



F1rstJobs
Summer, 2008
Summary Report

Introduction and Background

The summer of 2008 represented the fourth year of F1rstJobs, a community wide effort to provide meaningful work experiences for North Shore teens—experiences that pave the way to healthful career exploration and development. The purpose of this report is to provide an overview of the program in the summer of 2008, during which over 1000 teens applied for work and 384 were successfully hired, and provide lessons learned.

F1rstJobs' inaugural year, 2005, had proven to be a successful collaboration among elected officials, business representatives, public organizations, local philanthropies, non-profit agencies, and individuals through which 135 teens found employment and had positive experiences as they entered the labor market. While these 135 teens were a success, these efforts did not begin to address the needs and interests of the over 500 teens who applied for work. With this in mind, F1rstJobs 2006 took on the challenge to find more teens work, with the hope of institutionalizing the project as one that supports teens as they begin their work and career lives in a successful and positive manner.

On the supply side, i.e., teen applicants and placements, F1rstJobs has continued to grow. The chart below summarized this growth.

	Applicants	Placements
F1rstJobs 2005	500	135
F1rstJobs 2006	600	200
F1rstJobs 2007	700	225
F1rstJobs 2008	1000	386

During the summer of 2006, almost 600 applications were received for just over 200 jobs in the public and private sectors. Several companies returned to participate, with new companies and donors joining in. For the first time, F1rstJobs also included funds from a federal grant supporting teens with disabilities. Teens referred to the program from local schools participated equally in workshops and interviews, and received employment with companies or non-profit organizations. New outreach and job development techniques were piloted in an ever-present attempt to increase the number of job opportunities for local teens.

Summer of 2007, staff worked with 700 teen applicants, with approximately 225 teens finding work through the program. The struggle continued to find companies willing to hire, but we did experience some reviving interest on the part of the local retail trade, the area in which most individuals do experience their first job, to hire teens. In addition, we experienced a renewed interest on the public funding side to support teen employment. Details on these experiences are discussed below.

Over 1000 teens applied for F1rstJobs during the summer of 2008. This year we saw increased numbers of older teens 17-18 (see charts 2 & 3) who were unable to find jobs on their own. This group included teens that had had a job experience in the past, but were still unable to find a job for the summer after reportedly filling out many applications. Many parents who also tried to help their teens obtain employment turned to F1rstJobs for assistance. We too, interviewed several teens who were articulate, well dressed and ready for work who said they had applied for jobs without being hired. This increase in older teens needing help finding employment meant that younger youth, primarily 14 and 15 year olds had an even more difficult time finding employment, and because the program is such that employers interview and hire the teens, rather than job matching, this changed the complexion of F1rstJobs of being

Need

The need for strategic intervention into the labor market on behalf of teens continues to be supported by labor market data as well as anecdotal information. According to the Center for Labor Market Studies at Northeastern University

“The employment rates of the state’s teens have plummeted even more rapidly than their participation rates over the past seven years due to rising unemployment rates. In 1999, the teen unemployment rate in Massachusetts was only 6.8% versus an average of 12.2% in 2005 – 2006. The estimated employment rate of the state’s teens, thus, fell from 53.5% in 1999 to only 39.4% in 2006, a drop of 14 percentage points over this seven year period, representing a relative decline of 26%, the equivalent of an economic depression. If the 1999 employment rate of teens in our state had prevailed in 2006, there would be nearly 200,000 employed teens in the state during that year versus the 146,000 actual number of employed youth, a difference of nearly 54,000 additional youth with jobs. This represents an extraordinary job deficit for teens, whose lack of work experience will hamper their future employability and future job growth.”

This reality is being proven each day at the North Shore Career Centers and with our various youth partner organizations, where teens, sometimes alone and sometimes with their parents, are continually coming forward expressing their frustrations about finding work. With older workers occupying jobs that were once the traditional first job for teens, and older youth being chosen over younger less experienced teens, there is a critical need for programs such as F1rstJobs to advocate on behalf of youth between the ages of 14-16 to have opportunities to enter the workforce.

