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Analysis of Worcester's Youth Employment Sector

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Analysis of Worcester's Youth Employment Sector

Abstract

Overall, the employment rate for Worcester youth has improved since 2000; yet mirroring the nation, Worcester continues to have a smaller share of youth 16-24 employed. This situation is intensified for youth of color and young people facing barriers such as homelessness, exiting foster care, juvenile justice involvement, and limited English proficiency. Mass, Inc. estimates that in Worcester there are 3400 disconnected youth—756 are between 16-19 and 2644 are between 20-24. From the youth employment program inventory, we learned that the city's programs offer many opportunities for "first job" experiences; has some exemplary programs that integrate youth development and workforce development; and is rich in non-profit and government partners to support youth employment. Through the Job1 initiative, the city is attempting to leverage the WIOA framework to increase the region's collaborative efforts for youth employment and readiness, especially as it relates to private sector engagement. We also learned that there are some significant gaps in the youth employment sector. For example, private sector involvement is limited; pathways to an appropriate postsecondary education track is not clear after youth complete their "first job" experience; there are limited training, credentialing, and apprenticeship opportunities for disconnected youth that lead to living wage career options; systems to monitor and evaluate local labor market trends, programmatic efforts and youth's individual progress are largely missing; questions were raised about whether youth see summer employment as 'real jobs' and whether they are authentic work experiences; and while the city is rich in partners, there are some key actors who are not currently at the Worcester Youth Jobs Task Force table (e.g. several WIOA funded partners, Quinsigamond Community College, and private sector actors). Taken together, this analysis on the local youth workforce, labor market, and current programs offer a robust foundation on which to build new strategies to increase the employment prospects of our city's 1 With support from Clark University's Mosakowski Institute.

Keywords

Clark University, Mosakowski Institute, Youth Employment, Worcester, MA

Disciplines

Community-Based Learning | Community-Based Research | Community Psychology | Criminology | Demography, Population, and Ecology | Domestic and Intimate Partner Violence | Education Policy | Family, Life Course, and Society | Health Policy | Health Psychology | Place and Environment | Public Affairs | Social Policy | Social Statistics | Social Welfare | Social Work | Sociology of Culture | Urban Studies

Comments

An

Analysis of Worcester's Youth Employment Sector:

Ron Barron, MA, Ramon Borges-Mendez, PhD,
Laurie Ross, PhD, Alex Rothfelder - Clark University
Completed for the Worcester Jobs Fund¹
3/29/17



Report Overview

This report...

- Reviews the national context for youth employment
- Provides a rationale for a differentiated approach to youth workforce development based on best practice literature
- Describes Worcester's youth population and the local youth labor market
- Presents findings from an inventory of Worcester youth employment programs
- Based on an analysis of the data, offers recommendations on ways to develop a comprehensive, differentiated youth employment system for young people ages 14-24

Report Summary

Overall, the employment rate for Worcester youth has improved since 2000; yet mirroring the nation, Worcester continues to have a smaller share of youth 16-24 employed. This situation is intensified for youth of color and young people facing barriers such as homelessness, exiting foster care, juvenile justice involvement, and limited English proficiency. Mass, Inc. estimates that in Worcester there are 3400 disconnected youth—756 are between 16-19 and 2644 are between 20-24.

From the youth employment program inventory, we learned that the city's programs offer many opportunities for "first job" experiences; has some exemplary programs that integrate youth development and workforce development; and is rich in non-profit and government partners to support youth employment. Through the Job1 initiative, the city is attempting to leverage the WIOA framework to increase the region's collaborative efforts for youth employment and readiness, especially as it relates to private sector engagement.

We also learned that there are some significant gaps in the youth employment sector. For example, private sector involvement is limited; pathways to an appropriate postsecondary education track is not clear after youth complete their "first job" experience; there are limited training, credentialing, and apprenticeship opportunities for disconnected youth that lead to living wage career options; systems to monitor and evaluate local labor market trends, programmatic efforts and youth's individual progress are largely missing; questions were raised about whether youth see summer employment as 'real jobs' and whether they are authentic work experiences; and while the city is rich in partners, there are some key actors who are not currently at the Worcester Youth Jobs Task Force table (e.g. several WIOA funded partners, Quinsigamond Community College, and private sector actors).

Taken together, this analysis on the local youth workforce, labor market, and current programs offer a robust foundation on which to build new strategies to increase the employment prospects of our city's

¹ With support from Clark University's Mosakowski Institute.

young people and to increase the effectiveness and relevance of Worcester's youth employment programs and initiatives.

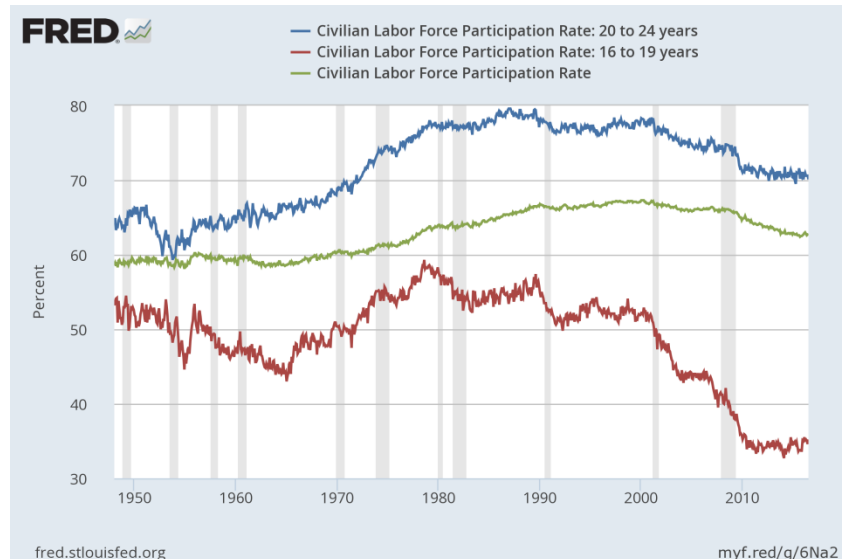
National Context

At the national level, the labor force participation rate for youth 20-24 years of age tends to be higher relative to the rate for youth 16-19 years of age. Since 1980, the labor force participation rate for people 16-19 years of age has been steadily declining. As of 2000, the declining trend became even steeper. By the 2010 recession, the labor force participation rate for youth 16-19 years reached its lowest point since 1950. Such historic decline can be attributed to the interaction of three forces:

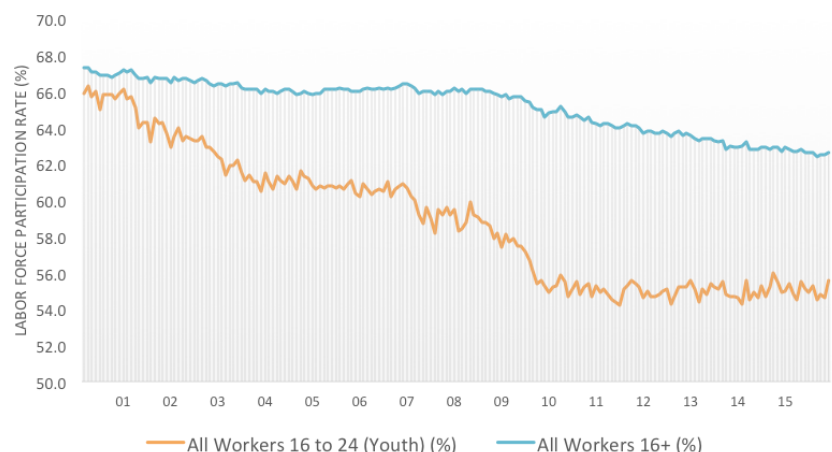
- increasing number of youth attending school or college;
- increasing number of youth who are not attending school or working; and
- the displacement effect caused by 20-24 year old youth and other workers taking jobs normally occupied by younger workers (especially during the recession).

Between 1980 and 2000, the labor force participation rate for youth 20-24 years old has been less volatile, but thereafter it also shows a declining trend. It is important to highlight that these labor market dynamics are not evenly distributed among youth. Youth of color tend to be hit harder by the oscillations in the labor market, especially during recessions, and they tend to experience a much harder time finding a job during periods of recuperation. (Note on Figure Above: The grey vertical bars indicate recessionary episodes.)

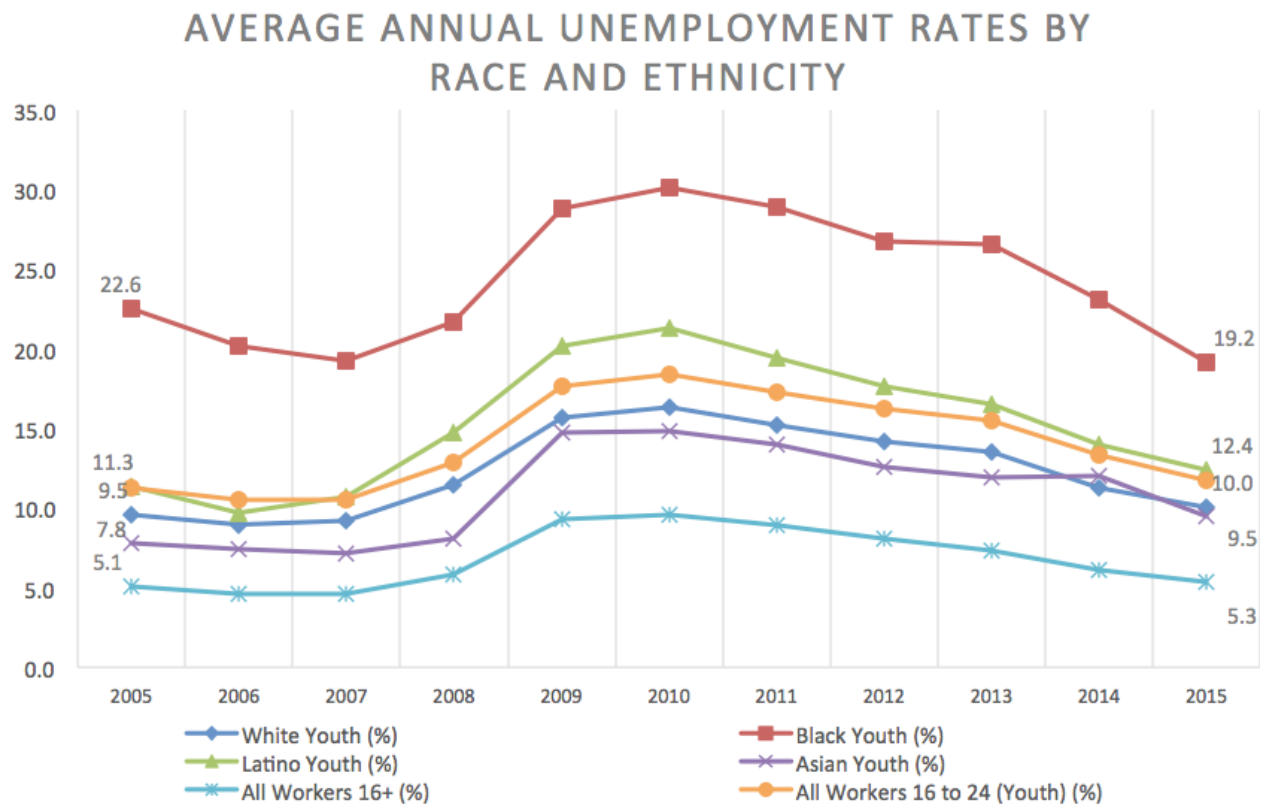
The 2000-10 decade was particularly hard for young workers. The labor force participation rate stopped declining and stabilized only after 2010, yet the rate settled at a much lower level relative to previous decades. Such volatility and secular decline was not as violent relative to the labor force participation rate for older workers.



