

## **2018 Youth Employment Project Final Report**

October 4, 2018

The Youth Employment Project (YEP) is an initiative to assist young adults in finding a first job or work experience opportunity. Services through YEP include assistance in resume creation, job search, preparing for interviews as well as education on soft skills, customer service and financial literacy. YEP is a collaboration of community partners including the Workforce Alliance of South Central Kansas, the City of Wichita, the Greater Wichita YMCA, and 11 school districts across five counties. These partners all have well established youth employment programs and are working together to achieve significant community impact. Additionally, 180 employers engaged with YEP by hiring young adults for temporary and or part-time jobs in 2018.

### **Participants**

The 2018 YEP initiative served 1,791 young adults (unduplicated) from the following agencies, a 25% increase in total youth served over 2017.

- Workforce Alliance: 1,612 participants
  - A breakdown of participant demographics is included on pages 3-11
- City of Wichita: 108 participants
- Greater Wichita YMCA: 71 participants

### **Outreach**

To raise awareness of the YEP Program, outreach sessions were conducted with area high schools and community partners. In total, 47 outreach sessions were held at high schools and with community organizations throughout the region, attended by 771 young adults. This is a 135% increase in number of sessions and a 72% increase in youth attendance at outreach events over 2017.

### **Youth Essential Skills Certificate and Workshops**

The Youth Essential Skills Certificate (ESC) was created to help address the issue of “soft skills” or work ethic. The curriculum includes workplace etiquette, customer service, money handling and financial literacy. Young adults earned an electronic badge through the Credly system for each workshop they attended, and were awarded the ESC credential if they completed the entire series of YEP workshops. The ESC Workshop series was offered 23 times from January through July 2018, a 28% increase in number of workshops compared to 2017.

- 1,031 participants attended YEP Workshops (43% increase over 2017)
- 1,630 badges awarded for workshop participation (34% increase over 2017)
- 348 participants earned a Youth Essential Skills Certificates (13% decrease compared 2017)

### **YEP Job Fairs**

Six job fairs were held to give YEP participants the opportunity to apply for jobs with local employers (100% increase). In total, 80 employers (166% increase) and 529 young adults (56% increase) attended one of the 2018 YEP hiring events,

### **DollarWi\$e**

DollarWi\$e is a financial education initiative sponsored by the United States Conference of Mayors, offered to cities across America that have made a commitment to increasing access to financial education for young adults; Wichita has participated since 2009. The program is comprised of online tutorials offered weekly for six weeks over the summer months. Prizes are awarded weekly, drawn

from a pool of individuals across the nation who complete the corresponding week’s module. In 2018, 16 YEP participants completed the DollarWi\$e program, down 75% compared to 2017 participation. Timing of the program was later in the summer, which could account for fewer participants, however the modules are now open year round and will be incorporated into future outreach sessions.

**Job Placements**

The final outcomes for YEP 2018 include 687 job placements (62% increase over 2017). A list of participating employers is attached. The majority of job placements were tailored as needed by the employer and included temporary and part-time jobs. Wages were either subsidized through YEP or directly funded by the employer, and some participants found employment outside of the program after completing a workshop and self-reported their jobs.

Partner Agency	Employment Type			Total
	Agency Subsidized	Employer Funded	Self-Reported	
City of Wichita	108	0	0	<b>108</b>
Greater Wichita YMCA	71	0	0	<b>71</b>
Workforce Alliance	45	447	16	<b>508</b>
<b>Total</b>	<b>224</b>	<b>447</b>	<b>16</b>	<b>687</b>

### **2018 YEP Employer Participation**

A total of 160 employers hired young adults through YEP 2018, including 118 sponsoring employers who directly hired or funded positions, 12 employer who hired youth that participated in the program but the employers were not affiliated with a YEP job fair, and 30 employers who provided a placement site for youth that was subsidized through agency funds. This is a 117% increase in the number of participating companies compared to 2017.

