In the Bay Area, a network of organizations is working to address the risks of automation and help workers prepare for the jobs of the future. These initiatives range from pilot projects to more comprehensive efforts that involve multiple partners. This table highlights some of the key initiatives in the Bay Area, along with information on the organizations involved and the types of programs they are implementing.

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Project Addressed</th>
<th>Area of Focus</th>
<th>Description</th>
<th>Initiative Leader</th>
<th>Type</th>
<th>Timeframe</th>
<th>Industry or Occupation</th>
<th>Geography</th>
<th>Link 1</th>
<th>Link 2</th>
<th>Reform the Bay Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Bay Transportation &amp; Logistics Partnership</td>
<td>Automation of tasks Business &amp; economic development</td>
<td>Logistics</td>
<td>An organization that coordinated transportation &amp; logistics- oriented companies in the East Bay &amp; allows them to set priorities related to increasing competitiveness &amp; growth in a changing economic and technological landscape. GATW is a revenue neutral effort to help companies to innovate &amp; communicate with a network of relevant public sector actors in order to inform their priorities and public policies.</td>
<td>East Bay Leadership Council</td>
<td>Private sector initiative</td>
<td>Launched in 2014 and ongoing</td>
<td>Logistics</td>
<td>East Bay</td>
<td>TRUE</td>
<td>TRUE</td>
<td>FALSE</td>
</tr>
<tr>
<td>Autodesk Foundation - Future of Work Focus Area</td>
<td>Automation of tasks Business &amp; economic development</td>
<td>Autodesk Foundation supports workers particularly in the area of automation, in service of a broader economic agenda. We created this fund to help inform and build trust around understanding of how to address the needs of workers, improve job matching infrastructure, and engage employers in a targeted way.</td>
<td>Autodesk Foundation</td>
<td>Funder</td>
<td>2017- ongoing</td>
<td>Broad</td>
<td>National, but foundation is SF based</td>
<td>TRUE</td>
<td>FALSE</td>
<td>FALSE</td>
<td>TRUE</td>
</tr>
<tr>
<td>True Dollars - Social Equity Demonstration</td>
<td>Automation of task Social protection &amp; assistance</td>
<td>CalWorks</td>
<td>A small-scale experiment with $500 per month for 18 months, must belong to a neighborhood where median income is $54K or less.</td>
<td>V Combinator</td>
<td>Academic/awards</td>
<td>Launched in Feb 2015 to $5,600/quarter</td>
<td>Va</td>
<td>Stockton</td>
<td>FALSE</td>
<td>FALSE</td>
<td>TRUE</td>
</tr>
<tr>
<td>Stanford Basics Income Lab</td>
<td>Automation of task Social protection &amp; assistance</td>
<td></td>
<td>This initiative provides an enabling base for the research and the study of the development and impact of UBI. Consensus scholars, policy-makers, business leaders, community leaders, non-profits, and foundations around the politics and economics of UBI.</td>
<td>Stanford's McCoy Center for Ethics in Society</td>
<td>Academic/awards</td>
<td>2017-ongoing</td>
<td>Va</td>
<td>Based at Stanford National scope</td>
<td>FALSE</td>
<td>TRUE</td>
<td>FALSE</td>
</tr>
<tr>
<td>YC Research Oakland UBI Pilot</td>
<td>Automation of task Social protection &amp; assistance</td>
<td></td>
<td></td>
<td>V Combinator</td>
<td>Academic/awards</td>
<td>April 2016 Oakland pilot; 2018-2019 study phase was 1 year</td>
<td>Va</td>
<td>Oakland</td>
<td>FALSE</td>
<td>FALSE</td>
<td>TRUE</td>
</tr>
<tr>
<td>Kaiser Permanente Labor Market Partnership Transition plan</td>
<td>Automation of task Worker voice / organizing /agency</td>
<td></td>
<td>Tech@Work project at UC Berkeley in partnership with the Oakland UBI Pilot; 2017-ongoing</td>
<td>Kaiser Permanente</td>
<td>Collective bargaining</td>
<td>2018-ongoing</td>
<td>Healthcare workers</td>
<td>Predominantly Northern California</td>
<td>FALSE</td>
<td>FALSE</td>
<td>TRUE</td>
</tr>
<tr>
<td>NCATE Here/Marlin contract</td>
<td>Automation of task Worker voice / organizing /agency</td>
<td></td>
<td></td>
<td>United Here</td>
<td>Collective bargaining agreement</td>
<td>Contract negotiated late 2018</td>
<td>Hospitality</td>
<td>Other nationwide - including San Jose, San Francisco, Berkeley, Santa Clara</td>
<td>FALSE</td>
<td>TRUE</td>
<td>FALSE</td>
</tr>
</tbody>
</table>
### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**California Center for Advanced Study in the Behavioral Sciences** | Stanford Center for Advanced Study in the Behavioral Sciences |Academicallyew | 2014-ongoing | Broad | Based in Stanford, CA | [https://www.sunrisemovement.org/](https://www.sunrisemovement.org/) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**Bay Area Council's Workforce of the Future Committee** | changing demands for skills | Business & economic development | 2019-ongoing | Multiple | Bay Area | [https://coopcareers.org/](https://coopcareers.org/) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**Civic Hive** | Workforce development | 2014-ongoing | Administrative | Bay Area | [https://www.ohlone.edu/biotech/](https://www.ohlone.edu/biotech/) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**AMT Workforce Program** | Workforce development | 2019-2021 | Healthcare | San Francisco Bay Area | [https://oewd.org/tech-sf](https://oewd.org/tech-sf) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**Area Health Education Centers (AHEC)** | Workforce development | 1972-ongoing | Healthcare | San Francisco Bay Area | [https://oewd.org/tech-sf](https://oewd.org/tech-sf) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**Stride Center** | Workforce training | 2019-ongoing | Information & communications technology | Oakland, East Bay | [https://www.ohlone.edu/biotech/](https://www.ohlone.edu/biotech/) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**Strong Workforce Initiative** | Workforce development | 2018-2019 | 5G, IoT, artificial intelligence, blockchain | Statewide | [https://oewd.org/tech-sf](https://oewd.org/tech-sf) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**San Francisco Bay Area Biotechnology Center** | Workforce development | 2019-ongoing | Biotechnology | Alameda County, Contra Costa County | [https://oewd.org/tech-sf](https://oewd.org/tech-sf) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**Tawfik Training and Apprenticeship Program** | Workforce development | 2019-ongoing | Manufacturing, construction, IT | multicounty | [https://oewd.org/tech-sf](https://oewd.org/tech-sf) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**COOP** | Workforce development | 2019-ongoing | Digital marketing | Bay Area, New & Old Economy | [https://www.ohlone.edu/biotech/](https://www.ohlone.edu/biotech/) | TRUE/FALSE/FALSE/FALSE

