



# FY 2023-2024 Evaluation Report



Prepared by The Bridging Group  
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BRIDGING  
GROUP

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**Cover photo** courtesy of Attitudinal Healing Connection.

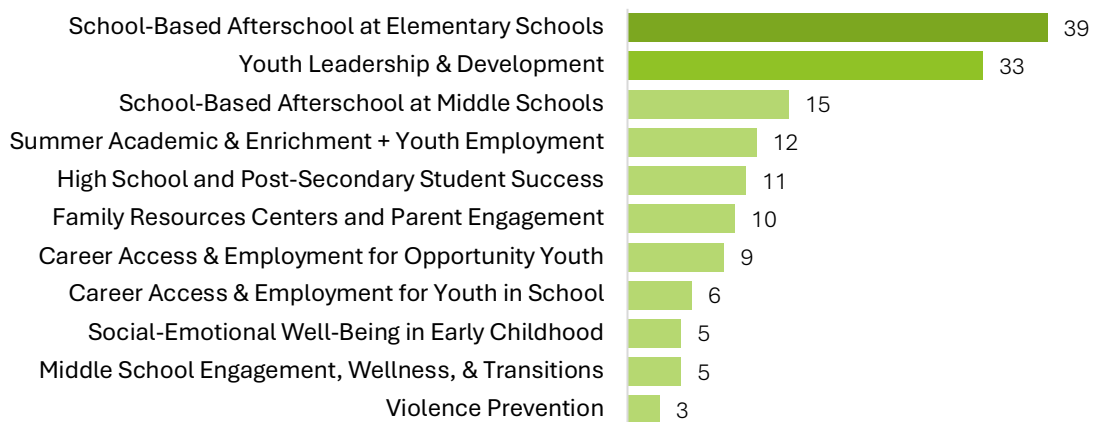
# Executive Summary

The Oakland Fund for Children and Youth (OFCY) provides strategic funding to support Oakland's children and youth from birth to 21 years of age to become healthy, happy, educated, engaged, powerful, and loved community members. Using a results-based accountability (RBA) framework, this report provides an overview of OFCY's funded portfolio, a description of the number of service hours provided and number of people served, who was supported by these programs, OFCY program participant survey results, overall outcomes, RBA summaries for each of the eleven OFCY strategies (Appendix 1) and Program Profiles for each of the 148 programs funded in FY 23-24 (Appendix 2).

## Who Was Funded?

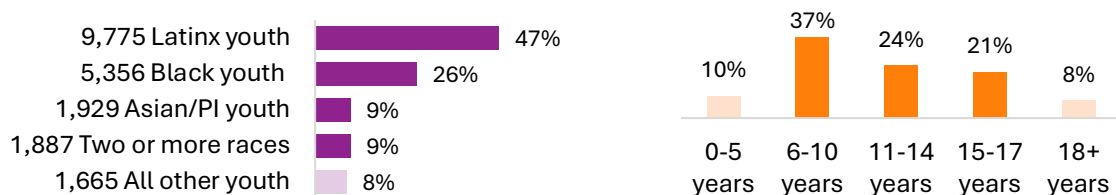


### Distribution of Programs By OFCY Strategies (n=148)



## Who Was Supported?

### OFCY Child/Youth Participants (n=20,612)



# OFCY FY 23-24 Results-Based Accountability Summary

## How Much Did We Do?



**20,612**

Children and Youth Served



**2,891**

Parents/Caregivers Served



**3,900,900**

Total Hours of Service



**11**

Service Strategies Supported

## How Well Did We Do It?

**100%**

### Achievement of Projected Hours of Service

(3,900,900 actual hours achieved of 3,883,116 hours projected)

**117%**

### Achievement of Projected Number of Participants

(26,992 actual participants served\* of 23,114 participants projected)

\*number served includes multiple counts for people who participated in more than 1 program

**92%**

### OFCY Youth are from Priority Populations

(19,112 youth served by OFCY identify as Black/African American, Latinx, Native American, and/or Asian/Pacific Islander)

## OFCY Participant Survey Results Connected to Evidence-Based PYD Practices\*

### Positive Adult-Youth Relationships

There is an adult in this program who **notices when I am upset** (n=1,680)

**71%**

I have an adult in this program that **I can rely on** (n=34)

**82%**

### Positive Support Techniques

#### Youth Respondents (n=1,680)

Adults in the program **tell me what I am doing well**

**80%**

I have the opportunity **to talk about what I've learned** in this program

**76%**

#### Parent/Caregiver Respondents (n = 478)

Program staff help to make me **feel comfortable and supported**

**96%**

In this program, I feel **comfortable asking questions and sharing concerns** about my children and about parenting

**83%**

### Life-Skill Building - Youth

#### Youth Respondents

This program helps me improve my **communication skills** (n=414)

**67%**

Because of this program, I **know how to navigate the job search and interview process** (n=120)

**90%**



|   |            |
|---|------------|
| This program has given me <b>skills to advocate for myself &amp; my community</b> (n=544)     | <b>74%</b> |
| <b>Parent/Caregiver Respondents</b> (n=478)   |            |
| This program taught me <b>how to identify what my child's needs</b>                           | <b>76%</b> |
| I have a better <b>understanding of how my child is growing and developing</b>                | <b>76%</b> |
| I know more about <b>how to keep my child safe and healthy</b>                                | <b>78%</b> |
| This program helped me to <b>understand how to respond effectively when my child is upset</b> | <b>74%</b> |

#### Opportunities for Youth Leadership

|  |            |
|--|------------|
| I've <b>learned new leadership skills</b> (n=544)            | <b>78%</b> |
| Because of this program, <b>I am more of a leader</b> (n=34) | <b>76%</b> |

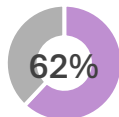
#### Collaboration and Connections with Other Organizations (parent/caregivers, n=478)

|  |            |
|--|------------|
| This program <b>connected me with other programs and resources</b> that can help my family | <b>90%</b> |
|--|------------|

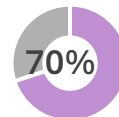
\*Evidence-Based Positive Youth Development (PYD) practices identified in meta-analysis by Francis, K., et al (2020).

## Is Anyone Better Off?

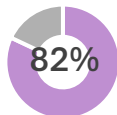
### Academic Preparation



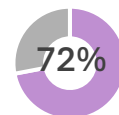
Middle schoolers indicated that they **participate in more class discussions and activities at school** (n=414)



Middle schoolers reported that the program **increased their interest in staying in school** (n=414)



High schoolers reported the program helps them to feel **more motivated to learn in school** (n=314)



High schoolers expressed that **college or a career feels attainable after graduation** (n=314)

### Employment/Economic Well-Being



**90%**

Youth participating in career access & employment programs, who completed OFCY surveys, reported that they **now have a resume** (n=120)

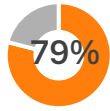


**987**

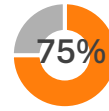
Number of youth participating in career access & employment programs were **placed into a paid job or internship**

**\$17.65/hour average hourly wage**

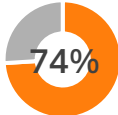
## Parent Engagement with Their Children



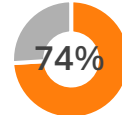
Parents/Caregivers feel better prepared to **stand up for or be an advocate for their child** (n=478)



Parents/Caregivers are better able to **help their child be ready for school** (n=478)



Parents/Caregivers **sing, read, or tell stories to their child more often** (n=478)



Parents/Caregivers spend **more time playing, listening to, or talking with their child** (n=478)

## Belonging and Connections



74%

Elementary school-age youth reported that they felt like **they belong in their OFCY program** (n=254)



65%

Middle school-age youth reported that their OFCY program increased their sense of **belonging in their school** (n=414)



83%

High school-age youth reported that they felt like **they belong in their OFCY program** (n=314)



79%

Youth involved in youth leadership programs indicated they **feel more connected to their community** after attending their OFCY program (n=544)



90%

Parents or caregivers reported that their OFCY program **connected them with other programs and resources** that can help their family (n=478)

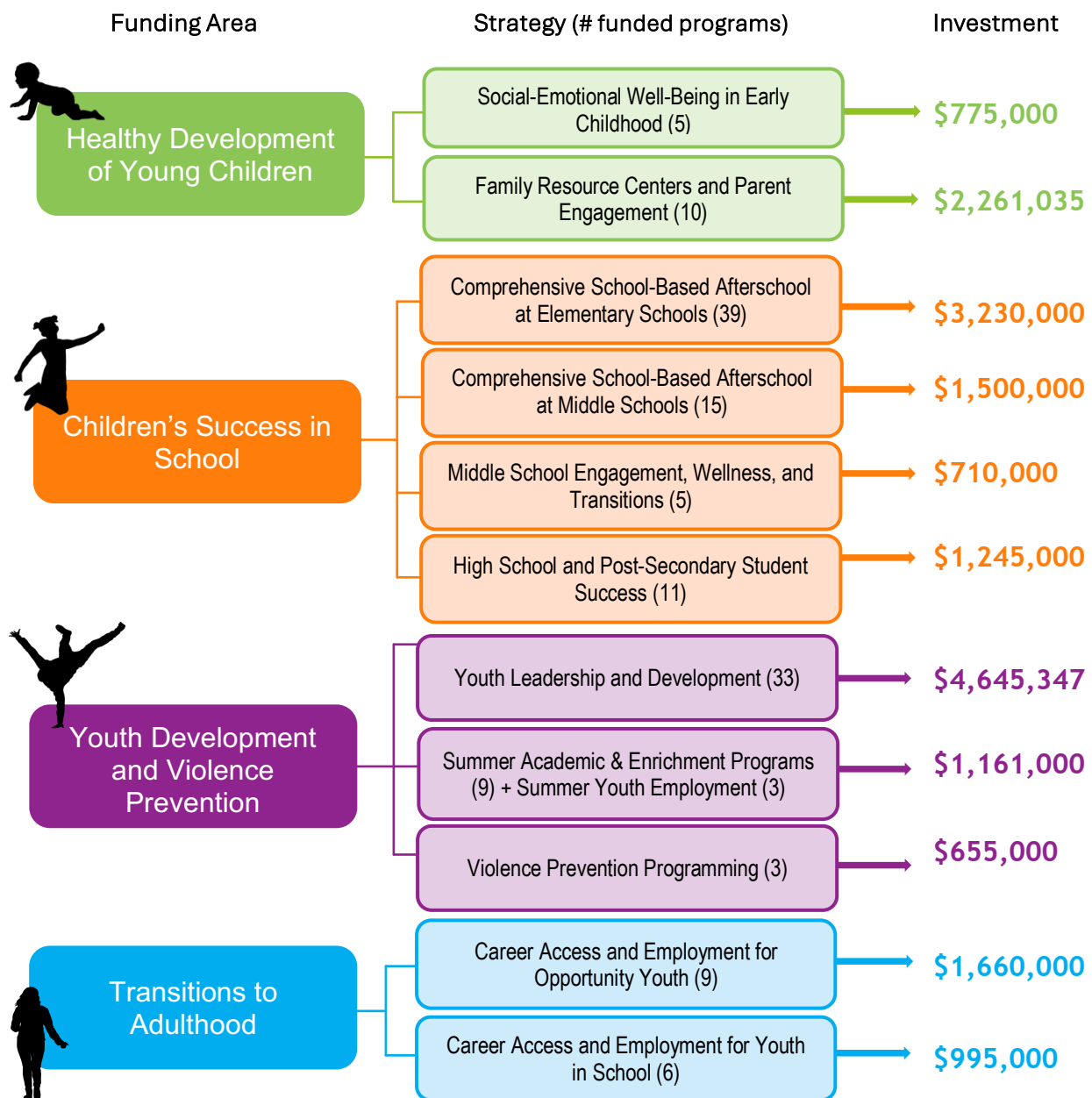
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# Introduction

The vision of OFCY is that all children and youth in Oakland will thrive and lead safe, healthy, and productive lives. To this end, OFCY provides strategic funding to support Oakland's children and youth from birth to 21 years of age to become healthy, happy, educated, engaged, powerful, and loved community members. The work of OFCY is guided by the OFCY 2022-2025 Strategic Investment Plan.<sup>1</sup> Based on this plan, in FY 23-24, OFCY invested \$18,837,382 to award 148 grants in four key funding areas and across eleven strategies. Details on these funding areas, strategies, and investments are presented in **Figure 1**.

**Figure 1: OFCY FY 23-24 Funding Strategies and Investments**





# OFCY Results-Based Accountability Framework

To assess its contribution toward Oakland’s citywide goals, OFCY has adopted a Results-Based Accountability (RBA) framework to guide its evaluation. RBA is a systematic approach that many communities have adopted to enhance the well-being of children, families, and the overall community. RBA is also utilized by government agencies and service organizations to evaluate and improve the effectiveness of their programs.<sup>ii</sup> The RBA model aids OFCY by providing a comprehensive approach for assessing the quantity of services provided by OFCY programs, the quality of these services, and the effect these services have on the lives of Oakland’s children, youth, and their families. RBA does this by addressing three guiding questions. **Figure 2** presents these questions and the RBA framework as it has been applied to the OFCY evaluation.

