

Why Youth Jobs are Important to Our Economy, Our Families and Our Communities

A Report of the Youth Jobs Coalition 2/21/13

Featuring:

- The Importance of Youth Jobs to College and Career Readiness according to the Massachusetts Department of Education**
- The need for companies to step up and hire youth to develop their future work force**

The “Depression” in Numbers of Teens Holding Jobs Now

List of 357 companies with 100+ Employees, in just Boston alone, who have NOT employed teens



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Executive Summary of “Why Youth Jobs are Important to Our Economy, Our Families and Our Communities”

I. Youth Jobs are an important factor in our state’s economic development and the State Department of Education says they are crucial for college and career readiness.

In the Department of Education’s June 2012 report, “From Cradle to Career: Educating Students for Lifelong Success: Recommendations from the Task Force on Integrating College and Career Readiness,” Career Readiness was added to the MassCore/Massachusetts Recommendations for Course of Study.

On page 12 of the report, a diagram has at its center the wording, “Knowledge and Skills for College and Career Readiness” and then one of the three ways to meet that is written as “Workplace Readiness.” (The other two are, “Academic” and “Personal/Social Development.”)

II. In just Boston alone, 357 companies with 100 or more employees are NOT hiring youth (see lists of companies enclosed in the report).

They can join with the 300 companies who are hiring youth. A similar picture exists for other communities.

III. There’s not a recession but a Depression in teen employment.

In 1999, 54% of teens in Massachusetts had a job at some point in the year, but now it’s fallen to only 27%.

IV. State government funding for two youth jobs programs needs to be increased.

The programs are called YouthWorks and School to Career Connecting Activities. The latter at one point had \$7 million in funding but now only has \$2.88 million.

V. New tax revenues need to be passed by the Legislature in order to make it more feasible to fund youth jobs and other needed programs.

50 legislators have filed an Act To Invest in Our Communities to accomplish this and Governor Patrick made a tax proposal in his House 1 Budget.

I. The State Department of Education now considers youth jobs experience *essential* to college and career readiness

The Massachusetts Department of Education (DOE) is seen to be responsible for increasing K-12 academic performance.

So, it is noteworthy that in its June 2012 report, “From Cradle to Career: Educating Students for Lifelong Success: Recommendations from the Task Force on Integrating College and Career Readiness,” the Career Readiness was added to the MassCore/Massachusetts Recommendations for Course of Study.

- It called for increasing funding for the state youth job program called School to Career Connecting Activities. State funds go to 16 regional non profits to help find private sector youth jobs and to recruit, prepare, place, and support youth and employers for these jobs. However, funding that once was at \$7 million for this program has been cut to \$2.88 million so we are campaigning to try to get it restored at least up to \$5 million.
- It called for 10-12 employer champions who employ youth now to be identified, and to work to recruit other employers to hire youth.

On page 12 of the report, a diagram has at its center the wording, “Knowledge and Skills for College and Career Readiness.” One of the three ways to meet that is “Workplace Readiness.” (The other two are, “Academic” and “Personal/Social Development.” See diagram from the report below.)



See further below in the Appendix for additional excerpts from this report.

II. Mass Unemployment: The Depression in Youth Employment in Massachusetts

According to a 2012 report of the Center for Labor Market Studies at Northeastern University, young workers in our state are doing terribly in the labor market. **Last year, the teen employment rate in Massachusetts fell to a new all time low of just 27%, only half of its value in 1999 when 54% of youth had jobs.** We are no longer a national leader in putting young adults to work.

We only ranked 31st among the 50 states. Our three northern neighboring states had employment rates between 36 and 39%. Even Michigan had a higher teen employment rate than us. We also need a stronger commitment to fund and expand the School to Career Connecting Activities program in the state budget. In 2011, only 25 of every 100 high school students worked in a typical month. These employment rates ranged from a low of 9% among low income youth (family income under \$20,000) to 33% among our most affluent youth. This shows a startling inequality based on income/class and race.

Just 31% of all teens in the state and just 7% of lower income African American and Latino teens held a job during an average month in 2010 compared to 50% of all teens having jobs in 2000. The case for the program is stronger now than at any time in past 30 years. It is time to speak up for the states young workers.

III. The need for – but limits in – government funding for youth jobs

Government funding can't meet the need for youth jobs alone, but programs at all levels of government are crucial in targeting youth from low wage earning families.

1. **Federal.** Massachusetts gained 7,000 federally funded youth jobs during 2009 with federal stimulus funding. When Congress took up continuing the funding for youth jobs, Senate Republicans, including then Senator Scott Brown, opposed an amendment for this sponsored by then Senator John Kerry.
2. **State**
 - **YouthWorks.** The YouthWorks program pays the wages of youth who work in jobs with non profits. About 5,000 youth statewide get jobs through this program. Current funding is at \$9 million and the Youth Jobs Coalition is asking the Legislature to increase this funding to \$11 million.
 - **The School to Career Connecting Activities Program.** State funds go to 16 regional non profits to help find private sector youth jobs and to recruit, prepare, place, and support youth and employers for these jobs. However, funding that once was at \$7 million for this program has been cut to \$2.88 million so we are campaigning to try to get it restored at least up to \$5 million.

- 3. City.** The City of Boston puts \$4.1 million of city funds toward funding youth jobs. Other cities in Massachusetts do not have the tax base to be able to do this and have been battered by 40% cuts in State Municipal Local Aid over the past 10 years (allowing for inflation).

We need *expanded* government funding for youth jobs, but the Great Recession and the weak recovery continue to exert pressure on federal, state and city budgets. **So expanding youth jobs needs a stepped up effort from the private sector.**

IV. Recommendations to Increase Private Sector Youth Hiring

\$2200 funds one summer job to prepare our workforce and contribute now to business operations; we think many companies can hire a number of youth.]

- 1. Companies need to step up and hire youth to prepare their future workforce.** A summer job costs around \$2,200 per youth, so many middle to large size employers and even many smaller employers could afford to hire youth. In just Boston alone, 357 companies with 100+ employees are not hiring youth [see lists further below].
- 2. What business organizations can do to increase hiring of youth.** Business organizations like the Massachusetts Business Roundtable, Associated Industries of Massachusetts (AIM), the Progressive Business Alliance, STEM, and the Greater Boston Chamber of Commerce can educate their members about youth jobs programs and their value to developing our work force, and directly encourage their members to consider hiring youth.

The Massachusetts Business Roundtable took the step recently of featuring youth employment programs in their newsletter and we thank them for that.

- 3. What religious denominations can do.** A number of religious denominations have seen both the moral and economic reasons for youth jobs. The Jewish Community Relations Council, the Episcopal Diocese of Massachusetts, and the Catholic Charities of the Archdiocese of Boston are beginning efforts to identify members of their congregations who are in management level jobs in companies and can be approached about hiring youth.
- 4. Governor Patrick.** Two years ago, when the Youth Jobs Coalition was working for more state funds for youth jobs, Governor Patrick spoke at our annual event and challenged us to do more on getting the private sector to hire youth. We have been at that work and will be seeking a meeting to report to the Governor on what we've done and ask him for further help in engaging businesses who use state economic development programs to consider hiring youth.
- 5. Mayor Menino and other mayors.** Mayor Menino has year in and year out reminded and prodded employers to hire youth. This has resulted in many stepping up to hire youth. However, the Mayor has said that there are still too many employers of 100+ employees who have not hired youth.

Other mayors could help, too, by convening employers they know and/or current city vendors..

V. Companies with 500+ employees NOT employing youth

Please note that we do NOT list any companies hiring youth under the Boston PIC program or the Cristo Rey program. However, if any of the companies listed are actually hiring teens under any other program or directly, we apologize for listing them here and are eager to learn what they are actually doing.

