

# COUNCIL ON CITY WORKFORCE ALIGNMENT

AGENDA FOR  
MEETING OF THE  
COUNCIL ON CITY WORKFORCE ALIGNMENT

WEDNESDAY, JULY 29, 2026  
9:00 – 11:00 AM

SAN FRANCISCO WAR MEMORIAL & PERFORMING ARTS CENTER  
VETERAN'S BUILDING, GREEN ROOM  
401 VAN NESS AVENUE, 2ND FLOOR  
SAN FRANCISCO, CA 94102

Members of the public may also register on Zoom for public comment:

<https://us02web.zoom.us/j/82846715328>

|                                                                                          |
|------------------------------------------------------------------------------------------|
| 1. Ohlone Land Acknowledgement, Announcements, & Housekeeping ( <i>Discussion Item</i> ) |
| 2. Roll Call ( <i>Discussion Item</i> )                                                  |
| 3. Chair's Welcome ( <i>Discussion Item</i> )                                            |
| 4. Adoption of the Agenda ( <i>Action Item</i> )                                         |
| 5. Approval of the Minutes from April 29, 2026 Meeting ( <i>Action Item</i> )            |
| 6. Council on City Workforce Alignment — Agency Updates ( <i>Discussion Item</i> )       |
| 7. Council on City Workforce Alignment Working Group Updates ( <i>Discussion Item</i> )  |
| 8. Preliminary FY 24-25 Workforce Inventory Results ( <i>Discussion Item</i> )           |
| 9. Opportunities for Partnership and Collaboration ( <i>Discussion Item</i> )            |
| 10. Public Comment on Agenda or Non-Agenda Items ( <i>Discussion Item</i> )              |
| 11. Adjournment ( <i>Action Item</i> )                                                   |

# ***COUNCIL ON CITY WORKFORCE ALIGNMENT***

## **NOTICE OF A PUBLIC MEETING of the COUNCIL ON CITY WORKFORCE ALIGNMENT**

**Date** Wednesday, July 29, 2026

**Time** 9:00 AM – 11:00 AM

**Location** San Francisco War Memorial  
401 Van Ness Ave., 2nd FL. Green Room  
San Francisco, CA 94102

**[Click to join Zoom for Public Comment](#)**

Any materials distributed to the members of the Council on Citywide 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, 5<sup>th</sup> Floor San Francisco, CA 94103 during regular office hours and can be reviewed on the website: <https://sf.gov/departments/Council-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](mailto:sotf@sfgov.org)

**The Sunshine Ordinance online at:**  
[www.sfbos.org/index.aspx?page=5561](http://www.sfbos.org/index.aspx?page=5561)

## **LOBBYING ACTIVITY**

1 South Van Ness Avenue, 5th Floor, San Francisco, CA 94103  
[oewd.org](http://oewd.org) | [workforce.development@sfgov.org](mailto:workforce.development@sfgov.org)  
Telephone: 628-652-8400 | Fax: 628-652-8497  
TDD 800-735-2929 (CRS)

# ***COUNCIL ON CITYWIDE WORKFORCE ALIGNMENT***

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](http://www.sfgov.org/ethics)

**Issued: Tuesday, July 21, 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 the Workforce Division at (628) 652-8400 or via email at [workforce.development@sfgov.org](mailto:workforce.development@sfgov.org). Providing at least 72 hours' notice prior to the meeting will help to ensure availability.

# COMMITTEE ON CITYWORKFORCE ALIGNMENT

Draft Minutes of  
April 29, 2026  
War Memorial Veterans Building, Green Room, 2nd Floor  
San Francisco, CA 94102

## CCWA Voting Members Present

Anne Taupier, OEWD  
Jessica Campos, HRC  
Anna Pineda, HSA  
Ben Poole, PUC  
Julia Ma, DHR  
Kara Tuiasosopo, DPH  
Warren Hill, DPW  
Kifer Hu, Self-Help for the Elderly  
Ruth Barajas, Mission Language and  
Vocational School  
Edwin Arango, Young Community  
Developers

## CCWA Additional Members Present

Christina Robinson, DHR

## CCWA Staff Present

Chad Houston, Chair  
Tai Seals-Jackson, Secretary  
Jen Hand, OEWD  
Miriam Palma-Trujillo, OEWD  
Jennifer Salerno, OEWD

## CCWA Members Absent

Taras Madison, APD  
Anthony Travis, Northern California  
District Council of Laborers  
Sherrice Dorsey-Smith, DCYF  
Anthony Bush, HSH  
Tiffany Jackson, Hospitality House

## Ohlone Land Acknowledgement, Announcements & Housekeeping (Discussion Item)

Chair Houston, Director of Workforce Strategy for the City and County of San Francisco, called the meeting to order at 9:13 a.m. Secretary Tai Seals-Jackson (OEWD) opened the meeting by reciting the Ohlone Land Acknowledgement and reviewing housekeeping rules.

## Roll Call (Discussion Item)

Chair Houston requested that Secretary Seals-Jackson conduct the roll call. Secretary Seals-Jackson confirmed that a quorum was not initially present; however, quorum was achieved at 9:30 a.m., and the committee resumed action items following the conclusion of the Committee on City Workforce Alignment Agency Updates.

## Chair's Welcome (Discussion Item)

Chair Houston welcomed Committee members and the public to the meeting and noted that the discussion would focus on agency updates. Chair Houston also thanked OEWD staff for their preparation and support of the meeting.

