

Our Businesses Need to Step Up and Hire Youth

- The need to "develop a future skilled workforce" as one major company says is its mission...**
- BUT, only 14% of the 590 Companies Employing 100 or more employees in Boston are hiring youth!!?!!**
- The Value of Youth Jobs to youth, communities, and our economy**
- What businesses, hospitals, universities and government can do**



**A Report Issued 2/23/12 by the Youth Jobs Coalition
Youth Jobs Coalition (YJC)
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Executive Summary

Youth Jobs, Economic Development, and Corporate Responsibility

Youth Jobs are an important factor in our state's economic development. In the state's College and Career Readiness Framework laid out by Governor Patrick in November, 6 of the 7 strategies deal with school based academic initiatives. Youth Jobs with state support is the 7th strategy. Youth can only learn the responsibilities and expectations for a job from actually having a job.

Youth Jobs also help our region's economy because all wages are spent and it may be surprising to some that many of the youth served by program who come from lower wage families actually contribute their wages to their own family who are hard pressed economically in these times. With a youth job costing \$1850-\$2300 for a summer jobs and \$2000-\$3000 for a school year job, they are also something many companies can both afford and benefit from the work do both short term in the tasks done and longer term in helping develop the workforce of the future.

Government is doing something on youth jobs. The state has the YouthWorks program to pay wages of youth in non profits and government and the School to Career program that develops jobs in companies and hospitals. The funding for these programs needs to be increased and we are working on this. Boston contributes significant funds from its city budget for youth jobs and the City of Worcester is considering doing this. However, federal funding for youth jobs was ended by the Senate in 2010.

Some companies and hospitals have really stepped up and provided good numbers of youth jobs. State Street, John Hancock, UMass Medical Center in Worcester, Brigham and Women's Hospital, Mass. General Hospital, Bank of America, Stop and Shop, and Aramark are just some who have provided these jobs. We will mention more in this report.

BUT, most companies are NOT employing youth.

86% of the 590 companies in Boston with 100 or more employees are not hiring youth. The numbers would be similar or worse in other communities.

This needs to change. The Youth Jobs Coalition has begun to directly meet with corporations and health care providers that have not been providing jobs.

The Youth Jobs Coalition will begin to say in this report who is providing jobs and who is not so we all know who is practicing that part of good corporate citizenship.

We are awaiting decisions by some companies and hospitals we've met with on whether they will provide youth jobs as just some examples.

We are made hopeful that after meetings with Carney Hospital this year, they committed to funding 8 youth jobs. We will work with allies like Mayor Menino to press this case.

I. The Crisis in Youth Jobs

There is a Depression in youth jobs. According to a national expert on this issue, Andrew Sum, Director of the Center for Labor Market Studies at Northeastern University, **the state's teen summer employment rate fell from an average of 62% of teens holding a job in 1999-2000 to only 39% holding a job in 2011.** While an estimated close to 1 in 2 youth get a youth job in Boston because of the work of Mayor Menino, Boston PIC, and commitments of some large companies and hospitals, that leaves us with a glass half empty or half full. In Mattapan, a program employs 60 youth and 500 applied. In cities outside of Boston, it's worse with an estimated 1 in 4 teens applying for jobs in Lynn actually getting one.

II. Youth Jobs are important for 6 reasons:

1. They are a key part of college and career readiness as youth learn the skills and procedures needed to succeed at a job which enables them to succeed at and get future jobs. In Governor Patrick's College and Career Readiness Plan, he lays out 6 school time objectives and there's only 1 direct job objective which is the state funded School to Career Connecting Activities Program, so that needs increased funding.

Skills like communication, patience, leadership, teamwork, structure, and specific skills related to their job sites are what youth learn in youth jobs.

Daiquan Bradford, youth leader in the Youth Jobs Coalition from Dorchester Bay EDC Youth Force

1) Why is youth jobs important...think about it! The fact of the matter is most children want to work, younger than the age they should, by hindering the youth how else will they compete in for jobs in the future? These aren't just jobs, these are opportunities to network, opportunities to grow professionally and opportunities to learn how to budget money. Youth jobs aren't just important it is quintessential for a youth's development!

2) As boy who came from watching CNN and was well informed about politics at a young age, it has indeed been a long time coming. After I turned off the television and started being a part of the answer, rather than observing the problems. I begin to question my community, there was plentiful issues that existed.... Upon engaging with the Youth Jobs Coalition it delved into the nitty gritty of all our state officials targets, as well as those who support us. I learned three things: in the process of running a campaign you must have consistency! Moreover you must understand the budget cycle, and lastly you must have a power in numbers.

2. They are important to economic development as these youth are the large part of the workforce of the future. Our population is not growing much here, so these youth are a key part of our workforce of the future. When the Youth Jobs Coalition met with an

important business leader here, he talked about a program to convince college students to stay here after they graduate. This is a strategic step for him to take but it misses the opportunity to start earlier with the huge generation of youth who are now in high school and most of whom will stay in our state while only some of those in college here will stay. The youth leaders meeting with this business leader, asked, “what about us?”

