⟨ DEV/MISSION ⟩

2024 ANNUAL REPORT

YOU BELONG HERE

Contents

D/M

LETTER FROM CEO

A Message from our CEO

Dear Dev/Mission Community

Dev/Mission celebrated its seventh anniversary last year!

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.

Leonardo Sosa
CEO

Our Mission

We aim to train untapped young adults ages 18-24 for careers in the tech industry.

‹D/M›

Our Vision

Together we can build wealth and prosperity in our local diverse communities.

Core Values

Diversity - We celebrate the diversity of our staff, students, partners, and community

Inclusion - Even marginalized communities should experience inclusion and a sense of belonging in the tech space and their cities

Equality - Everyone at Dev/Mission experiences unwavering equality and a sense of belonging

Integrity - At the forefront of everything we do

Community - Helping our local communities are at the heart of every decision we make

Credibility - Why we are trusted partners in the tech industry and our community
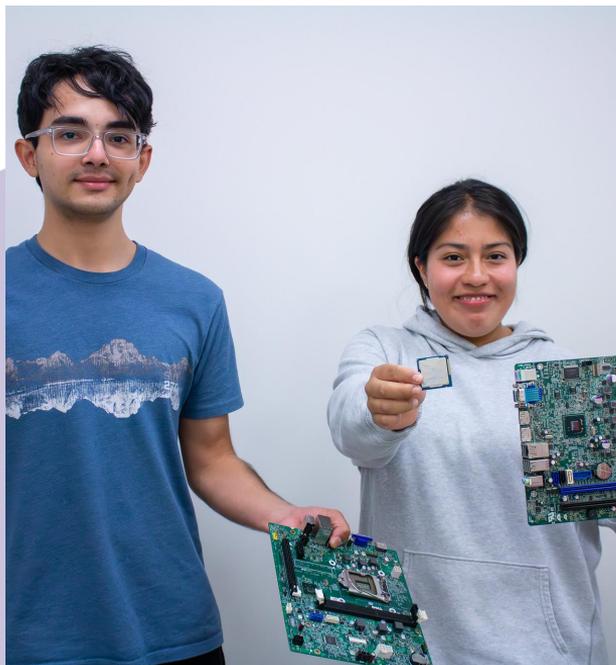
⟨D/M⟩

THE CHALLENGE

School Level

National
90% of parents want their child to study computer science

40% of High Schools only teach computer science

Tech Level

Tech companies continue to struggle to recruit diverse technology talent

According to **Google 2023 Diversity Report** only **7.3% LatinX** and **5.6% African American** are working in tech jobs!

OUR PROGRAMS

Our Programs

Our free programs help bridge the digital divide

STEAM Hub
Grades K-12
Summer

Digital Music Lab
14-21 years
Summer

Pre-Apprenticeship
18-24 years
All Year Round

Community Technology Ambassador
For everyone

STEAM HUB (Summer)

GRADES K-12

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 2023, successfully enrolling 96 low-income kids of color. The STEAM HUB 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.

In addition, the STEAM Hub provides summer programming to ensure that students continue to have learning opportunities during their break.

DIGITAL MUSIC LAB (Summer)

AGES 14-21

Dev/Mission successfully carried out another session of the STEAM Digital Music Lab, a program dedicated to low-income youth of color. This year's summer session supported 10 students in a safe, engaging environment, fostering the development of STEAM skills through music and creative arts.

The program, equipped with state-of-the-art digital music tools and guided by culturally aligned mentors, significantly enriched the learning experience. A key feature was an educational visit to KMEL radio station, providing a practical view of music production. The culmination of the program was a collaborative group project, culminating in a graduation performance where students proudly showcased their newly acquired skills.
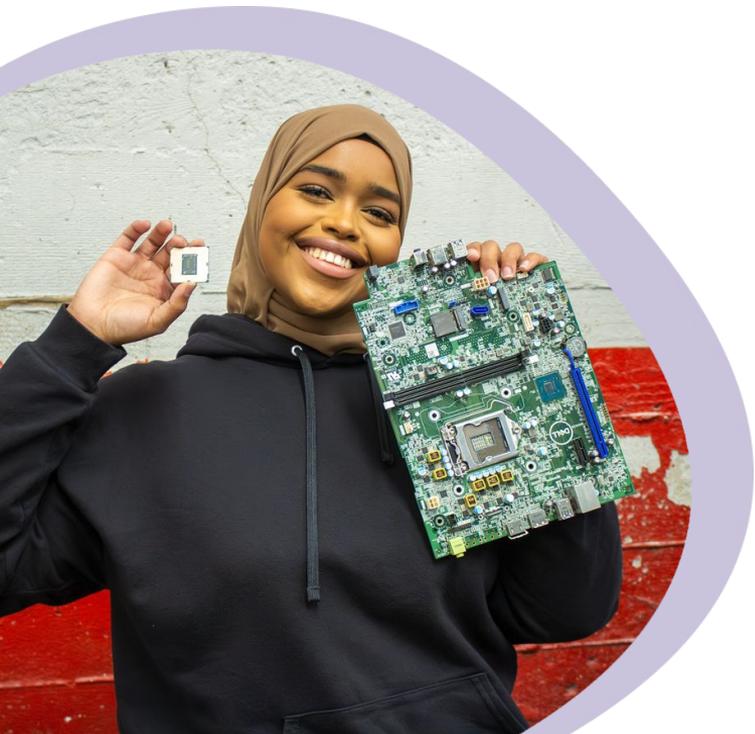
PRE-APPRENTICESHIP

