

2017

MBSYEP

Report



Mayor Marion S. Barry
Summer Youth
Employment Program



GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

Table of Contents

INTRODUCTION

- Marion S. Barry Tribute 3
- Letter from Mayor Muriel Bowser 4
- Welcome From DOES Interim Director Dr. Unique Morris-Hughes 5
- MBSYEP by the Numbers 6

PROGRAM DETAILS

- Program Highlights 8
- Program Description and Mission 9
- Program Components and Key Dates 9
- New Initiatives 9
- Application Process 11
- New and Enhanced Partnerships 14
- Payroll and Hours 19
- Transportation Assistance 19
- Returning Youth 19
- Opportunity Youth Prioritization 19
- Youth Pathways to the Creative Economy 20
- Attrition 20
- Youth Development Activities and Recognition 21

ADDENDA

- Demographic Analysis of Employers and Youth..... 25
- 22-24 Year Old Outcomes 27
- Conclusion 28

Marion S. Barry Tribute



Marion S. Barry was a civil rights activist, community organizer, and politician whose commitment to service and larger-than-life personality made him a District of Columbia icon and earned him the nickname “Mayor for Life.” During his first term as Mayor in 1979, Barry founded the District’s Summer Youth Employment Program.

Determined to curb the unemployment, violence, and poverty that was all too prevalent following the 1968 riots, Barry designed a program that would offer thousands of District youth the opportunity to earn wages and engage in productive activities during the summer months. Barry envisioned the program as a critical tool to support youth transitioning from school to career and to provide District youth with an entry point into federal and local government careers that were historically inaccessible to minorities.

Many successful professionals credit Barry with giving them their first-ever job and setting them on a successful career path.

Nearly four decades later, the program has positively impacted thousands of District residents and is still going strong.

On January 14, 2015, less than two months after Barry passed away at age 78, Mayor Muriel Bowser signed Mayor’s Order 2015-037 to rename the program the *Mayor Marion S. Barry Summer Youth Employment Program* in Barry’s honor. Mayor Bowser is committed to ensuring that the program continues to live up to Barry’s legacy by continuing, improving, and even expanding the program to include youth ages 22-24, offering thousands of youth the opportunity to work and begin their own pathway to the middle class.

Letter From Mayor Bowser

Dear Washingtonians,

Summer is a time of critical importance for the development and learning of every young person. For 39 summers, the Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP) has created meaningful opportunities for young people in Washington, D.C. to gain valuable work experience, develop and build skills, and earn money.

Since its inception, MBSYEP has played a critical role in preparing thousands of District youth for long-term workforce success and its impact and reach has only continued to rise. This year, nearly **13,000** District residents between the ages of 14 to 24 worked more than **1.3 million hours** at local businesses, city and federal agencies, and community-based organizations. In the first year since its permanent expansion, D.C. residents between the ages of 22 to 24 applied to the MBSYEP in record numbers.

This year, we intensified efforts to innovate and improve the program. MBSYEP rolled out its new CareerEdge mobile platform, allowing participants to complete orientation and professional development sessions on their mobile devices. We partnered with JabaTalks, a local D.C. tech start-up, to offer participants an online platform to practice job interviews and connect with employers seeking to hire them. We also hired additional success coaches and program specialists to provide intensive mentoring, individualized support, and professional development sessions to all MBSYEP participants, ensuring that young people and program partners have a positive experience that aligns with MBSYEP's mission and vision. I am also proud to have named the first-ever recipients of the Mayor's Opportunity Scholarship, which allowed 25 outstanding MBSYEP participants between the ages of 18 to 24 to earn a scholarship to pursue post-secondary education or occupational or military training after successfully completing their summer work experience.

We will continue to invest in the youth of Washington, D.C. because they are the future of our great city. I look forward to continuing to create opportunities that put more young residents on pathways to the middle class.

Sincerely,



Muriel E. Bowser
Mayor



Welcome From DOES Interim Director Dr. Unique Morris-Hughes



Dear MBSYEP Partners and Stakeholders,

Each summer, the Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP) provides six weeks of meaningful work experience for nearly 13,000 youth ages 14-24. We partner with hundreds of District employers, who are uniquely positioned to provide relevant training and guidance to youth and help them develop positive work habits and critical skills necessary to secure future employment.

Founded in 1979, the program has long served as a bridge between high school and the world of work, serving as the first job for many of the District's current leaders. Today, MBSYEP continues in this legacy by expanding its overall impact on young lives. MBSYEP connects District youth to meaningful work experience, exposes participants to in-demand industries and professionals, and fosters positive attitudes about work.

I am proud of the progress we made this summer. With our investments in technology, we were able to increase accessibility by making all MBSYEP applications and content available via mobile devices, create youth-focused learning tools to help youth participants learn valuable skills, and we improved program integrity through consistent, uniform delivery and back-end processes to eliminate travel and waiting time.

As MBSYEP continues to demonstrate its strength, impact, and reach, this report reflects upon program data and highlights from the 2017 MBSYEP, including participant enrollment, demographics, industry profiles, employer outreach, and special events.

We are excited to share our findings with you!

Sincerely,

A handwritten signature in black ink, appearing to read 'U. Morris-Hughes'. The signature is stylized and fluid, with a long horizontal stroke at the end.

Dr. Unique Morris-Hughes
Interim-Director, D.C. Department of Employment Services

MBSYEP by the Numbers

22,365

YOUTH APPLICANTS

Total # of Youth Certified Eligible:

12,669

Total # of Youth Assigned Jobs:

12,646

Total # of Youth Who Worked:

11,477

Total # of Hours Worked:

1,317,088

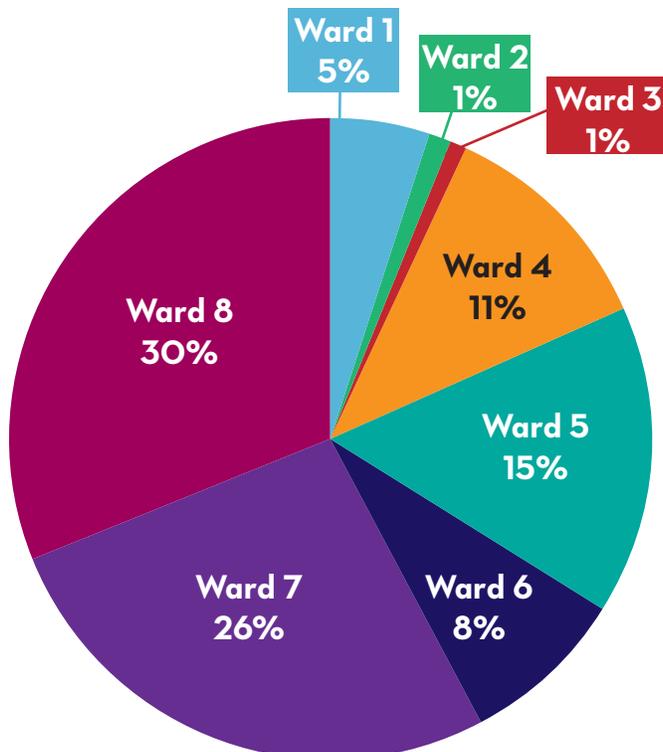
Total Net Pay:

