

***You are watching a Live meeting of the
Commission on Community Investment and
Infrastructure***

Tuesday, August 18, 2020 – 1 :00 PM

Please standby...





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%
TOTAL	12	\$107.81	\$48.16	44.7%	\$48.67	45.1%

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%
Total	\$107.8	\$48.16	44.7%

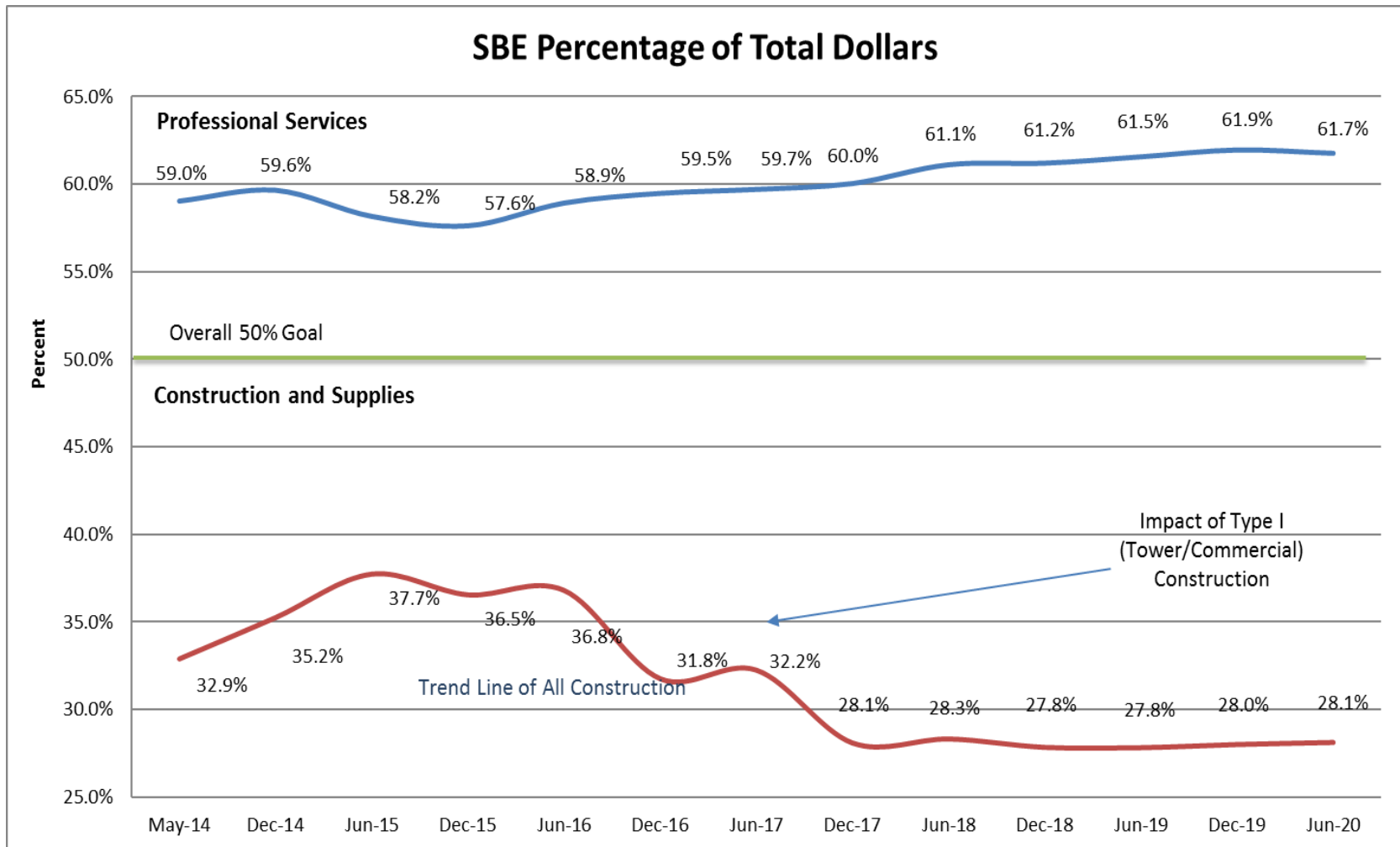
OCII SBE Performance

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

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

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)

<i>FY 2020 Summary</i>	MBE \$ (Millions)	WMBE \$ (Millions)	WBE \$ (Millions)	Total M/WBE \$ (Millions)	MBE %	WMBE %	WBE %	TOTAL M/WBE %
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%
Total	\$7.5	\$2.6	\$3.8	\$14.00	7.0%	2.4%	3.5%	12.9%

