



Office of Community Investment & Infrastructure (OCII)  
Annual Status Report on  
Small Business Enterprise &  
Workforce Programs  
(July 2019 – June 2020)

*Presentation Overview*

---

- Program Overview
- SBE Performance
- Workforce Performance

# Equal Opportunity Programs (“EOP”)

OCII	SF City & County
Small Business Enterprise (SBE) Policy	Chapter 14B Ordinance: Local Business Enterprise and Non-discrimination in Contracting Ordinance
Nondiscrimination in Contracts and Equal Benefits Policy	Chapter 12B/12C Ordinances: Nondiscrimination in Contracts
Health Care Accountability Policy	Health Care Accountability Ordinance
Minimum Compensation Policy	Minimum Compensation Ordinance
Workforce Requirements (overall 50% with First Consideration for Project Area residents, applicable to OCII-assisted private projects)	Mandatory Local Hiring Ordinance (30% on publicly funded contracts and private projects on public land)
Prevailing Wage Policy (Labor Standards) (required on OCII-assisted private projects)	Prevailing Wage (required of public works contracts, i.e., construction-related work financed with public assistance)

# OCII Small Business Enterprise (SBE) Program

## SBE Program Objectives and Benefits:

- SBE Policy: overall SBE participation goals of 50%
- Good faith efforts to ensure SBEs have an opportunity to compete for and participate in Agency-assisted contracts
  - Breaking out scopes and unbundling contracts
  - Teaming and partnering
  - Required prebid and preproposal meetings
- First Consideration to Project Area SBEs followed by San Francisco based SBEs

# OCII Small Business Enterprise (SBE) Program

## SBE Definition:

- Ownership and control
- License
- Size determined by 3-year average annual gross receipts:

Industry	OCII SBE Size Standard
Construction Contractors	\$20,000,000
Specialty Construction Contractors	\$14,000,000
Suppliers (goods/materials/ equipment and general services)	\$10,000,000
Professional Services	\$2,500,000
Trucking	\$3,500,000

- Conforms to City and County of San Francisco Micro and Small Local Business Enterprise (LBE) Program

# OCII SBE Performance

Twelve Months Activity  
(July 2019 - June 2020)

## Summary of Contracts Awarded

Project Type	# of Projects	Total (Millions)	SBE Credit \$ (Millions)	SBE Credit %	TOTAL S/M/WBE \$ (Millions)	S/M/WBE % of Total
Infrastructure (construction)	4	\$17.11	\$15.53	90.7%	\$15.53	90.7%
Standalone Affordable Housing - OCII funded (professional services and construction)	3	\$57.14	\$16.32	28.6%	\$16.32	28.6%
Commercial and Mixed-Use Development (professional services)	1	\$9.21	\$5.14	55.8%	\$5.14	55.8%
Miscellaneous (professional services and construction)	4	\$24.35	\$11.18	45.9%	\$11.68	48.0%
<b>TOTAL</b>	<b>12</b>	<b>\$107.81</b>	<b>\$48.16</b>	<b>44.7%</b>	<b>\$48.67</b>	<b>45.1%</b>

## Summary by Work

<i>Summary</i>	Total Dollars (Millions)	SBE Dollars (Millions)	SBE % of Total
Professional Services	\$13.13	\$8.70	66.2%
Construction and Supplies	\$94.68	\$39.47	41.7%
<b>Total</b>	<b>\$107.8</b>	<b>\$48.16</b>	<b>44.7%</b>

