

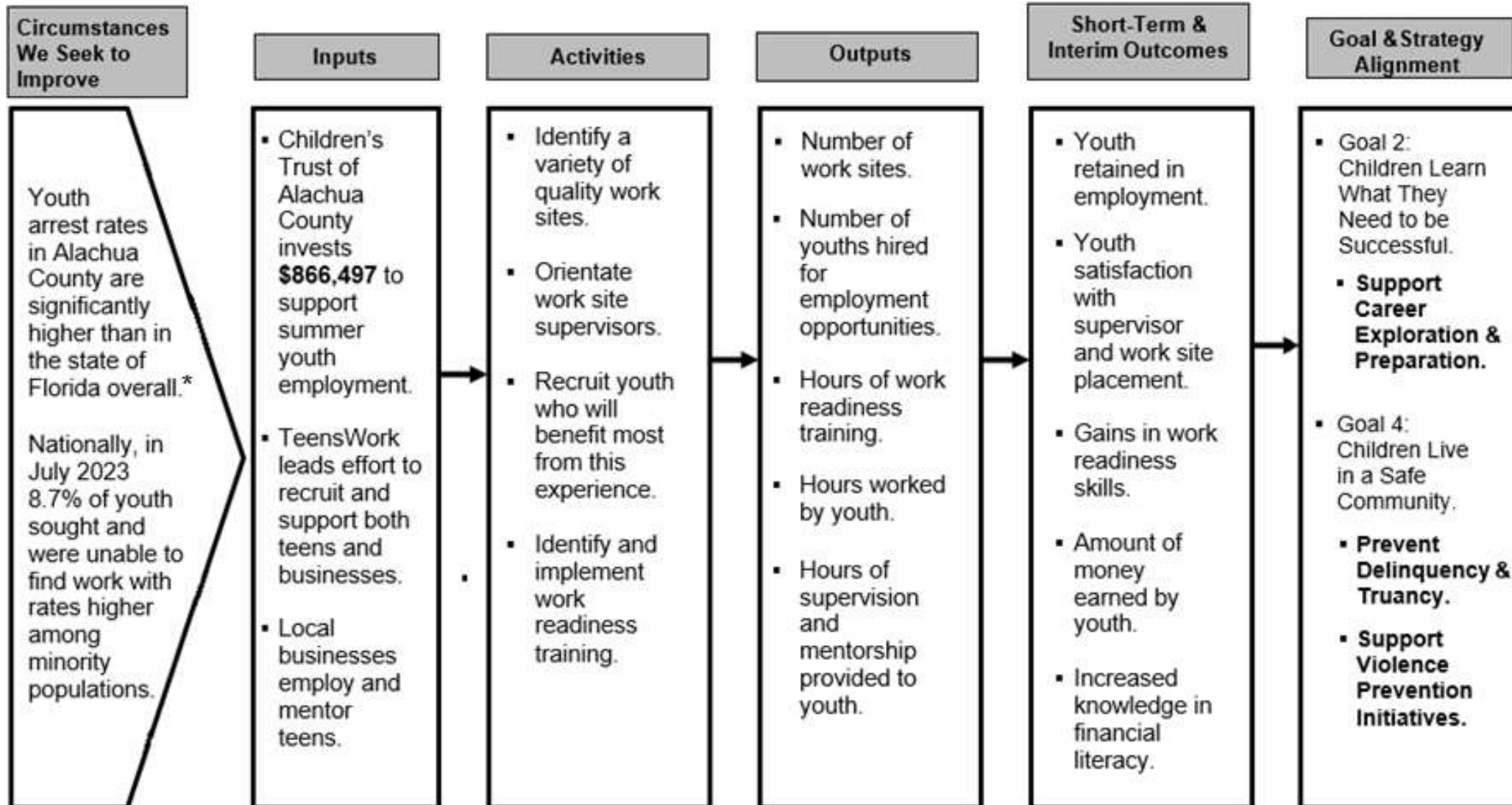


CHILDREN'S TRUST
OF ALACHUA COUNTY

TeensWork Alachua
Evaluation Results and Recommendations

November 13, 2023

TeensWork Logic Model



Program Model



6 - 8 weeks of employment



Up to 25 hrs per week



10 hrs of work readiness training
(inclusive of financial literacy)



