

MURIEL BOWSER
MAYOR

September 21, 2023

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania Avenue, NW, Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

I am pleased to submit to the Council of the District of Columbia the enclosed "Mayor Marion S. Barry Summer Youth Employment Program FY 2022 Independent Evaluation," which was prepared by an independent contractor pursuant to section 2d of the Youth Employment Act of 1979, effective September 24, 2010 (D.C. Law 18-223; D.C. Official Code § 32-245).

The report evaluates the 2022 Mayor Marion S. Barry Summer Youth Employment Program and includes, among other assessments, an analysis of the job responsibilities of participating youth, the support mechanisms for participating youth and employers, and assessments of client satisfaction from participating youth and employers.

My administration is available to discuss any questions you may have regarding this report. In order to facilitate a response to your questions, please contact Dr. Unique Morris-Hughes, Director, DOES, at (202) 671-1900.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser", written over a horizontal line.

Muriel Bowser

Enclosure

DC DEPARTMENT OF EMPLOYMENT SERVICES

Mayor Marion S. Barry
Summer Youth Employment Program
FY 2022 Independent Evaluation

Mayor Marion. S Barry Summer Youth Employment Program

MBSYEP Evaluation

2022

DEPARTMENT OF EMPLOYMENT SERVICES

4058 Minnesota Avenue, N.E. Washington, DC 20019



GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

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The
Georgetown
Firm

The Georgetown Firm initiated its evaluation of the District of Columbia's Department of Employment Services' Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP) in December 2021. We spoke with the Management Team as they prepared for the 2022 summer with the expectation that this year would be a closer return to normalcy for the participants. It proved to be an opportunity for the office to apply efficiencies and improvements gained during the pandemic period, enhancing the participants' experience and expanding their horizons.

MBSYEP offers three types of programs, in-person (onsite), hybrid, and virtual, in addition to the Career Edge Curriculum offered by MBSYEP. The Management Team continued to expand its offerings, providing youth support both academically and socially - proactively addressing mental health challenges brought on by the pandemic. Youth were offered 28 different career choices, and 13,520 approved applicants began the program, with the highest interest in child care, sports and physical education, and federal government opportunities. MBSYEP continues to seek opportunities to enhance the youth's experience and offer leading programs. MBSYEP boasts an impressive line of speakers allowing youth to see a future that they otherwise may not have. This year, Actors, CEOs, and Ambassadors were inspiring the youth!

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EXECUTIVE SUMMARY

MBSYEP's 43rd year leveraged lessons learned from pivoting in pandemic times to the new normal of today. As the Annie E. Casey Foundation reported, "Children and youth have suffered trauma and tremendous loss over the past two and a half years. By July 2022, more than 1 million people in America had died from the novel coronavirus, including more than 1,600 children, and more than 200,000 kids had lost a parent or primary caregiver.

And even as they experience COVID-era mental health challenges, many children have contended with conditions that made life harder well before 2022." MBSYEP found itself contending with this reality throughout 2021 and continued to morph to address the needs of our District youth.

Recognizing the challenges faced by its clients, MBSYEP made strides in creating an environment that served as support in addition to providing enriching and constructive summer work experiences. School-aged youth were offered literacy tutors and refreshers from the current school year to help reduce the learning loss which occurred during distance learning.

Unvarying from prior years, the evaluation was performed consistent with the Join Committee on Standards for Educational Evaluation (JCSEE) standards, adopting a utilization-focused approach. Findings are focused on the participant and employer experience, generating data-driven action recommendations.

1Annie E. Casey Foundation. (2022, August 8). National, State-by-State Data Show Depth of Mental Health Pandemic for Youth. Baltimore, Maryland, United States.

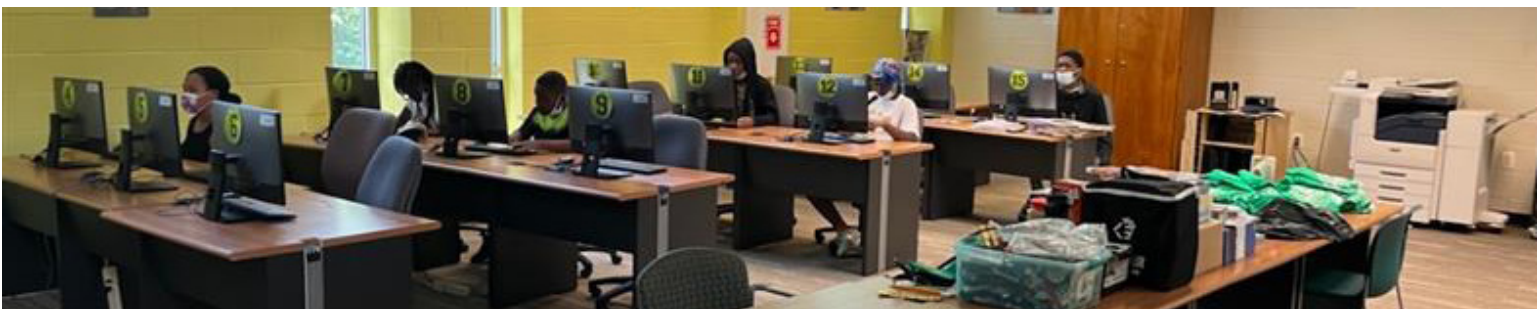
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FY 2022 marked a ‘new normal’ with the pandemic precautions waning. Yet despite the return to normalcy, the impact of the pandemic on the youth population from the prior two years has been significant. Brookings noted, “The pandemic has had devastating impacts on learning.” NIH quantified the learning loss for high school students at double digits. Within the District, MBSYEP pivoted to address these challenges. However, despite limited resources, 72.4% of respondents reported that they were very satisfied or satisfied with MBSEP’s response to the pandemic changes. 78% of respondents reported that they were very satisfied or satisfied with their experience with MBSYEP, down from 88.4% in the prior year. Yet, in both years, more than 90% of participants would recommend MBSYEP to others.

FY 2023 is anticipated to be a more predictable year, given the state of the pandemic and its continued evolution. MBSYEP has changed the composition of its employer pool, offering participant access to higher-paid positions and increasing the diversity of learning opportunities without a corresponding increase in operational support. Recommendations for enhancement are largely attributable to the pace at which MBSYEP has had to move to address evolving circumstances. The coming years bring an opportunity to re-balance the program’s resources, improving the experience of MBSYEP’s participants and employers, specifically in the areas of job matching, equipment, and communication.

Overall, participants and employers report gains from the program. More than 93% of participants reported their respective employers were invested in their professional experience. The majority of participants cited multiple job skills gained from their MBSYEP experience. More than 90% of the employers would provide positive referrals for the youth that they hosted. Over 93% of employers reported that the youth participants met or exceeded the quality expected, and of these, 25% found the overall quality of applicants to be far above average.



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MBSYEP awarded the most Mayor's Opportunity Scholarship Awards since its inception providing 101 participants scholarships in fiscal year 2022!

Most participants reported that income from the program was used for essentials or education.

JP Morgan Chase awarded \$150,000 in grant funds to support the advancement of racial equity. These grant funds enabled MBSYEP to provide participating youth pay rates 30% higher than the District's minimum wage.

More than 47% of youth cited MBSYEP as very important during the pandemic.



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PROGRAM STRUCTURE

MBSYEP offers three different formats and a Career Edge curriculum, allowing participants to gain skills in an environment most suited to their needs, driven by the need for adjustments during the pandemic. These are now standard practices.

Virtual Internship:

Employer hosts can submit a virtual plan for approval to MBSYEP. Virtual plans allow youth to access their workplace from a mobile device or desktop for users.

Career Edge Curriculum:

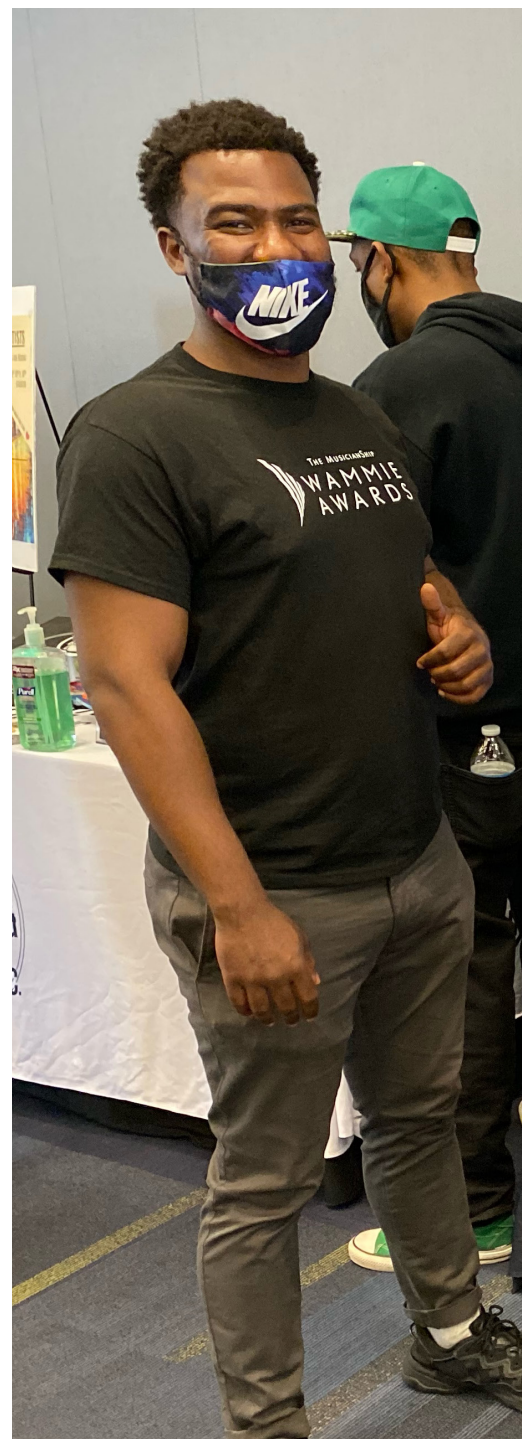
MBSYEP provided an online virtual Career Edge curriculum which enabled youth to complete over 200 hours of professional and workforce development modules.

Virtual Workforce Development Experience:

MBSYEP interns had access to Occupational Skills Industry Specific or Career Edge Workforce training delivered virtually through modules compatible with mobile devices, laptops, and desktop computers.

Hybrid Model:

Youth were matched with a host site that offers both virtual and in-person experiences.



EVALUATION APPROACH

We used a utilization-focused evaluation addressing the requirements provided for in D.C. Code § 32-244, Evaluation of the Summer Youth Employment Program:

- Pre-and-post-program surveys of participating youth and employers
- Interviews with local youth workforce development stakeholders, experts, and providers
- Evaluations of client satisfaction from participating youth and employers
- Assessments of job responsibilities of participating youth
- Assessments of support mechanisms for participating youth and employers
- Assessment of progress as it relates to job readiness & specific work skills gained for participating youth
- An estimation of the percentage of youth participating in each of the various types of activities provided through the summer youth employment program (for example, work experience, academic, and youth enrichment)
- An assessment of the steps taken to address shortcomings identified in the previous program evaluations and an analysis of the effectiveness of these corrective measures

Surveys, interviews, and meetings were held throughout the period of planning and execution, adopting an approach based on Michael Patton's Utilization-Focused Evaluation and consistent with Joint Committee on Standards for Educational Evaluation (JCSEE) standards. The experience of MBSYEP participants and employers drove the findings. The qualitative inquiry followed principles aligned with John Creswell's frameworks.











MBSYEP is evaluated annually by statute and therefore deemed organizationally ready for the evaluation. MBSYEP Management and oversight entities were identified as the primary intended users of the evaluation. The results of data collection were shared throughout the evaluation process.