Feedback from employers continued to be heard throughout the year. While many had positive feedback on previous F1rstJobs placements, they continued to express concern that teens are not prepared for work, and that workshops and support before and throughout the summer are important parts of this effort. The Youth Career Center staff began working with students as early as February, meeting with groups of students at schools, registering them for work readiness workshops at the Youth Career Center as well as doing workshops at several local high schools.

Getting youth ready to work must be supported by real employment opportunities and the F1rstJobs movement continued in 2008 as a strategic effort to ask employers to hire teens directly or to contribute to a fund through which teens could become employed in local non-profit settings. In return for financial/employment participation, F1rstJobs provided job preparation activities for the teens and acted in a recruitment and referral mode for the companies participating. No company was required to employ a teen if an appropriate referral was not made from F1rstJobs. Over 200 teens were hired and wages paid directly by companies contributing to over \$200,000 in youth wages for the summer.

Twenty-one businesses that hired teens over the summer responded to a zoomerang survey in which most indicated they had either a good or excellent experience with their youth worker and 91% reported they would hire a youth next summer.

Participating Companies

Below is a list of companies that participating in F1rstJobs 2008.

Businesses and Organizations that hired teens	
Aeropostale Bates School Beden Hardware Bertucci's Beverly YMCA Brighams Brooksby Village Burger King Chartwells Cheesecake Factory City of Lynn City of Salem CityView Trolley Classic Tuxedo Comcast Crosby's Market CVS Dept. Of Conservation and Recreation Dunkin Donuts ** Eastern Bank ** Endicott College	New England Baptist Hospital New England Coffee North Shore Bank ** North Shore Music Theatre North Shore Workforce Investment Board ** North Shore Movers Northeast Nursery** Old Navy Open Door Food Pantry Panera Bread Peabody Essex Museum Peabody Institute Library Pennyworth's Peppy's Pizzeria Price Rite ** Rita's Ice Rockafella's Rosewood Nursing Home Salem Cinema Salem Hospital Salem Wax Musuem

E-Team Training Program ** Events for Rent** Finish Line Flight Services and Systems Forest River Park Forever 21 Friendly's Hildonens IGA Home Depot Home Suites Hotwatt House of Seven Gables IRA Motors Car Wash IRA Toyota JCPenney Kappy's/Salem Willows Kelly's Roast Beef KFC ** Magic Scarf Market Basket** McDonald's ** Michael's Arts and Crafts Nahant Country Club ** Needy Meds	Savers Seacoast Nursing Home Sears Shaw's Steve and Barry's Stop and Shop** Sudbay Taco Bell** Target** Thermal Circuits** Tides Restaurant Tinti, Quinn, Grover, and Frey ** TJ Maxx** Tobin Movers Tom Shea's Town House Pizza US Alliance Federal Credit Union Valvoline Vinny Testas Restaurant Vista Motel VNA Wingaersheek Beach Wonderland Greyhound Wood and Associates
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** Indicates participation in summer, 2007 as well.

Examples of jobs performed by youth in these various companies included customer service, skilled trade assistance, teller activity, scanning and copying documents, youth counseling, and maintenance. FirstJobs participating companies paid salaries directly to north shore teens in excess of \$200,000. Many of the companies hired multiple teens.

Testimony from companies indicates their experiences with this program.

I am flattered you want a quote from me. I would be happy to say nice things about the kids and the job they have done the past three years.

This year I hired two High school kids from Lynn. They took to the environment in our office almost immediately and over the course of the summer accepted more and more responsibility for the work. They were justifiably proud of they job they did and I was extremely pleased with the outcome.

I hope to continue the practice of hiring these First Job Kids for many years to come.

Tony Dunn, Director

E-Team Machinist Training Program

We enjoyed participating in the program. They brought a vitality and enthusiasm to the office. The experience was beneficial to us and we hope it was for the students.

Rich Sagall, MD
Needy Meds

“This is the fourth year that North Shore Bank has participated in the First Jobs program. It continues to be a wonderful experience for both the Bank and the teens. The program allows teens to gain exposure to the workplace which will be invaluable to them in the future and it allows companies to gain a positive impression of what teens can bring to the workforce. I would highly recommend that companies take advantage of this opportunity.”

