

YOUTH@WORK

SYEP

PRINCE GEORGE'S COUNTY SUMMER YOUTH ENRICHMENT PROGRAM



2018 ANNUAL REPORT



Rushern L. Baker, III
County Executive



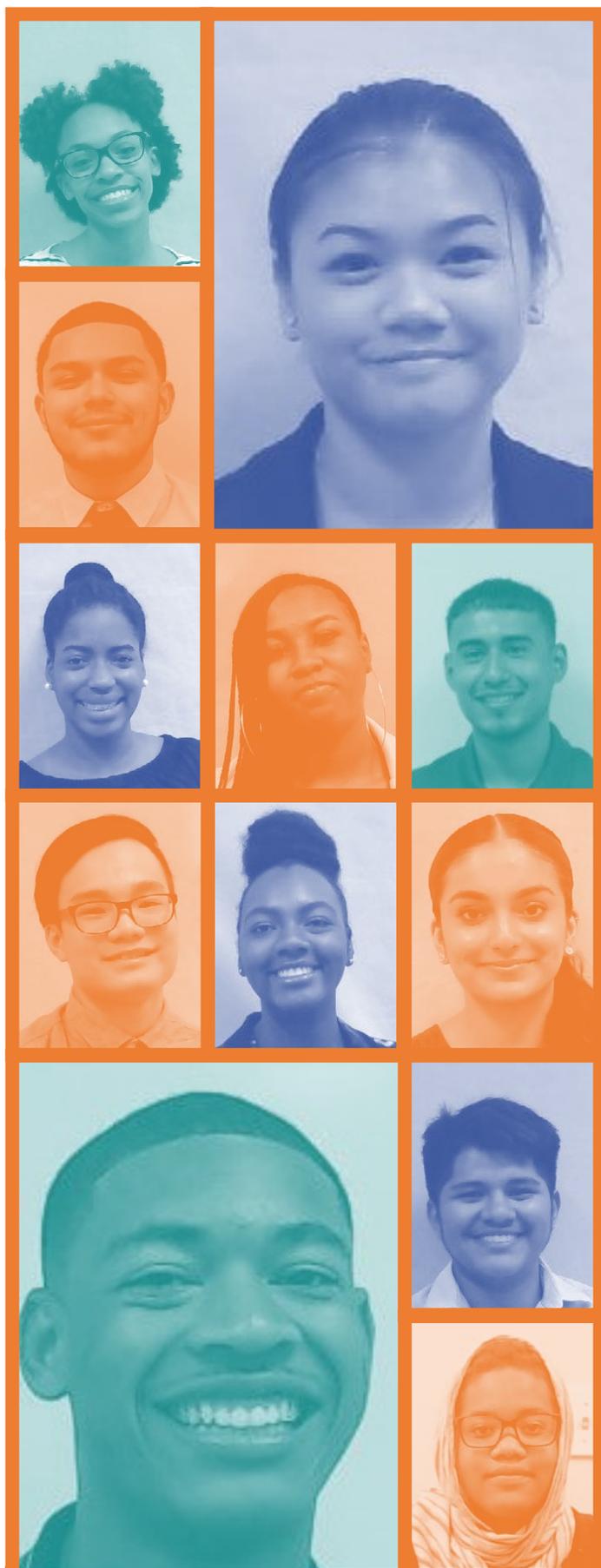
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ABOUT → Prince George's County Youth@Work/SYEP is a nationally-recognized program that helps young people, ages 15-19, launch careers by providing them up to two years of free job readiness and career development training and paid summer employment.



Rushern L. Baker, III
County Executive

THE PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE



December 1, 2018

Dear Fellow Prince Georgians:

We are pleased to present you with this Annual Report of Prince George's County's nationally-recognized, award-winning Youth@Work/Summer Youth Enrichment Program (Youth@Work/SYEP). The report celebrates the investment in our young people made by County government and our partners in the public, private, nonprofit, and faith-based sectors who collaborate with us to create pathways to prosperity for the County's young people ages 15-19 by providing them with up to two years of free job readiness and career development training and paid summer employment.

Since 2012, when I directed the Office of Human Resources Management to assume leadership of the Youth@Work/SYEP, the annual number of young people participating in our Job Readiness Training and Career Pathways programs each year has grown to over 1,000, and the number employed from fewer than 400 to more than 3,300. This expansion would not have been possible without the support of each of our 125 partners whose 350 worksites across the County have welcomed young people to work for 6 weeks each summer. In particular, I thank those partners who have been with us these past seven years: The Greater Prince George's Business Roundtable, Maryland-National Capital Park and Planning Commission, Prince George's Chamber of Commerce, Prince George's Community College, Prince George's County Public Schools, and Six Flags America.

I think you will agree that as we continue to invest in our young people today, they will do great things tomorrow. We look forward to your continued support of the Youth@Work/ SYEP.

Sincerely,

Rushern L. Baker, III
County Executive

**Wayne K. Curry Administration Building, 1301 McCormick Drive, Suite 4000, Largo, Maryland 20774
MAIN (301) 952-4131 FAX (301) 952-3784 MD RELAY SERVICE 711**

Building Pathways to Prosperity since 2012



Youth Trained*

8,705

Youth Employed

16,062

Youth Employed in County-funded Positions

6,301

Youth Employed in County-funded Positions from Transforming Neighborhoods Initiative (TNI) Communities**

