

# 2020 Annual Report



Angela D. Alsobrooks  
County Executive

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# A Message from the County Executive

Dear Prince Georgians:

We are pleased to share with you the 2020 Summer Youth Enrichment Program (SYEP) Annual Report for Prince George's County. The COVID-19 pandemic brought significant challenges to the SYEP and the County; however, the SYEP team and Prince George's County Government and our partners would not give up on this historic and celebrated program.

This year, we modified the program to provide the safest environment possible for youth participants and program partners. We developed online educational training opportunities and professional development, virtual employment opportunities, as well as some traditional in-person employment opportunities that were monitored for safety. Some additional program highlights include:

- Targeted recruiting to attract more youth in specific demographics (age, ethnicity, and County location);
- Simplified application and process;
- Provided 2,337 youth with employment opportunities and an enriching educational experience;
- Transitioned from in-person to virtual job readiness training to prepare the youth; and
- Virtual Signature Programs were developed to increase learning and employment opportunities.

Thank you to all of our partners who helped us significantly modify the SYEP and make this year's program a success. We are Prince George's Proud to share with you some of our successes and the great work completed by our young people this summer, and we look forward to your continued support of SYEP.

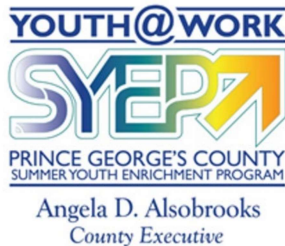
Sincerely,



Angela Alsobrooks  
County Executive



# About the Youth@Work/SYEP



The Prince George's County Youth@Work/Summer Youth Enrichment Program (Youth@Work/SYEP) is an award-winning, nationally-recognized program that helps young people launch careers by providing them with free job readiness training and paid work experiences through job placements in the public, private, nonprofit and faith-based sectors. Youth@Work offers young adults ages 18-22 opportunities to apply for permanent and temporary jobs that begin prior to the summer, while SYEP offers youth ages 14 to 22 six weeks of enriching entry-level summer employment.

Youth@Work/SYEP is part of County Executive Angela Alsobrooks' commitment to youth development, which will prepare and empower the county's youth to achieve their full potential into adulthood.

The SYEP provides eligible youth with the following opportunities:

- Job readiness training that helps develop the basic work skills to prepare them to successfully enter the workforce.
- Earn money and gain meaningful work experiences.
- Gain exposure to a diverse range of careers via our Signature Programs and strategic business partnerships in the areas of Government/Civil Service, Information Technology, Energy and more.

The goal of SYEP is to engage youth with a meaningful summer work experience in their area of interest to potentially integrate them into a full-time career at public agencies, private companies, nonprofit organizations, and the faith-based sector.

***Every experience has value. No matter what the assignment is this summer, grasp it and make the most of that experience. Every experience counts. Give it your best. Be Prince George's County Proud. All the way.***

***~Angela D. Alsobrooks  
Prince George's County Executive***

# 2020 Program Overview & Modifications

## Simplified Application

The 2020 Youth@Work/Summer Youth Enrichment (SYEP) application was created with the youth in mind. The application was designed to be simple enough for the youth applicant to complete on their own. Youth contact information was collected, along with separate contact information for their parents/guardians. Parents/guardians were sent courtesy copies of job offers and announcements. This was helpful in ensuring that the youth received all program-related messages. The application was built in the program's newly designed SYEP Portal. This portal allowed the youth and their parents/guardians to have separate views of the same application. This was important for the younger applicants and their parents.

## Targeted Youth Recruitment Strategies

To attract more youth in specific demographics, key strategies were implemented for each of these groups:

### 18+ Young Adults

- Expanded the program to provide additional opportunities beyond the traditional 6-week summer program.
- Hosted two job fairs, prior to the start of the summer program, that provided immediate job and career opportunities in the public, private, and nonprofit sectors. There were over 150 job seekers and over 20 employers at each job fair.
- Hosted a Career Exploration Week & Virtual Hiring Event, after the summer program, that included job and interview readiness training, employer presentations, and a hiring event. There were guest speakers, 200 job seekers, and 20 employers involved in the weeklong event.
- Increased usage of text messaging and social media to reach this population.
- Utilized the 21 and 22-year-old young adults as Team Leads in the Signature Programs to help provide relevant leadership experience to the participants.

### Latino Youth

- Increased the marketing and recruitment efforts in the Latino community.
- Published all announcements and social media posts in English and Spanish.
- Application events were set up in area high schools with high Latino populations and during the Latin American Youth Center's Martin Luther King, Jr. Celebration.

### North/South

- Sign-up events were set up in area high schools in the north and south portions of the County in order to make it easier for the youth to apply for the program.



# 2020 Program Overview & Modifications

## **Modified Program – Employment and Training Opportunities**

After seven months of planning a traditional program for 2020, the COVID-19 pandemic drastically impacted our County and the country. The challenge then became to creatively provide engaging opportunities for the Prince George's County youth while balancing safety and a budget that had been drastically hit by the pandemic. This gave birth to the 2020 Modified Program with Signature Programs.

The following model was established for the 2020 Modified Program:

- Modified programming over 6 weeks for either 3- or 4-week programs.
- Created virtual Signature Program opportunities with our strong corporate partnerships.
- Partnered with the Capital Area Food Bank to offer County youth the opportunity to serve their community by packing and distributing food through the *Stand Up and Deliver* program.
- Partnered with County and nonprofit agencies to create limited face-to-face work experiences in safe environments.
- Executed a Career Exploration Week & Virtual Hiring Event for candidates ages 18 and older to work beyond the summer.

