



Welcome
Workforce Investment Board
San Francisco (WISF)
March 10, 2021

HOSTED BY: THE OFFICE OF ECONOMIC & WORKFORCE
DEVELOPMENT

Housekeeping

▶ Recording

- ▶ Audio, video, and chat will be monitored and recorded

▶ Audio and Video

- ▶ We respect all participants in this convening today and want to create a safe space for all. By default, all participants will be muted and video is disabled. Video will be on for speakers only.

▶ Public Comment

- ▶ To submit public comment, please select the Chat button at the bottom of your screen and send a message to "Public Comment". You can either put your question in the chat or request to speak.

Agenda

- ❑ Announcements & Housekeeping (*Discussion Item*)
- ❑ Chair's Welcome and Roll Call (*Discussion Item*)
- ❑ Adoption of the Agenda (*Action Item*)
- ❑ Approval of Minutes from December 9, 2020 (*Action Item*)
- ❑ Consent Agenda Approval of PY20-21 WIOA Funds Transfer (*Action Item*)
- ❑ OEWD Director's Remarks (*Discussion Item*)
- ❑ Workforce Director's Remarks (*Discussion Item*)
- ❑ Authorization to Submit Local and Regional Plans (*Action Item*)
- ❑ WISF Board Member Spotlight – Teamsters Local 665 Principal Officer Tony Delorio (*Discussion Item*)
- ❑ Chinatown Neighborhood Spotlight, presented by Self-Help for the Elderly's Anni Chung and Charity Cultural Services Center's Ashley Cheng (*Discussion Item*)
- ❑ Update on OEWD's Racial Equity Action Plan (*Discussion Item*)
- ❑ Public Comment on Non-Agenda Items (*Discussion Item*)
- ❑ Adjournment (*Action Item*)



Local & Regional WIOA Plan FY 2021 - 2024

March 10, 2021



Local and Regional WIOA Plan FY 2021-2024

- Under WIOA, updates of regional and local plans are required in order to ensure plans remain current and account for “changes in labor market and economic conditions or in other factors affecting the implementation of the local plan” (29 U.S. Code § 3123).
- State Workforce Policy Objectives
 1. Fostering demand-driven skills attainment,
 2. Enabling upward economic mobility,
 3. Aligning, coordinating, and integration programs and services.

Planning Guidance (EDD WSDD-216)

- Alignment with California's Unified Strategic Workforce Development Plan (2020 - 2023) and Bay-Peninsula Regional Plan (2021 - 2024)
- Regional WIOA Plan Requirements:
 - Bay-Peninsula Regional Planning Unit: SF, NOVA, work2future (San Francisco, San Mateo and Santa Clara)
 - Analysis of regional economy, including employment trends; current education level of the workforce; skills needed by employers; in-demand occupations and industries
 - RPU efforts to support in-demand occupations and industries
 - RPU efforts to foster upward mobility for all Californians, including support for businesses that provide quality jobs; targeted service strategies for under-served populations; efforts to ensure equal access

