## mayor's youth JOBS®

## 2017 FINAL REPORT

# MAYOR'S YOUTH JOBS+ IMAGINING A BRIGHTER FUTURE FOR SAN FRANCISCO YOUTH

In 2012, President Obama issued a challenge to businesses, nonprofits, and government: work together to provide pathways to employment for low-income and disconnected youth.

In collaboration with Mayor Ed Lee, local community partners, and employers across the city, the San Francisco Mayor's Youth Jobs+ Initiative served 5,204 youth in its first year. Five years later, we continue to grow our program and expand our reach: 7,332 youth were placed in jobs or paid internships across the city this year.

We want our young people to succeed and build up a robust workforce for the Bay Area and beyond. By working together, we provide skill-building experiences for young people in the form of jobs and internships. We also know that success takes more than gaining a first work experience. That is why we work with young people to provide them with comprehensive training and skills they can use today and into the future.

## A Message from United Way Bay Area CEO Anne Wilson

Every movement needs a leader, and the Mayor's Youth Jobs+ initiative has been especially fortunate in this regard. Although Mayor Edwin Lee-a dear friend to United Way Bay Area and the City of San Francisco-passed away in December 2017, his legacy lives on through programs like Youth Jobs+. Mayor Lee's steadfast dedication to making San Francisco a brighter community for its youth and all its residents was unparalleled, and he will be sorely missed.

Each year, thanks in large part to Mayor Lee's tireless efforts, the Youth Jobs+ program unites diverse partners in the shared core belief that the opportunity for a bright future should not be based on a young person's zip code. We are proud to join forces with the San Francisco Unified School District, the Department of Children, Youth & Their Families, and the Office of Economic and Workforce Development on this important work. Private partners are vital to the success of these efforts, as well-JPMorgan Chase, PG&E, Citi Foundation, Gilead, Bank of America, and Enterprise Rent-A-Car, to name a few. Additionally, support from a wide range of youthfocused community organizations enables us to serve our great city's diverse population of young people.

Over 60 different job training programs are provided by nonprofit partners, city departments, and schools, affording young people work-based learning experiences, career preparation, and trainings to promote both college and career readiness. We are equally grateful to these programs for equipping our youth with a solid foundation of skills and experiences to ensure that Bay Area employers have a ready supply of local talent to meet their needs.

Collective action is a powerful tool for change. I want to thank all of the employers, community organizations, and government agencies who help grow this program each year, improving both our youth and our city's future. I hope this report will fill you with hope, as it does for me, but more importantly I hope that it inspires you to continue your support or join the initiative for the first time by hiring a young person or hosting an intern.

Working together, we can create even more opportunities for our youth, helping make San Francisco a better place to live and work for all.

Thank you,

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Anne Wilson, CEO of United Way Bay Area

Mayor's YouthJobs+ is a partnership between:



Office of the Mayor San Francisco





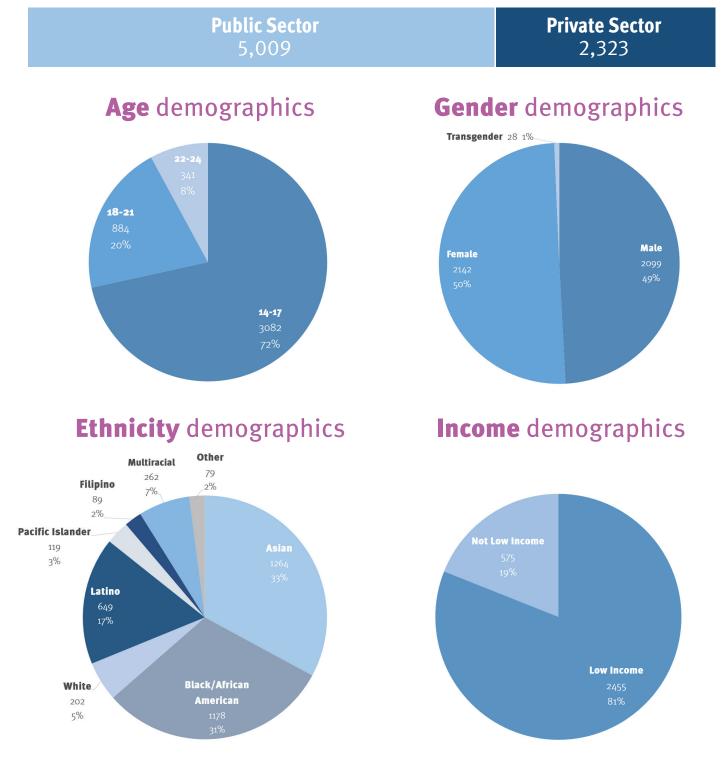






## A SNAPSHOT OF MAYOR'S YOUTH JOBS+

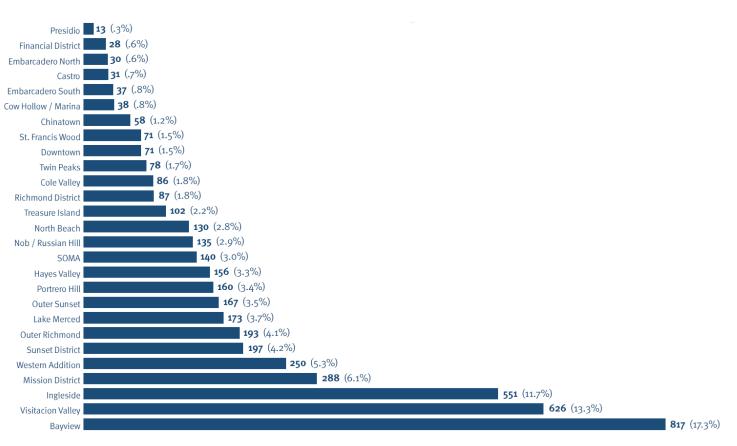
## 7,332 opportunities provided



Limited Results/Limited data was available for ages (n=5,540), gender (n=5,458), income demographics (n=3,060), and race/ethnicity(n=5,570), and neighborhoods served (n=5,218)

# A SNAPSHOT OF MAYOR'S YOUTH JOBS+

## Neighborhoods served





# YOUTH PROFILE EMILIO DIAZ

The power of the Mayor's Youth Jobs+ Initiative is the impact it can have on the lives of young people. Work experience, and all the training, skills, and confidence that come with that experience, has the ability to transform a life. Goodby Silverstein & Partners, a full-service advertising agency, hosted intern Emilio Diaz. Emilio shares his thoughts about this transformative power:

## SPECIAL THANKS TO THE FOLLOWING COMPANIES AND ORGANIZATIONS FOR THEIR GENEROUS SUPPORT OF THE MAYOR'S YOUTH JOBS+ INITIATIVE:

PRESENTING PARTNER



PLATINUM PARTNERS GILEAD GOLD PARTNER Founding partner BRONZE PARTNERS Linked in salesforce.org SUPPORTING PARTNER

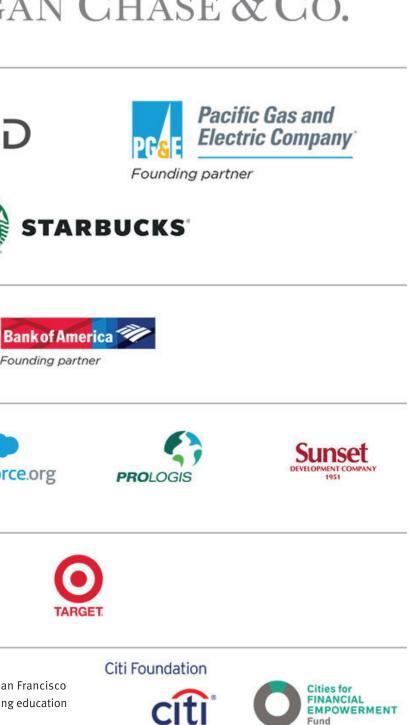
NATIONAL PARTNER

Thank you for supporting DCYF and the City of San Francisco as one of 8 cities nationwide focused on developing education and career opportunities for urban youth.

