

An aerial photograph of a city construction site. In the foreground, a large building is under construction, with its steel framework visible. Several red tower cranes are positioned around the site. The background shows a dense urban landscape with various buildings, including a prominent skyscraper with a pointed top. The sky is overcast. The image has a semi-transparent dark overlay in the center where the text is placed. There are solid yellow rectangular blocks in the top-left and bottom-right corners.

2024 ANNUAL REPORT

LOCAL HIRING POLICY FOR CONSTRUCTION

ABOUT THE LOCAL HIRING POLICY FOR CONSTRUCTION

POLICY BACKGROUND

Recognizing that the construction industry is one of the few industries providing a path to middle-class careers for individuals facing barriers to quality employment, the City has championed local hiring requirements since 1994 to support hiring of disadvantaged local residents.

The Policy is necessary to counteract the loss of middle-income jobs and disproportionate concentration of high unemployment in several San Francisco neighborhoods

The Policy advances the City's workforce and community development goals, removing obstacles that may have historically limited the employment of local residents and has proven to be a highly effective tool in guaranteeing good-paying jobs for local residents.

ANNUAL REPORT

The Annual Report for the San Francisco Local Hiring Policy for Construction is produced to inform the Board of Supervisors of local hiring participation achieved during each calendar year. The report highlights trade, project and contractor performance data, identifies workforce demographics and addresses priorities for the coming year.



POLICY REQUIREMENTS

- 30% OF ALL WORK HOURS, BY TRADE, ARE TO BE PERFORMED BY LOCAL RESIDENTS
- 50% OF ALL APPRENTICE WORK HOURS, BY TRADE, ARE TO BE PERFORMED BY LOCAL APPRENTICES
- IF CONTRACTORS CANNOT MEET THE LOCAL PERCENTAGES, THEY MAY HIRE LOCAL WORKERS TO REMAIN IN COMPLIANCE WITH THE POLICY
- COVERED PROJECTS INCLUDED CONTRACTS AWARDED BY 8 CITY DEPARTMENTS (MOHCD, MTA, PORT, PUC, SFPW, RPD, SFO, RED) AND PRIVATE DEVELOPMENTS ON CITY PROPERTY

2024 REPORT HIGHLIGHTS

- 244 covered projects
- 4,187,508 work hours on capital improvement projects and housing developments subject to the Local Hiring Policy were reported between January 1, 2023 and December 31, 2023.
- 33% of all construction hours were performed by local residents in 2023.
- 49% of all apprentice work hours reported in 2023 were performed by local residents.
- Covered projects awarded by the PUC accounted for 37% of all work hours reported in 2023, while MOHCD and private housing developments accounted for 33%, and SFO reported 16%.
- San Francisco Public works reported the highest local hire percentages on projects covered by the Policy, with 47% of the total hours and 74% of apprentice hours being performed by local residents, followed by PUC with 41% total local hours and 60% local apprentice hours.



33%

TOTAL LOCAL HOURS

33%, or 1.35 million, of the work hours reported on covered projects were performed by local residents