The following virtual Signature Programs were created:

- Core Skills Mastery (CSM Learn)
- Food Distribution
- Healthy Communities
- National Energy Education Development (NEED)
- Office & Professional Skills
- Prince George's County Youth Leadership Academy (PGCYLA)
- Pepco Career Paths
- Prince George's County Agency & Nonprofit Opportunities

## **Virtual Job Readiness Training**

Job Readiness Training was only offered to youth after they completed the 2020 Application. This helped to ensure that the training was only available to those in the program. The completion of Job Readiness Training was utilized as criteria for job selection in the 2020 Program. When faced with the COVID-19 pandemic, the vendor partners were able to offer this training virtually to the youth.

# 2020 Program Overview & Modifications

## COVID-19 Challenges

### *Youth Safety*

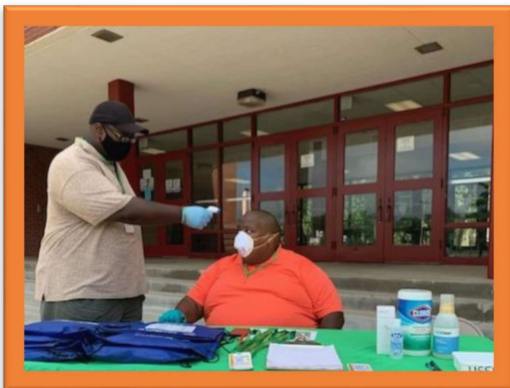
Ensuring the health and safety of 2020 program participants was the top priority for Prince George's County and the Office of Human Resources Management. As such, the SYEP team explored and identified virtual training and employment opportunities in addition to a limited amount of face-to-face opportunities. Candidates who accepted offers and were hired for face-to-face work opportunities were required to participate in virtual safety training and provided with personal protective equipment (PPE) such as masks, gloves, and sanitizer.

### *Impact on Private Sector*

Basic operations for many of our past private sector employers from various industries were negatively impacted by the pandemic. As a result, they were unable to provide summer employment or training opportunities for our youth. This significantly limited the number of available job opportunities for the program.

### *Program Budget*

With the significant financial impact of the pandemic on the County, the Youth@Work/SYEP budget was also significantly affected. The original target of 6,000 youth placements in the program was reduced to 2,000 placements. This year, the placements included the introduction of opportunities for the youth to earn stipends for most of the virtual experiences instead of the traditional hourly salary.



# 2020 SYEP Virtual Kickoff Event



SYEP Kickoff Event Host, Brandon Starkes

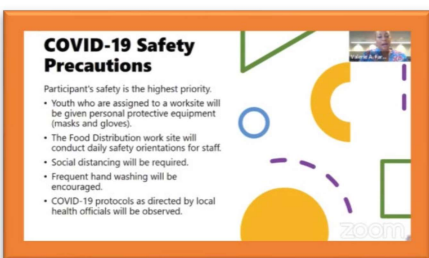
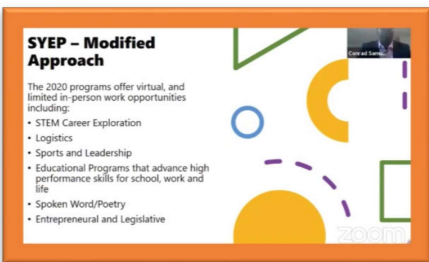
On June 25, 2020, the Office of the County Executive, along with the SYEP Team, hosted the 2020 SYEP Virtual Kickoff Event for the modified virtual and limited face-to-face program. Over 900 youth joined the virtual event via Zoom and YouTube where featured guest speakers contributed.

DJ 100 got the event started with his up-beat sounds and set the mood for this celebratory event. Brandon Starkes, Program Manager with the Office of the County Executive, served as the master of ceremonies.

The Honorable Angela D. Alsobrooks, County Executive, Shawn Y. Stokes, Director, Office of Human Resources Management (OHRM), Conrad Samuels, OHRM Associate Director and Valerie Farrar, OHRM Manager, welcomed and addressed the youth and shared information on summer employment and learning opportunities.

Mi'Jan Credle and Sainey Cessay, youth poets, addressed voter registration and mental health through spoken word. Youth Keynote Speaker Kwasi A. Fields, Jr., a former SYEP participant, shared his experience and lessons learned as a participant in the program.

The kickoff ended with a virtual dance party featuring DJ 100!



## Watch the 2020 Kickoff Event



Scan to watch the  
2020 SYEP Kickoff Event



# 2020 SYEP Virtual Closing Message

“ When the summer started, I offered you some advice. If you put your best foot forward and come into your SYEP opportunity with an open mind, the skills you learn will surprise you and the experience you have may change your life. ”



*The Honorable Angela D. Alsobrooks, County Executive, delivers her closing message to the youth who participated in the 2020 program.*

**Watch the 2020 Closing Message from the County Executive**



**Scan to watch the  
2020 Closing Message from  
the County Executive**



# Signature Programs

Once the COVID-19 pandemic began to impact Prince George's County and most of the country in March 2020, the challenge became how to creatively provide engaging opportunities for County youth while balancing safety and a budget that had been affected by the pandemic. This gave birth to the 2020 Modified Program with Signature Programs.

## **Core Skills Mastery (CSM Learn) – Virtual Program**

**Program Summary:** CSM Learn was a self-paced online course that offered training content and tailored coaching that developed high performance skills to help youth succeed in school, work, and life.

**Program Duration:** 4 weeks

**Salary/Stipend:** Youth earned a \$50 stipend for participating in this program and Team Leads earned an hourly salary

**Youth Demographics:** Targeted 115 participants

## **Food Distribution – Face-to-Face Program**

**Program Summary:** In collaboration with the Capital Area Food Bank, the Food Distribution initiative offered youth the opportunity to assist with packing, staging, and distributing food boxes at various distribution hubs throughout Prince George's County. This gave the youth an opportunity to give back to their community.