**Figure 2: RBA Framework for OFCY Evaluation**



# Overview of Evaluation and Report

In April 2024, OFCY contracted with The Bridging Group (TBG) to complete a descriptive evaluation for FY 23-24. This report provides an overview of OFCY's funded portfolio, a description of the number of service hours provided and the number of people served, who was supported by these programs, and a presentation of the outcomes of these programs for children, youth, and parents or caregivers who participated during FY 23-24. Also included with this report are Appendix 1: Results-based Accountability and Outcome Summaries for each of the eleven OFCY strategies and Appendix 2: Program Profiles for each of the 148 programs funded in FY 23-24. TBG utilized a variety of data to inform the evaluation of OFCY programs and the results presented in this report, including:



## Data Sources



**Quantitative Administrative Records:** Programs tracked service hours, number of people served, and demographics for 20,612 children and youth and 2,891 adult participants in OFCY's data reporting system, Cityspan.



**Qualitative Outcomes Records:** Programs individually identified and defined their own outcomes, created their own data collection instruments, and submitted self-reported descriptive outcome data to OFCY via the Cityspan database. Programs also provided narratives describing program highlights, successes, and challenges experienced during each quarterly reporting period.



**Surveys:** Surveys were collected from 1,883 children and youth and 530 parents or caregivers who participated in OFCY programs to share their perspectives on program quality and individual outcomes.

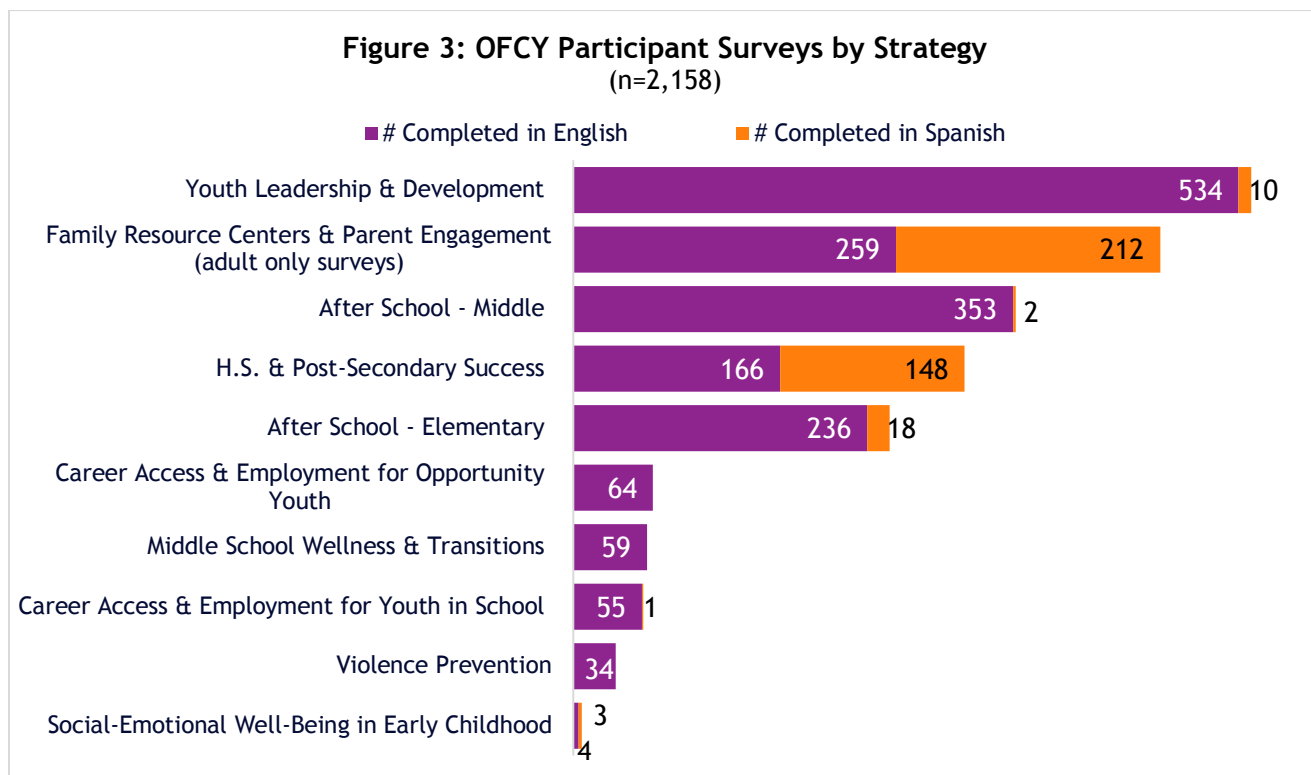


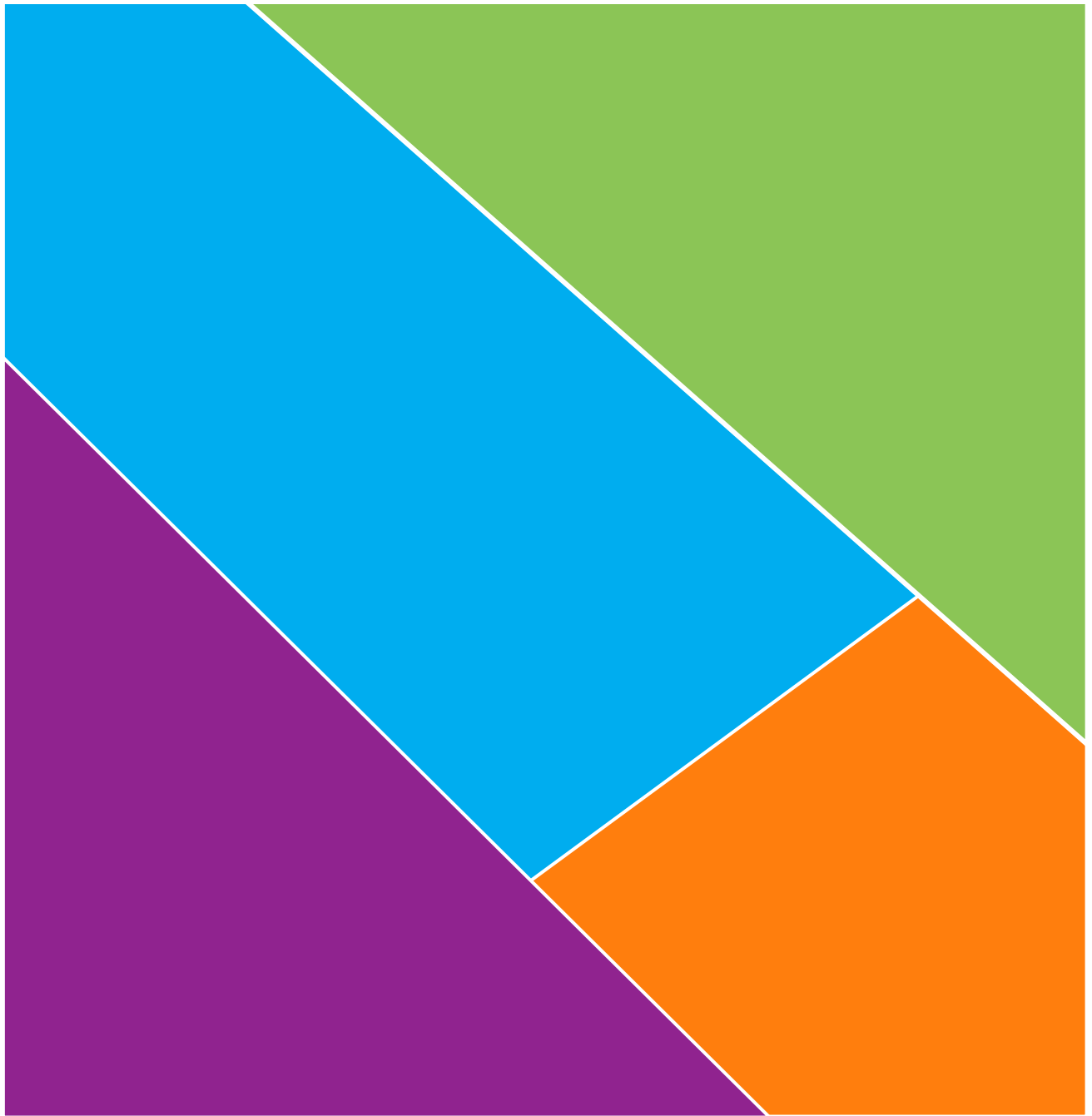
Photo courtesy of Civicorps

## FY 23/24 OFCY Participant Survey

In Spring 2024, the evaluators worked with OFCY staff to develop and distribute the OFCY participant survey. The purpose of this survey is to gather information directly from OFCY participants on their perceptions of the programs and how they think the program has affected their lives (including change in knowledge, skills, or actions). Surveys adapted for each of the eleven OFCY strategies were offered electronically and on paper, and made available in English and Spanish. In total, the evaluators collected 2,413 surveys. Ten of the eleven OFCY strategies were represented by surveys and 80 of the 148 programs had at least one completed survey (surveys were not available for Summer 2023 OFCY programs). Of the 2,413 surveys collected, 2,158 surveys had enough data to be included in the analysis group. This group included 1,680 surveys completed by youth and 478 surveys completed by adults, of which, 1,764 surveys (82%) were completed in English and 394 surveys (18%) were completed in Spanish. **Figure 3** provides a distribution of completed OFCY participant surveys by strategy and language included in the analysis.

Compared to total number of people served by OFCY in FY 23/24, the analysis group (n=2,158) has a 2% margin of error indicating that the results are generalizable to all participants served by OFCY. Further, the gender and race percentages for survey respondents are similar to all OFCY participants. Survey respondents tended to be older (less than 10 surveys were collected for those in second grade and younger) so the responses may be more representative of participants in the third grade and older.





## How Much Did We Do?



## Hours of Service

During FY 23-24, OFCY programs provided a total of 3,900,900 hours of service for children, youth, and families across Oakland. Of these hours of service, 3,855,330 hours were the result of services and programs for children and youth while 45,570 hours were the result of services and programs for parents and caregivers. Children and youth participated in an average of 160 hours of services per youth participant, while adults participated in an average of 15 hours of services per adult participant.

**3,900,900**  
Total hours of service  
provided through  
OFCY programs in FY  
23-24

School-Based Afterschool at Elementary and Middle Schools provided the most hours of service and highest average hours of service per participant with elementary school-based programs providing a total of 2,230,355 hours of service at an average of 366 hours per participant and middle school-based programs providing a total of 708,291 hours of service at an average of 262 hours per participant.



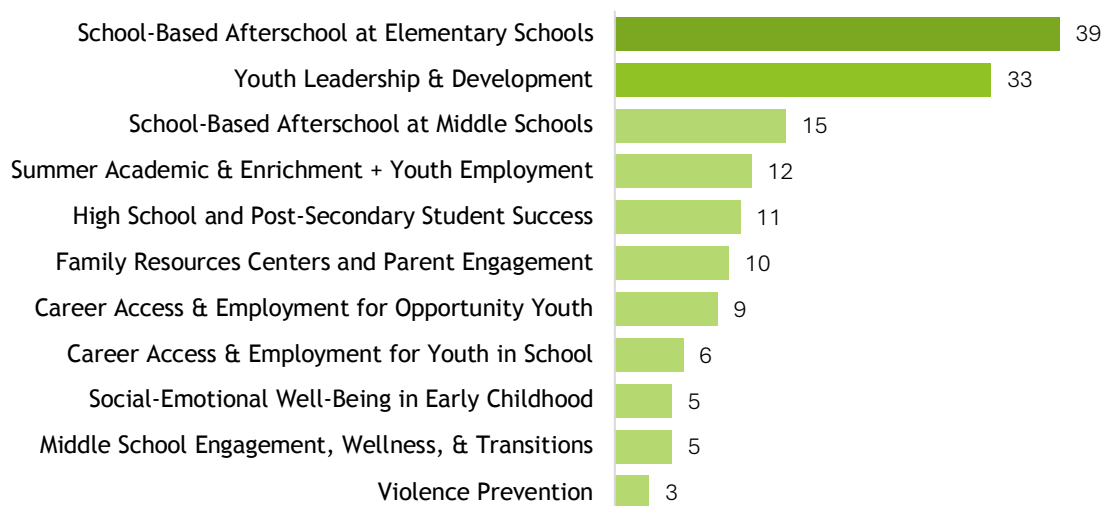
Photo courtesy of Bay Area Community Resources

## Funded Organizations

### Programs By Strategy

During FY 23-24, OFCY funded 79 organizations to facilitate 148 programs for children, youth, and families throughout Oakland. The most often funded programs were comprehensive school-based afterschool programs at elementary schools (39 programs), followed by youth leadership and development (33 programs), and comprehensive school-based afterschool programs at middle schools (15 programs). **Figure 4** provides a distribution of number of programs across OFCY strategies.

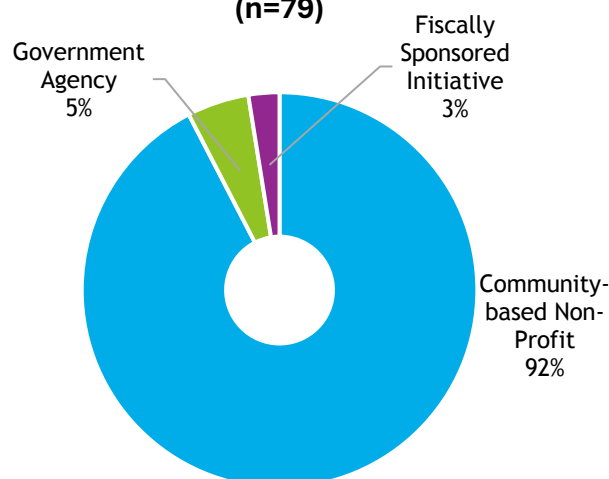
**Figure 4: Distribution of OFCY Programs By Strategy**  
n=148



### Organizational Type

The vast majority, 73 of the 79 funded organizations or 92%, were community-based non-profit organizations, followed by 4 funded government agencies, and 2 fiscally sponsored initiatives. **Figure 5** provides an overview of funded organization by type.

