



## Youth Employment Programs Report 2018

Employment Training - Paid Work experience - Internships



Wanda Fullmore Internship Program

Centro Hispano's Escalera Program



## City of Madison Youth Employment Initiative

The City of Madison Youth Employment Initiative seeks to increase paid internship and/or employment opportunities for youth ages 14-21 years who face barriers to gaining work experience and are being left behind during an improving employment economy.

2018 funding allowed for community-based organizations to provide a continuum of services that includes: First time work experience, neighborhood based work teams, internships, entrepreneurial training opportunities and work crews with projects requiring skill development and technical training. All opportunities offer transferable core employability skills necessary for future success.

Through a partnership with MMSD, all funded programs can participate in the work based learning program, allowing youth participants to earn school credit while they develop employment skills.

### YOUTH EMPLOYMENT SERVICES CONTINUUM

14 – 15 years	Supported community based work crews
14 - 17 years	Placement in a supported non-profit environment with a specific mission to provide jobs or paid internship opportunities
15 – 18 years	Placement in a private business committed to supporting youth experiencing barriers to employment
17 – 21 years	Supported work crew with projects requiring additional skill development and technical abilities

### YOUTH EMPLOYMENT PROGRAMS

#### 14 – 15 YEAR OLD YOUTH

Four organizations offered youth the opportunity to work and learn in the neighborhood that they live, for many of the youth this was their first paid employment.

**Bayview Community Center** employed 14 local youth to work in their - Giving Garden Organic Farm - Community Arts Crew Basketball Court Mural - Patterns of Passage Fence Mural summer projects. **\$31,875**

**Briarpatch** employed 10 youth from Allied Drive neighborhood in the summer work crew and 10 youth from Rimrock rd – Bridge Lake Point Community Center area in the South Madison Neighborhood work crew. **\$51,000**

**Mellowood Foundation** Neighborhood Covenant Alignment Initiative employed 10 youth for their summer program. **\$31,875**

**Commonwealth Development** employed 8 youth work in the PEAT program learning skills for the agriculture trade. **\$25,500**



Photograph CWD PEAT Program

### PROGRAMS

Bayview

Briarpatch Youth Services

Centro Hispano

CEOs of Tomorrow

Common Wealth

Goodman Center TEENworks.

Mellowood Foundation

Mentoring Positives

Operation Fresh Start

Total funds for youth employment programming  
\$819,508

The range of total program budgets from 25% - 100%

533 youth employment training opportunities provided

Male 60.5 %

Female 38.5%

Unknown 1%

Low income 78 %

Youth Wages paid \$165,000\*

183 youth earned MMSD credits

9 youth earned 3 college credits





## **Employment- Internships Programs for youth 14– 17 Years of Age**

### **GOODMAN Community Center TEENworks \$60,000 30 Youth**

TEENworks participants learn critical employment skills in a supportive, hands-on environment. In partnership with the MMSD high school students are actively learning and training in a career pathway. Students work in the kitchen, gardens and woodshop learning skills for the food service and agricultural industries. Students earn high school credit and receive a pay check for the summer program.

### **Common Wealth - Youth Business Mentoring \$110,000 120 Youth**

The program provides youth an intensive two week pre-employment training, followed by a job placement with a supportive business. The program begins by teaching teens how to effectively find, apply for, and interview for jobs. After a teen successfully complete the training youth are placed in job. Together with their workplace supervisor and CWD staff mentor program participants during their job placements, focusing on how to keep and excel in a job once they have one.

### **Briarpatch Youth Services (BYS) I AM WE \$10,000 8 Youth**

This program is a partnership between Briarpatch and MMSD West High School. The program provides students of color who are at risk of not graduating high school opportunities to develop mentorship, employability, financial, and career planning skills. The program is designed to increase academic engagement of the teen mentors and benefit the younger students by providing a positive role model who shares their background and life experiences.

### **Common Wealth - City of Madison Wanda Fullmore Summer Intership program \$120,000 Youth 45 Youth**

2018 the Wanda Fullmore youth summer internship program celebrated it's 5 year of operation. The program is designed to allow Madison youth to get involved with local government, and gain training and employment skills. The program provides high school students with employment training and work opportunities. All students signed up for MMSD Employability Certificate. In 2018, the City of Madison in partnership with Common Wealth Development worked to place 36 youth in summer internships. Youth were placed in the Clerk's Office, Community Development department, Civil Rights, Engineering, Fire Department, Madison Police Department, Housing Division, Human Resources, Madison Public Libraries, Mayor's office, Parks Division and [Water Utility](#).

