



U.S. Department of Labor Summer Jobs and Beyond: Career Pathways for Youth

Summer Youth Career Pathways (SYCP)

Pathways to Sector Employment for Youth (PSEY)

www.worksystems.org

Period of Performance: May 2016 – March 31, 2019



in-school youth served



out-of-school youth served



participants attained a Measurable Skill Gain



participants received work experience



participants placed in unsubsidized employment



participants placed in post-secondary education/training

Location: Portland, OR

Overview of the Program: Worksystems (Portland, OR) administered the Pathways to Sector Employment for Youth project in the City of Portland and Multnomah and Washington Counties in Oregon. The program provided on-ramps to industry sectors for in-school and out-of-school youth (OSY) that resulted in entry-level jobs and/or further training along career pathways in health care, IT, manufacturing and infrastructure. The Pathways to Sector Employment project served youth in concentrated poverty areas in the City of Portland, Multnomah and Washington Counties in Oregon. The project focused on youth from neighborhoods and schools in east Multnomah County serving them through a region-wide work experience and career development infrastructure. Pathways to Sector Employment for Youth (PSEY) will align partnerships to connect youth participants to work experience opportunities summer and year-round and facilitate entry into career pathways. The project targeted low-income and youth of color ages 16-24 with limited or no work experience. The project managers worked to ensure that these youth have hands-on opportunities to explore careers, develop skills needed by employers and move to career pathway employment with a post-secondary credential and the academic and employability skills to be successful.

The program implemented Sector Bridges introducing youth to industry specific training. Out-of-school youth in postsecondary education or training and 62 in unsubsidized employment. All students explored the four targeted industry sectors through a survey course and participate in a paid summer work experience. The community partners included 4 school districts, a reengagement center, the local workforce development system, and a network of youth-serving community based organizations.

The final quarter of the grant saw additional enrollments as well as placement support for youth who participated in earlier sector training cohorts of the career pathway program. There were 18 new enrollments in the last quarter engaged in sector trainings in Information Technology, Manufacturing and Infrastructure. The 18 new youth increased OSY enrollments to total of 119, exceeding our enrollment goal.

Program Highlights:

- Over the course of the grant the grantee was able to solidify the services design and engage out-of-school youth with an individualized approach that has been very successful. The grantee has exceeded the OSY enrollment goal and made significant efforts in meeting the credential attainment goal (86%).
- The grantee has expanded partnerships within all sector employers who have been crucial in providing youth opportunities for career exposure and internship and post-training employment. The grant has increased the region's capacity to build a pathway for youth to well-paying occupations in our targeted sectors using youth-focused workforce design elements including paid work experience, career bridges and pre-apprenticeship.

Recruitment Strategies: Worksystems provided an online application for LEAs, CBO partners, parents and youth to apply for the program. The project team will utilize a slot allocation methodology to ensure that all partners receive access for their youth.

Partnerships: Worksystems partners included employers, school districts, the region's re-engagement center, the local workforce development system and a network of youth-serving community-based organizations (CBOs). PSEY partnered with the Portland Public Schools (PPS) Reconnection Services to direct interested out-of-school youth to the project as an entry point for reconnection to school, industry-training and/or a pathway to employment. The partners worked together to provide venues for orientation, service delivery, networking and job fairs.

Work Experience Activities: The WEX-Y placed and supported youth in paid internships annually and provided a single point of contact for employers to engage targeted youth. Youth were provided career coaching including work-readiness training prior to placement. Other efforts included screening and matching youth to positions based on the skills and preferences specified in the position description. Program participants received ongoing job coaching to support the youth and the intern's supervisor throughout their experience. Two levels of internship were available to participants under this grant and all were paid minimum wage, \$9.25/hour. Entry Level Internships are 180-240 hours. Participants were placed at the following worksites at this level are Alberta Eye Care, Community Cycling Center, Free Geek, Gresham Toyota/Scion, Hillsboro Senior Center, People Travel.