During my time at Goodby Silverstein & Partners, I was learning from industry professionals which gave me an opportunity to network and learn more about their experiences and career paths. Following my internship, I applied for and was awarded a one-year, paid apprenticeship at Goodby Silverstein & Partners!"

-Emilio Diaz





# SPOTLIGHT ON CITY PARTNERSHIPS

### **Office of Community Investment and Infrastructure** and Japanese Community Youth Council (JCYC)

Since 2016, JCYC has partnered with the Office of Community Investment and Infrastructure (OCII) and United Way Bay Area in a youth job-training program. This program helps OCII projects meet workforce trainee hiring obligations by matching firms with local architecture and engineering students for paid internship opportunities.

JCYC offers participating firms the services of a third-party employer; eliminating payroll obligations, workers' compensation costs, and other expenditures associated with hiring. In addition, they provide interns with professional development, weekly check-ins, and group training with similarly situated peers. There were 14 paid interns placed with firms in 2017. Thanks to great feedback over the past two years, the program is set to expand in the future.

## Building Financial Stability - Summer Jobs Connect

Finding your first job and learning how to manage your money can be the first steps toward financial stability for many young people. This year, more than two dozen city and community programs partnered to assist over 1,600 youth. The program supported youth with opening bank accounts, managing their finances, and depositing money into savings. Additionally, more than 200 youth had their first work experience through the program. This was all made possible by funding provided by Citi Foundation, Cities for Financial Empowerment, the Department of Children, Youth & Their Families, Treasurer Cisneros' Office of Financial Empowerment, MyPath, and San Francisco Federal Credit Union.

### Manufacturing - Plethora

Plethora is a product development company based in San Francisco that strives to streamline the development process and enable more people to invent using smarter design tools. This year, Plethora hired Kevin Holloway as a Shipping & Receiving Technician, immediately following his six-month internship with The Office of Economic and Workforce Development Division (OEWD). Kevin's internship with OEWD equipped him with new skills that made him a great fit for his position at Plethora.

I shall continue to grow and learn with each passing shift at work, from here on out. I will continue to be responsible, accountable, and reliable wherever I am employed. I am thankful for the connections built, lessons learned, and people met through having the front desk position here at OEWD. I will transfer all the professional and critical attributes received here to my new hands-on Shipping & Receiving Tech Position at Plethora."

## SPOTLIGHT ON SFUSD PARTNERSHIP

### SFMTA

The San Francisco Municipal Transportation Agency (SFMTA) has partnered with SFUSD for the past 5 years, providing youth with internships and work-based learning opportunities. This summer, SFMTA hosted six youth for internships in automotive maintenance, and an additional 24 for twice-weekly rotations through the SFUSD Summer Career Exploration Program in Automotive Technology. SFMTA provides valuable hands on experience, and its partnership with SFUSD will continue in the future.

### **Turner Construction**

Turner Construction has partnered with SFUSD for several years, beginning with tours and job shadowing and progressing to hosting full-time summer interns. They are dedicated to making a positive impact in the lives of many youth. Turner is fully committed to the innovative Tech21 program, which offers work-based learning opportunities through spring and summer internships. Through their collaborative efforts, they have guided students into post-secondary educational paths and direct placement in various union training programs. This summer, Turner hosted two interns and 24 students for work-based learning rotations.



## SPOTLIGHT ON CORPORATE PARTNERS

### **Starbucks**

The Northern California division of Starbucks continued to be an outstanding Mayor's Youth Jobs+ partner this year, providing financial support to the initiative and hiring more than 200 youth throughout the year. Additionally, a large number of Starbucks volunteers participated in the annual Youth Resource Fair, where they coached young people on interview skills and led a customer service training workshop. Starbucks' proven commitment to the program has made them a model partner and we look forward to their continued leadership in 2018.

### UPS

UPS is a dedicated partner of the Mayor's Youth Jobs+ initiative that truly values the potential of a young workforce. Their entry-level positions are excellent for first time job seekers and those with complex barriers to employment. Additionally, UPS uses these positions to launch employees into career paths leading to lifetime prosperity. UPS has made a point to give priority consideration to those served through the Mayor's Youth Jobs+ initiative by participating in every associated event this year: The Mayor's Youth Jobs+ Challenge, the Youth Resource Fair, and all Neighborhood Job Fairs. Further, UPS held its own job fair for the initiative. We are fortunate to work with a corporate partner with this level of dedication to the initiative.