3. Youth often use part of their earnings to help the budgets of their lower wage earning families

Vanessa Ramirez, a leader in the Youth Jobs Coalition told this story:

“When I was 13, I was homeless,” she recalled. “My mom, my sister and I, we lived in different shelters for almost two years. Once things stabilized and we were able to move into an apartment over in Jamaica Plain at Heath Street, I told my mother I was getting a job to help her out.”

Indeed, for the past two years, Vanessa has split the modest salary she’s earned as a teen counselor with Teen Empowerment with her mother, Julia, to help with the cost of medications and household expenses.

“Being able to give money that I make working after school or in the summer,” Vanessa said, “is my way of giving back for the life she gave me.”

In one study of youth at Burke High School in Boston, 50% of youth gave part of their earnings to their parents and 41% paid a specific bill their family had.

4. These jobs take youth out of situations where they could otherwise be victims of violence or involved in violence. Just as it’s been said for generations that the best anti-crime policy is having a job, enabling youth to have jobs does lessen crime. It moves youth down a path of responsibility and accountability and seeing hope that they can be somebody and earn a living.

5. Youth working at minimum wage or near that enable non profits to serve more children and adults than they can if they had had to employ adults in these jobs at somewhat higher wages. Some youth work as counselors in summer day camps serving kids 5-14 and these programs would serve 1/3 to 1/2 less children if they otherwise had to hire adults at higher wages. The contributions youth make in jobs with non profits and government, add to what these institutions are doing.

6. Youth jobs lead to youth doing better in school and developing more positive social behaviors.

[Summarized from] An Evaluation of The Boston Private Industry Council’s (PICs) Academic Persistence Through Employment Program (APTE) at the Jeremiah H. Burke High School in Grove Hall (Boston, Massachusetts) (November, 2011), The Summer Youth Employment Experiment (February 2012)

Gia Barboza of Northeastern University collaborated with youth from the Burke High School in Boston, a school situated in a high violence area that is known for its high dropout rate. The study found that during the period of after school employment, youth had significantly less tardies and unexcused absences than they did before the program began. According to one youth participant, “If I can never be late for my job I also couldn’t be late to class [in school].

Additional research that took place in summer 2011 found substantial changes in risky and deviant behavior, victimization and attitudes towards aggressiveness and violence including the need to use a weapon to avoid a fight. Youth who were asked to describe the main benefits of the employment program commented that they learned about others experiences, how to approach a problem in order to find a solution, and being given the opportunity to stay off the streets and be safe. When asked about how the program benefited the community the top response was by providing people with opportunities followed by giving people money and then by providing access to role models. Among youth who had a worksite supervisor, 71% and 54% said that their worksite supervisor was “extremely” or “very” supportive in either helping them do their job well or helping them deal with personal issues, respectively.

Professor Barboza attributes the success of the program to the role of positive youth development, in particular the role of connection, competence, character, confidence, caring and contribution. In the study, she put the different aspects of the program into a youth development framework based on the focus group findings. For example:

1. Connection—“Being part of it”.
2. Competence—“I was told I’m good in math and I never was before.”
3. Character—“I need to work on my patience in dealing with work tasks.”
4. Confidence—“Makes me feel good to help people who need it.”
5. Caring—“I learned how to get with others.”
6. Contribution—“Being a role model for a younger girl.”

She concludes that employment programs that emphasize these 6 principles of youth development are most successful in both lowering risk taking behaviors *and* providing the critical developmental assets (skills, caring relationships, sense of opportunity) that youth need to realize their full potential,

i.e. **Prevention + Preparation = Potential**

III. Many more Corporations need to step up on youth jobs.

Only 14% or 85 companies out of 590 companies in Boston with 100 or more employees have hired youth.

At around \$2,000 for a summer job of 35 hours a week and \$3200 for a jobs in non summer months for 10 hours a week, many medium to large size companies could certainly afford to hire youth and they would help their businesses.

The State provided \$11.75 million in funding for youth jobs last year. They need to do more, but are doing something. The City of Boston provides \$4.1 million in city budget funds for youth jobs. The federal government ended youth jobs funding with a 2010 Senate vote.

These are just some major companies not employing youth, to our knowledge.

Wellington Management, PG Gillette, Brown Brothers Harriman, Pearson Education, Thomson Reuters, Bain Company, Bain Capital, Harvard Vanguard, KPMG, Houghton Mifflin, Nixon Peabody, Arnold Worldwide, Ernst and Young, New Balance Shoes, Keane Inc.

And there are over 500 more companies of 100 or more employees just in Boston alone who are not hiring youth. In other cities, there are similar patterns of many large employers not hiring youth.

