



**Department of Employment Services**  
*Washington, DC's lead workforce development and labor agency*

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# **Unblurring the Lines: Making the Connection from Temporary Employment to Long-term Career Success**

**January 23, 2014**



**District of Columbia  
Vincent C. Gray, Mayor**

**Department of Employment Services  
F. Thomas Luparello, Interim Director**



# Office of Youth Programs (OYP)

## Overview

- Responsible for developing and administering workforce development programs for District youth ages 14-24
- Through occupational skills training, work experience, academic enrichment, and life skills training, our goal is to create work habits and skills that are essential for long-term success in the workplace.



## **Federally Funded Programs**

- **In-School Program**

The In-School Program helps prepare District youth to successfully transition from high school into postsecondary education, advanced training, unsubsidized employment, or a career in the military.

- **Out-of-School Program**

The Out-of-School Program provides workshops, career awareness and work readiness modules, basic education, GED preparation, basic computer training, and vocational skills training.



## **Locally Funded Programs**

- **One City High School Internship Program (OCHSIP)**

OCHSIP is designed to provide District high school students with structured internship opportunities and mentoring relationships. Participants can earn wages but only after they have completed all required community service hours.

- **Mayor's Youth Leadership Institute (MYLI)**

MYLI is a year-round program designed to train District of Columbia youth in the concepts of leadership and self-development. The MYLI training model emphasizes practical, hands-on experience and a holistic approach to developing leaders for the 21st century.



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## Summer Youth Employment Program (SYEP)

The Summer Youth Employment Program (SYEP) is a locally funded initiative that provides District youth ages 14 to 21 with enriching and constructive summer work experiences through subsidized placements in the private and government sectors.

Through the SYEP, we strive to provide eligible youth with the opportunity to:

- Earn money and gain meaningful work experience;
- Learn and develop the skills, attitudes, and commitment necessary to succeed in today's world of work;
- Gain exposure to various career industries; and
- Interact with dynamic working professionals in a positive work environment.

Though the SYEP is a short-term employment and training program, our goal is to positively impact youth in a way that will last for their entire lifetime.



## **SYEP 2013 Data Review**

- **20,461 Youth Applications Received**
  - 54.0% of applications from Wards 7 and 8
  - 12,222 applications received on the first day
- **14,927 Youth Fully Certified as Eligible**
  - Youth were invited to more than 35 events in locations throughout the city and at DOES HQ to present their documentation
- **492 Employer Applications Submitted**
- **\$11.2M Total Budget for FY 2013**



## Participating Employers in 2013

- A total of **492** employers served youth at a total of **1,150** worksites throughout the DC Metropolitan area

Sector	Total Employers	Total Job Positions
Private	127	1,365
CBO	201	5,615
Federal	43	678
DC Gov't	73	4,341
Schools	48	3,229
<b>TOTAL</b>	<b>492</b>	<b>15,228</b>



## **Data Analysis**

- In 2011, the Office of Youth Programs surveyed youth ages 18-24 who participated in Mayor Vincent C. Gray's Summer Youth Employment Program.

### **We asked:**

**“At the conclusion of the six (6) week SYEP, what are your plans?”**

- A) Return to college
- B) Seek part-time or full-time employment
- C) Seek training opportunities





## What We Learned

- The survey results indicated that many of our youth were out of the workforce with a High School Diploma but lacked the skills to gain full-time, meaningful employment.



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# **CREATING PATHWAYS FOR YOUNG ADULTS**



## Doing the Leg Work

- After a series of focus groups with youth, community leaders, business professionals, and educational institutions, it was determined that the areas with the fastest labor market growth that would provide entry-level opportunities were:
  - Hospitality
  - Allied Health
  - Basic Information Technology
  - Construction



## **Pathways for Young Adults Program (PYAP)**

- The Pathways for Young Adults Program (PYAP) was created and began its first cohort in Spring 2012.
- DOES partnered with the Community College of the District of Columbia to provide occupational training.
- Upon completion of specialized training, youth returned to OYP for a mandatory six (6) week workforce development training.
- The final phase concluded with a twelve (12) week internship.



## **PYAP Results**

- Successful programming and participant engagement
- Now entering Cohort 8
- 89% completion rate
- 93% hire rate
  - Participants were hired by various industry-recognized organizations to include local hospitals, skilled nursing facilities, DC and Federal Government agencies
- Wages as high as \$28 per hour



## **Future Areas of Development**

- Continuous partnership with the Community College of the District of Columbia
- Increased case management and reporting
- Intentional focus on barrier removal
- Potential growth in industry-recognized areas of:
  - Administrative Support
  - Security
  - Hospitality



## **Best Practices**

- Understanding the culture of youth in the community
- Setting expectations early
- Having a strong commitment to developing relevant opportunities
- Engaging committed partners in the initial stages of the process
- Youth advocacy
- Ask early and ask often