



Program Career Exploration Program

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$182,000

End-of-Year Profile
 FY2020-2021

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: 51

Number of Youth Placed in Jobs or Internships: 51

Total Hours of Service Provided: 6,000

Total of Work Experience Provided: 4,560

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	102%	102%
Progress towards average hours of service per participant	57%	88%
Progress towards projected hours of service	58%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	100%	84%
Percent of youth receiving at least 10 hours of work experience	94%	71%

Percent of Youth in Agreement

I feel safe in this program.	96%	94%
There is an adult at this program who cares about me.	77%	83%

Participant Outcomes: Is anyone better off?

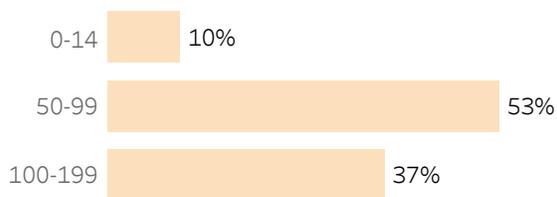
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	97%	92%
In this program, I learned about jobs I can have in the future.	100%	94%
This program taught me how to get along with others in a work setting.	87%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 51

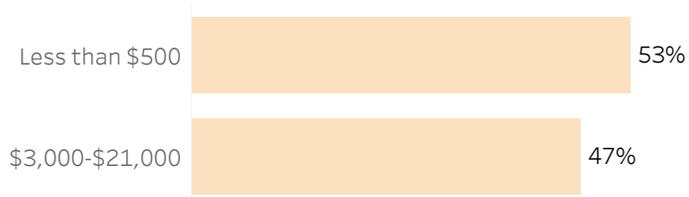
Hours of Work Experience

Average Hours: 89



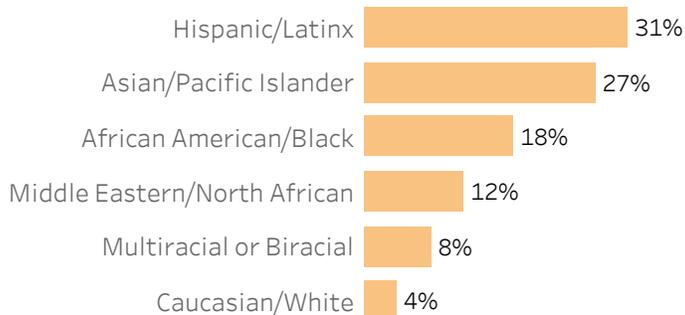
Wages Earned

Average Wages: 400.0

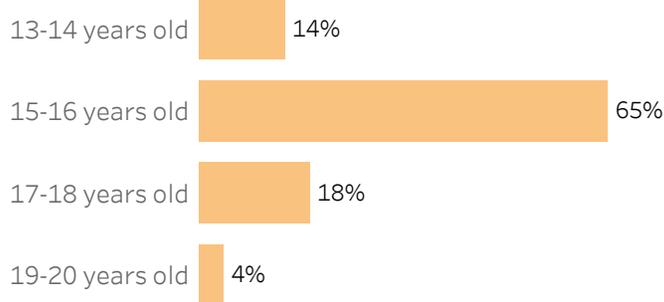


Youth Demographics Total Enrollment: 51

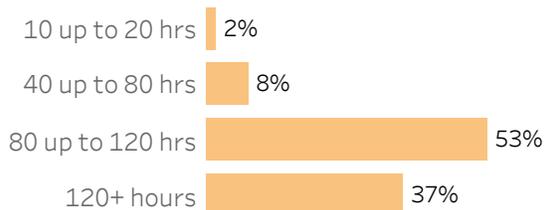
Race/Ethnicity



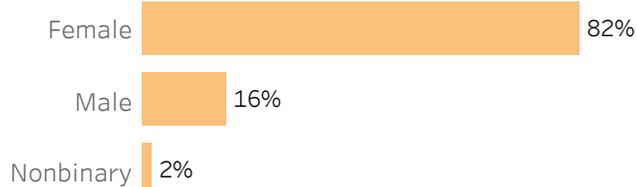
Age (as of first day of grant)



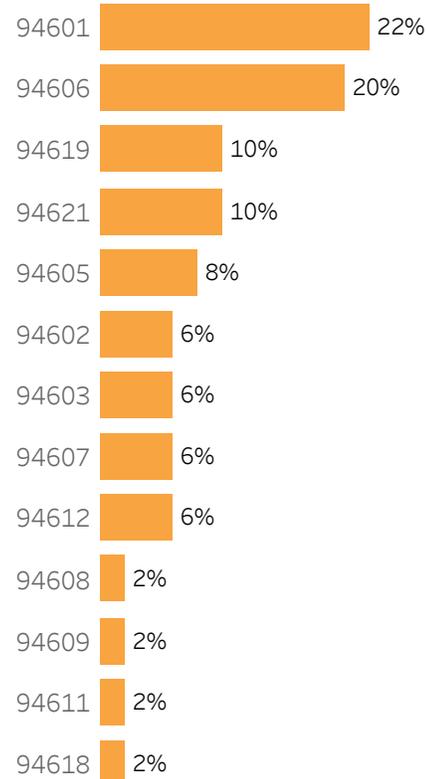
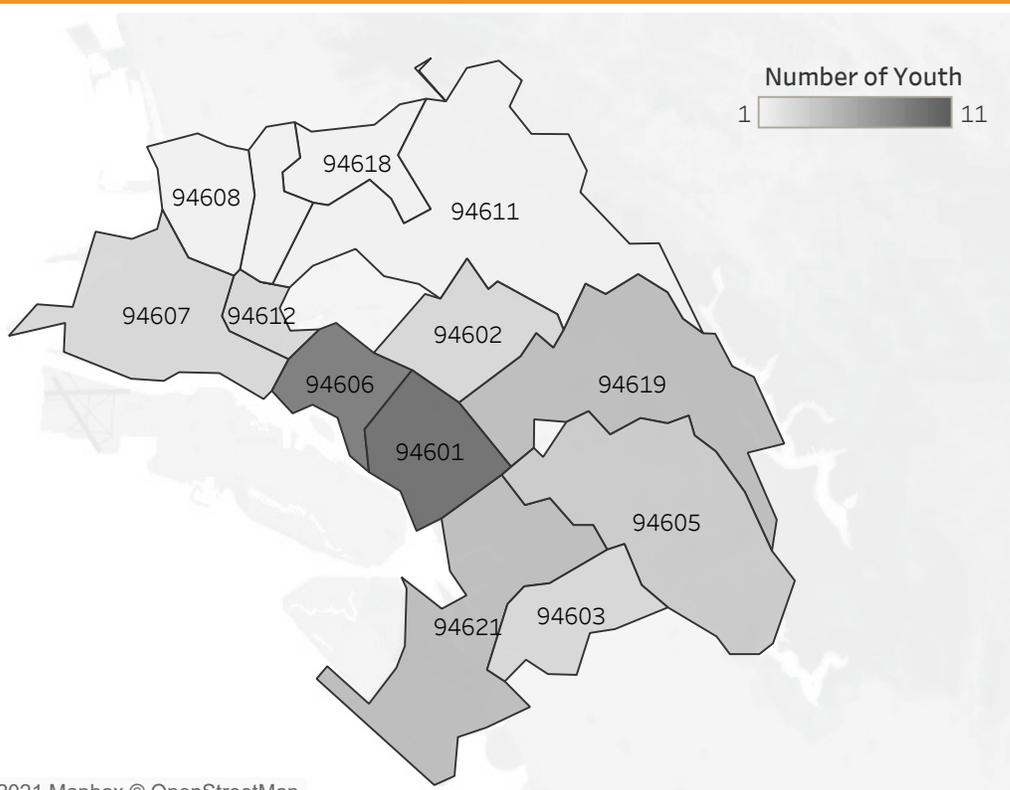
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 69)

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 15 Career Awareness and Employment Support programs (764).

Program Scores

Development and mastery of skills	96%
Greater connections with adults	68%
Improved decision-making	65%
Improved goal setting	91%
Increased confidence and self esteem	76%
Increased sense of belonging and emotional wellness	88%

Strategy-Level Scores

Development and mastery of skills	92%
Greater connections with adults	77%
Improved decision-making	71%
Improved goal setting	91%
Increased confidence and self esteem	79%
Increased sense of belonging and emotional wellness	86%

		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%	3%	49%	46%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	3%	1%	51%	45%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	0%	3%	51%	46%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	3%	14%	42%	41%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	1%	22%	49%	28%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	7%	49%	26%	17%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	7%	30%	35%	28%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	4%	28%	38%	30%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	3%	10%	52%	35%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	1%	0%	4%	38%	57%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	4%	12%	45%	39%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	4%	28%	41%	26%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	3%	22%	45%	30%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	17%	46%	36%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	3%	51%	46%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	6%	14%	43%	36%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	9%	61%	30%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 69)

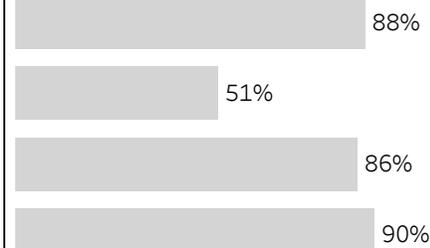
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	1%	4%	51%	43%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	0%	51%	49%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	1%	3%	65%	30%	1%	2%	8%	45%	44%
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.	4%	21%	41%	21%	13%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	1%	13%	42%	22%	22%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	1%	19%	42%	38%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	9%	49%	43%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	3%	13%	49%	35%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	3%	41%	57%	1%	1%	6%	42%	50%
	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%	1%	7%	38%	54%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	1%	12%	43%	43%	1%	2%	9%	46%	42%



Program Oakland Health Careers Collaborative

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$327,805

End-of-Year Profile
 FY2020-2021

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: **681**

Number of Youth Placed in Jobs or Internships: **650**

Total Hours of Service Provided: **15,966**

Total of Work Experience Provided: **15,842**

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	107%	102%
Progress towards average hours of service per participant	94%	88%
Progress towards projected hours of service	101%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	95%	84%
Percent of youth receiving at least 10 hours of work experience	64%	71%

Percent of Youth in Agreement

I feel safe in this program.	99%	94%
There is an adult at this program who cares about me.	82%	83%

Participant Outcomes: Is anyone better off?

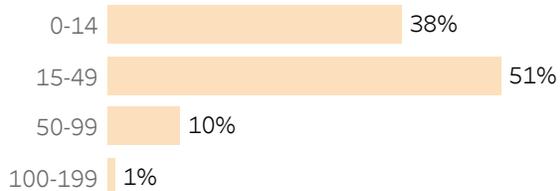
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	95%	92%
In this program, I learned about jobs I can have in the future.	99%	94%
This program taught me how to get along with others in a work setting.	93%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 650

Hours of Work Experience

Average Hours: 24



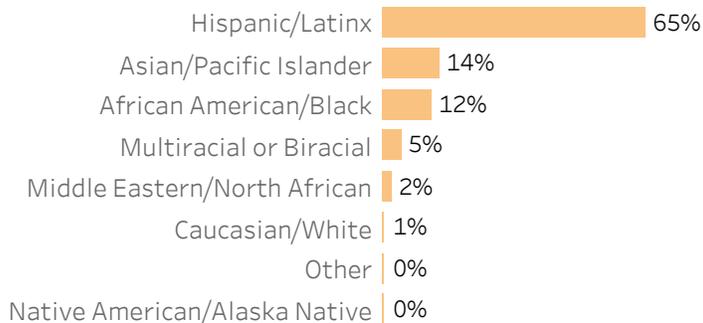
Wages Earned

Average Wages: 332.8

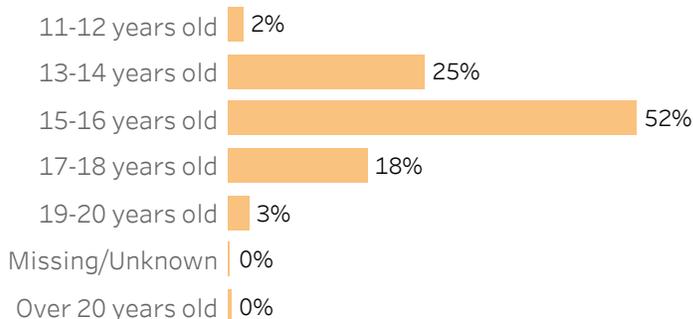


Youth Demographics Total Enrollment: 681

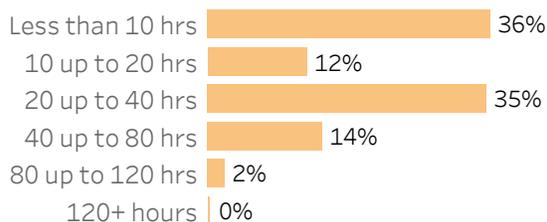
Race/Ethnicity



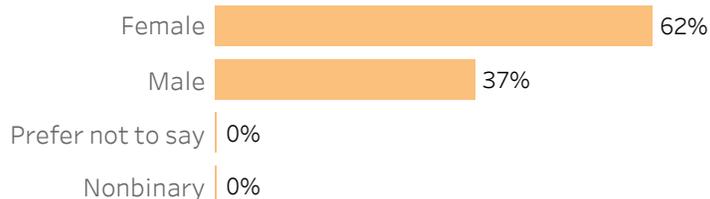
Age (as of first day of grant)



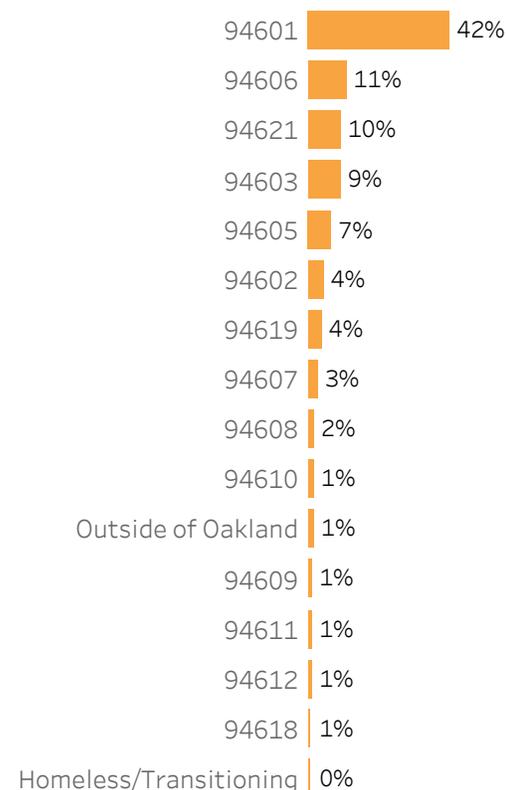
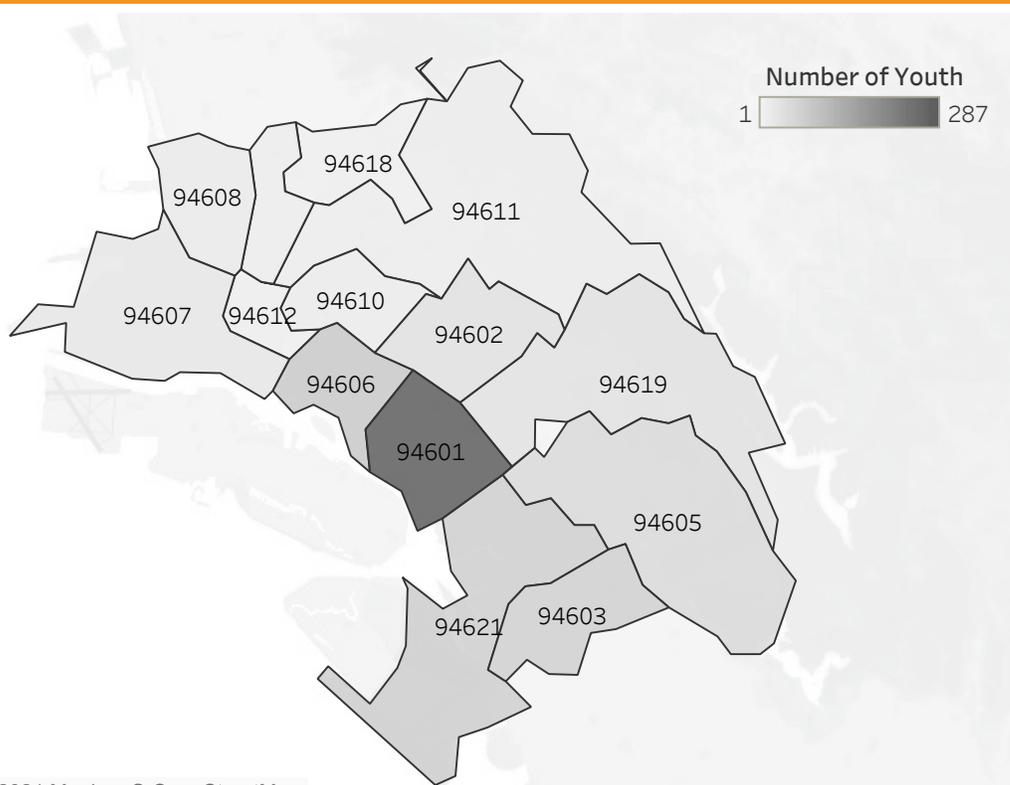
Hours of Attendance



Gender



Distribution of Participants by Zip Code

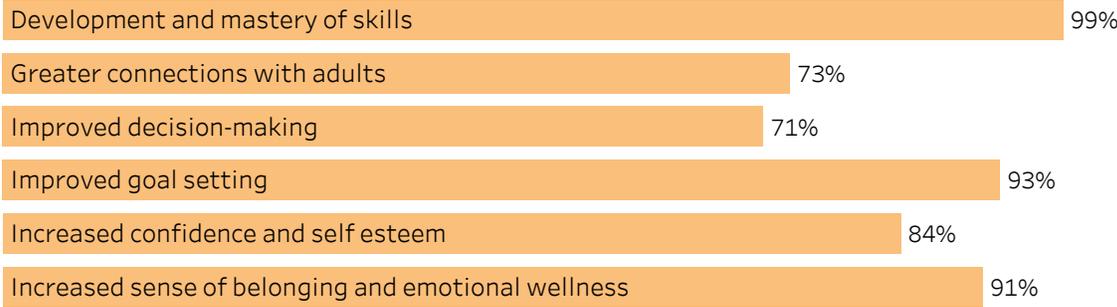


Youth Survey Results (Number of surveys collected: 195)

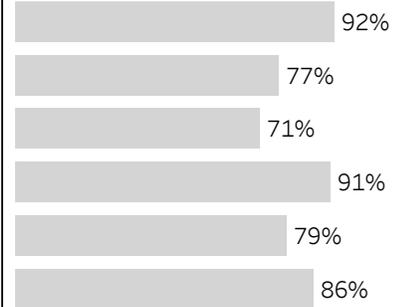
General Youth Development Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	2%	34%	64%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	1%	1%	23%	76%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	0%	1%	33%	66%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	2%	11%	43%	44%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	1%	18%	45%	37%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	2%	6%	42%	30%	21%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	3%	26%	40%	31%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	1%	2%	28%	35%	34%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	4%	10%	42%	45%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	1%	0%	0%	25%	74%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	1%	10%	36%	53%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	3%	17%	45%	35%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	2%	16%	43%	39%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	6%	45%	49%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	2%	40%	58%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	1%	3%	13%	43%	41%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	10%	38%	52%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 195)

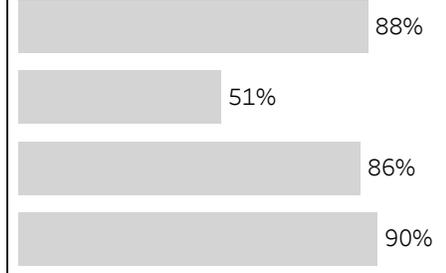
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	1%	6%	36%	57%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	1%	28%	71%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	0%	6%	33%	61%	1%	2%	8%	45%	44%
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%	23%	36%	18%	18%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	4%	13%	29%	22%	32%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	2%	11%	45%	41%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	3%	48%	50%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	4%	13%	44%	39%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	1%	4%	35%	61%	1%	1%	6%	42%	50%
	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%	4%	5%	45%	46%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	2%	5%	38%	54%	1%	2%	9%	46%	42%



Program Biotech Partners' Biotech Academy at Oakland Technical High School

Strategy: Career Awareness and Employment Support
Annual Grant Funding: \$142,815

**End-of-Year Profile
 FY2020-2021**

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: **98**

Number of Youth Placed in Jobs or Internships: **9.0**

Total Hours of Service Provided: **7,656**

Total of Work Experience Provided: **665.0**

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	115%	102%
Progress towards average hours of service per participant	43%	88%
Progress towards projected hours of service	49%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	9%	84%
Percent of youth receiving at least 10 hours of work experience	9%	71%

Percent of Youth in Agreement

I feel safe in this program.	88%	94%
There is an adult at this program who cares about me.	63%	83%

Participant Outcomes: Is anyone better off?