## Adoption of the Agenda (Action Item)

As there was no quorum at the outset of the meeting, this item was skipped and returned to after Agency Updates. Chair Houston solicited comments on the agenda from CCWA members. Seeing none, Chair Houston requested a motion to adopt the meeting agenda. Member Poole made the motion, which was

seconded by Member Taupier and passed unanimously.

**Approval of the Minutes from January 28th, 2026**  
*(Action Item)*

As there was no quorum at the outset of the meeting, this item was skipped and returned to after Agency Updates. Chair Houston directed CCWA members to review the minutes from January 28<sup>th</sup>, 2026. Next, Chair Houston solicited comments from CCWA Members. Seeing none, Chair Houston requested a motion to approve the minutes. Member Campos made the motion which was seconded by Member Pineda. The motion passed unanimously.

**Committee on City Workforce Alignment – Agency Updates**  
*(Discussion Item)*

Chair Houston introduced Agenda Item #6, noting that the item provided an opportunity for departments and Committee members to share updates on workforce-related activities and priorities.

**Office of Economic and Workforce Development (OEWD)**

Anne Taupier, Executive Director of the Office of Economic and Workforce Development. OEWD reported a \$10M budget reduction and elimination of 19 positions, emphasizing efforts to preserve direct services and program continuity. The department reaffirmed its commitment to workforce system coordination and clarified no plans to merge with HSA. Workforce procurement awards are expected in early May.

**Human Rights Commission (HRC)**

Member Campos shared updates on Opportunities for All, launching June 22, with over 2,000 applications and expanded youth pathways through cross-agency partnerships.

**Human Services Agency (HSA)**

Member Pineda highlighted upcoming CalFresh and Medi-Cal work requirements, noting increased demand for workforce services. The department also launched a mobile benefits unit and relocated its primary service center.

**Department of Human Resources (DHR)**

Member Ma reported on internship partnerships and transition support for impacted City employees. The department noted reduced hiring but continued promotion of workforce resources and apprenticeship pathways.

**Public Utilities Commission (PUC)**

Member Poole shared updates on workforce events focused on trades access and barrier reduction, and ongoing implementation of its Project Pull internship program.

**Department of Public Health (DPH)**

Member Tuiasosopo reported expansion of internship and fellowship programs, along with efforts to improve access, coordination, and data tracking across the department.

**Public Works (DPW)**

Member Hill highlighted continued investment in apprenticeship and pre-apprenticeship programs and upcoming workforce RFPs in partnership with community-based organizations.

**Self-Help for the Elderly (SHE)**

Member Hu noted federal funding uncertainty but continued workforce training efforts, particularly in healthcare and caregiving sectors.

**Young Community Developers (YCD)**

YCD reported increased outreach, ongoing training programs, and positive participant outcomes, alongside continued program recruitment and expansion.

**Mission Language and Vocational School (MLVS)**

Member Barajas shared updates on youth workforce programming serving approximately 60 participants across multiple career pathways.

Hearing no questions, comments, or updates, Chair Houston closed Agenda Item #6 and moved the Committee to Agenda Item #7.

**Opportunities for Partnership and Collaboration**

*(Discussion Item)*

Chair Houston opened the floor for partnership and collaboration updates, a regular feature at the end of meetings to encourage members to share ongoing projects, events, or initiatives.

Hearing no additional updates, Chair Houston thanked members for sharing partnership and collaboration opportunities and then invited general public comment.

**Public Comment on Non-Agenda Items**

*(Discussion Item)*

Chair Houston opened the meeting for public comment on any agenda or non-agenda items. Secretary Seals- Jackson provided remarks on the importance of the committee and provided guidance on the public comment process. Member Barajas acknowledged her remarks.

A member of the public raised concerns regarding equitable access to workforce resources for African American communities and the Bayview neighborhood and emphasized the need for deeper community engagement. Seeing no further public comments in the Zoom chat or in-person, Chair Houston closed public comment.

**Adjournment**

*(Action Item)*

Chair Houston thanked Committee members, staff, and participants for their engagement and contributions. Chair Houston announced that the next Committee meeting is scheduled for Wednesday, July 29, at 9:00 a.m., at the War Memorial.

Seeing no further comments, Chair Houston called for a motion to adjourn. Member Poole offered a motion to adjourn, which was seconded by Member Travis. The vote was unanimous, and the meeting adjourned at 10:07 A.M



DAVID CHIU  
City Attorney

SARAH FABIAN  
Deputy City Attorney

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## MEMORANDUM

TO: Honorable Daniel Lurie, Mayor  
Honorable Members, Board of Supervisors  
Carmen Chu, City Administrator  
Angela Calvillo, Clerk of the Board of Supervisors  
Secretaries to Boards and Commissions

FROM: Sarah Fabian  
Deputy City Attorney

DATE: June 17, 2026

RE: Required Distribution of the Ralph M. Brown Act

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Senate Bill 707, which became law on January 1, 2026, extensively amended the Ralph M. Brown Act (Cal. Govt. Code §§ 54950 et seq.) (“Brown Act”), the state law that governs public meetings of a local government’s elected and appointed policy bodies. Among the amendments is a new requirement that the City and other local governments must provide a copy of the Brown Act to any person elected or appointed to serve as a member of a policy body, including both existing and new members of policy bodies. (Cal. Govt. Code § 54952.7). The City must also provide each member of a policy body a copy of the current version of the Brown Act upon reelection or reappointment to the same office or position. Although the Brown Act does not specify when the copy must be distributed, we recommend providing the Brown Act to all current members promptly, by the end of July. For new or reappointed members in the future, the secretary of staff of the body should provide a copy of the Brown Act promptly upon assuming the office or position to which the member has been appointed, and in no event later than 30 days thereafter. In accordance with Government Code Section 54952.7, attached is a copy of the most recent version of the Brown Act.

