We are Civicorps
Civicorps’ mission is to re-engage young adults to earn a high school diploma, gain job skills, pursue college, and embark on family-sustaining careers.
TOP 5 SUCCESSES IN FISCAL YEAR 2018

1. 85% of graduates were employed and/or enrolled in college one year after graduation—the highest rate in Civicorps’ history.

2. A study by Harder+Company, generously funded by the Walter S. Johnson Foundation, found that former foster-involved youth graduate from our program and succeed at equitable rates.

3. Recycling graduate Kiara Alexis joined Waste Management as a Teamster apprentice, and was named one of the national Corps Network’s Corpsmembers of the Year.

4. We began our Advisory Program, matching each student with a staff advisor who provides support and guidance.

5. Civicorps—along with our partners at the City of Oakland, Waste Management, the Morris Stulsaft Foundation, and StopWaste—were finalists in the Mutual of America Community Leadership program for our Teamster Truck Driving Career Pathway.
SUPPORT

Civicorps provides the support services youth need to overcome barriers, cultivate their talent, and unleash their potential.

Student to staff ratio

8 : 1

262 individuals served in 2017–2018

1,211 counseling sessions provided in 2017

DEMOGRAPHICS

57% African/African American
17% Hispanic/Latino
14% Two or more races
8% Asian/Asian American/Pacific Islander
4% White, American Indian or Alaska Native, and Other

39% Female
<1% Transgender
61% Male

18% Experiencing homelessness*
45% Justice-involved*
30% Have a learning disability
29% Parents of young children
39% Victim of violence*
17% Former foster youth*

* self-reported
74% Graduation Rate, one of the highest performing high schools in Oakland

One year after graduation, 85% of graduates are enrolled in college and/or employed. (2016/17 cohort)

“The partnership with Civicorps and Tech Exchange is an example of how two nonprofits can work together to address climate goals and workforce development. Civicorps Recycling recycles our IT assets from East Bay industries. And by hosting two Civicorps interns, we equip them with IT skills as well as an interest in pursuing an IT career. We currently have a Civicorps graduate and intern studying Computer Science at Merritt College. We look forward to continuing this exciting and ongoing partnership!”
— Joel Peña, Director of Sales and Support, Tech Exchange
“At Civicorps, we discover stories of young people of color who are learning real skills, earning their diplomas, committing to their futures, and becoming leaders in their communities; these are stories that mainstream media would often lead us to believe don’t exist.”

— Peter Kim, Interim Director, Department of Violence Prevention, City of Oakland
I FOUND my strength

MIKE

I FOUND my passion

ROXANNA

I FOUND my career

KIARA

I FOUND my power

We are Civicorps
“Civicorps gave me opportunities to change my life. I didn’t know what to expect, but I learned to have an open mind and challenge myself to unleash my potential.”
It wasn’t that long ago when Yvonne would wake up in a cold and abandoned home with her family. Now she wakes up every morning, her 7-year-old son and 2-year-old daughter beaming joy, comfortable in a warm home. Her family’s safety and security motivates Yvonne to keep moving forward and pursuing her goals.

As a teenager, Yvonne’s life took an unexpected detour. In one hand she had an acceptance letter to CSU East Bay, and in the other, a positive pregnancy test. In the moment, she knew she wanted to be a mother, and knew that school would always be there. However, being a young parent came with its own unique and intense challenges.

Yvonne shares, “In the beginning my husband and I struggled. Together we were homeless, squatting in a foreclosed home for 6 months. During this time, there was mold and no heating which caused my son to catch pneumonia. Seeing him in the hospital for two weeks was soul-crushing and I knew things needed to change. So I enrolled at Civicorps.”