Beth Tichy, Vice President
North Shore Bank

Our experience with "First Jobs" has been "First Rate" from the organization to the candidates. We would recommend that any company with a summer job need look into the Program.

Tim Doggert, Materials Manager
Thermal Circuits

In addition, 17 public/non-profit organizations participated as employment sites for teens through funds raised from corporations, individuals, or private philanthropies. These included:

Agency	Organizational Description	Job Description
Beverly Children's Learning Center	The Learning Center's primary business is childhood education. The agency has been committed to developing programs and projects which respond to the needs of local families and reach out to the community at large.	The Learning Center employed 1 Program Aide/Housekeeper for general housekeeping of the buildings and grounds. 2 Teacher Aide positions which will be responsible for assisting a classroom teacher in the general supervision of a class.
St. Stephens Episcopal Church	One key focus area is the formation, education, and enrichment of children and youth	The funding was for teen mentors to play a role in the Kids in Community Program. They served as mentors and leaders to 1 st through 6 th graders.
HAWC	HAWC provides comprehensive services to women and their children who are victims of domestic violence.	Peer leadership program. The peer leaders developed and facilitated structured empowerment activities at a summer camp for younger girls.
Salem Cyberspace	Salem Cyberspace has a mission to bridge the digital divide for low-income families by providing training in technology.	Web designers performed a wide range of tasks needed to bring a web site to completion, from start to finish. Tasks included planning, artistic design, technical skills, word processing, testing, customer service, and project management.
Beverly School for The Deaf	Beverly School for the deaf seeks to enhance the lives of deaf and	Office support position provided general office support functions such as filing, data

	hearing children and their families living with communication and development challenges by providing comprehensive educational and communication-rich programs	entry, and classroom support. The maintenance position involved indoor facility maintenance and outdoor facility and campus maintenance
North Shore Community College	North Shore Community College's summer of Discovery Program provides summer day activities to young people ages 5 to 13	Senior counselors worked with Program Instructors assisting in the classroom. Jr. counselors assisted the Sr. counselors
Gloucester Stage Co.	GSC is a small professional award winning theater company.	Production Assistants provided the back stage and front of house support. Assisted in stage construction, painting, and light hanging.
The Food Project-North Shore	The vision of the North Shore Site is to bring youth and adults together on the land in Lynn and transform urban spaces into productive farmland	Performed agricultural tasks outdoors on urban plots in Lynn. Worked at local food pantries assisting with food preparation and distribution, and sell fresh produce at weekly farmers markets.
Salem YMCA/ (YMCA of the North Shore)	The YMCA is committed to the values of caring ,honesty, respect, and responsibility	Camp Counselors
Lynn Housing Authority	To provide charitable assistance to the general public by providing affordable housing	Summer youth employees were responsible for landscaping services at various LHAND developments. Duties included: weeding, mulching, pruning planting and other landscaping skills. May also include thrash pick-up, graffiti removal and painting.
Girl Scouts of Eastern MA	Girl Scouts provides informal education programs. Their learning model guides girls to discover lead and take action.	Jr counselors helped campers plan and carry out their daily activities at camp. Helped coordinate camp programs.
Boys and Girls Club of Greater Salem	To inspire and enable all young people, especially those from disadvantaged circumstances to realize their full potential as productive , responsible and caring citizens	Summer Camp Counselor Aides
Boys and Girls Club of Lynn	A dynamic public charity with the mission of connecting people, ideas, and resources for the common good	Office support
Beverly Bootstraps	To end hunger and root out it's causes in the Beverly Community Food Pantry	Food pantry coordinator
City of Salem/Salem High Alternative School	The Salem High Alternative School was established to assist the non-traditional students of the City of Salem reach their competency determination and receive their diplomas.	Landscaping. Students worked for the City of Salem to maintain various traffic islands.

