



F1rstJobs Report 2016

The summer of 2016 represents the twelfth year of F1rstJobs, a community wide effort to provide meaningful summer work experience for North Shore youth—experiences that pave the way to meaningful career exploration and development. This report examines multiple aspects of the program including: funding sources and placement demographics, applicants and placements for the past several years, business participation, and also detailed survey results from businesses who have hired youth and participated in the F1rstJobs Program. 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.

2016 F1rstJobs Placements by Funding Source

The F1rstJobs 2016 program had four different types of funding sources to pay for/supplement youth hires. Some of these funding sources have enrollment and eligibility requirements that must be met in order for the funds to be released to pay for youth employment. The following provides a description regarding the funding sources involved in the F1rstJobs Program:

Business/Foundation/Individual contributions (BFI): Funds raised through foundations and private donors. These funds are used for youth who do not meet the eligibility requirements of the government grants and who have not yet had a first work experience. These funds are administered by Essex County Community Foundation (ECCF).

Direct hires by private companies: Youth are directly hired by a company or are placed into jobs that are not subsidized. There are no eligibility requirements. Most of these youth participate in the job readiness workshops and/or receive assistance in finding open positions.

Youth Works Summer: A state grant that served youth from Lynn, Peabody, and Salem (14-21 years¹) who meet the free/reduced lunch income guidelines or whose family income is at or below 200% of the federal poverty guidelines. Ten percent of youth are allowed to be enrolled from “out of area”. Grant also targets youth with other “at-risk” /high needs for intervention. This grant ran from June-August 2016.

Youth Works Year Round: A state grant that served youth from Lynn, Peabody, and Salem (17-21 years²) who meet the free/reduced lunch income guidelines or whose family income is at or below 200% of the federal poverty guidelines. Grant also targets youth with other “at-risk” /high needs for intervention. This grant ran from October 2015—May 2016.

¹ Two youth turned 22 while enrolled

² Two youth turned 22 while enrolled

Youth Employed 2016	Funding Source				Total	
	BFI Funds	Private Hires	Youth Works Summer	Youth Works Year Round	Number	Percent
Number Placed	19	247	302	29	597	100.0%
City						
Beverly	10	4	0	0	14	2.3%
Danvers	6	2	0	0	8	1.3%
Essex	0	0	0	0	0	0.0%
Gloucester	3	18	1	0	22	3.7%
Hamilton	0	0	0	0	0	0.0%
Ipswich	0	4	4	0	8	1.3%
Lynn	0	178	225	25	428	71.7%
Lynnfield	0	1	0	0	1	0.2%
Manchester	0	1	0	0	1	0.2%
Marblehead	0	1	0	0	1	0.2%
Middleton	0	0	0	0	0	0.0%
Nahant	0	1	0	0	1	0.2%
Peabody	0	11	26	2	39	6.5%
Rockport	0	0	0	0	0	0.0%
Salem	0	22	46	2	70	11.7%
Saugus	0	2	0	0	2	0.3%
Swampscott	0	0	0	0	0	0.0%
Topsfield	0	0	0	0	0	0.0%
Wenham	0	0	0	0	0	0.0%
Out of Area	0	2	0	0	2	0.3%
Age						
14	1	4	15	0	20	3.4%
15	6	11	25	0	42	7.0%
16	4	17	74	0	95	15.9%
17	5	50	65	4	124	20.8%
18	2	81	57	7	147	24.6%
19	0	33	36	8	77	12.9%
20	1	27	19	6	53	8.9%
21	0	10	9	2	21	3.5%
22	0	10	2	2	14	2.3%
23	0	2	0	0	2	0.3%
24	0	2	0	0	2	0.3%
Gender						
Female	11	115	140	9	275	46.1%
Male	8	132	162	20	322	53.9%

Youth Employed 2016	Funding Source				Total	
	BFI Funds	Private Hires	Youth Works Summer	Youth Works Year Round	Number	Percent
Number Placed	19	247	302	29	597	100.0%
Ethnicity						
African-American	0	34	83	9	126	21.1%
Asian	0	4	15	0	19	3.2%
Hispanic/Latino	2	100	131	7	240	40.2%
Middle Eastern	0	0	0	0	0	0.0%
Native American	0	0	0	0	0	0.0%
White	16	84	58	10	168	28.1%
Other	1	25	15	3	44	7.4%

- 597 youth found employment through F1rstJobs 2016
- There were four funding sources for F1rstJobs. From largest to smallest in terms of youth placements they are Youth Works Summer (50.5%), Private Hires (41.4%), Youth Works Year Round (4.9%), and BFI (3.2%).
- Of the 597 youth who found employment 71.7% were from Lynn, 11.7% were from Salem, and 6.5% were from Peabody. No other City was above 4.0%.
 - 72.0% of Private Hire placements were from Lynn
 - 74.5% of Youth Works Summer placements were from Lynn, 15.2% were from Salem, and 8.6% were from Peabody.
- F1rstJobs hired youth were 53.9% Male and 46.1% Female
- Hispanic/Latino was the largest ethnic group to find employment through F1rstJobs at 40.2%, followed by Whites (28.1%), and African-Americans (21.1%).

