

F1rstJobs™

F1rstJobs Summer, 2009 Final Report

The summer of 2009 represented the fifth 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 2009, (during which over 2000 teens applied for work and 450 were successfully hired), and provide lessons learned.

Each year our goal is to increase in number of teens employed in summer jobs. While each summer we have been able to increase the number of teens employed, we also see an increase in the number of teens seeking our assistance in finding summer jobs, with the number of applicants doubling in 2009 from 2008. With the current economic climate, what once was the traditional “youth job market” is no longer easy to access, as even older teens and those with work histories find it difficult to find jobs for the summer.

Since 2005, F1rstJobs has increasingly placed more teens in jobs, while at the same time has seen an increase in demand for these services. The chart below emphasizes this trend.

	Applicants	Placements
F1rstJobs 2005	500	135
F1rstJobs 2006	600	200
F1rstJobs 2007	700	225
F1rstJobs 2008	1000	386
F1rstJobs 2009	2000	450

The Summer Experience

F1rstJobs staff begins to work with teens interested in summer jobs at the middle and high schools by providing job readiness workshops throughout the late winter and spring. Students are told about the Youth Career Center where all F1rstJobs activities take place. A F1rstJobs job fair is held in May. The job fair is an opportunity for employers to meet and interview several teens and for the teens to have opportunity to participate in a real world job seeking process.

All F1rstJobs teens must complete two work readiness workshops provided by the North Shore Youth Career Center staff prior to being hired for a summer job. These workshops are designed to provide the teens with necessary skills on how to “find, get and keep” a job. Over 1000 teens participated in the work readiness workshops in summer 2009. The workshops have been

successful in reducing the number of teens who are let go from their summer job due to behavior or attendance issues. They have also resulted in very positive feedback from employers about the interview process and the summer job experience with hiring teens. The Youth Career Center staff has recently included a new workshop that helps teens understand “transferable skills”. This workshop teaches teens to connect their academic experience to the world of work.

All teens in the F1rstJobs program are also required to be placed on a Massachusetts Workbased Learning Plan. The MWBLP is an evaluative tool developed by the Massachusetts Department of Education that helps the employer and the teen assess work related skills they will build during the summer. These individualized plans have been helpful to both the employer and teen with the overall job experience.

Along with our goal to increase the number of teens in summer jobs, we also work to increase number of non-profit agencies and private companies partnering with F1rstJobs to provide summer jobs. This summer thirty-five (35) non-profits provided summer jobs through funds raised by F1rstJobs and over seventy-five teens were hired directly by private businesses.

Participating Companies

Below is a list of companies that participating in F1rstJobs 2009.

Businesses and Organizations that hired teens	
Addison Gilbert Hospital	Kappy’s Redemption Center
AMC	Kmart
Beverly Bootstraps	Kelly’s Roast Beef
Beverly Children’s Learning Center	La Vida
Beverly Historical Society	LINC
Beverly Public Library	Lynn Arts
Beverly School for the Deaf	Lynn Community Health Center
Beverly YMCA	Kappy’s Redemption Center
Boys and Girls Club of Greater Salem	Kmart
Boys and Girls Club of Lynn	Kelly’s Roast Beef
Bridgewell	La Vida
Brooksby Village	LINC
Build a Bear	Lynn Economic Opportunity
Burger King	Lynn Housing Authority
Cape Ann Animal Aid	Lynn Public Library
CasaMar Boston	Lynn Vocational Technical Institute
Castle Creek	MA Dept of Transitional Assistance
Catholic Charities	Market Basket
Cerebal Palsy of Eastern MA	Melrose Wakefield Hospital
Chili’s Bar and Grill	My Brother’s Table
City of Gloucester	North Shore ARC
City of Lynn	North Shore Community College
City of Salem	North Shore Education Consortium/North
City of Salem – Harbor Master	Shore Recovery High School
City of Salem – Winter Island	North Shore Elder Services
City View Trolley Tous	NSWIB
College Application Education Project	Panera Bread
Cummings Center	Payless Shoe Source

