



Rushern L. Baker, III
County Executive

YOUTH@WORK

SYEP

**PRINCE GEORGE'S COUNTY
SUMMER YOUTH ENRICHMENT PROGRAM**

2015 Annual Report

Prince George's County Government
The Honorable Rushern L. Baker, III, County Executive
Nicholas A. Majett, Chief Administrative Officer
Stephanye R. Maxwell, Esq., CPM, Director
Office of Human Resources Management

An Equal Opportunity Employer

Dear Fellow Prince Georgians:

We are pleased to present you with the 2015 Annual Report for the Youth@Work/Summer Youth Enrichment Program (Youth@Work/SYEP). As you review the 2015 Annual Report for the Youth@Work/SYEP, you will see how business, community and government collaboration benefits our County. Furthermore, the report provides an overview of the Program, eligibility criteria, the recruitment and hiring process, enrichment sessions as well as highlights/success stories. Among our significant achievements this year was developing relationships with business and community partners that expanded the employment opportunities for our youth. With the support of governmental, non-profit and private sector partners, over 2,900 County youth between the ages of 15 and 19 were provided with summer employment opportunities.



This year, we welcomed some new host partners, including Whiting-Turner, University of Maryland University College, Accokeek Foundation, Joe's Movement Emporium, SHABACH! Ministries, Youth CareerConnect, Hillside Work Scholarship Connection, Men Aiming Higher, Inc., Housing Options & Planning Enterprises, Inc., and more! Additionally, we were pleased to continue our partnership with the Prince George's Community College, Prince George's County Public Schools, Maryland-National Capital Park and Planning Commission, Prince George's Chamber of Commerce, the Greater Prince George's Business Roundtable, along with Prince George's County Government.

As part of our commitment to youth, we were most excited about the comprehensive Job Readiness Training Program through the partnership with Prince George's Community College and Prince George's County Public Schools. Over 870 youth voluntarily participated in learning job readiness and life skills, a 24-hour workshop (4 sessions) and training, held on Saturdays at six (6) area high schools: Central, Crossland, Parkdale, Largo, Suitland and High Point. Each school hosted four (4) cohorts of youth who attended classes led by a team of educators, who were dedicated to give them an edge in becoming career ready.

At the end of the six-week employment, I hosted a meeting with representatives from each work site to hear firsthand their experiences, as well as their hopes and dreams for themselves and Prince George's County. I was filled with pride to hear that many who worked in County departments and agencies are now considering a career in public service.

As we continue to invest in our youth today, they will do great things tomorrow.

Sincerely,

Rushern L. Baker, III
County Executive

Overview

Prince George's County's Youth@Work/SYEP offers County youth between the ages of 15 and 19 an entry-level introduction to the world of work, providing them with summer employment, enrichment and educational experiences in public and private sector settings. The Program capitalizes on the youth's individual strengths and provides meaningful work experiences in a variety of assignments including, but not limited to, administrative support, camp counselors, information technology assistants, amusement park attendants, cashiers, laborers and custodial assistants.

The Program placed **2,917** youth at over sixty (**60**) worksites throughout the County. Worksites included Prince George's County Government departments/agencies, Federal and State Government department/agencies, educational institutions, services for individuals with disabilities, environmental and sustainability organizations, day camps and recreational services and performing art centers. A complete listing of our partners are listed at the end of this document.

The Program is designed to provide County youth with an increased awareness of employment opportunities in community-based organizations; imitate real-world work expectations; and provide participants with the necessary tools to understand that personal and professional development is necessary when seeking career opportunities.

The chart below displays the comparison from 2014 to 2015 of the total number of youth hired:

Partner Host Sites Comparison from 2014 to 2015	2014	2015
Prince George's County Government	672	1091
Maryland-National Capital Park & Planning Commission	359	388
Prince George's Chamber of Commerce (in partnership with Six Flags America)	1,381	1,438
Total Hired	2,412	2,917

Transforming Neighborhoods Initiative (TNI)



Prince George's County Executive **Rushern L. Baker, III**, is committed to improving the quality of life for residents in vulnerable communities through the Transforming Neighborhoods Initiative (TNI).

