

Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

The following is a collection of questions that were asked by the Committee regarding the FY22 budget for Youth Engagement and Employment at the Working Session on Tuesday, May 4, 2021 at 2:00 p.m.

Recording here: <https://www.youtube.com/watch?v=6jxBne5Bovg>

The Administration is requested to respond to all questions in one of three ways:

1. Verbally at the hearing on Thursday, May 13th, at 4PM.
2. For factual questions, through written responses supplied prior to May 13th, including budget book page numbers or other references where appropriate.
3. By deferring to a specific scheduled departmental budget hearing.

Please annotate and return this information request before May 13th, indicating how each question will be answered.

Youth Engagement and Employment Budget Questions

Councilor Kenzie Bok asked:

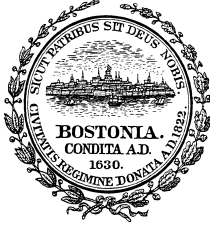
- I'm very pleased to see the two additional staff positions for YEE; can you provide more details regarding their exact responsibilities?
 - o Will the deputy director be able to help YEE improve frequency of communication and relationships with partners and other stakeholders?

DYEE Response:

In short, yes - the Deputy Director role will help with structural designs to streamline the service gaps of the department (including but not limited to constituent service, relationships, communication).

Expected Responsibilities of Deputy Director (include but not limited to):

- Coordinate the formulation and implementations of policies, programs, strategies, plans and activities that promote youth development
- Serve as the lead in the development and implementation of a youth integrated information system that focuses on customer management to improve constituent service, relationship, communication and service delivery.
- Co-manage staff performance management, training and development



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

- Support the department's plans to grant youth job funds to CBOs and help manage grant coordination and resource development.
- Support with coordinating the development of guideline to strengthen linkages and dynamic partnerships between stakeholders that inform workforce development growth
- Conduct analysis of current programs, initiatives to identify gaps and opportunities for growth.

Expected Responsibilities of Data, Research and Evaluation Coordinator (include but not limited to):

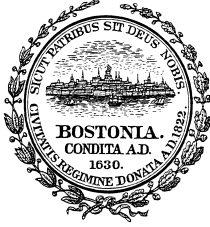
- Optimize and evaluate programs and initiatives, to measure success and opportunity gaps by prioritizing quality outcomes and effective data collection.
- Identify and apply an optimal data collection system across all programs, services, and activities.
- Prioritize, identify and monitor key program specific metrics and measure engagement.
- Generate annual reports and communicate quarterly impact through department one-pagers.
- Work collaboratively with Northeastern University (Alicia Modestino) to conduct and disseminate both long-term research as well as short-term "rapid response" data analysis that informs decisions about policy and practice to build a more holistic and inclusive workforce development system for Boston's youth (SuccessLink + Boston SYEP Intermediaries).
- Ensure race and ethnicity data collection measures are included into all program areas

- o What kind of background in evaluation are we looking to hire for in that role?

DYEE Response:

Data, Research and Evaluation Coordinator (Work background) (include but not limited to):

- 3-5 years of experience managing field research, education or youth



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

development research, including data collection, focus groups, survey design and implementation, data field work teams, etc.

- Ability to handle multiple tasks, problem solving, strong organizational and communication skills and self-initiative
- Experience with data management and analysis
- Demonstrated ability to work successfully with diverse constituents

- How can we enhance program development and support to ensure that YEE is providing high quality experiences for youth?

DYEE Response:

The experiences across DYEE varies based upon the program, service or activity a youth is engaged in.

To ensure high quality experiences are being provided to youth, the following program development and enhancement can occur:

Youth Employment

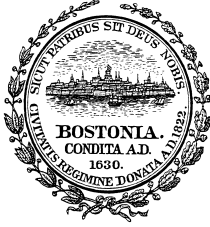
- Evaluation of Youth Jobs Boston
- Assessment of job opportunities across SuccessLink partners (nonprofits, CBOs, city agencies)
- Development of a tiered criteria of job opportunities that identifies skill to be developed, expected outcomes, and worked based learning plans.

Youth Career Development

- Development of a badging or credentialing initiative that can track the skill development of young people as they engage and participate in training and development workshops.
- The creation of real pathway opportunities for young people, that can put them on a career laddering trajectory.

Youth Civic Engagement + Youth Resources

- Strengthening the connection of MYC to government leadership and neighborhoods they represent by ensuring committee projects are driven more by community needs and recommendations.



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

- Introduce neighborhood working groups into MYC
- Finalize the design and pilot implementation of a Boston Youth Civic Academy - that will aim to introduce youth (including MYC, other youth councils) to advocacy, policy and government systems.
- Expand YOUth First Resources to include live calls, to connect youth to resources across the city.
- Expand access to MBTA Youth Pass for youth and young adults who cannot access a M7, and require reliable affordable transit.

