

MAYOR'S YOUTH EMPLOYMENT INITIATIVE

Presentation to the Council Committee on Civil Rights, Utilities,
Economic Development and Art

June 13, 2017

MAYOR'S YOUTH OPPORTUNITY INITIATIVE PILLARS



Education

Seattle youth graduate from SPS on-time and attain post secondary credentials

Lead: DEEL



Employment

Seattle youth are engaged in meaningful employment opportunities

Lead: OED & HSD



Safety

Seattle youth are safe and free of negative criminal system involvement

Lead: HSD & DON



Health

Seattle youth experience optimum health

Lead: Public Health



Positive Connections

Seattle youth have a positive connection with an adult and their community

Lead: DEEL

Every young person in Seattle has access to the opportunities and resources that allow them to thrive and successfully become an adult

Mayor's Youth Employment Initiative

Seattle Youth Are Engaged in Meaningful Employment Opportunities

Prepare youth, ages 14-24, for career and education success

- Address high youth unemployment rate, 13% average, almost twice that for youth of color
- Increase income, build skills and networks for youth
- Disrupt youth violence and incarceration, promote positive academic outcomes
- Develop local talent for jobs

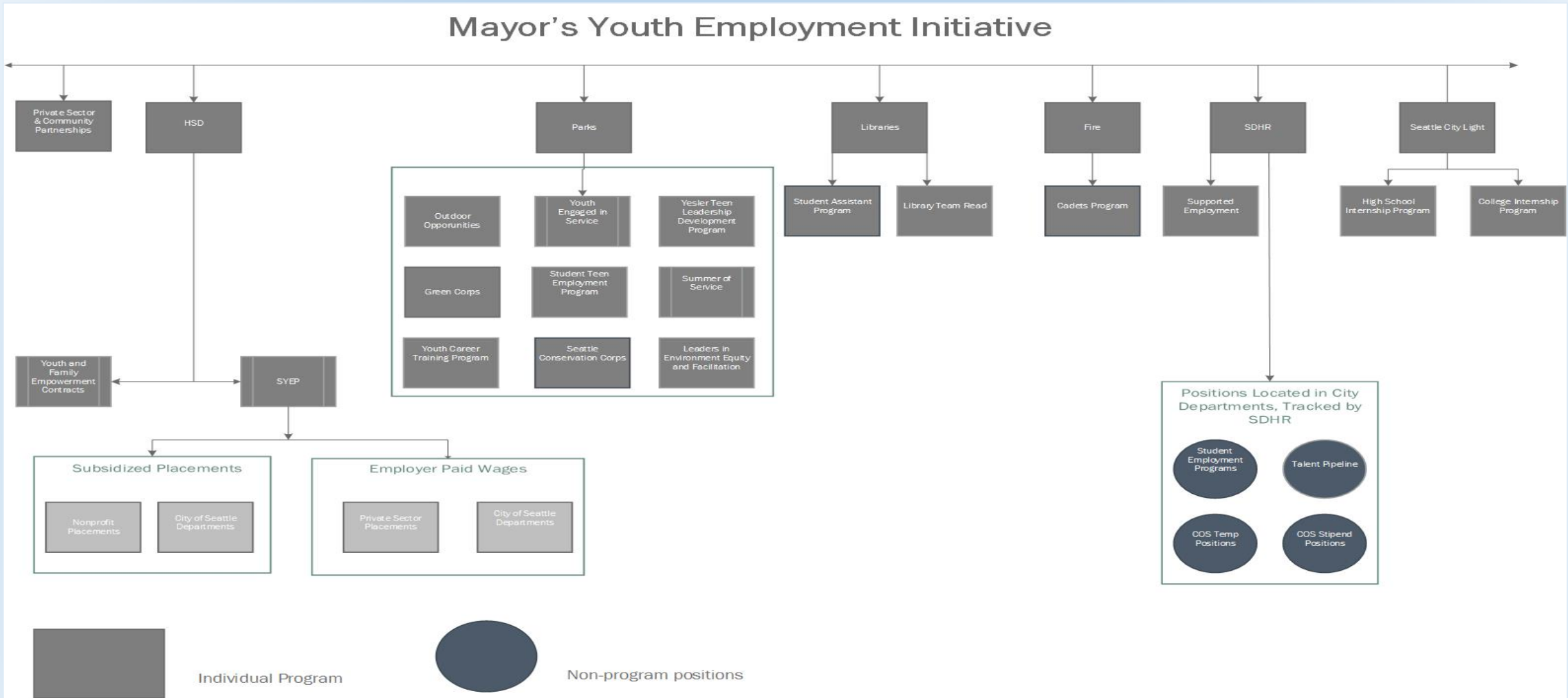
Program Goals:

- Expand opportunities for youth from 2,000 in 2015 to over 3,500 this year
- Provide a wide range of employment & internship opportunities across the public, private and non-profit sectors
- Create infrastructure to engage more employers to host youth
- Raise private sector funds to support more youth

Outcomes:

- Expanded MYEI over 72% over two years, with 3,484 youth supported in 2016
- Increased City department participation with a 96% increase in internship positions offered, and 100% of executive department participation
- Contracted with Educurious in 2016 to serve as the backbone for employer engagement
- Raised over \$500,000 to support internship wages in 2017

