



Appendix 10: Program Profiles for Career Access and Employment for Opportunity Youth

Prepared March 2025

Program Profiles FY 2023-2024
OFCY Strategy: Career Access and Employment for
Opportunity Youth



Agency Name / Program Name	Pages
First Place for Youth / Youth Earn-and-Learn for Economic Empowerment	2 - 5
Lao Family Community Development, Inc. (LFCD) / Oakland Youth Industries Exploration (YIE) Program	6 - 9
New Door Ventures / Comprehensive Job Training and Employment Program for Oakland Opportunity Youth	10 - 13
Youth UpRising / YU Career & Education Program - Job Training and Placement	14 - 16
Center For Young Women's Development dba Young Women's Freedom Center / Siblings on the Rise Economic Empowerment Program	17 - 19
The Youth Employment Partnership, Inc. / Oakland Career Connections (OCC)	20 - 22
Safe Passages / Life and Career Roadmap Program	23 - 25
Civ Corps / Civ Corps' Conservation Career Pathways Program	26 - 28
Bridges from School to Work, Inc. / Bridges from School to Work	29 - 31

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: First Place for Youth

Program: Youth Earn-and-Learn for Economic Empowerment

Annual Grant Funding: \$225,000

Program Summary: First Place for Youth proposes to provide annually: up to 175 transition-age current and former foster youth (ages 14-21) with targeted Apprenticeship programming, including Post-Secondary Education (PSE) Coaching, Pre-Apprenticeships, and Apprenticeships in identified growth sectors with established employer partners within the City of Oakland and surrounding areas. The Apprenticeship Program is a youth-driven and evidence-informed equity strategy, aimed at creating a pathway to living-wage careers for the youth we serve, and improving overall community economic empowerment.

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 Access and Employment for Opportunity Youth strategy.

Program Achievements: *How much did we do?*

Projected Number of Youth Served:	175
Actual Number of Youth Served:	197
<i>- Percent Achieved Toward Goal of Total Youth Served:</i>	113%
Total Hours of Service Provided:	25,797
<i>- Average Hours of Service per Youth Served:</i>	131

Program Achievements: *How well did we do it?*

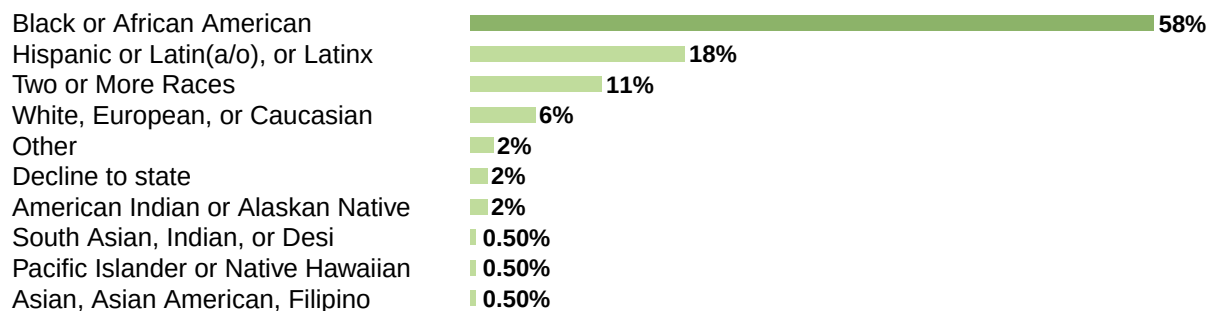
Percent of Youth in Agreement (N = 31)

The adults in this program tell me what I am doing well.	94%
In this program, I try new things.	90%
At this program, I get the opportunity to talk about what I have learned.	81%
There is an adult in this program who notices when I am upset about something.	71%

Youth Demographics

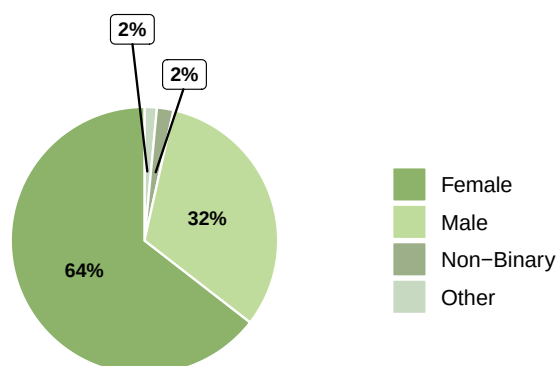
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 197)



Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, Arab and other Middle Eastern American

Gender Identity (N = 197)



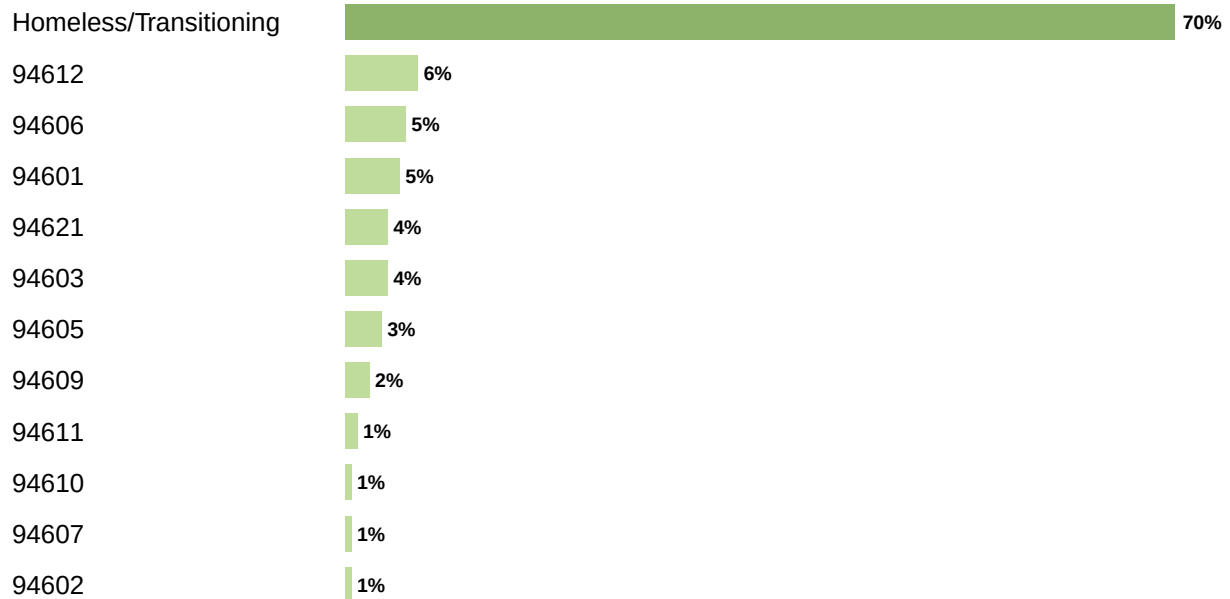
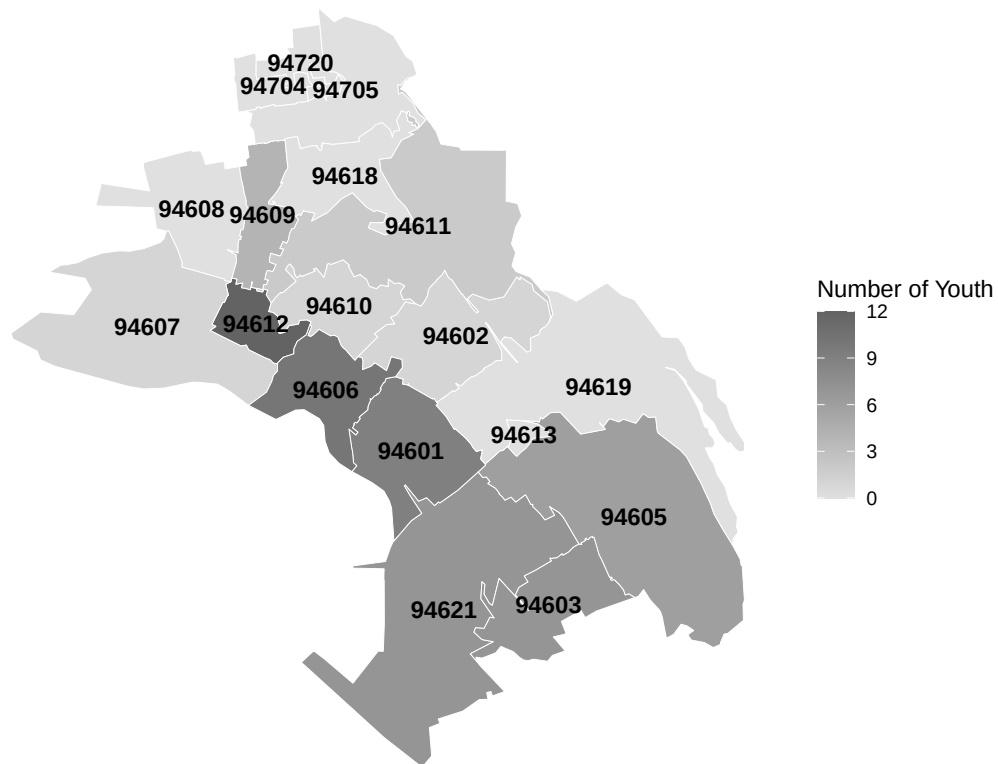
Age (N = 197)



Categories with 0%: 0-5 years old, 11-14 years old, 6-10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 197)



