



Annual Status Report on Small Business Enterprise & Workforce Programs (July 2020 – June 2021)

Presentation Overview

- Program Overview
- SBE Performance
- Workforce Performance

OCII Commission

August 17, 2021

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 2020 - June 2021)

Summary of Contracts Awarded

Project Type	# of Projects	Total (Millions)	SBE Credit \$ (Millions)	SBE Credit %
Standalone Affordable Housing - OCII funded (Professional Services)	2	\$7.13	\$5.98	83.8%
Market Rate/Inclusionary Housing (Professional Services and Construction)	2	\$31.30	\$23.68	75.7%
Commercial Development (Professional Services)	1	\$1.33	\$0.91	68.2%
Miscellaneous (Construction)	1	\$1.35	\$1.35	100.0%
TOTAL	6	\$41.11	\$31.92	77.7%

OCII SBE Performance

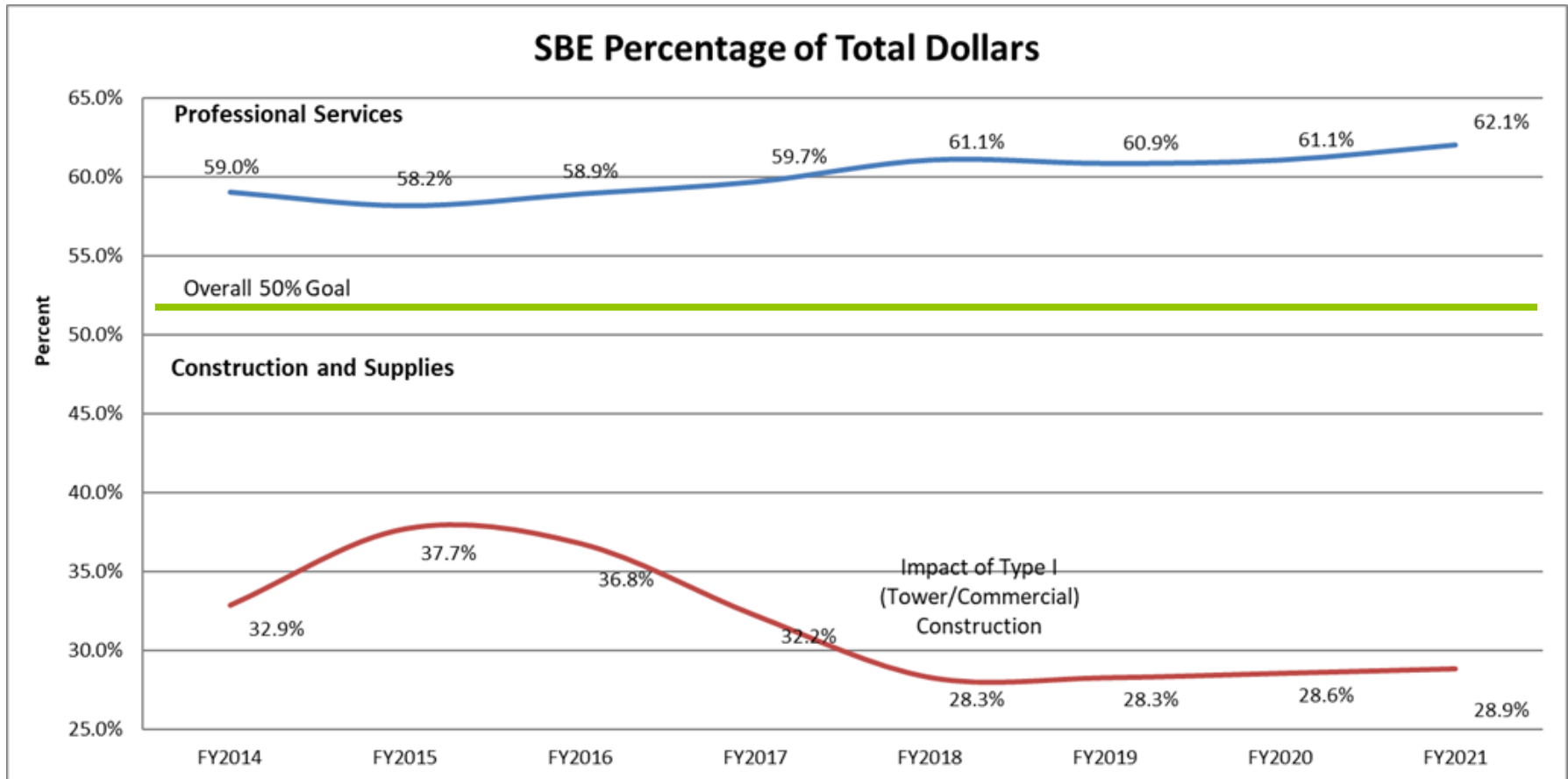
Twelve Months Activity
(July 2020 - June 2021)

