



Board of Supervisors Budget and Appropriations Committee

March 10, 2021

COVID-19 RESPONSE

Over **\$24 million** in loan and grant programs to support **1,230** small businesses and their employees

\$2.5M	Small Business Resiliency Fund
\$12M	Hardship Emergency Loan Program
\$3.8M	African-American Revolving Loan Fund
\$3.2M	Latino Small Business Fund
\$1M	Neighborhood & Women's Mini-Grants
	SF Shines for Reopening

Over **\$17.7 million** to support more than **18,300** impacted workers and their families

Immigrant Workers Fund	\$600K
Right to Recover	\$10.7M
Family Relief Fund	\$4.88M
Workers and Families First	\$1.55M

BUDGET OVERVIEW

	FY 2020-2021	FY 2021-2022 (Dept Phase)	Change from FY 2020-2021	FY 2022-2023 (Dept Phase)	Change from FY 2021-2022
Salaries	12,897,022	13,805,659	908,637	14,074,705	269,046
Mandatory Fringe Benefits	5,709,397	5,984,950	275,553	5,786,522	(198,428)
Non-Personnel Services	3,112,319	2,763,382	(348,937)	2,758,024	(5,358)
City Grant Programs	33,968,831	26,029,894	(7,938,937)	25,272,777	(757,117)
Programmatic Projects	29,078,079	30,850,360	1,772,281	30,566,283	(284,077)
Materials & Supplies	144,353	61,654	(82,699)	62,154	500
Services of Other Departments	11,229,625	11,785,153	555,528	11,795,142	9,989
Transfers	10,000	-	(10,000)	-	-
TOTAL	96,149,626	91,281,052	(4,868,574)	90,315,607	(965,445)

OEWD WORKFORCE PROGRAM AREAS

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

OEWD WORKFORCE PROGRAM AREAS

CREATIVE SOLUTIONS

to address critical system needs



PILOT PROGRAMS

- Equity
- Economic recovery

SUPPORTING THE SYSTEM

through efficiency & sustainability



WORKFORCE SYSTEM ENHANCEMENTS

- Data management
- Evaluation
- Workforce system coordination



PROMOTING ECONOMIC JUSTICE

by addressing systemic inequities



FUNDS TO SUPPORT THE BLACK COMMUNITY


- Educational Pathways
- Health Services
- Industries of Opportunity
- Community Research Institute
- Workforce Programming for the Arts
 - * Community Arts
 - * Business Practices to Support Artists

WORKFORCE REQUEST FOR PROPOSALS “BUILDING BACK STRONGER”

\$28.1 Million Total

- **\$22M – General Fund**
 - \$6M Dream Keeper Initiative
 - \$4M Opportunities for All
- **\$4.7M – Federal Funding**
 - \$3.2M Workforce Innovation and Opportunity Act
 - \$1.5M Community Development Block Grant
- **\$1.4M – Other State and Local Funds**

City and County of San Francisco



Request for Proposals (RFP) #122
“Building Back Stronger”:
Workforce Services Grants
And Funding to Support the Black Community

Issued by:	Office of Economic and Workforce Development (OEWD)
Date issued:	Tuesday, February 9, 2021
Proposals due:	Friday, March 31, 2021 by 5:00 P.M. Only Online Submissions will be accepted in accordance with public health and accessibility guidelines.
Questions about this RFP?	Submit questions online at: https://oewdprocurement.tfaforms.net/f/RFP122questions -or- Email: oewd.procurement@sfgov.org
	OEWD will host an optional Bidders Conference to assist applicants in determining the eligibility of proposed projects, completing the proposal package, and navigating City requirements on: DATE & TIME: Tuesday, February 23, 2021, 3:30 P.M. - 6:00 P.M. Please register for the Bidders Conference using the following Zoom meeting Link: RFP 122 Bidders Conference – February 23, 2021 This event will be conducted remotely, in accordance with public health and accessibility guidelines. The event will include captioning. If you need language translation services to participate in this event, please email oewd.procurement@sfgov.org three (3) days prior to the event. All presentation materials will be posted to the OEWD website following the event at: www.oewd.org/bid-opportunities/RFP-122 Need the RFP or application materials in alternative formats for persons with disabilities? Please email oewd.procurement@sfgov.org or call TDD/ TTY 800-735-2929 / 711 (CRS)