<i>Company</i>	<i>Employees</i>	<i>Company</i>	<i>Employees</i>
Wellington Management	2,658	Joslin Diabetes Center	700
Brown Brothers Harriman & Co	2,082	Home for Little Wanderers	694
New England Financial/Met Life	2,012	Boston Architectural Center	661
Pearson Inc	1,950	UNO Restaurants	636
American Cleaning Co	1,600	Marsh & McLennan Companies	609
CBS/Viacom	1,422	Boston Park Plaza Hotel & Towers	600
Thomson Reuters	1,400	Lemuel Shattuck Hospital	591
NSTAR	1,337	Bechtel/Parsons Brinkerhoff	575
Christian Science Monitor/Publishing	1,300	Bay Cove Human Services	556
Ameriprise Financial Inc	1,282	Plymouth Rock Assurance Corp	550
Pioneer Investments Mgmt Inc	1,200	Four Seasons-Boston Hotel	520
Art Institute of Boston at Lesley University	1,127	Deutsche Bank Americas	500
WGBH Educational Foundation	1,100	Kayem Foods Inc	500
AIG (Lexington and Chartis Insurance)	1,000	Lpl Investment Holdings Inc	500
KPMG LLP	1,000		
National Mentor Healthcare, Inc	851	Tufts University Graduate Schools	500
T D Garden	850	Visiting Nurses Association (VNA) of Boston	500
Herald Media Inc	830	WHDH-TV, WLVI, NBC News	500
Phoenix Media/Communications	808	CitiBank	
Emerson College	805	Bain and Company	
Arnold Worldwide LLC	800	New Balance	
Ernst & Young LLP	800	Keane and Company	
New England Conservatory of Music	782	Tufts Health Plan	
Back Bay Restaurant Group Inc	702		

NOTE:

Putnam Investments, LLC (1,321 employees) does hire Cristo Rey students in job-sharing positions. However, Putnam Investments met with the Youth Jobs Coalition and said they would not hire any additional youth and that, while they had outsourced many entry level jobs, they had made no efforts to ask the company to which the jobs had been outsourced to consider hiring youth.

Gillette Co (2,200 employees) does not hire youth but gives \$10,000 to Boston Youth Fund toward salaries of youth.

VI. Companies with 100+ Employees NOT Hiring Youth [except as indicated on list with either PIC or Cristo Rey]

NOTE: This list is of companies of 100+ employees not hiring youth EXCEPT if the terms “PIC” and “Cristo Rey” are next to their names then they are participating in hiring youth under the Boston PIC or Cristo Rey programs.

357 companies in Boston of 100+ employees are NOT hiring youth.

- Further below we list law firms participating in the Boston Bar Association (BBA) program for hiring youth related to the Boston PIC Program.
- If any of these companies listed are actually hiring teens under any other program or directly, we apologize for listing them here and are eager to learn what they are actually doing

Company	Employees	Program	Source
ABERDEEN GROUP, INC	100		DBMD
ABM JANITORIAL SERVICES - NORTHERN CALIFORNIA	120		DBMD
ABNOTE USA, INC.	167		DBMD
ACADIAN ASSET MANAGEMENT, INC.	190		DBMD
ACCENTURE LLP	235		DBMD
ACME BOOKBINDING COMPANY, INC.	100		DBMD
ACTION FOR BOSTON COMMUNITY DEVELOPMENT	500		BRA 500+
ADCOTRON EMS INC.	230		DBMD
ADVENT INTERNATIONAL CORPORATION	100		DBMD
AECOM USA, INC.	150		DBMD
AEW CAPITAL MANAGEMENT, L.P. (LIMITED PARTNERSHIP)	204		DBMD
AIG (LEXINGTON AND CHARTIS INSURANCE)	1,000		BRA 500+
AIR WORLDWIDE CORPORATION	200		DBMD
ALASKA AIRLINES, INC.	113		DBMD
ALLIED SECURITY, LLC	139		DBMD
ALLSCRIPTS	200		DBMD
AMEDISYS, INC.	150		DBMD
AMERICAN AIRLINES, INC	228		DBMD
AMERICAN CLEANING CO	1,600		BRA 500+
AMERICAN CRANE AND HOIST CORPORATION	112		DBMD
AMERICAN INTERNATIONAL SECURITY CORP.	173		DBMD
AMERICAN WELL CORPORATION	102		DBMD
AMERIPRISE FINANCIAL INC	1,282		BRA 500+
AMES HOTEL	267		DBMD
ANALYSIS GROUP, INC.	150		DBMD
ANATOLIA COLLEGE	135		DBMD
ANGELO TODESCA CORPORATION	120		DBMD
ARAMARK CORP	2,039	PIC	BRA 500+
ARMENIAN NURSING AND REHABILITATION CENTER	100	PIC	DBMD
ARNOLD WORLDWIDE LLC	800		BRA 500+
ART INSTITUTE OF BOSTON AT LESLEY UNIVERSITY	1,127		BRA 500+

Company	Employees	Program	Source
ASPEN SPECIALTY INSURANCE MANAGEMENT, INC.	100		DBMD
ATHENA HEALTH	110	Cristo Rey	DBMD
ATLANTIC ASSOCIATES, INC.	202		DBMD
AU BON PAIN RESTAURANTS	742	PIC	BRA 500+
AUDAX GROUP, LIMITED PARTNERSHIP	130		DBMD
AUTOPART INTERNATIONAL, INC.	100		DBMD
AVIS RENT-A-CAR	155		DBMD
BABSON CAPITAL MANAGEMENT LLC	100		DBMD
BACK BAY HOTEL BOSTON	135		DBMD
BACK BAY RESTAURANT GROUP INC	702		BRA 500+
BAIN & CO INC	1,300	Cristo Rey	BRA 500+
BANK OF AMERICA CORP	698	PIC	BRA 500+
BANK OF NEW YORK MELLON CORP	1,386	PIC	BRA 500+
BARKAN MANAGMENT INC	350		DBMD
BARKING CRAB	180		DBMD
BATTERYMARCH FINANCIAL MANAGEMENT, INC	110		DBMD
BAY COVE HUMAN SERVICES	556		BRA 500+
BAY STATE FINANCIAL SERVICES	100		DBMD
BDO USA, LLP	130		DBMD
BE OUR GUEST, INC.	125		DBMD
BEACON HEALTH STRATEGIES LLC	349		DBMD
BEACON RESIDENTIAL MANAGEMENT, L.P.	184	PIC	DBMD
BECHTEL/PARSONS BRINKERHOFF	575		BRA 500+
BEDFORD, FREEMAN & WORTH PUBLISHING GROUP, LLC	210		DBMD
BERKLEE COLLEGE OF MUSIC	1,049	PIC	BRA 500+
BERKSHIRE REALTY HOLDINGS L.P.	151		DBMD
BEST BUY CO., INC.	200	PIC	DBMD
BEST DOCTORS, INC.	220		DBMD
BETH ISRAEL DEACONESS MEDICAL CENTER	7,192	PIC	BRA 500+
BINGHAM MCCUTCHEN LLP	650	Cristo Rey	BRA 500+
BLUE CROSS BLUE SHIELD OF MASSACHUSETTS INC	2,600	PIC	BRA 500+
BOSTON ARCHITECTURAL CENTER	661		BRA 500+
BOSTON ATHLETIC CLUB, INC	150		DBMD
BOSTON BALLET INC	115		DBMD
BOSTON BOWL	300	PIC	DBMD
BOSTON BRUINS	100		DBMD
BOSTON CAPITAL ASSOCIATES LLP	200	Cristo Rey	DBMD
BOSTON CENTER FOR REHABILITATIVE AND SUB-ACUTE CARE	169		DBMD
BOSTON COLLEGE	3,791	PIC	BRA 500+
BOSTON CONSERVATORY	299		DBMD
BOSTON DUCK TOURS	100		DBMD
BOSTON FINANCIAL GROUP LIMITED PARTNERSHIP	250		DBMD
BOSTON GLOBE/NEW YORK TIMES	2,023	PIC	BRA 500+
BOSTON HEALTH CARE FOR HOMELESS PROGRAM INC	323	Cristo Rey	DBMD
BOSTON HOME INC	180		DBMD
BOSTON LYRIC OPERA COMPANY	150		DBMD
BOSTON MEDICAL CENTER CORPORATION	4,875	Cristo Rey	BRA 500+
BOSTON PARK PLAZA HOTEL & TOWERS	600		BRA 500+
BOSTON PRIVATE BANK & TRUST COMPANY	150		DBMD
BOSTON PROPERTIES LIMITED PARTNERSHIP	200	PIC	DBMD

