

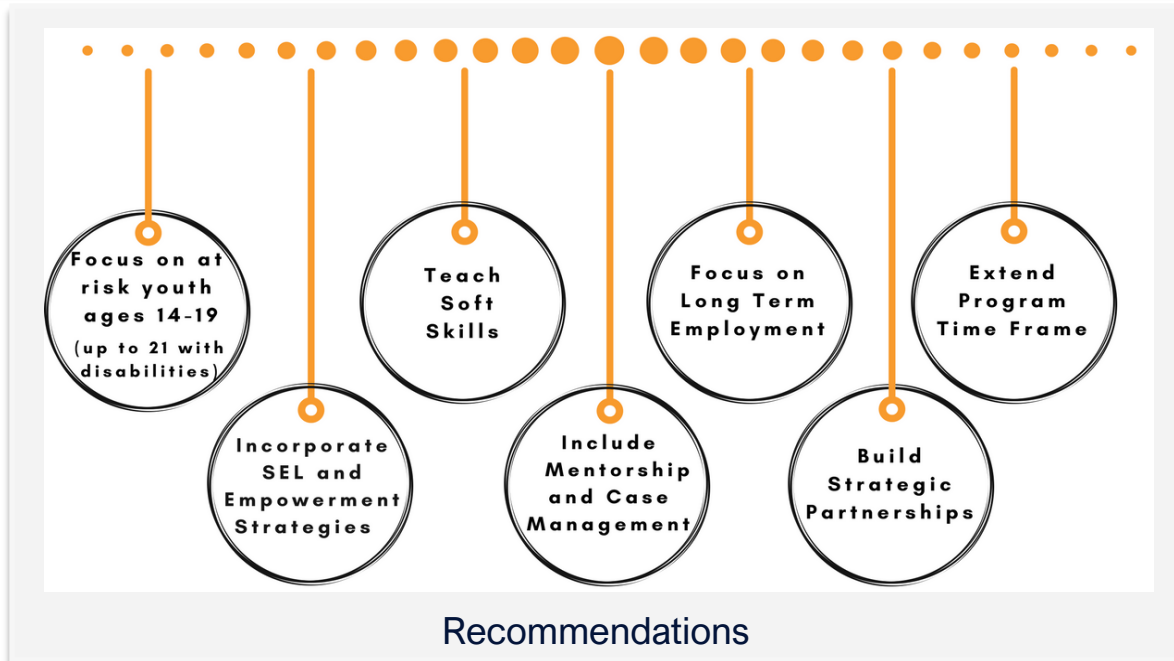
Executive Summary

Recommendations for Summer Youth Employment Programs For the City of Providence

Summary of Findings

Successful SYEPs Can Lead To:

- Reduced Delinquency
- Strengthened Relationships
- Improved Academic Engagement



Target Youth Population

Focus on at-risk youth between the ages of 14 and 19, who are still enrolled in school.

At-risk youth have higher rates of chronic absenteeism, unemployment, poverty and dropping out of school. The most positive youth outcomes correlate with early teen enrollment and multiple years of participation. Thus, the ideal participating age is between 14 and 19 years and students should repeat the program each summer and have continued contact during the year.

Age Appropriate Tiered Work Schedule

Use a tiered work schedule matching students' interests to employer needs.

Age 14-15	Less than 20 hours a week	Less intensive workload Focus on developing foundational skills
Age 16-19	20+ hours a week	More responsibility Career-focused Focus on advanced tasks

Components of a Successful SYEP

- Social-Emotional Learning
- Mentoring and Case Management
- Soft-Skills Training
- Empowerment
- Private Industry Partnerships
- Year-Round Engagement
- Multi-Year Participation

Soft-Skills Training

Soft skills training can include workplace etiquette such as proper attire, time management, interpersonal communication skills and appropriate cell phone usage. It can also include peer-group training to develop conflict resolution, team building and leadership skills. Successful programs incorporate a behavioral component of soft skills such as self-efficacy, impulse control, and conflict resolution.

Empowerment

- Involve youth in development and operation of the program
- Include community problem solving
- Incorporate team building and team work

Industry Partnership Best Practices

Establish long-term relationships with private industry leaders

- Focus on high growth industries with immediate openings
- Jobs with career growth and development opportunities
- Match youth with jobs that interest them
- Set realistic and specific goals and expectations for youth
- Maintain youth and employer relationship throughout the academic year

Social Emotional Learning

Teach critical social competencies necessary for academic and life success. Life skills such as coping, dealing with adversity, and conflict resolution offer youth the tools needed to deal more effectively with dangerous situations that may arise in their own lives.

These skills help them understand and manage the aspects of their thoughts, emotions, and behavior that might interfere with employment.

Mentors and Case Management

A central objective is to have youth participating in SYEPs develop a trusting professional relationship with a mentor to advise and coach them during the term of the program.

Case managers support youth and their families, match youth with employers and mentors, help with employment applications and collect data for the purpose of program evaluation and connect youth with needed services such as child care and transportation.

Expand Engagement Beyond Summer

Although the bulk of the program happens in summer, we advise maintaining a year round mentoring component and soft skills training. This will keep them engaged with the program and prepare participants for the labor market or long-term employment in the future.

Keep families engaged as much as possible: family support is an important key for youth to succeed.