IV. Our health care sector needs to do more on youth jobs

Boston's teaching hospitals are large providers of youth jobs. And we are glad that Carney Hospital made a commitment of 8 new summer jobs on top of jobs they had given to children of employees.

The Youth Jobs Coalition met with Spaulding Hospital and is hopeful they will decide to hire youth this summer. A meeting with Joslin Diabetes Center was postponed by them, but we are hopeful it will be rescheduled. A meeting with Harvard Vanguard is being held with the Youth Jobs Coalition on February 28. We have also contacted New England Baptist Hospital and hope they will meet with us. Tufts Medical Plan says they employ youth in 1 full time slot in the high school work program, but we are asking them to do more. We met with Steward Hospital Network about increasing the number of jobs that St. Elizabeth's Hospital provides since that fell a lot when this hospital went from the non profit Caritas Christi Network to the for profit Steward Network, but we're hopeful that Steward Network will step up as it did at Carney Hospital with recent new commitments.

V. Government funding for Youth Jobs

A. State

1. \$9 million was spent last year in the YouthWorks program, Budget Line Item # 7002-0012, that pays the salaries of youth working in non profits and government. This enables around 5000 youth to get jobs in communities across the state.

About 90% of this goes to summer jobs. About 10% for a limited year round program employing your for 10 hours a week for about 4 months.

In 2012, the Youth Jobs Coalition is asking the Legislature to increase this funding by \$3 million and that it go to the year round jobs program.

2. \$2.75 million goes to fund the School to Career Program, Budget Line Item # 7027-0019, This makes grants to the states 16 Workforce Investment Boards (WIB's or REB's) for staff who develop private sector and hospital jobs and then recruit, train, place, and support youth in these jobs.

Around 5000 youth jobs are developed around the state from this program.

In 2012, the Youth Jobs Coalition is asking the Legislature to increase funding for this program to \$5 million. In 2006, this program was funded at \$7 million.

- B. The City of Boston is providing \$4.1 million in city budget funding for youth jobs. Mayor Menino has made a big commitment of both city funds and spending countless time to persuade companies to step up and provide youth jobs.

Other cities have not done this and they have proportionately smaller tax bases than Boston has. Currently, there's discussion going on with the city government in Worcester as to whether they can commit any city budget money to youth jobs.

C. Federal \$0

Until the mid-1990's there was substantial federal funding for youth jobs. In the late 1990's, Congress ended this funding. During 2009-2010, federal stimulus funds provided 6000 youth jobs for Massachusetts. Congress decided in 2010 not to continue funding youth jobs and unfortunately our own Senator Scott Brown voted against funding youth jobs on several votes in 2010.

VI. Corporations and Hospitals that have stepped up to provide significant numbers of jobs

A. Boston's top youth employers

1. Corporations: State Street Bank, John Hancock, Liberty Mutual, Bank of America, Stop and Shop, Boston Globe, Boston Bar Association, Aramark Fenway Park, Federal Reserve Bank, Sovereign Bank, Citizens Bank, Verizon, Youth Design Boston, Boston Red Sox

2. Hospitals: Brigham and Women's, Massachusetts General Hospital, Dana-Farber Cancer Institute, Children's Hospital, Beth Israel-Deaconess, Tufts NE Medical Center, Faulkner Hospital

3. Universities: Boston University, Suffolk University, Boston College, Northeastern University, Wentworth Institute

B. Worcester: UMass Memorial Hospital in Worcester is a model employer hiring 220 youth.

C. North Central MA: Amtrak, Burger King, Dunkin Donuts, Hannaford Supermarkets, and McDonalds.

D. Franklin County: Top employers in the School-to-Career Program there are: Big Y, Big E, Six Flags, The Log Cabin and Delaney House, Athol YMCA, Dave's Soda and Pet Food City, McDonalds, Williston Northampton School

E. Metro Boston North: Zoo New England (Stone Zoo), Waterfield Business Center, Mahoney's Garden Center, Seaver Construction, YMCA of Greater Boston, Sky Zone

VII. Model Programs of Companies Hiring Many Youth

A. State Street Bank [excerpts from State Street report]

State Street provides meaningful employment placements for more than 1000 youth annually. The company uses a two-pronged approach – corporate funded and grant supported – to providing opportunities, driven by the recognition that summer employment must be provided to the full range of youth populations, including disconnected youth. We support a continuum of job opportunities starting with funding subsidized wage placements in community-based organizations for first-time job experiences, as well as placements in professional positions at State Street for those who have developed basic employability skills and are ready for more responsibility. Meaningful employment is defined as a paid work experience with quality supervision, a well-designed learning plan, and connections to supportive services (particularly positive youth development and mentoring activities). This definition guides all of the programming listed below and life skills, work skills and learn-as-you-earn is integrated into each employment experience State Street supports.