\$9,754,366.18

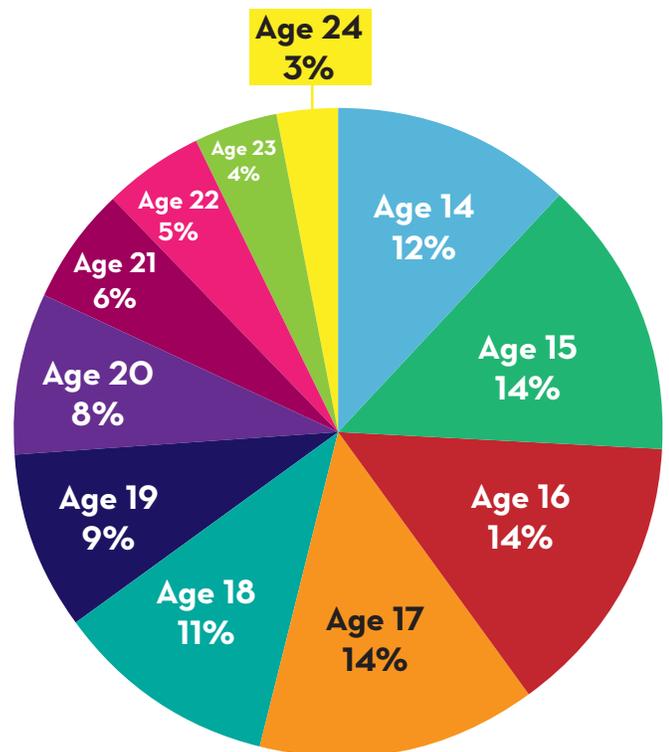
Total Gross Pay:

\$11,035,310.54

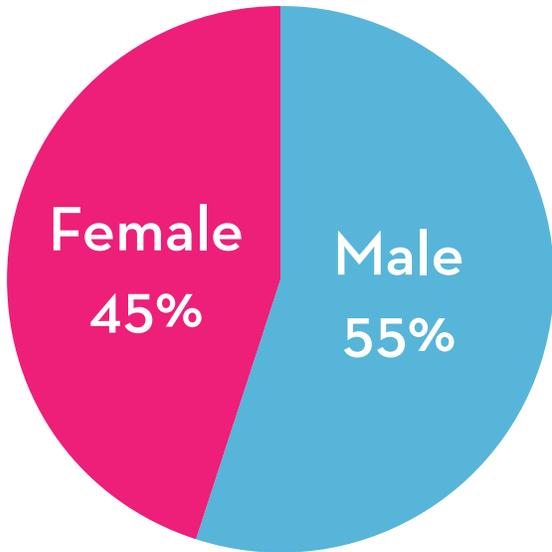
MBSYEP by Ward (2017)



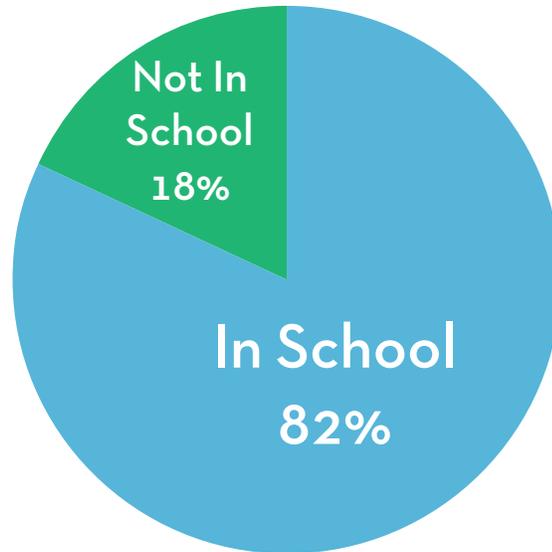
MBSYEP by Age (2017)



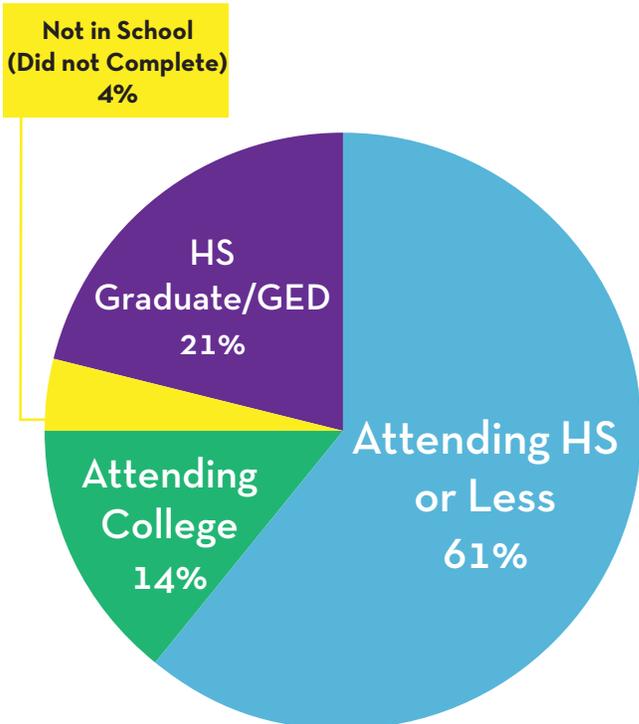
MBSYEP Youth by Gender (2017)



MBSYEP Youth by School Status (2017)



MBSYEP Youth by Education Status (2017)



SYEP EMPLOYER DATA	
Total # of MBSYEP Employer Partners	702
Private Sector	289
Community-Based Organizations	233
Federal Government	40
DC Government	72
Schools/Universities	68
Total # of MBSYEP Worksites	2,602
Total # of MBSYEP Jobs Posted	20,738

PROGRAM DETAILS

PROGRAM HIGHLIGHTS

(22,365 applied and 12,669 certified as eligible)

Technological innovations made the process more accessible than ever by ensuring youth could complete their applications and eligibility certification directly on their mobile phones.



22-24-Year-Old participation increased by 19% over PY17

The total number of 22-24 year old participants increased to the largest number since the program was first expanded to include this age group in 2015, demonstrating the high demand for the experience and access that MBSYEP provides.



Increased professional development opportunities

For the first time in its history, MBSYEP launched an online platform for youth to complete orientation and engage in professional and personal development modules to support their growth and help them to build additional workforce skills. MBSYEP youth participants completed a total of 102,700 modules from April - August 2017, proving that the platform was accessible and that youth were eager to learn.



Increased support for vulnerable youth

This year, MBSYEP expanded its partnership with the DC Department of Disability Services (DDS) and established new partnerships with five youth workforce providers to ensure that MBSYEP applicants with special needs received individualized support to complete the eligibility certification process and identify appropriate job placements. Youth were also offered opportunities to participate in specialized skills training programs preparing them for jobs in the construction industry, building maintenance, and the culinary arts.

In partnership with Safer, Stronger DC, MBSYEP engaged in targeted neighborhood outreach to connect young people from specific Police Service Areas (PSAs) to the MBSYEP and other youth employment programs. More than 400 youth received special attention and were connected to programs to support their career development and growth.



Public-private partnerships resulted in increased youth engagement



MBSYEP partnered with Urban Alliance to secure meaningful summer internship experiences for nearly 100 high school youth. These youth participated in internships that were fully subsidized by the private sector and received intensive work readiness training through the Urban Alliance program. Bank of America and the World Bank are just two of the employers that hosted youth leaders.

