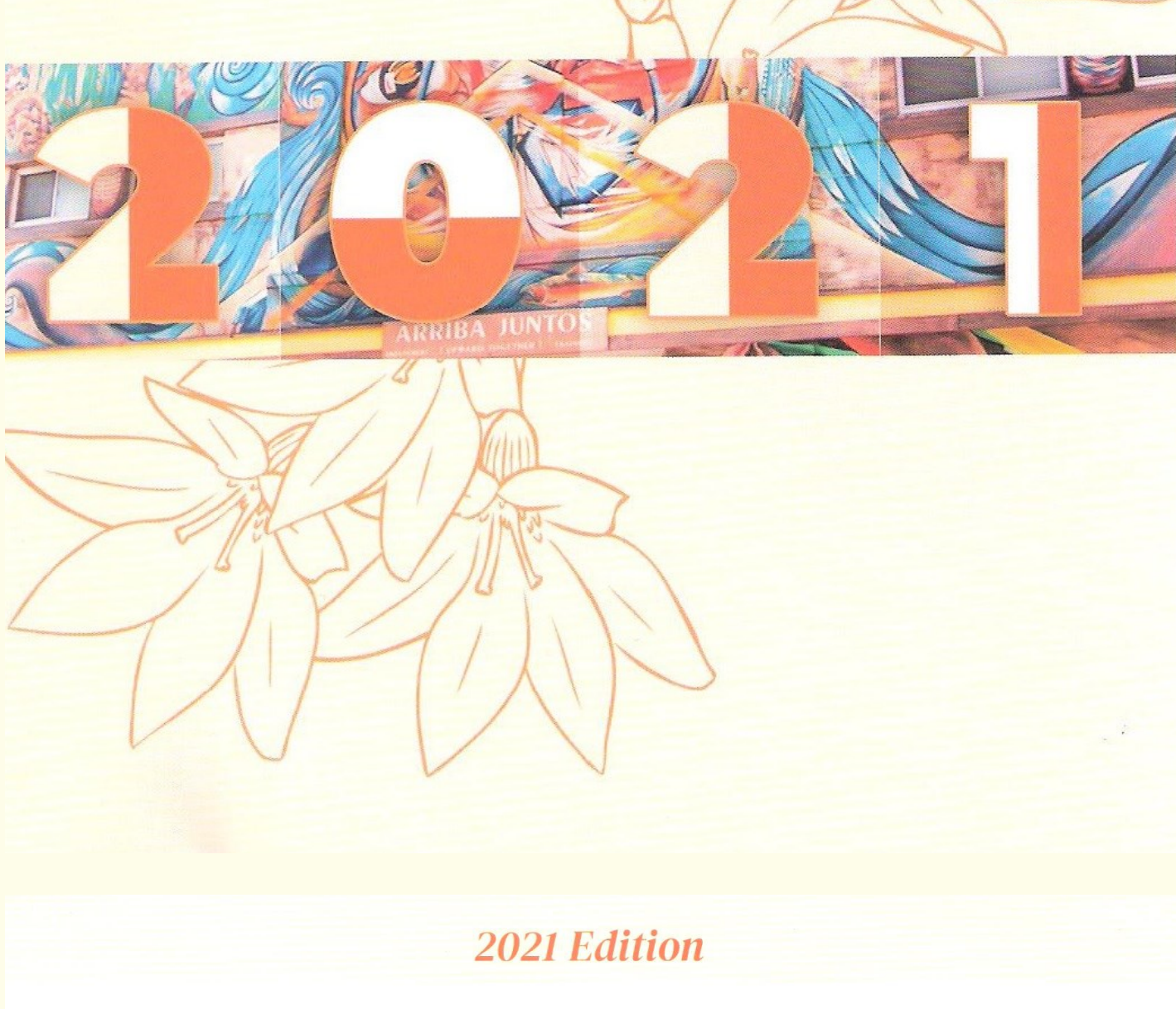


ARRIBA JUNTOS

ANNUAL REPORT



2021 Edition

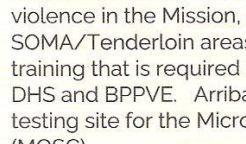
Arriba Juntos helped over 58,000 San Franciscans last year who were trying to survive in our amazing city. The COVID-19 pandemic continued into its second year which caused numerous layoffs and furloughs. The San Francisco economy is slowly recovering and our residents need AJ services even more. Arriba Juntos provided training in technology, healthcare and English in order to help our clients get higher paying jobs. We continued to assist people with our boutique, flea markets and adult education programs. AJ needs your generous donations and volunteer work to continue making a difference in the lives of all San Franciscans and help our clients survive during this extended COVID-19 pandemic.