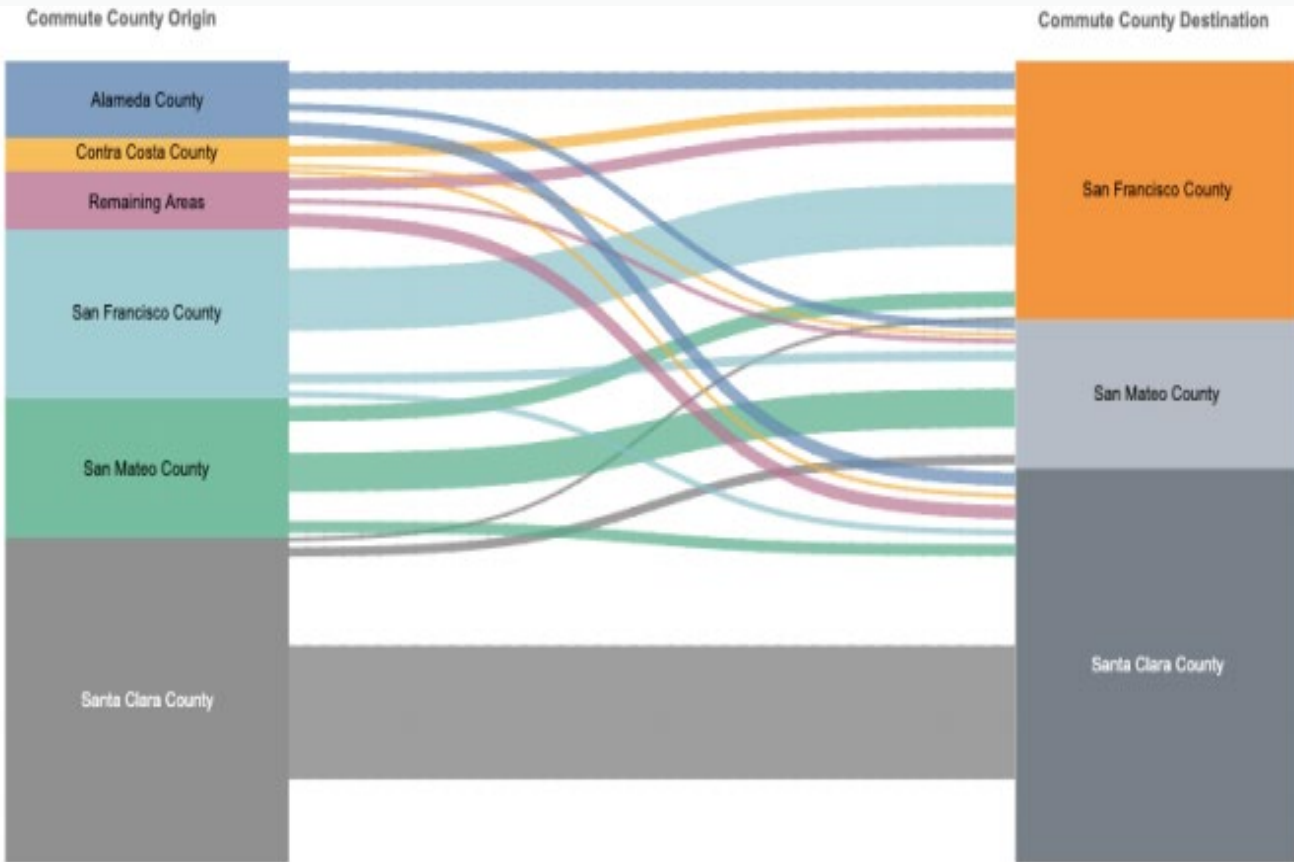
Planning Guidance (EDD WSDD-216)

- San Francisco WIOA Plan Requirements
 - Required Partnerships & Coordination
 - WIOA Core Partners: AJCC, OSO, SFHSA, EDD, DOR, CCSF
 - State Strategic Partners: SFHSA, DCSS, DOR, Reentry
 - WIOA Title I Administration & Description of Services
 - Stakeholder Engagement Strategy
- Public comments that disagree with the Plan

Local & Regional Plan Timeline

- Stakeholder engagement sessions (August 2020 - February 2021)
- Plans drafted (December 2020 – February 2021)
- SF Local Plan released for public comment (January 25 - February 25)
- Regional Plan released for public comment (February 16 – March 17)
- **Local & Regional Plan Authorization to Sign and Submit (March 10)**
- Plan packet submitted to State (April 30, 2021)

Regional Economy & Workforce



Population Estimates (July 1, 2019)

	California	San Francisco	San Mateo	Santa Clara
Hispanic or Latinx	39.4%	15.2%	24.0%	25.0%
Asian	15.5%	36.0%	30.6%	39.0%
African American	6.5%	5.6%	2.8%	2.8%
White (not Hispanic/Latinx)	36.5%	40.2%	38.7%	30.6%
Native American	1.6%	0.7%	0.9%	1.2%
Two or more races	4.0%	4.5%	4.8%	4.2%

