



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

**PLANNING AND OVERSIGHT COMMITTEE
(POC)**

WEDNESDAY, December 4, 2024

IN PERSON

Please see agenda to participate in this meeting.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

**City of Oakland Planning and Oversight Committee
(POC) December 4, 2024 | 6:00pm-9:00pm**

IN-PERSON

PUBLIC PARTICIPATION:

The public may observe and/or participate in this meeting, in person, at Oakland City Hall, 1 Frank Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

For your safety, we strongly recommend you wear a mask.

OBSERVE:

To observe the meeting by video conference, please click on this link:

<https://us06web.zoom.us/j/82311405823> at the noticed meeting time.

Instructions on how to join a meeting by video conference is available at:

<https://support.zoom.us/hc/en-us/articles/201362193-joining-a-Meeting>

PUBLIC COMMENT:

Join us in person, at Oakland City Hall, 1 Frank Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

In-Person comments from members of the public must submit a separate speaker card for each item on the agenda to the commission clerk before the item is called.

All public comments that are not submitted by email by the deadline must be made In-Person.

Email Written Comments to OFCY@oaklandca.gov.

Written comments must be submitted at least 24 hours prior to the meeting time to be delivered to the Commissioners.

If you have any questions, please email Robin Love at rlove@oaklandca.gov.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

City of Oakland Planning and Oversight Committee (POC)

City of Oakland | Human Services Department
150 Frank H. Ogawa Plaza, Suite 4216 | Oakland, CA 94612 (510) 238-3088

December 4, 2024 | 6:00pm-9:00pm

IN-PERSON

*Issues that the public wishes to address that **are not** published on the agenda will be heard during the Public Forum section. You will have 2-minutes to comment on the item.*

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of Agenda (**Action**)
4. APPROVAL OF MINUTES (**Action**)
 - October 16, 2024
 - November 6, 2024 (**CANCELLED**)
 - November 20, 2024 (**CANCELLED**)
5. PRESENTATION – OFCY ANNUAL EVALUATION UPDATE – Katie Kramer, Co-Founder & CEO The Bridging Group
6. PUBLIC FORUM (*Limit to 2 minutes*)
7. Administrative Items & Announcements
 - General Updates
8. Closing Remarks & Adjourn



OFCY POC Meeting

December 4, 2024

**Evaluation Update &
Participant Survey Data Presentation**

**THE
BRIDGING
GROUP**

Evaluation Update

Key Evaluation Activities



Project Coordination & Strategic Advising



Cityspan Quantitative Data Review

Participants served, demographics, hours of service, budget allocations



Cityspan Qualitative Data Review

295 Narrative Reports
590 Outcome Reports



OFCY 2023-2024 Participant Surveys

2,568 youth & parent surveys collected



Evaluation Report Development

OFCY 2022-2023
OFCY 2023-2024



Future Evaluation Planning

OFCY 2024-2025
OFCY 2025-2026



WHAT DID OFCY DO? (in FY23/24)



They did A
WHOLE
LOT of
work!!!!



26,612 people were supported
through **146** programs!
(78 agencies)



23,671
youth served

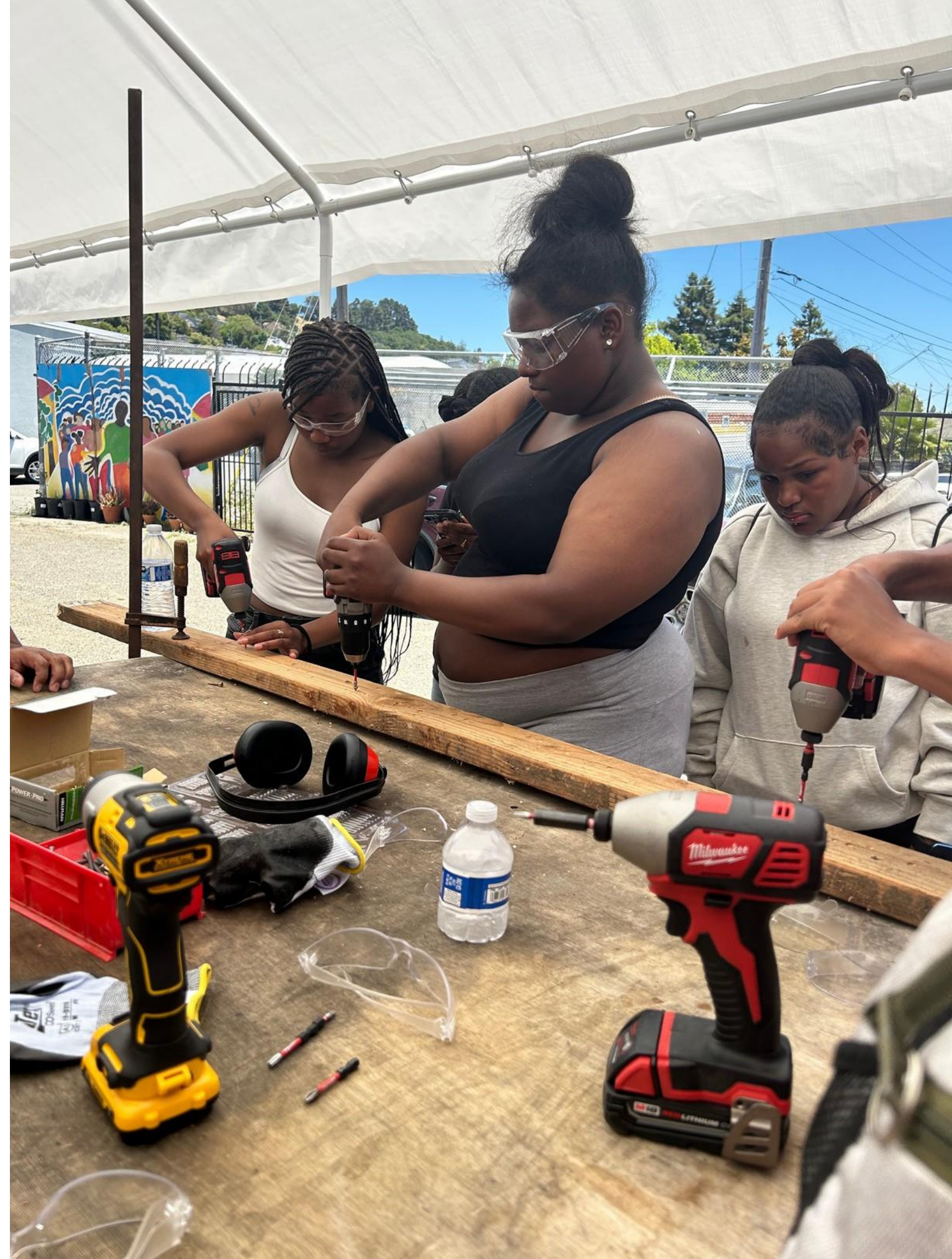


2,941
parents/caregivers
served

3,784,093
Total Hours of
Service!

