

2014 Summer Jobs+ Report

PUTTING YOUNG PEOPLE TO WORK



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SAN FRANCISCO SUMMER 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 Summer Jobs+ program served a whopping 5,204 youth in its first year, and 6,817 youth in 2013. We set a goal to connect more than 7,000 youth to summer work opportunities in 2014, and we are thrilled to report that we reached 7,678 – nearly 10 percent over our goal!

Jobs and internships are valuable not only for the skill-building work experience they provide, but for the hands-on opportunities that enable students to apply academic knowledge in “real-world” contexts. Thanks to Summer Jobs+, more than 19,000 youth are on track to succeed in school and in their future careers. We look forward to expanding this year-round initiative and serving additional communities throughout the entire Bay Area.

“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, SF Summer Jobs+ Champion

United Way of the Bay Area leads San Francisco’s efforts in the private sector supporting Mayor Lee’s Summer Jobs+ Program along with 130 employers and 50 youth-serving CBOs. 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 – with unemployment rates falling and jobs being created in technology, construction, healthcare, manufacturing, hospitality and in so many of our local companies – but I know we can 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 Bank of America, JPMorgan Chase, Chevron, Enterprise Holdings, PG&E, Starbucks, Wells Fargo and others has helped to grow the Summer Jobs+ initiative year after year. Additionally, support from numerous youth-focused community organizations makes it possible for us to serve a diverse group of young people, across the city and throughout the year.

We're also grateful to our partners, the San Francisco Unified School District, the Office of Economic and Workforce Development, the Department of Children, Youth and their Families, and our Doorway organizations, who enable us to support youth with work-based learning experiences, career preparation and training to promote higher graduation rates, increased college enrollments, and higher earning potential. I'd also like to thank my fellow SF Summer Jobs+ Champions: David Chu of Starbucks, Kevin Carroll of the Hotel Council of San Francisco, James White of Jamba Juice, Tony Earley of PG&E, Jim Wening of JP Morgan Chase and Anne Wilson of United Way.

We all know that education plays a key role in attaining professional success, but a college education is a huge expense, and the price tag only continues to grow. For many low-income youth, a steady job can make or break their opportunity to get a college degree. Take Jessica, a 2014 Summer Jobs+ participant, for example.

Jessica is a former foster youth and current student at San Francisco City College. After learning that she would not be receiving enough financial aid to continue college in the fall, she was terrified about the possibility of having to drop out and give up on her dream of becoming a psychologist. So Jessica visited the Guardian Scholars office, a Summer Jobs+ Doorway organization on campus. They helped her update her resume and practice her interview skills, and showed her how to apply for a job through Summer Jobs+. Shortly after applying for a position at Specialty's Café & Bakery, Jessica came into the office with a huge smile on her face. She got the job, and she'll be able to stay in school.

The success of Summer Jobs+ lies in the partnerships created across sectors. I want to thank all the employers, community organizations and government agencies for helping make great things happen. Together we're improving the lives of young adults.

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

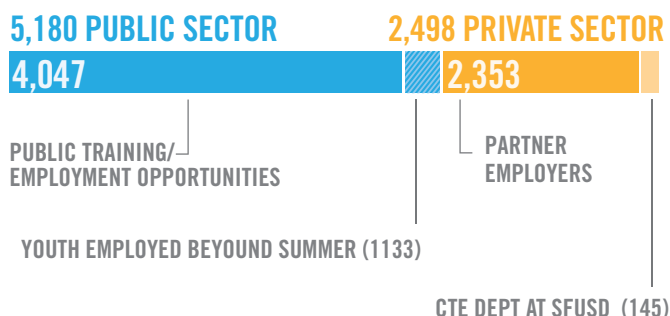


Edwin Lee

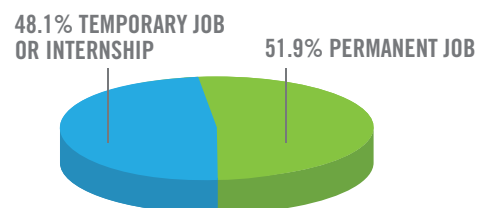
Mayor, City of San Francisco, SF Summer Jobs+ Champion

