OFCY Logic Model

Strategy-specific evaluation frameworks:

1. Early Childhood and Mental Health Consultations
2. Parent Engagement and Support
3. Family Resource Centers
4. Comprehensive Afterschool Programs
5. Student Success in Elementary and Middle School
6. Summer Programming
7. Youth Development and Leadership
8. High School and Postsecondary Student Success
9. Career Awareness and Employment Support
Oakland Fund for Children and Youth (OFCY) Logic Model

**Outcomes**
What we achieve

**What we achieve**
OFCY programs work towards longer-term community goals, shared collectively by multiple partners. These include but are not limited to:

- Increased kindergarten readiness
- Increased school attendance and reduced chronic absenteeism
- Increased grade-level literacy and numeracy rates
- Increased opportunities for youth development, learning, and enrichment
- Increased high school graduation rate
- Decreased juvenile arrest rate
- Decreased juvenile incarceration rate
- Increased youth summer employment
- Increased youth employment, particularly for opportunity youth
- Increased enrollment in post-secondary education

**Children and Youth Outcomes:**
- Connection to caring adults and peers
- Engagement in challenging and enriching experiences
- Communication and social skills
- Confidence about accessing educational opportunities
- Ability to develop academic goals
- Sense of mastery and accomplishment
- Ability to make better decisions about their health and well-being
- Career exploration
- School connectedness

**Parent/Caregiver Outcomes:**
- Family involvement
- Knowledge and skills to support child development
- Confidence in managing children’s behavior
- Parent leadership
- Access to resources, including mental health and trauma-informed care support services

**Program-Level Achievements**
OFCY funds programs to achieve many outcomes, including but not limited to increasing:

**Children and Youth Outcomes:**
- Connection to caring adults and peers
- Engagement in challenging and enriching experiences
- Communication and social skills
- Confidence about accessing educational opportunities
- Ability to develop academic goals
- Sense of mastery and accomplishment
- Ability to make better decisions about their health and well-being
- Career exploration
- School connectedness

**Vision for Long-Term Impact**
Children and youth will succeed in school and graduate high school

A reduction in violence, crime, and gang involvement among children and youth

Youth are prepared to transition to a productive adulthood

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**Inputs**
What we invest

**OFCY Investment**
Strategic Planning every 3 years. Provides 3-year funding for direct services. Provides $19.8 million each year for direct program support for children and youth.

**Implementation Process**

**OFCY Staff Monitoring**
- Grantee reporting in Cityspan
- Site visits and observations

**Independent Evaluation**
- Cityspan data analysis
- Program survey
- Participant surveys
- Site visits, interviews and focus groups

**Program Support**
- Quarterly grantee convenings
- TA support from OFCY staff
- Trainings & workshops

**Program-Level Achievements**
OFCY provides support for programs and activities authorized by Measure D, which include:

- Early Childhood and Mental Health Consultation
- Family Resource Centers
- Parent Engagement and Support
- Comprehensive Afterschool Programs
- Engagement and Success for Elementary and Middle School Students
- Summer Programming
- Youth Development and Leadership
- High School and Postsecondary Student Success
- Career Awareness and Employment Support

**Target Populations**
Who we reach

Children and youth from birth to 21 with the greatest need

**Priority Populations:**
- African American youth
- Low-income neighborhoods
- Low income children, youth and families
- Children attending schools with high levels of stress
- Children and youth

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**Activities**
What we do

**OFCY Investment**
Strategic Planning every 3 years. Provides 3-year funding for direct services. Provides $19.8 million each year for direct program support for children and youth.

**Implementation Process**

**OFCY Staff Monitoring**
- Grantee reporting in Cityspan
- Site visits and observations

**Independent Evaluation**
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- Site visits, interviews and focus groups

**Program Support**
- Quarterly grantee convenings
- TA support from OFCY staff
- Trainings & workshops

**Other Resources**
OFCY works collectively with multiple partners including OUSD, Alameda County, and the City of Oakland.
### OFCY Early Childhood Mental Health Consultation Evaluation Framework

