



2021 Youth Employment Project
Final Report
September 2021

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.

In 2021, the Helping Youth Prepare for Employment (HYPE), a Youth Employment Network, continued its collaboration of community partners including the Workforce Alliance of South-Central Kansas, the City of Wichita, the Greater Wichita YMCA and USD 259. These partners all have well established youth employment programs and work together to achieve significant community impact. The outcomes from YEP are shared with HYPE partners for a total community impact measure.



Due to restrictions as a result of COVID-19, modifications were required to the original 2020 HYPE work plan. All the goals and expectations for 2021 could not be met as a number of schools did not allow for visitors, which impacted promotional and communication efforts with school staff and students. However, the HYPE partners persevered and did provide a positive impact on many youth and equipping them with tools and awareness to help with academic success and long term career goals.

The model of Camp HYPE piloted for 14-15 year old's in 2020 was expanded to include high school students. A series of career workshops were offered to youth that have a least completed their freshman year of high school and have not yet graduated.

Participants

The 2021 YEP served 1,918 young adults and engaged 73 employers, a 31.5% decrease in total youth and 5.8% increase in employers engaged compared to 2020 totals.

Outreach

Outreach sessions were conducted with 20 schools in 14 districts covering 6 counties. Outreach sessions were also held with community partners. In total 45 young adults attended an outreach session, a decrease compared to 2020 totals, which is attributed to remote learning due to COVID-19, as multiple on campus sessions were cancelled.

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 Accredible 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 12 times from January through July 2021, a 42.85% decrease in number of workshops compared to 2020; 159 participants attended YEP Workshops and 477 badges awarded for workshop participation. In total, 159 participants earned a Youth Essential Skills Certificates.

Camp HYPE

The camp sessions focused on soft skill development, career awareness, workplace technology, academic goals and financial literacy. The participants were expected to treat this as an actual job and were required to submit an application. A cash stipend of \$120 was earned for meeting the goals of punctuality, participation and positive attitude during the camps.

A total of five Camp HYPEs were held at the Wichita Workforce Center. The camps were limited to 20 participants. All of the camps were themed and funded by local employers; Trade Skills Camp (WEJATC & Local 441), FlagshipKansas.Tech, Healthcare (Ascension Via Christa), Spirit AeroSystems Camp, & Textron Aviation Camp. Each camp averaged 10 students and a total of 55 completed the camps, earning their Essential Skills Certificates. USD 259 provided four externs, who supported all of the camps.

Freddy’s provided lunch to all of the students and staff the last day of Technology Camp. Lane Enterprises provided lunch to all students and staff the last day of Trade Skills, Healthcare, Textron Aviation, and Spirit AeroSystems Camps.

The following companies/individuals visited the camps and spoke about leadership, jobs and careers:

FlagshipKansas.Tech – Ashley Schiedeman

Novacoast

Underground Vaults & Systems

NetApp

Freddy’s Frozen Custard & Steakburgers – Chris Williams

Wichita Electrical Joint Apprenticeship & Training Center - Tony Naylor & Jay Thomas

Local 441 Plumbers & Pipefitters – Chris Neel

Ascension Via Christi - Lindsey Brittain, Allan Thomas, Susan Willey, Mike Veasart, Keisha Humphries, Amber Jorges-Landers, Abbey Cotter, Jenifer Phelps, Matthew Tyler, Cody Rodriguez, and Richard Allenbach

Textron Aviation - Colin Thomas, Jamie Haden, Heather Meyer, Caroline Nichols, Lauren Howell, Lucas burk, Brittany Felder, and Ryan Lynch

Spirit AeroSystems - Cindy Hoover, Jake Williams, Dawn Stock, and Brian Black

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. Due to COVID-19, DollarWi\$e was postponed until 2022.

YEP Job Fairs

A total of 5 job fairs were held for 2021, attended by 682 job seekers and 69 employers.

Job Placements

The final outcomes for YEP 2021 includes 808 job placements with 114 employers. 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. Most wages were directly funded by the employer, and some participants found employment outside of the program after completing a workshop and self-reported their jobs. The City of Wichita, The Way to Work Program, had 148 job placements with 47 employers. Greater Wichita YMCA, Job Prep Program, had 49 placements with 15 employers.

