

F1rstJobs Report 2017

The summer of 2017 represents the thirteenth year of F1rstJobs, a community wide effort to provide meaningful summer work experience for North Shore youth—experiences that pave the way to meaningful career exploration and development. This report examines multiple aspects of the program including: funding sources and placement demographics, applicants and placements for the past several years, business participation, and also detailed survey results from businesses who have hired youth and participated in the F1rstJobs Program. Given the reduced funding available for summer youth employment we must continue to seek out the most effective way to engage youth into the labor market.

2017 F1rstJobs Placements by Funding Source

The F1rstJobs 2017 program had four different types of funding sources to pay for/supplement youth hires. Some of these funding sources have enrollment and eligibility requirements that must be met in order for the funds to be released for youth employment. The following provides a description regarding the funding sources involved in the F1rstJobs Program:

Business/Foundation/Individual contributions (BFI): Funds raised through foundations and private donors. These funds are used for youth who may not meet the eligibility requirements of the government grants and who have not yet had a first work experience. These funds are administered by Essex County Community Foundation (ECCF).

Direct hires by private companies: Youth are directly hired by a company or are placed into jobs that are not subsidized. There are no eligibility requirements. Most of these youth participate in the job readiness workshops and/or receive assistance in finding open positions.

Youth Works Summer: A state grant that served youth from Lynn, Peabody, and Salem (14-21 years¹) who meet the free/reduced lunch income guidelines or whose family income is at or below 200% of the federal poverty guidelines. Ten percent of youth are allowed to be enrolled from “out of area”. Grant also targets youth with other “at-risk” /high needs for intervention. This grant ran from July 2016-September 2, 2017.

Youth Works Year Round: A state grant that served youth from Lynn, Peabody, and Salem (17-21 years¹) who meet the free/reduced lunch income guidelines or whose family income is at or below 200% of the federal poverty guidelines. Grant also targets youth with other “at-risk” /high needs for intervention. This grant ran from October 2016—May 2017.

¹ Four Youth Works youth turned 22 during program

Youth Employed 2017	Funding Source				Total	
	BFI Funds	Private Hires	Youth Works Summer	Youth Works Year Round	Number	Percent
Number Placed	9	155	232	22	418	100%
City						
Beverly	7	6	0	0	13	3.1%
Danvers	0	12	7	0	19	4.5%
Essex	0	1	0	0	1	0.2%
Gloucester	2	7	0	0	9	2.1%
Hamilton	0	0	0	0	0	0.0%
Ipswich	0	2	4	0	6	1.4%
Lynn	0	45	164	21	230	54.9%
Lynnfield	0	2	5	0	7	1.7%
Manchester	0	0	0	0	0	0.0%
Marblehead	0	0	0	0	0	0.0%
Middleton	0	0	0	0	0	0.0%
Nahant	0	0	0	0	0	0.0%
Peabody	0	9	16	1	26	6.2%
Rockport	0	1	0	0	1	0.2%
Salem	0	58	36	0	94	22.4%
Saugus	0	4	0	0	4	1.0%
Swampscott	0	0	0	0	0	0.0%
Topsfield	0	0	0	0	0	0.0%
Wenham	0	0	0	0	0	0.0%
Out of Area	0	8	0	0	8	1.9%
Age						
14	0	5	7	0	12	2.9%
15	2	10	27	0	39	9.3%
16	2	18	39	0	59	14.1%
17	1	30	74	3	108	25.8%
18	3	25	44	7	79	18.9%
19	0	26	22	8	56	13.4%
20	0	13	12	1	26	6.2%
21	1	19	4	2	26	6.2%
22	0	4	3	1	8	1.9%
23	0	3	0	0	3	0.7%
24	0	2	0	0	2	0.5%
Gender						
Female	3	67	108	19	197	47.0%
Male	6	88	124	3	221	52.7%

Youth Employed 2017	Funding Source				Total	
	BFI Funds	Private Hires	Youth Works Summer	Youth Works Year Round	Number	Percent
Number Placed	9	155	232	22	418	100%
Ethnicity						
African-American	0	25	65	8	98	23.4%
Asian	1	7	14	2	24	5.7%
Hispanic/Latino	0	49	94	8	151	36.0%
Middle Eastern	0	0	0	0	0	0.0%
Native American	0	1	0	0	1	0.2%
White	8	61	48	4	121	28.9%
Other	0	12	11	0	23	5.5%

- 418 youth found employment through F1rstJobs 2017.
- There were four funding sources for F1rstJobs. From largest to smallest in terms of youth placements they are Youth Works Summer (55.5%), Private Hires (37.1%), Youth Works Year Round (5.2%), and BFI (2.2%).
- Of the 418 youth who found employment 54.9% were from Lynn, 11.7% were from Salem, and 6.5% were from Peabody. Danvers was the only other city over 4.0%.
 - 66.5% of Private Hire placements were from Salem & Lynn
 - 70.1% of Youth Works Summer placements were from Lynn, 15.5% were from Salem, and 6.9% were from Peabody.
- F1rstJobs hired youth were 52.7% Male and 47.0% Female
- Hispanic/Latino was the largest ethnic group to find employment through F1rstJobs at 36.0%, followed by Whites (28.9%), and African-Americans (23.4%).

