



December 9, 2020

WORKFORCE INVESTMENT SAN FRANCISCO

Workforce Director's Report

OVERVIEW

- San Francisco workers and businesses continue to be impacted by the serious economic challenges presented by the COVID-19 pandemic
- A modest gain in employment in September and October was followed by a November surge in coronavirus positivity and a renewed Stay-At-Home Order effective Sunday December 6
- The Mayor and Board of Supervisors-commissioned Economic Recovery Task Force Report was published in October, and implementation of the Report's recommendations includes worker and business relief measures to address the continued economic impacts of the COVID purple tier

SF Unadjusted Unemployment Rate

SF County	Labor Force	Employment	Unemployment	Rate
Oct 2019	591,500	579,900	11,600	2.00%
Nov 2019	591,500	580,000	11,500	1.90%
Dec 2019	591,700	580,400	11,300	1.90%
Jan 2020	586,400	573,000	13,400	2.30%
Feb 2020	587,300	574,100	13,200	2.20%
Mar 2020	578,300	560,800	17,500	3.00%
Apr 2020	551,400	482,100	69,400	12.60%
May 2020	550,900	481,500	69,400	12.60%
Jun 2020	570,200	499,100	71,100	12.50%
Jul 2020	573,900	511,200	62,700	10.90%
Aug 2020	565,700	515,900	49,800	8.80%
Sep 2020	564,600	517,100	47,500	8.40%
Oct 2020	581,000	541,100	40,100	6.90%

Source: California EDD, US Bureau of Labor Statistics

Change in Area Employment Since February 2020 by Industry SF Metro District (SF + San Mateo Counties)

Industry	February 2020	October 2020	Change Since Feb	% Change Since Feb
Professional & Business Services	213,700	207,800	-5,900	-2.8%
Trade, Transportation & Utilities	152,700	137,100	-15,600	-10.2%
Retail Trade	77,000	72,300	-4,700	-6.1%
Leisure & Hospitality	147,900	103,000	-44,900	-30.4%
Hotels and Other Accommodation	26,300	17,000	-9,300	-35.4%
Restaurants	82,200	57,100	-25,100	-30.5%
Arts, Entertainment & Recreation	20,700	14,400	-6,300	-30.4%
Educational & Health Services	150,200	140,000	-10,200	-6.8%
Technology	156,400	142,500	-13,900	-8.9%
Financial Activities	86,900	89,500	2,600	3.0%
Construction	41,800	41,200	-600	-1.4%
Manufacturing	38,700	36,100	-2,600	-6.7%
Government	132,300	121,100	-11,200	-8.5%
Nonprofits & Personal Services	72,200	65,200	-7,000	-9.7%
Personal & Laundry Services	14,900	13,700	-1,200	-8.1%
Nonprofits	20,600	16,100	-4,500	-21.8%
Total	1,192,800	1,083,500	-109,300	-9.2%

Source: [California EDD](#), [US Current Employment Statistics](#)

COVID-RESPONSE RESOURCE HUBS



VIRTUAL TRAINING



SF ECONOMIC RECOVERY TASK FORCE



Workforce Development Recommendations

- 2.1 Centralize the City's workforce development programs
- 2.2 Provide culturally competent, accessible job training with career connections for marginalized and laid-off workers, particularly ACHE sector workers
- 2.3 Strengthen implementation of the First Source Hiring policy
- 2.4 Expand subsidized employment and hiring program – JobsNOW! and arts-specific

BLACK COMMUNITY INVESTMENT FUNDING



Mayor London Breed attends a graduation at the Chase Center Training class, a city workforce development program. The Office of Economic and Workforce Development has \$21 million in additional funds this year intended to target inequalities in the Black community including the high unemployment rate. (Kevin N. Hume/S.F. Examiner)

‘Defund the police’ money could address longstanding high Black unemployment rate

JOSHUA SABATINI / Sep. 14, 2020 5:50 p.m. / NEWS / THE CITY



Even as San Francisco celebrated low unemployment during the tech-fueled boom years, there was a glaring disparity among Black residents. In 2018, the unemployment rate for Black residents was nearly three times the citywide average and the highest for any race.

STRENGTHENING FIRST SOURCE HIRING

ERTF Recommendation 2.3:

“Strengthen implementation of the First Source Hiring policy”

“Improvements should:

- Ensure that job opportunities are made available to disadvantaged San Franciscans
- Link graduates from training programs to relevant jobs in that field or industry
- More fully realize the potential outcomes from First Source Hiring”



First Source Hiring Program Roadmap to Economic Recovery

Presented by OEWD Business Services Unit

November 19, 2020

San Francisco Office of Economic and Workforce Development www.oewd.org

STRENGTHENING FIRST SOURCE HIRING

HOW CAN I COMPLY WITH FIRST SOURCE AND BUILD A MORE EQUITABLE CITY?



WHAT IS THE FIRST SOURCE HIRING PROGRAM?

- The First Source Hiring Program was enacted into law in 1998 and amended in 2009 (Chapter 83 of the San Francisco Administrative Code)
- Requires employers to provide good faith efforts toward employing economically disadvantaged San Francisco residents for entry level positions on applicable projects
- Provides supply of qualified workers to employers with hiring needs, and gives economically disadvantaged individuals first opportunity to apply for entry-level jobs in San Francisco

JOBSNOW! EXPANSION



Budget Legislative Analyst (BLA) Performance Audit of Workforce Development and Pre-Apprenticeship Programs

Recommendation:

- Review the sector strategy for CityBuild and for TechSF to ensure these are evidence-based and align with local Technology Sector labor market demands.
- Engage 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.
- Develop performance measures that monitor progress against all program goals (i.e. including interim indicators to measure progress for programs with longer-term employment objectives or that involve wider industry change).

CityBuild Partnership Forum, November 2019

(in response to BLA audit request)

KEY TAKEAWAYS from Union and Employers:

- Classes to focus on 1) safety, and 2) life skills
- Support apprentices with tools for communication, self-care, and overall accountability
- Hands-on training is always the foundation
- 14-18 weeks of training is a good duration

KEY TAKEAWAYS from Service Providers:

- Barrier removal funds need to be increased
- Stipends during training are important
- Supportive services such as job placement and additional barrier removal to ensure new apprentices continue in the industry

KEY TAKEAWAYS from Graduates of CityBuild:

- Virtual classrooms are not ideal. It's difficult to learn and follow for the construction industry
- More hands on-training and practical experience related to the trade participants want to join
- More life skills and interpersonal skills training to be prepared for the field



TechSF activities

(in response to BLA audit request)

INDUSTRY ENGAGEMENT

- Conducted employer roundtables
- Conducted labor market needs survey
- New Sector Partnerships with Twitter, MonkeyBrains, Checkr, Salesforce, Twilio, Handshake and Cruise.

PERFORMANCE MEASURES

- Requiring participant surveys
- Developing new metrics and policies, for subsidized employment, apprenticeships and internships.
- Provide industry credentialing (like CompTIA) for TechSF partners

SECTOR STRATEGY

- Working on 5-Year Strategic Vision
- With community leaders develop scaled diversity recruitment strategy
- One-on-One conversations with TechSF grantee leadership to understand impact of Covid-19



Alex Sui Hang Ip, TechSF participant



DISCUSSION

Questions?