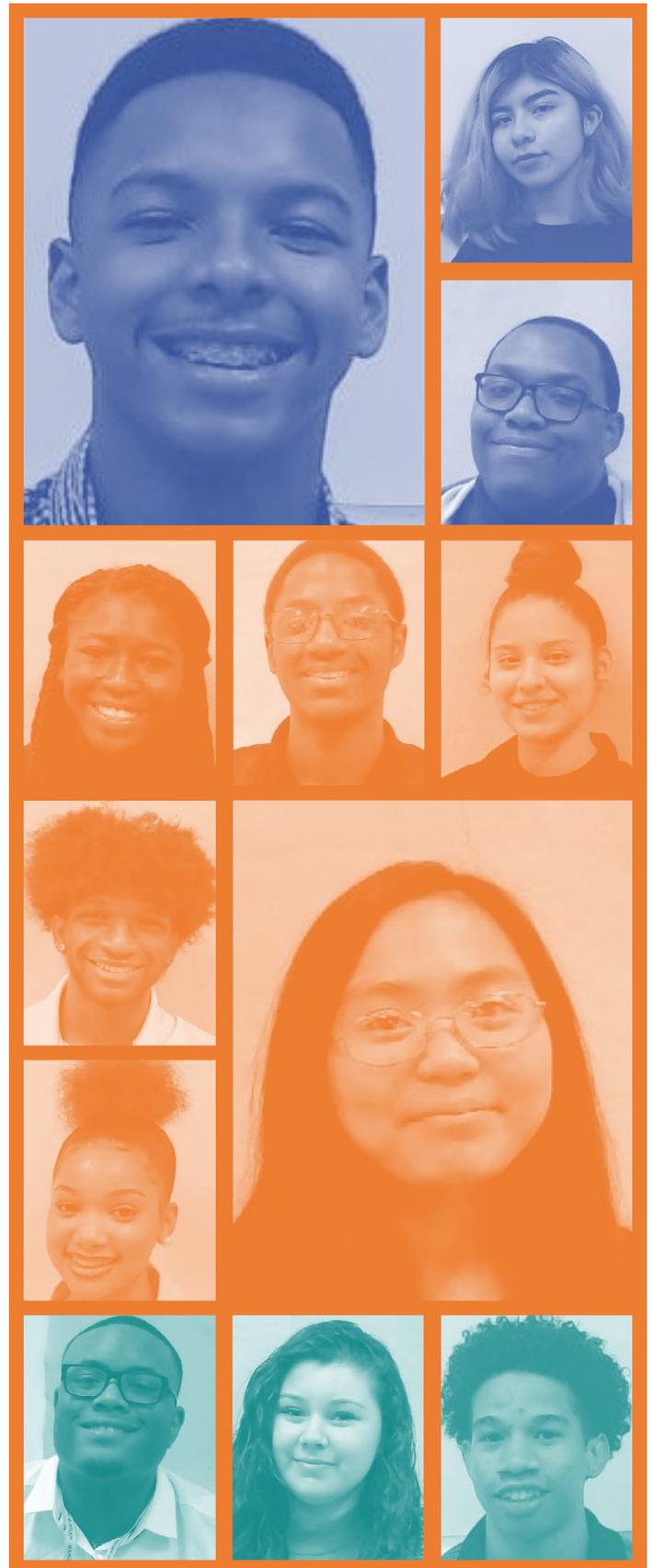
1,251

Youth Employed in County-funded Positions, Gross Wages

\$9,312,824

Youth Employed in Partner-funded Positions

9,761



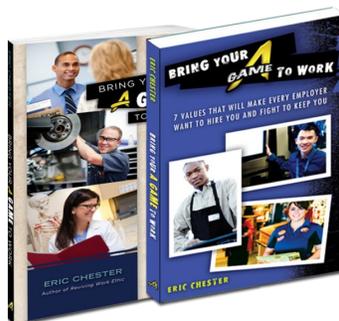
*Includes "More Than a Job" Seminar (504); Job Readiness Training (4,350), Career Pathways (324), In-Service Training (3,527)

**See Page 8

Job Readiness & Career Development

JOB READINESS TRAINING

685 first-year youth participated in our free 24-hour Job Readiness Training (JRT). Offered through **Prince George's Community College** (PGCC) during the school year, the JRT curriculum is adapted from *Bring Your A Game to Work* (2013) by Eric Chester, published by the **Center for Work Ethic Development** (CWED). The goal of JRT is to help participants learn and develop principles, values, and behaviors essential workplace success, the so-called “7 A’s”: Attitude, Attendance, Appearance, Ambition, Accountability, Acceptance, and Appreciation.



JRT participants completed four 4-hour classes hosted on Saturdays by six **Prince George's County Public Schools** (PGCPS) high schools—**Parkdale, Central, Crossland, Largo, Suitland, and Northwestern**. Classes were facilitated by educators selected and trained by PGCC, with individualized support provided by JRT “Navigators.” To pass the course, participants also completed on-line homework assignments and took a final assessment at PGCC.

I youth whose circumstances precluded them from attending the classes met the JRT requirements through PGCC’s portfolio-based “Alternative Attendance” option. All JRT graduates earned continuing education credits on a PGCC transcript, received a CWED certificate, and a summer job hiring preference.

146 other youth received a hiring preference by completing programs offered by PGCC’s approved training partners prior to applying for a summer job: **Youth CareerConnect, Hillside Work-Scholarship Connection, The Training Source, and Maryland Multicultural Youth Center**.



PGCC’s **Cecelia A. Knox** leads a JRT and Career Pathways information session.

CAREER PATHWAYS TRAINING

167 second-year youth explored careers and learned specialized skills in these 24-36 hour courses taught by area professionals and hosted by PGCC and our worksite partners. The 17 courses included:

- Agriculture
- Animal Care
- Child Care/Camps
- Clerical/Office Professional
- Healthcare
- Graphic Design
- Help Desk Technology
- Library Services
- Lifeguard Certification
- Microsoft Office
- Public Safety
- Skilled Trades & Safety
- Social & Human Services



Reporting on time, in professional dress, and participating in discussions, like this one at a PGCPS high school, help youth become job-ready.

Employment Preparation

REGISTRATION

915 youth began their summer employment endeavors by attending registration at **Charles Herbert Flowers High School** in Springdale, MD. This year’s theme, “Highway2Success,” focused on preparing youth for success in the workforce. Youth received instructions and guidance for completing their employment documentation from OHRM’s **Employment Services and Labor Relations (ESLR)** staff.

ORIENTATION

911 first- and second-year youth employees geared up for their six weeks’ summer employment with four paid hours of advice, inspiration, and policy review in one of two orientation sessions held in the auditorium of **Charles Herbert Flowers High School**.

Speakers offering words of wisdom included County Chief Administrative Officer, **Nicholas A. Majett**; the Clerk of the Court, **The Honorable Sydney J. Harrison**; the Principal Deputy from the State’s Attorney’s Office, **Donnell W. Turner, Esq.**; and the Director of the Office of Human Resources Management, **Stephanye R. Maxwell, Esq., CPM**.

Youth were also treated to a “workplace fashion show” presented by professional models from **MD Strategic Consulting**. The actors demonstrated dress codes and behaviors such as etiquette and attitude. Youth used their smartphones to take a quiz. Their answers were broadcast onto a large screen to stimulate the discussion that followed.

IN-SERVICE TRAINING

512 first-year youth learned workplace communication skills, created resumes, and boosted their financial literacy in this year’s four-day, 32-hour In-Service Training (IST) during the last week of June at PGCC. IST also gave participants a glimpse of college life as they completed classroom and on-line assignments and sat for their final assessment.



Youth employees-to-be complete their registration paperwork at Charles Herbert Flowers High School.



Youth employees at orientation in the Helena Nobles-Jones Auditorium at Charles Herbert Flowers High School.



“Workplace fashion show” models take a bow at orientation.

Employment & Work Experience

SUMMER YOUTH EMPLOYMENT PROGRAM

3,681 first-year youth employees gained experience, skills, and access to networks and other opportunities while working full-time for six weeks at over 300 worksites across the County in these and other fields:

- Accounting/Budgeting
- Agriculture
- Animal Services
- Aquatics/Lifeguarding
- Architecture/Design
- Arts (Visual & Performing)
- Banking/Finance
- Child Care/Camps
- Clerical/Office Professional
- Construction
- Custodial/Facilities
- Engineering
- Government/Public Service
- Graphic Design
- Healthcare
- Hospitality
- Human Resources
- Information Technology
- Law
- Library Services
- Print/Copy Services
- PR/Communications
- Public Safety
- Social & Human Services

Youth employees in County-funded positions, ages 15-17, earned \$9.80/hour; ages 18-19 earned \$11.50/hour. Those working for our Business Partners earned the minimum wage and above.

Table 1: Youth Employed by Position Type

County-funded positions	1,381
Partner-funded positions	2,279
Department of Social Services	28
Pepco	16
Pepco - Youth CareerConnect	12
McDonald's - Hopkins Navies Management	11
Youth CareerConnect	9
Kaiser Permanente	8
McDonald's - MCD Mateos	7
Old Line Bank	6
MGM National Harbor	4
Industrial Bank	3
Icon Attractions	2
Revenue Authority	2
Golden Corral	1
Harborside Hotel	1
Schuster Concrete Construction	1
Sunset Pool Management	1
Target - Forestville	1
Venture Philanthropy Partners	1

Partner-funded positions, continued

Six Flags America	1,461
Maryland National-Capital Parks & Planning	451
Men Aiming Higher	139
Prince George's County Public Schools	114

Sponsor-funded positions at nonprofits 21

MGM National Harbor	21
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ENSURING JOBS FOR YOUTH MOST IN NEED

160 youth living in neighborhoods facing significant economic, health, public safety and educational challenges were



employed through our partnership with the **Transforming Neighborhoods Initiative (TNI)**.

TNI is a County government effort that works with communities in need to develop and maintain thriving economies, great schools, safe neighborhoods, and high-quality healthcare. We guarantee summer jobs to at least 33% of youth from TNI communities who apply. To this end, we hold Job Readiness Training courses, make presentations, attend meetings, and recruit partners in TNI neighborhoods.