- Could YEE potentially pilot a support role more focused on content and program design by adding some resources to support and connect the constellation of green youth programs this summer, as part of launching the Environment Department's green jobs initiative?

DYEE Response:

DYEE is working to schedule a meeting with the Environment Department to learn more about the green jobs initiative and what role we could assume to add value to the city's work around this effort.

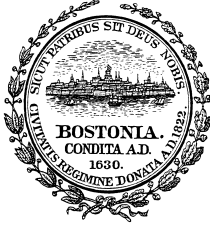
It's hard to say whether we could pilot a support role or not until we understand what the focus of the role would be and logistics around role type (young adults, older adults, etc), management, etc.

- I'm interested in the possibility to have some kind of very basic shared orientation across all YEE programs -- just to help orient youth, many of whom may be in their first job, and make them feel connected to the City; have we thought about this?

DYEE Response:

We have not held a general DYEE wide orientation - where youth can learn about all programs, services and activities offered through DYEE. This is something we can discuss as a team, as I think it's a good idea.

DYEE has held different types of opportunities to engage and orient youth specific to



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

youth jobs.

Current Efforts:

Meet and Greet (Virtual Job Fair): In light of COVID-19 public health restrictions, the Department of Youth Engagement and Employment decided to host virtual SuccessLink Employer Meet and Greets for youth. These info sessions connected youth who are still looking for summer employment opportunities with employers and community based organizations.

Youth & Parent Information Sessions: DYEE has held information sessions for youth and parents to learn more about all youth employment program opportunities across Boston (DYEE SuccessLink, Boston PIC, ABCD, John Hancock MLK Scholars, YOU, etc).

Youth.Boston.Gov Webpage: DYEE has worked to revamp the SuccessLink Employment Program webpage to better assist youth and partners with navigating the employment process, and to better partner with organizations in recruiting youth for SuccessLink positions leading up to the summer.

- I very much appreciate the doubling of supervisor roles for older youth from 200 to 400. Is it possible to increase the amount of pay for program supervisors? Have we thought about elevated stipends for second-year supervisors, or for roles with more responsibility?

DYEE Response:

DYEE has aimed to have between \$1.25 - \$2.00 pay difference between the SuccessLink Youth (15-18) positions and SuccessLink Leader (19-24) positions.

As minimum wages increase \$.75 over the next two-years to \$15.00/hr by 2023, we will aim to increase the SuccessLink Leader role to \$17.00/hr also by 2023.

As DYEE reviews requests for SuccessLink Leader positions, we make allotment



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

decisions based on whether the roles are considered to have greater responsibility. However, we do not have varied hourly wages for the SuccessLink Leaders, based on the level of responsibility.

If we are to consider tiered pay for the SuccessLink Leaders, DYEE would need to develop a criteria for what is deemed “more responsibility” as the SuccessLink Leaders are used differently across partner organizations.

- Every year we hear advocates ask us to expand eligibility to include more 19-22 year olds. What kind of analysis has YEE done of this group and what kinds of city-supported jobs could best set them up to enter the more permanent workforce? Has YEE partnered with OWD to think about this transition?

DYEE Response:

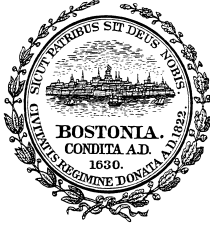
As referenced above, 19-24 year olds have always been included in the SuccessLink Leader eligibility, and since summer 2020 we have been able to expand opportunities for this age population.

When we talk about transitioning young adults into permanent workforce opportunities - DYEE fully supports conversations, strategies and partnerships that can support pathway programs. We have not conducted an analysis of the SuccessLink Leader population to determine where they are in the next step of their education or careers.

We have not engaged in intentional conversations with OWD to think of how we transition those SuccessLeaders that are looking for opportunities into current programs.

With increased staffing capacity, we hope to be in a position to explore some of these ideas further.

- Have we thought about providing small grants for nonprofit partners to help support youth program costs that accrue beyond the hiring of the youths themselves? We know some partners fundraise to hire additional leaders and adult supervision, or tools and equipment, etc.



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

DYEE Response:

DYEE piloted the SuccessLink Grant to provide selected organizations with an allocated number of youth positions, where the wages for the youth employees will be funded through a grant. The goal was to decentralize the hiring process from being solely reliant on DYEE - and allow partner organizations to hold the responsibility for managing and administering the hiring and payroll process for youth employees.

