



CIWI (in partnership with SF PUC) LEED+Sustainable Infrastructure Program (L+SIP). SFPUC Digester Walk @ Southeast Treatment Plant. June 29, 2016.



CONSTRUCTION INDUSTRY
WORKFORCE INITIATIVE

ACCESS • EXPOSURE • OPPORTUNITIES

CONSTRUCTION INDUSTRY WORKFORCE INITIATIVE IMPACT REPORT

2012-16

CIWI Sponsors, Key Stakeholders, and Supporters.

With five 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 (2012-2016):

- CIWI has delivered 48 internships;
 - 100 percent of the internships have gone to students of color, including:
 - African American: 23 interns (48%)
 - Latino: 18 interns (38%)
 - Asian/Pacific Islander: 7 interns (15%)
- 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 the inclusion of Lighthouse Community Charter High School (East Oakland).
- Internships by participating sponsors includes:
 - General Construction: 28 Internships (59%)
 - Real Estate Development: 17 internships (35%)
 - Architecture & Engineering: 3 Internships (6%)
- In 2016, CIWI significantly expanded its funding sources and partners as follows:
 - First public sector grant (SF PUC/Project Learning Grant), a multi-year partnership and investment (\$20,000, including development of unique environmental/sustainability learning program, L+SIP);
 - First large-scale investment from a private sector partner by Lendlease totaling over \$55,000, allowing for the development of an innovative partnership with CIWI for the 2017 program; and
 - First investment from a A/E/C industry partner, Make the Connection (MTC) for \$14,000.

We are actively seeking Sponsors/Financial Partners for CIWI 2017. 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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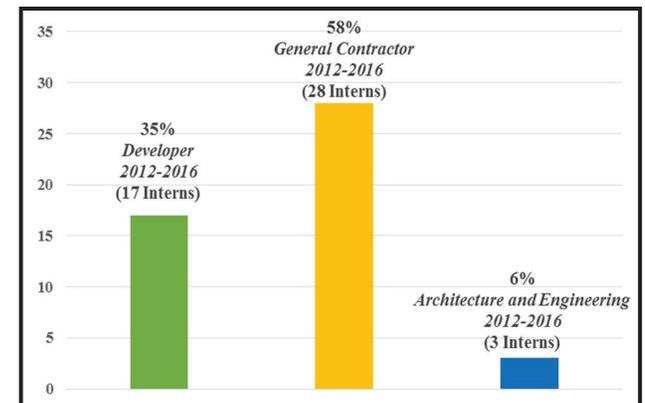
2016 SPONSOR TEAM

Sponsor Team

The CIWI 2016 program included the following sixteen sponsors:

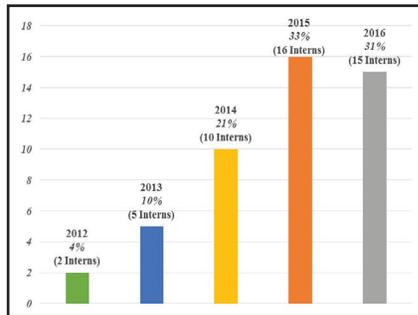


Internships: By Discipline/Scope, 2012-2016



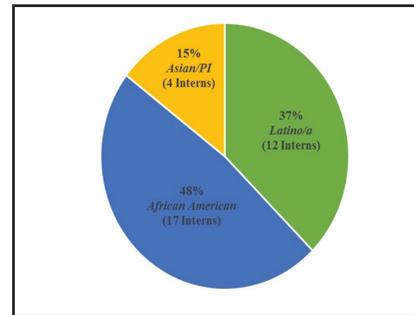
CIWI INTERNS: BY THE NUMBERS

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.



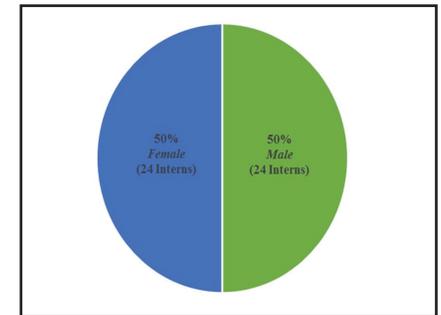
Number of Interns

CIWI has developed its program goals to achieve realistic and sustainable growth. CIWI has grown from two internship positions in 2012 to 15 interns in 2016. Over our first five years, CIWI has delivered a total of 48 internships.