SOURCE: Census QuickFacts

County	# in labor force	# employed	# unemployed	% unemployed
San Francisco	566,500	534,100	32,400	5.7%
Santa Clara	1,042,700	989,600	53,100	5.1%
San Mateo	444,700	422,000	22,700	5.1%
Region	2,053,900	1,945,700	108,200	5.3%

SOURCE: EDD - December 2020

Regional Economy & Workforce

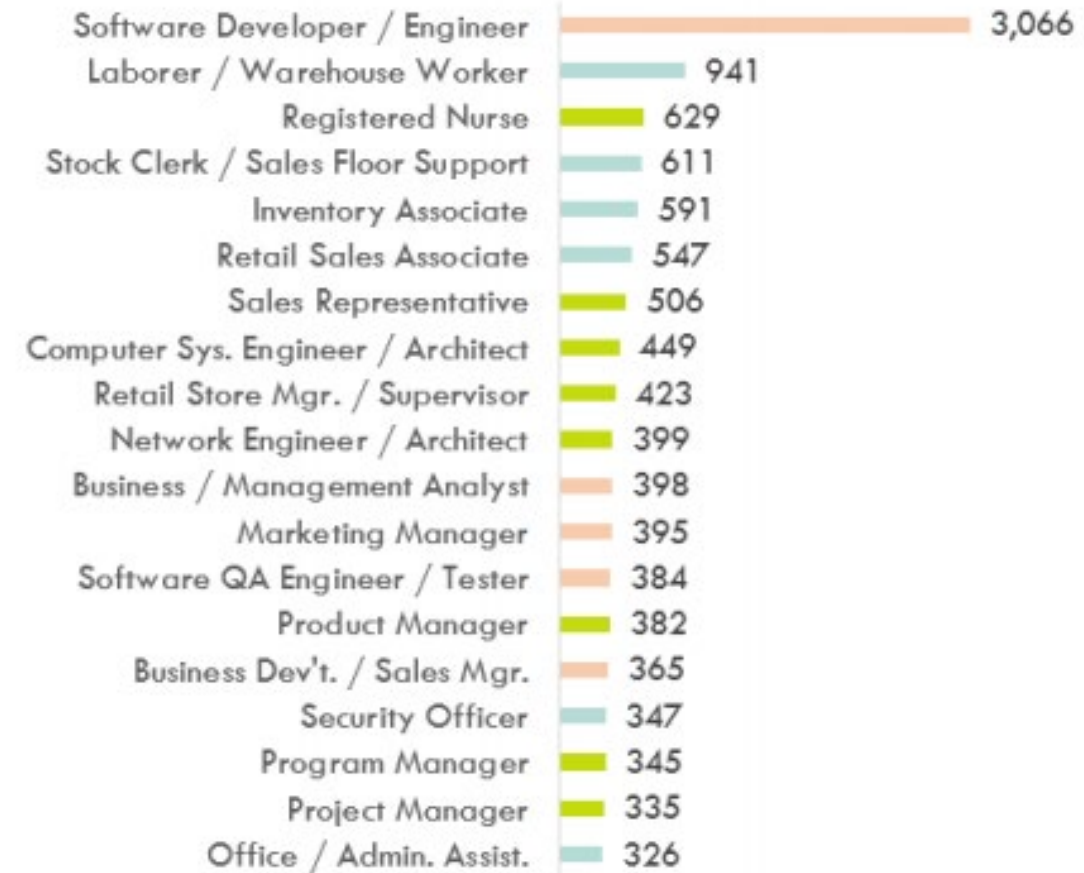
Top 12 Occupations by Employment Numbers in the Bay Peninsula RPU (2020)

