Annual Status Report on Small Business Enterprise (SBE) & Workforce Programs

July 1, 2025 – June 30, 2026 (FY 25-26)

Presentation Overview

- Program Overview
- SBE Performance
- Workforce Performance

OCII Commission

October 20, 2026

OCII SBE PROGRAM

A brief overview of the SBE Program:

- The SBE Policy establishes a 50% SBE Goal measured by Good Faith Efforts.
- First consideration to OCII Project Area SBEs followed by other San Francisco-based SBEs.
- OCII staff works closely with each developer and/or their lead architects and general contractors to ensure compliance with these good faith efforts.

OCII SBE PROGRAM

Staff works closely with developers regarding Good Faith Efforts including:

Meet with developers and contractors to provide guidance on OCII polices, best practices and good faith efforts.
Review outgoing procurement documents for compliance with OCII policy and coordinate publication.
Review scopes of work and encourage unbundling where feasible to maximize opportunities available to SBEs.
Participate in pre-bid and pre-solicitation meetings and share applicable OCII policies.
Reviews bid tabs, and proposed selections to ensures first consideration is given to Project Area and San Francisco-based SBEs
Reviews and approves Joint Venture/Association teaming arrangements to ensure compliance with OCII policy
Connect development teams with community stakeholders and SBE affinity groups for contractor and workforce engagement.

OCII SBE PERFORMANCE

Twelve Months Activity (FY 25-26)

Summary by Work Type

FY 25-26 Summary	Total Amount	SBE	SF SBE	SBE %	SF SBE %
Professional Services	$4,912,345	$2,845,260	$2,727,875	57.9%	55.5%
Construction & Supplies	$111,953,471	$58,474,912	$55,164,935	52.2%	49.3%
Total	$116,865,816	$61,320,172	$57,892,810	52.5%	49.5%