The Brown Act distribution requirement presents certain challenges in San Francisco because the Sunshine Ordinance (Administrative Code Chapter 67) also applies to meetings of City policy bodies. In some respects, the Sunshine Ordinance imposes meeting requirements that differ from and are more stringent than those set forth in the Brown Act. Under local law, members of City boards and commissions must read the Sunshine Ordinance every year. You can find a complete explanation of the rules governing meetings of City policy bodies in the annual Sunshine Ordinance training that is required for members of City boards and commissions and in the City Attorney’s Good Government Guide available on the City Attorney’s website. The City Attorney’s Office is also available to provide guidance on public meeting rules.



# Welcome to the Committee on City Workforce Alignment (CCWA) Meeting July 29, 2026

HOSTED BY: THE OFFICE OF ECONOMIC & WORKFORCE  
DEVELOPMENT

# RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

The Committee 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.

# Housekeeping

## ▶ Recording

- ▶ Audio, video, and chat will be monitored and recorded.

## ▶ Audio and Video

- ▶ We respect all participants in this convening today and want to create a safe space for all. By default, all participants will be muted and video is disabled. Video will be on for speakers only.

## ▶ Public Comment

- ▶ To submit public comment, please select the Chat button at the bottom of your screen and send a message to "Public Comment." You can either put your question in the chat or request to speak.

# Agenda

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2. Roll Call (Discussion Item)
3. Chair's Welcome (Discussion Item)
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9. Opportunities for Partnership and Collaboration (Discussion Item)
10. Public Comment on Non-Agenda Items (Discussion Item)
11. Adjournment (Action Item)



# Committee on City Workforce Alignment

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San Francisco Office of Economic and Workforce Development  
[www.oewd.org](http://www.oewd.org)



# Agency Updates

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# Committee Members

[oewd.org/workforce](http://oewd.org/workforce)





# Working Group Updates

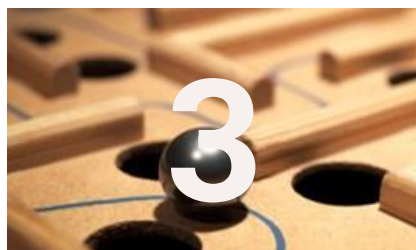
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**Coordination of Partners' Plans and Priorities**



**Equitably Invest in Workforce Programs for our Most Vulnerable**



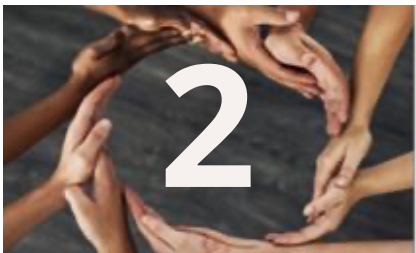
**Invest in Workforce Development Across the Life Course**



**Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers**



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



## Equitably Invest in Workforce Programs for our Most Vulnerable



## Invest in Workforce Development Across the Life Course

WORKING  
GROUP  
MEMBERS



DEPARTMENT OF  
HOMELESSNESS AND  
SUPPORTIVE HOUSING



SAN FRANCISCO  
HUMAN SERVICES AGENCY



SAN FRANCISCO  
OFFICE OF ECONOMIC &  
WORKFORCE DEVELOPMENT



**Self-Help for  
the Elderly**  
安老自助處

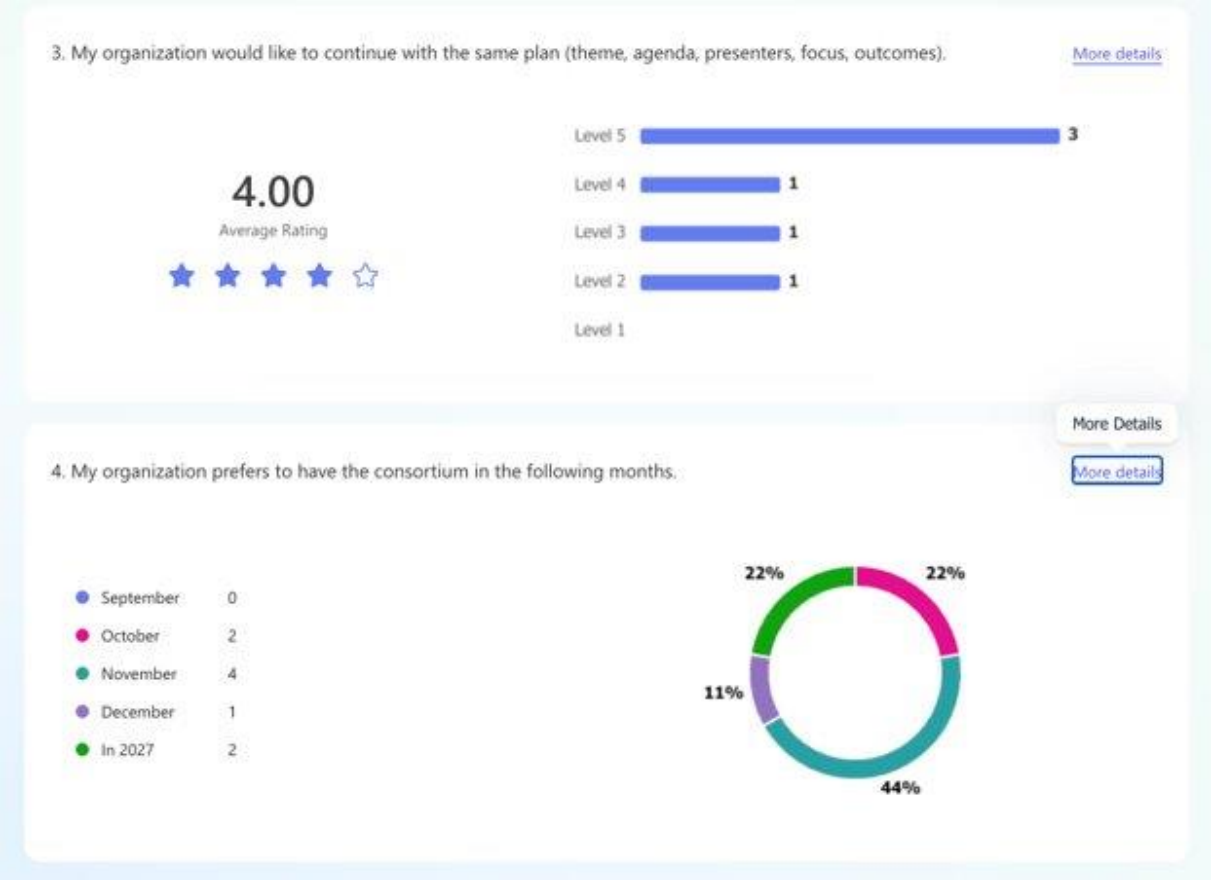
LAST  
MEETING

July 9, 2026

ATTENDEES

SFHSA, OEWD, HSH, UCSF

# Quarterly Workforce Consortiums





**<https://forms.office.com/g/VsBTa9rbHW>**

## Citywide Workforce Services Provider Co-Location Survey

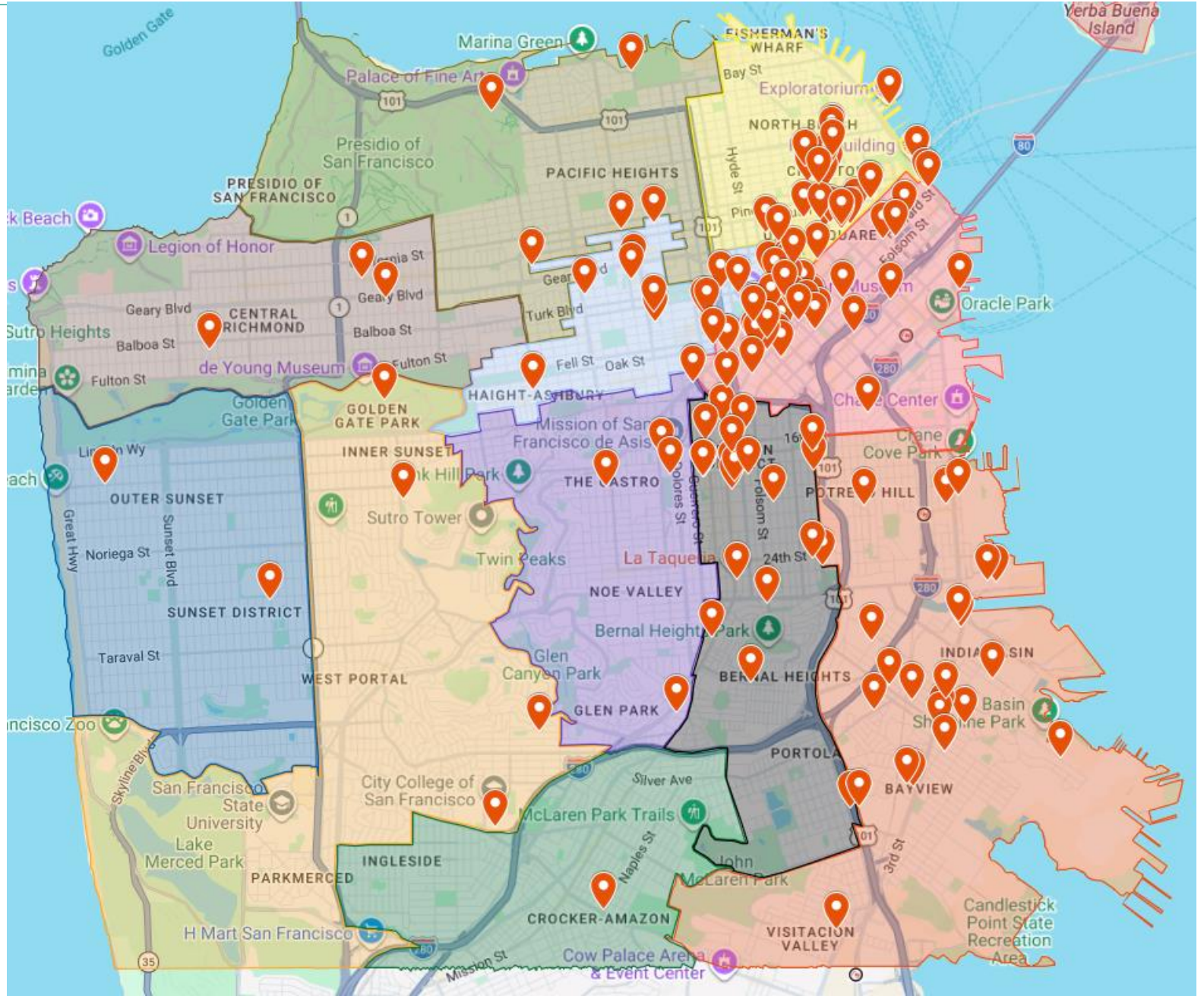
Developed by the Committee on City Workforce Alignment

This survey collects program-level information from City departments on behalf of funded workforce providers. The information will be used to map workforce services across San Francisco and to identify opportunities for service coordination and potential co-location based on services offered, populations served, and program locations.

