



USGBC/Greenerbuilder Conference (at the Zero Net Energy Center, San Leandro, CA). July 13, 2017.



CONSTRUCTION INDUSTRY
WORKFORCE INITIATIVE

ACCESS • EXPOSURE • OPPORTUNITIES

CONSTRUCTION INDUSTRY WORKFORCE INITIATIVE IMPACT REPORT

2012-17

CIWI Sponsors, Key Stakeholders, and Supporters.

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

A quick snapshot includes the following key Accomplishments and Milestones (2012-2017):

- CIWI has delivered 61 internships, including 50% to young women and 50% to young men;
 - 100 percent of the internships have gone to students of color, including:
 - African American: 26 interns (43%)
 - Latino: 24 interns (39%)
 - Asian/Pacific Islander: 11 interns (18%)
- In total, CIWI has achieved equity in its internship placements, with 30 secured by young women and 31 secure by young men.
- Targeted outreach to core program market areas including San Francisco's District 10 (Bayview/Hunters Point) and Oakland's District 3 (Downtown Oakland/West Oakland), as well as Central and East Oakland.
- Expanded partnerships with four key community-based educational organizations including: College Track, East Bay College Fund, and Juma Ventures and Lighthouse Community Charter High School (East Oakland).
- Internships by participating sponsors includes:
 - General Construction: 33 Internships (54%)
 - Real Estate Development: 23 internships (38%)
 - Architecture & Engineering: 5 Internships (8%)

We are actively seeking Sponsors/Financial Partners for CIWI 2018. 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 • 2012-2017

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8. 2017 CIWI Team (Sponsors, Funders, CBO and Industry Partners, and Project Management Team)
9. Special Thanks

2017 SPONSOR TEAM

Sponsor Team

The CIWI 2017 program included the following sponsors:



TISHMAN SPEYER



HANOVER COMPANY



Merriwether & Williams
INSURANCE SERVICES
... Of Like Minds

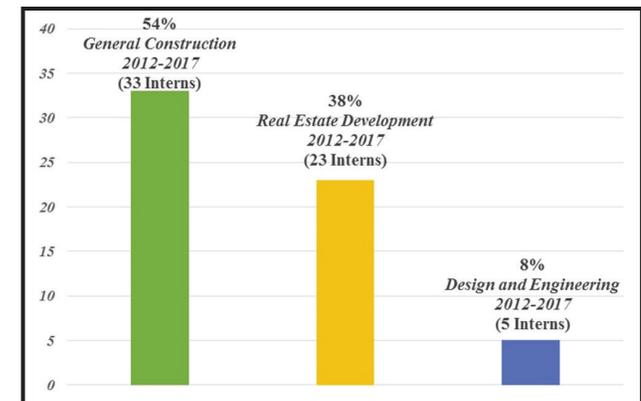
GERDING EDLEN



“Lendlease is committed to CIWI’s mission, namely to provide Access, Exposure and Opportunities for their young adult through internship positions as well as underwriting its innovative Civic Engagement Program. As a first generation college student, I personally know the impact and importance of pursuing higher education.”

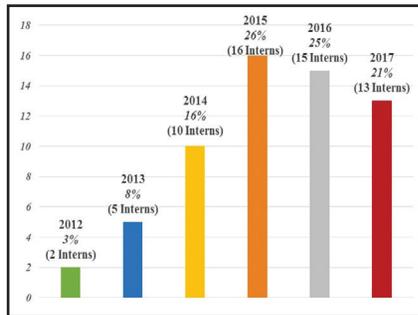
--Bruce Berardi, GM, Lendlease SF

Internships: By Discipline/Scope, 2012-2017



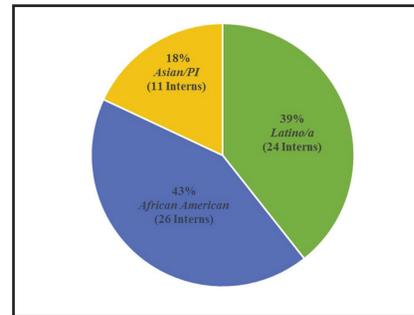
CIWI INTERNS: BY THE NUMBERS

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.