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)

<i>Construction Workforce July 2019 - June 2020</i>	Hunters Point Shipyard	Mission Bay	Transbay	Other*	TOTAL
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%

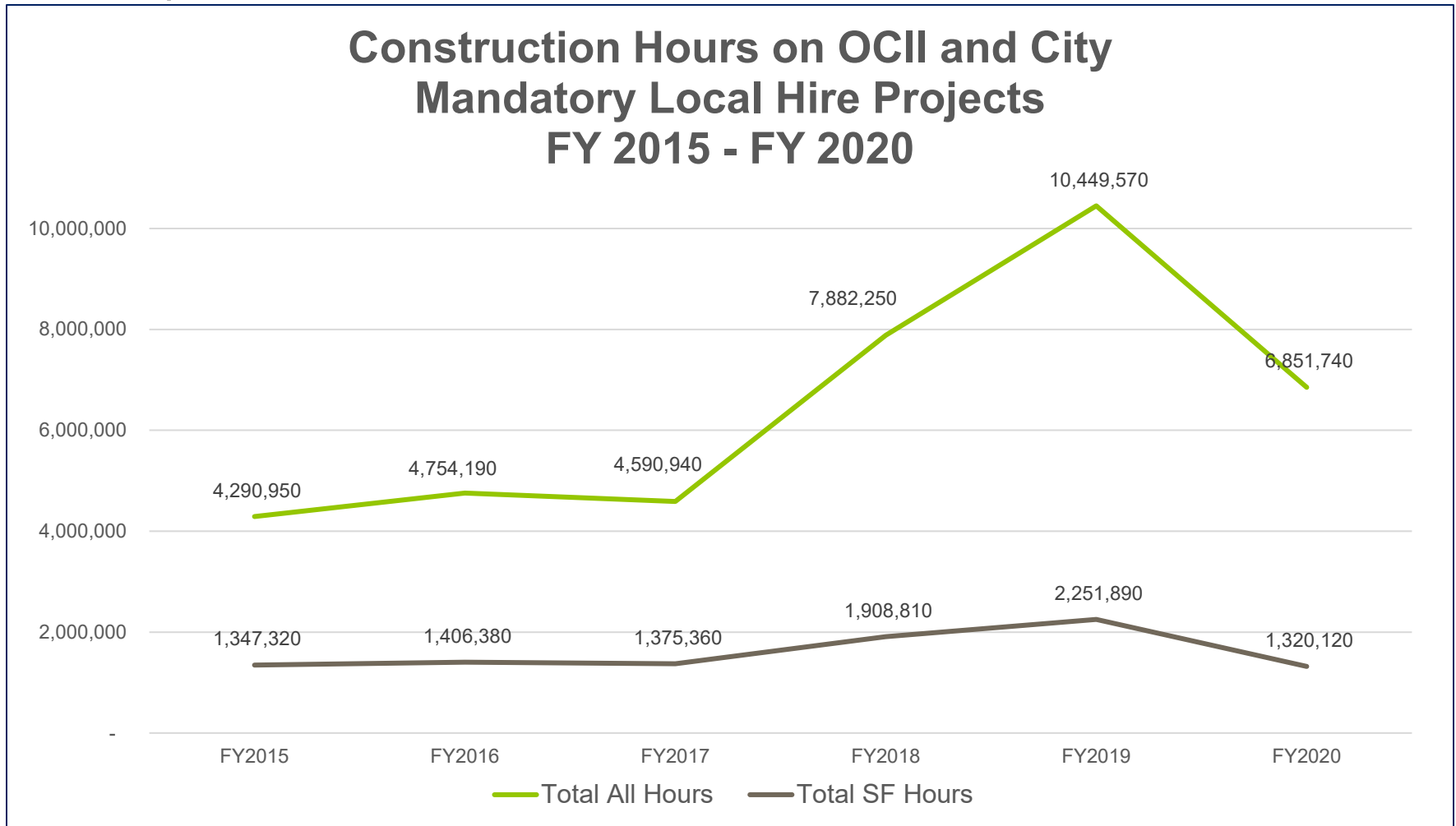
+2% Improvement over FY2019