A SNAPSHOT OF SAN FRANCISCO SUMMER JOBS⁺

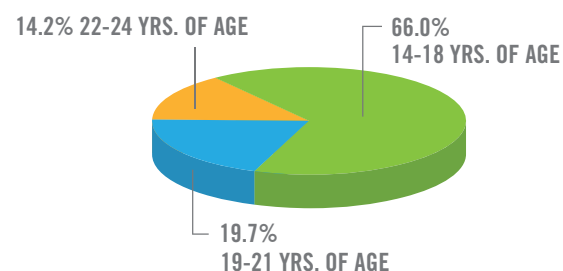
7,678 WORK OPPORTUNITIES



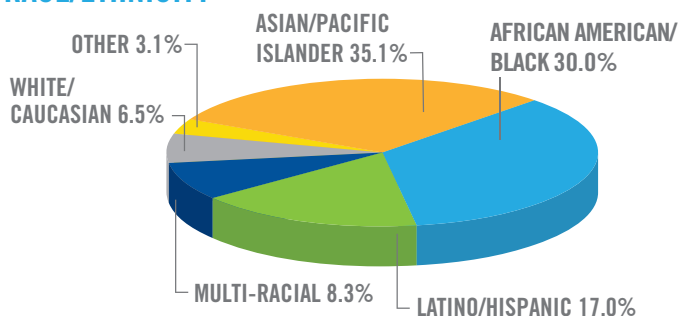
PRIVATE SECTOR: SUMMER vs. PERMANENT*



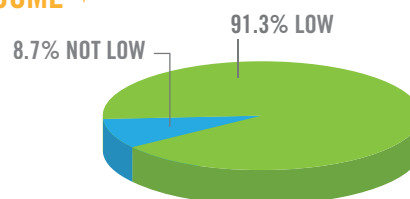
AGES* (DEMOGRAPHICS BASED ON AVAILABLE DATA)



RACE/ETHNICITY*

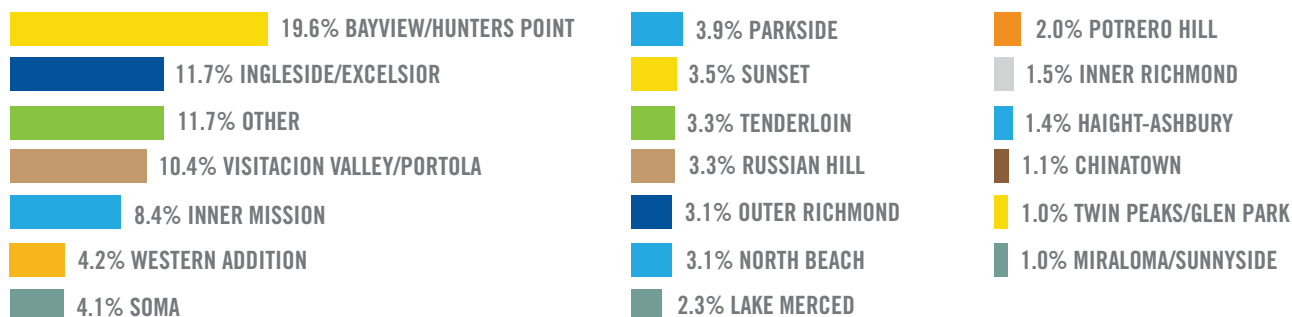


INCOME**



NEIGHBORHOODS SERVED*

100%



* Limited data was available for race/ethnicity (N=4,175), summer vs. permanent (N=3,866), ages (N=5154), income (N=2,668) and neighborhoods served (N=4,400).

† 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/yr. 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:

PREMIER PARTNERS



Pacific Gas and Electric Company

Founding partner

JPMORGAN CHASE & CO.

