

# Administrative Code Chapter 30 – Workforce System Alignment Update



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**Workforce Community Advisory Committee**  
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# Administrative Code Chapter 30

## **Citywide Workforce System Alignment**

- **Background on Chapter 30**
- **Citywide Workforce System Alignment Goals**
  - Coordinate approach to delivering the array of workforce services administered by 17 City departments.
  - Increase efficiency of access to services provided across departments, to link job-seekers to stable, sufficiency employment.
  - Improve business engagement strategies and evolve training systems to become more demand-driven, integrated, and effective.
  - Build data infrastructure across departments to deepen understanding of workforce delivery and outcomes.



# Citywide Workforce System Alignment

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## Committee Recommendations

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 **demand-side relationships** and data to guide workforce development programming.
5. Continue to **streamline procurement and contracting** across City workforce development departments.



# Recommendation One

## Break the Cycle of Poverty

Status	Action Item
Complete	Adopt the Citywide Workforce Development Plan.
Ongoing	Hold quarterly Alignment Committee meetings.
Ongoing	Identify the population size and characteristics of vulnerable, working age individuals.
Ongoing	Collect pre- and post-program client income data.
Ongoing	Build systemic City partnerships to serve families and individuals in poverty.
Complete	Invite the Human Rights Commission to the Alignment Committee for racial equity lens.



# Recommendation Two

## Develop a Workforce Transit Map

Status	Action Item
Revise	Develop a “Workforce Transit Map.”
Revise	Adopt the “Workforce Transit Map.”
Ongoing	Identify gaps in the system and improve access to training programs and services.



# Recommendation Three

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## Build Data Sharing Infrastructure across City Departments

Status	Action Item
Complete	Draft a common set of data elements to track clients and assess system.
Complete	Adopt data elements in City Workforce Services Inventory.
Ongoing	Connect HSA's data system with OEWD's data systems.
Ongoing	Develop data sharing agreements among departments.
Planning	Submit a budget request to expand City workforce development databases.



# Recommendation Four

## Use Demand-Side Data to Guide Programming

Status	Action Item
Planning	Determine near and long-term succession planning and general hiring needs with DHR.
Ongoing	Refer to City resources to understand upcoming hiring opportunities and develop plans.
Complete	Develop strategy to educate workforce clients about City employment opportunities.
Ongoing	Conduct an analysis of near and long-term hiring using LMI
Ongoing	Issue a policy brief on private sector investment into the workforce development system.
Planning	Convene a working group to coordinate business services across departments.



# Recommendation Five

## Streamline Procurement and Contracting

Status	Action Item
Ongoing	Develop shared procurement schedules and strategies.
Ongoing	Identify overlap in multi-agency City contracts with CBOs and standardize outcomes.
Ongoing	Explore joint workforce program monitoring.





# Citywide Workforce System Alignment

## Annual Citywide Workforce Services Inventory

**Workforce Inventory:** *Instrument to catalogue workforce programs, collect inputs/outputs/outcomes, identify gaps, and capture a birds-eye view of the City workforce development system.*

### #1: Break the Cycle of Poverty

- Collect pre- & post-income client data across all departments to track impact.

### #2: Workforce Transit Map

- Catalogue programs to understand client movement through them.

### #3: Data Sharing Infrastructure:

- Co-create definitions and data elements to improve data collection and buy-in.

