



U.S. Department of Health and Human Services

ADMINISTRATION FOR
CHILDREN & FAMILIES

Office of Family Assistance

Welcome to the

**The ABCs of Creating Summer
Youth Programs and
Partnerships**

Webinar

Wednesday, October 17 | 1 p.m. EDT



U.S. Department of Health and Human Services

ADMINISTRATION FOR
CHILDREN & FAMILIES

Office of Family Assistance

Welcome:

James Butler

*Federal Project Officer
Office of Family Assistance*



U.S. Department of Health and Human Services

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Damon Waters

Technical Specialist

ICF International



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Speaker Introductions:

James Butler

*Federal Project Officer
Office of Family Assistance*



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Jeanne Bellotti

*Associate Director, Human Services Research
Mathematica Policy Research*

Lessons from Two National Studies of Summer Youth Employment Initiatives

October 17, 2012

The ABCs of Creating Summer Youth Programs and Partnerships Webinar

Jeanne Bellotti

MATHEMATICA
Policy Research, Inc.

Roadmap for the Presentation

- **Background and Evaluation Designs**
- **Key Findings**
- **Questions and Answers**

Background and Evaluation Designs

History of Summer Youth Employment

- **Workforce investment system has a long history of providing summer employment opportunities**
- **JTPA had a large and separate program**
- **Fewer youth placed in summer employment after the full transition to WIA in 2000**
- **Funding sources for summer youth after 2000**
 - **WIA formula funds**
 - **Federal TANF funds**
 - **State and local funds**

ARRA WIA and TANF Emergency Funds

- **ARRA WIA Funds**
 - \$1.2 billion for employment and training of youth
 - Emphasis on funding summer jobs in 2009
 - Eligibility similar to WIA but included youth up to age 24
- **TANF Emergency Contingency Funds (EF)**
 - ACF and ETA assistant secretaries encouraged State/local use of TANF EF for summer youth employment
 - 19 States and the District of Columbia used TANF EF for youth work experiences in summer 2010

Two National Evaluations

- **Goals of both studies**
 - Document program implementation and partnerships
 - Examine youth and employer experiences
- **Study of 2009 ARRA Summer Youth Initiatives**
 - Analyzed State performance data from May-Nov 2009
 - Included in-depth site visits to 20 local programs
- **Study of 2010 TANF EF Youth Employment Programs**
 - Included telephone interviews with state workforce and TANF administrators in 7 states
 - Included in-depth site visits to 10 local areas

Key Findings

Funding Streams

- **ARRA WIA funds supported the 2009 program**
- **Local areas combined funding sources for 2010**
 - TANF EF
 - WIA ARRA
 - WIA formula funds
- **Multiple funding streams created complications**

Agency Partnerships

- **Workforce agencies administered the program in all study sites in both 2009 and 2010**
- **TANF agencies played a supportive role in 2010**
 - Served as joint applicants
 - Helped determine policies and eligibility
 - Provided lists of eligible youth for recruitment
 - Provided guidance on eligibility verification

Agency Partnerships (continued)

- **Perceived benefits of partnerships in 2010**
 - Agency staff learned about each others' mission and the needs of each others' customers
 - Customers learned about availability of other services
 - Youth opportunities expanded by combining resources
- **Challenges of partnerships in 2010s**
 - Delays in funding and guidance caused confusion
 - Agencies have different cultures
 - Short-term nature of TANF EF reduced collaboration

Youth Recruitment

- **Local staff reported successful recruitment efforts in both summers**
- **Summer 2009**
 - High application numbers strained local capacity
 - Most sites placed some youth on waiting lists
 - Older youth and veterans and their spouses were difficult to reach
- **Summer 2010,**
 - Most sites focused on TANF and TANF-eligible youth
 - TANF youth were difficult to recruit due to family concerns about summer wages reducing TANF benefits