The 1900s: On May 13, 1966, the late James H. McAlister, Esq., late Herman E. Gallegos, MSW, and the late Leandro P. Soto, the agency's first Executive Directors, founded Arriba Juntos. The first programs were Horizons Unlimited, a youth education and employment program; the New Careers Program, an employment program for adults; and a Newcomers Center for immigrants from Central and South America, located in the old St. Peter's school building at 1249 Alabama Street. In 1969, the agency moved to the old Labor Temple at 2940 16th Street at Capp. In the 1970's, United Way funded the agency's administration. Programs were funded by the National Institute of Mental Health, City College of San Francisco, various foundations, and the Mayor's Office of Employment and Training, which administered the Department of Labor's CETA program. Arriba Juntos' most notable program during this decade was an On-The-Job Training (OJT) program to train food checkers for Safeway Stores. In the 1980's, the agency's office was located at 1017 Mission Street on the corner of 18th Street. Arriba Juntos started several new programs. Among them were the Institute for the Arts of Living (IAL), funded by the San Francisco Mental Health Department; a free home weathering program for low-income San Francisco residents and a minor home repair program for low-income homeowners, funded by PG&E; a Certified Nursing Assistant (CNA) training program; and the Atlante Program, a basic skills training program for youth from low income families. In 1987, with the assistance of the Mayor's Office of Housing, the Local Initiatives Support Corporation (LISC), and the Barker Patrimony Group (a local real estate developer), Arriba Juntos broke ground to construct a housing development for low and moderate income families. In the 1990's, Arriba Juntos opened 48 affordable rental units called the Leandro Soto Apartments on the east side of Mission Street between 17th and 18th Street. In the same decade, Arriba Juntos purchased its own building at 1850 Mission Street between 14th and 15th Streets. Arriba Juntos has served as the premier site for the San Francisco Youth Opportunity Program for five years. Arriba Juntos was the lead agency for "Jovenes Unidos", a multi-agency collaborative funded by the San Francisco Department of Youth and their Families (DCYF). Arriba Juntos started another new program called the Homeless Employment Collaborative (HEC) funded

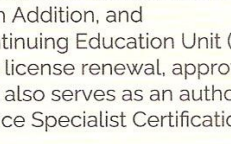
by the Private Industry Council of San Francisco (PIC) as well as the HomeWORC program funded by the Department of Human Services (DHS) to upgrade the skills of people who work in agencies that serve the homeless population of San Francisco.

The 2000s: At the start of the second millennium, Arriba Juntos added the following new programs: 1) Mission Safe Haven program, a life skills and self-sufficiency employment program for disadvantaged youth funded by the Mayor's Office of Criminal Justice (MOCJ); 2) MUNI Entry Level Maintenance Training program, a collaboration with DHS and the San Francisco Municipal Railway (MUNI); 3) English as a Second Language (ESL) training program funded by DHS for welfare recipients; 4) Northwest Community Response Network (NCRN), a collaborative effort to reduce street level violence in the Mission, Western Addition, and SOMA/Tenderloin areas; 5) Continuing Education Unit (CEU) training that is required for CNA license renewal, approved by DHS and BPPVE. Arriba Juntos also serves as an authorized testing site for the Microsoft Office Specialist Certification (MOSC).

The comprehensive employment and educational services for at-risk youth, the Youth Prep Job program includes: Basic Remedial Education (BRE), General Education Diploma (GED) preparation, and Computer Remedial Education (CRE). As part of a continuing effort to reach out to our community, Arriba Juntos, in association with other organizations and local businesses, hosts a toy giveaway event, "La Posada" for more than 2,500 children and their families. During tax season, Arriba Juntos serves as a site for free tax preparation. Also, Arriba Juntos assists low-income participants in filling out applications for Food Stamps and PG&E California Alternate Rates for Energy (CARE) program, which provides monthly discounts on energy bills for income qualified households. Supporting the mission of promoting economic self-sufficiency, Arriba Juntos runs a flea market on weekends for local vendors to sell their products. Also, Arriba Juntos opened a boutique with the goal of providing professional clothing for clients and community members to wear for interviews and at their work site.

