2021 MID YEAR REPORT.
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Dev/Mission is excited to provide this mid-year update for 2021 with information on the impact of our programs over the past six months and plans for the remainder of the year. Despite the global pandemic, Dev/Mission served 123 low-resourced youth of color through our three signature programs.

Looking forward, we plan to return to a hybrid model that includes a mix of in-person and virtual programming; reach new affordable housing sites and neighborhoods; and expand our Community Technology Associate program.
OUR MISSION
MISSION & BACKGROUND

Dev/Mission is a 501(c)(3) nonprofit organization with the mission to train underprivileged youth of color for careers in technology so we can build wealth and prosperity in our local diverse communities.

Dev/Mission was founded in 2017 by Leonardo Sosa and a team of technologists who recognized the lack of opportunity for youth of color in the tech sector. Sosa is an immigrant from Guatemala with roots in the housing projects in the Mission and Visitation Valley areas of San Francisco; he created Dev/Mission to serve communities with similar stories to his own.
TARGET POPULATION

Participants of Dev/Mission’s programs reside in San Francisco’s most underserved neighborhoods, including Bayview Hunters Point, Mission, Western Addition, and Fillmore. Forty percent of our clients live in public housing and 100% of our clients are from low-income households.

These youth have limited access to job training and professional mentors in their local community. Paid employment opportunities for low-income at-risk youth are critical as many of them are often living on their own or contributing to their family’s basic living expenses.

Approximately 30% of clients are disconnected youth who are out of school and work when they enter our Pre-Apprenticeship OST Program. The second target population is low-income residents of the public housing communities who benefit from the tech support offered by our OST graduates. This includes families, older adults, people of color, and those with limited English proficiency residents.
ACHIEVEMENTS

Between January and June of 2021, Dev/Mission has:

- Enrolled 62 youth and young adults in the Pre-Apprenticeship OST program
- Graduated 23 youth and young adults from the Pre-Apprenticeship OST program and have 36 currently in classes
- Placed 54 graduates in career pathways
- Enrolled 10 youth and young adults in the Digital Arts program
- Graduated 5 youth and young adults from the Digital Arts program with 5 expected to graduate this summer
- Served 51 children and youth through the STEAM Hub
ACCOMPLISHMENTS

Since 2017, Dev/Mission has accomplished the following:

- Provided over 1,000 hours of open lab access and tech support to 1,500 low-income families and refurbished and distributed nearly 1,000 devices
- Maintained diversity as staff and board are 89% people of color and 50% are from low-income backgrounds
- Graduated 177 youth graduated from our Pre-Apprenticeship OST Program (80% graduation rate)
- Placed 140 graduates in career pathways
- Enrolled 36 youth in the Digital Music Program
- Served over 150 children and youth through the STEM Hub
In order to bridge this digital divide, Dev/Mission delivers a continuum of STEAM education and supportive services to children, youth, and young adults ages 5 to 24 inside San Francisco public housing.
STEAM HUB EXPLORATORY LAB (K-12)

The STEAM Hub serves as a training/exploration open lab space that engages young residents to participate in formal and informal activities focused on STEAM. The lab offers designated open hours for exploration of STEAM activities and formal workshops and training, facilitated by industry partners and recent Dev/Mission STEM Pre-Apprenticeship Occupational Skills Training program graduates. Specific topics include coding, robotics, computational thinking activities, kidbots, algorithms, debugging, and variables. Dev/Mission’s curriculum emphasizes exploratory learning and focuses on fostering interest and desire for additional learning in STEM fields.

Due to the pandemic, this program was closed in spring of 2020. Over the last six months, in partnership with the San Francisco Department of Children, Youth, and Families and, our funder, San Francisco Housing Development Corporation, Dev/Mission was able to reopen this program to offer a distance-learning site to assist children with their remote learning while schools remained closed. Dev/Mission supported roughly 10 children per month from January through June 2021 for a total of 51 unduplicated children. All children were African American between the ages of 8 and 12. As of July 2021, Dev/Mission has reopened the STEAM Hubs at both Bayview Hunters Point sites for regular activities in compliance with COVID-19 safety guidelines.
STEAM DIGITAL ARTS PROGRAM (14-21)

The STEAM Digital Arts program provides a safe space for youth to learn about digital arts, build technical and social skills, and connect with mentors who can support them in pursuing music industry careers as well as in other areas of their lives. The program engages youth with hands-on, experiential learning, while fostering critical thinking, collaboration, problem-solving skills, and real-world applications. The program covers music composition from beat creation and songwriting, to recording and song editing/mixing.

