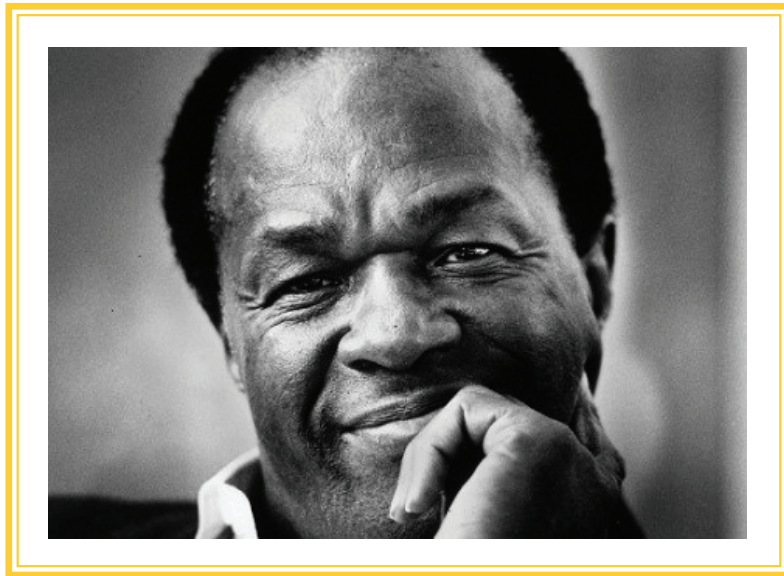


MBSYEP SUMMER REPORT



Mayor Marion S. Barry Summer Youth Employment Program





The District of Columbia's Summer Youth Employment Program was founded by Marion S. Barry during his first term as Mayor in 1979.

Determined to curb the unemployment, violence, and poverty that was all too prevalent in the District following the 1968 riots, Mayor Barry designed a program that would offer thousands of District youth the opportunity to earn wages and engage in productive activity during the summer months. Moreover, Barry envisioned the program as a critical tool to support youth making the transition from school to career and as a way to provide District of Columbia youth with an entry point to federal and local government careers that were historically inaccessible to minorities. Thirty-seven years later, the program has 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. During the 2015 summer, Mayor Bowser ensured that the program lived up to Barry's legacy by continuing, improving, and even expanding the program, offering thousands of youth the opportunity to work and begin their own pathway to the middle class.

Dear Washingtonians:

As Mayor, I am focused on creating pathways to the middle class for all District residents, of all ages. That is why I am so committed to our city's summer youth employment program, which serves as a critical pathway for many of our young residents.

For 37 years, the District of Columbia has given our youth real-world job experience by placing them in summer jobs. When I came into office, I formally designated the program the 'Marion S. Barry Summer Youth Employment Program' (MBSYEP) to honor its visionary founder, the late and great Mayor Barry. I also expanded the program to include 22-24 year olds, because I saw an opportunity to help underserved young men and women who just needed a stepping stone toward a career. In addition to expanding the program, my Administration raised the wages for participants. And we gave them metro SmarTrip cards - so that the cost of transportation wouldn't get in the way of their travel to and from work.



Last summer, MBSYEP connected more than 13,000 District youth (including 844 people ages 22-24) to summer jobs with more than 500 local employers. For many participants, MBSYEP serves as their very first job, exposing them to work experience and vital skills. They also get to work with great people who become mentors and positive role models. And I am very pleased to report that by the end of 2015, 247 of the 22-24 year olds were connected to employment.

A city as prosperous as ours can – and must – support our young residents on their pathway to the middle class. I met with many MBSYEP participants throughout the past year. I've seen how eager they are to succeed, and I've witnessed firsthand their strong desire to work, learn, and grow. I couldn't be more proud of them.

Even though the MBSYEP program has grown and evolved, its mission remains the same: to give our young residents an opportunity to achieve their dreams.

Sincerely,

A handwritten signature in black ink, reading 'Muriel Bowser'. The signature is fluid and stylized, with a large loop at the end.

Muriel Bowser
Mayor

Table of Contents

INTRODUCTION

- Marion S. Barry Tribute
- Letter from Mayor Muriel Bowser 1
- By the Numbers 3
- Highlights 4

PROGRAM DETAILS

- Program Overview 5
- Program Dates 5
- Youth Application Process 6
- Employer Application Process 8
- Payroll and Hours 9
- New and Expanded Initiatives in 2015 9
- Youth Development and Recognition Activities 13
- Post MBSYEP 2015 Survey Results 15
- Conclusion 15

ADDENDUM

- Demographic Analysis of Employers and Youth 17
- Post-program Outcomes (youth ages 22-24) 27

By the Numbers

22,978 YOUTH APPLICANTS

A 19.5% increase over 2014

Total # of youth worked:
13,163

Total gross pay:
\$12,901,063

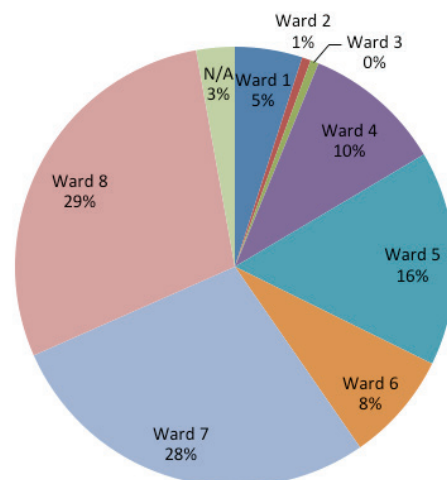
Total # of hours worked:
1,599,897

Total net pay:
\$11,504,195.57

SYEP EMPLOYER DATA

Total # of SYEP Worksites	1,067
Total # of SYEP Employer Partners	545
DC Government	67
Federal Government	34
Private Sector	146
Community-Based Organizations	220
Charter Schools	21
Public Schools	39
Private Schools/Universities	18

MBSYEP 2015 Youth Who Worked



Highlights

Program expanded to serve youth ages 22-24. In response to the growing youth unemployment rate in the District and in conjunction with the *Workforce Innovation and Opportunity Act (WIOA)*, Mayor Bowser and the Council expanded the age eligibility for the 2015 MBSYEP to include young adults between the ages of 22-24.

844 youth ages 22-24 participated in the summer employment program

- **174** returned to school in August 2015
- **670** were unemployed, underemployed or seeking employment
- **247** secured employment by December 31, 2015
- **37%** of youth ages 22-24 seeking employment secured jobs, surpassing the agreed upon 35% benchmark

Transportation assistance was provided to all participants. Each youth participant was offered \$110 in transportation assistance to help them travel to and from work.

