



DISTRIBUTION DATE: March 3, 2023

## MEMORANDUM

**TO:** Honorable Mayor Sheng Thao  
Honorable Oakland City Council  
City of Oakland Employees  
Interim City Administrator G. Harold  
Duffey

**FROM:** David Ferguson  
Interim Director  
Oakland Public Works

**SUBJECT:** OPW Youth & Young Adult Training  
Academy Launches March 6

**DATE:** March 3, 2023

### INFORMATION

#### EXECUTIVE SUMMARY

The Oakland Public Works (OPW) Youth & Young Adult Training Academy is an exciting City of Oakland “grow our own” pilot effort to create community employment opportunities and foster our own local workforce. The pilot was developed through grant funding from the Office of Governor Newsom and California Volunteer that supports youth workforce jobs. The Oakland Forward grant was secured by the Oakland Department of Economic and Workforce Development (EWD). EWD launched an RFP this Spring and secured applications from Oakland non-profits. Nonprofit partners can also provide an avenue for youth and adults to enter the OPW Training Academy. OPW hiring priorities are youth and young adults aged 16-30 that are low-income, are unemployed and/or out of school, are transitioning from foster care, were justice-involved, engaged with the mental health or substance abuse system, and/or may have difficulty finding employment. The academy goal is two-fold: to fill the vacancies within our department and provide well-rounded training and support to local youth and adults to successfully gain and maintain employment within our department.

Trainees will be placed in these OPW divisions:

- Facility Services
- Park & Tree Services
- Environmental Services
- Equipment Services
- Keep Oakland Clean & Beautiful (KOCB)
- Drainage
- Safety & Training

#### BACKGROUND

##### Mission Statement

The mission of the Oakland Public Works Youth & Young Adult Training Academy is to provide on-the-job training, employability, and job acquisition skills for persons between the ages of 16-

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30 years from communities that have been historically disenfranchised and economically marginalized.

Vision Statement

Create a career pathway for youth and young adults to work in the public service sector in economically and socially productive ways for the Oakland community.

OPW Academy Objectives

- Reduce OPW vacancies with Trainees from the local community.
- Expose Trainees to career opportunities within the Department of Public Works.
- Provide a variety of social, safety, and life-skills training to prepare Trainees to be successful when working individually and in a team (crew).
- Provide tailored job acquisition training to strengthen Trainee competitiveness when applying for full-time employment in the Department of Public Works and the City of Oakland.
- Place Trainees in a fulltime, 6-month long position, for first-hand experience performing job duties, tasks, and to learn the skills necessary to apply for the corresponding entry-level position.

The OPW training academy is a pilot program that we envision extending and building upon to support Oakland's vulnerable populations to develop the necessary skills to secure and successfully maintain a full-time job. Employee retention, advancement, and filling job vacancies within Public Works is the centerpiece of our academy. Hiring specifics:

- Nine Trainees at a competitive City wage for 5-6 months of full-time work.
- All personal protective equipment will be provided to Trainees.
- Throughout this 5-6 month period, Trainees will participate in numerous trainings geared to prepare them to work safely and successfully within specialized front-line teams, as well as job acquisition skills such as creating a resume, job interviewing, mock interviewing, etcetera.

Under the goals of this pilot all Trainees are to be a resident of the City of Oakland, with 75% of those employed residing in the following zip codes identified through an equity priority process: 94601,94603, 94605, 94607, 94621

The cost of this pilot to date is \$284,050 for trainee compensation and wraparound services (including personal protective equipment and other on-the-job support), not including administrative staff time.

For questions regarding this informational memo, please contact OPW Training & Public Services Administrator Dr. Gregory Tarver, Jr., at [gtarver@oaklandca.gov](mailto:gtarver@oaklandca.gov) and (510) 615-5497.

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