CIWI Sponsors, Key Stakeholders, and Supporters.

With four years under of our belt, CIWI continues to hold closely to our mission…to provide access, exposure, and opportunities for first generation college students with an interest in Construction, Real Estate Development, A&E and Civic Engagement.

A quick snapshot includes the following key Accomplishments and Milestones (2012-2015):

- CIWI has delivered 33 internships over the last four years;
  - 100 percent of the internships have gone to students of color, including:
    - African American: 17 interns (52%)
    - Latino: 12 interns (36%)
    - Asian/Pacific Islander: 4 interns (12%)
- Targeted outreach to core program market areas including San Francisco’s District 10 (Bayview/Shipyard) and Oakland’s District 3 (Downtown Oakland/West Oakland)
- Expanded partnerships with three key community-based educational organizations including: College Track, East Bay College Fund, and Juma Ventures.
- Internships by participating sponsors includes:
  - General Construction: 21 Internships (64%)
  - Real Estate Development: 9 internships (27%)
  - Architecture & Engineering: 3 Internships (9%)

As we approach our five year anniversary (2016), we are committed to “Delivering 50 Internship Positions in Five Years.” Our mission is to deliver (or exceed) 17 internship position in 2016.

We are actively seeking Sponsors/Financial Partners for CIWI 2016. If you would like to learn more about the program, please contact Monica Wilson at monica.wilson.ciwi@gmail.com or (415) 748-2301.

Thank you.

Chuck Palley
Cahill Contractors
CIWI Co-Founder

Monica Wilson
CIWI Program Director
CIWI Co-Founder

Construction Industry Workforce Initiative, based in the Bayview, is a program of Community Initiatives.
# TABLE OF CONTENTS

1. 2015 Sponsor Team and Key Findings

2. CIWI Interns: By the Numbers

3. Program Overview and Components

4. Civic Engagement Events

5. 2015 CIWI Family Tree

6. CIWI Program Accomplishments (Community Benefits Analysis)

7. 2015 CIWI Team (Sponsors, Funders, CBO Partners, and Project Management Team)

8. Special Thanks
**Sponsor Team**

The CIWI 2015 program included the following nine sponsors:

![Sponsor Logos]

**Key Findings**

- Focused on the professional services side of the Construction/Real Estate and A&E industries, 2015 marked several exciting first, including our first year with participation by the A&E community.
- As well, our first two A&E firms (UDCE and Interstice Architects) are both SF-LBE (Local Business Enterprises).
- In 2015, CIWI offered strong internship diversity (by sponsor type) including the following: Construction/GCs (4 firms), Real Estate Development (3 firms), and A&E (2 firms).

**Internships: By Discipline/Scope, 2012-2015**

- General Construction: 64% (21 interns)
- Real Estate Development: 27% (9 interns)
- Architecture and Engineering: 9% (3 interns)
In partnership with our Community Based Partners, CIWI has created targeted and grass-roots based outreach programs to maximize our engagement with a diverse group of young adults. As well, CIWI has developed its annual program to achieve realistic and sustainable growth.

**Number of Interns**
CIWI has developed its annual program to achieve realistic and sustainable growth. The program has grown from two internship positions in 2012 to 16 interns in 2015. Over its first four years of operation, CIWI has delivered a total of 33 internships.

**Community Based Partners**
CIWI would not be the success it is, without our Community Based Partners, including East Bay College Fund, College Track, and Juma Ventures.

**Ethnicity**
CIWI has achieved strong diversity over its first four years. We have created specific outreach strategies to maximize our goals in San Francisco’s D10 and Oakland’s D3 communities.

**Gender**
Working closely with our key CBO partners, CIWI has developed a strong gender diversity program to maximize participation.

**Professional Development/Total Hours**
Since 2012, CIWI interns have worked 8,800 hours. The majority of the programs hours (91 percent) were invested in the Internship component and the balance in the Civic Engagement component.

