

<DEV/MISSION>

ANNUAL REPORT 2022



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Letter from our CEO

Dev/Mission celebrated its five-year anniversary in 2022! 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 (post-covid) and has offered math activities, science experiments, arts and crafts projects, robotics, board games, computer games, and seasonal activities.

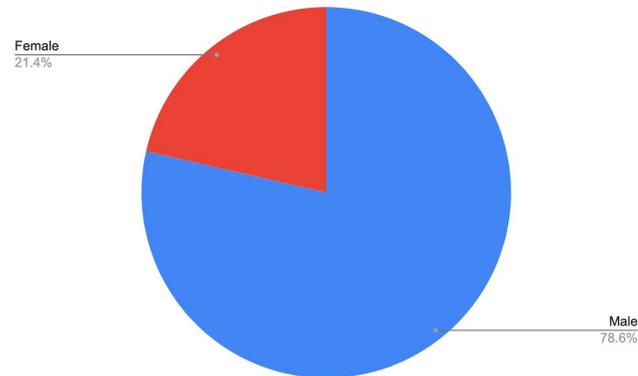
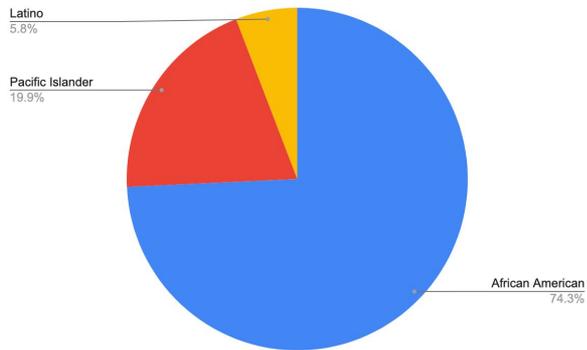
In addition to offering a space for exploration, the STEAM Hub has been an important resource for K-12 youth, who have faced technology-related obstacles even before the pandemic.

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.



Demographics

Total Enrollments: 172



DIGITAL MUSIC LAB



OUR MUSIC LAB

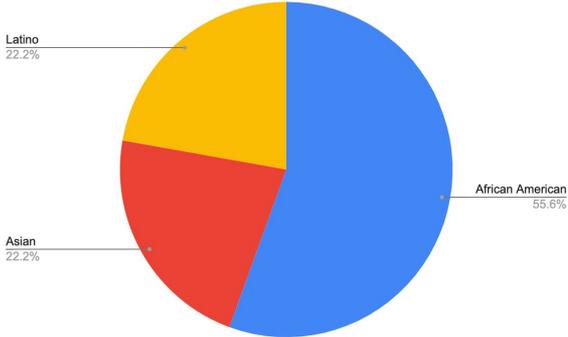
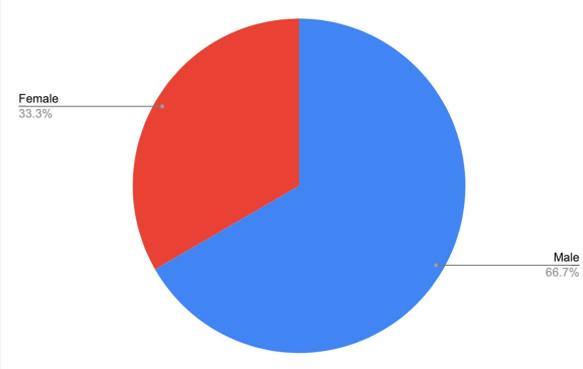
The Music Lab provides a creative and safe space for youth ages 14–21 to learn about digital arts, build technical and social skills, and connect with mentors who can support them in pursuing music industry careers as well as in other areas of their lives.

We love seeing what students create using their new skills.



Demographics

Total Enrollments: 18



PRE-APPRENTICESHIP

OUR PRE-APPRENTICESHIP



Dev/Mission's Pre-Apprenticeship Program was selected by the State of California Division of Apprenticeship Standards (DAS) as the second REGISTERED Pre-Apprenticeship Program.