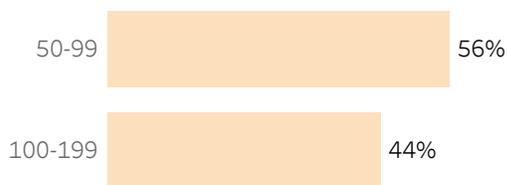
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	72%	92%
In this program, I learned about jobs I can have in the future.	81%	94%
This program taught me how to get along with others in a work setting.	59%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 9

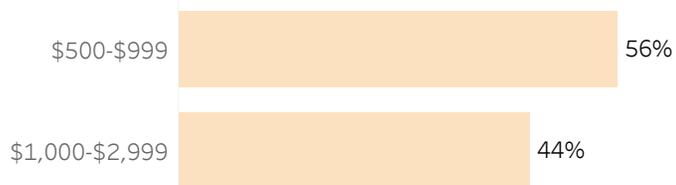
Hours of Work Experience

Average Hours: 74



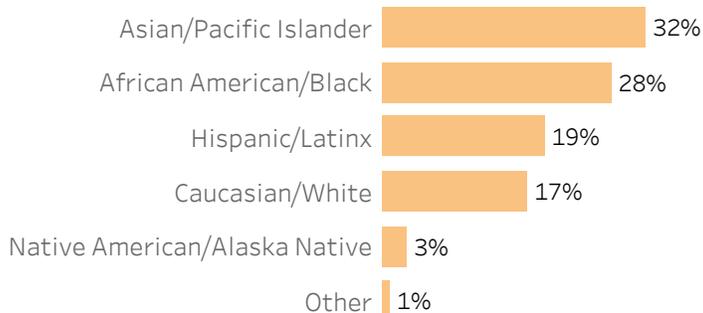
Wages Earned

Average Wages: 1,086

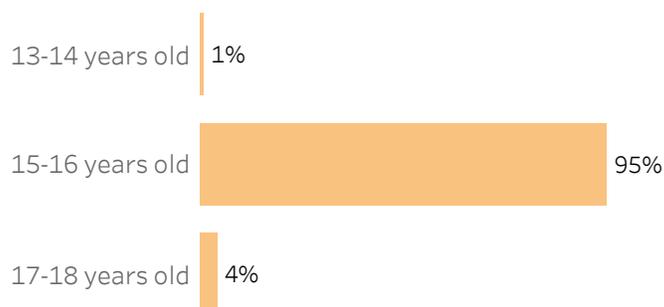


Youth Demographics Total Enrollment: 98

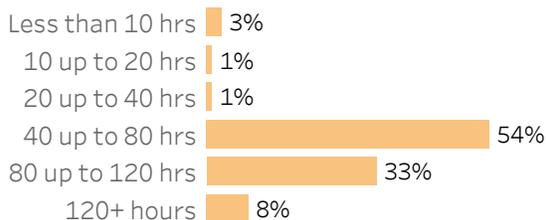
Race/Ethnicity



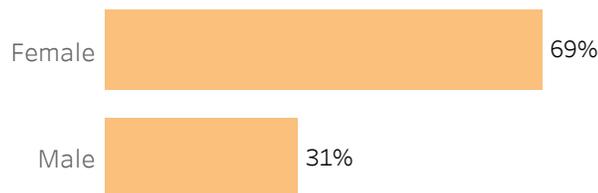
Age (as of first day of grant)



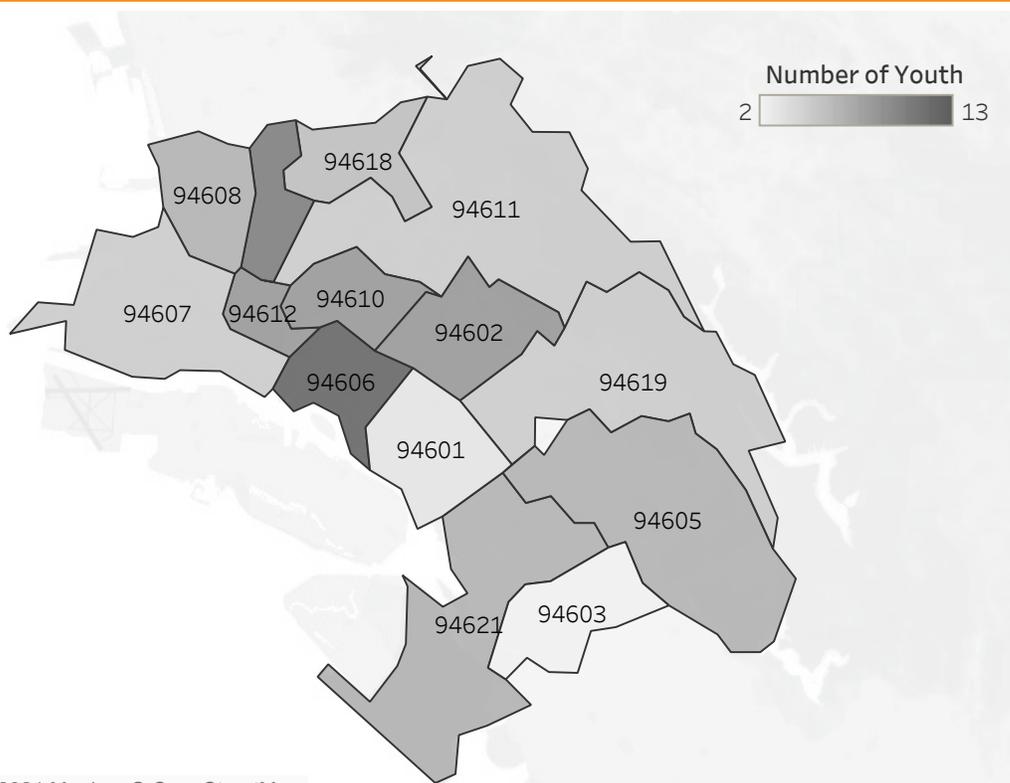
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 32)

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 15 Career Awareness and Employment Support programs (764).

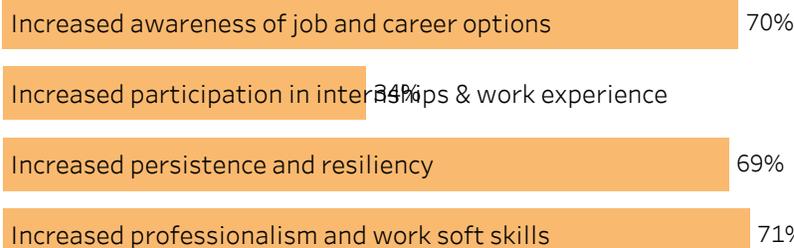
Program Scores							Strategy-Level Scores				
Development and mastery of skills		77%					92%				
Greater connections with adults		56%					77%				
Improved decision-making		34%					71%				
Improved goal setting		69%					91%				
Increased confidence and self esteem		37%					79%				
Increased sense of belonging and emotional wellness		62%					86%				
		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%	6%	16%	69%	6%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	3%	9%	16%	59%	13%	1%	2%	7%	39%	51%
	In this program, I try new things.	3%	3%	10%	55%	29%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	3%	0%	28%	56%	13%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	3%	3%	31%	44%	19%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	6%	13%	44%	34%	3%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	6%	19%	34%	38%	3%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	6%	16%	50%	28%	0%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	3%	13%	22%	53%	9%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	3%	6%	16%	56%	19%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	3%	19%	42%	23%	13%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	3%	19%	41%	31%	6%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	3%	9%	50%	34%	3%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	3%	16%	22%	53%	6%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	3%	0%	19%	66%	13%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	3%	13%	38%	44%	3%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	3%	32%	58%	6%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 32)

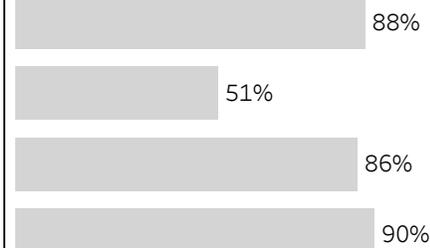
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	25%	50%	16%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	6%	13%	66%	16%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	3%	13%	22%	56%	6%	1%	2%	8%	45%	44%
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%	45%	29%	16%	6%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	3%	31%	19%	31%	16%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	3%	13%	22%	50%	13%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	3%	3%	13%	59%	22%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	3%	19%	16%	47%	16%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	6%	22%	66%	6%	1%	1%	6%	42%	50%
	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%	6%	13%	66%	16%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	9%	31%	53%	6%	1%	2%	9%	46%	42%



Program Sisters on The Rise

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$152,383

End-of-Year Profile
 FY2020-2021

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: 35

Number of Youth Placed in Jobs or Internships: 17

Total Hours of Service Provided: 3,966

Total of Work Experience Provided: 3,537

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	117%	102%
Progress towards average hours of service per participant	81%	88%
Progress towards projected hours of service	94%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	49%	84%
Percent of youth receiving at least 10 hours of work experience	49%	71%

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%	83%

Participant Outcomes: Is anyone better off?

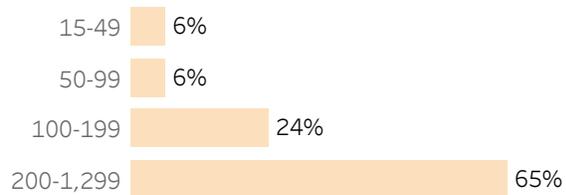
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	89%	92%
In this program, I learned about jobs I can have in the future.	67%	94%
This program taught me how to get along with others in a work setting.	100%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 17

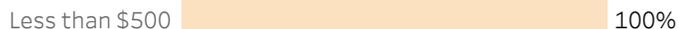
Hours of Work Experience

Average Hours: 208



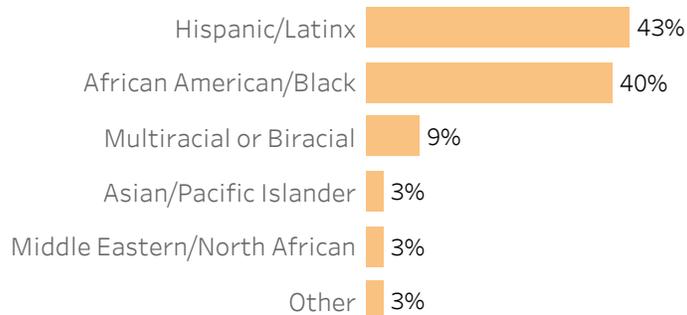
Wages Earned

Average Wages: 93.18

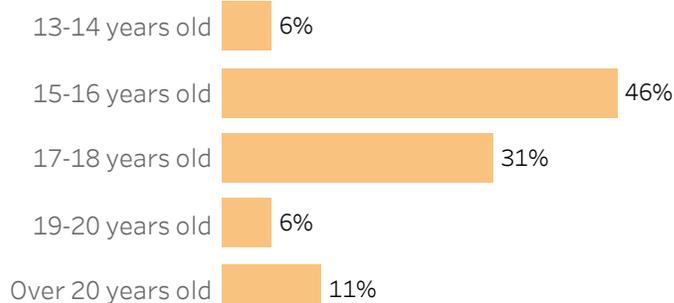


Youth Demographics Total Enrollment: 35

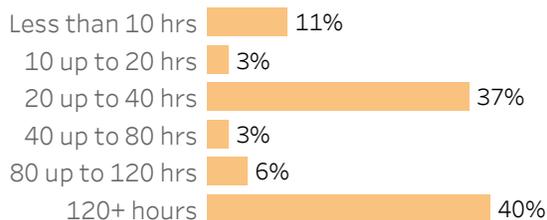
Race/Ethnicity



Age (as of first day of grant)



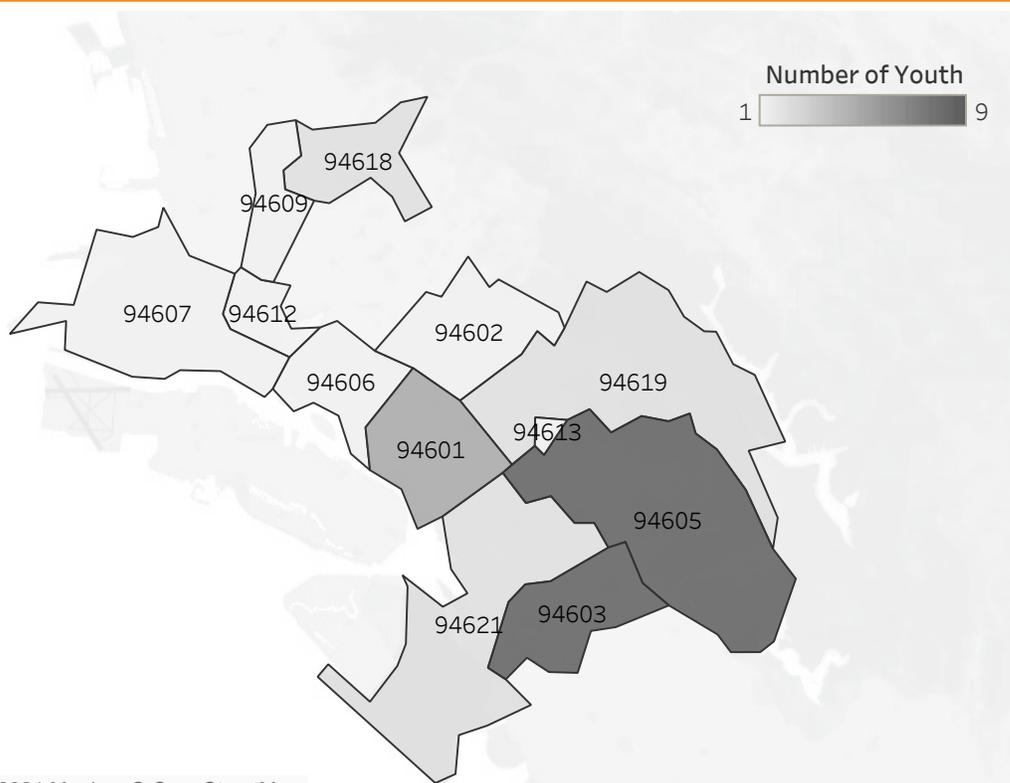
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 9)

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 15 Career Awareness and Employment Support programs (764).