Focusing on six (6) specific communities (Langley Park, Riverdale Park, Bladensburg, Kentland/Palmer Park, Oxon Hill/Glassmanor and Suitland), the overarching goal of the TNI is to achieve and maintain a thriving economy, great schools, safe neighborhoods, and high-quality healthcare by utilizing cross-governmental resources in target neighborhoods that have significant and unique needs.

The overall strategy of the County Executive is to be proactive in the target areas while maintaining and improving service delivery outside of these areas. The County accomplishes this by using cross-governmental teams that communicate and coordinate in a manner that will result in improved service delivery strategies. These improved strategies will be employed across the agencies thus improving service delivery both in the high need areas and the lower need areas. Youth@Work/Summer Youth Enrichment Program, has incorporated this initiative by coordinating a recruitment effort for these communities, including visiting at least on one occasion TNI community meeting, hosting job readiness training and worksites in or near a TNI community, and ensuring that there were youth represented from each of the respective TNI communities. The Program identified 392 youth who lived in a TNI community and applied for a County funded position. Fifty-four percent (54%) or 211 of those youth accepted a position and were hired this Program year.

Advisory Board

The Youth@Work Advisory Board was formed to focus on strategic planning, and to be the “public voice” in order to leverage their respective resources and partnerships to benefit of the Program. The Advisory Committee members for the 2015 Youth@Work/Summer Youth Enrichment Program year are:

Advisory Committee Member	Community Affiliation
The Honorable Rushern L. Baker, III	Prince George's County Executive
The Honorable Angela D. Alsobrooks	Prince George's County State's Attorney
The Honorable Daryl Barnes	Men Aiming Higher, Inc.
Linda Botts	Prince George's County Business
Karene Brodie	Hillside Work Scholarship Connection
Gloria Brown	Prince George's County Department of Social Services
Dr. Mickey L. Burnim	Bowie State University
James R. Coleman	Economic Development Corporation
Dr. Charlene M. Dukes	Prince George's Community College
Jim Estep	Prince George's County Business Roundtable
Betty Hager Francis	Office of the County Executive
The Honorable Melvin Franklin	Prince George's County Council
Theresa Grant	Prince George's County Department of Family Services
David Harrington	Prince George's Chamber of Commerce
Elizabeth “Betty” Hewlett	Maryland-National Capital Park and Planning (M-NCPPC), Prince George's County
Rick Howarth	Six Flags America
Pastor John K. Jenkins, Sr.	First Baptist Church of Glenarden
Dr. Wallace D. Loh	University of Maryland
Dr. Kevin Maxwell	Prince George's County Public Schools
Stephanye R. Maxwell, Esq., CPM	Prince George's County Office of Human Resources Management
Nicholas A. Majett	Office of the County Executive
Gary W. Michael	NAI, The Michael Companies, Inc.
Lauren Peterson	Peterson Group Consulting and Coaching, LLC.
Robert M. Ponichtera, Ph.D.	Liberty's Promise
Cynthia Terry	SHABACH! Ministries
Caroline Wills, Esq.	South County Economic Development Association, Inc. (SCED)
Glenda Wilson	Office of the County Executive

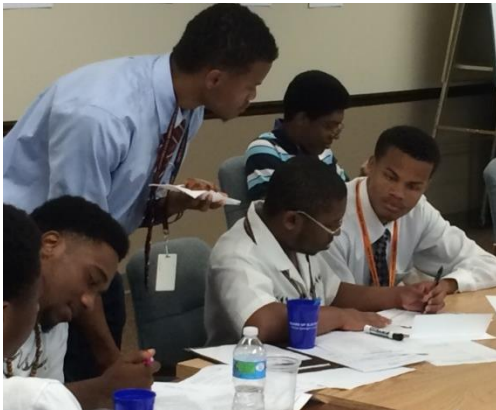
Youth Jobs Fund - Program Budget

The Youth Jobs Fund was created so individuals and businesses interested in donating can contribute online or by check, payable to Prince George's County. This year, we welcomed Whiting-Turner, one of the new host site partners, who provided a \$10,000 contribution to employ five (5) youth at a non-profit site. This was our most generous donation to date.

