



CIWI "Meet and Greet with Lynette Gibson McElhane, Oakland City Council President, District 3 Representative, Lane Partners, and Gensler"



CIWI "Meet and Greet with Tiffany Bohee, Executive Director, OCII"



CONSTRUCTION INDUSTRY
WORKFORCE INITIATIVE

CONSTRUCTION INDUSTRY WORKFORCE INITIATIVE

IMPACT REPORT

2012-15

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.

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2015 SPONSOR TEAM AND KEY FINDINGS

Sponsor Team

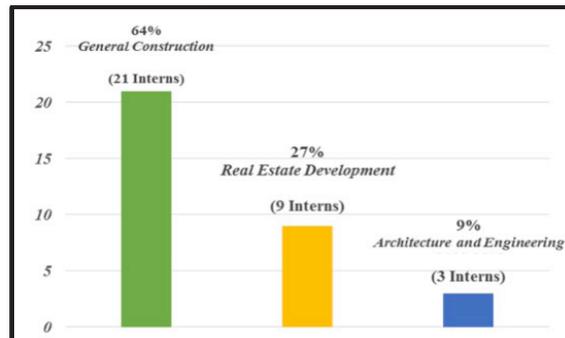
The CIWI 2015 program included the following nine sponsors:



Key Findings

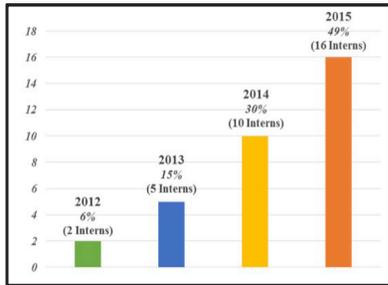
- Focused on the professional services side of the Construction/Real Estate and A&E industries, 2015 marked several exciting first, including our first year with participation by the A&E community.
- As well, our first two A&E firms (UDCE and Interstice Architects) are both SF-LBE (Local Business Enterprises).
- 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



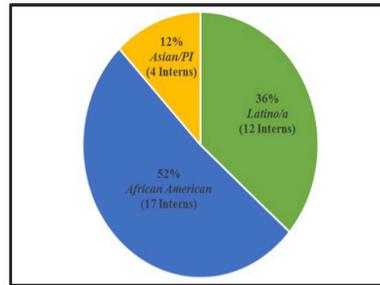
CIWI INTERNS: BY THE NUMBERS

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.



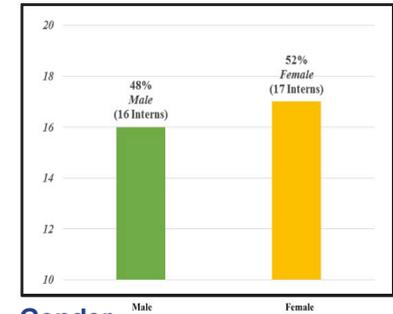
Number of Interns

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.



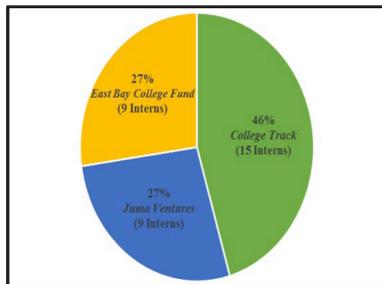
Ethnicity

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.



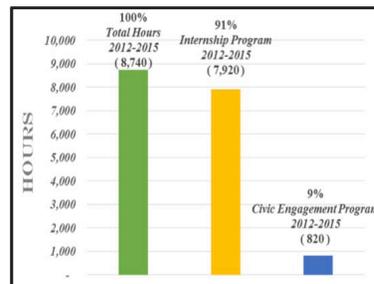
Gender

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



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.



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

Program Components

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

Component	Strategy
Program Schedule	12 week program (June 2015 through August 2015)
Primary Market Area	CIWI operates in two Bay Area markets: <ol style="list-style-type: none"> 1. Oakland; with an emphasis on District 3 (Downtown/West Oakland); and 2. San Francisco, with an emphasis on District 10 (Bayview/Southeast Quadrant).
Outreach	Extensive grass-roots outreach with community-based educational programs working with young adults, including <ol style="list-style-type: none"> 1. East Bay College Fund (based in downtown Oakland); 2. College Track (based on Third Street; Bayview); and 3. Juma Ventures (based in SF's SOMA; adjacent to Transbay's Project Area).
Program Scope	<p>Technical Training Scope: On average, trainee positions will deliver 240 hours, or 20 hours per week for the 12 week period, of targeted technical training, including:</p> <ul style="list-style-type: none"> • Software Exposure: Civil Design (AutoCAD), Excel • Project Management/Document Control • Attend Owner/Architect/Contractor meetings • Attend weekly design team coordination meetings, with Architect, Engineers, and other consultants • Participate in Project Site Visits and Inspections • Construction Management • Financial Modeling • Due Diligence/Research • Contracts Document Development <p>Civic Engagement/Leadership Development Scope: 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:</p> <ul style="list-style-type: none"> • <i>Meet and Greet with Lynette Gibson McElhaney.</i> Oakland City Council President, District 3 Representative • <i>Meet and Greet with Tiffany Bohee.</i> Executive Director, Office of Community Investment and Infrastructure (OCII)

CIVIC ENGAGEMENT EVENTS

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).