Program Scores							Strategy-Level Scores									
Development and mastery of skills							93%					92%				
Greater connections with adults							93%					77%				
Improved decision-making							100%					71%				
Improved goal setting							100%					91%				
Increased confidence and self esteem							96%					79%				
Increased sense of belonging and emotional wellness							94%					86%				
		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%	78%	22%	1%	1%	5%	49%	45%					
	In this program, I learned new information about a topic that interests me.	0%	0%	11%	56%	33%	1%	2%	7%	39%	51%					
	In this program, I try new things.	0%	0%	11%	78%	11%	1%	1%	4%	43%	50%					
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	0%	67%	33%	1%	2%	10%	44%	44%					
	There is an adult at this program who cares about me.	0%	0%	0%	56%	44%	0%	1%	15%	46%	37%					
	There is an adult in this program who notices when I am upset about something.	0%	0%	22%	56%	22%	1%	5%	35%	37%	22%					
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	0%	0%	89%	11%	1%	5%	24%	44%	27%					
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	0%	67%	33%	1%	3%	26%	41%	30%					
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	0%	78%	22%	1%	3%	9%	49%	38%					
	This program helps me to think about the future.	0%	0%	0%	67%	33%	1%	0%	3%	42%	53%					
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	0%	78%	22%	0%	3%	14%	44%	38%					
	Since coming to this program, I feel I have more control over things that happen to me.	0%	11%	0%	67%	22%	1%	4%	19%	48%	29%					
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	0%	78%	22%	1%	4%	19%	46%	31%					
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	0%	44%	56%	1%	1%	12%	50%	36%					
	I feel supported and respected at this program.	0%	0%	0%	44%	56%	1%	0%	5%	47%	47%					
	This program helps me to get along with other people my age.	0%	0%	22%	56%	22%	1%	4%	16%	47%	32%					
	This program helps me to talk about my feelings.															
	This program is a place where people care about each other.	0%	0%	0%	56%	44%	0%	1%	13%	47%	39%					

Youth Survey Results (Number of surveys collected: 9)

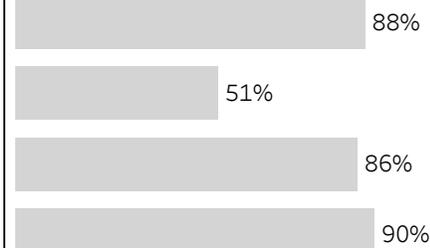
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	22%	33%	44%	0%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	11%	22%	67%	0%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	11%	33%	44%	11%	1%	2%	8%	45%	44%
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%	22%	22%	44%	11%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	22%	11%	56%	11%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	11%	78%	11%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	0%	78%	22%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	33%	44%	22%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	11%	78%	11%	1%	1%	6%	42%	50%
	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%	11%	0%	56%	33%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	0%	0%	67%	33%	1%	2%	9%	46%	42%



Program Civicorps Academic and Professional Pathway

Strategy: Career Awareness and Employment Support
Annual Grant Funding: \$187,321

**End-of-Year Profile
 FY2020-2021**

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: **59**

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

Total Hours of Service Provided: **37,855**

Total of Work Experience Provided: **28,569**

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	78%	102%
Progress towards average hours of service per participant	157%	88%
Progress towards projected hours of service	122%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	66%	84%
Percent of youth receiving at least 10 hours of work experience	66%	71%

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%	83%

Participant Outcomes: Is anyone better off?

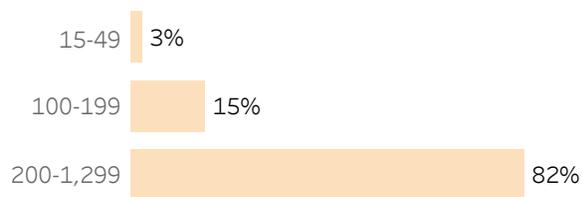
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	92%	92%
In this program, I learned about jobs I can have in the future.	100%	94%
This program taught me how to get along with others in a work setting.	83%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 39

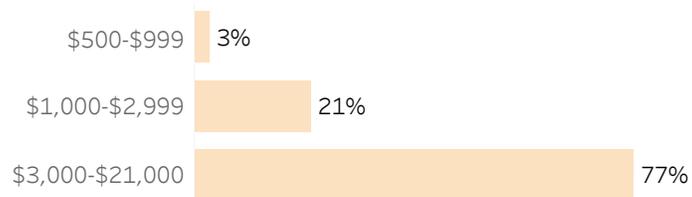
Hours of Work Experience

Average Hours: 733



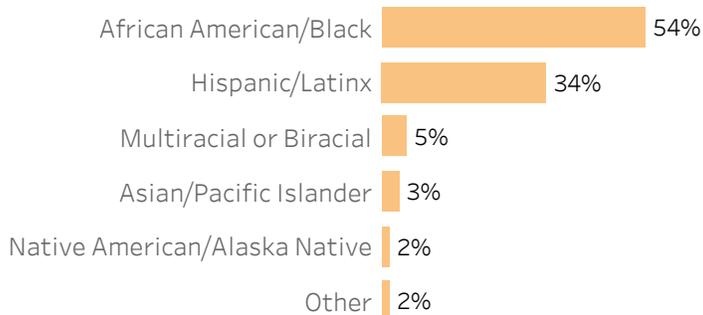
Wages Earned

Average Wages: 11,380

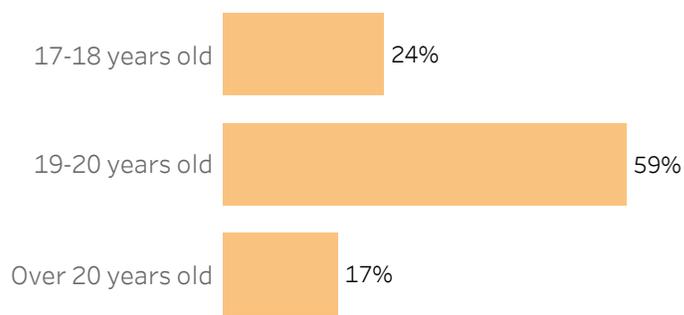


Youth Demographics Total Enrollment: 59

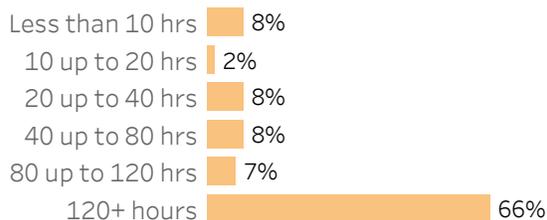
Race/Ethnicity



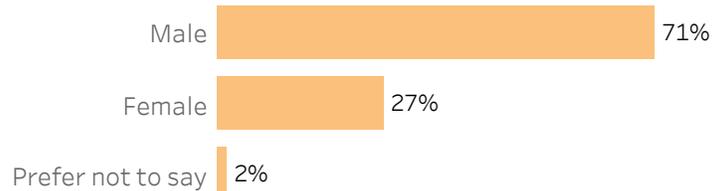
Age (as of first day of grant)



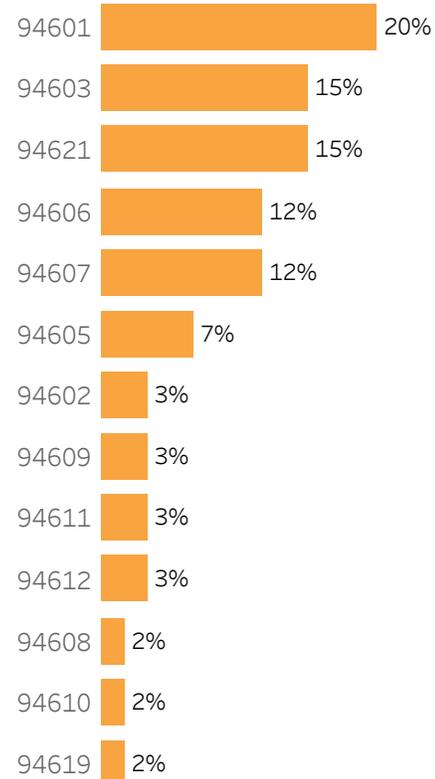
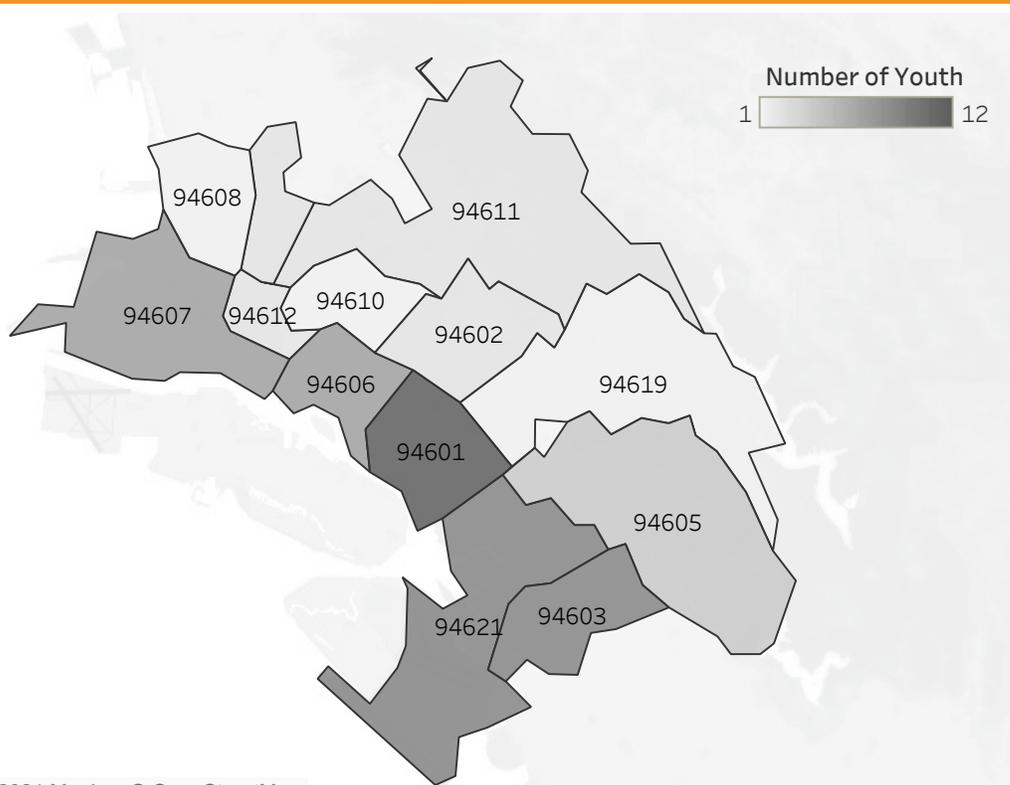
Hours of Attendance



Gender



Distribution of Participants by Zip Code

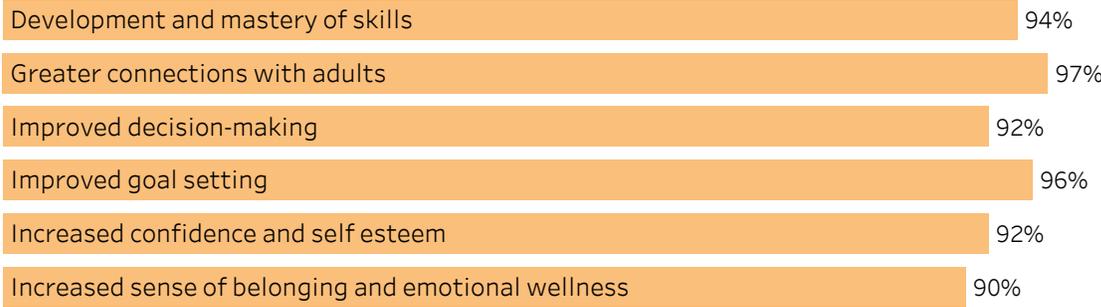


Youth Survey Results (Number of surveys collected: 12)

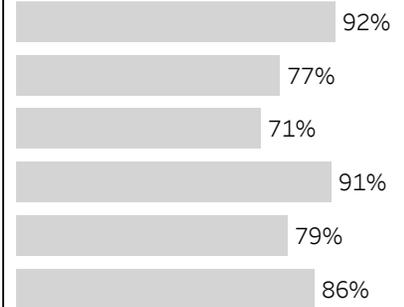
General Youth Development Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	0%	42%	58%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	0%	17%	42%	42%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	0%	0%	42%	58%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	0%	33%	67%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	0%	0%	33%	67%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	0%	8%	33%	58%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	8%	0%	50%	42%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	8%	0%	33%	58%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	8%	0%	33%	58%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	0%	0%	0%	33%	67%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	0%	50%	50%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	8%	0%	33%	58%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	8%	8%	42%	42%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	0%	50%	50%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	0%	25%	75%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	8%	8%	25%	58%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	25%	25%	50%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 12)

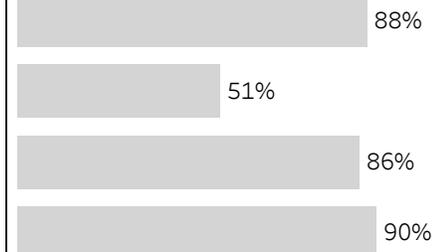
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	17%	17%	58%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	0%	25%	75%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	8%	25%	25%	42%	1%	2%	8%	45%	44%
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%	8%	17%	25%	50%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	8%	33%	25%	33%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	8%	0%	33%	58%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	0%	50%	50%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	0%	33%	67%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	8%	0%	25%	67%	1%	1%	6%	42%	50%
	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%	8%	8%	25%	58%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	8%	8%	33%	50%	1%	2%	9%	46%	42%



Program Havenscourt Youth Jobs Initiative

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$126,900

End-of-Year Profile
 FY2020-2021

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: 82

Number of Youth Placed in Jobs or Internships: 10

Total Hours of Service Provided: 2,146

Total of Work Experience Provided: 1,243

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	82%	102%
Progress towards average hours of service per participant	113%	88%
Progress towards projected hours of service	93%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	12%	84%
Percent of youth receiving at least 10 hours of work experience	12%	71%

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%	83%

Participant Outcomes: Is anyone better off?

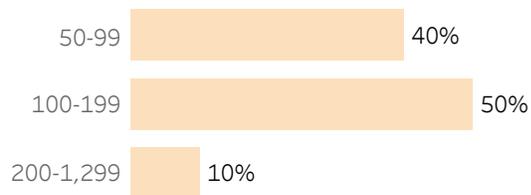
Percent of Youth in Agreement

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.	100%	94%
This program taught me how to get along with others in a work setting.	100%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 10

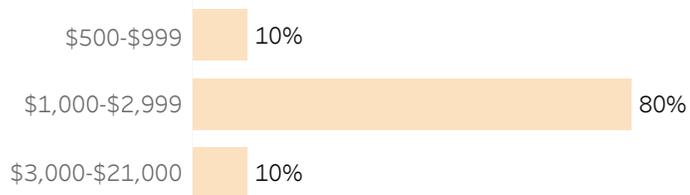
Hours of Work Experience

Average Hours: 124



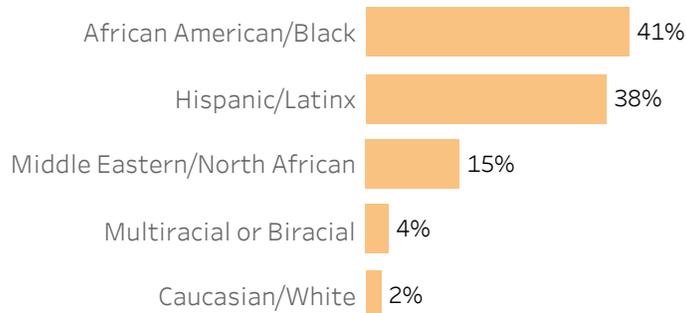
Wages Earned

Average Wages: 1,776

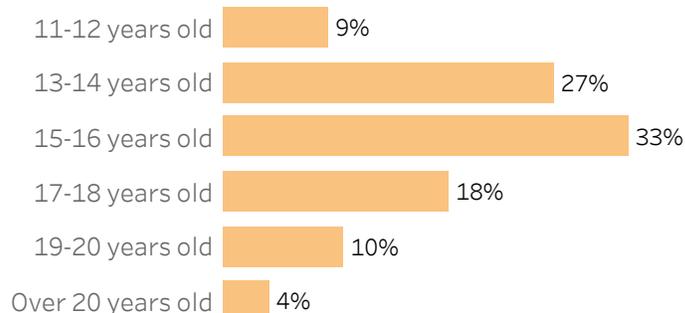


Youth Demographics Total Enrollment: 82

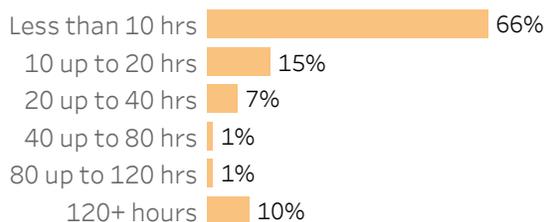
Race/Ethnicity



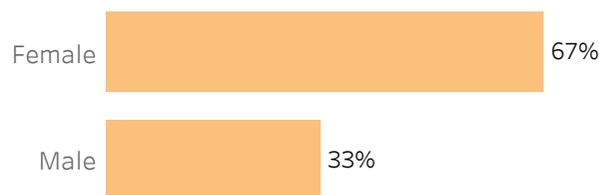
Age (as of first day of grant)



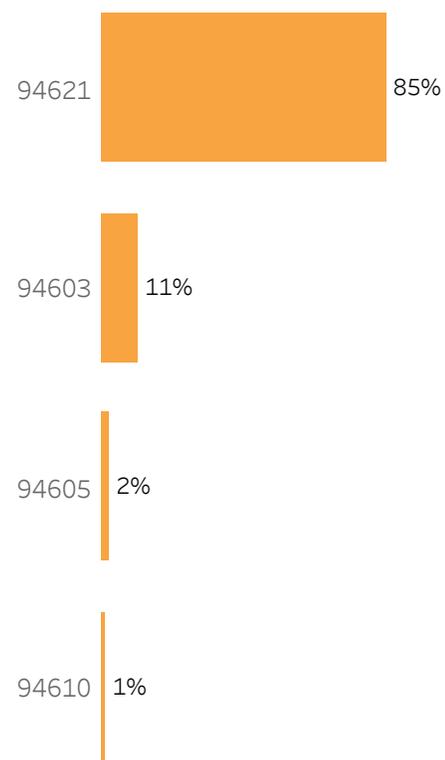
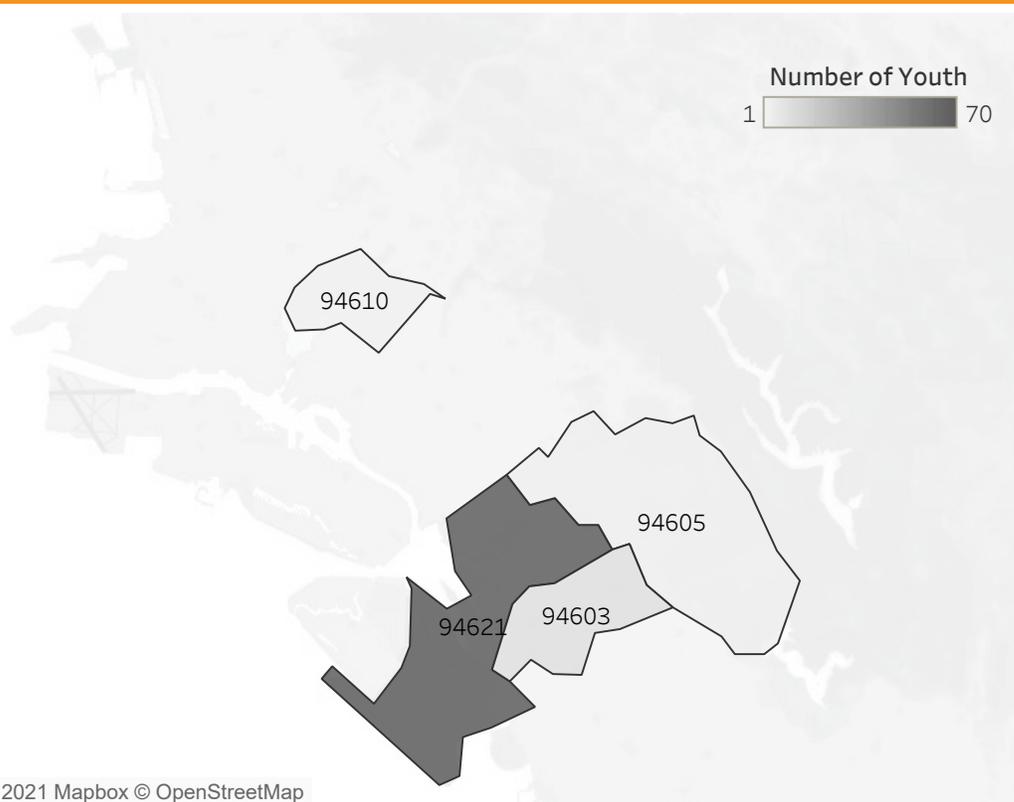
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 4)

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 15 Career Awareness and Employment Support programs (764).

