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JPMORGAN CHASE & CO.

PUTTING YOUNG PEOPLE TO WORK



SAN FRANCISCO SUMMER JOBS+

IMAGINING A BRIGHTER FUTURE FOR SAN FRANCISCO YOUTH.

In 2012, President Barack Obama issued a challenge to businesses, non-profits, and government: work together to provide pathways to employment for low-income and disconnected youth. San Francisco, under the leadership of Mayor Ed Lee, stepped up in response, pledging to connect 5,000 young people to summer jobs and internships. We surpassed that goal, serving 5,204 youth.

In 2013, Mayor Lee raised the bar with a goal of reaching 6,000 youth. San Francisco's community partners, public sector and corporate community stepped up to accept the challenge. Once again, we surpassed the goal, connecting 6,817 youth to work opportunities this summer!

The opportunities offered by San Francisco Summer Jobs+ are a first steppingstone on the path to success. Thanks to our partners, 6,817 more young people have embarked on that path.

“Each of our Summer Jobs+ partners share three core beliefs. We all believe that investing in the future success of our young people is critical. We believe that the opportunity for a bright future should not be based on a young person’s zip code. And finally, we believe that collective action is a powerful tool for change.”

– Anne Wilson, CEO, United Way of the Bay Area

United Way of the Bay Area leads San Francisco's efforts in the private sector supporting Mayor Lee's Summer Jobs+ Program along with 99 employers and 64 community organizations. The city's efforts are led by the Department of Children, Youth and Their Families (DCYF), Office of Economic and Workforce Development (OEWD), the San Francisco Unified School District (SFUSD) and City departments who hire and train youth throughout the summer.

A MESSAGE FROM MAYOR LEE

As Mayor of San Francisco, my top priority is putting our residents back to work and creating jobs for people from every San Francisco neighborhood. We're seeing results in our city – with unemployment rates falling and jobs being created in technology, construction, healthcare, manufacturing, hospitality and in so many of our local companies – but I knew we could do better, especially when it comes to our young people.

Fortunately in San Francisco, we have incredible partners like United Way of the Bay Area already at work on this issue. United Way's leadership in securing private sector partners like PG&E, Bank of America, JP Morgan Chase and others has helped to grow this initiative year over year. United Way also brought leading San Francisco youth organizations to the table who worked throughout the summer to prepare young people for available jobs and internships through resume writing, interview preparation and more.

Many of us know firsthand that a quality work experience for a young person can be a bridge to a lifeline – lifting that young person up and setting him or her on the right path, lifting their families, and of course, making our city a better place. An inspiring example that I've seen this year is a young woman named Rycki.

Rycki, a 20-year-old Hurricane Katrina survivor, has a strong sense of perseverance and willingness for change. As a single parent with a high school diploma, Rycki is struggling to make ends meet. She came to CHALK, one of the Summer Jobs+ Doorway organizations, interested in finding a job. CHALK staff were impressed with Rycki's motivation and helped her create a professional resume, fine-tune her professional communication, and apply to a job with Starbucks through the online system developed by United Way of the Bay Area. After acing two interviews, Rycki was offered a position at a busy downtown San Francisco location where she continues to thrive.

The success of Summer Jobs+ lies in the commitment and imagination of the partnerships created across sectors. I want to thank all the employers, community organizations, and government agencies for making great things happen; and for improving the lives of young women like Rycki.

As you review this report of our 2013 results, I hope it will inspire you to continue your support, or otherwise join us, as we grow this program to a year-round initiative. I look forward to working with you in 2014.