Table 2: Youth Who Applied and Were Hired

TNI Community	Applied	Hired	%
Kentland-Palmer Park	55	30	55%
Hillcrest/Marlow Heights	37	20	54%
Suitland-Coral Hills	60	31	52%
Silver Hill	25	13	52%
Woodlawn-Lanham	20	11	50%
Bladensburg-East Riverdale	51	25	49%
Forestville	38	16	42%
Oxon Hill-Glassmanor	41	14	34%
Langley Park	0	0	0%
Totals	327	160	49%

Career Exploration

CAREER AWARENESS DAY

143 youth employees explored their career options by hearing from and networking with over 50 public service professionals during this annual paid, half-day event hosted by PGCC entitled “Careers Under Construction.”

Youth employees received a warm welcome and words of wisdom from **Stephanye R. Maxwell, Esq.**, CPM, Director, Office of Human Resources Management and **LaVonn Reedy Thomas**, Community Affairs Manager, Office of the County Executive.

The youth employees then attended breakout sessions focused on careers in public service, and “Table Talk” discussions hosted by County agencies, to learn more about fields related to their career interests.

Special guest and radio personality, **WPGC 95.5 FM’s Shack Nd Pack**, wrapped up the event by sharing advice and awarding a variety of prizes.



Department of Family Services’ **Kiera Butler** discusses career options.

Participants surveyed the next day told us their favorite sessions were the break-outs (44%), followed by the closing (25%), the table talks (20%); and the opening (11%). 100% rated the event good to excellent overall; 97% said the networking opportunities were valuable; 86% now knew much more about County Government; 48% were now considering a public service career; and 76% would recommend the event to others.



Youth Employee, **Trinity Stewart**, left, at podium, tells peers that she is changing her career plans after speaking with Ms. Butler, pictured above—from Fire/EMS to working with families experiencing domestic violence, as “MC” **LaVonn Reedy Thomas**, Office of the County Executive, far left, standing, looks on.

Participating Partners

Department of Corrections
 Department of the Environment
 Department of Family Services
 Department of Housing & Community Development
 Department of Permitting, Inspections & Enforcement
 Department of Public Works & Transportation
 Department of Social Services

Fire & Emergency Medical Services Department
 Health Department
 Office of Central Services
 Office of Community Relations
 Office of the County Executive
 Office of Homeland Security
 Office of Information Technology
 Office of Law
 Office of Management & Budget
 Office of the Sheriff

Office of the State’s Attorney
 Police Department
 Prince George’s County Public Schools
 Prince George’s Financial Services Corporation
 Prince George’s Soil Conservation District
 Revenue Authority of Prince George’s County
 Transforming Neighborhoods Initiative

Honoring Our Youth Employees & Partners

COUNTY EXECUTIVE'S LUNCHEON

76 of our most outstanding youth employees and five of our partners were honored by County Executive, **The Honorable Rushern L. Baker, III**, during his annual gala luncheon at the historic **Newton White Mansion** in Mitchellville, MD. Attendees networked, enjoyed a fine meal, and posed for photographs with the County Executive.

The youth employees were nominated by their supervisors for excellence in demonstrating the 7A's in the workplace. Partners were selected for recognition based on their long and outstanding service to Youth@Work/SYEP. Mr. Baker, whose term in office ends this year, was honored for stewarding the current iteration of the program since its inception in 2012.

Youth Employee Honorees

Adelabu Afe
Guy Agnant
Mitchell Amadi
Alexis Black
Jaelyn Boyden
Amari Charles
Alicia Cole
Khalil Cooper
Eishaena Daniel
Destiny Dennis
Kadiatou Diallo
Simone Duvall

Karis Edwards
Charron Faunteroy
Morgan Fisher
Nadeeah Fleming
Shadawn Fleming
Dominic Ford
Chloe Gadson
Aryn Galloway
Kayla Greenfield
Anthony Ham
Jocelyn Hardy
Kathryn Harris



The Honorable Rushern L. Baker III, right, addresses attendees.

Jasmine Henry
Jaylen Hicks
Jada Hill
Jordan House
Jayla Howard
Jaxon Hyppolite
Tereek Isaacs
Lailani Jacobs
Quentin Jamison
Patience Jato
O'Shay Jelks
Jasmyne Jenkins
Makiah Johnson
Morgan Kamara
Isatu Kargbo
Maya Kebede
Julianna Kophio
Jocelyn Lewis
Johnathon Lloyd
Alannah Grace Mangubat
Christa Manning
Vashon Mason
Dorothy Mathis
Kristen Mayo
Michael Mesina

Candice Mitchell
Donovan Moore
Kenneth Moore
Mikayla Morton
Jashaun Munson
Miracle Murphy
Sa'Niahja Nathaniel
Jazmine Nelson
Tamata Nunes
Clinton Oates
Roqibat Oluyadi
Miles Porter
Pesche Porter
Ashley Powell
Kaylin Proctor
Tashana Pulliam
Kayla Quarles
Maya Reeves
Avenn Scrivner
Kaitlyn Solomon
Jamese Staton
Trinity Stewart
Wilber Villeda
Quaadi Wallace
Ahmar Williams
Madison Wright



Paul Lovelace of the Accokeek Foundation, second from left, accepting award from, left to right, Valerie A. Farrar, The Honorable Rushern L. Baker, III, and Stephanye R. Maxwell, Esq., CPM.

Partner Awardees

Accokeek Foundation
ECO City Farm
Kaiser Permanente
Prince George's County Clerk of the Court
Prince George's County Public Works & Transportation

Youth Honoree Shout-Outs

Avenn Scrivner, 18, Landover



Avenn is willing to tackle all types of projects and activities with a positive spirit, from community surveying to taking building measurements for a park plan. She digitized the surveys and even spent time learning AutoCAD. Avenn was always ready to learn something new.

Supervisor: Marita Roos
 Worksite: Neighborhood Design Center

Mitchell Amadi, 17, Cheverly



Mitchell definitely brought his 'A' game to work every day. Doing service projects in partnership with nearby community-based nonprofits, he kept the missions and people served by these organizations foremost in his focus. His kindness, attentiveness and enthusiasm are exemplary.

Supervisor: Chris Dwyer
 Worksite: Vine Corps

Jaxon Hyppolite, 19, Bowie



Jaxon coordinated the establishment of our Instrumental Music Library. The online platform will be used by all our Instrumental Music teachers. He has been proactive, inventive, professional and always maintained a high level of attention to detail.

Supervisor: Curtis Eugene
 Worksite: Prince George's County Public Schools

Jocelyn Hardy, 17, Temple Hills



Jocelyn displayed great leadership skills. As Event Planner, she effectively coordinated and delegated the work of her fellow youth employees at Patriots. She earned the respect of her co-workers. Ms. Hardy did an excellent job.

Supervisor: Gloria Shivers
 Worksite: Patriots Technology Training Center

Jaelyn Boyden, 16, Fort Washington



Jaelyn updated a draft of the Housing Authority's 2018 Annual Agency Report. She contacted board members, directors, division heads and staff for information. She used her existing skillset and new-found skills in writing, editing, and graphic design to produce a very fine document. She was a positive addition to the team.

Supervisor: Michael Jackson
 Worksite: Prince George's County Department of Housing and Community Development

Michael Mesina, 18, Bowie



Reliable, efficient, motivated, friendly, and outstanding in his computer skills. Completes all projects expeditiously and with an eye for detail. Amazing work ethic.

