

The Meaningful Youth Employment Initiative

A Philanthropic Campaign to Increase Community Based Jobs

2016 Investment Guide

The Value of Investing in Meaningful Employment Experiences

The Youth Violence Prevention Funder Learning Collaborative- works to inform and motivate public and private funders to join together to invest in expanding meaningful employment opportunities for young people by supporting the quantity and quality of jobs in community based organizations (CBOs).

The value of youth employment is well documented- Jobs increase a young person's ability to acquire basic employability skills (e.g. attendance, team work, communication) and occupational skills, as well as the opportunity to form long-lasting relationships with adults and peers. Over 300 CBOs in Boston foster positive youth development by providing a supportive and unique employment setting for young people. Working across a range of fields, from recreation to education and health, CBOs offer exposure to diverse professions. CBOs leverage neighborhood connections and existing relationships with families to integrate young people smoothly into the world of work in a familiar setting.

Investing in jobs based at CBOs has a multiplier effect- Young people benefit and CBOs are able to expand their staff, especially during the summer months when recreational programs and camps grow to serve children for full-day programming. CBOs also provide a training ground for young people to build valuable experiences to successfully transition into a variety of careers later in life.

The Meaningful Youth Employment Initiative- Since 2010, the Collaborative has organized the Meaningful Youth Employment Initiative to increase wage support for the most disconnected young people, ages 13 to 24, living in Boston's neighborhoods with the highest levels of violence. This guide serves as a primer for how funders can support meaningful employment by investing in the programs and intermediaries listed in the appendix and by integrating its evidence-based recommendations into grant making.

In Boston's highest crime neighborhoods...

53%
of youth are unemployed or not in the workforce

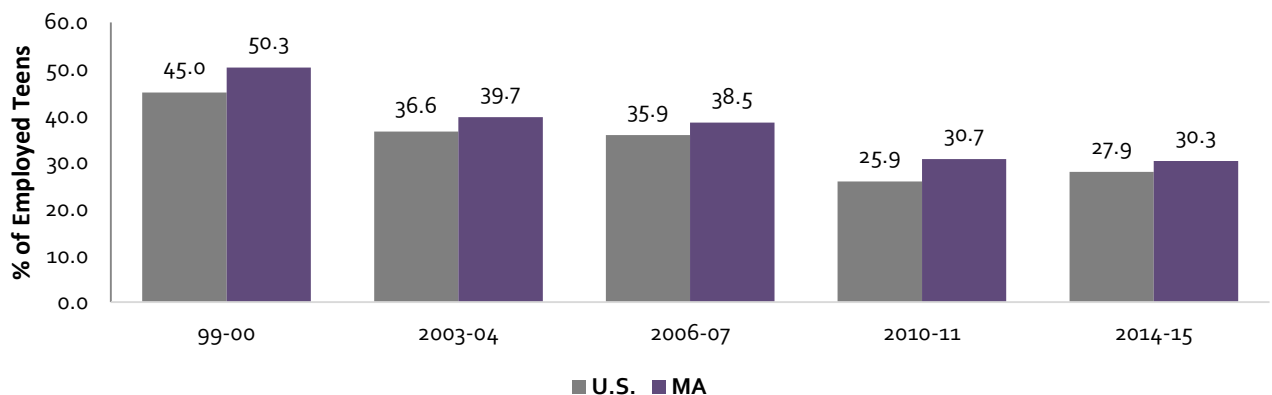
22%
of families are below the poverty line (\$24,300 per year for a family of four)

In this guide:

- 1. Meaningful Employment Overview & Impact**
 - Elements & Evidence
 - Understanding Program Designs
- 2. Funding Opportunity**
 - Meaningful Youth Employment Initiative
 - Value of Aligned Funder Action
 - Recommended Programs and Intermediaries

The Growing Need for Youth Employment

According to the Bureau of Labor Statistics' Current Population Survey 2015, Massachusetts employment rates among individuals age 16-19 continue to hover at record lows. Black and Hispanic teens, especially those from low-income families and from high poverty neighborhoods, have heightened difficulty finding work – the unemployment rate for black males is almost twice that of the state average.



What is Meaningful Employment?

Meaningful employment is more than a paycheck. It provides a quality experience by incorporating:

- Paid work experiences
- Quality supervision
- Well-designed learning plans
- Connections to supportive services, particularly positive youth development and mentoring activities, trauma-informed practices, mental health services, and family supports

How Meaningful Employment Succeeds

Four years of research and formal evaluation have shown that meaningful employment increases long-term employability and plays a clear role in reducing youth violence.

