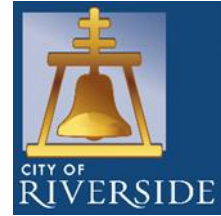




CITY OF RIVERSIDE WORKFORCE DEVELOPMENT PROGRAMS



OVERVIEW

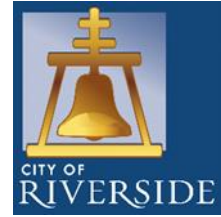


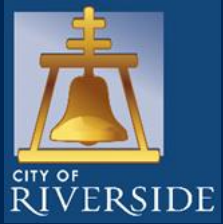
- The Human Resources Workforce Development Division facilitates these programs to prepare individuals for employment within the City of Riverside.
- The programs serves the residents of the City of Riverside by providing a unique opportunity to obtain soft skills, skills assessment, and on the job training within various city departments. The following is a list of the programs:
 - Riverside at Work (RAW)
 - Riverside Employment Services Education and Training (RESET)
 - Riverside Apprentice Program (RAP)

RIVERSIDE
**WORKFORCE
DEVELOPMENT**
PROGRAMS

TRAINING AND DEVELOPMENT OVERVIEW

- Job Readiness
- Resume Writing
- Networking
- Interview Skills
- Skill Assessment
- Customer Service

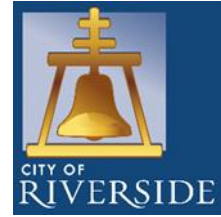




R.A.W.

Riverside at Work Program

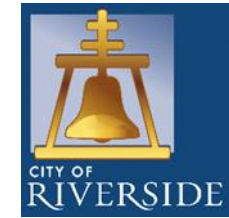
RIVERSIDE AT WORK PROGRAM (R.A.W.) OVERVIEW



- To provide housing, supportive services, and on-the-job training to the unemployed and homeless residents of the City of Riverside, enabling them to attain housing stability and self-sufficiency.
- Work with clients who are: **(1)** self-motivated and committed to re-entering the workforce; **(2)** willing to follow program rules; and **(3)** actively working towards ending his/her homelessness situation.
- Office of Homeless Solutions and RAW Program identify and direct the participants during the 12 month program cycle.
- The client's cooperation and client assessment process is important to ensure successful placement and stable employment.

RIVERSIDE
**WORKFORCE
DEVELOPMENT**
PROGRAMS

R.A.W. PROGRAM PARTICIPANTS 2018 PLACEMENTS AND BUDGET



- **7 participants**
- 3 placed within city departments and 1 non-profit agency
- Departments & Budget : **\$67,680 100%**
 - Goodwill: (Fair Housing) \$7,050 10%
 - Human Resources: \$22,560 33%
 - Office of Homeless Solutions \$26,790 40%
 - Parks and Recreation: \$11,280 17%
- **Goal:** Annual Program Funding : **\$100,000**

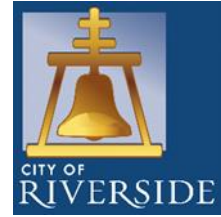
2018 Placements	City of Riverside	Goodwill
Participants	4	3
Type of Positions		
Legal Support		1
Administrative	2	1
Administrative/Marketing	1	1
HR Receptionist	1	



R.E.S.E.T.

Riverside Employment Services Education
and Training Program

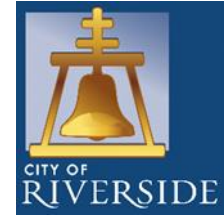
RIVERSIDE EMPLOYMENT SERVICES EDUCATION AND TRAINING (R.E.S.E.T.) OVERVIEW



- To assist City of Riverside young adults in achieving their education, civic, personal, and social development as a responsible individual and community member by providing job training, educational resources in a structured work environment.
- Training includes: Resume Workshops, Communication Skills, Career Exploration, Public Speaking, Leadership Skills, Self Esteem, Personal Effectiveness.
- Effective August 31, 2018, 3 participants have promoted to fulltime positions within the City.