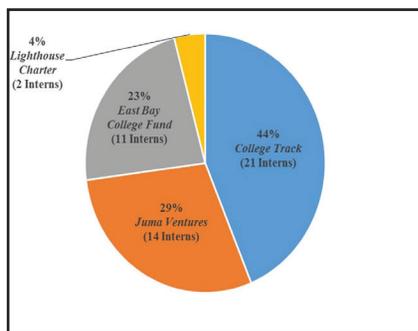
Ethnicity

CIWI has achieved strong diversity over our first five years. We have created specific outreach strategies to maximize our efforts in San Francisco's D10 and Oakland's D3 communities. 100 percent of our 48 internship positions have been secured by students of color.



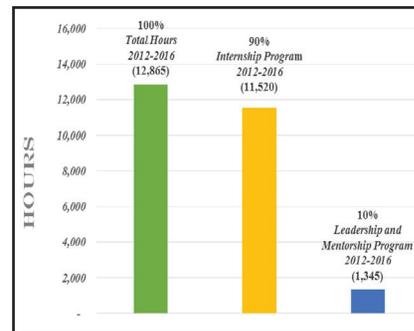
Gender

Working closely with our key CBO partners, CIWI has achieved gender equity in our placements, with 24 internships secured by young women and 24 internships secured by young men.



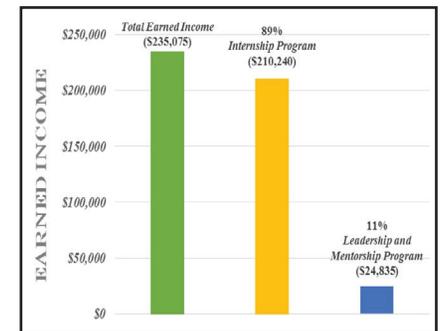
Community Based Partners

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 13,000 hours of technical training and civic engagement exposure through their internship positions.



Earned Income by Program Component

Since 2012, CIWI interns have earned over \$235,000 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 2016 through August 2016)
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. 2016 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 Project Specific Infrastructure System Training Overview of Bayview (D10's) Infrastructure System Meet and Greet with Lynette Gibson McElhaney. Oakland City Council President, District 3 Representative. Habitat for Humanity/Greater SF. CIWI interns worked at the HHGSF-site in San Francisco's Ingleside community.

NEW PARTNERS + FUNDERS + INITIATIVES



San Francisco
**Water
Power
Sewer**

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).

In partnership with several key stakeholders and guest speakers (including representatives from Thornton Tomasetti, John Stewart Co. and Mithun|Solomon, L+SIP provided our interns with a solid understanding with project specific LEED training, infrastructure system training, and an overview of Bayview (D10's) infrastructure system. CIWI incorporated sponsor projects (e.g., HOPE SF/ Hunters View) to design its project learning program integrating the principles of smart growth, urbanism and green building. CIWI interns also participated in several PUC facility site tours including the PUC's LEED Gold Administrative Building, Southwest Treatment Plant, and the Contractor's Assistance Center (CAC).

CIVIC ENGAGEMENT PROGRAM

LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

Thornton Tomasetti

You are invited to attend the formal launch of CIWI's 2016 Civic Engagement Program, **LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)**. Please join CIWI, our fantastic guest speakers, Lynn Simon and Abena 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.

WEDNESDAY, JUNE 8th, 2016
4:00PM

THORNTON TOMASETTI
650 California St #1400
SAN FRANCISCO, CA 94108

CIVIC ENGAGEMENT PROGRAM

LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

MITHUN | SOLOMON

You are invited to attend our L+SIP workshop at the HOPE SF, Hunters View community. Our guest speakers, Margaret Miller, JSC and Alex Young, Mithun | Solomon, will present the LEED and Sustainable Infrastructure program for the Hunters View community. We will learn about Hunter's View LEED program and how the development is using SF PUC's infrastructure system, with an emphasis on District 10 and SF PUC's Sewer System Improvement Program (SSIP). What constraints and opportunities were put to the test in this exciting LEED IG Community.

