



**Appendix 11: Program Profiles for Career
Access and Employment for Youth in School**
Prepared March 2025

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



Agency Name / Program Name	Pages
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Alameda Health System / AHS - Health Excellence & Academic Leadership (HEAL) High School Healthcare Internship	6 - 9
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Program Profile FY 2023-2024 OFCY Strategy: Career Access and Employment for Youth in School

Agency Name: Genesys Works Bay Area

Program: Pathways to College and Career Success for Oakland's High School Students through Genesys Works

Annual Grant Funding: \$100,000

Program Summary: With the help of the OFCY grant, Genesys Works Bay Area will enroll 46 rising high school seniors from Oakland in our Summer Skills Training starting June 2023. They will receive 8 weeks of professional and technical training, delivered using a hybrid model (in-person at Oakstop in Oakland), Monday – Friday, 8am – 5pm, June – August. The training will provide college credits and industry-recognized credentials. Students will then be placed into a year-long paid internship, 20 hours/week, at an industry partner. They will receive ongoing post-secondary counseling and financial literacy education all year.

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 Youth in School strategy.

Program Achievements: *How much did we do?*

Projected Number of Youth Served:	46
Actual Number of Youth Served:	77
<i>- Percent Achieved Toward Goal of Total Youth Served:</i>	167%
Total Hours of Service Provided:	29,880
<i>- Average Hours of Service per Youth Served:</i>	388

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

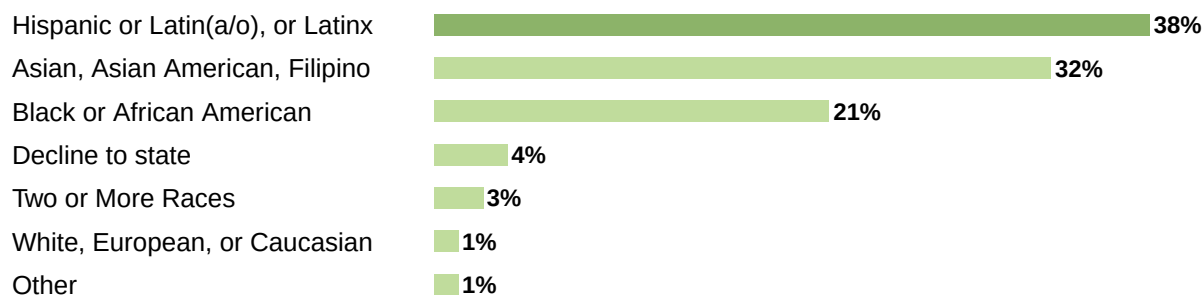
Percent of Youth in Agreement (N = 15)

The adults in this program tell me what I am doing well.		93%
In this program, I try new things.		93%
At this program, I get the opportunity to talk about what I have learned.		93%
There is an adult in this program who notices when I am upset about something.		80%

Youth Demographics

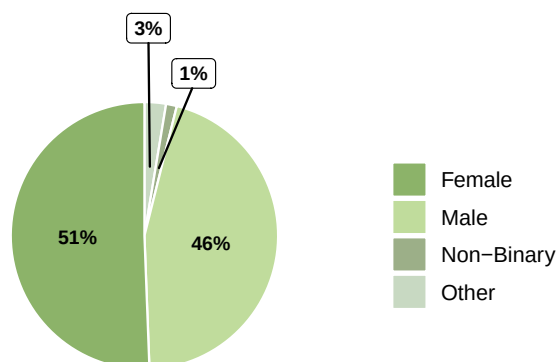
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 77)



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

Gender Identity (N = 77)