LABOR FORCE PARTICIPATION RATE, 2000-2015



During the last decade, the national unemployment rates for Black and Latino youth have remained persistently high, relative to White youth and to all workers 16-24 years of age. The unemployment rate for Black youth peaked at almost 30% in 2010, which has gradually declined since, yet remaining at approximately 19% by 2015. Such trends seem to indicate that even during the period of recuperation Black youth are having a difficult time finding employment.



National Context: Where Do Young People Work?

At the national level: “In July 2016, the largest percentage of employed youth worked in the leisure and hospitality industry (25 percent), which includes food services. An additional 18 percent of employed youth worked in the retail trade industry, and 13 percent worked in education and health services.” [BLS, Economic News Release. CPS. 8/17/16.] Most youth workers are in nonagricultural industries, mainly in service jobs.

Table 3. Employed persons 16 to 24 years of age by industry, class of worker, race, and Hispanic or Latino ethnicity, July 2015-2016 [Numbers in thousands. Data are not seasonally adjusted.]

Industry and class of worker	Total		White		Black or African American		Asian		Hispanic or Latino ethnicity	
	July 2015	July 2016	July 2015	July 2016	July 2015	July 2016	July 2015	July 2016	July 2015	July 2016
Total employed	20,333	20,456	15,903	15,981	2,645	2,499	855	859	4,127	4,235
Agriculture and related industries	309	320	294	302	7	5	1	4	47	74
Nonagricultural industries	20,024	20,136	15,609	15,678	2,638	2,493	853	855	4,079	4,162
Private wage and salary workers ⁽¹⁾	18,223	18,359	14,169	14,314	2,418	2,245	791	774	3,790	3,893
Mining, quarrying, and oil and gas extraction	75	39	68	25	0	13	3	0	9	15
Construction	883	991	799	934	36	24	1	8	267	304
Manufacturing	1,385	1,408	1,133	1,092	162	172	46	71	322	261
Durable goods	882	792	726	653	104	75	33	41	173	136
Nondurable goods	504	616	406	439	58	97	14	30	149	124
Wholesale trade	277	252	228	209	24	20	12	4	94	58
Retail trade	4,005	3,756	2,902	2,871	680	500	206	173	785	781
Transportation and utilities	447	434	337	278	73	100	13	30	133	81
Information	288	278	221	237	30	20	30	20	52	59
Financial activities	725	762	571	581	93	78	39	57	180	145
Professional and business services	1,547	1,690	1,228	1,324	158	189	75	99	332	399
Education and health services	2,236	2,607	1,664	1,951	331	391	137	133	368	497
Leisure and hospitality	5,437	5,213	4,234	4,072	762	638	196	138	1,098	1,104
Other services	918	929	784	741	68	98	33	40	150	190
Government wage and salary workers	1,403	1,395	1,091	1,042	195	221	47	68	189	177
Federal	114	158	82	112	14	23	9	14	3	8
State	541	510	414	366	77	82	19	36	80	58
Local	748	728	595	563	103	116	18	18	106	111
Self-employed, unincorporated, and unpaid family workers	398	382	349	322	26	28	16	14	100	91

Footnotes

⁽¹⁾ Includes self-employed workers whose businesses are incorporated.

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Best Practices from Research: Differentiated Strategies to Prepare Youth for Employment

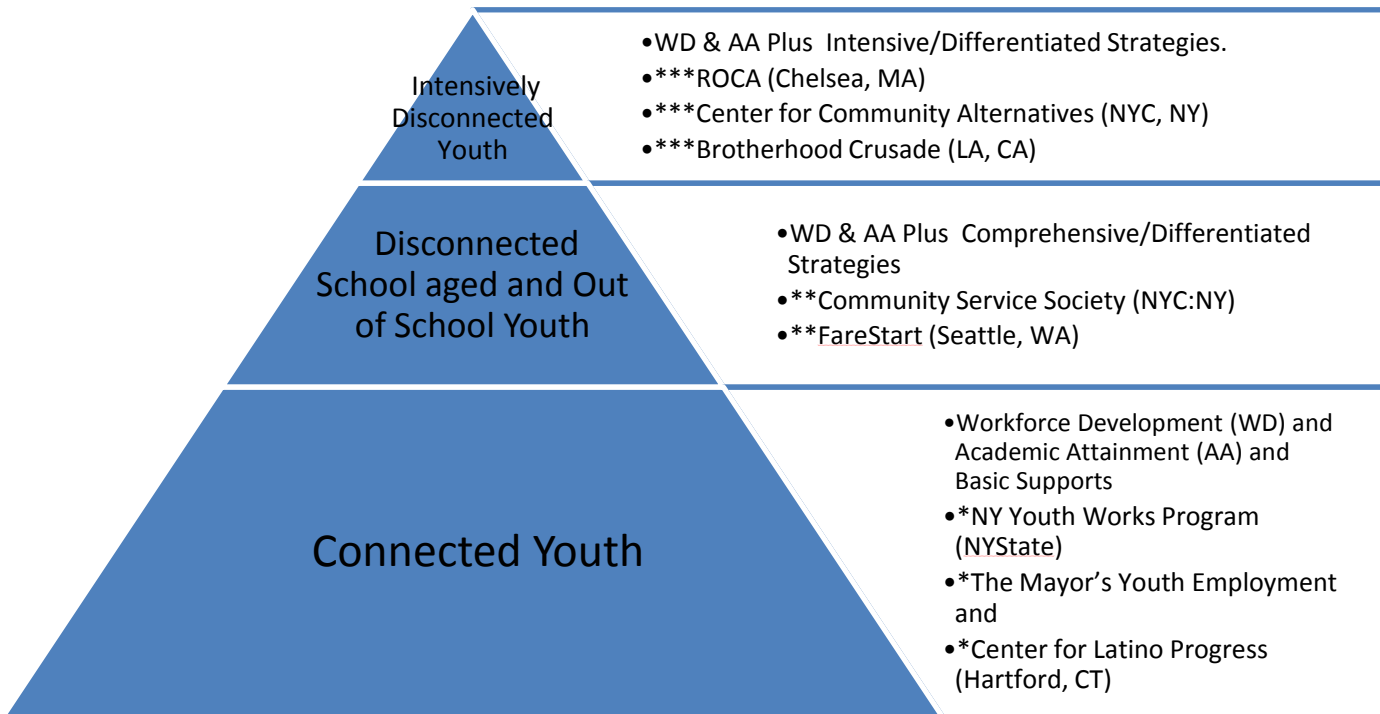
Youth workforce development programs can be roughly categorized into three types (see schematic below). First, at the base of the pyramid are broad spectrum programs that provide a minimum of individual support outside the structure of work development or vocational training. These programs include supports for: school readiness; basic literacy; graduating high school ready for career and college; completion of post-secondary education and training; labor market integration; and (at times) violence reduction and “second chance” programs. These programs focus on academic attainment and workforce connectedness. The summer YouthWorks and Connecting Activities are local examples of programs that support connected, younger youth.

A second set of programs focuses on needs of disconnected youth, and integrate more comprehensive strategies to facilitate behavior change, and provide social and youth development services, in addition to academic achievement, career exploration and vocational training. This second group of programs also distinguishes between school-age disconnected youth and older disconnected youth. Programs for disconnected youth are more difficult and expensive to manage because they must work across social support and policy systems that have rigid service pipelines, do little information sharing, and have diffuse lines of coordination and responsibility.

At the top of the pyramid there is a third group of programs that seek to address the needs of intensively disconnected youth. Among the intensively disconnected youth are those involved with the foster care system, justice system or who have criminal records, education and mental health disabilities, who are in extreme poverty and homeless, or who have dependent children who are also at-risk. For this group of disconnected youth, the first and second types of programs are not enough to turn their lives around from further disengagement.

While vocational training and workforce development programs are relatively prevalent throughout the country, there is lower prevalence of comprehensive youth programming that incorporates social service youth programs along with vocational training and employment access. Programs that incorporate youth development, relationship building, and behavior change aimed to support intensively disconnected youth are even less prevalent. Next to each segment we provide some “best-practice” examples of the three types of programs.

A Framework for Differentiated Strategies for Different Categories of Youth



For the disconnected and intensively disconnected youth, the question is how to connect them to promising occupations in steady sectors? To do so, it is important to take into consideration disparities and patterns of negative occupational selectivity by race/ethnicity, and gender. In addition, we need criteria for what are “promising occupations”. Four important features include:

- **Median earnings levels.** The Living Wage Calculator² developed by MIT suggests an annual salary of \$21,832 for 1 adult or \$50,544 for one adult and one dependent child is necessary.
- **Require only brief training** to get started on the job. Current education level would not be a barrier to employment
- Promising occupations should **offer opportunities for advancement**, provided some education training or experience (BLS Occupational Outlook can help to identify such fields).
- Occupations identified (and forecasted) by the BLS as having (or that will grow) “faster than average growth” or “much faster than average” from 2010-20; **occupations predicted to increase by at least 20% nationally.**

Healthcare, hospitality, and construction, may offer some of such conditions. Emerging fields in sustainable agriculture, food systems, and environmental mitigation are also promising.

