



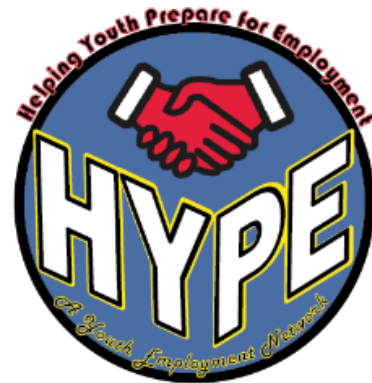
## 2020 Youth Employment Project

Final Report

October 2020

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 2020, 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-10, modifications were required to the original 2020 HYPE work plan. The goals and expectations for 2020 could not be met as a number of employers were unable to provide a first job or work experience opportunity for most HYPE participants. 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.

Recognizing there would be fewer jobs opportunities for youth this summer, the model of Camp HYPE piloted for 14-15 year olds in 2019 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.

As some employers were hiring efforts were made to place youth with businesses needing workers. Multiple job fairs were held and many youth were able to secure employment opportunities through HYPE.

## **Participants**

The 2020 YEP served 3,009 young adults and engaged 119 employers, a 2.17% decrease in total youth and 65.7% decrease in employers engaged compared to 2019 totals.

## **Outreach**

Outreach sessions were conducted with 15 schools in 7 districts covering 6 counties. Outreach sessions were also held with community partners. In total 504 young adults attended an outreach session, a decrease compared to 2019 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 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 21 times from January through July 2020, a 4.7% increase in number of workshops compared to 2019; 658 participants attended YEP Workshops and 1,974 badges awarded for workshop participation. In total, 658 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 \$200 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 18 participants to maintain a six-foot distance between participants. All students were required to wear a mask at all times and were health screened at the main entrance. Three of the camps were themed and funded by local employers; Trade Skills Camp (WEJATC & Local 441), Spirit AeroSystems Camp, & Textron Aviation Camp. Each camp averaged 16 students and a total of 82 completed the camps, earning their Essential Skills Certificates. Camps 1 & 2 had additional support from USD 259, who provided two externs.

The camps had additional support from local leaders, who came to the center in person or through Zoom, to speak about leadership, jobs and their careers and are listed below.

Junetta Everett – Delta Dental/Wichita Chamber  
Kara Hunt – Delta Dental/Business Education Alliance  
Council Member Becky Tuttle – City of Wichita  
Shaun Rojas – Kansas Leadership Center  
Bob Moullette – Wind Surge  
Dawn Morse – Bank of America  
Laura Barker – USD 259

Chris Williams – Freddy’s  
John Anderson – LK Architecture  
Tyrone Baker - YMCA  
Aaron Bohannon – Just in Case  
Tony Naylor & Jay Thomas – WEJATC  
Chris Neel – Local 441  
Emelie Knobloch, Kaye Miller, Jamie Haden, Heather Meyer, & Lauren Howell – Textron Aviation  
Jake Williams, Jens Lukoschat, Roy Moyer III, Dawn Stock & Tamika McCormack – Spirit AeroSystems

### **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 2021.

### **YEP Job Fairs**

A total of 5 job fairs were held for 2020, attended by 1,278 job seekers and 110 employers; eight additional job fairs were scheduled, but cancelled due to COVID-19.

### **Job Placements**

The final outcomes for YEP 2020 includes 391 job placements with 29 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. 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. It should be noted, Wind Surge also hired 125 young adults, but jobs never began when the baseball season was cancelled due to COVID-19.

### YEP 2020 Goals and Outcomes at a Glance

Measure	2020 Actual	2020 Goal	2019
Total Young Adults Served	3,009	3,500	3,076
Workshop Participation	658	500	437
Badges Awarded	1,974	1,500	1,311
ESC Certificates Earned	658	400	275
Total Employment	391	1,500	1,034
Employers Engaged	119	200	347
Job Fairs	5	10	10
Job Fair Attendance by Young Adults	1,278	700	598
Job Fair Attendance by Employers	110	150	133
Events (Outreach, Job Fair, Workshop)	38	75	63
School Engaged	15 schools in 7 districts	30 schools in 16 districts	28 schools in 15 districts
Counties Engaged	6	7	7

### 2020 HYPE Employment Outcomes

Employment Type	Total
<b>Employer Funded</b>	
YEP	176
Youth Self-Reported	41
<b>Partner Programs</b>	
The Way to Work	113
Job Prep	48
<b>Subsidized</b>	
WIOA	2
Pre-ETS	11
<b>Total</b>	<b>391</b>

## 2020 YEP Employer Participation

A total of 29 employers hired young adults through YEP 2020, 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 77.16% decrease compared to the number of companies that hired from the program in 2019 due to COVID-19.

### Employer Sponsors (Direct Hire or Financial Sponsors)

Bank of America	Manpower
City of Augusta	Spirit AeroSystems
City of Wichita	Textron Aviation
Greater Wichita YMCA	

### Employer Partners (Agency Subsidized Placement)

Augusta Library	Forever Young
Dillon's	Kid to Kid
Exploration Place	Wichita Workforce Center

### Supporting Community Partners

Envision	Real Men Real Heroes
Harper County Transition to Career Program	The Urban League of Kansas
Evergreen Neighborhood Resource Center	WSU Haysville

### Self-Reported Employers of YEP Participants

Back Alley Pizza	Jeri's Kitchen	Sedgwick County Election Office
Braum's	JOMA Bowling Company	Sonic
Cancun Mexican Grill	Kingman Drug	Spangle's
Dairy Queen	Laser Quest	Textron Aviation
Domino's Pizza	Mathnasium	Taco Tico
Doubletree	McDonald's	Wendy's
Exploration Place	Menard's	White's Foodliner
Genesis Health Club	Moxie's	
ICT Fuzzy's Taco Shop	Pizza Hut	
Insurance Shoppe		

