



Program Career Exploration Program

Strategy: Career Awareness and Employment Support

End-of-Year Profile  
FY2021-2022

The HCSA Career Exploration Program (HCSA-CEP) is designed to: 1) Encourage Oakland youth of color to explore non-clinical health careers and Allied health careers; 2) Increase awareness of health services-related jobs, and 3) Prepare the future health workforce for entry-level positions in the County. To this end, HCSA-CEP provides 30 10th-12th graders with a comprehensive 100-hour summer internship and another 20 youth with 160-hour year-long internships. In HCSA-CEP, HCSA acts as our own primary employer, providing an extensive menu of workforce placements connecting youth to mentors.

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: 16

Number of Youth Placed in Jobs or Internships: 0

Total Hours of Service Provided: 1,560

Total Hours of Work Experience Provided: 0

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	100%	118%
Progress towards average hours of service per participant	78%	99%
Progress towards projected hours of service	78%	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	80%
Percent of youth receiving at least 10 hours of work experience	73%

Percent of Youth in Agreement

No surveys submitted	94%
	87%

Participant Outcomes: Is anyone better off?

Percent of Youth in Agreement

No surveys submitted	92%
	93%
	91%

### Hours of Work Experience

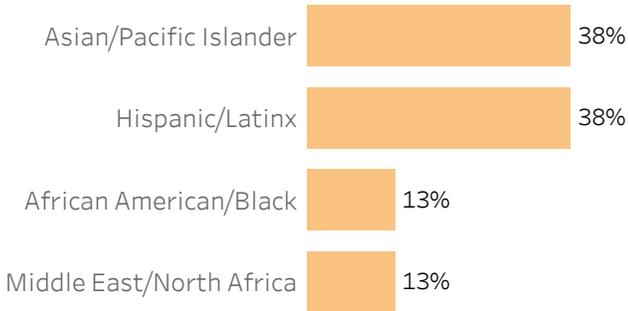
Average Hours: None

### Wages Earned

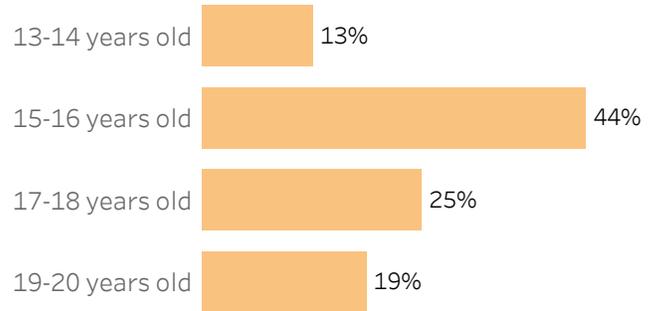
Average Wages: None

## Youth Demographics Total Enrollment: 16

### Race/Ethnicity



### Age (as of first day of grant)



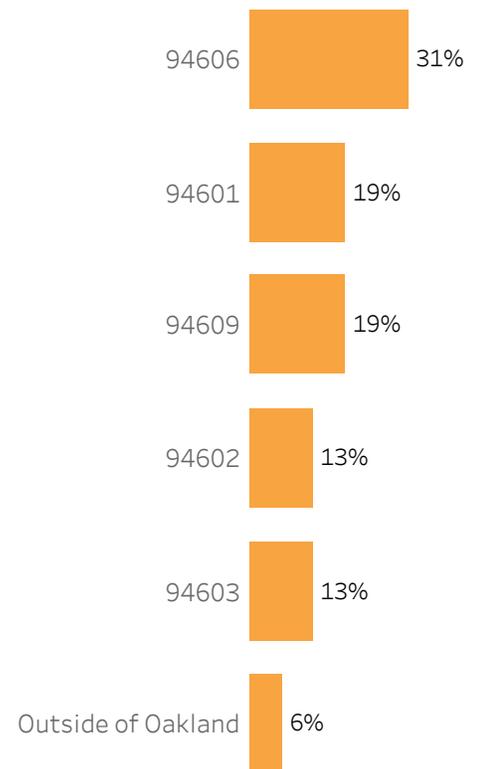
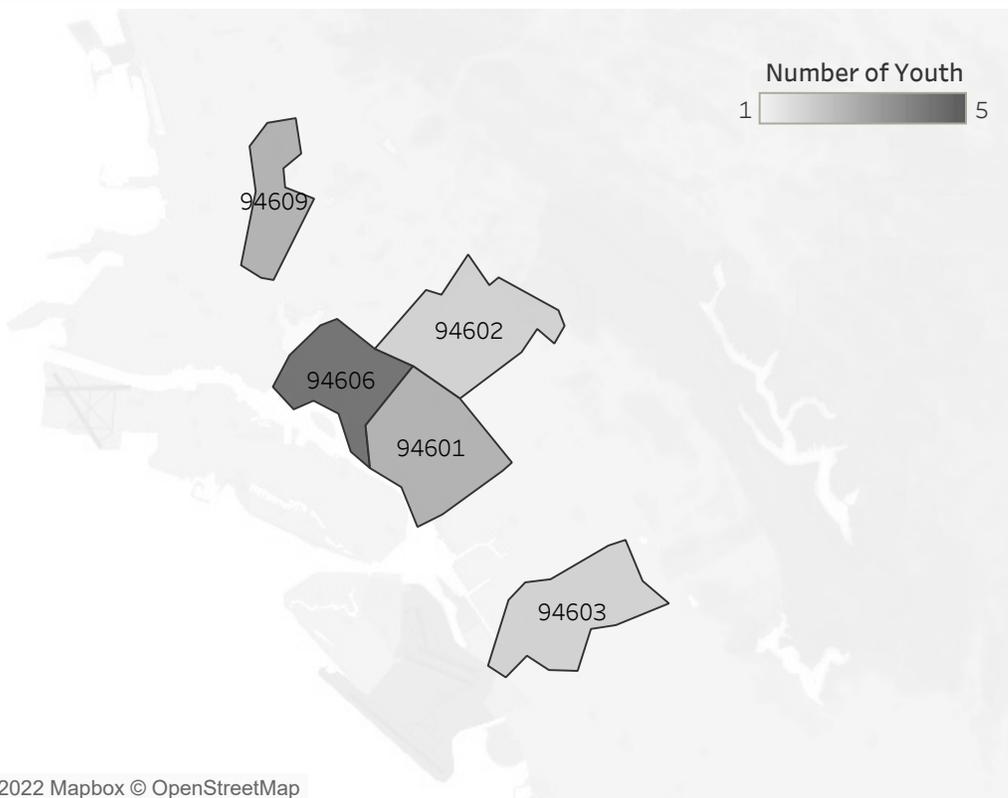
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code



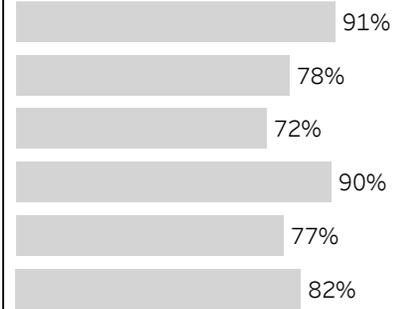
## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

No surveys submitted

### Strategy-Level Scores



	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
	0%	1%	9%	46%	43%
	1%	1%	7%	46%	45%
	1%	1%	4%	46%	48%
	1%	1%	10%	51%	38%
	0%	1%	12%	43%	44%
	1%	4%	36%	36%	23%
	0%	4%	25%	43%	26%
	1%	3%	22%	47%	26%
	0%	2%	9%	52%	36%
	1%	1%	6%	43%	49%
	0%	3%	19%	45%	33%
	1%	4%	22%	46%	27%
	1%	2%	19%	49%	29%
	1%	2%	14%	46%	38%
	0%	1%	5%	52%	42%
	1%	2%	15%	50%	32%
	1%	7%	29%	39%	24%
	1%	1%	13%	48%	38%

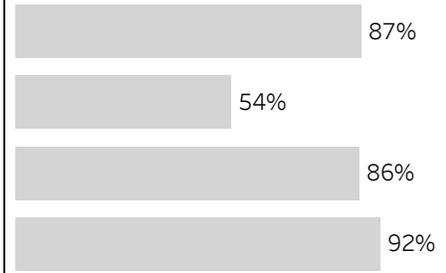
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

No surveys submitted

### Strategy-Level Scores



Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
1%	4%	14%	44%	37%
0%	2%	5%	44%	49%
1%	2%	11%	45%	42%
4%	18%	30%	28%	21%
3%	10%	27%	33%	27%
0%	2%	17%	52%	29%
0%	1%	6%	50%	42%
0%	3%	13%	49%	36%
0%	1%	6%	45%	47%
0%	1%	6%	46%	47%
0%	1%	8%	48%	43%



Program Oakland Health Careers Collaborative

Strategy: Career Awareness and Employment Support  
 Annual Grant Funding: \$318,000

End-of-Year Profile  
 FY2021-2022

Oakland Health Careers Collaborative (OHCC) is a public-private partnership of 4 established Oakland entities: 2 large safety-net hospitals, a nonprofit, and OUSD. OHCC supports OUSD’s Linked Learning strategy and Health Academies. Its work-based learning (WBL) programs incorporate best practices in career awareness, work-readiness, & postsecondary prep. OHCC will: -provide 32,329 units of service (UOS)/year to 509 underrepresented minority (URM) youth ages 14-21 (63 UOS/youth) to prepare them for academic and career success -increase the # of URM youth pursuing careers in health professions

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs’ quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: 500

Number of Youth Placed in Jobs or Internships: 452

Total Hours of Service Provided: 16,185

Total Hours of Work Experience Provided: 16,070

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	137%	118%
Progress towards average hours of service per participant	66%	99%
Progress towards projected hours of service	91%	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	90%	80%
Percent of youth receiving at least 10 hours of work experience	65%	73%

Percent of Youth in Agreement

I feel safe in this program.	100%	94%
There is an adult at this program who cares about me.	86%	87%

Participant Outcomes: Is anyone better off?

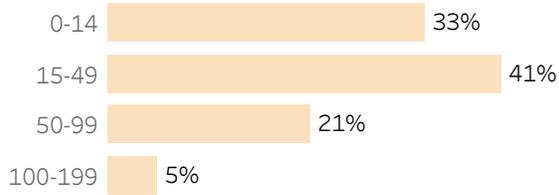
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	100%	92%
In this program, I learned about jobs I can have in the future.	97%	93%
This program taught me how to get along with others in a work setting.	92%	91%

# Work Experience Outcomes Total Placed in Internships and Jobs: 452

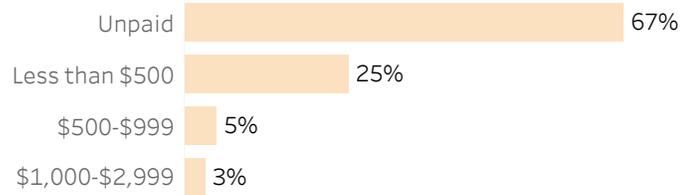
## Hours of Work Experience

Average Hours: 36



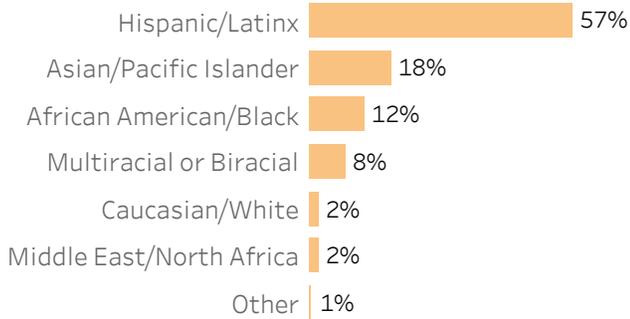
## Wages Earned

Average Wages: 149.3

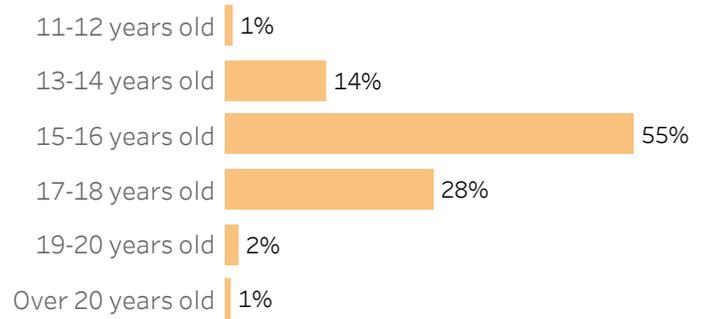


# Youth Demographics Total Enrollment: 500

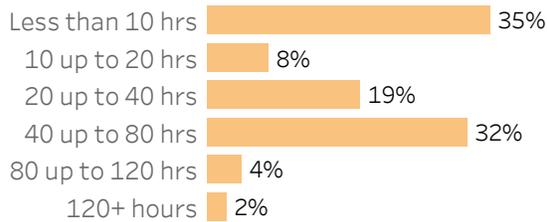
## Race/Ethnicity



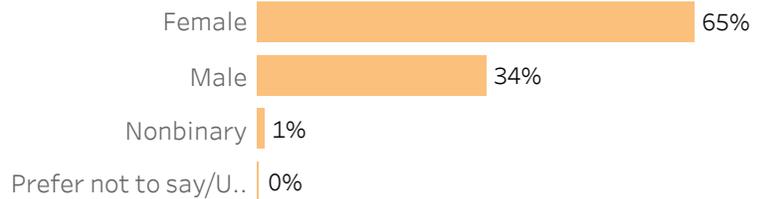
## Age (as of first day of grant)



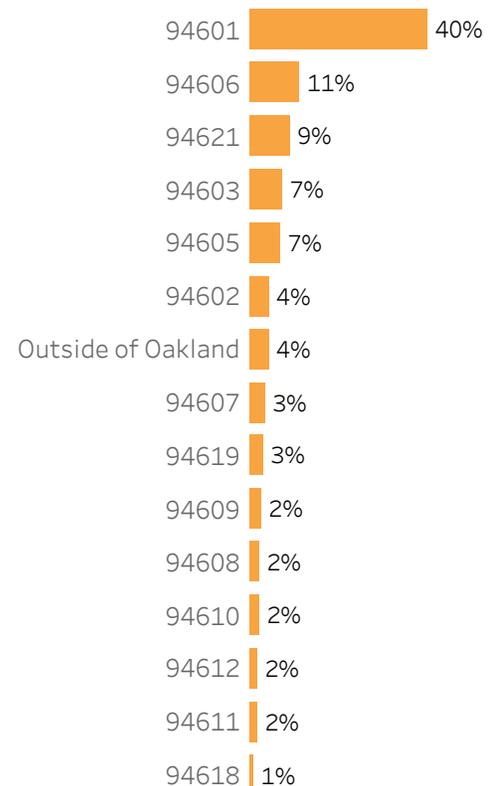
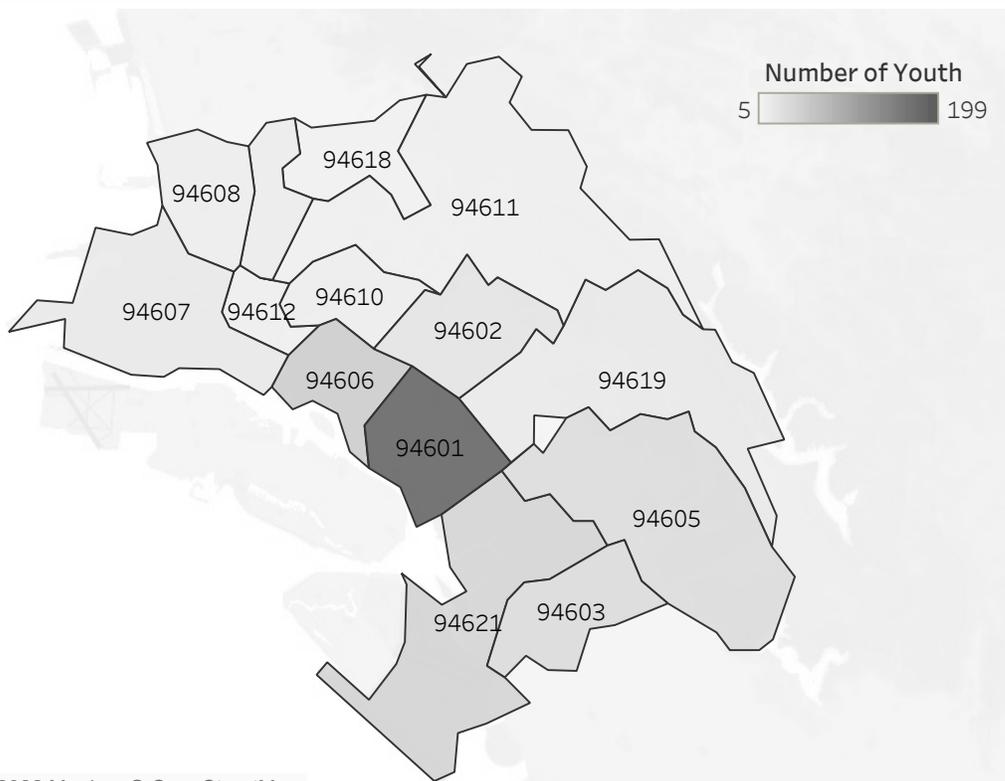
## Hours of Attendance



## Gender



# Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 91)

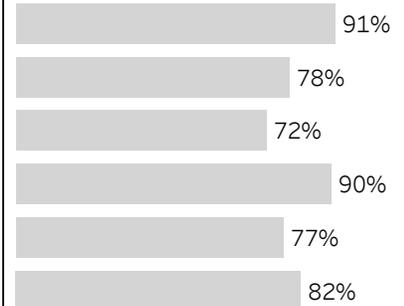
## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



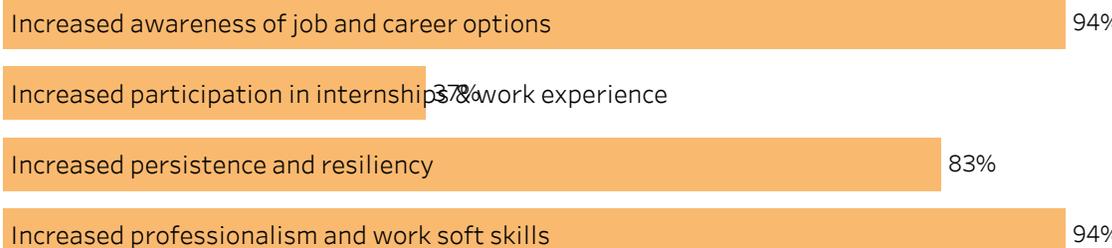
		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	1%	7%	47%	45%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	0%	0%	3%	32%	64%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	1%	3%	51%	45%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	2%	19%	48%	31%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	14%	44%	42%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	1%	0%	54%	30%	15%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	5%	34%	36%	24%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	3%	21%	49%	26%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	2%	21%	41%	36%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	1%	0%	1%	24%	74%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	1%	16%	48%	34%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	3%	30%	39%	28%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	4%	21%	51%	24%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	7%	47%	46%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	0%	2%	48%	50%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	2%	12%	51%	35%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	1%	8%	37%	35%	19%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	0%	4%	52%	44%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 91)

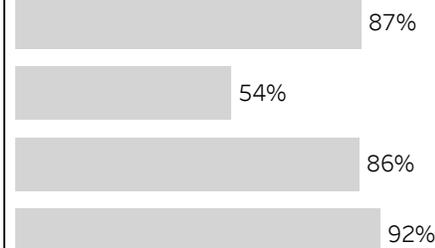
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	2%	8%	40%	51%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	1%	2%	24%	73%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	0%	4%	37%	59%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	7%	20%	51%	14%	9%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	7%	42%	26%	25%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	1%	21%	48%	30%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	1%	8%	53%	38%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	3%	17%	50%	30%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	0%	35%	65%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	2%	8%	45%	45%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	0%	8%	43%	49%	0%	1%	8%	48%	43%



**Program Biotech Partners' Biotech Academy at Oakland Technical High School**

**Strategy:** Career Awareness and Employment Support  
**Annual Grant Funding:** \$138,600

**End-of-Year Profile  
 FY2021-2022**

Biotech Partners will serve 25 low-income, primarily African-American & Latinx OTH 11th graders, providing them comprehensive biotech academic & workforce readiness training daily in Biotech 1 & 2 class as juniors, preparing 20 for paid 8-week 20 hour-week internships in bioscience organizations, overseen by trained & vetted Supervisor Mentors. At least 20 will return to 12th grade Biotech 3 & 4, to further their bioscience understanding & skills. Outcomes include: 100% of students will successfully complete internships & 100% of seniors will graduate & enroll in post-secondary education.

