



Office of Youth Employment  
and Opportunity

# Summer 2024 IMPACT REPORT



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# SUMMER OVERVIEW

1



# 1 LETTER FROM LEADERSHIP

## **BOUNCING BACK: BIGGER, BETTER & BOLDER THAN EVER**

Dear youth, families, partners, and youth supporters of Boston,

Welcome to our Summer 2024 Impact Report. As you dive into the pages, you will find an array of record-breaking metrics and community-centered strategic initiatives that culminated in the hiring, support, and development of **10,427** youth across our neighborhoods. What a feat!

Through this report, what I really hope you take with you are two things:

1. These accomplishments are the result of the work of thousands. From the leadership of Mayor Michelle Wu, who launched the Mayor's Youth Jobs Guarantee at the 2024 State of the City address, to all our employer and resource partners, financial supporters, educators, support staff across BPS and other schools, my team here at the Office of Youth Employment and Opportunity (YEO), and the parents, guardians, and families supporting their youth through it all. It truly takes a City with a capital C to make it happen. Thanks to all of you!
2. Beyond those numbers lies real impact on the lives of the youth who engage in summer employment. We are not just helping them get a job, we are giving them opportunities to engage in our communities, to grow professionally and personally, to start navigating adulthood in a safe and supported way, and to see a future where Boston is a home where they can thrive for their entire lives.

As we celebrate our Summer 2024 accomplishments, we are already focused on the future. Our office will double down on career readiness for our youth, technical assistance for our partners, constituent support all around, and will drive equity of opportunity across the City by removing barriers to employment. We will continue to work tirelessly to maximize the reach, quality, and impact of youth employment in Boston.

A final word to the youth of Boston: thank you for engaging with us, investing in yourselves, and continuing to deploy your impressive potential throughout our City. It is an honor for all of us to get to serve you.

To many more successful Summers!  
Allison Vernerey



Executive Director  
Office of Youth Employment and Opportunity



# 1

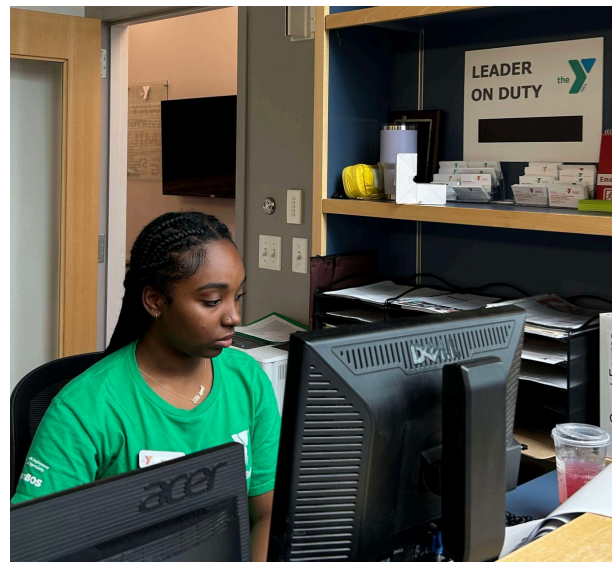
# EXECUTIVE SUMMARY

## FUTUREBOS - A DIGITAL HUB THAT CREATES A CENTRALIZED YOUTH JOBS APPLICATION EXPERIENCE

*YEO wants futureBOS to be the starting point of every young person's career exploration journey.*

The Office of Youth Employment and Opportunity (YEO) employs, develops, and engages Boston's youth by exposing them to the workforce and bridging opportunities for personal and professional growth. The launch of the [futureBOS](#) jobs hub this past summer reflects the investment of an ecosystem of jobs providers dedicated to creating opportunities for young people. For YEO, futureBOS provides young people with a central platform that encompasses all youth jobs opportunities and internships made possible through ongoing collaborations and partnerships across the city. It also provides young people with all the tools needed to get hired, onboarded, and ready to work. For young people, futureBOS is the digital platform that jumpstarts their careers.

