

COUNCIL ON CITYWORKFORCE ALIGNMENT

Draft Minutes of
July 29, 2026
War Memorial Veterans Building, Green Room, 2nd Floor
San Francisco, CA 94102

CCWA Voting Members Present

Ren Floyd-Rodríguez, OEWD
Dannielle Glover, HRC
Anna Pineda, HSA
Todd Kyger, PUC
Julia Ma, DHR
Chris Reyes, DHR
Maribel Mora, DPH
Warren Hill, Public Works
Anjali Rimi, DSHS

Other Participants Present

John Halpin, CCSF
Zack Lam, CCSF

CCWA Staff Present

Diana Ponce De León, Chair
Jen Salerno, Secretary
Jen Hand, OEWD
Ana Tellez-Witrigo, OEWD

CCWA Members Absent

Supervisor Shamann Walton, BOS
Sherrice Dorsey-Smith, DCYF
Taras Madison, APD

Ohlone Land Acknowledgement, Announcements & Housekeeping (Discussion Item)

Chair Ponce De León, Director of Workforce Development for the City and County of San Francisco, called the meeting to order at 9:09 a.m. Secretary Salerno (OEWD) opened the meeting by reciting the Ohlone Land Acknowledgement and reviewing housekeeping rules.

Roll Call (Discussion Item)

Chair Ponce De León requested that Secretary Salerno conduct roll call. Secretary Salerno conducted roll call and announced that a quorum was present.

Chair's Welcome (Discussion Item)

Chair Ponce De León welcomed Council members and the public to the meeting and noted that the discussion would focus on agency updates and opportunities for partnership and collaboration. Chair Ponce De Leon also thanked OEWD staff for their preparation and support of the meeting.

Adoption of the Agenda (Action Item)

Chair Ponce De León solicited comments on the agenda from CCWA members. Seeing none, Chair Ponce De León requested a motion to adopt the meeting agenda. Member Rimi made the motion, which was seconded by Member Kyger and passed unanimously.

Approval of the Minutes from April 29th, 2025 (Action Item)

Chair Ponce De León directed CCWA members to review the minutes from October 29, 2025. Next, Chair Ponce De León solicited comments from CCWA Members. Seeing none, Chair Ponce De León requested a motion to approve the minutes. Member Pineda made the motion which was seconded by Member Hill. The motion passed unanimously.

Council on City Workforce Alignment Working Group Updates

Chair Ponce De León introduced Agenda Item #6, noting that the item provided an opportunity for departments and Committee members to share updates on workforce-related activities and priorities, with a focus on coordination of workforce services, use of the Citywide Five-Year Workforce Development Plan, and resource alignment. Members were encouraged to highlight key developments since the last

(Discussion Item)

meeting, opportunities for partnership, and areas where additional coordination may be helpful.

Jen Hand, Workforce Impact Manager at OEWD, provided an update on the Proposition E Commission Streamlining Task Force, noting that the Committee on City Workforce Alignment has been approved to continue while also being renamed to “Council on City Workforce Alignment.” The Council has moved from Chapter 30 to Chapter 5 of the Admin Code and has been set to sunset in 12/31/2030 without further action from the Board of Supervisors. Additionally, the public holdover appointments max out at 60 days.

Ms. Hand shared the updates due to SB 707 which set a Brown Act notice and announced that telecommuting is allowed at the State level but not allowed due to local laws.

Ms. Hand announced that the Citywide Workforce Development Plan Update and Definition Update is due in March 2027, which will be edited and updated at the next quarter meetings and full board meeting.

Chair Ponce De León then opened the floor for questions related to the streamlining updates and proceeded with agency updates by seat.

Office of Economic and Workforce Development (OEWD)

Ren Floyd-Rodríguez, Acting Deputy Director of Workforce Development. OWED shared that approximately \$22 million was awarded for the current fiscal year, spanning 60 grantees and 20 different programs. The department shared their focus on job center expansion, work base learning strategies, entry level technology career support and commitment to young people, and other vulnerable San Francisco residents.

Human Rights Commission (HRC)

Member Glover shared their OFA wrap up with 85 partners and over 15,000 youth enrollments.

Human Services Agency (HSA)

Member Pineda shared about the continuous impacts of HR1 and focused on the new work requirements imposed on CalFresh enrollees as well as discussing strategies to help fill the need of finding work and volunteer opportunities for the 14,000 people reliant on CalFresh. The department shared desire to collaborate with OEWD to expand a training program for CalFresh enrollees to fill the requirement.

Public Utilities Commission (PUC)

Member Kyger shared about participation in Project Pull, in its 31st year, which helps youth access to jobs in STEM.

