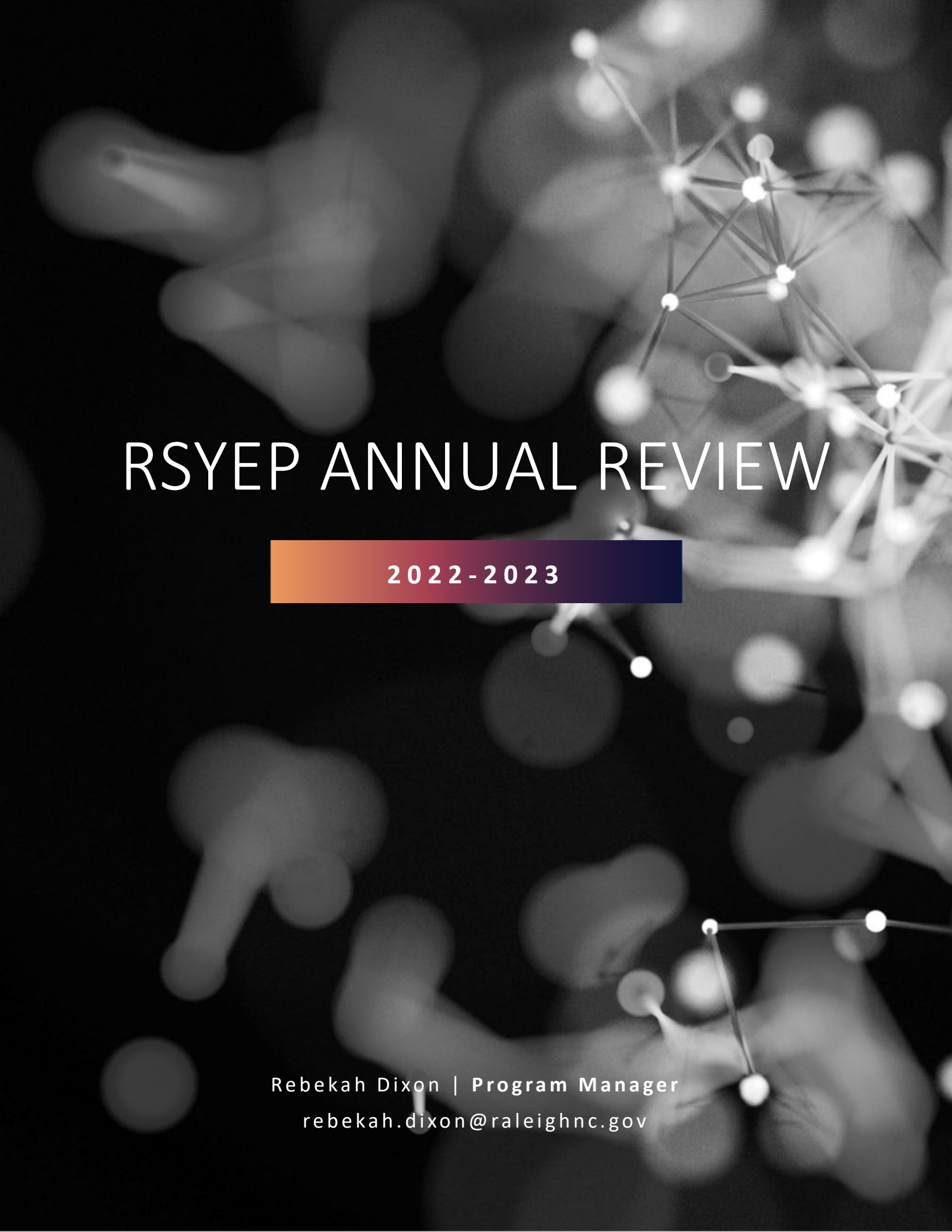




RSYEP ANNUAL REVIEW

2022-2023

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SUMMARY

The Raleigh Summer Youth Employment Program helps teens between the ages of 15 and 18 develop skills to prepare for future employment by spending the summer working for the City of Raleigh.

This annual review will highlight program activity from Summer 2022 and forecast for Summer 2023.



- Application counts down from 2021 (214) and final hiring numbers down from 2021 (117).
- Of the 50 declined job offers, 31 declined due to **better-paying job opportunities**. Other reasons included summer vacations, summer school, and health & family issues.

