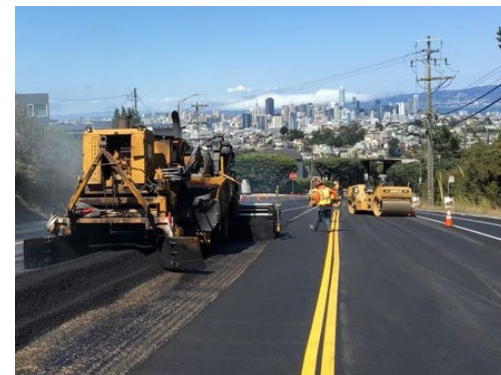
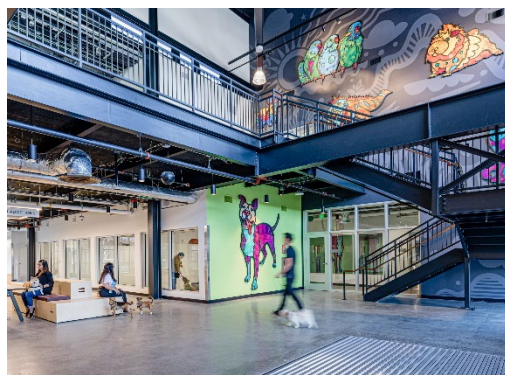
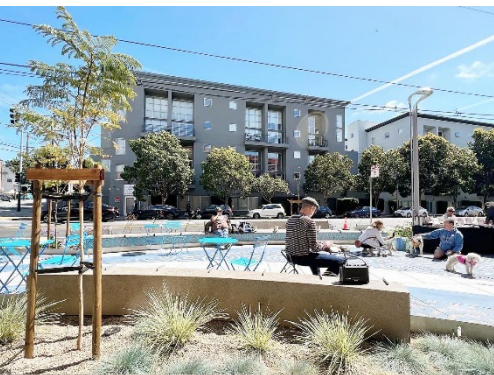