MYEI Contributing Programs



Early Insights

In 2016, the Office of Policy and Innovation and the Brookings Institute completed a review of our early implementation:

- MYEI lacked capacity to recruit and support new employers to host youth and pay the wage at significant scale
- Many private sector employers have a higher threshold for “work-readiness” and reported a skill, preparation and expectation mismatch
- Similarly, employers needed more tools and training on how to support youth who may have barriers to employment
- Departmental participation was uneven, with 70% of departments hosting an SYEP youth
- While there are a number of Department-managed programs, coordination under MYEI was limited

Recommended Improvements

The Office of Policy and Innovation and the Brookings Institute offered these recommendations to strengthen MYEI:

- Implement strategies to improve youth preparation
- Continue to build capacity to engage and support employers
- Offer distinct “tiers” of internships based on employer’s required level of work readiness
- Strengthen coordination structure for employment and youth development activities existing within the City’s departments and agencies
- Coordinate with public high schools and Career and Technical Education (CTE) programs to improve connections between education, skill development and career experiences

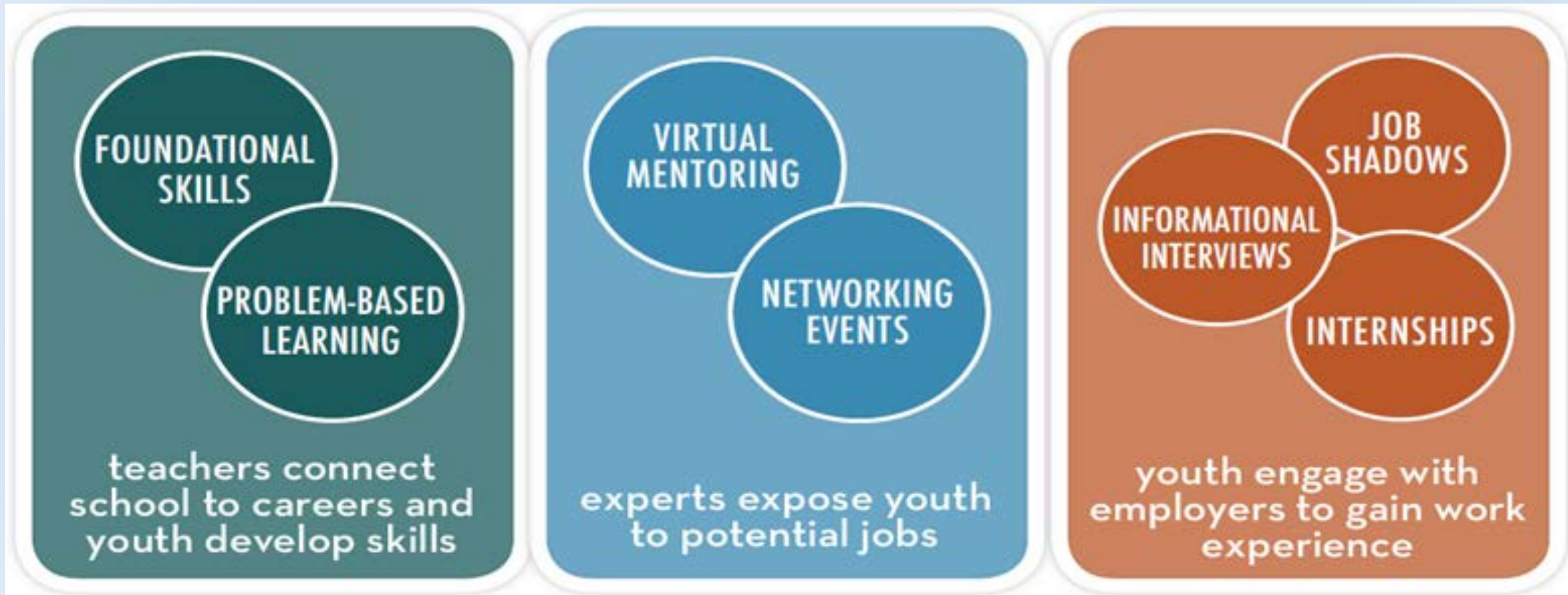
Improvements Instituted in 2016

- **Implemented New Tiered Youth Preparation Programs** for Private-Sector Employers To Create a Pool of 300 Private-Sector Ready Youth
- **Implemented New Supervisor Training**, including an RSJI component, to prepare employers to support youth with barriers to employment
- **Mayoral Directive for 100% City Department participation**, which resulted in 100% departmental participation in 2017 representing 153 summer internships (an increase of 70 slots from last year)
- **Established an Employer Intermediary Function and Platform** to engage & support employers and streamline how employers participate
- **Improved Coordination Across City's Youth Employment/Career Programs** through ongoing engagement with the largest providers (Parks Department and Seattle Center) and with the Employment Pathways interdisciplinary team

Strategies for Continued Growth

- **Continue to expand private sector participation in MYEI**
- **Increase visibility of MYEI** and the value of youth employment for young people, their families and employers
- **Establish an internal coordination structure** for employment and youth development activities existing within the City
- **Partner with additional community-based organizations** that are serving youth to augment the work readiness and case management provided by the City to meet more employer needs
- **Engage with public schools**, particularly career and technical education program, to improve career connected learning opportunities within MYEI

Career Connected Learning



Employer/Youth Insights