**Program Duration:** 3 weeks

**Salary/Stipend:** Youth and Team Leaders earned an hourly salary

**Youth Demographics:** Targeted 400 participants

## **Healthy Communities – Virtual Program**

**Program Summary:** This program offered youth a variety of selections related to achieving a healthy lifestyle; offerings included Zumba, cooking classes and nutritional discussions.

**Program Duration:** 4 weeks

**Salary/Stipend:** Youth earned a \$50 stipend for participating in this program

**Youth Demographics:** Targeted 400 participants

## **National Energy Education Development (NEED) – Virtual Program**

**Program Summary:** Energizing Student Potential (ESP) was a collaborative educational initiative designed to empower students to explore opportunities in STEM fields. This hands-on program helped youth to discover their own path to innovation through a variety of subjects and activities related to energy conservation.

**Program Duration:** 4 weeks

**Salary/Stipend:** Youth earned an hourly salary

**Youth Demographics:** Targeted 510 participants

# Signature Programs

## **Office and Professional Skills – Virtual Program**

**Program Summary:** This program prepared the youth for full-time work after SYEP by developing life skills, professional skills, and computer skills, as well as becoming customer service certified via interactive remote instruction. A high school diploma was required for participation.

**Program Duration:** 6 weeks

**Salary/Stipend:** Youth earned a \$50 stipend for participating in this program

**Youth Demographics:** Targeted 25 participants

## **Prince George’s County Leadership Academy – Virtual Program**

**Program Summary:** Opportunities were available in the following areas: Quinn Cook Basketball; TV/Radio/Social Media; Youth Trade (Cosmetology, Barber, Auto Mechanic); Business *Teenpreneur*; Legislative; and Spoken Word & Poetry.

**Program Duration:** 4 weeks

**Salary/Stipend:** Youth earned a \$50 stipend for participating in this program

**Youth Demographics:** Targeted 150 participants

## **Pepco Career Paths – Virtual Program**

**Program Summary:** Through the Exelon Foundation, Pepco ensured youth who were passionate and interested in pursuing utility career paths received training and education sessions related to soft and technical skills, hosted by Pepco leaders and employees.

**Program Duration:** 2 weeks

**Salary/Stipend:** Youth earned a \$600 stipend for participating in the program

**Youth Demographics:** Targeted 10 participants

## **Prince George’s County Agency & Nonprofit Opportunities – Virtual & Face-to-Face Program**

**Program Summary:** Various opportunities for the youth to experience working in County Agencies and nonprofit organizations.

**Program Duration:** 2 weeks

**Salary/Stipend:** Youth earned an hourly salary for participating in this program

**Youth Demographics:** Targeted 400 participants

## **Six Flags America**

**Program Summary:** Provided various employment opportunities to County youth to work onsite at the amusement park.

**Program Duration:** Ongoing

**Salary/Stipend:** Youth earned an hourly salary

**Youth Demographics:** 945 youth were hired

# Job Readiness Training

In 2020, approximately 1,500 youth ages 14 to 22 participated in SYEP's free Job Readiness Training (JRT) programs that were offered by Prince George's Community College, Forward Movement Enterprises, and The Training Source, Inc. During JRT, youth learned essential skills to ensure their success in the workplace. Youth who participated with these programs and the other JRT partners, such as Hillside Youth Employment Training Academy (YETA), Latin American Youth Center/Maryland Multicultural Youth Centers (LAYC/MMYC), Urban Alliance, and Youth Career Connect, were also considered for employment in the modified 2020 program.



*Theresa R. Proctor, Founder & CEO of Forward Movement Enterprises, instructing students at a job readiness training session.*



*SYEP participants listening to Forward Movement Enterprises' instructor Carla Watson at a job readiness training session at Forward Movement Enterprises.*



*SYEP participants conducting a role-playing exercise at a job readiness training session.*

# Success Stories

## Food Distribution Program, Capital Area Food Bank

Madison Jones, SYEP Participant

If I could summarize my experience in this program, I would describe it as a great learning experience. This program has shown me the importance of helping others, the need to work together, and the fun you can have while just seeing a smile on another's face. Food insecurity has given me the opportunity to help those in need. It has given me the opportunity to understand all the work that goes into helping those who may not be able to go to the store or those who must eat on-the-go. There are all different types of people that food insecurity is trying to feed, and I now understand the importance of that because without food insecurity, the world would be one less step closer to stopping world hunger. So, I believe everyone should try to do their role in the world and help stop world hunger!

## Food Distribution Program, Capital Area Food Bank

Kevin Jeffries, Team Lead

As a team lead, this was the first time I've had a responsibility such as this. But I'm glad that I took this opportunity. Working in a food bank made me think about the people who do not have the resources that I have. With all the food that was packed, I knew I was making a difference in the community. There was also the thought of how much food was being distributed in the era of coronavirus. Thousands of boxes were shipped out every day to families who were suffering immensely from hunger. Now, the virus has put a much larger strain on not only poor families, but the food banks. Being able to contribute to helping those people puts a warm feeling in my heart.



# Success Stories



## **Food Distribution Program, Stand Up & Deliver Program**

Jeremiah Franklin, Team Lead

Working at a food distribution center was a completely new experience for me. To start, I was assigned the role of team lead, which was also very new to me. I have never really been a leader in any job before, so I am thankful and glad to have been given this opportunity through SYEP. Even though I was prepped before the first day of my duties, I still was not sure what would happen when I showed up at Mt. Ennon Baptist Church, so I am also thankful for the site supervisor LaShawn Lancaster. She taught me and the rest of the team our responsibilities and helped us learn the distribution process, and so when it was time to start distributing food, we were able to step right in and succeed without any problems. During this pandemic, many families did not know where their next meals would come from. So many people lost their jobs and could not provide for themselves. Places like food banks and distribution centers are always necessary, but they became especially important during times like these. Helping others with just the simple act of handing out boxes of food to needy families is something I am glad I got the chance to do.