YEO took the time to understand what people need most to get youth hired. After hosting focus groups with students, having conversations with school administrators, and gathering insights from program and policy leaders across the city, YEO launched a collection of employment resources centering young people alongside a variety of meaningful and engaging career experiences across different industries.



On futureBOS, you'll find onboarding document checklists available in eleven languages, a step-by-step guide for landing a summer job or internship, an overview of what youth need to secure a work permit, tips for a successful job experience, information about no-fee youth bank accounts, and more. This summer, young people were able to navigate to the futureBOS platform to find thousands of job opportunities that added meaning and enrichment to their career development journeys. The launch of the futureBOS youth jobs portal will continue to be a digital representation of the numerous connections across the ecosystem that make youth jobs possible.

## FULFILLING THE MAYOR'S YOUTH JOBS GUARANTEE BY STRENGTHENING CONNECTIONS WITH BPS

*Establishing renewed focus across the city, within the school district, and in BPS schools, allows us to center equity in everything we do and serve Boston's young people.*

This summer, Mayor Michelle Wu reinforced her commitment to the creation of equitable opportunities and Boston Public School (BPS) students by launching the Mayor's Youth Jobs Guarantee – which promises that every eligible BPS student who wants a youth job can have one. YEO actualized this promise by creating close connections with BPS stakeholders across the district, within schools, and directly to students.

To accomplish this, YEO launched citywide application and onboarding campaigns that encouraged early applications to job opportunities and held workshops that provided direct 1:1 application and onboarding support to students in schools.

Through these promotional campaigns and with a series of virtual and in-person youth jobs support workshops, YEO was able to help hundreds of young people and families across BPS schools. This summer, thanks to the support of Boston PIC career specialists, YEO could refer young people to youth jobs, solidifying connections to direct job support. To make it easier for young people to secure work permits, we offered health clinics specific to BPS students. This made it easy for BPS students below the age of 16 to secure the health certificates they need to receive clearance to work. All these initiatives contributed to actualizing the Mayor's Youth Jobs Guarantee, by providing tailored investment in uplifting the BPS student community.



## MOBILIZING THE YOUTH JOBS PROVIDER ECOSYSTEM - STRENGTHENING ALIGNMENT ACROSS THE CITY

*The value of partnerships in expanding access to youth opportunities is central to achieving our mission of developing Boston's future workforce.*

Over the summer, YEO strengthened connections within the futureBOS youth jobs ecosystem, a collaborative network of job providers across the private sector, city departments, non-profits, local businesses, and higher education to align efforts in developing Boston's future workforce.

Through enhanced communication and quarterly convenings with ecosystem leaders, YEO created and enhanced structures that optimized our support to Boston's young people. This summer, ongoing communication across our partnership network allowed us to seamlessly share information that accurately captures key metrics central to the job hiring and onboarding process. By increasing our alignment amongst our partners, we have also been able to center data sharing and transparency as a common best practice, which has allowed YEO to optimize youth job placements across our network and inspire an increased and renewed vision towards citywide hiring goals.

YEO also continued to partner closely with the Boston Private Industry Council to expand job offerings to internships within the private sector, diversifying job industry offerings for young people and increasing the number of employer-paid job opportunities overall.

Our partnership with the Mayor's Office of Immigrant Advancement allowed us to focus on key high-needs populations within Boston, which made youth leadership development opportunities more accessible for more of Boston's young people, regardless

of immigration status. Partnerships with the Commonwealth Corporation and YouthWorks allowed us to continue to develop the career skills of Boston's future workers. Ongoing collaborations with YEO and the City of Boston's Center for Working Families offered free, non-predatory bank account services and financial literacy training to more young people than ever, empowering Boston's youngest workers with financial literacy skills they will need in their futures.

### IN CONCLUSION

Our full report captures the entirety of the accomplishments made this summer with a renewed focus and commitment to engaging, developing, and employing Boston's young people. YEO is excited about the work that has been done this summer to achieve these goals and looking forward to what the future has in store.



