

Bay Peninsula Regional Workforce Development Planning Meeting

November 20th, 2024



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We will begin at 10:00am. If you are joining us online, please enter your name and organization in the meeting chat. In you are joining us in-person, please make sure you have signed-in.

Note – Regional Plan portion of the meeting will be recorded for note-taking purposes.

Welcome

Marlena Sessions

Executive Director
NOVAworks

Chad Houston

Director of Workforce Strategy
San Francisco Office of Economic and Workforce Development

Jeanine Cotter

Workforce Investment San Francisco Board Chair
San Francisco Office of Economic and Workforce Development

Sangeeta Durrall

Executive Director
work2future

Overview of the Regional Planning Process

Jen Hand

Workforce Impact Manager

San Francisco Office of Economic and Workforce Development



State Workforce Plan



The State Plan policy objectives work towards the shared vision of creating a comprehensive system that impacts poverty, promotes income mobility, and embeds equity as a cornerstone of service delivery.

State Policy Priorities Include:

1. Fostering Demand-Driven Skills Attainment
2. Enabling Upward Mobility for All Californians
3. Aligning, Coordinating, and Integrating Programs and Services



View the **State Plan** here
<https://shorturl.at/8eMcR>

Bay-Peninsula Regional Planning Unit (BPRPU)

The State organizes local workforce boards into Regional Planning Units (RPUs) to plan for stronger regional economies and coordinated services. RPUs develop a 4-year Regional Plan.

The **Bay-Peninsula Regional Planning Unit** includes:

- **NOVAworks**
 - San Mateo and Northern Santa Clara Counties
- **work2future**
 - Campbell, Gilroy, Los Altos Hills, Los Gatos, Monte Sereno, Morgan Hill, San Jose, Saratoga, and unincorporated areas of Santa Clara County
- **SFOEWD / WISF**
 - San Francisco County

**Local boards program federal workforce investments and prepare Local Plans which describe programming and needs for special populations in local areas.*



Regional Plan Requirements

- Regional Workforce & Economic Analysis
- (2) Regional Indicators
 - Supply-Side Partnership
 - Equity & Job Quality
 - Target Populations
 - Shared Regional Resources
- Regional Sector Pathways
- Policies for Equity, Job Quality, High Road, and Underserved Populations
- Climate, Environmental Sustainability, and Carbon Neutral Transitions
- Regional Coordination, Service Agreements, and Shared Funds

Source Basis:

[Workforce Innovation and Opportunity Act of 2014 \(WIOA\) §106-108](#)
[California Employment Development Department Draft Directive 262 \(September 18, 2024\)](#)

Notes on the Region's Economy

Lawrence Thoo
Strategic Engagement Manager
work2future



Economy Overview

3,412,933 residents

- 4.7% **decline** 2018–2023 (-167,138)
- 4.8% **projected decline** 2023–2028 (-163,265)