F1rstJobs 2013-2017 Comparison

F1rstJobs Summary	2017		2016		2015		2014		2013	
	Apply	Place	Apply	Place	Apply	Place	Apply	Place	Apply	Place
Total	1211	418	1529	597	1395	599	1365	590	1486	467
Age										
13	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
14	2.9%	2.9%	4.8%	3.4%	3.9%	3.2%	4.1%	2.5%	4.8%	4.5%
15	8.0%	9.3%	9.0%	7.0%	11.3%	8.5%	9.2%	7.6%	10.1%	7.3%
16	13.0%	14.1%	16.0%	15.9%	15.7%	16.7%	15.9%	19.0%	15.9%	17.1%
17	26.7%	25.8%	21.8%	20.8%	21.3%	20.5%	20.7%	20.0%	19.6%	19.3%
18	22.6%	18.9%	21.6%	24.6%	21.7%	19.9%	21.8%	19.5%	22.9%	18.4%
19	12.6%	13.4%	13.9%	12.9%	14.2%	14.5%	12.3%	12.2%	16.4%	18.2%
20	6.3%	6.2%	7.4%	8.9%	5.7%	7.5%	9.5%	13.2%	5.9%	8.1%
21	4.1%	6.2%	3.1%	3.5%	4.5%	6.2%	4.8%	4.2%	3.2%	5.8%
22	1.6%	1.9%	1.6%	2.3%	1.4%	2.5%	1.5%	1.4%	0.9%	1.1%
23	0.9%	0.7%	0.5%	0.3%	0.4%	0.5%	0.1%	0.3%	0.1%	0.2%
24	1.0%	0.5%	0.3%	0.3%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%

F1rstJobs Summary	2017		2016		2015		2014		2013	
	Apply	Place	Apply	Place	Apply	Place	Apply	Place	Apply	Place
Total	1211	418	1529	597	1395	599	1365	590	1486	467
Gender										
Male	52.6%	52.9%	53.6%	53.9%	55.0%	54.4%	55.2%	59.7%	56.4%	59.7%
Female	47.4%	47.1%	46.4%	46.1%	45.0%	45.6%	44.8%	40.3%	43.6%	40.3%
Ethnicity										
White	27.2%	28.9%	30.0%	28.1%	29.7%	30.9%	29.2%	33.6%	31.9%	32.3%
African American	17.1%	23.4%	17.8%	21.1%	18.5%	22.0%	17.8%	19.7%	15.7%	20.6%
Hispanic	43.6%	36.1%	41.6%	40.2%	40.7%	31.1%	42.9%	38.3%	40.9%	36.4%
Asian	4.1%	5.7%	5.4%	3.2%	4.9%	6.7%	4.4%	3.9%	5.5%	3.9%
Other	7.8%	5.5%	5.2%	7.4%	6.0%	9.2%	5.2%	4.2%	5.7%	6.9%
Native American	0.2%	0.2%	0.1%	0.0%	0.1%	0.2%	0.3%	0.3%	0.3%	0.0%

- The summer of 2017 had the lowest number of youth applications and placements in the past five years. Both youth applications and placements could be attributed to economic pressures.
- The improved economy may have relieved some financial pressure for families, so teens may have less incentive to look for employment. The average weekly wage on the North Shore has increased 13.0% over the past five years from \$916 in the 2nd quarter 2013 to \$1,037 in the 2nd quarter 2017.
 - The average number of youth attending each Youth Career Center workshop dropped from 35.5 youths in 2015 to 29.4 youths in 2017. Youth Career Center workshops prepare youth for employment opportunities and a decline in attendance would support the idea that the economy has relieved some financial pressure for families and reduced incentives for youths to seek employment.
- The labor force participation rate reached an 11 year high of 66.7% last June in Massachusetts. It is possible that employers are being more discretionary in hiring as they have a larger pool of applicants.
- The placements rate for 2017 was 34.5%.
 - Youth placement has been on the decline since 2014 when youth placements reached 43.2%.
 - During this same time period Massachusetts implemented annual \$1 increases to the minimum wage from \$8.00/hr in 2014 to \$11.00/hr in 2017.
- The average age of a F1rstJobs youth has remained steady after trending upwards in 2013.

