

Career Awareness and Academic Support: FY18-19

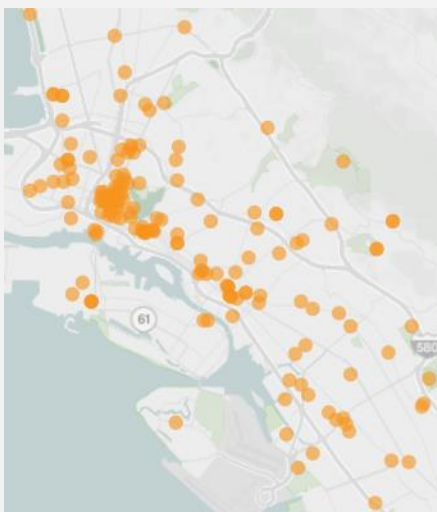


“The [program] experience can be **transformative for students** in thinking about what health careers they aspire to. Upon admission into the program, students have strong ideas about their future career aspirations; however, experiences in clinical rotations place students in **real-life scenarios that affect their long-term goals.**

—Staff, Alameda Health System’s Oakland Health Careers Collaborative HEAL

Programs funded under OFCY’s *Career Awareness and Academic Support for Older Youth* strategy are designed to help youth explore career opportunities in in-demand industries and prepare for college and career success. Participants attend job readiness training, learn from worksite visits and guest speakers, receive academic support and college/career advising, and work in subsidized and unsubsidized employment. To learn more about this strategy, Social Policy Research Associates interviewed one program in the spring of 2019 (Youth Radio’s Digital Communications Pathway). We also drew on interviews from FY2017-2018 and grantee reports.

Programs at a Glance



\$2,019,349 invested

2,022 youth served

13 programs

191 sites

Photo courtesy of Civicorps’ Academic and Professional Pathway

Participants

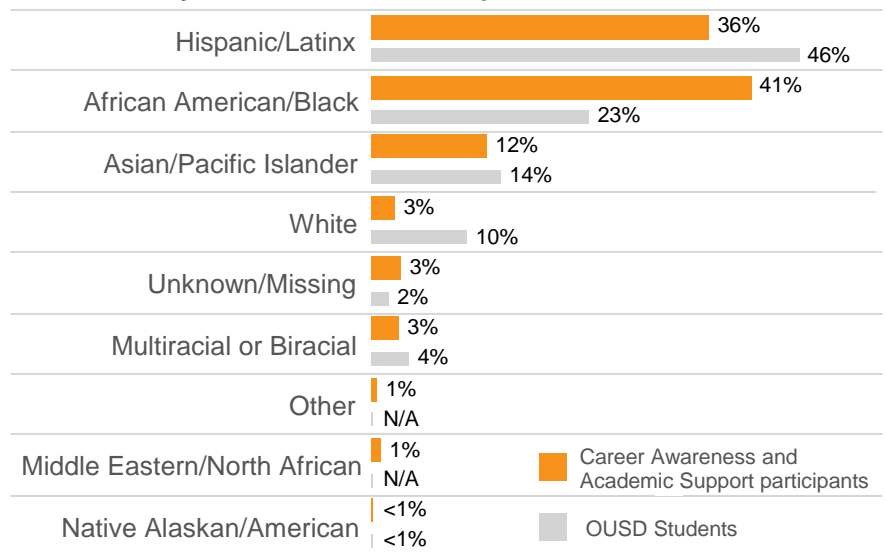
During FY2018-2019, over 2,000 unduplicated youth participated in *Career Awareness and Academic Support for Older Youth* programs. The programs in the CAAS portfolio provide activities and support tailored to a range of participants, including opportunity youth, youth with special needs, students interested in high-demand career pathways, and first-generation college students.

“**We're extremely diverse....** We have young people...[from] completely different socioeconomic statuses... It's pretty even in terms of young men and young women and [we are] even now taking record of the trans young people that we serve.
—Staff, Youth Radio-Digital Communication Pathways

Reflecting OFCY's target population, over 75% of youth identified as Hispanic/Latinx or African American/Black.

Compared to OUSD, these programs served a much larger proportion of African American youth.

