



SUMMER **2**
JOB **3**
S **4**

TACOMA'S YOUTH AT WORK

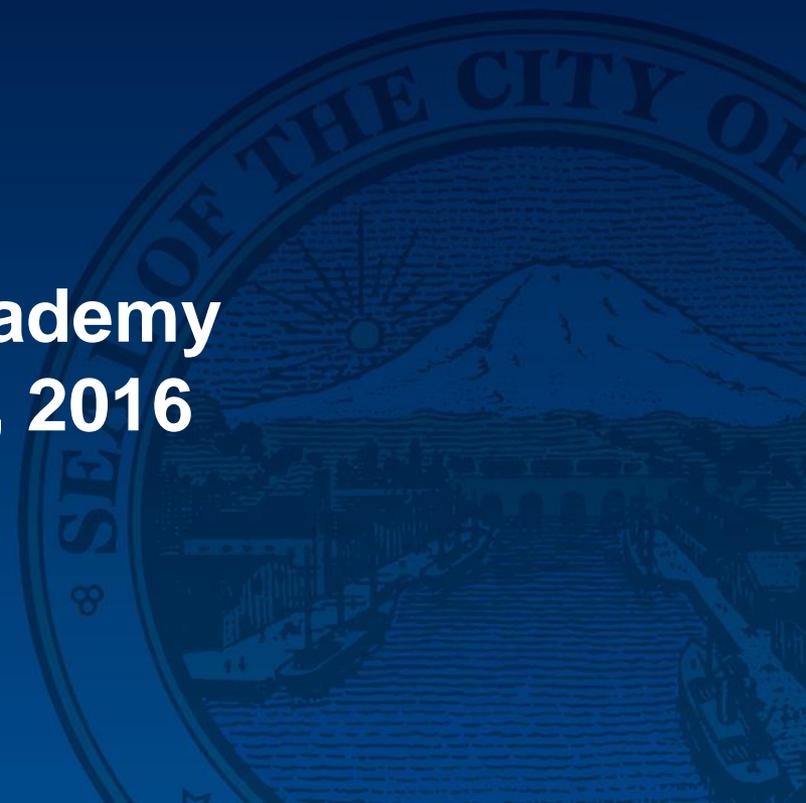
Summer Jobs 253

City of Tacoma

Neighborhood & Community Services
Department

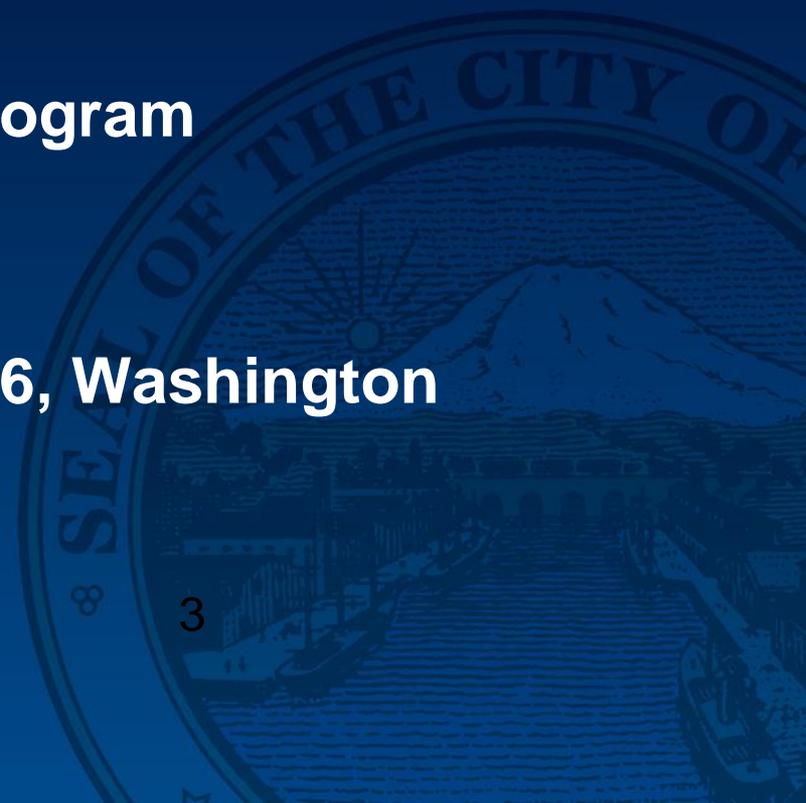
Human Services Division

NGA Policy Academy
September 28, 2016



Background

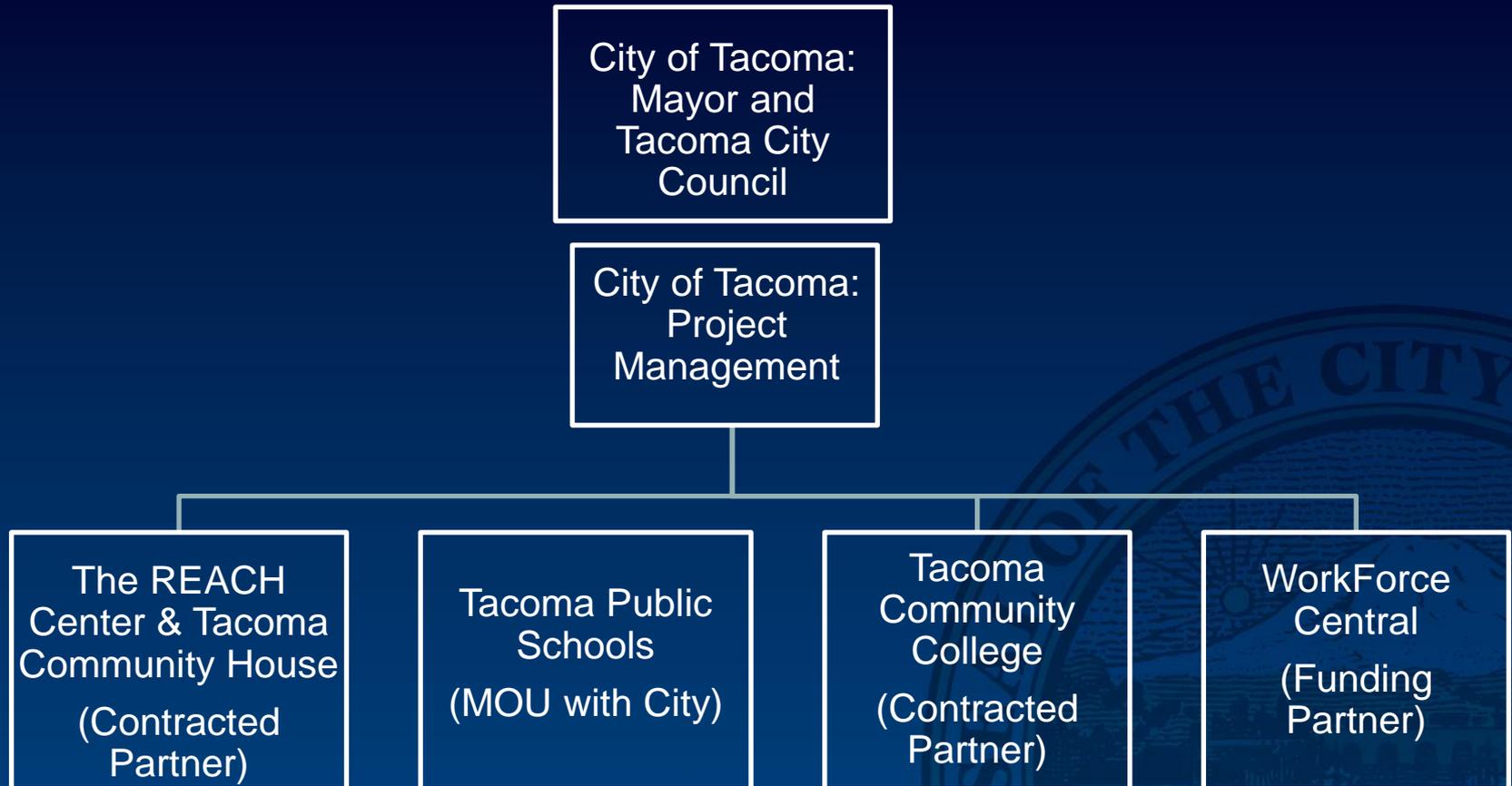
- Mayor's response to My Brother's Keeper
- Piloted in 2013 with 50 students
 - 100% Funded by Criminal Justice Sales tax
- Incremental growth and program enhancements
- 2017 target 253 students
- Champions of Change 2016, Washington D.C.



Program Overview

- 96 hours of paid work experience
- Financial Literacy Training
 - Connections to financial institutions
- Essential skills/Work-readiness
- Academic tracks:
 - Up to 2 general education or elective credits toward graduation
 - Fundamental IT Certifications
 - Up to 3 college credits

Partnerships



Funding

- City of Tacoma General Fund
- City of Tacoma Criminal Justice Fund
- OJJDP
- Employer Contributions
- Private Foundations
- Workforce Central / DVR



Target Population

- Incoming Juniors & Seniors
- Low-income (FRL)
- Credit deficient
- IEP or 504 Plans
- Young men and women of color



Student Engagement and Support

- Recruitment of target population
- Application support
- Placement
- Case management
