Opportunities for All (OFA) is an initiative of the City and County of San Francisco that exposes and prepares diverse young people and connects them to employment, training and post secondary opportunities.

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MAYOR LONDON BREED ANNOUNCES OPPORTUNITIES FOR ALL INITIATIVE TO EXPAND ACCESS TO YOUTH EMPLOYMENT IN SAN FRANCISCO

Initiative will fight systemic inequality by connecting high school students to paid internships, employment, training, and educational opportunities

San Francisco, CA — On October 17, 2018, Mayor London N. Breed announced the launch of Opportunities for All, a program to address economic inequality by ensuring that all young people can be a part of San Francisco’s thriving economy. The initiative will serve thousands of high school-aged youth who are ready and interested in working, as well as provide opportunities for another 1,000 youth who might need additional support, as part of Mayor Breed’s efforts to provide paid internships for youth in San Francisco.

Opportunities for All will connect young people to employment, training and post-secondary opportunities. The City, through the Department of Children, Youth and their Families and the Office of Economic and Workforce Development, has committed to increasing job opportunities across existing programs by 2,000 positions and creating an additional 1,000 opportunities for new programming focused on addressing gaps in skills and opportunities.

“Our economy needs to work for everyone in our City. Too many of our young people are being left behind because they do not have the skills, education, and exposure at an early age to career opportunities that can transform their lives,” said Mayor Breed. “My own internship experiences in high school were essential to my success, and I want every kid in San Francisco to have that same opportunity. We cannot have a city where some kids gain work experience during the summer months, explore careers, and increase potential for future earnings, while others get no experience or preparation to work in the city where they live. Opportunities for All will provide a path for our diverse young people to connect to a more successful future and make our city and all of our communities stronger.”

Nationally, youth unemployment rates have increased, with low-income and minority youth hit the hardest. Each year thousands of San Francisco youth are on waiting lists for internships and work-based learning opportunities. Meanwhile, hundreds of employers reported that high school youth are not prepared for work.

As part of Opportunities for All, youth will work an average of four weeks and earn $15 per hour for up to 20 hours a week, receive mentorship, and visit local businesses to help them identify careers of interest and begin to plan for their future. Opportunities for All will build on existing work-based learning programs and funding. Across the globe, work-based programs are celebrated for preparing young people for work, keeping them engaged in school and promoting self-efficacy.

Opportunities for All will work with the San Francisco Unified School District, Office of Economic and Workforce Development and the Department of Children, Youth and Their Families to align efforts and recruit youth participants. This initiative will also develop a framework where non-profit service providers and employers have shared understanding and language around work expectations for youth, track youth progress, and provide tools that help youth plan for their future.

“The relationships and experience I gained as a young person prepared me for work and college,” said Jamesha Threat, Program Coordinator at Magic Zone, a nonprofit organization serving youth in the Western Addition. “When I was looking for work as a young person, London Breed connected me with a community program. I worked there and stayed connected through college, and when I graduated college, I was hired as full-time staff at the agency where I had worked since high school.”

The Japanese Community Youth Council will serve as the fiscal sponsor for Opportunities for All and work with a diverse network of youth providers, city departments, employers and the San Francisco Unified School District to help ensure that sustainable employment pipeline is being built to achieve economic inclusion for all young people in San Francisco. The San Francisco Chamber of Commerce has committed to help recruit and train mentors, identify jobs and partners who can provide site visits and job shadowing opportunities. San Francisco is currently seeking an additional $2 million in governmental and philanthropic support as well as additional funding, jobs and mentors from the private sector.
DEVELOPING Viable Pathways and Opportunities for Success
Opportunities for All is building partnerships and pathways focused on post-secondary success, career development and economic mobility.
OFA is committed to meeting young people where they are in their journey. Successful work based learning programs are comprehensive and operate with a level of intentionality. OFA will provide a multi-sector and multi-tiered approach, connecting a youth's experiences, interests and skills with their relevant career industry.
COGNITIVE STRATEGIES
Talk to a young person or a group of young people
Mentor

LEARNING BEHAVIORS
Attend/participate in a workshop
Help develop curriculum

CONTENT KNOWLEDGE
Host workshops at your site
Host site visits for youth at your site

CONTEXTUAL SKILLS/AWARENESS
Provide Internships
Offer Job Shadowing
Invite youth to work on special projects

WORK READINESS
Hire
Subsidized
Unsubsidized

ECONOMIC INCLUSION
Mobility
Options

WHERE CAN YOU SUPPORT?
It starts with one youth
PREPARATION

The United States is not successfully rising to the task of preparing millions of young people for work. Increasingly, people are realizing the importance of coupling education with employment preparation in order to adequately prepare all youth for success in the workforce.

