



SAN FRANCISCO LOCAL HIRING POLICY FOR CONSTRUCTION

2014 **ANNUAL REPORT**
2015 TO THE SAN FRANCISCO
BOARD OF SUPERVISORS





GREETINGS FROM THE MAYOR

On behalf of the City and County of San Francisco, I am pleased to present to you the fourth Annual Report for the San Francisco Local Hiring Policy for Construction. Supporting the local economy and putting San Franciscans to work has been at the forefront of my major initiatives. San Francisco is proud of the results from the Policy's first four years and optimistic about its positive impact on our residents.

Last year, San Francisco once again led the nation in job growth, providing opportunities in every sector, including construction. Today, we have a record low unemployment rate thanks in part to growth in the construction industry. The cranes that populate the City's skyline and the hundreds of public works projects revitalizing local neighborhoods are a sign of the City's rising prosperity and an indication that construction jobs will continue to provide opportunities for residents and local businesses.

We'll never take our eye off the ball when it comes to creating and keeping jobs for our people. Just four years ago, the need to attract jobs and investment in our City and kick-start the economy was urgent. We had a crisis in joblessness. I'm very proud that as a result of our policies, people in San Francisco are working again, economic opportunity is back, and we've given people a paycheck to support themselves and their families. Creating and maintaining San Francisco jobs benefits all our residents and local businesses, and I'm looking forward to another year of fueling our economy and keeping our City moving forward.

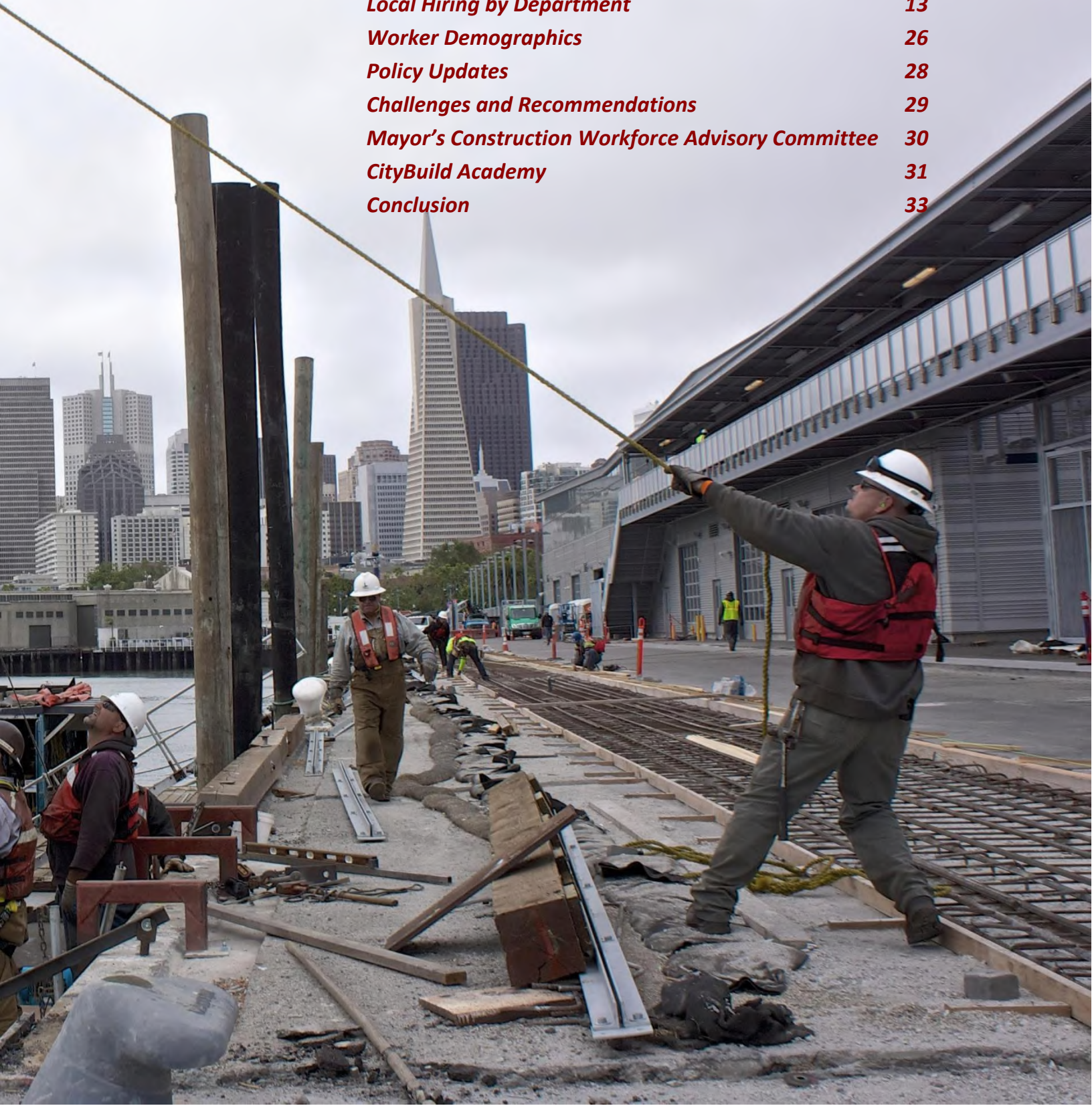
All the best,

A handwritten signature in black ink that reads "Edwin M. Lee". The signature is fluid and cursive, with the first name being the most prominent.

Edwin M. Lee

TABLE OF CONTENTS

<i>About the Local Hiring Policy</i>	4
<i>About OEWD</i>	5
<i>Executive Summary</i>	6
<i>Overview of 20% Projects</i>	7
<i>Overview of 25% Projects</i>	9
<i>Overview of 30% Projects</i>	11
<i>Local Hiring by Department</i>	13
<i>Worker Demographics</i>	26
<i>Policy Updates</i>	28
<i>Challenges and Recommendations</i>	29
<i>Mayor's Construction Workforce Advisory Committee</i>	30
<i>CityBuild Academy</i>	31
<i>Conclusion</i>	33



ABOUT THE SAN FRANCISCO LOCAL HIRING POLICY FOR CONSTRUCTION

In December of 2010, the San Francisco Board of Supervisors approved amendments to Chapter 6.22(g) of the San Francisco Administrative Code and adopted the San Francisco Local Hiring Policy for Construction (“Policy”). The Policy is recognized as one of the strongest pieces of legislation in the country to promote the utilization of resident-hiring on locally sponsored projects.

In the Policy’s first year, the mandatory local hiring requirement was 20% by trade. The local hiring requirement increased by 5% each of the subsequent two years on March 25th. In its third year, the Policy entered a 12-month legislative review period and maintained a 30% mandate. In March 2015, the Board of Supervisors adopted the recommendations of the Mayor’s Construction Workforce Advisory Committee to further extend the review period and the 30% requirement through March 2017. The local resident apprenticeship requirement has remained unchanged at 50%.

The Office of Economic and Workforce Development (OEWD) is charged with the administration of this Policy and is responsible for producing this Annual Report to the Board of Supervisors.



ABOUT THE OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT

The mission of the Office of Economic and Workforce Development is to support the ongoing economic vitality of San Francisco. Under the direction of Mayor Edwin M. Lee, OEWD provides city-wide leadership for workforce development, business attraction and retention, neighborhood commercial revitalization, international business and development planning.

The role of OEWD's Workforce Development Division is to expand employment opportunities for San Francisco residents by providing employers with skilled workers to meet the demands of sustainable and growing industries.



