



CONSTRUCTION INDUSTRY  
WORKFORCE INITIATIVE  
Building Careers, Changing Lives



Final Presentation Day. The Keys (Oakland) building tour with Dean Rubinson, Ellis Partners.

# CIWI 2022 IMPACT REPORT

## CIWI 2022: ACCOMPLISHMENTS, IMPACTS, AND PROGRAM EXPANSION

This year marks our eleventh year of creating “Access, Opportunities and Exposure to the Bay Area’s dynamic Real Estate Development, Architecture, Engineering and Construction industries for our BIPOC/first generation interns as well as for our Funders, CBO/Educational Partners and our Sponsors—believe in CIWI and our mission. Highlights of our accomplishments enabled by these incredible partnerships appear below:

### ULI-SF. A Multi-Year Commitment to CIWI and its BIPOC/First Generation College Students.

- **Opens door to significantly more internship opportunities—100 Interns Over Four Years.** (It took CIWI nine years on its own to deliver our first 100 interns.) We are on track to hit that milestone.
- **Provides unique growth opportunities for individuals via ULI SF’s Young Leaders Group (YLG) 360 Program.** Lalo Mendez, a first-generation immigrant and DACA recipient who comes from a family of farm workers was selected for ULI’s YLG 360 Program, following a successful CIWI internship with Republic Urban Properties. [Please see Lalo’s video here.](#)
- **Thank you** to our ULI-SF DEI, and our ULI sponsors and funders for this progress with your ongoing investment of significant time, money, and energy into CIWI.

### CIWI Advisory Committee Expansion includes ULI Members and CIWI Alum

- Two of our CIWI interns leveraged their internships into full-time employment and are now contributing members of the CIWI Advisory Committee. Thank you to Norris Lee Cooper III (Holland Partner Group, Development Associate) and Laura Barbosa (Sares Regis Group, Assistant PM) for demonstrating the power of opportunity.. [Please see Laura’s video here.](#)
- Welcome Aboard Dean Rubinson, Ellis Partners (ULI member). Thank you for custom designing CIWI 2022’s multi-part Zoom series **“How to Create a Real Estate Development Budget”** and presenting at Ellis Partner’s The Key Building, located in downtown Oakland. [Please see the final presentation video here.](#)

### CIWI+SF Human Rights Commission (HRC) +SF Office of Economic and Workforce Development (OEWD) +Opportunities for All Program.

- **First formal internship placement and collaboration with the City and County of SF,** including HRC and OEWD. The intern, Rome Jones, was placed with Housing Action Coalition (HAC). Thank you to Dr. Sheryl Davis (HRC) and Joshua Arce (OEWD) for making this happen. Rome then leveraged his CIWI internship to a placement with SF Planning Department. [Please see Rome’s video here.](#)

## CIWI 2022: ACCOMPLISHMENTS, IMPACTS, AND PROGRAM EXPANSION (cont.)

**Geographic Base Expanded—North to Sacramento and South to San Jose!** Over the last two years in partnership with sponsors who have broad geographic reach, we headed north to the Sacramento area (thank you EPS and Webcor for your multi-year partnerships) and south to the San Jose. Thank you Kelly Snider, SJSU, and numerous developers including Sares Regis, Boston Properties and Republic Urban Properties.

**Pipeline to Candidates is Diverse and it Rocks!** This incredibly dedicated group includes colleges and universities (such as not IUC and CA State colleges), local community colleges as well as large CBOs, and small-community/neighborhood focused programs. We are grateful for the targeted commitment to BIPOC/first generation young adults—with many beginning in middle school.

- 100% College Prep, a Bayview-based program focused on District 10 BIPOC/first generation college students, enabled us to work with Amiriana Sinegal, a resident of HOPE SF/Sunnydale. Amiriana joined CIWI in 2021 with a personal and professional goal to secure her real estate license by the time she turns 20! [Please see Amiriana Sinegal's inspiring story here.](#)
- We delivered our **largest number of internships to young Black men**, who are studying Civil Engineering, Construction Management, Architecture and Real Estate. A huge thanks to Rod Roche (CIWI AC Member and Member 100 Black Men Bay Area) for making this happen. 100BMBA is now one of our core CBO partners.

**Expanded our Partnerships and Placements with General Contractors through improved timeline.** Our new “early RFQ and Placements” addresses the requirements of GCs who typically identify summer intern candidates months in advance of the start of their summer internship program. Earlier recruitment not only expanded our number of GC partnerships it has successfully been implemented across CIWI.

**CIWI now Occupies Multiple Rungs of the Workforce Ladder.** Initially created as a 20 hour per week internship program, we now offer a program with a wider array of opportunities for even a greater workforce pool

- CIWI (20 hrs to 40 hrs per week)—this program has been especially attractive to our GC sponsors who seek to have CIWI interns be part of their own in-house internship programs. [Please see Wyzely Louie's video here](#)
- CIWI is also a direct partner and source of interns for firms on an as-needed basis. For example, Hudson Pacific Partners (HPP) selected two young adults to be part of the HPP 2022 Fall/Winter internship program.

