



SF PUC Headquarters. 525 Golden Gate Ave. July 2018.



CONSTRUCTION INDUSTRY
WORKFORCE INITIATIVE

ACCESS • EXPOSURE • OPPORTUNITIES

CONSTRUCTION INDUSTRY WORKFORCE INITIATIVE IMPACT REPORT

2012-18

CIWI Sponsors, Key Stakeholders, and Supporters.

With yet another successful year under our belt, CIWI continues to hold closely to our core mission...to provide “**Access+Exposure+Opportunities**” for lower-income college students (majority first generation) with an interest in Construction, Real Estate Development, Architecture & Engineering and Civic Engagement.

Key Accomplishments and Milestones (2012-2018):

- CIWI has delivered 72 internships, including 50% to young women and 50% to young men;
- 100 percent of the internships have gone to students of color; and
- CIWI has designed and implemented several innovative initiatives, including:
 - **Innovative and Multi-Year Partnership with SF PUC.** Since 2016, CIWI has designed and implemented an innovative **LEED and Sustainability** program, delivering approximately 20 hours of targeted training, guest speaker presentations, and building site tours to gain greater access and exposure to the industry, including best practices and trends.
 - **Placements with Affordable Housing Developers.** Over the last three years, CIWI has placed several interns with affordable housing developers, general contractors, and industry intermediaries. Most recently (and based on funding from JR Cahill Fund, Lendlease, and John Stewart Co.), CIWI has been able to underwrite several intern placements, including with Mercy Housing (at the HOPE SF Sunnydale site) and with Bridge Housing Corporation (at RAD project sites). As well, Enterprise Community Partners joined the CIWI family in 2018 as both funder and key member in our **Affordable Housing Initiative**.
 - **Bay Area Trends: Economic and Housing Development.** CIWI is committed to introducing our interns to industry key stakeholders and leaders in addition to Bay Area trends. As such, SF HAC (HAC) and SPUR are key industry allies. For the last three years, HAC has presented its **Housing 101 Presentation**, including a very lively Q&A following the presentation. As well, CIWI interns have attended the last several **SPUR Membership Events** (in SF and Oakland) to meet and brainstorm with industry practitioners, to understand the role of SPUR, and to develop their personal and networking skills.

We are actively seeking Sponsors/Financial Partners for CIWI 2019. 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.

CONSTRUCTION INDUSTRY WORKFORCE INITIATIVE (CIWI) • IMPACT REPORT • 2012-2018

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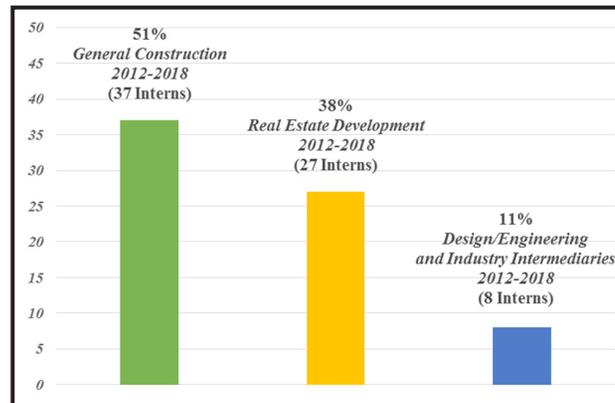
2018 SPONSOR TEAM

Sponsor Team

The CIWI 2018 program included the following sponsors and funders:

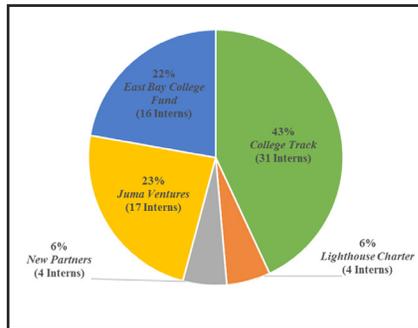


Internships: By Discipline/Scope, 2012-2018



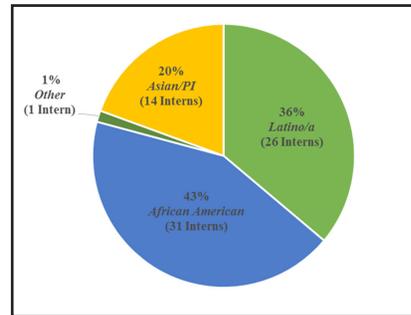
CIWI INTERNS: BY THE NUMBERS

In partnership with our Community Based Partners, CIWI has created targeted and grass-roots 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.