EXECUTIVE SUMMARY

PURPOSE

The fourth Annual Report on the San Francisco Local Hiring Policy for Construction was produced to inform the Board of Supervisors of the progress achieved during the Policy's first four years. The report highlights department and trade performance data, discusses workforce demographics, and identifies priorities for the coming year.

METHODS OF ANALYSIS

OEWD utilizes certified payroll records from the City's Project Reporting System (PRS)¹ to verify hours worked by San Francisco residents on projects covered by the Policy. Payroll data entered into the City's PRS between March 25, 2011 and March 1, 2015 was used to produce this report. The data in this report does not include hours that were credited toward local hiring deficiencies through policy off-ramps.

REPORT OVERVIEW

Between March 25, 2011 and March 1, 2015, a total of 263 projects have been subject to the Local Hiring Policy for Construction. Of these projects, 79 have been subject to the 20% requirement, 84 subject to the 25% requirement, and 100 projects to the 30% requirement. Projects included in this report are awarded and managed by six departments within the City and County of San Francisco: San Francisco Public Works (SFPW), Municipal Transportation Agency (MTA), Port of San Francisco (Port), Public Utilities Commission (PUC), Recreation and Parks Department (RPD), and San Francisco International Airport (SFO). Projects subject to the 20% local hiring requirement reported an overall local hiring performance of 34%; projects subject to the 25% local hiring requirement reported an overall local hiring performance of 38%; and for projects subject to the 30% local hiring requirement, an overall local hiring performance of 45% was reported.

THE MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE

The Mayor's Construction Workforce Advisory Committee was first convened in July 2012 to evaluate the performance of the Policy and to develop recommendations during the Policy's legislative review period. The Committee's recommendations were adopted by the Board of Supervisors in March 2015 and are outlined in this report.

PRIORITIES

OEWD's goal is to ensure that the Local Hiring Policy for Construction remains beneficial to local workers and the San Francisco economy. Further analysis of the Policy's impact, and assessment of the availability of qualified workers, will be conducted as additional data becomes available. OEWD will continue to build on existing industry partnerships to respond the changing workforce needs of the construction industry.

¹ Elation Systems

20% OVERVIEW

OVERVIEW OF PROJECTS

Projects advertised between March 25, 2011 and March 24, 2012 are subject to the 20% local hiring requirement. A total of 79 active projects subject to the 20% requirement were tracked across six departments. The total value of these projects is \$424 million. Table 1 distinguishes the number of projects and total award amount by department.

TABLE 1: NUMBER AND VALUE OF PROJECTS SUBJECT TO 20% REQUIREMENT BY DEPARTMENT

Department	SFPW	MTA	Port	PUC	RPD	SFO	Total
Number of Active Projects	25	1	9	26	8	10	79
Total Award Amount	\$39M	\$1M	\$117M	\$78M	\$30M	\$157M	\$424M

LOCAL HIRING PERFORMANCE

As shown in Table 2, a total of 1,626,079 work hours were reported for projects subject to the 20% local hiring requirement. Of this total, 544,999 hours (34%) were performed by San Francisco residents. Inclusive of these hours are 201,408 apprentice hours, of which 120,426 (60%) were performed by San Francisco residents.

TABLE 2: WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
SFPW	227,633	93,655	41%	18,610	13,236	71%
MTA	6,813	2,940	43%	1,112	817.5	74%
Port	377,790	94,535	25%	53,362	20,482	38%
PUC	380,577	137,119	36%	37,698	29,792	79%
RPD	192,384	63,223	33%	20,773	13,417	65%
SFO	440,883	153,528	35%	69,904	42,682	61%
TOTAL	1,626,079	544,999	34%	201,458	120,426	60%

20% OVERVIEW BY TRADE

Work hours reported by trade on the 79 projects subject to the 20% local hiring requirement are listed in Table 3. Most trades met or exceeded the local hiring requirement for overall work hours and apprentice hours. On a project-by-project basis, trades that represent less than 5% of gross work hours are exempted from the requirement.

TABLE 3: WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	114,311	47,116	41%	16,071	8,308	52%
Carpet, Linoleum, Soft Floor Layer	10,884	1,625	15%	1,813	710	39%
Cement Mason	59,578	14,974	25%	6,034	5,032	83%
Drywall Installer/Lather	63,600	9,271	15%	7,956	3,738	47%
Electrician	204,350	96,607	47%	35,732	23,165	65%
Glazier	13,659	2,190	16%	1,945	641	33%
Iron Worker	85,910	25,963	30%	16,019	8,125	51%
Laborer And Related Classifications	627,668	223,653	36%	61,639	45,834	74%
Operating Engineer	131,394	46,458	35%	5,618	4,540	81%
Painter	29,105	7,113	24%	2,744	854	31%
Pile Driver	43,111	5,206	12%	10,751	1,936	18%
Plaster Tender	12,125	1,571	13%	0	0	0%
Plasterer	11,622	2,496	21%	2,940	1,454	49%
Plumber	60,380	22,556	37%	16,677	8,672	52%
Roofer	14,007	1,706	12%	2,603	1,262	48%
Sheet Metal Worker	37,998	10,387	27%	6,491	3,226	50%
Tile Finisher	4,087	1,656	41%	1,817	1,206	66%
Other Trades*	102,293	24,455	24%	4,612	1,726	37%
TOTAL	1,626,079	544,999	34%	201,458	120,426	60%

* Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Laborer, Landscape Maintenance Laborer, Marble Finisher, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Setter, Traffic Control/Lane Closure, Tunnel And Shaft Laborers.

25% OVERVIEW

OVERVIEW OF PROJECTS

Projects advertised between March 25, 2012 and March 24, 2013 are subject to the 25% local hiring requirement. A total of 84 active projects subject to the 25% requirement were tracked across six departments. The total value of these projects is \$600 million. Table 4 distinguishes the number of projects and total award amount by department.

TABLE 4: NUMBER AND VALUE OF PROJECTS SUBJECT TO 25% REQUIREMENT BY DEPARTMENT

Department	SFPW	MTA	Port	PUC	RPD	SFO	Total
Number of Active Projects	37	1	1	28	8	9	84
Total Award Amount	\$190M	\$4M	\$0.4M	\$140M	\$18M	\$247M	\$600M

LOCAL HIRING PERFORMANCE

As shown in Table 5, a total of 1,908,475 work hours were reported for projects subject to the 25% local hiring requirement. Of this total, 717,437 hours (38%) were performed by San Francisco residents. Inclusive of these hours are 275,909 apprentice hours, of which 158,110 (57%) were performed by San Francisco residents.

TABLE 5: WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
SFPW	848,640	297,527	35%	130,930	69,408	53%
MTA	24,096	9,161	38%	8,537	3,771	44%
Port	1,370	903	66%	215	0	0%
PUC	444,296	168,312	38%	49,568	33,070	67%
RPD	73,493	32,526	44%	6,549	3,604	55%
SFO	516,581	209,008	40%	80,110	48,257	60%
TOTAL	1,908,475	717,437	38%	275,909	158,110	57%

25% OVERVIEW BY TRADE

Work hours reported by trade on the 84 projects subject to the 25% local hiring requirement are listed in Table 6. Most trades met or exceeded the hiring requirement for local overall work hours and local apprentice hours. On a project-by-project basis, trades that represent less than 5% of overall work hours are exempted from the requirement.