2022 PROGRAM LOGISTICS

QUICK PROGRAM STATS

1. *A-Game Completion: 68 Passed*
2. *Employment:*
 - a. **203 applicants and offered 164 positions. Our final hiring number was 114.**
 - b. **Application and interview were a combo effort. Interviews were conducted in a pre-recorded method using the software Sparkhire. Applicants applied via NeoGov.**
 - c. **Had 5 Youth Employment Career Coaches**
 - 1 Former RSYEP & Current College Junior
 - 1 WCPSS Career Development Coordinator
 - 1 WCPSS HS Counselor
 - 1 WCPSS Teacher
 - 1 Wake Tech Community College Advisor
3. *RSYEP Summer 2022 Partnerships:*
 - a. **NC State McKimmon Center**
 - b. **Wake County Public Schools (WCPSS)**
 - c. **Radius Learning (Bank of America, UNC Health, & NASCAR)**
 - d. **Step It Up Ministry**
 - e. **Ratliff Business Consulting**
 - f. **Wake County Bar Association**
 - g. **Raleigh Police Department**
 - h. **College Foundation (Sarita Broadway)**
 - i. **America Saves for Young Workers**



2022 PROGRAM DETAILS



- Increase in PRCR hiring from 2021 (5)

JUNIOR COUNSELORS

- 21 Community Center Sites
- Offered 32 of 50 Junior Counselor positions
- 27 accepted positions
- PRCR Hired 9 RSYE post-RSYEP season

VIRTUAL (RADIUS LEARNING)

1. In partnership with top employers, Radius develops Virtual Work-Based Learning to prepare participants for the future of work. This year, Radius facilitated the second virtual RSYEP summer program to connect students with resume-ready work experience that prepares them to help them transition from high school into careers.
2. 3 Employer Pathways
 1. **Business & Finance (Bank of America)**
 - 29 Participants
 - ***Student Testimonials:***

"This pathway helped me think about managing my money more efficiently. I've learned to always invest! Doesn't matter if you have five dollars in your hand, save, save, saveee!"

"This has made me think and do more than I have done in the past, which isn't a bad thing, but it also helped me learn what I lacked and what I'm already good at. Top takeaway: How to be able to take information from a certain source and then professionally set it up in a slideshow and present it like you would in a job. I'm grateful for teaching me what I lack and also being able to help me further improve on what I am good at."

"I learned a ton about the banks and what they do. I learned that they do more than just giving loans and helping people make different accounts. I learned that there are so many different jobs within banks that don't always have to do with any math or calculating. My top takeaway was the amount of different jobs you can have at the bank, and also that the entry-level jobs there have very good pay. I'm grateful that I got to learn about the business pathway without having to take a class on it in school, and now I know what this pathway is all about."

"This pathway has impacted me in a positive way. This pathway has enhanced my communication, innovation, and problem solving skills. I learned that I can do anything once I take my work step by step and do my best, I can achieve and overcome any challenging work and be proud of the outcome. I am grateful for this program because I have been able to grow and learn a lot in the little time that I have been here."

2. Healthcare (UNC Health)

- 30 Participants

- ***Student Testimonials:***

"This pathway opened my mind to other things like careers and also a lot life skills. I am grateful for all of the things I have learned. Also all of the helped I have received from RSYEP."

"It has helped me to dive deeper into more healthcare positions. The opportunity to have been exposed to potential job positions. It was well organized and engaging!"

"It made me learn that I have to be more creative and persevere through work. Finally, it helped me understand the problems people are facing with health. My top takeaway was putting all of the stuff that I have been working on into one final presentation. I'm grateful that I got to learn more about health and the problems there facing. I'm also grateful for having to make a solution to one of these problems."

"This pathway has given me new skills and more ideas on what to do with my career. My top takeaway from the pathway was the industry sessions. I was able to learn about new jobs. I am proud that I was able to complete the pathway and learn more about healthcare."

3. Sports & Entertainment Marketing (NASCAR)

- 28 Participants

- ***Student Testimonials:***

"I have become a better researcher and how to put things together to make something better and presentable. I enjoyed the live sessions because it was regarding life lessons. I'm grateful for the opportunity to try something new and excel in it."

"That I really enjoy marketing and shaping a brand. I am grateful that I put effort into it so that i could get the most out of the pathway"

"It has opened my eyes on the real world of working. I am grateful I got the opportunity to be in this program in the first place and i am grateful for the experience."