² The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted.

Local Context

Between 2000 and 2012, the employment rate for youth 16-19 years of age in Worcester improved considerably. In 2000, Worcester ranked 23rd among the 100 largest metro areas and by 2012 the city ranked 9th (1 indicates the strongest performance). Likewise, the employment rate for youth 20-24 years of age in Worcester also improved, even though the city occupied a lower point in the overall distribution. In 2000, Worcester ranked 61st among the 100 largest metro areas and by 2012 the city ranked 56th.

Relative to the state figures, in 2010-15 Worcester had a smaller share of youth 16-19 years of age working full-time year round. In Massachusetts, almost 55% worked during the past 12 months while in Worcester the share was 46%. The same can be said for older youth 20-24 years of age. In Massachusetts, almost 82% worked during the past 12 months while in Worcester the share was 78.2%. As for the share of youth workers that did not work during the past 12 months, Worcester is also at a disadvantage. In Worcester, 54% of youth 16-19 years of age had not worked in the past 12 months, while in MA a little over 45% had not worked in the past 12 months. The same can be said for older youth 20-24 years of age. In Worcester, 21.8% of youth 20-24 years of age had not worked in the past 12 months, while in MA the figure was 18.3%. With this data it is difficult to establish if such relative differences in employment status, full-time-year round are attributed to relative differences in labor market opportunity or to school enrollment levels.

Worcester's Youth Unemployment rate

Source: ACS 2010-15 5-Year Estimates

Ages 16-19

28.4%

Ages 20-24

12.7%

Full-Time Year-Round Work Status in the Past 12 Months by for the Population 16-24 Years.

	Massachusetts (Estimate)	%	Worcester (Estimate)	%
Total:	5,427,407		147,274	
16 to 19 years:	383,193	(denomin)	13,292	(denomin)
Worked in the past 12 months:	210,282	54.9	6,120	46.0
Worked full-time, year-round	7,513	2.0	439	3.3
Worked less than full-time, year-round	202,769	52.9	5,681	42.7
Did not work in the past 12 months	172,911	45.1	7,172	54.0
20 to 24 years:	482,868	(denomin)	17,899	(denomin)
Worked in the past 12 months:	394,434	81.7	13,993	78.2
Worked full-time, year-round	114,544	23.7	4,172	23.3
Worked less than full-time, year-round	279,890	58.0	9,821	54.9
Did not work in the past 12 months	88,434	18.3	3,906	21.8

Source: ACS 2010-15 5-Year Estimates

Various measures of youth disconnection indicate that Worcester has a relatively low rate of youth disconnection. For example, in 2010-14, Worcester was among the metro areas with the top 10 lowest teen disconnection rates (youth 16-19 years of age).

Metropolitan areas with the highest and lowest rates of teen disconnection, 2012-2014

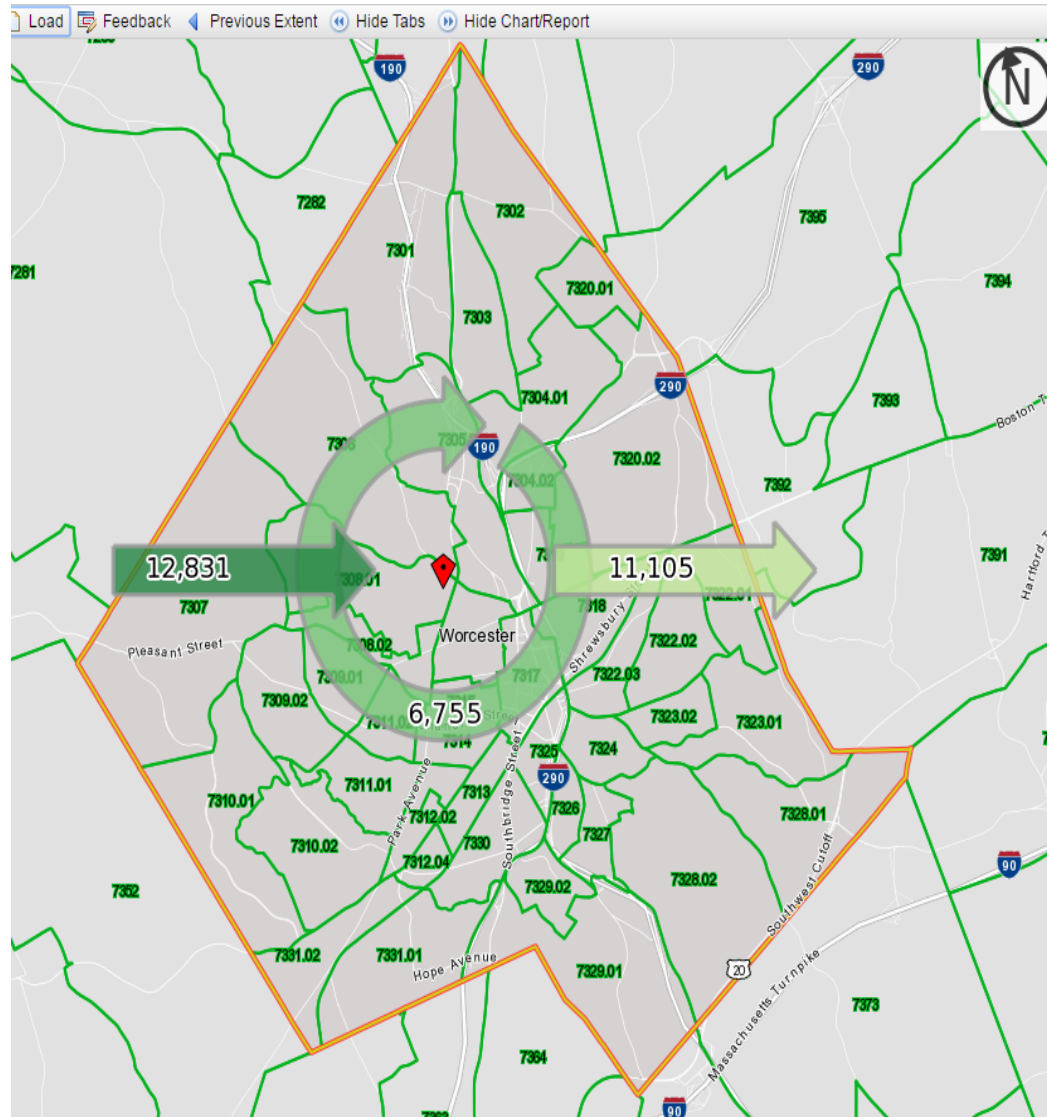
Metro area	Estimated number of disconnected 16-19 year olds	Share of all 16-19 year olds who are disconnected
1 Boston, MA	4,122	1.6%
2 Minneapolis, MN	3,536	2.0%
3 Provo, UT	835	2.1%
4 San Jose, CA	1,903	2.1%
5 Worcester, MA	1,222	2.3%
6 Hartford, CT	1,562	2.3%
7 Grand Rapids, MI	1,194	2.3%
8 Pittsburgh, PA	2,872	2.5%
9 Omaha, NE	1,357	2.6%
10 San Francisco, CA	5,272	2.6%

Metro area	Estimated number of disconnected 16-19 year olds	Share of all 16-19 year olds who are disconnected
91 Winston-Salem, NC	2,297	6.7%
92 Springfield, MA	2,373	6.9%
93 Chattanooga, TN-GA	1,820	6.9%
94 Fresno, CA	4,024	7.1%
95 Bakersfield, CA	3,824	7.1%
96 Augusta, GA	2,146	7.2%
97 Knoxville, TN	3,512	7.2%
98 Memphis, TN	5,367	7.7%
99 Jackson, MS	3,038	8.3%
100 McAllen, TX	4,791	8.7%
U.S. total	784,008	4.6%

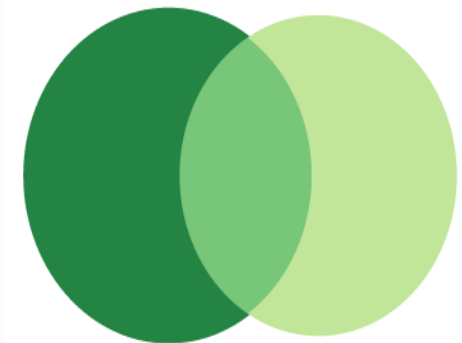
Source: Brookings analysis of 2012-2014 American Community Survey microdata

Finally, Mass. Inc., using 2010-2014 American Community Survey PUMS data, estimates that in Worcester there are 3400 disconnected youth—756 are between 16-19 and 2644 are between 20-24. Of these youth, 1,156 are not in school and not working and another 2,244 are not in school and working at a low wage job (under \$10/hour) (Note: CommCorps refers to these young people as Opportunity Youth) (Mass Inc. Gateway Cities Innovation Institute, n.d.).

Currently in Worcester, of a total of 19,586 employed workers 29 years of age and younger, about 65.5% are employed in Worcester but live outside the city, and 62.2% live in the city and work outside the city. About 35% of such workers, both live and work in the city.