### **Employer Sponsors (Direct Hire)**

5 Star Mechanical	Fidelity Bank (Derby)
A Better Solution in Home Care	Fidelity Bank (Wichita)
All Star Sports	Foley Equipment
American Directions	Global Partner Solutions
Anthony Community Care	Goodwill (Wichita – multiple locations)
Anthony Recreation Commission	Great Plains Industries
Arnold Group	Greater Wichita Partnership
Attica Long Term Care	Greater Wichita YMCA
Buffalo Wild Wings (Derby)	Harper County Community Foundation
Butler County	Harper County Health Department
Butler Community College	Harper Industries
Child Start	Harper Recreation Commission
Chipotle (Derby)	High Touch Technologies
Chipotle (Wichita – multiple locations)	Hostetler Supply
City of Attica	IHOP (Wichita/Ridge Rd)
City of Anthony	Joe’s Gas Station
City of Augusta	KETCH
City of Derby	Kwik Shop (Wichita – multiple locations)
City of Wellington	Labor Finders (Derby)
City of Wichita	Larksfeld Place
City of Winfield	Larkspur Bistro
Collision Works (Derby)	Leading Technology Composites
Conco Construction	LGC Hospitality
Cox Communications	M&S Francis Farms
Cox Machine (Harper)	McDonalds (Wichita – multiple locations)
Cox Machine (Wichita)	Meritrust Credit Union
Credit Union of America	Mid-Continent Controls
Creekstone Farms	Mid-Continent Instruments & Avionics
D’Mario’s Pizza	Mid-Kansas Co-Op
Delta Dental	NORC
Derby Chamber of Commerce	Papa John’s (Derby)
Derby Recreation Center	Parrent Concrete
Dillon’s Stores (Wichita – multiple locations)	Penny’s Diner
Dondlinger Construction	Prepare to Launch Squad
Eby Construction	Pro-Seal
F&S Enterprises	Profillment
	Progressive Ag Coop

Purina Animal Nutrition  
Quality Construction and Remodeling/  
Derby Deck Company  
Roberts Overdoors Inc.  
Rock River Rapids  
SC Telecom  
Sonic (Derby)  
Sonic (Mulvane)  
Sonic (Wichita – multiple locations)  
Spirit AeroSystems  
SPK Grocery  
Starkey  
Suburban Landscape  
Susan B. Allen Memorial Hospital  
Textron Aviation

Trust Home Care  
uBreakiFix (Derby)  
US Air Force/McConnell AFB  
USD 259 Wichita Public Schools  
USD 260 Derby Public Schools  
Vornado  
Wellington Recreation Commission  
Wendy's (Wichita/Harry St)  
Whisman Farms  
Wichita Business Journal  
Wichita Regional Chamber of Commerce  
Winfield Public Library  
Workforce Alliance  
The Yard  
Zernco

### **Employer Partners (Agency Subsidized Placements)**

Allied Health  
Andover Public Library  
Angels in the Attic  
Augusta Historic Museum  
Barbara Jon's  
Baymont Inn & Suites  
Consolidated Electrical Distributors  
Community Food Ministry (UM Open Door)  
Computer Depot  
Cowley College  
CPRF  
De Leon Agencies  
Down 2 Earth Youth Restoration Project  
Duck's Flying Discs  
Exploration Place  
Fusionz Barber Shop  
Futures Unlimited  
Hired Man's Grocery  
His Helping Hands  
Holy Savior Catholic Academy  
Jim's Foodliner  
KANSEL

Manpower  
Medical Services Bureau, Inc.  
Ministerial Alliance Thrift Shop  
Non-Profit Chamber of Service  
OJ Watson Park  
Pool's Body Shop  
Powell Technical Services  
RICL  
Salon Teased  
The Salvation Army  
Sedgwick County Zoo  
Seeds of Life Summer Camp  
Storytime Village, Inc.  
Tabernacle Bible Church  
TVC Publishing – The Community Voice  
WEJATC  
The Wichita Boathouse  
Wichita Family Crisis Center  
Wichita Workforce Center  
Wisdom Tree ICT

### **Employer Partners (In-Direct Hires of YEP Participants)**

Braum's (Wichita – multiple locations)  
Bruce Mobile Home  
Delano BBQ  
Ennovar at WSU  
Kansas Fire Equipment  
Olive Garden (Wichita)

