



Program Profiles FY 2024-2025

OFCY Strategy: Career Access and Employment for Youth in School

Agency Name / Program Name	
Alameda Health System / AHS - Health Excellence & Academic Leadership (HEAL) High School Healthcare Internship	<u>2 - 7</u>
Genesys Works Bay Area / Pathways to College and Career Success for Oakland's High School Students through Genesys Works	<u>8 - 13</u>
Hidden Genius Project Inc. / The Hidden Genius Intensive Immersion Program	<u>14 - 19</u>
Oakland Unified School District / Exploring College, Career, and Community Options (ECCCO)	<u>20 - 25</u>
The Crucible / Fuego Entrepreneurship & CNC Design Career Academy	<u>26 - 31</u>
Youth Radio (DBA YR Media) / Media Education and Employment Pathway	<u>32 - 34</u>



Program Profile FY 2024-2025 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: The HEAL Program will provide 199 low-income BIPOC youth in grades 8-12 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 the HEAL Program 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 11 internship cohorts/year at the Wilma Chan Highland Hospital Campus ranging from 20-218 hours for a total of 12,400 Units of Service.

Programming will consist of two year-long in-school cohorts, one Fall in-school cohort, two Fall after school cohorts, one Spring in-school cohort, two spring after school cohorts, an early Spring Young Women of Color cohort, and a spring break Young Men of Color cohort, and a summer intensive cohort.

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?*

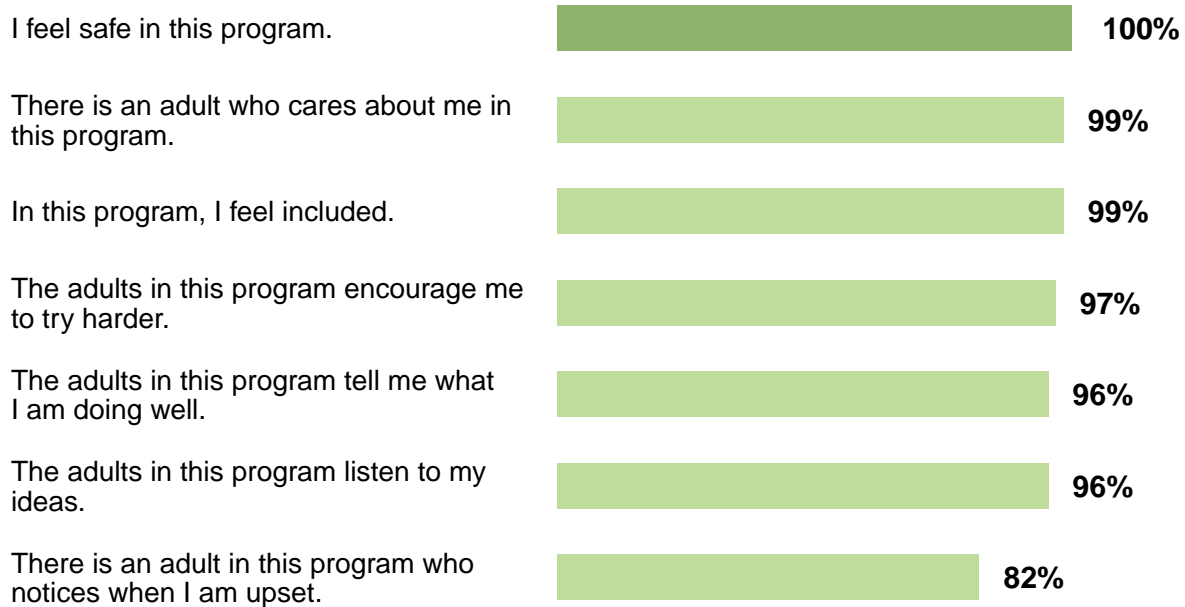
Projected Number of Youth Served:	179
Actual Number of Youth Served:	236
- <i>Percent Achieved Toward Goal of Total Youth Served:</i>	132%
Total Hours of Service Provided:	13,199
- <i>Average Hours of Service per Youth Served:</i>	56

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

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

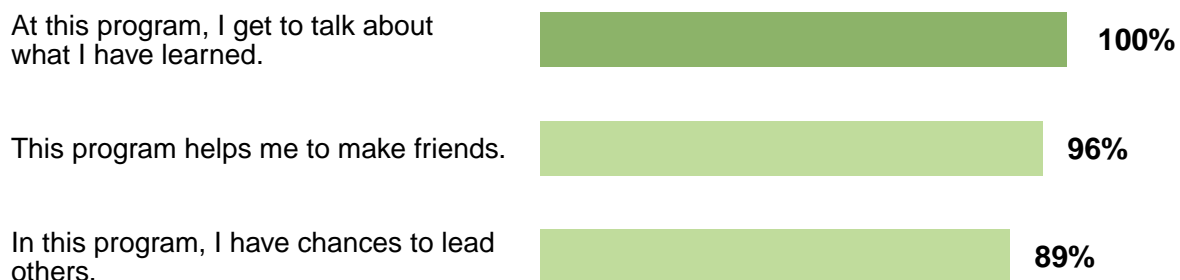
Belonging, Connections, & Safety

Percent of Youth in Agreement (N = 67)



Life Skill Building & Leadership

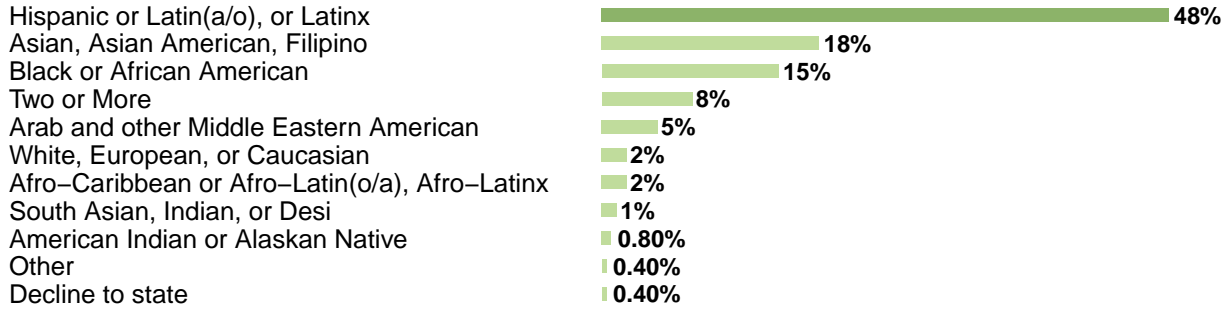
Percent of Youth in Agreement (N = 67)



Youth Demographics

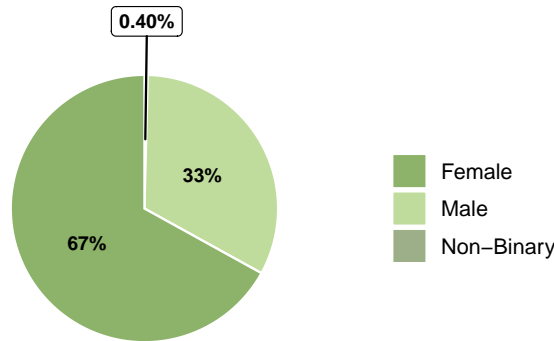
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 236)



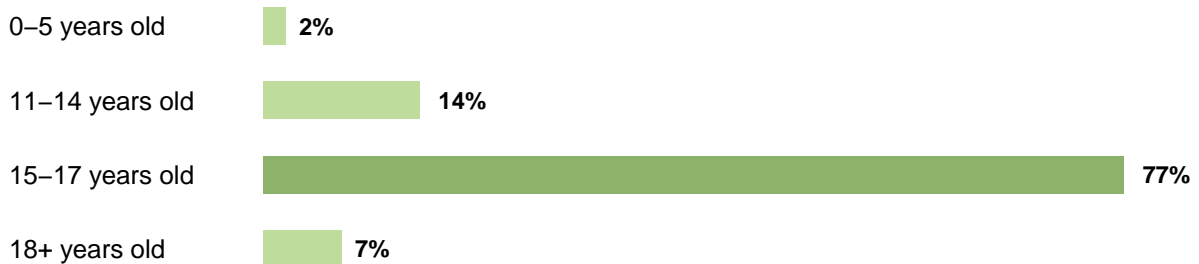
Categories with 0%: Pacific Islander or Native Hawaiian

Gender Identity (N = 236)