# Workforce Provider Asset



*This map outlines primary locations for providers, though it is important to note that many providers may operate out of multiple locations or satellite offices embedded in schools, libraries, or other locations, and these are not captured on this map. This link includes schools and community health providers.*





## Enhance Apprenticeship & Pre-Apprenticeship Programs that Lead to Careers

### WORKING GROUP MEMBERS:



**San Francisco Building and  
Construction Trades Council**

UNION-STRONG SINCE 1896



**San Francisco  
Department of Public Health**



**San Francisco  
Water Power Sewer**



**SAN FRANCISCO  
OFFICE OF ECONOMIC &  
WORKFORCE DEVELOPMENT**



### LAST MEETING

**July 16, 2026**

### ATTENDEES

**OEWD, DHR, NCDCL, DPH, DPW, CCSF, UCSF, Mayor**

| Depart. | Name of FY 2024-25 Workforce Program                                                     | Description of Program                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DCYF    | Youth Apprentice Workforce Program (Jamestown Community Center, Inc.)                    | The Youth Apprentice Program (YAP) model is an apprenticeship where youth gain work experience and skill-building within our agency during the school year and summer. Youth (25 in the school year and 60 in the summer) work on personal development, mental health, college, and job-related goals while gaining employment experience. Core services include work-based learning, 1-1 personal & employment guidance, and goal-tracking. Program activities include job readiness and skill-building workshops within a cohort setting, corporate and college field trips, and guest speakers who present about their careers. Youth create a post-secondary life map, and the program supports them in following the map. YAP aligns with the strategy and result area by providing students with paid, real work experience, gaining readiness for college and career, and connecting their long-term goals with the steps to achieve them. |
| DHR     | ApprenticeshipSF                                                                         | Apprenticeship program for individuals to learn and earn within a trade profession, including classroom learning and on-the-job training.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| DHR     | 9916 DPW Career Development Program                                                      | Career Development support to temporary City workers in the 9916 classification, including connections to education and job training program resources and preparation for pre-apprenticeship and apprenticeship opportunities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| DPH     | BHS Psychiatry Fellowship Programs                                                       | The mission of the Psychiatry Fellowship programs at BHS is to train the next generation of public mental health care leaders who will provide patient-centered care to vulnerable populations with severe mental illness.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| DPH     | UCSF Child and Adolescent Community Psychiatry Training Program (CACPTP)                 | The Child and Adolescent Community Psychiatry Training Program works to train the next generation of public mental health care leaders who will provide children and adolescent-centered care to vulnerable populations with severe mental illness. This program provides fellowships throughout BHS’ Child, Youth and Families System of Care.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| DPW     | Apprenticeship Programs                                                                  | Programs train individuals as laborers, gardeners, arborists, stationary engineers, and cement masons. These programs offer the skills needed to be hired for journeyman level jobs in these fields, especially within the department or other City departments.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| DPW     | 9916 Pre-Apprenticeship Program                                                          | Pre-apprentices will sweep sidewalks; remove graffiti; identify, report, and help troubleshoot problems; and landscape public spaces and tree basins. The program teaches participants about City codes and provides outreach and education to diverse communities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| OEWD    | CityBuild Academy (CBA)                                                                  | CityBuild Academy is a 12-week pre-apprenticeship training in partnership with City College of San Francisco including hands-on training and instruction in the 26 Building Trades, classroom instruction, case management and retention services, supportive services, industry certifications, job referrals and placement assistance, math tutoring and preparation, and VSEL.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| OEWD    | TechSF Occupational Skills Training                                                      | TechSF offers internships, apprenticeships, and job placement opportunities, as well as courses and introduction into skills such as HTML/CSS, Adobe Suite, JavaScript, Digital Marketing, Cybersecurity, and more. TechSF provides industry-recognized credentials.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| PDR     | Volunteer Attorney Program (VAP)                                                         | Full-time Attorney Volunteers & Provisionally Licensed Lawyers are assigned to represent felony clients from arraignment through preliminary hearing with the attorney of record. Participants receive extensive training before starting the program and during.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| PUC     | Apprentice Electronic Instrumentation Technician I, Water Pollution Control (7304, 7312) | Assists the Electronic Instrumentation Technician in the operation and maintenance of a wide variety of complex machinery and equipment in a water pollution control sewage treatment plant or pumping station; and performs related duties as required.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