39.6% of youth surveyed indicated this assistance covered their transportation costs for the entire summer.

10,699 accepted transportation benefits program

Increased hourly wages. For the first time since 2009, participants received an increase in their hourly wage.

All youth ages 16-21 were eligible to receive \$8.25 per hour (up from \$7.25 per hour)

Reduced program attrition by 35%. In an effort to ensure that more participants remained engaged in the program, the District created an Attrition Call Center, which provided outreach and triage services to youth who were reported as having missed work during the course of the program.

Expanded supportive services. A comprehensive approach was taken to enhance enrichment efforts and better prepare youth for continued professional growth.

- The District hired fifteen (15) additional staff to serve as Success Coaches. These Success Coaches worked directly with youth ages 22-24 to provide individualized career counseling and guidance, assisted with conflict resolution, and helped connect youth to opportunities for unsubsidized employment, education, and occupational training after the program concluded.
- Through a partnership with Bank on DC, and a grant from the Cities for Financial Empowerment Fund (CFE), over **5,000** SYEP participants completed financial literacy training.
- The OSSE Youth ReEngagement Center connected 59 youth ages 22-24 without a high school diploma or GED to the Center.
 - As of December 31, 2015, fifteen youth were enrolled in programs and are on track to receive their high school diploma.

PROGRAM DETAILS



Program Overview

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 21 with enriching and constructive summer work experiences through subsidized placements in both the public and private sectors.

In 2015, Mayor Bowser expanded MBSYEP to include youth ages 22 to 24 after hearing time and time again that in today's job market, our residents struggled to find early opportunities for work experience that allowed them embark on a career. The program's expansion provided young adults in the District of Columbia much-needed experience as well as individualized support to combat the barriers many of the participants face.

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, DC 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, non-profits, and companies that will positively impact their futures.

Program Dates

MBSYEP 2015 began on **Monday, June 29, 2015** and ended on **Friday, August 7, 2015**.

Consistent with the requirements of the *Fiscal Year 2015 Budget Support Act of 2014*, the program lasted six weeks. This consisted of 29 days of work with Friday, July 3, 2015 observed as a holiday (youth were not permitted to work that day).

Youth Application Process

14-21 year olds



The youth application process opened on **Friday, January 30, 2015** for youth ages 14-21. Youth were required to apply online at www.summerjobs.dc.gov. The application required young people to enter a unique social security number and email address. Additionally, youth provided demographic information including their name, date of birth, address, personal contact information, and emergency contact information. Youth were also asked to provide information about their current school status (in-school or out-of-school) and other education-related data including their current or last grade level completed, their current or last school attended, and whether they were a full- or part-time student. Additionally, youth were asked to complete a short interest survey where they indicated their long-term career goals, up to three industry areas they were most interested in, and the type of work in which they wanted to engage.

Youth were asked to provide preferences including whether they wished to return to the same job as the previous year, whether they had any medical conditions precluding them from working outside, whether they required any special accommodations, and whether they preferred to be matched to a job more closely related to their career interests or a placement geographically closer to their home.

Finally, youth were asked about their plans after the program concluded, including whether they intended to return to school, seek full-time employment, seek part-time employment, or if they were unsure.

In an effort to streamline the application process, for the first time, all youth who previously applied online for the program were able to complete a “returning youth” application that was pre-populated with their application information received from the prior year. Youth were permitted to make any necessary updates and submit their applications online.

Once a youth applied for the program, they received access to the MBSYEP Youth Portal where they could log in using their email address and password. By logging into the portal, youth were able to access messages, view their application status, see which specific documents they were required to submit, and remain engaged with each step of the program.

Youth were required to complete their application by **Friday, February 20, 2015** in order to receive priority consideration for participation in the program. A total of 20,452 applications from youth ages 14-21 were submitted for the 2015 program year.

After completing an online application, youth were required to provide documentation to prove their eligibility to participate. This step required youth to present their eligibility documents in person to

one of more than thirty eligibility certification events held in various locations across the District. For new applicants, these documents included Proof of Age, Proof of DC Residency, Proof of SSN, Proof of Permission to work in the US, and Proof of Parental Consent (if under the age of 18).

This year, DOES expanded the use of automatic data verifications that helped facilitate this process for youth whose information was already verified by partner agencies. For example, through a data sharing agreement with the Department of Youth Rehabilitation Services (DYRS), the Child and Family Services Agency (CFSA), the Department of Human Services, the Office of the State Superintendent for Education, District of Columbia Public Schools, and others, we were able to verify certain information for participants, which relieved them of having to bring physical copies of documents in person. Likewise, youth who participated in prior years were only required to submit proof of residency, which is required each year.

The deadline for youth to complete this step was Saturday, March 14, 2015.

A total of 15,355 youth were ultimately certified as eligible to participate.

In addition to certifying eligibility, youth were required to complete two additional steps in order to participate in the program. Youth ages 16 and older were required to create and submit a resume. Those who needed assistance with this step could use the online Resume-Builder tool, RSVP to attend an MBSYEP Resume Workshop, or request to meet with a Workforce Development Specialist to receive individual support. Youth ages 14-15 were permitted to submit a resume, but this was not a required step. Besides the resume, all youth of all ages are required to attend a mandatory MBSYEP Work Readiness Orientation. These sessions took place throughout April and June and allowed youth an opportunity to learn more about the requirements of the program and key work readiness principles. Youth who identified themselves as college students outside of the District of Columbia were permitted to complete an online orientation or attend an in-person session in June.

In 2015, 13,122 youth ages 14-21 completed these required steps and were ultimately eligible to receive a job assignment.

To facilitate the matching process, youth had access to a job matching section of the MBSYEP Youth Portal from **April 1, 2015 through May 1, 2015**. Within this portal, youth were able to see all of the jobs available through the program and were able to sort them in a variety of ways. Youth were permitted to apply to the five jobs that they most preferred, ranking their choices in preferential order. DOES made every effort to place participants within one of their top choices.

To help facilitate the matching process, DOES hosted its annual MBSYEP Career Exploration Fair on Friday, May 1, 2015 at the Walter E. Washington Convention Center. At this event, youth were able to meet with various employers to learn more about the available opportunities and engage in on-the-spot interviews. Youth were permitted to log into their MBSYEP Youth Portal on site to identify their top five choices. Youth also had access to a series of professional development workshops, on-site resume review, practice interview sessions, and motivational speakers. More than 4,000 youth attended the 2015 MBSYEP Career Exploration Fair.