Categories with 0%: Other

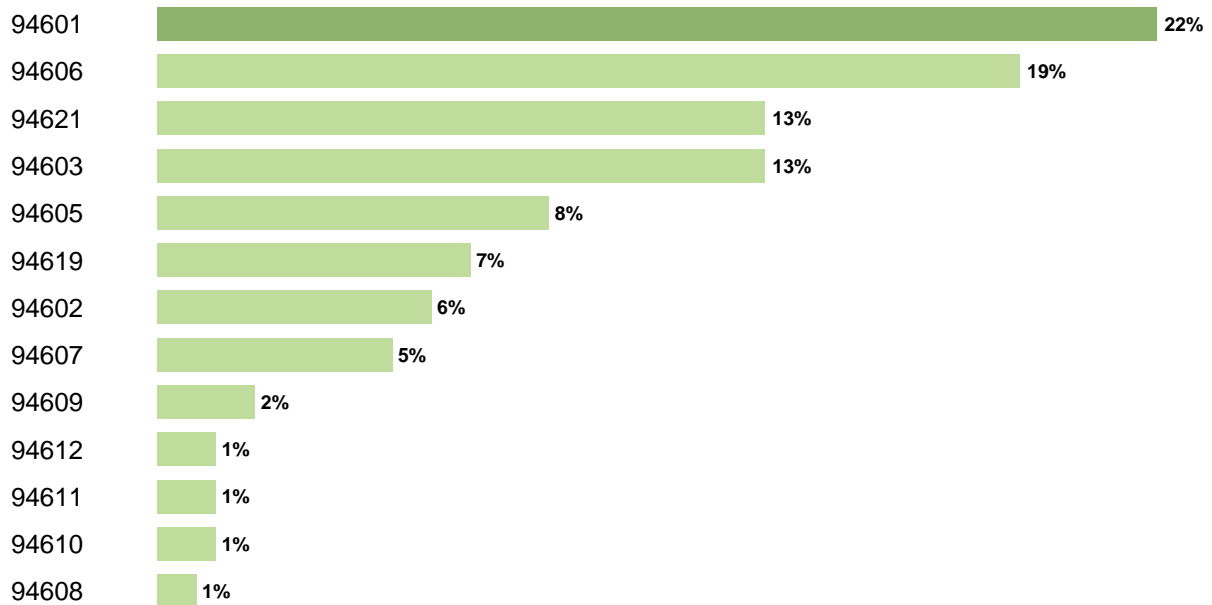
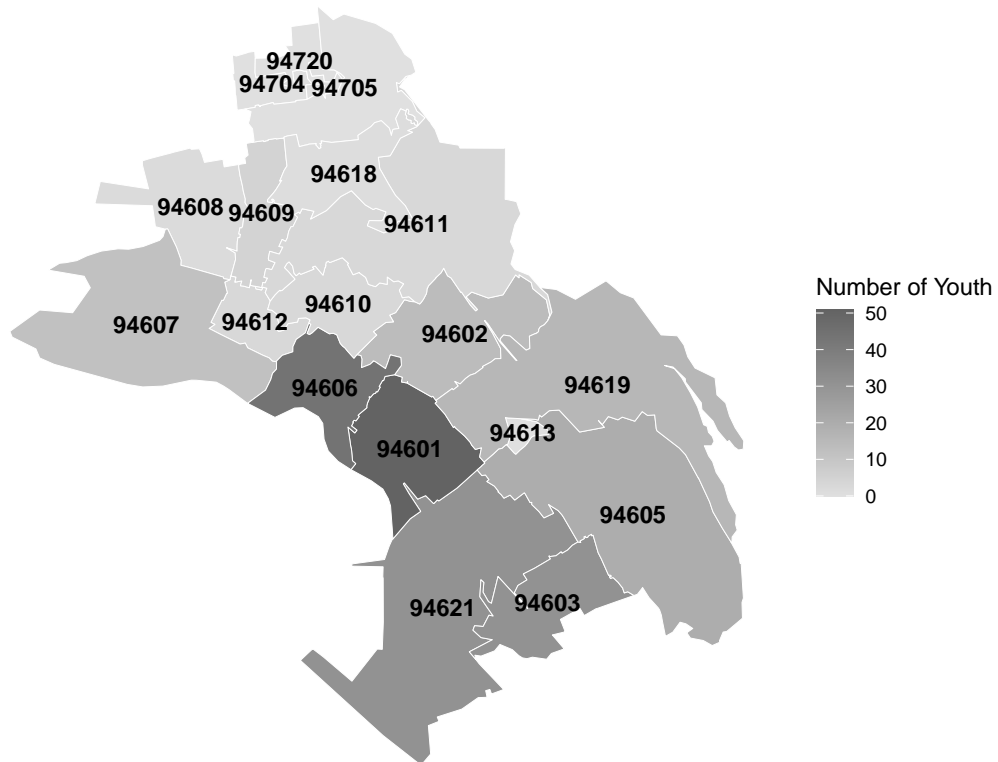
Age (N = 236)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 236)



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

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.

Social Connections, Skills, & Resources

Percent of Youth in Agreement (N = 67)

When I am in a situation where I feel unsafe, this program has provided resources or created opportunities to call for support.  **94%**

Academic Readiness & Support

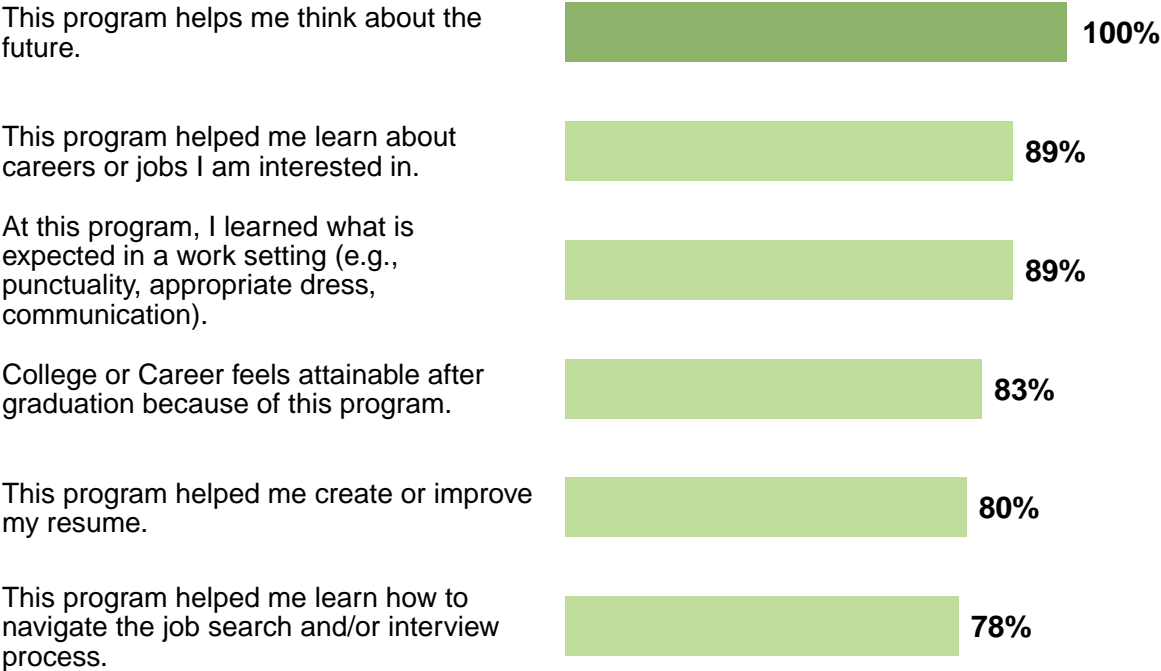
Percent of Youth in Agreement (N = 67)

Since coming to this program, I feel like I can try new things, even if I think they might be hard.  **100%**

This program helps me communicate better.  **98%**

Employment, Economic, & Future Well-being

Percent of Youth in Agreement (N = 67)





Program Profile FY 2024-2025 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 44 rising high school seniors from Oakland in our Summer Skills Training starting June 2024. 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. We aim to have 80% complete the summer course successfully (35 students).

Of the 35 students completing the Summer Skills Training we aim to enroll 26 Oakland students in paid internships starting in Aug/ Sept throughout the end of their school year. Students will then be placed into a year-long paid internship, 20 hours/week, at an industry partner, including Patelco, Okta, Snowflake, and DocuSign. Throughout their year long paid internships they will receive coaching, college access support, networking opportunities and financial literacy education.

In June 2025 we will enroll another 35 rising high school seniors, to start their first month of Summer Training 2025, which is in scope for this grant period.

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?*

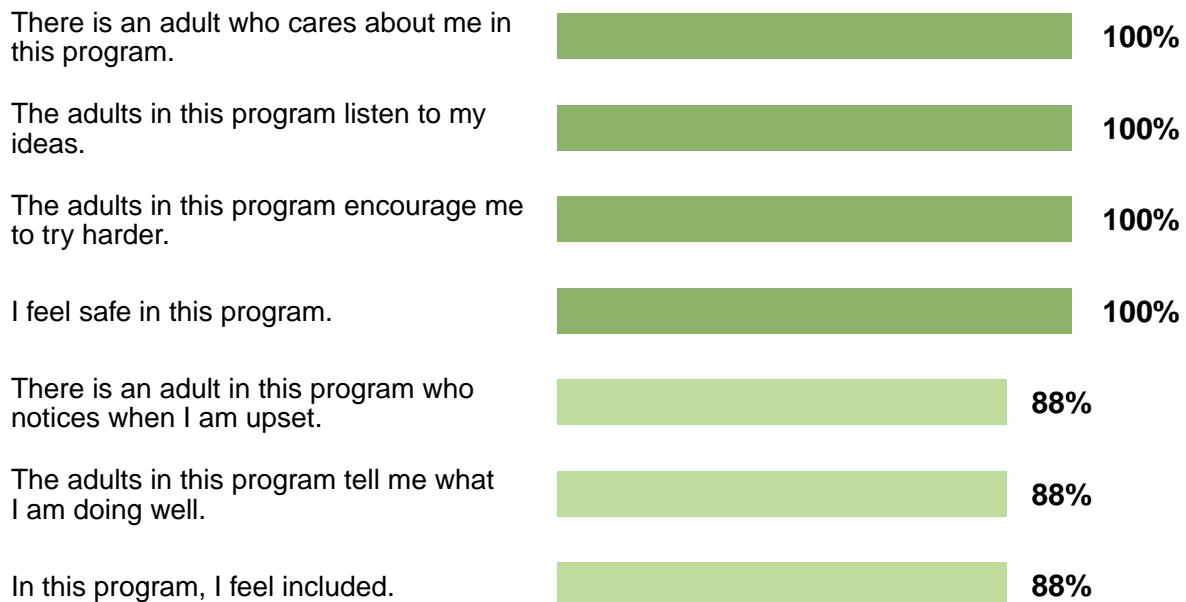
Projected Number of Youth Served:	79
Actual Number of Youth Served:	99
<i>- Percent Achieved Toward Goal of Total Youth Serviced:</i>	132%
Total Hours of Service Provided:	26,740
<i>- Average Hours of Service per Youth Served:</i>	270