Employability

- Academic persistence and career aspirations
- Improvement in attitudes towards school
- Professional, transferable skills including critical thinking
- Clear pathway plan emphasizing continued employment and a future focus

Positive Youth Development & Resilience

- Development of social skills
- Increase in healthy adult and peer relationships
- Increase in self-awareness, self-esteem, resilience, hopefulness, and ability to cope with traumatic experiences
- Reduction of risky behaviors that correlate with youth violence

EVALUATION AND MEASUREMENT: Evidence for Meaningful Employment as a Youth Violence Prevention Method

Evaluation and measurement are ongoing to assure the quality of meaningful employment opportunities. Pre- and post-surveys, coupled with focus groups, are administered to capture both quantitative and qualitative behavioral outcome data.

- Research conducted in 2010 and 2011 demonstrated that meaningful employment results in a reduction of behaviors associated with criminal pathways and symptoms associated with trauma. Follow-up studies conducted in 2012 and 2013 included a comparison group and deepened previous results. In the 22 areas examined (including social isolation, risk, deviant, delinquent, and violent behaviors) through pre- and post-surveys, 19 areas showed improvement among those with summer jobs.
- Since the summer of 2014, the State Street Foundation has supported the development and implementation of the Youth Summer Jobs Survey to provide deeper insight into young people's summer employment experiences. The survey elicits feedback related to youths' summer employment experiences, and will function as a consistent point of reference for intermediaries as they continue to evaluate employment programming. In 2015 alone, more than 2,000 youth completed the survey.
- After piloting their participation in the summer of 2015, an evaluation team from Northeastern will fully integrate their work with the Youth Summer Jobs Survey in 2016, seeking to further develop current research on the impact of summer youth employment, and linking survey data to national benchmarks.

2015 Youth Summer Jobs Survey Highlights

95.4%
of youth say they feel better prepared to enter a new job

Top Three Skill Areas Where Youth Want Support:

1. **Academic**
2. **Communication**
3. **Money Management**

75%
of youth say they plan to continue their education after high school

Top Three Industries of Interest for Future Employment:

1. **Health/medicine**
2. **Business**
3. **Arts**

Matching Programs to People: *What's the Best Fit?*

DIFFERENTIATION BY EXPERIENCE AND AGE

To achieve positive outcomes, programs must adapt their programmatic approach to accommodate the needs of a range of young people. This tailored approach for different youth populations means that costs differ as program length and services offered vary according to the challenges that the young person faces, as well as his/her level of exposure to traumatic experiences, learning style and/or life circumstances. Programs use the following youth characteristics as indicators to shape the levels of supports necessary for a young person's success.

	LEVEL 1: At Risk	LEVEL 2: Higher Risk	LEVEL 3: Proven Risk
Population Characteristics	<ul style="list-style-type: none"> Indirect exposure to violence Lives in high impact neighborhood Low socio-economic status/poverty Diagnosed with learning or developmental disability Parental substance abuse or criminality 	<i>Elements of Level One and:</i> <ul style="list-style-type: none"> Direct exposure to violence or trauma Abused sexually, physically, or emotionally Dropped out or at risk of dropping out; poor school attendance Has alcohol or substance abuse issues Likely court-involved and/or involved in criminal activity Pregnant or parenting Foster, homeless, or lack stable housing Out of school and unemployed 	<i>Element of Levels One and Two, and:</i> <ul style="list-style-type: none"> Perpetrator and/or victim of violence Likely involved in gang activity
Average Program Cost	Summer: \$1,500 to \$2,000 Year-round*: \$3,000 to \$4,000	Summer: \$2,000 to \$3,000 Year-round*: \$3,500 to \$5,000	Year-round*: \$15,000 to \$21,000 per youth for 18 months
Typical Age Range	14 to 18 years old	16 to 24 years old	18 to 24 years old

*Year-round engagement includes the summer and academic year.

The table below is an example of the distribution of program elements serving different youth populations. This is intended to be a representation of what can often be found, rather than a prescription for best practices.

For more information on program elements see the Career Pathways Framework, available at www.bostonyvpfunders.org.

Program Element	Level 1	Level 2	Level 3
Gang intervention			x
Intensive case management			x
Adult mentoring		x	x
Conflict resolution		x	x
GED preparation		x	x
Literacy/numeracy development		x	x
Peer group/youth development		x	x
Technical training		x	x
Transitional & year-round employment		x	x
Youth leadership		x	x
Career development	x	x	x
College exposure	x	x	x
Financial literacy	x	x	x
Job search	x	x	x
Life skills	x	x	x
Summer job	x	x	x
Trauma-informed services	x	x	x
Work readiness	x	x	x