**Earned Income by Program Component**
Since 2012, CIWI interns have earned over $156,000 in the following program components.
# Program Overview and Components

CIWI developed its program to include the following core components and strategies:

<table>
<thead>
<tr>
<th>Component</th>
<th>Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Schedule</td>
<td>12 week program (June 2015 through August 2015)</td>
</tr>
<tr>
<td>Primary Market Area</td>
<td>CIWI operates in two Bay Area markets:</td>
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<tr>
<td></td>
<td>1. Oakland; with an emphasis on District 3 (Downtown/West Oakland); and</td>
</tr>
<tr>
<td></td>
<td>2. San Francisco, with an emphasis on District 10 (Bayview/Southeast Quadrant).</td>
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<tr>
<td>Outreach</td>
<td>Extensive grass-roots outreach with community-based educational programs working with young adults, including</td>
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<tr>
<td></td>
<td>1. East Bay College Fund (based in downtown Oakland);</td>
</tr>
<tr>
<td></td>
<td>2. College Track (based on Third Street; Bayview); and</td>
</tr>
<tr>
<td></td>
<td>3. Juma Ventures (based in SF’s SOMA; adjacent to Transbay’s Project Area).</td>
</tr>
<tr>
<td>Program Scope</td>
<td><strong>Technical Training Scope:</strong> On average, trainee positions will deliver 240 hours, or 20 hours per week for the 12 week period, of targeted technical training, including:</td>
</tr>
<tr>
<td></td>
<td>• Software Exposure: Civil Design (AutoCAD), Excel</td>
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<td></td>
<td>• Project Management/Document Control</td>
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<tr>
<td></td>
<td>• Attend Owner/Architect/Contractor meetings</td>
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<tr>
<td></td>
<td>• Attend weekly design team coordination meetings, with Architect, Engineers, and other consultants</td>
</tr>
<tr>
<td></td>
<td>• Participate in Project Site Visits and Inspections</td>
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<tr>
<td></td>
<td>• Construction Management</td>
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<td></td>
<td>• Financial Modeling</td>
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<tr>
<td></td>
<td>• Due Diligence/Research</td>
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<td></td>
<td>• Contracts Document Development</td>
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<tr>
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<td><strong>Civic Engagement/Leadership Development Scope:</strong> A series of civic engagement events with key industry stakeholders, averaging 30 hours of community and economic development exposure over the 12 week period. 2015 program events included:</td>
</tr>
<tr>
<td></td>
<td>• <em>Meet and Greet with Lynette Gibson McElhaney</em>. Oakland City Council President, District 3 Representative</td>
</tr>
<tr>
<td></td>
<td>• <em>Meet and Greet with Tiffany Bohee</em>. Executive Director, Office of Community Investment and Infrastructure (OCII)</td>
</tr>
</tbody>
</table>
CIWI developed its Civic Engagement component to maximize exposure to San Francisco and Oakland’s economic and community development initiatives with an emphasis on SF’s District 10 (Bayview/Shipyard) and Oakland’s District 3 (Downtown/West Oakland).
CIVIC ENGAGEMENT EVENTS


Meet and Greet with Tiffany Bohee, Director, OCII. July 30th, 2015. (CIWI’s Civic Engagement Program Close Out Event).
CIVIC ENGAGEMENT EVENTS
HABITAT FOR HUMANITY DAY

FRIDAY, JULY 17th, 2015
CIVIC ENGAGEMENT EVENTS
IN THE NEWS (SAN FRANCISCO)

Back To School Special

CIWI: Creating Access, Exposure And Opportunities For Dto Young Adults In Architecture And Engineering, Construction And Real Estate Development

By Monica Wilson, CIWI Program Director

For Construction Industry Workforce Initiative (CIWI), 2015 has been a remarkable year for civic engagement. Not only did we achieve key milestones in our mission to bring high school students to the professional level. CIWI’s mission is to create access, exposure and opportunities for disadvantaged young adults in the construction and real estate industries through a series of career development programs.

CIWI: Insights from the Mission

In the professional world, CIWI is known for its diverse and passionate group of young adults who have been exposed to the industry at the professional level. Our students are known for their strong base in both the public and private sectors. Our student interns have developed strong backgrounds and understanding of public and private institutions. They have enjoyed working in both the public and private sectors.