Program Scores							Strategy-Level Scores				
Development and mastery of skills							100%	92%			
Greater connections with adults							100%	77%			
Improved decision-making							88%	71%			
Improved goal setting							100%	91%			
Increased confidence and self esteem							100%	79%			
Increased sense of belonging and emotional wellness							100%	86%			
		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%	100%	0%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	0%	0%	100%	0%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	0%	0%	75%	25%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	0%	75%	25%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	0%	0%	100%	0%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	0%	0%	75%	25%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	0%	0%	100%	0%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	25%	75%	0%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	0%	100%	0%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	0%	0%	0%	100%	0%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	0%	100%	0%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	0%	100%	0%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	0%	75%	25%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	0%	75%	25%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	0%	75%	25%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	0%	0%	75%	25%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	0%	75%	25%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 4)

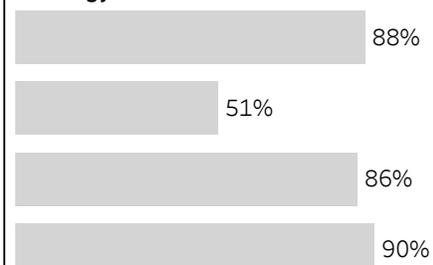
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	25%	0%	75%	0%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	0%	100%	0%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	0%	0%	100%	0%	1%	2%	8%	45%	44%
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%	0%	100%	0%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	0%	0%	100%	0%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	25%	75%	0%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	0%	100%	0%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	0%	100%	0%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	0%	100%	0%	1%	1%	6%	42%	50%
	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%	100%	0%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	0%	0%	75%	25%	1%	2%	9%	46%	42%



Program Oakland Youth Industries Exploration (YIE) Program

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$182,000

End-of-Year Profile
 FY2020-2021

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: 27

Number of Youth Placed in Jobs or Internships: 23

Total Hours of Service Provided: 3,041

Total of Work Experience Provided: 2,040

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

Progress Toward Projected Enrollment and Attendance

Strategy Average

Measure	Actual	Strategy Average
Progress towards projected number of youth served	100%	102%
Progress towards average hours of service per participant	102%	88%
Progress towards projected hours of service	102%	90%

Work Experience

Strategy

Measure	Actual	Strategy
Percent of youth placed in a job or internship	85%	84%
Percent of youth receiving at least 10 hours of work experience	85%	71%

Percent of Youth in Agreement

Statement	Actual	Strategy
I feel safe in this program.	90%	94%
There is an adult at this program who cares about me.	83%	83%

Participant Outcomes: Is anyone better off?

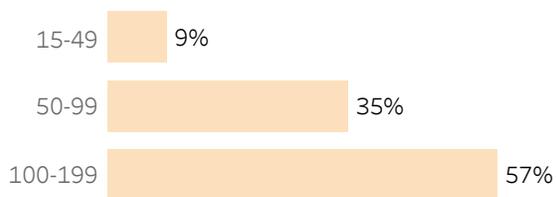
Percent of Youth in Agreement

Statement	Actual	Strategy
At this program, I learned what is expected in a work setting.	90%	92%
In this program, I learned about jobs I can have in the future.	97%	94%
This program taught me how to get along with others in a work setting.	83%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 23

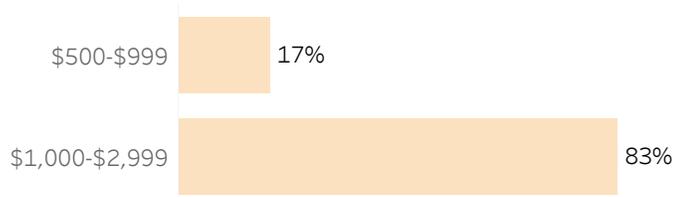
Hours of Work Experience

Average Hours: 89



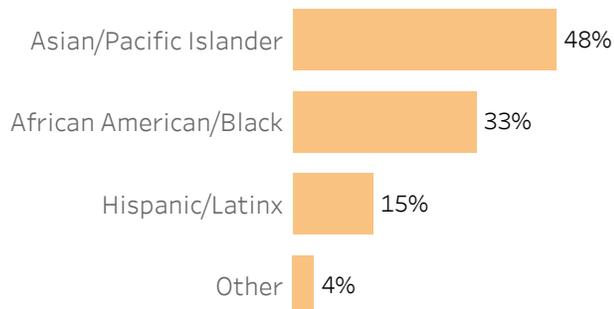
Wages Earned

Average Wages: 1,263

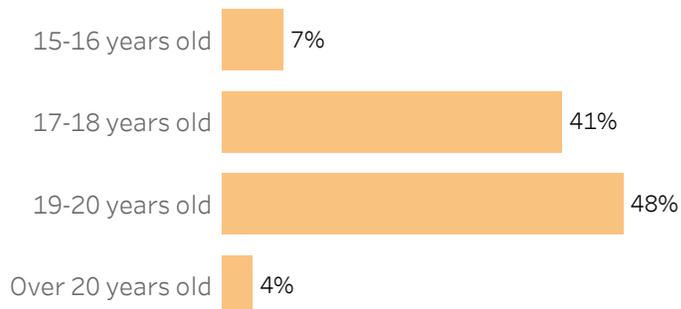


Youth Demographics Total Enrollment: 27

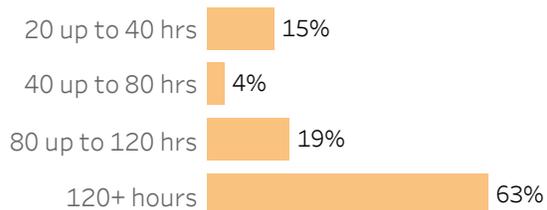
Race/Ethnicity



Age (as of first day of grant)



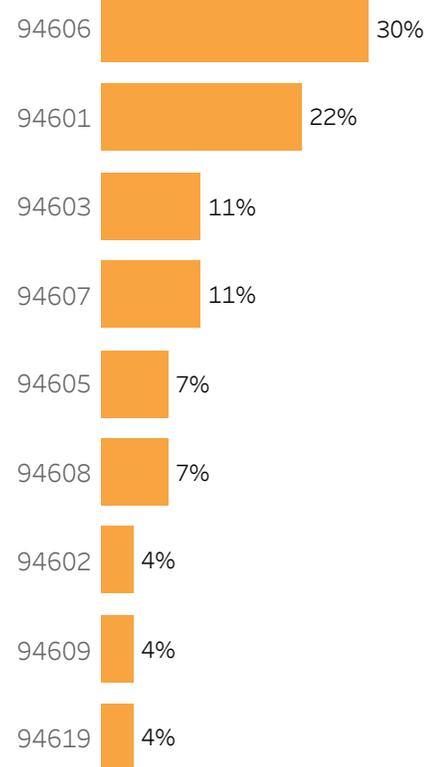
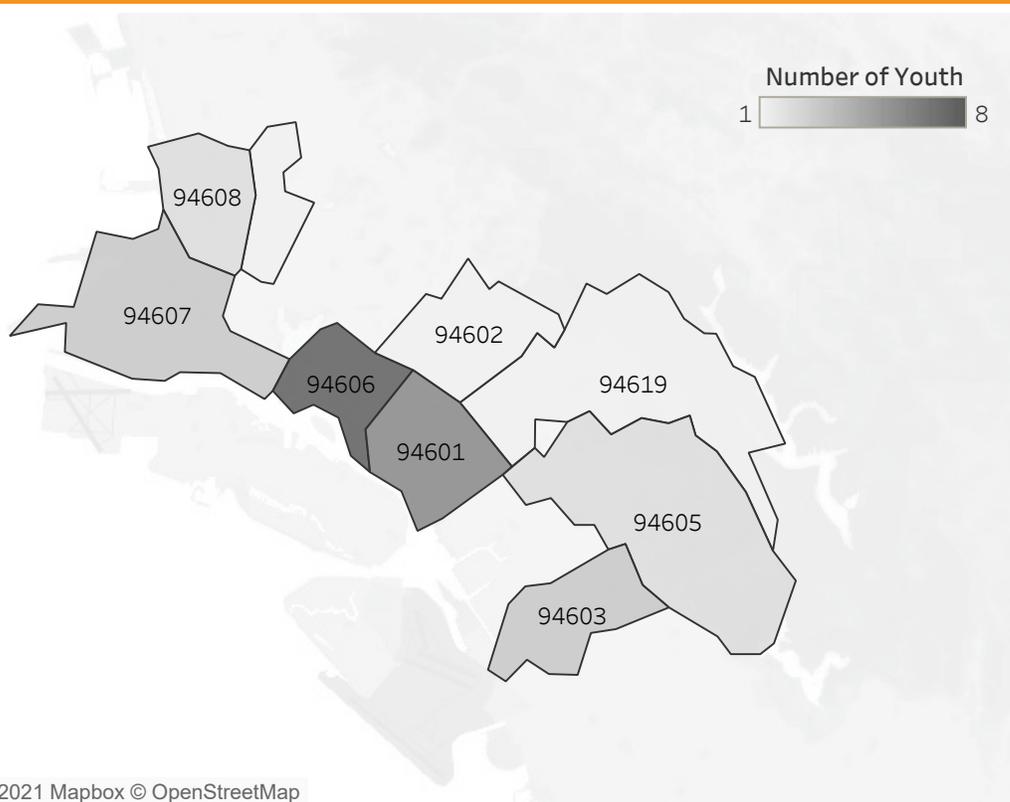
Hours of Attendance



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 15 Career Awareness and Employment Support programs (764).

Program Scores							Strategy-Level Scores				
Development and mastery of skills 88%							92%				
Greater connections with adults 74%							77%				
Improved decision-making 78%							71%				
Improved goal setting 88%							91%				
Increased confidence and self esteem 76%							79%				
Increased sense of belonging and emotional wellness 83%							86%				
		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%	3%	10%	53%	33%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	0%	13%	50%	37%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	3%	7%	47%	43%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	3%	13%	50%	33%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	0%	17%	53%	30%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	3%	40%	40%	17%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	7%	20%	53%	20%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	3%	13%	47%	37%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	17%	50%	33%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	0%	0%	7%	57%	37%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	3%	17%	50%	30%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	3%	3%	20%	53%	20%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	7%	20%	50%	23%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	20%	50%	30%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	7%	43%	50%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	3%	27%	50%	20%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	13%	43%	43%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 30)

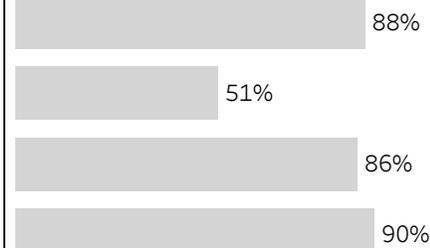
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	27%	57%	13%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	3%	55%	41%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	3%	10%	43%	43%	1%	2%	8%	45%	44%
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%	3%	33%	47%	17%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	3%	0%	23%	63%	10%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	27%	43%	30%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	3%	13%	63%	20%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	3%	14%	55%	28%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	3%	7%	57%	33%	1%	1%	6%	42%	50%
	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%	7%	67%	23%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	0%	17%	57%	27%	1%	2%	9%	46%	42%



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

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$90,000

**End-of-Year Profile
 FY2020-2021**

The Oakland Youth on the Move (YOM) Summer Employment Program targets our community's high risk, low-income youth ages 16-21 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: **70**

Number of Youth Placed in Jobs or Internships: **57**

Total Hours of Service Provided: **6,566**

Total of Work Experience Provided: **4,456**

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	99%	102%
Progress towards average hours of service per participant	79%	88%
Progress towards projected hours of service	78%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	81%	84%
Percent of youth receiving at least 10 hours of work experience	79%	71%

Percent of Youth in Agreement

I feel safe in this program.	100%	94%
There is an adult at this program who cares about me.	70%	83%

Participant Outcomes: Is anyone better off?

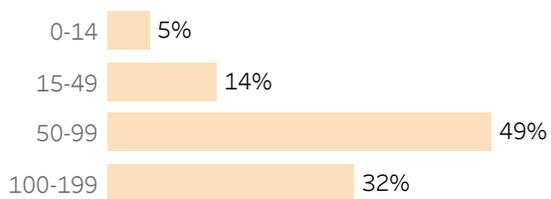
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	90%	92%
In this program, I learned about jobs I can have in the future.	95%	94%
This program taught me how to get along with others in a work setting.	85%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 57

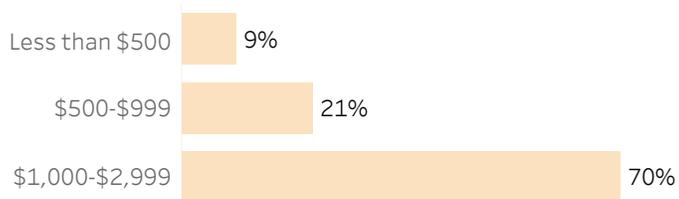
Hours of Work Experience

Average Hours: 78



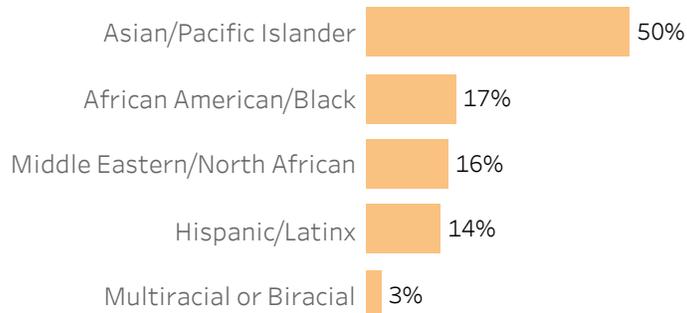
Wages Earned

Average Wages: 1,114

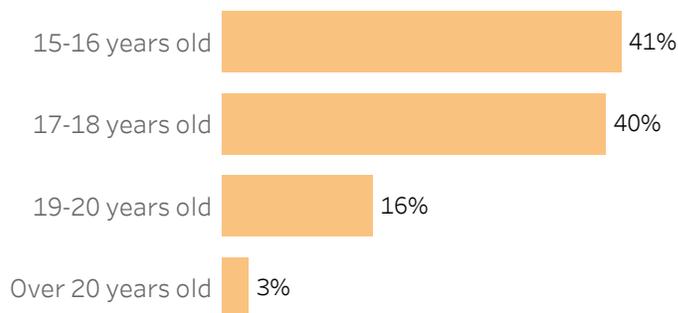


Youth Demographics Total Enrollment: 70

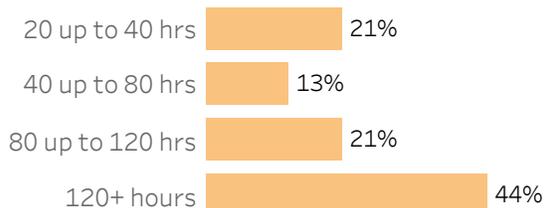
Race/Ethnicity



Age (as of first day of grant)



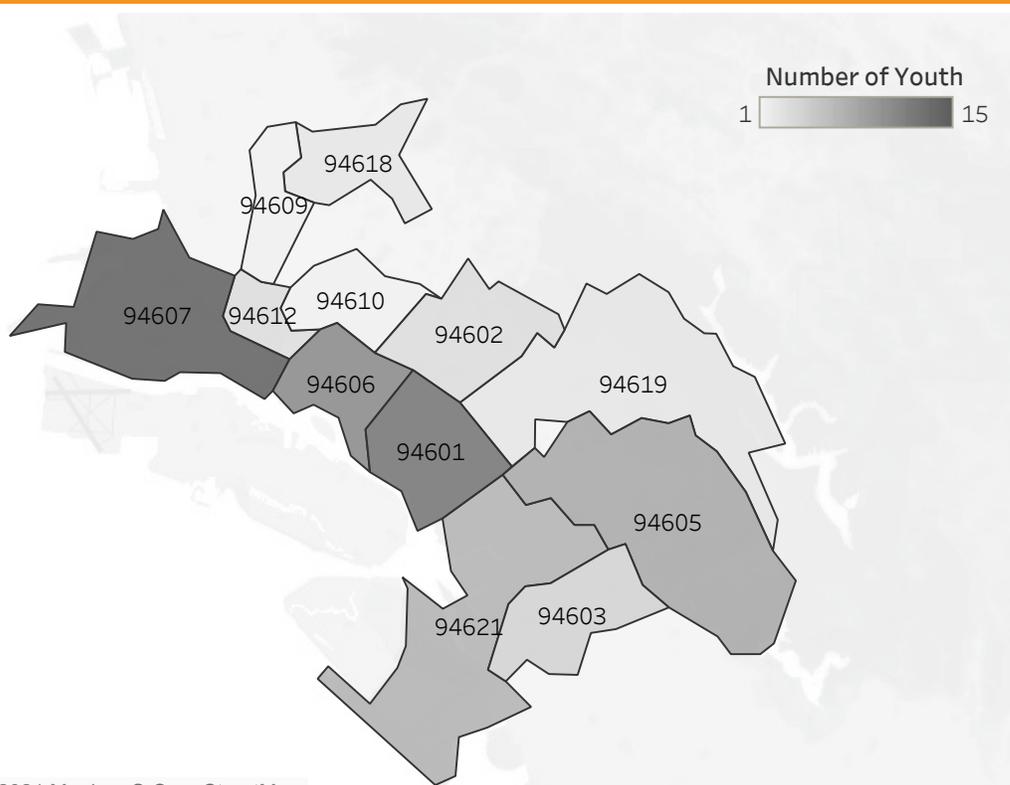
Hours of Attendance



Gender



Distribution of Participants by Zip Code

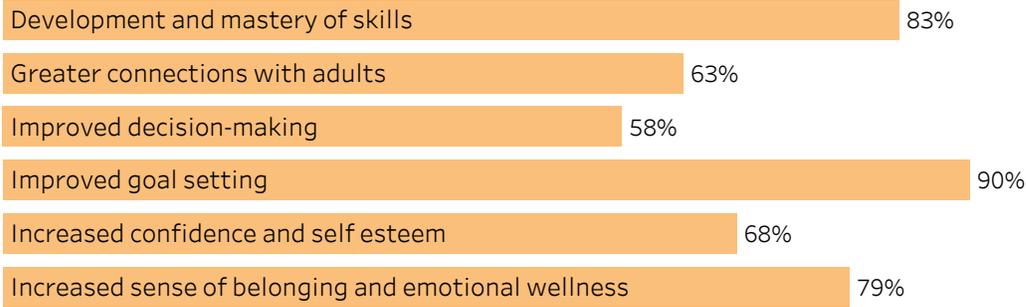


Youth Survey Results (Number of surveys collected: 20)