GOLD PARTNERS

Bank of America



Co-founding partner



SILVER PARTNER

ENTERPRISE HOLDINGS.



BRONZE PARTNERS



riverbed



SUPPORTING PARTNERS



National Partner

Thank you for choosing to support DCYF and the City of San Francisco as one of ten cities nationwide focused on developing education and career opportunities for urban youth.

Citi Foundation



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

DOORWAY ORGANIZATIONS

Each of our community partners (full list on page 12) was critical to the success of Summer Jobs⁺. This year, we were pleased to be able to increase the number of Doorways serving young people to a total of nine. They included Young Community Developers, LYRIC, OMI/Excelsior Beacon Center, Community Youth Center, Success Center San Francisco, CHALK, the Mission Economic Development Agency, Magic Zone and the Guardian Scholars Program at City College of San Francisco. Doorways serve as an access point for youth and provided job-readiness assessments and services, as well as training and referrals to other organizations to prepare them for a job or internship. New this year, Doorways worked on engaging small businesses in their neighborhoods, as well. We are grateful for their commitment and partnership, and for the incredible results we've achieved together.

"I see how other kids around me are discouraged because they can't find jobs and don't know where to get help. Through Summer Jobs⁺, I found the hope I needed to overcome that. I have confidence that I can achieve my dream of becoming an artist, that I can be successful."

– Terek Turner, Exploratorium intern

FOSTERING CONNECTIONS

United Way partnered with the City College of San Francisco and the Walter S. Johnson Foundation to open a Doorway Organization at the Guardian Scholars office on campus. Guardian Scholars is a program that provides educational and social support for former foster youth ages 18-29. As the partners have had prior success collaborating to help foster youth find jobs, they were very excited to establish the first community college Doorway Organization together. To date, with just a single staff member, the Doorway has made 30 job placements, helping former foster youth take the next step in their career and move toward independence.

“I can’t believe it, I got the job! Now I can stay in school!”

– Jessica Howards, Specialty’s Café and Bakery employee



SPOTLIGHT ON: CITY PARTNERSHIPS

OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT (OEWD)

Hundreds of youth were connected to private sector jobs and internships this summer through OEWD’s programs and services, including Business Services, Young Adult WorkLink Access Points and RAMP. OEWD’s Business Services Team engages San Francisco employers to hire local residents for local employment opportunities. This summer, the Business Services Team successfully reached out to hotel, tourism and retail employers to connect youth with summer work opportunities.

SAN FRANCISCO UNIFIED SCHOOL DISTRICT CAREER TECHNICAL EDUCATION

Career Technical Education (CTE) provides opportunities for high school students to explore and access high-wage and high-demand careers, while preparing them for post-secondary education. CTE Academies are small learning communities that provide students with core academic instruction, career readiness curriculum and industry-specific skills. Each summer, CTE coordinates paid internships for students, and works closely with industry partners to provide students with a quality work-based learning experience. In summer 2014, CTE expanded its offerings to include seven unique paid internship programs, providing 145 students the opportunity to explore careers in the private sector.

SPOTLIGHT ON: CITY PROGRAMS

CITIES FOR FINANCIAL EMPOWERMENT

With funding provided by Citi Foundation and Cities for Financial Empowerment, the national Summer Jobs Connect initiative provided 200 jobs for San Francisco youth via the Mayor's Youth Employment and Education Program and Communities in Harmony Advocating for Learning and Kids (CHALK).

In addition, the Department of Children, Youth & Their Families is partnering with the Office of the Treasurer & Tax Collector and MissionSF to research the financial empowerment needs of young workers in San Francisco and develop tools and resources that can be used citywide.

WORKFORCE DEVELOPMENT FOR JUSTICE-SYSTEM-INVOLVED YOUTH

The Department of Children, Youth & Their Families has partnered with the Juvenile and Adult Probation Departments, the Occupational Therapy and Training Program and seven community-based organizations to prepare justice-system-involved youth for future educational and career success.

