

WORKFORCE INVESTMENT SAN FRANCISCO

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

Minutes Of The
December 5, 2018

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

Kevin Carroll, Hotel Council
Sandra Fewer, Supervisor, City and County
of San Francisco
Vallie Brown, Supervisor, City and County
of San Francisco
Jeffrey Chiu, UCSF
Jeanine Cotter, Luminalt
Ximena Delgado, Bank of America
Paul Giusti, Recology
Cynthia Gomez, Local 2
Brian Morton, WEBCOR Builders

Chhavi Sahni, Golden Gate Restaurant
Association
Ann Weeby, Salesforce
Theresa Rowland on behalf of Mark Rocha,
Chancellor, City College of SF
Ramon Hernandez, Laborers Local 261
Charley Lavery, OE Local 3
Aaron Michel, 1984 Ventures
Sam Rodriguez, Rodriguez Strategic Partners,
LLC
Bob Nibbi, Nibbi Brothers

WISF Members Absent

Charlie Hale, Pinterest
Julie Fallon, Marriott Hotels
Edward Battista, Sutter Health
Andrew Lindsay, Jawbone
Bryan Rogers, Bloomingdale's
Egon Terplan, SPUR

Theresa Woo, Department of Rehabilitation
Ruben Santana, Rubecon
David Johnson, Masons Local 300
John Doherty, Electricians - IBEW Local 6
Rebecca Miller, SEIU-UHW
Jorge Tapia, EDD

Roll Call

Kevin Carroll, WISF Chair called the meeting to order at 9:05 AM.

Mr. Carroll welcomed and introduced the new WISF newest member, Supervisor Vallie Brown.

Mr. Carroll indicated that a discussion item, *Next Steps in the Fillmore*, would be heard first, with the roll call and adoption of the agenda to follow.

**Neighborhood
Spotlight – Next
Steps in the Fillmore**
(Discussion Item)

Mr. Carroll invited Supervisor Brown to say a few words of introduction. Supervisor Brown spoke to the trauma of redevelopment and the challenges of the community in healing from that trauma. She also spoke to the impact of generational trauma on job readiness as well as challenges with housing.

Mr. Carroll then welcomed special guests, Adrian Owens of Success Center SF and Rico Hamilton of the New Community Leadership Foundation, to help this body further understand the unique needs in the historic neighborhood.

Ms. Owens and Mr. Hamilton presented their Breaking Barriers program, which is intended to provide supportive services on a place-based basis by bringing resources directly to the streets. The model recognizes that job placement and placement in housing is often not enough and a holistic approach was needed, particularly in collaboration with other services providers in the neighborhood. Mr. Hamilton noted that reframing services as “wellness” was more attractive to participants.

Mr. Hamilton then showed a video about the program.

Ms. Owens reiterated the need to go beyond just job placement. Mr. Hamilton drove home the need to bring services out into the streets.

Mr. Carroll asked how the WISF members could support their efforts. Mr. Hamilton suggested supporting the Success Center with wrap-around services resources and collaboration.

Roll Call *(Resumed)*

Mr. Carroll resumed the roll call and introductions of members and OEWD Staff, first welcoming new member Cynthia Gomez of Local 2.

Mr. Carroll then invited board members to introduce themselves.

Adoption of Agenda
(Action Item)

There was a quorum, so the motion to adopt the agenda was unanimously approved as amended.

The motion to approve the meeting minutes from September 13, 2018 was unanimously approved with an amendment noting that in lieu of Ximena Delgado having attended, her representative, a non-voting guest was in attendance.

**OEWD Director’s
Remarks**
(Discussion Item)

Mr. Carroll invited Joaquin Torres, Director of OEWD to present the Director’s Remarks.

Mr. Torres thanked and welcomed the members. He then discussed the recently launched Opportunities for All program and then made a request for the members to provide opportunities for youth, guiding curriculum, troubleshooting infrastructure needs, and mentorship.

Workforce Director's Report

(Discussion Item)

Mr. Carroll introduced Josh Arce, Workforce Director of OEWD to provide the Workforce Director's Report.