CIWI CIVIC ENGAGEMENT PROGRAM SPECIAL EVENT

COMMISSION MEETING
COMMISSION ON COMMUNITY INVESTMENT AND INFRASTRUCTURE (CCII)/
OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE (OCII)



CCII IS ONE OF TWO GOVERNING BODIES FOR THE OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE, WHICH WAS CREATED BY THE CITY AND COUNTY OF SAN FRANCISCO AS THE SUCCESSOR AGENCY TO THE SAN FRANCISCO REDEVELOPMENT AGENCY. CCII EXERCISES LAND USE, DEVELOPMENT AND DESIGN APPROVAL AUTHORITY FOR THE MAJOR APPROVED DEVELOPMENT PROJECTS (MISSION BAY, HUNTERS POINT SHIPYARD/CANDLESTICK POINT AND TRANSBAY)

Tuesday, June 16th, 2015
1:00 PM - 4:00 PM
San Francisco City Hall
1 Dr Carlton B Goodlett Pl. #416
San Francisco, CA 94102

CIWI CIVIC ENGAGEMENT PROGRAM SPECIAL EVENT

MEET AND GREET:
W/LYNETTE GIBSON McELHANEY
District 3 City Council Member and Board President
and
DREW HAYDEL
Principal, Lane Partners

IN PARTNERSHIP WITH
LANE PARTNERS Gensler 30 DE PRIDE

Come hear what it takes to successfully design, develop, reposition and rehabilitate the landmark Sears Building, including the importance of community engagement and community benefits. Located in the bustling Uptown district, Uptown Station will provide approximately 350,000 square feet of office, retail/grocery store, and related community-based amenities.

FRIDAY, JULY 10th, 2015
3:00PM - 5:00PM
Gensler
2101 WEBSTER STREET, #2000
OAKLAND, CA 94612

CIWI CIVIC ENGAGEMENT PROGRAM SPECIAL EVENT

"HUNTERS POINT'S SHIP COMES IN"
HUNTER'S POINT SHIPYARD



THE REDEVELOPMENT PROJECTS OF THE SHIPYARD AND CANDLESTICK POINT WILL ULTIMATELY INCLUDE OVER 12,000 HOUSING UNITS, OVER THREE MILLION SQUARE FEET OF R&D SPACE AND OVER 300 ACRES OF PARKS AND OPEN SPACE.

THURSDAY, JUNE 25th, 2015
4:30PM - 6:30PM
THE SHIPYARD
SAN FRANCISCO, CA 94124

CIWI CIVIC ENGAGEMENT PROGRAM SPECIAL EVENT

MEET AND GREET:
TIFFANY BOHEE
Executive Director
Office of Community Investment and Infrastructure (OCII)

IN PARTNERSHIP WITH



The City and County of San Francisco is undergoing historic growth and development opportunities. Come hear first hand what it takes to successfully undertake public/private developments in today's business environment, and in particular within District 10 (Hunters Point Shipyard/Candlestick Point) the importance to engage and leverage community participation in the design and construction but also as residents and business owners in these new communities.

THURSDAY, JULY 30th, 2015
3:30PM - 5:00PM
OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
1 SOUTH VAN NESS, 5TH FLOOR
San Francisco, CA 94103

CIVIC ENGAGEMENT EVENTS



CIWI “Meet and Greet with Lynette Gibson McElhaney, Lane Partners, and Gensler” July 10th, 2015.



CIWI “Meet and Greet with Lynette Gibson McElhaney, Lane Partners, and Gensler” July 10th, 2015.



Beautifying the Bay-View, SF PUC/SSIP Event. July 27th, 2015.
(at the Southeast Community Facility).



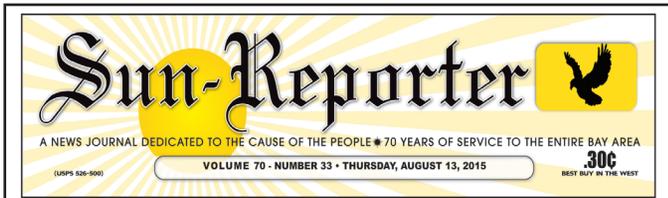
Meet and Greet with Tiffany Bohee, Director, OCII. July 30th, 2015.
(CIWI’s Civic Engagement Program Close Out Event).