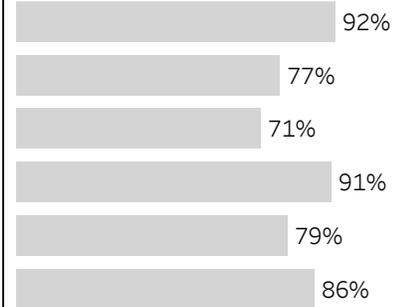
General Youth Development Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	70%	15%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	0%	15%	55%	30%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	5%	15%	60%	20%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	15%	60%	25%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	0%	30%	65%	5%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	0%	65%	30%	5%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	5%	45%	40%	10%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	35%	55%	10%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	15%	55%	30%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	0%	0%	5%	65%	30%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	20%	65%	15%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	40%	55%	5%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	35%	60%	5%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	20%	60%	20%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	10%	65%	25%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	5%	30%	45%	20%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	20%	55%	25%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 20)

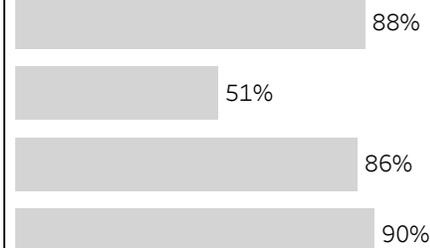
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	25%	55%	20%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	5%	65%	30%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	0%	0%	60%	40%	1%	2%	8%	45%	44%
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%	10%	45%	30%	15%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	0%	30%	45%	25%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	15%	70%	15%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	5%	15%	60%	20%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	10%	35%	50%	5%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	10%	55%	35%	1%	1%	6%	42%	50%
	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%	10%	65%	25%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	0%	15%	65%	20%	1%	2%	9%	46%	42%



Program Bridges from School to Work

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$113,199

End-of-Year Profile
 FY2020-2021

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: 48

Number of Youth Placed in Jobs or Internships: 19

Total Hours of Service Provided: 3,771

Total of Work Experience Provided: 3,202

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	80%	102%
Progress towards average hours of service per participant	49%	88%
Progress towards projected hours of service	39%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	40%	84%
Percent of youth receiving at least 10 hours of work experience	40%	71%

Percent of Youth in Agreement

I feel safe in this program.	96%	94%
There is an adult at this program who cares about me.	87%	83%

Participant Outcomes: Is anyone better off?

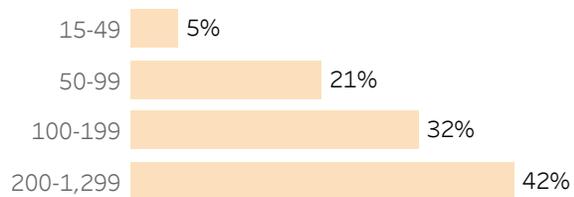
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	96%	92%
In this program, I learned about jobs I can have in the future.	96%	94%
This program taught me how to get along with others in a work setting.	96%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 19

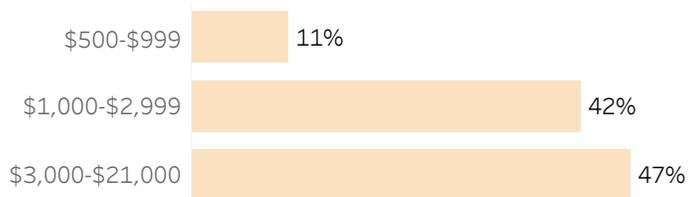
Hours of Work Experience

Average Hours: 169



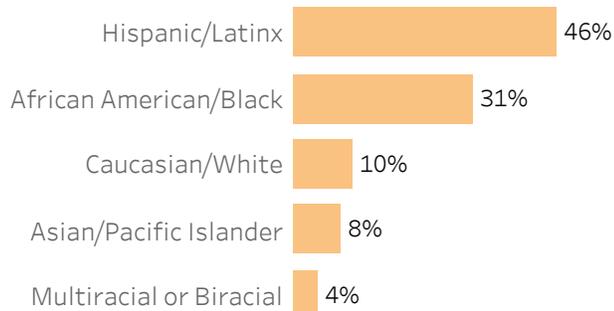
Wages Earned

Average Wages: 2,846

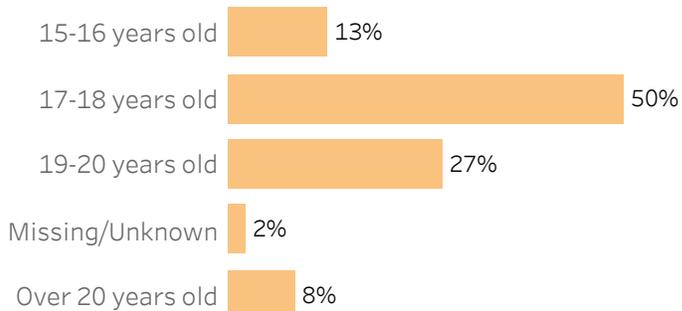


Youth Demographics Total Enrollment: 48

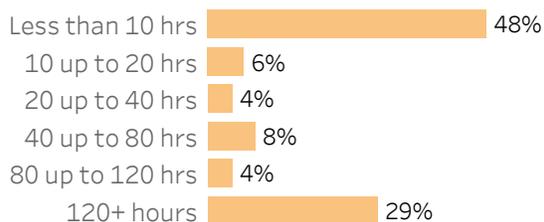
Race/Ethnicity



Age (as of first day of grant)



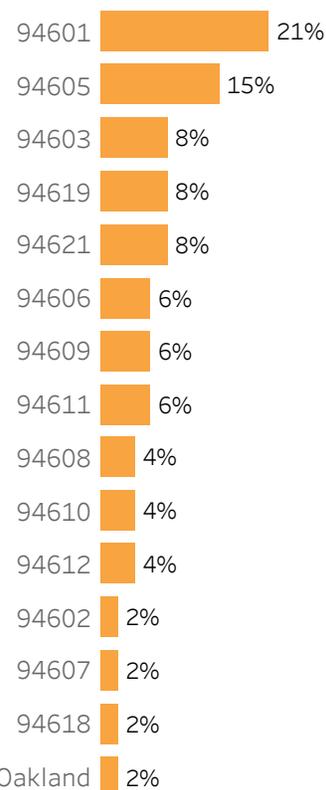
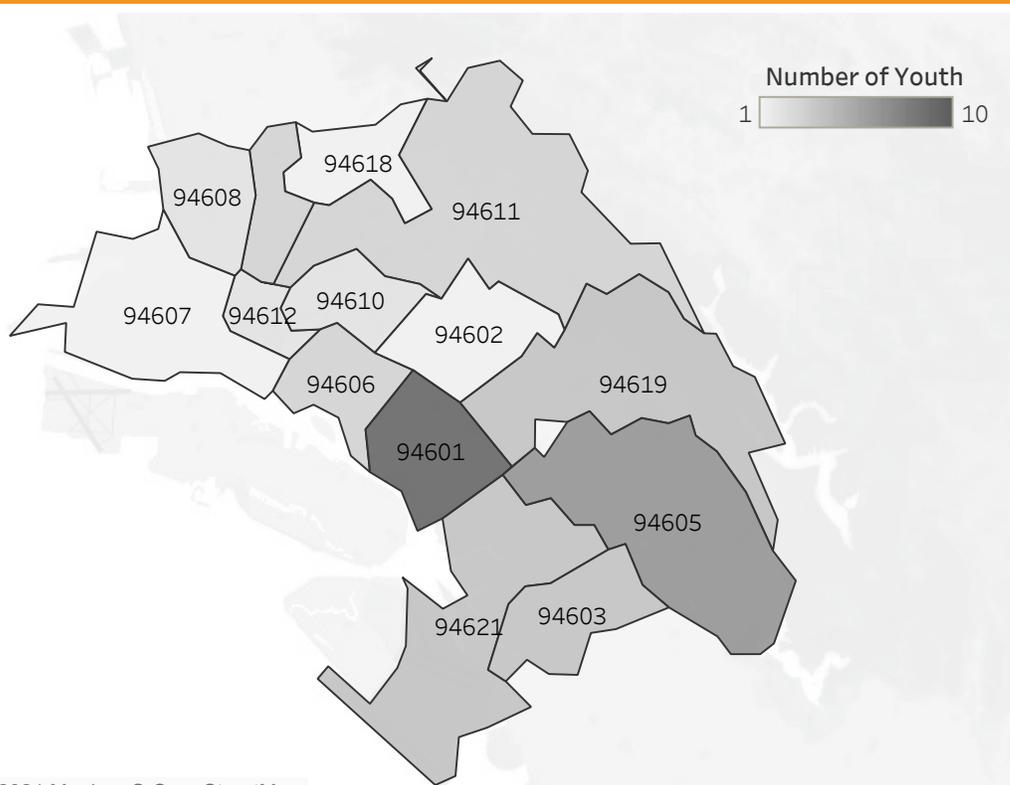
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 23)

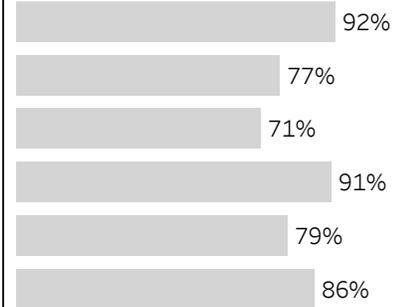
General Youth Development Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	4%	57%	39%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	0%	22%	26%	52%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	0%	22%	30%	48%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	4%	4%	30%	61%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	0%	13%	39%	48%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	0%	17%	57%	26%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	4%	22%	39%	35%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	4%	0%	22%	35%	39%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	9%	43%	48%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	0%	0%	13%	39%	48%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	13%	48%	39%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	4%	17%	30%	48%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	4%	0%	52%	43%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	4%	57%	39%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	4%	48%	48%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	4%	13%	35%	48%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	13%	39%	48%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 23)

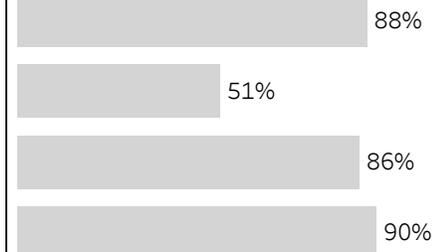
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	17%	13%	35%	35%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	4%	0%	48%	48%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	0%	4%	48%	48%	1%	2%	8%	45%	44%
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%	9%	9%	35%	48%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	4%	17%	17%	30%	30%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	30%	22%	48%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	4%	43%	52%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	17%	39%	43%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	4%	43%	52%	1%	1%	6%	42%	50%
	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%	4%	0%	43%	52%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	0%	4%	48%	48%	1%	2%	9%	46%	42%



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

**End-of-Year Profile
FY2020-2021**

Strategy: Career Awareness and Employment Support
Annual Grant Funding: \$187,156

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: **61**

Number of Youth Placed in Jobs or Internships: **57**

Total Hours of Service Provided: **7,465**

Total of Work Experience Provided: **5,519**

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	153%	102%
Progress towards average hours of service per participant	76%	88%
Progress towards projected hours of service	115%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	93%	84%
Percent of youth receiving at least 10 hours of work experience	90%	71%

Percent of Youth in Agreement

I feel safe in this program.	93%	94%
There is an adult at this program who cares about me.	93%	83%

Participant Outcomes: Is anyone better off?

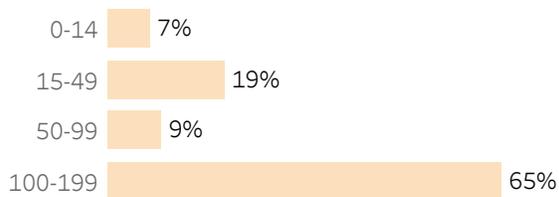
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	88%	92%
In this program, I learned about jobs I can have in the future.	93%	94%
This program taught me how to get along with others in a work setting.	95%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 57

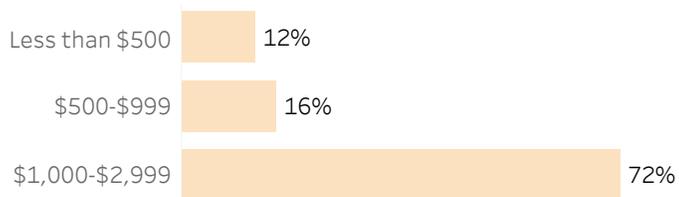
Hours of Work Experience

Average Hours: 97



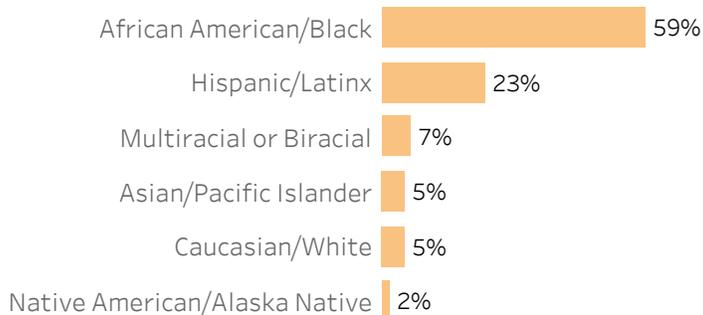
Wages Earned

Average Wages: 1,562

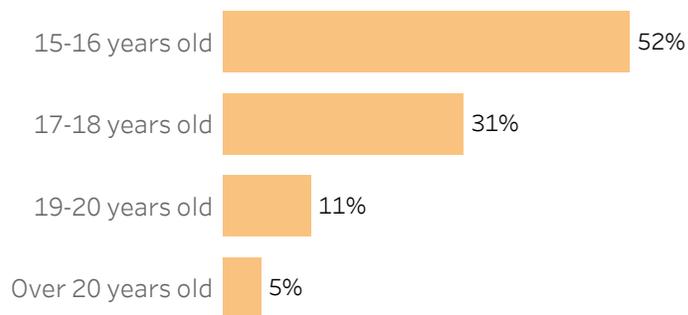


Youth Demographics Total Enrollment: 61

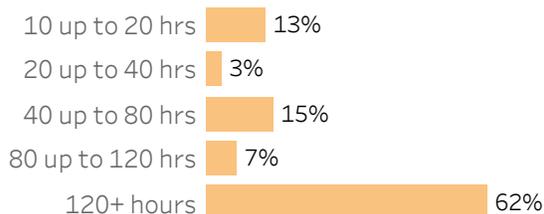
Race/Ethnicity



Age (as of first day of grant)



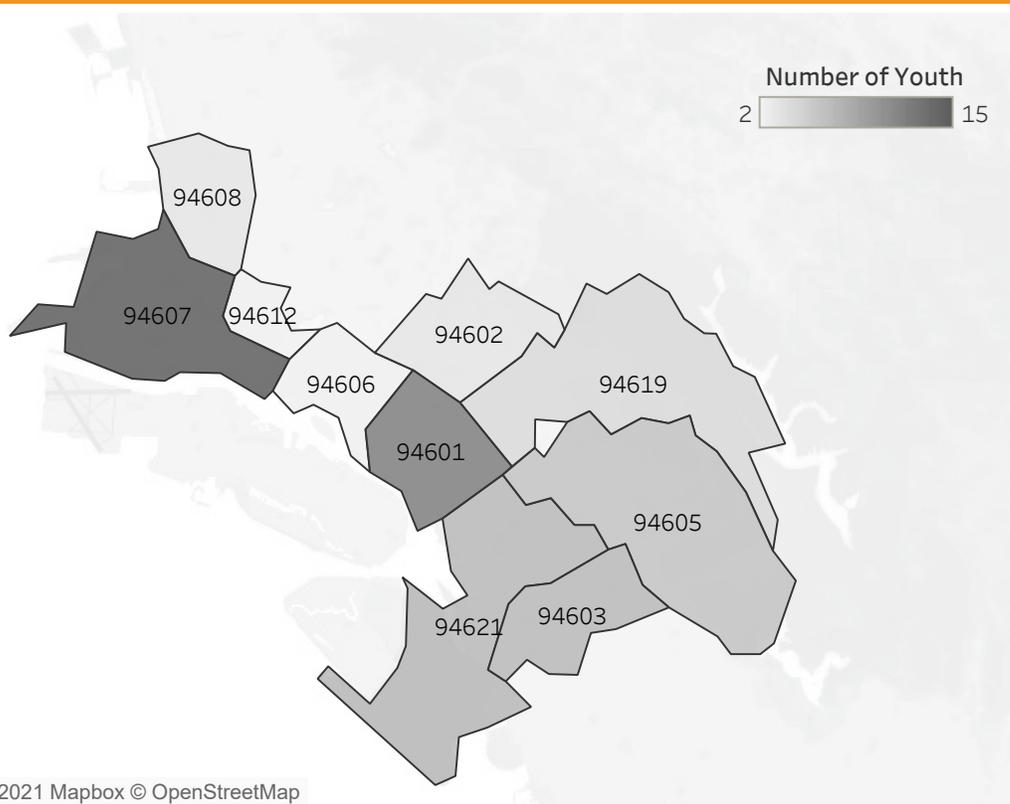
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 42)

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 15 Career Awareness and Employment Support programs (764).

