



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

CO-CHAIRS:

Bart Pantoja, San Francisco Building and Construction Trades Council

WORKING GROUP MEMBERS:










Meeting Schedule:

Monthly

COMPLETION DATE:

July 2025


oewd.org/workforce

Citywide Workforce Development Plan (CWDP) FY 2024-2029

Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers Working Group Timeline

June 2024	July 2024	January 2025	March 2025	July 2025	July 2027	July 2029
First Meeting of CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers	Initiation of the CWDP Five-Year Plan	Updated roadmap to CWDP Goal #1	Submission of One-Year Update to BOS	Anticipated Completion of CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers	Biennial Update of the CWDP Five-Year Plan	Conclusion of the CWDP Five-Year Plan

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GOAL #4 PRIORITIZED ACTIONS

Outcome 4.1
Long-term jobs, skill development,
and livable wages for apprentices.

Align apprenticeship programs with labor market trends and industry demands, particularly in addressing workforce shortages and uplifting non-traditional apprenticeship sectors.

Outcome 4.2
Enhance existing City
apprenticeship opportunities.

Develop relevant apprenticeship and vocational opportunities by working closely with unions, public and private school systems, and employers to secure commitments for job placements and continuing education opportunities.

Outcome 4.3
Clear career pathways, starting
with traineeships and fellowships.

Prioritize City-funded and private sector apprenticeships for economically vulnerable populations, ensuring broad support across sectors.

Promote Apprenticeship SF as the centralized hub for coordinating apprenticeship programs, with a specific focus on enhancing awareness of civil service apprenticeship opportunities and building program capacity.

Clarify and refine job classifications within City workforce development departments to support both public and private sector apprenticeship programs.

Develop and implement a comprehensive communications plan to raise awareness and support for apprenticeship opportunities across both the private and public sectors.



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