

Summer Neighborhood Work Crews for youth aged 14 – 15 years

The following describes the desired program elements, staffing structure and budget essentials for the recommended summer neighborhood work crew programs.

Program Elements	Required Service Level and Staffing	Budget
<p>Supported neighborhood based work crews for youth gaining first time work experience.</p> <p>Direct supervision and support is provided by a program staff, may include young adult mentor who was a previous program participant or neighborhood resident.</p> <p>Youth are hired, supervised and learn basic employment skills.</p> <p>Youth are paid by the RFP applicant organization, all youth and staff will be required to be paid through a weekly or bi-weekly payroll system.</p>	<p>Youth: Minimum of 120 hours paid work training and experience</p> <p>Minimum 10 youth</p> <p>Total youth hrs 1200</p> <p>Youth paid at \$8 per hour + \$2 payroll tax</p> <p>Adult staff personnel costs 2 Work team supervisors at \$15 per hour + \$2 payroll tax</p> <p>Supervision administration, accounting/payroll</p> <p>All adult staff hired must have background checks.</p> <p>Youth must obtain work permit (which requires Social Security Card & Birth Certificate) with assistance for program staff if necessary.</p>	<p style="text-align: right;">120 hours</p> <p>Total youth hours 1200 hours</p> <p>Youth wages including payroll taxes \$12,000</p> <p>80 hrs recruitment and preparation + 300 hrs direct supervision including payroll taxes \$6460</p> <p>20 hrs at \$27 per hour including payroll tax \$540</p> <p>Remaining funds \$6500 cover other operating, space and special costs.</p>
Total personnel		\$19,000
Recommended allocation		\$25,500
<p>Summer neighborhood work crews work experience can include urban agriculture, community clean-up crews, community art projects, development of food value products or healthy meal options or entrepreneurial enterprise opportunities.</p>		
<p><u>Target population</u></p> <p>Youth ages 14-15 years who face multiple barriers to employment due to economic and/or racial disparities with a focus on youth living in Madison's most challenged neighborhoods</p>	<p>Participants must have two or more of the following barriers to employment:</p> <ul style="list-style-type: none"> • In need of MMSD Summer school due to being credit deficient. • Youth with IEP's • Referred from Restorative Justice Programs • Referred from DCDHS juvenile court programs • Referred from Joining Forces For Families • Referred from Madison Police Department • Youth identified from the community 	

<p><u>Coordination and resource Linkage</u></p> <p>The City of Madison supports the efforts to build a comprehensive youth employment support system.</p>	<ul style="list-style-type: none"> • Participation in Youth Employment Network • MMSD Employment Skills Certificate • Financial empowerment training
<p><u>Curriculum</u></p> <p>Programs will be required to ensure all youth develop the skills necessary for post-secondary success.</p>	<ul style="list-style-type: none"> • Quality youth employment readiness training • Youth develop the soft-skills (i.e. ability to work well with others, self-manage) • Financial empowerment & capability • Positive youth development and leadership activities
<p><u>Workplace support</u></p> <p>Stakeholders involved in the lives of youth work together to broker relationships – both programmatic and systemic in nature - to support young people in meeting their individual goals as well as the community in advancing youth outcomes. Programs should include group educational activities and opportunities for reflection that build on the employment experience, provide life skills that support positive youth development and create a sense of community amongst the youth participants.</p>	<ul style="list-style-type: none"> • Face-to-face, phone or e-mail contact as determined by the needs of the youth employee • 20 hours of quality pre-employment training for the youth • Youth should have the opportunity to take an active role in planning, implementing and assessing the program. • Programs should consider hiring youth graduates as peer leaders. • Provide at least four-months of follow-up services with their participants after the young person completes the program, including opportunity's to advance to other partner programs or private sector employment
<p><u>System and population outcomes</u></p> <p>Systems level indicators:</p> <ul style="list-style-type: none"> • Increased collaboration amongst youth employment programs. • Increased number of private sector partners support youth workforce development efforts <p>Population level indicators with focus on youth with barriers due to economic or racial inequity:</p> <ul style="list-style-type: none"> • Increased number of youth obtaining jobs • Increased number of youth gaining career exposure 	<p>Program Outcomes:</p> <ul style="list-style-type: none"> • MMSD Employability Skills Certificate. • Positive reference. • Youth have participated in a career and educational plan exercise resulting in a referral to advance to other programs or private sector employment/internship.