# SPOTLIGHT ON BUSINESS PATHWAYS

United Way's own Business Pathways Summer Internship Program is an 8-week program that exposes young adults ages 16-24 to careers in industries such as real estate, technology, finance, law, non-profit, transportation, and more. Business Pathways is designed to provide interns from diverse backgrounds with the opportunity to develop personal and professional skills that will help them attain success in academia and in the workforce.

The program benefits employers and the community by training a diverse group of young people to work in a business environment and supplying employers with talented young workers. Most importantly, Business Pathways encourages young adults to stay in school, to be challenged professionally, and to make a positive impact in their community.

## Mittlestaedt, Galaviz, & Mylin Inc. - Customs Broker and Freight Forwarder

As a business owner and life-time resident of San Francisco, Edward Mittlestaedt feels that it is important to look within one's own community for talent. Mittlestaedt, Galaviz, & Mylin, Inc. hired an intern as part of the Business Pathways Summer Internship Program. The experience was so rich for the intern that she is now interested in International Logistics.

### **Bank of America**

Bank of America, a co-founding partner of the Mayor's Youth Jobs+ initiative, values the importance of hiring local youth here and across the country. This year four Business Pathways interns were selected by Bank of America to work in branches within San Francisco. These interns were able to explore the different careers available to them within the financial sector. One of them has been offered a permanent position at Bank of America!

> There is something special when hiring a young person for their first job in the industry. They bring an energy and enthusiasm that lightens up the office..."

Business Pathways opportunities are anchored by a core group of funders and host sites in the real estate sector that began partnering with United Way in 2008 under the banner of Real Estate for Tomorrow's Adults. Real estate now constitutes one "track" alongside Business Pathways offerings in technology, law, finance, hospitality, manufacturing, and nonprofit management.

## SPOTLIGHT ON MAYOR'S YOUTH JOBS+ EVENTS

### Mayor's Youth Resource Fair - March 18, 2017

This year, the marquee event of the Mayor's Youth Jobs+ initiative, the Youth Resource Fair, was held at the San Francisco Hilton in Union Square. More than 400 youth participated in the day-long event, with over 200 volunteers reviewing resumes, conducting mock interviews, and offering workshops on effective communication, job readiness, customer service, and how to create a LinkedIn profile. Additionally, over 70 employers and youth-serving community-based organizations provided exhibits. Close to 90 attendees were offered jobs and internships on the spot at the event.



### Mayor's Job Challenge - March 31, 2017

This Spring, Mayor Ed Lee, United Way Bay Area, San Francisco City Departments, and private sector employers kicked off the Mayor's sixth annual Job Challenge. The program challenges employers of both large and small companies to create jobs, internships, and paid job training for San Francisco residents. The event was held at the Green Room of the War Memorial building and resulted in more than 6,100 jobs pledged onthe-spot for local youth, close to the program's ongoing goal of 7,000 jobs.

## End of Summer Celebration - September 12, 2017

The final event of the season, the End of Summer Celebration, is an opportunity for the initiative to acknowledge and celebrate companies who hired youth not only for the summer but throughout the entire year. This year's event was held at Dolby Laboratories and attended by 145 corporate, non-profit, and city agency partners. Select youth shared the stage with the Mayor and their employers and spoke about their invaluable work experience.



Technology companies like Dolby are leading the path toward a more diverse workforce in technology, and are setting the bar high for providing training to youth in our community. In support of their commitment to create a multicultural workforce, Dolby Laboratories has sponsored two interns from the San Francisco Unified School District on behalf of Aim High for School and the Bay Area Video Coalition."

-Dolby Laboratories

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PG&E is proud to continue our long-standing partnership with United Way Bay Area and the Youth Jobs+ initiative. We're committed to helping the next generation develop essential skills needed to succeed in the 21st century workforce. Through our collaborative effort, we aim to build a skilled, local, inclusive workforce that represents the diverse communities we serve. Educational opportunities and career networks can spark an individual's success, and we're grateful to be working with partners who have a history of creating real economic opportunity in the Bay Area."