# 1

# A RECORD SUMMER

“

The future of Boston rests on connecting our young people to opportunities today so they can grow and lead our communities.

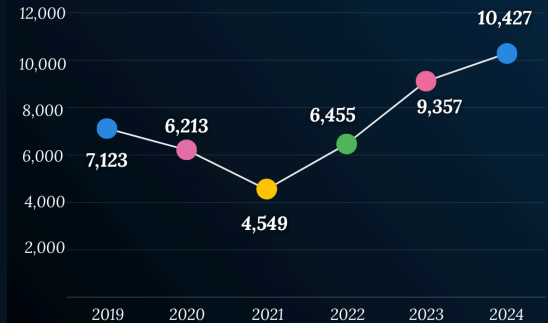
- Mayor Michelle Wu

## A RECORD SUMMER: BIGGER, BETTER, BOLDER

During the 2024 youth employment season, our office doubled down on strengthening connections across the youth jobs ecosystem, partnering closely with Boston Public Schools, and providing young people with resources and direct support that made the youth hiring and onboarding process easier and more accessible. This resulted in a record number of youth being employed across the futureBOS ecosystem.



futureBOS  
**10,427**  
SUMMER YOUTH JOBS



**\$22.6 MILLION**  
IN CITY-FUNDED INVESTMENT

**\$10 MILLION +**  
IN EXTERNAL FUNDING  
LEVERAGED

**200+**  
PARTNERS ACROSS YOUTH  
JOBS ECOSYSTEM



# 1 YOUTH JOBS ECOSYSTEM

“

Youth employment and work-based learning help students succeed both academically and developmentally. The summer months offer students an opportunity to **learn what it takes to earn a paycheck and to imagine themselves in various careers.**

- Neil Sullivan, Executive Director of the Boston Private Industry Council

## YOUTH HIRED ACROSS THE SUMMER YOUTH EMPLOYMENT PROGRAM FUTUREBOS ECOSYSTEM IN SUMMER 2024\*

futureBOS INTERMEDIARIES	YOUTH HIRES AND PLACEMENTS
YEO (SuccessLink) <sup>1</sup>	6,087
Boston Private Industry Council (PIC) <sup>2</sup>	2,092
John Hancock MLK Scholars	299
ABCD SummerWorks	207
Other Ecosystem Partners <sup>3</sup>	1,679
<b>Collective Total</b>	<b>10,472</b>

1. Includes all SuccessLink-funded jobs at city agencies, Community Based Organization (CBO) Grant Partners, Immigrant Youth Advancement Program, and Learn & Earn.

2. Includes all private sector internships and placements as well as CBO jobs funded through other sources. The PIC also supported CBO jobs funded by SuccessLink accounted for above.

3. Includes all other YouthWorks, YMCA, Boys & Girls Club, and Youth Options Unlimited jobs.

A young girl with glasses and a helmet is smiling and giving a thumbs-up. She is wearing a t-shirt that says "BOSTON BIKES". She is standing next to a bicycle. The background shows a building with a mural of a whale and other marine life. The entire image has a blue tint.

# EMPLOYING BOSTON'S YOUTH WORKFORCE

2

# 2

# EMPLOYING BOSTON'S YOUTH

The Employment and Grants teams provide **direct employment support** to both employer partners and youth workers, and issue grant funding to community-based organizations.

## EMPLOYMENT TEAM

This summer, the Employment team played a crucial role in launching YEO's Youth Welcome Center, where our staff were present daily, ready to support young people every step of the way through the application and onboarding processes. We also held five *We Hire Youth Events* in our office. During these events, Boston youth could apply for jobs, be walked through onboarding, and be directly placed into an open position onsite.