2016 OVERVIEW

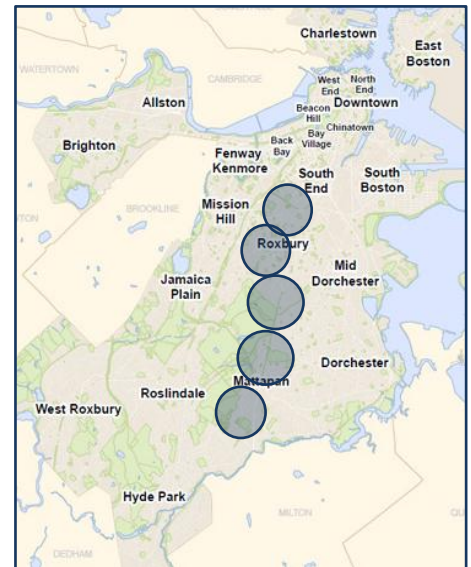
The Meaningful Youth Employment Initiative is an annual philanthropic campaign that raises awareness and resources to support the citywide network of job intermediaries and programs (listed in Appendix A) for youth ages 14-24 living in Boston neighborhoods with the highest levels of violence. The Initiative's goal is to raise the level of meaningful employment opportunities in these neighborhoods through growth in support for youth wages and:

- Enhanced training for job supervisors on trauma-informed practices and mentoring
- Emphasis on support for year-round employment
- Common and consistent evaluation for program improvement and the development of aggregate data
- Increased neighborhood outreach to make families aware of the employment opportunities available

FOCUS POPULATIONS

Disconnected and Opportunity Youth: While participating programs serve youth that live or attend school in these targeted neighborhoods, they also intentionally reach out to specific disconnected subpopulations that are designated as at risk, higher risk, or proven risk. Examples include homeless youth, youth in foster care, court-involved youth, high school dropouts or those likely to drop out, and young, unmarried mothers. In addition, efforts will be made to include Opportunity Youth, defined as young people ages 16-24 who are out of school and unemployed.

Geography: The Collaborative partners with the Boston Police Department to identify areas with high crime density – specifically fatal and non-fatal shootings. This data informs the Initiative's focus geographies, which are displayed in the map below. The Collaborative's focus geographies include the South End/Lower Roxbury, Dudley Square, Grove Hall, Bowdoin/Geneva, and Morton/Norfolk Streets.



THE IMPORTANCE OF YEAR-ROUND ENGAGEMENT

Focus on summer: Summer is critical as youth are out of school with significant free time on their hands. Access to opportunities for engagement decreases the risk of choosing negative activities. It is also a prime opportunity to continue a young person's learning and to more readily immerse himself/herself in preparing for a future in the job market.



Continue into academic year: While summer jobs fill a major need for Boston's youth, it is critical to invest in year-round engagement in order to keep young people on a positive track, sustain the decreases in risky and deviant behavior and deepen the impact of meaningful employment opportunities on academic, workplace, and pro-social skills. Continued engagement is crucial for higher and proven risk young people.

Take Action Now

Through individual grant making and collective action, resources are aligned and channeled more effectively towards sustained youth outcomes and long-term prevention of violence. Funders can align by participating in the Meaningful Youth Employment Initiative (described on previous page and below) and by integrating the program elements on page 3 into grant making practices. Public and private funding estimates project a need to support high demand for summer jobs among youth in 2016. In the following appendix highlights intermediaries and programs involved with the Meaningful Youth Employment Initiative. For more information and data, visit www.bostonyvpfunders.org.

HOW IT WORKS: Support opportunities for Boston's young people to work in their communities.

Below are steps to invest in the Meaningful Youth Employment Initiative:

1. **Select** the intermediary or program in which you would like to invest
2. **Determine** whether you would like to fund summer and/or year-round employment
3. **Choose** the number of youth jobs you would like to fund
4. **Notify** the contact at the organization you've selected, and let them know if any funder documentation is needed
5. **Send** payment to the contact at the organization you've selected based on the cost-per-youth. Be sure to note "2016 YVPFC Funding" in the memo.
6. **Share** this guide with funders in your network and encourage them to support youth employment

Meaningful Youth Employment Initiative Supporters

Since 2010, the Initiative has generated \$4.7 million in, providing over 2,594 additional summer and year-round jobs for at-risk, higher risk, and proven risk youth.

Supporters over the years include:

BNY Mellon	Klarman Family Foundation
BJ's Wholesale Club, Inc.	Lenny Zakim Fund
Boston Private Bank & Trust Company	Liberty Mutual
Brigham and Women's Hospital	Loomis, Sayles & Company L.P.
Comcast Foundation	Ludke Foundation
Greater Boston Chamber of Commerce	Nellie Mae Education Foundation
Eastern Bank Charitable Foundation	State Street Foundation
Eos Foundation	The Boston Foundation
Highland Street Foundation	The Boston Foundation Advised Fund Individual Donor
Howard and Geraldine Polinger Family Foundation	Trefler Foundation
Hyams Foundation	United Way of Massachusetts Bay & Merrimack Valley
John Hancock	<i>Project implemented by Root Cause</i>

You can also use the recommendations and strategies about meaningful employment included in this guide to inform your grant making decisions. Your individual funding, using these recommendations, expands the evidence-based practices that have the best results for youth.