### Initiative Leader | Type | Timeframe | Industry or Occupation | Geography | Link 1 | Link 2 (Fack/Cable) | Remarks
---|---|---|---|---|---|---|---
**People Power Cooperative** | Workforce development | 2019-ongoing | Local energy | Oakland | [https://www.ohlone.edu/biotech/](https://www.ohlone.edu/biotech/) | TRUE/FALSE/FALSE/FALSE

---

**Note:** The table includes initiatives and programs focused on workforce development and training. The table details the initiative leader, type of change, timeframes, industries or occupations affected, and geographical focus. Links are provided for more detailed information. The remarks column includes additional notes on the initiative's goals and outcomes. Table continues on the next page.
### Initiative Leader

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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</table>

### Berkeley (Automation and Inequality Challenge)

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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### Gilgit LLC

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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### Diagonal Canyon Nuclear Power Plant Decommissioning (Last Transfers)

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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</table>

### Alliance for a Just Recovery

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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</table>

### Labor Rise for Climate, Jobs, Justice & Peace

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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</table>

### Utility Justice Campaign

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

<table>
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### San Francisco Green New Deal

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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<td>FALSE</td>
</tr>
</tbody>
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### Labor Center Green Economy Program

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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</tr>
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### California Advanced Lighting Efficiency Program (CALCTP)

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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</tr>
</tbody>
</table>

### Rising Sun Center for Opportunity

**Description**
- Local clean energy programs that give PUCE customers in SF (San Francisco Power and Electric Cooperative) the ability to choose energy on the market.
- A grassroots initiative calling for the State Legislature to pass legislation that would allow cities to take over the natural gas pipelines in their communities.

**Type**
- Ongoing

**Industry or Occupation**
- Utilities

**Biography**
- California

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</table>

---

**Note:** The above information is based on the provided text and may not reflect the most current or accurate data. Always verify the information directly from the source.
Chasing Nature of Work in the Bay Area: Appendix A: Scan of Initiatives

### Initiative
- **Title**: Task Force on Addressing the Challenges of Transiting Platform Work to a Lower Carbon Economy
- **Description**: Economic shifts in response to climate change
- **Scope**: Workforce development

### Initiative Lead & Timeframe
- **Initiative Leader**: Ali Alia
- **Start Date**: 2014
- **End Date**: Ongoing
- **URL**: [https://www.driversseat.co/](https://www.driversseat.co/)

### Impact & Area of Focus
- **Location**: Bay Area
- **Focus**: Low-wage domestic workers

### Partners & Collaboration
- **Cooperative**: Driver's Seat Cooperative
- **Public Policy**: Secure Choice
- **Training**: Carbon Economy of Transitioning LA New Technologies in the Workplace
- **Social Protection**: Worker/organizer

### Other Information
- **Status**: Active
- **Budget**: $200,000 over FY19-FY20

### Data Collection & Analysis
- **Methodology**: Analysis of new technologies in the workplace (other)
- **Impact**: Changes in nature of work in the Bay Area

### Examples

### Successes & Challenges
- **Successes**: Data collected by drivers using the Driver's Seat app can be valuable to inform public policy.
- **Challenges**: What impact will this have on current workforce development?

