



YouthWorks 2007

Summer Jobs Program

Commonwealth of Massachusetts

Commonwealth Corporation and the Executive Office of Labor and Workforce Development extend sincere appreciation to every employer and community grantee who supported the YouthWorks program in 2007. We also congratulate every youth who participated in the program, and send our best wishes for a productive future.

YouthWorks 2007—Summer Jobs Program

(FY2007 Budget, Ch. 45 of the Acts of 2005, Line Item No. 7002–0012)

Submitted to the
General Court of the Commonwealth of Massachusetts

March 1, 2008

Submitted by
Commonwealth Corporation

on behalf of
Executive Office of Labor and Workforce Development





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Overview

YouthWorks 2007—Program Summary Statistics

- YouthWorks provided summer employment to 3,233 low-income youth across Massachusetts during the summer of 2007. This number of jobs amounted to 112% of our goal, and an increase of about 10% in the number of youth served compared to the program in the Summer of 2006 (note: the overall budget appropriation increased by 10 percent).
- Of all youth served, 88% were in-school, 5% had already graduated high school but were not enrolled in school, 1.5% were enrolled in a postsecondary program, and 4% were high school dropouts. This distribution has shifted in recent program years, with the program serving more dropouts and older youth—reflecting the state’s increased attention on disconnected youth.
- Of the 2,695 in-school youth, about 80% were either ninth, tenth, or eleventh graders. Ten percent (10%) were enrolled in middle school, and another 10% were seniors.
- Slightly more than half of all participants were female, and just under one-half were male.
- Forty-two percent (42%) of all summer job program participants were African-American, more than twice the share within the school-aged population.
- Eighty-three percent (83%) of all local funds were spent by grantees for student wages, stipends, and FICA; only 12% was used to support adults and supervisors who worked with the youth; five percent of the total was used for local administration and fiscal oversight of the program.
- The appropriation requires a minimum of 20% match from private sector sources (a goal of \$880,000). Overall, communities reported over \$3.3 million in local match—more than three times the minimum required.
- About three-fourths of all summer jobs fell into three categories of job types: 40% of all youth jobs involved direct child care or serving as a summer camp counselor or other youth leader; 15% of summer jobs were in office or administrative support, or in jobs involving customer service; 19% of jobs were involved in maintenance, janitorial, clean-up, lawn care or landscaping.
- For 2007, consistent with language contained within the appropriation, grantees were allowed to provide supported employment to youth in the months after summer. Six regions did not provide any supported employment during the fall of 2007. Seven regions provided youth jobs. There were 57 youth whose employment started in the summer and continued into the fall, and 109 placements that were new during the fall. Statewide, about 95% of all YouthWorks placements started and ended during the summer months.

Report on YouthWorks—State-funded Youth Jobs Program

Line Item No. 7002–0012 of the FY2007 budget for the Commonwealth of Massachusetts provides:

For a youth-at-risk program targeted at reducing juvenile delinquency in high risk areas of the commonwealth; provided, that \$500,000 of these funds shall be matched by private organizations; provided further that funds not expended by October 1, 2007 shall be re-allocated to existing year-round youth employment programs [. . .]
..... \$4,700,000

Background. The YouthWorks appropriation supported program activities taking place during the summer of 2007, with some continuation into the fall. YouthWorks provides funds that communities use to pay wages to low-income youth for summer jobs—usually in the public or non-profit sector. Commonwealth Corporation (CommCorp) administered the program on behalf of the Executive Office of Labor and Workforce Development (EOLWD).

Several cities within Massachusetts have a long history of operating a youth summer jobs program. Some, like the City of Boston, provide significant resources from their own local funds, including the municipal budget. Other summer job programs are funded using federal program resources—such as the Workforce Investment Act Title I Youth Program, managed by the local workforce investment areas. The General Court has appropriated state funds for a summer jobs program since 1995, although

some of these appropriations were vetoed or were subject to rescission (e.g., program rescissions took place in 2003, and appropriations were vetoed in 2004 and 2005).

Basic Features of YouthWorks

Eligibility to Apply for Funds. The YouthWorks Program was limited to the twenty-two cities in Massachusetts that exhibited the greatest incidence of juvenile detention and adjudication, cities where low-income youth are especially in need of access to summer job opportunities. These cities are all part of “workforce investment regions” represented by a local workforce investment board. Applications to design and manage local YouthWorks programs were submitted on a cooperative basis between the targeted city(ies) and the local workforce investment board where those cities are located. This partnership helped encourage local communities to coordinate the summer jobs resources with broader youth strategies. Table One lists the cities and regions that were eligible to apply for YouthWorks resources.

Application Process. Communities were invited to submit an application in order to receive an available allocation. Forty-five percent (45%) of all program funds were reserved for youth who live in the City of Boston. Remaining funds were allocated to eligible cities using a formula that reflects the relative share of youth aged 14–21 who live below the poverty level, using data from the 2000 Census.

Eligibility of Youth to Participate. In general, participation in this program is limited to youth aged 14–21 whose family income for the most recent six-month period does not exceed the annual equivalent to be eligible to receive a free lunch in the National School Lunch Program. This is equivalent to an annual income of about \$25,000 for a family of four (income thresholds vary by family size). In addition, we established that priority be given to youth who demonstrate at least one additional risk factor beyond family income level. For purposes of this program, such risk factors were defined as:

- a history of juvenile delinquency, or membership in a youth gang;
- poor academic performance or a school dropout;
- homelessness;
- having aged out of foster care, or being close to aging out of foster care;
- being the child of a single working parent;
- lack of fluency in English, or being a foreign immigrant; or
- being a teen parent.

Program Activities. The primary component of the YouthWorks program is subsidized employment at public or non-profit agencies, departments and authorities. We preferred that each participant be employed for at least thirty (30) hours per week over a six-week period during the summer. Participants could be employed in the summer component beginning as early as June 5, 2007, and ending as late as September 1, 2007. Hourly wages were required to be no less than

Table One: List of 2007 YouthWorks Cities and Regions

Workforce Area	Cities
Berkshire Workforce Investment Area	Pittsfield
Boston Workforce Investment Area	Boston
Bristol Workforce Investment Area	Fall River, Taunton
Brockton Workforce Investment Area	Brockton
Central Mass Workforce Investment Area	Worcester
Greater Lowell Workforce Investment Area	Lowell
Greater New Bedford Workforce Investment Area	New Bedford
Hampden County Workforce Investment Area	Chicopee, Springfield, Holyoke
Merrimack Valley Workforce Investment Area	Lawrence, Haverhill
Metro North Workforce Investment Area	Cambridge, Chelsea
North Central Workforce Investment Area	Fitchburg, Leominster
North Shore Workforce Investment Area	Lynn, Salem
South Coastal Workforce Investment Area	Quincy, Randolph, Weymouth

the Massachusetts minimum wage of \$7.50 per hour (the minimum wage in Massachusetts increased from \$6.75 to \$7.50 beginning on January 1, 2007).

For 2007, because of language included within the appropriation, grantees could provide supported employment to youth in the months after summer. We permitted grantees to provide employment through December 31, 2007—either for youth who were continuing their employment into the fall, or for youth who were first employed during the fall.

Program Staffing. Grant recipients were required to ensure that youth placed in job sites received adequate supervision; localities were permitted to hire and assign staff as worksite supervisors.

Supplemental Services. Grant recipients were also permitted to support certain services to youth in conjunction with subsidized employment:

- Educational services, including English-as-a-Second Language, could be offered to any or all youth in combination with subsidized employment. The hours spent receiving such services were counted as part of the 30-hour work week.
- Employment and career counseling, and career awareness activities could be offered, but only as an adjunct to work and training, and could not be provided to any youth as a sole service.

Allowable Expenditures. Not less than 70% of the total funds provided under this program were required to be spent on wages and stipends paid to eligible youth. Up to 30% of the total funds provided under this program could be spent on salaries and related personnel costs of outreach, counseling, instructional and job site supervisory staff; and instructional materials. Each grant recipient was permitted to retain no more than 5% of its grant funds for local management, oversight, reporting and record keeping, and monitoring.

Based on an analysis of program expenditures, 83% of all local funds were spent on youth wages, stipends, and FICA.

Table Two: 2007 YouthWorks Program Results

LWIA	Eligible Cities	Total Available Funds	Goal: Number of Youth Jobs	Actual Number of Youth Served	Youth Served as % of Goal
Berkshire	Pittsfield	\$52,475	31	26	84%
Boston	Boston	\$2,000,000	1,176	1,531	131%
Bristol	Fall River, Taunton	\$186,288	110	140	127%
Brockton	Brockton	\$134,562	79	72	91%
New Bedford	New Bedford	\$170,170	100	143	143%
Hampden County	Springfield, Holyoke, Chicopee	\$547,618	322	356	111%
Lower Merrimack	Lawrence, Haverhill	\$240,262	141	154	109%
Metro North	Cambridge, Chelsea	\$165,298	97	106	109%
North Central	Leominster, Fitchburg	\$96,705	57	57	100%
North Shore	Lynn, Salem	\$170,170	100	112	112%
Lowell	Lowell	\$185,913	109	115	105%
South Coastal	Weymouth, Quincy	\$70,092	41	47	115%
Worcester	Worcester	\$380,447	224	374	167%
Statewide Totals:			2,587	3,233	125%

Results of the 2007 YouthWorks Program

Table Two presents summary statewide information on the distribution of funds and on program participation by youth. The Statewide Profile on page 19 includes more specific data on the demographic background and characteristics of the YouthWorks population.

All participant data presented in the state and local profiles represent information reported by local communities through Commonwealth Corporation's YouthWorks database. Each analytical table includes all data reported for participants in the region. Not all information was reported for every youth participant.

Table Three summarizes information concerning supported employment during the fall months. We encouraged grantees to maximize spending for summer jobs, but allowed regions that did not spend their allocation fully in the summer to provide employment through December 31, 2007—either for youth who were continuing their employment into the fall, or for youth who were first employed during the fall. Six regions did not provide any supported employment during the fall of 2007. Of the seven regions that chose to provide youth jobs, there were 57 youth whose employment started in the summer and continued into the fall, and 109 placements that were new during the fall. Statewide, about 95% of all YouthWorks placements started and ended during the summer months.

Table Three: YouthWorks Placements—Summer and Fall of 2007

LWIA	Total Youth Jobs (Summer and Fall)	# Summer Jobs that Continued into Fall	# New Job Placements During Fall
Berkshire	21	2	0
Boston	1,545	0	0
Bristol	99	15	37
Brockton	67	2	17
Hampden County	118	0	0
Lowell	356	0	0
Merrimack	154	0	0
Metro North	104	0	0
New Bedford	57	0	52
North Central	112	1	0
North Shore	115	12	3
South Coastal	47	0	0
Worcester	374	25	0
Statewide Totals:	3,233	57	109

Youth Profiles

YouthWorks Summer Jobs, Boston

In Boston, there are three partners for the Governor's YouthWorks Program: the Boston Youth Fund (BYF), Action for Boston Community Development (ABCD) and the Boston Private Industry Council (PIC).