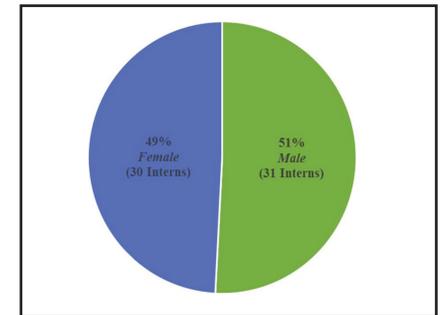
Number of Interns

CIWI has developed its program goals to achieve realistic and sustainable growth. Over our first six years, CIWI has delivered a total of 61 internships.



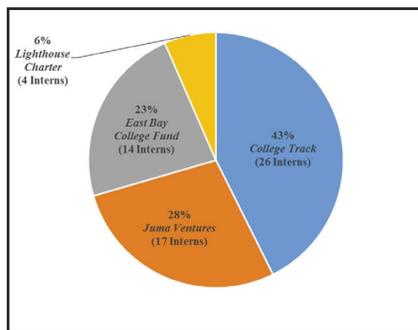
Ethnicity

CIWI has achieved strong diversity over our first six years. We have created specific outreach strategies to maximize our efforts in San Francisco's D10 and in Oakland's Central and East Oakland communities. 100 percent of our 61 internship positions have been secured by students of color.



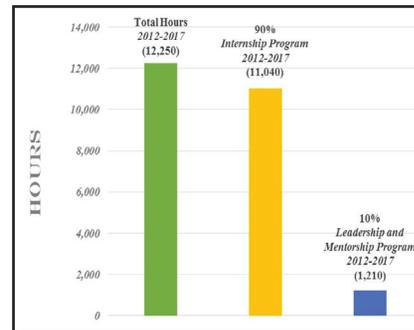
Gender

Working closely with our key CBO partners, CIWI has achieved gender equity in our placements, with 30 internships secured by young women and 31 internships secured by young men.



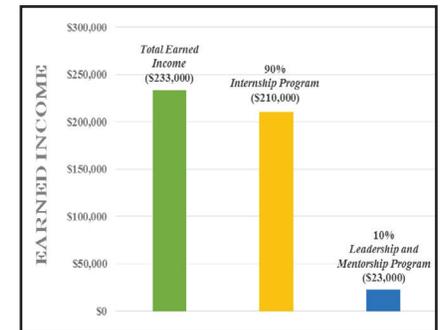
Community Based Partners

CIWI has established strong partnerships with grass-roots partners including College Track, East Bay College Fund, Juma Ventures. In 2016, we included Lighthouse Community Charter HS, based in East Oakland.



Technical Skill and Civic Engagement Impact/Total Hours.

Since 2012, CIWI interns have secured approximately 12,300 hours of technical training and civic engagement exposure through their internship positions.



Earned Income by Program Component

Since 2012, CIWI interns have earned approximately \$315,000 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 2017 through August 2017)
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) 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. 2017 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 + Due Diligence Five workshops targeted to Sustainability and Systems (eg., Aquacell Recycling System at Transbay Block 1) Attended USGBC/Greenerbuilder Conference (at the Zero Net Energy Center, San Leandro, CA).

NEW PARTNERS + FUNDERS + INITIATIVES



In 2016, CIWI secured its first public sector grant with the San Francisco Public Utilities Commission (SF PUC). This two-year grant (\$10,00 per year) allowed CIWI to design and implement its innovative LEED+Sustainable Infrastructure Program (L+SIP).

Our 2017 L+SIP program included partnerships with several key stakeholders and guest speakers (including representatives from Thornton Tomasetti, STOK, Tishman Speyer, Center for Creative Land Recycling, and USGBC). L+SIP provided our interns with a solid understanding of the following:

- Project Specific LEED training + Sustainability Analysis + Due Diligence;
- Participated in five workshops targeted to Sustainability and Systems (eg., Aquacell Recycling System at Transbay Block 1 and Net Zero Energy Presentation and Building Tour/STOK); and
- Attended USGBC's Greenerbuilder conference at the Zero Net Energy Center (San Leandro, CA).