---

### Initiative
- **Title**: Silicon Valley Clean Energy
- **Description**: Economic shifts in response to climate change
- **Scope**: Workforce development

### Initiative Lead & Timeframe
- **Initiative Leader**: Ali Alia
- **Start Date**: 2018
- **End Date**: Ongoing
- **URL**: [https://www.sfcityoption.org/](https://www.sfcityoption.org/)

### Impact & Area of Focus
- **Location**: Private sector
- **Focus**: Climate change

### Partners & Collaboration
- **Cooperative**: Private sector
- **Public Policy**: City Option
- **Training**: Social protection

### Other Information
- **Status**: Active
- **Budget**: $200,000 over FY19-FY20

### Data Collection & Analysis
- **Methodology**: Analysis of new technologies in the workplace (other)
- **Impact**: Changes in nature of work in the Bay Area

### Examples
- **Amazon**: Workers. Passed out of Assembly but not out of Senate.

### Successes & Challenges
- **Successes**: Data collected by drivers using the Driver's Seat app can be valuable to inform public policy.
- **Challenges**: What impact will this have on current workforce development?
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<td>B Local Bay Area</td>
<td>Private sector initiative</td>
<td>7-ongoing</td>
<td>Business &amp; economic development</td>
<td>San Francisco</td>
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<td>Cooperatives</td>
<td>2017-ongoing</td>
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<td>San Jose Opportunity to Work Ordinance</td>
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<td>Fair Workweek Ordinance</td>
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<td>AB 51 (Proposition 22) - Ban on Forced Arbitration</td>
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<td>AB 1483, signed into law in October 2019</td>
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<td>Alameda County of Cooperatives</td>
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[Links provided for relevant organizations and initiatives]
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<th>Initiative</th>
<th>Description</th>
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<td>Social Entrepreneurs for Economic Development (SEED)</td>
<td>Growth &amp; decline of industries Business &amp; economic development</td>
<td>[Description][1]</td>
<td>Support for entrepreneurship</td>
<td>2020</td>
<td>Immigrant Women</td>
<td>California</td>
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<td>SF Make</td>
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<td>Silicon Valley Comprehensive Innovation Framework</td>
<td>Growth &amp; decline of industries Business &amp; economic development</td>
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<td>The Hood Incubator</td>
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<td>[Description][5]</td>
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<td>Center for Applied Competitive Technologies - Bay Area</td>
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<td>[Description][6]</td>
<td>Workforce training</td>
<td>Ecampus</td>
<td>East Bay</td>
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<td>Inliting Entrepreneurship in Manufacturing</td>
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<td>CarniKk Equity Program, San Jose</td>
<td>Growth &amp; decline of industries Business &amp; economic development</td>
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<td>The Workers Fund at SFO</td>
<td>Growth &amp; decline of industries Social protection &amp; assistance</td>
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<td>Center for the Study of Labor and Employment</td>
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<td>California Domestic Workers Coalition</td>
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<td>East Bay Inclusive Economy Fund</td>
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<td>Support at Home SF</td>
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<td>CA Long Term Support and Services Advocacy</td>
<td>Growth &amp; decline of industries Worker voice / organizing</td>
<td>[Description][14]</td>
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<tr>
<td>Tech Workers Coalition (TWC)</td>
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**Notes:**
- **[Description][1]:** [Description](https://domesticemployers.org/o/)
- **[Description][2]:** [Description](https://www.svcip.com/)
- **[Description][3]:** [Description](https://sftreasurer.org/article/press-release-office-financial-empowerment-fund-design)
- **[Description][4]:** [Description](https://www.mercurynews.com/2019/03/27/san-jose-residents-with-pot-opportunities/)
- **[Description][5]:** [Description](https://www.hoodincubator.org/about-us)
- **[Description][6]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][7]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][8]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][9]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][10]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][11]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][12]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][13]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][14]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
- **[Description][15]:** [Description](https://www.cadomesticworkers.org/new-fund-design)
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<th>Initiative</th>
<th>Region of Change Addressed</th>
<th>Lens</th>
<th>Description</th>
<th>Initiative Leader</th>
<th>Type</th>
<th>Timeline</th>