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

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

Belonging, Connections, & Safety

Percent of Youth in Agreement (N = 8)



Life Skill Building & Leadership

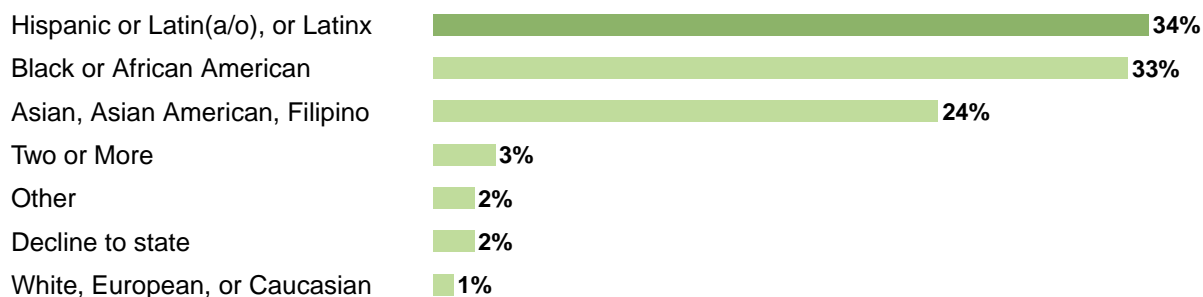
Percent of Youth in Agreement (N = 8)



Youth Demographics

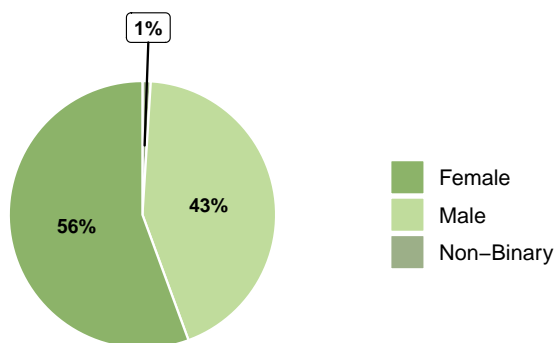
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 99)



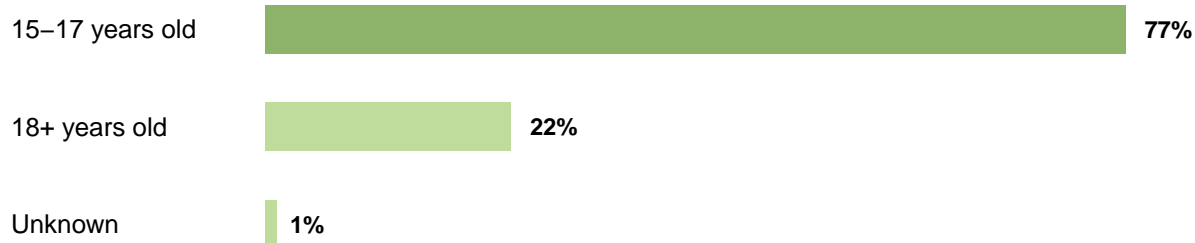
Categories with 0%: Afro-Caribbean or Afro-Latin(o/a), Afro-Latinx, American Indian or Alaskan Native, Arab and other Middle Eastern American, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi

Gender Identity (N = 99)



Categories with 0%: Other

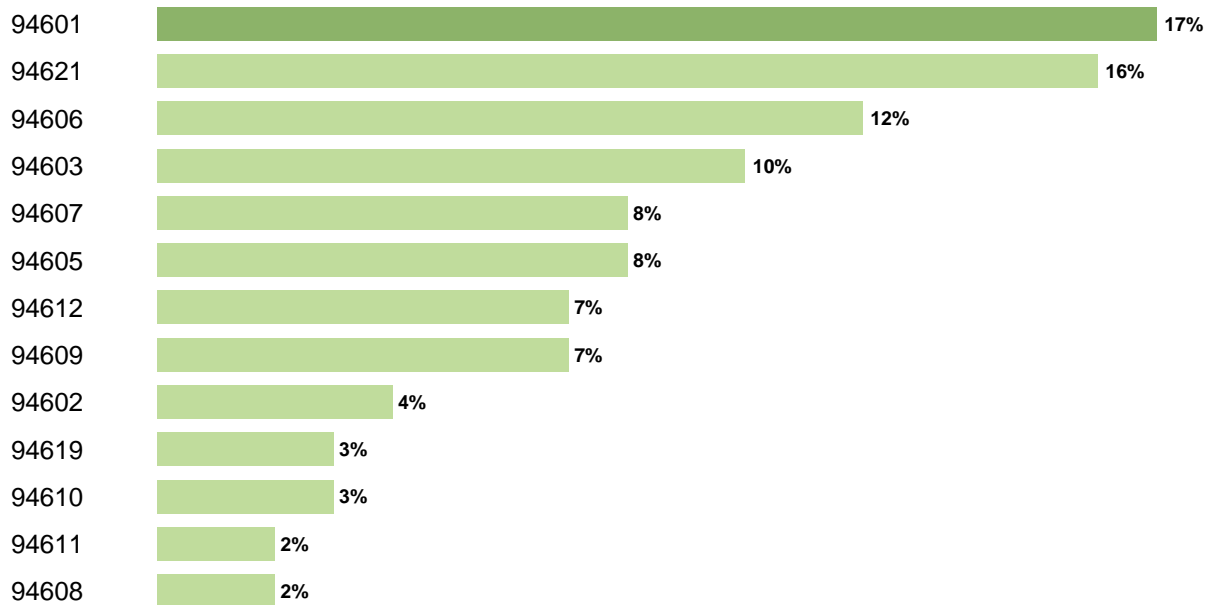
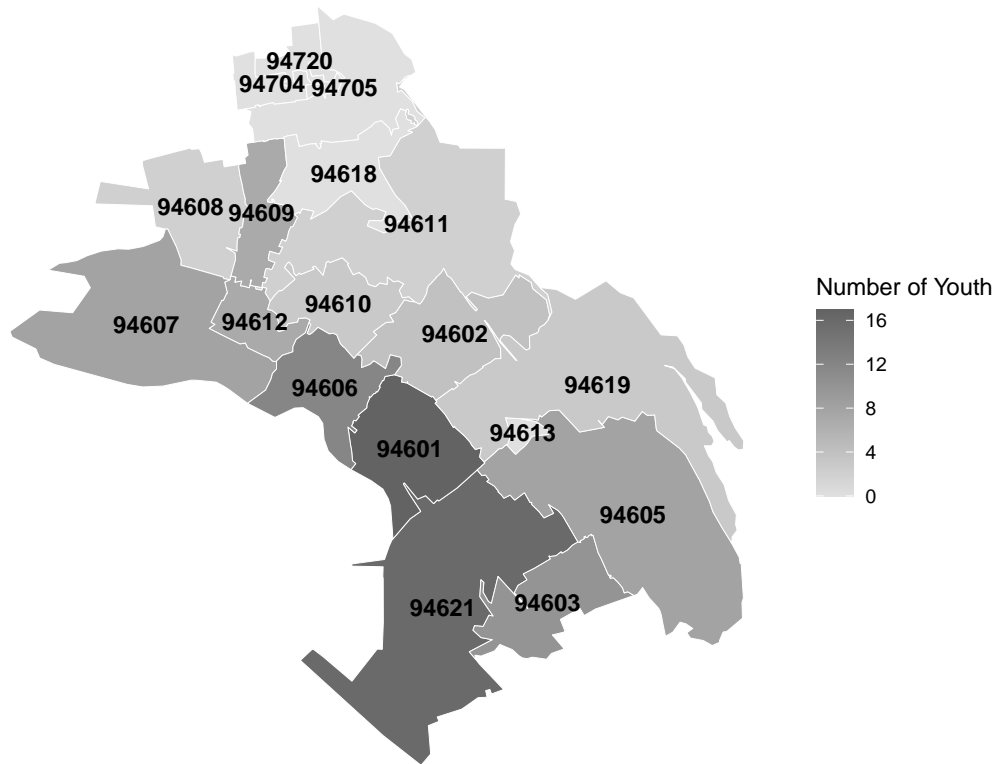
Age (N = 99)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 99)



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

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.

