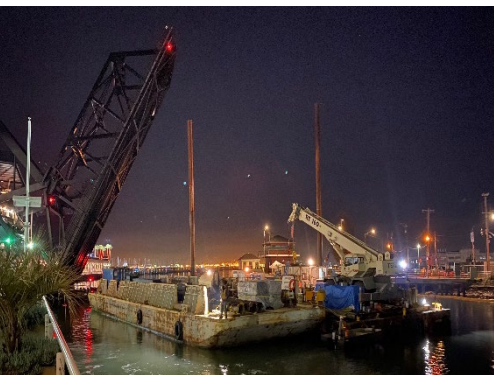


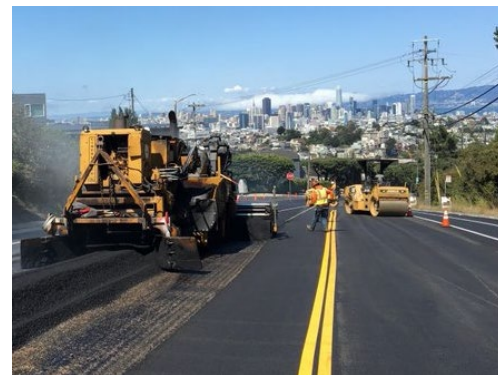
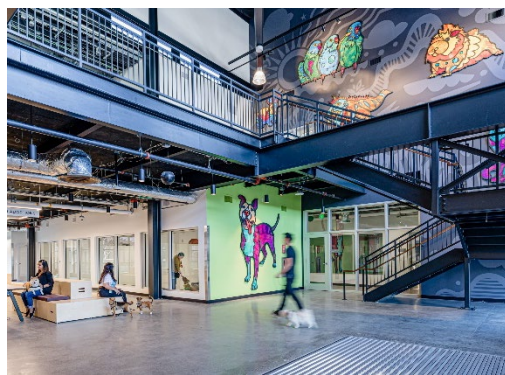
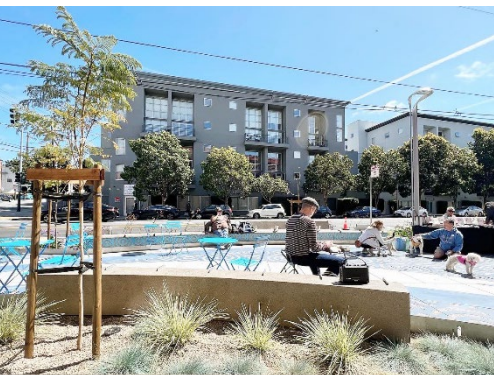


Sept. 24, 2026

FY 2025-2026 Workforce Development Year-End Report-Out

Warren J. Hill

Workforce Development Director



FY 2025-2026 Highlights

Broad sanitation impact and workforce mobility.

566,251

Pit Stop restroom uses

47,457

TL Clean garbage bags collected

39,012

Pressure washing cans cleaned

4.8M+

Sq. ft. landscaped or weeded

5

Laborer apprentices completed

WORKFORCE OUTCOMES

- Tenderloin Community Benefit District: 62 participants entered, 35 completions and 33 job placement or employment outcomes.
- Pit Stop: 116 participants entered, seven completions and 11 job placement or employment outcomes.
- Pressure Washing: 19 participants entered and 19 completed the program.
- Apprenticeship: One plumber apprentice transitioned from Apprentice Plumber I to Apprentice Plumber II and five Laborer apprentices completed their On the Job Training and Related Supplemental Instruction requirements.

PUBLIC SERVICE OUTCOMES

- 2,260 needles/syringes collected through Pit Stop, plus 14 additional needles reported through Pressure Washing.
- 19,597 graffiti removals through Tenderloin Clean and 2,898 graffiti outcomes in Pressure Washing.
- 31,490 dog waste bags distributed and 20,631 BART passenger interactions reported.
- Summer Youth delivered 6,185 work hours with zero reported on-site injuries.

Tenderloin Clean | TLCBD

Litter reduction, encampment monitoring, workforce development and Big Belly service support.