Occupation	Employment	Average Annual Wages	Location Quotient	Annual % Growth
Office and Administrative Support	287,085	\$54,500	0.96	0.2%
Computer and Mathematical	232,370	\$129,800	3.25	2.1%
Sales and Related Management	201,266	\$64,200	0.88	0.7%
Business and Financial Operations	190,913	\$101,800	1.46	1.5%
Food Preparation and Serving Related	174,356	\$36,300	0.92	1.4%
Transportation and Material Moving	138,945	\$48,300	0.71	0.8%
Educational Instruction and Library	116,748	\$75,300	0.88	1.0%
Healthcare Support	96,471	\$38,200	0.93	3.0%
Production	96,125	\$122,200	0.71	1.7%
Construction and Extraction	91,469	\$48,300	0.66	-0.2%
Architecture and Engineering	77,088	\$75,100	0.70	1.3%

SOURCE: JobsEQ

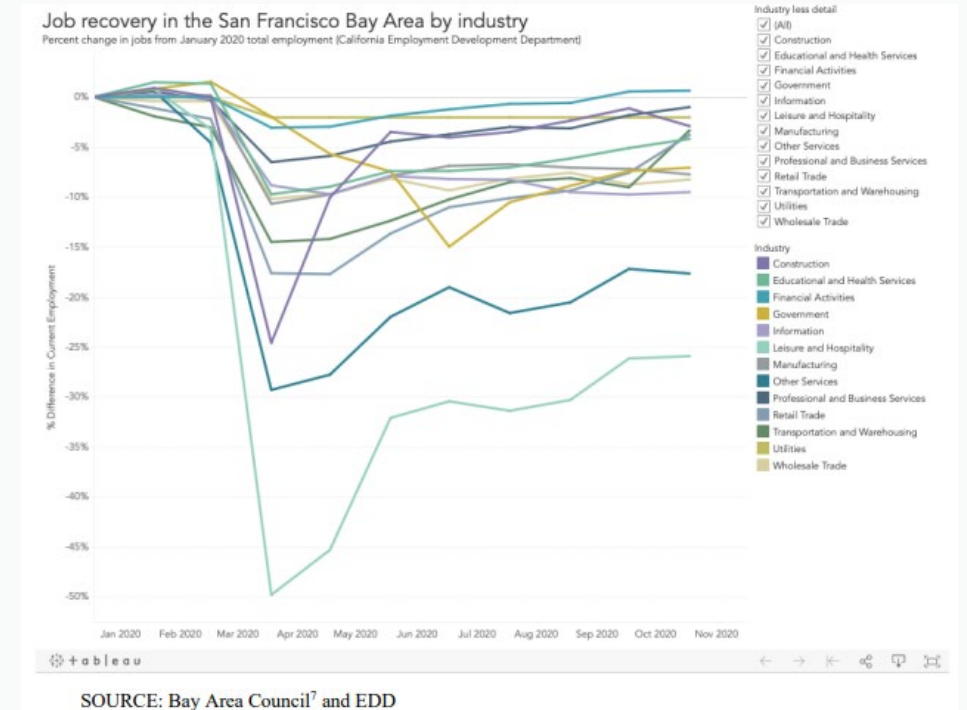
Sectors covered by RPU: Advanced Manufacturing, Construction, Healthcare, Hospitality, Information Technology

Silicon Valley
Monthly Average Postings (Mar-Nov 2020)



Regional Economy & Workforce - COVID Context

- New unemployment insurance claims (Nov 2020)
San Francisco - 360,000+; San Mateo – 214,000+;
Santa Clara – 533,000+
- Labor force participation among women has shown slower signs of rebounding than men, and a larger share of the region's population holding only a high school degree have left the labor force than those with higher educational attainment
- In-person economy (hospitality, food service) harder hit than tech economy and other industries where people can work from home
- Communities of color and low wage workers suffering disproportionately compared to other groups, both economically and in terms of health





Regional Plan Implementation Initiatives

- RPI 1.0 (1/1/18 - 7/31/19) – employer engagement and developing apprenticeship curricula with local community college partners.
- RPI 2.0 (4/1/19 – 3/31/21) & RPI 3.0 (4/1/20 - 3/31/22) – “Apprenticeship Bay Area” efforts to explore opportunities for creating 21st century regional networks for apprenticeships
- RPI 4.0 (4/1/21 – 9/30/22) – Skill-based Hiring

