

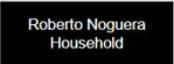
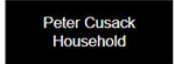


CONSTRUCTION INDUSTRY  
WORKFORCE INITIATIVE  
Building Careers, Changing Lives

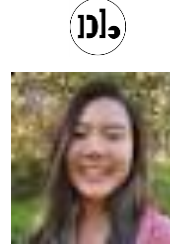
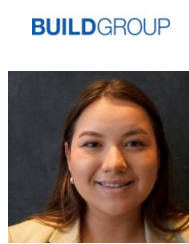
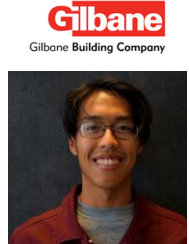
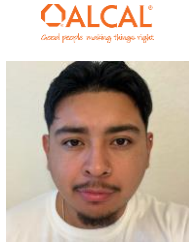
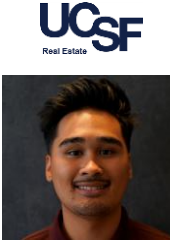
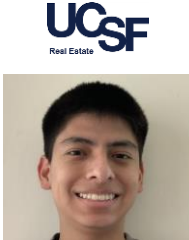
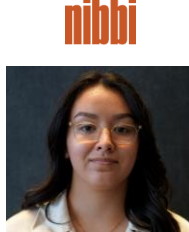
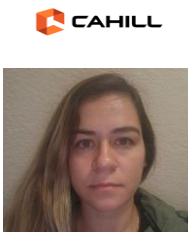


# CIWI 2023 IMPACT REPORT

# CIWI Family Tree—Our Invaluable Sponsors and Partners



# CIWI Family Tree—22 Incredible Interns



# CIWI 2023: ACCOMPLISHMENTS, IMPACTS, AND PROGRAM EXPANSION

## **2023 Accomplishments = Our 12th Year of Delivering: “Access + Exposure = Opportunities”**

CIWI---a small, community-based program, located in SF’s Bayview neighborhood (District 10)-- continues its mission and journey to create and maximize opportunities for our BIPOC/First Generation college students.

### **Program Expansion. CIWI Collaborations with General Contractors. Recruitment Partner (Yr. 2)**

2023 marked CIWI’s second year of being a key recruitment partner for many of the Bay Area’s largest General Contractors. This is a big win for CIWI and our interns as these are full-time Summer internships (40 hours per week) with their GC sponsors. In 2023, we placed 12 interns (57%) with General Contractors.

### **ULI-SF DEI Committee. MOU and Partnership.**

A huge thank you to our amazing partner, ULI-SF and its DEI Committee. 2023 represents our third year in collaboration with the DEI Committee, with our shared goal to deliver CIWI’s next 100 interns over the four-year period, 2021 thru 2024.

### **Thank You to Our Funders!**

Thank you to each and every sponsor and funder, we couldn’t do it without you all—at all levels of grant funding support. A huge thanks to the JR Cahill Fund, Sares Regis Foundation and the Emerson Foundation for your multi-year commitments to CIWI. It is in partnership with you all that we shine so bright.

### **CIWI. Let Us Recruit for Your Projects and Firm Goals. Hudson Pacific Properties (HPP).**

For the second year in a row, CIWI has partnered with HPP as their recruitment partner for their in-house summer internship program. CIWI is thrilled to have placed three young adults (all College Track members) with HPP, Summer 2023. Thank you, HPP for this multi-year collaboration.

# CIWI 2023: ACCOMPLISHMENTS, IMPACTS, AND PROGRAM EXPANSION

## Civic Engagement + Sustainability (CE+S) Events—What were we up to?

In addition to the formal internship component, CIWI designs and implements its CE+S events to deliver additional exposure to our industries. A huge thanks to our CE+S partners that created amazing site tours and events.

**Pacific Charter School Development (PCSD)/Oakland School Modernization Tours.** For the second year in a row, CIWI launched its CE+S program in partnership with PCSD -- touring two schools in Oakland, including Education for Change's (EFC) Achieve Academy located in Fruitvale and Leadership Public School's R & D, located at Castlemont High School (East Oakland). Both schools are currently undergoing extensive new construction/modernization programs to best serve the local communities. Big thanks to PCSD's Team for sharing with the interns the extensive planning, scheduling and preconstruction work required to undertake these ambitious project during the school year.

**Port of San Francisco/Waterfront Resilience Program Tour.** In partnership with CIWI's Advisory Committee Member Diane Oshima and Luiz Barata (Port of SF Representatives), for designing a fantastic waterfront tour to learn about the past, present, and future of SF's amazing waterfront, including extensive work planned to defend the waterfront from future flood risks.

**Guzman Construction Group. SOMA Affordable Housing Tour.** Thank you-- Team Guzman--for sharing with the interns the 7th/Brannan development (221 units, 100% affordable)! Amazing to see all the concrete trade members in action, getting their rebar work completed for the next day's concrete pour.