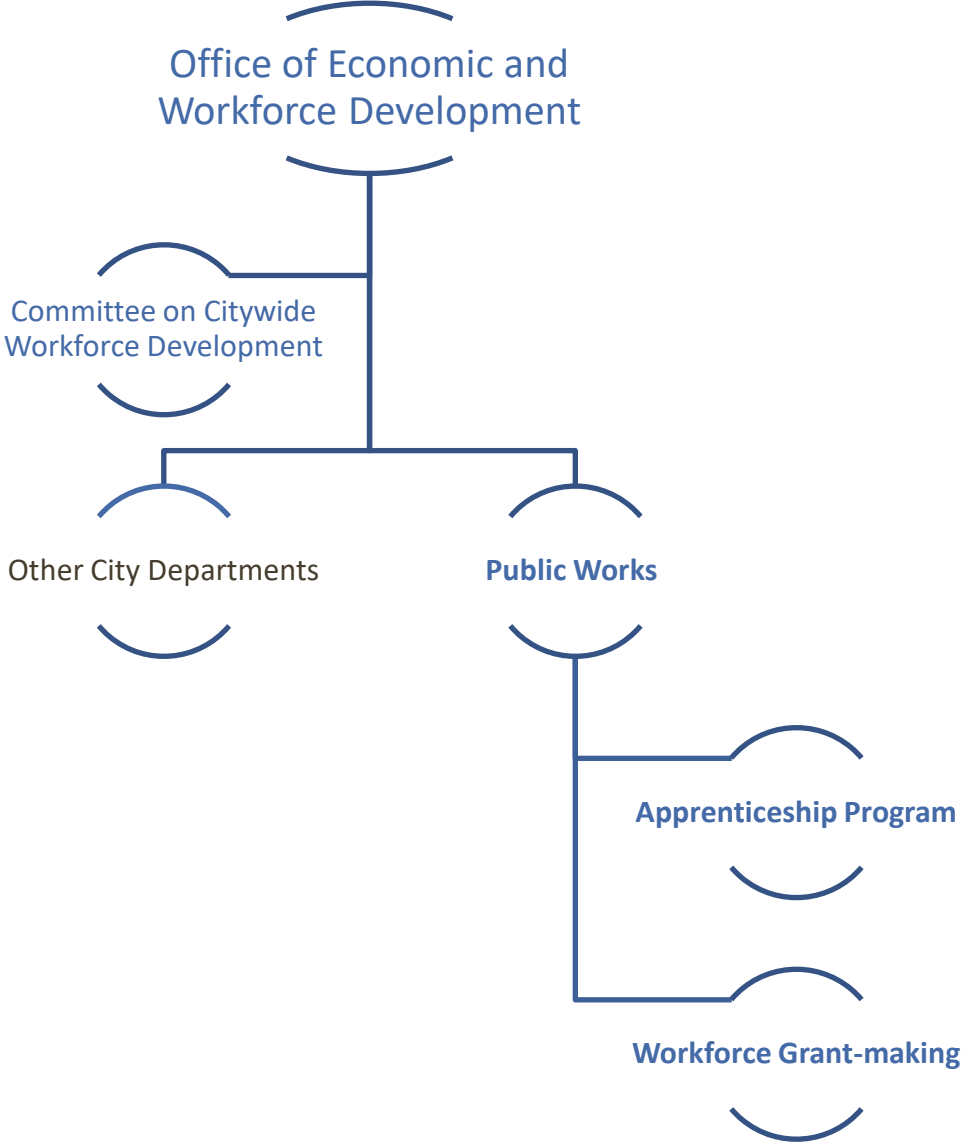
February 26, 2024

# Workforce Development Grant-making Update

Warren Hill  
Assistant Manager Central Operations



# Workforce Development Citywide Ecosystem

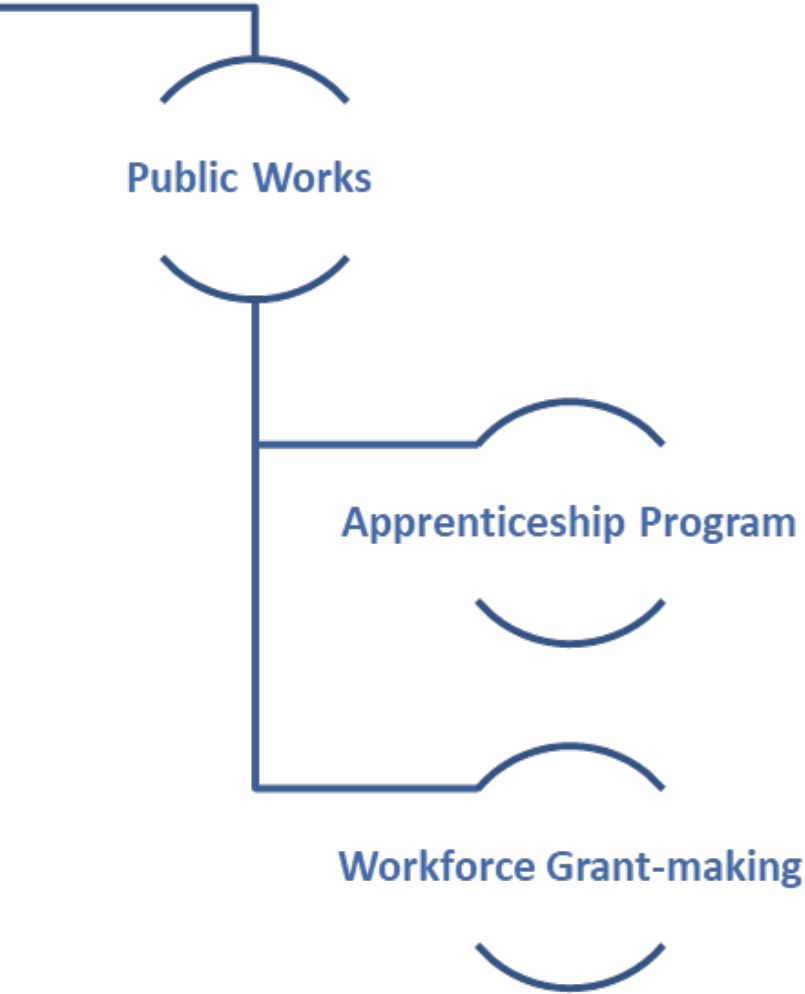


Who defines workforce development in San Francisco?

What role does Public Works play in this ecosystem?



# Grant-making in our Workforce Development Portfolio



San Francisco City policy requires a workforce development component to any department grants.

Public Works grants serve as a first step in our workforce development pipeline.

Grant programs serve a workforce pool that faces significant barriers to employment and build foundational skills necessary to participate in traditional apprenticeship or entry-level employment opportunities.

# What types of services do our grantees provide?

Tree watering and planting

City can steam cleaning

Pit Stop public toilet monitoring

Block sweeping and cleaning

Landscape maintenance

Tree nursery care

Job-readiness training

Exposure to public works-related job skills and experience

Basic computer and financial literacy

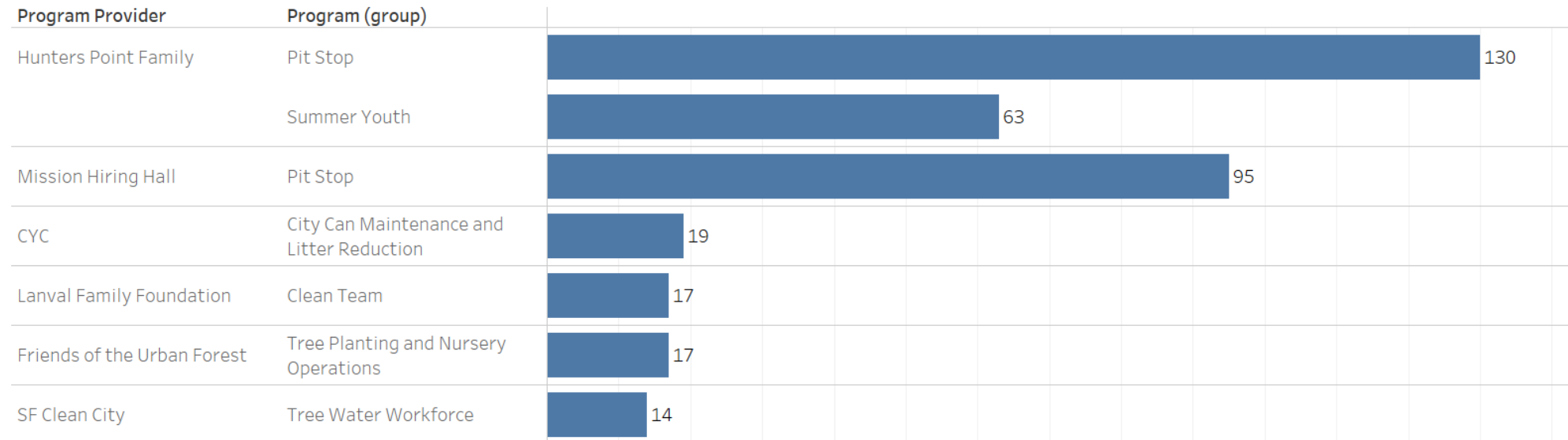
Basic skills related to maintaining employment: attendance, time-keeping, communication and professionalism