Inflow/Outflow Job Counts in 2014
Workers Aged 29 or younger



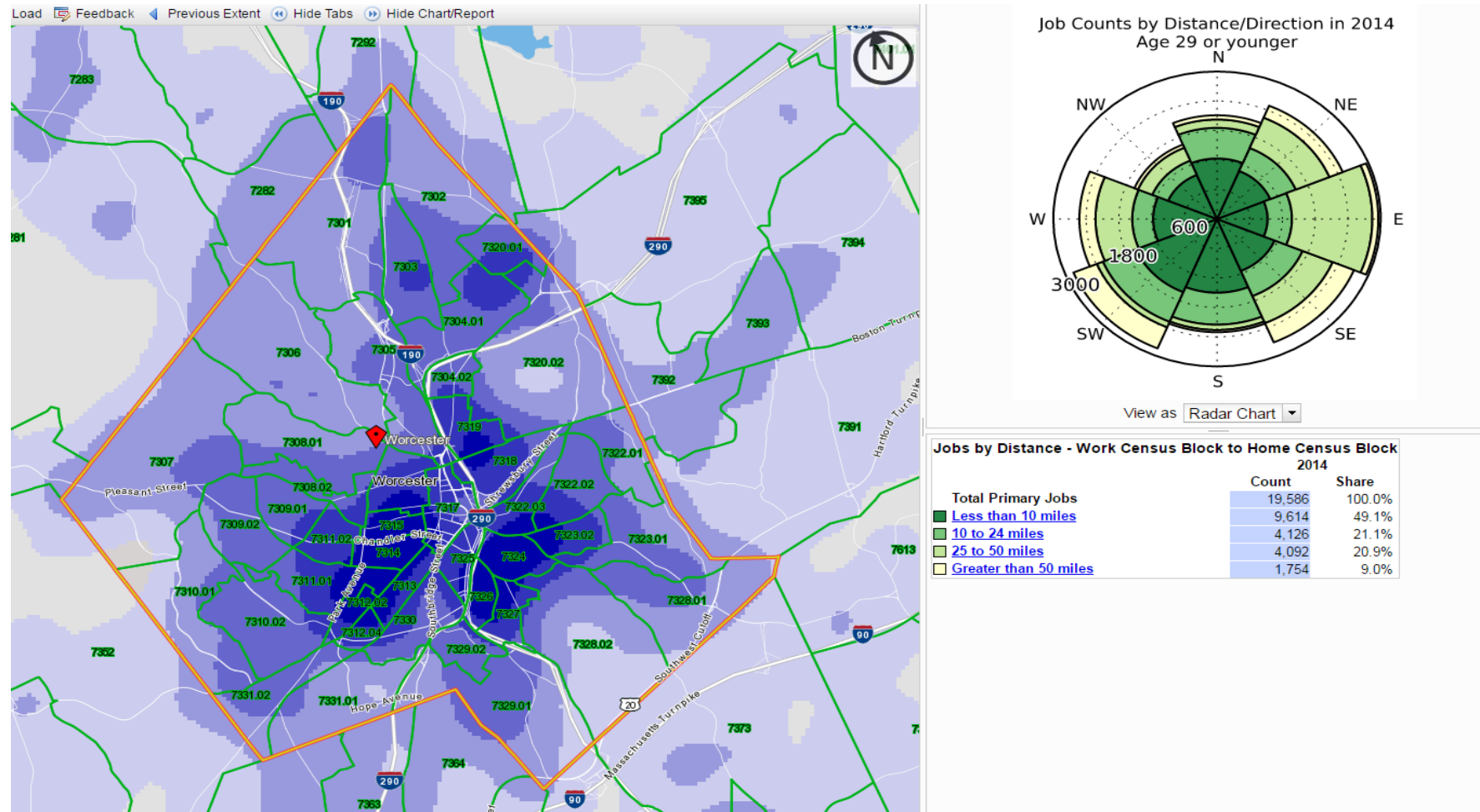
12,831 - Employed in Selection Area, Live Outside
11,105 - Live in Selection Area, Employed Outside
6,755 - Employed and Live in Selection Area

Inflow/Outflow Job Counts (Primary Jobs) - Workers Aged 29 or younger
2014

	Count	Share
Employed in the Selection Area	19,586	100.0%
Employed in the Selection Area but Living Outside	12,831	65.5%
Employed and Living in the Selection Area	6,755	34.5%
Living in the Selection Area	17,860	100.0%
Living in the Selection Area but Employed Outside	11,105	62.2%
Living and Employed in the Selection Area	6,755	37.8%

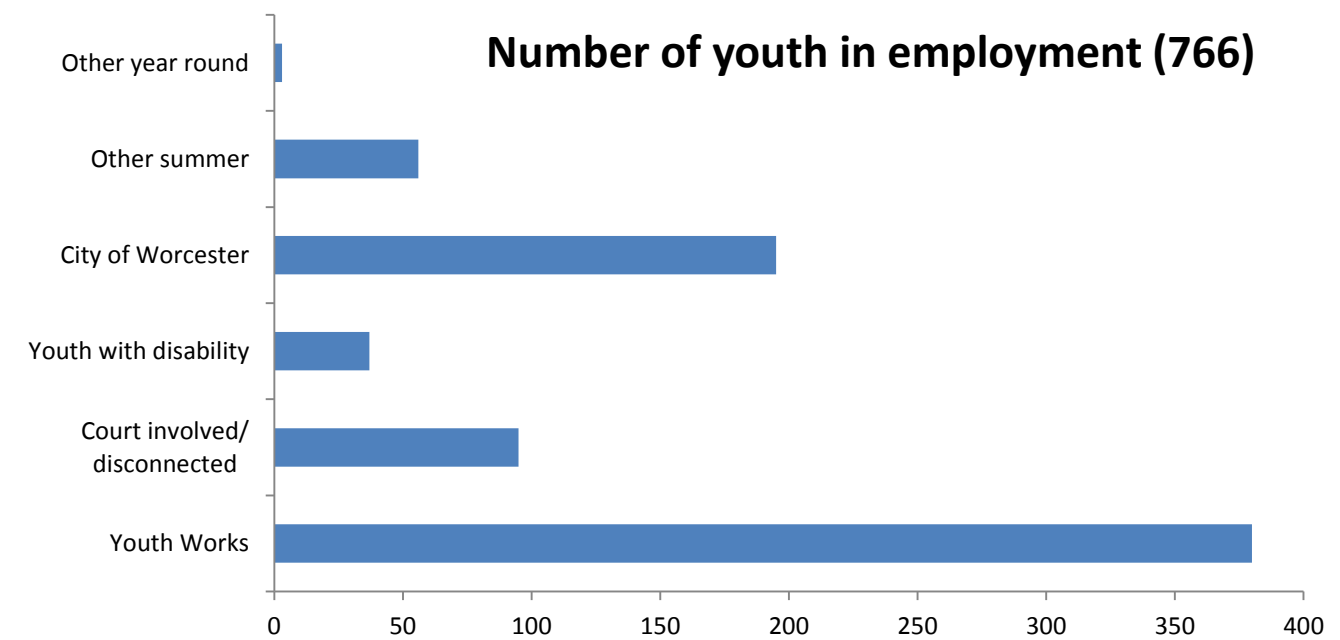
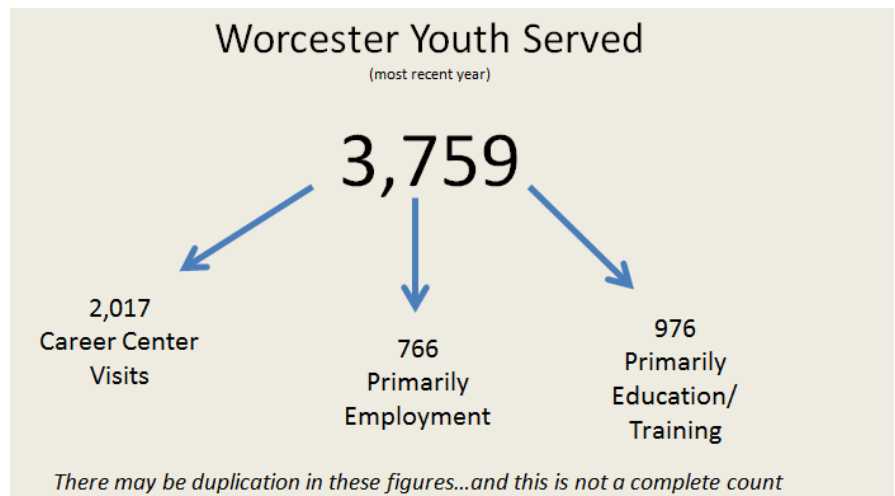
[Reset Highlighting](#)

Currently in Worcester, almost half (49.1%) of the workers 29 years of age or younger travel less than 10 miles between their home and work, and 21.1% travel between 10 and 24 miles. Further, the jobs occupied by these workers tend to be concentrated in the Southern Section of the city (Main South and South Worcester) and downtown (dark shades of blue). Anecdotal evidence would suggest that these are mostly service jobs. This has important policy implications in that it may call for a mix of both place-based and people-based workforce development strategies.



Inventory Findings³

In our inventorying of youth employment and training programs, we found that roughly 3,800 young people were involved in some sort of programming over the past year. For the 766 who were primarily in employment, the majority were involved in the summer and year round YouthWorks program. The city of Worcester was a significant employer of youth through Recreation Worcester, Park Stewards, and other programs—some of these positions are summer and year-round. Court involved youth participated in both summer and year round employment opportunities.



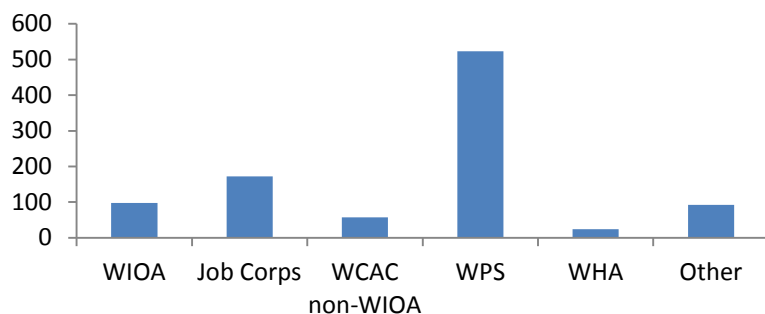
³ The inventory of youth employment programs involved 17 organizations and 27 programs. We encountered several challenges compiling this inventory: 1) an inability to obtain unduplicated counts of youth across programs; 2) gaps and inconsistencies in ways agencies track youth employment eligibility, activities, outcomes, and costs. The challenges we faced compiling the inventory speak to the need for a better defined tracking system for all programs in the youth employment sector. Learning from the local WIOA youth system may provide models for capturing detailed information about individual youth's progress. See page 14 for an overview of recommendations. See Appendix B for a snapshot of organizations and programs in the inventory. This inventory can be added to and modified as additional information is gathered.

The Worcester Public Schools does a great deal of job preparation through Connecting Activities among other programs. Some of the programs also come with paid internships, particularly through the summer Community College Connections program and their support of UMass Memorial's Building Brighter Futures with youth. Job Corps funded programs provide career specific training and some credentialing. WIOA funded programs include a comprehensive job preparation program within the City. Each enrolled participant is required to complete the pre-employment packet prior to exit which includes the following activities: choosing a job goal, job search skills, interview skills, online application completion, employee benefits/payroll deduction, typed resume, and participation in a minimum of 2 out of 5 enrichment workshops. Youth are also enrolled in Work Keys/Career Ready 101 training and also receive the following assessments: Career Interest Inventory, Developmental Aptitude Profile, Work Readiness Assessment and Labor Market Inventory Assessment. All youth in WIOA programs have the opportunity to participate in an un-paid or paid (depending on funding availability) work experience/internships. Approximately 95% of the youth enrolled in WIOA programs receive a credential prior to exit. Worcester's WIOA programs consistently attain the highest credential rate in the WIOA Commonwealth programs. (Note: this inventory does not capture Worcester Technical High School's co-op program).