Company	Employees	Program	Source
BOSTON RED SOX	100	PIC	DBMD
BOSTON RENAISSANCE CHARTER SCHOOL INC	206		DBMD
BOSTON SENIOR HOME CARE	120		DBMD
BOSTON SHIP REPAIR, LLC	125		DBMD
BOSTON SYMPHONY ORCHESTRA, INC.	120		DBMD
BOSTON UNIVERSITY	9,301	PIC	BRA 500+
BOSTON YMCA & YWCA	821	PIC	BRA 500+
BRADLEY STEFFIAN ARCHITECTS	100		DBMD
BRIAR GROUP INC	100		DBMD
BRIGHAM AND WOMEN'S	11,607	PIC	BRA 500+
BRINK'S, INCORPORATED	125		DBMD
BROADWAY ELECTRICAL COMPANY, INC.	150		DBMD
BROWN BROTHERS HARRIMAN & CO	2,082		BRA 500+
BROWN RUDNICK LLP	275		DBMD
BTMU CAPITAL CORPORATION	100		DBMD
CABOT CORPORATION	140		DBMD
CAMBRIDGE ASSOCIATES, LLC	400		DBMD
CAMBRIDGE STRATEGIC MANAGEMENT GROUP	100		DBMD
CANACCORD ADAMS INC.	135		DBMD
CAPITOL BUILDING SERVICES INC	350		DBMD
CAPITOL FOOD CORP.	115		DBMD
CARAT FUSION, INC.	100		DBMD
CARIBBEAN FOUNDATION OF BOSTON	100		DBMD
CARNEY HOSPITAL	767	PIC	BRA 500+
ST. ELIZABETH'S MEDICAL CENTER	1,954	PIC	BRA 500+
CBIZ TOFIAS	150		DBMD
CBS/VIACOM	1,422		BRA 500+
CBT/CHILDS BERTMAN TSECKARES INC.	150		DBMD
CELADON SECURITY SERVICES INC	200		DBMD
CENGAGE LEARNING, INC.	100		DBMD
CHEESECAKE FACTORY RESTAURANTS INC	232		DBMD
CHILDREN'S HOSPITAL, BOSTON	7,603	PIC	BRA 500+
CHILDREN'S MUSEUM	145	PIC	DBMD
CHOATE, HALL & STEWART LLP	411		DBMD
CHRISTIAN SCIENCE MONITOR/PUBLISHING	1,300		BRA 500+
CIRCLE COMPANY ASSOCIATES, INC.	350		DBMD
CITIGROUP GLOBAL MARKETS INC.	154		DBMD
CITIZENS BANK	861	PIC	BRA 500+
CITY YEAR, INC.	109		DBMD
CODMAN SQUARE HEALTH CENTER, INC.	200		DBMD
COLONNADE HOTEL CORP	290		DBMD
COMBINED JEWISH PHILANTHROPIES OF GREATER BOSTON, INC.	135		DBMD
COMMONWEALTH LIMOUSINE SERVICE, INC.	200		DBMD
COMMONWEALTH ZOOLOGICAL CORP	130	PIC	DBMD
COMMUNISPACE CORPORATION	206		DBMD
COMPETE, INC.	100		DBMD
CORNERSTONE RESEARCH, INC.	100		DBMD
COVERYS	133		DBMD
COWEN AND COMPANY, LLC	100		DBMD
CREATIVE OFFICE INTERIORS, INC	100		DBMD

Company	Employees	Program	Source
CRITTENTON WOMENS UNION	145		DBMD
CSX TRANSPORTATION, INC.	200		DBMD
CVS CORP	1,014	PIC	BRA 500+
DANA-FARBER CANCER INSTITUTE INC	3,485	PIC	BRA 500+
DAY PITNEY LLP	115		DBMD
DEACON TRANSPORTATION, INC.	100		DBMD
DELOITTE LLP	1,200	PIC	BRA 500+
DEUTSCHE BANK AMERICAS	500		BRA 500+
DICK'S LAST RESORT OF BOSTON INC	125		DBMD
DIGITAS INC	700	PIC	BRA 500+
DIMOCK COMMUNITY CORPORATION	649	PIC	BRA 500+
DISTRIBUTION SUPPORT SERVICE INC	200		DBMD
DIVERSIFIED STAFFING GROUP, INC.	400		DBMD
DLA PIPER LLP (US)	100		DBMD
DONE RIGHT BUILDING SERVICES, INC.	130		DBMD
DONOVAN HATEM LLP	105		DBMD
DORCHESTER HOUSE MULTI-SERVICE CENTER, INC.	265		DBMD
DOUBLETREE CORPORATION	282		DBMD
DUNKIN' DONUTS	1,419	PIC	BRA 500+
DURGIN-PARK, INC.	150	PIC	DBMD
E. I. DU PONT DE NEMOURS AND COMPANY	300		DBMD
EASCARE, LLC	100		DBMD
EAST BOSTON NEIGHBORHOOD HEALTH CENTER CORPORATION	400		DBMD
EASTERN BANK	217	PIC	DBMD
EATON VANCE CORP	1,700	Cristo Rey	BRA 500+
EDGAR P BENJAMIN HEALTHCARE CENTER	190		DBMD
EDISON MISSION MARKETING & TRADING, INC.	130		DBMD
EDWARDS WILDMAN PALMER LLP	450		DBMD
ELKUS/MANFREDI ARCHITECTS LTD.	150	PIC	DBMD
EMBASSY SUITES, EAST BOSTON	112		DBMD
EMCO DISTRIBUTION LLC	150		DBMD
EMERSON COLLEGE	805		BRA 500+
EMMANUEL COLLEGE	444	Cristo Rey	DBMD
ENTERCOM COMMUNICATIONS CORP.	150		DBMD
ERNST & YOUNG LLP	800		BRA 500+
EZE CASTLE SOFTWARE, INC.	125	PIC	DBMD
FACTSET RESEARCH SYSTEMS INC.	159		DBMD
FAIRMONT COPLEY	420		DBMD
FAMILY SERVICE OF GREATER BOSTON	175		DBMD
FAULKNER HOSPITAL	1,213	PIC	BRA 500+
FEDERAL RESERVE BANK OF BOSTON	950	PIC	BRA 500+
FEDERALIST INC	200		DBMD
FEELEY & DRISCOLL, P.C.	100	PIC	DBMD
FENWAY COMMUNITY HEALTH CENTER, INC.	100		DBMD
FIDELITY	5,457	PIC	BRA 500+
FIDUCIARY TRUST COMPANY	125		DBMD
FIRST ELECTRONICS CORPORATION	114		DBMD
FIRST REPUBLIC BANK	254		DBMD
FISH & RICHARDSON P.C.	220		DBMD
FISHER COLLEGE	200		DBMD