Bemilly Tromusco's summer ran smoothly this year. Not only did she earn a salary, she learned office skills at her job in the Human Resources Department of the Massachusetts Bay Commuter Railroad. Bemilly is 18 years old, the mother of a three year old and a recent high school graduate. With the help of ABCD, she received a high school diploma through their University High School, a summer job at Mass Bay Commuter Railroad and admittance into a program offered by ABCD in collaboration with Boston Medical Center and Roxbury Community College, for youth interested in

careers in health care. Bemilly believes that she would be a teenage mother without a job, high school diploma or plans for the future if it weren't for ABCD. The program's counselors and teachers have helped her see her potential and given her valuable career guidance. Through the financial assistance Bemilly has received from her summer job, she is able to continue her education this fall at Roxbury Community College.

Youth participating in this program are offered services, including career inventories, financial literacy training, college awareness and job readiness training. In order to enhance youths' program experience, ABCD created a partnership with the local Citizen's Bank where youth were able to learn and utilize the bank's many financial services. According to Program Director Aaron Tanimoto, participants who complete the program will be given the opportunity to enter other ABCD educational and career exploration programs that match their vocational interests.



Bemilly Tromusco

Brockton

The Brockton Area Workforce Investment Board, in collaboration with several youth serving agencies, provides summer jobs opportunities to local area youth. Alison Asiaf is a math teacher at an alternative school in Brockton, hired by the local workforce investment board (WIB) as a summer job specialist. She is providing program oversight for this initiative. Sixteen year-old Nuno Gomes is an example of one of the many youth Ms. Asiaf works with. Nuno was able to hear about and apply to the Summer Jobs Program through the Brockton Area Youth Career Center. Nuno, an out-of-school youth, was referred to MY TURN, an organization that serves out-of-school youth. MY TURN's career specialist placed Nuno with the Brockton Housing Authority (BHA).

The BHA was delighted with Nuno's work performance. Supervisors there report that Nuno is very smart, responsible, punctual, and friendly, and that Nuno's painting assignments are extremely well done. This fall, Nuno is attending an alternative high school in Brockton. His goal is to attend Southeastern Tech. The Housing Authority is so pleased with his work that they offered him a part time job in the fall.

Another YouthWorks program participant, Meron Makonnen, said of her experience with the program, "It opened my eyes to see what I want to do with my life." Prior to entering YouthWorks, Meron thought she would be happy with a career as an office worker. After learning how to use databases, Meron is now considering a future career in the accounting field. She is convinced that routine office tasks would not produce the challenge she needs.

CompuMath is a retail store in downtown Brockton that also made a commitment to employing a youth last summer. The owner hired Kevin Martinez, who graduated this spring from Brockton High School, for a summer job as a Sales Associate. CompuMath was extremely pleased with their new sales associate, as Kevin was very helpful with customers. Kevin learned about software programs, technical components, and customer service. This experience has reinforced Kevin's decision to study Computer Science at the University of Massachusetts, Amherst in the fall.



Meron Makonnen

Holyoke (Hampden County)

Solutions Community Development Corporation, a community-based organization in Holyoke, has been managing the summer jobs program in Holyoke for two years. Greg Schwartz, Executive Director of Solutions, was in charge of placing 75 youth in jobs in Holyoke this summer.

Initially, Greg found employers to be reluctant to hire youth, but as he started knocking on the doors of small businesses in downtown Holyoke, Greg found many small businesses that were willing to invest in the youth with the support of the YouthWorks funding.

Lorraine Gorham, owner of Lorraine's Fashion Showcase, has had her shop in downtown Holyoke for 30 years. Two years ago Lorraine became a YouthWorks summer job employer. She loves teaching her young employees about fashion as well as customer service.

This summer, Lorraine hired Nailyn Rodriguez and Amanda Antomarchi as retail assistants. Nailyn surprised Lorraine by selling a wedding dress her very first day on the job. Both Nailyn and Amanda learned retail and customer service skills.

Nailyn is a recent high school graduate who plans to attend Holyoke Community College in the fall. Amanda is a sophomore at Holyoke High School who is also participating in the Step Ahead, Step Forward program at Elms College in Chicopee.

Asked about her summer job experience, Amanda said, "Lorraine's a great boss. She teaches me everything I need to know to run a business, and I'm teaching my family the business skills that I learn."



Nailyn Rodriguez, Lorraine Gorham, and Amanda Antomarchi

City of Lawrence

Mario Cruz's appearance changed abruptly this summer. When this 15 year-old was first offered a position as an Office Assistant at the ValleyWorks Career Center in Lawrence, he realized that he would need to make personal changes in order to be successful in this job. First, he got his long hair cut, then he changed his style of dress. He no longer wore baggy jeans and athletic shoes. At present date, Mario is neatly dressed young man who sports a clean and nicely tucked in shirt, neat pants and shoes that are appropriate for a professional environment; in short, his dress reflects his new frame of thinking. Mario states that he is by nature shy but since taking on his position as an office assistant, he has had to step outside of his comfort zone. He recalls, "I started meeting people, asking for work, and I changed my personality."

As an office assistant Mario has worn many hats. He has also been exposed to an array of work employment experiences, which include working as a substitute at the front desk, filing, printing, and laminating. When unable to answer a customer's question directly, he always replies, "Give me a second and I'll find the answer." Mario has also been able to gain experience using Microsoft Excel. Mario says that he has enjoyed working with the Career Center staff and he wishes he could stay on at ValleyWorks. He is entering the new Lawrence High School this fall with a changed attitude. He states that there is a big change in him in many ways. He feels more mature and wants to do better as a junior this year. His goal is to go to college and become a detective.

ValleyWorks Career Center, where Mario worked this summer, is the lead operator of the 2007 YouthWorks program in the Lawrence area. They provided summer employment experiences for more than 160 youth who face multiple risk

barriers. These youth come from Lawrence, of Haverhill, Methuen and Salisbury. Youth are given the opportunity to gain employability skills through weekly workshops. Topics covered during these workshops included financial literacy, conflict resolution, resume writing, job search techniques and mock interviewing.



Mario Cruz

Youth Works Summer Jobs Program: City of Lynn

This past summer, the Youth Career Center in Lynn referred Mike Fromer, a senior at Lynn English High School, to the North Shore Workforce Investment Board (WIB) for a summer job as an office worker/press corps writer. In addition to performing basic office tasks, Mike interviewed potential employers and teens that participated in the Summer Jobs program. He also was a contributing writer for their First-Jobs newsletter. This proved to be a career building position for Mike, who, prior to this summer, had given up the idea of becoming an English teacher because he did not think he would have the confidence to stand up in front of a classroom.

Mike has seen his confidence increase as he talks with people and his self-image has changed. Mike states, "I feel better about myself and the things around me. This summer job has become the Empire State building block of my life." Mike will be entering his senior year at Lynn English High School and plans to enroll in college next fall to become

certified as an English teacher. He now feels that he has the capabilities to become a great teacher. He wants the kids in his class to want to come to school and he wants to let them know that he cares about them.

Moreover, the local WIB was so impressed with Mike's performance in his position that they offered him a seat on the Youth Council. Mike has accepted this position.



Mike Fromer

South Coastal

This is the first year that the town of Randolph has been involved in the Governor's YouthWorks program. Esther Bernard, 15, is one of eight students from Randolph who has benefitted from this collaboration with the South Coastal Workforce Investment Board (WIB). Esther received services that include MCAS remediation alongside placement in a summer employment experience. She worked at Randolph High School's central office while taking time out of the day to attend MCAS remediation classes. Esther was thrilled to work with the office staff and learn new skills. As she completed her summer job, Esther decided that she would like to pursue a career as an administrative assistant.

In addition to serving youth in the Randolph area, the South Coastal WIB has been able to find placements for 14 youth from Weymouth and 25 youth from Quincy.

Usually the best stories of the positive impact of the Summer Jobs program come from the teens themselves. But in the South Coastal region, Eddie Smith, a science teacher and

volleyball coach at Quincy High School and YouthWorks Coordinator, describes a positive impact from the program that rivals the experience of any youth.

Eddie explains that his summer position has given him a better understanding of youth and their experiences. He estimates that about half of the kids at his high school come from single parent homes. Moreover, working with Summer Jobs youth has helped him realize that the issues that most young people face are not of their own creation. He explains, "It could be any one of us." He asserts that the program gives these young men and women the opportunity to stay out of trouble while gaining valuable employment experience in order to build a resume. Eddie says that his experience has helped him become a better teacher and coach. He was pursuing his master's degree in science; however, after this summer, he has shifted his focus to a graduate degree in school administration. Eddie Smith was inspired to make a difference in his community.



Esther Bernard

Worcester

“I’ve been out on the streets and I didn’t like it. I’m proud of this job working for Attorney Hector Piniero. It’s challenging and I’m learning incredible new skills. I’ve learned how to put files into the computer system. I know how to remain calm when I respond to demanding clients. Everyone is proud of me. I’m looking at becoming a paralegal.” These are the words of Emanuel Rivera Carrasquillo, a Summer Job participant.

Attorney Hector Piniero is extremely pleased with this summer job placement. In the process of computerizing his files, he needed an employee to scan all the files. He hired Emanuel to act as an assistant to his secretary who taught Emanuel scanning. When Mr. Piniero’s secretary was forced to take medical leave, Emanuel was asked to perform some of her job functions. Attorney Piniero was delighted to have Emanuel on staff because of his level of professionalism as well as his polite and courteous nature. He offered Emanuel overtime pay, which thrilled Emanuel because he was able to take on more responsibility while receiving a bigger paycheck.

Emanuel is taking part in a new model for the YouthWorks program called “Around the Corner.” This new initiative

places youth in jobs in their own communities, specifically with employers who are within walking distance of their homes. The agencies are identified and recruited to hire youth. This summer eight businesses hired neighborhood youth, which resulted in 25 summer job placements.

The Worcester Community Action Council (WCAC) is the lead agency responsible for Worcester’s FY07 YouthWorks program. They are responsible for placing and supervising more than 275 of Worcester’s most vulnerable youth. In partnership with Junior Achievement, a pre-employment “Success Skills” training, job placements have been coordinated to serve 244 youth. The WCAC has also partnered with the Pleasant Street Neighborhood Center to develop the “Around the Corner” pilot.

Bob Morrison, who supervises YouthWorks, said that due to the many business relationships that WCAC has developed, he is able to place youth in jobs at University of Massachusetts Memorial Health Care, Hanover Insurance Group, National Grid, Friendly’s Ice Cream and other local businesses.