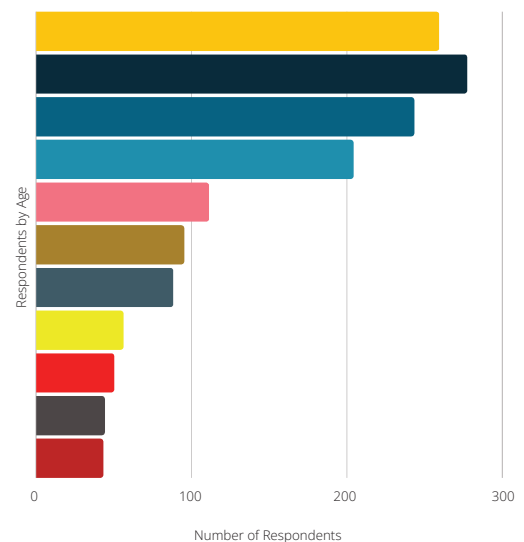
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MBSYEP PARTICIPANT ENTRANCE SURVEY

1. What is your age?

	I am 14 years old	259	17.6%
	I am 15 years old	277	18.8%
	I am 16 years old	243	16.5%
	I am 17 years old	204	13.9%
	I am 18 years old	111	7.6%
	I am 19 years old	95	6.5%
	I am 20 years old	88	6.0%
	I am 21 years old	56	<5.0%
	I am 22 years old	50	<5.0%
	I am 23 years old	44	<5.0%
	I am 24 years old	43	<5.0%
GRAND TOTAL		1470	100%



2. What gender do you identify as?

	Identify as female	958	66.9%
	Identify as male	487	33.1%
	Identify as x/Unspecified/Other	25	<5.0%
GRAND TOTAL		1470	100%

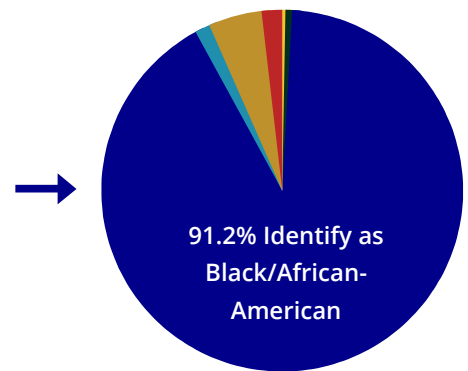


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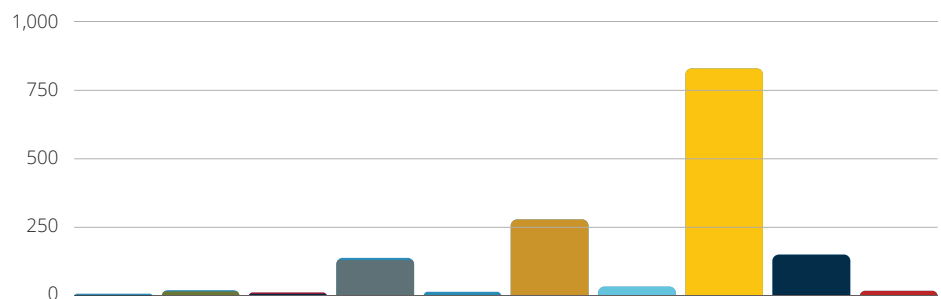
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3. What is your race?

	Identify as American Indian or Alaskan Native	<10	<5.0%
	Identify as Asian	<10	<5.0%
	Identify as Black or African-American	1340	91.2%
	Identify as Caucasian/White	20	<5.0%
	Identify as Hispanic/Latino	70	<5.0%
	Identify as some other race	27	<5.0%
GRAND TOTAL		1470	100%



4. What is your education level?

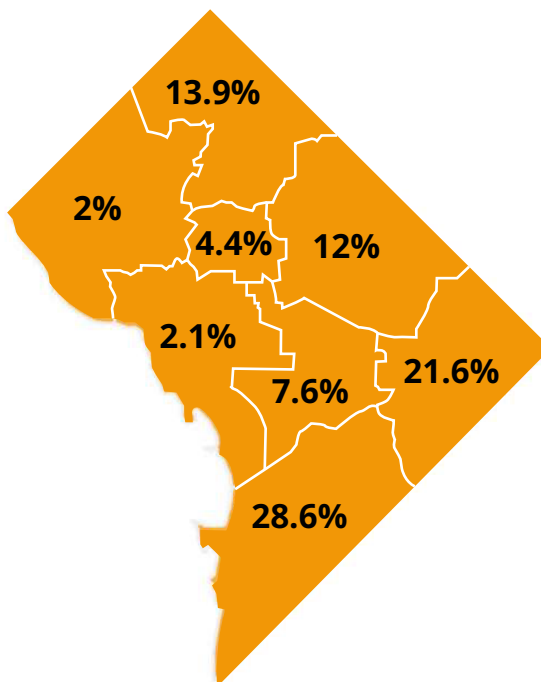


	I am a College Student	130	8.8%
	I am a High School Graduate, and i am currently enrolled in an educational or training program	122	8.3%
	I am a High School Graduate, and i am not currently enrolled in an educational or training program	156	10.6%
	I am currently in High School	829	56.4%
	I am in Middle School or have graduated from Middle School	150	10.2%
	I am not currently in school	18	<5.0%
	I have a Associate Degree	<10	<5.0%
	I have a Bachelors Degree	16	<5.0%
	I have a Masters Degree	<10	<5.0%
	I have obtained GED	<10	<5.0%
	I left High School before graduating	33	<5.0%
GRAND TOTAL		1470	100%

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5. What ward do you reside in?



	I reside in Ward 1	65	<5.0%
	I reside in Ward 2	31	<5.0%
	I reside in Ward 3	30	<5.0%
	I reside in Ward 4	204	13.9%
	I reside in Ward 5	176	12.0%
	I reside in Ward 6	111	7.6%
	I reside in Ward 7	318	21.6%
	I reside in Ward 8	421	28.6%
	Respondents did not provide their ward	114	7.8%
	GRAND TOTAL	1470	100%

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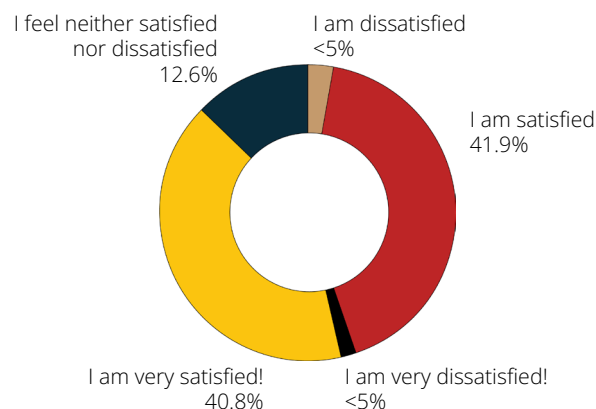
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6. Overall, How would you rate your experience with MBSYEP to date in 2022?

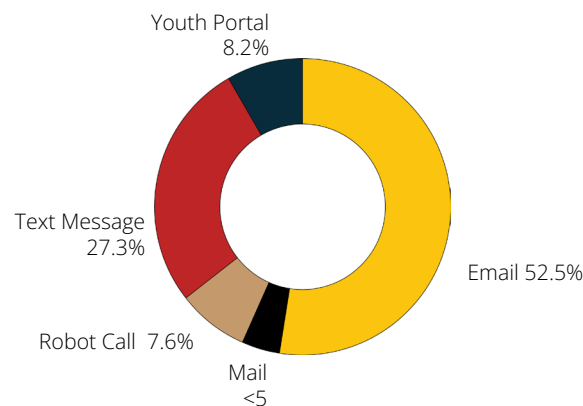
Significantly improved in 2022, ~82.7% of respondents indicated that they were either satisfied or very satisfied with their experience.

Approximately ~13% of people did not feel satisfied or dissatisfied, and close to ~5% of people were dissatisfied or very dissatisfied.



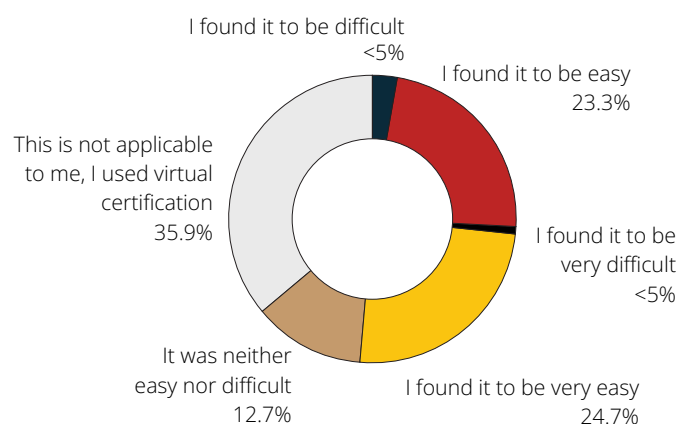
7. Please rank the following communication methods from your favorite to your least favorite.

In 2022, there was a ~3% increase in preference for communication via text message (~27% in 2022 vs. ~24% in 2021) with an almost corresponding decrease in email preference (~53% in 2022 vs. ~55% in 2021). In 2022, less preferred methods of communication in descending order of preference continued to be via Youth Portal, Robot Call, and Mail.



8. For in-person certification, overall, how would you rate the MBSYEP certification process?

Virtual certification continues to be used (~36% in 2022 down from ~41% in 2021); however, overall in-person certification increased as a percentage. Among those certifying in-person, the certification process was reported to be easier than in the prior year, with ~23% up from ~21% in 2021 and ~25% up from 20% in 2021, reporting it to be easy or very easy, respectively. Consistent with 2021, in 2022, ~13% of respondents found the process neither easy nor difficult.



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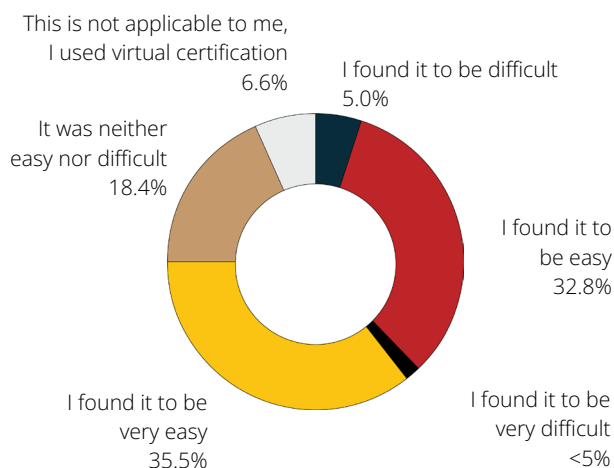
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9. For virtual certification, overall, how would you rate the MBSYEP certification process?

In 2022, a total of ~68.3% of respondents indicated they found it to be easy or very easy (~32.8% and ~35.5%, respectively). About ~18% of respondents found it to be neither easy or difficult, and a total of ~7% of respondents indicated they found the process difficult or very difficult (~5% and ~1.7%, respectively). In 2022, ~7% of respondents chose to certify through an in-person option.

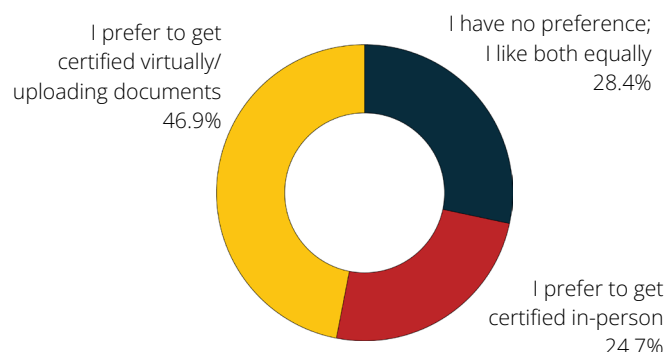
In 2021, ~70.9% of respondents indicated they found the certification process easy or very easy (~35.1% and ~35.8%, respectively), while ~19% of respondents did not find it easy or difficult. About ~5% of respondents found the process difficult, and a further ~2.5% of respondents found the process very difficult. In 2021, ~3% of respondents opted to use an in-person certification option.



10. How would you prefer to certify in future years?

The preference for in-person certification increased slightly in 2022 over 2021, likely attributable to pandemic fatigue. In 2022, ~47% of respondents preferred a virtual method, ~28% had no preference between a virtual vs in-person method, and ~25% preferred an in-person method.

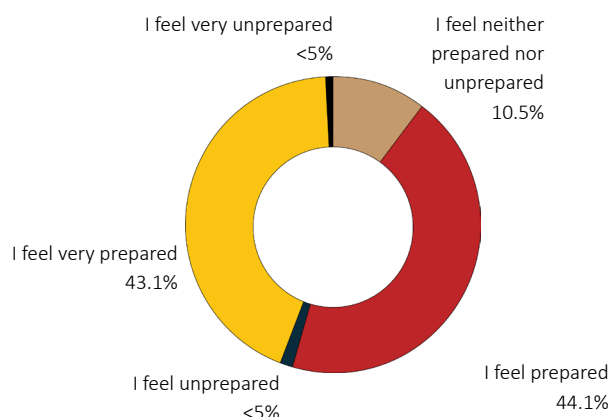
In 2021, ~49% preferred using a virtual method, while ~23% indicated an in-person preference. ~28% indicated that they had no preference regarding an in-person vs virtual method.