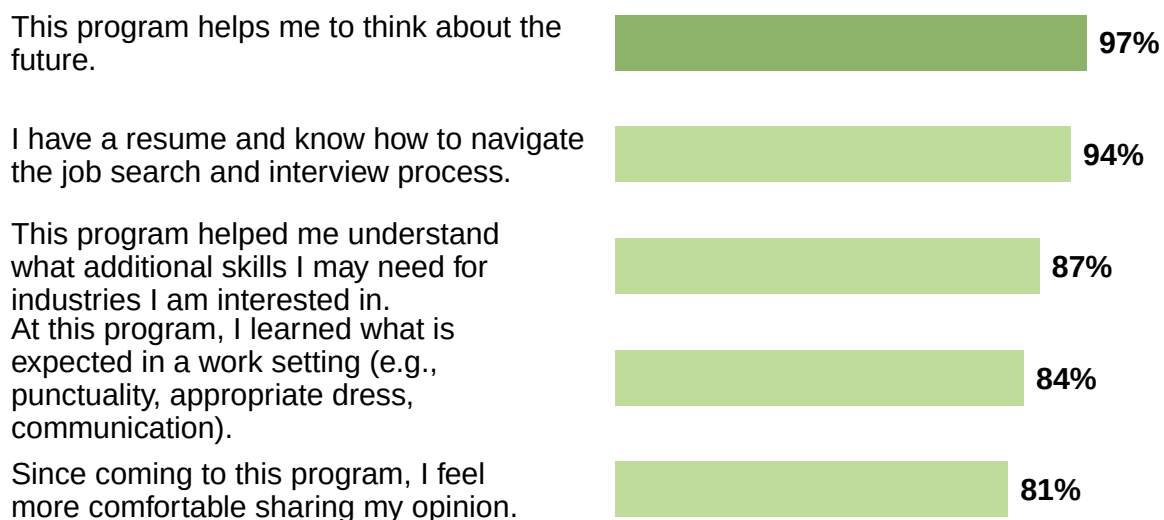
Categories with 0%: 94608, 94613, 94618, 94619, 94704, 94705, 94720

Youth Survey Results: Strategy-Specific Measures

Participant Outcomes: *Is anyone better off?*

Percentages presented reflect how often youth agreed or strongly agreed with each statement below.

Percent of Youth in Agreement (N = 31)



Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: Lao Family Community Development, Inc. (LFCD)

Program: Oakland Youth Industries Exploration (YIE) Program

Annual Grant Funding: \$120,000

Program Summary: The LFCD Oakland Youth Industries Exploration (YIE) Program will positively impact 18 East and West Oakland 16 to 21-year-old youth and their families. Youth will engage in direct service at the CARE Community Center - Oakland on E. 12th Street. Outcomes include: 1) positive employment opportunities, 2) academic support and 3) critical “wrap around” support during transition to adulthood. 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 Access and Employment for Opportunity Youth strategy.

Program Achievements: *How much did we do?*

Projected Number of Youth Served:	18
Actual Number of Youth Served:	21
- <i>Percent Achieved Toward Goal of Total Youth Served:</i>	117%
Total Hours of Service Provided:	3,022
- <i>Average Hours of Service per Youth Served:</i>	144

Program Achievements: *How well did we do it?*

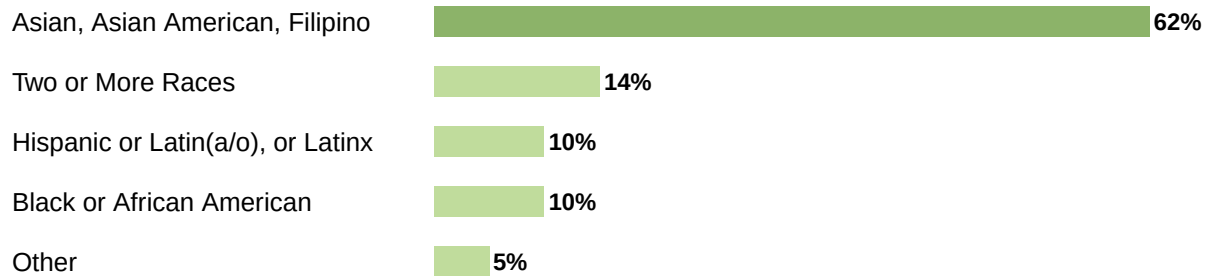
Percent of Youth in Agreement (N = 21)

The adults in this program tell me what I am doing well.	95%
In this program, I try new things.	95%
At this program, I get the opportunity to talk about what I have learned.	90%
There is an adult in this program who notices when I am upset about something.	81%

Youth Demographics

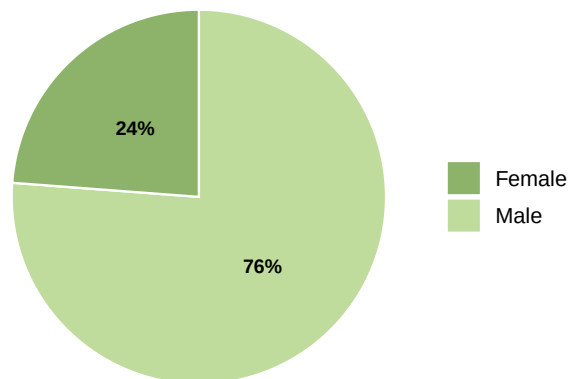
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 21)



Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, American Indian or Alaskan Native, Arab and other Middle Eastern American, Decline to state, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi, White, European, or Caucasian

Gender Identity (N = 21)



Categories with 0%: Non-Binary, Other

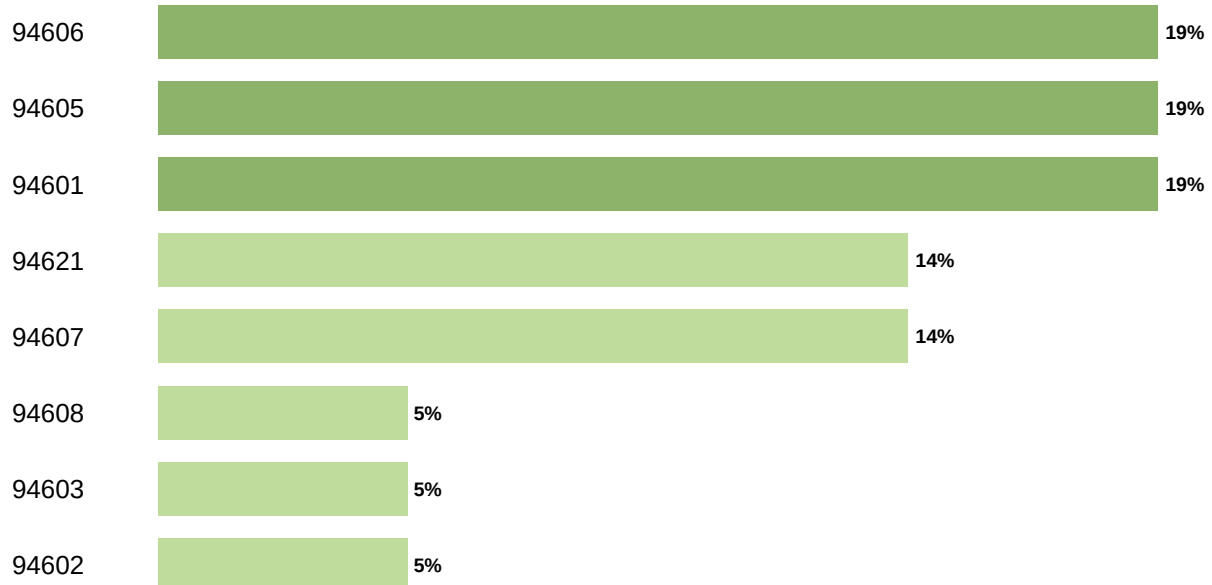
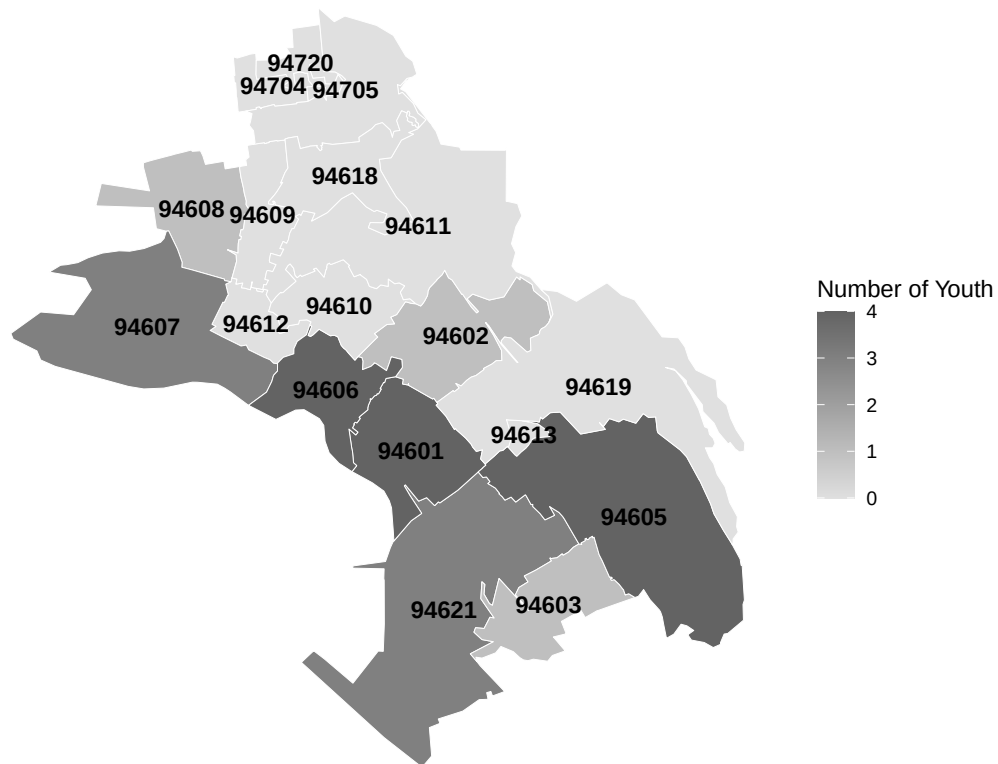
Age (N = 21)



Categories with 0%: 0-5 years old, 11-14 years old, 15-17 years old, 6-10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 21)