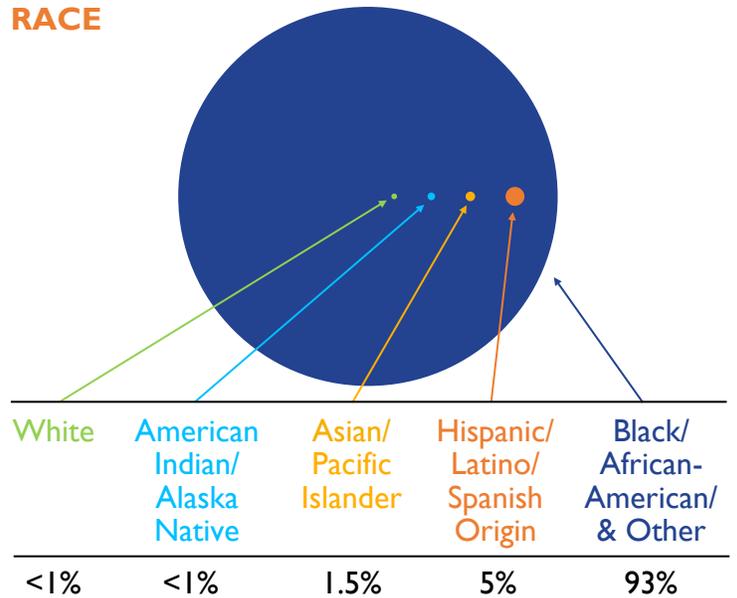
Supervisor: Mati Bazurto
 Worksite: City of Bowie

Youth Employee Demographics

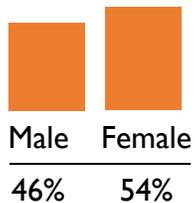
AGE



RACE

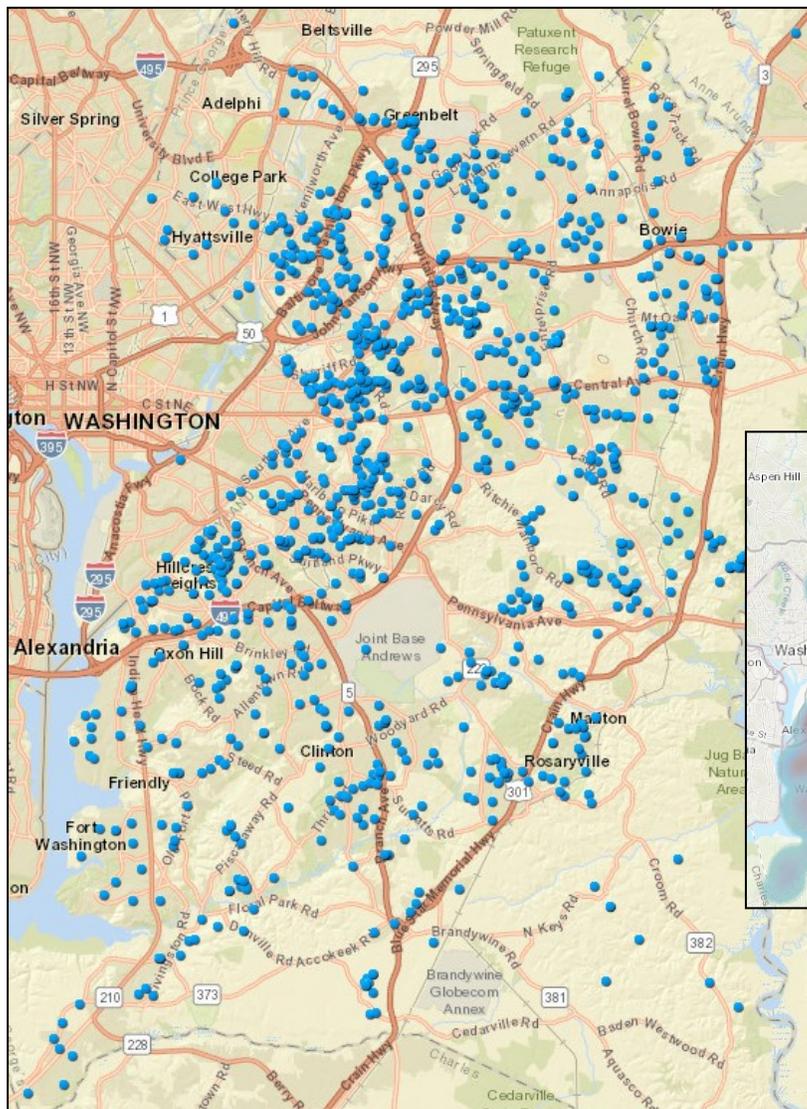


GENDER

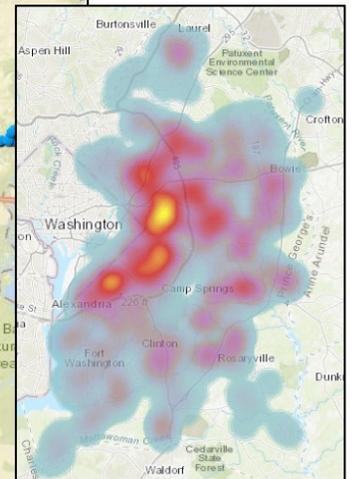


RESIDENCE

Upper Marlboro	205	18%
Bowie	143	13%
Hyattsville	64	6%
Capitol Heights	62	5%
Clinton	59	
Temple Hills	56	
Fort Washington	55	
District Heights	53	
Lanham	48	4%
Suitland	44	
Landover	42	
Oxon Hill	32	3%
Brandywine	30	
Greenbelt	27	2%
Riverdale Park	27	
Laurel	21	
Accokeek	19	
Forestville	14	1%
Cheverly	12	
Glenarden	12	
New Carrollton	12	
Mitchellville	11	
Springdale	11	
Seat Pleasant	8	
Glenn Dale	7	
Landover Hills	7	
Beltsville	6	
Bladensburg	6	
College Park	6	
Fairmount Heights	5	<1%
Largo	5	
Camp Springs	4	
Cheltenham	4	
Brentwood	3	
Morningside	3	
Andrews AFB	2	
Adelphi	1	
Clarksville	1	
Forest Heights	1	
Kettering	1	



Distribution map. Each dot shows location of a youth employee residence.



Heat map. Depicts residence distribution, from areas of high concentration (yellow, red) to low (purple, light teal).

Youth Employee Outcomes

SURVEY

751 of this year's youth employees, or 64%, took our exit survey during the final week of the program. Their responses provide both insight on outcomes and feedback for refining the program.

A Foot in the Door

68% said this was their first paid job.

70% would not or may not have had a job otherwise.

A Leg Up

50% learned what career qualifications they needed.

50% found a mentor to provide career advice & support.

41% said it helped them decide what career to pursue.

34% had a supervisor agree to serve as a reference.

As a Result of the Program:

150 will improve grades & pursue higher level of education.

68 will find jobs or internships same field or industry.

60 will do more community service and volunteering.

38 will change concentration, major, or minor.

Of Youth Employees at Work:

95% felt respected.

93% received feedback on their job performance.

93% were recognized & appreciated for their contributions.

89% felt they made a difference.

86% helped make decisions.

Torrie Kelly, 17, Landover



I really enjoyed Youth@Work/ SYEP. It gave me a new way to see the real working world. I learned how to work with, interact and counsel kids that are 9 and 10 years old. I learned from getting to know different people. I learned how people have different working styles.

I would love to do it again!

Worksite: Hillside Work-Scholarship Foundation

SUMMER JOBS LAUNCH CAREERS!

Because of the Program, I had the opportunity to work in payroll at Workforce Services one summer 20 years ago. Today, I work in corporate finance for a billion dollar company. The seeds planted by the Program were what made me realize how much I love accounting.

