

2015 Youth Jobs+ Report

BUILDING SAN FRANCISCO'S NEXT GENERATION WORKFORCE

youth
JOBS+



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SAN FRANCISCO 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 Youth Jobs+ program served 5,204 youth in its first year. Three years later, we have now connected more than 26,000 youth with work opportunities—and we continue to grow our program and expand our reach each year.

Jobs and internships provide valuable skill-building experience for young people while also enabling them to apply academic knowledge in “real-world” situations. For many students, an internship may be the first time they have been in a business or office setting. Together we are helping our young people get on track to succeed in school and in their future careers—and building the future workforce of the Bay Area and beyond.

“United Way of the Bay Area and our Youth Jobs+ partners are committed to the future of our young people—and the future of our great city. We believe that opportunity should not be based on a young person’s zip code and we know that the foundation for future success begins now. Together we can create real 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 Youth Jobs+ program along with more than 100 employers and 50-plus youth-serving community partners. The city’s efforts are led by the Department of Children, Youth and Their Families (DCYF), the 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 ensuring that there are good jobs in our city and skilled workers to fill them. I intend to ensure that this is the case for years to come, and that means investing heavily in our young people.

Fortunately, we have incredible partners like United Way of the Bay Area already doing just that. United Way's leadership in securing private sector partners like JPMorgan Chase, PG&E, Bank of America, Wells Fargo, Enterprise Rent-A-Car and others has helped to grow the Youth 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 throughout the city.

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 nonprofit partners—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.

For many young people, a first job can serve as a launch pad for their future. Youth like Antione, a 23-year-old former foster youth who came to one of our Youth Jobs+ partner organizations this fall.

When Antione showed up at the Guardian Scholars program at City College of San Francisco, he did not have a job, a consistent place to live, or even a phone. Within a week of working with the program, however, Antione had created his resume and applied to several jobs within the Youth Jobs+ network. When Antione began to hear back from employers for interviews, Guardian Scholars worked with Antione to hone his interview skills and prepare for his upcoming appointments. He was offered two positions and selected American Eagle, where he is currently employed as a Sales Associate. This position helped Antione find stable housing through a program he was referred to by Youth Jobs+, and he is now studying to become a biotech laboratory assistant at City College of San Francisco.

“I got a cool place to stay, a job that I like, and my classes are awesome... I love it... I just love it.”

- Antione, 2015 Youth Jobs+ participant

Stories like Antione's are possible because of the partnerships we've created across sectors with Youth Jobs+. 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 in our city. As you review this report, I hope you will be as inspired as I am to continue your support, or join us, as we grow this important program.

I look forward to working with you in the coming year.