### **Centro Hispano Escalera & Summer Internship \$57 925 120 total 28 Youth Internships**

This summer Centro Hispano was proud to see 17 young people complete internships through the Escalera summer internship program. Youth completed over 2000 hours of work experience and training. After presenting on their experiences to families and business mentors, each student was presented with a \$1,000 scholarship along with a Chromebook. 13 students signed up for MMSD's Experiential Learning program - allowing those students to each apply 120 hours towards their credits and work certificates.

The students Centro's Escalera program works with often hear more about the barriers to college than the pathways available. We are so proud of our students that rose above the challenges this summer and who are coming away with an excellent start to their journey through higher education.

### **Mentoring Positives Madison Urban Agriculture Enterpris \$36,366 12 Youth**

Mentoring positive offered 2 internship options for youth from the Darbo neighborhood. Research and Development (R& D) internship program offer youth active roles in salsa marketing and pizza production, while youth in the Sales Internship taught youth sales techniques and marketing strategies. Youth gain knowledge of career options through college campus tours and visits to local businesses. Youth participants register for the MMSD Employability or Leadership Skills Certificate and can earn high school credits while working.

## **CEOs of tomorrow These Teens Mean Business\$: Summer Internship \$ 24,000 10 Youth**

This is a unique opportunity for aspiring teen entrepreneurs who want to gain first-hand experience working alongside local entrepreneurs. In the summer internship program, teen interns take the knowledge and skills learned in the TTMB Course and/or TTMB Incubator and apply them in a real entrepreneurial work setting. While on the job, interns see first-hand what it takes to start and maintain a business, while also building professional networks. While successfully completing a These Teens Mean Business\$ course and/or internship, students can earn high school and college credit at the same time. Participating in this dual credit program enables a student to make substantial progress toward a college degree before finishing high school.

## **Employment programs for Youth 16 – 21 years      Operation Fresh Start**

All 4 program offered by OFS are part of a system of educational support, vocational development, and construction work crews provided by Operation Fresh Start

**The Youth Conservation Program \$27,342 15 Youth** Youth who serve on the summer crews participate in other programs and move to this opportunity for the summer. These programs provide labor support for the City of Madison Parks Division on needed projects for the conservation of the land and water as well as Education and Training for the youth. In 2018 the conservation crew worked in 20 + parks pulling garlic mustard, removed unwanted fences and debris, maintained trails and shore lines, removed invasive shrubs and brush.

**Greenway Invasive Species Management Crew \$45,000 10 Youth** This program provides valuable work experience, educational support, possible employment in the future for low-income youth, and help the Storm Water Utility to control invasive species from targeted lands. The program helps build the necessary tools for the youth to achieve their goals and help the community as well. Working with supervisor the crew perform hand removal of invasive species from identified lands owned by the Storm Water Utility. Such practices include hand and mechanical removal, proper disposal and chemical treatment of invasive species. This program is designed to accomplish the work in a safe and productive manner and provide employment and training opportunities to youth from challenged City of Madison neighborhoods.

**Construction Pathway \$ 126,608 60 youth** The program offers individualized wrap-around. The program participants receive educational support, vocational development, and a construction work crew work experience. Through partnerships with MMSD school district youth completing 900 hours of programming attain a high school diploma. Youth are enrolled as AmeriCorps members building affordable housing or completing construction projects.

**Strive Program \$50,000 28 youth** Operation Fresh Start's (OFS) Strive program offers a short-term engagement- training and work experience opportunity. The target population for the program are youth ages 18 - 21 that have completed high school but are not employed. Through partnerships with the Workforce Development Board and Urban League, Strive focuses training in specific high demand occupations leading to paid work experience followed by employment with Madison companies.

**OPTIONS \$12,000 28 youth** (2018 received only 6 month funding Jan - June) The program connects with students who have dropped out of school and have not graduated. Staff make connections with youth and provide information on the educational "options" available to them and assist each in developing an action plan for success by providing ongoing supportive services.

## Coordinated Activities and Improvements.

- 4<sup>th</sup> annual Youth Summer job fair
- Youth Employment Network over 50 active members

Combined application forms that link with MMSD

301 youth signed up to earn work based learning school credit of which

64% low income, 12% youth with special needs

Employment is beneficial for youth in many ways, teaching responsibility, organization, and time management and helping to establish good work habits, and financial stability. There are many advantages to working during high school, especially for low-income youth, including higher employment rates and wages in later teen years and lower probabilities of dropping out of high school. Knowing how to find and keep a job is not only critical for admission to the adult world but also is an important skill for which there is little in the way of formal, structured preparation.

Below is a snap shot of what Madison youth reported in the 2018 Dane County Youth assessment about employment.

