The Future of Apprenticeship
The San Francisco Experience

Joshua Arce, Director of Workforce Development
San Francisco Office of Economic And Workforce Development (OEWD)

• Coordinates the San Francisco Workforce Development System, which is a network of public, private, and nonprofit service providers that serve San Francisco job seekers and employers to attract, grow and retain a diverse workforce.

• Serves 4,800 to 5,500 jobseekers annually through:
  • Neighborhood Access Points
  • Specialized Access Points
  • Sector Academies (Construction, Tech, Healthcare, Hospitality)

Mayor London N. Breed
“We must ensure San Francisco continues to be at the forefront of preparing our workforce for the jobs of today and tomorrow...people who are struggling are depending on us.”
CityBuild – A Foundation In Apprenticeship

- CityBuild Academy – construction pre-apprenticeship program, with more than 1,400 construction apprentice-graduates since 2006
- Local Hiring Policy for Construction: "At least 50% of the Project Work Hours performed by Apprentices within each trade shall be performed by Local Residents"
Apprenticeship Beyond Construction: TechSF™

"By partnering with TechSF we were able to source local talent... in a way that goes beyond instincts to recruit based on conventional pedigree."

Vikrum Aiyer, Postmates
Apprenticeship Beyond Construction: CityGrow

Cannabis apprenticeship means workforce equity for communities of color

By Jacqueline Flin, executive director, A. Philip Randolph Institute San Francisco

“Workforce service providers spend every day, fighting with workers of color and formerly incarcerated job seekers in the neighborhoods that were most ravaged by the failed war on drugs...you will find apprenticeships everywhere there is public interest in ensuring a steady flow of entry-level workers into important industries, and a policy decision that workers should earn while they learn to hone their craft, you will find apprenticeship.

Cannabis is no different. On September 18th of this year, the Statewide Cannabis Industry Employers Joint Apprenticeship Committee officially filed an application to establish apprenticeship program for pharmacy technicians, cannabis nursery specialists, manufacturing technicians, and cannabis distribution drivers.”
Challenges Going Forward

• How do we Increase Employer Participation?
• How do we talk about Apprenticeship?
• How do we Monitor Progress?
What Apprenticeship Ideas are you moving in your City or State?
How do you talk about Apprenticeship with prospective Employers?

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