3,738,445
Hours of Service with
Youth

45,648
Hours of Service with
Parents/Caregivers



KOQED

n p o

PB



**WHAT
WAS THE
RESULT?**

OFCY Participant Surveys

FY 2023-2024

N = 2,568 surveys collected

n = 2,158 surveys included in analysis

Who completed surveys?

Total Surveys Collected = 2,568

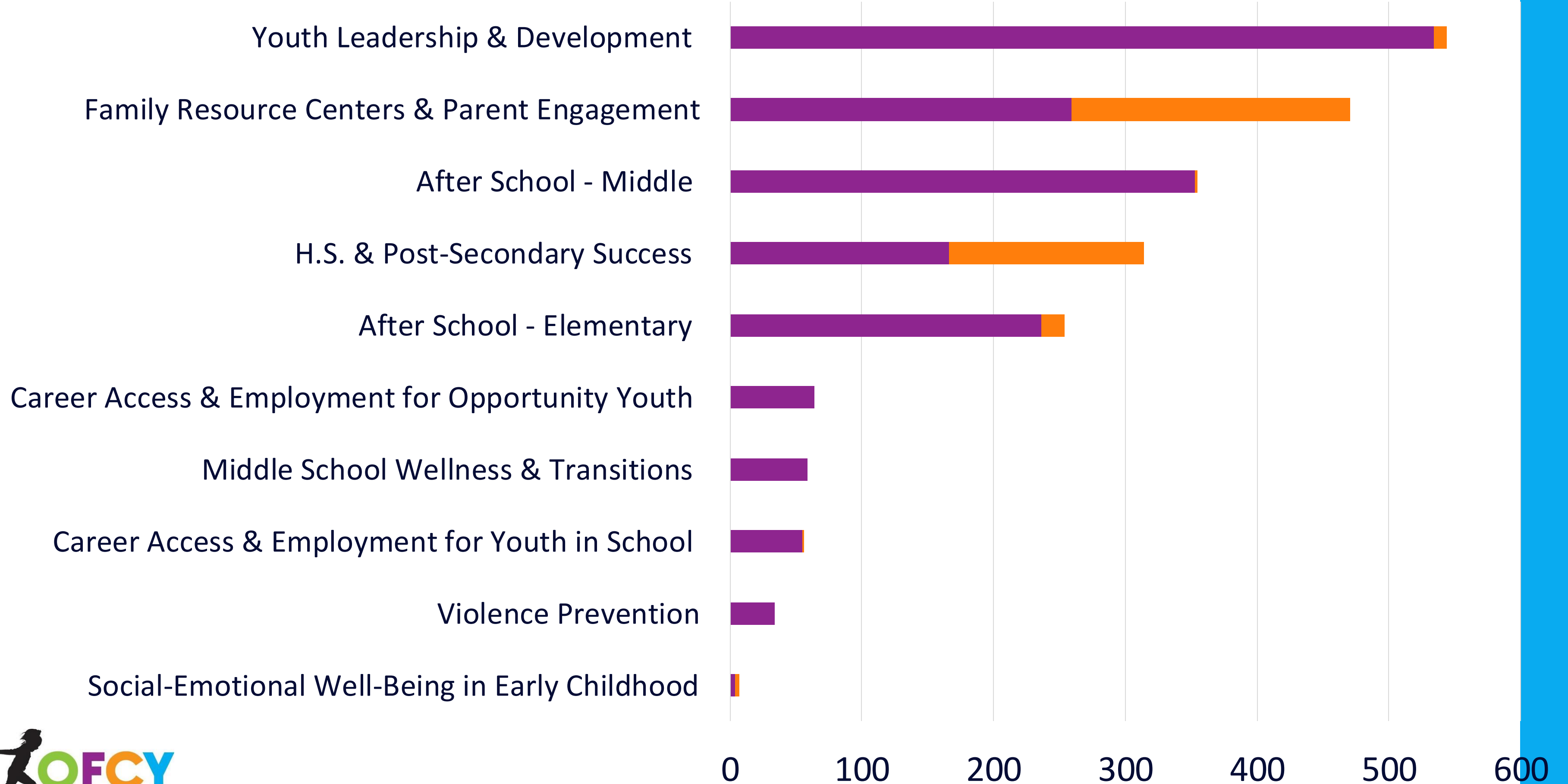
Surveys By Participant Type	#	%
Youth Participants	2,038	79%
Caregiver/Adult Participants	530	21%
Total Surveys By Participant Type	2,568	100%
Surveys By Language		
English Surveys	2,130	83%
Spanish Surveys	438	17%
Total Surveys by Language	2,568	100%

100% of strategies represented by surveys

- **80 programs** had at least 1 participant complete a survey

Survey Numbers by Strategy

- # Completed in English
- # Completed in Spanish



Children and Youth Program Experience (N=1680)

Percentage of responses indicating strongly agree or agree	%
I have an opportunity to talk about what I've learned in this program	76%
Adults in the program tell me what I am doing well	80%
In this program, I feel more comfortable sharing my opinion	67%
In this program, I try new things	86%
There is an adult in this program who notices when I am upset	71%
This program helps me to think about my future.	72%
I feel like I belong in this program*	74%

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

*asked in afterschool elementary programs only (n=254)

Academic-Related Outcomes

Percentage of responses indicating strongly agree or agree	Middle School (n=414)	High School (n=314)
This program increased my sense of belonging in my school or program	65%	83%
Because of this program, I participate in more class discussions and activities at school	62%	NA
This program increased my interest in completing school/ staying in school	70%	76%
The program makes me feel motivated and assisted me to achieve my academic goals or to learn in school	64%	82%
This program helps me improve my communication skills	67%	NA
College or a career feels attainable after graduation because of this program	NA	72%

Includes Middle School Wellness & Transitions, Afterschool-Middle School, and Highschool and Post-Secondary Success

Employment-Related Outcomes (N=120)

Percentage of responses indicating strongly agree or agree	%
Because of this program, I have a resume and know how to navigate the job search and interview process	90%
This program helped me understand additional skills I may need for industries I am interested in	92%
At this program, I learned what is expected in a work setting	93%
Percentage of participants who:	
Received assistance in getting an unpaid internship or on the job training	40%
Received assistance in getting a paid internship or job	63%
Average hourly wage	\$18/hour

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

Violence Prevention-Related Outcomes (N=34)

Percentage of responses indicating strongly agree or agree	%
I have an adult I can rely on	82%
I am more of a leader	76%
I am better at saying no to things I know are wrong	88%
I am better at staying out of situations that make me feel uncomfortable	82%
If I am in a situation where I feel unsafe, this program provided resources or created opportunities to call for support	88%