WEDNESDAY, JUNE 15th, 2016
4:00PM

COLLEGE TRACK
4301 3rd Street
SAN FRANCISCO, CA 94124

CIVIC ENGAGEMENT PROGRAM

LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

Please join us as we embark on a site tour of SF PUC's Sustainable Headquarters located at 525 Golden Gate Avenue. With construction completed in 2012, the LEED Platinum building includes diverse and innovative green and sustainable building features and consumes 52% less energy than similarly-sized office buildings and consumes 59% less water than similarly sized buildings.

TUESDAY, JULY 5th, 2016
10:00 AM - 12:00 PM

SAN FRANCISCO PUBLIC UTILITIES COMMISSION
525 Golden Gate Avenue
SAN FRANCISCO, CA 94102

CIVIC ENGAGEMENT PROGRAM

LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

Please join us as we embark on a site tour of the SF PUC Biosolids Digester Facilities located in District 10 as well as to learn more about SF PUC's exciting plans to develop a new Biosolids Digester Facility. Learn more about the multi-year initiative to plan, design, and construction of new digester and solids handling processes, that included extensive community outreach and engagement within the Bayview-Hunters Point community.

WEDNESDAY, JUNE 23rd, 2016
3:00PM

SFPUC Biosolids Digester Facilities
750 Phelps Street (off Third St.)
SAN FRANCISCO, CA 94124

NEW PARTNERS + FUNDERS + INITIATIVES

LENDLEASE 2016



In 2016, Lendlease hosted a charity golf tournament raising \$55,700 to support CIWI. This is CIWI's first private sector large-scale investment and represents a powerful way to close out our first five years and embark on our next five years.

These funds will be earmarked for CIWI's 2017 summer internship program and specifically to design and implement (in partnership with Lendlease) a targeted program for their six interns.

Lendlease's investment could not come at a better time. With five years of service under our belt, CIWI will be able to successfully plan and invest in our 2017 program in several significant and impactful ways. These include expanding our team of key industry stakeholders, but most importantly Lendlease's investment will allow CIWI to grow our 2017 program by approximately 40 percent. This is an absolute first for CIWI and one that we intend to leverage and maximize.

In addition to being the beneficiary of the charity event, CIWI Program Director, Monica Wilson and Emani Davis (CIWI intern and two-year alumni) participated at the event.



Lendlease and its golf tournament attendees.



Emani Davis (CIWI intern/two-year alumni) presenting at the Lendlease golf tournament.



Monica Wilson, accepting a check from Lendlease team, including Bruce Berardi, GM/SF, and Peter Read, VP/SF.

NEW PARTNERS + FUNDERS + INITIATIVES

SFPUC/WOMEN IN CONSTRUCTION EXPO



This summer, CIWI participated in SFPUC's third annual *Women in Construction Expo*. The event drew hundreds of participants including women-owned construction and professional service firms, key CBO stakeholders, women in the trades, public partners and agencies, and private sector supporters.

This year was a big year for CIWI. Two key CIWI stakeholders were invited to present including Kathryn Cahill, CEO, Cahill Contractors (one of SF's largest women-owned construction firms) and CIWI's Co-Founder/Program Director, Monica Wilson. As well, CIWI sponsored attendance for young women interested in construction to attend.



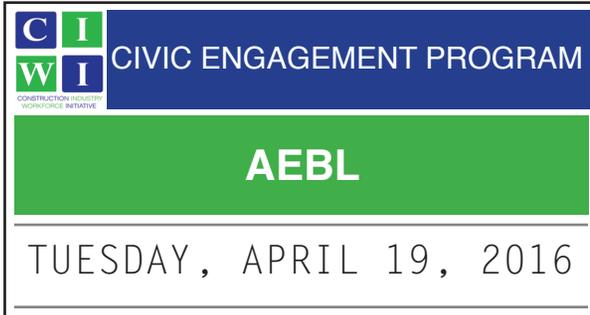
Kathryn Cahill. Chief Executive Officer, Cahill Contractors.