**Vertical Construction + Horizontal Construction=Economic Development.** Huge thanks to Ricardo Noguera, Economic Development Manager with the City of Brentwood for sharing *what economic development is and how cities work and compete to attract businesses and development*.

**Housing Action Coalition (HAC) and the 101s of the Bay Area Housing Market.** For over 10 years, CIWI has partnered with the HAC---our longest partnership—to ensure our interns learn about Bay Area housing—the good, bad, and crazy! For five years now, HAC has designed and delivered its *The 101s of the Bay Area Housing Market* presentation to CIWI interns. The PPT presentation delivers an amazing overview of the Bay Areas housing market, constraints and opportunities, and the numerous ways industry professionals and community members can be positive forces in the advocacy and development of more housing to serve the Bay Area's diverse communities.

# CIWI 2023: ACCOMPLISHMENTS, IMPACTS, AND PROGRAM EXPANSION

## Civic Engagement + Sustainability (CE+S) Events—What were we up to? (continued)

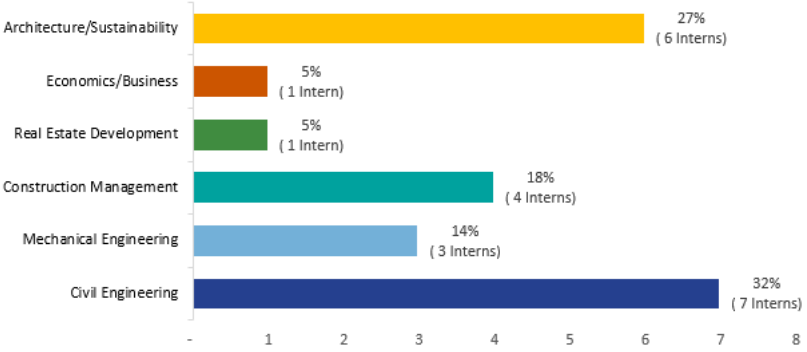
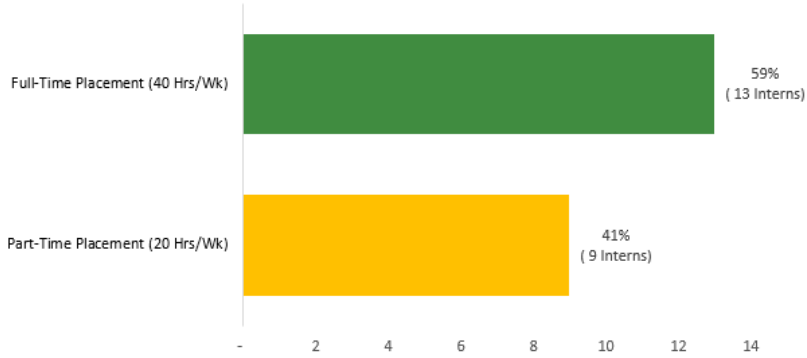
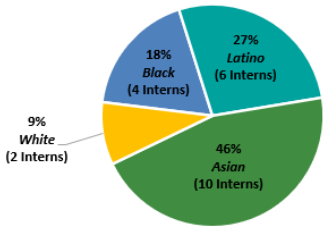
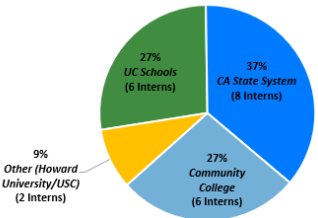
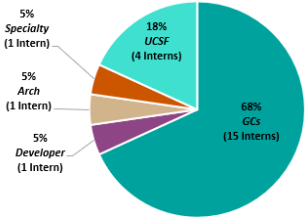
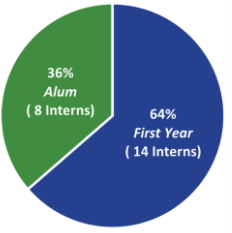
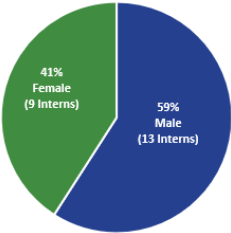
**Making an Impact as a Young Professional. Laura Barbosa (From CIWI Intern to Sares Regis).** Huge thanks to Laura Barbosa (Assistant PM, Sares Regis) for sharing her insight and strategies and experience as a young professional and how to always have a seat at the table, regardless of age and/or experience. Laura, a CIWI Advisory Committee member, also shared her experience in securing her USGBC Green Associates Certification, while a CIWI 2020 intern.

**Factory OS and the Evolution of Housing Construction.** Thrilled to have the Factory OS team and tour be part of the CIWI 2023 program—our third trip to the facility. Thank you (Matt Smith and Team) for sharing the mission, goals and impact---all of the construction innovations---and how Factory OS is truly revolutionizing the construction of housing in our Bay Area backyard.