In spite of the adversity she faced, Yvonne knew that in order to overcome obstacles, she needed to strap on those boots and get to work. When she advanced to Civicorps’ Job Training Center, she learned the potential of her own work ethic. “Working in the field allowed me to understand responsibility and leadership. As girly as I am, it truly opened my mind about my craving for success.” Yvonne learned about responsibility and punctuality. She was winning awards from Hardest Hitter to Most Improved. Eventually she was promoted to Crew Leader, managing other Corpsmembers, a feat that she never thought she could achieve.

Yvonne knew she had it in her to accomplish more, so when she graduated from Civicorps, she applied for an internship at the Oakland Housing Authority, an internship partner Civicorps has had for over 10 years. Once her internship ended, Yvonne began working with Alamed Social Services Department. She developed a skilled administrative background that earned her a full-time position with the Oakland Housing Authority as an Office Specialist.

Her baby daughter is still young, but she can’t wait for the day that she once again receives that acceptance letter to CSU East Bay, where she hopes to graduate with a Masters of Social Work.
“I completely challenged myself by staying focused on my education. I didn’t know what my future would be like but I had goals and that was the driving factor. I know what I want to do and I will get there!”
MIKE

I FOUND my passion

It’s summertime and Mike is enjoying his break before finishing his last semester at Merritt College. In between helping friends and family — he has a passion for serving others — he’s reading *The Obstacle is the Way*, a book on overcoming adversities.

Mike isn’t new to adversities. They are inevitable, but he knows the difficulties he’s encountered do not deter his will to succeed. Mike is focused, goal-oriented, and lets no distractions get in the way of accomplishing his dream of one day serving his community.

While at Civicorps, Mike excelled in his classes. “I was determined to show everyone that I could take the same classes as everyone and pass! I finished the program in 8 months,” says Mike proudly. That’s the fastest possible amount of time anyone can move through the Civicorps program.

After graduating from Civicorps, Mike pursued college, where he has continued to excel. “Now I have a 3.6 GPA — As and Bs in my college classes! My time at Civicorps helped me see my love to learn and excel in academics,” shares Mike.

Mike’s college experience has rekindled a lifelong dream. “I’ve always wanted to join the military. As a teenager I was doing a lot of bad things which prevented me from pursuing this dream,” he explains. But once he started focusing on himself and received his high school diploma from Civicorps, he was able to continue to pursue this dream. “When I enrolled at community college, I got interested once again in the military. It’s the experience of serving that captures my attention.”

The great thing about his chosen career path is that he understands that he has choices. If the military does not work out, Mike will enroll at CSU East Bay and study Criminal Justice Administration. Regardless of the outcome, he will find a way to serve his community.

Through his desire to improve himself, he has changed and become a better person. Not just for him, but for his community. In December 2018, Mike will walk the stage and receive his Associates degree from Merritt College.
HIGH SCHOOL DIPLOMA

Civicorps is the only place a young adult ages 18 to 26 can earn a high school diploma in the East Bay.

- **25** students graduated with a high-school diploma (13 in December, 12 in June)
- **73,825** educational hours completed
- **82%** of students demonstrating growth via Math NWEA* quarterly assessment
- **88%** of students demonstrating growth via Language NWEA* quarterly assessment

*Northwest Evaluation Association

CAREER

Earning a high school diploma is the first step towards self-sustainability, so we prepare youth for in-demand careers.

- **35** positions available
**CIVICORPS RECYCLING SOCIAL ENTERPRISE**

Civicorps Recycling provides commercial recycling collection services to businesses throughout the East Bay while it trains young adults to enter careers in waste management, truck driving, and more.

**FROM JULY 2017 TO JUNE 2018**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>+27% business accounts in one year</td>
<td>From 1,150 to 1,411</td>
</tr>
<tr>
<td>2,327 tons of recyclable material collected</td>
<td></td>
</tr>
<tr>
<td>28 truck-driving pre-apprentices driving Class B and Class C trucks</td>
<td></td>
</tr>
<tr>
<td>266,280 lbs. of E-waste collected</td>
<td></td>
</tr>
<tr>
<td>95 oil inspections performed</td>
<td></td>
</tr>
<tr>
<td>5,848 illegally dumped tires collected</td>
<td></td>
</tr>
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</table>

**ENVIRONMENTAL MANAGEMENT**

During job training, youth work on contracts for some of the largest employers in the East Bay such as Caltrans, EBMUD, East Bay Regional Parks, and more.