Local Plan

Job Seeker Services & Business Services

- 1 General Services for Adults and Young Adults, including the Comprehensive Job Center, Young Adult Job Centers, and Neighborhood Job Centers in Bayview, Chinatown, Tenderloin, Mission, Visitacion Valley, Western Addition, and OMI.
- 2 Specialized Services for Economically Vulnerable Populations, including individuals involved with the criminal justice system, immigrants with limited English proficiency, immigrant professionals, individuals with disabilities, veterans, and LGBTQI people.
- 3 Training Programs in Construction, Health Care, Hospitality, Technology. Sector
- 4 Hiring fairs, Layoff aversion

OEWD Workforce System Overview

CITYWIDE JOB CENTERS
neighborhood & specialized



ADULT PROGRAMS

- Job search assistance
- 1:1 support
- Soft skills
- Supportive services

PREPARING TOMORROW'S WORKFORCE
to compete in San Francisco's job market



YOUTH/YOUNG ADULT PROGRAMS

- Career search
- Job preparation
- Subsidized employment opportunities



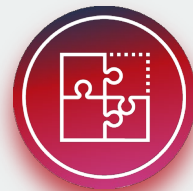
SKILLS TRAINING & EMPLOYMENT ASSISTANCE
industry-recognized, in strong sectors



SECTOR TRAINING

- Construction
- Healthcare
- Hospitality
- Technology

CONNECTING LOCAL TALENT
with local employers



BUSINESS SERVICES

- Hiring events
- Layoff assistance
- Job Promotion

Available WIOA Workforce Services

- Outreach, Referral, Orientation
- Skill & Career Assessment
- Information Sharing & Guided Referral
- Individual Career Planning
- Individual Case Management
- Supportive Services: *testing fees, child care, transportation, driver's license acquisition or record remediation, drug testing, assistance with work-related expenses*
- Job Readiness Training
- Digital Literacy Training
- Financial Literacy Services
- Job Search
- Job Placement
- Retention Services
- Individual Training Accounts
- Sector-based Vocational and Occupational Skills Training
- Young Adult Workforce Services
- Placement in Post-Secondary Education
- Young Adult Subsidized Employment Program



Local Plan Highlights

- Stakeholder engagement sessions - 1050+ attendees
- Principles of Employment Equity
- Coordination of MOU Services with Core Partners
- Co-Enrollment and Coordinated Case Management
- Facilitating Access to Services in Remote Areas
- Staff Training and Professional Development
- Rapid Response Activities



Requested Action

- Authorize the WISF chair to sign the FY 2021-24 WIOA San Francisco Local Plan and Bay-Peninsula Regional Plan
- and
- authorize OEWD to submit the plans to the California Workforce Development Board.



WISF Board Member Profile



March 10, 2021

Tony Delorio
Principal Officer
Teamsters Local Union No. 665

- My Background
- What I Value About WISF Board Membership
- Opportunities for Collaboration





Welcome to CHINATOWN

A historic neighborhood with a
new and innovative spirit to
create energy and possibilities!


Chinatown

- One of the oldest communities in the US with over 150 years of history
- Chinatown demographics (2019 US Census data):
 - 72.4% Asian; 16.6% Caucasian; 4.9% Latinx; 0.6% African American
 - High density of 50,913 residents per square mile (San Francisco at 18,879)
 - Median income: \$50,563 (San Francisco at \$123,859)
 - 30% earning \$10,000 to \$19,999 annually
 - 40% with less than high school education
 - Over 60% “speak English less than very well”
- Unemployment rate in December 2020: 7% for Chinatown and 8.4% for Asians

NEEDS:

- Job training to acquire skills for economic opportunity & mobility
- Employment and economic development resources to improve overall standard of living