Includes Violence Prevention Programs only

Leadership and Connections to the Community-Related Outcomes (N=544)

Percentage of responses indicating strongly agree or agree	%
This program has given me the skills to advocate for myself and my community	74%
I feel more connected to my community	79%
I've learned new leadership skills	78%

Includes Youth Leadership and Development Programs only

Parent/Caregiver Outcomes (N=478)

Program Structure, Environment, & Staff

Percentage of responses indicating strongly agree or agree	%
This program connected me with other programs and resources that can help my family.	90%
Program staff refer me to other organizations or programs when they can't help me with certain issues.	91%
Program staff work well with families from different backgrounds.	92%
Program staff help to make me feel comfortable and supported.	96%
In this program, I feel comfortable asking questions and sharing concerns about my children and about parenting.	83%

Includes Family Resources Centers & Parent Engagement and Social-Emotional Well-Being in Early Childhood

Parent/Caregiver Outcomes (N=478)

Child Development

Percentage of responses indicating strongly agree or agree	%
Because of this program, I have a better understanding of what behavior is typical at my child's age.	76%
This program taught me how to identify what my child needs.	76%
Because of this program, I have a better understanding of how my child is growing and developing.	76%
Because of this program, I know more about how to keep my child safe and healthy.	78%
As a result of this program, I feel better prepared to stand up for or be an advocate for my child.	79%
This program taught me how to help my child be ready for school.	75%

Parent/Caregiver Outcomes (N=478)

Parental Skill Development

Percentage of responses indicating strongly agree or agree	%
Because of this program, I sing, read, or tell stories to my child more often.	74%
This program helped me to understand how to respond effectively when my child is upset.	74%
Because of this program, I spend more time playing, listening to, or talking with my child.	74%
Because of this program, I have more leadership skills.	74%

Includes Family Resources Centers & Parent Engagement and Social-Emotional Well-Being in Early Childhood



WHAT ELSE DID OFCY DO?

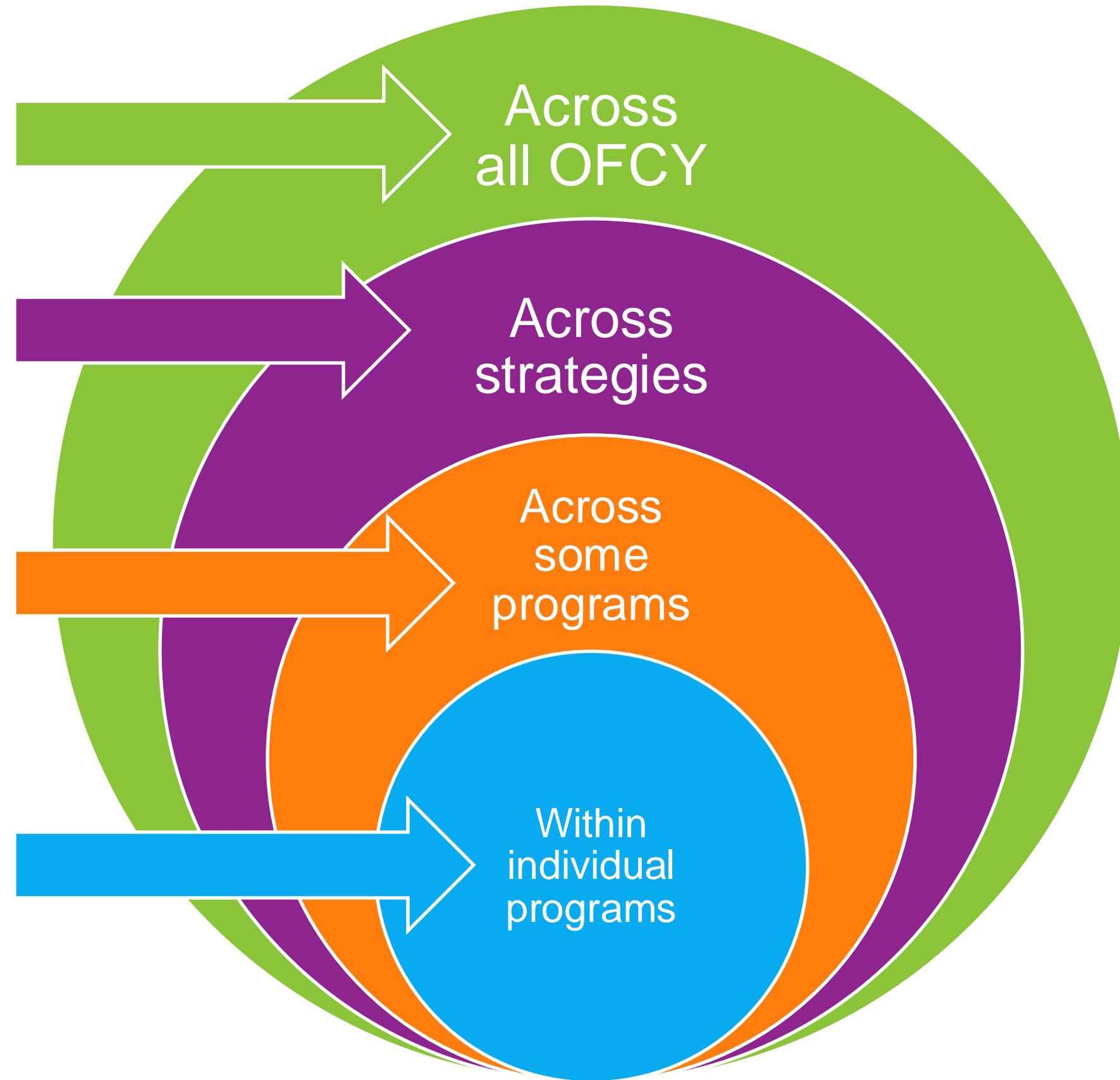
They wrote A LOT of reports!!!!



- Defined their outcomes (Q1)
- Wrote about their outcomes (Q2 & Q4)
- Wrote about their challenges and successes (Q1-Q4)

HOW DO WE TELL THE ***COLLECTIVE***
STORY ABOUT OFCY?

Collective Storytelling Framework





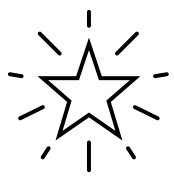
Program Successes Across OFCY

Finding #1: Strengths-Based and Culturally Responsive Services



*OFCY programs **integrate values and experiences of participants** into program development and implementation.*

Ex. A leadership pipeline was developed for Spanish and Mam-speaking newcomer students.

