



Rushern L. Baker, III  
County Executive

**YOUTH@WORK**

**SYEP**

**PRINCE GEORGE'S COUNTY  
SUMMER YOUTH ENRICHMENT PROGRAM**

# 2016 Annual Report

Prince George's County Government  
The Honorable Rushern L. Baker, III, County Executive  
Nicholas A. Majett, Chief Administrative Officer  
Stephanye R. Maxwell, Esq., CPM, Director  
Office of Human Resources Management

*An Equal Opportunity Employer*

Dear Partner:

We are pleased to present you with the annual report for the 2016 Youth@Work/Summer Youth Enrichment Program (Youth@Work/SYEP). This report celebrates the investment made by Prince George's County Government, and also by our partners in the private sector who collaborate with us in every aspect of this youth employment experience.



Our program starts with the comprehensive Job Readiness Training Program, from January to May, through the partnership with Prince George's Community College and Prince George's County Public Schools. This year, 964 youth voluntarily participated in the job readiness and life skills training, which is a series of workshops consisting of four face-to-face instructions and one online session held every other Saturday at seven area high schools: Central, Crossland, Parkdale, Largo, Suitland, Northwestern and Surrattsville. Each school hosted four cohorts of youth who attended these sessions led by a team of specially trained educators.

For those 3,033 County youth, between the ages of 15 and 19, who received six-week employment, they were placed in governmental, non-profit and private sector positions. This report shares an overview of the Program, eligibility criteria, the recruitment and hiring process, enrichment sessions, as well as highlights a few success stories.

The growth of this program is impressive, as indicated by the full listing of our new partners at the end of this report. We must, however, specifically acknowledge our other long-standing partners: The Maryland-National Capital Park and Planning Commission, Prince George's Chamber of Commerce, Six Flags America and the Greater Prince George's Business Roundtable.

At the conclusion of the six-week employment program, I hosted a luncheon with a youth representative from each work site. This provided an opportunity for them to share their experiences, make recommendations and to give us a chance to learn about their hopes and dreams—for themselves and Prince George's County.

Thank you for taking time to learn more about our Youth@Work/SYEP, we look forward to your support.

Sincerely,

Rushern L. Baker, III  
County Executive

## Advisory Board

The Youth@Work/SYEP Advisory Board was formed to be the “public voice” for the Program in order to leverage their respective resources and partnerships to benefit the youth. The Advisory Committee members for the 2016 Youth@Work/SYEP are:

Advisory Committee Members	Community Affiliation
The Honorable Rushern L. Baker, III	Prince George's County Executive
The Honorable Angela D. Alsobrooks	Prince George's County State's Attorney
The Honorable Darryl Barnes	Men Aiming Higher, Inc.
Linda Botts	Prince George's County Business
Karene Brodie	Hillside Work Scholarship Connection
Gloria Brown-Burnett	Prince George's County Department of Social Services
Dr. Mickey L. Burnim	Bowie State University
James R. Coleman	Economic Development Corporation
Dr. Charlene M. Dukes	Prince George's Community College
Jim Estep	Prince George's County Business Roundtable
Betty Hager Francis	Office of the County Executive
The Honorable Mel Franklin	Prince George's County Council
Elana Belon-Butler	Prince George's County Department of Family Services
David Harrington	Prince George's Chamber of Commerce
Elizabeth M. Hewlett	Maryland-National Capital Park and Planning (M-NCPPC)
Rick Howarth	Six Flags America
Pastor John K. Jenkins, Sr.	First Baptist Church of Glenarden
Dr. Wallace D. Loh	University of Maryland
Dr. Kevin Maxwell	Prince George's County Public Schools
Stephanye R. Maxwell, Esq., CPM	Prince George's County Office of Human Resources Management
Nicholas A. Majett	Office of the County Executive
Gary W. Michael	NAI, The Michael Companies, Inc.
Lauren Peterson	Peterson Group Consulting and Coaching, LLC.
Robert M. Ponichtera, Ph.D.	Liberty's Promise
Cynthia Terry	SHABACH! Ministries
Caroline Wills, Esq.	South County Economic Development Association, Inc. (SCED)
Glenda Wilson	Office of the County Executive