11. How prepared do you feel for your summer work experience?

In 2022, ~5% more respondents indicated they felt either prepared or very prepared, reflecting ~87%. ~11% of respondents said they feel neither prepared nor unprepared and ~5% reported being dissatisfied or very dissatisfied.

In 2021, ~81% of respondents indicated they were prepared or very prepared. ~15% indicated they are neither prepared nor unprepared, and ~5% indicated they were unprepared or very unprepared.



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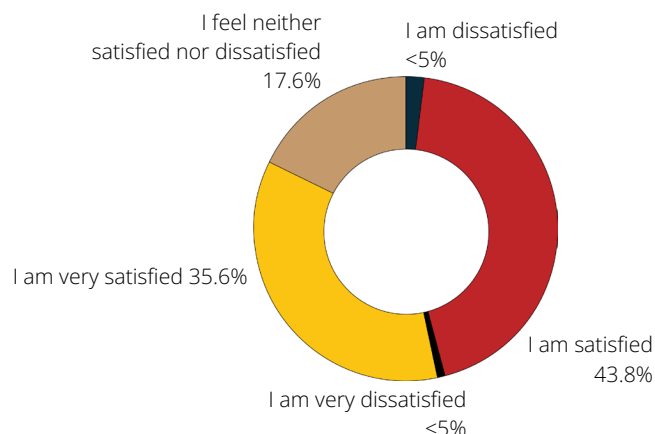
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12. How satisfied are you with MBSYEP's response to the pandemic changes?

Participants reported a higher level of satisfaction with MBSYEP's response to the pandemic changes, reflecting improvement in each positive and neutral category with a decrease of more than ~4% in dissatisfaction. In 2022, ~44% were satisfied, ~36% were very satisfied, and ~18% were neither satisfied nor dissatisfied. A combined total of ~3% were dissatisfied or very dissatisfied.

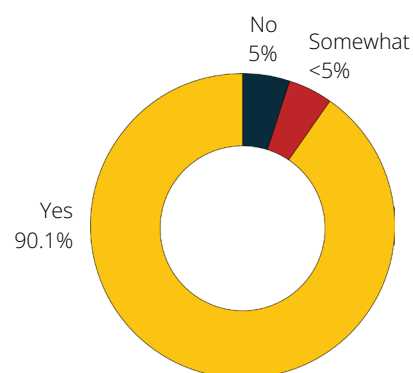
In 2021, ~41% of respondents were satisfied, ~32% were very satisfied, and ~22% were neither satisfied nor dissatisfied. A combined total of ~7% were dissatisfied or very dissatisfied.



13. Do you have the resources (internet access, computer/tablet, personal protective equipment (PPE) needed to participate in the MBSYEP?

In 2022, ~90% of respondents indicated they had the resources needed, while ~5% indicated they either did not have the resources needed or did not know if they had the resources needed.

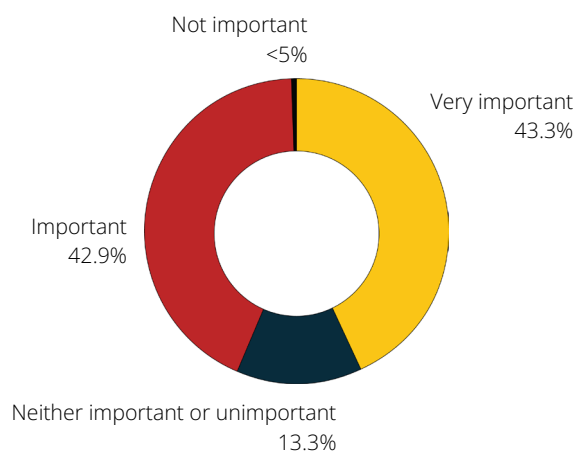
In 2021, ~92% of respondents indicated they had the resources needed, while ~5% reported that they did not have the resources needed, and a further ~3% reported that they were unsure.



14. How important is the MBSYEP to you given the pandemic?

Remaining materially consistent with the prior year in 2022, equal amounts of respondents (~43%) indicated in 2022, equal amounts of respondents (~43%) indicated in both cases that MBSYEP was either important or very important to them. ~13% had no preference, and ~<1% indicated that it was not important.

In 2021, ~46% indicated that MBSYEP was very important, while ~41% indicated that MBSYEP was important. ~12% had no preference, and ~1% indicated that MBSYEP was unimportant.



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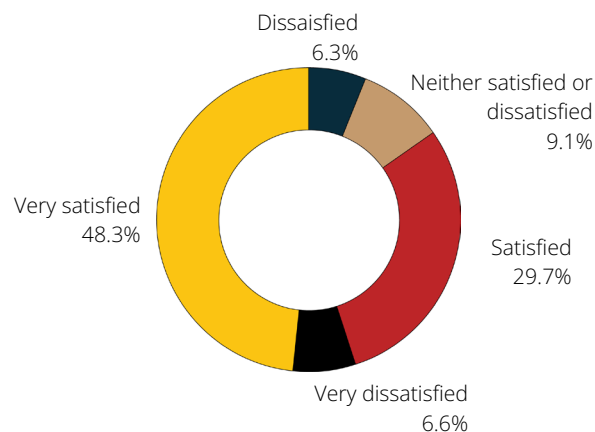
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MBSYEP PARTICIPANT EXIT SURVEY

15. Overall, how would you rate your experience with MBSYEP in 2022?

Experience satisfaction declined in 2022 with nearly half (~48%) of respondents indicated that they were very satisfied. A further ~30% indicated they were satisfied, ~9% reported being neither satisfied nor dissatisfied, and a total of ~13% reported being either dissatisfied or very dissatisfied (~6.3% and ~6.6%).

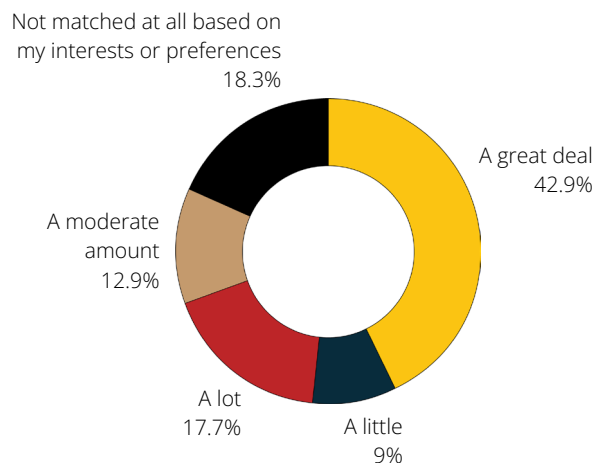
In 2021, ~57% reported being very satisfied, and ~31% reported being satisfied. ~6% reported being neither satisfied nor dissatisfied, and ~3% in both cases reported being dissatisfied or very dissatisfied.



16. How closely were you matched with a job based on your interests or preferences?

In 2022, ~43% of respondents indicated that that they were matched a to a job based in their interests a great deal. ~18% reported they were matched "a lot" to their interests, ~18% reported they were not matched at all based on their interests, and ~12% reported they were matched to a moderate amount. ~9% reported that they were matched "a little".

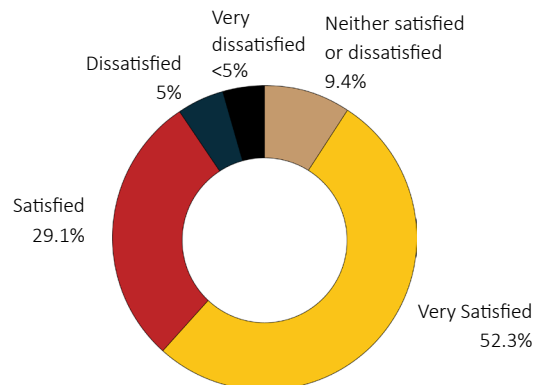
In 2021, ~44% of respondents indicated that that they were matched a to a job based in their interests a great deal. ~19% reported they were matched "a lot" to their interests, ~12% reported they were not matched at all based on their interests, and ~18% reported they were matched to a moderate amount. ~7% reported that they were matched "a little".



17. Overall, how would you rate your experience with your employer?

In 2022 ~52% reported they were very satisfied, and ~29% reported they were satisfied. ~9% reported neither satisfied nor dissatisfied, and a combined total of ~9% reported being dissatisfied or very dissatisfied (~4% and ~5% respectively).

In 2021, ~57% reported they were very satisfied, and ~31% reported they were satisfied. ~8% reported neither satisfied nor dissatisfied, and a combined total of ~6% reported being dissatisfied or very dissatisfied (~3% and ~3% respectively).



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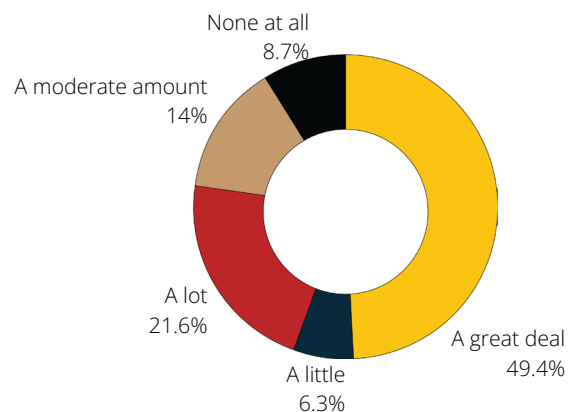
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18. Was your employer invested in your professional experience?

In 2022, ~50% of respondents indicated that the employers were invested a great deal, and ~22% indicated that they were invested a lot. ~14% of respondents indicated they were invested a moderate amount, and ~6% said they were invested a little. ~9% reported they were not invested.

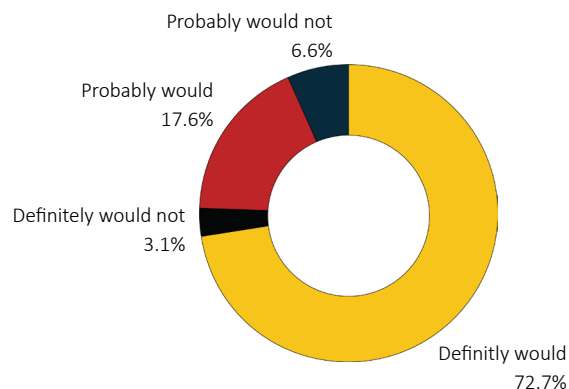
In 2021, ~50% of respondents indicated that the employers were invested a great deal, and ~25% indicated that they were invested a lot. ~16% of respondents indicated they were invested a moderate amount, and ~4% said they were invested a little. ~5% reported they were not invested.



19. Would you participate in MBSYEP again if you could?

A decrease in desire to participate in future years occurred in 2022, ~73% reported they definitely would, and ~18% reported they probably would. ~7% reported they probably would not, and ~3% reported they definitely would not.

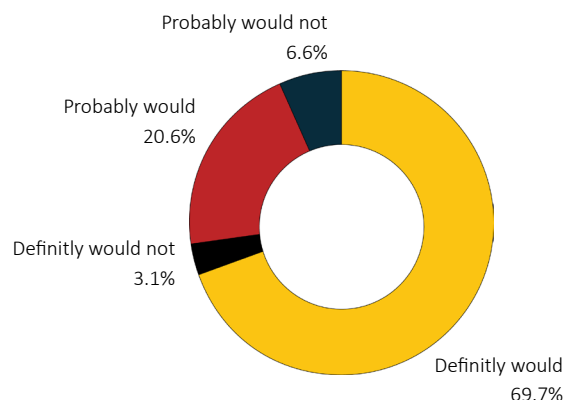
In 2021, ~80% reported they definitely would, and ~15% reported they probably would. ~3% reported they probably would not, and ~1% reported they definitely would not.



20. Would you recommend MBSYEP to others?

In 2022, ~70% responded they definitely would, and ~21% reported they probably would. Less than ~10% reported that they would not recommend MBSYEP to others.