Social Connections, Skills, & Resources

Percent of Youth in Agreement (N = 8)

When I am in a situation where I feel unsafe, this program has provided resources or created opportunities to call for support.  100%

Academic Readiness & Support

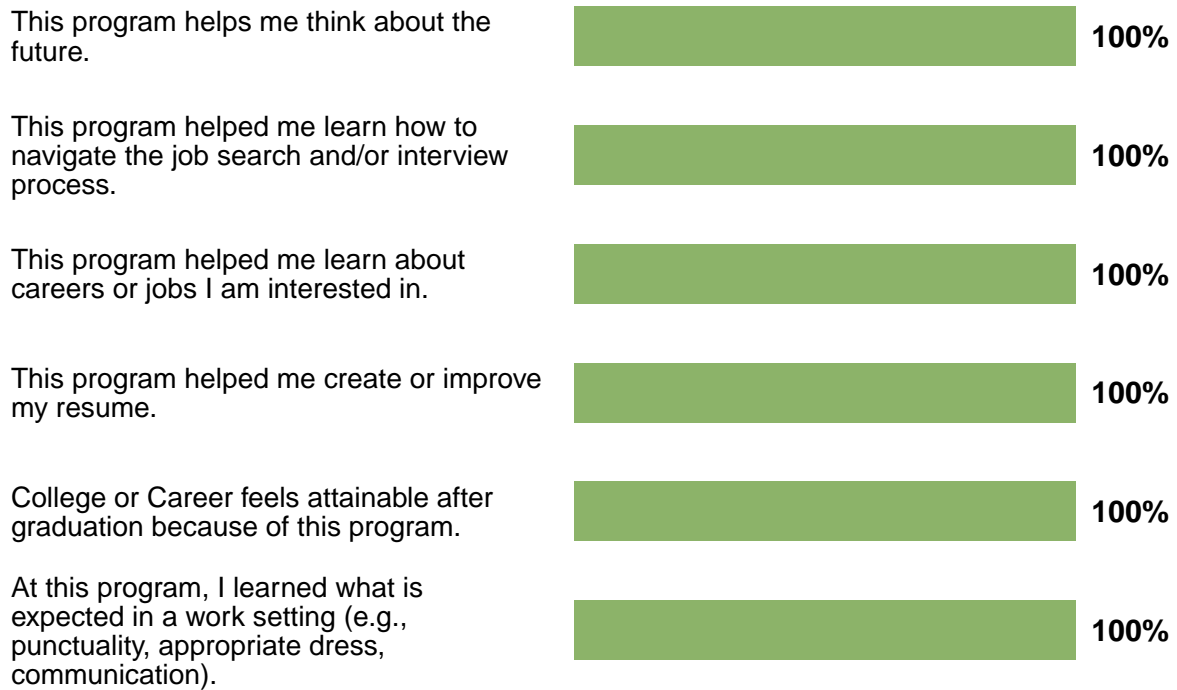
Percent of Youth in Agreement (N = 8)

This program helps me communicate better.  100%

Since coming to this program, I feel like I can try new things, even if I think they might be hard.  100%

Employment, Economic, & Future Well-being

Percent of Youth in Agreement (N = 8)





Program Profile FY 2024-2025
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:	46
- <i>Percent Achieved Toward Goal of Total Youth Served:</i>	48%
Total Hours of Service Provided:	3,052
- <i>Average Hours of Service per Youth Served:</i>	66

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

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

Belonging, Connections, & Safety

Percent of Youth in Agreement (N = 5)

There is an adult who cares about me in this program.		100%
There is an adult in this program who notices when I am upset.		100%
The adults in this program tell me what I am doing well.		100%
The adults in this program listen to my ideas.		100%
The adults in this program encourage me to try harder.		100%
In this program, I feel included.		100%
I feel safe in this program.		100%

Life Skill Building & Leadership

Percent of Youth in Agreement (N = 5)

This program helps me to make friends.		100%
In this program, I have chances to lead others.		100%
At this program, I get to talk about what I have learned.		100%

Youth Demographics

Program Achievements: *Who did we serve?*

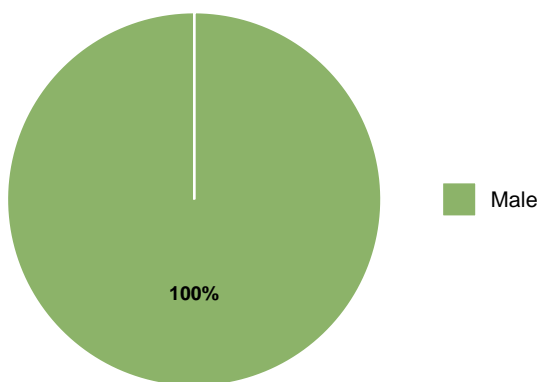
Race/Ethnicity (N = 46)

Black or African American



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, White, European, or Caucasian

Gender Identity (N = 46)



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

Age (N = 46)

11–14 years old



15–17 years old



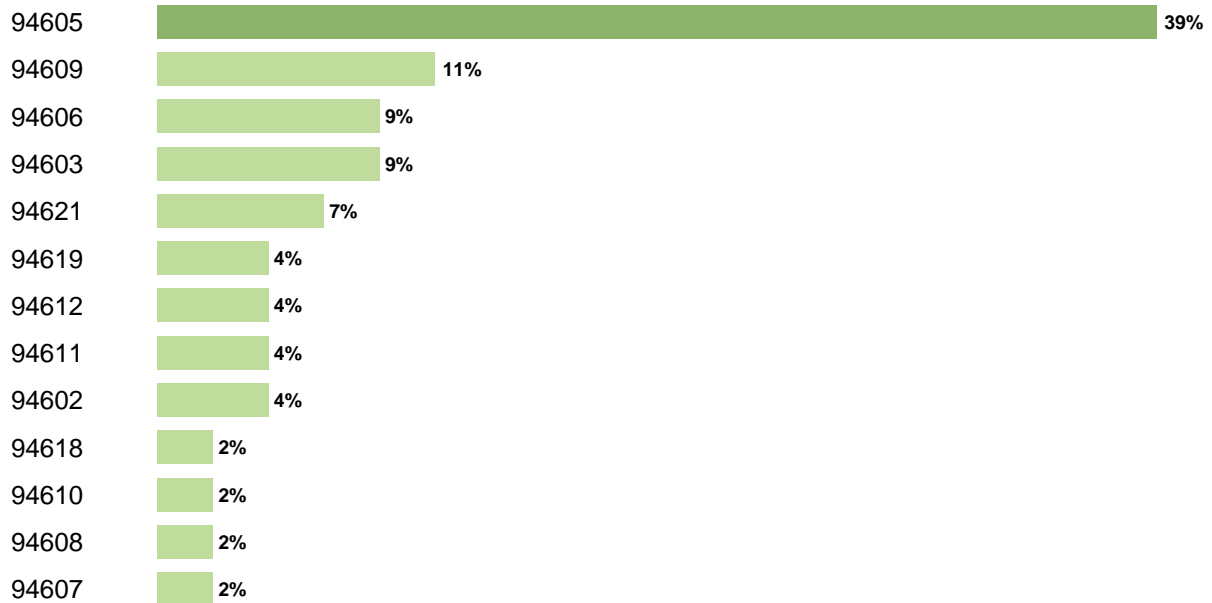
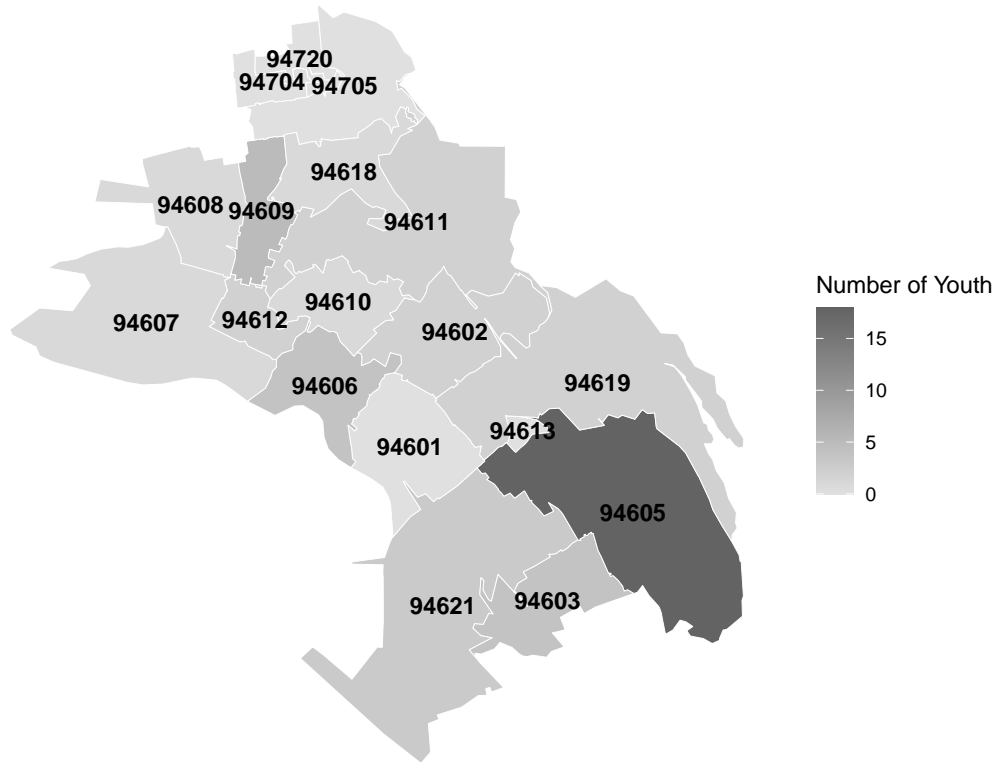
18+ years old



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

Distribution of Youth Participants by Oakland Zip Code

(N = 46)



Categories with 0%: 94601, 94613, 94704, 94705, 94720, Homeless/Transitioning, Unknown

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.