AGES 18-24

Our program supports untapped young adults aged 18-24 by providing the hardware, coding instruction, and critical skills needed to pursue tech careers.

Each graduate received an education stipend of **$1,000,** a laptop (**MacBook**) as a token of their hard work and dedication.

We provided comprehensive support to our graduates in securing employment or additional training, guiding them towards various career pathways such as Tech internships, Google IT Certification, Fellowships, Apprenticeships, and our very own Community Technology Ambassador program.

SUBJECTS TAUGHT

IoT

Coding

Hardware

Critical Skills

Alumni Spotlight:

At Dev/Mission, I learned how to code and discovered the importance of networking. I was introduced to various career paths and industries that now greatly interest me. Additionally, I learned the value of building bonds and maintaining integrity in my work.

Coding was challenging, but with help from my peers, I was able to create some impressive projects.

Dev/Mission has shown me that I can achieve anything I set my mind to. I always wanted to learn to code, and Dev/Mission provided me with the steps to start that journey.

They also connected me with an amazing network of people like Ivan, Stephany, and Leo, who are dedicated to helping young people explore technology and collaborate with each other.

Thanks to their support, I finally landed that entry-level IT job at Sutter Health, which will help me build the experience needed to pursue my passion for IT and project management.

Sabrina Jones
Pre-Apprenticeship Graduate Spring 2023

‹D/M›

Alumni Spotlight:

Have you been exposed to a Pre Apprenticeship Program before?
No

What were you doing before joining Dev/Mission?
I was a goat herder.

What did you learn about during the Dev/Mission Pre Apprenticeship Program?
IoT, basic coding skills, IT essentials and and a lot of soft skills.

How has Dev/Mission staff supported you?
By being there for me during hard times and teaching me many differences things

What personal goals has Dev/Mission helped you accomplish (or are you pursuing)?
Getting comfortable with tech, getting my google it working on my Comptia and giving me the confidence to go back to school and get a cs degree.

Has Dev/Mission positively impacted you/your family? If so, how? Yes, it has impacted, how?
Yes, the dev mission has impacted me positively. They've dedicated time to me learning while also giving me time to take care of my family. Also by making sure I was still somewhat financially stable.

What did you do after graduating from our Pre Apprenticeship Program?
Joined the CTA program, got my Google IT Support Certification and started pursuing my Comptia A+ Certification. Also started pursuing higher education and most recently started working at the Arc in SF as a Job Technology Coach.

Rochean Chatman
Pre-Apprenticeship Graduate Cohort #25

COMMUNITY TECHNOLOGY PROGRAM

COMMUNITY TECHNOLOGY PROGRAM

Low Income Communities in SF

This unique program has a dual purpose of equipping young people with job readiness skills and work based learning; while also delivering high-quality devices and personalized tech support services to historically marginalized low-income communities of color.

Dev/Mission's Community Technology Associate Program provides Selected Affordable Housing communities in San Francisco with FREE Tech Support and digital literacy workshops. Residents will receive a CTA intern in their location who will assist them with technical support, troubleshooting, and digital literacy training completely for FREE.

D/M

REFURBISHMENT CENTER

Need

The communities Dev/Mission serves often face systemic barriers to opportunity, including a lack of access to technology, technical education, and career-building experiences. These challenges are compounded by economic inequality, with many residents struggling to meet basic needs, leaving little room for investments in technology or education. For low-income youth, the lack of affordable, hands-on training programs further limits their ability to pursue careers in high-demand industries like technology, perpetuating cycles of poverty and economic exclusion.

Our refurbishment center plays a critical role in addressing these inequities by providing essential digital literacy, repair training, and career pathways for youth while also delivering refurbished devices and tech support to underserved residents of low-income communities. These services not only help participants build technical skills but also empower residents to access education, jobs, healthcare, and essential services in an increasingly digital world.