"It has shown me that I need to come out of my comfort zone to communicate with my peers and co-workers. Gathering data and giving feedback to peers and co-workers from their work and research in marching. I need to learn to communicate with the

others around me more. I am grateful for participating in this program and creating an outlook to express my past work and future job offers and learning the ways around marketing strategies within a few weeks!"

3. During the last week of program, all participants had to pitch their app ideas to various City of Raleigh staff, business and community leaders who rated their presentations. Youth were given real time feedback.
4. Awards was given to participants based on the following: Innovation, Design Quality, Pitch Narrative, Impact, and Grammar & Punctuation.
5. Every Wednesday, participants had "Industry Wednesdays" where they were exposed to different careers within each organization. They were able to ask questions and receive contact information.

LIFESKILLS/PROFESSIONAL DEVELOPMENT

RSYEP strived to provided relevant professional development that youth could use as they grow personally and professionally.

- Resume Development
- LinkedIn Development (Coaches assisted participants with creating pages)
- Resume Editing (Youth had one on ones with coaches to create, edit, and develop)
- Interview Etiquette
- How to Ask and Use References for Jobs and Scholarships
- Better Money Habits (Financial Literacy)
- College Application & College Essay Writing
- Gap Year (For Juniors & Seniors)

PROGRAM ADDITIONS FOR 2022

1. ***Self-Care Mondays with Step It Up Ministry:*** Each week, participants discussed aspects of how to insert self-care into their day-to-day routine. Each session included activities to demonstrate HOW to incorporate them.
Mental health issues amongst teens are at an incredible high. It is imperative to bring awareness to their difficulties and provide youth with practical tools that will hopefully help to avoid tragic outcomes.

References:

<https://www.nea.org/advocating-for-change/new-from-nea/mental-health-schools-kids-are-not-all-right>

<https://www.wqu.edu/heyteach/article/importance-mental-health-awareness-schools1810.html>

2. **You Matter:** In partnership with Darkness Rising, RSYEP participants were able to enjoy dinner with the cast members of the musical “Sister Act 2” and hear stories of navigating personal journeys and reaching goals while battling mental health issues.
3. **Wake County Public Schools Internship Credit:** Each WCPSS student submits their internship packet to the Youth Employment Program Manager. Upon completion and return to the corresponding counselor (varies by school), participants earn an internship credit for WCPSS.
4. **Wake County Public Schools Micro Credential:** Program Director worked alongside the School-to-Career Specialist and Career Development Specialist of WCPSS to identify participants attending WCPSS that could earn micro credentials without a cost to the RSYEP program. WCPSS was generous to cover the cost for participants that did not attend a WCPSS school. Youth earned micro credentials on Virtual Work Etiquette and Soft Skills.
5. **Know Your Rights:** Raleigh Police Department (5 officers) participated in a virtual open forum with participants. Participants were able to openly ask questions of RPD and hear their answers.
6. **College Application Week Assistance:** Participants (seniors) and their families were offered a one-on-one opportunity to work with the Program Manager and Coaches on applying to colleges during Free Application Week.
7. **Financial Aid Luncheon:** Participants and their families came to a luncheon with the Program Manager and Coaches to work through completing the FAFSA process.
8. **Professional Headshots:** Since LinkedIn was a summer workshop, the RSYEP provided participants the opportunity to have professional headshots taken.
9. **Brunch with a Lawyer:** In partnership with the Wake County Bar Association, participants were able to sit with lawyers in various branches of law to discuss career aspirations and learn more about the education requirements and processes of becoming a lawyer.
10. **Family Reunion Finale:** In lieu of a traditional final program, the program ended with a family reunion style cookout celebration at Biltmore Hills Park.
11. **RSYEP Advisory Group:** This year, we started our inaugural advisory group, consisting of two (2) Career Coaches and past-year participants. The advisory group will meet November-April to evaluate the current program and help with identifying program additions that will be of interest to future participants.



2022 PROGRAM CHALLENGES

1. Noncompetitive Pay Rates

- Outside businesses/organizations starting pay for teens is currently at a rate of \$15 per hour and up.
- RSYEP positions were advertised at \$8.50 per hour until March 28, 2022. Pay increase was not communicated until the end of the 2022 application season.

2. Transportation Needs

- Gas prices inflated during Summer 2022
- Many youths and their families have limited access to transportation making virtual opportunities more attractive.

3. Meaningful Work Opportunities

- Youths are wanting work experiences linked to career exploration and college options.
- *Youths don't know what they don't know.* It is key to expose youth to various options post-high school.