In 2021, ~81% responded they definitely would, and ~16% reported they probably would. A combined total of ~4% reported they probably would not and definitely would not (~2% in both cases).



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21. If you had not participated in MBSYEP what do you think you would have done for the summer?

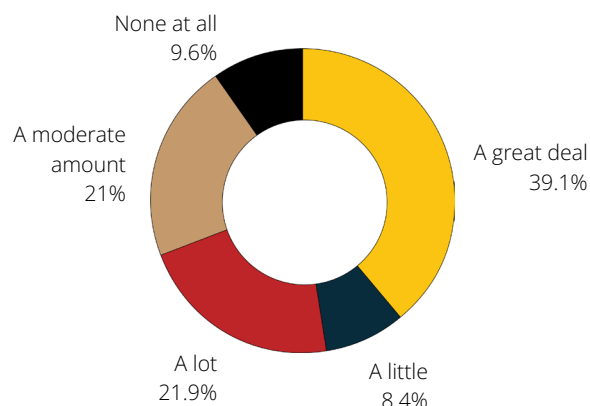
In 2022, ~<5% would have attended summer school, ~7% would have enjoyed time outside, and ~34% would have found a job another way. ~<5% would have found another program to participate in, and ~6% would have stayed unemployed. ~23% would have stayed in the house, ~<5% would have done something not listed, and ~<5% would have participated in athletic activities. ~<5% would have done volunteer work or traveled, and ~7% were unsure.

In 2021, ~<5% would have attended summer school, ~8% would have enjoyed time outside, and ~34% would have found a job another way. ~<5% would have found another program to participate in, and ~6% would have stayed unemployed. ~24% would have stayed in the house, ~<5% would have done something not listed, and ~<5% would have participated in athletic activities. ~<5% would have done volunteer work or traveled, and ~<5% were unsure.

22. Do you believe MBSYEP helped you become more ready for a professional job?

In 2022, ~39% said it helped them a great deal, and ~22% said it helped them a lot. ~21% said it helped them a moderate amount, and ~8% said it helped them a little. ~10% said it didn't help them.

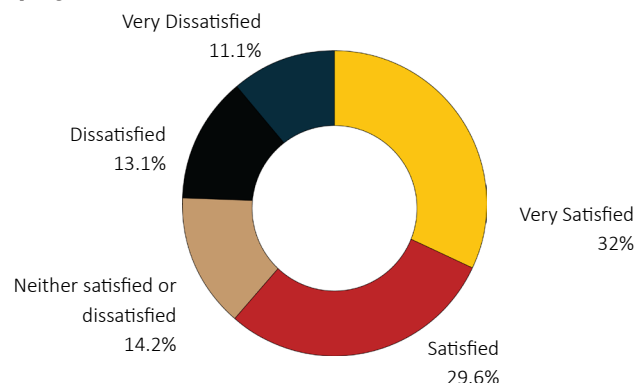
In 2021, ~45% said it helped them a great deal, and ~26% said it helped them a lot. ~17% said it helped them a moderate amount, and ~7% said it helped them a little. ~4% said it didn't help them.



23. Overall, how satisfied were you with your rate of pay?

In 2022, ~32% were very satisfied, and ~30% were satisfied. ~14% were neither satisfied or dissatisfied, and ~13% were dissatisfied. ~11% were very dissatisfied.

In 2021, ~36% were very satisfied, and ~36% were satisfied. ~16% were neither satisfied or dissatisfied, and ~8% were dissatisfied. ~4% were very dissatisfied.



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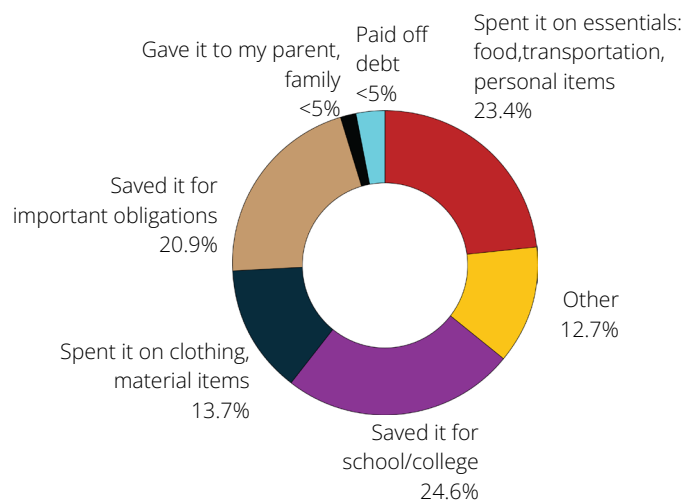
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24. What did you do with the money you earned?

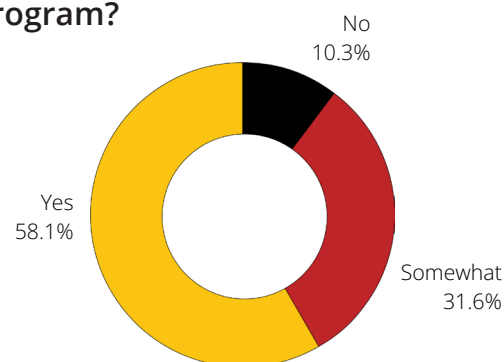
In 2022, ~<5% gave it to family, ~13% did something not listed, ~<5% paid off debt, ~21% saved for important obligations, ~25% saved for college, ~14% spent it on clothing, and ~23% spend it on things like food and transportation.

In 2022, ~<5% gave it to family, ~7% did something not listed, <5% paid off debt, ~20% saved for important obligations, ~30% saved for college, ~16% spent it on clothing, and ~22% spend it on things like food and transportation.



25. Were you excited about working everyday during the program?

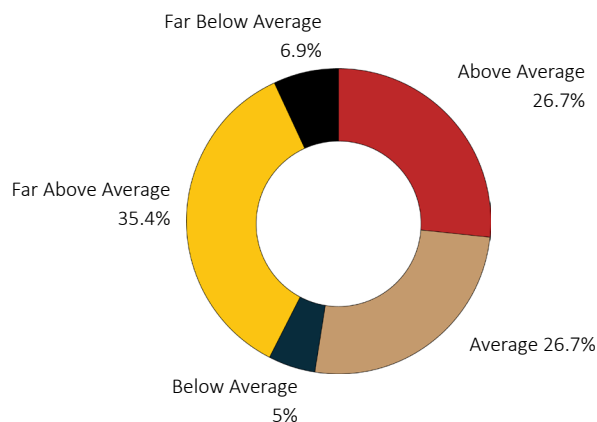
In 2022, ~58% reported being excited about working every day, down from 2021 when ~63% reported being excited about working every day. In 2022, ~32% reported being somewhat excited about working every day, slightly up from 2021, when ~31% reported being excited about working every day. The most significant change was reflected in those who reported they were not excited about working, reflecting ~10% in 2022 and ~6% in 2021.



26. Please finish this sentence: clear communication between me and my supervisors was...

In 2022, ~35% reported it as far above average, ~27% of respondents rated this as above average, ~26% reported it as average, ~5% reported it as below average, and ~7% reported it as far below average.

In 2021, ~37% reported it as far above average, ~32% of respondents rated this as above average, ~23% reported it as average, ~4% reported it as below average, and ~4% reported it as far below average.



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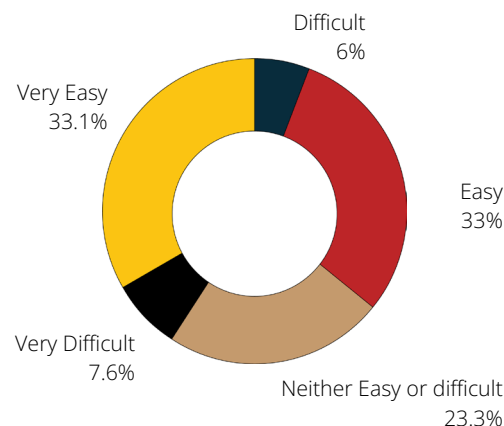
Summer Youth Employment Program

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27. If you had a question or a problem, how would you rate the process for getting answers and help from the Office of Youth Programs?

In 2022, ~33% rated this process as very easy and ~30% rated this as easy. ~23% rated this neither easy nor difficult, and a combined total of ~14% rated this as difficult or very difficult.

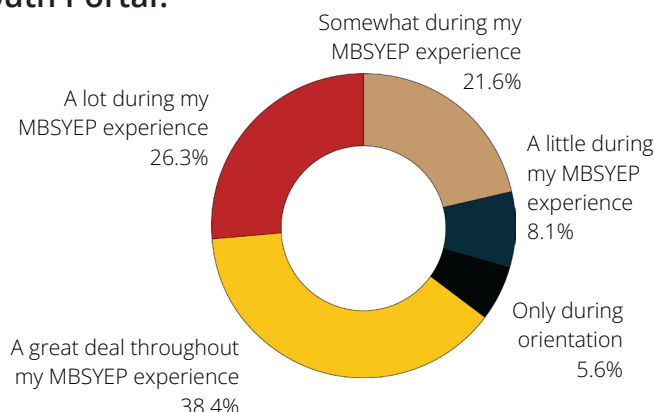
In 2021, ~37% rated this process as very easy and ~34% rated this as easy. ~21% rated this neither easy nor difficult, and a combined total of ~9% rated this as difficult or very difficult.



28. How much did you interact with the MBSYEP Youth Portal?

While there is some variability, based on usage, the MBSYEP appears to be a valuable asset to the Program. For 2022, ~38% of respondents interacted a great deal, ~8% interacted a little, ~26% interacted a lot, ~6% only used it for orientation, and ~22% used it occasionally.

For 2021, ~42% of respondents interacted a great deal, ~5% interacted a little, ~31% interacted a lot, ~4% only used it for orientation, and ~19% used it occasionally.

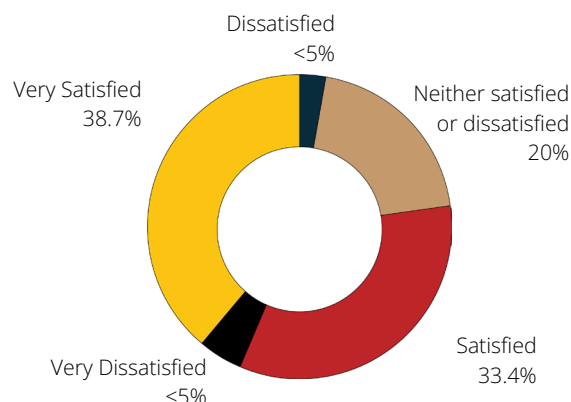


29. How satisfied are you with MBSYEPs response to the pandemic changes?

In 2022, ~39% were very satisfied, ~33% were satisfied, ~20% were neither satisfied or dissatisfied, ~3% were dissatisfied, and ~5% were very dissatisfied.

In 2021, ~45% were very satisfied, ~36% were satisfied, ~14% were neither satisfied or dissatisfied, ~3% were dissatisfied, and ~2% were very dissatisfied.

The responses in 2022 suggest that the overall satisfaction level remains high, although sentiment appears to be moving to be neutral.



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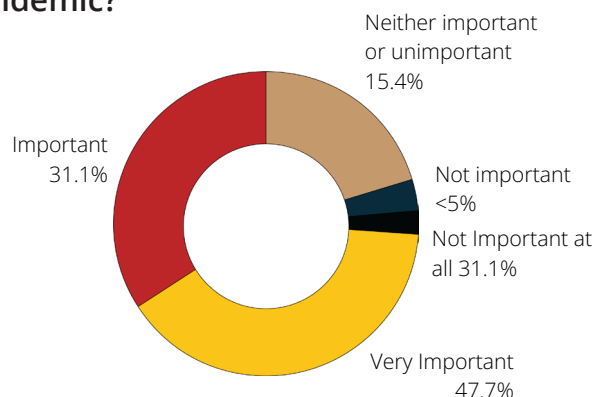
Summer Youth Employment Program

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30. How important was MBSYEP for you during the pandemic?

In 2022, ~48% responded that it was very important, and ~31% reported it as important. ~15% said it was neither important nor unimportant, and ~<5% said it was not important and not important at all in both cases.