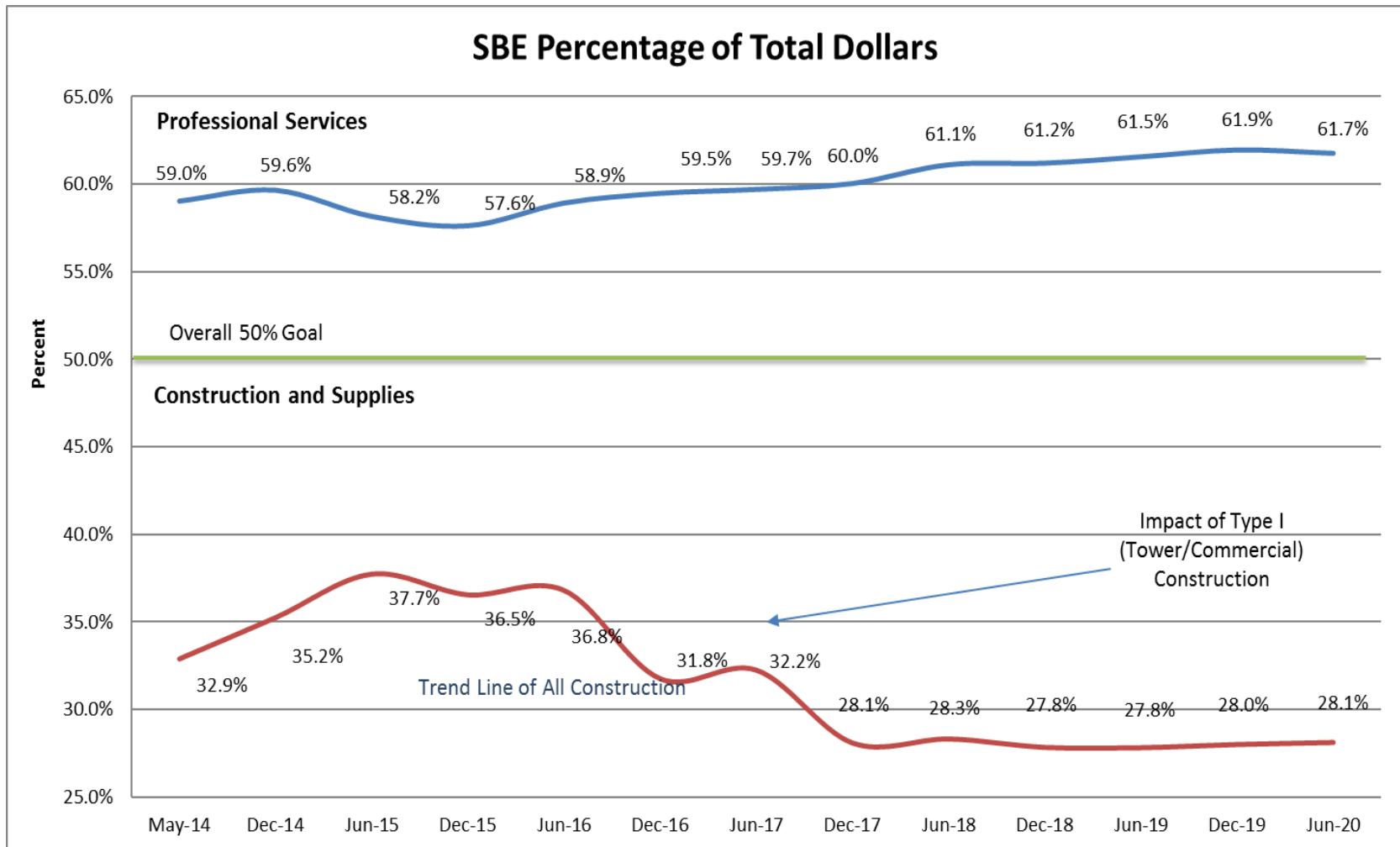
# OCII SBE Performance

Accumulated Total and Percentages  
(All Projects as of June 30, 2020)

<i>Summary</i>	<b>SBE Dollars Credited Towards Goal (in Millions)</b>	<b>Total Dollars (in Millions)</b>	<b>% of Total</b>	<b>Change from Prior Report</b>
Professional Services	\$169.0	\$273.4	61.8%	+0.2%
Construction and Supplies	\$1,163.3	\$4,158.5	28.0%	+0.3%
<b>Total</b>	<b>\$1,332.3</b>	<b>\$4,431.9</b>	<b>30.1%</b>	<b>+0.4%</b>

# OCII SBE Performance

## Overall Summary (As of June 30, 2020)



# Awards and Commitments by Minority and Gender Status

Twelve Months Activity  
(July 2019 – June 2020)

<b><i>FY 2020 Summary</i></b>	<b>MBE \$ (Millions)</b>	<b>WMBE \$ (Millions)</b>	<b>WBE \$ (Millions)</b>	<b>Total M/WBE \$ (Millions)</b>	<b>MBE %</b>	<b>WMBE %</b>	<b>WBE %</b>	<b>TOTAL M/WBE %</b>
Professional Services	\$1.1	\$2.6	\$2.7	\$6.4	8.6%	20.0%	20.4%	49.0%
Construction and Supplies	\$6.4	\$0.0	\$1.1	\$7.5	6.8%	0.0%	1.2%	7.9%
<b>Total</b>	<b>\$7.5</b>	<b>\$2.6</b>	<b>\$3.8</b>	<b>\$14.00</b>	<b>7.0%</b>	<b>2.4%</b>	<b>3.5%</b>	<b>12.9%</b>



