

# WORKFORCE INVESTMENT SAN FRANCISCO

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

Draft Minutes of The

March 11, 2026

Meeting of the Workforce Investment San Francisco (WISF) War Memorial

Veterans Building, Green Room, 2<sup>nd</sup> Floor

San Francisco, CA 94102

<b>WISF Members Present</b>	Jeanine Cotter, Chair, Luminalt Solar Sam Rodriguez, Vice Chair, Rodriguez Strategic Partners LLC Vikrum Aiyer, Heirloom Paul Hinz, Swinerton Christina Sellami, Marriott International Charley Lavery, Operating Engineers Local 3 Kim Tavaglione, San Francisco Labor Council Angela Tamayo, SEIU-UHW West Jorge Tapia, EDD	Shamann Walton, San Francisco Board of Supervisors Shanell Williams, Rafiki Coalition Denise Dorsey, California Department of Rehabilitation Michon Coleman, Hospital Council-Northern & Central California Dr. Kimberlee Messina, City College of San Francisco John Halpin, City College of San Francisco Bruce Callander, HUB International Lan Huynh Lee, SF Giants Madison Tam for Matt Dorsey, San Francisco Board of Supervisors
<b>WISF Members Absent</b>	Laura Van, Sutter Health Tony Delorio, Teamster Local Union No.665 John Doherty, IBEW Local 6 Ramon Hernandez, LiUNA! Local Union 261 Lynn Mahoney, San Francisco State University Anupama Shekhar, Microsoft Laurie Thomas, Golden Gate Restaurant Association	Meaghan Mitchell, SF Standard Colin Chinery, Salesforce Alex Wong, Kaiser Permanente Ay'Anna Moody, Golden State Community Foundation
<b>Ohlone Land Acknowledgment, Announcements &amp; Housekeeping (Discussion Item)</b>	Jeanine Cotter, WISF Chair, introduced herself and called the meeting to order at 9:00 a.m. Secretary Tai Seals-Jackson (OEWD) opened the meeting by reciting the Ohlone Land Acknowledgement	
<b>Roll Call (Discussion Item)</b>	Secretary Seals-Jackson conducted roll call. Quorum was not initially present, but it was achieved at 9:14 AM.	
<b>Chair's Welcome (Discussion Item)</b>	Chair Cotter thanked WISF members and the general public for attending the hybrid WISF meeting at the War Memorial Green Room and remotely on Zoom.	
<b>Adoption of the Agenda for December 10, 2025 (Action Item)</b>	Chair Cotter called for comments on the agenda for the December 10, 2025, meeting, clarifying that due to the absence of a quorum, voting would be postponed at the next WISF Board Meeting or until quorum was obtained. Quorum was obtained at 9:14 AM. <b>Action: Motion to approve the December 10, 2025 Meeting Agenda was made by Williams, seconded by Lee. The item was unanimously approved</b>	

**Approval of Minutes for September 10, 2025**  
*(Action Item)*

Chair Cotter called for comments on the September 10, 2025, Draft Meeting Minutes, clarifying that due to the absence of a quorum, voting would be postponed at the next WISF Board Meeting or until quorum was obtained. Quorum was obtained at 9:14 AM.

**Action: A motion to approve the September 10, 2025 Meeting Minutes was made by Williams, seconded by Rodriguez. The item was unanimously approved**

**Adoption of the Agenda for March 11, 2026**  
*(Action Item)*

Chair Cotter called for comments on the March 11, 2026, Meeting Agenda, clarifying that due to the absence of a quorum, voting would be postponed at the next WISF Board Meeting or until quorum was obtained. Quorum was obtained at 9:14 AM.

**Action: Motion to approve the March 11, 2026 Meeting Agenda was made by Halpin, seconded by Hinz. The item was unanimously approved**

**Approval of Minutes for December 10, 2025**  
*(Action Item)*

Chair Cotter called for comments on the December 10, 2025, Draft Meeting Minutes, clarifying that due to the absence of a quorum, voting would be postponed at the next WISF Board Meeting or until quorum was obtained. Quorum was obtained at 9:14 AM.