PROGRAM DESCRIPTION AND MISSION

The Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP) is a locally funded initiative administered by the Department of Employment Services (DOES) that provides District youth ages 14 to 24 with enriching and constructive summer work experiences through subsidized placements in both the public and private sectors.

Beginning in 2015, Mayor Bowser expanded MBSYEP to include youth ages 22 to 24 after recognizing that young District residents were struggling to find opportunities to get the kind of work experiences that could lead to a fruitful career.

MBSYEP strives to provide young people with the opportunity to:

- Earn money and gain meaningful work experience;
- Learn and develop the skills, attitudes, and commitment necessary to succeed in the workforce;
- Facilitate career exploration; and
- Interact with dynamic professionals in a positive and supportive work environment.

Employers in the Washington, D.C. metropolitan area make this annual program possible by serving as host employers and providing structured job opportunities for the District's youth during the summer. Over the six weeks of MBSYEP, the goal is to introduce District youth to government agencies, nonprofits, and companies that will positively impact their futures.

PROGRAM COMPONENTS AND KEY DATES

The 2017 MBSYEP application registration period opened on Monday, January 27, 2017, and closed on Saturday, March 4, 2017. All certification documents were due by the application closing date. Youth orientation commenced on Tuesday, March 21, 2017.

The 2017 MBSYEP began on Monday, June 26, 2017, and ended on Friday, August 4, 2017.

- Consistent with legislative requirements, the program lasted six weeks. This consisted of 29 days of work with Tuesday, July 4, 2017, observed as a holiday (youth were not permitted to work that day).

NEW INITIATIVES

Improved Certification Process

DOES partnered with other DC government agencies, including the Office of the State Superintendent of Education (OSSE), the Child and Family Services Agency (CFSA), and the Department of Youth Rehabilitation Services (DYRS) to electronically verify the eligibility of participants. This improved the efficiency of the program and eliminated the need for many residents to attend an in-person certification event. **As a result, 7,256** youth applicants were certified as eligible in whole or in part through this expanded verification process.

Enhanced Digital Media Presence

Recognizing the changing needs of youth, this year the MBSYEP launched several new digital media innovations to improve its online presence and expand access through the use of interactive technology such as text messaging and social media.

- **New Website.**
DOES launched a revamped website (summerjobs.dc.gov) to house pertinent program information for youth and employers. Through the new and more interactive website, youth were able to apply for the program, download their handbook, review frequently asked questions, and receive important program updates.
- **Online Orientation Platform.**
DOES launched the *CareerEdge* mobile platform (careeredge.com/mbsyep) to allow participants to access and complete orientation and professional development sessions on their mobile devices. This included videos, learning modules, and access to job leads based on interests.
- **Online Professional Development Platform.**
The *CareerEdge* online platform assisted MBSYEP participants with interactive curriculum modules that focused on issues such as time management and workplace etiquette. They earned digital badges that highlighted their progress and attainment of new skills.
 - A total of **3,614** MBSYEP participants participated in one of the optional professional development modules offered through the online platform, which included assistance building an ePortfolio and resume, completing a mock job application, creating a business plan, how to write a cover letter, and how to write an effective post-interview thank you letter.
 - Additionally, a total of **2,641** MBSYEP participants accessed one of the optional personal growth or career building modules. This included valuable trainings such as Working in Teams, Time Management, and Conflict Resolution.
 - The content and ease of use was rated very highly, with an overall experience rating of 4.5 out of a possible 5.0. Some of the most commonly used words youth used to describe their opinion of the online platform were: “Helpful”, “Informative”, “Convenient”, and “Better”, suggesting that the extra support was well-received.
- **Interview Portal.**
DOES partnered with *JabaTalks*, a local DC tech start-up, to offer participants an online platform to practice job interviews and connect with employers seeking to hire them, improving the job matching process, and supporting the development of critical job search skills.

More Opportunities for Professional Development

DOES hosted a five-day professional development boot camp for 100 young adults (18-24) who are eligible to participate in the 2017 MBSYEP. The professional development boot camp was designed to provide young adults with the foundational skills necessary to become healthy, productive workers and participants in civic and community affairs.

The professional development boot camp focused on the following five areas:

<p>Day #1:</p> <p>Orientation, Teamwork, Non-Defensive Communication, Mock Interviews and Resume Writing</p>	<p>Day #2:</p> <p>Business Etiquette</p>	<p>Day #3:</p> <p>Financial Management and Self-Advocacy and Coaching</p>	<p>Day #4:</p> <p>Arts and Humanities Exposure and Stress Management</p>	<p>Day #5:</p> <p>Capstone Presentation</p>
---	---	--	---	--

APPLICATION PROCESS

Youth

This year the application process began online at the newly revamped website www.summerjobs.dc.gov. The online application instructed applicants to provide the required information for registration, including their name, date of birth, address, and Social Security Number.

Other information requested on the application included:

- Current school status (in-school or out-of-school), current or last grade level completed, current or last school attended and the applicant's attendance status (full or part time students).
- Their long-term career goals, up to three industry areas of interest and the type of work they wished to explore. Applicants were also asked to rank their preferences.
- The applicant's plans after the program ended, including whether or not he/she intended to return to school, seek full- or part-time employment, or was unsure.

In an effort to increase efficiency, applicants who applied online for the prior year's MBSYEP could complete a "returning youth" application with pre-populated information. All applicants who successfully completed the certification process were given access to the youth portal. The youth portal is customized for each individual youth and is a tool which houses all pertinent information pertaining to the program.

Within the portal, youth have access to all program e-mail messages they have received. They can also see information on their assigned job site and supervisor. The youth portal also allows youth to plan commutes from their homes to their assigned worksite. The portal also provides updates for all hours worked and pay stubs for all wages earned. Youth applicants can access messages, view the status of their application, forms, and/or documents they were required to submit and remain engaged in each step of the application process. Later, if certified to participate, youth can also select and apply for MBSYEP jobs listed in the portal.

After completing the online application, youth were required to complete several additional steps, including:

1. Completing the MBSYEP W-4 tax form in the MBSYEP Youth Portal by Monday, February 27, 2017.
2. Completing the MBSYEP "My Banking Quiz" in the MBSYEP Youth Portal by Monday, February 27, 2017.
3. Submitting all eligibility documents on an assigned date and time provided by DOES.

