



Annual Status Report on Small Business Enterprise (SBE) & Workforce Programs July 1, 2023 – June 30, 2024 (FY 23-24)

Presentation Overview

- Program Overview
- SBE Performance
- Workforce Performance

OCII Commission

May 6, 2025

OCII SBE Program

SBE Program Objectives and Benefits:

- The SBE Policy establishes a 50% SBE Goal through demonstrating documented good faith efforts.
- Project Area SBEs are given first consideration which are businesses located in zip code areas 94124, 94134, 94107 followed by SBEs located in San Francisco.
- Non-SF-based SBEs should be used to satisfy participation goals only if Project Area and SF-based SBEs are not available, qualified or their bid or fees are significantly higher.

OCII SBE Program

SBE Program Objectives and Benefits:

- Documented good faith efforts are required to ensure SBEs have an opportunity to compete for and participate in Agency-assisted contracts
 - Where appropriate, divide the work in order to encourage maximum SBE participation.
 - Teaming, partnering, and joint venture.
 - Mandatory pre-bid and pre-proposal meetings

OCII SBE Program

SBE Definition

- Ownership and control
- License
- Size determined by 5-year average annual gross receipts:

Industry	OCII SBE Size Standard
Construction Contractors	\$24,000,000
Specialty Construction Contractors	\$14,000,000
Suppliers (goods/materials/ equipment and general services)	\$12,000,000
Professional Services	\$5,000,000
Trucking	\$5,000,000

OCII SBE Performance

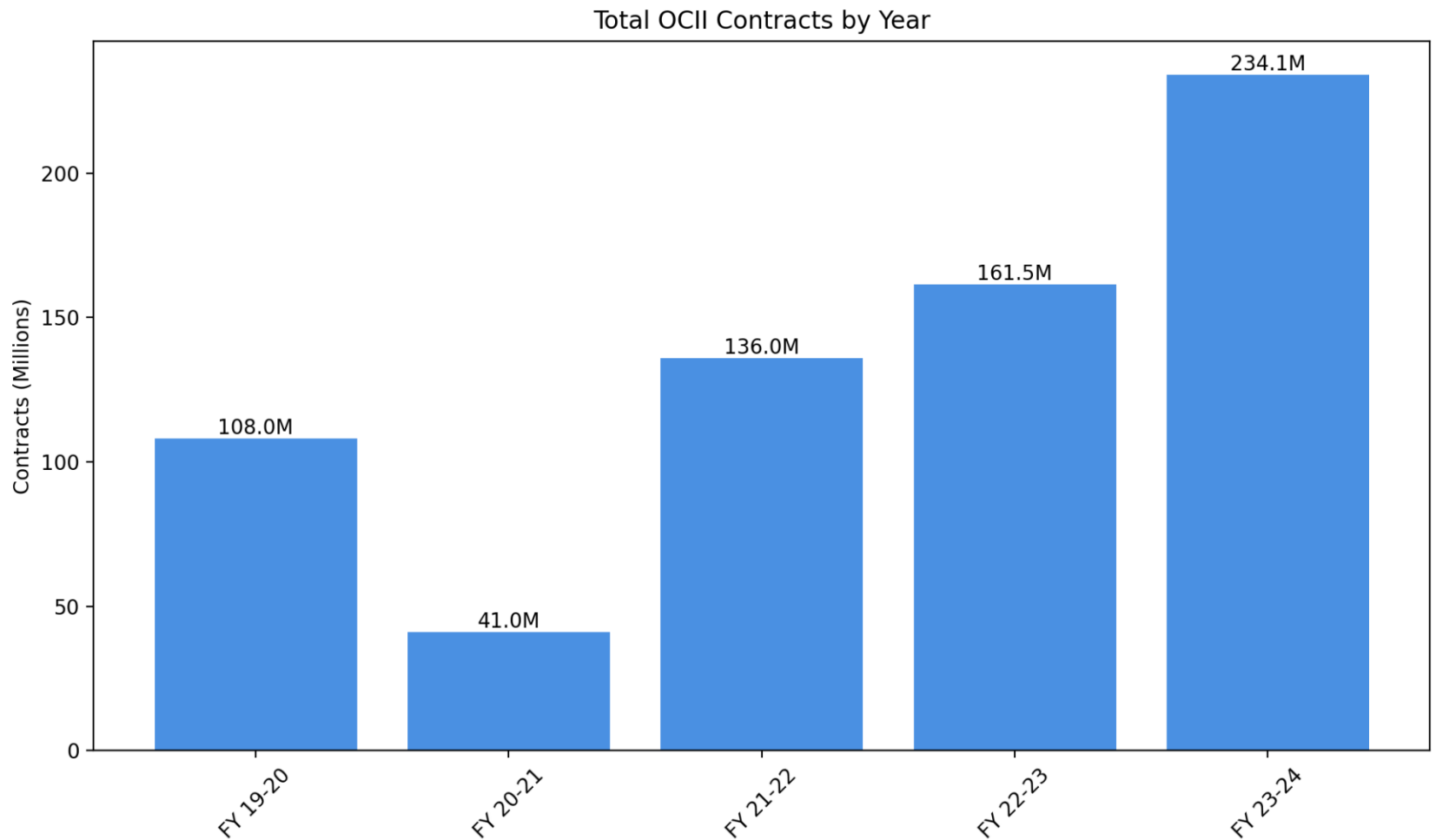
Twelve Months Activity
(FY 23-24)

