

Addressing the Priorities of Youth Across San Diego County

A Labor Market Analysis of Youth Populations & Services
Across San Diego's Four Major Regions



NOVEMBER 2025

Acknowledgements

This report was authored by Robyn Broughton, M.A., Rachel Blum, and Munir Mahomar Bendeck from [Working Current](#) (a DBA of Rachel Blum LLC), with support from Art Samot, Teddy Martinez, Sandra Bauler, Deona “Dee” Dorsey, Charlaïne Carter, Gaby Ledezma, Kendrix Reynolds, Jenna Little, and Sabrina Hart from the [San Diego Workforce Partnership](#). The report was designed by Jen Hyman of [Global Impact Narratives LLC](#).

Special acknowledgement goes to Castle Funatake, PhD, MPH, at [211 San Diego](#), as well Hayden Dover and his colleagues at the [California Employment Development Department](#), who provided invaluable data to the research team. We extend our sincere thanks to the [Regional Task Force on Homelessness](#) (RTFH) and the [County of San Diego Health and Human Services Agency](#) for their collaboration and data sharing, particularly, Valod Shaverdian Vic, Thuy Linh and Christopher Hermanson, whose assistance was instrumental to understanding the youth segments. We are especially grateful to Caroline Stevens and Henar Hellow from the [Automated Regional Justice Information System](#) (ARJIS) for their invaluable data contributions and expertise on justice-involved youth, and to Rashida Elimu of [Promises2Kids](#) for her dedication, expertise, and delivery of the foster youth data. We also thank Claire Snyder at YouthWill and Sandra Bauler at SDWP for connecting our research team with young people who participated in focus group discussions and interviews.

We would like to thank the many service providers and young people who participated in surveys, interviews, and/or focus group discussions as part of the preparation of this report.

The San Diego Workforce Partnership would also like to thank its donors, whose financial support have made this report possible. Thank you for investing in this important work to promote the wellbeing and livelihoods of San Diego’s young people.

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EXECUTIVE SUMMARY

Addressing the Priorities of Youth Across San Diego County

The San Diego Workforce Partnership (SDWP) commissioned this research to understand the workforce needs of youth ages 14-24 across San Diego County, and to assess how effectively current services align with those needs. The research addresses four core questions:

Key Questions

1. **What demographic patterns do we see among different youth segments from underserved communities throughout San Diego County, including population characteristics, education completion, unemployment outcomes?**
2. **What services are currently being offered to these youth segments, where are they located, and which organizations deliver them?**
3. **When we compare the demand for services against supply in services, where are there gaps, by youth segment, service type, and region?**
4. **How can these insights inform SDWP's future allocation of program resources?**

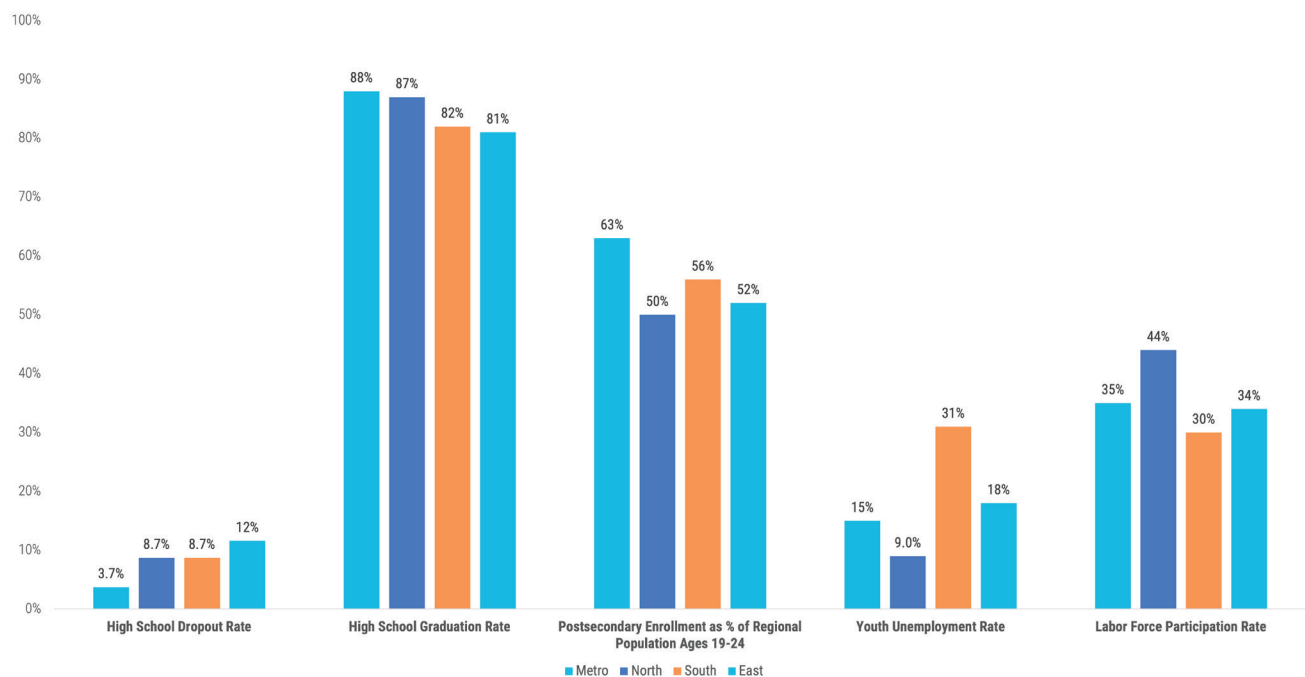
The report begins by examining the “demand” for services, profiling youth populations and their education and labor-market outcomes among twelve priority segments from underserved communities. It then analyzes the “supply” of services, mapping 162 youth-serving organizations providing services in over 500 sites across the county. Twenty-seven distinct service types are classified across three domains: education, employment, and wraparound supports.

Each analysis is presented across San Diego's four regions—**San Diego Metro Region**, **North County**, **South San Diego**, and **East San Diego**—and triangulated with qualitative input from service providers and youth participants. The report concludes with a gap analysis that compares this demand against supply, identifying where services are most under- or over-represented, and offering data-driven guidance for SDWP's future investments in youth programming.

This research revealed the top five findings:

1 Regional Imbalance: San Diego County's youth workforce landscape reveals both strengths and regional imbalances. With roughly 85% of students graduating and roughly one in three youth ages 18-24 participating in the labor force (and 16% unemployed), the region shows uneven outcomes. South County and East San Diego show the steepest distress (Figure 1). While North County appears to perform well regionally overall, a deeper look at the microarea data show geographic pockets of high unemployment and poor education outcomes.

Figure 1: Education and Employment Outcomes Across San Diego's Four Regions



INTERACTIVE DATA DASHBOARD

Interactive Data Dashboard: All data presented in this report is fully viewable and explorable in an interactive data dashboard, built in PowerBI. The dashboard allows users to navigate youth population data and outcomes—education and employment— as well as services across county, regional, and PUMA levels. A gap analysis section shows side-by-side comparisons of service sites against unemployment data, high school dropout rate, and concentration of low income households. Viewers can filter services by youth segments served and explore the locations and types of services available at each site.

Scan the QR code or [visit the dashboard online](#) to explore the data firsthand and generate your own insights



2 Metro Region as the Hub: The Metro region anchors the system: it has the largest youth population, the greatest concentration of youth non-enrolled in school (42%) and half of youth from low-income households, and the most service sites, making it pivotal for program reach and coordination. Meanwhile North County, with a large youth population (133,405) concentrated in the Oceanside/Camp Pendleton and with a notable military presence, demonstrates the strongest labor-market attachment overall, but with severe shortfalls in discrete areas such as Vista which experiences high unemployment (15%), high dropout rate (33%), and low high school graduation rate (33%). South San Diego faces the sharpest employment distress, and East County shows the steepest education risk and largest shares of refugees and youth with disability. These regional contrasts (Figure 2) highlight where opportunity gaps persist and where resources may be more precisely targeted to ensure equitable outcomes for youth.

Figure 2. Youth Population Characteristics Across San Diego's Four Regions

METRO	NORTH
Students: 125,358	Students: 96,541
Not in School: 52,661	Not in School: 50,738
Black Opportunity Youth: 2,851	Black Opportunity Youth: 1,361
English Learners: 65,356	English Learners: 41,621
Youth in Low-Income Households: 29,743	Youth in Low-Income Households: 9,875
Refugees: 1,118	Refugees: 173
Youth Experiencing Homelessness: 2,352	Youth Experiencing Homelessness: 468
Foster Youth Enrolled in School: 359	Foster Youth Enrolled in School: 181
Largest youth population, with the most youth not in school, experiencing homelessness, and from low-income households.	Lower concentrations of refugee youth and targeted pockets needing onramps to work.
SOUTH	EAST
Students: 66,448	Students: 53,244
Not in School: 25,481	Not in School: 20,457
Black Opportunity Youth: 2,013	Black Opportunity Youth: 1,346
English Learners: 49,100	English Learners: 19,454
Youth in Low-Income Households: 9,432	Youth in Low-Income Households: 10,318
Refugees: 912	Refugees: 2,527
Youth Experiencing Homelessness: 134	Youth Experiencing Homelessness: 1,056
Foster Youth Enrolled in School: 97	Foster Youth Enrolled in School: 216
Highest concentration of English learners and the sharpest labor-market distress.	Smaller youth base with concentrated refugee and disability needs.

3 Broad but Uneven Coverage: We found 162 youth-serving organizations operating across 500+ sites. Services tend to cluster in the Metro region, and remain relatively thin across South County and East San Diego (particularly the Sweetwater/ East Chula Vista, El Cajon & Santee, Fallbrook/Alpine/Valley Center areas). In interviews, youth and service providers noted the underserved communities in the South and East, particularly in the more rural areas and along the U.S.-Mexico border; meanwhile, some also pointed to pockets of North County that remain disconnected from the rest of San Diego. In terms of youth segments, most programs focus on in-school and low-income youth. Conversely, out-of-school youth (ages 18-24), parenting, youth with disabilities, Black opportunity youth, and LGBTQ+ youth remain least served. Key informants pointed to a large gap in programming targeted to adolescents, particularly middle school students.

4 System Strengths, Targeting Gaps: Most programs offer general workforce preparation (245 sites), leadership (221), and other general positive youth development supports (333) such as mentorship, life skills, case management, and enrichment programs. Services tend to cluster in the Metro region. Conversely, only 22 sites support dropout recovery and 16 provide disability accommodations, signaling limited re-engagement and inclusion capacity. Interviews with youth suggest a massive demand for information about the education and career pathways and opportunities available to them. A close second priority is youth-friendly, holistic mental health services that span clinical services, coaching, community building, restorative justice, and the healing arts. Key informants also point to widespread gaps in transportation, childcare, and financial literacy. Overall, youth say they need a more coordinated referral system that is more easily navigable and quickly leads to concrete forms of support. They also value programs with cultural competence—for example, those that bring in mentors and peers with a shared lived experience—which helps young people feel understood, builds trust, and attracts new participants.

5 Economic Stability Drives Demand: 211 San Diego client referral data confirm that most common youth service requests are for housing and shelter, along with income support/benefits assistance, and individual and family life services, along with other day to day stabilization supports. These patterns underscore the demand for wraparound and earn-and-learn supports that link stability to opportunity. Interviews with young people echo this need: one's ability to reach their education and employment goals depends as much on reducing fundamental barriers (financial instability, mental health, transportation, and housing) as on expanding education and workforce programs.

Together, these insights point toward a clear strategy: expand re-engagement pathways, adopt employment-first approaches, and strengthen wraparound supports with a focus on underserved areas of South County and East San Diego as well as underperforming pockets of North County. Programs should acknowledge youth's intersectionality, and particularly consider underserved youth segments such as out-of-school youth, Black opportunity youth, LGBTQ youth, and those living with disabilities. Well established programs could be expanded to adolescents who are at a critical age for being introduced to career orientation, life skills, and community engagement. Moreover, the Metro region's established capacity can be leveraged to expand partnerships with community-based organizations already well rooted in local communities and with trusting relationships with the young people living in those communities.

This research and subsequent report was executed within a 7-week timeframe to provide SDWP with a rapid snapshot of youth needs and services, based on the most recent publicly available data and administrative records. While conditions will continue to evolve, the analysis provides a rich evidence base—accessible both in this report and through the [accompanying interactive Power BI dashboard](#)—to guide ongoing planning, investment, and dialogue across San Diego's youth workforce ecosystem.

Section 1. Purpose and Scope of the Report

1.1 Purpose

The San Diego Workforce Partnership (SDWP) commissioned this report to better understand the workforce needs of youth ages 14-24 in San Diego and to assess how well current services meet those needs. The analysis maps who San Diego's youth are, which organizations serve them, and where the biggest gaps exist between need and opportunity. This report seeks to answer the following questions:

Key Questions

- **Youth Populations:** What demographic patterns do we see among different youth segments from underserved communities across San Diego County, including population, education completion, unemployment? [\[Section 2\]](#)
- **Services:** What are the services currently being offered to each youth segment, where are those services located, and which organizations are offering them? [\[Section 3\]](#)
- **Gaps:** When we compare the demand for services against supply in services, where are there gaps in services, considering the youth segment, types of services, and geographic region? [\[Section 4\]](#)
- **Implications:** What does this gap analysis tell SDWP in terms of distribution of future program resources? [\[Section 5\]](#)

To make findings accessible to both technical and community stakeholders, each section combines quantitative analysis with regional stories and visual summaries.

SDWP is a quasi-governmental non-profit organization that focuses on workforce development services including job training, career exploration, and job placement in San Diego. SDWP serves job seekers and employers through career exploration, work readiness training, occupational training, job placement, subsidized wages, and employer engagement. SDWP serves as the designated Workforce Development Board (WDB) for both the County and City of San Diego. The findings of this report are therefore intended to inform strategic planning, guide resource allocation, and strengthen the effectiveness of the San Diego Workforce Partnership's investments in young people across the county.

1.2 Scope of the Analysis

This countywide analysis examines youth ages 14–24 across four regions: Metro, North, South, and East San Diego to identify population trends, education and employment outcomes, and service coverage. Each regional subsection highlights unique local characteristics and gaps.

Demographic Scope: Youth data are disaggregated by two age bands: ages 14-18 and ages 19-24 and cover education outcomes (high school completion rate, dropout rate, postsecondary enrollment for youth ages 18-24, and credential attainment), as well as employment outcomes (unemployment rates and labor force participation rates).

Scope of Youth Populations: The report examines 11 youth population segments, aligned largely with Workforce Investment and Opportunity Act (WIOA) categories (definitions provided in Appendix B).¹

Figure 3: Youth Population Segments Covered in this Analysis

- | | |
|---|--|
| <ul style="list-style-type: none">• Students (14-21 years old)• Youth not enrolled in school (18-24 yrs.)• Justice-involved youth• Black opportunity youth• Foster youth (current & former)• Youth experiencing homelessness/ unhoused youth | <ul style="list-style-type: none">• English language learners, immigrants, and refugees• Pregnant and parenting youth• Youth living in low-income households• Youth with disabilities• LGBTQ+ youth• Other youth (as identified by service providers) |
|---|--|

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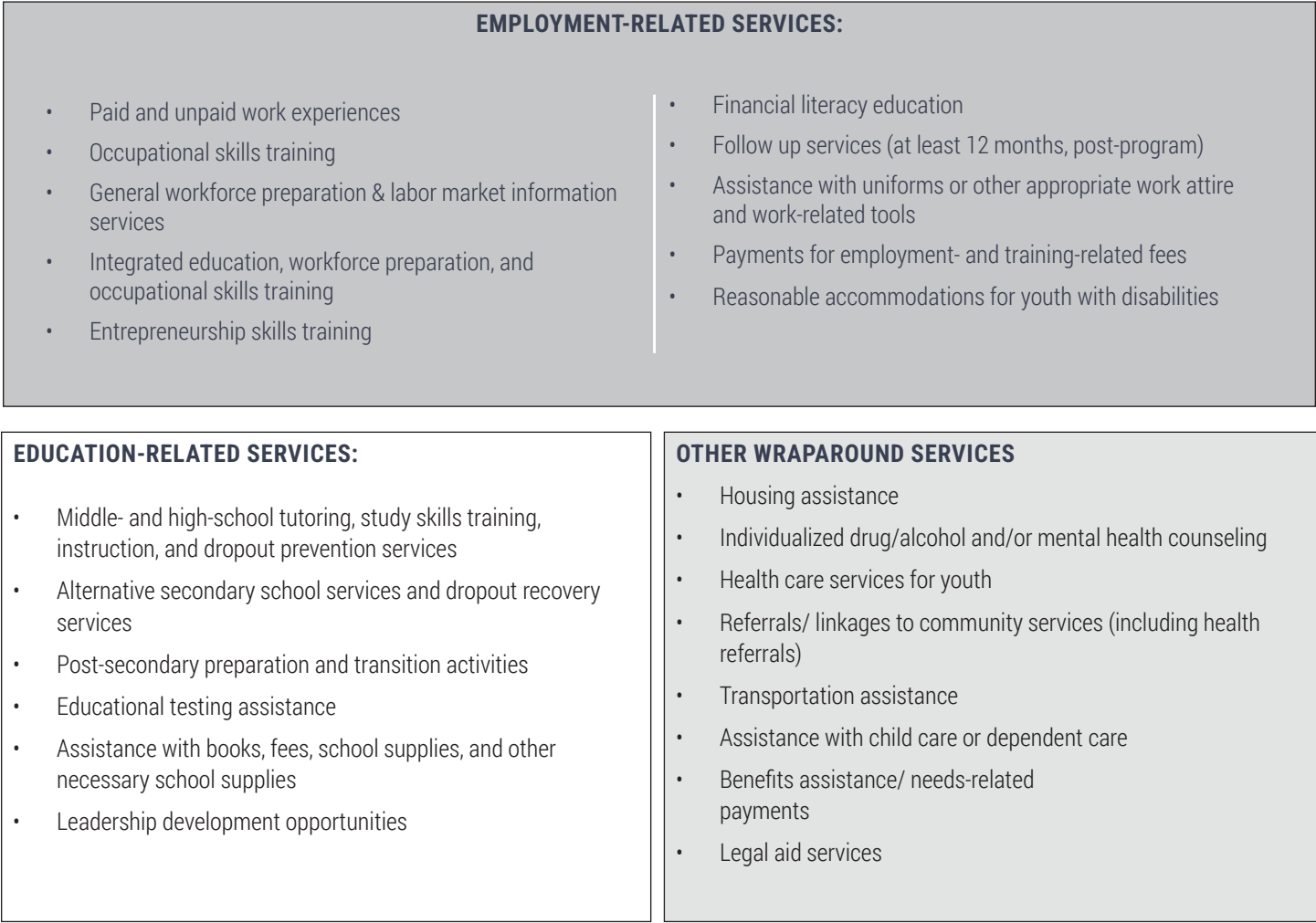
Scan the QR code or [visit the dashboard online](#) to explore the data firsthand and generate your own insights



¹ Workforce Innovation and Opportunity Act, Pub. L. No. 113–128, §129, 128 Stat. 1504 (2014). While youth who identify as part of the LGBTQ+ community do not fall within the WIOA eligibility requirements, this segment is included in the analysis to reflect broader San Diego youth needs outside of the WIOA.

Scope of Services: The analysis catalogues organizations that offer dedicated or intentionally youth-focused wrap-around services for participants ages 14-24. Services are categorized into 24 different service types that are aligned with the WIOA (Figure 4).² The study identifies which youth segments are being served, what types of services are offered, and where those services are located (definitions in Appendix B).

Figure 4: Delineation of Different Youth Services



A detailed description of these services is provided in Appendix B.

² Workforce Innovation and Opportunity Act, Pub. L. No. 113–128, §134, 128 Stat. 1504 (2014).

Gap Analysis: Finally, section 4 compares the demand (youth populations and needs) with the supply (available services) to identify underserved areas, overlapping efforts, and opportunities for coordinated investment. Geospatial maps visualize where services are concentrated or lacking relative to the youth population density.

Regional Scope: The county is divided into four regions: San Diego Metro Region, North County, South San Diego, and East San Diego (Figure 5) based on the 2022 Public Use Microdata Areas (PUMA). This consistent framework enables region-by-region comparisons and provides both countywide and local perspectives for decision-making.

Figure 5: Four Regions of San Diego, Compared against Public Use Microdata Areas

Region	Public Use Microdata Area (PUMA) Description	PUMA Code
Metro San Diego	Northeast San Diego/Rancho Bernardo & Poway	7308
	Southwest/Central Coastal San Diego	7310
	Northwest San Diego /Del Mar Mesa	7311
	Central San Diego/ Mira Mesa & University Heights	7312
	Central San Diego/ Clairemont & Kearny Mesa	7315
	Central San Diego/ Centre City & Balboa Park	7316
	Central San Diego/ Mid-City	7317
	Southeast San Diego/ Encanto & Skyline	7327
North County	Oceanside & Camp Pendleton	7301
	East Escondido	7306
	Vista	7323
	Carlsbad	7324
	San Marcos & West Escondido	7325
	Northwest San Diego/ San Dieguito & Encinitas	7326
South San Diego	Lemon Grove, La Presa & Spring Valley	7322
	South San Diego/ Otay Mesa & South Bay	7328
	Sweetwater--East Chula Vista	7329
	West Chula Vista & National City	7330
East San Diego	Fallbrook, Alpine, & Valley Center	7302
	Lakeside, Winter Gardens & Ramona	7307
	El Cajon & Santee	7313
	East Central San Diego/Navajo & La Mesa	7314

Data Parameters and Exclusions: The service mapping only includes organizations that explicitly operate youth-specific programs targeted at ages 14-24. This catalogue does not include the roughly 365 education and training providers and apprenticeship programs throughout the county.³ The service mapping does not include formal education institutions (secondary schools, community colleges, colleges and universities) except those offering dedicated wraparound programs for students from underserved backgrounds. We also do not include employers providing occupational or general workforce training, nor the government agencies and public institutions (e.g libraries, community recreation centers) serving youth. Finally, the analysis did not take into account virtual training and support programs not targeted to San Diego or with no San Diego-based hybrid presence.

1.3 Data Sources & Methodology

This analysis draws on multiple publicly available data sources to build a comprehensive picture of San Diego youth populations and services. Data were extracted, cleaned, and harmonized to produce both regional and countywide profiles. Where possible, indicators are cross-walked between zip code, school district, and PUMA, using established geographic crosswalks. For a full list of sources and definitions, see Appendix B: Data Dictionary.

Figure 6: Summary of Major Data Sources

Source	Main Use	Geographic Level	Most Recent Year(s)
U.S. Census Bureau, American Community Survey (ACS 5-Year PUMS)	Population, demographics, education, and labor-force outcomes for youth 14–24	County / PUMA	2019–2023
California Department of Education (DataQuest, CALPADS)	High-school completion, dropout, postsecondary enrollment	County / District	2021–2023
KidsData & CA Health and Human Services Agency	Foster youth, homeless youth, English learners, and other vulnerable populations	County / Region	2021–2023
211 San Diego Administrative Data	Client profiles < 25 years old; used to triangulate service demand	County / Region	2023–2024
Service Provider Websites & Databases (e.g., Live Well San Diego, EDD, Candid)	Inventory of youth-serving organizations and services	County / ZIP	2024
Primary Survey of Organizations (170 distributed; 20 % response)	Validation of service inventory; qualitative input on needs	County / Region	2024
Mapping Sources (U.S. Census, SANDAG, NCES, City of San Diego Open Data)	Base maps and geographic boundaries	County / Region	2022–2024

³ While the SDWP has already developed robust relationships with education and training providers across the county, it seeks to expand its partnerships to organizations most deeply connected to the different youth segments and the underserved communities in which they live.

Analytical methods include: descriptive statistics to summarize youth population characteristics by region and subgroup; comparative analysis to contrast population needs with available service capacity, and to compare data across regions; geospatial analysis to visualize service provider distribution relative to youth demographics; and gap analysis to identify under-served populations and regions.

1.4 Limitations

While this analysis provides critical insights into youth populations and workforce services across San Diego County, several limitations should be noted. Findings should be interpreted as directional rather than exact.

Figure 7: Data Limitations

CHALLENGE	WHAT IT MEANS	WHY IT MATTERS
Age-Range Differences	ACS (single-year), CDE (16–19), WIOA (14–24) definitions vary	Limits direct comparison across sources
Data Gaps & Proxies	Some groups not directly tracked (e.g., parenting youth)	Requires proxy indicators, less precision
Geographic Constraints	PUMA ≠ ZIP or school district boundaries	Reduces ability to map services finely
Coverage & Reporting	Many programs self-reported or missing	Underrepresents small or mobile providers
Timing & Alignment	Datasets reflect different years (e.g. ACS vs academic)	Creates slight mismatches between indicators
Data Reliability	Websites often incomplete or outdated	Captures service presence, not program size/outcomes

Despite these limitations, the triangulation of multiple datasets provides a reliable directional view of where youth populations and service resources are concentrated. Continuous data updates and additional primary collection will further refine future analyses.

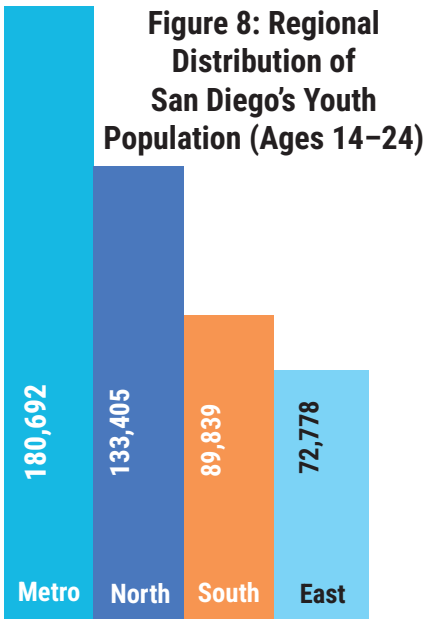
Section 2. Youth Populations Across San Diego

2.1 County Demographic Overview

San Diego is home to nearly 477,000 youth aged 14–24, with most concentrated in the Metro region (38%) and North County (28%). Education and employment outcomes vary widely. Countywide, 85% graduate (and 7.8% drop out), but rates fall sharply in East (81%) and South (82%). Postsecondary enrollment totals about 181,000, with Metro accounting for nearly half, though credential attainment remains low across all regions.

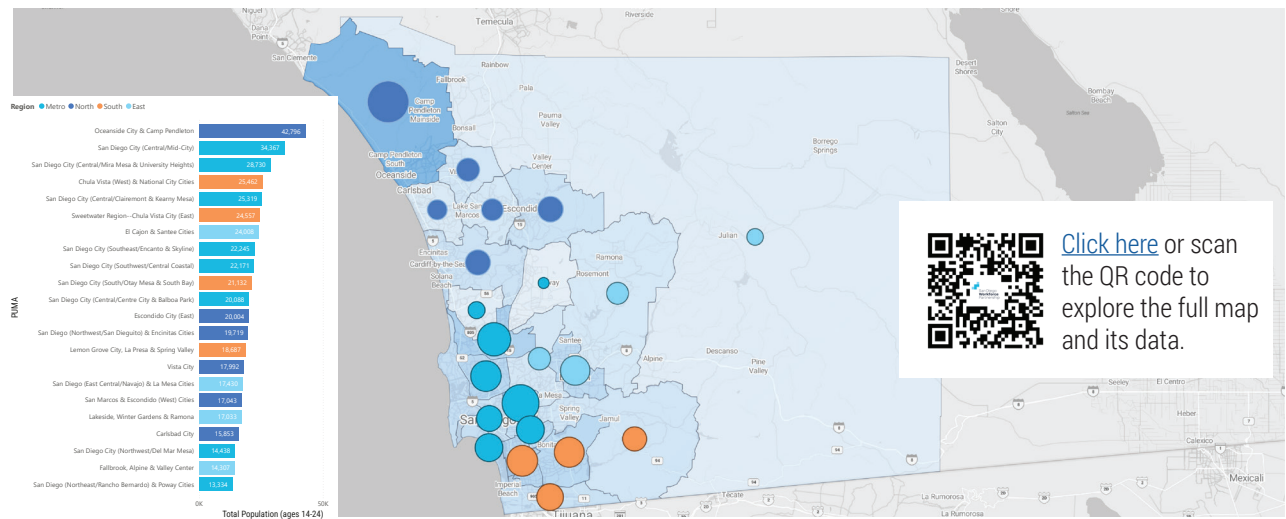
Figure 9 provides a visual representation of the concentration of youth across the different PUMAs of San Diego. In this figure, larger circles represent larger populations of youth. The colors represent the different regions of San Diego, with dark blue indicating the Metro region, teal as North County, orange representing South San Diego, and light blue representing East San Diego.

Figure 10 provides a snapshot of San Diego County’s youth demographic data, by region and youth segment. Overall, the Metro region has the largest concentration of youth and high performing areas that could potentially be a model for less performing, underserved areas. South and East San Diego are priority regions for targeted education, employment, and wraparound investment. North County regional data are skewed by the Oceanside/Camp Pendleton area and needs a more localized focus and approach.



Source: U.S. Census Bureau (ACS 2023)

Figure 9: San Diego's Youth Population at a Glance, by PUMA (Ages 14-24)



Source: U.S. Census Bureau. 2023. American Community Survey (ACS) 5-Year Public Use Microdata Sample (2019–2023, “2023 5-Year”) and ACS 1-Year Estimates (2024).

Workforce participation is modest: only 36% of youth are in the labor force, and the youth unemployment rate is 16% countywide. North County performs best overall (44% participation, 9% unemployment) but has a mixed performance when you look at the PUMA level. South San Diego faces the steepest challenges (30% participation, 31% unemployment). Metro region's outcomes are mixed, balancing high volume of youth with midrange performance.

Figure 11 shows that among youth ages 18–24, 149,337 are classified as not enrolled in school, with Metro again accounting for the largest proportion (nearly 50%). This suggests that Metro not only has the greatest total youth population but also the greatest volume of young adults disconnected from formal education, pointing to a need for re-engagement and employment programs there.