**Action: A motion to approve the December 10, 2025 Meeting Minutes was made by Callander, seconded by Halpin. The item was unanimously approved**

**Consent Agenda--WIOA Funds Transfer Request**  
*(Action Item)*

Chair Cotter called for comments on Consent Agenda – Workforce Innovation and Opportunity Act (WIOA) Funds Transfer Request. Clarifying that due to the absence of a quorum, voting would be postponed at the next WISF Board Meeting or until quorum was obtained. Quorum was obtained at 9:14 AM.

**Action: A motion to approve Consent Agenda was made by Tavaglione, seconded by Hinz. The item was unanimously approved**

**State Workforce Priorities and the Master Plan for Career Education with Stewart Knox, Secretary of the California Labor and Workforce Development Agency**  
*(Discussion Item)*

Chair Cotter introduced Stewart Knox, Secretary of California Labor and Workforce Development Agency.

Secretary Knox presented an overview of the State of California’s recent workforce and economic development initiatives, highlighting substantial investments on both the “demand side” and “supply side” of the labor market, including approximately \$250 million for workforce (supply) and \$450 million for demand-focused efforts. He described the development of the California Jobs First regional economic blueprint and the Master Plan for Career Education, noting that, together with K–16 collaboratives, these represent the state’s first comprehensive, data-informed strategy to align education, workforce, and economic development across 13 regions. Secretary Knox also emphasized stronger partnerships with community colleges, expansion of credit for prior learning and dual enrollment, and the goal of a seamless pipeline from K–12 through higher education and training that leads to livable wage jobs and meets employer demand.

Secretary Knox further reported on the implementation of the Cradle to Career data system, a statewide “data lake” that integrates information from K–12, community colleges, universities, workforce agencies, and health and human services to track education and training outcomes, including post-training wages. He noted that most state data elements have been loaded and that initial analytics are expected by late March or early April.

Chair Cotter opened the presentation for questions.

Member Rodriguez asked whether there is an opportunity to reinvest in a maritime initiative to uplift workers and potential workers in the maritime sector and supply chain, particularly in Bay Area port cities. Secretary Knox confirmed that maritime opportunities are a priority and that the additional \$45 million initiative under evaluation is expected to include opportunities in the Bay Area.

**State Workforce  
Priorities and the  
Master Plan for  
Career Education  
with Stewart Knox,  
Secretary of the  
California Labor  
and Workforce  
Development  
Agency**

*(Discussion Item)*

*\*Continued from  
page 2*

Member Williams asked whether there is an intention to make updates or revisions to the Master Plan for Education, particularly around state priorities. Secretary Knox stated that both the Jobs First and Master Plan are “living plans” that will be revisited at least annually by the Education Interagency Council, which will use new data to identify successes and improve alignment across historically siloed systems.

Member Tavaglione referenced projections of approximately 30% unemployment associated with artificial intelligence (AI) adoption and asked what the administration is doing to combat that impact, what job areas are being targeted, and how retraining programs are being funded. Secretary Knox shared that the State is preparing to release dislocated worker funds targeted to local areas for AI-related impacts, with a focus on (1) urban communities experiencing white-collar layoffs, where local workforce boards have traditionally done less work, and (2) rural and less urban communities, where increased automation (e.g., large automated warehouses) is reducing blue-collar employment. The Employment Training Panel (ETP) is setting aside funds for incumbent worker training, enabling employers to upskill existing staff on AI and related technologies rather than resort to layoffs. In collaboration with San Diego State University and the CSU system, the administration is launching an AI training curriculum spanning short (2-hour) certification courses through more intensive offerings. The first cohort will be made free to 500 participants, and the state is exploring how this training can be integrated with EDD rapid employment services. He also noted that community colleges are already running AI-oriented cohorts that the state is supporting. He emphasized that this would remain a continuous, long-term effort.