Summary by Work Type

FY 23-24 Summary	Total Dollars	SBE Dollars (Millions)	SBE % of Total
Professional Services	\$449,816	\$134,117	29.8%
Construction and Supplies	\$233,633,915	\$105,199,088	45.0%

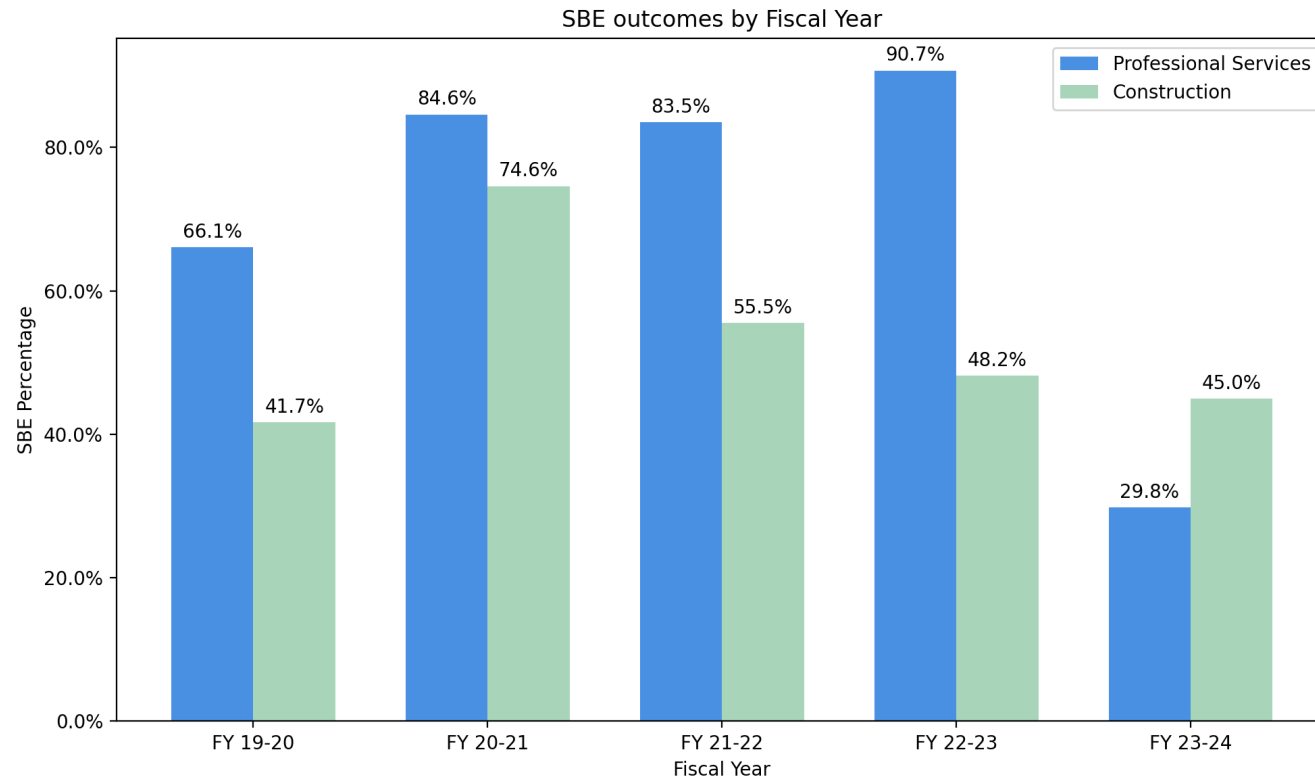
OCII SBE Performance

Five Year Look-Back
FY 19-20 through FY 23-24



OCII SBE Performance

Annual SBE Percentages
for FY 17-18 through FY 23-24



Awards and Commitments by Minority and Gender Status

Twelve Months Activity
(FY 22-23)