- Monique Smith
 Senior Tax Specialist
 Washington Gas

Timeline: 2012-2018



Youth Employed
Youth Trained
Partners
Year

383

5

2012

504

7

2013

2,412

1,262

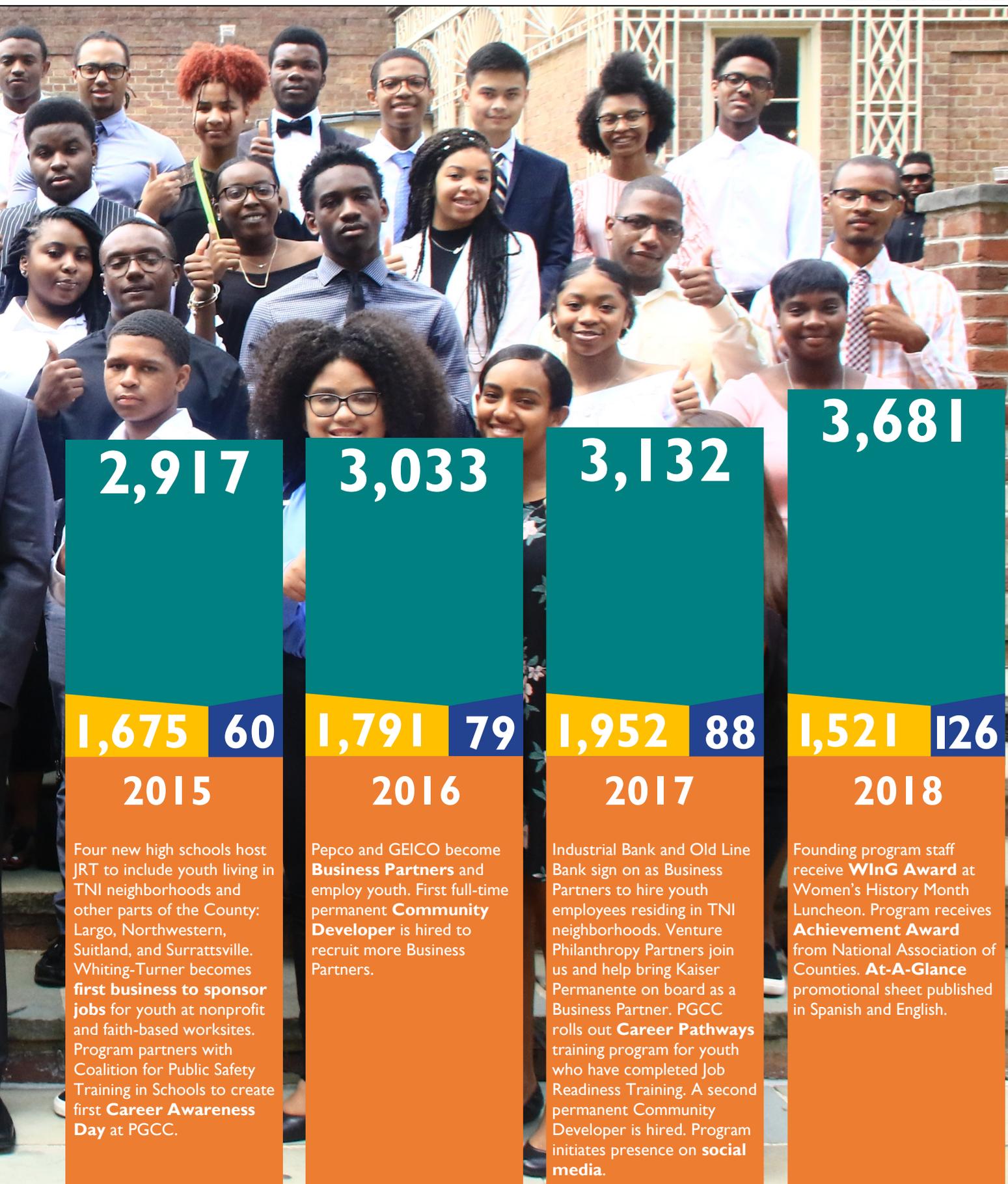
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2014

A spike in summer youth violence prompts the County Executive to create more summer opportunities for youth. He directs the Office of Human Resources Management to expand the Summer Youth Initiative and rebrand it as the “**Summer Youth Enrichment Program.**” **Transforming Neighborhoods Initiative (TNI)** ensures that youth from vulnerable communities receive a summer job.

Advisory Board is created to be program’s “public voice.” Seasonal **Community Developer** hired to help coordinate program. One-day “**More Than a Job**” life skills training added to half-day Orientation. County Council passes **Bill No. CB-32-2013** to prepare youth for summer jobs by providing job readiness and career development training. Bill creates **Youth Jobs Fund** to fund positions at County, state, federal, municipal, non-profit, and faith-based entities.

“**Youth@Work**” added to program name. OHRM contract PGCC to provide **Job Readiness Training** and **In-Service Training.** PGCCPS hosts the Saturday trainings at Parkland, Central and Crossland. County Executive hosts **Luncheon & Roundtable Discussion** with one youth employee nominated by each worksite partner.



Four new high schools host JRT to include youth living in TNI neighborhoods and other parts of the County: Largo, Northwestern, Suitland, and Surrattsville. Whiting-Turner becomes **first business to sponsor jobs** for youth at nonprofit and faith-based worksites. Program partners with Coalition for Public Safety Training in Schools to create first **Career Awareness Day** at PGCC.

Pepco and GEICO become **Business Partners** and employ youth. First full-time permanent **Community Developer** is hired to recruit more Business Partners.

Industrial Bank and Old Line Bank sign on as Business Partners to hire youth employees residing in TNI neighborhoods. Venture Philanthropy Partners join us and help bring Kaiser Permanente on board as a Business Partner. PGCC rolls out **Career Pathways** training program for youth who have completed Job Readiness Training. A second permanent Community Developer is hired. Program initiates presence on **social media**.

Founding program staff receive **WinG Award** at Women's History Month Luncheon. Program receives **Achievement Award** from National Association of Counties. **At-A-Glance** promotional sheet published in Spanish and English.

Worksite Partners

BUSINESS

The Capital Wheel - Icon Attractions*
 Golden Corral - Largo*
 Giant Food of Landover*
 Greenwood School*
 Harborside Hotel*
 Industrial Bank
 McDonald's - Hopkins Navies Management*
 McDonald's - MCD Mateos*
 MGM National Harbor*
 Old Line Bank
 Pepco Holdings
 Schuster Concrete Construction*
 Six Flags America
 State Farm Insurance - Angela Yancey Agency*
 Sunset Pool Management*
 Taco Bell - Aarsand Management Company*
 Target - Forestville*
 Target - Lanham*

NONPROFIT

Accokeek Foundation
 Alley Cat Rescue*
 Art Works Now
 Campfire USA - Patuxent Area Council
 Capital Caring
 CASA de Maryland*
 Community Advocates for Family & Youth
 Community Outreach & Development
 Community Development Corporation
 Community Services Foundation
 Doctors Community Hospital*
 EBED Community Improvement
 ECO City Farms
 EPIC
 Heart to Hand
 Hillside Work-Scholarship Connection
 Housing Options & Planning Enterprises
 Institute for Creative Community Initiatives
 Kaiser Permanente
 Lake Arbor Foundation*
 Magic Johnson Community Empowerment
 Center - Autumn Woods Apartments
 Maryland Community Connection
 Maryland Multicultural Youth Centers*
 Melwood*
 Men Aiming Higher
 Minority Access
 My Girlfriend's House*
 Neighborhood Design Center*
 Patriots Technology Training Center
 Prince George's African American Museum
 & Cultural Center*
 Prince George's Community Television
 Prince George's County NAACP Branch*
 Prince George's Financial Services