2024 Stats

3 IT Technicians Trained, all obtained Google IT Support Certification

8 Donations from companies:
- CodNation
- Agiloft
- OEWD
- Comcast
- Dolby
- Patreon
- AT&T
- Total number of devices donated
  - 238

Total number of devices refurbished
- 238
- 100% Donations Distributed

2024 HIGHLIGHTS

2024 HIGHLIGHTS

73 low-income youth have enrolled in the Pre-Apprenticeship Program, which links 18-24 year old youth to postsecondary education and tech career pathways through soft and technical skills training and mentor matching

61 youth have graduated from the Pre-Apprenticeship Program (83% graduation rate)

43 graduates have been placed in career pathways, including internships, apprenticeships, fellowships, postsecondary education, and employment.

2024 HIGHLIGHTS

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

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

In 2024, Pre-Apprenticeships Program Graduates (CTA Interns) provided 1,168 hours of tech support to more than 1,450 public housing families and distributed nearly 250 refurbished computers to low-income households and San Francisco nonprofits.

2024 Highlights

Annual Gala

In November 2024, we hosted our 7th Annual Gala at the South San Francisco Center. The evening was filled with memorable moments as we celebrated our dedicated supporters and recognized their invaluable contributions.

The event was a tremendous success, marked by joyous celebrations, the honoring of our distinguished supporters with awards, and the forging of new friendships. We extend our heartfelt gratitude to everyone who joined us and made the night truly special.

Thank you for your unwavering support and for making this event unforgettable. We look forward to another incredible year together and can't wait to celebrate with you again next year.

SINCE 2017

235 graduates have been placed in career pathways, including internships, apprenticeships, fellowships, postsecondary education, and employment

(85% graduation rate) with our Registered Pre Apprenticeship Program

370 low-income youth have enrolled in the Pre-Apprenticeship Program, which links 18-24 year old youth to postsecondary education and tech career pathways through soft and technical skills training and mentor matching

⟨D/M⟩

SINCE 2017

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

Graduates placed in career pathways start with a $45,000 salary, surpassing the $35,000 median income in communities we serve.

60 graduates have been enrolled in CS Majors

SINCE 2017

Community Technology Associates have provided tech support to 3,700+ low-income residents; 3,600+ tech support hours & distributed 1,300+ devices to low-income families in 8 sites + 20 refurbathons inside affordable housing communities

Over 1,200 K-12 children/youth explored concepts such as coding, robotics, sumobots, algorithms, debugging, and variables in the STEAM Hub

⟨D/M⟩

OUR TEAM

Meet the Team

Leonardo Sosa, CEO & Founder

Melissa Jacobo, CFO

Britt Hayes,, Grant Writer

Ivan Hurtado, Pre Apprenticeship Lead Instructor

Anallely Perez, Pre Apprenticeship Program Coordinator

Ismael Sosa, Creative Director

Faith Lu, Data Analyst

Isaac Sosa, Refurbishing Center Coordinator

Jesus Arambala Digital Literacy Instructor

Juan Magana, Receptionist/Office Assistant

Meet the Board

Abraham Velazquez, Senior Engineering Manager at Dropbox

Francis Li, CEO at Peak Response Inc

Taylor Booker, Senior Community Development Specialist at City & County Of SF Planning Department

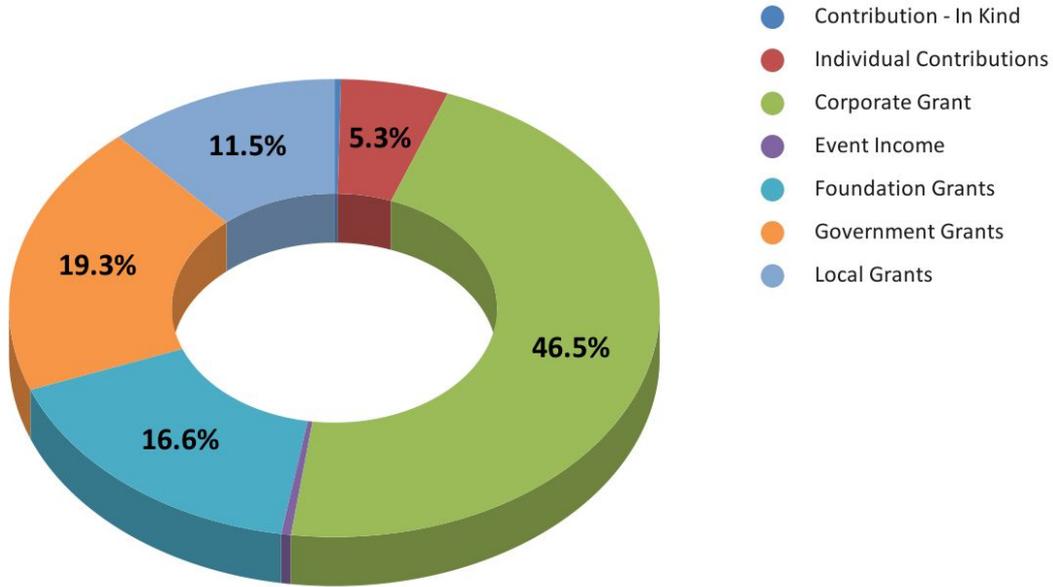**Angel Chavez**, Senior Vice President at Morgan Stanley