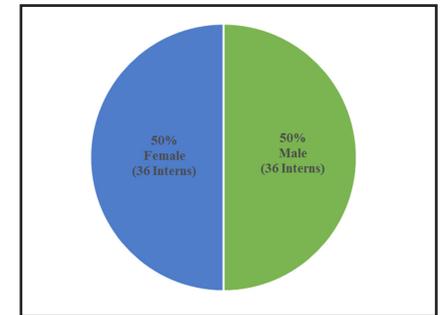
Community Based Partners

CIWI has established strong partnerships with grass-roots partners including College Track, City College San Francisco (Ocean Avenue), and Juma Ventures. In Oakland, we partner with East Bay College Fund and Lighthouse Community Charter HS, based in East Oakland.



Ethnicity

100 percent of our 72 internships have been secured by students of color. CIWI has achieved strong diversity over our first seven years by designing specific outreach strategies to maximize our efforts in our core markets, including San Francisco's D10 and in Oakland's Central and East Oakland communities.



Gender

Working closely with our key CBO partners, CIWI has achieved gender equity (50/50) in our placements, with 36 internships secured by young women and 36 internships secured by young men.

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 2018 through August 2018)
Primary Market Area	CIWI operates in two Bay Area markets: <ol style="list-style-type: none"> San Francisco. With an emphasis on District 10 (Bayview/Southeast Quadrant); and Oakland. With an emphasis on West/District 3, Central and East Oakland.
Outreach	Extensive grass-roots outreach with community-based educational programs working with young adults, including <ol style="list-style-type: none"> College Track (based in Bayview) Juma Ventures (based in SOMA) City College of San Francisco (Ocean Avenue) East Bay College Fund (based in downtown Oakland) Lighthouse Charter School (based in East Oakland)
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"> Assist in 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 Conduct Project Due Diligence/Research Assist in Construction Management Secure Software Exposure: Civil Design (AutoCAD), Excel Prepare Financial Modeling Documents <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. 2018 program events included:</p> <ol style="list-style-type: none"> SFPUC/LEED+Sustainable Infrastructure Program (L+SIP). In partnership with SFPUC, CIWI developed L+SIP to provide our interns with a solid understanding of the following: <ul style="list-style-type: none"> Project Specific LEED Training + Sustainability Analysis + Project Due Diligence and Recore

PARTNERS + INITIATIVES



Over the last three years, CIWI has designed and implemented our innovative Civic Engagement program in partnership with the San Francisco Public Utilities Commission (SF PUC). As well, CIWI is a community-based program that has secured three years of funding through the PUC's Project Learning Grant (PLG) program.

With PUC funding, CIWI created its LEED+Sustainable Infrastructure Program (L+SIP), an innovative program that focuses on project-based learning model to provide greater awareness, access and exposure to the Environmental/Sustainability world.

Without a doubt, L+SIP has partnered with several firms and other key stakeholders that are industry leaders as it relates to understanding best practices/industry trends regarding sustainability, LEED and related programs, new technology, and local Bay Area developments that are on the cutting edge of incorporating new best practices to address building, environment, and community issues.

Core scope included:

- Project Specific LEED training + Sustainability Analysis + Due Diligence;
- Participated in five workshops targeted to Sustainability and Systems; and
- Attended USGBC's Greenerbuilder conference at UCSF Mission Bay (San Francisco, CA)



PARTNERS+ INITIATIVES



CIWI has always been active and committed to maximizing housing opportunities at all levels---and for sure our interns have worked with sponsors that are actively developing and/or modernizing HOPE SF, RAD, and other below market rate and mixed-income communities throughout San Francisco and Oakland.

In 2018, CIWI jumped into San Francisco's *Affordable Housing and Community Development* arena by underwriting four CIWI interns placed with some of the Bay Area's most active and committed affordable housing developers and intermediaries, including John Stewart Company, Bridge Housing Corporation, Mercy Housing, and our newest affordable housing partner, Enterprise Community Partners.

This summer, our interns worked on several affordable housing developments including HOPE SF and RAD developments. In prior years, we have placed interns that have worked on Ping Yuen (with Cahill Contractors). Event guest speakers have included Margaret Miller (JSCo) and Anne Tourney (Mithun/Solomon), who provided a fantastic overview of the Hunters View HOPE SF program and goals.



PARTNERS + INITIATIVES



CIWI has been collaborating with City College of San Francisco (Ocean Ave.), with an emphasis on its Architecture, Interior Design, and Construction Management Department since 2017.