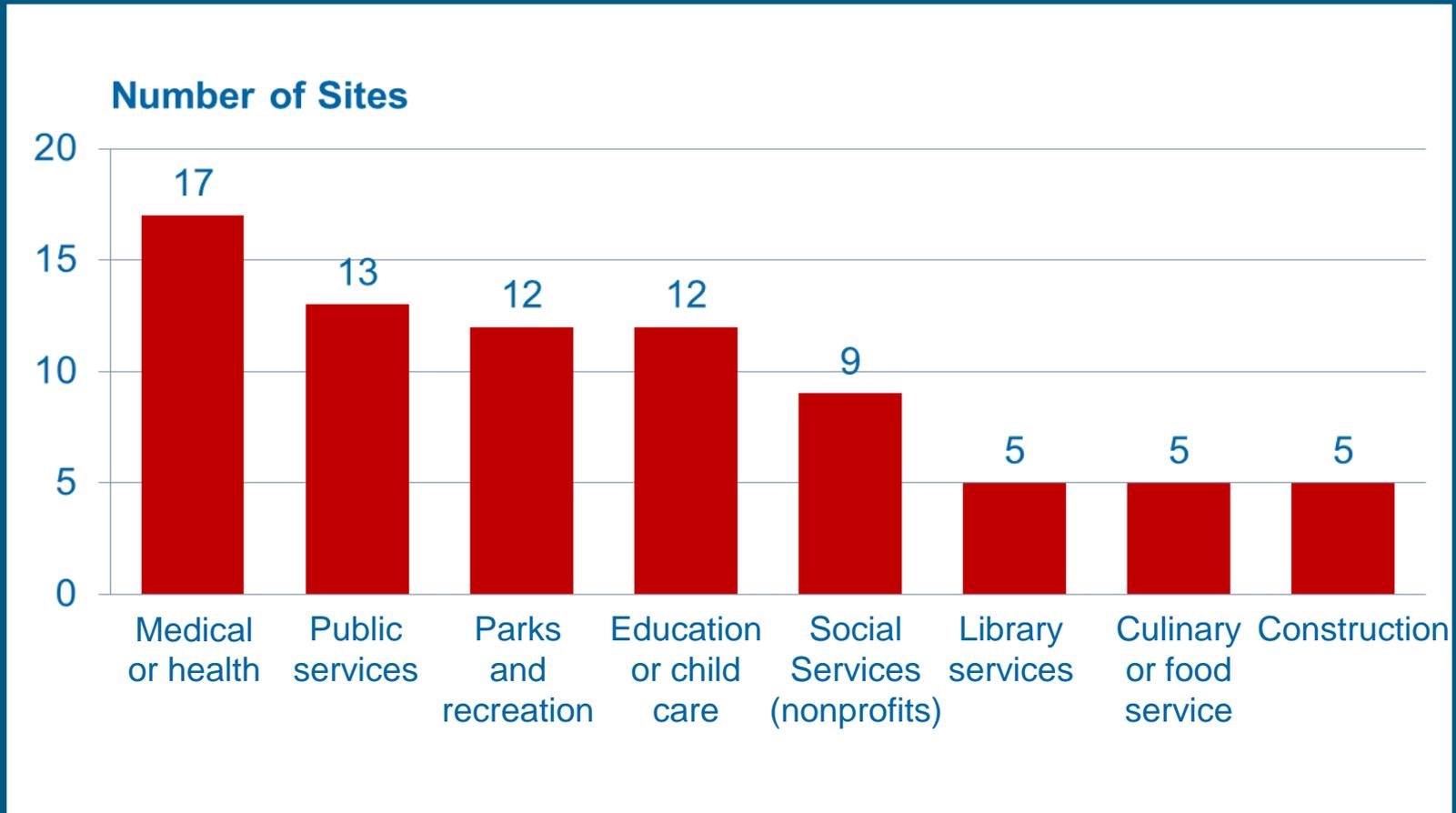
Service Models

- **Some sites offered little beyond the work experience**
- **Most sites offered work readiness training**
 - To equip youth with basic skills, expose them to careers, and prepare them for their summer jobs
 - Ranged in intensity from a few hours to the entire summer
- **Some sites also offered academic services**
 - Occupational skills training
 - Leadership development courses

Employer Involvement

- **Employer recruitment began before youth enrolled**
- **Sites targeted private, public, and non-profit sectors**
- **Sites screened employers before placing youth**
 - Employer applications
 - Worksite visits
 - Signed agreements

Common Industries for Summer Work



Source: Site visit interviews in 20 selected sites in summer 2009.