TABLE 6: WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	145,921	62,814	43%	19,946	10,291	52%
Carpet, Linoleum, Soft Floor Layer	3,038	700	23%	159	8	5%
Cement Mason	50,731	13,833	27%	6,168	5,072	82%
Drywall Installer/Lather	50,056	12,094	24%	5,440	1,990	37%
Electrician	255,588	141,689	55%	57,330	37,220	65%
Glazier	26,524	8,581	32%	7,100	5,086	72%
Iron Worker	100,821	45,157	45%	27,527	18,462	67%
Laborer And Related Classifications	686,449	251,276	37%	61,446	42,869	70%
Operating Engineer	144,032	51,585	36%	4,091	2,851	70%
Painter	51,665	11,921	23%	7,374	1,797	24%
Pile Driver	21,827	6,994	32%	2,435	1,423	58%
Plasterer	8,298	574	7%	6	0	0%
Plumber	67,755	35,449	52%	26,962	15,468	57%
Roofer	51,698	13,371	26%	18,814	6,740	36%
Sheet Metal Worker	55,531	18,825	34%	12,938	5,125	40%
Tile Finisher	6,477	2,240	35%	1,524	570	37%
Tile Setter	4,120	2,202	53%	114	91	80%
Other Trades*	177,944	38,136	21%	16,535	3,051	18%
TOTAL	1,908,475	717,437	38%	275,909	158,110	57%

*Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Mason, Marble Setter, Metal Roofing Systems Installer, Modular Furniture Installer, Mover, Parking And Highway Improvement Painter, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Traffic Control/Lane Closure, Tree Trimmer, Water Well Driller.

30% OVERVIEW

OVERVIEW OF PROJECTS

Projects advertised since March 25, 2013 are subject to the 30% local hiring requirement. A total of 100 active projects subject to the 30% requirement were tracked across six departments as of March 1, 2015 (23 month period). The total value of these projects is \$276 million. Table 7 distinguishes the number of projects and award amount by department.

TABLE 7: NUMBER AND VALUE OF PROJECTS SUBJECT TO 30% REQUIREMENT BY DEPARTMENT

Department	SFPW	MTA	Port	PUC	RPD	SFO	Total
Number of Active Projects	41	0	3	30	17	9	100
Total Award Amount	\$89M	-	\$6M	\$114M	\$36M	\$30M	\$276M

LOCAL HIRING PERFORMANCE

As shown in Table 8, a total of 817,583 work hours were reported for projects subject to the 30% local hiring requirement. Of this total, 364,988 hours (45%) were performed by San Francisco residents. Inclusive of these hours are 81,797 apprentice hours, of which 57,196 (70%) were performed by San Francisco residents.

TABLE 8: WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
SFPW	308,569	130,544	42%	28,756	21,871	76%
MTA	0	0	0%	0	0	0%
Port	10,341	4,085	40%	2,158	1,513	70%
PUC	317,521	156,724	49%	23,759	19,732	83%
RPD	133,863	49,196	37%	14,299	6,843	48%
SFO	47,290	24,439	52%	12,825	7,237	56%
TOTAL	817,583	364,988	45%	81,797	57,196	70%

30% OVERVIEW BY TRADE

Work hours reported by trade on the 100 projects subject to the 30% local hiring requirement are listed in Table 9. Trades that have reported hours exceeding 5% of the total work hours have met the 30% requirement.

TABLE 9: WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	45,617	30,025	66%	6,929	5,004	72%
Carpet, Linoleum, Soft Floor Layer	11,341	2,224	20%	4,502	1,805	40%
Cement Mason	40,746	19,779	49%	5,647	4,234	75%
Drywall Installer/Lather	4,056	1,732	43%	417	253	61%
Electrician	44,323	29,093	66%	14,617	9,111	62%
Glazier	1,353	426	31%	241	156	65%
Iron Worker	13,121	3,251	25%	1,240	728	59%
Laborer And Related Classifications	439,892	195,088	44%	36,725	29,345	80%
Operating Engineer	118,604	57,729	49%	4,869	3,643	75%
Painter	15,065	6,042	40%	747	681	91%
Pile Driver	1,144	323	28%	852	323	38%
Plasterer	328	144	44%	16	0	0%
Plumber	6,893	4,493	65%	620	522	84%
Roofer	7,607	3,103	41%	2,857	1,046	37%
Sheet Metal Worker	3,901	1,235	32%	876	181	21%
Tile Finisher	586	37	6%	154	13	8%
Tile Setter	742	236	32%	22	0	0%
Other Trades*	62,265	10,030	16%	469	154	33%
TOTAL	817,583	364,988	45%	81,797	57,196	70%

*Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Brick Tender, Bricklayer/Blocklayer, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Plaster Tender, Slurry Seal Worker, Teamster, Terrazzo Finisher, Terrazzo Worker.



LOCAL HIRING BY DEPARTMENT

San Francisco Public Works

Municipal Transportation Agency

Port of San Francisco

Public Utilities Commission

Recreation and Parks Department

San Francisco International Airport

LOCAL HIRING BY DEPARTMENT

San Francisco Public Works



ABOUT PUBLIC WORKS PROJECTS

San Francisco Public Works (SFPW) projects include street improvements as well as the renovation and new construction of public facilities. Table 10 displays the total work hours for Public Works projects by local hiring requirement, while Table 11 displays work hours by trade and local hiring requirement.

TABLE 10: WORK HOURS REPORTED ON SFPW PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	25	227,633	93,655	41%	18,610	13,236	71%
25%	37	848,640	297,527	35%	130,930	69,408	53%
30%	41	308,569	130,544	42%	28,756	21,871	76%
TOTAL	103	1,384,841	521,726	38%	178,295	104,516	59%



TABLE 11: WORK HOURS BY TRADE ON SFPW PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	8,223	4,758	58%	241	232	96%
	25%	69,512	26,806	39%	12,695	6,344	50%
	30%	8,776	6,450	73%	909	578	64%
Carpet, Linoleum, Soft Floor Layer	20%	64	32	50%	0	0	0%
	25%	735	209	28%	32	0	0%
	30%	368	0	0%	0	0	0%
Cement Mason	20%	15,685	7,733	49%	3,242	3,238	100%
	25%	31,319	8,882	28%	4,495	3,620	81%
	30%	29,067	13,704	47%	4,379	3,054	70%
Drywall Installer/Lather	20%	535	0	0%	0	0	0%
	25%	19,403	2,407	12%	3,762	855	23%
	30%	2,539	979	39%	140	90	64%

(Table 11 continues)

(Table 11 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Electrician	20%	8,365	4,138	49%	955	843	88%
	25%	49,610	22,541	45%	14,747	7,715	52%
	30%	9,799	6,132	63%	2,877	1,952	68%
Glazier	20%	108	0	0%	15	0	0%
	25%	11,905	4,813	40%	3,496	2,930	84%
	30%	525	0	0%	69	0	0%
Iron Worker	20%	378	104	28%	99	28	28%
	25%	44,742	31,705	71%	16,454	14,156	86%
	30%	1,860	419	23%	54	48	89%
Laborer And Related Classifications	20%	142,308	61,329	43%	12,751	8,315	65%
	25%	356,219	131,893	37%	26,540	17,217	65%
	30%	174,256	76,157	44%	15,296	13,108	86%
Operating Engineer	20%	14,070	5,691	40%	212	180	85%
	25%	63,048	22,872	36%	2,248	1,458	65%
	30%	42,263	17,311	41%	3,151	2,661	84%
Painter	20%	766	344	45%	8	8	100%
	25%	13,620	2,689	20%	1,738	0	0%
	30%	6,963	2,588	37%	100	60	60%
Pile Driver	20%	585	92	16%	92	92	100%
	25%	104	0	0%	0	0	0%
	30%	40	0	0%	8	0	0%
Plumber	20%	2,868	732	26%	399	16	4%
	25%	28,004	12,609	45%	17,654	9,587	54%
	30%	1,961	1,851	94%	28	0	0%
Roofer	20%	3,576	275	8%	477	275	58%
	25%	25,581	5,870	23%	8,168	2,696	33%
	30%	2,739	814	30%	997	308	31%
Sheet Metal Worker	20%	2,190	634	29%	84	0	0%
	25%	25,735	4,355	17%	6,924	2,231	32%
	30%	2,261	717	32%	463	0	0%
Other Trades*	20%	27,913	7,794	28%	36	10	28%
	25%	109,104	19,878	18%	14,367	601	4%
	30%	25,153	3,424	14%	3,558	13	0%

*20% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Driver, Landscape Maintenance Laborer, Modular Furniture Installer, Parking And Highway Improvement Painter, Plasterer, Slurry Seal Worker, Terrazzo Worker, Tile Finisher, Tile Setter, Teamster, Traffic Control/Lane Closure.

25% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor Landscape Maintenance Laborer, Marble Mason, Marble Setter, Metal Roofing Systems Installer, Modular Furniture Installer, Plaster Tender, Plasterer, Steel Erector And Fabricator, Teamster, Slurry Seal Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure.

30% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Bricklayer/Blocklayer, Driver, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Modular Furniture Installer, Plaster Tender, Plasterer, Slurry Seal Worker, Terrazzo Finisher, Tile Finisher, Tile Setter, Brick Tender, Teamster.



LOCAL HIRING BY DEPARTMENT

Municipal Transportation Agency



ABOUT MTA PROJECTS

San Francisco Municipal Transportation Agency (MTA) projects focus on the improvement of San Francisco's street landscapes and traffic conditions. Table 12 displays the total work hours for MTA projects by local hiring requirement, while Table 13 displays work hours by trade and local hiring requirement. At the time of reporting, no 30% requirement MTA projects had reported hours.

TABLE 12: WORK HOURS REPORTED ON MTA PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	1	6,813	2,940	43%	1,112	818	74%
25%	1	24,096	9,161	38%	8,537	3,771	44%
30%	0	0	0	0%	0	0	0%
TOTAL	2	30,908	12,101	39%	9,649	4,588	48%

TABLE 13: WORK HOURS BY TRADE ON MTA PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Cement Mason	20%	785	182	23%	9	9	100%
	25%	0	0	0%	0	0	0%
Electrician	20%	1,132	860	76%	476	215	45%
	25%	1,974	1,024	52%	157	157	100%
Glazier	20%	0	0	0%	0	0	0%
	25%		70	0%	70	70	100%
Iron Worker	20%	0	0	0%	0	0	0%
	25%	231	112	48%	0	0	0%
Laborer and Related Classifications	20%	4,471	1,705	38%	627	594	95%
	25%	0	0	0%	0	0	0%
Operating Engineer	20%	401	171	43%	0	0	0%
	25%	352	0	0%	0	0	0%
Plumber	20%	0	0	0%	0	0	0%
	25%	42	42	100%	0	0	0%
Roofer	20%	0	0	0%	0	0	0%
	25%	16,451	5,831	35%	7,801	3,544	45%
Sheet Metal Worker	20%	0	0	0%	0	0	0%
	25%	4,846	2,083	43%	510	0	0%
Other Trades*	20%	25	22	88%	0	0	0%
	25%	0	0	0%	0	0	0%

*20% Other Trades: Driver.

LOCAL HIRING BY DEPARTMENT

Port of San Francisco



ABOUT PORT PROJECTS

Port of San Francisco projects support maritime operations, environmental and historic preservation, and public recreation. Table 14 displays the total work hours for Port projects by policy, while Table 15 displays work hours by trade and local hiring requirement.

TABLE 14: WORK HOURS REPORTED ON PORT PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	9	377,790	94,535	25%	53,362	20,482	38%
25%	1	1,370	903	66%	215	0	0%
30%	3	10,341	4,085	40%	2,158	1,513	70%
TOTAL	13	389,500	99,523	26%	55,735	21,995	39%

TABLE 15: WORK HOURS BY TRADE ON PORT PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	30,012	11,563	39%	3,416	1,210	35%
	25%	0	0	0%	0	0	0%
	30%	2,615	1,615	62%	796	796	100%
Carpet, Linoleum, Soft Floor Layer	20%	1,506	128	8%	324	90	28%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Cement Mason	20%	15,839	2,786	18%	966	124	13%
	25%		0	0%	0	0	0%
	30%	262	144	55%	0	0	0%
Drywall Installer/Lather	20%	18,137	3,202	18%	923	913	99%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Electrician	20%	61,661	10,565	17%	9,604	3,126	33%
	25%	927	648	70%	215	0	0%
	30%	12	8	67%	4	0	0%
Glazier	20%	4,789	1,245	26%	474	148	31%
	25%	0	0	0%	0	0	0%
	30%	112	0	0%	0	0	0%
Iron Worker	20%	42,125	12,640	30%	8,057	4,644	58%
	25%	0	0	0%	0	0	0%
	30%	256	72	28%	30	24	80%

(Table 15 continues)

(Table 15 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Laborer And Related Classifications	20%	68,442	25,784	38%	2,492	1,949	78%
	25%	339	256	75%	0	0	0%
	30%	2,096	438	21%	130	122	94%
Operating Engineer	20%	24,349	4,674	19%	1,141	1,089	95%
	25%	104	0	0%	0	0	0%
	30%	934	247	26%	25	25	100%
Painter	20%	12,569	2,908	23%	1,675	397	24%
	25%	0	0	0%	0	0	0%
	30%	494	273	55%	0	0	0%
Pile Driver	20%	41,671	4,870	12%	10,205	1,844	18%
	25%	0	0	0%	0	0	0%
	30%	393	41	10%	171	41	24%
Plumber	20%	26,293	7,982	30%	9,694	4,371	45%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Roofer	20%	1,771	42	2%	271	40	15%
	25%	0	0	0%	0	0	0%
	30%	1,915	864	45%	1,003	505	50%
Sheet Metal Worker	20%	13,648	3,017	22%	2,581	290	11%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Other Trades*	20%	14,980	3,133	21%	1,542	248	16%
	25%	0	0	0%	0	0	0%
	30%	1,253	384	31%	0	0	0%

*20% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/ Construction Inspector And Field Soils And Material Tester, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Plasterer, Parking And Highway Improvement Painter, Teamster, Tile Finisher, Tile Setter.

*30% Other Trades: Asbestos Removal Worker, Dredger Operating Engineer, Teamster.



LOCAL HIRING BY DEPARTMENT

Public Utilities Commission



ABOUT PUC PROJECTS

San Francisco Public Utilities Commission (PUC) projects include infrastructure upgrades and repairs that maintain sustainable operations of the City's wastewater and clean water delivery systems. Table 16 displays the total work hours for PUC projects by local hiring requirement, while Table 17 displays work hours by trade and local hiring requirement.