What are we training youth to do?

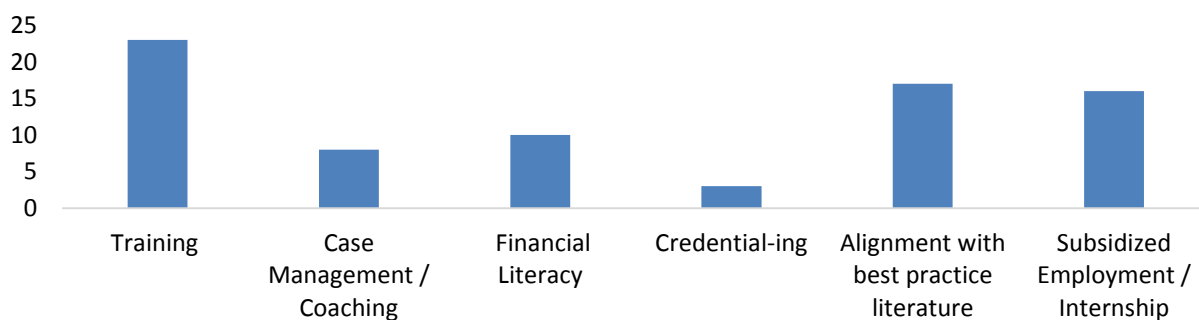
- ✓ Advanced Human Services
- ✓ Building construction technology
- ✓ Carpentry
- ✓ CNA certification
- ✓ Clinical medical assistant
- ✓ Culinary arts
- ✓ Customer Service
- ✓ Electrical
- ✓ Home Health Aid
- ✓ Hospitality
- ✓ Insurance
- ✓ Life Guard
- ✓ Plumbing
- ✓ Security and protective services
- ✓ Soft skills
- ✓ Weatherization

Number of youth in education/training (976)



Considering programs that focus primarily on employment and those that focus primarily on education and training, we see that there is a relatively strong youth employment infrastructure in Worcester that can be built upon to ensure that the city's young people are college and career ready. Most programs have some alignment with best practices literature and most involve training. A more limited number of programs integrate financial literacy and case management. Very few offer any form of credentialing.

Program Components



Unmet Need in Worcester

While the figures below are preliminary, even when the data are complete, we can see that there is tremendous unmet need for youth employment supports for vulnerable youth in Worcester. Homeless youth, youth with disabilities, teen parents, court-involved youth, youth with limited English, and youth in foster care face some of the most significant barriers to employment.

	2015 YouthWorks Barriers	Resource inventory Barriers (partial data)	Worcester estimates	Source for Worcester Estimates
Poor academics	88	15	2035	18-24 less than high school graduate(ACS, 2010-14 5-year estimates)
Single parent household	139	18	5842	15-19 year olds live in single-parent households (ACS)
Homeless	8	8	120	13-25 year olds (2012 PiT Survey)
Disability	39	45	1403	Grades 9-12 (2014-2015 WPS)
Court-involved	28	40	225	CY14 (JDAI)
Teen parent	15	3	239	Teen births in 2010 (MA CHIP)
Limited English	19	66	1620	Grades 9-12 (2014-2015 WPS)
DYS	0	15	90	DYS Area Director
Foster care	24	7	1205	FY 2016, Quarter 1 Worcester East and West (12-17 year olds)
Economically disadvantaged	100%		3104	Grades 9-12 (2014-2015 WPS)

Recommendations

We have developed four areas of recommendations based on the data analyzed in this report: Programming; Research, Monitoring & Evaluation; Advocacy; and Governance & Coordination.

Programming

1. Convene working groups to develop differentiated strategies based on youth's age (16-19 vs 20-24) and level of connection or disconnection from school, the labor market, and other systems (e.g. criminal justice, foster care). All youth need authentic work experiences that hold them accountable so that they can develop real skills and be competitive in the job market. In our interviews, we heard that authenticity in work experience and accountability in performance was inconsistent across programs. In program design, ensure that youth's strengths are considered and that 'middle of the road' kids don't get left out.

	16-19 year olds	20-24 year olds
Connected	<ul style="list-style-type: none"> • Career exploration • Soft skills training • Summer employment • Focused internship development • Private sector involvement in expose youth to a full range of career options • Aligned higher education support 	<ul style="list-style-type: none"> • Soft skills training • Living wage pathway
Disconnected	<ul style="list-style-type: none"> • Case management and mentoring • School re-connection • Soft skill training • School-based employment and training opportunities 	<ul style="list-style-type: none"> • Case management • Non-traditional behavioral health • Soft skills training • Living wage pathway, including apprenticeships and connections with labor unions • Focused job development in strategically identified industries (see Appendix A) • Private sector involvement in training and credentialing

2. Complement differentiated strategies for youth workforce development with a more complex analysis of labor market characteristics to develop career pipelines and ladders for disconnected youth. See Appendix A for a detailed analysis of occupation criteria and high potential sectors for additional development.

Research, Monitoring, and Evaluation

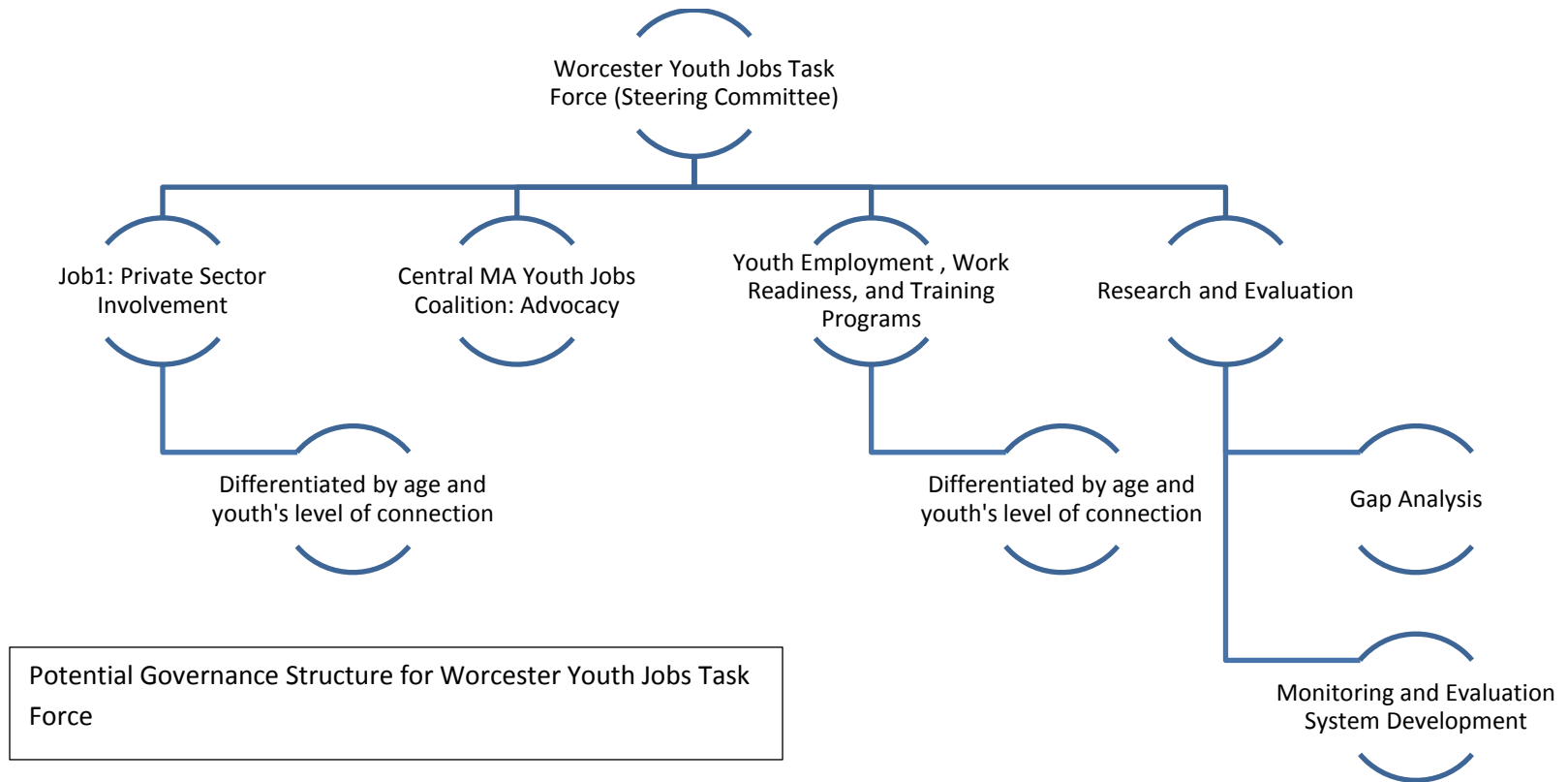
1. Convene a Monitoring & Evaluation Work Group to consider how to move to a holistic youth employment system that would allow us to understand how youth employment efforts are functioning overall and the extent to which they are effective at preparing young people for work. Elements of the local WIOA Youth system could be used as a model for this system. The local WIOA system is structured and the tools designed over the years capture and record detailed information about youth and their progress. Information is noted in youth's Individual Service Strategy, Case Management notes and within the data base. Monitoring and evaluation efforts need to be able to...
 - Accommodate a progressive or tiered system including job preparation, 'first job' experience, career exploration, advanced training, and entering higher education or a career
 - Demonstrate that the pathway and definition of success will look different for connected and disconnected youth
 - Come to agreement on common outcomes and measurement strategies
 - Track individual youth's progress
 - We can start with summer Youth Works. There is baseline data and a mechanism to conduct 6-month follow ups. This could also serve as a way to explore with youth their plans for next summer.
 - Follow youth beyond the programs and into college and career
 - Involve youth in the development of this system. The city of Worcester's Youth Council, the city's summer youth leadership group, and men in the Safe and Successful Youth Initiative (SSYI) (both in and out of school) could help ensure the experiences of connected and disconnected youth are captured.
2. Continue the gap analysis started in Appendix A of local training capacity for in-demand careers that require an Associate's degree or below.
3. Conduct research on the employer side of the equation. Conducting interviews with employers about their experiences with youth and youth employment programming would make training programs more relevant and effective.