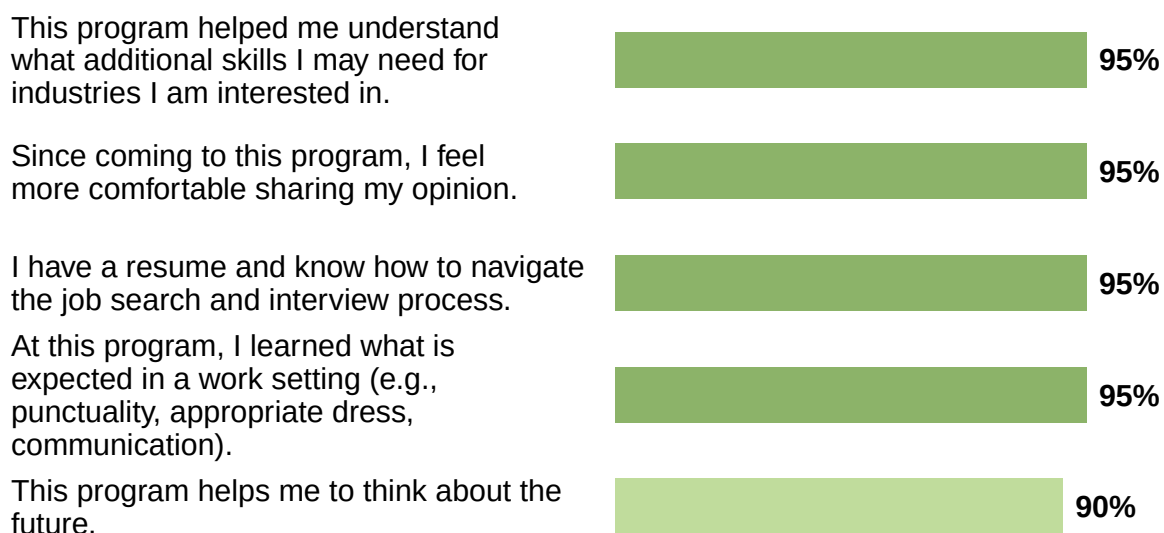
Categories with 0%: 94609, 94610, 94611, 94612, 94613, 94618, 94619, 94704, 94705, 94720, Homeless/Transitioning

Youth Survey Results: Strategy-Specific Measures

Participant Outcomes: *Is anyone better off?*

Percentages presented reflect how often youth agreed or strongly agreed with each statement below.

Percent of Youth in Agreement (N = 21)



Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: New Door Ventures

Program: Comprehensive Job Training and Employment Program for Oakland Opportunity Youth

Annual Grant Funding: \$225,000

Program Summary: This program will serve 45 youth ages 17-21 who are unemployed and either not in school or disconnected from high school, face substantial barriers to employment, and reside in Oakland neighborhoods with high community stress levels. This six-month program will provide pre-employment training, workforce skill-building, support services, and paid subsidized employment in Oakland in surrounding communities. The ultimate objective is for youth to complete the program equipped to obtain/retain unsubsidized employment and transition to an economically sustainable adulthood.

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 Access and Employment for Opportunity Youth strategy.

Program Achievements: *How much did we do?*

Projected Number of Youth Served:	45
Actual Number of Youth Served:	61
<i>- Percent Achieved Toward Goal of Total Youth Served:</i>	136%
Total Hours of Service Provided:	11,718
<i>- Average Hours of Service per Youth Served:</i>	192

Program Achievements: *How well did we do it?*

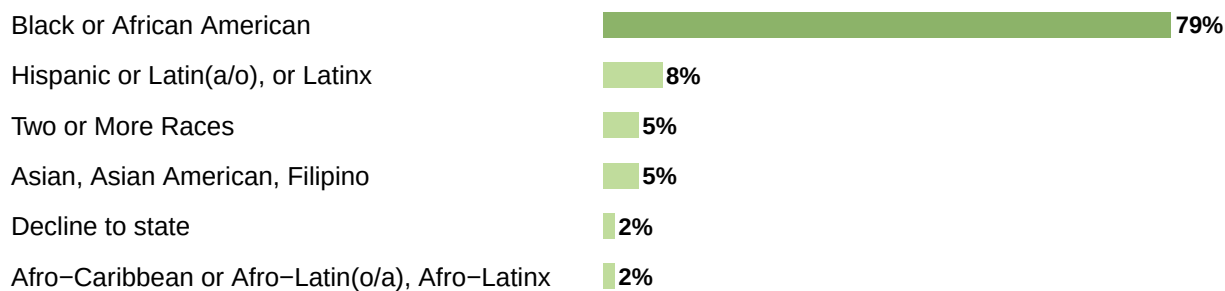
Percent of Youth in Agreement (N = 12)

The adults in this program tell me what I am doing well.		100%
There is an adult in this program who notices when I am upset about something.		92%
In this program, I try new things.		92%
At this program, I get the opportunity to talk about what I have learned.		92%

Youth Demographics

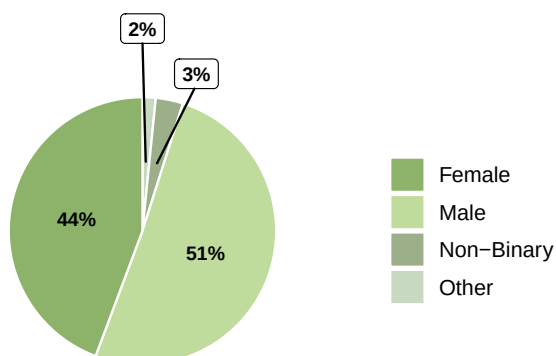
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 61)



Categories with 0%: American Indian or Alaskan Native, Arab and other Middle Eastern American, Other, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi, White, European, or Caucasian

Gender Identity (N = 61)



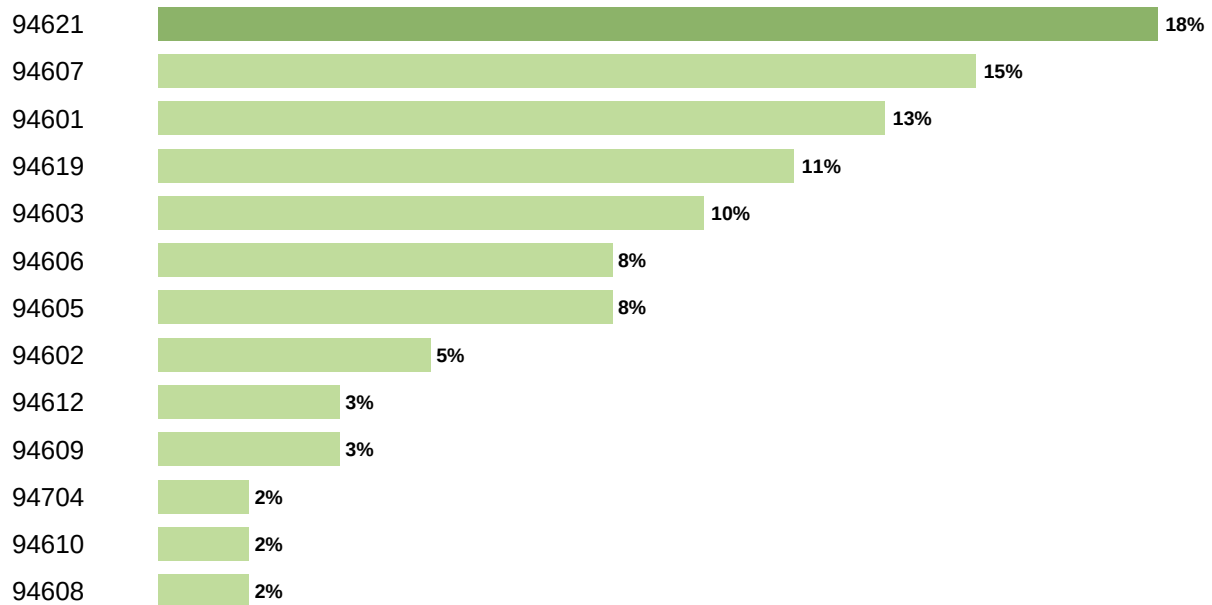
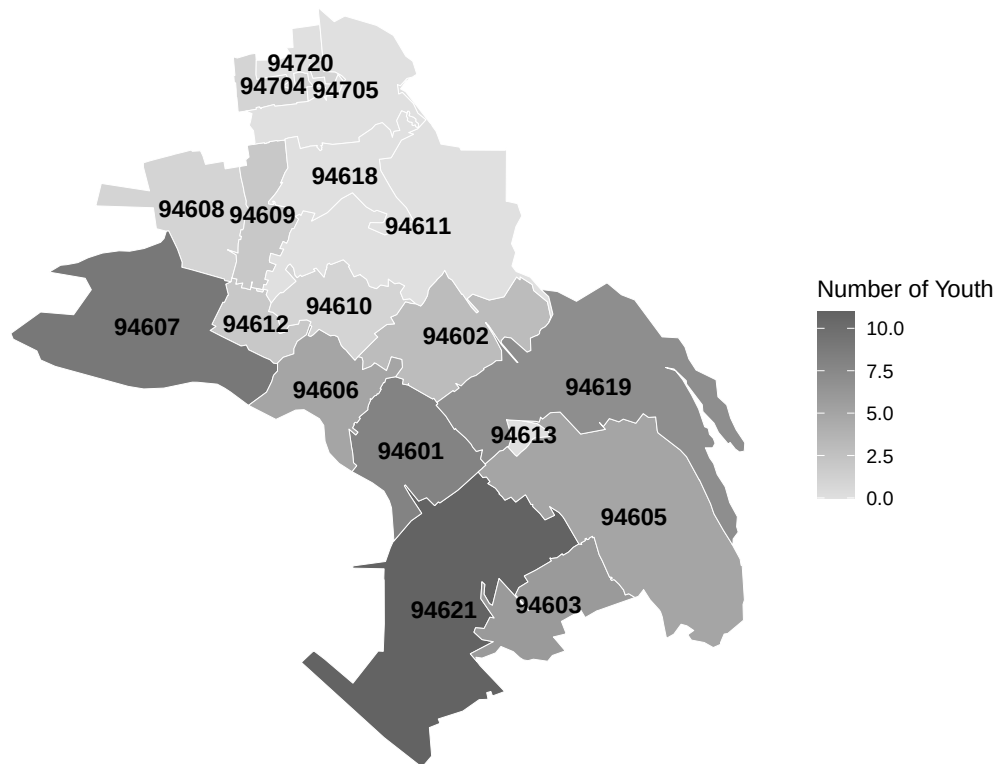
Age (N = 61)