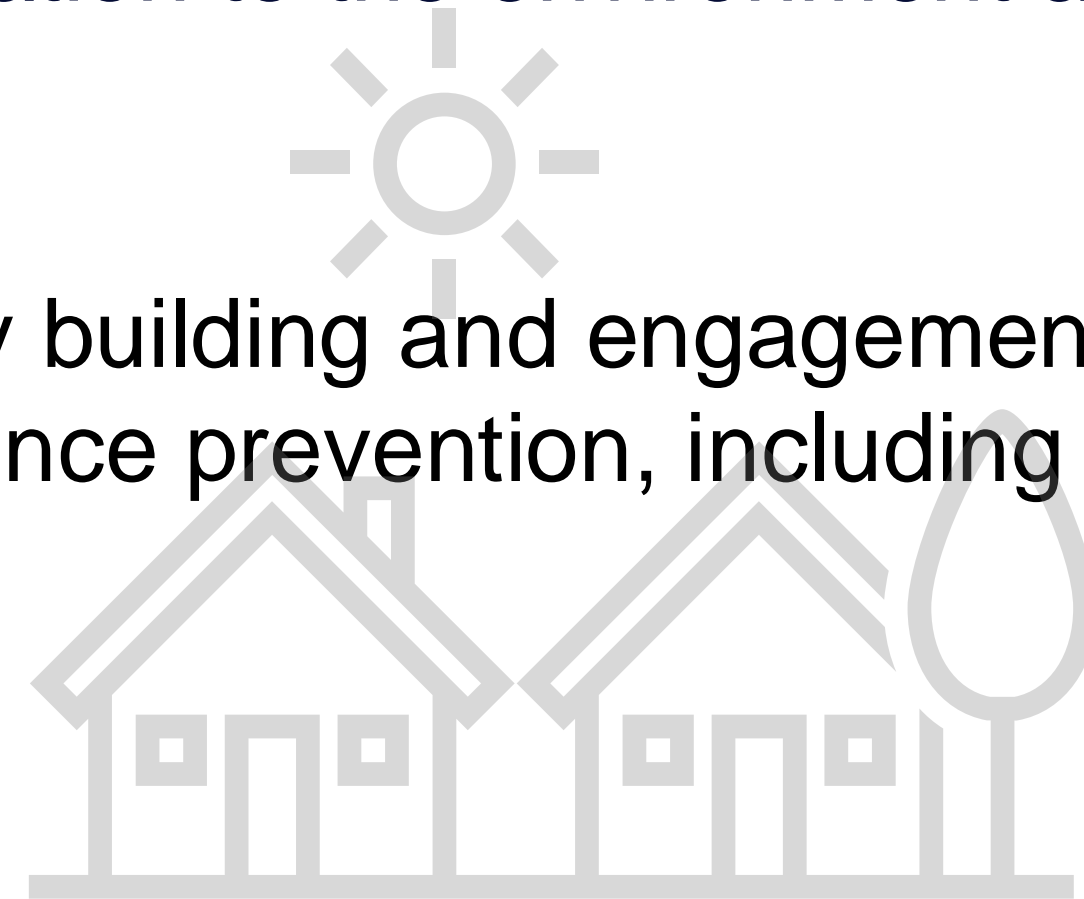


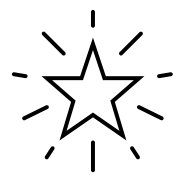
Finding #2: Community Building and Engagement

*OFCY programs foster **strong relationships, trust, collaboration** with **participants** and the **wider community**.*

Ex. Youth leaders organized an annual Earth Day Neighborhood clean-up, demonstrating their dedication to the environment and leadership skills.

Ex. Youth participated in community building and engagement events with a specific focus on violence prevention, including Town Nights.





Finding #3: Partnerships and Collaboration

Partnerships support enrollment among OFCY programs and extend the range of services.

Ex. Community-based organizations partnered to bring mental health consultation services to participants.





Program Challenges Across Strategies

Finding #1: Administrative Delays or Disruptions

OFCY programs adjusted to accommodate interruptions in their usual operations and activities.

Ex. Oakland Unified School District (OUSD) Teachers' Strike impacted program delivery, requiring programs to pivot and reschedule year end events.



Program Challenges Across Strategies

Finding #2: Impacts of COVID-19

COVID-19 led to staffing challenges and service disruptions among OFCY programs and increased isolation for participants.

Ex. For a small program team, staff illness can make it challenging to provide quality programming.





Program Challenges Across Strategies

Finding #3: Staffing Challenges

OFCY programs experienced difficulties related to staff recruitment, hiring, and turnover.

Ex. Hiring deadlines were extended due to a low applicant pool, which delayed filling certain program positions.



So What Happened? (Outcomes)

- Accessibility Enhancement
- Benefits Enrollment
- **Career Development**
- Case Management Goals
- Community Connection
- Community Engagement
- Community Events
- **Community Inclusion**
- Cultural Appreciation
- Cultural Sensitivity
- Data Management
- **Diversity and Equity**
- Educational Achievement
- Employment Certification
- Employment Placement
- **Employment Retention**
- Enrichment Activity
- Family Reunification
- High School Graduation
- Housing Resources
- Infrastructure Improvement
- Leadership Development
- Literacy in Early Childhood
- Mentorship
- Parenting Skill Development
- **Participant Safety**
- Participant Satisfaction
- Partnership Development
- **Personal Development**
- Physical Activity
- Post-Secondary Readiness
- Program Attendance
- Program Completion
- Program Enrollment
- Program Events
- **Program Implementation**
- Program Participation
- Relationship Building
- Resource Navigation
- Secondary Readiness
- Skill Development
- **Socioemotional Learning**
- Staff Recruitment
- Staff Satisfaction
- Staff Training
- Systems Involvement Prevention
- Technology Integration
- Trauma-Informed Approaches
- Violence Prevention
- Vocational Training
- Volunteer Recruitment

**OPEN - OUTCOMES
DEFINITION REPORTING**



Outcomes FY 23-24

Career Access and Employment for Opportunity Youth

- Top Outcome Categories Reported:
- **Career Development**
 - **Employment Placement**

Career Access and Employment for Youth in School

- Top Outcome Categories Reported:
- **Participant Satisfaction**
 - **Career Development**

Outcomes FY 23-24

Comprehensive School-Based Afterschool at Elementary Schools

Top Outcome Categories Reported:

- **Participant Satisfaction**
- **Educational Achievement**

Comprehensive School-Based Afterschool at Middle Schools

Top Outcome Categories Reported:

- **Participant Satisfaction**
- Program Attendance
- **Educational Achievement**

Outcomes FY 23-24

Family Resource Centers and Parent Engagement

Top Outcome Categories Reported:

- **Participant Satisfaction**
- **Parenting Skill Development**
- **Resource Navigation**

Social-Emotional Well-Being in Early Childhood

Top Outcome Categories Reported:

- Staff Training
- **Participant Satisfaction**
- Personal Development and Socioemotional Learning

Outcomes FY 23-24

Middle School Engagement, Wellness, and Transitions

Top Outcome Categories Reported:

- Participant Satisfaction
- **Educational Achievement**

High School and Post-Secondary Student Success

Top Outcome Categories Reported:

- Personal Development and Socioemotional Learning
- **Educational Achievement**
- Secondary Readiness

Outcomes FY 23-24

Youth Leadership & Development

Top Outcome Categories Reported:

- **Skill Development**
- **Personal Development and Socioemotional Learning**
- Participant Satisfaction

Violence Prevention

Top Outcome Categories Reported:

- **Personal Development and Socioemotional Learning**
- **Violence Prevention**
- Secondary Readiness

THANK YOU.