Edwin Lee

Mayor, City of San Francisco



A SNAPSHOT OF SAN FRANCISCO SUMMER JOBS+

6817 WORK OPPORTUNITIES



4611 PUBLIC SECTOR

4255

PUBLIC TRAINING/
EMPLOYMENT OPPORTUNITIES

PUBLIC PERMANENT HIRES (356)

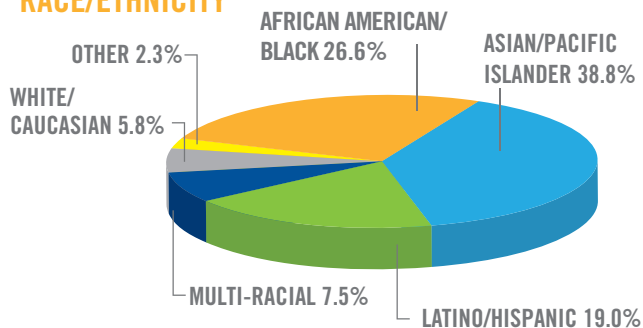
2206 PRIVATE SECTOR

2121

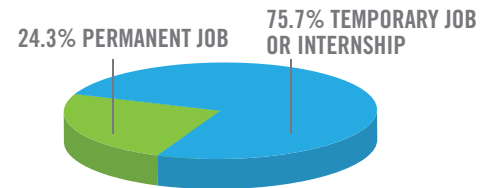
PARTNER
EMPLOYERS

CTE DEPT AT SFUSD (85)

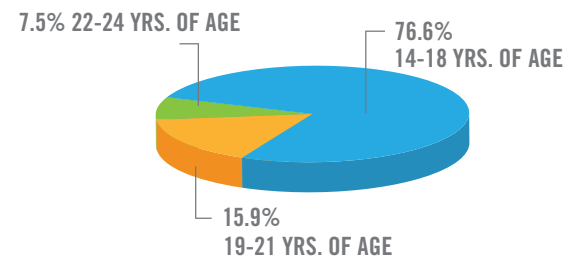
*RACE/ETHNICITY



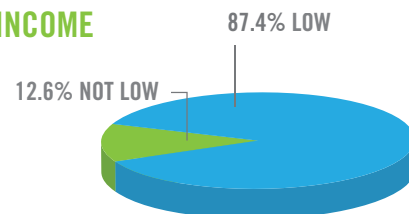
PRIVATE SECTOR: SUMMER vs. PERMANENT



*AGES (DEMOGRAPHICS BASED ON AVAILABLE DATA)

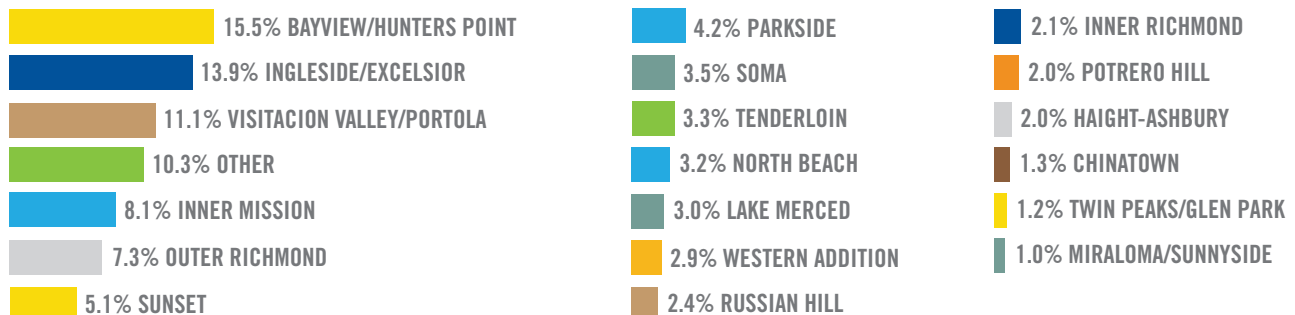


*†INCOME



*NEIGHBORHOODS SERVED

100%



* Limited data was available for Income (N=2668) and Race/Ethnicity (N=4175) because employers generally do not require this information from youth. Ages N=5154. Neighborhoods served N=4400.

† Income information was collected and defined differently for different agencies included in the sample. For public sector, low income generally means less than 30,000. For private sector, low income was defined as less than 150% of the Federal poverty level.