Because DYEE is using youth personnel wage funds from our Emergency Employee (Account 511) budget line - we did not discuss nor request other funding for smaller non-youth personnel grants.

Important note: the DYEE budget is largely comprised of youth wage dollars. Any additional funding for grants would need to be requested to HHS and OBM. Additionally, there are other city grants (HHS/OPS Youth Development Fund, BCYF Summer Grants, OWD Grants, etc) that provides organizations with program funding.

- What mechanisms do we have in place to gather feedback about the grants program? We have already heard that its fringe rate may not be high enough (re what required non-profit fringe is for our partners), and partners were not involved in any planning efforts before it was announced, so it would be great to have an intentional plan to gather feedback after the first year of this approach.

DYEE Response:

DYEE will work on two methods of feedback and data collection about the grant funding pilot.

- **Grant Partner Survey:** We will develop a survey to gather input from organizations that participated as Grant Partners for summer 2021. This will allow us an opportunity to generate questions specific to the application process, funding award, recruitment, selection, hiring, payments, and the contents of the MOA and Policies and Procedures.



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

- **Grant Partner Convening/Focus Group:** We will aim to host a partner convening Friday July 23rd, 2021 to conduct a real-time check-in to see how the grant partnership is going and also conduct a few focus groups to learn and share best practices to help inform the grant partnership decisions for the next year.

- Going forward, could YEE make it part of their practice to meet with stakeholders -- including youth organizing groups -- about planned program revisions at SuccessLink, in advance of final announcements? Like the program partners, youth organizers are excited about some recent SuccessLink changes but also frustrated to find out about them as a surprise and to not be included in a prior conversation about implementation and details.

DYEE Response:

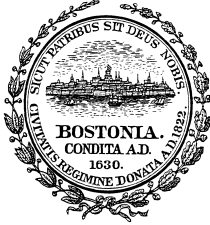
Yes, DYEE can be more intentional about ways to include the voice of stakeholders and partner organizations in the revisions of all programs and services (including, but not limited to SuccessLink).

DYEE has conducted regular partner feedback surveys at the conclusion of the employment season and we have used responses to inform changes. It would be great to think about doing this on the front end as well, prior to the start of the program season, as you are recommending.

Also, in-partnership with John Hancock MLK Scholars - DYEE hosted a citywide Non-Profit Check In on Tuesday, April 27th, 2021.

The goals of the check-in was to:

- Provide an update on summer jobs safety guidelines
- Highlight best practices from nonprofit partners
- Provide partners an opportunity to have real time feedback from peer organizations
- Provide partners a platform to make connections with other partners for



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

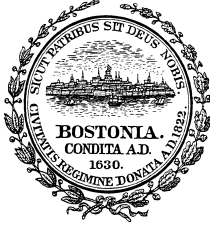
Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

continued collaboration.

We do believe there is a cool possibility of continuing these partner listening sessions throughout the school year, while also developing a partner advisory group (could include young people as well), which could be a great way of building partner advocates as well.



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

Looking ahead to this summer

- How many partners have opted for the grant option?
 - How many youth will be going through that partner-managed hiring process, and how many will go through the City of Boston hiring process this year?

DYEE Response:

The breakdown of the 4,000 Youth Positions are as follows:

- 3,600 SuccessLink Youth Positions (Ages 15-18)
 - 3,300 Traditional Opportunities across Nonprofits, CBOs, and City Agencies (Virtual, Hybrid, and In-Person)
 - 150 Learn and Earn Post-Secondary Opportunities
 - 150 Dreamer Opportunities (special sub-group youth leadership development initiative)
- 400 SuccessLink Leader Positions (Ages 19-24)

Expanded SuccessLink Grant Partnerships for 1,000 Youth Positions

- Expand the City of Boston (Department of Youth Engagement & Employment and Office of Workforce Development) partnership with ABCD and PIC to fund 1,000 positions



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

NEW SuccessLink Partnership Types

The SuccessLink Youth Employment Program will administer funding in two primary partnership formats:

SuccessLink Direct Partnership

DYEE provides selected organizations with an allocated number of youth positions and holds the responsibility for managing and administering the hiring and payroll process for youth employees.

of Partner Applicants Approved: 136 Partners

of Youth Positions Allocated: 2,353

SuccessLink Grant Partnership

DYEE provides selected organizations with an allocated number of youth positions, where the wages for the youth employees will be funded through a grant. The partner organization holds the responsibility for managing and administering the hiring and payroll process for youth employees.

of Partner Applicants Approved: 40 Partners

of Youth Positions Allocated: 952

Amount of Grant Funding Awarded: \$2,056,320



- Can you provide us with a table of all partners and City departments for this Summer 2021 SuccessLink programs, the number of jobs initially approved, the title of each job/program, and whether they are through the grant or regular SuccessLink option?