Company	Employees	Program	Source
FLEMING'S PRIME STEAKHOUSE	260		DBMD
FOLEY HOAG LLP	405	Cristo Rey	DBMD
FOODMASTER SUPER MARKETS, INC.	300	PIC	DBMD
FOUR SEASONS-BOSTON HOTEL	520		BRA 500+
FRONTIER SCIENCE & TECHNOLOGY RESEARCH FOUNDATION, INC.	145		DBMD
FUND QUEST INCORPORATED	120		DBMD
G. GREENE CONSTRUCTION CO., INC.	120		DBMD
G2 SECURE STAFF, L.L.C.	400	PIC	DBMD
GATEGROUP U.S. HOLDING, INC.	100		DBMD
GENERAL ELECTRIC CAPITAL CORPORATION	116		DBMD
GENERAL INVESTMENT & DEVELOPMENT COMPANIES	100		DBMD
GENZYME CORPORATION	150	PIC	DBMD
GILLETTE CO	2,200		BRA 500+
GIOIOSO BROS., INC.	175		DBMD
GODDARD HOUSE	110		DBMD
GOLDMAN, SACHS & CO.	150		DBMD
GOODWIN PROCTER LLP	925		BRA 500+
GOODY CLANCY & ASSOCIATES INC	115		DBMD
GORDON BROTHERS CAPITAL, LLC	100		DBMD
GORTON SLADE & CO INC	125		DBMD
GOULSTON & STORRS	250	Cristo Rey	DBMD
GOURMET CATERERS, INC.	150		DBMD
GRANT THORNTON LLP	135		DBMD
GRANTHAM, MAYO, VAN OTTERLOO & CO, LLC	202		DBMD
GRASSROOTS CAMPAIGNS, INC.	100		DBMD
GREATER BOSTON LEGAL SERVICES, INC.	109		DBMD
GREATER MEDIA, INC.	200	Cristo Rey	DBMD
GREENBERG TRAURIG, LLP	122		DBMD
GUARDSMARK, LLC.	300		DBMD
HAMILTON BAY APARTMENTS, LLC	150		DBMD
HARBOR CRUISES LLC	200		DBMD
HARBOR HEALTH SERVICES, INC.	172	Cristo Rey	DBMD
HARD ROCK CAFE FOUNDATION, INC.	250		DBMD
HARPOON BREWERY	100		DBMD
HARVARD CLUB OF BOSTON	150		DBMD
HARVARD PILGRIM HEALTH CARE INC	800	Cristo Rey	BRA 500+
HARVARD UNIVERSITY GRADUATE SCHOOLS	799	PIC	BRA 500+
HARVARD VANGUARD MEDICAL ASSOCIATES, INC.	518		DBMD
HEBREW REHABILITATION CTR	1,600	PIC	BRA 500+
HERALD MEDIA INC	830		BRA 500+
HERB CHAMBERS	325		DBMD
HERTZ CORPORATION	300		DBMD
HILL, HOLLIDAY, CONNORS, COSMOPULOS INC	500	PIC	BRA 500+
HILTON HOTELS CORPORATION	325		DBMD
HINCKLEY, ALLEN & SNYDER LLP	125		DBMD
HOLLAND & KNIGHT LLP	100		DBMD
HOME DEPOT	700	PIC	BRA 500+
HOME FOR LITTLE WANDERERS	694		BRA 500+
HOUGHTON MIFFLIN HARCOURT PUBG	970	PIC	BRA 500+
HUMEDICA, INC.	100		DBMD

Company	Employees	Program	Source
HYATT HOTELS CORPORATION	325		DBMD
INCOME RESEARCH & MANAGEMENT INC	110		DBMD
INTERCONTINENTAL HOTELS GROUP RESOURCES, INC.	160		DBMD
IRON MOUNTAIN INC	600	PIC	BRA 500+
ISABELLA STEWART GARDNER MUSEUM INCORPORATED	140	PIC	DBMD
ITALIAN HOME FOR CHILDREN, INC.	195		DBMD
JW CHILDS	119		DBMD
J. & M. BROWN COMPANY, INC.	160		DBMD
JACOBS ENGINEERING GROUP INC.	278		DBMD
JENZABAR, INC.	100		DBMD
JEWEL SECURITY, INC.	180		DBMD
JILLIAN'S BILLIARD CLUB, INC	180		DBMD
JOHN HANCOCK	3,522	PIC	BRA 500+
JOHN SNOW, INCORPORATED	100	PIC	DBMD
JOSLIN DIABETES CENTER	700		BRA 500+
JPMORGAN CHASE BANK, NATIONAL ASSOCIATION	400		DBMD
KARAS & KARAS GLASS CO., INC.	175		DBMD
KAYEM FOODS INC	500		BRA 500+
KESSLER FINANCIAL SERVICES LIMITED PARTNERSHIP	179		DBMD
KINDRED HEALTHCARE OPERATING, INC.	128		DBMD
KIRKPATRICK & LOCKHART PRESTON GATES ELLIS LLP	200		DBMD
KIVA SYSTEMS INC	100		DBMD
KPMG LLP	1,000		BRA 500+
L.E.K. CONSULTING, LLC	175		DBMD
LEGAL SEA FOODS, INC.	125	PIC	DBMD
LEMUEL SHATTUCK HOSPITAL	591		BRA 500+
LENOX HOTEL LLC	125		DBMD
LEXINGTON INSURANCE AGENCY, INC.	225		DBMD
LIBERTY HOTEL	265		DBMD
LIBERTY MUTUAL HOLDING COMPANY INC	7,125	PIC	BRA 500+
LIFE IS GOOD COMPANY	240		DBMD
LONGWOOD EVENTS, INC.	100		DBMD
LOOMIS SAYLES AND CO	839	Cristo Rey	BRA 500+
LORD & TAYLOR LLC	275	PIC	DBMD
LOUIS, INC.	103		DBMD
LPL INVESTMENT HOLDINGS INC	500		BRA 500+
LUCKY STRIKE ENTERTAINMENT, LLC	178		DBMD
M.M. REIF LTD.	100		DBMD
M/C COMMUNICATIONS	125		DBMD
MACKENZIE WOOD INC	200		DBMD
MAGGIANO'S, INC.	130		DBMD
MANUFACTURERS' LIFE INSURANCE CO	200		DBMD
MARIAN MANOR NURSING HOME	500	PIC	BRA 500+
MARR SCAFFOLDING COMPANY	130		DBMD
MARRIOTT INTERNATIONAL, INC.	793	PIC	DBMD
MARSH & MCLENNAN COMPANIES	609		BRA 500+
MASSACHUSETTS BEHAVIORAL HEALTH PARTNERSHIP	300		DBMD
MASSACHUSETTS COLLEGE OF PHARMACY & ALLIED HEALTH SCIENCES	220		DBMD
MASSACHUSETTS EYE AND EAR INFIRMARY	1,425	PIC	BRA 500+
MASSACHUSETTS GENERAL HOSPITAL	14,207	PIC	BRA 500+

Company	Employees	Program	Source
MASSACHUSETTS SOCIETY FOR THE PREVENTION OF CRUELTY TO CHILDREN	100		DBMD
MASSACHUSETTS SPORTSERVICE INC	475		DBMD
MCCARTER & ENGLISH LLP	160		DBMD
MCDERMOTT WILL & EMERY LLP	150	Cristo Rey	DBMD
MCDONALD'S CORP	994	PIC	BRA 500+
MCGRAW-HILL COMPANIES INC	149		DBMD
MEDIA 100, INC	100		DBMD
MENDIX, INC.	120		DBMD
MERCHANTWAREHOUSE.COM, INC.	205		DBMD
MERCK SHARP & DOHME CORP.	120		DBMD
MEREDITH & GREW, INCORPORATED	110		DBMD
MERRILL LYNCH, PIERCE, FENNER & SMITH INCORPORATED	200		DBMD
METROPOLITAN BOSTON HOUSING PARTNERSHIP, INC.	136		DBMD
METROPOLITAN PROPERTIES OF AMERICA	250		DBMD
MFS INVESTMENT MANAGEMENT	1,503	Cristo Rey	BRA 500+
MIDTOWN HOME HEALTH SERVICES INC	150		DBMD
MILLENNIUM BOSTONIAN HOTEL LLC	150	PIC	DBMD
MINOT, DEBLOIS & MADDISON LP	100		DBMD
MINTZ, LEVIN, COHN, FERRIS, GLOVSKY AND POPEO, P.C	650		BRA 500+
MORGAN MEMORIAL GOODWILL INDUSTRIES, INC.	200		DBMD
MORGAN STANLEY & CO. LLC	150		DBMD
MORRISON MAHONEY LLP	275		DBMD
MULLEN COMMUNICATIONS, INC.	350		DBMD
MURTHA, CULLINA LLP	100		DBMD
MUSEUM OF FINE ARTS	757	PIC	BRA 500+
MUSEUM OF SCIENCE	300	PIC	DBMD
NASDAQ	100		DBMD
NATIONAL CAR RENTAL	100		DBMD
NATIONAL MENTOR HEALTHCARE, INC	851		BRA 500+
NEIMAN-MARCUS GROUP INC	230		DBMD
NEW BALANCE ATHLETIC SHOE INC	400	PIC	DBMD
NEW BOSTON FUND	130		DBMD
NEW ENGLAND AQUARIUM CORPORATION	300	PIC	DBMD
NEW ENGLAND BAPTIST HOSPITAL	1,024	PIC	BRA 500+
NEW ENGLAND CENTER FOR HOMELESS VETERANS	145		DBMD
NEW ENGLAND COLLEGE OF OPTOMETRY	140		DBMD
NEW ENGLAND CONSERVATORY OF MUSIC	782		BRA 500+
NEW ENGLAND FINANCIAL/MET LIFE	2,012		BRA 500+
NEW ENGLAND REINSURANCE CORPORATION	160		DBMD
NEW TECHNOLOGIES & ASSOCIATES INC	100		DBMD
NEWBURY COMICS, INC.	120	PIC	DBMD
NIXON PEABODY	900		BRA 500+
NOLAN ASSOCIATES, LLC	150		DBMD
NORTH END WATERFRONT HEALTH	125		DBMD
NORTHEASTERN UNIVERSITY	3,564	PIC	BRA 500+
NSTAR	1,337		BRA 500+
NTT DATA, INC.	200		DBMD
NUTTER, MCCLENNEN & FISH, LLP	309	Cristo Rey	DBMD
OLD TOWN TROLLEY & MINUTE MAN	100		DBMD