Youth received their final job assignment notification by **Saturday, June 20, 2015**.

22-24 year olds

Due to the timing of the legislative approval authorizing the expansion of the summer program to serve youth ages 22-24, the application process opened on **Monday, April 6, 2015** and closed two weeks later on **Friday, April 20, 2015**. A total of 2,526 applications were submitted during this short time, 911 youth certified their eligibility and completed the required steps to receive a job assignment, and 844 youth reported to work.

The older youth followed a similar process as the youth ages 14-21 except for the career exploration fair. In addition to the standard application and eligibility process, each participant was required to meet individually with a Success Coach to more closely identify their career interests and develop a plan that spoke to their individual career and educational goals post-program. These initial meetings took place beginning in April and concluded in June and on-going meetings took place during and after the program.

Employer Application Process

Employers committed to participating in the MBSYEP 2015 were required to submit an application online at www.summerjobs.dc.gov. The application opened on **January 1, 2015** and the priority consideration deadline was **April 4, 2015**.

A total of 555 employers completed agreements to participate in the program.

In addition to completing an online application, employers were required to participate in a mandatory orientation session specifically regarding supervising MBSYEP participants. These sessions were conducted throughout the month of May.

Additionally, all employers were required to successfully pass a pre-program site visit by an MBSYEP Program Monitor. Program Monitors began scheduling and conducting these visits in January and concluded their last visit in June. These same monitors visited each site at least two more times during the course of the program.

Altogether, 2,052 worksite visits were completed by the MBSYEP Program Monitoring team.

Program Monitors are required to conduct at least three site visits during the course of the program: one pre-program site visit, one scheduled visit, and at least one unannounced visit. Program Monitors began scheduling and conducting pre-program site visits in January and concluded their last visit in June.

Finally, all employers that supervised MBSYEP participants under the age of 18 were required to complete a criminal background clearance with the Metropolitan Police Department (MPD). These clearances are valid for a period of two (2) years from the date of completion. A total of 280 employers completed background checks in order to participate in MBSYEP in 2015.

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	Maximum Hours Per Week	Hourly Wage*
14-15	20	\$5.25
16-21	25	\$8.25
22-24	30	\$9.25

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

During the 2015 MBSYEP, a total of **13,230** youth reported wages. These youth logged a total of **1,599,897** hours in total for a gross pay amount of **\$12,901,063**.

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. All other ATMs require a fee of \$2.00 per withdrawal.

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 2015, **979** youth opted for direct deposit and **290** opened new checking or savings accounts.

New and Expanded Initiatives in 2015

Expansion of program to serve youth ages 22-24

In 2015, MBSYEP was expanded to include up to 1,000 youth ages 22-24. In total, **2,526** applications were submitted by youth ages 22-24. A total of **988** youth were certified as eligible to participate and a total of 911 youth ultimately completed all of the pre-requisite steps to receive a job assignment.



MBSYEPers on the Path to Success. On Friday, August 14, 2015, the Office of the Deputy Mayor for Greater Economic Opportunity (DMGEO) and DOES hosted a hiring event for 22-24 year old MBSYEP participants. More than 40 employers gathered at Gallaudet University to meet the candidates, conduct interviews, and make on-the-spot hiring decisions.

Mayor Marion S. Barry Summer Youth Employment Program

DOES worked diligently to ensure that all youth seeking employment by the end of the program would have multiple opportunities to engage in work readiness training and have opportunities to secure employment. Many youth in this age category were strategically matched with employers that were interested in hiring youth after the program was over. For others, DOES hosted a series of workshops, professional development opportunities, and targeted hiring events designed to prepare youth for opportunities and connect them with employers seeking to hire them. DOES is able to confirm that a total of **247** youth were employed as of December 31, 2015.

Success Coaches Hired to Provide Additional Support

During the 2015 MBSYEP, additional staff were hired as Success Coaches and Program Specialists to provide individualized support to MBSYEP participants ages 22-24. In total, ten Success Coaches and five Program Specialists were hired on a seasonal basis to provide individualized career coaching and job placement assistance. During the summer, Success Coaches designed and led professional development sessions targeted to youth based on their educational and workforce development needs. DOES partnered with the DC Trust to provide additional personal development workshops and Success Coaches met one-on-one with their assigned participants to conduct comprehensive assessments, develop individual service strategies, and help participants more clearly define their program goals.

Success Coaches also worked closely with internal DOES partners such as the Business Service Groups (BSG) to conduct pre-screening and targeted hiring events throughout the months of August through November in order to assist youth with obtaining unsubsidized employment.

The Success Coaches were also responsible for monitoring and tracking participant progress during the summer and winter months and codifying this information in the agency's management information system. Success Coaches were required to communicate with their assigned participants frequently, which allowed them to continue to keep youth abreast of opportunities for hiring events and professional development even after the conclusion of the summer.

Since September 30, 2015, the Success Coaches have transitioned into full-time roles and have continued their engagement with the 22-24 year old MBSYEP participants while also assisting with year-round youth programs. Success Coaches have been engaging youth from the MBSYEP for consideration for year-round programs and are currently engaging in eligibility verifications for WIOA programs and services.

Partnership with the DC Youth Reengagement Center

During the 2015 MBSYEP, DOES worked closely with the staff at the Office of the State Superintendent (OSSE) Youth Reengagement Center (REC) to refer and connect youth participants in the MBSYEP without a high school diploma or GED.

A total of fifty-nine youth participants between the ages of 22-24 who did not have a high school diploma or GED attended an information session to learn more about the resources available to them in the REC. Of this group, fifteen youth have successfully registered with the REC and started the process of identifying a program of best fit to support them in their goal of attaining their high school diploma or GED.

Transportation Assistance

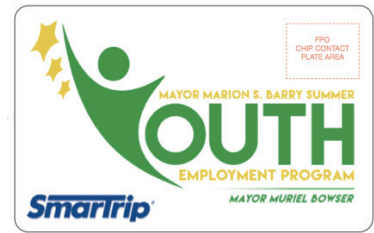
In 2015, for the first time in nearly a decade, every youth participant in MBSYEP was permitted to receive transportation assistance to support them in getting to and from work. This eliminated what past participants had identified as a major barrier to their ability to participate fully in the program, from start to finish.

Each participant was eligible to receive an MBSYEP WMATA SmarTrip card with a stored value of **\$110.00** that could be used on both Metrorail and Metrobus.