Youth employment estimated economic impact based on reported & estimated wages -
1,045 job placements X Average wage of \$9 per hour X 20 hours per week X 8 weeks = \$1,440
1,045 X \$1,440 = \$1,504,800

YEP 2021 Goals and Outcomes at a Glance

| Measure | 2021 YTD | 2021 Goal | 2020 Actual |
|-------------------------------------|-------------------------------|------------------------------|------------------------------|
| Total Young Adults Served | 1918 | 1,000 | 3,009 |
| Workshop Participation | 159 | 200 | 658 |
| Badges Awarded | 477 | 600 | 1,974 |
| ESC Certificates Earned | 159 | 200 | 658 |
| Total Employment | 848 | 500 | 391 |
| Participating Employers | 114 | 100 | 119 |
| Job Fairs | 5 | 5 | 5 |
| Job Fair Attendance by Young Adults | 682 | 500 | 1,278 |
| Job Fair Attendance by Employers | 50 | 50 | 110 |
| Outreach Sessions | 6 | 5 | 38 |
| School Engaged | 20 schools in 14 districts | 15 schools in 7 districts | 15 schools in 7 districts |
| Counties Engaged | 6 | 6 | 6 |

2021 HYPE Employment Outcomes

| Employment Type | Total |
|--------------------------------------|--------------|
| WIOA | 12 |
| Pre-ETS | 2 |
| YEP Employer Funded | 377 |
| YEP Subsidized | 55 |
| The Way to Work (City of Wichita) | 148 |
| Job Prep (YMCA) | 49 |
| Youth Self-Reported | 402 |
| Total | 1,045 |

2021 YEP Employer Participation

A total of 114 employers hired young adults through YEP 2021, including six employers who provided a placement site for youth that was subsidized through agency funds. In addition, six community agencies partnered to support the program. This is a 151.72% increase compared to the number of companies that hired from the program in 2020 due to COVID-19.

Employer Sponsors (Direct Hire or Financial Sponsors)

| | |
|--------------------------|-----------------------------------|
| All City barbershop | Freddy's Frozen Custard |
| Ascension Via Christi | Greater Wichita YMCA |
| Bank of America | Lane Enterprises |
| Butler Community College | Local 441 Plumber's & Pipefitters |
| Circle High School | Spirit AeroSystems |
| City of Wichita | Textron Aviation |
| Exploration Place | WEJATC |
| FlagshipKansas.Tech | Wind Surge |

Employer Partners (Agency Subsidized Placement)

| | |
|------------------------------------|--------------------------|
| Center Industries | Envision |
| Cerebral Palsy Research Foundation | Great Plains Industries |
| Dillon's | Wichita Workforce Center |

Supporting Community Partners

| | |
|--|---|
| Harper County Transition to Career Program | The Urban League of Kansas WSU Haysville |
|--|---|

Self-Reported Employers of YEP Participants

| | | |
|---------------------------|--------------------------|---------------------------|
| All Star Sports | Church's Chicken | Firehouse Subs |
| All Star Adventures | City of El Dorado | Five Below |
| Atwoods | City of Towanda | Forever 21 |
| Back Alley Pizza | Core Physical Therapy | Fredo's |
| Baskin Robbins | Cricket Wireless | Freezing Moo |
| BD's Mongolian Grill | Dairy Queen | Gambino's Pizza |
| Bel Aire City Pool | Dave and Buster's | Genesis Health Club |
| Bradford Memorial Library | Deano's Grill & Tapworks | GNC (Towne East) |
| Braum's | Dillon's | Goodwill |
| Burger King | Dog N Shake | Great Beginnings Boutique |
| Café Maurice | Dustrol | Gupton Pet Care Center |
| Carousel Skate Center | El Dorado State Park | Hamptons |
| Charlie's Car Wash | El Dorado Truecare | Hobby Lobby |
| Cheddar's Scratch Kitchen | Pharmacy | IHOP |
| Chick-Fil-A | Emperor's Japanese Grill | Il Vicino |
| Chili's | Exploration Place | Jason's Deli |
| Chipotle | Fazoli's | Jimmy John's |

Kentucky Fried Chicken
 Kwik Shop
 Leeker's Family Foods
 Los Coco's
 Marietta Farm
 Marriott
 Martin Interconnect
 Services
 McDonalds
 Meddy's
 Meter Engineer's
 Moe's Grill
 Moxie's
 Olive Garden
 On the Edge Auto
 Detailing
 Orscheln's
 Outback Steakhouse
 Papa Murphy's

Popeye's
 Quiktrip
 Red Rooster Reception
 Hall
 Salon Aspire
 Schlotzsky's
 Seneca Bowl
 Sonic
 Spangles
 SpaRenity Nails & Organics
 Spears Restaurant & Pie
 Shop
 Starbucks
 Stearman Airfield Bar &
 Grill
 Stryker Sports Complex
 Taco Bell
 Taco Tico