Program Scores

Development and mastery of skills	92%
Greater connections with adults	87%
Improved decision-making	86%
Improved goal setting	94%
Increased confidence and self esteem	88%
Increased sense of belonging and emotional wellness	89%

Strategy-Level Scores

Development and mastery of skills	92%
Greater connections with adults	77%
Improved decision-making	71%
Improved goal setting	91%
Increased confidence and self esteem	79%
Increased sense of belonging and emotional wellness	86%

		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.	2%	0%	5%	26%	67%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	2%	0%	7%	29%	62%	1%	2%	7%	39%	51%
	In this program, I try new things.	2%	0%	5%	24%	69%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	7%	21%	71%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	2%	5%	29%	64%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	2%	21%	33%	43%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	2%	12%	33%	52%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	14%	33%	52%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	5%	29%	67%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	0%	2%	5%	19%	74%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	2%	7%	33%	57%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	2%	14%	31%	52%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	0%	10%	29%	62%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	2%	7%	33%	57%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	10%	21%	69%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	5%	14%	29%	52%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	7%	31%	62%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 42)

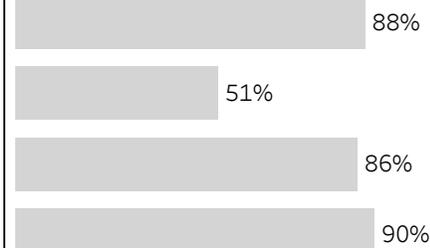
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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).	2%	7%	12%	26%	52%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	2%	0%	5%	26%	67%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	2%	0%	2%	24%	71%	1%	2%	8%	45%	44%
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%	17%	14%	24%	45%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	12%	7%	19%	62%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	7%	36%	57%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	2%	5%	38%	55%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	5%	5%	36%	55%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	2%	0%	10%	19%	69%	1%	1%	6%	42%	50%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	2%	2%	5%	26%	64%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	2%	2%	29%	67%	1%	2%	9%	46%	42%



Program Exploring College and Career Options (ECCO)

Strategy: Career Awareness and Employment Support
Annual Grant Funding: \$180,000

**End-of-Year Profile
 FY2020-2021**

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: **439**

Number of Youth Placed in Jobs or Internships: **439**

Total Hours of Service Provided: **42,570**

Total of Work Experience Provided: **42,570**

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

Progress Toward Projected Enrollment and Attendance

Strategy Average

Measure	Actual	Strategy Average
Progress towards projected number of youth served	117%	102%
Progress towards average hours of service per participant	113%	88%
Progress towards projected hours of service	132%	90%

Work Experience

Strategy

Measure	Actual	Strategy
Percent of youth placed in a job or internship	100%	84%
Percent of youth receiving at least 10 hours of work experience	100%	71%

Percent of Youth in Agreement

Statement	Actual	Strategy
I feel safe in this program.	93%	94%
There is an adult at this program who cares about me.	91%	83%

Participant Outcomes: Is anyone better off?

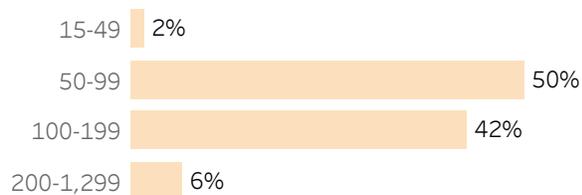
Percent of Youth in Agreement

Statement	Actual	Strategy
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.	92%	94%
This program taught me how to get along with others in a work setting.	87%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 439

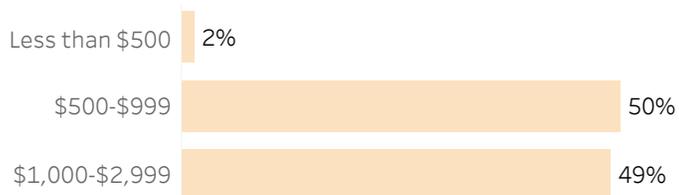
Hours of Work Experience

Average Hours: 97



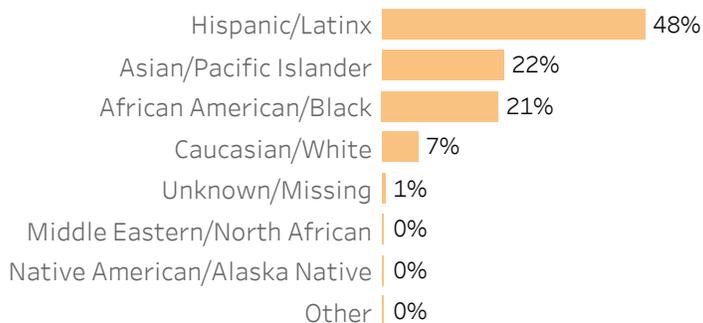
Wages Earned

Average Wages: 808.1

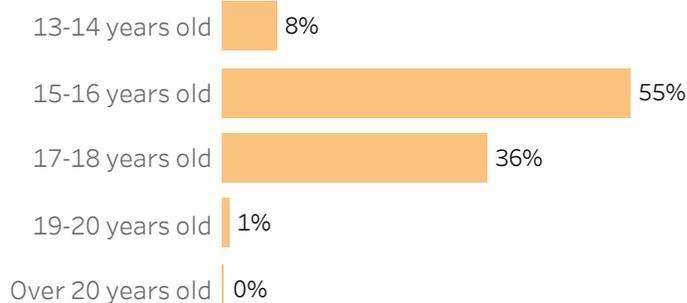


Youth Demographics Total Enrollment: 439

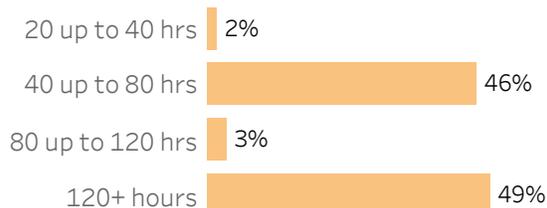
Race/Ethnicity



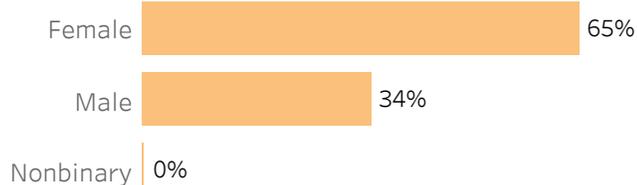
Age (as of first day of grant)



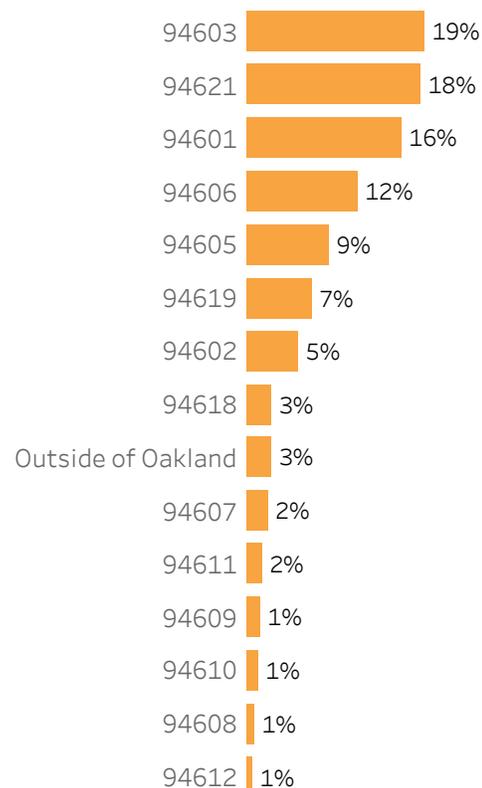
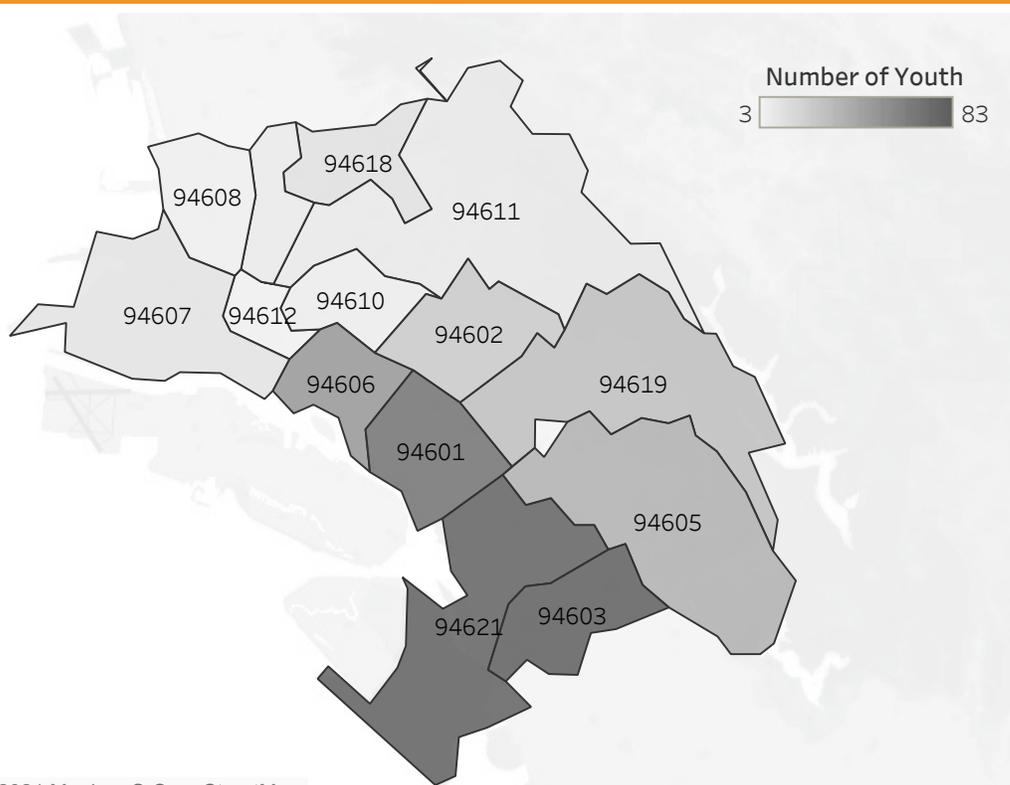
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 191)

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 15 Career Awareness and Employment Support programs (764).

Program Scores

Development and mastery of skills	94%
Greater connections with adults	82%
Improved decision-making	71%
Improved goal setting	93%
Increased confidence and self esteem	79%
Increased sense of belonging and emotional wellness	86%

Strategy-Level Scores

Development and mastery of skills	92%
Greater connections with adults	77%
Improved decision-making	71%
Improved goal setting	91%
Increased confidence and self esteem	79%
Increased sense of belonging and emotional wellness	86%

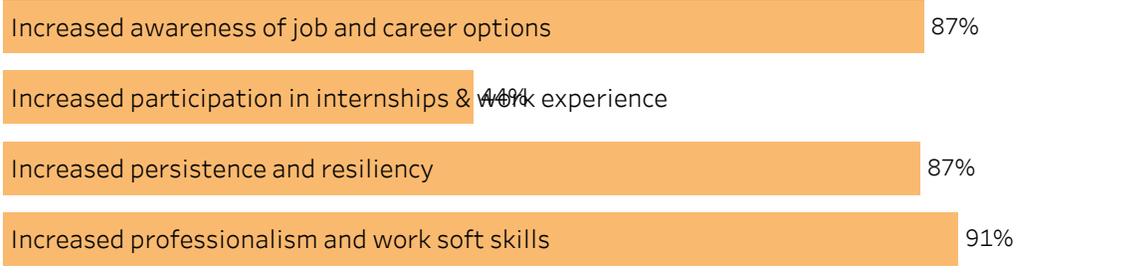
		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
Development and mastery of skills	At this program, I get the opportunity to talk about what I have learned.	1%	2%	4%	50%	43%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	1%	1%	6%	44%	49%	1%	2%	7%	39%	51%
	In this program, I try new things.	2%	2%	1%	45%	51%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	1%	1%	7%	42%	49%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	1%	0%	9%	49%	42%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	1%	3%	32%	40%	24%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	1%	5%	26%	43%	25%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	1%	3%	23%	42%	31%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	1%	2%	8%	53%	37%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	1%	0%	2%	48%	49%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	1%	2%	16%	51%	31%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	1%	2%	15%	56%	26%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	1%	4%	22%	46%	27%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	1%	2%	12%	52%	34%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	1%	5%	51%	44%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	1%	4%	18%	51%	26%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	1%	1%	15%	50%	34%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 191)

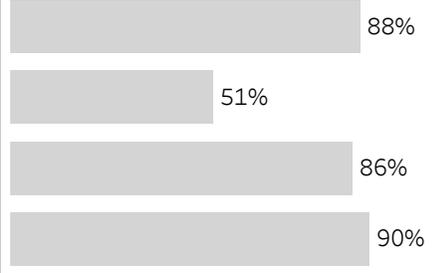
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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).	1%	2%	15%	44%	37%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	1%	1%	6%	47%	45%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	1%	3%	9%	48%	39%	1%	2%	8%	45%	44%
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.	4%	24%	34%	22%	16%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	4%	17%	28%	29%	22%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	1%	2%	14%	48%	36%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	1%	0%	7%	52%	41%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	1%	3%	12%	48%	37%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	1%	1%	6%	46%	46%	1%	1%	6%	42%	50%
	Because of this program, I have learned new skills that will help me to get a job (e.g. job search, interviewing, resume development).	1%	1%	6%	43%	49%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	1%	2%	11%	51%	36%	1%	2%	9%	46%	42%



Program Level Up - Options for Real Careers

Strategy: Career Awareness and Employment Support
Annual Grant Funding: \$182,000

End-of-Year Profile
FY2020-2021

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: **47**

Number of Youth Placed in Jobs or Internships: **40**

Total Hours of Service Provided: **15,523**

Total of Work Experience Provided: **4,531**

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	157%	102%
Progress towards average hours of service per participant	75%	88%
Progress towards projected hours of service	117%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	85%	84%
Percent of youth receiving at least 10 hours of work experience	79%	71%

Percent of Youth in Agreement

I feel safe in this program.	81%	94%
There is an adult at this program who cares about me.	75%	83%

Participant Outcomes: Is anyone better off?

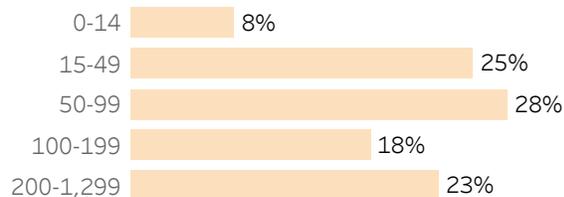
Percent of Youth in Agreement

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.	94%	94%
This program taught me how to get along with others in a work setting.	94%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 40

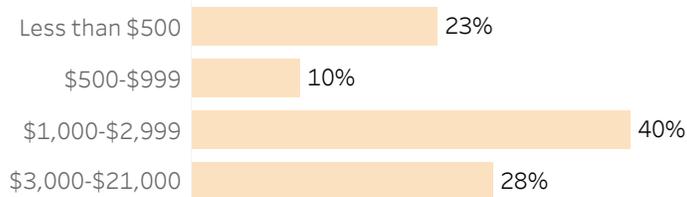
Hours of Work Experience

Average Hours: 113



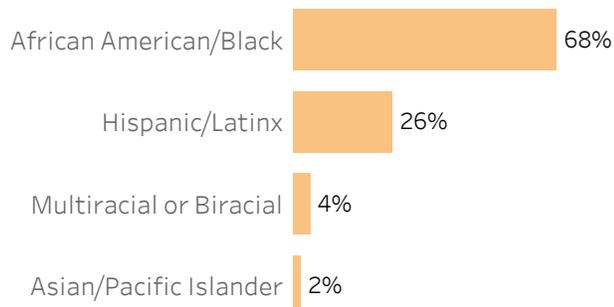
Wages Earned

Average Wages: 2,282

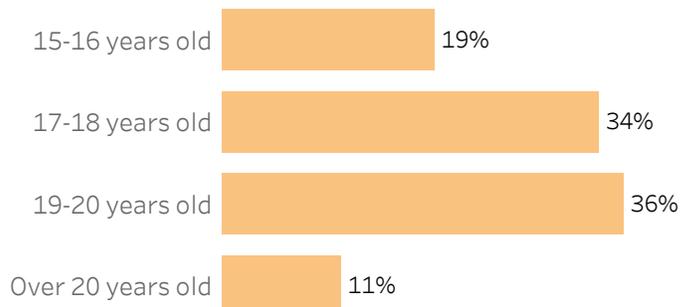


Youth Demographics Total Enrollment: 47

Race/Ethnicity



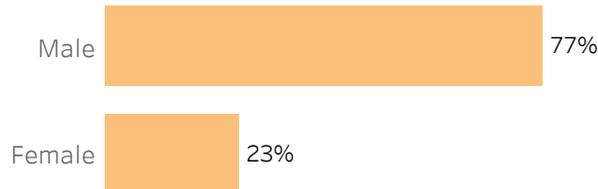
Age (as of first day of grant)