## CIWI 2022. INTERN TESTIMONIALS

Below are a few written testimonials from our interns.

Hi, my name is Salita Thao, and I was an intern at CIWI this summer. I recently graduated from California State University, Sacramento. Words cannot describe how thankful I am for CIWI. It was CIWI that helped me transition smoothly to a work environment. During my internship, some of the technical skills and work scope that I experienced were creating financial models and doing due diligence/research for real estate development. CIWI placed me in a working environment that was just right for me which is at Economic Planning Systems (EPS). I am grateful that CIWI is considerate of their intern's interests and did its best to put the interns where they want to be. Without CIWI, it would have taken me longer to get to where I wanted to be. At the end of my internship, I got hired by EPS, and this would not have happened if it was not because of CIWI.--**Salita Thao, EPS Sacramento.**

“My name is Rome Jones, and I interned with the Housing Action Coalition these past few months. I've spent my time with HAC supporting campaign functions, researching and developing the organization's positions on key ballot initiatives & drafting letter writing campaigns to support project-level housing advocacy. My work directly influenced the success of HAC's work on a variety of fronts. HAC has connected me to their network of property developers & managers, who have all given me more insight into what my future career in those fields look like. The main thing I'll take away are strong professional and personal relationships from my time with HAC. I've learned that success in Real Estate & Development takes a lot of support from a lot of directions, and I'm excited to take those relationships with me moving forward. I am even more excited to take my next step, and intern at the City of San Francisco Planning Department thanks to Director Davis at the HRC.”--**Rome Jones, HAC, San Francisco.**

Hi, my name is Lalo Mendez. I am a first-generation immigrant and DACA recipient who comes from a family of farmworkers. I am the first person in my family to attend college and I am now pursuing a graduate degree in Urban Planning at San Jose State University. My passion is to build housing which led me to CIWI, where I interned with Republic Urban Properties as a Construction Intern this summer. Following my successful internship, I applied to and was selected as a fellow for ULI SF's Young Leaders Group (YLG) Development 360 program for 2022-2023. In the future, I hope to lead development efforts to create vibrant housing opportunities for children and families. --**Lalo Mendez, RUP, South Bay.**

“Tell me and I forget, teach me and I may remember, involve me and I learn.”

-Benjamin Franklin

This quote describes my life and experience in many ways, it is also a typical representation of my internship time with UCSF. I had the opportunity to intern at UCSF under the department of Design and Construction over the summer and honestly, it was a life-changing experience. First, I will like to say a very big thank you to the CIWI program coordinators, A special shout out to Monte (CIWI), Sharon and Natasha (UCSF), I can confidently say I wouldn't have grown and learned as much as I have in these past 4-5 months without their constant feedback/support/guidance/mentorship.

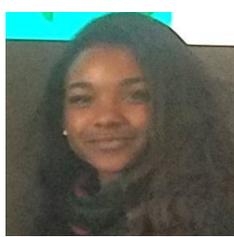
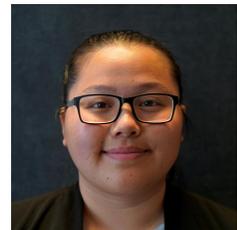
I'm so grateful for the various advice gained on how to grow/be productive in the real-work environment, and especially I enjoyed working with like-minded individuals on CIWI's final presentation, ***How to Create a Real Estate Development Budget***. Over the course of the internship, I was able to spend many hours with top professionals, to assist them, and be part of the team. Here are some of the ways I contributed as an intern at UCSF: I made changes to project scope and cost, and implemented change management processes to keep projects up-to-date, working with senior engineers and offered personal insight. I supported engineers and surveyors with field layout activities, measurements, and I inspected sites before and after project milestones. I completed change order preparations and production tracking of ongoing projects for budgetary purposes. It was incredibly rewarding to help my team members meet their deadlines and carry out the vision. Their advice and experience have been truly invaluable throughout these past four months. As a result of this opportunity, I'm more excited than ever about pursuing a career in civil engineering and I feel well-equipped to take on any task in my field, ub-disciplines and keep learning and growing wherever I find myself. After I graduate(Spring 2023), I hope to jump start my career in any of the civil engineering—***Chukwuebuka Oduozo, UCSF (Design and Construction)***.