<table>
<thead>
<tr>
<th>Inputs</th>
<th>Outputs</th>
<th>Outcomes</th>
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<tbody>
<tr>
<td><strong>What we invest</strong></td>
<td><strong>What funds support</strong></td>
<td><strong>What we achieve</strong></td>
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<tr>
<td>OFCY provides $1 million in annual grants to support 3 Mental Health Consultation (MHC) programs.</td>
<td>OFCY programs work towards longer-term community outcomes, shared collectively by multiple partners.</td>
<td>Community-Wide Goals RBA Indicators</td>
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<tr>
<td>Programs build the capacity of teachers and families to promote the social, emotional, and behavioral health of children. Programming is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations. <strong>Key Partners</strong> Oakland Unified School District City of Oakland Human Services Head Start Child Development Centers First 5 Alameda County</td>
<td><strong>Program Performance</strong> Number of participants served Average hours of service per site Average dosage/length of participation</td>
<td><strong>Children develop healthy</strong> Children and youth will succeed in school and graduate high school A reduction in violence, crime, and gang involvement among children and youth Youth are prepared to transition to a productive adulthood, including college and career</td>
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</tbody>
</table>

### Activities What we do

**Early Childhood Mental Health Consultants (MHCs) provide activities including:**
- Consultations between early childhood educators and mental health professionals
- Integration of trauma-informed practices within early childhood settings
- Individualized plans for children
- Linkages to community resources for developmental needs, mental health care services, and individual therapy
- Workshops, social groups, and linkages to educational resources for parents

#### Bellwether Indicators

- **Teacher confidence:** Percentage of teachers who say their work with MHC has made them more confident as a teacher
- **Supportive environment:** Percentage of teachers who say MHC support them
- **Diversity and inclusion:** Percentage of teachers who say MHC has good understanding of the diversity of the community
- **Knowledge of development:** Percentage of teachers who say work with MHC has deepened their understanding of child behavior
- **Connection to resources:** Percentage of teachers who say that consultants connect parents to resources
- **Partnerships:** Number of referral partners
- **Participant survey completion rate**

### Program Quality & Performance Program Accountability

**Early Childhood Mental Health Consultants work with educators and families to reach the following outcomes:**
- Increased confidence and knowledge in skills to support child development (academic and socioemotional)
- Increased confidence in managing children’s behavior
- Increased ability to identify and refer children in need of additional support and intervention
- Increased access to resources, including mental health and trauma-informed care support services

### Target Populations Who we reach

- Young children (3-5)
- Families and caregivers of young children
- Early childhood educators at OUSD Child Development Centers and Head Start sites

### Vision for Long-Term Impact

Children develop healthy
Children and youth will succeed in school and graduate high school
A reduction in violence, crime, and gang involvement among children and youth
Youth are prepared to transition to a productive adulthood, including college and career
OFCY provides $1.59 million in annual grants to support 10 Parent Engagement and Support programs.

Programs provide activities that strengthen the capacity of parents and caregivers to support healthy development and learning of young children through services offered in community-based settings. Activities are delivered in a way that is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations.

**Key Partners**
First 5 of Alameda County
City of Oakland Human Services Head Start Child Development Centers
Oakland Unified School District

**Activities What we do**

Parent Engagement and Support programs provide activities that support parents and caregivers with young children through:

- Child and parent/caregiver playgroups that support social emotional development and academic preparedness, including one-on-one coaching and support for mental health and developmental needs
- Workshops and parent engagement services, community events and outreach, parent leadership and community leadership
- Home visits, peer connection and family supportive services such as navigation of community resources

**Program Quality & Performance Program Accountability**

**Program Performance**

- Number of participants served
- Average hours of service per participant
- Average dosage/length of participation

**Bellwether Indicators**

- **Supportive environment**: Percentage of parents and caregivers who say that program staff make them feel comfortable and supported
- **Diversity and inclusion**: Percentage of parents and caregivers who say that program staff work well with families of different backgrounds
- **Knowledge of development**: Percentage of parents and caregivers who say the program helped them to identify their child’s needs
- **Skills to manage behavior**: Percentage of parents and caregivers who say the program helped them to respond effectively when their child is upset
- **Connection to resources**: Percentage of parents/caregivers that report that staff refer them to other organizations
- **Partnerships**: Number of referral partners
- **Participant survey completion rate**

**Target Populations Who we reach**

- Parents and caregivers with young children, birth to age 8
- Parents of color
- Identified populations, including immigrants, refugees, asylum seekers, LGBTQ families, and families living in low-income neighborhoods

**Outputs What funds support**

- OFCY programs work towards longer-term community outcomes, shared collectively by multiple partners.
- Increased percentage of young children ready for kindergarten
- Increased kindergarten attendance