F1rst Job Youth	2017	2016	2015	2014	2013
Average Age	17.6	17.6	17.7	17.7	18.0

F1rstJobs Residence Comparison 2013-2017

F1rstJobs Summary	2017		2016		2015		2014		2013	
	Apply	Place	Apply	Place	Apply	Place	Apply	Place	Apply	Place
Total	1211	418	1529	597	1395	599	1365	590	1486	467
Residence										
Beverly	4.0%	4.1%	4.1%	2.3%	2.0%	2.0%	1.8%	2.9%	2.9%	2.1%
Danvers	1.0%	1.2%	1.0%	1.3%	0.9%	0.2%	0.4%	0.3%	2.2%	0.6%
Essex	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.2%	0.3%	0.6%
Gloucester	3.1%	2.6%	2.8%	3.5%	1.7%	2.7%	4.0%	3.7%	4.4%	3.4%
Hamilton	0.0%	0.0%	0.1%	0.2%	0.0%	0.2%	0.1%	0.2%	0.1%	0.2%

F1rstJobs Summary	2017		2016		2015		2014		2013	
	Apply	Place	Apply	Place	Apply	Place	Apply	Place	Apply	Place
Total	1211	418	1529	597	1395	599	1365	590	1486	467
Ipswich	0.7%	1.7%	0.9%	1.3%	0.6%	0.8%	0.6%	1.2%	0.4%	0.9%
Lynn	65.9%	63.2%	67.0%	71.7%	67.7%	68.9%	66.4%	59.0%	61.4%	63.8%
Lynnfield	0.1%	0.2%	0.1%	0.2%	0.3%	0.3%	0.1%	0.0%	0.1%	0.2%
Manchester	0.2%	0.2%	0.1%	0.2%	0.0%	0.0%	0.3%	0.5%	0.0%	0.0%
Marblehead	0.7%	0.7%	1.2%	0.2%	0.5%	0.2%	0.6%	0.3%	0.5%	0.2%
Middleton	0.0%	0.0%	0.1%	0.0%	0.1%	0.2%	0.3%	0.2%	0.5%	0.0%
Nahant	0.2%	0.0%	0.1%	0.2%	0.1%	0.0%	0.1%	0.3%	0.1%	0.0%
Peabody	5.9%	6.9%	6.7%	6.5%	6.7%	8.5%	6.7%	13.1%	6.6%	9.0%
Rockport	0.3%	0.0%	0.3%	0.0%	0.4%	0.5%	0.4%	0.0%	0.1%	0.0%
Salem	14.0%	16.5%	13.9%	11.7%	16.6%	13.9%	16.6%	16.9%	18.2%	17.8%
Saugus	1.9%	2.1%	0.5%	0.3%	0.5%	0.3%	0.3%	0.0%	0.0%	0.0%
Swampscott	1.2%	0.0%	0.3%	0.0%	0.7%	0.2%	0.2%	0.2%	0.5%	0.6%
Topsfield	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	0.2%	0.0%	0.0%
Wenham	0.0%	0.0%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.0%
Out of Area	0.6%	0.2%	0.9%	0.3%	0.8%	0.8%	1.0%	0.8%	1.5%	0.4%

F1rst Job Youth	Youth Job Placements				
	2017	2016	2015	2014	2013
Lynn	65.9%	71.7%	67.7%	59.0%	63.3%
Salem	14.0%	11.7%	16.6%	16.9%	17.8%
Peabody	5.9%	6.5%	6.7%	13.1%	9.0%
All Other Cities	14.1%	11.1%	9.0%	11.1%	9.9%

- Grants awards from YouthWorks prioritize funding for youth who reside in Lynn, Salem, and Peabody. As such, the majority of F1rstJobs youths reside in these three cities.

Employer Participation in F1rstJobs

Employer engagement is important to any successful youth summer employment program. The F1rstJobs program in 2017 had 109 employers hire youth during the summer. The number of employers participating in F1rstJobs decreased by 39.4% compared to 2016 and decreased 29.3% compared to 2015. The following table shows every employer who has hired a F1rstJobs youth since 2015 and the years for which they participated.

F1rstJobs Employers from 2017-2015 by Year of Participation									
Company	City	'17	'16	'15	Company	City	'17	'16	'15
525 Magnolia	Gloucester			x	Lynn Community Health Center	Lynn		x	
A & C Landscaping	Lynn			x	Lynn Economic Opportunity	Lynn	x	x	x
Abbott House Nursing Home	Lynn			x	Lynn Housing Authority	Lynn	x	x	x
Abercrombie	Peabody		x	x	Lynn Meatland	Lynn		x	
Academy of Traditional Karate	Wilmington	x			Lynn Park and Rec	Lynn			x
Action Inc.	Gloucester			x	Lynn Vocational Technical High	Lynn			x