## **Food Distribution Program, Stand Up & Deliver Program**

Teneille Gordon, Team Lead

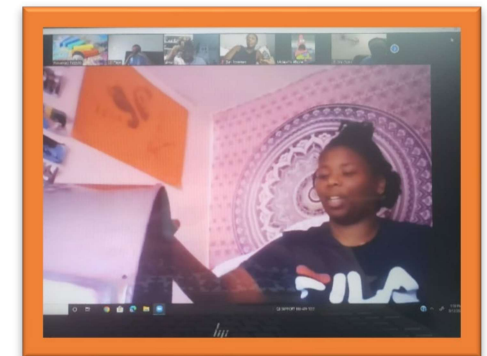
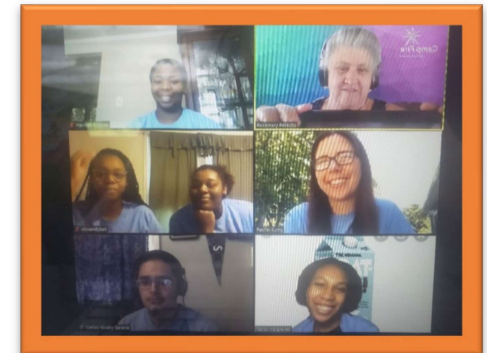
My time distributing food at Walker Mill Baptist Church was more fun and informative than I expected. Food insecurity could always be an issue even in fairly well-off counties, like Prince George's County. As my team and I passed out boxes to families in need, I noticed that there were people of different colors and ethnicities that would drive into the site. I would also see the same families return for more food. That indicated to me that many families depend on these food drives. Also, when passing out boxes of food, I noticed that the elderly was the main demographic that received food at the site. It makes me wonder how difficult this pandemic may be on the elderly population. While it's not fair that this pandemic may very well affect the elderly at a higher rate because of their old age, my experience at the food drive made me remember that they were once my age. As I age, I would want others to help me because of my old age, not in spite of it. I was proud to be able to provide some food and resources, as I also passed out pamphlets about the Census and county resources for the community. I've learned that there's never enough charity that one could give to others. This experience was very eye-opening and enlightening. Thank you all for this opportunity.

# Success Stories

## Camp Fire USA Patuxent Area Council

It was a fun summer for the SYEP youth assigned to Camp Fire. Many remarkable events took place where our young people learned important work skills and engaged in positive youth development activities. When youth were selected, they were screened to determine their career interests, their talents and what they wanted to accomplish. During the summer these skills were put to work in various ways in the virtual work that Camp Fire performed.

- Ten young people were assigned to Camp Fire for Summer 2020 for a total of three weeks paid employment with varying numbers of hours ranging from 12 to 30 hours per week.
- Youth helped with making phone calls to senior citizens who were isolated due to COVID-19. These calls enabled seniors to have positive contact with young people. The outcomes of the calls included identifying individuals who needed help with technology, food, or other basic needs. This was well appreciated by the seniors.
- Youth participated as summer camp counselors in a virtual summer program for low income youth. Using the talents and interests of the teens, Camp Fire was able to offer Fitness activities, science and gardening activities under the direction of Hannah Browne (SYEP 2020 intern and a student at Virginia Tech), arts and crafts under the direction of Lauren Mitchell (SYEP 2020 intern and a student at Bishop McNamara High School), virtual field trips under the direction of Taylor Hargraves (SYEP 2020 intern and a student at Temple University).
- Youth participants completed online training that they can use in their portfolios and which taught them skills that they needed.
- Because the youth participated in the program longer than the three weeks that were funded by SYEP, all of the students earned a Presidential Service Award for their service to the community. This is notable in that not one of them was hesitant to volunteer beyond the hours that they were paid.
- In the end, these were an amazing group of young people who really showed up, conquered the issues of virtual learning, and as a result made the lives of members of our community successful and engaging during a very difficult summer.



# Success Stories



## National Energy Education Development (NEED)

The National Energy Education Development (NEED) Project was honored to work with over 400 of Prince George's County's great student workers with SYEP and the Office of Sustainable Energy this summer. Although virtual, our SYEP team of Prince George's County Public Schools (PGCPS) teachers and other energy and education professionals came together to plan a great 4-week experience of synchronous and asynchronous learning and work. Along with a great team of adult facilitators, two student leaders facilitated the summer program alongside the educators. A special thanks to Prince George's County students Kennedy Cheek and Jalen Jordan for their work as interns in the program. Participants learned about working in Zoom and being independent workers during this pandemic and learned how to communicate effectively in small groups remotely. They were engaged in understanding the science of energy, energy resources, electricity generation and energy efficiency and conservation. Participants learned how to engineer the best wind turbine and rubber band racecar while exploring how to make their homes and Prince George's County schools and buildings as energy efficient as possible. All of this work focused on increasing STEM skills and energy literacy. For some of the projects, students received special recognition for their best engineering and design work. Two of our shining stars – Franklyn Johnson and Robert Richardson – are highlighted below.



Franklyn Johnson was engaged and learning from the very beginning. Franklyn has an interest in robotics and engineering and his designs for wind turbines, rubber band powered cars and energy efficient homes garnered him awards for best video, best design and best engineering on several occasions. Franklyn was selected to be the SYEP Finale Speaker for the countywide SYEP Finale Celebration. We expect to see great things from him – we learned a lot from him this summer and know that he'll be successful in his future career.



Robert Richardson was a shining star with SYEP this summer, winning several awards for engineering and design on his rubber band racer project and his energy efficient home model. Robert shared his knowledge with others throughout the program and helped others overcome challenges as well. We know he is well prepared to travel his career path.