The Office of Management and Budget, with the approval of the Prince George's County Executive and Council, allocated a total of \$2,584,200 to the Youth Jobs Fund Fiscal Year 2016 Program (non-departmental). Below is a chart identifying the total dollars allocated to the Program and the expenses that occurred in Fiscal Year 2016.

Youth Initiatives	Budget	Expenditures	Available Balances
PT Temp Compensation	\$2,145,100	\$1,589,545	\$555,555
FICA	\$189,100	\$121,599	\$67,430
Operating Expenses	\$250,000	\$58,467	\$154,329
Total	\$2,584,200	\$1,769,611	\$777,314

Job Readiness Training



Prince George's Community College and Prince George's County Public Schools hosted Job Readiness Training for youth between the ages of 15 and 19, and provided an opportunity for them to learn customer service skills, standards for conduct, attendance, and professional attire. This training was offered to all youth who registered, whether or not they applied to work. The focus of training was based on the book, *"Bring Your A Game To Work,"* by Eric Chester. Youth participants learned career and life skills around seven (7) principles and values - *Attitude, Attendance, Appearance, Ambition, Accountability, Acceptance and Appreciation.*

Over 870 youth voluntarily participated in a 24-hour workshop (4 sessions) and training held on Saturdays at six (6) area high schools: Parkdale, Central, Crossland, Largo, Suitland and High Point. Workshop sessions were led by a team of educators. The goal of the Workshop was to ensure the students were able to articulate their employment skills and competencies, experience with attendance, understand standards for conduct, workplace behavior and values, and increase knowledge of career resources. The Training not only prepared the students for the Youth@Work/SYEP, but provided them with life skills information they will be able to utilize in any organization.

We are excited to expand the Training to Surrattsville High School, and reassign the High Point sessions to Northwestern High School. These additions and changes are expected to provide additional youth with an opportunity to participate.

Orientation and In-Service Training

Youth who worked in County departments and non-profit placements attended an orientation session on June 26th at Largo High School. The **Honorable Rushern L. Baker, III**, County Executive, The **Honorable Sydney Harrison**, Clerk of the Court, and The **Honorable Darryl Barnes**, Maryland State Delegate, District 25, welcomed the students and set the expectation for the next six (6) weeks.

Four (4) In-Service Training sessions were held at Prince George's Community College the week of June 29 – July 2, 2015. The last day was offered as an on-line, web-based session. Hosting the sessions on a college campus gave the youth insight of what college life might be like in the future. Approximately 1,000 youth participated in the In-Service Training sessions.



The In-Service Training is comprised of major areas for employment communication skills and other essential requirements that often challenge today's youth. The training was a proactive

approach to ensure that the youth retained employment, applied their learned skills, and shared experiences beyond the classroom. Additionally, this training would be a stepping stone to help them obtain permanent and rewarding careers in the future.

Prince George's Community College prepared a video highlighting youth participants' experience during the In-Service Training. The video may be viewed by visiting <http://youtu.be/ikOpC0VH9U4>.

2015 Highlights and Success Stories

County Executive's Luncheon and Roundtable Discussion



County Executive, **Rushern L. Baker, III** hosted his annual luncheon and roundtable discussion with youth participants to obtain feedback on the summer youth program and their work experiences.

Summer youth from various employers participated in a roundtable discussion with **Nicholas A. Majett**, Chief Administrative Officer, and **Stephanye R.**

Maxwell, Esq., CPM, Director of the Office of Human Resources Management. Youth spoke candidly about their work experiences, their expectations, and what they learned over the past six (6) weeks.

The Honorable Rushern Baker, III explained the importance of public service and encouraged the youth to consider returning to Prince George's County Government as their employer of choice, upon completion of high school or college studies.



Coalition for Public Safety Training in Schools, Inc.



