

(R-94-1578) COR.COPY

05/04/94

RESOLUTION NUMBER R-283823
ADOPTED ON MAY 9, 1994

WHEREAS, The City of San Diego's Economic Development Strategic Plan requested the San Diego Consortium & Private Industry Council to "provide recommendations on City support and assistance for education and employment programs to increase San Diego workforce competitiveness"; and

WHEREAS, the San Diego Consortium & Private Industry Council, the Business Roundtable for Education, the San Diego Community College District, and San Diego City Schools jointly sponsored a Workforce Excellence Forum on May 14, 1993, to develop a regional strategic plan for a skilled workforce in San Diego County; and

WHEREAS, key leaders in business, education, and government, including Mayor Susan Golding, participated in the Workforce Excellence Forum and agreed upon regional policy statements regarding School-to-Work Transition and On-Going Workforce Training and strategies for implementing these policy statements; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that it hereby adopts the following regional policy statements:

1. SCHOOL-TO-WORK TRANSITION - The San Diego region will assist, and to the extent possible, facilitate through the San Diego Consortium & Private Industry Council the partnerships of every employer and educational institution in integrating education and work.

2. ON-GOING WORKFORCE TRAINING - All San Diego workers, both employed and unemployed, should have the opportunity to acquire the knowledge and skills needed to re-equip themselves as part of life-long learning and to contribute to a healthy economy.

BE IT FURTHER RESOLVED, that in the spirit of implementing these policy statements, the City will employ the following strategies:

1. School-to-Work Transition - The City will work to create and foster partnerships in which City departments will be involved in strengthening the connection between education and work and fostering school-to-work transitions.

2. Provide a Summer Job for a Student - The City has, and will, continue to provide student summer employment. During the past

year, the City engaged one hundred thirty-five (135) students as part of the Hire-a-Youth Program and enrolled fifteen (15) students in Youth Fellowship. Students were referred from local social service agencies and given an opportunity to intern with City departments. Over twenty (20) departments participated.

3. Provide a Year Round Part Time Job for a Student - The City will actively participate in the Hire-a-Youth Program if it establishes a year round job opportunity program for selected youth.

4. Student Mentoring Program - The San Diego Police Department has, and will continue sponsoring, a mentoring program for at-risk youth. Mentors are selected from City employees, and outings and special events are utilized to foster bonding.

5. On-Going Workforce Training - The City will invest in job training which provides employees with the broad range of knowledge and skills needed to adapt to emerging technologies and current business needs as part of a continuum of life-long learning. The City's supervisor's training (Academy 2000) and the Management Academy offer programs stressing work ethics, shared decision making, logical thinking, interpersonal skills to improve teamwork, customer satisfaction, and working in a culturally diverse environment.

6. Provide Student Tours - The City has, and will continue to provide, tours to school and civic groups as requested through the Citizen's Assistance and Social Service Programs.

7. Liveable Neighborhoods - This program will integrate community revitalization activities with individual schools which will result in closer collaboration and interaction among City departments, schools, business, and community residents.

8. Economic Development - The City's Economic Development Strategic Plan supports the activities of the San Diego Consortium & Private Industry Council and other employment and training agencies which provide services to youth programs and increases collaboration between business and education.

9. City of the Future - As part of the City of the Future, San Diego will actively support the proliferation of new technologies, particularly in the information highway areas, including application in education.

10. Training Resources - The City has and will continue to invest substantial resources in training for current workforce including TQM related training, such as efficiency improvement. Skill requirements are continually updated as are career path opportunities.

11. Centre for Organization Effectiveness - This City sponsored program is intended to raise the caliber of leadership in the region through innovative management programs, training, forums, and organizational development interventions for public, nonprofit and private organizations.

APPROVED: JOHN W. WITT, City Attorney

By

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