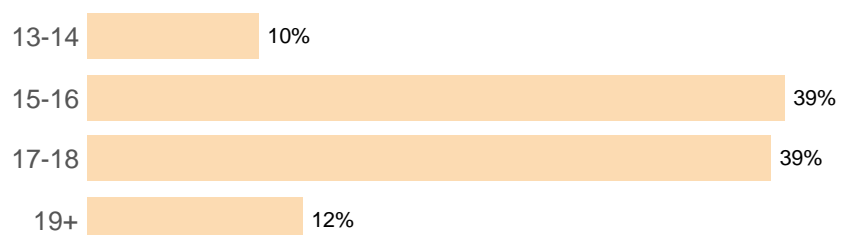
Race/Ethnicity of OFCY Youth Participants and OUSD Students



Career Awareness programs were more likely to serve youth over 15 years old.

Close to 80% of participants were between the ages of 15 and 18.

Age of Participants



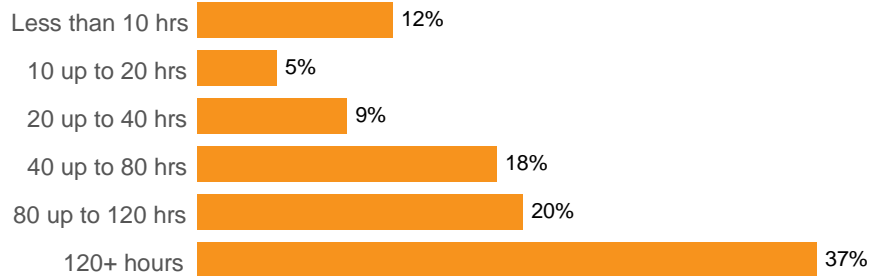
Participation

Although *Career Awareness and Academic Support* programs share the common goal of connecting youth to college and/or careers, they use different approaches and offer different levels of services to meet the diverse needs, interests, and aptitudes of Oakland’s young people.

The amount of time participants engaged in programs varied widely.

Over half of participants spent at least 80 hours in their program.

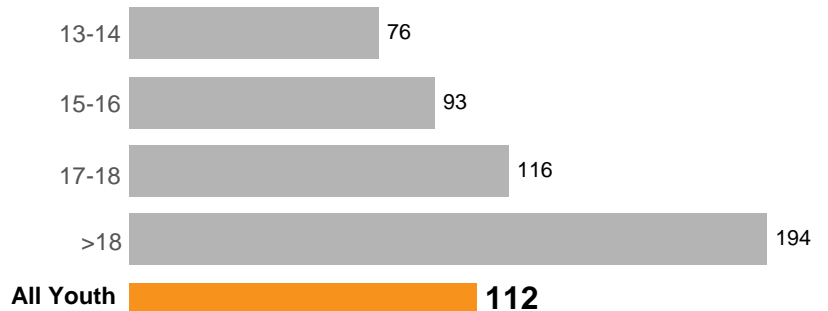
Hours of Participation per Program



Youth over 18 spent the most time in programming.

Many of these older youth were engaged in full-time programs that offered GED or high school courses in combination with paid internships and supportive services.

Average Hours of Participation by Age



“

We really **emphasize youth voice**, so many times our strategies come from the youth. They're the foundation and we build from there. That's what makes us unique.

– Staff, Youth Radio’s Digital Communications Pathways



Photo courtesy of Alameda Health System’s Oakland Health Careers Collaborative

Program Activities

Career Awareness and Academic Support programs offered a variety of activities to keep children and youth engaged in learning.

Vocational

- Internships and work-based learning
- Career exploration and work site visits
- Guest speakers and career fairs
- Job search skills and soft skills training

Exploring College and Career Options (ECCO) provides a linked college and career curriculum facilitated by a certificated Career Technical Education teacher throughout OUSD career academies and pathways. Students apply their learning in summer internships, hosted by a local industry professionals. **Marriott Foundation for People with Disabilities' Bridges from School to Work** provides unsubsidized job placement and support.

Supportive Services

- Case management and connection to resources
- Counseling and mental health care

Civicorps participants meet counselors about twice every week to help youth identify their assets and their challenges; discuss ways the program can help students meet their basic needs, such as transportation, housing, and food security; and provide support around personal challenges faced by students.

Academics

- Tutoring and seminars
- Academic counseling and college advising
- High school credit and GED classes

In addition to providing work experience, **Youth Employment's Building Green Futures** participants are enrolled at YEP's support hub that hosts Quest Academy, Adult Education, Next Step, & GED services.

“

We're a certified on the job training program, so they **receive a certificate** through the state of California...They have something attainable that they can take with them.

