

CAREER AWARENESS AND ACADEMIC SUPPORT



The Career Awareness and Academic Support for Older Youth programs funded by OFCY help youth explore career opportunities in in-demand industries and prepare for college and career success.

Participants receive job readiness training, learn from worksite visits and guest speakers, receive academic support and college/career advising, and work in subsidized and unsubsidized employment. Programs aim to give youth the tools they need for a smooth transition to college and their future career.

“ Once they're at work, many teachers tell us, "People are doing better in school" because **they're learning by doing** at work, and they're **feeling successful** as learners. It helps boost **confidence** academically. ”

-Program Director

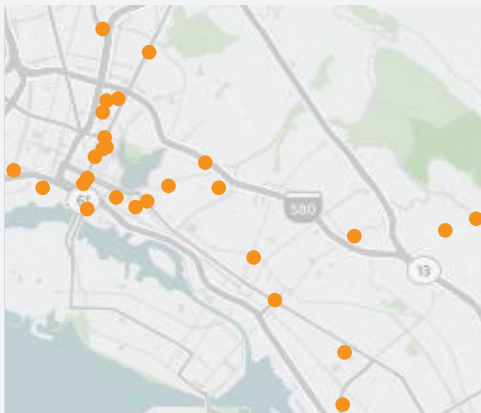
The Student Engagement in Learning Strategy at a Glance

\$2,125,533 invested

2,663 youth served

14 programs funded

28 program sites



- Alameda Health System - *Oakland Health Careers Collaborative*
- Better Health East Bay Foundation - *Youth Bridge Workforce Development Program*
- Beyond Emancipation - *GROW Oakland*
- Center for Media Change, Inc. - *A-Team*
- Centro Legal de la Raza - *Youth Law Academy*
- Civicorps - *Academic and Professional Pathway*
- Covenant House California - *CHC Transitional Services*
- East Bay College Fund - *Oakland Promise College and Career Access and Success Program*
- Juma Ventures - *Pathways to Advancement*
- Marriott Foundation for People with Disabilities - *Bridges from School to Work*
- Oakland Unified School District - *Exploring College and Career Options*
- Spanish Speaking Unity Council of Alameda County, Inc. - *Oakland Youth Engaged (OYE)*
- Youth Employment Partnership - *Building Green Futures*
- Youth Radio - *Digital Communications Pathways*

Participants

During FY2016-2017, 2,663 children and youth participated in *Career Awareness and Academic Support* programs. Key demographic findings are displayed in Exhibit 2 below.

Exhibit 2: Career Awareness and Academic Support Participants

Although children and youth came from across Oakland, almost one quarter came from the Fruitvale District.

Home zipcode and neighborhood

94601: Fruitvale and East Oakland	24%
94621: Webster Tract and East of Coliseum	12%
94605: Eastmont, Seminary, Havenscourt	12%
94606: Highland Park, San Antonio, East Lake	10%
94603: Sobrante Park, Elmhurst, E. 14th Street	9%
94607: West Oakland and Chinatown	6%
94602: Glenview, Lincoln, Oakmore	5%
Homeless/Transitioning	5%
94619: Maxwell Park, Leona Hgts, Redwood Hgts	4%
94609: Temescal, Pill Hill, Bushrod Park	3%
94608: San Pablo and Market Street Corridor	3%
94612: Downtown	2%
94610: Adams Pt, Lakeshore, Crocker Highlands	2%
94611: Piedmont Avenue and Montclair	2%
94618: Rockridge and Hiller Highlands	1%



A racially diverse group of children participated in this strategy. Compared to OUSD and other OFCY strategies, these programs served a larger proportion of African American students.

Race/Ethnicity of OFCY participants compared to OUSD students (2016-2017)

African American/Black	44%	25%
Hispanic/Latino	33%	45%
Asian/Pacific Islander	13%	15%
Multiracial or Biracial	4%	4%
White	3%	10%
Native Alaskan/American	0%	0%
Other	1%	0%

Legend: OFCY enrollment (dark grey), OUSD enrollment (light grey)

About 85% of participants were over 15 years or older.

Age of participants

11-12 years old	2%
13-14 years old	16%
15-16 years old	44%
17-18 years old	31%
19-20 years old	7%

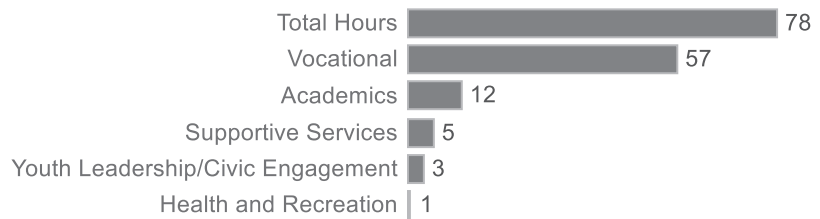
Services

Average hours of service for children and youth in *Career Awareness and Academic Support* programs was 108 hours. Key findings related to service patterns are displayed in Exhibit 3.