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College Students Take Virtual Tour of Project at Former Sears Building

Prom left: Zac Wald (Council President staff), Council President Lynette McElhaney, student Courtney Smith, Peter Weingarten (Gensler Architects), students Nghia Ly Nibbi Brothers; Cedric Sainz-Garcia, Zachary Calbo-Jackson, Classie Bush, Zenay Clemmons, Zaria Clemmons, and E’mari Davis. Carolina Castañón, student Joshay Jones, Shonda Scott (360 Total Concept), student Alana Johnson, Drew Hayden (Lane Partners), student Emanuel Hillman, and Monica Wilson (CIWI). Not pictured: Carlos R. Hernández Martínez, Victora Bryant, Wanyt Chan, and Alexandra Urbina.

Photo: Karwanna Dyson.
The following chart provides an overview of CIWI’s accomplishments and deliverables, 2012-2015.

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<tbody>
<tr>
<td>Demographic Overview</td>
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<tr>
<td>Number of Trainee Positions</td>
<td>33</td>
</tr>
<tr>
<td>Gender</td>
<td>Female: 17 Interns (52%)</td>
</tr>
<tr>
<td></td>
<td>Male: 16 Interns (48%)</td>
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<tr>
<td>Ethnicity</td>
<td>100 Percent: Students of Color</td>
</tr>
<tr>
<td></td>
<td>African American: 17 Interns (52%)</td>
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<td>Asian/Pacific Islander: 4 Interns (12%)</td>
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<td>Sponsors and Key Partners</td>
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<tr>
<td>Internship Type by Participating Sponsors</td>
<td>General Construction: 21 Internships (64%)</td>
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<td>Real Estate Development: 9 Internships (27%)</td>
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<td></td>
<td>Architecture &amp; Engineering: 3 Internships (9%)</td>
</tr>
<tr>
<td>Number of LBE Sponsors / Partners</td>
<td>Participating LBE Firms: Two firms (A&amp;E)</td>
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<td></td>
<td>CIWI Program Management Team: Four firms, all M/WBE, including three SF-LBEs and One Oakland LBE firm</td>
</tr>
<tr>
<td>Number of Existing Community-Based Education Partners</td>
<td>Three Community Based Educational Partners/ East Bay College Fund, College Track, and Juma Ventures</td>
</tr>
<tr>
<td>Number of Existing Community-Based Industry Partners</td>
<td>Three Community Based Industry Partners/ San Francisco Housing Action Coalition (SF HAC), San Francisco Planning and Urban Research (SPUR), and American Institute of Architects (AIA)</td>
</tr>
<tr>
<td>Economic Impacts</td>
<td></td>
</tr>
<tr>
<td>Total Program Hours Worked by Interns</td>
<td>8,740 hours (approx.)</td>
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<tr>
<td></td>
<td>Internship Component: 7,920 Hours (91%)</td>
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<tr>
<td></td>
<td>Civic Engagement Component: 820 Hours (9%)</td>
</tr>
<tr>
<td>Total Earned Income</td>
<td>$156,700 (approx.)</td>
</tr>
<tr>
<td></td>
<td>Internship Component: $142,000 (91%)</td>
</tr>
<tr>
<td></td>
<td>Civic Engagement Component: 14,860 (9%)</td>
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</tbody>
</table>
2015 CIWI Team
(Sponsors, Funders, CBO Partners, and Project Management Team)

SPONSORS

FINANCIAL PARTNERS
COMMUNITY-BASED EDUCATIONAL PARTNERS

INDUSTRY PARTNERS

PROJECT MANAGEMENT TEAM

CONSTRUCTION INDUSTRY WORKFORCE INITIATIVE (CIWI) • IMPACT REPORT • 2012-2015
SPECIAL THANKS

Tiffany Bohee
Executive Director,
City and County of San Francisco, Office of Community Investment and Infrastructure (OCII) & Staff

Lynette G. McElhaney
Oakland City Council President, District 3 Representative & Staff

Malia Cohen
City and County of San Francisco, Supervisor District 10 & Staff
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www.ciwi-bayarea.org