



OEWD Workforce Strategy

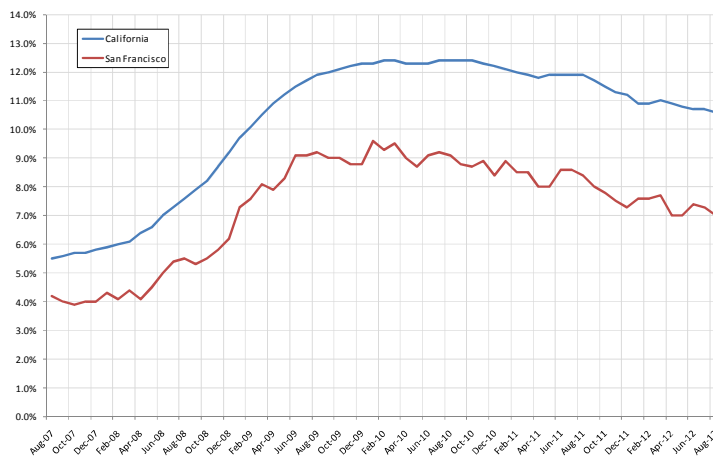
The Workforce Investment Community Advisory Committee (WiCAC)

February 26, 2013



San Francisco Unemployment Has Fallen to 6.9%, the Lowest Rate Since January 2009

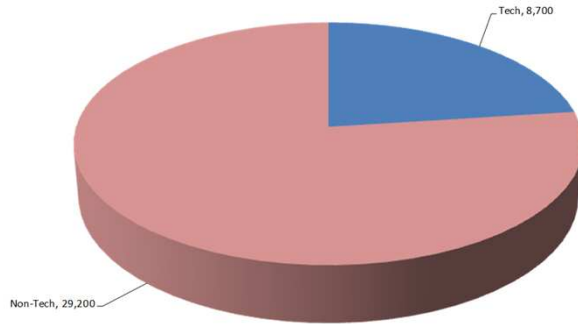
Unemployment Rate in California
and San Francisco*, August 2007-August 2012



Source: EDD
Controller's Office of Economic Analysis

Tech Sector Leading Job Creation

Job Creation: August 2011-August 2012



Source: EDD
Controller's Office of Economic Analysis

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Top 30 Growth/Replacement Jobs San Francisco County, 2013

1. Waiters and Waitresses	11. Personal Financial Advisors	21. Sales Representatives, Services, All Other
2. Maids and Housekeeping Cleaners	12. Office Clerks, General	22. Graphic Designers
3. Childcare Workers	13. Accountants and Auditors	23. Managers, All Other
4. Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14. Personal Care Aides	24. General and Operations Managers
5. Retail Salespersons	15. Market Research Analysts and Marketing Specialists	25. Securities, Commodities, and Financial Services Sales Agents
6. Real Estate Sales Agents	16. Registered Nurses	26. Information Security Analysts, Web Developers, and Computer Network Architects
7. Cashiers	17. Software Developers, Systems Software	27. Cooks, Restaurant
8. Combined Food Preparation and Serving Workers, Including Fast Food	18. Customer Service Representatives	28. Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
9. Management Analysts	19. Computer Systems Analysts	29. Computer Programmers
10. Software Developers Applications	20. Computer Support Specialists	30. Food Preparation Workers

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Source: California Labor Market Information Department, *Centers of Excellence*

Proposed Annual Funding

WIA Formula	\$5.5 million
WIA Adult	\$2 million
WIA Dislocated Worker	\$2 million
WIA Youth	\$1.5 million
CDBG	\$1.35 million
General Funds	\$5 million
Total	<u>\$11.8 million</u>

Previous Annual Funding

- **2012-2013** **\$12.9 million**
- **2011-2012** **\$14.2 million**
- **2010-2011** **\$13.7 million**

Stakeholder Input

- WICAC and Youth Council Input
- Feedback in numerous surveys (providers and employers)
- CBO Focus Groups
- Community Meetings
- Employer Subcommittees
- Dialogue with Education Partners
- Inter-departmental Coordination

Strategic Plan: Goals

1

Sector

Improve responsiveness to demand industries & labor market dynamics

2

Young Adult

Re-engage young adults disconnected from education system & work to achieve:

- academic credential,
- post secondary education, or
- living wage employment

3

Access

Increase access to workforce services for populations underserved by the workforce system