We also encourage you to **share** your experience or **connect** with fellow funders by contacting Collaborative members and attending funder investment meetings. More information about Collaborative members and upcoming meetings can be found at www.bostonyvpfunders.org.

APPENDIX A: INVESTMENT INFORMATION FOR RECOMMENDED PROGRAMS AND INTERMEDIARIES							
		ACTION FOR BOSTON COMMUNITY DEVELOPMENT (ABCD)	BOSTON CENTERS FOR YOUTH & FAMILIES (BCYF)	BOSTON PRIVATE INDUSTRY COUNCIL (PIC)	DEPARTMENT OF YOUTH ENGAGEMENT AND EMPLOYMENT – SUCCESSLINK	GET OFF THE CORNER HANGING AROUND (GOTCHA)	YOUTH OPTIONS UNLIMITED (YOU)
YEAR-ROUND Cost	Cost per Youth	\$5700 (Career Explorations) \$7700 (WorkSMART)	n/a	\$4,646	\$3,460	\$4,400-\$5200	\$13,500
SUMMER Program Capacity and Cost	2016 Placement Capacity	1000	150	150+	3,300	300-400	100
	Cost per Youth	\$2,080	\$395	\$2,398	\$1,500	\$2,010-\$2,300	\$4,000
	Program Duration	7 weeks	7 weeks	6 weeks	6 weeks	25 hours per week through the summer	7 weeks
	Program Frequency	20 hours per week	4 days per week for an average of 4hours per day	32 hours per week	25 hours of work per week with a minimum of 10 hours of professional development per summer	25 hours per week	5 days per week for 5 hours per day
	Direct Program Staff	46	2 staff per cohort (10 to 12 teens)	5-8	350-400	50-75	10 Transitional Employment Supervisors and 9 FTE
ACADEMIC YEAR Program Capacity and Cost	2016 Placement Capacity	259: 59 (Career Explorations) 200 (Work SMART)	n/a	60+	600	100-150	80
	Cost per Youth	\$2,680		\$2,248	\$1,960	\$2,430-\$2,900	\$13,500
	Program Duration	September through June		12 weeks at 15 hours per week	December through April	November through May	September through June
	Program Frequency	Oct-Dec (2 hours/week - job readiness workshops); Dec-Mar (Career Specific Training (hours/weeks vary); April-June (10 Week (15 hours) paid internship)		4 days of work; one day of positive youth development/career exploration	10 hours of work and one hour of professional development per week	10 hours per week	Ongoing; TES Level I runs every 6-8 weeks and leads participants into TES Levels II and III and private sector or training placement assistance
	Direct Program Staff	2 (Career Explorations), 2 (WorkSMART)		3-5	110-150	20-30	14 transitional Employment Supervisors and 9 FTE
Population	Age Ranges	16-21	13-14	16 -20	15-24	13-24	14-30
	Risk Levels Engaged	Level 1,2, & 3	Level 1	Primarily level 2	Levels 1,2, & 3	Primarily level 1, some level 2 & 3	Levels 2 & 3
How to Invest	Contact	Mark Isenburg (617) 348-6365 markisenburg@bostonabcd.org	Pamela Leins pamela.leins@boston.gov (617) 635-4290 (x2701)	Jessica Hatfield jessica.hatfield@bostonpic.org (617) 488-1322	Pamela Leins pamela.leins@boston.gov (617) 635-4290 (x2701)	Ros Everdell (617) 442-9670 (x150)	Kimberly Pelletreau kimberly.pelletreau@boston.gov 617-541-2613
	Grant Payment Information	ABCD Attn: SummerWorks Fund 178 Tremont St Boston, MA 02111	Checks may be made payable to the Foundation for Boston Centers for Youth & Families.	Payable to: Boston Private Industry Council Send To: Neil Sullivan Boston PIC, 2 Oliver St, 3rd Fl., Boston, MA 02109	Foundation for Boston Centers for Youth and Families Attn: Division of Youth Engagement & Employment 1483 Tremont Street Boston, MA 02120 EIN: 04-2602576	Dudley Street Neighborhood Initiative 504 Dudley St Roxbury, MA 02119	501c3: Friends of Youth Opportunity Boston 7 Palmer St, 2nd Floor Roxbury, MA 02119 Tax exempt ID# 20-8345272

The Youth Violence Prevention Funder Learning Collaborative is a network of foundations, corporations, government agency funders, and key experts formed to share knowledge, identify funding gaps, and promote dialogue to help coordinate and strategically align efforts to develop career pathways for youth in Boston. In 2014, the Collaborative's work is driven by shared financial commitment from sustaining leaders: BNY Mellon, the Boston Foundation, State Street Foundation, and the United Way of Massachusetts Bay & Merrimack Valley. It is implemented by Root Cause.

