MBSYEP

Report

2017

Mayor Marion S. Barry

Summer Youth Employment Program

MAYOR MARION S. BARRY SUMMER YOUTH EMPLOYMENT PROGRAM

WE ARE WASHINGTON DC

GOVERNMENT OF THE DISTRICT OF COLUMBIA

MURIEL BOWSER, MAYOR

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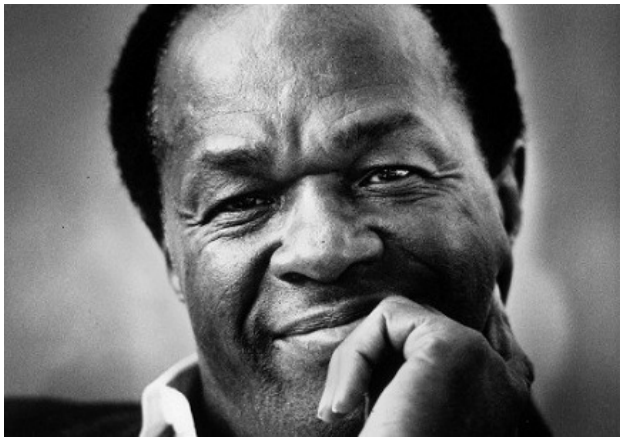
Marion S. Barry Tribute