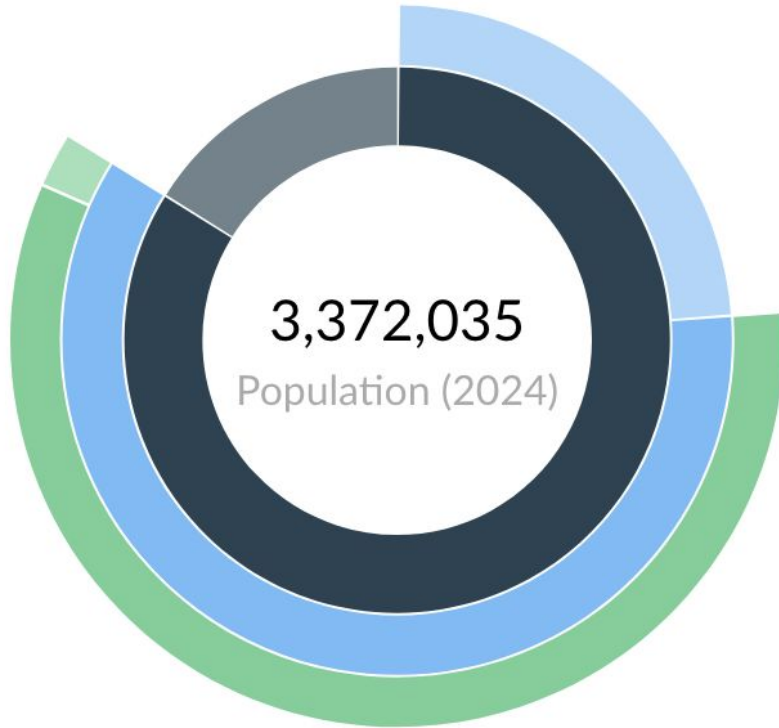
2,507,815 total regional employment

- 0.6% **decline** 2018–2023
 - 5.1% less than 4.5% national growth rate
- Labor force participation rate **increased** 69.0%–71.3%

Top 3 industries

- Computer Systems Design and Related Services
- Restaurants and Other Eating Places
- Individual and Family Services

Sep 2024 Labor Force Breakdown

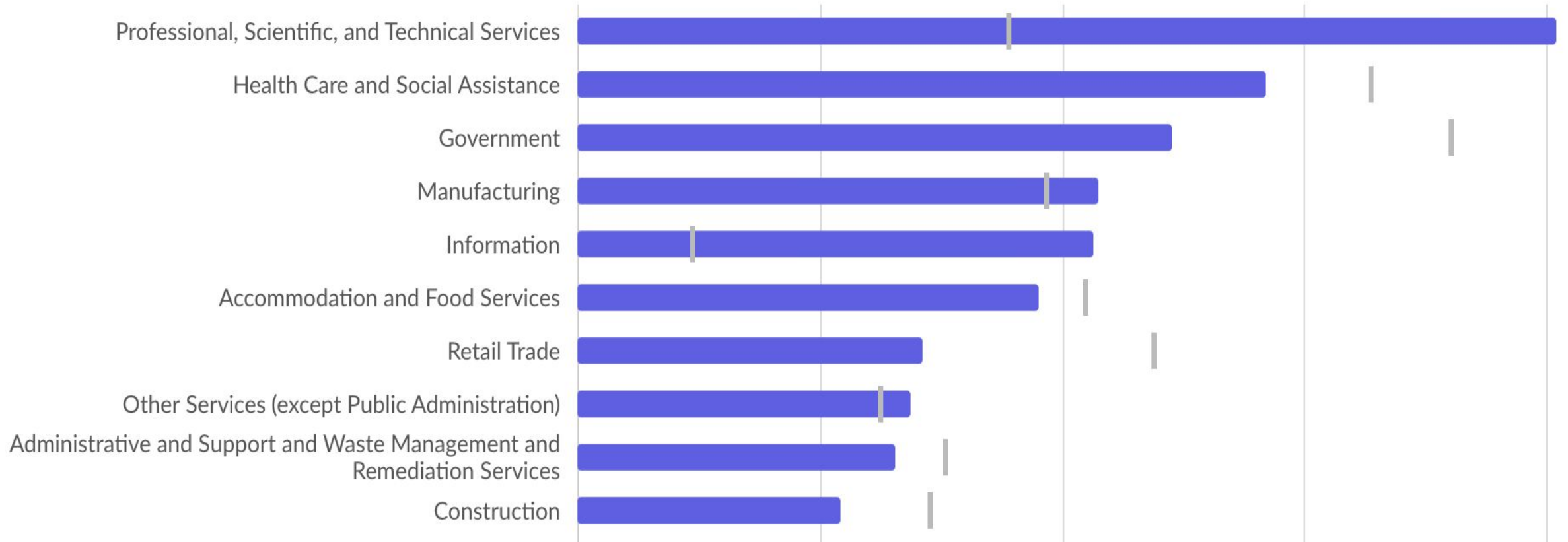


	Population
● 16+ Civilian Non-Institutionalized Population ?	2,825,826
● Not in Labor Force (16+) ?	801,551
● Labor Force ?	2,024,275
● Employed ?	1,946,461
● Unemployed ?	77,814
● Under 16, Military, and institutionalized Population	546,209