Leamon Abrams (Parsons Corporation), Iris Martin Lopez (SFPUC), Monica Wilson (CIWI), Bernida Reagan (Merriwether & Williams Insurance Services), and Andre Krause and Sandy Reek (Tishman Speyer).

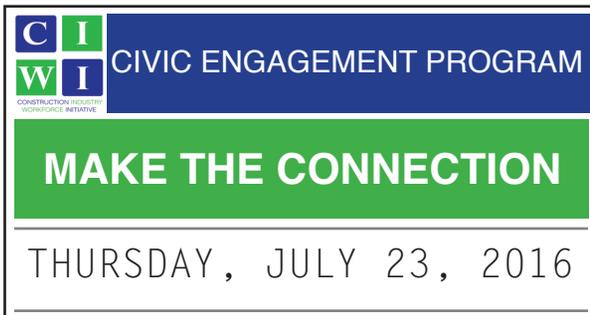
NEW PARTNERS + FUNDERS + INITIATIVES

AEBL / MTC



Diversity in the Workplace guest speaker, Lupe Arreola, SF CMD.

Association of AE Business Leaders (AEBL) represents a new Industry Partner for CIWI. In April 2016, in partnership with SFPUC and AEBL, CIWI convened a workshop to discuss *Diversity in the Workplace*. Attendees and speakers included A&E professionals, representatives from SFPUC, and guest speaker Lupe Arreola, SF Contract Monitoring Division (CMD).



CIWI with the Make the Connection Team.

This summer, CIWI was named the Beneficiary for the 8th A/E/C, Make the Connection Annual Mixer/Fundraiser. The event, hosted at Autodesk Gallery, brings together professionals from the architectural, engineering, construction, real estate, interior design and marketing communities in Northern California. MTC key partners include AIASF, AIA East Bay, SMPS, IIDA-NC, RECON, AEBL, and Drinks By Design. **The \$14,000 investment by MTC represents the first industry/trade investment for CIWI.**

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 Infrastructure System Training, and an Overview of Bayview (D10's) Infrastructure System.



CIVIC ENGAGEMENT PROGRAM



LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)



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10:00 AM - 12:00 PM

SAN FRANCISCO PUBLIC UTILITIES COMMISSION
 525 Golden Gate Avenue
 SAN FRANCISCO, CA 94102



CIVIC ENGAGEMENT PROGRAM



LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)





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WEDNESDAY, JUNE 29th, 2016

3:00PM

SFPUC Biosolids Digester Facilities
 750 Phelps Street (off Third St.)
 SAN FRANCISCO, CA 94124

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



L+SIP. CIWI Launch Event @ Thornton Tomasetti. June 8, 2016.



L+SIP. HOPE SF, Hunter's View Workshop @ College Track. June 15, 2016.

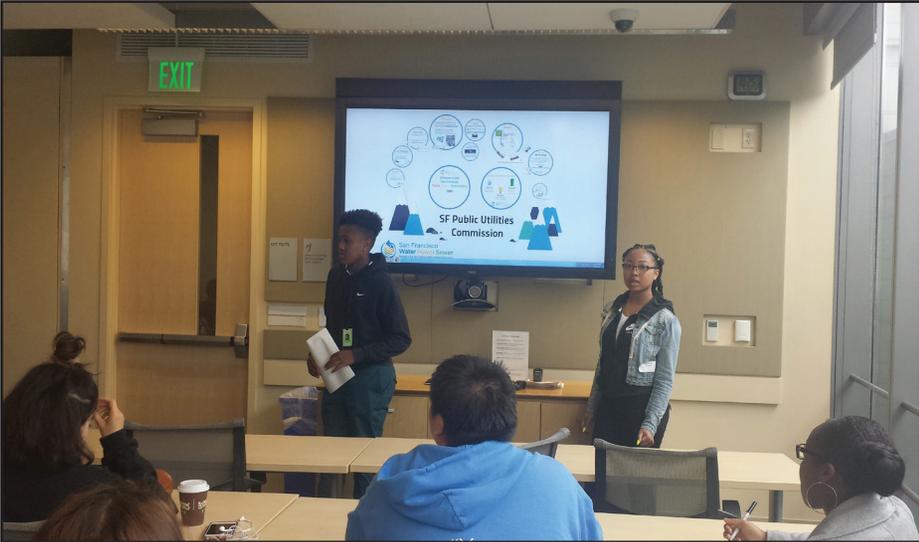


L+SIP. SFPUC Site Tour @ 525 Golden Gate Ave. July 5, 2016.