Emanuel Carrasquillo

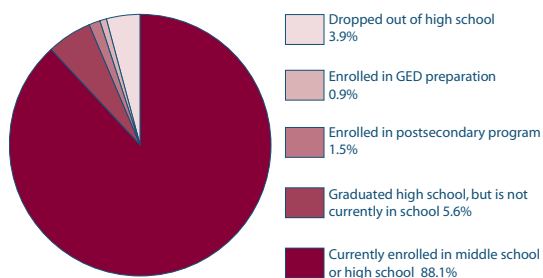
Statewide YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

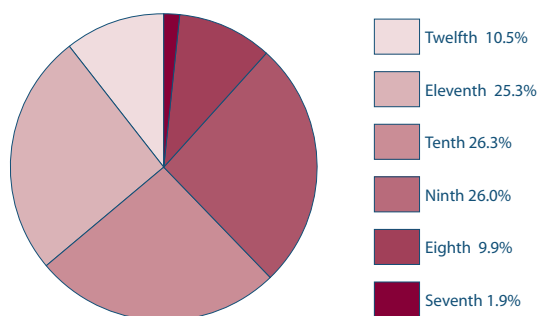
Total Number of Youth Served: 3,233

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 2,908)



Grade Level of In-School Youth (N = 2,629)



GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	701	627	1,328
Hispanic Origin	555	488	1,043
White	201	231	432
Asian	80	62	142
All Other	125	110	235
Totals	1,662	1,518	3,180

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

Risk Category (N = 3,131)	Number	% of Total
Poor academic performance or is a dropout	892	26.7%
Is a child of a single working parent	1,452	43.5%
History of alcohol or drug abuse	0	0%
Homeless or a runaway	32	1%
Has a disability	151	4.5%
Has aged out of foster care, or close to aging out	103	3.1%
Court-involved or has history of delinquency	156	4.7%
Is a teen parent	98	2.9%
Limited English skills or is a foreign immigrant	452	13.5%
Totals	3,336	—

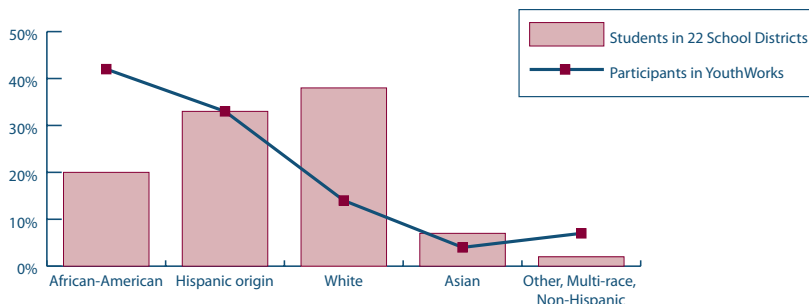
Note: Some youth are counted in more than one risk category

WAGE INFORMATION

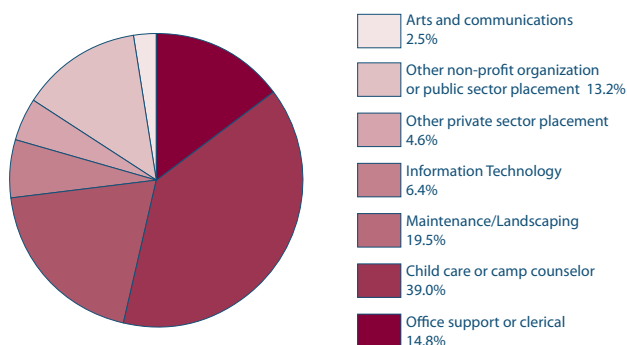
Average Wage Paid (per hour): \$7.79

Total Youth Wages Paid: \$3,598,627

Ethnicity Comparison for YouthWorks Participants



Category of Job Placement for YouthWorks Participants



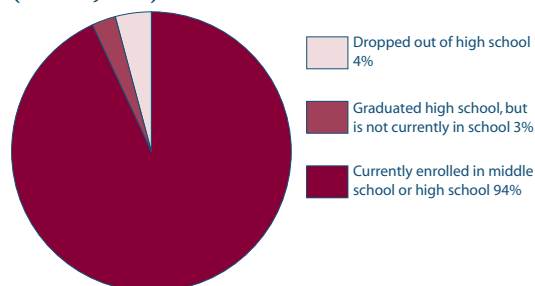
City of Boston—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

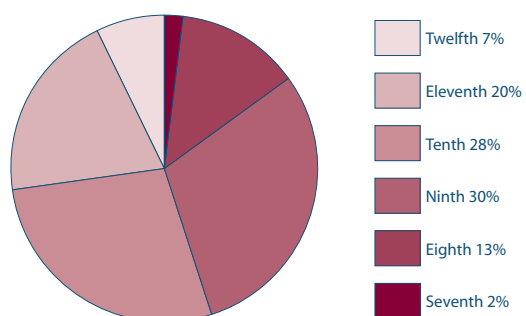
Total Number of Youth Served: 1,531

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 1,531)



Grade Level of In-School Youth



JOB PLACEMENTS FOR 2008

(N = 1,469)

Office and Clerical	182	12.4%
Child Care/Camp Couns.	827	56.3%
Maintenance and Lands.	135	9.2%
Information Tech	160	10.9%
Other Private Sector	18	0.1%
Other Non-profit	132	9.0%
Arts & Communications	16	1.1%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	478	384	862
Hispanic Origin	197	166	383
White	40	52	92
Asian	52	39	91
All Other	81	47	128
Totals	848	688	1,536

Note: "Hispanic origin" includes Cape Verdean youth; "All Other" includes Native American, multi-ethnic, Hawaiian and other Pacific Islanders.

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

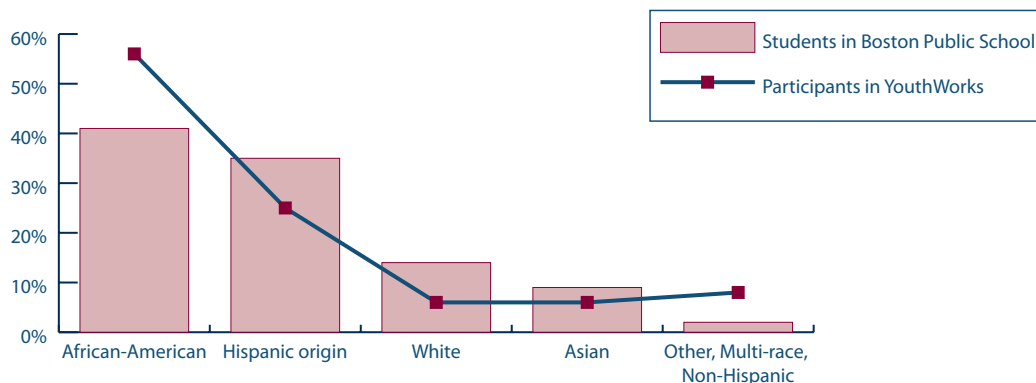
Risk Category (N = 1,643)	Number	% of Total
Poor academic performance or is a dropout	428	26%
Is a child of a single working parent	740	45%
Homeless or a runaway	12	0.7%
Has a disability	14	0.9%
Has aged out of foster care, or is close to aging out	39	2.4%
Court-involved, or has a history of delinquency	33	2.0%
Is a teen parent	41	2.5%
Limited English Skills or is a foreign immigrant	336	20.5%
Totals	1,643	—

WAGE INFORMATION

Average Wage Paid (per hour): \$7.50

Total Youth Wages Paid: \$1,749,497

Ethnicity Comparison for YouthWorks Participants



SAMPLE EMPLOYERS FOR YOUTHWORKS PARTICIPANTS IN BOSTON

African Comm. Dev. of New England	Clark Cooper	Keylatch	Roxbury Community Center
Adolescent Wellness, Inc.	Cleveland	Lena Park Community Center	Roxbury Multi Serv
Artists for Humanity	Col. Daniel Marr Boys & Girls Club	Little Leaders	Roxbury YMCA
African Development Association	Commonwealth Tenant Association	Madison Park Community Center	Roxbury Youth
Agassiz Community Center	Condon Community Center	Main Street Community Center	Salesian Boys & Girls Club
American Red Cross	Constitution Inn	Mandela Community Center	Girls Radio
Archdale Community Center	Curtis Hall Community Center	Marine Coast Guard	South Boston Neighborhood
Artists for Humanity	Department of Transitional	Marshall Community Center	House
Asian Community Development	Assistance	Mason Pool	Shelburne Community Center
Corporation	Dimock Community Health	Mattahunt Community Center	Snowden International School
Boston Area Health Education	Center	Mattapan Adult Day Center	Sociedad Latina
Center	Dorchester Community Center for	Mayors Office	Somali Development Center
Baker House	the Visual Arts	Medicine Wheel	South Boston Outreach
Baseball Crew	Dorchester Church of the Nazarene	Metro Boston Alive	South End Technology Center
Boston Chinatown Neighborhood	Dorchester YMCA	Museum of Fine Arts	Sportsmens Tennis
Center	Earthworks	Mildred Ave Community Center	St. Stephens
BCYF/Streetworkers	East Boston Social Center	Mission Safe	STRIVE
Berklee College	East Boston YMCA	MSPCA	Supreme Judicial Court
Bikes Not Bombs	Egleston YMCA	Mural Crew	TechBoston Academy
Bird Street Community Center	English High Community Center	Murphy Community Center	Teen Voices
Black Ministerial Alliance	Esplanade	Boston Museum of Science	Tenacity
Blackstone Community Center	Excel Academy	MYTOWN	Tenpoint Coal
Blue Hill Boys & Girls Club	Family, Inc.	National Black College Alliance	The International Rescue Committee
Boston Natural Areas Network	Federated Dorchester Neighbor-	NAYEP	Thompson Island
Body by Brandy	hood House	Nazzaro Community Center	TLC Boston
Boston Baseball Camp	Fenway High School	NBA 8th Graders	Tobin Community Center
Boston Career Link	Flaherty Community Center	New England Aquarium	Tynan Community Center
Boston Common Frog Pond	Franklin IO	Neighborhood House Charter	United Way
Boston Day and Evening Academy	Franklin Park Coalition	School	Upham's Corner Health Center
Boston Fire Department	Frog Pond Community Center	Neighborhood Network	Urban Dreams
Boston School Yard Funders	Gallivan Community Center	New Democracy	Urban Ecology
Boston Society of Vulcans	Girls Radio	New Mission High School	Urban Edge
Boston Ten Point Coalition	GOTCHA	Neighborhood of Affordable Housing	USES
Boston Urban Youth	Greenwood Shalom	Nuestra Comunidad	USS Constitution
Bowdoin Geneva Clean up	Grove Hall Community Center	Ohrenberger Community Center	VACA
Bowdoin Street Health Center	Harborpoint Community Center	Orient Heights Community Center	Veterans Benefits Clearinghouse
Boston Police Department	Harborside	Paige Academy	Vine Street Community Center
BPS—Charlestown High School	Hattie B. Cooper Community	Paris Street Community Center	Walter Denney Youth Center
BPS—Urban Science Academy	Center	Park Rangers	Wang YMCA
Bromley Heath Tenant Mgt. Corp.	Healthy Baby	Peace Games	WEATOC
Bruce Wall	Hennigan	Perkins Community Center	Wesley Childcare
Boston Refugee Youth Enrichment	Holland	Power Crew	West End Boys & Girls Club
Camfield Tenant Association	HOME, Inc./BNN	Project Direct	West Roxbury Community Center
Camp Harborview	Hope Church, Boston	Project Hip Hop	White Stadium
Castle Square Tenant Association	Horace Mann School for the Deaf	Project Reach	Whittier Street Community Center
Catholic Charities Teen Center	Hyde Park Community Center	Project Right	Yawkey Boys & Girls Club
Charlestown Boys & Girls Club	Hyde Park YMCA	Project Think Different	YMCA of Greater Boston
Charlestown Community Center	Hyde Square Task Force	Refer to Jake	Young Peoples Project
Chinatown Adventure	Inquilinos Boriquas en Acción	Reggie Lewis	Youthbuild
Citizen Schools	International Rescue Committee	Roslindale Community Center	Zoo New England
City Hall Child Care	Jackson Mann Community Center	Roxbury Boys & Girls Club	
City School	Judicial Youth Corp		

