



# FY 2024-2025 Evaluation Report

Prepared by The Bridging Group  
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**Cover photos** courtesy of Oakland Parks, Recreation and Youth Development and UJIMAA Foundation

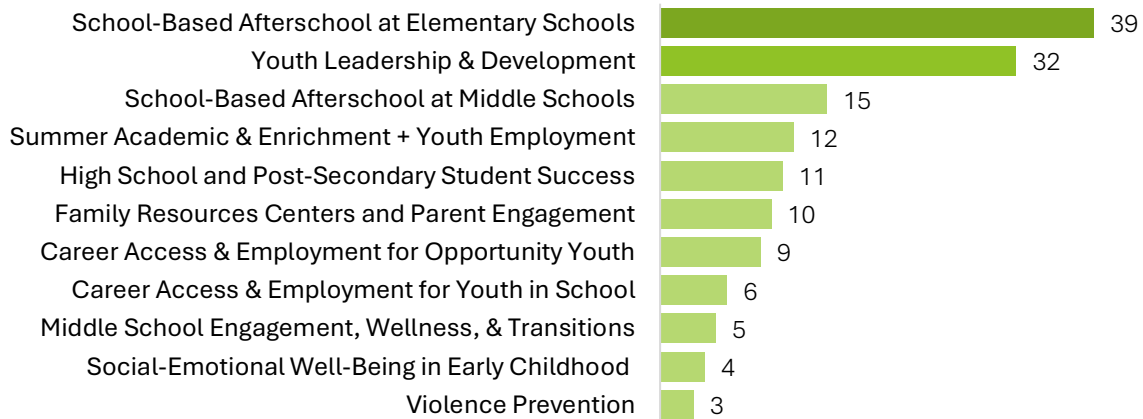
# Executive Summary

The Oakland Fund for Children and Youth (OFCY) provides strategic funding to support Oakland's children and youth from birth through age 21 in becoming 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 the number of people served, who were supported by these programs, participant survey results, overall outcomes, RBA summaries for the eleven OFCY strategies, and program profiles for each OFCY program operating in FY 24-25.

## What Were the Programs?



### Distribution of Operational Programs By OFCY Strategies (n=145)



## Who Was Supported?

### OFCY Child/Youth Participants (n=20,801)



# OFCY FY 24-25 Results-Based Accountability Summary

## How Much Did We Do?



**20,801**

Children and Youth Served  
(unduplicated)



**2,591**

Parents/Caregivers Served  
(unduplicated)



**4,098,518**

Total Hours of Service



**11**

Service Strategies Supported

## How Well Did We Do It?

**109%**

### Achievement of Projected Hours of Service

(4,098,518 actual hours achieved of 3,762,259 hours projected)

**126%**

### Achievement of Projected Number of Participants

(26,808 actual participants served\* of 21,354 participants projected)

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

**93%**

### OFCY Youth are from Priority Populations

(19,277 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 <b>notices when I am upset</b> (n=16,682)	<b>85%</b>
The adults in this program <b>listen to my ideas</b> (n=6,544)	<b>87%</b>
There is an adult in this program who <b>cares about me</b> (n=6,544)	<b>93%</b>
The adults in this program encourage me to <b>try harder</b> (n=6,544)	<b>90%</b>

### Positive Support Techniques

#### Youth Respondents (n=5,707)

Adults in the program <b>tell me what I am doing well</b>	<b>93%</b>
I have the opportunity to <b>talk about what I've learned</b> in this program	<b>88%</b>

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

Program staff help to make me <b>feel comfortable and supported</b>	<b>96%</b>
In this program, I feel <b>comfortable asking questions and sharing concerns about my children and about parenting</b>	<b>89%</b>

## Life-Skill Building - Youth

### Youth Respondents

This program helps me improve <b>communicate better</b> (n=5,666)	<b>86%</b>
At this program, I <b>learn how to do things that help with my schoolwork</b> (n=4,818)	<b>82%</b>
Since coming to this program, I feel like I can <b>try new things, even if I think they might be hard</b> (n=6,544)	<b>88%</b>
Because of this program, I know how to <b>navigate the job search and interview process</b> (n=394)	<b>80%</b>
At this program, I <b>learned what is expected in a work setting</b> (n=394)	<b>87%</b>
Since coming to this program, I have <b>learned non-violent skills to help me deal with conflict</b> (n=101)	<b>87%</b>

### Parent/Caregiver Respondents (n=460)

I have a better <b>understanding of my child's behavior, growth, and development</b>	<b>83%</b>
I know more about <b>how to keep my child safe and healthy</b>	<b>85%</b>
This program helped me to <b>understand how to respond effectively when my child is upset</b>	<b>83%</b>

### Opportunities for Youth Leadership

In this program, I have <b>chances to lead others</b> (n=6,544)	<b>79%</b>
This program has given me the <b>skills to advocate for myself and my community</b> (n=1,272)	<b>89%</b>

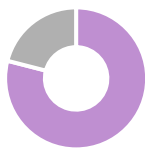
### Collaboration and Connections with Other Organizations (parent/caregivers, n=460)

This program <b>connected me with other programs and resources</b> that can help my family	<b>88%</b>
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\*Evidence-Based Positive Youth Development (PYD) practices identified in meta-analysis by Francis, K., et al (2020).

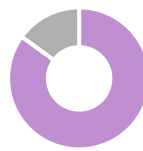
## Is Anyone Better Off?

### Academic Preparation



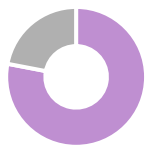
**79%**

Students reported that because of the program, they **like to go to school** (n=6,090)



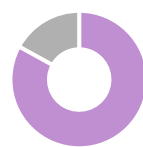
**85%**

Elementary and middle schoolers reported that the program **increased their interest in staying in school** (n=3,047)



**78%**

Students reported the program helps them to feel **more motivated to learn in school** (n=4,818)



**83%**

High schoolers expressed that **college or a career feels attainable after graduation** (n=1,149)

## Employment/Economic Well-Being



80%

Youth participating in career access & employment programs, who completed OFCY surveys, reported that they program **helped them create or improve their resume** (n=394)



1,412

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

## Parent Engagement with Their Children



81%

Parents/Caregivers feel better prepared to **stand up for or be an advocate for their child** (n=460)



80%

Parents/Caregivers are better able to **help their child be ready for school** (n=460)



91%

Parents/Caregivers are better able to **communicate with their children** (n=460)



83%

Parents/Caregivers spend **more time playing, listening to, or talking with their child** (n=460)

## Belonging and Connections



74%

Youth of all ages reported that they felt like **they belong in their OFCY program** (n=6,682)



65%

Youth involved in youth leadership indicated they **feel more connected to their community** after attending their program (n=1,373)



83%

Youth of all ages reported that since coming to their program, they **felt more connected to their school** (n=6,090)



79%

Youth of all ages reported they **feel safe in their OFCY program** (n=6,544)



90%

Youth indicated that **when they feel unsafe, their program has provided resources or someone to call for support** (n=2,522)



90%

Youth violence prevention programs reported that since coming to the program, **they are better at managing situations that make them feel unsafe** (n=101)

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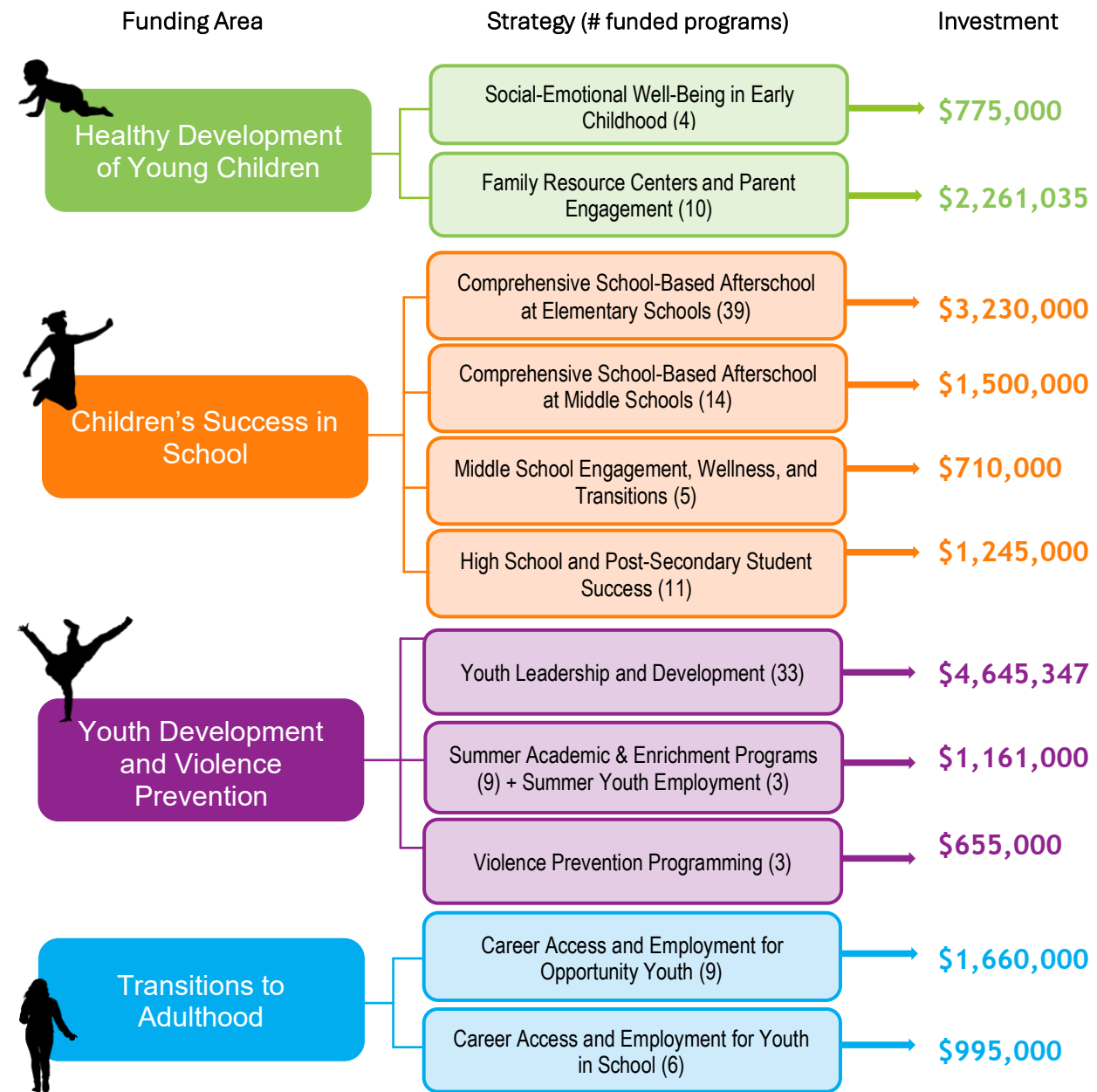
Photo courtesy of Destiny Arts Center



# Introduction

OFCY’s vision is for all Oakland children and youth to thrive and lead safe, healthy, and fulfilling lives. To advance this vision, OFCY strategically funds programs serving youth from birth to age 21, supporting their health, happiness, learning, engagement, empowerment, and sense of belonging. Guided by the 2022–2025 Strategic Investment Plan, **OFCY awarded \$18,837,382 in FY 2024-25** across 146 awarded grants, spanning four funding areas and eleven strategies. **Figure 1** summarizes these investments.

**Figure 1: OFCY FY 24-25 Funding Strategies and Investments**



# OFCY Results-Based Accountability Framework

To measure its contribution to Oakland’s citywide goals, OFCY uses a Results-Based Accountability (RBA) framework. RBA is a widely used approach for improving outcomes for children, families, and communities, helping public agencies and service providers assess and strengthen program effectiveness. For OFCY, RBA offers a structured way to examine the amount of service delivered, its quality, and its impact on children, youth, and families. **Figure 2** outlines the three core RBA questions and how the framework is applied in the OFCY evaluation.

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

## *How Much Did We Do?*

- Number of programs funded
- Number of people served
- Number of hours of service
- Who OFCY served (demographics)

## *How Well Did We Do It?*

- Actual hours compared to projected hours of service
- Actual number compared to project number of people served
- Equity assessment (do people served represent communities with most disparities?)
- Participant satisfaction

## *Is Anyone Better Off?*

- Quantity or quality of change for the better produced by OFCY programs (number or percent of people with improvement in skills, attitudes, behaviors, or circumstances)
- Participants across OFCY report, display, demonstrate improvements, such as:
  - Percent of participants reporting increased school readiness
  - Number of participants who gain paid internship or employment
  - Percent of parents who demonstrated increased parenting skills or knowledge

# Overview of Evaluation and Report

In April 2024, OFCY contracted with The Bridging Group (TBG) to conduct a descriptive evaluation of FY 2024–25 OFCY programs. This report summarizes OFCY’s funded portfolio, including the number of people served, service hours delivered, participant demographics, and key outcomes for children, youth, and caregivers. One of the 146 funded sites did not commence any program activities in FY 24-25. Thus, the data presented in this report are drawn from 76 organizations representing 145 operational OFCY program sites. The report also includes **Appendix 1: Comprehensive List of Collaborative Partners** and **Appendix 2: Program Profiles** for each of the 145 OFCY FY 24-25 programs. TBG drew on multiple data sources to inform this evaluation, including:



## Data Sources



**Quantitative Administrative Records:** Programs tracked service hours, the number of people served, and demographic information for 20,801 children and youth and 2,591 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 and analyzed from 5,707 children and youth and 460 parents or caregivers who participated in OFCY programs to elicit their perspectives on program quality and individual outcomes. TBG analyzed data from 3,281 additional surveys collected by Public Profit for their evaluation of the Oakland Unified School District (OUSD) after-school programs.<sup>1</sup>

## FY 24-25 OFCY Participant Survey

In Spring 2025, the evaluation team partnered with OFCY staff to develop and distribute the FY 24-25 OFCY participant survey. The survey collected participants’ perspectives on program quality and how programs affected their knowledge, skills, and actions. Surveys, adapted for each of the eleven OFCY strategies, were administered electronically and on paper. Surveys were translated and offered in nine languages, including English, Spanish, Arabic, Chinese, Amharic, Dari, Pashto, Tigrinya, and Vietnamese.