Employment Question (no.14) 2018 Youth assessment MMSD only Grades 9-12					
Question	What grade are you in?				% of Group
	9 <sup>th</sup> Grade	10 <sup>th</sup> Grade	11 <sup>th</sup> Grade	12 <sup>th</sup> Grade	
Do you currently have a job? No, looking for a job, but can't find one	25%	24%	17%	13%	21%
No and not looking	39%	26%	26%	22%	29%
Yes, occasional jobs (babysitting, snow shoveling, lawn work, etc.)	24%	24%	14%	14%	20%
Yes, 20 hours or less per week	11%	22%	35%	40%	25%
Yes, more than 20 hours per week	2%	4%	9%	10%	7%

### Areas of concern

- Still **25% and 24 %** of youth in 9<sup>th</sup> grade or 10<sup>th</sup> grade need help finding employment.
- Programs serve youth who want to or can participate. There is the need for outreach to connect opportunity to youth who are disconnected or in transition due to housing instability. High risk youth not ready for private sector employment.
- Undocumented youth – legal barriers for these youth to participate.
- Concerning number of 8<sup>th</sup> grade students at risk of Non-Promotion to 9<sup>th</sup> grade.
- Transportation - need for **Free bus passes** for all youth in Summer Employment Programs
- Program report youth needing higher levels of assistance due to social and emotional issues
- Consistency issues need for alignment of quality standards in Financial Literacy, Dual Credit, Social and Emotional Learning, Academic and Career Planning.
- Feed the pipelines! Youth employment training programs need to connect to private employer's increase work force for summer months.
- Youth / young adults or emerging adults aged 17 – 26 need to be funded, supported and provided specialized programing that meets their needs.

## Youth Success stories

We worked with a youth last year who faced a multitude of barriers; homelessness, lack of reliable communication, transportation, court involved, low income, IEP/disability, and social emotional learning. When we first started working with this youth (17 y/o at the time), getting him to constructively participate and understand what we were trying to communicate was difficult. He did not have great attendance, was nearly impossible to get ahold of, and came and went as he pleased. During this time, we had summer employment opportunities through Briarpatch connected, private employers. One of these employers took a chance on this youth and hired him. Although the barriers still existed for him to get to work, he started to make more of an effort. He would let them know ahead of time if he couldn't go to work because of court days. He worked very hard over the summer and was invited back to work with them again the following summer. After the summer ended, the youth's court involvement closed and he turned 18. He was now legally an adult. Homelessness started to be more of an issue and with his summer job ending, he no longer had a source of income. We referred him to a partner agency as a youth mentor in an employment training program at his school. He did so well at this and was able to get other peers in the training to open up. He has openly spoken out against bullying in both our program and the partnering agency's program. When this program ended, he realized his court involvement hadn't been as closed as he thought. He worked really hard to stand up for himself in court and advocate for his needs, while recognizing that a lot of the responsibility fell on him for missing previous court dates. Due to his homelessness, he moved to Chicago to live with family. Since moving there, he has started to work at Crushers Club, in Chicago. He is paid to work with/train younger boys how to box and his employer reports that he does exceptionally well working with the kids and helping them (especially since he enjoys boxing so much). He recently had a court date in Madison, that he bought a bus ticket with his own money to ensure he made it to. This accountability and responsibility was a stark contrast to the youth we started working with who had spotty attendance and an excuse for everything. Although many of the barriers he started with are still present, he's grown and developed skills necessary to help overcome those barriers and had done an exceptional job doing just that.

Participating in CEOs of Tomorrow's These Teens Mean Business Incubator, two students launched Art and Chill, a hands-on workshop designed to address the impact on stress on our daily lives. The LaFollette High School teens designed a calming workshop atmosphere that included relaxing jazz music, fragrant lavender scent, warm battery-operated candle lighting and a creative make-it, take it art activity for their participating customers who paid \$15 to attend. With tremendous poise and confidence, they pitched their business idea in the Madison College Center for Entrepreneurship Pitch Competition held in May and won the \$200 2nd place prize.

OFS We've got a couple stories to share from last year: Victoria: on our conservation crew, then hired by City Engineering as LTE, now hired FTE. She's on the bus ads for city jobs. Carlos: on our conservation crew, hired LTE by County Parks, now FTE for County Parks.

### 2018 Program Demographics

**Gender**    **Male** 60.5%    **Female** 38.5%    **Unknown** 1%

**Reported low income** (Free and reduced lunch)    = 78%

**Race:**    Black/African American = 46%    White/Caucasian = 23%

Asian = 10%    American Indian = 0.5%    Native Hawaiian = 0.5

Multi - Racial = 10%    Balance /Other = 10%

Hispanic or Latino = 30%    Not Hispanic or Latino = 70%