4

Business

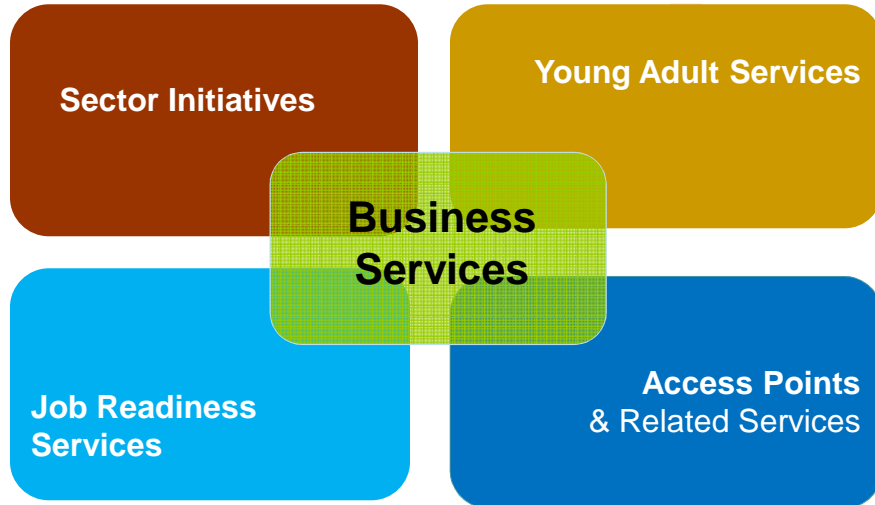
- Improve quality of services for businesses
- Promote hiring of SF jobseekers

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Policy

Streamline and align policy & administration across multiple funding sources

OEWD Workforce System Program Areas



OEWD Workforce System Program Services

Target
San Francisco residents facing barriers to employment and/or affected by economic conditions

Service Areas	Unemployed	Employed	Impact
High Barriers <ul style="list-style-type: none"> TAY Job seekers with skills lower than 6th grade Re-entry/Re-alignment Limited work skills and experience 	Foundation Skills Training e.g. RAMP	Incumbent Worker Training e.g. Healthcare/VESL	New Skills Sets Job Placement Job Retention Job Advancement Self-Sufficiency
	Low Barriers <ul style="list-style-type: none"> Job seekers with recent connection to workforce Job seekers with skills higher than 6th grade 	Worker Ready Training e.g. Sector Academies	

Industry/Sector Focus and Alignment

RFP #113 Goals

- Strengthen the San Francisco workforce system's strategic alignment with local labor market realities.
- Build stronger, system-wide connections between providers.
- Increase San Francisco residents' ability to compete for jobs.
- Position San Francisco's workforce system to leverage other systems.

Strategy Updates Since Last RFP

- Reframing services into Access Points with consistent service modules across all investments.
- Maintaining one comprehensive "One Stop."
- Job Readiness Access Points in more neighborhoods with streamlined services and curricula.
- Investing in Young Adult Access Points.
- Leveraging academic skills instruction – supporting the coordination/linkage to leveraged resources.
- Sector/industry focus now includes technology.

Outputs vs. Outcomes

	Outputs	Outcomes
Comprehensive Access Point	<i>Process/Interim Measures</i>	
<ul style="list-style-type: none"> • CAP Coordinator • Dislocated Worker Coordinator • Job Readiness Coordinator • Assessment and Education Coordinator • Business Services Coordinator 	<i>Activities to Achieve Outcomes</i>	
Sector/Industry Access Point	Recruitment Eligibility Determination Participants Enrolled ISS/IEP Development	Placements in Employment, Training, or Post- Secondary Education
<ul style="list-style-type: none"> • Sector/Industry Coordinator • Occupational Training Providers • Bridge • Construction Career Development 	Attendance Completion	Attainment of Degree or Certificate
Neighborhood Access Points	Program Participation Work Readiness Competencies	Retention in Employment, Training or Post-secondary Education
<ul style="list-style-type: none"> • NeighborhoodWorks Access Points 	Job Search Competencies	Literacy and Numeracy Gains
Young Adult Access Points	Skills Gains Preparation for Entry into Post-Secondary Education	
<ul style="list-style-type: none"> • Young Adult WorkLink • RAMP 		
Re-entry Services		

System Coordination