**Vision for Long-Term Impact**

- Children develop healthy
- Children and youth will succeed in school and graduate high school
- A reduction in violence, crime, and gang involvement among children and youth
- Youth are prepared to transition to a productive adulthood, including college and career

**Program Level Achievements Program & Strategy Objectives**

Parent Engagement and Support programs work with parents and educators to reach the following outcomes:

- Increased knowledge and skills to support child development (academic and socioemotional)
- Increased family involvement
- Increased confidence in managing children’s behavior
- Increased parent leadership
- Increased access to resources, including mental health and trauma-informed care support services
OFCY provides $1.3 million in annual grants to support 7 Family Resource Centers. As a place-based strategy, FRCs are welcoming centers in the community that offer comprehensive services to families where they live to support the healthy development of young children. Activities are delivered in a way that is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations.

**Target Populations**
- Parents and caregivers with young children, birth to age 8
- Parents of color
- Identified populations, including immigrants, refugees, asylum seekers, LGBTQ families, and families living in low-income neighborhoods, particularly East Oakland

**Key Partners**
- Oakland Unified School District
- First 5 of Alameda County
- Alameda County
OFCY Comprehensive Afterschool Program Evaluation Framework

**Inputs**

**What we invest**

- OFCY provides $5.7 Million in annual grants to support 61 programs.
- Programs support achievements in learning and increased youth attachment to school through high quality and enriching programming that is low or no-cost.
- Programming is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations.

**Key Partners**

- Oakland Unified School District
- City of Oakland

**Activities**

**What we do**

- Comprehensive Afterschool Programs provide activities including:
  - Programming that addresses specific needs of children at their age and stage
  - Enrichment programming such as music and arts, health and wellness, science and technology and sports and recreation
  - Academic and literacy support
  - Youth development and leadership opportunities

**Outputs**

**What funds support**

**Program Quality & Performance**

**Program Accountability**

**Program Performance**

- Number of participants served
- Average hours of service per participant
- Average dosage/length of participation
- Average daily attendance

**Bellwether Indicators**

- **Safety**: Percentage of surveyed youth who respond that they feel safe in program
- **Caring adults**: Percentage of youth who respond that there is an adult in program that really cares about them
- **Positive engagement**: Percentage of youth who respond that they are interested in program
- **Motivated to learn**: Percentage of youth who report that they are more motivated to learn in school

**Support with school**

- Percentage of youth who report that they learned skills that help with their schoolwork
- Participant survey completion rate

**Outcomes**

**What we achieve**

- Comprehensive Afterschool Programs work with youth to reach the following outcomes:
  - Increased school-day attendance
  - Increased school connectedness
  - Increased academic preparedness and engagement
  - Improved activity levels, fitness, and overall physical wellness
  - Increased sense of belonging and mental wellness
  - Increased persistence and resiliency

**Foundational Youth Development**

- Greater connections to caring adults
- Increased confidence and self-esteem
- Improved decision-making and goal setting
- Development and mastery of skills

**Target Populations**

**Who we reach**

- Students in K-8th grade, attending elementary and middle schools where more than half of students qualify for free or reduced priced lunch

**Program-Level Achievements**

**Program & Strategy Objectives**

- Comprehensive Afterschool Programs work with youth to reach the following outcomes:
  - Increased school-day attendance
  - Increased school connectedness
  - Increased academic preparedness and engagement
  - Improved activity levels, fitness, and overall physical wellness
  - Increased sense of belonging and mental wellness
  - Increased persistence and resiliency

**Community-Wide Goals**

**RBA Indicators**

- OFCY programs work towards longer-term community outcomes, shared collectively by multiple partners.
- Increased school attendance and decreased chronic absenteeism
- Improved grade-level literacy and numeracy rates
- Improved high school graduation rates

**Vision for Long-Term Impact**

- Children develop healthy
- Children and youth will succeed in school and graduate high school
- A reduction in violence, crime, and gang involvement among children and youth
- Youth are prepared to transition to a productive adulthood, including college and career
OFCY provides $596,446 in annual grants to support 5 Elementary and Middle School programs.

Programs support achievements in learning and increased youth attachment to school and academic performance at community-based and school sites.

Programming is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations.