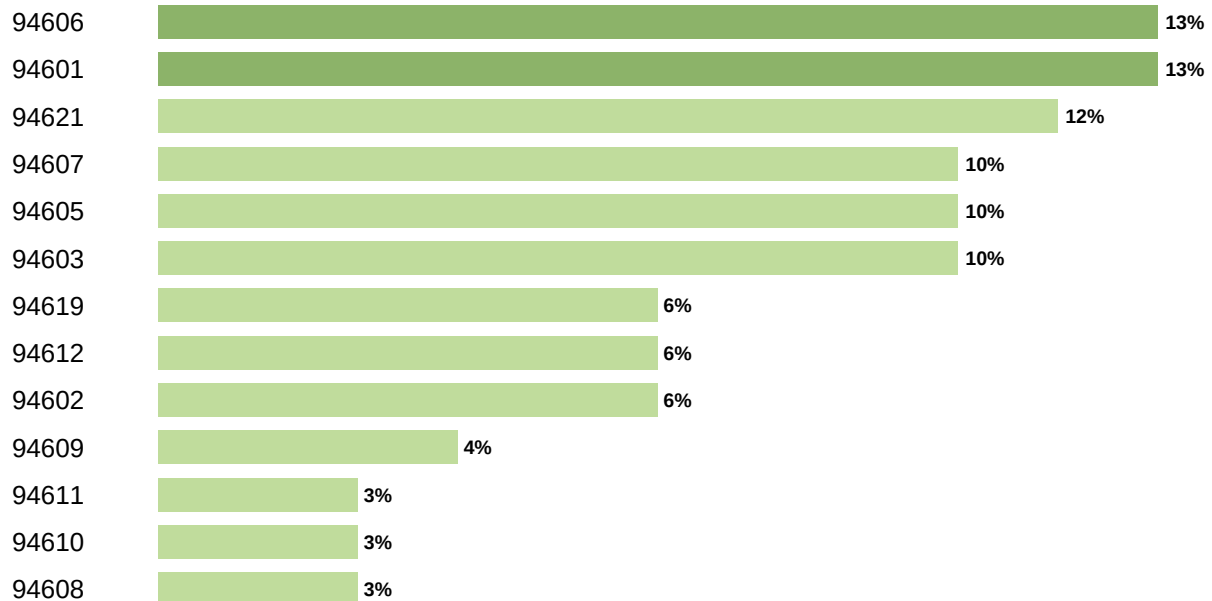
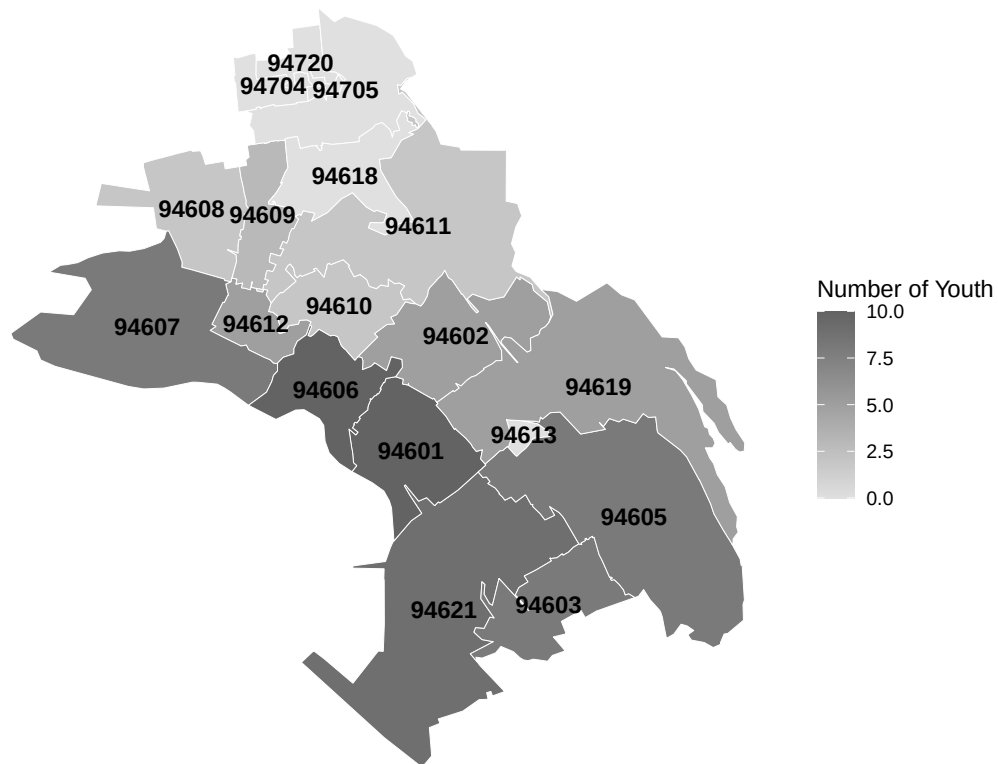
Age (N = 77)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 77)



Categories with 0%: 94613, 94618, 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 = 15)

This program helped me understand what additional skills I may need for industries I am interested in.		100%
I have a resume and know how to navigate the job search and interview process.		100%
At this program, I learned what is expected in a work setting (e.g., punctuality, appropriate dress, communication).		100%
This program helps me to think about the future.		93%
Since coming to this program, I feel more comfortable sharing my opinion.		93%

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Youth in School

Agency Name: Alameda Health System

Program: AHS - Health Excellence & Academic Leadership (HEAL) High School Healthcare Internship

Annual Grant Funding: \$160,000

Program Summary: HEAL will provide 194 low-income BIPOC youth in grades 9-12 with healthcare internships that include health career exploration, professional skills development, shadowing in hospital departments, hands-on skills workshops, and mentorship by BIPOC healthcare providers. The goal of HEAL is to increase educational attainment, prepare low-income BIPOC youth for living wage healthcare careers, and cultivate a pipeline of diverse healthcare workers to become the future workforce of AHS. HEAL will run 13 internship cohorts/yr at Highland Hospital ranging from 25-218 hours for a total of 11,118 UOS.

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 Youth in School strategy.

Program Achievements: *How much did we do?*

Projected Number of Youth Served:	179
Actual Number of Youth Served:	236
<i>- Percent Achieved Toward Goal of Total Youth Serviced:</i>	132%
Total Hours of Service Provided:	13,235
<i>- Average Hours of Service per Youth Served:</i>	56

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

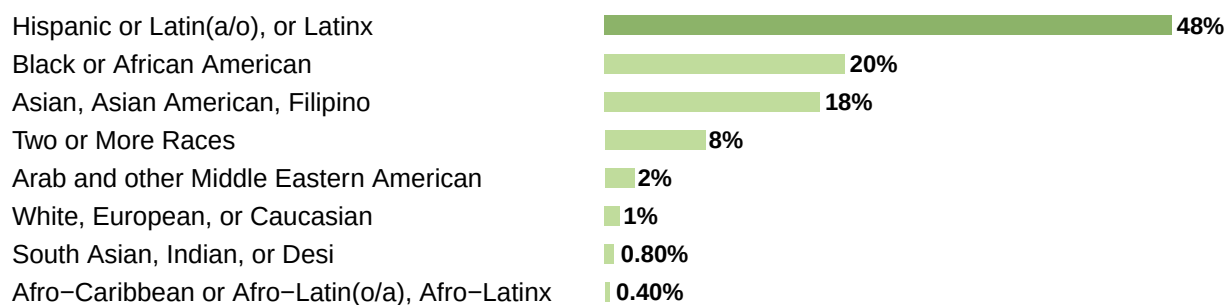
Percent of Youth in Agreement (N = 41)