Mayor Marion S. Barry Summer Youth Employment Program

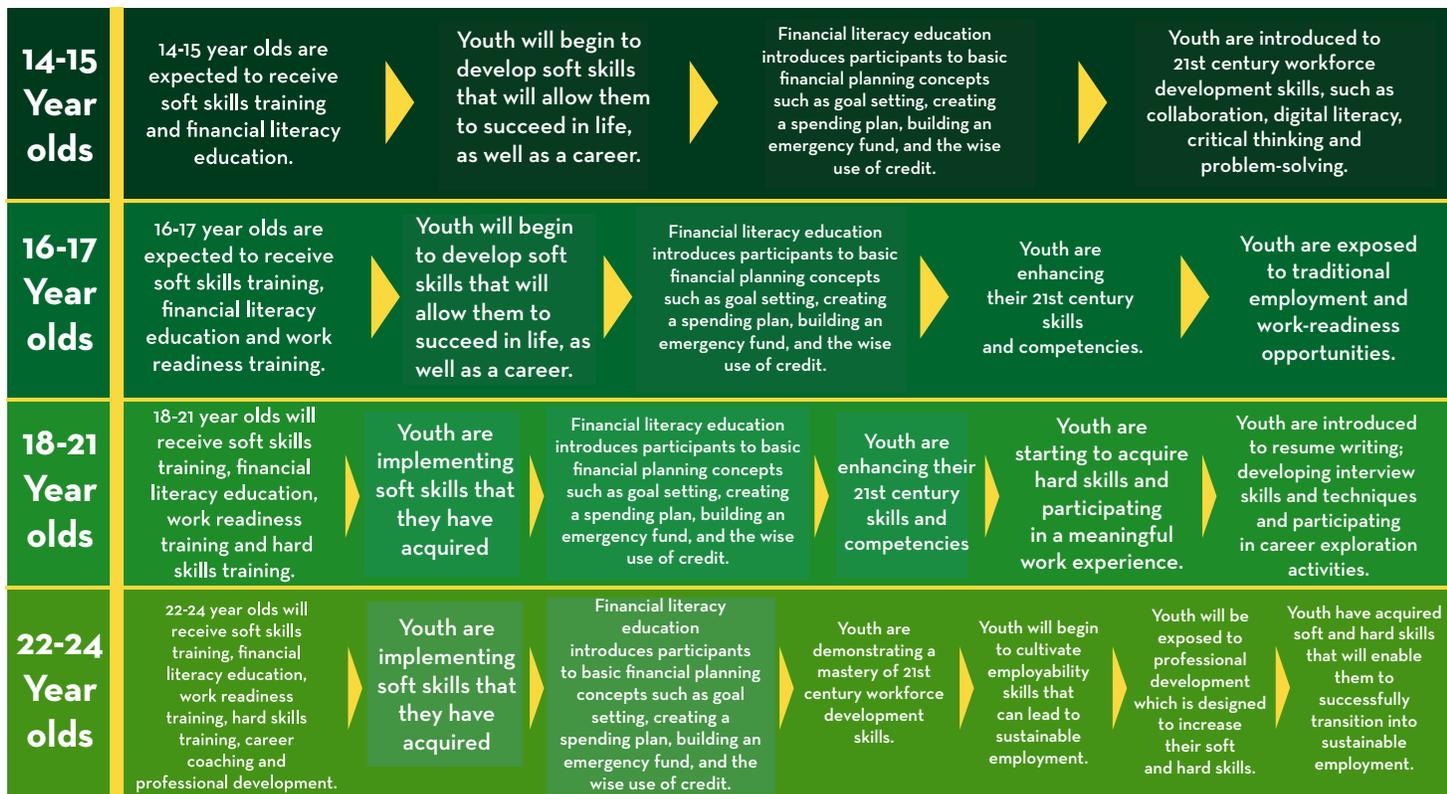
Additionally, youth were required to complete a mandatory pre-program orientation either in person or online through the newly launched *CareerEdge* mobile professional development platform.

Youth Orientation

This year, for the first time in the program’s history, the mandatory MBSYEP Youth Orientation was available to youth participants to complete online. It consisted of an eight-part set of interactive modules designed to keep youth interested, engaged, and informed. The curriculum was centered on building soft skills to ensure youth would be fully prepared for work. MBSYEP considers soft skills development to be a critical component of the program and a key developmental milestone as youth will be introduced to skills at age 14-15, enhance those skills by age 16-17, and be ready to exercise and perfect those skills at age 18-24. Upon the successful completion of the orientation, MBSYEP participants received a digital badge signifying their accomplishment.

Intentional Focus on Skills Development

MBSYEP has long considered the development of soft skills and 21st century work skills to be a critical component of the program, but this year, it became an explicitly stated goal shared with youth and host employers. The MBSYEP Skills Progression Chart provides a comprehensive overview of the developmentally-appropriate skills that participants are expected to learn and implement throughout each age and stage of their participation in the program. At age 14-15, youth are introduced to foundational skills and receive early exposure to financial literacy education. At age 16-17, youth are expected to enhance those skills and start to implement them while furthering their financial literacy. By age 18-24, youth are expected to exercise and perfect these skills and receive advanced-level financial literacy education covering a broad range of topics. MBSYEP will continue to explore and implement best practices that support youth participants in their growth and development and prepare host employers to best support them.



The eight steps of the process included:



The orientation was available in English and Spanish, and there was an option to use a translator for other languages, including Hebrew, Hindu, Vietnamese, Amharic, Latin, and Portuguese.

A total of **14,426** MBSYEP applicants were sent an email inviting them to complete the orientation. A total of **12,699** youth applicants successfully completed all modules of the orientation and received a digital badge.

Upon the successful completion of the orientation, MBSYEP participants received a digital badge signifying their accomplishment.

Employers

During 2017 MBSYEP, 742 host employers completed agreements with DOES to be part of the program. A total of 702 employer partners met all DOES requirements and ultimately participated in the program. Employers submitted applications online beginning February 24, 2017, at www.summerjobs.dc.gov.

DOES accepted applications from host employers on an ongoing, rolling basis throughout the program to ensure there were enough summer jobs available for all 2017 MBSYEP youth.

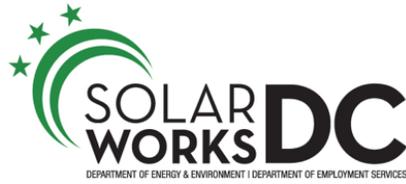
To participate, employers also were required to:

- Attend a mandatory orientation session covering the program guidelines for supervising MBSYEP participants.
- Complete a criminal background clearance, where applicable.
- Successfully pass a pre-program site visit by a MBSYEP program monitor.

The MBSYEP program monitoring team completed over 1,507 worksite visits during 2017.

Employer partners had access to the MBSYEP host portal to view resumes and contact information to begin conducting participant interviews using the newly launched interview platform.

NEW AND ENHANCED PARTNERSHIPS



Solar Works

DOES partnered with the Department of Energy and Environment (DOEE) to successfully launch the 2017 Solar Works DC summer program. The solar installation and job training pilot proved to be a successful training program for District young adults and a viable vehicle for pathways to jobs in the green economy. The program's mission is to increase the District's solar capacity, reduce the energy burden of the District's low-income households, and create pathways to the middle class by preparing District residents to obtain part-time or full-time jobs in the solar industry, including solar photovoltaic (PV) systems installation.



Young Money Managers

DOES partnered with the Department of Insurance, Securities and Banking (DISB) to successfully educate DC youth through the Young Money Managers program. Through financial education and enhanced access to mainstream financial products and services, Bank on DC provides economic mobility and wellness to individuals throughout the District, helping thousands save money and build their respective financial futures meaningful work experiences that included peer education, project-based learning opportunities, and professional development skills that they will be able to apply to their work throughout the summer.



Department of Small and Local Business Development's DC Youth Corps

The Department of Small and Local Business Development's (DSLBD) Youth Corps, powered by #FutureFirst, provided young people the opportunity to gain work experience and technical training in some of the most sought-after industries in the DC area. In the first two weeks of 2017 MBSYEP, students identified a career track of interest (data science, web development and user experience design or ecosystem building) and learned foundational skills to improve their on-job performance. In addition, MBSYEP participated in mental health workshops, self-awareness seminars, and professional development training. Youth were also introduced to human-centered design, entrepreneurial behaviors, and financial literacy to enhance the soft and hard skills that can be carried into their everyday lives.