Advocacy

1. Advocate for stable, reliable funding that allows programs to go to scale; fill gaps in funding so that there aren't unfunded program elements.

Governance and Coordination

1. Develop a coherent governance structure with appropriate and inclusive working groups for Worcester's youth employment efforts. This schematic below offers one approach.

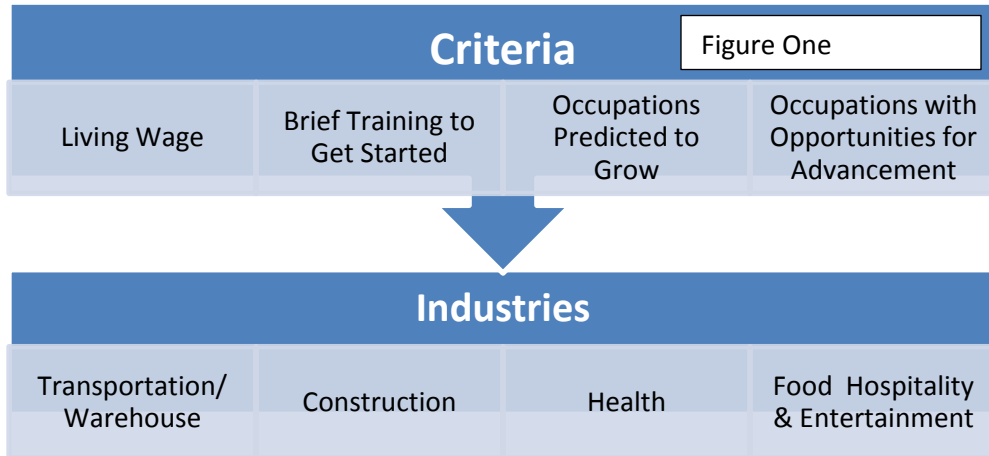


Appendix A: Opportunities for Disconnected and Intensively Disconnected Youth and Young Adults

Promising jobs for disconnected youth workers have four characteristics: 1) offer the potential to earn a living wage; 2) have no or low educational requirements to get started; 3) are in sectors with anticipated growth; and 4) have opportunities for advancement with additional education and training. In this section, we examine the Central MA labor market according to these four characteristics. Using a two-year view on MA Labor and Workforce Development data, we identify the fastest growing industries in the region and largest employers related to those industries as indicated by their North American Industry Classification System (NAICS) code. We then identify the occupations within those industries that are also growing. We organize these jobs by the level of education required and include the median salary as an indicator of Living Wage potential. We highlight local training programs that would give youth credentials needed for the jobs. Finally, we present the jobs in clusters to show potential advancement within job cluster types (<http://lmi2.detma.org/Lmi/projections.asp>)⁴. In addition to strategic workforce readiness and job development, it also must be noted that intensively disconnected youth and young adults will require additional supports to be successful, such as case management and non-traditional, trauma informed behavioral health care. Figure One shows how we employed these criteria to identify four industries around which employer engagement and youth workforce development programming can be developed and/or enhanced.

Aligning disconnected youth workers' work readiness status, promising entry level jobs, and durable career ladders is complex. Young people need to experience success and also get a good understanding of the demands and rewards of the world of work. On the job market side, just because jobs are related in that they

are in the same industry type does not mean there are clear advancement pathways from one job to the next. Related, the connection between how education helps youth advance in a career ladder is not always made clear to young people.



Mass, Inc., using 2010-2014 American Community Survey PUMS data, estimates that in Worcester there are 3400 disconnected youth—756 are between 16-19 and 2644 are between 20-24. Of these youth,

⁴ What is missing from this analysis are employment benefits (e.g. health insurance, paid vacation) as well as potential barriers (e.g. CORI; access to childcare). This research can be conducted as groups dig deeper into creating intentional programming by industry cluster.

1,156 are not in school and not working and another 2,244 are not in school and working at a low wage job (under \$10/hour) (Note: CommCorps refers to these young people as Opportunity Youth) (Mass Inc. Gateway Cities Innovation Institute, n.d.). The occupations we have identified are projected to have 3,101 annual average openings, 1,432 of them are due to growth and 1,169 due to replacements. Strategic efforts to develop training and education, employer relationships, and materials to help youth understand how to advance in these areas could make a substantial impact on the employment prospects of some of the most vulnerable young people in our community.

SELECT CENTRAL MA FASTEST GROWING INDUSTRIES AND LARGEST WORCESTER EMPLOYERS (2-YEAR VIEW) (http://lmi2.detma.org/Lmi/projections.asp)	Employment 2015	Employment 2017	Change Level	Change Percent	Sampling of Largest Worcester Employers (over 100 employees)
Transportation and Warehousing					
Support Activities for Transportation	417	479	62	14.9 %	<ul style="list-style-type: none">• Curtis Industries• Durham School Services• Giroux Brothers Transportation
Warehousing and Storage	1,685	1,860	175	10.4 %	
Transportation and Warehousing	8,581	9,132	551	6.4 %	
Truck Transportation	2,132	2,259	127	6.0 %	
Couriers and Messengers	1,957	2,071	114	5.8 %	
Motor Vehicle and Parts Dealers	3,907	4,138	231	5.9 %	
Transit/Ground Passenger Transportation	2,169	2,237	68	3.1 %	
Repair and Maintenance	2,791	2,899	108	3.9 %	
Construction					
Construction of Buildings	2,362	2,625	263	11.1 %	<ul style="list-style-type: none">• Coghlin Electrical• Commonwealth Electrical• Babcock Power• Cutler Associates
Construction	10,505	11,596	1,091	10.4 %	
Specialty Trade Contractors	7,323	8,060	737	10.1 %	
Health					
Ambulatory Health Care Services	15,233	16,736	1,503	9.9 %	<ul style="list-style-type: none">• UMass Memorial• St. Vincent’s• Community Healtlink• VNA Care Network• Imperial Distributors• Fallon• Abb Vie Bioresearch• YOU, Inc.• Adcare• Children’s Medical Center• Fairlawn• Edward M. Kennedy HC• Beaumont Rehabilitation• Christopher House
Health Care and Social Assistance	53,708	55,896	2,188	4.1 %	
Food Services & Hospitality					
Food Services and Drinking Places	18,281	18,952	671	3.7 %	<ul style="list-style-type: none">• Polar Beverages• Beechwood Hotel• Hilton Garden Inn-• DCU Center
Accommodation and Food Services	19,607	20,271	664	3.4 %	

Construction	Partial list of Local training options	Employment 2015	Employment 2017	Change Level	Change %	Annual Average Openings Total	Annual Average Openings Growth	Annual Average Openings Replacements	2015 Mean Annual OES Wage
Degree Requirement: Less than High School									
Construction Laborers	• Job Corps • YOU, Inc. Career Pathways Program • TRA	1,773	1,921	148	4.10%	109	74	35	\$43,146
Painters, Construction, Maintenance		294	314	20	3.30%	14	10	4	\$44,961
Laborers and Freight, Stock, and Material Movers, Hand		3,401	3,495	94	1.40%	152	47	105	\$31,025
Roofers		230	253	23	4.90%	16	12	4	\$53,209
Degree requirement: High School diploma or equivalent									
Brickmasons and Blockmasons	• Job Corps • Building Trades Pre-apprenticeship Program	191	214	23	5.80%	14	12	2	\$59,109
Electricians		1,441	1,582	141	4.80%	92	70	22	\$71,887
Carpenters		1,133	1,234	101	4.40%	64	50	14	\$49,023
First-Line Supervisors of Construction Trades and Extraction		880	955	75	4.20%	46	38	8	\$71,001
Plumbers, Pipefitters, Steamfitters		725	787	62	4.20%	41	31	10	\$61,905
Degree Requirement: Postsecondary, non-degree award									
Heating, Air Conditioning, and Refrigeration Mechanics	• QCC	788	860	72	4.50%	48	36	12	\$57,840
Degree requirement: Associates degree									
Construction Managers		528	570	42	3.90%	29	21	8	\$98,957

Transportation and Warehouse	Partial list of Local training options	Employment 2015	Employment 2017	Change Level	Change %	Annual Average Openings Total	Annual Average Openings Growth	Annual Average Openings Replacements	2015 Mean Annual OES Wage
Degree Requirement: Less than High School									
Cleaners of Vehicles and Equipment		424	443	19	2.20%	26	10	16	\$24,511
Laborers and Freight, Stock, and Material Movers, Hand		3,401	3,495	94	1.40%	152	47	105	\$31,025
Industrial Truck & Tractor Operators		886	919	33	1.80%	37	16	21	\$41,335
Taxi Drivers and Chauffeurs		725	751	26	1.80%	25	13	12	\$27,266
Degree Requirement: High School diploma or equivalent									
Bus and Truck Mechanics and Diesel Engine Specialists	• Diesel Technician Training Program	413	439	26	3.10%	21	13	8	\$55,864
Heavy and Tractor-Trailer Truck Drivers		2,576	2,710	134	2.60%	108	67	41	\$51,234
Automotive Body and Related Repairers		448	472	24	2.60%	22	12	10	\$41,963
Automotive Service Technicians/Mechanics		1,853	1,932	79	2.10%	88	40	48	\$43,818
Light Truck or Delivery Services Drivers		2,306	2,403	97	2.10%	85	48	37	\$37,060
Dispatchers, Except Police, Fire, and Ambulance		399	415	16	2.00%	18	8	10	\$39,295