Phipps Farm  
Pine Bay Golf Course  
Roller City  
Taco Bell (Wichita/Harry St)  
Taco Tico (Derby)  
Strom Aviation

### **Other Community Partners**

Harper County Transition to Career Program

Wichita Children's Home

## Workforce Alliance YEP 2018 Participant Demographics

In 2018, 968 of the 1,612 young adults who participated in YEP through the Workforce Alliance formally applied for jobs through the program or at a YEP job fair. Data been compiled on those participants and is below:

<b>Age</b>	<b>Participants</b>	<b>Percentage</b>
14	80	8.0%
15	171	17.2%
16	236	23.7%
17	208	20.9%
18	170	17.1%
19	58	5.8%
20	18	1.8%
21	11	1.1%
22	6	0.6%
23	7	0.7%
24	3	0.3%

<b>Gender</b>	<b>Participants</b>	<b>Percentage</b>
Male	526	54.3%
Female	442	45.7%

<b>Race</b>	<b>Participants</b>	<b>Percentage</b>
American Indian or Alaska Native	19	2.0%
Asian or Asian American	28	2.9%
Black or African American	162	16.7%
Ethnic Hispanic or Latino	125	12.9%
More than One Race	48	5.0%
Not Self-Identified	318	32.9%
White or Caucasian	264	27.3%

### YEP Participant Residence by Zip Code

Zip Code	Participants	Percentage
67214	86	8.88%
67216	57	5.89%
67217	54	5.58%
67204	53	5.48%
67226	47	4.86%
67211	45	4.65%
67212	44	4.55%
67003	42	4.34%
67208	40	4.13%
67218	40	4.13%
67219	40	4.13%
67213	38	3.93%
67037	34	3.51%
67152	34	3.51%
67058	31	3.20%
67220	31	3.20%
67203	29	3.00%
67207	27	2.79%
67206	17	1.76%
67147	15	1.55%
67042	14	1.45%
67009	12	1.24%
67209	12	1.24%
67010	10	1.03%
67205	10	1.03%
67235	10	1.03%
Other*	96	9.92%

### YEP Participants by County

County	Participants	Percentage
Barber	2	0.21%
Butler	43	4.44%
Cowley	4	0.41%
Harper	91	9.40%
Harvey	1	0.10%
Kingman	2	0.21%
Kiowa	1	0.10%
Sedgwick	772	79.75%
Sumner	51	5.27%
Wyandotte	1	0.10%

\*Other participant zip codes, representing less the 1% of total participants per zip code (8 or fewer participants per zip code) include in descending order: 67119, 67060, 67210, 67144, 67230, 67036, 67101, 67002, 67005, 67039, 67110, 67154, 67013, 67017, 67018, 67022, 67025, 67030, 67051, 67052, 67108, 67138, 67215, 67232, 66106, 67004, 67026, 67027, 67041, 67059, 67067, 67103, 67114, 67118, 67133, 67140, 67156, 67159, 67201, 67278

### YEP Participant Previous Participation History

Previous Participation Category	Participants	Percentage
First time YEP participant in 2018	891	92.0%
Previous YEP Participant in 2017	59	6.1%
Previous Yes Participant in 2016	15	1.5%
Previous Participant with City of Wichita The Way to Work	41	4.2%
Previous Participant with YMCA Job Prep	7	0.7%

### YEP Participant Barriers to Employment

Barrier*	Participants	Percentage
Have never been employed or limited work history	480	49.59%
Family Receives Free/Reduced Lunch	362	37.40%
Family receives Social Security Disability (SSDI)	71	7.33%
Family receives Supplemental Nutrition Assistance Program (SNAP)	60	6.20%
English Language Learner	52	5.37%
Foster Care	48	4.96%
Needs assistance to access transportation	43	4.44%
Teen Parent (male or female)	37	3.82%
Disability	35	3.62%
Family receives Temporary Assistance for Needy Families (TANF)	23	2.38%
High School Drop Out	16	1.65%
Offender	9	0.93%
History with substance abuse	8	0.83%
Needs assistance to access childcare	7	0.72%
Homeless	6	0.62%
Other	5	0.52%
Pregnant	3	0.31%

\*Participants could select more than one barrier if applicable. On average, there were 1.4 barriers per participant.