** 706 Mission*

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

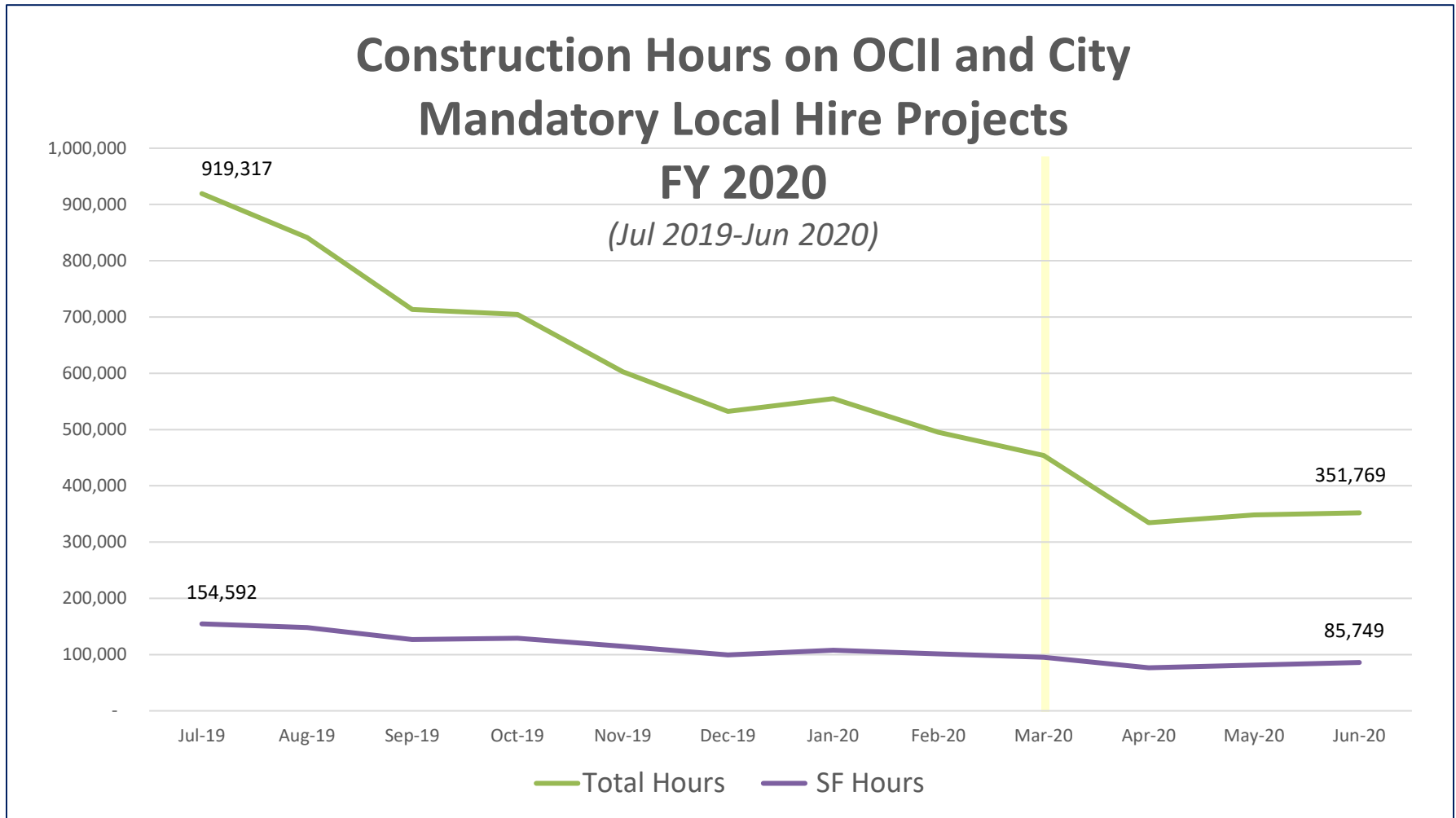
Workforce Challenges

- 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



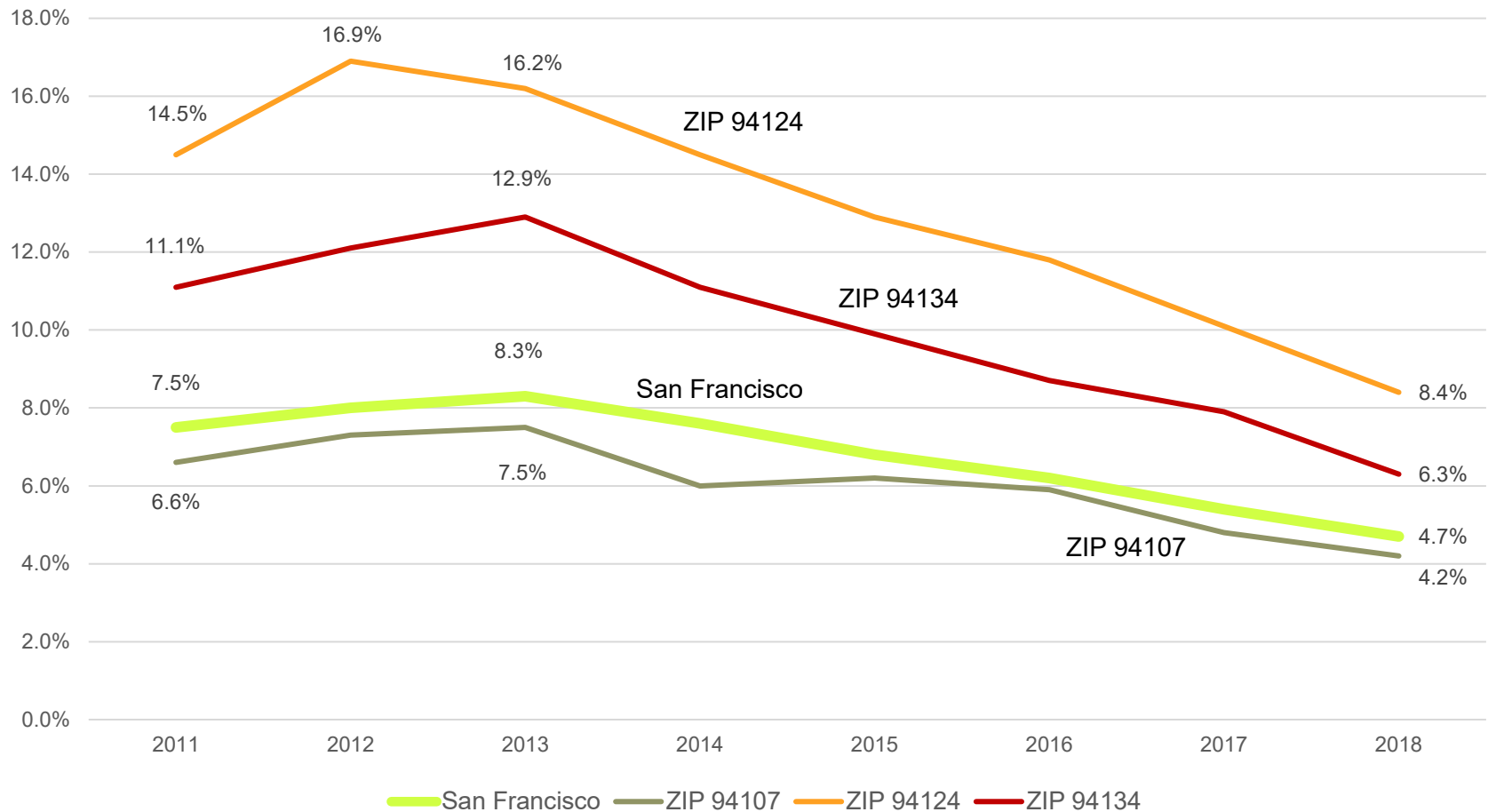
Assessing Community Needs