**Program Score Card**

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

**Program Achievements: How much did we do?**

Total Youth Served: **121**

Number of Youth Placed in Jobs or Internships: **20**

Total Hours of Service Provided: **15,778**

Total Hours of Work Experience Provided: **2,400**

**Program Performance and Quality: How well did we do it?**

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	<b>139%</b>	118%
Progress towards average hours of service per participant	<b>89%</b>	99%
Progress towards projected hours of service	<b>124%</b>	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	<b>17%</b>	80%
Percent of youth receiving at least 10 hours of work experience	<b>17%</b>	73%

Percent of Youth in Agreement

I feel safe in this program.	<b>74%</b>	94%
There is an adult at this program who cares about me.	<b>68%</b>	87%

**Participant Outcomes: Is anyone better off?**

Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	<b>81%</b>	92%
In this program, I learned about jobs I can have in the future.	<b>91%</b>	93%
This program taught me how to get along with others in a work setting.	<b>78%</b>	91%

# Work Experience Outcomes Total Placed in Internships and Jobs: 20

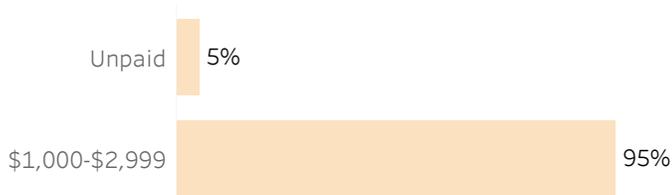
## Hours of Work Experience

Average Hours: 120



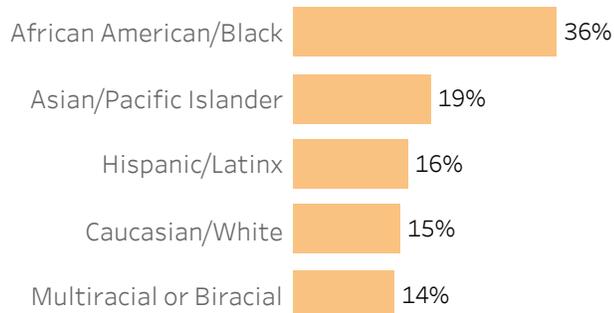
## Wages Earned

Average Wages: 2,242

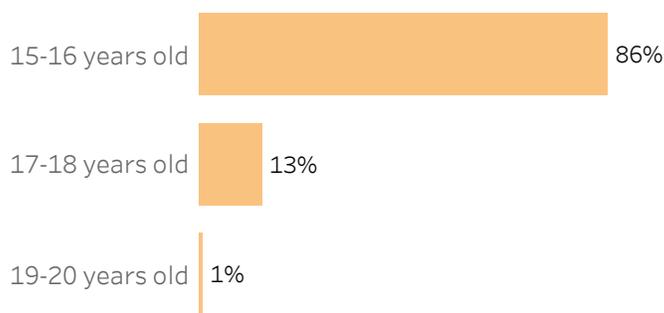


# Youth Demographics Total Enrollment: 121

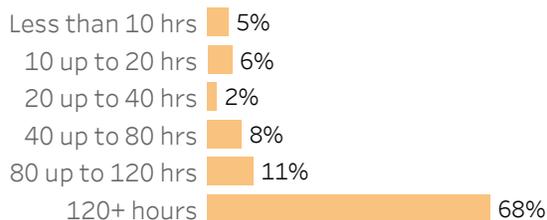
## Race/Ethnicity



## Age (as of first day of grant)



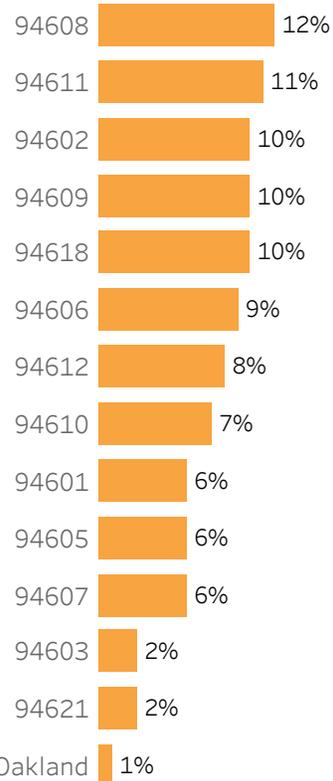
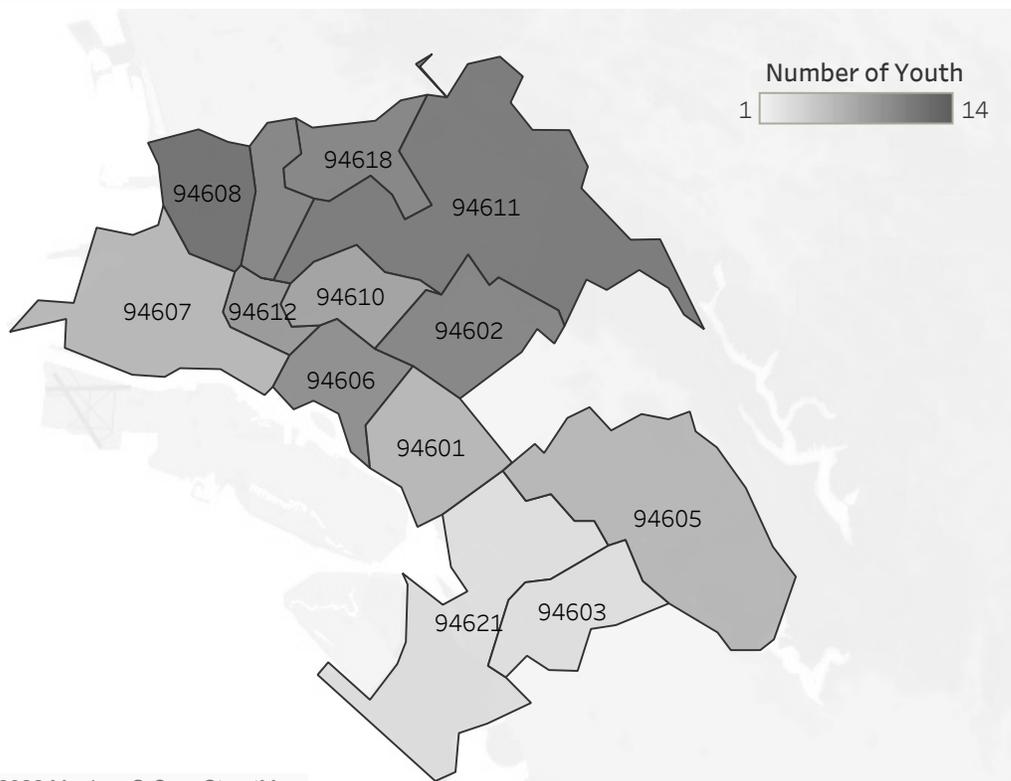
## Hours of Attendance



## Gender



# Distribution of Participants by Zip Code

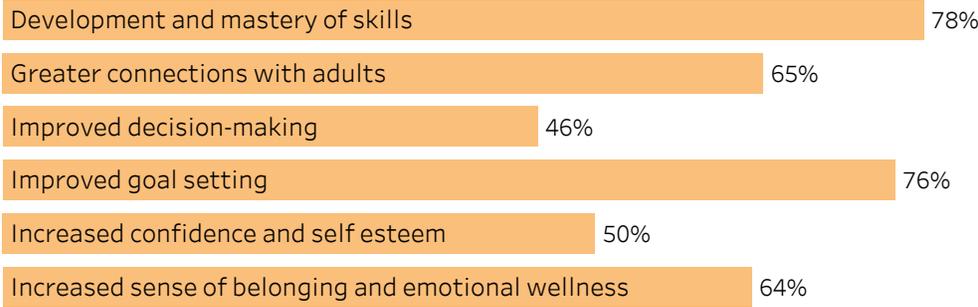


# Youth Survey Results (Number of surveys collected: 71)

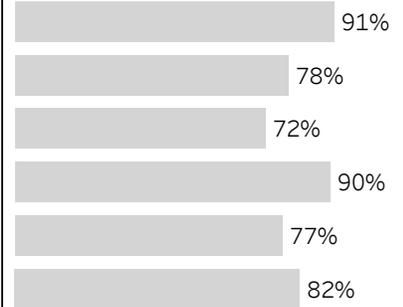
## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	1%	3%	32%	48%	15%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	3%	4%	14%	54%	25%	1%	1%	7%	46%	45%
	In this program, I try new things.	1%	0%	4%	52%	42%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	3%	4%	11%	65%	17%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	2%	5%	26%	53%	15%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	6%	17%	33%	34%	10%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	1%	12%	34%	43%	10%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	3%	12%	46%	37%	3%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	3%	9%	16%	57%	16%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	6%	14%	65%	15%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	3%	9%	32%	48%	9%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	9%	15%	35%	37%	4%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	4%	6%	35%	40%	15%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	3%	10%	31%	44%	11%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	4%	13%	65%	18%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	1%	7%	24%	56%	12%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.						1%	7%	29%	39%	24%
	This program is a place where people care about each other.	3%	6%	41%	42%	8%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 71)

## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Increased awareness of job and career options 80%

Increased participation in internships & work experience 43%

Increased persistence and resiliency 71%

Increased professionalism and work soft skills 83%

### Strategy-Level Scores

87%

54%

86%

92%

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	1%	9%	13%	49%	28%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	3%	6%	61%	30%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	4%	4%	19%	46%	26%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	6%	28%	28%	28%	9%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	7%	19%	28%	35%	12%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	6%	36%	51%	7%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	1%	1%	10%	59%	28%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	10%	23%	46%	20%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	1%	6%	12%	57%	24%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	3%	6%	50%	41%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	3%	19%	56%	22%	0%	1%	8%	48%	43%



Program Bridges from School to Work

Strategy: Career Awareness and Employment Support  
 Annual Grant Funding: \$109,900

End-of-Year Profile  
 FY2021-2022

Bridges from school to work (Bridges) is a workforce development program serving opportunity youth and youth with special needs ages 17 - 24. Bridges provides comprehensive job-readiness skills training, job development, placement, and retention services to participants for up to 2 years. The program’s focus is on competitive employment in the private sector to encourage a successful transition to the world of adult employment. Bridges is not an internship program, but a real employment agency that helps participants find real jobs in their community.

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs’ quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: 72

Number of Youth Placed in Jobs or Internships: 26

Total Hours of Service Provided: 5,214

Total Hours of Work Experience Provided: 4,412

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	120%	118%
Progress towards average hours of service per participant	67%	99%
Progress towards projected hours of service	80%	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	36%	80%
Percent of youth receiving at least 10 hours of work experience	36%	73%

Percent of Youth in Agreement

I feel safe in this program.	93%	94%
There is an adult at this program who cares about me.	87%	87%

Participant Outcomes: Is anyone better off?

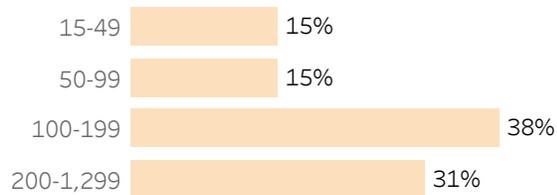
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	100%	92%
In this program, I learned about jobs I can have in the future.	87%	93%
This program taught me how to get along with others in a work setting.	87%	91%

## Work Experience Outcomes Total Placed in Internships and Jobs: 26

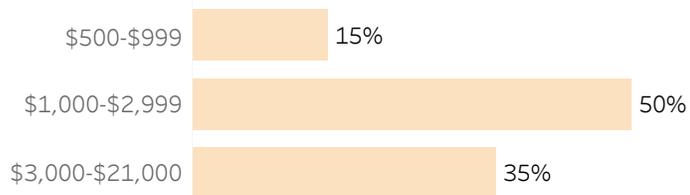
### Hours of Work Experience

Average Hours: 170



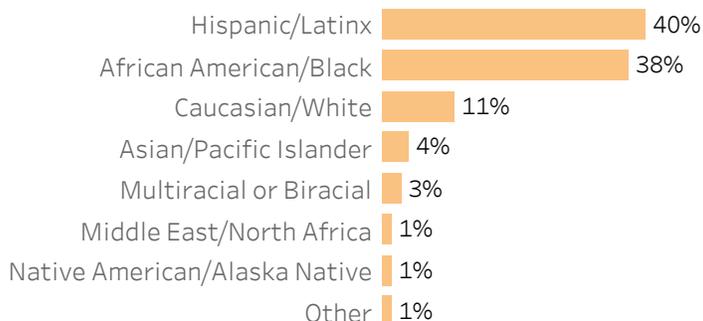
### Wages Earned

Average Wages: 2,990

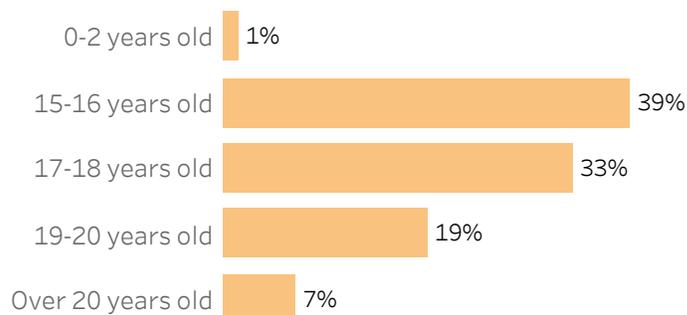


## Youth Demographics Total Enrollment: 72

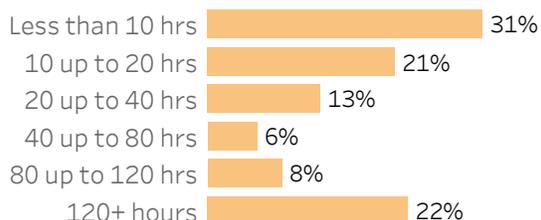
### Race/Ethnicity



### Age (as of first day of grant)



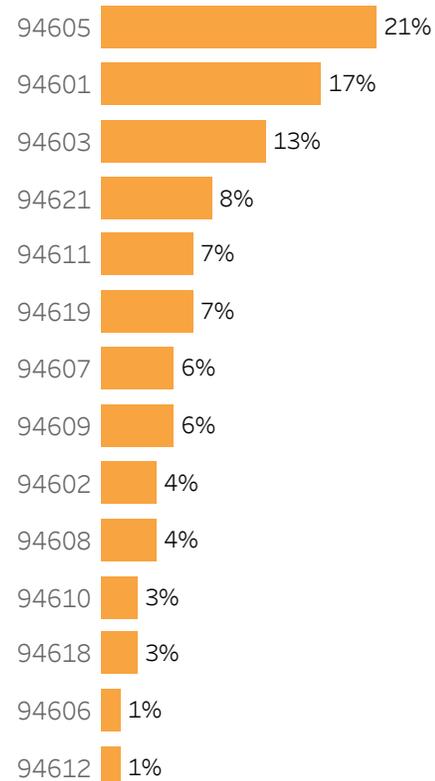
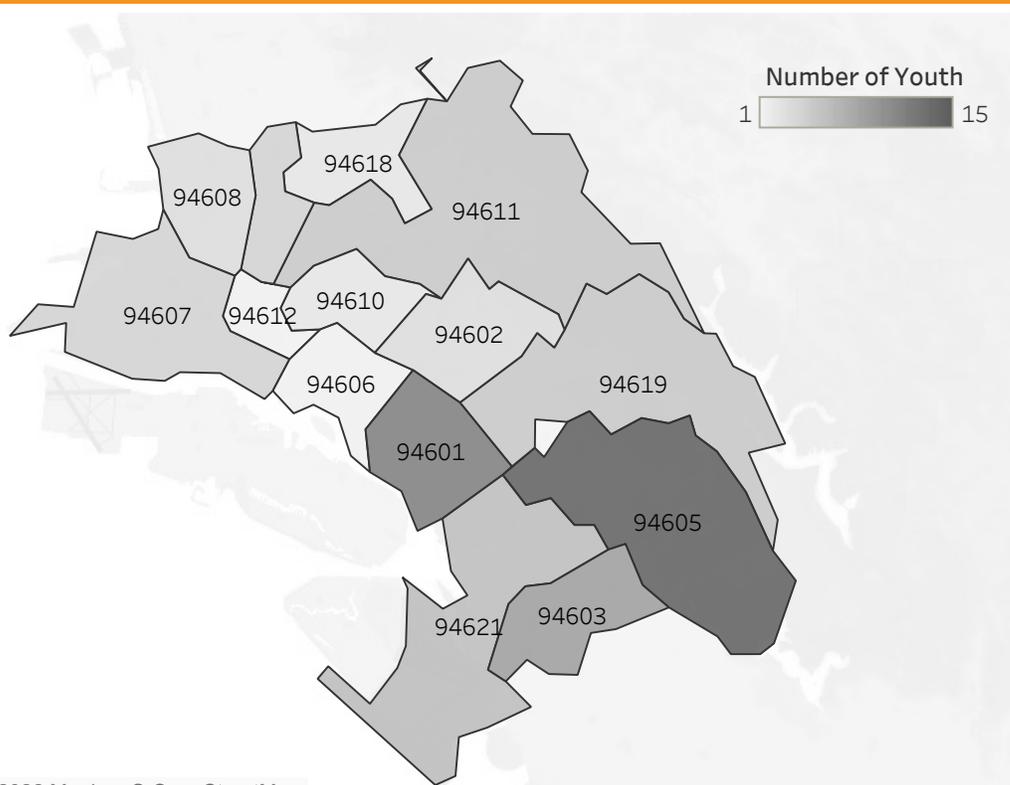
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 15)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Development and mastery of skills	93%
Greater connections with adults	76%
Improved decision-making	87%
Improved goal setting	100%
Increased confidence and self esteem	84%
Increased sense of belonging and emotional wellness	84%