Social Connections, Skills, & Resources

Percent of Youth in Agreement (N = 5)

When I am in a situation where I feel unsafe, this program has provided resources or created opportunities to call for support.  100%

Academic Readiness & Support

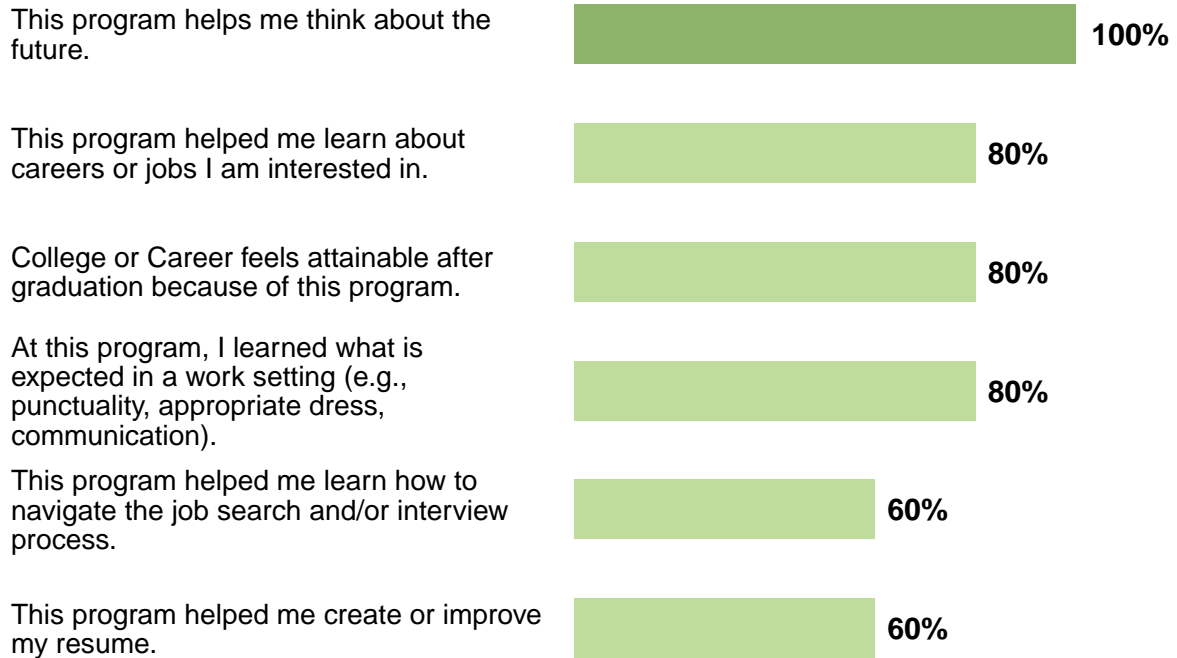
Percent of Youth in Agreement (N = 5)

This program helps me communicate better.  100%

Since coming to this program, I feel like I can try new things, even if I think they might be hard.  100%

Employment, Economic, & Future Well-being

Percent of Youth in Agreement (N = 5)





Program Profile FY 2024-2025
OFCY Strategy: Career Access and Employment for Youth in School

Agency Name: Oakland Unified School District
Program: Exploring College, Career, and Community Options (ECCCO)
Annual Grant Funding: \$225,000

Program Summary: ECCCO provides 550 OUSD pathway students career awareness and internship matching support leading to summer placements with Bay Area employers and technical training intensives at Peralta community colleges. Internships are monitored by teacher/advisors who leverage student relationships and industry knowledge to ensure success. Teachers lead weekly seminars on navigating the workplace and college. The program culminates in a formal event where students present their learning to industry professionals and community. Students leave with 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 Access and Employment for Youth in School strategy.

Program Achievements: *How much did we do?*

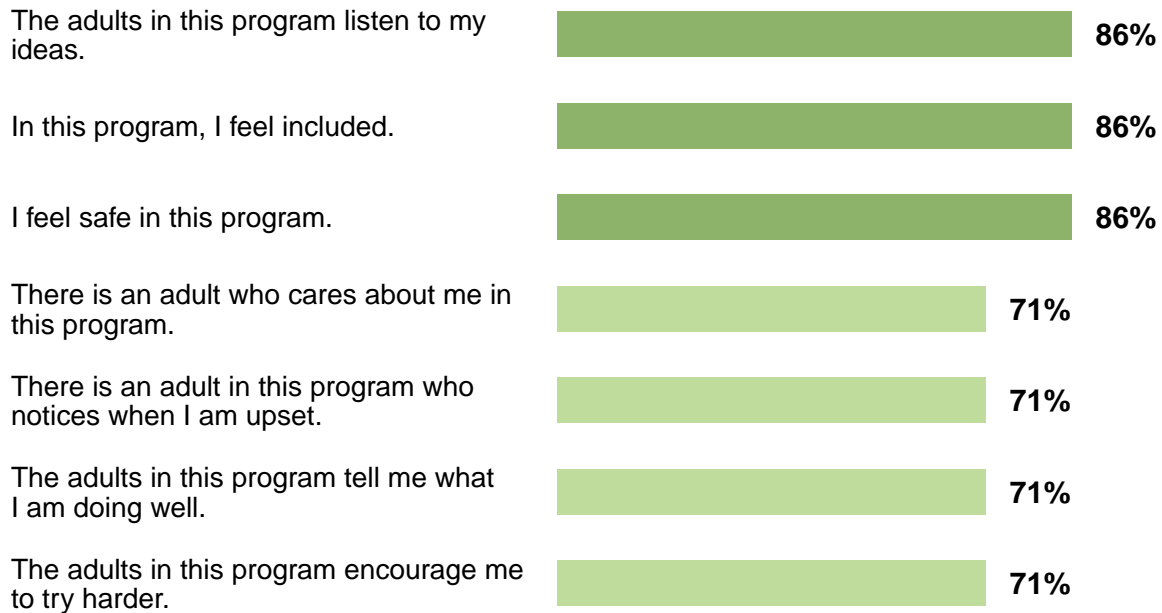
Projected Number of Youth Served:	550
Actual Number of Youth Served:	500
- <i>Percent Achieved Toward Goal of Total Youth Serviced:</i>	91%
Total Hours of Service Provided:	58,407
- <i>Average Hours of Service per Youth Served:</i>	117

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

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

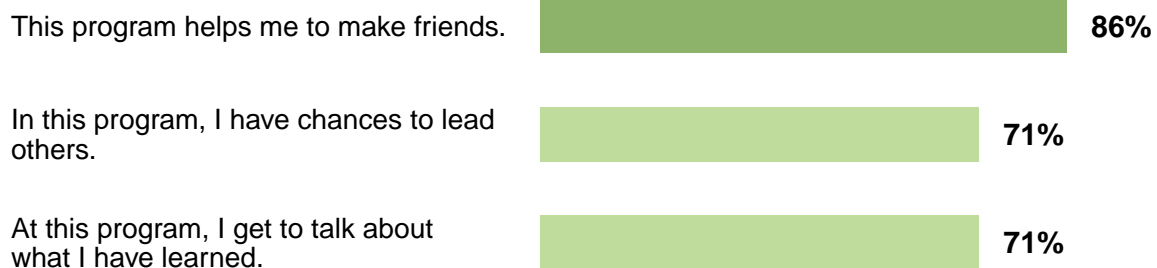
Belonging, Connections, & Safety

Percent of Youth in Agreement (N = 7)



Life Skill Building & Leadership

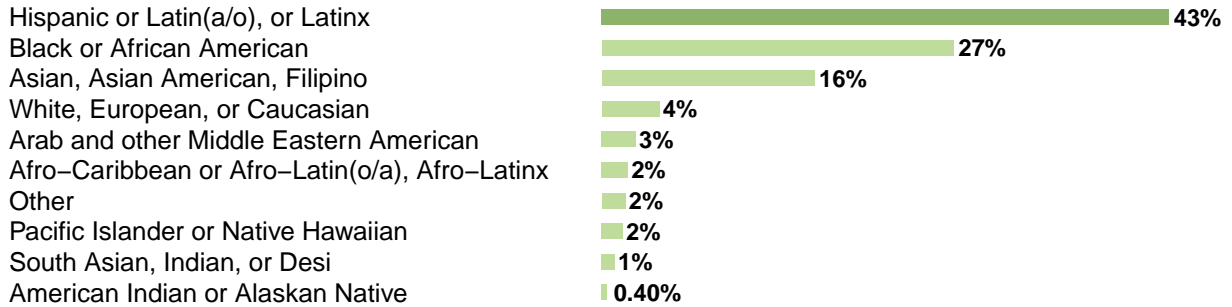
Percent of Youth in Agreement (N = 7)



Youth Demographics

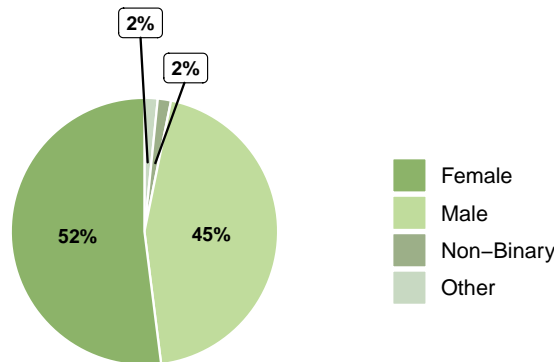
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 500)

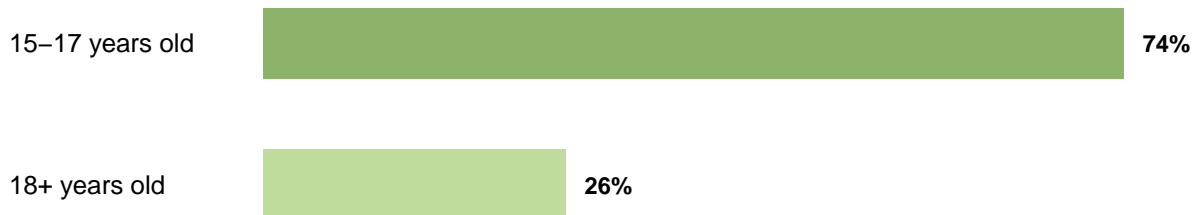


Categories with 0%: Decline to state, Two or More

Gender Identity (N = 500)