F1stJobs Employers from 2017-2015 by Year of Participation

Company	City	'17	'16	'15	Company	City	'17	'16	'15
Aggregate Industries	Saugus		x		Lynn YMCA	Lynn	x	x	x
Aldo Shoes	Saugus		x		Macys	Peabody		x	
All Checks Cashed	Lynn			x	Madrag	Saugus		x	
Allied Universal	Boston	x			Mandeess Pizza	Lynn	x		
AMC	Danvers	x			Marini Farm Stand	Ipswich		x	
American Barbeque	Rowley	x			Marion Street Auto Body	Lynn		x	
American Food & Vending	Woburn		x		Market Basket	Salem	x	x	x
American Office Furniture	Lynn			x	Market Basket	Revere	x	x	x
Anchor Pub and Grille	Beverly			x	Market Basket	Gloucester	x	x	
Animal Krackers	Gloucester		x		Market Basket	Danvers	x		
AnneMaries Surfside Beaches	Arlington		x		Market Basket	Chelsea			x
Auto Works Collision Center	Lynn		x		Marshalls	Gloucester		x	
Autozone	Lynn	x			Marshalls	Swampscott			x
b.good restaurant	Beverly	x			McDonalds	Lynn	x	x	x
Bacci Chocolate Design	Swampscott		x		McDonalds	Danvers	x		
Barnes & Noble	Saugus	x			McDonalds	Peabody		x	
Barry & Oconnor Ins.	Lynn	x			McDonalds	Middleton		x	
Bed Bath & Beyond	Danvers	x			McDonalds	Salem			x
Bertram House of Swampscott	Swampscott		x		Mendez Landscaping	Lynn		x	
Bertuccis	Beverly	x			MetroPCS	Salem	x		
Bertuccis	Swampscott		x		Mexico Lindo	Lynn			x
Best Buy	Saugus		x		Millipore	Danvers			x
Beverly Athletic Club	Beverly		x		Mina Dental Associates	Gloucester			x
Beverly Bootstraps	Beverly	x			Mobile Marine	Marblehead		x	
Beverly Children's Learning Center	Beverly	x	x	x	Monkey Joes	Danvers		x	x
Beverly Historical Society	Beverly	x	x	x	Monster Mini Golf	Danvers	x		
Beverly Hospital	Beverly	x			National Floors	Beverly		x	
Beverly Recreation Department	Beverly	x			NeedyMeds	Gloucester			x
Beverly School for the Deaf	Beverly	x	x		New Liberty Charter School	Salem		x	x
BJ Wholesale Club	Revere		x		Nicks Roast Beef and Subs	Lynn		x	
Bonkers	Peabody		x		North Shore Animal Hospital	Lynn		x	
Boston Auto Brokers	Everett		x		North Shore Bank	Peabody		x	x
Boys & Girls Club of Greater Salem	Salem	x	x	x	North Shore CDC	Salem	x	x	x
Boys & Girls Club of Lynn	Lynn	x	x	x	North Shore Community College	Lynn	x		
Bridgewell	Lynnfield	x	x	x	North Shore Elder Services	Danvers			x
Brodies Pub	Peabody		x		North Shore Medical Center	Salem	x	x	x
Burger King	Lynn	x	x	x	North Shore WIB	Salem			x
Burger King	Saugus			x	North Shore Youth Career Center	Lynn	x		
Burger King	Salem			x	North Star Landscape Contractors	Essex			x

F1rstJobs Employers from 2017-2015 by Year of Participation

Company	City	'17	'16	'15	Company	City	'17	'16	'15
Burtens Grill	Peabody			x	Northeast Arc	Danvers	x		
Camp Fire USA North Shore Council Inc.	Salem			x	Old Navy	Saugus		x	x
Camp Rotary	Boxford		x		Old Neighborhood Foods	Lynn		x	
Cape Ann Art Haven	Gloucester			x	Old Tyme Italian Cuisine	Lynn	x		
Cape Ann YMCA	Gloucester	x			Open Door/Food Pantry	Gloucester	x	x	x
Capone Iron Corporation	Rowley		x		Orange Leaf	Marblehead		x	
Captain's Dusty Ice Cream	Salem			x	Outback Steak House	Peabody		x	
Care One Management	Peabody	x			PacSun	Peabody	x		
Care.com	Salem			x	Panera Bread	Saugus		x	x
Carmalenos Pushcart Restaurant	Saugus		x		Papa Ginos	Saugus		x	
Carrabbas	Peabody			x	Passports Restaurant	Gloucester			x
Caruso Auto Repair	Lynn			x	Pathways for Children	Gloucester		x	
Carusos Pizza	Lynn		x		Payless Shoe Source	Saugus	x		
Castle Manor Inn	Gloucester		x		Peabody Essex Museum	Salem			x
Catholic Charities	Lynn			x	Peabody Institute Library	Peabody	x	x	x
Chatime	Boston			x	Peabody Public Schools	Peabody	x	x	x
Cheesecake Factory	Peabody		x	x	Peabody-Lynnfield YMCA	Peabody		x	x
Chipotle	Saugus			x	Pennyworths Inc	Lynn		x	x
Chipotle	Swampscott			x	People Location Services	Chelsea			x
City of Beverly	Beverly	x	x	x	Peppys Pizzeria	Salem			x
City of Lynn	Lynn	x	x	x	Pet Express/Pet Express Grooming	Lynn		x	
City of Salem	Salem	x	x	x	Picture Perfect Painting	Lynnfield		x	
CK Pearl	Essex	x			Pizza Hut	Revere			x
CoCo Key Water Resort	Danvers			x	Pomodori Roast Beef & Pizza	Ipswich	x		
Coffee Time Bake Shop	Salem			x	Porthole Restaurant	Lynn		x	
Complete Cleaning Co Inc	Lynn		x	x	Poseidon	Gloucester			x
Complete Labor and Staffing	Lynn			x	Pretzelmaker	Saugus		x	
Costco Wholesale	Danvers			x	Price Rite	Lynn			x
Crab Shack	Salem			x	Radiance Aveda	Marblehead		x	
Cranney Companies	Danvers		x		Railroad Liquors	Swampscott		x	
CVS	Lynn	x			Rainbow	Lynn	x		
Damicis Bakery	Lynn		x		Rainbow	Saugus			x
Dangelo	Saugus		x		Ramos Maintenance Services	Pawtucket		x	
DanversCares	Danvers	x	x		Raw Art Works	Lynn		x	
David Dunn Firewood	Essex		x		Red Line Café	Salem		x	
Department of Conservation and Recreation	Boston		x		Reds Kitchen and Tavern	Peabody		x	
Dollar Tree	Lynn		x		Redstone American Grill	Burlington	x		
Dominos Pizza	Danvers			x	Rincon Macorisano	Lynn			x