Hi there! My name is Wyzely Louie and I was placed at Nibbi Brothers where I worked at San Francisco International Airport (SFO), Terminal 1. I recently graduated from San Francisco State University as a Civil Engineer. During my time at SFO over the summer I was assisting with how much cubic yards of concrete should be poured in the jobsite, scheduling concrete pours, talking to other vendors and planning our schedules accordingly to have a smooth workflow of the project. The highlight for me over the summer was being involved with the construction crane crossing being built from start to finish on time. I had learned a lot such as communication skills among other vendors, calculations for concrete pour, requesting for information on the architectural and structural drawings, having great work ethics and having fun. I would like to say thank you for the opportunities to Monte, Laura, Martin, Henry, Edgar, Mike, Rick, Henry and everyone else I had worked with along over the summer. It was a great pleasure to work with everyone.--***Wyzely Louie, Nibbi Brothers, SF.***

My name is Laura Barbosa. I currently work for Sares Regis in the Commercial Real Estate division as an Assistant Project Manager. I was born and raised in the Mission District of San Francisco and attended John O'Connell HS. I graduated from UC Merced with my Bachelor's in Environmental Engineering. I am an accredited LEED Green Associate, which I earned while I was interning with CIWI. I joined CIWI in 2019. I was an intern for two years and then came on as the program's project manager for half a year as I finished up my degree. My internship was with the William J. Worthen Foundation, which aims to inspire and educate members of the architecture/engineering/and construction industries on sustainable design practices. They have typically done so in the form of practice guides created by teams of industry professionals across a variety of disciplines. My biggest shock and greatest takeaway from this internship was that the members of the working groups didn't always have 'sustainability' in their job title or even necessarily work in that scope; but they shared the same passion as I did and wanted to make it easier for their coworkers in their respective industries to use resilient practices in their projects.

This internship was incredibly valuable in teaching me that not every person sees the world through the same green lens as I do and that it's those people that I most need to reach out to in my career. In my current role as an Assistant Project Manager, I am lucky enough to work with clients such as Adobe and Google that value sustainability and hold such high standards for their own office buildings. People can't help but be inspired by these projects whether they are working in them, walking by them, or reading about them. The work that I do, starts the conversation on sustainability and gets people to listen. I am super happy with where I am with my career. I plan to continue growing my industry knowledge and project management skills so that I can continue to drive the implementation of sustainability into larger spaces. I am really thankful to CIWI for bridging the connection between sustainability and development with its program and introducing me to the William J. Worthen Foundation and Sares Regis.--**Laura Barbosa, Sares Regis.**

# CIWI FAMILY TREE



## Construction Industry Workforce Initiative 2022 Team



Construction Industry Workforce Initiative, based in the Bayview, is a program of



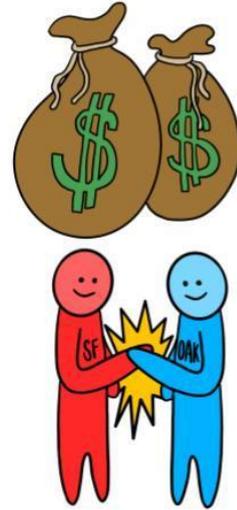
# CIWI 2022

## HAC Bay Area Housing 101 Workshop:

*What caused our housing crisis and  
how we can solve it together*



### Fundamentals of Pro-Housing Policy



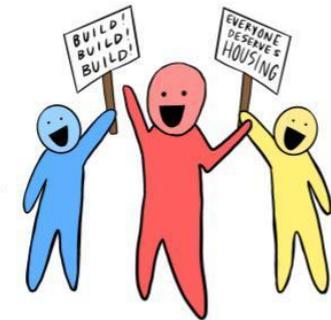
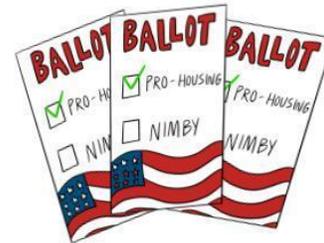
- Funding (way more \$ for affordable homes)
- Regulatory Reform (make it faster/simpler)
- Zoning Reform (it's 2022)
- Regional Collaboration (make cities cooperate)



### Here's how we do it



- **Educate + activate** neighbors to make housing a political priority.
- **Out-organize** NIMBYs through pro-housing advocacy.
- **Elect** pro-housing leaders to office.



# CIVIC ENGAGEMENT EVENTS



Norris Lee Cooper III  
(CIWI Alum/CIWI Advisory Committee Member)

**Topic/Scope:**  
Professional/Personal  
Development Series



**Topic/Scope:**  
Mission Rock Site Tour



**Topic/Scope:**  
PCSD Modular School  
Room Site Delivery



**Topic/Scope:**  
Silicon Valley Mechanical  
Factory Tour

# CIWI 2022

## How to Create A Real Estate Development Budget

(Three-Part Series, including Final Presentations)

Presenter/Lead: Dean Rubinson (Ellis Partners/CIWI Advisory Committee Member)

### FINAL PRESENTATION VIDEO



### FINAL PRESENTATIONS



### THE KEY BUILDING TOUR





Construction Industry Workforce Initiative is a program of  
Community Initiatives



[www.ciwi-bayarea.org](http://www.ciwi-bayarea.org)