Company	Employees	Program	Source
OMGEO, LLC	400		DBMD
OMNI PARKER HOUSE	340		DBMD
ONEBEACON INSURANCE COMPANY	350		DBMD
OPHTHALMIC CONSULTANTS OF BOSTON	200		DBMD
P.F. CHANG'S CHINA BISTRO, INC.	100		DBMD
PALLADION SERVICES LLC	300		DBMD
PARADISE	150		DBMD
PARK PLACE LLC	100		DBMD
PARSONS CORPORATION	100		DBMD
PARTHENON GROUP LLC	200		DBMD
PARTNERS IN HEALTH, A NONPROFIT CORPORATION	120	Cristo Rey	DBMD
PAYETTE ASSOCIATES, INC.	110		DBMD
PEABODY & ARNOLD L.L.P.	262		DBMD
PEARSON INC	1,950		BRA 500+
PHOENIX MEDIA/COMMUNICATIONS	808		BRA 500+
PHT CORPORATION	170		DBMD
PILGRIM INSURANCE COMPANY	100		DBMD
PINE STREET INN, INC.	120		DBMD
PIONEER INVESTMENTS MGMT INC	1,200		BRA 500+
PLANNED PARENTHOOD LEAGUE OF MASSACHUSETTS, INC.	170		DBMD
PLYMOUTH ROCK ASSURANCE CORP	550		BRA 500+
POSTERNAK, BLANKSTEIN AND LUND	100		DBMD
PRICEWATERHOUSECOOPERS LLP	900	Cristo Rey	BRA 500+
PRIME TOYOTA	100		DBMD
PUBLIC CONSULTING GROUP, INC.	150		DBMD
PUTNAM INVESTMENTS, LLC	1,321	Cristo Rey	BRA 500+
QAS SYSTEMS LIMITED	100		DBMD
R. G. VANDERWEIL ENGINEERS, LLP	245		DBMD
RACKEMANN SAWYER & BREWSTER PROFESSIONAL CORPORATION	119		DBMD
RADIUS SPECIALTY HOSPITAL, LLC	200		DBMD
RAMADA INN	120		DBMD
RAPID7 LLC	222		DBMD
RBC WEALTH MANAGEMENT	200		DBMD
REBECCA'S COMMISSARY INC	100		DBMD
RED THREAD SPACES LLC	100		DBMD
REVERE PAUL TRANSPORTATION LLC	100		DBMD
RHODE ISLAND JOINT REINSURANCE ASSOC	140		DBMD
RICOH USA, INC.	100		DBMD
RIEMER & BRAUNSTEIN LLP	103		DBMD
ROCHE BROS. SUPERMARKETS, INC.	200	PIC	DBMD
ROGERSON COMMUNITIES, INC.	230		DBMD
ROGERSON HOUSE, INC.	100		DBMD
ROPES & GRAY LLP	990		BRA 500+
ROSCOMMON HEALTHCARE INC	100		DBMD
ROYALE	100		DBMD
RSM MCGLADREY LLC	450	PIC	DBMD
RUBIN AND RUDMAN LLP	125		DBMD
RUELALA, INC.	280		DBMD
SAFETY INSURANCE COMPANY	430		DBMD

Company	Employees	Program	Source
SAKS & COMPANY	250		DBMD
SAVE A LOT	107	PIC	DBMD
SEAPORT HOTEL LIMITED PARTNERSHIP	250	Cristo Rey	DBMD
SECURITAS SECURITY SERVICES USA, INC.	116		DBMD
SERVISAIR LLC	119		DBMD
SEYFARTH SHAW LLP	200		DBMD
SHAW'S	1,756	PIC	BRA 500+
SHAWMUT DESIGN AND CONSTRUCTION	289		DBMD
SHEPLEY BULFINCH RICHARDSON & ABBOTT INC	190		DBMD
SHERATON HOTEL	500	PIC	BRA 500+
SHERRILL HOUSE, INC.	275	PIC	DBMD
SHRINERS HOSPITALS FOR CHILDREN	470		DBMD
SIBLING RIVALRY	100		DBMD
SIEMENS MEDICAL SOLUTIONS HEALTH SERVICES CORPORATION	120		DBMD
SIMMONS COLLEGE	1,307	PIC	BRA 500+
SKADDEN ARPS SLATE MEAGHER & FLOM IWYRS	467	Cristo Rey	DBMD
SKY CHEFS, INC.	258		DBMD
SMARTER TRAVEL MEDIA LLC	130		DBMD
SMITH & WOLLENSKY RESTAURANT GROUP INC	119		DBMD
SOMERS CORPORATION	100		DBMD
SOUTH COVE MANOR INC	140		DBMD
SOUTH END COMMUNITY HEALTH CENTER	110		DBMD
SOVEREIGN BANK	661	PIC	BRA 500+
SPAULDING AND SLYE LLC	150		DBMD
SPAULDING REHABILITATION HOSPITAL	969	PIC	BRA 500+
SPORTS CLUB COMPANY INC	193		DBMD
SPRINGHOUSE, INC.	100		DBMD
STANDARD & POOR'S FINANCIAL SERVICES LLC	110		DBMD
STANDARD PARKING CORPORATION	120		DBMD
STAR SERVICE CORPORATION	150		DBMD
STARBUCKS CORP	699	PIC	BRA 500+
STARWOOD HOTELS & RESORTS WORLDWIDE, INC.	390	PIC	DBMD
STATE CLEANING SERVICE INC	250		DBMD
STATE STREET BANK & TRUST CO	5,600	PIC	BRA 500+
STAVIS SEAFOODS, INC.	116		DBMD
STOP & SHOP	1,489	PIC	BRA 500+
STUDENT ADVANTAGE, INC.	170		DBMD
SUFFOLK CONSTRUCTION COMPANY, INC.	225		DBMD
SUFFOLK DOWNS	300		DBMD
SUFFOLK UNIVERSITY	1,632	PIC	BRA 500+
SULLIVAN & MCLAUGHLIN COMPANIES, INC.	360	Cristo Rey	DBMD
SULLIVAN & WORCESTER LLP	280		DBMD
SUN LIFE ASSURANCE COMPANY OF CANADA (U.S.)	205		DBMD
T D GARDEN	850		BRA 500+
TARGET LOGISTICS MANAGEMENT LLC	150		DBMD
THOMSON REUTERS	1,400		BRA 500+
TIA'S AT LONG WHARF INC	150		DBMD
TIME WARNER ENTERTAINMENT COMPANY, L.P.	122		DBMD
TOP OF THE HUB	100		DBMD
TOWERS WATSON PENNSYLVANIA INC.	275		DBMD

