

WORKFORCE INVESTMENT SAN FRANCISCO

Local Workforce Investment Board for the City and County of San Francisco

Minutes Of The

June 13, 2017

Meeting of the

Workforce Investment San Francisco (WISF) Board

San Francisco War Memorial Veteran's Building Green Room

401 Van Ness Avenue, 2nd Floor, San Francisco, CA 94102

WISF Members

Present

Andrew Lindsay, Jawbone

Bob Nibbi, Nibbi Brothers General
Contractors

Charley Lavery, Operating Engineers Local 3

Charlie Hale, Pinterest

Edward Battista, Sutter Health

Jeanine Cotter, Luminalt

Jeffrey Chiu, University of California, San
Francisco

Jorge Tapia, EDD

Katy Johnson, Wells Fargo

Kent Lim, Kent Lim Construction

Kevin Carroll, Hotel Council of San Francisco

Ruben Santana, Rubecon Builders

Theresa Rowland for Susan Lamb, CCSF

Ximena Delgado, Bank of America

WISF Members

Absent

Brian Morton, Webcor

Bryan Rogers, Bloomingdales

David Johnson, Plasterers & Cement Masons
Local 300

Donnalyn Murphy, Golden Gate Restaurant

Egon Terplan, SPUR

Jess Montejano for Mark Farrell

John Doherty, IBEW Local 6

Julie Fallon, Marriott Hotel

Ku-Tsang Lim, Kaiser Permanente

Mark Farrell, Board of Supervisor

Paul Giusti, Recology

Ramon Hernandez, Local 261

Rebecca Miller, SEIU-UHW

Rodrigo Santos, Santos & Urrutia, Inc.

Sam Rodriguez, KSR Strategy Group

Tiffany Apczynski, Zendesk

Theresa Woo, Department of Rehabilitation

OEWD Staff &

Notables

Amabel Akwa-Asare, Director of Strategic
Initiatives

Armina Brown, Administration

Lauran Acevedo, Manager of Administration
& Operations

Jeff Mori, Special Assistant to the Director

Katherine Daniel, Deputy Director

June So, Department of Rehabilitation

Michael Carr, Director of Workforce

Michael King, Senior Workforce Analyst

May Ng, Business Services Specialist

Patrick Mulligan, on behalf of Naomi Kelly,
City Administrator

Sara Brissenden-Smith, Strategic
Partnership Manager

Public

(As Evidenced by the Sign-In Sheet)

Alex Kang, Brightline Defense
Andrew Yen, Brightline Defense
Ann Vowel, EIH
Ann Weeby, Salesforce
Ben Halili, DCYF
Caleb Jonas, SomaSchool
Dee Yabor, PRC
Donna Hintzen, EDD/LMID
Dorit Leavitt, JVS
Drew Taylor, Mission Hiring Hall
Eddie Ahn, Brightline Defense
Emily Shapiro, ScriptEd
Gabriel Garcia, EDD/WSD
Gary Freund, Hospitality Institute of SF
Greg Asay
James Glover, Make Em Shine
Kim Coulthurst, Pathways Consultants
L Bernstein, CHD
Leah Olson, JVS

Levis Bracco, CHP
Linda Liu, CAA
Maggie Laush, Pinterest
Mari Perez-Ruiz, MEDA
Matthew Riccio, RAMS Hire-Ability
Megan Hover, Juma Ventures
Megan Kelly, Goodwill
Michael Lofaso, Asian Neighborhood Design
Michiko Wagner, Mission Hiring Hall
Nancy Gots, Enterprise for Youth
Natalie Hopner, MLVS
Patricia Tu, Success Center SF
Raul Galvan, DAS
Symantha Chapman
Sarah Wong, Swords to Plowshares
Shaniyah Wadiwala, Pinterest/MYEEP
Victoria Cendejas, Brightline Defense
Winnie Yu, SHE

Roll Call

Kevin Carroll, WISF Chair, called the meeting to order at 9:06 A.M. Board members made introductions.

Adoption of Agenda
(Action Item)

There was no quorum hence the motion to approve and adopt the agenda was put on hold to approve at the next board meeting.