RIVERSIDE
**WORKFORCE
DEVELOPMENT**
PROGRAMS

R.E.S.E.T PROGRAM PARTICIPANTS HIRED 2017 -2018 YTD

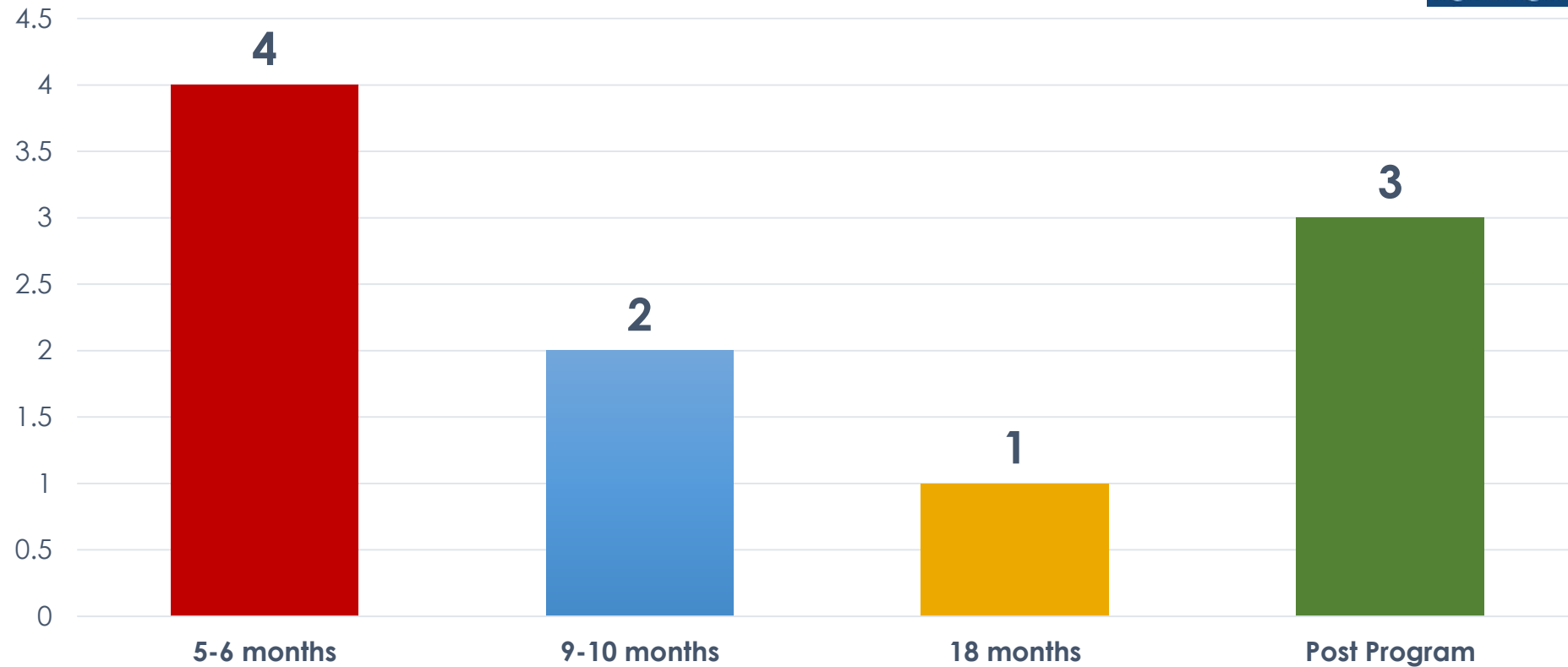
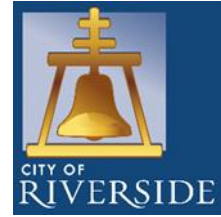


- 10 Participants hired
- Placed in 3 Departments
 - CEDD
 - General Services
 - Public Works

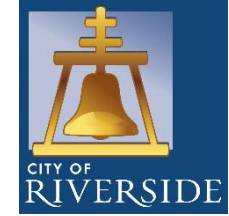
Metric	CEDD	General Services	Public Works	Total
Hires	2	1	7	10
Hired within 18 months	2	1	4	7

R.E.S.E.T. PROGRAM TRACKING

(DURATION IN PROGRAM BEFORE PROMOTION)

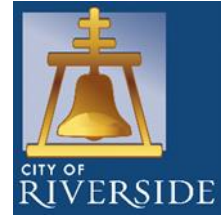


RIVERSIDE
**WORKFORCE
DEVELOPMENT**
PROGRAMS



2019 APPRENTICESHIP PROGRAM (R.A.P.)

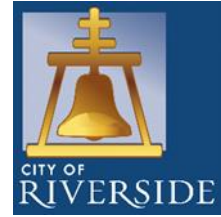
RIVERSIDE APPRENTICE PROGRAM (RAP) OVERVIEW



- The purpose of the program is to ensure the City of Riverside has a qualified pool of apprentice candidates who have been properly trained on a variety of crafts.
- Recruiting and retaining skilled employees can be challenging. Apprenticeship reduces the need for expensive recruitment programs by creating a flow of candidates who are already screened and trained.
- Apprentices who complete a program will have the opportunity to be placed on an eligibility list for the City of Riverside.
- The goal is to launch the program in 2019 with 5-10 participants.
 - Operator In Training – 5
 - Facilities Maintenance/Management - 5

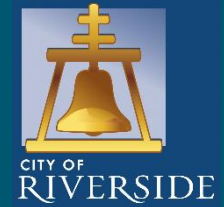


WHAT IS APPRENTICESHIP?



- Apprenticeship is an employer-sponsored flexible training program that cultivates highly skilled workers to meet the workforce demands.
- It is a form of work-based, post-secondary training program for people who want to work in a skilled trade or occupation.
- Work-based training occurs under the direction of a qualified journeyperson and combines structured on-the-job learning (81-85%) with theoretical classroom instruction (15-20%).

WHY CHOOSE AN APPRENTICESHIP?



**START
EARNING**
while you study

**FLEXIBLE
TRAINING**
on the job,
on campus or both

**GAIN KNOWLEDGE
AND SKILLS**
from expert mentors
with extensive
industry skills

**REAL
QUALIFICATIONS**
graduate with a
nationally recognized
qualification



**HANDS-ON
EXPERIENCE**
learning the latest
technology and tools
in well equipped
facilities