– Staff, Youth Radio-Digital Communications Pathways

“

Based on feedback from previous years, we hosted a “speed dating” opportunity for high school and college students to interview one another and discuss what they look for in a mentor/mentee. We want students to have access to a **relatable mentor that can support them in their education and career goals.**

- Staff, Alameda Health systems' Oakland Health Careers Collaborative

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(Our) workshops, from Career Awareness and Exploration to Financial Literacy... directed the youth with the appropriate **knowledge to gain greater confidence** within a sometimes new and frightening environment.

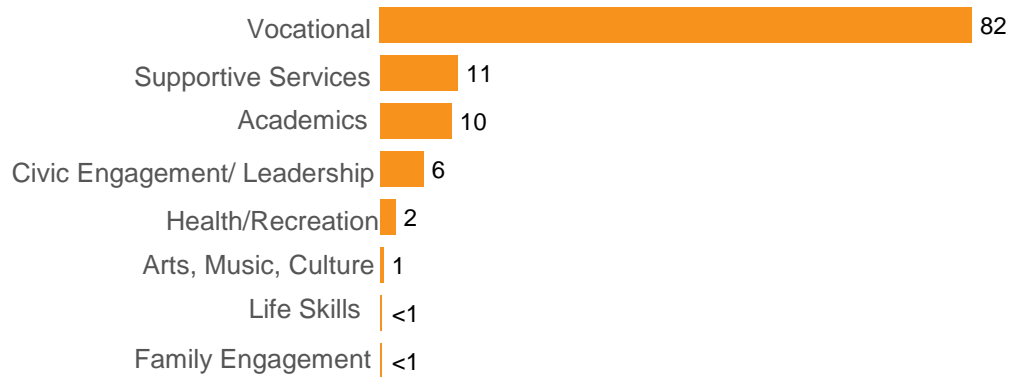
- Staff, Spanish Speaking Unity Council's Oakland Youth Engaged

The tables below illustrate the amount of time youth spent in the diverse activities offered by *Career Awareness and Academic Support* programs.

On average, youth spent the most time engaged in vocational activities.

Programs also focused on supportive services, academics, and civic engagement/ leadership.

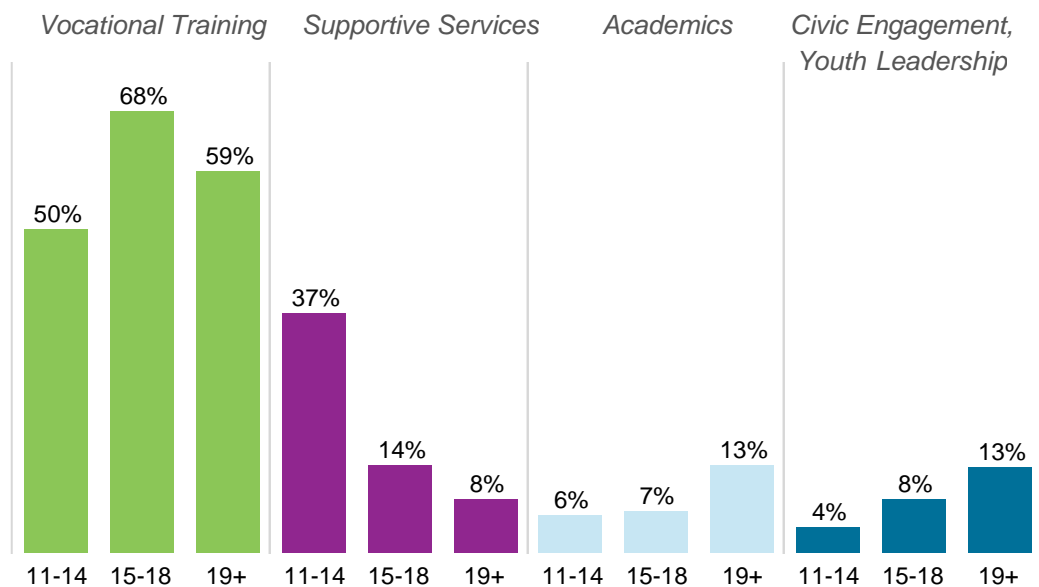
Average Hours by Type of Activity



Youth over 18 spent more time in academic and leadership activities than younger youth did.

Older youth were more likely to participate in programs designed for opportunity youth, which provide integrated academic support, wraparound services, and employment activities.