Figure 10: Youth Demographic Snapshot: All Four Regions of San Diego

	Metro	North	South	East	Total
Population ages 14-24	180,692	133,405	89,839	72,778	476,714
Population 14-18	66,428	57,606	43,004	34,773	201,811
Population ages 19-24	94,976	64,040	39,202	32,111	230,329
High School Graduation Rate	88%	87%	82%	81%	85%
High School Dropout Rate	3.7%	8.7%	8.7%	11.6%	7.8%
Postsecondary Enrollment #	83,639	44,099	30,685	22,634	181,057
Postsecondary Enrollment as % of Regional Population Ages 19-24	63%	50%	56%	52%	57%
Credential Attainment	0.6%	0.3%	0.2%	0.3%	0.4%
Youth Unemployment Rate	15%	9%	31%	18%	16%
Labor Force Participation Rate	35%	44%	30%	34%	36%

Sources: U.S. Census Bureau. 2023. American Community Survey (ACS) 5-Year Public Use Microdata Sample (2019–2023, “2023 5-Year”) and ACS 1-Year Estimates (2024); and California Department of Education (CDE). 2024. DataQuest Portal, School Year 2023–24 (unless otherwise noted).

Black opportunity youth are most concentrated in Metro and South, indicating ongoing disparities and reinforcing the importance of equity-focused education-to-employment pathways. Smaller but critical populations include foster youth enrolled students (853 total) and refugee youth (4,730 total). Foster youth are most concentrated in the East relative to population size, while refugee youth are overwhelmingly located in the East, which houses more than half of all refugee youth in the county. This points to East as a priority area for trauma-informed, resettlement, and stabilization supports.

Foreign-born youth (22,400 total) and youth in low-income households (over 59,000) are also unevenly distributed. The South region has the highest proportion of foreign-born youth, while Metro and East have the highest shares of low-income youth, signaling that these areas face overlapping challenges related to economic mobility and language access.

Youth with disabilities (33,900 total) are most prevalent in the East (about 10% of youth there), suggesting greater need for inclusive education, transition services, and accessibility supports.

Countywide, 3.3% of high school students identify as LGBTQ+, with Metro highest at 3.7%, East near the average at 3.4%, North slightly below at 3.2%, and South lowest at 3.0% (latest data: 2018–2019).

In short, the Metro region carries the greatest volume and complexity, underscoring the need to continue service delivery and potentially replicate successful education-to-employment pathways in under-served areas. South San Diego experiences the greatest levels of youth employment, signaling a demand for equitable employment-first approaches. The East is a priority for stabilization across the board, and particularly for refugee youth. North County needs a localized approach, with special attention to low-performing areas such as Vista and other neighborhoods.

Figure 11: San Diego Youth Populations, by Segment

	Date/Period	Metro	North	South	East	Total
Students	Ages 14-21; ACS 2023	125,358	96,541	66,448	53,244	341,591
Youth not Enrolled in School	Ages 18-24; ACS 2023	52,661	50,738	25,481	20,457	149,337
Justice-Involved Youth (Forthcoming)*	Ages 14-24; 1 year from 10/01/2025	N/A	N/A	N/A	N/A	N/A
Black Opportunity Youth	Ages 16-24; ACS 2023	2,851	1,361	2,013	1,346	7,571
Foster Youth	Grades 9-12; CDE 2020-1	359	181	97	216	853
Youth Experiencing Homelessness	Ages 14-24; RTFH 2022	2,352	468	134	1,056	4,010
English Learners	All Ages; ACS 2023	65,346	41,621	49,100	19,454	175,521
Foreign Born	Ages 14-24; ACS 2023	8,084	4,438	6,473	3,418	22,413
Refugees	Ages 14-24; Active 2 years	1,118	173	912	2,527	4,730
Teen Birth Rate	Ages 15-19; SD HHS; 2023	7.8%	8.1%	8.3%	7.2%	7.7%
Youth in Low-Income Households	Ages 14-24; ACS 2024	29,743	9,875	9,432	10,318	59,368
LGBTQ+ Youth	Grades 9-12; Kids Data 2018-2019	3.7%	3.2%	3.0%	3.4%	3.3%
Youth with Disabilities	Ages 14-24; ACS 2024	12,735	7,323	6,275	7,541	33,874

For sources, see Data Dictionary in Appendix B. *Justice involved youth data was not available at the time of printing but will be uploaded to the data dashboard as soon as it becomes available.

2.2. Youth in Metro San Diego

Metro Region Overview: The San Diego Metro area has the county's largest youth population and the highest counts of youth not enrolled in school (ages 18-24), Black opportunity youth, and youth in low-income households. While graduation is comparatively strong (88%), labor-force attachment is only middling (35% participation; 15% unemployment). Priority actions are large-scale re-engagement to education and training, income-stabilizing services (benefits navigation, paid work-based learning), and programs focusing on positive youth development, and mentorship and leadership, alongside equitable education to work pathways paired with equity-focused career pathways.

Where Need Concentrates (by PUMA): The greatest concentrations of underserved youth are in Mid-City, Mira Mesa & University Heights, and Clairemont & Kearny Mesa, and in Centre City & Balboa Park (large numbers not enrolled in school ages 18-24 and or youth experiencing homelessness). Southeast/Encanto and Mid-City also concentrate English learners, foreign-born, and refugees, while low-income youth and youth with disabilities are heaviest in Mid-City and Clairemont & Kearny Mesa. These patterns point to the highest need for re-engagement to education and paid work, language/legal navigation, and accommodations/ transition services for youth with disabilities.

OUTCOMES ACROSS AREAS OF THE METRO REGION

Education and Labor Outcomes: High-school graduation ranges from 97.5 percent in Southwest/Central Coastal to 73.1 percent in Clairemont & Kearny Mesa, with dropout rates between 1.2 and 7.2 percent. Postsecondary enrollment is highest in Mid-City (17,702) and Mira Mesa & University Heights (17,633)—the two largest student hubs—indicating strong demand for college and credential pathways.

Labor-force participation is strongest in Southwest/Central Coastal (47.1 percent) and lowest in Northwest/Del Mar Mesa (25.4 percent). Unemployment averages 14.5 percent but peaks in Southeast/Encanto & Skyline (24.0 percent) and Clairemont & Kearny Mesa (18.5 percent). Northwest/Del Mar Mesa pairs low unemployment (11 percent) with very low participation, suggesting youth are disengaged rather than unemployed, while Southwest/Central Coastal combines strong graduation, high participation, and low unemployment—an attainable benchmark for other PUMAs.

Patterns & Priorities: PUMAs with weaker completion, Clairemont & Kearny Mesa and Centre City & Balboa Park, also show elevated dropout and, in the case of Clairemont & Kearny Mesa, high unemployment, pointing to urgent needs in K-12 completion, re-engagement, and job placement. Southeast/Encanto & Skyline should be prioritized for

Figure 12: Youth Outcomes in Metro San Diego, by PUMA

PUMA: Metro	(Central)-San Diego (Northeast/ Rancho Bernardo) & Poway Cities	(West)-San Diego City (Southwest/ Central Coastal)	(West Central)-San Diego City (Northwest/ Del Mar Mesa)	(Central)-San Diego City (Central/ Mira Mesa & University Heights)	(West Central)-San Diego City (Central/ Clairemont & Kearny Mesa)	(South Central)-San Diego City (Central/ Centre City & Balboa Park)	(South Central)-San Diego City (Central/ Mid-City)	(South)-San Diego City (Southeast/ Encanto & Skyline)
Total Youth Population	13,334	22,171	14,438	28,730	25,319	20,088	34,367	22,245
High School Graduation Rate	94%	97%	87%	96%	73%	75%	82%	90%
High School Dropout Rate	1.7%	1.2%	3.0%	2.5%	7.2%	6.6%	6.0%	4.4%
Postsecondary Enrollment	3,964	9,972	4,521	17,633	13,567	8,689	17,702	7,591
Credential Attainment	0.4%	0.2%	2.3%	0.2%	0%	0%	0.1%	0.2%
Youth Unemployment Rate	12.5%	12.5%	11.0%	14.3%	18.5%	11.3%	11.9%	24.0%
Labor Force Participation	34.9%	47.1%	25.4%	41.8%	30.7%	40.1%	31.2%	28.9%

For sources, see Data Dictionary in Appendix B. This figure serves as a "heat map" to compare youth outcomes across the different PUMAs in the Metro region. Cells that are darker blue are areas that are experiencing poorer outcomes, while cells that are lighter blue are areas where outcomes are relatively better.

employment-first strategies (paid work-based learning, rapid placement, retention coaching). Mid-City combines the largest youth population, moderate graduation, and very high postsecondary enrollment; programs should emphasize earn-and-learn bridges (internships/apprenticeships) to connect study to work. Northwest San Diego/Del Mar Mesa needs on-ramps to the labor market (career exploration, internships) to raise participation.

YOUTH SEGMENTS ACROSS AREAS OF THE METRO REGION

Education Focus: Youth not enrolled in school (ages 18-24) are most numerous in Southwest/Central Coastal (9,939), Mid-City (9,944); and Central/Centre City & Balboa Park (9,147). Central/Centre City & Balboa Park is the only area where non-enrolled youth nearly outnumber students (10,955), underscoring the need for re-engagement and employer-linked training.

Equity and Belonging: Black opportunity youth are concentrated in Southeast/Encanto & Skyline (738) and Centre City (592), calling for mentorship and equity-focused paid work-based learning.

Newcomers and Language Access: English learners, foreign-born, and refugee youth are most concentrated in Mid-City and Southeast/Encanto; Centre City also reports high shares. Priority investments include language services, legal navigation, and newcomer-aware education-to-work bridges.

Economic Stress and Stabilization: Low-income youth are heaviest in Mid-City (11,158), Southeast/Encanto (3,494), and Centre City (2,844). Youth experiencing homelessness are overwhelmingly concentrated downtown (1,999). These areas should anchor housing and benefits navigation combined with coaching/case management, mental health services, paid work-based learning initiatives, and job placement assistance.

Special Populations: Youth with disabilities are highest in Mid-City (2,777) and Clairemont & Kearny Mesa (2,234), highlighting needs for school-to-work transition services. Foster-youth enrollment peaks in Clairemont & Kearny Mesa (349), and LGBTQ+ identification is most reported in central and northeast PUMAs, underscoring the importance of inclusive, affirming support.

Figure 13: Youth Segments in Metro San Diego, by PUMA

PUMA - Metro	San Diego (Northeast/ Rancho Bernardo) & Poway	San Diego (Southwest/ Central Coastal)	San Diego (Northwest/De l Mar Mesa)	San Diego (Central/ Mira Mesa & University Heights)	San Diego (Central/ Clairemont & Kearny Mesa)	San Diego (Central/ Centre City & Balboa Park)	San Diego (Central/ Mid-City)	San Diego (Southeast/ Encanto & Skyline)
Students	10,785	14,432	11,601	19,566	16,925	10,955	25,299	15,795
Youth not enrolled in school	3,130	9,939	1,927	5,295	5,680	9,147	9,944	7,599
Justice-involved youth (forthcoming)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Black opportunity youth	153	332	79	134	257	592	566	738
Foster students	8	2	0		349	N/A	N/A	N/A
Youth in shelters	437	964	437	437	437	437	63	N/A
Youth Experiencing Homelessness	N/A	1	N/A	N/A	298	1,999	33	21
English learners	3,913	3,752	5,851	12,445	7,558	6,204	16,092	12,495
Foreign born	454	501	1,470	1,602	621	248	1,971	1,216
Refugees	33	7	34	58	92	149	636	109
Teen Births (Region)	0	0	0	0	0	0	0	0
Youth living in low-income households	1,101	1,134	849	6,959	2,204	2,844	11,158	3,494
LGBTQ+ youth	0	0	N/A	N/A	0	N/A	N/A	N/A
Youth with disabilities	744	1,039	505	1,220	2,234	2,191	2,777	2,025

For sources, see Data Dictionary in Appendix B. This figure serves as a "heat map" to compare the concentration of different youth segments across the different PUMAs in the Metro region. Cells that are darker blue indicate geographic areas that are experiencing higher concentrations of youth, while cells that are lighter blue are areas with relatively fewer youth. Justice-involved youth data was pending at the time of the completion of the report, and will be updated in the data dashboard once it becomes available.

2.3 Youth in North County

North County Overview (Region): North County looks comparatively strong on labor market outcomes (highest participation at 44% and lowest unemployment at 9%) and solid graduation (87%), with lower concentrations of foreign-born and low-income youth. Priorities here are retention and advancement, keeping youth connected to school and fast pathways into high-quality jobs (apprenticeships/dual enrollment), while targeting pockets of higher need such as disability services and dropout prevention.

Where Need Concentrates (by PUMA): The greatest needs cluster in Vista and East Escondido, where weak completion and elevated unemployment point to urgent re-engagement, income support, and employment-first approaches. San Marcos/West Escondido also shows high unemployment with low participation, indicating a need for on-ramps to work (career exploration, internships/apprenticeships) and targeted placement. The Oceanside/Camp Pendleton area couples strong labor attachment with a very large base of youth ages 18-24 who are not enrolled in school (ages 18-24)-- a not-surprising finding given the presence of a military base. San Dieguito/Encinitas and Carlsbad remain benchmark areas for education quality, with attention to localized unemployment pockets.

YOUTH OUTCOMES ACROSS AREAS OF NORTH COUNTY

Education and Labor Outcomes: Education strengths include San Dieguito / Encinitas (95.4 % graduation; 1.9 % dropout) and Carlsbad (91.9 %; 3.6 %). Completion risks are concentrated in Vista (59.3 %; 32.9 % dropout) and West Escondido (87.0 %; 8.2 %), while Oceanside performs mid-range (86.9 %; 7.4 %) but drives the region's largest postsecondary enrollment (12,793).

Labor-force participation is highest in Oceanside / Camp Pendleton, paired with very low unemployment; Carlsbad combines 40.8 % LFPR with a 5.2 % unemployment rate. Unemployment is highest in Vista (15.5 %) and San Marcos / Wes Escondido (15.2 %), underscoring the need for on-ramps and targeted placement.

Patterns and Priorities: Vista faces a severe completion crisis alongside high youth unemployment, so the priority is K-12 re-engagement and alternative pathways, paired with employment-first supports such as paid work-based learning, rapid placement, and retention coaching. East Escondido and San Marcos/West Escondido show moderate-to-weak education outcomes with elevated unemployment; they need clear on-ramps to work (career exploration,

Figure 14: Youth Outcomes in North County, by PUMA

PUMA: North	(Northwest)– Oceanside City & Camp Pendleton	(Northwest)– Escondido City (East)	(Northwest)–Vista City	(Northwest)– Carlsbad City	(Northwest)–San Marcos & Escondido (West) Cities	(West)–San Diego (Northwest/ San Dieguito) & Encinitas Cities
Total Youth Population	42,796	20,004	17,992	15,853	17,043	19,719
High School Graduation Rate	87%	87%	59%	92%	92%	95%
High School Dropout Rate	7.4%	8.2%	33%	3.6%	4.2%	1.9%
Postsecondary Enrollment	12,793	7,297	5,800	5,230	7,184	5,795
Credential attainment	0.1%	0.1%	0.0%	0.1%	0.2%	0.3%
Youth Unemployment Rate	5.6%	6.2%	15%	5.2%	15%	14%
Labor Force Participation	61%	40%	35%	41%	36%	37%

For sources, see Data Dictionary in Appendix B. This figure serves as a "heat map" to compare youth outcomes across the different PUMAs in North County. Cells that are darker blue are areas that are experiencing poorer outcomes, while cells that are lighter blue are areas where outcomes are relatively better.

Figure 15: Youth Segments in North County, by PUMA

PUMA - North	Oceanside & Camp Pendleton	East Escondido	Vista	Carlsbad	San Marcos & West Escondido	San Diego (Northwest/San Dieguito) & Encinitas
Students	28,490	13,916	12,911	12,104	13,384	15,738
Youth not enrolled in school	26,084	7,073	6,918	2,116	4,474	4,073
Justice-involved youth (forthcoming)	N/A	N/A	N/A	N/A	N/A	N/A
Black opportunity youth	686	167	206	66	74	162
Foster students	21	56	40	12	50	2
Youth in shelters	260	354	N/A	113	N/A	N/A
Youth Experiencing Homelessness	253	94	84	35	N/A	2
English learners	13489	8442	6952	2840	5761	4957
Foreign born	636	1,019	540	336	317	1,591
Refugees	20	26	14	19	17	77
Teen Births (Region)	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%
Youth living in low-income households	1,005	2,384	2,785	503	1,764	1,434
LGBTQ+ youth	3.9%	3.0%	3.1%	2.3%	3.5%	3.5%
Youth with disabilities	1,659	1,565	892	607	1,494	1,105

For sources, see Data Dictionary in Appendix B. This figure serves as a "heat map" to compare the concentration of different youth segments across the different PUMAs in North County. Cells that are darker blue indicate geographic areas that are experiencing higher concentrations of youth, while cells that are lighter blue are areas with relatively fewer youth. Justice-involved youth data was pending at the time of the completion of the report, and will be updated in the data dashboard once it becomes available.

internships/apprenticeships) plus targeted placement, complemented by newcomer support. San Dieguito/Encinitas and Carlsbad are education strongholds that can serve as benchmark sites for dual enrollment and apprenticeship quality, while addressing their localized unemployment pockets.

NORTH COUNTY PUMAS: YOUTH SEGMENTS

Education Focus: Youth ages 18-24 not enrolled in school are most numerous in Oceanside (26,084, most likely due to the presence of Camp Pendleton), followed by East Escondido (7,073), and Vista (6,918)). Oceanside stands out as one of the few areas where non-enrolled youth approach or exceed the student count (26,084 vs. 28,490), suggesting a potential need for re-engagement and employer-linked training for young people separating from the military.

Equity, and Belonging: Black opportunity youth are concentrated in Oceanside (686) and Vista (206), indicating a potential demand for equitable education-to-work pathways.

Newcomers and Language Access: English learners are concentrated in Oceanside, East Escondido, and San Marcos / West Escondido; foreign-born shares are highest in San Dieguito / Encinitas and East Escondido; refugees cluster in San Dieguito / Encinitas and East Escondido. Prioritize language services, legal and navigation support, and newcomer-aware education-to-work bridges, especially inland and along the coastal-north spine.

Economic Stress and Stabilization: Low-income youth are heaviest in Vista (2,785) and East Escondido (2,384). Target these PUMAs for benefits navigation, school financial assistance, and paid work-based learning and job placement to stabilize income.

Special Populations: Youth with disabilities are most numerous in Oceanside (1,659), Escondido East (1,565), and San Marcos / West Escondido (1,494)—requiring reasonable accommodations and appropriate school-to-work transitions. Foster-youth enrollment is modest but present throughout the corridor, with higher shelter counts in Escondido East and Oceanside. LGBTQ+ identification peaks in Oceanside / Camp Pendleton, underscoring the need for inclusive, affirming services.

2.4 Youth in South San Diego

South San Diego Overview (Region): Youth in South San Diego show the sharpest labor-market distress (31% youth unemployment and the lowest participation at 30%), below-average graduation (82%), and elevated counts of Black opportunity youth and foreign-born youth. Immediate priorities are intensive job placement and paid work-based learning, school completion and re-engagement supports, and language and immigration-informed services.

Where Need Concentrates (by PUMA): The sharpest needs cluster in West Chula Vista / National City; it combines the highest unemployment, high non-enrollment, and large counts of youth from low-income households and youth with disabilities, making it the top site for re-engagement and rapid job placement. Otay Mesa & South Bay also shows very high unemployment with large non-enrolled and heavy English Language Learner/foreign-born presence, calling for employment-first programming paired with language and legal navigation. Lemon Grove/La Presa/Spring Valley has high dropout and unemployment and a refugee concentration, indicating priority for alternative education pathways, on-ramps to work, and benefits/housing navigation. Chula Vista (East) is the education anchor but has the lowest labor-force participation and substantial ELL/parenting youth, so the emphasis should be earn-and-learn bridges to convert completion into work.

YOUTH OUTCOMES ACROSS AREAS OF SOUTH SAN DIEGO

Education and Labor Outcomes: Education performance varies widely: East Chula Vista graduates 95.1 percent of students (3.3 percent dropout), while West Chula Vista / National City lags at 69.2 percent (11.8 percent dropout). Otay Mesa & South Bay performs mid-range (89.5 percent; 7.5 percent dropout).

Unemployment peaks in West Chula Vista / National City (35.5 percent), followed by Otay Mesa & South Bay (32.8 percent) and Lemon Grove / La Presa / Spring Valley (31.1 percent). East Chula Vista, despite strong education results, records the lowest labor-force participation (24.1 percent), indicating many youths remain outside the labor market.

Figure 16: Youth Outcomes in South San Diego, by PUMA

PUMA: South	(South)-San Diego City (South/ Otay Mesa & South Bay)	(South Central)-Lemon Grove City, La Presa & Spring Valley	(Southwest)-Sweetwater Region-Chula Vista City (East)	(Southwest)-Chula Vista (West) & National City Cities
Total Youth Population	21,132	18,687	24,557	25,462
High School Graduation Rate	90%	87%	95%	69%
High School Dropout Rate	7.5%	12%	3.3%	12%
Postsecondary Enrollment	7,317	5,999	8,952	8,417
Credential attainment	0.1%	0.1%	0.2%	0.2%
Youth Unemployment Rate	33%	31%	20%	35%
Labor Force Participation	31%	28%	24%	37%

For sources, see Data Dictionary in Appendix B. This figure serves as a “heat map” to compare youth outcomes across the different PUMAs in South San Diego. Cells that are darker blue are “hot spots” that are experiencing poorer outcomes, while cells that are lighter blue are areas where outcomes are relatively better.

Patterns and Priorities: West Chula Vista / National City should be the top focus for K–12 completion and re-engagement, paired with employment-first supports such as paid work-based learning, rapid placement, and retention coaching, alongside employer partnerships with near-term hiring demand. Lemon Grove/La Presa/Spring Valley needs alternative pathways and financial assistance, on-ramps to work through career exploration and internships/apprenticeships, and robust benefits navigation. Otay Mesa & South Bay requires rapid placement and subsidized work linked to employers, with coaching to support retention. East Chula Vista should leverage its education strength by building earn-and-learn bridges—internships and apprenticeships—to convert completion into labor-force entry and serve as a benchmark for program quality.

YOUTH SEGMENTS ACROSS AREAS OF SOUTH SAN DIEGO

Education Focus: Youth not enrolled in school (ages 18-24) are most numerous in West Chula Vista/National City (9,380), followed by Sweetwater & East Chula Vista (5,910) and Lemon Grove / La Presa / Spring Valley (5,735). Re-engagement and employer-linked training should center on these corridors.

Equity and Belonging: Black opportunity youth are most numerous in West Chula Vista / National City (685) and Chula Vista (East) (484). Prioritize programs emphasizing mentorship and leadership alongside equitable education-to-work pathways.

Newcomers and Language Access: English-learner and foreign-born youth are highly concentrated in Chula Vista (West) & National City, Otay Mesa & South Bay, and East Chula Vista. Refugees cluster in the Lemon Grove/ La Presa/ Spring Valley area. Invest in language services, legal/navigation support, and newcomer-aware education-to-work bridges across these corridors.

Economic Stress and Stabilization: Low-income youth are most concentrated in West Chula Vista / National City (3,490) and East Chula Vista (2,470), followed by Lemon Grove (1,757) and Otay (1,715). Target these areas for benefits navigation, paid work-based learning programs, and job placement assistance.

Special Populations: Youth with disabilities are highest in West Chula Vista / National City (1,818) and East Chula Vista (1,591) (also Otay 1,559), requiring school-to-work accommodations and transitions. Foster youth enrollment appears mainly in West Chula Vista / National City (97). LGBTQ+ identification peaks in Chula Vista and National City, highlighting the need for inclusive, affirming services.

Figure 17: Youth Segments in South San Diego, by PUMA

PUMA - South	San Diego (South/Otay Mesa & South Bay)	Lemon Grove, La Presa, & Spring Valley	Sweetwater & East Chula Vista	West Chula Vista & National City
Students	15,147	13,955	18,799	18,546
Youth not enrolled in school	4,455	5,735	5,910	9,380
Justice-involved youth (forthcoming)	N/A	N/A	N/A	N/A
Black opportunity youth	413	431	484	685
Foster students	N/A	N/A	N/A	97
Youth in shelters	437	N/A	N/A	N/A
Youth Experiencing Homelessness	1	28	N/A	105
English learners	13681	6718	12389	16575
Foreign born	1,152	1,228	815	3,277
Refugees	24	734	61	93
Teen Births (Region)	8.3%	8.3%	8.3%	8.3%
Youth living in low-income households	1,715	1,757	2,470	3,490
LGBTQ+ youth	2.1%	2.5%	N/A	3.7%
Youth with disabilities	1,559	1,306	1,591	1,818

For sources, see Data Dictionary in Appendix B. This figure serves as a "heat map" to compare the concentration of different youth segments across the different PUMAs in South San Diego. Cells that are darker blue indicate geographic areas that are experiencing higher concentrations of youth, while cells that are lighter blue are areas with relatively fewer youth. Justice-involved youth data was pending at the time of the completion of the report, and will be updated in the data dashboard once it becomes available.

2.5 Youth in East San Diego

East San Diego Overview (Region): Youth in East San Diego face the greatest education risk (lowest graduation at 81% and highest dropout at 11.6%) and the highest proportional needs among refugees and youth with disabilities, with relatively high low-income prevalence. Top priorities are high-school completion and alternative pathways, robust resettlement and trauma-informed services for refugee youth, and accommodations plus transition supports for youth with disabilities, coupled with income and basic-needs stabilization.

Where Need Concentrates (by PUMA): The sharpest needs cluster in El Cajon & Santee and in the Fallbrook/Alpine/Valley Center area: both face low graduation/high dropout and elevated unemployment, making them priority sites for K–12 re-engagement, financial assistance, and rapid placement. La Mesa/Navajo is the education anchor but shows moderate labor attachment and high counts of youth with disabilities, so build earn-and-learn bridges and robust accommodations/transition supports. Lakeside–Ramona pairs lower unemployment with sizable non-enrollment and refugee presence; use it as a placement partner while scaling newcomer services (language/legal navigation) and on-ramps to work. Across the corridor, concentrate income/basic-needs stabilization where low-income and parenting youth counts are highest (El Cajon–La Mesa).

YOUTH OUTCOMES ACROSS AREAS OF EAST SAN DIEGO

Education and Labor Outcomes: La Mesa / Navajo leads the region with a 96.6 % graduation rate and just 1.7 % dropout. Fallbrook–Alpine–Valley Center (73.6 %; 14.4 %) and El Cajon & Santee (77.4 %; 15.1 %) show the weakest completion. Lakeside–Ramona performs mid-strong (88.4 %; 7.9 %).

Labor-force participation peaks in El Cajon & Santee (36.5 %) but with elevated unemployment (19 %), indicating barriers to job access rather than willingness to work. Lakeside–Ramona posts similar participation (35.6 %) but the lowest unemployment (16 %), suggesting opportunity for partnership. La Mesa / Navajo shows strong schooling but only moderate participation (33 %) and 17.8 % unemployment, highlighting the need to strengthen education-to-work transitions. Fallbrook–Alpine–Valley Center combines low participation (28 %) and high unemployment (19.3 %), revealing systemic access challenges.

Patterns and Priorities: Focus re-engagement, financial assistance, and rapid placement in El Cajon & Santee and Fallbrook/Alpine/Valley Center, where completion risk and joblessness are highest. Use La Mesa/Navajo as the instructional benchmark and build earn-and-learn pathways (internships and apprenticeships) to convert strong completion into labor-force entry. Leverage Lakeside–Ramona as a placement and employer partner given its relatively low unemployment. Across the corridor, emphasize employer-linked training, benefits navigation, and transportation/access supports to raise participation and shorten time to first job.

Figure 18: Youth Outcomes in East San Diego, by PUMA

PUMA: East	(North & East)– Fallbrook, Alpine & Valley Center	(Central)–Lakeside, Winter Gardens & Ramona	(Central)–El Cajon & Santee Cities	(Central)–San Diego (East Central/ Navajo) & La Mesa Cities
Total Youth Population	14,307	17,033	24,008	17,430
High School Graduation Rate	74%	88%	77%	97%
High School Dropout Rate	14%	7.9%	15%	1.7%
Postsecondary Enrollment	3,975	5,303	7,254	6,102
Credential attainment	0.5%	0.0%	0.4%	0.1%
Youth Unemployment Rate	19%	16%	19%	18%
Labor Force Participation	28%	36%	36%	33%

For sources, see Data Dictionary in Appendix B. This figure serves as a “heat map” to compare youth outcomes across the different PUMAs in East San Diego. Cells that are darker blue are “hot spots” that are experiencing poorer outcomes, while cells that are lighter blue are areas where outcomes are relatively better.

YOUTH SEGMENTS ACROSS AREAS OF EAST SAN DIEGO

Education Focus: Youth ages 18-24 not enrolled in school are highest in El Cajon & Santee (7,468), followed by Fallbrook–Alpine & Valley Center (4,841). These corridors should anchor re-engagement and employer-linked training.

Equity and Belonging: Black opportunity youth are most numerous in El Cajon & Santee (791) and La Mesa / Navajo (379). Link mentorship and leadership programs with equitable education-to-work pathways.

Newcomers and Language Access: English-learner populations are heaviest in El Cajon & Santee and La Mesa / Navajo, with sizable groups in Lakeside–Ramona and Fallbrook–Alpine–Valley Center. Foreign-born youth peak in El Cajon & Santee (2,728), while refugees concentrate in Lakeside–Ramona (1,316) and El Cajon & Santee (1,078). Priorities include scaled language instruction, legal/navigation assistance, and newcomer-aware bridges from education to work.

Economic Stress and Stabilization: Low-income youth are highest in El Cajon & Santee (5,671), followed by La Mesa / Navajo (2,048), Lakeside–Ramona (1,813), and Fallbrook–Alpine–Valley Center (786). Concentrate benefits navigation, paid work-based learning and job placement assistance where these populations are densest.

Special Populations: Youth with disabilities are most numerous in La Mesa / Navajo (3,022) and El Cajon & Santee (2,108), followed by Lakeside–Ramona (1,534)—requiring robust accommodations and school-to-work transitions. Foster-youth enrollment is present across all PUMAs (notably El Cajon & Santee 109, Fallbrook 82). LGBTQ+ identification is elevated in Fallbrook–Alpine–Valley Center and El Cajon & Santee, highlighting the need for inclusive and affirming services.