Mr. Arce updated the board on sector training program graduation events. Mr. Arce indicated that the City of Denver is replicating CityBuild program. It was noted that Mayor Breed proclaimed the week of November 12th to be SF Apprenticeship week. Mr. Arce then highlighted press around potential State-approved cannabis apprenticeships. Mr. Arce announced the recent launch of the Working Scholars Pilot.

Mr. Arce closed with reiterating Mr. Torres comments about Opportunities for All and invited the member to attend and support the December 8 Community Employment and Training Resource Fair.

Program Year 2017-2018 Outcomes
(Discussion Item)

Mr. Carroll asked Mr. Arce to again approach the podium and the Fiscal Year 17/18 Program Outcomes.

Mr. Arce provided data on the number of participant enrollments and placements for Adult Services, Young Adult Services, and for each sector strategy.

Mr. Michel noted that without more context and an understanding of programmatic goals, he is unable to determine whether these numbers are positive within context. He notes that there is a great diversity in workforce programming, which is great, but he is not clear what the strategy and key performance indicators are.

Mr. Arce noted that we perform this analysis internally and notes that the challenges are different in this economy so the context may be different then in the recession for example. The department perform an analysis of gaps in access and equity, particularly with a racial disparity lens. Mr. Arce expressed interest in a working group to refine the reporting framework.

Ms. Weeby asked for a more technical explanation of terms such as "placement" and "retention" to understand the appropriate context.

Ms. Delgado echoed Ms. Weeby's comments, particularly with regard to retention, the measurement of which continues to be a challenge for workforce systems at large.

Supervisor Fewer echoed the statement of Mr. Michel, with a particular interest in granular demographic analysis measured against equity goals. She also expressed an interest in wage, retention, and promotion metrics.

Mr. Rodriguez notes that WIOA requires certain metrics, retention and wage progression continues to be a challenge and point of interest for EDD, regardless of what the Federal government requires. There is a high level of probability that EDD will require this reporting in the future.

Board Member Profile
(Discussion Item)

Mr. Carroll thanked Mr. Rodriguez for his willingness to continue this item until the next quarterly meeting so as to ensure enough time for subsequent items on the agenda.

The item was then continued until the March 13, 2019 meeting.

Program Spotlight – TechSF Apprenticeship
(Discussion Item)

Mr. Carroll welcomed OEWD staffmembers Patrick Mitchell and Orrian Willis to present on the TechSF Apprenticeship program.

Mr. Mitchell educated the membership on the history and goals of the program as well as the impact to date with a particular focus on equity metrics, income, and retention.

Mr. Willis then explained the value proposition of apprenticeship in the technology sector for the various actors in the ecosystems, noting the high levels of retention and return on investment for employers. He then highlighted the process from the view of the employer and steps taken to streamline and make easy participation from employers. This takes the form of logistical support, plug-and-play models, and customized programming.

Vikram Aiyer, VP of Public Policy for Postmates, was then welcomed alongside Remi Zandieh, a successful Postmates apprenticeship graduate, to provide a testimonial. Mr. Aiyer testified to their experience working with TechSF and extolled the value to the company of having participated in the program. Mr. Zandieh expressed gratitude for the opportunity and support he received from the program in being able to enjoy a rewarding career.

Local and Regional Plan Update
(Discussion Item)

Mr. Carroll invited Amabel Akwa-Asare to provide an update on the Regional and Local WIOA Plans.

Ms. Akwa-Asare provided background on the requirements of WIOA and the State policy objectives for years 2017-2021 and asked Jennifer Hand to provide procedural and substantive updates.

Ms. Hand updated the membership about the progress of new state-level partnerships with the Department of Social Services, California Department of Child Support Services, the Department of Rehabilitation, and Department of Corrections. This also includes new initiatives to build regional prison to employment pathways. Ms. Hand reminded the WISF of the timeline for approval and submission of the plans. Staff will be seeking approval after public notice and comment at the next meeting in March.

Public Comment on Non-Agenda Items
(Discussion Item)

Mr. Carroll opened up the meeting for public comment. There was no public comment.

Adjournment
(Action Item)

Mr. Carroll notes that the next meeting is tentatively scheduled for March 13, 2019. Mr. Carroll called for a motion to adjourn the meeting and the meeting was adjourned at 11:10 A.M.