The TBG evaluators collected 6,207 surveys; all 11 strategies were represented, and 96% of the 145 programs completed at least one survey. Of the total OFCY participant surveys collected, 6,167 contained sufficient information to be included in the analysis. **Table 1** provides a description OFCY surveys included in the analysis group.

**6,207**  
OFCY participant surveys collected  
2.5x more surveys than the previous year

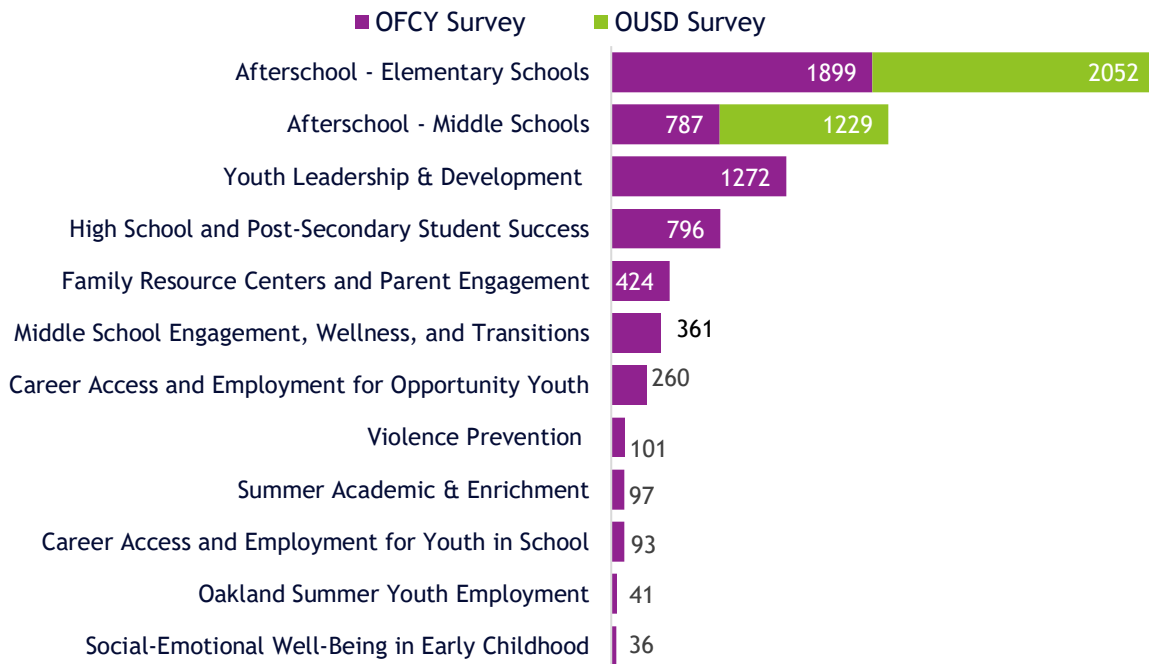
Table 1: OFCY Survey Details		
<b>Surveys by Participant Type (n=6,167)</b>	<b>#</b>	<b>%</b>
Youth Participants	5,707	93%
Adult Participants	460	7%
<b>Surveys By Language* (n=6,167)</b>	<b>#</b>	<b>%</b>
English	5,143	83%
Spanish	1,013	16%
Arabic	7	<1%
Chinese	3	<1%
Amharic	1	<1%

\*No surveys were collected in Dari, Pashto, Tigrinya, and Vietnamese.

## Full Survey Analysis Group

Under a mutual data-sharing agreement, TBG received data from an additional 3,281 surveys collected by Public Profit from jointly funded OFCY/Oakland Unified School District (OUSD) after-school elementary and middle school programs.<sup>ii</sup> In total, data from 9,448 surveys were analyzed for this report. The full data analysis group included 8,988 surveys completed by youth and 460 by adults. **Figure 3** shows the distribution of the surveys included in the full analysis group by survey source (OFCY vs. OUSD).

**Figure 3: Survey Numbers by Strategy (n=9,448)**



## Survey Results Generalizable to Full OFCY Participant Group

Compared to the total number of people served by OFCY in FY 24-25, the analysis group (n=9,448) has a <1% margin of error, indicating that the results are generalizable to all participants served by OFCY. Furthermore, the percentages of survey respondents by gender and race are similar to those of all OFCY participants. Survey respondents tended to be older (5% of surveys were completed by participants in second grade or younger), so the responses may be more representative of participants in third grade or older.



# How Much Did We Do?

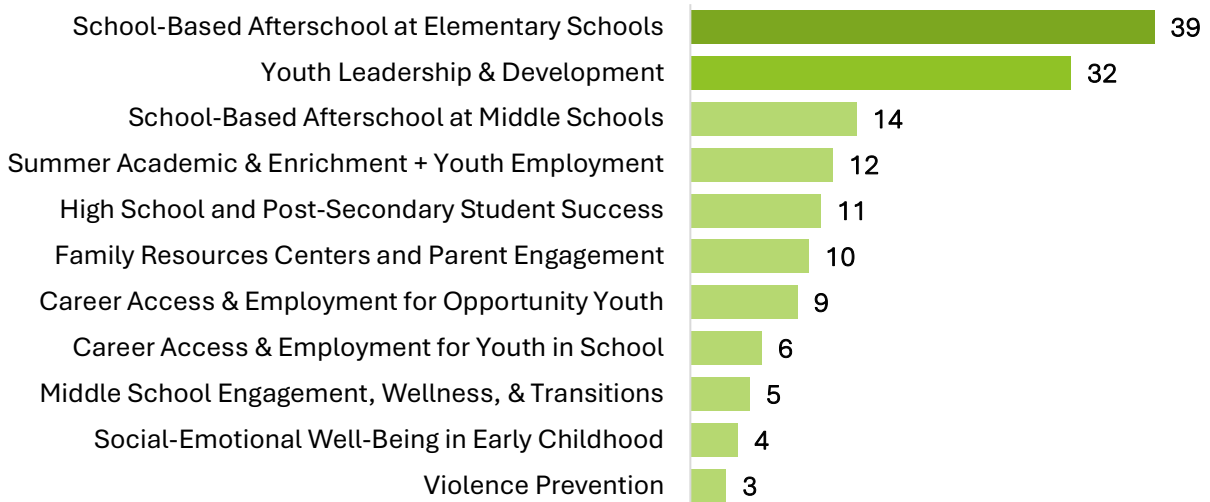


# Funded Organizations

## Programs By Strategy

During FY 24-25, 76 organizations facilitated 145 programs for children, youth, and families throughout Oakland. The most often run programs were comprehensive school-based afterschool programs at elementary schools (39 programs), followed by youth leadership and development (32 programs), and comprehensive school-based afterschool programs at middle schools (14 programs). **Figure 4** shows the distribution of program counts across OFCY strategies.

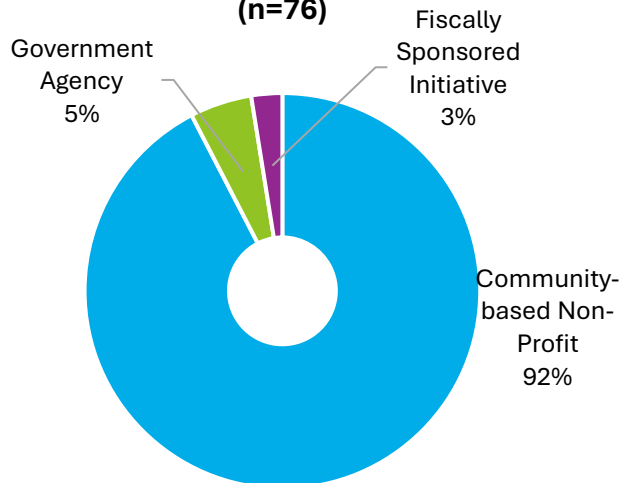
**Figure 4: Distribution of OFCY Programs By Strategy**  
n=145



## Organizational Type

The vast majority, 70 of the 76 funded organizations, or 92%, were community-based non-profit organizations, followed by four funded government agencies, and two fiscally sponsored initiatives. **Figure 5** presents the distribution of organization type.

**Figure 5: Funded Organizations by Type**  
(n=76)



## Hours of Service

During FY 24-25, OFCY programs provided a total of 4,098,518 hours of service for children, youth, and families across Oakland. Of these hours, 4,052,413 were provided through services and programs for children and youth, and 46,105 were provided through services and programs for parents and caregivers. Children and youth received an average of 167 hours of services per participant, whereas adults received an average of 18 hours.

School-Based Afterschool at Elementary and Middle Schools provided the most hours of service and the highest average hours per participant. Elementary school-based programs provided 2,294,793 hours of service, averaging 389 hours per participant, and middle school-based programs provided 708,683 hours of service, averaging 248 hours per participant.

**4,098,518**  
Total hours of service  
provided through  
OFCY programs



Photo courtesy of Oakland Leaf Foundation

# OFCY Participants

## Youth Participants

OFCY supported 20,801 unduplicated children and youth through its funded programs in FY 24-25. Programs collected demographic information on key characteristics of the children and youth served, including race/ethnicity, gender, age, and residential zip code.

The majority of children and youth involved in OFCY programs in FY 24-25 identified as Latinx (48%), Black (25%), Asian/Pacific Islander (9%), or two or more races (10%).

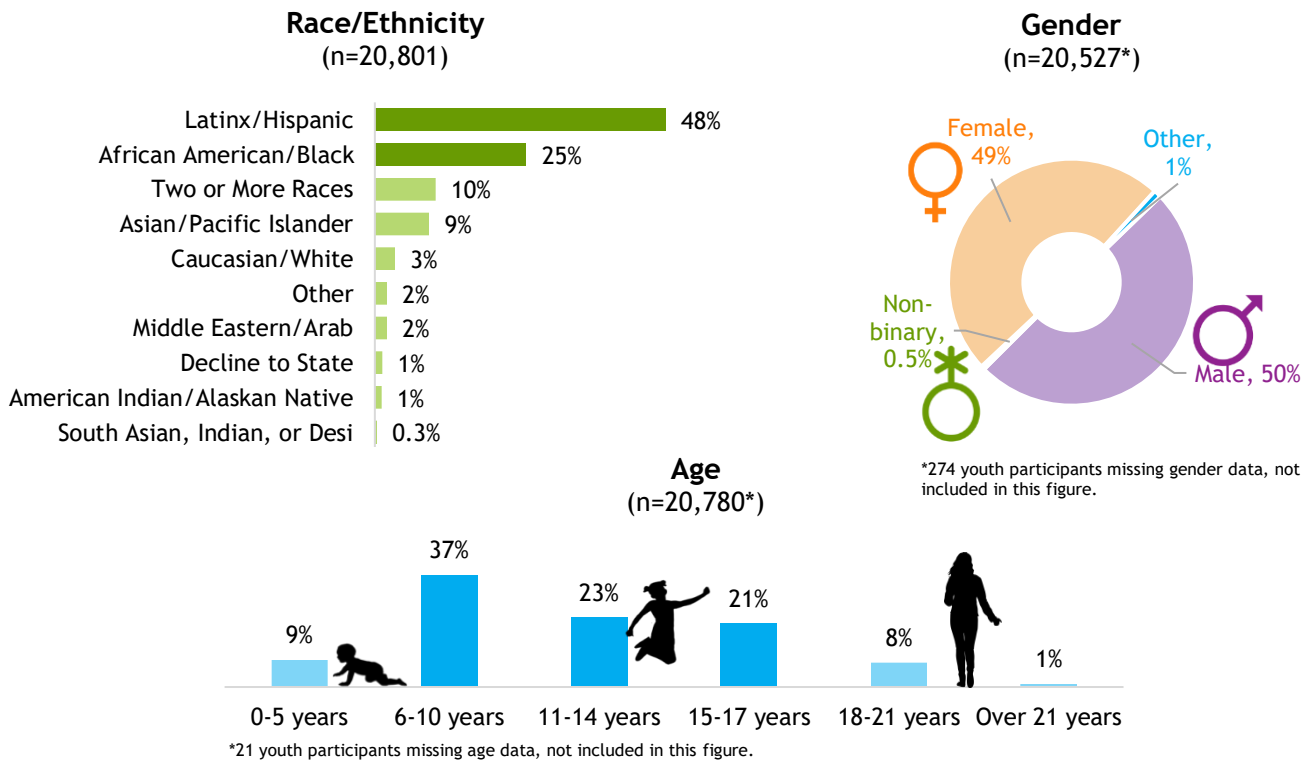
Programs served children and youth ages 0 to 21, with 81% aged 6 to 17. Finally, 50% of child and youth program participants identified as male, 49% as female, 0.5% as non-binary, and 1% as other.

Figure 6 presents an overview of participant demographic characteristics.