Figure 19: Youth Segments in East San Diego, by PUMA

PUMA - East	Fallbrook, Alpine & Valley Center	Lakeside, Winter Gardens & Ramona	El Cajon & Santee Cities	San Diego (East Central/ Navajo) & La Mesa
Students	10,646	12,915	17,851	11,832
Youth not enrolled in school	4,841	4,754	7,468	3,395
Justice-involved youth (forthcoming)	N/A	N/A	N/A	N/A
Black opportunity youth	59	117	791	379
Foster students	82	25	109	N/A
Youth in shelters	951	1892	490	468
Youth Experiencing Homelessness	16	205	795	40
English learners	3768	3505	8080	4072
Foreign born	275	294	2,728	121
Refugees	29	1,316	1,078	104
Teen Births (Region)	7.1%	7.1%	7.1%	7.1%
Youth living in low-income households	786	1,813	5,671	2,048
LGBTQ+ youth	3.6%	2.6%	3.6%	N/A
Youth with disabilities	877	1,534	2,108	3,022

For sources, see Data Dictionary in Appendix B. This figure serves as a “heat map” to compare the concentration of different youth segments across the different PUMAs in East San Diego. Cells that are darker blue indicate geographic areas that are experiencing higher concentrations of youth, while cells that are lighter blue are areas with relatively fewer youth. Justice-involved youth data was pending at the time of the completion of the report, and will be updated in the data dashboard once it becomes available.

Section 3. Youth Services in San Diego

3.1 County Snapshot of Services

This section answers the question: which types of services are currently being offered to each youth segment, where are the services located, and which organizations are offering these services? We focus on organizations providing wraparound services that are designed specifically for the 11 priority youth segments.

Appendix A offers a list of the youth-serving organizations throughout San Diego. Details on the locations of these organizations and their services are provided in the [San Diego Youth Population and Services Data Dashboard](#). For this analysis, organization information was identified through a combination of two methods. First, an online survey distributed to 170 organizations received a 20% response rate; among responses, only 21 organizations fully completed the survey and indicated their site locations, services, youth segments served, and number of participants reached in 2024. Second, other eligible organizations were identified through desk research of websites and other sources noted in Section 1 of this report. These organizations were included in this analysis when their websites indicated that they operated programs that explicitly serve youth ages 14–24.

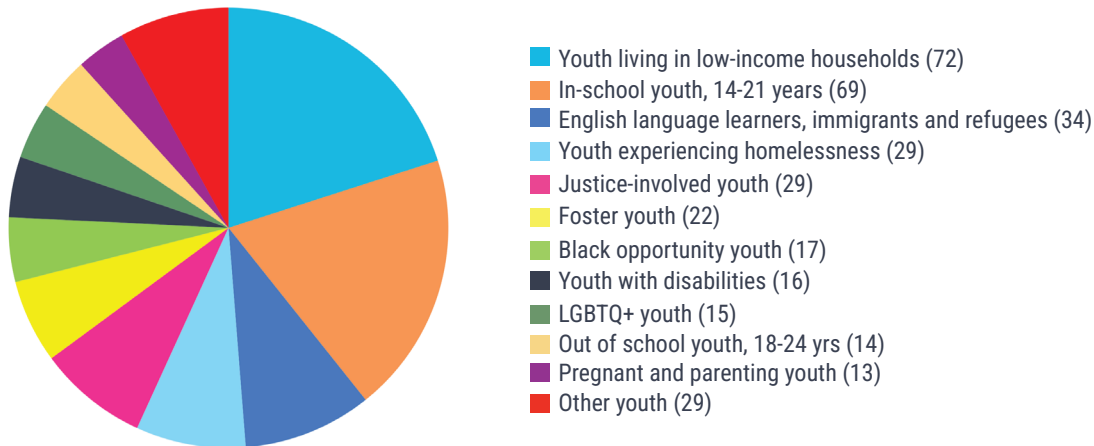
Counts of **service scale** (number of sites) reflect where services are physically located, while **service reach** describes the diversity of youth segments served across the county. We found that organizations rarely publicly report data on the number of youth served— as well as the youth outcomes achieved. With only 21 survey respondents reporting the number of youth served in each site location, plus a handful of organizations whose annual reports or websites report their overall program impact, the research team was not able to make any conclusions about the actual number of participants served, nor their impact.

The research team counted a service site for each physical main address of the organization. We also counted as sites the addresses of additional physical locations. If an organization indicated no secondary sites, the organization's main address was used as its single service site. In a handful of cases—such as organizations working across multiple schools, in mobile settings, or via street outreach—service presence could not be fully captured. When site information was unclear (e.g., use of a P.O. box), we used Google Maps and other online sources to verify service locations. Organizations with no permanent physical location were included in Appendix A, but their services may not be reflected in the following analysis. Unless otherwise specified in the publicly available materials, we assume that each organization's listed service site provided their full range of services to all youth participants.

Youth-Serving Organizations and their Participants: Our research revealed a total of 162 organizations providing youth-oriented services across roughly 504 sites throughout the county. ([Appendix A provides a full catalogue of these youth-serving organizations, the youth segments they serve, and the services offered.](#)) Among them, more organizations reach youth living in low-income households, as well as in-school youth (Figure 20). Conversely, pregnant and parenting youth and out-of-school youth have the least number of organizations serving them, followed by LGBTQ + youth, youth with disabilities, and black opportunity youth, in that order.⁴

⁴ It is worth noting the possibility that the data sources— i.e., organization reports and websites— may not necessarily classify their youth participants according to these categories.

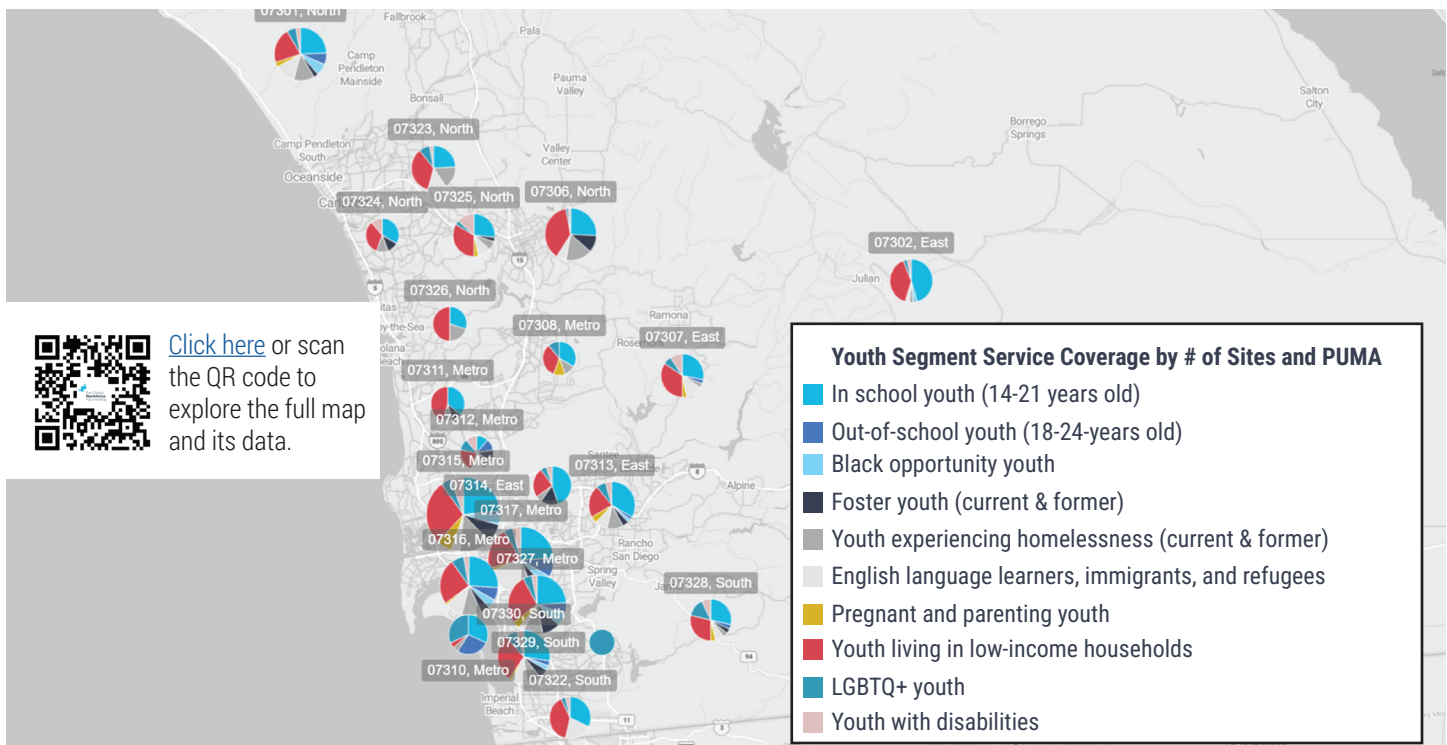
Figure 20: Number of Organizations Serving Different Youth Segments, Countywide



Organizations indicated that they serve several other youth segments outside of this report's definitions. These "other youth" segments (and the number of organizations serving them) are the following: BIPOC youth (6); Young trauma survivors and/or youth exposed to trafficking and/or sexual exploitation (6); Latinx youth (5); Youth experiencing mental health challenges (4); Youth experiencing substance use disorder (4); First generation college applicants & students (3); Girls & young women from underserved groups (2); Youth experiencing divorce (1); Youth from the Arab community (1); and Native American youth (1).

Across the 500+ sites, most services are concentrated in the Metro region. As illustrated in Figure 21, The top four areas with the largest number of sites are: Central/Clairemont and Kearny Mesa, Central/Mid-City, Central/Centre City & Balboa, and Southeast/ Encanto & Skyline.

Figure 21: Concentration of Youth Segments Served in San Diego County, by Number of Service Sites



Services Offered: Overwhelmingly the most common services are general workforce preparation (found in a total of 245 sites across the county, of which 52.7% are in the Metro region), as well as leadership development (221 sites, 52% in the Metro region). Other common services include assistance with school supplies and fees (155), housing (135), work experiences (121), and health care (120), with the Metro region dominating as having the greatest number of service sites for each. At the bottom of the list, alternative secondary school services & dropout recovery programs are provided in only 22 sites, and reasonable accommodations for youth with disabilities are found in 16 sites (Figure 22).

Among “other services” reported by each organization, Mentorship, Life Skills/ Social-Emotional Learning, and Case Management were the most frequently mentioned services, in that order. Other services included general positive youth development supports such as the arts, sports and recreation, service learning/civic engagement, and cultural enrichment. Only one organization reported offering pregnancy and parenting support specifically for youth; two organizations serving persons with disabilities reported specific programs designed just for youth.

Figure 22: Number of Sites Offering each Service Type, Countywide and per Region

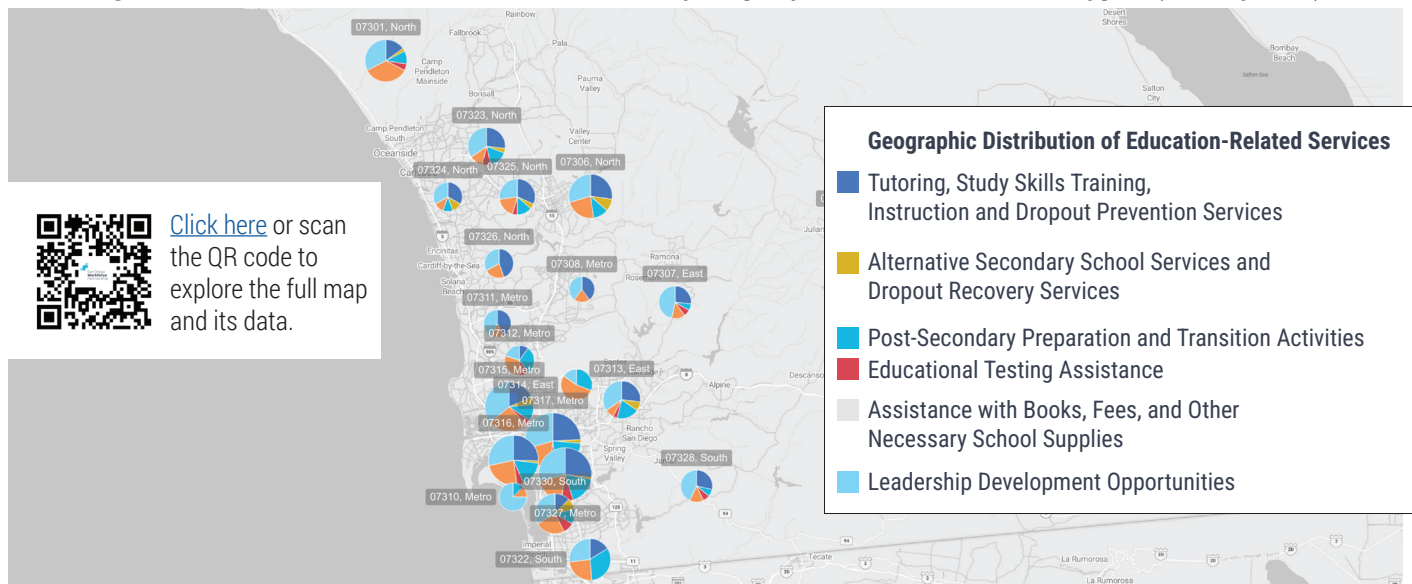
Service Category:	Region: (Unspecified location)	Number of Sites	Metro	North	South	East	San Diego County (Total)
	Service:		Number of Sites	Number of Sites	Number of Sites	Number of Sites	Number of Sites
Education- Related Services	Total - Education-Related Services	8	175	72	39	42	336
	Tutoring and Dropout Prevention Services	1	87	40	14	22	164
	Alternative Secondary School Services & Dropout Recovery	2	7	8	3	2	22
	Post-Secondary Preparation	2	63	17	17	13	112
	Educational Testing Assistance	0	17	5	4	3	29
	Assistance with School Supplies and Fees	3	76	36	19	21	155
	Leadership Development	3	115	48	27	28	221
Employment- Related Services	Total - Employment-Related Services	5	154	71	35	29	294
	Work Experiences	3	76	15	19	8	121
	Occupational Skills Training	4	46	6	11	11	78
	General Workforce Preparation	4	129	59	27	26	245
	Integrated Education, Workforce Prep, & Occupational Skills	0	15	0	4	4	23
	Entrepreneurship Skills	0	34	10	7	6	57
	Financial Literacy	3	51	24	13	11	102
	Employment Follow Up (12+ mo.)	0	14	0	5	0	19
	Assistance with Work Attire or Tools	0	27	6	4	2	39
	Payments for Employment- and Training-Related Fees	1	17	2	4	2	26
Other Wraparound Services	Reasonable Accommodations	0	10	2	3	1	16
	Total - Wraparound Services	10	230	99	59	61	459
	Housing Assistance	5	67	40	12	11	135
	Drug/Alcohol and/or Mental Health Counseling	6	90	49	16	23	184
	Health Care for Youth	4	56	29	19	12	120
	Referrals to Community Services	6	59	14	11	9	99
	Transportation	0	42	15	5	8	70
	Child Care or Dependent Care	0	23	8	4	9	44
	Benefits Assistance	0	23	4	4	3	34
	Legal Aid	0	17	9	6	3	35
	Other Services	8	166	72	43	44	333

This figure serves as a “heat map” to compare the concentration of different services across the four regions of San Diego. Cells that are darker blue indicate geographic areas that are experiencing higher concentrations of services, while cells that are lighter blue are areas with relatively fewer services. Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

EDUCATION AND EMPLOYMENT SERVICES ACROSS SAN DIEGO COUNTY

Concentration of Education Service Sites: Figure 23 illustrates the locations and relative intensities of education and employment services across the county. These maps visually show the geographic concentration of these services around the Metro Region, and a greater intensity of these services as compared to the other regions, with the top four PUMAs with the greatest concentration of education services located in the Metro region.

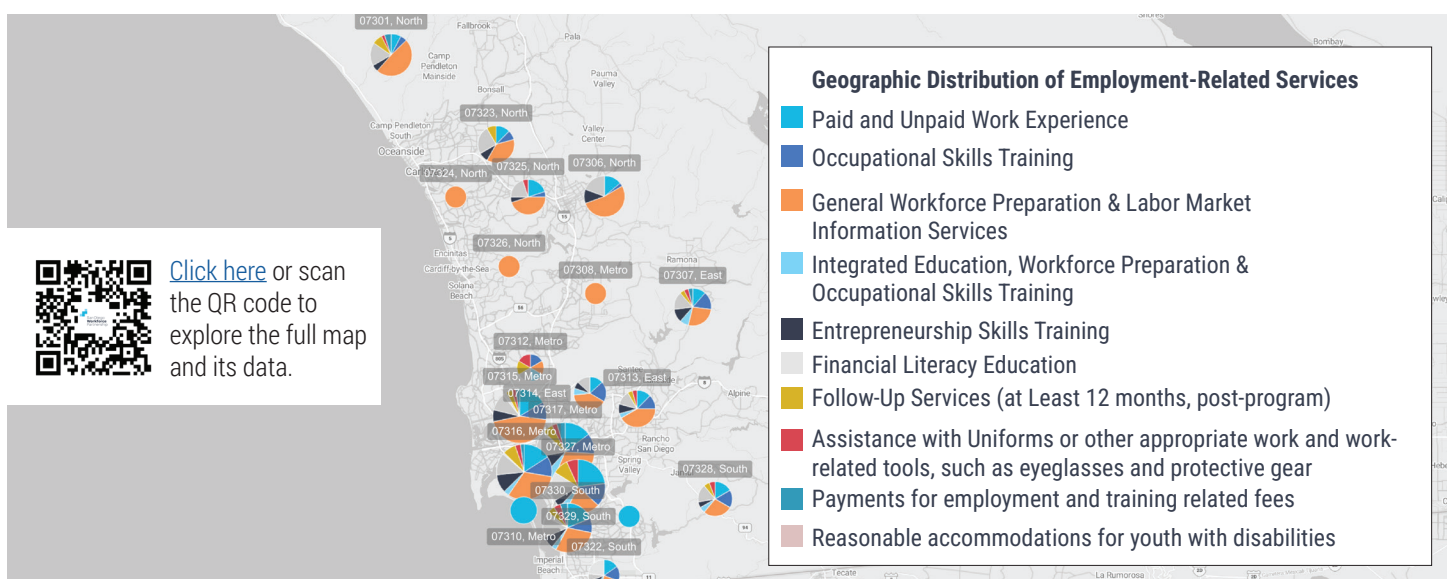
Figure 23. Education-Related Services Intensity Map, by PUMA, with Service Types (Countywide)



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Concentration of Employment Service Sites: Similarly, employment-related services are concentrated in the metro region, with the same four Metro region PUMAs at the top of service intensity.

Figure 24. Employment-Related Services Intensity Map, by PUMA, with Service Types (Countywide)



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Education and Employment Services, by Youth Segment: In-school youth and youth living in low-income households are the segments targeted most by education and employment-related service—not surprising, given that these segments capture the widest swathe of the youth populations. Among those with the least access to education and employment services, youth experiencing homelessness, black opportunity youth, and pregnant and parenting youth stand out.

Figure 25. Youth Segments Served by Education- and Employment-Related Services, by Number of Sites Offering Each Service (Countywide)

Service Category:	Education-Related Services						Employment-Related Services										Other Wraparound Services																															
Youth Segment:	Tutoring and Dropout Prevention Services		Alternative Secondary School Services & Dropout Recovery		Post-Secondary Preparation		Educational Testing Assistance		Assistance with School Supplies and Fees		Leadership Development		Work Experiences		Occupational Skills Training		General Workforce Preparation		Integrated Education, Workforce Prep, & Entrepreneurship Skills		Financial Literacy		Employment Follow Up (12+ mo.)		Assistance with Work Attire or Tools		Payments for Employment- and Training-Related Fees		Reasonable Accommodations		Housing Assistance		Drug/Alcohol and/or Mental Health Counseling		Health Care for Youth		Referrals to Community Services		Transportation		Child Care or Dependent Care		Benefits Assistance		Legal Aid		Other Services	
In-school youth (14-21 years old)	127	8	61	25	104	157	68	55	160	23	29	65	19	35	22	8	83	140	94	59	57	39	22	1	174																							
Out-of-school youth (18-24 years old)	30	4	23	16	21	49	29	14	43	12	17	31	10	25	16	2	6	14	4	23	25	8	9	0	17																							
Justice-involved youth	27	8	17	6	13	49	37	15	78	2	17	13	6	21	6	2	61	65	55	28	26	4	16	1	45																							
Black opportunity youth	21	3	14	4	11	26	20	3	23	0	16	17	6	13	4	2	11	12	11	16	8	5	9	0	20																							
Foster youth (current & former)	26	15	18	10	26	34	28	17	45	6	10	12	10	19	10	2	39	34	28	24	19	4	13	0	50																							
homelessness / unhoused youth	31	10	14	8	18	33	17	15	77	0	9	6	4	17	8	6	88	74	60	25	15	6	16	5	53																							
English language learners, immigrants, and refugees	44	6	47	17	31	83	44	21	77	16	33	67	7	12	14	6	15	24	10	48	26	12	10	25	73																							
Pregnant and parenting youth	6	4	5	2	5	8	7	5	14	0		4	2	2	2	2	23	13	13	18	10	2	10	2	27																							
Youth living in low-income households	135	16	66	25	83	172	88	49	178	20	44	73	17	35	22	8	93	143	95	66	59	40	26	27	184																							
LGBTQ+ youth	17	6	19	17	12	38	16	19	21	10	0	21	2	12	12	2	18	52	35	35	12	2	2	0	35																							
Youth with disabilities	27	4	18	12	15	20	18	25	42	10	0	21	2	12	14	4	10	16	9	17	17	4	4	0	31																							

This figure serves as a "heat map" to compare the number of sites that offer different employment and education services to different youth segments. Cells that are darker blue indicate a higher number of total service sites that offer a particular education/employment service to a particular youth segment, while cells that are lighter blue indicate fewer sites offering a particular service to a specific youth segment. Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

WRAPAROUND SERVICES ACROSS SAN DIEGO COUNTY

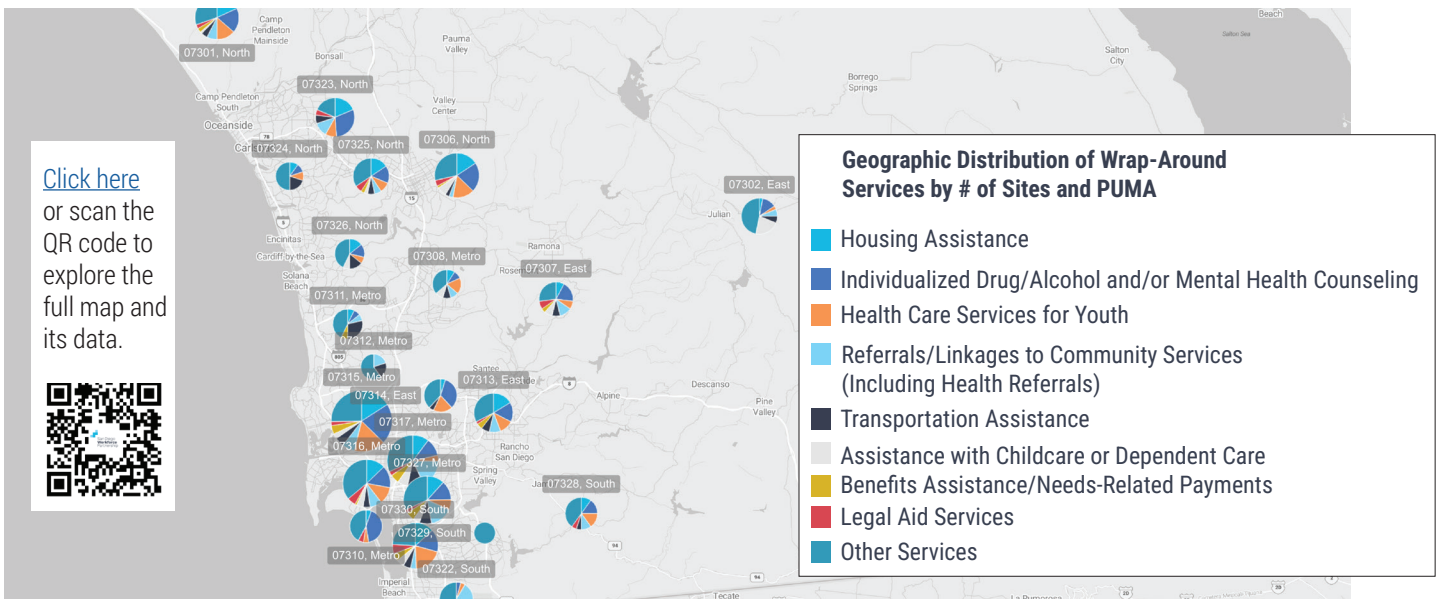
Distribution of Wraparound Services to the Different Youth Segments: Figure 22 (above) shows the most common wraparound support is drug/alcohol and/or mental health counseling (a total of 184 sites across the county). Figures 26 and 27 show these programs as targeting youth from low-income households, in-school youth, youth experiencing homelessness, and justice-involved youth. Housing assistance is the next most common service in terms of the number of sites (135 total). While it may not be surprising to see legal aid services for youth as the least offered service, child care or dependent care is also one of the least common services, including among organizations targeting pregnant and parenting youth, at a total of 44 sites of which over one third are concentrated in the Metro region. Among the youth segments with the least number of wraparound services, black opportunity youth and out-of-school youth have the fewest wraparound programs targeted to them.

Figure 26: Youth Wraparound Services Heat Map, by Number of Sites Offering Each Service, and by Youth Segment (Countywide)

Youth Segment:	Service Category:								
	Housing Assistance	Drug/Alcohol and/or Mental Health Counseling	Health Care for Youth	Referrals to Community Services	Transportation	Child Care or Dependent Care	Benefits Assistance	Legal Aid	Other Services
In-school youth (14-21 years old)	83	140	94	59	57	39	22	1	174
Out-of-school youth (18-24 years old)	6	14	4	23	25	8	9	0	17
Justice-involved youth	61	65	55	28	26	4	16	1	45
Black opportunity youth	11	12	11	16	8	5	9	0	20
Foster youth (current & former)	39	34	28	24	19	4	13	0	50
Youth experiencing homelessness / unhoused youth	88	74	60	25	15	6	16	5	53
English language learners, immigrants, and refugees	15	24	10	48	26	12	10	25	73
Pregnant and parenting youth	23	13	13	18	10	2	10	2	27
Youth living in low-income households	93	143	95	66	59	40	26	27	184
LGBTQ+ youth	18	52	35	35	12	2	2	0	35
Youth with disabilities	10	16	9	17	17	4	4	0	31

This figure serves as a "heat map" to compare the number of sites that offer different wrap-around services to different youth segments. Cells that are darker blue indicate a higher number of total service sites that offer a particular wraparound service to a particular youth segment, while cells that are lighter blue indicate fewer sites offering a particular service to a specific youth segment.

Figure 27. Wraparound Services Intensity Map, by PUMA, with Service Types (Countywide)

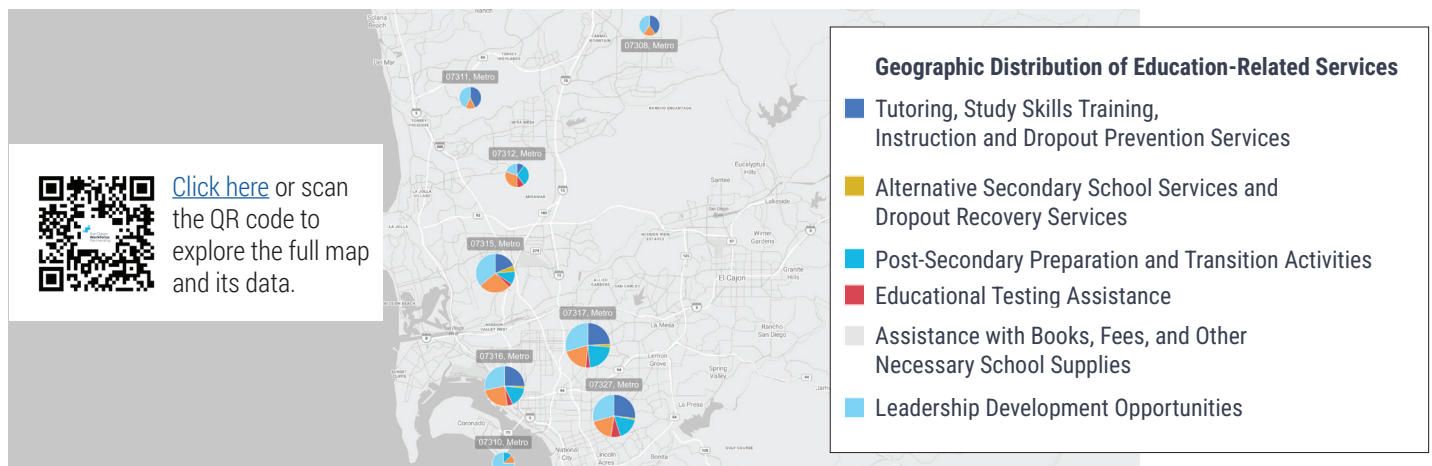


Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

3.2 Services in San Diego Metro Region

Education Services in the Metro Region: As illustrated in Figure 28, the largest concentration of education services is located in the following areas of the Metro region: the Central/Mid-City area, Central/Clairemont and Kearny Mesa, and Central/Centre City and Balboa Park. Conversely, the areas with the lowest education services, in descending order of service intensity, University Heights, and Northwest/Del Mar Mesa, are Central/Mira Mesa, and Northeast/Rancho Bernardo & Poway Cities.