In this program, I try new things.	98%
At this program, I get the opportunity to talk about what I have learned.	98%
The adults in this program tell me what I am doing well.	78%
There is an adult in this program who notices when I am upset about something.	59%

Youth Demographics

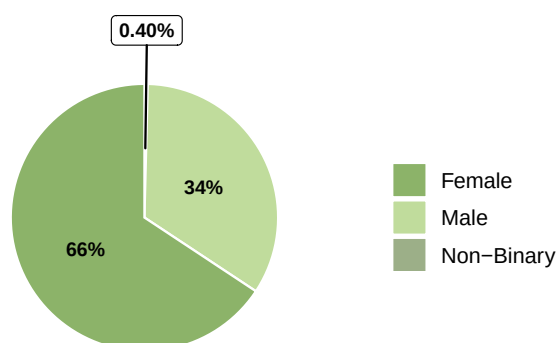
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 236)



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

Gender Identity (N = 236)



Categories with 0%: Other

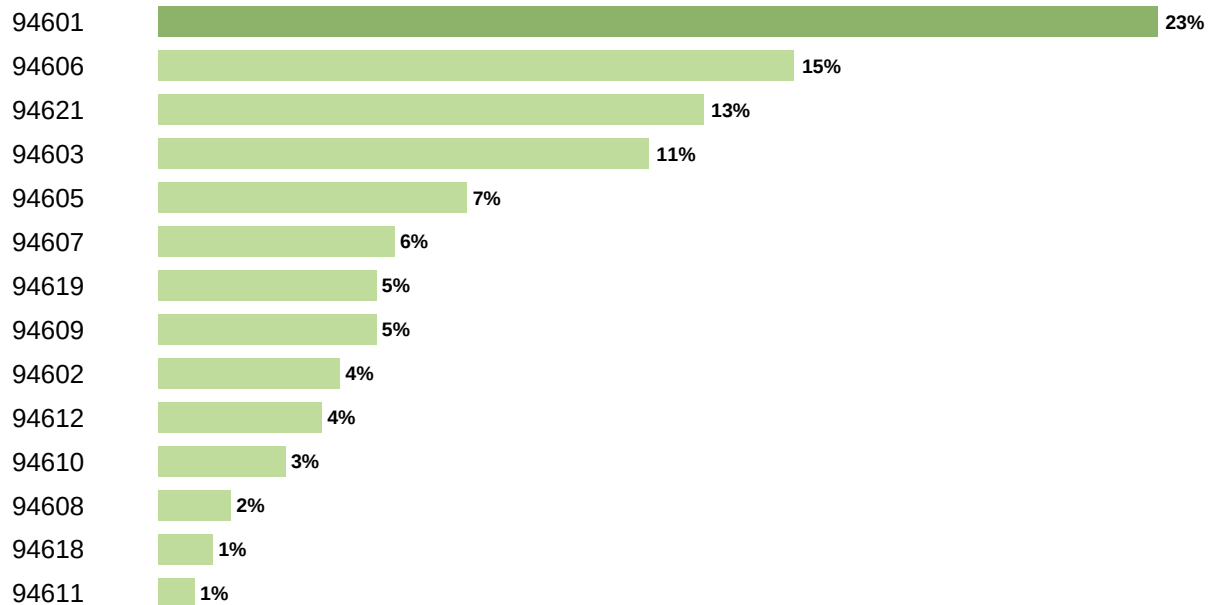
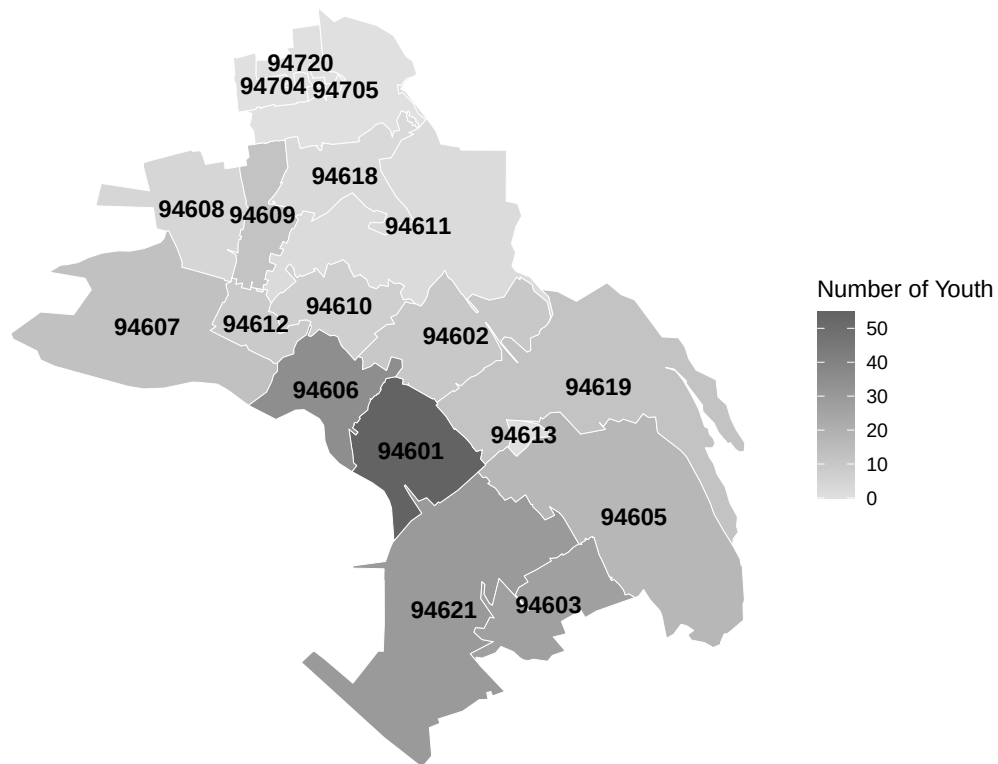
Age (N = 236)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 236)



