



# RFP 121 Preview

CBO meeting (current providers)

September 2, 2016



# Presentation Overview

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1. Workforce System Vision
2. Funding Mix
3. RFP Highlights
4. RFP Strategies & Program Areas
5. RFP Development Steps



# Workforce System Vision

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- Influenced by WIOA and Chapter 30 Alignment Mandate
- Demand-driven Skills Attainment
- Enabling Upward Mobility
- Customer-centered Service Delivery
- Data-driven decision making
- Collaboration between partners to provide seamless service delivery



# Funding Mix for FY 17-18

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## WIOA

(Workforce Investment and Opportunity Fund)

Department of Labor (DOL)

\$ 3.5 million

## CDBG

(Community Development Block Grant)

Department of Housing and Urban Development (HUD)

\$ 1.5 million

## General Fund

City of San Francisco

\$ 10 million



# RFP Highlights

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- 3 year procurement
- Service continuum
  - Workforce Preparation & Support Services (Barrier removal)
  - Career Services (Training and Placement)
  - Retention Services (!)
- Results-driven Contracting (including incentive payments for agreed upon outcomes)
- Close integration with other Workforce Partners (e.g. City Departments, Educational Partners, etc.)



# Workforce System Program Areas for RFP 121

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**Sector Initiatives**

**Young Adult Services**

**Business  
Services**

**Job Readiness  
Services**

**Access Points  
& Related Services**



# Sectors, ranked by Projected New Jobs, 2017-20 San Francisco County

|  |   |
|--|---|
| 1. Professional, Scientific, and Technical Services (14,479) | 11. <b>Construction (939)</b>                         |
| 2. <b>Health Care and Social Assistance (6,293)</b>          | 12. Wholesale Trade (915)                             |
| 3. <b>Accommodation and Food Services (4,681)</b>            | 13. Arts, Entertainment, and Recreation (569)         |
| 4. Government (3,913)  | 14. Real Estate and Rental and Leasing (510)          |
| 5. Administrative and Facilities Support Services (2,625)    | 15. Manufacturing (62)                                |
| 6. <b>Information (2,607)</b>                                | 16. Transportation and Warehousing (29)               |
| 7. <b>Retail Trade (2,528)</b>                               | 17. Mining, Quarrying, and Oil and Gas Extraction (0) |
| 8. Other Services (except Public Administration) (1,893)     | 18. Crop and Animal Production (-17)                  |
| 9. Educational Services (1,744)                              | 19. Utilities (-400)                                  |
| 10. Management of Companies and Enterprises (1,120)          | 20. Finance and Insurance (-1,306)                    |

# RFP Sector Strategy: Priority Sectors

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## Four priority sectors being procured in this RFP:

1. Health Care
2. Hospitality/Retail
3. Information and Communications Technology
4. Construction

*Note: Pilot project sector programming will be considered for high demand industries that have labor market information to validate job demand as well as formal employer partnerships and commitment.*





# RFP Sector Strategy: Service Delivery Model

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- Comprehensive array of sector-based workforce services for jobseekers, incumbent workers and industry employers
- Sector Access Points - centralized industry resources to ensure effective and seamless services service delivery
- Occupational Skills Training – Customized curricula to meet real-time industry needs; industry-recognized certifications
- Sector Bridge Programs – Contextualized, sector specific basic education and technical skills for young adults



# RFP Sector Strategy: Priorities

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- Occupational Skills Training that meet needs of both jobseeker and employer customers, including **Customized Training and Incumbent Worker Training**.
- Sector specific **contextualized work-based learning strategies** to provide multiple engagement opportunities for employers
- Seamless accessibility to sector-based occupational training by **formally connecting jobseekers to Academies** at multiple points along a continuum.
- Robust **coordination with postsecondary instructions** to enhance sector pathways and lifelong learning
- Robust **retention services**



# Adult Access Points Strategy

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- Provide centralized workforce services at Adult Access Points
- Coordinate services and outreach that meet neighborhood-specific and Citywide needs
- Provide a menu of employment and education services to jobseekers and employers
- Robust Retention Services
- Three types of Access Points being procured in this RFP:
  1. Comprehensive “OneStop”
  2. Specialized Population Access Point
  3. Neighborhood Access Point



# Job Readiness Strategy

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- **Provide jobseekers with:**
  - Barrier removal assistance
  - Targeted outreach
  - Basic computer skills training
  - Vocational and educational assessment
  - Case management
  - Job search and placement
  - Linkages to education services
- **Connect jobseekers to:**
  - Citywide workforce system
  - Sector-based occupational skills training



# Young Adult Services Strategy

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- **Service Strategy:**
  - Provide skills building training specifically tailored to the needs of Young Adults (age 17-24)
  - Link young adults to competitive employment and/or educational opportunities
- **Goals:**
  - Placement into employment or post-secondary education
  - Retention in employment or post-secondary education
  - Educational Achievements: HS diploma/GED, and an industry recognized credential and Skills progression



# Young Adult Services

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## RAMP (Reconnecting All through Multiple Pathways)

- **Target Population:**
  - Young Adults unable to make positive connections to labor market
- **Services:**
  - Combination of job readiness training, paid work experience, educational services, and intensive support
  - Ensure delivery of the WIOA program elements

## Young Adult WorkLink (Access Points Strategy)

- **Target Population:**
  - Young Adults jobseeker that include unskilled, semi-skilled, and highly-skilled individuals
- **Services:**
  - Job Readiness: building workplace competencies, including work preparedness skills
  - Direct job search, placement and retention services
  - Ensure delivery of the WIOA program elements



# Business Services Strategy

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- Provide services that promote long-term prosperity to employers and workers
- Utilize staffing agency model and talent management systems
- Utilize technology to create a robust workforce job distribution system
- Collaborate with key partners including SFO, CPMC, and SFMTA



# Business Services Service Areas

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## San Francisco's Administrative Code 83

- First Source Hiring Program – Non-construction General
- First Source Hiring Program- Non Construction San Francisco International Airport (SFO)





# Summary of RFP Development Steps

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- **Presentations and Opportunities for Input**
  - RFP Preview 9/2
  - WISF and CCCD Meetings  
(next WISF meeting: 9/14)
  - Comments and Suggestions to [workforce.development@sfgov.org](mailto:workforce.development@sfgov.org)
  - Results Driven Contracting Workshop(s) in mid/late September
- **RFP Timeframe**
  - Release: late November / early December 2016
  - Bidders Conference: December 2016