# 20,801

## unduplicated children and youth participated in OFCY programs in FY 24-25

**Figure 6: Child and Youth Demographics**

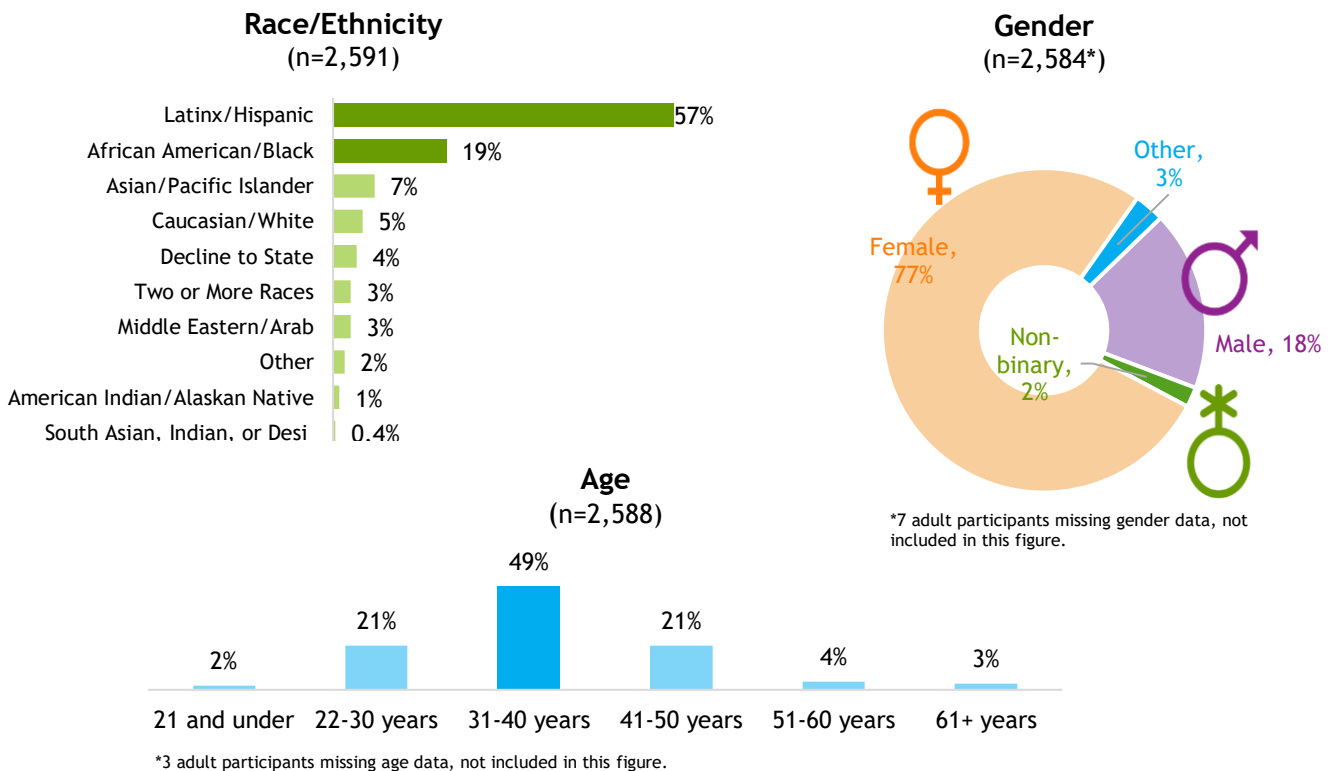


## Adult Participants

OFCY funds two strategies that support parents, caregivers, and providers focused on early childhood development. Services within these strategies included parenting education and support, organized playgroups for parents of young children, connections to other community resources, and staff training in early childhood programs. In FY 24-25, 2,591 parents and caregivers attended programs through either the Family Resource Centers and Parent Engagement or the Social-Emotional Well-Being in Early Childhood programs. The vast majority, or 86% of OFCY parent or caregiver participants, identify with priority populations, including Black, Latinx, Native American, or Asian and Pacific Islander. The majority (77%) of participants identify as female, and almost half (49%) are aged 31–40 years. **Figure 7** presents a breakdown of parent and caregiver participants by race/ethnicity, gender, and age.

**86%**  
of OFCY parent  
or caregiver  
participants are  
from priority  
populations

**Figure 7: Parent and Caregiver Demographics**





# How Well Did We Do?



## Program Performance

### Hours of Service

One of the ways OFCY tracks performance of 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 number of service units (hours) it will provide and the number of people it will serve. They then provide quarterly updates on each of these performance measures. **Table 2** compares projected hours with actual hours of service by strategy and provides the average number of hours of per participant.

**Table 2: Projected vs. Actual Hours of Service by Strategy**

Strategy	Number of Funded Programs	Projected Hours	Actual Hours	Level Achieved	Average Hours per Participant
Social-Emotional Well-Being in Early Childhood*	3	16,260	15,979	98%	61 hours
Family Resource Centers & Parent Engagement	10	60,425	71,557	118%	18 hours
School-Based Afterschool at Elementary Schools	39	1,835,754	2,294,793	125%	389 hours
School-Based Afterschool at Middle Schools	14	818,333	708,683	87%	248 hours
Middle School Engagement, Wellness, Transitions	5	80,887	59,873	74%	62 hours
Youth Leadership & Development	32	450,824	414,876	92%	69 hours
High School & Post-Secondary Student Success	11	92,469	137,379	149%	38 hours
Career Access & Employment- Youth In School	6	149,298	104,780	70%	111 hours
Career Access & Employment for Opportunity Youth	9	87,212	111,972	128%	157 hours
Violence Prevention	3	16,201	24,267	150%	71 hours
Summer Academic & Enrichment /Youth Employment	12	154,596	154,359	100%	121 hours

\*1 of 4 Social-Emotional Well-Being in Early Childhood programs had errors with reported projected service hours and thus their data is not included in the table above. This program provided an additional 2,757 hours of service.

### Number of People Served

In addition to tracking hours of service, program sites also reported the number of people they served. Overall, **OFCY served 126% of the number of youth and adults they projected to serve in FY 24-25**. At the program level, the majority (79%) of funded programs met or exceeded their projected goals for the number of people they served. **Table 3** compares the projected and actual number of participants served by each OFCY strategy.

**Table 3: Projected vs. Actual Number of Participants Served by Strategy\***

Strategy	Number of Funded Programs	Projected Number of Participants	Actual Number of Participants*	Level Achieved
Social-Emotional Well-Being in Early Childhood**	2	95	177	186%
Family Resource Centers	10	3,088	3,939	128%
School-Based Afterschool at Elementary Schools	39	4,191	5,895	141%
School-Based Afterschool at Middle Schools	14	1,780	2,683	161%
Middle School Engagement, Wellness, Transitions	5	475	968	204%
Youth Leadership & Development	32	4,878	6,047	124%
High School & Post-Secondary Student Success	11	3,864	3,650	94%
Career Access & Employment- Youth In School	6	1,017	942	93%
Career Access & Employment for Opportunity Youth	9	525	713	136%
Violence Prevention	3	189	340	180%
Summer Academic & Enrichment + Youth Employment	12	1,252	1,274	102%

\*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).

\*\*2 of 4 Social-Emotional Well-Being in Early Childhood\* programs had errors with reported projected number of participants and thus their data is not included in the table above. These programs served an additional 69 participants.

## 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 serving 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.

### 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.”

### Priority Populations

To this end, 93% of the youth served by OFCY identify as members of 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 4** further demonstrates this

**93%**  
of OFCY youth  
are from priority  
populations

equity measure by comparing the percentage of youth served in OFCY programs by ethnicity with population estimates for Oakland from the 2023 American Community Survey (U.S. Census)<sup>iv</sup>. For example, while African American/Black people make up 19% of the overall Oakland population, African American youth were 25% of those served by OFCY in FY 24-25. In comparison, White people make up 27% of the overall Oakland population but represented only 3% of the youth served by OFCY.

**Table 4: OFCY Participants Compared to Overall Oakland Youth Population**

Race/Ethnicity	Overall Oakland Population*	OFCY Youth Participants	Difference +/-
African American/Black	19%	25%	↑ 6%
Latinx	30%	48%	↑ 18%
Two or More Races	6%	10%	↑ 4%
Asian/Pacific Islander	16%	9%	↓ 7%
White	27%	3%	↓ 24%

\*2023 American Community Survey/US Census

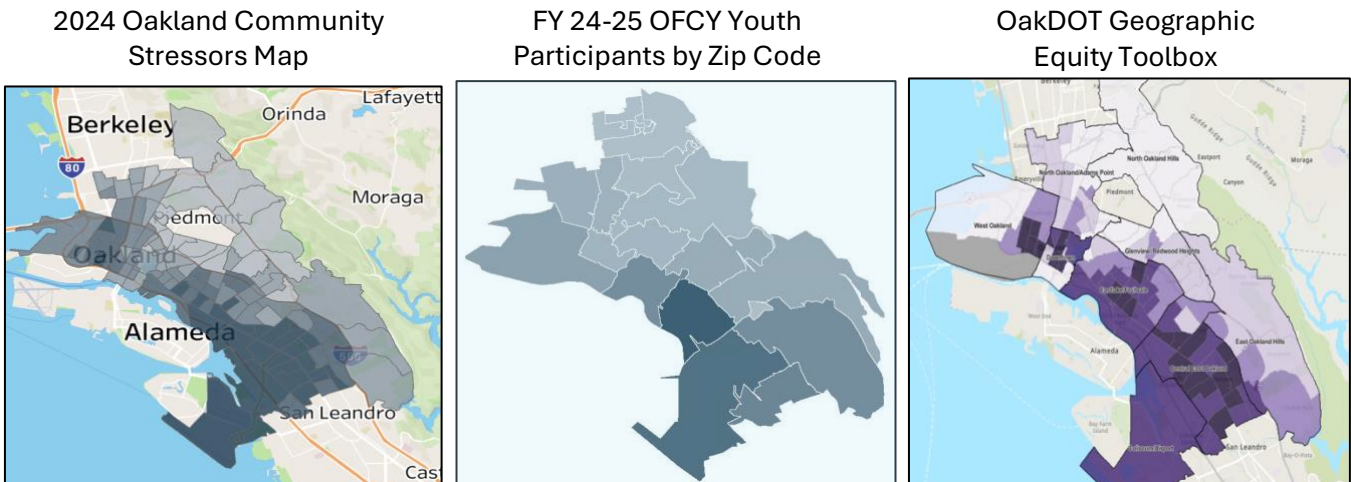
## High-Focus Neighborhoods

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> Another City of Oakland equity tool, the Oakland Department of Transportation (OakDOT) Geographic Equity Toolbox, combines geographic indicators of need with community context and engagement insights to identify where investments can most effectively advance racial, economic, and mobility equity across Oakland neighborhoods.<sup>vi</sup>

A map of the zip codes of OFCY children and youth participants shows that most live in neighborhoods with the highest stressors identified by the OCSI. One percent of OFCY participants identified as homeless or in transitional housing. **Table 5** presents the top six reported OFCY participant zip codes, followed by **Figure 8**, which compares the Oakland Community Stressors Map, OakDOT Geographic Equity Toolbox, and OFCY participants mapped by zip code. These side-by-side map comparisons demonstrate 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 and the highest rates of geographic need as indicated by OakDOT.**

Table 5: OFCY Youth Participants by Top Zip Codes			
Zip Code	Neighborhoods	Count	Percent
94601	Fruitvale	4,181	22%
94621	Webster Tract, Coliseum	3,051	16%
94603	Sobrante Park, Elmhurst	2,345	12%
94606	Highland Park, East Lake	2,090	11%
94605	Eastmont, Havenscourt	2,157	11%
94607	West Oakland, Chinatown	1,248	7%

**Figure 8: Comparison of OCSI, OakDOT, and OFCY youth participant zip codes**





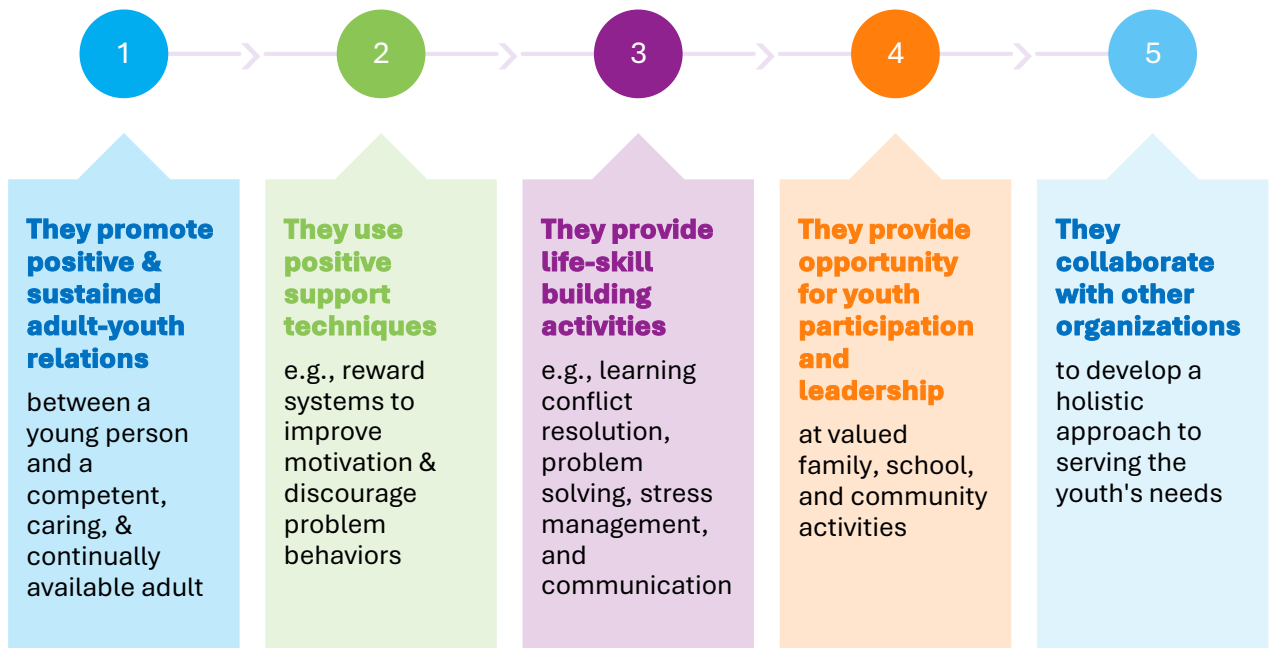
# Is Anyone Better Off?



# Evidence-Based Positive Youth Development Practices

OFCY programs are grounded in research that identifies evidence-based practices proven effective for Positive Youth Development (PYD). **Figure 9** presents six core evidence-based practices identified in a meta-analysis of studies on effective Positive Youth Development practices.<sup>vii</sup> A meta-analysis is an examination of data from multiple independent studies on the same subject 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.”

# Positive Youth Development

Using information collected from the OFCY and OUSD participant surveys, the evaluators assessed the degree to which participants experienced each of the Positive Youth Development (PYD) practices shown in **Figure 9. Table 6** presents the results of the OFCY participant survey questions, which directly correlate with each PYD practice. Percentages show the proportion of youth who agree or strongly agree with the statement.