**PERCENT OF YOUTH WOULD RECOMMEND SUCCESSLINK JOBS TO A FRIEND**

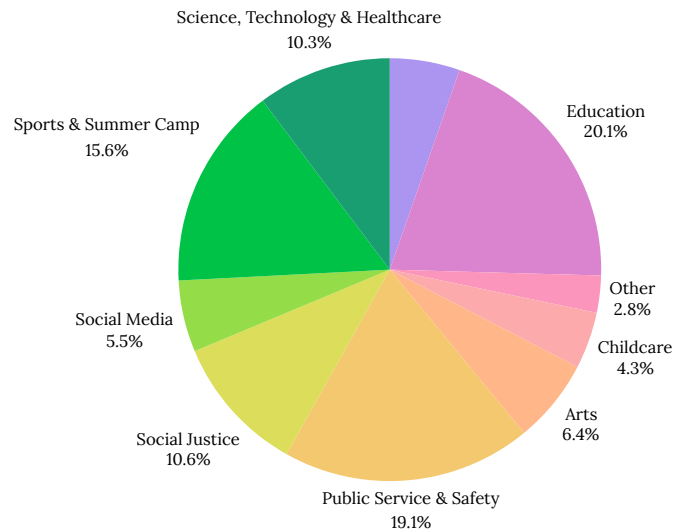
## FUTUREBOS JOBS PORTAL

After launching a multichannel awareness campaign, more young people than ever applied to multiple jobs on the futureBOS portal. This summer, youth were told to apply to three jobs or more and youth took action, resulting in over 15,000 applications submitted.

## HOW THE TEAM SUPPORTS YOUTH EMPLOYMENT

- ✓ Verify Work Authorization Documents
- ✓ Issue Youth Work Permits
- ✓ Review Work Hours
- ✓ Issue City ID Cards
- ✓ Support Employment Onboarding

## JOBS BY INDUSTRY: SUMMER 2024\*



“

*"Having a job helped my son to be more responsible, gained independence, he matured more over the summer, communicating with his employer and learned about managing his money and time." - Parent of Summer 2024 SuccessLink Youth Employee*

# 2 INVESTING IN YOUTH JOBS

## GRANT AND COALITION PARTNERSHIP MODEL

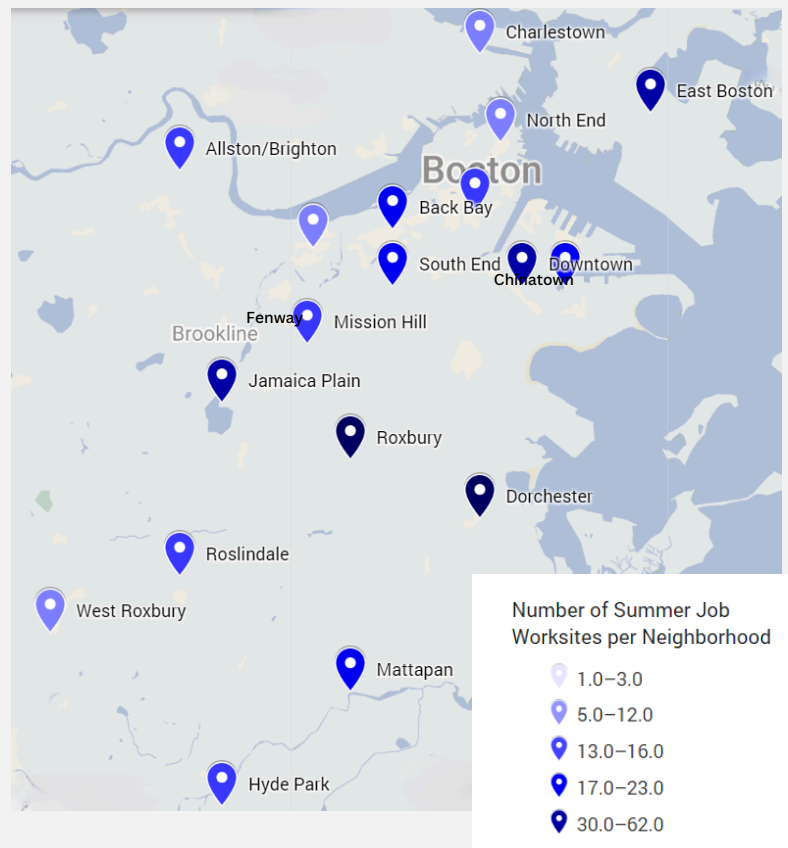
YEO administers over \$22.6 million in city funding to hundreds of non-profit employer partners to strengthen our communities. Our coalition partnership model offers enhanced support to smaller community-based organizations that need additional operational capacity to facilitate paid youth jobs. By partnering with larger organizations within the futureBOS ecosystem, coalition members are provided with the operational resources they need to succeed.