Department of Human Resources (DHR)

Member Reyes highlighted the public safety internship program which partners with SFPD and City College to offer young adult interns and fellows an opportunity to explore careers in public safety. They have seen strong retention and long-term interest in public service jobs. Additionally, planning is underway to celebrate national disability awareness month through work to bring attention to applicants who are interested in city jobs who are disabled.

Department of Public Health (DPH)

Member Mora reported prioritizing internships and fellowships as well as working to create a centralized inventory of internships in healthcare. Alongside this the department is working on creating pathways to retain interns and create pathways for fellows and grads to fill roles within the industry in SF.

Public Works (DPW)

Member Hill shared that the department graduated their most recent class of General Labor apprentices and actively have pre-apprentices completing their certifications. Despite financial burdens the department is committed to bringing community members into careers.

Department of Homelessness and Supportive Housing (DHS)

Member Rimi shared that the new Director is Mike Levine and in the upcoming procurement process they will be connecting with more community-based organizations as well as setting a standard meeting body to engage with the community around their policy programs. Additionally, the organization now has an equity, compliance and capacity building officer.

John Halpin and Zack Lam from City College commented that they are always looking for apprenticeships and expansions for the collaborations across workforce organizations and City College

Hearing no additional questions, comments, or updates Chair Ponce De León closed Agenda item #6 and moved the Council to Agenda Item #7.

**Working Group
Updates**
(Discussion Item)

Vulnerable Populations and Life Course Group

Member Rimi shared the group updates including the event which brought together 80 partners and community organizations and announced efforts to create a similar forum in November. Additionally, Rimi shared the Citywide Workforce Service Provider Co-Location Survey which is created for city departments. The survey will be released in October with the Workforce Inventory.

Apprenticeship Working Group

Member Reyes highlighted the role of DHR's ApprenticeshipSF in connecting public sector apprenticeship opportunities across 15 departments, 6 labor unions, and 12 to 15 apprenticeships as well as sharing new apprentices that are beginning. Additionally shared partnership with Downtown High School, which will work to connect to high school students. Future projects include working on aligning pre-apprenticeships and apprentices as well as furthering collaboration between groups. Member Reyes shared updates on behalf of the working group around new local apprenticeship data which will be incorporated into the upcoming Citywide Workforce Development Plan.

Chair Ponce De León then opened the floor for questions or comments.

Member Rimi asked about accessibility of these apprenticeships for people with barriers to work.

Member Reyes responded and shared that these apprenticeship offerings must be aligned with city policies and right-to-work requirements and that there is additional information available on the DHR website. Member Reyes also shared that the career center provides a translator to get people information regardless of language barriers.

City College shared their work in pairing a vocational ESL instructor with a public health department expert to help fulfill pre-apprenticeship requirements to provide workers with vocational language training.

Member Floyd-Rodriguez expressed his excitement that the 1090 IT pre-apprenticeship program is returning.

Hearing no additional questions, comments, or updates Chair Ponce De León closed Agenda Item #7 and moved the Council to Agenda Item #8.

**Preliminary
FY 2024-2025
Workforce Inventory
Updates**

Ms. Hand shared preliminary Citywide Workforce Inventory findings which will be finalized and shared in October. Ms. Hand highlighted 282 workforce programs, with over 76,000 program participants and had 41,800 unique clients by department, 20,000 training completions and around 15,000 job placements. There was also an increase in funding resulting in a \$217.4 million investment in citywide workforce development. The Alignment Data Working Group will do further inquiry into the data before it is finally published in October.

Hearing no additional questions, comments, or updates Chair Ponce De León closed Agenda item #8 and moved the Council to Agenda Item #9.

**Opportunities for
Partnership and**

Chair Ponce De León opened the floor for partnership and collaboration updates, a regular feature at the end of meetings to encourage members to share ongoing projects, events, or initiatives.

Collaboration*(Discussion Item)*

Hearing no additional updates, Chair Ponce De León thanked members for sharing partnership and collaboration opportunities and then invited public comment.

**Public Comment on
Non-Agenda Items***(Discussion Item)*

Chair Ponce De León opened the meeting for public comment on any agenda or non-agenda items. Secretary Salerno provided guidance on the public comment process.

Seeing no public comments in the Zoom chat or in-person, Chair Ponce De León closed public comment.

Adjournment*(Action Item)*

Chair Ponce De León thanked Committee members, staff, and participants for their engagement and contributions. Chair Ponce De León announced that the next Committee meeting is scheduled for Wednesday, October 28, at 9:00 a.m., at the War Memorial.

Seeing no further comments, Chair Ponce De León called for a motion to adjourn. Member Kyger offered a motion to adjourn, which was seconded by Member Rimi. The vote was unanimous, and the meeting adjourned at 10:03 A.M.