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)
Thornton Tomasetti
 You are invited to attend the formal launch of CIWI's 2017 Civic Engagement Program, LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP). Please join CIWI, our fantastic guest speakers, Lynn Simon and Abera Darden (with Thornton Tomasetti) as we learn about Sustainability, Energy Efficiency, Conservation, the LEED program (including its goals, history, and certification criteria), career opportunities and professional development.
TUESDAY, JUNE 13th, 2017
4:00PM
THORNTON TOMASETTI
 650 California St #1400
 SAN FRANCISCO, CA 94108

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)
TISHMAN SPEYER
TRANSBAY BLOCK 1/160 FOLSOM
AQUACELL RECYCLING SYSTEM. PRESENTATION AND CASE STUDY
 Come hear from the Transbay Block 1 Development Team regarding the project's innovative Aquacell Recycling System. What is it, how will it be incorporated in the development, and who designs and installs the system? What are the positive impacts on 160 Folsom—including its LEED certification, water consumption and how it ties into SF's Wastewater System?
WEDNESDAY, JUNE 28th, 2017
4:00PM
TISHMAN SPEYER
 ONE BUSH PLAZA
 1 BUSH STREET #450
 SAN FRANCISCO, CA 94104

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)
stok
NET ZERO ENERGY & BUILDING TOUR
 Come hear from local industry experts Stok regarding Net Zero Energy—what is it, what does it include, and how did the industry get here—including past, current, and future trends and applications. We will also tour 945B Front Street, SF's first Net Zero Energy office building including an extensive list of healthy building green building features and an innovative "living lab" space for sustainability research.
TUESDAY, JUNE 20th, 2017
12:00PM
STOK
 945B FRONT STREET
 SAN FRANCISCO, CA 94111

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)
GreenerBuilder 2017
USGBC Northern California
 USGBC's GreenerBuilder Conference brings hundreds of professionals to share and learn about key trends in the green building market and to make important connections with industry leaders—including general contractors, subcontractors, trades, architects, engineers, and LEED project managers.
THURSDAY, JULY 13th, 2017
8:00 AM
ZERO NET ENERGY CENTER
 14600 CATALINA STREET
 SAN LEANDRO, CA 94577

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)
CENTER FOR CREATIVE LAND RECYCLING (CCLR)
INTRO TO CCLR. WORK SCOPE AND STRATEGIES
 Please join us for a Meet and Greet with CCLR. We will cover the following topics:
 • What does CCLR do and how does it impact your life?
 • How does CCLR's work impact what you're doing through CIWI?
 • Why are contaminated sites more difficult to develop?
 • Who works on redeveloping sites? What's the professional ecosystem? (consultant, planner, city staff, developer, architect, landscape architect, banker, etc.)
 • What kinds of career opportunities within this world, and what do you need to get there?
THURSDAY, JULY 6th, 2017
4:00PM
CENTER FOR CREATIVE LAND RECYCLING (CCLR)
 200 FRANK H. OGAWA PLAZA, 5TH FLOOR
 OAKLAND, CA 94612

NEW PARTNERS + FUNDERS + INITIATIVES

LENDLEASE 2017



For the second year in a row, Lendlease sponsored CIWI at their annual golf tournament. This year, Lendlease (and its extended subcontractor and key partner family) raised over \$45,000-- allowing for the development of an innovative and multi-year partnership with CIWI. Funding has allowed CIWI to reach out to new community-based and educational partners to increase and expand our outreach efforts, including including CCSF's Architecture/CM/Interior Design program.

In total, Lendlease has invested over \$100,000 in CIWI over the last two years, resulting in additional internship placements, funding for our Civic Engagement Program, and related and innovative programs planned for the 2018 program.

In 2017, funding was earmarked for interns as well as underwriting CIWI's very successful LEED+Sustainable Infrastructure Program (L+SIP) as well as our participation in the USGBC's Greenerbuilder Conference, convened at the Zero Net Energy Center.



Steve Sutton, Senior Development Manager, FivePoint, John Leeper, Project Executive, Lendlease, and Monica Wilson, Program Director, CIWI.



Monica Wilson, CIWI and Bruce Berardi, GM, Lendlease-SF

NEW PARTNERS + FUNDERS + INITIATIVES

USGBC/GREENERBUILDER CONFERENCE 2017



Over the last few years, CIWI has developed a fantastic partnership with USGBC. Not only have they been instrumental in being a core resource for our L+SIP program (including numerous USGBC firms) but have worked extensively to identify new and creative opportunities to expand sustainability training and and technical skills exposure.