### Strategy-Level Scores

Development and mastery of skills	91%
Greater connections with adults	78%
Improved decision-making	72%
Improved goal setting	90%
Increased confidence and self esteem	77%
Increased sense of belonging and emotional wellness	82%

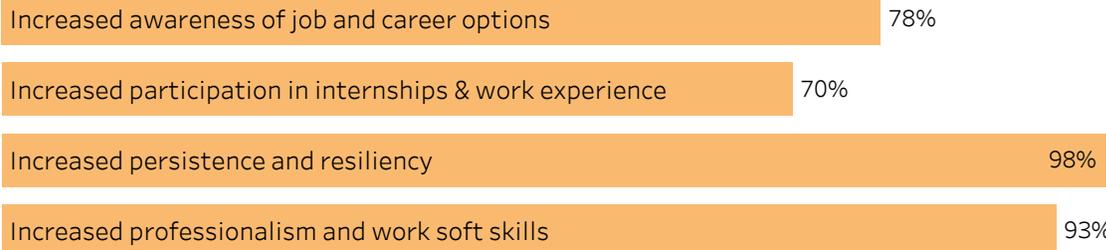
		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	20%	53%	27%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	0%	0%	0%	60%	40%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	0%	0%	80%	20%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	20%	47%	33%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	13%	47%	40%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	0%	40%	40%	20%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	7%	7%	67%	20%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	13%	67%	20%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	0%	80%	20%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	0%	0%	60%	40%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	20%	60%	20%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	20%	60%	20%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	7%	60%	33%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	7%	60%	33%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	0%	7%	67%	27%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	0%	13%	60%	27%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	0%	7%	40%	40%	13%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	0%	7%	60%	33%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 15)

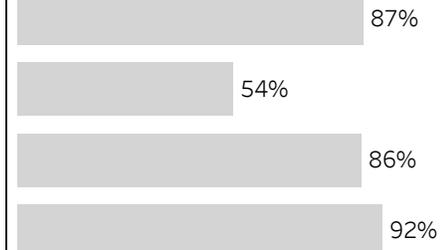
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	0%	40%	40%	20%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	0%	13%	53%	33%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	0%	13%	47%	40%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	0%	7%	13%	47%	33%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	13%	27%	40%	20%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	0%	67%	33%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	0%	0%	73%	27%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	7%	67%	27%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	0%	53%	47%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	0%	7%	47%	47%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	0%	13%	53%	33%	0%	1%	8%	48%	43%



Program Sisters on The Rise

Strategy: Career Awareness and Employment Support  
 Annual Grant Funding: \$147,900

End-of-Year Profile  
 FY2021-2022

YWFC seeks funds for 30 young people to participate in a unique 9 month paid internship called Sisters on the Rise. Through this program opportunity girls, women & TGNC youth ages 16-21 who are experiencing deep poverty will receive extensive leadership development training and then get hands-on experience in small business and food service or community organizing and work in the non-profit sector, gaining economic stability and becoming confident leaders. Our Interns will acquire the tools, skills, resources, and relationships to achieve economic independence and build new futures.

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: **31**

Number of Youth Placed in Jobs or Internships: **18**

Total Hours of Service Provided: **4,203**

Total Hours of Work Experience Provided: **3,765**

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	103%	118%
Progress towards average hours of service per participant	83%	99%
Progress towards projected hours of service	86%	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	58%	80%
Percent of youth receiving at least 10 hours of work experience	55%	73%

Percent of Youth in Agreement

I feel safe in this program.	100%	94%
There is an adult at this program who cares about me.	100%	87%

Participant Outcomes: Is anyone better off?

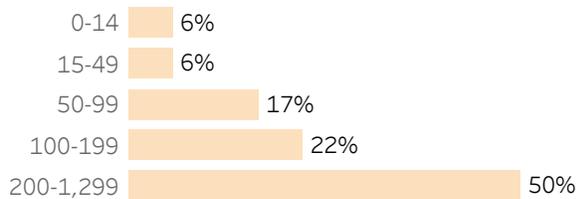
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	80%	92%
In this program, I learned about jobs I can have in the future.	80%	93%
This program taught me how to get along with others in a work setting.	80%	91%

## Work Experience Outcomes Total Placed in Internships and Jobs: 18

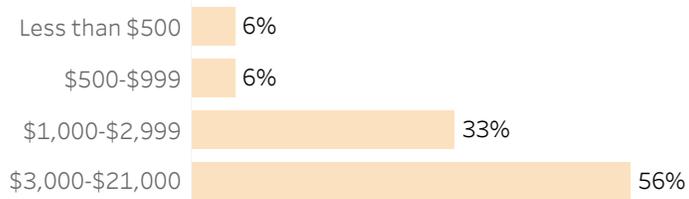
### Hours of Work Experience

Average Hours: 209



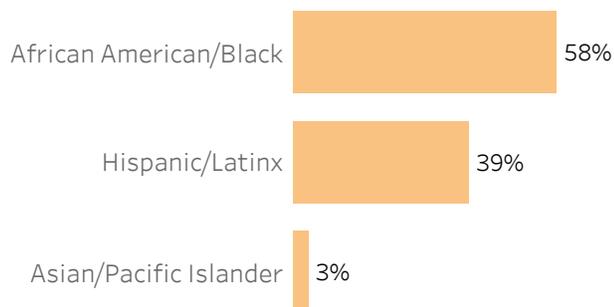
### Wages Earned

Average Wages: 3,760

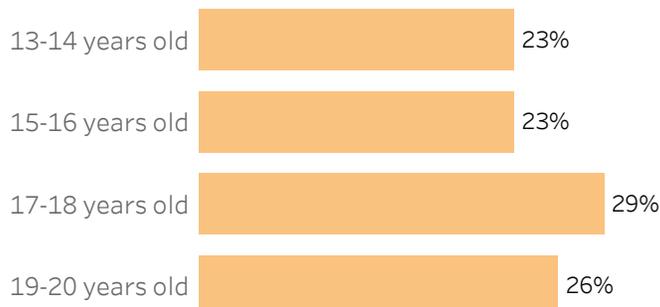


## Youth Demographics Total Enrollment: 31

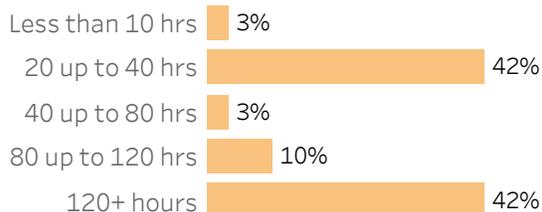
### Race/Ethnicity



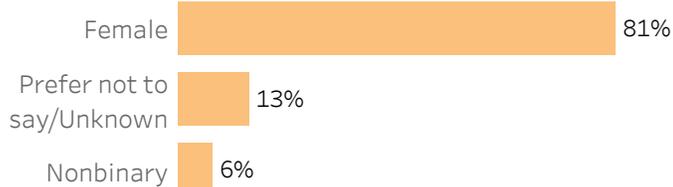
### Age (as of first day of grant)



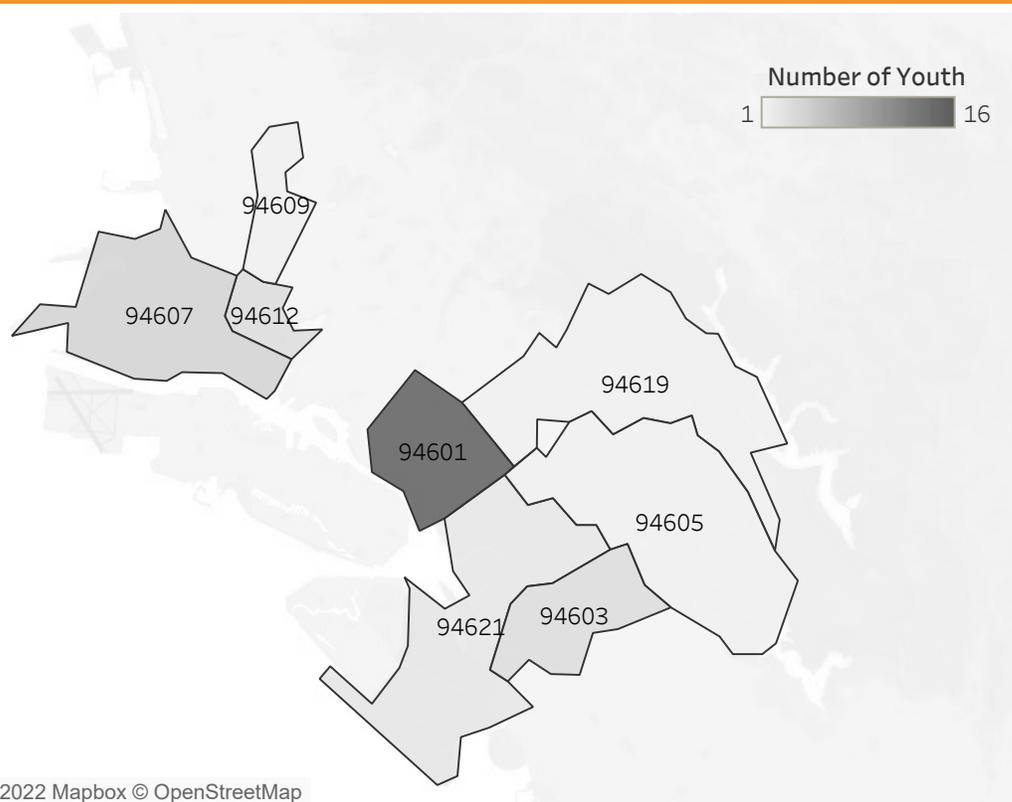
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 5)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Development and mastery of skills	93%
Greater connections with adults	93%
Improved decision-making	80%
Improved goal setting	80%
Increased confidence and self esteem	73%
Increased sense of belonging and emotional wellness	80%

### Strategy-Level Scores

Development and mastery of skills	91%
Greater connections with adults	78%
Improved decision-making	72%
Improved goal setting	90%
Increased confidence and self esteem	77%
Increased sense of belonging and emotional wellness	82%

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	0%	60%	40%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	0%	0%	20%	40%	40%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	0%	0%	20%	80%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	20%	60%	20%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	0%	40%	60%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	0%	0%	25%	75%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	0%	40%	40%	20%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	0%	40%	60%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	20%	0%	40%	40%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	0%	20%	60%	20%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	20%	20%	40%	20%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	20%	20%	20%	40%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	0%	100%	0%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	60%	0%	40%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	0%	0%	60%	40%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	0%	20%	60%	20%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.						1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	0%	0%	20%	80%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 5)

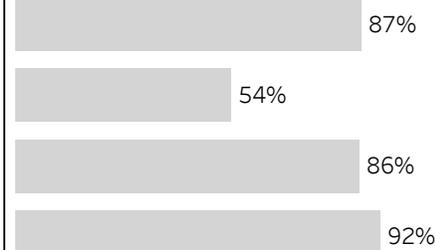
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	40%	20%	20%	20%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	0%	20%	40%	40%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	0%	40%	40%	20%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	0%	0%	40%	60%	0%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	0%	40%	40%	20%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	20%	80%	0%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	0%	0%	60%	40%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	20%	20%	0%	60%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	20%	60%	20%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	0%	20%	40%	40%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	0%	20%	60%	20%	0%	1%	8%	48%	43%



**Program Civicorps Academic and Professional Pathway**

**Strategy:** Career Awareness and Employment Support  
**Annual Grant Funding:** \$181,800

**End-of-Year Profile**  
**FY2021-2022**

Civicorps is a West Oakland-based nonprofit that helps opportunity youth earn high school diplomas, gain job skills, prepare for college, and embark on family-sustaining careers. Each year, we serve about 230 young adults ages 18-26 from Oakland and the greater East Bay. Our Academic and Professional Pathway is a year-round program that delivers paid job training, holistic academics, college and career counselling and placement, and wraparound support services. We achieve a graduation rate of 74% and one year after graduation, 85% of alumni are employed and/or enrolled in college.

**Program Score Card**

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

**Program Achievements: How much did we do?**

Total Youth Served: **60**

Number of Youth Placed in Jobs or Internships: **52**

Total Hours of Service Provided: **28,802**

Total Hours of Work Experience Provided: **24,905**

**Program Performance and Quality: How well did we do it?**

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	<b>102%</b>	118%
Progress towards average hours of service per participant	<b>122%</b>	99%
Progress towards projected hours of service	<b>124%</b>	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	<b>87%</b>	80%
Percent of youth receiving at least 10 hours of work experience	<b>85%</b>	73%

Percent of Youth in Agreement

I feel safe in this program.	<b>100%</b>	94%
There is an adult at this program who cares about me.	<b>100%</b>	87%

**Participant Outcomes: Is anyone better off?**

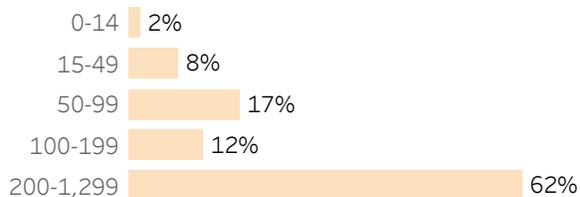
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	<b>100%</b>	92%
In this program, I learned about jobs I can have in the future.	<b>100%</b>	93%
This program taught me how to get along with others in a work setting.	<b>93%</b>	91%

## Work Experience Outcomes Total Placed in Internships and Jobs: 52

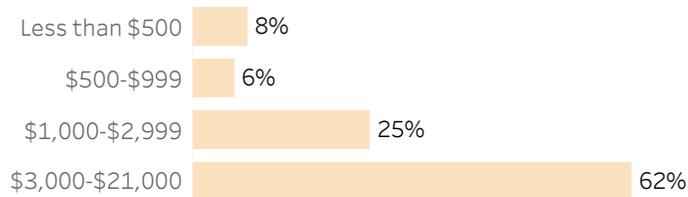
### Hours of Work Experience

Average Hours: 479



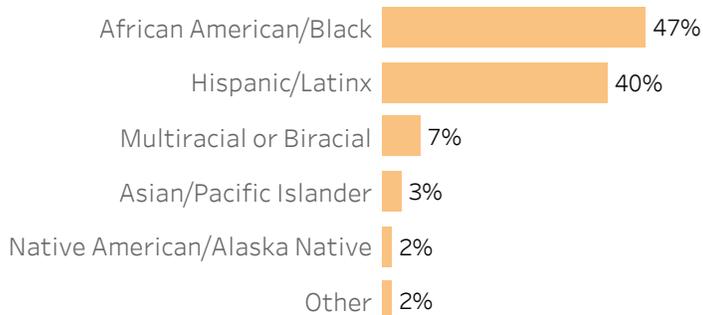
### Wages Earned

Average Wages: 7,891

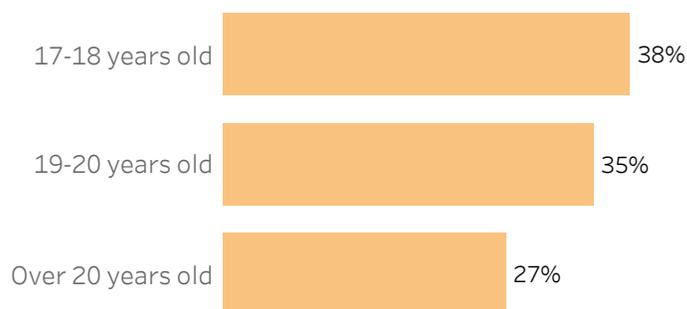


## Youth Demographics Total Enrollment: 60

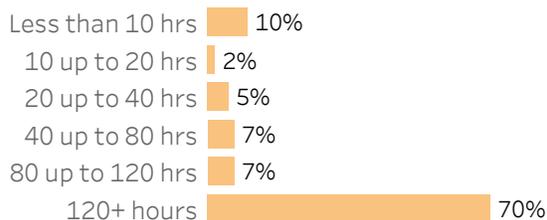
### Race/Ethnicity



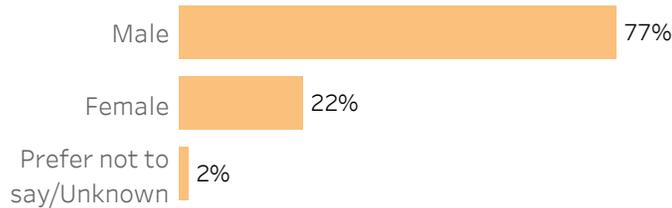
### Age (as of first day of grant)