| Depart. | Name of FY 2024-25 Workforce Program                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Description of Program |
|---------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| PUC     | <b>Apprentice Maintenance Machinist (7327, 7331)</b>                      | Under immediate supervision, assists the journey maintenance machinist in performing skilled machinist work, performs apprentice maintenance machinist work as part of a recognized program established by the International Association of Machinists and Aerospace Workers Union Local 1414, Joint Apprenticeship and Advisory Committee, Maintenance Machinists' Trade. All work to be performed and related supplemental instruction are enumerated in the Apprenticeship Standards formulated by said Committee and are summarized in this specification. The 7327 Apprentice Maintenance Machinist I assists the 7332 Maintenance Machinist in the operation and maintenance of fabrication, installation, maintenance and repair of communication equipment, M unicipal Railway equipment, fire alarms, machinery, instruments, castings and valves; performs related duties as required. The apprentice is expected to complete satisfactorily, the training and related instruction for each type of equipment, process, and procedure and to qualify for advancement to Apprentice Maintenance Machinist II. |                        |
| PUC     | <b>Apprentice Stationary Engineer, Water Treatment Plant (7339, 7352)</b> | Four-year apprentice program to learn about the operation, repair and maintenance of various machinery and equipment through diversified experience and on-the-job training, with related instruction to become fully skilled in the craft and qualified for proper certification issued bythe California State Health Department. Recruitment is open on an intermittent basis, depending upon operational needs. The training program includes Technical training, Work Readiness, Union Classes twice per week, soft skill training, on-the job training, safety training, competency based training; Rotation schedule to Operations and Maintenance within the Water Department.                                                                                                                                                                                                                                                                                                                                                                                                                                  |                        |
| PUC     | <b>Apprentice Stationary Engineer, Sewage Plant (7356, 7375)</b>          | Four-year apprentice program to learn about the operation, repair and maintenance of various machinery and equipment through diversified experience and on-the-job training, with related instruction to become fully skilled in the craft and qualified for proper certification issued bythe California State Health Department. Recruitment is open on an intermittent basis, depending upon operational needs. The training program includes Technical training, Work Readiness, Union Classes twice per week, soft skill training, on-the job training, safety training, competency based training; Rotation schedule to Operations and Maintenance within WWE -SEP/OSP/NPTI/525 GG - Living Machine.                                                                                                                                                                                                                                                                                                                                                                                                             |                        |
| PUC     | <b>Utility Plumber Apprenticeship (7463, 7464)</b>                        | Four year apprentice program to learn about the operation, repair and maintenance of water mains, pipes, meters, fire hydrants, gates and valves under the direct supervision of a journey level utility program as part of a recognized program of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                        |
| RPD     | <b>Gardener Apprentice Program</b>                                        | The Apprentice Gardener class is an entry level training class. This class exists to develop the competencies required of a journey level Gardener, while working under close guidance and direct supervision.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                        |
| SFMTA   | <b>Opportunities 4 All</b>                                                | Opportunities for All (OFA) provides access to career exploration and workforce development for San Francisco’s youth and young adults. The initiative includes paid internships, mentorship, and pathways to employment, including job readiness, career training, and apprenticeship for participants ages 13 to 24. OFA focuses on equitable access to these opportunities through workforce connection, support and job resources for both jobseekers and employers alike.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                        |
| SFMTA   | <b>Machinist Apprenticeship</b>                                           | The Maintenance Machinist Apprenticeship is a state-certified training program that develops future journey-level machinists through a blend of classroom instruction and hands-on experience repairing, fabricating, and maintaining critical transit equipment. Apprentices work alongside experienced machinists to build technical skills in precision metalwork, diagnostics, and equipment rebuilding while supporting the operational needs of the agency’s maintenance shops.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                        |
| SFO     | <b>SFO Internships, Fellowships and Apprenticeships</b>                   | Internship programs for high school students, college students, and recent graduates in which participants gain work experience and airport career exposure. SFO apprenticeships are paid, work-based learning program that combines classroom instruction with on-the-job training to prepare individuals for skilled careers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                        |

| SOC     | DESCRIPTION                                                                                                      | MEDIAN ANNUAL EARNINGS | 2025 JOBS | TYPICAL ENTRY LEVEL EDUCATION     | TYPICAL ON-THE-JOB TRAINING       | 2025 - 2030 OPENINGS | MEDIAN HOURLY EARNINGS |
|---------|------------------------------------------------------------------------------------------------------------------|------------------------|-----------|-----------------------------------|-----------------------------------|----------------------|------------------------|
| 49-9069 | Precision Instrument and Equipment Repairers, All Other                                                          | \$110,332.43           | 33        | High school diploma or equivalent | Long-term on-the-job training     | 14                   | \$53.04                |
| 47-2211 | Sheet Metal Workers                                                                                              | \$109,923.31           | 114       | High school diploma or equivalent | Apprenticeship                    | 45                   | \$52.85                |
| 53-7021 | Crane and Tower Operators                                                                                        | \$103,404.92           | 33        | High school diploma or equivalent | Moderate-term on-the-job training | 14                   | \$49.71                |
| 47-4098 | Miscellaneous Construction and Related Workers                                                                   | \$89,336.77            | 85        | High school diploma or equivalent | Moderate-term on-the-job training | 35                   | \$42.95                |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters                                                                          | \$86,051.79            | 832       | High school diploma or equivalent | Apprenticeship                    | 332                  | \$41.37                |
| 53-1047 | First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | \$82,183.10            | 1,326     | High school diploma or equivalent | None                              | 624                  | \$39.51                |
| 47-2051 | Cement Masons and Concrete Finishers                                                                             | \$79,802.64            | 373       | No formal educational credential  | Moderate-term on-the-job training | 125                  | \$38.37                |
| 47-2061 | Construction Laborers                                                                                            | \$77,283.66            | 2,247     | No formal educational credential  | Short-term on-the-job training    | 943                  | \$37.16                |
| 47-2161 | Plasterers and Stucco Masons                                                                                     | \$72,823.17            | 71        | No formal educational credential  | Long-term on-the-job training     | 24                   | \$35.01                |
| 47-5081 | Helpers--Extraction Workers                                                                                      | \$69,950.54            | 20        | High school diploma or equivalent | Moderate-term on-the-job training | 12                   | \$33.63                |
| 47-3016 | Helpers--Roofers                                                                                                 | \$69,332.76            | 15        | No formal educational credential  | Short-term on-the-job training    | <10                  | \$33.33                |
| 47-3013 | Helpers--Electricians                                                                                            | \$68,062.22            | 132       | High school diploma or equivalent | Short-term on-the-job training    | 67                   | \$32.72                |
| 47-3012 | Helpers--Carpenters                                                                                              | \$66,463.28            | 68        | No formal educational credential  | Short-term on-the-job training    | 34                   | \$31.95                |
| 49-9099 | Installation, Maintenance, and Repair Workers, All Other                                                         | \$64,595.55            | 576       | High school diploma or equivalent | Moderate-term on-the-job training | 253                  | \$31.06                |
| 51-4199 | Metal Workers and Plastic Workers, All Other                                                                     | \$61,872.80            | 17        | High school diploma or equivalent | Moderate-term on-the-job training | <10                  | \$29.75                |
| 47-3011 | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters                                      | \$61,838.47            | 36        | No formal educational credential  | Short-term on-the-job training    | 17                   | \$29.73                |