Categories with 0%: 0-5 years old, 11-14 years old, 6-10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 61)



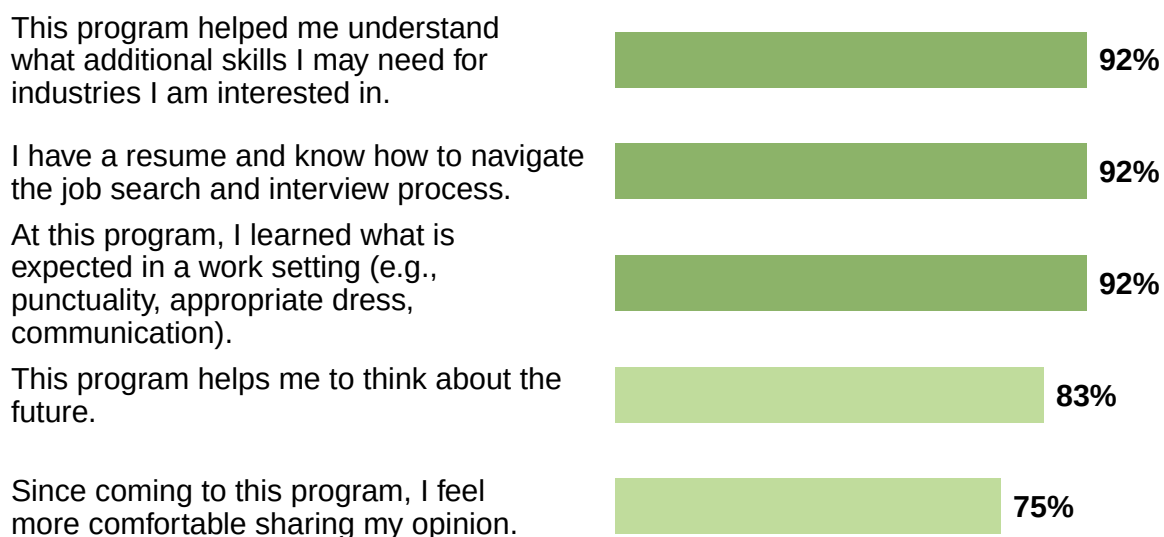
Categories with 0%: 94611, 94613, 94618, 94705, 94720, Homeless/Transitioning

Youth Survey Results: Strategy-Specific Measures

Participant Outcomes: *Is anyone better off?*

Percentages presented reflect how often youth agreed or strongly agreed with each statement below.

Percent of Youth in Agreement (N = 12)



Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: Youth UpRising

Program: YU Career & Education Program - Job Training and Placement

Annual Grant Funding: \$225,000

Program Summary: Our 1-year program will provide life skills education, career coaching, job readiness training, job placement, and wraparound supportive services for 100 disconnected Youth of all Ethnic Backgrounds. This opportunity will be provided for youths ages 13-21 in East Oakland, CA. Anticipated outcomes of program completion for participants include: reduction in delinquent behavior; re-engagement in school or work experiences; improved life skills such as independence, responsibility, & financial literacy; preparation for successful employment; support with employment opportunities; and increased future earnings potential.

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 Access and Employment for Opportunity Youth strategy.

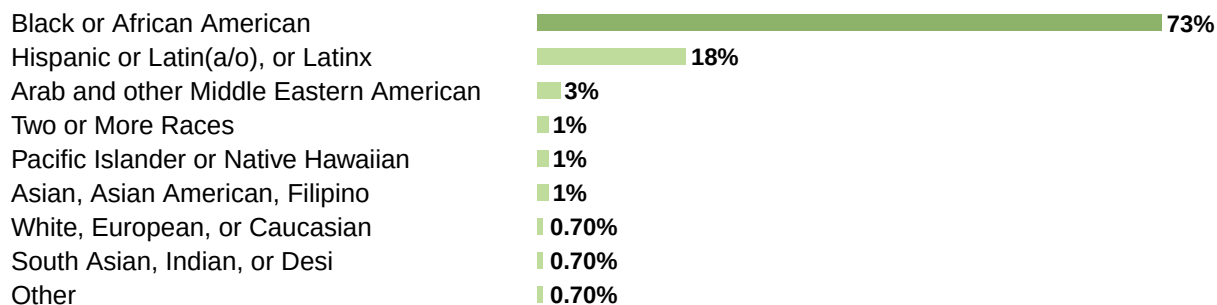
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	100
Actual Number of Youth Served:	143
<i>- Percent Achieved Toward Goal of Total Youth Serviced:</i>	143%
Total Hours of Service Provided:	7,274
<i>- Average Hours of Service per Youth Served:</i>	51

Youth Demographics

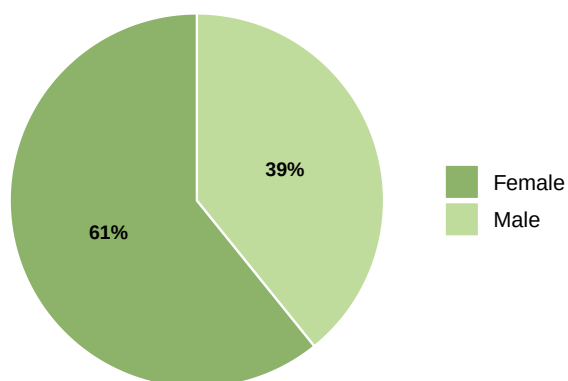
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 143)



Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, American Indian or Alaskan Native, Decline to state

Gender Identity (N = 143)



Categories with 0%: Non-Binary, Other

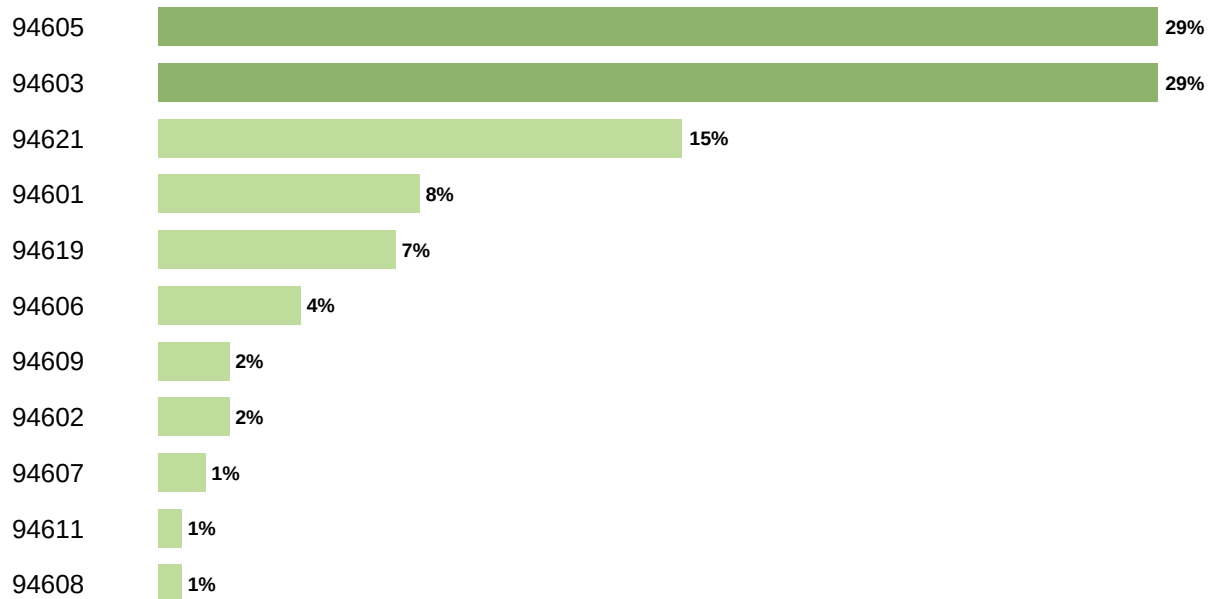
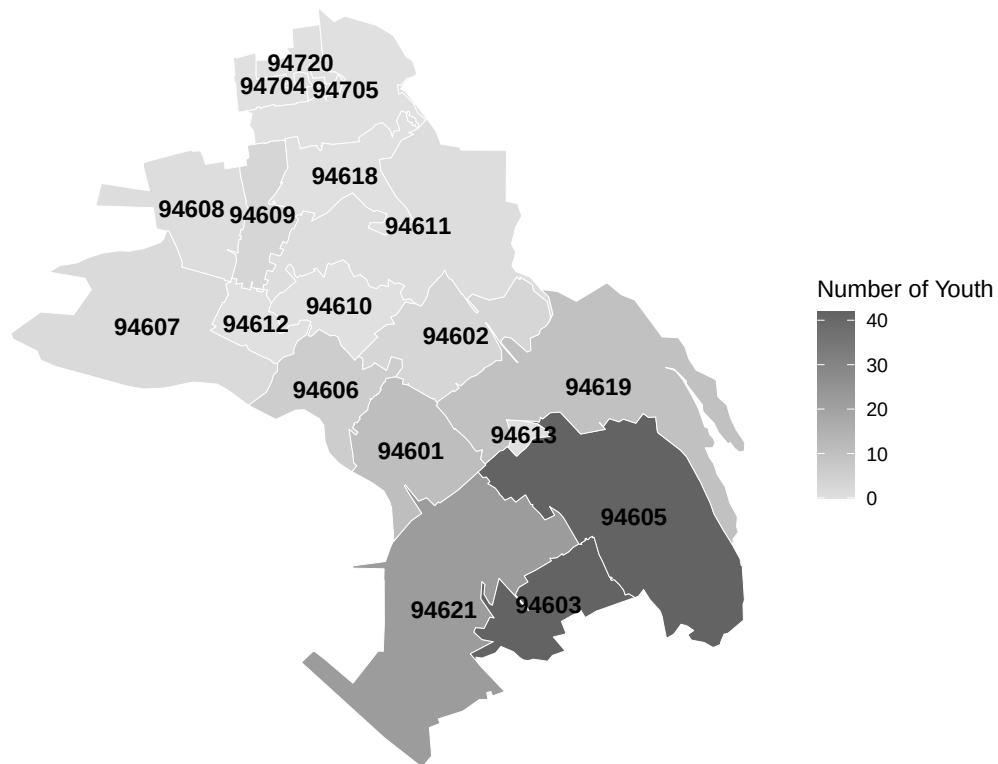
Age (N = 143)



Categories with 0%: 0-5 years old, 6-10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 143)



Categories with 0%: 94610, 94612, 94613, 94618, 94704, 94705, 94720, Homeless/Transitioning

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: Center For Young Women’s Development dba Young Women’s Freedom Center

Program: Siblings on the Rise Economic Empowerment Program

Annual Grant Funding: \$225,000

Program Summary: Through Transform Your Hustle and Siblings on the Rise, we will provide employment training to 30 young women and trans youth of color, ages 16-21, who have grown up in poverty in Oakland. The programs offer unique employment training and a paid internship that provides job training, and hands-on experience through placement in small businesses, food service or non-profits. By providing an immediate, guaranteed income at a living wage, young people gain economic stability while accessing personal support, coaching and professional development towards economic independence and 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 Access and Employment for Opportunity Youth strategy.