Most recently, CIWI interns were highlighted at the recent Greenerbuilder Conference, including meeting USGBC's Mahesh Ramanujam, president and CEO of USGBC and Brenden McEaney, Executive Director, US Green Building Council Northern California Chapter.



USGBC/Greenerbuilder Conference at the Zero Net Energy Center, July 2017.

NEW PARTNERS + FUNDERS + INITIATIVES



Center for Creative Land Recycling (CCLR) is the oldest and only national non-profit working exclusively to champion land cleanup and reuse and represents CIWI's new industry partner. Without a doubt, the presentation (e.g., sustainable and equitable reuse of land), convened at their Oakland office, was a huge success and super informative and so timely given the unique nature of recycling and reusing scarce Bay Area land.



CCLR Workshop. July 2017.

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

In partnership with SFPUC, CIWI designed L+SIP as part of our CIWI Civic Engagement Component. L+SIP focused on: Project Specific LEED Training, Project Specific LEED Due Diligence, and several workshops and events.

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

Thornton Tomasetti

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CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

stök

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Come hear from local industry experts Stok regarding Net Zero Energy—what is it, what does it include, and how did the industry get here—including past, current, and future trends and applications. We will also tour 945B Front Street, SF's first Net Zero Energy office building including an extensive list of healthy building/green building features and an innovative "living lab" space for sustainability research.

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ONE BUSH PLAZA
1 BUSH STREET #450
SAN FRANCISCO, CA 94104

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

CENTER FOR CREATIVE LAND RECYCLING

INTRO TO CCLR, WORK SCOPE AND STRATEGIES
Please join us for a Meet and Greet with CCLR. We will cover the following topics:

- What does CCLR do and how does it impact your life?
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- Why are contaminated sites more difficult to develop?
- Who works on redeveloping sites? What's the professional ecosystem? (consultant, planner, city staff, developer, architect, landscape architect, banker, etc.)
- What kinds of career opportunities exist in this work, and what do you need to get there

THURSDAY, JULY 6th, 2017
4:00PM

CENTER FOR CREATIVE LAND RECYCLING (CCLR)
200 FRANK H. OGAWA PLAZA, 5TH FLOOR
OAKLAND, CA 94612

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

GreenerBuilder 2017
USGBC Northern California
USGBC's GreenerBuilder Conference brings hundreds of professionals to share and learn about key trends in the green building market and to make important connections with industry leaders - including general contractors, subcontractors, trades, architects, engineers, and LEED project managers.

THURSDAY, JULY 13th, 2017
8:00 AM

ZERO NET ENERGY CENTER
14600 CATALINA STREET
SAN LEANDRO, CA 94577

CIVIC ENGAGEMENT PROGRAM 2017
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

THE SAN FRANCISCO HOUSING ACTION COALITION

HOUSING ECONOMICS 101 PRESENTATION
Do you wonder why the San Francisco Bay Area is so expensive? Why is the Bay Area experiencing an affordability and displacement crisis? The San Francisco Housing Action Coalition (SFHAC) has invited CIWI to their office—and they are going to explain why.

SFHAC will present their innovative and very timely presentation called "Bay Area Housing 101"—and will explain why these issues are so important—including some history that led us to the problems of today and the solutions that will make for a better tomorrow.

MONDAY, JULY 24th, 2017
4:00PM

SF HOUSING ACTION CENTER
95 BRADY STREET
SAN FRANCISCO, CA 94103

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



L+SIP. @ Thornton Tomasetti. June 13, 2017.



L+SIP. @STOK. June 20, 2017.



L+SIP. @Tishman Speyer. June 28, 2017.

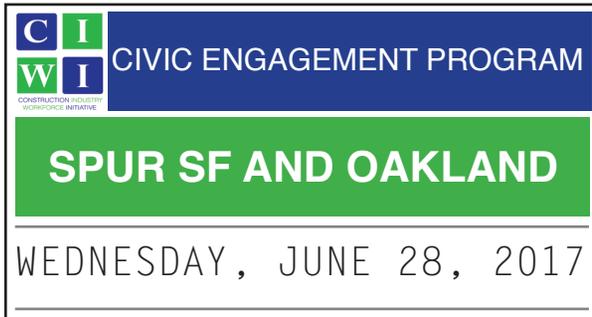


L+SIP. @CCLR. July 6, 2017.