> - Stephanie Isaacson, Director, Community Relations Pacific Gas and Electric Company,



Building San Francisco's Next Generation Workforce

## PARTNERS

#### **EMPLOYERS**

AArrow Sign Spinners Allied Universal AlphaTech AMC Theatres American Eagle Outfitters Anthropologie Applebee's Architectural Foundation of San Francisco ArtSpan Asian Neighborhood Design, Inc. AT&T Bank of America Bar Association of San Francisco Bayview Hunters Point Clinic Bavview Opera House Beazley Insurance Inc. Bi-Rite Market Blavz Bloomingdales Bon Appetit Management Company Brickman Bricks4Kidz BRIDGES from School to Work Bubba Gump Shrimp Co. California Academy of Sciences California Public Utilities Commission Camp Mendocino Canela Bistro & Wine Bar Casa Sanchez Charity Cultural Services Center Chipotle Citi Foundation CitvBuild Close Concerns Collective Impac Comcast DFS Group L.P. Duc Loi's Pantry Einstein Noah Restaurant Group, Inc. Enterprise for High School Students Enterprise Rent-A-Car Company of San Francisco Frnst & Young I I P Exploratorium Farella Braun & Martel LLP FedFx Fenwick & West LLP FibroGen Freyer & Laureta. Inc Galileo Gap Inc. GearLaunch Gensler Ghirardelli Chocolate Company Golden Gate National Parks Conservance Golden Gate Restaurant Association Golden State Warriors Greenberg Traurig, LLP Grocery Outlet Gus's Community Market Hack the Hood Hanson Bridgett LLP Healthy Choices AmeriCorps Hearing and Speech Center of Northern California Hilton Homebridge Hotel Council of San Francisco Huntervsview Family Center/YMCA Hyatt Hotels Corporation Imprint City Intero Real Estate Services Jamba Juice JP Morgan Chase Kaiser Permanente KALW 97.1 FM Keker & Van Nest LLP KPMG LLP Lemonade Restaurant Group Levi Strauss & Co. Lieff Cabraser Heimann & Bernstein LLP LinkedIn

Luminalt Lumos Labs Lyft Macy's Managed By Q Market on Market LLC Marketo Marriott Marguis McKinsey Social Initiative Mittlestaedt, Galaviz, & Mylin, Inc. Mission Pie Munger, Tolles & Olson LLP Natixis Global Asset Management Pacific Union PG&E Pillsbury Winthrop Shaw Pittman LLP Portco, Inc. Presidio Trust Prometheus Real Estate Group Push Dance Compan Red and White Fleet Reed Smith RDNC Summer Camp Target The Ritz-Carltor Safeway Salesforce Foundation San Francisco Federal Credit Union San Francisco Symphony San Francisco Unified School District San Francisco Zoo Self Help for the Elderly Service Systems Associates, Inc sf.citi SFTravel Shartsis Friese LLP Sheppard, Mullin, Richter & Hampton LLP Specialty's Café & Bakery Southern Exposure Starbucks Coffee Company Sweetgreen Target The Fairmont San Francisco The Market The World Famous Rick and Russ Show Treasure Island Sailing Center Foudation Turner Construction UPS Walgreens Webcor Builders Winston & Strawr Yerba Buena Alliance Zynga

#### YOUTH SERVING ORGANIZATIONS

3rd Street Youth Center & Clinic Aim High for High School APA Family Support Services APRISE Arriba luntos Bay Area Video Coalition Bay Area Community Resources (CHALK) Bay Institute Aquarium Foundation/ EcoCente BAYCAT Bay.org -- EcoCenter at Heron's Head Park Bayview Beacor Bernal Heights Neighborhood Center Black Girls Code Bavview Association for Youth Boys & Girls Clubs of San Francisco Breakthrough San Francisco Buchanan YMCA California Academy of Sciences California Lawyers for the Arts California Maritime Academy Cameron House CARECEN Catholic Charitie