TABLE 16: WORK HOURS REPORTED ON PUC PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	26	380,577	137,119	36%	37,698	29,792	79%
25%	28	444,296	168,312	38%	49,568	33,070	67%
30%	30	317,521	156,724	49%	23,758	19,732	83%
TOTAL	84	1,142,394	462,155	40%	111,025	82,594	74%

TABLE 17: WORK HOURS BY TRADE ON PUC PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	3,752	2,370	63%	424	424	100%
	25%	26,756	9,372	35%	4,377	2,361	54%
	30%	12,429	8,797	71%	1,109	1,067	96%
Carpet, Linoleum, Soft Floor Layer	20%	0	0	0%	0	0	0%
	25%	418	154	37%	7	0	0%
	30%	0	0	0%	0	0	0%
Cement Mason	20%	7,732	2,208	29%	1,495	1,495	100%
	25%	6,885	2,000	29%	825	818	99%
	30%	6,131	3,180	52%	972	884	91%
Drywall Installer/Lather	20%	0	0	0%	0	0	0%
	25%	1,348	228	17%	0	0	0%
	30%	0	0	0%	0	0	0%
Electrician	20%	13,352	2,553	19%	1,753	294	17%
	25%	45,446	23,217	51%	7,926	5,587	70%
	30%	8,291	5,372	65%	1,223	1,030	84%
Glazier	20%	0	0	0%	0	0	0%
	25%	319	177	56%	0	0	0%
	30%	0	0	0%	0	0	0%
Iron Worker	20%	841	20	2%	173	0	0%
	25%	11,024	3,720	34%	3,179	1,691	53%
	30%	7,734	1,837	24%	744	377	51%

(Table 17 continues)

(Table 17 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Laborer And Related Classifications	20%	252,828	92,604	37%	29,649	24,408	82%
	25%	207,023	82,534	40%	22,315	17,310	78%
	30%	194,008	94,972	49%	17,024	14,288	84%
Operating Engineer	20%	65,212	28,507	44%	2,150	2,106	98%
	25%	61,777	24,371	39%	1,345	1,308	97%
	30%	54,042	34,633	64%	886	886	100%
Painter	20%	335	0	0%	41	0	0%
	25%	22,402	2,865	13%	4,978	1,634	33%
	30%	2,975	1,125	38%	585	585	100%
Pile Driver	20%	135	64	47%	63	0	0%
	25%	15,622	6,003	38%	1,284	1,021	80%
	30%	335	202	60%	297	202	68%
Plumber	20%	4,556	867	19%	568	279	49%
	25%	5,826	2,341	40%	1,262	1,197	95%
	30%	2,415	1,041	43%	236	229	97%
Roofer	20%	76	6	8%	31	6	19%
	25%	3,935	1,071	27%	1,414	12	1%
	30%	1,971	1,244	63%	531	174	33%
Sheet Metal Worker	20%	5,545	379	7%	464	0	0%
	25%	1,647	828	50%	188	134	71%
	30%	782	0	0%	140	0	0%
Other Trades*	20%	26,214	7,543	29%	889	781	88%
	25%	33,872	9,434	28%	470	0	0%
	30%	26,412	4,323	16%	14	14	100%

*20% Other Trades: Asbestos Removal Worker, Asbestos Worker- Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Field Surveyor, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Tile Setter, Tunnel And Shaft Laborers.
 25% Other Trades: Asbestos Removal Worker, Boilermaker, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Electrical Utility Lineman, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Mover, Teamster, Tile Finisher, Tile Setter, Water Well Driller.
 30% Other Trades: Asbestos Removal Worker, Brick Tender, Bricklayer, Blocklayer, Driver, Electrical Utility Lineman, Teamster.



LOCAL HIRING BY DEPARTMENT

Recreation and Parks Department



ABOUT RPD PROJECTS

Recreation and Parks Department (RPD) projects include improvements to and new construction of recreation and park facilities. Table 18 displays the total work hours for RPD projects by local hiring requirement, while Table 19 displays work hours by trade and local hiring requirement.

TABLE 18: WORK HOURS REPORTED ON RPD PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	8	192,384	63,223	33%	20,773	13,417	65%
25%	8	73,493	32,526	44%	6,549	3,604	55%
30%	17	133,863	49,196	37%	14,299	6,843	48%
TOTAL	33	399,740	144,945	36%	41,620	23,864	57%



TABLE 19: WORK HOURS BY TRADE ON RPD PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	31,712	16,821	53%	6,760	3,210	47%
	25%	18,618	12,887	69%	1,620	724	45%
	30%	19,601	11,977	61%	3,890	2,563	66%
Carpet, Linoleum, Soft Floor Layer	20%	1,557	158	10%	72	40	56%
	25%	327	0	0%	0	0	0%
	30%	4,387	263	6%	1,783	263	15%
Cement Mason	20%	10,034	1,624	16%	12	0	0%
	25%	6,312	2,561	41%	424	424	100%
	30%	4,865	2,614	54%	296	296	100%
Drywall Installer/Lather	20%	2,050	291	14%	509	147	29%
	25%	359	192	53%	0	0	0%
	30%	704	404	57%	50	50	100%

(Table 19 continues)

(Table 19 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Electrician	20%	8,956	4,746	53%	1,045	501	48%
	25%	2,204	1,066	48%	283	225	79%
	30%	5,214	3,171	61%	1,466	985	67%
Glazier	20%	2,736	257	9%	308	0	0%
	25%	396	22	5%	55	0	0%
	30%	83	0	0%	16	0	0%
Iron Worker	20%	8,703	3,224	37%	429	125	29%
	25%	3,313	887	27%	72	40	56%
	30%	2,849	923	32%	352	279	79%
Laborer And Related Classifications	20%	84,789	24,998	29%	7,848	7,156	91%
	25%	26,313	10,001	38%	2,225	1,492	67%
	30%	59,858	19,508	33%	4,130	1,723	42%
Operating Engineer	20%	13,713	4,247	31%	1,623	673	41%
	25%	5,255	1,656	32%	232	77	33%
	30%	18,414	4,871	26%	781	72	9%
Painter	20%	4,948	1,889	38%	480	325	68%
	25%	677	422	62%	0	0	0%
	30%	3,870	1,885	49%	36	36	100%
Pile Driver	20%	0	0	0%	0	0	0%
	25%	134	0	0%	134	0	0%
	30%	376	80	21%	376	80	21%
Plumber	20%	4,965	2,185	44%	880	880	100%
	25%	673	381	57%	45	45	100%
	30%	2,381	1,552	65%	320	273	85%
Roofer	20%	2,485	427	17%	667	276	41%
	25%	2,444	301	12%	695	189	27%
	30%	983	181	18%	328	60	18%
Sheet Metal Worker	20%	2,028	436	21%	58	19	32%
	25%	165	104	63%	59	0	0%
	30%	403	63	15%	117	25	21%
Other Trades*	20%	13,710	1,923	14%	85	68	80%
	25%	6,305	2,048	32%	708	390	55%
	30%	9,876	1,706	17%	360	140	39%

*20% Other Trades: Asbestos Removal Worker, Brick Tender, Bricklayer/Blocklayer, Driver, Field Surveyor, Modular Furniture Installer, Parking And Highway Improvement Painter, Plaster Tender, Plasterer, Slurry Seal Worker, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter.

25% Other Trades: Asbestos Removal Worker, Brick Tender, Driver, Elevator Constructor, Field Surveyor, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Plasterer, Teamster, Tile Finisher, Tile Setter, Tree Trimmer, Water Well Driller.

30% Other Trades: Asbestos Removal Worker, Brick Tender, Bricklayer/Blocklayer, Driver, Electrical Utility Lineman, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Plasterer, Teamster, Tile Finisher, Tile Setter.

LOCAL HIRING BY DEPARTMENT

San Francisco Airport



ABOUT SFO PROJECTS

San Francisco International Airport (SFO) projects covered by the Policy include the ongoing improvements to Terminal 3. In accordance with a reciprocity agreement between the City and County of San Francisco and San Mateo County, both San Francisco and San Mateo County residents working on public works projects at SFO are considered local workers. The overall local hiring requirement for SFO projects was 7% by trade for projects advertised in the first year of the Policy, 8% for projects advertised in the second year, and 11% for projects advertised since March 25, 2013. The local hiring requirement for SFO is calculated based upon the amount of revenue generated by San Francisco and San Mateo County resident passengers. As with other departments, the local hiring requirement for apprentice hours is 50%.

