

Capital Workforce Partners Summer Youth Employment Program Review

A 2009 Review &
A Look Ahead for 2010



Board Meeting
Handouts
February 2010

“The Stakes Continue to Grow!”

“ The U.S. economy has experienced the Great Recession, but the nation’s teens are in a Great Depression.”

Andrew Sum

Director

Northeastern University Center of Labor Studies

The Declining Labor Force Attachment and Employment Rates of Connecticut Teens, 1989-2007, and Their Implications for Future Youth Workforce Development Policies in Connecticut, July 2008.

Andrew Sum, Northeastern University Center of Labor Studies

- Nation's teen employment in past 3 months three months was only 26%, down 19 percentage points since 2000, marking a new post-World War II historic low.
- Even with the summer youth employment program funded through the ARRA stimulus bill, the 2009 summer employment rate for teens was only 28.9% compared to 45% during the summer of 2000.
- Employment rates of high school students in Connecticut ranged from lows of 21% for Blacks to 25% for Hispanics, and to a high of 32% for White, non-Hispanics.

What are the Consequences of not Introducing Teens to Workforce Early On?

Curtails both the work experience and employability skills including:

- **hard occupational/ technical skills**
- **soft skills of:**
 - punctuality, team work, customer relations, and working under supervision that many employers claim young workers lack in sufficient quantity.
- **soft skills cannot be acquired in a classroom setting or by learning in isolation from work.**
 - They are learned by doing real world work for sustained periods of time.”



What is the Benefit for Early Introduction of Teens into the Workforce?

- **Relevance of school work to career success**
- **Stronger employability skills**
- **Promotes school persistence and graduation**
- **Lower teen pregnancy rates.**

Regional Overview

Region	TOTAL Number of Applications	Number of Applications WIA-Certified	Number of Participants ARRA	Number of Participants with Leveraged Funds	All Summer Youth Employment Participants	Number of Applicants Not Served
	3,735	2,454	1104	902	2006	1729



2009 Comprehensive Program Overview and Outcomes



- 2008 = increase in school retention and graduation
- 2009 = increase in school retention and graduation
- Unprecedented private sector employer engagement
- Business recognition of future talent pipeline development
- Conservation Corps resurrected
- High satisfaction rates – 3.41 out of 4.
- 39% of respondents said this was their first work experience.
- Program is a mini-economic stimulus with youth wages reinvested in the regional economy.

Results: Tier III



Tier III	ISY	OSY	Total
80% Average Daily Attendance Overall (Serves as Completion Rate)	97%	94%	96%
90% of youth will receive a 15% gain from the initial evaluation to the final evaluation on their Employee Performance Evaluation.	69%	71%	70%
90% of youth will complete a portfolio that includes career competency documentation.	84%	101%	89%

Results: Tier III



Tier I & II	Tier I	Tier II	Total
80% Average Daily Attendance Overall (Serves as Completion Rate)	94%	97%	96%
90% of youth will complete a portfolio that includes career competency documentation.	68%	79%	74%