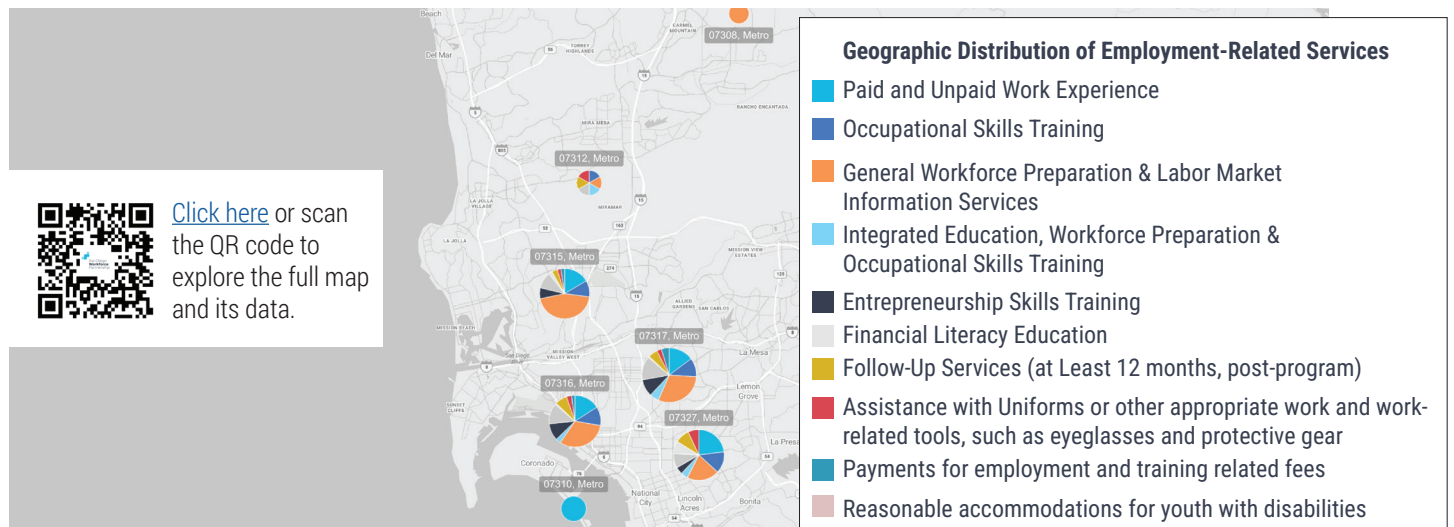
Figure 28. Education-Related Services Intensity Map, by PUMA, with Service Types (Metro Region)



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Employment Services in the Metro Region: Employment services track in a similar way as education, with the most sites concentrated in the Central/Clairemont and Kearny Mesa, Central/Mid-City area, and Central/Centre City and Balboa Park, in that order. The least served areas are Central/Mira Mesa & University Heights (1 site offering an array of services), Northeast/Rancho Bernardo) & Poway (1 site offering general workforce preparation), and Southwest Central/Coastal San Diego (1 site offering internships/apprenticeships).

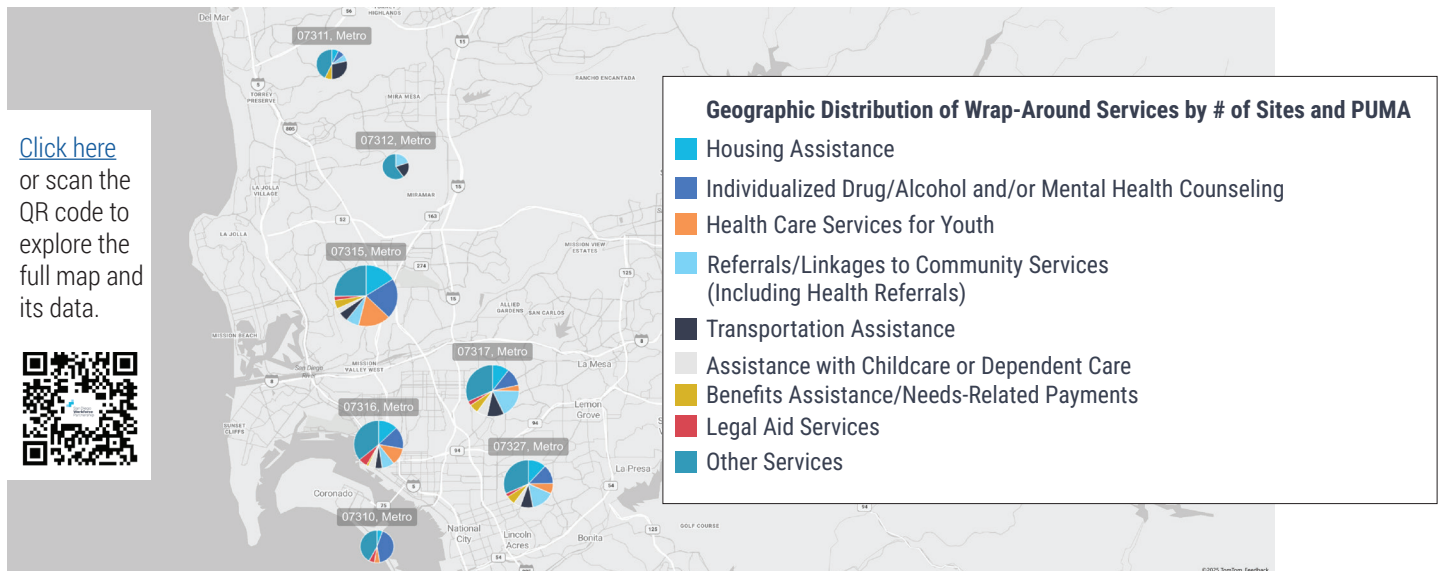
Figure 29. Employment-Related Services Intensity Map, by PUMA, with Service Types (Metro Region)



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Wraparound Services in Metro Region: The Central Clairemont/ Kearny Mesa area has the greatest number of sites (72) offering youth wraparound services (Figure 30). Housing assistance, drug/alcohol/mental health counseling, and health care services are the most common wraparound services in the Metro region.

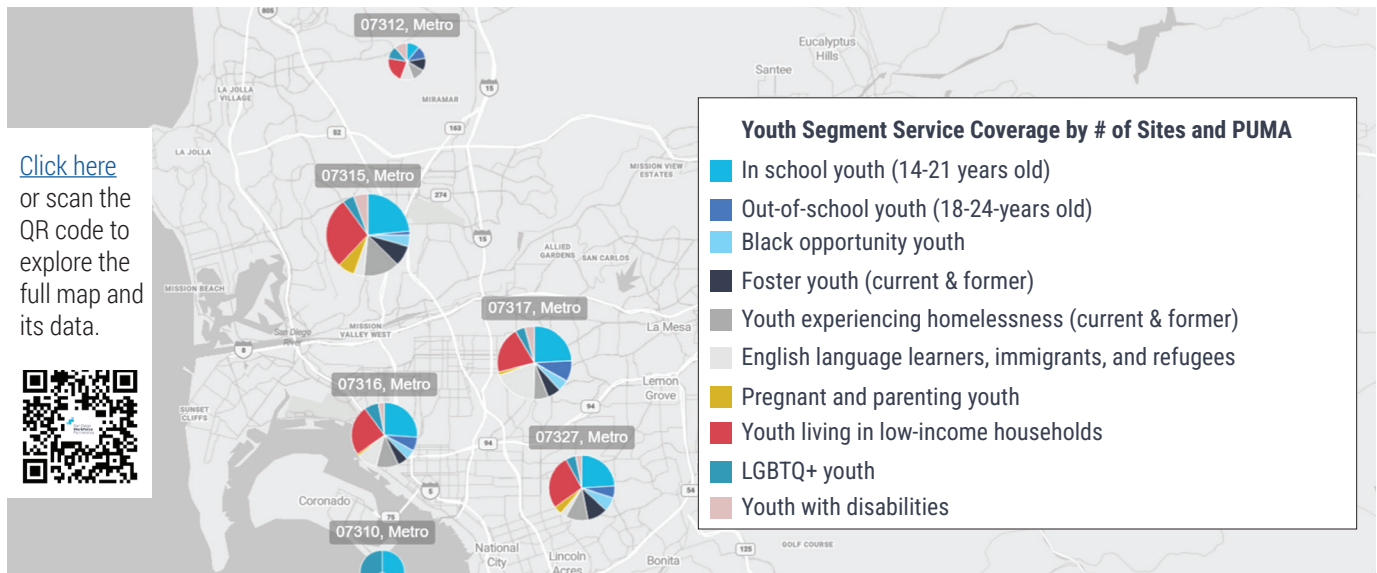
Figure 30. Wraparound Services Intensity Map, by PUMA, with Service Types (Metro Region)



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Youth Segments Served Across the Metro Region: Figure 31 shows the concentration and location of sites in the Metro Region, broken down by youth segment, with the greatest number of sites serving low-income youth (59 sites) located in the Central Clairemont/ Kearny Mesa area. Services for youth experiencing homelessness are concentrated in the Central Clairemont/ Kearny Mesa area, with a total of 29 sites serving this youth segment. Services for English Language learners, immigrants, and refugees appear to be concentrated in Central Mid-City, for a total of 30 sites serving this segment.

Figure 31. Youth Segments Served: Service Intensity Map, by PUMA, in San Diego Metro Region

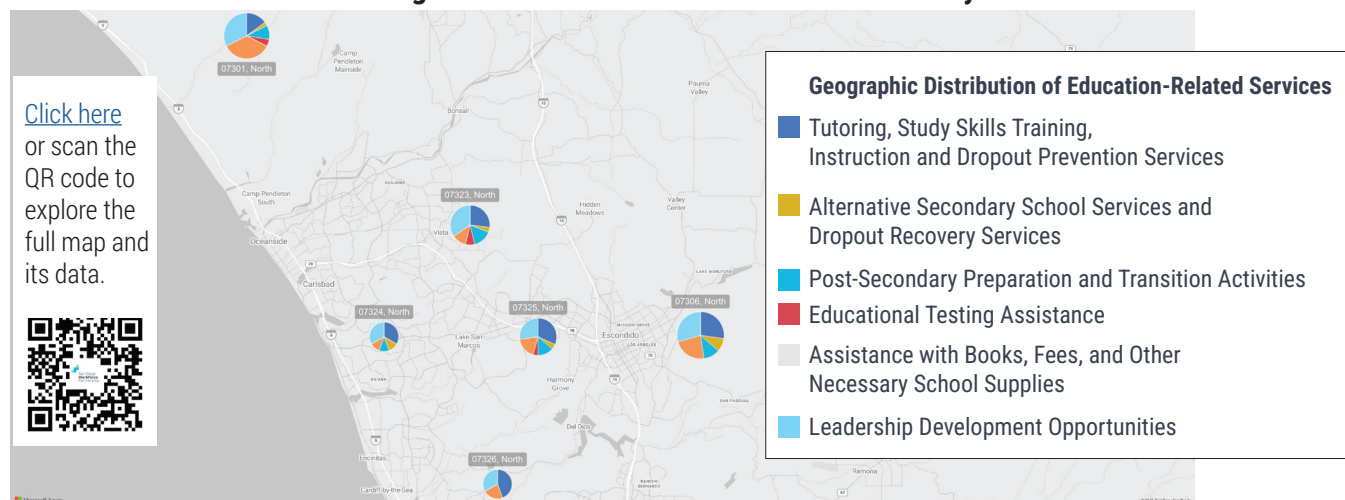


Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

3.3 Services in North County

Education Services in North County: The largest concentration of education services are concentrated in the Oceanside/Camp Pendleton and East Escondido areas (21 and 20 sites offering education services, respectively).

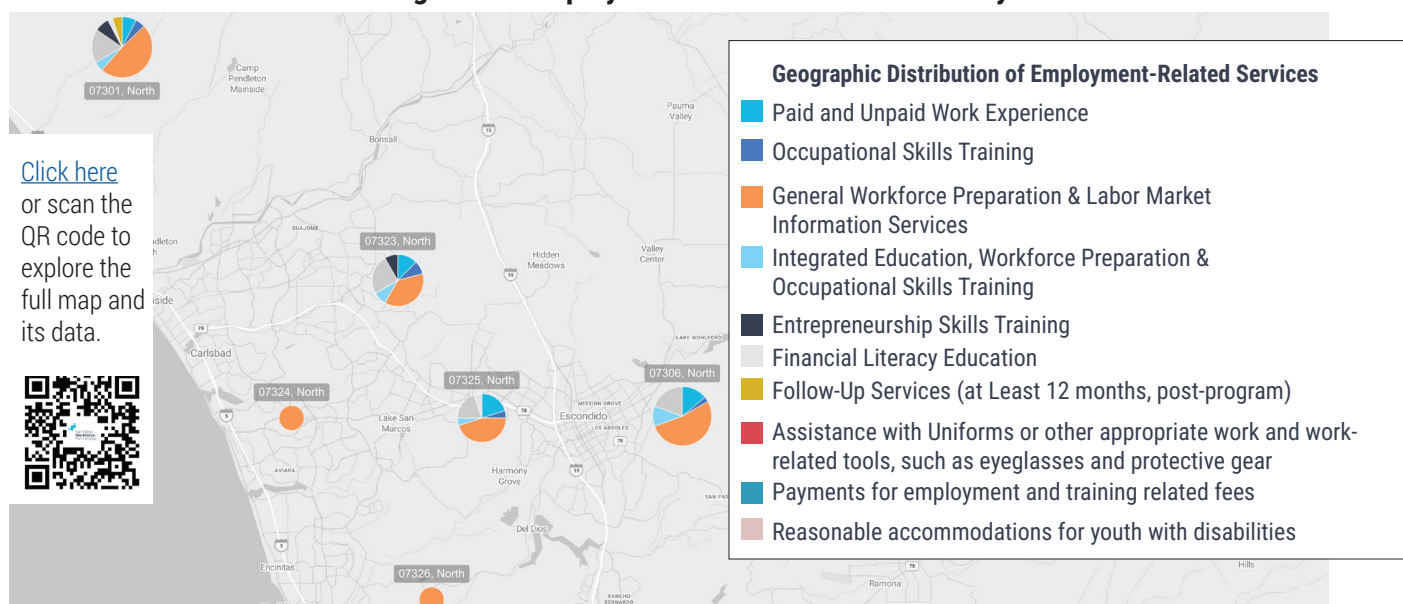
Figure 32. Education Services in North County



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Employment Services in the North County: The Carlsbad and Northwest San Diego/ San Dieguito areas contain the least number of sites offering employment service– only 1 site each, and both offering only general workforce preparation services. Compared to other regions of San Diego, North County demonstrates the greatest proportion of general workforce preparation and financial literacy (Figure 33) as its mode of employment services.

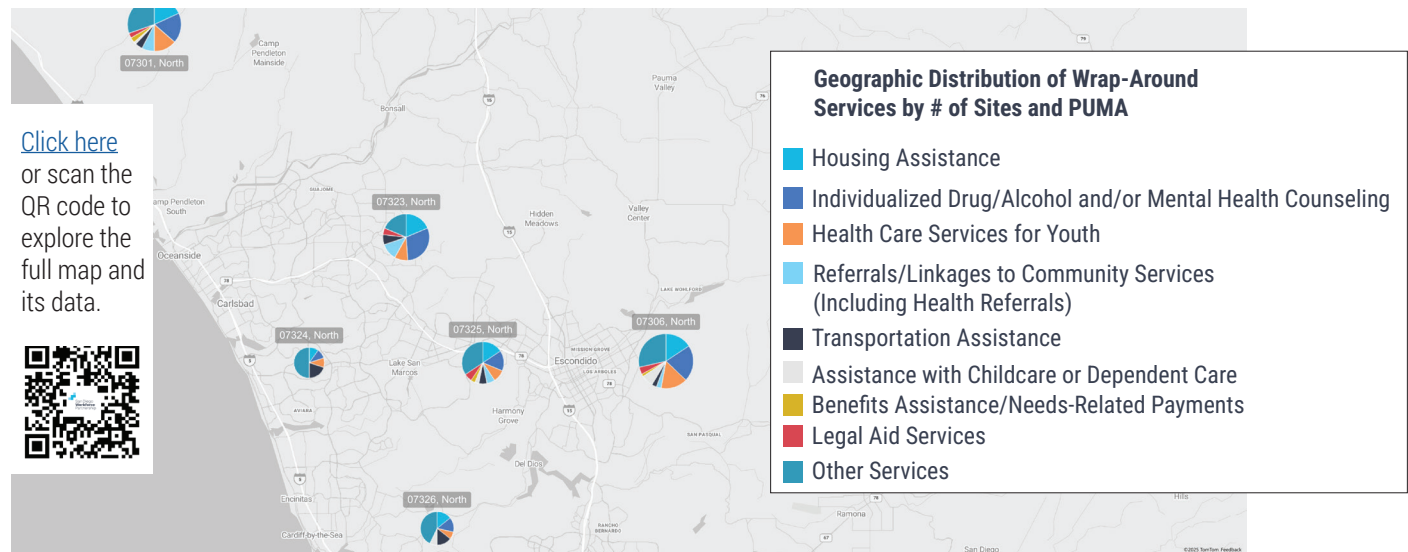
Figure 33. Employment Services in North County



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Wraparound Services in North County: Housing assistance and drug/alcohol and mental health counseling are the predominant wraparound services in North County, with the greatest concentration in the Oceanside/Camp Pendleton and Escondido areas (29 and 27 sites offering these services, respectively). The Carlsbad and Northwest/San Dieguito & Encinitas areas have the fewest number of sites with these offerings, and the majority of those services fall in the “other” category such as mentorship, life skills development, and case management

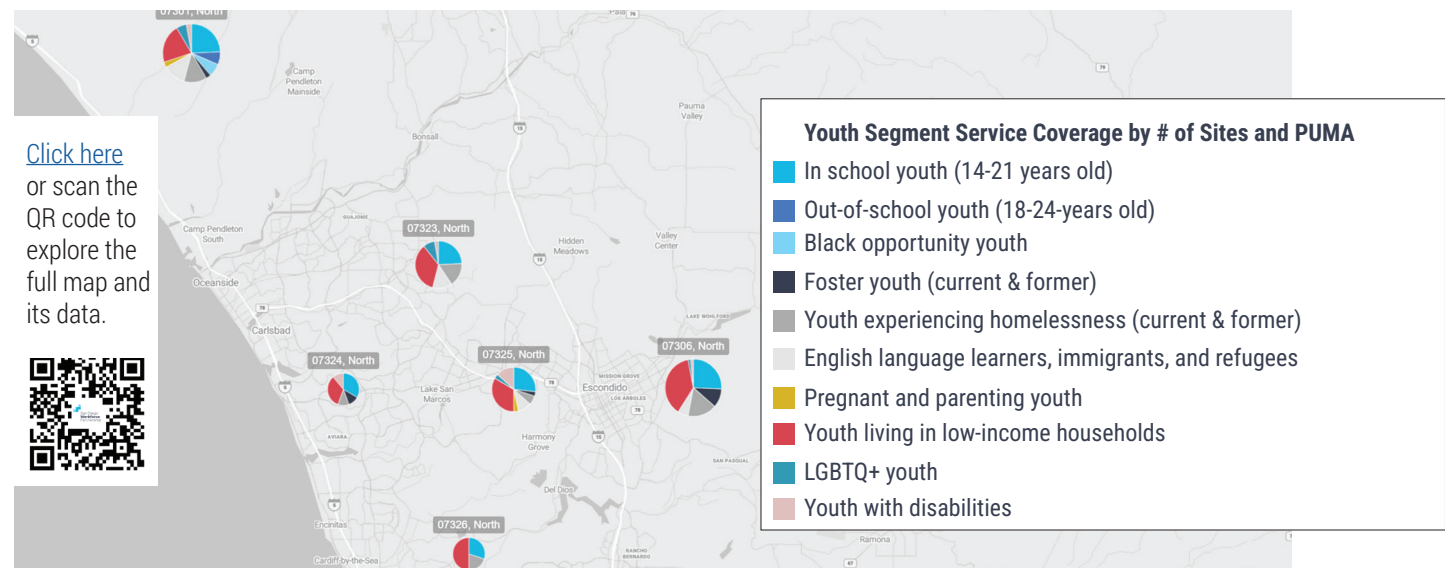
Figure 34. Wraparound Services in North County



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Youth Segments Served Across North County: Figure 35 shows the concentration and location of sites in North County, broken down by youth segment, with the greatest number of sites serving low-income youth (25) located in Escondido.

Figure 35. Youth Segments Served: Service Intensity Map, by PUMA (North County)

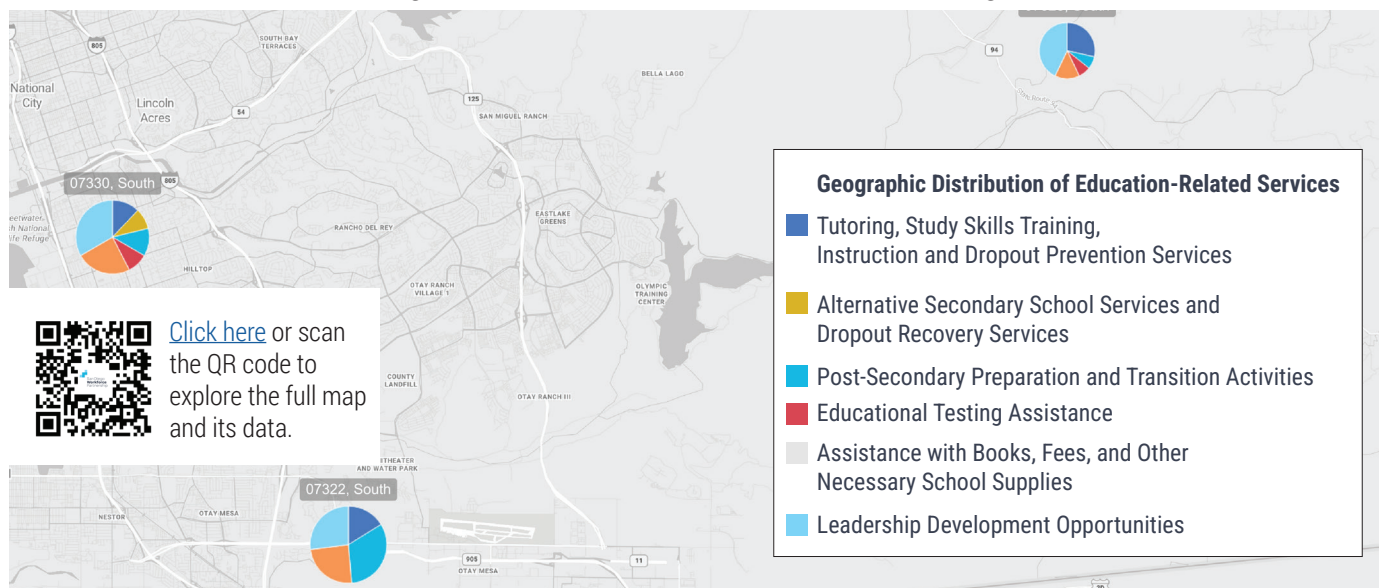


Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

3.4 Services in South San Diego

Education Services in South San Diego: The largest concentration of education services are located in South/Otay Mesa & South Bay, and in West Chula Vista / National City, with 11 sites each offering education-related support services for youth. Conversely, Sweetwater and Chula Vista appear to have zero sites offering education support services for youth (Figure 36).

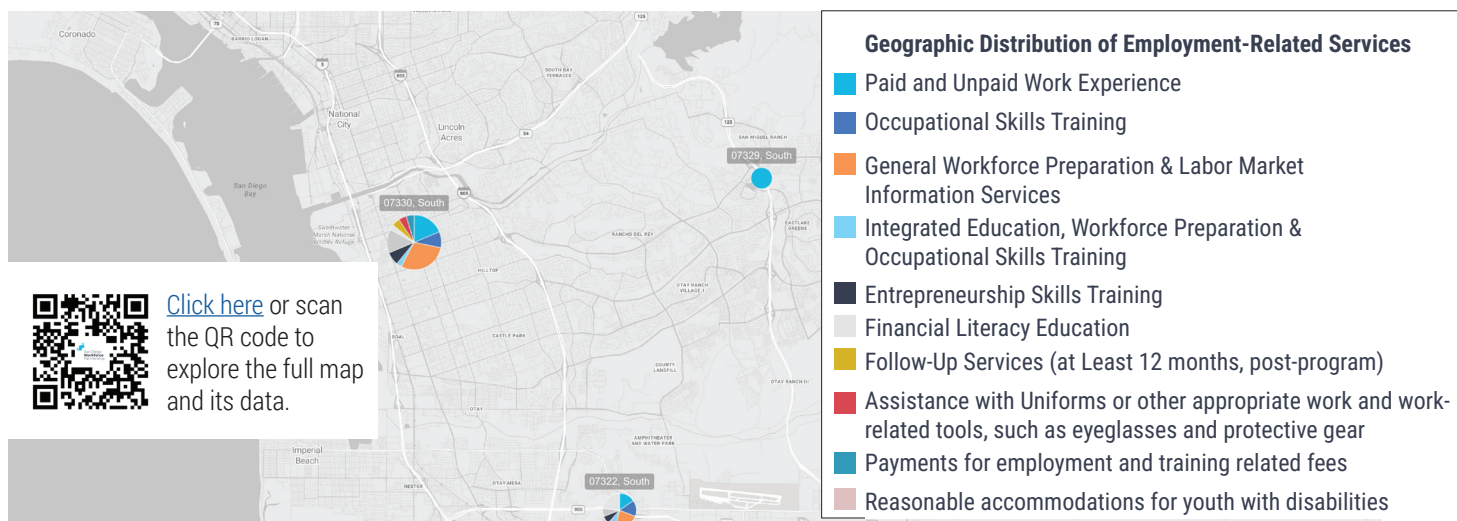
Figure 36. Education Services in South San Diego



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Employment Services in South San Diego: The West Chula Vista / National City area dominates as having the highest concentration of youth employment services, with a total of 23 sites, compared to the other areas in South San Diego with 6 or fewer sites each. In Sweetwater/East Chula Vista, only 1 organization reported offering one service: paid and unpaid work experiences (Figure 37).

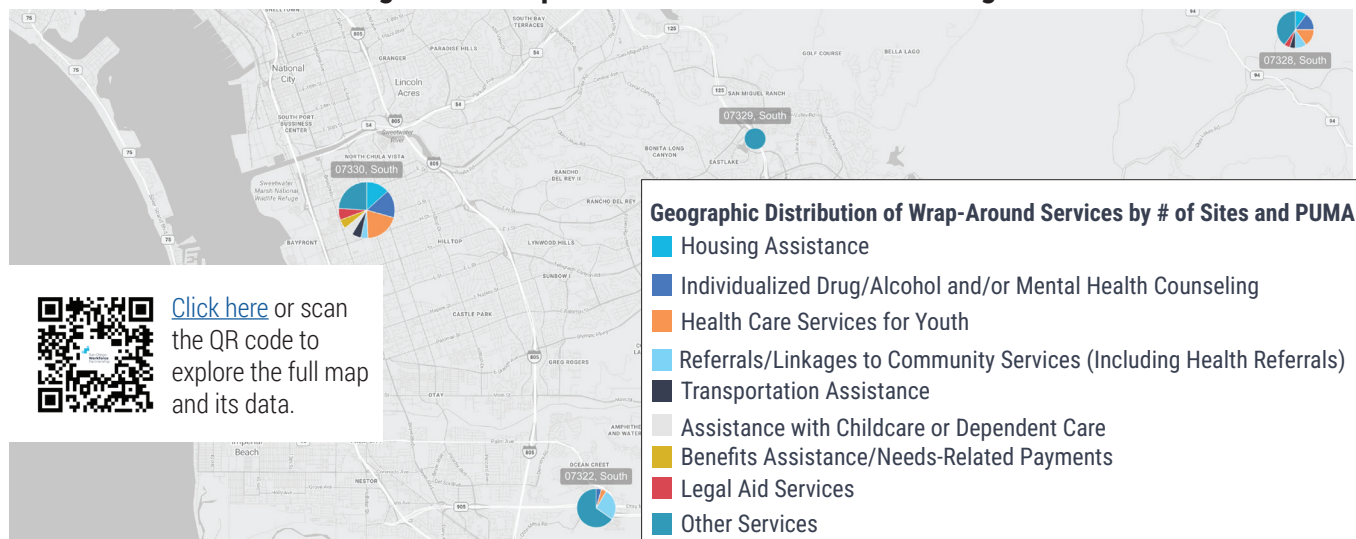
Figure 37. Employment Services in South San Diego



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Wraparound Services in South San Diego: South San Diego stands out as having the least diversified forms of wraparound services. While the West Chula Vista and National City area contains many sites (31) offering diversified wraparound services, Sweetwater/ East Chula Vista notably contains only one site offering services in the “other services” category (namely, networking, inclusive events, and community outreach opportunities for LGBTQ+ youth). The South San Diego/Otay Mesa & South Bay area has 15 sites offering wraparound services, the large majority of which consist of referrals and “other services”.

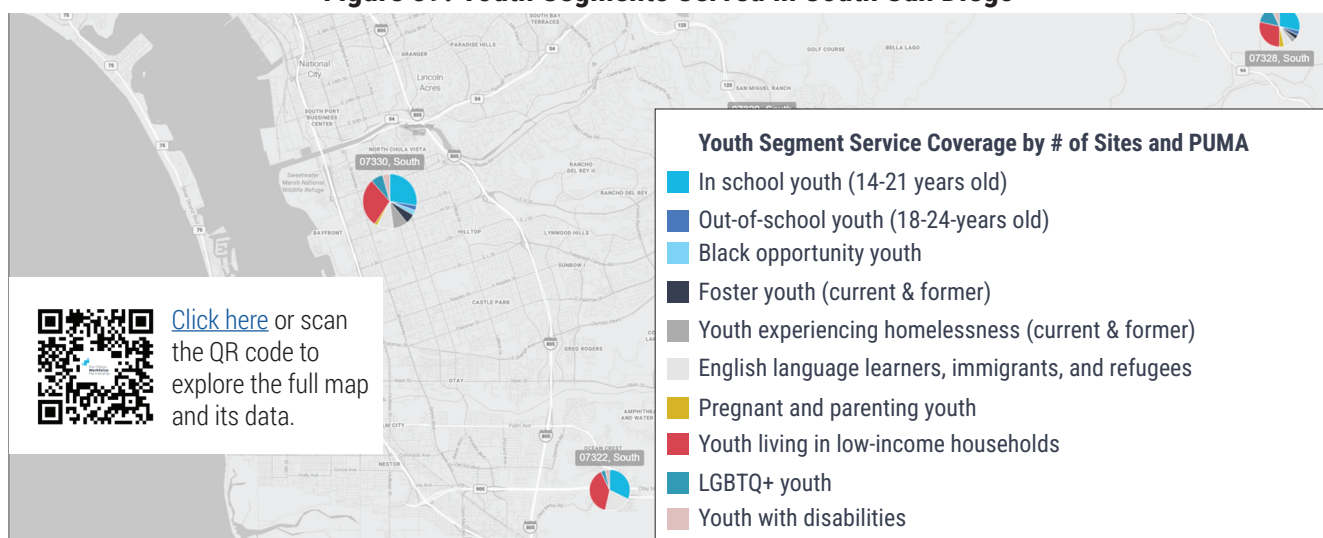
Figure 38. Wraparound Services in South San Diego



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Youth Segments Served in South San Diego: Figure 39 shows the concentration and location of sites in South San Diego, broken down by youth segment, with the greatest number of sites serving low income youth (20) located in West Chula Vista / National City.