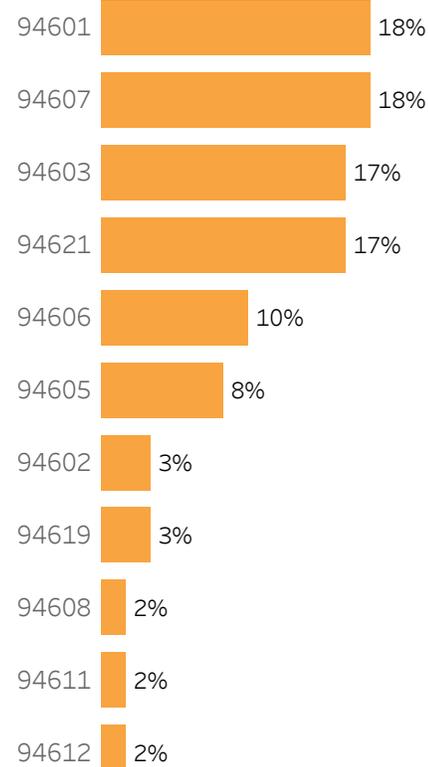
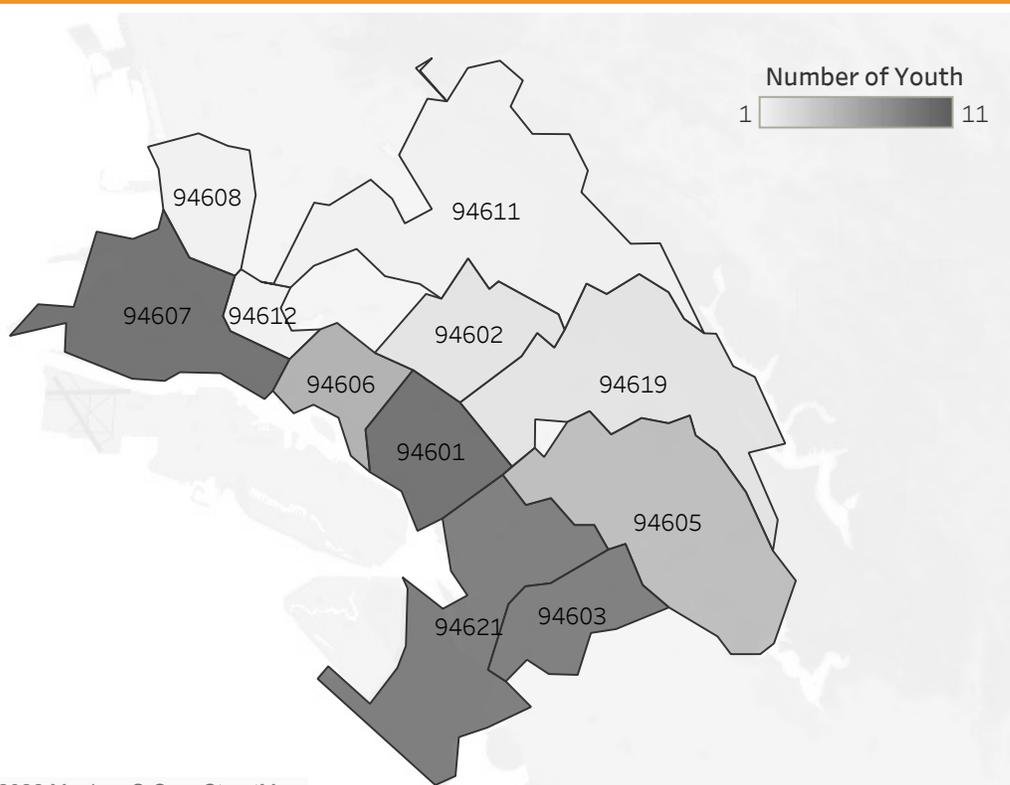
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 15)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Development and mastery of skills	93%
Greater connections with adults	96%
Improved decision-making	100%
Improved goal setting	100%
Increased confidence and self esteem	96%
Increased sense of belonging and emotional wellness	95%

### Strategy-Level Scores

Development and mastery of skills	91%
Greater connections with adults	78%
Improved decision-making	72%
Improved goal setting	90%
Increased confidence and self esteem	77%
Increased sense of belonging and emotional wellness	82%

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	0%	47%	53%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	7%	7%	7%	21%	57%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	0%	0%	33%	67%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	0%	33%	67%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	0%	13%	87%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	0%	13%	27%	60%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	0%	0%	47%	53%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	0%	40%	60%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	0%	53%	47%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	0%	0%	33%	67%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	0%	20%	80%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	0%	40%	60%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	13%	40%	47%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	0%	40%	60%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	0%	0%	40%	60%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	0%	0%	33%	67%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	0%	7%	20%	27%	47%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	0%	0%	36%	64%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 15)

## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Increased awareness of job and career options	96%
Increased participation in internships & work experience	80%
Increased persistence and resiliency	96%
Increased professionalism and work soft skills	98%

### Strategy-Level Scores

Increased awareness of job and career options	87%
Increased participation in internships & work experience	54%
Increased persistence and resiliency	86%
Increased professionalism and work soft skills	92%

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	0%	13%	33%	53%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	0%	0%	27%	73%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	0%	0%	33%	67%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	0%	0%	13%	33%	53%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	7%	20%	33%	40%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	7%	47%	47%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	0%	0%	40%	60%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	7%	33%	60%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	0%	27%	73%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	0%	0%	50%	50%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	0%	7%	27%	67%	0%	1%	8%	48%	43%



Program Havenscourt Youth Jobs Initiative

Strategy: Career Awareness and Employment Support  
 Annual Grant Funding: \$123,100

End-of-Year Profile  
 FY2021-2022

The Havenscourt Youth Jobs Initiative is a partnership between the East Bay Asian Local Development Corporation (EBALDC) and United Way Bay Area (UWBA) to provide 100 young adults with career exploration programs, job readiness trainings, paid internship, and hiring fairs paired with financial coaching. This comprehensive program develops career readiness skills in high school age youth and provides direct employment to opportunity youth. The program will result in 54 jobs and internships.

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: 71

Number of Youth Placed in Jobs or Internships: 3.0

Total Hours of Service Provided: 1,573

Total Hours of Work Experience Provided: 300.0

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	71%	118%
Progress towards average hours of service per participant	214%	99%
Progress towards projected hours of service	152%	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	4%	80%
Percent of youth receiving at least 10 hours of work experience	4%	73%

Percent of Youth in Agreement

I feel safe in this program.	98%	94%
There is an adult at this program who cares about me.	95%	87%

Participant Outcomes: Is anyone better off?

Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	91%	92%
In this program, I learned about jobs I can have in the future.	98%	93%
This program taught me how to get along with others in a work setting.	98%	91%

# Work Experience Outcomes Total Placed in Internships and Jobs: 3

## Hours of Work Experience

Average Hours: 100



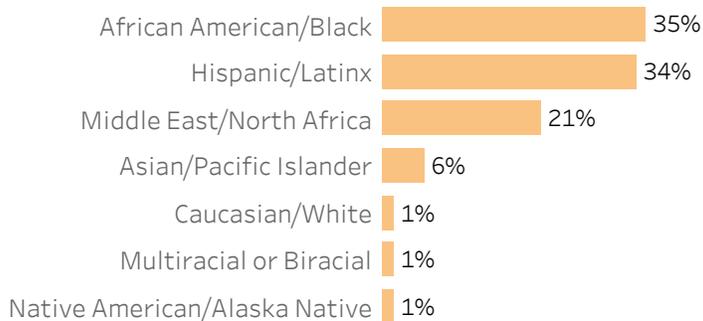
## Wages Earned

Average Wages: 1,700

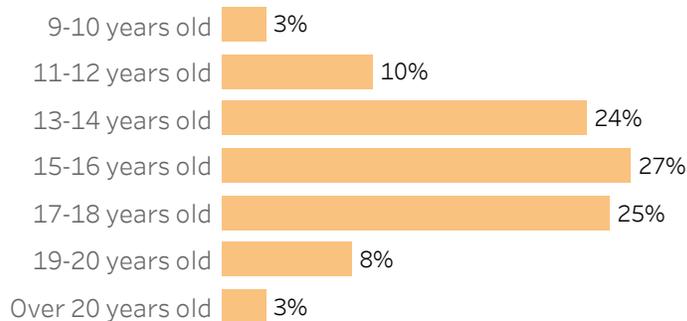


# Youth Demographics Total Enrollment: 71

## Race/Ethnicity



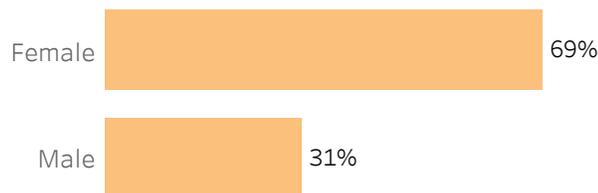
## Age (as of first day of grant)



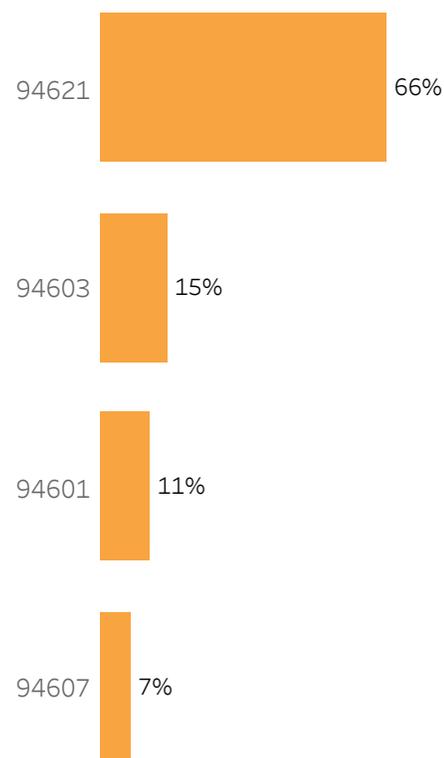
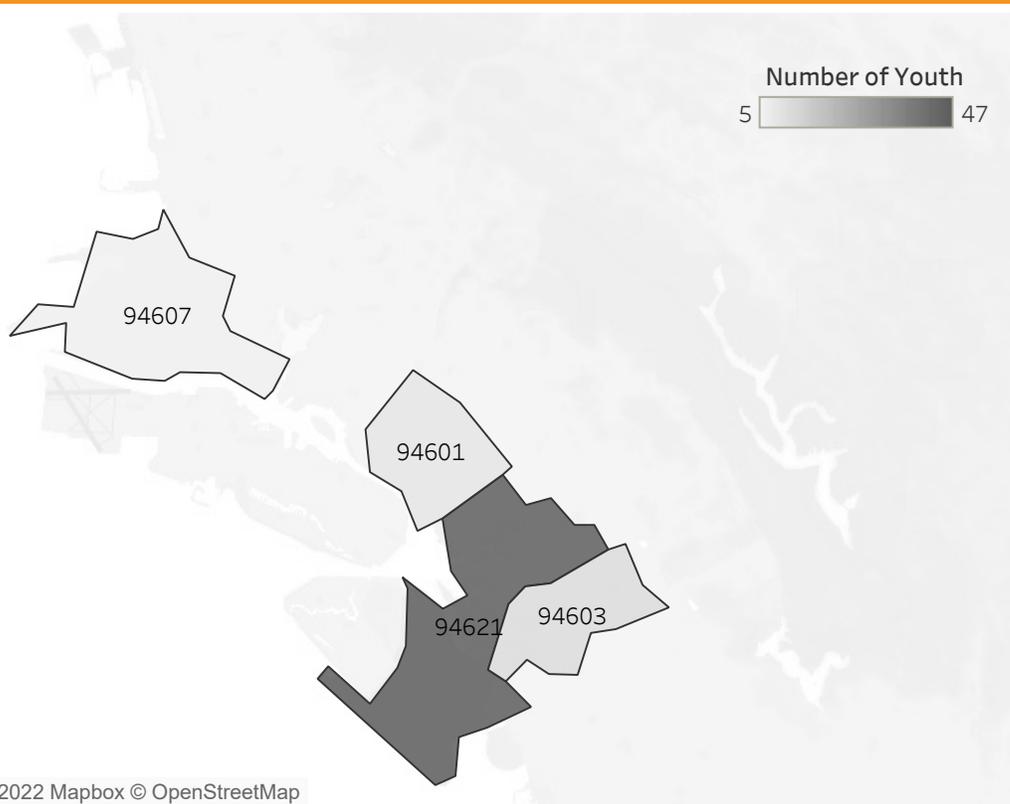
## Hours of Attendance



## Gender



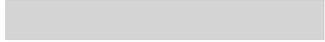
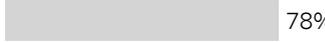
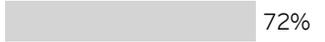
# Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 44)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

Program Scores							Strategy-Level Scores				
Development and mastery of skills						98%					
Greater connections with adults						89%					
Improved decision-making						94%					
Improved goal setting						95%					
Increased confidence and self esteem						95%					
Increased sense of belonging and emotional wellness						98%					
		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	0%	46%	54%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	0%	0%	3%	41%	56%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	0%	2%	34%	64%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	6%	46%	49%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	5%	39%	57%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	3%	29%	34%	34%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	0%	6%	41%	53%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	6%	44%	50%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	0%	44%	56%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	0%	5%	34%	61%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	7%	43%	50%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	6%	47%	47%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	3%	40%	57%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	2%	50%	48%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	0%	0%	35%	65%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	0%	3%	56%	41%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	0%	0%	6%	53%	41%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	3%	0%	0%	29%	69%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 44)

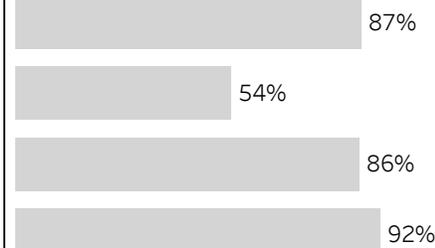
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	9%	9%	39%	43%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	0%	2%	41%	57%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	0%	9%	36%	55%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	0%	14%	19%	28%	40%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	5%	25%	34%	36%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	6%	44%	50%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	0%	5%	43%	52%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	3%	41%	56%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	9%	32%	59%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	0%	14%	35%	51%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	0%	2%	39%	59%	0%	1%	8%	48%	43%



Program Oakland Youth Industries Exploration (YIE) Program

Strategy: Career Awareness and Employment Support  
 Annual Grant Funding: \$176,600

End-of-Year Profile  
 FY2021-2022

The Oakland Youth Industries Exploration (YIE) Program targets our community’s low-income youth ages 16 – 21 who are NOT in school and NOT employed. This program provides 1) positive employment opportunities, 2) academic support and 3) “wrap around” support during transition to the labor force. Thirty youth will be served in our new Youth Center in the CARE Community Center in Central East Oakland. Services include 1) job readiness training, 2) paid On-The-Job training, 3) financial literacy training, 4) academic & employment support/referrals and 5) supportive services assistance/referrals.

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs’ quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: 26

Number of Youth Placed in Jobs or Internships: 23

Total Hours of Service Provided: 2,841

Total Hours of Work Experience Provided: 1,891

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	104%	118%
Progress towards average hours of service per participant	98%	99%
Progress towards projected hours of service	102%	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	88%	80%
Percent of youth receiving at least 10 hours of work experience	85%	73%

Percent of Youth in Agreement

I feel safe in this program.	100%	94%
There is an adult at this program who cares about me.	87%	87%

Participant Outcomes: Is anyone better off?

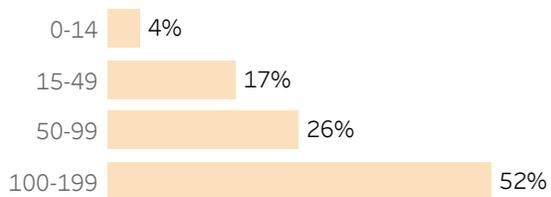
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	87%	92%
In this program, I learned about jobs I can have in the future.	97%	93%
This program taught me how to get along with others in a work setting.	92%	91%

## Work Experience Outcomes Total Placed in Internships and Jobs: 23

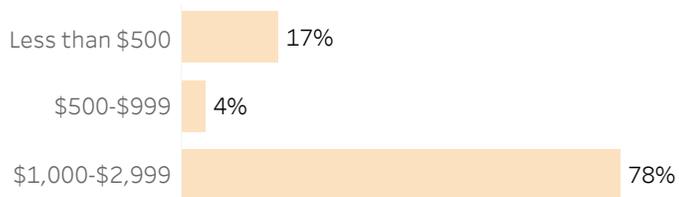
### Hours of Work Experience

Average Hours: 82



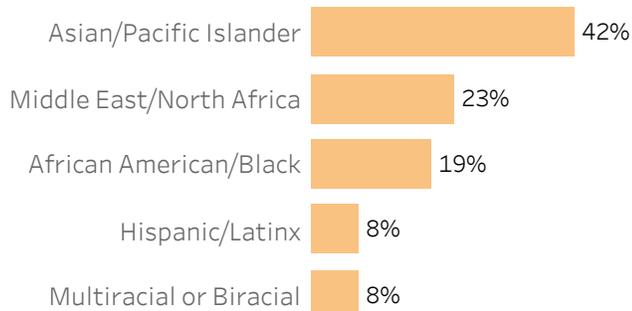
### Wages Earned

Average Wages: 1,197

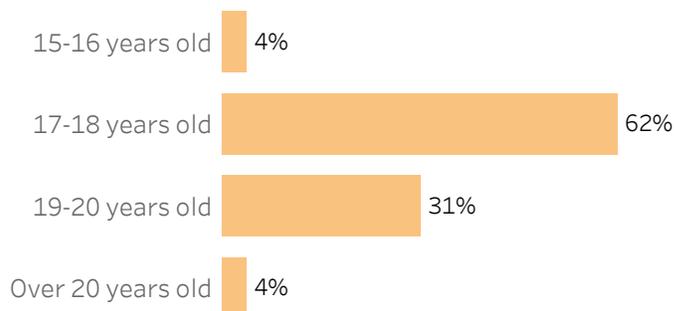


## Youth Demographics Total Enrollment: 26

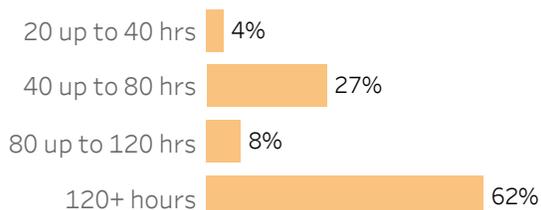
### Race/Ethnicity



### Age (as of first day of grant)



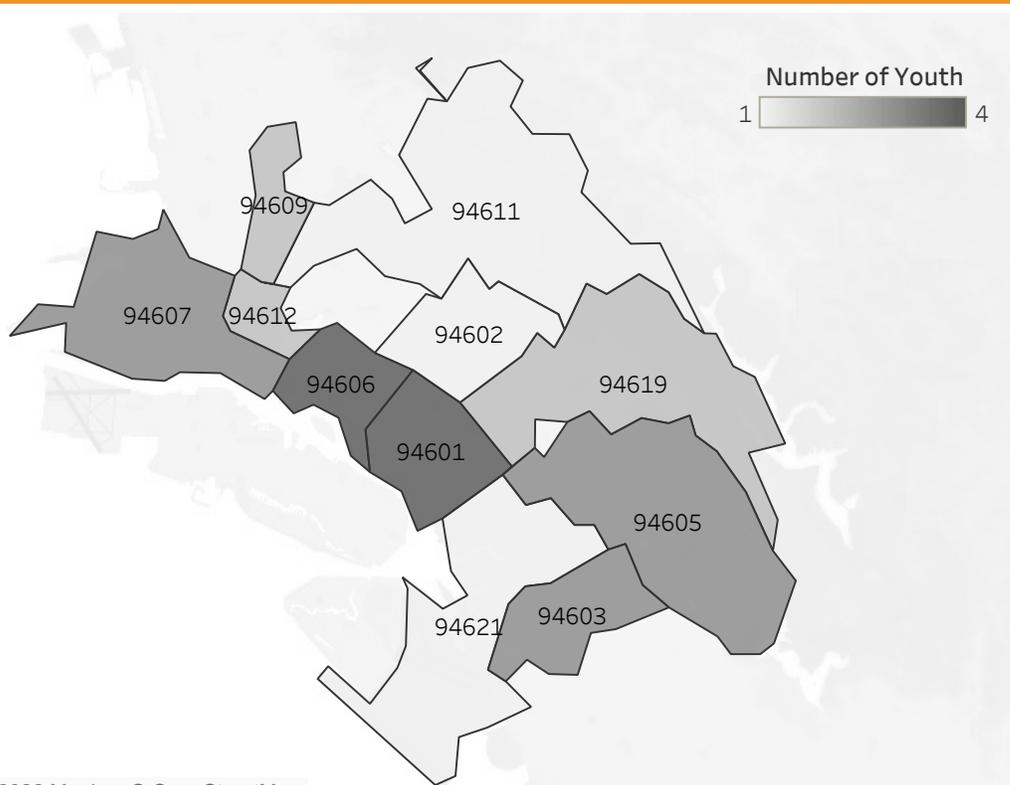
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code