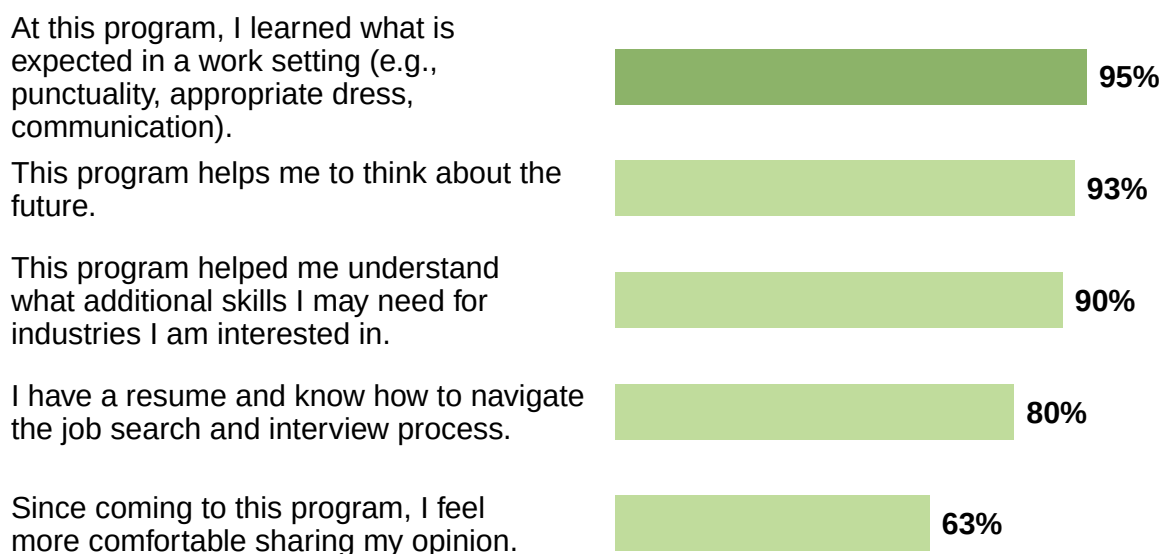
Categories with 0%: 94613, 94704, 94705, 94720, Homeless/Transitioning

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 = 41)



Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Youth in School

Agency Name: Hidden Genius Project Inc
Program: The Hidden Genius Intensive Immersion Program
Annual Grant Funding: \$225,000

Program Summary: The Hidden Genius Project's Immersion Program will provide 500 hours of year-round intensive tech training, leadership, entrepreneurship, and life skills, high-touch mentorship, and holistic support offered virtually and in two locations (Downtown, East Oakland) for 96 Oakland Black male high school students. This groundbreaking free, 15-month, cohort-based training and support is helping uncover the hidden genius in our young men—building strong, responsible leaders equipped with the skills needed to identify and develop tech-enabled solutions to address our most compelling challenges.

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 Youth in School strategy.

Program Achievements: *How much did we do?*

Projected Number of Youth Served:	96
Actual Number of Youth Served:	51
- <i>Percent Achieved Toward Goal of Total Youth Serviced:</i>	53%
Total Hours of Service Provided:	7,067
- <i>Average Hours of Service per Youth Served:</i>	139

Youth Demographics

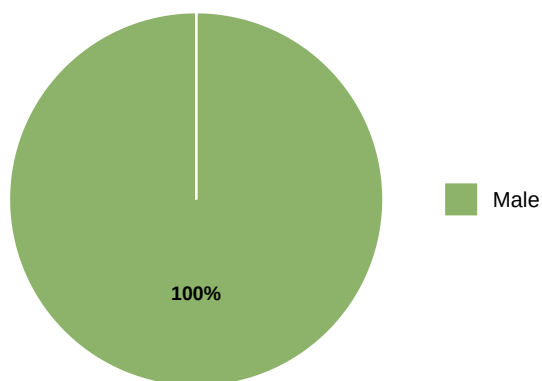
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 51)

Black or African American 100%

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

Gender Identity (N = 51)



Categories with 0%: Female, Non-Binary, Other

Age (N = 51)