## *Overview*

Prince George's County's Youth@Work/SYEP offers County youth ages 15-19, an entry-level introduction to the world of work, by providing them with summer employment, professional enrichment and educational experiences in both the public and private sector settings. The Program is designed to provide County youth with an increased awareness of employment opportunities in community-based organizations; imitate real-world work expectations; and provide participants with the necessary tools to understand that personal and professional development is necessary when seeking career opportunities. The Program capitalizes on the youth's individual strengths and provides meaningful work experiences in a variety of assignments including, but not limited to, administrative support, camp counselors, information technology assistants, amusement park attendants, cashiers, laborers and custodial assistants.

In 2016, **3,033** youth were placed at over 70 worksites throughout the County. Worksites included Prince George's County Government departments/agencies, Federal and State Government departments/agencies, educational institutions, services for individuals with disabilities, environmental and sustainability organizations, day camps and recreational services and performing art centers. A complete listing of our partners is included at the end of this document.

## Partner Host Sites Comparison

The chart below displays the comparison from 2014 to 2016 of the total number of youth hired:

<b>Partner Host Sites Comparison from 2014 to 2016</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Prince George's County Government	672	1091	1106
Maryland-National Capital Park & Planning Commission	359	388	415
Prince George's Chamber of Commerce (in partnership with Six Flags America)	1,381	1,438	1,403
Men Aiming Higher			80
Pepco			26
GEICO			3
<b>Total Hired</b>	<b>2,412</b>	<b>2,917</b>	<b>3,033</b>

## Transforming Neighborhoods Initiative (TNI)



Prince George's County Executive, **The Honorable Rushern L. Baker III**, is committed to improving the quality of life for residents in vulnerable communities through the Transforming Neighborhoods Initiative (TNI). Focusing on 6 specific communities (Langley Park, Riverdale Park, Bladensburg, Kentland/Palmer Park, Oxon Hill/Glassmanor and Suitland), the overarching goal of the TNI is to achieve and maintain a thriving economy, great schools, safe neighborhoods, and high-quality healthcare by utilizing cross-governmental resources in target neighborhoods that have significant and unique needs. The reality of transforming and ensuring a quality of life for residents in vulnerable communities has come to fruition. Effective January 2017, Langley Park, East Riverdale/Bladensburg and Glassmanor/Oxon Hill will transition out of the TNI area and Hillcrest Heights/Marlow Heights, Silver Hill and Woodlawn/Lanham communities will be added to the list of TNI areas.

The overall TNI strategy is to be proactive in the target areas while maintaining and improving service delivery outside of these areas. The County accomplishes this by using cross-governmental teams to communicate and coordinate in a manner that will result in improved service delivery strategies. These improved strategies will be employed across the agencies thus improving service delivery both in the high and lower need areas. Youth@Work/SYEP has incorporated this initiative by coordinating a recruitment effort for these communities, including visiting TNI community meetings, hosting Job Readiness Trainings and workshops in or near a TNI community, and ensuring that there were youth represented from each of the respective TNI communities. The Program identified **359** youth who lived in a TNI community and applied for a County-funded position; of those, 187 youth accepted a position and were hired this year.

## ***Youth Jobs Fund - Program Expenditures***

The Youth Jobs Fund was created for individuals and businesses to donate to the Youth@Work/SYEP online or by check, payable to Prince George's County. In 2015, **Whiting-Turner**, one of the new host site partners, provided a \$10,000 contribution to employ five youth at a non-profit site.

Below is a chart identifying the expenditures that occurred in Fiscal Year 2016.

