



# San Francisco Committee on City Workforce Alignment

## 2015 Citywide Workforce Development Plan



**SAN  
FRANCISCO**

Office of Economic & Workforce Development



# ***Presentation Outline***

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- I. Committee on City Workforce Alignment
- II. 2015 Citywide Workforce Development Plan
- III. Why We Provide Workforce Development Services
- IV. Workforce Inventory
- V. Workforce Strategies – Mayor’s Shared Prosperity Agenda
- VI. Next Steps

# **I. Committee on City Workforce Alignment**

- Established by the Board of Supervisors in June 2014
- “An oversight committee comprised of City officers and employees is needed
  - to undertake long and short-term planning for the City's workforce development programs
  - to set goals and priorities for these programs
  - to coordinate workforce development activities among City departments, and
  - to monitor their effectiveness.”

# **I. Committee on City Workforce Alignment**

- Composition
  - One member designed by Mayor Lee
  - One member of the Board of Supervisors
  - Director of Workforce Development
  - Department Heads
    - Department of Children, Youth & Their Families
    - Department of Public Works
    - Human Services Agency
    - Public Utilities Commission
- Chair appointed by Mayor Lee
- Office of Economic & Workforce Development provides staff support

# **I. Committee on City Workforce Alignment**

- Responsible for the development of a five-year Citywide Workforce Development Plan and annual updates to the plan.
- Both the five-year plans and the annual updates are to be submitted to the WISF by March 15 of the appropriate year.

## **II. 2015 Citywide Workforce Development Plan**

### **Foundational Approach**

- Catalogue the City's current workforce programs, outcomes, and budget
- Provides a framework for a comprehensive plan to successfully meet the workforce needs of the City over the next five years
- Stakeholder planning process culminating in 2016 update

# III. Why We Provide Workforce Development Services

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

## **IV. Workforce Inventory – Participating Departments**

- Adult Probation
- DCYF
- Human Resources
- Public Health
- Public Works
- Environment
- Human Services Agency
- Library
- MOHCD
- MTA
- OCEIA
- OEWD
- Port
- PUC
- Rec/Park
- District Attorney
- SFO
- Sheriff

## **IV. Workforce Inventory – Directions to Departments**

- Reporting from FY 13-14
- Work orders reported by performing department only
- Citywide programs reported by lead department only
- Professional-level internship programs for college students reported separately