11–14 years old 10%

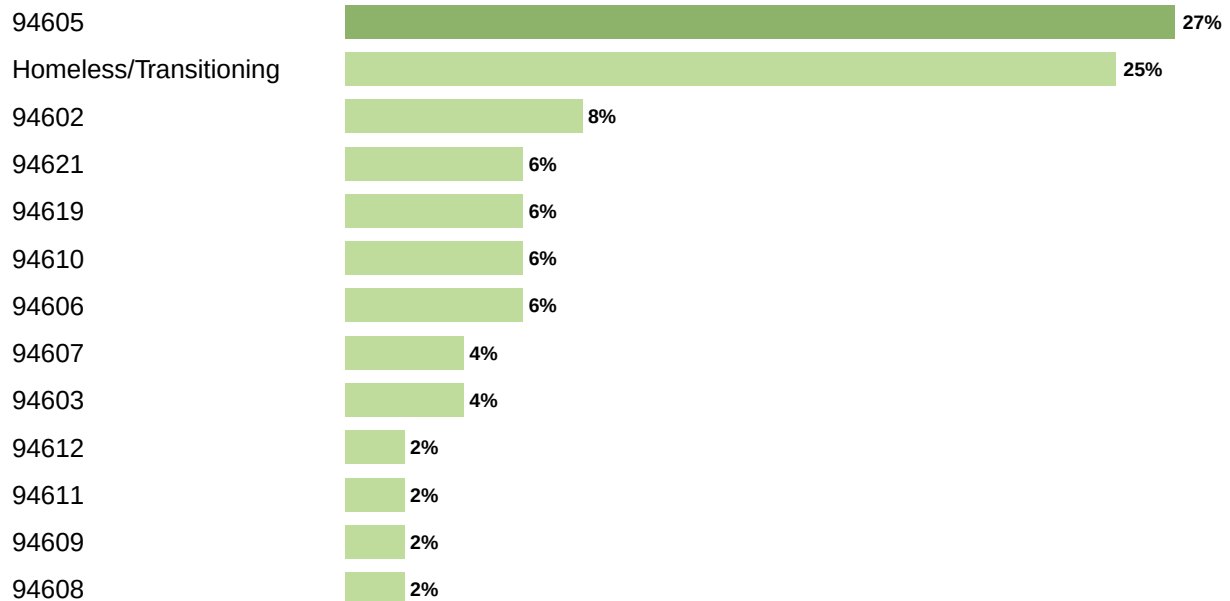
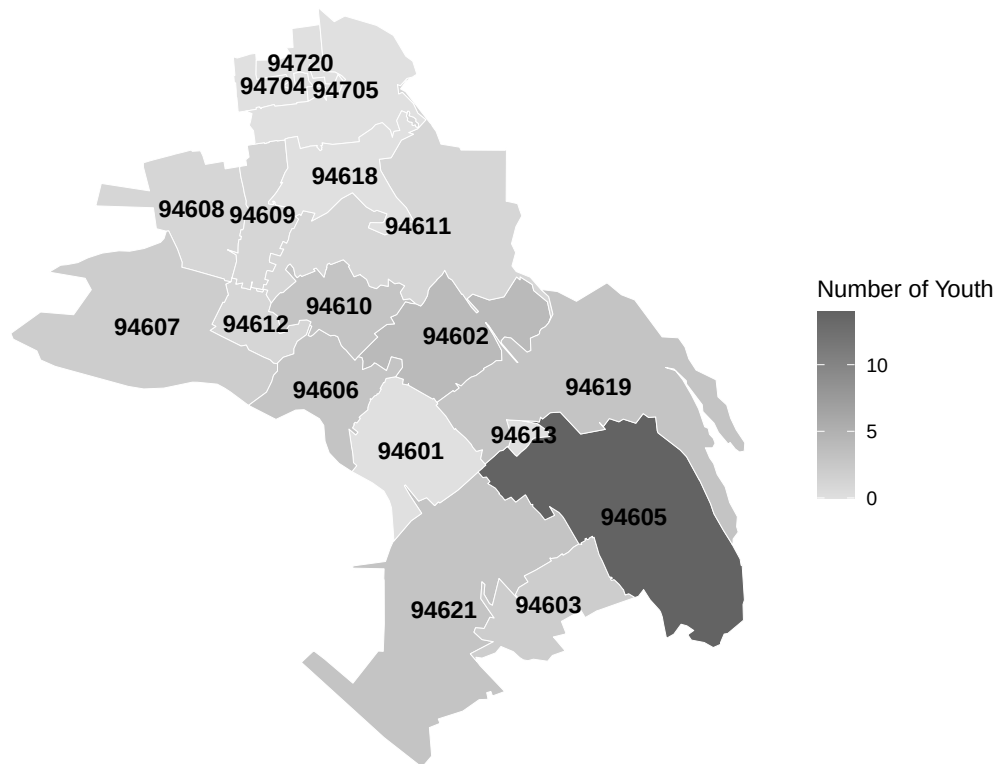
15–17 years old 86%

18+ years old 4%

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

Distribution of Youth Participants by Oakland Zip Code

(N = 51)



Categories with 0%: 94601, 94613, 94618, 94704, 94705, 94720

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Youth in School

Agency Name: Youth Radio (DBA YR Media)
Program: Media Education and Employment Pathway
Annual Grant Funding: \$225,000

Program Summary: YR Media’s programming provides year-round career awareness and employment for youth aged 14-21. In 2023-2024 we will serve 100 youth who are 90% youth of color, 80% low income and and 20% system engaged. We offer intensive industry-aligned media training sessions, which prepare youth for paid internships within YR Media. They gain additional work experience 10-20 hours a week alongside adult professionals. In addition, YR provides wraparound services to all youth, and youth are loaned state of the art equipment with industry-aligned media software to learn technical and production skills.

