



Funder: Childrens Trust of Alachua County
Contractor: Goodwill Industries of North Florida
Contractor: Minority Business Listing
Total Allocation: \$960,000
 Link to [MORE INFORMATION ABOUT TWA](#)
 Link to [TWA WORKSITE APPLICATION 2024](#)
 Link to [TWA STUDENT APPLICATION 2024](#)

**TeensWork Alachua – Fall Leadership Program
 FY2024 - Performance Measures**

How Much?	FY2024 Target
Number of teens served. Note: Target = 90% of the 40 proposed.	36
Number of community leaders who served as volunteer speakers.	4
How Well?	FY2024 Target
Teens who participated in 60 or more hours of programming. Note: 100 hours maximum; 10 weeks at 10 hours per week proposed; for Year 1 receipt of 60% or more of programming will be considered retained.	75%
Teens who report the program was valuable to them (as measured by a Youth End of Program survey approved by CTAC Evaluator).	80%
Better Off?	FY2024 Target
Youth who feel better equipped to be a leader. (as measured by a Youth End of Program survey approved by CTAC Evaluator).	75%
Youth who feel more confident. (as measured by a Youth End of Program survey approved by CTAC Evaluator).	75%
Youth who complete a civic leadership project.	75%



Youth who earned a Florida Ready to Work Soft Skills credential.	60%
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TeensWork Alachua – Summer Youth Employment FY2024 - Performance Measures

How much?	FY2024 Target
<p>Number of teens hired for employment opportunities. Definition: Number of teens who apply and are accepted into a job placement. Note: 90% of 260 proposed.</p>	235 youth
<p>Average hours worked by teens. Definition: Average hours worked as evidenced by each teens recorded attendance. Note: Maximum work hours = 150</p>	110 hours on average per teen
<p>Average hours of work readiness training attended by teens. Definition: Average number of hours that teens participated in work readiness training provided by the TWA contractor pre-employment and over the summer. Note: Maximum training hours = 14; 8 hours offered upfront and 6 trainings offered over the course of the summer.</p>	10 hours on average per teen
<p>Job coach support provided in person to teens. Definition: Number of in-person job coach meetings with teens hired to provide support or coaching over the course of their summer employment experience.</p>	2 meetings on average per teen
<p>Number of work sites. Definition: Number of approved work sites accepting teens for summer employment. Work sites refer to the primary location where youth report to work. One business may have multiple locations (e.g., Alachua County Public Library has 12 branch locations) each location employing teens would count as a work site for this measure.</p>	70 work sites
<p>Visits with work site supervisors. Definition: Count of the initial work site observation visit and check-in visits with work site supervisors.</p>	3 visits on average per work site
How well?	FY2024 Target
<p>Percent of youth retained in TeensWork. Definition: Retained means the teen worked 100+ hours over the course of the summer. This would be evidenced by attendance and payroll for hours worked. Calculation: The denominator would be all teens hired for employment opportunities. The numerator would be all teen hired for employment opportunities who worked 100+ hours.</p>	75%



<p>Work sites receive 3 or more site visits. Definition: TWA program staff would make an initial work site observation to ensure safety and quality of the workplace for youth as well as at least two additional site visits to check-in with work site supervisors and teens.</p>	85%
<p>Work site employer satisfaction. Definition: Work site supervisors will report satisfaction with the TWA program overall. TWA program staff will encourage, incentivize, and provide access to a supervisor satisfaction survey at the end of the program. Data source: Work site supervisor satisfaction survey.</p>	90%
<p>Youth received sufficient supervision and mentorship. Definition: 90% of youth completing the program will have received at two (2) in-person meeting with TWA program staff. In addition, 90% of youth will also report satisfaction with their job coach. Data source: (1) Weekly job coach contacts per teen reported to the Trust and (2) Youth satisfaction survey. Provider will encourage, incentivize, and provide access to a Youth satisfaction survey at the end of the program.</p>	90%
<p>Better off?</p>	FY2024 Target
<p>Gains in career readiness. Definition: 1) Youth will report they gained valuable work experience from the program via the youth satisfaction survey. 2) Youth will report knowledge gains in the pre and post career readiness assessment administered by the program. 3) Supervisors will report youth demonstrate improvements in work skills via a supervisor assessment of youth work skills. Calculation: The denominator would be the number of survey responses received (which should represent the majority of those completing the program). The numerator is those surveyed who demonstrate or report gains in their skills. Data source: (1) youth satisfaction survey conducted at the end of the program, (2) pre- and post-career readiness skills assessment, and (3) supervisor assessment of youth skills at the end of the program.</p>	75%
<p>Average amount of money earned by teens through TeensWork. Definition: Gross pay earned by teens through the TWA program inclusive of work hours and training. Data source: Weekly work attendance and training hours reported to the Trust.</p>	\$1,250 on average per teen
<p>Increased knowledge in financial literacy. Definition: Youth will report having gained new financial and banking knowledge per the financial literacy training assessment.</p>	80%



<p>Data source: Financial literacy subsection on the pre- and post- career readiness skills assessment.</p> <p>Calculation: The denominator would include all teens with completed assessments (which ideally should represent the majority of those completing the program). The numerator is those youth surveyed who have indicated gains in their skills.</p>	
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