49%

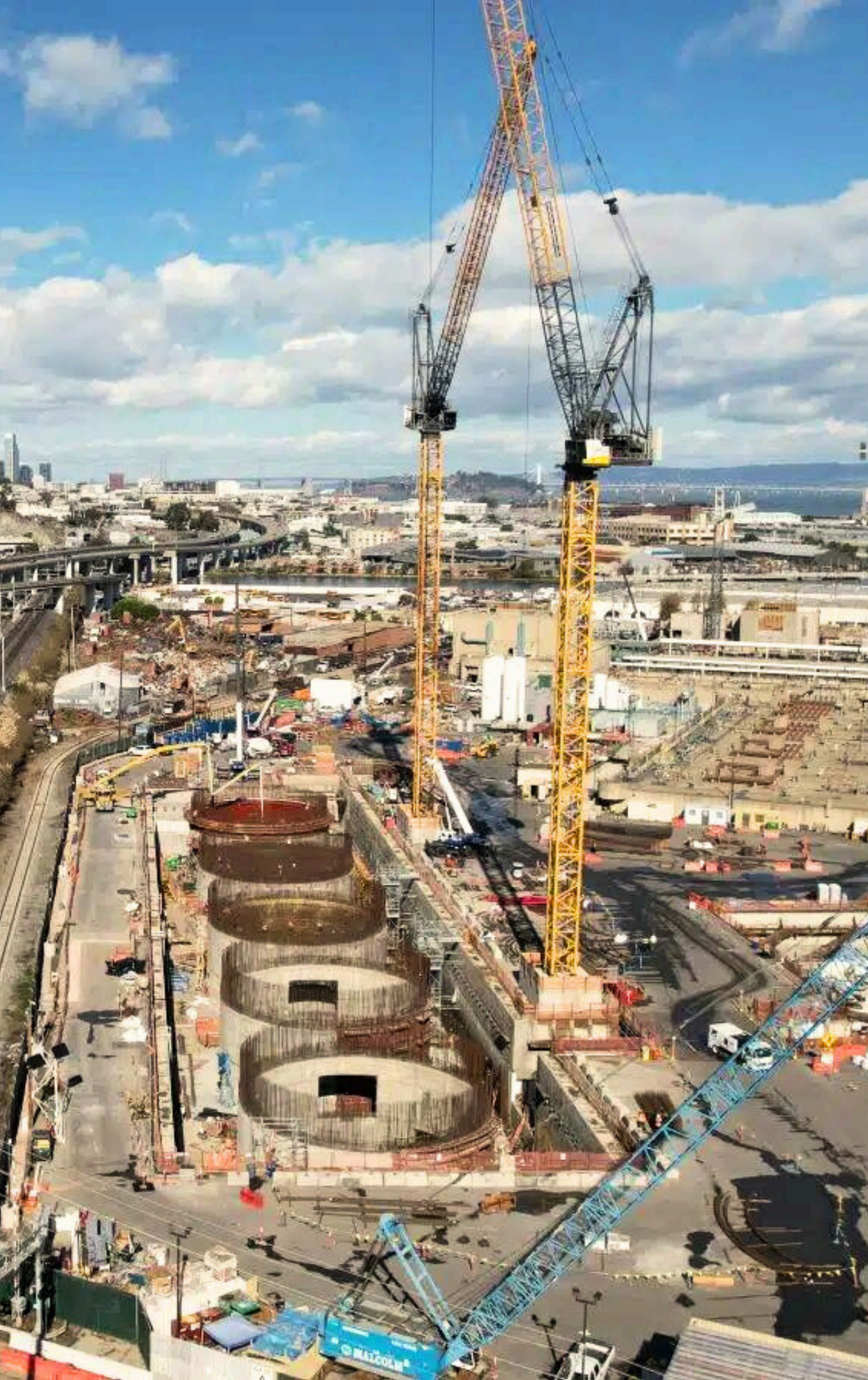
LOCAL APPRENTICE HOURS

49%, or 285,000, of the apprentice work hours reported on covered projects were performed by local residents

4.19 M

TOTAL WORK HOURS

4,187,508 total work hours were reported on covered projects, of which 580,145 were performed by apprentices