## HOW THE TEAM SUPPORTS EMPLOYMENT IN OUR COMMUNITIES

- ✔ Grantee Selection Process & Fund Distribution
- ✔ Grant Audit and Compliance
- ✔ Budget Monitoring and Reporting
- ✔ Building and Maintaining Strong Partnerships

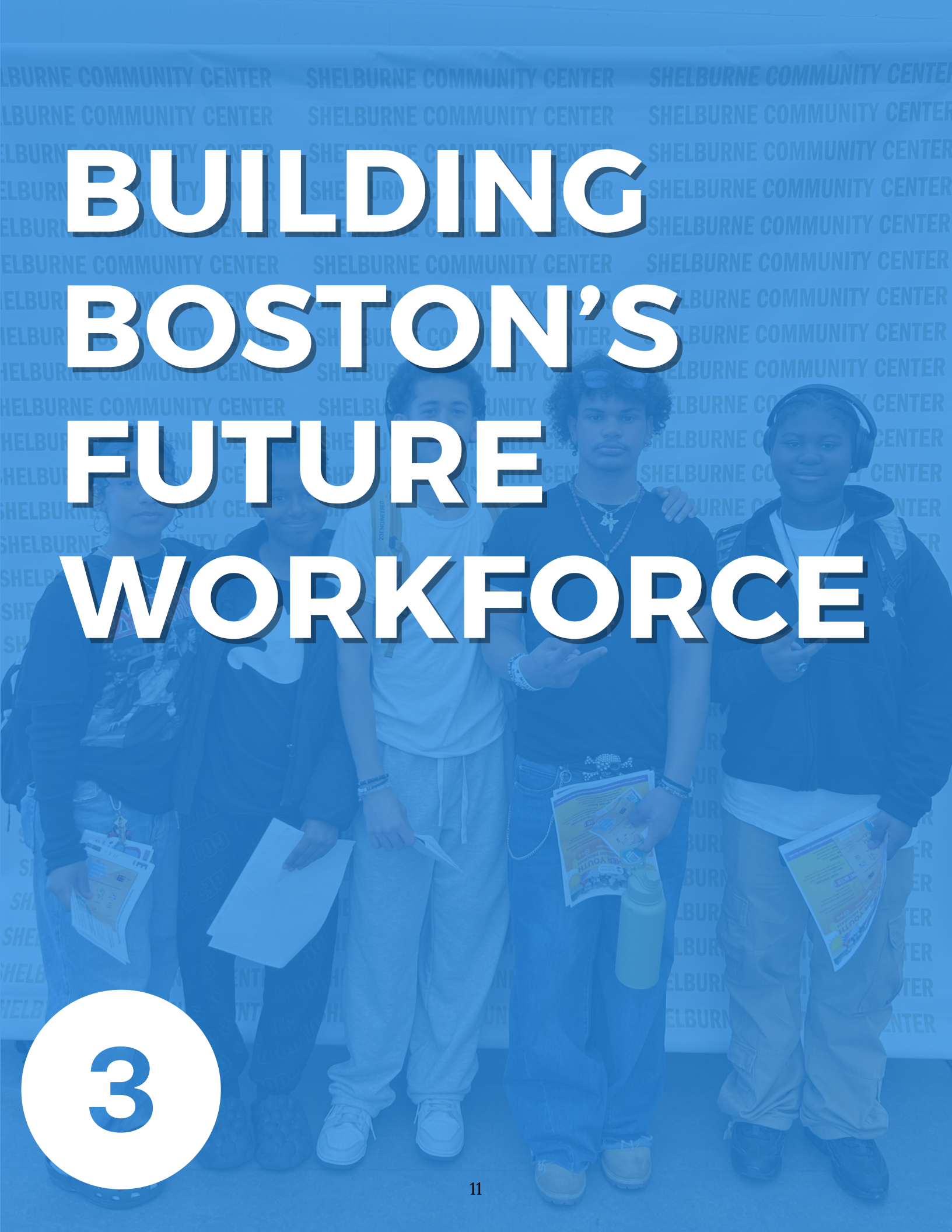
## YOUTH JOB WORKSITES BY LOCATION\*



“

*"It's one of the best programs I've been in. It's impacted me in so many great ways, and I cannot wait to continue to work here."*

**- Summer 2024 SuccessLink Youth Employee**



# BUILDING BOSTON'S FUTURE WORKFORCE

3

# 3

# ENGAGEMENT & OUTREACH

## PRESS COVERAGE

YEO's SuccessLink Program was featured in **USA Today!** [The story](#) details how money from youth jobs supports young people and their families.

## CITYWIDE ENGAGEMENT

In February, YEO's Engagement and Outreach Team launched a three-month-long promotional campaign, expanding awareness of the youth jobs program across the city at 25 bus shelters in high-needs areas and on 51 digital advertising screens. Later in March, YEO's Citywide Jobs Fair saw record attendance, with 1,887 youth attending the event.

In addition to five Neighborhood Pop-Up Fairs that brought employment opportunities, job readiness resources, and application assistance to underrepresented areas, the Engagement and Outreach Team created onboarding guides, a step-by-step guide to landing a job, information on how to succeed in a new job or internship, and additional resources in eleven different languages, serving demographics of youth that needed additional support.

2,247

YOUTH REACHED  
ACROSS CITY WIDE  
JOBS FAIR AND JOB  
PLACEMENT FAIRS

40

PARTNER SITE VISITS  
DURING THE 2024  
SUMMER SEASON