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,

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

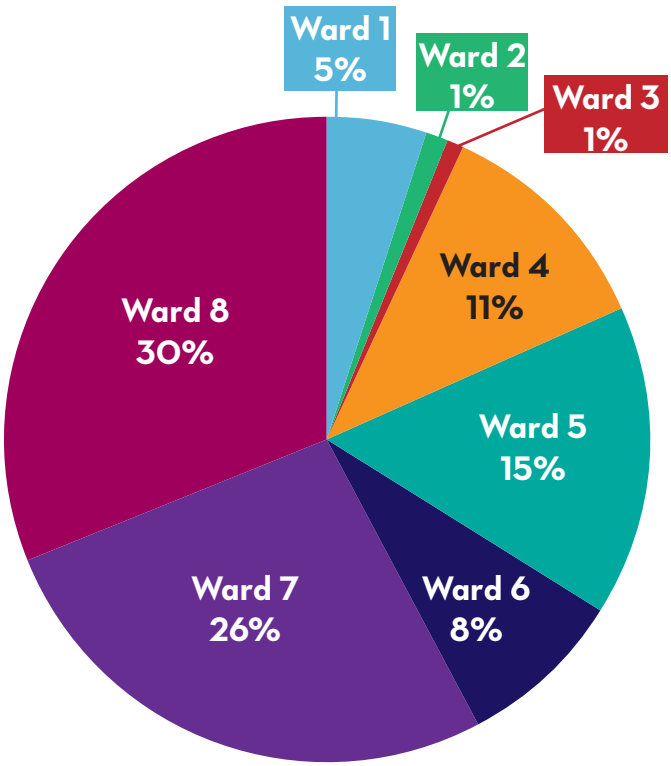
Total # of Youth Who Worked:
11,477

Total # of Hours Worked:
1,317,088

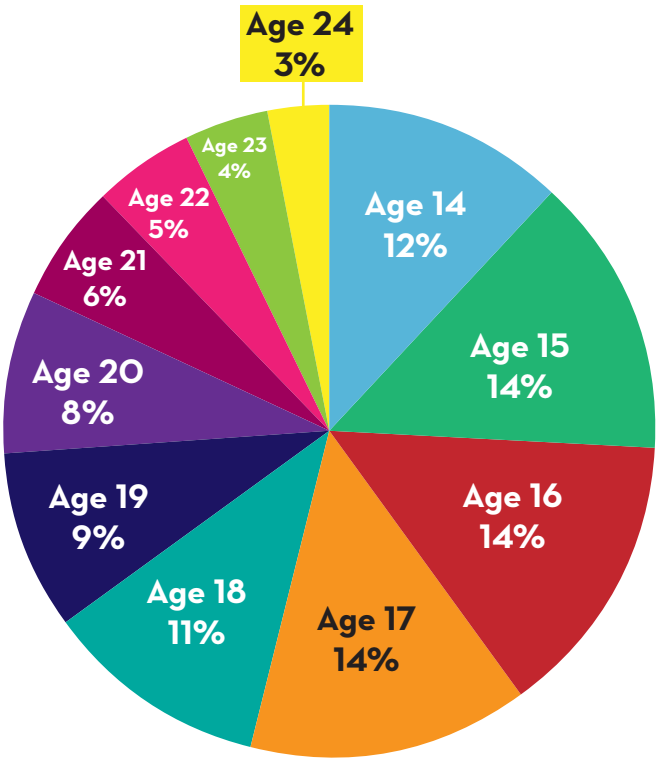
Total Net Pay:
$9,754,366.18

Total Gross Pay:
$11,035,310.54

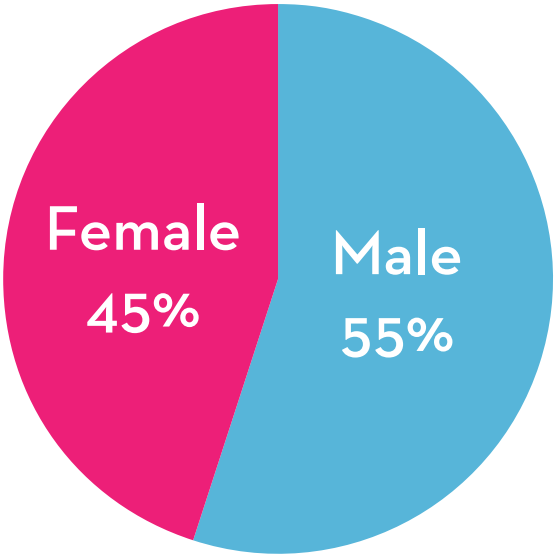
MBSYEP by Ward (2017)



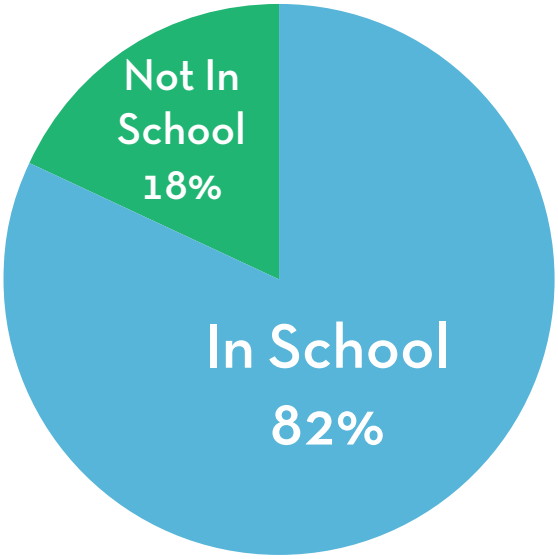
MBSYEP by Age (2017)



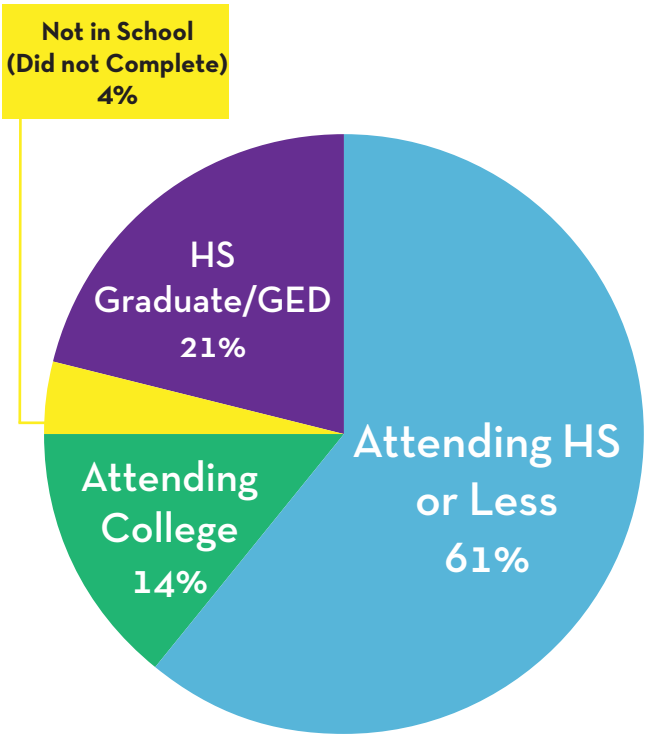
MBSYEP Youth by Gender (2017)



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:

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

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.