6,082

Tents documented

47,457

Garbage bags collected

19,597

Graffiti removals

39,795

Trash/litter/debris removals

4,273

Big Belly cleaning services

68

Big Belly repairs

WORKFORCE METRICS

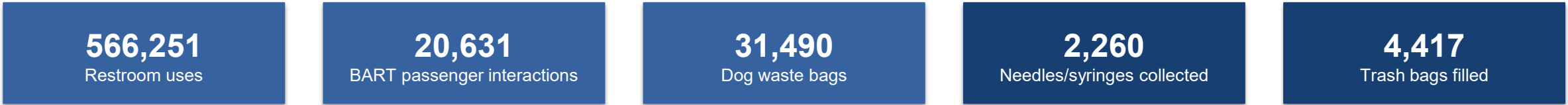
- 62 participants entered or were employed in the program.
- 35 participants successfully completed the program.
- 33 job placements or other employment outcomes were reported.

GOALS AND KUDOS

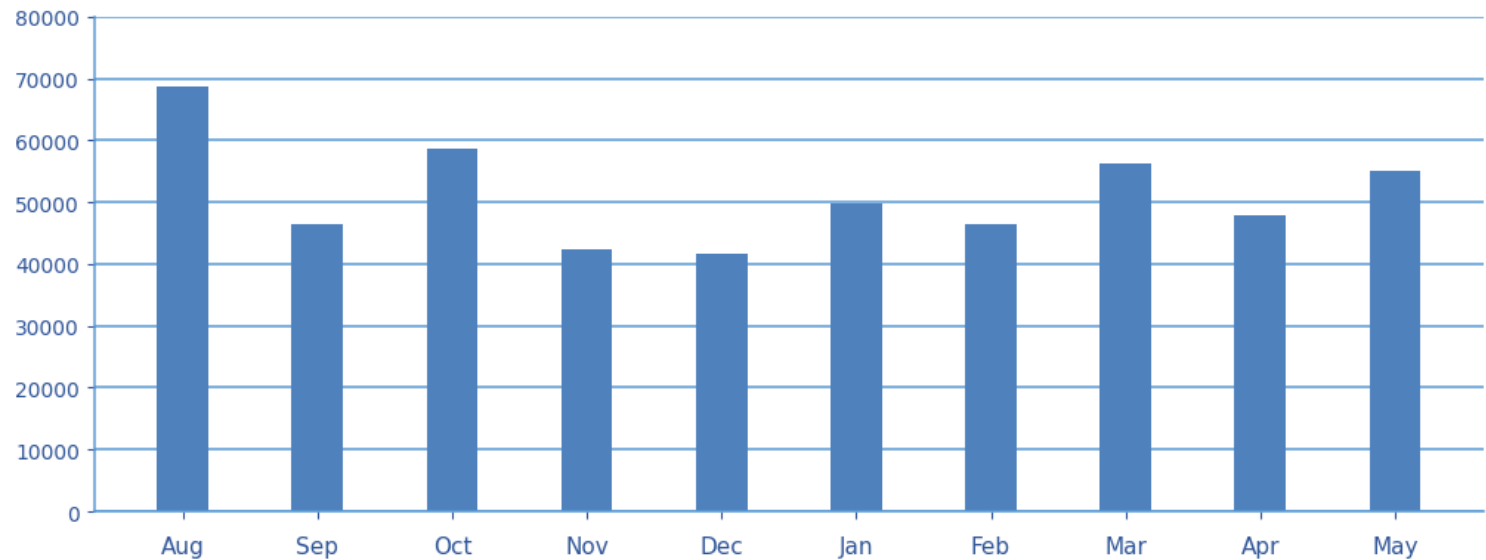
- Continue cleaning and training opportunities that prepare candidates to serve and improve the Tenderloin community.
- Kudos to the TLCBD team for more than 100 graffiti cases resolved per day and building transferable Big Belly maintenance skills.

Pit Stop | Operational Impact

High-volume sanitation service supported public restroom access, sharps disposal and transit-adjacent engagement.



Monthly Restroom Use Trend



SAN FRANCISCO PIT STOP

toilets
and sinks

needle
disposal

dog waste
station

Where neighborhood challenges meet civic pride.

Pit Stop | Workforce Outcomes and Kudos

Program serves as a workforce pathway for participants facing barriers to employment.

116

Participants entered/employed

7

Program completions

11

Employment outcomes

32 of 65

Received individualized career services

PARTICIPANT SUCCESSES

- Participants advanced from Monitor to Rover, Supervisor and Lead Supervisor roles.
- Participants moved into maintenance, case management, security, driving, warehouse, skilled trades and healthcare support roles.
- Reported wages for placements ranged from approximately \$20.96 to \$42.00 per hour.
- Narcan training strengthened overdose recognition and response readiness for Pit Stop Monitors.