**Key Partners**
- Oakland Unified School District
- City of Oakland

**OFCY Engagement and Success for Elementary and Middle School Programs**

**Target Populations**
- Students in K-8th grade, attending schools in East Oakland, Fruitvale and West Oakland that have demonstrated need and high levels of environmental stress
- Students with chronic absenteeism

**Activities What we do**

- **Engagement and Success for Elementary and Middle School Programs**
  - Addressing attendance related issues, such as chronic absences and/or suspensions.
  - Supporting enhanced literacy and/or numeracy.
  - STEM programming intended to inspire creativity, problem solving, experimentation and interest in STEM fields

**Program Performance**
- Number of participants served
- Average hours of service per participant
- Average Dosage/ Length of Participation

- **Bellwether Indicators**
  - **Safety:** Percentage of surveyed youth who respond that they feel safe in program
  - **Caring Adults:** Percentage of youth who respond that there is an adult in program that really cares about them
  - **Positive engagement:** Percentage of youth who report that they are interested in program
  - **Motivated to learn:** Percentage of youth who report that they are more motivated to learn in school
  - **Support with school:** Percentage of youth who report that they learned skills that help with their schoolwork
  - **Participant survey completion rate**

**Program Quality & Performance Program Accountability**

**Outcomes What we achieve**

- **Program-Level Achievements Program & Strategy Objectives**
  - **Engagement and Success for Elementary and Middle School Programs**
    - Work with youth to reach the following outcomes:
      - Increased school-day attendance
      - Increased sense of school connectedness
      - Increased academic preparedness and engagement
      - Increased sense of belonging and mental wellness
      - Increased persistence and resiliency
  - **Foundational Youth Development**
    - Greater connections to caring adults
    - Increased confidence and self-esteem
    - Improved decision-making and goal setting
    - Development and mastery of skills

**Outputs What funds support**

**Inputs What we invest**

**Programs provide activities including:**

**Bellwether Indicators**

**Community-Wide Goals**

- **RBA Indicators**
  - **Safety:** Percentage of surveyed youth who respond that they feel safe in program
  - **Caring Adults:** Percentage of youth who respond that there is an adult in program that really cares about them
  - **Positive engagement:** Percentage of youth who respond that they are interested in program
  - **Motivated to learn:** Percentage of youth who report that they are more motivated to learn in school
  - **Support with school:** Percentage of youth who report that they learned skills that help with their schoolwork
  - **Participant survey completion rate**

**Vision for Long-Term Impact**

- **Children develop healthy**
- **Children and youth will succeed in school and graduate high school**
- **A reduction in violence, crime, and gang involvement among children and youth**
- **Youth are prepared to transition to a productive adulthood, including college and career**

**Program Performance**

**Program Accountability**

**Inputs What we invest**

**Outputs What funds support**

**Outcomes What we achieve**
OFCY Summer Youth Development Programs Evaluation Framework

**Inputs**

**What we invest**

- OFCY provides $1.25 Million annually to support 10 programs that provide Summer Programming.

Programs provide high quality summer programming and directs funding to school- and community-based programs that promote learning, enrichment and social connection. Programming is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations.

**Key Partners**

- Oakland Unified School District
- City of Oakland

**Activities**

**What we do**

- School-based summer programs provide programming that promotes socio-emotional skills development, culture, health and wellness, and cognitive development.
- Community-based summer programs provide opportunities for learning in areas such as arts, STEM, youth and community development, as well as field trips and explorations of nature.

**Outputs**

**What funds support**

- Number of participants served
- Average hours of service per participant
- Average dosage/Length of participation
- Average daily attendance

**Bellwether Indicators**

- **Safety**: Percentage of surveyed youth who respond that they feel safe in program.
- **Caring adults**: Percentage of surveyed youth who respond that there is an adult in program that really cares about them.
- **Positive engagement**: Percentage of surveyed youth who respond that they are interested in program.
- **Youth leadership**: Percentage of youth who view themselves more as a leader.
- **Community connectedness**: Percentage of youth who report feeling more connected to their community.
- **Participant survey completion rate**

**Outcomes**

**What we achieve**

- Higher retention of skills and knowledge from school year.
- Increased leadership and connection to community.
- Improved activity levels, fitness, and overall physical wellness.
- Increased sense of belonging and mental wellness.
- Increased persistence and resiliency.

**Program-Level Achievements**

- Greater connections to caring adults.
- Increased confidence and self-esteem.
- Improved decision-making and goal setting.
- Development and mastery of skills.

