



PORT OF OAKLAND
Employment Resources Development Program
Social Responsibility Division
July 1, 2007 – June 30, 2008

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SUMMARY:

This report covers fiscal year 2007 – 2008. The reporting information provides the results of ERDP's employment services for tenants and community, internship program, and workforce development collaborations.

ERDP processed over 1,000 resumes and applications during this period. Of these, 564 applicants were interviewed. 163 of these job seekers obtained employment. Over 60% are from the Local Impact Area (LIA) with Oakland residents comprising nearly 55%.

A significant economic benefit as a result of these services is the wages earned through employment. These placements will result in \$2.5 million in wages per year. The average hourly wage for full-time employment is \$13.63/hr and part-time employment is \$11.75/hr. These measurable and positive outcomes are a reflection of how Port policies, practices and programs have a direct benefit to community, the economy and tenants.

A total of 65 new, returning tenants and contractors in all three business lines received ERDP services this past year which is a 25% increase of employer utilization of ERDP services from last year.

The Internship Program is an integral part of ERDP community services and is also a valuable benefit to many Port departments. Besides the 22 summer high school and college interns the Port hosted during the summer, ERDP coordinated on a year-round basis with the Oakland Unified School District, public agencies, UC Berkeley International Diploma Program, Youth Employment Partnership, Job Corp and other non-profit community based organizations in the placement of their interns for work experience and course credit. This past year 27 volunteer interns worked over 7,000 hours throughout the Port. Port internships give students hands-on experience, career exposure and references that can help obtain future employment.

The uniqueness of the Port of the Oakland is its efforts to address social justice through its projects and programs. Collaborating with community groups has been win-win in many instances such as the Oakland Partnership – Trades and Logistics Cluster, the Community Re-Entry Service Provider's Network and establishment of office hours in West Oakland. Besides the quarterly Job Prep Workshops for community, ERDP participated in over 40 community events and Job Fairs to bring employment opportunities to the community.

PLACEMENT INFORMATION:

Total Placements	163
Full time	132 - 80%
Part time	31 - 21%
Permanent	72 - 44%
Temporary	91 - 55%

Types of Placements:

Aviation	87 – 53%
CRE	36 – 22%
Maritime	6 – 4%
Local Businesses	34 – 20%

Total Earned Wages of all placements: \$2,583,639

INTERNSHIP PROGRAM

Each summer the Port of Oakland's sponsored Summer Intern Program attracts hundreds of interested students wanting to gain experience at the Port of Oakland. During the summer of 2007, 22 students were selected from nearly 200 applicants to work in 20 various departments in the Port. In addition, ERDP coordinates with the Oakland Unified School District and non-profit job training organizations in the placement of their volunteer interns for course credit or work experience during the summer and school year. During 2007 – 2008 these interns worked over 7,000 hours in 27 different departments. The Port of Oakland is becoming known and recognized by schools and programs as an effective training site for students because of the variety of departments and the experienced and knowledgeable staff.

COMMUNITY COLLABORATIONS

Community collaborations are another way that ERDP is able to extend outreach as well as provide support to workforce development efforts. ERDP participated and provided support to over 40 community events and job fairs. Quarterly workshops for community to provide assistance and resources to help job seekers prepare for employment have been well received and will continue. Nearly 100 participants attended these sessions to obtain job search assistance and learn about job opportunities. In addition, the following strategic partnerships have been formed to further stakeholder involvement:

Community Re-entry Service Provider's Network
Mayor's Office – Re-entry, Community Development and Summer Jobs for Youth
Oakland Partnerships – Trade and Logistic Cluster
Social Justice Committee - MAPLA
West Oakland Office Hours

CONCLUSION

This past year ERDP experienced changes within the division and the Port's strategic plan which will require transitioning into a different model of service delivery. The planning and coordination of this has begun as ERDP identifies new ways to provide services to tenants and community. In the interim, ERDP will continue to provide current job opportunities with Port tenants and contractors on the website and maintain and participate in all of the community collaborations and partnerships supporting workforce development.