

WORKFORCE INVESTMENT SAN FRANCISCO

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

MINUTES OF THE AUGUST 26, 2009 MEETING OF THE WORKFORCE INVESTMENT SAN FRANCISCO (WISF) BOARD SAN FRANCISCO PUBLIC LIBRARY—MAIN BRANCH 100 LARKIN STREET, SAN FRANCISCO, CA 94102

Members Present

Rob Black, Interim Chair
Anne Wegher, Employment Development
Department Northern Workforce Services
Division
Barbara Garcia, San Francisco Department of
Public Health
Darlene Rutkowski, Department of Rehabilitation
Debra Johnson, SFMTA
Diane Easterwood, Kaiser Permanente
Dr. Don Q. Griffin, City College of San Francisco
Egon Terplan, San Francisco Planning and
Research Association (SPUR)
Jane Moyer, Starbucks
Jennifer Hermann,
University of California San Francisco (UCSF)
John McKnight, LVI Environmental Services
Kent Lim, Kent Lim Construction
Mary Ruth Gross, SEIU UHW-West & Joint
Employer Education Fund
Michael Theriault, San Francisco Building and
Trades Council
Michael Wald, Stanford University
Micki Callahan, Department of Human Resources
Nicholas de Lorenzo, National Council on Aging
Paul Giusti, NorCal Waste
Rodrigo Santos, Santos Urrutia Structural
Engineering
Sheila Wells O'Mahoney, UPS
Sylvia Kwan, Kwan Henmi
Ted Egan, San Francisco Office of Economic
Analysis
Tom Ryan, San Francisco Labor Council
Jim Buick (for Trent Rhorer), Human Services
Agency

Members Absent

Carlos Garcia, San Francisco Unified School
District
Debra Higa, Palace Hotel
Michael Dunne, Hilton Hotels
Reuben Santana, Rubicon Construction
Rito Andujo, Macy's West
Ross Mirkarimi, San Francisco Board of
Supervisors
Sophie Maxwell, San Francisco Board of
Supervisors
Steve Leder, Pacific Gas & Electric

OEWD Staff

Rhonda Simmons, Director, Workforce
Development
Amy Wallace, Workforce Development Division
Deputy Director
Betsy Baum, Workforce Development Manager
Dexter Ligot-Gordon, Workforce Policy Analyst
Glenn Eagleson, Director, Policy and Planning
Guillermo Rodriguez, Director, CityBuild
Kriztina Palone, Business Services Specialist
Marc Majors, WIA Program Manager
Monique Forster, Administrative Assistant
Nikki Ford, Administrative Assistant
Steven Currie, Workforce Policy Analyst
Virginia Ho, Executive Administrator

Public

(As Evidenced by the Sign-In
Sheet)

Ruth Kavanagh, EDD
Ina Kupriyanova, California Security Institute
Vance Wharton, California Security Institute
Jerry Bernstein, Lighthouse for the Blind
Joe Ramirez-Forcies, PRC
Queen Lu, Mission Hiring Hall
Carrie Portis, SF Works
Michael Klinger, Reentry Council
Liz Jackson-Simpson, YGCIC
Phyllis McGuire, CCSF
Ahtop Boz, San Francisco State University
Steve Bingham, Bay Area Legal Aid
Shirley Melnicoe, Northern California Service
League
Chris Reya, Ella Baker Center
Melissa West, SF Acorn
Howard James
Redford Salmon, Treasure Island Job Corps
Lili Morales, Mission Hiring Hall
Matt Poland, PEP Jobs
Reginaldo Woods, Up from Darkness
Tom Lauchenaer, S.F. Electrical JATC
Emily Chea, Charity Cultural Services Center
Jennie Mollica, JVS
Ali Schlageter, Local Homeless Coordination
Board
Chinaka Hodge, Geneva Car Barn
Cameron McHenry, SHEC
Terri Feeley
Aaron Winters, Upwardly Global

Troy Henry, Goodwill
Homer Terry, Chinatown Families Economic
Self-Sufficiency Coalition
Suom Propa, San Francisco State University
Mario Yedidia, SF Youth Commission
Abby Snay, JVS

Wilhelmina Parker, Treasure Island Jobs Corps
Andrew Russo, SF Family Support Networks
Antonio Tom, Charity Cultural Services Center
Jodi Schwartz, LYRIC
Nicole Avril, Geneva Car Barn
Rodney Hampton, Glide

Roll Call

Rob Black, Interim Chair, called the meeting to order at 9:10am

Agenda

On motion by Mr. Rob Black, seconded by Ms. Micki Callahan and carried, the WISF Board adopted the agenda amended as follows:

Item 6a: Youth Council Committee Report:

- i. Expand WIA Youth Eligibility Criteria to include Former Foster Youth (*Action Item*)
- ii. Adopt quality standards for Youth Workforce Programs (*Action Item*)

to be moved up on the agenda and presented after Item 3: Director's Report.