<https://oewd.org/bid-opportunities/RFP-122>

ESTIMATED SF UNEMPLOYMENT BY RACE/ETHNICITY

	2015	2016	2017	2018	2019
TOTAL POPULATION	840,763	850,282	864,263	870,044	874,961
Unemployment - Citywide	6.8%	6.2%	5.4%	4.7%	4.2%
By Race/Ethnicity					
American Indian/Alaskan Native	15.0%	14.1%	10.0%	11.9%	10.7%
Asian	7.4%	6.5%	5.7%	4.9%	4.2%
Black/African American	17.9%	16.1%	14.6%	12.5%	10.0%
Native Hawaiian/Pacific Islander	13.1%	15.2%	10.9%	8.8%	7.4%
Other/Two or More Races	8.1%	7.9%	6.3%	5.1%	4.8%
White	4.8%	4.5%	4.1%	3.6%	3.3%
Latino (of Any Race)	7.6%	7.3%	5.9%	4.9%	4.9%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates

PRINCIPLES OF EMPLOYMENT EQUITY

OEWD RFP 122 Principles of Employment Equity

Employment Equity ensures that OEWD's programs and services do not disadvantage or limit access, training, or employment opportunities based on race, ethnicity, gender identity, housing status, age, disability, sexual orientation, immigration status, country of origin, language, or justice system involvement.

We acknowledge the intersectionality of each of these characteristics, particularly race and the continuing legacy of anti-Black racism, which disproportionately affects access and opportunity for each of these groups.

OEWD is committed to addressing our responsibility to advance workforce equity through our programs and services by changing the beliefs, policies, institutions, and systems that have limited employment and career success for too many San Franciscans.

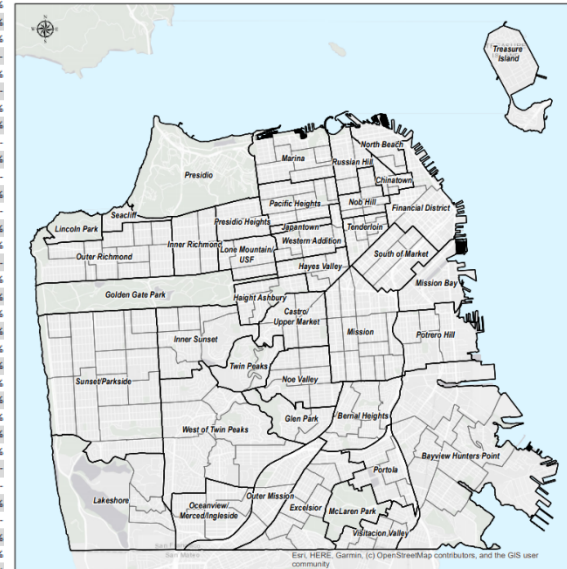
Every resident of San Francisco deserves the opportunity to achieve employment and economic success. Our goal is to help develop a skilled and equipped workforce that reflects the diversity and assets of all of the City's residents.

Our Principles of Employment Equity seek to eliminate disparities based on the following factors:

Factor	Context	Principle
Race	Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited exposure to social and financial capital, low representation among post-secondary credentials and high wage occupations and industries.	Employment Equity requires that race must not be a pre-determinant of employment opportunities or economic success.
Gender	Women make up 47% of San Francisco's workforce, yet earn 81% of men's salaries. They are over-represented in the healthcare, education, and social service sectors and under-represented in law enforcement, computer and mathematical occupations, engineering, construction and transportation. Over 5 times as many women as men work in low-level wages.	Employment Equity requires targeted recruitment strategies and investment in the training and placement of women in underrepresented occupations that are higher-paying to address occupational segregation and the gender wage gap.


Neighborhood Profiles - Employment by Race & Ethnicity (2019 ACS 5-Year Estimates)