## IV. Workforce Inventory – Qualifiers

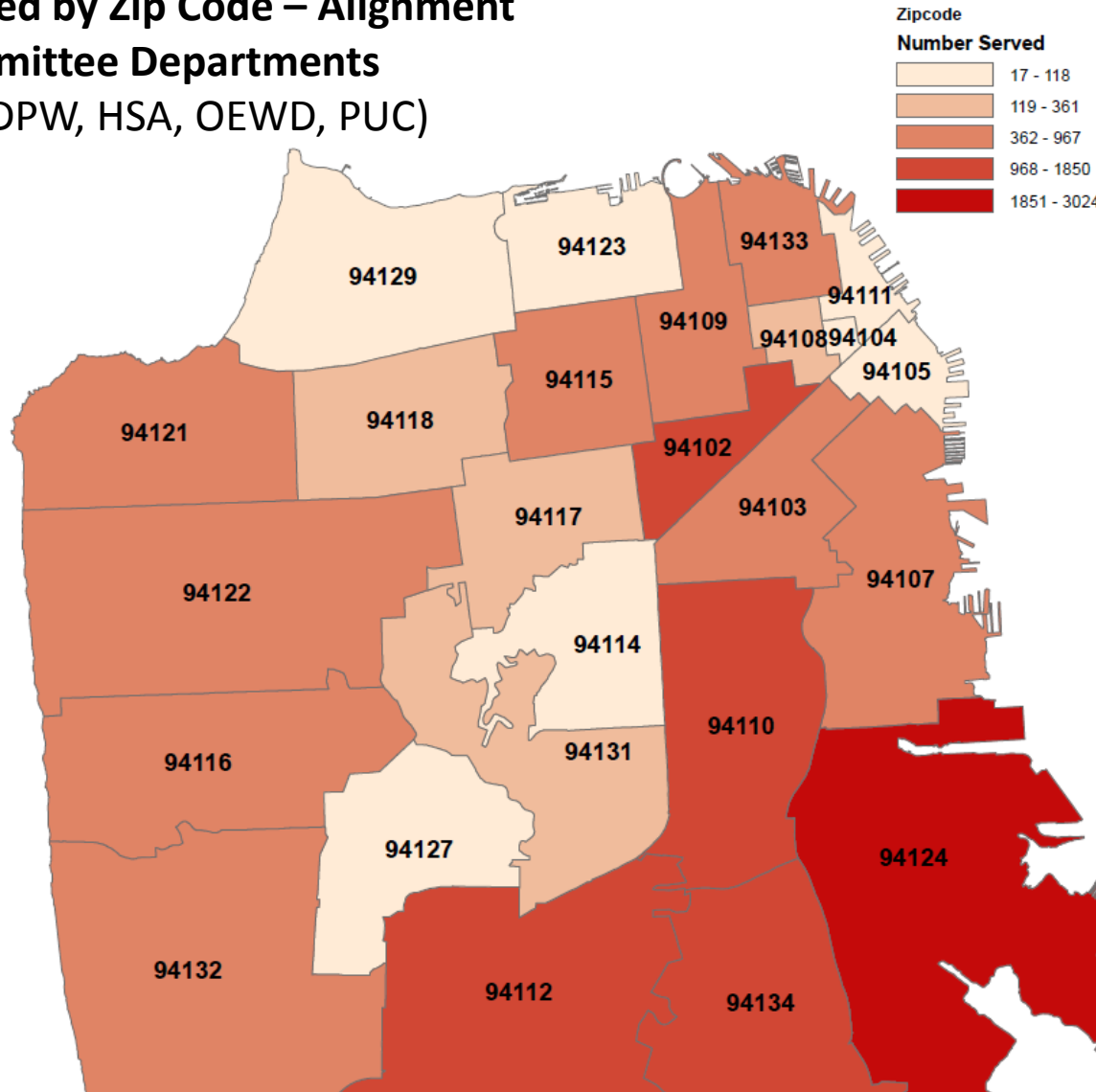
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- All data is self-reported by departments
- Client data is not unduplicated
- Budget information does not include all costs – departmental salary and CBO contracts only
- Definitions (e.g. “served,” “placement,” “retention”) are not consistent across departments
- The Public Library is excluded from performance metrics figures because the classes and computer usage programs serve the general public

# IV. Workforce Inventory – Clients by Zip Code (5 Depts.)

FY 2013-14

Clients Served by Zip Code – Alignment  
Committee Departments  
(DCYF, DPW, HSA, OEWD, PUC)