Corporation*
 Shining Star Before and Aftercare
 Sowing Empowerment & Economic
 Development
 The 13th Man
 The Training Source
 Transitional Zone
 United Communities Against Poverty
 Venture Philanthropy Partners
 VineCorps*
 Youth Leadership Foundation*

FAITH-BASED

Carmody Hills Baptist Church*
 Divine Dance Institute
 Galilee Community Development
 Corporation*
 Largo Community Church - Summer Camp
 Mission of Love Charities*
 New Creation Community Improvement
 Corporation
 Riverdale Baptist School
 SHABACH! Ministries
 Southern Friendship Missionary Baptist
 Church
 Woodstream Christian Academy

HIGHER EDUCATION

University of Maryland - Nyumburu
 Cultural Center*
 University of Maryland University College
 Prince George's Community College

QUASI-GOVERNMENTAL

Maryland-National Capital Park & Planning
 Commission
 Prince George's Economic Development
 Corporation - Youth CareerConnect
 Prince George's Soil Conservation District
 Revenue Authority of Prince George's
 County
 Washington Metropolitan Area Transit
 Authority

FEDERAL GOVERNMENT

Department of Agriculture

STATE OF MARYLAND

Department of Assessment & Taxation
 Department of Natural Resources -
 Conservation Job Corps

PRINCE GEORGE'S COUNTY

Board of Elections

Board of License Commissioners
 Clerk of the Circuit Court
 County Council
 Department of Corrections
 Department of the Environment
 Department of Family Services
 Department of Housing & Community
 Development
 Department of Permitting, Inspections &
 Enforcement
 Department of Public Works &
 Transportation
 Department of Social Services
 Fire & Emergency Medical Services
 Department
 Health Department
 Office of Central Services
 Office of Community Relations
 Office of the County Executive
 Office of Ethics & Accountability
 Office of Finance
 Office of Homeland Security
 Office of Human Resources Management
 Office of Information Technology
 Office of Law
 Office of Management & Budget
 Office of the Sheriff
 Office of the State's Attorney
 Police Department
 Prince George's County Memorial Library
 System
 Prince George's County Public Schools
 Transforming Neighborhoods Initiative

MUNICIPALITIES

City of Bowie*
 City of College Park
 City of District Heights*
 City of Glenarden
 City of Mount Rainier*
 City of Seat Pleasant*
 Town of Berwyn Heights*
 Town of Capitol Heights*
 Town of Colmar Manor
 Town of Cottage City
 Town of Fairmount Heights*
 Town of Forest Heights
 Town of Morningside*
 Town of North Brentwood*
 Town of Riverdale Park
 Town of University Park*

*New Worksite Partner

Partner Shout-Outs

DEPARTMENT OF PUBLIC WORKS AND TRANSPORTATION

17 youth employees worked with the Department this summer. They helped promote Capital Bikeshare in the County by creating a “how-to” video, created a 3-D model of a traffic signal plan, and examined man-made and natural channels. During their closing luncheon, the students presented their projects to the Department’s leadership and explained what they learned during their employment experience.



KAISER PERMANENTE

8 youth employees worked at Kaiser this summer. Each had an opportunity to gain hands-on experience in a variety of clinical departments and to participate in professional development classes that focused on building soft skills. Overall, they contributed to their departments through their everyday tasks, created a network of friends and potential employers, and gained the necessary skills for potential careers in healthcare.

GALILEE COMMUNITY DEVELOPMENT CORPORATION (GCDC)

3 youth employees worked at GCDC this summer. They redesigned the agency’s website; bagged food for their Food Pantry and Senior Brown Bag distribution; sorted clothing for their clothing center; and consolidated two office file cabinets into one. They focused much of their time on organizing a Violence Symposium, creating the participant booklets, badges, table tents, workshop door signs, and evaluation form, and tabulating the evaluation results.



Partner Success Story

DEPARTMENT OF CORRECTIONS

3 youth employees worked with the Department this summer. According to their supervisors:

Ebony Vauss worked in the Personnel Office. She followed complex directions in a thorough and detailed manner and worked without close supervision when appropriate. She made significant improvements in her professional demeanor and developed her public speaking abilities. She also strengthened interpersonal skills that will be helpful as she works toward a career in Occupational Therapy.

Enrique Evans worked with the Support Services Division and the Human Resources Division. He developed several professional skills, including learning to dress for success, time management, and interpersonal communication. Enrique is driven when working on his passion, business management. His candid personality will serve him well in the future.

Roqibat Oluyadi worked in the Inmate Services Division. Her cheerful attitude, commitment, and professional, sound work ethic were present from the start. She assisted in several projects, including the transition of the Department's Adult Education location. Ms. Oluyadi is a hard worker, with the maturity and focus that will assist her in pursuing a medical career.



Making their youth employees feel welcome from the start.

Ms. Vauss and Mr. Evans collaborated to complete initial research for the Department's survey analysis of the Metropolitan Area's Corrections, Police and Public Safety salaries, benefits, and hiring processes. Their work significantly assisted the Human Resources Division as they work to improve employee recruitment, relations, and training procedures.

All three Divisions and the Director's Office hosted a farewell reception for their youth employees. They presented each with a \$45 gift card for back-to-school shopping. The Department wishes them the best and would welcome them back as future staff, volunteers, or visitors. Staff are also available to offer them assistance in career and college mentoring, if desired.



From right, seated, Ebony, Roqibat and Enrique at their end-of-summer send-off. Standing, Department staff.

Partner Feedback

FINAL REPORT

75 Partner coordinators and supervisors completed our online final report, answering 28 questions about their 2018 Youth@Work/SYEP experience. The number of youth employees who were in their charge, 434, is 41% of all County-funded youth who worked this summer. Some of our Partners' responses and suggestions are summarized here.

About their Youth Employees:

91% were satisfied to very satisfied with their youth.

85% said youth career interests' matched worksites' needs.

Satisfied/Very Satisfied with Youths' Work Ethic:

92% Attendance (reliability, showing up as scheduled)

92% Appearance (professional image, presentation)

92% Acceptance (adhere to policies and rules)

88% Appreciation (gratitude, being of authentic service)

85% Attitude (positivity, enthusiasm, passion)

85% Accountability (integrity and trustworthiness)

75% Ambition (initiative, going above and beyond)

Maryland Community Connection, Lanham



Our (Youth Employee) was an excellent addition. Everyone loved her energy and her willingness to learn. Her passion for helping others fit right in with our mission which is to help individuals with disabilities be active in the community.

André Burno Coates
Executive Director

Overall Impressions

97% would likely recommend the program to others.

92% were satisfied to very satisfied with program.

91% plan to host or hire youth employees next year.

Carmody Hills Baptist Church, Capital Heights



The (youth employees) were helpful, punctual and a blessing to our Summer program. We are thankful for our partnership and we look forward to greater opportunities to strengthen and prepare the youth in our county.

Pastor Curtis McLaughlin
Executive Pastor

Benefits of hiring/hosting Youth Employees

30 said they benefitted by having additional staff.

6 said youth provided useful opinions, ideas, skills.

Other benefits reported: "The influx of youthful energy." ▪ "Their energy was contagious and helped to motivate other interns." ▪ "We got to see community engagement from a youth's perspective." ▪ "Great youthful energy and good design skills." ▪ "The youth had amazing ideas and brought life to their projects." ▪ "Their being bilingual was a plus." ▪ "They were enthusiastic and interested in learning." ▪ "They helped us fulfill the goal of our mission." ▪ "Their energy was contagious and helped to motivate others." ▪ "They were a breath of fresh air."

Within 8 weeks of the program ending:

11 provided a job reference for a youth employee.

6 had youth employees volunteer at their worksite.

4 hired their youth employee part-time.

1 hired their youth employee full-time.