DYEE Response:

[Please see full breakdown of 2021 SuccessLink Partners and Job Opportunities](#)

- I understand that there has been some shift in the age eligibility; can you explain? Am I correct in understanding that most 14-year-olds are still included, and what is our hesitancy about expanding to include all 14-year-olds? Is it still related to the BCYF program, or something else?

DYEE Response:



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

DYEE has expanded the age eligibility to the following:

- Must turn 15 years old on or before September 1, 2021
- Cannot turn 19 years old on or before September 1, 2021
- Must be a full time resident of the City of Boston
- Must be legally permitted to work in the United States

This shift was in an effort for DYEE to align the SuccessLink Summer Jobs program with BPS age requirements and for youth to be eligible for summer employment if they turn fifteen years old by September of the calendar year. This allows for youth who may turn fifteen after the start of our program to be able to work with their peers who are in their same grade level.

Youth who do not meet these requirements may participate in BCYF's SuperTeen program as it is a program that is specifically tailored for youth who are 13 and 14 and are not yet eligible for SuccessLink.

- The grants program alternative will hopefully take some pressure off the city on-boarding process; have any further improvement to that process been made to deal with the bottleneck?

DYEE Response:

DYEE worked with the Office of Human Resources to streamline the onboarding process so that we are only requesting what is absolutely necessary for youth to comply with city, state, and federal guidelines for hiring. Youth currently must provide us with the following documentation:

- Form I-9 and supporting documents (Federal)
- Massachusetts Work Permit (State)
- Proof of Residency (City)
- Social Security Card (City)

Additionally, we now only require proof of BPS school enrollment as proof of



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

residency for SuccessLink Youth who are BPS students. Our SuccessLink Document Checklist can be found [here](#).

- Is the City planning on keeping the college courses program due to its popularity?

DYEE Response:

DYEE and OWD received an overwhelming response from both youth and parents for the Learn & Earn Post-Secondary track, due to the fact that youth could get paid to earn free college credits. There were nearly 1,300 applicants and over 500 youth who were able to take advantage of this incredible opportunity to experience college level courses as high school students.

Because of the popularity and learning focus of this program, DYEE, OWD and BPS will partner to continue providing this opportunity going into summer 2021.

- Are summer camps generally hiring youth again this summer, or no? Is the city planning to run a Blue Shirts program, or the expanded Parks work program it ran last summer?

DYEE Response:

DYEE would defer questions about summer camps to BCYF and Park & Recreation. As far as Blue Shirts, DYEE is planning to circle back around to Parks & Recreation to consider if the Blueshirts initiative or expanded Parks opportunities is something they have capacity to support.

- My office applied to host youth again for a civics and art program, as we did last summer, but we haven't heard back; can you provide an update for us?



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

DYEE Response:

The SuccessLink Partner application for District 8 Youth was received as a late submission, which delayed the review, allocation and acceptance response. The District 8 Youth partnership application was accepted on May 14th, 2021.

Looking back at last summer

- Can you provide us with a table for last year of all partners and City departments for the Summer 2020 SuccessLink program, the number of jobs initially approved, the title of each job/program, and how many youth ultimately enrolled at each job site, with the number of regular jobs vs supervisor jobs also noted?

DYEE Response:

[Please see full breakdown of 2020 SuccessLink Partners and Job Opportunities](#)

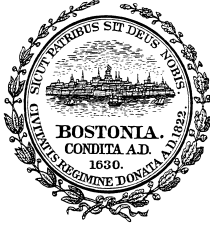
[2020 SuccessLink Leader Allocations](#)

- Of the SuccessLink youth who participated in regular jobs last summer, can you please provide a breakdown by age, and a breakdown of how many hours they worked (this could be a distribution graph from 0 to 200+ hours), and what weeks of the summer they worked (so how many youth were working each week of July 5, 12, 19, etc.)? Please provide this same breakdown for supervisor positions.

DYEE Response:

DYEE will need to work with Auditing and OHR to determine if there is a query in the BAIS FN or BAIS HCM system to pull this type of data, as it's not data that DYEE has access to.

- How much in City funds have been spent on youth wages in FY21? How much in CARES Act funding? How much CARES Act funding was spent on related tuition, supplies, tools, & technology in FY21?