F1rstJobs 2012-2016 Comparison

F1rstJobs Summary	2016		2015		2014		2013		2012	
	Apply	Place	Apply	Place	Apply	Place	Apply	Place	Apply	Place
Total	1529	597	1395	599	1365	590	1486	467	1268	458
Age										
13	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.2%	0.0%
14	4.8%	3.4%	3.9%	3.2%	4.1%	2.5%	4.8%	4.5%	5.4%	3.9%
15	9.0%	7.0%	11.3%	8.5%	9.2%	7.6%	10.1%	7.3%	11.0%	12.4%
16	16.0%	15.9%	15.7%	16.7%	15.9%	19.0%	15.9%	17.1%	17.2%	18.1%
17	21.8%	20.8%	21.3%	20.5%	20.7%	20.0%	19.6%	19.3%	20.2%	21.0%
18	21.6%	24.6%	21.7%	19.9%	21.8%	19.5%	22.9%	18.4%	22.9%	26.2%
19	13.9%	12.9%	14.2%	14.5%	12.3%	12.2%	16.4%	18.2%	13.2%	11.4%
20	7.4%	8.9%	5.7%	7.5%	9.5%	13.2%	5.9%	8.1%	5.4%	4.4%
21	3.1%	3.5%	4.5%	6.2%	4.8%	4.2%	3.2%	5.8%	3.2%	2.0%
22	1.6%	2.3%	1.4%	2.5%	1.5%	1.4%	0.9%	1.1%	1.1%	0.7%

23	0.5%	0.3%	0.4%	0.5%	0.1%	0.3%	0.1%	0.2%	0.1%	0.0%
24	0.3%	0.3%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.2%	0.0%
Blank	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Gender										
Male	53.6%	53.9%	55.0%	54.4%	55.2%	59.7%	56.4%	59.7%	49.9%	54.8%
Female	46.4%	46.1%	45.0%	45.6%	44.8%	40.3%	43.6%	40.3%	50.0%	45.2%
Blanks	0.0%	0.0%	0.0%	0.0%	0%	0.0%	0.0%	0.0%	0.1%	0.0%
Ethnicity										
White	30.0%	28.1%	29.7%	30.9%	29.2%	33.6%	31.9%	32.3%	29.7%	34.7%
African American	17.8%	21.1%	18.5%	22.0%	17.8%	19.7%	15.7%	20.6%	17.0%	19.9%
Hispanic	41.6%	40.2%	40.7%	31.1%	42.9%	38.3%	40.9%	36.4%	43.6%	34.3%
Asian	5.4%	3.2%	4.9%	6.7%	4.4%	3.9%	5.5%	3.9%	4.3%	4.6%
Multiethnic	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%	0.2%
Unknown	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.6%	0.4%
Other	5.2%	7.4%	6.0%	9.2%	5.2%	4.2%	5.7%	6.9%	4.4%	5.7%
Native American	0.1%	0.0%	0.1%	0.2%	0.3%	0.3%	0.3%	0.0%	0.1%	0.2%

- The summer of 2016 had the second highest number of youth jobs ever in the twelve year history of F1rstJobs!
- The placement rate for 2016 was 39.0%, which is 3.9% lower than the 2015 placement rate of 42.9%.
- The average age of a F1rstJobs youth remained steady after trending upwards in 2013.

F1rst Job Teens	2016	2015	2014	2013	2012
Average Age	17.6	17.7	17.7	18.0	17.2

- Male applicants outweighed female applicants 53.6 % to 46.4%.
- The gender distribution of job placements favored males by 7.8% over female placements in 2016. This a decrease of 1.0% in the difference in job placement distribution between male and female placements in 2015.
- Hispanics have received the largest overall number of job placements for the 4th year in a row after nearly tying Whites in 2012.
- The percentage of African-American placements decreased slightly after remaining steady from 2012-2015.

F1rstJobs Residence Comparison 2012-2016

F1rstJobs Summary	2016		2015		2014		2013		2012	
	Apply	Place	Apply	Place	Apply	Place	Apply	Place	Apply	Place
Total	1529	597	1395	599	1365	590	1486	467	1268	458
Residence										
Beverly	4.1%	2.3%	2.0%	2.0%	1.8%	2.9%	2.9%	2.1%	3.9%	5.0%
Danvers	1.0%	1.3%	0.9%	0.2%	0.4%	0.3%	2.2%	0.6%	1.4%	2.4%
Essex	0.0%	0.0%	0.1%	0.0%	0.1%	0.2%	0.3%	0.6%	0.1%	0.2%
Gloucester	2.8%	3.5%	1.7%	2.7%	4.0%	3.7%	4.4%	3.4%	1.9%	3.5%
Hamilton	0.1%	0.2%	0.0%	0.2%	0.1%	0.2%	0.1%	0.2%	0.2%	0.4%