# Who do our grantees serve?

## Workforce Development: Provider and Program Overview Q1 & Q2 FY23/24

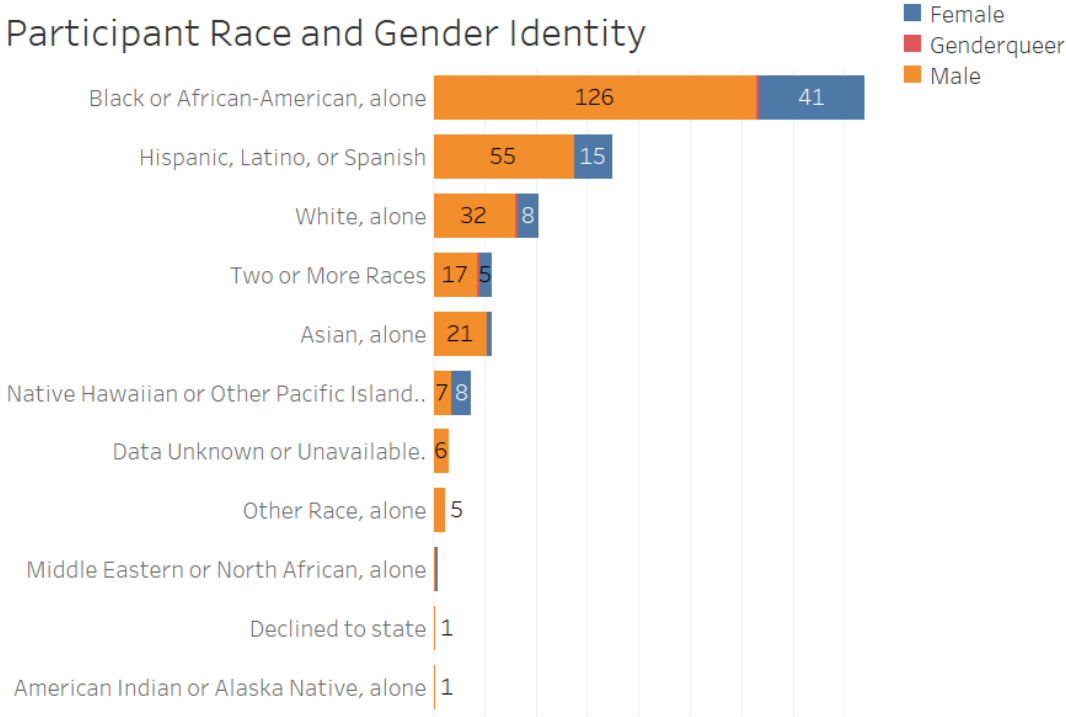
Total Count of Participants Q1/Q2

355

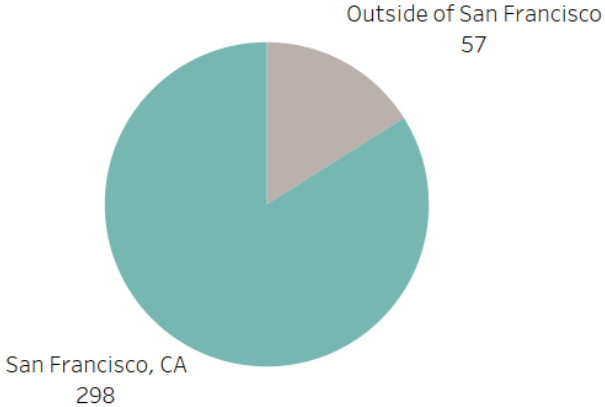


# Who do our grantees serve?

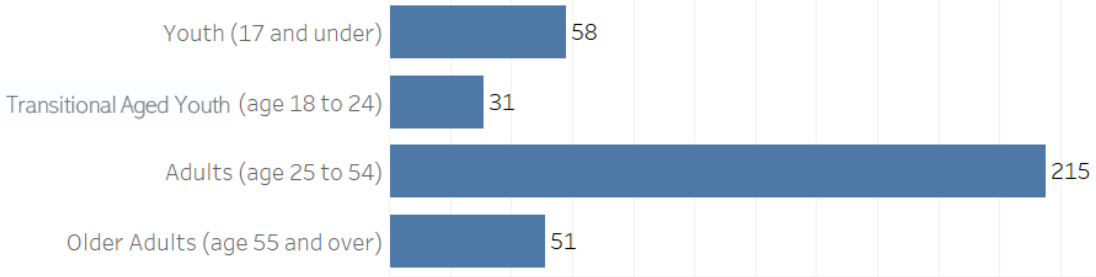
Participant Race and Gender Identity



Area of Residence



Participant Age



Priority Populations

PP: Long-Term Unemployed	162
PP: Active or Formerly Justice-Involved Individual	133
PP: Women and Gender Minorities	84
PP: Public Housing Residents	23
PP: Public Benefits Recipients	17
PP: Homeless or Formerly Homeless	11
PP: Individuals with Disability	1

# Friends of the Urban Forest

Friends of the Urban Forest (FUF) is a San Francisco nonprofit with a mission to revitalize San Francisco’s urban forest, build community and help address environmental challenges. FUF operates three workforce development programs under its grant with Public Works.