Reference:

<https://www.washingtonpost.com/business/2022/07/22/millennials-genz-teen-jobs/>

4. Vaccination Policy

- With the existing vaccination policy requirements, potential participants did not want to apply.

5. Quiet Quitting

- Younger generations are focused on their well-being and will leave a situation if it sounds or feels overwhelming
- Teens want meaningful experiences and will leave if not fulfilled

Reference:

<https://www.parents.com/parenting/work/life-balance/quiet-quitting-is-the-trend-parents-need-to-know/>



SUMMER 2023 FORECAST

Timeline for 2023 Planning:

- *Communication/Marketing Plan* **established with Stephanie 01/09**
- *Proposed Program Dates:*
 - All: June 20-August 4, 2023
- *Interviews/Applications:* February 15-March 29, 2023
 - SparkHire (Online Interviews): February 15-March 29, 2023
 - In-Person Interviews (2 Opportunities)
 - Location: Chavis or Abbotts Creek/MEX/Marsh Creek
 - Time: 1 Saturday and 1 Evening
- *Notifying Candidates/Offer Letters:* April 17-24, 2023
- *Orientation (in-person):* May 20, 2023 (McKimmon Center)
- *Drug Testing:* TBD
 - Separate date?
 - During in-person orientation?
- *Coaches Training:* June 12- 15, 2023
- *Virtual Onboarding:* June 13-17, 2023
- *In-person Training PRCR:*
 - Camp College Date: TBD
- *40th Anniversary Block Party Finale:* August 4th, 2023
 - Food: Q's Kitchen and Catering
 - Gamer Truck: Gaming Unplugged
 - Live DJ: Rheuben Hebert
 - 360 Photo Booth: Nina Barrett
 - Location Options: Biltmore Hills/Chavis Heights/ Raleigh Pathway Center
- *Participant Work Schedule:*
 - Virtual→Monday-Thursday, 9:30am-2:30pm
 - In Person→ varies on site
- *Career Coach Schedule:*
 - Virtual: Monday-Thursday, 9:30 am-4:00 pm; Friday: 10:00 am-2 pm
 - In Person: Monday-Thursday, 9:30 am-5:30 pm; Friday: 10 am-3:30 pm
 - Staff Meetings on Fridays

RSYEP is striving to remain relevant in what is currently occurring in the youth workforce and school systems.

The article “*High School Students Need Work-Based Experiences*” heavily emphasizes the following points:

1. Highlights working in teams
2. Well-structured work-based programs will lead students to more success in college and/or a career.

3. We must ensure that young people from every community have equitable access to choose-filled and productive lives. To do that will require nothing less than redesigning the traditional education, summer job and youth workforce fields.

References:

<https://www.birminghamtimes.com/2021/05/high-school-students-need-work-based-experience-heres-why/>

<https://myworkforceconnection.org/wp-content/uploads/2019/08/WBLOpportunities.pdf>

It is necessary that in school and out of school learning environments providers/programmers are creating spaces that holistically where youth feel emotionally and mentally safe to be their authentic selves. Holistically includes not only learning skills, but addressing emotional, mental, and academic needs.

Reference:

<https://edtrust.org/issue/ensuring-whole-child-well-being-through-social-emotional-academic-development/>

Scope of Work Overview Summer 2023

1. Radius Learning (3 Pathways)-\$73,500 ***contract approval needed***
2. *District C- 24 students = \$30,000 ***contract approval needed***
 - Contingent on budget and if District C has space to add a program
3. More In-Person Job Opportunities (varied across Public & Private Sectors)
 - Host Employers will complete the request form
4. Mental Health Theme for Summer 2023: How to Handle Stress & Anxiety (Step It Up Ministry)
5. Career Fridays: Each career track will have a Friday to have an In-person experience
6. Youth select career tracks on application (Marketing, Business & Finance, Healthcare, Law, Education, entrepreneurship, Parks & Recreation)
7. Professional Development Workshops (Varied)
8. Better Money Habits (Financial Literacy)
9. Change program start age to 14 (specific job opportunities)
10. Utilizing Empower App-\$6000
 - Customized for the Raleigh Summer Youth Employment Program
 - Incorporates America Saves pledge and holds youth accountable on pledge
 - Youth can complete timesheet within app
 - Allows for one stop communication via text with all participants
 - Allows one space for all program documents and videos
 - All documents and videos are uploaded in one place within app