**Figure 5: Funded Organizations by Type**  
(n=79)



## OFCY Participants

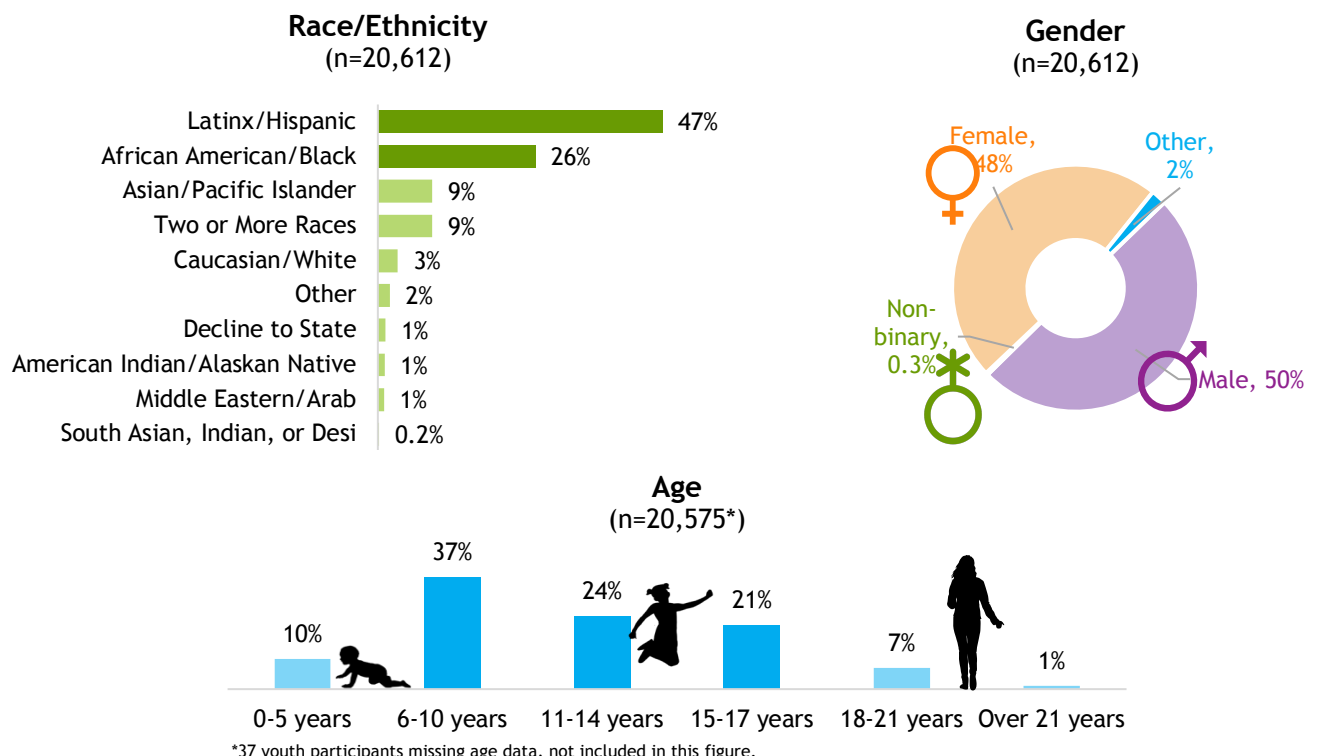
### Youth Participants

OFCY supported 20,612 unduplicated children and youth through its funded programs in FY 23-24. Programs collected demographic data on key characteristics of the children and youth served including race/ethnicity, gender, age, and residence zip code.

The majority of children and youth involved in OFCY programs in FY 23-24 identified as Latinx (47%), Black (26%), Asian/Pacific Islander (9%) or two or more races (9%). Programs served children and youth from 0 to 21 years old, with 82% of these young people being between the ages 6 and 17 years old. Finally, 48% of child and youth program participants identified as female while 50% identified as male, 0.3% identified as non-binary, and 2% identified as other. **Figure 6** provides an overview of each of these participant demographic characteristics.

**20,612**  
unduplicated  
children and youth  
participated in  
OFCY programs in  
FY 23-24

**Figure 6: Child and Youth Demographics**

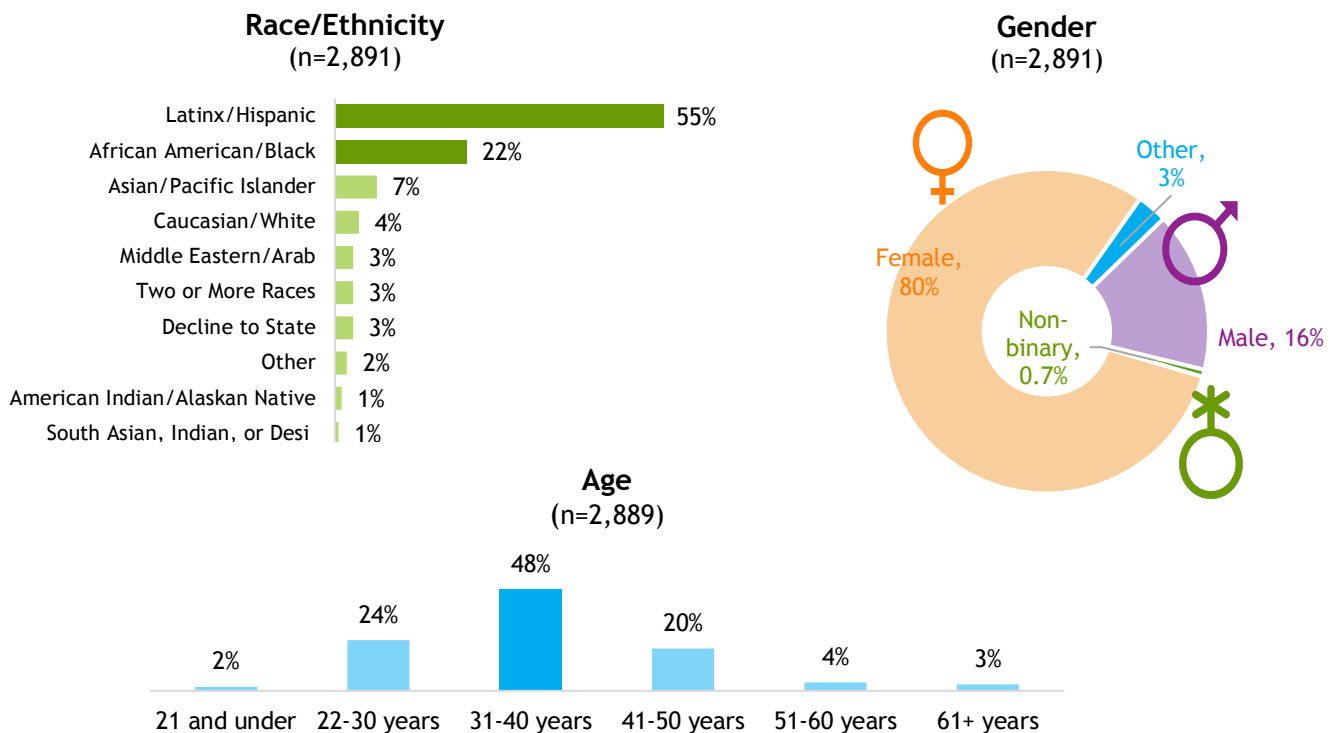


## Adult Participants

OCFY also provides resources for two strategies that support parents, caregivers, and providers focused on early childhood development. Services in these strategies included parenting education and support, organized playgroups for parents with young children, connections to other community resources, and training for staff in early childhood programs. In FY 23-24, 2,891 parents and caregivers attended programs through either Family Resource Center and Parent Engagement or Social-Emotional Well-Being in Early Childhood programs. Like children and youth participants, the vast majority, or 88% of OFCY parent or caregiver participants identify with priority populations including Black, Latinx, Native American, or Asian and Pacific Islander. The majority, or 80% of participants identify as female and almost half, or 48% of participants were ages 31 – 40 years old. **Figure 7** provides a breakdown of parent and caregiver participants by race/ethnicity, gender, and age.

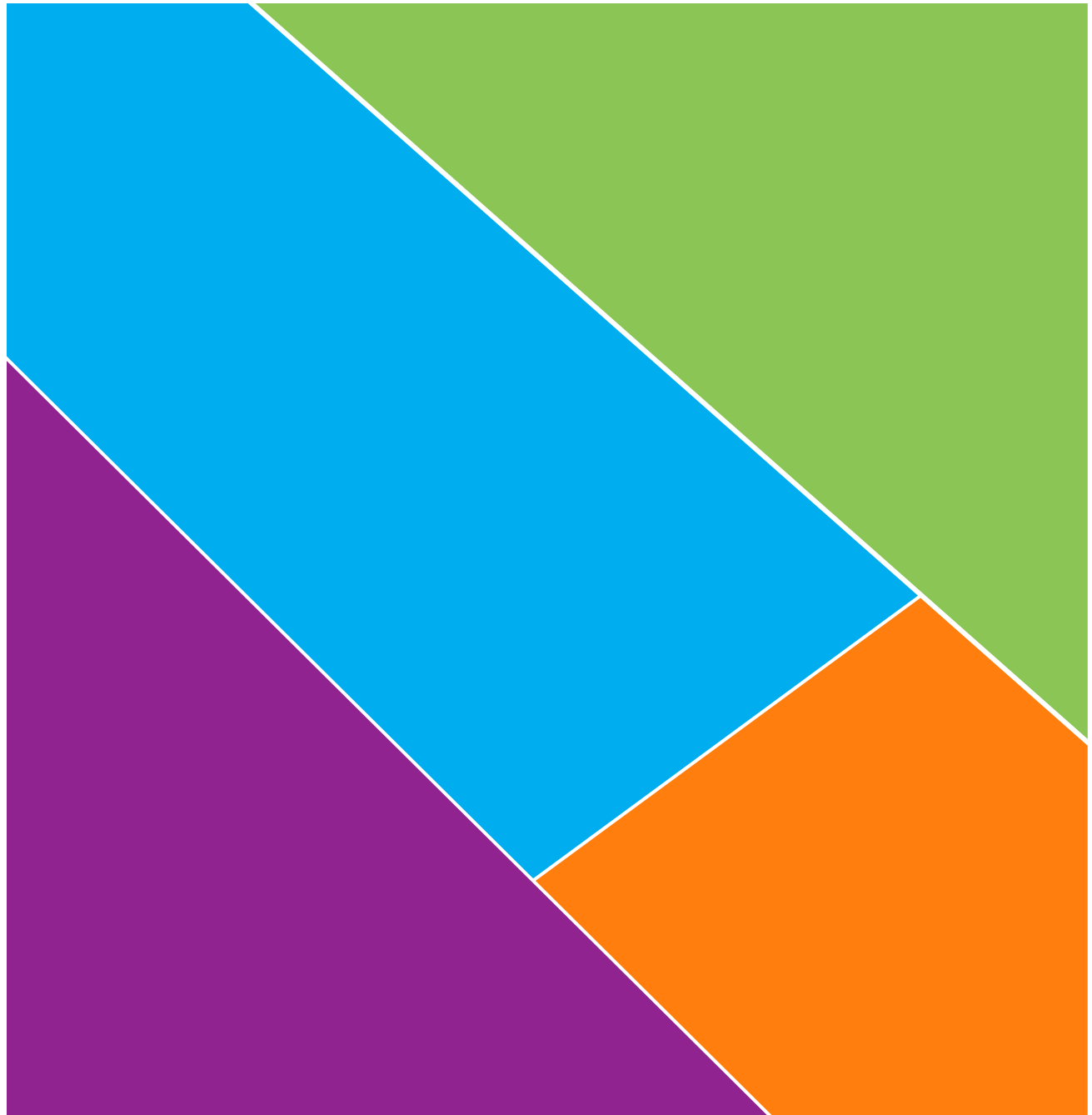
**88%**  
of OFCY parent  
or caregiver  
participants are  
from priority  
populations

**Figure 7: Parent and Caregiver Demographics**



\*2 adult participants missing age data, not included in this figure.