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

DYEE Response:

The City has paid out almost \$9 million in youth wages in FY21. This amount includes \$800 thousand charged to the state youth at risk grant and \$2.4 million in wages charged to the CARES-CRF grant and BPS federal funding. Additional charges to the CARES-CRF grant include; a \$800 thousand in expenditures with a partnership with the Office of Workforce Development for program coordinators, career counselors, supervisors, post secondary tuition, technology tools and supplies, a \$100 thousand partnership with the Office of Economic Development and their vendor for career development in the trades or Construction 101, and finally \$100 thousand for remote technology services, chromebooks and clothing.

Year-Round Jobs

- How many actual year-round jobs (out of the 1000 budgeted) were there in FY21, and when did they begin and end?

DYEE Response:

There were a total of 953 youth hired during the 2020-2021 SuccessLink School Year program. The school year program ran from November 16, 2020 to May 14, 2021.

- Where are we on launching our year-round jobs closer to a September start time, so that they are more genuinely year-round?

DYEE Response:

DYEE has worked with the Office of Human Resources to engage in a DYEE Process Working Group (organized and led by OHR/Deloitte as part of the HR Transformation efforts) which included DYEE, OHR, and DoIT (BAIS). The goal of the working group is to establish a documented process and end-to-end work-flow, that includes 3 primary stages of the DYEE internal process: pre-employment, employment, and post-off boarding. Though the OHR/Deloitte team is continuing to work to finalize the documented process, the entire workflow takes approximately two months from start to finish. With that, we still expect to launch school year jobs by



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

October/November.

- What is the age eligibility for year-round jobs? What was the age breakdown last year?

DYEE Response:

At this time, youth will need to be 15 years old, by the start of the program and cannot turn 19 before the end of the program. The age breakdown was the same for last year.

- How can we get more partners involved in the year-round jobs program?

DYEE Response:

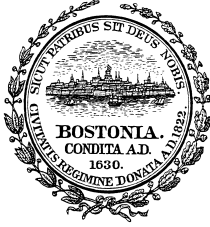
Due to the nature of summer camps, enrichment programs, and activities to intentionally engage young people during the summer months when youth are out-of-school - we expect to see an decrease in partners who do not normally provide the same level of job opportunities during the academic school year.

To increase more school year partners during the year-round program, nonprofits, community-based organizations and city agencies would need to develop the program structure and capacity to offer year-round employment opportunities.

This is part of our strategic partnerships mid-career intern role and vision for expanding what partnering with the Department can look like throughout the year, and including programs like MYC, YLC, etc.

- We heard about some bumps this year re: keeping partners informed about application and hiring timing window for the year-round jobs, but we also heard about process improvements re: keeping youth from the summer in the system. Can you speak to what happened this year with that process and what we plan to improve next year?

DYEE Response:



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

During our working group conversations with OHR and DoIT, DYEE discussed the benefit of keeping youth active in the system from season-to-season. Due to annual federal guidelines related to the I-9 and City of Boston residency verification, youth employees must present hiring documents annually - as they are temporary seasonal part-time roles.

We have requested to allow SuccessLink Youth who are an active hire during the summer months to remain active from the summer-to-school year season, which will require youth to submit new hire paperwork during the summer only.

This ultimately will be a DoIT and OHR decision.

Councilor Liz Breadon asked:

- Does HR have the capabilities and resources it needs to handle the increase in youth jobs participants and the annual surge into the onboarding process? What can we do to increase this capacity?

DYEE Response:

DYEE would agree that OHR does have the capabilities and resources to support DYEE with the increased volume of youth hiring during the summer months. OHR would be best to explain where limitations exist.

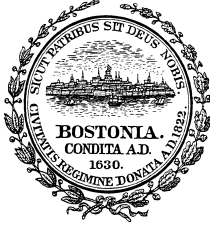
- Can you provide a breakdown of what types of jobs are available to youth, and where in the City (geographically) the jobs are located?

DYEE Response:

[Please see full breakdown of 2021 SuccessLink Partners and Job Opportunities](#)

- Which City departments will be providing youth jobs, and how many each?

DYEE Response:



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

[Please see full breakdown of 2021 SuccessLink Partners and Job Opportunities](#)

Councilor Ed Flynn asked:

- Which organizations does YEE partner with?

DYEE Response:

[Please see full breakdown of 2021 SuccessLink Partners and Job Opportunities](#)

- How can other organizations get involved to partner with YEE?

DYEE Response:

DYEE currently has a [Partner Inquiry form](#) on our webpage, which prospective partners can submit to inquire about partnership with our office.

Organizations can also email our Engagement & Outreach (youthline@boston.gov) team to get involved with our office as well.

- How does YEE engage with at risk youth and other hard to reach youth? What does YEE do specifically to engage youth who live in BHA housing in these opportunities?