The Collaborative takes a public health approach to youth violence prevention and is focusing its initial efforts to ensure adequate funding support to five communities along the Blue Hill Avenue corridor: South End/Lower Roxbury, Dudley Square, Grove Hall, Bowdoin/Geneva, and Morton & Norfolk Streets.

YOUTH VIOLENCE PREVENTION

FUNDER LEARNING COLLABORATIVE

**FOR MORE INFORMATION OR TO DOWNLOAD A PDF OF THIS REPORT, VISIT
BOSTONYVPFUNDERS.ORG**

**FACILITATION AND OPERATIONAL SUPPORT FOR THE COLLABORATIVE IS
PROVIDED BY ROOT CAUSE. TO FIND OUT MORE ABOUT HOW FUNDERS
AND NONPROFITS PARTNER WITH ROOT CAUSE TO IMPROVE LIVES, VISIT
ROOTCAUSE.ORG**

Meaningful Youth Employment Initiative 2016 Investment Guide

Appendix A: Additional Information about the Recommended Programs and Intermediaries

These partners will serve a wide range of youth in Boston's citywide jobs system during the Summer of 2016.

Action for Boston Community Development

OVERVIEW

Action for Boston Community Development's Youth Services programs offer more than summer jobs. Participants receive guidance, work readiness, and life skills training to learn about resume writing, financial education, conflict resolution and workplace etiquette.



For over 50 years, Action for Boston Community Development (ABCD) has provided summer jobs to low-income youth throughout Boston. Career Explorations offer year-round training and job placement for youth who are out of high school while WorkSMART provides guidance for high school youth.

MISSION

ABCD aims to provide meaningful summer work and learning to income-eligible Boston youth ages 14-21. Its mission is to deliver a set of intensive interventions to low-income youth in the Boston area, while serving to link school, work, and civic responsibility in an attempt to promote long-term success in a career and academic life.

PROGRAM ACTIVITIES

SUMMERWORKS: Youth who participate in the SummerWorks program have paid 7 week summer job opportunities at community based organizations across the city, including community health centers, government facilities, child care facilities, and hospitals. Youth complete workshops in conflict resolution, job readiness, financial literacy, health and safety in the workplace. Youth Service Specialists work with youth in order to provide case management and ensure their job placement is working out smoothly and to complete a work based learning plan in order to set goals for the course of the summer.

CAREER EXPLORATIONS: Out of school Youth in the Career Explorations program can pick from career tracks in Health, Criminal Justice, Culinary Arts, Building Trades, and Early Childhood Education. All youth enter a series of field related trainings that allow them to enter the work force with a certification in that field. Youth engage in a 10 week paid internship in their career fields. Youth also go through weekly skills workshops that include job readiness, life skills, conflict resolution and personal strength building.

WorkSMART: In 2014 ABCD launched the WorkSMART (Support, Mentoring, Academics, Readiness, Training) program to provide year-round employment and support opportunities to low-income, at-risk Boston high school students. WorkSMART is designed to build off of expertise ABCD has attained through the operation of three alternative high schools (University High, Dorchester Academy and Ostiguy High), the SummerWorks youth employment program, and the Career Exploration program, while creating a framework of seamless, consistent support adapted to the needed of young people at risk of dropping out of high school. This framework includes job readiness workshops as well as two 14 week paid internships. All youth receive case management and go to mandatory tutoring.

QUICK FACTS

Cost of engaging a young person for a year: \$5700 (Career Explorations); \$7700 (WorkSMART)

Age range: Career Explorations: 16 - 21 (Out of School Youth);

WorkSMART: 16-21 (In School Youth)

Risk populations engaged: Level 1, 2, and 3

Summer Programming

- 2016 Placement capacity: 1000
- Cost per youth: \$2,080
- Program duration: 7 weeks
- Program frequency: 20 hours per week
- Direct program staff: 46

Academic-Year Programming

- 2016 Placement capacity: 59 (Career Explorations); 200 (WorkSMART); (259 Total)
- Cost per youth: \$ 5500 (Career Explorations); \$2680 (WorkSMART)
- Program duration: September through June
- Program frequency: Oct-Dec (2 hours/week - job readiness workshops); Dec-Mar (Career Specific Training (hours/weeks vary); April - June (10 Week (15 hours) paid internship)
- Direct program staff: 2 (Career Explorations), 2 (WorkSMART)

HOW TO INVEST

Contact

Mark Isenburg
(617) 348-6365
mark.isenburg@bostonabcd.org

Grant Payment Information

ABCD
Attn: SummerWorks Fund
178 Tremont St
Boston, MA 02111

BOSTON CENTERS FOR YOUTH & FAMILIES

SUPERTeens

OVERVIEW

Boston Centers for Youth & Families (BCYF) operates a network of 29 community centers throughout Boston. In 2012, BCYF identified a need for a summer program for 13 and 14 year olds, an age group that is too old for traditional summer camp programs but still too young for employment. SUPERTeens was designed to provide a unique summer opportunity for Boston in this age range. The program offers hands on job and life skill development opportunities designed to prepare them for workforce success and self-sufficiency.



