



Social Impact Office



We create equitable access to the airport's economic opportunities – uplifting small, local, and historically underrepresented businesses and supporting a thriving tenant workforce.

Who We Are

Social Impact

Workforce Standards & Development

Ensure continuity of operations at the airport by investing in workforce strength and stability.

Business & Career Center

Promote economic inclusion by providing individualized support and resource navigation.

Economic & Community Development

Build a healthy, inclusive entrepreneurial ecosystem by connecting underutilized businesses to airport opportunities.

Programs & Partnerships

Workforce Standards & Development

Quality Standards Program (QSP)

Worker Retention Policy

Project Labor Agreement (PLA)

Labor Peace / Card Check

OEWD Partnership Work Order

First Source Hiring, Local Hire, CityBuild, NOVAworks

OLSE Partnership Work Order

Prevailing Wage, HCAO, HAO, MCO

TTX Partnership Work Order

Smart Money Coaching

Business & Career Center

Job Readiness Workshops

Jobseeker Services

Job Fairs & Career Opportunities

Employee Resources

Contract Readiness Workshops

Small Business Certification Support

Outreach Event & Mixers

Contract Opportunities

Economic & Community Development

Airport Concessions Disadvantaged Business Enterprise (ACDBE)

Disadvantaged Business Enterprise (DBE)

Small Business Enterprise (SBE)

Small Business Enterprise Concession (SBEC)

CMD Work Order

Local Business Enterprise (LBE)

Equal Benefits Program (Article 131)

Upcoming Opportunities

- <https://www.flysfo.com/business/small-business-development>
- [Business Forecast for Construction & Trade Services](#)
- [Business Forecast for Concessions](#)
- [Current Opportunities](#)
- [Upcoming Opportunities](#)
- [City and County of SF Opportunities](#)



OpenGov Procurement Portal:

<https://procurement.opengov.com/portal/sfoconstruction>

OpenGov Procurement

San Francisco Airport (Construction)
San Francisco, CA
All dates and times in Pacific Time
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Procurement Portal

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Project Title	Project ID	Status	Addenda	Release Date	Due Date
As-Needed Agreements for Airport-Wide Electrical Repairs and Construction	12161.51 - 12161.53	Coming Soon	-	-	-
Design-Build Services for the Terminal Upper-Level Viaduct Resurfacing Project	11853.66	Coming Soon	-	-	-
Project Delivery Partners for the Terminal Upper-Level Viaduct Resurfacing Project	11853.41	Coming Soon	-	-	-
Building Energy and Electrification Program (BEEP)	11836.61	Coming Soon	-	-	-
Bridge Deck Resurfacing	11852.61	Coming Soon	-	-	-
Design-Build Services for the Airport Tenant Relocations Project	12023.66	Coming Soon	-	-	-
Storm Drain Pump Station 6 - Replacement and Infiltration Repairs	11870.61	Coming Soon	-	-	-
Design-Build Services for Water Treatment Plant Upgrades	11975.66	Coming Soon	-	-	-
Design & Construction Business Forecast 2026 - Q2 Issuance	BF-2026-Q2	Open	0	3/17/2026	6/30/2026
Design & Construction Business Forecast 2026 (Q2 Issuance)	BF -2026-Q2	Closed New version to be uploaded.	0	3/16/2026	6/30/2026

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Small Business Element

The Airport is committed to supporting the participation of small businesses as prime contractors, joint venture partners, and/or sublessees in its concessions through SFO's Small Business Element:

Small Business Enterprise
(SBE)



Small Business Enterprise
Concession (SBEC)





Confirmed Exhibitors

- BMO
- Gate Gourmet
- UCSF
- Montez Group
- Nibbi Brothers General Contractors
- NOVAworks
- Pacific Aviation
- Renaissance Entrepreneurship
- Turner Construction Company
- Swinerton
- United Airlines
- Clark Construction
- And more



2026 Resource Fair

Building Pathways Where Opportunity Takes Flight.