**Program Quality & Performance**

**Program Accountability**

**Summer Programs work with youth to reach the following outcomes:**

**Community-Wide Goals**

- Improved grade-level literacy and numeracy rates.
- Improved high school graduation rates.
- A reduction in violence, crime, and gang involvement among children and youth.
- Youth are prepared to transition to a productive adulthood, including college and career.

**Vision for Long-Term Impact**

- Children develop healthy.
- Children and youth will succeed in school and graduate high school.

**Target Populations**

**Who we reach**

- Children and youth (ages 5-14) in Oakland.
- Youth of color and low-income youth, particularly those living in East Oakland, Fruitvale and West Oakland.
OFCY provides $4.5 Million annually to support 35 Youth Development and Leadership programs.

Programs provide year-round activities that encourage youth to develop leadership skills, engage in their communities, support cultural identity and growth, and participate in enrichment activities.

Programming is provided in a way that is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations.

**Key Partners**
- Oakland Unified School District
- City of Oakland
- Oakland Unite/Department of Violence Prevention

**OFCY Youth Development and Leadership Evaluation Framework**

### Inputs
**What we invest**

- Youth Development and Leadership programs provide activities including:
  - STEAM, literacy, and recreation enrichment programs that provide youth with opportunities to explore personal and cultural identity
  - Population specific programming that provides social emotional and physical support for special populations
  - Youth and peer leadership programming, including that which engages youth in program design and delivery

### Outputs
**What funds support**

- Number of participants served
- Average hours of service per participant
- Average dosage/length of participation

- Safety: Percentage of surveyed youth who respond that they feel safe in program
- Caring adults: Percentage of youth who respond that there is an adult in the program that really cares about them
- Positive engagement: Percentage of youth who respond that they are interested in the program
- Youth leadership: Percentage of youth who view themselves more as a leader
- Community connectedness: Percentage of youth who report feeling more connected to their community
- Participant survey completion rate

### Activities
**What we do**

- Children and youth (5-21) in Oakland
- Youth of color and low-income youth, particularly those living in East Oakland, Fruitvale, and West Oakland
- Priority populations including those experience homelessness, foster youth, commercially and sexually exploited minors, LGBTQ and immigrant youth

### Program Quality & Performance
**Program Accountability**

- OfcY programs work towards longer-term community outcomes, shared collectively by multiple partners.
- Improved school attendance and reduced chronic absenteeism
- Improved high school graduation rates
- Fewer youth disconnected from school and employment
- Decreased juvenile arrests
- Decreased juvenile incarceration

### Outcomes
**What we achieve**

- Improved school attendance and reduced chronic absenteeism
- A reduction in violence, crime, and gang involvement among children and youth
- OfcY programs prepare children for productive adulthood, including college and career

### Target Populations
**Who we reach**

- OFCY programs work with youth to reach the following outcomes:
  - Increased leadership and connection to community
  - Improved activity levels, fitness, and overall physical wellness
  - Increased sense of belonging and mental wellness
  - Increased persistence and resiliency

- Foundational Youth Development
  - Greater connections to caring adults
  - Increased confidence and self-esteem
  - Improved decision-making and goal setting
  - Development and mastery of skills

- Bellwether Indicators
  - Safety: Percentage of surveyed youth who respond that they feel safe in program
  - Caring adults: Percentage of youth who respond that there is an adult in the program that really cares about them
  - Positive engagement: Percentage of youth who respond that they are interested in the program
  - Youth leadership: Percentage of youth who view themselves more as a leader
  - Community connectedness: Percentage of youth who report feeling more connected to their community
  - Participant survey completion rate

### Program-Level Achievements
**Program & Strategy Objectives**

- Improved school attendance and reduced chronic absenteeism
- A reduction in violence, crime, and gang involvement among children and youth
- OfcY programs prepare children for productive adulthood, including college and career

- Vision for Long-Term Impact
  - Children develop healthy
  - Children and youth will succeed in school and graduate high school
  - Youth are prepared to transition to a productive adulthood, including college and career
OFCY High School and Postsecondary Student Success Evaluation Framework

**Inputs**
What we invest

OFCY provides $1.3 Million in annual grants to support 8 High School and Postsecondary Student Success programs.

Programs support achievements in learning, increased youth attachment to school, and transitions to postsecondary education. Programming is culturally relevant, asset-based, and trauma-informed, and provides social, emotional, and physical support for vulnerable populations.

