

# SYEP 2017

SUMMER YOUTH EMPLOYMENT PROGRAM

# SYEP Youth/Young Adults Served

- ▶ 2017- 57 Youth/Young Adults ages 16-21 employed

# What Worked (SYEP)?

- ▶ Work Readiness Training
- ▶ Youth/Young Adult Background Checks/Physicals (Concentra)
- ▶ Purchase of the SYEP Youth/Young Adults uniform shirts
- ▶ Team Building Activities
- ▶ Bus Passes to assist youth with transportation to/from employment
- ▶ Job Coaches meeting with youth once weekly
- ▶ Job Coaches meeting & being accessible to employers to resolve employee issues

# Issues (SYEP)?

- ▶ No Drug Testing for the Youth/Young Adults
- ▶ Getting Background checks completed and reviewed prior to youth/young adults being placed on a job (this would ensure that no youth/young adults with a positive criminal background are placed in a position that requires no criminal history)
- ▶ Youth/young adults non-daily attendance on the job
- ▶ Employee No call/no show
- ▶ Knowing what skills youth/young adults have prior to being placed into employment
- ▶ Parents going on employment sites and arguing with supervisors
- ▶ Youth/Young Adults requesting for others to pick up their checks
- ▶ Youth/Young Adults not having a clear understanding of the liability associated with social media i.e. taking pictures at work and placing information on social media without permission of an employee, etc.

# Issues (SYEP) Continue

- ▶ More than 20% of the youth/young adults did not have Florida Identification cards
- ▶ More than 20% of the youth/young adults had issues in locating their social security card in for HR processing
- ▶ Additional time is needed by HR/Finance to properly process Youth/Young Adults documentation
- ▶ Youth/Young Adults not understanding and/or being slow about turning in their time card – which has a great effect in processing payroll

# Issues/questions from our partners (employers)

- ▶ Several of the partners (employers) requested criminal background checks (which is a requirement for their funding and/or HR department)
- ▶ Employers requesting copies of the background checks to be placed in their files (in case of auditing)
- ▶ Several partners suspected possible drug usage on behalf of the intern, and questioned how the City would handle that specific situation
- ▶ Who assumes liability if the youth/young adult does something questionable at the workplace, or the youth gets hurt on the job
- ▶ The numbers of hours a youth/young adult can work per day per the Labor laws if the youth is under age



# Number of SYEP Camp Leadership Youth Served

- ▶ 28 youth served
- ▶ These youth were ages 14-15

# What worked in the Leadership Camp

- ▶ The variety leadership of classes
- ▶ Teambuilding activities
- ▶ Financial Literacy
- ▶ Communication Classes & activities
- ▶ Business Conflict Resolution role play activities
- ▶ Shark Tank activities



# What did not work in the Leadership Camp

- ▶ Stipend.....Youth felt entitled to the stipend even when their behavior wasn't acceptable
- ▶ Summer Food Lunch
- ▶ Restricted Space
- ▶ Additional time needed for screening of the youth to ensure stricter qualifications – this will ensure City youth only are served