

Abstract

Dev/Mission is a nonprofit whose mission is to train underprivileged youth of color for careers in technology in order to build wealth and prosperity in San Francisco's diverse communities. Our organization is requesting grant funds to provide low-income young women of color with the support they need to launch a career in tech, build wealth and prosperity in underserved communities, and provide a much-needed diversified pool of qualified candidates to tech-focused companies.

Dev/Mission will provide three types of TA:

1. Expanding our Registered Pre-Apprenticeship Program to increase the number of women prepared for Registered Apprenticeships and eventually employment in the tech industry
2. Providing ongoing support for employers to create Registered Apprenticeships for women graduates of Dev/Mission's Registered Pre-Apprenticeship Program
3. Setting up a women's support group every other month within Dev/Mission's alumni network to improve the retention of women in tech apprenticeships and employment

Dev/Mission's Registered Pre-Apprenticeship Program includes a 12-week training curriculum as well as job placement and support services for at least one year. The program will offer Spring, Summer, and Fall cohorts at Dev/Mission's headquarters in the SoMa neighborhood in San Francisco and expand our partnership with Goodwill of the San Francisco Bay Area to facilitate STEM education at their sites. Dev/Mission will develop specific outreach materials and strategies to ensure that we reach an increased number of women.

Curriculum: The 12-week, 240-hour curriculum includes lectures, code-alongs, group exercises, reviews, and portfolio building. Classes are held from 3PM to 7PM, five days per week. The training and service-learning activities focus on four core competencies: Internet of Things (IoT),

IT Essentials (hardware/software), Intro to Programming, and critical career skills. All participants will receive Google IT certification. Clients receive a \$1,000 stipend.

Over the 24-month grant period, Dev/Mission will:

- Enroll 60 women into the Registered Pre-Apprenticeship Program (increase of 67%)
- 50 women will successfully complete the Registered Pre-Apprenticeship Program (83%)
- 50 women will receive supportive services including career counseling, a free laptop, and assistance with transportation and professional clothing (\$500 clothing voucher)
- Serve 60 low-income women (100%) and 57 women of color (95%)
- 50 women will receive professional mentorship from a woman in tech
- 40 women will participate in alumni support groups
- Provide TA to at least 3 employers who will work to provide Registered Apprenticeships to training program graduates
- Place 20 women in Registered Apprenticeships
- 35 women will secure employment as a result of the program
- 35 women will secure a job with a higher wage as a result of the program

Dev/Mission's clients come from San Francisco's most underserved neighborhoods, including Bayview Hunters Point, Mission, Western Addition, and Fillmore. Clients are ages 16-24 and almost 100% people of color (40% Hispanic/Latino, 28% Asian, 10% Black/African American, 10% Native Hawaiian/Pacific Islander, 2% White, and 1% Native American); they are 62% male, 36% female, and 1% non-binary. They are 100% low-income and around 40% percent live in affordable housing. Approximately 30% of clients are disconnected youth who are out of school and work when entering the program.