CVS	Peabody Essex Museum
Danvers Bank	Peabody Institute Library
Danvers Fresh Market	Peabody-Lynnfield YMCA
Danvers Recreation	Project Cope
Dick's Sports	Russian Community Association
Denny's	Salem Cyberspace
Dunkin Donuts	Salem Harbor CDC
Eastern Bank	Salem Housing Authority
Endicott College	Salem Maritime
Essex County Community Foundation	Salem Public Schools
Filene's Basement	Salem State College
Finish Locker	Salem YMCA
Five Guys Burgers and Fries	Saugus Public Schools
Footlocker	Show Case Cinemas
Forever 21	Sophia Grotta
Girls Inc	St Stephen's Episcopal Church
Gloucester Maritime Heritage Center	Stop and Shop
Gloucester Stage Company	Taco Bell
Gloucester YMCA	The Food Project
Greater Lynn Senior Center	The House of Seven Gables
Gregg House	The Trustees of Reservations
HAWC	TJ Maxx
Ipswich Recreation Department	UPS
Jalepenos	Wellspring House
JOI Child Care	

Teens are hired by non-profits using the funds F1rstJobs receives from foundations, companies, individuals and state and federal grants. We use a Request for Proposal process that non-profit and public agencies respond to and are selected on basis of positive work environment for teens with appropriate supervision. Companies receive letters requesting support for either hiring a teen or contributing to the F1rstJobs fund in which the money is used to place teens in a local non-profit. Examples of jobs teens had both in the private industry and those supported by F1rstJobs funds include:

Salem Cyberspace – teens work as Web Designers/Software Application Interns @ Salem Cyberspace, a nonprofit that provides computer technology and academic skills to low income teens and adults. The teens run a business in which they develop websites for other non-profits.

The Trustees of Reservation hired Stewardship Apprentices. These teens provided weatherization, construction and repair at various reservations and historical properties on the north shore.

Mathew was hired by HMA Car Care Systems in Salem for the summer Matthew learned a new skill in Auto Detailing. This is a skill a youth can use for employment in a variety sectors including detailing boats as well. Matthew became adept at the skill and was given the offer to continue working after summer.

Jerry is an older out-of-school/out-of-work, young father of two children. who received his GED from Peabody Public School system in May 2007. Jerry became a member of the North Shore Youth Career Center in May 2009. Jerry had his goal set to not only find a summer job but keep it. He attended the job readiness workshop and obtained a summer job with the City of Salem planning department as an administrative assistant. After completing his summer job Jerry achieved both of his goals, he successfully completed his summer job and was hired by the City of Salem.

Carolina a student at Peabody Veterans Memorial High School worked at the North Shore Education Consortium for the summer. She was then hired part time at Brooksby Village as the Dining Room Greeter. This position was made especially for her because she had such great interviewing skills and was so personable with members and staff of Brooksby Village.

We would like to thank all those individuals, agencies, companies, foundations and government funding sources that partner with FirstJobs to provide positive summer work experiences for teens on the north shore.

Donors for 2008-2009

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United Fund and Council of Greater Lynn	Ms. Joan Wheeler

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 in 2000, 45% of teens (16-19) had summer jobs. In 2009, only 29% of teens worked during the summer.

Current employment rates for teens nationally and locally are at an all-time low, due to many factors including elimination of many low skilled jobs and competition from older workers re-entering the job market. The current recession has only exacerbated this situation. And yet, research shows that teens who work part-time have higher high school completion rates, higher college participation rates, and more success in the primary labor market at adults. In the current economy jobs once held by teens during summer months are being occupied by adults. Teens that are typically networked, are in need of assistance finding jobs, including older youth and college students, thereby, making it even more difficult for younger teens to find summer jobs.

There is a direct correlation between success in school and in the workforce as adults with opportunities for real work experiences as teens and young adults. FirstJobs provides critical skills and opportunities for teens during the summer. Again, we thank all of our partners. We look forward to another great summer, 2010!

(Boston Globe) North Shore teens joined other teens and adults around the Commonwealth to rally for funding for summer jobs for teens.

FIGHTING FOR JOBS



WENDY MARRA/GLOBE STAFF