D.C. Re-Engagement Center

MBSYEP continued to benefit from the partnership between DOES and the D.C. Office of the State Superintendent of Education's (OSSE) Youth Re-Engagement Center. The ReEngagement Center is designed to help out-of-school D.C. youth attain their high school diploma or GED. DOES

provided ReEngagement staff with contact information for more than 1,500 MBSYEP youth ages 16 to 24 identified as not having graduated high school and having no GED. Registered clients of the center receive supportive services, such as housing or child care assistance, to increase the chances of success in a GED or high-school diploma class.



Serve DC - Summer Youth Emergency Preparedness Academy (SYEPA)

The Summer Youth Emergency Preparedness Academy is designed to empower District of Columbia youth with training to assist their family and community in the event of a disaster while providing exposure to careers in emergency management and public safety. The 40 MBSYEP participants in the SYEPA learned how to assist in evacuations, create a successful triage,

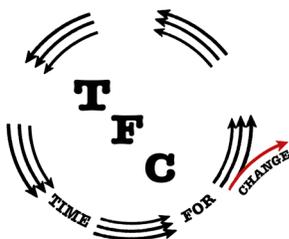
make tourniquets, rescue techniques designed to evacuate injured individuals. Academy participants learned how to assist in evacuations, create a successful triage, make tourniquets, rescue techniques designed to evacuate injured individuals. Through lectures and video instruction, academy participants learned the steps that should be followed to provide victims with the most effective lifesaving support until professional responders arrive on the scene. Upon completion of the program, participants received a Community Emergency Response Team Certificate.



Mayor's Office of Latino Affairs (OLA)

MBSYEP partnered with the Mayor's Office of Latino Affairs (MOLA) to ensure that all youth, including those who were unable to participate in the traditional MBSYEP, had a safe and enriching summer. A total of 163 young people were successfully connected to structured programs at a variety of community-based organizations including City Blossoms, Many Languages One Voice, Mary's Center, the Latin American

Youth Center, and the Latino Student Fund.



Time for Change

Time for Change is an employment program for MBSYEP youth between the ages of 22 to 24 that helps them become ready for employment. Participants complete a career assessment, receive support building a resume, and engage with employers to gain exposure to the world of work and potential career paths.

Additionally, participants sharpen their interview skills, learn about appropriate work attire, and learn about the importance of dependability, accountability, punctuality and financial stability. A total of 15 MBSYEP youth who participated in Time for Change were offered jobs at the end of the program at companies including Starbucks, Enterprise Rent-A-Car, Nando's, Chick fil-A, Allied Security, College Nannies, and Envision Realty.



Community Tech Net

CommunityTech Net was contracted by DOES to teach approximately 100 22-24 year-old MBSYEP participants skills and shared tools for success in the high-demand, Information Technology field. This innovative program offers older youth the opportunity to participate in summer internships with some of the most dynamic corporations and businesses in the District of Columbia. Participants learned skills that will enhance their abilities to obtain careers in the IT industry. Youth participated in on-the-job training experience with several companies

in the Washington metropolitan area to gain knowledge of help desk support roles from current professionals that are employed in those roles. Each young adult gained IT certifications that will help to enhance their careers in IT Help Desk support.

KBEC



KBEC, which served a total of 70 MBSYEP participants, implemented a construction component of their summer program for participants on the building maintenance track. These youth learned Occupational Safety and Health Administration (OSHA) regulations and practiced proper use of basic hand tools, power tools, and cleaning equipment. The team spearheaded a light renovation on the Delaware Avenue Baptist Church's community room. Youth refurbished the space, having run buffers and waxed the floors and repaired fixtures. MBSYEP participants have learned spackling, sanding, cutting drywall and have painted walls. Today, the church space has a new look and feel.

Youth received hands-on training from maintenance professionals who also provided guidance and mentorship around entrepreneurship, and apprenticeship opportunities. The importance of teamwork, leadership and taking in pride in your work was also emphasized.

Atlas Performing Arts Center



As a first-time MBSYEP employer partner, the Atlas Performing Arts Center engaged 29 MBSYEP youth in the development and launch of a community performance while learning about various aspects of theatre production. Youth were responsible

for set design, full dress rehearsals, media production, lighting, staging and wardrobe. MBSYEP participants produced and performed five shows during the final week of MBSYEP.



The H.O.P.E. Project

H.O.P.E. Project, in their first year as an MBSYEP host employer, welcomed 52 young adults for the 2017 MBSYEP. Over the course of the six-week program, H.O.P.E. Project focused on three key areas: Building Presentation Skills, Careers in Information Technology and CompTIA IT Fundamentals. Of the 52 participants, 27 obtained the CompTIA IT Fundamentals

certification, a nationally recognized credential that is the foundation for the next exam, CompTIA A+.

Japan in DC



MBSYEP participants were afforded an exciting opportunity to not only learn the Japanese language, but to become immersed in the culture, while gaining firsthand knowledge of Asian heritage, dress, social behaviors, and etiquette. For some youths, this program's purpose is to serve as a gateway to cultural studies with the possibility of traveling abroad during

the upcoming school year. Academic enrichment, resume building, and professional development workshops were available to each MBSYEP participant during the six-week program.



Girls Who Code

The National Academy Foundation (NAF)/Career & Technical Education (CTE) Woodson and Phelps Academy of Engineering (AOE) summer youth participants attended "Girls Who Code" during Week 4 of the program. Sessions included presentations by companies such as Accenture and DXC Technology.



City Blossoms

City Blossoms has partnered with MBSYEP for the last four years, engaging approximately 15 youth in urban agriculture and gardening. Throughout the summer, participants cultivated two community gardens and sold their produce at a weekly farmer's market. The money earned from the farmer's market was divided among the participants. For their closeout celebration, program participants invited their family and friends to share a meal made from fresh-grown ingredients that they prepared.



Community College Preparatory Academy Public Charter School

Community College Preparatory Academy Public Charter School served as a host employer, offering MBSYEP participants a unique opportunity to work and study. More than 20 young people successfully earned their Microsoft Office Suite Certifications and learned valuable work skills.

PARTNER SPOTLIGHT:

Summer Jobs Connect, Citi Foundation

For the past three years, the Citi Foundation and the national nonprofit Cities for Financial Empowerment Fund (CFE Fund) have supported MBSYEP through their Summer Jobs Connect initiative. This program, which is in eight cities across the country, adds banking access and targeted financial education into summer youth employment programs, turning a summer paycheck into a step towards a strong financial future.

CFE Fund's financial support of \$745,000 has helped DOES grow and expand MBSYEP, both by more intensively integrating financial education into the program application process, as well as supporting expansion of the program to serve 22-24 year olds. Additionally, Washington, D.C.'s participation in a national Summer Jobs Connect learning community has helped other cities enhance their own programs. For example, D.C.'s Young Money Managers, peer educators who work with other program participants to teach them the importance of money management and financial literacy have inspired similar participant leaders in five programs in other cities.

Summer Jobs Connect serves more than 22,000 D.C. youth each year with light-touch financial education, including through the MBSYEP application process. In 2017, Summer Jobs Connect helped 1,074 youth open bank or credit union accounts, and supported nearly 4,000 participants enroll in and receive their pay through direct deposit. Support from the Citi Foundation and the CFE Fund have helped turn summer jobs into entry points for lifelong success.



