

SIP Program Key Performance Indicators (KPIs)

To measure the social impact of the Social Impact Partnership (SIP) program, Key Performance Indicators (KPIs) must be collected. The following KPIs, along with any additional metrics, are required for Firms to gather from their beneficiaries as part of receiving SIP commitments.

Participant demographics (highlighted) are mandatory for reporting. Additional KPIs specific to Program Areas are also requested. If any of the mandatory KPIs are not applicable in certain cases, please schedule a meeting with the SIP staff to discuss.

These KPIs are designed to reflect the impact of your SIP commitments and showcase your Firm's significant contribution to the communities where the SFPUC project is located.

We encourage you to provide additional documentation, such as photos (preferably in JPEG format), participant or beneficiary profiles, flyers, program booklets, and any other materials that highlight the impact of your efforts. Your contributions will help showcase the success of your Firm's participation in the program!

Participant Demographics for Programs (specify the # of participants in each category)

1. Age

- a. 0-5
- b. 6-13
- c. 14-17
- d. 18-24
- e. 25-65
- f. 66+

2. Ethnicity/Race

- a. American Indian/Indigenous
- b. African American/Black
- c. Asian
- d. Latino/a/x
- e. Pacific Islander
- f. White/Caucasian
- g. Mixed Race/Ethnicity/Other

3. Gender

- a. Female
- b. Male
- c. Transgender
- d. Non-Binary
- e. Other

4. Zip codes

Event Metrics (may apply to all areas- e.g. Workshops, Presentations, Fairs)

1. # of Event(s) Supported
2. Name of Event(s) Supported
3. Estimated # of Participants Served at Event(s)

Job Training, Exposure and Internships

1. Name of Program and Type – training, internship, etc.
2. # of Interns/Trainees Supported or Enrolled
2. # of Interns/Trainees Who Successfully Completed Program
3. # of Interns/Trainees Who Secured Jobs or Another Placement After Program

KPIs on Barriers to Employment Addressed for Trainees (if applicable)

4. # of Trainees Who Received Tools and Work Materials
5. # of Trainees Who Received Personal Protective Equipment
6. # of Trainees Receiving Childcare Services
7. # of Trainees Who Received Transportation
8. # of Trainees' Union Dues Paid
9. # of Trainees' Driver's License Fees Paid
10. # of Trainees with Other Barriers Addressed

Small Business Support

1. Name(s) of Non-Profit who supported and the Local Business(es) Supported
2. Industry of Local Business(es) Supported
3. Name of Communities, Neighborhoods, or Client Type Supported
4. # of Existing Employees Retained at Each Local Business Supported
5. # of New Employees Hired and/or Jobs Created by Each Local Business Supported
6. # of Businesses Prevented from Immediate Closure or Displacement

Education

1. Names of School(s) Served
2. Name and Type of educational issue addressed
3. # of Youth/Students Served
4. # of Staff/Teachers Served (if applicable)
5. Type of Activities – classroom presentations, tutoring, scholarships, fieldtrips

Environment and Community Health

1. Type of environmental and/or health inequity addressed
2. Name of Project
3. Name of Communities or Neighborhoods Served
4. What type of projects were undertaken; legal services, food security, beach, park clean-up, local farming, housing
5. # of Families/Households Served (if applicable)
6. # of Youth Served (if applicable)
7. # of Adults Served (if applicable)

8. Types of Households Served (if applicable)
9. Other Socio-Economic Factors