



# Local and Regional Plan 2017-2020

**Workforce Investment San Francisco**

**March 9, 2017**



# Context/Background

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- **Required by WIOA**
- **Guidance and direction from the State of California Workforce Development Board**
- **Review and Scoring by California Workforce Development Board**

# Timeline

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2016/2017	Relevant Milestones
September	California EDD releases plan guidance
October - January	Developing Local and Regional Plans
January/February	Post for 30 day public comment (closed on Feb. 25)*
March 15	Due to State Board
April 30	State Board approve or conditionally approve all Local Plans
June 15	State Board approve or conditionally approve all Regional Plans
August 1	Final corrected plans due
September 1	All plans receive full approval

*\* No comments were received that disagreed with the local plan. Two organizations provided comments regarding providing additional resources for immigrant communities. OEWD will continue to work with partner organizations to ensure the best possible services for all job seekers.*

# California's Policy Objectives

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- **Fostering demand-driven skills attainment**  
*Provide California's employers and businesses with the skilled workforce necessary to compete in the global economy*
- **Enabling upward mobility for all Californians, including populations with barriers to employment**  
*Provide California's jobseekers with access to marketable skills that lead to jobs that ensure long term economic security and self-sufficiency*
- **Aligning, coordinating, and integrating programs and services**  
*Ensure collaboration between all workforce partners and education partners to achieve maximum scale and impact*
- **Local Plan vs. Regional Plan**
  - Local Plan's primary purpose is to facilitate access to workforce services at the local level
  - Region Plan's focus on building Career Sector Pathways and align education and training providers with regional industry sector needs

# Local Plan Highlights

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- Based on WISF approved Strategy Framework
- Target sectors re-confirmed with updated Labor Market Information
- Services consistent with RFP 121

# A. A cohesive statement pertaining to the vision, goals, and strategy of the Local Board and its partners

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## Goals:

- Improve the responsiveness of the workforce system to meet the demands of sustainable and growing industries, providing employers with skilled workers and expanding employment opportunity for San Francisco residents. Use technology solutions where appropriate.
- Re-engage youth disconnected from the education system and labor market to achieve academic credentials, transition to post-secondary education, and/or secure living wage employment.
- Increase access to workforce services for populations underserved by the workforce system.
- Improve the quality of services available to businesses through the workforce system to promote hiring San Francisco job seekers.
- Streamline and align policy and administration across multiple funding sources.

# A. A cohesive statement pertaining to the vision, goals, and strategy of the Local Board and its partners

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## Goals:

- Strengthen policy and programmatic coordination between the workforce system and the city's educational institutions, specifically the San Francisco Unified School District and City College of San Francisco.
- Work collaboratively across City departments to implement effective workforce strategies – such as subsidized employment and “earn while you learn” programming – tailored to the needs of targeted populations, including recipients of public assistance, public housing residents, ex-offenders, transitional age youth (TAY), and English language learners.
- Support local government and private sector succession planning efforts through targeted skill building programs aligned with job vacancy projections.
- Equipped with the most current labor market analysis, meet the workforce needs of growth sectors within the local and regional economy.

# Regional Plan Highlights

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- Region Plan's focus is on building Career Sector Pathways and align education and training providers with regional industry sector needs
- Regional Planning Unit Participating Workforce Boards:
  - Workforce Investment San Francisco (WISF) - San Francisco County
  - North Valley Workforce Development Board (NOVA) - San Mateo and Northern Santa Clara County
  - Work2future (San Jose and Southern Santa Clara County)
  - San Benito County Workforce Development Board
- Regional Labor Market Information
- Sectors:
  - Advanced Manufacturing (Work2Future)
  - Construction (all 4 Boards)
  - Health Care (SF, NOVA)
  - Hospitality (SF, Work2Future)
  - Information Technology (SF, NOVA, Work2Future)
- Commitment from regional partners to form working groups that will implement of regional collaboration
- Building upon existing programs and strategies



# Regional Plan Goal 1:

**Employers are actively engaged with the regional workforce system that understands and appropriately responds to their skilled workforce needs. (Demand-Driven skills attainment)**

