of treatment
To promote environmental sustainability
To meet state and federal mandates
To help specific populations and neighborhoods



Recommendation #2

Explore

shared procurement

shared contracting

shared client tracking

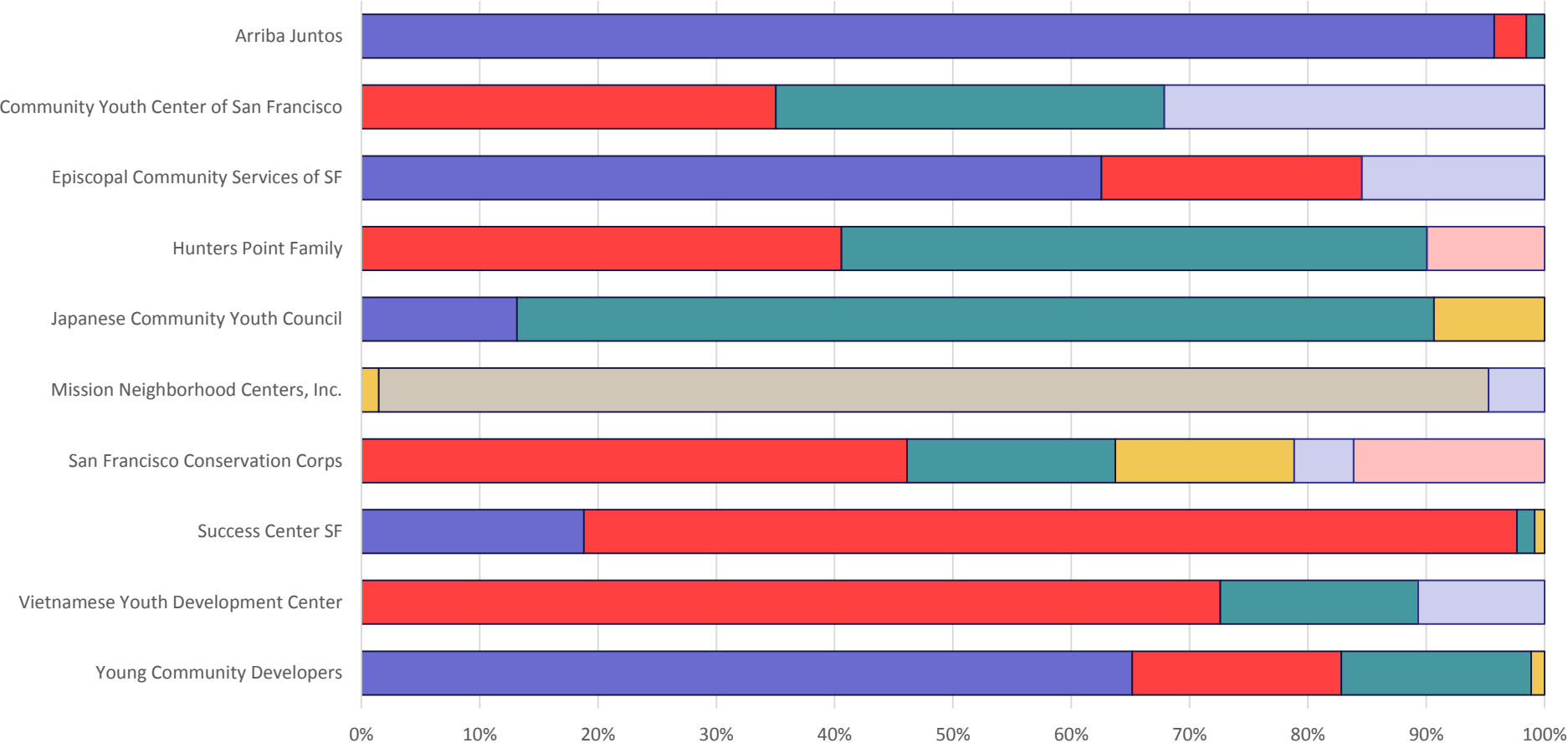
shared program outcomes

opportunities



Workforce Service Providers funded by 3 or more City Departments, by % of Budget

■ H.S.A.
 ■ OEWD
 ■ DCYF
 ■ PUC
 ■ DPW
 ■ MOHCD
 ■ PORT



Source: FY 2015-2016 City and County of San Francisco Workforce Services Inventory



Are these common service providers providing the same service to each City department? **In a number of cases, yes**

Workforce Service Provider	Common Service	City Funders
Arriba Juntos	Barrier Remediation/Support Services	H.S.A., OEWD, DCYF
Community Youth Center of San Francisco	Job Readiness Training	OEWD, DCYF, MOHCD
Episcopal Community Services of SF	Barrier Remediation/Support Services	H.S.A., OEWD, MOHCD
Hunters Point Family	Job Readiness Training	DCYF, OEWD, PORT
Mission Neighborhood Centers, Inc.	Basic Skills Training	DPW, MOHCD, PUC
San Francisco Conservation Corps	Job Readiness Training	OEWD, DCYF, PORT, PUC, MOHCD
Success Center SF	Career Awareness	OEWD, H.S.A., DCYF, PUC
Vietnamese Youth Development Center	Job Readiness Training	OEWD, DCYF, MOHCD

Source: FY 2015-2016 City and County of San Francisco Workforce Services Inventory

Recommendation #3

Collaborate to create a clear pipeline for the hardest to serve that leverages our strengths



Possible Collaborative Strategies

- **Backfill impending City vacancies due to retirement**
 - *Determine minimum qualifications and occupation openings, and train San Francisco residents for those positions, as well as non-City employment opportunities*
- **Provide Public Service Trainees (PSTs) entry into sector training academies, resulting in unsubsidized placements**
 - *With supportive and wraparound services to ensure retention*
- **Provide both subsidized and unsubsidized training to hardest to serve individuals, resulting in unsubsidized placements**
 - *Challenge is individuals must meet minimum training qualifications*
- **Develop a pipeline between youth workforce development programs and sector academies**
 - *Ensure youth that are 'aging-out' have continued support in gaining unsubsidized employment*
- **Other suggestions ...**





Questions?
Comments?
Additional Data Requests?



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