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CityBuild

Programs and Resources



SAN FRANCISCO
OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT



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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.



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Workforce Policies

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

Good To Know!

- 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

Workforce Policies

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

Good To Know!

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

Workforce Policies

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

Good To Know!

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

Workforce Policies

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

Good To Know!

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

Workforce Policies

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

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Q & A



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