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.

14-15 Year olds	14-15 year olds are expected to receive soft skills training and financial literacy education.	Youth will begin to develop soft skills that will allow them to succeed in life, as well as a career.	Financial literacy education introduces participants to basic financial planning concepts such as goal setting, creating a spending plan, building an emergency fund, and the wise use of credit.	Youth are introduced to 21st century workforce development skills, such as collaboration, digital literacy, critical thinking and problem-solving.		
16-17 Year olds	16-17 year olds are expected to receive soft skills training, financial literacy education and work readiness training.	Youth will begin to develop soft skills that will allow them to succeed in life, as well as a career.	Financial literacy education introduces participants to basic financial planning concepts such as goal setting, creating a spending plan, building an emergency fund, and the wise use of credit.	Youth are enhancing their 21st century skills and competencies.	Youth are exposed to traditional employment and work-readiness opportunities.	
18-21 Year olds	18-21 year olds will receive soft skills training, financial literacy education, work readiness training and hard skills training.	Youth are implementing soft skills that they have acquired	Financial literacy education introduces participants to basic financial planning concepts such as goal setting, creating a spending plan, building an emergency fund, and the wise use of credit.	Youth are enhancing their 21st century skills and competencies	Youth are starting to acquire hard skills and participating in a meaningful work experience.	Youth are introduced to resume writing; developing interview skills and techniques and participating in career exploration activities.
22-24 Year olds	22-24 year olds will receive soft skills training, financial literacy education, work readiness training, hard skills training, career coaching and professional development.	Youth are implementing soft skills that they have acquired	Financial literacy education introduces participants to basic financial planning concepts such as goal setting, creating a spending plan, building an emergency fund, and the wise use of credit.	Youth are demonstrating a mastery of 21st century workforce development skills.	Youth will begin to cultivate employability skills that can lead to sustainable employment.	Youth will be exposed to professional development which is designed to increase their soft and hard skills.	Youth have acquired soft and hard skills that will enable them to successfully transition into sustainable employment.

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 Enchanced 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 exposre 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 recieve 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 Ecomony

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

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'Niecia 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	22	93	9	10	187	244	154	496	559	1,774
15	29	110	11	25	248	330	177	590	643	2,163
16	40	103	12	15	230	332	197	601	621	2,151
17	21	90	16	9	213	291	170	550	572	1,932
18	27	89	11	13	147	232	129	427	474	1,549
19	19	49	2	4	124	179	75	320	327	1,099
20	16	29	11	6	62	129	50	221	223	747
21	9	33	4	1	67	96	52	158	159	579
22	6	31	6	4	40	67	44	142	134	474
23	4	16	1	2	25	44	29	94	112	327
24	3	15	0	0	12	26	20	69	77	222

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.