Summary by Work Type

<i>FY 2021 Summary</i>	Total Dollars (Millions)	SBE Dollars (Millions)	SBE % of Total
Professional Services	\$12.62	\$10.67	84.6%
Construction and Supplies	\$28.49	\$21.25	74.6%
Total	\$41.11	\$31.92	77.7%

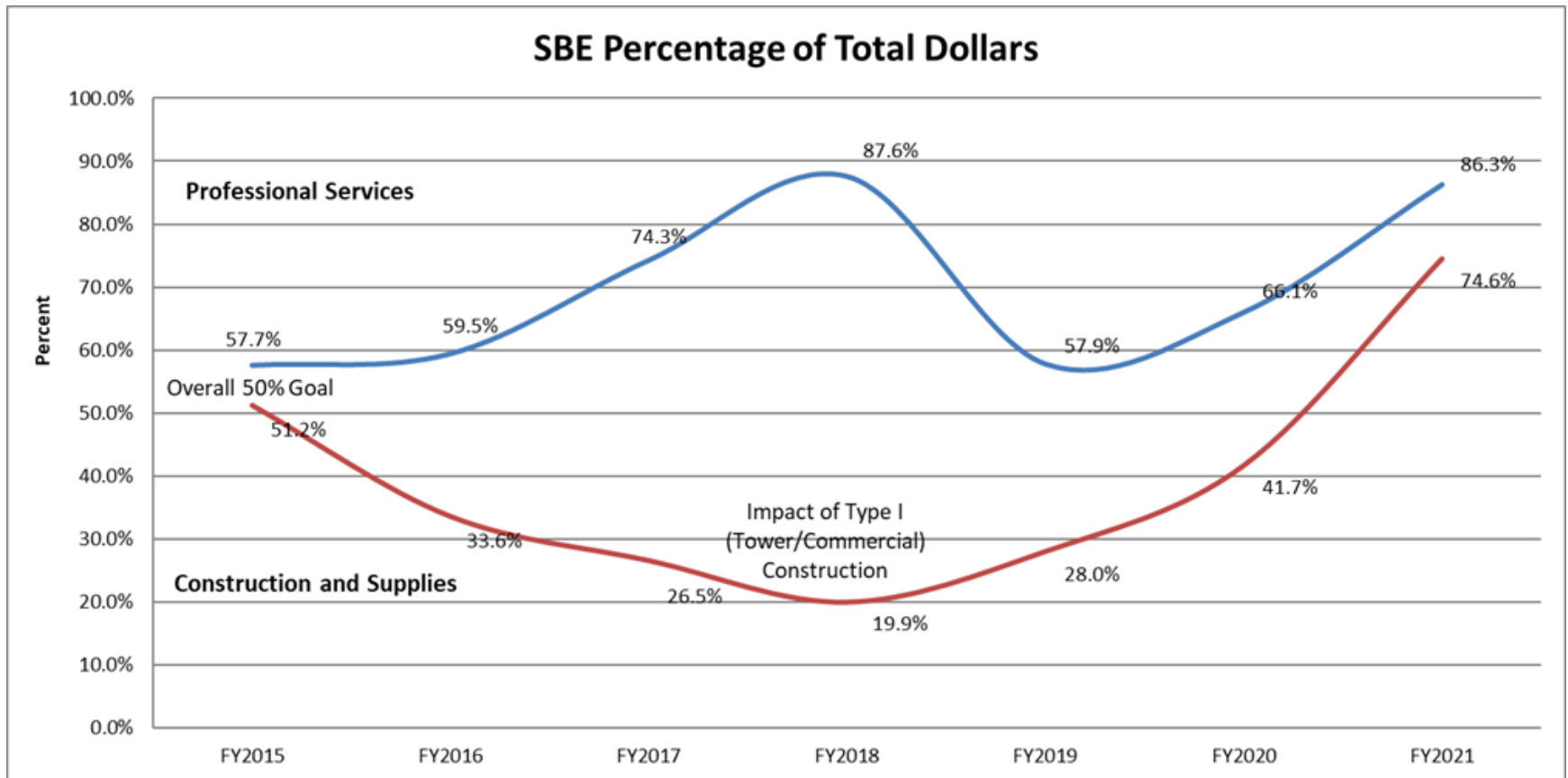
OCII SBE Performance

Overall Running Total Trendline
(As of June 30, 2021)



OCII SBE Performance

Annual SBE Percentages for Fiscal Years 2015 through 2021



Awards and Commitments by Minority and Gender Status

Twelve Months Activity
(July 2020 – June 2021)

<i>FY 2021 Summary</i>	MBE \$ (Millions)	WMBE \$ (Millions)	WBE \$ (Millions)	Total M/WBE \$ (Millions)	MBE %	WMBE %	WBE%	TOTAL M/WBE %
Professional Services	\$3.6	\$1.7	\$1.5	\$6.8	28.3%	13.8%	11.8%	54.0%
Construction and Supplies	\$15.8	\$1.9	\$0.0	\$17.7	55.4%	6.6%	0.0%	62.0%
Total	\$19.4	\$3.6	\$1.5	\$24.5	47.1%	8.8%	3.6%	59.5%

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 & Contractor Development Program referrals
- On-going dialogue:
 - National Association of Minority Contractors
 - Clark Construction Business Management and Strategic Partnership Program
 - Bayview Renaissance
 - Tyche Business Solutions

Workforce Program

Program Overview

- 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 2020 – June 2021)

Construction Workforce July 2020 - June 2021	Hunters Point Shipyard	Mission Bay	Transbay	Other*	TOTAL
Local Hours	8,893	114,608	6,501	21,816	151,817
TOTAL Hours	32,034	613,442	38,518	236,971	920,965
Local %	27.8%	18.7%	16.9%	9.2%	16.5%