<th>Industry or Occupation</th>
<th>Geography</th>
<th>Link 1</th>
<th>Link 2 (F/cAppicable)</th>
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<tbody>
<tr>
<td>UCFR Cannabis Dashboard</td>
<td>Growth &amp; decline of industries</td>
<td>Worker voice</td>
<td>Organizing</td>
<td>Local worker organizing</td>
<td>Collective beginning</td>
<td>Ongoing, Started 2010</td>
<td>San Francisco</td>
<td>SF Office of Economic &amp; Workforce Development</td>
<td>Workforce training</td>
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<tr>
<td>Design It (Rock &amp; Shiny)</td>
<td>Growth &amp; decline of industries</td>
<td>Workforce development</td>
<td>Workers need to find a stronger and more responsive training system that can adapt to the rapid changes and develop skills to run for jobs that their employees can do to help them solve the industry's most pressing problems</td>
<td>Silicon Valley, Private sector</td>
<td>Workforce training</td>
<td>2013-2016</td>
<td>Manufacturing, Biotechnology, Transportation &amp; Logistics</td>
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<tr>
<td>Healthcare Academy SF</td>
<td>Growth &amp; decline of industries</td>
<td>Workforce development</td>
<td>The HealthCare Academy, led by the SF City, Office of Economic &amp; Workforce Development, aims to provide oversight of workforce training programs related to the healthcare sector</td>
<td>Futuro Health</td>
<td>Workforce training</td>
<td>2016-ongoing</td>
<td>Healthcare</td>
<td>San Francisco</td>
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<tr>
<td>Amazon Warehouse worker management</td>
<td>Introduction of new technologies in the workplace (other than automation)</td>
<td>Business &amp; economic development</td>
<td>Amazon risks technical workforce productivity and an understanding system can generate earnings and termination. Workers report an increase in work and avoid unintentional breaks. Positively, 15% of workforce is found that Amazon estimates productivity revenue alone in a year. Amazon has also patented an online tool that can monitor worker movements</td>
<td>Amazon</td>
<td>Private sector initiative</td>
<td>Logistica, retail</td>
<td>International</td>
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<td>XR Works</td>
<td>Introduction of new technologies in the workplace (other than automation)</td>
<td>Business &amp; economic development</td>
<td>A regional initiative run by the Orange County Office of Education, geared at training workers for the new economy, augmented reality (AR) and its applications in different industries. Offers classes and workshops, such as classes for youth &amp; adults interested in learning XR, workshops for entrepreneurs on how to create an XR company, and workshops for professionals in industries like real estate to learn how to use AR in their business</td>
<td>Marin County Office of Education</td>
<td>Workforce training</td>
<td>2018-ongoing</td>
<td>Information and communications technology (ICT), other industries</td>
<td>Marin County</td>
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<td>Stanford Cyber Policy Center @ Freeman Spogli Institute</td>
<td>Introduction of new technologies in the workplace (other-than automation)</td>
<td>Business &amp; economic development</td>
<td>Focused by various collaborations, on digital technologies, including Augustine’s “Social workers” and a policy response to focus on the future of work.</td>
<td>Stanford University - Freeman Spogli Institute - Information Studies</td>
<td>Academic component</td>
<td>2016-ongoing</td>
<td>Multiple</td>
<td>Silicon Valley, Washington DC</td>
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<td>Turkpower</td>
<td>Introduction of new technologies in the workplace (other-than automation)</td>
<td>Worker voice</td>
<td>Organizations mark market barriers that can review employees, giving them more autonomy and transparency. MTurk is a service through which Amazon recruits workers who can be fitted to do different types of online “microtasks” typically for a few cents per task. As described by researchers, MTurk “uses remote human labor hidden behind a computer interface to help perform tasks that are not possible using automated systems.”</td>
<td>UC - Los Angeles, California</td>
<td>Digital organizing</td>
<td>2018-ongoing</td>
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<td>Ravei</td>
<td>Introduction of new technologies in the workplace (other-than automation)</td>
<td>Worker voice</td>
<td>Workers are using new technologies in the workplace (other-than automation)</td>
<td>UC - Los Angeles, California</td>
<td>Digital organizing</td>
<td>2018-ongoing</td>
<td>Retail, Other industries</td>
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<td>California Consumer Privacy Act</td>
<td>Introduction of new technologies in the workplace (other-than automation)</td>
<td>Worker voice</td>
<td>Organizations mark market barriers that can review employees, giving them more autonomy and transparency. MTurk is a service through which Amazon recruits workers who can be fitted to do different types of online “microtasks” typically for a few cents per task. As described by researchers, MTurk “uses remote human labor hidden behind a computer interface to help perform tasks that are not possible using automated systems.”</td>
<td>UC - Los Angeles, California</td>
<td>Digital organizing</td>
<td>2018-ongoing</td>
<td>Retail, Other industries</td>
<td>National, includingBAT-3,000 employees</td>
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