<b>Youth Initiatives</b>	<b>Expenditures</b>
PT Temp Compensation	\$1,999,492
FICA	\$153,844
Operating Expenses	\$385,997
<b>Total</b>	<b>\$2,539,333</b>

## *Job Readiness Training*

Prince George's Community College and Prince George's County Public Schools hosted Job Readiness Trainings to provide an opportunity for youth to learn customer service skills, as well as standards for conduct, attendance, and professional attire. This Training was offered to youth between the ages of 15-19 who registered, whether or not they applied to work. The focus of training was based on the book, "*Bring Your A Game To Work*," by Eric Chester. Youth participants learned career and life skills around seven principles and values - *Attitude, Attendance, Appearance, Ambition, Accountability, Acceptance and Appreciation*.

There were **964** youth who voluntarily participated in workshops (4 sessions) and trainings that were held every other Saturday at seven area high schools: Parkdale, Central, Crossland, Largo, Suitland, Northwestern and Surrattsville. Workshop sessions were led by a team of educators. The goal of the sessions was to ensure that students were able to articulate their employment skills and competencies, stress the importance of attendance, understand the standards for conduct, workplace behaviors and values, and increase knowledge of career resources. The Training not only prepared students for the Youth@Work/SYEP, but provided them with life skills information they will be able to utilize in any organization.

The Training was expanded to Surrattsville High School, and previous sessions at High Point were re-assigned to Northwestern High School. These additions and changes provided additional youth with an opportunity to participate.

## Orientation and In-Service Training

The Program is continually expanding; the number of placements increased by 4% since 2015. With the increase in the number of hires this year, orientation was held on two days. The County youth who worked in County departments/agencies and non-profit organizations attended an orientation session on June 23<sup>rd</sup> or 24<sup>th</sup> at Largo High School.



The **Honorable Rushern L. Baker, III**, County Executive; The **Honorable Derrick Davis**, Chairman, County Council; and **Stephanye R. Maxwell, Esq., CPM**, Director, Office of Human Resources Management, welcomed the students and set the expectation for the next six weeks.

In-Service Training was held at Prince George's Community College the week of July 5-8, 2016.



*OHRM Youth@Work/SYEP Team with representatives from Prince George's Community College: From left to right: Nakia Turner; PGCC, Lisa Torrence, Assistant Manager; The Honorable Rushern L. Baker, III, County Executive Valerie Farrar, Manager; Monique Beach; Personnel Aide; Nena McNeil, Program Coordinator, Cecilia Knox; PGCC, Taylor Ware and Vincent Harrington, Community Developers respectively.*

Hosting the sessions on a college campus gave the youth a glimpse of being a college student in the future. Approximately 1,000 youth participated in the In-Service Training sessions, which focused on employment communication skills and other essential requirements that often challenge today's youth.

The Training was a proactive approach to ensure that the youth retained employment, applied their learned skills, and shared experiences beyond the classroom. Additionally, this Training would be a stepping stone to help them obtain permanent and rewarding careers in the future.

## 2016 Highlights and Success Stories



### *Career Awareness Days: “The Future of Careers In Government”*

In the past, the Coalition for Public Safety Training in Schools, Inc., partnered with the Youth@Work/SYEP to showcase career options within the Public Safety field. This year, the partnership expanded to include careers in Science, Technology, Engineering, Art and Mathematics (STEAM) and Health & Human Services. This year’s theme was “The Future of Careers in Government.” Over 80 youth expressed an interest in one of the Career Awareness Days and attended a full day seminar at Prince George’s Community College. The Linnel Driving School partnered with the Coalition and provided youth with a discount if they participated in the driving school.



*Youth@Work/SYEP employees participating in the Public Safety Career Awareness Day*

### **Public Safety**

Careers in the Public Safety arena may include positions such as Firefighters, Police Officers, Correctional Officers, and Deputy Sheriffs. Youth were able to speak with Directors and various representatives from the participating public safety departments and agencies; network with recruiters; attend workshops and presentations. They were able to look at various fire apparatus, Police patrol cars; the Police K-9 unit, and other equipment and devices brought on- site.



*Youth attentively listening as instructors from the SWAT Unit described the utility vehicle and what happens during a hostage situation.*

## **STEAM**

Millenials are introducing new ways of communicating via social media and an interest in STEAM (Sciences, Technology, Engineering, Arts and Mathematics) is on the rise. The Office of Information Technology and various County agencies informed youth regarding Information Technology (IT) careers in the various departments.