## Total Count of Participants Q1/Q2

17

Program Provider  
Friends of the Urban Forest

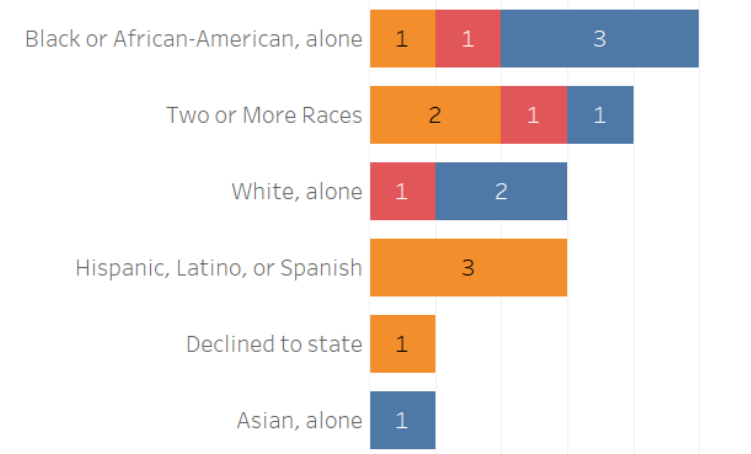
## Participants by Program and Provider

Program Provider	Program (group)	Count
Friends of the Urban Forest	Tree Planting and Nursery Operations	17

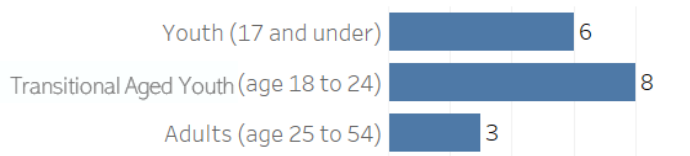
## Gender Identity

- Female
- Genderqueer
- Male

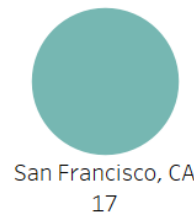
## Participant Race and Gender Identity



## Participant Age



## Area of Residence



## Program Outcomes

Number of employment offers during program	2
Number of interviews during program	4
Total number of completed training hours for all participants	1,653

## Priority Populations

PP: Long-Term Unemployed	0
PP: Active or Formerly Justice-Involved Individual	0
PP: Women and Gender Minorities	10
PP: Public Housing Residents	1
PP: Public Benefits Recipients	2
PP: Homeless or Formerly Homeless	3
PP: Individuals with Disability	0

# Friends of the Urban Forest

Friends of the Urban Forest (FUF) is a San Francisco nonprofit with a mission to revitalize San Francisco's urban forest, build community and help address environmental challenges. FUF operates three workforce development programs under its grant with Public Works.



- Tree Planting and Nursery Operations Workforce Development Grants
  - 814 street trees planted to date (1,000+ expected by end of grant)
  - Approximately 1,000 trees watered per week
  - 1,500 young tree and emergency tree care visits
  - New Roots trainees assisting in the establishment of new Street Tree Nursery
- Six-month training curriculum includes classroom and hands on lessons in urban ecology, arboriculture and career readiness training (financial literacy, resume/interview prep, job applications)
- Participants applying for open City positions for both job placement and familiarity with application procedures
- Public Works and FUF are developing a Career Pathways Guide to assist with further training and employment opportunities



# Community Youth Center

Community Youth Center (CYC) is a San Francisco nonprofit with a mission to provide the culturally diverse youth of the community with resources to help them thrive and prepare for the future.

## Total Count of Participants Q1/Q2

19

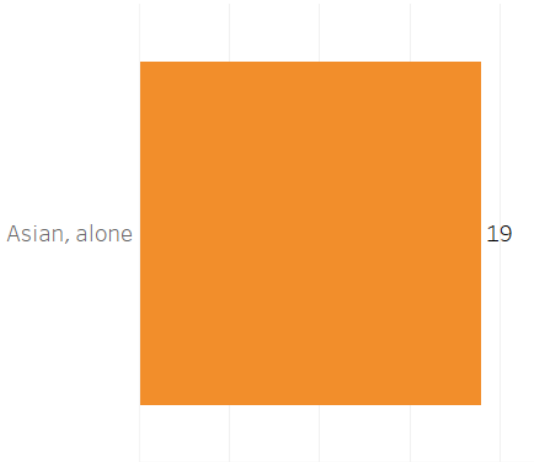
Program Provider  
CYC

## Participants by Program and Provider

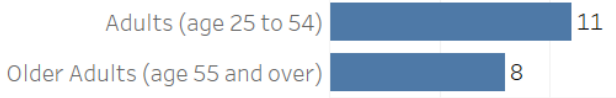
Program Provider	Program (group)	Count
CYC	City Can Maintenance and Litter Reduction	19

Gender Identity  
Male

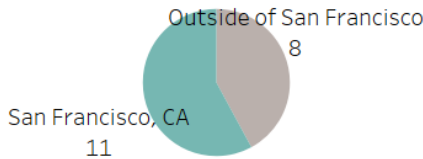
## Participant Race and Gender Identity



## Participant Age



## Area of Residence



## Program Outcomes

Number of employment offers during program	2
Number of interviews during program	3
Total number of completed training hours for all participants	280

## Priority Populations

PP: Long-Term Unemployed	0
PP: Active or Formerly Justice-Involved Individual	0
PP: Women and Gender Minorities	0
PP: Public Housing Residents	0
PP: Public Benefits Recipients	0
PP: Homeless or Formerly Homeless	0
PP: Individuals with Disability	0

# Community Youth Center

Community Youth Center (CYC) is a San Francisco nonprofit with a mission to provide the culturally diverse youth of the community the resources to help them thrive and prepare for the future.