Percent of Time Engaged in Top Service Categories by Age Group



I particularly like their support. Some days when I don't feel like coming in or something like that, I still come here because **I know I could talk to somebody** or I can just go sit somewhere and I'll get my work done and just be okay.

—Participant, Civicorps' Academic and Professional Pathway

Outcomes

Youth participants had the opportunity to assess their achievement of key outcomes through a survey administered in spring 2019. On the survey, 734 youth identified how strongly they agreed with various statements tied to the key outcome areas illustrated below and on the following page. **On average, 87% of youth agreed with statements related to youth development outcomes**, indicating that *Career Awareness and Academic Support* programs successfully supported youth in these areas.

Achievement of Youth Development Outcomes

(frequency that youth agreed with questions tied to each outcome)

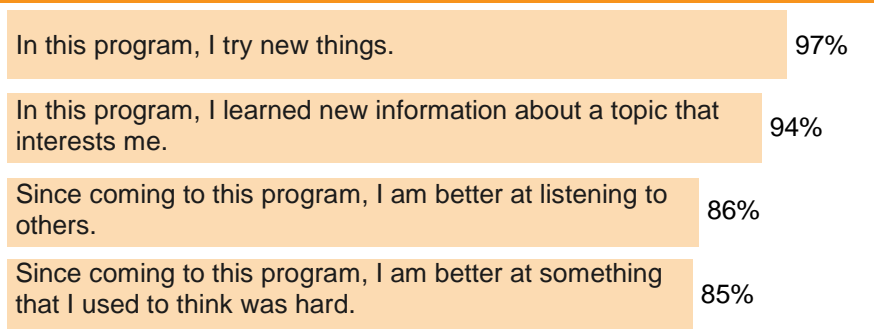
“When I came in here it just felt so unreal at the beginning. Just being able to **explore what's in the hospital** instead of watching movies about it. It just felt better.

- Participant, Alameda Health Systems' Oakland Health Careers Collaborative: HEAL

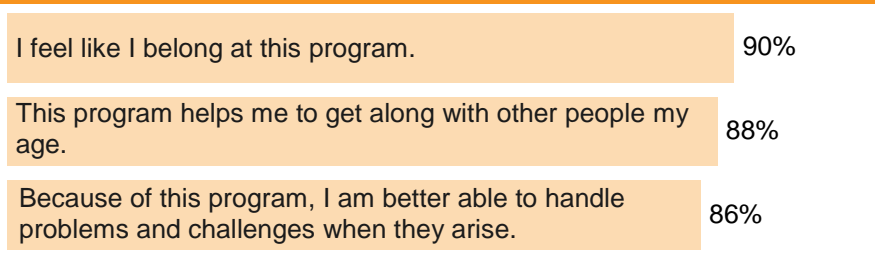
“[In the CHAMPS program], each student attributed their positive development not only [to] their amazing internship supervisors, but the connections made with staff, peers and even our community partners.

—Staff, Alameda Health Systems' Oakland Health Career Collaborative: CHAMPS

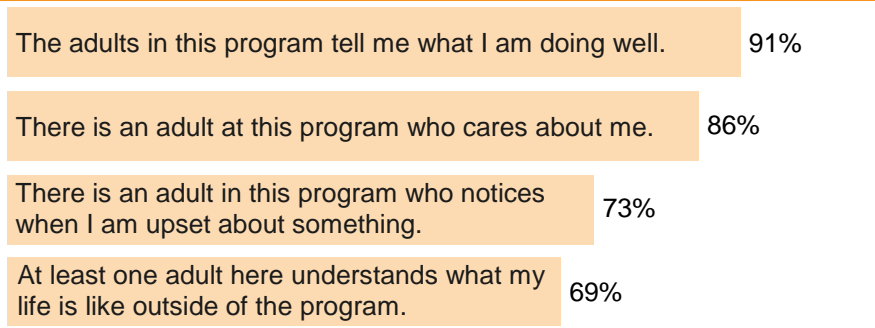
Development & Mastery of Skills



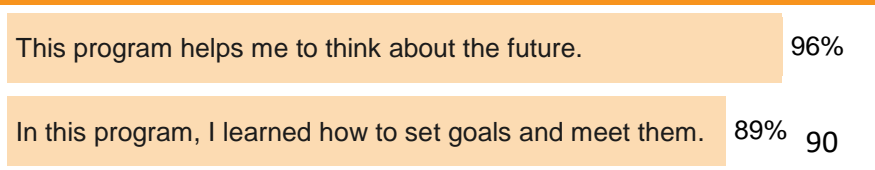
Increased Confidence & Self-Esteem



Greater Connections to Adults



Improved Decision-Making and Goal setting



Youth also had the opportunity to assess their achievement of career awareness outcomes related to knowledge about careers, connections to professionals, and work experience. Youth reported strong progress toward these outcomes as well.