MISSION

The BCYF SUPERTeens program aims to provide a valuable pre-employment summer experience for young teenagers that sets them up for success in the future, provides fun and unique hands-on learning activities and experiences, and rewards them for their hard work.

PROGRAM ACTIVITIES

SUPERTeens is a seven-week summer program that is designed to teach participants pre-employment transferable skills such as punctuality, responsibility, and team work by placing them in cohorts at BCYF Community Centers as summer staff two days per week. The other two days per week, teens experience a range of personal development workshops and enriching field trips to a number of Boston's premier arts and cultural institutions.

SUPERTeens 2016 Program Objectives include:

- Increase summer enrollment numbers from 120 to 150 youth citywide
- Provide weekly pre-employment skill building workshops such as: workforce readiness, resume writing, personal brand building, career compass, etc.
- Teach teens how to successfully contribute to a team in a work-related environment
- Offer a stipend to teens who complete 80% of the program hours to teach the importance of attendance, commitment, and earning as it relate to a job or career
- Introduce SUPERTeens to Boston's art and enrichment institutions

QUICK FACTS

Cost of engaging a young person for a summer: \$395

Age range: 13 - 14

Risk populations engaged: Level 1

Summer Programming

- 2015 Placement capacity: 150
- Cost per youth: : \$395
- Program duration: 7 weeks
- Program frequency: 4 days per week for an average of 4 hours each day
- Direct staff: 2 staff per each cohort of 10-12 teens

HOW TO INVEST

Contact

Pamela Leins
Director of Planning &
Development
617-635-4920 ex. 2701

Grant Payment Information

Checks may be made payable to the Foundation for Boston Centers for Youth & Families.

Boston Centers for Youth & Families Division of Youth Engagement and Employment

SuccessLink Youth Employment Program

OVERVIEW

For more than 20 years, SuccessLink, formerly the Boston Youth Fund (BYF), has provided employment opportunities for Boston youth in a vast array of positions at nonprofit organizations throughout the city. Many of the young people employed are instrumental in assisting non-profit organizations with outreach efforts, childcare, educational awareness, and more.



When youth register with SuccessLink, they not only become eligible for summer employment, but they get connected to the Division of Youth Engagement and Employment (YEE)'s full menu of youth resources, including civic engagement opportunities, career exploration and professional development trainings, and the vast resources and events offered by Boston's youth-serving organizations.

MISSION

Boston Centers for Youth & Families Division of Youth Engagement and Employment serves the City of Boston to connect youth to resources and provide an inclusive space for young people to pursue opportunities that will positively shape and develop skills that will lead to broader civic engagement and personal development.

PROGRAM ACTIVITIES

SuccessLink: As the City of Boston's youth employment program, SuccessLink provides thousands of Boston teens between the ages of 15 and 18 with job opportunities in Summer and School Year Employment programs. In our School Year Program, youth employees apply to work at their choice of 100 potential work sites. In the Summer Program, participants register with SuccessLink to be eligible for a job, and can increase their chances of employment by applying directly to over 200 community-based partner work sites. Job placements include community and educational organizations, faith-based or church organizations, and government agencies. Our annual Teen Job Fair assists in this outreach process by connecting youth and employers. Our Summer Program also features a small employment program specifically for youth ages 19-24 who may be court-involved or have a CORI. The redesign of this Community Dream Team focuses on a youth-centered, asset-based approach that builds participants' sense of self worth through connections to the community and caring adults. Participants gain work experience, marketable skills, and a connection to the surrounding community.

Youth Engagement & Employment (YEE) Partnerships: Each year, community-based organizations can apply to partner with YEE for the Summer and School Year Employment Programs. Organizations must be able to provide youth employees with not only a position, but trainings, workshops, and other work readiness components. Detailed and thorough program information, work readiness trainings, and job descriptions must be displayed in the partner application. YEE staff evaluate the organization's ability to comply with programmatic requirements throughout the employee selection process (e.g., time-sheet submission, MA Work-Based Learning Plans, check pick-up, site visits, youth and career development, etc). The voice of young people is also extremely important in the partner selection process. Several teen surveys and discussions happen throughout the year to gather valuable feedback from the teen employees' employment experiences. This feedback plays a key role in evaluating partnerships.