Youth were permitted to pick up their cards from a series of distribution events held on the following dates and times:

- Thursday, June 25, 2015 at the Verizon Center
- Saturday, June 27, 2015 at the Walter E. Washington Convention Center
- Wednesday, July 1, 2015 at the DOES Headquarters

Altogether, **10,699** youth retrieved a SmarTrip card.



Increased Participant Wages

For the first time since 2010, MBSYEP participants received an increase in their wages during the summer. As a part of the program expansion, Mayor Bowser increased the hourly wage for youth participants ages 16-21 from the federal minimum wage of **\$7.25** per hour to **\$8.25** per hour. Youth ages 22-24 were compensated at a rate of **\$9.25** per hour. Some employers chose to supplement these training wages with additional wages.

Cities for Financial Empowerment Fund Grant

DOES was awarded **\$260K** in grant funds from the Cities for Financial Empowerment Fund (CFE) to expand services and increase its financial literacy efforts. The funding provided by CFE and the Summer Jobs Connect initiative allowed the District to place additional focus on financial empowerment and literacy by designing a web-based educational platform to educate and assess youth progress beyond their 6-week work experience. Additionally, the funds allowed the program to increase the number of youth participants served in MBSYEP and to expand its Savings Incentive Challenge. The Savings Incentive Challenge, which was coordinated by Bank on DC, provided youth with an opportunity to win a \$1,000 savings incentive. To be eligible for the incentive, youth had to enter the challenge, complete all of the financial literacy components successfully, and commit to depositing funds from each MBSYEP paycheck into their own personal savings account. The three participants who saved the most were awarded with a check for \$1,000 with contributions from the District Government Employees Federal Credit Union, Democracy Federal Credit Union, and DOES through the CFE grant.

Altogether, **4,472 youth participated in 218 financial literacy workshops** offered in partnership with the Bank on DC program. According to the results of the pre-test and post-test questionnaires

Mayor Marion S. Barry Summer Youth Employment Program

distributed to participants in these workshops, more than 75% of attendees reported that by the end of the program they felt more confident creating budgets, calculating the cost of check-cashing, and understanding their paycheck deductions.

Rapid Cycle Evaluative Experiment

During the 2015 MBSYEP, DOES worked closely with Dr. Judd Kessler, Assistant Professor of Business Economics and Public Policy at the Wharton School of Business at the University of Pennsylvania, who led a rapid-cycle evaluative experiment to test strategies that might improve attendance outcomes and reduce attrition among MBSYEP participants. Dr. Kessler found that sending youth weekly email reminders had a positive effect on attendance. A more detailed analysis of this experiment is included in the attached report titled “The Wharton School, University of Pennsylvania - District of Columbia 2015 Summer Youth Employment Program Experiment.”

Attrition Reduction Efforts

In an effort to address the recurring issue of program attrition, DOES created a program attrition call center. This center included a team of eight staff who were responsible for calling, texting, and emailing participants who were reported as no-shows to their assigned worksites to determine why they did not attend. In some cases, these staff members were able to help young people work through challenges that were preventing them from participating and were able to help ensure that youth remained actively engaged in the program.

Altogether, the attrition call center made **1,376** calls throughout the summer. A total of **264** youth reported to work after receiving a call from the attrition call center.

The attrition call center, coupled with other initiatives such as the provision of transportation assistance and the email reminders sent through the rapid-cycle evaluative experiment, contributed to the overall successful effort led by DOES to reduce program attrition. The 2015 MBSYEP was the most attended program in the last five years. A total of **94.3%** of youth offered a job actually showed up to work. Overall, the program achieved an attrition rate of **11.85%**, which is **34%** less than the projected attrition rate based on prior program years.

Compared to 2014, a total of 1,749 more youth were paid in the final week of 2015.

“Know Your Rights” Training

During the MBSYEP 2015, Alexis P. Taylor, Director of the DC Office of Disability Rights (ODR) partnered with DOES to provide a series of “Know Your Rights” workshops that were included as a part of the mandatory MBSYEP orientation. These workshops helped to inform young people about how to advocate for themselves and ensure they received the appropriate accommodations needed to be successful while on the job.

In total, Director Taylor engaged in more than 15 sessions which included more than 2,000 youth.



Youth Development and Recognition Activities

Grant-funded programs

During MBSYEP 2015, twenty partner organizations received grant-funding between \$6,000 to \$103,000 depending on the scope of the project and the number of youth served. These organizations were required to develop work readiness programs for youth ages 14-15 and select youth ages 16-17 that required additional support to improve their “soft skills” necessary for every workplace. Altogether, 2,264 youth participants benefitted from these work readiness programs.

Awardees created curricula that engaged and motivated participants in project-based active learning focused on solving real problems, and tasks designed to produce outcomes. In order to create a standardized model of summer youth employment and allow the outcomes from summer youth programming to be more easily codified, grantees were required to align their programs with one of the following industry sectors:

- Agricultural/Environmental Information;
- Technology/Telecommunications;
- Media/Publications/Entertainment; or,
- Business/Professional Services.

The grant-funded programs included the following:

Jarmal Harris Project
Do the Write Thing
World Mission Inner City Extension Center
Empowerment Enterprise
Life Success
Amy Jacques Garvey Institute, Inc.
ANC Constituent Services
Bell Multicultural Career Program
Dance Institute of Washington
Ethiopian Community Services and Development Council
Sitar Arts Center
Paxen Learning Corporation
Siblings Together USA, Inc.
Washington DC Fashion Foundation
Red Sprinkle
Calvin Woodland Sr. Foundation
Latin American Youth Center
The Musicianship
Uniting Our Youth
Youth Organizations United to Rise (Y.O.U.R.)

Many of these organizations designed their programs around a specific capstone project intended to allow youth to utilize all of the skills they worked on during the summer in a meaningful way. Youth participants in the Jamal Harris Project hosted a fashion showcase displaying some of their original designs and also allowing them to contribute to the set design, lighting, and marketing of the event to the local press. The Youth Organizations United to Rise (Y.O.U.R.) program unveiled a community garden that they planned, designed, and planted in partnership with local community residents.

Outstanding Youth

On Friday, August 7, 2015, DOES hosted its 5th annual MBSYEP Outstanding Youth Ceremony at Eastern Senior High School. This event honored the outstanding performance of youth participants in MBSYEP 2015 nominated by their supervisors. In total, more than 400 youth were nominated to receive awards and the selection committee identified 200 to be honored.