2011 State Street Funded Youth Employment Opportunities

Funding Source	Youth Population Served
<i>Corporate: Paid Internships</i>	
190	High school- underserved youth
250	College
<i>State Street Foundation: Subsidized-wage Jobs</i>	
270	At-risk youth (Youth violence prevention through employment opportunities)
290	Underserved youth (Community-based organization placements)
Total: 1000	

State Street is committed to supporting youth employment as a fundamental corporate priority. **At a corporate level, the company recognizes the need to groom future talent from the earliest stages.** Through internships, State Street is able to both expose students to working in a corporate, financial services environment and fulfill its internal need for additional workforce resources. State Street uses a variety of recruitment methods to hire summer interns with a diverse base of experience and backgrounds—from on-campus university job fairs to working with organizations like the Boston Private Industry Council, which places underserved Boston high school students in unique summer job experiences. See addendum on for more information on State Street’s corporate internship program. The State Street Foundation, the charitable grant making arm of State Street Corporation, believes that meaningful employment accompanied by mentoring is a key lever for positive youth development and preparation for long-term employability. It is also a key part of the solution for preventing youth violence in urban areas, an issue the State Street Foundation has taken a leadership role in addressing in Boston through the funding and management of the Youth Violence Prevention Funder Learning Collaborative. The Foundation has leveraged the support of other businesses and foundations to provide an additional 200 jobs in Boston through the company’s leadership of the Youth Violence Funder Learning Collaborative for the past two summers. Additionally the State Street Foundation provides grant funding each year to support youth employment programs run by community based organizations.

B. John Hancock MLK Scholars-- Youth Jobs and Support Program coordinated by John Hancock Financial Services Company.

[Excerpts and summary of material from John Hancock Financial Services]

Working in close partnership with the Boston Globe, Boston University, Partners Health Care, and the City of Boston, John Hancock Scholars MLK Summer Program addresses a critical need..summer jobs for city youth. Our mission is to help develop a future skilled work force while adding significantly to the value of the community today.

Besides funding the salaries of youth jobs in different settings, both in non profits and at at John Hancock and the other partnering institutions, the youth are brought together weekly for series a weekly job readiness and life skills workshops....[Youth] come out of the program with improved work readiness and jobs skills; a more positive outlook about their future; increased mobility beyond their own neighborhoods and greater comfort with different types of people; and increased earned income and improved attitudes about their and their families' economic outlook and their role in it.

Some 600 youth are employed each year and 2000 have taken part over the last 4 years.

NOTE: Youth for these model programs who work on-site at State Street and at John Hancock are recruited, trained, placed, and supported by the Boston Private Industry Council which receives State School-to-Career Funding to facilitate private sector employment.

IX. 2 for 1 Program

In Worcester, it was a stretch for some small neighborhood businesses to hire youth based on their profit level. An option was created where the business paid ½ the salary and the state funding from the YouthWorks program paid the other ½. So the same state funds led to 2 jobs per 1 salary amount. While most businesses can afford to pay the cost of a teen job at \$1500-\$1700 for a summer job and \$2000-\$3200 for a year round 10 hours a week job, it's worth having options if it additionally can allow a small neighborhood business to hire youth.

X. Talents of Youth Available to Employers

Tech Apprentice is the specialized program for tech-savvy youth administered by the Boston Private Industry Council. Over 60 companies participate and have secured over 400 placements for skilled high school students over the past 6 years. Last summer we placed 100+ students. All candidates are screened and interviewed before meeting an employer.

When you read about the skills of these youth in this program, in the areas of tech support/help desk (in MS Office, Cisco Networking etc), in web design (in HTML or Java Coding, Dreamweaver, etc.) , in quality control/QA (in JavaScript, SQL, etc.), and special initiatives (in PowerPoint, Movie Production, etc.) and the responsibilities they take on, you will see they add a lot to any employer. The many employers who have not hire youth should be aware of the talents in youth now and this workforce of the future they have a chance, to meet, employ, develop, and hire in the future.

XI. Consequences to people, communities, and our economy of Not Having Youth Jobs

Of course, not having a youth job does not alone cause students to drop out of school or commit violence, but as we saw from Professor Gia Barboza's study, it does lead to better academic performance and better social behavior. And students cannot get these jobs in

most of these youth jobs programs unless they are in school, so that's an incentive to stay in school.

A. The Center for Labor Market Studies at Northeastern University, headed by Professor Andy Sum, has done numerous related studies, such as **"The Social and Fiscal Consequences of the Dropout Crisis in Massachusetts"**. This includes findings that drop outs are more likely to be unemployed, earn less, pay less taxes since they earn less, use more social services, including more likely to become prisoners. 70% of prisoners are high school drop outs.

Professor Sum calculated that high school graduates make \$287,384 more in life time earnings than high school graduates. Those doing some college earn \$461,661 more and those getting a BA college degree earn \$793,079 more.

