

An aerial photograph of San Francisco, showing a dense urban landscape with numerous skyscrapers and buildings. The city extends to the hills in the background under a cloudy sky. A large red rectangular box is overlaid on the center of the image, containing the title text.

# WORKFORCE INVESTMENT SAN FRANCISCO



December 5, 2018



# OEWD Director's Remarks

## Director Joaquin Torres



December 5, 2018

An aerial photograph of San Francisco, showing a dense urban landscape with numerous skyscrapers and buildings. The sky is overcast with grey clouds. A large red rectangular box is overlaid on the center of the image, containing the title and director's name. Below the red box, there are two grey rectangular boxes: one on the left containing the San Francisco logo and the other on the right containing the date.

# Workforce Director's Report

## Director Joshua Arce



December 5, 2018



# CityBuild Graduation & Replication



 **SFOEWD** @sfoewd · Nov 12

Today marks the official launch of National Apprenticeship Week! TechSF will be celebrating with our tech trainers and employer partners. We're so excited to share this week with you! Stay tuned for updates! Also, follow along on the TechSF LinkedIn Page: [linkedin.com/company/techsf/](https://www.linkedin.com/company/techsf/)



# #TechSF Apprenticeship Week



SFOEWD  
@sfoewd

Following

Homebridge Care Givers in our Home Care Provider III course during their para-medical training. Here, the students wait for instructions to operate the blood sugar meter from the trainer, a Licensed Vocational Nurse  
#HealthCare Academy #Workforce



# Healthcare Academy



Work with the most *irresistible* hospitality brand

**Pre-Screening Employer Events**

Tue, Sept. 4<sup>th</sup> @ 10am  
**FacesSF**  
 1099 Sunnydale Ave  
 San Francisco, CA 94134

Wed, Sept. 5<sup>th</sup> @10am  
**CCSF Mission Center**  
 1125 Valencia St.  
 San Francisco, CA 94110

Thur, Sept. 6<sup>th</sup> @10am  
**Success Centers**  
 1449 Webster St.  
 San Francisco, CA 94115

Fri, Sept. 7<sup>th</sup> @ Noon  
**SFSU College of Extended Learning**  
 835 Market Street, Room 673 (6<sup>th</sup> floor)  
 San Francisco, CA 94103

**More than 100+ openings!**

- Security
- Front Desk Agents
- Cooks
- Baristas
- Bartenders
- Reservations Agent
- Host/Hostess
- Servers
- Room Attendant
- Dishwashers
- Sales Executives

**\*\*Hourly wages \$15-\$30/hr\*\***

**REMINDERS:**

- \* Dress to Impress \* Bring photo ID & copies of resumes \* Allow 2 hours for full event
- \* Be available for exclusive in-person interviews on Monday, September 10, 2018

**RSVP:**

RSVP at <https://tinyurl.com/virginhotelsf> \* send resume to [sfjobs@manpower.com](mailto:sfjobs@manpower.com)



**Attend a Rapid Response Orientation!**  
 Have you recently been laid-off or notified that you will be laid-off? Rapid Response Orientations provide tips and resources to help you move forward in your job search.

**Layoff and Outplacement Services**  
 If you are facing a career transition due to a layoff, the Office of Economic and Workforce Development offers free orientations to provide you with detailed information on the workforce services available to help you.



Attend an orientation to learn more about:

- Filing unemployment insurance
- Available healthcare resources
- Connecting to community resources
- Finding career advice, resume assistance, job leads, and job search workshops
- Finding cutting-edge training to improve your skills
- Accessing potential funding for training needs

**Event Details**

Date: **Thursday, 9/27/18**

Time: **12:00pm – 2:00pm AND 2:30pm – 4:30pm**

Location: **Holiday Inn Fisherman's Wharf – Mendocino Room**

Deadline to RSVP:

**Please sign up for ONE of the time slots in the HR Department by: 9/19/18**

# Hospitality Initiative In Action

# Apprenticeship Beyond Construction: CityGrow



## Cannabis apprenticeship means workforce equity for communities of color

*By Jacqueline Flin, executive director, A. Philip Randolph Institute San Francisco*

“Workforce service providers spend every day, fighting with workers of color and formerly incarcerated job seekers in the neighborhoods that were most ravaged by the failed war on drugs...you will find apprenticeships everywhere there is public interest in ensuring a steady flow of entry-level workers into important industries, and a policy decision that workers should earn while they learn to hone their craft, you will find apprenticeship.