* 706 Mission

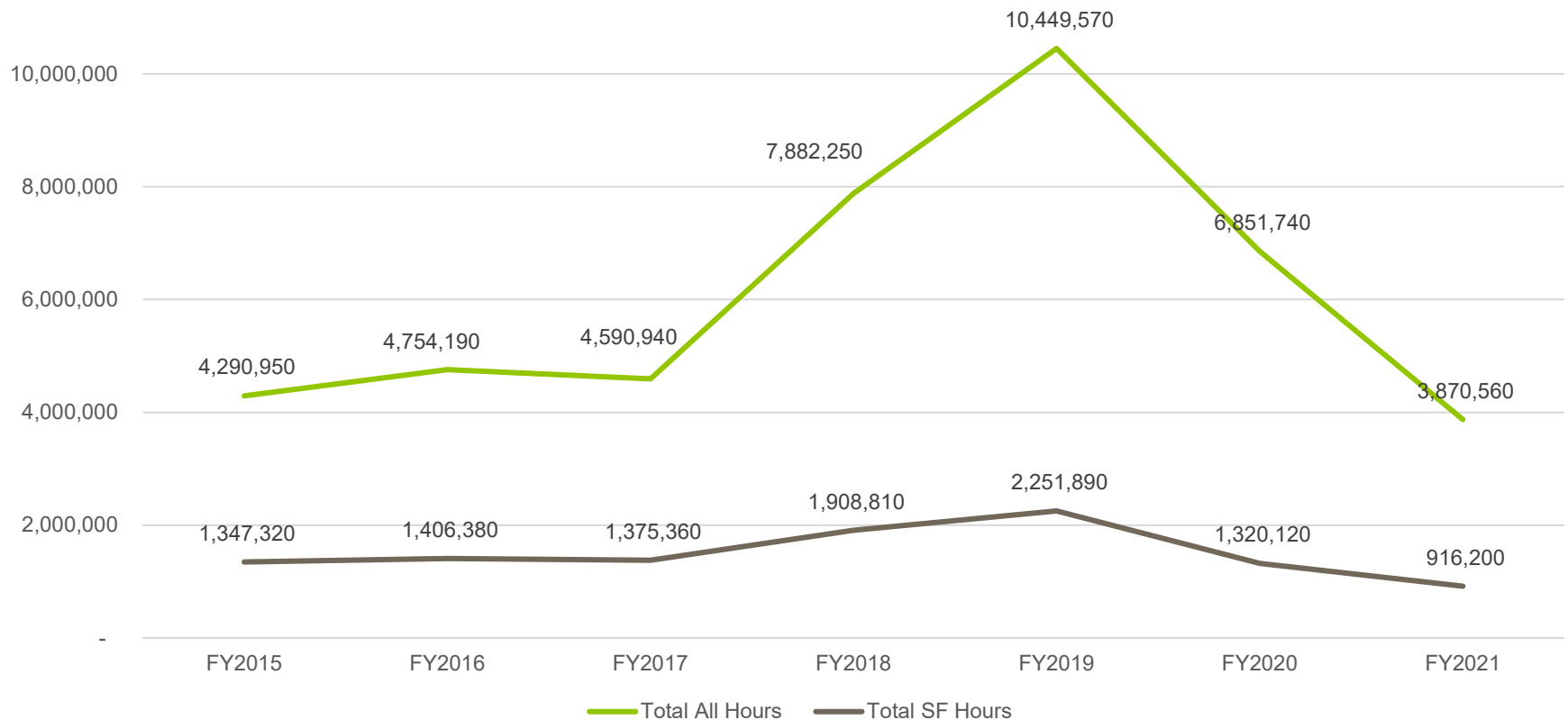
+1% Improvement over FY2020

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

Workforce Challenges