## The Short List: Top 50 Occupations for Non-Traditional Apprenticeship Expansion in California



### APPENDIX A: REGIONAL DATA ON TOP 50 TARGETS

The below information, along with top employers and common job titles of each occupation, can be explored in the online data book for this engagement here: [Top Targets for Non-Traditional Apprenticeship Expansion in CA](#).

Exhibit A-1: Target Apprenticeship Opportunities in the Bay Region, 2024-2029

| SOC     | Occupation                                                    | 2024 Jobs | 2024 - 2029 % Change | Average Annual Openings | 10% Wage | 25% Wage | Median Wage | 75% Wage | 90% Wage |
|---------|---------------------------------------------------------------|-----------|----------------------|-------------------------|----------|----------|-------------|----------|----------|
| 29-1141 | Registered Nurses                                             | 78,597    | 6%                   | 5,152                   | \$55.97  | \$70.58  | \$91.66     | \$102.64 | \$108.18 |
| 43-6011 | Executive Secretaries and Executive Administrative Assistants | 20,223    | 1%                   | 2,139                   | \$32.02  | \$38.26  | \$47.88     | \$59.98  | \$73.08  |
| 15-1232 | Computer User Support Specialists                             | 18,255    | 9%                   | 1,563                   | \$24.58  | \$32.30  | \$39.53     | \$50.18  | \$62.83  |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses             | 14,770    | 7%                   | 1,429                   | \$35.14  | \$37.71  | \$42.49     | \$47.77  | \$51.71  |
| 33-3051 | Police and Sheriff's Patrol Officers                          | 14,395    | 5%                   | 1,254                   | \$43.98  | \$56.51  | \$63.21     | \$71.61  | \$77.77  |
| 15-1255 | Web and Digital Interface Designers                           | 12,927    | 2%                   | 950                     | \$36.19  | \$48.44  | \$76.86     | \$95.75  | \$109.86 |
| 13-1028 | Buyers and Purchasing Agents                                  | 11,791    | 5%                   | 1,271                   | \$27.42  | \$34.30  | \$44.56     | \$58.67  | \$74.29  |



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# Preliminary FY 24-25 Workforce Inventory Results

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# Workforce Agencies

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[INSERT NAME OF DEPARTMENT]

FY 2023-24 WORKFORCE DEVELOPMENT SERVICES SUMMARY

|             |                     |                                                              | TOTAL   | PERCENT |
|-------------|---------------------|--------------------------------------------------------------|---------|---------|
| Investment  | Fund Source         | General Fund                                                 | \$ -    | #DIV/O! |
|             |                     | Other Local Revenue                                          | \$ -    | #DIV/O! |
|             |                     | Enterprise Funds                                             | \$ -    | #DIV/O! |
|             |                     | State                                                        | \$ -    | #DIV/O! |
|             |                     | Federal                                                      | \$ -    | #DIV/O! |
|             |                     | <b>Total Investment</b>                                      | \$ -    | #DIV/O! |
|             | Functional Expenses | In-House Staff                                               | \$ -    | #DIV/O! |
|             |                     | Contracted Services                                          | \$ -    | #DIV/O! |
|             |                     | Wages/Stipends                                               | \$ -    | #DIV/O! |
|             |                     | Administrative                                               | \$ -    | #DIV/O! |
|             |                     | <b>Total Expenditures</b>                                    | \$ -    | #DIV/O! |
|             | Program Type        | Service Delivery                                             | \$ -    | #DIV/O! |
|             |                     | Apprenticeship                                               | \$ -    | #DIV/O! |
|             |                     | Internship                                                   | \$ -    | #DIV/O! |
|             |                     | Work-Order to another department                             | \$ -    | #DIV/O! |
| Performance | Outputs             | Number of Programs                                           | 0       |         |
|             |                     | Number of Service Provider Contracts                         | 0       |         |
|             |                     | Average Contract Amount                                      | #DIV/O! |         |
|             |                     | <b>Number of Program Participants</b>                        | 0       | #DIV/O! |
|             |                     | <b>Number of Unique Clients</b>                              | 0       | #DIV/O! |
|             |                     | Cost Per <b>Program Participant</b> Served                   | #DIV/O! |         |
|             |                     | Cost per <b>Unique Client</b> Served                         | #DIV/O! |         |
|             |                     | Number of Training Completions                               | 0       |         |
|             |                     | Number of Subsidized Job Placements                          | 0       |         |
|             |                     | Number of Unsubsidized Job Placements                        | 0       |         |
|             | Outcomes            | Number of Unsubsidized Employment Placements at Program Exit | 0       | #DIV/O! |
|             |                     | Change in Average Hourly Earnings (\$)                       | #DIV/O! | #DIV/O! |
|             |                     | Number of Clients Employed <b>1 Month</b> after Placement    | 0       |         |
|             |                     | Number of Clients Employed <b>3 Months</b> after Placement   | 0       |         |
|             |                     | Number of Clients Employed <b>6 Months</b> after Placement   | 0       |         |