The College Application Project Inc.	The mission is to set up an institutional mechanism and community structure whereby middle school and high school students and their parents can receive direct college preparation training.	College Research Assistant
North Shore Education Consortium/North Shore Recovery High School	To provide a safe place for students in recovery to learn and succeed.	“Insight Studios” Interns

“I cannot extend enough praise to the F1rstJobs summer program and to the hardworking youth in the city of Lynn. While it has been helpful to the Housing Authority, it is very rewarding to be able to give young people the opportunity to show responsibility, learn a trade and earn a paycheck over the course of a summer.” Lysa Newhall – LHA

“The work of the WIB like F1rstJobs is invaluable for the success of our youth...it is the foundation and cornerstone for the goals and aspirations of the students at the College Application Project.” Arthur Akers - CAP

“With the opportunities available from F1rstJobs, our students were able to work in a safe, supportive environment. They were exposed to transferable workforce and interpersonal skills they will use throughout their lives. This initial experience in the workplace environment will shape their future expectations about the workplace.” Michelle Lipinski – NSRHS

“Salem Cyberspace believes that work internships are important to the personal development of teenagers. Through work, teens learn how to show up for work on time, meet deadlines, follow directions and work as a team. We work really hard to give teens an internship program that brings them all of these workplace experiences but also develops technical and creative skills. With F1rstJobs support, we are afforded not only the financial support but the workplace support in form of employee training and orientation to create a successful work experience for teens.” Linda Sarris - SCS

These activities were supported by contributions from over 14 individuals, 9 foundations, and 10 companies, along with two government programs. A list of these contributors is attached to this report.

Of the 384 teens employed through F1rstJobs during the summer of 2008, over 175 teens were employed in at the non-profits with money raised through contributions All teens who participated were appropriately supervised and received training from their employers on not only the specifics of the work but also on general work habits, workplace protocols, and career awareness. Teens were held to the same standards as regular employees, and over the course of the summer 3 were terminated for lack of performance. The fact that some teens did experience this reality spoke to the real nature

of these jobs and the valuable lessons learned by teens that will serve them well into their adulthood.

New Activities of Note for F1rstJobs 2008

Public Funds for Summer Employment – Again this year, F1rstJobs received support from two public funding sources: The summer “YouthWorks” program provides targeted support for teens who receive free lunch during the school year. In 2008, F1rstJobs received increased funding to serve 124 additional students from Lynn and Salem. The YouthWorks program also expanded this year to a year-round program with additional priorities of keeping youth who are at-risk of being both out-of-school and out-of-work engaged in work. These youth also are assisted by the Youth Career Center staff to develop a plan to re-engage with educational and career-ladder goals.

Also, this is the second year F1rstJobs collaborated with local police departments under the Shannon Grant, a Massachusetts initiative to help young people who are at-risk of becoming engaged in gangs to find meaningful alternative opportunities. Youth are identified and referred from local School Resource Officers. The referred students have not committed crimes or actually attached themselves to gangs, but may be displaying behavior such as being a follower, failing in school, etc. F1rstJobs places the students with public or non-profit agencies with more intensive supervision and, often hire older teens that were successful in a summer job to be assistant supervisors and to model positive work behaviors for the younger workers. Lieutenant Mary Butler, who leads the local Shannon Grant wrote, “Thank you for your continued and valuable contribution to the program. Of any of the activities we are involved with the Shannon Grant, your efforts are pivotal in steering kids in the right direction.”

Additional Career Center Activities

F1rstJobs 2007 benefited from the expansion of the North Shore Career Center’s Business Services Unit into the youth employment arena. Collaborating with our Youth Career Center, the BSU deployed one staff person full time to recruit jobs for teens. The diligence of this individual led to the engagement of additional employers. This year, with restructuring of staff, we were also able to dedicate half of another staff person’s time to employer outreach. Through their efforts, we were able to engage several businesses that were new to the North Shore area this spring, including Rita’s Ice, Savers, Michael’s Arts and Crafts, the Cheesecake Factory, and Steve and Barry’s.

Each year, the Youth Career Center staff begin out-reach to teens for F1rstJobs in early Spring at the local schools. With feedback from both students and employers, this year outreach started earlier in February and included an increased number of work-readiness workshops that are revised each year based on information and suggestions from the employers. Students participate in youth-centered workshops that help learn the skills to *find, get and keep a job*. Based on feedback from employers in 2007, this year’s workshops included an increased emphasis on skills need to keep the job, including

appropriate workplace behavior. The workshops took place both at the Career Center's in Lynn and Salem, and in several high schools throughout the north shore.

