



October 25, 2023

Citywide Workforce Development Plan Overview

**Prepared for
Committee on City Workforce Alignment**

Workforce Alignment Ordinance No. 209-22

- **Public body** with City, labor, and community representation
- Define "**workforce development**" and adopt uniformly
- Integrate Citywide **racial equity policy goals** and benchmarking goals
- Achieve **client de-duplication** and evaluate **program-level data** to increase effectiveness for measurable success
- Coordinate resources and decision-making in line with **sector strategy and demand-side analysis**



Citywide Workforce Development Plan Requirements

Plan Component	Source
Assessment of existing workforce services	FY 22-23 Workforce Inventory
City's workforce development needs	Office of Economic Analysis
Benchmarks for system efficacy	Alignment Committee
Documentation of partnerships and mission alignment	Alignment Committee
Measurable progress towards benchmarks	FY 22-23 Workforce Inventory
Goals and strategies for all workforce services	Alignment Committee
Projection of funding needed to achieve goals	Alignment Committee
Consistent with existing strategic plans	Economic Recovery Task Force, Citywide Racial Equity Framework, Local WIOA Plan

Critical Themes from Committee

Family sustaining
wages and pathways
out of poverty

Intentionality and
impact

Equity, inclusion, and
empowerment
through economic
opportunity

Future of work,
succession planning,
and economic
recovery

Skill development,
career pathways,
advancement

Partnership,
collaboration with
government agencies
and communities

Data, evaluation, and
data-driven
management

Adaptability,
innovation, and
seamless systems

Critical Themes from Community

Worker Retention
and Learning

Social
Rehabilitation and
Career Laddering

Leveraging Lived
Experience

Addressing
Workforce
Readiness/Literacy

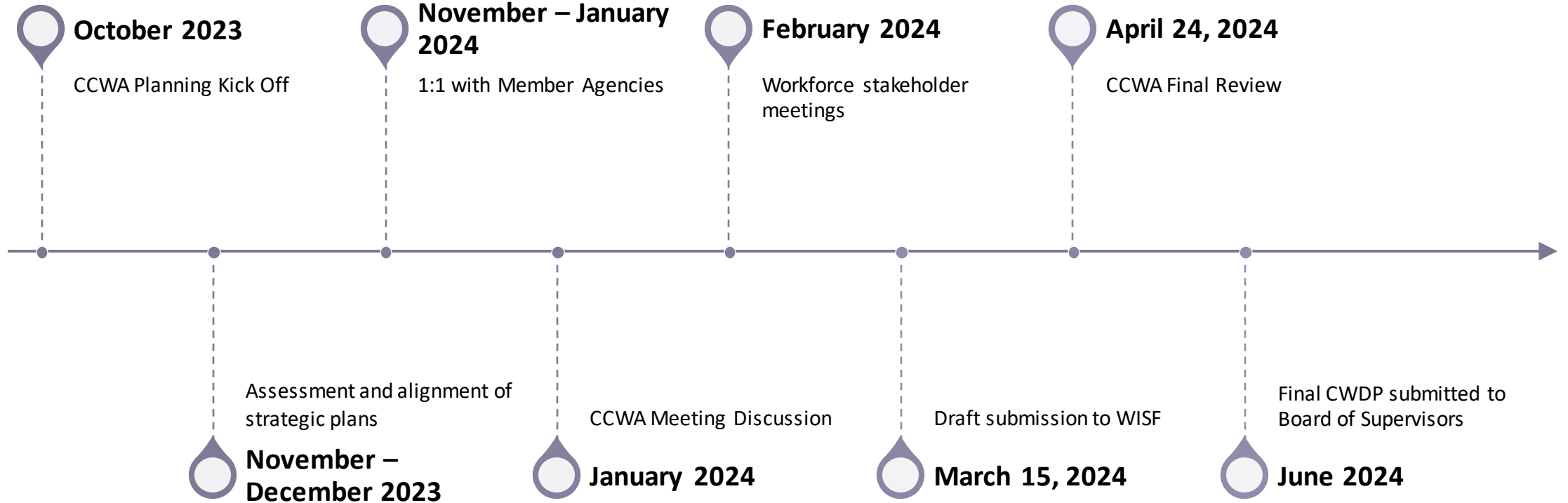
Economic
Vulnerability
Perspective

Supply-Side
Priorities and
Employer Services

Diversity and
Language
Accessibility

Inclusivity and
Specificity

CWDP Development Process





SAN FRANCISCO

OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT



DISCUSSION