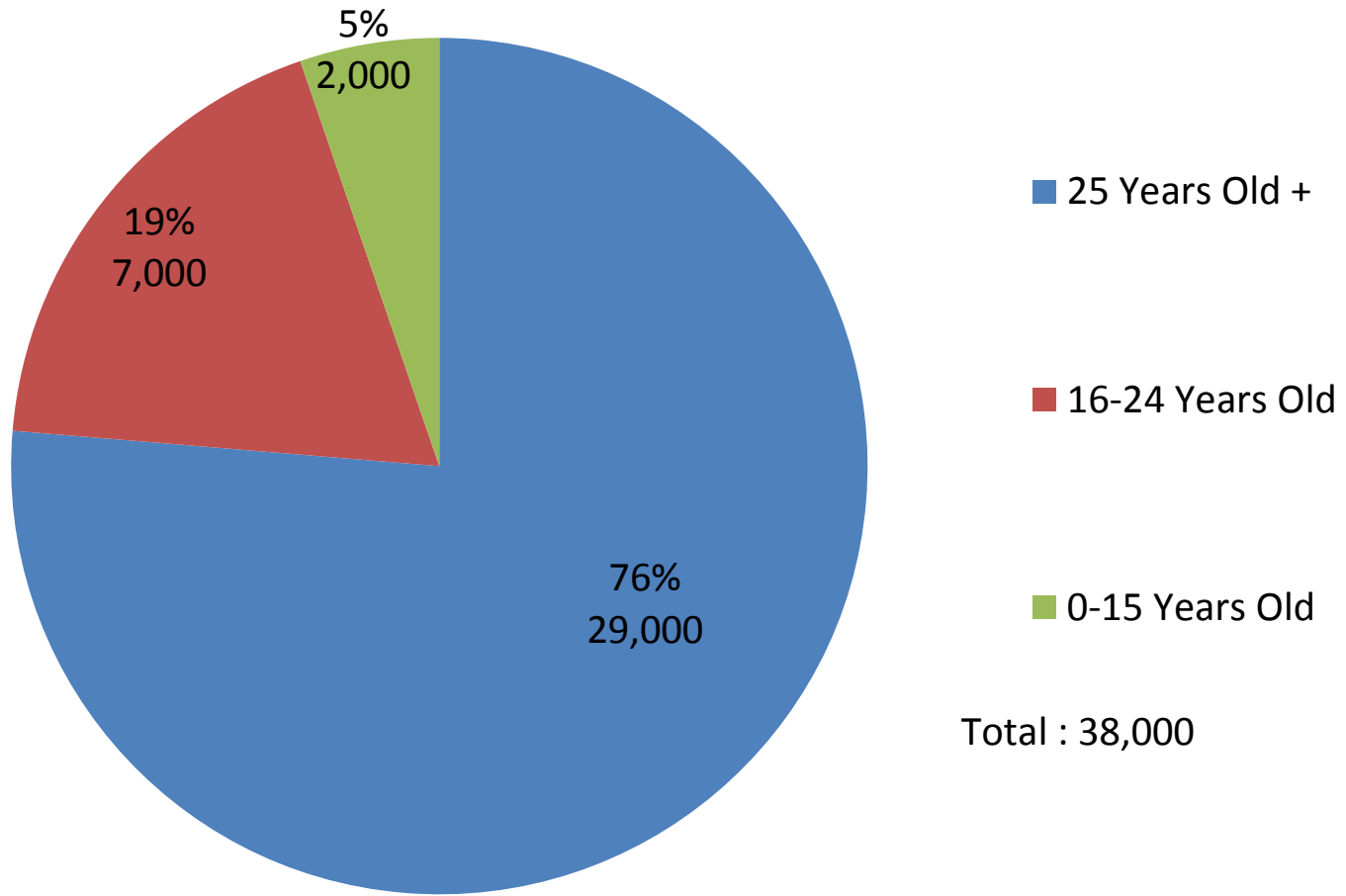


Zip	Total
94124	3024
94112	1850
94134	1587
94110	1392
94102	1105
94103	967
94115	760
94109	577
94122	540
94107	494