On-going Marketing of F1rstJobs by Youth

There is no better advertisement for F1rstJobs than the teens that it serves. This year, as in 2007, the North Shore WIB hired a teen to keep our supporters informed about the program activities throughout the summer with via a F1rstJobs Newsletter. We hired a teen from Swampscott this year who is interested in pursuing Journalism as a career. The self-proclaimed "Queen Bee Editor" spent the summer interviewing other teens while on their jobs along with their employer. She also had the opportunity to talk with and receive feedback from Kathy McCabe from the Boston Globe, which we believe was a highlight of her summer. Shelby received feedback on interviewing skills and reporting, and learned how to create on-line newsletters using the WIB's e-newsletter capability.

Targeted Program Activities

Match Grant – Sarah G. McCarthy Memorial Foundation This year, we received our first "Match" Grant. The Sarah G. McCarthy Memorial Foundation presented F1rstJobs with \$10,000 in which \$5000 was available if F1rstJobs was able to increase F1rstJobs activities in the City of Peabody through increased jobs for teens and/or increased numbers of employers actively participated in the program. Largely due to transportation issues, Peabody teens are typically underserved in many programming efforts. However, we were successful in doubling the number of teens from Peabody working during the summer and, have several new business partners including the Brooksby Village, Cheesecake Factory and the Peabody Institute Library.

"Teen Tech" Verizon Foundation Grant

For the second year Verizon provided a substantial donation of \$10,000 to be used to support improving computer technology literacy among youth. This year Salem Cyberspace was chosen to be the site to provide a work and learning model program for youth who self-reported lack of use and/or knowledge of computer applications used in schools and the workplace. The TeenTech program included six weeks hands on computer skills training for twelve students from Lynn and Salem who were given a monetary stipend to participate rather than a paid employment experience. The TeenTech curriculum included applications such as Microsoft Word, Excel and PowerPoint. The teens also learned Photoshop, Blogging and Video. During the seventh week the students went on a fieldtrip to the Microsoft Technology Center in Waltham where they got to see MS's Visioning Center that has future products on display. Stephanie Lee, representing the Verizon Foundation visited the program over the summer and commented that it was wonderful to see the grant being used in such a meaningful way. The students were busy created computer designed logos for T-Shirts and held a contest for the best logo. Because of her tireless efforts around computer literacy, Linda Saris, Executive Director of Salem Cyberspace, has recently been awarded a "Literacy Champion" award from Verizon.

Challenges to Overcome in F1rstJobs 2008

F1rstJobs continues to define its mission to increase summer employment opportunities for teens who have not had a successful first job experience. By definition, the F1rstJobs program is designed for younger teens 14-16 years. However, we have seen an increasing number of older teens that come to the Youth Career Center for assistance through F1rstJobs. Many state that they have been unable to obtain summer employment on their own. Several parents have also brought older teens to the Youth Career Center for assistance after being unsuccessful in finding employment.

Recent changes and enforcement of the Child Labor Laws have created a situation in which many employers respond by implementing hiring policies and practices of hiring youth who are eighteen or older. While safe work environment is a priority for F1rstJobs, the Career Center's Business Services and Youth Career Center staffs are continually working on these issues with local employers. However, we will also be strategizing on how to continue to primarily support the younger youth with crucial summer employment opportunities, while serving the older youth through the regular Career Center systems.

Grant Management Issues

In an effort to provide good job matches for employers and teen career interests, as well as to minimize what was a growing concern around privacy in use of social security numbers we hired a consultant to create a database specific to the needs of F1rstJobs. Staff attended training to use Microsoft Access 2007 and will be on board with fully implementing it for F1rstJobs 2009. This database will also enable us to better track youth characteristics for targeted grants and reporting.