Edwin Lee
Mayor, City of San Francisco

A SNAPSHOT OF SAN FRANCISCO YOUTH JOBS⁺



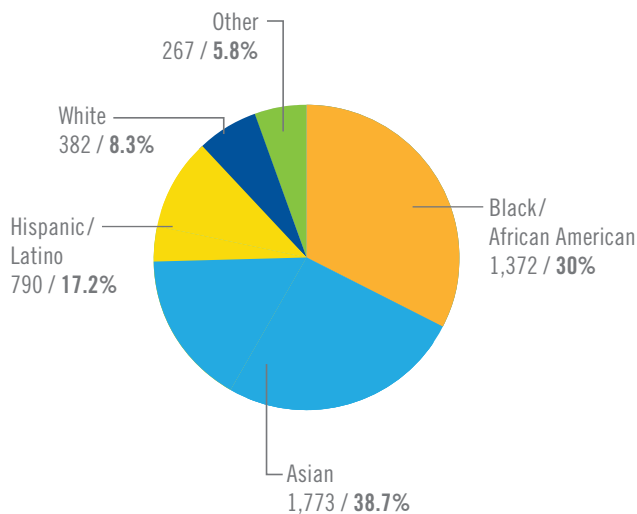
7,937 WORK OPPORTUNITIES PROVIDED

6,291 Public Sector

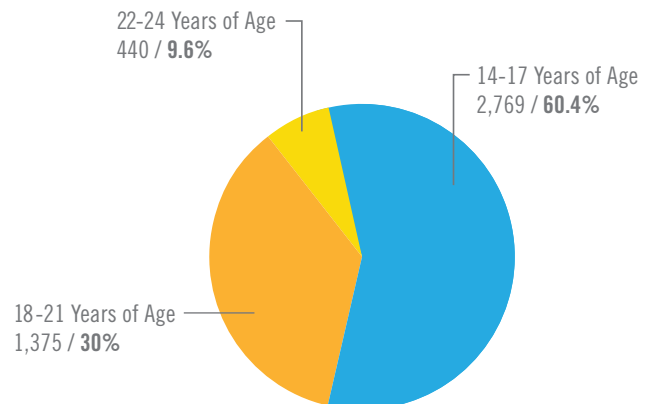
1,646 Private Sector

625 public sector opportunities continuing beyond summer

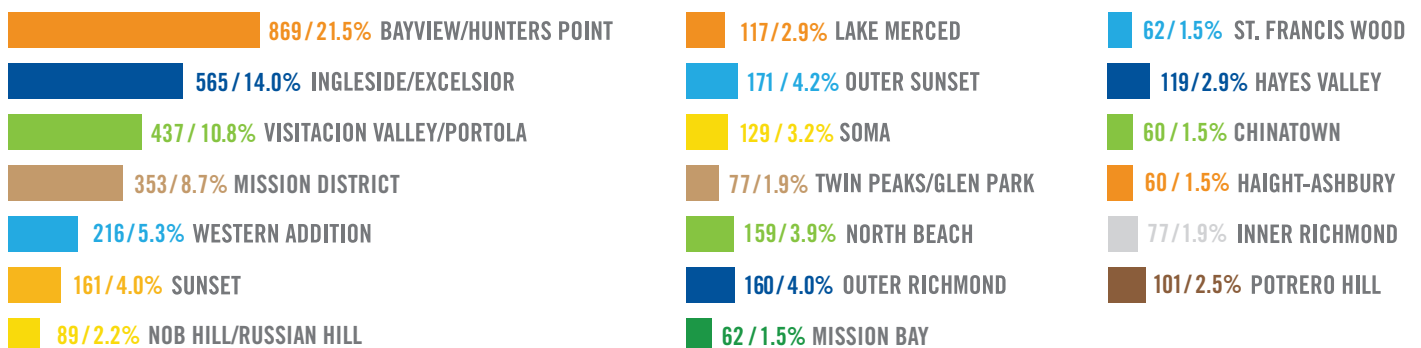
DEMOGRAPHICS Race / Ethnicity



DEMOGRAPHICS Age



NEIGHBORHOODS SERVED Youth Hired / Percentage



LIMITED RESULTS. Limited data was available for race/ethnicity (N=4,584), ages (N=4,781), and neighborhoods served (N=4044).



SPECIAL THANKS TO THE FOLLOWING COMPANIES AND ORGANIZATIONS FOR THEIR GENEROUS SUPPORT OF SAN FRANCISCO YOUTH JOBS+:

Presenting Partners



Pacific Gas and Electric Company[®]

Founding partner

JPMORGAN CHASE & CO.

Gold Partners



Founding partner



Silver Partner



Bronze Partners



Supporting Partner



National Partner

Thank you for supporting DCYF and the City of San Francisco as one of 10 cities nationwide focused on developing education and career opportunities for urban youth.

Citi Foundation



PARTNERS MAKE IT POSSIBLE

SF YOUTH 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: CITY PARTNERSHIPS

San Francisco Public Utilities Commission

For the second year in a row, the San Francisco Public Utilities Commission (SFPUC) and their partners served more than 1,000 youth through their signature summer internship and employment programs. In addition to providing valuable work experience, these programs aim to strengthen and diversify the SFPUC talent pipeline while making jobs, skills and careers in public service more accessible and attractive to young people.