QUICK FACTS

Cost of engaging a young person for a year: \$3,460

Age range: 15-24

Risk populations engaged: Levels 1, 2, 3

Summer Programming

- 2016 Placement capacity: 3300
- Cost per youth: \$1,500
- Program duration: 6 weeks
- Program frequency: 25 hours of work per week with a minimum of 10 hours of professional development per summer program
- Direct program staff: 350-400

Academic-Year Programming

- 2016 Placement capacity: 600
- Cost per youth: \$1,960
- Program duration: December through April
- Program frequency: 10 hours of work per week with 1 hour a week of professional development
- Direct program staff: 110-150

HOW TO INVEST

Contact

Pamela Leins
pamela.leins@boston.gov
617-635-4920 x2701

Grant Payment Information

Foundation for Boston Centers for Youth and Families
Attn: Division of Youth Engagement & Employment
1483 Tremont Street
Boston, MA 02120
EIN: 04-2602576

Boston Private Industry Council

School-to-Career

OVERVIEW

The Boston Private Industry Council (PIC) connects the youth and adults of Boston to education and employment opportunities that align with the needs of area employers. The PIC identifies labor and skill shortages, and then crafts innovative initiatives that respond to the needs of employers and residents.



The PIC's Summer Learning Project and school-year Academic Persistence Through Employment program re-engage and re-connect students who are on the verge of dropping out of school.

MISSION

By combining employment, purposeful academics, peer support, and mentoring, the program seeks to change the behaviors that correlate with youth violence and develop the personal and academic skills that will allow students to succeed in school and beyond.

PROGRAM ACTIVITIES

SUMMER LEARNING PROJECT: The summer program consists of a summer job combined with one and a half to two hours of academic classes at a local college for four or five days per week. Work sites consist primarily of community-based organizations as well as the Boston Public Schools' administrative offices. Depending on individual needs, students are placed in a core credit BPS class or a college-level dual enrollment class. In addition, the students meet weekly at the Freedom House where they engage in peer group sessions followed by positive youth development workshops.

ACADEMIC PERSISTENCE THROUGH EMPLOYMENT PROGRAM: The school-year program provides selected students from the Summer Learning Project with an opportunity to work after school for up to four or five days per week at a community-based organization. In addition, the students meet at the Freedom House, where they engage in peer group sessions followed by positive youth development workshops.

QUICK FACTS

Cost of engaging a young person for a year: \$4,646

Age range: 16-20

Risk populations engaged: Primarily level 2

Summer Programming

- 2016 Placement capacity: 150+
- Cost per youth: \$2,398
- Program duration: 6 weeks, 32 hours per week
- Program frequency: 1x per year
- Direct program staff: 5 to 8

Academic-Year Programming

- 2016 Placement capacity: 60+
- Cost per youth: \$2,248
- Program duration: 12 weeks, 15 hours per week
- Program frequency: 4 days of work and one day of positive youth development/career exploration
- Direct program staff: 3 to 5

HOW TO INVEST

Contact

Jessica Hatfield
jessica.hatfield@bostonpic.org
617-488-1322

Grant Payment Information

Payable to: Boston Private Industry Council
Send To: Neil Sullivan
Boston PIC
2 Oliver Street, 3rd Floor
Boston, MA 02109

Get Off The Corner Hanging Around (GOTCHA)

OVERVIEW

Since 2003, Get Off the Corner Hanging Around (GOTCHA) has thrived as a network of nonprofit organizations and youth working together to enhance the economic power of teens and families. At the core of the network are six planning partners, led by the Dudley Street Neighborhood Initiative (DSNI) and including Bird Street Community Center (BSCC), Dorchester Bay EDC (DBEDC), The City School (TCS), The Food Project (TFP) and Youth and Police in Partnership (YPP).



MISSION

GOTCHA’s mission is to support the youth of Upham’s Corner, Dudley, Grove Hall and Bowdoin-Geneva neighborhoods with workforce development, job readiness trainings, and meaningful employment. This collaboration of youth and adults working together supports the development of necessary and sustainable skills in Boston’s young people in order for them to engage in meaningful work in their communities – now and into their future.

PROGRAM ACTIVITIES

At the core of GOTCHA's work is the development of quality, meaningful, year-round jobs that will engage young people to build their professional skills while strengthening their community. As a collaborative, GOTCHA Planning Partners have made a commitment to focus on developing the communication, critical thinking and team building skills of youth employees using a competency based frame. This frame allows for flexibility around how the skills are taught and how the youth can show their mastery at each site. With private funding, GOTCHA partners are also able to provide pre-employment for youth under the age of 15 and opportunities for youth over the age of 18 or with a CORI.

Each of the sites within the collaborative conducts its own hiring processes, most integrating past or current youth employees as part of the hiring team. Youth can choose from a variety of job options such as social justice peer leaders, community organizers, entrepreneurs, fashion design, researchers, camp counselors, and daycare providers. Most sites use a team approach with the goal of staff to youth ratios under 1:7. Youth generally work a 25 hour work week during the summer and 10 hours a week during the school year with flexible schedules depending on the position. There is a commitment from all of the organizations to primarily hire youth from the Dorchester and Roxbury neighborhoods.