B. "What Does One Jobless Youth Cost Taxpayers? \$14,000 a Year" by Jordan Weissman 2012, published in Atlantic Magazine

"The White House Council for Community Solutions report, compiled by researchers from Columbia University, profiles the economic lives of roughly 6.7 million Americans between the ages of 16 and 24 who are neither working nor in school. Among that group of lost youth--the paper optimistically calls them "opportunity youth"--3.4 million haven't held a job or been in class since age 16. These are the "chronic" cases. Another 3.3 million have some additional schooling and marginal work experience, but no college or stable employment. The cohort is disproportionately black and Hispanic, although white youth still account for almost half of the group.

In the short term, crime is by far the largest cost associated with these lost youth.....Over time, the true cost of troubled youth is all about trillions of dollars worth of lost wages and shrunken revenue for the government [they pay less in taxes and use more government services]...This lost generation will cost taxpayers \$437 billion over the next 5 years, and \$1.5 trillion over the course of their lifetime."

XII. History and Accomplishments of the Youth Jobs Coalition

In July 2009, because of the Legislature's decision on cutting the funding level for its YouthWorks youth jobs program the forward funding system for youth jobs funding, the state's YouthWorks Youth Jobs Program was slated for a cut of \$4 million or loss of 2400 jobs during the summer of 2010. The Massachusetts Communities Action Network approached youth and community groups about this coming crisis and there was enough interest to form the Youth Jobs Coalition in the fall of 2009.

In 2010, the YJC organized a march, rally, and State House visits to legislators day on February 18, 2010 that 700 youth attended. Local meetings were held with legislators. Governor Patrick found an emergency funding mechanism to restore \$4 million so the summer 2010 program was not cut.

In 2011, the YJC organized for an increase in state funding for youth jobs. On February 24, 2011, some 1100 youth and adult supporters marched to the State House, held a rally in Gardner Auditorium that Governor Patrick and legislators addressed, and then went and visited the offices of legislators. Local meetings were held with legislators. The House voted a \$1 million increase. When the State Senate debated an increase in youth jobs funding on May 25, 2012, Senators Hart, McGee, Chang-Diaz, Fargo, and Knapik all referred to local meetings they had with YJC affiliates as influencing why they were sponsoring and speaking for a budget amendment to increase youth jobs funding another \$2 million (see text of debate in the Appendix). So funding for the YouthWorks program was increased by \$3 million and funding for the School to Career Program was increased by \$750,000.

YJC began its campaign to increase business and health care hiring of youth during 2011. We joined with Mayor Menino in sponsoring a rally on May 25 asking businesses to step up and hire youth. We met with Paul Guzzi, head of the Greater Boston Chamber of Commerce. We began setting up meetings with employers to ask them to step forward on hiring youth.

This year, in the state budget, we are seeking a \$3 million increase for the YouthWorks program to go to fund year round jobs and a \$2.25 million increase in the School to Career program to facilitate more private sector jobs.

The YJC has also worked on policy issues. The state's Commonwealth Corporation that runs the YouthWorks program accepted our policy recommendation to target 15% of jobs to youth who are court involved, homeless, or in foster homes. We are meeting with them now on another policy issue around the quality of youth jobs.

The YJC has the YJC Youth Committee where youth leaders make decisions on campaign strategies. We have the YJC State Funding and Private Sector Committee directing those two campaigns and the YJC Boston campaign working on Boston youth jobs funding and other youth jobs issues.

Over 40 youth and community groups are participating in the Youth Jobs Coalition from Boston, Lynn, Gloucester, Lowell, Chelsea, Cambridge, Somerville, Newton, Brookline, Brockton, Fall River, New Bedford, Worcester, Fitchburg, and Springfield.

XIII. Conclusion and Next Steps

We have explained 6 reasons of the value of youth jobs and the consequences to youth, communities, and the economy when so many youth lack jobs. We have talked about companies that have stepped up to provide jobs. We have spotlighted that it is a major problem that when just looking at Boston employers, we find 86% of 590 larger employers are not hiring youth and we have named some of these companies. Some institutions in the health care sector must step up and hire youth too. We've shown that the state has done some funding to help and needs to do more, while the City of Boston has done a lot, and the federal government is now doing \$0 in funding for youth jobs.

Here are some next steps needed:

1. We are asking Chambers of Commerce to convene meetings with companies to meet with staff of the 16 Workforce Investment Boards across the state who recruit and prepare youth for private sector youth jobs.
2. Governor Patrick challenged the Youth Jobs Coalition to besides working for increased state funding to work on reaching more companies to employ youth. We have started to do this, as discussed in this report, and will continue to do that. We will ask Governor Patrick's help to convene employers to consider youth jobs too and to insure the School-to-Career youth jobs program gets increased support as its included in the Governor's College and Career Readiness Initiative.
3. We are asking smaller neighborhood businesses to consider if they can hire one or more youth and if they are really strapped for funds to consider participating in the 2:1 hire a youth option of paying 1/2 the cost of a youth's summer or year round job salary.
4. For Mayors, to learn from Mayor Menino's leadership and take additional steps beyond what they do now to ask employers to employ youth.
5. For hospitals and health care providers that are not employing any or many youth, to also step up and higher youth.
6. For state legislators to:
 - a. Approve Governor Patrick's \$9 million Supplemental Budget request to fund YouthWorks for the summer of 2012. Unless this is approved by May, programs won't know how many youth they can hire and who's available for staffing programs that need to be ready to begin by Jull 1.
 - b. Allocate \$5 million for FY2013 School-to-Career Connecting Activities (DESE) Budget Line Item 7027-0019, \$2.25 million more than Governor Patrick's FY2013 recommendation.