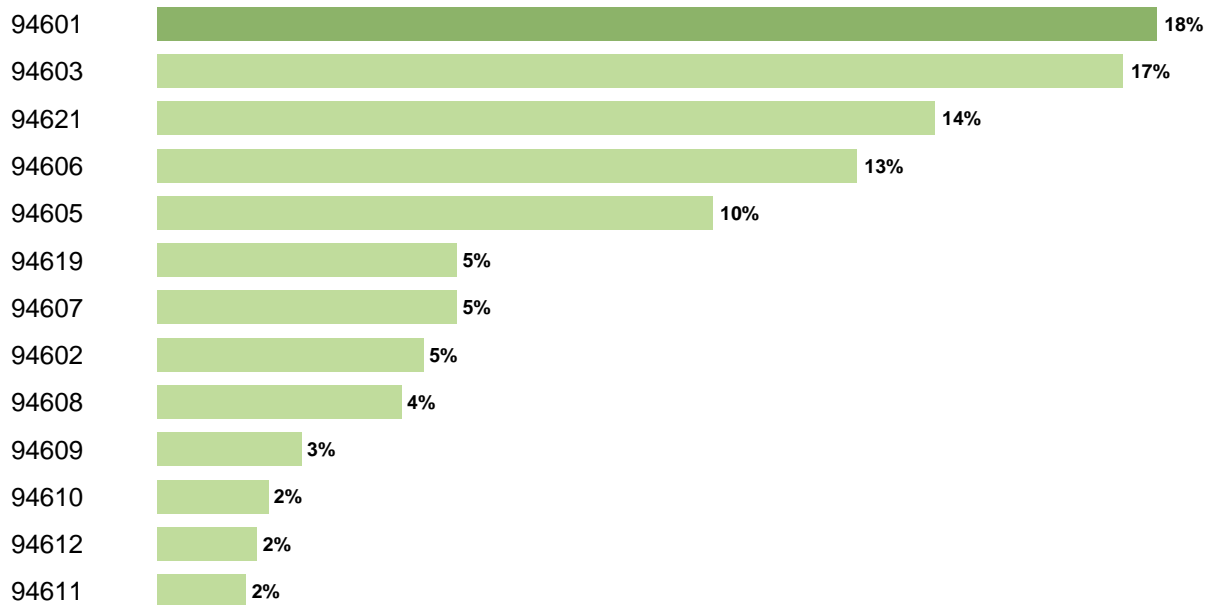
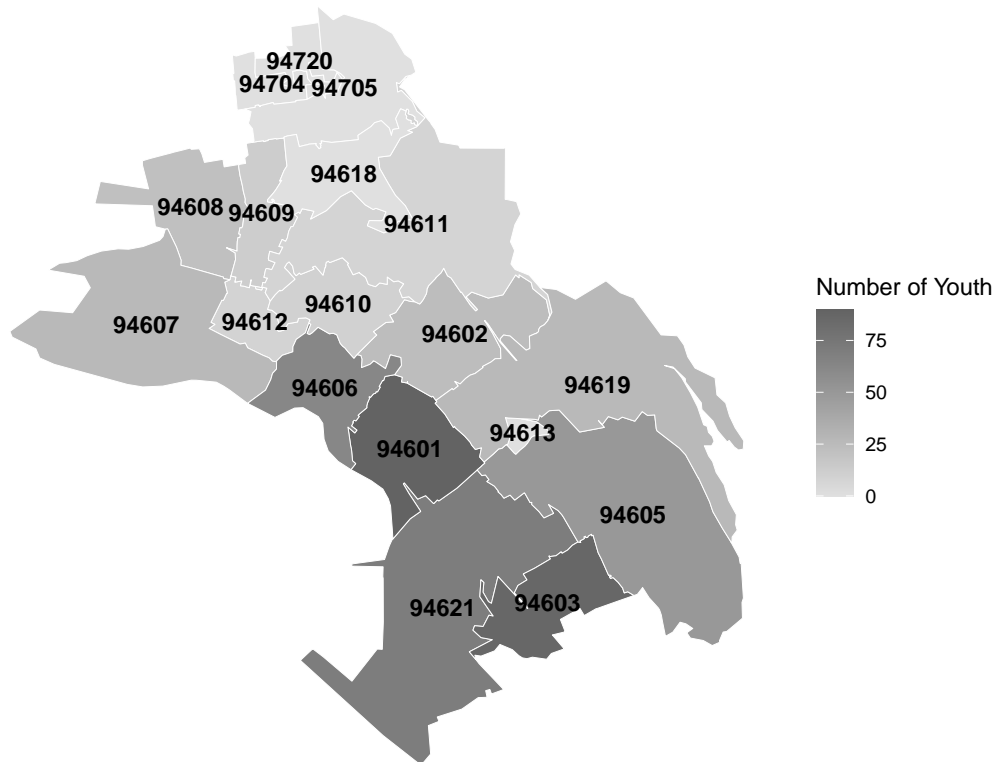
Age (N = 500)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 500)



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

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.

Social Connections, Skills, & Resources

Percent of Youth in Agreement (N = 7)

When I am in a situation where I feel unsafe, this program has provided resources or created opportunities to call for support.  71%

Academic Readiness & Support

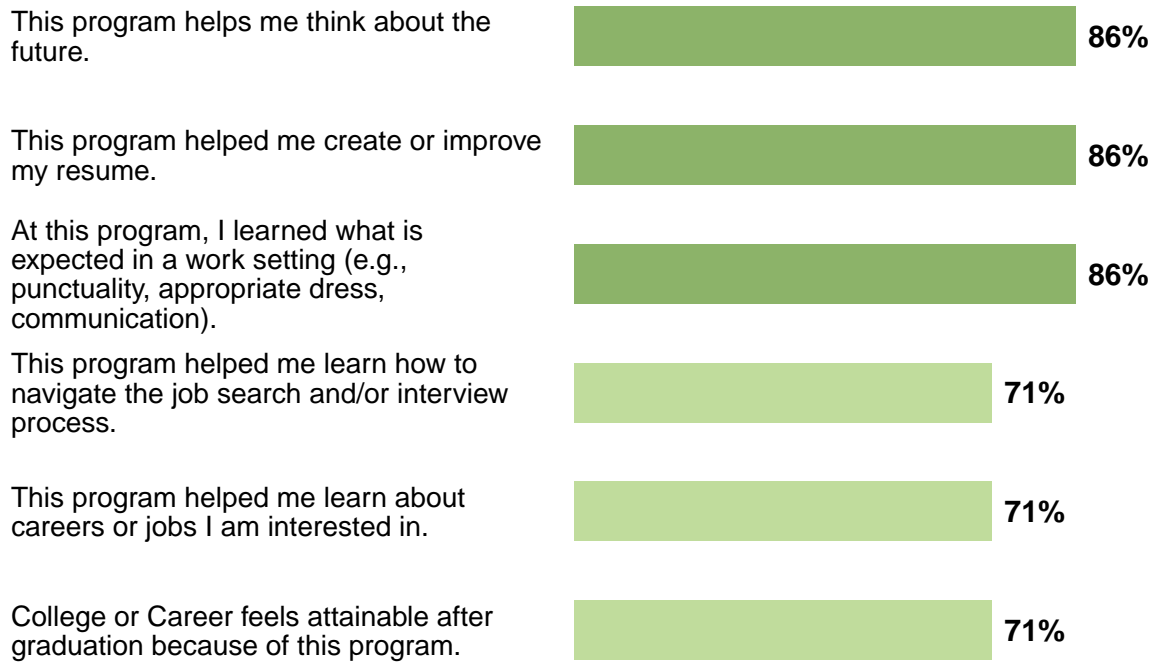
Percent of Youth in Agreement (N = 7)

Since coming to this program, I feel like I can try new things, even if I think they might be hard.  86%

This program helps me communicate better.  71%

Employment, Economic, & Future Well-being

Percent of Youth in Agreement (N = 7)





Program Profile FY 2024-2025
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 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 at local markets and at The Crucible, learning to build living-wage skills for CNC operator & digital fab job opportunities.

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?*

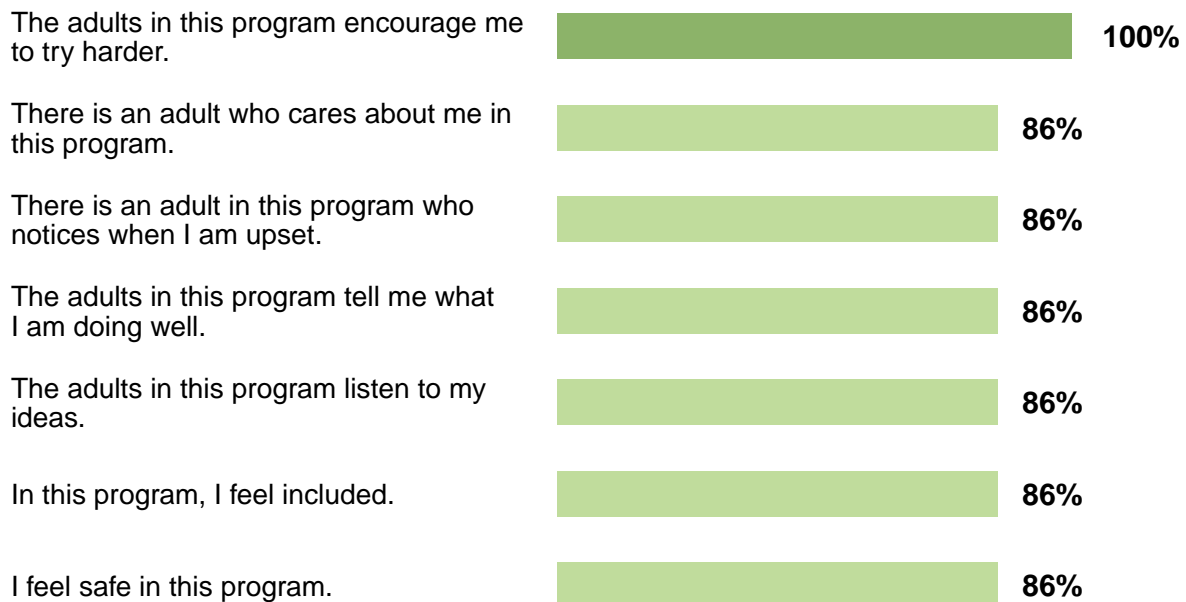
Projected Number of Youth Served:	36
Actual Number of Youth Served:	22
- <i>Percent Achieved Toward Goal of Total Youth Served:</i>	61%
Total Hours of Service Provided:	2,618
- <i>Average Hours of Service per Youth Served:</i>	119