## How Well Did We Do It?

## Program Performance

One of the ways OFCY tracks performance of all funded programs is by monitoring progress on total hours of service, total number of people served, and average hours of attendance per participant. At the beginning of the contract year, each program estimates the units (hours) of service they will provide and how many people they will serve. They then provide quarterly updates on each of these measures of performance. **Table 1** provides a comparison of projected hours versus actual hours of service by strategy and the average number of hours of participation per each youth or adult.

| <b>Table 1: Projected vs. Actual Hours of Service by Strategy</b> |                                  |                        |                     |                       |                                      |
|---|----------------------------------|------------------------|---------------------|-----------------------|--------------------------------------|
| <b>Strategy</b>   | <b>Number of Funded Programs</b> | <b>Projected Hours</b> | <b>Actual Hours</b> | <b>Level Achieved</b> | <b>Average Hours per Participant</b> |
| Social-Emotional Well-Being in Early Childhood                    | 5                                | 63,659                 | 36,313              | 57%                   | 139 hours                            |
| Family Resource Centers & Parent Engagement                       | 10                               | 71,224                 | 72,475              | 102%                  | 17 hours                             |
| School-Based Afterschool at Elementary Schools                    | 39                               | 1,894,696              | 2,230,355           | 118%                  | 366 hours                            |
| School-Based Afterschool at Middle Schools                        | 15                               | 764,303                | 708,291             | 93%                   | 262 hours                            |
| Middle School Engagement, Wellness, Transitions                   | 5                                | 130,704                | 69,184              | 53%                   | 76 hours                             |
| Youth Leadership & Development                                    | 33                               | 442,604                | 337,025             | 76%                   | 58 hours                             |
| High School & Post-Secondary Student Success                      | 11                               | 103,744                | 124,762             | 120%                  | 30 hours                             |
| Career Access & Employment-Youth In School                        | 6                                | 141,903                | 65,659*             | 46%*                  | 132 hours                            |
| Career Access & Employment for Opportunity Youth                  | 9                                | 91,661                 | 105,387             | 115%                  | 151 hours                            |
| Violence Prevention   | 3                                | 13,323                 | 12,014              | 90%                   | 56 hours                             |
| Summer Academic & Enrichment /Youth Employment                    | 12                               | 165,295                | 139,435             | 84%                   | 109 hours                            |

\*Actual hours of service likely underreported because one site did not enter data for FY 23-24.

In addition to tracking hours of service, program sites also reported the number of people they served. **As a whole, OFCY served 112% of the number of youth and adults they projected to serve in FY 23-24.** At the program level, the majority (73%) of funded programs exceeded their projected goals for the number of people they served. **Table 2** provides a comparison of projected number of participants versus actual number of participants served by strategy.

| <b>Table 2: Projected vs. Actual Number of Participants Served by Strategy</b> |                                  |   |                                       |                       |
|--|----------------------------------|---|---------------------------------------|-----------------------|
| <b>Strategy</b>  | <b>Number of Funded Programs</b> | <b>Projected Number of Participants</b> | <b>Actual Number of Participants*</b> | <b>Level Achieved</b> |
| Social-Emotional Well-Being in Early Childhood                                 | 5                                | 2,449                                   | 261                                   | 11%                   |
| Family Resource Centers  | 10                               | 3,197                                   | 4,321                                 | 135%                  |
| School-Based Afterschool at Elementary Schools                                 | 39                               | 4,246                                   | 6,092                                 | 143%                  |
| School-Based Afterschool at Middle Schools                                     | 15                               | 1,800                                   | 2,706                                 | 150%                  |
| Middle School Engagement, Wellness, Transitions                                | 5                                | 515                                     | 914                                   | 177%                  |
| Youth Leadership & Development   | 33                               | 4,606                                   | 5,829                                 | 127%                  |
| High School & Post-Secondary Student Success                                   | 11                               | 3,390                                   | 4,186                                 | 123%                  |
| Career Access & Employment-Youth In School                                     | 6                                | 897                                     | 496**                                 | 55%**                 |
| Career Access & Employment for Opportunity Youth                               | 9                                | 547                                     | 700                                   | 128%                  |
| Violence Prevention  | 3                                | 173                                     | 213                                   | 123%                  |
| Summer Academic & Enrichment + Youth Employment                                | 12                               | 1,294                                   | 1,274                                 | 98%                   |

\*Actual number of participants served presented in this table is a duplicated count (includes multiple counts for people who participated in more than 1 program).

\*\*Actual number of participants are likely underreported because one site did not enter data for FY 23-24.

## Addressing Equity

### Participants and Equity Measures

In alignment with OFCY's core value of Social and Economic Equity, and as outlined in OFCY's Strategic Investment Plan 2022-2025 Equity Framework, OFCY aims to support and prioritize programs that serve Oakland's Black, Latinx, Native American, and Asian and Pacific Islander children and youth. OFCY also prioritizes supporting immigrant, refugee, and newcomer youth, LGBTQ youth, youth with disabilities, youth involved in the child welfare system, and youth who are disconnected from school and employment.

### Priority Populations

To this end, 92% of the youth served by OFCY identify with priority populations highlighted in the OFCY Equity Framework, including Black/African American, Latinx, Native American, and Asian/Pacific Islander children and youth.<sup>iii</sup> **Table 3** further demonstrates this equity measure by comparing the percentage of

**92%**  
of OFCY youth  
are from priority  
populations

youth served in OFCY programs by ethnicity to population estimates for Oakland as reported in the 2023 American Community Survey (US Census)<sup>iv</sup>. For example, while African American/Black people make up 19% of the overall Oakland population, African American youth were 26% of those served by OFCY in FY 23-24. In comparison, White people make up 27% of the overall Oakland population but represented only 3% of youth served by OFCY.

### OFCY Core Value Social & Economic Equity

"All children and youth have a fundamental right for a safe and healthy life and a quality education. We value the concerted application of our resources toward those youth in greatest need."

**Table 3: OFCY Participants Compared to Overall Oakland Youth Population**

| Race/Ethnicity         | Overall Oakland Population* | OFCY Youth Participants | Difference +/- |
|------------------------|-----------------------------|-------------------------|----------------|
| African American/Black | 19%                         | 26%                     | ↑ 7%           |
| Latinx                 | 30%                         | 47%                     | ↑ 17%          |
| Two or More Races      | 6%                          | 9%                      | ↑ 3%           |
| Asian/Pacific Islander | 16%                         | 9%                      | ↓ 7%           |
| White                  | 27%                         | 3%                      | ↓ 24%          |

\*2023 American Community Survey/US Census



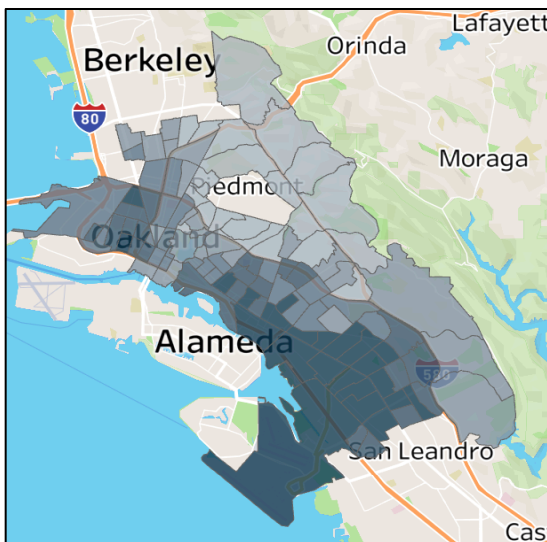
## High-Focus Neighborhoods

OFCY further strives for social and economic equity by allocating resources toward those youth in greatest need. The Oakland Community Stressors Index (OCSI) uses a combination of 22 risk factors across a range of domains to identify neighborhoods throughout the City experiencing chronic stress, violence, and trauma.<sup>v</sup> A mapping of the zip codes of OFCY children and youth participants demonstrate that a majority of participants live in neighborhoods with the highest stressors as identified by the OCSI. One percent of OFCY participants identified as homeless or in transitional housing. Table 4 presents the top six reported OFCY participant zip codes followed by **Figure 8** comparing the Oakland Community Stressors Map to OFCY participants mapped by zip code. This side-by-side map comparison demonstrates that **the communities served by OFCY are the same communities identified as experiencing the highest rates of stress, violence, and trauma as measured by the OCSI.**

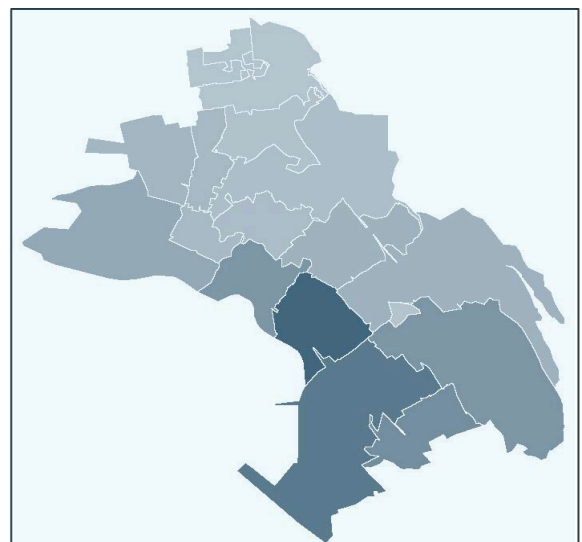
| Table 4: OFCY Youth Participants By Top Zip Codes |                          |       |         |
|---|--------------------------|-------|---------|
| Zip Code  | Neighborhoods            | Count | Percent |
| 94601   | Fruitvale                | 4,303 | 21%     |
| 94621   | Webster Tract, Coliseum  | 3,138 | 15%     |
| 94603   | Sobrante Park, Elmhurst  | 2,381 | 12%     |
| 94605   | Eastmont, Havenscourt    | 2,037 | 10%     |
| 94606   | Highland Park, East Lake | 2,012 | 10%     |
| 94607   | West Oakland, Chinatown  | 1,144 | 6%      |

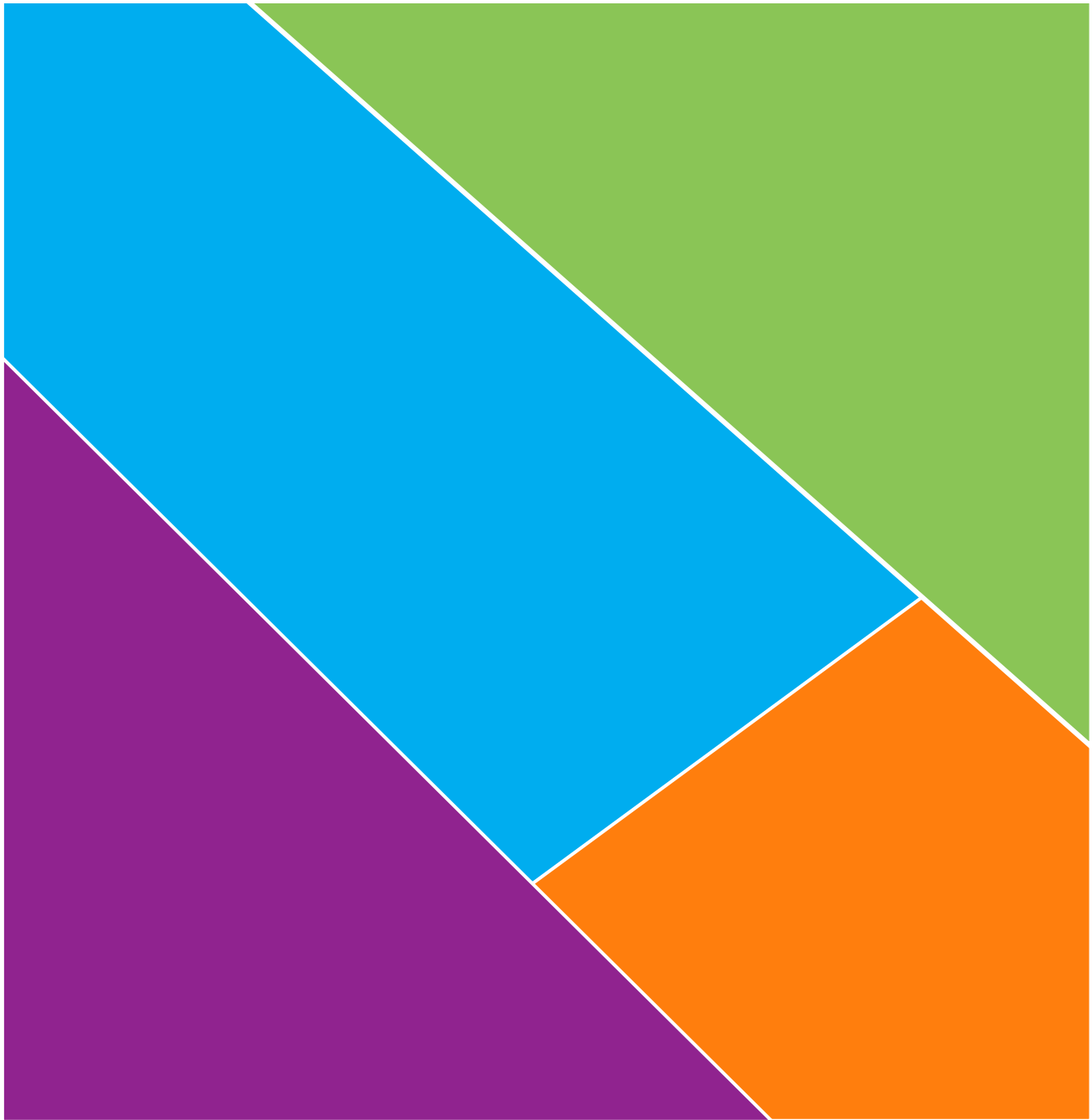
**Figure 8: Zip Code of Children and Youth Residence**