Ingrid Franzen, Vice President Technology and Services at ServiceNow

Art Torres, Sr. IT Operations Admin at Elastic

REVENUE

Revenue: $1,395,282

Legend:
- Contribution - In Kind
- Individual Contributions
- Corporate Grant
- Event Income
- Foundation Grants
- Government Grants
- Local Grants

Chart percentages:
- 5.3%
- 46.5%
- 16.6%
- 19.3%
- 11.5%

DONORS & SPONSORS

Alaska Airlines
AT&T
Bothin Foundation
Bridging the Bay
California Arts Council
California Public Utilities Commission (CPUC)
California Workforce Development Board
Breaking Barriers to Employment Initiative
California Youth Apprenticeship (COYA)
Dolby
EA Sports
Golden State Foundation
Goodwill
Google Career Certificate Scholarship Program

Google.org
Latino Community Foundation
SF Mayor's Office of Housing and Community Development (MOHCD)
Morris Foundation
Morris Stulsaft Foundation
Nathan Cummings Foundation
SF Office of Economic & Workforce Development (OEWD)
San Francisco Giants
Stupski Foundation
Verizon
Wells Fargo
Workday

OUR PARTNERS

2024 Spotlight Partnership

Dev/Mission partnered with Mission Bit in 2024 to provide Support-A-Thons to refurbish over **320 MacBook Pro's** that will be used by their HS Youth in the Program.

Mission Bit has been a long time partner working with our Refurbishing Center Team to ensure that all computers are being refurbished, stress tested and clean install for the benefit of their program students.

Partner with us

There are lots of ways to support our young adults and our program by getting involved and being part of our movement.

Partner with us and help us bridge the gap between diversity and tech!
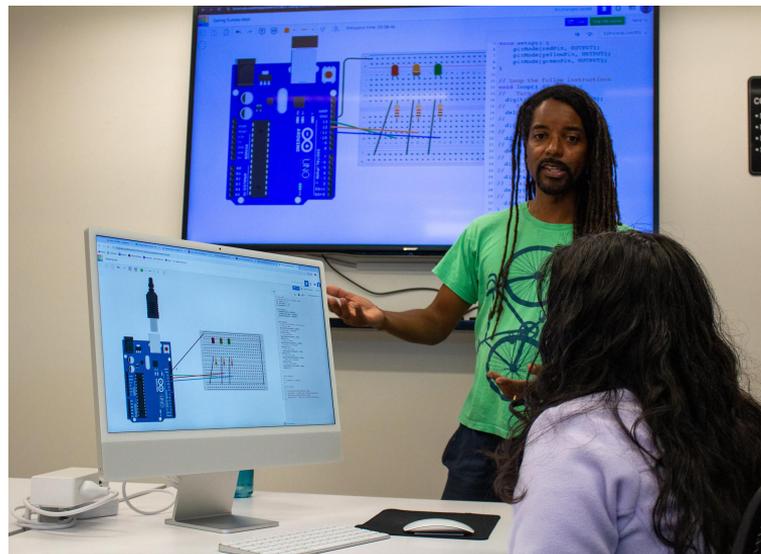
Thanks to our 2024 Partners:

San Francisco Public Library
Mission Housing Development Corporation
San Francisco Housing Development Corporation
FRH Consulting
TECHSF

GET INVOLVED

Volunteer with Us

We're seeking passionate individuals to volunteer. Where your time and dedication can help create positive change in the community. Together, let's make an impact that lasts a lifetime.

Donate

By donating, you help us to train untapped young adults for careers in technology so we can build wealth and prosperity in our local diverse communities. We can only do this with your generous support.

Thank You!

✉ info@devmission.org

📷 instagram.com/devmission

🐦 twitter.com/devmission

in linkedin.com/devmission

f facebook.com/devmission

▶ youtube.com/devmission

‹D/M›