# Outreach

- Direct Notifications to SBEs/LBEs/MBEs/WBEs
- Advertisements in general and SBE-focused media
- Postings on OCII and the City's City Partner Procurement websites
- Pre-bid or pre-proposal meetings; developer and contractor meetings
- CMD Certification referrals
- On-going meetings and dialogue:
  - National Association of Minority Contractors
  - Women Construction Owners and Executives
  - Hunters Point Shipyard Citizens Advisory Committee
  - Asian American Architects and Engineers
  - Clark Construction Business Management and Strategic Partnership Program
  - Bayview Business Advisory Committee/Bayview Renaissance
  - African American Chamber of Commerce
  - Black Contractors Association
  - Small Business Exchange

# Workforce Program

## Office of Community Investment and Infrastructure (OCII)

- Good faith effort to employ San Francisco residents to perform 50% of total work hours
  - Contract-by-contract basis
- First Consideration given to residents of Project Areas
- CityBuild administers OCII's workforce program: referral of SF residents and day-to-day compliance
- Compliance measures:
  - Mandatory workforce kick-off meetings with Developers and GCs
  - Prior to start, preconstruction meetings with each subcontractor
  - Worker request forms and referral/hiring process
  - Weekly certified payroll reporting
  - Workforce compliance reports to Developers and Contractors

# OCII Workforce Performance

Status of Local Resident Work Hours

Twelve Months Activity

(July 2019 – June 2020)

<b><i>Construction Workforce July 2019 - June 2020</i></b>	<b>Hunters Point Shipyard</b>	<b>Mission Bay</b>	<b>Transbay</b>	<b>Other*</b>	<b>TOTAL</b>
Local Hours	16,236	200,286	114,263	60,971	391,756
TOTAL Hours	64,390	1,137,950	771,998	523,272	2,497,610
Local %	25.2%	17.6%	14.8%	11.7%	15.7%