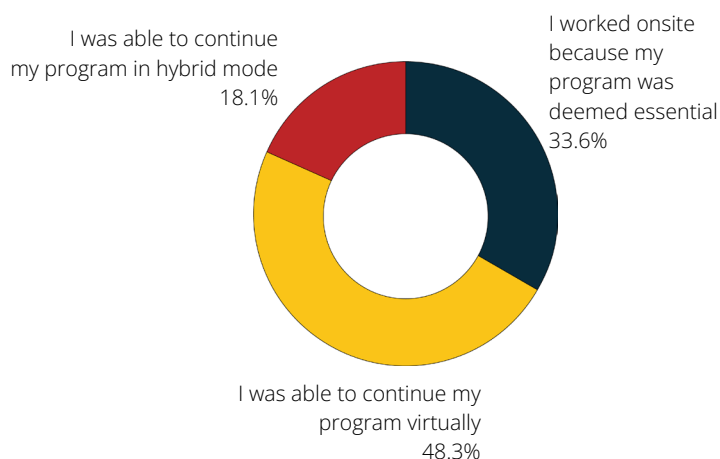
In 2021, ~54% responded that it was very important, and ~33% reported it as important. ~11% said it was neither important nor unimportant, and ~<5% said it was not important and not important at all in both cases.



31. How did your program adapt to the pandemic?

The waning of the pandemic is reflected in the changes from 2022 to 2021. In 2022, ~48% of participants reported that they were able to continue their program virtually, while ~18% indicated they continued their program in hybrid mode, with just under ~34% reporting work onsite.

In 2021 ~76 participants reported that they were able to continue their program virtually, while ~14% indicated they continued their program in hybrid mode, with ~10% reporting work onsite.

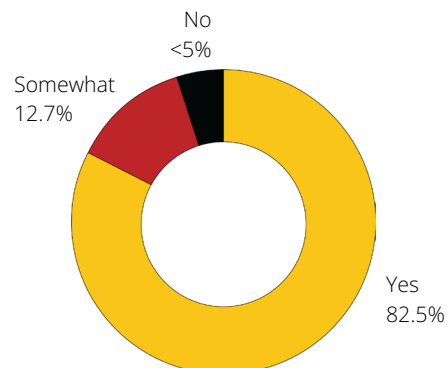


VIRTUAL

32. Do you feel like you had the necessary equipment to work virtually?

In 2022, ~83% of respondents said yes, ~5% said no, and ~13% reported somewhat.

In 2021, ~87% of respondents said yes, ~3% said no, and ~11% reported somewhat.



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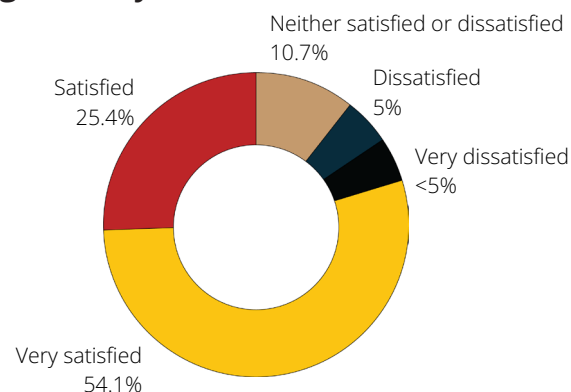
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33. Overall, how would you rate your experience working virtually?

In 2022, ~54% were very satisfied, ~25% were satisfied, ~11% were neutral, ~5% were dissatisfied, and ~95% of participants would participate in MBSYEP if they could (~98% in 2021 vs ~96% in 2022), suggesting that organizations enjoy working with MBSYEP if they are in a pandemic or not.

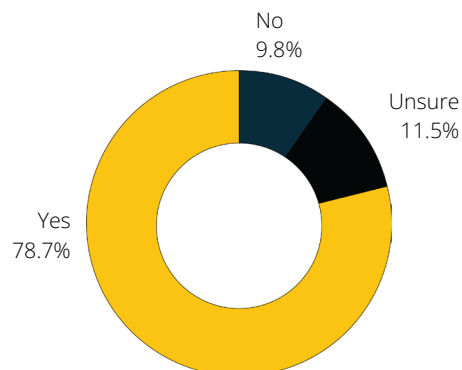
In 2021, ~56% were very satisfied, ~31% were satisfied, ~8% were neutral, ~2% were dissatisfied, and ~1% were very dissatisfied.



34. Would you participate in MBSYEP virtually again if given the choice?

In 2022, ~78% of respondents said yes, ~10% said no, and ~12% were unsure.

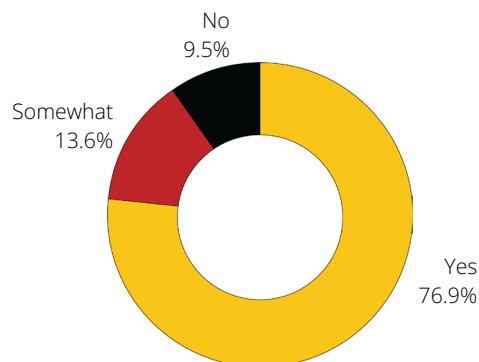
In 2021, ~84% of respondents said yes, ~6% said no, and ~10% were unsure.



35. Was your employer helpful & accommodating in guiding you through the virtual program?

In 2022, ~77% of respondents said yes, ~10% said no, and ~14% were unsure.

In 2021, ~83% of respondents said yes, ~5% said no, and ~12% were unsure.



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36. How do you feel about working virtually?

In 2022, ~59% said they feel great and enjoyed it, ~16% said they felt okay, ~7% said they don't feel different, ~10% did not feel the best, ~5% said they felt sad about working virtually, ~2% said it didn't apply as they were onsite, and ~<1% said they never got to work, did not do virtual, or didn't like it but would do it again.

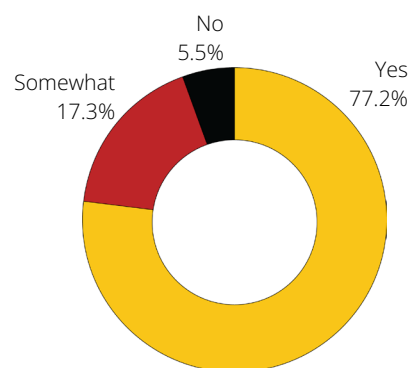
In 2021, ~63% said they feel great and enjoyed it, ~18% said they felt okay, ~6% said they don't feel different, ~7% did not feel the best, ~3% said they felt sad about working virtually, ~<1% said it didn't apply as they were onsite, and ~<1% said they never got to work, or didn't like it but would do it again.

HYBRID PROGRAMS

37. Do you feel like you had the necessary equipment to work in hybrid mode?

In 2022, ~77% said yes, ~17% said somewhat, and ~6% said no.

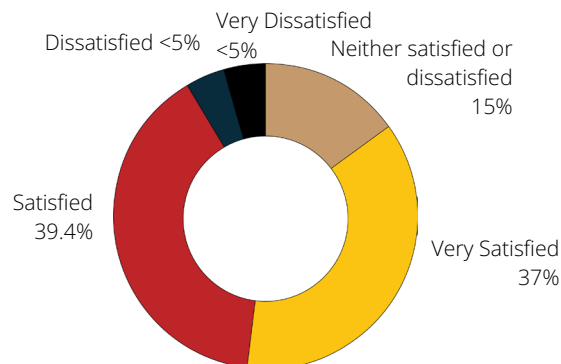
In 2021, ~67% said yes, ~25% said somewhat, and ~6% said no.



38. Overall, how would you rate your experience working in hybrid mode?

In 2022, ~37% said very satisfied, ~39% said satisfied, ~15% said neither, ~5% said dissatisfied, and ~4% said very dissatisfied.

In 2021, ~37% said very satisfied, ~41% said satisfied, ~17% said neither, ~3% said dissatisfied, and ~3% said very dissatisfied.



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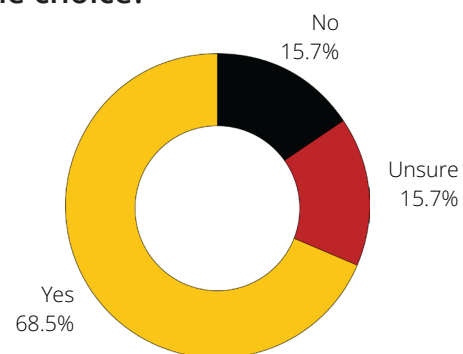
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39. Would you participate in MBSYEP in hybrid again if given the choice?

In 2022, ~69% said yes, ~16% said no, and ~16% were unsure.

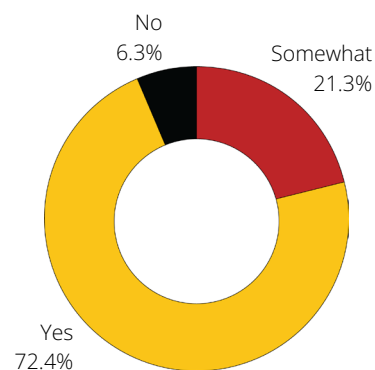
In 2021, ~72% said yes, ~11% said no, and ~17% were unsure.



40. Was your employer helpful and accommodating in guiding you through the program in hybrid mode?

In 2022, ~72% said yes, ~21% said somewhat, and ~6% said no.

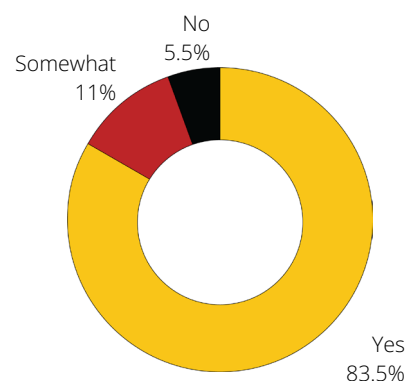
In 2021, ~69% said yes, ~24% said somewhat, and ~7% said no.



41. Did you feel safe when working onsite?

In 2022, ~84% said yes, ~11% said somewhat, and ~5% said no.

In 2021, ~71% said yes, ~22% said somewhat, and ~7% said no.



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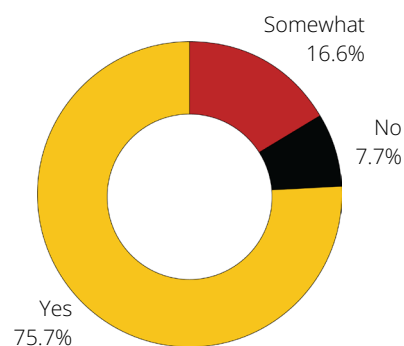
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ONSITE

42. Do you feel like you had the necessary equipment to work onsite during a pandemic?

In 2022, ~76% said yes, ~17% said somewhat, and ~8% said no.

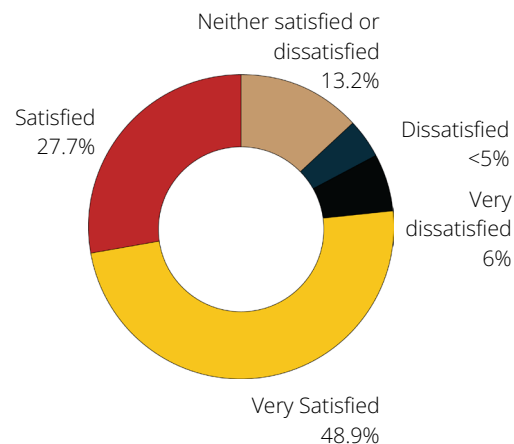
In 2021, ~76% said yes, ~13% said somewhat, and ~11% said no.



43. Overall, how would you rate your experience working onsite during a pandemic?

In 2022, ~49% said they were very satisfied, ~28% said they were satisfied, ~13% were neutral, ~4% were dissatisfied, and ~6% were very dissatisfied.

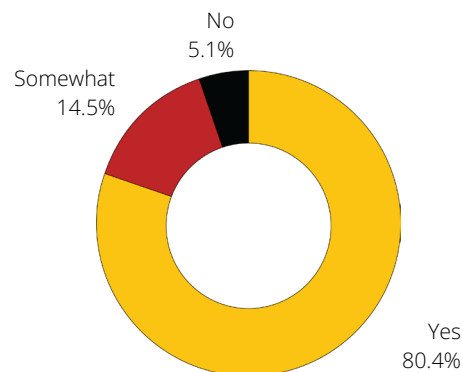
In 2021, ~44% said they were very satisfied, ~35% said they were satisfied, ~10% were neutral, ~2% were dissatisfied, and ~9% were very dissatisfied.