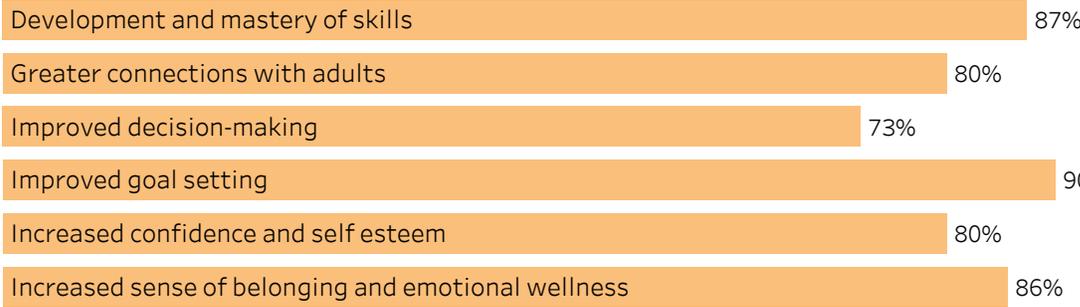


# Youth Survey Results (Number of surveys collected: 39)

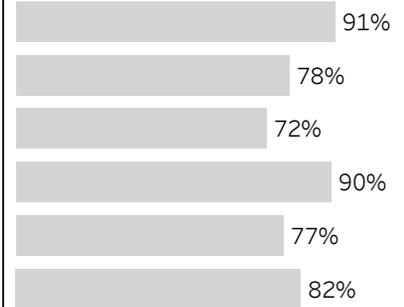
## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	15%	51%	33%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	3%	0%	10%	62%	26%	1%	1%	7%	46%	45%
	In this program, I try new things.	5%	0%	5%	49%	41%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	10%	64%	26%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	13%	51%	36%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	5%	31%	41%	23%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	5%	23%	46%	26%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	26%	49%	26%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	5%	56%	38%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	3%	0%	13%	44%	41%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	10%	62%	28%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	3%	21%	51%	26%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	26%	49%	26%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	8%	59%	33%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	0%	3%	62%	36%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	3%	18%	54%	26%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	3%	8%	26%	46%	18%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	0%	5%	67%	28%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 39)

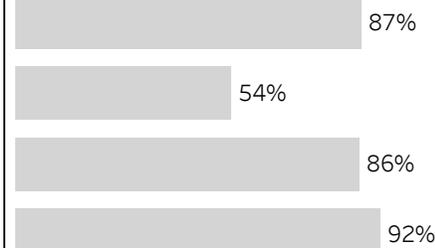
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	5%	18%	54%	23%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	0%	3%	59%	38%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	0%	15%	54%	31%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	5%	18%	10%	36%	31%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	3%	15%	15%	44%	23%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	8%	64%	28%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	0%	8%	54%	38%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	5%	13%	49%	33%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	13%	44%	44%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	0%	5%	54%	41%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	0%	8%	54%	38%	0%	1%	8%	48%	43%



## Program The Oakland Youth on the Move (YOM) Summer Employment Program

**End-of-Year Profile  
FY2021-2022**

**Strategy:** Career Awareness and Employment Support  
**Annual Grant Funding:** \$87,300

The Oakland Youth on the Move (YOM) Summer Employment Program targets our community's high risk, low-income youth ages 16 to 21 to promote career awareness and employment by providing 1) job readiness training, 2) summer work experience, 3) case management support/troubleshooting for employers/youth and 4) financial training and access. Seventy-one youth will be served in our new Youth Center in the CARE Community Center in Oakland. Services will include 1) summer employment, 2) job readiness training, 3) financial literacy training, and 4) exposure to career pathways and academic support.

### Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

### Program Achievements: How much did we do?

Total Youth Served: **80**

Number of Youth Placed in Jobs or Internships: **74**

Total Hours of Service Provided: **8,933**

Total Hours of Work Experience Provided: **7,048**

### Program Performance and Quality: How well did we do it?

#### Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	<b>101%</b>	118%
Progress towards average hours of service per participant	<b>107%</b>	99%
Progress towards projected hours of service	<b>108%</b>	113%

#### Work Experience

Strategy

Percent of youth placed in a job or internship	<b>93%</b>	80%
Percent of youth receiving at least 10 hours of work experience	<b>93%</b>	73%

#### Percent of Youth in Agreement

I feel safe in this program.	<b>84%</b>	94%
There is an adult at this program who cares about me.	<b>76%</b>	87%

### Participant Outcomes: Is anyone better off?

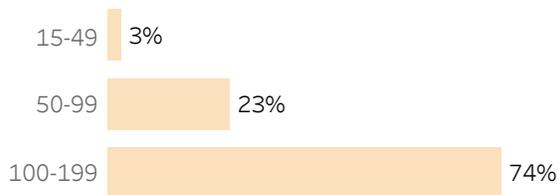
#### Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	<b>95%</b>	92%
In this program, I learned about jobs I can have in the future.	<b>86%</b>	93%
This program taught me how to get along with others in a work setting.	<b>86%</b>	91%

## Work Experience Outcomes Total Placed in Internships and Jobs: 74

### Hours of Work Experience

Average Hours: 95



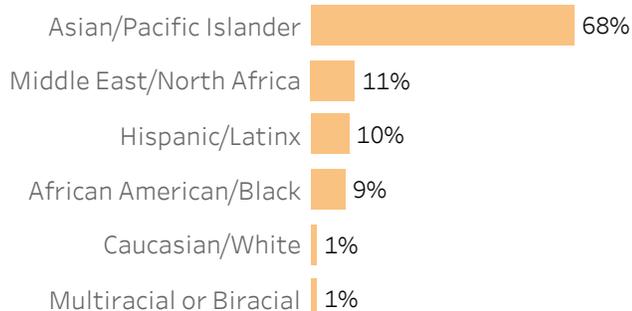
### Wages Earned

Average Wages: 1,368

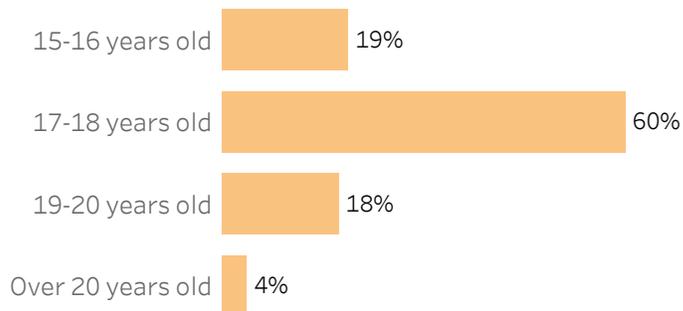


## Youth Demographics Total Enrollment: 80

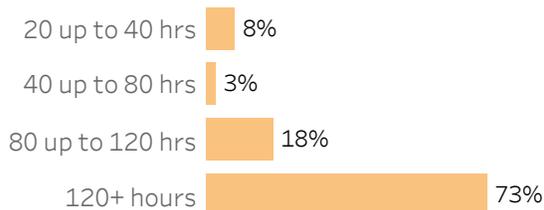
### Race/Ethnicity



### Age (as of first day of grant)



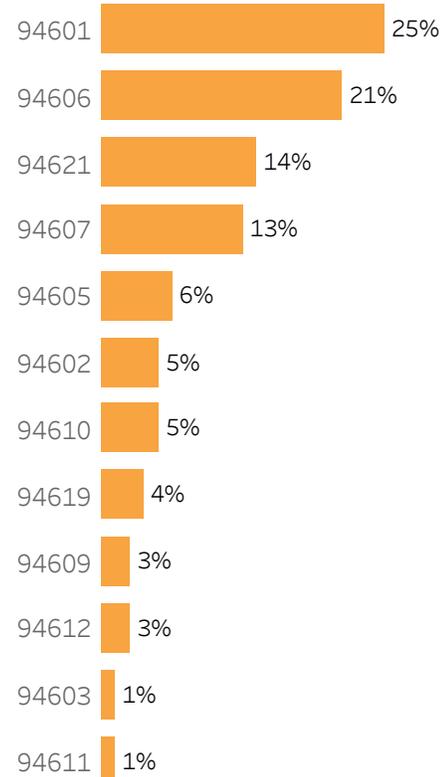
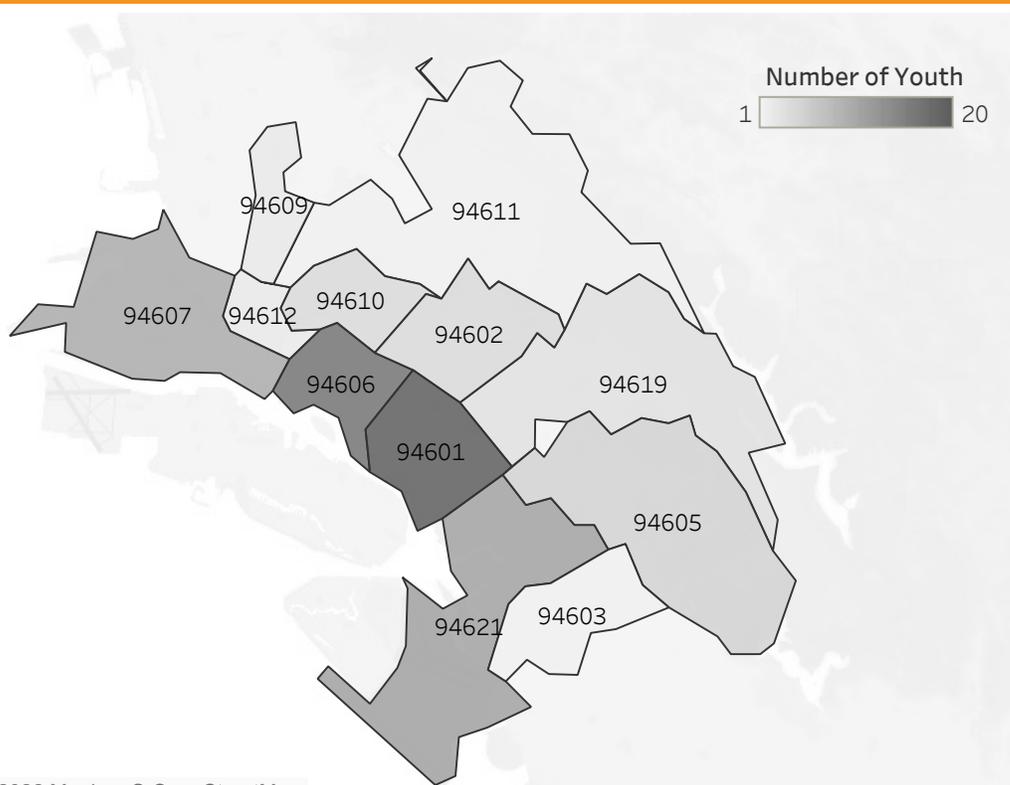
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 37)

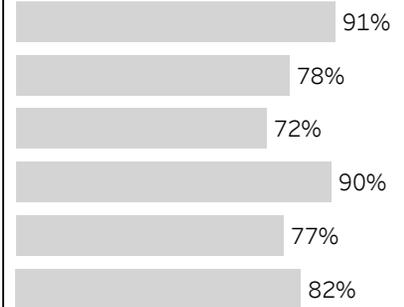
## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	24%	62%	14%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	0%	5%	19%	62%	14%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	5%	14%	49%	32%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	31%	61%	8%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	3%	22%	46%	30%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	8%	51%	30%	11%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	3%	0%	39%	50%	8%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	35%	51%	14%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	5%	16%	68%	11%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	3%	5%	57%	35%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	3%	27%	49%	22%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	30%	57%	14%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	5%	27%	57%	11%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	5%	14%	59%	22%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	3%	3%	70%	24%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	3%	19%	61%	17%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	0%	22%	31%	44%	3%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	0%	16%	68%	16%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 37)

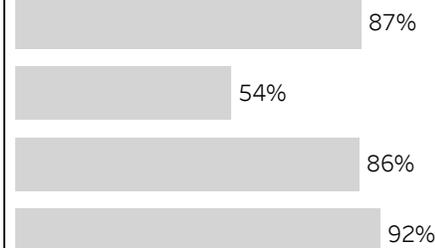
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	8%	32%	46%	14%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	5%	8%	62%	24%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	8%	11%	68%	14%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	0%	11%	24%	49%	16%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	0%	22%	57%	22%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	3%	22%	64%	11%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	5%	19%	49%	27%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	25%	69%	6%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	3%	3%	70%	24%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	3%	0%	6%	67%	25%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	3%	11%	65%	22%	0%	1%	8%	48%	43%



**Program New Door Ventures Employment Program for Oakland Opportunity Youth 16-21**

**End-of-Year Profile  
FY2021-2022**

**Strategy:** Career Awareness and Employment Support  
**Annual Grant Funding:** \$181,600

New Door’s year-round employment program will serve 40 Oakland opportunity youth ages 16-21 who are also receiving services from our community partners, Lincoln and First Place for Youth. Youth overcoming barriers such as poverty, homelessness, and histories in the justice and foster care systems participate in 18 hours of pre-employment training and are then placed in a paid internship for 12 weeks at a range of Oakland-area businesses, working 12 hours per week while attending workshops and receiving weekly one-on-one case management for 1-3 hours/week to guide them toward first-job success.

**Program Score Card**

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs’ quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

**Program Achievements: How much did we do?**

Total Youth Served: **52**

Number of Youth Placed in Jobs or Internships: **38**

Total Hours of Service Provided: **7,329**

Total Hours of Work Experience Provided: **5,485**

**Program Performance and Quality: How well did we do it?**

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	<b>137%</b>	118%
Progress towards average hours of service per participant	<b>87%</b>	99%
Progress towards projected hours of service	<b>119%</b>	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	<b>73%</b>	80%
Percent of youth receiving at least 10 hours of work experience	<b>73%</b>	73%

Percent of Youth in Agreement

I feel safe in this program.	<b>98%</b>	94%
There is an adult at this program who cares about me.	<b>95%</b>	87%

**Participant Outcomes: Is anyone better off?**

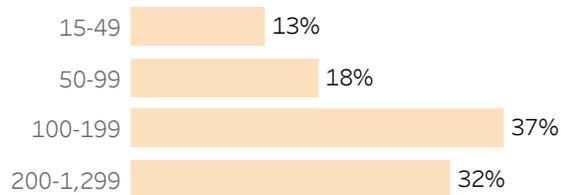
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	<b>98%</b>	92%
In this program, I learned about jobs I can have in the future.	<b>95%</b>	93%
This program taught me how to get along with others in a work setting.	<b>98%</b>	91%

## Work Experience Outcomes Total Placed in Internships and Jobs: 38

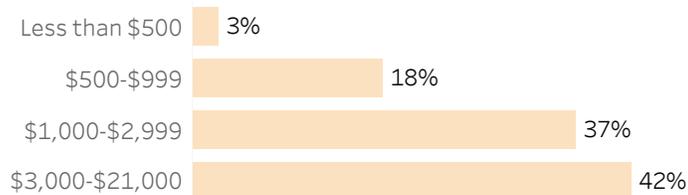
### Hours of Work Experience

Average Hours: 144



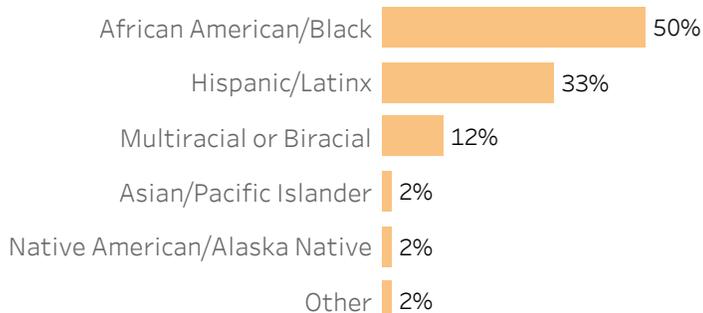
### Wages Earned

Average Wages: 2,367

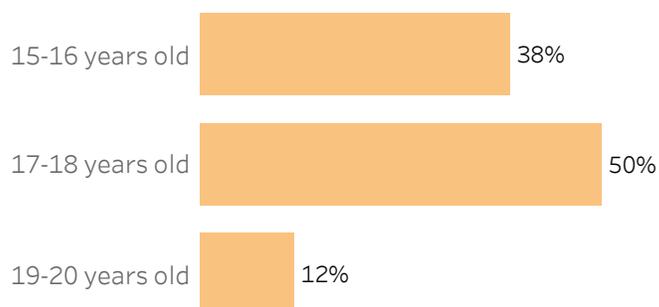


## Youth Demographics Total Enrollment: 52

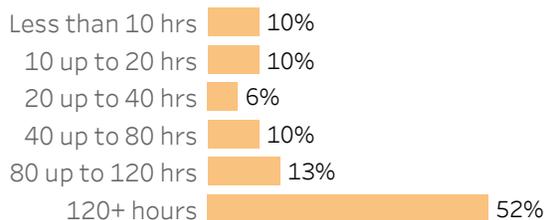
### Race/Ethnicity



### Age (as of first day of grant)



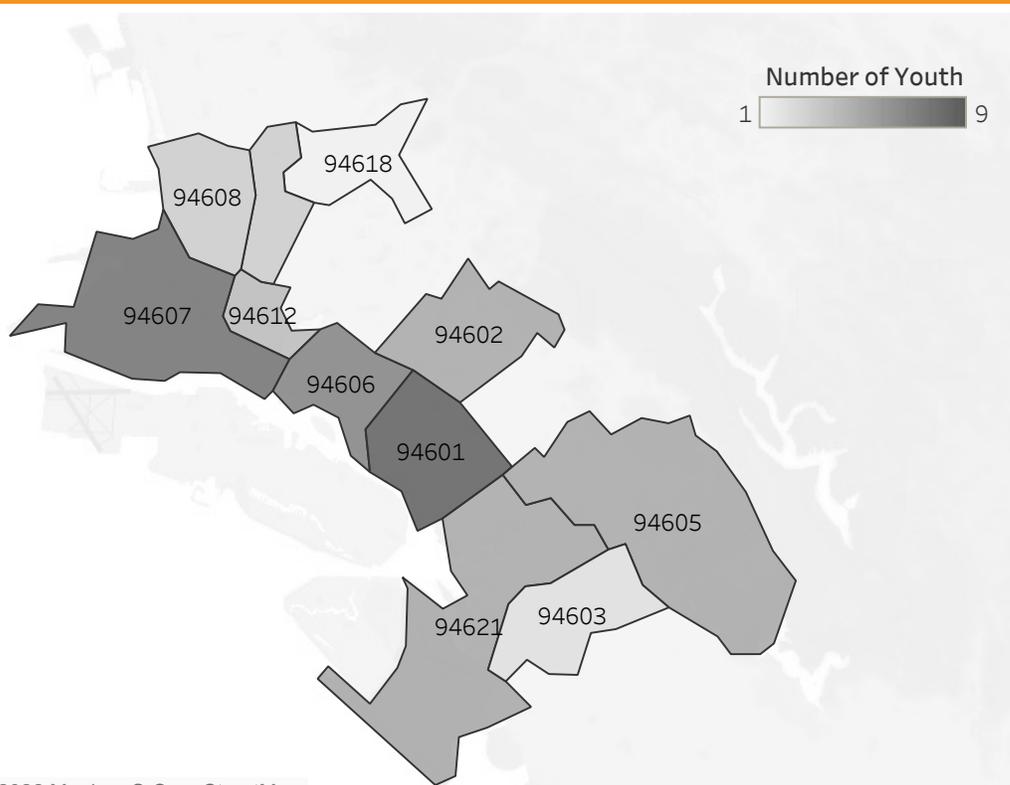
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 40)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Development and mastery of skills	94%
Greater connections with adults	89%
Improved decision-making	88%
Improved goal setting	95%
Increased confidence and self esteem	93%
Increased sense of belonging and emotional wellness	89%