QUICK FACTS

Cost of engaging a young person for a year: \$4400-\$5200

Age range: 13-24

Risk populations engaged: Primarily level 1, some level 2 & 3

Summer Programming

- 2016 Placement capacity: 300 to 400
- Cost per youth: \$2,010-\$2,300
- Program duration: 25 hours per week throughout the summer
- Program frequency: n/a
- Direct program staff: 50 to 75

Academic-Year Programming

- 2016 Placement capacity: 100 to 150
- Cost per youth: \$2,430 to \$2,900
- Program duration: 10 hours per week, November through May
- Program frequency: n/a
- Direct program staff: 20 to 30

HOW TO INVEST

Program Contact

Ros Everdell
617-442-9670 x150

Funding Contact

Joceline Fidalgo,
617-442-9670 x110

Grant Payment Information

Dudley Street Neighborhood Initiative
504 Dudley St
Roxbury, MA 02119

Youth Options Unlimited Boston

Transitional Employment Services and Job Placement Assistance

ABOUT

Youth Options Unlimited Boston (YOU Boston) provides a unique combination of intensive case management and career development services for Boston's youth and young adults ages 14-30. We focus on serving young people from neighborhoods with the highest level of poverty and violence, and those returning to the community from incarceration. The majority are gang-involved or have safety issues in the community, and have a history of court involvement. YOU Boston staff provide case management and career development services in a service team model and will do whatever it takes to ensure our young people gain the tools necessary to become self-sustainable and earn a livable wage.



MISSION

To empower and motivate young people so that they may gain the education, employment, and career advancement necessary to be successful in the workforce, in the community and in their lives.

PROGRAM MODEL

Young people move through a continuum of services encompassing intensive case management, educational placement and support, transitional employment services, and private sector job placement assistance. A service team oversees each young person's progress through an individual service plan, tracking their progress on a quarterly basis.

Transitional Employment Services (TES): TES provides several access points for young people to begin working. Participants focus on establishing a positive work history and wage. Service teams will also work with the young person to explore long-term occupational skills training and/or post-secondary education options, with the long-term goal of securing private sector employment and earning a livable salary.

- **Pre-Placement (Level I)** – Pre-Placement is a two-week, paid intensive job readiness training that focuses on key concepts such as professionalism, teamwork, communication, and personal responsibility. This gives young people a chance to make mistakes, to learn from them, and to prepare for transition to the next level of opportunity.
- **Bridge Team (Level II)** – Bridge Team is a community service learning project provided in collaboration with our partners. A Bridge Team placement is a paid meaningful employment experience that includes quality supervision, a well-designed learning plan, and built in supportive services. Young people are scheduled to work 12 to 16 hours per week for three to six months on a worksite team that consists of six to eight young people and a YOU Boston supervisor.
- **Individual Placement (Level III, IP)**- The IP is an internship opportunity for young people to work onsite with a potential employer. Settings ranging from the private sector to municipal agencies and non-profit organizations. Young people receive support from their assigned YOU Boston service team in collaboration with a designee from the employment partner and work 12 to 35 hours per week. This three to six month placement incorporates private sector job search to assist young people in their transition to unsubsidized employment, training, or post-secondary placement (or a combination of these options).
- **Private Sector Job Placement Highlights and Career Pathway Initiatives:** FY15 produced 142 private sector job placements for YOU Boston young people. Operation Exit (OE Trades), funded by YOU Boston, has produced an 87% placement rate in union jobs starting at \$18.00 per hour or more. To date, OE Trades graduates have had a 0% recidivism rate. Additionally, Operation Exit Resilient Coders has 9 out of 10 participants slated for completion in March 2016. Professional Pathways, in partnership with multiple city agencies, currently has 10 young people progressing in 6 month internships at \$12.00 per hour with additional placements planned for Spring 2016.

QUICK FACTS

Cost of full-year engagement per youth: \$13,500

Age Range: 14-30

Risk Populations engaged: Levels 2 and 3

Summer Programming

- 2016 Placement capacity: 100
- Cost per youth: \$4,000
- Program duration: 7 weeks
- Program frequency: 5 days per week, 5 hours per day
- Direct program staff: 10 Transitional Employment Supervisors at worksites with youth and 9 full-time YOU staff members for summer program management

Academic-Year Programming

- 2016 Placement capacity: 80
- Cost per youth: \$13,500
- Program duration: September - June
- Program frequency: Ongoing; TES Level I runs every 6-8 weeks and leads participants into TES Levels II and III and private sector or training placement assistance
- Direct program staff: 4 Transitional Employment Supervisors and 9 full-time YOU staff for TES program support year-round

HOW TO INVEST

Contact

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617-541-2613

Grant Payment Information

501c3: Friends of Youth Opportunity Boston
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Roxbury, MA 02119
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