Figure 39. Youth Segments Served in South San Diego

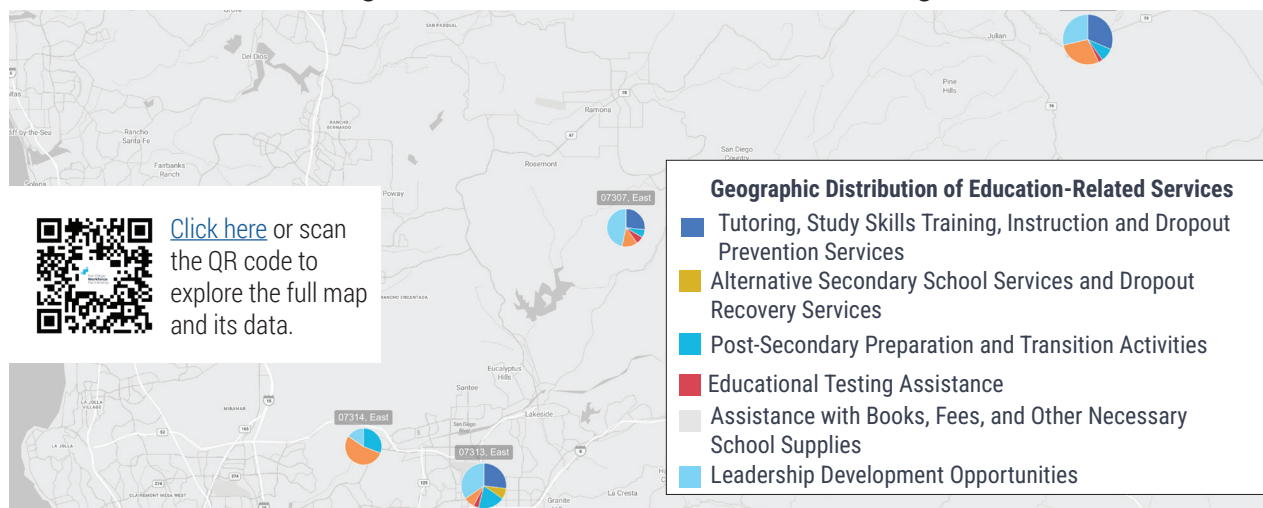


Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

3.5 Services in East San Diego

Education Services in East San Diego: Fallbrook has the largest number of sites offering education support services for youth, with a total of 14 sites. The least served area for education in East San Diego is the Lakeside, Winter Gardens, and Ramona area, with half the number of sites (7) that offer education services (Figure 40).

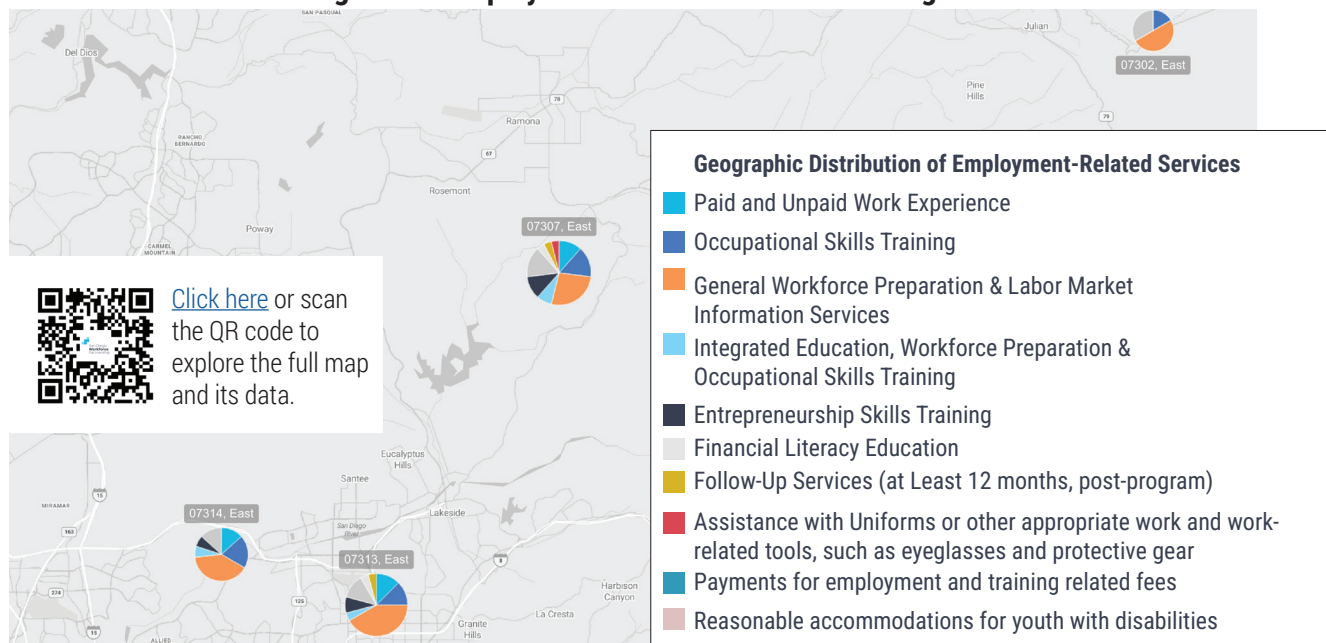
Figure 40. Education Services in East San Diego



Source: Working Current. (2025). *San Diego Youth-Serving Organizations Dataset (October 2025)*. Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Employment Services in East San Diego: The largest concentration of employment services are located in El Cajon and Santee. Fallbrook has the least number of sites offering employment services for youth (5) and with very few service offerings, limited only to general workforce preparation, occupational skills training, and financial literacy education (Figure 41).

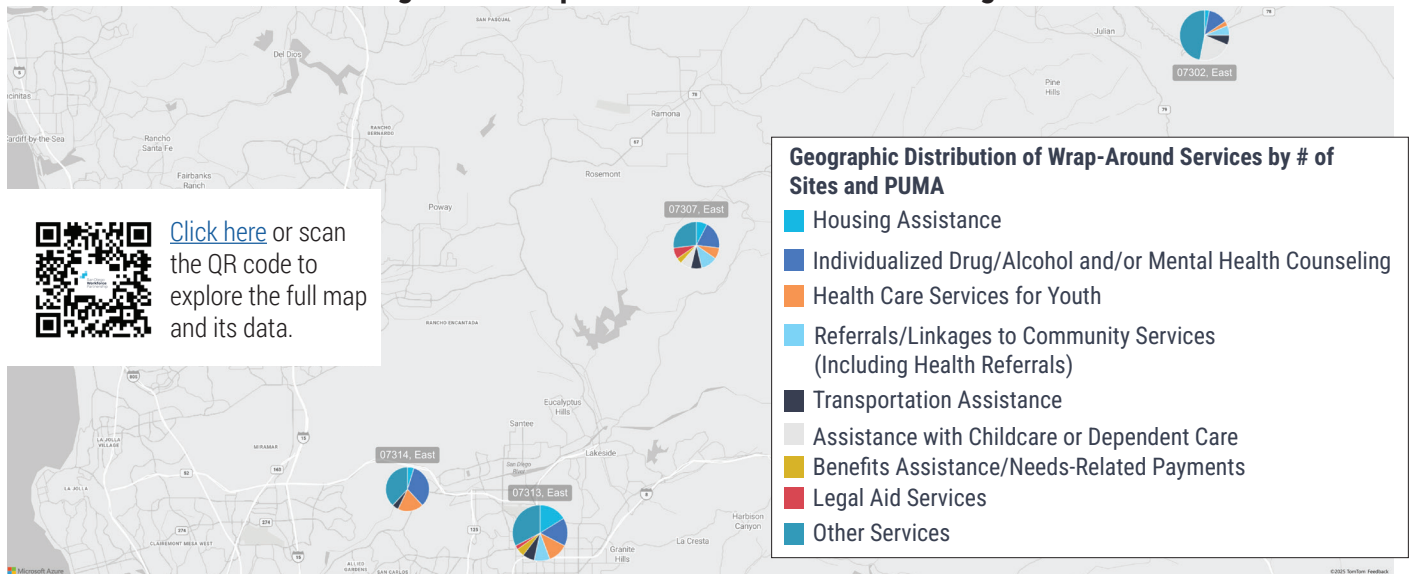
Figure 41. Employment Services in East San Diego



Source: Working Current. (2025). *San Diego Youth-Serving Organizations Dataset (October 2025)*. Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Wraparound Services in East San Diego: Wraparound services are relatively evenly distributed across all four PUMAs of East San Diego. The Fallbrook, Alpine, and Valley Center area has the greatest proportion of childcare and dependent care services (7 sites) even in comparison to other PUMAs across the county. Housing assistance is most concentrated in El Cajon and Santee (7 sites). Healthcare appears in the most sites in the East Central/Navajo and La Mesa and the El Cajon and Santee area (a combined total of 9 sites).

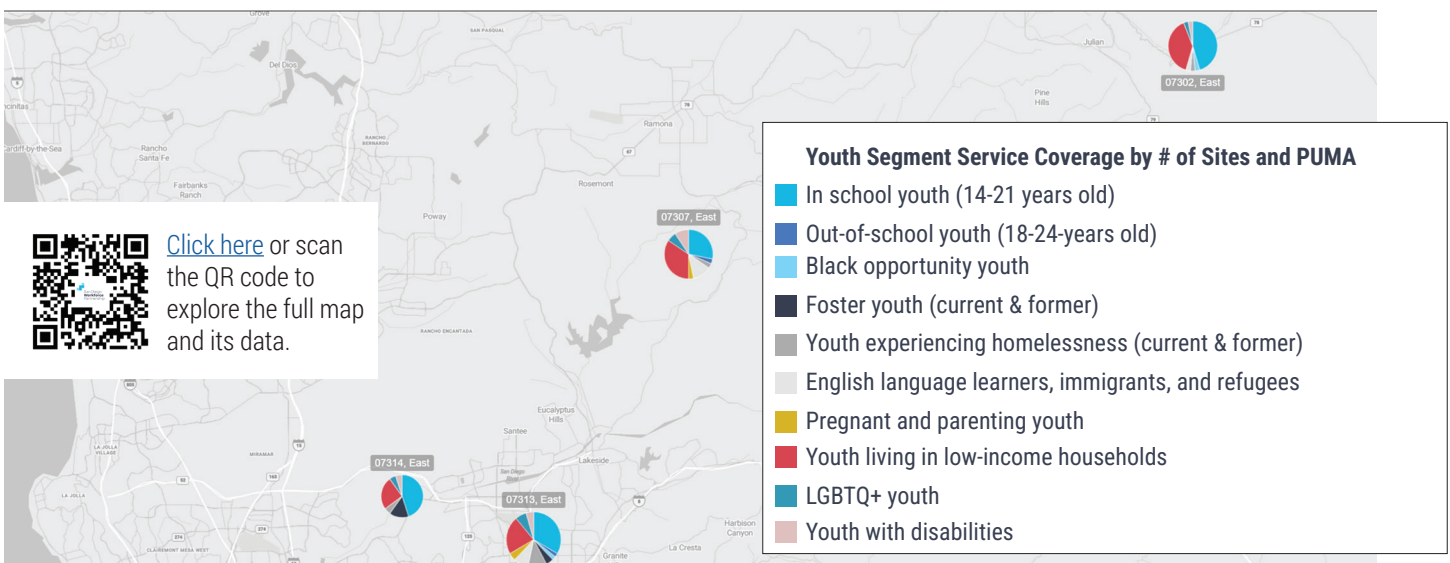
Figure 42. Wraparound Services in East San Diego



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Youth Segments Served in East San Diego: Figure 43 shows the concentration and location of sites in East San Diego, broken down by youth segment, with the greatest number of sites targeting low-income youth (13) located in the Fallbrook, Alpine, Valley Center area.

Figure 43. Youth Segments Served: Service Intensity Map, by PUMA (East San Diego)



Source: Working Current. (2025). San Diego Youth-Serving Organizations Dataset (October 2025). Data compiled from organizational websites, annual reports, and U.S. Internal Revenue Service Form 990 filings obtained directly from the IRS and through the Candid nonprofit database, 2024-2025, and supplemented by survey responses from 22 San Diego-based youth-serving organizations. Commissioned by the San Diego Workforce Partnership.

Section 4. Gap Analysis

In this section, we compare the demand for youth services against the available supply, examining possible gaps across youth segments, service types, and geographic regions. To identify where services may be over- or under-represented, we compared the number of service sites in each Public Use Microdata Area (PUMA) to that area's share of countywide need. For each service domain—employment, education, and wraparound—we used a key indicator of youth demand (unemployment rate, high school dropout rate, or share of low-income youth, respectively). Based on these rates of unemployment, high school dropout, and propensity of youth from low-income households, we estimate how many service sites would be “expected” in each PUMA if services were distributed evenly according to need. We develop the surplus/shortage analysis by computing the following:

Expected Sites = [Total number of service sites countywide] X [PUMA's percent share of the countywide indicator]

Site Gap (#) = [Actual Sites in the PUMA] – [Expected Sites], where positive values indicate a surplus of sites; negative values indicate a shortage

Site Gap (%) = [Site Gap] ÷ [Expected Sites]

Coverage = [Actual Sites] ÷ [Expected Sites]

Example: If a PUMA has 10% of the region's unemployed youth and the county has a total of 494 service sites, Expected = 49.4. If Actual = 30, then Site Gap = 30 – 49.4 = –19.4 (a shortage); Site Gap% = –39%; and Coverage = 0.61.

Areas with more sites than expected are categorized as “surpluses”, while those with fewer service sites are considered “shortages”. This approach is designed as a screening tool to highlight geographic imbalances in access— not as a full capacity or impact study. Because site counts do not reflect program size, reach, or quality, the results should be viewed as directional indicators to guide deeper investigation rather than definitive measures of service adequacy.

In other words, this analysis compares the geographic distribution of services to indicators of need; it does not measure service outcomes or causal impact. Sufficient or even high coverage does not necessarily equate to positive outcomes, nor does under-coverage always indicate high unmet demand. In some cases, areas with many service sites may continue to show elevated unemployment or dropout rates because they serve higher-need populations, experience lagged effects, or face structural barriers such as limited transportation or job availability. Conversely, areas with relatively few sites may achieve positive outcomes through strong school-based interventions, community-based outreach, mobile services, or virtual support. Future analyses could explore whether distribution of services corresponds with measurable improvements in youth outcomes over time.

OVERVIEW OF TOP SHORTAGES

Figure 44 presents the 10 PUMAs with the deepest apparent youth-service shortages. We define “shortages” as areas where the number of service sites is at least 84 percent below expected levels, based on key proxy indicators of need: high-school dropout rate, youth unemployment rate, or share of youth from low-income households.

The employment service shortages stand out not only because six of the ten largest gaps are in this category, but also because they span both under-served areas and more affluent suburbs, suggesting potentially unmet unemployment-related needs in less expected areas. As noted above, these figures should be viewed as directional indicators rather than prescriptive findings, offering an initial signal of where geographic service coverage may be thin relative to youth demand. Deeper investigation is needed to confirm need vs. service delivery.

Figure 44. Top 10 Areas of Highest Disparity Between Outcomes and Services, By Region

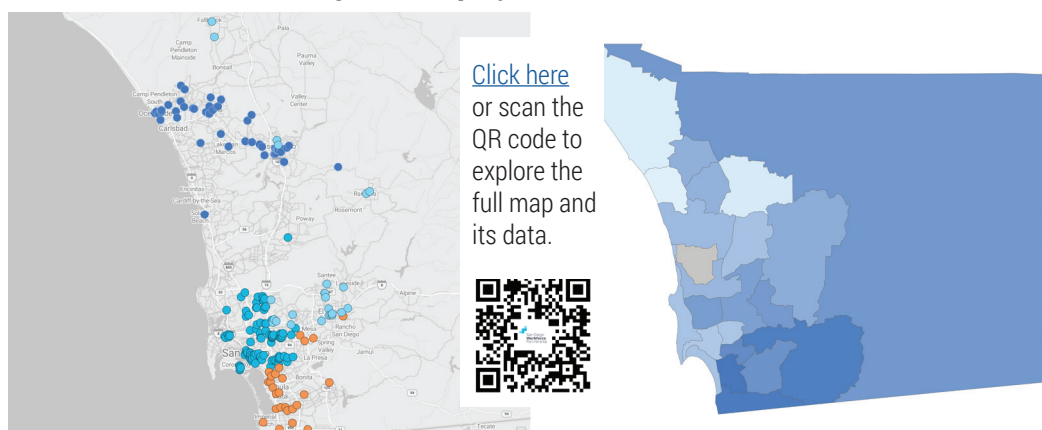
EMPLOYMENT GAP	EDUCATION GAP	OTHER WRAPAROUND NEEDS
Disproportionately Low Number of Employment Service Sites Relative to the Share of Unemployment	Disproportionately Low Number of Education Service Sites Relative to the Share of High School Dropout	Disproportionately Low Number of Wraparound Service Sites Relative to the Share of Youth from Low Income Households
NW San Diego/Del Mar Mesa - Metro 100% employment shortage	Sweetwater–East Chula Vista - South 100% education shortage	Sweetwater–East Chula Vista - South 95% wraparound shortage
Mira Mesa & University Heights - Metro 97% employment shortage	Vista - North 84% education shortage	Mira Mesa & University Heights - Metro 93% wraparound shortage
Sweetwater–East Chula Vista - South 96% employment shortage	El Cajon & Santee - East 84% education shortage	
San Dieguito & Encinitas - North 95% employment shortage		
Rancho Bernardo & Poway - North 93% employment shortage		

4.1 Employment Gap Analysis

How We Estimated Employment Gaps: Here we take a focused, directional look at employment services by comparing a single indicator of demand—youth unemployment share to the number of employment-service sites at the PUMA level. This is intentionally a screening tool, not a full capacity study: site counts is a proxy for reach, and unemployment is a proxy for demand. While this approach cannot capture program reach, quality, or youth preferences, it helps flag where coverage appears high or thin and points to places where deeper validation with providers and youth would be most useful. It's also important to note that under-coverage does not necessarily equate to high demand, as some areas may have fewer employment sites simply because their youth populations are smaller, more dispersed, or served through alternative channels such as schools, community-based programs, or virtual services.

What Stands Out: Mapping site counts against unemployed youth by PUMA indicates large service surpluses in Central/Mid-City (+232%) and Escondido (East) (+126%), with additional over-representation in Clairemont & Kearny Mesa (+66%) and Centre City & Balboa Park (+63%). In contrast, the deepest shortages appear in Northwest San Diego/Del Mar Mesa (−100%), Mira Mesa & University Heights (−97%), Sweetwater & East Chula Vista (−96%), San Dieguito/Encinitas (−95%), and Rancho Bernardo & Poway (−93%), with several other PUMAs registering deficits in the −60% to −85% range.

Figure 45. Employment Gap Map: Intensity of Employment Services Mapped Against Employment Outcomes



Source: U.S. Census Bureau. 2023. American Community Survey (ACS) 5-Year Public Use Microdata Sample (2019–2023, “2023 5-Year”) and ACS 1-Year Estimates (2024).

Regional Patterns:

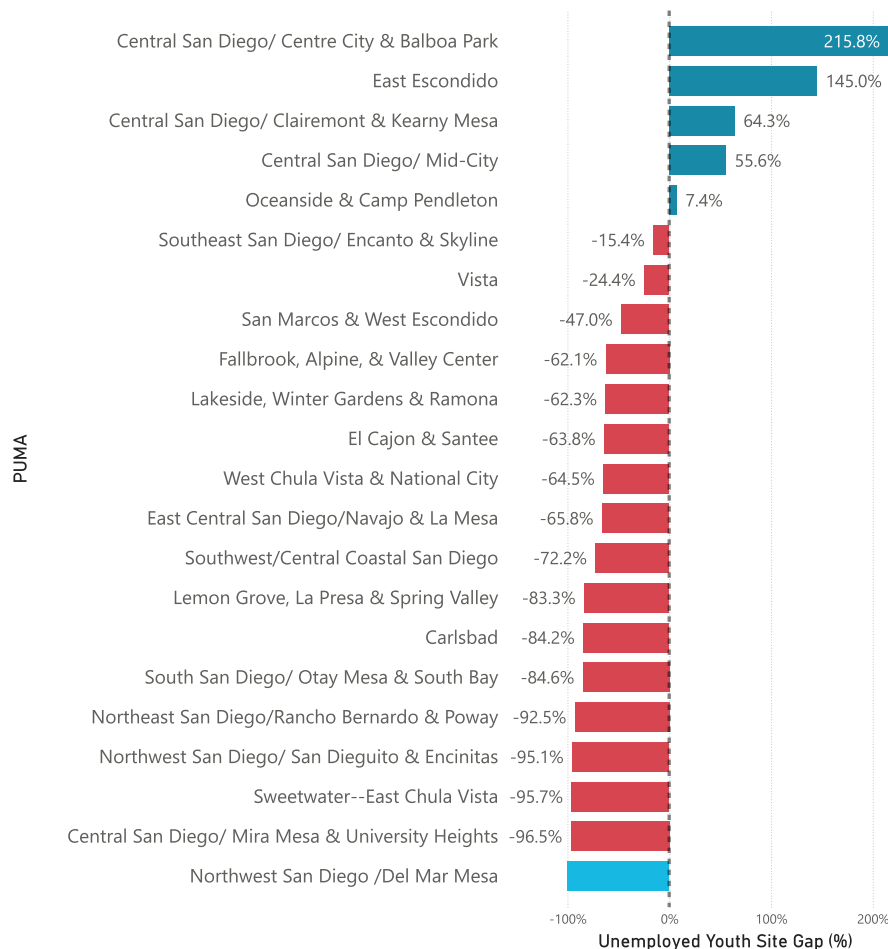
- In the **Metro** region, coverage is mixed: substantial deficits in Del Mar Mesa, Mira Mesa & University Heights, and Rancho Bernardo & Poway sit alongside surpluses in Central/Mid-City and Centre City.
- In **North County** there is a surplus in East Escondido, near parity in Oceanside, and shortages in San Dieguito/Encinitas, Carlsbad, Vista, and San Marcos/West Escondido.
- The **South region** sees predominantly shortfalls, particularly in East Chula Vista, West Chula Vista/National City, Otay Mesa & South Bay, and Southeast/Encanto.
- There are broad shortfalls in **East San Diego**, spanning La Mesa/Navajo, El Cajon & Santee, Lakeside/Ramona, and Fallbrook/Alpine.

IMPLICATIONS FOR ACTION - EMPLOYMENT:

- **Prioritize investment where the shortages are most acute:** Del Mar Mesa, Mira Mesa & University Heights, Sweetwater/East Chula Vista, San Dieguito/Encinitas, and Rancho Bernardo & Poway; through new or re-sited employment services, mobile teams, and/or co-located offerings.
- **At the same time, leverage surplus areas:** Central/Mid-City, East Escondido, Clairemont & Kearny Mesa, and Centre City as placement hubs and sources of staff/technical assistance to extend reach into adjacent deficit PUMAs. Finally, track a coverage ratio (actual vs. expected sites) over time to monitor whether rebalancing efforts close the largest gaps.

Figure 46 shows proportional gaps between employment-service sites and the youth unemployment rate by PUMA. For each region, we allocate the region's total employment-service sites to PUMAs in proportion to each PUMA's share of unemployed youth to derive Expected Sites. We then compute Site Gap (#) = Actual Sites - Expected Sites (positive values indicate a surplus of sites; negative values indicate a shortage) and Site Gap (%) = Site Gap ÷ Expected Sites. We also report Coverage = Actual ÷ Expected. Example: If a PUMA has 10% of the region's unemployed youth and the region has 494 sites, Expected = 49.4. If Actual = 30, then Site Gap = 30 - 49.4 = -19.4 (a shortage), Site Gap% = -39%, and Coverage = 0.61.

Figure 46. Employment Services Gap Analysis, by PUMA



Source: U.S. Census Bureau. 2023. American Community Survey (ACS) 5-Year Public Use Microdata Sample (2019–2023, “2023 5-Year”) and ACS 1-Year Estimates (2024); by Working Current (2025).

4.2 Education Gap Analysis

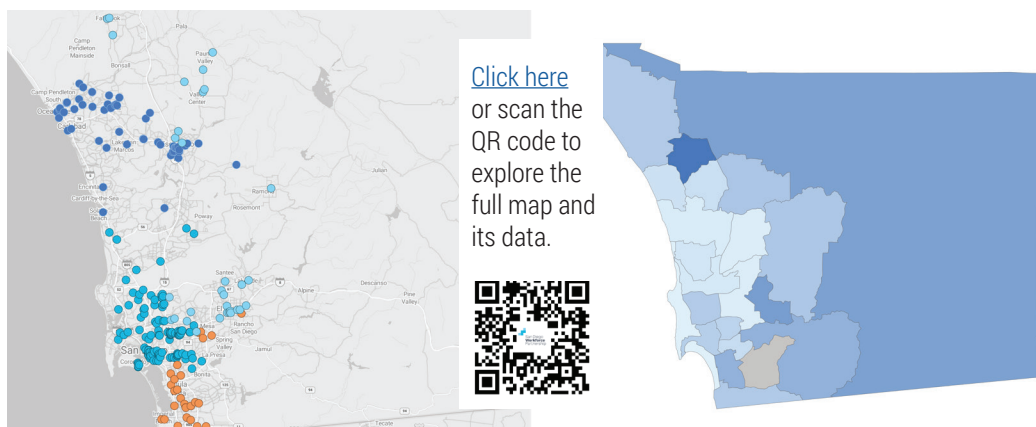
How We Estimated Gaps: To flag where education supports are misaligned with need, we compared the number of education-service sites to each PUMA's share of countywide high-school dropouts. As stated before, a site shortage does not necessarily imply high unmet need, as areas with fewer education sites may have smaller student populations, stronger school-based supports, or youth who access services outside their home PUMA (for example, through regional programs or online learning options). Conversely, apparent surpluses may reflect co-located or multi-service sites rather than excess capacity.

What Stands Out: Several Metro PUMAs show large surpluses relative to dropout risk: Central/Mid-City (+449%), Southeast/Encanto & Skyline (+257%), Centre City & Balboa Park (+247%), and Clairemont & Kearny Mesa (+139%). Smaller surpluses appear in La Mesa/Navajo (+139%) and Southwest/Central Coastal (+94%). Near parity: Oceanside/Camp Pendleton (−4%) and Mira Mesa & University Heights (−6%). The deepest shortages are concentrated outside those cores: Sweetwater–Chula Vista (East) (−100%), El Cajon & Santee (−85%), Vista City (−84%), Chula Vista (West)/National City (−79%), Fallbrook/Alpine/Valley Center (−72%), Lemon Grove/La Presa/Spring Valley (−71%), Del Mar Mesa (−66%), and Rancho Bernardo & Poway (−61%).

Regional Patterns:

- Coverage is mixed in the **Metro** region: there are large surpluses in Mid-City, Southeast/Encanto, Centre City, and Clairemont/Kearny Mesa, but notable shortfalls in Del Mar Mesa (−66%), Mira Mesa & University Heights (near parity at −6%), and Rancho Bernardo & Poway (−61%).
- In **North County**, Oceanside is close to balanced (−4%), while Vista (−84%), Carlsbad (−54%), San Marcos/Escondido West (−14%), San Dieguito/Encinitas (−38%), and East Escondido (−37%) show clear deficits despite sizable dropout shares.
- In **South San Diego** there is broad under-coverage, led by Sweetwater–East Chula Vista (−100%), West Chula Vista/National City (−79%), and Otay Mesa & South Bay (−28%).
- In **East San Diego**, gaps are systematic—El Cajon & Santee (−85%), Fallbrook/Alpine/Valley Center (−72%), and Lakeside/Ramona (−40%)—with only La Mesa/Navajo registering a surplus (+139%).

