OVERVIEW

• What is the First Source Hiring Program?
• How does the First Source Hiring work?
• First Source Hiring & Economic Recovery
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• Testimonials
WHAT IS THE FIRST SOURCE HIRING PROGRAM?

- The First Source Hiring Program was enacted into law in 1998 as Chapter 83 of the SF Administrative Code and amended in 2009.
- Requires covered employers to make good faith efforts toward employing economically disadvantaged San Francisco residents for entry level positions.
- Workforce Development system provides supply of qualified workers to First Source employers with hiring needs, qualified job seekers receive priority consideration for employment opportunities.
WHAT IS THE FIRST SOURCE HIRING PROGRAM?

COVERED EMPLOYERS

- Businesses with City contracts for goods, services, grants or loans in excess of $50,000 or in excess of $350,000 for construction contracts

- Employers engaged in commercial activity in over 25,000 square feet space that involved new construction, an addition, or alteration after April 2001 and resulted in the expansion of entry level positions

- Businesses who have leases on City Property

Sutter Health - CPMC (46 FS Placements FY 2021-22)
WHAT IS THE FIRST SOURCE HIRING PROGRAM?

COVERED EMPLOYERS (Cont’d)

- Developers with building permits for residential projects over 10 units and all employers engaged in commercial activity to be conducted in said development project
- Cannabis-related businesses
- Special projects required by the Board of Supervisors to participate in First Source
HOW DOES FIRST SOURCE HIRING WORK?

- First Source applies to entry level positions that require less than two years of experience
- Covered employers submit their entry level job descriptions to OEWD’s First Source Hiring Program team
- First Source positions are promoted across OEWD’s network of community and educational partners
- OEWD and partners pre-screen applicants to refer qualified candidates to employers
- Employers make a good faith effort to hire First Source candidates
Recommendation 2.3: “Strengthen implementation of the First Source Hiring policy”

“Improvements should:

• Ensure that job opportunities are made available to disadvantaged San Franciscans
• Link graduates from training programs to relevant jobs in that field or industry
• More fully realize the potential outcomes from First Source Hiring”
FY 2021-22 FIRST SOURCE HIRING OUTCOMES

- **229 Employers**
- **1,057 Job Postings**
- **1,483 Placements**
KEY INDUSTRIES

Healthcare
377 Placements

Technology
10 Placements

Cannabis
85 Placements

Non-Profit
720 Placements

HOME BRIDGE
153 Placed

Meta
4 Placed

Barbary Coast
19 Placed

URBAN ALCHEMY
685 Placed
Meta is grateful for our partnership with San Francisco’s Office of Economic and Workforce Development’s TechSF training program. We’re particularly proud to be a part of the First Source Hiring Program, which helped us bring on incredibly talented people. We look forward to our continued work with the City to expand opportunity to all San Franciscans.

Thomas Li
Public Policy Manager, Meta
Oubah Aweleh studied cybersecurity at City College for a year and a half after moving to San Francisco from Somalia. After making ends meet driving for Uber, she applied for an IT Apprentice position with Accenture through the First Source Hiring Program in February 2022. She was hired in March and today works with Accenture as an Application Developer.
When I first came here, I felt like everything is very different from what I saw in the movies before. I got a degree as a Landscape Architect, but I could only work as a cashier in San Francisco. After living in the U.S. for 18 months, I got a job which related to my degree through the First Source Hiring Program at MEI Architects.

Grace Lai
First Source Hiring Candidate
MEI Architects Employee