COUNCIL ON CITY WORKFORCE ALIGNMENT

AGENDA FOR
MEETING OF THE
COUNCIL ON CITY WORKFORCE ALIGNMENT:
ENHANCE APPRENTICESHIP & PRE-APPRENTICESHIP PROGRAMS THAT LEAD TO CAREERS
WORKING GROUP

THURSDAY, NOVEMBER 12, 2026
10:00 – 11:00 AM

SAN FRANCISCO OFFICE OF ECONOMICS AND WORKFORCE DEVELOPMENT
WORKFORCE DEVELOPMENT DIVISION
1 SOUTH VAN NESS AVENUE, 5TH FLOOR
SAN FRANCISCO, CA 94103

1. Ohlone Land Acknowledgement, Announcements, & Housekeeping (*Discussion Item*)
2. Roll Call *(Discussion Item)*
3. Chair's Welcome *(Discussion Item)*
4. Adoption of the Agenda *(Action Item)*
5. Citywide Workforce Development Plan Updates and Review of Progress *(Discussion Item)*
6. Public Comment on Non-Agenda Items *(Discussion Item)*
7. Adjournment *(Action Item)*

COUNCIL ON CITYWIDE WORKFORCE ALIGNMENT

NOTICE OF A PUBLIC MEETING

of the

COUNCIL ON CITY WORKFORCE ALIGNMENT:

ENHANCE APPRENTICESHIP & PRE-APPRENTICESHIP PROGRAMS THAT LEAD TO CAREERS WORKING GROUP

Date Thursday, November 12, 2026

Time 10:00 AM – 11:00 AM

Location Office of Economics and Workforce Development
1 South Van Ness Avenue, 5th Floor
San Francisco, CA 94103

Any materials distributed to the members of the Council on City Workforce Alignment within 72 hours of the meeting or after the agenda packet has been delivered to the members are available for inspection at the Office of Economic and Workforce Development at 1 South Van Ness Ave, 5th Floor San Francisco, CA 94103 during regular office hours and can be reviewed on the website: https://sf.gov/departments/committee-city-workforce-alignment

To obtain a free copy of the City's Sunshine Ordinance or to report a suspected violation, contact:

Sunshine Ordinance Task Force
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

Telephone: 415-554-7724
Fax: 415-554-5163
Email: sotf@sfgov.org

The Sunshine Ordinance online at:
www.sfbos.org/index.aspx?page=5561

COUNCIL ON CITYWIDE WORKFORCE ALIGNMENT

LOBBYING ACTIVITY

Individuals that influence or attempt to influence local policy or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code sections 2.100–2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and website: www.sfgov.org/ethics

Issued: Friday, November 6, 2026



ACCESSIBLE MEETING POLICY

Materials in alternative formats, ASL interpreters, real-time captioning and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to Armina Brown at 628-652-8400 or via email at workforce.development@sfgov.org. Providing at least 72 hours' notice prior to the meeting will help to ensure availability.



Welcome to the Council on City Workforce Alignment (CCWA): **Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers Working Group Meeting**

November 12, 2026

HOSTED BY: THE OFFICE OF ECONOMIC & WORKFORCE DEVELOPMENT

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

The Council on City Workforce Alignment acknowledges that we are on the unceded ancestral homeland of the Ramaytush (rah-my- toosh) Ohlone who are the original inhabitants of the San Francisco Peninsula. As the indigenous stewards of this land, and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost, nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders, and Relatives of the Ramaytush Ohlone community and by affirming their sovereign rights as First Peoples.