## **Department of Permitting, Inspections and Enforcement (DPIE)**

Santana Abney, SYEP Participant

### ***Thank You Email***

As today is my final day as a Summer Intern with DPIE, I want to express my gratitude for the chance to work, learn, and be a part of the DPIE team. Though my time with DPIE has been short due to the impact of COVID-19, I am very grateful to have been given this opportunity as my first, paid job.

I didn't know what to expect in my first real job. I wanted to contribute, learn, and do a good job. With my responsibility of creating the Excel spreadsheet of property permit violations, it was very interesting. I was able to use and improve my skills with Microsoft Excel. My organization skills improved, and it helped me to pay closer attention to details when reviewing the emails. I gained a better understanding of the importance of regular team meetings to discuss current activities, plans, and goals. I also learned how critical teamwork is to achieving department goals. Though I only played a very small role, I feel like I was a member of the DPIE team.

Everyone at DPIE that I met or communicated with in-person, over the phone, via email, or in tele-meetings was very supportive and helpful as I navigated my role as a Summer Intern. IT Support and the DPIE team answered all of my questions, helped me resolve any technical issues, and educated me on some of the work that DPIE performs to log, track, inspect, approve, or disapprove permits. As a county resident, I gained a better understanding of how one of our county's agencies operates.

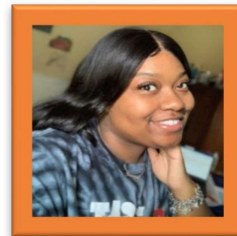
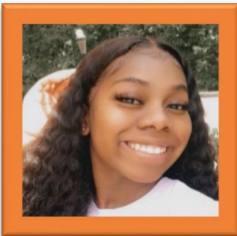
As I prepare to begin the 2020-2021 school year, I can share with my family, friends, teachers, and classmates that my summer internship at DPIE has been a very positive learning experience and work opportunity.

Thank you all for this opportunity.



# Success Stories

**OHRM** Office of Human Resources Management



## Prince George's County Office of Human Resources Management

### ***Jordynn Barker, SYEP Participant***

"Working with the SYEP Office of Human Resources Management was definitely one of the highlights of my summer. I am always looking for opportunities to learn new skills in a variety of work fields. This job gave me a lot of resources and knowledge that I can use towards any job I have in the future."

### ***Taylor Coleman, SYEP Participant***

"My experience working with SYEP was eye-opening. It was interesting to see the behind the scenes of the program."

### ***Taylen Eckwood, SYEP Participant***

"My work experience as a SYEP intern was very beneficial to improve my administrative skills. I learned so much; I intend to seek out opportunities and apply the knowledge and experience gained in my future career goals. Thank You Summer Youth @ Work!"

### ***Dmitri Finch, SYEP Participant***

"I am proud to say that this SYEP experience was great. It was good to work with my team and to develop new skills and talents in order to complete certain tasks or assignments that were given. Overall, I enjoyed it and I would love to do it again."

### ***Kendall Baker, SYEP Participant***

"During my time working with the OHRM team, I have learned how to advance my communication skills by speaking with parents as well as youth via phone and/or email to make sure all of their questions have been answered and all of their needs have been met."

### ***Jasmine Crawford, SYEP Participant***

"This is my second year working with the SYEP in the Human Resources Department where I've gained wealth in customer service, time management, time and attendance, assembled orientation binders for new employees, etc. Working both years was such an amazing experience!"

# By the Numbers

## Program Year 2020 Financial Summary

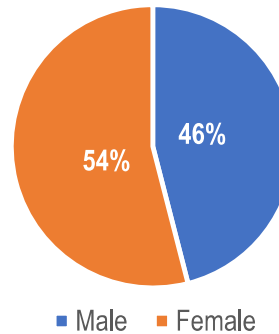
The following data represents 4,304 SYEP youth that completed job readiness training. This was the applicant pool from which the 2020 placements were made.

Source of Funds	Totals
FY20 General Funds	\$596,000
FY21 General Funds	\$500,000
FY21 Grant Funding [Grant Funding through OCS (NEED) + Cares Acts total]	\$189,947
<b>Total</b>	<b>\$1,285,947</b>

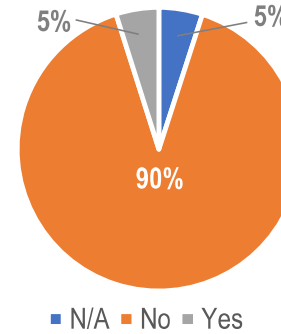
SYEP Gift Donor	Totals
Peterson Family Foundation	\$5,000
Washington Suburban Sanitary Commission	\$1,500
Graham & Associates LLC	\$1,500
Kaiser Permanente Kaiser Foundation Health	\$10,000
Mr. Mario Acosta-Velez	\$10,000
KP Financial SVCS OPS	\$11,000
Washington Gas Light Company	\$10,000
Crown Castle USA Inc.	\$5,000
<b>Total</b>	<b>\$54,000</b>

Use of Funds	Totals
Youth Compensation – Stipends	\$19,350
Youth Compensation – Salaries	\$163,722
Fringe Benefit	\$13,098
Events	\$13,500
Supplies	\$4,915
Signature Programs	\$213,328
Temporary Program Staff	\$45,083
Program Transportation	\$53,600
Job Readiness Training	\$596,000
<b>Total</b>	<b>\$1,122,596</b>