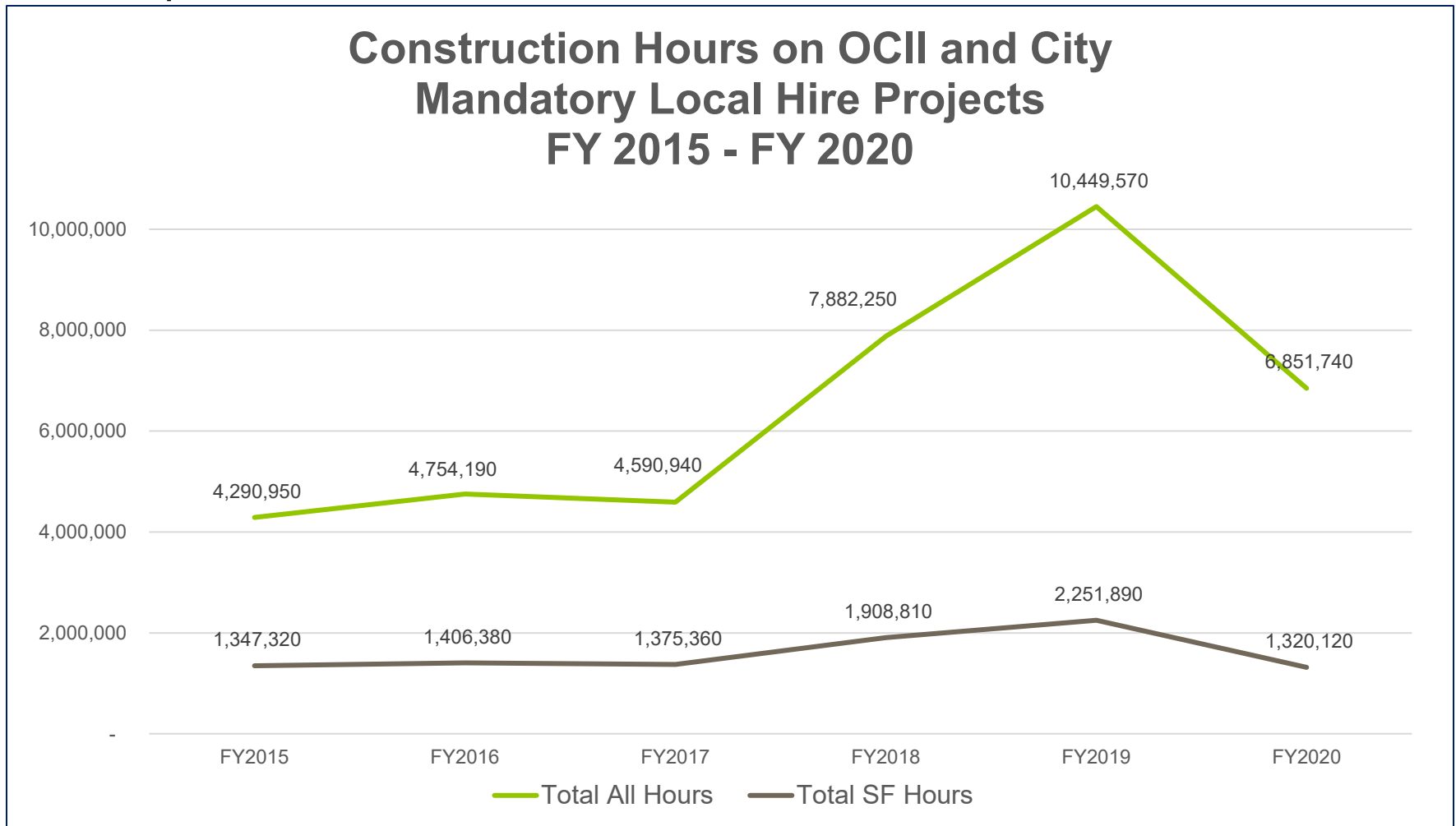
+2% Improvement over FY2019

\* 706 Mission

Figures represent total hours worked on all active projects in each respective area.