10.16.2024 - Meeting Notes:

- Timestamp 6:08 PM – JV calls meeting to order and calls roll. Five members of the committee are present, making quorum. (JV was elected Adult Co-Chair during the 9.4.2024 meeting.) Attendance is as follows:
 - Jessica Arline – D1, Adult
 - Meg Evans – At Large, Adult
 - Jasmene Miranda – D3, Adult
 - Selina Xue – D2, Youth
 - Jessica Arline – D1, Adult
 - Jorge Velasco – D5, Adult
 - (Leticia Henderson – Mayor’s Seat, Adult, Absent)
 - Vacancies:
 - Youth At Large
 - D1 Youth
 - D2 Adult
 - D3 Youth
 - D4 Adult
 - D5 Youth
 - D6 Adult
 - D6 Youth
 - D7 Adult
- Timestamp 6:10 PM – JV asks members who are present to review the agenda. RL asks supporting OFCY staff and partners to introduce themselves:
 - Brightstar Ohlson – CEO and principal of Bright Research Group (BRG), to present on OFCY’s strategic plan.
 - Kurry Foley – Human Services Department Fiscal Manager, to present on state of City and OFCY budget.
 - Annie Hines – Program Analyst II for OFCY.
 - Robin Love – OFCY and CYS Manager.
- Timestamp 6:11 PM – JV asks if there are any proposed changes to the agenda; there are none. ME motions to approve, SX seconds the motion. JV asks POC to review minutes and propose changes; there are none. ME motions to approve, JM seconds the motion.
- Timestamp 6:18 PM – JV introduces BO for presentation on the drafted strategies for the 2025-2028 term. BO presents on updates made to the Draft Strategies based on feedback received during earlier meetings. Slides from the presentation are attached to the end of these minutes.
 - ME asks how the RFP/application process will address cross-strategy programming, specifically if programs will need to apply separately under each strategy. RL and AKH note that current agencies and projects applied under their dominant strategy, but many already have cross-strategy programming incorporated into their awarded programs. BO also notes that there are fewer strategies under the 4 goal areas set in OFCY’s charter.
 - RL highlights that the proposed strategies will allow more geographic diversity in future programming to ensure all Oaklanders have access to programs, regardless of geographic location. Based on the results of the Community Needs Assessment, the proposed strategies will allow OFCY to ensure Oakland’s youth, especially those

experiencing the most disparities, will have equal access to programming while ensuring other departments, agencies and funders are able to lead in their respective areas (e.g. Ceasefire, DVP, ELO-P, etc.).

- JA asked about the changes to the Early Childhood goal areas; BO explained that the reductions were due to the upcoming funding landscape, allowing OFCY to focus on emerging gap areas, such as violence prevention and interruption. RL notes that the ranges are proposed, but based on the anticipated budget and funding landscape options.
- RL notes that evaluations and outcome development will be shared during the 10.18.2024 grantee convening, and outlines the upcoming City Council dates for approvals (12.4.2024 City Council Meeting).
- Timestamp 6:47 PM – JM, RL and AKH remind members of the public who are listening in via the broadcasting feeds (Zoom, KTOP) that public comment must be done in person or with 24 hour notice to RL or the OFCY general email, based on Brown Act rules. These emails are:
 - RLove@oaklandca.gov
 - OFCY@oaklandca.gov
- Timestamp 6:49 PM – ME and JM initiate a discussion on allowing public comment prior to voting on the draft strategies. JV notes that since the agenda has already been approved, this change cannot be made now. POC discusses the option that, going forward, public comment is allowed prior to votes and a general consensus is reached that this will be adopted going forward. RL suggests that a future agenda item could be updates to the by-laws ruling this POC.
- Timestamp 6:52 PM – ME offers unanimous approval for the Draft Strategies for 2025-2028. JV asks if all are in favor and finds no dissents.
- Timestamp 6:57 PM – RL introduces KF, HSD's Fiscal Manager, to share an update on the state of the City and OFCY's budgets.
 - KF notes that OFCY's team is currently operating at a 60% vacancy rate (e.g. 60% of OFCY roles are unfilled/vacant).
 - KF notes that the City's deficit is higher than anticipated.
 - KF shares good news: The City's charter states that OFCY receives 3% of the general fund due to the voter approved measure. The charter's mandate lasts until 2032.
- Timestamp 7:09 PM – RL clarifies the action item to take place during this meeting will not include action on FY2025-2026 extensions due to the fiscal environment described by KF, however staff requires approvals on funding, program and name changes for FY2024-2025:
 - Genesys Works Bay Area has changed their name to Genesys Works.
 - Safe Passages is adding East Oakland Pride Elementary to their program portfolio (Formerly a Higher Ground program).
 - Bay Area Community Resources is adding an after-school program to their portfolio (Formerly Girls, Inc.)
 - Dream Youth Clinic, the former subgrantee of Covenant House, is taking on the Dreamcatcher Youth Program.
 - Lincoln's Early Childhood Mental Health Collaborative is taking on additional school partners due to Jewish Family Community Services – East Bay's declination of FY2024-2025 funds.
- Timestamp 7:21 PM – ME motions to approve name changes and updated allocations for FY2024-2025. JM seconds the motion. Motion passes.

- Timestamp 7:22 PM – JV opens to public forum:
 - Laura Cabral (Safe Passages) – highlights the importance of the flexibility of funds from OFCY, which allows OFCY dollars to truly act as a gap-filling fund. Also highlights that this makes the early childhood funding important, since the emerging funds will likely come with more strict requirements than OFCY holds.
 - RL highlights that family resource center programs will remain as a funding strategy, as a part of OFCY’s overall goal of family centered youth programming.
- Timestamp 7:30 PM – JV moves to final item on agenda, the extension of funding for BRG’s strategic planning work to conclude. RL notes that an additional \$125,000 is being requested to complete the work. ME motions to approve, JA seconds. The motion passes unanimously. There are no further administrative announcements.
- Timestamp 7:36 PM – JV adjourns the meeting.