44. Did you feel safe working onsite?

In 2022, ~80% said yes, ~15% said somewhat, and ~5% said no.

In 2021, ~78% said yes, ~15% said somewhat, and ~8% said no.



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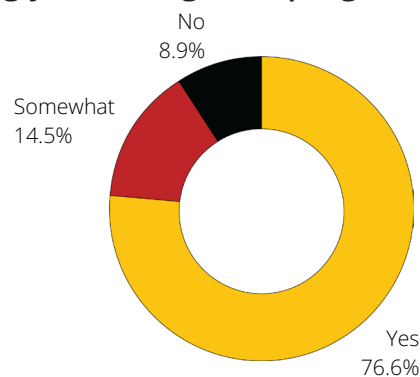
Summer Youth Employment Program

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45. Was your employer helpful and accommodating in guiding you through the program during the pandemic?

In 2022, ~77% said yes, ~15% said somewhat, and ~9% said no.

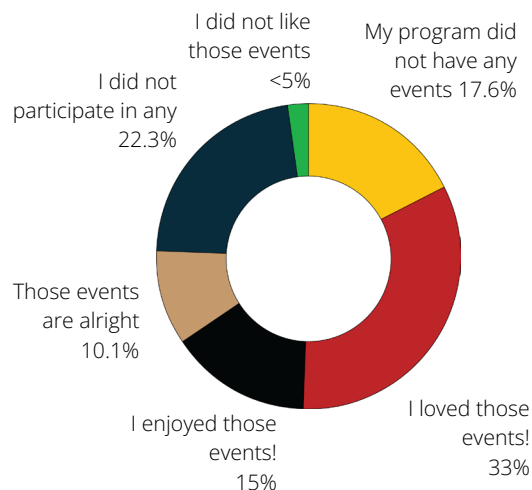
In 2021, ~77% said yes, ~10% said somewhat, and ~13% said no.



46. How do you feel about the games and events MBSYEP hosted?

In 2022, ~33% said they loved them, ~15% said they enjoyed them, ~10% said they were alright, ~2% did not like them, ~22% didn't participate in events, and ~18% said their program did not have events.

In 2021, ~35% said they loved them, ~23% said they enjoyed them, ~14% said they were alright, ~2% did not like them, ~15% didn't participate in events, and ~12% said their program did not have events.

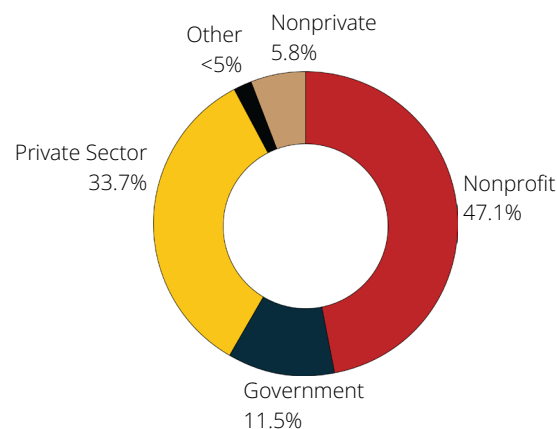


MBSYEP EMPLOYER SURVEY

47. What category does your organization fall under?

In 2022, ~47% of organizations were nonprofits, ~12% were government related, ~6% were non private, ~34% were private sector organizations, and ~<5% did not fall into any category.

In 2021, ~41% of organizations were nonprofits, ~14% were government related, ~5% were non private, ~34% were private sector organizations, and ~<6% did not fall into any category.



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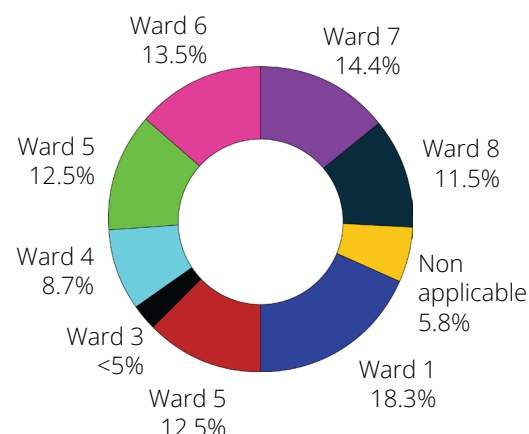
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48. What Ward is your organization located in?

In 2022, Ward 1 had ~18.3% organizations, Ward 2 had ~13%, Ward 3 had ~<5%, Ward 4 had ~9%, Ward 5 had ~13%, Ward 6 had ~14%, Ward 7 had ~14%, and Ward 8 had ~12%.

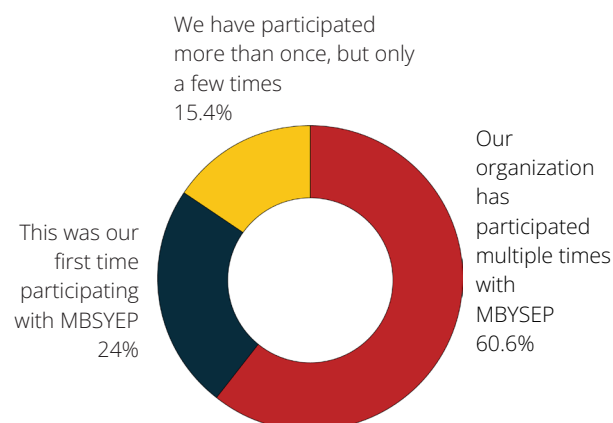
In 2021, Ward 1 had ~7% organizations, Ward 2 had ~10%, Ward 3 had ~<5%, Ward 4 had ~8%, Ward 5 had ~22%, Ward 6 had 10%, Ward 7 had ~15%, and Ward 8 had ~11%.



49. Please describe your organization's participation with MBSYEP.

In 2022, ~61% said they participated multiple times, ~24% said it was their first time, and ~15% said they have participated more than once but only a few times.

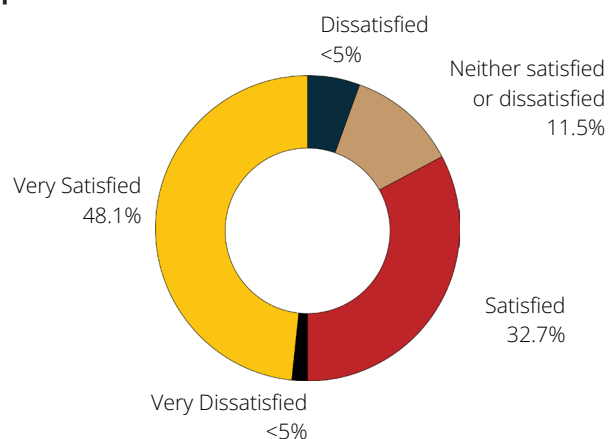
In 2021, ~57% said they participated multiple times, ~20% said it was their first time, and ~23% said they have participated more than once but only a few times.



50. Overall, how would you rate your organization's experience with MBSYEP in 2022?

In 2022, ~48% were very satisfied, ~33% were satisfied, ~12% were neither satisfied nor dissatisfied, ~6% were dissatisfied, and ~2% were very dissatisfied.

In 2021, ~59% were very satisfied, ~27% were satisfied, ~6% were neither satisfied nor dissatisfied, ~5% were dissatisfied, and ~2% were very dissatisfied.



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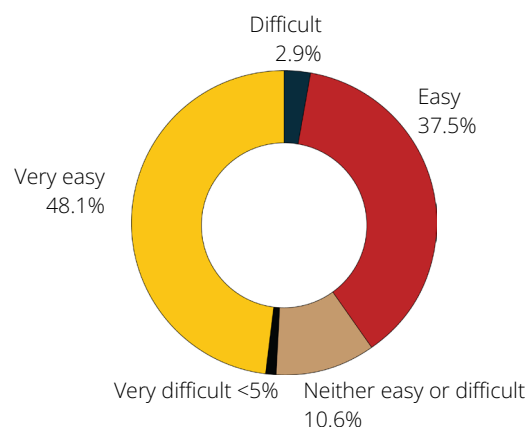
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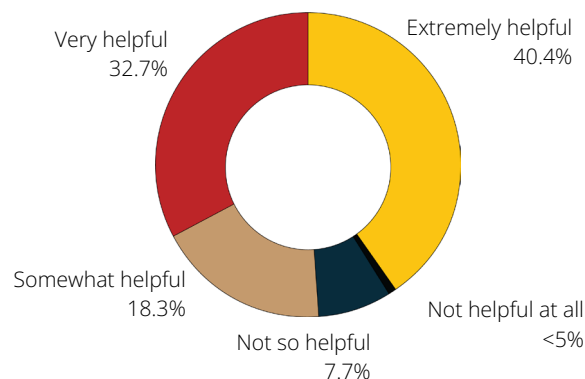
51. Overall, how would you rate the MBSYEP registration process for employers?

Not posed in 2021, in 2022, ~48% rated this as very easy, ~38% rated this as easy, ~11% said it was neither easy or difficult, ~3% said it was difficult, and ~1% said it was very difficult.



52. How helpful was the employer orientation in preparing your organization for MBSYEP youth?

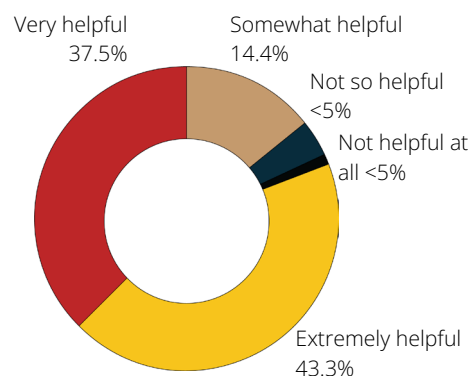
Not posed in 2021, in 2022, ~40% rated this as extremely helpful, ~33% said it was very helpful, ~18% said it was somewhat helpful, ~8% said it was not helpful, and ~1% said it was not helpful at all.



53. How helpful was the Supervisor Handbook in informing and guiding your organization about the policies, procedures, and employer responsibilities?

In 2022, ~43% said it was extremely helpful, ~38% said it was very helpful, ~14% said it was somewhat helpful, ~4% said it was not so helpful, and ~1% said it was not helpful at all.

In 2021, ~37% said it was extremely helpful, ~41% said it was very helpful, ~18% said it was somewhat helpful, ~2% said it was not so helpful, and ~2% said it was not helpful at all.



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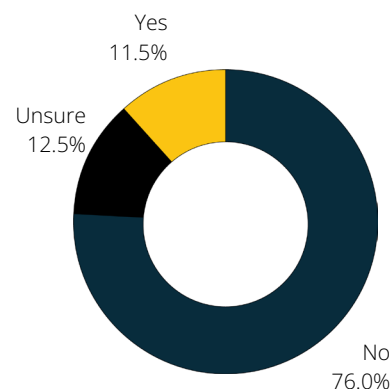
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54. Do you find the organization of the program challenging?

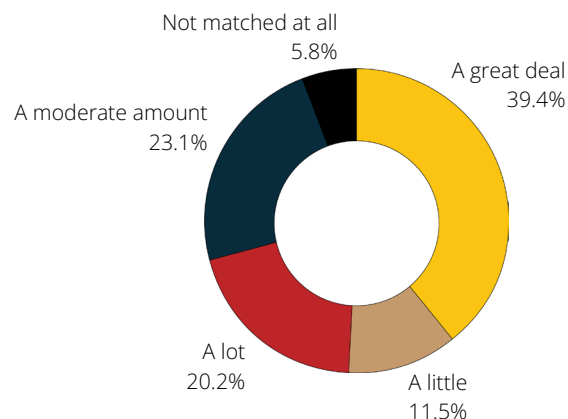
Across 2021 and 2022, similar percentages of participants report how challenging they find the program organization to be, with a slight increase of ~1% in participants who reported “no”.



55. How well were the youth matched with the organization based on their passions and interests?

In 2022, ~39% said a great deal, ~20% said a lot, ~23% said a moderate amount, ~12% said a little, and ~6% said not at all.

In 2021, ~31% said a great deal, ~27% said a lot, ~30% said a moderate amount, ~8% said a little, and ~4% said not at all.



56. Please explain what benefits you feel your MBSYEP youth gained from the program.

In 2022, ~52% said they learned valuable hard and soft skills, ~27% said they learned what's expected in a professional workplace, ~6% said they made valuable income, <5% said they made networking connections, ~8% said they were exposed to valuable career options, <5% said they were exposed to the world of work, and <5% said they didn't benefit at all.