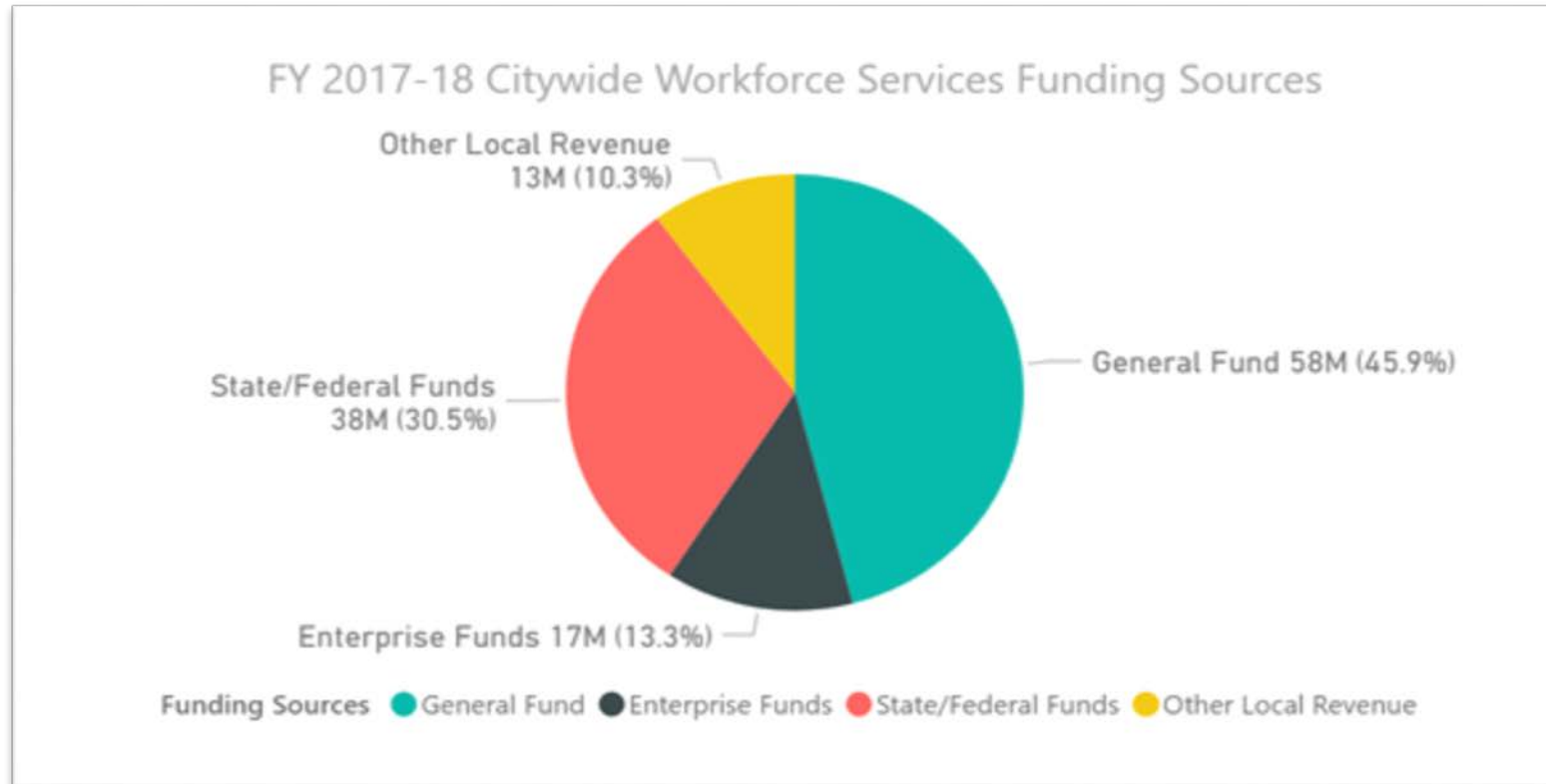


# FY 2017-18 Participating Departments

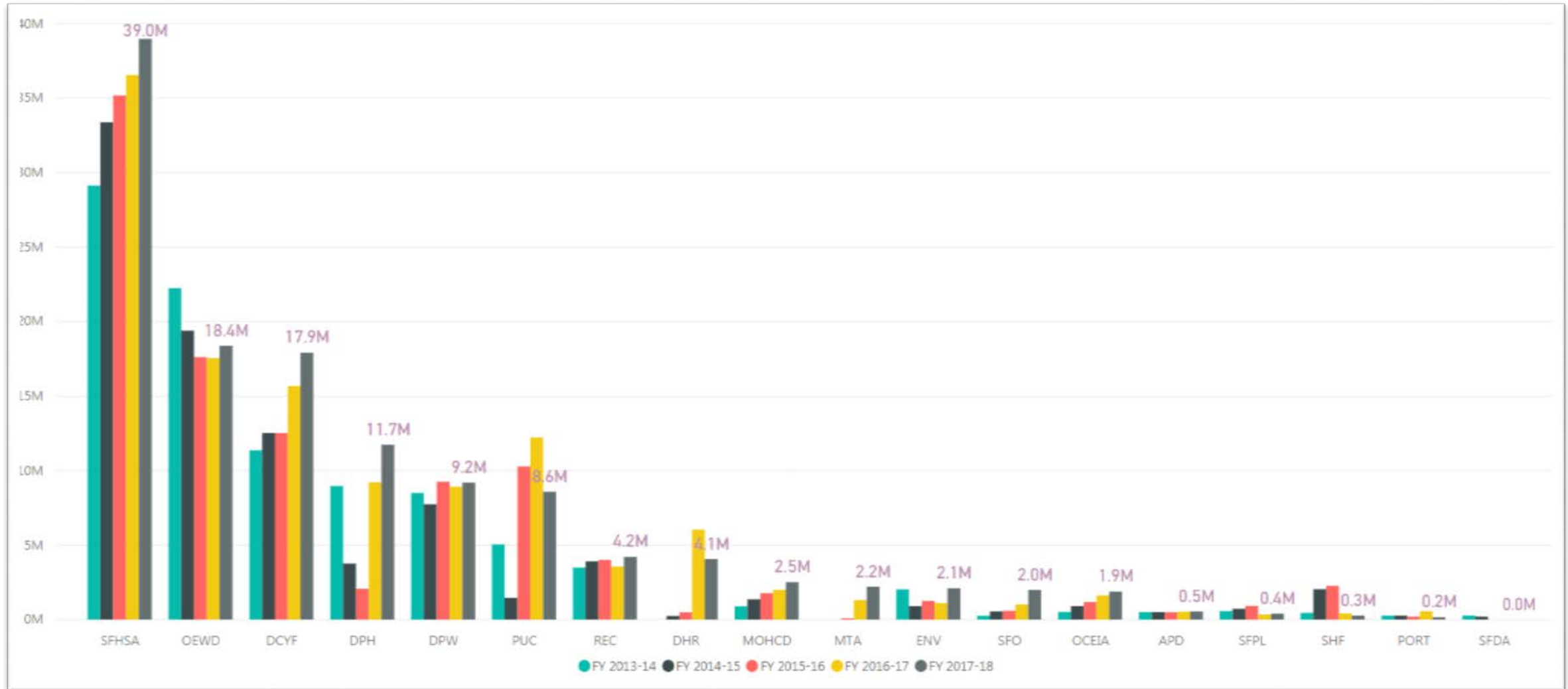
- **Adult Probation Department (APD)**
- **Department of Children, Youth and Their Families (DCYF)**
- **Department of Human Resources (DHR)**
- **Department of Public Health (DPH)**
- **Department of Public Works (Public Works)**
- **Department of the Environment (ENV)**
- **Human Services Agency of San Francisco (HSA)**
- **San Francisco Public Library (LIB)**
- **Mayor's Office of Housing and Community Development (MOHCD)**
- **San Francisco Municipal Transportation Agency (MTA)**
- **Office of Civic Engagement and Immigrant Affairs (OCEIA)**
- **Office of Economic and Workforce Development (OEWD)**
- **Port of San Francisco (PORT)**
- **Recreation and Parks Department (RPD)**
- **San Francisco Public Utilities Commission (PUC)**
- **San Francisco International Airport (SFO)**
- **Sheriff's Department (SHF)**