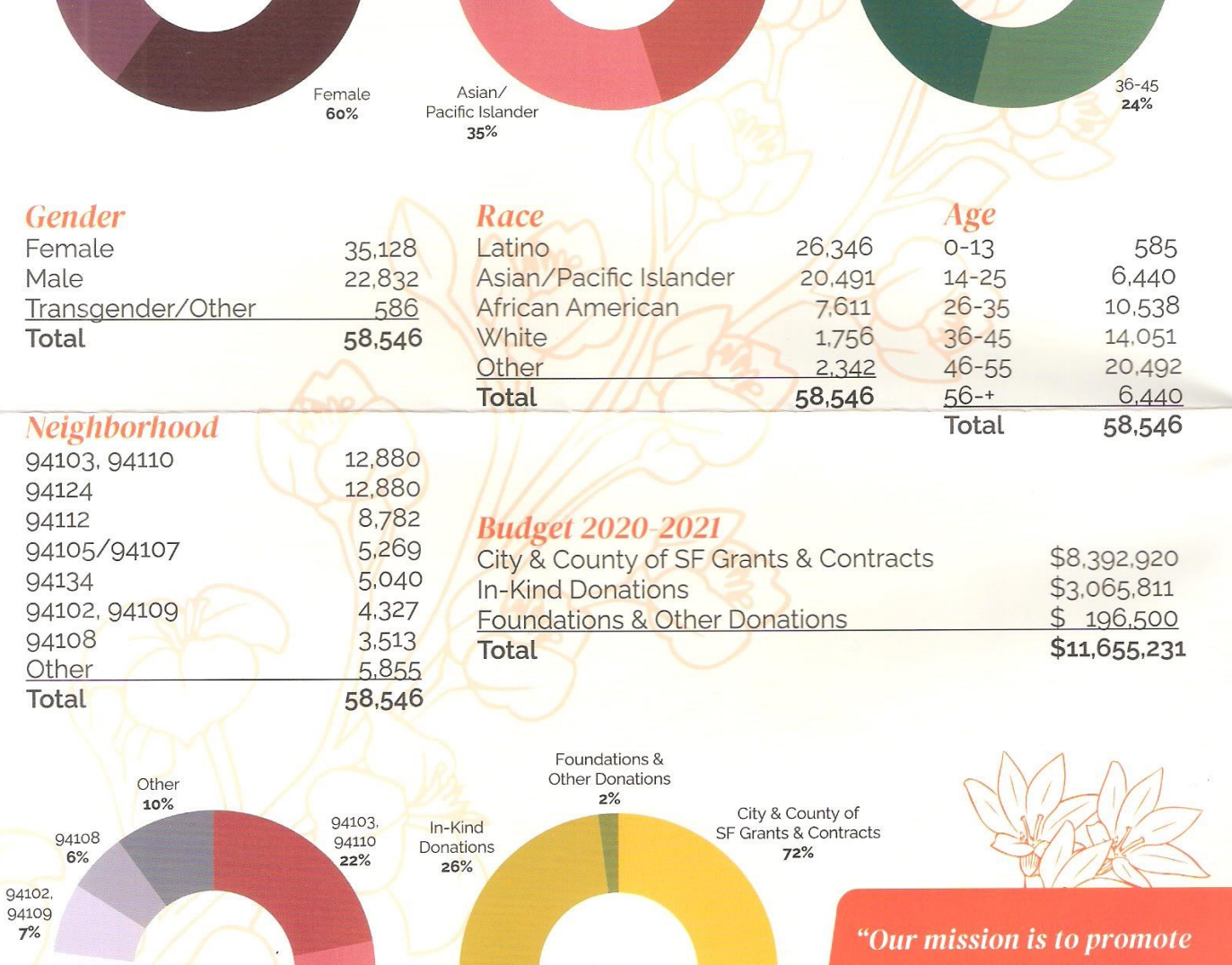


Dalila Ahumada
Dalila Ahumada
Executive Director



Steve Lewey
Steve Lewey
Board President

Client Demographics

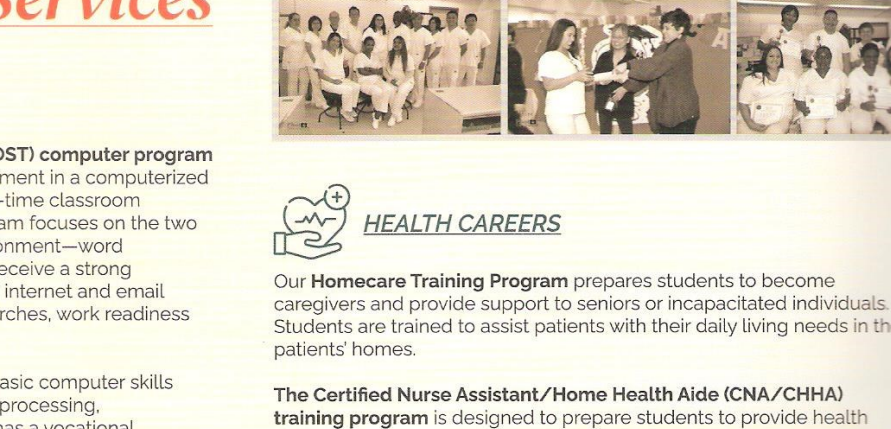
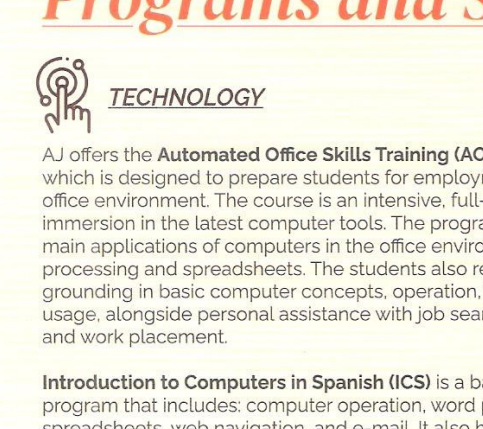


Neighborhood

94103, 94110	12,880
94124	12,880
94112	8,782
94105/94107	5,269
94134	5,040
94102, 94109	4,327
94108	3,513
Other	5,855
Total	58,546

Budget 2020-2021

City & County of SF Grants & Contracts	\$8,392,920
In-Kind Donations	\$3,065,811
Foundations & Other Donations	\$1,965,500
Total	\$11,655,231



"Our mission is to promote economic self sufficiency for San Franciscans and their families through occupational training & employment opportunities."

Programs and Services

TECHNOLOGY
AJ offers the **Automated Office Skills Training (AOST) computer program** which is designed to prepare students for employment in a computerized office environment. The program includes: intensive computer training, immersion in the latest computer tools. The program focuses on the two main applications of computers in the office environment—word processing and spreadsheets. The students also receive a strong grounding in basic computer concepts, open source internet and email usage, alongside personal assistance with job searches, work readiness and work placement.

Introduction to Computers in Spanish (ICS) is a basic computer skills program that includes: computer operation, word processing, spreadsheets, web navigation, and e-mail. It also has a vocational component using resume creation and job-related web searches to prepare students to find employment suited their level of experience and field of interest.

In addition, Arriba Juntos serves as a **Microsoft Authorized Testing center for the Microsoft Office Specialist Certification (MOSC)**. The only Microsoft approved program in the world for certifying proficiency in Microsoft Office desktop applications.

Digital Services Program offers the technology and utilization courses to help our clients access virtual services including job search, work readiness, training and education. DSP will give away computers and provide digital literacy training and technical support to participants.

YOUTH
Power Up Youth (PUV) and Youth Employment Services (YES) program support low-income youth and their families. The program includes work readiness preparation, life skills workshops, peer-to-peer support, computer skills training, GED preparation, intensive case management, job search and placement assistance, resume services, information and referrals, and retention and follow up services. All of our youth clients receive the customized individual attention and support they need to be able to reach their individual goals.

Transitional Age Youth Employment Services (TAY-YES) is a transitional employment program for current or former youth. Program participants gain valuable work experience and earn wages through their job placement at a non-profit community based organization. In conjunction with subsidized employment placement, participants receive onsite GED/high school diploma instruction with Five Keys Charter School, job readiness classes and support services. Case managers work closely with participants to provide a continuum of employment services.