Cannabis is no different. On September 18th of this year, the Statewide Cannabis Industry Employers Joint Apprenticeship Committee officially filed an application to establish apprenticeship program for pharmacy technicians, cannabis nursery specialists, manufacturing technicians, and cannabis distribution drivers.”





**November 27 – Working  
Scholars Pilot Launch  
with Human Services  
Agency**

# Opportunities For All – “Pop-Up Recruitment”

**SF Human Rights** @SFHumanRights · Oct 17  
(1/2) SF Mayor London Breed w/ Sheryl Evans Davis, Executive Director, SF-HRC @ press conference for the “Opportunities For All” Initiative aimed at generating more paid internship opportunities for diverse youth in the City. 10.17.18  
#sanfrancisco #hrc #opportunity #access



**OPPORTUNITIES FOR ALL**  
Pathways to economic inclusion for Employers

10.17.2018

Mayor London Breed and Sheryl Evans Davis, Executive Director of SF-HRC, announced the launch of the Opportunities For All initiative. The initiative is aimed at generating more paid internship opportunities for diverse youth in the City. The initiative will help to create a pipeline of diverse talent for employers and will support the economic growth of the City.

Participants in a pop-up recruitment event. Photo credit: young people. Please note: at your own risk. All use of this page is at your own risk. If you need, it's not a risk. With a young person.



# December 8 Community Employment and Training Resource Fair!

WE INVITE YOU TO A FREE EVENT

## Community Employment and Training Resource Fair

### CONSTRUCTION



MISSION HIRING HALL/CITYBUILD

### GENERAL EMPLOYMENT



SUCCESS CENTER OF SF/

### HEALTHCARE



JEWISH VOCATIONAL SERVICES/  
HEALTHCARE ACADEMY

**SATURDAY**  
**DECEMBER 8TH**  
**10am-1pm**

Fillmore Heritage Center  
1330 Fillmore St Sf, Ca 94115

10:00- REGISTRATION  
10:30- KICK OFF, WORKSHOPS  
11:00- EMPLOYMENT  
& TRAINING NETWORKING  
12:30- GUEST SPEAKERS  
12:50- LUNCH

### WITH SPECIAL GUESTS:



Mayor London Breed



Sup. Vallie Brown

### HOSPITALITY



SELF-HELP FOR THE  
ELDERLY/HOSPITALITY  
INITIATIVE

### LUNCH AND LIGHT REFRESHMENTS WILL BE SERVED

**RSVP FOR FREE  
TRANSPORTATION,  
OR FOR MORE INFORMATION,  
PLEASE CALL OR EMAIL:**

**415-834-5263**

**GetToWorkSF@gmail.com**

HOSTED BY:



**SAN FRANCISCO**  
Office of Economic and Workforce Development

### INFORMATION TECHNOLOGY



BAY AREA VIDEO  
COALITION/TECHSF

### OPEN TO ALL!

JOB SEEKERS +18

(+18 EARLY SIGN UP FOR THE OPPORTUNITY FOR ALL INITIATIVE, JOB READINESS TRAINING, INTERNSHIP OPPORTUNITIES)

YOU'RE ENCOURAGED, BUT NOT REQUIRED, TO BRING:

RESUME & EDUCATIONAL CERTIFICATES

DRIVER'S LICENSE OR PHOTO ID & PROOF OF ADDRESS

ALL ARE INVITED:

SF PUBLIC HOUSING

RAD RESIDENTS

HOPE SF

SECTION 8

AFFORDABLE HOUSING

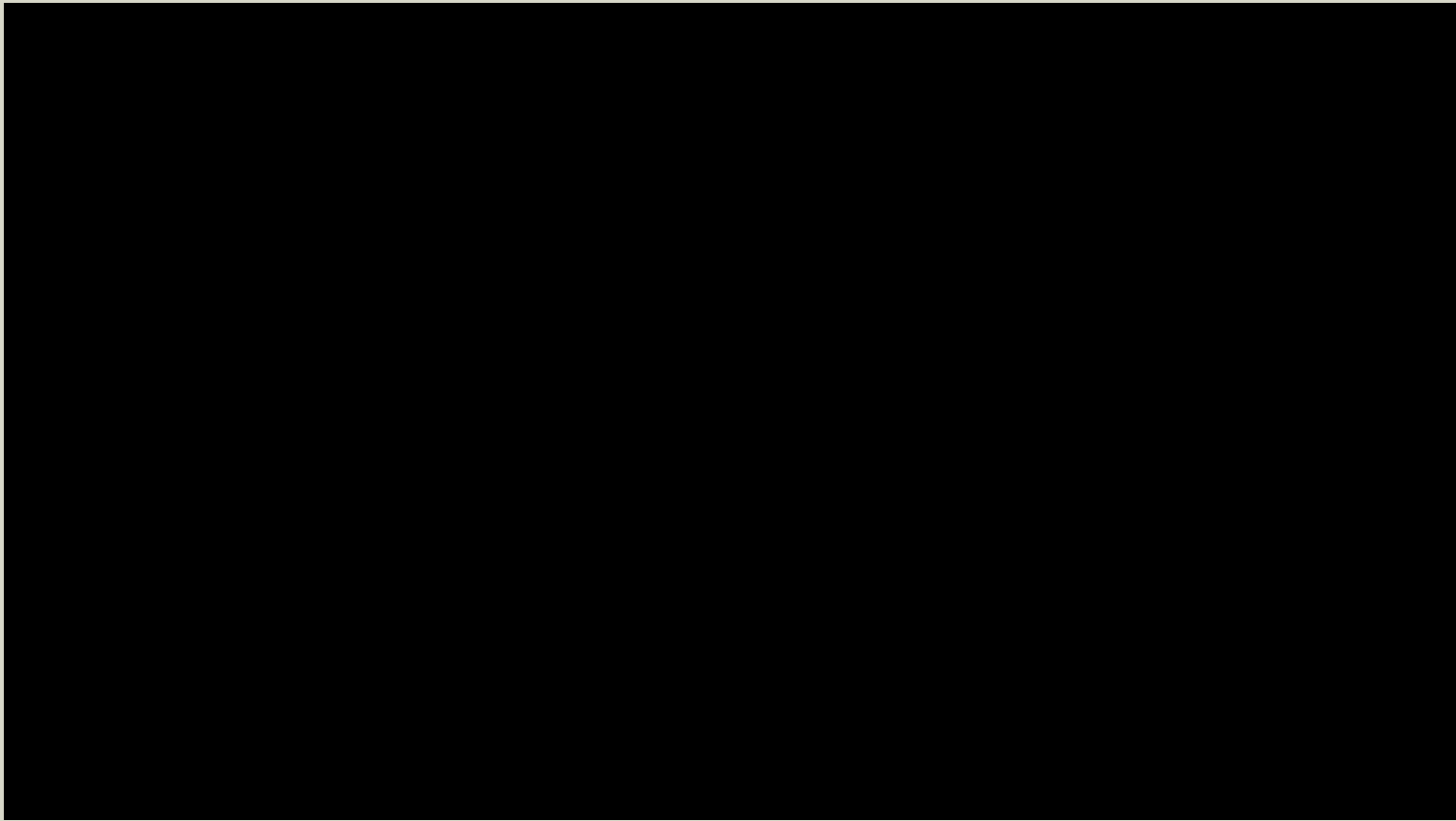


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# Neighborhood Spotlight Next Steps in the Fillmore

December 5, 2018





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# Program Year 2017-2018 Outcomes



December 5, 2018

# FY 17/18 Total Community Members Served

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Enrollment  
**4943**

**64%**

Placement  
**3139**

Placement  
out of  
Total Enrollment



# FY 17/18 Adult Services

<u>Access Points</u> <b>Comprehensive</b>	<u>Enrollment</u> <b>274</b>	<u>Placement</u> <b>188</b>	<u>% of Enrollees Placed</u> <b>69%</b>
<b>Neighborhood</b>	<b>1324</b>	<b>876</b>	<b>66%</b>
<b>Specialized</b>	<b>830</b>	<b>435</b>	<b>52%</b>
<u>Adult Services</u> Job Readiness Services*	<u>Enrollment</u> <b>799</b>	<u>Barriers Removed</u> <b>544</b>	<u>% of Barriers Removed of Total Enrolled</u> <b>68%</b>



# FY 17/18 Total Adult Services

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Enrollment  
**2428**

Placement  
**1499**

**62%**  
Placement  
out of  
Total Enrollment



# FY 17/18 Young Adult Services

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<u>Services</u>	<u>Enrollment</u>	<u>Placement</u>	<u>% of Enrollees Placed</u>
Access Points	242	120	50%
RAMP	130	90	69%
Youth Subsidized Employment	58	17	29%