Grant funds are used to support CYC's Powerwash Mobile Team, a workforce development program that provides sidewalk and curb sweeping, litter collection and City can cleaning.

CYC's Powerwash Mobile Team provides employment pathways for primarily monolingual, low-income and formerly incarcerated individuals who face multiple barriers to employment through job readiness training and work experience.

The Powerwash Mobile Team cleans each of the 3,671 City cans at least once a month, with 511 locations receiving twice monthly service.

The Powerwash Mobile Team also performs sidewalk and curb cleaning along 254 blocks around the Chinatown area.

90% of the participants fully complete and graduate from the program.

Even with program training modules, English language proficiency is a continuing challenge for job placement.

# Hunters Point Family

Hunters Point Family (HPF) is a San Francisco nonprofit whose workforce development programs leverage and uplift the unique skill set and wisdom within our community to create employment opportunities in public stewardship.

## Total Count of Participants Q1/Q2

193

Program Provider  
Hunters Point Family

## Participants by Program and Provider

Program Provider	Program (group)	Count
Hunters Point Family	Pit Stop	130
Hunters Point Family	Summer Youth	63

## Gender Identity

Female  
Male

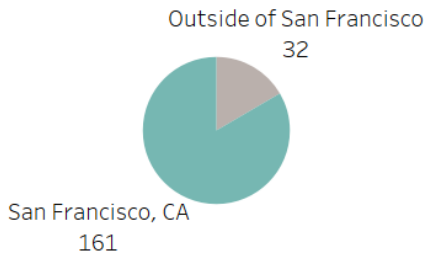
## Participant Race and Gender Identity

Race	Male	Female
Black or African-American, alone	63	31
Hispanic, Latino, or Spanish	28	8
White, alone	26	5
Two or More Races	13	4
Native Hawaiian or Other Pacific Island..	8	0
Middle Eastern or North African, alone	1	0
Other Race, alone	1	0
Asian, alone	1	0

## Participant Age

Youth (17 and under)	52
Transitional Aged Youth (age 18 to 24)	13
Adults (age 25 to 54)	104
Older Adults (age 55 and over)	24

## Area of Residence



## Program Outcomes

Number of employment offers during program	0
Number of interviews during program	100
Total number of completed training hours for all participants	20,512

## Priority Populations

PP: Long-Term Unemployed	65
PP: Active or Formerly Justice-Involved Individual	32
PP: Women and Gender Minorities	57
PP: Public Housing Residents	0
PP: Public Benefits Recipients	0
PP: Homeless or Formerly Homeless	0
PP: Individuals with Disability	0

# Hunters Point Family

Hunters Point Family (HPF) is a San Francisco nonprofit whose workforce development programs leverage and uplift the unique skillset and wisdom within our community to create employment opportunities in public stewardship.

**Improved Public Health:** The provision of accessible restroom facilities aims to enhance public health by reducing instances of public urination and defecation, which can contribute to the spread of diseases and unsanitary conditions.

**Cleaner Streets:** The availability of more restroom facilities should lead to a decrease in instances of human waste on sidewalks and streets, resulting in cleaner public spaces.

**Enhanced Public Perception:** A successful Pit Stop program can positively influence the overall perception of cleanliness and hygiene in San Francisco among both residents and visitors.

**Increased Accessibility:** Ensuring restroom facilities are accessible to all members of the community, including individuals with disabilities, seniors and those experiencing homelessness, is a key goal of the program.

**Reduced Environmental Impact:** By minimizing the presence of human waste in public areas, the program contributes to a healthier environment and reduced pollution.

Program participants maintain and manage Public Works Pit Stop public toilets at 21 locations around the City.

Program participants also provide additional block cleaning at all 21 locations.

Since the inception of the program, Hunters Point Family has graduated more than 70% of participants from the program; promoted 40% of participants into supervisor and management positions within the organization; and 20% of participants have obtained employment with the City.



# Lanval Family Foundation

Lanval Family Foundation (LFF) is a San Francisco nonprofit whose mission is to amplify the employment and educational opportunities of young adults in San Francisco who have been impacted by poverty, incarceration and underemployment.

## Total Count of Participants Q1/Q2

17

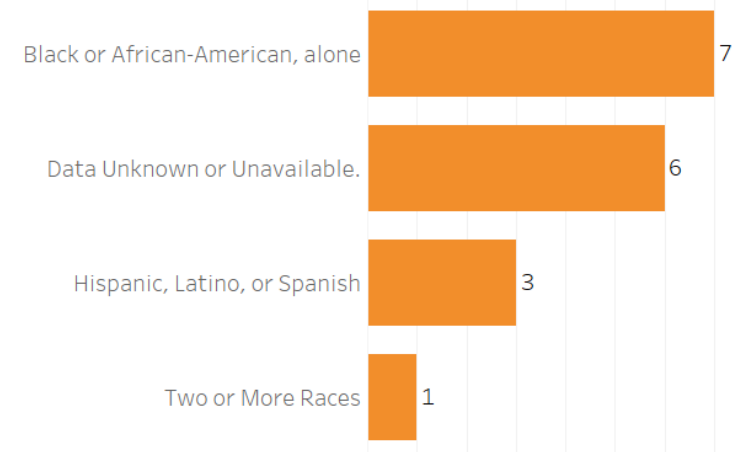
Program Provider  
Lanval Family Foundation