Mayor Marion S. Barry Summer Youth Employment Program

During the ceremony, youth demonstrated some of their work which included performing arts groups such as The Musicianship, the DC Department of Parks and Recreation Teen Dance Collective, and Do the Write Thing. The ceremony also featured ten MBSYEP outstanding host sites. These host sites were selected for their stellar programs and ability to utilize this short-term work readiness, employment, and training program to positively impact participants' futures. The awardees included:

- Duke Ellington School of the Arts
- Friendship Public Charter School
- The Jamal Harris Project
- Martha's Table
- Global Transcendence
- Digi Docs
- US Department of Commerce
- Internal Revenue Service
- DC Department of Consumer and Regulatory Affairs
- DC Department of Parks and Recreation



Post MBSYEP 2015 Survey Results

Total Number of MBSYEP 2015 Respondents: 4,462

93%

Are between the
ages of 14 and 21

71%

Responded that they
would not have a job in
2015 if not for MBSYEP

94%

Plan to participate
in MBSYEP 2016 if
the opportunity is
available

72%

Stated that finding
employment outside
of MBSYEP is
difficult

86%

Rate their MBSYEP
2015 experience as
good, great or excellent

55%

Responded that they
would not have been
able to get to and from
work with the MBSYEP
WMATA SmarTrip card

Conclusion

In summation, 2015 was a historic year for MBSYEP. The expansion of the program to 22-24 year olds was a signature accomplishment for Mayor Bowser and the newly created Office of the Deputy Mayor for Greater Economic Opportunity (DMGEO). MBSYEP provides important opportunities for District residents - particularly those in overlooked and underserved communities - to secure critical work experience, mentorship, and exposure to a diverse array of careers. Opportunities like MBSYEP are particularly important for our young residents for whom positive role models and enriching opportunities are not readily available.

This critical program also serves as the entry point for many of our young people into the District's workforce system. In the coming year, DMGEO, the Workforce Investment Council, and the Department of Employment Services will transform MBSYEP into a meaningful doorway that seamlessly moves young people into effective year-round programs. Building upon the lessons learned from years past, the Bowser Administration is committed to further strengthening this program to deliver high quality experiences and solid outcomes, for all participants ages 14 to 24.

Together with the DC Council, private and public sector employers, community stakeholders, educators and our youth, we will build an even brighter future for our young people in the District of Columbia.

ADDENDUM

Demographic Analysis of
Employers and Youth

Post-program Outcomes
(youth ages 22-24)

Demographic Analysis of Employers and Youth

Youth Information

Nearly 23,000 applications were submitted to the 2015 MBSYEP with over 14,000 youth offered the opportunity to work. The information included below offers additional information about the program participants based on data collected throughout the course of the program.

Applications to the 2015 MBSYEP

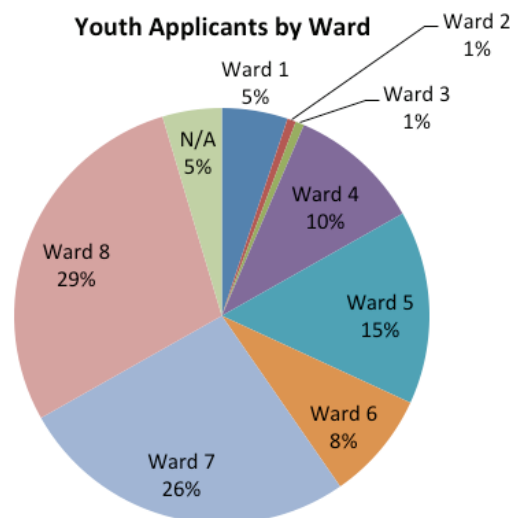
Altogether, there were 22,978 applications submitted for the 2015 MBSYEP. This represents a 19.5% increase in the total number of applications submitted in 2014. A total of 7,730 applications were received by 11:59pm on Friday, January 30, 2015, the day the MBSYEP was launched.

NOTE: The information relating to age and Ward below is drawn from youth applications, as amended by any changes subsequently received by DOES after the initial submission. The information reflected below is based upon data retrieved on January 25, 2016.

By Age and Ward

	<14	14	15	16	17	18	19	20
N/A	0	141	147	165	146	119	100	63
Ward 1	0	143	160	162	171	135	96	95
Ward 2	0	17	16	29	26	15	13	15
Ward 3	0	23	30	21	27	17	17	9
Ward 4	0	304	346	337	352	297	224	184
Ward 5	1	407	472	484	459	444	345	245
Ward 6	0	233	266	273	259	230	191	151
Ward 7	1	749	829	815	777	770	591	490
Ward 8	2	813	926	864	895	770	638	507
Total	4	2,830	3,192	3,150	3,112	2,797	2,215	1,759
%	0.02%	12.32%	13.89%	13.71%	13.54%	12.17%	9.64%	7.66%

Source: Department of Employment Services; Office of Labor Market Research and Information



Source: Department of Employment Services; Office of Labor Market Research and Information

Eligible Youth Offered Jobs

A total of 16,523 youth successfully verified their eligibility to participate in the 2015 MBSYEP. Of this group, 14,029 youth completed all of the required steps of the program (including submission of a resume and attending a mandatory work readiness orientation) and were ultimately offered a job through the program. This represents a 19% increase from the number of youth who completed all required steps and were assigned to jobs in 2014.

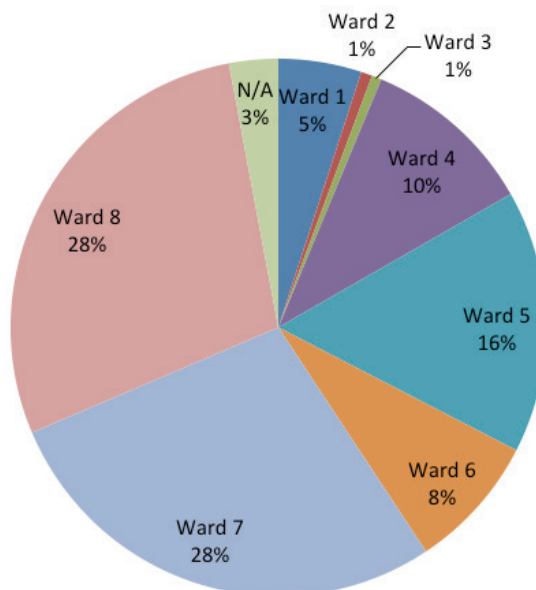
NOTE: The information reflected below is based upon data retrieved on January 25, 2016. A total of four youth participants ages 22-24 opted out of the program shortly after proving eligibility and are no longer listed as “Eligible” in the DOES Management Information System. For the purposes of the analysis below, these four individuals have been excluded.