Neighborhood	African American/Black		American Indian/Alaskan Native		Asian		Latino/Hispanic		Native Hawaiian/Pacific Islander		Other Race		Two or More Races		White			
	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate	Labor Force	Unemp. Rate		
Bayview Hunters Point	19,951	7.1%	4,126	9.7%	32	0%	8,168	6.6%	4,865	5.5%	351	20.8%	3,585	5.7%	605	11.6%	2,284	3.2%
Bernal Heights	15,677	3.1%	518	14.7%	126	0%	2,774	3.5%	3,764	4.2%	0	-	2,048	6.0%	641	2.8%	8,266	1.9%
Castro/Upper Market	16,482	3.5%	461	0%	17	47.1%											11,531	3.5%
Chinatown	7,370	7.0%	8	0%	40	0%											1,333	1.7%
Excelsior	22,114	4.0%	561	4.8%	100	0%											3,074	3.4%
Financial District	15,347	4.1%	333	3.6%	0	-											6,816	3.8%
Golden Gate Park	5,040	4.0%	197	2.0%	26	0%											3,116	3.8%
Golden Gate Park	59	0%	0	-	0	-											54	0%
High Ashbury	14,506	2.8%	503	4.8%	1	0%											10,743	1.9%
Marina Valley	15,110	2.4%	544	0.6%	40	17.5%											9,432	2.8%
North Richmond	14,732	4.2%	282	0%	0	-											7,945	4.4%
Outer Sunset	18,833	3.4%	462	0%	44	100%											9,868	1.8%
Presidio	2,037	1.6%	18	0%	0	-											1,044	0%
Shoreline	9,018	13.3%	732	16.5%	44	0%											2,971	11.9%
Union Square	65	0%	0	-	0	-											26	0%
Mount Diablo/USF	11,006	7.0%	440	22.7%	22	0%											6,294	4.9%
Outer Richmond	18,974	2.6%	157	0%	50	0%											15,077	2.9%
Inner Richmond	145	13.8%	28	0%	0	-											0	-
Hayes Valley	40,693	3.8%	1,449	9.9%	251	10.8%											19,043	3.2%
Inner Sunset	8,925	1.8%	205	2.4%	24	0%											3,616	1.6%
Marina	18,793	5.1%	829	9.0%	96	0%											9,927	3.7%
Golden Gate Park	15,688	3.9%	335	9.6%	49	22.4%											10,391	3.5%
High Ashbury	7,555	5.3%	235	0%	8	0%											4,028	5.5%
Merced/Ingleside	15,729	4.4%	1,223	7.2%	35	0%											2,493	2.4%
Inner Sunset	15,192	5.1%	232	6.9%	19	0%											2,037	7.0%
Outer Sunset	27,510	3.6%	618	9.2%	11	0%											12,755	3.8%
Inner Sunset	16,305	3.6%	265	3.4%	18	0%											11,316	3.8%
Inner Sunset	9,178	4.8%	397	11.3%	53	28.3%											1,374	2.6%
Inner Sunset	10,082	2.5%	311	13.2%	35	0%											5,761	2.3%
Inner Sunset	2,874	2.0%	66	0%	0	-											2,166	0.6%
Inner Sunset	6,647	4.7%	73	23.3%	0	-											4,589	4.6%
Inner Sunset	12,989	1.8%	198	0%	30	0%											8,719	1.5%
Inner Sunset	1,142	3.6%	0	-	0	-											802	2.5%
Inner Sunset	14,677	2.9%	1,010	7.0%	154	8.4%											5,114	2.9%
Inner Sunset	47,553	3.9%	726	5.9%	41	41.5%											16,592	3.0%
Inner Sunset	16,769	7.0%	1,027	15.3%	217	14.7%											5,540	8.2%
Inner Sunset	1,806	15.8%	350	27.7%	23	65.2%											617	10.0%
Inner Sunset	4,559	2.2%	65	0%	0	-											2,914	1.7%
Inner Sunset	10,227	6.6%	795	23.4%	28	0%											606	14.0%
Inner Sunset	21,549	2.7%	483	12.2%	49	0%											10,915	3.0%
Inner Sunset	13,633	4.5%	1,676	17.4%	88	0%											5,410	2.8%
Total	546,541	4.2%	21,938	10.0%	1,771	10.7%	177,303	4.2%	79,286	4.5%	79	0%	206	11.7%	107	17.8%	6,914	10.0%



THE DREAM KEEPER INITIATIVE

OFFICE OF THE MAYOR
SAN FRANCISCO



LONDON N. BREED
MAYOR

FOR IMMEDIATE RELEASE:
Thursday, February 25, 2021
Contact: Mayor's Office of Communications, mayorspressoffice@sfgov.org

***** PRESS RELEASE *****

MAYOR LONDON BREED ANNOUNCES SPENDING PLAN FOR HISTORIC REINVESTMENT IN SAN FRANCISCO'S AFRICAN-AMERICAN COMMUNITY

Following months of community engagement and outreach led by the Human Rights Commission, the City has developed a spending plan to direct \$120 million over the next two years to improve outcomes for Black and African-American youth and their families

San Francisco, CA — Mayor London N. Breed and Board of Supervisors President Shamann Walton today announced the City's plan for reinvesting \$120 million in San Francisco's African-American community over the next two years, with the creation of a new, citywide initiative: "The Dream Keeper Initiative." This funding follows an extensive community and stakeholder engagement process and is part of Mayor Breed's roadmap for reforming public safety and addressing structural inequities in San Francisco.