### Strategy-Level Scores

Development and mastery of skills	91%
Greater connections with adults	78%
Improved decision-making	72%
Improved goal setting	90%
Increased confidence and self esteem	77%
Increased sense of belonging and emotional wellness	82%

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	3%	0%	0%	38%	60%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	3%	3%	5%	40%	50%	1%	1%	7%	46%	45%
	In this program, I try new things.	3%	0%	3%	48%	48%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	3%	0%	5%	35%	58%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	3%	0%	3%	28%	68%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	3%	0%	18%	43%	38%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	3%	3%	5%	46%	44%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	3%	3%	8%	53%	35%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	3%	0%	0%	41%	56%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	5%	0%	3%	35%	58%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	3%	0%	5%	46%	46%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	3%	0%	3%	48%	48%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	3%	0%	8%	38%	53%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	3%	0%	5%	33%	60%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	3%	0%	3%	33%	63%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	3%	0%	13%	35%	50%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	3%	5%	15%	33%	45%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	3%	0%	5%	35%	58%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 40)

## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Increased awareness of job and career options	93%
Increased participation in internships & work experience	90%
Increased persistence and resiliency	94%
Increased professionalism and work soft skills	98%

### Strategy-Level Scores

87%
54%
86%
92%

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	5%	0%	8%	43%	45%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	3%	3%	0%	38%	58%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	3%	0%	3%	33%	63%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	5%	0%	10%	40%	45%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	5%	0%	0%	40%	55%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	3%	3%	0%	45%	50%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	3%	0%	0%	50%	48%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	3%	0%	8%	43%	48%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	3%	0%	0%	38%	60%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	3%	0%	0%	30%	68%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	3%	0%	0%	38%	60%	0%	1%	8%	48%	43%



Program Exploring College and Career Options (ECCO)

Strategy: Career Awareness and Employment Support

End-of-Year Profile  
FY2021-2022

Exploring College and Career Options (ECCO) provides OUSD pathway students career awareness and internship matching support leading to five week summer placements with local employers. Internships are monitored by pathway teachers who leverage student relationships and industry knowledge to ensure success. Teachers lead weekly seminars on navigating the workplace and career and college plans. The program culminates in a formal event where students present their learning to industry professionals and community. Students end with solid career goals, workplace skills, and professional networks.

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: 605

Number of Youth Placed in Jobs or Internships: 605

Total Hours of Service Provided: 52,836

Total Hours of Work Experience Provided: 52,836

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	162%	118%
Progress towards average hours of service per participant	117%	99%
Progress towards projected hours of service	189%	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	100%	80%
Percent of youth receiving at least 10 hours of work experience	100%	73%

Percent of Youth in Agreement

I feel safe in this program.	97%	94%
There is an adult at this program who cares about me.	92%	87%

Participant Outcomes: Is anyone better off?

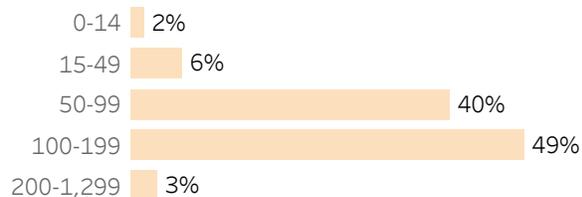
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	93%	92%
In this program, I learned about jobs I can have in the future.	90%	93%
This program taught me how to get along with others in a work setting.	93%	91%

# Work Experience Outcomes Total Placed in Internships and Jobs: 605

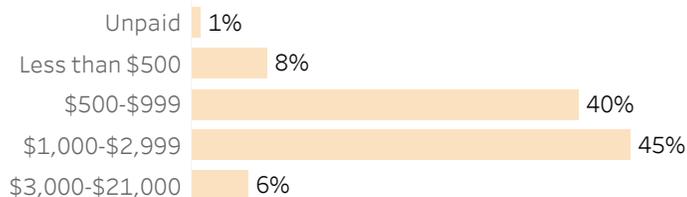
## Hours of Work Experience

Average Hours: 87



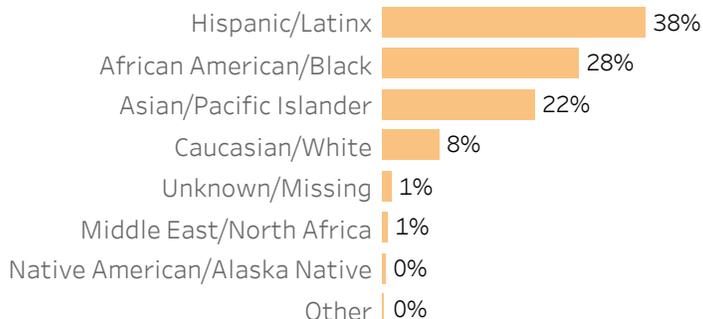
## Wages Earned

Average Wages: 1,024

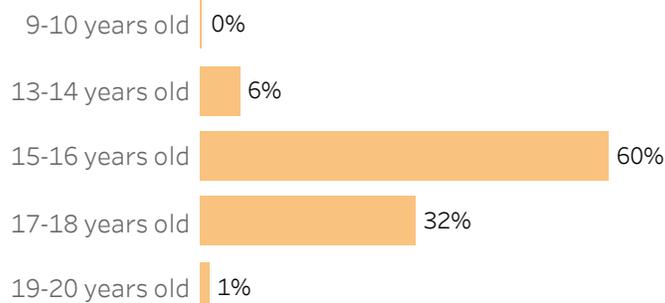


# Youth Demographics Total Enrollment: 605

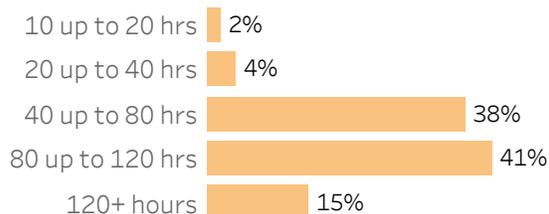
## Race/Ethnicity



## Age (as of first day of grant)



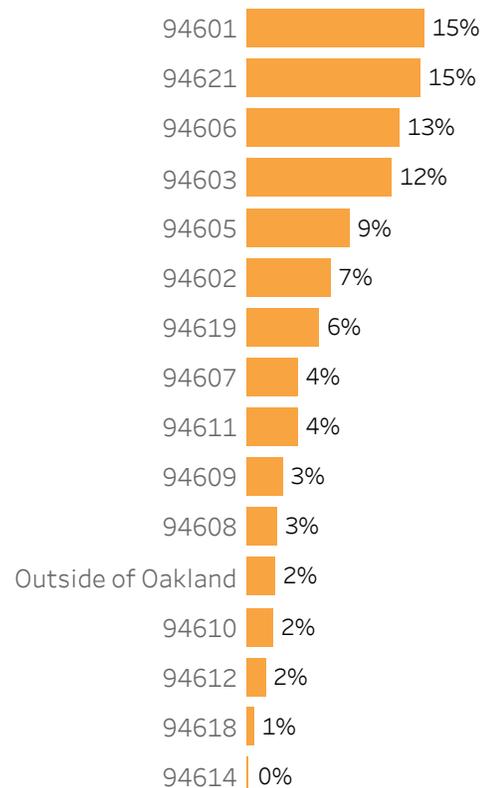
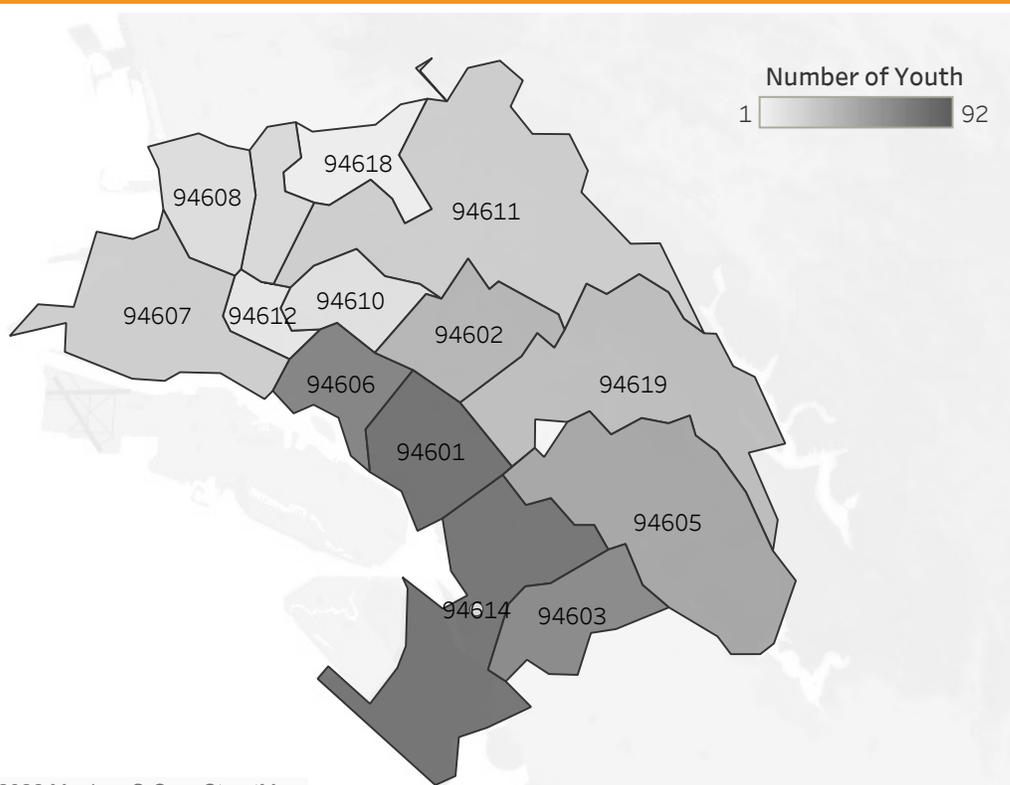
## Hours of Attendance



## Gender



# Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 264)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Development and mastery of skills	96%
Greater connections with adults	82%
Improved decision-making	75%
Improved goal setting	93%
Increased confidence and self esteem	81%
Increased sense of belonging and emotional wellness	83%

### Strategy-Level Scores

Development and mastery of skills	91%
Greater connections with adults	78%
Improved decision-making	72%
Improved goal setting	90%
Increased confidence and self esteem	77%
Increased sense of belonging and emotional wellness	82%

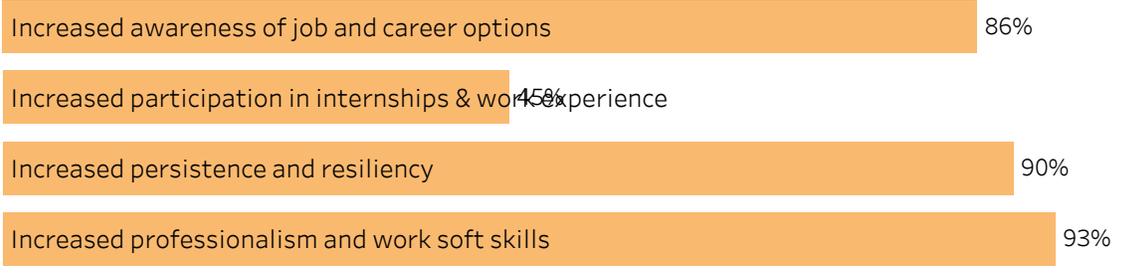
		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	2%	46%	52%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	0%	0%	5%	46%	48%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	2%	2%	42%	54%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	5%	49%	46%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	8%	42%	50%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	4%	36%	36%	25%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	3%	23%	44%	30%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	2%	21%	47%	30%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	1%	7%	50%	42%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	1%	5%	42%	52%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	2%	20%	41%	37%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	2%	18%	50%	30%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	2%	14%	54%	30%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	14%	45%	40%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	0%	5%	49%	46%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	2%	13%	49%	36%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	1%	7%	30%	38%	24%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	0%	11%	48%	41%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 264)

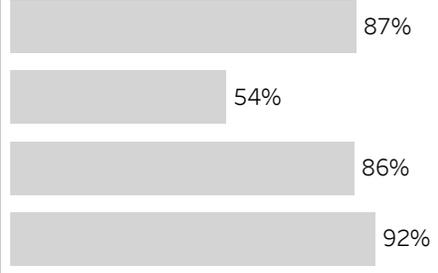
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	3%	15%	45%	37%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	2%	8%	42%	48%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	2%	12%	46%	40%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	3%	21%	37%	23%	16%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	3%	13%	33%	26%	24%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	1%	13%	52%	33%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	0%	5%	48%	47%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	1%	10%	49%	39%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	1%	6%	46%	47%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	0%	6%	46%	47%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	1%	6%	48%	45%	0%	1%	8%	48%	43%



## Program Level Up - Options for Real Careers

**Strategy:** Career Awareness and Employment Support  
**Annual Grant Funding:** \$176,600

**End-of-Year Profile**  
**FY2021-2022**

YEP's Level Up-Options for Real Careers (Level Up ORC) will provide educational support and work experience training for 60 Oakland opportunity youth who face multiple life barriers including growing up in high risk neighborhoods, exposure to violence, and trauma and have struggled in traditional learning environments. Level Up ORC will help participants attain a high school credential and transition to college while receiving significant employment experience with a vocational choice in Options for Real Careers: automotive, construction, culinary, document processing, or warehouse/logistics.

### Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

### Program Achievements: How much did we do?

Total Youth Served: **52**

Number of Youth Placed in Jobs or Internships: **39**

Total Hours of Service Provided: **20,036**

Total Hours of Work Experience Provided: **5,238**

### Program Performance and Quality: How well did we do it?

#### Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	<b>173%</b>	118%
Progress towards average hours of service per participant	<b>87%</b>	99%
Progress towards projected hours of service	<b>151%</b>	113%

#### Work Experience

Strategy

Percent of youth placed in a job or internship	<b>75%</b>	80%
Percent of youth receiving at least 10 hours of work experience	<b>73%</b>	73%

#### Percent of Youth in Agreement

I feel safe in this program.	<b>72%</b>	94%
There is an adult at this program who cares about me.	<b>69%</b>	87%

### Participant Outcomes: Is anyone better off?

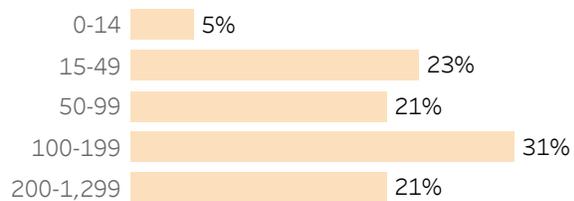
#### Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	<b>87%</b>	92%
In this program, I learned about jobs I can have in the future.	<b>90%</b>	93%
This program taught me how to get along with others in a work setting.	<b>77%</b>	91%