Company	Employees	Program	Source
TRANS NATIONAL COMMUNICATIONS INTERNATIONAL, INC.	100		DBMD
TRO JUNG BRANNEN, INC.	130		DBMD
TRUSTEER, INC.	130		DBMD
TUFTS MEDICAL CENTER	3,915	PIC	BRA 500+
TUFTS UNIVERSITY GRADUATE SCHOOLS	500		BRA 500+
TURNER CONSTRUCTION COMPANY INC	125		DBMD
U S SECURITY ASSOCIATES INC	108		DBMD
UBS FINANCIAL SERVICES INC.	120		DBMD
ULTIMATE PARKING INC	225		DBMD
UNION OYSTER HOUSE INC	135		DBMD
UNITARIAN UNIVERSALIST ASSOCIATION, INC	150		DBMD
UNITED AIR LINES, INC.	102		DBMD
UNITED WAY OF MASSACHUSETTS BAY, INC.	105	Cristo Rey	DBMD
UNO RESTAURANTS	636		BRA 500+
USA COURIERS, INC.	120		DBMD
UTEC CONSTRUCTORS CORPORATION	135		DBMD
VALET PARK OF NEW ENGLAND INC	300	PIC	DBMD
VANTAGE GROUP INC	100		DBMD
VANTAGE TRAVEL SERVICE, INC.	145		DBMD
VERIZON NEW ENGLAND INC	1,800	PIC	BRA 500+
VFA, INC.	100		DBMD
VISITING NURSES ASSOCIATION (VNA) OF BOSTON	500		BRA 500+
WAGAMAMA, INC.	100		DBMD
WELLINGTON MANAGEMENT	2,658		BRA 500+
WELLS FARGO CAPITAL FINANCE, INC.	100		DBMD
WENTWORTH INSTITUTE-TECHNOLOGY	555	PIC	BRA 500+
WESTIN BOSTON WATERFRONT	450		DBMD
WGBH EDUCATIONAL FOUNDATION	1,100		BRA 500+
WHDH-TV, WLVI, NBC NEWS	500		BRA 500+
WHOLE FOODS MARKET GROUP, INC.	290	PIC	DBMD
WILMERHALE	733	PIC	BRA 500+
WINGATE AT BRIGHTON INC	150		DBMD
WINSOR SCHOOL INC	105		DBMD
WINSTON FLOWERS	160	PIC	DBMD
WINTER WYMAN & COMPANY, INC.	150		DBMD
WOLF & COMPANY, P.C.	120	Cristo Rey	DBMD
WOLF, GREENFIELD & SACKS, P.C.	150		DBMD
WORK INCORPORATED	166		DBMD
WSP FLACK + KURTZ	100		DBMD
XEROX BUSINESS SERVICES, LLC	110	PIC	DBMD
YANKEE GROUP RESEARCH INC.	100		DBMD

Methodology: Data compiled by Economic Justice Research Hub, LLC (www.ejresearch.org) from Dun and Bradstreet Million Dollar database (indicated by “DBMD”) and Boston Redevelopment Authority list of Boston employers with 500+ employees (“BRA 500+”).

Boston Bar Association (BBA) program for law firms hiring youth to Internships - Employer Paid, Employer Supervised

Prince Lobel Tye LLP
Chu, Ring & Hazel LLP
Ferriter Scobbo & Rodophele PC
Nixon Peabody LLP
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.
Sovereign Bank
Donnelly, Conroy & Gelhaar, LLP
Edwards Wildman Palmer LLP
Ropes & Gray LLP
Shaevel & Krems
BBA
Morrison Mahoney LLP
Peabody & Arnold LLP
Holland & Knight, LLP
Burns & Levinson LLP
Suffolk University Law School
Wolf, Greenfield & Sacks, PC
Donovan Hatem, LLP
Foley Hoag LLP
Pierce Atwood LLP
Sugarman, Rogers, Barshak & Cohen, P.C.
Massachusetts Legal Assistance Corporation
Boston Bar Association

Cooley LLP
Ropes & Gray LLP
Office of the Corporation Counsel City of Boston
Todd & Weld LLP
Collora LLP
Burns & Levinson LLP
Proskauer Rose LLP
Sunstein Kann Murphy & Timbers LLP
Hinckley, Allen & Snyder LLP
Office of the Corporation Counsel City of Boston
Shilepsky Hartley Robb Casey Michon LLP
Suffolk County District Attorney's Office
Wilmer Cutler Pickering Hale and Dorr LLP
Edwards Wildman Palmer LLP
Verrill Dana LLP
DLA Piper LLP
Goodwin Procter LLP
Anderson & Kreiger LLP
Nutter McClennen & Fish LLP
Choate Hall & Stewart LLP
Bingham McCutchen LLP
Sherin and Lodgen LLP

BBA-Paid, Employer Supervised

Massachusetts Executive Office of Health and Human Services*
Volunteer Lawyers Project of the Boston Bar Association*
Committee for Public Counsel Services*
Suffolk County District Attorney's Office*
Committee for Public Counsel Services*
Massachusetts Law Reform Institute*
United States Bankruptcy Court*

VII. Youth Jobs are important for 6 reasons:

- 1. Youth jobs are a key part of college and career readiness**, allowing youth to learn the skills and tasks needed to succeed at a job, which in turn enables them to succeed at and get future jobs. In Governor Patrick's College and Career Readiness Plan, he lays out 6 school time objectives. There's only one direct job objective – the state-funded School to Career Connecting Activities Program – so that needs increased funding.

Skills like communication, patience, leadership, teamwork, structure, and specific skills related to their job sites are what youth learn in youth jobs.

**Daiquan Bradford, youth leader in the Youth Jobs Coalition, from the
Dorchester Bay Economic Development Corporation Youth Force**

- 1) Why is youth jobs important...think about it! The fact of the matter is most children want to work, younger than the age they should, by hindering the youth how else will they compete in for jobs in the future? These aren't just jobs, these are opportunities to network, opportunities to grow professionally and opportunities to learn how to budget money. Youth jobs aren't just important it is quintessential for a youth's development!
- 2) As boy who came from watching CNN and was well informed about politics at a young age, it has indeed been a long time coming. After I turned off the television and started being a part of the answer, rather than observing the problems. I begin to question my community, there was plentiful issues that existed.... Upon engaging with the Youth Jobs Coalition it delved into the nitty gritty of all our state officials targets, as well as those who support us. I learned three things: in the process of running a campaign you must have consistency! Moreover you must understand the budget cycle, and lastly you must have a power in numbers.

2. **Youth jobs are important to economic development, as these youth are a large part of the workforce of the future.** Our population is not growing much here, so these youth are a key part of our workforce of the future. When the Youth Jobs Coalition met with an important business leader here, he talked about a program to convince college students to stay here after they graduate. This is a strategic step for him to take but it misses the opportunity to start earlier with the huge generation of youth who are now in high school and most of whom will stay in our state while only some of those in college here will stay. The youth leaders meeting with this business leader, asked, “what about us?”
3. **Youth often use part of their earnings to help the budgets of their lower wage earning families**

Vanessa Ramirez, a leader in the Youth Jobs Coalition told this story:

“When I was 13, I was homeless,” she recalled. “My mom, my sister and I, we lived in different shelters for almost two years. Once things stabilized and we were able to move into an apartment over in Jamaica Plain at Heath Street, I told my mother I was getting a job to help her out.”

Indeed, for the past two years, Vanessa has split the modest salary she’s earned as a teen counselor with Teen Empowerment with her mother, Julia, to help with the cost of medications and household expenses.

“Being able to give money that I make working after school or in the summer,” Vanessa said, “is my way of giving back for the life she gave me.”

In one study of youth at Burke High School in Boston, 50% of youth gave part of their earnings to their parents and 41% paid a specific bill their family had.