SAN FRANCISCO SUMMER JOBS+ WOULD NOT HAVE BEEN POSSIBLE WITHOUT THE GENEROUS SUPPORT OF THE FOLLOWING COMPANIES AND ORGANIZATIONS



Pacific Gas and Electric Company

Bank of America



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Additional Funders

America's Cup
AvalonBay Communities
Kingsley Associates
NorthMarq Capital
Shorenstein Properties

PARTNERS MAKE IT POSSIBLE

SAN FRANCISCO SUMMER JOBS+ WOULD NOT BE POSSIBLE WITHOUT COMMITTED PARTNERS. HIGHLIGHTED HERE IS A BRIEF SNAPSHOT OF THE INCREDIBLE WORK THESE ORGANIZATIONS ARE DOING YEAR-ROUND.

SPOTLIGHT ON: COMMUNITY PARTNERS

YOUTH GAIN CONFIDENCE AND SUPPORT FROM THE EXPERTS

DOORWAY ORGANIZATIONS

Each of our 64 community partners this year [full list on page 10] was critical to the success of SF Summer Jobs+. In particular several organizations took on a new role as ‘Doorways,’ including Young Community Developers, LYRIC, OMI/Excelsior Beacon Center, Community Youth Center, Success Center San Francisco and CHALK. Doorways served as an access point for youth and provided job-readiness assessments, job-readiness services, and training and referrals to other organizations to prepare them for a job or internship. Collectively, these six organizations served nearly 500 youth throughout the summer. We are grateful for their commitment and partnership, and for the incredible results that they have helped us achieve.

“This program has made it possible for me to experience how it feels to become part of a family. Thanks to Summer Jobs+, I’m more motivated to set and achieve goals for myself. I’ve realized that I want to reach youth in the community that I was raised in who are going through the same struggles that I have overcome. I want to give back because I’ve been helped.”

– Vicente, Youth Line Peer Counselor, CHALK, 2013 SF Summer Jobs+ participant

DREAMers

In 2013, San Francisco Summer Jobs+ focused a portion of its efforts on connecting undocumented youth to work-based learning. These youth are often called “DREAMers,” named as such due to the state’s DREAM Act* (Development, Relief, and Education for Alien Minors), but also to honor their own struggle chasing the “American Dream.” Jointly funded by the United Way and DCYF, community partners CHALK, LYRIC and the Mission Economic Development Agency (MEDA) came together to provide paid job-readiness training and internships to 42 DREAMers throughout the city, ensuring that they were prepared for summer and long-term work opportunities.

Most of these young people were brought to the U.S. as children and have grown up in the Bay Area, but without legal work privileges, they have few options for a successful future. Thanks to DACA**, the DREAM Act and the community partners connecting these youth to opportunities, dozens of young people are now able to imagine a brighter future for the very first time.

* The California DREAM Act provides conditional permanent residency to certain immigrants of good moral character who graduate from U.S. high schools, arrived in the United States as minors, and lived in the country continuously for at least five years prior to the bill’s enactment.

**Deferred Action for Childhood Arrivals: The U.S. Citizen and Immigration Services policy of allowing individuals who came to the US. as children and meet several key guidelines to request consideration of “deferred action” or deferment of removal action for a period of two years and enabling them to be eligible for work authorization. This status can also be renewed at the end of the two-year period.



SPOTLIGHT ON: CITY PARTNERSHIPS

EYES OPENED THROUGH CITY INTERNSHIPS

OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT (OEWD)

Nearly 700 youth were connected to private sector internship opportunities this summer through OEWD's programs and services, including Business Services and RAMP-SF. OEWD's Business Services Team leverages the City's First Source Hiring Program to provide private-sector employment opportunities for local residents. This summer's America's Cup race provided unique hiring opportunities in 2013, and Business Services was able to connect hundreds of young adults with employment, while simultaneously helping employers meet their hiring needs.

SAN FRANCISCO UNIFIED SCHOOL DISTRICT CAREER TECHNICAL EDUCATION

Career Technical Education Academies (CTE) are high school programs usually starting in 10th grade that allow students to learn about career fields in growing industry sectors based on labor market needs. Academies utilize a cohort model, where students move along with a set of peers and a team of committed teachers that can offer support, guidance and connection. In these small learning communities, students learn through a variety of projects, assignments and enrichment opportunities that accommodate different learning styles. Students begin to think about their own personal career development and develop the skills needed to succeed in the 21st century. This summer, 86 students benefited from the program, participating in six-week internships within the private sector.





