



MEMORANDUM

TO: Members of the Workforce Investment San Francisco Board (WISF)
FROM: Joshua Arce, OEWD Director of Workforce Development
RE: Action Requested: Approval of RFP 122 Funding Recommendations
DATE: WISF Meeting on June 9, 2021

ACTION REQUESTED

The Office of Economic and Workforce Development's (OEWD) Director of Workforce Development recommends that the Workforce Investment San Francisco Board (WISF) consider and approve funding recommendations for Request for Proposals (RFP) 122, "Building Back Stronger": Workforce Services Grants and Funding to Support the Black Community.

A list of grant recommendations accompanies this memo. WISF has approval authority with respect to the 15 recommendations funded by federal Workforce Innovation and Opportunity Act (WIOA) dollars and the ability to provide important input and feedback regarding non-WIOA funded grants.

BACKGROUND

Through RFP 122, "Building Back Stronger": Workforce Services Grants and Funding to Support the Black Community, OEWD, in partnership with the Human Rights Commission, has sought to deliver upon Mayor Breed's objective to advance racial justice in pursuit of a more equitable economy as we rebuild from the COVID-19 pandemic. These proposed investments will provide job readiness, vocational training, and subsidized employment services to an estimated 10,000 San Franciscans during the City's economic recovery.

The "Building Back Stronger" RFP included:

- \$28.1 million in available funding
- 7 distinct program areas
- 46 different strategies to support San Francisco's equitable economic recovery
- Principles of Employment Equity to address lingering disparities
- \$6 million Black Community Investment Fund/Dream Keeper Initiative funding

SUMMARY OF RECOMMENDATIONS

Our recommendations include:

- \$7.4M in Adult Programs to fully fund Comprehensive, Neighborhood, and Specialized Job Centers, including new satellite Job Centers in the Excelsior and the City's west side
- \$3.4M in Young Adult Programs, including:
 - a new Young Adult Job Center in the Fillmore and
 - expanded job readiness and supportive services through Opportunities for All
- \$10.4M in Sector Training Programs, including:
 - increased funding for TechSF and HealthCare Academy programs
 - an expanded CityBuild presence in Bayview-Hunters Point and dedicated funding for CityBuild Pro training for professional services
 - support for dislocated hospitality workers
 - training for career pathways in emerging industries such as advanced manufacturing and transportation
 - pilot programs for persons experiencing homelessness
- \$1.5M in Equity and Economic Recovery Pilot Programs that support workers of color, immigrant job seekers, seniors, and the American Indian community in sectors such as tech, entrepreneurship, and worker cooperatives
- \$0.4M in Workforce System Enhancements to strengthen our internal systems in preparation for our full-reopening and continued path to recovery
- \$6.7M in Dream Keeper Initiative funding to address the unemployment, income, and wealth gaps faced by Black San Franciscans

This \$29.8M set of recommendations includes \$3.1 million in WIOA funds as well as additional funding that became available through inter-agency work order investments.

We look forward to input from WISF members and community participants regarding these recommendations on Wednesday June 9.

ADDITIONAL RFP 122 DETAILS

OEWD will use a blend of available funding sources including Workforce Innovation and Opportunity Act (WIOA), Community Development Block Grant (CDBG), and City General Funds. OEWD routinely receives funding from other local, state or federal sources that may provide additional support for selected strategies.

Service Period

Strategies through this RFP will be funded for up to two years, beginning in fiscal year 2021-2022. OEWD may renew or extend programming for one to two additional years through fiscal year 2024-2025.

All information pertaining to the Building Back Stronger RFP can be found on OEWD's Bid Opportunities page: <https://oewd.org/bid-opportunities/RFP-122>.

COMMUNITY OUTREACH AND STAKEHOLDER ENGAGEMENT

In planning for the release of our Request for Proposals, we utilized a range of approaches to engage stakeholders to share information about our process and thinking, assist in identifying community needs, and inform our workforce strategies. We identified four specific groupings of stakeholders – Community Members, Service Providers, Employer & Labor Partners, and Strategic Partners who fund or provide workforce services.

Community Members

- OEWD Budget Hearings in 2020 and 2021
- MOHCD Community Forums and Community Survey
- Weekly HRC Community Forums
- Immigrant Worker Community Strategy Meeting
- 2 virtual and one in-person Community Listening Sessions with 300 attendees and 500 views on Facebook
- Community Survey with 165 responses - in English, Spanish and Cantonese

Service Providers

In addition to meetings and surveying of OEWD current providers, OEWD met with the Latino Task Force and Latino Parity and Equity Coalition, API Council, MegaBlackSF, Homeless Workforce Collaborative, Dignity Fund Coalition, and other community collaboratives.