## Participants by Program and Provider

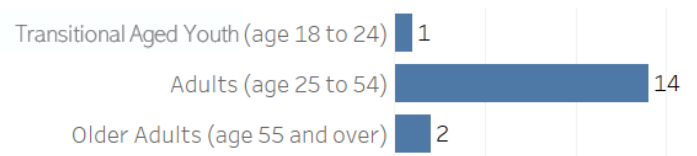
Program Provider	Program (group)	Count
Lanval Family Foundation	Clean Team	17

Gender Identity  
Male

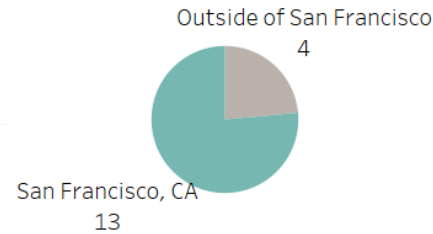
## Participant Race and Gender Identity



## Participant Age



## Area of Residence



## Program Outcomes

Number of employment offers during program	3
Number of interviews during program	3
Total number of completed training hours for all participants	49

## Priority Populations

PP: Long-Term Unemployed	2
PP: Active or Formerly Justice-Involved Individual	3
PP: Women and Gender Minorities	0
PP: Public Housing Residents	1
PP: Public Benefits Recipients	2
PP: Homeless or Formerly Homeless	4
PP: Individuals with Disability	1

# Lanval Family Foundation

Lanval Family Foundation (LFF) is a San Francisco nonprofit whose mission is to amplify the employment and educational opportunities of young adults in San Francisco who have been impacted by poverty, incarceration and underemployment.

Provide career development to priority populations, including long-term unemployed residents, people with disabilities and formerly justice-system-involved individuals who face many barriers to employment and growth.

Enable workers to earn a living wage.

Provide professional development, such as data-collection training and customer service skills, to participants while they receive social service support and direct supervision.

Connect the unhoused with housing/shelter-assistance services and encourage people with substance abuse and mental health challenges to seek treatment.

Program participants perform sidewalk and curb cleaning for 14 blocks, four times a week.

Program graduation rate for the recent fiscal quarter is 27%.

# Mission Hiring Hall

Mission Hiring Hall is a San Francisco nonprofit whose mission is to provide jobseekers with San Francisco residency employment counseling, training and support service referrals, as well as job readiness training to succeed in their search.

## Total Count of Participants Q1/Q2

95

Program Provider  
Mission Hiring Hall

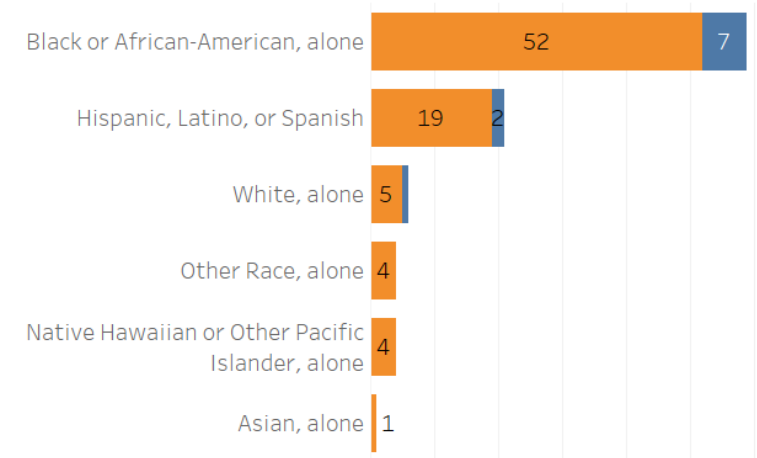
## Participants by Program and Provider

Program Provider	Program (group)	Count
Mission Hiring Hall	Pit Stop	95

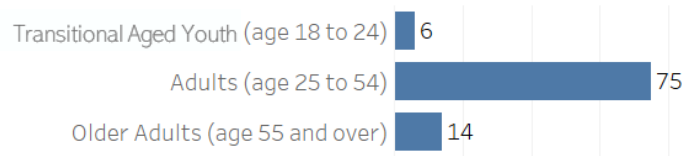
## Gender Identity

Female  
Male

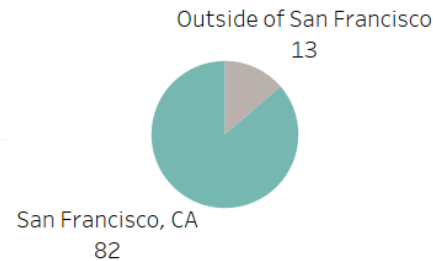
## Participant Race and Gender Identity



## Participant Age



## Area of Residence



## Program Outcomes

Number of employment offers during program	4
Number of interviews during program	95
Total number of completed training hours for all participants	28,671

## Priority Populations

PP: Long-Term Unemployed	95
PP: Active or Formerly Justice-Involved Individual	95
PP: Women and Gender Minorities	11
PP: Public Housing Residents	21
PP: Public Benefits Recipients	0
PP: Homeless or Formerly Homeless	0
PP: Individuals with Disability	0

# Mission Hiring Hall

Mission Hiring Hall is a San Francisco nonprofit whose mission is to provide jobseekers with San Francisco residency employment counseling, training, and support service referrals, as well as job readiness training to succeed in their search.

**Improved Public Health:** The provision of accessible restroom facilities aims to enhance public health by reducing instances of public urination and defecation, which can contribute to the spread of diseases and unsanitary conditions.

**Cleaner Streets:** The availability of more restroom facilities should lead to a decrease in instances of human waste on sidewalks and streets, resulting in cleaner public spaces.