F1rstJobs Summary	2016		2015		2014		2013		2012	
	Apply	Place	Apply	Place	Apply	Place	Apply	Place	Apply	Place
Ipswich	0.9%	1.3%	0.6%	0.8%	0.6%	1.2%	0.4%	0.9%	0.2%	0.4%
Lynn	67.0%	71.7%	67.7%	68.9%	66.4%	59.0%	61.4%	63.8%	63.3%	62.4%
Lynnfield	0.1%	0.2%	0.3%	0.3%	0.1%	0.0%	0.1%	0.2%	0.2%	0.2%
Manchester	0.1%	0.2%	0.0%	0.0%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%
Marblehead	1.2%	0.2%	0.5%	0.2%	0.6%	0.3%	0.5%	0.2%	0.6%	0.4%
Middleton	0.1%	0.0%	0.1%	0.2%	0.3%	0.2%	0.5%	0.0%	0.2%	0.2%
Nahant	0.1%	0.2%	0.1%	0.0%	0.1%	0.3%	0.1%	0.0%	0.2%	0.2%
Peabody	6.7%	6.5%	6.7%	8.5%	6.7%	13.1%	6.6%	9.0%	5.2%	6.6%
Rockport	0.3%	0.0%	0.4%	0.5%	0.4%	0.0%	0.1%	0.0%	0.2%	0.2%
Salem	13.9%	11.7%	16.6%	13.9%	16.6%	16.9%	18.2%	17.8%	20.3%	16.8%
Saugus	0.5%	0.3%	0.5%	0.3%	0.3%	0.0%	0.0%	0.0%	0.2%	0.0%
Swampscott	0.3%	0.0%	0.7%	0.2%	0.2%	0.2%	0.5%	0.6%	1.3%	0.7%
Topsfield	0.0%	0.0%	0.1%	0.2%	0.1%	0.2%	0.0%	0.0%	0.2%	0.2%
Wenham	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Out of Area	0.9%	0.3%	0.8%	0.8%	1.0%	0.8%	1.5%	0.4%	0.2%	0.0%
Blanks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%

F1rst Job Teens	Placements				
	2016	2015	2014	2013	2012
Lynn	71.7%	67.7%	59.0%	63.3%	63.3%
Salem	11.7%	16.6%	16.9%	17.8%	20.3%
Peabody	6.5%	6.7%	13.1%	9.0%	6.6%
All Other Cities	11.1%	9.0%	11.1%	9.9%	9.8%

- After experiencing placement gains from 2012 to 2014, the percentage of placements from Peabody has been decreasing.
- Placements from Salem have slowly decreased since 2014 falling from 20.3% to 11.7%.
- Lynn have increased placements by 8.4% from 2012 to 2016.

Employer Participation in F1rstJobs

Employer engagement is important to any successful youth summer employment program. The F1rstjobs program in 2016 had 180 employers hire youth during the summer. The number of employers participating in F1rstJobs increased by 27.6% compared to 2015 and increased 21.6% compared to 2014. The following table shows every employer who has hired a F1rstJobs youth since 2014 and the years for which they participated.

F1rstJobs Employers from 2014-2016 by Year of Participation									
Company	City	'16	'15	'14	Company	City	'16	'15	'14
525 Magnolia	Gloucester		x		Madrag	Saugus	x		
A & C Landscaping	Lynn		x		Marblehead YMCA	Marblehead			x
Abbott House Nursing Home	Lynn		x		Marini Farm Stand	Ipswich	x		