Pressure Washing and Steam Clean | CYCSF

Citywide refuse receptacle cleaning paired with job training and workforce development.

19

Participants entered

19

Participants completed

100%

Workplace readiness completion

Program Utilization	FY 2025-26
Cans cleaned	39,012
Damaged cans	2,429
Trash bags	1,006
Needles	14
Graffiti outcomes	2,898
Liners replaced	129

TRAINING OUTCOMES & KUDOS

- 80% of participants entered with significant language and employment barriers.
- 16 of 19 participants passed job readiness and Powerwash vocabulary with 90% or higher.
- 8 of 19 participants completed at least one updated resume.
- Team leaders built an inclusive, multilingual work environment that strengthened confidence and workplace readiness.

Summer Youth Program | Hunter's Point Family

Subsidized summer employment provided public space care and professional exposure.

43

Youth participants

6,185

Total work hours

0

Incidents/on-site injuries

4,826,070

Sq. ft. landscaped/weeded

383

Cubic yards green waste

108

Cubic yards mulch installed

GOALS AND KUDOS

- Provide youth with workforce exposure, professional development and hands-on public agency experience.
- Improve neighborhood cleanliness while fostering ownership among youth who live in San Francisco communities.
- Public Works staff provided positive feedback on both the quality and quantity of the youth team's work.



Apprenticeship Programs

Apprenticeship and pre-apprenticeship pathways advanced required training, transition and career readiness.

5

7501 Laborer apprentices completed OJT/RSI

1

Plumber Apprentice I transitioned to Apprentice II

100%

Mandatory CCSF online training completion

6

Landscape pre-apprenticeship team members

PROGRAM ACCOMPLISHMENTS

- Five Laborer apprentices completed required hands-on OJT and RSI training with Public Works and Laborers 261.
- A plumber apprentice completed required OJT hours in May and transitioned to the next apprenticeship step.
- Launched a new landscape pre-apprenticeship program.

Source: WFD 25-26 Metrics, Apprenticeship Programs section.



Landscape Pre-Apprenticeship | Training Pathway

New 9916 pathway supporting apprenticeship preparation, field training and public space maintenance.

TRAINING ACTIVITIES

- Soft skills, safety, professionalism and workplace readiness.
- Field training: plant, tree and weed identification, pruning safety and vegetation edging.
- Multi Craft Core Curriculum (MC3), Bay Friendly Landscape Guidelines and planting plan design.

PROGRAM PURPOSE

- One-year apprenticeship preparation pathway.
- Safety, tool usage, professionalism, communication and apprenticeship readiness.
- Tree planting, maintenance, invasive weed clearing and landscape upkeep.

1,500
OJT hours

700
Tree/plant care hrs

400
Weed mgmt. hrs

200
Water mgmt. hrs

200
Multi-trade immersion hrs

240
RSI/MC3 hrs

32
Re-Scape hrs

Source: WFD 25-26 Metrics, Landscape Pre-Apprenticeship training sections.

Highlights Through June 30

Highlights that reflect participant growth, staff coordination and program partner impact.

PARTICIPANT OUTCOMES

- TLCBD participants reported permanent employment, transition to Block by Block and continued neighborhood service roles.
- Pit Stop participants advanced internally and moved into CityBuild, unions, maintenance, security, logistics, healthcare support and case management roles.
- Pressure Washing participants strengthened digital literacy, workplace communication, interviewing skills and job readiness while overcoming barriers.
- Apprentices completed required training, received tool sets and built stronger career readiness through resume, portal and training support.

STAFF AND PARTNER RECOGNITION

- Althea Jones now serves as Program Manager for all of CBO Contracts and is responsible for program reporting across TLCBD, MHH, CYCSF and HPF.
- Kareem Jackson and his team of Gretch McGowan and June Masina implement the Pit Stop Program Field Operations. Thank you to Kareem for his added role as Apprenticeship Coordinator.
- LaVonda Williams has joined our team to lead landscape pre-apprenticeship training design and field instruction planning. She is supported in operating this program by Jerri Vinson.
- Guillermo Perez joined our team as Manager of Apprenticeship & Pre-Apprenticeship Programs. Drawing on his previous experience he supports apprentices with training compliance, resume updates and program transition needs.

Source: Staff report narratives and success stories submitted in the FY 2025-2026 WFD packets.



QUESTIONS