Each year we try to encourage employers to use the Massachusetts Work-based Learning Plan as a pre and post work experience evaluative tool to help teen employees to better understand their workplace strengths and weaknesses. The WBLP was designed by the Massachusetts Department of Education along with Workforce Development staff in the field. The WBLP helps the student make the connection between school and the workplace. Every year we do a little better than the previous in working with F1rstJobs employers and teens in the use of the WBLP. This year, we faced a challenge of having large numbers of teens requiring staffing for workshops and job development, that the WBLP was not implemented as well. We will be finding ways to improve this process as the summer moves very quickly on such an endeavor.

Increased support by Business

This year we made a concerted effort to increase the number of companies that not only hire teens but that makes financial contributions as well. In 2006, we received contributions from 6 companies; this number increased to 12 for 2007. In 2008, 9 companies provided financial contributions to F1rstJobs, and provided jobs to over 200 teens that signed up for F1rstJobs, providing over \$200,000 in wages. With the downturn in the economy, we will need to work harder to ensure the needs of youth as the emerging workforce are not diminished.

The Work of F1rstJobs

Thank you for your support of F1rstJobs. There is much to do and look forward to as we start another year. To highlight the significance of F1rstJobs, and why we do what we do... the following are just a few success stories of F1rstJobs Teens:

Meghan came into the Career Center after struggling with school, and with her job search on her own. Meghan struggled with learning disability and other emotional barriers, and she had recently passed the English MCAs but not the Math, and was very frustrated with school. Meghan currently receives free lunch at school and she was enrolled in the Youthworks grant and spent a few months working at Lynn Arts. Throughout the time she held this position, Meghan kept in weekly contact with the Career Center staff, including attending the workshop series. While working at this job, Meghan completed the MCAS retest and was able to pass the Math portion, which boosted her spirits and her interest in school, now that she knew she'd be able to graduate. When the position ended, Meghan began working more closely with the Career Center staff and she was able to obtain a position at Sears. Meghan is now a high school senior.

Carolina came to the Career Center originally to find assistance to get her GED. As a teen mother, she had left high school but realized she needed to get her education. Carolina was enrolled in the Catholic Charities program for her GED, and this program assisted her with other supportive services as needed. Carolina was hired as an office assistant at the North Shore Career Center in Lynn, where she not only learned new office skills, but excelled in providing customer service as well as office support. During this time, Carolina also passed her GED test. Carolina was matched up with a Case Manager who provided her guidance and assistance navigating the training funding process through the career center, and she is currently enrolled in computer courses at Salem Cyberspace.

Frank, a young man from Salem, came to us in the spring of 2007. He was struggling in school and considering dropping out of high school. He enrolled in the Alternative Program at Salem High School (now named Bridge Academy) and began improving in school with the help of a determined teacher. He attended the Youth Career Center Workshops and was hired through the City of Salem to work on landscaping and cleaning/maintenance projects. His supervisors spoke so highly of Frank that he was asked to come back for the summer of 2008 as a supervisor, and even stayed on working for the fall to help with additional projects. Frank also graduated in the fall of 2008.

Kelvin came to the Youth Career Center for F1rstJobs in 2007. He attended the workshops and was hired by the College Application Education Project in Lynn, where he worked as a College Research Assistant. In May of 2008, The North Shore Chamber of Commerce invited F1rstJobs to be a part of their breakfast forum at North Shore Community College. Sixteen year old Kelvin was chosen to speak, and he impressed the crowd of nearly 200 local business leaders and politicians, describing his experience and the importance of jobs for teens. For the summer of 2008, Kelvin continued to work with the Career Center, and participated in the lifeguard training at the YMCA. He became a certified lifeguard and was later hired as a lifeguard for the Department of

Conservation and Recreation for summer of 2008. Kelvin is now a sophomore at Lynn Tech and continues to succeed in school.