The program serves over 150 youth, ages 14 to 21, who are or have been engaged with the justice system. Young people receive vocational assessment, job training and paid work experience, giving them positive connections to their community and valuable opportunities to move toward self-sufficiency.

SFO EMPLOYMENT CENTER INTERNSHIP PROGRAM

San Francisco International Airport's youth employment programs operate year-round, and each summer hosts more than 100 interns. SFO internships expose youth to many different careers, including accounting and finance, office administration, travel, customer service and communications. During their internships, youth also develop lifelong skills through workshops on time management, CPR and safety, professionalism and financial empowerment. Interns also have the opportunity to tour local colleges, complete a service learning project, and work with partner organizations to remove barriers to employment. A cornerstone of SFO's internship programs is ensuring that young people can secure long-term employment after finishing their internships, and SFO collaborates with businesses at the airport to make sure this opportunity is possible.



SPOTLIGHT ON: CORPORATE PARTNERS

INVESTING IN OUR YOUTH AND COMMUNITY

Bank of America

In 2014, Bank of America partnered with several nonprofit organizations around the country to provide high school students with paid summer internships in their local branches. A founding partner of San Francisco Summer Jobs+, Bank of America hosted four interns this year. Interns had the opportunity to explore careers in the financial sector and develop their customer service skills.

“Bank of America has been a proud supporter of San Francisco Summer Jobs+ since the program’s inception in 2012. This powerful work not only provides youth with the opportunity to build their skills and resume, but it cultivates the youth to become the next generation of talented, motivated and inspiring leaders here in the Bay Area.”

– Martin Richards, Bank of America, San Francisco Market President

Enterprise

A long-time supporter of United Way workplace campaigns across the nation, Enterprise became a Silver Sponsor of the Summer Jobs+ program this year and hosted 10 interns. Enterprise placed interns at San Francisco and San Leandro locations, where they supported a variety of departments and learned about business administration.

Square

Square has been a Summer Jobs+ supporter since 2013. The company has demonstrated a strong commitment to helping our future leaders succeed by offering challenging internships with a wide variety of learning opportunities. This year, Square hosted three interns for event planning and facilities management roles in its San Francisco office.

Webcor

Webcor has supported youth workforce development through United Way of the Bay Area since 2008. This year, they hosted four interns who had the opportunity to learn more about construction management by supporting Project Managers.

“Before, I was just told, ‘Go to college,’ but I didn’t have much guidance. But now I have hands-on experience and a lot more guidance on how to prepare for the future. I’m thankful for this once in a lifetime opportunity.”

– Coquise Jones, Webcor Intern

Starbucks

The Northern California division of Starbucks was a committed Summer Jobs+ partner this year, providing financial support to the initiative and also pledging to hire youth. Additionally, 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' commitment to Summer Jobs+ has made them a model partner and we look forward to their continued leadership in 2015.

"The partnership with Summer Jobs+ is a valuable asset to our brand. It not only adds value to our community, but also benefits us by growing our talented team of partners who are, hopefully, our future leaders and core team. I am excited to see that the six partners who I hired are flourishing."

– Ben Miller, Starbucks Store Manager

Wonolo

Backed by The Coca-Cola Company, Wonolo is a smartphone app that connects people with immediate hourly or daily jobs. Given their commitment to helping people find work, Wonolo's new partnership with Summer Jobs+ is a perfect fit. This year Wonolo hired three interns to help with marketing and outreach.

Target

Target partnered with Summer Jobs+ for the first time this year. At the annual Youth Resource Fair, the company selected eight youth to hire as team members for their flagship store! We look forward to continuing this valuable partnership.

"The Summer Jobs+ program has given our Bay Area Target locations the opportunity to partake in hiring young, talented and driven individuals. I can't thank you all enough for the amazing communication, the partnership, and most importantly, the talent you brought to our store!"