DYEE Response:

DYEE Opportunities for Proven Risk Youth

DYEE has allocated general fund dollars to provide at risk or gang involved young people with employment opportunities.

DYEE also receives YouthWorks funding from the state Commonwealth Corporation to provide job opportunities to proven at- risk youth.

Goal: Provide 250-300 low-income teens and young adults, 14 to 21 years of age, with



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

their first employment experiences, work-readiness training, and the skills to find and keep an unsubsidized job.

Funding will be used to support some of the summer job opportunities for SOAR and other SuccessLink youth employees who self-identified with the following risk barriers:

- Court-Involved Youth
- DYS Committed
- Current Foster Youth
- Former Foster Care Youth
- Homeless or Runaway
- Not Enrolled in School

And also youth who were referred by the following agencies:

- BCYF Streetworker
- Child Requiring Assistance
- Department of Children and Families
- Department of Transitional Assistance
- Probation Officer/Juvenile Court

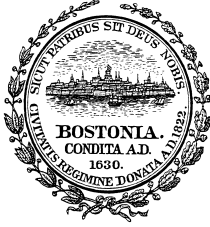
Councilor Julia Mejia asked:

- In addition to the 5000 youth jobs, how can we use this funding to create opportunities for year-round jobs for young people?

DYEE Response:

We partnered with 130 community based organizations to offer workforce development experiences to youth during the 2020-2021 school-year employment program.

- Hired 953 youth who participated in the 2020-2021 SuccessLink school-year employment program. This is a remarkable feat, and the



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

highest number of jobs the department has provided to youth during the school-year in over 5 years.

- How are we thinking creatively about all of our city contracts and finding ways to create employment opportunities for young people throughout them?

DYEE Response:

DYEE is not entirely clear what this question is asking in regard to city contracts and youth jobs.

Councilor Ricardo Arroyo asked:

- What does the Youth Lead the Change program look like in terms of process? Who participates in the program and how is outreach conducted?

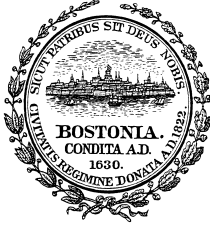
DYEE Response:

The YLC Program process is based on a two year implementation cycle.

In Year One, the first half of the year is broken down into civics education and idea collections. Young people have the opportunity to learn about Participatory Budgeting, and then participate in the process through generating capital project ideas that they think will best serve the young people in their communities.

Then after the ideas are generated, there is a feasibility analysis and five proposals are generated out of all of those ideas. City Departments play an integral role in the feasibility assessment of the proposals. DYEE requires approval from whichever city department is associated with the proposal topic, before deciding to place the proposal on the ballot. Because all YLC projects require implementation in partnership with other city departments, if a proposal is deemed non-feasible by a city department, young people must be informed to consider the development of a new proposal idea.

Those five ideas are put on the Ballot, and then our team proceeds to go out into the



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

communities and engage young people in voting for which three ideas they like the best. We partner with organizations to host voting booths, as well as host them in high traffic areas for young people like train stations, parks, etc.

Our goal throughout the whole process, from idea collection to vote fest, is to engage partners and young people from all the communities in Boston. We strive to increase access to voting by implementing virtual opportunities and online forms that young people can use to engage in the process.

Year 2 of the YLC cycle is an implementation year, where the Mayor's Youth Council's YLC Committee works with the Engagement and Outreach team and City Departments to help ensure the winning projects continue to move forward throughout the year.

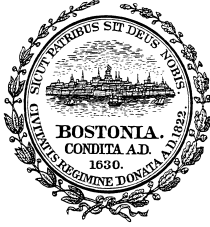
- In the request for information from the Council, YEE announced that DYEE will be moving forward with grant funds for summer 2021 and that YEE will serve a grant stewardship role: How will YEE ensure that funding is stable and consistent? How will YEE ensure that this aspect of SuccessLink is not overly dependent on external fund availability?

DYEE Response:

DYEE is mostly level funded fiscal year - to - fiscal year. So we expect dollars for youth wages to be available as part of our annual budget every year. Over 90% of our budget is directed toward youth jobs.

To ensure funding is stable and consistent - through the new grant funding role for DYEE, we will focus on grant stewardship, where we would ensure compliance and adherence to our MOA and policies and procedures of funds that are being administered.

Additionally, outside of CommCorp YouthWorks funding that specifically supports at risk youth, DYEE funding is all city dollars. We are not dependent on other external funds to run SuccessLink.



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

- How does YEE conduct outreach to youth and other participants in the summer employment and school-year employment programs?