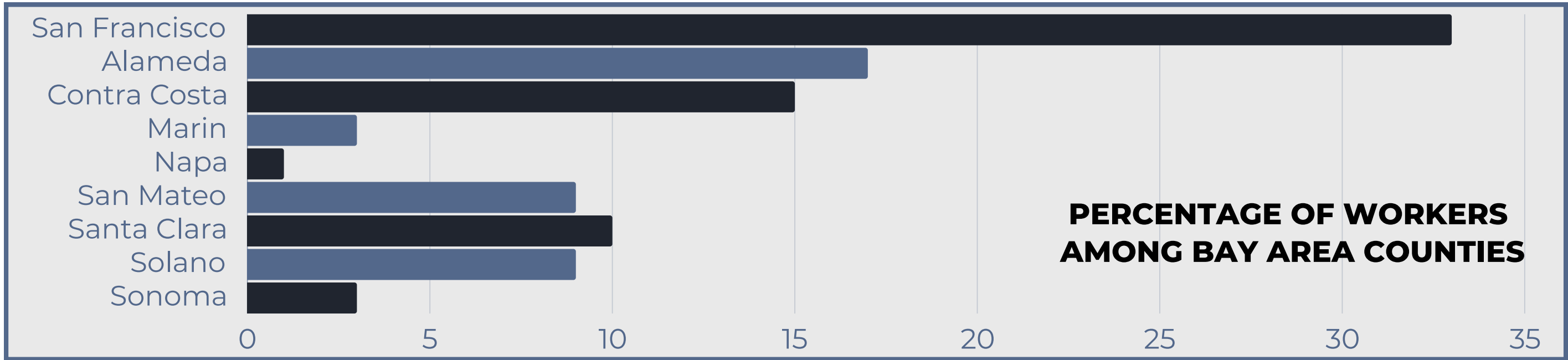
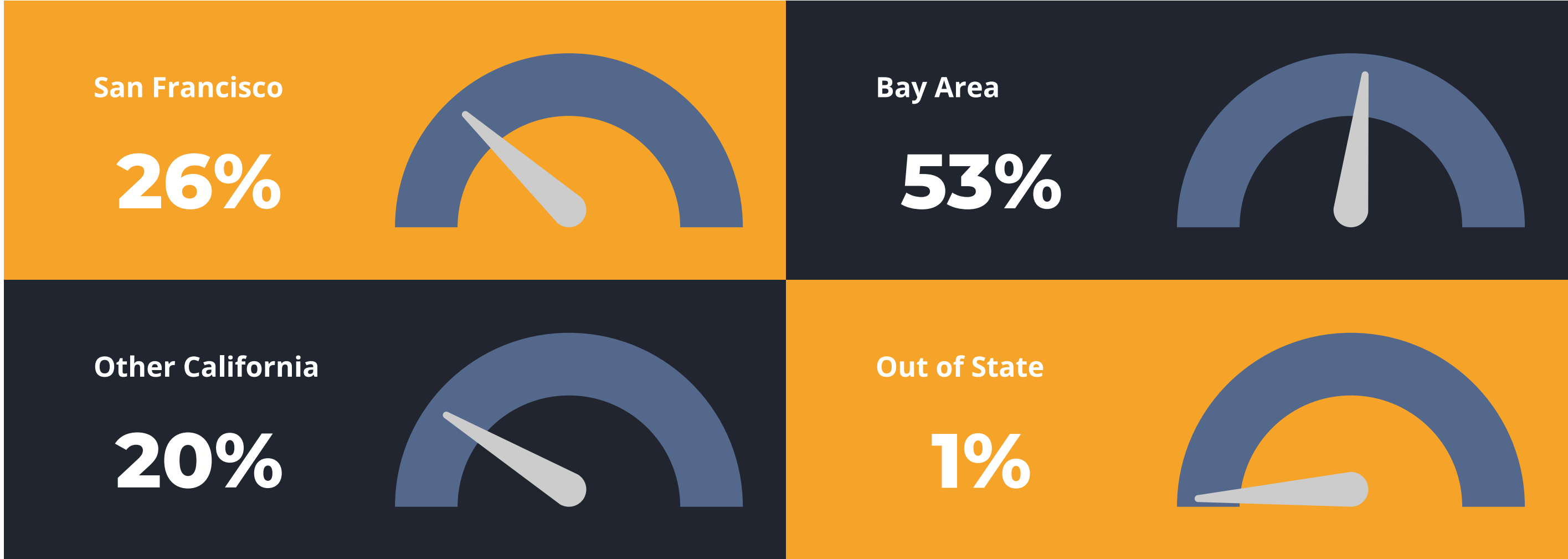