Largest Industries



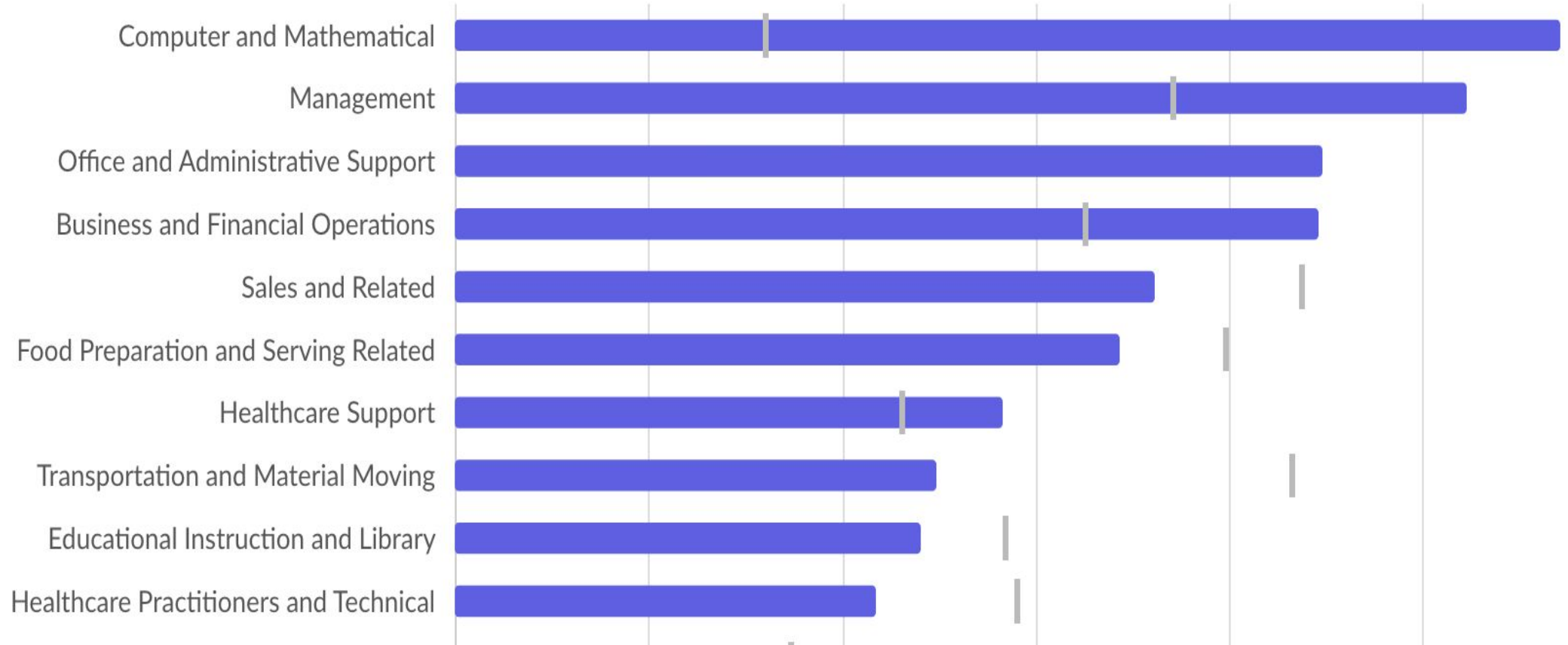
● Industry Jobs ● National Average



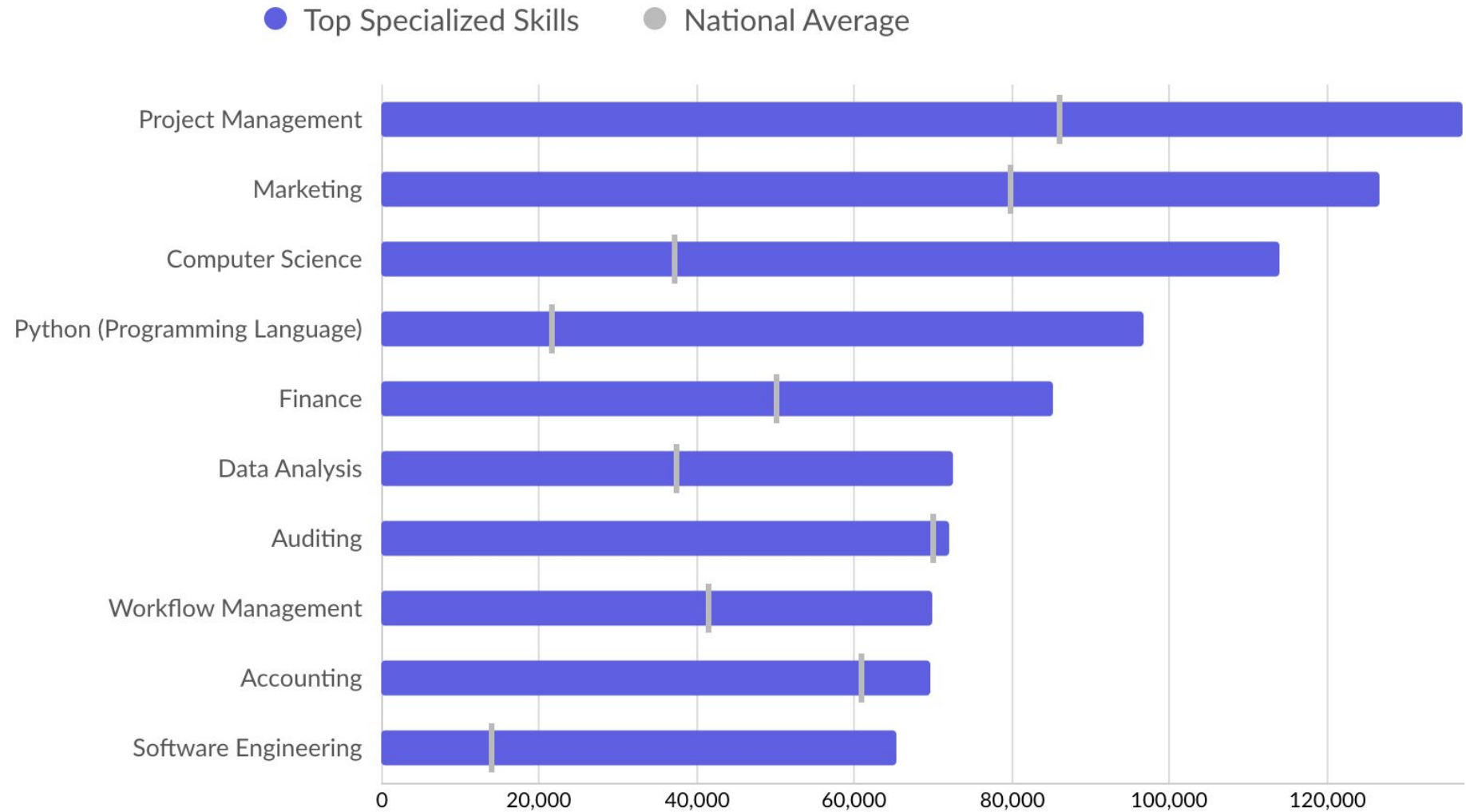
Largest Occupations



● Occupation Jobs ● National Average



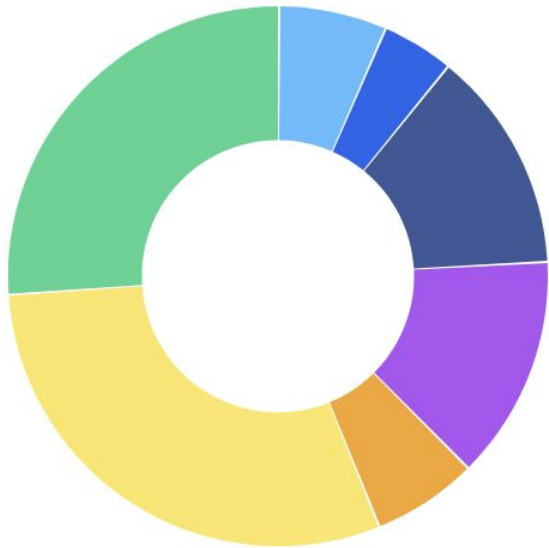
In-Demand Skills



Educational Attainment



Concerning educational attainment, 30.0% of the selected regions' residents possess a Bachelor's Degree (8.9% above the national average), and 6.3% hold an Associate's Degree (2.5% below the national average).