SPOTLIGHT ON: CITY PROGRAMS

SAN FRANCISCO YOUTH MAKING THE CITY A MORE BEAUTIFUL PLACE

SAN FRANCISCO RECREATION AND PARKS' WORKCREATION

Now in its 54th year, Workreation provides paid training and work experience for youth ages 14-18 who live in or attend school in San Francisco. Through the program, youth learn job-related skills such as program planning, First Aid and safety awareness, while developing leadership and problem solving skills. More than 165 youth participated in Workreation this summer, working throughout San Francisco assisting in recreation activities, gardening projects, and leading sports, arts and recreational activities with younger youth. After completing the program, youth have the opportunity to advance to other positions within the Recreation and Parks Department as Recreation Leaders and Lifeguards.

SAN FRANCISCO PUBLIC UTILITIES COMMISSION

San Francisco Public Utilities Commission (SFPUC) is committed to being a good neighbor in the communities where it operates and provides services. SFPUC engaged youth and young adults in a variety of employment and work-based learning opportunities in Summer 2013. This included land-management work, installation of sidewalk gardens and various project-based work opportunities. Seventy-four young adults (25 and younger) were hired directly by SFPUC into various temporary-hire or fellowship positions. The SFPUC also leveraged existing investments to create and expand summer employment program opportunities to another 630+ youth and young adults.

"A first job is often the catalyst a young person needs to set them on the path to a brighter future. JPMorgan Chase & Co. supports SF Summer Jobs+ because we believe that each San Francisco youth deserves an opportunity, regardless of their neighborhood or background. With this program, more than 6,800 young people can imagine a future they may never have thought possible. We're honored to be a part of that work."

— Jim Wening, JPMorgan Chase & Co. Market Manager Middle Market Commercial Bank



SPOTLIGHT ON: CORPORATE PARTNERS

INVESTING IN OUR YOUTH AND COMMUNITY

BANK OF AMERICA

In 2013, Bank of America partnered with several non-profit organizations around the country to provide high school students with paid summer internships in their local branches. In San Francisco, Bank of America hosted four interns through SF Summer Jobs+ and was also one of our premier sponsors of the program. Through their Bank of America internships, these students developed customer service skills and explored careers within the financial sector.

“Bank of America is proud to support San Francisco Summer Jobs+ because we believe that investing in our young people is one of the most important investments we can make in our community. As an employer, we also recognize that work experience and job opportunities are critical to the future success of an individual, of a company and of a community.”

– Martin Richards, San Francisco and East Bay Market President, Bank of America

BUSINESS PATHWAYS

United Way's Business Pathways internships place youth from diverse backgrounds in paid internships within key fields. This year, 76 interns spent 18 hours per week for 8 weeks on site at their host company, where they were matched with an intern manager who mentored and exposed them to various careers within the particular industry in which they work. In addition, all youth attended a two-hour weekly skill-building seminar, run by United Way, which offered job coaching and financial literacy education. Guest panelists from PwC, Wells Fargo, and Year Up contributed to these sessions. Over the eight weeks Business Pathways youth gained skills on how to communicate professionally in the workplace, how to complete essential office tasks, and how to responsibly manage their earnings.

"Having Gail as my manager at Enterprise for the past eight weeks has been an amazing experience. Gail has not only been a wonderful manager, but a mentor who has helped me increase my confidence."

– Yecica Urena, Intern at Enterprise Holdings, speaking about Gail Earley, winner of Business Pathways' Intern Manager of the Year

"I have had the opportunity to work with Jessamine now for two months and she has left a legacy behind of hard work and determination. Jessamine will be successful in any career path she chooses to take and we are very proud of what she has done for the organization!"

– Mattson Hill, Intern Manager at Prometheus Real Estate Group, speaking about Jessamine Zamore, winner of Business Pathway's Intern of the Year

Business Pathways opportunities are anchored by a core 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 and Nonprofits.