### Workforce Alliance YEP 2020 Participant Demographics

In 2020, 1,145 of the 3,009 young adults who participated in YEP through the Workforce Alliance formally registered for the program. Data been compiled on those participants and is listed below:

Age	Participants	Percentage
14	52	4.56%
15	149	13.09%
16	379	33.30%
17	331	29.08%
18	202	17.75%
19	19	1.66%
20	4	.35%
21	1	.087%
23	1	.087%

Gender	Participants	Percentage
Female	480	41.92%
Male	636	55.54%
Prefer not to Answer	29	2.53%

Race	Participants	Percentage
American Indian or Alaska Native	19	1.65%
Asian or Asian Americas	89	7.77%
Black or African American	123	10.74%
Ethnic Hispanic or Latino	103	8.99%
More than One Race	99	8.64%
Native Hawaiian or Pacific Islander	4	0.34%
Not Identified or Prefer not to Answer	38	3.31%
White or Caucasian	670	58.51%

<b>YEP Participant Residence by Zip Code</b>		
Zip Code	Participants	Percentage
67207	50	4.36%
67217	74	6.46%
67212	56	4.89%
67205	64	5.58%
67216	38	3.31%
67218	27	2.35%
67208	14	1.22%
67203	31	2.70%
67214	46	4.01%
67226	37	3.23%
67060	28	2.44%
67204	28	2.44%
67037	25	2.18%
67211	22	1.92%
67220	17	1.48%
67213	35	3.05%
67219	21	1.83%
67206	16	1.39%
67209	16	1.39%
67235	21	1.83%
67042	13	1.13%
67101	13	1.13%
67210	7	0.61%
67230	16	1.39%
67002	18	1.57%
All Other*	412	35.98%

<b>Yep Participants by County</b>		
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	1,027	89.69%
Returning YEP Participant	92	8.03%
Previous Participant with HYPE Partner	26	2.27%

### YEP Participant Barriers to Employment

Barrier*	Participants	Percentage
Have never been employed or limited work history	393	34.32%
Family receives Free/Reduced Lunch	285	24.89%
Family receives Supplemental Nutrition Assistance Program (SNAP)	50	4.36%
Need assistance to access transportation	53	4.62%
Disability	32	2.79%
Family receives Social Security Disability Income (SSDI)	47	4.10%
Foster Child	13	1.13%
Family receives Temporary Assistance for Needy Families (TANF)	15	1.31%
Pregnant or Parenting Teen	7	0.61%
Juvenile Justice Involved	3	0.26%
High School Drop Out	5	0.43%
Homeless	4	0.34%
Substance Abuse	8	0.69%

\*Participants could select more than one barrier to employment, if applicable. On average, there were 1.16 barriers to employment per participant.

### YEP Participant Employment Area of Interest\*

Industry**	Participants	Percentage
Banking or Finance	260	22.70%
Clerical or /Office	231	20.17%
Construction	175	15.28%
Customer Service or Retail	301	26.28%
Food Service or Hospitality	204	17.81%
Healthcare	242	21.13%
Information Technology	295	25.76%
Janitorial or Maintenance	100	8.73%
Manufacturing	322	28.12%
Other	71	6.2%

\*Participants could select more than one area of interest if applicable. On average, there were 2.7 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 Zoo Keeping.

### YEP Participants School Education Level Data

School Status	Participants	Percentage
Attending College	25	2.18%
Attending High School	1,088	95.02%
Attending Middle School	15	1.31%
Not Attending School	17	1.48%



**Participation by High School**

<b>School</b>	<b>Participants</b>	<b>Percentage</b>
Wichita Southeast	41	3.58%
Haysville Campus	101	8.82%
Wichita North	68	5.93%
Wichita East	52	4.54%
Wichita Heights	61	5.32%
Wichita South	57	4.97%
Kapaun Mt. Carmel	10	0.87%
Bishop Carroll	24	2.09%
Wichita West	55	4.80%
Maize	50	4.36%
Wichita Northeast	18	1.57%
Maize Complete	21	1.83%
Wichita Northwest	37	3.23%
Gateway	1	0.08%
Maize South	47	4.10%
Goddard	16	1.39%
Mulvane	10	0.87%
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, 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, 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, West Elk

**Participation by College**

<b>School</b>	<b>Participants</b>	<b>Percentage</b>
Butler Community College	3	.50%
Wichita State University	4	.75%
WSU Tech	5	.63%

### **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 35 surveys were completed. Comments are below and overall feedback was very positive. All comments received are below:

- The YEP program helped me learn a lot about how I should obtain a job and how to keep it. Both to which I believe is a very crucial point that most people don't necessarily put as much effort into.
- I loved the energy and the experience, and the information actually felt like I wanted to come to these sessions.
- I loved it! This class helped me alot and gave me a better understanding on some things than financial literacy.
- It was an awesome way to get involved with a job!
- Seems pretty legit. Helpful recourses and informational.
- It was very impactful! LaShona should be a motivational speaker!
- This was a very interactive process with this workshop.
- This was the best school field trip I've been too! I learned a lot and it was energetic.
- I had a really good time and I learned a lot definitely will be emailing about job opportunity.
- It was very fun and energizing to listen to. I learned a lot.
- It was very motivational and has helped me open my eyes on how real life living is difficult.
- I think kids should have this more early on. I like this program and it teaches me a lot of things. I'm glad I'm learning these things and I wish I could have learned these things a while ago.
- I feel that the Youth Employment Program should be a required class, for high school students. It is very helpful and needed.