Tequilas Mexican
 Restaurant
 Texas Roadhouse
 The Graphic Tee
 The Greater Wichita
 Partnership
 Terradyne Country Club
 Texas Roadhouse
 Thunderbird Grill
 Village Inn
 Vintage Stock
 Walmart
 Walter's Pumpkin Patch
 Welch's Cleaners
 Wendy's
 Wesley Medical Center
 Wichita Country Club
 Wichita Sports Forum

**Workforce Alliance YEP 2021 Participant
 Demographics**

In 2021, 554 of the 1,918 young adults who participated in YEP through the Workforce Alliance formally registered for the program. Data has been compiled on those participants and is listed below:

| Age | Participants | Percentage |
|-----|--------------|------------|
| 14 | 80 | 14.4% |
| 15 | 154 | 27.8% |
| 16 | 143 | 25.8% |
| 17 | 112 | 20.2% |
| 18 | 48 | 8.7% |
| 19 | 14 | 2.5% |
| 20 | 1 | .18% |
| 23 | 1 | .18% |
| 24 | 1 | .18% |

| Gender | Participants | Percentage |
|----------------------|--------------|------------|
| Female | 290 | 52.3% |
| Male | 251 | 45.3% |
| Prefer not to Answer | 13 | 2.3% |

| Race | Participants | Percentage |
|--|--------------|------------|
| American Indian or Alaska Native | 22 | 3.9% |
| Asian or Asian Americas | 23 | 4.2% |
| Black or African American | 178 | 32.1% |
| Ethnic Hispanic or Latino | 145 | 26.2% |
| More than One Race | 35 | 6.3% |
| Native Hawaiian or Pacific Islander | 3 | 0.54% |
| Not Identified or Prefer not to Answer | 13 | 2.34% |
| White or Caucasian | 235 | 42.4% |

| YEP Participant Residence by Zip Code | | |
|--|--------------|------------|
| Zip Code | Participants | Percentage |
| 67207 | 29 | 5.2% |
| 67003 | 30 | 5.4% |
| 67217 | 30 | 5.6% |
| 67212 | 28 | 5.1% |
| 67205 | 7 | 1.3% |
| 67216 | 26 | 4.7% |
| 67218 | 22 | 4% |
| 67208 | 31 | 5.6% |
| 67203 | 32 | 5.8% |
| 67214 | 40 | 7.2% |
| 67226 | 37 | 3.23% |
| 67060 | 28 | 2.44% |
| 67204 | 28 | 5.1% |
| 67037 | 25 | 2.18% |
| 67211 | 22 | 4% |
| 67220 | 17 | 1.48% |
| 67213 | 21 | 3.8% |
| 67219 | 21 | 1.83% |
| 67206 | 16 | 1.39% |
| 67209 | 16 | 1.39% |
| 67235 | 21 | 1.83% |
| 67002 | 18 | 1.57% |
| All Other* | 101 | 18.2% |

| Yep Participants by County | | |
|-----------------------------------|--------------|------------|
| County | Participants | Percentage |
| Barber | 2 | 0.17% |
| Butler | 120 | 10.48% |
| Cowley | 8 | 0.69% |
| Elk | 1 | 0.08% |
| Harper | 27 | 2.35% |
| Harvey | 9 | 0.78% |
| Kingman | 35 | 3.05% |
| Leavenworth | 1 | 0.08% |
| Marion | 1 | 0.08% |
| McPherson | 1 | 0.08% |
| Montgomery | 2 | 0.17% |
| Pratt | 2 | 0.17% |
| Sedgwick | 929 | 89.13% |
| Sumner | 1 | 0.08% |
| Wyandotte | 1 | 0.08% |
| Out of State | 5 | 0.43% |

*All Other includes zip codes with less than 1% of total participants, including 67025, 67110, 67114, 67215, 67013, 67152, 67202, 67147, 67120, 67228, 67004, 67005, 67010, 67026, 67039, 67108, 67146, 66842, 67030, 67052, 67133, 67135, 67149, 20019, 20841, 30314, 55927, 64133, 64804, 66027, 66102, 66203, 66207, 67001, 67017, 67019, 67023, 67053, 67062, 67067, 67117, 67119, 67140, 67144, 67156, 67157, 67201, 67227, 67316, 67349, 73717, 76060

YEP Participant Previous Participation History

| Participation | Participants | Percentage |
|--|---------------------|-------------------|
| First Time YEP Participant in 2020 | 433 | 78.2% |
| Returning YEP Participant | 22 | 4% |
| Previous Participant with HYPE Partner | 10 | 2% |