Brockton—YouthWorks 2007 Program Profile

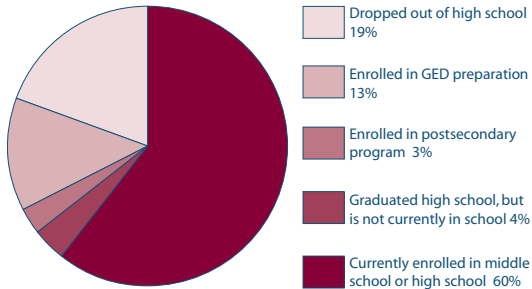
NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

Total Number of Youth Served: 72

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

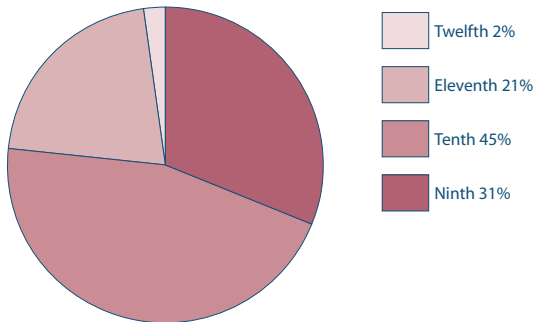
School Status

(N = 68)



Grade Level of In-School Youth

(N = 68)



JOB PLACEMENTS FOR 2008

(N = 63)

Office and Clerical	13	21%
Child Care/Camp Couns.	7	11%
Maintenance and Lands.	11	17%
Information Tech	2	3%
Other Private Sector	21	33%
Other Non-profit	9	14%
Arts & Communications	0	0%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	22	9	31
Hispanic Origin	17	15	32
White	2	3	5
Asian	2	1	3
All Other	1	0	1
Totals	44	28	72

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

Risk Category (N = 90)	Number	% of Total
Poor academic performance or is a dropout	43	48%
Is a child of a single working parent	15	17%
Homeless or a runaway	0	0%
Has a disability	0	0%
Has aged out of foster care, or is close to aging out	1	1%
Court-involved, or has a history of delinquency	17	19%
Is a teen parent	3	3%
Limited English Skills or is a foreign immigrant	11	12%
Totals	90	—

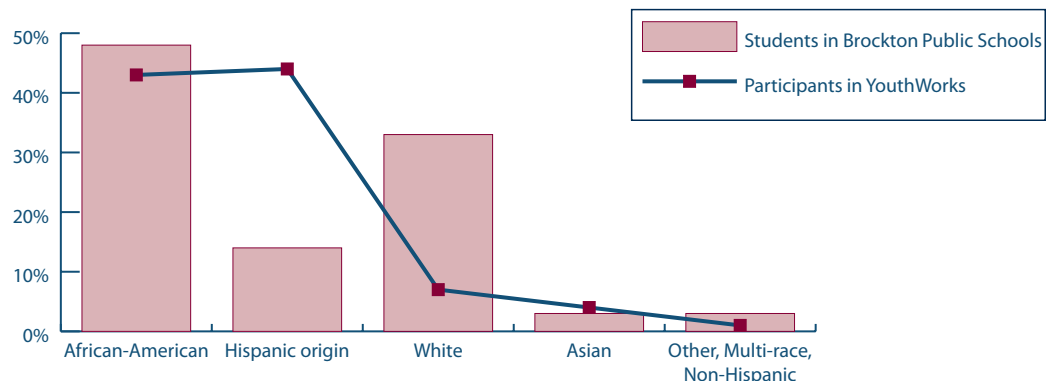
Note: Risk category was not reported for all participants

WAGE INFORMATION

Average Wage Paid (per hour): \$8.16

Total Youth Wages Paid: \$77,475

Ethnicity Comparison for YouthWorks Participants



**SAMPLE EMPLOYERS FOR YOUTHWORKS
PARTICIPANTS IN BROCKTON**

Employer

Bugaboo Creek Steak House
Brockton Area Multi-Services, Inc.
Brockton Area Workforce Investment Board
Brockton High School
Brockton Housing Authority
Boys and Girls Club of Brockton
Bradford Traylor
Brockton Day Nursery
Brockton Hospital
Brockton Housing Authority
Brockton Public Library
Calvary Cemeteries
Cape Verdean Association
Career Works
Charity Guild
Chatham West
CompuMath Consulting
CRT
CVS Pharmacies
D'Angelos

Employer

Dunkin Donuts
Fuller Art Museum
Good Samaritan Medical Center
Lombardo's
Mainspring House
Massasoit Community College
Neighborhood Health
Pro-Ten Corporation
Red Cross
Salvation Army of Brockton
South Shore Realty
St. Patricks Church
Stonehill College
Texas Roadhouse
Brockton Area United Way
UPS
Visiting Nurse Association of Brockton
Workout World
Old Colony YMCA

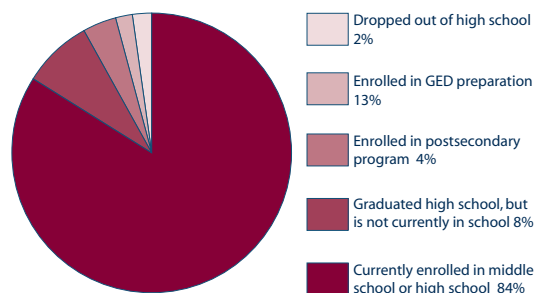
Cambridge/Chelsea—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

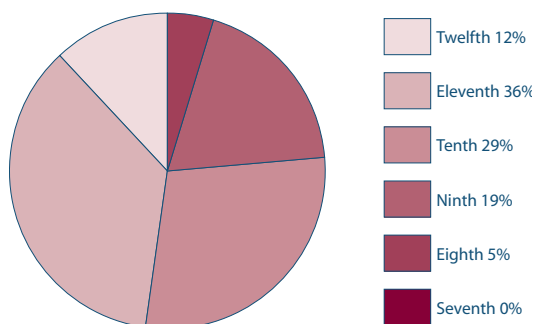
Total Number of Youth Served: 106

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 51)



Grade Level of In-School Youth



JOB PLACEMENTS FOR 2008

(N = 51)

Office and Clerical	7	14%
Child Care/Camp Couns.	2	4%
Maintenance and Lands.	25	49%
Information Tech	0	0%
Other Private Sector	1	2%
Other Non-profit	16	31%
Arts & Communications	0	0%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	21	15	36
Hispanic Origin	1	5	6
White	0	3	3
Asian	3	0	3
All Other	1	2	3
Totals	26	25	51

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

Risk Category (N =)	Number	% of Total
Poor academic performance or is a dropout	9	33%
Is a child of a single working parent	7	26%
Homeless or a runaway	1	4%
Has a disability	5	19%
Has aged out of foster care, or close to aging out	0	0%
Court-involved or has history of delinquency	1	4%
Is a teen parent	0	0%
Limited English skills or is a foreign immigrant	4	15%
Totals	27	—

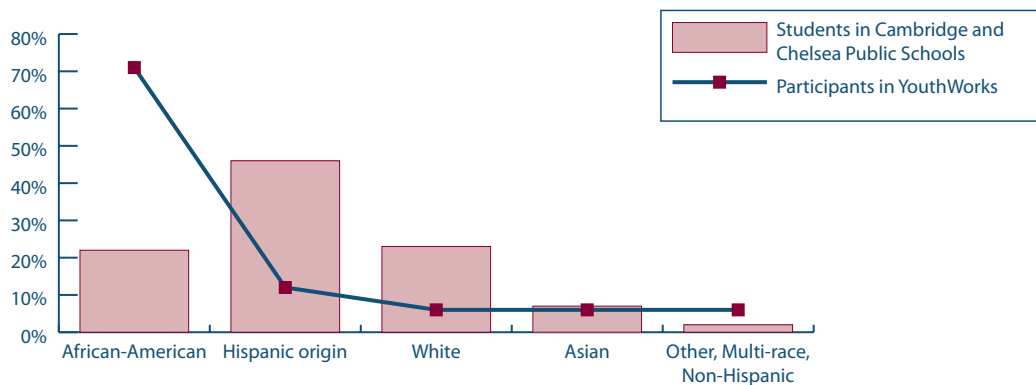
Note: Some youth are counted in more than one risk category

WAGE INFORMATION

Average Wage Paid (per hour): \$8.00

Total Youth Wages Paid: \$154,018

Ethnicity Comparison for YouthWorks Participants



Employer

American Friends Service Committee
Animal Spirit
Cambridge Boys and Girls Club
Cambridge Public Health Department
Cambridge Youth Programs
Camp Joy
Child Care Resource Center

Employer

Dance Complex
Institute for Community Health
Just A Start
Lesley University
Upward Bound
YouthBuild

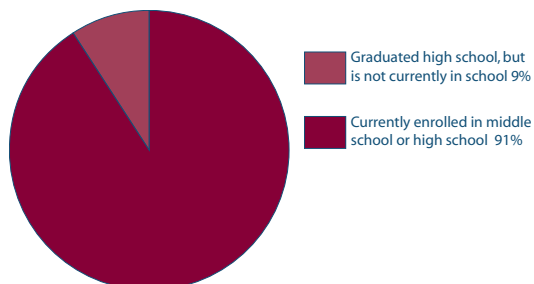
Fall River/Taunton—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

Total Number of Youth Served: 140

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 140)



GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	10	12	22
Hispanic Origin	18	11	29
White	30	45	75
Asian	2	3	5
All Other	2	7	9
Totals	62	78	140

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

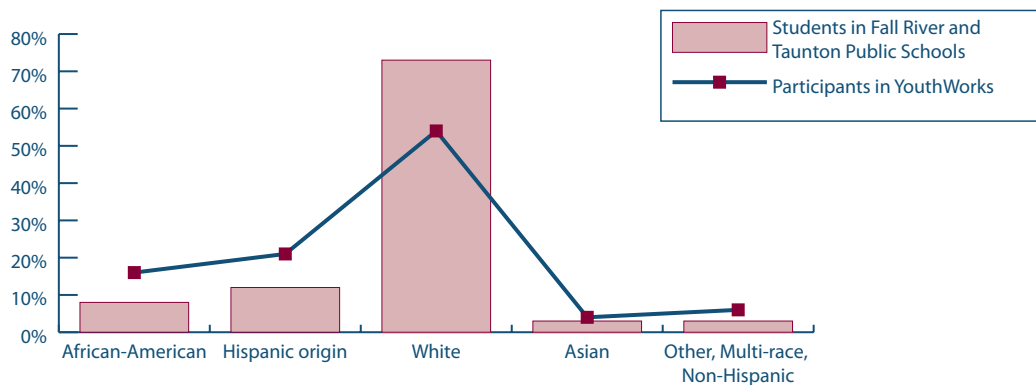
Risk Category (N = 140)	Number	% of Total
Poor academic performance or is a dropout	86	61%
Is a child of a single working parent	36	27%
Homeless or a runaway	0	0%
Has a disability	5	4%
Has aged out of foster care, or close to aging out	4	3%
Court-involved or has history of delinquency	8	6%
Is a teen parent	1	1%
Limited English skills or is a foreign immigrant	—	—
Totals	140	—