	% of Population	Population
● Less Than 9th Grade	6.5%	162,399
● 9th Grade to 12th Grade	4.3%	108,124
● High School Diploma	13.3%	333,897
● Some College	13.4%	336,774
● Associate's Degree	6.3%	158,336
● Bachelor's Degree	30.0%	754,080
● Graduate Degree and Higher	26.2%	656,628

Regional Input

1. work2future
2. San Francisco Office of Economic and Workforce Development
3. NOVAworks



Next Steps for Regional Planning Process

Jen Hand

Workforce Impact Manager

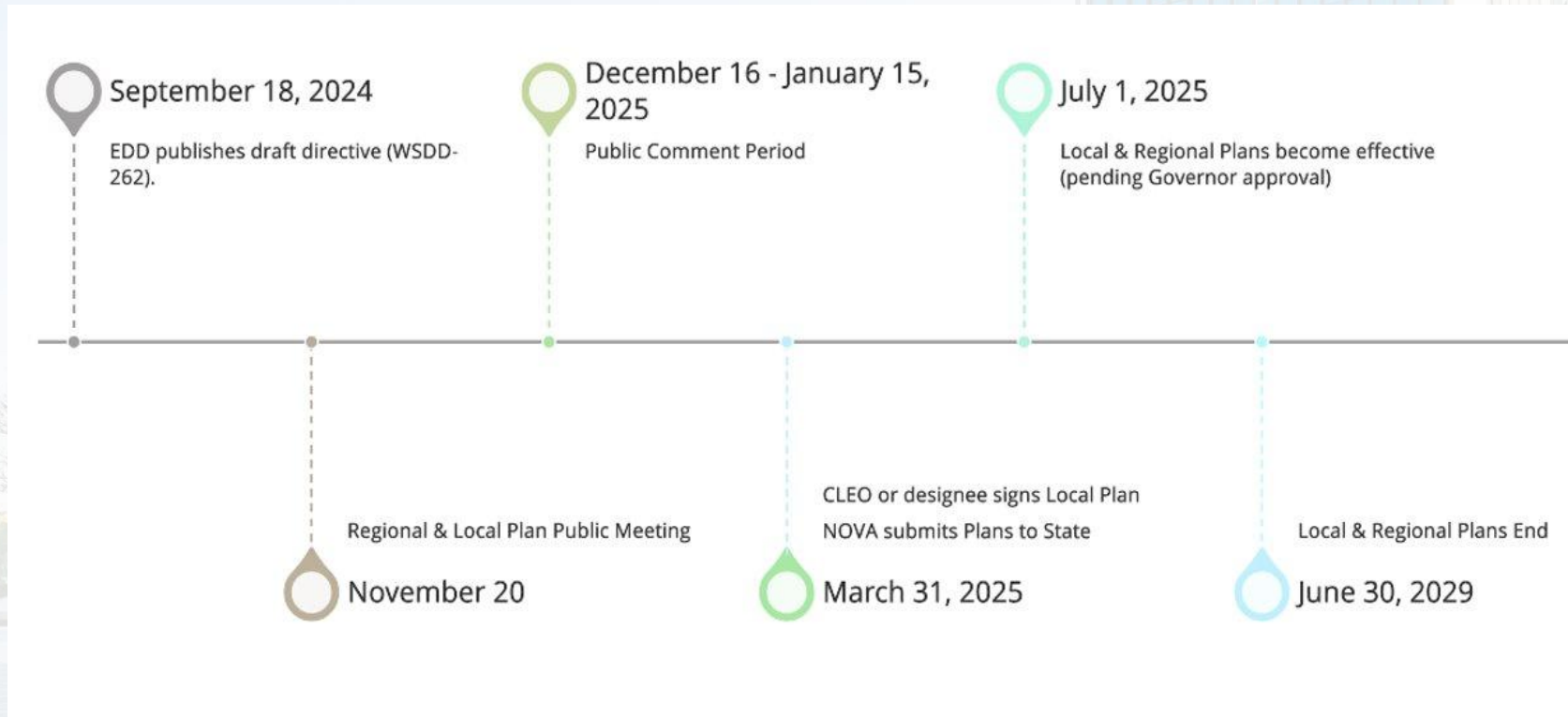
San Francisco Office of Economic and Workforce Development



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Regional Plan Timeline



Review the draft plans and submit public comment on your local board's website!