YEP Participant Barriers to Employment

| Barrier* | Participants | Percentage |
|--|---------------------|-------------------|
| Have never been employed or limited work history | 275 | 50% |
| Family receives Free/Reduced Lunch | 228 | 41.2% |
| Family receives Supplemental Nutrition Assistance Program (SNAP) | 61 | 11% |
| Need assistance to access transportation | 53 | 4.62% |
| Disability | 25 | 4.5% |
| Family receives Social Security Disability Income (SSDI) | 29 | 5.2% |
| Foster Child | 21 | 3.8% |
| Family receives Temporary Assistance for Needy Families (TANF) | 15 | 2.7% |
| Pregnant or Parenting Teen | 8 | 1.4% |
| Juvenile Justice Involved | 4 | 0.7% |
| High School Drop Out | 5 | 0.9% |
| Homeless | 2 | 0.4% |
| Substance Abuse | 8 | 1.4% |

*Participants could select more than one barrier to employment, if applicable. On average, there were 1.37 barriers to employment per participant.

YEP Participant Employment Area of Interest*

| Industry** | Participants | Percentage |
|-----------------------------|---------------------|-------------------|
| Banking or Finance | 138 | 25% |
| Clerical or /Office | 131 | 23.6% |
| Construction | 68 | 12.3% |
| Customer Service or Retail | 220 | 40% |
| Food Service or Hospitality | 173 | 31.2% |
| Healthcare | 207 | 37.4% |
| Information Technology | 162 | 29.2% |
| Janitorial or Maintenance | 87 | 15.7% |
| Manufacturing | 93 | 16.8% |
| Other | 110 | 20% |

*Participants could select more than one area of interest if applicable. On average, there were 3.4 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: Accounting, Aeronautical Engineering, Agriculture, Athletics, Business, Communications, Cosmetology, Criminal Justice, Digital Marketing, Early Childhood Development, Education, Film Making, Game Design, Graphic Design, Human Resources, Military, Photography, Psychology, Robotics, Social Work, Welding, and Zoology.

YEP Participants School Education Level Data

| School Status | Participants | Percentage |
|-----------------------|--------------|------------|
| Attending College | 13 | 2.3% |
| Attending High School | 506 | 91.3% |
| Not Attending School | 35 | 6.3% |

Participation by High School

| School | Participants | Percentage |
|-------------------|--------------|------------|
| Wichita Southeast | 40 | 7.2% |
| Wichita North | 77 | 14% |
| Wichita East | 37 | 7% |
| Wichita Heights | 22 | 4% |
| Wichita South | 39 | 7% |
| Wichita West | 26 | 5% |
| Wichita Northwest | 36 | 6.5% |
| Goddard | 10 | 1.8% |
| Other* | 364 | 31.79% |

Other high schools, which represent less than 1% of the total per school include the following in descending order: Valley Center, Goddard Eisenhower, Newton, Oxford Jr/ Sr High, Wellington, Andover Central, Circle, El Dorado, Andover, Cheney, Flinthills, Trinity Academy, Andale, Argonia, Belle Plaine, Central of Burden, Douglass, Eureka, Haysville Leavenworth, Rose Hill, Sunrise Christian Academy, Baxter Springs, Bluestem, Clearwater, Salina Central, Sedgwick, The Independent School, Wichita Alternative, Winfield, Alva High School, Chester Lewis, Derby, Garden Plain, Goddard Academy, Gordon Parks, Kapaun, Heritage Academy, Hesston, Homeschool, Kansas State School for the Blind, Raytown, Remington, Shawnee Mission North, Smokey Valley Virtual Charter School, South Haven, Sowers Alternative, Triton, Udall, Bishop Carroll, West Elk, Maize, Northeast, Maize South, Mulvane

Participation by College

| School | Participants | Percentage |
|--------------------------|--------------|------------|
| Butler Community College | 1 | .2% |
| WSU Tech | 2 | .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. 21 surveys were completed. Comments are below and overall feedback was very positive. All comments received are below:

- YEP taught me how to do a good interview.
- Nothing bad. I liked it.
- I had a great experience with the workshop that was held at the Workforce Center. It was helpful.
- I wasn't aware this existed. You should try to make yourself known through either teachers/mentors.
- I learned how to properly shake someone's hand.
- I recommend this program because it's great to learn about this stuff.
- This program was helpful in helping me decide what I want to do as a career.
- One thing I learned is you have to make a good impression because you can never make up for it.
- I learned making eye contact and having a firm handshake is important.