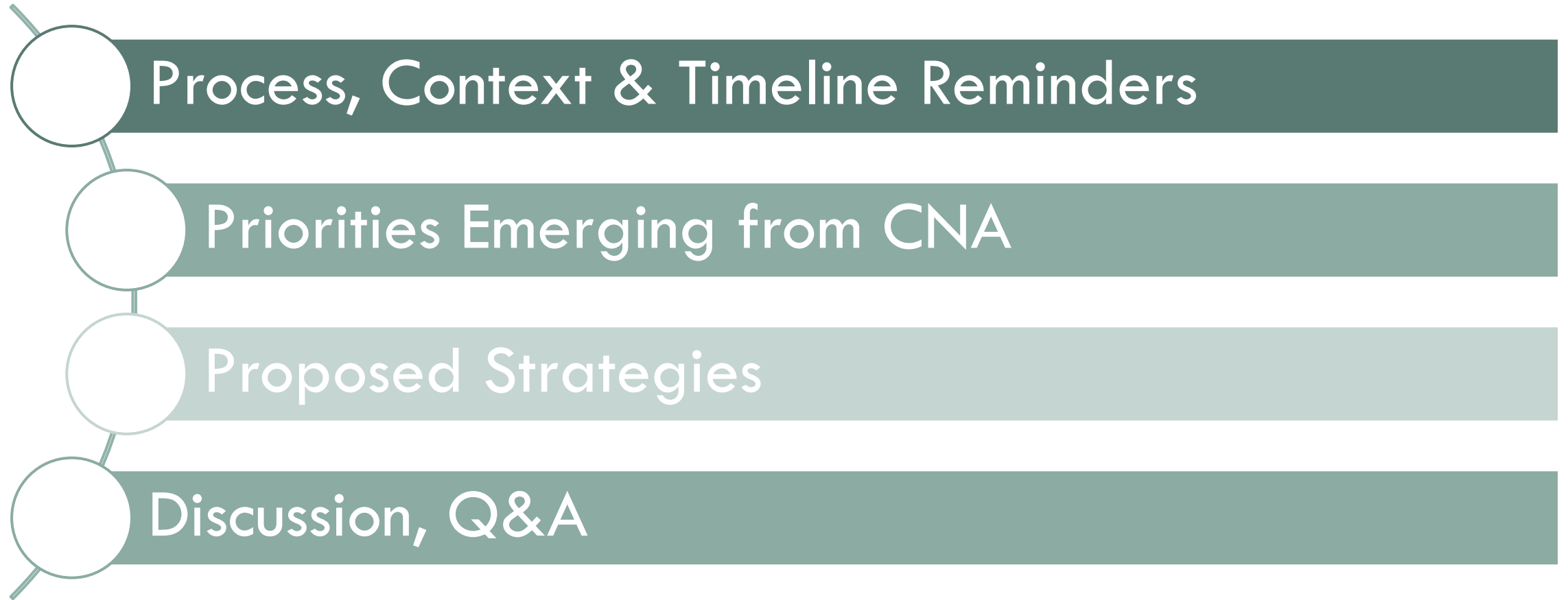
OFCY STRATEGIC PLAN UPDATE FY 2025 – 2028 PROPOSED STRATEGIES

POC MEETING OCTOBER 2, 2024

Prepared by Bright Research Group

OVERVIEW

2



PROCESS & CONTEXT REMINDERS

3



Four Goal Areas Supporting Youth Ages 0-21

1. Healthy Development of Young Children
2. Children's Success in School
3. Youth Development and Violence Prevention
4. Transitions to Adulthood



