

WORKFORCE INVESTMENT SAN FRANCISCO

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

Draft Minutes of The
December 9, 2020
Meeting of the

Workforce Investment San Francisco (WISF)

This meeting was held via Zoom Conference pursuant to
Governor Newsom's Executive Order N-25-20 (March 12, 2020)
and Mayor Breed's Third Supplement to Mayoral Proclamation

Declaring the Existence of a Local Emergency

Dated February 25, 2020 (March 17, 2020).

Participants Were Asked to Register in Advance for this Meeting:

<https://zoom.us/meeting/register/tJEpcOirqTwsHdQUP1TL0c1d-BIHEfETIq36>

WISF Members Present

Kevin Carroll, Hotel Council of San Francisco
Jeanine Cotter, Luminalt Solar Energy Corp.
Shamann Walton, San Francisco Board of Supervisors
Rafael Mandelman, San Francisco Board of Supervisors
Jorge Tapia, California Employment Development Department (EDD)
Edward Battista, Sutter Health
Sam Rodriguez, Rodriguez Strategic Partners, LLC
Aaron Michel, 1984 Ventures
Jeffrey Chiu, UCSF

Chhavi Sahni, Golden Gate Restaurant Assn.
Bob Nibbi, Nibbi Brothers
Ann Weeby, Salesforce
Julie Fallon, Marriott Hotels
Charley Lavery, OE Local 3
Vikrum Aiyer, Postmates
Angela Tamayo, SEIU UHW
John Doherty, IBEW Local 6
Theresa Woo, California Dept. of Rehabilitation
Tony Deloro, Teamsters 665

WISF Members Absent

Alex Randolph, City College of San Francisco, Board of Trustees
Cynthia Gomez, UNITE HERE Local 2
Lynn Mahoney, San Francisco State University

Andrew Lindsay, Hubspot
Ramon Hernandez, Laborers Local 261
Ruben Santana, Rubecon

Opening Remarks and Meeting Guidelines from Chair Kevin Carroll

(Discussion Item)

Kevin Carroll, WISF Chair, introduced himself and called the meeting to order at 9:03 AM.

Mr. Carroll welcomed the members.

Mr. Carroll announced that the meeting was being held via Zoom teleconference pursuant to Governor Newsom's Executive Order N-25-20 (March 12, 2020) and Mayor Breed's Third Supplement to Mayoral Proclamation Declaring the Existence of a Local Emergency Dated February 25, 2020 (March 17, 2020).

Roll Call

Mr. Carroll then called on Iris Rollins to conduct roll call. Ms. Rollins announced that a quorum was present.

Adoption of Agenda

(Action Item)

Chair Carroll asked for a motion to adopt the agenda. Member Rodriguez made the motion, which was by Member Cotter. The motion passed unanimously.

Adoption of Meeting Minutes

(Action Item)

Chair Carroll asked for a motion to adopt the meeting minutes from September, 2020. Mr. Lavery made the motion, which was by Mr. Doherty. The motion passed unanimously.

**Workforce
Director Remarks
(Discussion Item)**

Director Arce explained that San Francisco workers and businesses continue to be impacted by the serious economic challenges presented by the COVID-19 pandemic. San Francisco saw a modest gain in employment in September and October. However, this was followed by the November surge in coronavirus cases and renewed stay-at-home orders. He then provided unemployment statistics by business sector.

He then highlighted the COVID Response Resource Hubs, where the Board of Supervisors \$3 million was invested to provide relief services.

Director Arce gave congratulations to CityBuild Academy cycle 33, the cohort for which graduated on November 4, 2020, as well as other notable events.

Mr. Arce noted that in October, the Economic Recovery Task Force produced its report, as commissioned by the Mayor and Board of Supervisors. The report recommends: 1) centralization of workforce development programs, 2) culturally competent, accessible job training for marginalized and laid-off workers, 3) strengthened implementation of the First Source Hiring policy, and 4) expanded subsidized employment programs.

Mr. Arce then briefed the membership on the results of reviews of CityBuild Academy provider performance and structure using feedback from program participants who did and didn't complete the program in order to improve retention and completion of the full two-part program. The review also included feedback from key stakeholders, including industry and labor groups. The review also considered options for meeting changing labor market conditions following the economic impacts of the COVID-19 pandemic.

Mr. Arce then briefed the membership on the results of reviews of the TechSF sector strategy (i.e. approach, curriculum targeted occupations, and performance measures) to ensure these are evidence-based and align with local Technology Sector labor market demands. OEWD engaged employer and partner stakeholders as well as program participants to identify opportunities to improve placement rates for programs specifically aimed at placing participants in employment. OEWD also developed performance measures that monitor progress against all program goals.

Supervisor Walton asked Director Arce to clarify whether CityBuild Academy was an evidence-based practice. Director Arce clarified that certain non-academy programs have not reported outcomes in the same manner as the Academy previously.

Member Sahni requested and Director Arce agreed to share resource hub information for sharing with Member's networks.

Member Michel continues to wonder how to scale up impact. He notes that work-based learning can be challenging during the pandemic and that he is interested in public-private partnerships to provide technology-based pre-apprenticeship trainings.

Director Arce asked the Membership to save the date of January 12th, at 9am-11:30am, for a special session where WIOA 101 will be presented to the membership.

**Update on
OEWD's Racial
Equity Action Plan
(Discussion Item)**

Jennifer Hand provided an update on the OEWD Racial Equity Action Plan. She provided background on Ordinance No-188-19, which among other things created the Office of Racial Equity. She provided an overview of the action plan planning process, a summary of the plan itself, and recommended actions for the membership to consider.

Chair Carroll emphasized that board service is an important professional development opportunity.

**Program Year
2019-2020
Program
Outcomes
(Discussion Item)**

Director Arce presented the 2019-2020 program year outcomes. He provided overall enrollment numbers for participants that enter the system through job centers, sector training, subsidized employment, job readiness, and on-ramp programs. He then provided the number of participants enrolled in sector training programs. Director Arce then provided the same information disaggregated by program, by demographics, and by Supervisorial District.

Director Arce presented year on year comparison performance metrics, noting that while COVID caused a decline, the drop in placements would have been more severe but for recovery efforts.

Member Cotter emphasized the importance of on-ramp programs, such as GO SOLAR SF, to get disadvantaged individuals into the trades.

**Strategy
Framework for
Workforce RFP
122 and Local
Planning
(Discussion Item)**

Director Arce started by noting the importance of not only strong data, but also strategic planning. He spoke to the wide variety and number of feedback channels, which include many community listening sessions and employer roundtables. He presented information about the context in which the RFP arises, with an emphasis on the intersection between COVID, the recommendations of the Economic Recovery Task Force, and workforce development.

Director introduced Glenn Eagleson, Senior Policy Analyst, to provide information about development of the RFP. Mr. Eagleson identified principles of employment equity at the heart of OEWD's strategic thinking. Mr. Eagleson presented the proposed timeline, feedback the department has received and how it impacts strategic thinking, and a summary of the overall framework. Janan Howell, Director of Programs, and Ken Nim, CityBuild Director, presented the anticipated programming for adult and youth programs, and CityBuild, respectively.

**Public Comment
(Discussion Item)**

Dee Conrad asked if how or if the sectors in special training programs have moved online during shelter and home orders, and how is outreach to potential participants being conducted? In response, Director Arce provided a number of examples of how the workforce system is shifting in response to shelter in place orders and channels of engaging the public.

**Adjournment
(Action Item)**

Mr. Carroll called for a motion to adjourn the meeting and the meeting was adjourned at 11:04 A.M.