- Unprecedented construction activities and demand for local labor

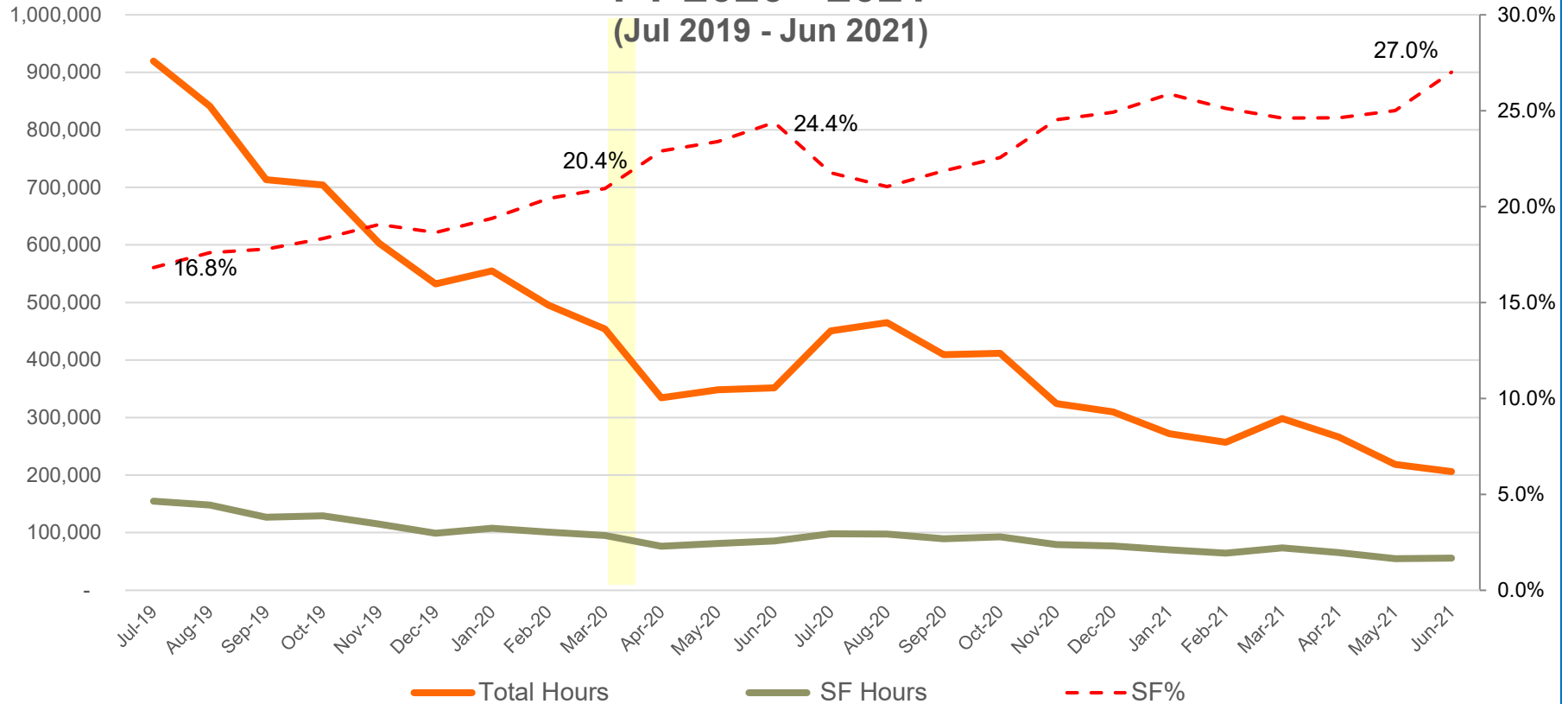
**Construction Hours on OCII and City
Mandatory Local Hire Projects
FY 2015 - FY 2021**