COVID Impact on Chinatown Businesses

- Vacancy rate among 998 storefronts (2020 Q4: 15.2% vs. 2019 Q4: 12.6%) is **higher than 15.2%** because the following businesses were not included:
 - Businesses that are not open during COVID
 - Businesses that are temporarily closed
 - Business dropped over 85% to 90%, particularly on Grant Avenue where most tourism-based businesses are located
 - 33% to 40% of total Sales Tax Receipts are from restaurants which are one of the largest employers heavily impacted by the pandemic
- 
- Targeted outreach and marketing strategy to attract local visitors
 - Available funds, grants or loans to help sustain local businesses
 - Retrain restaurant workers with competitive skills to transition to other possible career pathways showing projected growth

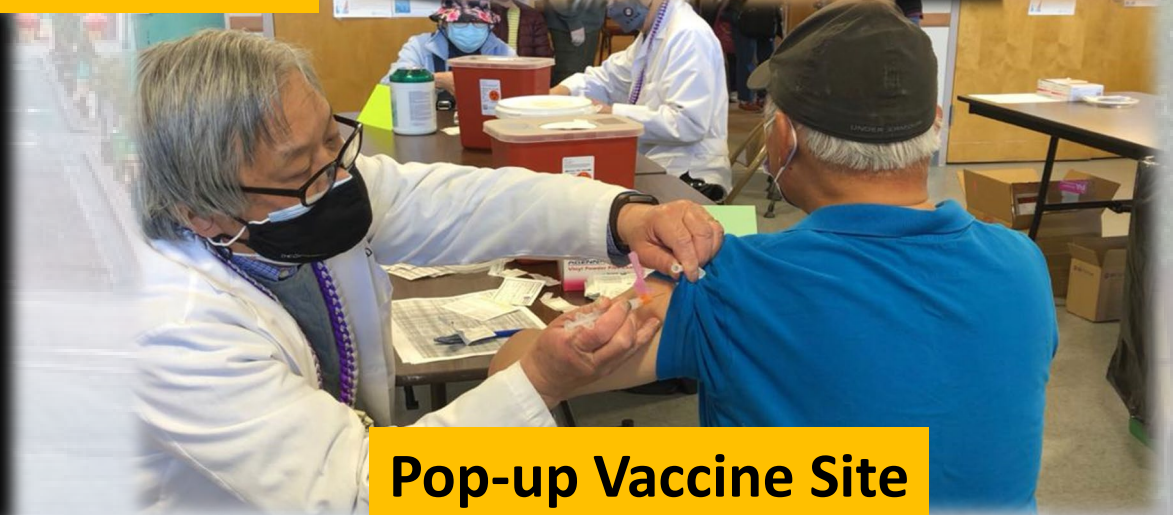
COVID Relief Efforts



No Contact Meal Delivery



Virtual Services & Training



Pop-up Vaccine Site



Help Us with Economic Recovery to Restore Prosperity





Founded in 1966 in San Francisco Chinatown:

- Serving **40,000+** older adults annually, mostly Asians, in 5 Bay Area Counties: San Francisco, San Mateo, Santa Clara, Alameda, and Contra Costa
- Providing a continuum of care through **12** key programs and services:

- **Nutrition & Activity Centers: 14 in San Francisco and Bay Area**
- **Employment Training**
- **SF Connected Tech Help and Support**
- **Housing Services & Subsidies**
- **SF Pathways to Citizenship Initiative**
- **Transportation**
- **Adult Day Services**
- **Social Services: Case Management, Aging & Disability Resource Centers**
- **Medicare Counseling (HICAP)**
- **Alzheimer's Care Home**
- **Homecare and Hospice**
- **Statewide Telecom & Utilities Assistance Program : TEAM & CHANGES**

Chinatown Job Center

- Opened in 2010, for anyone 18+
- Resource hub for jobseekers and businesses/employers
- Employment Skills Training **nationally accredited by CARF, and approved on the state EDD Eligible Training Provider List (ETPL) for quality and performance**
- Serves **5,000** visitors; **800** unduplicated jobseekers/yr.
- **85% - 90% job placement within 6 months** of program completion for jobseekers and training graduates
- Workforce services and workshops:
 - Recruitment and Hiring
 - Job Search, Preparation, and Placement with One-on-One Case Management
 - Vocational Training with ESL