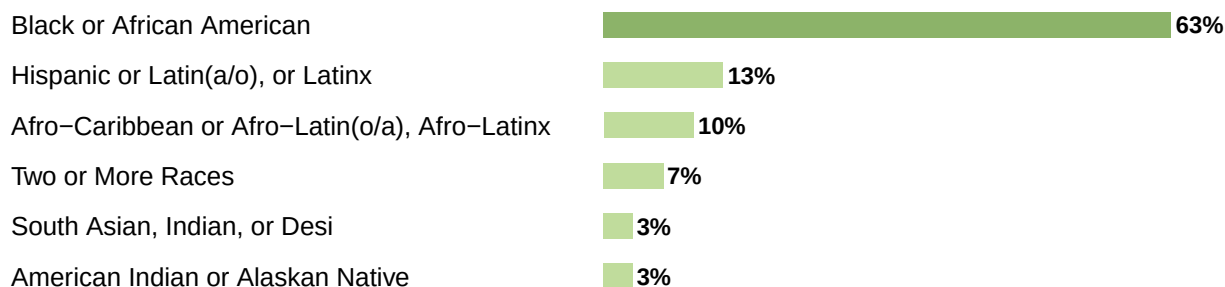
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	30
Actual Number of Youth Served:	30
<i>- Percent Achieved Toward Goal of Total Youth Serviced:</i>	100%
Total Hours of Service Provided:	6,369
<i>- Average Hours of Service per Youth Served:</i>	212

Youth Demographics

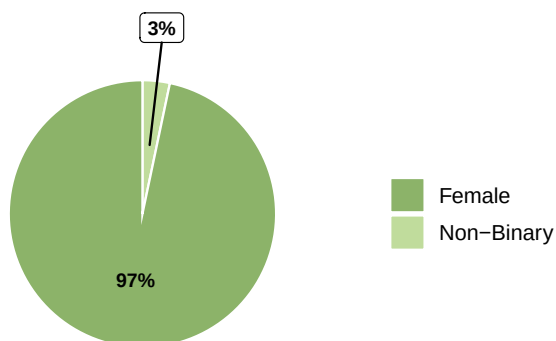
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 30)



Categories with 0%: Arab and other Middle Eastern American, Asian, Asian American, Filipino, Decline to state, Other, Pacific Islander or Native Hawaiian, White, European, or Caucasian

Gender Identity (N = 30)



Categories with 0%: Male, Other

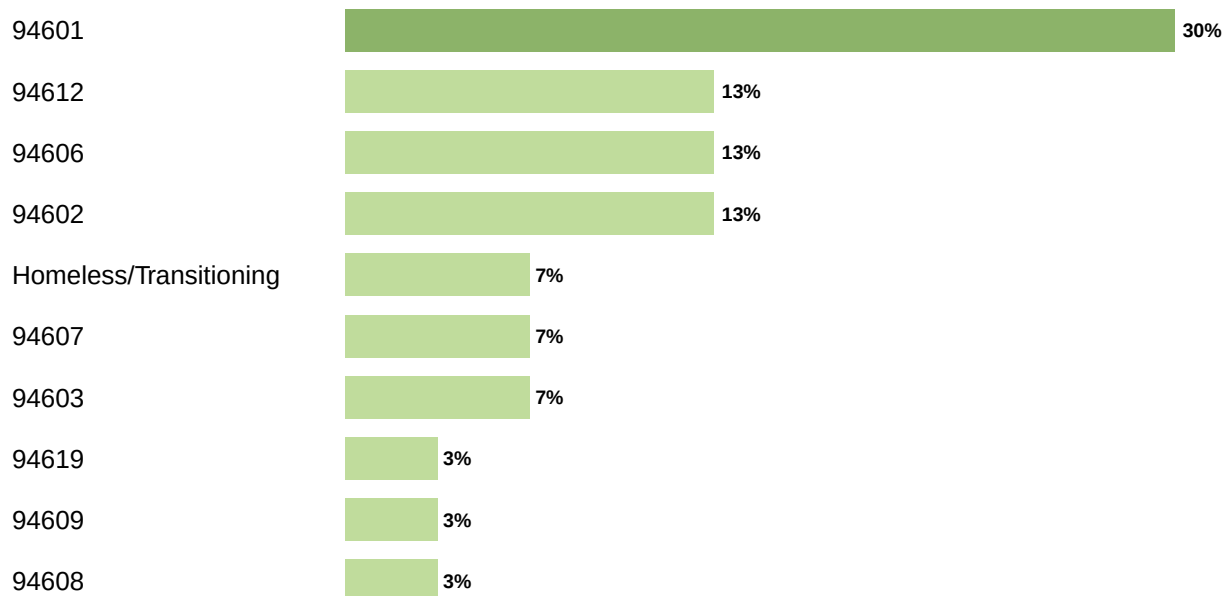
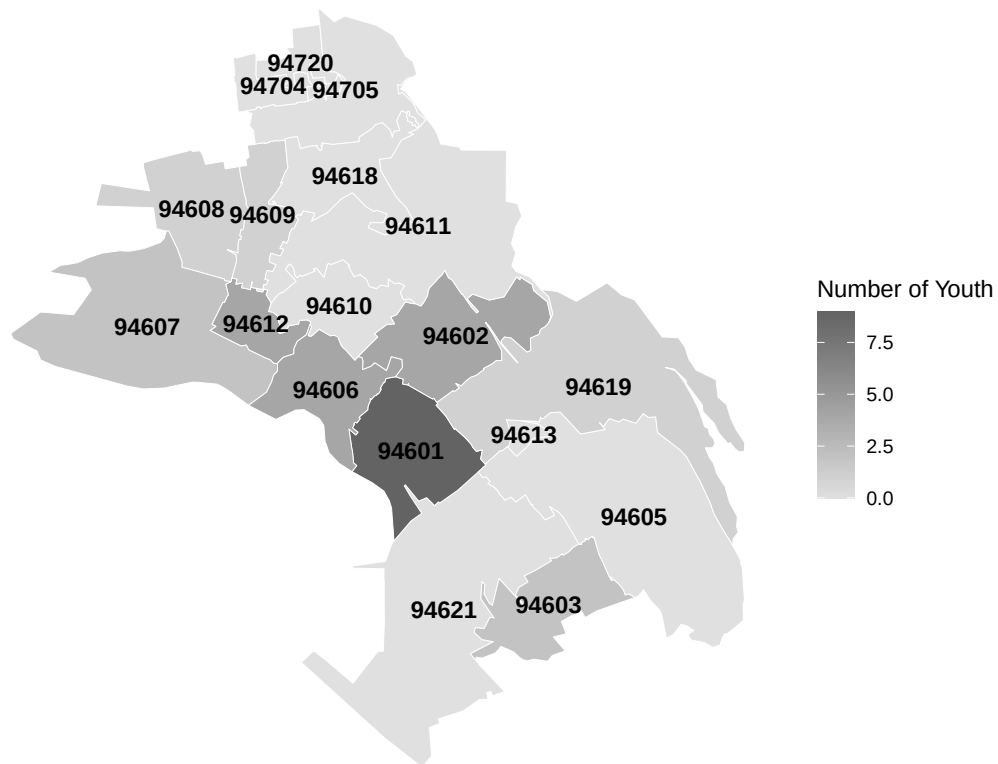
Age (N = 30)



Categories with 0%: 0–5 years old, 11–14 years old, 6–10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 30)



Categories with 0%: 94605, 94610, 94611, 94613, 94618, 94621, 94704, 94705, 94720

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: The Youth Employment Partnership, Inc.

Program: Oakland Career Connections (OCC)

Annual Grant Funding: \$225,000

Program Summary: OCC is wraparound employment+education+case management+housing program designed to eliminate key barriers to education, housing, and career-track employment for 27 flatland OY who have dropped out of high school, with a focus on Black, Latinx, & homeless youth. OCC offers work experience internships and credential preparation in industries with career mobility, including Construction, Culinary, and Warehouse & Logistics. OCC builds workforce skills while advancing education through ACOE's AltEd high school and NSLC's tutoring, located onsite at YEP's training facility in Central East Oakland.

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 Access and Employment for Opportunity Youth strategy.