Workforce Overview

- Local hiring percentage during COVID-19

**Construction Hours on OCII and City
Mandatory Local Hire Projects
FY 2020 - 2021
(Jul 2019 - Jun 2021)**



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:
 - Southeast Sector Coordinator: APRI coordination of recruitment and referrals centralized in the Southeast
 - Direct to Interview - IBEW Local 6 and TAAP (Trade Application Assistance Program): math and interview skills development, among others
 - 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 33 and CAPSA Cycle 22 (October 2020 completion)
 - 60 Enrollments, 49 Graduates, 70% Placements
 - CityBuild Academy Cycle 34 and CAPSA Cycle 23 (June 2021 completion)
 - 64 Enrollments, 56 Graduates, On-going Placements
 - CityBuild Cycle 35 (started August 2021): 50 Enrollments, virtual and in-person
 - Three Additional Special Training: Mission Rock Women Cohort, UCSF Special Training, and India Basin

Increasing Investment in Workforce Development

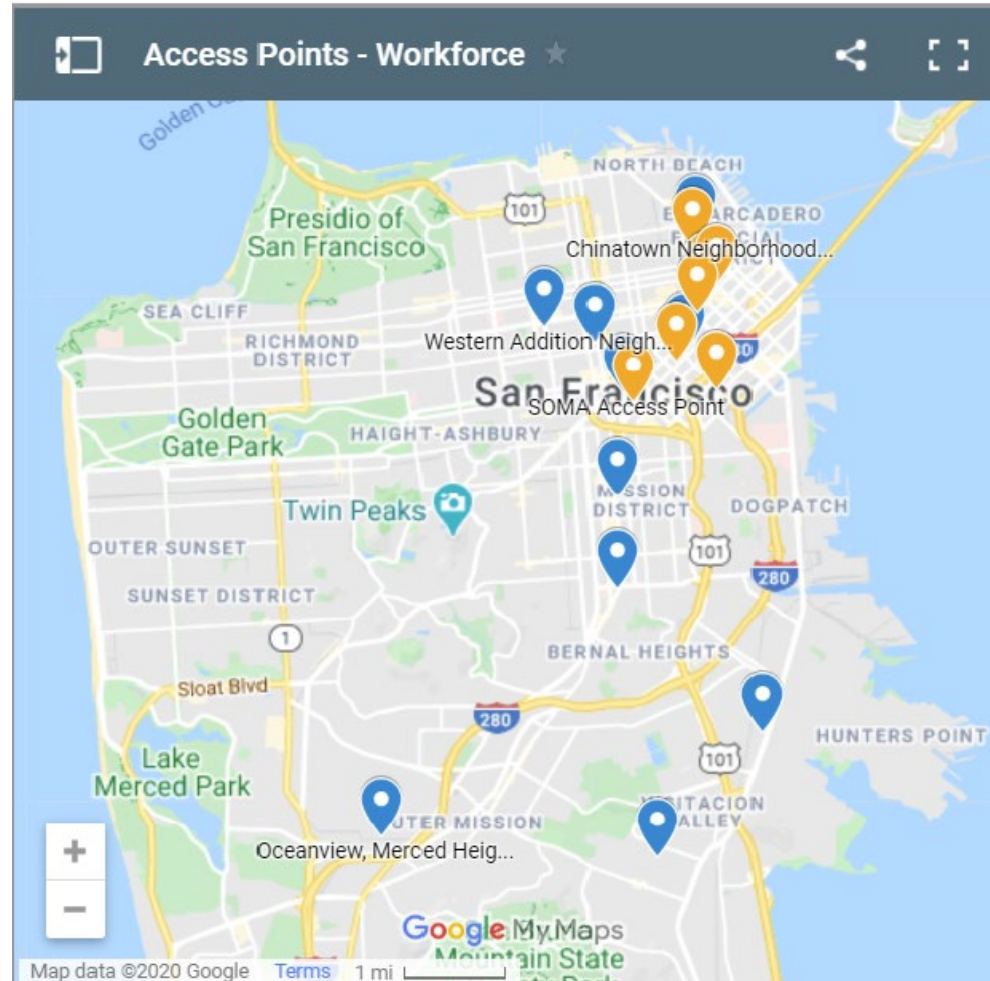
+\$20 Million over Prior Year

OEWD WF GRANTS BUDGET FY 2021-22

Program Area		
ADULT		\$ 8,234,180
	COMPREHENSIVE JOB CENTER	\$ 950,000
	NEIGHBORHOOD JOB CENTERS	\$ 5,329,380
	SPECIALIZED JOB CENTERS	\$ 1,654,800