Common Tasks Performed by Youth

Task	Number of Sites Reporting at Least Some Youth Performing This as Primary Task
Administrative or clerical duties	16
Park reclamation, landscaping, outdoor maintenance	14
Janitorial or indoor maintenance	12
Construction	11
Recycling computers, paper, and other materials	10
Child care, senior care, camp counseling	10
Weatherization and energy efficiency	8
Agriculture and community/urban gardening	8

Source: Site visit interviews in 20 selected sites in summer 2009.

Youth Transitions to New Opportunities

- **Most youth returned to school in the fall**
- **Some could receive WIA youth or adult services**
 - However, some sites already had waiting lists for these programs due to excess demand
- **Some sought permanent jobs**
 - All sites reported some youth would enter permanent jobs
 - Most worried that the economy would limit the number

For More Information

- Reports available at www.mathematica-mpr.com
- Please contact **Jeanne Bellotti, Associate Director of Human Services Research**
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John Wilcox

*Executive Director & Chief Operating Officer
Corporate Voices of Working Families*



**Corporate
Voices**
for Working Families

Improving the Lives of Working Families

The ABC's of Creating Summer Youth Programs & Partnerships
October 17, 2012

About Corporate Voices

- National business membership organization
 - Represent private sector in dialogue on social policy issues involving working families
- 50+ partner companies
 - Annual net revenues more than \$2 trillion
 - More than 6 million employees
 - All 50 states



Partner Companies

Abbott Laboratories

Accenture

Akin Gump Strauss Hauer & Feld LLP

Allstate Insurance Company

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AOL

AstraZeneca

Bank of America

The Bank of New York Mellon

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Booz Allen Hamilton

Bright Horizons Family Solutions

Capital One Bank

Children's Choice Learning Centers

Citi

CVS Caremark

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First Advantage

Ford Motor Company Fund

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Goodwill Industries International, Inc.

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JP Morgan Chase

Knowledge Learning Corporation

KPMG LLP

Kronos, Inc.

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Marriott International, Inc.

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Northrop Grumman

Office Depot

Pacific Gas and Electric Company (PG&E)

Philip Morris USA, an Altria Company

PNC Financial Services

RSM McGladrey

Ryan, Inc.

PricewaterhouseCoopers

Sodexo, Inc

The TJX Companies, Inc.

Verizon Wireless

Wal-Mart Stores, Inc.

WFD Consulting

Workplace Options

WorkSource Partners

*A Unique Voice Bridging Business and Policy to Shape
the Competitiveness of the Workforce and Workplace*

Employers and Jobs

The Big Picture:

- Unemployment
- Skills Gap
- Changing Needs
- Future Projections

What is Working?

3 Models:

- Direct Support
- Grow Your Own
- Integrated Supports

Direct Support



- Pathways to Pharmacy
- Federal & State grants support training
- Regional Training Centers
- Positive Bottom Line

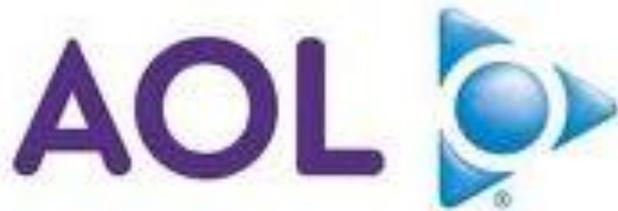


Grow Your Own



- Problem: high entry-level turnover
- Solution: tuition assistance, educational attainment, career advancement
- Results:
 - -50% turnover
 - +20% career mobility
 - 71% of supervisors report better performance

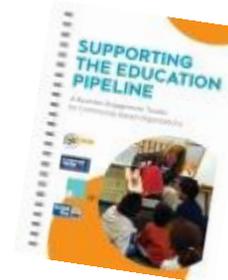
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James Chapman

Program Development Specialist

Southeast Tennessee Development District

MAXIMIZING WIA YOUTH FUNDS TO SUPPORT SUMMER YOUTH EMPLOYMENT INITIATIVES

Presented by: James Chapman
Program Development Specialist
Southeast Tennessee Development District
Local Workforce Investment Area Five

Experience with Summer Youth Programs

- ◎ Participant - 2009
 - Funded by American Recovery and Reinvestment Act (ARRA)
- ◎ Case Manager - 2010
 - Combination of ARRA and Local Program Funds
- ◎ Program Manager – 2011, 2012
 - Local Program Funds