## **Health and Human Services**

The County is dedicated to enhancing and protecting the health and well-being of all Prince Georgians. The Health Department, the Department of Family Services, and the Department of Social Services are engaged in many services that cater to all residents. The informational sessions provided insight and potential career opportunities for interested youth.



Youth@Work Coordinators network with the Department of Social Services.

## **County Executive's Luncheon and Roundtable Discussion**



**The Honorable Rushern L. Baker, III**, County Executive, hosted his annual luncheon and roundtable discussion, facilitated by **LaVonn Reedy Thomas**, Community Affairs Manager. The County Executive conducted an open forum to obtain feedback on the Youth@Work/SYEP; the youth's work experiences, expectations, and what they learned over the six week period. **Nicholas A. Majett**, Chief Administrative Officer, also shared his experience and career in Government. Prince George's Community Television (CTV), the County's local cable television station, was on hand to interview youth. Youth spoke candidly about their work experiences with County Executive Baker, who explained the importance of public service and encouraged

the youth to consider returning to Prince George’s County Government as their employer of choice, upon completion of high school or college studies.

**Patriots Technology Training Center (The Patriots, Inc.)**

Patriots Technology Training Center’s (The Patriots, Inc.) mission for the past 19 years has been to increase the number of students (5<sup>th</sup>-12<sup>th</sup> grades) entering Science, Technology, Engineering, and Mathematics (STEM) which ultimately leads towards college education and career paths in these fields. **Mrs. Gloria Shiver**, Program Director, reported that “Youth@Work/SYEP participants were focused and eager to perform all tasks presented to them with attention to details and commitment. Various general office operational tasks such as answering the phone and filing were a part of their assignments, but, most importantly, they assisted with the organizational program components of our office. The youth assisted with the organization’s upcoming competitions by reaching out to and compiling a database for potential sponsors and mentors for the Patriots Flight Simulation and Cyber Security Competition and Women of Color Conference.”

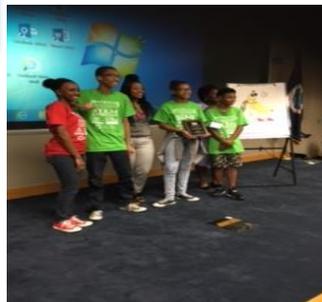
The STEM Summer Camp assisted with workshops and monitored students during field trips to Six Flags America, the U.S. Department of Agriculture, the U.S. Patent and Trade Office and the Metropolitan YMCA sponsored Thingamajig Invention Convention.



*The BIG day finally arrived, and we were off to Six Flags for the Amusement Park Design Competition.*



*Research topics included marketing, rides, attractions and entertainment.*



*And the winner is - TEAM SUPREME*



*Department of the Environment youth: Austin Thomas, Malik McKinney, Ashley Njagi, Aliyah Abdulbarr, Victor White, Tenyah Hall, Wallace Savage, Andrew Akintunde, Eric Contee II, Ryan Ford, Stephen Giorgis, Ammani Haamid and Catera Simpson.*

*Team Leaders: Dr. Vanessa Lee, Jeff Bond, Kemba Saibou and Reggie Ford; Stenciling Coordinator: Alfred Titus-Glove and Udomah Ohiri; Photographers: Ta'Von Tatem and Nena Rutherford*

## **Department of the Environment (DoE)**

Youth@Work/SYEP youth from the Department of the Environment spent five weeks working on various projects in locations throughout the

County. These youth focused on keeping Prince George's County clean, green and beautiful. They collaborated and came up with the idea of stenciling the Chesapeake watershed storm drains.

The thought was that if the storm drains were beautifully painted, people would less likely have the desire to litter. A total of 30 storm drains were painted during the summer, which included all the TNI communities.