**The 101s of Creating a Real Estate Development Budget.** Thank you to Dean Rubison (Director of Development, Ellis Partners and CIWI Advisory Committee Member) for teaching our interns the 101 of development—and all that it takes to create a real estate development budget. Regardless of each intern major and area of interest, this first-hand experience and exposure to what a development budget includes, sources and uses, soft and hard costs---are questions that our interns are eager to learn and practice.

**Emerson Electric/Montez Group. PUC's Bruce Flynn Pump Station's Infrastructure Project.** Thank you to Cathi Bradley (Emerson Electric) and Oscar Montez (Montez Group) for our third summer collaboration, which included two CE+S events--- a zoom presentation regarding the PUC's extensive Biosolids Project and our second annual Bruce Flynn jobsite walk. The project involved renovating and modifying the existing 25-year-old Bruce Flynn pump station to increase capacity to convey 150 million gallons per day of sewage to the Southeast Water Pollution Control Plant for treatment.

# Who We Serve. Demographic Information.



## Testimonials from the CIWI team.



**Reevan Cole**  
UC Davis/Sustainable Environmental Design  
CIWI 2023 Webcor  
CIWI 2022 Webcor



**Manuel Melendez**  
SFSU/Civil Engineering  
CIWI 2023 UCSF Design and Construction (PRAB)



**Sabrina Guzman Nava**  
CSU at Long Beach/Civil Engineering  
CIWI 2023 Build Group  
CIWI 2022 Boston Properties



**Khalil White**  
Contra Costa College/Mechanical Engineering  
CIWI 2023 Prologis



# Civic Engagement + Sustainability Event



## Oakland School Modernization Site Tours

Modernization of Existing Facilities and New Construction

- Education for Change's Achieve Academy Elementary School (Fruitvale)
- Leadership Public School's R&D located Castlemont High School (East Oakland)



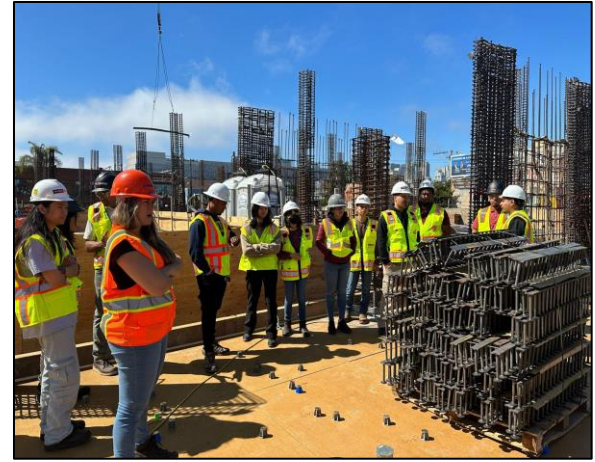
## Civic Engagement + Sustainability Event



### SOMA Affordable Housing Tour

#### Ground Up New Construction

- 7th/Brannan Development
- Developer: Mercy Housing
- Permanent supportive housing including homes for formerly homeless and low-income housing
- 8-Stories, 221 rental units, 100% affordable



# Civic Engagement + Sustainability Event



## Waterfront Resilience Program Tour

A series of coordinated projects working to create a resilient waterfront and to strengthen the three-mile-long Embarcadero Seawall from:

- Earthquake
- Flooding, and
- Sea Level Rise Risks



## Factory\_OS™

### Innovations in Housing Design, Delivery, and Construction

Built in 1940, Building 680 Mare Island Naval Shipyard and 250,000 square feet former Solving the Bay Area's Housing Crunch through:

- Revolutionary housing construction through technology, efficiency and building innovation
- A new player/approach to solving the Bay Area's housing crunch
- Building faster and safer



## Civic Engagement + Sustainability Event



### SFPUC/Bruce Flynn Pump Station

- Team includes Emerson Electric a global technology solutions firm and Montez Group, a professional service firm (Quality Management/Construction Management (SF-LBE/MBE))
- Upgrades included new pumps, new odor control system, and remote monitoring and operating systems
- Modifications allow the pump station to operate year-round as an all-weather pump station and increase its capacity up to 150 million gallons per day of combined wastewater.



# Civic Engagement + Sustainability Event

SARES | REGIS



Laura Barbosa  
CIWI Alum/CIWI Advisory Committee  
Member

**Topic/Scope:**  
Professional/Personal  
Development Series  
(Zoom)



Ricardo Noguera  
City of Brentwood  
Economic Development Manager

**Topic/Scope:**  
Economic Development  
(Zoom)

ELLIS PARTNERS



Dean Rubinson  
CIWI Advisory Committee Member

**Topic/Scope:**  
How to Create a Real  
Estate Development  
Budget (Zoom)



Construction Industry Workforce Initiative is a  
program of Community Initiatives



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