Prevention Funding for Gaps & Emergent Needs



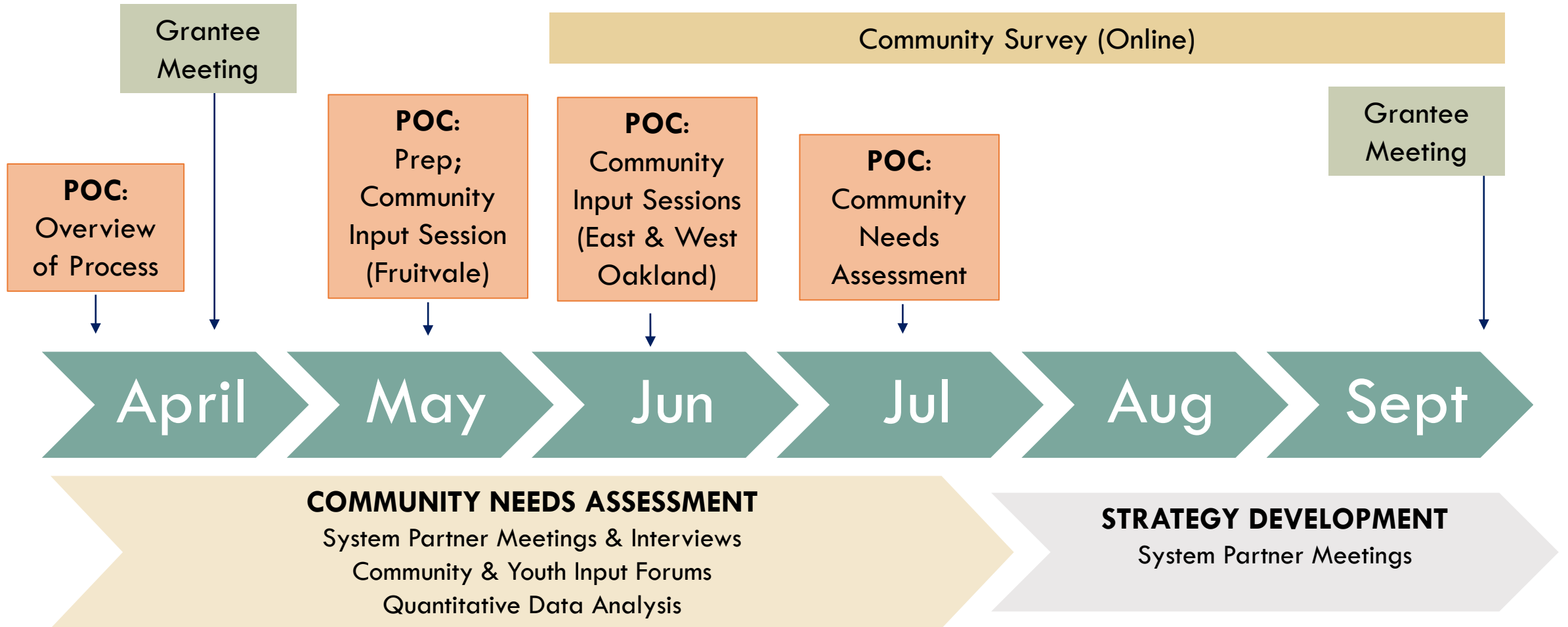
Strategic Plan Update Every 3 Years

Anchored by Findings from Community Needs Assessment

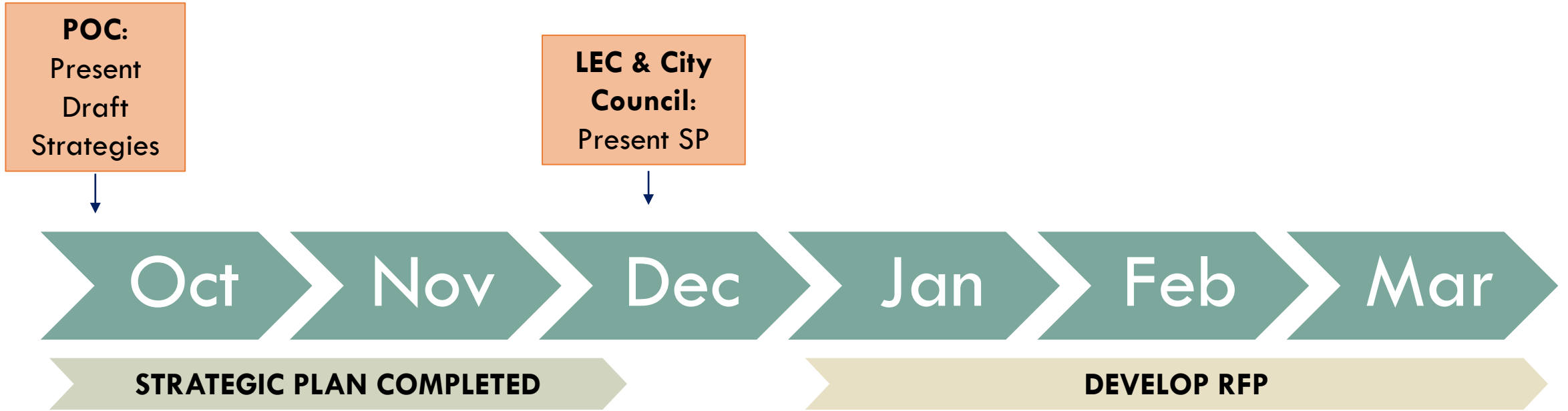


Spending Plan & RFP Developed After Strategic Plan is Complete

KEY MILESTONES TO DATE



WHAT'S TO COME



GUIDING PRINCIPLES FOR STRATEGY DEVELOPMENT

6

1. Responding to Youth & Community Priorities First
2. Child & Youth Development Focus
3. Commitment to Racial Equity
4. Partnering to Shepherd City Resources Responsibly
5. Funding Gaps in Child & Youth Services Landscape
6. Streamlining Strategies



KEY PRIORITIES THAT EMERGED FROM CNA

7



Youth Employment & Preparing for Adulthood



Youth Safety



Joy, Play & Belonging

Prioritize funding for programs and services that reach older youth

SUMMARY OF PROPOSED STRATEGIES

Goal Area	Strategies
Healthy Development of Young Children	1. Family Resource Centers and Family Engagement
Children's Success in School	2. Elementary School-Based After School 3. Middle School School-Based After School
Youth Development	4. Youth Development & Leadership
Transitions to Adulthood	5. Career Access & Employment 6. Youth Summer Jobs 7. Independent Living (NEW)
Youth Safety (NEW)	8. Place-Based Innovations for Safety (NEW)

Goal 1

HEALTHY DEVELOPMENT OF YOUNG CHILDREN

Support the healthy development of young children through pre-school education, school readiness programs, physical and behavioral health services, parent education and case management.



GOAL 1 COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

New funding sources are expanding early child care and education in Alameda County. Measures C and AA will generate significant funds for early care and education, with a focus on increasing access and quality for low-income families and supporting young children's readiness for kindergarten.

Stakeholders emphasize the need for wraparound support services for families. While expanding early child care access is crucial, there's a recognition that families need additional support to fully benefit from these opportunities. This includes family resource centers, other culturally competent services, mental health consultations, and parent support programs that address the unique needs of Oakland's diverse communities.

There's a demand for flexible funding and place-based initiatives. Stakeholders see OFCY as a crucial partner in providing flexible funding for promising practices and culturally responsive programs, particularly for underserved communities. Some shared that there was overlap in the types of services that OFCY funds through its two existing strategies (early childhood mental health consultation and family resource centers), and that OFCY could combine the strategies in this area to provide flexibility for organizations to offer a suite of consultation, parent support, play group, and other services that families with young children desire.

PROPOSED STRATEGY FOR GOAL AREA 1

1. Family Resource Centers and Parent Engagement: Family resource centers and programming that supports parent engagement will strengthen the families' connection to services and foster the healthy social and emotional development of young children. Services may be provided in the community, at home, within schools, or at existing family resource centers.

Supported Activities:

- Culturally specific programming
- Resource navigation
- Parenting workshops
- Play and learn groups
- Economic supports

Goal 2

STUDENT SUCCESS IN SCHOOL

Help children and youth succeed in school and graduate high school through after-school academic support and college readiness programs, arts, music, sports, outdoor education, internships, work experience, parent education, and leadership development, including civic engagement, service-learning, and arts-expression.



GOAL 2: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

- **Youth Experience in School:** Concerns around absenteeism, learning loss, and the need for improved social skills, literacy, and transition support are prominent concerns of parents and caregivers.
- **New funding for school-based after-school programs (TK-6th):** The State of California's Expanded Learning Opportunities Program (ELO-P) is funding OUSD to guarantee access to free after-school programs for students in TK–sixth grades who are low-income, English learners, or foster youth. This significant influx of funding allows OFCY to consider reallocating some of its afterschool funding to other underfunded service areas in Oakland. From a content and mission perspective, there's a lack of consensus on the role and goals of after-school programs.
- **Mental health is a growing concern:** The COVID-19 pandemic has significantly increased mental health challenges among children, leading to a rise in absenteeism and behavioral issues. The State of California is responding with several initiatives, including the Children and Youth Behavioral Health Initiative (CYBHI), which aims to transform Medi-Cal-funded behavioral health services for young people. This shift toward preventative care within schools is crucial for addressing the growing mental health crisis among young people.

PROPOSED STRATEGIES FOR GOAL AREA 2

2. Elementary School-Based After School Programming: Afterschool enrichment programming will be provided at Oakland elementary schools where a majority of students qualify for free and reduced lunch through a partnership with OUSD and community-based organizations.

Supported Activities:

- Arts
- Enrichment
- Athletics
- Recreation
- Academic support
- Mentoring
- Social emotional learning

PROPOSED STRATEGIES FOR GOAL AREA 2

15

3. Middle School-Based After School Programming: Afterschool enrichment programming will be provided at Oakland middle schools where a majority of students qualify for free and reduced lunch through a partnership with OUSD and community-based organizations.

Supported Activities:

- Arts
- Enrichment
- Athletics
- Recreation
- Academic support
- Mentoring
- Social emotional learning

Goal 3

YOUTH DEVELOPMENT & VIOLENCE PREVENTION

Prevent and reduce violence, crime, and gang involvement among children and youth through case management, physical and behavioral health services, internships, work experience, outdoor education, and leadership development, including civic engagement, service-learning, and arts expression.