Changes by the Numbers

	Total Participants	Total Worksites
2009	661	155
2010	335	127
2011	170	60
2012	140	56

- Cover nine counties
- Combination of urban and rural region

Maximizing Funds = Doing More With Less

Orientation

- Workplace Behavior Training
- CPR Certifications



Maximizing Funds = Doing More With Less (continued)

- ◎ Summer Employment
 - Service Learning
 - On-The-Job Learning



Maximizing Funds = Doing More With Less (continued)

- Post Summer Program
 - Program Luncheon
 - Leadership Development function: Washington, DC



Identifying a Target Market

- ◎ Transition-Age Youth
 - High School Seniors
 - Youth ages 17-21
- ◎ Youth who want and need “year-round” services
 - Supportive Services: Books, Tools, Travel Assistance, etc.
 - Tutoring
 - Leadership Development Opportunities

Marketing the Services

- ⦿ Local Families
- ⦿ Worksites
- ⦿ Partners
 - Department of Human Services: TANF / Policy Studies Inc. (Employment and Training Program)
 - School Systems
 - Adult Education
 - Job Corps

In Conclusion

- Maximizing WIA funds to support summer employment initiatives takes creativity, proper budgeting, and effective marketing of the local Youth program.
- Use of WIA program funds for Summer Employment Initiatives is a local Workforce Investment Board decision.
- Seen as valuable by local elected officials

Contact Information

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Gerren Price

*Associate Director of Youth Programs
District of Columbia Department of
Employment Services*



Mayor Vincent C. Gray's 2012 One City Summer Youth Employment Program (SYEP)

DC Department of Employment Services
Office of Youth Programs
Gerren Price, Associate Director
October 17, 2012



DOES Office of Youth Programs

- **Mission**

- To prepare District youth for the workforce and to connect them to opportunities.

- **Programs Offered**

- WIA-funded Year-Round Out-of-School Program – 250 youth
- WIA-funded Year-Round In-School Program --- 100 youth
- Pathways for Young Adults Program (PYAP) --- 300 youth
- One City High School Internship Program (OCHSIP) --- 150 youth
- Mayor’s Youth Leadership Institute (MYLI) – 500 youth
- Summer Youth Employment Program (SYEP) --- 14,000+ youth

- **SYEP History**

- Started in 1979 under former Mayor Marion Barry and operated as primary pathway to full-time employment for District youth;
- Highly publicized management challenges (including \$56M in cost overruns in 2007 and 2008), led to major program redevelopment.



Program Enhancements in 2012

■ Youth Experience Improvements

- Earlier and more meaningful application process
- 14,000+ eligible youth identified by 3/31/2012, including all wait-listed applicants
- Mandatory youth work readiness orientation and a DOES youth-produced video
- S.Y.E.P. (Suiting Youth Empowering Professionalism) Clothing Drive collected nearly 1,000 items for youth in need of work attire
- SYEP 2012 includes truancy focus in partnership with Deputy Mayor for Education to be expanded in 2013
- Beyond SYEP – Connecting Youth to Unsubsidized Work through *One City · One Hire*

■ Improved Employer Support

- Centralized workshops and learning opportunities for youth
- Employers have 20% more opportunities to interview and screen youth

■ Improved Transparency

- All program materials, dates, and deadlines shared almost a full month in advance



SYEP 2012 Data At-a-Glance

- **20,671 Youth Applied**
 - More than 50% of applicants from Wards 7 and 8
 - This is 2% increase in participation from Ward 8 over 2011
 - 11,097 new applicants; 9,574 returning applicants
- **14,352 Youth Fully Certified as Eligible**
 - Youth were invited to **35** events in locations throughout the city and at DOES HQ to present their documentation
- **484 Participating Employers**
 - 148 Private Sector, 164 Community-based Organizations, 64 Federal Agencies, 77 District Government, 31 Schools
 - 17,433 job positions available to youth
 - 1,293 worksites total
- **\$13.5M Total Budget for FY12**
 - Funds reprogrammed internally to keep service level constant
 - Expected \$2M surplus in FY12



Participant Enrollment

- **14,352 youth assigned to job positions**
 - 4,215 Youth ages 14-15
 - 4,557 Youth ages 16-17
 - 5,580 Youth ages 18-21