WAGE INFORMATION

Average Wage Paid (per hour): N/A

Total Youth Wages Paid: \$121,211

Ethnicity Comparison for YouthWorks Participants



Employer

Community Development Recreation
Dewert Community Center
Dighton Elementary School
Durfee High School
Fall River Career Center
Girls, Inc.
Hugo A Dubuque School
Hugo A Dubuque School/Boys & Girls Club
Hugo A Dubuque School/Hartwell School
Hugo A Dubuque School/Talbot Middle School
Martin Middle School
Matthew J. Kuss Middle School
Maxham Elementary School

Employer

Morton Middle School
Morton Middle School
Mulcahey Middle School
Old Colony YMCA
Parker Middle School
PRIDE, Inc
Resiliency for Life
Robertsons on the River
Spencer-Borden School
Talbot Middle School
Taunton High School
Triumph Head Start
William S. Green School

Fitchburg/Leominster—YouthWorks 2007 Program Profile

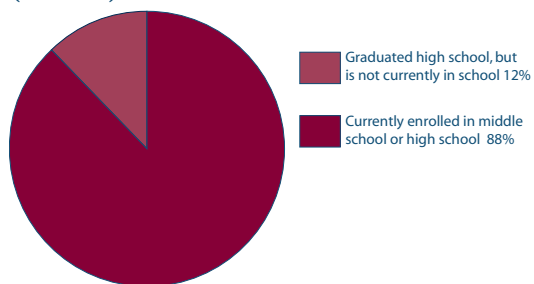
NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

Total Number of Youth Served: 57

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

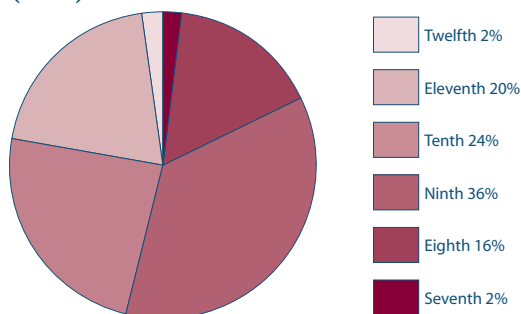
School Status

(N = 57)



Grade Level of In-School Youth

(N =)



JOB PLACEMENTS FOR 2008

(N = 56)

Office and Clerical	6	11%
Child Care/Camp Couns.	14	25%
Maintenance and Lands.	0	0%
Information Tech	0	0%
Other Private Sector	18	32%
Other Non-profit	18	32%
Arts & Communications	0	0%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	8	7	15
Hispanic Origin	22	10	32
White	4	3	7
Asian	—	—	—
All Other	2	1	3
Totals	36	21	57

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

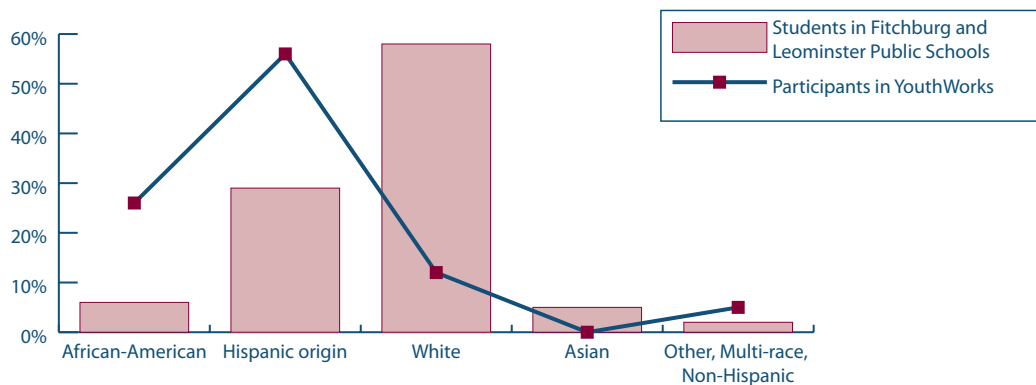
Risk Category (N = 39)	Number	% of Total
Poor academic performance or is a dropout	31	79%
Is a child of a single working parent	1	3%
Homeless or a runaway	0	0%
Has a disability	1	3%
Has aged out of foster care, or close to aging out	0	0%
Court-involved or has history of delinquency	3	8%
Is a teen parent	1	3%
Limited English skills or is a foreign immigrant	2	5%
Totals	39	—

WAGE INFORMATION

Average Wage Paid (per hour): \$7.50

Total Youth Wages Paid: \$67,692

Ethnicity Comparison for YouthWorks Participants



**SAMPLE EMPLOYERS AND JOB TITLES FOR YOUTHWORKS
PARTICIPANTS IN THE CITY OF FITCHBURG**

Employer

Air Compressor
Busy Bee Preschool
Community Health Connections
FATV
First Church of Christ
Halloween Store
Harper Farm
Josephs Jewelers
Kids City
Lunenburg Exxon

Employer

Montachusett Opportunity Council
Mt. Wachusett Community College Summer Up
Progressions
Putman Bowling Alley
RAPS Auto Parts
Shepard Parker
Summer Up
Workers Credit Union
Fitchburg YMCA

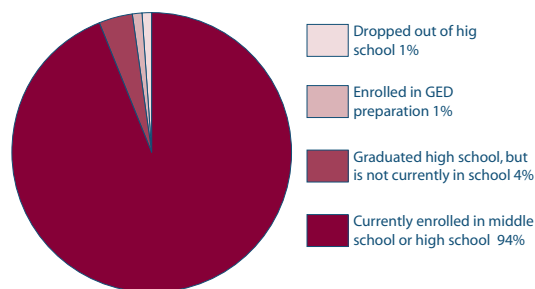
Lawrence/Haverhill—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

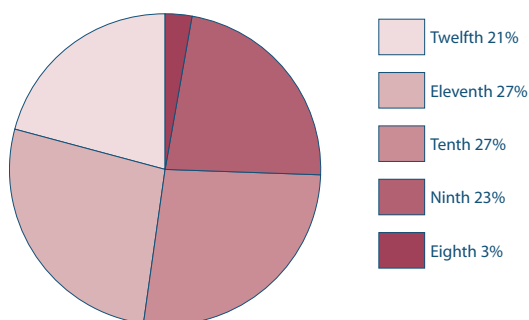
Total Number of Youth Served: 154

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 139)



Grade Level of In-School Youth



JOB PLACEMENTS FOR 2008

(N = 146)

Office and Clerical	57	39%
Child Care/Camp Couns.	19	13%
Maintenance and Lands.	65	45%
Information Tech	0	0%
Other Private Sector	0	0%
Other Non-profit	5	3%
Arts & Communications	0	0%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	2	1	3
Hispanic Origin	42	43	85
White	2	2	4
Asian	0	0	0
All Other	24	38	62
Totals	69	84	153

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

Risk Category (N =)	Number	% of Total
Poor academic performance or is a dropout	41	23%
Is a child of a single working parent	96	55%
Homeless or a runaway	0	0%
Has a disability	16	9%
Has aged out of foster care, or close to aging out	4	2%
Court-involved or has history of delinquency	10	6%
Is a teen parent	3	2%
Limited English skills or is a foreign immigrant	6	3%
Totals	176	100

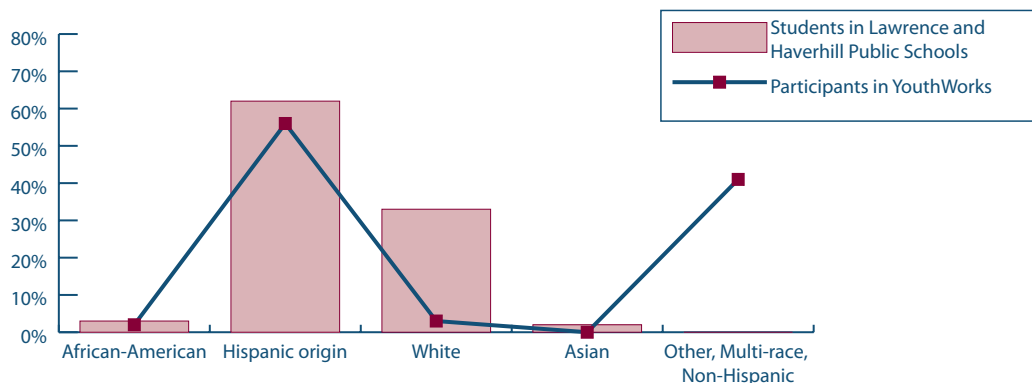
Note: Some youth are counted in more than one risk category

WAGE INFORMATION

Average Wage Paid (per hour): \$7.95

Total Youth Wages Paid: \$175,663

Ethnicity Comparison for YouthWorks Participants



**SAMPLE EMPLOYERS AND JOB TITLES FOR YOUTHWORKS
PARTICIPANTS IN LAWRENCE/HAVERHILL**

Employer

Citizen Center
 City Garage
 City of Lawrence—Bellevue Cemetery
 City of Lawrence—Benefits Department
 City of Lawrence—Department of Public Health
 City of Lawrence—Department of Public Health
 City of Lawrence—Elections Dept.
 City of Lawrence—Inspectional Services
 City of Lawrence—Inspectional Services
 City of Lawrence—Mayor's Office
 City of Lawrence—Personnel Department
 City of Lawrence—Recreation Department
 City of Lawrence—Veteran's Department
 City of Lawrence—Water Department
 City of Lawrence—Police Department
 City of Lawrence/Tobacco Control Program
 Citizen Center
 Court House
 Crowell School
 Emmaus, Inc.
 Food for the World

Employer

Greater Lawrence Community Action Council
 Greater Lawrence Community Boating Program
 Greater Lawrence Technical School
 Greater Lawrence YWCA
 Haverhill Citizen Center
 Haverhill High School
 Haverhill Housing Authority
 Haverhill Police Station
 Haverhill Rec—Bradford Elementary
 Lawrence Boys & Girls Club
 Lawrence Housing Authority
 Presidential Gardens
 Radio Market
 Riverside Park
 Salvation Army
 Stadium
 Valley Works Career Center
 Veterans Outreach Center
 VWCC
 Whittier School