# FY 17/18 Total Young Adult Services

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Enrollment  
**430**

**53%**

Placement  
**227**

Placement  
out of  
Total Enrollment



# FY 17/18 Sector Programs

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<u>Sector Programs</u>	<u>Enrollment</u>	<u>Placement</u>	<u>% of Enrollees Placed</u>
CityBuild	183	146	80%
TechSF	253	148	58%
Hospitality	494	349	71%
HealthCare	356	226	63%

# FY 17/18 Total Sector Programs

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Enrollment

1286

Placement

869

68%

Placement  
out of  
Total Enrollment



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# WISF Board Member Profile



December 5, 2018

**Sam Rodriguez**  
**President**  
**KSR Strategy Group**

- My Background
- What I Value About WISF Board Membership
- Opportunities for Collaboration



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# Program Spotlight: TechSF Apprenticeship Orrian Willis



December 5, 2018



# Creating talent & opportunity

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**Launched by former San Francisco Mayor Edwin M. Lee in 2012 to:**

- **Address the current tech talent skills gap**
- **Provide access, education and job training**
- **Build a future pipeline**



Mayor London N. Breed

# TechSF Diversity & Impact

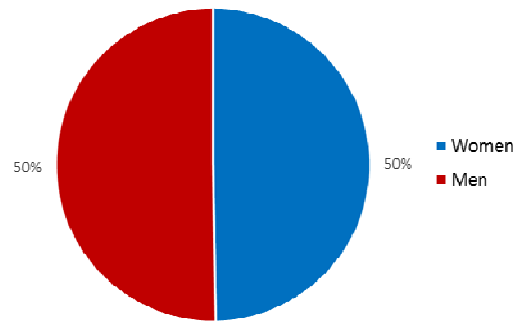
**2,748**

Total Placements

**+6,300**

Learning Opportunities

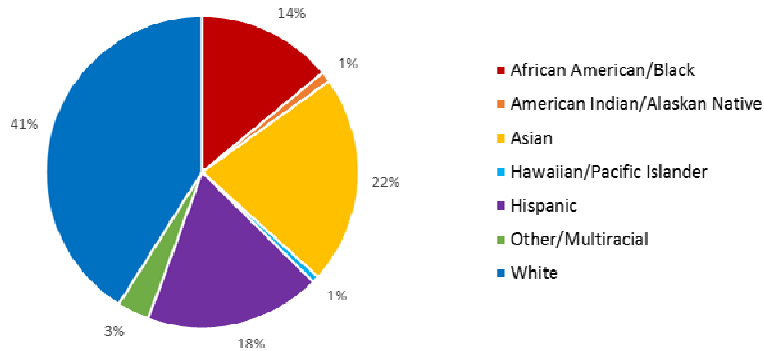
Gender



Age

Range	% of Placements
15-19	3%
20-24	14%
25-29	21%
30-34	15%
35-39	13%
40-44	9%
45-49	10%
50-54	7%
55-59	5%
60-64	3%
65-69	1%

Race



Income

Extremely Low Income	53%*
Very Low & Low Income	32%*

\*of participants reporting income at enrollment

## Our Mission

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TechSF builds talent pipelines to employment by:

- Connecting industry to Apprenticeship opportunities
- Offering Work-Based Learning opportunities that connect students and jobseekers to industry
- Partnering with local training and education partners to adequately prepare and upskill our talent pool



# The Value Proposition



**91%**

of apprentices retain employment with their invested company after their apprenticeship term.

**86%**

of US companies that sponsor apprentices say it's an effective strategy for meeting labor demands

**47% ROI**

For every \$1 invested in an apprentice, you receive \$1.47 return on investment

# The Employer Experience

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## How it works



### 1. Design your apprenticeship

Work with us to create a customized learning plan



### 2. Select your talent

Select from a diverse and local talent pool



### 3. Onboard your apprentice

TechSF helps you connect all the dots and start training



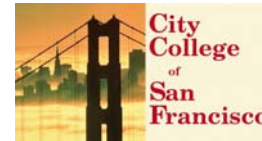
### 4. Experience the benefits

Over 90% of apprentices stay with the same company for at least two years

## Apprenticeship Training

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- Software Engineer
- Salesforce Business Analyst
- Cybersecurity Analyst
- Web Developer
- Graphic Designer
- Data Analyst
- Digital Marketing Associate
- IT Networking



**GENERAL  
ASSEMBLY**



## Delivering Talent

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**“By partnering with TechSF we were able to source local talent, and pair their unique skills with new career development opportunities at a cutting edge technology firm, in a way that goes beyond instincts to recruit based on conventional pedigree.”**