**Cities for
FINANCIAL
EMPOWERMENT
Fund**

PAYROLL AND HOURS

In accordance with the legislation governing MBSYEP, the maximum number of hours worked and hourly wage paid by the program was dependent upon the age of the participant. The table below shows the maximum hours per week and hourly wage for each age category:

Age	Wage*	Maximum Hours Per Week
14-15	\$5.25	20 (16 for the week of July 4)
16-21	\$8.25	25 (20 for the week of July 4)
22-24	\$11.50**	30 (25 for the week of July 4)

*Employers were permitted to pay their youth additional funds at their discretion.

** As of July 1, 2017, pay rate increased from \$11.50 to \$12.50.

During the 2017 MBSYEP, a total of **11,477** youth reported wages. These youth logged a total of **1,317,088** hours in total for a gross pay amount of **\$11,035,310.54**.

All youth participants in MBSYEP received a Citibank VISA Debit Card that was mailed to their home address. These cards may be used anywhere VISA is accepted and at any Automatic Teller Machine (ATM). Citibank and All-Point machines, which represent more than 300 ATMs throughout DC, are free of charge.

Through partnership with Bank on DC, youth ages 18 and older received financial literacy training and could apply for a free checking or savings account with local bank partners. In 2017, **3,954** youth opted for direct deposit and **388** opened new checking or savings accounts.

TRANSPORTATION ASSISTANCE

6,647 SmarTrip Fare Cards Issued to Participants

Access to transportation continues to be a key barrier to engagement in the MBSYEP. This year, a total of 6,647 participants received a WMATA Metro SmarTrip card pre-loaded with \$55 at the start of the program, with the remaining \$55 provided three weeks later as part of their payroll.

RETURNING YOUTH

Many MBSYEP participants return to the program year after year to build their skills and gain work experience. This year, **6,304** youth participants also participated during the previous summer (2016). A total of **3,814** youth participants participated in the MBSYEP the previous two summers (2016 and 2015). Many youth not only return to the program each year, but also choose to work with the same host employer. Youth have cited that they enjoy the relationships and experiences cultivated over multiple summers and look forward to returning to the same worksite.

OPPORTUNITY YOUTH PRIORITIZATION

MBSYEP is open to all District youth ages 14 to 24. In 2017, 18% of MBSYEP applicants were out-of-school youth. Youth who are out-of-school are prioritized for earlier engagement and inclusion in

year-round youth employment programs. These youth are also identified for targeted engagement with employers that are interested in hiring young people to work after the program is over. For 2017, we have been able to confirm that at least 104 young people were connected to jobs at the conclusion of the program.

YOUTH PATHWAYS TO THE CREATIVE ECONOMY

MBSYEP strives to identify placements that provide exposure to a diverse set of industries that pique the interests of a wide range of youth. Given DC's growing creative economy, MBSYEP provides young people with unique opportunities to hone their craft, exercise their creativity, and express themselves in a variety of ways. These opportunities also serve as a first stop for youth with burgeoning talents that could otherwise be undiscovered.

In 2017, approximately **1,400** youth were assigned to placements in the creative arts, which included opportunities to design, create, and perform as talent and learn about production, set design, and front and back of the house show operations. Some of these work experiences included opportunities curated by the DC Commission on the Arts & Humanities, the Sitar Arts Center, the Atlas Theatre, and the DC Department of Parks and Recreation - Teens Division.

ATTRITON

**2017 MBSYEP Cumulative Attrition
Rate Totaled 14.9%***

Based on a comparison of the total number of youth participants paid for hours they worked during Week 1 of the 2017 MBSYEP (11,194) and the total number of youth paid for their work hours during the final week of the six-week program (9,527), 1,667 participating youth exited the 2017 MBSYEP before the last day of the program.

**Week 1 of the 2017
MBSYEP (11,194)**

This decrease represents a cumulative attrition rate of 14.9% for the 2017 MBSYEP. The attrition rate for the 2016 program was 13.15%.

* These totals are based on DOES payroll results for the 2017 program as of January 3, 2018.

YOUTH DEVELOPMENT ACTIVITIES AND RECOGNITION

There was a total of 31 organizations awarded funding for MBSYEP 2017.

Work Readiness (WR)- Youth ages 14-17

Bradley & Associates
Calvin Woodland
Do the Write Thing
Do the Write Thing PO 2
H Street Main Street
The MusicianShip

CHI Squared
Humanities Council
KBEC Group
No Opportunity Wasted
Total Family Care Coalition
Healthy Babies

Safe House
Contemporary Family Services
Arts Group
HOPE Project
George Worrell Style LLC

Growth Industry (GIS)- Youth ages 14-17

Amy Jacques Garvey
Common Good City Farm
Constituent Services
CitiWide Computer Training
Empowerment Enterprise
Dance Institute of Washington

Jarmal Harris Project
Life Success Center
Life Success Center PO 2
Red Sprinkle
Siblings Together
Siblings Together PO 2

Youth Entrepreneur Institute
PAINTS
Pendergrast Alston
Sewing Opportunity Never Ending (SONE)

MBSYEP Placement and Professional Development ages 22-24

MBSYEP Placement-
Time for Change (22-24yrs)
MBSYEP Placement-
Pendergrast Consulting (22-24yrs)
MBSYEP Placement-
Community Tech (22-24yrs)

MBSYEP Professional Development-
CHI Squared (22-24yrs)
MBSYEP Professional Development-
Career Discovery (22-24yrs)
MBSYEP Professional Development-
Collaborative Solutions (22-24yrs)

MBSYEP Professional Development-
ADC Management Solutions
MBSYEP Focus Groups-
CHI Squared (22-24yrs)
MBSYEP Professional Development-
CommunityTech (22-24yrs)

MBSYEP 2017 Closing Ceremony

The 2017 MBSYEP Closing Ceremony, held on Friday, August 4, 2017, at Eastern Senior High School, celebrated the outstanding work of hosts and participants. At the event, 292 outstanding youth and 13 exemplary hosts were recognized for their exceptional performance over the six-week program. Hosts, youth, and their invited guests were received at a welcome reception and were presented with MBSYEP branded items and were later presented with awards. The event included performances by the Dance Institute of Washington and the Musicianship.

Host Site Awardees

Atlas Performing Arts Center
Community Tech Net
Department of Human Services
Department of Motor Vehicles
Department of Public Works

Duke Ellington School of the Arts
Environmental Protection Agency
Georgetown University
Internal Revenue Service
KBEC Group

RE/MAX Exclusive
Turning Natural
Youth Organizations United
to Rise - Y.O.U.R.