2024 Oakland Community Stressors Map



FY 23-24 OFCY Youth Participants By Zip Code



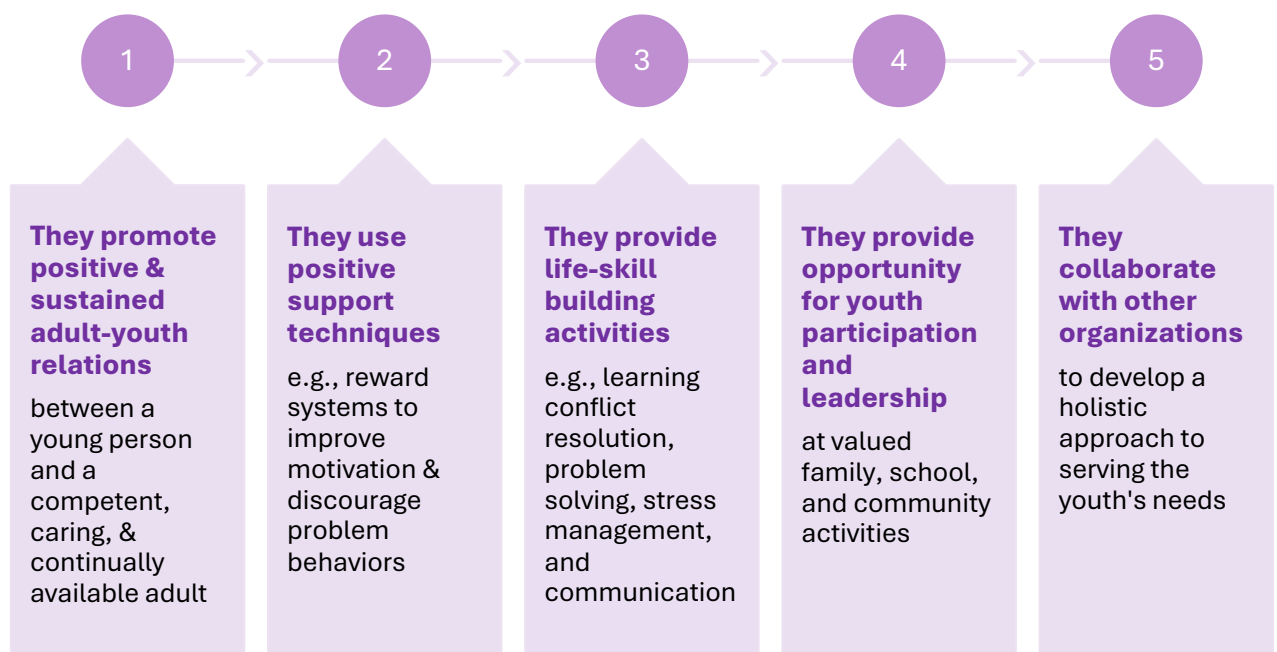


## Is Anyone Better Off?

# Evidence-Based Positive Youth Development Practices

OFCY programs are grounded in research that has identified evidence-based practices proven to be effective for Positive Youth Development (PYD). **Figure 9** presents six core evidence-based practices identified in a meta-analysis of the Positive Youth Development literature.<sup>vi</sup> A meta-analysis is an examination of the data from a number of independent studies of the same subject in order to determine overall trends.

Figure 9: Components of Effective Youth Programs



## OFCY Core Value Child and Youth Development

“We support efforts to promote the social, emotional, physical, cognitive, and spiritual development of children to instill individual and community pride and leadership.”

Using information collected through the OFCY participant surveys, the evaluators measured participant experiences related to each of the Positive Youth Development (PYD) practices presented in **Figure 9. Table 5** presents the results from OFCY participant survey questions as they directly correlate to each of the PYD practices. Percentages represent how many youth indicated that they agree or strongly agree with the statement.

**Table 5: OFCY Participant Survey Results Connected to Evidence-Based Practice**

**1**

## Positive Adult-Youth Relationships

There is an adult in this program who **notices when I am upset** (n=1,680)\*..... **71%**

I have an adult in this program that **I can rely on** (n=34)\*\* ..... **82%**

\*Includes Youth Leadership and Development, Career Access & Employment for Youth in School and Opportunity Youth, Middle School Wellness & Transitions, Afterschool-Elementary and Afterschool-Middle, Violence Prevention, and Highschool and Post-Secondary Success

\*\*Includes Violence Prevention Only

**2**

## Positive Support Techniques

### Youth Respondents (n=1,680)\*

Adults in the program **tell me what I am doing well** ..... **80%**

I have the opportunity **to talk about what I've learned** in this program ..... **76%**

### Parent/Caregiver Respondents (n = 478)\*\*

Program staff help to make me **feel comfortable and supported** ..... **96%**

In this program, I feel **comfortable asking questions and sharing concerns** about my children and about parenting ..... **83%**

\*Includes Youth Leadership and Development, Career Access & Employment for Youth in School and Opportunity Youth, Middle School Wellness & Transitions, Afterschool-Elementary and Afterschool-Middle, Violence Prevention, and Highschool and Post-Secondary Success

\*\*Includes Family Resource Centers and Parent Engagement, Social-Emotional Well-being in Early Childhood

**3**

## Life-Skill Building - Youth

### Youth Respondents

This program helps me improve my **communication skills** (n=414)\* ..... **67%**

Because of this program, I **know how to navigate the job search and interview process** (n=120)\*\* ..... **90%**

At this program, I **learned what is expected in a work setting** (n=120)\*\* ..... **93%**  
 This program has given me the **skills to advocate for myself and my community** (n=544)\*\*\* ..... **74%**

**Parent/Caregiver Respondents** (n=478)\*\*\*\*

I have a better **understanding to what behavior is typical at my child's age** ..... **76%**  
 This program taught me **how to identify what my child's needs** ..... **76%**  
 I have a better **understanding of how my child is growing and developing** ..... **76%**  
 I know more about **how to keep my child safe and healthy** ..... **78%**  
 This program helped me to **understand how to respond effectively when my child is upset** ..... **74%**

\*Includes Middle School Wellness & Transitions, Afterschool-Middle

\*\*Includes Career Access & Employment for Youth in School and Opportunity Youth

\*\*\*Includes Youth Leadership and Development only

\*\*\*\*Includes Family Resource Centers and Parent Engagement, Social-Emotional Well-being in Early Childhood

**4**

**Opportunities for Youth Leadership**

I've **learned new leadership skills** (n=544)\* ..... **78%**  
 Because of this program, **I am more of a leader** (n=34)\*\* ..... **76%**

\*Includes Youth Leadership and Development only

\*\*Includes Violence Prevention only

**5**

**Collaboration and Connections with Other Organizations**

(parent/caregiver respondents, n=478\*)

This program **connected me with other programs and resources** that can help my family ..... **90%**  
 Program staff **refer me to other organizations or programs** when they can't help me with certain issues ..... **91%**

\*Includes Family Resource Centers and Parent Engagement, Social-Emotional Well-being in Early Childhood



# Outcomes

Ultimately, OFCY programs aim to have an impact on key participant outcomes as outlined in the 2022-2025 OFCY Strategic Investment Plan. In order to assess any impact on participant outcomes, the evaluators reviewed all available data gathered through participant surveys and self-reported outcome data submitted by program sites. Programs individually identified and defined their own outcomes, created their own data collection instruments, and submitted self-reported descriptive outcome data in Cityspan. After a review of all available information from the surveys and the database, the evaluation team identified four primary outcome categories. **Figure 10** presents these four outcome categories. The following pages present the main findings in each outcome category.

Figure10: Primary Outcome Categories



Academic Preparation



Employment/Economic Well-Being



Parent Engagement with their Children



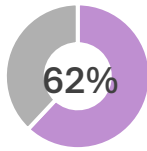
Belonging and Connections



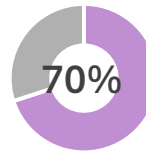
Photo courtesy of Oakland Leaf Foundation



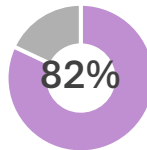
## Academic Preparation



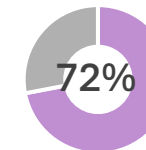
Middle schoolers indicated that they **participate in more class discussions and activities at school** (n=414)



Middle schoolers reported that the program **increased their interest in staying in school** (n=414)



High schoolers reported the program helps them to feel **more motivated to learn in school** (n=314)



High schoolers expressed that **college or a career feels attainable after graduation** (n=314)

OFCY participants indicated academic preparation in four areas. Of the 414 middle school age participants completing OFCY surveys, 62% of them reported they participate more in class discussions and other activities at school and 70% reported an increased interest in school after participating in OFCY programs. Of the 314 high school age participants completing OFCY surveys, 82% reported they are more motivated to learn in school after participating in OFCY programs and 72% expressed that college or a career of their interest feels attainable after graduation.



Photo courtesy of The Unity Council



## Employment/Economic Well-Being



90%

Youth participating in career access & employment programs, who completed OFCY surveys, reported that they **now have a resume** (n=120)



987

Number of youth participating in career access & employment programs were **placed into a paid job or internship**



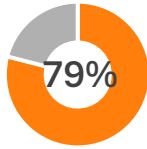
Photo courtesy of Young Women's Freedom Center

**\$17.65/hour**  
average hourly wage  
for youth placed  
into jobs or  
internships through  
OFCY programs

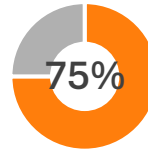
987 youth were placed in an internship or job earning an average hourly wage of \$17.65. This number equals a 65% placement rate for the 1,513 total youth participating in OFCY career access programs. In addition, of the 120 youth who participated in these programs and completed an OFCY participant survey, 90% reported that they have a resume as a result of participating in their OFCY program.



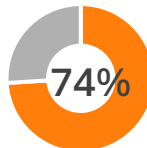
## Parent Engagement with their Children



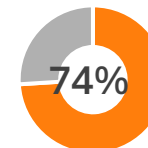
Parents/Caregivers feel better prepared to **stand up for or be an advocate for their child** (n=478)



Parents/Caregivers are better able to **help their child be ready for school** (n=478)



Parents/Caregivers **sing, read, or tell stories to their child more often** (n=478)



Parents/Caregivers spend **more time playing, listening to, or talking with their child** (n=478)

**VIRTUAL CO-PARENTING COUNSELING**

**Having trouble Co-parenting?**

We offer **FREE** confidential co-parenting sessions to parents

*Research has shown that when parents are able to put their differences aside and work as a team, the child thrives.*

**Thursdays 6-8pm**

**Benefits of Healthy Co-Parenting**

- Helps parents set boundaries and learn conflict resolution skills
- Builds healthy communication habits
- Helps parents make tough decisions as a team
- Creates a more stable environment for your children as they grow

BOOK YOUR 1 HOUR SESSION AT:  
[DADSEVOKINGCHANGE.ORG/CO-PARENTING-COUNSELING](http://DADSEVOKINGCHANGE.ORG/CO-PARENTING-COUNSELING)

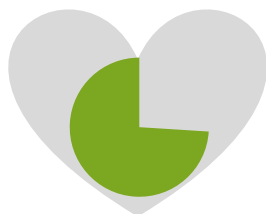
Flyer courtesy of Dads Evoking Change

Parents and caregivers participated in a range of programs with their children including playgroups, music and art groups, and parenting classes. Of the 478 parents or caregivers who completed OFCY participant surveys, three-quarters reported spending more time playing, listening and talking with their children along with singing, reading, or telling them stories. Over 75% of parents and caregivers indicated that they are better able to advocate for their children and help them be ready for school.





## Belonging and Connections



**74%**

Elementary school-age youth reported that they felt like **they belong in their OFCY program** (n=254)



**65%**

Middle school-age youth reported that their OFCY program increased their sense of **belonging in their school** (n=414)



**83%**

High school-age youth reported that they felt like **they belong in their OFCY program** (n=314)



**79%**

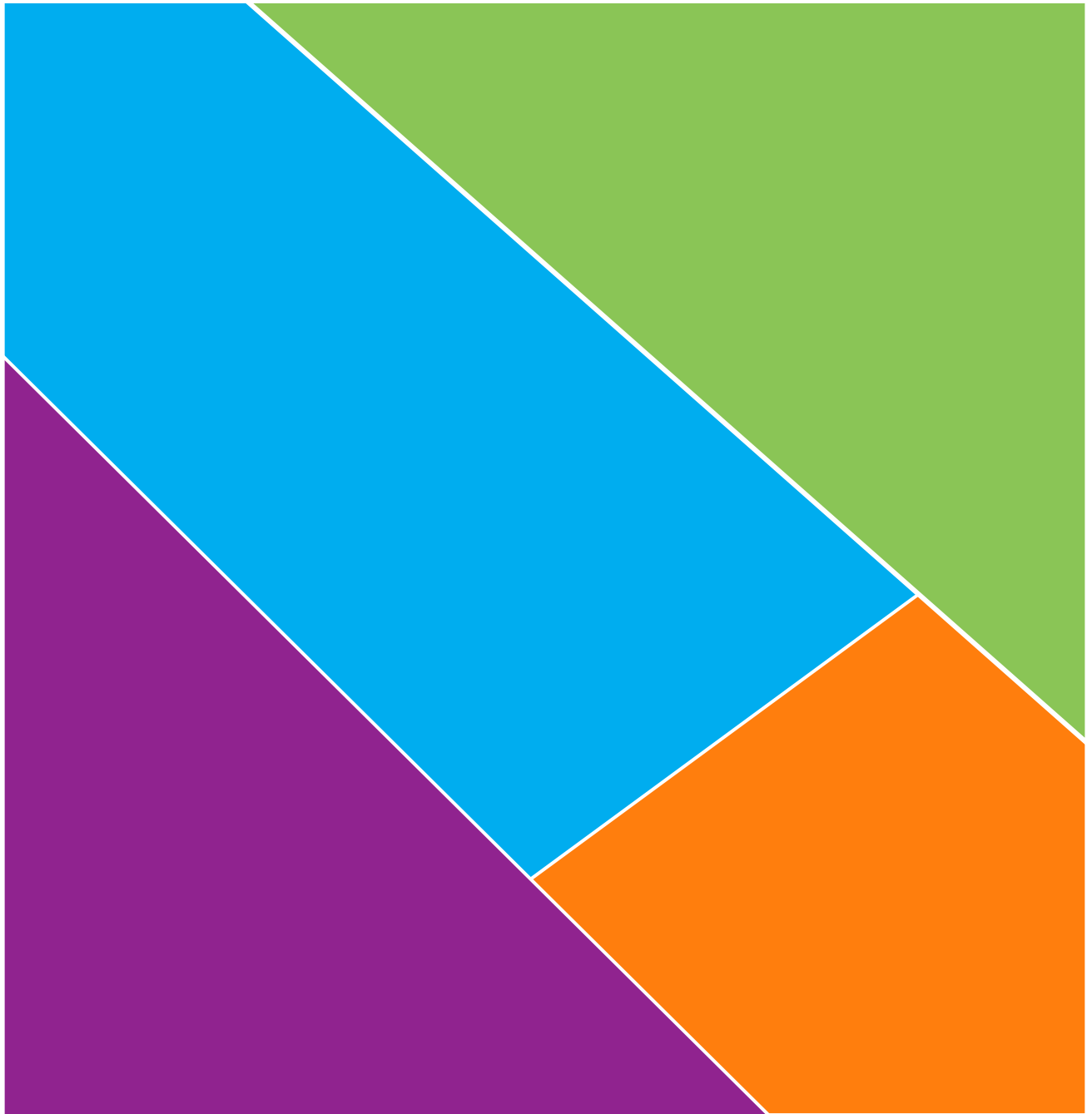
Youth involved in youth leadership programs indicated they **feel more connected to their community** after attending their OFCY program (n=544)



**90%**

Parents or caregivers reported that their OFCY program **connected them with other programs and resources** that can help their family (n=478)

All of the OFCY programs strive to develop programs and environments where children, youth, and their families feel seen, heard, and safe. These efforts were evident by the many program participants of all ages who indicated that they feel like they belong in their OFCY program or school. OFCY programs also strive to increase participants' sense of connectedness to their community or connect them with additional community resources and demonstrated this success through participant surveys.