In 2021, ~45% said they learned valuable hard and soft skills, ~32% said they learned what's expected in a professional workplace, 6% said they made valuable income, <5% said they made networking connections, ~6% said they were exposed to valuable career options, <5% said they were exposed to the world of work, and <5% said they didn't benefit at all.

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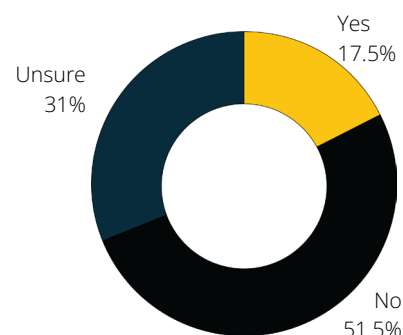
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57. Do you feel like more training was required for youth participants involved in clerical work?

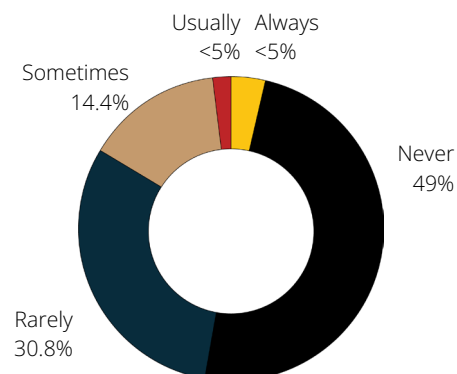
In 2022, there was a ~10% decrease in participants who reported “no” or “unsure” (~73% in 2021 vs ~83% in 2022) and a ~9% decrease in participants reporting “yes” (~27% in 2021 vs ~18% in 2022), suggesting that there is an increasing proficiency with the organizations in training the youth MBSYEP recruits.



58. Did your organization experience significant issues tracking and reporting youth work hours?

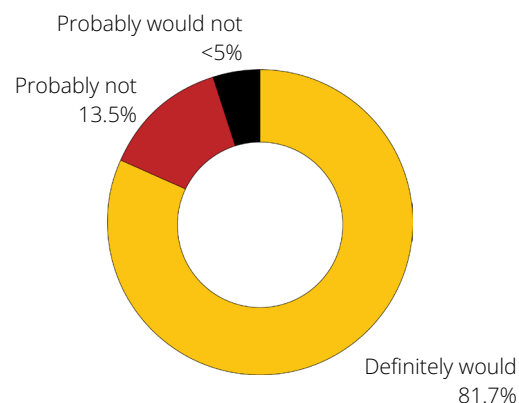
In 2022, ~49% said never, ~31% said rarely, ~14% said sometimes, ~2% said usually, and ~4% said always.

In 2021, ~41% said never, ~33% said rarely, ~16% said sometimes, ~6% said usually, and ~4% said always.



59. Would your organization participate in MBSYEP again if it could?

In both years, >~95% of participants would participate in MBSYEP if they could (~98% in 2021 vs ~96% in 2022), suggesting that organizations enjoy working with MBSYEP if they are in a pandemic or not.



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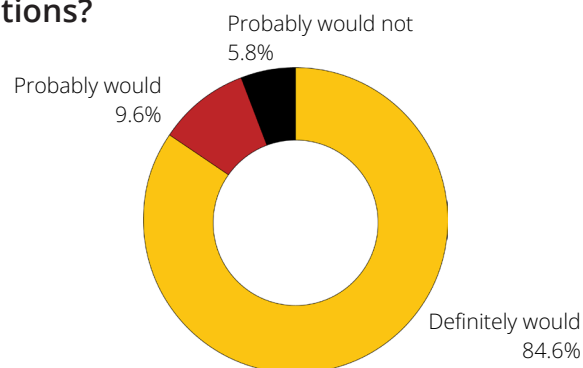
FY 2022 Independent Evaluation

60. Would you recommend MBSYEP to other organizations?

In 2022, ~85% said they definitely would, ~10% said they probably would, and ~6% said they probably would not.

In 2021, ~77% said they definitely would, ~22% said they probably would, and ~1% said they definitely would not.

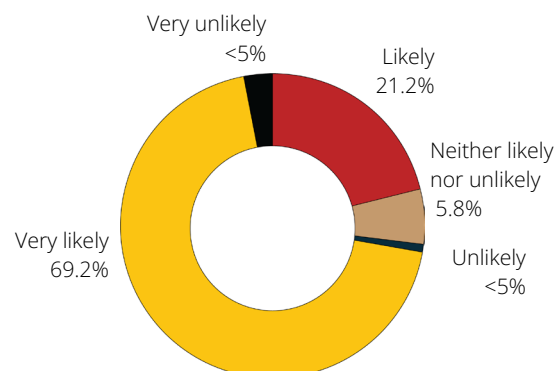
In both 2022 and 2021, > ~95% of participants reported they would recommend MBSYEP to other organizations, indicating that in almost all cases the organizations MBSYEP partners with have a favorable impression regardless of a pandemic's influence.



61. Would your organization provide positive referrals/recommendations for the youth it hosted?

In 2022, ~69% said it was very likely, ~21% said likely, ~6% said neither, ~1% said unlikely, and ~3% said very unlikely.

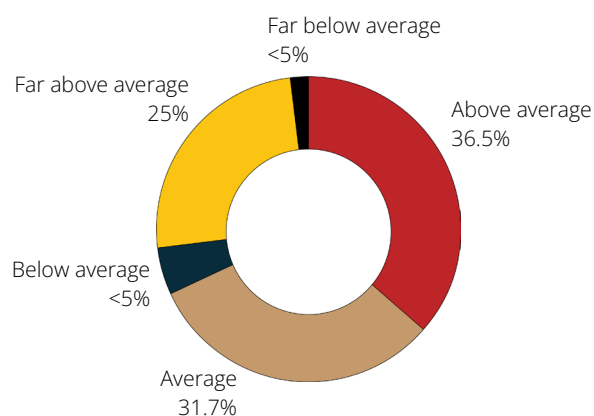
In 2021, ~64% said it was very likely, ~27% said likely, ~5% said neither, ~0% said unlikely, and ~3% said very unlikely.



62. How would your organization rate the overall quality of MBSYEP participants?

In 2022, ~25% rated far above average, ~37% rated above average, ~32% rated average, ~5% rated below average, and ~2% rated far below average.

In 2021, ~22% rated far above average, ~48% rated above average, ~24% rated average, ~3% rated below average, and ~2% rated far below average.



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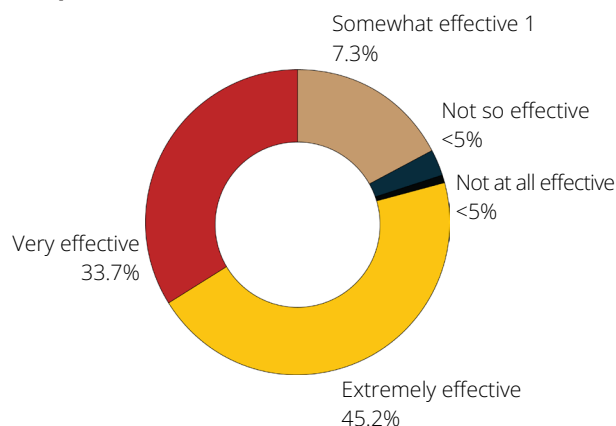
Summer Youth Employment Program

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63. How would you rate the effectiveness of communication between your organization and The Office of Youth Programs pertaining to participants?

In 2022, ~45% said extremely effective, ~34% said very effective, ~17% said somewhat effective, ~3% said not so effective, and ~1% said not at all effective.

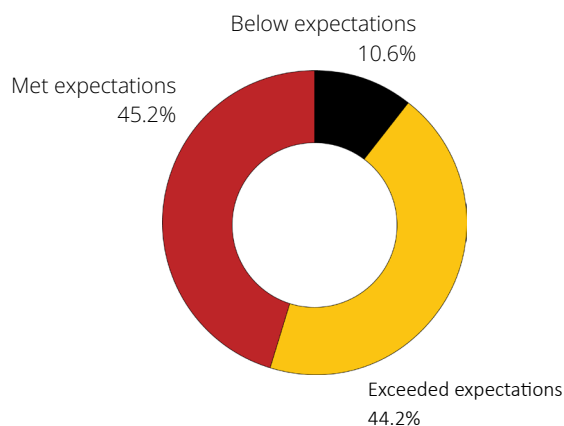
In 2021, ~44% said extremely effective, ~40% said very effective, ~10% said somewhat effective, ~4% said not so effective, and ~2% said not at all effective.



64. How much did the Office of Youth Programs meet your expectations in responding to and addressing your organization's questions or problems pertaining to participants?

In 2022, ~44% said it exceeded expectations, ~45% said it met expectations, and ~11% said it was below expectations.

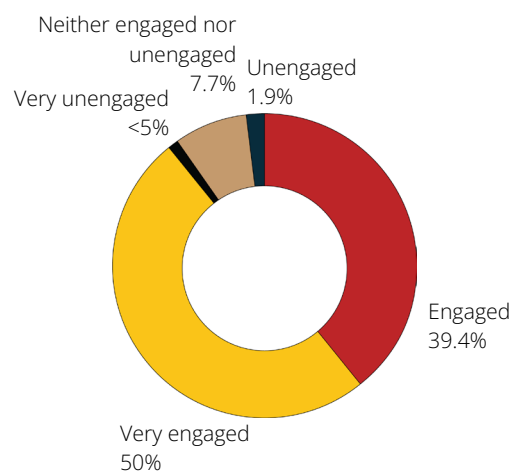
In 2021, ~46% said it exceeded expectations, ~45% said it met expectations, and ~18% said it was below expectations.



65. Overall, how engaged was your MBSYEP youth?

In 2022, ~50% said very engaged, ~39% said engaged, ~8% said neither engaged nor unengaged, ~5% said unengaged, and ~5% said very unengaged.

In 2021, 45% said very engaged, 42% said engaged, 8% said neither engaged nor unengaged, ~5% said unengaged, and ~5% said very unengaged.



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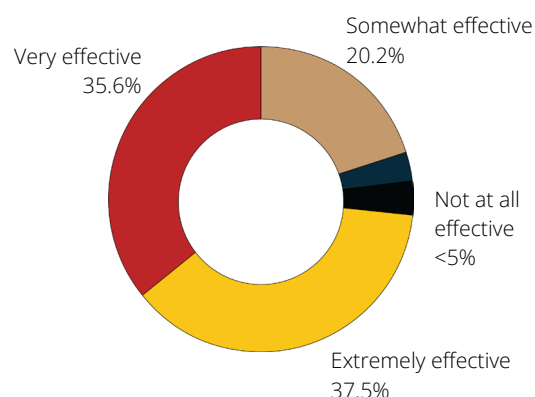
Summer Youth Employment Program

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66. How would you rate the effectiveness of communication between your organization and the Office of Youth Programs pertaining to participating during the pandemic?

In 2022, ~38% said extremely effective, ~36% said very effective, ~20% said somewhat effective, ~3% said not so effective, and ~4% said not at all effective.

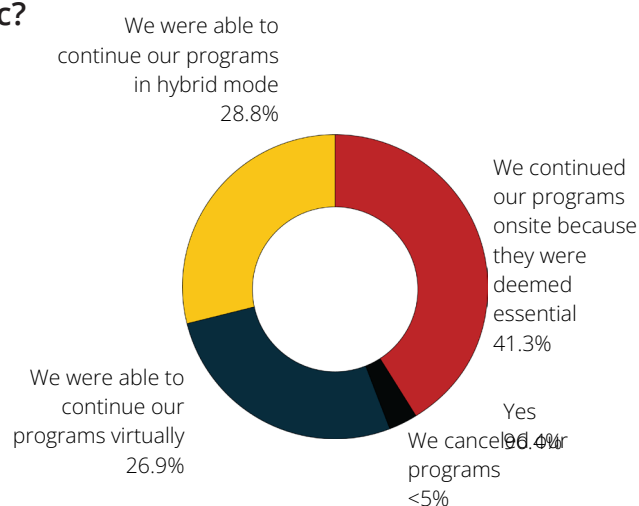
In 2021, ~35% said extremely effective, ~44% said very effective, ~17% said somewhat effective, ~3% said not so effective, and ~1% said not at all effective.