F1rstJobs Employers from 2017-2015 by Year of Participation

Company	City	'17	'16	'15	Company	City	'17	'16	'15
Dunkin Donuts	Lynn	x	x	x	Rossetti	Lynn			x
Dunkin Donuts	Salem	x	x		Russian Community Assoc	Lynn	x	x	x
Dunkin Donuts	Peabody	x	x		Saint Annes Hospital	Fall River			x
Dunkin Donuts	Danvers	x			Salem Maritime	Salem		x	
Dunkin Donuts	Ipswich	x			Salem Waterfront Hotel	Salem	x		
Dunkin Donuts	Beverly		x		Salem YMCA	Salem	x	x	x
Dunkin Donuts	Newton		x		Saugus Family YMCA	Saugus			x
Dunkin Donuts	Peabody			x	Savers	Danvers			x
Dunkin Donuts	Gloucester			x	Schulte Staffing Solutions	Salem	x		
Dunkin Donuts	Rockport			x	Seacoast Nursing and Rehabilitation Cent	Gloucester		x	
DW Kims Tae Kwon Do	Lynn	x			Sears	Saugus		x	x
Eastern Bank	Lynn	x	x	x	Seaside Pizzeria	Rockport		x	
Elias Food Market	Revere		x		Shaws	Lynn	x	x	
Embark Program	Salem			x	Shaws	Gloucester		x	x
Empire Loan	Lynn		x		Shaws	Ipswich		x	
Endicott Park	Danvers		x		Shaws	Peabody		x	
Entertainment Cruises Inc.	Boston			x	ShowCase Cinemas	Revere		x	
Essex County Community Foundation	Danvers			x	Sky Zone	Danvers			x
Essex National Heritage Commission	Salem	x			Smoke to Live Electronic Cigarettes	Peabody			x
Essex River Cruises and Charters	Essex			x	Smokey Bones Bar & Fire Grill	Peabody			x
Essex Technical High School	Danvers	x	x	x	St Stephens Episcopal Church	Lynn	x	x	x
European Pizzeria	Lynn	x			Staples	Danvers		x	
Events for Rent	Peabody		x	x	Starbucks	Saugus		x	
Family & Childrens Services	Lynn	x	x	x	Starbucks	Lynn			x
FireFlies Restaurant	Westford		x		Stop & Shop	Lynn	x		
Five Guys Burgers and Fries	Swampscott		x		Stop & Shop	Gloucester	x		
Fleet Machine	Gloucester		x		Stop & Shop	Beverly		x	
Floating Lotus	Rockport			x	Straight Ahead Ministries	Lynn	x		
Footlocker	Saugus			x	Strong Leather	Gloucester		x	
For Kids Only	Salem		x	x	Sunshine Laundry	Marblehead			x
Forever 21	Peabody		x		Taco Bell	Saugus	x		
Friendlys	Gloucester	x	x		Taco Bell	Cambridge		x	
Fuddruckers	Saugus			x	Taco Bell	Revere		x	
Gaeta Gas and Towing	Peabody		x		Taco Bell	Salem			x
Gamestop	Lynn			x	Taco Bell	Danvers			x
Girls Inc.	Lynn	x	x		Tacos Lupita	Lynn		x	
Gloucester Family Health Center	Gloucester			x	Target	Saugus	x		
Gloucester Police Department	Gloucester			x	Target	Salem		x	
GLSS Greater Lynn SR	Lynn	x			Target	Danvers		x	