601 JACKSON FACILITY





CNA & HHA Training



Hotel Housekeeping Training



Custodial Training



Housekeeping Sanitation Specialist Training



Food Prep & Production Training

Small Business Outreach and Assistance: Chinatown and Sunset Commercial Corridor

- Technical assistance, outreach, vacancy checks and tracking, and educational workshops for small businesses
- In-person and virtual workshops on digital marketing, health and safety, public safety and access
- During the pandemic:
 - Assisted 100+ small businesses citywide in applying for grants and loans
 - Served as a resource hub for PPE, promotional flyers, and information on reopening safely



Working Safely During the Pandemic

- In-person services resumed on June 22, 2020 after all staff were trained on our Pandemic Response Plan following state and City's DPH safety precautions
- Assisted **650+ displaced workers** in applying for unemployment benefits and to continue to navigate the recertification process
- Conducted **200+ virtual trainings**, workshops, and orientations since June 2020 using ZOOM and other communication platforms



Thank You

Anni Chung, CEO & President

Questions:

annic@selfhelpelderly.org

Alison Chan, Director of Program Development

alisonc@selfhelpelderly.org

PANDEMIC EFFECTS ON RESTAURANTS AND HOTEL INDUSTRY

<u>Year over Year SF Sales Tax Receipts - Q3</u>			
Industry	2019Q3	2020Q3	Decrease
Restaurants and Hotels	14,315	4,542	-68.3%
General Consumer Goods	10,508	6,314	-39.9%
Business and Industry	4,932	3,653	-25.9%
Building and Construction	3,369	2,825	-16.1%
Food and Drugs	3,118	2,619	-16.0%
Autos and Transportation	2,572	2,590	0.7%
Fuel and Service Stations	2,318	963	-58.5%
Transfers and Unidentified	109	66	-39.8%
State and County Pools	10,366	11,326	9.3%
Grand Total	51,607	34,897	-32.4%
<i>Source: SF Controller's Office</i>			

Sales Tax Receipts

Restaurants are the single largest driver of Chinatown's sales tax receipts and one of the largest employers, accounting for 33-40% of Chinatown sale tax receipts.

\$631K in 2019 restaurant sales tax receipts means restaurants generated \$63.1 million in sales.

This is 32% of the neighborhood's \$196 million in total taxable sales.

Restaurant Employment

San Francisco lost 4 out of 5 bar jobs and 2 out of 3 restaurant jobs from February to April 2020.

59K jobs lost in Leisure and Hospitality through April, 53K lost through June 2020

San Francisco has the highest peak job loss of any local industry (29,800 through April)

INCUBATE CHINATOWN'S FUTURE



40 years history in Chinatown providing hands on vocational training to thousands of first generation immigrants, incubating the American dream, give them hope and path to be self sufficient.
CCSC in partnership with the community
& City and County of San Francisco created proven programs.

CULINARY TRAINING PROGRAM



- 37% of small restaurant owners are immigrants, restaurant industry employs 2.3 M immigrant workers.
- Our program graduates have 90% placement rates to hotels, event centers, local restaurants & Bars.
- We offered Western, Chinese and Japanese Cooking, Bartending/Barista training.
- All program enrollees are SF residents, most have children, parents or grandparent living or going to school in Chinatown.

CITYBUILD ACADEMY CONSTRUCTION TRAINING PROGRAM



- Provide case management, wrap around service and barrier removal for enrollees to go through an 18-week hands on intensive training by CCSF.
- Graduates able to work as union apprentice and start a sustainable career in construction right away.
- All program enrollees are SF residents, mostly in low-income zip code: 94108, 94112, 94134, 94124
- As COVID response, CCSC assisted hundreds of displaced Moscone workers to transition to construction certification trainings in rapid pace.