67. How did your organization adapt to the pandemic?

In 2022, ~41% continued onsite, ~29% continued in a hybrid mode, ~27% continued virtually, and ~3% canceled their programs.

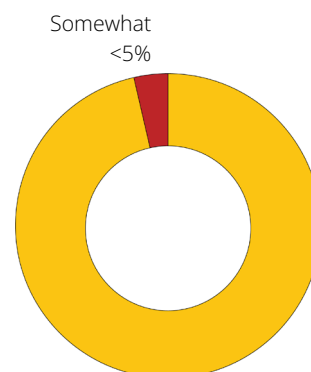
In 2021, ~22% continued onsite, ~27% continued in a hybrid mode, ~51% continued virtually, and ~3% canceled their programs.



68. Were your organization equipped enough to move operations online easily?

In 2022, ~96% said yes, and ~4% said no.

In 2021, ~85% said yes, and ~15% said no.



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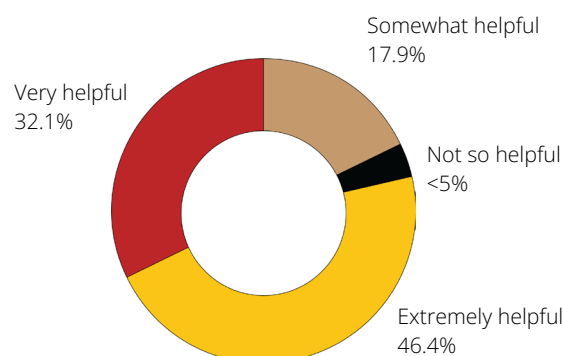
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69. How helpful was MBSYEP in preparing your organization for transitioning in virtual programs?

In 2022, ~46% said extremely helpful, ~32% said very helpful, ~18% said somewhat helpful, and ~4% said not helpful at all.

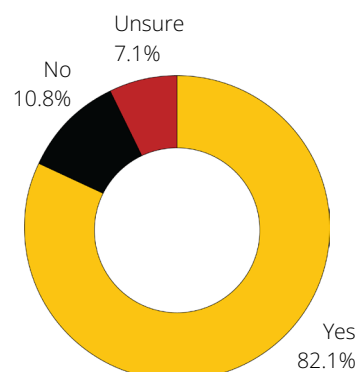
In 2021, ~48% said extremely helpful, ~21% said very helpful, ~15% said somewhat helpful, ~6% said not so helpful, and ~10% said not helpful at all.



70. Would your organization participate in MBSYEP virtually again if it could?

In 2022, ~82% said yes, ~7% were unsure, and ~11% said no.

In 2021, ~88% said yes, ~10% were unsure, and ~2% said no.

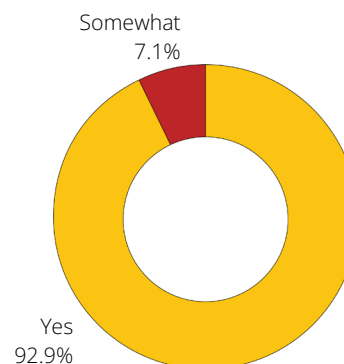


71. Was your organization helpful and accommodating in guiding the youth through the virtual program?

In 2022, ~93% said yes, and ~7% said somewhat.

In 2021, ~90% said yes, ~6% said somewhat, and ~4% said no.

Respondents indicated more favorable answers in all regards, with a total ~2% increase across "yes" and "somewhat" answers, with zero respondents answering "no". In 2021, ~4% of respondents answered "no", showing an increasing organizational proficiency to guide the youth virtually.



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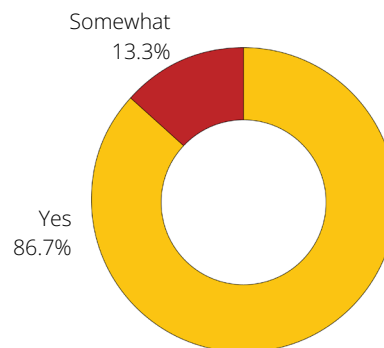
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HYBRID PROGRAMS

72. Were your organization equipped enough to move operations to hybrid mode easily?

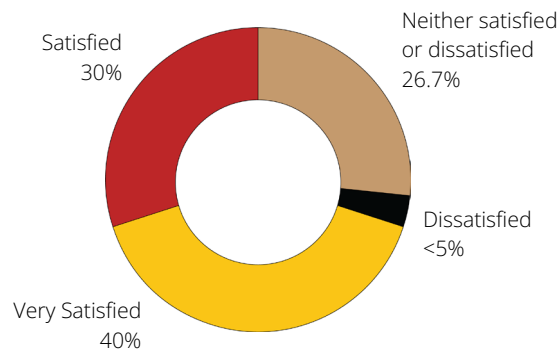
In 2022, ~87% said yes, and ~13% said no.

In 2021, ~77% said yes, and ~23% said no.



73. Overall, how would you rate the MBSYEP hybrid mode experiences for employers?

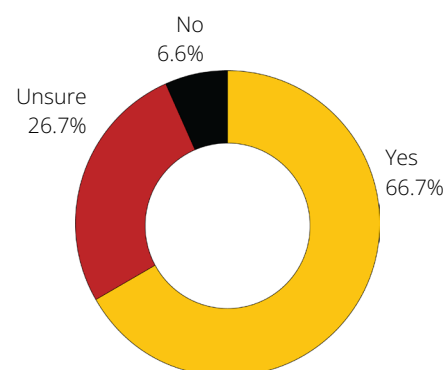
In 2021, while there was an increase of ~12% in respondents that were neither satisfied nor dissatisfied (~15% in 2021 vs ~27% in 2022), the percentage of dissatisfied respondents decreased from ~8% to ~3% from 2021 to 2022. While factors may influence respondents individually, this shows improvement from MBSYEP in their overall hybrid employer experience.



74. Would your organization participate in MBSYEP hybrid mode again if it could?

In 2022, ~67% said yes, ~27% were unsure, and ~7% said no.

In 2021, ~77% said yes, ~15% were unsure, and ~8% said no.



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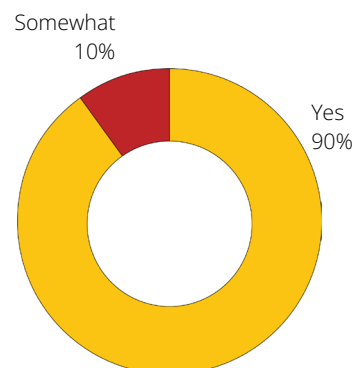
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75. Was your organization helpful and accommodating in guiding the youth through the hybrid mode program?

In 2022, ~90% said yes, and ~10% said somewhat.

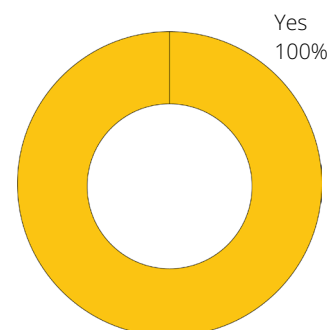
In 2021, ~89% said yes, and ~11% said somewhat.



76. Were your organization equipped enough to ensure the safety of employers during the pandemic?

In 2022, ~100% of respondents said yes.

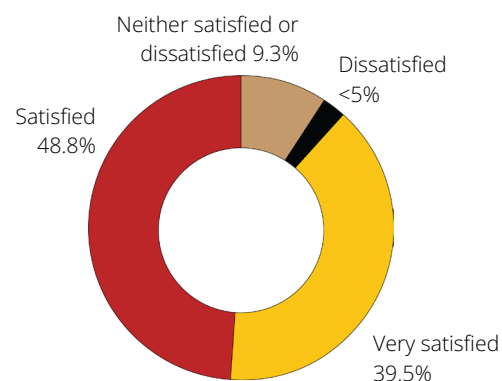
In 2021, ~91% of respondents said yes, and ~9% of respondents said somewhat.



77. Overall, how would you rate the MBSYEP experiences for employers during the pandemic?

In 2022, ~40% said they were very satisfied, ~49% said they were satisfied, ~9% said they were neutral, and ~2% said they were dissatisfied.

In 2021, ~33% said they were very satisfied, ~57% said they were satisfied, ~5% said they were neutral, and ~5% said they were dissatisfied.



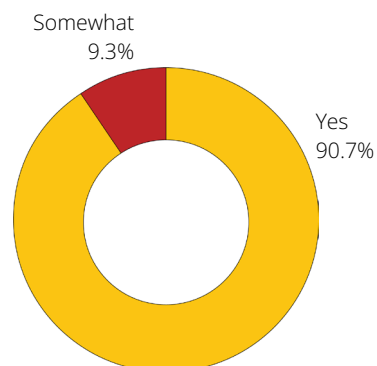
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78. Was your organization helpful and accommodating in guiding the youth through the program and changes during the pandemic?

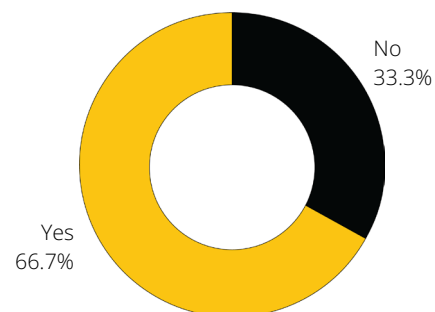
In 2022, ~91% said yes, and ~9% said somewhat.

In 2021, ~95% said yes, and ~5% said no.



79. Will your organization participate in MBSYEP next year without pandemic restrictions?

Indicating that organizations still expect a need for pandemic restrictions, in 2022, ~67% said yes, and ~33% said no.



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Recommendations for the current year provide opportunities for program enhancements:

FINDING:

We recommend Host Employers be encouraged to have a representative attend the Career Expo enabling a better understanding of the positions they offer. Additionally, we recommend job descriptions are reviewed to ensure they are detailed and character limits are revisited to ensure host employers have sufficient space for specificity.

CAUSALITY:

Job descriptions may not thoroughly describe the position available and MBSYEP Career Counselors are unable to provide applicants with a deeper understanding if Host Employers are not in attendance at the Career Expo which may lead to an applicant's misunderstanding of the job a host employer is offering.

RECOMMENDATION:

As highlighted in prior years, budget and timeline constraints make addressing this opportunity through hiring challenges. If it's the addition of temporary MBSYEP counselors throughout the match and program execution period remains challenging, we recommend MBSYEP consider automating more of the matching process and using counselors to adjudicate initial matches

FINDING:

MBSYEP participants reported a reduction in the necessary equipment for virtual participation.

CAUSALITY:

MBSYEP began significant virtual participation due to the pandemic and relies on interagency cooperation for equipment subject to availability. Participants with outstanding equipment loans from prior years or District of Columbia Public Schools are ineligible to borrow additional equipment. Participants may not have an optimal experience if appropriate equipment is unavailable.

RECOMMENDATION:

We recommend MBSYEP invest in an inventory of applicant equipment for virtual participants and designate and empower an equipment counselor to work with those participants currently ineligible to resolve their outstanding equipment losses and develop a mechanism for youth to pay back for lost equipment or apply for loss forgiveness.

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FINDING:

MBSYEP employers reported opportunities for MBSYEP to improve communication with liaisons.

CAUSALITY:

Pandemic changes have required MBSYEP liaisons to address multiple types of programs and competing priorities. Accordingly, the workload may be unbalanced, leading to slower response times to employers.

RECOMMENDATION:

We recommend MBSYEP evaluate the workload for its employer liaisons and make adjustments as necessary.

FINDING:

Participants reported money earned from the program was spent on essentials, obligations and education - all equity related categories.

CAUSALITY:

MBSYEP draws from a population that typically faces challenges attributable to inequity.

RECOMMENDATION:

We recommend MBSYEP continue working with its partners to keep pay rates substantially higher than minimum wage to further advance equity through the program.

FINDING:

Mail continues to be the least desired format of communication among the participants and it is costly to maintain.

CAUSALITY:

Electronic forms of communication are replacing paper-based forms rapidly making mail a less desirable form of communication, particularly among the under 30 demographic.

RECOMMENDATION:

We recommend given MBSYEP's stakeholder demographic, MBSYEP assess whether the benefits of using mail as a method of communicating with the participants outweighs the cost. If MBSYEP finds that the benefits associated with communicating with applicants via mail do not justify the costs, we recommend MBSYEP discontinue this as a method of communicating with participants.