FY 23-24 Summary	Total Contracts FY 23-24	MBE \$	WMBE \$	WBE \$	Total M/WBE \$	MBE %	WMBE %	WBE %	Total M/WBE %
Professional Services	\$ 449,816	\$ -	\$ 9,000	\$ 68,740	\$ 77,740	0.0%	2.0%	15.3%	17.3%
Construction and Supplies	\$ 233,633,915	\$ 59,173,157	\$ 2,514,997	\$ 15,431,613	\$ 77,119,767	25.3%	1.1%	6.6%	33.0%
Total	\$ 234,083,731	\$ 59,173,157	\$ 2,523,997	\$ 15,500,353	\$ 77,197,507	25.3%	1.1%	6.6%	33.0%

Outreach

- Direct Notifications to SBEs/LBEs/MBEs/WBEs
- Advertisements in general and SBE-focused media
- Postings bids on OCII and the City's City Partner Procurement websites
- Pre-bid and pre-proposal meetings with developers and contractors
- Referrals to the City's Contract Monitor Division for Certification & Contractor Development Program
- On-going dialogue:
 - National Association of Minority Contractors
 - Clark Construction Strategic Partnership Program
 - Bayview Renaissance Entrepreneur Center
 - HPSY/CP Construction Assistance Program(CAP)
 - Local SBE Community Groups
 - Project Area CACs

Workforce Program

Program Overview

- Good faith effort to employ San Francisco residents to perform 50% of construction workforce hours on a contract-by-contract basis.
- Payment of Prevailing Wages Rates.
- First Consideration given to residents of OCII's Project Areas (94124, 94134, 94107)
- OEWD CityBuild staff administer OCII's workforce program including referral of SF residents and day-to-day compliance
- Compliance measures:
 - Mandatory Workforce kick-off meetings with Developer, GC, CityBuild and OCII
 - Preconstruction meetings with each subcontractor
 - Worker request forms and referral/hiring process
 - Weekly certified payroll reporting
 - Monthly compliance meetings with the Developers and GCs

Construction Workforce Comparison

FY 19-20- FY 23-24

Fiscal Year	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Local Hours	391,756	151,817	60,415	62,987	158,587
Total Hours	2,497,610	920,965	232,761	274,883	606,713
SF % of Total Hours	15.70%	16.5%	26.0%	22.9%	26.1%

3.2% Increase from FY 22-23

Workforce Development Measures

CityBuild is expanding its academy to meet growing demand, including efforts such as:

- Working closely with private industry, and Community Based Organizations for outreach and recruitment
- Completion of CityBuild Academy Cycle 39 and 40, achieving:
 - 88 Graduates with 71 Graduates hired locally (81%)
- In total, City Build had 641 total placements of local residents, including placements at OCII administered project sites such as 1450 Owens.
- CityBuild fosters inclusive construction careers for all, including women, immigrants, and formerly incarcerated individuals. A recent example is a CB Liaison helped a previously incarcerated resident secure an apprentice role at Mission Block 9A.

OCII Architecture and Engineering Trainee Hiring Program

In August 2024, OCII completed the 9th cycle of the OCII Architecture and Engineering Trainee Hiring Program which matches local students with career-training opportunities at Design and Construction firms on OCII Projects. The program operates in collaboration with:

- Japanese Community Youth Center
- Office of Economic and Workforce Development
- Mayor's Opportunities for All Initiative

FY 23-24 cycle placed 7 local college students in summer internships

- Including 5 who were hired by architectural firms
- 2 of which were hired in project management roles at construction firms.

Since the programs inception in 2016, 86 student-positions have been created across 42 firms, demonstrating a crucial pipeline for aspiring design professionals in San Francisco.

Annual Status Report on Small Business Enterprise & Workforce Programs

Questions/Comments

OCII Contact

www.ocii.sfgov.org/policies-and-procedures

George Bridges, Contract Compliance Supervisor, george.bridges@sfgov.org

CityBuild Contact

www.sf.gov/departments--workforce-development-division--citybuild

Iowayna Pena, SF Director of Workforce Development, iowayna.pena@sfgov.org

Ken Nim, Citybuild Director, ken.nim@sfgov.org