c. Pass \$12 million in the FY 2013 budget for YouthWorks (EOLWD) 7002-0019, of which \$9 million would be for summer 2013 and \$3 million for school year jobs between September 2012 –June 2013.

7. To continue to develop youth leadership in the Youth Jobs Coalition to lead this on-going campaign for youth jobs funding.

XIV. NOTE on Data Sources

We used the DUNS Entity List has employers for Suffolk County at various numbers of employees. Suffolk County is primarily Boston and we attempted to take out those comparatively large employers in the other 3 small cities in Suffolk County (Revere, Chelsea, Winthrop). There are 1229 employers of over 100 employees on this list and taking out city employees and state employees at different sites, this would be a list of estimated about 1000+ employers in Boston employing 100+ employees.

This DUNS list actually undercounts the actual number of larger employees since it's based on number of employees per location. For example, CVS Drug Stores would not be on such a list of 100+ employee companies even though they have way over 100 employees in Boston because at any given store location they have under 100 employees. We tried to compare lists of 100+ employers to lists we had of various programs that have companies who do employ youth.

About 370 employers in Boston participate in the Boston Private Industry Council program for jobs in companies and hospitals. This list includes companies with both less than 100 employees and more than 100 employers.

Mayor Menino did his own research involving a Boston Redevelopment Authority report on larger employers in Boston and comparing this to the Boston Private Industry Council list of participating employees in the summer youth employment program.

Appendix

Impact of organizing work of the Youth Jobs Coalition on State Senate Decision in favor of \$3 million increase for youth jobs funding; 5 Senators speaking for the amendment mention meetings with Youth Jobs Coalition member groups 5/25/11

AMENDMENT 3: [Senator] Hart amendment regarding youth at risk summer jobs offered.

Sen. Hedlund requested an explanation. Does it add to the bottom line of this thoughtful and austere budget. There is reference to securing matching private sector funds. How does that work? It appears the intent is to address juvenile delinquency in high risk areas among teens. We have an amendment later that takes a private sector approach.

Sen. Hart requested a roll call and there was support.

Senator Hart said people in this building understand how important so many measures are in this budget and how important the concept of summer jobs is to all of us, particularly in the inner city. I represent 160,000 people in the city of Boston. In this day and age and climate and with summer approaching it's one of the most important things we can do. This amendment in the redraft is for \$3 million, not the \$4.4 million I suggested, and goes a million dollars more than where the House went. In 2000 there was funding for 51 percent of our teens nationwide. Eleven years later because of the economic crisis since 9-11 frankly we are looking at not 51 percent we were able to employ but only 27 percent. **I met with the Youth Jobs Coalition in Dorchester and talked with many young leaders who advocated for what they see as opportunity in a difficulty neighborhood where crime and unemployment is high. Summer jobs provide an opportunity for some skill, responsibility, being accountable. That experience they can take with them into adulthood. The second piece was presented at this meeting, what summer jobs can do is help families pay the bills with a little bit of extra money. Not high paying jobs here. It helps pay for groceries and utility bills because so many people are struggling these days. It keeps these young kids busy and off the street corner.** I was a summer employee. It requires them to go to bed at night because you have to get up in the morning. I hope the amendment prevails.

Sen. Hedlund said I believe he said there was no matching funds. The redraft says \$500,000 shall be matched by private organizations. This does add \$3 million to the bottom line. We had a program similar to this that provided funding through this program in a different line item. It provided funds to 25 communities. I believe that was some federal ARRA money. Are we backfilling the federal money to keep this program viable? Is it the same 25 communities only that will be receiving funds? There is an amendment coming up with a private sector approach to reach communities all over the state. We were only talking last year about 3,800 positions funded. There must be money in here for administration and overhead.

Sen. Hart said there has been a reduction in stimulus and this plugs part of that gap. There will be a \$500,000 matching piece of this.