## Work Experience Outcomes Total Placed in Internships and Jobs: 39

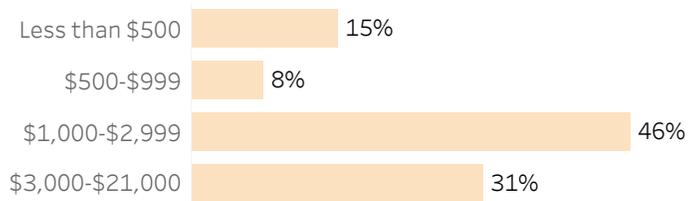
### Hours of Work Experience

Average Hours: 134



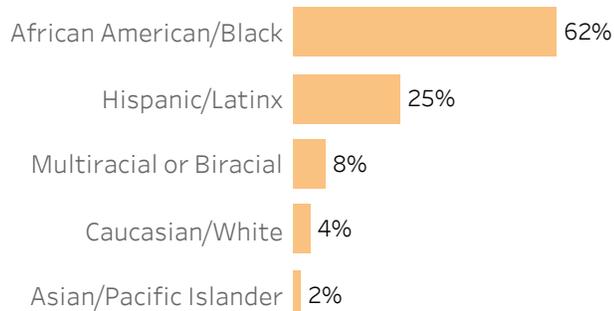
### Wages Earned

Average Wages: 8,245

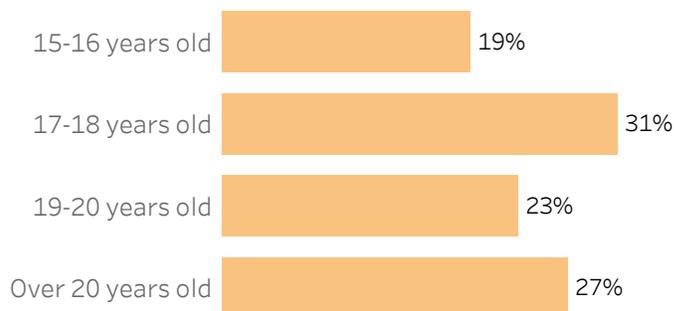


## Youth Demographics Total Enrollment: 52

### Race/Ethnicity



### Age (as of first day of grant)



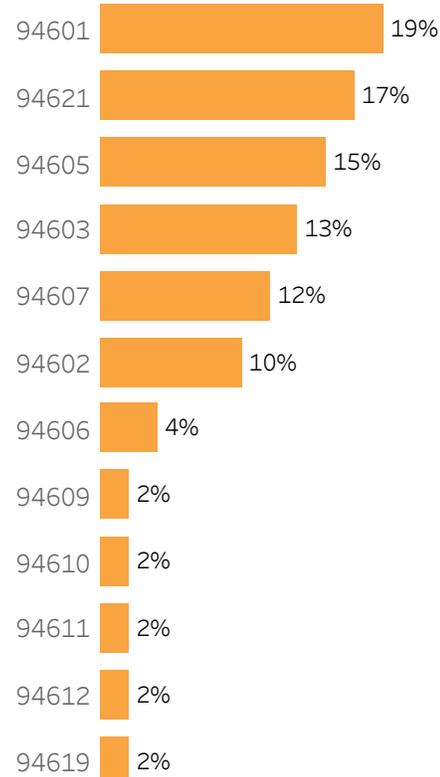
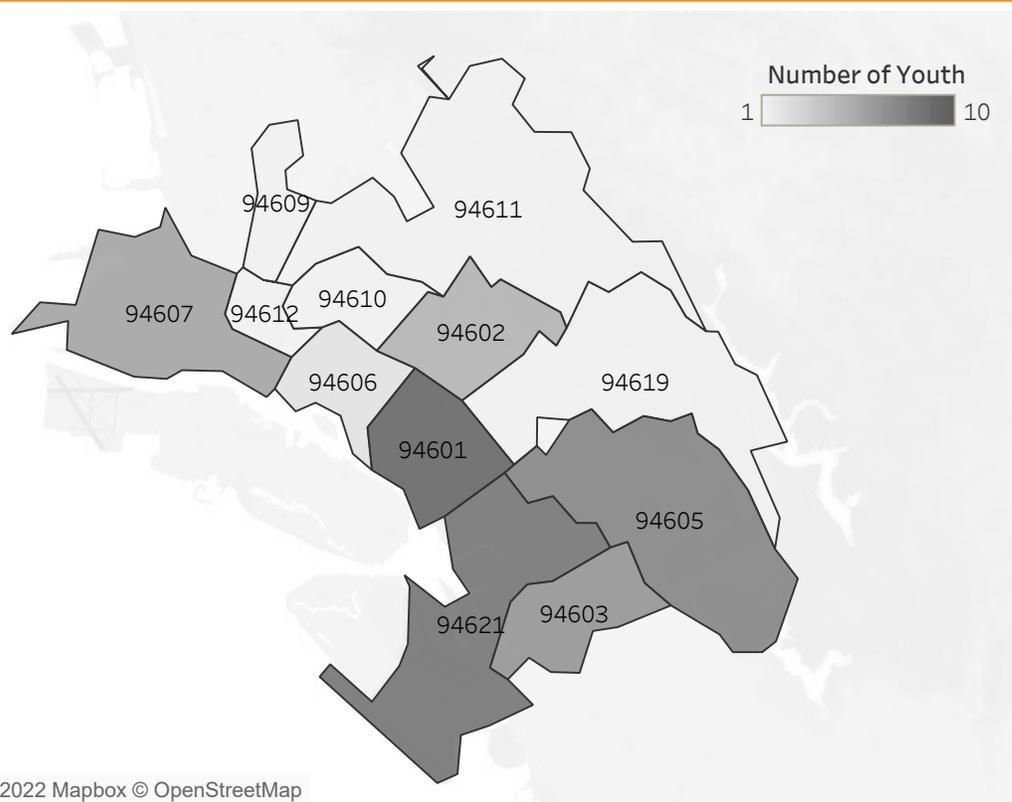
### Hours of Attendance



### Gender



## Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 30)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

Program Scores							Strategy-Level Scores				
Development and mastery of skills		69%					91%				
Greater connections with adults		71%					78%				
Improved decision-making		58%					72%				
Improved goal setting		90%					90%				
Increased confidence and self esteem		49%					77%				
Increased sense of belonging and emotional wellness		57%					82%				
		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	20%	23%	33%	23%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	7%	3%	17%	43%	30%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	3%	21%	55%	21%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	3%	7%	10%	53%	27%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	3%	3%	24%	45%	24%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	7%	27%	53%	13%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	7%	41%	41%	10%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	3%	3%	24%	52%	17%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	14%	55%	31%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	0%	3%	3%	53%	40%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	14%	31%	45%	10%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	3%	10%	41%	31%	14%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	3%	3%	41%	38%	14%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	7%	7%	43%	33%	10%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	3%	3%	24%	55%	14%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	7%	7%	28%	45%	14%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.						1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	7%	37%	47%	10%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 30)

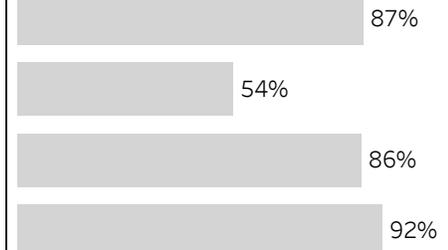
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	3%	7%	13%	40%	37%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	3%	7%	47%	43%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	3%	10%	47%	40%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	3%	33%	10%	33%	20%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	3%	10%	14%	41%	31%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	7%	33%	47%	13%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	3%	10%	59%	28%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	4%	4%	15%	52%	26%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	7%	7%	40%	47%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	7%	3%	47%	43%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	10%	13%	53%	23%	0%	1%	8%	48%	43%



Program Summer Jobs

Strategy: Career Awareness and Employment Support  
 Annual Grant Funding: \$131,000

End-of-Year Profile  
 FY2021-2022

YEP Summer Jobs will recruit and enroll 150 Oakland flatlands youth, with an emphasis on those Oakland teens that are not thriving in high school, need to attend summer school or have stopped attending high school. The comprehensive program includes education, work, and life supports with placement in meaningful employment at YEP and elsewhere beneficial to a first-time job experience. Jobs include child development, construction, counselors-in-training, culinary, customer service, document processing, environmental, fire fighter, healthcare, non-profit, technology, and warehouse.

Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

Program Achievements: How much did we do?

Total Youth Served: **112**

Number of Youth Placed in Jobs or Internships: **83**

Total Hours of Service Provided: **8,506**

Total Hours of Work Experience Provided: **6,097**

Program Performance and Quality: How well did we do it?

Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	<b>149%</b>	118%
Progress towards average hours of service per participant	<b>80%</b>	99%
Progress towards projected hours of service	<b>120%</b>	113%

Work Experience

Strategy

Percent of youth placed in a job or internship	<b>74%</b>	80%
Percent of youth receiving at least 10 hours of work experience	<b>74%</b>	73%

Percent of Youth in Agreement

94%

87%

Participant Outcomes: Is anyone better off?

Percent of Youth in Agreement

92%

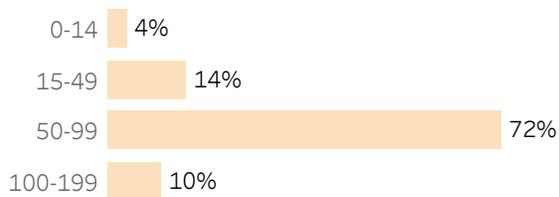
93%

91%

# Work Experience Outcomes Total Placed in Internships and Jobs: 83

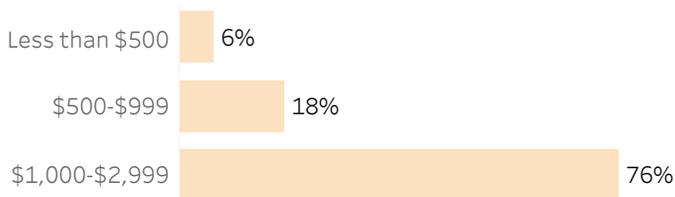
## Hours of Work Experience

Average Hours: 73



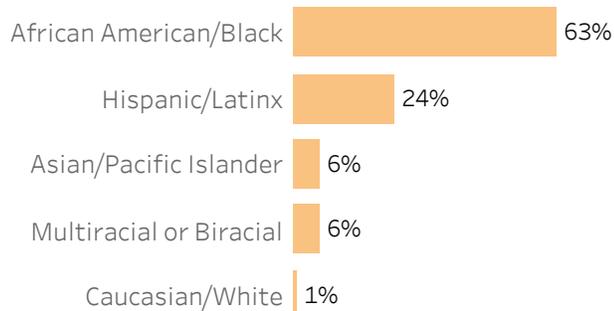
## Wages Earned

Average Wages: 1,206

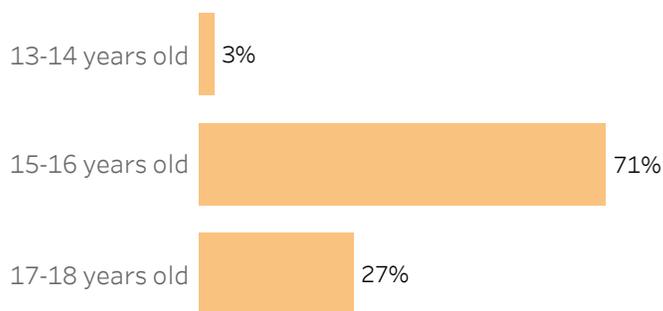


# Youth Demographics Total Enrollment: 112

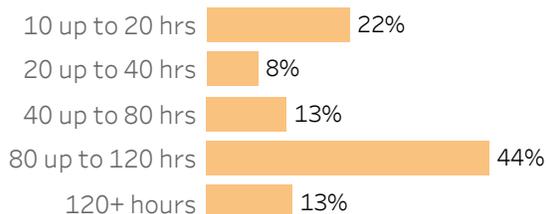
## Race/Ethnicity



## Age (as of first day of grant)



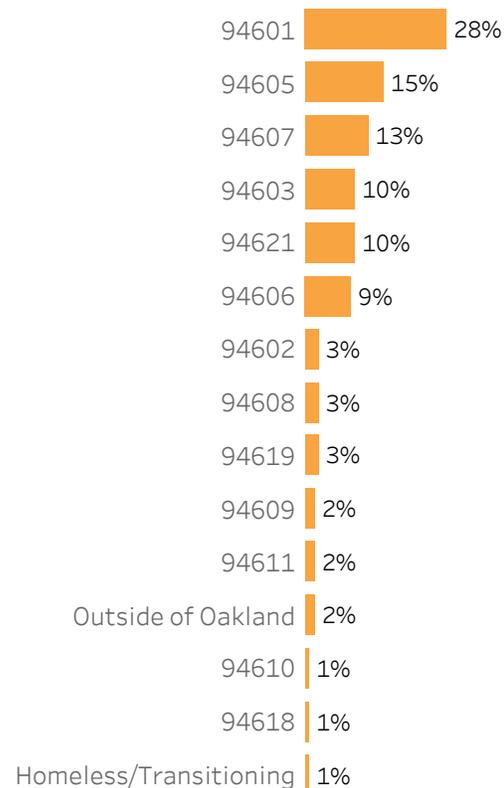
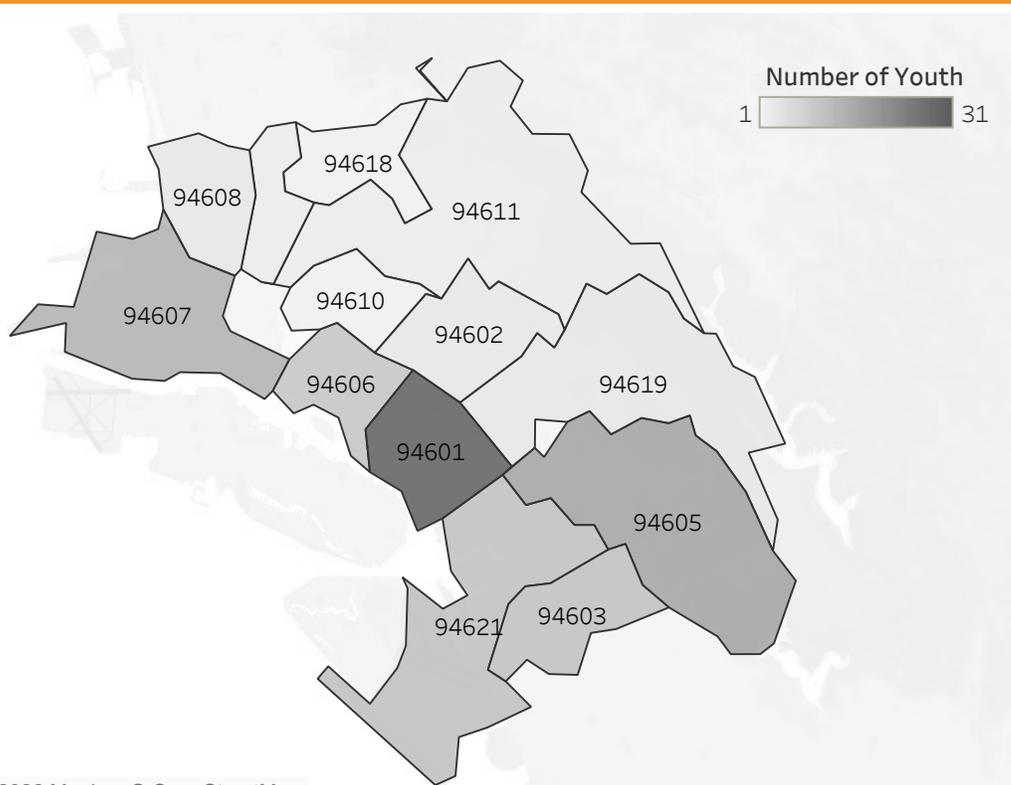
## Hours of Attendance



## Gender



# Distribution of Participants by Zip Code

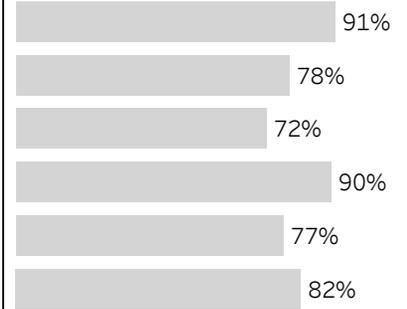


## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

### Strategy-Level Scores



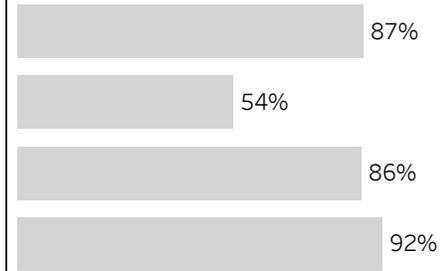
	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
	0%	1%	9%	46%	43%
	1%	1%	7%	46%	45%
	1%	1%	4%	46%	48%
	1%	1%	10%	51%	38%
	0%	1%	12%	43%	44%
	1%	4%	36%	36%	23%
	0%	4%	25%	43%	26%
	1%	3%	22%	47%	26%
	0%	2%	9%	52%	36%
	1%	1%	6%	43%	49%
	0%	3%	19%	45%	33%
	1%	4%	22%	46%	27%
	1%	2%	19%	49%	29%
	1%	2%	14%	46%	38%
	0%	1%	5%	52%	42%
	1%	2%	15%	50%	32%
	1%	7%	29%	39%	24%
	1%	1%	13%	48%	38%

## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

### Strategy-Level Scores



Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
1%	4%	14%	44%	37%
0%	2%	5%	44%	49%
1%	2%	11%	45%	42%
4%	18%	30%	28%	21%
3%	10%	27%	33%	27%
0%	2%	17%	52%	29%
0%	1%	6%	50%	42%
0%	3%	13%	49%	36%
0%	1%	6%	45%	47%
0%	1%	6%	46%	47%
0%	1%	8%	48%	43%



## Program Digital Media Pathways

**End-of-Year Profile  
FY2021-2022**

**Strategy:** Career Awareness and Employment Support  
**Annual Grant Funding:** \$140,900

YR Media’s Digital Media Pathway provides year-round career awareness and employment for high school youth. In 2019-20 we will serve 140 14-18 year-olds who are 90% youth of color, 80% low-income, and 20% system-engaged. Intensive 10-week media training sessions at the beginning and intermediate level are offered at YR during after-school hours. This prepares youth for paid internships within YR Media, where they work for 10-12 hours a week alongside adult professionals to create engaging multimedia content for nationwide audiences. YR provides on-site wraparound services to all youth.

### Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs’ quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

### Program Achievements: How much did we do?

Total Youth Served: **59**

Number of Youth Placed in Jobs or Internships: **30**

Total Hours of Service Provided: **10,615**

Total Hours of Work Experience Provided: **9,536**

### Program Performance and Quality: How well did we do it?

#### Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	<b>79%</b>	118%
Progress towards average hours of service per participant	<b>103%</b>	99%
Progress towards projected hours of service	<b>81%</b>	113%

#### Work Experience

Strategy

Percent of youth placed in a job or internship	<b>51%</b>	80%
Percent of youth receiving at least 10 hours of work experience	<b>49%</b>	73%

#### Percent of Youth in Agreement

I feel safe in this program.	<b>100%</b>	94%
There is an adult at this program who cares about me.	<b>88%</b>	87%

### Participant Outcomes: Is anyone better off?

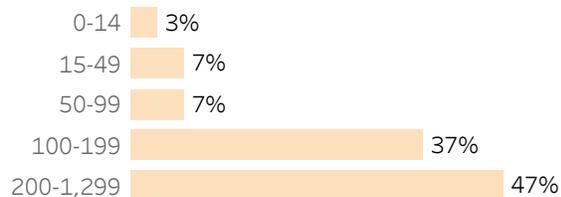
#### Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	<b>88%</b>	92%
In this program, I learned about jobs I can have in the future.	<b>97%</b>	93%
This program taught me how to get along with others in a work setting.	<b>97%</b>	91%

# Work Experience Outcomes Total Placed in Internships and Jobs: 30

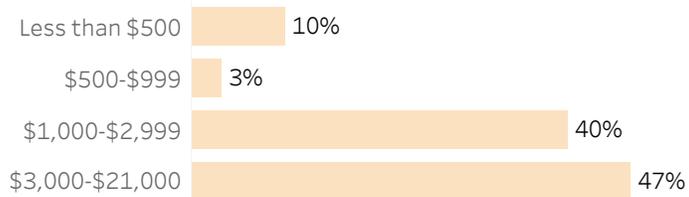
## Hours of Work Experience

Average Hours: 318



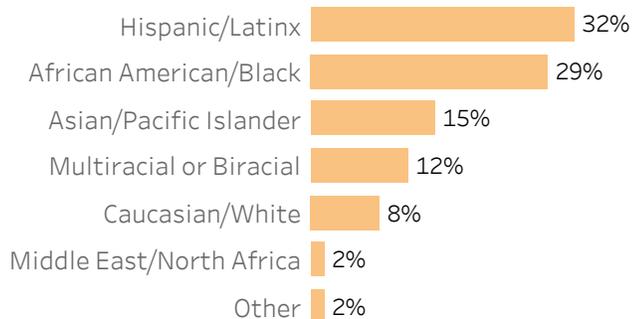
## Wages Earned

Average Wages: 4,912

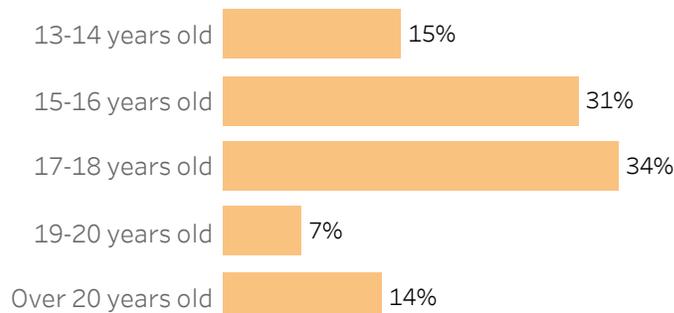


# Youth Demographics Total Enrollment: 59

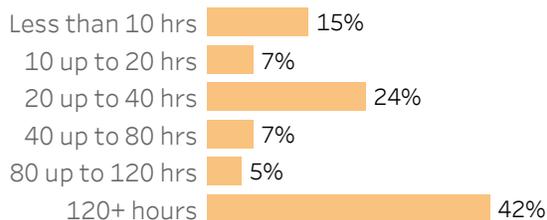
## Race/Ethnicity



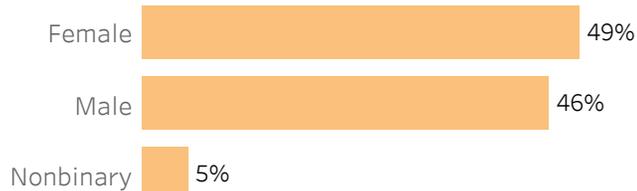
## Age (as of first day of grant)