The Coalition for Public Safety Training in Schools, Inc. partnered with the Youth@Work/SYEP to showcase careers in public safety as a career option. For one full day, over 80 youth who expressed an interest attended the Public Safety Student Career Awareness Day at Prince George's Community College. This event was hosted in partnership with the Honorable Obie Patterson, Council Member, District 8, Prince George's Community College, Prince George's County Public Schools, the Office of Human Resources Management, Department of Corrections, Fire/EMS Department, Police Department, Office of Homeland Security, Office of the Sheriff, State's Attorney's Office, University of Maryland Fire Protection Engineering Department and the Linnel Driving School. Youth were able to speak intimately with Directors and various representatives from the participating departments and agencies; network with recruiters; attend workshops and presentations; and were able to get up close to various Fire apparatus, Police patrol cars and helicopter, Police K-9 unit, and other equipment and devices brought on site.

Prince George's County Health Department



The Health Department's youth interns were assigned to various programs that allowed the youth to experience employment opportunities in Public Health. The interns learned about and addressed actual public health issues and challenges within the population of citizens the Health Department currently serves.

At the end of the six-week program, "Enrichment Sessions" were conducted by all of the interns that worked in the Health Department agencies. The interns were divided into groups in which each group picked a health related topic, researched and presented their topic to an audience of youth interns and staff members. The goal of the activity was to establish a rapport with the other interns, as well as, to provide valuable health related information as it pertains to youth. One team developed three (3) HIV/AIDS Prevention messages, via a video and TV commercial, geared toward youth between the ages of 14 and 19. Another team worked on

understanding the language and utilization of primary care/acute care and insurance usage with a presentation entitled, “Improving our Health Care System – Sending the Right Messages”. Messages were crafted by interns to promote understanding by youth in the surrounding area. Interns used paper/pencil surveys and on-camera surveys to collect the data. The information collected was most helpful for the County’s Health Enterprise Zone, because information is navigated by specific zip code. Having this knowledge would allow the department to design a more effective tool to navigate the Health Care System and to access health insurance to improve health outcomes.

The Maryland National Capital Park & Planning Commission (M-NCPPC)



Art on the Trails is a reoccurring project sponsored by The Maryland-National Capital Park & Planning Commission (M-NCPPC). M-NCPPC recycles, reuses and repurposes materials found in nature, i.e. downed trees and other natural materials and changes them into sculptures or park benches that reflect wildlife and the environment of the trail. Youth@Work/SYEP participants created some magnificent

art work. This project introduced youth to nature and the environment, ensured personal safety of youth while they used downed trees and other natural materials to create art, taught marketing with social media, and provided community service hours. Additionally, this project is expected to continue into the fall with woodcarving to be completed at Millwood Recreation Center/Park.

Youth participants had the following to say about their experiences:

“I learned the value of teamwork.”

“I learned how to carve wood; and which wood is better for carving.”



“I learned how to take unique things from nature and make them beautiful as a way of giving back to Mother Nature.”

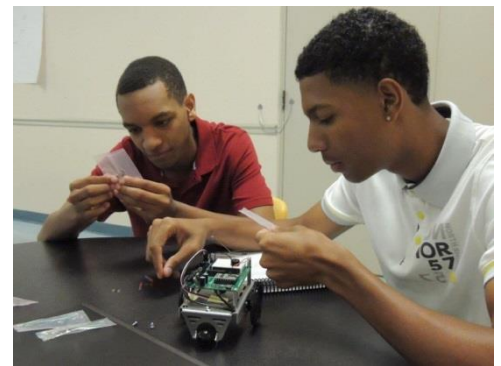
“I learned how to use new tools like die grinders and sanders.”

“I learned how to identify poison ivy and other important plants.”

“I made friends and had fun working with them.”

Prince George’s County Office of Information Technology (OIT)

The Office of Information Technology spearheaded the third consecutive S.T.E.A.M. Internship Program, which has been featured on Government Technology. S.T.E.A.M. represents the five (5) pillars of Science, Technology, Engineering, Arts and Math.