Minutes

On motion by Ms. Debra Johnson, seconded by Ms. Mary Ruth Gross and carried, the WISF Board approved the meeting minutes of the May 27, 2009 meeting as circulated.

Director's Report

Ms. Rhonda Simmons gave an update on Workforce Development for San Francisco since the last WISF meeting on May 27, 2009. Ms. Simmons commented on San Francisco's slow climb out of the recession with one of the chief indicators being that the Rapid Response layoff notices are stable despite a three fold increase in 2009.

Ms. Simmons reported on the Stimulus funds that were received for our Summer Youth Employment Program, employing an additional 450 youth particularly between the ages of 18 – 24 years, with further Stimulus funds being used in year round Youth Employment Programs.

Youth Council Committee Report

Mr. Michael Wald, Chair of the Youth Council, reported that the Youth Council focuses on WIA money that is directed to youth, generally ages 14-21, however under ARRA youth are being covered up to 24 years of age. The Youth Council focuses on workforce projects that can support 14-18 year olds that are in High School and youth ages 18-24 that are struggling to make it in the labor force.

The overarching framework of the Youth Council is to emphasize education as preparation for entering into the labor force. The central goal of the funding is to make it more likely for youth to graduate from the San Francisco Unified School District, as of now statistics show that 15-25% of students drop out. The Youth Council is looking at how to spend citywide workforce dollars to ensure that everyone graduates and enters into the workforce better prepared.

Expand WIA Youth Eligibility to Include Former Foster Youth

Mr. Michael Wald moved, seconded by Ms. Micki Callahan, that WIA Youth Eligibility be expanded to include Former Foster Youth.

Discussion Followed.

Ms. Jane Moyer asked for clarification around the decision making process for matters pertaining to Youth Council

Ms. Rhonda Simmons clarified that the WISF Board is currently the decision making body, however, a proposal will be made at the next WISF meeting to change the bylaws of the WISF Board in order to hand over authority to the Youth Council.

Mr. Michael Theriault, asked if Former Foster Youth is subsumed under emancipated youth, then what is to be gained by changing the definition?

Mr. Michael Wald responded that emancipated youth is a legal definition for individuals under the age of 18 that have become emancipated by the court.

Ms. Diane Easterwood asked for clarification as to how this request to include Former Foster Youth differed from category number 6 in Attachment 3 '*an individual (including a youth with a disability) who requires additional assistance to complete and educational program, or to secure employment*'?

Mr. Glenn Eagleson responded that including Former Foster Youth gives definition to someone that

needs special assistance which will in turn make them easier to serve.

Mr. Egon Terplan, commented that anyone that is between the ages of 21-24 years of age, once ARRA funds run out, will no longer be eligible for services and asked if there was anything being done to continue service to this population?

Mr. Michael Wald responded that the use of County funds can be used to continue serving these populations and in fact there are already many services in place.

Ms. Jane Moyer asked for clarification around the size of the population this would affect.

Mr. Glenn Eagleson responded that in terms of Former Foster Youth this would affect around 600-700 youth in San Francisco.

Mr. Rob Black's call for public comment yielded no response.

On motion by Mr. Michael Wald, seconded by Ms. Micki Callahan and carried, the WISF Board approved to expand WIA Youth Eligibility to include Former Foster Youth. The vote was passed with unanimous support.

Adopt Quality Standards for Youth Workforce Programs

Mr. Michael Wald, Youth Council Chair, presented on the Youth Council's memo requesting the WISF Board Adopt Quality Standards for Youth Workforce Programs. The Youth Council memo proposes to adopt both threshold quality standards; which are minimal quality standards that organizations will need to show in order to apply for funding and weighted quality standards which are to be used in rating or comparing organizations.

Mr. Wald noted that these Quality Standards are only recommendations to all other departments; therefore, City agencies would not be required to use these minimum quality standards.

Mr. Michael Wald moved, seconded by Ms. Barbara Garcia, to adopt quality standards for youth workforce programs.

Discussion followed.

Ms. Micki Callahan asked for clarification as to whether these standards would be used to determine the success of the program?

Mr. Michael Wald responded that the success of a program would be left up to the outcomes that the agency adopts.

Ms. Barbara Garcia commented that it is important to ensure that the monitoring reflect these standards.

Mr. Michael Theriault, inquired as to the rationale for making academic learning a weighted standard?

Mr. Michael Wald responded that as there isn't a single set of accepted tools by which to measure Academic Learning the Youth Council felt that it was more important to focus on capacity building before it could be considered as a threshold standard.

