



Annual Status Report on Small Business Enterprise (SBE) & Workforce Programs July 1, 2024 – June 30, 2025 (FY 24-25)

Presentation Overview

- Program Overview
- SBE Performance
- Workforce Performance

OCII Commission

October 21, 2025

OCII SBE Program

A brief overview of the SBE Program:

- Genuine efforts will be made to give first consideration to Project Area SBEs located in zip code areas 94124, 94134, 94107 followed by other San Francisco-based SBEs.
- 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 staff works closely with each developer and/or their lead architects and general contractors to ensure compliance with these good faith efforts.
- The SBE Policy establishes a 50% SBE Goal.

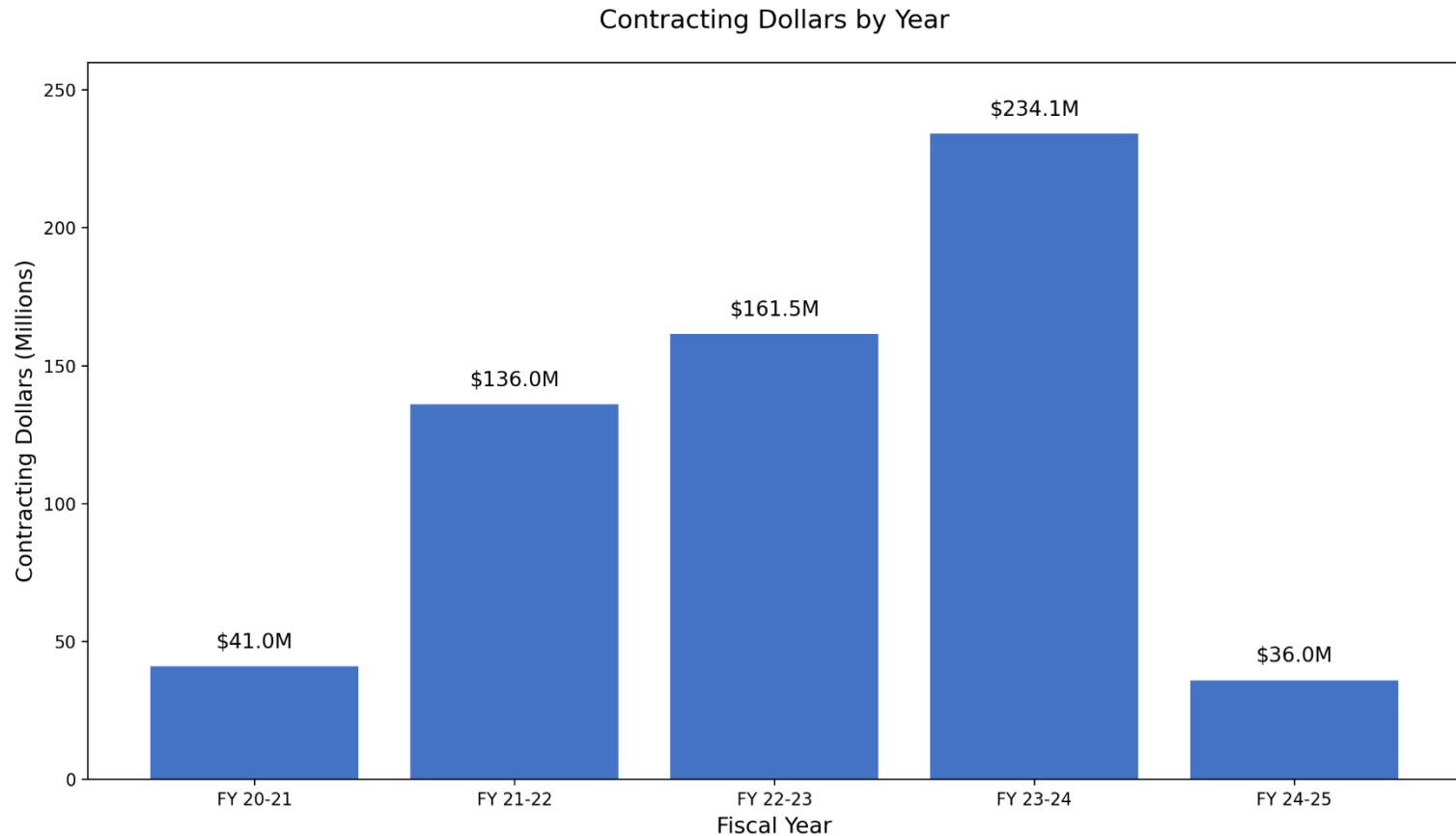
OCII SBE Program

Staff works closely with developers and GCs in their efforts, as summarized below:

- Meets with developers and contractors to walk through OCII's contracting process and good faith efforts at the onset of a project.
- Reviews solicitation documents including requests for proposals and advertisements prior to release; assists with the release and publication of solicitations.
- Reviews scopes of work to maximize unbundling opportunities; recommends specific scopes for unbundling.
- Attends pre-bid and pre-solicitation meetings; and attends interviews, as applicable
- Reviews proposal responses and bid summaries to verify SBE eligibility; ensures first consideration has been given to Project Area and San Francisco-based businesses.
- Reviews and approves teaming arrangements, when proposed; and suggests further solicitation efforts or teaming arrangements when goals are not met.

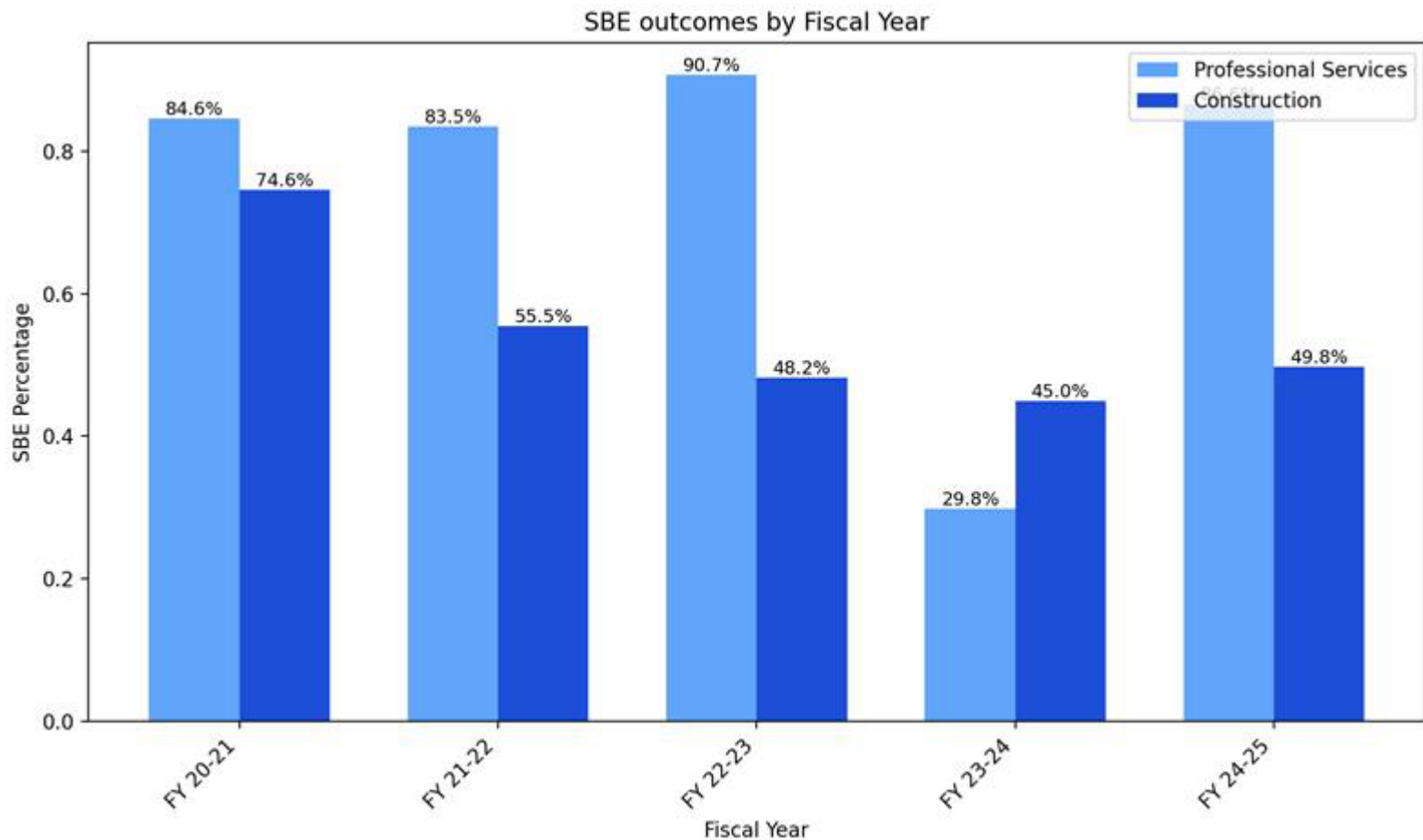
OCII SBE Performance

Five Year Look-Back
FY 20-21 through FY 24-25



OCII SBE Performance

Annual SBE Percentages
for FY 20-21 through FY 24-25



Awards and Commitments by Minority and Gender Status

Twelve Months Activity
(FY 24-25)

FY 24-25 Summary	Total Amount	M/WBE Amount	M/WBE %
Professional Services	\$11,348,015	\$6,680,436	58.9%
Construction & Supplies	\$24,694,700	\$8,051,538	32.6%
Total	\$36,042,715	\$14,731,974	40.9%

OCII SBE Performance

Twelve Months Activity (FY 24-25)

Summary by Work Type

FY 24-25 Summary	Total Amount	SBE	SF SBE	SF SBE %	SBE %
Professional Services	\$11,348,015	\$9,823,361	\$9,314,211	82.1%	86.6%
Construction & Supplies	\$24,694,700	\$12,307,706	\$12,307,706	49.8%	49.8%
Total	\$36,042,715	\$22,131,067	\$21,621,917	60.0%	61.4%

Outreach

- Direct Notifications to SBEs/LBEs/MBEs/WBEs
- Advertisements in general, ethnic 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 Monitoring Division for Certification & Contractor Development Program
- Email outreach via CAC meeting announcements, CAC email lists, and City LBE/SBE lists
- On-going dialogue:
 - 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

- Contractors make good faith efforts to hire local residents to perform 50% of construction workforce hours on a contract-by-contract basis.
- Contractors are required to comply with the payment of CA prevailing wages.
- First Consideration is given to residents located in Project Areas (zip codes 94124, 94134, 94107)