OUTSTANDING YOUTH

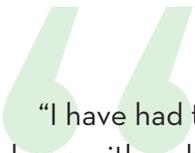
- | | | | | |
|----------------------|-----------------------|---------------------|-------------------|----------------------|
| Omoefe Ajueyitsi | Kierra Ferguson | Rishaud Lawton | Nijah Williams | Angal De La Rosa |
| Ann Drummond | Dezaniah Johnson | Pride Moabit-Tebit | Kyndal Claxton | Latrice Holloman |
| Ndia Jackson | Estefani Martinez | Trinity Brown | Jahmes Hamilton | Kenan Dority |
| Monique Lee | Tamara Beach | Cierra Graham | Khaliah Sweeney | Candace House |
| Christopher Ackerman | Tamia Ferguson | Rico Smith | Mercedes Willis | Xander de Los Santos |
| Kiyana Dubard | Da'Shawna Johnson | Andrew Welcher | Cortez Cobb | Maurice Holton Jr. |
| Jai'lyn Jackson | D'Angelo Martino | Dagmawi Mohamed | Takiya Harper | Jania Simpson |
| Camice Leonhard | Asia Bejamin | Joseph Gray | DaAsia Taylor | John Deville |
| Kevin Akers | Cheila Ferrufino | Malachi Smith | Deriana Womack | Taylor Deas |
| Terraun Duckett | Shanika Jones | Robert Wertz | Jessica Colery | Tashinee Hooks |
| Kyrea Jackson | Mamie Mayo | Ariana Monk | Pamela Harrington | Carlos Smith |
| Jeremy Lina | Alton Bigelow | China Green | Shelinda Taylor | |
| Alysse Alexander | Ijada Fields | Isaiah Smith | Kevin Wood | |
| Garrison Dugger | Rico Jones | Jonique West | Raven Cord | |
| Alexandria Jackson | Jordin McFadden | Linda Moore | Deavion Harris | |
| Kiana Livingston | Shannon Biggs | Larry Greene | Christian Thomas | |
| Marlonda Alexander | Kerryn Freeman | Aailiha Smith | Kmoni Wore | |
| Talia Edmonds | Eric Jones Jr | Tayvon White | Nathaw Cousins | |
| Alexia Jackson | Alexis Mcgee | Chiquita A. Moore | Autonio Harris | |
| Nea Livingston | Kaylah Bigs | Lauryn Gregroy | Courtney Thompson | |
| Kaylah Anderson | Angela Freeman | DeAsia Smith | Zorita Workman | |
| Derron Edwards | Evan Keamey | Danny White Jr | Cameran Cross | |
| Gerren Jackson | Imani McLean | Antonia Morgan | Makayla Harris | |
| Javen Logan | Alexander Billups | Thereria Griffin | Michelle Thompson | |
| Merice Andrades | Zemetria Froneberger | Victoria Sogbesan | Mikayla Wright | |
| Decostia Edwards | Kierra Kelly | Jewan Wiggleton | Tiara Crowder | |
| JoAnn S. Jacobs | Malia McMillan | Dwayne Walker | Sade Hawkins | |
| Janelle Lott | Andrea Bland | Norissa Griffin | Niema K. Travers | |
| David Arter | Danielle Garris | Crystal Spencer | Yvonne Wyatt | |
| William Edwards | Ziare Kelly | Benjamin Wilcox | Johanna Cruz | |
| Niyarna Jamison | Shonta'e McMillian | Gary Washington | Jame Hawkins | |
| DeAngel Love | Najai Blanding | DeJanelle Grimes | LaTia Tucker | |
| Zerubbabela Artis | Jasmine Gatten | Melissa Spencer | Lakishia Young | |
| Jamal Ellis | Destiny Khabir Rogers | Chacoia Wilkers | Josph Curtis | |
| Tayia Jeffers | Alexus McNair | Wainneka Washington | Ryonna Hayes | |
| Soyini Lydia | Breyona Bolts | Tia Gross | Nia Turner | |
| Jamaree Aull | Gerorgianna Gilbeaux | Crystal Springer | Biniam Zeme | |
| Khadijah ElShabazz | Emonie Knox | Nazir Williams | Ashley Daniels | |
| Gregory Jefferson | Kaylah Miller | Isaiah Washington | Bariana Hedgpeth | |
| Tamia Marshall | Kaytoya Brown | Aniya Hall | Malik Ussery | |
| Olisa Azikiwe | Destiny Giles | Annas St. Johns | Claudia Howard | |
| Nash Elson | Miles Kramer | Tanesha Williams | Anthony David | |
| Demarco Jeffrey | Da'jae Miller | Deborah Watson | Anninah Henry | |
| Javonne Marshall | Daviyonna Brown | Moesha Hall | Tamesha Vines | |
| Ernest Bakana | Bakoni Gomez | Alexsis Staples | Nathaniel Hutton | |
| Niyhana Epps | Jayla Lancaster | Keyshawn Williams | Jorden Davis | |
| Derriann Johnson | Samory Mitchell | Joshua Chatman | Brionna Hicks | |
| Robin Martin | Shakell Brown | Allanxandria Hall | Takayla Walker | |
| Rojay Ball | Sean Gorham | Dominique Stewart | Jakyia Watts | |
| Ebony Fayson | Sean Lattimore | Deyana Williams | Lauren Dawkins | |
| Mekhi Johnson | Christefer Mitchell | Nydja Chiazor | Kiara Hill | |
| Tara Martin | Jordan Brown | Christy Hall | Meredith Donnelly | |
| Jailynn Banks | Imani Graham | Janee Stewart | Isaiah Webb | |

Mayor's Opportunity Scholarship

In 2017, MBSYEP introduced the Mayor's Opportunity Scholarship to support MBSYEP participants in their post-secondary endeavors. For MBSYEP 2017, the Mayor's Opportunity Scholarship offered 75 scholarships in the amount of \$2,000 for participants ages 18 to 24 that have a desire to pursue post-secondary education and occupational or military training after successfully completing a work experience during the summer. Scholarship recipients were selected based on interest, unmet financial need, and commitment to being a MBSYEP ambassador and participant. The scholarships were awarded at the end of the 2017 program. The District's total investment in this program is \$154,000.

Ghelatia Araia
 Melia McIntyre
 Monet Deadwyler
 Alem Bekele
 Ron' Chanae Tobe
 Niani Powell
 Darrius Cook
 Jasmine Boyd
 Makiyah Neal
 Sarah Ruiz
 Simbiat Odeshina
 Robbyn Mercer
 Ebony Johnson
 Arturo Evans
 Typhanie Carr
 Samantha Anderson
 Donyel Marbley
 Aaron Ray
 Derron Edwards
 Dimond Preston
 Sakari Scott
 Jada Miles
 Bashira Mccallister
 Amara Evering
 Khadijah Nixon
 Tyrianna McLean-Hardy
 Caprice Humphries
 Oluwaseun Balogun
 Paris Young
 Crystal Pendergast
 Courtney Thompson
 Karina Fuentes
 Ifedamola Anifowose
 Brittany Young
 Jordan Stearns
 Keyana Howard
 Kaylah Bias

William Lawson
 Tselot Aklilu
 Aizsha Horne
 Auzhane Shaw
 Cierra Roberts
 Herani Bekele
 Nyla Klusmann
 Lauren Dawkins
 Teyobesta Abebu
 Tamara Beach
 Curtisha Mozie
 Erica Foster
 Aaliyah Ruffin
 Anton Brown
 Afia Tyus
 D'ionni Michals
 Franchesca Morris
 Imani McLean
 Christian Thomas
 Marissa Reed
 Chibunma Adiele
 De'Niece Whitfield
 Tanasha Walls
 Chidinma Adiele
 Jeanine Greeley
 Michelle Thompson
 Diane Yomkil
 Kiara Hill
 Erykah Haight
 Birhane Girmay
 Makyah Scott
 Mariama Barrie
 Nashae Prout
 Mecca Straughter
 Sydnee Fitzpatrick