DYEE Response:

DYEE conducts outreach through various mechanisms:

- **Newsletters:** weekly newsletter to partners, parents and youth highlight SuccessLink programs and other youth related activities, services, and initiatives.
- **Everbridge Text Notifications:** text and email communication to youth and parents
- **Public Relations:** fliers, social media, press releases
- **Outreach and Engagement:** schools, community organizations, local parks, MBTA stations, etc
- **Parent & Youth Information Sessions**

- Does YEE track demographic information on participants in the Youth Lead the Change program and employment programs? If so, can YEE provide these figures?

DYEE Response:

DYEE does not currently track demographic information on YLC participants, but will be looking to collect race, ethnicity, neighborhood and gender information for the process this coming year.

DYEE does track demographics for the SuccessLink Employment Program. Below are the figures for summer 2020:



Boston City Council Committee on Ways and Means

*Dockets #0524-0536 FY22 Budget
Youth Engagement and Employment
Working Session: Tuesday, May 4, 2021, 2:00 p.m.
Hearing: Thursday, May 13, 2021, 4:00 p.m.*

Gender	Percentage
Female	54%
Male	45%
Opt Out	1%
Grand Total	100%
Race	Percentage
American Indian or Alaska Native (Not Hispanic or Latino)	0%
Asian (Not Hispanic or Latino)	11%
Black or African American (Not Hispanic or Latino)	42%
Hispanic or Latino	22%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0%
Opt Out	2%
Two or More Races (Not Hispanic or Latino)	4%
White (Not Hispanic or Latino)	18%
Grand Total	100.00%
School Type	Percentage
Boston Public School	62%
Catholic	5%
Charter School	16%
Home-school	0%
METCO	6%
No Response	0%
Other	4%
Private	7%
Grand Total	100%



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

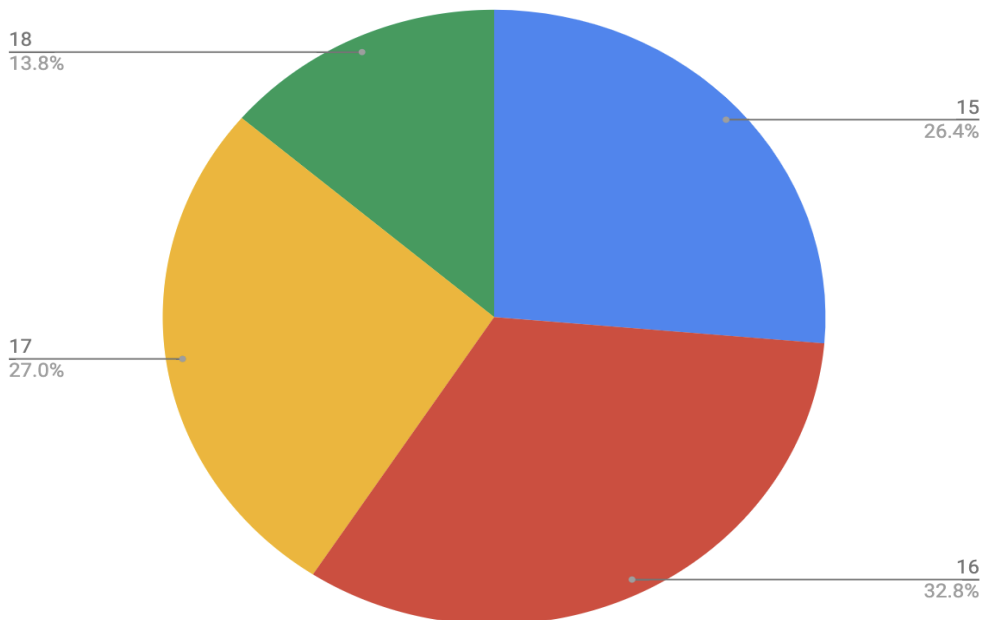
Hearing: Thursday, May 13, 2021, 4:00 p.m.

Councilor Lydia Edwards asked:

- What are the demographics of youth that are being placed into these jobs?
 - Where do they live?
 - How old are they?