Sector and Labor Partners

OEWD held sector roundtables with Tech, Healthcare, Construction, and Hospitality industry leaders and meetings with the San Francisco Labor Council, San Francisco Building and Construction Council, and individual affiliated Unions to identify opportunities to leverage existing training and educational services and support workers dislocated during the pandemic to return to work during economic recovery

Strategic Partners

To gather information on other planned workforce strategies and identify opportunities for alignment, OEWD met with:

- Our sister City agencies (Human Rights Commission, Department of Children, Youth and Their Families, Human Services Agency, Mayor’s Office of Housing and Community Development, Department of Public Health, and the Department on the Status of Women)
- Our Workforce Innovation and Opportunity Act Core Partners (Department of Rehabilitation, Employment Development Department, Human Services Agency, and City College)
- James Irvine Foundation

PROCUREMENT PROCESS

Strategy Development:

OEWD began developing its workforce strategies in February 2019 by identifying key San Francisco communities that were not benefiting from what, at the time, was record low unemployment and labor market engagement. Human Rights Commission Director Sheryl Davis joined us to re-envision our workforce system, rounding our work in addressing the employment disparities that persisted despite the booming economy.

We proposed developing a set of “Principles of Employment Equity,” in partnership with community members and service providers that would guide our future grant-making and planning efforts. Our Principles of Employment Equity can be found here: <https://oewd.org/file/17972>.

Our Goals for this RFP:

Through this RFP, we sought to address both the many inequities facing San Francisco job seekers and the challenging economic climate due to COVID-19 while continuing to build a coordinated and responsive workforce system.

Through our funding strategies, we sought to:

- Broaden community access to Workforce Services
- Refine and strengthen sector training programs
- Explore pilot initiatives to expand occupational sector training, address inequities and economic recovery
- Reverse employment disparities that impact all San Franciscans
- Utilize multi-year grants to allow service providers to offer deeper and longer-term assistance

Technical Assistance:

Following the release of the RFP on February 9th, a Bidder’s Conference was held on February 23rd to clarify the application process, provide an overview of OEWD’s funding strategies, and answer questions on general administrative requirements. Questions related to the RFP were accepted until March 17th with all responses posted online. All information pertaining to the “Building Back Stronger” RFP were posted on OEWD’s Bid Opportunities webpage.

Additional resources to support organizations applying for funding included information on how to become a City supplier as well as other requirements and Socioeconomic Neighborhood Profiles (<https://oewd.org/file/17971>), which provide population, household, and employment characteristics for residents in each San Francisco neighborhood.

Application Submission:

Online submission of applications were due on March 31, 2021 at 5:00 PM. 195 timely submissions were received with a total request of \$70,732,943.

REVIEW PROCESS

Panel Review:

Proposals were reviewed and scored by panels of 3 reviewers selected from OEWD and other City department staff, as well as community panel members with workforce expertise, content knowledge, and/or lived experience with San Francisco's workforce services.

In order to ensure consistency and fairness, the same proposal review process was strictly adhered to for all submissions. The selection and preparation of panelists ensured that there were no conflicts of interest represented, and reviewers confirmed this by signing a conflict of interest form. This year's review process was conducted through the month of April 2021. Review panels met during the final 2 weeks of April to discuss the merits of each proposal (strengths, weaknesses) and to determine a combined average score. These average scores were used to determine the rank order of proposals within each program area.

Once rankings were determined, a panel of Workforce Division senior staff met to review and determine funding allocation. This group determined the number and size of the grants made in each area, with the goal of supporting the strategic guidelines of RFP 122 based on rank order, funding requirements, and organizational capacity.

KEY DATES

Proposal Phase	Date
RFP is issued by the City	Tuesday, February 9, 2021
Online application available	Monday, February 22, 2021 by end of day
Bidders Conference	Tuesday, February 23, 2021.
Proposals due	Wednesday, March 31, 2021 by 5:00 P.M.
Committee Review	April 2021
Grantee Selection and initial award notification	May 27, 2021
Protest period ends	5 business days after award notification
WISF Board Review and Approval	June 9, 2021
Scope and Budget negotiations begin	June – July 2021
Projects begin	Some projects anticipated to start July 2021. Remaining projects to begin October 2021 or later.