**Enhanced Public Perception:** A successful Pit Stop program can positively influence the overall perception of cleanliness and hygiene in San Francisco among both residents and visitors.

**Increased Accessibility:** Ensuring restroom facilities are accessible to all members of the community, including individuals with disabilities, seniors and those experiencing homelessness, is a key goal of the program.

**Reduced Environmental Impact:** By minimizing the presence of human waste in public areas, the program contributes to a healthier environment and reduced pollution.

Program participants maintain and manage Public Works Pit Stop public toilets at 11 locations around the city.

Program participants also provide additional block cleaning at 4 of the 11 locations.

Since the inception of the program on Sept. 15, 2023, Mission Hiring Hall has graduated 5 participants from the program.



# SF Clean City Coalition

The San Francisco Clean City Coalition (SF Clean City) is a nonprofit organization established in 1991, focused on greening and beautifying the City.

## Total Count of Participants Q1/Q2

14

Program Provider  
SF Clean City

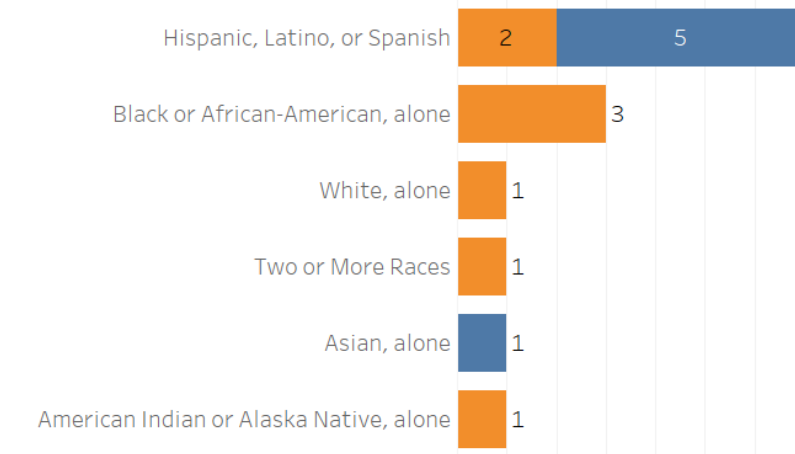
## Participants by Program and Provider

Program Provider	Program (group)	Count
SF Clean City	Tree Water Workforce	14

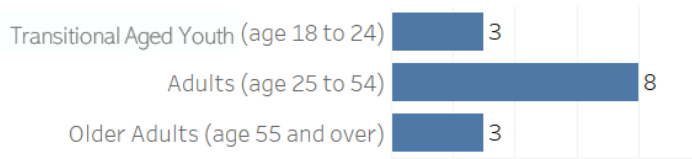
## Gender Identity

- Female
- Male

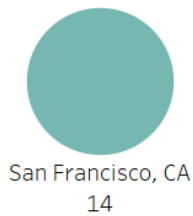
## Participant Race and Gender Identity



## Participant Age



## Area of Residence



## Program Outcomes

Number of employment offers during program	9
Number of interviews during program	36
Total number of completed training hours for all participants	Number Pending

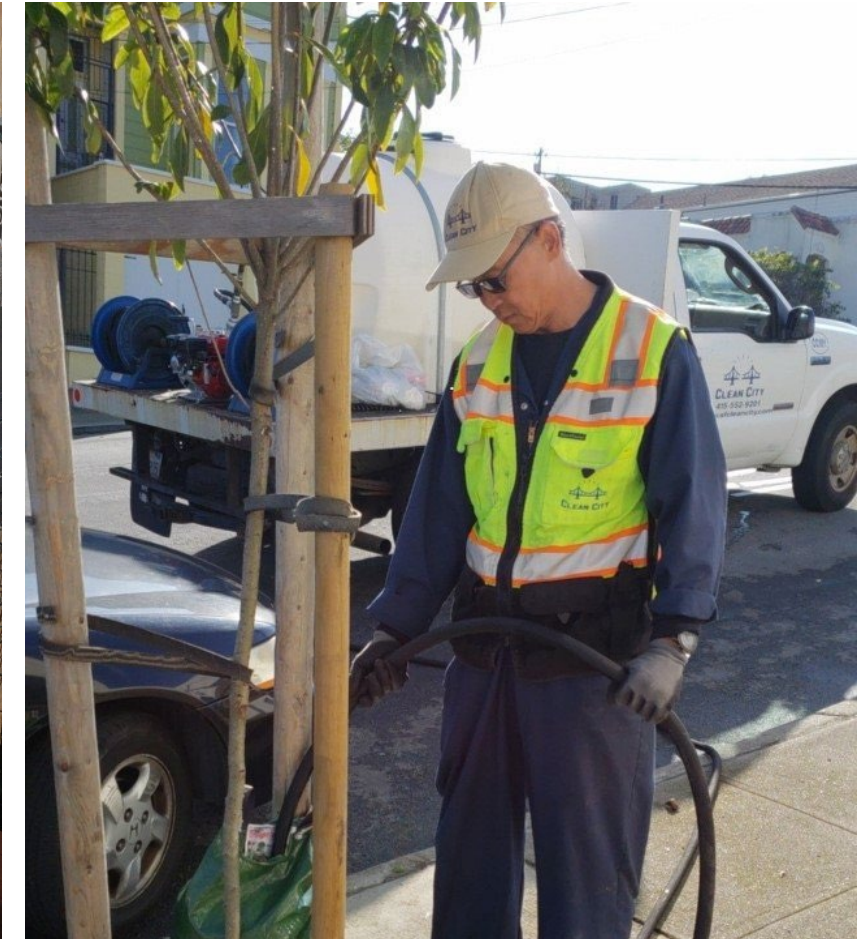
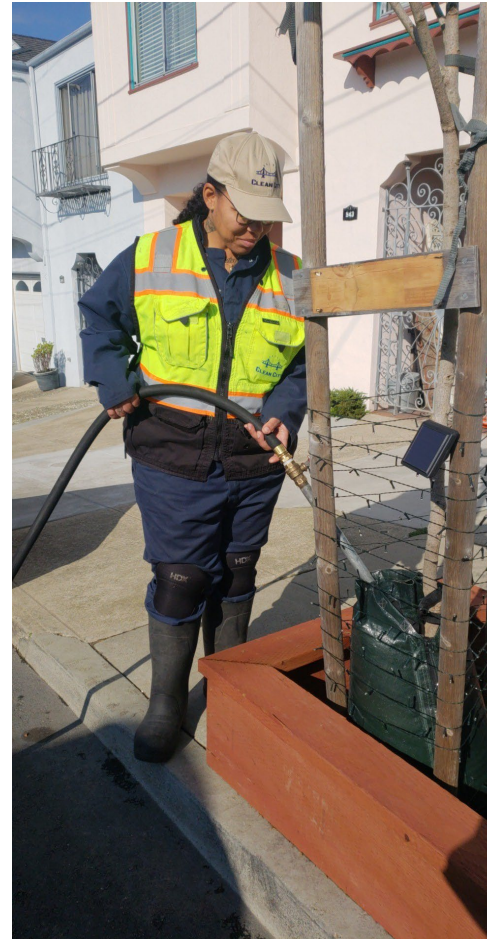
## Priority Populations