DYEE Response:

2020 SuccessLink Youth Hires by Age





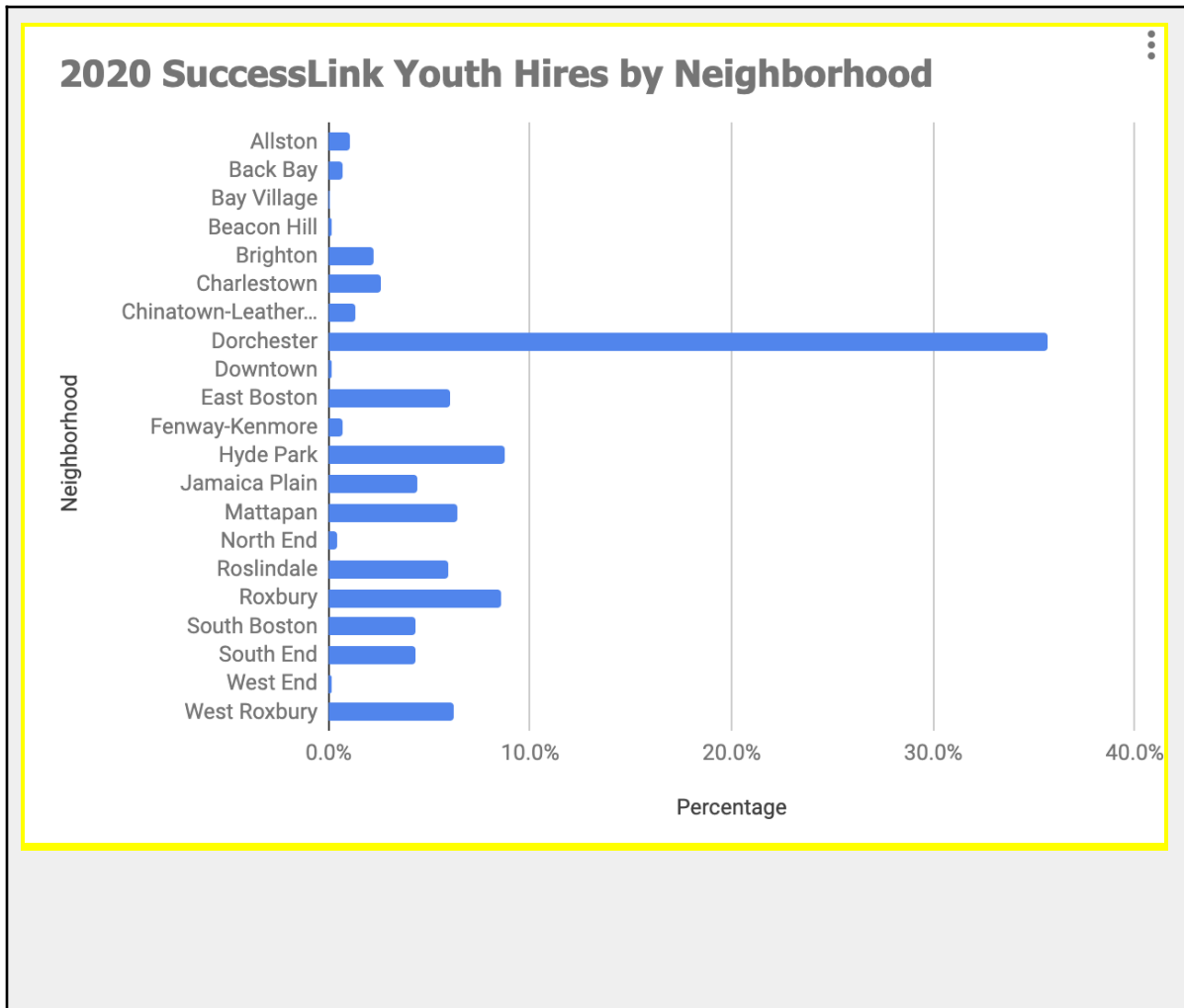
Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

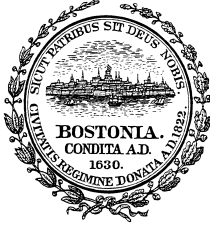


- How is YEE partnering with local organizations like MIRA and MOIA and SOAR to create a job pipeline for hard-to-reach individuals and immigrant youth?

DYEE Response:

DYEE currently partners with both SOAR and MOIA.

SOAR hosts SuccessLink Youth every summer and school year. In the spring of 2020, DYEE had an exploratory conversation with the Office of Public Safety and SOAR,



Boston City Council Committee on Ways and Means

Dockets #0524-0536 FY22 Budget

Youth Engagement and Employment

Working Session: Tuesday, May 4, 2021, 2:00 p.m.

Hearing: Thursday, May 13, 2021, 4:00 p.m.

about creating career pathways for proven risk youth. There were a total of 15 youth hired through this pilot who in summer 2020 were provided 25 hours a week of work based learning opportunities and development training. In the summer of 2021, we expect to continue refining this initiative in collaboration with SOAR.

In the summer of 2020, we worked with MOIA to pilot a Dreamers Initiative to partner with immigrant serving community based organizations to provide 50 youth with professional development opportunities. Because the pilot was a great success, we were able to serve 100 immigrant youth during the school year, and we expect to serve 200 immigrant youth this summer.