Mentor

- Help inform and develop curriculum
- Participate on one of our planning committees
- Speak to a group of youth
- Attend a workshop and speak with a young person
Many youth don’t understand how education is linked to their future work opportunities. The "Opportunities for All" initiative seeks to activate learning and connect youth with resources, support and experience to help them achieve success in the labor market.
WAYS TO PROVIDE PLACEMENT

Host a Young Person
If you can commit to hosting, we can work together to identify a young person who can spend their summer working at your site.

Hire a Young Person
We can partner with you to hire and place the right employee if you have a role that a young person can fill.

Subsidize a Placement
If you don’t have the resources or openings to hire a young person, but would like to support a young person’s employment elsewhere, please consider making a donation to help cover the cost of a summer stipend.

PLACEMENT
Placement at sites provides opportunities for young people to gain a myriad of skills from employers.

Youth build social capital, gain new skills, and potentially help provide new ideas and insights to their placement sites.
<table>
<thead>
<tr>
<th>Activity</th>
<th>Target # of Partners</th>
<th># Youth per Site/Partner</th>
<th># Youth Served</th>
<th>Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subsidize stipends for participants</td>
<td>200</td>
<td>1 - 50</td>
<td>500+</td>
<td>$1000 per participant</td>
</tr>
<tr>
<td>Host / facilitate workshops</td>
<td>15</td>
<td>20 - 40</td>
<td>500+</td>
<td>3 - 4 days / week, 4 hours / day</td>
</tr>
<tr>
<td>Participate in a workshop, training or event</td>
<td>150</td>
<td>5 - 100</td>
<td>1000+</td>
<td>Minimum two engagements (12 hours)</td>
</tr>
<tr>
<td>Mentor</td>
<td>300</td>
<td>1 - 3</td>
<td>1000+</td>
<td>1 day / week throughout the summer. Call, text, visit</td>
</tr>
<tr>
<td>Project Development: Help develop projects / activities for the cohorts</td>
<td>20 - 30</td>
<td>10</td>
<td>2000+</td>
<td>4 - 5 meetings, preparing for meetings, reviewing materials, making recommendations, etc. (10 - 20 hours total)</td>
</tr>
<tr>
<td>Program Planning: Participate on planning committee</td>
<td>20 - 30</td>
<td>10</td>
<td>2000+</td>
<td>Monthly meetings and support during the summer (Approx. 30 hours total, Nov. - June)</td>
</tr>
<tr>
<td>Host a cohort working on a special project</td>
<td>50</td>
<td>5 - 20</td>
<td>1000+</td>
<td>1 - 2 days a week at your site. Cohorts come with a project lead who manages the group, activities and overall project.</td>
</tr>
<tr>
<td>Sponsor an event or meal</td>
<td>10 - 100</td>
<td>10 - 500</td>
<td>1000+</td>
<td>Average meal cost = $15 \ Average event costs = $3,500 \ Average large scale event costs = $25,000</td>
</tr>
<tr>
<td>Weekly mentor series</td>
<td>50</td>
<td>30</td>
<td>1000+</td>
<td>1 day in the summer to be on a panel and speak to a group of youth (6 hours)</td>
</tr>
<tr>
<td>College Career Fair</td>
<td>100</td>
<td>20 - 50</td>
<td>300+</td>
<td>1 day</td>
</tr>
<tr>
<td>Subsidize Placements</td>
<td>50</td>
<td>1+</td>
<td>500+</td>
<td>1 youth at $15/hour, 20 hours/week, 6 weeks = $1800 \ 1 youth at $15/hour, 40 hours/week, 6 weeks = $3600</td>
</tr>
<tr>
<td>Host a young person</td>
<td></td>
<td>1 - 10</td>
<td>300</td>
<td>6 weeks \ 3 - 5 days/week \ 20 - 40 hours/week</td>
</tr>
<tr>
<td>Hire a young person</td>
<td></td>
<td>1 - 10</td>
<td>300</td>
<td>6 weeks \ 3 - 5 days/week \ 20 - 40 hours/week</td>
</tr>
</tbody>
</table>
Youth are supported holistically
Youth are not penalized for missing events/workshops
(Developing accountability)

Provided tools to develop as professionals
Exploring multiple careers that provide a livable income in San Francisco
Building networks

Expected to be present and professional
Equipped with essential work skills
Leverage networks

YOUTH ARE COMPENSATED ALL ALONG THE JOURNEY

Monetary compensation is appreciated, but the opportunity to build networks, gain experience, earn school credit or begin a journey to economic inclusion is equally valuable. Studies show when programs are embedded with mentors, personal development (financial literacy/empowerment, conflict resolution) and work based learning, outcomes for success are improved. Youth save more money, decrease incarceration and mortality rates and increase career and college readiness.
The steps to success require investment in youth and systems. In order to meet our target of youth reaching economic inclusion, we need to provide support for employers and youth as well as those who support youth (teachers, mentors, service providers) along the journey.
We need partners to help advance this initiative. **WHERE CAN YOU HELP?**