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

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

Belonging, Connections, & Safety

Percent of Youth in Agreement (N = 7)



Life Skill Building & Leadership

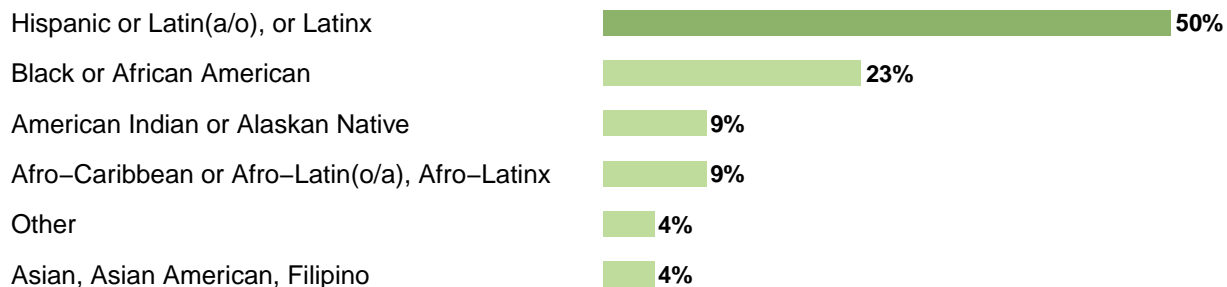
Percent of Youth in Agreement (N = 7)



Youth Demographics

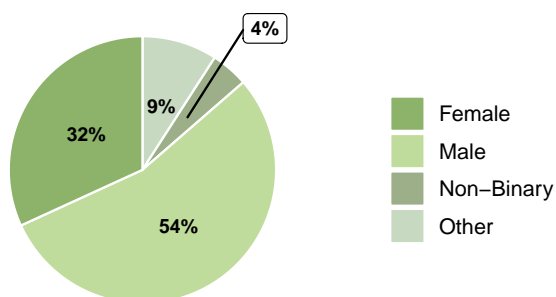
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 22)

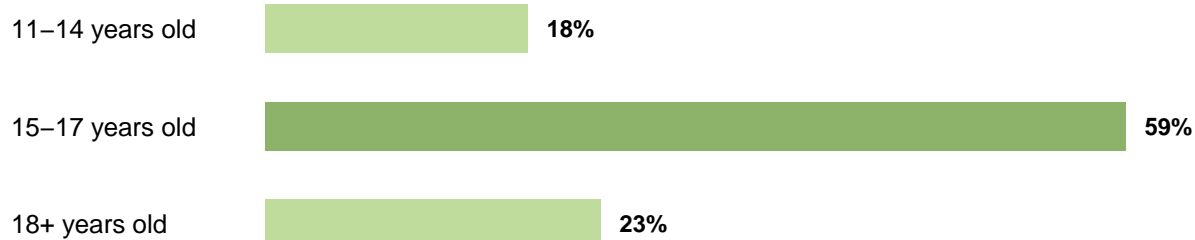


Categories with 0%: Arab and other Middle Eastern American, Decline to state, Pacific Islander or Native Hawaiian, South Asian, Indian, or Desi, Two or More, White, European, or Caucasian

Gender Identity (N = 22)



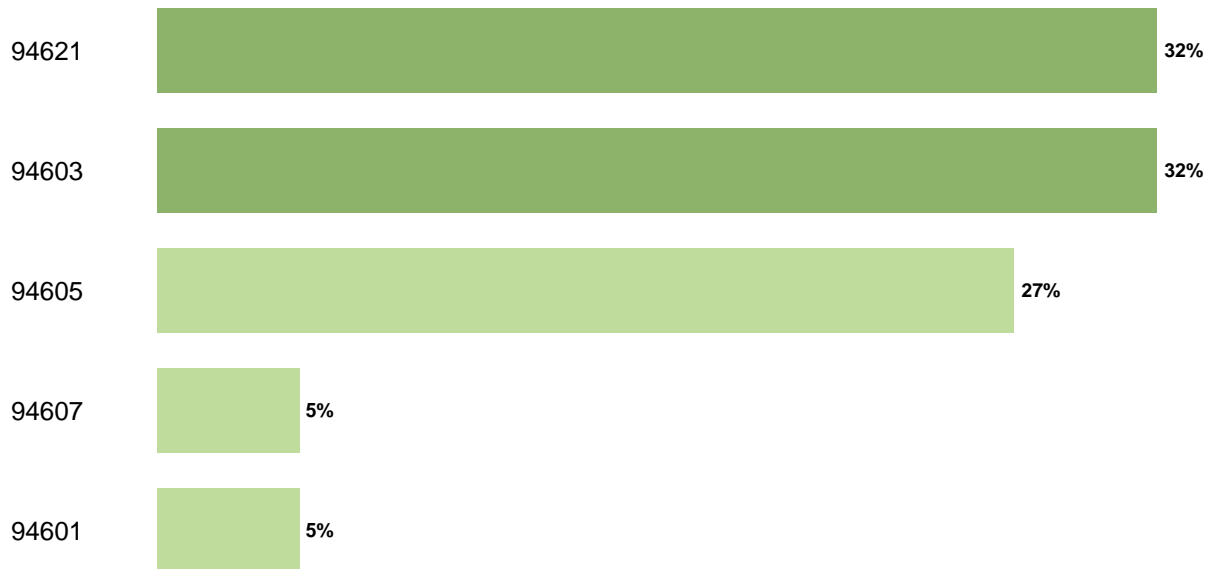
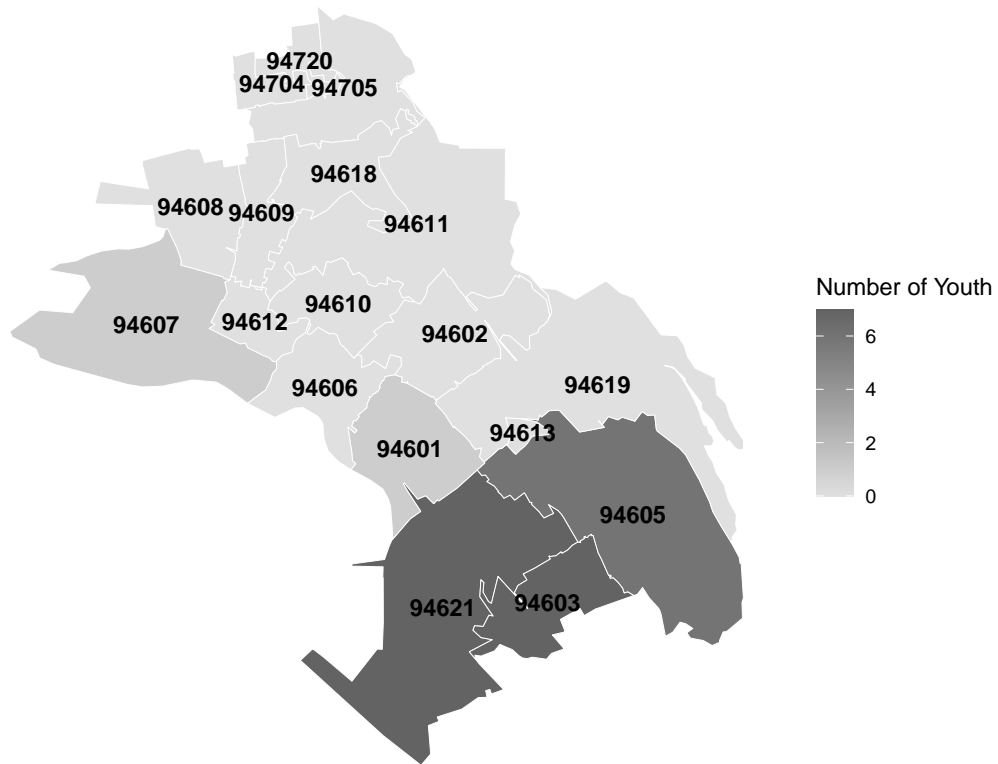
Age (N = 22)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 22)



Categories with 0%: 94602, 94606, 94608, 94609, 94610, 94611, 94612, 94613, 94618, 94619, 94704, 94705, 94720, Homeless/Transitioning, Unknown

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.