## Strategy-Level RBA & Outcome Summaries








## Strategy-Level RBA and Outcome Summaries

In addition to reviewing outcomes across all of OFCY, the evaluators reviewed data reported by the program sites across each OFCY strategy. This next section presents Results-based Accountability and Outcomes Summaries for each of the eleven FY 23-24 OFCY strategies.

| Social-Emotional Wellbeing in Early Childhood   |                        |                        |        |                     |
|---|------------------------|------------------------|--------|---------------------|
| How Much Did We Do?   |                        | How Well Did We Do It? |        |                     |
|  \$775,000 investment  | Youth Participants     |                        |        |                     |
|   |                        | Projected              | Actual | % of Level Achieved |
|  5 programs funded   | Hours of Service       | 46,434                 | 31,676 | 68%                 |
|  153 youth served  | Number of Participants | 1,669                  | 153    | 9%                  |
|  108 adults served   | Adult Participants     |                        |        |                     |
|   |                        | Projected              | Actual | % of Level Achieved |
|  36,313 hours of service provided   | Hours of Service       | 17,225                 | 4,637  | 27%                 |
|   | Number of Participants | 780                    | 108    | 14%                 |
| Is Anyone Better Off?   |                        |                        |        |                     |
| 100% (5 of 5 programs) MET AT LEAST 1 of their outcomes by Q4   |                        |                        |        |                     |
| Site Specific Outcome Highlights  |                        |                        |        |                     |
| Example 1: Early Childhood Mental Health Collaborative (Lincoln)  |                        |                        |        |                     |
| <ul style="list-style-type: none"><li>100% of parents and caregivers surveyed reported having a deeper understanding of their child’s social-emotional needs and 80% of educators and caregivers reported seeing positive shifts in child’s behavior (milestone = 75%).</li><li>90% of educators reported that since they began working with the mental health consultant, they are better able to identify and refer children in need of extra support and interventions.</li><li>100% of parents/caregivers reported that the referrals they received were helpful and 100% reported having a better understanding of how stress impacts them and their children.</li></ul> |                        |                        |        |                     |
| Example 2: Nurturing Relationships and Strengths of 0-5 Children and Their Families   |                        |                        |        |                     |
| <ul style="list-style-type: none"><li>78% of teachers agreed that working with mental health consultant helped them have a better understanding of strategies for supporting families and children (milestone = 75%).</li></ul>   |                        |                        |        |                     |
| Example 3: Project Pride (LifeLong Medical Care)  |                        |                        |        |                     |
| <ul style="list-style-type: none"><li>50% of participants with an open child welfare case, made positive progress toward reunification with their children (milestone = 50%).</li></ul>   |                        |                        |        |                     |

## Family Resource Centers and Parent Engagement

| How Much Did We Do?   |                                  | How Well Did We Do It? |           |        |                     |
|---|----------------------------------|------------------------|-----------|--------|---------------------|
|  | \$2,261,035 investment           | Youth Participants     |           |        |                     |
|   |                                  |                        | Projected | Actual | % of Level Achieved |
|  | 10 programs funded               | Hours of Service       | 35,803    | 31,542 | 88%                 |
|  | 1,474 youth served               | Number of Participants | 1,165     | 1,474  | 127%                |
|  | 2,847 adults served              | Adult Participants     |           |        |                     |
|   |                                  |                        | Projected | Actual | % of Level Achieved |
|  | 72,475 hours of service provided | Hours of Service       | 35,421    | 40,933 | 116%                |
|   |                                  | Number of Participants | 2,032     | 2,847  | 140%                |

### Is Anyone Better Off?

**100% (10 of 10 programs) MET AT LEAST 1** of their outcomes by Q4

### Site Specific Outcome Highlights

#### Example 1: Social Services to Young Children & Their Families (Family Bridges, Inc.)

- 10 families assisted each month in applying for or renewing Medi-Cal/CalFresh (milestone = 15 /year).
- 100+ parents and caregivers were provided with COVID-19 and flu vaccine information, with outreach specifically to limited-English, low-income families (milestone = 100 families).

#### Example 2: Tandem, Partners in Early Learning Everywhere

- Gave away 1,129 multicultural/bilingual books to build home libraries.





#### Example 3: Highland Community Resource Center (Highland FRC) (Lincoln)

- 90% of parents and caregivers surveyed reported having a better understanding of their child(ren)'s development, how to keep them safe and healthy, how to prepare them for school, and how to identify the needs of their child(ren) (milestone = 85%).

#### Example 4: Safe Passages Baby Learning Communities Collaborative (Safe Passages)

- 93% of parents and caregivers surveyed reported more participation in developmentally supportive activities (milestone = 90%).
- 97% of parents and caregivers surveyed reported an increase in connections to resources (milestone = 90%).
- 98% of parents and caregivers surveyed reported a better understanding of early childhood development and milestones (milestone = 90%).

## Comprehensive School-Based Afterschool at Elementary Schools

| How Much Did We Do?   |                                     | How Well Did We Do It? |           |           |                     |
|---|-------------------------------------|------------------------|-----------|-----------|---------------------|
|  | \$3,230,000 investment              | Youth Participants     |           |           |                     |
|   |                                     |                        | Projected | Actual    | % of Level Achieved |
|  | 39 programs funded                  | Hours of Service       | 1,894,696 | 2,230,355 | 118%                |
|  | 6,092 youth served                  | Number of Participants | 4,246     | 6,092     | 143%                |
|  | 2,230,355 hours of service provided |                        |           |           |                     |

### Is Anyone Better Off?

**100% (39 of 39 programs) MET AT LEAST 1** of their outcomes by Q4

### Site Specific Outcome Highlights

#### Example 1: Achieve Academy (East Bay Agency for Children)

- 96% of youth felt there is an adult in the program who cares about them (milestone = 75%).
- 83% responded positively to learning new skills (milestone = 75%).
- 77% reported having skills and strategies to help regulate their emotions and manage conflicts because of the program (milestone = 75%).

#### Example 2: ACORN Woodland, Allendale, Bella Vista, Bridges @ Melrose Academy, Burckhalter, Horace Mann, and La Escuelita (Girls Inc)

- 100% of students received DIBELS 3 times in the school year and 100% of students enrolled through the end of April participated in at least 1 assessment (milestone = 70%).

#### Example 3: Hoover Elementary (Bay Area Community Resources)

- 90%+ of youth felt there is an adult in the program who cares about them (milestone = 85%).

#### Example 4: Manzanita Seed (East Bay Asian Youth Center)

- 96% of youth surveyed felt there is an adult in the program who cares about them (milestone = 80%), 92% felt valued as part of a team/group (milestone = 80%), and 83% felt more motivated to try harder in school (milestone = 80%).





#### Example 5: International Community Elementary (Oakland Leaf Foundation)

- 92% of youth surveyed felt that the program is a safe and supportive space (milestone = 90%) and 92% found the program to be a fun space (milestone = 80%).





#### Example 6: Franklin Elementary (East Bay Asian Youth Center)

- 100% of youth surveyed felt there is an adult in the program who cares about them (milestone = 80%) and 82% felt more motivated to try harder in school (milestone = 80%).

## Comprehensive School-Based Afterschool at Middle Schools

| How Much Did We Do?  |                                   | How Well Did We Do It? |           |         |                     |
|--|-----------------------------------|------------------------|-----------|---------|---------------------|
|   | \$1,500,000 investment            | Youth Participants     |           |         |                     |
|  |                                   |                        | Projected | Actual  | % of Level Achieved |
|   | 15 programs funded                | Hours of Service       | 764,303   | 708,291 | 93%                 |
|   | 2,706 youth served                | Number of Participants | 1,800     | 2,706   | 150%                |
|   | 708,291 hours of service provided |                        |           |         |                     |
| Is Anyone Better Off?  |                                   |                        |           |         |                     |
| 73% (11 of 15 programs) MET AT LEAST 1 of their outcomes by Q4   |                                   |                        |           |         |                     |
| Site Specific Outcome Highlights   |                                   |                        |           |         |                     |
| Example 1: Frick United Academy of Language (East Bay Asian Youth Center) <ul style="list-style-type: none"><li>95% of youth felt there is an adult in the program who cares about them (milestone = 80%).</li><li>91% of youth felt more motivated to try harder in school (milestone = 80%).</li><li>82% of youth felt valued as part of a team/group (milestone = 80%).</li></ul> |                                   |                        |           |         |                     |
| Example 2: Roosevelt Middle School (East Bay Asian Youth Center) <ul style="list-style-type: none"><li>80% of youth felt there is an adult in the program who cares about them (milestone = 80%).</li><li>79% of youth felt valued as part of a team/group (milestone = 80%).</li></ul>  |                                   |                        |           |         |                     |
| Example 3: United for Success Academy After School Program (Safe Passages) <ul style="list-style-type: none"><li>70%+ youth were retained in the program (milestone = 70%).</li><li>50-75% of families were engaged by staff (milestone = 50%).</li></ul>  |                                   |                        |           |         |                     |

## Middle School Engagement, Wellness, and Transitions

| How Much Did We Do?   |                                  | How Well Did We Do It? |           |        |                     |
|---|----------------------------------|------------------------|-----------|--------|---------------------|
|  | \$710,000 investment             | Youth Participants     |           |        |                     |
|   |                                  |                        | Projected | Actual | % of Level Achieved |
|  | 5 programs funded                | Hours of Service       | 130,704   | 69,184 | 53%                 |
|  | 914 youth served                 | Number of Participants | 515       | 914    | 177%                |
|  | 69,184 hours of service provided |                        |           |        |                     |

### Is Anyone Better Off?

**100% (5 of 5 programs) MET AT LEAST 1** of their outcomes by Q4

### Site Specific Outcome Highlights

#### Example 1: The Unity Council Latino Men & Boys Program (Refugee & Immigrant Transitions)

- 84% of youth have participated in extracurricular enrichment activities (milestone = 50%).
- 50% lower suspension rate (2% for program youth vs. 4% for Oakland public schools).
- 78% of youth completed the 23-24 school year with a GPA of 2.0 or above (milestone = 70%).

#### Example 2: West Oakland Initiative (Lincoln)

- 100% of youth reported that they feel more confident in solving problems (milestone = 75%).





#### Example 3: East Oakland Boxing Association (EOBA)

- 98% of youth reported that the program has impacted their learning and behavior positively (milestone = 80%).
- 92% of youth improved in 1 or more core academic subjects based on their submitted report cards (milestone = 85%).
- 95% of youth reported they feel healthier physically and mentally through participating in EOBA programming (milestone = 80%).

#### Example 4: FLY Middle School Program for Oakland Youth (Fresh Lifelines for Youth, Inc.)

- 100% of youth reported access to positive role models (milestone = 80%).
- 100% of youth reported hope for the future (milestone = 80%).
- 80% of youth reported a higher likelihood to make healthier choices (milestone = 80%).
- 80% of youth reported a desire to make positive changes (milestone = 80%).
- 60% of youth reported confidence to resist negative peer pressure (milestone = 80%).
- 60% of youth reported a lower likelihood to break the law (milestone = 80%).
- 100% of youth were promoted to the next grade level (milestone = 75%).
- 80% of youth increased school engagement (milestone = 75%).