- Building pathways

“I am now considering event planning as a future profession.” Jesse

Gender & Race

	TPS (2014-15)*	2013	2014	2015	2016
Gender					
Male	50.9%	53%	51%	51%	40%
Female	49.1%	47%	49%	49%	60%
Race/Ethnicity					
African American	19%	15%	15%	23%	21%
Hispanic	18%	22%	21%	16%	12%
Two or more	6%	20%	17%	8%	14%
Caucasian	42%	42%	33%	25%	32%
Asian	10%	1%	5%	15%	10%
Pacific Islander	3%	1%	9%	6%	8%
AI/AN	1.9%				

Employer Engagement and Support

- Recruitment
- Facilitating a successful experience
- Handling payroll

“D has been a great employee, and we look forward to working with him once we have an opening.” – Shannon Sam, Titus-Will Ford

Returns on Investment

For \$1,800 per student, Summer Jobs 253 produces the following ROI:

- First paid work experience for low-income youth and youth of color
- Credentialing opportunities for credit deficient students
- Soft skills and professional development training
- Increases graduation rates
- Addresses institutional racism community-wide

Next Steps: Scaling Up

- Streamlining student and employer application process (online)
- Opportunities to market the program to employers
 - PSA's on local television in 2017
- Connections with prospective funders / access to non-competitive funding
- Prospective partner communities in Washington

Thank You!