Youth Workforce (YW) program provides job readiness training, life skills workshops, peer-to-peer support, computer skills training, GED preparation, intensive case management, job search, job placement assistance, barrier remediation, supportive services and retention services. Program staff will assist and place youth (14-18) into work-based learning opportunities that include: work experience and paid and unpaid internships with various local businesses and other community based organizations. Each youth participant will receive intensive case management services to reach their goals.

Arriba Juntos also provide the following comprehensive employment and educational services to youth:

- The Basic Remedial Education (BRE)** program covers basic math, reading and critical thinking.
- The General Education Diploma (GED) preparation class** offers students an opportunity to receive guided tutoring to successfully complete the GED test and attend an equivalent high school diploma.

HEALTH CAREERS
Our **Homecare Training Program** prepares students to become caregivers and provide support to seniors or incapacitated individuals. Students are trained to assist patients with their daily living needs in the patients' homes.

The **Certified Nurse Assistant/Home Health Aide (CNA/CHHA) training program** is designed to prepare students to provide health services for patients in long-term care facilities, hospitals, and private homes. After successful completion of the program, graduates are eligible to take the Nursing Assistant State Certification exam.

The health career training programs also includes a **Cardiopulmonary Resuscitation (CPR) course** to obtain the American Safety and Health Institute Certification, which is valid for two years. We also offer **Continuing Education Units (CEU)** classes that are required for Certified Nursing Assistant license renewal.

The **Project Learning Partnership** Our partnership with SFPUC and YES provides summer and academic enrichment for youth and young adults with environmental education, leadership development and job skills based on a curriculum provided by SFPUC. This program will allow our youth to be exposed to a career in the utility field. In addition, they will have an extensive understanding of SFPUC's water, power and sewer services. Our youth will be prepared for an exciting career with the SFPUC and the utility sector.

Interrupt, Prevent and Intervene (IPI) for a Safer San Francisco is a violence prevention and intervention initiative initiated by the Mayor's Office. One of the major objectives is to implement a coordinated services strategy for high at-risk and in-risk individuals in San Francisco's high crime neighborhoods. This strategy is designed to address early intervention, education, workforce and behavioral health needs. Employment is an essential component in creating an effective violence prevention strategy. The IPI program at Arriba Juntos serves young adults and provides intensive job readiness training, case management, barrier remediation, job placement and follow up retention services.

ENGLISH AS A SECOND LANGUAGE
ESL/VIP is an intensive English/Vocational Immersion Program (ESL/VIP) is an intensive English/Vocational Immersion program that focuses on teaching vocabulary and the cultural customs of the workplace, including up-to-date technology for all skill levels. Job search and placement services with staff that focus on students' specific skills and interests have a highly successful track record. Also, the refugees/asylees receive intensive job readiness training, case management and implementation customized to the individual clients' needs.

Public Service (PST) Skills Development for Work Study Participants receive Post-Secondary Academic Education and Skills Development Training or Job Readiness Training such as learning computer word processing and spreadsheets for administrative occupations, as well as basic accounting instruction from supervisors about work.

OTHER EMPLOYMENT PROGRAMS
The Work Participation Activities (Bridge-Filter) is provided to CalWORKS participants. They are engaged in GED and Skill Development Training or Job Readiness Training and equipped with the tools they need in their job search. In addition, AJ provides them with valuable work experience that will prepare them to be competitive in the job market and excel in their future careers.

Clean Streets Transitional Employment Support Services (TESS) provides job readiness classes, barrier remediation, and employment services to Public Service Trainees assigned to work at host sites under the supervision of the Department of Public Works. Participants receive case management and one-on-one assistance for any employment/vocational barriers. Case managers work closely with participants to develop realistic employment goals and provide the necessary support to transition participants into unsubsidized, gainful employment.

Homeless Employment Services The Homeless Employment Service program is to help at-risk and former homeless individuals who are receiving Cal-Fresh benefits. We provide job readiness and vocational training for career advancement. Our program helps our clients become more competitive in the job market for higher paying salaries so they can maintain their homes.

The Rapid Response Program (RRP) for Welfare-to-Work Re-entry program is a program for CalWORKS recipients. It is aimed at reintegrating them into the workforce by providing a one month transitional employment opportunity at Arriba Juntos or other community-based nonprofits. Participants receive paid on-the-job training related to their field of interest where they can develop, practice and enhance all the necessary

skills for the workplace, including social and technical ones. Arriba Juntos assists clients with their job search, resume writing, and interview preparation, resume assistance, job placement and follow up retention services according to their individual needs.