Abercrombie	Peabody	x	x	x	Marion Street Auto Body	Lynn	x		
Acapulcos	Beverly			x	Market Basket	Salem	x	x	x
Action Inc.	Gloucester		x		Market Basket	Revere	x	x	
Aggregate Industries	Saugus	x			Market Basket	Gloucester	x		x
Aldo Shoes	Saugus	x			Market Basket	Chelsea		x	x
All Checks Cashed	Lynn		x		Market Basket	Danvers			x
American Food & Vending	Woburn	x			Market Basket	Woburn			x
American Office Furniture	Lynn		x		Marshalls	Gloucester	x		
Anchor Pub and Grille	Beverly		x		Marshalls	Swampscott		x	x
Animal Krackers	Gloucester	x			McDonalds	Lynn	x	x	x
Anne Marie's Surfside Beaches	Arlington	x			McDonalds	Peabody	x		x
ATS Equipment Rentals	Boston			x	McDonalds	Middleton	x		
Auto Works Collision Center	Lynn	x			McDonalds	Salem		x	
Bacci Chocolate Design	Swampscott	x			McDonalds	Danvers			x
Bella Pizza	Salem			x	Mendez Landscaping	Lynn	x		
Bertram House of Swampscott	Swampscott	x			Mexico Lindo	Lynn		x	
Bertucci's	Swampscott	x			Millipore	Danvers		x	
Best Buy	Saugus	x			Mina Dental Associates	Gloucester		x	
Beverly Athletic Club	Beverly	x			Mobile Marine	Marblehead	x		
Beverly Children's Learning Center	Beverly	x	x	x	Monkey Joes	Danvers	x	x	x
Beverly Cooperative Bank	Beverly			x	Museum of Science	Boston			x
Beverly Historical Society	Beverly	x	x	x	National Floors	Beverly	x		
Beverly School for the Deaf	Beverly	x			NeedyMeds	Gloucester		x	
BJ Wholesale Club	Revere	x		x	New Liberty Charter School	Salem	x	x	
BJ Wholesale Club	Danvers			x	Nicks Roast Beef and Subs	Lynn	x		
Bonkers	Peabody	x			North Shore Animal Hospital	Lynn	x		
Boston Auto Brokers	Everett	x			North Shore ARC	Danvers			x
Boys & Girls Club of Greater Salem	Salem	x	x	x	North Shore Arts Association of Gloucester	Gloucester			x
Boys & Girls Club of Lynn	Lynn	x	x	x	North Shore Bank	Peabody	x	x	x
Bridgewell	Lynnfield	x	x		North Shore CDC	Salem	x	x	x
Brodie's Pub	Peabody	x			North Shore Education Consortium	Beverly			x
Brooksby Village	Peabody			x	North Shore Elder Services	Danvers		x	
Burger King	Lynn	x	x	x	North Shore Medical Center	Salem	x	x	x
Burger King	Saugus		x	x	North Shore Technical High School (Now Essex Tech)	Middleton			x
Burger King	Salem		x	x	North Shore WIB	Salem		x	x
Burger King	Medford			x	North Star Landscape Contractors	Essex		x	
Burtens Grill	Peabody		x	x	North Shore Recovery High School	Beverly			x
Camp Fire USA North Shore Council Inc.	Salem		x	x	Oceanview	Nahant			x
Camp Rotary	Boxford	x			Old Navy	Saugus	x	x	
Cape Ann Art Haven	Gloucester		x	x	Old Neighborhood Foods	Lynn	x		
Cape Ann Open Door	Gloucester	x	x	x					
Capone Iron Corporation	Rowley	x			Orange Leaf	Marblehead	x		
Captain's Dusty Ice Cream	Salem		x		Outback Steak House	Peabody	x		

Care.com	Salem		x	x	Panera Bread	Saugus	x	x	
Carmaleno's Pushcart Restaurant	Saugus	x			Papa Gino's	Saugus	x		
Carrabba's	Peabody		x		Papa Gino's	Lynn			x
Caruso Auto Repair	Lynn		x		Papa Johns	Revere			x
Caruso's Pizza	Lynn	x			Passports Restaurant	Gloucester		x	
Castle Manor Inn	Gloucester	x			Pathways for Children	Gloucester	x		
Catholic Charities	Lynn		x		Peabody Essex Museum	Salem		x	
Chatime	Boston		x		Peabody Institute Library	Peabody	x	x	x
Cheesecake Factory	Peabody	x	x		Peabody Public Schools	Peabody	x	x	x
Chipotle	Saugus		x		Peabody-Lynnfield YMCA	Peabody	x	x	x
Chipotle	Swampscott		x		Peg Leg Inn	Rockport			x
Christian Book Distributors	Peabody			x	Pennyworths Inc.	Lynn	x	x	x
Chuck E Cheese	Danvers			x	People Location Services	Chelsea		x	
City of Beverly	Beverly	x	x	x	Peppys Pizzeria	Salem		x	
City of Lynn	Lynn	x	x	x	Pet Express/Pet Express Grooming	Lynn	x		
City of Salem	Salem	x	x	x	Picture Perfect Painting	Lynnfield	x		
City of Salem Cemetery Department	Salem			x	Pizza Hut	Revere		x	
CoCo Key Water Resort	Danvers		x	x	Pizza Hut	Lynn			x
Coffee Time Bake Shop	Salem		x		Porthole Restaurant	Lynn	x		
Complete Cleaning Co Inc.	Lynn	x	x		Poseidon	Gloucester		x	
Complete Labor and Staffing	Lynn		x		Pretzelmaker	Saugus	x		
Conley's Drug Store	Gloucester			x	Price Rite	Lynn		x	
Costco Wholesale	Danvers		x		Radiance Aveda	Marblehead	x		
Crab Shack	Salem		x		Railroad Liquors	Swampscott	x		
Cranney Companies	Danvers	x			Rainbow	Saugus		x	
Crosby's Market Inc.	Salem			x	Ramos Maintenance Services	Pawtucket	x		
Crosby's Marketplace	Manchester-by-the-Sea			x	Raw Art Works	Lynn	x		
CyberSpace (renamed LEAP 2015)	Salem		x	x	Red Line Café	Salem	x		
D'amicis Bakery	Lynn	x			Reds Kitchen and Tavern	Peabody	x		
Dangelo	Saugus	x			Resource Options Inc.	Needham			x
DanversCares	Danvers	x			Rincon Macorisano	Lynn		x	
David Dunn Firewood	Essex	x			Rossetti	Lynn		x	
Department of Conservation and Recreation	Boston	x			Russian Community Assoc.	Lynn	x	x	x
Destinos Sub Shop	Gloucester			x	Ryan House	Lynn			x
Devereux Nursing Home	Marblehead			x	S & J Services	Danvers			x
Dollar Tree	Lynn	x			Saint Anne's Hospital	Fall River		x	
Domino's Pizza	Danvers		x		Salem Five	Salem			x
DSW Designer Shoe Warehouse	Saugus			x					
Dunkin Donuts	Lynn	x	x	x	Salem Maritime	Salem	x		
Dunkin Donuts	Beverly	x			Salem Witch Museum	Salem			x
Dunkin Donuts	Newton	x			Salem YMCA	Salem	x	x	x
Dunkin Donuts	Salem	x			Salon George	Lynnfield			x
Dunkin Donuts	Peabody	x			Saugus Bank	Saugus			x