4. **These jobs take youth out of situations where they could otherwise be victims of violence or involved in violence.** It's been said for generations that the best anti-crime policy is having a job, and enabling youth to have jobs *does* lessen crime. It moves youth down a path of responsibility and accountability, giving them hope that they can be somebody and earn a living.
5. **Youth working at or near minimum wage enable non profits to serve more children and adults than they could if they had to employ adults in these jobs at somewhat higher wages.** Some youth work as counselors in summer day camps serving kids 5-14 and these programs would serve 1/3 to 1/2 fewer children if they otherwise had to hire adults at higher wages. The contributions youth make in jobs with non profits and government add to what these institutions are doing.
6. **Youth jobs lead to youth doing better in school and developing more positive social behaviors.**

[Summarized from An Evaluation of The Boston Private Industry Council's (PICs) Academic Persistence Through Employment Program (APTE) at the Jeremiah H. Burke High School in Grove Hall (Boston, Massachusetts) (November, 2011), The Summer Youth Employment Experiment (February 2012)]

Gia Barboza of Northeastern University collaborated with youth from the Burke High School in Boston, a school situated in a high violence area that is known for its high dropout rate. The study found that during the period of after school employment, youth had significantly less tardies and unexcused absences than they did before the program began. According to one youth participant, "If I can never be late for my job I also couldn't be late to class [in school]."

Additional research that took place in summer 2011 found substantial changes in risky and deviant behavior, victimization and attitudes towards aggressiveness and violence including the need to use a weapon to avoid a fight. Youth who were asked to describe the main benefits of the employment program commented that they learned about others' experiences, how to approach a problem in order to find a solution, and being given the opportunity to stay off the streets and be safe. When asked about how the program benefited the community the top response was by providing people with opportunities followed by giving people money and then by providing access to role models. Among youth who had a worksite supervisor, 71% and 54% said that their worksite supervisor was "extremely" or "very" supportive in either helping them do their job well or helping them deal with personal issues, respectively.

Professor Barboza attributes the success of the program to the role of positive youth development, in particular the role of connection, competence, character, confidence, caring and contribution. In the study, she put the different aspects of the program into a youth development framework based on the focus group findings. For example:

1. **Connection:** "Being part of it."
2. **Competence:** "I was told I'm good in math and I never was before."
3. **Character:** "I need to work on my patience in dealing with work tasks."
4. **Confidence:** "Makes me feel good to help people who need it."
5. **Caring:** "I learned how to get with others."

6. Contribution: “Being a role model for a younger girl.”

She concludes that employment programs that emphasize these 6 principles of youth development are most successful in both lowering risk taking behaviors *and* providing the critical developmental assets (skills, caring relationships, sense of opportunity) that youth need to realize their full potential.

i.e. **Prevention + Preparation = Potential**

VIII. History and Accomplishments of the Youth Jobs Coalition

In July 2009, because of the Legislature’s decision to cut funding for its YouthWorks, the forward funding system for youth jobs was slated for a cut of \$4 million or loss of 2,400 jobs during the summer of 2010. The Massachusetts Communities Action Network approached youth and community groups about this coming crisis and there was enough interest to form the Youth Jobs Coalition in the fall of 2009.

In 2010, the YJC organized a march, rally, and State House visits to legislators on February 18, 2010, that 700 youth attended. Local meetings were held with legislators. Governor Patrick found an emergency funding mechanism to restore \$4 million so the summer 2010 program was not cut.

In 2011, the YJC organized for an increase in state funding for youth jobs. On February 24, 2011, some 1100 youth and adult supporters marched to the State House, held a rally in Gardner Auditorium that Governor Patrick and legislators addressed, and then went and visited the offices of legislators. Local meetings were held with legislators. The House voted a \$1 million increase. When the State Senate debated an increase in youth jobs funding on May 25, 2012, Senators Hart, McGee, Chang-Diaz, Fargo, and Knapik all referred to local meetings they had with YJC affiliates as influencing why they were sponsoring and speaking for a budget amendment to increase youth jobs funding another \$2 million (see text of debate in the Appendix). So funding for the YouthWorks program was increased by \$3 million and funding for the School to Career Program was increased by \$750,000.

YJC began its campaign to increase business and health care hiring of youth during 2011. We joined with Mayor Menino in sponsoring a rally on May 25, 2011, asking businesses to step up and hire youth. We met with Paul Guzzi, head of the Greater Boston Chamber of Commerce. We began setting up meetings with employers to ask them to step forward on hiring youth.

In 2012, organizing efforts resulted in a \$1 million increase for the state’s YouthWorks Youth Jobs Program.

The YJC has also worked on policy issues. The state’s Commonwealth Corporation, which runs the YouthWorks program, accepted our policy recommendation to target 15% of jobs to youth who are court involved, homeless, or in foster homes. We next worked with the Commonwealth Corporation on the issue of the quality of youth jobs.

The YJC has the YJC Youth Committee where youth leaders make decisions on campaign strategies.

Over 40 youth and community groups are participating in the Youth Jobs Coalition from Boston, Lynn, Gloucester, Lowell, Chelsea, Cambridge, Somerville, Newton, Brookline, Brockton, Fall River, New Bedford, Worcester, Fitchburg, Winchester, and Springfield.

IX. Two Model Programs of Companies Hiring Many Youth

A. State Street Bank [excerpts from State Street report]

State Street provides meaningful employment placements for more than 1000 youth annually. The company uses a two-pronged approach – corporate funded and grant supported – to providing opportunities, driven by the recognition that summer employment must be provided to the full range of youth populations, including disconnected youth. We support a continuum of job opportunities starting with funding subsidized wage placements in community-based organizations for first-time job experiences, as well as placements in professional positions at State Street for those who have developed basic employability skills and are ready for more responsibility.

Meaningful employment is defined as a paid work experience with quality supervision, a well-designed learning plan, and connections to supportive services (particularly positive youth development and mentoring activities). This definition guides all of the programming listed below and life skills, work skills and learn-as-you-earn is integrated into each employment experience State Street supports.

2011 State Street Funded Youth Employment Opportunities

Funding Source	Youth Population Served
<i>Corporate: Paid Internships</i>	
190	High school- underserved youth
250	College
<i>State Street Foundation: Subsidized-wage Jobs</i>	
270	At-risk youth (Youth violence prevention through employment opportunities)
290	Underserved youth (Community-based organization placements)
Total: 1000	

State Street is committed to supporting youth employment as a fundamental corporate priority. **At a corporate level, the company recognizes the need to groom future talent from the earliest stages.** Through internships, State Street is able to both expose students to working in a corporate, financial services environment and fulfill its internal need for additional workforce resources. State Street uses a variety of recruitment methods to hire summer interns with a diverse base of experience and backgrounds—from on-campus university job fairs to working with organizations like the Boston Private Industry Council, which places underserved Boston high school students in unique summer job experiences. See addendum on for more information on State Street’s corporate internship program.

The State Street Foundation, the charitable grant making arm of State Street Corporation, believes that meaningful employment accompanied by mentoring is a key lever for positive youth development and preparation for long-term employability. It is also a key part of the solution for preventing youth violence in urban areas, an issue the State Street Foundation has taken a leadership role in addressing in Boston through the funding and management of the Youth Violence Prevention Funder Learning Collaborative. The Foundation has leveraged the support of other businesses and foundations to provide an additional 200 jobs in Boston through the company's leadership of the Youth Violence Funder Learning Collaborative for the past two summers. Additionally the State Street Foundation provides grant funding each year to support youth employment programs run by community based organizations.

**B. John Hancock MLK Scholars – Youth Jobs and Support Program
coordinated by John Hancock Financial Services Company.**

[Excerpts and summary of material from John Hancock Financial Services]

Working in close partnership with the Boston Globe, Boston University, Partners Health Care, and the City of Boston, John Hancock Scholars MLK Summer Program addresses a critical need..summer jobs for city youth. Our mission is to help develop a future skilled work force while adding significantly to the value of the community today.

Besides funding the salaries of youth jobs in different settings, both in non profits and at at John Hancock and the other partnering institutions, the youth are brought together weekly for series a weekly job readiness and life skills workshops.....[Youth] come out of the program with improved work readiness and jobs skills; a more positive outlook about their future; increased mobility beyond their own neighborhoods and greater comfort with different types of people; and increased earned income and improved attitudes about their and their families' economic outlook and their role in it.

Some 600 youth are employed each year and 2000 have taken part over the last 4 years.

NOTE: Youth for these model programs who work on-site at State Street and at John Hancock are recruited, trained, placed, and supported by the Boston Private Industry Council which receives State School-to-Career Funding to facilitate private sector employment.