**Table 6: OFCY Participant Survey Results Matched to Evidence-Based Positive Youth Development Practice**

<b>1 Positive Adult-Youth Relationships</b>	
There is an adult in this program who <b>notices when I am upset</b> (n=6,682)*	<b>85%</b>
The adults in this program <b>listen to my ideas</b> (n=6,544)**	<b>87%</b>
There is an adult in this program who <b>cares about me</b> (n=6,544)**	<b>93%</b>
The adults in this program encourage me to <b>try harder</b> (n=6,544)**	<b>90%</b>
<small>*Includes Youth Leadership and Development, Career Access &amp; Employment for Youth in School and Opportunity Youth, Middle School Wellness &amp; Transitions, Afterschool-Elementary and Afterschool-Middle, Violence Prevention, High School and Post-Secondary Success, and Summer Academic &amp; Enrichment / Youth Employment.            **Includes Includes Youth Leadership and Development, Career Access &amp; Employment for Youth in School and Opportunity Youth, Middle School Wellness &amp; Transitions, Afterschool-Elementary and Afterschool-Middle, Violence Prevention, and High School and Post-Secondary Success.</small>	

<b>2 Positive Support Techniques</b>	
<b>Youth Respondents</b> (n=5,707)*	
Adults in the program <b>tell me what I am doing well</b>	<b>93%</b>
I have the opportunity to <b>talk about what I've learned</b> in this program	<b>88%</b>
<b>Parent/Caregiver Respondents</b> (n=460)**	
Program staff help to make me <b>feel comfortable and supported</b>	<b>96%</b>
In this program, I feel <b>comfortable asking questions and sharing concerns</b> about my children and about parenting	<b>89%</b>
<small>*Includes Youth Leadership and Development, Career Access &amp; Employment for Youth in School and Opportunity Youth, Middle School Wellness &amp; Transitions, Afterschool-Elementary and Afterschool-Middle, Violence Prevention, High School and Post-Secondary Success, and Summer Academic &amp; Enrichment / Youth Employment.            **Includes Family Resource Centers and Parent Engagement and Social-Emotional Well-being in Early Childhood</small>	

### 3

## Life-Skill Building - Youth

### Youth Respondents

This program helps me <b>communicate better</b> (n=5,666)*	<b>86%</b>
At this program, I <b>learn how to do things that help with my schoolwork</b> (n=4,818)**	<b>82%</b>
Since coming to this program, I feel like I can <b>try new things, even if I think they might be hard</b> (n=6,544)***	<b>88%</b>
Because of this program, I <b>know how to navigate the job search and interview process</b> (n=394)****	<b>80%</b>
At this program, I <b>learned what is expected in a work setting</b> (n=394)****	<b>87%</b>
Since coming to this program, I have <b>learned non-violent skills to help me deal with conflict</b> (n=101)*****	<b>87%</b>

### Parent/Caregiver Respondents (n=460)\*\*\*\*\*

I better <b>understand my child's behavior, growth, and development</b>	<b>83%</b>
I know more about <b>how to keep my child healthy</b>	<b>85%</b>
This program helped me to <b>understand how to respond effectively when my child is upset</b>	<b>83%</b>

\*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, High School and Post-Secondary Success, and Summer Academic & Enrichment.

\*\*Includes Middle School Wellness & Transitions, Afterschool-Elementary and Afterschool-Middle, and High School & Post-Secondary Success.

\*\*\*Includes 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 High School & Post-Secondary Success.

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

\*\*\*\*\*Includes Violence Prevention.

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

### 4

## Opportunities for Youth Leadership

In this program, I <b>have chances to lead others</b> (n=6,544)*	<b>79%</b>
This program has given me the <b>skills to advocate for myself and my community</b> (n=1,272)**	<b>89%</b>

\*Includes 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 High School and Post-Secondary Success.

\*\*Includes Youth Leadership and Development.

# 5

## Collaboration and Connections with Other Organizations

(parent/caregiver respondents, n=460\*)

This program **connected me with other programs and resources** that can help my family

88%

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

### Partnerships and Collaborations

During FY 2024–25, OFCY-funded program sites demonstrated a strong commitment to collaboration by partnering with more than 300 distinct community organizations to enhance the reach, quality, and effectiveness of their services. These partnerships reflected a robust, cross-sector network that included other OFCY-funded programs, local city and county government agencies, and a wide range of community-based organizations that do not receive OFCY funding.

Through these collaborative relationships, programs were able to coordinate services, share resources and expertise, and respond more comprehensively to the diverse needs of Oakland’s children, youth, and families. Partnerships with other OFCY grantees supported alignment around shared goals and outcomes, while collaborations with public agencies strengthened linkages to systems such as education, health, behavioral health, and public safety. Engagement with non-OFCY-funded community organizations further expanded program capacity and cultural responsiveness by leveraging specialized knowledge, trusted community relationships, and locally grounded approaches. Collectively, these collaborations contributed to a more integrated and resilient service ecosystem,

reinforcing OFCY’s emphasis on collective impact and community-driven solutions. A complete list of collaborative partners is provided in **Appendix 1**.

300

collaborative organizational partners

### OFCY Core Value Collaboration

“We work with community and system stakeholders to identify shared goals and objectives, and encourage organizations to work collaboratively to strengthen results and support each other.”



Photo courtesy of Youth Uprising

# Outcomes

Ultimately, OFCY programs aim to affect key participant outcomes as outlined in the 2022-2025 OFCY Strategic Investment Plan. To assess impact on participant outcomes, the evaluators reviewed all available data from 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 reviewing 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.

Figure 10: Primary Outcome Categories



Academic Readiness & Support



Employment & Economic Well-Being



Parent Engagement with their Children



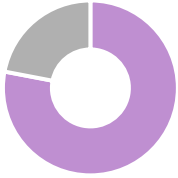
Belonging, Connections, and Safety



Photo courtesy of YMCA of the East Bay-Piedmont Elementary School

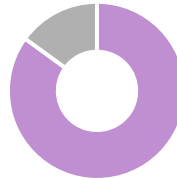


## Academic Readiness and Support



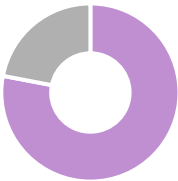
**79%**

Students reported that because of the program, they **like to go to school** (n=6,090)



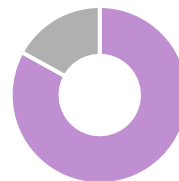
**85%**

Elementary and middle schoolers reported that the program **increased their interest in staying in school** (n=3,047)



**78%**

Students reported the program helps them to feel **more motivated to learn in school** (n=4,818)



**83%**

High schoolers expressed that **college or a career feels attainable after graduation** (n=1,149)

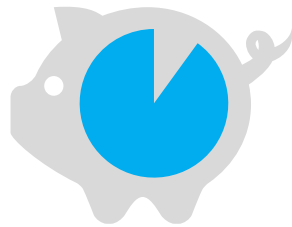
OFCY participants indicated academic preparation in four areas. Among the students completing OFCY surveys, 79% of them reported they like to go to school because of the program, and 78% reported that the program helps them feel more motivated to learn in school. Also, 85% of elementary and middle school students reported an increased interest in staying in school after participating in OFCY programs and 83% of high school age participants expressed that college or a career of their interest feels attainable after graduation.



Photo courtesy of Safe Passages

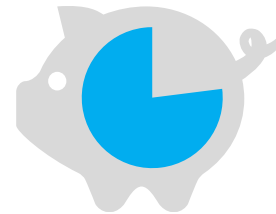


## Employment/Economic Well-Being



**80%**

Youth participating in career access & employment programs, who completed OFCY surveys, reported that the program **helped them create or improve their resume** (n=394)



**1,412**

Youth participating in career access & employment programs were **placed into a job or internship**

**77%** of 1,995 youth participating in career access programs or employment focused programs were placed

1,412 youth were placed in internships or jobs, earning an average hourly wage or stipend of \$15. This number represents a 77% placement rate for the 1,995 youth who participated in OFCY programs that provided career access or employment-focused programs. In addition, of the 394 youth who participated in these programs and completed an OFCY participant survey, 80% reported that they created or improved their resume as a result of participating in their OFCY program.

**\$15/hour**  
average hourly wage or stipend for youth placed into jobs or internships through OFCY programs



Photo courtesy of Civicorps

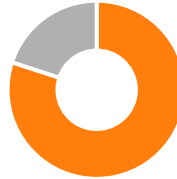


## Parent Engagement with their Children



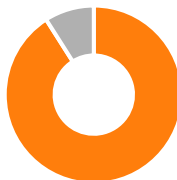
81%

Parents/Caregivers feel better prepared to **stand up for or be an advocate for their child** (n=460)



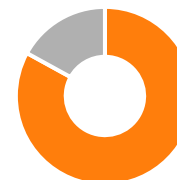
80%

Parents/Caregivers are better able to **help their child be ready for school** (n=460)



91%

Parents/Caregivers are better able to **communicate with their children** (n=460)



83%

Parents/Caregivers spend **more time playing, listening to, or talking with their child** (n=460)

Parents and caregivers participated in a range of programs with their children, including playgroups, music and art groups, and parenting classes. Of the 460 parents or caregivers who completed OFCY participant surveys, 83% reported spending more time playing, listening, and talking with their children. A majority of parents and caregivers reported they are better able to advocate for their children (81%) and prepare them for school (80%). Also, 91% of parents and caregivers reported being better able to communicate with their children.



Photo courtesy of Oakland Parks, Recreation, and Youth Development



## Belonging, Connections & Safety



**90%**

Youth of all ages reported that they **felt like they are included or belong in their OFCY program** (n=6,682)



**88%**

Youth involved in youth leadership and violence prevention programs indicated they feel **more connected to their community** after attending their OFCY program (n=1,373)



**80%**

Youth of all ages reported that since coming to their OFCY program, they felt **more connected to their school** (n=6,090)



**96%**

Youth of all ages reported that they **feel safe in their OFCY program** (n=6,544)



**86%**

Youth indicated that **when they feel unsafe, their program has provided resources or someone to call for support** (n=2,522)



**62%**

Youth in violence prevention programs reported that since coming to the program, they are **better at managing situations that make them feel unsafe** (n=101)

All OFCY programs strive to create environments where children, youth, and their families feel seen, heard, and safe. These efforts were evident in 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 safety by providing them with resources and skills to better manage situations that make them feel unsafe.








# Strategy-Level Results-Based Accountability & Outcome Summaries



## Strategy-Level RBA and Outcome Summaries

In addition to reviewing outcomes across the entire OFCY, the evaluators reviewed data reported by program sites for each OFCY strategy. This section presents Results-Based Accountability and Outcome Summaries for each of the eleven FY 24-25 OFCY strategies. These summaries include a list of funded programs for each strategy, projected and actual hours of service, and the number of people served. Also included is a list of all site-specific measurable outcome data, as defined and reported by individual programs within each strategy.

### Social-Emotional Well-Being in Early Children: RBA Summary

Social-Emotional Wellbeing in Early Childhood FY 24-25 Funded Programs (n=4)				
<ul style="list-style-type: none"> <li>• Project Pride (LifeLong Medical Care)</li> <li>• Early Childhood Mental Health Collaborative (Lincoln)</li> <li>• Community Adventure Pre-K Playgroup (Oakland Parks, Recreation &amp; Youth Development)</li> <li>• Nurturing Relationships &amp; Strengths of 0-5 Children and Their Families (Through the Looking Glass)</li> </ul>				
How Much Did We Do?		How Well Did We Do It?		
 \$775,000 investment	<b>Youth Participants</b>			
		<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
 4 programs funded	<b>Hours of Service</b>	10,760*	10,031	93%
	<b>Number of Participants</b>	50**	76	152%
 127 youth served	<b>Adult Participants</b>			
		<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
 119 adults served	<b>Hours of Service</b>	5,500*	5,948	108%
	<b>Number of Participants</b>	45**	101	224%
 18,736 hours of service provided				
<p>*1 of 4 Social-Emotional Well-Being in Early Childhood programs had errors with reported projected service hours and thus their data is not included in the table above. This program provided an additional 2,757 hours of service.</p> <p>**2 of 4 Social-Emotional Well-Being in Early Childhood programs had errors with reported projected number of participants and thus their data is not included in the table above. These programs served an additional 69 participants.</p>				

## Social-Emotional Wellbeing in Early Childhood

### Is Anyone Better Off?

**75% (3 of 4 programs) MET AT LEAST 1** of their outcomes by Q4

#### Site-Specific Reported Measurable Data

##### **Early Childhood Mental Health Collaborative (Lincoln)**

- 100% of parents reported observing positive changes in their child's behavior since gaining support from our collaborative team.
- 100% of educators observed positive shifts in students' behavior since working with staff from OTTP.
- 78% of educators observed positive shifts in children's behavior since partnering with their mental health consultant.
- 87% of educators reported having a better understanding of why children behave the way they do.
- 83% of educators reported that they now have more strategies and tools to address challenging behaviors in the classroom.
- 83% of educators shared that they feel more equipped to support children and families during stressful events, as a result of working with the mental health consultant.
- 82% of educators reported that working with the mental health consultant increased their confidence in their role as teachers.
- 89% of educators stated that their collaboration with the mental health consultant expanded their knowledge of resources available to support children and families in need.

##### **Nurturing Relationships and Strengths of 0-5 Children and Their Families (Through the Looking Glass)**

Based on the Early Childhood Parent Scales:

- 38% of parents reported positive changes in Curiosity.
- 50% of parents reported positive changes in Persistence.
- 63% of parents reported positive changes in Flexibility.
- 75% of parents reported positive changes in Frustration Tolerance.






##### **Project Pride (LifeLong Medical Care)**

- 71% have made positive progress toward reunification with their children.
- 78% of residents reported having a positive experience at Project Pride.