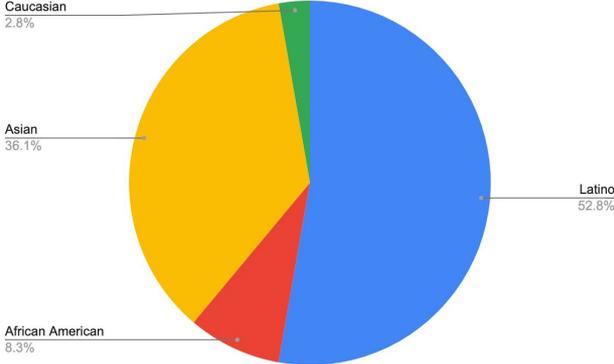
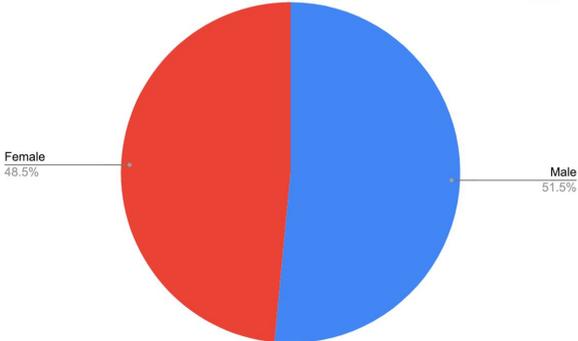
In 2022, we had a total of 39 students enrolled in three cohorts this year: Spring, Summer and Fall.

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 in their job search and 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.



Demographics

Enrollments: 39
Completions: 36
Career Placements: 48*



* Also included graduates from 2021

COMMUNITY TECHNOLOGY ASSOCIATE



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 the CTA program, Pre-Apprenticeship program graduates have provided tech support to more than 1,000 public housing families and distributed over 1,000 refurbished computers to low-income households and San Francisco nonprofits.





OUR CTA PROGRAM P.2

This year we expanded the CTA program with generous support from the Mayor's Office of Housing and Development, who committed \$150K over the next two years. We will be able to provide internships for 25 CTA's 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.



CTA Data

Residents Trained: 224

FREE Tech Support Hours: 436

Computers Distributed: 81

OPPORTUNITIES FOR ALL

OFA

In 2022, we provided paid summer internships for 25 youth and young adults through the Opportunities for All program.

Opportunities for All (OFA) provides access to career exploration and workforce development for San Francisco's youth and young adults. The initiative includes paid internships, mentorship, and pathways to employment, including job readiness, career training, and apprenticeship for participants ages 13 to 24.



UBER FELLOWSHIP

UBER FELLOWSHIP

Guided by volunteer engineers from Uber, and the SF Brigade with Code 4 SF; this program graduated 8 fellows in 2022 who presented five team projects at the final showcase event.

The Dev/Mission Fellowship provides bootcamp graduates the opportunity to further their training and experience with web development in partnership with the volunteer Code for San Francisco brigade.

Over the course of 6 months, fellows build upon their bootcamp experience in HTML, CSS, and JavaScript to learn full-stack web development with Node.js. At the same time, they gain hands-on experience with user-centered product research and design by investigating local community needs with guidance from members of Code for SF. At the end of the program, fellows present working prototypes of web applications developed to address the community needs they researched.



UBER FELLOWSHIP P.2

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 Pestec. 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.

In 2022, we had a total of 48 job placements, with an average wage of \$25.00 - \$30.00 and positions which include: Software Engineer Intern, IT Technician, Junior Field Engineer, Android Mobile Developer, and Sales Operations Analyst.



ALUMNI SPOTLIGHT

Jeremiah Ruvalcaba

“After graduating from Dev/Mission, doors opened for me that I thought would never open. I was given an opportunity to prove I have what it takes to change the technology world with my talent. All the training that I have received from Dev/Mission allowed me to break into tech.

I got my first start at Appdynmics Part of Cisco as a Sales Operation Analyst. I worked on Salesforce and even built an automation which allowed me to show I truly have what it takes to make it in the tech industry. I have come a long way in my tech journey and Dev/Mission has made every step of the way so much easier for me.”



“

“I heard about Dev/Mission when I attended an OEWD TechSF orientation about potential ways on how to get into Tech.

I saw the motto “You belong here” and I knew I found the right place for me to get into the Tech Industry”

”

ACHIEVEMENTS

OUR ACHIEVEMENTS: SINCE 2017

1

310 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

264 youth graduated from the Pre-Apprenticeship OST Program (84% graduation rate)

3

60 graduates enrolled in Computer Science Degree programs



OUR ACHIEVEMENTS: SINCE 2017

4

Placed 222 graduates in career pathways including internships, apprenticeships, fellowships, postsecondary education, and employment

5

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

6

90 youth enrolled in the Digital Arts Music Lab program, which builds their skills and interest in STEAM



OUR ACHIEVEMENTS: SINCE 2017

7

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

8

Dev/Mission became the 2nd State Registered Pre-Apprenticeship Program in the California

9

Dev/Mission has raise closed to 1M to provide Exposure to K-24 Years Old STEAM Programming



FIVE YEAR GALA

Gala

During November of 2022 we celebrated our Five Year Gala at the SSF Conference Center.

We had our funders, supporters, volunteers and most importantly the youth from our programs come together for a night of accomplishments for the past five years.



THANK YOU

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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