- CityBuild staff administers the day-to-day compliance of OCII's workforce program including referral of SF residents to jobs.

Workforce Program

Program Overview (continued)

- Compliance measures include:
 - Workforce kick-off meetings to between OCII, CityBuild the Developer and General Contractor(GC)
 - Ongoing preconstruction meetings for new contractors onsite
 - Worker referral/hiring processes, including the submission of worker request forms
 - Weekly certified payroll reporting
 - Monthly compliance monitoring meetings between OCII, Citybuild, the Developer and their GC

Construction Workforce Comparison FY 20-21 - FY 24-25

	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
Local Hours	151,817	60,415	62,987	158,587	136,348
Total Hours	920,965	232,761	274,883	606,713	591,890
SF % of Total Hours	16.50%	26.0%	22.9%	26.1%	23.0%

Workforce Development Measures

- **Industry Trends**

- Reduced local hiring on OCII projects. Consistent with construction hiring on City projects according to OEWD's 2025 Local Hiring Policy Annual Report.

- **CityBuild Academy**

- CityBuild continues building a sustainable local workforce pipeline to meet industry needs.
- Cycles 41 & 42 with 76 graduates; 63 hired locally

- **OCII Project Placements**

- 92 workers placed on 4 OCII sites:
 - HPSY Blocks 52/54 & 56
 - Transbay Blocks 2 East and West
- 32 of these were CityBuild Academy graduates

OCII Architecture and Engineering Trainee Hiring Program

Our internship program matches local students with training opportunities at design and construction firms on our projects working closely with City College and SF State.

A collaboration with:

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

The 10th Cycle was completed in August 2025 placing 10 local students in summer internships including:

- 7 architectural placements
- 2 construction management placement
- 1 engineering placement

Since 2016, 96 student-positions have been created across 44 firms,

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

Maria Pecot, Contract Compliance Specialist III, maria.pecot@sfgov.org

Julia Hernandez, Contract Compliance Specialist II, Julia.hernandez2@sfgov.org

CityBuild Contact

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

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

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