## Family Resource Centers and Parent Engagement: RBA Summary

### Family Resource Centers and Parent Engagement FY 24-25 Funded Programs (n=10)

- Healthy Havenscourt Early Care and Kinder Readiness Hub (BANANAS, Inc)
- Dads Evoking Change (Dads Evoking Change)
- Hawthorne Family Resource Center (East Bay Agency for Children)
- Social Services to Young Children & Their Families (Family Bridges, Inc.)
- New Highland RISE Family Resource Center (Lincoln)
- Culturally Responsive Family Resource Center (Lotus Bloom)
- LIFTS (LGBTQ Intersectional & Inclusive Family Support & Trauma Services) (Our Family Coalition)
- Parent Tot Initiative (Refugee & Immigrant Transitions)
- Safe Passages Baby Learning Communities Collaborative (Safe Passages)
- Early Learning Everywhere: Building Family Connections (Tandem, Partners in Early Learning)

How Much Did We Do?		How Well Did We Do It?			
 \$2,261,035 investment	<b>Youth Participants</b>				
		<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>	
 10 programs funded	<b>Hours of Service</b>	28,248	31,400	111%	
	<b>Number of Participants</b>	1,217	1,446	119%	
 1,446 youth served	<b>Adult Participants</b>				
		<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>	
 2,493 adults served	<b>Hours of Service</b>	32,177	40,157	125%	
	<b>Number of Participants</b>	1,871	2,493	133%	
 71,557 hours of service provided					

### Family Resource Centers and Parent Engagement

#### Is Anyone Better Off?

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





Site-Specific Reported Measurable Data

<p><b>Healthy Havenscourt Early Care and Kinder Readiness Hub (Bananas, Inc.)</b></p> <ul style="list-style-type: none"> <li>• 82 children received backpacks filled with school supplies.</li> <li>• 20 people received bikes, helmets, and locks.</li> <li>• 104 people received bus passes granting two years of transportation, along with the opportunity to access a \$40 monthly Lyft credit.</li> </ul>
<p><b>Hawthorne Family Resource Center (East Bay Agency for Children-EBAC)</b></p> <ul style="list-style-type: none"> <li>• 40% of clients demonstrated an increase on the Protective Factors Survey (PFS).</li> <li>• 92% of clients received at least one form of concrete support such as workforce development, early childhood intervention, or public services navigation &amp; application assistance.</li> <li>• 95% of clients maintained or improved their parenting domain scores on the PFS.</li> </ul>
<p><b>Social Services to Young Children &amp; Their Families (Family Bridges)</b></p> <ul style="list-style-type: none"> <li>• Explained and assisted 9 clients to fill out the voter registration application.</li> <li>• Helped over 40 families file returns.</li> </ul>
<p><b>Highland Community Resource Center (Lincoln)</b></p> <ul style="list-style-type: none"> <li>• 93% of parents and caregivers surveyed agree or strongly agree that they have 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).</li> <li>• 95% of parents and caregivers surveyed agree or strongly agree they spend more time singing, reading, story telling, playing and having meaningful conversations with their child(ren).</li> </ul>
<p><b>Safe Passages Baby Learning Communities Collaborative (Safe Passages)</b></p> <ul style="list-style-type: none"> <li>• 94% of parents who provided feedback reported an increase in connections to resources.</li> <li>• 97% of parents who provided feedback reported a better understanding of early childhood development and milestones.</li> <li>• 100% of parents who provided feedback reported more participation in developmentally supportive activities.</li> </ul>
<p><b>Early Learning Everywhere: Building Family Connections (Tandem, Partners in Early Learning)</b></p> <ul style="list-style-type: none"> <li>• 1,581 multicultural/bilingual books to build home libraries.</li> </ul>
<p><b>Parent Tot Initiative (Refugee &amp; Immigrant Transitions)</b></p> <ul style="list-style-type: none"> <li>• 75% of kids met or exceeded their individual math skills goals.</li> <li>• 84% of participants successfully connected to resources beyond BRFN.</li> </ul>
<p><b>Dads Evoking Change (Dads Evoking Change)</b></p> <ul style="list-style-type: none"> <li>• 88% were satisfied with the attorney's help.</li> <li>• 88% indicated that DEC's legal services helped address their legal issues.</li> <li>• 84% experienced positive changes in their legal situation since receiving consultation.</li> <li>• 97% would recommend DEC's legal services to other fathers in similar situations.</li> </ul>

# Comprehensive School-Based Afterschool at Elementary Schools: RBA Summary

## Comprehensive School-Based Afterschool at Elementary Schools FY 24-25 Funded Programs (n=39)

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Brookfield Elementary (Bay Area Community Resources/BACR)</li> <li>• Emerson Elementary (BACR)</li> <li>• Esperanza Academy (BACR)</li> <li>• Fred T. Korematsu Discovery Academy Elementary (BACR)</li> <li>• Global Family Elementary (BACR)</li> <li>• Grass Valley Elementary (BACR)</li> <li>• Hoover Elementary (BACR)</li> <li>• Lockwood STEAM Academy (BACR)</li> <li>• Madison Park Academy Elementary (BACR)</li> <li>• Markham Elementary (BACR)</li> <li>• Martin Luther King Jr. Elementary (BACR)</li> <li>• Oakland Academy of Knowledge Elementary (BACR)</li> <li>• Prescott Elementary ((BACR)</li> <li>• Sankofa United Elementary (BACR)</li> <li>• ACORN Woodland Elementary (BACR)</li> <li>• Greenleaf (BACR)</li> <li>• Achieve Academy (East Bay Agency for Children)</li> <li>• Rise/ New Highland Academy (EBAC)</li> <li>• Franklin Elementary School (EBAC)</li> <li>• Garfield Elementary School (EBAC)</li> <li>• Lincoln Elementary School (EBAC)</li> </ul> | <ul style="list-style-type: none"> <li>• Manzanita Community School (EBAC)</li> <li>• Manzanita Seed (EBAC)</li> <li>• Allendale Elementary (Girls Inc-Alameda County)</li> <li>• Bella Vista Elementary (Girls Inc)</li> <li>• Bridges @ Melrose Academy (Girls Inc)</li> <li>• Burckhalter Elementary (Girls Inc)</li> <li>• Horace Mann Elementary (Girls Inc)</li> <li>• La Escuelita (Girls Inc)</li> <li>• Encompass Academy Elementary (Oakland Leaf Foundation)</li> <li>• International Community Elementary (Oakland Leaf Foundation)</li> <li>• Learning Without Limits (Oakland Leaf Foundation)</li> <li>• Think College Now Elementary (Oakland Leaf Foundation)</li> <li>• East Oakland Pride Elementary (Safe Passages)</li> <li>• Fruitvale Elementary (Safe Passages)</li> <li>• Laurel Elementary (Safe Passages)</li> <li>• Carl B. Munck Elementary School (Ujima Foundation)</li> <li>• Piedmont Avenue Elementary (YMCA of the East Bay)</li> <li>• Reach Academy Elementary (Safe Passages)</li> </ul> |
|--|--|

How Much Did We Do?		How Well Did We Do It?			
	\$3,230,000 investment	<b>Youth Participants</b>			
	39 programs funded		<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
	5,895 youth served	<b>Hours of Service</b>	1,835,754	2,294,793	125%
	2,294,793 hours of service provided	<b>Number of Participants</b>	4,191	5,895	141%

## Comprehensive School-Based Afterschool at Elementary Schools

### Is Anyone Better Off?

**90% (35 of 39 programs) MET AT LEAST 1** of their outcomes by Q4

#### Site-Specific Reported Measurable Data

##### **Brookfield Elementary (Bay Area Community Resources)**

- 85% of students feel there is an adult in the program who supports them to succeed in school.

##### **Hoover Elementary (Bay Area Community Resources)**

- Related to utilization of SIPPS with grades K-2nd, teachers noticed on average 70% of students elevated in their SIPPS stories and up to 30% moved on from SIPPS and into their grade level literacy development.

##### **Franklin Elementary School (East Bay Asian Youth Center)**

- 73% of survey respondents reported feeling motivated and having good grades are important.
- 67% of survey respondents reported there is an adult who cares about them
- 70% of survey respondents reported building positive relationships with their peers.

##### **Garfield Elementary School (East Bay Asian Youth Center)**

- 66% of students responded true to feeling motivated to learn in school.
- 68% of youth who completed the survey responded true to the question that there is at least one adult in this program that cares about them.
- 73% of students said that they do activities that help them build positive.

##### **Lincoln Elementary School (East Bay Asian Youth Center)**

- 83% of student survey respondents reported that there is an adult who cares about them in this program.
- 91% of student survey respondents reported they participated in activities that help them build positive relationships with other students.
- 65% of the student survey respondents reported that they get to help decide activities to do and/or field trips to go on.

##### **Manzanita Community School (East Bay Asian Youth Center)**

- 81% of students reported they feel motivated to learn in school.
- 83% of students reported there is an adult who cares about them in this program.
- 87% of students participated in activities that help them build positive relationships with their peers.

##### **Manzanita Seed (East Bay Asian Youth Center)**

- 70% reported that there is at least one adult in the program who cares about them.
- 72% of surveyed students indicated that they had built positive relationships with their peers.
- 74% of students reported feeling that they are part of the program.

##### **Allendale Elementary (Girls Inc of Alameda County)**

- 70% of 1st-5th grade participants completed a minimum of 1 DIBELS literacy assessment throughout the 2024-25 year.

##### **International Community Elementary (Oakland Leaf Foundation)**

- 75% of students reported that the afterschool program is a safe and supportive space.
- 75% of 5th grade students took on leadership roles or increased responsibilities within the program.

### **Learning Without Limits (Oakland Leaf Foundation)**

- 77% of students reported that the afterschool program is a safe and supportive space.
- 77% reported increased confidence in participating actively in afterschool activities.
- 69% of 5th grade students responded “yes” to the statement “I am learning how to be a leader in the afterschool program.”

### **Think College Now Elementary (Oakland Leaf Foundation)**

- 91% of students indicated that the afterschool program is a safe and supportive space where they feel connected to their peers and supported by staff.
- 86% of students reporting a strong sense of belonging—feeling welcomed and valued by both peers and staff.
- 80% of students reported that they are learning how to be leaders in the afterschool program.







Photo courtesy of – Girls Inc of Alameda County

# Comprehensive School-Based Afterschool at Middle Schools: RBA Summary

## Comprehensive School-Based Afterschool at Middle Schools FY 24-25 Funded Programs (n=14)

- Community School for Creative Education (Attitudinal Healing Connection)
- Elmhurst United Middle School (Bay Area Community Resources)
- Life Academy (Bay Area Community Resources)
- Madison Park Academy 6-8 (Bay Area Community Resources)
- Frick United Academy of Language (East Bay Asian Youth Center)
- Roosevelt Middle School (East Bay Asian Youth Center)
- Urban Promise Academy (East Bay Asian Youth Center)
- Greenleaf (Bay Area Community Resources)
- Westlake Middle (Envisioneers Inc)
- West Oakland Middle (Girls Inc of Alameda County)
- Ascend (Oakland Leaf Foundation)
- Bret Harte Middle School (Oakland Leaf Foundation)
- Coliseum College Prep Academy (Safe Passages)
- United for Success Academy After School Program (Safe Passages)
- Lazear Charter Academy (Ujima Foundation)

How Much Did We Do?		How Well Did We Do It?			
	\$1,500,000 investment	<b>Youth Participants</b>			
			<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
	14 programs funded	<b>Hours of Service</b>	818,333	708,683	87%
	2,863 youth served	<b>Number of Participants</b>	1,780	2,863	161%
	708,683 hours of service provided				

## Comprehensive School-Based Afterschool at Middle Schools

### Is Anyone Better Off?

**100% (14 of 14 programs) MET AT LEAST 1** of their outcomes by Q4

#### Site-Specific Reported Measurable Data

##### **Elmhurst United Middle School (Bay Area Community Resources)**

- 80% of students reported feeling that there is an adult in the program who cares about them and supports their success in school.
- 100% of our community-building activities and family/community events reflect the diversity and cultures of our school community.

##### **Madison Park Academy 6-8 (Bay Area Community Resources)**

- 85% of the youth agreed that they felt supported.

##### **Frick United Academy of Language (East Bay Asian Youth Center)**

- 73% of students reported feeling more motivated to try harder in school.
- 93% of students reporting that an adult in the program cares about them.
- 84% of students reporting that they built positive relationships with their peers.

##### **Roosevelt Middle School (East Bay Asian Youth Center)**

- 81% of students reported feeling motivated to do well academically.
- 89% of students said it's important to get good grades.
- 89% of students reported that there is an adult who cares about them in the program.
- 81% of students reported that the program helps them build positive relationships with their peers.

##### **Urban Promise Academy (East Bay Asian Youth Center)**

- 75% of students who took the mid-year program survey reported feeling motivated to try harder in school.
- 79% reported there is an adult who cares about them in this program.
- 75% of students reported they built positive relationships with their peers.





##### **Ascend (Oakland Leaf Foundation)**

- Over 75% of students reporting feeling connected to their peers and supported by staff.
- Over 25% of 5th and 8th grade students took on leadership roles or increased responsibilities within the program.

##### **Bret Harte Middle (Oakland Leaf Foundation)**

- 48% of students responded "yes" to having had leadership opportunities such as serving as a teacher's assistant, timekeeper, bathroom monitor, or helping younger students.