Achievement of Career Awareness Outcomes
(frequency that youth agreed with questions tied to each outcome)

“ In the HEAL Program I learned how to introduce myself to the various people I worked with in department rotations. Now I feel confident introducing myself in a professional manner, which will help make good first impressions.

--Student, Alameda Health Systems' Oakland Health Careers collaborative: HEAL

Increased Awareness of Educational Requirements for Specific Careers

As a result of this program, I understand the importance of an education for getting the job I want.	92%
Because of this program, I am more interested in my education.	86%
Because of this program, I understand the steps I need to take to get to college.	84%

Increased Connections to Working Professionals

This program helps me to connect with potential employers.	82%
At this program, I met people who have the types of jobs that I want.	77%

Increased Professionalism

This program taught me how to get along with others in a work setting.	93%
At this program, I learned what is expected in a work setting (e.g., punctuality, appropriate dress, communication)	92%

“ Before coming to HEAL I thought about being a Biology teacher, now I want to study to become a Respiratory Therapist.

--Student, Alameda Health Systems' Oakland Health

Increased Knowledge of Careers & Career Paths

In this program, I learned about jobs I can have in the future.	93%
Because of this program, I have learned new skills that will help me to get a job (e.g., interviewing, resume development, job search).	93%
This program helps me to understand how to get the kind of job I want.	88%
In this program, I learned about an industry that I am interested in (IT, healthcare, culinary arts.)	83%

Placement into Internship or Employment

Because of this program, I have an internship or volunteer position now or lined up for the future.	68%
Because of this program, I have a paying job now or lined up for the future.	58%

Internships and Work Experience

Over half of youth (55%) received work experience through an internship or job placement, giving them hands on experience, mentors in the community, and, in many cases, a paycheck.

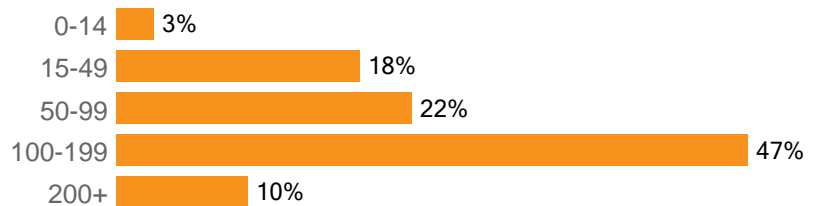


One intern [worked] at AlaMar Kitchen in downtown Oakland. While she was presenting her Demonstration of Mastery, **her mentor offered her a position** in the kitchen. Her first official day as a staff member at AlaMar is the day after her internship ends!

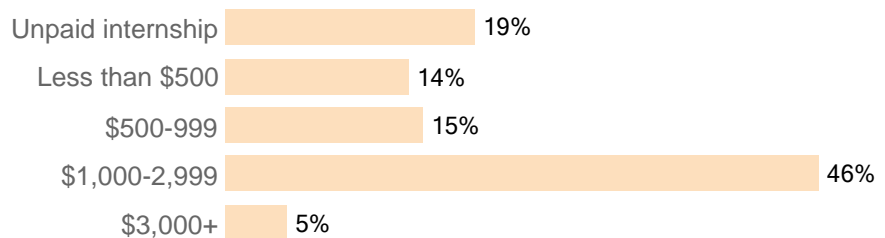
--Staff, Marriott Foundation for People with Disabilities' Bridges from School to Work Program

1,113 youth received a placement

Hours Spent in Placement



Hours Spent in Placement



\$1,335,125.76

Total Wages Earned

\$1,199.57

Average wages earned

Career Awareness & Academic Support for Older Youth Programs

- 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
- Center for Media Change, Inc.-Hack the Hood Bootcamp
- Centro Legal de la Raza-Youth Law Academy
- Civicorps-Academic and Professional Pathway
- East Bay College Fund-Oakland Promise College and Career Access and Success Program
- 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 Pathway