## CREATING AN INCLUSIVE AND WELCOMING WORKFORCE

To support employer partners in running a successful youth jobs program this summer, our office launched a Diversity, Equity, and Inclusion (DEI) Academy to educate partners on best practices to elevate and advance diversity, equity, and inclusion within Boston's youth workforce. The DEI Academy equips partners with tools to equitably recruit, interview, and hire young people in a way that is reflective of our City.

To capture the overall youth jobs experience for young people, YEO distributed weekly wellness checks via text messages. These wellness checks helped YEO center the youth experience and assess the quality of summer jobs across job sites.

# 3

# CAREER READINESS

The Workforce Development Team equips young people with the *skills they need to succeed in the workforce*. We cover topics such as resume-building, interviewing, and worker rights. YEO also partners with YouthWorks, a statewide program that helps youth develop the personal and professional skills they need to find and keep jobs.

## YOUTH WORKFORCE DEVELOPMENT WORKSHOPS

### SPARK

The Career Development Team held *three Find Your SPARK workshops* this year. These workshops focus on self-reflection, motivation, and goal setting to discover the intent behind a career choice.

### ENTREPRENEURIAL EXPLORATION

Three Entrepreneurial Exploration workshops were held in collaboration with the Network for Teaching Entrepreneurship, totaling *nine hours of training*.

### CAREER EXPLORATION

This workshop helps youth recognize personal strengths and challenges to design a career path. Following a recent workshop, *82%* of attendees felt *more prepared to make healthy and responsible decisions* for their career path.