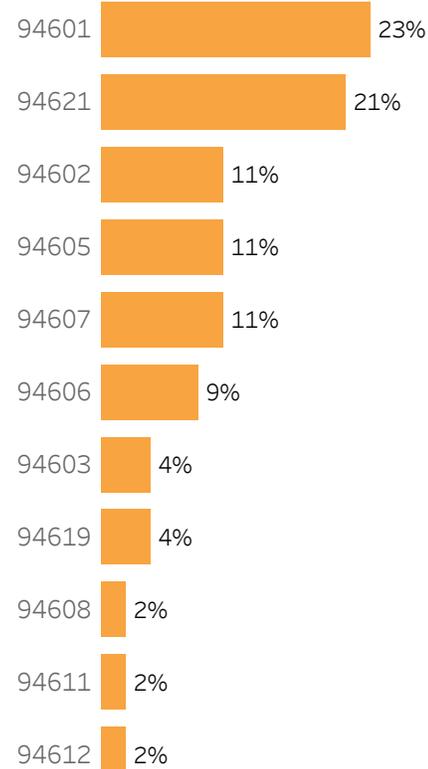
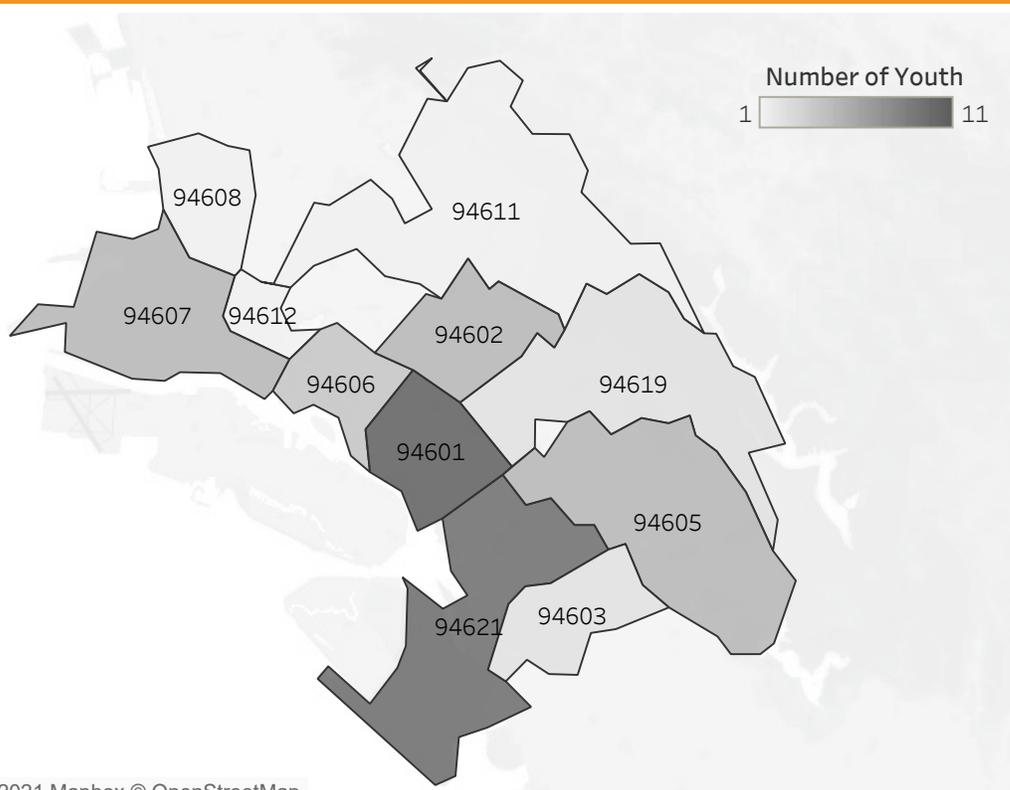
Hours of Attendance



Gender



Distribution of Participants by Zip Code

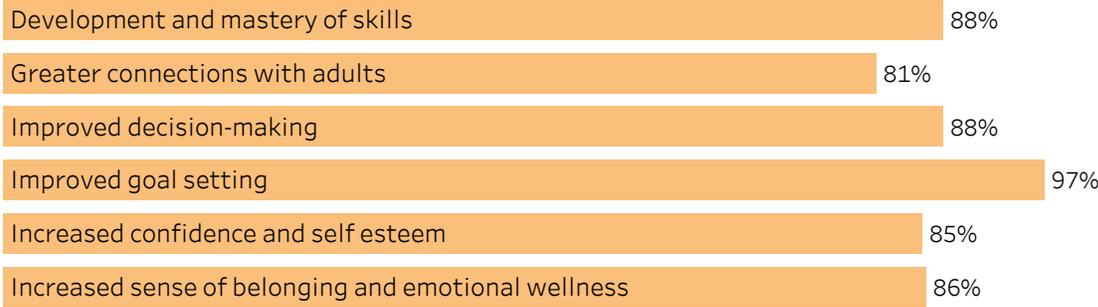


Youth Survey Results (Number of surveys collected: 16)

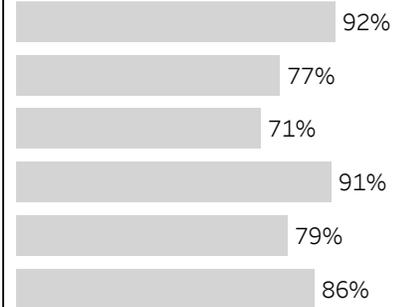
General Youth Development Outcomes

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 15 Career Awareness and Employment Support programs (764).

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.	6%	0%	6%	56%	31%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	6%	6%	31%	56%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	0%	13%	56%	31%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	0%	38%	63%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	0%	25%	6%	69%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	19%	13%	31%	38%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	0%	13%	44%	44%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	13%	56%	31%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	0%	44%	56%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	6%	0%	0%	44%	50%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	0%	13%	25%	63%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	6%	56%	38%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	6%	6%	13%	50%	25%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	19%	56%	25%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	6%	50%	44%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	6%	13%	38%	44%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	13%	63%	25%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 16)

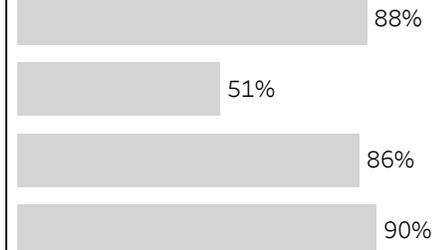
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	19%	25%	50%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	6%	38%	56%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	6%	19%	31%	44%	1%	2%	8%	45%	44%
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%	13%	13%	25%	44%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	6%	13%	31%	25%	25%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	13%	31%	56%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	0%	63%	38%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	6%	6%	38%	50%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	0%	33%	67%	1%	1%	6%	42%	50%
	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%	31%	63%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	0%	6%	31%	63%	1%	2%	9%	46%	42%



Program Summer Jobs

Strategy: Career Awareness and Employment Support
 Annual Grant Funding: \$135,000

End-of-Year Profile
 FY2020-2021

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: 68

Number of Youth Placed in Jobs or Internships: 67

Total Hours of Service Provided: 7,324

Total of Work Experience Provided: 4,477

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%	102%
Progress towards average hours of service per participant	117%	88%
Progress towards projected hours of service	117%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	99%	84%
Percent of youth receiving at least 10 hours of work experience	97%	71%

Percent of Youth in Agreement

I feel safe in this program.	89%	94%
There is an adult at this program who cares about me.	83%	83%

Participant Outcomes: Is anyone better off?

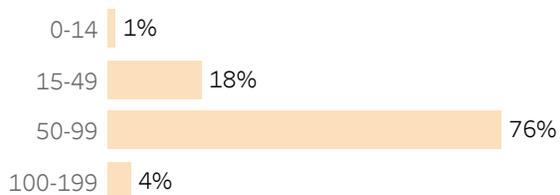
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	90%	92%
In this program, I learned about jobs I can have in the future.	86%	94%
This program taught me how to get along with others in a work setting.	84%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 67

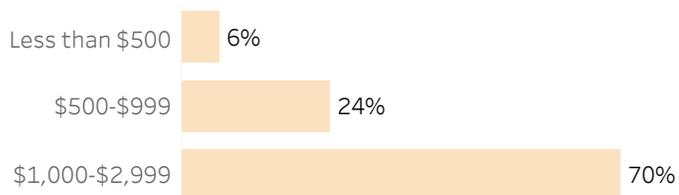
Hours of Work Experience

Average Hours: 67



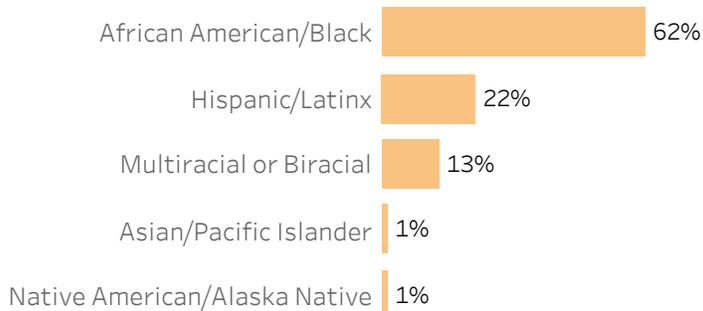
Wages Earned

Average Wages: 1,154

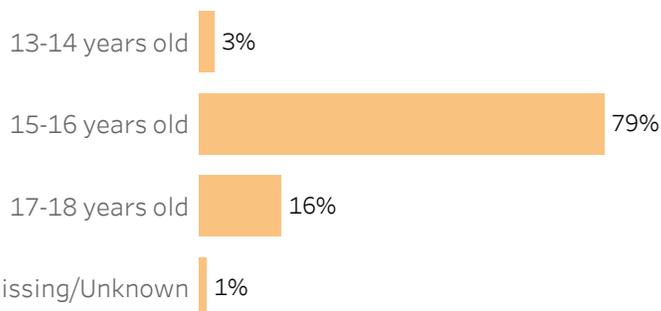


Youth Demographics Total Enrollment: 68

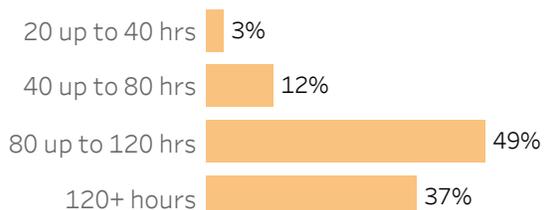
Race/Ethnicity



Age (as of first day of grant)



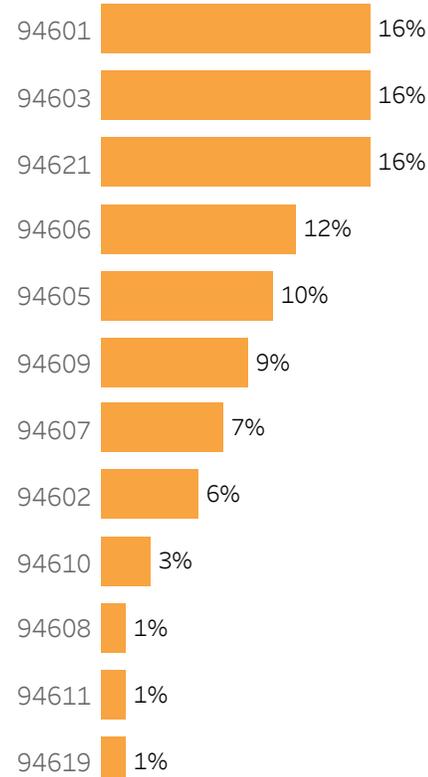
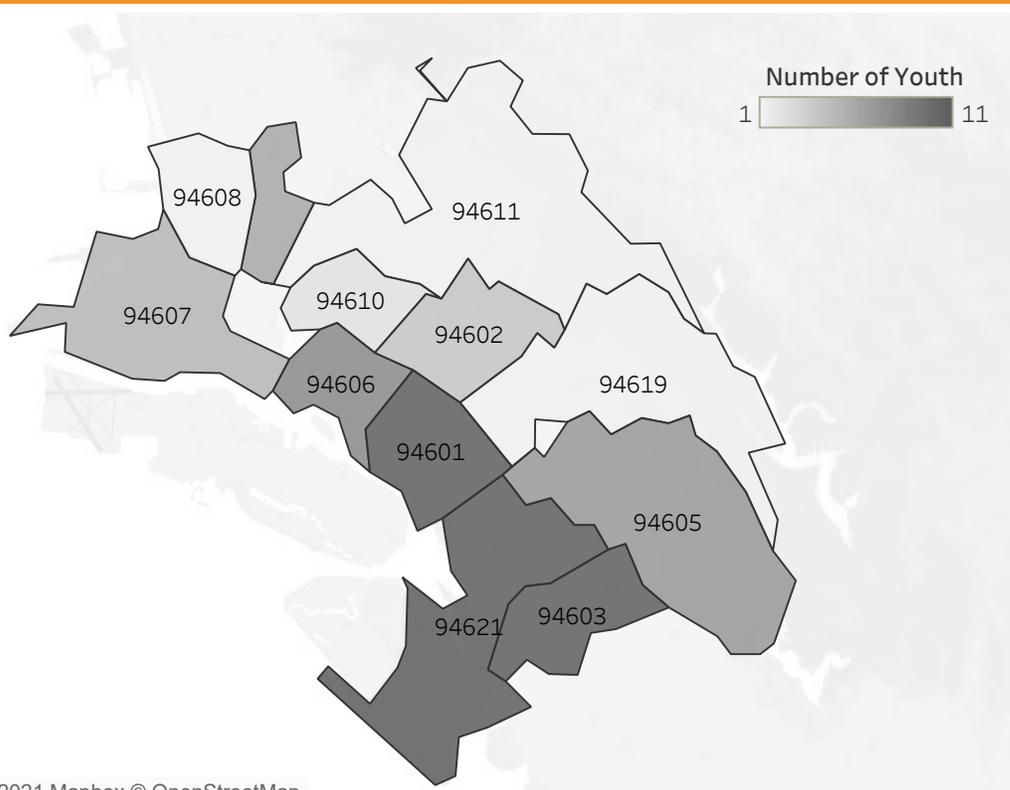
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 70)

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 15 Career Awareness and Employment Support programs (764).

Program Scores

Development and mastery of skills	82%
Greater connections with adults	82%
Improved decision-making	74%
Improved goal setting	88%
Increased confidence and self esteem	75%
Increased sense of belonging and emotional wellness	81%

Strategy-Level Scores

Development and mastery of skills	92%
Greater connections with adults	77%
Improved decision-making	71%
Improved goal setting	91%
Increased confidence and self esteem	79%
Increased sense of belonging and emotional wellness	86%

		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%	0%	12%	55%	32%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	6%	13%	10%	41%	30%	1%	2%	7%	39%	51%
	In this program, I try new things.	3%	0%	9%	50%	39%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	1%	3%	6%	51%	39%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	1%	1%	14%	50%	33%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	3%	6%	19%	44%	29%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	3%	1%	17%	54%	25%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	4%	3%	23%	46%	23%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	3%	6%	7%	55%	29%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	4%	0%	4%	57%	34%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	1%	4%	19%	47%	28%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	4%	7%	12%	49%	28%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	4%	3%	20%	54%	19%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	3%	1%	19%	57%	20%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	4%	1%	9%	48%	38%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	1%	4%	9%	59%	26%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	1%	4%	17%	48%	29%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 70)

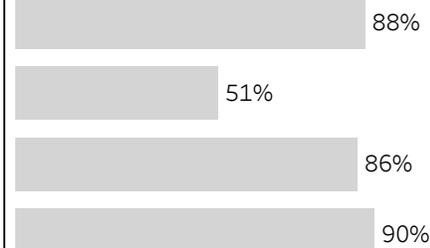
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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).	4%	13%	16%	40%	27%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	3%	1%	10%	53%	33%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	3%	4%	7%	47%	39%	1%	2%	8%	45%	44%
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%	10%	21%	44%	22%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	3%	16%	16%	44%	21%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	3%	3%	14%	54%	26%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	3%	1%	11%	47%	37%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	3%	3%	14%	51%	29%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	4%	3%	3%	43%	47%	1%	1%	6%	42%	50%
	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%	3%	6%	41%	48%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	4%	3%	9%	54%	30%	1%	2%	9%	46%	42%



Program Digital Media Pathways

Strategy: Career Awareness and Employment Support
Annual Grant Funding: \$145,230

End-of-Year Profile
FY2020-2021

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: **80**

Number of Youth Placed in Jobs or Internships: **51**

Total Hours of Service Provided: **13,213**

Total of Work Experience Provided: **10,610**

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	80%	102%
Progress towards average hours of service per participant	142%	88%
Progress towards projected hours of service	114%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	64%	84%
Percent of youth receiving at least 10 hours of work experience	63%	71%

Percent of Youth in Agreement

I feel safe in this program.	100%	94%
There is an adult at this program who cares about me.	79%	83%

Participant Outcomes: Is anyone better off?