3 plan or hope to hire youth employees next year.

Awards

LOCAL

In March, the founding Youth@Work/SYEP leaders, **Stephanye R. Maxwell, Esq., CPM, Director**, **Valerie A. Farrar, Manager**, and **Nena L. McNeil, Program Manager**, received the 2018 Women In Government (WInG) Award at Prince George’s County’s 33rd Annual Women’s History Month Luncheon. The Award recognizes accomplishments that are inspirational, innovative, informative, and/or influential to the work of government.



From right to left: Stephanye R. Maxwell, Esq., CPM, Director, Valerie A. Farrar, Manager, and Nena L. McNeil, Program Manager.

The Luncheon celebrates women who serve in and partner with government and their impact on people and communities. The event drew nearly 1,000 women and men from government, the arts, business, education, religion, nonprofits, and other disciplines.

From left: Bridgette A. Greer, Esq., Deputy Director, Ms. Stephanye R. Maxwell, Esq., CPM, Director, The Honorable Rushern L. Baker, III, County Executive, Ms. Nena L. McNeil, Program Manager, Ms. Nakia T. Whitley-Ngwala, Community Developer, Ms. Antaja M. Gordon, Human Resources Aide.

NATIONAL



Youth@Work/SYEP was recognized with an Achievement Award from the **National Association of Counties (NACo)**. Since 1970, the annual Achievement Awards program has honored innovative, effective county government programs that strengthen services for residents.

The award was announced in June by **The Honorable Rushern L. Baker, III**, County Executive, at a press conference hosted by long-standing partner, Six Flags America. **Valerie A. Farrar, Manager**, represented Youth@Work/SYEP at NACo’s Annual Conference and Exposition in Nashville, TN in July.

Achievement Awards are made in 18 categories that reflect the vast, comprehensive services counties provide. Youth@Work/SYEP was an awardee in the children and youth category.



Press

THE WASHINGTON
Informer

Prince George's summer youth employment program reaches highest mark

By William J. Ford
WI Staff Writer
@jabariwill

Prince George's County Executive Rushern L. Baker III recalled when about 300 youth obtained employment in various county agencies through a summer youth program established six years ago.

Approximately 3,300 youth will obtain skills this summer at over 100 businesses in the public and private sector, the highest number of young employees and organizations ever.

"It's not just about finding summer jobs for kids," Baker said during a June 8 event at Six Flags America to thank businesses. "The real thing is providing them with opportunities to see what careers they want to go into, providing life skills, and solving real problems in the county in real time."

Before youth ages 15 to 19 can apply for jobs through the County's Youth@Work/Summer Youth Employment Program (SYEP), they must complete a readiness training program. The 24-hour course of Prince George's Community College follows seven core principles: attitude, appearance, appreciation, accountability, attendance, ambition and acceptance.

The six-week entry-level positions listed on the SYEP website include accounting/budget aide, labor and day camp assistant.

Six Flags, the first company to participate, will provide about 1,500 jobs ranging from ride operators to lifeguards.

Rick Howarth, Six Flags park president, said the company will expand its information technology program for at least 30 more



Prince George's County Executive Rushern L. Baker, III speaks about the County's summer Youth@Work/SYEP June 8 at Six Flags America in Upper Marlboro. Photo by Mike Yourishin of County Executive's Office.

county youth.

"This is a win-win for the community," he said. "The youth are making wages and creates tax dollars for the county as well."

Caleb Carter, 16, will work in the county's Office of Information Technology to assist others in public speaking.

"It's like a thrill," said the 11th-grader at Bishop McNamara High School in Forestville. "At first you're nervous and shaking, but then you take one deep breath and you're good."

He participated in the summer program last year to help produce an Amazon Alexa to help public school students with math, Spanish and other topics.

"He is a totally different person," said Caleb's mother, Dian Carter, an assistant principal at

Bishop McNamara. "I am so proud of him. I appreciate the work of the [county's] Office of Information Technology has done to put into these students."

The program allowed him to set his sights on attending college and possibly following his sister's footsteps and attend Towson University to major in business and minor in sports medicine.

"We are going to keep working on him so he goes to Howard [University]," Baker said in a good-natured nudge to Caleb to consider attending his alma mater.

The county's summer program seeks to prepare youth for future employment and also do constructive work when school's out. However, a 2017

report from the Bureau of Labor and Statistics shows the teen workforce for those ages 16 to 19 has declined beyond 34 percent through 2024.

One reason cited in the report was "an increased emphasis toward school and attending college... reflected in higher enrollment; more summer school attendance; and more strenuous coursework."

Although parents and school officials push for college and postsecondary education, Howarth said that training that youth receive in the summer pays off in the future.

"These kids are coming out way more polished than I was when I came out of Prince George's County Public School System," he said. "That's exactly what we need here." **WI**

Reprinted with permission.

Youth Jobs Fund - Financials

YOUTH JOBS FUND

County Council Bill CB-32-2013 established the Youth Jobs Fund to support and sustain the Youth@Work/ SYEP. The Fund is managed by OHRM and the Office of Management and Budget. The Fund accepts monies from both public and private sources. Unspent funds do not revert to the County’s General Fund at the end of each fiscal year, making them continually available for the use and purposes of the program. The Council mandated that at least 90% of monies expended from the Fund each year be used for youth wages, benefits, and payroll taxes, and tools and supplies, with no more than 10% expended on administrative or vendor costs.

FINANCIALS*

Income

County Council		
Office of Management & Budget	\$2,818,806	97%
Sponsorships		
MGM National Harbor	\$70,231	2%
Payroll Reimbursements		
Kaiser Permanente	\$23,924	1%
City of College Park	\$1,477	<1%
Total Income	\$2,914,438	100%

Expenses

Youth Employee Compensation	\$2,256,768	77%
Youth Employee Payroll Taxes	\$174,609	6%
Subtotal	\$2,431,377	83%
Training Programs (PGCC)	\$468,242	16%
Summer Youth Employment Program		
Printing	\$873	>1%
Food	\$6,864	>1%
Office Supplies	\$7,059	>1%
Mileage Reimbursement	\$23	>1%
Subtotal	\$483,061	17%
Total Expenses	\$2,914,438	100%

*Figures are rounded to nearest dollar.



Youth employee, **O'Shay Jelks**, left, interviews a peer on Career Awareness Day for the short promotional video about Youth@Work/ SYEP that she produced as part of her job in the Communications Division of the Office of the County Executive. The video was premiered at the County Executive's Luncheon, and may be viewed on our YouTube channel, PGSYEP. O'Shay also penned an article for the Office's official newsletter, On The Move.

Teams & Advisors

LEADERSHIP TEAM - Office of Human Resources Management

Stephanye R. Maxwell, Esq., CPM, Director
Karen Williams Gooden, Esq., Deputy Director
Bridgette A. Greer, Esq., Deputy Director

MANAGEMENT TEAM - Recruitment, Examination & Classification Division

Valerie A. Farrar, Manager
Lisa D. Chinn, Assistant Manager
Nena L. McNeil, Program Coordinator
Timothy B. Mitchell, Community Developer
Nakia T. Whitley-Ngwala, Community Developer
Taylor N. Ware, Project Coordinator
Antaja M. Gordon, Human Resources Assistant

OPERATIONS TEAM The teams above plus:

LaVonn Reedy Thomas, Office of the County Executive
Marlene Y. Akas, Employee Services & Labor Relations Division
Leonaye Oliver, Employee Services & Labor Relations Division
Denise M. Barino-Samuels, Prince George's Community College
Cecelia A. Knox, Prince George's Community College
Telaekah Brooks, Esq., Venture Philanthropy Partners
Curtis Eugene, Prince George's County Public Schools
A. Penny Hood, Prince George's County Public Schools
Christine Lynch, Venture Philanthropy Partners