Mr. Michael Theriault commented that in a year or two the WISF Board should revisit the two standards under Academic Learning and consider making them threshold standards.

Mr. Egon Terplan commented that the threshold requirements be open to less interpretation by the organization and that there are consistent monitoring criteria.

Mr. Rob Black's call for public comment yielded the following response:

Mr. Joe Ramirez-Forcies, Positive Resource Center, commented that organizations should be accredited, or moving towards accreditation, if the WISF Board and Youth Council are seeking a standard based approach.

Mr. Steve Bingham, Bay Area Legal Aid, commented that he was concerned that some of the smaller organizations would not have the capacity to meet the minimum quality standards and that the implementation of these standards would mean that only larger organizations would be able to compete

for funding; which would lead to the disappearance of smaller organizations.

Mr. Andrew Russo, Family Support Network, commented that in addition to the creation of standards it is also important to have indicators of minimum quality and high quality services, to adopt the standards universally, train organizations to meet those standards, and create a review process.

On motion by Mr. Michael Wald, seconded by Ms. Barbara Garcia and carried, the WISF Board voted to adopt Minimum Quality Standards for Youth Workforce Programs. The vote passed with unanimous support.

Jobs NOW Update

Mr. Jim Buick, from the Human Services Agency (HAS), presented on San Francisco's federally subsidized employment program, known as Jobs NOW, which is funded through the American Recovery and Reinvestment Act (ARRA) dollars. The program's target is to subsidize the hiring of 1,000 San Francisco residents between now and September 30, 2010. Eligible clients for Jobs NOW are San Francisco families who are 200% of the federal poverty level; which is around \$36,000/year or \$3,000/month for a family of three.

The Jobs NOW program is looking to place people in the public, non-profit and private sectors. For City department placements, the federal dollars will provide up to 80% of the salary for the employee, with the City department as the employer, providing a 20% local match of the salary. For a private sector or non-profit employer, 100% of the wages are reimbursed and the employer is only responsible for matching 20% of the salary through payroll, FICA taxes and health benefits, supervision costs, etc. The wage cap is currently set at \$75,000/year but it is possible to go beyond that wage cap on a case by case basis as employers are expected to pay prevailing wage.

Discussion followed.

Ms. Rhonda Simmons commented that if an individual has been unemployed for 1 month they then fall within the 200% of federal poverty guidelines. This opens up the range of those that can be served with the stimulus funds beyond Cal-Works clients.

The challenge for all counties and municipalities is to get systems in place in order to move the ARRA money in order to get people into jobs and spend the money that the federal government has provided the state; which is \$1.2 Billion for California and a total of \$5 Billion for the entire country.

Mr. Ted Egan asked for clarification around where the 20% match would come from; local government or from the private employer?

Mr. Jim Buick responded that the 20% match would come from local government and in addition the supervision of the benefits would come from local government.

Mr. Ted Egan asked for clarification around who is eligible for the JobsNOW program.

Mr. Rob Black responded that the requirements for eligibility are that the family has to be at 200% of poverty per federal poverty guidelines, however, the salary to be paid can be much higher than the \$36,000/per year.

Mr. Jim Buick responded that there needs to be a minor child, either as a custodial or non-custodial parent.

Ms. Rhonda Simmons commented that this money is not an allotment but a draw down.

Mr. Tom Ryan inquired as to how priorities of populations to be served are to be determined?

Mr. Jim Buick responded that there is no cap on how many can be served; therefore, as long as they are eligible they will be hired.

Ms. Rhonda Simmons commented that we are trying to figure out a triage system in order to determine where to send eligible clients. This triage will be based on some sort of assessment that will determine the different levels of recruitment whereas high skilled individuals will likely be placed with private sector employers and mid to low skilled individuals will be placed into an existing CBO training model. This provides us an opportunity to find different ways to get these populations skilled up.

Ms. Darlene Rutkowski inquired as to whether there are any child care services associated with this?

Mr. Jim Buick responded that if the family is involved with Cal-Works there are child care services available, however if they are outside of that they are working on alternative solutions for eligible clients that are not on Cal-Works.

Ms. Sylvia Kwan commented that having the minor child presents a challenge since as a private employer she has been very careful not to layoff anyone with a family; which as a result means that anyone laid off was single and makes them ineligible for JobsNOW.

Mr. Jim Buick responded that they will not substitute the salary of an ongoing employee with stimulus money. He also stated that they are willing to pay above the \$75,000/year salary on a case by case basis and it is open to any types of jobs. Employers are allowed to identify eligible clients to forward along to JobsNOW and don't have to wait for a referral.

Mr. Egon Terplan commented that this may very well be an opportunity to further current social service policies, such as solar initiatives and street repair. Also, what happens after 2010?