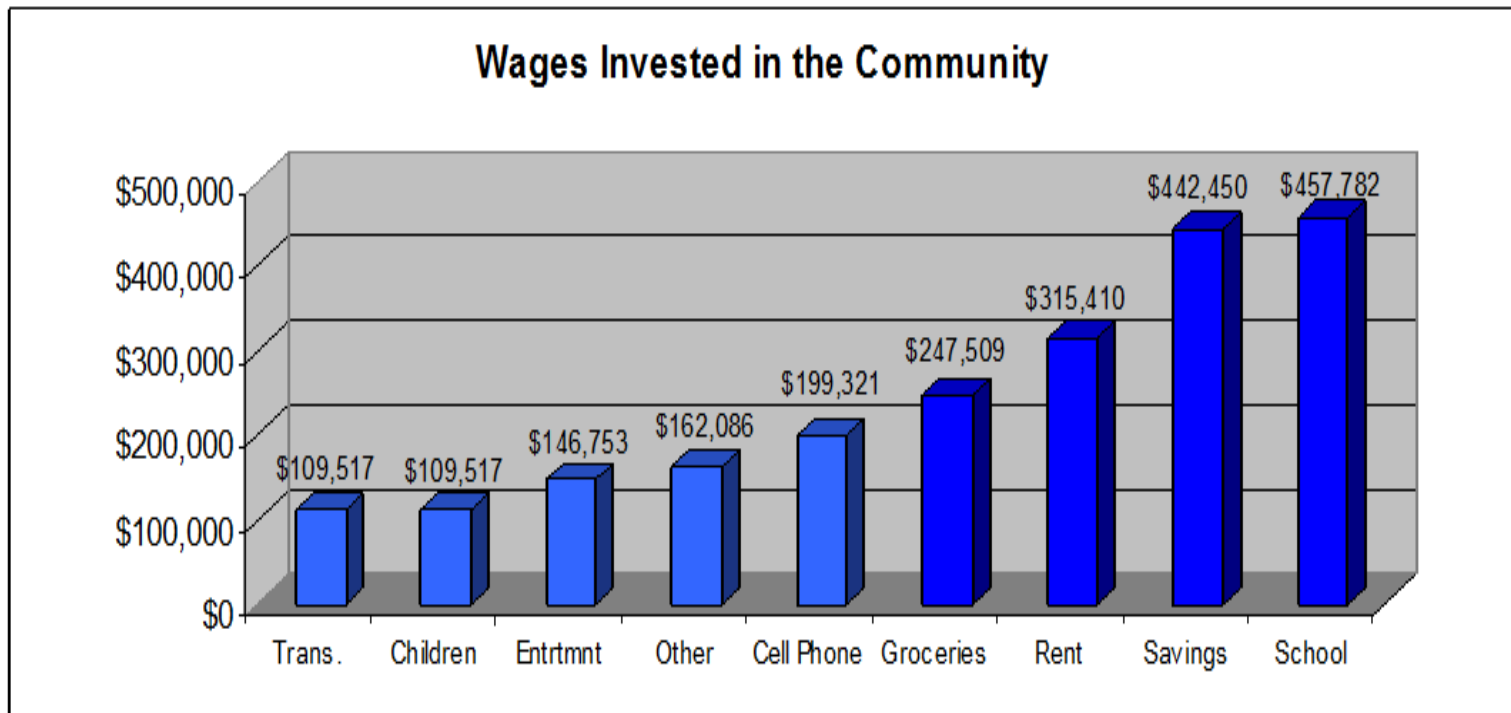
2009 Statewide Youth Employment Results

↑ Increases in School Retention

↑ Increases in School Graduation



2009 Summer Youth Employment – Spending Survey





Lessons Learned

- The level of interest, need and demand from the community for summer youth employment is very significant.
- A significant 'un-served' (i.e.: waiting) list resulted, where up to 1,729 youth applied and were not able to be served by the program. A significant number of the un-served youth were from suburban areas where there were not municipal or foundation funds to supplemental the WIA ARRA funds.
- In a very short period of time CWP was able to scale up to meet the demand and certify 2,454 WIA youth.
- Youth Development Program: content-rich career competency program,' while also serving a new WIA program element.
- The ability to develop 430 worksites for 1100 worksite placements was a significant accomplishment.
- This was the first year that a significant number of special needs youth participated in the SYELP program.
- The work-readiness skill attainment overall was seen as a positive accomplishment. CWP established a very rigorous work readiness skill attainment goal and standard.

Program Improvements

- Setting attendance rate outcomes higher than the 80% completion rates to 100%.
- Registration process include family/parental participation.
- Continue to support a rigorous work readiness goal.
- Requiring that a contractual requirements) for providers include reimbursements based on completing valid and timely data input and records.
- Evidence that providers' staff competencies are sufficient and comparable to career competency development areas.
- In future contracts for Tier III programming -- programs should be required to report on the number of participants who continue to be employed by their worksite (upon program completion).

Capital Workforce Partners Summer Youth Employment Program Review