By Age and Ward

	14	15	16	17	18	19	20	21	22	23	24	Total	%
Ward 1	92	115	111	113	86	53	45	33	18	24	13	703	5.01%
Ward 2	10	9	20	17	11	9	9	6	2	1	1	95	0.68%
Ward 3	15	17	14	12	6	7	5	6	-	-	-	82	0.58%
Ward 4	202	252	223	229	191	122	107	66	37	21	16	1,466	10.45%
Ward 5	305	359	351	312	299	209	134	103	70	46	36	2,224	15.85%
Ward 6	146	180	191	174	126	119	83	60	30	21	12	1,142	8.14%
Ward 7	534	629	616	569	517	355	229	194	107	104	56	3,910	27.87%
Ward 8	555	667	599	617	499	364	248	177	101	100	66	3,993	28.46%
N/A	61	60	65	67	63	33	21	19	9	7	9	414	2.95%
Total	1,920	2,288	2,190	2,110	1,798	1,271	881	664	374	324	209	14,029	100.00%
%	13.69%	16.31%	15.61%	15.04%	12.82%	9.06%	6.28%	4.73%	2.67%	2.31%	1.49%	100.00%	

Source: Department of Employment Services; Office of Labor Market Research and Information

Youth Offered Jobs



Source: Department of Employment Services; Office of Labor Market Research and Information

By Race

Race/Ethnicity	Total	%
African American/Black	12,265	87.43%
Hispanic/Latino	382	2.72%
Caucasian/White	65	0.46%
Asian/Pacific Islander	64	0.46%
American Indian/Alaskan Indian	42	0.30%
Other	1,211	8.63%
Grand Total	14,029	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

By Gender

Gender	Total	%
Female	7,852	55.97%
Male	6,177	44.03%
Grand Total	14,029	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

By Student Type and Age

	14	15	16	17	18	19	20	21	22	23	24	Total	%
Full-Time Student	1,893	2,266	2,156	2,024	1,596	894	537	313	120	68	31	11,898	84.81%
Part-Time Student	18	16	19	48	66	100	74	83	48	36	30	538	3.83%
Not in School	1	1	10	26	103	248	252	241	197	211	132	1,422	10.14%
Vocational	4	1	2	4	9	11	8	18	5	4	11	77	0.55%
Post Secondary	4	3	3	3	16	17	10	9	4	5	5	79	0.56%
N/A	-	1	-	5	8	1	-	-	-	-	-	15	0.11%
Grand Total	1,920	2,288	2,190	2,110	1,798	1,271	881	664	374	324	209	14,029	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

By Educational Level

Educational Level	Total
Middle School Student	1,654
High School Student	8,338
Left HS before Graduating	230
High School Graduate	1,730
Obtained GED	258
College Student	1,584
Associate's Degree	41
Bachelor's Degree	96
Master's Degree	11
Information Not Available	87
Grand Total	14,029

Source: Department of Employment Services; Office of Labor Market Research and Information

Mayor Marion S. Barry Summer Youth Employment Program

By Future Plans

Post-Program Plan	Total	%
Return to School	10,410	74.20%
Seek Full-Time Employment	2,186	15.58%
Seek Part-Time Employment	869	6.19%
Unsure	351	2.50%
Other	197	1.40%
N/A	16	0.11%
Grand Total	14,029	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

Number of Youth that Worked

During the 2015 MBSYEP, a total of 13,230 youth who were offered a job actually worked. This represents a total of 94.3% of youth who were offered jobs that actually showed up to work.

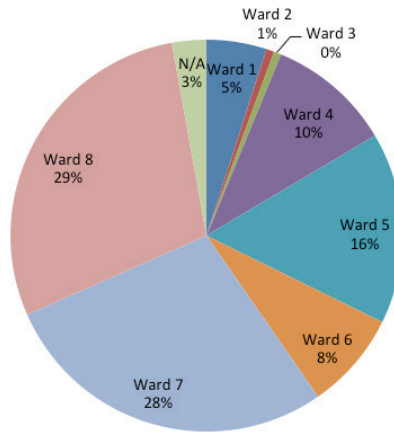
NOTE: A total of sixty-seven youth that participated in the 2015 MBSYEP were dual-enrolled participants in the federally funded year-round youth employment program for in-school youth. In accordance with the Workforce Innovation Opportunity Act (WIOA), these individuals were required to engage in an appropriate summer work experience. In the data analysis below, these 67 individuals have been excluded.

By Age and Ward

	14	15	16	17	18	19	20	21	22	23	24	Total	%
Ward 1	87	106	105	105	81	49	41	30	15	23	11	653	4.96%
Ward 2	9	7	18	15	11	9	8	6	2	1	-	86	0.65%
Ward 3	15	16	14	11	6	7	5	6	-	-	-	80	0.61%
Ward 4	195	236	201	209	173	108	99	63	32	19	15	1,350	10.26%
Ward 5	293	337	331	291	275	198	123	94	65	39	34	2,080	15.80%
Ward 6	141	169	176	162	114	112	76	54	30	19	10	1,063	8.08%
Ward 7	512	604	583	533	483	339	215	176	100	91	54	3,690	28.03%
Ward 8	530	654	573	580	458	344	232	159	98	98	63	3,789	28.79%
N/A	60	52	62	58	49	31	17	18	9	7	9	372	2.83%
Total	1,842	2,181	2,063	1,964	1,650	1,197	816	606	351	297	196	13,163	100.00%
%	13.99%	16.57%	15.67%	14.92%	12.54%	9.09%	6.20%	4.60%	2.67%	2.26%	1.49%	100.00%	

Source: Department of Employment Services; Office of Labor Market Research and Information

**MBSYEP 2015
Youth who Worked**



Source: Department of Employment Services; Office of Labor Market Research and Information

By Race/Ethnicity

Race/Ethnicity	Total	%
African American/Black	11,548	87.73%
Hispanic/Latino	342	2.60%
Caucasian/White	62	0.47%
Asian/Pacific Islander	55	0.42%
American Indian/Alaskan Indian	38	0.29%
Other	1,118	8.49%
Total	13,163	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

By Gender

Gender	Total	%
Female	7,355	55.88%
Male	5,808	44.12%
Total	13,163	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

By Student Type and Age

	14	15	16	17	18	19	20	21	22	23	24	Total	%
Full-Time Student	1,815	2,159	2,031	1,891	1,472	846	508	288	111	64	30	11,215	85.20%
Part-Time Student	18	16	19	42	62	91	65	75	45	35	28	496	3.77%
Not in School	1	1	9	24	91	232	226	218	186	189	123	1,300	9.88%
Vocational	4	1	2	4	9	11	8	16	5	4	10	74	0.56%
Post Secondary	4	3	2	3	16	17	9	9	4	5	5	77	0.58%
N/A	-	1	-	-	-	-	-	-	-	-	-	1	0.01%
Total	1,842	2,181	2,063	1,964	1,650	1,197	816	606	351	297	196	13,163	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