# Citywide Workforce Services Funding \$125 million



# Workforce Investment, by Department



# Citywide Service Delivery

**262 Programs**

**154 Contracts**

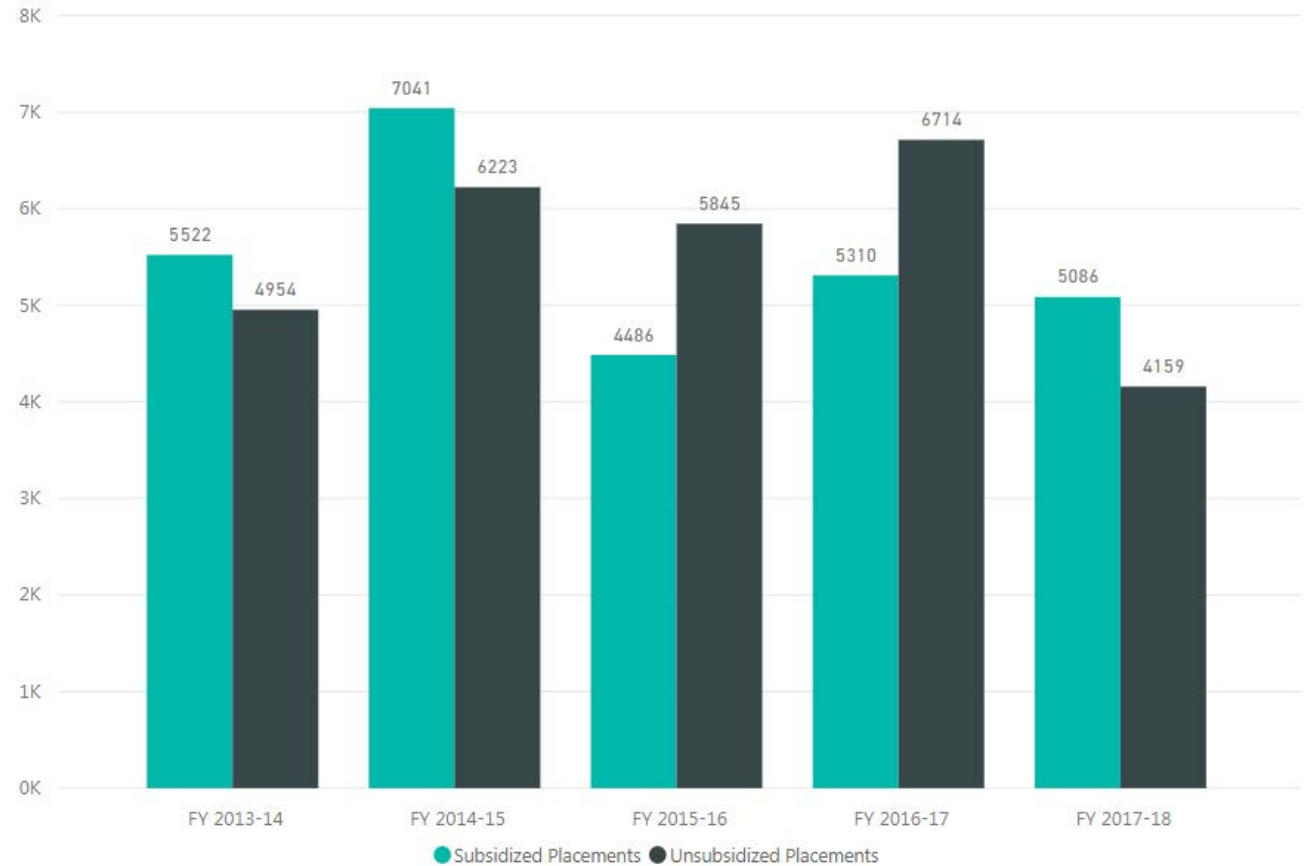
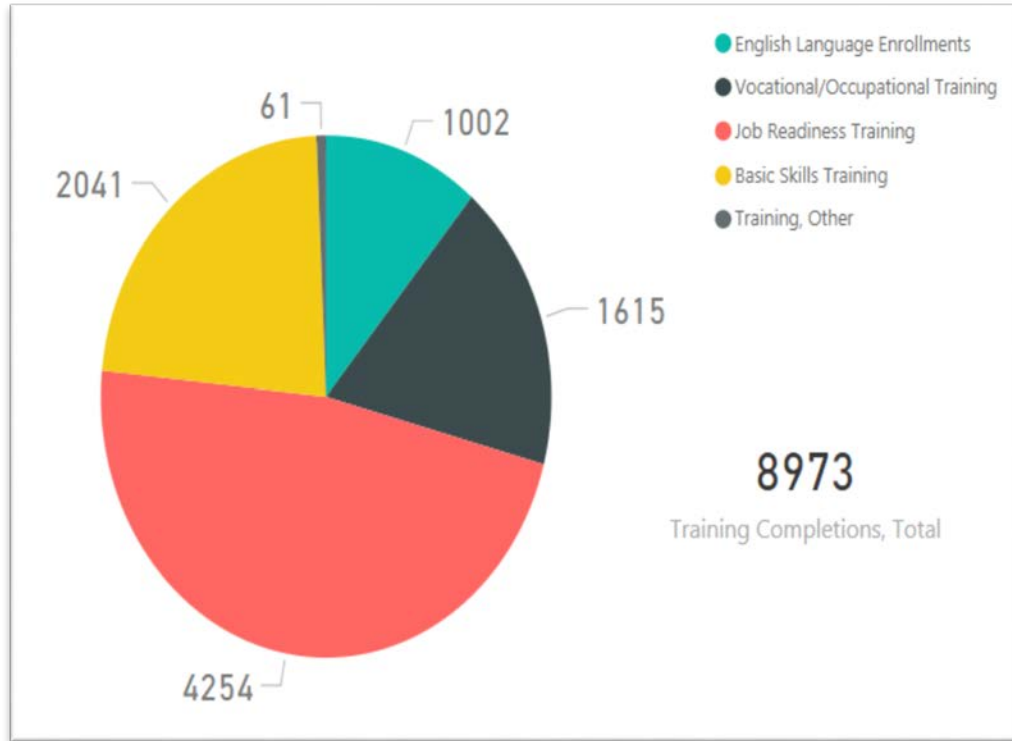
**132 CBOs**

Service Provider	MTA	PORT	ENV	DHR	APD	SFO	OCEIA	MOHCD	DPH	SHF	DPW	PUC	DCYF	OEWD	HSA	RPD	SFPL	COUNT
San Francisco Conservation Corps		X	X					X				X	X	X				6
Young Community Developers					X					X		X	X	X	X			6
Arriba Juntos					X							X	X	X	X			5
Community Youth Center of San Francisco								X			X	X	X	X				5
Jewish Vocational Services								X					X	X	X			4
Mission Language & Vocational School								X					X	X	X			4
San Francisco LGBT Community Center							X						X	X	X			4
YMCA - Bayview Hunter's Point								X				X	X	X				4