The following is a note to Arthur Akers, Director of the College Application Project from one of the F1rstJobs teens this summer:

“Dear Mr. Akers, Thank you for allowing me to have the opportunity to work here. I am very grateful for all you have done. For my first job, I am glad it was here. I learned new skills by working here, like making flyers on Adobe Photoshop 4.0 Edition with Bai. Also, I learned functions and parts of the computer with Latiff. By looking up college research on other students, it gives me an insight on these colleges, and helps me decide where I want to go. Plus, this experience allowed me to make new friends Also, thank you for allowing us to finish our summer reading here-it really helps. ... I have had a lot of laughs and fun and I am sad for this experience to end. I hope I can work here again. I will miss everything. I don't want it to end. I will tell all my friends about you and how you are such a great, funny person I have ever met. Sincerely, Brianna

ATTACHMENTS:

DONORS BY CATEGORY

FIRSTJOBS STATISTICS

FIRSTJOBS PLACEMENT BY AGE

FIRSTJOBS 2008 NEWSLETTER

Chart 2 - F1rstJobs Summary

	2008			2007			2006		
Age	Applicants	Placements	Percent	Applicants	Placements	Percent	Applicants	Placements	Percent
13	1	0	0%	0	0	-	4	0	0%
14	116	14	12%	86	14	16%	78	13	17%
15	209	51	24%	167	54	32%	187	45	24%
16	208	81	39%	141	62	44%	150	49	33%
17	223	82	37%	109	48	44%	132	42	32%
18	133	91	68%	75	29	39%	82	34	41%
19	82	26	32%	30	13	43%	34	20	59%
20	52	25	48%	9	3	33%	16	7	44%
21	18	9	50%	3	1	33%	1	0	0%
22	7	2	29%	0	0	-	1	0	0%
Blank	8	1	13%	1	1	100%	0	0	-
	1057	382	36%	621	225	36%	681	210	31%
Gender									-
Male	468	243	52%	323	120	37%	347	108	31%
Female	589	139	24%	298	105	35%	338	102	30%
	1057	382	36%	621	225	36%	685	210	31%
Residence	Applicants	Placements	Percent	Applicants	Placements	Percent	Applicants	Placements	Percent
Beverly	99	25	25%	27	12	44%	33	18	55%
Danvers	8	2	25%	4	1	25%	2	1	50%
Essex	2	1	50%	0	0	-	0	0	-
Gloucester	34	25	74%	28	12	43%	31	17	55%
Hamilton	9	2	22%	1	0	0%	2	2	100%
Ipswich	3	0	0%	1	0	0%	1	0	0%
Lynn	587	187	32%	409	115	28%	458	109	24%
Lynnfield	1	0	0%	0	0	-	2	1	50%
Manchester	0	0	0%	1	0	0%	0	0	-
Marblehead	3	3	100%	13	5	38%	6	2	33%
Middleton	2	0	0%	0	0	-	1	1	100%
Nahant	2	2	100%	1	1	100%	2	0	0%
Peabody	44	15	34%	18	7	39%	39	15	38%
Rockport	4	3	75%	4	2	50%	3	3	100%
Salem	215	98	46%	100	59	59%	90	35	39%
Saugus	5	0	0%	2	1	50%	4	2	50%
Swampscott	13	9	69%	7	5	71%	8	3	38%
Topsfield	1	0	0%	2	2	100%	1	1	100%
Wenham	3	0	0%	1	1	100%	0	0	-
Amesbury	0	0	0%	1	1	100%	0	0	-
Malden	3	0	0%	1	1	100%	0	0	-
Newburyport	1	0	0%	0	0	-	1	0	-
Revere	1	0	0%	0	0	-	1	0	-
Stoneham	3	0	0%	621	225	36%	685	210	31%
Winthrop	1	0	0%						
Melrose	1	0	0%						
Lowell	1	0	0%						
Wakefield	1	0	0%						
Chelsea	1	0	0%						
Reading	1	0	0%						
(blank)	8	0	0%						
	1057	382	36%						

Ethnicity	Applicants	Placements	Percent	Applicants	Placements	Percent	Applicants	Placements	Percent
White	412	154	37%	212	90	42%	207	94	45%
African American	154	62	40%	114	43	38%	144	43	30%
Hispanic	341	114	33%	213	60	28%	230	46	20%
Asian	58	12	21%	28	8	29%	40	7	18%
Multiethnic	1	0	0%	29	13	45%	20	10	50%
Unknown	43	19	44%	3	0	0%	15	2	13%
Other	45	20	44%	21	11	52%	29	8	28%
Native American	3	0	0%	1	0	0%	0	0	-
	1057	382	36%	621	225	36%	685	210	31%

Chart 3