## **Department of the Environment (DoE) & Parkdale High School**

Parkdale High School hosted the 13 youth from the County's Youth@Work/SYEP who participated in a pilot program where they were an integral part of the design, construction, and



*Stormdrain project on McCormick Drive Corridor in Largo*

maintenance of the stormwater management facilities on school property. They worked alongside contractors, installing plants and other storm water projects as part of the

overall program.

Additionally, the youth from Parkdale High School and DoE gathered together to learn about the job opportunities that are available to them from *Jason Washington*, Vice President of Partnership Development with **Corvias Solutions** and *Tim Haley*, President of Plumbers & Gas Fitters, Local 5. Youth learned about healthy foods commonly found in a home garden; initiatives to clean the river and reestablish native life; composting and the production of Leafgro, which is sold in the retail market; and about County initiatives to protect the environment. Youth planted trees, helped maintain the edible forest in the front of the campus, as well as the school garden in the rear of the campus.

Youth visited Bladensburg Waterfront Park where they toured the Anacostia River by boat with the Anacostia Watershed Society; visited the Maryland Environmental Service for Prince George's County where they toured the facility; toured Jug Bay Market Garden, a small independent organic farm located in Upper Marlboro, Maryland. They also visited Patuxent River Park; visited the University of Maryland to view the various storm water Best Management Practices, including the parking lot, golf course and green roof; and visited the College of Landscape Architecture and Agriculture to learn about the wide variety of college programs available to them.

The Bureau of Land Management brought the youth to Douglas Point where they cleaned up trash and learned about career opportunities in the Department of Interior, as well as Maryland National Capital Park and Planning Commission, the Anacostia Watershed Society worked with the interns to establish a new trail behind the school that prevents erosion and maintains Briar's Mill Run.

In addition, County Executive Baker toured the campus on August 23<sup>rd</sup> and had the opportunity to talk to some of the students about their experiences in the Youth@Work/SYEP.

## GEICO



*Interns: Sandra Madufuro; and Syed Javed pose front and center with Internship Coordinator Peter Berlin and other Geico staff members.*

One of our newly established private business partners, GEICO, hired and paid for three summer youth (Sandra Madufuro, Syed Javed, and Rianna Kinard) who were able to get a glimpse of many different aspects of Human Resources and Information Technology. Youth shadowed members of GEICO's Plaza Human Resources

team as they recruited for several careers within the company, and worked on various projects to increase office morale in the department. **Sandra Madufuro,**

**SYEP,** launched a healthy living campaign to encourage team members to live healthier lifestyles. Youth were able to get an in-depth understanding of medical benefits and some of GEICO's policies from their online university, GEICO University, and the associate handbook. The SYEP participants attended an Emerging Leaders Conference, where they saw future managers, directors, and supervisors being equipped for the role of leadership at GEICO.

In the Information Technology Division, **Syed Javed, SYEP,** was able to see how crucial computers were in keeping GEICO operating smoothly. Not only did he learn about the important computer features, he was also given an in depth look into each apparatus that was necessary for GEICO's everyday operations. This included hands-on tutorials of working through the electrical network and working with the various computer systems that would soon land in the hands of GEICO's employees.

## PEPCO

As a result of the Pepco Holdings/Exelon Merger, Pepco became a partner in the Prince George's County Youth@Work/SYEP by hiring 26 County youth. The youth worked in various departments: Information Technology, Human Resources, Field Operations,



Finance, and Customer Care. Pepco Human Resources conducted weekly training and check-in meetings with the youth to discuss various topics including Appropriate Attire for the Workplace, Interview Preparation, Do and Don'ts of Social Media, Generational Awareness In The Workplace, and Navigating the Job Application Process. Weekly meetings also provided an opportunity for students to exchange informal feedback on any challenges or situations they faced during the work week and how they worked to resolve these challenges.

#### **Four youth will continue working part-time at Pepco during the 2016-2017 school year**

- Aliyah King - HR Department working at the Edison Place Building.
- Kwasi Fields - IT Department working at the Edison Place Building.
- Aliyah Phillips and Eric Kinard Jr. - IT department working as Accounting Interns in the Salisbury, MD office. A work station in the Salisbury office was provided so the youth could continue employment with us during the university school year.