F1rstJobs Employers from 2017-2015 by Year of Participation

Company	City	'17	'16	'15	Company	City	'17	'16	'15
Golden Living Center	Gloucester		x		Tavern In the Square	Salem			x
GraVoc	Peabody	x			Temazcal Tequila Cantina	Lynnfield		x	
Gregg House	Lynn	x	x	x	Tennessee Real BBQ	Peabody		x	
Grosvenor Park Nursing Center	Salem	x		x	Texas Roadhouse	Danvers		x	
Hampton Inn	Revere		x		TGI Fridays	Danvers	x		
Hannaford Supermarket	Peabody		x		The Art Haven	Gloucester	x		
Harrisons Comics	Salem		x		The Childrens Place	Peabody	x		
Haven from Hunger	Peabody	x	x	x	The Food Project	Lynn	x	x	x
Hirsch Landscaping	Lynn			x	The Haven Project	Lynn	x	x	x
Hollister	Peabody		x	x	The House of Seven Gables	Salem	x		
Hollister	Saugus		x		The Peg Lane Inn	Rockport	x		
Home Depot	Salem		x		The Real Program	Lynn	x	x	
Home Depot	Danvers		x		Tides Restaurant & Pub	Nahant		x	x
Home Goods	Swampscott		x		Tillys	Peabody			x
Honda North	Danvers		x		Tinti, Quinn, Grover & Frey, P.C.	Salem			x
Honey Dew Donuts	Danvers		x		TJ MAXX	Saugus		x	
Hudson News	Boston		x		TLC	Gloucester	x		
Hunter Protective Services	Burlington			x	TLC Home	Manchester-by-the-Sea		x	
IHOP Restaurant	Salem			x	Torrid	Saugus			x
Integral Resources	Cambridge		x		Toys R Us	Peabody	x		
Ipswich High School	Ipswich	x	x		Traditional Breads	Lynn			x
Ipswich YMCA	Ipswich		x		Trios Mexican Grill	Lynn		x	
Jacob Wirth Restaurant	Boston		x		Turtle Cove Bar and Grille	Marblehead			x
Jacquelines Wholesale Bakery	Salem			x	U.S. Security Associates	Charlestown		x	
JCPenney	Peabody	x			Union Hospital	Lynn		x	
John's Roast Beef	Lynn		x		Union Oyster House	Boston		x	
Journeys	Peabody	x			US Army	Salem			x
JTs Carpet Cleaning	Danvers	x			Victoria Secret	Saugus		x	
K9Edge	Danvers	x			Wahlburgers	Lynnfield		x	
Kelly Honda	Lynn	x			Walgreens	Lynn		x	x
Kellys Roast Beef	Danvers		x		Walgreens	Saugus		x	
Kellys Roast Beef	Saugus		x		Walgreens	Salem		x	
Kentucky Fried Chicken	Lynn	x	x		WalMart	Salem		x	x
Kids for Less	Danvers			x	WalMart	Lynn			x
Kmart	Saugus			x	Wayback Burgers	Saugus		x	
Kohls	Danvers	x			Wayne Alarm Systems	Lynn	x		
Kohls	Medford		x		Wellspring House Inc.	Gloucester	x	x	x
Latitude 43	Gloucester	x			Wendy's	Lynn	x		
LEAP for Education	Salem	x	x	x	Wendys	Revere	x		

F1rstJobs Employers from 2017-2015 by Year of Participation									
Company	City	'17	'16	'15	Company	City	'17	'16	'15
Liberty Tree Mall	Danvers			x	WetSeal	Saugus		x	
Lima Auto Transportation	Lynn	x			Yankee Candle	Peabody		x	
Little Caesars	Lynn		x	x	Yard House	Lynnfield		x	
Lynch Van Otterloo YMCA	Marblehead		x		Yogibo Bean Bags	Peabody	x		
Lynn Community Credit Union	Lynn		x		Young Champions	Boston			x

- 109 employers hired a youth in 2017, for a total of 155 youth placed a private employers.
- 180 employers hired a youth in 2016.
- 140 employers hired a youth in 2015.
- 2017 had 64 new employers join the program, 44 employers return from 2016, and 32 participate for the past three years.
- 136 employers who had hired a youth in 2016 did not hire youth in 2017.
 - 18 of these employers had hired youth in 2015.

F1rstJobs Business Evaluation Survey Results 2017

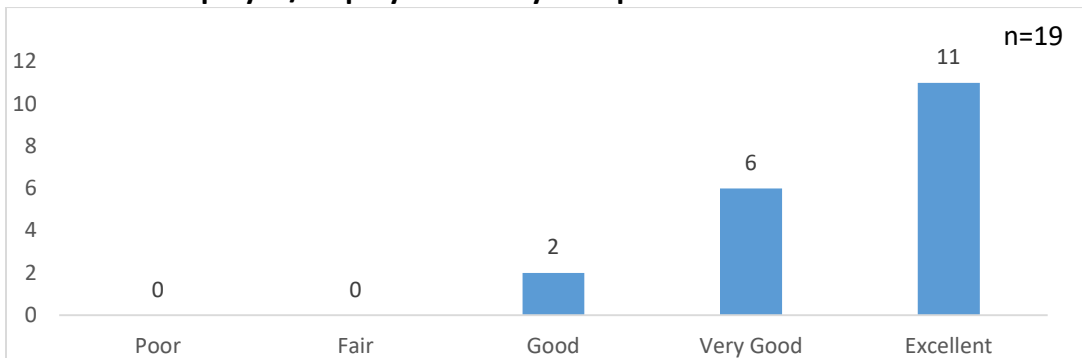
The following provides a summary of the 2017 F1rstJobs Business Evaluation Survey. Evaluation survey requests were sent via email invitation to a sampling of 38 F1rstjobs employers. There were a total of 19 surveys completed for a response rate of 50.0%. Please note that not every employer answered every question and this is the reason why the summary responses does not always equal 19.

