

Goal 1. Ensuring employment policies & priorities exist to meet the needs of elders, people with disabilities, and caregivers.

1a. Support and develop individualized and diverse employment efforts, which may include:

- Support and expand programs that capitalize on the skills and strengths of older adults and people with disabilities;
- Ensure that there are available opportunities (either training, support or placement) for middle income seniors and people with disabilities, as well as low-income residents;
- Identify what, if any, gaps of populations served exist and develop recommendations that will address those gaps; and
- Incentivize employers to provide flexible schedules, family leave policies, and job protection for employees who must take time off to care for a family member.

1b. Recognizing the silo nature of employment and job training programs, identify areas for increased collaboration and partnership among organizations and departments, such as:

- Identify opportunities for employment programs serving different populations to collaborate and partner, if applicable;
- Assess and identify opportunities to streamline the process; and
- Increase outreach regarding economic opportunities & benefits, such as the SF Business Portal; and
- Leverage existing efforts when considering expanding programs or services.

1c. Identify opportunities to assess current data collection practices and support increased collection, to better assess the experience of applicants. For example:

- Support and partner with the Access to City Employment (ACE) program, specifically with regards to client outreach, placements, and supporting efforts to insure that the program is appealing to both employees and employers;
- Ensure that the City and County of San Francisco captures and shares data on the number of employees that have disabilities;

1d. Support existing and successful programs, ensuring that they are sustainable and able to increase capacity, such as:

- Encourage the funding diversification of programs, particularly ones that are currently reliant on federal funding;
- Partner with other applicable programs, such as the Mayor's Job Plus program¹ (perhaps can partner on intergeneration mentoring); and
- Explore public/private partnerships that would allow collaboration such as job placement, program funding, or trainings that address discrimination.

¹ <http://sfmayor.org/san-francisco-youth-jobs>

Goal 2. There are efforts to address ableism and ageism within the employment process.

2a. Ableism and ageism are consistently highlighted as the greatest barrier to employment. Increased efforts must be made to address this discrimination, through all stages of the employment process. Possible next steps may include:

- Increase training, placement, and job support for people with disabilities within public agencies;
- Advocacy for a workforce that better represents the diversity of San Francisco’s demographics, particularly with regards to people with disabilities and seniors;
- Ensure that online recruitment efforts (hiring, testing, and interviewing) are accessible; and

2d. A campaign and call to action geared towards increasing awareness, education, and employment opportunities for people with disabilities based on a model that prioritizes “for/by/with us’ strategies, similar to San Francisco’s “Youth Works²” campaign;

- Consider partnering with the “sharing economy” companies, recognizing that a significant number of older adults work with them (part time, flexible hours, etc.)

2b. Explore opportunities and appropriate partners in a supportive retirement transition approach, including:

- Programs or policies that help the transition a retiring employee such as honoring their contribution, allowing for a part-time role, mentoring newer employees, or providing alternative opportunities for those retiring to remain engaged through volunteer work.

2c. Within the City and County of San Francisco, ensure that city departments and human resources are informed and provide resources for employees with disabilities, such as:

- Educating managers about ADA requirements and how to best support an employee with a disability;
- Support and/or provide training for accessible hiring best practices;
- Providing accessible accommodations for current employees; and
- Ensure that services and/or supports are easily available for those who need them.

² <http://sfyouthworks.org/>

Goal 3. Prioritize efforts that support economic security for elders, people with disabilities, and caregivers.

3a. Support existing benefits and safety net programs that help seniors, people with disabilities, and their caregivers, including Social Security, Medicare and MediCal. Next steps may include:

- Support City’s lobbying effort to vigorously defend benefits and federal funding for critical programs.

3b. Encourage and support nonprofits that may be able to address economic security issues “up-stream”, such as:

- Incentivize and support companies and nonprofits that provide retirement savings products to their employees;
- Identifying and sharing “poverty risk factors” for seniors and people with disabilities, as a tool for social services, health and behavioral health services, and legal services to ask about and connect residents with services (or the Hub) that may be able to support them; and
- Identify and support financial fitness programs that are “more upstream” in supporting economic security. Examples can be educational programs or matched savings programs.

3c. Assess the current demand for benefits counseling, particularly for people with disabilities and based on results, support that service appropriately (such as continued support or increasing capacity).