Health	Partial list of Local training options	Employment 2015	Employment 2017	Change Level	Change %	Annual Average Openings Total	Annual Average Openings Growth	Annual Average Openings Replacements	2015 Mean Annual OES Wage
Degree Requirement: Less than High School									
Home Health Aides	Fieldstone School	1,353	1,502	149	5.40%	102	74	28	\$28,611
Personal Care Aides		2,989	3,158	169	2.80%	103	84	19	\$27,287
Degree Requirement: High School diploma or equivalent									
Substance Abuse, Behavioral Disorder Counselors		697	743	46	3.20%	37	23	14	\$51,576
Medical Assistants	Job Corps	1,006	1,063	57	2.80%	48	28	20	\$36,696
Fitness Trainers and Aerobics Instructors		812	851	39	2.40%	34	20	14	\$46,366
Medical Secretaries		2,062	2,154	92	2.20%	68	46	22	\$40,564
Education Level: Postsecondary, non-degree award									
Emergency Medical Technicians Paramedics	QCC	500	538	38	3.70%	26	19	7	\$39,318
Dental Assistants	QCC	647	693	46	3.50%	39	23	16	\$43,935
Medical Records, Health Information Technicians	QCC	402	417	15	1.80%	16	8	8	\$43,433
Psychiatric Technicians		445	461	16	1.80%	12	8	4	\$28,099
Licensed Practical and Licensed Vocational Nurses	QCC	1,778	1,816	38	1.10%	69	19	50	\$54,258
Education Level: Associates degree									
Dental Hygienists	QCC	667	712	45	3.30%	31	22	9	\$79,570
Medical and Clinical Laboratory Technicians	QCC?	421	445	24	2.80%	22	12	10	\$45,212
Veterinary Technologists and Technicians	Becker	419	438	19	2.20%	14	10	4	\$42,045

Food/Hospitality	Partial list of Local training options	Employment 2015	Employment 2017	Change Level	Change %	Annual Average Openings Total	Annual Average Openings Growth	Annual Average Openings Replacements	2015 Mean Annual OES Wage
Degree Requirement: Less than High School									
Bartenders		1,416	1,480	64	2.20%	84	32	52	\$23,687
Combined Food Preparation & Serving Workers,	Job Corps, YOU, Inc., Worcester Youth Center, Straight Ahead Ministries QCC	5,345	5,571	226	2.10%	321	113	208	\$21,563
Waiters and Waitresses		3,716	3,832	116	1.50%	252	58	194	\$25,546
Cooks, Institution & Cafeteria		543	557	14	1.30%	21	7	14	\$31,662
Food Preparation Workers		1,598	1,638	40	1.20%	70	20	50	\$23,377
Bakers		417	426	9	1.10%	12	4	8	\$28,088
Counter Attendants, Cafeteria, Food Concession, and Coffee		1,801	1,865	64	1.80%	200	32	168	\$20,219
Cooks, Restaurant		1,264	1,332	68	2.70%	68	34	34	\$26,527
Hosts/Hostesses, Restaurant, Lounge, Coffee Shop		475	491	16	1.70%	55	8	47	\$22,799
Dining Room/Cafeteria Attendants & Bartender Helpers		486	502	16	1.60%	38	8	30	\$22,444
Dishwashers		861	875	14	0.80%	55	7	48	\$21,474
Education Level: High School diploma or equivalent									
First-Line Supervisors of Food Preparation and Serving Worker		1,840	1,917	77	2.10%	97	38	59	\$36,807

Appendix B: Employment Program Inventory Snapshots

Agency	Boys & Girls Club of Worcester
Program Name	Job Ready, Certification Programs
Met With	Liz Hamilton
Brief Description	Youth learn interviewing techniques, how to build a resume, and how to dress for the workplace. The Club offers several certification options such as Safeserv and American Red Cross Lifeguard Certification. Youth who get Safeserv have the option to work at the Kids Café. All YouthWorks participants go through Job Ready (26 slots in 2016)
No. of Youth Served	
Age Range	14 – 18
Time of Year Program Runs	Year round options
Credentials Received	Safeserv, Lifeguard Cert
Principal Funding Sources	Shannon; Youth Works,
Primary Eligibility Criteria	Club member

Agency	City of Worcester –Green Hill Municipal Golf Course
Program Name	Ouimet Caddie Project
Met with...	NA
Brief Description	Youth receive 15 hours of soft skills and golf training. They work as a caddie at the Green Hill Municipal Golf Course. Case management is provided weekly as needed, and there is a financial literacy training component.
No. of Youth Served	43
Age Range	13-17
Time of Year Program Runs	Summer
Credentials Received	None
Principal Funding Sources	Private
Primary Eligibility Criteria	

Agency	City of Worcester
Program Name	Park Stewards
Met With	
Brief Description	
No. of Youth Served	44
Age Range	
Time of Year Program Runs	Summer
Credentials Received	
Principal Funding Sources	City, private
Primary Eligibility Criteria	

Agency	City of Worcester
Program Name	Recreation Worcester
Met With	Raquel Castro-Corazzini
Brief Description	Training to be youth workers for Recreation Worcester summer and year-round programs in city parks and public schools. Staff receive training on Youth Mental Health First Aid, establishing healthy boundaries, positive discipline, program development, team building, and cultural competence. Goal is to have youth workers placed in their own neighborhoods to facilitate relationship building between the youth and the youth workers.
No. of Youth Served	89 Youth Counselors
Age Range	Most positions filled by young people under 24
Time of Year Program Runs	Year round
Credentials Received	Youth Mental Health First Aid
Principal Funding Sources	Private donations, grants
Primary Eligibility Criteria	Prioritize youth workers who live in the neighborhoods where there are Recreation Worcester sites.

Agency	Fieldstone School
Program Name	CNA Certificate Program
Met With	Isidore Nosike
Brief Description	Full time training and support for out of school, low income older youth annually in Certified Nursing Assistant and Home Health Aid with wrap around support services in Worcester. Includes 12 month follow up to exited clients. Participants gain clinical experience in a nursing home and can obtain one of two certificates. The program provides comprehensive pre-employment skills training, time management, nutrition education, financial literacy, case management, leadership skills training, occupational skills training, paid work experience, tutoring/study skills training, support services, labor market about in-demand industries, integrated education and training by a specific career occupation and job placement. Includes 12 month case management follow up to exited clients.
No. of Youth Served	25
Age Range	17-24
Time of Year Program Runs	Year round (July 1 st - June 30 th)
Credentials Received	Home Health Aid (HHA) and Certified Nursing Assistant (CNA)
Principal Funding Sources	Workforce Innovation Opportunity Act (WIOA)
Primary Eligibility Criteria	Low income, out of school, single parent, run away child / based on WIOA guidelines

Agency	Job Corps (Adams and Associates)
Program Name	Grafton Job Corps
Brief Description	Job Corps is a federally funded residential program geared toward young people. The program offers education (HiSET), driver's education, and job training. Main focus of the program is on job placement and/or college admission through an extensive career preparation phase and social skills training. Grafton Job Corps provides career technical training in several vocational trades: Building Construction Technology; Carpentry; Certified Nurse Assistant; Clinical Medical Assistant; Culinary Arts; Electrical; Plumbing; Security and Protective Services; Advanced Human Services Worker (Residential Advisor).
No. of Youth Served	172 (from Worcester, more than 215 regionally)
Age Range	16 - 24
Time of Year Program Runs	Year round, rolling enrollment
Credentials Received	
Principal Funding Sources	Department of Labor
Primary Eligibility Criteria	Legal resident, below Federal Poverty, pass criminal background check

Agency	LUK
Program Name	Peer Leadership and Outreach Training
Met With	Maurie Bergeron, Tom Baker
Brief Description	Three young people work 10 hours/week in a youth peer-counseling program, in which they deliver prevention curricula to young people ages 12-17 through street outreach. Youth receive training in the requirements of street outreach, stress reduction, anger management. They work with adult outreach workers and receive group supervision, coaching, and counseling. They are helped to identify their employment goals and get help on increasing their employability.
No. of Youth Served	3
Age Range	18-24
Time of Year Program Runs	Year-round based on academic year – recruitment begins in summer for August start date
Credentials Received	None
Principal Funding Sources	Private
Primary Eligibility Criteria	Experience with homelessness

Agency	Massachusetts Rehabilitation Center
Program Name	Various
Met with...	Ellen Spencer
Brief Description	Youth with mental and physical disabilities receive case management. After being intaked, case managers help connect young people with a job or subsidized internship, and develop a medium to long term plan for career development and success.
No. of Youth Served	16
Age Range	14-17 (no graduating seniors this year)
Time of Year Program Runs	Year-round
Credentials Received	None
Principal Funding Sources	WIOA, DHS
Primary Eligibility Criteria	Social security for disability, low-income, presence of any disability

Agency	Straight Ahead Ministries
Program Name	Straight 2 Work
Met with	Guy Leduc
Brief Description	Recently incarcerated youth are granted opportunities to transition into regular employment. Youth are enrolled in a basic soft skills class that teaches basic life skills, jobs skills, and soft skills, and are then given an opportunity to work in one of 4 organization-run businesses to gain job experience. Life coaching/ case management is provided to all participants
No. of Youth Served	10
Age Range	14-24, but most youth are 19-24
Time of Year Program Runs	Year round
Credentials Received	None
Principal Funding Sources	Private
Primary Eligibility Criteria	Formerly incarcerated

Agency	Training Resources of America
Program Name	Youth Build
Met with	Doug Daigle
Brief Description	Participants receive on-the-job, hands-on, construction skills training utilizing a housing rehabilitation project or new construction site in the community. Additionally, participants receive High School Equivalency Test (HiSET) preparation, life skills and job readiness training, leadership skills development, support services and job placement assistance. The program emphasizes community service, as youth often complete projects throughout the city. There is a strong link to the carpenters union which youth can apply to at the end of the program for employment.
No. of Youth Served	10 slots
Age Range	16-24
Time of Year Program Runs	Year-round, closed enrollment starts February 1st
Credentials Received	Driver's license ; HiSET
Principal Funding Sources	DESE
Primary Eligibility Criteria	Low-income, out of school youth 16-24

Agency	Training Resources of America
Program Name	Focus
Met with	Doug Daigle
Brief Description	Full time training and support for out of school students. This program has three stackable certificates that teach youth various levels of customer service and sales skills. The vision is to allow youth to enter this program and receive something above a standard entry level job, or to have the possibility of moving up from entry level positions. The program provides comprehensive pre-employment skills training, financial literacy, case management, leadership skills training, occupational skills training, work experience, tutoring/study skills training, time management, nutrition education, support services, integrated education and training by a specific career occupation, and job placement. Includes 12 month case management follow up to exited clients.
No. of Youth Served	13 slots
Age Range	16-24
Time of Year Program Runs	Year-round (July 1 st – June 30 th). Open enrollment
Credentials Received	Three possible certificates in order: <ol style="list-style-type: none"> 1. Customer service & sales 2. Advanced customer service & sales 3. Store operations and management
Principal Funding Sources	Workforce Innovation Opportunity Act (WIOA)
Primary Eligibility Criteria	High school drop-outs, WIOA guidelines