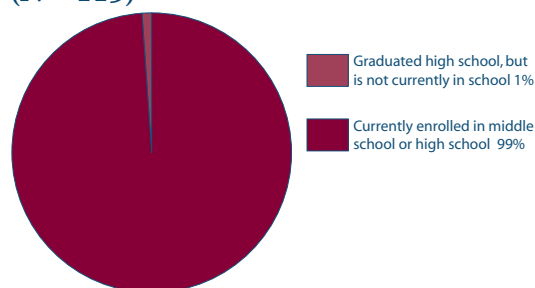
City of Lowell—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

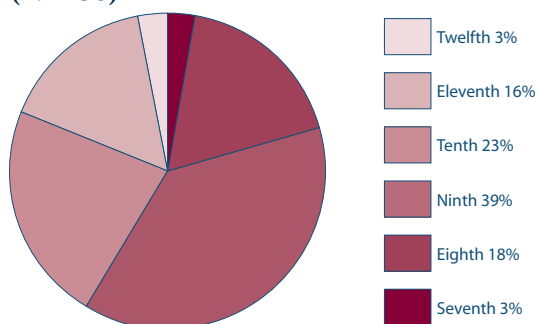
Total Number of Youth Served: 115

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 115)



Grade Level of In-School Youth (N = 86)



JOB PLACEMENTS FOR 2008

(N = 113)

Office and Clerical	14	12%
Child Care/Camp Couns.	31	27%
Maintenance and Lands.	44	39%
Information Tech	2	2%
Other Private Sector	0	0%
Other Non-profit	18	16%
Arts & Communications	4	4%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	2	7	9
Hispanic Origin	30	32	62
White	16	17	33
Asian	5	6	11
All Other	0	0	0
Totals	53	62	115

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

Risk Category (N =)	Number	% of Total
Poor academic performance or is a dropout	25	14%
Is a child of a single working parent	79	45%
Homeless or a runaway	1	1%
Has a disability	20	11%
Has aged out of foster care, or is close to aging out	9	5%
Court-involved, or has a history of delinquency	32	18%
Is a teen parent	1	1%
Limited English Skills or is a foreign immigrant	8	5%
Totals	175	—

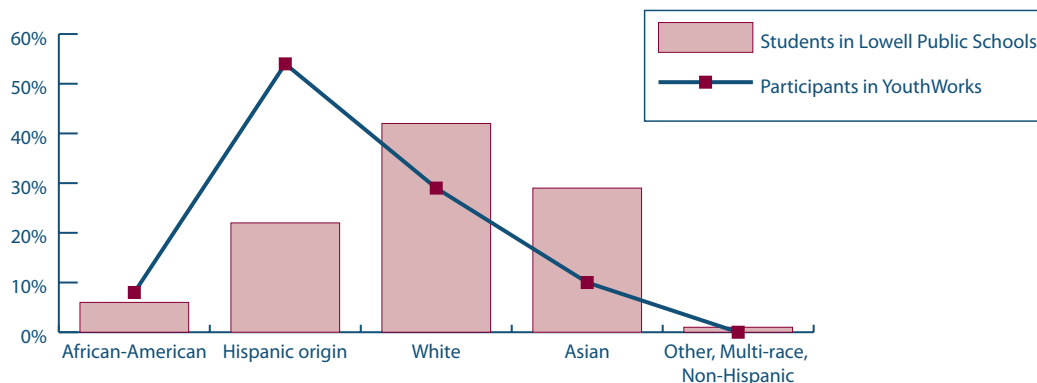
Note: Participating youth may be recorded in more than one risk category

WAGE INFORMATION

Average Wage Paid (per hour): \$7.50

Total Youth Wages Paid: \$135,579

Ethnicity Comparison for YouthWorks Participants



Employer

Billerica Town Hall / Accountant Office
Boys & Girls Club / Lowell Senior Center
Boys and Girls Club of Greater Lowell
Career Center of Lowell
CTI / Millie's House
CTI / MIS
CTI / WIC
Dracut Housing Authority
D'Youville Nursing Home
Edson Cemetery
Environmental Protection Agency
Greater Lowell Technical High School
Healthy Summer Program/Murkland School
Lowell Adult Basic Education
Lowell Fire Department

Employer

Lowell National Park
Lowell Police Department
Lowell Senior Center
Massachusetts Rehabilitation Center
Merrimack Valley Christian Daycare
Merrimack Valley Food Pantry/LHS
Merrimack Valley Legal Services
Middlesex Community College
NYSP Camp
Pollard Library
St Anne Summer Program
St. Vincent de Paul Thrift Shop
The Revolving Museum
United Teen Equality Center
YWCA Camp

Lynn/Salem—YouthWorks 2007 Program Profile

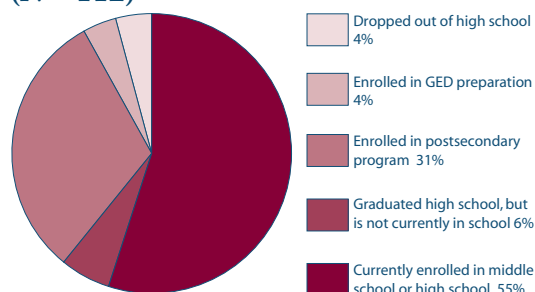
NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

Total Number of Youth Served: 112

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

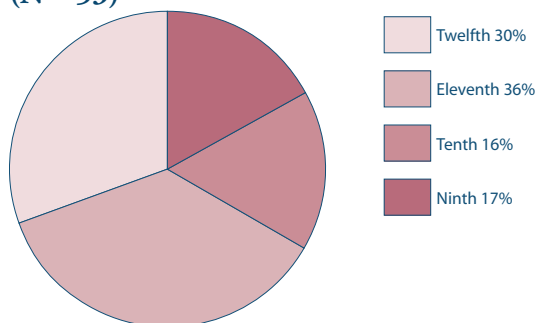
School Status

(N = 112)



Grade Level of In-School Youth

(N = 53)



JOB PLACEMENTS FOR 2008

(N = 109)

Office and Clerical	19	17%
Child Care/Camp Couns.	15	14%
Maintenance and Lands.	51	47%
Information Tech	9	8%
Other Private Sector	9	8%
Other Non-profit	6	6%
Arts & Communications	0	0%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	12	21	33
Hispanic Origin	18	18	36
White	12	21	33
Asian	7	3	10
All Other	0	0	0
Totals	49	63	112

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

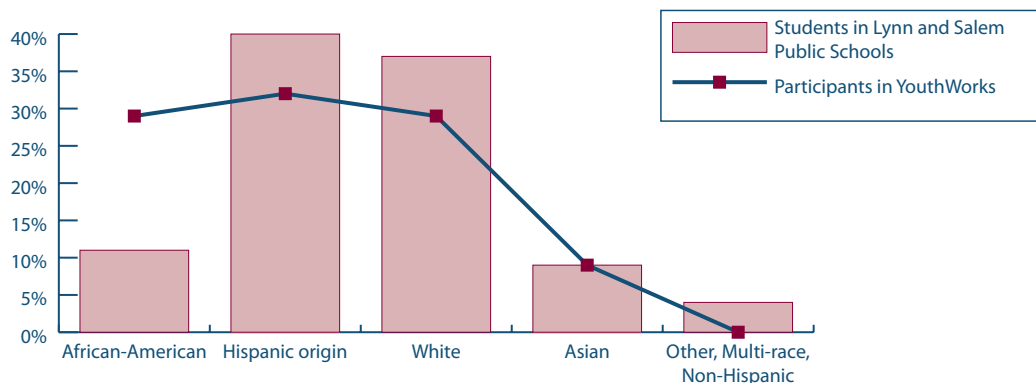
Risk Category (N = 79)	Number	% of Total
Poor academic performance or is a dropout	14	18%
Is a child of a single working parent	46	58%
Homeless or a runaway	0	0%
Has a disability	3	4%
Has aged out of foster care, or close to aging out	2	3%
Court-involved or has history of delinquency	2	3%
Is a teen parent	1	1%
Limited English skills or is a foreign immigrant	11	14%
Totals	79	—

WAGE INFORMATION

Average Wage Paid (per hour): \$7.84

Total Youth Wages Paid: \$161,662

Ethnicity Comparison for YouthWorks Participants



**SAMPLE EMPLOYERS AND JOB TITLES FOR YOUTHWORKS
PARTICIPANTS IN LYNN AND SALEM**

Employer

Abbott Nursing Home
Attorney Kirk Bransfield
Boys Girls Club of Salem
Brooksby Village
City of Salem
College Application Education Project
Cran Barry
Crystal Foods
Domino's
Dunkin Donuts
East Coast Seafoods
Eastern Bank
Garelick Farms
Greater Lynn Senior Services
Help for Abused Women and their Children
Lynn Arts
Lynn City Hall
Lynn City Hall Inspectional Services
Lynn City Hall Mayor's Office
Lynn Community health Center

Employer

Lynn Department of Public Works
Lynn Economic Opportunity
Lynn Housing Authority
Lynn Public Library
Lynn School Department
Marblehead YMCA
Market Basket
McDonalds
North Shore Community Action Program
North Shore Community College
North Shore Spirit
Peabody Life Center
Salem Cyberspace
Salem Housing Authority
Salem YMCA
Target
The Food Project
Visiting Nurse Association
Winter Island

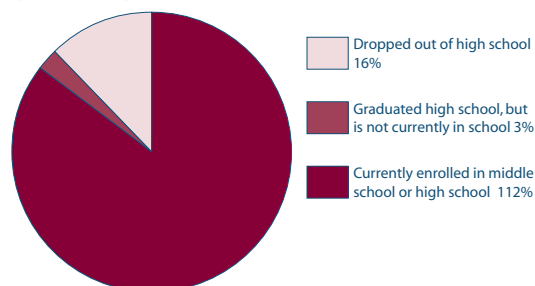
City of New Bedford—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

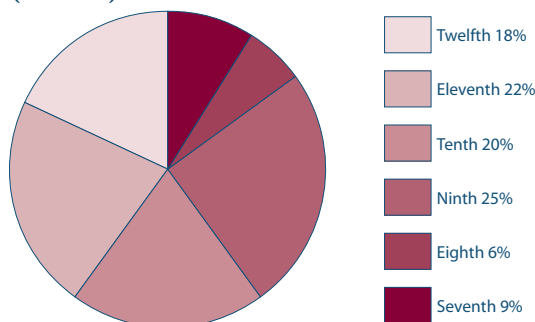
Total Number of Youth Served: 143

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 110)



Grade Level of In-School Youth (N = 94)



JOB PLACEMENTS FOR 2008

(N = 143)

Office and Clerical	5	3%
Child Care/Camp Couns.	24	17%
Maintenance and Lands.	23	16%
Information Tech	1	1%
Other Private Sector	34	24%
Other Non-profit	42	29%
Arts & Communications	14	10%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	5	24	29
Hispanic Origin	23	29	52
White	20	16	36
Asian	0	1	1
All Other	12	13	25
Totals	59	83	142