Director's Report and update on Hearing
(Discussion Item)

Mr. Carroll introduced Michael Carr, Director of Workforce Development. Mr. Carr announced a few milestones for Workforce Development - two CityBuild Graduations and the completion of the Chase Training Program for the new Warriors Stadium at Pier 96.

Mr. Carr also addressed the highlights from the hearing Workforce was invited to with the Board of Supervisors. A main topic of the hearing was asking Workforce if we were serving the African American population effectively. The Office of Economic and Workforce Development is focused on serving neighborhoods in San Francisco with the highest areas of unemployment and highest barriers to unemployment. Currently the African American unemployment rate in San Francisco is 16% and the Office of Economic and Workforce Development's goal is to bring this closer to 3%. There are 17 departments with the City that have workforce programs that focus on barrier removal, job skill readiness and vocational training. The City has asked OEWD to coordinate pathways for job seekers to navigate the city programs available to help them get into unsubsidized unemployment.

Mr. Carr further discussed the workforce approach by sector to foster demand driven skills attainment and the new services workforce is offering starting July 2017 which are (see meeting materials for further detail):

- 1) Retention Pilot
- 2) Job Readiness Services
- 3) Business Coordinators
- 4) Young Adult Subsidized Employment

Lastly, Mr. Carr reviewed the Citywide Workforce Development Plan, a five-year plan to provide an assessment in the City's workforce development needs and opportunities.

Questions from the Board:

Andrew Lindsay, Jawbone: What kind of work are we doing to draw job seekers earlier into the employment pool specifically with the African American population who are not in the labor force?

Ms. Katherine Daniel's response: The alignment work we are doing with other workforce departments and the Office of Mental Health and Human Rights Commission are helping us broaden our reach to job seekers. Additionally, our neighborhood access points have been very proactive to reaching out to their communities to show the benefits available for job seekers through city services and providers.

Ximena Delgado, Bank of America: Does any of our work look at the multi-generational unemployment?

Mr. Carr's Response: Our partners like HSA and our Access Points are also focusing on multi-generational employment.

Workforce Spotlight: Mayor's Youth Jobs+ (Discussion Item)

Mr. Carroll introduced Luran Acevedo, Manager of Operations and Administration to discuss the Mayor's Youth Jobs+ Initiative, a city-wide summer program to help San Francisco youth ages 16-24 find summer employment. Since 2012, we have provided over 34,000 youth with jobs and work opportunities.

Ms. Acevedo introduced guest speaker Charlie Hale, from Pinterest to address the board. Mr. Hale discussed Pinterest's new internship program for youth in high school and the importance of diversity and inclusivity in the workplace. He introduced his colleague Maggie Lausch to discuss the benefits of their high school interns. Ms. Lausch was very impressed with the new perspective brought by their interns to their everyday business services. She expressed how more diverse and inclusive companies are more effective, make higher profits and make better decisions. Shaniyah Wadiwala, former Pinterest intern presented her experience working at Pinterest.

Ms. Jeanine Cotter from Luminalt discussed her participation in the Mayor's Youth Jobs+ initiative. She expressed how inspiring it is to work with an intern. It helps keep her engaged and she highly encourages all board members to participate in 2018.

State of the Economy (Discussion Item)

Mr. Carroll introduced Ted Egan, Chief Economist to discuss the State of the Economy. Highlights from Mr. Egan's presentation are:

- Unemployment rate is the lowest since 1999 (around 3% unemployment for over a year)
- Unprecedented rate of job growth in the City. 50% more jobs than what we had during the “dot.com boom.”
- Seeing growth across the board, but the Tech Sector has grown much faster than the rest of the economy (9,000 more tech jobs created in 2016).
- The only sector where we lost jobs is the information sector like the motion picture industry and telecommunications industry.
- Education, constructions and health are also doing well.
- Fast growth and income associated with Tech industry.
- Tech is still a very volatile industry, and is showing signs of volatility again.
- Unbelievable economic decade so far, and the real fuel of this is from the Tech sector, but this may be slowing down and coming to an end.