# Middle School Engagement, Wellness, & Transitions: RBA Summary

Middle School Engagement, Wellness, and Transitions FY 24-25 Funded Programs (n=5)					
<ul style="list-style-type: none"> <li>• East Oakland Boxing Association - After-school program (East Oakland Boxing Association)</li> <li>• FLY Middle School Program for Oakland Youth (Fresh Lifelines for Youth, Inc.)</li> <li>• West Oakland Initiative (WOI) (Lincoln)</li> <li>• Elev8 Youth (Safe Passages)</li> <li>• The Unity Council Latino Men &amp; Boys Program (The Unity Council)</li> </ul>					
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	80,887	59,873	74%
	968 youth served	Number of Participants	475	968	204%
	59,873 hours of service provided				
Is Anyone Better Off?					
100% (5 of 5 programs) MET AT LEAST 1 of their outcomes by Q4					
Site-Specific Reported Measurable Data					
<b>The Unity Council Latino Men &amp; Boys Program (Refugee &amp; Immigrant Transitions)</b> <ul style="list-style-type: none"> <li>• 83% of students participated in a wide array of experiential learning activities outside of the classroom including college visits, soccer scrimmages, and field trips to the movies and Great America.</li> </ul>					
<b>West Oakland Initiative (Lincoln)</b> <ul style="list-style-type: none"> <li>• 100% of the scholars reported an improved understanding of healthy problem-solving techniques.</li> <li>• 81% of the scholars reported feeling a stronger connection to their school.</li> <li>• 91% of the scholars reported that they feel there is at least one adult in the program who genuinely cares about them.</li> <li>• 95% of the scholars reported an increased interest in completing middle school due to their participation in the WOI.</li> <li>• 71% of the scholars indicated that their desire to complete high school has been significantly influenced by their involvement with the WOI.</li> </ul>					

### **East Oakland Boxing Association (EOBA)**

- 100% of youth engaged not only in academic programming but also in our full spectrum of health and wellness activities. These included boxing, dance, gardening, nutrition-based cooking classes, and mindfulness practices.
- Over the past year, 6 participants were accepted into a leadership program and 3 additional participants have become student body presidents.





### **FLY Middle School Program for Oakland Youth (Fresh Lifelines for Youth, Inc.)**

- 80% of our youth increasing school engagement.
- 80% of our youth achieved their individual goals surrounding school engagement.
- 100% of our youth were promoted to the next grade level.



Photo courtesy of Safe Passages

# High School and Post-Secondary Student Success: RBA Summary

High School and Post-Secondary Student Success FY 24-25 Funded Programs (n=11)					
<ul style="list-style-type: none"> <li>Youth Law Academy (Centro Legal de la Raza)</li> <li>College Track Oakland (College Track)</li> <li>SHOP 55 (East Bay Asian Youth Center)</li> <li>Knight Success: College Ready, Career Ready, and Community Ready (Oakland Kids First)</li> <li>Oakland International High School: Newcomer Youth Wellness &amp; Leadership Initiative (OUSD)</li> <li>Student Engagement in Restorative Justice (Oakland Unified School District)</li> <li>Newcomer Community Engagement Program (NCEP) (Refugee &amp; Immigrant Transitions)</li> <li>College &amp; Career Performance Program (Student Program for Academic &amp; Athletic Transitioning)</li> <li>Core Program (Tech Exposure &amp; Access Through Mentoring Inc.)</li> <li>Community Connections (The Center for Independent Living)</li> <li>Emerge (The Mentoring Center)</li> </ul>					
How Much Did We Do?		How Well Did We Do It?			
	\$1,245,000 investment	<b>Youth Participants</b>			
			<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
	11 programs funded	<b>Hours of Service</b>	92,469	137,379	149%
	3,650 youth served	<b>Number of Participants</b>	3,864	3,650	94%
	137,379 hours of service provided				

High School and Post-Secondary Student Success
<b>Is Anyone Better Off?</b>
<b>100% (11 of 11 programs) MET AT LEAST 1 of their outcomes by Q4</b>
Site-Specific Reported Measurable Data
<b>College Track Oakland (College Track)</b> <ul style="list-style-type: none"> <li>91% of our High School scholars achieved a GPA of 3.0+.</li> <li>100% of Class of 2025 high school seniors were accepted into a four-year college.</li> <li>100% of Class of 2024 high school seniors matriculated to a two- or four-year college in Fall 2024.</li> </ul>

**Community Connections (CoCo) (The Center for Independent Living)**

- 88% of youth across programs shared that they know better what their strengths are.
- 100% said they know what they need help with.
- 100% said they can better speak up for and advocate for themselves.
- 100% said CIL's Youth Program content was accessible to, and adaptable for, youth in my classroom.
- 80% said they were engaged in CIL's Youth Program.
- 100% said CIL's Youth Program was valuable for students.
- 80% showed increase knowledge of the program content.
- 100% said they had opportunities to show their understanding of program content.
- 100% increased their knowledge of CIL's different programs and services.
- 100% said CIL Youth Program staff were open to, and incorporated, teacher/educator feedback.

**SHOP 55 (East Bay Asian Youth Center)**

- 100% of mentors agree that the workshops improved their knowledge to support mentees academically, socially, and emotionally.
- 95% of mentors indicated that their ability to support mentees' mental health have improved.
- 100% of mentees agree that their mentors respect their identity, values, and make them feel comfortable talking.
- 94% of mentees were satisfied with their overall experience in the program.
- 83% of mentees agreed or strongly agreed that the program helped them feel more connected to their peers.
- 83% of goals established were achieved.
- 86% of mentees agree that being a mentee in the SHOP 55 Peer Mentoring Program has improved their mental health.

**Knight Success: College Ready, Career Ready, and Community Ready (Oakland Kids First)**

- Placed 413 students in 365 stipended CastleWorks campus-based internships and 48 paid community-based internship placements.
- Coordinate with school staff to provide college tours and presentations for 101 students and a career fair for 96 attendees.
- Provided 218 Castlemont students with targeted academic support and interventions through Care Management for 56 youth; tutoring for 142 (84 of whom were international students); and Dual Enrollment participation by 20 students.

**Newcomer Community Engagement Program (Refugee & Immigrant Transitions)**

- 92% of the players who began the year with SWB, finished the school year participating in the program.

**Newcomer Youth Wellness & Leadership Initiative (Oakland Unified School District)**



- 81% reported that they feel their culture and identity is respected at OIHS all or most of the time.
- 69% of participants said they have a trusted adult they can go to if they have a problem.



# Youth Leadership and Development: RBA Summary

## Youth Leadership and Development

### FY 24-25 Funded Programs (n=32)

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Alameda County Court Appointed Special Advocates (Alameda County Health)</li> <li>Culture Keepers (American Indian Child Resource Center)</li> <li>AYPAL: Building API Community Power (Asian Pacific Environmental Network)</li> <li>Community Reading Buddies (Aspire Education)</li> <li>Oakland Legacy Project (Attitudinal Healing Connection)</li> <li>Sports &amp; Recreation for Youth with Disabilities (Bay Area Outreach &amp; Recreation Program, Inc.)</li> <li>Oakland SCORES (Bay Area SCORES)</li> <li>Writing at the Center (Chapter 510 Ink)</li> <li>Homies 4 Justice &amp; Dream Beyond Bars (Communities United for Restorative Youth Justice)</li> <li>Project WHAT! (Community Works West)</li> <li>Dreamcatcher Youth Program (Dream Youth Clinic)</li> <li>Destiny in Oakland Schools (Destiny Arts Center)</li> <li>Rites of Passage (Dimensions Dance Theater)</li> <li>Lion's Pride (East Bay Asian Local Development Corporation)</li> <li>Youth Leadership &amp; Development Programs K-8 (East Oakland Youth Development Center)</li> <li>FLY Programs for Young Leaders (Fresh Lifelines for Youth, Inc.)</li> </ul> | <ul style="list-style-type: none"> <li>Peralta Hacienda Youth Programs (Friends of Peralta Hacienda Historical Park) Climate Justice Leadership Development (Frontline Catalyts)</li> <li>Leadership In Diversity (LID) (Health Initiatives for Youth) (HIFY)</li> <li>Kingmakers of Oakland Media Academy (Kingmakers of Oakland)</li> <li>Youth Leadership NOW: Futures Visioning through the Arts (Museum of Children's Art)</li> <li>Explorations in Music (Music Is eXtraordinary)</li> <li>Indigenous Youth Leadership Development Program (Native American Health Center)</li> <li>REAL HARD Youth Leadership Program (Oakland Kids First)</li> <li>Oakland Lacrosse: Leadership Development, Academic Counseling, Wellness Education (Oakland Lacrosse Club)</li> <li>Oakland Leaf Internship Program (Oakland Leaf Foundation)</li> <li>LGBTQ Youth Leadership Program (Oakland LGBTQ Community Center, Inc.)</li> <li>Discovery Science (Oakland Parks, Recreation &amp; Youth Development)</li> <li>Youth Beat: Media Arts &amp; Leadership Development (Oakland Public Education Fund)</li> <li>Youth Program (Restorative Justice for Oakland Youth)</li> <li>The Unity Council Latinx Mentoring &amp; Achievement Program (The Unity Council)</li> </ul> |
|---|--|

How Much Did We Do?		How Well Did We Do It?			
	\$4,645,347 investment	<b>Youth Participants*</b>			
			<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
	32 programs funded	<b>Hours of Service</b>	450,824	414,876	92%

	6,047 youth served*	<b>Number of Participants</b>	4,878	6,047	124%
	414,876 hours of service provided*	*One program never launched its services; thus, their data is not included in this table.			

## Youth Leadership and Development

### Is Anyone Better Off?

**91% (29 of 32 programs) MET AT LEAST 1** of their outcomes by Q4

#### Site-Specific Reported Measurable Data

##### Community Reading Buddies (Aspire Education)

- 92% of Youth Mentors demonstrated growth in key social-emotional traits, including connection, confidence, and communication, as measured by their pre-program and post-program responses to our adapted Positive Youth Development Assessment.
- 85%+ of Youth Mentors demonstrated growth in their feelings of connection to Oakland and their specific communities after participating in Community Reading Buddies.

##### The Unity Council Latinx Mentoring & Achievement Program (The Unity Council)

- 96% reported there was an adult on-campus they connected with and trusted.
- 96% reported they felt fairly or very connected to their LMA specialist/teacher.
- 100% reported their LMA specialist/teacher usually or always treated them with respect.

##### Oakland Leaf Internship Program

- 92% of respondents indicated that the workshops helped them build professional skills such as time management, advocacy, effective communication, email etiquette, classroom strategies, resume and cover letter writing, public speaking, healthy relationships, and career awareness.
- 100% of interns reported that they felt they were learning how to be a leader in their community.

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

- 61% increase in personal professional skill-building.
- 57% increase in leadership and advocacy experience.
- 88% of youth report having hope for the future.
- 100% of youth report having access to role models.
- 88% of youth report a higher likelihood of healthier choices.
- 100% of youth report having a desire to make positive changes.
- 100% of youth report having confidence to resist negative peer pressure.
- 100% of youth report having the ability to not break the law.
- 71% are matriculating to the next grade, graduating high school, or earning a GED.

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

- 89% of our students reported the program quality to be “Excellent” or “Good.”
- 83% of students reported that they were proud of the work they produced in the program.
- 71% of students reported that they became more comfortable working with a team since joining the program.

**Peralta Hacienda Youth Programs (Friends of Peralta Hacienda Historical Park)**

- 72% report increased comfort with sharing opinions.
- 72% report feeling connected to the community.
- 84% of youth reported that adults in the program told them what they were doing well.
- 86% of participants felt they had opportunities to talk about what they learned.
- 72% of youth reported feeling more comfortable sharing their opinions.
- 94% agreed that they get to try new thing.
- 84% felt they were told what they did well.
- 86% had chances to talk about what they learned.
- 90% were satisfied with how the program was run.
- 72% felt more comfortable sharing their opinions.
- 72% felt more connected to their community.

**REAL HARD Youth Leadership Program (Oakland Kids First)**

- Youth reported the top leadership skills gained were relationship-building (84%), planning (77%), presenting/public speaking (77%), and collaboration (73%).




**Oakland Lacrosse: Leadership Development, Academic Counseling, Wellness Education (Oakland Lacrosse Club)**

- 87% felt connected to their teammates.
- 85% reported that their lacrosse community allows them to be my authentic self.
- 84% reported that their teammates care about theme and make them feel important.
- 88% reported that when their team has given them feedback about their performance they know it was because they wanted them to succeed.
- 87% reported that they believe they can perform on and off the lacrosse field.
- 86% report that they are motivated to perform on and off the lacrosse field.

**Oakland SCORES (Bay Area SCORES)**

- 78% showed improvements in their aerobic capacity and 20 (8%) showed results suggesting their maintained their aerobic capacity.
- 95% said that "In SCORES I have a coach who cares about me."
- 82% said that SCORES helps me believe I can make a difference in my community.

# Summer Academic and Enrichment and Summer Youth Employment: RBA Summary

Summer Academic and Enrichment/Youth Employment					
<b>Oakland Summer Youth Employment</b> <ul style="list-style-type: none"> <li>Oakland Youth on the Move Summer Program (Lao Family Community Development, Inc.)</li> <li>Summer Jobs for Successful Futures (The Youth Employment Partnership, Inc.)</li> <li>Trybe Summer Job Program (Trybe Inc)</li> </ul>		<b>Summer Academic &amp; Enrichment</b> <ul style="list-style-type: none"> <li>Camp ANV (Acta Non Verba: Youth Urban Farm Project)</li> <li>Camp Destiny (Destiny Arts Center)</li> <li>Pre-Collegiate Academy (East Bay Consortium of Educational Institutions, Inc)</li> <li>EOYDC Summer Cultural Enrichment Program (East Oakland Youth Development Center)</li> <li>Kinship Summer Youth Program (Family Support Services)</li> <li>Concordia (Girls Inc of Alameda County)</li> <li>Oakland Freedom Schools (Lincoln)</li> <li>Oakland Fine Art Summer School (Oakland Parks, Recreation &amp; Youth Development)</li> <li>Summer Circus and Academic Program (Prescott Circus Theatre)</li> </ul>			
How Much Did We Do?		How Well Did We Do It?			
	<b>\$1,161,000 Investment</b> \$861,000 Academic & Enrichment + \$300,000 Youth Employment	<b>Youth Participants</b>			
		<b>12 programs funded</b> 9 Academic & Enrichment + 3 Summer Youth Employment	<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
		<b>1,274 youth served</b>	<b>Hours of Service</b>	154,596	154,359
		<b>154,359 hours of service provided</b>	<b>Number of Participants</b>	1,252	1,274
Is Anyone Better Off?					
Site Specific Reported Measurable Data					
<b>Summer Jobs for Successful Futures (The Youth Employment Partnership, Inc.)</b> <ul style="list-style-type: none"> <li>148 youth received case management.</li> <li>145 youth received development training.</li> </ul>					

- 149 received job readiness training.