The Community Jobs Program (CJP & CJP) are transitional employment programs created for CalWORKS and PAES recipients so they may gain valuable work experience through placement at a community based organization. Participants receive case management, GED preparation, professional development, computer skills training and intensive case management.

The Refugee Cash Assistance Program (RCA) at Arriba Juntos offers refugees and asylees classes for language skills acquisition in comprehension, speaking, reading, and writing. The program includes individualized and group instruction offering innovative methodologies and up-to-date technology for all skill levels. Job search and placement services with staff that focus on students' specific skills and interests have a highly successful track record. Also, the refugees/asylees receive intensive job readiness training, case management and implementation customized to the individual clients' needs.

Public Service (PST) Skills Development for Work Study Participants receive Post-Secondary Academic Education and Skills Development Training or Job Readiness Training such as learning computer word processing and spreadsheets for administrative occupations, as well as basic accounting instruction from supervisors about work.

WE provide Information and Referral Assistance with regard to social service resources and programs in the community and around the Bay Area including: financial assistance, housing and shelter information, healthcare, children's services and legal services, among others.

Apartment Arriba Juntos manages the Leandro Soto apartment complex. This is a 48-unit apartment building for low income families.

Our Open Access Computer Center represents a crucial part in a deliberate effort to bridge the digital divide by providing technology equipment and assistance to CalWORKS recipients. It is aimed at reintegrating them into the workforce by providing a one month transitional employment opportunity at Arriba Juntos or other community-based nonprofits. Participants receive paid on-the-job training related to their field of interest where they can develop, practice and enhance all the necessary

week with our **Lunch Distribution Service**. In addition, AJ provides fresh pastries to our students on a daily basis.

During the holiday season, AJ partners with organizations and local businesses to host the annual **"La Posada" Toy Giveaway** event. Each year, hundreds of children and their families enjoy music, entertainment, food, piñatas, clowns, bounce houses, pictures with Santa, and lots of fun! We distribute holiday gifts to all children in attendance.

Every Saturday and Sunday, AJ opens its parking lot to local vendors to sell their products and goods at our Flea Market. We provide the opportunity for people to earn income by participating in our market.

Our clients receive free professional interview and work place clothing through the AJ Boutique. The boutique is open daily to the community at large for very low cost clothing and household items. Arriba Juntos accepts donations to support this effort.

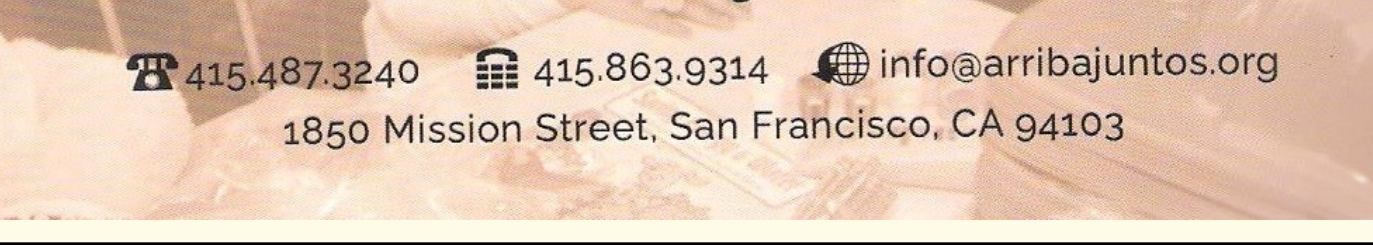
Arriba Juntos partners with the San Francisco Petalio Division Project for the Project 20 Program. Individuals who cannot afford to prefer to do volunteer community service in lieu of paying parking citation fines may come to AJ to complete their volunteer hours.

Arriba Juntos has a unique partnership with Five Keys Charter School. Five Keys is an onsite provider of high school courses and GED preparation classes for AJ clients participating in a community based learning program. Certified teachers provide individual learning plans which are developed to match each student's education level. This enables students to earn their high school diploma or GED as quickly as possible.

TAX PREPARATION ASSISTANCE
Arriba Juntos has started offering free income tax preparation and filing services for our clients and low-income individuals.

Arriba Juntos thanks all of our In-Kind donors such as Work Participation Clients, and other community volunteers for their time they invested in our organization to help us make San Francisco one of the greatest places in the country.

Thank You



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