Ms. Micki Callahan commented that those hired in city jobs know that the jobs are time limited, Temporary Exempt, and they are subject to layoff after September 2010. However, the hope is that they are gaining job skills and experience, fill subsequent openings for permanent exempt jobs, and will be part of some succession planning.

Ms. Rhonda Simmons commented that there are challenges, however, it buys time for people who are without jobs and it puts money into people's pockets for another year. This economy is just quarter by quarter and there are no predictions.

Mr. Michael Wald commented that there should be some thought around prioritizing categories of people for eligibility, such as focusing on people that have exhausted unemployment benefits.

Mr. Ted Egan commented that this money could be from now until next September could be a huge economic stimulus and could very well keep our economy afloat or bring it back.

Mr. Rob Black's call for public comment yielded the following response.

Ms. Carrie Portis, SF Works, commented that SF Works and the SF Chamber will be hosting a panel for businesses on September 1st that will feature the JobsNow program.

Mr. Steve Bingham, Bay Area Legal Aid, wanted to clarify that the employer does not have to be from San Francisco.

Ms. Liz Jackson-Simpson, YMCA San Francisco, hoping that there are projects that we could point to that will build skills and are sector driven. Also, what about healthcare; which is a huge cost especially to non-profits. Will Cal-Works clients still have access to their healthcare benefits?

Mr. Jim Buick responded that yes, current Cal-Works clients will have access to both health and childcare benefits.

Update on Grants Made Through Request for Proposal (RFP) #107 for Workforce Services

Ms. Amy Wallace presented an update on the grants made through Request For Proposal (RFP)#107, the "Super RFP", for workforce services. Overall, 63 proposals were received with a total request for funding of \$28 Million, above what was able to be funded.

The centerpiece of the RFP was the Sector Academies; which has a goal of training and placing 1,000 jobseekers over the next two years. Specifically the Construction Academy has a goal to train/and or place 200 jobseekers for entry level construction jobs, the Green Skills Academy to train/and or place 275 jobseekers, the Healthcare Academy to train/and or place 200 jobseekers, and the Social Services Academy to train/and or place 350 jobseekers.

Additionally, RFP #107 funded Enhanced Business Services for On the Job Training & Employer Outreach to work with employers to place around 100 jobseekers, a Skilled Worker Assistance Team to connect 1000 mid-high skilled unemployed workers with workforce services.

RFP #107 funded Youth Services via SF RAMP to provide support for 250 youth to enter into employment, Youth Education Bridge Services to prepare and connect 200 youth and young adults to low basic skills attainment, Targeted WIA Youth Services to provide 150-200 youth with WIA youth

services, and a Youth One-Stop Navigator to increase number of youth served at One Stop centers by 30%.

Discussion followed.

Ms. Darlene Rutkowski inquired about the amount each organization was awarded.

Ms. Amy Wallace responded that OEWD was still in negotiations as to specific dollar amounts and that a full package of award amounts would be presented at a future meeting.

Mr. Egon Terplan asked for clarification around the collaborations that were awarded as Sector Coordinators for the Sector Academies.

Ms. Rhonda Simmons commented that the collaboratives are an attempt to address the diversity of San Francisco, as it is a challenge to find one CBO that can cover the whole of San Francisco.

Ms. Sylvia Kwan asked for clarification around mid to high skilled trainings offered in the SWAT.

Ms. Amy Wallace responded that the idea was to align and prioritize around the four sectors and use the information from the Rapid Response team to feed the pipeline of workers in order to capitalize and leverage our training capacity.

Mr. Tom Ryan inquired about which piece would be responsible for placement.

Ms. Amy Wallace responded that the Sector Coordinator and Vocational Skill Provider, except with the Construction and partly the Green Skills Academies.

Mr. Rob Black's call for public comment yielded the following response.

Ms. Abby Snay, JVS, commented that she wanted to congratulate Ms. Simmons on achieving a Sector Strategy for the City.

Ms. Shirley Melnicoe, Northern California Services League, commented that this was the most convoluted RFP she had ever seen, expressed concern that the RFP made them be generalists, and that it allowed a few large players to do most of the work.

**Presentation on
Subcommittees to the WISF**

Ms. Rhonda Simmons presented on the proposed layout of the subcommittees to the WISF; which are the Executive Committee, Finance Oversight Subcommittee, Program Oversight and Sector Subcommittees. The idea is to engage all members of the WISF Board through the committee structure by sector in order to better prepare these populations, especially the business representatives at the table.

Public Comment

Ms. Phyllis McGuire, City College of San Francisco announced that City College of San Francisco has been successful in securing a grant from the Gates foundation called Gateway to College and will be launching their first semester co-hort.

Conclusion

On motion by Mr. Rob Black, seconded and carried, adjourned the meeting at 11:05am.