Dunkin Donuts	Gloucester		x	x	Saugus Family YMCA	Saugus		x	
Dunkin Donuts	Peabody		x	x	Savers	Danvers		x	
Dunkin Donuts	Rockport		x		Savers	Saugus			x
Dunkin Donuts	Manchester-by-the-Sea			x	Scarves on the Neck	Rockland			x
Dunkin Donuts	Saugus			x	Schooner Ardelle	Essex			x
Eastern Bank	Lynn	x	x	x	Scosso Ristorante	Peabody			x
Elias Food Market	Revere	x			Seacoast Nursing and Rehabilitation Cent	Gloucester	x		
Embark Program	Salem		x	x	Sears	Saugus	x	x	
Empire Loan	Lynn	x			Sears	Peabody			x
Endicott Park	Danvers	x			Seaside Pizzeria	Rockport	x		
Entertainment Cruises Inc.	Boston		x		Sebastian's Pizza	Gloucester			x
Essex County Community Foundation	Danvers		x	x	Seven Eleven	Lynn			x
Essex River Cruises and Charters	Essex		x		Shaw's	Gloucester	x	x	x
Essex Technical High School (formerly North Shore Tech)	Danvers	x	x		Shaw's	Lynn	x		
European Wax Center	Saugus			x	Shaw's	Ipswich	x		
Events for Rent	Peabody	x	x		Shaw's	Peabody	x		
Family & Children's Services	Lynn	x	x		Shaw's	Salem			x
Fifth and Madison	Lynn			x	ShowCase Cinemas	Revere	x		x
FireFlies Restaurant	Westford	x			Sky Zone	Danvers		x	
Five Guys Burgers and Fries	Swampscott	x			Smoke to Live Electronic Cigarettes	Peabody		x	
Fleet Machine	Gloucester	x			Smokey Bones Bar & Fire Grill	Peabody		x	
Floating Lotus	Rockport		x		Sonny's Car Wash	Lynn			x
Food Project	Lynn	x	x	x	Spuds Restaurant & Pub	Saugus			x
Footlocker	Saugus		x		St Stephens Episcopal Church	Lynn	x	x	x
For Kids Only	Salem	x	x		Staples	Danvers	x		
Forever 21	Peabody	x			Starbucks	Saugus	x		
Friendly's	Gloucester	x		x	Starbucks	Lynn		x	
Fuddruckers	Saugus		x		Sterling Machine Company	Lynn			x
Gaeta Gas and Towing	Peabody	x			Stop & Shop	Beverly	x		
Gamestop	Lynn		x		Stop & Shop	Peabody			x
Gillian's Foods	Lynn			x	Strong Leather	Gloucester	x		
Girls Inc.	Lynn	x			Subway	Salem			x
Gloucester Family Health Center	Gloucester		x		Subway	Peabody			x
Gloucester Police Department	Gloucester		x		Sunshine Laundry	Marblehead		x	
Gloucester YMCA	Gloucester			x	Taco Bell	Cambridge	x		
Golden Living Center	Gloucester	x			Taco Bell	Revere	x		
Gregg House	Lynn	x	x	x	Taco Bell	Salem		x	x
Grosvenor Park Nursing Center	Salem		x		Taco Bell	Danvers		x	
Hair Cuttery	Cambridge			x	Tacos Lupita	Lynn	x		
Hampton Inn	Revere	x			Target	Salem	x		x
Hannaford Supermarket	Peabody	x		x	Target	Danvers	x		
Harrisons Comics	Salem	x			Tavern In the Square	Salem		x	
Haven from Hunger	Peabody	x	x	x	Temazcal Tequila Cantina	Lynnfield	x		