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
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<tbody>
<tr>
<td>97,958 hours of work experience</td>
<td></td>
</tr>
<tr>
<td>483 acres of wildfire fuel load reduction</td>
<td></td>
</tr>
<tr>
<td>42 miles of waterways cleared</td>
<td></td>
</tr>
<tr>
<td>36 miles of trails maintained</td>
<td></td>
</tr>
</tbody>
</table>
Finding a career path can take years to discover. At Civicorps, we introduce students to various career pathways that help guide Corpsmembers’ path to a family-sustaining job. We provide opportunities for Corpsmembers to network with potential employers, guide them as they apply to vocational and community colleges, and help them explore career opportunities in healthcare, technology, social services, and the arts.

Like many young people, Roxanna didn’t know what she would do after obtaining her high school diploma. So a couple months before graduation, she participated in Civicorps’ annual Career Fair, where she learned about Unitek College.

“I was able to start a medical assistant program that allowed me to graduate in 9 months,” she says. Within a year, Roxanna became certified in medical assisting, and had a job lined up in a pediatric unit a week after receiving her certificate.

On a typical day, Roxanna takes vitals, performs injections, and soothes nervous parents. “I see babies grow and develop their motor skills, which became even more special when I became a mother,” she says. Roxanna just had her baby boy in March 2018. “This is such a new chapter to me. It’s been difficult juggling being a mom and still pursuing my medical assistant career,” she says. “But I know that I want to continue to grow. I plan to go back to school for a Licensed Vocational Nurse certificate.” Her end goal is to become a nurse practitioner.

“Graduating from Civicorps, I was able to start my career, I was given an opportunity to go back to school, earn AmeriCorps scholarships, and fully achieve my potential. I became independent, was driven to work hard and seek the value my work ethic can accomplish,” says Roxanna.

“In moments when you feel like nothing is going your way, trust your network. Civicorps was there for me.” Roxanna says to current Civicorps youth. “If I could succeed, you can too!”
PATHWAYS TO COLLEGE

Less than half of California high school students are college-eligible when they graduate. When they enter college, they test into non-credit-bearing courses that do not count toward their degrees, expending precious time and money. Studies have shown that students entering these courses are very likely to leave school without completing a degree.

Since 2012, Civicorps has built an organization-wide, college-going culture that begins the minute students walk in the door. Three years ago, we piloted a program to prepare our students to enter into and succeed in college. We partnered with Peralta Community College District to design college-preparatory courses that students take while completing their high school diploma. Now, Civicorps students are testing into credit-bearing college courses, using their hard-earned AmeriCorps scholarships more effectively, and are better-equipped to persevere and succeed in college.

$72,518 in AmeriCorps college scholarships were awarded in Fiscal Year 2018

“Civicorps promised the opportunity to find a career path while I was in school — and it lived up to that promise. I am pursuing a career in IT and computer engineering at Merritt College and excelling.”
— Aaron, 2017 Graduate
Growing up, Kiara had a dream for her future: a husband, children, her own home, financial security, and even a Yorkie named Sweet Pea. Unfortunately, the public school system put a damper on her dream, and one of her teachers even told her, “if your parents are poor, then you’ll be poor, too.”

Still, Kiara persevered, but she struggled to find a career that fulfilled her. She tried childcare, food service, and clerical work, but none of these fields sparked her passion. But as a new mom who had recently lost her job, the pressure was on to find work that was meaningful and put food on the table. Heeding her mother’s advice that sometimes she would have to get her hands dirty, Kiara joined Civicorps as a Recycling Intern.

“Listening to my mother’s words and taking a chance on myself, I was able to turn my whole life around,” Kiara says.

