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INTRODUCTION

Dev/Mission celebrated its five-year anniversary this Spring! Thank you to all of our staff, volunteers, Board of Directors, sponsors, and donors for your contributions that have helped us in creating the next generation of tech talent. We are excited to provide this annual report to share the impact of our programs over the past year.

Dev/Mission provides a continuum of STEAM programming inside San Francisco’s affordable housing communities to encourage equitable access, opportunities and resources for people of color who are underrepresented in the tech industry. We engage youth and young adults ages 5 to 24 through the following programs:
STEAM HUB
OUR STEAM HUB

Offers an open lab space that engages K-12 youth in formal and informal activities focused on exploring STEAM concepts. The program reopened in Summer 2021 and has offered math activities, science experiments, arts and crafts projects, robotics, board games, computer games, and seasonal activities such as making rocket ships in celebration of Guion Bluford, the first African American to travel into space, during Black History month.
In addition to offering a space for exploration, the STEAM Hub has been an important resource for K-12 youth, who have faced technology-related obstacles even before the pandemic. Even though schools have reopened, virtual learning has not gone away, and homework is increasingly posted online, which creates a barrier for students who don’t have access to a computer in their home. Dev/Mission’s STEAM Hub helps bridge this gap by providing access to computers along with caring adults and an encouraging environment where they can complete their schoolwork. In addition, the STEAM Hub provides summer programming to ensure that students continue to have learning opportunities during their break.
OUR MUSIC LAB

We offered this program virtually in the Summer of 2021 and we were excited to reopen the program in person in Fall 2021. The Music Lab 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. We love seeing what students create using their new skills.
PRE-APPRENTICESHIP
OUR PRE-APPRENTICESHIP

We had 36 students enrolled in two Summer 2021 cohorts, 14 in the Fall, and 11 this spring. We have continued with virtual delivery of this program with some in-person opportunities for hands-on learning. All of our graduates received a laptop and a monitor at the end of the program as a reward for their hard work. After graduation, we assisted youth as appropriate to find a job or further training through one of our career pathway programs such as the Opportunities for All summer internship, Google IT Certification, Uber fellowship, and Community Technology Associate program.
We matched each Pre-Apprenticeship program participant with a mentor to encourage and guide them as they take the next steps in pursuing their ideal career.

Josephine Liang, Fall 2021 graduate, said, “Dev/Mission really does everything to make me feel like I belong here. As a first-gen college student and an immigrant, it has been difficult for me to find people to have meaningful conversations about my career. Thankfully, Dev/Mission has a mentor-matching program. I was able to connect with a mentor on a monthly basis to discuss any questions I have. Dev/Mission is a one of its kind program that not only teaches in-demand skills but also focuses on creating a community and support system.”
OUR CTA PROGRAM

This unique program has a dual purpose of equipping young people with job readiness skills while also delivering high-quality devices and personalized tech support services to historically marginalized low-income communities of color. Through this program, Pre-Apprenticeships program graduates have provided tech support to more than 1,000 public housing families and distributed nearly 1,000 refurbished computers to low-income households and San Francisco nonprofits.
This year we expanded the CTA program with generous support from the Stupski Foundation, who committed $500,000 over the next three years. We will be able to provide internships for 27 CTAs each year, provide 3,456 hours of tech support and reach 3,600 affordable housing residents. We are excited to be able to give back to the community while also providing opportunities for our Pre-Apprenticeship program graduates to put their skills to use.
OPPORTUNITIES FOR ALL
In 2021, we provided paid summer internships for 36 youth and young adults through the Opportunities for All program, in partnership with the San Francisco Mayor's Office, Microsoft, and LinkedIn.
UBER FELLOWSHIP
UBER FELLOWSHIP

Guided by volunteer engineers from Uber, this program graduated 14 fellows in 2021 who presented five team projects at the final showcase event. The 2021 program was the first to be conducted entirely through video conferencing.

After graduating, two fellows became Community Technology Associates and one worked as a Dev/Mission Intern the following summer.
Since the first fellowship in 2018, the program has been sponsored by Microsoft and Uber in addition to a collaboration with local San Francisco organizations such as the Civic Innovation Group and Pested. This is in addition to the ongoing collaboration with Code for San Francisco.

Since 2018, the program has graduated 25 fellows. While attempting to wait-out COVID, we postponed the start of the 2022 Fellowship until June 2022.
JOB PLACEMENTS
JOB PLACEMENTS

Dev/Mission’s goal is to place Pre-Apprenticeship program graduates in unsubsidized employment.
RECENT JOB PLACEMENTS:

Kyle Hom, Junior Field Engineer at Tekleap

Kevin Rodas, IT Technician at San Francisco State University

Jian Qi, Software Engineer Intern at Zuora
RECENT JOB PLACEMENTS:

- Kimon Monokandilos, IT Technician at Dev/Mission
- Zizo Ezzat, Software Engineer Intern at Zuora
- Jocelyne Umanzor, Associate IT Support Specialist at Pac-12 Network
RECENT JOB PLACEMENTS:

Jeremiah Ruvalcaba, Sales Operation Analysts Intern at Cisco-AppDynamics

Demere Smith, Web Design and Web Developer Intern at Peralta Colleges
Ruqaiyah graduated from Dev/Mission’s Pre-Apprenticeship program in Summer 2019. For the past six months she has overseen the roll out of our expanded CTA Program, through which we offer free tech support to local communities. Since she first entered Dev/Mission she continues to change the narrative of women in the tech industry.
My goal two years ago, walking into Dev/Mission was to change the face of women of color within the tech industry. From the lack of representation, training, and opportunity to company culture and appropriate adaptation, I actively struggle with envisioning myself working in such environments. Dev/Mission for me, has developed into a foundational community that has kept me grounded and supported me in my personal journey into the tech industry. Not only have they introduced me to various sectors within tech, but they have provided me with the platform to share my story and continue to inspire the next generation of female tech talent!”
OUR ACHIEVEMENTS: SINCE 2017

1. 275 opportunity youth enrolled in the Pre-Apprenticeship Program, which links 16–24 year old youth to postsecondary education and tech career pathways through soft and technical skills trainings and mentor matching.

2. 225 youth graduated from the Pre-Apprenticeship OST Program (85% graduation rate).

3. 60 graduates enrolled in Computer Science Degree programs.
OUR ACHIEVEMENTS: SINCE 2017

4. Placed 170 graduates in career pathways including internships, apprenticeships, fellowships, postsecondary education, and employment

5. 150+ K-12 children/youth explored concepts such as coding, robotics, kidbots, algorithms, debugging, and variables in the STEAM Hub

6. 50 youth enrolled in the Digital Arts Music Lab program, which builds their skills and interest in STEAM
OUR ACHIEVEMENTS:
SINCE 2017

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
THANK YOU
Thank you for supporting Dev/Mission as we work to address the critical opportunity gap that exists for low-income youth of color in the Bay Area, creating a bridge for them to access prosperous careers in the technology sector by exposing them to STEM fields, educating them in technical and soft skills, inspiring them with mentors to whom they can relate, and empowering them to land a career in STEM!
Thank You!

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