One such initiative is Project Pull, the agency's long-standing, summer youth internship program. This widely successful program was co-founded 20 years ago by SFPUC General Manager Harlan Kelly to "pull" young people into public sector careers. Kelly was inspired to create this program after getting his own start in the City through an internship opportunity, and since then thousands of young people have benefitted from it.

Building Financial Empowerment for Youth

For many young people, this summer marked the first time they received a paycheck. Just as important as the job skills they developed was learning how to best use and save their money, setting them on a sound path toward financial empowerment. Through a generous grant from Citi Foundation and Cities for Financial Empowerment to the Department of Children, Youth & Their Families, over 900 young people opened their first bank account, set savings goals and saved over \$320,000 during an eight-week educational program. Our thanks to our partners at the Office of Financial Empowerment, MyPath, the San Francisco Federal Credit Union, the Japanese Community Youth Council, CHALK and over 20 other community-based organizations who supported this initiative.

SPOTLIGHT ON: SFUSD PARTNERSHIPS

Salesforce

The San Francisco Unified School District partners with corporate and nonprofit partners on a variety of initiatives to prepare its students to become tomorrow's skilled workforce. One such partnership is with Salesforce and United Way of the Bay Area on the Salesforce Summer Internship program piloted this summer. The concept for this program began in early January when students from the Black Student Union at Mission High School met with Salesforce CEO Marc Benioff during a company tour. The students shared their desire to learn more about the company and their goal of getting a job at Salesforce one day.

The Salesforce team wasted no time in designing the first-ever Salesforce Summer Internship program where those dreams could become a reality. The 6-week internship program grew to accommodate 46 students from eight different San Francisco high schools. The interns worked throughout the company, developing familiarity with a tech work environment, as well as specific skill sets in areas such as engineering, sales and customer support. Salesforce hopes to build on the success of the program in the coming year, increasing the scale and scope of the program to reach even more youth.

“My experience as a Salesforce summer intern is one that I will certainly never forget—gaining job experience, networking and being exposed to one of the most innovative companies in the world has been an amazing journey for me.”

– Sydney Thomas, Salesforce intern



SPOTLIGHT ON: CORPORATE PARTNERS

INVESTING IN OUR YOUTH AND COMMUNITY

Bank of America

A founding partner of SF Youth Jobs+, Bank of America works with nonprofits across the country to provide high school students with paid internship experiences, and once again hosted four interns here in the Bay Area this summer. These youth had the invaluable opportunity to explore careers in the financial sector while developing their professional customer service skills.

“Bank of America is committed to helping the Bay Area thrive and as a founding partner of the Youth Jobs+ program, Bank of America is thrilled to continue its support. This powerful work provides youth with the opportunity to build their skills and resumes, while also cultivating the next generation of talented, motivated and inspiring leaders here in the Bay Area.”

– Kelly Larkan, Bank of America Community Relations Market Manager

LinkedIn

The LinkedIn for Good team partnered with United Way of the Bay Area to offer several opportunities for youth to strengthen their employability this summer. They hosted an hour of code for SFUSD students, led two Business Pathways seminars focused on networking, and hosted six SFUSD apprentices for 6 weeks who, among other projects, were fully engaged in the planning of LinkedIn’s InDay.

Starbucks

The Northern California division of Starbucks is a standout Youth Jobs+ partner. More than 100 Starbucks volunteers participated in the annual Youth Resource Fair, where they coached young people on interview skills, led a customer service training workshop and offered 55 youth jobs on the spot!



Business Pathways

United Way's Business Pathways program places youth from diverse backgrounds into 8-week paid internships in a variety of job sectors. This summer, 74 interns spent 18 hours per week on-site at their host company, where mentors exposed them to various careers within that workplace and industry. The youth attended additional 2-hour skill-building seminars run by United Way, focused on job coaching and financial literacy. Over the 8 weeks, youth honed skills on communicating professionally in the workplace, how to complete essential office tasks and how to responsibly manage their earnings.