OIT’s initiative has been designed with a special sense of mission and with thirty (30) high school interns busily finding solutions to big ideas. The youth benefited from learning under OIT’s wing, as well as from the private industry, public education, Bowie State University mentors and the Federal government. The focus was on the Transforming Neighborhoods Initiative (TNI), and how youth can apply technology and innovative solutions to address challenges existing in the six respective TNI areas in Prince George’s County.

OIT hosted a TNI Teen Summer Faceoff and Recognition Ceremony, which featured a review of each team’s presentation for their respective TNI project, and the selection of a final winner. To intensify the competition, the winning team members received drones.

The esteemed judges were **The Honorable Darryl Barnes**, Maryland State Delegate and CEO of Men Aiming Higher, Inc.; **The Honorable Mel Franklin**, County Council Chairman; **Nicholas A. Majett**, Prince George’s County Government Chief Administrative Officer; **W. Wesley Watts, Jr.**, Chief Information Officer for Prince George’s County Public Schools; **Christine Jones**, State’s Attorney Office; **Christian Rhodes**, Prince George’s County Public School System; and **Donna Dodson**, National Institute of Standards & Technology.

The winning team was Team Kentland/Palmer Park – “Hand 4 a Hand” whose team concept was to develop a mobile application for citizens to focus on job placement. The mobile application would alert users of job opportunities within a 10-mile radius of their location.

Accokeek Foundation - Agriculture Conservation Corporation (ACC)

The Accokeek Foundation is a non-profit organization whose mission is to cultivate passion for the natural and cultural heritage of Piscataway Park and commitment to stewardship and sustainability. With the assistance of the Youth@Work/SYEP students, the Accokeek Foundation piloted the Agriculture Conservation Corps (ACC), which is a multi-dimensional experiential learning project with opportunities gained through on-farm educational experiences and innovative programming to connect people to the land and engaging them in creating a sustainable world.



Prince George’s County Economic Development Corporation – Youth CareerConnect Program (YCC)

The Youth CareerConnect Program is a part of President Obama’s STEM initiative geared toward providing employers with a skilled workforce immediately following high school. The Prince George’s County Economic Development Corporation is the manager of the \$7 million Federal grant that the County received for this Program. In addition to working directly with the Youth@Work/SYEP, its business partners included Lockheed Martin, Dimensions Healthcare Systems, Prince George’s County Public Schools, Ashlin Urban Institute, Hillside Work Scholarship Connection, Latin American Youth Center (LYAC), Prince George’s



Community College and The Maryland Center at Bowie State University. The YCC Program assists the students at Bladensburg, Fairmont Heights and Potomac High Schools in becoming more competitive for the workforce and gaining the support to attend college.

Youth@Work/SYEP participants were provided work opportunities at Dimensions Healthcare Systems, Columbus Technologies, Inc., Doctors Community Hospital, Soft-Con Enterprises, Inc., Pregnancy Aid Center, the Office of Congresswoman Donna F. Edwards and The Maryland Center at Bowie State University.

Prince George’s County Economic Development Corporation – Knowledge Equals Youth Success (KEYS)

The Prince George’s County Economic Development’s Workforce Services Division is responsible for providing year-round services to both in-school and out-of-school Prince George’s County youth ages 14 - 24. These programs are Federally and/or state funded through the WIA (Workforce Investment Act), WIOA (Workforce Innovation and Opportunity Act), and the MSC (Maryland Summer Connection Grant). All youth must meet WIA/WIOA/MS C eligibility requirements as listed in the WIA/WIOA/MS C Regulations.



The KEYS (Knowledge Equals Youth Success) Summer Work Component provides summer employment opportunities to program participants along with other County youth through the Maryland Summer Connection Grant and the Workforce Investment Act.

A total of 88 youth worked this summer from June 29, 2015 to August 7, 2015. They worked 40 hours weekly earning \$9.55 per hour. These youth received work readiness and soft skills training prior to starting their summer jobs and 75 of the 88 youth participants were between the ages of 15 and 19. We are happy to say that 6 (six) youth participants were offered unsubsidized employment after the summer program ended.