## IV. Workforce Inventory – Clients by Age

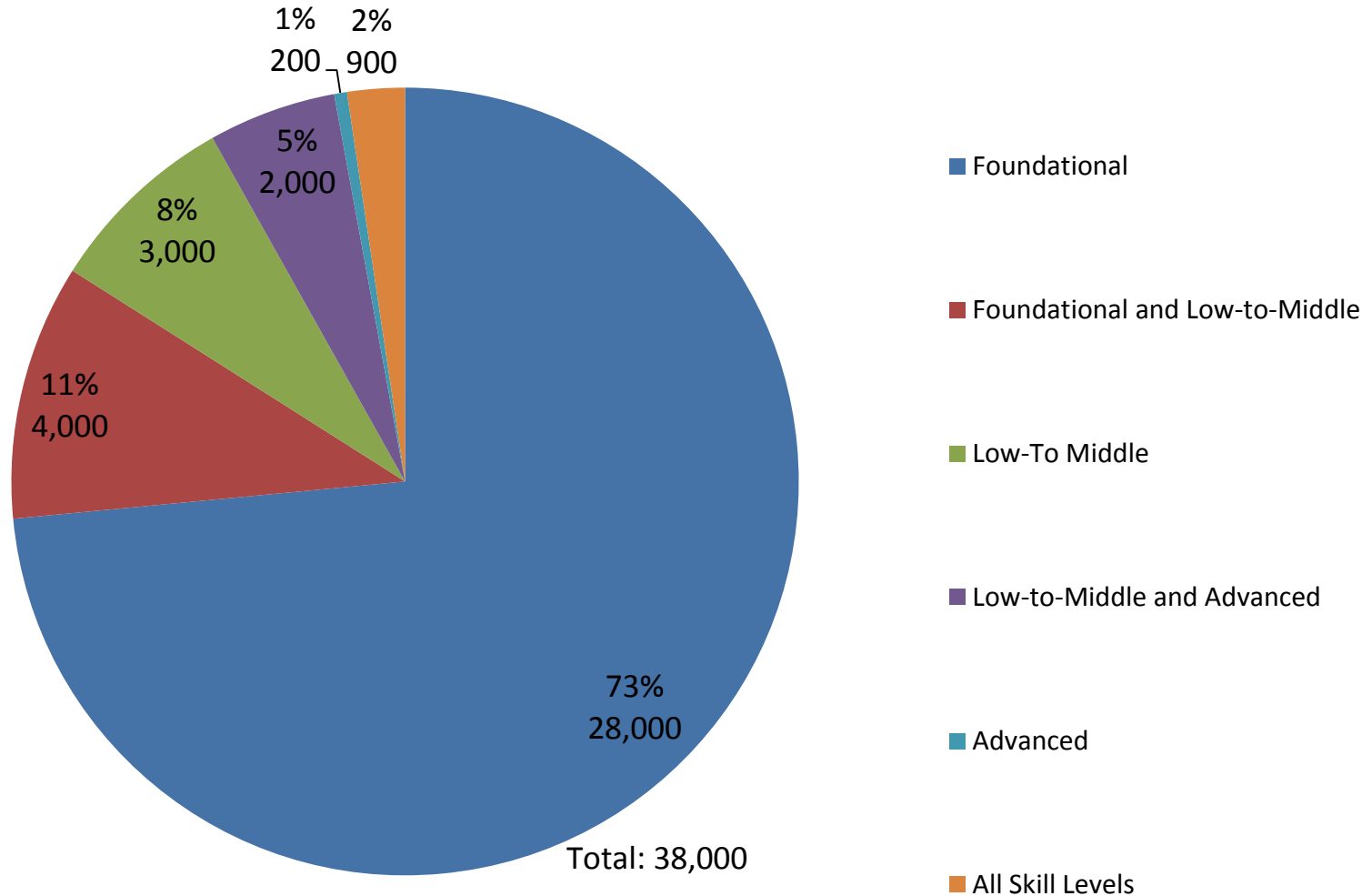
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FY 2013-14: Total Clients Served by Age