Haywards Restaurant	Lynn			x	Tennessee Real BBQ	Peabody	x		
Hess Gas Station	Lynn			x	Texas Roadhouse	Danvers	x		
Hirsch Landscaping	Lynn		x						
Hollister	Peabody	x	x	x	The Haven Project	Lynn	x	x	
Hollister	Saugus	x			The Highlands Coalition	Lynn			x
Home Depot	Salem	x		x	The Real Program	Lynn	x		
Home Depot	Danvers	x			Tides Restaurant & Pub	Nahant	x	x	
Home Goods	Swampscott	x			Tilly's	Peabody		x	
Honda North	Danvers	x			Tinti, Quinn, Grover & Frey, P.C.	Salem		x	x
Honey Dew Donuts	Danvers	x			TJ MAXX	Saugus	x		
Howling Wolf Taqueria	Salem			x	TJ MAXX	Peabody			x
Hudson News	Boston	x			TLC Home	Manchester-by-the-Sea	x		
Hunter Protective Services	Burlington		x		Torrid	Saugus		x	
IHOP Restaurant	Salem		x		Tournament Solutions	Newburyport			x
Integral Resources	Cambridge	x			Town Line Luxury Lanes	Malden			x
Ipswich High School	Ipswich	x		x	Traditional Breads	Lynn		x	
Ipswich YMCA	Ipswich	x			Trios Mexican Grill	Lynn	x		
Jack and Jill Hair Salon	Lynn			x	Turtle Cove Bar and Grille	Marblehead		x	
Jacob Wirth Restaurant	Boston	x			U.S. Security Associates	Charlestown	x		
Jacqueline's Wholesale Bakery	Salem		x		U-Haul	Lynn			x
Jalepeno's	Gloucester			x	Union Hospital	Lynn	x		
John's Roast Beef	Lynn	x			Union Oyster House	Boston	x		
Journeys	Saugus			x	Uno Pizzeria & Grill	Boston			x
Kaya Program	Lynn			x	US Army	Salem		x	
Kelly Honda	Lynn			x	VEO Auto Body	Lynn			x
Kelly's Roast Beef	Danvers	x			Victoria Secret	Saugus	x		
Kelly's Roast Beef	Saugus	x			Victoria Secret	Peabody			x
Kentucky Fried Chicken	Lynn	x		x	Vinwood Catering	Ipswich			x
Kids for Less	Danvers		x		Visiting Nurse Association	Lynn			x
Kmart	Saugus		x		Wahlburgers	Lynnfield	x		
Kohls	Medford	x			Walgreens	Lynn	x	x	
LEAP for Education (formerly Salem Cyberspace)	Salem	x			Walgreens	Saugus	x		
LensCrafters	Peabody			x	Walgreens	Salem	x		
Liberty Tree Mall	Danvers		x		WalMart	Salem	x	x	
Little Caesars 1	Lynn	x			WalMart	Lynn		x	
Little Caesars 2	Lynn		x	x	Wayback Burgers	Saugus	x		
Lynch Van Otterloo YMCA	Marblehead	x			Welch Florists, Inc.	Lynn			x
Lynn Community Credit Union	Lynn	x			Wellspring House Inc.	Gloucester	x	x	x
Lynn Community Health Center	Lynn	x			Wendy's	Salem			x
Lynn Economic Opportunity	Lynn	x	x	x	Wendy's	Lynn			x
Lynn Housing Authority	Lynn	x	x	x	Wendy's	Peabody			x
Lynn Meatland	Lynn	x			WetSeal	Saugus	x		
Lynn Museum	Lynn			x	Yankee Candle	Peabody	x		

Lynn Park and Rec	Lynn		x		Yard House	Lynnfield	x		
Lynn Vocational Technical High	Lynn		x		Young Champions	Boston		x	
Lynn YMCA	Lynn	x	x	x	Zekels Place	Gloucester			x
Macys	Peabody	x		x					

- 180 employers hired a youth in 2016, for a total of 247 youth placed at private employers.
- 141 employers hired a youth in 2015.
- 148 employers hired a youth in 2014.
- 2016 had 103 new employers join the program, 50 employers return from 2015, and 33 participate for the past three years.
- 10 employers who hired youth in 2016 had hired youth in 2014 but not 2015.
- 91 employers who had hired youth in 2015 did not return to hire youth in 2016.
 - 51 of these employers had hired youth in 2014.

F1rstJobs Business Evaluation Survey Results 2016

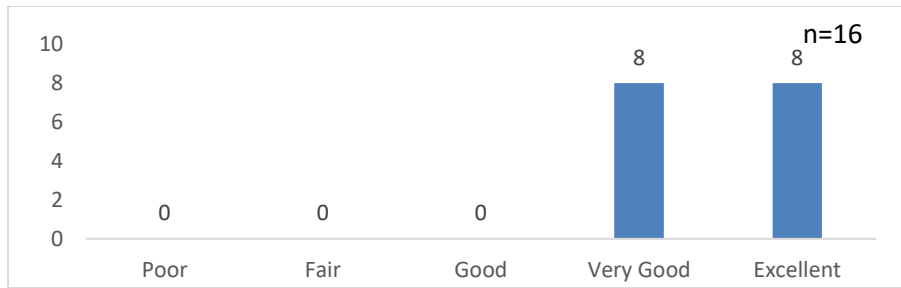
The following provides a summary of the 2016 F1rstJobs Business Evaluation Survey. Evaluation survey requests were sent via email invitation to a sampling of 65 F1rstjobs employers with 11 email bounces for a total of 54 email requests received. There were a total of 16 surveys completed for a response rate of 29.6%. Please note that not every employer answered every question and this is the reason why the summary does not always equal 16.

