



Human Rights Commission Workforce Investments

Budget and Appropriations Committee

April 22, 2026

Overview of HRC Investments



Category of Service	Goal	FY 24-25 Budget	FY 25-26 Budget	FY 26-27 Budget
Opportunities for All	Advance economic inclusion of City youth through workforce development	City: \$4.5M State: \$4.9M	City: \$4.6M State: \$4.9M	City: \$ 2.7M State: \$3.9M
Grantmaking to Community Organizations	Support youth development and create pathways from education to workforce entry	City: N/A*	City: \$2.8M	City: \$2.8M
Programs & Partnerships with City Departments	Workorders to City Depts. that support workforce pipeline and specialized cohorts focused on learning experiences	City: \$1.5M	City: \$1.5M	City: \$0.8M

*HRC grantmaking paused in FY24-25

RFP 100: Workforce & Education

SAN FRANCISCO
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COMMISSION



Youth Development & Education

Description: Supports organizations that provide educational enrichment, leadership development, and workforce readiness programs for youth in marginalized communities.

Goal: To promote academic success, career opportunities, and personal growth by addressing systemic barriers and expanding access to meaningful learning experiences

Total amount: \$3.63M

Organizations Awarded: 8



Culturally Inclusive Pathways to Higher Education

Description: Increase equitable access to higher education for historically marginalized and underserved populations by funding organizations that provide culturally inclusive college readiness, mentorship, and financial support programs.

Goal: To remove systemic barriers, enhance college preparedness, and ensure academic persistence and success

Total amount: \$1.9M

Organizations Awarded: 2



Opportunities for All (OFA)



OFA Program Components



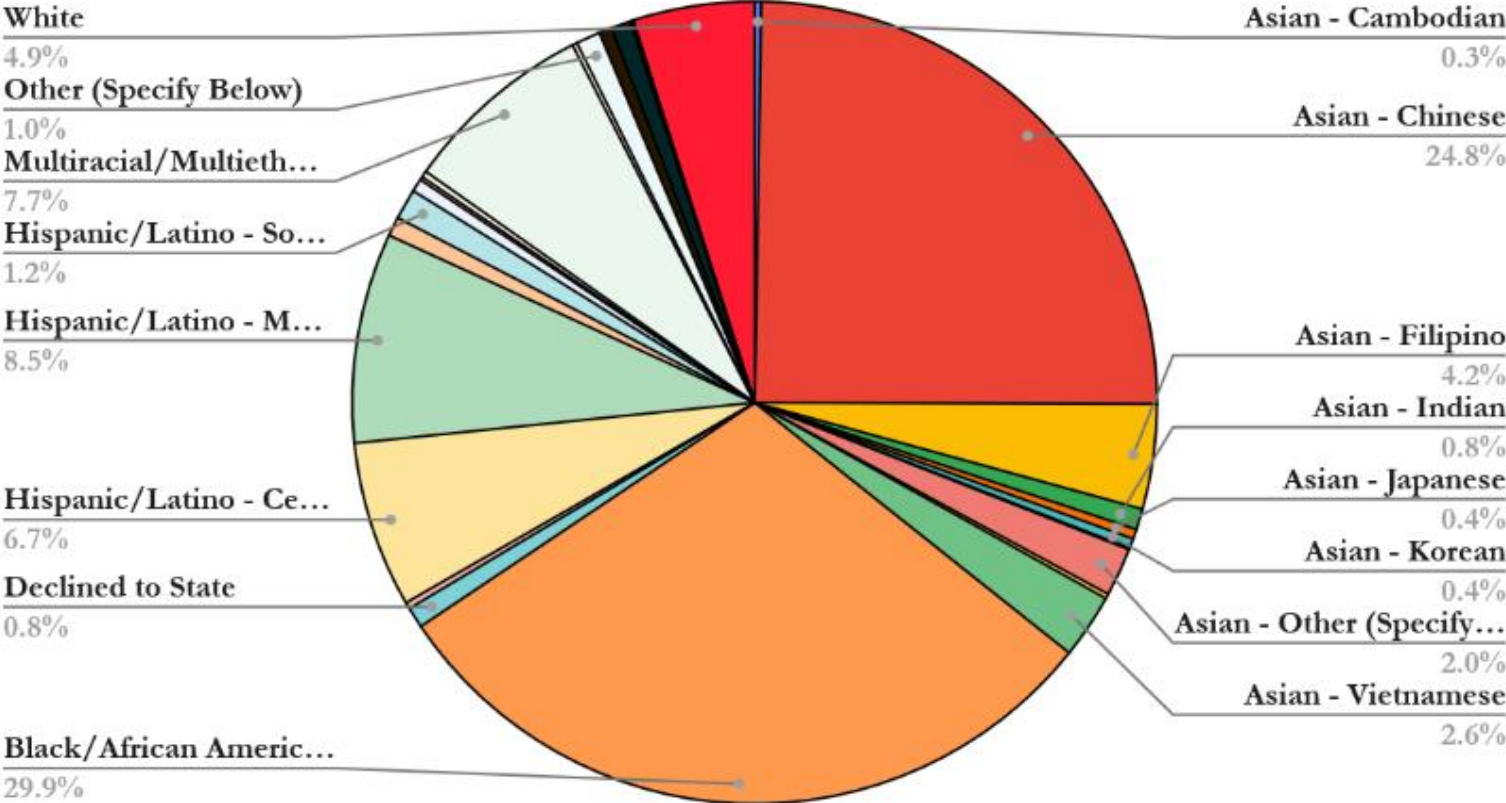
Opportunities for All (OFA) is a workforce initiative of the Mayor's Office, established in 2018 to address economic disparities by building a workforce pipeline for San Francisco's young people (ages 13-24) to employment, training, and post-secondary opportunities. OFA supports economic mobility, skills development, and partnerships that expand the networks of underrepresented communities.

Component	Description	25-26 Actuals	26-27 Projections
OFA Interns and Fellows	Year-round flagship program	1,516	1,330
B2SF	Partnership with HBCUs	68	30
Young Defenders	Partnership with Public Defender's Office	30	30
ChangeSF	Partnership with UCSF Department of Psychiatry	N/A	15
CCSF Trades Pre-Apprenticeship	Partnership with City College of San Francisco	N/A	50
NewGen Public Safety	Partnership with SFPD and DHR	N/A	30
YouthWorks	Partnership with JCYC	221	200

OFA Participant Information (2025)



Participant Demographics: Race and Ethnicity



ZIP Code	Participant Count
94124	269
94112	244
94134	160
94110	93
94116	80
94115	73
94122	73
94102	59
94103	59
94132	55
Other	282



Thank you.