LOCAL HIRING OVERVIEW

DEPARTMENT	TOTAL HOURS	LOCAL %	LOCAL APPRENTICE %
MAYOR'S OFFICE OF HOUSING	600,831	24%	43%
MUNICIPAL TRANSPORTATION AGENCY	20,185	30%	45%
PORT OF SAN FRANCISCO	9,644	19%	16%
PUBLIC UTILITIES COMMISSION	1,512,219	41%	60%
PUBLIC WORKS	542,171	47%	74%
RECREATION AND PARKS	50,432	46%	43%
SAN FRANCISCO INTERNATIONAL AIRPORT	643,817	28%	42%
PRIVATE DEVELOPMENTS	808,209	19%	34%

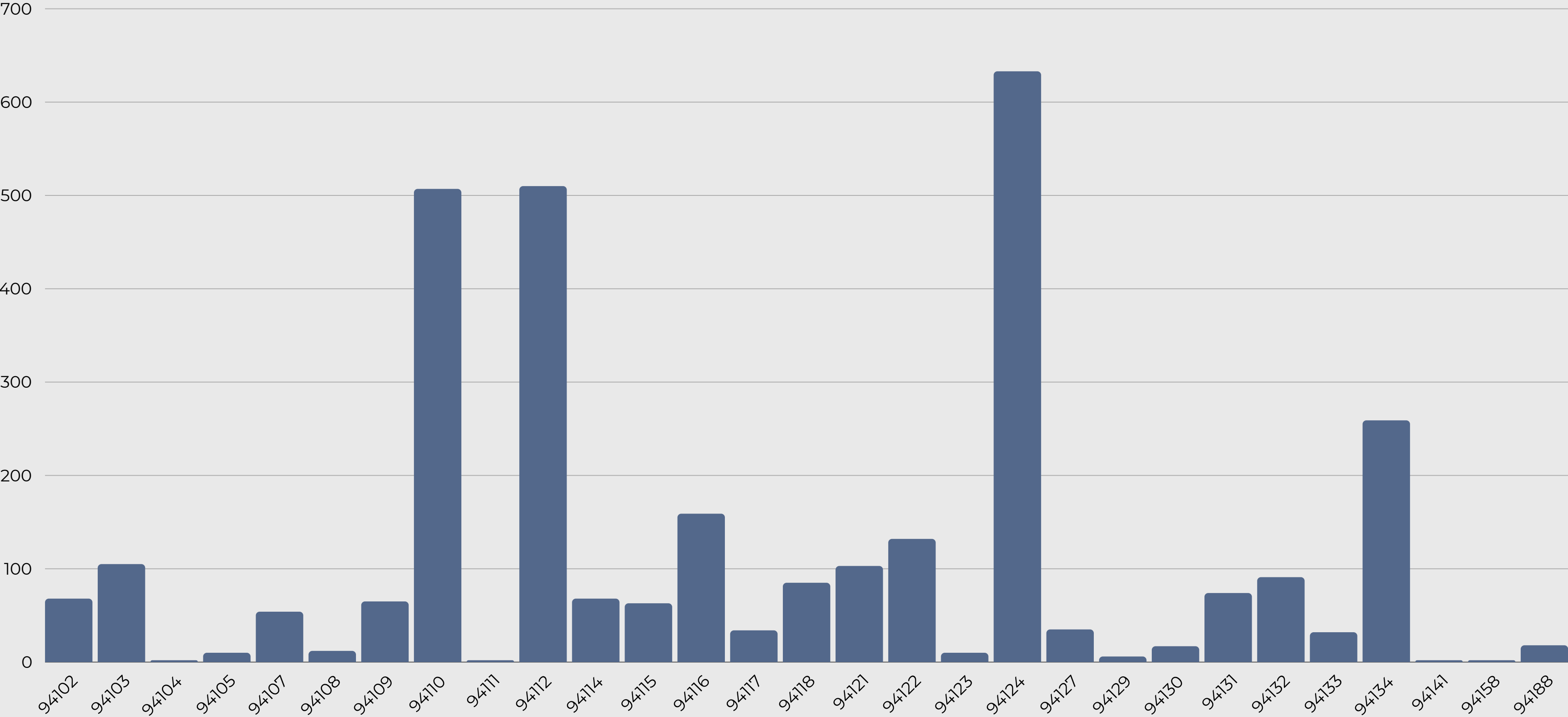
DISTRIBUTION OF WORK HOURS BY REGION

PERCENTAGE OF WORKERS AMONG ALL REGIONS



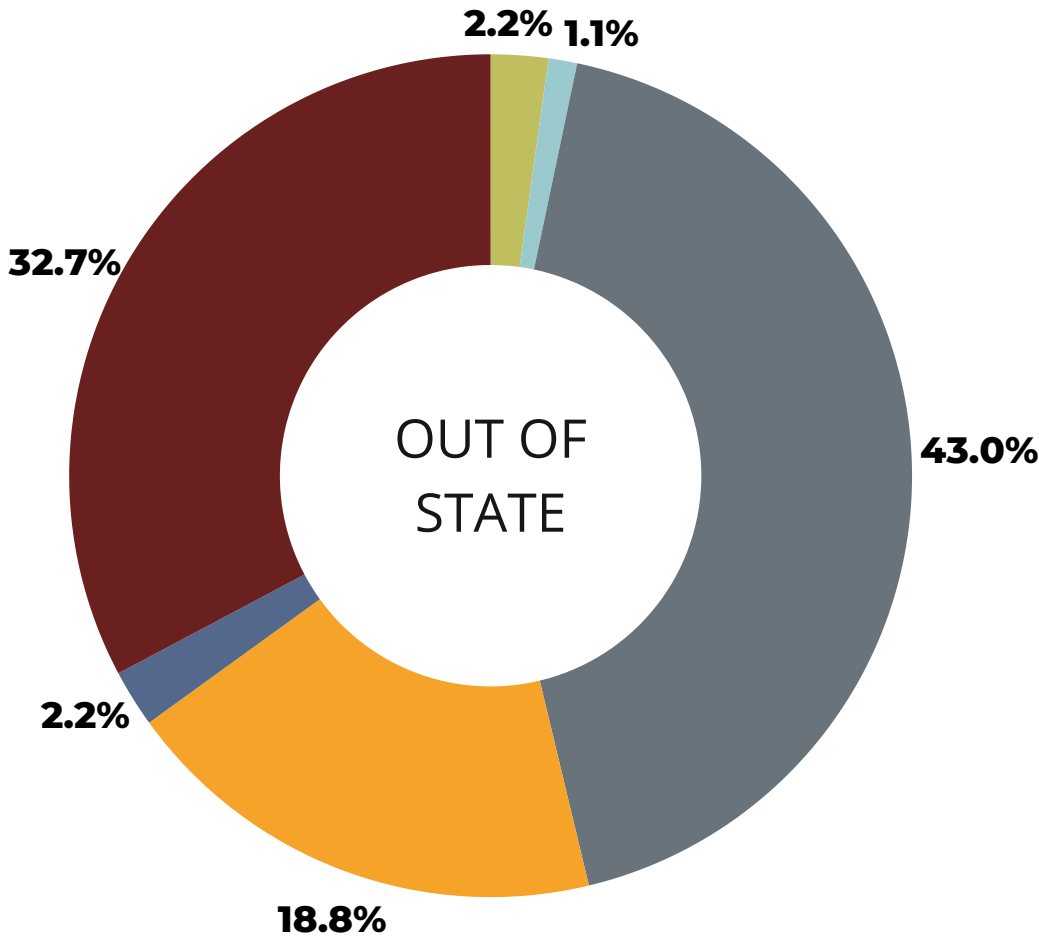