- **6,319 youth disqualified**
 - 3738 Failed to Certify by 3/17
 - 2393 Failed to Certify by 3/28
 - 86 Duplicate Entries
 - 85 Already in Year-Round Program
 - 17 Other Reasons (i.e. too old, Found another job, etc)

Eligible SYEP Participants

Ward	Total	Percent
Ward 1	857	6.0%
Ward 2	113	0.8%
Ward 3	71	0.5%
Ward 4	1688	11.8%
Ward 5	2325	16.2%
Ward 6	1322	9.2%
Ward 7	3898	27.2%
Ward 8	3884	27.0%
CFSA/DYRS*	194	1.3%
TOTAL	14,352	100.0%

*May live outside DC but are considered DC residents (i.e., wards of the state or live in group homes outside of DC)



Participating Employers

- A total of **484** employers volunteered to serve youth at a total of **1,293** worksites throughout the DC Metropolitan area.

Sector	Total Employers	Total Job Positions
Private	148	1,860
CBO	164	5,867
Federal	64	891
DC Gov	77	5,646
Schools	31	3,169
TOTAL	484	17,433



Program Dates

- The 2012 SYEP began on **Monday, June 25** and ended on **Friday, August 3**.
- The program lasted for a total of six weeks and consisted of a total of **29 program days**.*
 - Wednesday, July 4 was observed as a holiday.
 - Youth were not permitted to work or make up this day.

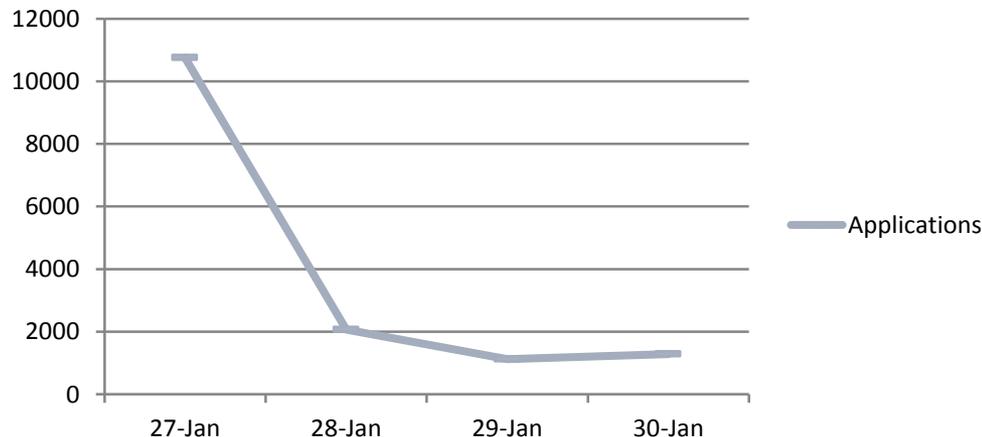
** Six week duration is requirement of DC Budget Support Act (BSA)*



Youth Application Process

- Youth applied online at www.summerjobs.dc.gov from Friday, January 27 – Friday, February 17 (applications were processed on a first-come, first-served basis).
- A total of **10,770** applications were received on the first day (**15,225** within the first four days).
- More than **1,000** youth attended the SYEP Midnight Madness Kick-off Event held at DOES HQ from 3:00-12:00AM on Friday, January 27.

Applications Received 1/27 - 1/30





Youth Application Process (cont.)

- To secure their space in the program, youth were required to:
 - Provide documents to prove their eligibility at one of **35** SYEP Certification Events held throughout the city.
 - Documents must show:
 - Proof of Age;
 - Proof of Social Security Number;
 - Proof of Permission to Work in the United States;
 - Proof of DC Residency;
 - Proof of Parent Permission (if under the age of 18)
- Like last year, youth are required to complete several additional steps in order to maintain their space in the SYEP:
 - Submit a resume or self-profile for potential employers to review.
 - Attend an in-person Orientation Session.
 - Attend the SYEP Career Exploration Fair;
 - Apply for up to five (5) job positions that interest them.
- Applicants who fail to complete mandatory requirements by the assigned deadlines lost their space in the program!