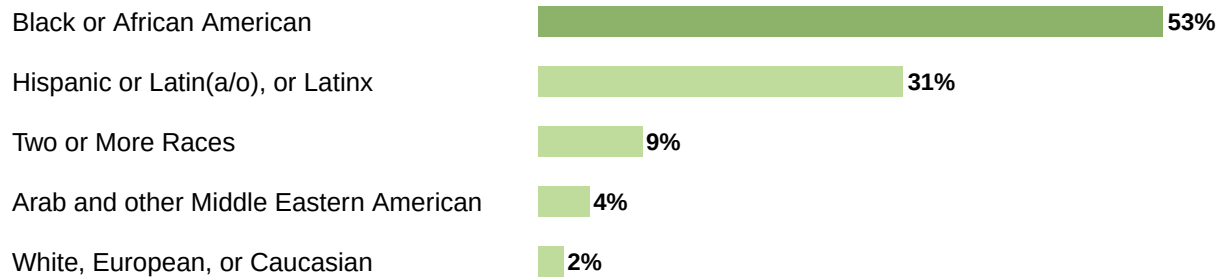
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	27
Actual Number of Youth Served:	45
<i>- Percent Achieved Toward Goal of Total Youth Served:</i>	167%
Total Hours of Service Provided:	15,010
<i>- Average Hours of Service per Youth Served:</i>	334

Youth Demographics

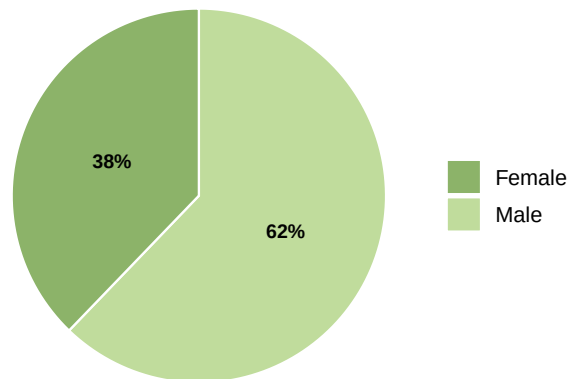
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 45)



Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, American Indian or Alaskan Native, Asian, Asian American, Filipino, Decline to state, Other, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi

Gender Identity (N = 45)



Categories with 0%: Non-Binary, Other

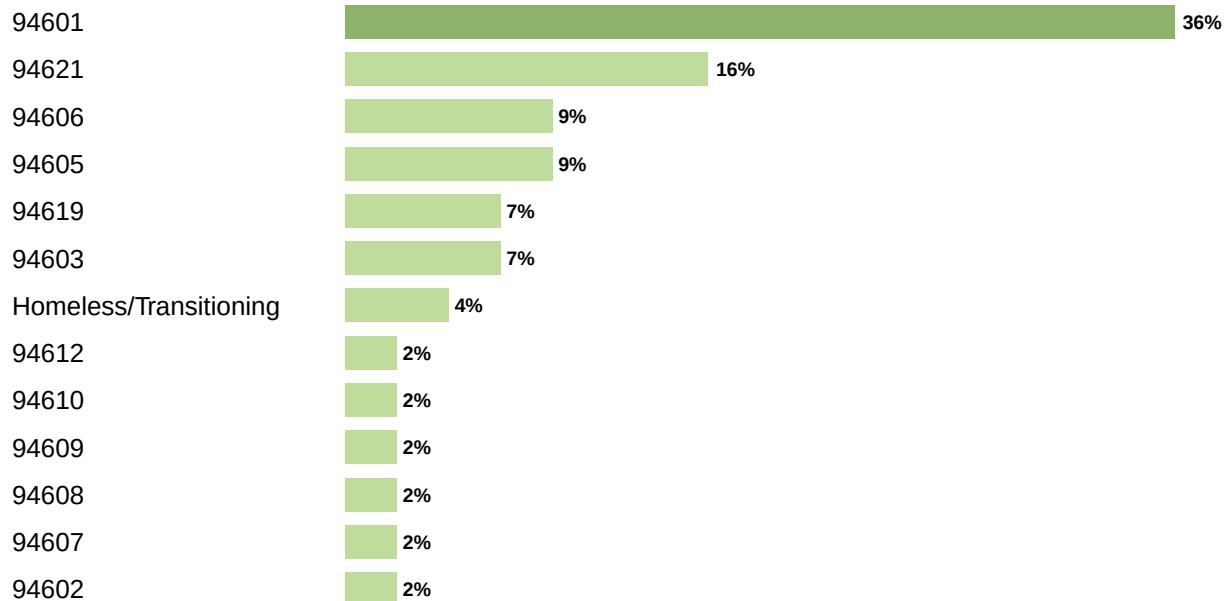
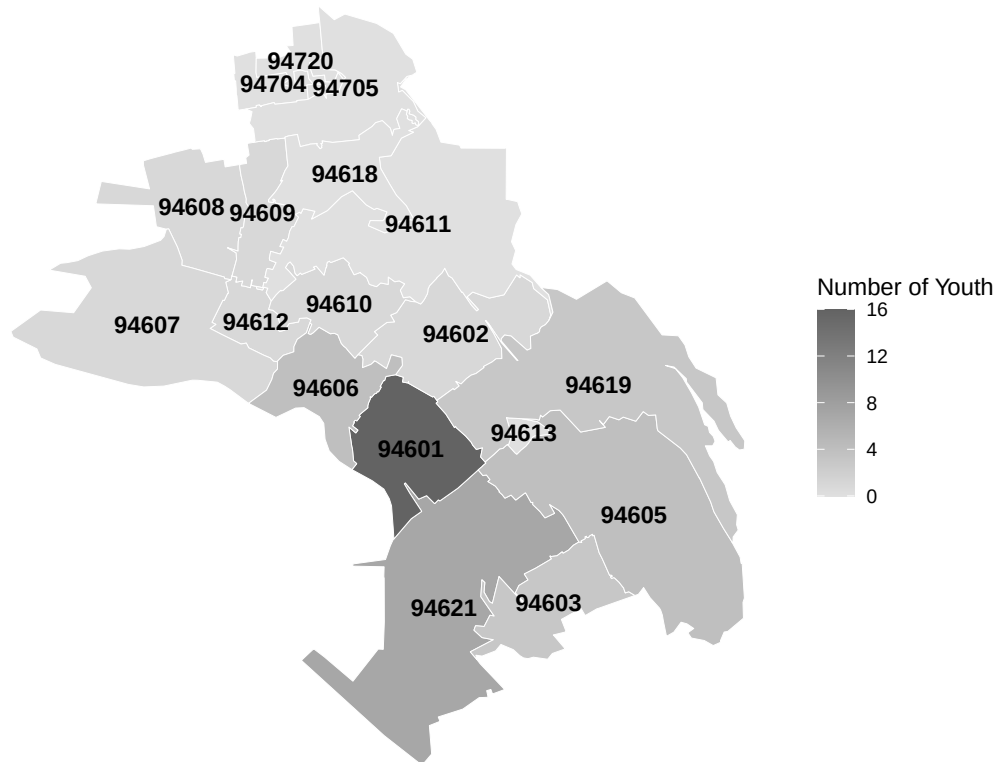
Age (N = 45)



Categories with 0%: 0-5 years old, 11-14 years old, 6-10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 45)



Categories with 0%: 94611, 94613, 94618, 94704, 94705, 94720

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: Safe Passages
Program: Life and Career Roadmap Program
Annual Grant Funding: \$150,000

Program Summary: The Life and Career Roadmap Program will serve 45 Opportunity Youth, including systems involved, from the West and Deep East Oakland communities, ages 11-21. Year-long program activities and services include Life Coaching, systems navigation, and summer programs. Program will engage youth in workforce exploration and on-the job experience to motivate them to complete high school and pursue postsecondary training. Program outcomes include improved employment outcomes, high school graduation, and postsecondary matriculation and persistence and reduced community violence.

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 Access and Employment for Opportunity Youth strategy.

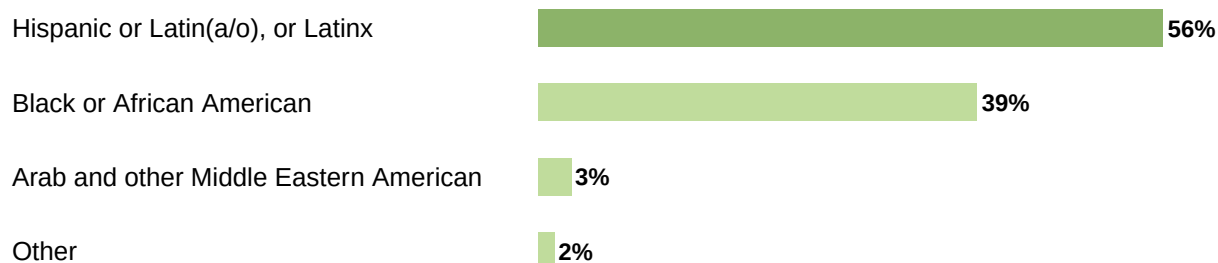
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	45
Actual Number of Youth Served:	66
- <i>Percent Achieved Toward Goal of Total Youth Serviced:</i>	147%
Total Hours of Service Provided:	3,322
- <i>Average Hours of Service per Youth Served:</i>	50

Youth Demographics

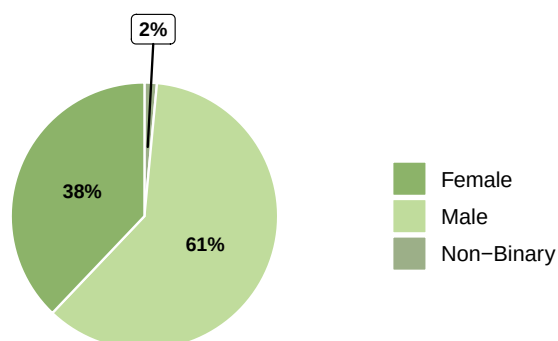
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 66)



Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, American Indian or Alaskan Native, Asian, Asian American, Filipino, Decline to state, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi, Two or More Races, White, European, or Caucasian

Gender Identity (N = 66)



