www.oewd.org

# CityBuild Programs and Resources





# **About OEWD**

OEWD strives to create a thriving and resilient economy, where barriers to economic and workforce opportunities are removed, and prosperity is shared equitably by all.

# **Workforce Development Division**

We train and connect San Franciscans to sustainable jobs with career growth opportunities and promote prosperity for all residents, including the unemployed, underemployed, and hard-to-employ residents.

# **CityBuild**

CityBuild provides comprehensive pre-apprenticeship and construction administration training to San Francisco residents. It is an internationally-recognized model for creating opportunities and careers for residents through local projects. CityBuild is tasked with monitoring workforce compliance programs on nearly all construction projects in San Francisco.



# **Working With CityBuild**

- Refer local job-seekers to CityBuild Academy
- Refer local workers to register with CityBuild's ENS
- Reach out to the CityBuild Compliance Team when awarded a new contract, or when you do not expect to meet Local Hiring Requirements
- Differentiate between workforce policies and create plans to meet the different requirements
- Differentiate between LBE and Local Hiring requirements



# **CityBuild Programs**

#### **CityBuild Academy**

CityBuild Academy is a 12-week pre-apprentice training program in partnership with City College of San Francisco. Students gain hands-on experience, earn college credits, and are connected with employment opportunities in the construction industry.

#### **Employment Networking Services (ENS)**

CityBuild's ENS program assists job seekers in the construction industry with referrals to employment opportunities and additional resources that assist with removing barriers to employment.

#### **Compliance Administration**

CityBuild's Compliance Team is tasked with administering various workforce policies on construction projects, including the Local Hiring Policy, First Source Hiring, Section 3, and other legislated requirements.

#### **Construction Administration and Professional Services Academy**

In partnership with Mission Hiring Hall, CAPSA is an 18-week training, placement, and career development program designed to equip San Francisco residents with the skills needed for success in construction administration.

#### The Local Hiring Policy for Construction (Chapter 82 of SF Administrative Code)

- 30% San Francisco on total work hours by trade
- 50% San Francisco on total apprentice work hours by trade

#### **Types of Projects**

- Locally-funded capital improvement projects
- Developments on City-owned land or on property leased from the City

#### How to Work with CityBuild

- Create job opportunities for San Francisco residents, including sponsorship, hiring ENS referrals, providing employment opportunities on other jobs
- Attend pre-bids and pre-construction meetings to understand contract requirements
- Communicate with the CityBuild Compliance Officer
- Monitor local hiring percentages through payroll and monthly reports

- Policy allows other ways for contracts to meet compliance requirements
- CityBuild considers market conditions, union requirements and other trade-specific factors when make final determination on compliance
- Local residents do not have to be CityBuild referrals



#### First Source Hiring Program(Chapter 83 of SF Administrative Code)

- Good-faith efforts in working with CityBuild to prioritize OEWD referrals
- 50% placement goal of CityBuild referrals

#### **Types of Projects**

- · Privately funded projects on privately-owned land
- Locally-funded capital improvement projects with engineer estimate less than \$350K
- May be applied in conjunction with the Local Hiring Policy

#### How to Work with CityBuild

- Notify the CityBuild Employment Liaison and Compliance Officer when there are new hiring opportunities
- Attend pre-bids and pre-construction meetings to understand contract requirements
- Communicate regularly with the CityBuild Employment Liaison
- Proactively provide hiring opportunities to the CityBuild team

- Compliance is based on good-faith efforts
- 50% goal is based on number of CityBuild referrals



#### Section 3 Hiring (Federally-funded, primarily HUD and CDBG)

- 25% Section 3, 5% Targeted Section 3 qualified workers
- Criteria is based on income, public housing, federal training programs and disadvantaged worker

#### **Types of Projects**

Federally-funded projects using HUD or CDBG funds, primarily affordable housing

#### How to Work with CityBuild

- Notify the CityBuild Employment Liaison and Compliance Officer when there are hiring opportunities
- Attend pre-bids and pre-construction meetings to understand contract requirements
- Communicate regularly with the CityBuild Employment Liaison
- Monitor Section 3 percentages through payroll and monthly reports
- Assist with validating Section 3 qualifications

- Compliance is based on good-faith efforts
- 25% requirement may include non-SF residents
- Requires additional reporting and certification of workers



#### Office of Community Investment and Infrastructure (OCII)

50% San Francisco resident.

#### **Types of Projects**

Projects sponsored by OCII

#### How to Work with CityBuild

- Notify the CityBuild Employment Liaison and Compliance Officer when there are hiring opportunities
- Attend monthly progress meetings to discuss SF percentages and upcoming hiring opportunities
- Communicate regularly with the CityBuild Employment Liaison
- Monitor SF percentages through payroll and monthly reports

- Considers good-faith efforts when making final determination on compliance
- Local hiring requirements are applied to total work hours on the project



#### **Development Agreements**

- Varies based on negotiated terms
- May include Local Hiring, First Source, investment in workforce initiatives

#### **Types of Projects**

• Generally large, long-term mixed-used developments with community benefits

#### How to Work with CityBuild

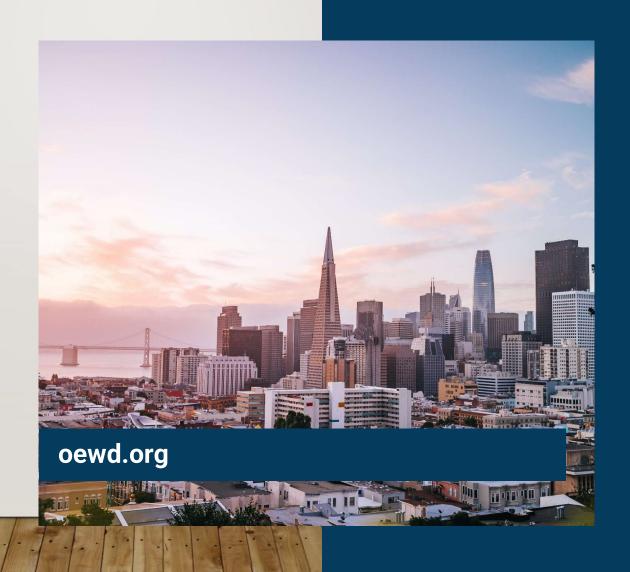
- Review Workforce Development Plan to understand requirements of the Agreement
- Attend monthly progress meetings to discuss outcomes and upcoming hiring opportunities
- Communicate regularly with the CityBuild Employment Liaison and Compliance Officer
- Monitor workforce requirements through payroll and monthly reports

#### **Good To Know!**

• Opportunities to meet hiring requirements may extend from project to project under the scope of work of the Agreement



**Q & A** 



SAN FRANCISCO