Agenda

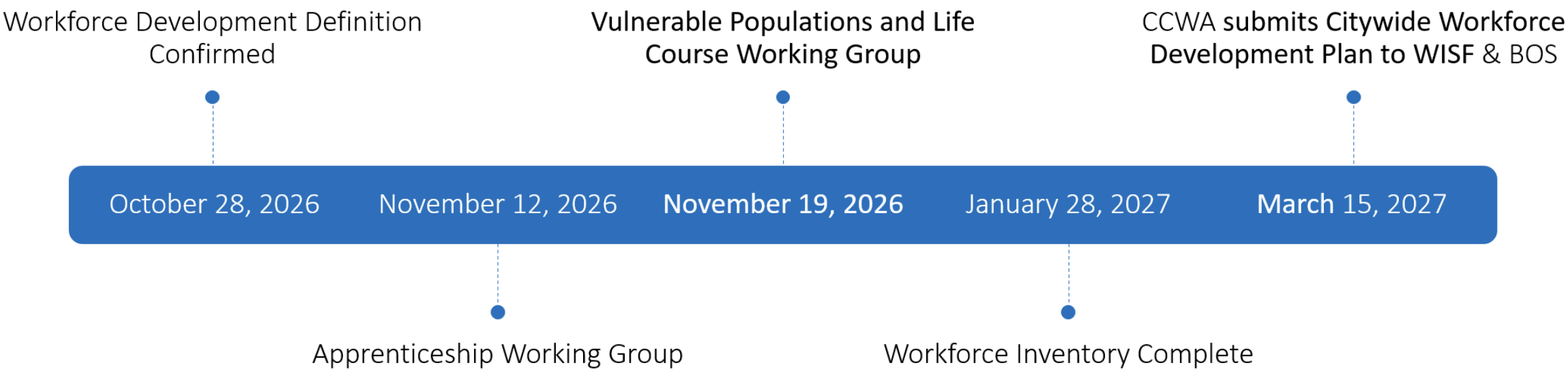
1. Ohlone Land Acknowledgement, Announcements, & Housekeeping (Discussion Item)
2. Roll Call (Discussion Item)
3. Chair's Welcome (Discussion Item)
4. Adoption of the Agenda (Action Item)
5. Citywide Workforce Development Plan Update and Progress (Discussion Item)
6. Opportunities for Partnership and Collaboration (Discussion Item)
7. Public Comment on Non-Agenda Items (Discussion Item)
8. Adjournment (Action Item)

Workforce Alignment Ordinance

- ✓ Public body with City, labor, and community representation
- ✓ Define "workforce development" and adopt uniformly
- ✓ Develop FY 24-29 Citywide Workforce Development Plan (CWDP)
- **CWDP Updates in 2025, 2027, 2029**
  - Progress Towards Benchmarks
  - Performance Metrics
  - Federal/State Funding
  - Workforce Programs & Expenditures
  - Statement of Priorities for Allocation of Unanticipated Funding



CWDP Update (2027) Key Dates



Workforce Development Definition

"Workforce Development" shall mean publicly-funded services including:

1. workforce navigation, employment, training, supportive, educational support, and youth development services;
2. in preparation for employment or placement in post-secondary education;
3. which lead to family-sustaining wages, career pathways with an emphasis in high-growth sectors or in-demand occupations, quality jobs, and/or union membership; and
4. prioritize participants who experience economic vulnerability.

WORKFORCE NAVIGATION

EMPLOYMENT SERVICES

TRAINING

SUPPORTIVE SERVICES

EDUCATION SUPPORT

YOUTH DEVELOPMENT

Workforce Development Definition

WORKFORCE NAVIGATION: Outreach, Referral, Orientation, Information Sharing, Referral, Skill & Career Assessment, Provision of Labor Market Information, Individual Career Planning, Career Coaching, Individual Case Management, Intensive Case Management, Career Exposure, Networking & Social Capital Development, Mentorship

EMPLOYMENT SERVICES: Job Search, Job Development, Resume Writing, Interview Preparation, Job Club/Job Seeker Support Services, Job Fairs, Job Placement, Subsidized Employment, Retention Services, Layoff Aversion, Employer Engagement/Concierge, Tax Credit Advising, Employment Bonding, Skills-Based Hiring

TRAINING: Basic Skills, English, Digital Literacy, Financial Literacy, Job/Workplace Readiness, Sector-Specific Job Readiness, Vocational, Occupational, On-the-Job, Project-Based Learning, Internship, Fellowship, Entrepreneurial, Pre-Apprenticeship, Apprenticeship, Training Scholarships (ITAs), Incumbent Worker

SUPPORTIVE SERVICES: Childcare, Transportation, Social Service Navigation, Driver's License Acquisition or Record Remediation, Drug Testing, Legal Aid Services, Assistance with Work-Related Expenses, Clothing and Supplies, Referrals to Mental and Behavioral Health

EDUCATION SUPPORT: HS Diploma/GED Attainment, Educational Testing Fees, Assistance with Education-Related Expense, College Degree Barrier Remediation

YOUTH DEVELOPMENT: Young Adult Workforce Services, Mentoring, Youth Internship, College Prep, & Placement in Post-Secondary Education

Caveats & Conditions

- Publicly-funded services must commit to data collection and collect enrollment, completion, and placement data at a minimum.
- Services which do not meet these criteria must be connected to a workforce program to be considered eligible for categorization and funding.
- The Committee will revisit the definition biennially.