Categories with 0%: Other

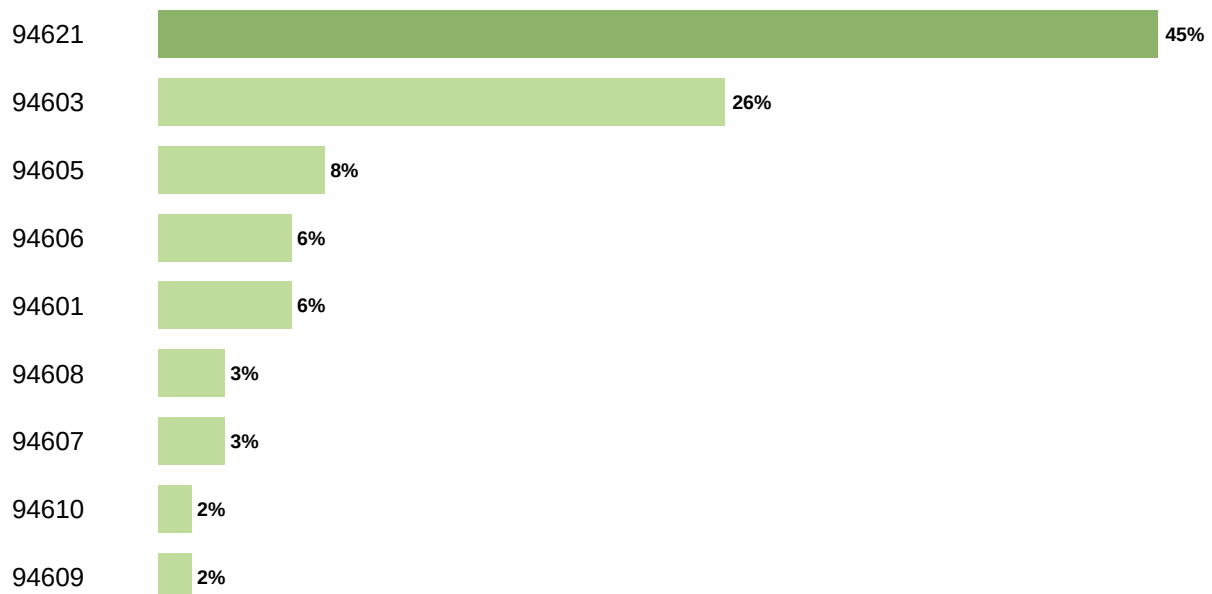
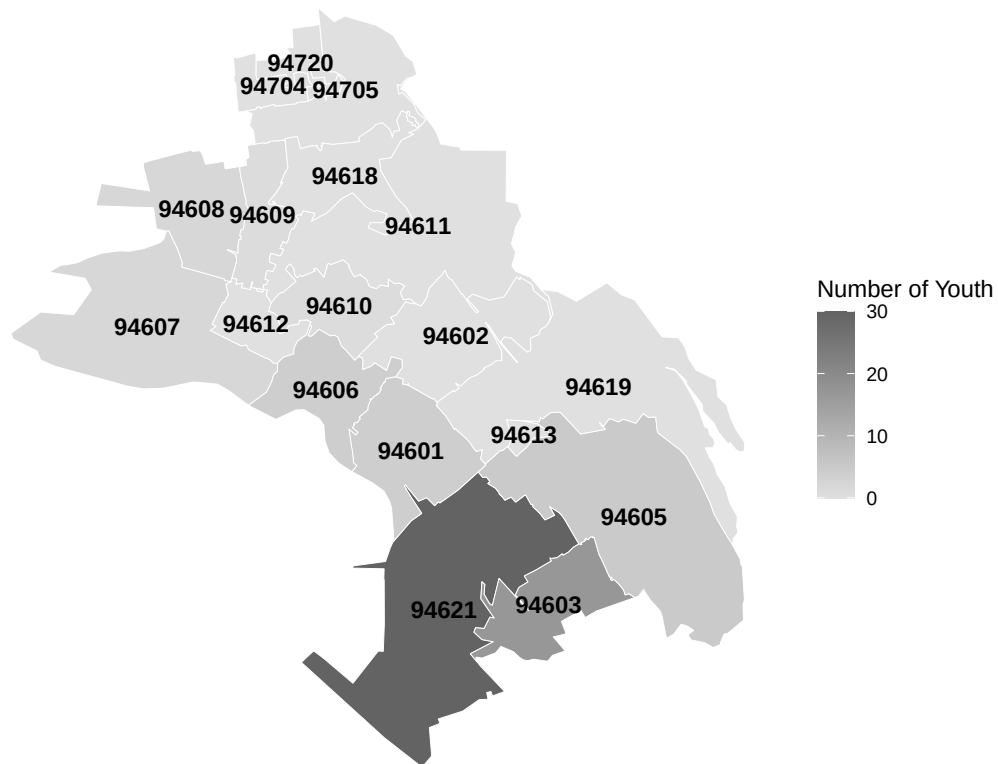
Age (N = 66)



Categories with 0%: 0–5 years old, 6–10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 66)



Categories with 0%: 94602, 94611, 94612, 94613, 94618, 94619, 94704, 94705, 94720, Homeless/Transitioning

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: Civicorps

Program: Civicorps' Conservation Career Pathways Program

Annual Grant Funding: \$115,000

Program Summary: Civicorps helps opportunity youth from Oakland and the greater East Bay gain job skills, prepare for college, and launch upwardly mobile careers in land management and recycling. Civicorps' Conservation Career Pathways is a year-round program that delivers high-impact paid job training, college and career readiness preparation, and wrap-around support services to 175 youth annually. Our mission is to re-engage young adults, age 18-26, to earn their high school diplomas, gain job skills, pursue college, and embark on family sustaining careers.

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 Access and Employment for Opportunity Youth strategy.

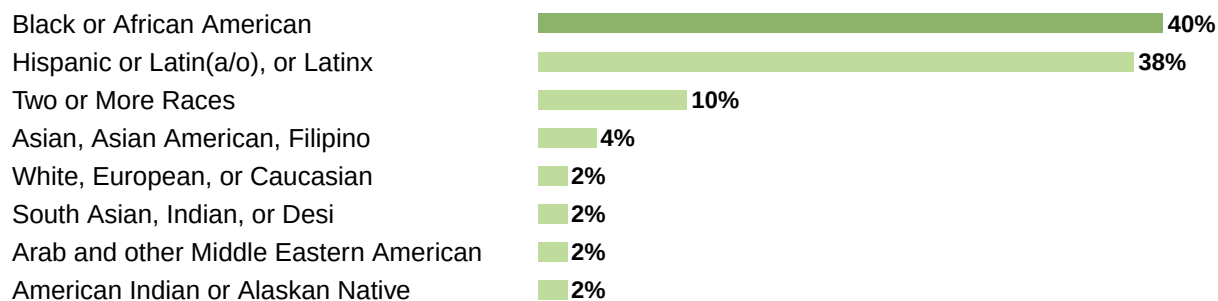
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	47
Actual Number of Youth Served:	52
- <i>Percent Achieved Toward Goal of Total Youth Serviced:</i>	111%
Total Hours of Service Provided:	25,259
- <i>Average Hours of Service per Youth Served:</i>	486

Youth Demographics

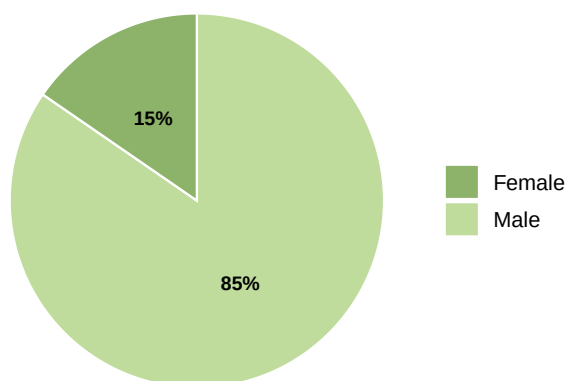
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 52)



Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, Decline to state, Other, Pacific Islander or Native Hawaiian

Gender Identity (N = 52)



Categories with 0%: Non-Binary, Other

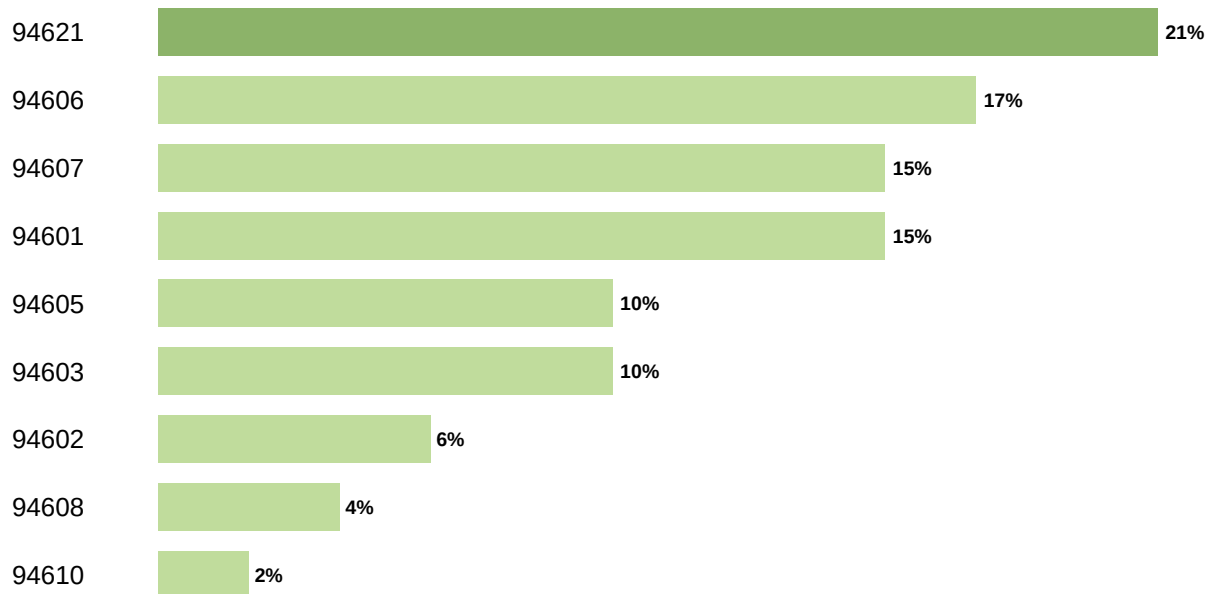
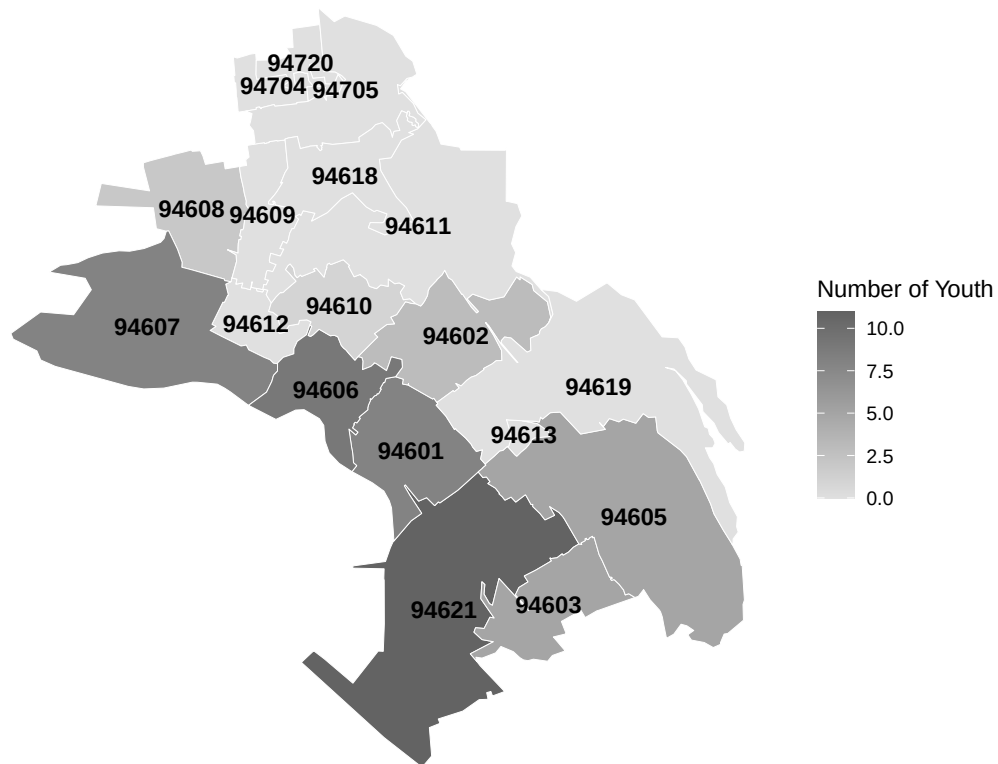
Age (N = 52)