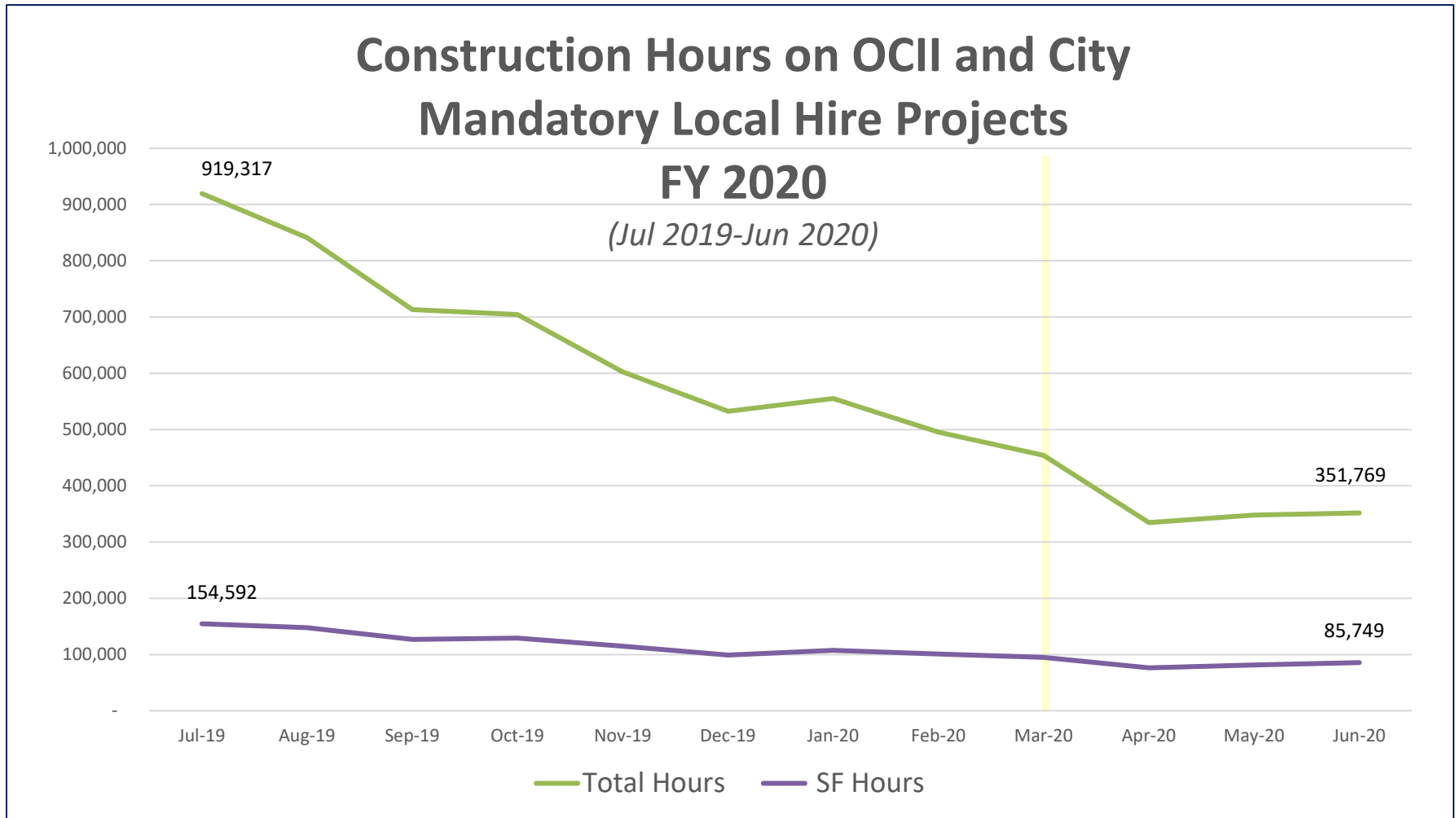
# Workforce Challenges

- Unprecedented construction activities and demand for local labor



# Workforce Challenges

- Local hiring held relatively steady after COVID-19



# Workforce Development Measures

- Proactive Measures: more deliberate in training and career guidance
  - Counseling residents to crafts with high demand and low availability, e.g. operating engineer, iron workers
- Removing Barriers:
  - Direct to Interview - IBEW Local 6
  - TAAP (Trade Application Assistance Program): math and interview skills development, among others
  - Specialized training and “bridge” programs to address barriers to employment
  - Re-Entry Program Navigator, Veterans, Young Adults
- CityBuild continues to expand their academy to address demand, efforts include:
  - Working closely with SFUSD, private industry, and Community Based Organizations for outreach and recruitment
  - CityBuild Academy Cycle 31 and CAPSA Cycle 20 (October 2019 completion)
    - 78 Enrollments, 57 Graduates, 81% Placements
  - CityBuild Academy Cycle 32 (June 2020 completion)
    - 43 Graduates, 84% Placements
  - CityBuild Cycle 33 (started August 2020): 41 Enrollments, virtual and in-person
  - Special Training: Alice Griffith abatement certification

# ALICE GRIFFITH ABATEMENT CERTIFICATION





# THANK YOU PARTNERS

- FivePoint Communities
- San Francisco Labor Council
- EcoBay Services, Inc.
- NorCal District Council of Laborers
- Laborers Local 261
- Laborers Local 67
- A. Philip Randolph Institute SF
- San Francisco Housing Authority
- HOPESF