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 Youth in School strategy.

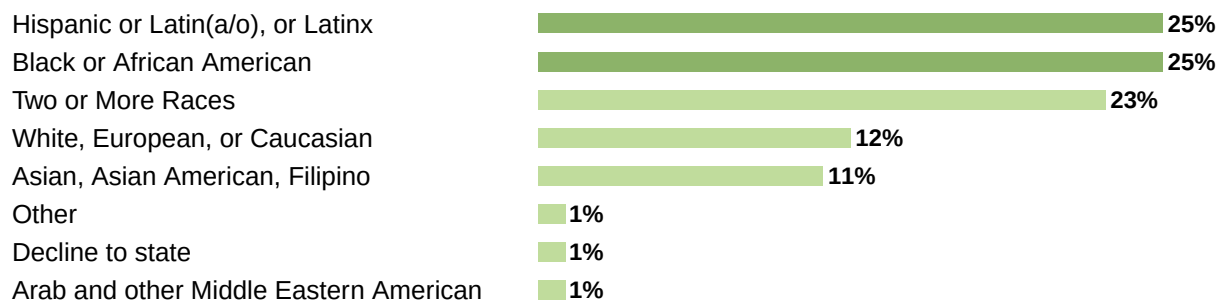
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	100
Actual Number of Youth Served:	88
<i>- Percent Achieved Toward Goal of Total Youth Serviced:</i>	88%
Total Hours of Service Provided:	13,898
<i>- Average Hours of Service per Youth Served:</i>	158

Youth Demographics

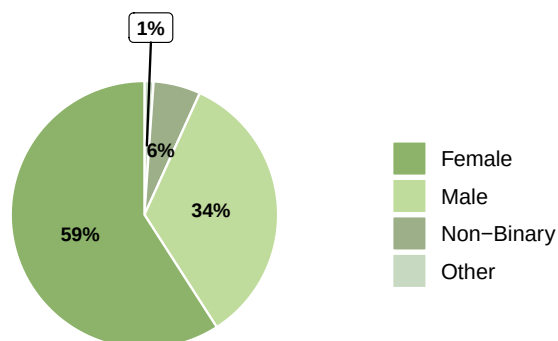
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 88)

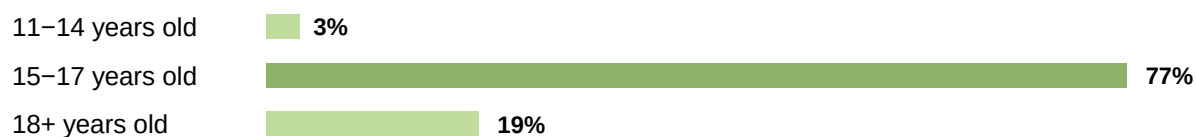


Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, American Indian or Alaskan Native, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi

Gender Identity (N = 88)



