This working group will focus on successful strategies for spreading economic recovery to all neighborhoods in Denver through workforce development, hiring goals, and job training programs specifically geared toward middle-skilled jobs and low-income individuals aged 18-65.

APRIL 17, 2017
Summary

Mr. Ken Nim, Workforce Compliance Manager in the Office of Economic and Workforce Development and Julie Veit, City Attorney; from the City and County of San Francisco, provided an overview of San Francisco’s Workforce Construction Program – Citybuild, recognized as a national best practice in training and hiring in the construction industry. (Please see attached presentation for all information presented.) San Francisco implemented a local hire requirement of 30% for public projects above $600,000. In addition, 50% of apprentice hours by trade must also be performed by local residents. In March 2017, an amendment was passed by the Board of Supervisors (City Council) to give these policies their own administrative chapter in code (Chapter 82) and to permanently set the 30% requirement. A Mayor’s Advisory Committee was formed to review the workforce data and labor market analysis and to provide recommendations back to elected officials. Financial penalties are assessed for not meeting hiring requirements, including the subcontractors. Penalties assessed are taken from the final draw for payment. The city monitors for deficiencies and works with a prime contractor to develop a “corrective action plan” to avoid the assessment of penalties. Mr. Nim clarified that the residency definition that the city uses is HUD’s “domicile” definition which translates to seven days. He also noted that local hire is used on bond projects as well.

San Francisco utilizes various special agreements such a Disposition Development
Agreement (DDA/housing, open space, etc.), Community Benefit Agreement (CBA), and Project Labor Agreements (PLA) which help with local hire compliance and to expand other employment industry opportunities. A sophisticated Customer Relations Management (CRM) tracking and reporting system is in place to monitor the local hiring program and contractors. It is allowed for contractors to combine projects to meet the 30% requirement. Penalty money received goes into a Workforce Development Fund where it funds services of the program. The system also helps with follow up to complaints that are received by clients.

The CityBuild Program is an 18-week pre-apprenticeship training program that provides for hands-on training, certifications, and employment. There is also construction administrative training and soon San Francisco will be adding asbestos training and certification. CityBuild provides an average of 1,000 work placements for skilled construction workers annually. The agency conducts extensive outreach to schools, community-based organizations, non-profits, and unions and non-union companies. The cost is $3,000 per candidate, but classes are free to employers. Ex-offenders are eligible as there are extensive background and drug screenings required. There are classes provided to teach English and John Carter High School has specifically designed classes for trades education. CityBuild contracts with service providers for childcare services and also provides for case management services with the Human Services agency. The program has implemented a CityBuild Women’s Advancement mobility program, a homeless collaborative, and a veteran’s program (Hard Hat to Work Program).

Mr. Nim stressed that it was key to have workforce centers throughout the city to provide access points to all neighborhoods. Regarding good faith efforts for local hire, he noted it was important to make sure options were available. His office has a total of 20 staff, including his position. Mr. Nim said it was important to identify creative financial resources and suggested that Denver look into marijuana monies, noting that he understood that marijuana monies can be used for education and vocational training is an educational component. A question was asked how CBAs got started. He noted that the Mayor’s Office and Board of Supervisors created a joint development agreement to negotiate for these contracts. He said it was important to start somewhere to get to the goals of resident hire started and training needed for development projects.