YOUTH ROCK STAR - *Kennea Carter*

“I have had the delight of working with some outstanding youth. In the short time they have been with us here at Studio Theatre, their interests and personalities are really shining through. Kennea Carter, who goes by “Carter”, is one of the best. She is always on-time, polite and a great asset to our theatre operations.” - Joe Emeis, Studio Theatre, a DC Commission of the Arts & Humanities partner



YOUTH ROCK STAR - *Christyn Wright*

“Ms. Wright is a rising 9th grader who came to Pendergrast Alston Consulting Services G.R.O.W.T.H. II Program this summer [...] She was very inquisitive and opened minded throughout the program. She approached every activity and experience with a high level of enthusiasm. During the summer, Ms. Wright was able to obtain hands on work experience with the DC Diaper Bank where she was able to effectively apply the various soft skills learned during the G.R.O.W.T.H.II Program Training component. Specifically, Ms. Wright was able to complete the volunteer application, that is very similar to a real life application, dressed professionally during her first meeting with the Management Staff at the Diaper Bank and make a great first impression. During her hands on work experience, Ms. Wright was also able to display several other important job readiness skills like arriving to her worksites on time, working with peers, completing her assigned tasks on time and how to effectively communicate. Ms. Wright received praise from not only the team at the Diaper Bank for her professionalism and her contributions, but she has been praised by her peers and Supervisor at the G.R.O.W.T.H. II Program. She has a bright future ahead and will do extremely well with her “Can do” attitude equipped with the proper skills and opened minded approach to life.” --- Pendergrast Alston Consulting

ADDENDA

Demographic Analysis Of Youth and Employers

DEMOGRAPHIC ANALYSIS

Participant Age and Ward of Residency Self Reporting in MBSYEP Portal

Participant Age	N/A	Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8	Total
14	9	86	8	13	181	249	131	406	521	1,604
15	22	117	15	16	223	286	169	486	557	1,891
16	26	101	15	33	240	280	155	529	521	1,900
17	17	108	8	13	213	266	175	480	525	1,805
18	14	59	12	4	168	244	150	426	477	1,554
19	18	50	7	3	121	159	86	313	339	1,096
20	7	50	2	4	96	137	71	231	295	893
21	3	37	5	4	62	111	45	170	187	624
22	10	25	4	2	46	83	53	150	139	512
23	7	22	5	3	45	60	44	143	129	458
24	6	15	1	2	17	56	26	92	117	332
	139	670	82	97	1,412	1,931	1,105	3,426	3,807	12,669

Figure 1

Source: Compiled by DOES based on information that 2017 certified youth participants provided on their applications.

NA= Not available, known or applicable. These participants did not provide this information, or ward of residency was not applicable to them. Ward of residency does not apply to participants who are homeless or a ward of the D.C. Child and Family Services Agency.

Racial Demographics Self Reported in MBSYEP Portal

African American / Black	Female	5,983
	Male	4,655
American Indian / Alaskan Indian	Female	13
	Male	16
Asian	Female	26
	Male	33
Caucasian / White	Female	28
	Male	62
Hispanic/Latino	Female	239
	Male	150
Other	Female	839
	Male	617
Pacific Islander	Female	5
	Male	3

Figure 2

Source: Compiled by DOES based on responses in the MBSYEP Portal from 2017 program certified youth participants regarding their age and gender.

Percentage of Total Youth Participants by Education Level

Education Level	Count	%
Associates Degree	35	0.28
Bachelors Degree	108	0.85
College Student	1,788	14.11
High School	6,971	55.02
High School Graduate	1,991	15.72
Information Not Available	51	0.40
Left HS before Graduating	204	1.61
Masters Degree	11	0.09
Middle School	1,328	10.48
Obtained GED	182	1.44

Top 5 Job Sectors (MBSYEP Portal)

CC	Jobs by CC
Education and Training	6,803
Office and Administrative Service	1,828
Sports and Physical Education	1,697
Youth Services	1,601
Performaing Arts	1,323

Student Type and Age

Student Type	14	15	16	17	18	19	20	21	22	23	24	Total
Full-time Student	1,587	1,864	1,849	1,746	1,323	743	478	293	190	132	57	10,267
Not in School	1	5	9	18	127	224	308	259	255	259	226	1,691
Part-time Student	14	20	35	35	79	102	85	59	50	50	36	565
Post Secondary	0	1	3	3	11	19	14	8	11	11	9	91
Vocational	2	1	3	3	9	8	8	5	6	6	4	55
	1,604	1,891	1,900	1,805	1,554	1,096	893	624	512	458	332	12,669

22-24 YEAR OLD OUTCOMES

DEPARTMENT OF EMPLOYMENT SERVICES



22 - 24 YEAR OLDS - 2016 MSYEP by the NUMBERS

APPLICATIONS SUBMITTED



FY 2016: 2,688
FY 2017: 2,807

Certified applicants that participated in the summer employment program

FY 2016 = 928 FY 2017 = 1000



Fun Facts!!

79%
Of all participants in college have participated in MBSYEP for three or more years

91%
Certified applicants that worked at least 1 hour



Certified applicants that participated in the summer employment program

FY 2016



FY 2017



Gross Earnings



FY 2016 = \$1,445,691

FY 2017 = \$1,820,620.25

Average gross earnings each participant



FY 2016 = \$1,558

FY 2017 = \$1,650.61

Returned to School



FY 2016 = 252 (27%)

FY 2017 = 367 (37%)

Of the 367 who were enrolled in college, 151 indicated that they were seeking employment

Secured Employment by December 31st



FY 2016 = 330 (49%)

FY 2017 = 388 (48%)

Unemployed, Underemployed or Seeking Employment



FY 2016 = 676

FY 2017 = 692



GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

CONCLUSION

MBSYEP continues a legacy of high-quality youth service started by Mayor Marion S. Barry and has continued to expand under Mayor Bowser's administration to assist even more youth and young adults in securing a career pathway and gaining valuable work experience. 2017 proved that MBSYEP continues to serve as a bridge to help connect young District residents to their career goals. Through the implementation of technological innovations, MBSYEP has continued to become more accessible and efficient, ultimately improving the overall quality of the experiences of youth and employers alike.

Based on the 2017 MBSYEP feedback and performance data, the program remains a critical source of essential workplace skills development for District youth, particularly for those aged 22 to 24. The majority of youth and young adult participants surveyed found the program to be a rewarding experience and early data indicates that many secured full-time employment following the program.

Given the intentional focus on professional development, MBSYEP participants received access to professional development training and could access modules to support personal and professional growth. Looking forward, program staff will continue to enhance the quality of the comprehensive professional development curriculum. This will help more young people develop the skills they need to be successful in the workforce.

MBSYEP staff look forward to expanding access through continued improvement to the online application and eligibility certification process, modifying orientation content to include learning modules most relevant to job placements and responsive to the needs of employers, improving the job matching process, and creating additional content to support MBSYEP supervisors and mentors in working with their assigned youth participants.



NOTES



GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

DEPARTMENT OF EMPLOYMENT SERVICES

Office of Youth Programs

4058 Minnesota Avenue, NE Washington, DC 20019

Next to Minnesota Avenue Metro on the Orange Line

Phone: (202)698-3492

youthjobs@dc.gov