Mr. Carroll opened up the conversation to the board for questions.

Questions:

Kevin Carroll: Where do you think the economy is heading?

Mr. Egan’s response: If we are going to see growth, it’s only with companies that are already established. Another scenario is a slowdown in growth in tech. Right now there is no bad news to report on the economy, but he is rather more bearish than bullish on the state of the economy.

Michael Carr: How much of an impact do immigration policies on a federal level have on local economy?

Mr. Egan’s Response: Bad policies coming out Washington will produce damaging effects on local economies. H1B’s are not driving tech growth. The number one sponsor of H1B visas is UCSF. The general threats around immigration will have a bigger economic effect on our region than issues with hiring H1B visas. The only near term positive from the Trump administration is the potential tax cut.

Charlie Hale: What are the pros and cons to the drop in VC investments in tech?

Mr. Egan’s Response: We have seen this before in the early 2000’s. Early on there are a bunch of good ideas by start-ups, some of them are successful and some of them fail. Tech companies need a hit product or a lot of VC investment to be successful.

Patrick Mulligan: Are BioTech and App Based businesses included in the data?

Mr. Egan’s Response: His data doesn’t include BioTech or Manufacturing. The data he presented reflects tech companies that sell mass produced software or interactive content over the internet.

Jeanine Cotter: How should the WISF board be focusing their time in terms of training their employees?

Mr. Egan's Response: He doesn't think that there is another leg on the economy to stand on if tech has a slowdown. We are not as diverse of an economy as we used to be in the 90's.

Theresa Rowland: Is it possible to get a better understanding of rent and home ownership in San Francisco? She wanted to understand which neighborhoods are being impacted more, who owns their homes, and who is vulnerable.

Mr. Egan's Response: San Francisco residents' relationship with the housing market has to do with how well they are doing in San Francisco more than anything else. About 60,000 people a year move out of San Francisco. Most of the rental housing in San Francisco is covered by rent control. Wages have been growing in San Francisco, but rent control rents have been growing less than inflation.

Public Comment:

Ann Weeby: Are you tracking VC money nationally or locally? Mr. Egan has looked at the Bay Area share of national venture capital and it keeps going up. His data mostly reflects local data.

Additional Question from the audience: Do you think the unemployment rates have gone down because of the gentrification of San Francisco housing? Mr. Egan responded saying it has gone down because of job creation. Gentrification has been the effect of jobs created in tech.

**Aligning Employer
Engagement with
Citywide Alignment
Plan**
(Discussion Item)

Mr. Carroll introduced Michael King, Senior Workforce Analyst to review changes made to the Citywide Alignment Plan based on feedback received by Board members after the last WISF meeting on March 9, 2017. Additionally, OEWD has adopted an Alignment Committee in May 2017. Some adjustments made to the plan include more narrative added about the needs of individuals with multiple barriers to employment, particularly African Americans and the prison re-entry population.

Based on feedback from the Alignment Committee, the Workforce Community Advisory Committee has five recommendations for improving Workforce Development Performance:

- 1) Contribute to the breaking cycle of poverty for San Francisco residents through targeted outreach and service delivery.
- 2) Develop a Workforce Transit Map to show how clients navigate the workforce development system.
- 3) Build data sharing infrastructure across City workforce development departments.
- 4) Actively use employer relationships and data to guide workforce development programming.
- 5) Continue to streamline procurement and contracting across City workforce development departments.

Mr. King made a request to the board to volunteer to offer expertise to help facilitate with employer engagement and programming. He also clarified in response to a question asked by Jeanine Cotter, that there is a lot of programming through other departments and through the non-profit sector to invest in opportunities that are working already to help the hardest to serve population.

**General Public
Comment**

(Discussion Item)

Mr. Carroll opened up the meeting for public comment.

A representative from Brightline discussed their interest in youth training and long term training, in terms of spending for each student, what is the long term pathway for youth? They would like to see more sectors get involved with hiring youth.

Adjournment

(Action Item)

Mr. Carroll called for a motion to adjourn the meeting and the meeting was adjourned at 10:43 A.M.