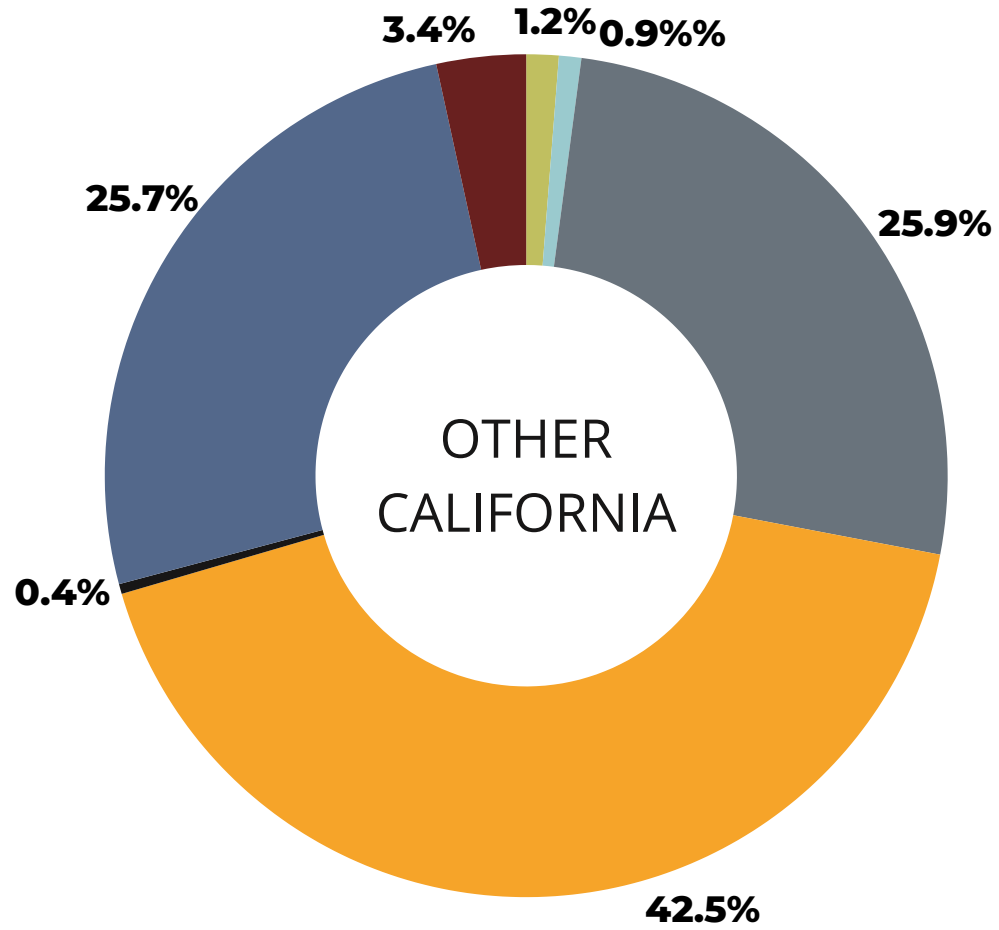
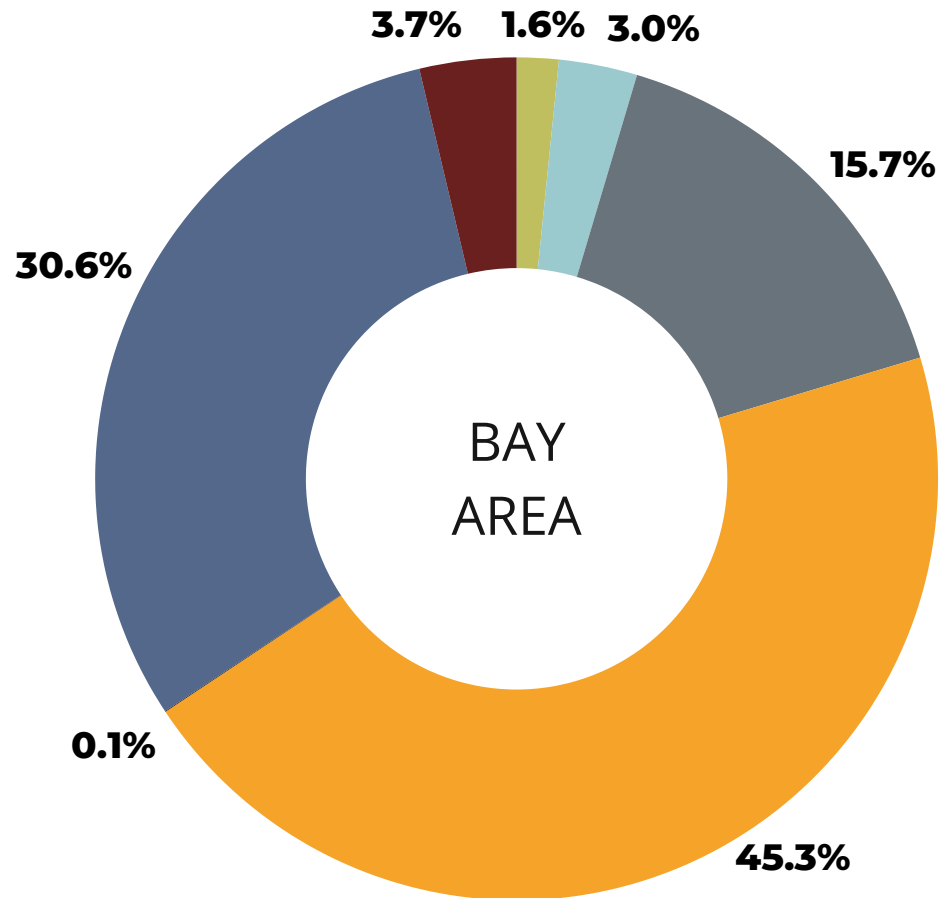
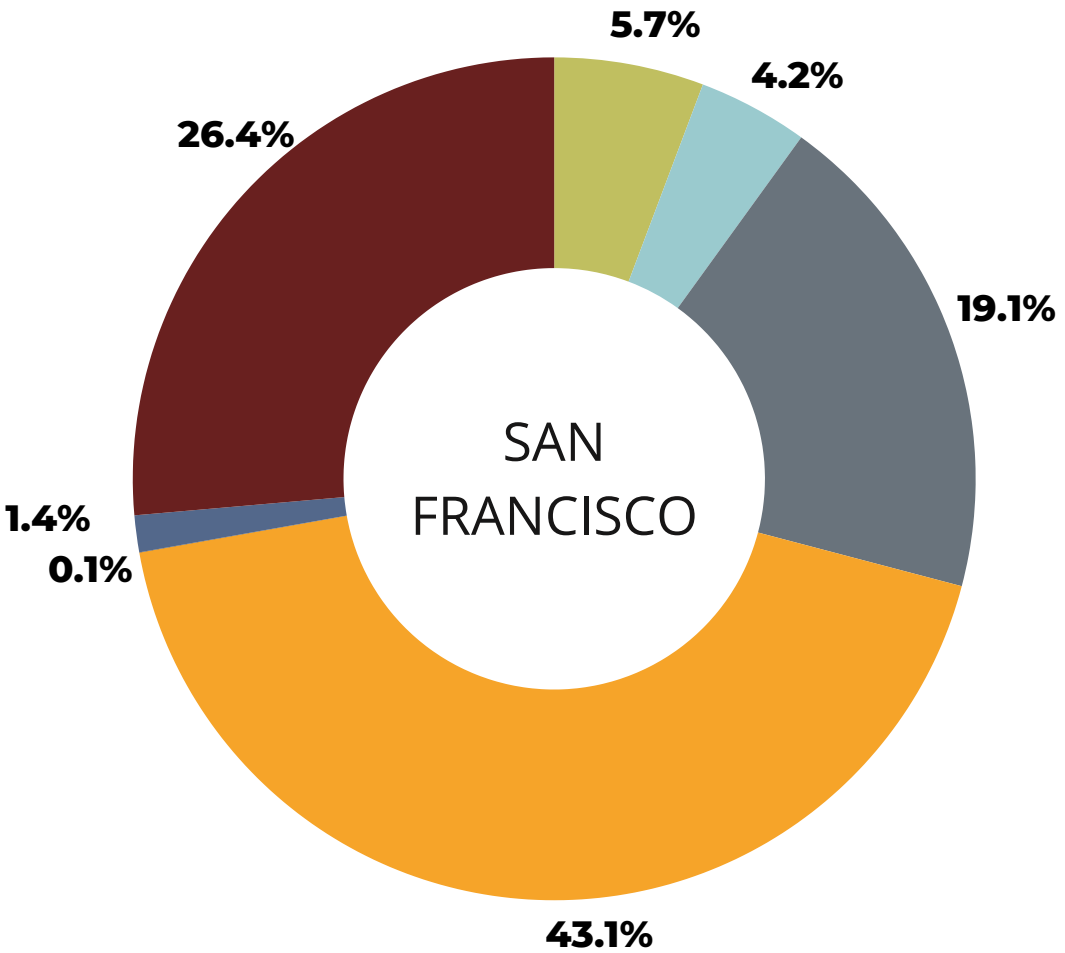
PERCENTAGE OF WORKERS AMONG BAY AREA COUNTIES