Question 1: Please provide us with the name of your worksite

1. Worksite Name (optional) -Responses
Answer
Bridgewell
Beverly School for the Deaf
Boys & Girls Club of Greater Salem
Boys & Girls Club of Lynn
Boys and Girls Club of Greater Salem
City of Beverly
City of Danvers
Essex Technical High School
Haven Project
Hirsch Landscape Services
LEAP for Education
Lynn Economic Opportunity, Inc.
North Shore Medical Center
Peabody High School
Salem YMCA GreenSpace
The Food Project
The REAL Program
YMCA of Metro North

Scale = 5 Excellent; 4 Very Good; 3 Good; 2 Fair; 1 Poor

Question 2: How did the employee/employees meet you expectations?

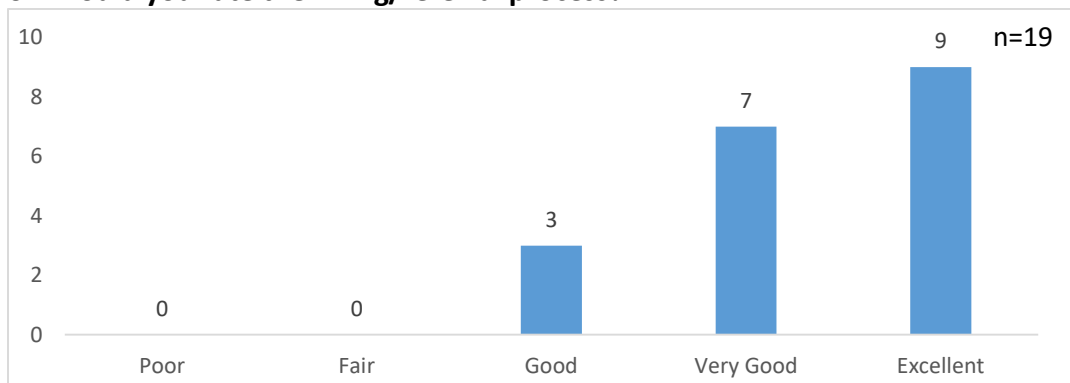


- 89.5% of responses rated the employees (youth) as being Excellent or Very Good.
- 10.5% of the responses rated the employees (youth) as being Good or Fair.
- None of the responses rated the employees (youth) as being Poor.

Sample Comments:

- Employees were enthusiastic and deeply involved throughout their employment.
- The students that worked for us through First Jobs were excellent. They not only contributed to the community but they improved their soft skills.
- My workers were amazing! I'm very happy and want to continue with the program again.

Question 3: How would you rate the hiring/referral process?



- 84.2% of responses rated the hiring/referral process as being Excellent or Very Good.
- 15.8% of the responses rated the hiring/referral process as being Good or Fair.

Sample Comments:

- We like to recruit our teens so that was a smooth process.

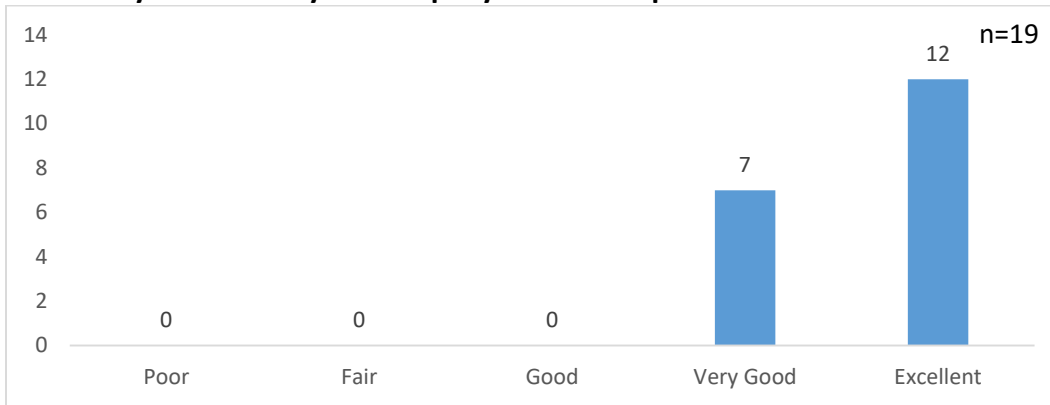
Question 4: If you never worked with a career center before, how was your experience? Would you work with F1rstJobs again?