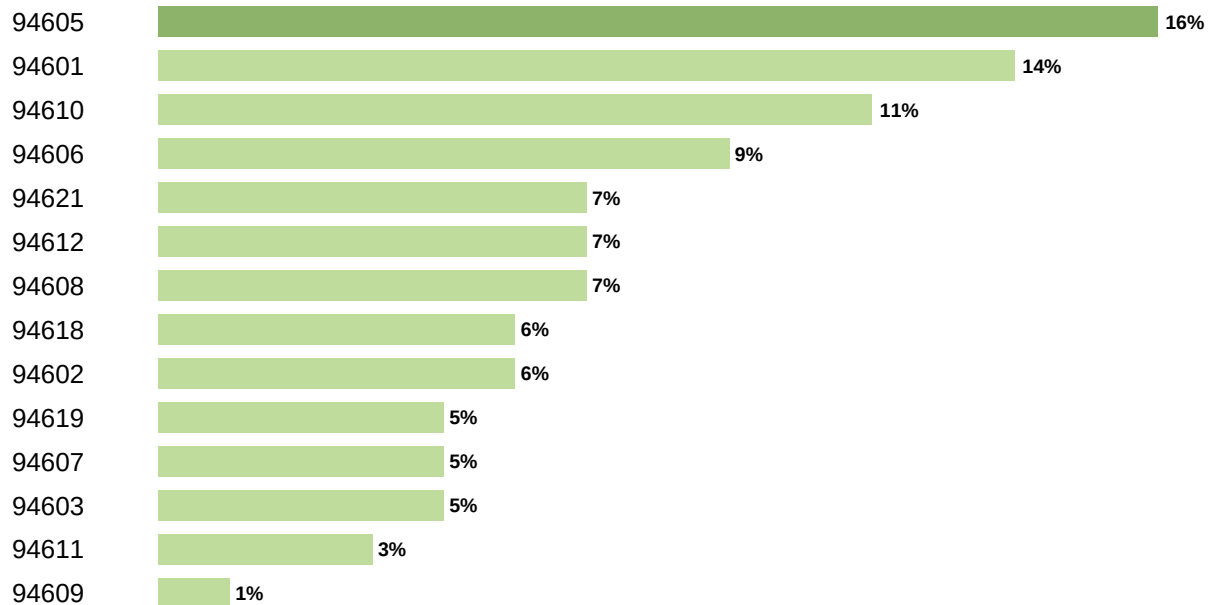
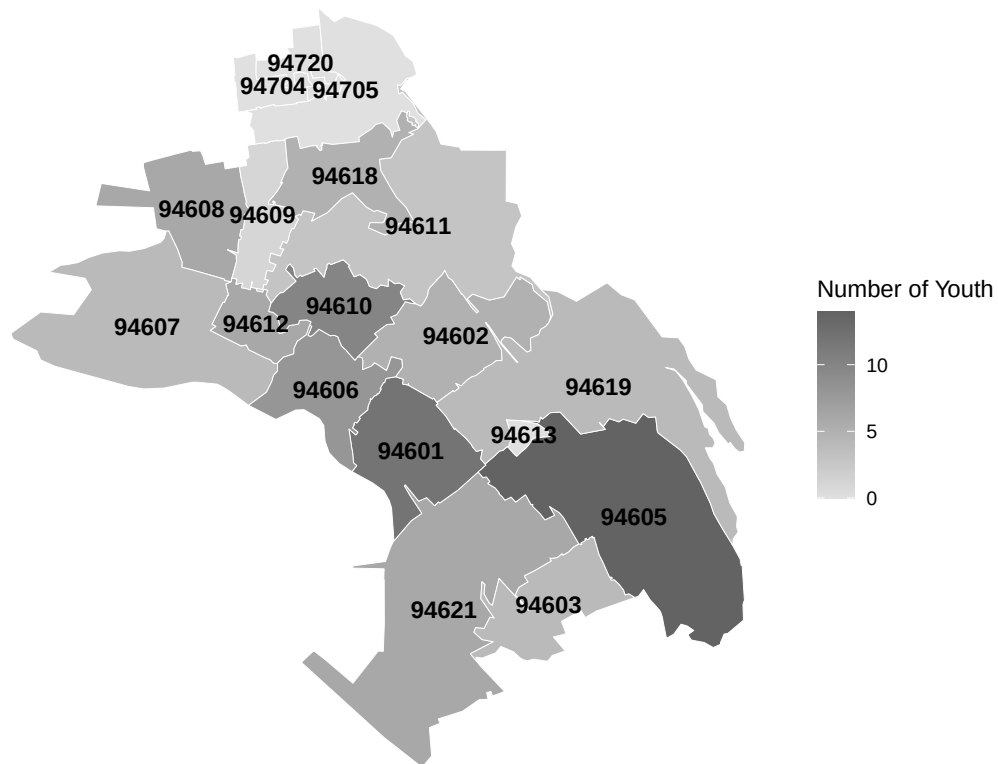
Age (N = 88)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 88)



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

Program Profile FY 2023-2024

OFCY Strategy: Career Access and Employment for Youth in School

Agency Name: The Crucible

Program: Fuego Entrepreneurship & CNC Design Career Academy

Annual Grant Funding: \$60,000

Program Summary: Fuego Entrepreneurship & CNC Design Career Academy will provide 36 Oakland high school students ages 15-21 with paid intensive instruction in digital fabrication and CNC plasma cutter operation while also equipping them with skills and resources to design, fabricate, and sell artisan maker goods using the extensive resources of The Crucible. Participants will progress into paid work and instruction, access to tools, and career education to make and sell goods local markets and at The Crucible, learning to build living-wage skills for CNC operator & digital fab jobs.

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 Youth in School strategy.

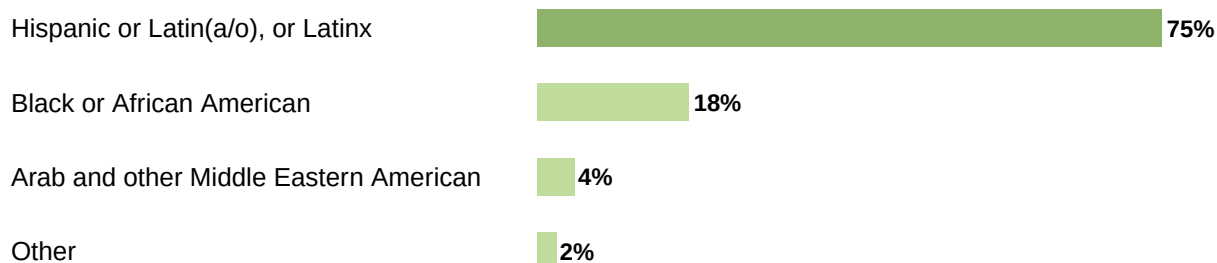
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	26
Actual Number of Youth Served:	44
- <i>Percent Achieved Toward Goal of Total Youth Serviced:</i>	169%
Total Hours of Service Provided:	1,579
- <i>Average Hours of Service per Youth Served:</i>	36

Youth Demographics

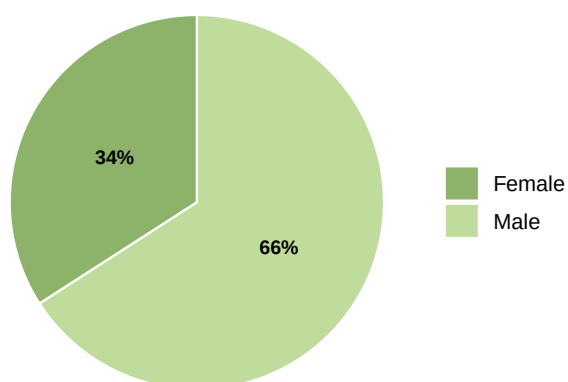
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 44)