From Cradle to Career: Educating our Students for Lifelong Success

Recommendations from the Massachusetts Board of Elementary and Secondary Education's Task Force on Integrating College and Career Readiness

June 2012

Massachusetts Department of
ELEMENTARY & SECONDARY
EDUCATION

EXECUTIVE SUMMARY

Six months ago, the Integrating College and Career Readiness Task Force convened with a shared belief that knowledge and skills of careers and the workplace lend essential context and relevancy to the education experiences of all of the Commonwealth's students. **The report and recommendations that follow stem from the core knowledge that students who are able to gain experience and exposure to the world of work while in high school are better prepared to persist in and complete a postsecondary education and succeed in pursuing livable wage careers.**¹ This is particularly relevant for the vast majority of students in our country who attain postsecondary credentials outside of the "traditional" four-year, residential Bachelor's degree programs.

The Commonwealth's ongoing efforts over the last twenty years to raise academic standards to expand college access have not only been justified, but ardently necessary. But as these reforms have unfolded, a closely related crisis has evolved that until very recently has been largely outside the purview of the public eye: the average high school graduate today is underprepared and lacks the necessary experience for succeeding in the workplace.² Indeed, 42% of employers rate high school graduates as "deficient" in their preparation for entry-level jobs.³ This phenomenon not only heightens the difficulty young adults have in finding work but also directly affects the likelihood of young adults persisting and succeeding in post-secondary education.

¹ Andrew Sum and Don Gillis, *The Continued Crisis in Teen Employment in the U.S. and Massachusetts*, (Center for Labor Market Studies, Northeastern University and the Massachusetts Workforce Association Board, 2012) p. 7, Web <http://www.rebhc.org/new/wp-content/uploads/2012/05/March262012TeenEmploymentReport.pdf>

² Jill Casner-Lotto, *Are they Ready to Work?*, (The Conference Board, Corporate Voices for Working Families, the Partnership for 21st Century Skills, and the Society for Human Resource Management, 2010) p. 11.

³ Ibid.

Contrary to popular belief, the average person does not obtain a post-secondary degree in four years. Most are working, or trying to work, while pursuing post-secondary education, and those who need to delay or postpone their progression to save money are substantially less likely to graduate with a degree or credential.⁴

We know that academic preparation as a prerequisite for success following high school graduation is an essential domain of a secondary education. Yet we are increasingly aware that personal and social development, as well as workplace readiness, are also of paramount importance in a young person’s K-12 education. In Massachusetts, however, we have been slow to address the growing need to equip our students with a well-rounded preparation for adulthood.

The results of this are startling: our teens are out of work, our college students are failing to identify careers of interest, our college graduates are underemployed, and our businesses are telling us that they cannot fill entry-level, career pathway positions because applicants lack the necessary training, professionalism, and social skills.

We can do something about this. Indeed, there are compelling models of integrated career readiness education already in operation here in Massachusetts. In six months of work, the members of this Task

Force articulated a clear vision that the Board of Elementary and Secondary Education can and should adopt as a policy priority for the Commonwealth:

Massachusetts must create a comprehensive state-wide system with structured, aligned, and strategic partnerships that support students’ fluid movement through elementary, secondary, and higher education into successful careers

The Task Force also identified six actionable steps that the Board of Elementary and Secondary Education can lead in pursuit of this vision. We thus recommend that BESE:

High Level Recommendations:

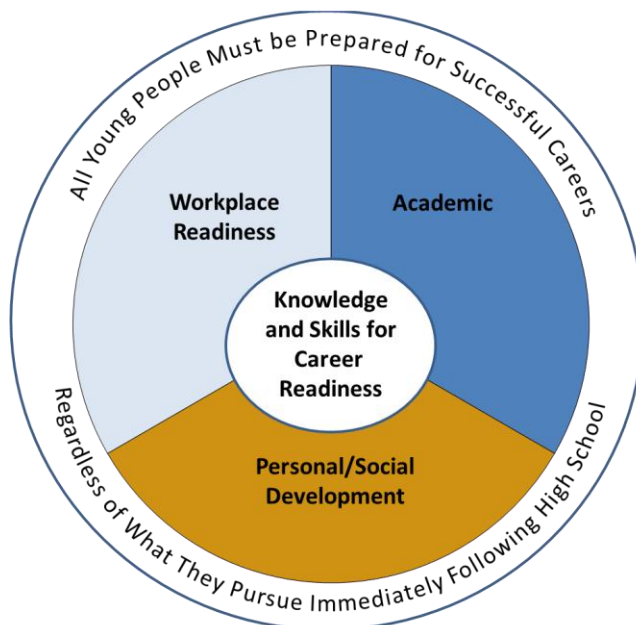
- I. Incorporate Career Readiness into Massachusetts’s Recommended Course of Study**
- II. Strengthen School, Employer, Higher Education, and Community Partnerships**
- III. Improve the Utilization of School Counselors in Deployment of Career Readiness Education**
- IV. Incentivize Schools to Create and Demonstrate Comprehensive Career Readiness Strategies**
- V. Promote the Importance of College and Career Readiness for All Students**
- VI. Explicitly Identify Personnel Responsible for Effectively Executing the Task Force Recommendations**

For our educators, our businesses, our citizens, and our economy, efforts to integrate college and career readiness education remain vital to our continued and renewed prosperity and reflect a common desire, across racial, political, and economic divides, to present every student with an equal opportunity for successful futures. Our children deserve an education that equips them for success in a 21st century, global economy. It’s time to deliver one.

VISION FOR THE FUTURE

⁴ *Time is the Enemy*, (Washington: Complete College America, 2011) pp. 2-3, Web.

To bring clarity to the debate within the education community about what constitutes career readiness, the Task Force on Integrating College and Career Readiness assigns the following definition to the term Career Readiness. **Career readiness means an individual has the requisite knowledge, skills and experiences in the academic, workplace readiness and personal/social domains to successfully navigate to completion an economically viable career pathway in a 21st century economy (see Exhibit A).**



Some post-secondary education (i.e. a certificate, apprenticeship, Associate or Bachelor degree) will continue to be a requirement for most careers our students choose to pursue; however, regardless of the type of education students pursue, college is not the final destination, but rather a milestone on a path towards a successful career yielding a family supporting wage. This is the ultimate goal for all of our students.

To achieve this goal and ensure that every student in the Commonwealth graduates from high school ready to pursue the next steps on the way to a career, Massachusetts must build a systemic three-pronged partnership: elementary and secondary education, higher education, and the Commonwealth's employers must work together to help students explore career interests in middle school, gain knowledge about and experience in workplaces during high school, and begin postsecondary education with career preparation in mind. School districts, community colleges, and employers must build such seamless pathways according to their local needs, while at the same time focusing on the long-term goal of a broader impact on the state's movement to close the skills gap and support of long-term economic growth. Massachusetts must also ensure that our early childhood education system prepares all children for entering into and succeeding through these pathways.

Massachusetts has many of the components fundamental to bringing this vision to reality and numerous successful initiatives already in motion. Creating a system that truly integrates career readiness, though, will require scaling and innovating this work far beyond its current state. By building on the strong pathways to employment that already exist, and the energy and commitment of public, private and non-profit employers, Massachusetts can lead the nation in

guiding its young people through the secondary and postsecondary education systems and successfully into the labor market.

The Task Force encourages the Board of Elementary and Secondary education (BESE) to vote to make the creation of this system a key long-term and sustained policy priority, with specific and measurable goals over the next 5 years. Furthermore, BESE should urge and support the Board of Early Education and Care and the Board of Higher Education to take similar action and vote to prioritize realizing this vision through collaboration and an ongoing investment in creating seamless pathways for our students.

The additional recommendations that follow are to ensure that in the years to come, the Department of Elementary and Secondary Education, working with interagency partners, lays the groundwork, develops the partnerships, builds the capacity, and identifies the structural changes needed to carry out this vision. A system with structured, aligned, and strategic partnerships that support students' fluid movement through elementary, secondary, and higher education into successful careers will allow us to close our skills gap, expand opportunity in this state, and continue to be a national leader in education.