RE-BUILDING SAN FRANCISCO TOGETHER



ORO EN PAZ FIERRO EN GUERRA



RACIAL EQUITY ACTION PLAN

WORKFORCE INVESTMENT SAN FRANCISCO

March 10, 2021

www.oewd.org

San Francisco Office of Economic and Workforce Development

AGENDA

- Racial Equity Action Plan Background
- ORE Racial Equity Action Plan Changes
- OEWD Racial Equity Action Plan Timeline
- Next Steps

AGENDA

OEWD MISSION

The mission of the **Office of Economic and Workforce Development (OEWD)** is to advance **equitable and shared prosperity** for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and **helping everyone achieve economic self-sufficiency.**

OFFICE OF RACIAL EQUITY

“A Racial Equity Action Plan (RE Action Plan) shall include Racial Equity indicators to measure current conditions and impact, outcomes resulting from changes made within programs or policy, and performance measures to evaluate efficacy, that demonstrate how a City department will address Racial Disparities within the department as well as in external programs.”

— *ORE Legislative Mandate, Ordinance No. 188-19*



OVERVIEW:

PHASE 1 RACIAL EQUITY ACTION PLAN SECTIONS

**Hiring
&
Recruitment**

**Retention
&
Promotion**

**Discipline
&
Separation**

**Diverse
&
Equitable
Leadership**

OVERVIEW:

PHASE 1 RACIAL EQUITY ACTION PLAN SECTIONS

**Mobility
&
Professional
Development**

**Organization
al Culture of
Inclusion &
Belonging**

**Boards
&
Commissions**



ACTION ITEMS: POLICY BOARDS AND COMMISSIONS

- **7.1.1. Review and revise by-laws** to include inclusive rules of order or create other commission procedures to include inclusive language and align with the department's RE Action Plan.
- **7.1.2. Collect current board and/or commission demographic data** and include in the department annual report.
- **7.1.3. Have board/commission adopt a resolution around racial equity.**

ACTION ITEMS: POLICY BOARDS AND COMMISSIONS

- **7.1.4.** Racial equity-related items are **regularly agendized**.
- **7.1.5.** Expand ability for board/commission members to hear from **diverse voices from a place of influence**.
- **7.1.6.** Pass a resolution on a **Ramaytush Ohlone Land Acknowledgement**.
- **7.1.7. Incorporate Proposition C 2020 Passage** which removes the requirement of U.S. citizenship and voter registration for individuals to serve on city boards, commissions, and advisory bodies.

ACTION ITEMS: POLICY BOARDS AND COMMISSIONS

- **7.1.8.** Reserve board and/or commission seats as a means to **diversify participation.**
- **7.1.9. Adopt ORE racial equity assessment tools** to inform decision-making of boards and commissions.
- **7.2.1. Determine a regular and standardized protocol for accommodation requests,** centering people with disabilities, working people, parents, etc.

ACTION ITEMS:

POLICY BOARDS AND COMMISSIONS

- **7.2.2. Commit to ongoing racial equity training** being mindful of ongoing and current issues.
- **7.2.3. Develop a mentorship program** between newer and more experienced board/commission members.
- **7.3. Reserve space for community members and workforce alumni** in policy bodies.

NEXT STEPS

June 2021

Land Acknowledgement
By-law Recommendations

September 2021

Mid-Year Report

December 2021

RE Resolution

March 2021

Year One Report

DISCUSSION & QUESTIONS

For more information, contact any or all members of **OEWD's Racial Equity Core Team:**

- **Tajuana Gray:** Tajuana.Gray@sfgov.org
- **Marissa Bloom:** Marissa.Bloom@sfgov.org
- **Jennifer Hand:** Jennifer.Hand@sfgov.org
- **Amabel Akwa-Asare:** Amabel.Akwa-Asare@sfgov.org

Thank you for joining the
Workforce Investment Board San Francisco

QUESTIONS OR NEEDS? PLEASE CONTACT:

IRIS.ROLLINS@SFGOV.ORG