Agency	UMass Memorial Medical Center
Program Name	Building Brighter Futures
Met with	Monica Lowell
Brief Description	Youth are given subsidized employment to build career paths and develop job skills. There is an emphasis on administrative and health care jobs, as many job placements are in the Umass hospital
No. of Youth Served	32
Age Range	14-18
Time of Year Program Runs	Summer
Credentials Received	None
Principal Funding Sources	UMass Memorial
Primary Eligibility Criteria	Low income, generally geared towards YouthWorks risk factors; prioritize youth from Bell Hill neighborhood

Agency	WCAC
Program Name	Project Excel
Met with	Charla Hixson, Carrick O'Brien
Brief Description	Project Excel is a High School Equivalency Test -HiSET – preparation program for young people between the ages of 16 and 25 who have not received a traditional high school diploma. All students prepare résumés, cover letters, and review techniques for job searching.
No. of Youth Served	38
Age Range	16-25
Time of Year Program Runs	Year-round; open-enrollment
Credentials Received	HiSET
Principal Funding Sources	United Way; Community Service Block Grant
Primary Eligibility Criteria	High school drop outs, single mothers, court involved, homeless, on probation; 125% federal poverty line and live in Worcester

Agency	WCAC
Program Name	HiSET and Career Pathway Exploration
Met with	Charla Hixson, Carrick O'Brien
Brief Description	Full time training and support for out of school students. The program provides academic preparation for the HiSET, job skills development, post-secondary preparation and transition activities. The program provides comprehensive pre-employment and life skills training, financial literacy, case management, leadership skills training, work experience, tutoring/study skills training, time management, nutrition education and support services. Job placement and/or post-secondary education/advanced training enrollment. Includes 12 month case management follow up to exited clients.
No. of Youth Served	24
Age Range	16-24
Time of Year Program Runs	Year-round (July 1 st – June 30 th). Open enrollment
Credentials Received	High School Equivalency Diploma (HiSED)
Principal Funding Sources	Workforce Innovation Opportunity Act (WIOA), Community service block grant
Primary Eligibility Criteria	Out of school youth

Agency	WCAC
Program Name	Shannon
Met with	Charla Hixson, Carrick O'Brien
Brief Description	This work readiness and subsidized job program is designed for at risk youth identified by the Worcester Police Department Gang Unit.
No. of Youth Served	30
Age Range	16-24
Time of Year Program Runs	Summer (July & August)
Credentials Received	None
Principal Funding Sources	Shannon
Primary Eligibility Criteria	Usually referred from WPD; YouthWorks risk factors

Agency	WCAC, WYC, SAM, Friendly House, WPD
Program Name	Safe and Successful Youth Initiative (SSYI)
Met with	Charla Hixson, Carrick O'Brien
Brief Description	Proven risk youth are provided with work readiness training and are given resources that can guide them towards certificates and employment. The goal is to employ 6-7 of these youth in unsubsidized placement.
No. of Youth Served	35
Age Range	17-24
Time of Year Program Runs	Year-round
Credentials Received	None
Principal Funding Sources	SSYI
Primary Eligibility Criteria	On SSYI list; proven risk men

Agency	WCAC
Program Name	Youth Employment Seminar
Met with	Charla Hixson, Carrick O'Brien
Brief Description	2-3 week program that introduces youth to formal employment. Receive work readiness and job placement support.
No. of Youth Served	30-40
Age Range	16-24
Time of Year Program Runs	Year round
Credentials Received	None
Principal Funding Sources	Community Service Block Grant
Primary Eligibility Criteria	125% below poverty, out of school,

Agency	WCAC
Program Name	Youth Works Summer Program
Met with	Charla Hixson, Carrick O'Brien
Brief Description	Youth participate in a one week professionally developed work readiness training followed by six weeks of paid, on the job work experience. Youth are supported by a case manager for the duration of the program and are placed at one of WCAC's business partner worksites.
No. of Youth Served	260 slots
Age Range	14-21
Time of Year Program Runs	Summer (July and August)
Credentials Received	None
Principal Funding Sources	Commonwealth Corporation Youthworks
Primary Eligibility Criteria	14-21 years old, at 200% poverty level, and at least 20% must be homeless, court involved, or in foster care. In addition to the age and poverty requirement, the remaining 80% should have at least one additional risk factor: poor academic performance or school dropout, teen parent, child of a single parent, not English speaking, disability, refugee status.

Agency	WCAC
Program Name	Youthworks Year Round Program
Met with	Charla Hixson, Carrick O'Brien
Brief Description	This program operates similar to the Youthworks Summer program, but is smaller and operates either in the fall (October to December) or in the spring.
No. of Youth Served	30
Age Range	16-24
Time of Year Program Runs	School year
Credentials Received	None
Principal Funding Sources	Commonwealth Corporation Youthworks, Community Service block grant, other private funders
Primary Eligibility Criteria	200% poverty level, and at least 20% must be homeless, court involved, or in foster care. In addition to the age and poverty requirement, the remaining 80% should have at least one additional risk factor: poor academic performance or school dropout, teen parent, child of a single parent, not English speaking, disability, refugee status.

Agency	Worcester Housing Authority Curtis Apartments
Program Name	A Better Life
Met with	Carlton Watson
Brief Description	This program is for residents in the Worcester Housing Authority Curtis and Lakeside apartments to enroll in job skills and soft skills training to increase employability and move towards self-sufficiency. It involves resume building, computer training, testing and pre testing skills, and placement in employment in WHA facilities or elsewhere in Worcester. Children of A Better Life participants may be eligible for a YouthWorks slot.
No. of Youth Served	18-24
Age Range	18+
Time of Year Program Runs	Year-round, Fall Spring and Summer Sessions
Credentials Received	None
Principal Funding Sources	Health Foundation of CM, WIB, Greater Worcester Community Foundation, HUD, DHCD
Primary Eligibility Criteria	Living at WHA housing, head of household

Agency	Worcester Public Schools
Program Name	Community College Connect
Met with	Stephanie Stockwell
Brief Description	The primary goal of this program is preparing students to pass the MCAS by providing academic support, supplemented by case management, job training, and a paid internship at one of many sites throughout Worcester.
No. of Youth Served	89
Age Range	High school
Time of Year Program Runs	Summer
Credentials Received	None
Principal Funding Sources	Department of Education, Academic support grants, various private foundations, YouthWorks
Primary Eligibility Criteria	Low-income, newly immigrated, students who did not pass 10th grade MCAS

Agency	Worcester Youth Center
Program Name	Career Readiness
Met with	Sam Martin
Brief Description	Youth are taught basic employment skills and receive subsidized internships/employment to grant youth real work experience and hourly wages.
No. of Youth Served	92 youth receive training. 24 subsidized employment slots
Age Range	14-24
Time of Year Program Runs	Year round- Different cycles revolve around academic year and summer
Credentials Received	
Principal Funding Sources	State DPH (funding used in current fiscal year, but now cut), Shannon, SSY, Bank of America, other private sources
Primary Eligibility Criteria	Low-income, homelessness, incarceration, all WYC participants are eligible

Agency	Worcester Youth Center
Program Name	BOG Program
Met with	Sam Martin
Brief Description	Job skills, soft skills, and subsidized employment. Similar to the Career Readiness, but geared towards DYS-involved youth
No. of Youth Served	15
Age Range	14-24
Time of Year Program Runs	Year round
Credentials Received	
Principal Funding Sources	DYS/Commonwealth Corp
Primary Eligibility Criteria	DYS/ court involvement

Agency	Workforce Investment Board / Workforce Central
Program Name	Youth Resource Career Center
Met With	Roy Lucas
Brief Description	Workforce Central Career Center offers youth and young adults between the ages of 16-24 employment and training opportunities both on-site and off-site. Job readiness services are provided in collaboration with local community youth agency partners that reside within the thirty-seven surrounding towns and/or the City of Worcester. The One Stop- Career Center youth and young adult services are mostly provided to out-of-school youth with multiple barriers who seek support in developing their educational and career pathways. Some special training for WCAC YouthWork and United Way/ Chamber of Commerce Worcester Youth Leadership Institute participants is provided in-house.
No. of Youth Served	540
Age Range	16-24
Time of Year Program Runs	Year around
Credentials Received	Bounce U.S.A. Certificate, Youth Leadership Training Certificate, Microsoft Professor Teachers, Career Ready 101.
Principal Funding Sources	Federal and State
Primary Eligibility Criteria	Various funding guidelines WIOA etc.

Agency	You Inc.
Program Name	Career Pathways
Met With	Kristen Mayotte
Brief Description	Full time training and support for out of school student in Culinary Arts, Weatherization Installation, Health Care (PC and PCA). In addition, students can work on attainment of their high school equivalency. The program provides comprehensive pre-employment skills training, time management, nutrition education, financial literacy, case management, leadership skills training, occupational skills training, paid work experience, tutoring/study skills training, support services, labor market about in-demand industries, integrated education and training by a specific career occupation. Job placement and/or post-secondary education/advanced training enrollment. Includes 12 month case management follow up to exited clients.
No. of Youth Served	20 in Worcester
Age Range	16-24
Time of Year Program Runs	Year round (June 1 st – July 30 th). Open enrollment
Credentials Received	High School Equivalency Diploma (HiSED). If enrolled in a career pathway program: Serve Safe, FEAST, Allergen Awareness, RRP Lead Renovator and OSHA 10
Principal Funding Sources	Workforce Innovation Opportunity Act (WIOA)
Primary Eligibility Criteria	Out of school youth, low income, based on WIOA guidelines

Agency	Workforce Central Career Center
Program Name	Career Pathways - Individual Training Account
Met With	Ed Gagne, CMWIB
Brief Description	<p>Training is available through a wide range of approved training institutions. A few popular training programs of prior participants include: Tractor Trailer Training, Certified Nurse Assistant, CDL, Medical Assistant, and HVAC.</p> <p>Career counseling, job assistance post training, and 1 year follow-up provided.</p>
No. of Youth Served	Open to eligible participants
Age Range	18 years of age or older
Time of Year Program Runs	Year round (June 1 st – July 30 th) pending funding availability
Credentials Received	State recognized credentials
Principal Funding Sources	Workforce Innovation Opportunity Act (WIOA)
Primary Eligibility Criteria	Proof of age, work authorization, selective service compliant, and one of the following: Economically disadvantaged, dislocated worker, target company lay-offs, or displaced homemakers