Member Aiyer asked whether, even absent new legislation or compliance mandates, the Secretary’s office could establish high road employment standards related to the buildout of AI data centers and associated energy infrastructure, to help address job loss and ensure that innovation does not come at the expense of worker protections. Secretary Knox confirmed that the California Workforce Development Board has successfully implemented high road standards in other sectors, particularly in clean energy, and can similarly establish standards around AI and related infrastructure. These standards can be embedded in state funding requirements (e.g., grants and training dollars), thereby encouraging employers and projects to meet wage, career pathway, and job quality benchmarks. He reiterated that the state is not interested in “jobs for the sake of jobs,” but in good, sustainable jobs with advancement, and that the Workforce Development Board is already beginning conversations on how to apply high road principles to AI and energy-related sectors.

**Executive  
Director's Report**  
*(Discussion Item)*

Chair Cotter introduced Executive Director, Anne Taupier, to provide the Executive Director's report.

Executive Director Anne Taupier provided an update on OEWD's budget outreach and current fiscal conditions. She reported that the department conducted a series of budget town halls, including its first in-person session since before the pandemic, with more than 200 participants providing feedback on priorities. Stakeholders emphasized neighborhood-centered growth and cultural vibrancy, human-centered workforce strategies that balance technology with equitable access and livable wages, streamlined business support with multi-year flexible funding, early and accessible education pipelines with culturally competent, multilingual outreach, and the importance of basic needs such as housing, healthcare, and clean and safe streets as foundations for economic participation. Participants also highlighted the value of OEWD-facilitated networking and convenings.

Director Taupier explained that the Mayor's Budget Office has directed departments to "do less with less," and that OEWD has been asked to identify \$10 million in general fund reductions as part of a broader effort to close a significant citywide shortfall, including an estimated \$100+ million revenue loss associated with HR1. During the department phase of the budget, OEWD proposed approximately \$4 million in cuts and is working to defend against deeper reductions while consolidating resources, eliminating overlap, and maintaining meaningful outcomes for businesses, residents, and communities. She underscored the value of workforce investments by noting that participants in WIOA-funded programs generated \$273 million in wages in the first three quarters of Program Year 2024, with average annual earnings of about \$94,000, and framed economic recovery—particularly downtown recovery and returning workers to offices—as critical to rebuilding the city's revenue base and sustaining services.

Chair Cotter opened the presentation for questions.

Member Rodriguez referenced a statewide briefing on HR1 and asked whether the fiscal impact on San Francisco is similarly severe. Executive Director Anne Taupier responded that the potential impact to San Francisco is estimated at over \$400 million in lost revenue, representing the most significant budget hit in over a decade. She explained that the City is treating this primarily as a revenue loss problem and is restructuring spending to continue delivering required services with fewer federal dollars.

Member Denise Dorsey asked whether there are avenues to bring in additional income to offset the loss of HR1 funds and how agencies might support that effort. Director Taupier explained that, beyond pursuing new revenue (including federal and local measures), the City's primary strategy is to drive economic recovery, particularly downtown, where general fund revenue has dropped from about 60% to 40% of the City's base. She emphasized that getting more workers back into offices and workplaces is critical because it revives surrounding jobs (small businesses, janitorial services, hospitality, etc.) and helps rebuild the tax base.

Member Aiyer asked how private employers in the city can be most helpful during this time of constrained public resources. Director Taupier highlighted the importance of paid internships, training and work-based learning opportunities, and efforts to bring employees back into workplaces, which create additional employment in adjacent sectors. She underscored that employer partnerships and on-the-ground opportunities for residents are key levers during a fragile recovery.

Chair Cotter and Member Halpin asked whether there are ways that board members can support OEWD's efforts, including potential advocacy roles. Director Taupier expressed appreciation and noted that staff would follow up offline to identify specific, appropriate avenues for board engagement and advocacy as the budget process continues.

Member Tavaglione noted that the Labor Council and several unions are sponsoring a local revenue measure on the June ballot and encouraged support as one way to help address the City's revenue challenges.

**Workforce  
Director's Report**  
*(Discussion Item)*

Chair Cotter welcomed Director of Workforce Development, Iowayna Peña, to provide program updates and highlights for the division.