Social Connections, Skills, & Resources

Percent of Youth in Agreement (N = 7)

When I am in a situation where I feel unsafe, this program has provided resources or created opportunities to call for support.  71%

Academic Readiness & Support

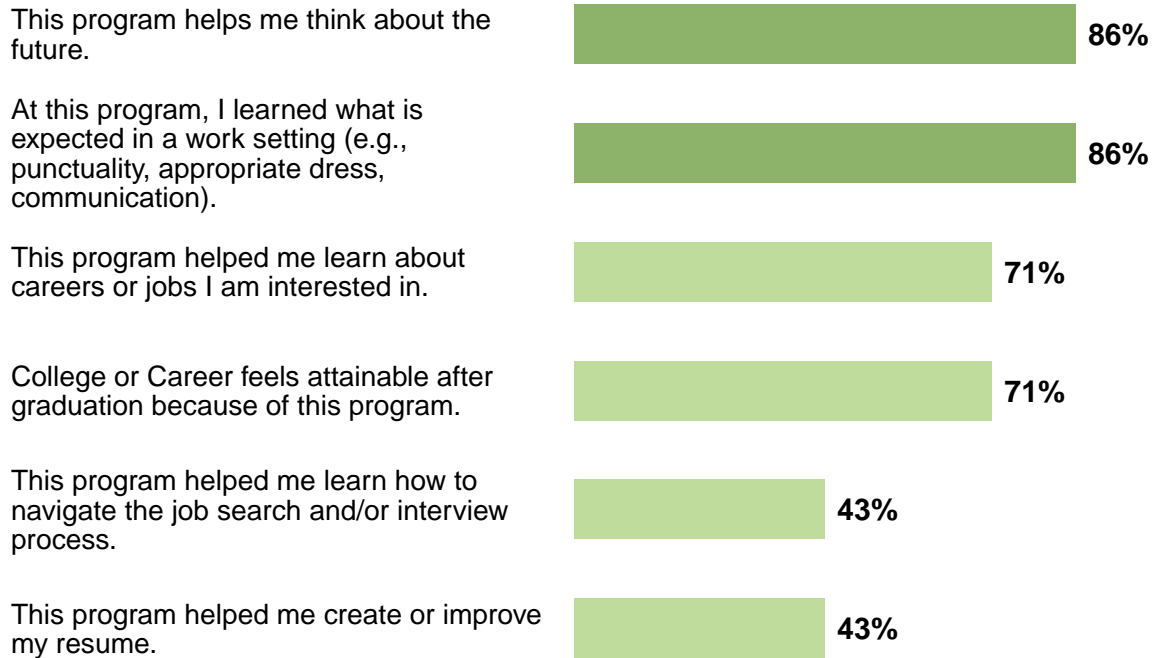
Percent of Youth in Agreement (N = 7)

Since coming to this program, I feel like I can try new things, even if I think they might be hard.  100%

This program helps me communicate better.  71%

Employment, Economic, & Future Well-being

Percent of Youth in Agreement (N = 7)





Program Profile FY 2024-2025 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.

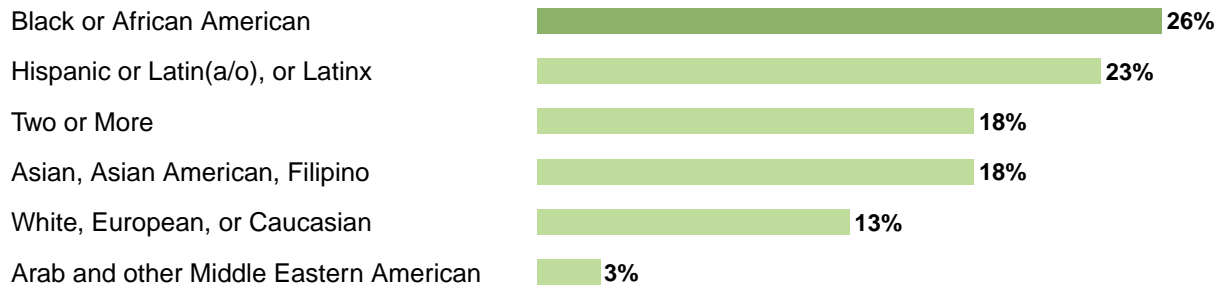
Program Achievements: *How much did we do?*

Projected Number of Youth Served:	77
Actual Number of Youth Served:	39
- <i>Percent Achieved Toward Goal of Total Youth Serviced:</i>	51%
Total Hours of Service Provided:	764
- <i>Average Hours of Service per Youth Served:</i>	20

Youth Demographics

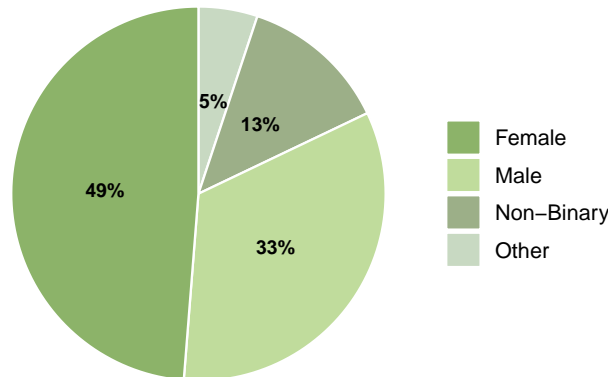
Program Achievements: *Who did we serve?*

Race/Ethnicity (N = 39)



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

Gender Identity (N = 39)



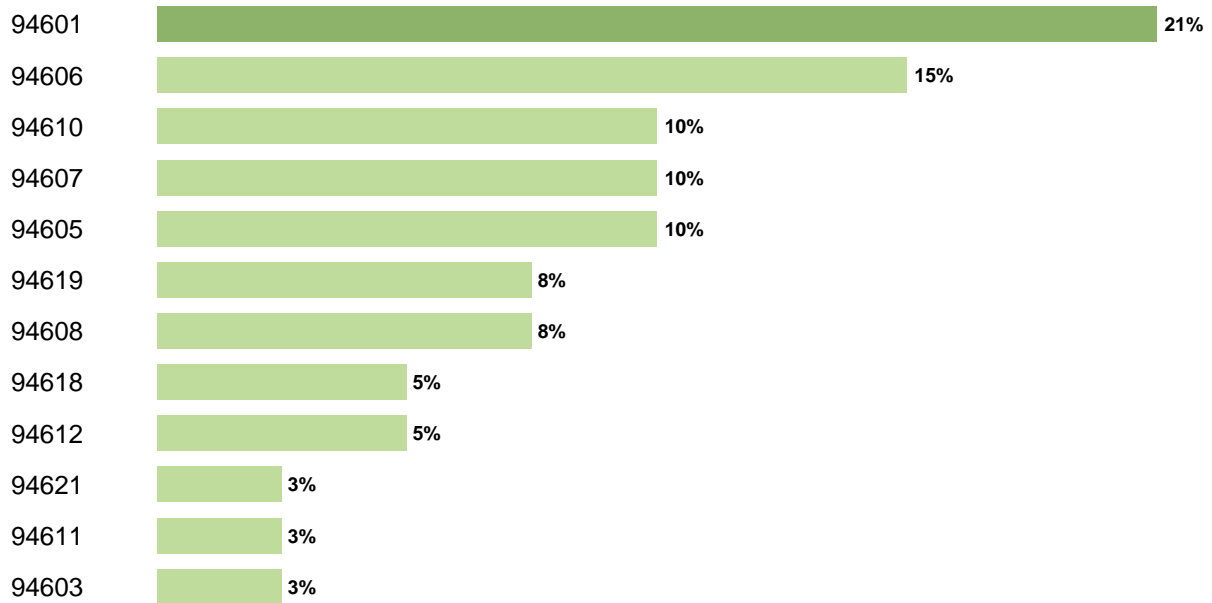
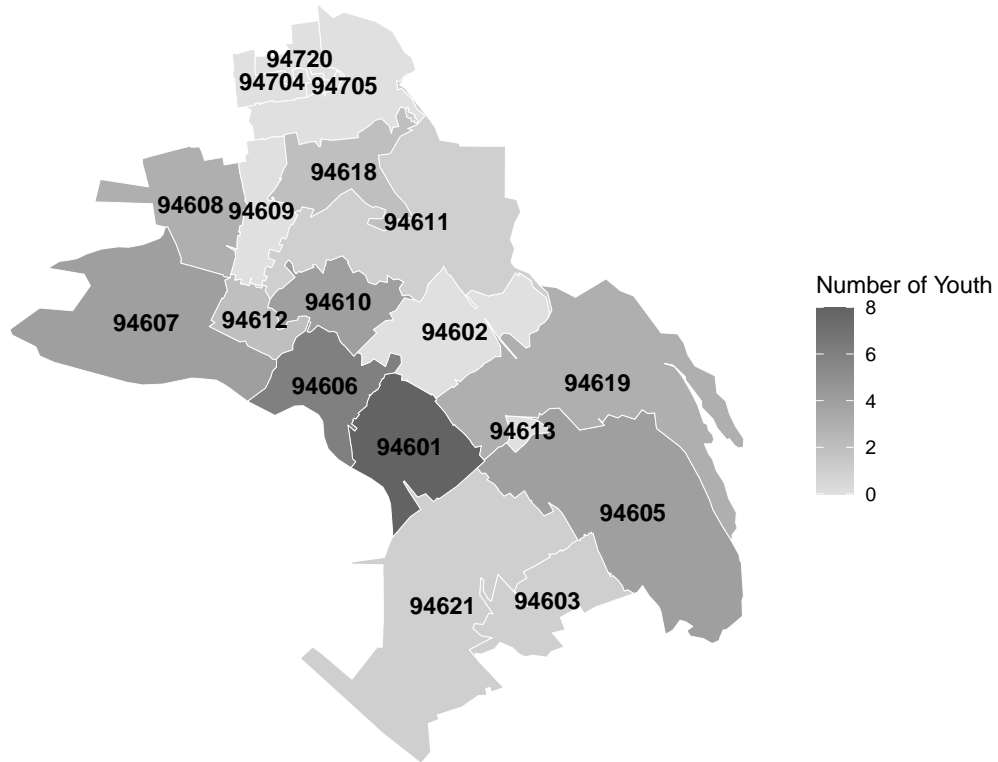
Age (N = 39)



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

Distribution of Youth Participants by Oakland Zip Code

(N = 39)



Categories with 0%: 94602, 94609, 94613, 94704, 94705, 94720, Homeless/Transitioning, Unknown