Overview of the Local Planning Process

Christopher Bernhardt
Senior Management Analyst
NOVAworks



Your Workforce Development “Local Plan”

Purpose of the “Local Plan”:

- Align with regional and state workforce plans
- Strengthen partner coordination
- Highlights key service delivery strategies
- Identify unintended barriers to equitable access to economic stability and self-sufficiency.

Your Workforce Development “Local Plan”

Through the “Local Plan” we will identify:

- Career mobility status of economically disadvantaged
- Alignment with industry hiring projections and business needs
- Opportunities to improve talent co-enrollment
- How community service needs are met partners
- Areas of opportunity for staff development

Your Workforce Development “Local Plan”

Process

- Gather community input
- Collect regional labor market information
- Draft the Local Plan
- Submit Local Plan for 30 Day Comment
- Finalize Local Plan
- Submit for workforce board approval
- Submit for Chief Locally Elected Official Approval
- Submit to Employment Development Department of California

Your Workforce Development “Local Plan”

Discussion Questions

- In the context of a changing economic and labor market, what are your organization’s major concerns?
- What are the region’s major workforce challenges?
- How is your organization centering equity, job quality and career advancement in your work?
- What is your vision for how the local and regional workforce systems and stakeholders can address the region’s key challenges?
- What challenges and opportunities do you foresee in integrating climate resilience into your organization's or community's long-term planning?

Local Breakout Groups

- Zoom Attendees
 - Three “Breakout” rooms will appear, corresponding to the region you are representing:
 - OEWD - San Francisco County
 - NOVAworks – San Mateo County and Northern Santa Clara County
 - work2future – Santa Clara County
 - Please select one room and you will be joined with in-person attendees

Next Steps for Local Planning Process

Lawrence Thoo
Strategic Engagement Manager
work2future





November 20, 2024

Local & Regional WIOA Plan San Francisco Room

Prepared for
Regional Workforce Stakeholder Meeting

OEWD Workforce System Overview

CITYWIDE JOB CENTERS

neighborhood & specialized



ADULT PROGRAMS

- Job search assistance
- I: I support
- Soft skills
- Supportive services

PREPARING TOMORROW'S WORKFORCE

to compete in San Francisco's job market



YOUTH/YOUNG ADULT PROGRAMS

- Career search
- Job preparation
- Subsidized employment opportunities

SKILLS TRAINING & EMPLOYMENT ASSISTANCE

industry-recognized, in strong sectors



SECTOR TRAINING

- Construction
- Healthcare
- Hospitality
- Technology
- Industries of Opportunity

CONNECTING LOCAL TALENT

with local employers



EMPLOYER SERVICES

- Hiring events
- Layoff assistance
- Job Promotion



Available WIOA Title I Workforce Services

- Outreach, Referral, Orientation, Information Sharing & Guided Referral
- Skill & Career Assessment, Individual Career Planning, Individual Case Management
- Training: Job Readiness, Digital Literacy, Financial Literacy, Sector Vocational & Occupational, & Individual Training Accounts
- Job Search, Job Placement, & Retention Services
- Supportive Services (e.g., *testing fees, childcare, transportation, driver's license acquisition or record remediation, drug testing, assistance with work-related expenses*)
- Young Adult Workforce Services, Subsidized Employment Programs, & Placement in Post-Secondary Education