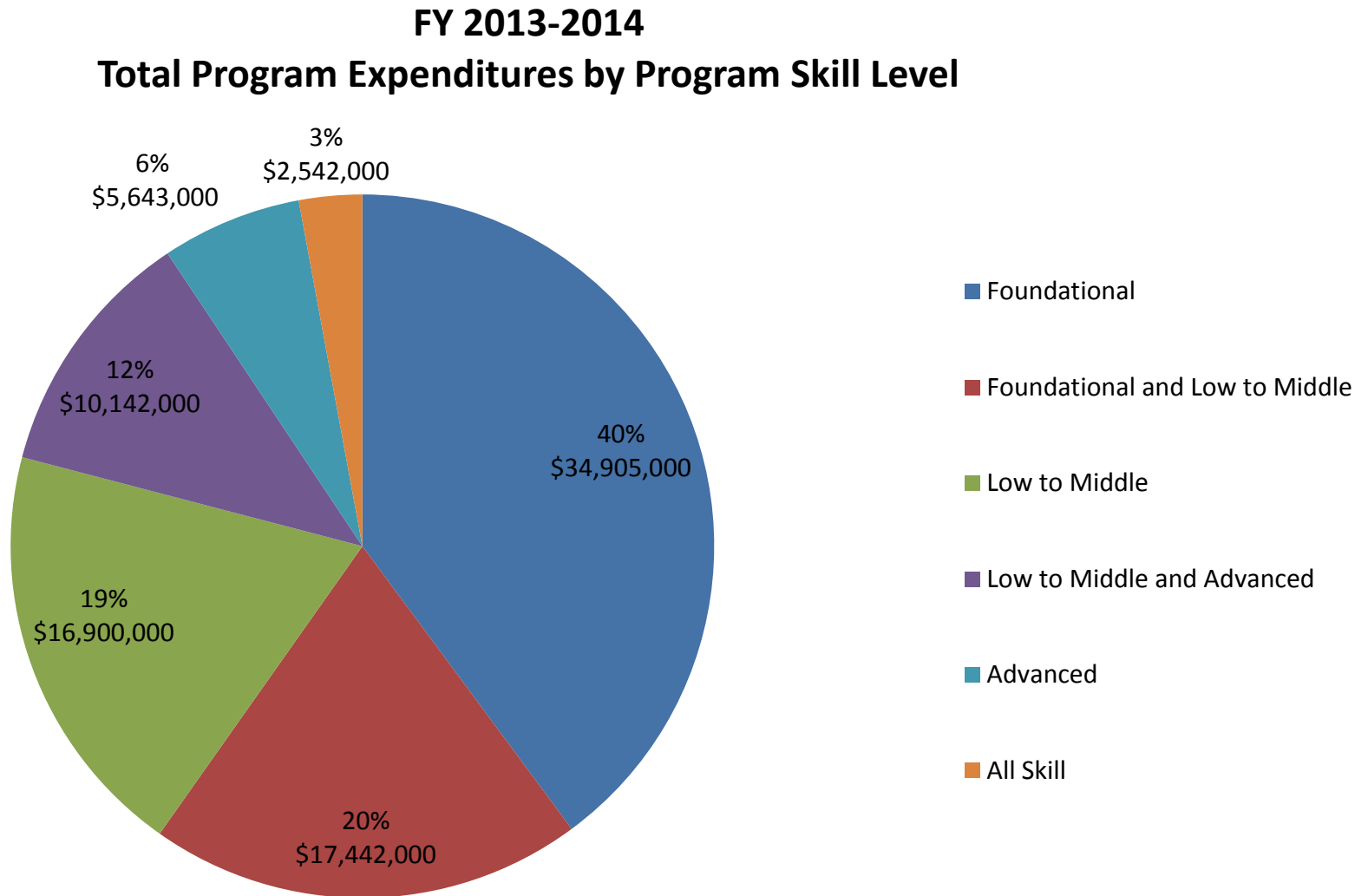


## IV. Workforce Inventory – Clients by Program Skill Level

**FY 2013-14: Total Clients Served