## *Conclusion*

While we are proud of the numerous improvements and successes that the Youth@Work/SYEP achieved in 2016, we have begun to further develop the Program for 2017. Additions to the 2017 Program include:

- Host Open Houses (Q & A Sessions) for parents and youth to encourage participation in the Job Readiness Training;
- Increase or expand the number of private business partners;
- Present "2017 Keep Students Safe" campaign;
- Train liaisons/coordinators on youth safety; and
- Communicate Program updates via the web and social media.

## *Youth@Work/SYEP Host Sites and Business Partners*

The Youth@Work/SYEP coupled with our partnerships, gave Prince George's County youth an in-depth experience into the working world. Your willingness to invest in our youth has significantly brightened the future for years to come! Thank you!

Accokeek Foundation	Prince George's County Department of Corrections
The Arc Prince George's County	Prince George's County Council
Art Works	Office of the County Executive
Ardmore Enterprises	Prince George's Community Television (CTV)
Bethel Delivery Outreach Ministries	EBED Community Improvements, Inc.
The Biz Center Inc.	Educare Resource Center
Board of Elections	Prince George's County Economic Development Corporation
Campfire USA Patuxent Area Council	Prince George's County Department of the Environment (DoE)
Capital Caring (Largo)	Engaged Community Offshoots, Inc. dba ECO City Farms
Prince George's County Office of Central Services	Prince George's County Office of Ethics and Accountability
City of Glenarden	Prince George's County Department of Family Services
City of New Carrollton	Prince George's County Office of Finance
Clerk of the Court	Prince George's County Fire/EMS Department
Community Advocates for Family and Youth	GEICO
Prince George's County Office of Community Relations	Prince George's County Health Department
Community Services Foundation	
Community Support Systems, Inc.	

Hillside Work-Scholarship Connection  
Prince George's County Office of Homeland Security  
Housing Options & Planning Enterprises (H.O.P.E.)  
Prince George's County Department of Housing and Community Development  
Prince George's County Office of Human Resources Management (OHRM)  
Prince George's County Office of Information Technology (OIT)  
The Institute for Creative Community Initiatives  
Joe's Movement Emporium  
Largo Community Ministries After School Program  
Prince George's County Office of Law  
Liquor Board  
Maryland Community Connect  
The Maryland -National Parks & Planning Commission (M-NCPPC)  
Prince George's County Office of Management and Budget  
Minority Access  
New Creation Community Improvement Corporation  
Patriots Technology Training Center  
PEPCO

Prince George's County Department of Permitting, Inspections and Enforcement (DPIE)  
Prince George's County Police Department  
Prince George's Community College (PGCC)  
Prince George's County Memorial Library System  
Prince George's County Public Schools  
Prince George's County Department of Public Works and Transportation  
Reid Temple Christian Academy  
Resource Connection, Inc.  
Revenue Authority  
SHABACH! Ministries, Inc.  
Prince George's County Office of the Sheriff  
Six Flags America  
Prince George's County Department of Social Services  
Prince George's County Soil Conservation  
Southern Friendship Missionary Baptist Church  
Southern Maryland Vocational Industries (EPIC)  
Sowing Empowerment and Economic Development, Inc. (SEED)  
State's Attorney's Office  
The Training Source, Inc.

Transitional Zone, Inc.

Town of Colmar Manor

Thirteenth Man -13th Man

Town of Fairmount Heights

Town of Forest Heights

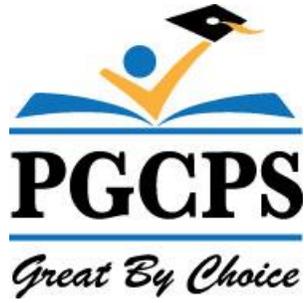
United Communities Against Poverty

United States Department of Agriculture

Woodstream Christian Academy

Youth Career Connect

Youth Professional Development Inc.



Prince George's Chamber of Commerce  
*Advancing the Interest of Business for a Vibrant Prince George's County*