***Vikrum Aiyer, VP Public Policy,  
Postmates***



# Regional and Local WIOA Plan Update



**Amabel Akwa-Asare**  
**Workforce Investment of San Francisco Board**  
**December 5, 2018**



# Background

- **Regional and Local WIOA Plans, 2017-21**

- Required by Workforce Innovation and Opportunity Act (WIOA)
- California Workforce Development Board (CWDB) required to submit a plan to Department of Labor for WIOA compliance
- Regional and Local Boards submit to State Board (Plans were submitted in March 2017 and are available on OEWD's website)
- Bay-Peninsula Regional Planning Unit WDBs include San Francisco, North Valley Consortium (NOVA), San Benito, San Jose Silicon Valley Workforce Investment Network (work2future)

- **State Policy Objectives, 2017-21**

- Fostering demand-driven skills attainment.
  - Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce it needs to compete in the global economy.
- Enabling upward mobility for all Californians.
  - Including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills and is able to access the level of education necessary to ensure economic self-sufficiency and security.
- Aligning, Coordinating, and Integrating Programs and Services
  - To economize limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills-attainment.

## Why are plans being updated?

- WIOA requires biennial updates of state, regional, & local plans to ensure plans remaining current and account for changes in labor market and economic conditions and in other factors affecting implementation.
- CWDB has made changes to the State Plan which require that Local Boards update their plans to keep consistent with the policy direction of the State Plan
- New state level partnerships
  - California Department of Social Services (CDSS), the County Welfare Directors Association (CWDA), and the California Workforce Association (CWA) with the goal of improving labor market outcomes for all recipients of CalFresh.
  - California Department of Child Support Services (DCSS) with the goal of improving labor market outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents.
  - Updated Dept. of Rehabilitation partnership agreement which includes new language about how workforce, DOR, and additional Competitive Integrated Employment (CIE) partners will collaborate to create more CIE opportunities for Californians with intellectual and developmental disabilities.
  - California Department of Corrections (CDCR), the California Prison Industry Authority (CALPIA), and the California Workforce Association (CWA), with the goal of improving labor market outcomes of the state's formerly-incarcerated population.

# Timeline

<b>DATES</b>	<b>Regional and Local Plan Activities</b>
August – November 2018	Stakeholder engagement for local, regional, and mandated partners. Coordination with regional planning unit (RPU) for self-assessment.
November – December 2018	Draft plan modifications based on stakeholder engagement and coordination with RPU.
<u>December 5, 2018</u>	<u>Update Workforce Investment of San Francisco Board (WISF).</u>
Mid-January 2019	Launch 30-day public comment period on draft regional and local plans.
February 2019	Incorporate feedback and revision process.
March 2019	Submission to WISF for approval.
March 15, 2019	Final Submission to State CWDB.
April/June 2019	CWDB reviews and provides feedback (approval or conditional approval).
August 1, 2019	Final Submission to CWDB (with signatures from Chief Elected Officials).

# Required Components for the Regional Plan update

- **Regional Plan Modification Content**
  - 10 page modification to existing plan for target areas
  - Regional self-assessment using Indicators of Regional Coordination and Alignment
  - Compliance with state requirements pertaining to Multi-Core Craft Curriculum (MC3) pre-apprenticeship partnerships
  - Efforts to align, coordinate, and integrate reentry and workforce services for the formerly incarcerated and other justice-involved individuals
- **Regional Plan Modification Activities**
  - Stakeholder engagement strategy for organizations serving formerly incarcerated and justice-involved individuals

## Status of Regional Plan Update

- Coordination, Stakeholder Engagement, Drafting – In Progress
- Indicators of Regional Coordination and Alignment for Regional Plan Implementation: Bay Peninsula Employer Engagement Plan
  - Demand-Driven Skills Attainment
    - Region has a team which convenes industry and is led by Industry Champions
    - Region has a shared industry sector focus and pools/shares resources to meet demand.
    - Region has a process to communicate industry workforce needs to supply-side partners
  - Upward Mobility & Equity for Individuals with Barriers to Employment
    - Region deploys shared/pooled resources to provide service, training, and education to meet target population needs.
  - System Alignment Indicators
    - Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes.
    - Region has developed a process for evaluating performance that includes but may not be limited to qualitatively evaluating progress towards meeting regional industry and occupational demand, tracking the number of industry-recognized credentials, aligning performance measures to regional indicators.

