



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

PA CareerLink® Philadelphia: Youth & Young Adult Opportunity Hub

<https://www.pyninc.org/hub>

Period of Performance: May 2016 – December 2018



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

Overview of the Program: Philadelphia Works, Inc. administered the PA CareerLink® Philadelphia: Youth & Young Adult Opportunity Hub (the Hub) project. In partnership with multiple local partners, the administrators implemented a multifaceted approach to provide youth ages 16-24, connected to the West Philadelphia Promise Zone with employment and education opportunities, while also providing the individualized supports needed to succeed. . These opportunities included summer and year-round part-time opportunities for in-school youth (ISY) and exposure to in-demand job experience for out-of-school youth (OSY). Project operators focused on three groups: ISY, including rising seniors in the three Career and Technical Education (CTE) schools located in the target area; Opportunity Youth (OY) with a secondary credential, including recent CTE graduates; and OY without a secondary credential, particularly youth aging out of foster care, connected to School District of Philadelphia’s Re-engagement Center, transitioning from juvenile justice placement, and/or adolescent parents. On a systemic level, Philadelphia used the Hub to increase coordination among partners and employers to better connect the youth and adult workforce systems and maximize existing resources.

Program Highlights:

- **Recruitment Strategies**

Staff leveraged recruitment strategies currently used to recruit youth and young adults into existing Philadelphia summer and year-round youth employment programs. Recruitment was conducted on-site and in the field for individuals or groups by subcontracted providers. Staff worked with a variety of partners - both sub-contracted through the grant and leveraged relationships - to recruit ISY and OSY participants to receive services through the Hub and/or to connect to summer programming. Staff and partner schools managed recruitment and orientation for ISY participants, while the Hub developed community-based recruitment strategies for OSY participants that often included outreach through other service providers, community-based organizations, the Re-engagement Center, and local high schools.

- ***Partnership Strategies***

Core community partners included the Philadelphia Youth Network (PYN) as the summer and year-round operator, SER Metro as the PA CareerLink® Center operator, Drexel University and the Greater Philadelphia Chamber of Commerce as employment partners, the School District of Philadelphia Re-engagement Center as the reengagement center, the Mayor's Office of Community Empowerment and Opportunity as lead Promise Zone partner, and the School District of Philadelphia, Office of Career and Technical Education as the local education agency.

PW's Business Engagement Unit and PYN's Partnerships for Employment Pathways departments collaborated with partners locally, regionally, and nationally to support career-connected education and employment pathway opportunities for youth participants.

- ***Work Experience Activities***

PYN, as the Hub program operator, provided Hub participants both summer and year-round paid work experience opportunities. These experiences provided valuable work-based learning opportunities that reinforced the connection between learning and work by combining paid employment opportunities with formal and informal educational programs, in addition to training and support. The work experiences were designed to increase youths' future employment prospects and academic success.

Participants were selected for summer and year-round work experiences based on their Individual Service Strategy goals, with an emphasis on providing a pipeline to either unsubsidized or subsidized employment or further education. Offerings also consisted of job readiness training running concurrently with the paid work experience.

- ***Leveraging Support (outside of WIOA resources, monetary/in-kind)***

Through collaboration with partner agencies, the Hub supported participants through providing postsecondary tuition, books, fees, materials and coaching. Program administrators worked with and leveraged resources from core and community partners to assess gaps in services and identify sustainable support after the grant ended. These resources support stronger connections to opportunities in the surrounding community for young people to find best-fit placements in and outside of the target grant area. Additionally, partners coordinated and kept open lines of communication in order to support young people during the final ninety days of the grant period to ensure the Hub participants had the support needed to sustain placement.