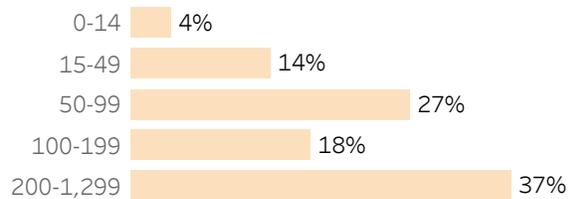
Percent of Youth in Agreement

At this program, I learned what is expected in a work setting.	92%	92%
In this program, I learned about jobs I can have in the future.	96%	94%
This program taught me how to get along with others in a work setting.	96%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 51

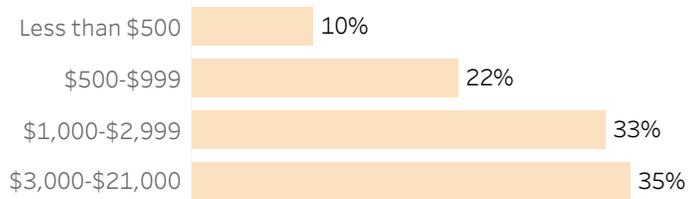
Hours of Work Experience

Average Hours: 208



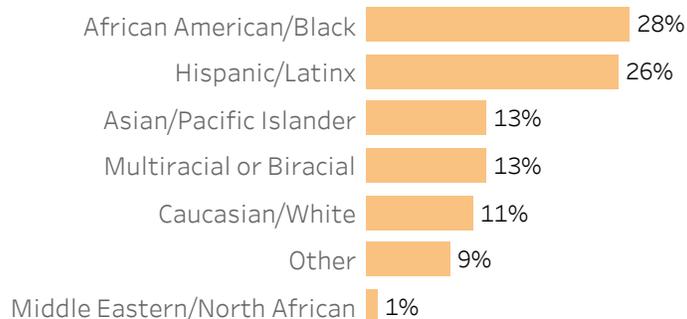
Wages Earned

Average Wages: 3,042

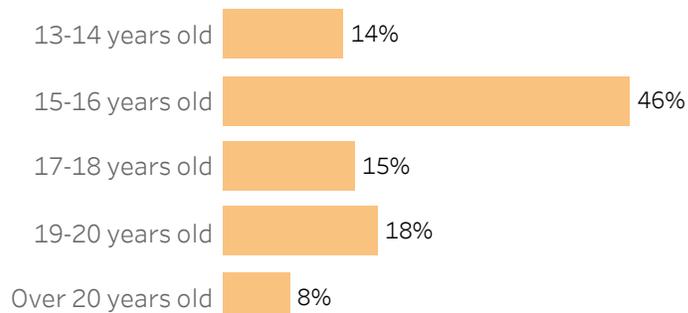


Youth Demographics Total Enrollment: 80

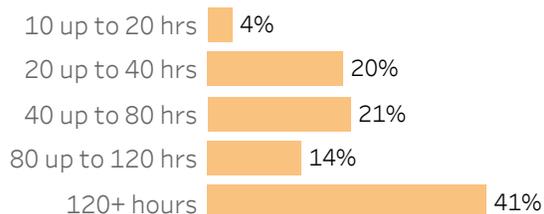
Race/Ethnicity



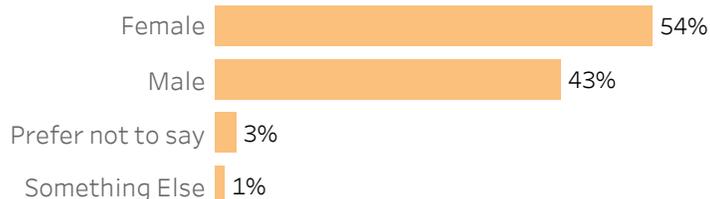
Age (as of first day of grant)



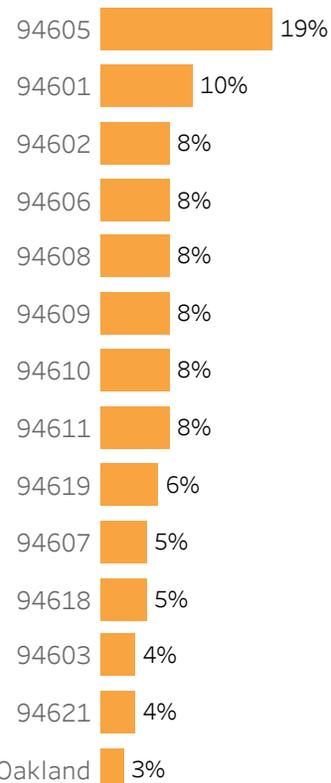
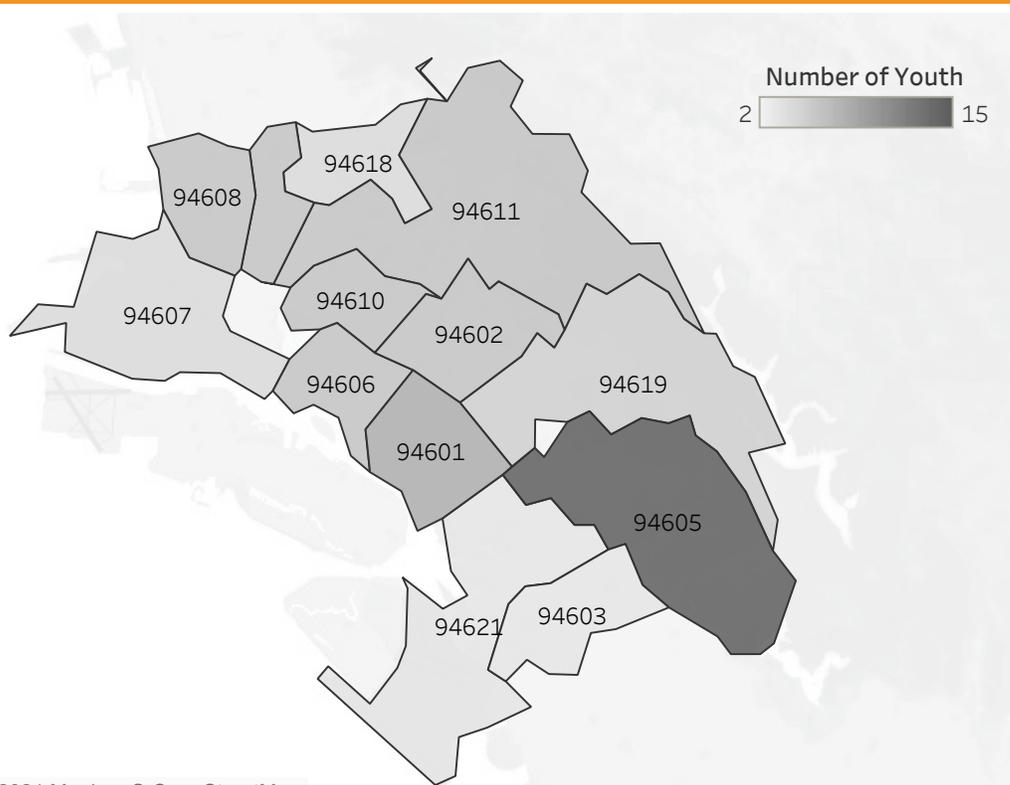
Hours of Attendance



Gender



Distribution of Participants by Zip Code

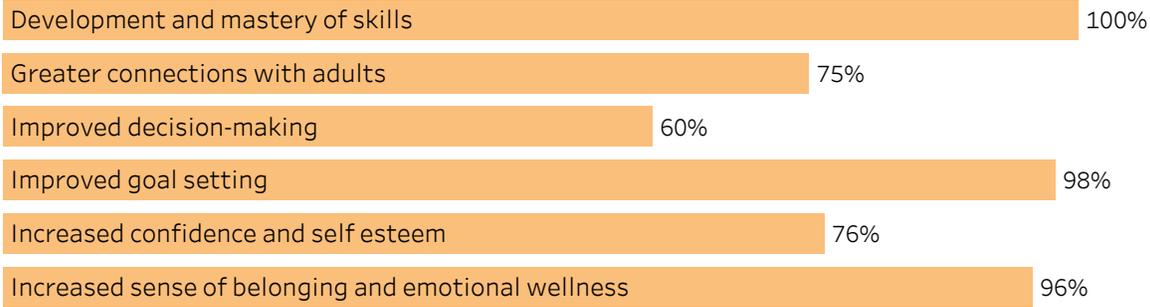


Youth Survey Results (Number of surveys collected: 24)

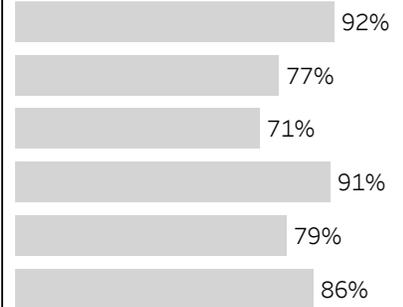
General Youth Development Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	0%	74%	26%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	0%	0%	29%	71%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	0%	0%	42%	58%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	0%	4%	38%	58%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	0%	21%	58%	21%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	0%	50%	50%	0%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	8%	29%	50%	13%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	43%	52%	4%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	0%	4%	71%	25%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	0%	0%	0%	42%	58%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	4%	13%	46%	38%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	0%	42%	42%	17%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	4%	8%	58%	29%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	0%	0%	4%	61%	35%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	0%	0%	0%	43%	57%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	0%	13%	46%	42%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	0%	65%	35%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 24)

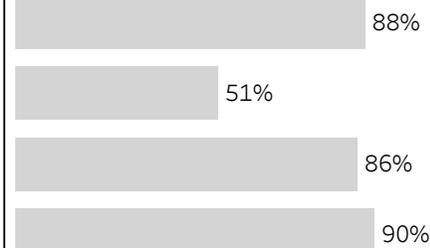
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	4%	4%	54%	38%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	0%	4%	46%	50%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	4%	4%	54%	38%	1%	2%	8%	45%	44%
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%	13%	38%	29%	21%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	0%	13%	33%	33%	21%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	0%	8%	67%	25%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	0%	4%	58%	38%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	0%	4%	46%	50%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	0%	8%	38%	54%	1%	1%	6%	42%	50%
	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%	52%	48%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	0%	4%	42%	54%	1%	2%	9%	46%	42%



Program YU Achieve (Summer Youth Employment)

Strategy: Career Awareness and Employment Support
Annual Grant Funding: \$90,000

End-of-Year Profile
FY2020-2021

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.

Total Youth Served: **34.0**

Number of Youth Placed in Jobs or Internships: **28.0**

Total Hours of Service Provided: **732.3**

Total of Work Experience Provided: **457.3**

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	 49%	102%
Progress towards average hours of service per participant	 26%	88%
Progress towards projected hours of service	 13%	90%

Work Experience

Strategy

Percent of youth placed in a job or internship	 82%	84%
Percent of youth receiving at least 10 hours of work experience	 53%	71%

Percent of Youth in Agreement

I feel safe in this program.	 85%	94%
There is an adult at this program who cares about me.	 73%	83%

Participant Outcomes: Is anyone better off?

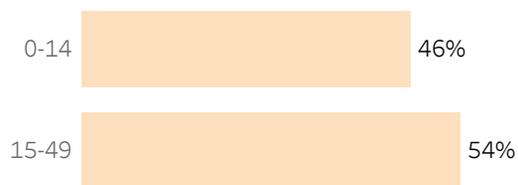
Percent of Youth in Agreement

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.	 85%	94%
This program taught me how to get along with others in a work setting.	 89%	88%

Work Experience Outcomes Total Placed in Internships and Jobs: 28

Hours of Work Experience

Average Hours: 16



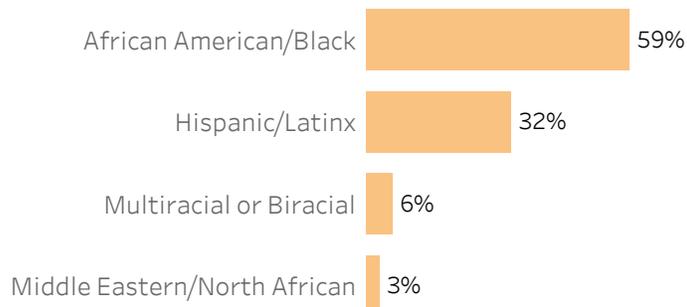
Wages Earned

Average Wages: 230.9

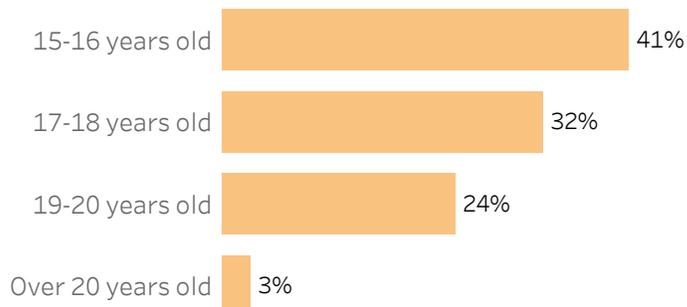


Youth Demographics Total Enrollment: 34

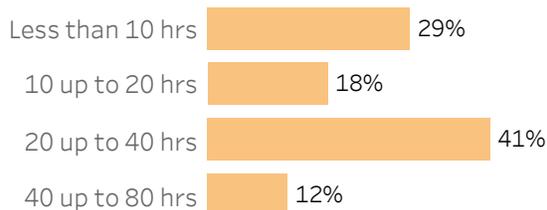
Race/Ethnicity



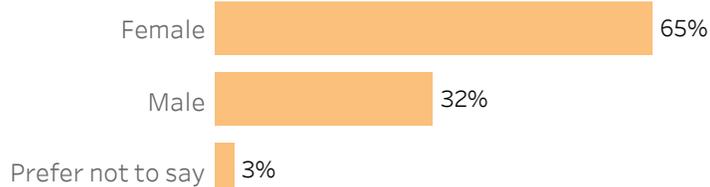
Age (as of first day of grant)



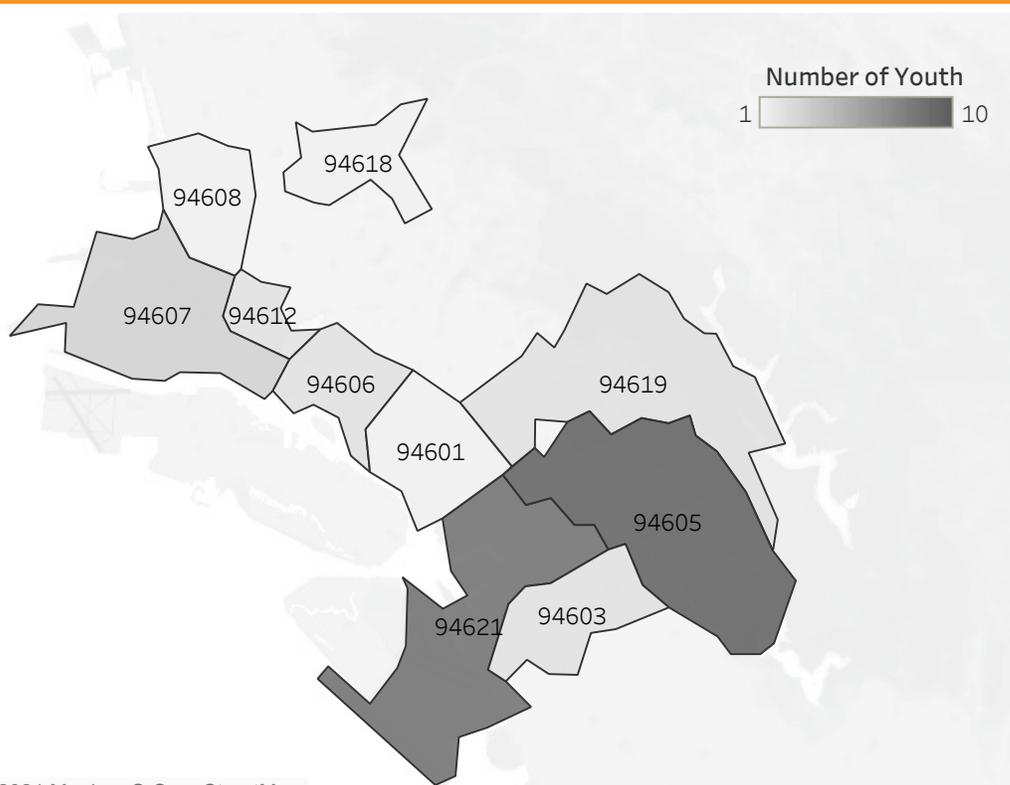
Hours of Attendance



Gender



Distribution of Participants by Zip Code



Youth Survey Results (Number of surveys collected: 27)

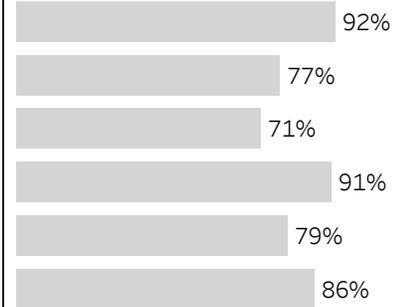
General Youth Development Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	4%	70%	26%	1%	1%	5%	49%	45%
	In this program, I learned new information about a topic that interests me.	0%	4%	19%	56%	22%	1%	2%	7%	39%	51%
	In this program, I try new things.	0%	4%	11%	63%	22%	1%	1%	4%	43%	50%
Greater connections with adults	The adults in this program tell me what I am doing well.	0%	7%	11%	56%	26%	1%	2%	10%	44%	44%
	There is an adult at this program who cares about me.	0%	4%	23%	42%	31%	0%	1%	15%	46%	37%
	There is an adult in this program who notices when I am upset about something.	0%	19%	33%	48%	0%	1%	5%	35%	37%	22%
Improved decision-making	Since coming to this program, I am better at saying 'no' to things I know are wrong.	0%	7%	11%	67%	15%	1%	5%	24%	44%	27%
	Since coming to this program, I am better at staying out of situations that make me feel uncomfortable.	0%	0%	38%	38%	23%	1%	3%	26%	41%	30%
Improved goal setting	In this program, I learned how to set goals and meet them.	0%	4%	4%	63%	30%	1%	3%	9%	49%	38%
	This program helps me to think about the future.	4%	0%	4%	62%	31%	1%	0%	3%	42%	53%
Increased confidence and self esteem	Since coming to this program, I feel I can make more of a difference.	0%	7%	15%	52%	26%	0%	3%	14%	44%	38%
	Since coming to this program, I feel I have more control over things that happen to me.	0%	15%	11%	56%	19%	1%	4%	19%	48%	29%
	Since coming to this program, I feel more comfortable sharing my opinion.	0%	15%	11%	48%	26%	1%	4%	19%	46%	31%
Increased sense of belonging and emotional wellness	I feel like I belong at this program.	4%	4%	19%	59%	15%	1%	1%	12%	50%	36%
	I feel supported and respected at this program.	4%	0%	4%	63%	30%	1%	0%	5%	47%	47%
	This program helps me to get along with other people my age.	0%	11%	7%	67%	15%	1%	4%	16%	47%	32%
	This program helps me to talk about my feelings.										
	This program is a place where people care about each other.	0%	0%	22%	44%	33%	0%	1%	13%	47%	39%

Youth Survey Results (Number of surveys collected: 27)

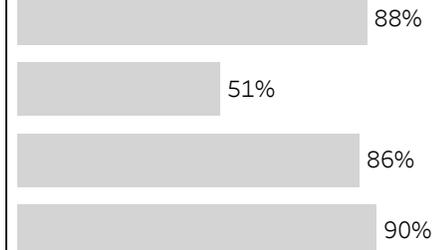
Career Awareness and Employment Support Strategy Outcomes

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 15 Career Awareness and Employment Support programs (764).

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%	11%	41%	37%	11%	1%	5%	13%	42%	40%
	In this program, I learned about jobs I can have in the future.	0%	4%	11%	59%	26%	1%	1%	5%	44%	50%
	This program helps me to understand how to get the kind of job I want.	0%	4%	19%	48%	30%	1%	2%	8%	45%	44%
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%	33%	37%	19%	3%	20%	31%	26%	20%
	Because of this program, I have an internship or volunteer position now or lined up for the future.	4%	11%	37%	30%	19%	3%	14%	27%	30%	26%
Increased persistence and resiliency	Because of this program, I am better able to handle problems and challenges when they arise.	0%	7%	19%	56%	19%	1%	2%	15%	47%	36%
	In this program, I have a chance to learn from my mistakes.	0%	4%	0%	74%	22%	1%	1%	6%	52%	41%
	Since coming to this program, I am better at something that I used to think was hard.	0%	15%	19%	52%	15%	1%	4%	13%	47%	36%
Increased professionalism and work soft skills	At this program, I learned what is expected in a work setting.	0%	7%	0%	56%	37%	1%	1%	6%	42%	50%
	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%	4%	11%	56%	30%	1%	3%	6%	45%	46%
	This program taught me how to get along with others in a work setting.	0%	7%	4%	59%	30%	1%	2%	9%	46%	42%