Table 20 displays the total work hours for SFO projects by local hiring requirement, while Table 21 displays work hours by trade and local hiring requirement.

TABLE 20: WORK HOURS REPORTED ON SFO PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
7%	10	440,883	153,528	35%	69,904	42,682	61%
8%	9	516,581	209,008	40%	80,110	48,257	60%
11%	9	47,290	24,439	52%	12,825	7,237	56%
TOTAL	28	1,004,755	386,975	39%	162,839	98,176	60%

TABLE 21: WORK HOURS BY TRADE ON SFO PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	7%	40,612	11,604	29%	5,231	3,233	62%
	8%	31,035	13,749	44%	1,255	864	69%
	11%	2,197	1,187	54%	226	0	0%
Carpet, Linoleum, Soft Floor Layer	7%	7,757	1,307	17%	1,417	580	41%
	8%	1,558	337	22%	120	8	6%
	11%	6,587	1,961	30%	2,719	1,542	57%
Cement Mason	7%	9,504	442	5%	311	167	54%
	8%	6,216	390	6%	425	210	49%
	11%	423	138	33%	0	0	0%
Drywall Installer/Lather	7%	42,878	5,778	13%	6,524	2,678	41%
	8%	28,946	9,268	32%	1,678	1,135	68%
	11%	813	350	43%	227	113	50%
Electrician	7%	110,884	73,746	67%	21,899	18,186	83%
	8%	155,429	93,195	60%	34,003	23,537	69%
	11%	21,008	14,411	69%	9,047	5,145	57%

(Table 21 continues)

(Table 21 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Glazier	7%	6,027	689	11%	1,148	493	43%
	8%	13,704	3,499	26%	3,480	2,087	60%
	11%	634	426	67%	156	156	100%
Iron Worker	7%	33,864	9,975	29%	7,262	3,329	46%
	8%	41,512	8,733	21%	7,823	2,575	33%
	11%	422	0	0%	60	0	0%
Laborer And Related Classifications	7%	74,830	17,234	23%	8,273	3,413	41%
	8%	96,556	26,593	28%	10,367	6,850	66%
	11%	9,674	4,013	41%	145	105	72%
Operating Engineer	7%	13,649	3,170	23%	493	493	100%
	8%	13,497	2,686	20%	267	9	3%
	11%	2,952	668	23%	27	0	0%
Painter	7%	10,488	1,973	19%	540	124	23%
	8%	14,967	5,945	40%	659	163	25%
	11%	764	172	23%	26	0	0%
Pile Driver	7%	721	181	25%	392	0	0%
	8%	5,968	992	17%	1,018	402	39%
	11%	0	0	0%	0	0	0%
Plumber	7%	21,699	10,791	50%	5,137	3,127	61%
	8%	33,210	20,076	60%	8,001	4,639	58%
	11%	137	50	36%	36	20	56%
Roofer	7%	6,100	956	16%	1,158	665	57%
	8%	3,288	300	9%	737	300	41%
	11%	0	0	0%	0	0	0%
Sheet Metal Worker	7%	14,588	5,922	41%	3,304	2,917	88%
	8%	23,139	11,456	50%	5,259	2,761	53%
	11%	456	456	100%	157	157	100%
Other Trades*	7%	47,283	9,763	21%	6,817	3,280	48%
	8%	47,558	11,792	25%	5,023	2,721	54%
	11%	1,227	610	50%	0	0	0%

*7% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Elevator Constructor, Field Surveyor, Marble Finisher, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Plaster Tender, Plasterer, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter.

8% Other Trades: Asbestos Removal Worker, Asbestos Worker- Heat And Frost Insulator, Bricklayer/Blocklayer, Driver, Elevator Constructor, Field Surveyor, Marble Mason, Modular Furniture Installer, Parking And Highway Improvement Painter, Plaster Tender, Plasterer, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Water Well Driller, Tile Finisher, Tile Setter, Traffic Control/Lane Closure.

11% Other Trades: Modular Furniture Installer, Parking And Highway Improvement Painter, Teamster, Terrazzo Worker, Tile Finisher.



WORKER DEMOGRAPHICS

The following charts illustrate residency, race and ethnicity, and gender data for all workers on all active covered projects between March 25, 2011 and March 1, 2015. Demographic data is quantified in total workers, rather than in hours, and is self-reported by workers through the City's PRS.

FIGURE 1: WORKERS BY COUNTY OF RESIDENCE

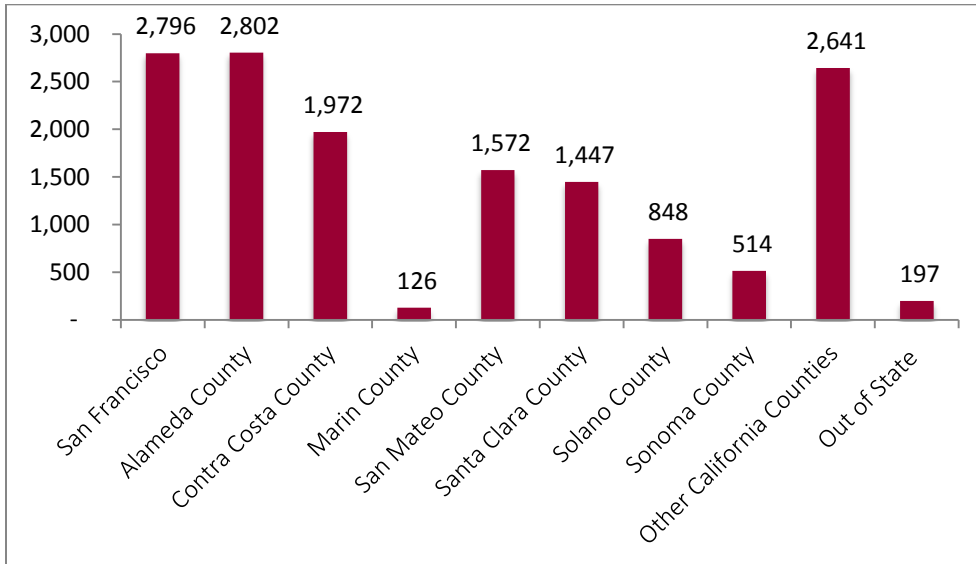


Figure 1 shows the county of residence for workers on all covered projects. Approximately 19% of workers on covered projects are San Francisco residents.