Question 1: Please provide us with the name of your worksite

1. Worksite Name (optional) -Responses
Answer
LEAP for Education
Beverly Historical Society
Eastern Bank
Essex Technical High School
Wellspring House
City of Beverly
Hirsch Landscape Services
Salem YMCA GreenSpace
Boys & Girls Club of Greater Salem
Lynn Economic Opportunity, Inc.
Family and Children Services
Boys & Girls Club of Lynn
Peabody Institute Library
DanversCARES
The Haven Project

Scale = 5 Excellent; 4 Very Good; 3 Good; 2 Fair; 1 Poor

Question 2: How did the employee/employees meet your expectations?

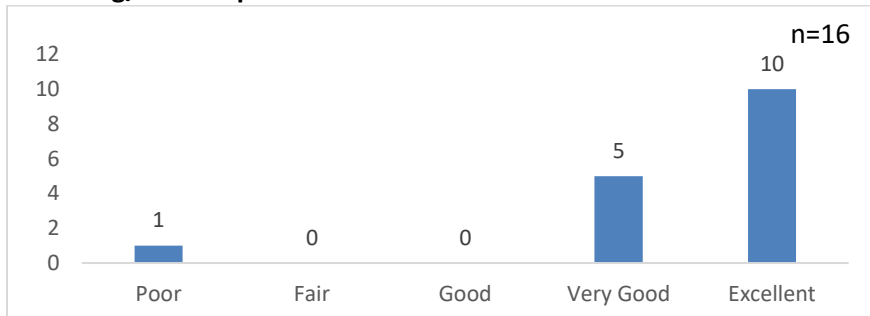


- 100.0% of responses rated the employees (youth) as being Excellent or Very Good.
- 0.0% of responses rated the employees (youth) as being Good or Fair.
- 0.0% of the responses rated the employees (youth) as being Poor.

Sample Comments:

- Our students who helped with our Zero Robotics program were excellent; the administrative assistants had a good work ethic.
- We had three very different great young men working with us this past summer.
- The kids were great, a few normal issues that come up with teens, but they were awesome, I want to hire them all back next year if possible!

3. How would you rate the hiring/referral process?



- 93.8% of responses rated the employees (youth) as being Excellent or Very Good.
- 0.0% of responses rated the employees (youth) as being Good or Fair.
- 6.2% of the responses rated the employees (youth) as being Poor.

Sample Comments:

- I think mostly let's just start the process earlier...
- It gives us an advantage to have the opportunity to recommend our members to the program.
- We hire from our pool of clients who need jobs and job training so we understand that these clients are not "perfect" employees when they start with us. We appreciate the opportunity to teach them marketable skills.

4. If you never worked with a career center before, how was your experience working with the career center? Would you work with F1rst Jobs again? Sample Comments:

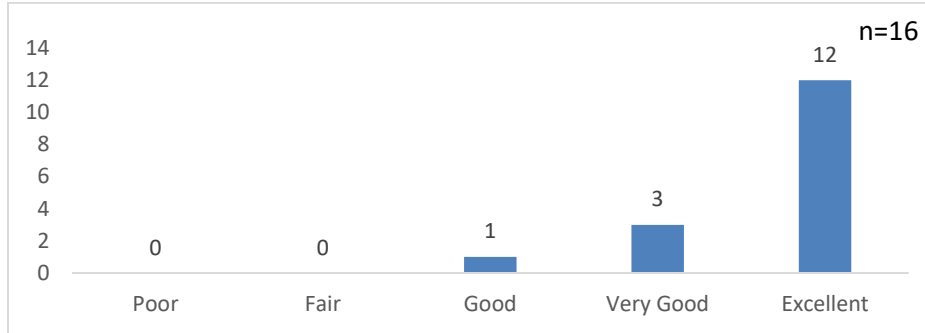
- I would definitely work with F1rst Jobs again. There was consistent communication, and anything that was unclear was quickly clarified.
- I have worked with you for many years in a few capacities, I love your program and intend to continue the relationship!
- Yes absolutely. F1rst jobs has been a wonderful partnership and gives our youth the chance to work.

5. Do you have any suggestions/remarks on the F1rst Jobs summer program?

- It would be great to find a way to have a job fair for kids who want part time jobs after the summer session - we could host something like this at the cafe!

- It would be great to have guidelines/requirements in place earlier in the season, so we can be ready when it's time to hire. There has been improvement in this area in the last year.
- My only other critique is to make sure to have any meetings and classes that the kids will participate scheduled in advance...you were incredibly flexible, actually sending someone out to our site to run the classes which was great...I found a lot of my kids had trouble with the original scheduled dates due to other job commitments and sports.

Question 6: How would you describe your company's overall experience with F1rst Jobs?