CIVIC ENGAGEMENT EVENTS: SFHAC / SPUR OAKLAND



This summer, HAC presented its Housing 101 Presentation. So very timely. The importance of understanding the barriers, opportunities and trends within the Bay Area housing market were very clearly and concisely presented. CIWI alum and graduates will best be 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.



CIWI is committed to creating opportunities for our interns to engage with key A/E/C stakeholders. Over the last three years, CIWI has partnered with SPUR on numerous initiatives, including attending Member party events (SF and Oakland, pictured here at the SPUR SF event), attending Brown Bag workshops, as well as joining SPUR as Young Urbanist members.

2017 CIWI FAMILY TREE



RUONA
LIN

EMIGDIA
MACARIO

SOLOMON
KAMARA

EMAMI
DAVIS

ANA
LOPEZ



GILBERTO
LLANES

JEMERSON
MACALINO

JOSHUA
ZHU

JESUS VERA
PENA

YONATAN
CASTRO CABRALES



ELISA
MENDOZA

DE'NIEL
BUTLER JR (DJ)

VICTORIA
LI

PROGRAM IMPACT

(Community Benefits Analysis)

The following chart provides an overview of CIWI's accomplishments and deliverables, 2012-2017.

CIWI Program	Accomplishment/Deliverable
Demographic Overview	
Number of Trainee Positions	61
Gender	Female: 30 Interns (50%) Male: 31 Interns (50%)
Ethnicity	100 Percent: Students of Color African American: 26 Interns (43%) Latino: 24 Interns (39%) Asian/Pacific Islander: 11 Interns (18%)
Sponsors and Key Partners	
Internship Type by Participating Sponsors	General Construction: 33 Internships (54%) Real Estate Development: 23 Internships (38%) Architecture & Engineering: 5 Internships (8%)
Public Sector / Industry / Trade Partners	SFPUC, USBGC, SFHAC, SPUR, CCLR
Community-Based Education Partners	Four Community-Based Educational Partners: East Bay College Fund, College Track, Juma Ventures, Lighthouse Community Charter HS
Economic Impacts: Internship Component	
Total Program Hours Worked by Interns (2012-2017)	12, 250 (approx.) Internship Component: 11,040 (90%) Civic Engagement Component: 1,210 Hours (10%)
Total Earned Income	\$233,000 (approx.) Internship Component: \$210,000 (90%) Civic Engagement Component: \$23,000 (10%)

2017 CIWI Team

(Sponsors, Funders, CBO'S and Industry Partners, and Project Management)

SPONSORS



PRIVATE SECTOR FUNDERS



CONSTRUCTION INDUSTRY BENEFACTOR

2016 AND 2017



2017 CIWI Team

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

COMMUNITY-BASED EDUCATIONAL PARTNERS



INDUSTRY AND PUBLIC SECTOR PARTNERS



PROJECT MANAGEMENT TEAM



Montez Group, Inc

SPECIAL THANKS

L+SIP/GUEST SPEAKERS

Launch Event
Lynn Simon, Abena Darden, Margaret Smith

Thornton Tomasetti

**Net Zero Energy &
Building Tour**
Kristen Magnuson, Bryan Hee

The logo for stök, featuring a stylized 's' icon composed of three horizontal bars in green, blue, and orange, followed by the word 'stök' in a lowercase, sans-serif font.

Aquacell Recycling System
Emani Davis
(CIWI/Tishman Speyer Alum Intern, three years)



TISHMAN SPEYER

**Introduction to Center for Creative
Land Recycling**
Sarah Sieloft, Erica Rippe, Ignacio Dayrit



GreenerBuilder Conference
Zero Net Energy Center
Brenden McEaney, Melanie Colburn



Housing Economics 101
Corey Smith, Nico Nagle





CONSTRUCTION INDUSTRY
WORKFORCE INITIATIVE

ACCESS • EXPOSURE • OPPORTUNITIES

Construction Industry Workforce Initiative is a program of
Community Initiatives



www.ciwi-bayarea.org