"PG&E has been a leading supporter of Youth 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

Enterprise Rent-A-Car

A stalwart supporter of United Ways across the nation, Enterprise Rent-A-Car is a Silver Sponsor of SF Youth Jobs+, as well as host to 10 lucky interns. Enterprise placed interns at their SFO and San Leandro administrative locations, where they supported a variety of departments and learned about business administration.

Prometheus Real Estate Group

In partnership with United Way of the Bay Area, Prometheus has hosted multiple interns for the past four summers, including two in 2015. Interns are assigned a variety of tasks, providing valuable support across several departments—so much so that they extended one youth's internship for an additional month this year!

Luminalt

Leading the way in solar energy, Luminalt hired three interns this summer. The company's President and CEO worked directly with the interns, guiding them through new sophisticated projects. One intern created an online map of all their Bay Area solar installations where customers can offer reviews about their installation.

"My internship has given me good work experience to add to my resume. It's nice because they provide guidance, but we have free reign to do our projects individually."

– Demetri Sakellaropoulos, Business Pathways intern at Luminalt

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, Manufacturing and Nonprofits.

PARTNERS

Youth-Serving Organizations

3rd Street Youth Center & Clinic
 APA Family Support Services
 APRISF
 Arriba Juntos
 Bay Area Video Coalition
 Bay Area Community Resources (CHALK)
 Bay Institute Aquarium Foundation/
 EcoCenter
 BAYCAT
 Bayview Beacon
 Bernal Heights Neighborhood Center
 Black Girls Code
 Boys & Girls Club at Hunters Point
 Boys & Girls Clubs of San Francisco
 Buchanan YMCA
 CA Lawyers for the Arts
 California Lawyers for the Arts
 California Maritime Academy
 Cameron House
 CARECEN
 Catholic Charities
 Center for Young Women's Development
 Chinatown Community Development Center
 Chinatown YMCA
 Collective Impact
 Community Youth Center (CYC)
 CommunityGrows
 Each One Reach One
 Embarcadero YMCA
 Enterprise for High School Students
 Females Against Violence/ JEEP
 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)
 Jewish Vocational Services (JVS)
 Juma Ventures
 Larkin Street Youth Services
 Life Learning Academy
 LYRIC
 Magic Zone
 Marriott Foundation for People with
 Disabilities
 Mission Economic Development Agency
 Mission SF Community Financial Center
 MYEEP
 MyPath
 New Door Ventures
 Northridge Co-op Homes Community Garden
 Oasis For Girls
 Old Skool Café
 OMIE Beacon/Urban Services YMCA
 Our Kids First
 PODER
 Richmond District Neighborhood Center
 San Francisco Conservation Corps
 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
 TAYSF
 The Garden Project

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

Employers

3 Fish Studios
 Adapt Clothing, Inc.
 AfterCollege
 AlliedBarton Security Services
 Alten Construction Company
 AMC Theatres
 American Eagle Outfitters
 Anchor Brewing Co.
 Applebee's
 ASIG
 Bank of America
 Bay Area Rapid Transit (BART)
 Bay Club
 Bay Pacific Pipelines, Inc.
 Baypoint Benefits
 Bayview Opera House
 Beazley Insurance, Inc.
 Bell and Trunk Flowers
 Ben & Jerry's Ice Cream
 Bi-Rite Market
 Bistro Burger
 Bon Appetit Management Company
 Breeze
 Brickman
 Bubba Gump Shrimp Co.
 Bushakan
 California Public Utilities Commission
 Camp Mendocino
 Canela Bistro & Wine Bar
 Capital Eyewear
 Casa Sanchez
 Cecilia's Pizza
 Center for Urban Education about
 Sustainable Agriculture (CUESA)
 Chancellor Hotel
 Cinemark Theatres
 CityWorks
 Cushman & Wakefield
 Daiso
 Dare Fashion
 Dire Productions
 Enterprise Rent-A-Car Company of
 San Francisco
 Ernst & Young LLP
 Exploratorium
 Express Employment Professionals
 Farella Braun & Martel LLP
 Federal Reserve Bank of San Francisco
 Fenwick & West LLP
 FibroGen
 Friends of the Urban Forest
 Galileo
 Gensler
 Ghirardelli Chocolate Company
 Golden State Warriors
 H&M
 Hanson Bridgett LLP
 Healthy Choices AmeriCorps
 Heliotrope San Francisco
 Hilton
 Hines Properties
 Hotel Council of San Francisco
 Hyatt Hotels Corporation