AWARDS AND COMMITMENTS BY MINORITY AND GENDER STATUS

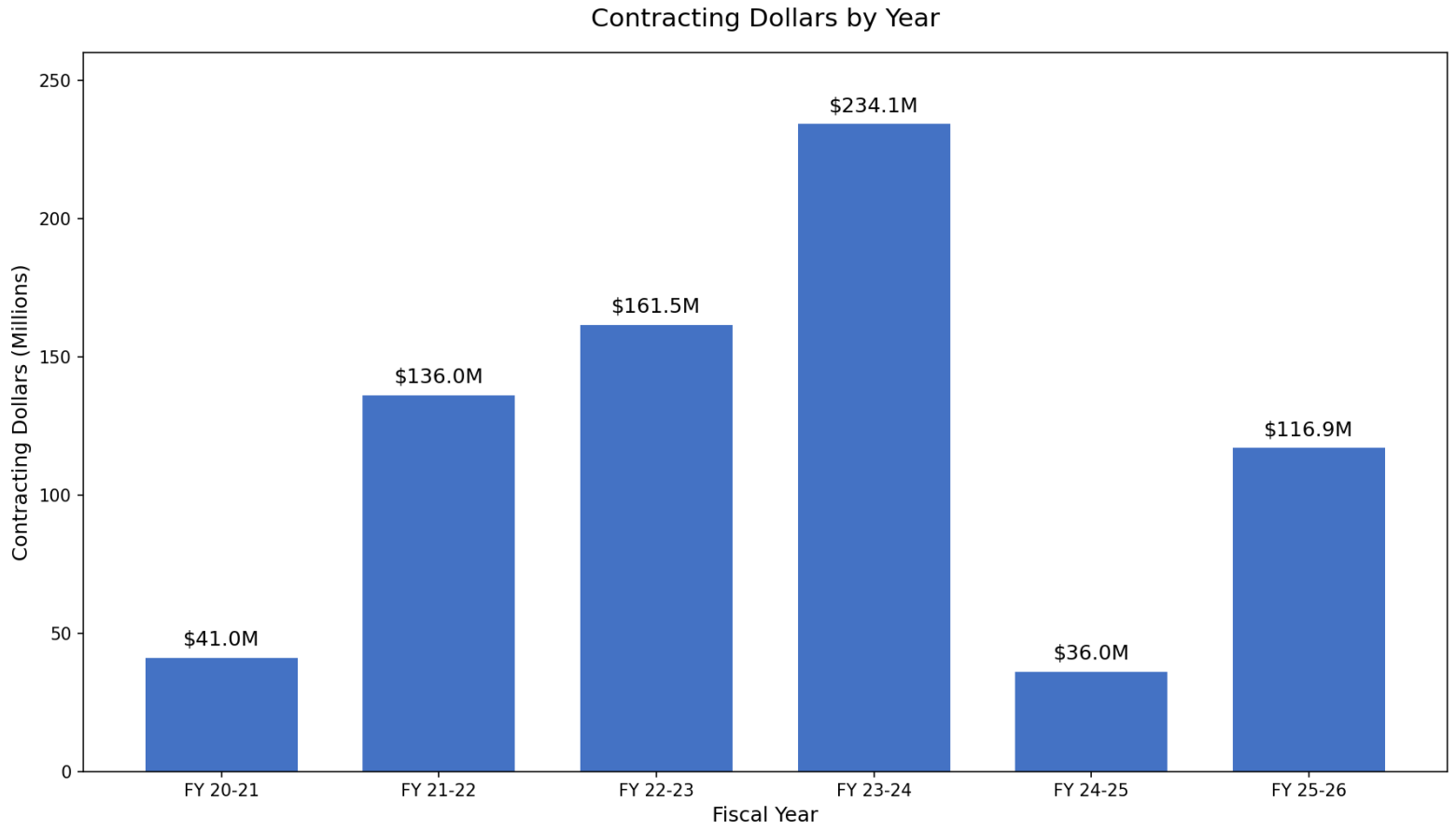
Twelve Months Activity

(FY 25-26)

FY 25-26 Summary	Total Amount	M/WBE Amount	M/WBE %
Professional Services	$4,912,345	$3,962,875	80.7%
Construction & Supplies	$111,953,471	$19,137,883	17.1%
Total	$116,865,816	$23,100,758	19.8%