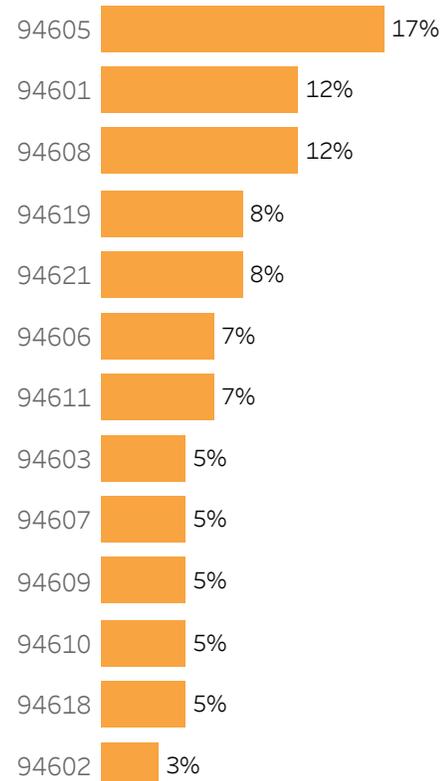
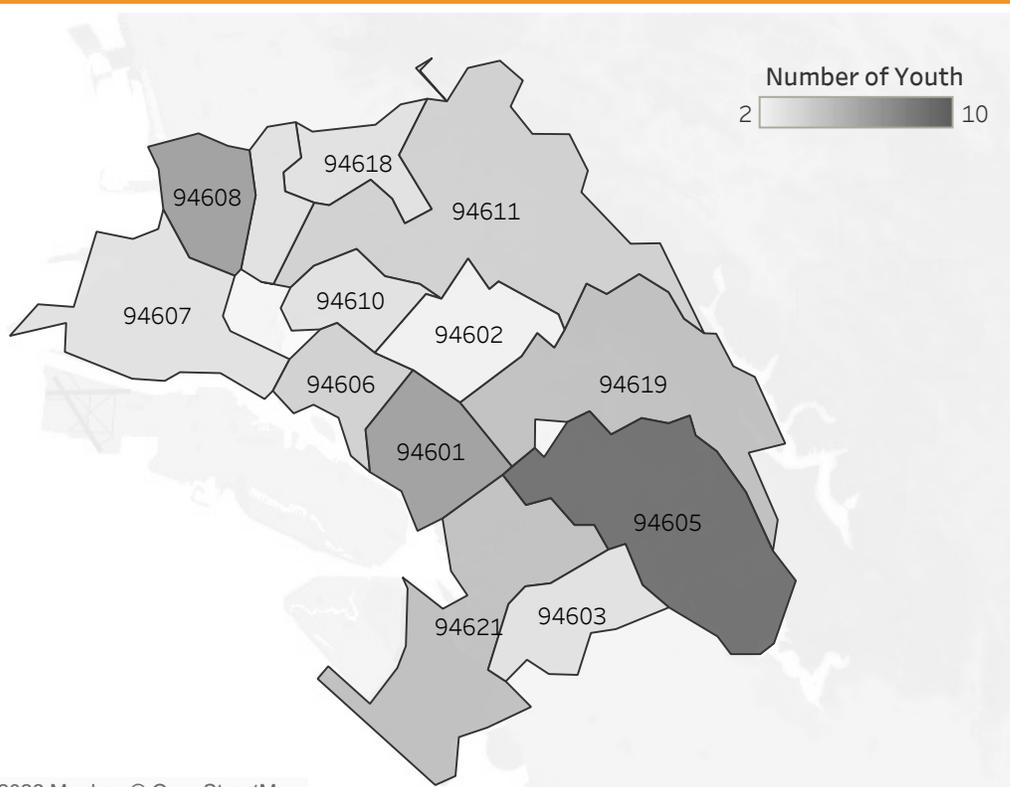
## Hours of Attendance



## Gender



# Distribution of Participants by Zip Code



# Youth Survey Results (Number of surveys collected: 33)

## General Youth Development Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

Development and mastery of skills	96%
Greater connections with adults	82%
Improved decision-making	65%
Improved goal setting	92%
Increased confidence and self esteem	79%
Increased sense of belonging and emotional wellness	85%

### Strategy-Level Scores

Development and mastery of skills	91%
Greater connections with adults	78%
Improved decision-making	72%
Improved goal setting	90%
Increased confidence and self esteem	77%
Increased sense of belonging and emotional wellness	82%

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	0%	0%	12%	39%	48%	0%	1%	9%	46%	43%
	In this program, I learned new information about a topic that interests me.	0%	0%	0%	41%	59%	1%	1%	7%	46%	45%
	In this program, I try new things.	0%	0%	0%	42%	58%	1%	1%	4%	46%	48%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	0%	39%	61%	1%	1%	10%	51%	38%
	There is an adult at this program who cares about me.	0%	0%	12%	52%	36%	0%	1%	12%	43%	44%
	There is an adult in this program who notices when I am upset about something.	0%	0%	42%	36%	21%	1%	4%	36%	36%	23%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	6%	30%	42%	21%	0%	4%	25%	43%	26%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	12%	21%	45%	21%	1%	3%	22%	47%	26%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	6%	67%	27%	0%	2%	9%	52%	36%
	This program helps me to think about the future.	3%	0%	6%	45%	45%	1%	1%	6%	43%	49%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	15%	45%	39%	0%	3%	19%	45%	33%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	3%	27%	48%	21%	1%	4%	22%	46%	27%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	18%	52%	30%	1%	2%	19%	49%	29%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	3%	3%	38%	56%	1%	2%	14%	46%	38%
	I feel supported and respected at this program.	0%	3%	3%	55%	39%	0%	1%	5%	52%	42%
	This program helps me to get along with other people my age.	0%	0%	15%	45%	39%	1%	2%	15%	50%	32%
	This program helps me to talk about my feelings.	0%	6%	30%	42%	21%	1%	7%	29%	39%	24%
	This program is a place where people care about each other.	0%	3%	6%	42%	48%	1%	1%	13%	48%	38%

# Youth Survey Results (Number of surveys collected: 33)

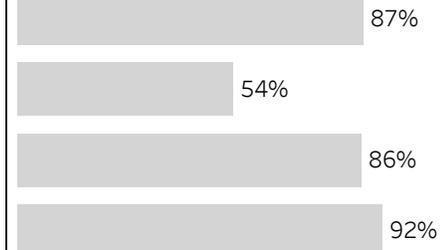
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores



### Strategy-Level Scores



		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Increased awareness of job and career options	In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts).	0%	6%	6%	39%	48%	1%	4%	14%	44%	37%
	In this program, I learned about jobs I can have in the future.	0%	3%	0%	48%	48%	0%	2%	5%	44%	49%
	This program helps me to understand how to get the kind of job I want.	0%	6%	3%	52%	39%	1%	2%	11%	45%	42%
Increased participation in internships and other work-experience opportunities	Because of this program, I have a paying job now or lined up for the future.	3%	6%	27%	33%	30%	4%	18%	30%	28%	21%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	3%	0%	12%	30%	55%	3%	10%	27%	33%	27%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	24%	52%	24%	0%	2%	17%	52%	29%
	In this program, I have a chance to learn from my mistakes.	0%	0%	3%	39%	58%	0%	1%	6%	50%	42%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	3%	42%	55%	0%	3%	13%	49%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	3%	0%	9%	48%	39%	0%	1%	6%	45%	47%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	0%	3%	3%	39%	55%	0%	1%	6%	46%	47%
	This program taught me how to get along with others in a work setting.	0%	0%	3%	55%	42%	0%	1%	8%	48%	43%



## Program YU Achieve (Summer Youth Employment)

**Strategy:** Career Awareness and Employment Support  
**Annual Grant Funding:** \$87,300

**End-of-Year Profile**  
**FY2021-2022**

Youth UpRising will offer a summer-long career training program, YU Achieve, that will provide 65 youth (ages 16-21) with workforce development training and job placement. Our model is specifically designed to provide individualized employment support for low-skilled youth and young adults. Weekly trainings offered at Youth UpRising in East Oakland will provide opportunities to explore career interests, create short- and long-term career and education goals, build a resume, practice applying and interviewing for jobs, and hold real life interviews.

### Program Score Card

These select performance measures were identified by program staff, OFCY and the evaluation team as indicative of programs' quality and success in working towards the strategic objectives for the Career Awareness and Employment Support strategy.

### Program Achievements: How much did we do?

Total Youth Served: **41**

Number of Youth Placed in Jobs or Internships: **41**

Total Hours of Service Provided: **2,928**

Total Hours of Work Experience Provided: **2,928**

### Program Performance and Quality: How well did we do it?

#### Progress Toward Projected Enrollment and Attendance

Strategy Average

Progress towards projected number of youth served	98%	118%
Progress towards average hours of service per participant	94%	99%
Progress towards projected hours of service	92%	113%

#### Work Experience

Strategy

Percent of youth placed in a job or internship	100%	80%
Percent of youth receiving at least 10 hours of work experience	95%	73%

#### Percent of Youth in Agreement

No surveys submitted

94%

87%

### Participant Outcomes: Is anyone better off?

#### Percent of Youth in Agreement

No surveys submitted

92%

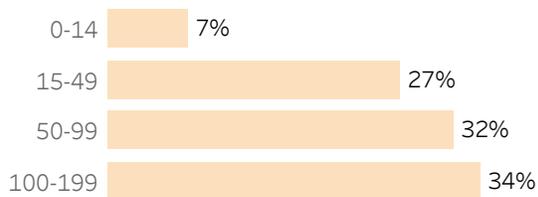
93%

91%

# Work Experience Outcomes Total Placed in Internships and Jobs: 41

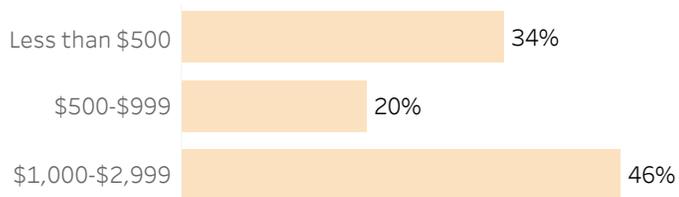
## Hours of Work Experience

Average Hours: 71



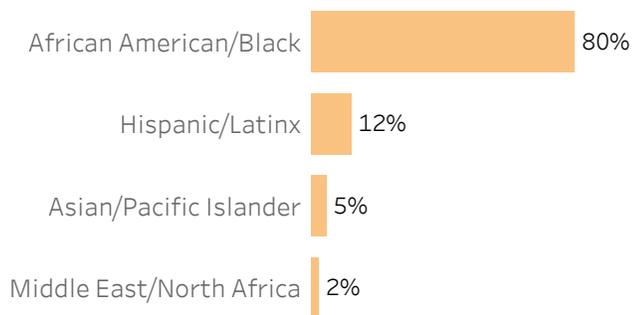
## Wages Earned

Average Wages: 1,025

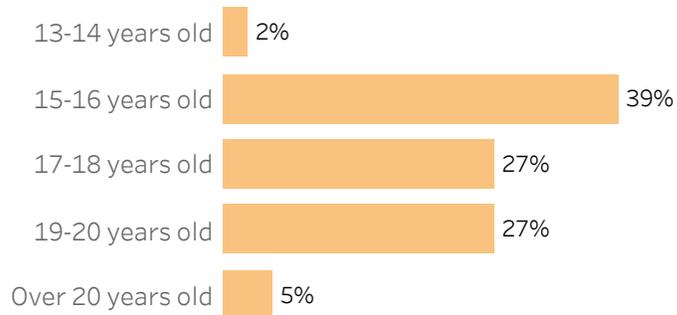


# Youth Demographics Total Enrollment: 41

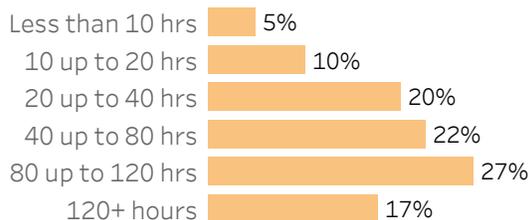
## Race/Ethnicity



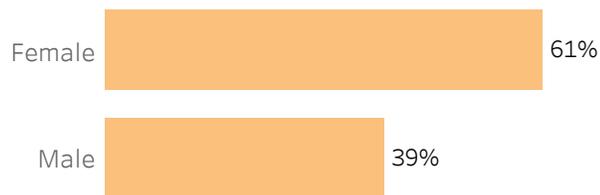
## Age (as of first day of grant)



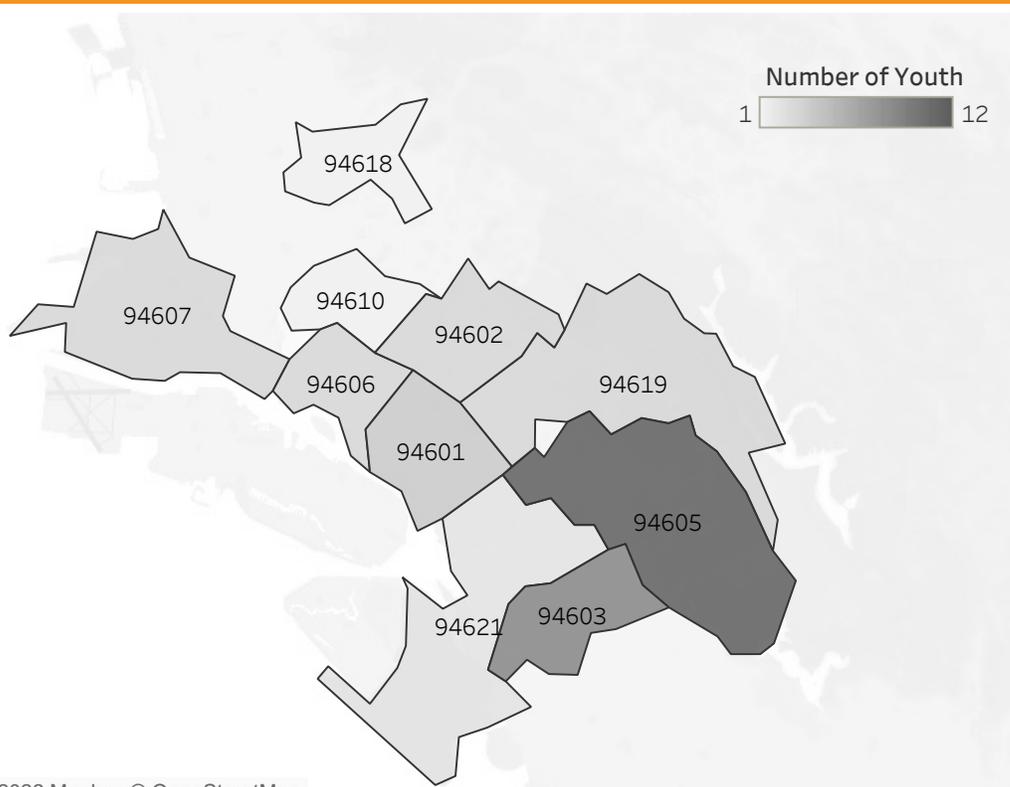
## Hours of Attendance



## Gender



# Distribution of Participants by Zip Code



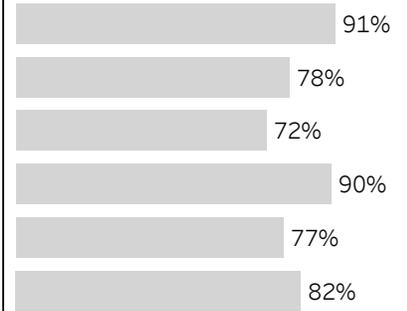
## General Youth Development Outcomes

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### Program Scores

No surveys submitted

### Strategy-Level Scores



Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
0%	1%	9%	46%	43%
1%	1%	7%	46%	45%
1%	1%	4%	46%	48%
1%	1%	10%	51%	38%
0%	1%	12%	43%	44%
1%	4%	36%	36%	23%
0%	4%	25%	43%	26%
1%	3%	22%	47%	26%
0%	2%	9%	52%	36%
1%	1%	6%	43%	49%
0%	3%	19%	45%	33%
1%	4%	22%	46%	27%
1%	2%	19%	49%	29%
1%	2%	14%	46%	38%
0%	1%	5%	52%	42%
1%	2%	15%	50%	32%
1%	7%	29%	39%	24%
1%	1%	13%	48%	38%

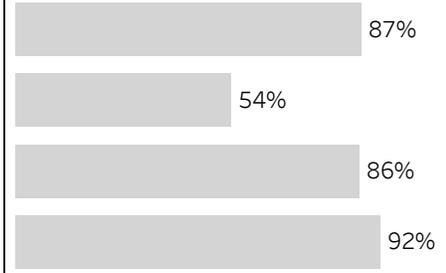
## Career Awareness and Employment Support Strategy Outcomes

Outcome scores represent the percentage of youth who agreed or strongly agreed with the questions mapped to each outcome. The strategy-level scores reflects all youth who completed surveys at 12 Career Awareness and Employment Support programs (684).

### Program Scores

No surveys submitted

### Strategy-Level Scores



Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
1%	4%	14%	44%	37%
0%	2%	5%	44%	49%
1%	2%	11%	45%	42%
4%	18%	30%	28%	21%
3%	10%	27%	33%	27%
0%	2%	17%	52%	29%
0%	1%	6%	50%	42%
0%	3%	13%	49%	36%
0%	1%	6%	45%	47%
0%	1%	6%	46%	47%
0%	1%	8%	48%	43%