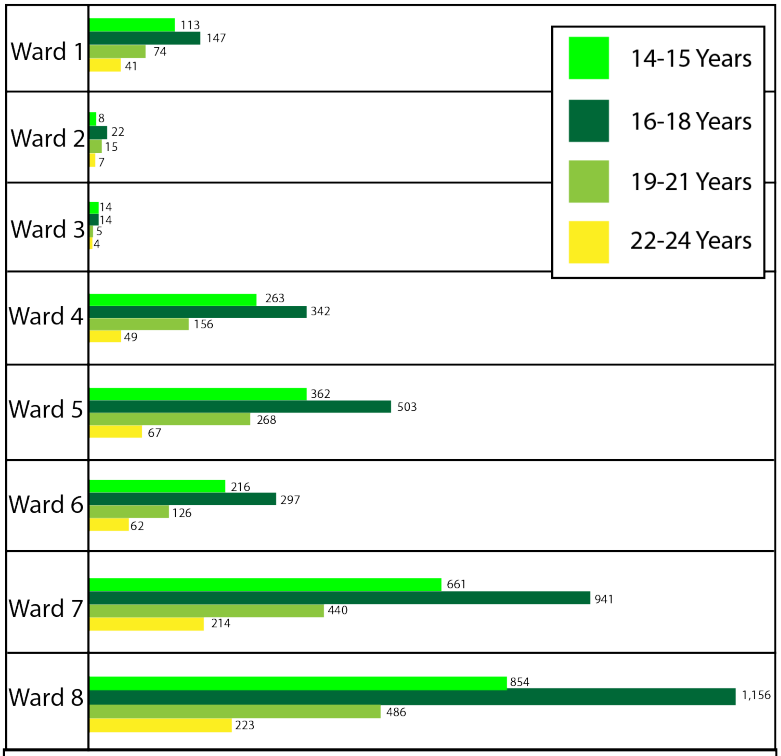
Racial Demographics

Self Reported in MBSYEP Portal

African American / Black	Female	6,189
	Male	4,907
Other	Female	795
	Male	578
Hispanic / Latino	Female	214
	Male	150
Caucasian / White	Female	28
	Male	50
Asian	Female	33
	Male	32
Amarican Indian / Alaskan Indian	Female	20
	Male	18
Pacific Islander	Female	1
	Male	2

Figure 2
Source: Compiled by DOES based on responses in the MBSYEP Portal from 2017 program certified youth participants regarding their age and gender.

Participants Who Accepted SmarTrip Cards by Ward of Residency and Age



Source: Compiled by DOES based on results and information in the agency's database regarding 8,170 youth participants who each picked up a SmarTrip card for the 2016 MBSYEP.
Note: This chart excludes information on 124 additional 2016 program youth participants who accepted SmarTrip cards, but did not provide information their ward of residency, or it was not applicable for them. Ward of residency is not applicable for program youth participants who are homeless or ward of the D.C. Child and Family Services Agency.

Percentage of Total Youth Participants by Education Level

Educational Level	Percentage
Middle School	11.15%
High School	58.31%
Left High School before Graduating	1.54%
High School Graduate	14.27%
Obtained GED	1.24%
College Student	12.04%
Associate Degree	0.29%
Bachelor's Degree	0.59%
Master's Degree	0.2%
N/A	0.55%

Top 5 Job Sectors (MBSYEP Portal)

Child Care	2,442
Sports and Physical Education	1,643
Federal Government	1,300
Performing Arts	802
Health Care	591

Figure 3
Source: Compiled by DOES based on 2017 MBSYEP youth participants' prefererred job sector selections in the MBSYEP Portal.
Note: Results may not be complete for all youth participants. Some may not have indicated job sector preferences.

Student Type and Age

Student Type	14	15	16	17	18	19	20	21	22	23	24	Grand Total
Full-Time Student	1,751	2,142	2,096	1,862	1,349	756	401	282	198	73	47	10,957
Not in School	2	4	7	13	104	236	248	235	221	205	148	1,423
Part-Time Student	15	14	34	43	82	81	75	49	46	44	25	508
Post Secondary	5	1	8	6	6	14	11	8	8	2	1	70
Vacational	1	2	6	8	8	12	12	5	1	3	1	59
Grand Total	1,774	2,163	2,151	1,932	1,549	1,099	747	579	474	327	222	13,017

22-24 Year Old Outcomes

DEPARTMENT OF EMPLOYMENT SERVICES

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 — 91%

FY 2017 — 91%

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

JOB

FY 2016 — 676

FY 2017 — 692

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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.

MAYOR MARION S. BARRY SUMMER YOUTH EMPLOYMENT PROGRAM

2017 MAYOR MURIEL BOWSER

NOTES

GOVERNMENT OF THE DISTRICT OF COLUMBIA

MURIEL BOWSER, MAYOR

DEPARTMENT OF EMPLOYMENT SERVICES

Office of Youth Programs

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youthjobs@dc.gov