– Megan Smith, Executive Team Lead HR, Target





Business Pathways

United Way's Business Pathways internship program places youth from diverse backgrounds in paid internships within key fields. This year, 76 interns spent 18 hours per week for eight weeks at their host company, where they were matched with an intern manager who mentored and exposed them to various careers within the industry. 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 honed skills on how to communicate professionally in the workplace, how to complete essential office tasks, and how to responsibly manage their earnings.

"Jack has been a positive addition to our office — he's very smart, professional, personable and dependable. He has worked in at least 12 different departments and all the managers have remarked about how much he learns and that he will take on any task with a positive attitude."

— Jennifer Connon, Senior Business Manager at ReedSmith,
speaking about Jack Avery, Intern of the Year

"My manager didn't just provide me with information or demonstrate how something should be done, but involved me to enhance my learning experience. With Andrew's guidance and mentorship, the journey of my internship has truly been an amazing and rewarding experience."

— Carmen Zeng, Intern at Modify Watches,
speaking about Andrew Nguyen, Intern Manager 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.

San Francisco Small Businesses Support Two Mobile Job Fairs

At traditional youth job fairs, employers usually gather at school campuses to scout talent. Small businesses are often left out of these events since they have a limited amount of time and staff to dedicate to human resources-related work.

This year we launched our first mobile job fair in San Francisco's Outer Sunset neighborhood. Job-ready youth were invited to meet at Devil's Teeth Baking Company, where each of them had the opportunity to interview with at least two of the ten participating businesses in the area.

Our second mobile job fair took place at the Joseph Lee Recreation Center in Bayview, where 28 youth showed up to interview with eight different employers. After the job fairs, over 20 youth began jobs and internships at the participating businesses.

A special thank you goes out to Supervisors Katy Tang and Malia Cohen for their leadership with local businesses to encourage them to hire young people. In addition, we'd like to thank Shamann Walton, Executive Director of Young Community Developers, and Sarah Wan, Executive Director of the Community Youth Center, for their teams' support of the young people and the internships that resulted from these events.

"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, 7,678 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,
SF Summer Jobs+ Champion





Connecting Youth with Internships

After College, Internships.com, InternMatch and Learnup connect thousands of Bay Area youth with job and internship opportunities. Making job and internship resources, placements and support available to any young person with an internet connection, these organizations are natural partners for Summer Jobs+ and we look forward to even greater collaboration in the future.



After College

AfterCollege is the largest career network for college students and recent graduates. They work to eliminate unemployment among college students and recent graduates.

Internships.com

Internships.com builds on the power of the Internet, social and mobile networks to connect employers with job and internship seekers.

InternMatch

InternMatch is an online ecosystem that provides students with resume assistance, interview preparation, and connections to socially responsible organizations.

Learnup

Learnup develops online training in partnership with employers that enables job seekers to practice real life situations of a particular job and earn interviews with employers.

PARTNERS

Youth-Serving Organizations

Arriba Juntos
Bayview Beacon
Bernal Heights Neighborhood Center
Black Girls Code
Boys and Girls Clubs of San Francisco
CA Lawyers for the Arts
California Academy of Sciences
Cameron House
CARECEN
Center for Young Women's Development
CHALK
Chinatown YMCA
Community Youth Center (CYC)
CommunityGrows
Enterprise for High School Students
First Graduate
First Place for Youth
Goodwill Industries
Guardian Scholars
Horizons Unlimited
Huckleberry Youth Programs
Hunters Point Family
Independent Living Skills Program
Jamestown Community Center
Japanese Community Youth Council (JCYC)
Juma Ventures
JVS
Larkin Street Youth Services
Life Learning Academy
LYRIC
Magic Zone
Mission Economic Development Agency
Mission SF Community Financial Center
MYEEP
New Door Ventures
Oasis For Girls
Old Skool Café
OMIE Beacon/Urban Services YMCA
Peer Resources
Richmond District Neighborhood Center
San Francisco Conservation Corps
SFCAPC
Students Rising Above
Success Center SF
Summer Search
Sunset Neighborhood Beacon Center
Treasure Island Job Corps
YMCA of San Francisco
Young Community Developers, Inc.
YouthWorks

