



F1rstJobs Report 2016

Summary:

The summer of 2016 represents the twelfth year of F1rstJobs, a community wide effort to provide meaningful summer experience for North Shore Youth—experiences that pave the way to healthy career exploration and development. Given the limited resources available for summer youth employment, we must continue to seek out the most effective way to engage youth into the labor market.

Highlights of our Program:

- 597 youth got jobs!
- 1,529 came to us looking for employment- a 10% increase from 2015.
- We had a placement rate of 39.0%, we always want to get that number up!
- 180 Private and non-profits hired youths last summer.
- Job readiness workshops are required of youth applying to grant funded positions and recommended for all youth. The job readiness workshops prepare youth by giving them the skills needed to succeed once they gain employment.

Recommendations for Summer 2017 and Beyond:

- Start worksite process earlier- RFP in February, awards as soon as possible per state allocations
- More outreach to private employers
- Revamp workshop schedule to better serve youth and staff- including shortened time frame for applications, and consider training worksite staff to deliver career readiness workshops
- Conduct an analysis on available job opportunities for 14 & 15 year olds, both private and subsidized, compared to total applicants in that age range.
- Include calendar on applications for youth to note vacation dates
- Include small essay questions on application to learn more about youth

What Employers Said About F1rstJobs:

- I have worked with you for many years in a few capacities, I love your program and intend to continue the relationship!
- Our students who helped with our Zero Robotics program were excellent; the administrative assistants had a good work ethic.
- F1rst jobs has been a wonderful partnership and gives our youth the chance to work.
- Great organization and staff!
- I want to hire them all back next year if possible!