STARBUCKS

Throughout the 2013 season, the Northern California division of Starbucks was a committed SF Summer Jobs+ partner, providing financial support to the initiative while also hiring 50 interns in their San Francisco locations. Starbucks volunteers also participated in the Youth Resource Fair in May, coaching and training young people on interview skills – they even hired several youth on the spot!

Starbucks' commitment to this initiative has made them a model partner and we look forward to their continued leadership in 2014.

“Before I started working, I was very shy and soft spoken. After getting hired, I’ve become more comfortable. I’ve learned how to deal with unhappy and discouraging customers. I’ve realized that age does not define a person’s abilities. I feel a lot more comfortable working with adults. The coworkers I met this summer have helped me find happiness again.”

– Donna, Starbucks Barista, 2013 SF Summer Jobs+ participant

OLD NAVY

Old Navy has been a partner of United Way for several years and a partner of SF Summer Jobs+ since its inception two years ago. A youth-friendly employer, Old Navy provides an environment that is both welcoming to and supportive of young and often first-time workers. This summer, Old Navy hired 16 youth to work in their flagship San Francisco store and we anticipate a growing partnership in years to come.

AIRBNB

Airbnb is also a second-year SF Summer Jobs+ partner, hiring interns for two consecutive years. Airbnb has set their internships apart by making a concerted commitment to add learning components to interns' experience. The organization not only runs their own workshops internally but also creates team-building opportunities so that interns gain a true sense of company culture.

"I used to be frightened by the idea of interviews and that hindered my progress in finding a job. With the support and help of SF Summer Jobs+, I was able to work on my interview skills and my resume. This allowed me to find an incredible job that started as seasonal, but I'm still working here with an awesome team 6 months later."

– Veronica, 2013 SF Summer Jobs+ participant

REED SMITH

A long-time United Way of the Bay Area partner, Reed Smith has participated in SF Summer Jobs+ since 2012. Reed Smith has an established commitment to youth and workforce development and so their partnership through SF Summer Jobs+ is a perfect fit. In 2013, they provided a unique experience for their intern, offering him a week in each of the legal departments throughout the summer. Under the guidance of different mentors and through the work of mini projects, he gained exposure to the full range of work that takes place in a law office.



PARTNERS

YOUTH-SERVING ORGANIZATIONS

67 Sueños
Bayview Hunters Point YMCA
Bernal Heights Neighborhood Center
Boys and Girls Club of San Francisco
Breakthrough San Francisco
Build On
California Maritime Academy
California Academy of Sciences
California Lawyers for the Arts
Center for Young Women's Development
CHALK
Children's Creativity Museum
Chinese Progressive Association
College Track
Community Grows
Community Works
Community Youth Center
Each One Reach One
Enterprise for High School Students
First Place for Youth
Friends of the Urban Forest
GirlVentures
Good Samaritan Community Services
Goodwill of San Francisco
Guardian Scholars
HOPE SF
Horizons Unlimited
Hunter's Point Family
InternMatch.com
JCYC
JVS
Larkin Street Youth Services
Life Frames, Inc.
Life Learning Academy
LYRIC
Magic Zone
Marriott Bridges from School to Work
Meridian Gallery
Mission Economic Development Agency
Mission Neighborhood Centers
MYEEP
New Door Ventures
Old Skool Café
OMI/Excelsior Beacon Center
OTTP
POWER
Richmond District Neighborhood Center
SaveNature.org
SF Zoological Society
SFPAL Cadet Program
South of Market Community Action Network
Students Rising Above
Success Center SF
Summer Search
Tenderloin Boys and Girls Club

Tenderloin Neighborhood Development Corporation
The Beat Within
Treasure Island Job Corps
University of San Francisco
Urban Sprouts
Vietnamese Youth Development Center
YMCA of San Francisco
Young Community Developers
YouthWorks