| Dept. | Program                                                                                                   | Program Participants ("Duplicated" Clients) | Unique Clients ("Unduplicated" Clients) | Enrolled in English Language Services | Completed Basic Skills Training | Completed Job Readiness Training | Completed Training, Other (Not Voc. or Occ.) | Completed Vocational & Occupational Training, TOTAL | Training Completions, TOTAL | Unsubsidized Job Placements | Subsidized Job Placements | Placements and Employment, TOTAL |
|-------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------------------------------------|---------------------------------------|---------------------------------|----------------------------------|----------------------------------------------|-----------------------------------------------------|-----------------------------|-----------------------------|---------------------------|----------------------------------|
| APD   | Goodwill CASC Employment Services                                                                         | 221                                         | 221                                     |                                       |                                 |                                  |                                              | 0                                                   | 0                           | 150                         |                           | 150                              |
| APD   | Young Community Developers IPO                                                                            | 72                                          | 72                                      |                                       |                                 | 32                               |                                              | 0                                                   | 32                          | 11                          | 72                        | 83                               |
| APD   | Ariba Juntos IPO                                                                                          | 72                                          | 72                                      |                                       |                                 | 52                               |                                              | 0                                                   | 52                          | 10                          | 72                        | 82                               |
| DCYF  | Bridges from School to Work (Bridges from School to Work, Inc.)                                           | 81                                          | 81                                      |                                       |                                 | 14                               |                                              | 0                                                   | 14                          | 50                          | 1                         | 51                               |
| DCYF  | Burton High School Pathways and Partnerships (Bayview Hunters Point YMCA)                                 |                                             |                                         |                                       |                                 |                                  |                                              |                                                     | 271                         | 0                           | 0                         | 0                                |
| DCYF  | Career Pathways Undocumented (CPU) (Bay Area Community Resources)                                         | 15                                          | 15                                      |                                       |                                 | 14                               |                                              |                                                     | 14                          | 1                           | 14                        | 15                               |
| DCYF  | Careers in Science Internship Program (California Academy of Sciences)                                    | 49                                          | 49                                      |                                       |                                 | 32                               |                                              |                                                     | 32                          | 0                           | 0                         | 0                                |
| DCYF  | Code on Point - Coding Bootcamp (Formerly Code Ramp) (Success Center San Francisco)                       | 15                                          | 15                                      |                                       |                                 | 9                                |                                              |                                                     | 9                           | 0                           | 0                         | 0                                |
| DCYF  | CYC Career Awareness Pathways to Success (Community Youth Center of San Francisco)                        | 62                                          | 62                                      |                                       |                                 | 17                               |                                              |                                                     | 17                          | 0                           | 0                         | 0                                |
| DCYF  | CYC High School Partnerships Program at SF International HS (Community Youth Center of San Francisco)     | 143                                         | 143                                     |                                       |                                 | 92                               |                                              |                                                     | 92                          | 0                           | 0                         | 0                                |
| DCYF  | Digital Media Pathways Program (Bayview Hunters Point Center for Arts and Technology)                     | 7                                           | 7                                       |                                       |                                 | 6                                |                                              |                                                     | 6                           | 0                           | 0                         | 0                                |
| DCYF  | Early College Student Internship (San Francisco Unified School District)                                  | 801                                         | 801                                     |                                       |                                 | 0                                |                                              |                                                     | 0                           | 532                         | 0                         | 532                              |
| DCYF  | Edible Schoolyard at Willie Mays Boys & Girls Club at Hunters Point (Boys & Girls Clubs of San Francisco) | 323                                         | 323                                     |                                       |                                 | 276                              |                                              |                                                     | 276                         | 0                           | 0                         | 0                                |
| DCYF  | Employment & Education Reengagement Program (Young Community Developers)                                  | 26                                          | 26                                      |                                       |                                 | 16                               |                                              |                                                     | 16                          | 0                           | 16                        | 16                               |
| DCYF  | ENVISION (Oasis For Girls)                                                                                | 41                                          | 41                                      |                                       |                                 | 26                               |                                              |                                                     | 26                          | 2                           | 39                        | 41                               |
| DCYF  | Experiment In Diversity (EID) (Potrero Hill Neighborhood House)                                           | 37                                          | 37                                      |                                       |                                 | 19                               |                                              |                                                     | 19                          | 0                           | 0                         | 0                                |
| DCYF  | First Graduate - First Career (First Graduate)                                                            | 56                                          | 56                                      |                                       |                                 | 29                               |                                              |                                                     | 29                          | 0                           | 0                         | 0                                |
| DCYF  | Future Links (Hearing and Speech Center of Northern California)                                           |                                             |                                         |                                       |                                 | 0                                |                                              |                                                     | 0                           | 0                           | 0                         | 0                                |
| DCYF  | High School Explorer Program (Exploratorium)                                                              | 86                                          | 86                                      |                                       |                                 | 61                               |                                              |                                                     | 61                          | 0                           | 46                        | 46                               |
| DCYF  | JISE Educator Pathway (Peer Resources)                                                                    | 62                                          | 62                                      |                                       |                                 | 28                               |                                              |                                                     | 28                          | 0                           | 0                         | 0                                |



# Opportunities for Partnership and Collaboration

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Thank you for joining the  
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