	DISABILITY SERVICES COORDINATOR	\$ 300,000
YOUNG ADULT		\$ 10,019,246
	YOUNG ADULT JOB CENTERS	\$ 8,819,246
	RAMP-SF	\$ 350,000
	YOUNG ADULT SUBSIDIZED EMPLOYMENT	\$ 850,000
SECTOR TRAINING		\$ 10,595,138
	TECHSF	\$ 2,297,500
	HEALTHCARE ACADEMY	\$ 1,933,293
	HOSPITALITY INITIATIVE	\$ 975,000
	CITYBUILD	\$ 3,614,345
	EMERGING INDUSTRIES	\$ 1,775,000
PILOT PROGRAMS		\$ 2,403,864
	EQUITY	\$ 1,425,000
	ECONOMIC RECOVERY	\$ 978,864
BUSINESS SERVICES		\$ -
	FIRST SOURCE COORDINATOR	\$ -
WORKFORCE SYSTEM ENHANCEMENTS		\$ 425,000
	IT DATABASE MAINTENANCE	\$ 275,000
	INDEPENDENT EVALUATOR	\$ -
	ONE STOP OPERATOR	\$ 150,000
DREAM KEEPER INITIATIVE		\$ 6,787,028
	EDUCATIONAL PATHWAYS	\$ 1,585,000
	HEALTH SERVICES	\$ 1,060,278
	ARTS PROGRAMMING	\$ 1,521,000
	INDUSTRIES OF OPPORTUNITY	\$ 1,620,750
	COMMUNITY RESEARCH	\$ 1,000,000
TOTAL		\$ 42,044,046

Workforce Development Beyond Construction

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



Trainee Hiring

Race	Number of Students	Percentage
Black	10	19%
White	4	7%
Asian/Pacific Islander	22	41%
South Asian	3	6%
North African/Middle Eastern	4	7%
Latino	9	17%
Unkown	2	4%
Total	54	100%

Gender	Number of Positions	Percentage
Male	26	48%
Female	28	52%
Total	54	100%

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