## High School and Post-Secondary Student Success

| How Much Did We Do?   |                                   | How Well Did We Do It? |           |         |                     |
|---|-----------------------------------|------------------------|-----------|---------|---------------------|
|  | \$1,245,000 investment            | Youth Participants     |           |         |                     |
|   |                                   |                        | Projected | Actual  | % of Level Achieved |
|  | 11 programs funded                | Hours of Service       | 103,744   | 124,762 | 120%                |
|  | 4,186 youth served                | Number of Participants | 3,390     | 4,186   | 123%                |
|  | 124,762 hours of service provided |                        |           |         |                     |

### Is Anyone Better Off?

**100% (11 of 11 programs) MET AT LEAST 1** of their outcomes by Q4

#### Site Specific Outcome Highlights

**Example 1: College Track Oakland: Democratizing high school & college success for low-income, first-generation Oakland youth**

- 100% of Class of 2024 seniors were accepted to a two- or four-year college (milestone = 95%).
- 100% of Class of 2023 seniors matriculated to a two- or four-year college in Fall 2023 (milestone = 95%).
- 90% of seniors achieved 3.0+ GPA in the 2023-2024 school year (milestone = 80%).

**Example 2: Community Connections (CoCo) (The Center for Independent Living)**





- 90% of youth reported that they know better what their strengths are, 87% reported that they know what they need help with, and 95% reported that they can better speak up for and advocate for themselves.
- 84% of Media Literacy Workshop youth reported that they can better balance time they spend online with time they spend doing other activities, 84% reported that they learned something new in this class, 76% reported that they felt supported and a sense of belonging in this class, and 70% reported that they can recognize and avoid clickbait and risky links online.
- 100% of youth reported that the content was accessible to, and adaptable for, youth in my classroom, 100% showed increased knowledge of program content, and 100% reported that they had opportunities to show their understanding of program content.

**Example 3: SHOP 55 (East Bay Asian Youth Center)**

- 66% of goals between youth and mentors were fully accomplished and 34% were partially accomplished.
- 100% of you reported having a positive experience with the program, 92% felt their mentors always created a safe and inclusive environment, and 92% reported that being a part of the program made them feel more connected to peers.



## Youth Leadership and Development

| How Much Did We Do?   |                                   | How Well Did We Do It? |           |         |                     |
|---|-----------------------------------|------------------------|-----------|---------|---------------------|
|  | \$4,645,347 investment            | Youth Participants     |           |         |                     |
|   |                                   |                        | Projected | Actual  | % of Level Achieved |
|  | 33 programs funded                | Hours of Service       | 442,604   | 337,025 | 76%                 |
|  | 5,829 youth served                | Number of Participants | 4,606     | 5,829   | 127%                |
|  | 337,025 hours of service provided |                        |           |         |                     |

### Is Anyone Better Off?

**94% (31 of 33 programs) MET AT LEAST 1** of their outcomes by Q4

### Site Specific Outcome Highlights

#### Example 1: Covenant House California - DreamCatcher Youth Program (Dream Clinic)

- 96% of youth we are serving are enrolled in school (milestone = 80%).
- 100% of youth participated in case management during the grant period.
- 84% of youth exit to a safe and stable destination when leaving DreamCatcher.

#### Example 2: Explorations in Music (Music is eXtraordinary, Inc.)

- 100% of youth met Performance Readiness Requirements and performed in the Annual Spring Concert (milestone = 90%).

#### Example 3: Oakland Leaf Internship Program

- 80% of interns stated the internship supported them to develop professional development skills such as time management, goal setting, financial literacy, resume building, and advocating for self (milestone = 80%).





#### Example 4: FLY Programs for Young Leaders (Fresh Lifelines for Youth, Inc.)

- 83% of youth were promoted to the next grade level or completed a high school degree (milestone = 75%).





#### Example 5: Youth Beat Media Arts & Leadership Development (Oakland Public Education Fund).

- 95% of youth surveyed rated their experience with the primary instructor as excellent or good.
- 83% of youth reported they were proud of the work they accomplished
- 70% of youth felt more open to trying new things.





## Summer Academic and Enrichment/Youth Employment

| How Much Did We Do?   |   | How Well Did We Do It? |           |         |                     |
|---|---|------------------------|-----------|---------|---------------------|
|    | \$1,161,000 Investment<br>\$861,000 Academic & Enrichment +<br>\$300,000 Youth Employment | Youth Participants     |           |         |                     |
|   |   |                        | Projected | Actual  | % of Level Achieved |
|    | 12 programs funded<br>9 Academic & Enrichment +<br>3 Summer Youth Employment              | Hours of Service       | 165,296   | 139,435 | 84%                 |
|    | 1,274 youth served  | Number of Participants | 1,294     | 1,274   | 98%                 |
|    | 139,435 hours of service provided   |                        |           |         |                     |
| Is Anyone Better Off?   |   |                        |           |         |                     |
| Site Specific Outcome Highlights  |   |                        |           |         |                     |
| <b>Example 1: Prescott Circus Theater</b> <ul style="list-style-type: none"><li>89% feel a better understanding of themselves and what they can do.</li><li>93% feel a sense of belonging in the program.</li></ul>   |   |                        |           |         |                     |
| <b>Example 2: Trybe Youth Internship</b> <ul style="list-style-type: none"><li>58 youth employed across 3 local parks.</li><li>Average of 100 hours completed.</li><li>Including 40-60 hours of job readiness training, life skills development, college/career workshops, and outings.</li></ul> |   |                        |           |         |                     |

## Violence Prevention Programming

| How Much Did We Do?  |                                  | How Well Did We Do It? |           |        |                     |
|--|----------------------------------|------------------------|-----------|--------|---------------------|
|   | \$655,000 investment             | Youth Participants     |           |        |                     |
|  |                                  |                        | Projected | Actual | % of Level Achieved |
|   | 3 programs funded                | Hours of Service       | 13,323    | 12,014 | 90%                 |
|   | 213 youth served                 | Number of Participants | 173       | 213    | 123%                |
|   | 12,014 hours of service provided |                        |           |        |                     |
| Is Anyone Better Off?  |                                  |                        |           |        |                     |
| 100% (3 of 3 programs) MET AT LEAST 1 of their outcomes by Q4  |                                  |                        |           |        |                     |
| Site Specific Outcome Highlights   |                                  |                        |           |        |                     |
| Example 1: Teens on Target (Youth ALIVE!)  |                                  |                        |           |        |                     |
| <ul style="list-style-type: none"><li>65% of youth surveyed reported that they have helped resolve or mediate a conflict in the last six months that would have otherwise led to a fight or violence, which is a 10% increase since the beginning of year (milestone = 50%).</li><li>64% of youth surveyed reported that they would try to talk a friend out of carrying a gun (baseline = 51%).</li><li>87% of youth surveyed believed joining a gang would have a negative impact on their lives (baseline = 71%).</li><li>100% of seniors graduated on time (milestone = 100%).</li></ul> |                                  |                        |           |        |                     |

## Career Access and Employment for Opportunity Youth

| How Much Did We Do?   |                                   | How Well Did We Do It? |           |         |                     |
|---|-----------------------------------|------------------------|-----------|---------|---------------------|
|  | \$1,660,000 investment            | Youth Participants     |           |         |                     |
|   |                                   |                        | Projected | Actual  | % of Level Achieved |
|  | 9 programs funded                 | Hours of Service       | 91,661    | 105,387 | 115%                |
|  | 700 youth served                  | Number of Participants | 547       | 700     | 128%                |
|  | 105,387 hours of service provided |                        |           |         |                     |

### Is Anyone Better Off?

**100% (9 of 9 programs) MET AT LEAST 1** of their outcomes by Q4

#### Site Specific Outcome Highlights

##### Example 1: Comprehensive Job Training and Employment Program for Oakland Opportunity Youth (New Door Ventures)

- 90%+ of youth scored 86% in our enabling conditions category, 90% in our building assets category, and 90% in our promoting agency category.





##### Example 2: Oakland Youth Industries Exploration (YIE) Program (Lao Family Community Development, Inc. - LFCD)

- 100% of youth completed the on-the-job training hours (milestone = 50%).

##### Example 3: Youth Earn-and-Learn for Economic Empowerment (First Place for Youth)

- 89% of youth made progress within HSD/GED/Post-Secondary Education (milestone = 50%).

## Career Access and Employment for Youth in School

| How Much Did We Do?   |                                   | How Well Did We Do It?  |           |         |                     |
|---|-----------------------------------|---|-----------|---------|---------------------|
|  | \$995,000 investment              | Youth Participants  |           |         |                     |
|   |                                   |   | Projected | Actual  | % of Level Achieved |
|  | 6 programs funded                 | Hours of Service  | 141,903   | 65,659* | 46%                 |
|  | 496 youth served *                | Number of Participants  | 897       | 496*    | 55%                 |
|  | 65,659 hours* of service provided | * Actual numbers of hours and youth served are likely underreported because one site did not enter data for FY 23-24. |           |         |                     |

### Is Anyone Better Off?

**80% (4 of 5\*\* programs) MET AT LEAST 1** of their outcomes by Q4

\*\*Only 5 programs entered outcome data by Q4

#### Site Specific Outcome Highlights

##### Example 1: AHS - Health Excellence & Academic Leadership-High School Healthcare Internship

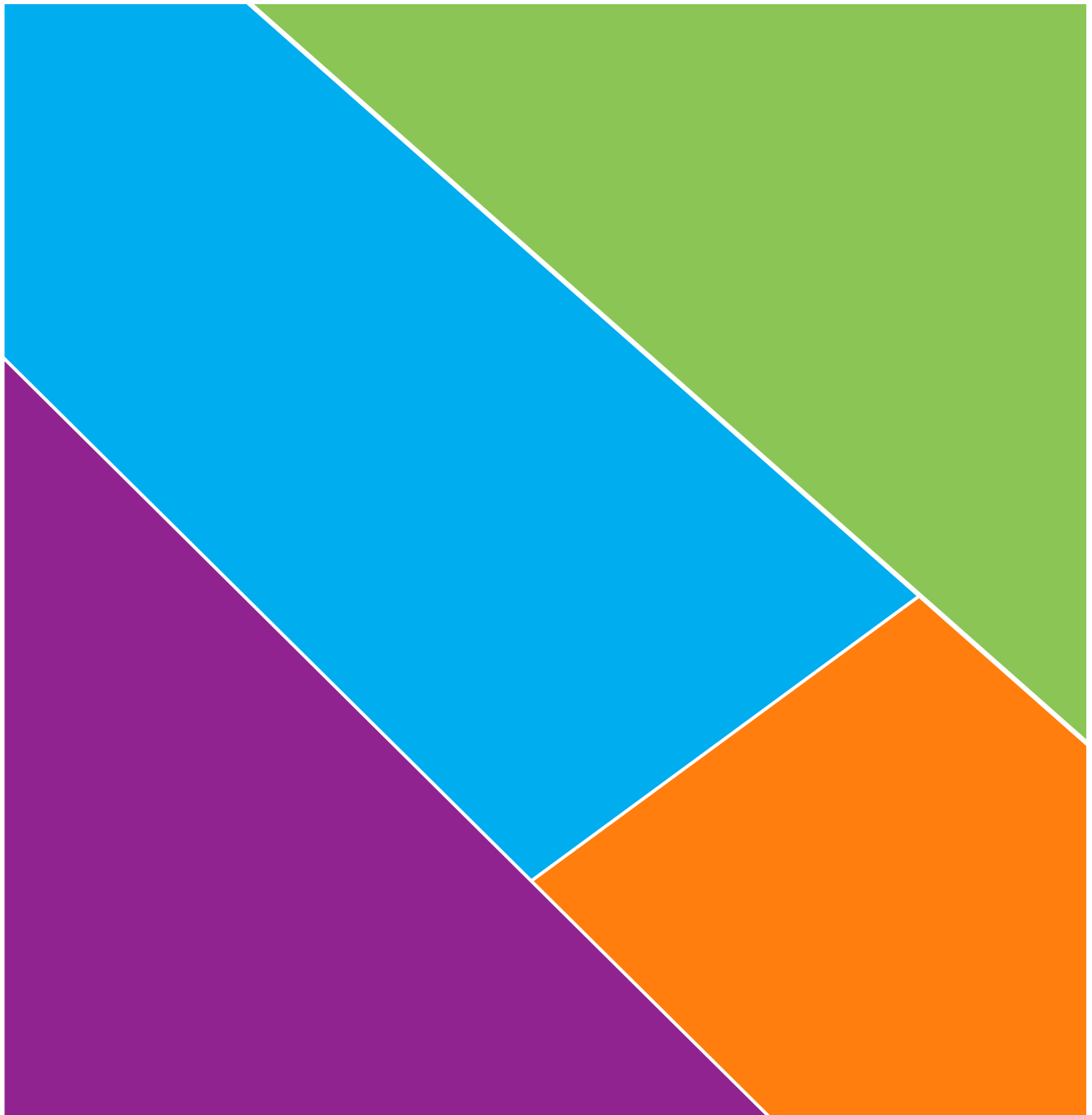
- 93% of youth reported that they are more motivated to pursue their education seriously because of the program (milestone = 85% exceeded).
- 99% of youth reported they have a clearer idea of their career path, 88% have a clearer idea of the education path, and 100% understand the pathway necessary to pursue their career of choice because of the program (milestone = 75%).

##### Example 2: Media Education and Employment Pathway (Youth Radio)

- 92% of youth surveyed reported the work they created reflected themselves and their communities, and that their work centered on topics that were important to them (milestone = 80%).
- 91% of youth reported that the adults at the program care about them (milestone = 80%).

##### Example 3: Pathways to College and Career Success for Oakland's High School Students through Genesys Works

- 97% of participants completed their internship (milestone = 90%).
- 100% of program participants who completed their internship graduated high school (milestones = 100%).
- 94% of program participants who completed their internship were accepted into college (milestones = 90%).