- 93.8% of responses rated the employees (youth) as being Excellent or Very Good.
- 6.2% of responses rated the employees (youth) as being Good or Fair.
- 0.0% of the responses rated the employees (youth) as being Poor.

Youth Work Readiness Workshops

The structure of F1rstjobs changed in 2014 based on increased training requirements from Commonwealth Corporation, the funder of YouthWorks. All youth (statewide) who obtained employment through the State of MA YouthWorks Funding were required to complete 15 hours of Commonwealth Corporation’s curriculum, “Signal Success”. In order to streamline our process and maintain consistent delivery of information, we opted to provide this curriculum to as many youth as possible. The workshops are required of all youth who wish to apply to grant funded positions. However, the workshops are recommended for all F1rstJobs youth and are available free of charge for all youth who participate in F1rstJobs. The purpose of the career readiness workshops is to prepare young people for the hiring/job interview process and to introduce the skills needed to succeed once they gain employment. The workshops take place in schools, at the career center, and in other locations as requested throughout the school year.

Conducted by staff members from the North Shore Youth Career Center, pre-employment training covers a combination of skills such as work readiness, life skills, interviewing preparation, career exploration that helps youth learn transferable skills that will help them in future employment situations. Youth learn to conduct themselves in a professional manner and interact with their peers and supervisors in a positive, proactive manner. Practical matters are also covered- for example, youth learn about filling out timesheets and how to read their paychecks. They also learn how to handle basic responsibilities like the importance of being on time or who to contact if they must be absent from work.

In conjunction with these readiness workshops, youth participate in an evaluation that is designed to assess progress on the job. This is done through the MA Work-Based Learning Plan, which develops accountability and helps define the expectations of a youth’s role at a job site. An assessment is taken at the beginning of employment and then repeated at the end of employment to assess job performance and the advancement of a youth employee’s career skills.

Summary:

- Employers had their expectations met with the quality of F1rstjobs youth and were overall satisfied with their experience with the program. Questions 2 & 6 of the Business Evaluation Survey verify that employers found the F1rstjobs process easy to take in and received the necessary support to engage the program.
- Employers believed that F1rstJobs youth were beneficial to their organization and would be willing to work with program again. However, they would like to extend to referral/hiring period. Other employers want to increase the length of employment for the youth.
- The youth readiness workshops provided an opportunity for youth to prepare themselves to enter the labor force. The work readiness workshops also gives youth the ability to alleviate any concerns an employer may have about hiring a youth.
- In 2015, it was recommended to streamline billing procedures by collecting fiscal contact information at each non-profit employer, and maintaining contact throughout the summer. This was implemented in 2016 and did improve the efficiency of the reimbursement process.
- The Request for Proposals was released in winter to give nonprofit employers additional time to plan on hiring a teen/teens, as was recommended in 2014. This has been helpful in the planning process.
- We have created profiles of F1rstJobs youth and job summaries to showcase the work completed by our teens, shared profiles in social media and in print.
- In 2016 we added a calendar on applications for youth to note vacation dates, which was helpful in worksite placements.
- In 2016 we also included short essay questions on application to learn more about youth, which was beneficial for youth job matching.

Recommendations:

- Conduct an analysis on available job opportunities for 14 & 15 year olds, both private and subsidized, compared to total applicants in that age range.
- Re-engage the employers who hired youth since 2014 but did not participate in the program for 2016 by directly contacting the employers or through a combination of mailings/emails.
- Invite 1-2 businesses to join F1rstjobs steering committee.
- Release Request for Proposals in February to give nonprofit employers additional time to plan on hiring a teen/teens.
 - Require subsidized partner agencies fiscal offices to sign the proposal to promote internal communication/awareness within non-profit organizations. Billing schedules and procedures should be including in proposals. (Began in 2016)
- Improve the marketing of F1rstJobs to unsubsidized employers:
 - Create a certificate/award to give employers at the end of the summer. This would serve multiple purposes by thanking employers, allowing employers to foster community support, and promote the F1rstJobs brand.
 - Direct mail a postcard and/or other promotional materials to remind employers that it is time to start preparing for F1rstJobs.
 - Direct mail a copy the F1rstJobs Referral for Hire/Interview in the early spring to previous F1rstJobs employers, along with program requirements/what is expected of employers.
 - Increase direct contact with companies either directly or through existing business organizations, to build energy and enthusiasm for the program – and to increase the number of teens working in private companies.

- Revamp workshop schedule to better serve youth and staff- including shortened time frame for applications
- Consider training worksite staff to deliver career readiness workshops

The F1rstjobs Program would like to thank our private funders for their contributions. These awards, listed under "Business/Foundation/Individual Contributions", help us continue to place additional youth each year. Funds from these foundations and private donors go directly to the wages of teens that are not eligible for YouthWorks funds, allowing youth to gain valuable work experience at nonprofits across the North Shore.

Awards from private foundations are managed by our partners at Essex County Community Foundation.

2016 Foundations & Private Donors include:

Alfred Chase Foundation

Eastern Bank Charitable Foundation

The Belinda Fund

GE Aviation