Senator Chang-Diaz said it's a grant program so I am not sure we can say in advance who will receive but it is targeted to communities with a high need – Pittsfield, Brockton, Barnstable, Springfield, Haverhill, Chelsea, Malden, Gardner, Salem, Weymouth, for example. This is a problem that affects youth and neighborhoods across our commonwealth. This line item pre-dated ARRA funding. We often talk about tragedies if we don't fund this line item. The sound of gunshots. In hopes of earning your support, **I tell you about a young man I will call Kevin. I have worked with him on many issues and**

you have also probably worked with him. He is a community activist and father. He was headed down a path towards death or jail. He was known as the leader of a gang. He had the power to make things happen. Gang life was driving his destiny when Teen Empowerment offered him a job as a youth organizer. [Teen Empowerment is a member group of the Youth Jobs Coalition and the day before the debate because Senator Chang-Diaz had met with us on this issue, her staff called to request information on an affected youth she could use in speaking in support of this amendment] They recognized the power he possessed over his peers. He realized his potential and changed his nickname and identity and began helping his peers get out of the gang life. He recruited his former gang members and taught them to have a stronger voice through civic engagement. Kevin is not a one-time story. There are many anecdotes. I ask for a yes vote on this amendment.

Senator Knapik said it's a great honor to have a couple of moments on this amendment. **I am going to support this amendment. I have communities that benefit and I understand the points just made of the worth and value of the at risk jobs program. [Republican State Senator Knapik represents Holyoke and had met with and heard from the Holyoke Youth Task Force on youth jobs funding and they are part of the Youth Jobs Coalition.]** However whereas last year 25 communities benefitted 324 communities did not. It's targeting scarce resources for programmatic spending. You do have winners and losers in the pot. Are there other things we can do to provide a greater level of services, more efficient services and more targeted services. Another amendment deals with a teen minimum wage. We overlook that we have a high wage structure. On Sundays in retail we pay time and a half. I am not making a judgment. Most states do not pay a time and a half differential. Resources government puts in have a disproportionate impact on Sundays. In the summer months when you have youth available to work perhaps an option would be to lower the minimum wage modestly to allow the private sector to hire more youth. It's a pretty simple equation. If you lowered it for age 14 to 18 or 21, for those three months, you could create for every three jobs offered a fourth job. States like Michigan and Washington, peer states of our, for those summer months pay 85 percent of the minimum wage. This is not revolutionary, something to shake your head off. I have seen the billboards with Mayor Menino. He is worried there won't be enough summer jobs. The issue with half a million in private giving is we want the private sector to join us but the private sector doesn't have a lot to give either. We can up these amounts but again at some point we've got to think a little differently. We all want to increase various line items but it's only through the private sector churning jobs that that's going to be a reality. That's the peril going forward. It just seems to me if the goal is to create jobs beyond the 25 targeted communities, I love the notion of jobs across the commonwealth for young people even better. We will debate that more fully later on.

Senator Fargo said she supports the amendment. **A group of young people [from YMORE, which is part of the Youth Jobs Coalition] visited me recently.** They were articulate and well organized and would not let me out of my office until I agreed to help them. They were more impressive than any lobbyist I have had in my office all year. They are taking matters into their own hands in a very responsible way. I pointed out to them that some of them are going to wind up in these chairs some day in the future, I hope after I retire.

Senator McGee at 11:38 a.m. said he supports the amendment. I met with young people last week in Lynn [at meeting organized by Essex County Community Organization and St. Stephen's Church, which are part of the Youth Jobs Coalition] and I can tell you powerful stories I heard. They are in single parent homes and trying to stay in high school. They asked could you stand up for us and make funds available so we can get jobs and our lives can go in the right direction. The youths at risk, this is going to make a difference in their lives. They are the future of our communities and have a passion for trying to do the right thing.

BY A ROLL CALL VOTE OF 36-1, AMENDMENT ADOPTED at 11:43 a.m

State Street Bank program, additional information

Addendum One

State Street Corporation: Summer Jobs – High School and College Students

Private Industry Council (PIC) High School Summer Internship Program

State Street has had a partnership with the Private Industry Council (PIC) since 1980, and is proud to call ourselves PIC's largest single employer in the state of Massachusetts. Each summer, **180-190 junior and senior Boston High School students** are placed into positions in a wide variety of departments at State Street. Interns receive the experience of working for one of the world's leading providers of financial services through being a part of departments such as: Global Markets, Global Advisors, Corporate Finance, Corporate Audit, New Product Development, Global Human Resources and Corporate Citizenship. In 2011, State Street committed \$495,000 (**95% on student salaries**, 5% on program expenses) to support this program, each intern is paid for their work each summer. For the 8-10 weeks the interns are at State Street a variety of programming is available for the students, to expand both their life skills and their work experience. Students practice **team building** during the two volunteer days that the PIC interns take part in (organizations include Thompson Island and the Greater Boston Food Bank). Students expand their **public speaking skills** by participating in a workshop that emphasizes the power of public speaking and how to hone in on your presentation skills. Interns expand their knowledge of a corporate environment through our **Executive Speaker Series**, in which senior leaders take part in mentoring the summer interns on their personal career paths and how to succeed early on in their careers at State Street

State Street College Summer Intern Program

On the collegiate level, State Street welcomes over **250 college interns** at the Bachelors, Masters and PhD level into a ten week program annually. Massachusetts, where the corporate headquarters of State Street is located, hosts 200 of those students in nine different offices throughout Boston and Quincy. Interns are also placed into offices in Kansas City, New York City and Sacramento. All college interns are paid for their work during the summer. The college summer internship program is a direct pipeline to our post graduate entry level positions.