University of Maryland University College – Summer Youth Gain Rich Work Experiences

The University of Maryland University College (UMUC) provided a rich work experience for the youth based upon mentoring and building relationships. **Keith D. Bryant**, Assistant Vice Provost in UMUC’s Office of the Registrar, indicated in a University article, that the youth employed at UMUC received “pretty significant mentoring” and insight into the professional world. Skills workshops were held every Friday and focused on interview techniques; resume writing; and vision casting, or simply planning for the future.



Mr. Bryant advised that although these are simple things, they are practical skills that one needs. These goals are in line with the goals of the County’s Youth@Work/Summer Youth Enrichment Program. Mr. Bryant is encouraging the interns to stay in touch with UMUC. He stated, “From a small tree to a big oak tree, [the program] just grew and blossomed in a wonderful way.”

Conclusion

While we are proud of the numerous improvements and successes that the Youth@Work/SYEP achieved in 2015, we have begun to further develop the Program for 2016. Enhancements to the 2016 Program include:

- Hosting Open Houses (Q & A Sessions) for parents and youth to encourage participation in the Job Readiness Training;
- Expanding the number of Job Readiness Training host sites;
- Attending TNI Community Meetings to share information on the Job Readiness Training and Youth@Work/SYEP employment opportunities; and,
- Meeting with the local business community and encouraging summer youth hires and placements for the summer.

Youth@Work/SYEP Host Sites and Business Partners

The Youth@Work/Summer Youth Enrichment Program coupled with your partnerships gave Prince George's County youth an in-depth experience into the work world. Your willingness to invest in our youth has significantly brightened the future for years to come! Thank you!

Accokeek Foundation

Ardmore Enterprises

Bethel Delivery Outreach Ministries

Board of Elections

Capital Caring – Largo

Prince George's County Office of
Central Services

City of New Carrollton

Clerk of the Court

Prince George's County Office of
Community Relations

Prince George's County Department
of Corrections

Prince George's County Council

Office of the County Executive

Prince George's County Economic
Development Corporation

Prince George's County Department
of the Environment

EBED Community Improvements,
Inc.

Engaged Community Offshoots, Inc.
dba ECO City Farms

Prince George's County Office of
Ethics and Accountability

Prince George's County Department
of Family Services

Prince George's County Office of
Finance

Prince George's County Fire/EMS
Department

Great Commission Global Ministries

Prince George's County Health
Department

Highland Park Christian Academy

Hillside Work Scholarship
Connection

Prince George's County Office of
Homeland Security

Housing Options & Planning Enterprises (H.O.P.E)

Prince George's County Department of Housing and Community Development

Prince George's County Office of Human Resources Management

Prince George's County Office of Information Technology

Joe's Movement Emporium

Largo Community Ministries After School Program

Prince George's County Office of Law

Maryland Community Connect

The Maryland-National Capital Parks & Planning Commission (M-NCPPC)

Mt. Calvary Baptist Church – Camp Discovery

Prince George's County Office of Management and Budget

Prince George's County Department of Permitting, Inspections and Enforcement

Prince George's County Police Department

Prince George's Community College

Prince George's County Memorial Library System

Prince George's County Public Schools

Prince George's County Department of Public Works and Transportation

Reid Temple Christian Academy

Resource Connection, Inc.

Revenue Authority

Riverdale Baptist School – Cool Days Summer Camp

SHABACH! Ministries, Inc.

Office of the Sheriff

Six Flags America

Prince George's County Department of Social Services

Prince George's County Soil Conservation

Sowing Empowerment & Economic Development, Inc. (SEED)

Office of the State's Attorney's

The Institute for Creative Community Initiatives

The Training Source, Inc.

Town of Forest Heights

Transitional Zone, Inc.

University of Maryland University
College

United States Department of
Agriculture

Woodstream Christian Academy



Prince George's Chamber of Commerce
Advancing the Interest of Business for a Vibrant Prince George's County