Exhibit 3: Services Received by Career Awareness and Academic Support Participants

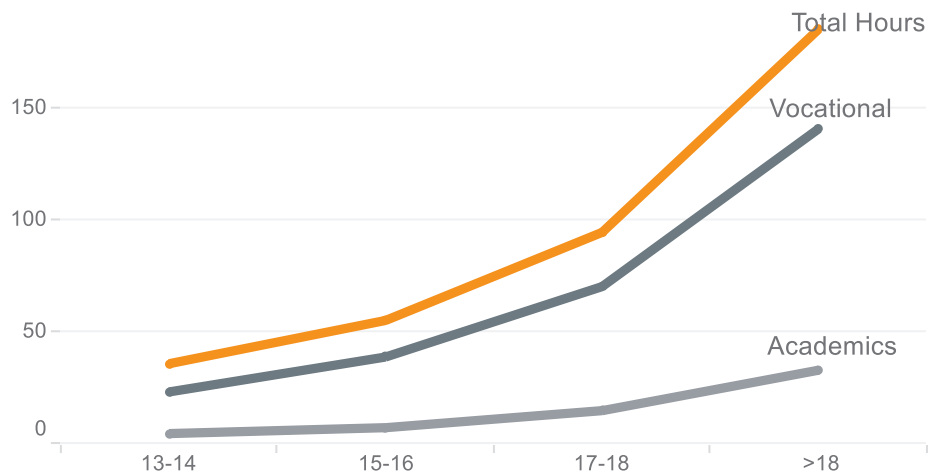
Participants spent the majority of their time engaged in vocational activities. They also received academic and support services.

Hours of Service by Category



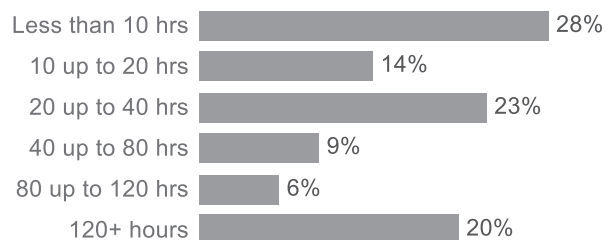
Older youth, especially those 19 and older, spent the most hours in programming. Many of these youth were out of school or participated in a program that combined work experience and non-traditional high school diploma programs.

Hours of Service by Age and Category



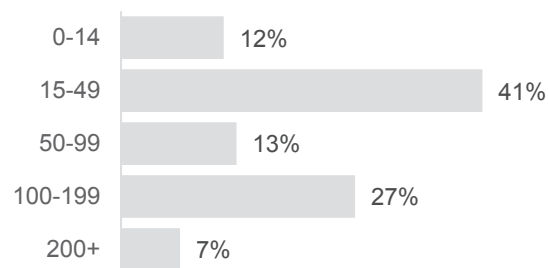
The level of participation varied substantially, with more than one-quarter receiving less than ten hours of service and one-fifth receiving 120+ hours.

Distribution of Hours of Service



In addition to hours spent in programming, about half of youth also participated in internships and subsidized employment.

Hours Spent in Placement



Employment Placement Example: Youth at Pathways to Advancement receive job readiness training and apply their newly developed skills as vendors and shift leaders at O.Co Coliseum.

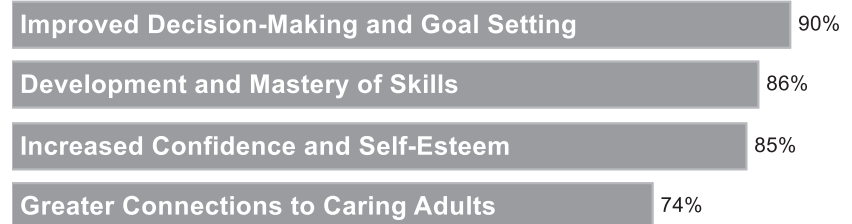
Outcomes

Children and youth survey results reveal participants' assessments of their progress toward youth development and career awareness and academic support outcomes. The results, illustrated in Exhibit 4, indicate that Career Awareness and Academic Support programs successfully supported youth in these areas.

Exhibit 4: Percent of Youth Agreeing to Questions tied to Career Awareness and Academic Support Outcomes

For youth development outcomes, youth reported the highest progress in improved decision-making and goal setting.

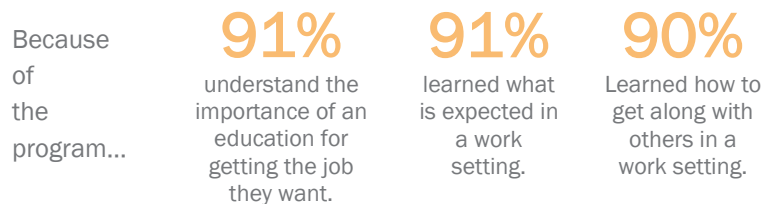
Youth Development Outcomes



For career awareness outcomes, youth reported the highest progress in increased professionalism.

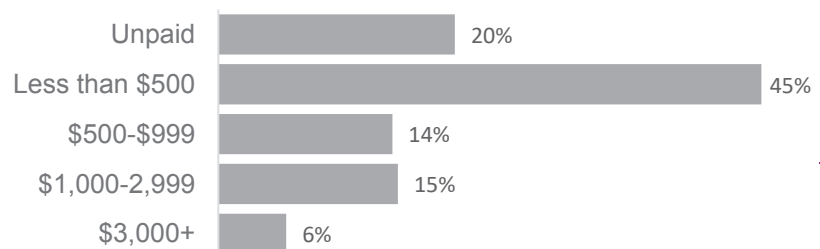
Program staff emphasized the importance of both setting high expectations for professional behavior and providing tools to learn these expectations through job readiness training, modeling, and mentoring.

Career Awareness and Academic Support Outcomes



Programs paid youth almost \$900,000 in wages, not including wages earned from unsubsidized placements. About half of youth participated in internships or subsidized employment opportunities.¹

Distribution of Wages Earned by Participants



\$819 average wages earned

¹ Some programs support youth in unsubsidized placements that are not recorded in Cityspan. For example, although Bridges from School to Work at the Marriott Foundation for People with Disabilities placed youth with disabilities in unsubsidized employment with organizations and companies throughout Oakland, they only tracked case management services in Cityspan. OFCY will set up Cityspan to track unsubsidized employment for the 2017-2018 program year.