Summer Youth Employment in the Age of Covid-19

May 28, 2020
Welcome

• Monique Miles, Managing Director, Aspen Institute Forum for Community Solutions

• Kisha Bird, Director of Youth Policy, CLASP

• Edgar Avalos, Program Associate, Global Philanthropy, JPMorgan Chase & Co.
Agenda

• Introductions
• Quick Poll Everywhere Activity
• Panelists
• Question & Answer
• Closing Call to Action
Introductions

• Farrah Farnese, Senior Director, External Relations, Philadelphia Youth Network
• Shuna K. Hayward, Vice President of Programs, Connect Detroit
• Joe McLaughlin, Director of Research and Strategy, Boston Private Industry Council
• Lukee Forbes, Community Activist & City of Albany
• Lauri Collier, Director, Los Angeles Opportunity Youth Collaborative, Alliance for Children’s Rights
Poll Everywhere

How to join

Web

1. Go to PollEv.com
2. Enter YOUTHTEAM426
3. Respond to activity
Where are you joining us from?
Are you part of one of our networks? (check all that apply)

<table>
<thead>
<tr>
<th>Network</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communities Collaborating to Reconnect Youth (CCRY)</td>
<td>6%</td>
</tr>
<tr>
<td>Opportunity Youth Forum (OYF)</td>
<td>33%</td>
</tr>
<tr>
<td>JPMorgan Chase grantee network</td>
<td>16%</td>
</tr>
<tr>
<td>Other</td>
<td>45%</td>
</tr>
</tbody>
</table>
How is your community approaching its summer youth employment program(s) this year?

- **A** It's on - systems leaders have publicly committed. 25%
- **B** It's off - systems leaders have publicly cancelled. 5%
- **C** Unsure - we hope SYE programs will occur but it is uncertain. 28%
- **D** Some components may occur in-person. 19%
- **E** Everything is occurring online. 24%

*Answers to this poll are anonymous.*
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WorkReady 2020
PIVOTING SUMMER PROGRAMMING
ADAPTIVE THINKING

COORDINATING PARTNERS
Service Delivery Partners
Funders
Employers
System Partners
Young People

PROGRAMMATIC SHIFTS

COORDINATED PLAN

READ THE BLOG
Aspen Institute
Philadelphia Chamber of Commerce
Philadelphia Works
Philadelphia is #STILLin4WorkReady
Young people can...

Apply through June at WorkReady.org

Enroll after you apply, provide the enrollment information or documents using a secure folder

Participate in a digital experience between July-August

...on the device of their choice.

WorkReady.org
Participants may have...

- experiences developed and led by WorkReady partner organizations
- experiences in three tracks developed by PYN and led by the WorkReady partner organization
- a hybrid of experiences developed by PYN and by the WorkReady partner organization and led by WorkReady partner

...with a focus on...

- Digital Career Exposure
- Financial Literacy
- Digital Literacy and Brand Identity

WorkReady.org
We are monitoring local stay-at-home orders and safety guidelines to allow for in-person experiences.

WorkReady is managed by the Philadelphia Youth Network (PYN)

visit www.WorkReady.org to learn more
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Grow Detroit’s Young Talent Virtual Summer Shift

Shuna K. Hayward
Connect Detroit
Key Factors

1. Started with a grounding in our core values and goals
2. Early decision to go virtual for summer 2020
GDYT Core Values

- Youth and Families
- Quality
- Positive Youth Development
- Safety
- Teamwork/Partnership/Collaboration

Connect Detroit
What are we solving for?

1. Administrative and Logistical Realities
2. Commitment to Quality/ Meaningful Experiences
GDYT 2020 Virtual Summer Experience

- E-Enrollment
- Virtual Job Shadow
- Engagement/SEL Activities
- Supports
- Stipends
GDYT E-ENROLLMENT SYSTEM

COMMUNICATIONS
- Email, Texts, Phone, Etc.

ELECTRONIC FORMS AND SIGNATURES
- JotForm

DATA STORAGE
- Google Drive
• www.VirtualJobShadow.com
• Assessments
• Deep Dive Career Exploration
• Work Readiness “Soft Skills”
• Financial Education and Life Skills
• Self-guided/Self-paced
• Capstone Project
• Technical Support
SEL Engagement Curriculum

Theoretical Framework
- Relationships
- Positive Youth Development Principles

Content
- Connection
- Reflection
- SEL Skill Building

Partner Preparation and Supports
- Training
- Check-ins
- TA
Supports

Technology
- Assessment
- Resources
- Distribution

Trauma and Grief
- Resources
- Partner Training

Basic Needs
- Resources

Self-Care
Stipends

- 5 Week Summer Experience
- 2 Benchmarks per Week
- $100 per Benchmark Achieved
- Up to $1000 for Summer
• Principles and best practices for remote/distance learning
• Strategies for keeping youth engaged and connected
• Strategies for youth with varying abilities
• Strategies for a safe environment post “Shelter in Place”
OPERATE AND INNOVATE THROUGH THE UNCERTAINTY!