L+SIP. SFPUC Digester Walk @ Southeast Treatment Plant. June 29, 2016.

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



L+SIP. SFPUC Site Tour @ 525 Golden Gate Ave. July 5, 2016.



L+SIP. CIWI Launch Event @ Thornton Tomasetti. June 8, 2016.

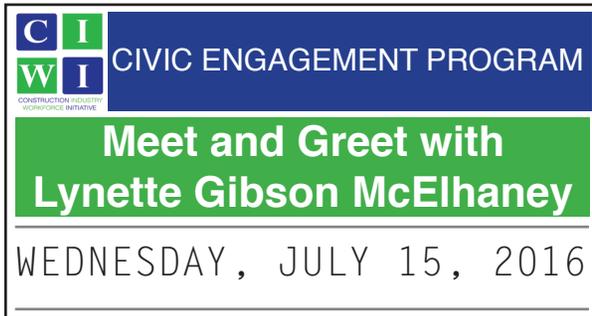


L+SIP. SFPUC Contractors Assistance Center. August 10, 2016.



L+SIP. SFPUC Digester Walk @ Southeast Treatment Plant. June 29, 2016.

CIVIC ENGAGEMENT EVENTS: MEET AND GREET LYNETTE GIBSON McELHANEY



For its third consecutive year, CIWI convened its *Meet and Greet with Lynette Gibson McElhaney* (City of Oakland Board President/District 3 Council member). The meeting, hosted by Lennar Multifamily Communities, provides an on-going opportunity for our interns to share grass-roots community engagement and leadership development strategies and the importance of getting involved in the communities in which our interns live and work. This event is one of CIWI's most popular events and our interns always come out of this group meeting energized to make change.



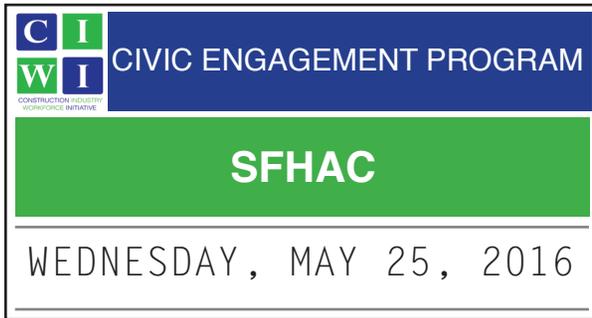
CIVIC ENGAGEMENT EVENTS: HABITAT FOR HUMANITY DAY



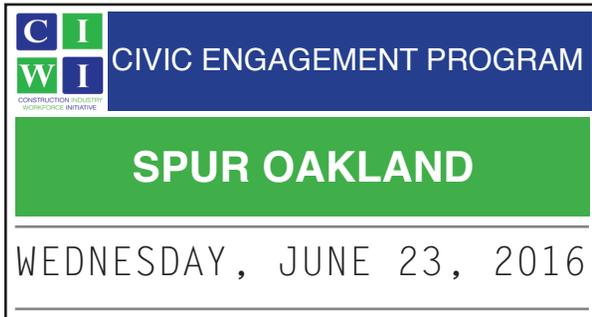
For its second consecutive year, CIWI interns volunteered at Habitat for Humanity Greater San Francisco's Habitat Terrace (28 single-family BMR homes) in the Ocean View district of San Francisco. In addition to spending a full-day working on the construction/workforce side, interns learned about the home's GreenPoint Rated through Build It Green—including environmental/sustainable features such as: rooftop solar panels, fiber-cement siding, innovative stormwater management systems, drought tolerant landscaping, low-VOC finishes, and tankless water heaters.