To date, CIWI has participated in two CCSF/Internship Events to ensure that CCSF students are aware of CIWI—including program, goals, and schedule. As well, CIWI is exploring ways to maximize its commitment to CCSF college students interested in gaining **“Access+Exposure+Opportunities”** in the AEC industry –including technical skill, personal and professional development.

Since inception, CIWI has developed internship placements for several CCSF students. As well, we have worked with CCSF students, seeking to transfer and pursue four-year degrees, intern with CIWI—and then have more insight to education and career opportunities.

CIWI wishes to thank Olullo Fernandez (Architecture Department, Chair) and Melissa McPeters (Employment and Training Specialist) for their time and energy over the last two years.



CCSF Workshop. October 2018.

PARTNERS + INITIATIVES



This summer, HAC presented its *Housing 101 Presentation*. More than ever, very timely. The importance of understanding the barriers, opportunities and trends within the Bay Area housing market were very clearly and concisely presented by HAC's Corey Smith, Deputy Director Outreach and Organizing. CIWI alum and graduates will best best positioned to jump into the industry (including working at the grass roots level within their cities and neighborhoods) with a solid understanding of local, city, and regional housing trends.



SFHAC/Housing 101 Presentation. July 2018

PARTNERS + INITIATIVES



CIWI is committed to creating opportunities for our interns to engage with key AEC stakeholders. Over the last three years, CIWI has partnered with SPUR on numerous initiatives, including attending *SPUR's Member Party*, attending Brown Bag workshops, as well as joining SPUR as Young Urbanist members.

SPUR's Member Party provides a fantastic opportunity for CIWI interns to develop their networking skills, including sharing information regarding their CIWI internship, placement sponsor, and work scope.