Figure 47. Education Gap Map: Intensity of Education Services Mapped Against Education Outcomes

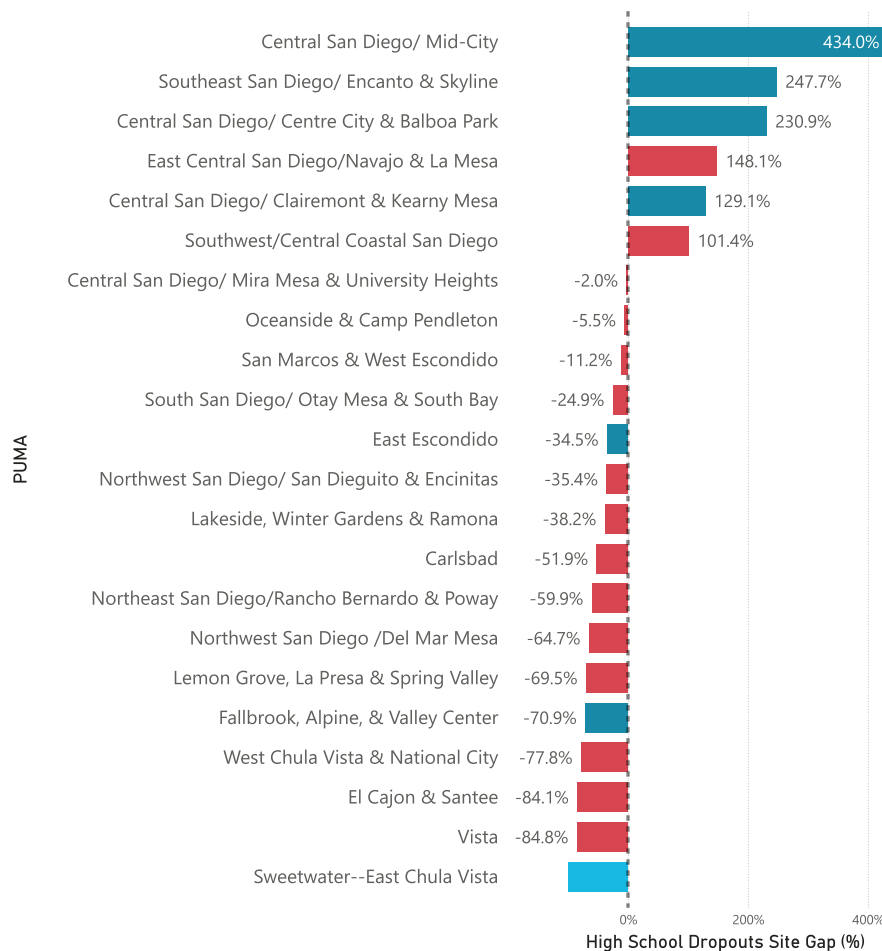


Source: California Department of Education (CDE). 2024. DataQuest Portal, School Year 2023–24; Working Current (2025).

IMPLICATIONS FOR ACTION - EDUCATION:

- **Rebalance capacity toward high-deficit PUMAs** by prioritizing Sweetwater–East Chula Vista, El Cajon & Santee, Vista, West Chula Vista/National City, Fallbrook/Alpine/Valley Center, and Lemon Grove/La Presa/Spring Valley for new or re-sited alternative education, re-engagement, financial assistance, tutoring, and counseling supports.
- **Leverage surplus hubs** in areas such as Mid-City, Southeast/Encanto, Centre City, Clairemont/Kearny Mesa, and La Mesa/Navajo, which can serve as anchors to seed mobile teams, satellite hours, and co-locations into adjacent shortage PUMAs.
- **Track progress annually** with a simple coverage ratio (Actual ÷ Expected sites) and pair it with completion and attendance outcomes to confirm that redeployments are closing the largest education gaps.

Figure 48. Education Services Gap Analysis, by PUMA



Source: California Department of Education (CDE). 2024. DataQuest Portal, School Year 2023–24; Working Current (2025).

4.3 Gap Analysis for Other Needs

How We Estimated Other Gaps: In each PUMA, we compared the share of the county's low-income youth against the number of wraparound-service sites. As with other service areas, a site shortage does not necessarily indicate high unmet need, since some communities may have fewer physical sites but stronger integrated supports delivered through schools, mobile units, or community partnerships. Similarly, apparent surpluses may reflect co-located or multi-service programs rather than excess capacity in a single service type.

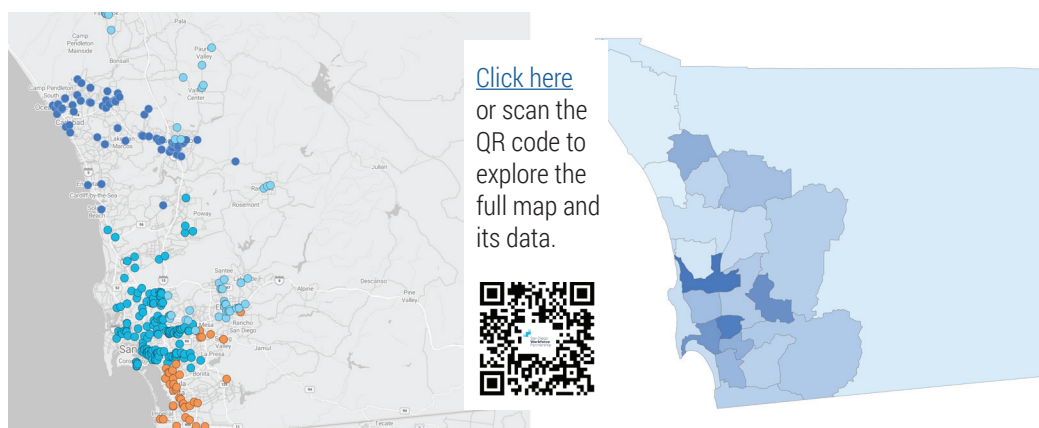
What Stands Out: The largest surpluses are in Clairemont & Kearny Mesa (+285%), Oceanside/Camp Pendleton (+240%), Fallbrook–Alpine–Valley Center (+155%), and Centre City & Balboa Park (+86%). Smaller surpluses appear in Escondido (East) (+33%), Southeast/Encanto (+21%), Carlsbad (+17%), Otay Mesa & South Bay (+10%), West Chula Vista/National City (+5%), and San Marcos/Escondido (West) (~0%) (near parity).

The deepest shortages are areas where we see disproportionately low levels of services compared to their share of youth from low-income households. These shortages occur in Sweetwater–East Chula Vista (–95%) and Mira Mesa & University Heights (–93%), followed by El Cajon & Santee (–59%), San Dieguito/Encinitas (–51%), Central/Mid-City (–45%), Rancho Bernardo & Poway (–36%), La Mesa/Navajo (–31%), Vista (–28%), Lemon Grove/La Presa/Spring Valley (–26%), and Lakeside/Winter Gardens/Ramona (–22%). Del Mar Mesa (–17%) and Southwest/Central Coastal (–7%) are modestly under-served.

Regional Patterns:

- In the **Metro** region, coverage is highly uneven. Clairemont/Kearny Mesa and Centre City show pronounced surpluses, while Mid-City and Mira Mesa/University Heights register among the largest shortfalls; Rancho Bernardo/Poway is also under-served.
- In **North County**, there is mixed coverage, but it is comparatively favorable. Oceanside and East Escondido run surpluses, whereas San Dieguito/Encinitas and Vista show meaningful deficits. Carlsbad and San Marcos/West Escondido are at or slightly above parity.

Figure 49. Wraparound Service Gap Map: Intensity of Wraparound Services Mapped Against Low-Income Youth Populations



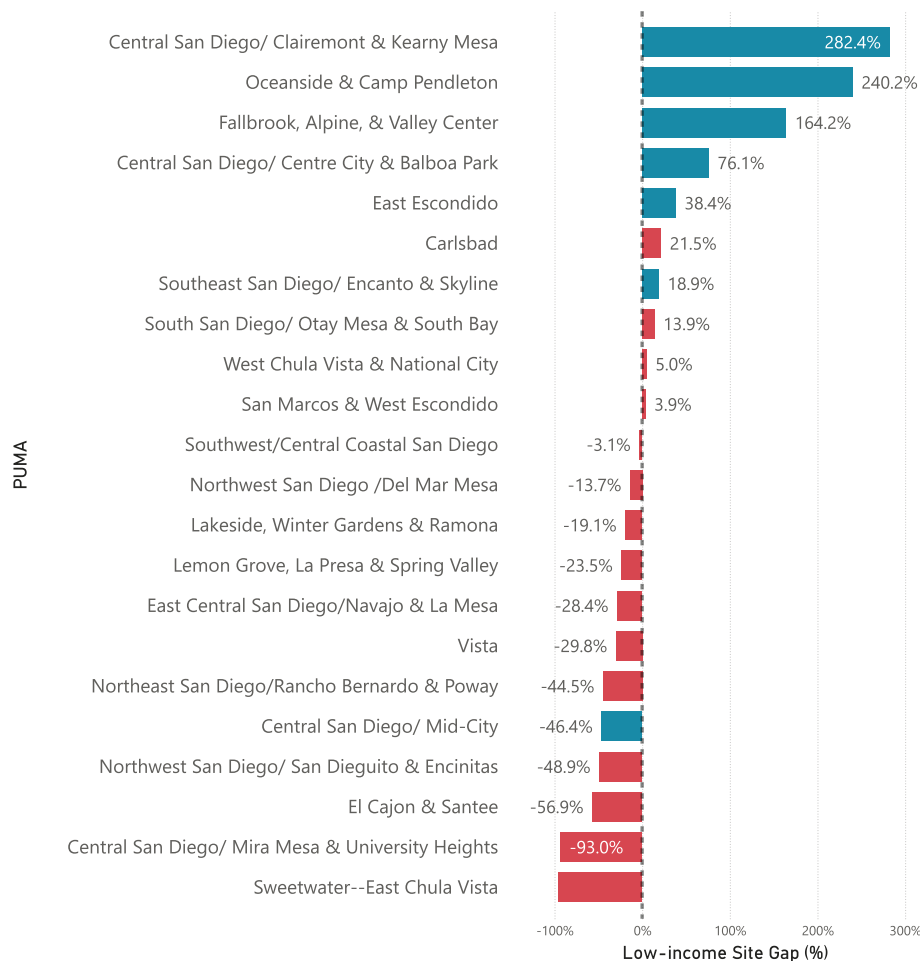
Source: U.S. Census Bureau. 2023. American Community Survey (ACS) 5-Year Public Use Microdata Sample (2019–2023, “2023 5-Year”) and ACS 1-Year Estimates (2024); Working Current (2025).

- Meanwhile, in **South San Diego** we see a split picture: Otay Mesa/South Bay and West Chula Vista/National City are roughly covered, but Sweetwater–East Chula Vista is the largest countywide gap.
- In **East San Diego**, it is polarized. Fallbrook/Alpine/Valley Center shows a substantial surplus, while El Cajon & Santee and La Mesa/Navajo—along with Lakeside/ Ramona—face sizable deficits.

IMPLICATIONS FOR ACTION - WRAPAROUND SERVICES:

- **Target high-deficit PUMAs first**; especially Sweetwater–East Chula Vista, Mira Mesa/University Heights, El Cajon & Santee, San Dieguito/Encinitas, Mid-City, and Vista by adding/co-locating benefits navigation, housing support, behavioral-health counseling, child care, and transportation help.
- **Use surplus hubs as anchors** such as Clairemont/Kearny Mesa, Oceanside, Fallbrook/Alpine, Centre City, and East Escondido to deploy mobile teams, satellite hours, and cross-training into adjacent shortage areas.
- **Track the coverage ratio** (Actual ÷ Expected) for low-income youth annually and pair it with throughput and outcome metrics (e.g., benefits secured, housing stabilized) to verify that redeployments close the largest wraparound gaps.

Figure 50. Wrap-Around Services Gap Analysis, by PUMA



Source: U.S. Census Bureau. 2023. American Community Survey (ACS) 5-Year Public Use Microdata Sample (2019–2023, “2023 5-Year”) and ACS 1-Year Estimates (2024) Working Current (2025).

4.4 Triangulation of Demand

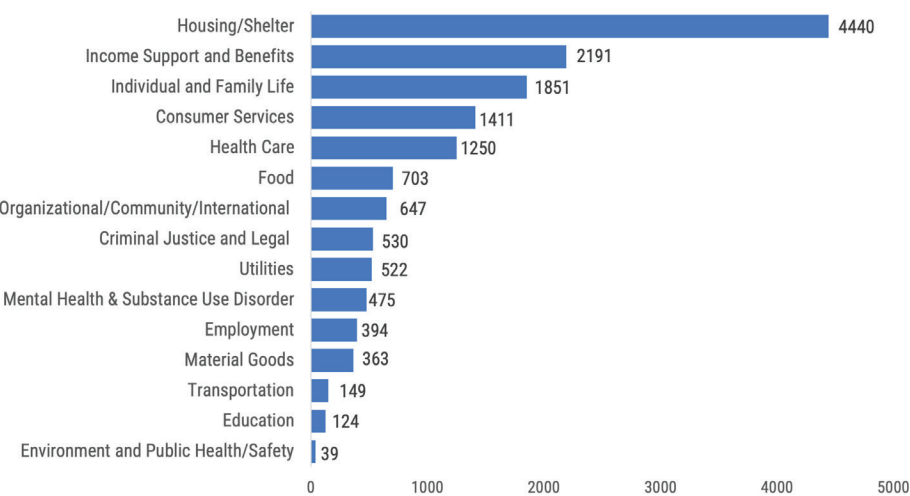
Client Referral Data from 211 San Diego

211 San Diego is a nonprofit agency that serves the entire region of San Diego County by providing a free, 24/7, confidential information and referral line that connects residents with health, human, social, and disaster services. Through its phone line, online database, and community partnerships, 211 San Diego links individuals and families to resources such as housing, food assistance, health care, employment support, and crisis services across the county. During times of disaster such as fires, floods, pandemics or government shutdowns, 211 San Diego is mobilized to provide non-emergency, essential services to those seeking help.

For this analysis, 211 San Diego data was used to triangulate community demand with the population and services data collected for this report. Because 211 San Diego captures real-time requests from individuals and families seeking assistance, it provides a valuable lens into where and what types of services are most in demand. So, while the SDWP service maps capture the supply of youth-serving organizations and sites, these perspectives help triangulate our population-based estimates of youth need and validate patterns observed in the gap analysis.

Note that 211 San Diego data may signal an interest in or need for help, but not necessarily a lack of services. The data also may represent a bias toward more acute needs (e.g., housing and benefits) over the kind of general assistance that may not be expected from a hotline service (e.g., workforce training). It is also important to note that the regional totals in Figure 51 represent one record per client referral, regardless of how many different service needs were associated with that referral. However, when disaggregated at the PUMA level (Figure 52), some double counting on the number of referrals occurs because a single referral ID may include multiple service needs. In these cases, one individual with multiple needs may generate more than one referral. These counts nevertheless provide a useful indicator of service demand at the sub-regional level.

Figure 51. Number of Client Referrals to 211 San Diego for Services, Ages 14–24, by Broad Referral Need (July 1, 2024 - June 30, 2025)



Source: 211 San Diego. (2025). Data on 211 San Diego Client Referrals for need, All Consented Clients Ages 14-24, July 1, 2024 - June 30, 2025. Unpublished raw data. Retrieved November 2, 2025.

Statement of Youth Needs vs. Services According to 211 San Diego Data: Figure 51 reflects 11,745 documented referrals from clients ages 14–24 in Fiscal Year 2025. Countywide demand is led by housing/shelter (4,440 client referrals by need), followed by income support & benefits (2,191), individual & family life (1,851), consumer services (1,411), and health care (1,250). Housing and Stabilization First: Just over half of all youth requests (52%) relate to housing/shelter, income support & benefits and individual & family life. Housing/shelter alone represented over a quarter (28%) of all requests; the single most urgent expressed need, especially in the Metro region and South San Diego. While this reflects genuine instability experienced by youth and their families, it also aligns with 211's core function as a first stop for crisis navigation, meaning housing needs are more likely to surface through this channel.

Housing and Stabilization First: Housing or shelter, income support and benefits, and individual and family life services collectively account for over half of all requests (52%), with housing or shelter alone representing the single most urgent need across regions (28%). Pressure is especially concentrated in the Metro and South regions, where rising housing costs, displacement, and family instability intersect with transit barriers and youth unemployment. High referral volumes for "individual and family life services" (12%) reflect demand for non-clinical supports that help households function day-to-day, including parenting and caregiver coaching, family mediation, youth enrichment and mentoring, case-management and system navigation, childcare and respite supports, and culturally rooted assistance for newcomer and refugee families. These needs surface when households are stressed but do not meet thresholds for emergency housing or clinical behavioral-health intervention.

Health, Mental Health, and Employment: Health care and behavioral health needs are also pronounced, with high volumes across Metro (36%) and South (34%). Referrals for mental health and substance-use disorder services are especially elevated in Metro (46%) and South (23%) PUMAs. Youth employment referrals appear at lower absolute counts relative to basic needs, but still represent core demand for job placement, paid work-based learning, and career navigation, the same supports that reduce detachment from school and work. Requests for organizational and community services also surface at scale, signaling interest in community hubs, identity-affirming spaces, mentorship, navigation support, and advocacy. While smaller relative to housing and income stabilization categories, these functions play a critical role in bridging youth into education-to-employment pathways.

Regional priorities: 211 referral data reinforce our findings: Metro remains the county's dominant service and demand hub, generating the largest volume (45%) of all requests, with a pronounced tilt toward housing/shelter (52% of client referrals for housing or shelter). South San Diego accounts for the second highest volume (26% of total requests, driven by compounded employment barriers and high numbers of youth not enrolled in school. East County shows elevated referrals for housing, health care, and individual/family supports in pockets with newcomer and refugee youth. North County, while lower overall, contains discrete hotspots with concentrated housing and utilities demand, particularly in East Escondido).

As shown below in Figure 52, we see the highest demand for services in these PUMAs:

- **Housing/Shelter:** Centre City & Balboa Park (Metro) 1,016; Mid-City (Metro) 567; Encanto & Skyline (Metro) 531; West Chula Vista & National City (South) 461; Clairemont & Kearny Mesa (Metro) 414.
- **Income Support & Benefits:** West Chula Vista & National City (South) 307; Lemon Grove/La Presa/Spring Valley (South) 184; Otay Mesa & South Bay (South) 177; Centre City & Balboa Park (Metro) 240; Encanto & Skyline (Metro) 192.
- **Consumer Services:** West Chula Vista & National City (South) 227; Centre City & Balboa Park (Metro) 193; Mid-City (Metro) 187; Otay Mesa & South Bay (South) 151; Clairemont & Kearny Mesa (Metro) 122.

These findings add an important layer to the population-based demand analysis in Section 2, reinforcing heavy pressure on housing, income supports, and basic-needs assistance; particularly in the Metro and South regions. Referral patterns signal concentrated demand for stabilization programs and highlight the need for stronger, more navigable connections between youth-serving organizations and housing and benefits providers in specific pockets of the county. They also align with insights from key informants discussed in Section 4.5, who note that housing and economic stability are prerequisites for youth engagement in education and employment. Strengthening referral networks, including coordination with 211 San Diego, remains a critical lever for improving access and reducing unmet demand.

Figure 52. Youth Demand for Service Referrals: Number of 211 San Diego Client Referrals for Youth Ages 14-24, by Service Type and by PUMA

Region	PUMA	Consumer Services	Criminal Justice & Legal Services	Education	Employment	Environment & Public Health/ Safety	Food	Health Care	Housing/ Shelter	Income Support and Benefits	Individual & Family Life	Material Goods	Mental Health & Substance Use Disorder Services	Organizational/ Community /International Services	Transport	Utilities
Metro	Metro Total	647	356	80	304	17	356	648	2742	848	1026	259	279	342	66	393
	Central San Diego/ Centre City & Balboa Park	193	108	27	123	4	101	202	1016	240	398	83	107	122	25	125
	Central San Diego/ Clairemont & Kearny Mesa	122	56	7	28	3	69	87	414	116	171	45	29	63	7	59
	Central San Diego/ Mid-City	187	79	25	87	4	86	126	567	173	157	62	63	75	10	112
	Central San Diego/ Mira Mesa & University Heights	8	12	4	9	1	14	39	87	64	37	10	11	8	5	7
	Northeast San Diego/Rancho Bernardo & Poway	8	20	2	1	3	10	17	54	31	19	10	0	6	1	19
	Northwest San Diego /Del Mar Mesa	0	3	0	0	0	0	1	16	5	2	0	2	1	0	0
	Southeast San Diego/ Encanto & Skyline	118	66	13	56	2	63	161	531	192	222	39	58	58	14	62
	Southwest/Central Coastal San Diego	11	12	2	0	0	13	15	57	27	20	10	9	9	4	9
North	North Total	441	88	7	55	4	80	208	633	325	247	44	91	74	24	188
	Carlsbad	43	2	0	4	0	8	2	49	20	13	1	10	1	0	8
	East Escondido	118	28	3	18	4	26	103	171	123	69	15	25	18	11	80
	Northwest San Diego/ San Diegoito & Encinitas	13	2	0	2	0	0	18	51	23	20	5	10	14	1	6
	Oceanside & Camp Pendleton	111	40	3	4	0	28	22	184	69	65	12	18	23	7	76
	San Marcos & West Escondido	59	6	0	5	0	4	36	82	44	42	6	14	8	1	5
	Vista	97	10	1	22	0	14	27	96	46	38	5	14	10	4	13
	South Total	568	171	35	161	13	175	619	1151	720	555	167	139	125	32	202
South	Lemon Grove, La Presa & Spring Valley	117	40	9	44	8	43	146	322	184	134	39	42	25	9	76
	South San Diego/ Otay Mesa & South Bay	151	57	8	18	3	21	167	265	177	113	10	45	30	4	28
	Sweetwater-East Chula Vista	73	15	4	24	1	19	29	103	52	53	9	5	13	4	31
	West Chula Vista & National City	227	59	14	75	1	92	277	461	307	255	109	47	57	15	67
	East Total	244	110	18	86	12	116	334	765	413	330	69	96	131	36	216
East	East Central San Diego/Navajo & La Mesa	36	29	2	24	4	28	19	235	74	65	24	16	28	5	35
	El Cajon & Santee	64	28	6	16	1	24	81	203	83	81	13	8	22	8	87
	Fallbrook, Alpine, & Valley Center	76	29	5	10	3	28	115	136	130	80	15	34	62	21	37
	Lakeside, Winter Gardens & Ramona	68	24	5	36	4	36	119	191	126	104	17	38	19	2	57

Source: 211 San Diego. (2025). Data on 211 San Diego Client Referrals, All Consented Clients Ages 14-24, July 1, 2024 - June 30, 2025. Unpublished raw data. Retrieved November 2, 2025. This figure serves as a "heat map" to compare the number of client referrals that 211 San Diego provided to youth ages 14-24 for the period of June 2024 - July 2025. The top row illustrates the different categories of referrals, while the left column lists the different PUMAs across San Diego. Cells that are darker blue indicate a higher number of referrals by category and PUMA, while cells that are lighter blue indicate fewer referrals in each category and PUMA. Please note that when disaggregated at the PUMA level, some double counting on the number of referrals occurs because a single referral ID may include multiple service needs. In these cases, one individual with multiple needs may generate more than one referral count. These counts nevertheless provide a useful indicator of overall service demand at the sub-regional level.

4.5 Stakeholder Perspectives

This section synthesizes findings from interviews with eight youth participants and five service providers, supplemented by a desk review of two youth-led research reports prepared for the San Diego Workforce Partnership.⁵ Key informants represented the perspectives of youth from diverse backgrounds including foster youth, immigrant and refugee youth, LGBTQ youth, expectant and parenting youth, youth experiencing homelessness, and justice-involved youth across San Diego County.

How Youth Describe Their Experiences in San Diego and the Major Challenges They Face

Young people in San Diego describe their experiences with words like “complex,” “difficult,” “resilient,” and “adventure.” These descriptors suggest both the challenges youth face and their determination to overcome them. Most youth described their aspirations in terms of attaining a degree or certification, getting a decent-paying job with potential for upward mobility, and balancing these goals with community connection, mental health, and wellness.

Financial Instability and Housing Insecurity: Financial instability and the high cost of living emerged as a defining feature of the youth experience in San Diego. Multiple youth described feeling financially stretched, creating what one youth called a “sense of hopelessness and overwhelm.” Youth consistently described a vicious cycle: they need jobs to afford housing, but struggle to secure employment without stable housing. As one youth stated: “Unless basic needs like housing are met, youth have less resources to focus on career development or education.” Even youth with jobs face challenges, particularly in obtaining a living wage. As one service provider noted: “I don’t think it’s a lack of being able to get a job—but actually getting a sustainable, livable wage job is the issue.”

WHAT ARE YOUTH SAYING?

“ Unless basic needs like housing are met, youth have less resources to focus on career development or education. ”

“ I’ve been lucky enough to be in the system and catered and accommodated a lot of ways, you know, I never missed food. I never missed a shelter. And there’s a lot of kids out there that don’t have that course. ”

Information Gaps: Key informants described the widespread lack of awareness and information that youth have when trying to navigate their education and employment journey. One emphasized youth’s need for “more exposure” to different opportunities and options that are available to them. Several youth particularly noted the lack of information about alternatives to traditional college, with one stating: “College is great, but I personally believe that people could be successful in a trade school, plumbing, trucking, and things of that nature.” Other youth spoke about entrepreneurship as a feasible option that is not often introduced to young people. When accessing services, the process was characterized as “hard to navigate,” with organizations often providing “only basic information and pushing them to go to other organizations.” One youth called the referral experience a “wild goose chase,” noting how exhausting it becomes to be repeatedly redirected from one organization to another without getting actual help.

⁵Daang Al Mubarak, Jalila (September 2025). San Diego Through the Lens of Urban Street Angels (TAY Survey); and: San Diego Workforce Partnership Youth Advisory Board (undated). Youth Advisory Board Recommendations.

Mental Health and Wellness: When youth were asked to articulate their top priority, mental health came at the top and was a resonant theme in all but one interview. Youth described direct links between mental health challenges and their ability to maintain employment or education. One youth talked about experiencing a “crash-and-burn pattern with employment, due to mental health challenges.” Service providers emphasized that mental health is foundational and that without it “it’s really hard to move into a career or education.”

Transportation Barriers: Transportation consistently emerged as a critical gap, especially in the more rural areas of North County and East San Diego. Youth described the challenges of San Diego’s limited public transit system, particularly when trying to access services, education, or employment across the county’s sprawling geography. One service provider working with parenting youth explained that “getting on the bus with the stroller and the car seat and all of these things” becomes an insurmountable barrier for many young parents.

Job Market Hostility: Youth described the job market as “hostile” and “unforgiving.” Multiple youth noted the demoralizing effect of unanswered job applications and repeated rejections. Even when youth secured jobs, many reported that employers were often unwilling to train new hires when they needed it. One service provider noted that LGBTQ youth struggled to find affirming jobs & employers.

Special Considerations for Different Youth Segments

Adolescents: Overwhelmingly, key informants across the board emphasized the need to start career orientation earlier, in the adolescent years. Youth and providers alike identified middle school as a critical but underserved period. One youth explained: “I think it’s important to plant the seeds early” but noted that “middle schools don’t have a lot to offer compared to when you enter high school.” Several key informants spoke about certain high schools with good orientation programs, such as Hoover High School, but not all students take advantage of such programs, and not all schools offered these kinds of programs.

Foster Youth and Justice-involved Youth: Foster youth face unique challenges related to abrupt transitions and relationship instability. Service providers noted that at age 18, foster youth suddenly gain “autonomy over themselves and their situations” without the support systems that most youth rely on. Two key informants who both were in the foster system and justice-involved talked about the additional barriers they face from a criminal record. Conversely, in three of the nine focus groups, youth spoke about how foster youth and justice-involved youth often have plentiful access to services compared to other youth that may not fall within the eligibility criteria for certain programs. As one older foster youth described, “I’ve been lucky enough to be in the system and catered and accommodated a lot of ways, you know, I never missed food. I never missed a shelter. And there’s a lot of kids out there that don’t have that course.”

Immigrant/Refugee and First-Generation Youth: Immigrant/refugee youth and first-generation youth navigate dual pressures of cultural expectations and economic necessity. As one young immigrant explained: “Our biggest goal is to have jobs so we can support [our parents]. In our culture, usually when parents get older, they don’t work. We usually stay together.” Another first-generation youth echoed the same pressure to achieve in education and financially support their family. Language barriers compound these challenges. Youth noted that many services and programs are only available in English or Spanish, leaving other linguistic communities underserved.

Overcoming Stigma in Education and Employment: While some youth spoke about peers who lacked “motivation” to access services, many described the effects of stigma that might be discouraging youth from accessing services. For example, expectant and parenting youth have difficulty accessing traditional services: “They’re rolling up with their stroller and they get dirty looks... They are very intuitive when someone is judging them, and that really creates a barrier because they immediately close off.” Youth experiencing homelessness feel stigma in the workplace that

prevent them from disclosing to potential employers the challenges they face as they start a new job. Other youth described feeling similar pressures to hide their mental health struggles.

Intersectionality: Overall, young people spoke about the need for programs to recognize the “totality of youth’s intersectionality.” For example, expectant and parenting youth suffer greatly from a lack of childcare services. LGBTQ youth struggle to find affirming employment and services. Youth experiencing homelessness constantly battle for financial stability as they enroll in a full-time education program.

Services and Supports That Work Well

Peer Support and Youth Leadership: Peer support emerged as one of the most powerful service delivery models. Youth consistently emphasized the importance of connecting with others who share similar experiences. As one youth stated: “I think solidarity is very important. I think that’s the biggest hit that you can take, [when] you feel like you’re alone in your situation.” A provider further explained: “Before, when [our organization first] started and it was just my board and me [on staff], we would do outreach and it would be like 50, maybe 60 kids. But now that we have our own [youth] interns doing the outreach on our behalf... we’re seeing like 150 kids, 175 kids showing up because they trust each other.” Youth also valued opportunities to lead and design programs. One youth described the power of serving on a youth advisory board: “Being in spaces where I can be heard and help amplify the voices of other foster youth has been truly transformative.” Another young person described the importance of her social media outreach, where she shares information with her peers.

Consistent, Relational Services: Long-term, consistent relationships with caring adults proved critical for youth success. Service providers emphasized that “the ideal [is] if you’re in a program for five years, [and] you have the same coordinator for that time.” This consistency allows trust to build and provides the stability youth need to take risks. Providers also stressed the importance of meeting youth where they are: “Our services are youth-centered. ... You have an hour in between class? Okay, I’ll meet you at your school.”

Comprehensive Mental Health Services: Youth described the value of mental health support broadly, including both clinical services and community-building. One youth explained: “Mental health doesn’t have to be getting in front of a licensed therapist with a pen and paper. It could be being part of a community... group sessions... Build community around that.” Other youth described the power of restorative justice, the healing arts, and life coaches.

Financial Support, Paid Opportunities, and Direct-to-Employment Pathways: Programs that provide stipends, paid internships, decent work opportunities, or guaranteed income were viewed as having high impact. One service provider working with parenting youth noted the success of a new pilot program that provides guaranteed income support, and the impact it has on youth’s ability to find and sustain employment.

Culturally Responsive and Affirming Services: Youth emphasized the critical importance of services that understand and affirm their identities. A provider working with LGBTQ youth of color explained their approach: “We center our work around a culturally competent approach... We bring on queer successful people that are BIPOC. That’s our focus so the youth can see that.”