We Must...
THANK YOU!
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Mayor Walsh’s Summer Jobs Campaign

Joseph McLaughlin
Boston Private Industry Council
May 28, 2020
Overview

- The Mayor’s summer jobs program offers paid jobs and internships with private sector employers and community-based organizations and non-profits.

- The PIC, as the city’s workforce board and a school-to-career partner with Boston Public Schools, manages the private sector component of the campaign.

- Key partners/intermediaries:
  - Department of Youth Employment and Engagement (DYEE)
  - John Hancock’s MLK Scholars
  - Action for Boston Community Development (ABCD)
  - Youth Options Unlimited (YOU)
Summer 2020 planning

• Mayor’s Office engaged intermediaries/partners in a 2020 summer planning process.
• Surveyed CBOs/employers in April to learn about hiring plans under alternative scenarios of onsite and remote work.
• Developed ideas for virtual models and new jobs to offset cutbacks in private sector hiring and expected reductions in camp counselor/daycare jobs. Planned opportunities for younger youth (14-15) and older (18-21).
• Shared ideas/best practices for remote onboarding and payroll procedures.
• The planning effort continues....
• Partnering with Dr. Alicia Modestino at Northeastern University to design and evaluate summer jobs experiences.
Collaborating with employer partners on remote work and learning programming
Engaging employers on transition to virtual models

- Convened employer network in April and May (industries represented include finance, life sciences, higher education, technology, law firms)

- Continued to match students with employer opportunities and share resumes and applications, confirm returning students

- Transitioned competitive, in-person interviews to phone/video

- Discussed virtual models and ways to collaborate on professional development activities and other trainings.
Emerging virtual work and learning models

• A **virtual work-based internship model** where the job/ internship is mostly the same as previous years but the student will be working remote

• A **professional development and academic enrichment model** where students will participate in online trainings and courses, and work on independent and group projects under the direction of program staff – potentially including dual enrollment classes, in collaboration with area colleges.
## Virtual internship components

<table>
<thead>
<tr>
<th>Academic Learning/Training</th>
<th>Career Exploration/Speaker Series</th>
<th>CBO/External Partner Facilitated Workshops</th>
<th>Group Check-ins and Small Group Activities</th>
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</thead>
<tbody>
<tr>
<td>- Collaboration with local higher-ed partners to enroll students in courses</td>
<td>- Career panels</td>
<td>- Professional development workshops (skills &amp; interests, resume building, LinkedIn 101, etc.)</td>
<td>- Ice-breaker activities</td>
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<tr>
<td>- Online education/training programs such as LinkedIn Learning, Microsoft office training</td>
<td>- College tours (virtual)</td>
<td>- Peer-peer mentoring exercises</td>
<td>- Q&amp;A sessions</td>
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<td>- Workshop series such as financial literacy training</td>
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<td>- Group mentoring</td>
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<td>- Book groups</td>
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Virtual internship components

Projects suggested by external partners: e.g. via Northeastern U.

1. Re-purpose an existing Public Health Campaign for the millennial or GEN-Z audience (Using Instagram, Tik-Tok and Social Media influencers)
2. Developing an oral history of community’s experience with COVID-19
3. Evaluate an existing public health policy and make recommendation of changes in post COVID context.

- Projects generated internally by program managers at employer partners (CBO/private sector)
- Projects developed by public agencies and intermediaries/CBO partners to supplement an experience at an employer partner.
• Hospitals are considering hosting virtual workshops, career panels, etc. that are open to students from any program.

• Creating a centralized schedule with blocks dedicated to collaborative activities versus institution-specific programming.

• Enroll students from across programs into the same learning academies.
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<thead>
<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
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<td>9:00</td>
<td>Roll call &amp; Group check-ins 9:00 – 10:00</td>
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<td>Class or training 10:00-12:00</td>
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Discussion
Call to Action

• Practitioners
• Policymakers and Systems Leaders
• Philanthropy
• Youth Leaders