FIGURE 2: SAN FRANCISCO WORKERS BY ZIP CODE

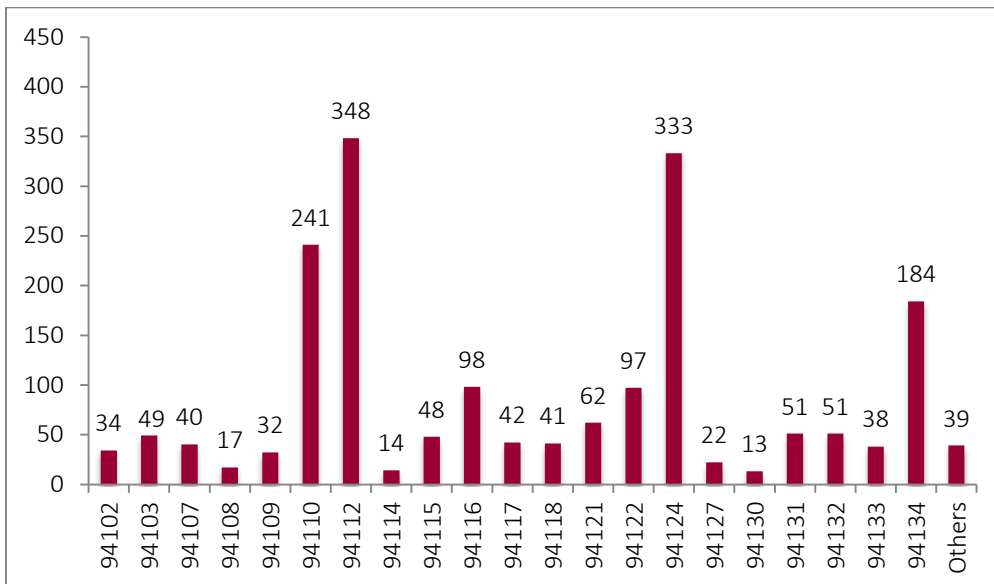


Figure 2 displays San Francisco resident worker residency by zip code, and demonstrates that workers from most San Francisco zip codes are represented on covered projects.

FIGURE 3: ALL WORKERS BY RACE AND ETHNICITY

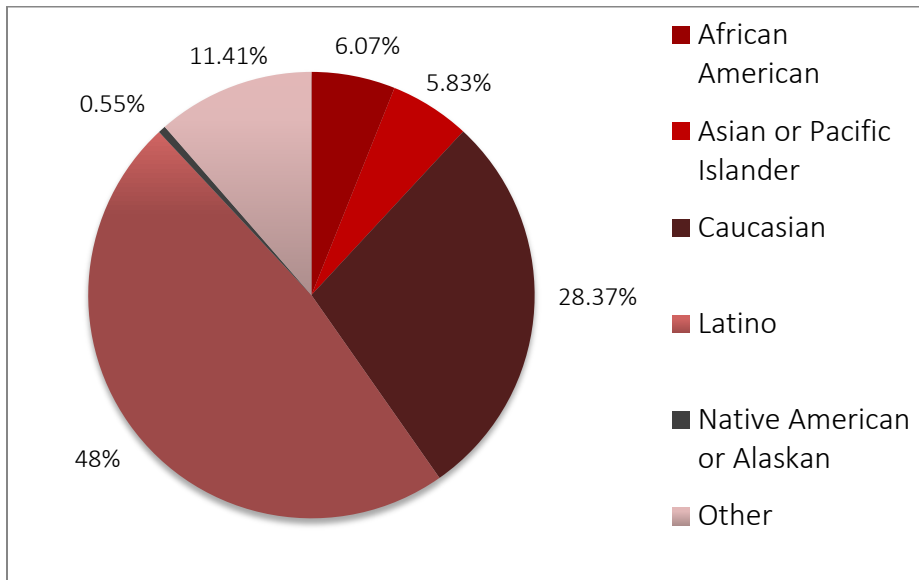
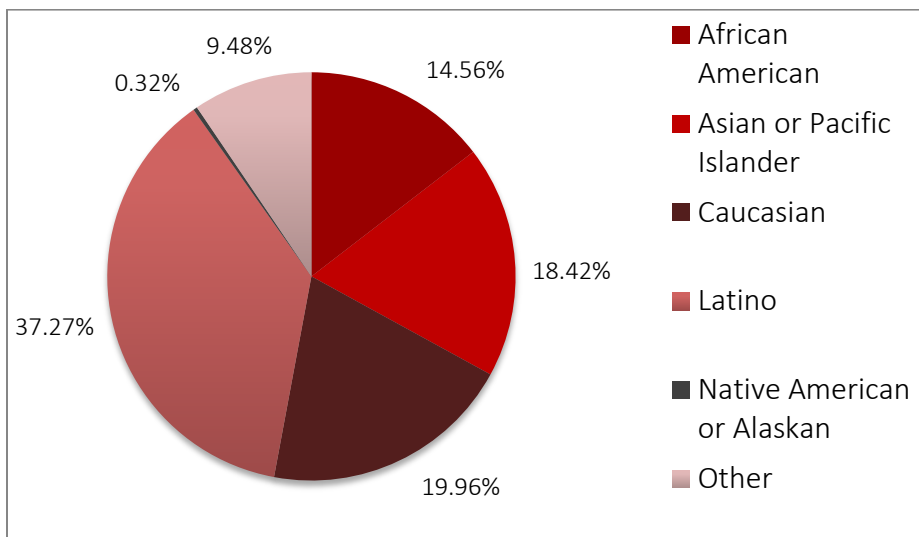


Figure 3 illustrates the race and ethnicity of all workers on all covered projects. Latino workers represent the largest percentage of the total workforce, followed by Caucasian and Asian or Pacific Islander workers.

FIGURE 4: SAN FRANCISCO WORKERS BY RACE AND ETHNICITY



As Figure 4 demonstrates, when race and ethnicity data for San Francisco resident workers alone is examined, worker diversity increases. While Latino workers continue to represent the largest share of workers, the percentage of Asian or Pacific Islander and African American workers is greater.

TABLE 22: WORKERS BY GENDER, OVERALL AND SAN FRANCISCO

	All Workers	San Francisco Workers
Male	14,602	2,675
Female	265	115
Data Not Available	48	6
Total	14,915	2,796
<i>Female Percentage</i>	1.8%	4.1%

Table 22 provides gender information for workers on covered projects. Female workers comprise 4.1% of San Francisco residents on covered projects as compared to 1.8% of all workers.

POLICY UPDATES

Over the past twelve months, there have been several changes to the Local Hiring Policy for Construction.

In June 2014, the Board of Supervisors amended the Policy to cover private development and tenant improvement work on City-owned property, as well as temporary construction associated with special events lasting four or more days. To date, no hours have been recorded on private construction projects subject to the expanded Policy. As projects are initiated, OEWD will pay close attention to the impacts of the expansion.

More recently, in March 2015, the Board of Supervisors voted to extend the legislative review period of the Local Hiring Policy for Construction an additional 24 months and maintain the current requirement of 30% during the extended review period. The Mayor's Construction Workforce Advisory Committee had recommended the extension to allow for further analysis of the Policy's impact, including the Policy's recent expansion to cover private development on City-owned property.

On a national level, recent changes in federal regulations may broaden the types of construction projects subject to local hiring in San Francisco. This February, the US Department of Transportation (USDOT) announced a one-year pilot program for grant recipients to request permission to include local hiring requirements on federally funded infrastructure projects. Previously, federal contracting prohibited such provisions. OEWD is working with local grant recipients to establish local hiring on federally funded transportation projects eligible for the pilot program.



CHALLENGES AND RECOMMENDATIONS

Developing a strong pipeline of skilled workers to meet the growing demands of the construction industry remains the primary challenge of the Local Hiring Policy for Construction. Overall, local workforce participation across most trades has continued to meet the Policy's requirements. However, there is the potential for a shortage of skilled local workers in the coming years, due to the rapid increase in construction activity. Already, there are indicators that local apprentice numbers are stagnating. Pressure from private development, the initiation of additional projects subject to the 30% local hiring requirement and the expansion of Local Hire have all reinforced the need to expand workforce training citywide.

To meet industry demand, OEWD will work to strengthen construction career pathways by building on its relationships with industry and training partners. Working with San Francisco Unified School District and the San Francisco Community College District, OEWD will enhance and expand training in specialized trades for local residents.