Job Matching and Assignments

- Employers had the ability to screen, interview, and select youth from the applicant pool:
 - **Electronic Youth Database** – Employers could view profiles of youth who have applied to the program and to their specific job postings, download their resumes, and contact them for telephone interviews through Saturday, May 5.
 - **SYEP Job Expo** – Employers could interact with youth and interview them for their job positions (*held on Thursday, April 5 at the DC Armory and Friday, April 6 at the National Building Museum*).
 - **Private Interview Events** – Employers could work with DOES to host private, in-person opportunities to interview youth.
- Youth received final job assignments on **Friday, June 15, 2012.**



Time and Attendance

- All youth time was recorded daily on a paper timesheet provided by SYEP.
- Each site was required to enter time into the online SYEP Time Management System (TMS) at the end of each work week by 5:00PM.
 - New time entry and payroll system was created by DOES IT department saving the District nearly \$700,000 in FY2011 and an estimated \$1.2M in FY12.
 - Integrated Pay Problem Resolution system allowed for all verified disputes to be resolved within 48 hours.
- Timesheets were retained by Supervisors through 8/3 to address any pay disputes. DOES has been collecting timesheets since the final pay date.



Payroll and Hours

- Participants were compensated only for time worked up to the maximum allowable hours permitted by the program:
 - Youth ages 14-15 could work up to 20 hours/week.
 - Youth ages 16-21 could work up to 25 hours/week.*
- DOES paid youth at the following rates:
 - Youth ages 16-21 --- federal minimum wage of \$7.25/hour;
 - Youth ages 14-15 --- a stipend of \$5.25/hour;*
 - Some employers opted to pay youth additional funds with their own resources.

* *Changes implemented in compliance with the DC Budget Support Act (BSA).*



Pay Dates and Procedures

- The pay dates for SYEP 2012 were:
 - Pay Period 1 (June 25 –June 30) --- Wednesday, July 11, 2012
 - Pay Period 2 (July 1 –July 14) --- Wednesday, July 25, 2012
 - Pay Period 3 (July 15 –July 28) --- Wednesday, August 8, 2012
 - Pay Period 4 (July 29 –August 4) --- Wednesday, August 15, 2012
- Prior to each pay day, youth received notices with safety reminders, expected earnings, and tax calculations. Pay stubs were available online at www.summerjobs.dc.gov.
- All youth time was paid via a VISA Debit Card issued through our payroll vendor, Citibank.
 - Cards were mailed directly to youth at their home address beginning on **Friday, June 8**;
 - Earnings were loaded directly to the VISA Debit Card each pay day.



Payroll Problem Resolution

- If a youth was paid incorrectly, issues were to be reported to his/her worksite supervisor. Supervisors could report the issue online at www.summerjobs.dc.gov or by calling 202-698-3492.
- Once confirmed by the supervisor, we resolved pay issues within 48 hours.
- Total # of Pay Issues Logged (as of 9/19/2012) – 4,266
 - Approved and Paid w/in 48 hours – 2,930
 - Denied – 1,336



Program Attrition/Retention

- Total number of active, eligible participants – 14,352
- Total program attrition rate 2012 – 22.10%

SYEP 2012 Weekly Program Attrition

Pay Period	# of Pays via Regular	# of Pays via Supplemental	Attrition Rate (%)
1 (6/25 – 6/30)	10,645	960	19.14
2 (7/1 – 7/14)	11,026	1,011	16.13
3 (7/15 – 7/28)	10,570	615	22.07
4 (7/29 – 8/4)	9,209	686	31.05
TOTAL	41,450	3,272	22.10



Proposed Enhancements for SYEP 2013

- SYEP 2012 Feedback
 - Surveys have been distributed to employers and youth and focus groups will be conducted
- Proposed Enhancements for SYEP 2013
 - Expand involvement in DME Anti-truancy campaign
 - Connect school attendance to SYEP eligibility to discourage truancy
 - Implement strategies to increase participant retention
 - Require youth to sign a participation commitment
 - Conduct exit interviews when youth drop out of the program
 - Increase diversity of employers to reduce reliance on DC government
 - Expand Path2Work hiring events for older youth to get them full time jobs prior to start of SYEP
 - In 2012, 131 youth were hired prior to SYEP
 - Increase skills training opportunities beyond financial literacy
 - Consider increasing the wages for higher performing youth



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Questions?



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