Coordination of Partners' Plans and Priorities



Equitably Invest in Workforce Programs for our Most Vulnerable



Invest in Workforce Development Across the Life Course



Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers



Enable Data-Sharing for Better Coordination Between Workforce & Other Systems

CCWA Working Group #4: Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

The purpose of this work group is to foster equitable and sustainable career pathways through comprehensive apprenticeship and pre-apprenticeship programs, empowering economically vulnerable populations with the skills, opportunities, and support needed to achieve long-term employment and economic stability.

OUTCOME 4.1: Long-term jobs, skill development, and livable wages for apprentices

ACTION	PRIORITY	LEAD	DEADLINE	COST	SUCCESS MEASURE
Align apprenticeship and pre-apprenticeship programs with labor market trends and industry demands, particularly in addressing workforce shortages and uplifting non-traditional apprenticeship sectors.	HIGH	OEWD	MARCH 2027	LOW	• Labor Market Analysis of sectors and occupations
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.	HIGH	OEWD, DHR, PUC & DPW	MARCH 2026	HIGH	• # new apprenticeship opportunities • # new vocational training programs • # job placements

OUTCOME 4.2: Enhance existing City apprenticeship opportunities

ACTION	PRIORITY	LEAD	DEADLINE	COST	SUCCESS MEASURE
Prioritize City-funded and private sector apprenticeships for economically vulnerable populations, ensuring broad support across sectors.	MEDIUM	SFBCTC, NCDCL, & PUC	MARCH 2026	LOW	• Policy priority established • Policy priority communicated
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.	MEDIUM	DHR	MARCH 2027	MEDIUM	• # Apprenticeship Requisitions • Communications plan

OUTCOME 4.3: Clear career pathways, starting with traineeships and fellowships

ACTION	PRIORITY	LEAD	DEADLINE	COST	SUCCESS MEASURE
Align public apprenticeship programs with private sector apprenticeship programs and employment.	MEDIUM	TBD	MARCH 2027	HIGH	• # Apprenticeable job classifications (CCSF) • # private sector employers engaged • # private sector apprenticeships developed • # private sector pathways developed • # post-secondary education partners for private sector
Develop and implement a comprehensive communications plan to raise awareness and support for apprenticeship opportunities across both the private and public sectors.	HIGH	BCTC, NCDCL	MARCH 2027	HIGH	• # stakeholders engaged • # leads generated • # apprenticeships developed

OUTCOME 4.4: Increased employer engagement in apprenticeship

ACTION	PRIORITY	LEAD	DEADLINE	COST	SUCCESS MEASURE
Assign dedicated staff to work with employers, focusing on building public-private partnerships and increasing awareness of apprenticeship opportunities, particularly in high-demand sectors.	LOW	OEWD	MARCH 2029	HIGH	• # staff hired • # stakeholders engaged • # leads generated
Create pre-apprenticeship programs specifically designed to support small business owners, helping small businesses address staffing needs while creating career exploration and sector-specific job readiness training opportunities.	MEDIUM	BCTC, NCDCL	MARCH 2029	MEDIUM	• # pre-apprenticeships developed • # small businesses engaged • # hires