- 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/Visitation 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

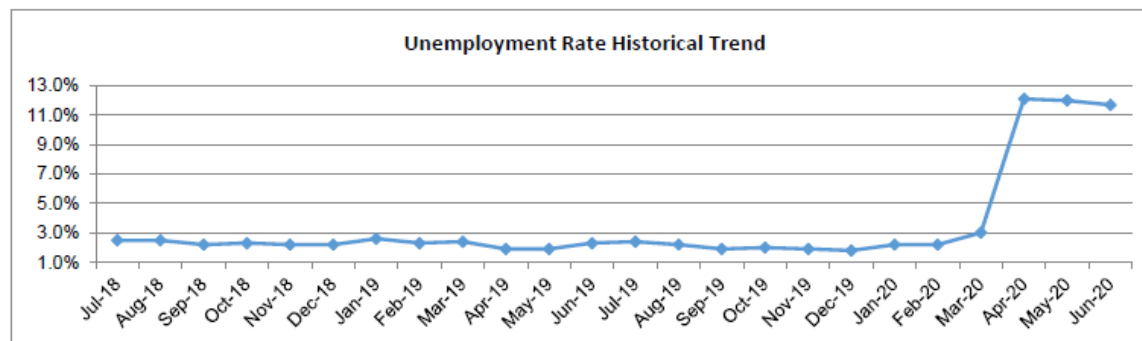


Source: US Census Bureau. 2011-2018 American Community Survey 5-Year Estimates.
Table DP03. Civilian Labor Force. SELECTED ECONOMIC CHARACTERISTICS