## Status of Regional Plan Update

- **Reentry and Justice-Involved Coordination**
  - Strategy: Local partnership building with regional needs assessment and service coordination
  - Ongoing stakeholder engagement with County Probation, County Sheriff's Departments, California Department of Corrections and Rehabilitation, key community-based organizations
  - Establishing best practices, service gaps, program development opportunities
- **Multi-Core Craft Curriculum**
  - State has accepted MC3 as best practice in pipeline development
  - CityBuild Academy implements MC3 in a sustainable funding model which does not rely on WIOA funding
  - San Francisco supports regional partners in a consulting and educational role

## Required Components for the Local Plan Update

- Stakeholder Engagement – Complete; Formalized Partnerships, Drafting – In Progress
- Local Plan Modification Content
  - 10 page modification to existing plan for target areas
  - Included as appendix to regional plan modification
  - Coordination of services for CalFRESH recipients
  - Services for English language learners, the foreign born, and refugees
  - Coordination of services with local Child Support Agency
  - Strategies to enhance Competitive Integrated Employment
  - Updates to labor market information
- Local Plan Modification Activities
  - Stakeholder engagement strategy with CWDB mandated partners
  - One month public comment period to start mid-January

# Stakeholder Engagement Strategy

- CWDB Directory of Required Planning Partners
- Community stakeholder meeting for public comment on core topics
  - Public postings within workforce development system and San Francisco
  - Invitations to required planning partners and community-based organizations
  - Outreach to over 3,000+ organizations and individuals.
- Stakeholder engagement with core providers and target agencies to gather input and engage in program development and system coordination
- Public comment period to commence mid-January.



## Partnership with San Francisco Human Services Agency

- Focus on CalFresh recipients & English language learners, refugees, and the foreign born
  - CalFresh Enrollment (Aug. 2018): 49,490 Individuals; 32,964 Families
  - CalWORKs (Aug. 2018): 4,314 Individuals
  - SFHSA Clients who need a translator to communicate verbally: 12,856
  - SFHSA Clients with Refugee Status: 351
  - SFHSA total for LEP, refugee, and foreign born: 49,155 Individuals
  - OEWD English Language Learner Clients: 822
  - High-barrier clients who are severely impacted by affordable housing, childcare,
- Significant overlap in client populations has already led the agencies to strengthen partnerships to streamline service delivery.

## Partnership with San Francisco Human Services Agency

- Reviewed and confirmed existing MOU
- Solicited new CalFresh and ELL-focused partnership agreement
- Reviewed Refugee Employment Services Plan to ensure alignment between agencies in support of the primary provider: Arriba Juntos
- Strategic planning for client co-enrollment in SFHSA and OEWD programs
  - Regular Director-level coordination and planning
  - Co-location of services at Goodwill AJCC
  - Cross-training agencies on data systems
  - Data system integration project
  - Planning to leverage 50% federal Employment & Training reimbursements.

## Partnership with Department of Child Support Services

- Focus on services for payment delinquent, non-custodial parents.
  - Population has decreased from 27,000 to 12,000 in the last few years.
  - 98% are fathers; 76% of caseload is African-American
  - 77% receive public benefits, while many others are justice-involved or public housing residents.
- Re-engaged the Department of Child Support Services
  - Last collaboration on the Transitions SF (2014) research project with DOL, OEWD, DCSS, and Goodwill AJCC
  - Reviewed lessons learned and engaged in partnership building
- Strategic planning in development includes:
  - Better linkage between DCSS, OEWD, City College, and the AJCC
  - Agency points of contact
  - Postponing paycheck garnishment with proof of enrollment in services
  - Additional program development for in-demand occupations, such as truck driving

## Competitive Integrated Employment

*Competitive Integrated Employment refers to equitable employment for individuals with intellectual or developmental disability.*

- Reviewed and confirmed existing MOU
- Coordination of services through noticing, distribution of materials, and cross-referral between Department of Rehabilitation and AJCC
- Identified DOR and OEWD points of contact for program development
- System-wide disability awareness trainings for providers and OEWD
  - Windmill Training is evidence-based to improve social structures and workplace functioning for service providers and employers of individuals with disabilities.
- Local Partnership Agreement planning
  - State requirement for DOR regions due June 2019. OEWD invited to participate as a consequence of this planning process.

## Next Steps

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# Questions and Feedback



# Public Comment on Non-Agenda Items



December 5, 2018

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**Meeting Adjourned**



**December 5, 2018**