Dept	Apprenticeship Program Name
CCSF	Fire Academy Apprenticeship
CCSF	Plumbers Apprenticeship
CCSF	Plasterers Apprenticeship
CCSF	Machinists Apprenticeship
CCSF	Community Health Workers Apprenticeship
CCSF	Community Health Workers Pre-Apprenticeship
CCSF	Paraeducators Apprenticeship
CCSF	Youth Workers Apprenticeship
CCSF	Insurance Apprenticeship
CCSF	IT Operations Support Specialist Apprenticeship
CCSF	Gardeners Apprenticeship
CCSF	Media Production Apprenticeship
CCSF	Culinary Apprenticeship
CCSF	Culinary Pre-Apprenticeship
CCSF	Early Childcare Apprenticeship
CCSF	Civil Engineering Pre-Apprenticeship
CCSF	CityBuild Academy Pre-Apprenticeship
CCSF	TechSF Apprenticeship
CCSF	Automotive Apprenticeship
CCSF	Machinists Pre-Apprenticeship
CCSF	Construction Pre-Apprenticeship
DCYF	Youth Apprentice Workforce Program (Jamestown Community Center, Inc.)
DHR	9916 DPW Career Development Program
DHR	ApprenticeshipSF
DHR	ApprenticeshipSF - IT Operations Support
DHR	ApprentieshipSF - Arborist Technician
DHR	ApprenticeshipSF - Gardener
DHR	ApprenticeshipSF - General Laborer
DHR	ApprenticeshipSF - Stationary Engineer
DHR	ApprenticeshipSF - Stationary Engineer, Water Treatment Plant
DHR	ApprenticeshipSF - Stationary Engineer, Sewage Plant
DHR	ApprenticeshipSF - Utility Plumber
DHR	ApprenticeshipSF - General Plumber
DHR	ApprenticeshipSF - Maintenance Machinist
DHR	ApprenticeshipSF - Automotive Machinist
DHR	ApprenticeshipSF - Heavy Duty Mechanic/Automotive Machinist Apprentice
DHR	ApprenticeshipSF - Cement Mason
DHR	ApprenticeshipSF - Pile Worker
DPH	BHS Psychiatry Fellowship Programs*
DPH	UCSF Child and Adolescent Community Psychiatry Training Program (CACPTP)*
DPW	General Plumber Apprenticeship Programs
DPW	General Laborer Apprenticeship Programs
DPW	Pre-Apprenticeship Program (9916)
OEWD	CityBuild Academy (CBA)
OEWD	TechSF Software Engineer Apprenticeship
OEWD	TechSF Database technician Apprenticeship
OEWD	TechSF Digital Marketing Specialist Apprenticeship
OEWD	TechSF Information Technology Generalist Apprenticeship
OEWD	TechSF Production Designer Apprenticeship
OEWD	TechSF Technical Sales Specialist Apprenticeship
OEWD	TechSF Data Scientist Apprenticeship
OEWD	TechSF User Experience Designer Apprenticeship
OEWD	TechSF Digital Marketing Support Specialist Apprenticeship
OEWD	TechSF Digital Video Editor Apprenticeship
OEWD	TechSF IT Analyst Apprenticeship
OEWD	TechSF Customer Service Representative Apprenticeship
OEWD	TechSF IT Support Pre-Apprenticeship
OEWD	TechSF IT Support & Software Development Pre-apprenticeship
OEWD	HealthCare Academy Community Health Worker Pre-Apprenticeship
OEWD	HealthCare Academy Community Health Worker Apprenticeship
OEWD	Industries of Opportunity Early Care and Education Apprenticeship*
OEWD	Industries of Opportunity Urban Agriculture EcoApprentices*
OEWD	Industries of Opportunity San Francisco Bay Area Theatre Company Arts Production Apprenticeship*
OEWD	Hospitality Initiative Culinary Program Pre-Apprenticeship*
OEWD	Industries of Opportunity Automotive Pre-Apprenticeship*
PDR	Volunteer Attorney Program (VAP)*
PUC	Apprentice Electronic Instrumentation Technician I, Water Pollution Control (7304, 7312)
PUC	Apprentice Maintenance Machinist (7327, 7331)
PUC	Apprentice Stationary Engineer, Water Treatment Plant (7339, 7352)
PUC	Apprentice Stationary Engineer, Sewage Plant (7356, 7375)
PUC	Utility Plumber Apprenticeship (7463, 7464)
RPD	Gardener Apprentice Program
SFMTA	Opportunites 4 All*
SFMTA	Machinist Apprenticeship
SFO	SFO Apprenticeships - IT Operations and Skilled-Trade Apprenticeships
*	Has characteristics of pre- and registered apprenticeship, but it is not registered with USDOL/CADAS.

Thank you for joining the
Council on City Workforce Alignment (CCWA)
Enhance Apprenticeship & Pre-Apprenticeship Programs
that Lead to Careers Working Group

QUESTIONS OR NEEDS? PLEASE CONTACT:

JENNIFER.HAND@SFGOV.ORG