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)

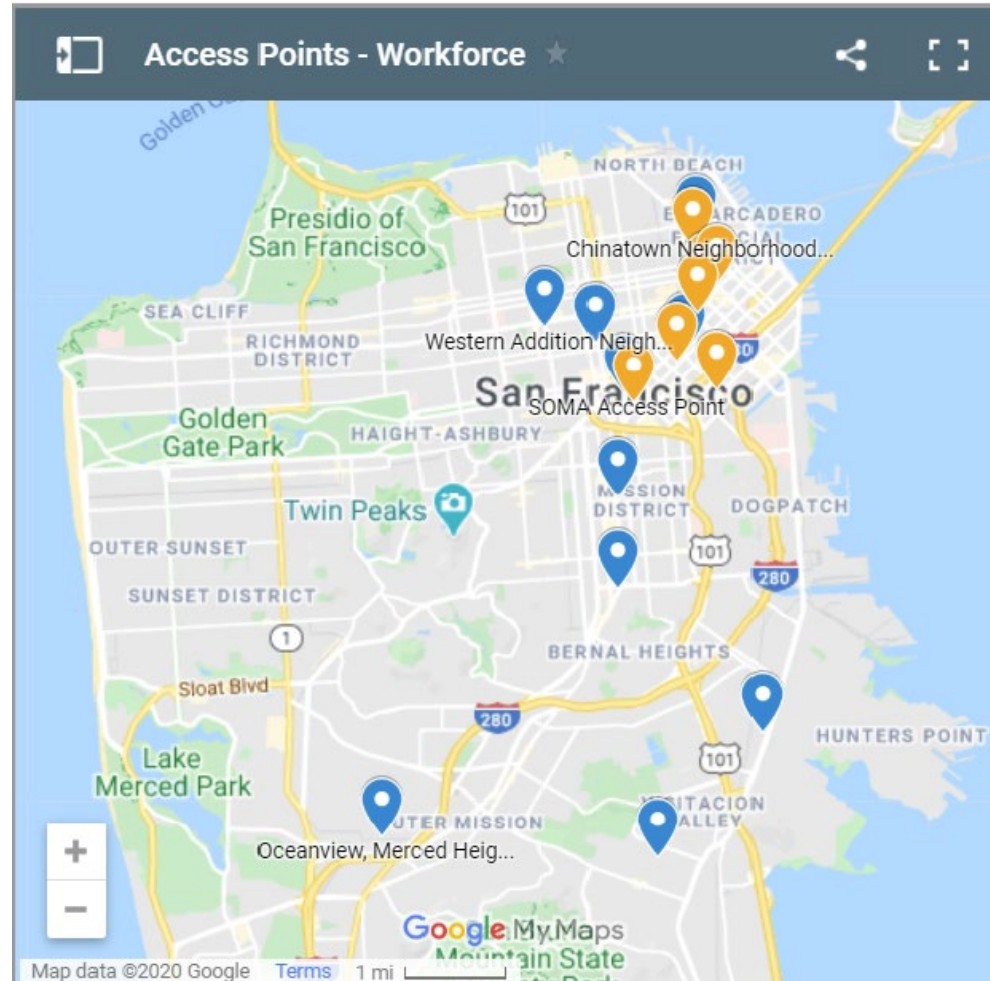
INDUSTRY	SF Total	% of Total	BVHP*	% of Total
Civilian employed population 16 years and over	515,418	100%	57,452	100%
Agriculture, forestry, fishing and hunting, and mining	1,106	0.2%	53	0.1%
Construction	16,535	3%	2,969	5%
Manufacturing	26,424	5%	3,435	6%
Wholesale trade	8,975	2%	891	2%
Retail trade	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

128 HIRES!



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 28th, 11:30AM – 4:30PM
- Thursday, August 29th, 9AM – 2PM

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

- **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%
Total	49	100%

Gender	Number of Students	Percentage
Male	22	45%
Female	27	55%
Total	49	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



Thank You

*You are watching a Live meeting of the
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PUBLIC COMMENT CALL-IN:

Dial: 1(408) 418-9388 **Access Code:** 146 766 2374

Press #, then # again

- You will automatically be muted when you get on the line.
- When prompted, dial “*” then “3” to be added to the speaker queue.
- Please listen for the prompt indicating that “***Your line has been unmuted***”.
- This will be your opportunity to speak. You will have 3 minutes. Please speak clearly and slowly.

Small Business Enterprise & Workforce Programs

Commissioners' Questions & Comments