## Lessons Learned



## Successes

### OFCY's Wide Array of Activities Build Social Connections and Create Opportunities for Belonging

OFCY providers facilitated a wide array of activities and events for Oakland's children and youth throughout 2023-2024. These activities provided participants with diverse opportunities for learning, personal growth, and community engagement, contributing to

*"We often hear from our youth and families that these events are core positive memories that stay with them for years."*

-OFCY Provider

their overall development and well-being. The breadth of activities helped participants to build social connections and foster a sense of community and belonging throughout the City of Oakland.

#### Diversity and Cultural Awareness

Youth learned from multicultural festivals, back to school night expos, and various end-of-the-year celebrations including African dance, Latin dance, and hip-hop. Visits to cultural sites and historical tours enriched youths' understanding of history and cultural heritage. For example, one program featured a 9-week fellowship for Native American/Indigenous youth focused on team building, individual projects, and skill building centered in indigenous language and culture.

#### Educational Field Trips and Visits

Youth went on many field trips visiting sites across California. Programs included activities such as observing marine life, hiking, and learning about space. These field trips provided opportunity for educational enrichment and hands-on learning in marine biology, space science, and industrial arts.



Photo courtesy of Asian Pacific Environmental Network

### Connections to Community

Many programs were centered in connections to community including, local mural projects and art exhibitions. Other programs integrated community services projects such as distributing hygiene packets for people in Oakland who were unhoused or homeless. Additional service projects involved youth learning how to address community issues such as food inequity or park cleanups and creating stray cat homes. Many programs included organization or participation in community resources fairs. Another program brought participants to a fair that promoted creative adaptive recreation by displaying adaptive bikes and sports chairs for kids with disabilities. Each of these experiences taught youth the importance of civic engagement and community stewardship.

Photo courtesy of Bay Area Outreach & Recreation Program



### Celebrations, Fitness, and Teamwork

Multiple OFCY programs included youth and adult sporting events, such as soccer games

and dodgeball to promote physical fitness, teamwork, and healthy competition. Activities like hiking and participating in Fun Runs encouraged outdoor physical activity and a sense of adventure. Program participants also participated in cooking classes, carnivals, high school proms, a masquerade ball, promotion ceremonies, end-of-year cookouts, and game day celebration activities, which created lasting memories.



Photo courtesy of Bay Area SCORES



## OFCY Programs Help Strengthen Academic Preparation, Career Exploration, and College Readiness

Academic support and readiness for work, careers, and higher education were the focus of numerous OFCY programs. OFCY programs created strategies to help children from pre-K to high school increase their interest in and readiness for school. Additional programs utilized creative measures to introduce youth to a variety of careers and exposure to higher education opportunities that allowed youth to see and plan for their collegiate goals.

### Academics and Achievements

Academic and STEM programs strengthened participants' school readiness through a variety of traditional supports such as homework help, tutoring, literacy assessments, and dedicated reading time. Other programs incorporated creative methods such as using media literacy to help youth with intellectual and developmental differences learn self-advocacy. Programs also integrated arts and sports to help children and youth build confidence and connect this confidence to academic readiness. Many of these programs saw participants' success demonstrated in elevated reading scores and strong high school graduation rates.

### Career Exploration and Higher Education Readiness

Programs working with middle and high school students helped participants to explore a wide range of careers through internships, job placements, and trips to career fairs such as the OnTrack Event hosted by United Way Bay Area that featured hands-on exhibits by Bay Area companies and opportunities to engage with industry professionals. Programs also provided opportunities for technical and vocational trainings in areas such as wood shop, digital design, and vinyl printing, all of which were met with positive participant feedback and requests to offer these



Photo courtesy of The Crucible



Photo courtesy of Youth Radio

trainings again. One program focused specially on supporting youth involved in the Child Welfare System and saw five of their youth graduate from high school and successfully transition out of foster care and into community college. These programs collectively aim to prepare students for college and career success through academic support, internships, and hands-on experiences.

## OFCY Programs Create Safe Spaces to Gather Support

OFCY programs are critical spaces that not only promote belonging but create safe spaces and foster supportive relationships for children, youth, and their families to discuss and address many of the challenges faced within Oakland.

### Peer Mentorships and Support Groups

Many OFCY programs incorporated adult or peer mentors matched with program participants who engaged in activities to build trusting and supportive relationships. Monthly events and mentorship programs supported participants' social skills and emotional well-being. Team-building activities were among regular exercises to foster collaboration and trust among mentors and their mentees. Some programs held support groups that provided spaces for participants to share experiences and support each other, leading to increased confidence and openness. These groups were held for both older youth participants and with parents participating in the OFCY Family Resource Centers.



Photo courtesy of Refugee & Immigrant Transitions

### Creative Outlets to Address Trauma and Other Challenges

Other programs created unique activities and spaces for participants to address trauma or other challenges they faced. One program held art exhibitions to address gun violence giving youth the opportunity to express the concerns and fears they face related to violence in Oakland through art. This program aimed to help participants safely explore the impacts of the violence they see and experience while giving them space to create a positive change. Another program organized youth participation in the March for Safer Streets to provide a platform for youth to stand against sex trafficking in Oakland. While another program hosted

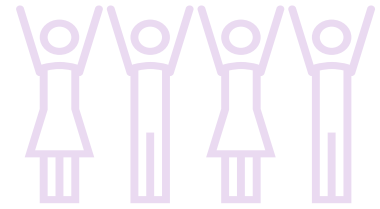
legal and counseling services for fathers working to regain custody or increase engagement with their children. This program saw consistently full capacity for free legal consultations, increased father participation in the lives of their children, and high demand for co-parenting counseling sessions.

*"I'm seeing things that children should not have to grow accustomed to but we are. If you hear gunshots outside your door, it's just another night."*

-OFCY Teen Participant

## Challenges

### Staffing Shortages Continued to Affect OFCY Programs



Many OFCY programs continued to face staff shortages through FY 23/24. Staff shortages were due to many factors including resignations, cost-of-living relocations, medical leaves, health issues, and other personal issues. This shortage often led to increased workloads for remaining staff which impacted program delivery.

*“We continue to experience challenges with not being fully staffed. We started out the school year in a very hopeful position and then we lost 2 staff. Due to the short fall, we still have students on a waitlist.”*

-OFCY Provider

#### Strategies to Overcome Staff Shortage Challenge

Program sites used multiple strategies to deal with staffing shortages. Some sites initiated hiring campaigns, recruited temporary and part-time staff, or recruited volunteers to fill vacant positions. Numerous sites redistributed responsibilities among existing program and administrative staff to cover gaps. Other sites collaborated with

subcontractors or other programs to fill responsibilities. Finally, sites implemented additional training sessions to cross-train and equip staff with the skills needed to handle multiple roles and responsibilities.

### Participant Attendance and Retention Waned as School Year Ended

Many of the comprehensive school-based afterschool programs faced attendance declines toward the end of the school year. Maintaining participant interest and engagement, especially towards the end of the school year was a challenge. Other attendance declines were due to participant illnesses, vacations, or completing programs. Programs had to continuously adapt to keep participants motivated.

*“The end of the year usually comes with lower attendance as families report students are too tired to stay through school and in afterschool programs. Many participants were also involved in other activities such as sports, graduations, and other end-of-year tasks.”*

-OFCY Provider



## Young People are Feeling Impacts of Community Challenges

Many neighborhoods in Oakland continue to feel the cumulative effects of community distress related to chronic and toxic stress, violence, and trauma. This community stress is showing up in OFCY programs and in the health and well-being of its young participants. Many OFCY programs described these challenges in their narrative reports and the efforts they are taking

*“Student transitions out of school have hit our community hard. Due to community violence, life transitions, and losing elders, students are migrating out of our community. This is impacting our students who are enrolled in the program. They are dealing with constant grief and transition.”*

-OFCY Provider

to provide a more trauma-informed program by intentionally creating

spaces where young people feel safe and joyful and providing outlets for youth participants to talk about the challenges they face.

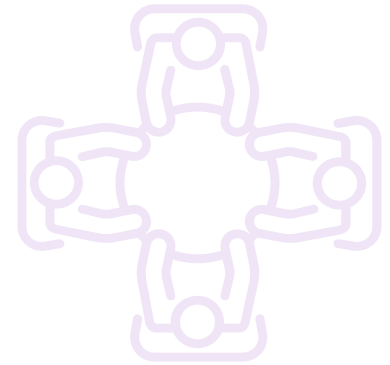


Photo courtesy of Lao Family Community Development

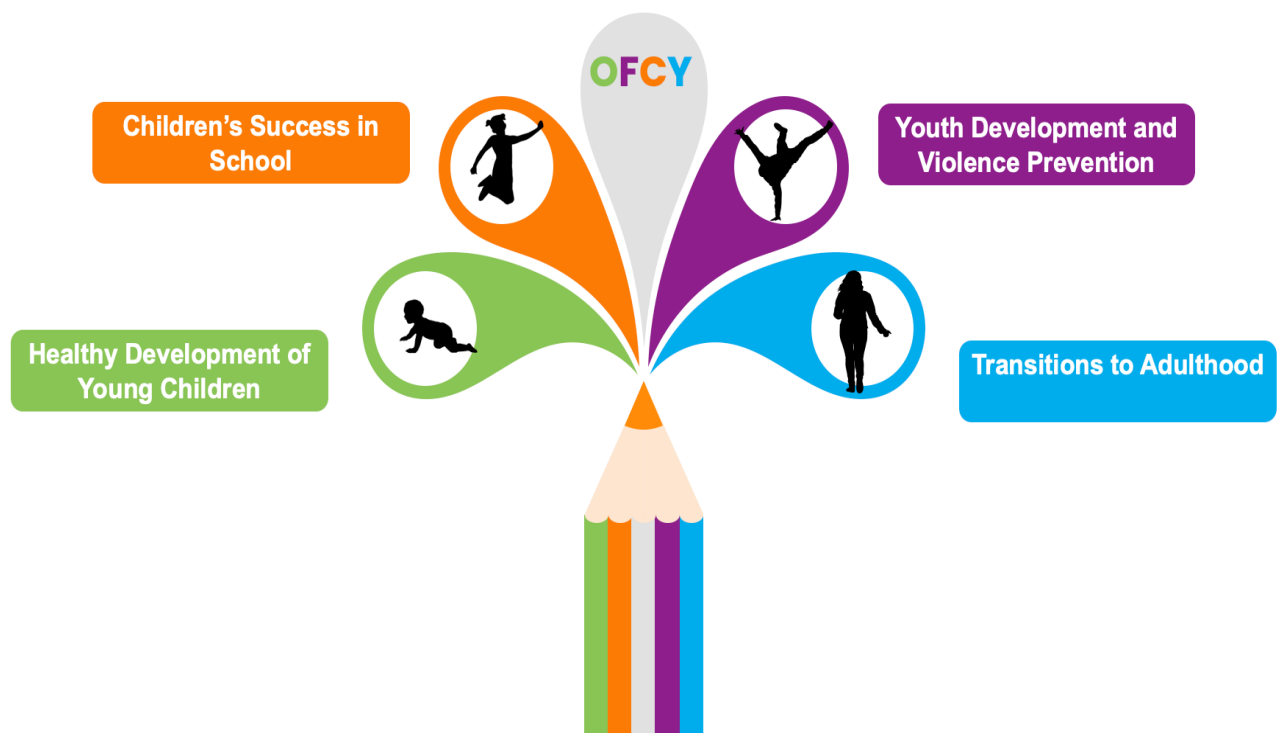
## Conclusion

The substantial and diverse range of programs, services, and activities facilitated by the Oakland Fund for Children and Youth (OFCY) has greatly contributed to the holistic and healthy development of the children, youth, and families throughout the City of Oakland. From enriching afterschool support to career readiness and employment support, to engaging in community service projects, these experiences not only enhanced participants' knowledgebase, but also instilled valuable life skills and a sense of civic responsibility. Celebrations, sporting events, and various group activities fostered teamwork, physical fitness, and a strong sense of community among participants. The cumulative effect of these initiatives is evident in the strengthened social connections and the opportunities for belonging that were created. This comprehensive approach underscores OFCY's commitment to nurturing children and youth from birth to 21 years of age to become healthy, happy, educated, engaged, powerful, and loved community members throughout the City of Oakland.

Photo courtesy of Refugee & Immigrant Transitions



## Oakland Fund for Children and Youth





# Endnotes

<sup>i</sup> Oakland Fund for Children and Youth (OFCY) Strategic Investment Plan 2022-2025, Hatchuel Tabernik & Associates, <https://www.ofcy.org/assets/Uploads/OFCY-2022-2025-POC-Strategic-Plan4.pdf>

<sup>ii</sup> Friedman, M., What is Results-Based Accountability?™, Fiscal Policies Institute, <http://resultsaccountability.com/about/what-is-results-based-accountability/>

<sup>iii</sup> OFCY Strategic Investment Plan 2022-2025

<sup>iv</sup> U.S. Census Bureau. (2023). *American Community Survey Demographic and Housing Estimates*. Retrieved from <https://data.census.gov/>

<sup>v</sup> Oakland Community Stressors Index (2024): <https://www.oaklandca.gov/resources/oakland-community-stressors-index>

<sup>vi</sup> Francis K., Wilson, S. J., Hyra, A., Weiss, C. & Norvell, J. (2020). Improving programs for children and youth that address behavioral problems: *Recommendations for aligning programs with evidence on core components*. Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services.