Categories with 0%: 0-5 years old, 11-14 years old, 6-10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 52)



Categories with 0%: 94609, 94611, 94612, 94613, 94618, 94619, 94704, 94705, 94720, Homeless/Transitioning

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Opportunity Youth

Agency Name: Bridges from School to Work, Inc.

Program: Bridges from School to Work

Annual Grant Funding: \$150,000

Program Summary: Bridges from school to work (Bridges) is a workforce development program serving opportunity youth and youth with special needs ages 17 - 24. Bridges will provide comprehensive job-readiness skills training, job development, placement, and retention services to 50 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 Access and Employment for Opportunity Youth strategy.

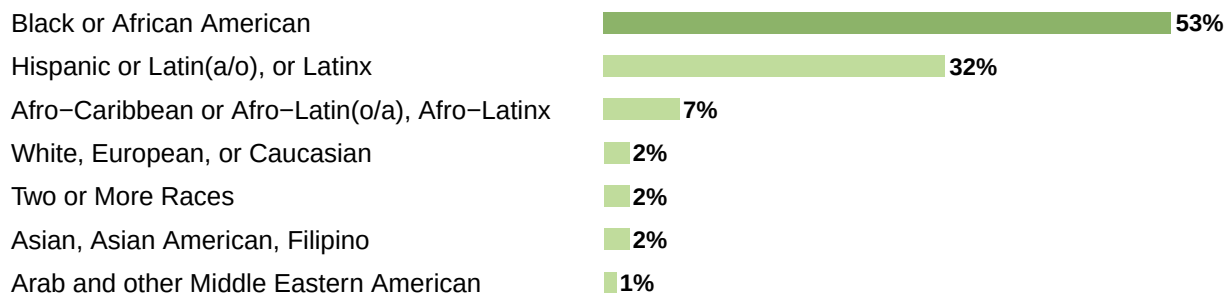
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	60
Actual Number of Youth Served:	85
- <i>Percent Achieved Toward Goal of Total Youth Serviced:</i>	142%
Total Hours of Service Provided:	7,616
- <i>Average Hours of Service per Youth Served:</i>	90

Youth Demographics

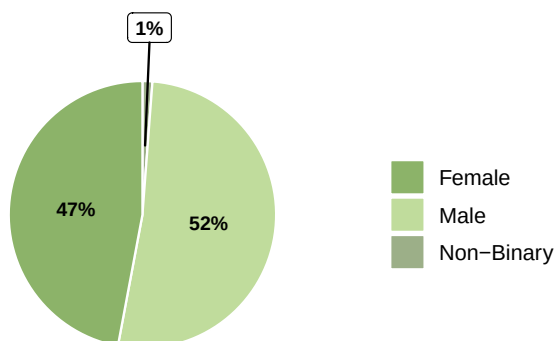
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 85)



Categories with 0%: American Indian or Alaskan Native, Decline to state, Other, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi

Gender Identity (N = 85)



Categories with 0%: Other

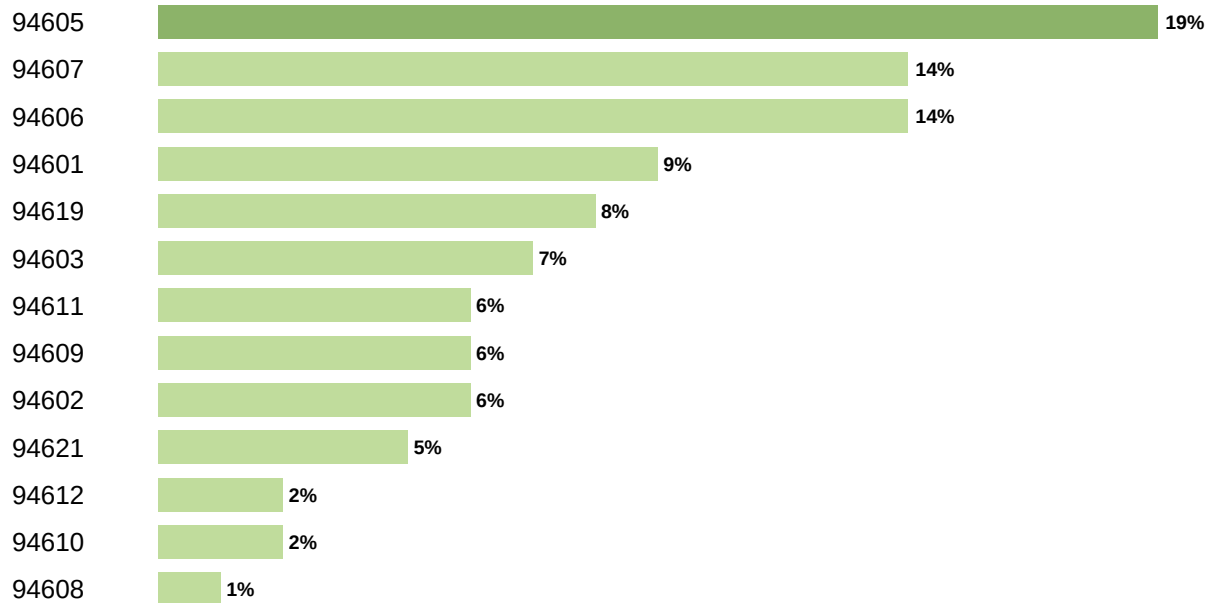
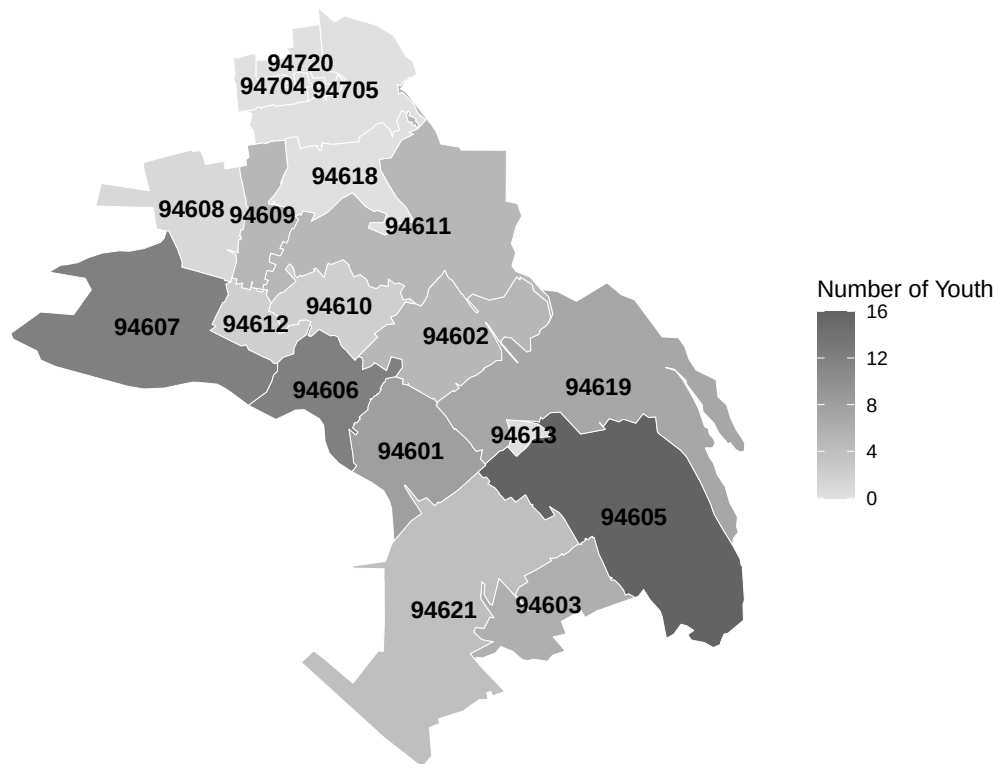
Age (N = 85)



Categories with 0%: 0-5 years old, 11-14 years old, 6-10 years old

Distribution of Youth Participants by Oakland Zip Code

(N = 85)



Categories with 0%: 94613, 94618, 94704, 94705, 94720, Homeless/Transitioning