- Of course! I've worked with the career center for few years now and am always happy with the helpfulness, responsiveness and flexibility of the staff.
- We have in the past and will continue to do so. In past years we have found some great people who have worked with us for many years. Everyone deserves a chance!
- I have worked with you for the past 4 years, I really like and appreciate your program, yes I will definitely work with F1rst Jobs again!

Question 5: Do you have any suggestions/remarks on the F1rstJobs summer program?

- Start the process earlier in the year. Maybe in mid-May.
- Maybe a calendar of all of the trainings to help when the kids miss them.
- Would love increased funding so we could hire more of our teens during the summer. But understand that funding is dependent on the state and federal allocations.

Question 6: How would you describe your company’s overall experience with F1rstJobs?



- 100% of responses rated the overall experience as being Excellent or Very Good.

Youth Work Readiness Workshops

The structure of F1rstjobs changed in 2014 based on increased training requirements from Commonwealth Corporation, the funder of YouthWorks. All youth (statewide) who obtained employment through the Commonwealth of MA YouthWorks Funding were required to complete 15 hours of Commonwealth Corporation’s curriculum, “Signal Success”. In order to streamline our process and maintain consistent delivery of information, we opted to provide this curriculum to as many youth as possible. The workshops are required of all youth who wish to apply to grant funded positions. However, the workshops are recommended for all F1rstJobs youth and are available at no cost for all youth who participate in F1rstJobs. The purpose of the career readiness workshops is to prepare young people for the hiring/job interview process and to introduce the skills needed to succeed once they gain employment. The workshops take place in schools, at the career center, and in other locations as requested throughout the school year.

Conducted by staff members from the North Shore Youth Career Center, pre-employment training covers a combination of skills such as work readiness, life skills, interviewing preparation, career exploration that helps youth learn transferable skills that will help them in future employment situations. Youth learn to conduct themselves in a professional manner and interact with their peers and supervisors in a positive, proactive manner. Practical matters are also covered - for example, youth learn about filling out timesheets and how to interpret their paychecks. They also learn how to handle basic responsibilities like the importance of being on time or who to contact if they must be absent from work.

In conjunction with these readiness workshops, youth participate in an evaluation that is designed to assess progress on the job. This is done through the MA Work-Based Learning Plan, which develops accountability and helps define the expectations of a youth’s role at a job site. An assessment is taken at the beginning of employment and then repeated at the end of employment to assess job performance and the advancement of a youth employee’s career skills.

Summary:

- Employers had their expectations met with the quality of F1rstjobs youth and were overall satisfied

with their experience with the program. Questions 2 & 6 of the Business Evaluation Survey verify that employers found that F1rstjobs youth meet their expectations and that the F1rstJobs program meet their company's expectations.

- Employers believed that F1rstJobs youth were beneficial to their organization and would be willing to work with program again. However, they would like to extend to referral/hiring period. Other employers wanted a calendar of events to help youth plan their training.
- The youth readiness workshops provided an opportunity for youth to prepare themselves to enter the labor force. The work readiness workshops also gives youth the ability to alleviate any concerns an employer may have about hiring a youth.
- Decline in placement rate may be impacted by increases in the Massachusetts minimum wage. Minimum wage reached \$11.00/hr after gradual increases in each of the past several years. These incremental wage increases have coincided with declines in the F1rstjobs placement rate.

Recommendations:

- Re-engage the employers who hired youth in 2016 but did not participate in the program for 2017 by directly contacting the employers or through a combination of mailings/emails.
- Increase outreach to businesses.
- Reestablish F1rstjobs steering committee.
- Develop strategy to increase placement rate now that minimum wage has risen to \$11.00/hr. Employers may be more hesitant to hire youths now that they are 37.5% more expensive to hire than they were in 2014.
- Improve the marketing of F1rstJobs to private employers:
 - Create a certificate/award to give employers at the end of the summer. This would serve multiple purposes by thanking employers, allowing employers to foster community support, and promote the F1rstJobs brand.
 - Direct mail a postcard and/or other promotional materials to remind employers that it is time to start preparing for F1rstJobs.
 - Direct mail a copy the F1rstJobs Referral for Hire/Interview in the early spring to previous F1rstJobs employers, along with program requirements/what is expected of employers.
 - Increase direct contact with companies either directly or through existing business organizations, to build energy and enthusiasm for the program – and to increase the number of teens working in private companies.
- Continue training select worksite staff to deliver career readiness workshops.

The F1rstjobs Program would like to thank our private funders for their contributions. These grants, listed under "Business/Foundation/Individual Contributions", help us continue to place additional youth each year. Funds from these foundations and private donors go directly to the wages of teens that may not be eligible for YouthWorks funds, allowing youth to gain valuable work experience at nonprofits across the North Shore.

Awards from private foundations are managed by our partners at Essex County Community Foundation.

The Belinda Fund
Eastern Bank
General Electric
Salem Five