The program culminates with a group project, in which students work together to create a song using the skills they have learned to record at the studio and perform at graduation. This is an opportunity for students to learn from each other, strengthen positive peer relationships, and learn the value of constructive criticism. Youth receive long-term mentorship during and outside of classes from caring, appropriate role models. If students are interested in pursuing music and sound production careers, Dev/Mission connects them with programs at City College of San Francisco and Skyline College.
Since January 2021, Dev/Mission has enrolled one virtual cohort of nine youth. Of these, one client has decided to continue programming with Dev/Mission through the summer Pre-Apprenticeship OST program. All students were exposed to Dev/Mission’s career pathway opportunities and other digital music opportunities. The summer 2021 cohort has also gotten underway with five students in a virtual format. We hope to welcome our fall enrollees back onsite in Bayview/Hunters Point in a few months.
The Pre-Apprenticeship OST program trains youth, 16-24, for technology careers through a 12-week curriculum that includes: a laptop; a stipend; Internet of Things, taught by Google engineers; IT Essentials, preparing students for the CompTia A+ PC Technician Certificate or the Google IT Support Professional Certificate; Introduction to Programming; and Critical Career Skills, which focuses on soft skills. This program is held in Spring, Summer, and Fall at public housing properties in San Francisco’s most underserved neighborhoods. OST is supported by nearly 300 tech industry volunteers who deliver workshops, mentor clients, lead corporate site visits (including Google, Square, and Airbnb), and guide youth into roles that align with their OST education. The 12-week, 240-hour curriculum is held from 3PM to 7PM, five days/week.
Beginning in February 2020, the Pre-Apprenticeship program was provided virtually. Since January 2021, Dev/Mission has enrolled and graduated one virtual cohort of this program. This included 25 enrollees, 22 of whom graduated for a rate of 88%. Since graduation, three clients have secured unsubsidized employment with local tech companies and seven clients have enrolled in one of Dev/Mission’s career pathway programs. This includes the Opportunities for All summer internship, Google IT Certification, and Uber fellowship. The remaining clients will have the opportunity to secure internships in Dev/Mission’s Community Technology Associate program when it launches in the fall. In addition, Dev/Mission just launched two summer cohorts with a total of 36 students.
NEW PARTNERSHIPS

This reporting period, Dev/Mission expanded our partnership with Google to include access to the Google IT Support Certification. This Certification prepares participants for a career in IT in less than six months and, upon program completion, graduates are able to directly apply for jobs with Google and over 130 U.S. employers, including Walmart, Best Buy, and Astreya. On average, graduates from these programs have starting salaries of $10,000 more than the average Dev/Mission graduate. Additionally, through the generous support of Dolby Labs, Dev/Mission secured a truck, which we will use to distribute refurbished tech equipment to nonprofits and public housing residents as well as pick up donations from other partners and funders going forward.
As a teenager, Mr. Ramirez entered the workforce in order to support his young family. While working in the physical securities field, he was introduced to Dev/Mission through an acquaintance. After reviewing Dev/Mission’s website, and discussing the sector change with his wife, Mr. Ramirez decided to enter our OST Program. After graduating, Mr. Ramirez set his sights on obtaining a position at the office building in which he currently worked in securities, when that did not come to fruition, he looked to Dev/Mission for support. We were able to offer him a three-month internship in our program followed by a six-month internship in Postmates IT Department. Following completion of these internships, Mr. Ramirez used the skills he learned from our Critical Career Skills curriculum to outperform other candidates in the interview process and secure a job as an IT Logistics Specialist at a leading tech firm. He is now employed in full-time work and acknowledges that Dev/Mission helped him secure a resilient job unaffected by the global pandemic. He is grateful for Dev/Mission’s support throughout this process.
THE CLOSER 5
Looking forward, Dev/Mission plans to return to onsite services in the fall. We have secured funding from the Mayor’s Office of Housing and Economic Development to expand to new sites in Fillmore, Western Addition, and Hayes Valley in partnership with San Francisco Housing Development Corporation over the next two years. We have been funded for a two-year pilot project by the San Francisco Office of Economic and Workforce Development to deliver the Pre-Apprenticeship OST program to youth and young adults of color. We have also developed a new relationship with Stupski Foundation to expand our Community Technology Associate program. These new opportunities will allow Dev/Mission to place at least nine apprentices per quarter in affordable housing communities around San Francisco to offer digital literacy education and tech support to residents and refurbish and distribute computers and devices to low-income families and local nonprofits while developing their career skills.
We are grateful for your support over the past six months, which enabled us to rapidly adjust our programs to meet our clients where they are and with the equipment and supplies they need to complete our programs despite the challenges brought on by the global pandemic. Your generosity means that San Francisco’s low-resourced youth, particularly those historically excluded from the tech industry, have the opportunity to secure resilient, well-paying jobs in tech.
THANK YOU FOR THE SUPPORT!

Thank you to all of our wonderful supporters that have provided funding for Dev/Mission over the past 6 months! Without you, this work would not be possible.