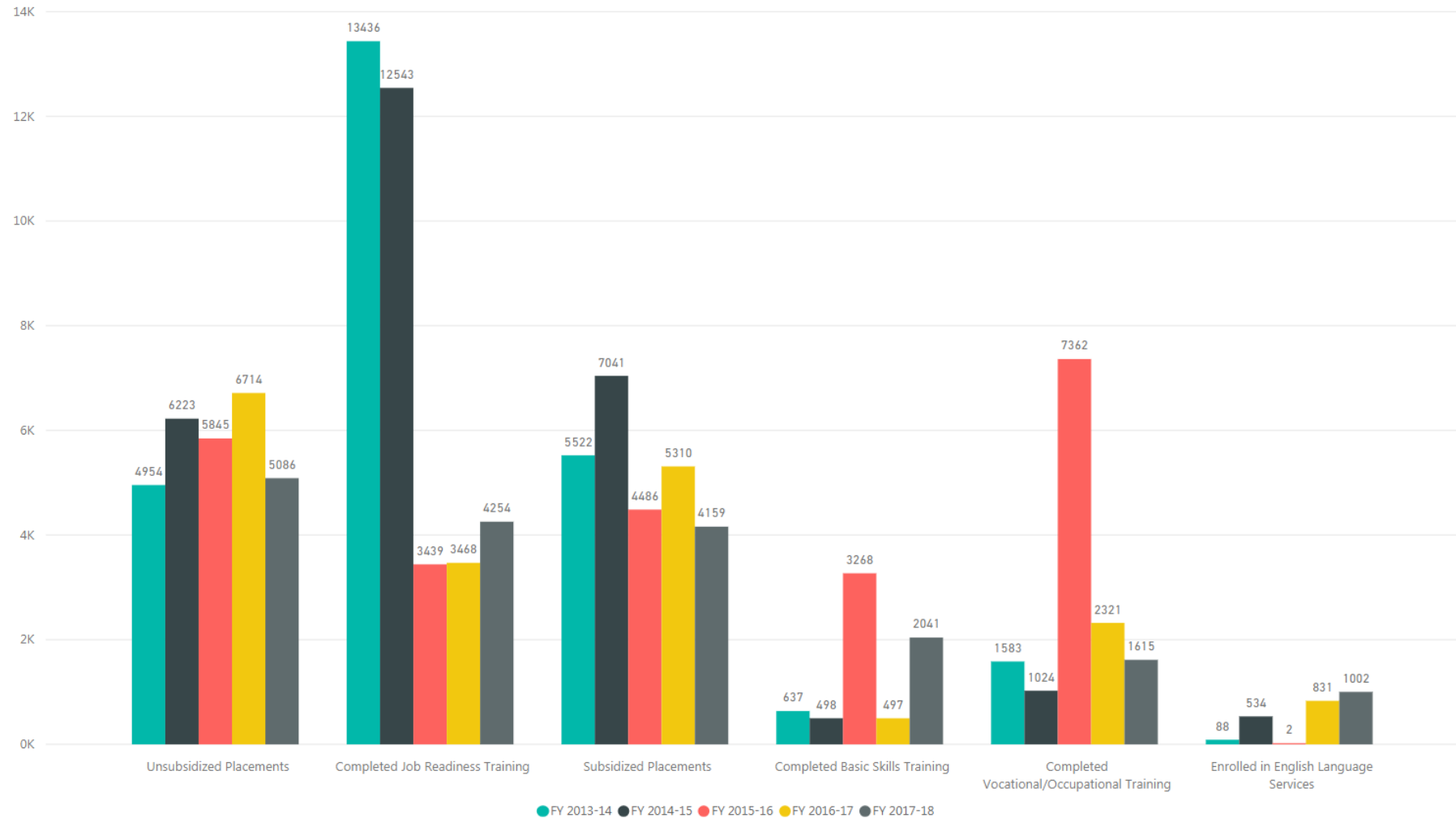
Contracts (#) with External Service Providers by City Department, FY 2017-18  
(Partial View)



# Workforce System Outcomes, FY 2017-18 (duplicated)



# Workforce System Outcomes, FY 13-14 to FY 17-18 (duplicated)



# Questions and Comments

Please feel free to contact Jen Hand at [Jennifer.hand@sfgov.org](mailto:Jennifer.hand@sfgov.org) with additional inquiries related to the FY 2017-18 Workforce Inventory.

