



Building a More Holistic and Inclusive Workforce Development System for Boston's Youth

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Since 2015, the City of Boston has engaged in a **research-practice partnership** with Northeastern University to evaluate the Summer Youth Employment Program(SYEP).



Worker
Empowerment

The **Worker Empowerment Cabinet** advances the well-being of Boston workers in the public and private sectors. Goals include:

- Setting the City's future policy and vision for workers
- Regulating, overseeing, and improving workplace conditions and health for workers, and
- Expanding economic opportunities for workers through quality jobs, skills training, and career pipelines.



Northeastern University
Community to Community
Policy Equity for All

Northeastern University is a global research university and recognized leader in experience-driven lifelong learning.

- NU's comprehensive undergraduate and graduate programs are designed to prepare students for purposeful lives and careers, enrolling over 40,000 students annually.
- NU's Community-to-Community (C2C) Impact Accelerator is an initiative to scale research practice partnerships to increase positive social impact across NU's global campus network.

Since the early 1980s, the Boston SYEP has employed upwards of **7,000-10,000** youth with roughly **500-900** local employers every summer.



Mayor Michelle Wu 吳弭 ✓
@MayorWu

We're making historic investments to provide 7,000 summer jobs for Boston's young people! Proud to join @BostonWorkers & @CityBosYouth in this work. 14-18 years olds can check out all the available opportunities on boston.gov/youth-jobs



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Two Primary Goals

- To increase youth labor market attachment by providing youth with the tools and experience needed to navigate today's job market on their own.
- To reduce inequality of opportunity across different racial, ethnic, and socioeconomic groups by increasing access to early employment experiences.

Prior research conducted by Northeastern University in partnership with the City demonstrated that the **Boston SYEP improves behavioral, academic, and economic youth outcomes.**

Boosts employment through job readiness

- Improvements in job readiness skills linked to a **9-percentage point increase in employment** and a **30 percent increase in wages** during the year following participation for opportunity youth of color ages 19-24 years (City of Boston, *Reducing Inequality Summer by Summer*, 2017).



Raises academic achievement through aspirations and work habits

- Improvements in academic aspirations and work habits linked to a **4-percentage point increase in high school graduation rates** due to better attendance and grades (Modestino and Paulsen, *Education Finance and Policy Review*, 2022).
- Private sector jobs are also shown to **increase the likelihood of taking the SAT and enrolling in college**, shifting from 2- to 4-year institutions (Modestino, Paul, and McLaughlin, *American Economic Association Papers and Proceedings*, 2022).



Reduces crime by fostering community engagement and soft skills

- Improvements in soft skills linked to a **35% reduction in violent crime** and a **29% fall in property crime** for the treatment group during the 18 months after program end (Modestino, *Journal of Policy Analysis and Management*, 2019).



In 2021, Northeastern and City of Boston were awarded a **\$650K Institutional Challenge Grant** to provide data and analysis to **“build back better”** post-COVID across four key areas.

Institutional Challenge Grant: **Research Agenda**

Increasing Coordination and Alignment

COMPLETED

Research

- ✓ Systems mapping
- ✓ Efficiency audit
- ✓ Equity audit



Changes to Policy/Practice

- ✓ Job Matching Algorithm
- ✓ DEI Academy
- ✓ Policy Convening

Improving SYEP Program Features

ONGOING

Research

- ✓ Job application/matching
- ✓ Repeat participation
- Job type/skills assessment



Changes to Policy/Practice

- ✓ FutureBos web site
- ✓ In-school workshops
- Laddering/Badging system

Expanding Post-Secondary Opportunities

ONGOING

Research

- ✓ Application nudge
- ✓ 2-Year Learn and Earn
- Expansion to 4-year sector



Changes to Policy/Practice

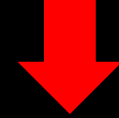
- ✓ BPS Targeted Mailings
- ✓ OWD Learn & Earn Program
- Boston Higher Ed Consortium

Linking SYEP to Other Year-Round Programming

STARTING

Research

- School-Year Program
- Link Jobs to BPS Pathways
- Post-Secondary Outcomes



Changes to Policy/Practice

- SYEP Rollovers
- Innovation Schools
- Tuition Free CC