

A nighttime photograph of the San Francisco skyline and the Bay Bridge. The bridge's lights and the city's skyscrapers are reflected in the water in the foreground. The scene is dark, with the lights providing the primary illumination.

SAN FRANCISCO

**CITYWIDE
WORKFORCE
DEVELOPMENT
PLAN**

2017 - 2022

CCWA

INTRODUCTION & UPDATE

- Presented to the WISF Board at its March 9, 2017 meeting; received feedback from Board members by email and made edits
- Adopted by the Alignment Committee in May 2017
- Plan operationalizes the work of the Alignment Committee (comprised of HSA, OEWD, DCYF, PUC and Public Works) through action steps and timelines
- Provides an assessment of the City's anticipated workforce development needs and opportunities

PLAN ADJUSTMENTS

- New style and design from previous version
- More narrative about the needs of individuals with multiple barriers to employment, particularly African Americans and the prison re-entry population
- Revisions to project timelines for greater feasibility
- Recommended budgets for each recommendation for external expert support

Five Recommendations for Improving Workforce Development System Performance

1. Contribute to breaking the cycle of poverty for San Francisco residents through targeted outreach and service delivery.
2. Develop a Workforce Transit Map to show how clients navigate the workforce development system.
3. Build data sharing infrastructure across City workforce development departments.
4. Actively use employer relationships and data to guide workforce development programming.
5. Continue to streamline procurement and contracting across City workforce development departments.

- Based on feedback from the Alignment Committee, the Workforce Community Advisory Committee and data

RECOMMENDATION #4

Actively use employer relationships and data to guide workforce development programming.

- Develop strategies to address City's near and long-term succession planning needs resulting from Baby Boomer retirements
- Develop strategies for educating clients about City employment opportunities and the application process
- Identify opportunities for low-income and underemployed residents to access public sector occupations

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RECOMMENDATION #4

Actively use employer relationships and data to guide workforce development programming.

- Need to coordinate business services and employer engagement across the workforce development system
- Need to develop mechanism for sharing near and long-term hiring projections with relevant funders and service providers
- Need to understand the opportunities for private sector investment into the workforce development system

WISF

We are looking for volunteers to form a short-term working group to inform how we should implement Recommendation #4.

Please email Mike King
(michael.king@sfgov.org)
if you are interested.