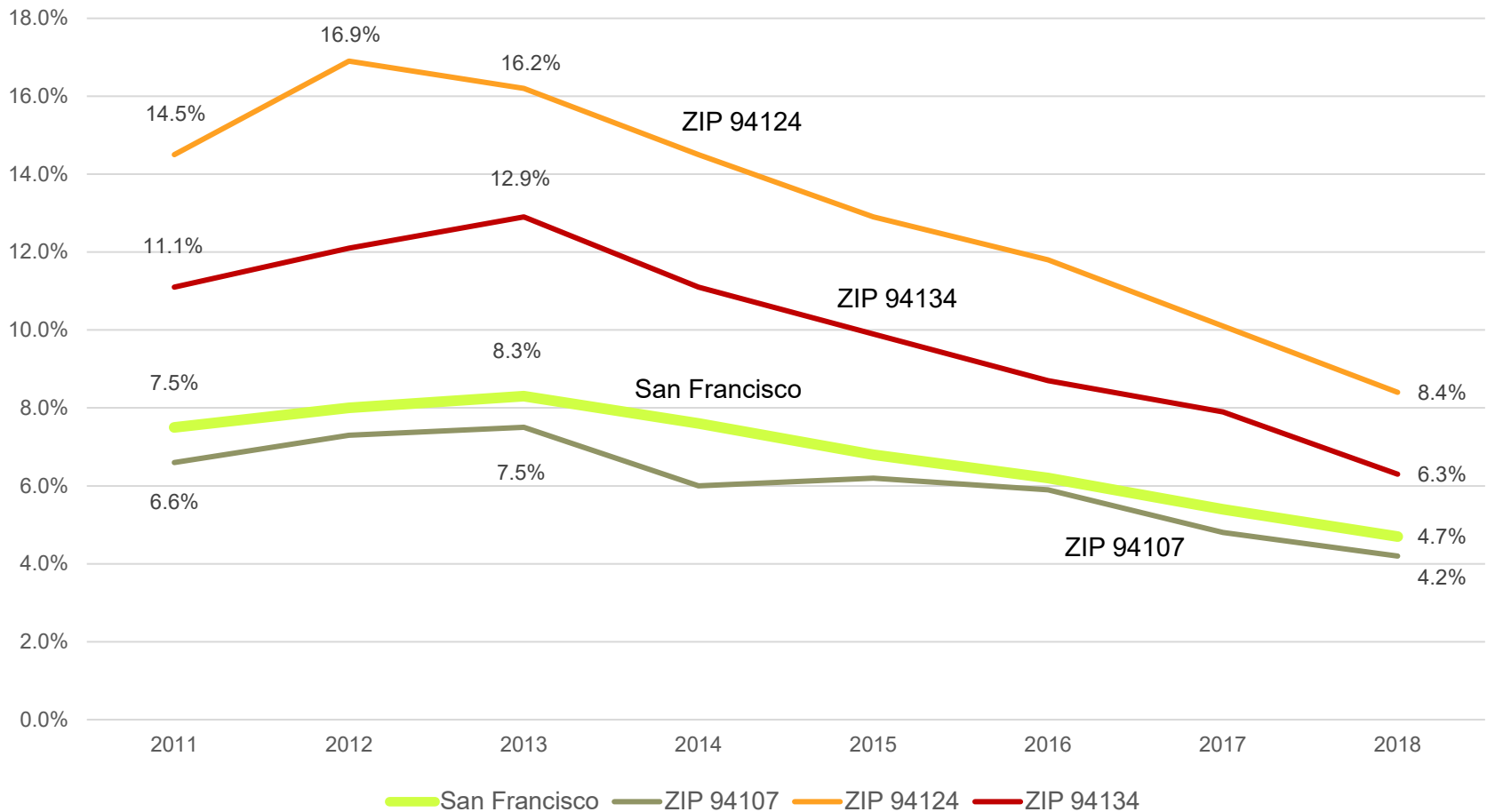
# Assessing Community Needs

- Unemployment Rate by ZIP Code (15 Highest)
  - 2018 City unemployment rate = 4.7% (percent margin of error +/- 0.2)

Unemployment in San Francisco (Sorted by Descending Unemployment Rate)	ZIP Code	Unemployment Rate	# of Unemployed
Park Merced/Merced Heights/Ingleside Heights	94132	9.5%	1,718
Bayview Hunters Point/Silver Terrace/Candlestick Point	94124	8.4%	1,527
Portola/Visitacion Valley/Sunnydale	94134	6.3%	1,446
Chinatown/Telegraph Hill	94133	5.8%	908
Tenderloin/Hayes Valley/Civic Center	94102	5.7%	1,071
Outer Mission/Excelsior/Ingleside	94112	5.6%	2,774
Transbay/South Beach/East Cut	94105	5.4%	370
Diamond Heights/Midtown Terrace	94131	4.6%	850
Richmond	94121	4.4%	1,134
Financial (southwest)	94104	4.3%	10
Western Addition/Pacific Heights	94115	4.3%	949
Outer Sunset/Inner Parkside	94116	4.3%	1,130
Potrero Hill/Central Waterfront/Dogpatch/South Park	94107	4.2%	835
Lower Haight/Cole Valley	94117	4.1%	1,316
Mission/Bernal Heights	94110	4.0%	2,011

Source: US Census Bureau. 2018 American Community Survey 5-Year Estimates. Table DP03. Civilian Labor Force. SELECTED ECONOMIC CHARACTERISTICS

# San Francisco and Bayview Hunters Point Unemployment Rate Trend

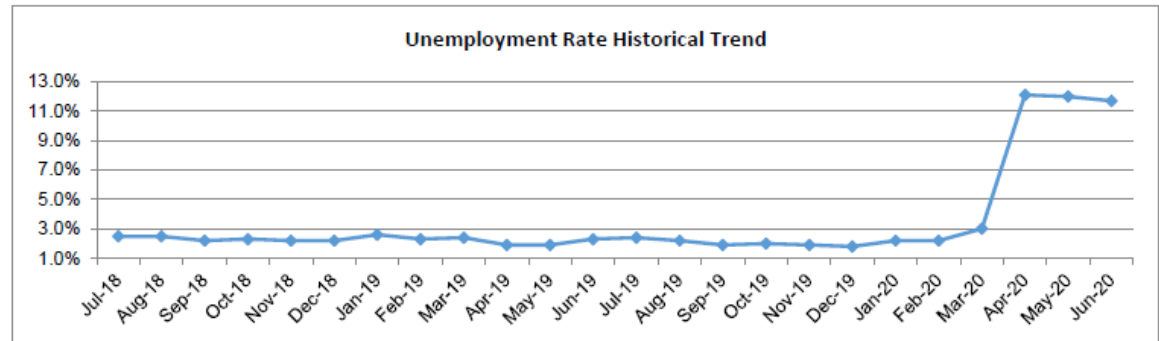


Source: US Census Bureau. 2011-2018 American Community Survey 5-Year Estimates.  
Table DP03. Civilian Labor Force. SELECTED ECONOMIC CHARACTERISTICS

# San Francisco-San Mateo County Metro Division

## Unemployment Rate

San Francisco unemployment rate was 12.5% in June 2020.



Construction job loss recuperated from May to June 2020 and is approx. 6.5% lower than June 2019.



Notably, construction jobs employed in February 2020 (before COVID-19) were 41,800, same as June 2020; but 11,700 jobs were lost from February to April 2020 and is recuperating.