Gaps in Service Delivery

Geographic Disparities: Service providers and youth identified significant geographic inequities in South San Diego, along the border area, as well as in remote pockets of East San Diego and North County. A provider working in South County stated emphatically: “I believe South County is underrepresented. I believe it’s been historically underrepresented, and I believe that it has a lot to do with the diversity that we contain in this community that oftentimes people don’t know how to approach us. So they just don’t come in at all.” In addition, a youth explained that in East County “there

WHAT ARE YOUTH SAYING?

“Mental health doesn’t have to be getting in front of a licensed therapist with a pen and paper. It could be being part of a community... group sessions... Build community around that.”

“It’s multiple instances of youth just going to different services and being told to go to other services and it gets exhausting at one point.”

are small pockets of community, but they’re all scattered away from each other. ... The distances are greater. There’s not a lot of places where you can walk to either. You need to have a car.” She further noted that East County lacks the “anchor organization” found in other regions (such as SBCS in South San Diego, or Mid City CAN in the Metro region). Meanwhile, North County faces different challenges: youth noted that school-based career orientation programs “are not as abundant or as clear” and that students in North County don’t have the same sense of educational pipeline, or guaranteed college pathway, that exist in other regions.

Age-Related Gaps: Adolescents emerged as a critical but underserved age group. As one youth explained: “Middle schools do not have a lot to offer compared to when you enter high school... There’s not a lot of organizations that are pushing for young people who are in the middle school age range.” On the other end of the spectrum, youth aging out of programs face abrupt service cutoffs.

Gaps in Service Type: Several critical service gaps emerged consistently, in this order of magnitude:

- *Affirming mental health services*
- *Career Information and navigation support*
- *Affordable, stable housing*
- *Transportation*
- *Childcare (for parenting youth)*
- *Financial literacy and practical life skills*

System Coordination Gaps: Youth and providers described a fragmented service landscape. Youth experience the “confusing labyrinth” of being referred from organization to organization without getting actual help. As one youth explained: “It’s multiple instances of youth just going to different services and being told to go to other services and it gets exhausting at one point.” Providers suggested that “the city could support a more integrated system where case managers have better information and warm handoffs between services.”

Youth Program Priorities and Recommendations

The following figure summarizes youth program priorities and recommendations, according to youth and service providers.

Figure 53. Program Priorities and Recommendations, According to Youth and Service Providers

PRIORITIES	RECOMMENDATIONS
Priority 1: Address Foundational Needs First	- Expand affordable housing options for youth; - Invest in comprehensive transportation solutions including transit passes, rideshare support, and driver's education programs - Increase accessible, affordable childcare with priority for teen parents - Expand trauma-informed mental health services to include a diversity of approaches such as one-on-one counseling, mentorship, coaching, building community connection, the healing arts, restorative justice, and healing circles
Priority 2: Invest in Information and Navigation Support	- Create centralized, youth-friendly resource navigation systems with simple language - For some, fund a consistent case management approach that follows youth across programs and life transitions - Develop peer navigator programs in which youth with lived experience guide others - Expand career orientation to middle- and high-schools that expose adolescents to diverse career pathways and other opportunities - Ensure information is available in multiple languages
Priority 3: Expand Peer-Led and Youth-Designed Programs	- Prioritize funding and hiring for peer support and peer navigator positions - Support youth advisory boards with decision-making power over program design and funding - Support youth-led organizations; compensate youth for their advisory roles - Institute youth-led program design, implementation, and evaluation processes
Priority 4: Create Direct Pathways to Sustainable Employment	- Combine training with paid apprenticeships that guarantee job placement - Connect youth with living wage jobs with career advancement potential - Expand paid internships and work-based learning opportunities with stipends - Partner with employers for training in youth-friendly workplaces and DEI - Support entrepreneurship programs with practical business development support
Priority 5: Expand Financial Literacy and Life Skills Education:	- Integrate comprehensive financial literacy into all youth programs including budgeting, savings, credit management, and long-term financial planning - Provide practical life skills training including household management skills - Offer driver's education and support for obtaining driver's licenses - Create graduated support that helps youth build independence over time rather than abrupt cutoffs at age 21
Priority 6: Address Geographic Inequities	- Invest in under-served areas of South County, East San Diego, and North County - Partner with organizations deeply rooted in these communities, rather than replicating San Diego Central-based models - Support the development of anchor organizations in underserved regions, particularly in South San Diego, and partnership with a college "anchor" as an official education pathway for underserved students in North County - Create mobile service delivery models to broaden reach - Ensure cultural competency in service delivery, especially in South San Diego
Priority 7: Strengthen Identity-Affirming Services	- Prioritize hiring staff with lived experience and from the communities being served - Ensure all programs and employers receive training in cultural competency, LGBTQ inclusion, and trauma-informed approaches - Reduce stigma by training all service providers in youth-friendly approaches - Recognize intersectionality in program design and service delivery.

5. Conclusions

San Diego County's youth workforce and service ecosystem is extensive, diverse, and deeply engaged in supporting young people's transitions from school to work. Yet, as this analysis makes clear, resources appear to be unevenly distributed across regions and youth segments. A comprehensive alignment of service capacity with population needs will require targeted investment, coordination, and innovation.

Strengths

- **Robust core network:** More than 160 organizations and 500 sites comprise a vibrant youth-serving infrastructure, anchored in the Metro region and extending across all four county quadrants.
- **Strong foundations in readiness and support:** General workforce preparation, leadership development, and mental health and housing services are widely available and correspond with common service requests expressed through 211 San Diego.
- **Emerging regional anchors:** The Metro corridor, along with Oceanside/Escondido in the North and Clairemont–Kearny Mesa in central San Diego, function as established hubs that can be leveraged to expand reach into service-thin areas.
- **Clear analytic baselines:** The use of harmonized data linking population, service, and client request datasets provides a replicable framework for ongoing monitoring and decision-making.

Challenges

- **Geographic imbalance:** Service density is concentrated in the Metro area, while the South and East face higher youth unemployment, lower school completion, and far fewer targeted service sites.
- **Segment under-coverage:** Out-of-school youth, pregnant and parenting youth, Black opportunity youth, youth with disabilities, LGBTQ+ youth and younger adolescents remain systematically underserved.
- **Limited wraparound capacity:** Despite widespread counseling and housing supports, other essential services—particularly child care and transportation—remain scarce. The expansion of holistic mental health services is a major priority among most youth. These are the foundational services and supports that youth in underserved communities need most in order to access education and employment.
- **Career orientation through information, practical life skills, and links to paid opportunities:** Stakeholders noted that while there is an abundance of training programs, youth need more widespread and easily accessible career information—and starting early in the adolescent years. Training programs should impart practical life skills, from financial literacy to cooking to driver's license assistance. Moreover, training programs for young adults must be linked to concrete paid opportunities and decent career pathways.

Strategic Priorities and Partnership Opportunities

San Diego's youth workforce ecosystem has a strong foundation; however, achieving equitable outcomes requires targeted investment, coordination, and innovation. The following strategic priorities outline where to focus action and partnership to close the largest gaps and improve access, alignment, and outcomes.

1. Re-Engage and Reconnect Youth

- Expand alternative education and re-engagement programs for out-of-school and out-of-work youth.
- Prioritize West Chula Vista/National City, El Cajon, Santee, Vista, and Sweetwater/East Chula Vista, where dropout and unemployment rates intersect.
- Strengthen collaboration between education agencies and community-based organizations to ensure smooth transitions back into learning and work.
- Channel a pool of resources that support young people to design and implement peer-led solutions that work for them in their communities.

2. Adopt an Employment-First Approach

- Focus on rapid job placement, paid work-based learning, and retention coaching in the South and East regions, where unemployment is highest.
- Integrate income support, benefits navigation, and career coaching to stabilize youth participation.
- Provide options for childcare and transportation (bus passes, assistance with drivers licenses) to young adults navigating their transition into employment.
- Partner with employers, apprenticeship intermediaries, and community colleges to align career pathways with real hiring demand.

3. Build Inclusive Wraparound Capacity

- Co-locate or mobilize essential supports: child care, transportation, navigation/referral services, and reasonable accommodations in high-need corridors.
- Collaborate with the Regional Task Force on Homelessness, Health and Human Services Agency, and 211 San Diego to strengthen referral networks and coordination of housing, behavioral health, and income-stabilization services.
- Use surplus hubs (Central/Mid-City, Clairemont–Kearny Mesa, Oceanside, East Escondido) as anchors for mobile teams, joint staffing, and resource sharing to reach underserved areas.
- Encourage more robust and equitable partnerships with community-based organizations that are deeply rooted in and connected with their communities— to ensure services address the holistic needs and intersectionality of the young people they serve.

4. Strengthen Data Integration and Shared Accountability

- Implement small pilot programs that test innovations and measure their impact; for example, experiment with guaranteed income programs, transportation assistance, expanded referral networks, holistic mental health, or innovative employer partnership models.
- Establish a countywide data framework that tracks youth populations, services, and outcome data to monitor progress and equity.
- Use shared metrics: such as coverage ratios, re-engagement rates, placement outcomes, and 90-day retention to track results.
- Convene regional learning networks—including those led by and that engage young people— to share best practices and ensure continuous improvement.

Appendix A. Catalogue of Youth Service Providers in San Diego County

A Reason To Survive (ARTS): **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth; **Services:** Paid and Unpaid Work Experiences, Other Education & Employment Services

A Step Beyond: **Youth Segments:** Youth living in low-income households; **Services:** Post-Secondary Preparation & Transition, General Workforce Preparation, Other Education & Employment Services

Able-Disabled Advocacy: **Youth Segments:** Youth living in low-income households, Other youth; **Services:** —

Access Inc.: **Youth Segments:** English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Entrepreneurship Skills Training, Financial Literacy Education, Other Education & Employment Services, Legal Aid Services

Access Youth Academy: **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Financial Literacy Education, Follow Up Services, Other Education & Employment Services

ACE Mentor Program: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Assistance with School Supplies & Fees, Occupational Skills Training, General Workforce Preparation, Other Education & Employment Services

Ascendtials: **Youth Segments:** Youth living in low-income households, Other youth; **Services:** Paid and Unpaid Work Experiences, General Workforce Preparation, Other Education & Employment Services

Barrio Logan College Institute (BLCI): **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households, Other youth; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, General Workforce Preparation, Financial Literacy Education, Other Education & Employment Services

Basic Assistance to Students in the Community (BASIC): **Youth Segments:** In-school youth (14-21 yrs); **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, Other Support Services

Best Buddies - San Diego Office: **Youth Segments:** Youth with disabilities; **Services:** Leadership Development, General Workforce Preparation, Other Education & Employment Services

Big Brothers Big Sisters of San Diego County: **Youth Segments:** English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Other Education & Employment Services

BIPOC Support Foundation: **Youth Segments:** English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, General Workforce Preparation, Other Education & Employment Services

Birthline of San Diego County, Inc: **Youth Segments:** Pregnant and parenting youth; **Services:** Health Services, Other Support Services

BLAC (Black Leadership Alliance Coalition): **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Justice-involved youth, Black opportunity youth, Foster youth, Youth experiencing homelessness, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Entrepreneurship Skills Training, Assistance with Work Attire and Tools, Virtual Education & Employment Services

Black Tech Link: **Youth Segments:** Black opportunity youth; **Services:** General Workforce Preparation, Entrepreneurship Skills Training, Other Education & Employment Services

Blue Heart Foundation: **Youth Segments:** In-school youth (14-21 yrs), Black opportunity youth, Other youth; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Leadership Development, Paid and Unpaid Work Experiences, Entrepreneurship Skills Training, Financial Literacy Education, Follow Up Services, Drug & Mental Health Counseling, Virtual Education & Employment Services

Boys & Girls Club of East County: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Leadership Development, Other Education & Employment Services

Boys & Girls Club of Greater San Diego: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, Leadership Development, Other Education & Employment Services, Child Care or Dependent Care

Boys & Girls Club of North County: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Leadership Development, Other Education & Employment Services, Transportation, Other Support Services

Boys & Girls Club of South County: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Leadership Development, Other Education & Employment Services

Boys to Men Mentoring: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Other Education & Employment Services

Braille Institute - San Diego Office: **Youth Segments:** In-school youth (14-21 yrs), Youth with disabilities; **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, General Workforce Preparation, Other Education & Employment Services, Other Support Services

Brother Benno's: **Youth Segments:** In-school youth (14-21 yrs), Youth experiencing homelessness; **Services:** Assistance with School Supplies & Fees, Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Health Services, Benefits Assistance, Other Support Services

Building Skills Partnership: **Youth Segments:** Youth living in low-income households; **Services:** Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Occupational Skills Training, Financial Literacy Education, Other Education & Employment Services

Casa de Amistad: **Youth Segments:** Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, General Workforce Preparation, Other Education & Employment Services

Casa De Amparo: **Youth Segments:** Foster youth, Pregnant and parenting youth, Youth with disabilities; **Services:** Tutoring & Dropout Prevention, Alternative Secondary School Services, General Workforce Preparation, Housing Assistance, Drug & Mental Health Counseling, Referrals to Health & Community Services, Transportation, Other Support Services

Casa Familiar: **Youth Segments:** Justice-involved youth, English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Post-Secondary Preparation & Transition, Leadership Development, Other Education & Employment Services, Referrals to Health & Community Services

Center for Community Solutions - Catholic Charities Diocese of San Diego: **Youth Segments:** Youth experiencing homelessness; **Services:** Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Legal Aid Services, Other Support Services

Center for Employment Opportunities - San Diego: **Youth Segments:** Justice-involved youth; **Services:** Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation

Cesar Chavez Service Clubs Inc: **Youth Segments:** In-school youth (14-21 yrs), Other youth; **Services:** Leadership Development, Other Education & Employment Services

Chicano Federation: **Youth Segments:** Out-of-school youth (18-24 yrs), English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Leadership Development, General Workforce Preparation, Housing Assistance, Referrals to Health & Community Services, Transportation, Child Care or Dependent Care

Community Research Foundation Behavioral Healthcare: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Foster youth, Youth experiencing homelessness, Pregnant and parenting youth, Youth living in low-income households, Other youth; **Services:** Housing Assistance, Health Services, Transportation, Benefits Assistance, Other Support Services

Community Resource Center: **Youth Segments:** Youth experiencing homelessness, Youth living in low-income households; **Services:** Housing Assistance, Drug & Mental Health Counseling, Health Services, Other Support Services

Computers 2 Kids (C2K): **Youth Segments:** Youth living in low-income households; **Services:** Assistance with School Supplies & Fees, Other Education & Employment Services

Core 6: **Youth Segments:** Youth living in low-income households, Youth with disabilities; **Services:** Leadership Development, General Workforce Preparation, Entrepreneurship Skills Training, Financial Literacy Education, Other Education & Employment Services, Virtual Education & Employment Services

Creating Coding Careers: **Youth Segments:** Justice-involved youth, Black opportunity youth, Youth living in low-income households; **Services:** Paid and Unpaid Work Experiences, Occupational Skills Training

Crisis House: **Youth Segments:** Youth experiencing homelessness, Other youth; **Services:** Other Education & Employment Services, Housing Assistance, Other Support Services

David's Harp Foundation: **Youth Segments:** Justice-involved youth, Youth experiencing homelessness; **Services:** Assistance with School Supplies & Fees, Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, Other Education & Employment Services, Referrals to Health & Community Services, Virtual Education & Employment Services

Deaf Community Services of San Diego County: **Youth Segments:** Youth with disabilities; **Services:** General Workforce Preparation, Reasonable Accommodations, Other Education & Employment Services

Delta Sigma Theta Sorority, Inc. North County Alumnae Chapter: **Youth Segments:** Black opportunity youth; **Services:** Post-Secondary Preparation & Transition, Financial Literacy Education, Other Education & Employment Services

Delta Sigma Theta Sorority, Inc. San Diego Alumnae Chapter: **Youth Segments:** Black opportunity youth; **Services:** Post-Secondary Preparation & Transition, Leadership Development, Other Education & Employment Services

DETOUR (Depositing Empowerment Through Outreach & Urban Redevelopment): **Youth Segments:** In-school youth (14-21 yrs), Foster youth, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Educational Testing Assistance, Assistance with School Supplies & Fees, Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Integrated Education, Workforce Preparation, & Training, Follow Up Services, Assistance with Work Attire and Tools, Assist. w/ Employment- & Training-Related Fees, Other Education & Employment Services, Housing Assistance, Referrals to Health & Community Services, Transportation

Doors of Change: **Youth Segments:** Youth experiencing homelessness; **Services:** Housing Assistance, Drug & Mental Health Counseling, Other Support Services

Dreams & Ducats: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Assistance with School Supplies & Fees, Leadership Development, Occupational Skills Training, General Workforce Preparation, Entrepreneurship Skills Training, Other Education & Employment Services

Encuentros Leadership: **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households, LGBTQ youth, Other youth; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Educational Testing Assistance, Leadership Development, Financial Literacy Education, Other Education & Employment Services, Drug & Mental Health Counseling, Referrals to Health & Community Services

Epiphany Women In Focus: **Youth Segments:** Justice-involved youth, Other youth; **Services:** General Workforce Preparation, Housing Assistance, Referrals to Health & Community Services, Legal Aid Services, Other Support Services

ESCOKIDOS: **Youth Segments:** Other youth; **Services:** Referrals to Health & Community Services, Other Support Services

Escondido Education COMPACT: **Youth Segments:** Justice-involved youth; **Services:** Tutoring & Dropout Prevention, Leadership Development, General Workforce Preparation, Other Education & Employment Services, Drug & Mental Health Counseling, Transportation, Benefits Assistance, Other Support Services

Family Health Centers of San Diego: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households, LGBTQ youth; **Services:** Drug & Mental Health Counseling, Health Services

Father Joe's Villages: **Youth Segments:** Youth experiencing homelessness; **Services:** Tutoring & Dropout Prevention, Occupational Skills Training, General Workforce Preparation, Housing Assistance, Drug & Mental Health Counseling, Other Support Services

Feeding San Diego: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Other Support Services

Financial Coach 4 U: **Youth Segments:** Youth living in low-income households; **Services:** Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Financial Literacy Education, Other Education & Employment Services

First Gen Scholars: **Youth Segments:** Other youth; **Services:** Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Other Education & Employment Services

Fit, Black, and Educated, Inc: **Youth Segments:** Other youth; **Services:** —

Girl Scouts San Diego: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Leadership Development, General Workforce Preparation, Other Education & Employment Services, Virtual Education & Employment Services

Girls on the Run San Diego: **Youth Segments:** In-school youth (14-21 yrs), Other youth; **Services:** Leadership Development, Other Education & Employment Services

Global Communities: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Black opportunity youth, English language learners, immigrants, refugees, Pregnant and parenting youth, Youth living in low-income households; **Services:** Leadership Development, Health Services, Referrals to Health & Community Services, Transportation, Virtual Education & Employment Services

Good for Others: **Youth Segments:** Justice-involved youth, Foster youth, Youth experiencing homelessness, English language learners, immigrants, refugees, Youth living in low-income households, LGBTQ youth; **Services:** Paid and Unpaid Work Experiences, Occupational Skills Training

Goodwill Industries: **Youth Segments:** Youth living in low-income households, Youth with disabilities; **Services:** Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation

Harmonium San Diego: **Youth Segments:** Justice-involved youth, Foster youth, Youth experiencing homelessness, Youth living in low-income households, Other youth; **Services:** Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Referrals to Health & Community Services, Transportation, Benefits Assistance, Other Support Services

Home of Guiding Hands: **Youth Segments:** Youth with disabilities; **Services:** Alternative Secondary School Services, General Workforce Preparation, Other Education & Employment Services, Transportation

Home Start, Inc: **Youth Segments:** Foster youth, Youth experiencing homelessness, Pregnant and parenting youth, Other youth; **Services:** General Workforce Preparation, Other Education & Employment Services, Housing Assistance, Other Support Services

Homework SD (Building Justice): **Youth Segments:** Justice-involved youth; **Services:** Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Other Education & Employment Services

Hope through Housing Foundation: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, Occupational Skills Training, General Workforce Preparation, Other Education & Employment Services, Referrals to Health & Community Services, Other Support Services, Virtual Education & Employment Services

Horn of Africa Community of North America: **Youth Segments:** English language learners, immigrants, refugees; **Services:** Leadership Development, Other Education & Employment Services

House of Metamorphosis, Inc: **Youth Segments:** Other youth; **Services:** Drug & Mental Health Counseling, Other Support Services

Interfaith Community Services: **Youth Segments:** Foster youth, Youth experiencing homelessness, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Alternative Secondary School Services, Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, General Workforce Preparation, Housing Assistance, Drug & Mental Health Counseling, Health Services

International Rescue Committee (IRC): **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), English language learners, immigrants, refugees, Youth living in low-income households, Youth with disabilities, LGBTQ youth; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Educational Testing Assistance, Assistance with School Supplies & Fees, Leadership Development, Occupational Skills Training, General Workforce Preparation, Integrated Education, Workforce Preparation, & Training, Financial Literacy Education, Assistance with Work Attire and Tools, Assist. w/ Employment- & Training-Related Fees, Referrals to Health & Community Services, Transportation, Virtual Education & Employment Services

Jewish Family Service of San Diego (JFS): **Youth Segments:** English language learners, immigrants, refugees, Pregnant and parenting youth, Youth living in low-income households; **Services:** Assistance with School Supplies & Fees, General Workforce Preparation, Housing Assistance, Drug & Mental Health Counseling, Referrals to Health & Community Services, Legal Aid Services, Other Support Services

Junior Achievement of San Diego County: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Post-Secondary Preparation & Transition, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Integrated Education, Workforce Preparation, & Training, Entrepreneurship Skills Training, Financial Literacy Education

Just In Time for Foster Youth: **Youth Segments:** Foster youth; **Services:** Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Paid and Unpaid Work Experiences, General Workforce Preparation, Financial Literacy Education, Drug & Mental Health Counseling, Transportation

Karen Organization of San Diego: **Youth Segments:** English language learners, immigrants, refugees; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Other Education & Employment Services, Referrals to Health & Community Services, Benefits Assistance, Legal Aid Services, Other Support Services

Kids for Peace, Inc.: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Leadership Development, Other Education & Employment Services

Kids' Turn San Diego: **Youth Segments:** Youth living in low-income households; **Services:** Drug & Mental Health Counseling

Kitchens for Good: **Youth Segments:** Justice-involved youth, Black opportunity youth, Foster youth, Youth living in low-income households; **Services:** Paid and Unpaid Work Experiences, Entrepreneurship Skills Training

La Maestra Foundation Generations Center for Youth Advancement: **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households, Youth with disabilities; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Reasonable Accommodations, Referrals to Health & Community Services, Child Care or Dependent Care

Legal Aid Society of San Diego: **Youth Segments:** Youth living in low-income households; **Services:** Benefits Assistance, Legal Aid Services

License to Freedom: **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Leadership Development, Other Education & Employment Services, Drug & Mental Health Counseling

Lifeline Community Services: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, Leadership Development, General Workforce Preparation, Assistance with Work Attire and Tools, Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Transportation

Lived Experiences Inc.: **Youth Segments:** Youth living in low-income households; **Services:** Assistance with School Supplies & Fees, Entrepreneurship Skills Training, Other Education & Employment Services, Other Support Services

MAAC (Metropolitan Area Advisory Committee on Anti-Poverty of San Diego County, Inc.): **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Justice-involved youth, Foster youth, English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Alternative Secondary School Services, Post-Secondary Preparation & Transition, Educational Testing Assistance, Assistance with School Supplies & Fees, Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Integrated Education, Workforce Preparation, & Training, Financial Literacy Education, Follow Up Services, Assistance with Work Attire and Tools, Assist. w/ Employment- & Training-Related Fees, Health Services, Transportation, Child Care or Dependent Care, Benefits Assistance

Majdal: Arab Community Center of San Diego: **Youth Segments:** Other youth; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Leadership Development, General Workforce Preparation, Other Education & Employment Services, Housing Assistance, Referrals to Health & Community Services, Benefits Assistance, Other Support Services

MANA de North County San Diego: **Youth Segments:** In-school youth (14-21 yrs), Other youth; **Services:** Assistance with School Supplies & Fees, Leadership Development, Other Education & Employment Services

MANA de San Diego: **Youth Segments:** In-school youth (14-21 yrs), Other youth; **Services:** Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Leadership Development, Other Education & Employment Services

McAlister Institute: **Youth Segments:** In-school youth (14-21 yrs), Other youth; **Services:** Drug & Mental Health Counseling

Metro United Methodist Urban Ministry: **Youth Segments:** Justice-involved youth; **Services:** Alternative Secondary School Services, Post-Secondary Preparation & Transition, Leadership Development, Paid and Unpaid Work Experiences, Referrals to Health & Community Services, Other Support Services, Virtual Education & Employment Services

Minding Your Mind: **Youth Segments:** Black opportunity youth, LGBTQ youth, Other youth; **Services:** Other Education & Employment Services

Monarch School: **Youth Segments:** In-school youth (14-21 yrs), Youth experiencing homelessness; **Services:** —

NAMI: National Alliance on Mental Illness - San Diego: **Youth Segments:** In-school youth (14-21 yrs), Black opportunity youth, LGBTQ youth, Other youth; **Services:** Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Health Services, Referrals to Health & Community Services, Other Support Services, Virtual Education & Employment Services

National Conflict Resolution Center: **Youth Segments:** Justice-involved youth; **Services:** Other Education & Employment Services

Neighborhood House - Project Enable: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Black opportunity youth, Pregnant and parenting youth, Youth living in low-income households, Youth with disabilities; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Paid and Unpaid Work Experiences, Financial Literacy Education, Other Education & Employment Services, Drug & Mental Health Counseling, Health Services, Benefits Assistance, Other Support Services

NERDS RULE INC.: **Youth Segments:** Youth living in low-income households; **Services:** Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Entrepreneurship Skills Training, Financial Literacy Education, Other Education & Employment Services, Virtual Education & Employment Services

Nile Sisters Development Initiative: **Youth Segments:** English language learners, immigrants, refugees; **Services:** Assistance with School Supplies & Fees, Leadership Development, Occupational Skills Training, General Workforce Preparation, Other Education & Employment Services, Referrals to Health & Community Services, Other Support Services

North County African American Women's Association: **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Black opportunity youth, English language learners, immigrants, refugees, Other youth; **Services:** Assistance with School Supplies & Fees, Leadership Development, General Workforce Preparation, Financial Literacy Education, Other Education & Employment Services

North County LGBTQ Resource Center: **Youth Segments:** LGBTQ youth; **Services:** Leadership Development, Other Education & Employment Services

Ocean Discovery Institute: **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Leadership Development, General Workforce Preparation, Follow Up Services

Operation Hope - North County: **Youth Segments:** Youth experiencing homelessness; **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, Financial Literacy Education, Other Education & Employment Services, Housing Assistance, Referrals to Health & Community Services, Other Support Services

Outdoor Outreach: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Paid and Unpaid Work Experiences, Other Education & Employment Services

Palomar Family Counseling Service: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Drug & Mental Health Counseling

Pathways Community Services - Kickstart Program: **Youth Segments:** Other youth; **Services:** Drug & Mental Health Counseling

Pro Kids, First Tee - San Diego: **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, General Workforce Preparation, Other Education & Employment Services

Project A.W.A.R.E Enterprises, Inc.: **Youth Segments:** Other youth; **Services:** Other Education & Employment Services

Project Next: **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households, Youth with disabilities; **Services:** Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, General Workforce Preparation, Financial Literacy Education, Assist. w/ Employment- & Training-Related Fees, Other Education & Employment Services

Promises2Kids: **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Justice-involved youth, Black opportunity youth, Foster youth, Youth experiencing homelessness, Pregnant and parenting youth, Youth living in low-income households, Youth with disabilities, LGBTQ youth; **Services:** Tutoring & Dropout Prevention, Alternative Secondary School Services, Post-Secondary Preparation & Transition, Educational Testing Assistance, Assistance with School Supplies & Fees, Leadership Development, General Workforce Preparation, Financial Literacy Education, Follow Up Services, Assistance with Work Attire and Tools, Assist. w/ Employment- & Training-Related Fees, Reasonable Accommodations, Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Health Services, Referrals to Health & Community Services, Transportation, Child Care or Dependent Care, Benefits Assistance

ProPhound Kids: **Youth Segments:** Black opportunity youth, Youth living in low-income households; **Services:** Other Education & Employment Services

Rainbow Spaces: **Youth Segments:** LGBTQ youth; **Services:** Paid and Unpaid Work Experiences, Other Education & Employment Services

Reality Changers: **Youth Segments:** Youth living in low-income households, Other youth; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Financial Literacy Education, Other Education & Employment Services

Red Cross Women Infants and Children (WIC) Program: **Youth Segments:** Pregnant and parenting youth; **Services:** Referrals to Health & Community Services

Restoring San Diego: **Youth Segments:** Out-of-school youth (18-24 yrs), Foster youth, Youth experiencing homelessness; **Services:** Other Education & Employment Services

RISE San Diego: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Leadership Development, Paid and Unpaid Work Experiences, Virtual Education & Employment Services

Rise Up Industries: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth; **Services:** Tutoring & Dropout Prevention, Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Entrepreneurship Skills Training

Rotary District 5340: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Leadership Development, Other Education & Employment Services

Safe Harbor Coronado: **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), LGBTQ youth, Other youth; **Services:** Leadership Development, Paid and Unpaid Work Experiences, Other Education & Employment Services, Drug & Mental Health Counseling

Salvation Army: **Youth Segments:** Youth living in low-income households; **Services:** Leadership Development, Other Education & Employment Services

San Diego American Indian Health Center - Youth Outreach Center: **Youth Segments:** Other youth; **Services:** Other Education & Employment Services, Health Services

San Diego Center for Children: **Youth Segments:** In-school youth (14-21 yrs), Foster youth, Youth living in low-income households; **Services:** Assistance with School Supplies & Fees, Drug & Mental Health Counseling, Health Services

San Diego Center for the Blind and Vision Impaired: **Youth Segments:** Youth with disabilities; **Services:** Drug & Mental Health Counseling, Transportation

San Diego Financial Literacy Center: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Financial Literacy Education, Virtual Education & Employment Services