### Gender



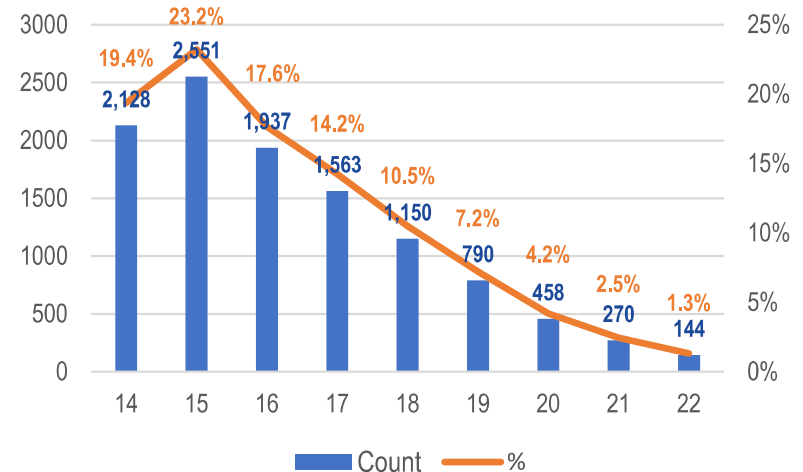
### Hispanic



### Race

Black/African American	89.7%
Two or more races	4.2%
I do not wish to identify	3.0%
White	1.3%
American Indian and Alaskan Native	1.1%
Asian	0.4%
Native Hawaiian and Pacific Islander	0.3%
<b>Total</b>	<b>100%</b>

### Age



# By the Numbers

County Placements	Count
Department of Permitting, Inspections and Enforcement	2
Office of Community Relations	13
Office of Homeland Security	2
Office of Human Resources Management	5
Office of Information Technology	1
Office of the County Executive	2
Prince George's County Leadership Academy Team Leads	2
<b>Total</b>	<b>27</b>

Direct Placements	Count
Six Flags	945
INROADS	25
Pepco	10
<b>Total Placements</b>	<b>980</b>

Nonprofit Placements	Count
Campfire USA Patuxent Area Council	9
Capital Caring	2
City of Bowie	2
Divine Dance Institute	3
Hillside Work-Scholarship Connection	27
Maryland-National Capital Park and Planning Commission	29
Patriots Technology Training Center	5
St. Stephen Baptist Church	5
United Charities Against Poverty (UCAP)	2
The We Are All Educators Organization (WAAE)	13
<b>Total Placements</b>	<b>97</b>

Signature Program Placements	Count
National Energy Education Development (NEED)	464
Food Distribution	302
Core Mastery Skills (CSM Learn)	56
Healthy Communities	284
Prince George's County Leadership Academy	115
The Training Source	12
<b>Total</b>	<b>1,233</b>

Place of Residence	Count
Upper Marlboro	322
Bowie	234
Clinton	123
Hyattsville	113
District Heights	111
Capitol Heights	96
Fort Washington	93
Temple Hills	85
Suitland	75
Laurel	75
Lanham	73
Oxon Hill	64
Greenbelt	56
Landover	47
Brandywine	45
Accokeek	35
Beltsville	30
Glenarden	25
Glenn Dale	24
Riverdale	22
Mitchellville	20
Forestville	20
Springdale	13

**1,357**  
Youths were placed in summer jobs throughout the government and nonprofit organizations.

**980**  
Youths were placed in summer employment opportunities with local businesses.



Place of Residence	Count
Largo	13
Cheverly	12
Adelphi	11
Bladensburg	10
New Carrollton	9
Seat Pleasant	9
Cheltenham	9
Camp Springs	9
Fairmount Heights	7
College Park	5
Aquasco	4
Mount Rainier	4
Berwyn Heights	3
Brentwood	2
Kettering	2
Calverton	1
Andrews Air Force Base	1
Forest Heights	1
Colmar Manor	1
West Hyattsville	1
Marlow Heights	1
Landover Hills	1
Hillcrest Heights	1

# Career Exploration Week & Virtual Hiring Event

The Youth@Work/Summer Youth Enrichment Program (SYEP) team hosted the inaugural Career Exploration Week & Virtual Hiring Event in the fall. This was a part of the SYEP strategy to assist County youth ages 18 and older with getting hired in employment opportunities beyond the traditional summer program. The SYEP team worked with the Office of Human Resources Management (OHRM) Recruitment, Examination and Classification (REC) Division and other County agencies to utilize the Youth@Work/SYEP applicant pool (age 18 and older) to fill some of the County's entry-level positions.



This is the high-level summary of the 5-day event:

- Day 1** **“Get Ready!”** | The registered youth were provided with essential tips on how to prepare for the Virtual Hiring Event. They were provided links to quick videos that covered the following topics: Preparing Your Resume and Cover Letter; Tell Me About Yourself; and Virtual Interviews.
- Day 2** **Tips for Success** | In this live event, the registered youth had three industry expert guest speakers to address preparing for the Virtual Hiring Event: Theresa Proctor, *Forward Movement Enterprises*; Cherise McAdoo, *LinkedIn*; and Thomasina Ware, *Pepco, An Exelon Company*.
- Day 3** **Employer Preview** | Participants received a preview sampling of the employers and job opportunities that would be available during the Virtual Hiring Event on Day 4: Prince Telecom; HCD International; Employ Prince George's - Knowledge Equals Youth Success; and Prince George's County Agencies (Board of Elections, Department of Public Works & Transportation, Department of Permitting, Inspection and Enforcement, Department of Corrections, Department of the Environment/Animal Services, Office of Community Relations, and the Office of Homeland Security/Public Safety Communications).