SAN FRANCISCO RESIDENTS BY ZIP CODE



DEMOGRAPHICS BY REGION

- AFRICAN AMERICAN
- ASIAN/PACIFIC ISLANDER
- CAUCASIAN
- HISPANIC
- NATIVE AMERICAN/ALASKAN
- OTHER
- NOT SPECIFIED



% OF FEMALE WORKERS	
San Francisco	4.16%
Bay Area	1.45%
Other California	1.18%
Out of State	0.54%



WORKER DEMOGRAPHICS ON LOCAL HIRING PROJECTS

BY DEPARTMENT

DEPT	Worker Count	African American	Asian or Pacific Islander	Caucasian	Hispanic	Native American or Alaskan	Other	Female
MOHCD	4,021	2.2%	3.1%	35.5%	55.9%	0.2%	3.0%	1.7%
MTA	249	2.8%	6.4%	38.2%	49.8%	0.0%	2.8%	1.2%
PORT	218	4.6%	3.2%	42.2%	46.3%	0.9%	2.8%	1.4%
PUC	4,833	4.5%	3.1%	47.9%	41.1%	0.5%	3.0%	2.3%
PW	2,489	4.1%	4.4%	41.0%	46.2%	0.3%	4.1%	3.4%
RPD	409	2.4%	1.0%	56.7%	33.7%	0.2%	5.9%	2.7%
SFO	2,217	2.5%	4.7%	47.6%	43.2%	0.2%	1.9%	1.4%
DA	3,588	2.9%	5.0%	44.9%	43.8%	0.2%	3.3%	1.7%



CITYBUILD ACADEMY

CityBuild Academy aims to meet the demands of the construction industry by providing comprehensive pre-apprenticeship training to San Francisco residents, growing the pipeline of local workers.

The Academy offers:

- 12-week pre-apprenticeship and construction skills training program at the City College of San Francisco, Evans Campus
- Industry-recognized certifications, including the nationally-recognized MC3 (Multi-Craft Core Curriculum) certification
- College level math and foundational skills

Since 2006, 1,617 San Francisco residents have graduated from CityBuild Academy and special trainings, and 1,400 graduates have secured employment in various construction trades.