San Diego Futures Foundation: **Youth Segments:** Foster youth; **Services:** Assistance with School Supplies & Fees, Virtual Education & Employment Services

San Diego Refugee Tutoring: **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees; **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, Other Education & Employment Services

San Diego Rescue Mission: **Youth Segments:** Youth experiencing homelessness; **Services:** Educational Testing Assistance, Assistance with School Supplies & Fees, Assistance with Work Attire and Tools, Assist. w/ Employment- & Training-Related Fees, Reasonable Accommodations, Housing Assistance, Health Services, Referrals to Health & Community Services, Transportation, Child Care or Dependent Care, Benefits Assistance, Legal Aid Services

San Diego Squared (SD2): **Youth Segments:** In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Assistance with School Supplies & Fees, Paid and Unpaid Work Experiences, General Workforce Preparation, Other Education & Employment Services

San Diego State University Guardian Scholars program: **Youth Segments:** In-school youth (14-21 yrs), Foster youth; **Services:** Post-Secondary Preparation & Transition, General Workforce Preparation, Financial Literacy Education, Other Education & Employment Services, Housing Assistance

San Diego Youth Services: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Foster youth, Youth experiencing homelessness, Pregnant and parenting youth, Youth living in low-income households, LGBTQ youth, Other youth; **Services:** Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Referrals to Health & Community Services, Other Support Services

SAY San Diego: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Youth experiencing homelessness, English language learners, immigrants, refugees, Youth living in low-income households, LGBTQ youth; **Services:** Leadership Development, Other Education & Employment Services

SBCS (formerly South Bay Community Services): Youth Segments: In-school youth (14-21 yrs), Foster youth, English language learners, immigrants, refugees, Youth living in low-income households, LGBTQ youth; **Services:** Alternative Secondary School Services, Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Financial Literacy Education, Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Health Services, Referrals to Health & Community Services, Other Support Services

Second Chance: Youth Segments: In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Justice-involved youth, Black opportunity youth, Foster youth, Youth experiencing homelessness, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Educational Testing Assistance, Assistance with School Supplies & Fees, Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Financial Literacy Education, Follow Up Services, Assistance with Work Attire and Tools, Assist. w/ Employment- & Training-Related Fees, Referrals to Health & Community Services, Transportation, Benefits Assistance

Sherman Heights Community Center: Youth Segments: English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Post-Secondary Preparation & Transition, Paid and Unpaid Work Experiences, Other Education & Employment Services

Solutions for Change: Youth Segments: Youth experiencing homelessness, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Alternative Secondary School Services, Leadership Development, Occupational Skills Training, General Workforce Preparation, Financial Literacy Education, Housing Assistance, Drug & Mental Health Counseling

Somali Bantu Association of America: Youth Segments: In-school youth (14-21 yrs), English language learners, immigrants, refugees; **Services:** Tutoring & Dropout Prevention, General Workforce Preparation, Financial Literacy Education, Housing Assistance, Drug & Mental Health Counseling, Health Services, Referrals to Health & Community Services, Legal Aid Services, Other Support Services, Virtual Education & Employment Services

Somali Family Service of San Diego: Youth Segments: In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Leadership Development, Paid and Unpaid Work Experiences, Occupational Skills Training, General Workforce Preparation, Integrated Education, Workforce Preparation, & Training, Entrepreneurship Skills Training, Financial Literacy Education, Reasonable Accommodations, Housing Assistance, Drug & Mental Health Counseling, Referrals to Health & Community Services, Transportation, Child Care or Dependent Care, Benefits Assistance, Virtual Education & Employment Services

StandUp for Kids: Youth Segments: Youth experiencing homelessness, Pregnant and parenting youth; **Services:** Other Education & Employment Services, Housing Assistance

Teens Rise Foundation: Youth Segments: In-school youth (14-21 yrs), English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, Leadership Development, Follow Up Services, Other Education & Employment Services, Referrals to Health & Community Services

TERI: Youth Segments: Youth living in low-income households, Youth with disabilities; **Services:** Tutoring & Dropout Prevention, Paid and Unpaid Work Experiences, General Workforce Preparation, Other Education & Employment Services, Housing Assistance, Other Support Services

The Arc of San Diego: **Youth Segments:** Youth with disabilities; **Services:** Tutoring & Dropout Prevention, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Financial Literacy Education, Other Education & Employment Services, Housing Assistance, Health Services

The BRIDGE Lab Foundation: **Youth Segments:** English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Leadership Development, Other Support Services

The Ed Ladder: **Youth Segments:** Justice-involved youth, Foster youth, Youth experiencing homelessness, English language learners, immigrants, refugees, Youth living in low-income households, Youth with disabilities; **Services:** Tutoring & Dropout Prevention, Other Education & Employment Services

The San Diego LGBT Community Center: **Youth Segments:** LGBTQ youth; **Services:** Assistance with School Supplies & Fees, Other Education & Employment Services, Housing Assistance, Drug & Mental Health Counseling, Health Services, Other Support Services

The Shine Project Foundation: **Youth Segments:** Youth with disabilities; **Services:** Other Education & Employment Services

transcendANCE Youth Arts Project: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Assistance with School Supplies & Fees, Other Education & Employment Services

TransFamily Support Services: **Youth Segments:** LGBTQ youth; **Services:** Other Education & Employment Services, Referrals to Health & Community Services, Virtual Education & Employment Services

TURN Behavioral Health Systems (formerly Mental Health Systems): **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Youth experiencing homelessness, Youth living in low-income households, Other youth; **Services:** General Workforce Preparation, Housing Assistance, Drug & Mental Health Counseling, Health Services

UC San Diego Center for Community Health: **Youth Segments:** English language learners, immigrants, refugees; **Services:** Leadership Development, Paid and Unpaid Work Experiences, Other Education & Employment Services

Union of Pan Asian Communities (UPAC): **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Justice-involved youth, English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Entrepreneurship Skills Training, Financial Literacy Education, Drug & Mental Health Counseling, Referrals to Health & Community Services, Transportation

United Way of San Diego County: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Assistance with School Supplies & Fees, General Workforce Preparation

United Women of East Africa: **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Black opportunity youth, English language learners, immigrants, refugees, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Entrepreneurship Skills Training, Financial Literacy Education, Housing Assistance, Referrals to Health & Community Services, Transportation, Child Care or Dependent Care, Benefits Assistance

UPLIFT - Urban People Living In Faith & Trust: **Youth Segments:** Youth experiencing homelessness, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Leadership Development, Other Education & Employment Services, Drug & Mental Health Counseling, Other Support Services, Virtual Education & Employment Services

Urban Corps of San Diego County: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Leadership Development, Paid and Unpaid Work Experiences, General Workforce Preparation, Drug & Mental Health Counseling

Urban League San Diego County: **Youth Segments:** Justice-involved youth, Black opportunity youth, Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Alternative Secondary School Services, Post-Secondary Preparation & Transition, Leadership Development, General Workforce Preparation

Urban Street Angels: **Youth Segments:** Youth experiencing homelessness; **Services:** Post-Secondary Preparation & Transition, Occupational Skills Training, Housing Assistance, Drug & Mental Health Counseling, Referrals to Health & Community Services

Urban Surf 4 Kids: **Youth Segments:** Foster youth, Youth experiencing homelessness, Youth living in low-income households; **Services:** Leadership Development, Other Education & Employment Services

UrbanLife Ministries San Diego: **Youth Segments:** In-school youth (14-21 yrs); **Services:** Tutoring & Dropout Prevention, Post-Secondary Preparation & Transition, Paid and Unpaid Work Experiences, General Workforce Preparation, Financial Literacy Education

Vista Community Clinic: **Youth Segments:** Justice-involved youth, English language learners, immigrants, refugees, Youth living in low-income households, LGBTQ youth; **Services:** Post-Secondary Preparation & Transition, Leadership Development, Drug & Mental Health Counseling, Health Services, Referrals to Health & Community Services

Vista Hill Foundation: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households, Youth with disabilities; **Services:** Occupational Skills Training, General Workforce Preparation, Other Education & Employment Services, Drug & Mental Health Counseling, Virtual Education & Employment Services

Walden Family Services: **Youth Segments:** Foster youth, Pregnant and parenting youth, LGBTQ youth; **Services:** Housing Assistance, Drug & Mental Health Counseling

Women's Empowerment International: **Youth Segments:** Youth living in low-income households, Other youth; **Services:** —

Words Alive: **Youth Segments:** Youth living in low-income households; **Services:** Tutoring & Dropout Prevention, Other Education & Employment Services

YMCA of San Diego County: **Youth Segments:** Foster youth, Youth experiencing homelessness, Youth living in low-income households, Other youth; **Services:** Leadership Development, General Workforce Preparation, Housing Assistance, Drug & Mental Health Counseling, Referrals to Health & Community Services

Young and Prosperous Foundation: **Youth Segments:** In-school youth (14-21 yrs), Youth living in low-income households; **Services:** —

Youth Assistance Coalition: **Youth Segments:** Youth experiencing homelessness, Pregnant and parenting youth; **Services:** Tutoring & Dropout Prevention, Alternative Secondary School Services, Post-Secondary Preparation & Transition, Assistance with School Supplies & Fees, General Workforce Preparation, Other Education & Employment Services, Referrals to Health & Community Services, Virtual Education & Employment Services

Youth Empowerments Finest (Youth Empowerment): **Youth Segments:** In-school youth (14-21 yrs), Out-of-school youth (18-24 yrs), Justice-involved youth; **Services:** Other Education & Employment Services, Drug & Mental Health Counseling

Zero to Necessary: **Youth Segments:** In-school youth (14-21 yrs), Justice-involved youth, Foster youth, Youth living in low-income households; **Services:** General Workforce Preparation, Other Education & Employment Services

Appendix B. Data Dictionary

Key Variables and Definitions

This Appendix defines all variables included in the 2025 report, *Addressing the Priorities of Youth Across San Diego County: A Labor Market Analysis of Youth Populations and Services*, commissioned by the San Diego Workforce Partnership and provides their data sources, timeframes, and methodological notes all data presented in the report. To enhance usability, variables are grouped by theme and displayed in summary-table format. Each table includes the primary data source, geographic level, year, and key limitations.

The following figures draw on multiple administrative and survey datasets covering youth ages 14–24 in San Diego County.

Figures included:

Section 2

Figures 11, 12, 13, 14, 15, 16, 17, 18, and 19

Sources:

U.S. Census Bureau. 2023. American Community Survey (ACS) 5-Year Public Use Microdata Sample (2019–2023, “2023 5-Year”) and ACS 1-Year Estimates (2024); California Department of Education (CDE). 2024. DataQuest Portal, School Year 2023–24 (unless otherwise noted); County of San Diego Health and Human Services Agency (HHSA). 2023–2025. Refugee Data (Custom Extract, October 2025) and Vital Records: Teen Births (2023); San Diego Association of Governments (SANDAG) / Automated Regional Justice Information System (ARJIS). California Incident-Based Reporting System (CIBRS) (forthcoming); and Regional Task Force on Homelessness (RTFH). 2024. Homeless Management Information System (HMIS) – client enrollments for ages 14–24, aggregated by ZIP code across San Diego County.

Notes:

Due to the federal government shutdown, U.S. Census–based datasets could not be refreshed or revised during finalization of the report.

The foster youth data represent a subset of the total foster population, limited to matched foster students by district of enrollment in grades 9–12. This serves as a proxy measure until comprehensive data on all foster youth ages 14–24 become available.

Population Mapping

Geospatial analysis was conducted using QGIS software to ensure high geographic accuracy. To assign point-based locations (such as schools and service organization sites) to their corresponding PUMA, a spatial join (or intersection) was performed. This process directly overlays the latitude and longitude of each point onto the PUMA boundary map, accurately assigning each location to the PUMA in which it is geographically contained. For analyses involving real units like school districts, which do not share the same boundaries as PUMAs, a centroid-based assignment was used. The geographic center (centroid) of each school district polygon was calculated, and the district’s data was then assigned to the single PUMA that contained that centroid.

Figure 54. Youth Segment Indicators & Definitions

Indicator	Definition / Method Notes	Primary Source	Year(s)	Geographic Level	Update Frequency / Limitations
Total Youth Population	Persons ages 14–24 residing in San Diego County. Filtered AGEP = 14–24 and applied PWGTP weights.	U.S. Census Bureau, ACS 2023 5-Year Estimates	2019–2023	County, PUMA	Annual (5-Year); sampling error for small subgroups.
Youth Enrolled in School (ages 14–21)	Number of youth ages 14–21 enrolled in school at any level.	U.S. Census Bureau, ACS 2023 5-Year PUMS	PUMA, County	Annual (5-Year)	Uses ACS self-reported school enrollment; excludes short-term or informal programs.
Youth Not Enrolled in School (ages 18–24)	Number of youth ages 18–24 not enrolled in school.	U.S. Census Bureau, ACS 2023 5-Year PUMS	PUMA, County	Annual (5-Year)	“Not enrolled” includes both employed and unemployed youth.
Youth Living in Low-Income Households	Persons ages 14–24 in households below 200% of federal poverty level.	ACS 1-Year Detailed Tables (B17001)	2024	PUMA	Annual; income thresholds vary yearly.
Foreign-Born Youth	Youth ages 14–24 born outside the U.S. and entered within five years.	ACS 1-Year PUMS	2024	PUMA	Annual; excludes naturalized U.S. citizens born abroad.
Refugee Youth	Refugee arrivals ages 14–24 active within past two years, by ZIP.	County of San Diego HHSA	2023–2025	ZIP	Irregular updates; dependent on County administrative data releases.
Foster Students	Students in foster care, grades 9–12, by district of enrollment.	CDE DataQuest	2020–2021	School District	Annual; limited to matched foster students; excludes youth 19–24.
Justice-Involved Youth (Forthcoming)	Forthcoming	SANDAG / ARJIS CIBRS	2024–2025	County	Annual; under-reporting likely.
Black Opportunity Youth (Proxy)	Black or African American youth ages 16–24 not enrolled in school and unemployed.	ACS 2023 5-Year PUMS	2019–2023	PUMA	Annual; sample size limits reliability by race and PUMA.
Youth in Shelters (PIT Count)	Unaccompanied youth ages 14–24 in emergency shelters, transitional housing, or safe havens on Point-in-Time count night.	Regional Task Force on Homelessness (PIT)	2022	County	Annual (PIT); single-night snapshot underestimates true count.
Homeless Youth (HMIS Enrollments)	Unique clients ages 14–24 in ES, SH, TH, or SO programs (09/01/2024–08/31/2025).	RTFH HMIS	2024–2025	ZIP	Rolling; duplicates possible across sites.
Parenting Youth	Births to girls ages 15–19 in 2023.	County HHSA Vital Records	2023	County	Annual; excludes unreported births.
English Learners	Youth speaking English less than “very well.”	ACS 2023 5-Year PUMS	2019–2023	PUMA	Annual; limited age-band detail due to shutdown.
Youth with Disabilities	Civilian noninstitutionalized youth ages 14–24 reporting any disability.	ACS 1-Year Detailed Tables (B18101)	2024	PUMA	Annual; self-reported measure.
LGBTQ+ Youth (Proxy)	Self-reported sexual orientation, grades 7–11 (2017–2019).	KidsData.org / CHKS	2017–2019	District	Multi-year average; older data.
Military-Connected Youth (context only)	Primary Survey of Organizations (170 distributed; 20 % response)	Validation of service inventory; qualitative input on needs	County / Region	2024	Included for framing only; detailed ZIP or district data unavailable.

Figure 55. Youth Education & Employment Indicators & Definitions

Indicator	Definition / Method Notes	Primary Source	Year(s)	Geographic Level	Update Frequency / Limitations
High School Graduation Rate	Percent of students earning a regular high school diploma within four years of entering grade 9.	CDE DataQuest (Adjusted Cohort Graduation Rate – ACGR)	2023–2024 (SY)	District of Enrollment	Annual; excludes alternative diplomas (GED).
High School Dropout Rate	Percent of students in a four-year adjusted cohort confirmed as dropouts.	CDE DataQuest (Four-Year Cohort Outcomes)	2023–2024 (SY)	District of Enrollment	Annual; may underestimate re-enrolled students.
Credential Attainment (College/ Career Readiness)	Percent of graduates classified “Prepared” on the College/ Career Indicator (CCI). Combines CCI “Prepared” graduates with GED/equivalency completers to yield a consolidated credential-attainment rate.	CDE DataQuest (CCI)	2023–2024 (SY)	District of Graduation	Annual; CCI methodology changes periodically.
Postsecondary Enrollment	Persons ages 18–24 enrolled in college or graduate/professional school.	U.S. Census Bureau ACS 2019–2023 5-Year PUMS	2019–2023	County, PUMA	Annual (5-year rolling); excludes short-term non-degree training.
Indicator	Definition / Method Notes	Primary Source	Year(s)	Geographic Level	Update Frequency / Limitations
Youth Unemployment Rate	Share of civilian labor force ages 16–19 that is unemployed. Calculated using $ESR = 3$ (unemployed) $\div$ (ESR = 1–3 labor force).	U.S. Census Bureau, ACS 2019–2023 5-Year PUMS	2019–2023	PUMA	Annual (5-Year); sampling error increases for small subgroups and race splits.
Labor Force Participation Rate	Share of civilian population ages 16–19 in the labor force (ESR = 1–3).	ACS 2019–2023 5-Year PUMS	2019–2023	PUMA	Annual (5-Year); limited for youth not seeking work or enrolled full-time.

Use of 211 San Diego Data

Data from 211 San Diego provided a valuable community-based lens on youth service demand. 211 San Diego operates a free, 24/7 information and referral system that connects residents with local health, human, and social services. For this analysis, the research team reviewed de-identified administrative data on clients ages 14-24 who contacted 211 San Diego in 2023–2024. These records were aggregated by service category based on referral by broad referral need and geographic area to identify patterns in help-seeking behavior among youth and young adults. The 211 data helped triangulate population-level estimates from the American Community Survey and administrative datasets, offering a real-time proxy for unmet needs and service demand in the community. While 211 data do not capture all youth who need support, they provide a unique, on-the-ground indicator of how young people and families access or attempt to access available services. Fiscal Year 2025.

Please note that when disaggregated at the PUMA level, some double counting on the number of referrals occurs because a single referral ID may include multiple service needs. In these cases, one individual with multiple needs may generate more than one referral count. These counts nevertheless provide a useful indicator of overall service demand at the sub-regional level.

Services

Our inventory of services examined wraparound services for youth ages 14-24. This focus only on wraparound services came at the request of SDWP, who indicated a sufficient level of familiarity with education and training providers and wanted to focus on developing partnerships with organizations having deep ties to diverse youth segments from underserved communities.

The research team first generated a broad list of community-based organizations serving the San Diego region. This comprehensive list was then filtered down to youth-serving organizations. The research team determined classification as a youth-serving organization based on whether each organization's website or survey response indicated that they offered services that were specifically oriented toward serving youth ages 14-24. Organizations that offered general adult or family services but with no specific mention of youth or youth-oriented programs were excluded from this list.

Figure 56. Youth Service Types and their Definitions

Tutoring, Study Skills Training, Instruction, and Dropout Prevention Services	Activities that lead to completion of a high school diploma or recognized equivalent, or for a recognized postsecondary credential
Alternative Secondary School and Dropout Recovery Services	Assisting youth who have struggled in traditional secondary education or who have dropped out of school
Post-Secondary Preparation and Transition Activities	May include preparation for SAT/ACT testing, college application assistance, searching and applying for scholarships and grants, assistance with financial aid applications, and connecting youth to postsecondary education programs.
Paid and Unpaid Work Experiences	A planned, structured learning experience that takes place in a workplace for a limited period of time. Work experience may be paid or unpaid, as appropriate.
Occupational Skills Training	Providing industry-specific skills, leading to proficiency or certification in an occupational field
General Workforce Preparation & Labor Market Information Services	General work readiness skills-building, career awareness, career counseling, and career exploration services, interview preparation, resume building, information about in-demand industry sectors or occupations, job fairs
Entrepreneurship Skills Training	Entrepreneurial skills training provides the basics of starting and operating a small business.
Financial Literacy Education	Skills-building that help participants to make informed financial decisions, manage spending, and understand their rights regarding credit and financial information.
Leadership Development Opportunities	Programs such as community service, civic engagement, team leadership training, peer mentoring, or other opportunities that encourage responsibility, confidence, employability, self-determination, and other positive social behavior
Individualized Drug/Alcohol and/or Mental Health Counseling	Also known as "Comprehensive Guidance and Counseling"
Integrated Education, Workforce Preparation, and Occupational Skills Training	An integrated education and training model combining workforce preparation, basic academic skills, and occupational skills-- taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway.
Follow Up Services (at least 12 months, post-program)	12+ months of ongoing services following a program exit to help ensure youth succeed in employment or education. May include: regular contact with a participant's employer, adult mentoring, financial literacy education, labor market information, or preparation for post-secondary education and training
Supportive Services	Services such as transportation, child care, dependent care, housing, and needs-related payments, that are necessary to enable an individual to participate in education- and employment-related activities

Detailed definitions of these services can be found at: [s://ion.workforcecegs.org/resources/2017/01/31/09/44/WIOA_Youth_Program_Elements](https://ion.workforcecegs.org/resources/2017/01/31/09/44/WIOA_Youth_Program_Elements)

For the purpose of this analysis, the research team further classified “supportive services” into several separate service types to delineate the different wraparound services offered throughout San Diego. Figures 57 and 58 summarizes those the supportive services and categories examined in this research.

Figure 57. Supportive Services: List of Wraparound Service Types

Linkages/referrals to community services	Legal aid services
Transportation assistance	Health care services for youth
Housing assistance	Referrals to health care
Needs-related payments/ benefits assistance	Assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes (includes scholarships)
Educational testing assistance	Assistance with uniforms or other appropriate work attire and work-related tools, such as eyeglasses and protective eye gear
Reasonable accommodations for youth with disabilities	Payments and feeds for employment-and training-related applications, tests, and certifications

Figure 58: Service Categories within Wraparound Service Types

Service Type	Service Category
Tutoring, study skills training, instruction, and dropout prevention services	Education Related Services
Alternative secondary school services and dropout recovery services	
Post-secondary preparation and transition activities	
Educational testing assistance	
Assistance with books, fees, school supplies, and other necessary school supplies	
Leadership development opportunities	
Paid and unpaid work experiences	Employment Related Services
Occupational skills training	
General workforce preparation & labor market information services	
Integrated education, workforce preparation, and occupational skills training	
Entrepreneurship skills training	
Financial literacy education	
Follow up services (at least 12 months, post-program)	
Assistance with uniforms or other appropriate work attire and work-related tools	
Payments for employment- and training-related fees	
Reasonable accommodations for youth with disabilities	
Housing assistance	Other Wraparound Services
Individualized drug/alcohol and/or mental health counseling	
Health care services for youth	
Referrals/ linkages to community services (including health referrals)	
Transportation assistance	
Assistance with child care or dependent care	
Benefits assistance/ needs-related payments	
Legal aid services	

DATA SOURCES

Data Sources for Youth Demographic Analysis

U.S. Census Bureau, American Community Survey (ACS) 5-Year Public Use Microdata Sample (PUMS), 2019–2023 (“2023 5-Year”) and ACS 1-Year Estimates (2024): Person-level microdata and detailed tables for San Diego County and 2020 Public Use Microdata Areas (PUMAs). Variables used include AGE, SCH, SCHG, ESR, NATIVITY, YOEP/YRIMMIG, SPEAKENG, and disability series; weighted using PWGTP.

California Department of Education (CDE), DataQuest (School Year 2023–24 unless otherwise noted): District-level education indicators, including Adjusted Cohort Graduation Rate (ACGR), cohort dropout rate, College/Career Indicator (“Prepared”), and foster youth enrollment.

California Employment Development Department (EDD): Labor market indicators, occupational projections, and industry employment data for San Diego County.

County of San Diego, Health and Human Services Agency (HHSA): Refugee data (custom extract, October 2025, by request); Vital Records, teen births (2023).

San Diego Association of Governments (SANDAG) / Automated Regional Justice Information System (ARJIS), California Incident-Based Reporting System (CIBRS): Forthcoming dataset of unique crime victim records and associated offense/incident context.

Regional Task Force on Homelessness (RTFH), Homeless Management Information System (HMIS): Client enrollments for ages 14–24, aggregated by ZIP code.

211 San Diego. (2025). Data on 211 San Diego Client Referrals for need, All Consented Clients Ages 14-24, July 1, 2024 - June 30, 2025. Unpublished raw data. Retrieved November 2, 2025.

Data Sources for Services Mapping:

Livewell San Diego Recognized Partner List (<https://www.livewellsd.org/>): offers a list of over 310 community- and faith-based organizations throughout the county.

Websites of individual youth-serving organizations throughout San Diego: provide details on the mission of each organization, types of programs, youth participant segment, number of youth served per year, annual revenues, main address and location of program sites, and contact information. Not all organization websites provide all the relevant information.

[CareerOneStop.org](https://www.careeronestop.org/): provides lists of organizations providing training and apprenticeships, refugee assistance, reentry programs, apprenticeship programs, employment networks, and more.

Candid (<https://candid.org/>): provides organizational summaries, description of programs, summary of types of participants, main address, and revenue data for the most recent year.

United States Internal Revenue Service Tax Exempt Organization Search Tool (<https://www.irs.gov/>): provides organizations’ addresses and revenue data.

California Employment Development Department (EDD) Eligible Training Provider List (<https://edd.ca.gov/>): generates lists of eligible training providers throughout the county.

San Diego Office of Child and Youth Success website: lists organizations working on children and youth issues in San Diego.

Regional Task Force on Homelessness San Diego: provides lists of organizations and programs involved in addressing homelessness throughout San Diego.

The research team also collected primary data through an online survey, distributed to a total of 170 organizations, which received a 20% response rate. In addition, organization representatives and select youth participants received a copy of the draft report, who provided written feedback and participated in focus group discussions and interviews to validate the findings.

Data Sources for GIS Map:

The base maps and geographic boundaries used for the analysis were sourced from the following portals:

U.S. Census Bureau (census.gov): Provided the 2024 TIGER/Line shapefiles for Public Use Microdata Area (PUMA) boundaries, which served as a primary geographic unit for analysis.

San Diego Association of Governments (SANDAG) (geo.sandag.org): Provided authoritative ZIP code boundary shapefiles for San Diego County.

National Center for Education Statistics (NCES) (nces.ed.gov): Provided point location data (latitude and longitude) for public and private schools.

City of San Diego Open Data Portal (data.sandiego.gov): Used to source supplemental local boundaries such as school districts and city jurisdictions.

Geospatial analysis was conducted using QGIS software to ensure high geographic accuracy. To assign point-based locations (such as schools and service organization sites) to their corresponding PUMA, a spatial join (or intersection) was performed. This process directly overlays the latitude and longitude of each point onto the PUMA boundary map, accurately assigning each location to the PUMA in which it is geographically contained.

For analyses involving areal units like school districts, which do not share the same boundaries as PUMAs, a centroid-based assignment was used. The geographic center (centroid) of each school district polygon was calculated, and the district's data was then assigned to the single PUMA that contained that centroid.

Data Limitations

- **Sampling & Margin of Error (ACS).** Estimates are based on survey samples and carry margins of error—especially for small geographies and subpopulations.
- **Coverage & definitions.** Some groups (e.g., foster youth, youth experiencing homelessness) are undercounted or inconsistently defined across data systems.
- **Geography mismatches.** ZIP-to-PUMA and district boundary misalignments can introduce error when aggregating to regions.

- **Timeframe alignment.** Data sources use different collection periods and may not line up perfectly by year.
- **Different universes.** Indicators mix residents (ACS), students (CDE), clients (HMIS)—not directly comparable.
- **Period mismatch.** ACS 5-year (multi-year average), ACS 1-year (calendar year), school year (CDE), single-night (PIT), and fiscal/rolling (HMIS) measure different timeframes.
- **Small-area reliability.** PUMA-level and subgroup cuts (e.g., ages 16–19 by race) can be volatile; suppress or aggregate where n is small.
- **Age alignment.** Series vary by grade (9–12 $\approx$ 14–18), exact age (AGEP), or broad bands (0–17, 18–24); conversions introduce approximation error.
- **Privacy & suppression.** Expect cell suppression or rounding (CDE, KidsData, HMIS), particularly for small geographies and sensitive subgroups.
- **Segment overlap & double counting.** The demographic data for each youth segment can overlap with other segments—for example, a young person classified as “not enrolled in school” may also be “youth living in low-income households.”
- **Population $\neq$ demand.** Aggregate counts signal potential need but miss eligibility, severity, access barriers, and youth preferences so they can overstate or mislocate actual service demand. Future research efforts should consider scoping the research to allow for the triangulation of aggregate population data through other sources such as intake/waitlist data, provider capacity (number of youth served per year), and community feedback, as well as desk research regarding youth’s demand for services across the county.
- **Reliability of service data.** Due to time limitations of the data collection period, we relied largely on organization websites to collect data on service providers, including types of youth service, types of programs, and location of service sites. Many websites are likely to offer outdated or incomplete information.
- **Number and location of service sites as a proxy for reach of services.** Because most organizations do not publicly report project outcomes or the number of youth served per year, the research team opted to use the number and physical location of sites as a proxy for service reach. This proxy does not take into account the scope and size of youth programs within each site. For example, among the 15 survey respondents who answered questions about the numbers of youth they served in the past year, organizations reported serving as few as 25 youth and as much as 9,000 youth per site. Organization revenue size was also not an ideal proxy for the reach of programs: one organization bringing in \$17 million a year reported serving 103 youth across 3 sites, as compared to a \$3.5 million organization reportedly serving 10,000 youth in the last year. In addition, this method may likely underrepresent the full reach of programs that do not operate in physical permanent sites, such as mobile or street outreach, services provided across multiple schools or community venues, and virtual programs.
- **Geography mismatches.** Administrative and statistical boundaries like school districts, ZIP codes, and PUMAs do not align perfectly. While assigning point data (like service sites) to PUMAs via a spatial join is precise, assigning polygon data (like school districts) presents challenges. The centroid-based assignment method used in this analysis is an approximation. A school district may physically span multiple PUMAs, but this method assigns all of its associated data to the single PUMA containing its geographic center. This can result in an over- or under- representation of data for PUMAs along the borders of large school districts.



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