PP: Long-Term Unemployed	0
PP: Active or Formerly Justice-Involved Individual	3
PP: Women and Gender Minorities	6
PP: Public Housing Residents	0
PP: Public Benefits Recipients	13
PP: Homeless or Formerly Homeless	4
PP: Individuals with Disability	0

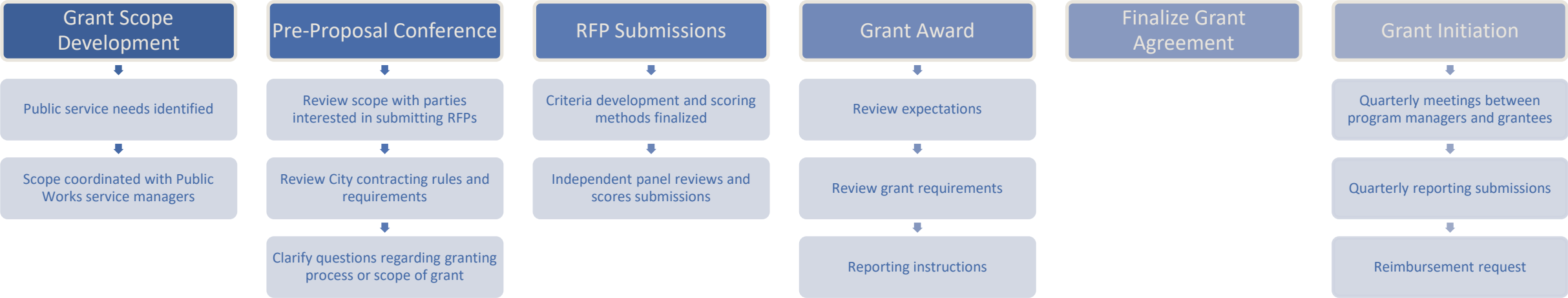
# SF Clean City Coalition

The San Francisco Clean City Coalition (SF Clean City) is a nonprofit organization established in 1991, focused on greening and beautifying the City.

- Tree watering workforce development grant – weekly watering of up to 2,800 street trees
- Weekly employment readiness workshops cover resume writing, interview techniques, job search strategies and basic computer skills
- Weekly advanced training workshops and projects have included tree pruning, street tree planting, soils and erosion control, retaining walls, greenhouse construction, site grading, stormwater catchment systems
- Participants engaged in 36 job interviews (July 2023 – Jan 2024)
- Seven out of 14 participants placed in employment earning \$17–22/hour (July 2023 – Jan 2024)
- Employment includes vehicle driver, caterer, IT technician, custodian and nonprofit jobs



# Grant Program Process



## Workforce Development Goals

- Provide opportunities for career and skill development.
- Deliver services that improve San Francisco.
- Support priority populations and remove traditional barriers to work.
- Provide technical support and guidance to grantee organizations to meet our goals.

# Workforce Development Program Goals

## Pit Stop

(Hunters Point Family and Mission Hiring Hall)

- Conduct outreach events to recruit participants
- Serve 50 participants
- Provide two hours a month of workforce training
- 35% placement rate for graduating participants

## Summer Youth

(Hunters Point Family)

- Conduct outreach events to recruit participants
- Serve at least 60 participants
- Provide 25 hours a week of training for six weeks

## Tree Planting / Watering

(FUF and Clean City Coalition)

- Service and maintain 1,600 street trees
- Recruit at least 75% from priority populations
- Provide weekly job training related to landscaping, tree maintenance and job-readiness soft skills

## Block Cleaning

(Lanval)

- Conduct outreach events to recruit participants
- Serve at least six participants
- Provide two hours a month of workforce training
- 35% placement rate for graduating participants

## Trash Can Steam Cleaning

(CYC)

- Conduct outreach events to recruit participants
- Serve at least 10 participants
- Provide two hours a month of workforce training
- 35% placement rate for graduating participants





# QUESTIONS