CIVIC ENGAGEMENT EVENTS HABITAT FOR HUMANITY DAY

CIWI CIVIC ENGAGEMENT PROGRAM
SPECIAL EVENT
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 D10 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 our internship program. Not only did we deliver 16 internship positions with some of the Bay Area's largest and most active construction, design and real estate development firms (a 60% increase from 2014) but almost 70 percent of these internship positions (11) were secured by D10 young adults active with College Track, a local educational organization based on Third Street, and a key member of the CIWI family.

The Next Generation of Leaders: An Early Indicator. It was clear to me when I was reading resumes and cover letters during the spring, that this summer was going to be special. Not only had our young adults developed very impressive resumes but many had strong community development skills and experience. For example, we had several interns that had worked with YCD and other CBOs, the Warriors as well as with SF PUC. Our youngest interns this year is also a D10 Youth Commissioner. Another intern had a family member that worked (in a non-union capacity) with one of our sponsors and had grown up attending BBQs and other firm events. These were remarkable findings and ones that we wanted to leverage in the design of our Civic Engagement Program.

CIWI: Our Goal and Mission
CIWI is a fiscally sponsored project of Community Initiatives (a 501 (c)(3)) and to date a privately funded program targeted to young adults (18 to 21 years old) from lower-income households that are first generation college students with an interest in Construction, Real Estate Development, Architecture and Engineering, Urban Design and Civic Engagement.



These young adults have been largely unrepresented in our industry at the professional level. CIWI's mission is to provide direct opportunities and promote a path to long term employment within the construction industry.

CIWI: Sponsor Team
This year we hit an all-time high and secured internship positions with nine firms including four General Contractors (Cahill Contractors, Nibbi Brothers, Roberts-Obayashi, and Turner Construction Co.), three developers (Tishman Speyer, Related CA, and Strada Investment Group) and a first for the program, architecture and engineering firms, including Urban Design Consulting Engineers and Interstic Architects. Having design firms join the CIWI team this summer was a huge win and one that we intend to leverage going forward.

As well, our larger team includes John Stewart Company, Lane Partners, John Cahill Fund, Westates Mechanical, RFJ Melowinkel, Decker Electric, Goldas State Lumber and AKAL. Industry partners include SF HAC, SPUR, and AIA-SF.

CIWI: Insights from Our Interns
With nine sponsors, we had a very strong base to work with regarding intern placements. For example, Related CA interns Zaria and Zeaney Clements, College Track worked on Transbay Block 8 and also had internships with SFPUC/SSIP. Both sisters have developed strong backgrounds and understanding of public service in both the public and private sectors. Zaria, on her internship experience says, "I am enjoying seeing the interconnectivities of the work I am doing in both of my positions. I can see how the public sector needs the private and vice versa, in many different capacities and how that synergistic efficacy over all translates to a better San Francisco. Both Related CA and the SFPUC are responding to the unique and growing needs of San Franciscans with essential roles and services to the exponentially growing development of San Francisco."

As well, Joshy Jones, College Track, who worked at Hunters View (Cahill Contractors) grew up attending Cahill events with her step father and had this to say about the program, "CIWI is a life changing experience. It gives

me a chance to branch out on all of the various aspects that play into managing and

creating a building. Because of this experience, I am looking to take a few finance and engineering classes at Sonoma State University to expand my knowledge."

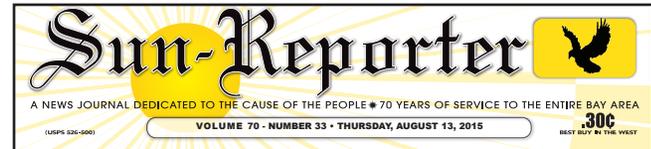
CIWI Program (Internship and Civic Engagement Components)
CIWI's program includes a 12-week intensive Internship component that provides 240 hours of direct technical experience. Our Civic Engagement program provides access, exposure, and opportunities for our young adults as to what it takes to be a leader in the Bay Area working on real estate, economic and community development initiatives.

D10 Highlights
This year we developed a very strong Civic Engagement program with an emphasis on D10. For example, CIWI interns attended a CCH meeting

(Committee of Community Investment and Infrastructure) to learn about major development projects with an emphasis on Shipyard/Candlestick Point, Mission Bay, and the Transbay project areas. In partnership with College Track, we showed the very powerful documentary "Point of Pride: The People of Hunters View" - which combines archival footage from the 1950's-70's with present day viewpoints. As well, the interns participated in a SFPUC Shipyard event, and we closed out the Civic Engagement program with a fantastic Meet and Greet with Tiffany Boice, OCH Director, who delivered a very comprehensive presentation on housing, economic, and community development trends within San Francisco's project areas, with an emphasis on D10. This comprehensive and targeted four-part D10 series proved to be a remarkable program component, and clearly gave our interns exposure to the history of D10 and the community activism that occurred over the last 60 to 70 years as well as the opportunities available for the next generation of leaders in D10 as well as citywide. All students are now members of SPUR (Young Urbanists) and can freely attend amazing events, meet industry practitioners, and build their individual networking systems.