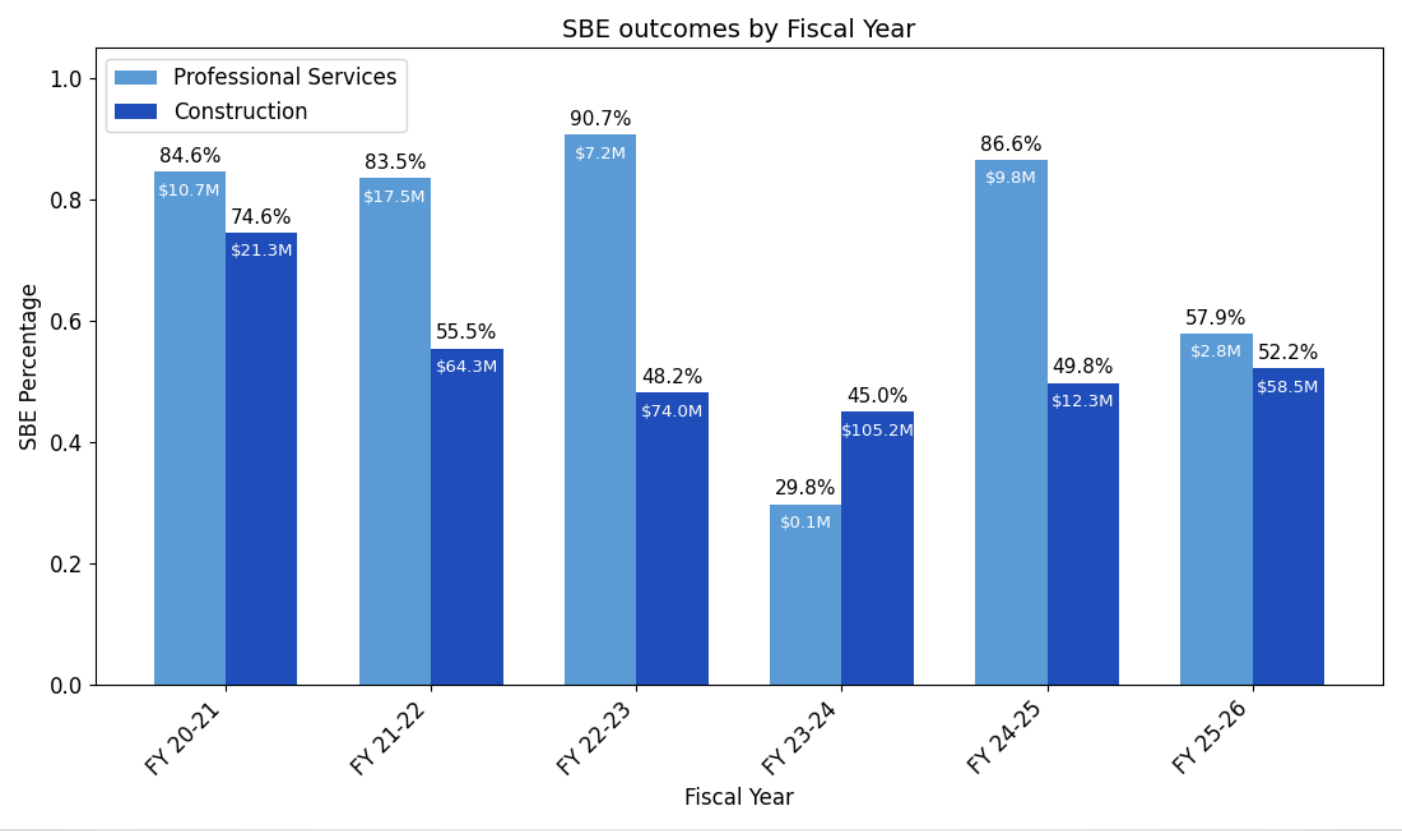
OCII SBE: Outcomes

Annual SBE Contracting Dollars for FY 20-21 through FY 25-26



OCII SBE: Outcomes

Annual SBE Percentages for FY 20-21 through FY 25-26



OUTREACH

- Direct Notifications to SBEs/LBEs/MBEs/WBEs
- Advertisements in local diverse and SBE-focused media
- Postings opportunities on OCII and the 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
- Outreach to CACs regarding upcoming opportunities
- On-going dialogue and notice of upcoming opportunities with community stakeholders and SBE affinity groups.

WORKFORCE PROGRAM

Program Overview

OCII implements Construction Workforce Programs across active project areas with a **50% Local Hiring Goal for San Francisco residents**, measured through **Good Faith Effort**.

- All contractors and subcontractors must make good faith efforts to hire local residents to perform 50% of construction workforce hours by trade.
- For projects in HPSY/CP, the Bayview Employment and Contracting Policy is the prevailing compliance framework and first consideration is given to residents located in Project Areas (zip codes 94124, 94134, 94107)
- Contractors are required to comply with the payment of CA prevailing wages for construction-related work, including the submission of Certified Payroll.
- OCII coordinates with OEWD CityBuild staff to administer day-to-day compliance of OCII's workforce program including referral of SF and OCII project area 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 General Contractor.

CONSTRUCTION WORKFORCE COMPARISON

FY 22-23 - FY 25-26

	Total Hours	SF Hours	BVHP Hours	SF% of Total Hours	BVHP% of Total Hours
FY 25 - 26	367,123	112,589	46,787	30.7%	12.7%
FY 24 - 25	591,890	136,348	55,490	23.0%	9.4%
FY 23 - 24	606,713	158,587	63,036	26.1%	10.4%
FY 22 - 23	274,883	62,987	19,406	22.9%	7.7%

Workforce Development

Industry Trends

A 7.7% increase in local hiring from last Fiscal Year, despite a reduction in construction activity on OCII projects.

SBE Contracting increased from $36m from FY 24-25 to $117m FY 25-26, representing a mix of development types including affordable housing, commercial tenant improvements, and infrastructure.

Trend aligns with Citywide hiring patterns on construction projects where public infrastructure work increased, and the local hire rate rose. (Source: City's 2026 Local Hiring Policy for Construction Annual Report)

WORKFORCE DEVELOPMENT MEASURES



CityBuild Academy

CityBuild continues building a sustainable local workforce pipeline to meet industry needs.

57 graduates; 49 hired locally



OCII Project Placements

40 workers placed on 3 OCII sites:

- Mission Bay Stormwater Pump Station 3
- Transbay Blocks 2 East and West

16 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:
  - Office of Economic and Workforce Development
  - Mayor's Opportunities for All Initiative
  - Japanese Community Youth Council
- The 11th Cycle was completed in August 2026 placing 10 local students in summer internships including:
  - 5 architectural placements
  - 2 landscape architectural placements
  - 2 construction management placement
  - 1 project management placement
- Since 2016, 106 student-positions have been created across 46 firms

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Questions/Comments

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