GOAL 3: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

- **Oakland's approach to violence prevention:** The Department of Violence Prevention (DVP) focuses on high-risk individuals involved in violence, while OFCY prioritizes upstream strategies like youth development, family support, and school engagement to prevent violence before it occurs. However, several stakeholders point to the need to create a more coordinated continuum of supports between these two city departments. As DVP works with youth who are group or gang involved and eligible for focused deterrence strategies, there is a need to increase support for upstream programs that keep young people safe and prevent further involvement in crime and violence.
- **Protective factors are crucial:** Having a trusted adult to talk to, knowing where to get help, and being involved in school activities are all protective factors significantly correlated with better outcomes for young people. While there are positive trends in students having access to adults they can talk to and resources for help, disparities exist. This underscores the need for targeted efforts to ensure that all students have equitable access to support.
- **Focusing on Joy, Belonging, & Play:** A resounding theme from community input sessions was the need to focus on providing young people with opportunities to experience joy, engage in play, and foster a sense of belonging. Families and youth want youth-friendly spaces and events that make Oakland a more family-friendly city, and increase social cohesion and a sense of belonging. There was a strong emphasis on providing opportunities for play, physical activity, arts, and creative expression.

PROPOSED STRATEGY FOR GOAL AREA 3

4. Youth Development and Leadership: Positive youth development programming for young people ages 12-17 years old will ensure access to free, community based and culturally relevant enrichment, recreation and leadership development opportunities. Through partnerships with OPYRD and community-based organizations young people will have access to year-round and summer-specific programs that promote learning, physical activity, leadership, and cultural and community connections.

Supported Activities:

Community-Based

- Arts
- Recreation
- Athletics
- Culturally specific programming
- Leadership development
- Youth-led and youth-focused programming
- Scholarships or subsidies to summer or year round programs offered through OPRYD

Goal 4

TRANSITIONS TO ADULTHOOD

Help youth transition to productive adulthood through case management, physical and behavioral health services, hard-skills training and job placement in high-demand industries, internships, work experience, and leadership development, including civic engagement, service-learning, and arts expression.



Kingmakers of Oakland

GOAL 4: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

- **Youth Contributions to Family Well-Being:** Families face significant challenges with housing insecurity, rising costs of living, and the need for culturally-specific parenting support, mental health resources, and family-friendly city spaces. Youth are supporting their families financially, and desire additional job opportunities or financial incentives.
- **Growing call for increased support for older youth:** During community input sessions, the highest priority was for services that prepared young people for adulthood, offered paid employment opportunities or other financial subsidies, and supported youth financial literacy. Youth financial literacy and self-sufficiency skills were named as common challenges for young people who are preparing for adulthood. System and community stakeholders are advocating for ways to increase wages, incentives, or other forms of financial support for young people transitioning into adulthood. The movement for guaranteed income is gaining momentum, offering a potential solution to address economic challenges and create greater equity for this population.
- **Clearer career pathways for youth.** Various organizations, including the Oakland Promise, OEWD, and the TAYHub, are focused on providing support and resources for young people seeking technical degrees, alternative post-secondary pathways, and entry into the workforce. There's a strong emphasis on creating a college-going culture and ensuring that all young people have access to opportunities for success.
- **Funding limitations and siloed systems present challenges.** The city faces challenges in funding youth employment programs due to restrictive federal and state funding sources, such as WIOA and JobCorps. Additionally, there's a need to break down silos between education and employment systems to create a more seamless transition for young people.

PROPOSED STRATEGIES FOR GOAL AREA 4

5. Career Access and Employment: Through programs that offer pre-employment, paid work experience, and career exposure youth ages 16-21 will learn about potential career pathways, obtain jobs and earn income. Supported programs will focus on low-income youth who experience disparities, including but not limited to disconnected youth, youth in transitional schools, youth who are chronically absent from school, and other target populations who are at risk of disconnection from school or work.

Supported Activities:

- Pre-employment and job skills
- Career exposure
- Paid work experience
- Job training and placement, including with the City of Oakland
- Internships

PROPOSED STRATEGIES FOR GOAL AREA 4

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6. Youth Summer Jobs: Through partnerships with OEWD and OPYRD, high school youth will gain access to first time job experiences and income over the summer through the Oakland Summer Youth employment program. These partnerships will expand the number of youth summer jobs, increase the number of youth who earn income over the summer and support the long-term vision for the City to offer every young person in Oakland ages 16-21 with a summer job.

Supported Activities:

- Paid summer jobs

PROPOSED STRATEGIES FOR GOAL AREA 4

7. Independent Living: Young people ages 16-21 will develop the necessary skills to successfully transition to adulthood through programs that offer financial education, life skills, and basic income supports. Independent living programs will offer referral pathways for young people to access career access and employment services.

Supported Activities:

- Financial Education and Literacy
- Life skills
- Training and education
- Basic income support
- Navigation of services and public benefits

To prioritize the safety, well-being, and belonging of youth in Oakland.



GOAL 5: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

Youth Safety: The CNA revealed large increases in trauma and mental health impacts on young people in Oakland in the last three years. Exposure to trauma and other adverse childhood experiences (ACEs) increase the risk of involvement in violence, victimization, gangs/groups, and other negative outcomes for youth. In the 2022–2023 school year, 34% of elementary students, 20% of middle school students, and 33% of high school students in Oakland reported having at least one friend or family member die by violence.

Continuum of Services: Community members, youth, and youth-serving organizations feel that there is an urgent need for the city to create an expanded, coordinated response to these trends to support young people and stop the ripple effects of crime and violence in the community.

Coordinate with DVP: As DVP works with youth who are group or gang involved and eligible for focused deterrence strategies, there is a need to increase support for upstream programs that keep young people safe and prevent further involvement in crime and violence. The DVP reports that their caseloads for life coaches are full, and they are often looking for additional community-based resources where they can refer young people who don't meet the criteria for DVP's intensive program criteria, but who are still deserving of and needing additional support.

PROPOSED STRATEGY FOR GOAL AREA 5

Place Based Innovations for Safety: Place-based and targeted pilot programs will promote safety, social cohesion and belonging for young people and families in low-income neighborhoods in OFCY equity zones. Through a partnership with the DVP, youth pilot programs will offer comprehensive prevention and early intervention supports such as life coaching to youth aged 12-17 years old who are demonstrating early warning indicators of further involvement in groups, gangs, gender-based violence, and other community violence. Family and community pilots will activate neighborhoods, engage families across age groups, and advance multiple OFCY goal areas through community events and other supports.

Supported Activities:

- Early intervention and prevention programming
- Youth life coaching
- Mentoring
- Family support
- Social emotional learning and mental health
- Neighborhood and community events
- Youth and family friendly events

THANK YOU!