By Educational Level

Educational Level	Total	%
Middle School Student	1,588	12.06%
High School Student	7,825	59.45%
Left HS before Graduating	214	1.63%
High School Graduate	1,597	12.13%
Obtained GED	233	1.77%
College Student	1,493	11.34%
Associate's Degree	37	0.28%
Bachelor's Degree	90	0.68%
Master's Degree	10	0.08%
N/A	76	0.58%
Total	13,163	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

By Post-Program Plans

Post-program Plans	Total	%
Return To School	9,819	74.60%
Seek Full-Time Employment	2,024	15.38%
Seek Part-Time Employment	806	6.12%
Unsure At This Time	330	2.51%
Other	182	1.38%
N/A	2	0.02%
Total	13,163	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

Youth Participant Data showing Attrition

SYEP PARTICIPANT DATA (all youth ages 14-24)	
Total # of Applications Received	22,978
Total # of Youth Eligible	16,523
% of Applicants Deemed Eligible	71.91%
Total # of Youth Certified (completed all required steps)	14,029
% of Eligible Youth that were Offered Job Positions	84.91%
Total # of Unique Youth that Actually Worked	13,230
% of Certified Youth that Actually Worked	94.30%
Participant Attrition Rate (Cumulative)	11.84%
Total # of Youth Paid (Week 1)	12,853
Total # of Youth Paid (Week 2)	12,434
Total # of Youth Paid (Week 3)	12,249

Total # of Youth Paid (Week 4)	12,011
Total # of Youth Paid (Week 5)	11,691
Total # of Youth Paid (Week 6)	11,330
YOUTH AGES 14-21	
Total # of Applications Received	20,452
Total # of Youth Eligible	15,535
% of Applicants Deemed Eligible	75.96%
Total # of Youth Certified (completed all required steps)	13,122
% of Eligible Youth that were Certified	84.47%
Total # of Unique Youth that Actually Worked	12,386
% of Certified Youth that Actually Worked	94.39%
Participant Attrition Rate (Cumulative)	11.04%
Total # of Youth Paid (Week 1)	12,035
Total # of Youth Paid (Week 2)	11,665
Total # of Youth Paid (Week 3)	11,521
Total # of Youth Paid (Week 4)	11,298
Total # of Youth Paid (Week 5)	11,035
Total # of Youth Paid (Week 6)	10,706
YOUTH AGES 22-24	
Total # of Applications Received	2,526
Total # of Youth Eligible	988
% of Applicants Deemed Eligible	39.11%
Total # of Youth Certified (completed all required steps)	911
% of Eligible Youth that were Certified	92.21%
Total # of Unique Youth that Actually Worked	844
% of Certified Youth that Actually Worked	92.65%
Participant Attrition Rate (Cumulative)	23.72%
Total # of Youth Paid (Week 1)	818
Total # of Youth Paid (Week 2)	769
Total # of Youth Paid (Week 3)	728
Total # of Youth Paid (Week 4)	713
Total # of Youth Paid (Week 5)	656
Total # of Youth Paid (Week 6)	624

Source: Department of Employment Services; Office of Youth Programs

Other Demographic Data

Home Computer and Internet Access

A total of 71.63% of 2015 MBSYEP applicants report that they own a home computer. A total of 84.41% of applicants report that they have access to the Internet while at home.

Mayor Marion S. Barry Summer Youth Employment Program

Ward	Total	Owns a Home Computer	Percent	Has Internet Access in Home	Percent
Ward 1	1179	884	74.98%	995	84.39%
Ward 2	155	127	81.94%	142	91.61%
Ward 3	155	143	92.26%	151	97.42%
Ward 4	2375	1988	83.71%	2170	91.37%
Ward 5	3460	2633	76.10%	2991	86.45%
Ward 6	1947	1382	70.98%	1619	83.15%
Ward 7	6083	4274	70.26%	5083	83.56%
Ward 8	6563	4293	65.41%	5360	81.67%
N/A	1061	736	69.37%	885	83.41%
Total	22978	16460	71.63%	19396	84.41%

Source: Department of Employment Services; Office of Labor Market Research and Information

Language Access

A total of 207 (.90%) MBSYEP applicants indicated that they speak a language other than English. The most popular response was Spanish, which is spoken by 108 (.47%) MBSYEP applicants.

Special Accommodations

A total of 2,883 (12.55%) MBSYEP applicants indicated that they have a medical condition, such as seasonal allergies, that would prevent or make it difficult for them to work outdoors during the program.

A total of 584 (2.54%) of MBSYEP applicants expressed a need for special accommodations.

Barriers to Employment and Access to Public Assistance

Value	Total	Percent
Foster Care	408	1.78%
Homeless	437	1.90%
Justice-Involved	232	1.01%
Pregnant/Parenting	9997	43.51%
Served In Military	22	0.10%
Living On Own	824	3.59%
Receiving TANF	3933	17.12%
Receiving SSI	3058	13.31%
Receiving Food Stamps	7833	34.09%

Source: Department of Employment Services; Office of Labor Market Research and Information

Youth Participant Placements

Out of the 13,163 MBSYEP participants who actually worked, a total of 11,108 (84.40%) were assigned to their job sites based on a specific request from the youth participant or their summer employer.

Another 1,739 (13.21%) youth were placed based on their career interests submitted at the time of their initial application. The remaining 316 (2.40%) were placed based on the geographic distance from their home address to their assigned worksite address.

Participating Youth by Police Service Area

Police Service Area (PSA)	Total
Police Service Area 102	15
Police Service Area 103	126
Police Service Area 104	128
Police Service Area 105	213
Police Service Area 106	122
Police Service Area 107	31
Police Service Area 108	148
Police Service Area 201	26
Police Service Area 202	27
Police Service Area 203	17
Police Service Area 204	17
Police Service Area 205	10
Police Service Area 206	4
Police Service Area 207	3
Police Service Area 208	11
Police Service Area 408	41
Police Service Area 409	129
Police Service Area 501	144
Police Service Area 502	301
Police Service Area 503	309
Police Service Area 504	173
Police Service Area 505	302
Police Service Area 506	249
Police Service Area 507	467
Police Service Area 601	427
Police Service Area 602	571
Police Service Area 603	632
Police Service Area 604	809

Police Service Area 605	402
Police Service Area 606	202
Police Service Area 607	252
Police Service Area 608	498
Police Service Area 701	483
Police Service Area 702	377
Police Service Area 703	546
Police Service Area 704	595
Police Service Area 705	324
Police Service Area 706	539
Police Service Area 707	324
Police Service Area 708	439
N/A	321
Grand Total	13163

Employer Information

There were a total of 545 employer partners engaged in the 2015 MBSYEP. These partners represented a total of 1,067 distinct worksites located throughout the Washington, DC metropolitan area and a total of 20,544 available job positions.