Industry	May-2020	Jun-2020	Change		Jun-2019	Jun-2020	Change
	Revised	Prelim				Prelim	
Total, All Industries	1,013,700	1,052,600	38,900		1,181,800	1,052,600	(129,200)
Construction	39,000	41,800	2,800		44,700	41,800	(2,900)
Manufacturing	35,100	36,000	900		39,400	36,000	(3,400)
Trade, Transportation & Utilities	128,800	131,300	2,500		153,200	131,300	(21,900)
Information	89,300	91,300	2,000		97,700	91,300	(6,400)
Financial Activities	85,000	86,300	1,300		86,400	86,300	(100)
Professional & Business Services	282,000	284,700	2,700		290,000	284,700	(5,300)
Educational & Health Services	130,000	137,000	7,000		143,800	137,000	(6,800)
Leisure & Hospitality	67,800	89,500	21,700		148,800	89,500	(59,300)
Other Services	29,800	31,400	1,600		42,400	31,400	(11,000)
Government	125,400	121,800	(3,600)		133,700	121,800	(11,900)

Source: CA Employment Development Department

# Assessing Community Needs

## Industry Employment (2018)

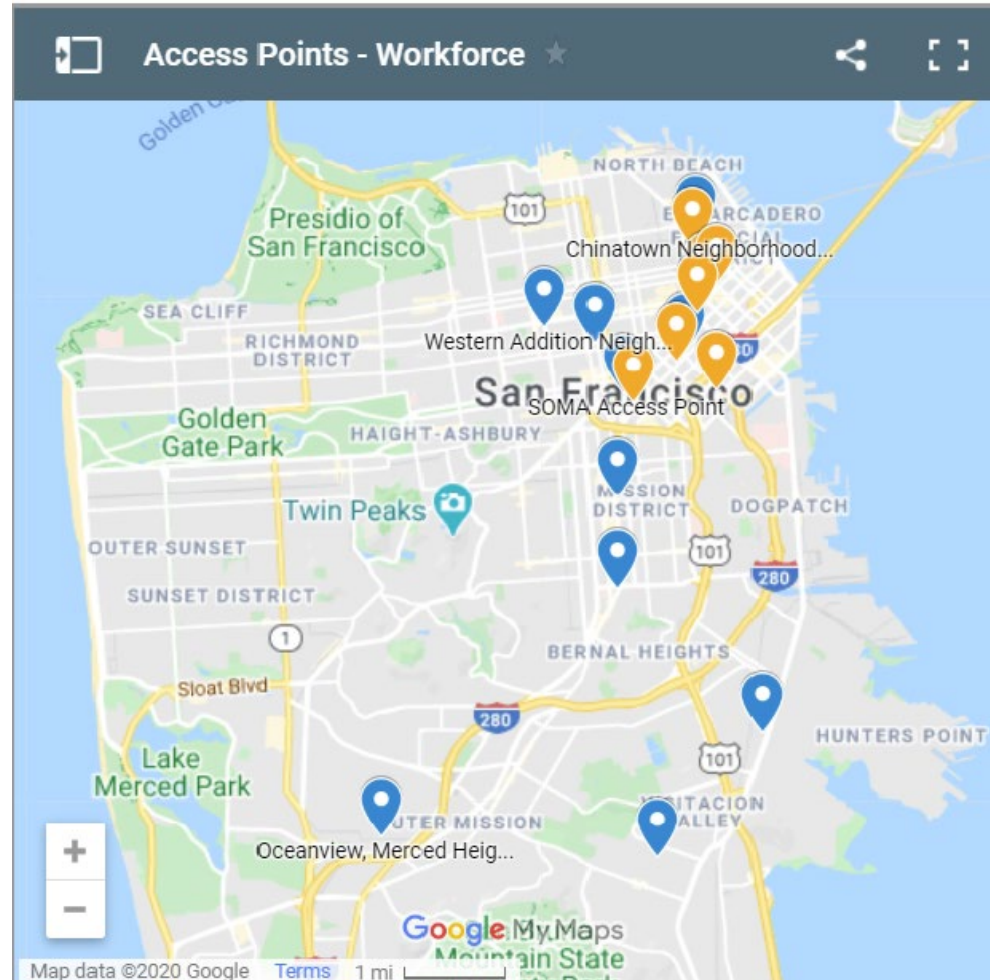
INDUSTRY	SF Total	% of Total	BVHP*	% of Total
Civilian employed population 16 years and over	515,418	100%	57,452	100%
Agriculture, forestry, fishing and hunting, and mining	1,106	0.2%	53	0.1%
<b>Construction</b>	<b>16,535</b>	<b>3%</b>	<b>2,969</b>	<b>5%</b>
Manufacturing	26,424	5%	3,435	6%
Wholesale trade	8,975	2%	891	2%
Retail trade	47,293	9%	6,012	10%
Transportation and warehousing, and utilities	21,197	4%	4,034	7%
Information	30,937	6%	2,500	4%
Finance and insurance, and real estate, rental and leasing	43,878	9%	3,587	6%
Professional, scientific, mgmt, admin and waste services	124,553	24%	11,459	20%
Educational services, and health care and social assistance	94,421	18%	10,621	18%
Arts, entertainment, recreation, accomod and food svcs	60,331	12%	6,958	12%
Other services, except public administration	23,263	5%	2,614	5%
Public administration	16,505	3%	2,319	4%