The goal of the Dream Keeper Initiative is to improve outcomes for San Francisco's Black and African-American youth and their families, and will provide family-based navigation supports to ensure that the needs of all family members are addressed cohesively and comprehensively. With this coordinated approach, the Dream Keeper Initiative aims to break the cycle of poverty and involvement in the criminal justice system for the families in its City programs and ensure that new investments, including in youth development, economic opportunity, community-led change, arts and culture, workforce, and homeownership, are accessible to San Francisco's families who are most in need.

"We know that to actually see true, lasting change, we need to focus on helping entire families from early education for kids, to job training and workforce support for their parents, and serve communities that have been systematically harmed by past policies," said Mayor London Breed. "To make these decisions, we've listened to the African-American community about what's been broken, and we're committed to actually delivering on the promises that we've made. It's not enough to say that Black Lives Matter. We need to create the programs that will actually

Area G: Funds to Support the Black Community (pg 239)

These programs are all designed to promote economic justice for San Francisco's Black/African American community. These programs are open to **nonprofit applicants**.

Program Areas	Maximum Budget Request (Per Grant)	Anticipated # of Awards	Page #
<u>G1: Educational Pathways Funding: Financial Incentives for African American Students</u>	\$1,000,000	1	241
<u>G2: Health Services</u>	\$1,000,000	1-2	244
<u>G3: Workforce Programming for the Arts</u>	<u>G3.1: Community Arts</u>	3-4	247
	<u>G3.2: Business Practices to Support Artists</u>	1-2	
<u>G4: Industries of Opportunity</u>	\$1,000,000	2-4	251
<u>G5: Community Research Institute</u>	\$1,000,000	1	254



Investment of Funds to Support the Black Community in San Francisco

Community Engagement/Impact Status Update Project ID: 603984210001



COVID-19 IMPACTS AND RESPONSE

SF Unadjusted Unemployment Rate		
SF County	Unemployment	Rate
Dec 2019	11,300	1.90%
Jan 2020	13,400	2.30%
Feb 2020	13,200	2.20%
Mar 2020	17,500	3.00%
Apr 2020	69,400	12.60%
May 2020	69,400	12.60%
Jun 2020	71,100	12.50%
Jul 2020	62,700	10.90%
Aug 2020	49,800	8.80%
Sep 2020	47,500	8.40%
Oct 2020	40,100	6.90%
Nov 2020	32,400	5.70%
Dec 2020	36,300	6.40%

Source: California EDD, US Bureau of Labor Statistics

- **SF Workforce Hotline (OEWD/HSA/CBOs)**
15,192 calls as of March 9, 2021
- **COVID-Response Resource Hubs (OEWD Addback/DPH/CBOs)**
\$3.2M to support 6,000 Mission/BVHP/Excelsior residents
- **Right to Recover Program (Give2SF/HCSO/CBOs)**
\$6.1M to support 4,740 participants
- **Family Relief Fund (Give2SF/CBOs)**
\$4.9M to support 4,923 vulnerable families
- **Immigrant Worker Fund and Workers & Families First Program (Give2SF/General Fund)**
\$2.2M to support 5,533 workers

COVID-19 IMPACTS AND RESPONSE



WORKFORCE SYSTEM CHANGES

- **Increased Workforce Alignment** with other departments
- **Multi-Year Grants** to support longer-term work with clients
- **Job Readiness and Barrier Removal Services** coordinated with job centers
- **Target Sector Training** focused on emerging industries and equitable recovery
- **Dream Keeper Initiative** and employment equity strategies that lift all boats



City EMT pilot program, funded by the **Opportunities for All Initiative** through OEWD's HealthCare Academy



SAN FRANCISCO

OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

Questions?

SF Workforce Hotline 415-701-4817

OEWD RFP 122 <https://oewd.org/bid-opportunities/RFP-122>