### Participant Employment Area of Interest

Industry*	Participants	Percentage
Customer Service or Retail	405	41.8%
Food Service or Hospitality	364	37.6%
Manufacturing	354	36.6%
Information Technology	291	30.1%
Clerical or Office	259	26.8%
Banking or Finance	226	23.3%
Construction	205	21.2%
Janitorial or Maintenance	185	19.1%
Healthcare	161	16.6%
Don't know	127	13.1%
Other**	178	18.4%

\*Participants could select more than one area of interest if applicable. On average, there were 3.3 areas of interest per participant.

\*\*Participants could write-in industries not listed. Those received include the following in descending order, and account for less than 1% of participants per industry: Childcare or Education, Agriculture or Farming, Law/Criminal Justice, Art, Engineering, Theater/Acting/Music, Athletics, Cosmetology, Social or Human Services, Military, Automotive, Photography, Landscaping, Electrical Lineman, Real Estate, Logistics and Warehouse

**YEP Participants School Education Data**

<b>School Status</b>	<b>Participants</b>	<b>Percentage</b>
Attending College	55	5.7%
Attending High School	768	79.3
Attending GED Program	10	1.0%
Attending Middle School	22	2.2%
Not Attending School	113	11.7%

<b>High School</b>	<b>Participants</b>	<b>Percentage</b>
Wichita East	85	8.8%
Chaparral	76	7.9%
Wichita Heights	59	6.1%
Wichita South	51	5.3%
Wichita North	46	4.8%
Wichita West	45	4.6%
Wichita Southeast	35	3.6%
Wellington	34	3.5%
Derby	33	3.4%
Valley Center	22	2.3%
Wichita Northwest	19	2.0%
Maize High	18	1.9%
Chester Lewis	17	1.8%
Wichita Northeast	16	1.7%
Attica	15	1.5%
Oxford	13	1.3%
Other	104	10.8%

Other high schools, which represent less than 1% of the total per school include the following in descending order: Circle, El Dorado, Haysville Campus, Wichita Alternative, Augusta , Bishop Carroll, Goddard Eisenhower, Kapaun Mt. Carmel, Homeschooled, Maize South, Garden Plain, Gateway, Goddard, Mulvane, Andover Ecademy, Missouri Military Academy, Newton, Sowers Alternative, Wichita Northeast Magnet, Andover Central, APEX, Argonia, Berean Academy, Bluestem, Caldwell, Douglass, Rose Hill Encore, Goddard Academy, Holy Savior Academy, Lawrence Gardener, Maize Virtual Prep School, Remington, Rose Hill, Sedgwick, Smoky Hill, Sterling Academy, Turner, Wichita Collegiate, Winfield

<b>College</b>	<b>Participants</b>	<b>Percentage</b>
Anderson University	1	1.8%
Butler CC	18	32.7%
Cowley CC	4	7.3%
Fort Hays State	1	1.8%
Hutchinson CC	3	5.5%
Kansas State	2	3.6%
Neosho County CC	1	1.8%
Pratt CC	1	1.8%
Purdue University	1	1.8%
Washburn Tech	1	1.8%
Washburn	2	3.6%
Wichita State	6	10.9%
WSU Tech	14	25.5%

<b>GED Program</b>	<b>Participants</b>	<b>Percentage</b>
Kansel	5	0.5%
NexStep	4	0.4%



### YEP Participant Feedback

A follow-up survey was emailed to all Workforce Alliance YEP participants with a valid email address, including those who attended YEP outreach sessions, workshops and job fairs. Only 57 surveys were completed (decrease of 34% compared to 2017) and results are below.