TUESDAY, MARCH 24, 2026 | 9:30 AM TO 2:00 PM
Oakland Convention Center at Oakland Marriott City Center
 550 10th St, Oakland, CA 94607
(You can enter through the Oakland Marriott City Center Hotel)

The San Francisco International Airport (SFO) is hosting its third Resource Fair in partnership with the City of Oakland and the Business Outreach Committee, a coalition representing Bay Area transit and transportation agencies. The fair is a one-of-a-kind event designed to connect jobseekers with employers and provide businesses with access to information and opportunities.

Guest Speakers | 9:45 AM - 10:00 AM

Confirmed Exhibitors | 9:30 AM - 2:00 PM

<ul style="list-style-type: none"> • Academy of Truck Driving • AECOM • Aerotek • AGI Cargo, LLC • Alameda County Transportation Commission • America Works • Bay Area Rapid Transit (BART) • BMO • Caltrans District 4 • CCS Global Tech • City of Oakland • City of San Jose - San Jose Mineta International Airport (SJC) • Clark Construction • Clear • Construction Testing Services • Dnata • East Bay Small Business Development Center • Enterprise Mobility • Execushield • Compass Hospitality Group 	<ul style="list-style-type: none"> • Gate Gourmet, Inc • Gensler • Golden Gate Bridge, Highway & Transportation District • Guzman Construction Group • HALCON • hb+a Architects • Henzel Phelps Construction • Hertz • iHealth 360, LLC • JGM, Inc. • LSG Sky Chefs • McCarthy Building Companies • McGee Air Services • Menzies Aviation • Metropolitan Transportation Commission (MTC) • Montez Group, Inc. • National University • New Door Ventures • Norcal APEX Accelerator • Oakland Private Industry Council, Inc. • Pacific Aviation 	<ul style="list-style-type: none"> • Palcare • Panasonic • Paradises Lagardere • Patelco Credit Union • Peralta College • Port of Oakland • Port of San Francisco • Renaissance Entrepreneurship Center • Rubicon Programs • San Francisco Fire Department Airport Division • San Francisco Public Utilities Commission • San Francisco Municipal Transportation Agency • San Mateo County Transit District • San Mateo County Union Community Alliance • Santa Clara Valley Transportation Authority (VTA) • Silver Dragon Cafe, LLC • Skanska USA 	<ul style="list-style-type: none"> • Swinerton • Swissport • Swords to Plowshares • Southwest Airlines • The Allen Group, LLC • The Unity Council • Turner Construction Company • U.S. Customs and Border Protection (CBP) • United Airlines • University of California San Francisco (UCSF) • Veterans In Business Network • VST Engineering Inc. • Walsh Construction Company II, LLC • Webcor • Western Regional Minority Supplier Development Council (WMRSDC) • World System Builder • WSP • XL Construction • And More!
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Breakout sessions

Session 1: Preparing for Employment Opportunities at the Airport
10:30 AM - 11:45 AM

- Lao Family Community Development
- Oakland Economic and Workforce Development Department
- Oakland Private Industry Council
- Port of Oakland

Session 2: How to Do Business with Public Agencies
11:00 AM - 12:30 PM

- City of Oakland
- Port of San Francisco
- San Francisco Public Utilities Commission
- University of California San Francisco
- Business Outreach Committee

Panel Discussion | 10:00 AM - 11:00 AM
How to Do Business at SFO

- Design & Construction
- Procurement Services
- Revenue Development & Management
- Technology Sourcing Management



REGISTER HERE
 (650) 456-7966 | community@fysfo.com
sfoconnect.com/sfo-business-and-career-center



Questions and Contact

Please complete the event engagement form



Location

Business and Career Center

International Terminal A – Departures Level (across from the SFO Medical Clinic)



Contact

smallbusiness@flysfo.com; 650-821-5021

<https://www.flysfo.com/business/small-business-development>