ONGOING STAKEHOLDER ENGAGEMENT

Workforce Community Members

- Board meetings (WISF, Alignment Committee) – *Ongoing*
- Community Development Block Grant district meetings – *Fall 2023 – Winter 2024*
- Regional and Local WIOA Plan community meeting – *November 20, 2024, 10:00 – 11:30 a.m.*
- Public comment period – *December 16, 2024 – January 15, 2025*
 - Plans will be available here: <https://www.sf.gov/information/workforce-innovation-and-opportunity-act-strategic-plans>

Clients (Workforce Participants & Employers)

- Surveys at WIOA Service Exit – *Semi-Annual*

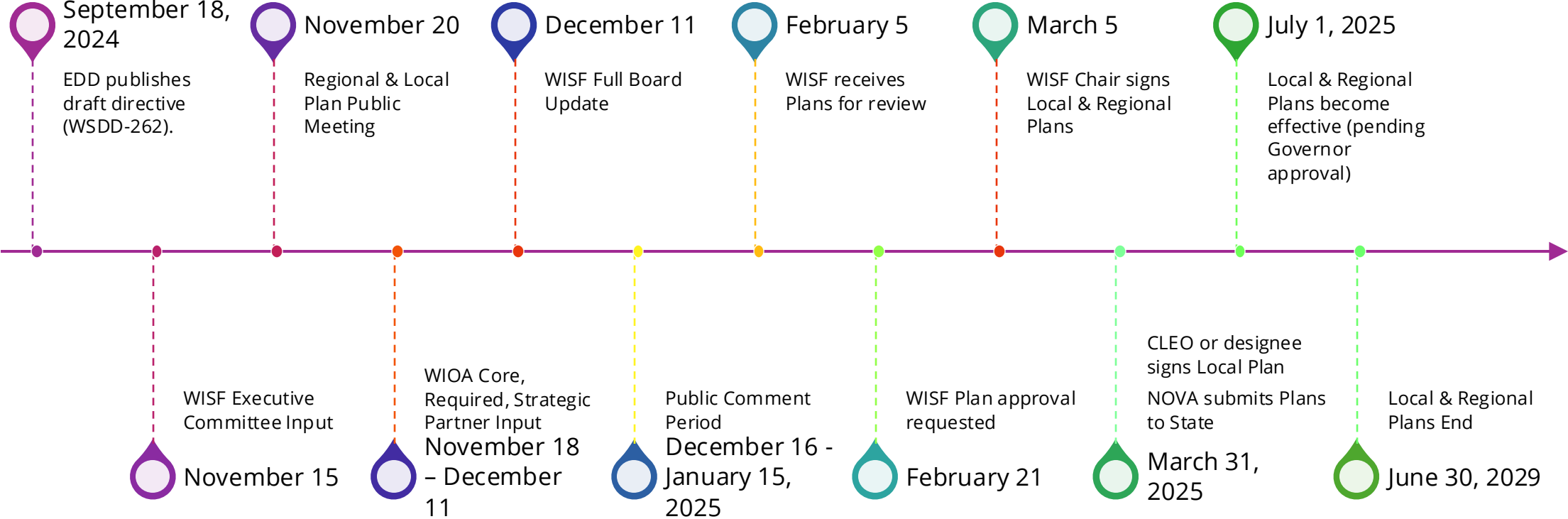
Service Providers

- Service Provider Outreach & 1:1 – *Monthly & Quarterly*

Local Partners

- State & WIOA Core Partners Outreach & 1:1 – *Quarterly*

PY 25-28 WIOA Plan Development Process



SAN FRANCISCO DISCUSSION QUESTIONS

- In the context of a changing economic and labor market, what are your concerns?
- What are the San Francisco's major workforce challenges?
- How is your organization, industry, and/or community centering equity, job quality, and career advancement in your work?
- What is your vision for how the local and regional workforce systems and stakeholders can address the region's key challenges?
- What challenges and opportunities do you foresee in integrating climate resilience into your organization, industry, or community's long-term planning?
- Any other considerations?



Feedback Form Here

Open Until 11/22 at 5 p.m.

<https://forms.office.com/g/W2PxccSTAa>



GET IN TOUCH

Look out for updates and public comment on our website
<https://www.sf.gov/information/workforce-innovation-and-opportunity-act-strategic-plans>

Email questions to
workforce.development@sfgov.org



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