Employers

3rd Street Youth Center and Clinic
AGI Avant Inc.
AGI Capital
AlliedBarton Security Services
AMC
American Eagle Outfitters
Andale at SFO
Auntie April's
Autodesk, Inc.
Baker Street Advertising
Bank of America

BART
Bay City Bike Rentals and Tours
Baypoint Benefits
Ben & Jerry's Ice Cream
Bi-Rite Market
Black & Veatch Corporation
Bondswell
California Car Care Systems
California Public Utilities Commission
Callan Associates Inc.
Capital Eyewear
Casa Sanchez
Centerplate
Chancellor Hotel
Chipotle
Circa Corp
CORO Northern California
Cushman & Wakefield
Cut Loose
Dare Fashion
Dawson's Workroom
DFS
Dick's Last Resort
Edgcomb Law Group LLP
Enterprise Rent-A-Car Company of San Francisco
Exploratorium
Farella Braun + Martel LLP
FedEx
Fenwick & West LLP
Gensler
Ghirardelli
GLIDE
Good Eggs
Hampton Creek
High Flying foods
IGIGI
Jade Chocolates
Jamba Juice
Jeffrey's Natural Pet Foods
Jones Day
Juma Ventures
Kaiser Permanente San Francisco
KALW
Keker & Van Nest LLP
Kika's Treats
KPMG LLP
Laguna Honda Hospital and Rehabilitation Center
Lend Lease
Leukemia & Lymphoma Society
Levi Strauss & Co.
Lief Cabraser Heimann & Bernstein LLP
LinkedIn
Luminalt
Madame Tussauds
Marlowe Italian Clothing
McDonald's
McKesson Employees' Federal Credit Union
Mission Community Market
Mission Neighborhood Health Center
Modify Watches
Morrison & Forester LLP
Munger, Tolles & Olson LLP
Museum of the African Diaspora
Nana Joes Granola
Net Impact
Nordstrom
Old Navy

Orrick, Herrington & Sutcliffe LLP
Pacific Union
Party City
Paul Hastings LLP
Pet Camp
Phoenix Day
Pillsbury Winthrop Shaw Pittman LLP
Prometheus Real Estate Group
Reclamation Etchworks
Reed Smith
RICOH USA
Rise High
Riverbed
ROI DNA
Roundtable
Salesforce.com Foundation
San Francisco Marriott Marquis
SF Federal Credit Union
SF Zoo
SFMade
Shartsis Friese LLP
Sheppard Mullin Richter & Hampton LLP
Shorenstein Realty Services, L.P.
SMG Moscone
Sour Flour
South of Market Health Clinic
Specialty's Bakery & Café
Square
Starbucks
Target
TechSoup Global
The Bohan Company
The Melt
TheOnline401k
Tomboy Tailors
Transbay Joint Powers Authority
Transportation Management Association of San Francisco (TMASF)
Union Bank
University of California San Francisco
UPS
US Department of Health and Human Services
Valley Services
Weaver Schlenger Mazel
Webcor Builders
Whole Foods
Winston & Strawn LLP
Wonolo
Yerba Buena Alliance
Youth Art Exchange
Zendesk
Zoosk
Zynga

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

Participating San Francisco City Departments

311 Customer Service Center
Asian Art Museum
Board of Supervisors
Child Support Services
City & County of San Francisco Real Estate Division
Convention and Facility Management

GET INVOLVED WITH JOBS+ 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!

Email us at sfsj@uwba.org to learn more.

“PG&E has been a leading supporter of Summer Jobs+ from the beginning because we believe in its power to help local communities thrive and grow. We want to help build the foundation for California’s long-term economic vitality, and this program does that by opening career doors for young people and allowing them to discover their talents. I encourage other companies to join us in this important community investment.”

– Tony Earley, PG&E Corporation Chairman, CEO and President, SF Summer Jobs+ Champion

PG&E supported SF Summer Jobs+ at the \$275,000 level in 2014 and has renewed this commitment for the 2015 initiative.