# Career Exploration Week & Virtual Hiring Event

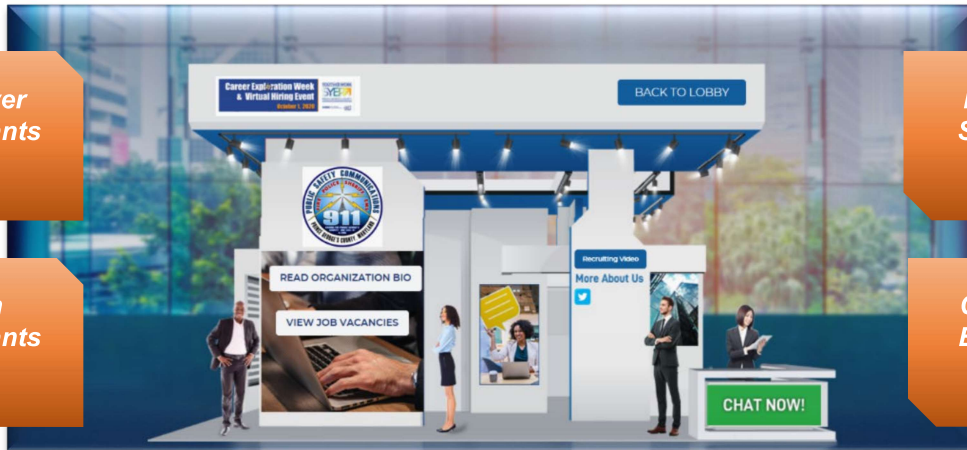
Day 4

## Virtual Hiring Event

This was the main event! Participants engaged with employers, applied for job opportunities and chatted/interviewed with recruiters virtually.

Employer Participants  
21

Youth Participants  
195



Resumes Submitted  
491

Chats with Employers  
3,150

Day 5

## “Seal the Deal”

Participants received quick videos with tips on how to follow up with employers and secure their job opportunity. Videos on the following topics were covered: Expressing Gratitude – Saying Thank You; Follow-Up – Standing Out; and Taking Care of Yourself – Staying Healthy During COVID-19.

## Survey says...

After participating in the Youth@Work/SYEP Career Exploration Week & Virtual Hiring Event:

### Youth Survey Results

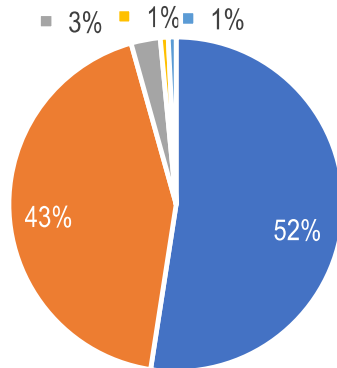
- 67.5% felt more confident about going through an interview
- 47.5% improved their resume
- 37.5% felt better prepared for their next job
- All youth rated the overall experience as excellent or good

### Recruiter Survey Results

- 100% were impressed with the candidates and would participate in future events like this
- 100% identified potential candidates for their vacancies
- 85.7% conducted or scheduled interviews with the qualified candidates
- All recruiters rated the overall experience as excellent or good

# 2020 SYEP Survey Results

## How many years have you participated in the Youth@Work/SYEP?



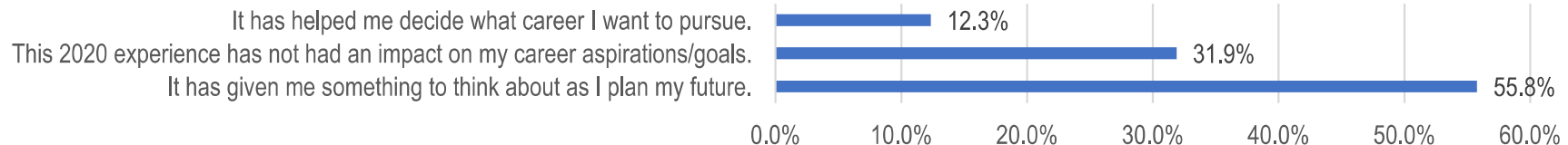
- This was my first year!
- 2 years
- 3 years
- More than 4 years
- 4 years

**Scale**  
 A = 4  
 B = 3  
 C = 2  
 D = 1  
 F = 0

## How would you grade the modified 2020 Youth@Work/SYEP?

Category	Score	Grade
2020 Youth@Work/SYEP Application	3.65	B
Offer letter content	3.45	B
Offer letter communication process	3.31	B
Parent/Guardian courtesy copies of all emails	3.44	B
Program Kickoff	3.33	B
Communication with the SYEP Office	3.05	B
Communication with your work supervisor	3.29	B
Onboarding paperwork	2.99	B/C
Virtual programming option	3.24	B
Your work assignment	3.41	B
Your work experiences	3.47	B
Amount of pay	2.70	C
Amount of stipend	2.75	C
Job Readiness Training	3.29	B
<b>Your Overall 2020 Youth@Work/SYEP Experience</b>	<b>3.31</b>	<b>B</b>

## How has the 2020 Youth@Work/SYEP experience influenced your career aspirations/goals?



# Partners

Thank you to the 2020 Youth@Work/SYEP partners for supporting the program and providing rewarding employment and educational opportunities for Prince George's County youth.

## **Businesses**

- Pepco, An Exelon Company
- Six Flags America

## **Nonprofits**

- Camp Fire USA Patuxent Area Council
- Capital Caring
- Divine Dance Institute
- Hillside Work-Scholarship Connection
- Patriots Training Technology Center
- The Training Source
- The We Are All Educators Organization (The WAAE)
- United Communities Against Poverty (UCAP)

## **Municipalities**

- City of Bowie

## **Prince George's County Government**

- Office of the County Executive
- Office of Community Relations
- Office of Homeland Security
- Office of Human Resources Management
- Office of Information Technology
- Department of Permitting, Inspections and Enforcement

## **Faith-based Organizations**

- St. Stephen Baptist Church
- Community Bible Baptist Church

## **Quasi-Governmental**

- Maryland-National Capital Park and Planning Commission (M-NCPPC)
- Prince George's Community College (PGCC)



# Team Acknowledgements

This year's Youth@Work/SYEP would not had been possible without the following County agencies and their teams. Thank you for all of the hard work put into making the 2020 program a success!