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- Develop and deploy a data-driven, collaborative, and replicable industry-driven sector partnership model, building on our SlingShot experience, for identifying and addressing existing and emerging in-demand industry sector workforce needs.
- Coordinate and collaborate with the Bay Area Community College Consortium and their employer advisory groups in order to promote on-ramps into the targeted regional in-demand sector pathways and to better align training curricula and postsecondary credentials with employer demand.
- Assess employers' current needs for upgrading their current (incumbent) workforce and develop an approach for making more earn-and-learn training opportunities available in the target sectors (building on our existing programs and initiatives).
- Build upon previous efforts to engage employer association, economic development, and business partners through coordinated outreach and relationship-building efforts, formalizing our joint utilization of the web LMI mapping platform (EconoVue), and establishing a vehicle for sharing real-time labor market intelligence.
- Collaborate with other active professional boards, groups, chambers, and associations, etc. in the region to connect and leverage workforce development opportunities for upward mobility into middle-skill occupations, including opportunities for individuals with barriers to employment.

# Regional Plan Goal 2 :

Unemployed and underemployed individuals can (a) easily access and participate in workforce services appropriate for their skill levels, barriers to employment, and career goals; and (b) transition into relevant training opportunities to move up in a career pathway in an in-demand sector or occupation. (Upward Mobility)

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- Increase awareness of career pathways in the target sectors and the workforce services available in the America's Job Centers of California (AJCCs) and other access points for relevant services in our region.
- Develop and deploy earn-and-learn and work experience opportunities for job seekers, including but not limited to internships, work experience, on-the-job training, apprenticeships, and customized training.
- Increase coordination and collaboration between all partners including workforce development boards, community colleges, adult education providers, CTE, the Employment Development Department, Unemployment Insurance, the Department of Rehabilitation, community based organizations, etc. across program silos to refer job seekers to in-demand employment opportunities and to reduce duplication of services.

# Regional Plan Goal 2 : continued

Unemployed and underemployed individuals can (a) easily access and participate in workforce services appropriate for their skill levels, barriers to employment, and career goals; and (b) transition into relevant training opportunities to move up in a career pathway in an in-demand sector or occupation. (Upward Mobility)

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- Ensure priority of service and effective outreach strategies for recipients of public assistance, low-income individuals, individuals who are basic-skills deficient, and veterans.
- Grow and diversify the labor force available to meet demands from employers for skilled workers through improved access by, and engagement of people with disabilities, immigrants, those who are limited English proficient, veterans, out-of-school youth, foster youth, farmworkers, ex-offenders, older workers (additional target population) and those from populations that are currently under-represented in the target industry sectors.
- Develop regionally coordinated referral systems in collaboration with education providers to address worker needs (including those with ESL, disability accommodation, or basic skill remediation needs) and provide on-ramps into career pathways leading to industry-recognized or post-secondary credentials and sustainable careers the target sectors.

# Regional Plan Goal 3:

Regional workforce system partners align and coordinate resources to create a “no wrong door” employment and training network easily accessed by workers including high need and historically disadvantaged populations such as farmworkers, ex-offenders, those who are limited English proficient, out of school and/or disconnected and foster youth (including former foster youth); as well as employers. (Aligning and coordinating program and services.)

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- Identify, adopt, and scale innovative approaches to working together as a region to prepare the workforce in ways that meet industry demands.
- Coordinate access to and provision of appropriate services for job seekers by core partners and other providers (a) through increased staff cross-training opportunities with partners; and (b) by developing a system-wide strategy for tracking referrals, credential attainment, and training-related employment outcomes (in partnership with the State as it makes changes to the CalJOBS platform).
- Utilize Workforce Innovation and Opportunity Act (WIOA) Title I funds and leverage additional public and private resources to support professional development of staff and cross-trainings at a regional level as applicable.
- Develop criteria for one-stop certification which ensures the continuous improvement of services through the system and ensures that these partners are meeting the needs of local employers, workers, and job seekers.

# Next Steps

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