**Oakland Youth on the Move Summer Program (Lao Family Community Development, Inc.)**

- 71 youth attended the annual youth leadership summit.
- 112 received post placement support.
- 112 received job coaching.
- 112 received job orientation.
- 112 received employment placement.
- 112 received mock interview.



Photo courtesy of Destiny Arts Center





# Violence Prevention Programming: RBA Summary

Violence Prevention Programming				
<ul style="list-style-type: none"> <li>• Health, Wealthy, Wise (The Youth Employment Partnership, Inc)</li> <li>• TMC's Transformative Youth Violence Prevention Program (The Mentoring Center)</li> <li>• Teens on Target (Youth ALIVE!)</li> </ul>				
How Much Did We Do?		How Well Did We Do It?		
	\$655,000 investment	<b>Youth Participants</b>		
	3 programs funded	<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
	340 youth served	<b>Hours of Service</b>	16,201	24,267
	24,267 hours of service provided	<b>Number of Participants</b>	189	340
				180%
<b>Is Anyone Better Off?</b>				
<b>100% (3 of 3 programs) MET AT LEAST 1 of their outcomes by Q4</b>				
Site-Specific Reported Measurable Data				
<b>Teens on Target (Youth ALIVE!)</b>				
<ul style="list-style-type: none"> <li>• 63% of students surveyed stated that in the last six months, they have helped resolve or mediate a conflict that would have otherwise led to a fight or violence.</li> <li>• 60% of middle school students say they would talk a friend out of carrying a gun after the TNT workshops compared to 37% before receiving our curriculum, a 23% increase.</li> <li>• While 76% of students already recognized the negative impacts of joining a gang or claiming a turf before TNT, that number rises to 88% after our curriculum, a 12% increase.</li> <li>• We even see a modest six percent increase in students' belief that guns do not make them safer, from 24% to 30%, after participating in TNT.</li> <li>• 100% of seniors graduated on time.</li> </ul>				
<b>Healthy Wealthy Wise (The Youth Employment Partnership, Inc.)</b>				
<ul style="list-style-type: none"> <li>• 2 trainees received their NCCER (a construction industry recognized credential) and 1 trainee received their Certified Restaurant Professional (CRP) (a culinary industry recognized credential).</li> <li>• 129 young adult and youth trainees completed 150 services hours throughout the program year.</li> <li>• 19 young adult trainees were placed in unsubsidized jobs.</li> <li>• 100% of dropouts were re-enrolled in school and 47% obtained their high school diploma.</li> <li>• 100% of students remained in school.</li> </ul>				

# Career Access and Employment for Opportunity Youth: RBA Summary

## Career Access and Employment for Opportunity Youth

- Bridges from School to Work (Bridges from School to Work, Inc.)
- Siblings on the Rise Economic Empowerment Program (Young Women's Freedom Center)
- Civicorps' Conservation Career Pathways Program (Civicorps)
- Youth Apprenticeships for Economic Empowerment (First Place for Youth)
- Oakland Youth Industries Exploration Program (Lao Family Community Development, Inc.)
- Comprehensive Job Training and Employment Program for Oakland Opportunity Youth (New Door Ventures)
- Life and Career Roadmap Program (Safe Passages)
- Oakland Career Connections (The Youth Employment Partnership, Inc.)
- YU Career & Education Program- Job Training and Placement (Youth UpRising)

How Much Did We Do?		How Well Did We Do It?			
	\$1,660,000 investment	<b>Youth Participants</b>			
			<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
	9 programs funded	<b>Hours of Service</b>	87,212	111,972	128%
	713 youth served	<b>Number of Participants</b>	525	713	136%
	111,972 hours of service provided				

### Is Anyone Better Off?

**89% (8 of 9 programs) MET AT LEAST 1** of their outcomes by Q4

#### Site-Specific Reported Measurable Data

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

- Youth achieved a rate of job readiness of 90% for enabling conditions, 87% for building assets, and 93% for promoting agency.
- 64% were employed at program exit.

##### **Oakland Youth Industries Exploration (Program (Lao Family Community Development, Inc.))**

- 100% of youth completed the job readiness workshop.

##### **Youth Earn-and-Learn for Economic Empowerment (First Place for Youth)**

- 64% youth enrolled in HSD/GED/PSE.

- 73% of youth made progress within HSD/GED/Post-Secondary Education.

**Siblings on the Rise Economic Empowerment Program (Center For Young Women's Development)**

- 90%+ of the goals youth identified with their life coaches in their life self-determination plan were obtained.
- 90%+ of youth completed their training and paid apprenticeships.

**Civicorps' Conservation Career Pathways Program (Civicorps)**

- 6 OFCY Youth attained their Class C Permits.
- 62% participants who exited the program were successful or neutral.

**Oakland Career Connections (OCC) (The Youth Employment Partnership, Inc.)**

- 52% obtained a high school diploma.
- 67% obtained an industry credential.
- 100% had measurable skill gain.
- 82% completed community service (reduced employment barriers).







Photo courtesy of Alameda Health System

# Career Access and Employment Youth in School: RBA Summary

## Career Access and Employment for Youth in School

- Health Excellence & Academic Leadership-Healthcare Internship (Alameda Health System)
- Pathways to College and Career Success for Oakland's High School Students through Genesys Works (Genesys Works Bay Area)
- The Hidden Genius Intensive Immersion (Hidden Genius Project Inc)
- Program Exploring College, Career, and Community Options-ECCCO (Oakland Unified School District)
- Fuego Entrepreneurship & CNC Design Career Academy (The Crucible)
- Media Education and Employment Pathway (Youth Radio Media)

How Much Did We Do?		How Well Did We Do It?			
	\$995,000 investment	<b>Youth Participants</b>			
			<b>Projected</b>	<b>Actual</b>	<b>% of Level Achieved</b>
	6 programs funded	<b>Hours of Service</b>	149,298	104,780	70%
	942 youth served	<b>Number of Participants</b>	1,017	942	93%
	104,780 hours of service provided				

### Is Anyone Better Off?

**50% (3 of 6 programs) MET AT LEAST 1** of their outcomes by Q4

### Site-Specific Reported Measurable Data

#### Health Excellence & Academic Leadership-Healthcare Internship (Alameda Health System)

- 76% of students surveyed indicated that they strongly agreed or agreed with the statement, "Because of HEAL, I have a clearer idea of my career path."
- 77% of students had a clearer idea of the education path they need to pursue their career goals.
- 86% of students indicated that participating in HEAL gave them a clearer idea of these educational requirements.
- 90% of students surveyed indicated that they strongly agree or agree with the statement, "Because of my participation in HEAL, I am more motivated to pursue my education seriously."

#### Pathways to College & Career Success for Oakland's High School Students via Genesys Works

- 93% successfully completed their internship.
- 100% graduated from high school.
- 100% pursuing post-secondary education (81% in a four-year college or university and 19% in a two-year college).

# Lessons Learned



## Strengths and Successes

### Youth Empowerment, Leadership, and Voice

Across OFCY programs, youth are consistently positioned as leaders, decision-makers, and active contributors to their communities rather than passive recipients of services. Programs intentionally create structured and informal opportunities for young people to shape program activities, set priorities, and influence outcomes. Youth voice is amplified through public speaking engagements, advocacy efforts, leadership workshops, youth advisory bodies, and community

events, where participants are encouraged to share their perspectives, lived experiences, and ideas for change. By centering youth perspectives and elevating their voices in both program design and public-facing spaces, OFCY-funded initiatives foster confidence, agency, and a sense of ownership, while strengthening youths' capacity to contribute meaningfully to community well-being and local decision-making.

*"I'm grateful to the students before me that did this work. I did not know how much work this [Youth Vote] was. But it's pretty rewarding to see folks be able to vote since they have been waiting for so long."*

-OFCY Youth Leadership Program Participant

#### Highlights of these efforts include:

- Youth participate in structured leadership roles, including youth advisory boards, peer mentoring, junior coaching, and student councils.
- Leadership development is embedded across program models, including violence prevention, environmental justice, and creative arts initiatives.
- Youth are supported to take ownership of projects, contribute to program design, and represent their communities.



Photo courtesy of Asian Pacific Environmental Network

## Community, Family, and Cultural Connections

Community engagement and family involvement are foundational strengths across programs. Family nights, cultural celebrations, showcases, and parent workshops foster strong connections between youth, caregivers, and the broader community. Cultural pride and identity development are intentionally woven into programming through storytelling, arts, and heritage celebrations such as Juneteenth, Black History Month, Día de los Muertos, and Lunar New Year. Creative and performing arts—including filmmaking, music, dance, fashion design, and media arts—offer powerful platforms for self-expression, confidence building, and community connection.

Strong partnerships with schools, community organizations, and local businesses further enhance program reach and impact. These collaborations expand resources, deepen community ties, and create meaningful opportunities for youth to showcase achievements, celebrate milestones, and experience a strong sense of belonging.



Photo courtesy of Asian Pacific Environmental Network

### Highlights of these efforts include:

- Family-centered activities such as family nights, showcases, cultural celebrations, and parent workshops deepen caregiver engagement.
- Programs address basic needs through food distributions, clothing closets, and parenting resources, supporting family stability.
- Cultural pride and identity development are embedded through arts, storytelling, and heritage celebrations.
- Creative and performing arts offer youth meaningful platforms for self-expression and community connection.

*“I admire how the staff always includes everyone. They made me feel welcome when I was new. And they are always kind. I love how they encourage people when they feel down.”*

**-OFCY Youth Leadership Program Participant**

## Holistic Academic, Career, & College Readiness and Support

Programs provide comprehensive academic and postsecondary readiness supports that address both immediate educational needs and long-term career pathways. Through tutoring, academic coaching, and structured college-readiness programs, OFCY sites support youth in meeting A-G requirements, navigating financial aid, completing applications, and preparing for postsecondary success.

Photo courtesy of Safe Passages



Career exploration and workforce development are embedded through internships, job readiness training, resume building, and exposure to professional environments. Partnerships with schools, higher education institutions, and employers expand access to mentorship, real-world work experiences, and career pathways. These integrated supports ensure youth are equipped with the skills, knowledge, and confidence to pursue higher education and meaningful employment.

*“I am very grateful for the support my mentor, co-workers, who I now consider friends, staff, teachers, and family, have given me. I am also thankful for their guidance throughout this very hectic year, as I am applying for college and I am part of many other responsibilities.”*

**-OFCY Career Access Program Participant**

### Highlights of these efforts include:

- Tutoring, academic coaching, and structured college readiness programming support progress toward A–G completion and graduation.
- Workforce development opportunities include internships, paid work experience, resume building, and exposure to professional environments.
- Partnerships with schools, higher education institutions, and employers expand access to mentorship and career pathways.

## Prioritizing Well-Being, Basic Needs, Resources, and Inclusive Supports

Programs prioritize social-emotional learning, mental health, and overall wellness by creating safe, affirming environments where youth feel supported, valued, and understood. Activities such as wellness circles, mindfulness practices, restorative justice circles, counseling, and support groups help youth build emotional regulation, resilience, and coping strategies. Physical wellness is reinforced through sports, fitness programs, nutrition education, and health workshops that promote lifelong healthy habits. Programs also address basic needs through food distributions, clothing closets, and parenting education, reinforcing stability and trust.

Special attention is given to historically underserved populations, including immigrants, refugees, LGBTQ+ youth, and families experiencing housing or food insecurity. Programs provide culturally responsive services, legal consultations, advocacy workshops, and mental health resources, ensuring inclusive access and affirming spaces where youth can bring their full identities, especially during current challenging times. This holistic approach strengthens emotional well-being while reducing barriers to participation and engagement.

### Highlights of these efforts include:

- Social Emotional Learning activities, such as wellness circles, mindfulness, restorative practices, and counseling, foster emotional regulation and resilience.
- Programs promote physical health through sports, fitness activities, nutrition education, and healthy lifestyle workshops.

- Targeted supports address the needs of marginalized populations, including immigrants, refugees, LGBTQ+ youth, and families experiencing housing or food insecurity.



Photo courtesy of East Oakland Boxing Association

- Safe, affirming spaces enable youth to express themselves, build trust, and access needed resources.

## Challenges

### Programs Should Continue to Prioritize Trauma-Informed Support During Challenging Times for Oakland Families

Major stress and challenges are prevalent among participants, particularly for those programs serving vulnerable populations. Many children, youth, and their families face high levels of trauma, mental health issues, and emotional stress,

*“Post the election, there has been much fear and confusion as to what is going to happen, and we have seen an increase in the need for mental health services. We are connecting with local partners to promote their services and workshops, as we know many of our families are being impacted.”*

-OFCY Provider

often stemming from external factors such as immigration-related challenges, community violence, and family instability. Additionally, ensuring student safety from threats like human trafficking and gang violence has been a priority for some OFCY programs. Parent engagement is another critical aspect of social and emotional well-being, as some programs struggle to involve families in their initiatives, thereby hindering students’ progress.



#### Strategies to Overcome this Challenge

To address these challenges, programs have implemented healing circles and connected with mental health resources to support families experiencing emotional stress and trauma recovery. They have also worked to build trust with families through communication and advocacy, ensuring that students receive the support they need both at home and in the community.

### Resource Restraints Hinder Smooth Program Functioning

Resource constraints, including space limitations, transportation barriers, and, at times, funding delays, are significant challenges for many programs. Some programs have faced construction-related space issues, while others have struggled with student transportation due to safety concerns with public transport and have exhausted supplemental funds for transportation services. Other security concerns include break-ins and theft at a few program sites, which have disrupted operations and forced staff to adapt their instructional methods.

### Strategies to Overcome this Challenge

Programs have addressed these challenges by partnering with local organizations, advocating for dedicated transportation positions, and reconfiguring available spaces to maximize efficiency. Many organizations have worked closely with school administrations to resolve scheduling and space conflicts, invested in additional technology resources (such as Zoom platforms to offer hybrid programs), and implemented security measures to protect their facilities.