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 = 44)



Categories with 0%: Non-Binary, Other

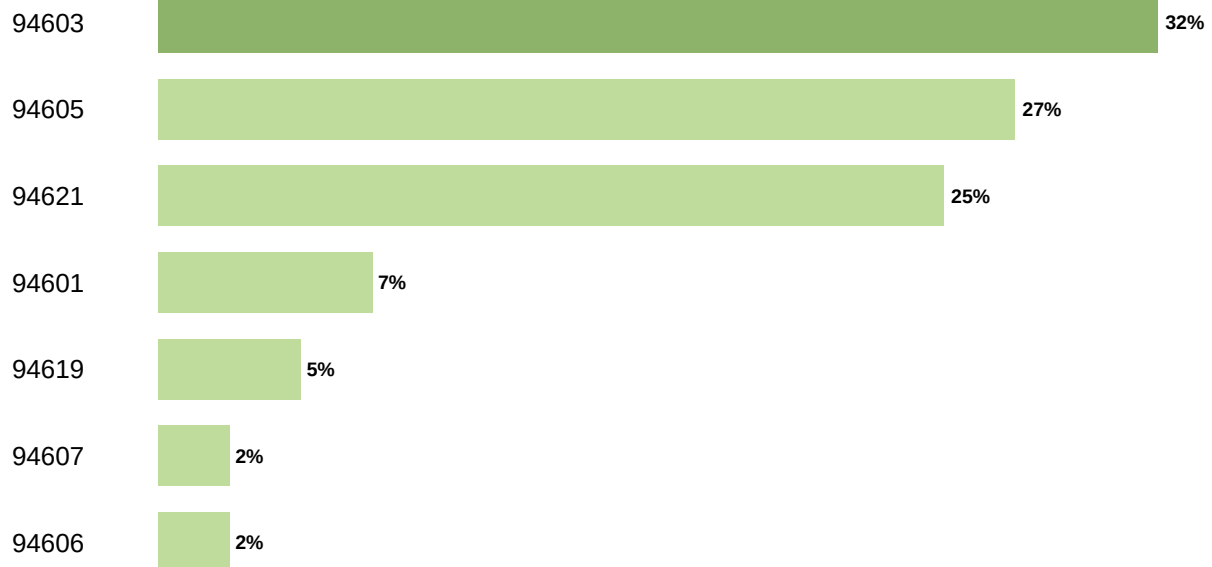
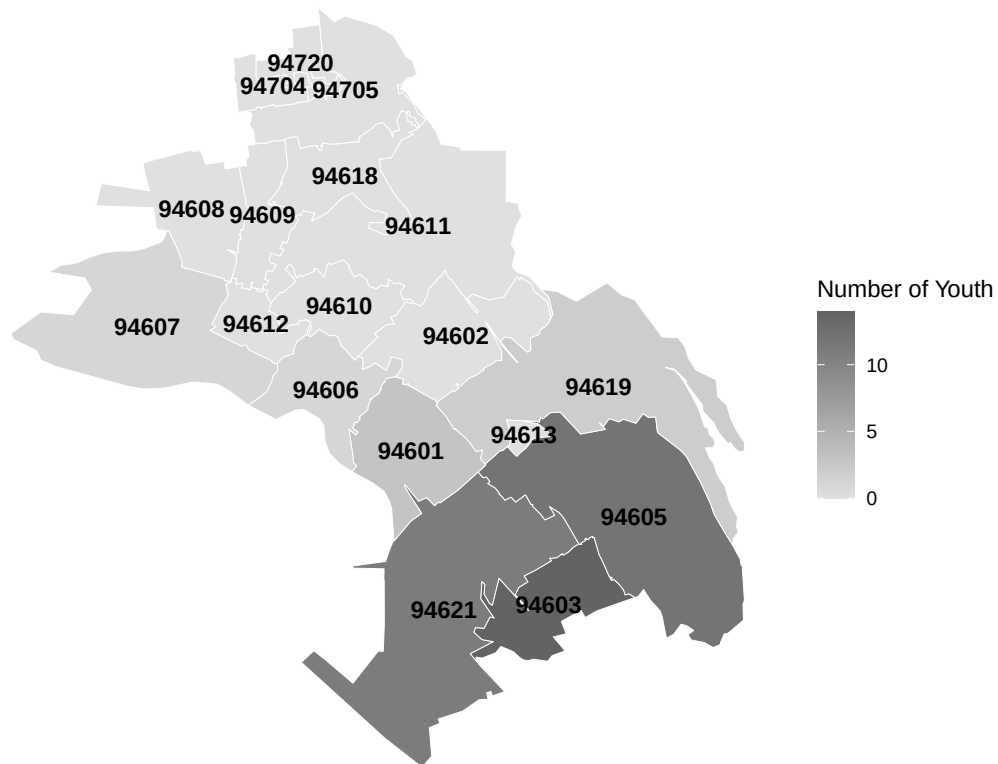
Age (N = 44)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 44)



Categories with 0%: 94602, 94608, 94609, 94610, 94611, 94612, 94613, 94618, 94704, 94705, 94720, Homeless/Transitioning