by Program Skill Level**



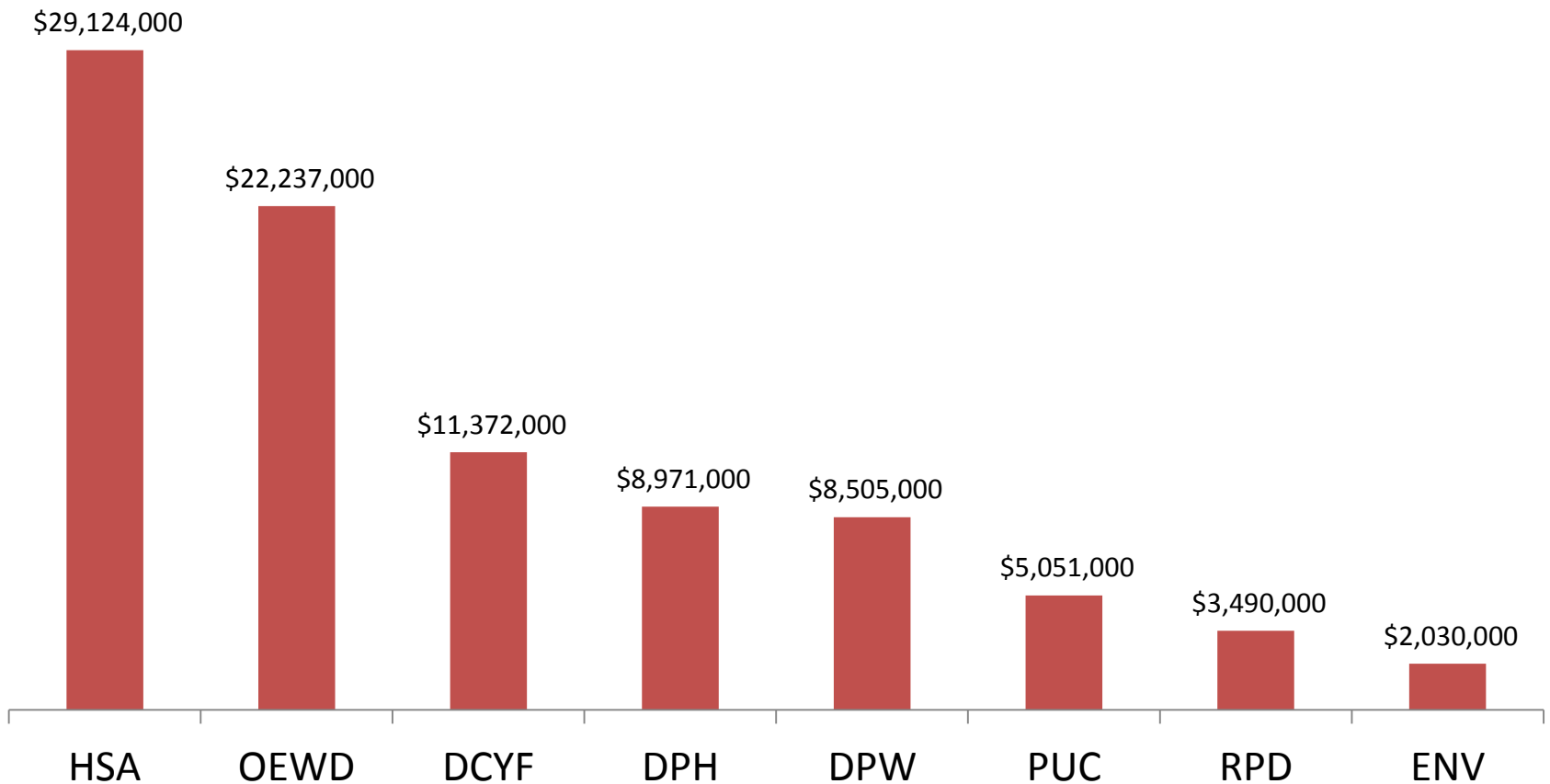
## IV. Workforce Inventory – Expenditures by Program Skill Level