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

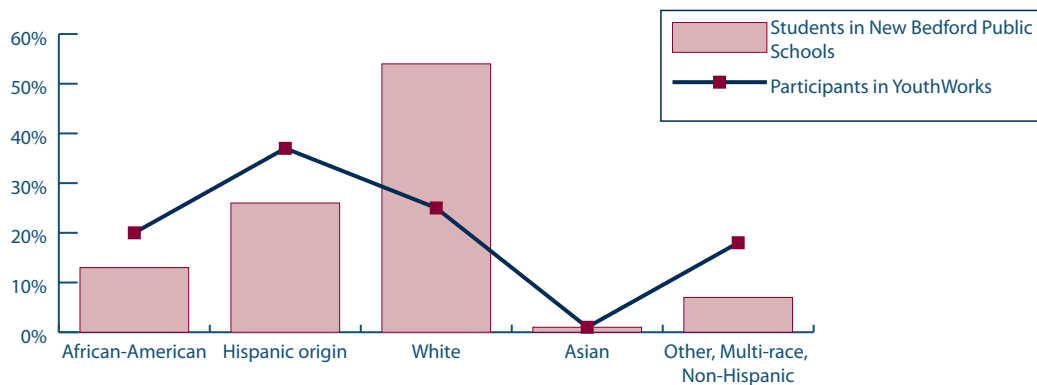
Risk Category (N =)	Number	% of Total
Poor academic performance or is a dropout	0	0%
Is a child of a single working parent	32	27%
Homeless or a runaway	1	1%
Has a disability	42	36%
Has aged out of foster care, or close to aging out	17	14%
Court-involved or has history of delinquency	18	15%
Is a teen parent	7	6%
Limited English skills or is a foreign immigrant	1	1%
Totals	118	—

WAGE INFORMATION

Average Wage Paid (per hour): \$7.50

Total Youth Wages Paid: \$124,682

Ethnicity Comparison for YouthWorks Participants



**SAMPLE EMPLOYERS AND JOB TITLES FOR YOUTHWORKS
PARTICIPANTS IN THE CITY OF NEW BEDFORD**

Employer

Bristol Community College
Brick By Brick
Dennison Memorial
DYS—Department of Infrastructure
DYS—Department of Public Facilities
JCPenney
Lower Deck
New Bedford High School
Positive Action Against Chemical Addiction (PACCA)

Employer

Possible Mentors/Junior Mentors
Quest Building
Salvation Army
Stone By Stone
TJ Maxx
University of Massachusetts Dartmouth
Walgreens
Weekly Compass
West End Day Nursey

City of Pittsfield—YouthWorks 2007 Program Profile

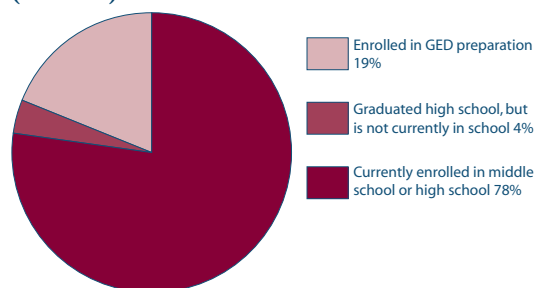
NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

Total Number of Youth Served: 26

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

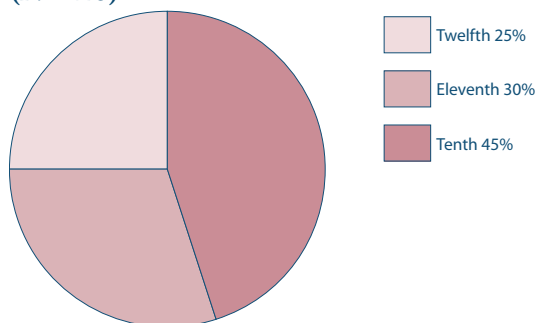
School Status

(N = 26)



Grade Level of In-School Youth

(N = 20)



JOB PLACEMENTS FOR 2008

(N = 24)

Office and Clerical	0	0%
Child Care/Camp Couns.	4	17%
Maintenance and Lands.	2	8%
Information Tech	4	17%
Other Private Sector	6	25%
Other Non-profit	8	33%
Arts & Communications	0	0%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	1	5	6
Hispanic Origin	2	2	4
White	9	7	16
Asian	—	—	—
All Other	—	—	—
Totals	12	14	26

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

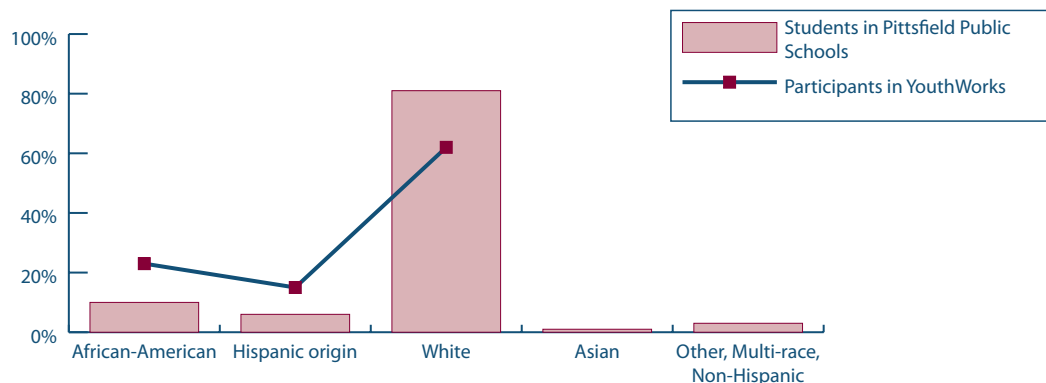
Risk Category (N = 31)	Number	% of Total
Poor academic performance or is a dropout	0	0%
Is a child of a single working parent	21	68%
Homeless or a runaway	0	0%
Has a disability	1	3%
Has aged out of foster care, or close to aging out	3	10%
Court-involved or has history of delinquency	1	3%
Is a teen parent	2	6%
Limited English skills or is a foreign immigrant	3	10%
Totals	31	—

WAGE INFORMATION

Average Wage Paid (per hour): \$8.50

Total Youth Wages Paid: \$22,041

Ethnicity Comparison for YouthWorks Participants



**SAMPLE EMPLOYERS AND JOB TITLES FOR YOUTHWORKS
PARTICIPANTS IN THE CITY OF PITTSFIELD**

Employer

Berkshire Community Action Council
Berkshire County Association for Retarded Citizens
Berkshire Works Career Center
Christian Center
CYC Camp
Department of Public Works
Hillcrest Educational Centers

Employer

Lanesboro Elementary School
Ralph J. Froio Senior Center
The Crowne Plaza
The Red Cross
The Salvation Army
Workshop Live

Quincy/Weymouth/Randolph—YouthWorks 2007 Program Profile

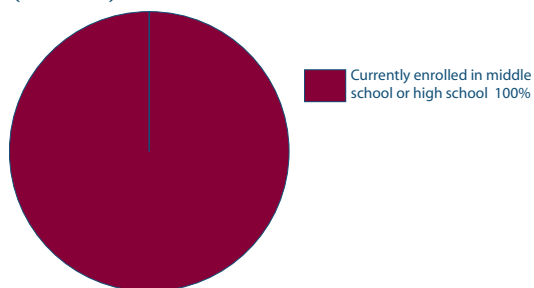
NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

Total Number of Youth Served: 47

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

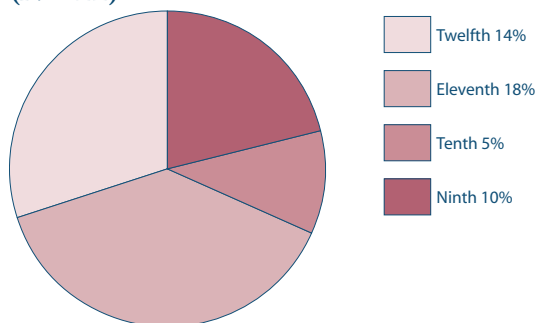
School Status

(N = 47)



Grade Level of In-School Youth

(N = 22)



JOB PLACEMENTS FOR 2008

(N = 47)

Office and Clerical	5	11%
Child Care/Camp Couns.	1	2%
Maintenance and Lands.	41	87%
Information Tech	0	0%
Other Private Sector	0	0%
Other Non-profit	0	0%
Arts & Communications	0	0%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	3	9	12
Hispanic Origin	1	1	2
White	8	19	27
Asian	1	4	5
All Other	—	—	—
Totals	13	33	46

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

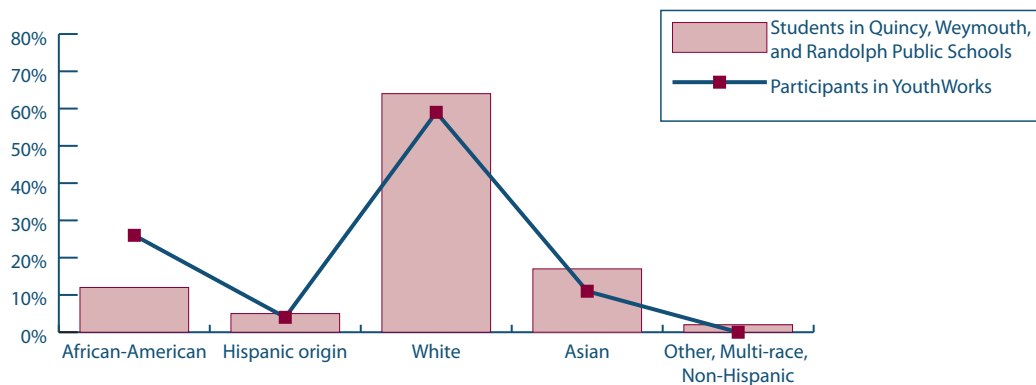
Risk Category (N = 66)	Number	% of Total
Poor academic performance or is a dropout	1	2%
Is a child of a single working parent	44	67%
Homeless or a runaway	1	2%
Has a disability	16	24%
Has aged out of foster care, or close to aging out	3	5%
Court-involved or has history of delinquency	1	2%
Is a teen parent	0	0%
Limited English skills or is a foreign immigrant	0	0%
Totals	66	—

WAGE INFORMATION

Average Wage Paid (per hour): \$7.50

Total Youth Wages Paid: \$60,980

Ethnicity Comparison for YouthWorks Participants



SAMPLE EMPLOYERS FOR YOUTHWORKS
PARTICIPANTS IN QUINCY/WEYMOUTH/RANDOLPH

Employer

Greater Youth Resource Services, Inc.
Quincy Department of Public Works
Quincy Parks Department

Employer

Randolph Public Schools
Weymouth Department of Public Works

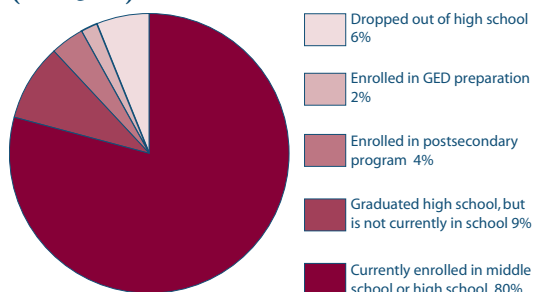
Hampden County—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