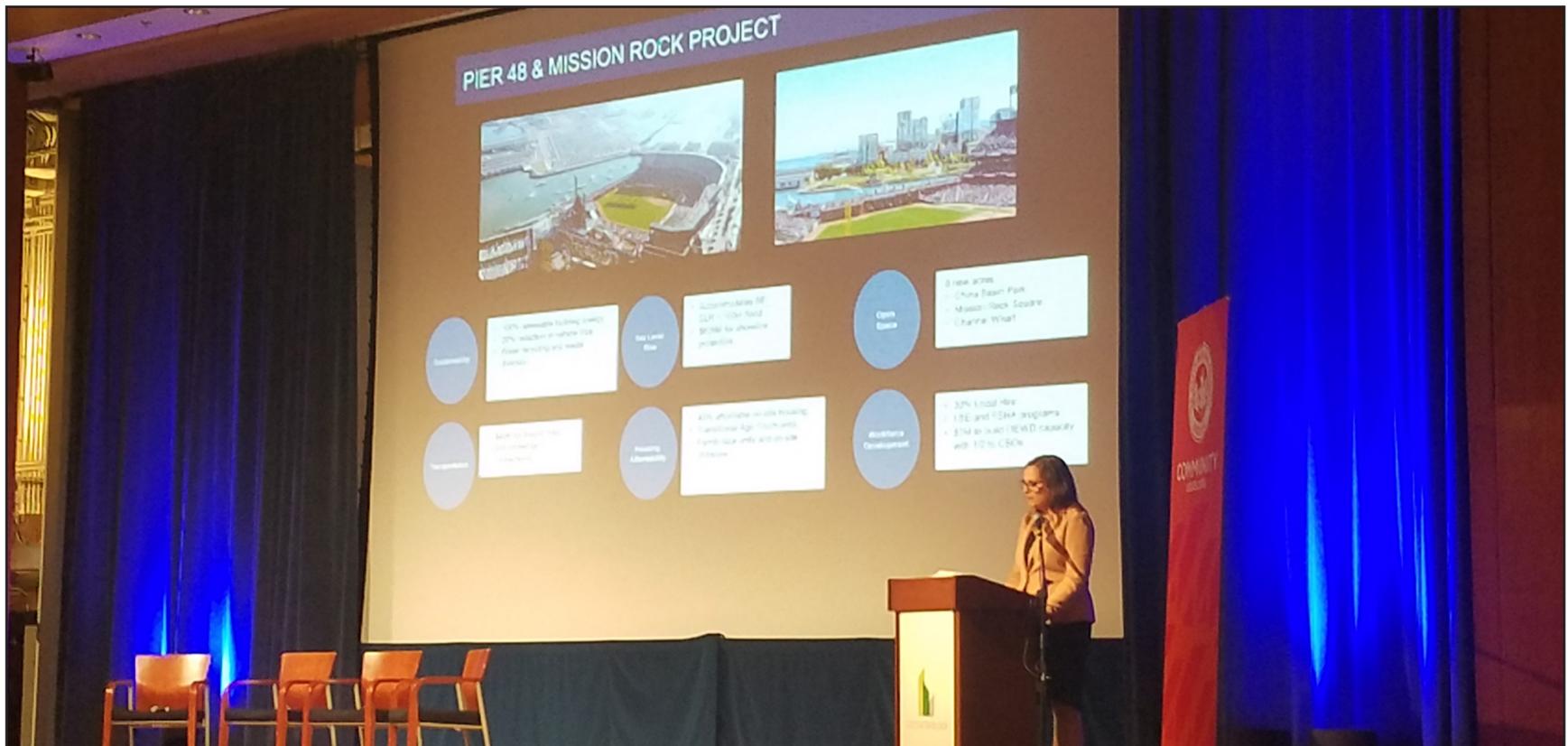


SPUR/Member Party Event. June 2018.

PARTNERS + INITIATIVES



Over the last few years, CIWI has developed a fantastic partnership with the United States Green Building Council (USGBC). Not only has USGBC been instrumental as a core resource for CIWI's LEED + Sustainable Infrastructure Program but have worked extensively to identify new and creative opportunities to expand sustainability training and and technical skills exposure. For the third year, CIWI attended *USGBC/GreenerBuilder Conference*.



USGBC/Greenerbuilder Conference at UCSF Mission Bay, August 2018.

CIVIC ENGAGEMENT PROGRAM: LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)



L+SIP. @ Thornton Tomasetti. June 2018.



L+SIP. @PUC. July 2018.



L+SIP. @USGBC. August 2018.



L+SIP. @Potrero Power Plant. July 2018.

2018 CIWI FAMILY TREE



ANIYAH
CARSON



RAMA
MIRO



EMAMI
DAVIS



ZACHARY
HONG



GUSTAVO
ESTRADA



RODAISHA
JAMES



ANGELICA
MAH



JOSE
VARGAS



CHRISTOPHER
LIANG



MICHAEL
ROBINSON



PEARL
ANYAMWU

PROGRAM IMPACT

(Community Benefits Analysis)

The following chart provides an overview of CIWI's accomplishments and deliverables, 2012-2018.

CIWI Program	Accomplishment/Deliverable
Demographic Overview	
Number of Trainee Positions	72
Gender	Female: 36 Interns (50%) Male: 36 Interns (50%)
Ethnicity	100 Percent: Students of Color African American: 31 Interns (43%) Latino: 26 Interns (36%) Asian/Pacific Islander: 14 Interns (20%) Other: 1 Intern (1%)
Sponsors and Key Partners	
Internship Type by Participating Sponsors	General Construction: 37 Internships (51%) Real Estate Development: 27 Internships (38%) Architecture & Engineering: 8 Internships (11%)
Public Sector / Industry / Trade Partners	SFHAC, SFPUC, USBGC, SPUR
Community-Based Education Partners	Four Community-Based Educational Partners: College Track, Juma Ventures, East Bay College Fund Lighthouse Community Charter HS
Economic Impacts: Internship Component	
Total Program Hours Worked by Interns (2012-2018)	15, 200 (approx.) Internship Component: 13,700 (90%) Civic Engagement Component: 1,500 Hours (10%)
Total Earned Income	\$290,000 (approx.) Internship Component: \$260,000 (90%) Civic Engagement Component: \$30,000 (10%)

2018 CIWI Team (Sponsors, Funders, CBO'S and Industry Partners)

SPONSORS + PARTNERS



John R. Cahill Fund

Marcus & Millichap

L A N E PARTNERS

Rob and Emily Rich

2018 CIWI Team

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

COMMUNITY-BASED EDUCATIONAL PARTNERS



INDUSTRY AND PUBLIC SECTOR PARTNERS



PROJECT MANAGEMENT / BRANDING + COLLATERAL TEAM



SPECIAL THANKS

L+SIP/GUEST SPEAKERS

Launch Event

Lynn Simon, Abena Darden, Margaret Smith

Thornton Tomasetti

Potrero Power Plant Tour

Enrique Landa, Matthew Kochman

ASSOCIATE CAPITAL



Housing Economics 101

Corey Smith, Nico Nagle



CREATORS OF CITYSPACES®

GreenerBuilder Conference 2018





CONSTRUCTION INDUSTRY
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Construction Industry Workforce Initiative is a program of
Community Initiatives



www.ciwi-bayarea.org