EMPLOYERS

3rd Street Youth Center and Clinic
Academy of Art
Academy of Sciences
AGI Capital
Airbnb
AMC Metreon 16
American Eagle
America's Cup
Anchor
Appalicious
Autodesk, Inc.
Bank of America
BART
Bayview LIVE
Bayview Opera House
Black & Veatch
Black Girls Code
BRE Properties, Inc.
CAC Properties
California Pacific Medical Center
Cantrell, Harris & Associates
Centerplate
Charles Schwab
Cloudera
Converse
Coro Center for Civic Leadership
Cushman & Wakefield
DivcoWest
Enterprise Rent-A-Car
Ernst & Young LLP
Exploratorium
Exygy
FAZE Apparel
Fibrogen, Inc.
Franciscan Interiors
Ghirardelli
Golden Gate Restaurant Association
Herth Realty
Hill & Co.
Home Depot
Hospital Council of San Francisco
Hotel Council of San Francisco
Hyatt Regency
Integra Realty
Jade Chocolate
Jamba Juice
Japanese Weekend
Jawbone
Juma Ventures
Kaiser Permanente
Lend Lease

Leukemia & Lymphoma Society
Luminalt
LuvOutdoor
MsJones Design
Museum of the African Diaspora
New ERA
NLC, Inc.
Nudge Technology
Ofina Jewelry
Old Navy
Pacific Union
PCC / Big Picture
Pet Camp
PG&E
Photo Voices
Poco Dolce
Prometheus Real Estate Group
Public Library of Science
Puma
Reed Smith
Relevance
ROI DNA
Salesforce
San Francisco General Hospital
San Francisco Zoological Society
SF Made
sf.citi
SFO Forecast, Inc.
Shasta Crystals
Sincerely
SMP Machines
Square
Starboard TCN
Starbucks
StumbleUpon
The Bohan Company
The Melt
The Online 401k
Timbuk2
TMG Partners
Twilio
UCSF
Union Bank
Uniqlo
UPS
Webcor Builders
Wing Stop
Zynga

PARTICIPATING SAN FRANCISCO CITY DEPARTMENTS

311 Customer Service Center
Asian Art Museum
Board of Supervisors
Child Support Services
Convention and Facility Management
Department of Animal Care & Control
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 Technology
Department of the Environment
Department on the Status of Women
District Attorney's Office
Film Commission
Fine Arts Museum
General Services Agency
Human Services Agency
Juvenile Probation Department
M.H. de Young Memorial Museum
Mayor's Office of Disability
Mayor's Office of Communications
Mayor's Office of Housing & Community Development
Mayor's Office of Neighborhood Services
Medical Examiner
Office of Emergency Management
Office of Citizen Complaints
Office of Civic Engagement & Immigrant Affairs
Office of Economic and Workforce Development
Office of Labor Standards Enforcement
Office of Small Business
Office of the Assessor/Recorder
Office of the Controller
Office of the County Clerk
Office of the Public Defender
Planning Department
Port of San Francisco
Public Utilities Commission
Recreation & Parks Department
Retirement Systems
San Francisco Fire Department
San Francisco Housing Authority
San Francisco Human Rights Commission
San Francisco International Airport
San Francisco Municipal Transportation Agency
San Francisco Police Department
San Francisco Public Library
San Francisco Rent Board
San Francisco Sheriff's Department
San Francisco Unified School District
San Francisco Youth Commission
Treasure Island Development Authority
Treasurer & Tax Collector

GET INVOLVED WITH SF SUMMER JOBS+ THIS YEAR!

1. Commit to helping young people reach their potential by hiring interns or temporary workers this summer, and throughout the year.
2. Support our local workforce by funding valuable internship experiences.
3. Email us at matchbridge@uwba.org to learn more.

“The Summer Jobs+ program is exactly what we need to be doing for our young people – opening career doors for them, helping them learn new skills and encouraging them to discover their gifts. PG&E was the first company to step up to support this initiative, and we’re pleased to renew our commitment for 2014. We see how this program changes lives and lays the foundation for the long-term economic vitality of our region. I encourage other companies to join us and be part of this effort.”

– Tony Earley, PG&E Corporation Chairman, CEO and President

PG&E supported SF Summer Jobs+ at the \$125,000 level in 2013 and has pledged \$275,000 for the 2014 initiative.





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