Center for Young Women's Development CASA (Children's After School Arts) Chinatown Community Development Center Chinatown YMCA Citizen Film CIWI Collective Impact Community Youth Center (CYC) CommunityGrows Community Housing Partnership Fach One Reach One Embarcadero YMCA Enterprise for Youth Exploratorium Females Against Violence/ JEEP First Graduate First Place for Youth Flvaway Productions Friends of the Urban Forest GIRI FLY Goodwill Industries Guardian Scholars Horizons Unlimited Huckleberry Youth Programs Hearing and Speech Center of Northern California HOMEY Hunters Point Family Independent Living Skills Program Jamestown Community Center Japanese Community Youth Council (JCYC) lewish Vocational Services (IVS) Juma Ventures Larkin Street Youth Services LeadersUp Life Learning Academy Literacy for Environmental Justice I YRIC Magic Zone Marriott Foundation for People with Disabilities Mission Economic Development Agency Mission Graduates Misison Neighborhood Centers Mission SE Community Financial Center Mural Music and Arts Project MYEEP MvPath New Door Ventures Northridge Co-op Homes Community Garden Oasis For Girls Occupational Therapy Training Program - San Francisco Old Skool Café OMIE Beacon/Urban Services YMCA Our Kids First Peer Resources PODER Pomeroy Recreation Center Portola Family Connections Presidio YMCA RAMS, Inc. Real Options for City Kids Richmond District Neighborhood Center Richmond District YMCA San Francisco Back On Track San Francisco Conservation Corps San Francisco Shared Schoolvard Project San Francisco Peer Resources Seven Teepees Youth Program SFCAPC SOMCAM Special Service for Groups Stonestown YMCA Students Rising Above Success Center San Francisco Summer Search Sunset District Community Development Sunset Neighborhood Beacon Center Sunset Youth Services Telegraph Hill Neighborhood Center The Garden Project

The Writing Center Tides Center Treasure Island Job Corps Treasure Island Sailing Center United Playaz Urban Sprouts Vietnamese Youth Development Center YMCA of San Francisco Young Community Developers, Inc. Youth Art Exchange Youth Leadership Institute YouthWorks

#### PARTICIPATING CITY DEPARTMENTS Adult Probation Department

Animal Care and Control Arts Commission Asian Art Museum Bay Area Rapid Transit Board of Appeals Board of Supervisors California Academy of Sciences Chamber of Commerce City Hall Events Department of Building Inspection Department of Children, Youth and Their Families Department of Elections Department of Emergency Management Department of Human Resources Department of Public Health Department of Public Works Department of Real Estate Department of Technology Department of the Environment Ethics Commission First 5 Commission General Services Agency HopeSF Human Rights Commission Human Services Agency Juvenile Probation Department Mayor's Office of Housing & Community Development Office of Citizen Complaints Office of Civic Engagement & Immigrant Affairs Office of Community Investment and Infrastructure Office of Contract Administration Office of the Controlle Office of the County Clerk Office of Economic and Workforce Development Office of Labor Standards Enforcement Office of Small Business Office of the Assessor/Recorder Office of the City Administrator Office of the City Attorney Office of the District Attorney Office of the Medical Examiner Office of the Treasurer & Tax Collector Planning Department Port of San Francisco Public Defender's Office Recreation & Parks Department San Francisco County Transportation Authority San Francisco Ethics Commission San Francisco Fire Department San Francisco Housing Authority San Francisco International Airport San Francisco Municipal Transportation Agency San Francisco Police Department San Francisco Public Library San Francisco Public Utilities Commission San Francisco Purchasing Department San Francisco Sheriff's Department San Francisco Superior Court San Francisco Wraparound Project, UCSF San Francisco Youth Commission Sheriff's Department The Mix at San Francisco Public Library

## GET INVOLVED WITH THE **MAYOR'S YOUTH JOBS+ INITIATIVE** AND SUPPORT OUR FUTURE LEADERS!

You can help Bay Area youth to reach their potential by offering job opportunities at your organization, funding internship placements and providing classroom support.

Ask us about the different ways to get involved!

Visit sfyouthjobs.org or email us at sfyouthjobs@uwba.org to learn more.

Presented by: JPMORGAN CHASE & CO.