Workforce Director Iowayna Peña presented an update on local labor market conditions, program activity, and regional initiatives. She reported that San Francisco's unemployment rate has remained generally at or below 4% over the past year and noted ongoing coordination with DCYF, HRC, City College, and other partners to align youth employment and education pathways. Director Peña highlighted key program activities, including the launch of CityBuild Cohort 44 and a large job fair partnership with the San Francisco Giants at Oracle Park, which drew more than 600 jobseekers and is informing planning for OEWD's upcoming, annual Mega Job Fair.

Director Peña described cross-departmental work to mitigate the impacts of HR1 on more than 20,000 San Franciscans who may be affected by public benefit changes, including efforts with the Mayor's Office, HSA, and DPH to align workforce, education, and supportive services and to identify activities that meet new work requirements. She also reported on collaboration with the Department of Early Childhood, DCYF, City College, and SF State on dual enrollment and pathways that connect SFUSD students to certificates, degrees, and work-based learning (internships, pre-apprenticeships, and apprenticeships). She invited employers and board members to partner in providing summer and youth employment opportunities.

In addition, Director Peña outlined OEWD's ongoing capacity-building and apprenticeship work, including regular technical assistance sessions for providers and an "Apprenticeship 101 1/2" training designed to help organizations develop registered apprenticeship programs in both traditional and nontraditional sectors. She summarized recent statewide and regional engagement through the California Workforce Association, including information about the WIOA reauthorization and a youth apprenticeship policy (SB 845), and described emerging work on blue economy and maritime workforce pathways in partnership with the Port of San Francisco, regional partners, and employers. Board members provided feedback on construction sector trends and potential collaboration with labor and SFPUC to align upcoming opportunities with OEWD's training and placement strategies.

Chair Cotter opened the presentation for questions.

Member Lavery noted that the construction employment data presented reflected November/December declines, which are typical for that time of year, and observed that unions and contractors are now seeing an uptick in vertical construction and anticipated work (including an upcoming ESA bond in June projected to put more than \$500 million in contracts on the street). He suggested that OEWD check in with the Building Trades Council and unions to capture more current conditions and share positive outlooks that could encourage hiring. Director Peña thanked him for the input, agreed on the value of real-time industry feedback, and committed to follow up with construction partners to better align OEWD's data and messaging with emerging opportunities in the trades.

Member Rodriguez asked whether the San Francisco Public Utilities Commission (SFPUC) is part of the citywide workforce coordination committee and whether it collaborates with OEWD to provide workforce and project data, noting SFPUC's significant role in generating construction and infrastructure work. Director Peña confirmed that SFPUC is an official member of the citywide workforce coordinating body and indicated that OEWD works closely with SFPUC on workforce and construction pipeline issues. She agreed to review participation and data-sharing to ensure SFPUC's projects and workforce needs are effectively incorporated into OEWD planning.

**Workforce  
Director's Report**  
*(Discussion Item)*  
*\*Continued from  
page 5*

Member Tavaglione highlighted existing labor-led pathways, including Sisters in the Building Trades (the only pre-apprenticeship program in the building trades focused on women and offered in multiple languages) and Labor Summer, a paid internship program placing college students with unions. She emphasized that there is a “plethora of staff and apprenticeship programs” available through labor that can support workforce development goals.

Director Peña acknowledged the importance of these union-led programs and indicated that OEWD will continue working with labor partners to connect residents—especially women and youth—to pre-apprenticeship, apprenticeship, and union internship opportunities as part of the city’s broader sector strategies.

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

Chair Cotter opened the meeting for public comment. Secretary Seals- Jackson provided instruction for public comment and shared that those in a virtual space could provide public comment in the chat. Seeing no in-person or virtual comments, Chair Cotter closed this agenda item.

**Adjournment**  
*(Action Item)*

Chair Cotter thanked the members for attending and reminded the Board that the next meeting will take place on Wednesday, June 3, 2026.

**Action: A motion to adjourn was made by Tavaglione, seconded by Williams. The motion was unanimously approved. The meeting was adjourned at 10:26 AM**