*“Just getting the students safely to our site each day has been a challenge...due to these safety concerns, our transportation services to and from the program were in higher demand this summer. This extra demand made it harder to provide transportation for the enhanced programs we had planned.”*

-OFCY Provider

### Participant Engagement and Retention is a Persistent Challenge

Student engagement and retention challenges are among the most frequently mentioned issues across various programs. Many students struggle with consistent attendance due to competing commitments, lack of interest, and waning motivation throughout the school year. For example, programs reported declining attendance, especially during transitions back to in-person activities. Other programs describe disruptive behaviors among some students, potentially due to boredom that complicate engagement efforts for other participants.

### Strategies to Overcome this Challenge

Programs have implemented strategies such as creating engaging events, offering stipends, and introducing new activities, such as coding classes, to retain students. Additionally, programs have

*“It would be great if we could have even more learning programs, or if they change the programs they offer, or ask us what we want, like adding chance classes or cheer.”*

-OFCY participant

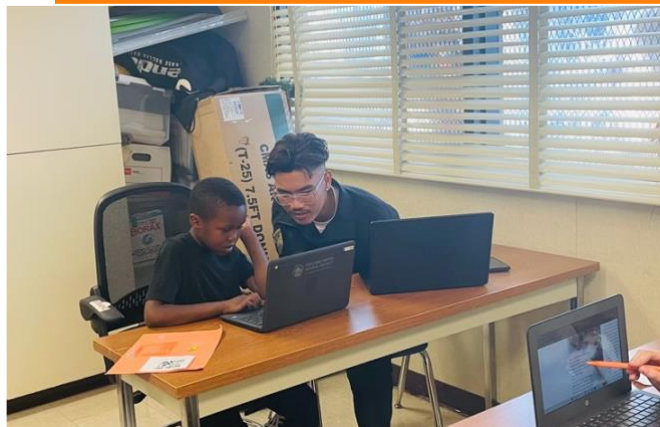
focused on building relationships with students,

surveying students about current interests, providing youth leadership opportunities to help design and develop new programs, and tailoring activities to student interests.



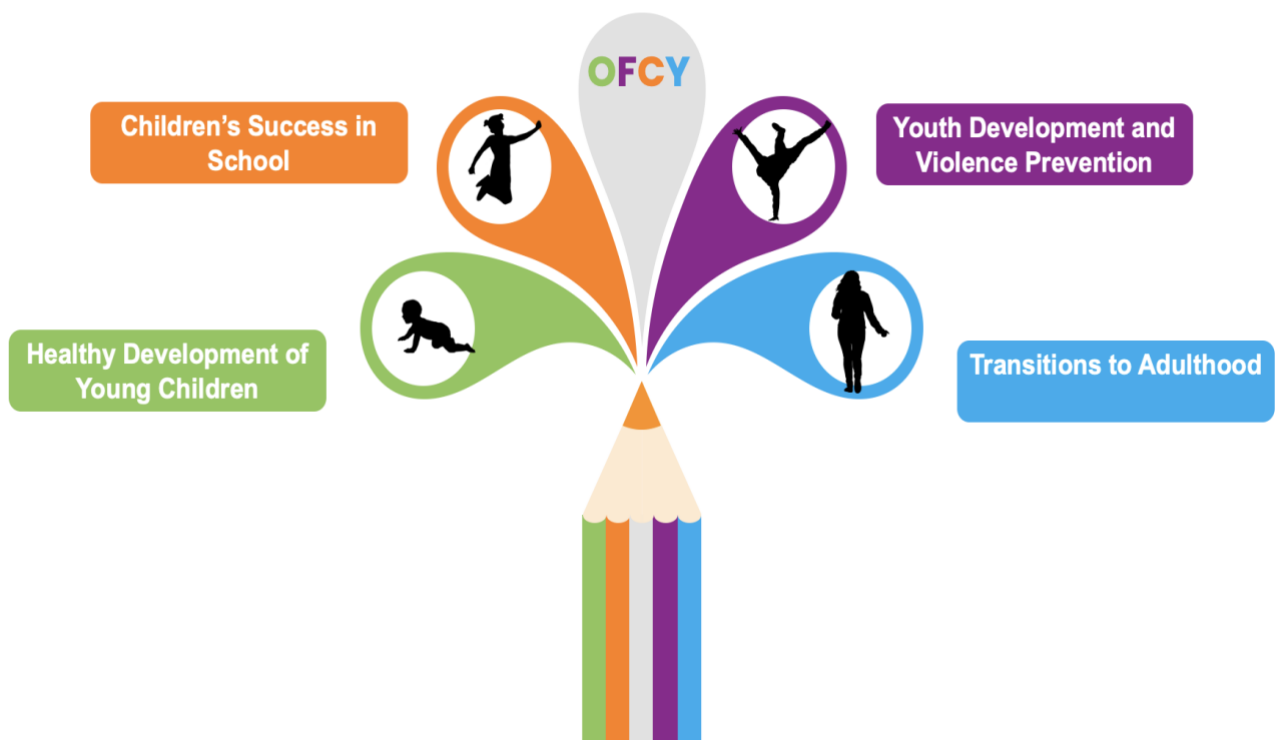
# Conclusion

Photo courtesy of Aspire Education



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' knowledge base 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 opportunities for belonging they created. This comprehensive approach underscores OFCY's commitment to nurturing children and youth from birth to 21 years old into healthy, happy, educated, engaged, powerful, and loved community members throughout the City of Oakland.

## Oakland Fund for Children and Youth



# Appendix 1: Collaborative Partners

1951 Coffee Company  
18 Reasons  
A Better Way, Inc  
Acta Non Verba Urban Farm  
Alameda County Community Food Bank  
Alameda County First 5  
Alameda County Flood Control  
Alameda County Health  
Alameda County Office of Education  
Alameda County Probation Department  
Alameda County Public Health Department  
Alameda County Social Services  
Alameda Family Services  
Alameda Recreation and Park Department  
Albany Berkeley Soccer Club  
Alliance for Girls Partnership  
Alternatives in Action High School  
America Scores  
Anti Police Terror Project  
Anu Taranath  
Arise High School  
Ascend Middle School  
Asian Health Services  
Attitudinal Healing Connections program  
AYPAL  
Bananas  
BART Summer Job Program  
Bay Area Air Quality District  
Bay Area Community Resources  
Bay Area Urban Debate League (BAUDL)  
BEAM  
Berkeley City College  
Betti Ono Foundation  
Black Alliance for Just Immigration  
Blackfeet Nation  
Blaze Consulting Group  
Boost West Oakland Mentoring Program  
BORP Adaptive Sports and Recreation  
Boys and Girls Club  
Brenkwitz  
Bret Harte Middle School  
Bunche Academy  
Burns Institute  
Cal-SOAP  
CalBright College  
California CASA Association  
California College of the Arts (CCA)  
California Invasive Plant Council  
California Natural Resources Agency  
California State Coastal Conservancy  
California Waste Solutions  
Career Centers at Fremont  
Career Roadmap Program  
Career Technical Education Summer Institute  
Carmen Flores Park Center  
Casey Family Services  
Castlemont High School  
Center for Independent Living (CIL)  
Centro Legal  
Child Mind Institute  
Circus program  
City of Oakland Human Services Department  
City of Oakland Parks and Recreation  
Civicorps  
Claremont Middle School  
Clem Miller Environmental Education Center  
Cloudflare  
Coffee Company  
College of Alameda  
Coliseum College Prep Academy  
Common Vision  
Communities for a Better Environment  
Community Connections Program  
Community Futures School  
Community Kitchens  
Community Outreach Outdoor Program  
Community Reading Buddies  
Community Works  
Conservation Program  
Court Appointed Special Advocates (CASA)  
Create the Space  
CURYJ  
Cycles of Change  
Darryl Reed  
Daughters of the American Revolution  
Destiny Arts Center

Dewey Academy  
Diversity in Health Training Institute - SIDRA Program  
Dream Youth Clinic  
Early Educator Apprenticeship Program  
Early Intervention Services  
East Bay Agency for Children  
East Bay Asian Youth Center  
East Bay Community Law Center  
East Bay Regional Parks District  
East Bay Sanctuary Covenant  
East Oakland Boxing Association  
East Oakland Youth Development Center  
Education for Change Family Leadership Council  
Edutainment for Equity  
Ella Baker Center  
Elmhurst Unified Middle School  
EMS Corps  
Encinal Swim Center  
Environmental Traveling Companions  
Envisioneers  
Eunice Law Foundation  
Expanded Learning Elementary Sports Program  
FACES for the Future  
Fairyland  
Family Pathways  
Family Violence Law Center  
FC Peralta Garden Club  
First Tee Golf Program  
Fred Finch Youth and Family Services  
Freedom School  
Fremont Bank  
Fremont High School  
Frick Academy Middle School  
Friends of Lincoln Square  
Genentech  
GetEmpoweredAll  
Girls and Boys Mentoring Program  
Girls Inc  
Golden Gate National Park Services  
Golden Gate University  
Harbor House  
Hayward Adult School  
Hayward Unified School District  
Head Start  
Health and Human Resources Education Center  
HealthPATH

Healthy Havenscourt Collaborative  
Help Me Grow  
Highland Hospital  
Housing & Homelessness Services  
Ignite Reading Program  
January Social Club  
Justice Institute  
Juvenile Justice Center  
Kapor Center  
Kenneth Rainin Foundation  
Kidpower  
Kindergarten to College  
Klasey Consulting LLC  
Knight Success College  
La Clinica de la Raza  
La Escuelita Elementary School  
La Femme Voyage LLC  
Laney Gateway to College  
Lao Family Foundation  
Latino Soccer Club  
Latitude High School  
Lawrence Livermore National Labs (LLNL)  
Lend A Hand Foundation  
Life Academy  
Lights On After School  
Lincoln Families  
Lions Creek Crossing Family Resource Center  
Los Positas College  
Madison Park Academy  
Manzanita Community School  
Marina Security  
McClymonds High School  
Mentoring in Medicine & Science  
Merritt College  
MetWest High School  
MISSEY  
MLK Oakland Public Library  
Moja Counseling and Consulting Services  
Multilingual Achievement Program  
Nate Dunstan, Program  
National Association of Climate Resilient Hubs Planners  
National Basketball Association - Math Hoops  
Native American Health Center  
Native American Student Development Center  
NEST Program at Fremont High School  
Netswitch Inc

New Door Ventures Program  
New Roots Program  
Newcomers English Language Learner  
Next Door Youth Services  
Oakland Athletics (MLB)  
Oakland Bloom  
Oakland Chinatown Coalition  
Oakland Chinatown Improvement Council (OCIC)  
Oakland Education Association (OEA)  
Oakland Family Resource Center  
Oakland Goes Outdoors  
Oakland Head Start  
Oakland High School  
Oakland Housing Authority  
Oakland International High School  
Oakland Kids First  
Oakland Lacrosse Club  
Oakland LEAF  
Oakland Literacy Coalition  
Oakland Marathon X  
Oakland Promise  
Oakland Public Library  
Oakland Roots (Soccer)  
Oakland Symphony  
Oakland Technical High School  
Oakland Technology Education Center  
Oakland Unified School District – Office of Equity  
Oakland Workforce Development Board  
Oakland Young Adult Program  
Oakland Youth Commission  
Oakland Youth Vote Coalition  
Oakland Zoo  
Oaklands Free Summer Food Program  
Oakland Athletic League  
Oceltol Training Partnership  
One Land One People Youth Center  
Options Recovery Services  
Original New York Hot Dogs  
OUSD ECCCO Program  
OUSD Music Department  
OUSD Refugee and Newcomers Program  
Parent University  
Pars Equality Center  
Peer Health Institute  
Peralta Community College District  
Piedmont Garden Club

Pixar Studios  
Planting Justice  
Point Reyes National Park  
Point Reyes National Seashore Association  
Prescott Circus  
Prescott Elementary School  
Presidio Visitor Center  
Project ANAR  
Project Pride  
Queer adoption attorneys  
Quest Community School  
Rainbow Club  
Randy Porter, the Music Department  
Reach Ashland Youth Center  
Restorative Justice for Oakland Youth (RJOY)  
Room to Bloom  
Roosevelt Middle School  
Roots Community Health  
RYSE Center  
Sacramento State University  
Safe Passages  
San Francisco 49ers  
San Francisco Giants  
San Francisco State University  
San Francisco Unified School  
San Jose State University  
Self Drafted, LLC  
Seneca Family of Agencies  
Set to Thrive  
Side By Side  
Silicon Valley Education Foundation  
Skyline High School  
SLUSD Lincoln High School  
SOAC LLC  
Social Club  
Social Justice Partnership  
Sogorea Te Land Trust  
Spark Girl Empowerment, Inc  
Spark Point  
Standing on a Cloud LLC  
Story Center  
Street Academy School  
Studio One  
Tandem  
Tech Foundation  
The Alameda County EMS Agency  
The Barrios Trust

The Berkeley School  
The Betti Ono Foundation  
The Holistic Health Program  
The Mentoring Center  
The Unity Council  
The Youth Employment Partnership  
Through the Looking Glass  
Tiny Techs  
UC Berkeley Beading Program  
UC Berkeley Native American Student  
Development Center  
UCSF Benioff Children's Hospital  
Unidos US/Escalera Partnership  
Upward Roots  
Urban Promise Middle School  
Urban Strategies Council

Village Connect  
Warriors Foundation  
Waterside Workshops  
West Coast Children's Clinic  
West Oakland Environmental Impact Project  
(WOEIP)  
West Oakland Middle School  
YMCA EAST BAY  
Youth Mental Health Academy (YMHA)  
Yonus Sports Program  
Youth Alive  
Youth Leadership Council  
Youth Making History  
Youth Organizing Council  
Youth Uprising

# Endnotes

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<sup>i</sup> Public Profit completes an annual evaluation for Oakland Unified School District (OUSD) after-school programs. Reports can be found at <https://www.ousd.org/expanded-learning/after-school-enrichment-programs/after-school/evaluation-reports>

<sup>ii</sup> <https://www.ousd.org/expanded-learning/after-school-enrichment-programs/after-school/evaluation-reports>

<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> City of Oakland's Department of Transportation (OakDOT) Geographic Equity Toolbox:

<https://www.oaklandca.gov/Community/Community-Development/Neighborhood-Improvement/Geographic-Equity-Toolbox>

<sup>vii</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.