Kiara performed a variety of jobs related to waste management — sorting on the recycling line, helping on the waste collection trucks — and worked her way from the bottom up. Her hard work and determination have made her succeed in a male-dominated industry. In 2018, Kiara achieved two major milestones: she became one of the national Corps Network’s Corpsmembers of the Year, and she became an apprentice at Waste Management, where she is one of only five women driving trucks at the company’s Alameda County facilities.

As she skillfully navigates her 23,000 lb. recycling truck through the community, Kiara radiates success — inspiring other women to enter the male-dominated field. In two years, she will become a Teamster truck driver, earning a starting salary of $75,000 a year plus pension. She looks forward to being able to support her family and give back to the community.

“I have hopes of one day opening a community center to refocus the minds of the youth, spread love, and motivate greatness,” she shares. “As for my family and me, our dream home — the dream home that almost never was — will be paid for, as will a good education for both my children.”

“Thanks to Civicorps I am happy to say that I will now be able to give my children the life I didn’t have growing up.”
FINANCIAL OVERVIEW FY18

REVENUE

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>23%</td>
<td>Conservation Contracts</td>
<td>$1,931,566</td>
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<tr>
<td>28%</td>
<td>Recycling Contracts</td>
<td>$2,298,290</td>
</tr>
<tr>
<td>20%</td>
<td>CalRecycle Grant</td>
<td>$1,677,775</td>
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<tr>
<td>11%</td>
<td>Government Grants</td>
<td>$884,599</td>
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<tr>
<td>9%</td>
<td>Charter School Revenue</td>
<td>$734,690</td>
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<tr>
<td>6%</td>
<td>Foundations and Corporations</td>
<td>$524,500</td>
</tr>
<tr>
<td>3%</td>
<td>Individual Donations</td>
<td>$216,797</td>
</tr>
<tr>
<td>100%</td>
<td>Total Revenue</td>
<td>$8,268,217</td>
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EXPENSES

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<th>Percentage</th>
<th>Category</th>
<th>Amount</th>
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<tr>
<td>25%</td>
<td>Recycling</td>
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<tr>
<td>20%</td>
<td>Environmental Conservation</td>
<td>$1,633,906</td>
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<td>32%</td>
<td>Academy</td>
<td>$2,574,684</td>
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<tr>
<td>23%</td>
<td>General and Administrative</td>
<td>$1,795,968</td>
</tr>
<tr>
<td>100%</td>
<td>Total Expenses</td>
<td>$8,028,432</td>
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</tbody>
</table>
CIVICORPS SUPPORTERS
Donations received between July 1, 2017 – June 30, 2018

PUBLIC FUNDERS
Alameda County CalFresh Employment & Training Program
Alameda County Office of Education: Career Pathways Trust II
Alameda County Probation: Community Capacity Fund
Alameda County: Oakland Community Action Partnership
Alameda County: Social Services Agency
Oakland Fund for Children and Youth
Oakland Unite
StopWaste
Workforce Innovation and Opportunity Act

FOUNDATION FUNDERS
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Environmental Services Division
Kapstone
Oakland Housing Authority
St. Mary’s Center
Tech Exchange
Tri-CED Community Recycling
Waste Management

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Flood Control
Alameda County
Zone 7
Cal State
East Bay
California
Conservation Corps
Caltrans
City of Alameda
City of Berkeley
City of Oakland
City of Pleasant Hill
City of Walnut Creek
East Bay
Municipal Utility
District
East Bay
Regional Parks
District
Mills College
Miramont Land Co.
Oakland Airport
Oakland Housing
Authority
Oakland Unified
School District
Oakland Zoo
Port of Oakland
UC Berkeley
UCSF Benioff
Children’s Hospital

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California Dept.
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Rehabilitation
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Peralta Community
College District
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Urban Strategies Council
Volunteers in Parks
Youth ALIVE!
Youth Employment
Partnership

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