ADVISORY BOARD

The Honorable Rushern L. Baker, III, County Executive
The Honorable Angela D. Alsobrooks, State's Attorney
The Honorable Darryl Barnes, Men Aiming Higher, Inc.
Elana T. Belon-Butler, Department of Family Services
Linda Botts, ASHLIN Management Group
Dr. Aminta Hawkins Breaux, Bowie State University
Karene Brodie, Hillside Work-Scholarship Connection
Gloria Brown Burnett, Department of Social Services
James R. Coleman, Prince George's County Economic Development Corporation
Dr. Charlene M. Dukes, Prince George's Community College
M.H. Jim Estep, Prince George's County Business Roundtable
Betty Hager Francis, Office of the County Executive
The Honorable Mel Franklin, County Council
Dr. Monica Golson, Prince George's County Public Schools
David C. Harrington, Prince George's Chamber of Commerce
Elizabeth M. Hewlett, Esq., Maryland-National Capital Park and Planning Commission
Rick Howarth, Six Flags America
Ana Jacobs, Sowing Empowerment & Economic Development, Inc.
Pastor John K. Jenkins, Sr., SHABACH! Ministries
Dr. Wallace D. Loh, University of Maryland
Nicholas A. Majett, Office of the County Executive
Stephanye R. Maxwell, Esq., CPM Office of Human Resources Management
Gary W. Michael, NAI Michael/The Michael Companies, Inc.
Lauren E. Peterson, Peterson Group Consulting and Coaching, LLC
Dr. Robert M. Ponichtera, Liberty's Promise
Caroline Wills, Esq., South County Economic Development Association, Inc.
Glenda R. Wilson, Office of the County Executive
Randolph Wilson, Business Owner



Front row, left to right: Nicholas A. Majett, Janine L. Cheakalos, The Hon. Rushern L. Baker, III, Stephanye R. Maxwell, Esq., CPM, youth honoree Sa'Niahja Nathaniel. Middle row, Cecelia Knox, Nena L. McNeil, Lorraine M. Shephard, Leonaye Oliver, youth honoree Jashaun Munson, Lisa D. Chinn, Valerie A. Farrar, Antaja M. Gordon. Back row: Nakia T. Whitley-Ngwala, Taylor N. Ware, Timothy B. Mitchell, Eischeena D. Daniel, A. Penny Hood, Loretta Tillery, Denise Barino-Samuels, Curtis Eugene.

Acknowledgements

THANK YOU!

We appreciate and thank these generous partners, friends and allies—with apologies to any one whom we may have missed—for their voluntary and in-kind support!

Annual Report

Benjamin J. Birge, CountyStat
 Ron Burke, *The Washington Informer*
 Jermoni K. Dowd, Department of Family Services
 Mykal Gomez, cover photo
 Barry L. Hudson, Office of the County Executive
 Richard C. Miller, CountyStat
 Khoi Nguyen, youth employee
 Sherry B. Smith, Office of Human Resources Management
 Michael J. Yourishin, Office of the County Executive

Career Awareness Day

Office of the County Executive
 Prince George's Community College

County Executive's Luncheon

Maryland-National Capital Park & Planning Commission

Donations/Sponsorships

MGM National Harbor

Evaluation

Telaekah Brooks, Esq., Venture Philanthropy Partners
 Isaac Castillo, Venture Philanthropy Partners
 Cecelia A. Knox, Prince George's Community College
 Christine Smith, Venture Philanthropy Partners



End-of-summer party for youth employees at Mission of Love Charities.



Photo sessions for honorees at County Executive's Luncheon were a hit.

Orientation

Charles Herbert Flowers High School
 MD Strategic Consulting

Outreach & Promotion

CASA de Maryland
 City of Mount Rainier
 CountyStat, Office of Management & Budget
 International High School at Langley Park
 Maryland Multicultural Youth Centers
 Nonprofit Prince George's County
 Transforming Neighborhoods Initiative

Registration

Charles Herbert Flowers High School
 TheBus
 Prince George's Community Federal Credit Union
 Wells Fargo

Job Readiness Training

Hillside Work-Scholarship Connection
 Maryland Multicultural Youth Center
 Prince George's County Public Schools
 The Training Source
 Youth CareerConnect

Translation

Daisy Rickert, Office of the County Executive

Transportation

TheBus (youth employees ride free during program!)

Partner UP! - Help Create Jobs for Youth!



WE ARE SEEKING PARTNERS to increase summer employment opportunities for County youth.

Please consider investing in their future today!



Venture Philanthropy Partners

“It is important for businesses to hire youth so they know about the pool of talent that is available to them in the future.”

– Udochukwu, Youth Employee

“It was amazing to see Udochukwu learn and grow so much in a few short weeks. His love for IT was an asset. His contributions with data analysis helped inform our program models, modify our projects, and improve our computer security. We plan to invite him back to facilitate IT security trainings for staff. His presence within our organization was greatly appreciated.” – Christine Lynch, Supervisor

1. MAKE A DONATION!

Help us extend the reach of our programs by making a tax-deductible gift to our Youth Jobs Fund.* Please make your check payable to "Prince George's County". Note "Youth Jobs Fund" on memo line or stub, and mail it to:

Prince George's County Office of Finance
14741 Governor Oden Bowie Drive, Suite 3126
Upper Marlboro, MD 20772

2. SPONSOR A SUMMER JOB!

Sponsor one or more youth jobs at one of our faith-based or nonprofit partner worksites. It's a win-win-win: a job for a young person, a boost for the partner worksite, and a tax-deduction for you!* The cost of sponsoring each six-week full-time job averages \$3,000 (including wages, taxes & benefits). Please make your check payable to "Prince George's County". Note "Youth Jobs Fund" on memo line or stub, and mail it to:

Prince George's County Office of Finance
14741 Governor Oden Bowie Drive, Suite 3126
Upper Marlboro, MD 20772

* Charitable contributions made to governmental units for a public purpose are tax deductible under Section 170(c)(1) of the Internal Revenue Code.

3. EMPLOY YOUTH!

If you own or manage a business, please consider hiring our summer job applicants. We take care to match them to your business needs, and each has completed at least 24 hours of Job Readiness Training.

4. COUNT YOUTH YOU EMPLOY!

Simply count how many County-resident youth ages 15-19 that you employ over the summer. Submit your count each September so we may recognize you!

TO LEARN MORE, PLEASE CONTACT US!

Timothy B. Mitchell, Community Developer
301-883-6340
tbmitchell@co.pg.md.us

Nakia T. Whitley-Ngwala, Community Developer
301-883-6334
ntwhitley-ngwala@co.pg.md.us

2019 Program Dates

2018

- October 20** Job Readiness Training Information Session—for youth and parents/guardians*
- November 17** Job Readiness Training Information Session
- December 1** Registration Period opens for Job Readiness & Career Pathways Trainings*
- 15** Job Readiness Training Information Session

2019

- January 5** Kick-Off Celebration—for youth and parents/guardians
- February 1-28** Application Period for Summer Youth Employment Program
- June 24** Orientation—for all County-funded youth employees
- 24** First day of work—for youth employees employed by Business Partners
- 25-28** In-Service Training—for new County-funded youth employees
- 25** First day of work—for second-year County-funded youth employees
- July 1** First day of work—for new County-funded youth employees
- 4** Independence Day—unpaid federal holiday for all County-funded youth employees
- 19** Career Awareness Day—for the first 200 youth employees who register
- 31** County Executive’s Luncheon—for one youth employee and one supervisor per Partner
- August 2** Last day of work—for all County-funded youth employees

*Contact PGCC for information at 301-546-1580 or youth-work@pgcc.edu or visit www.pgcc.edu/go/youthatwork

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