CIWI Civic Engagement
"Meet and Greet with OCH Director Tiffany Boice (center)."

As the students start returning to school, I feel confident that CIWI 2015 delivered an intensive and successful program for our young adults. More importantly, I look forward to seeing these young adults graduate from college, return to the Bay Area and become the next generation of leaders in D10 and citywide - working on housing, economic, and community development initiatives.



CONGRATULATIONS D10 STUDENTS!



CIWI is a private sector initiative including Construction, Development, and Design industry firms committed to expanding opportunities and enhancing the diversity of the construction industry workforce with an emphasis on:

- ARCHITECTURE AND ENGINEERING
- REAL ESTATE DEVELOPMENT
- CONSTRUCTION
- URBAN DESIGN
- CIVIC ENGAGEMENT

ACCESS + EXPOSURE + OPPORTUNITY

<p>2015 Team Sponsors</p>	<p>2015 Community-Based Partners</p>
<p>2015 Financial Partners</p>	<p>LANE PARTNERS</p>

Supporting the Renaissance of the Southeast Community and our Educational partners serving the youth and young adults returning to school

CIWI, based in the Bayview, is a program of Community Initiatives. **COMMUNITY INITIATIVES** IN SERVICE TO GREAT IDEAS

CIVIC ENGAGEMENT EVENTS IN THE NEWS (OAKLAND)



Education Entertainment Health Featured Politics Religion Sports Opinion ABOUT US

College Students Take Virtual Tour of Project at Former Sears Building



From 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'mani Davis, Carolina Castañón, student Joshay Jones, Shonda Scott (360 Total Concept), student Alanna Johnson, Drew Haydel (Lane Partners), student Emanuel Hillman, and Monica Wilson (CIWI). Not pictured: Carlos R. Hernández Martínez, Victoria Bryant, Wanyi Chen, and Alexandra Urbina. Photo: Karwana Dyson.

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2015 CIWI FAMILY TREE



JOSHAY JONES



CARLOS HERNANDEZ-MARTINEZ



EMANI DAVIS



CAROLINA CASTALON



CEDRIC SAINZ-GARCIA



VICTORIA BRYANT



WANYI CHEN



ALANNA JOHNSON



COURTNEY SMITH



ZARIA CLEMMONS



ZENAY CLEMMONS



ZACHARY CALBO-JACKSON



NYGIA LY



CLASSIE BUSH



ALEX URBINA



EMMANUEL HILLMAN

PROGRAM ACCOMPLISHMENTS

(Community Benefits Analysis)

The following chart provides an overview of CIWI's accomplishments and deliverables, 2012-2015.

CIWI Program	Accomplishment/Deliverable (2012-2015)
Demographic Overview	
Number of Trainee Positions	33
Gender	Female: 17 Interns (52%) Male: 16 Interns (48%)
Ethnicity	100 Percent: Students of Color African American: 17 Interns (52%) Latino: 12 Interns (36%) Asian/Pacific Islander: 4 Interns (12%)
Sponsors and Key Partners	
Internship Type by Participating Sponsors	General Construction: 21 Internships (64%) Real Estate Development: 9 Internships (27%) Architecture & Engineering: 3 Internships (9%)
Number of LBE Sponsors / Partners	Participating LBE Firms: Two firms (A&E) CIWI Program Management Team: Four firms, all M/WBE, including three SF-LBEs and One Oakland LBE firm
Number of Existing Community-Based Education Partners	Three Community Based Educational Partners/ East Bay College Fund, College Track, and Juma Ventures
Number of Existing Community-Based Industry Partners	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)
Economic Impacts	
Total Program Hours Worked by Interns	8,740 hours (approx.) Internship Component: 7,920 Hours (91%) Civic Engagement Component: 820 Hours (9%)
Total Earned Income	\$156,700 (approx.) Internship Component: \$142,000 (91%) Civic Engagement Component: 14,860 (9%)

2015 CIWI Team

(Sponsors, Funders, CBO Partners, and Project Management Team)

SPONSORS



TISHMAN SPEYER



FINANCIAL PARTNERS



John R. Cahill Fund



Rob and Emily Rich
Family Fund



2015 CIWI Team

(Sponsors, Funders, CBO Partners, and Project Management Team)

COMMUNITY-BASED EDUCATIONAL PARTNERS



INDUSTRY PARTNERS



PROJECT MANAGEMENT TEAM



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

Construction Industry Workforce Initiative is a program of
Community Initiatives



www.ciwi-bayarea.org