

## DRAFT Workforce Development Priority Areas & Strategies

### Workforce Area 1: Youth Leadership, Creativity & Early Career Exposure Programs

Cultivate the next generation of leadership by providing developmentally appropriate career exposure, paid work-based learning.

- a. **Connect youth to career pathways** through career awareness, job readiness training, employer networks, sector- and trade-based pathways, and transition planning support for in-school and out-of-school youth.
- b. **Provide paid work-based learning opportunities** including internships that help youth build skills, understand workplace expectations, and connect employment experiences to long-term education and career goals.
- c. **Create early career exposure opportunities** through industry presentations, career panels, sector-based camps, career fairs, workplace visits, and other age-appropriate activities that help youth explore future options.
- d. **Increase awareness of workforce services for youth facing barriers to employment**, including foster youth, justice-involved youth, disconnected TAY/A, immigrant and undocumented youth, youth with disabilities, and youth experiencing housing, education, or economic instability.
- e. **Strengthen youth readiness for employment** by building job readiness, life skills, financial literacy, interpersonal skills, and leadership skills.
- f. **Support long-term career development** by connecting youth to education, training, employment, supportive services, and long-term career networks beyond the initial program experience.

### Workforce Area 2: Access, Inclusion & Opportunity in Workforce Services

Advance economic opportunity for all San Franciscans, including those facing employment barriers, by linking residents to stable jobs with pathways for advancement.

- a. **Provide neighborhood-based employment services** that connect residents to job preparation, training opportunities, employer engagement, and ongoing support for long-term career stability.
- b. **Increase awareness of resources available to inform residents about, and assist residents with, the application process for City employment opportunities**, civil service hiring processes, and career pathway opportunities.
- c. **Identify employment barriers and strengthen connections to supportive services** to improve employment outcomes, retention, and stability.
- d. **Increase resident awareness of workforce services** citywide to expand access to employment and training opportunities.

### Workforce Area 3: High-Quality Training, Clear Pathways & Lifelong Learning

Grow a trained, adaptable workforce that supports San Francisco's evolving labor needs of industries.

- a. **Expand sector-based career training in high-demand industries** such as construction, healthcare, hospitality, tech, etc. that will lead to quality jobs.
- b. **Expand earn-and-learn, apprenticeships, and tiered training** that create clear pathways for career advancement.
- a. **Expand arts workforce pathways in creative fields.**

### Workforce Area 4: Employer Partnerships & Community Hiring

Strengthen San Francisco businesses by providing customized recruitment and hiring services that connect them with skilled, motivated, diverse local candidates to reduce turnover and build resilient teams.

- a. **Support local hiring for San Francisco residents** to strengthen recruitment and retention of a diverse workforce.
- b. **Strengthen employer partnerships** by providing targeted recruitment support, connecting businesses to diverse local talent, and promoting equitable local hiring.

# Workforce Development Citation List

## Reports

1. Informal reports from the Job Center in the Fillmore/Western Addition
2. **African American Reparations Advisory Committee:** [AARAC Reparations Final Report July 7 2023.pdf](#) - Repair the harms of racial and ethnic discrimination against American Indian, Black, and other people of color.

## City Agencies, Organizations & Leaders Consulted

1. Office of Economic and Workforce Development (**OEWD**)
2. Department of Human Resources (**DHR**)
3. Department of Children, Youth and Their Families (**DCYF**)
4. FCAP Steering Committee Economic and Workforce Development Champions
5. OEWD Fillmore merchant and community outreach meetings 2025-2026