## **Office of the County Executive**

- The Honorable Angela D. Alsobrooks, County Executive
- Major F. Riddick, Chief Administrative Officer
- Tara H. Jackson, Deputy Chief Administrative Officer for Government Operations
- Daryl H. Sims, Special Assistant to the Chief Administrative Officer
- Dwight L. Talley, Special Assistant to the Chief Administrative Officer
- Calisa M. Smith, Special Assistant to the Deputy Chief Administrative Officer for Government Operations
- Elis R. Ford, Director of Communications
- David Sloan, Director of Policy, Planning & Public Affairs Division
- Ryan Middleton, Special Assistant to the Chief of Staff
- Brandon Starks, Program Manager
- Anthony M. McAuliffe, Public Information Officer
- Jerome J. Rivers, Audio Visual Specialist
- Pastor Charles McNeil

## **Office of Human Resources Management**

- Shawn Y. Stokes, Director
- Angela Beasley, Deputy Director
- Kameron Coefield, Deputy Director
- Jennifer Black, IT Manager
- Tammy Mason, Administrative Aide
- Conrad A. Samuels, Associate Director
- Valerie Farrar, Human Resources Manager
- Leonaye Oliver, Human Resources Manager
- Lisa D. Chinn, Assistant Human Resources Manager
- Kimberly Hines-Monroe, SYEP Project Manager
- Alex H. McCray, Communications Officer
- Janelle A. Mills-Lawrence, Wellness Coordinator
- Sherry Smith, Information Technology Specialist
- Bertina C. Sealey, Special Assistant to the Director
- Linda Tetlow, Human Resources Analyst
- Lorraine Shepard, Human Resources Analyst
- Janine Cheakalos, Human Resources Analyst
- Nena L. McNeil, SYEP Supervisor
- Nakia T. Whitley-Ngwala, SYEP Community Developer
- Desiree Velazquez, Talent Acquisition Recruiter
- Antaja Gordon, Talent Acquisition Recruiter
- Dorothy L. Barnes-Adams, Administrative Aide
- Kendall Baker, SYEP Community Development Aide

# Team Acknowledgements

## **Office of Community Relations**

- Euniesha Davis, Director
- Dereck Davis, Deputy Director
- Daphne Benbow, Associate Deputy Director
- Nicole Jackson-Young, Program Manager
- Monaude Daverne, 311 Operations Manager
- Charice Young, Special Assistant to the Director

## **Office of Information Technology**

- Wanda M. Gibson, Director/Chief Information Officer
- Thomas Jones, Deputy Director
- Duane Prophet, Applications Manager
- Dinesh Kumar, Applications Project Manager
- Jamie Veals, Web & Intranet Support
- Gaurav Mittal, Web Support

## **Office of Law**

- Rhonda Weaver, County Attorney
- Sean Dixon, Deputy County Attorney
- Justin Baham, Associate County Attorney

## **Office of Finance**

- Stephen J. McGibbon, Director
- Linda Allen, Deputy Director
- Teresa Pinkney, Payroll Manager
- Robert Morgan, Disbursements Manager
- Donna Sutphin, IT Project Coordinator

## **Prince George's County Public Schools**

- Charles H. Flowers High School
- Suitland High School

# Lessons Learned & Looking Ahead

## Lessons Learned in 2020

The 2020 Program was quickly modified to accommodate the safety of our youth during the pandemic. As a result, we learned the following:

- Virtual programming was essential for helping to keep the youth safe during the pandemic.
- The Signature Programs offered the youth variety, but they would prefer opportunities that were more closely aligned with their interests. The youth would also prefer Signature Programs to relate to a work experience and be less *camp-like*.
- The use of pre-session interest meetings to review program expectations was an effective method for increasing the engagement of the youth in the Signature Programs.
- The use of stipends allowed the program budget dollars to be maximized, so that more youth could participate. It is critical that the amount of the stipend is attractive enough to engage the youth.
- Some participants indicated that they would prefer an opportunity to work in an in-person environment.
- For the in-person opportunities, a full day of work is preferred by the youth so that they can earn more money, and by the parent so they can balance with their schedules.
- Having direct deposit or cash card options would eliminate some payroll issues experienced with address changes and other issues.
- Our Agency, nonprofit, and corporate partners are vital to our success. We need them to continue to provide opportunities where the youth can learn valuable skills and contribute to the success of the organization.

## Strategic Focus for 2021

The 2020 program year required the SYEP team, partners, and youth to quickly pivot from traditional to virtual delivery of training and programs offered to County youth as a result of the COVID-19 pandemic. As we plan and prepare for the 2021 SYEP, and in the interest of continuous improvement, we are exploring process improvement opportunities with the objective of sustained program success for all stakeholders.

### Customized Programming

- Focus on summer programs for ages 14 to 17
- Year-round employment and training opportunities for ages 18 to 22

### End-to-End Automated Process

- Application, screening, selection, placement, onboarding and payroll
- SYEP mobile app to facilitate hiring, training, and build a talent community

### Expand Virtual Programs

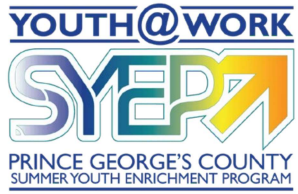
- Design programming to provide significant virtual and in-person opportunities that follow safety and health protocols

### Enhance and Grow Formal Partnerships

- Strengthen partnerships with key County stakeholders (e.g., Employ Prince George's, Prince George's County Public Schools, and Prince George's Community College)

### Reporting and Measuring Success

- Identifying a talent database and reporting tool that tracks the short- and long-term progress of SYEP participants



**OHRM** Office of Human  
Resources Management



Angela D. Alsobrooks  
*County Executive*

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