**1. Were you employed between March 13 and August 31, 2017?**

Answer Choice	Response	Percentage
Yes	41	71.93%
No	16	27.07%

**2. How did you obtain the job?**

Answer Choice	Response	Percentage
Applied on my own, not through YEP Program	19	33.33%
Applied at YEP Job Fair	14	24.56%
Placed through Workforce Alliance	7	12.28%
I was not employed	15	28.07%
Placed through YMCA job Prep	0	0%
Placed through City of Wichita Way to Work	1	1.75%

**3. Will your job continue at the end of the summer**

Answer Choice	Response	Percentage
Yes	21	36.84%
No	36	63.16%

**4. Please give us your feedback or suggestions based on your 2018 YEP Experience. Your feedback will help us improve the program for the future.**

- All went smoothly
- Allow kids to test out of that daylong event where you teach them basic skills.
- Amazing! I loved my internship!
- Get more employers that are fast food related for those that are still in high school.
- Great program!
- I absolutely have 0 complaints. Everything was perfect. Everyone was amazing and it really kicked off. Thank you so much we need more helping and caring people like yourselves.
- I believe this is a great opportunity to step into a company you wish to work for. I began as in intern and now I will continue working in a different position thanks to the internship.
- I do believe the 2018 YEP helped me to obtain a job as an Intern at Spirit AeroSystems. I think that next year, to improve the program, communication could use some work. I was able to complete all of the required steps to get a job, but some more details of what we were supposed to do and why would help with the process.
- I got my food handler's card at the Workforce Center and that helped me get the job.
- I had a great experience and learned a lot about the work place. It was a great, unique opportunity to explore the possibilities of my future.

- I liked most of it over all, the only thing was I think the teen hiring event should've been extended and not just 1 day.
- I liked the experience, and the job interviews went well. It would be nice if there was more exposure about the job fair, especially at schools- there were a few people that came to the engineering classes at my school, and it could have been beneficial to the kids in construction/shop classes as well.
- I think that this program was really good, it really doesn't need any improving.
- I think the program went well and enjoyed the snacks and activities.
- I thought the program was very helpful. The only thing I might suggest is going a little more into the interview process, like what to do if you don't get called in for an interview after applying, what websites and apps are best to use when applying online, and going over the application process a bit more, and possibly go over how school grades can affect you getting hired. Aside from that, everything else is just fine.
- I would've liked more time spent on how to write a resume and prepare for an interview.
- I'm have no comments besides it was a great experience and I loved working there, thank you for the opportunity!
- It was awesome program. Easy to find what job type you where looking for.
- it was fun
- It was fun
- My overall experience was great!!!!
- No problems.
- One suggestion I would make is to make the communication better between the applicants and the organization. Keep them up to date with frequent emails and phone calls and give them an adequate amount of information about the job or job process they are involved in.
- Overall I felt like this was a great program. It's made many employment opportunities for young students. I feel like this program will keep growing as more and more people learn about the jobs it helps create.
- place people in their field of study
- The experience was great and hope I can do it next year.
- The job was a great learning experience and resume builder. The staff was very friendly and accepting.
- The program was done well as is. I can't think of anything that really could have made it better at the moment.
- This program has given me the experience in filling out an application and attending a job fair.
- Well I did like the experience but there should be an emphasis on diversity in the work place.
- Would like longer hours
- Would like to see more places that would be appropriate for youth still in high school
- Yep helped motivate me to get out there and look for a career job. I highly recommend this program to all kids seeking employment.

### **YEP Employer Feedback**

New in 2018, a follow-up survey was emailed to employers who attended a YEP Job Fair, 12 surveys were completed and five offered feedback received is below.

- Basic attendance understanding as well as proper restroom usage, and work attire instruction would be helpful. One of our youth tried to email when she was calling in, even after repeated attempts to correct her. Another youth wore inappropriate clothing and took 10 to 15 minute bathroom breaks. Some re-direction with this youth fixed the breaks.
- I only had 4 potential candidates to choose from, and 2 of them cancelled their interview day of. I think we may have been more successful if we had a larger candidate pool to choose from.
- Summer was a good time for us to work with the YEP program. The school year will be harder to help out.
- We had 2 outstanding students. The only suggestion I have is to give them more information. When I interviewed them, they did not seem to know some of the basic information; i.e. pay, start date, how long the program was.
- Unfortunately the young adult we employed decided that he did not want to return to the job after a week and a half.