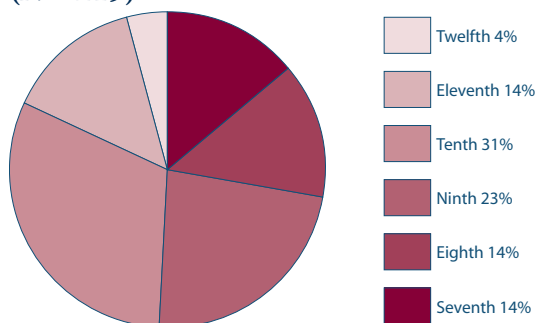
Total Number of Youth Served: 356

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 300)



Grade Level of In-School Youth (N = 219)



JOB PLACEMENTS FOR 2008

(N = 330)

Office and Clerical	67	20%
Child Care/Camp Couns.	112	34%
Maintenance and Lands.	83	25%
Information Tech	4	1%
Other Private Sector	23	7%
Other Non-profit	28	8%
Arts & Communications	13	4%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	81	82	163
Hispanic Origin	77	82	159
White	14	14	28
Asian	1	0	1
All Other	2	1	3
Totals	176	179	355

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

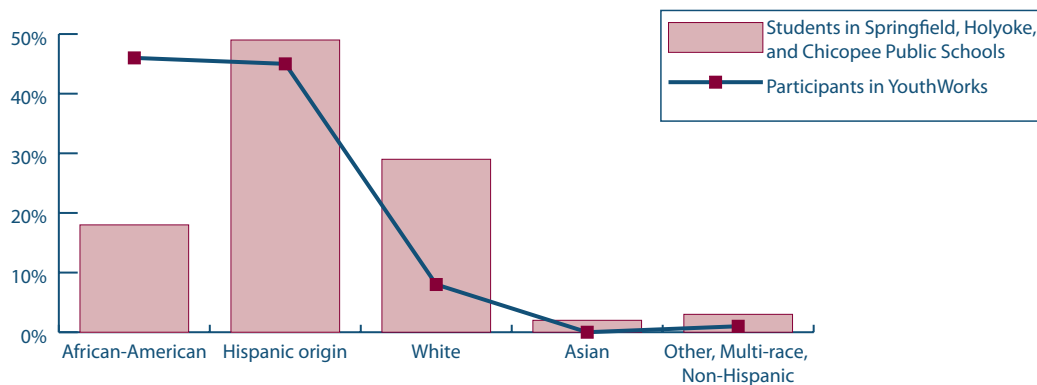
Risk Category (N = 435)	Number	% of Total
Poor academic performance or is a dropout	81	19%
Is a child of a single working parent	263	60%
Homeless or a runaway	8	2%
Has a disability	2	0%
Has aged out of foster care, or close to aging out	12	3%
Court-involved or has history of delinquency	26	6%
Is a teen parent	23	5%
Limited English skills or is a foreign immigrant	20	5%
Totals	435	—

WAGE INFORMATION

Average Wage Paid (per hour): \$7.54

Total Youth Wages Paid: \$422,289

Ethnicity Comparison for YouthWorks Participants



SAMPLE EMPLOYERS AND JOB TITLES FOR YOUTHWORKS PARTICIPANTS IN HAMPDEN COUNTY

Employer

A&B Tax
 Accident & Injuries Chiropractic Center
 Ambassador Detailing
 Appleton Pre-School
 Bassette Printers
 Big Y
 Bobs Discount Furniture
 Springfield Boys and Girls Club
 Center for the Arts at El Mercado
 Channel 3 WSHM
 Chicopee City Hall
 Chicopee Housing Authority
 Chicopee Housing Cabot Manor Day Care
 Chicopee Housing Cabot Manor Summer Camp
 Chicopee Housing Summer Camp
 Chicopee Public Library
 Chicopee Parks & Recreation
 Chicopee Village Townhomes
 Childrens Corner
 Springfield City Hall
 Springfield Community Gardening
 Delicious Bytes Cafe
 Denny's Chicopee
 Denny's Holyoke
 Department of Transitional Assistance
 Department of Youth Services
 Desired Image
 Distinctive Marketing
 Divinity Floral
 Downtown Delight
 Dream Studios
 Dunbar Community Center
 E.N White
 ECCS
 El Sabor Caribeno Restaurant
 Emmanuel Book & Store
 Family Center
 Family Kitchen
 First Tee Camp
 Gateway Regional High School
 Highland Hardware Store
 Highland Rose
 Hilltop Motors
 Holyname Church

Employer

Holyoke Hospital
 Homer Street School
 La Famiglia Ristorante
 Images Photographic
 Ink Products
 John's Used Cars
 Kids Fashion
 Kittredge
 Lean On Me
 Lorraine Fashion
 Luigi's Book Store
 M.D Beauty Salon
 MCDI
 Merry-Go-Round
 Michelle's Hair and Nails
 MIFA
 Mike Cass Springfield Park and Buildings
 MLK Community Center
 New England Black Chamber of Commerce
 Northern Educational Services
 Nuestras Raices
 Rebecca Johnson Elementary School
 Rep. Ben Swan Office
 Robert M. Hughes
 S&S Computer Imaging
 Salvation Army
 Showtime Pictures
 Solution CDC
 Spanish-American Union
 Springfield Boys and Girls Club
 Springfield College
 Springfield Housing Authority
 Springfield Neighborhood Housing
 Springfield Parks and Buildings
 Springfield Partners
 Springfield School Department
 The Center
 UMASS Extension
 VACA Camp
 Valley Opportunity Council
 Victoria Beauty Salon
 Willieday Daycare Center
 Wistariahurst Museum
 YMCA of Western Massachusetts

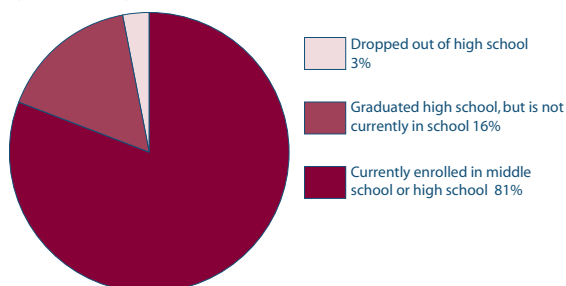
City of Worcester—YouthWorks 2007 Program Profile

NUMBER OF YOUTH SERVED BY YOUTHWORKS IN 2007

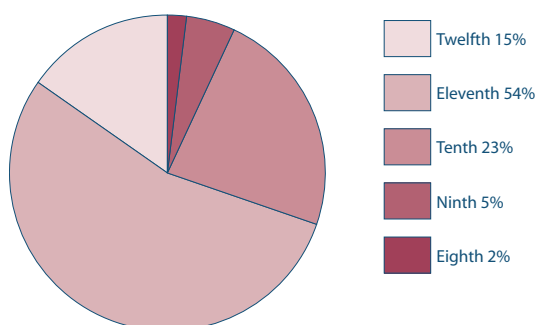
Total Number of Youth Served: 374

SCHOOL STATUS AND GRADE LEVEL OF YOUTHWORKS PARTICIPANTS

School Status (N = 367)



Grade Level of In-School Youth



JOB PLACEMENTS FOR 2008

(N = 372)

Office and Clerical	55	15%
Child Care/Camp Couns.	74	20%
Maintenance and Lands.	86	23%
Information Tech	3	1%
Other Private Sector	20	5%
Other Non-profit	108	29%
Arts & Communications	26	7%

GENDER AND ETHNICITY OF YOUTHWORKS PARTICIPANTS

Ethnicity	Female	Male	Total
African-American	56	51	107
Hispanic Origin	107	74	181
White	44	29	73
Asian	7	5	12
All Other	0	1	1
Totals	215	159	374

RISK CATEGORY OF YOUTHWORKS PARTICIPANTS

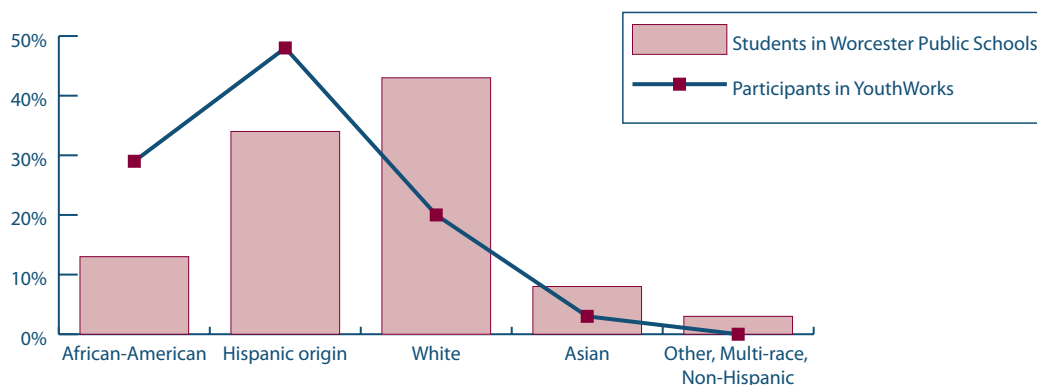
Risk Category (N = 317)	Number	% of Total
Poor academic performance or is a dropout	133	42%
Is a child of a single working parent	72	23%
Homeless or a runaway	8	3%
Has a disability	26	8%
Has aged out of foster care, or is close to aging out	9	3%
Court-involved, or has a history of delinquency	4	1%
Is a teen parent	15	8%
Limited English Skills or is a foreign immigrant	50	16%
Totals	199	—

WAGE INFORMATION

Average Wage Paid (per hour): \$8.00

Total Youth Wages Paid: \$325,838

Ethnicity Comparison for YouthWorks Participants



**SAMPLE EMPLOYERS AND JOB TITLES FOR YOUTHWORKS
PARTICIPANTS IN WORCESTER**

Employer

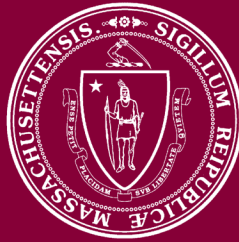
Assumption College
College of the Holy Cross
Youth Center CCC
Friendly House
Quinsigamond Community College
Youth Center
Boys and Girls Club of Worcester
University of Massachusetts Medical Center
City of Worcester Parks Department
Worcester State College
Lutheran Social Services of New England
St Vincent's Hospital
Worcester Roots Project
YMCA of Greater Worcester
Worcester Community Action Council
YouthGROW of Worcester
Oak Hill Community Development Corporation

Employer

Main South Community Development Corporation
Fanning Learning Center
New England Dream Center
Plumley Child Care Center
Channel 13
Worcester Polytechnic Institute
Becker College
Worcester Public Schools
Friendly's Ice Cream
Assumption College
Career Services
St. Bernard's High School
Jeremiah's Inn
Webster Square Day Care Center
Worcester Housing Authority
St. Agnes Day Care

We gratefully acknowledge the following YouthWorks team members:

Amewusika Sedzro, Caroline Kirton, Cynthia Rodday, Dawn Wakelin, Florrie Reddish, Gene White and John Niles (from Commonwealth Corporation); and Jennifer James (Massachusetts Executive Office of Labor and Workforce Development).



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