161

TOTAL NUMBER OF WORKSHOPS HOSTED DURING SUMMER 2024

220

TOTAL HOURS OF CAREER DEVELOPMENT TRAINING FACILITATED

491

PARTICIPANTS IN CAREER READINESS WORKSHOPS AND TRAINING

“

“I gained more knowledge on career exploration and I learned that you can always try new things before settling down and it’s okay to make mistakes, **that’s how you become successful.**” - Career Exploration Workshop Participant

# 3

# BOSTON PUBLIC SCHOOLS

“

“I gained the process to get out of my comfort zone and take risks in order to reach my goals” - Career Exploration Workshop Participant

## MAYOR’S YOUTH JOB GUARANTEE

This summer, Mayor Michelle Wu made an extraordinary promise, guaranteeing a summer job to every eligible Boston Public School student who wanted one. This promise paid off, as *over 50% of youth participants in the 2024 Summer Program were BPS students.*

## INCREASING BPS ENGAGEMENT

This summer, YEO increased collaboration with Boston Public Schools (BPS), hosting a series of workshops and informational sessions. This increased involvement was to ensure that all BPS students are aware of the Summer Jobs Program, Mayor Wu’s Youth Jobs Guarantee, and the workforce development resources our office offers.



**36**  
NUMBER OF WORKSHOPS/INFO SESSIONS HELD IN BOSTON PUBLIC SCHOOLS

**300+**  
NUMBER OF PARTICIPANTS IN BOSTON PUBLIC SCHOOL WORKSHOPS

**50+**  
OVER 50% PERCENT OF PARTICIPANTS IN THE SUMMER JOBS PROGRAM WERE BPS STUDENTS



# 3

# BANK ON BOSTON

## BANK ON BOSTON

This summer, the City of Boston partnered with Metro Credit Union, M&T Bank, and Citizens Bank, to offer futureBOS youth no-fee bank checking accounts. With their own banking accounts, youth can access debit cards, get paid through direct deposit, track their spending, and have complete ownership and control over their finances.

The City's Bank On Boston program is part of a national initiative to alleviate the financial challenges disproportionately felt by low-income families and youth in Boston and provide them with easy access to financial education and resources. Young people who learn how to manage a bank account responsibly now have a headstart when they enter the workforce as adults.

## BANKING PARTNERS



- 178 NEW CHECKING ACCOUNTS OPENED FOR YOUTH EMPLOYEES
- 841 YOUTH LEARNED THE BASICS OF BANKING AT IN-PERSON EVENTS
- \$3500 IN INCENTIVES DISTRIBUTED TO YOUTH PARTICIPANTS
- 505 YOUTH ATTENDED FINANCIAL EMPOWERMENT WORKSHOPS

# ACKNOWLEDGEMENTS

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# 4

# ACKNOWLEDGMENTS

All data included in this report was collected by the Office of Youth Employment and Opportunity and Northeastern University.

Special thank you to Northeastern University for over 10 years of research partnership.

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Thank you to the futureBOS Ecosystem Partners:



# 4

# ACKNOWLEDGMENTS

**Thank you to the employment partners who make our work possible, including but not limited to:**

- 617Peak
- A Sporting Chance - Boston Baseball Camp
- Aashka Dance
- ABCD, Inc.
- ACEDONE
- Afrimerican Culture Initiative Inc.
- All Dorchester Sports & Leadership (ADSL)
- All Dorchester Sports League
- American Chinese Christian Educational & Social Services, Inc.
- Apprentice Learning
- Artists For Humanity, Inc.
- Asian American Resource Workshop
- Boston Center for Youth and Families
- Beat the Odds
- Beat the Streets New England
- Bikes Not Bombs
- BOLD Teens
- Boston Architectural College
- Boston Asian: YES
- Boston Chinatown Neighborhood Center
- Boston Common Frog Pond
- Boston CyberArts
- Boston Fire Department
- Boston Housing Authority
- Boston Music Project
- Boston Outdoor Preschool Network
- Boston Parks & Recreation
- Boston Police - C-6 Youth leaders
- Boston Police Bureau of Community Engagement
- Boston Police Department
- Boston Private Industry Council
- Boston Project Ministries
- Boston Public Health Commission
- Boston Public Library
- Boston Public Schools
- Boston Public Schools STRIVE - DISC
- Boston Regional Intelligence Center
- Boston Transportation Department
- Boston United Track and Cross Country
- Boston Youth Symphony Orchestras
- Boston's Higher Ground
- Boys & Girls Clubs of Boston
- Boston Public Schools STRIVE - Wentworth
- Boston Public Schools - Food and Nutrition
- Cape Verdean Association
- Castle Square Tenants Organization Inc.
- Catholic Charitable Bureau of the Archdiocese of Boston, Inc.
- Children's Services of Roxbury
- Chinatown Main Streets
- Boston City Councilor At-Large Erin Murphy
- Courageous Sailing
- Department of Innovation and Technology - City of Boston
- Digital Ready
- DotHouse Health/ Field Corner Crossroads Collaborative
- East Boston Social Centers
- Eliot School of Fine & Applied Arts
- Emerald Necklace
- Epiphany School
- Equity and Inclusion Cabinet - City of Boston
- Freedom House Inc.
- Friends of St. Stephen's Youth Programs
- Friends of the Kelly Rink
- Future Chefs
- Global Youth Philanthropy
- Greatest MINDS Boston
- Harlem Lacrosse and Leadership
- Hennigan Community Center
- Hideo Sasaki Foundation
- Hyde Square Task Force
- ICNA Relief
- Immigrant Family Services Institute, Inc.
- Inquilinos Boricuas en Acción
- Jackson Mann Community Center
- Judicial Youth Corps
- Kwong Kow Chinese School

# 4

# ACKNOWLEDGMENTS

- LEAP Self-Defense, Inc.
- Learn2Teach, Teach2Learn
- Lena Park
- Level Ground Mixed Martial Arts
- Madison Park Development Corporation
- MassCOSH
- Mattapan/Greater Boston Technology Learning Center, Inc.
- Maverick Landing Community Services
- Mayor's Office
- Mayor's Office of Arts and Culture - City of Boston
- Mayor's Office of Early Childhood - City of Boston
- METCO: Metropolitan Council for Educational Opportunity
- MissionSAFE
- Mothers for Justice and Equality
- New England Aquarium
- Next Leadership Development Corporation
- No Worker Left Behind
- North End Music & Performing Arts Center
- Northeastern University
- OrigiNation Cultural Arts Center
- Partners Uplifting Our Daughters and Sons
- Phillips Brooks House Association
- Piers Park Sailing Center
- Police Accountability and Transparency
- Roxbury Community College
- Roxbury Tenants of Harvard Association, Inc.
- Salesian Boys & Girls Club
- Save the Harbor/Save the Bay
- Somali American Youth Parents Association
- Showstoppers
- Sisters Unchained, Inc.
- Soccer Unity Project
- Sociedad Latina
- Someone Else's Child
- South Boston Neighborhood House
- Southwest Boston Community Development Corporation
- Speak for the Trees
- Spoke Art Inc.
- Sportsman's Tennis Association
- St Martin de Porres Parish
- STEAM Ahead
- Team New England Youth Academy
- Tenacity
- The Calculus Project
- The Center for Teen Empowerment
- The City School
- The Food Project
- The Office of Human Resources - City of Boston
- The Pathway Initiative Inc.
- The Wang Center for the Performing Arts (Boch Center)
- Thompson Island Outward Bound
- Timothy Smith Network Inc.
- Transformative Culture Project
- Trinity Boston Connects
- Tufts University
- University of Massachusetts Boston - Urban Planning Institute
- United Somali Youth, Inc.
- Urban PowerHouse
- Veronica Robles Cultural Center
- VietAID
- WriteBoston
- YMCA of Greater Boston
- Youth Guidance (BAM/WOW)
- Zoo New England
- ZUMIX, Inc.