THE MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE

ABOUT THE ADVISORY COMMITTEE

In July 2012, Mayor Lee established the Mayor's Construction Workforce Advisory Committee to evaluate the impact of and guide the San Francisco Local Hiring Policy for Construction. Stakeholders in the local construction industry are represented by twelve committee members from local construction companies, trade unions, community organizations, and City departments.

Chair

Naomi Kelly, City Administrator, City and County of San Francisco

Committee Members

Bob Alvarado, Executive Officer, Northern California Carpenters Regional Council

Josh Arce, Executive Director, Brightline Defense Project

James Bryant, Western Regional Director, A. Philip Randolph Institute

Oscar De La Torre, Business Manager, Northern California District Council of Laborers

John Doherty, Business Manager, IBEW Local 6

Harlan Kelly, Jr., General Manager, San Francisco Public Utilities Commission

Florence Kong, President, Build Bayview

Kent M. Lim, President, Kent M. Lim & Company, Inc.

Bob Nibbi, President, Nibbi Brothers General Contractors

Mohammed Nuru, Director, San Francisco Public Works

Jes Pedersen, Chief Executive Officer, Webcor Builders

Ed Reiskin, Director, San Francisco Municipal Transportation Agency



CITYBUILD ACADEMY

CityBuild Academy aims to meet the demands of the construction industry by providing comprehensive pre-apprenticeship and construction administration training to San Francisco residents. CityBuild began in 2006 as an effort to coordinate City-wide construction training and employment programs. CityBuild Academy is administered by OEWD in partnership with City College of San Francisco, various community non-profit organizations, labor unions, and industry employers.

CITYBUILD ACADEMY

CityBuild Academy offers an 18-week pre-apprenticeship and construction skills training program at the City College of San Francisco, Evans Campus. Trainees can earn up to 15 college credits while learning foundational skills and knowledge to enter the construction trades and succeed as new apprentices. Trainees are given the opportunity to obtain construction-related certifications such as OSHA 10, Forklift, Skid Steer, CPR and First Aid. Several program instructors are construction industry specialists with years of field experience. Since 2006, 753 San Francisco residents have graduated from CityBuild Academy and 658 graduates have secured employment programs in various construction trades. In addition, CBA partners with Habitat for Humanity, and the San Francisco Fire Department's Neighborhood Emergency Response Training.

CONSTRUCTION ADMINISTRATION AND PROFESSIONAL SERVICES ACADEMY (CAPSA)

The Construction Administration and Professional Service Academy (CAPSA) is a semester-long program offered at the City College of San Francisco, Mission Campus. The program prepares San Francisco residents for entry-level careers as professional construction office administrators. The bi-annual training is intensive and participants graduate with knowledge of the construction sequence of work, construction office accounting cycle, role of the Construction Project Coordinator and other professional skills. Since 2010, 181 San Francisco residents have completed the program and 121 graduates have been placed in administrative positions.



ACADEMY PARTNERSHIPS



In an ongoing effort to strengthen and expand the Academy curriculum, CityBuild partners with various union apprenticeship programs:

- Carpenters' Training Committee of Northern California
 - Carpenters' training curriculum is incorporated into the CityBuild Academy training
 - Trainees have opportunity to enter the Carpenters' apprenticeship program through a direct-entry agreement
- Northern California Laborers' Training Center (NCLTC)
 - CBA lead instructor is an NCLTC apprenticeship instructor and MC3 certified
 - Additional 2-week certification training in Confined Space, Scaffold Safety and Trench and Excavation Safety for graduates entering the Laborers' apprenticeship program
 - Trainees have opportunity for direct entry into the Laborers' apprenticeship program with 450 hours of OJT that will go toward the 500 hours required to move to first period apprentice
- Cement Mason Pre-Apprenticeship Training Program
 - Concurrent 15-week intensive hands-on masonry training offered three days per week
 - Trainees have opportunity for direct entry into the Cement Mason apprenticeship program upon completion of training
- Bay Area Plastering Industry Joint Apprenticeship Training Committee
 - Concurrent 9-week intensive hands-on training specific to the plastering industry offered weeknights throughout Academy program
 - Trainees have opportunity for direct entry into the Plasterers' apprenticeship program with 6 months of classroom hours toward their apprenticeship requirements
- Ironworkers Apprenticeship Training
 - Concurrent 10-week Welding Plug Certification class offered on Saturdays throughout CBA
 - "Gladiators Training" program prepares participants to work with reinforced concrete and rebar – direct entry to work upon successful completion
 - "Women in Welding" program provides women in the trades with specialized skills to be competitive in the field
 - Trainees have opportunity to enter the Ironworkers' apprenticeship program upon completion of training
- San Francisco Fire Department's Neighborhood Emergency Response Team Training (NERT)
 - Concurrent 6-week hands-on disaster response skills training that prepares residents to assist first responders in an emergency situation

CONCLUSION

The fourth year of the Local Hiring Policy was marked by continued growth in the local construction industry. Over the past two years, Local Hire projects have supported more than 3 million work hours—almost three times the number of work hours recorded during the Policy’s first two years. In spite of this rapid expansion, payroll data through March 2015 indicates that requirements are being met across all departments and major trades. Workforce information from projects subject to the Policy will continue to be reviewed during the extended legislative review period.

During the past year, OEWD worked closely with the Mayor’s Construction Workforce Advisory Committee, the City Administrator, and Supervisor John Avalos to develop Policy recommendations for legislative consideration. The San Francisco Board of Supervisors adopted the recommendation to extend the legislative review period through March 2017 for further analysis of the Policy’s impact. The local hiring requirement will remain at 30% during this extended legislative review period.

OEWD will continue to partner with industry stakeholders to ensure that the Policy is an effective workforce tool for local businesses, communities and residents.



“In its fourth year, the Local Hiring Policy for Construction continued to provide quality jobs for San Francisco residents in the construction industry. Thanks to the leadership of our Mayor and the successful partnership between City departments, community and labor organizations, area builders and other stakeholders, the Policy remains a critical job creation tool and keeps local dollars moving through our economy.”



Supervisor John Avalos, District 11

THE OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT WOULD LIKE TO THANK OUR PARTNERS IN THIS EFFORT

San Francisco Board of Supervisors

Office of Mayor Edwin M. Lee

Office of the City Administrator

Office of the City Attorney

Office of the Controller

Port of San Francisco

San Francisco International Airport

San Francisco Municipal Transportation Agency

San Francisco Public Utilities Commission

San Francisco Public Works

San Francisco Recreation & Parks Department

Community Organizations

A. Philip Randolph Institute

Anders and Anders Foundation

Asian Neighborhood Design

Brightline Defense Project

Charity Cultural Services Center

Chinese for Affirmative Action

Mission Hiring Hall

San Francisco Conservation Corps

Young Community Developers, Inc.

Contractor Associations

Associated General Contractors

Construction Employers' Association

United Contractors

Wall and Ceiling Alliance

Labor Organizations

Carpenters Local 22

Cement Masons Local 300

International Brotherhood of Electrical Workers Local 6

Ironworkers Local 377

Laborers' Local 261

Northern California Carpenters Regional Council (NCCRC)

Northern California District Council of Laborers (NCDCL)

Operating Engineers Local 3

Pile Drivers Local 34

Plasterers and Shophands Union Local 66

Roofers and Waterproofers Local 40

Sheet Metal Workers' Local 104

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page 19)

Recreation and Parks Department

SFMTA | Central Subway

San Francisco International Airport

San Francisco Public Works



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ANNUAL REPORT TO THE SAN FRANCISCO BOARD OF SUPERVISORS**

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