**Key Partners**
- Oakland Unified School District
- City of Oakland

**Outputs**
What funds support

Activities
High School and Postsecondary Student Success Programs provide activities including:
- Peer leadership, mentoring, community building and other academic and social supports
- Transition programming to support smooth transitions from grade 8 to 9
- Postsecondary access and success programming, such as college application support, course enrollment and advising
- Restorative justice and conflict resolution programming

Program Quality & Performance
Program Accountability

Program Performance
- Number of participants served
- Average hours of service per participant
- Average dosage/Length of Participation

Bellwether Indicators
- Safety: Percentage of surveyed youth who respond that they feel safe in program
- Caring adults: Percentage of youth who respond that there is an adult in program that really cares about them
- Positive engagement: Percentage of youth who respond that they are interested in program
- Motivated to learn: Percentage of youth who report that they are more motivated to learn in school

Support with school: Percentage of youth who report that they learned skills that help with their schoolwork
- Participant survey completion rate

Program-Level Achievements
Strategy Objectives
High School and Postsecondary Success programs work with youth to reach the following outcomes:
- Increased school-day attendance
- Increased academic preparedness and engagement
- Increased sense of school connectedness
- Increased sense of belonging and mental wellness
- Increased persistence and resiliency

Foundational Youth Development
- Greater connections to caring adults
- Increased confidence and self-esteem
- Improved decision-making and goal setting
- Development and mastery of skills

Community-Wide Goals
RBA Indicators
OFCY programs work towards longer-term community outcomes, shared collectively by multiple partners.
- Improved high school graduation rates
- Improved grade-level literacy and numeracy rates
- Improved postsecondary matriculation and persistence
- Fewer youth disconnected from school and employment
- Decreased juvenile arrests
- Decreased juvenile incarceration

Vision for Long-Term Impact
Children develop healthy
Children and youth will succeed in school and graduate high school
A reduction in violence, crime, and gang involvement among children and youth
Youth are prepared to transition to a productive adulthood, including college and career

**Outcomes**
What we achieve

**Target Populations**
Who we reach

- Oakland youth, ages 14-21
- Youth of color in East Oakland, Fruitvale, and West Oakland
- School sites with high environmental stress
OFCY provides $2.68 Million in annual grants to support 15 programs.

Programs provide career exploration, work readiness training, and employment opportunities, including on-the-job experience. Programming is culturally relevant, asset-based, and trauma-informed, and provide social, emotional, and physical support for vulnerable populations.

Key Partners
- Oakland Unified School District
- City of Oakland
- Oakland Workforce Development Board
- Oakland Unite/Department of Violence Prevention

Career Awareness and Employment Support Programs provide activities including:
- Career exposure, internship opportunities, and/or work experience
- Academic support and wraparound supportive services
- Information on postsecondary options and pathways to different careers
- Financial literacy and financial access
- Case management

**Program Performance**
- Number of participants served
- Average hours of service per participant
- Average dosage/length of participation

**Bellwether Indicators**
- **Work experience**: Percentage of participants receiving at least 10 hours of work experience
- **Job placement**: Percentage of participants placed in a job or internship

**Safety**
- Percentage of surveyed youth who respond that they feel safe in program

**Caring adults**: Percentage of youth who respond that there is an adult in program that really cares about them

**Career goals**: Percentage of participants who learned about jobs they can have in the future

**Employment skills**: Percentage of participants who learned what is expected in work setting

**Interpersonal skills**: Percentage of participants who feel they know how to get along with others in a work setting.

**Participant survey completion rate**

Target Populations
- Youth ages 14-21
- Opportunity youth
- Youth of color residing in East Oakland, Fruitvale, and West Oakland

Career Awareness and Employment Support programs work with youth to reach the following outcomes:
- Increased awareness of job and career options
- Increased professionalism and work soft skills (e.g. dress, punctuality, etc.)
- Increased participation in internships and other work-experience opportunities
- Increased employment for opportunity youth
- Increased persistence and resiliency

Foundational Youth Development
- Greater connections to caring adults
- Increased confidence and self-esteem
- Improved decision-making and goal setting
- Development and mastery of skills

OFCY programs work towards longer-term community outcomes, shared collectively by multiple partners.

- Improved high school graduation rates
- Improved postsecondary matriculation and persistence
- Decreased youth unemployment
- Fewer youth disconnected from school and employment

Vision for Long-Term Impact
- Children develop healthy
- Children and youth will succeed in school and graduate high school
- A reduction in violence, crime, and gang involvement among children and youth
- Youth are prepared to transition to a productive adulthood