DHR Workforce Development Director

Looking forward to seeing you in a future training!

forward to growing our partnership with you in the new year.

We are grateful to our partner departments for your continued enthusiasm for individual and
time-sensitive training opportunities. We welcome your feedback to help us shape our future programs and services, and we look
forward to working with you.

Happy New Year!

In November, to celebrate National Apprenticeship Week, DHR
partnered with the Port of San Francisco and other City
departments to hold a citywide Crafts and Trades Career Fair on
Wednesday, November 20th. ApprenticeshipSF recruits diverse individuals— including women— to
prepare for a variety of jobs in construction, manufacturing, HVAC, and more. The fair was well attended,
with 336 participants, which is a 143% increase in the number of people with disabilities appointed to
City jobs. As more departments offer ACE placement opportunities,
applicants for the ACE program.

In February, DHR is also accepting applications for our upcoming CCSF and MEA Leadership
Development Program. This program is designed for emerging leaders and focuses on developing the
skills necessary for successful leadership. For more information, please visit our website.

DHR is committed to providing opportunities for growth and professional development.

NEWS: Respect in the Workplace Training

We are excited to announce our newest training opportunity: Respect in the Workplace Training. This
training is designed to help employees understand the importance of respect in the workplace and
promote a culture of inclusivity.

This training will cover six key areas of respect:

1. Understanding the concept of respect
2. The impact of respectful behavior in the workplace
3. The benefits of a respectful workplace
4. The negative consequences of disrespectful behavior
5. Strategies for fostering respect in the workplace
6. The role of leadership in promoting respect

For more information about citywide online training requirements, contact
wd.dhr@sfgov.org.

In 2020, DHR will also release additional online courses to meet other City training requirements for
 supervisors and managers, including an updated Harassment Prevention course and a new
 Implicit Bias training.

DHR's Instructional Design team had a busy second quarter as they completed and released
 several new online training courses in response to the Mayor's Executive Directive 18-02, Ensuring
 Respect in the Workplace.

For more information about these courses and how to incorporate them into your organization's training
 program, please contact wd.dhr@sfgov.org.

In addition to releasing new training courses, DHR trainers delivered 18 sessions of this new training to
 City departments who similarly want to provide foundational training to employees on respect
 in the workplace. This training teaches employees at all levels that how we interact, listen, and
 communicate with each other, are all necessary for a more inclusive workplace.

Other highlights from the second quarter include:

- Over the two month training period, participants engaged in communication and coaching trainings,
- on their successful completion of this citywide leadership development program. DHR would like to congratulate 23 participants in the Fall 2019 Emerging City Leaders (ECL) cohort
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- 2,582 participants registered for our 12 online training programs.
- 2.0 program. This leadership development program for more seasoned managers begins in
- February 2020. For more information, please contact wd.dhr@sfgov.org.
- DHR is also currently accepting applications for our upcoming CCSF and MEA Leadership
- Development Program. This program is designed for emerging leaders and focuses on developing the
- skills necessary for successful leadership. For more information, please visit our website.
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Please forward this newsletter and share these training opportunities with your colleagues and staff.