Imagination Supply Co.
 InterContinental Hotel San Francisco
 Jade Chocolates
 Jamba Juice
 Jawbone
 Jones Day LLP
 Julia Turner/ Aesthetic Union
 Kaiser Permanente
 Keker & Van Nest LLP
 KFC
 KPMG
 La Boulange
 Leo T. McCarthy Center for Public
 Service and the Common Good
 Levi Strauss & Co.
 Lief Cabraser Heimann & Bernstein LLP
 LinkedIn
 Lou's Café
 Lucky Supermarkets
 Luminalt
 McCall's Catering
 McCarthy Center-USF
 Meals on Wheels
 Merlin Entertainments
 Mission Bay Foods
 Morrison & Forester LLP
 Moscone Center LLP
 Motley Goods
 Munger, Tolles & Olson LLP
 Nana Joes Granola
 Neptune's Waterfront Grill & Bar
 Noodles & Company
 Nordstrom
 Office Max
 Old Navy
 Pacific Union
 Pak N Save
 Papalote Mexican Grill
 Pillsbury Winthrop Shaw Pittman LLP
 Plethora
 Prometheus Real Estate Group
 Radio Africa & Kitchen
 Railroad Espresso
 Red and White Fleet
 Reed Smith
 Riverbed Technology
 ROI DNA
 Safeway
 Saks Fifth Avenue OFF 5th
 Salesforce Foundation
 San Francisco Chamber of Commerce
 San Francisco Federal Credit Union
 San Francisco Unified School District
 See's Candies
 sf.citi
 SFmade
 SF-Marin Food Bank
 Shartsis Friese LLP
 Sheppard, Mullin, Richter & Hampton LLP
 Sleeper Scarf
 SmashBurger
 Specialty's Café & Bakery
 Spicer Bags
 Splunk
 Starbucks Coffee Company
 Suffolk Construction
 Super Duper Burgers
 Target
 The Cliff House
 The Fairmont San Francisco
 The Honey Hive
 The Market
 The UPS Store
 TMASF Connects
 Triple Voodoo
 Turner Construction

University of California, Berkeley
 UPS
 Urban Outfitters
 US Dept. of Health & Human Services -
 General Counsel
 Walgreens
 Webcor Builders
 Wee Scotty
 Winston & Strawn
 World Gym
 Yammer (Microsoft)
 Yerba Buena Alliance
 Zynga
 Zynga.org

Participating San Francisco City Departments

Adult Probation Department
 Arts Commission
 Asian Art Museum
 Board of Appeals
 Board of Supervisors
 California Academy of Sciences
 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
 First 5 Commission
 Human Rights Commission
 Juvenile Probation Department
 Mayor's Office of Housing & Community
 Development
 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 City Administrator
 Office of the City Attorney
 Office of the Controller
 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 Youth Commission
 The Mix at San Francisco Public Library

GET INVOLVED WITH YOUTH 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!

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

“A first job is often the catalyst a young person needs to set them on the path to a brighter future. JPMorgan Chase supports Youth Jobs + because we believe that our Bay Area youth deserve opportunities, regardless of their neighborhood or background. Since its inception, this program has helped more than 26,000 young people to imagine a future they may never have thought possible. We’re honored to be a part of that work.”

– Don Bausley, JPMorgan Chase Consumer & Community Banking Market Manager (SF/Oakland)



youth JOBS⁺