SYEP EMPLOYER DATA	
Total # of SYEP Worksites	1,067
Total # of SYEP Employer Partners	545
DC Government	67
Federal Government	34
Private Sector	146
Community-Based Organizations	220
Charter Schools	21
Public Schools	39
Private Schools/Universities	18
Total # of Available Job Positions	20,544
DC Government	5,431
Federal Government	660
Private Sector	2,457
Community-Based Organizations	7,704
Charter Schools	2,592
Public Schools	1,391
Private Schools/Universities	309

Source: Department of Employment Services; Office of Youth Programs

MBSYEP 2015 Employer Partners by Sector

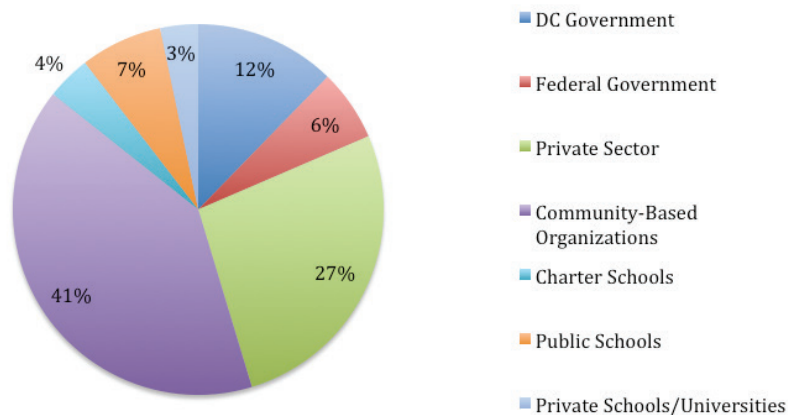


Chart 1.1 - MBSYEP 2015 Employer Partners by Sector

Post-program Outcomes (youth ages 22-24)

Participants Ages 22-24

YOUTH AGES 22-24	
Total # of Applications Received	2,526
Total # of Youth Eligible	988
% of Applicants Deemed Eligible	39.11%
Total # of Youth Certified (completed all required steps)	911
% of Eligible Youth that were Certified	92.21%
Total # of Unique Youth that Actually Worked	844
% of Certified Youth that Actually Worked	92.65%
Total # of Youth Reported as Returning to School (based on April application)	256
Total # Confirmed Returning to School (based on August exit interviews)	174
% of Youth Returning to School	67.97%
Total Successful Placement Outcomes	266
Total # Employed Post-Program	247
Total # Placed in Other Training Programs	19

Source: Department of Employment Services; Office of Youth Programs

Breakdown by Age and Student Type

Student Type	22	23	24	Total	%
Full-Time Student	111	64	30	205	24.29%
Part-Time Student	45	35	28	108	12.80%
Not in School	186	189	123	498	59.00%
Post Secondary	4	5	5	14	1.66%
Vocational	5	4	10	19	2.25%
Total	351	297	196	844	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

Breakdown by Age Educational Level

Educational Level	22	23	24	Total	%
Left HS before Graduating	23	22	14	59	6.99%
High School Student	14	8	7	29	3.44%
High School Graduate	143	127	73	343	40.64%
Obtained GED	20	28	20	68	8.06%
College Student	110	67	45	222	26.30%
Associate's Degree	6	9	8	23	2.73%
Bachelor's Degree	27	29	22	78	9.24%
Master's Degree	1	4	2	7	0.83%
N/A	7	3	5	15	1.78%
Total	351	297	196	844	100.00%

Source: Department of Employment Services; Office of Labor Market Research and Information

Breakdown by Post-Program Plans

Post-Program Plans	22	23	24	Total
Return To School	82	74	27	183
Seek Full-Time Employment	228	197	148	573
Seek Part-Time Employment	27	19	12	58
Unsure At This Time	10	4	5	19
Other	4	3	4	11
Total	351	297	196	844

Source: Department of Employment Services; Office of Labor Market Research and Information

35% Benchmark Goal

Prior to the start of the program, the Mayor and DC Council set an internal benchmark goal of connecting 35% of the participating 22-24 year olds who were seeking employment to employment by December 31, 2015.

Altogether, there were 844 youth ages 22-24 who worked in the 2015 MBSYEP. Of this group, 256 indicated on their initial applications (April 2015) that they would be returning to school after the program ended and would not be seeking employment. According to this calculation, a total of 588 youth were seeking employment. Applying the 35% benchmark would result in 205 youth gaining employment by the end of the calendar year.

As of December 31, 2015, DOES was able to confirm through exit interviews, follow-up engagement, and the Unemployment Insurance (UI) tax database that a total of 247 youth were employed, which represents 120.49% of the benchmark goal.

DOES observed that the total number of youth who ultimately returned to school after the program concluded was lower than the number who initially planned to return to school when they completed their applications in April 2015. DOES was able to confirm that a total of 174 youth successfully returned to school by December 31, 2015.

Applying the confirmed number of school returnees to the initial benchmark goal would result in a higher end goal. Using this number, there would actually have been 670 youth seeking employment which would require 234.5 placements in order to successfully meet the 35% benchmark. With the final placement number at 247 youth employed, DOES exceeded the goal and continue to work with young people to connect them to opportunities.

UI Data Information

According to UI tax database information available for the third quarter of 2015, which represents the months of July, August, and September, a total of 316 youth participants ages 22-24 had wages reported for them. This would indicate that 316 individuals were working in an unsubsidized program.

Data for the fourth quarter of 2015, which represents the months of October, November, and December is not fully available until March 1, 2016. DOES will update this analysis upon receipt of this data.





GOVERNMENT OF THE DISTRICT OF COLUMBIA

MURIEL BOWSER, MAYOR

DEPARTMENT OF EMPLOYMENT SERVICES

Deborah A. Carroll, Director

Office of Youth Programs

4058 Minnesota Avenue, NE, Washington, DC 20019

Phone: (202) 724-7000 • **Fax:** (202) 673-6993

does.dc.gov