\*BVHP: Bayview Hunters Point ZIP Codes 94124, 94134, 94107

Source: US Census Bureau. 2018 American Community Survey 5-Year Estimates.  
Table DP03. Civilian Labor Force. SELECTED ECONOMIC CHARACTERISTICS

# Workforce Development Beyond Construction

- Neighborhood Access Points
- First Source Hiring for end-use positions on OCII projects
  - Chase Center
  - Office and Retail
- Construction Administration & Professional Service Academy (CAPSA)
- Sector Training Programs



# Chase Center: First Source Hiring



- Young Community Developers (YCD) resume workshop - 221 job seekers in attendance
- Job Fair – 246 candidates, 37 job offers on-site
- Mission Hiring Hall –Allied Universal hiring event 300+ attendees

**MH HALL** MISSION HIRING HALL

**ALLIED UNIVERSAL**  
SECURITY SERVICES

**JOIN THE ALLIED UNIVERSAL TEAM**

Become a part of the Major Event Staffing team at a large entertainment venue!

\$19/Hr. | No Guard Card? No worries! If you qualify and are offered employment, employer will sponsor licensing fees! | Training provided!

Please attend an interview event:

— Wednesday, August 28<sup>th</sup>, 11:30AM – 4:30PM  
— Thursday, August 29<sup>th</sup>, 9AM – 2PM

Text (415) 766-8726 to reserve your spot now! Tell us which day you would like to attend.

## 128 HIRES!

- **WARRIORS - 23 hires**
- **ALLIED UNIVERSAL - 91**
- **BON APPETIT - 11**
- **FANATICS - 3**

# Other Sector Training Programs & Specialized Services

Certified job training and job search assistance at job centers throughout the City

## INDUSTRIES

- **Healthcare**
- **Hospitality**
- **Technology**
- **Construction (CityBuild)**

## SPECIALIZED SERVICES

- **People w/ Disabilities**
- **Re-Entry**
- **Veterans**
- **Young Adults**



# OEWD Partners

## Community Partners/Grantees

- A Philip Randolph Institute
- America Works of California, Inc.
- Anders and Anders
- Arriba Juntos
- Bay Area Community Resources (CHALK)
- Bay Area Video Coalition
- BAYCAT
- Bayview Hunters Point YMCA
- Brightline Defense Project
- Central City Hospitality House
- Charity Cultural Services Center
- Chinese for Affirmative Action
- Chinese Progressive Association
- City College of San Francisco Grants Administration
- Collective Impact/Mo Magic
- Community Housing Partnership
- Community Youth Center-San Francisco (CYC-SF)
- Compass Family Services
- DevMission
- Enterprise for Youth
- Episcopal Community Services of SF
- FACES SF
- Five Keys Schools and Programs
- Goodwill Industries of San Francisco, San Mateo & Marin Counties
- Homebridge, Inc.
- Independent Arts and Media (Code Tenderloin)
- Jewish Vocational and Career Counseling Service
- Larkin Street Youth Services
- Mission Bit
- Mission Economic Development Agency
- Mission Hiring Hall
- Mission Language and Vocational School, Inc.
- Mujeres Unidas y Activas
- New Door Ventures
- Northern California Laborers
- Positive Resource Center
- SF Conservation Corps
- Self-Help for the Elderly
- SF LGBT Center
- SF MADE
- Success Center San Francisco
- Swords to Plowshares Veterans Rights Organization
- The Arc San Francisco
- Toolworks
- Upwardly Global
- Urban Services YMCA
- Vietnamese Youth Devel Corp
- Young Community Developers, Inc.



# Trainee Hiring

Diversity	Number of Students	Percentage
African American	7	14%
White	4	8%
Asian/Pacific Islander	19	39%
South Asian	4	8%
North African/Middle Eastern	4	8%
Latino	9	18%
Undisclosed	2	4%
<b>Total</b>	<b>49</b>	<b>100%</b>

Gender	Number of Students	Percentage
Male	22	45%
Female	27	55%
<b>Total</b>	<b>49</b>	<b>100%</b>

*I appreciated my mentor's vote of confidence... we spoke about schools, student loans, and career options, and he seemed to see what direction I'm moving towards”*

*-Jasmine Pettway, former LMS Intern*