## **IV. Workforce Inventory – Expenditures, Top Eight Departments**

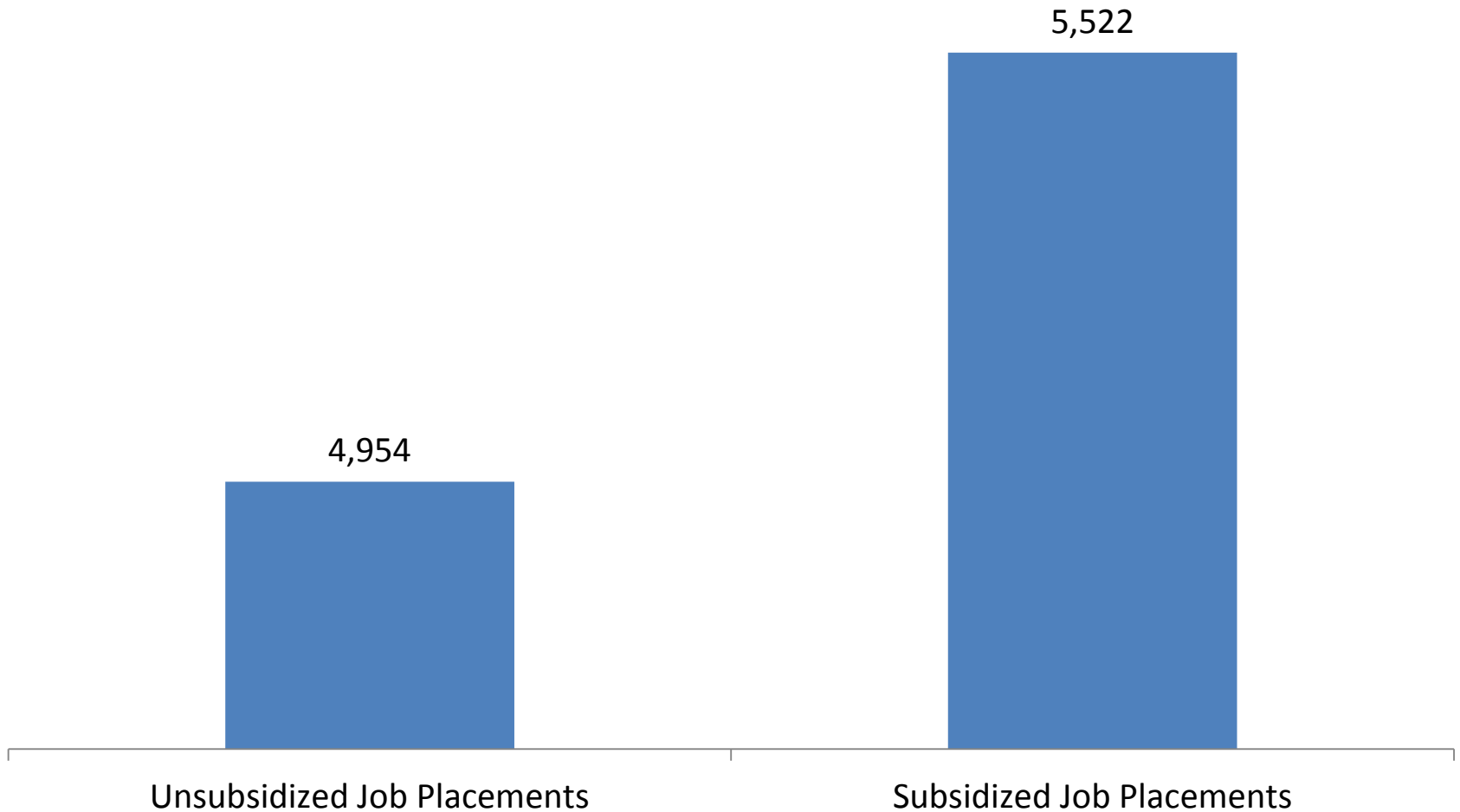
**FY 2013 – 14**

### **Workforce Expenditures – Top Eight Departments**



# IV. Workforce Inventory – Citywide Job Placements

**FY 2013-14  
Citywide Job Placements**



## **IV. Workforce Inventory – Areas for Further Exploration**

- 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

## **IV. Workforce Inventory – Areas for Further Exploration**

- 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

## **V. Workforce Strategies – Mayor’s Shared Prosperity Agenda**

- ***Breaking Cycle of Family Poverty – Project 500***  
Intensive resources, wrap-around services, and case management across City departments and nonprofit providers for at least 500 of the City’s most at-risk families
- ***HOPE SF*** Transformation of federally-owned public housing sites into vibrant, mixed-use communities
- ***Addressing Workforce Barriers*** Address the challenges that job seekers face, including but not limited to a criminal record, childcare issues, and driver’s license suspensions.

## **VI. Next Steps**

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Stakeholder planning process culminating in 2016 update

- San Francisco Residents & Workforce System Clients
- Service Providers & Funders
- Employers
- Public Bodies