A wide variety of events are available for the college interns to participate in, to help them gain soft skills and prepare for employment once they graduate. A **recruiter roundtable** which includes a resume writing clinic and exposes the interns to recruiters from a variety different departments at State Street to explore post graduate full time opportunities. This summer, interns took part in a research project surrounding issues of **corporate social responsibility** in a financial services company. Topics included the electric car market and a Go Green Employee Handbook.

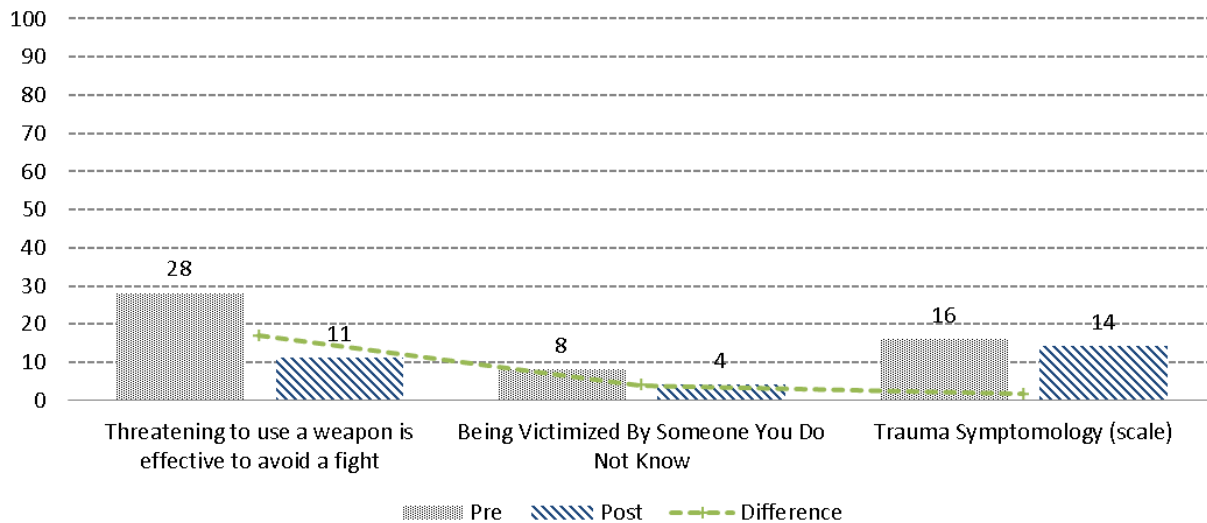
Our relationship with the summer interns and colleges and universities continue throughout the school year, not just in the ten weeks of the program. Colleges bring student clubs and affinity groups to State Street offices to participate in **job shadow days** of our facilities. Tours of the trading floor, listening to employee panels and career tips are all included in the experience.

Facts and Figures:

- Students from **112 colleges and universities and 9 high schools** are represented in our college and high school intern program
- In 2011, State Street interns dedicated **5,850 hours of service** to community partners during their summer experience

Additional from Professor Barboza’s study on how youth jobs lead to youth doing better in school and developing more positive social behaviors.

Mean Post-Employment Changes in Attitudes Towards Violence, Victimization and Depressive Symptoms



Relationship Between Meaningful Employment and YVP

- The community attributed youth violence primarily to the following causes:

- 1) **Boredom** and not having anything to do;
- 2) Lack of **money**, a job and/or poverty;
- 3) Lack of **empathy**, lack of community and/or the failure to see the value of life
- 4) **Authority conflict/personal responsibility**
- 5) **Guns/Drugs**
- 6) Lack of a proper **education** and
- 7) **Relationship** issues
- 8) Negative **socialization** coupled with a lack of positive socialization experiences and/or no positive role models

- Meaningful employment impacts youth development through

- 1) Confidence
- 2) Contribution
- 3) Caring
- 4) Character
- 5) Competence
- 6) Connection

flickr link to photos from the Youth Jobs Coalition Action in 2011

HYPERLINK

"<http://www.flickr.com/photos/mhimages/sets/72157626137372058/show/>" \t
"_blank" <http://www.flickr.com/photos/mhimages/sets/72157626137372058/show/>

Other Photos from the Youth Jobs Rally 2011

6 attachments — HYPERLINK

"<https://mail.google.com/mail/?ui=2&ik=2305c3735a&view=att&th=12e6dd611b4dd4b1&disp=zip>" [Download all attachments](#) HYPERLINK
"<https://mail.google.com/mail/?ui=2&ik=2305c3735a&view=att&th=12e6dd611b4dd4b1&disp=imgs>" \t "_blank" [View all images](#)