CIVIC ENGAGEMENT EVENTS: SFHAC / SPUR OAKLAND



San Francisco Housing Action Coalition (HAC) represents CIWI's first Industry Partner. Over the last five years, our interns have partnered with HAC on numerous civic and community engagement initiatives, including participating in HAC's Project Review meetings, attending project site tours and presentations, and volunteering at several HAC events, including Housing Forum and Housing Heroes.

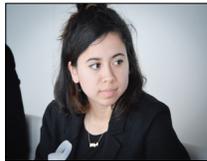


CIWI is committed to creating opportunities for our interns to engage with key A/E/C stakeholders. Over the last three years, CIWI has partnered with SPUR on numerous initiatives, including attending Brown Bag workshop events, Member party events (SF and Oakland, pictured here with SPUR Oakland Director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

2016 CIWI FAMILY TREE



ALANNA
JOHNSON



ALI
TAMAYO



COLLIN
NG



TERRENCE
ZHU



EMANI
DAVIS



ALIX
PLASCENCIA



BRIANA
SIDNEY



JOSHUA
ZHU



JESUS
VERA PENA



ELISA
MENDOZA



STEVEN
ORTEGA



GILBERTO
LLANES



CLASSIE
BUSH



EMMANUEL
HILLMAN



DEVIN
BANKS

PROGRAM IMPACT

(Community Benefits Analysis)

The following chart provides an overview of CIWI's accomplishments and deliverables, 2012-2016.

CIWI Program	Accomplishment/Deliverable
Demographic Overview	
Number of Trainee Positions	48
Gender	Female: 24 Interns (50%) Male: 24 Interns (50%)
Ethnicity	100 Percent: Students of Color African American: 23 Interns (48%) Latino: 18 Interns (38%) Asian/Pacific Islander: 7 Interns (14%)
Sponsors and Key Partners	
Internship Type by Participating Sponsors	General Construction: 28 Internships (59%) Real Estate Development: 17 Internships (35%) Architecture & Engineering: 3 Internships (6%)
Number of LBE Sponsors / Partners	Participating LBE Firms: Two firms (Anvil Builders/MBE/Veteran and Merriwether & Williams Insurance Services/W/MBE) CIWI Program Management Team: Four firms, all M/WBE, including three SF-LBEs and One Oakland LBE firm
Public Sector Partners	San Francisco Public Utilities Commission (SFPUC), Supervisor/Board President Lynette Gibson McElhaney, and CCSF (CMD)
Community-Based Education Partners	Four Community-Based Educational Partners: East Bay College Fund, College Track, Juma Ventures, Lighthouse Community Charter HS
Industry / Trade Partners	Five Industry/Trade Partners: HAC, SPUR, AIA, AEBL, and MTC
Economic Impacts: Internship Component	
Total Program Hours Worked by Interns (2012-2016)	12,865 (approx.) Internship Component: 11,520 (90%) Civic Engagement Component: 1,345 Hours (10%)
Total Earned Income	\$235,075 (approx.) Internship Component: \$210,000 (89%) Civic Engagement Component: 24,835 (11%)
Economic Impacts: Retention Component	
Income Earned / Hours Work	\$210,000 hours (approx.) 10,000 hours

2016 CIWI Team

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

SPONSORS



TISHMAN SPEYER



PRIVATE SECTOR FUNDERS



CONSTRUCTION INDUSTRY BENEFACTOR



2016 CIWI Team (Sponsors, Funders, CBO Partners, and Project Management Team)

COMMUNITY-BASED EDUCATIONAL PARTNERS



INDUSTRY PARTNERS



PROJECT MANAGEMENT TEAM



Montez Group, Inc

SPECIAL THANKS

PUBLIC SECTOR PARTNERS



Contract Monitoring
Division

L+SIP/GUEST SPEAKERS

Launch Event
Lynn Simon, Abena Darden, Margaret Smith

Thornton Tomasetti

HOPE SF/Hunter's View
Margaret Miller



HOPE SF/Hunter's View
Anne Torney

MITHŪN | SOLOMON



CONSTRUCTION INDUSTRY
WORKFORCE INITIATIVE

ACCESS • EXPOSURE • OPPORTUNITIES

Construction Industry Workforce Initiative is a program of
Community Initiatives



www.ciwi-bayarea.org