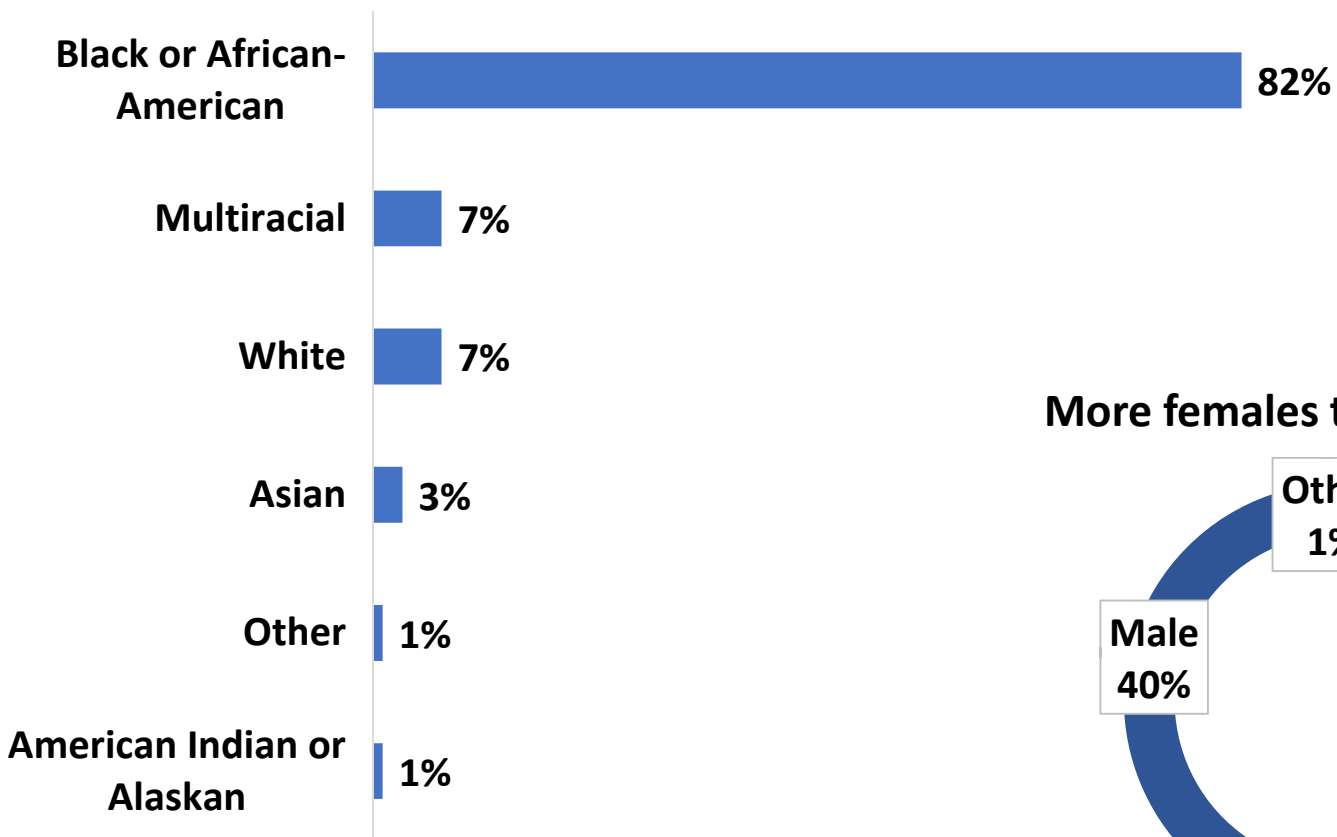
Job coach support and mentoring



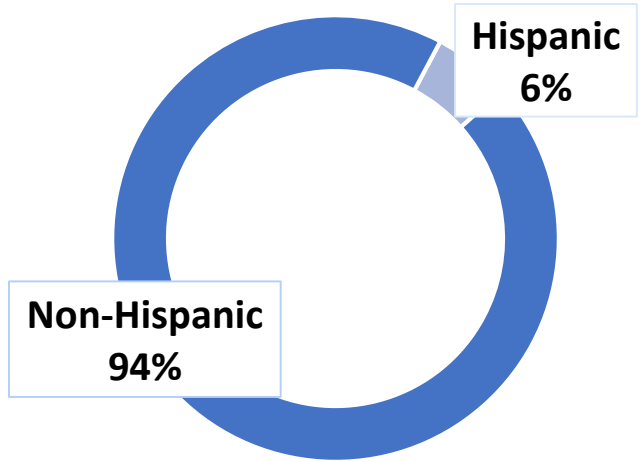
Establish a bank account and setup
direct deposit

Demographic characteristics of TeensWork youth.

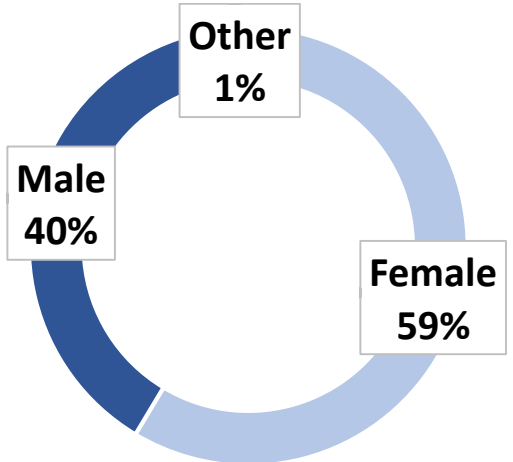
Large majority of teens are Black or African American.



Most youth are non-Hispanic.



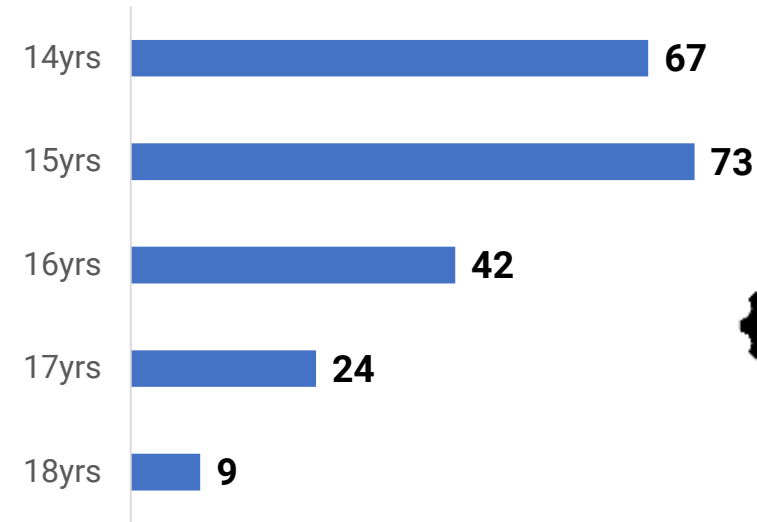
More females than males.



TeensWork participants were younger.

Two thirds of youth were **14** or **15** years old.

Average Age = **15.2** years old

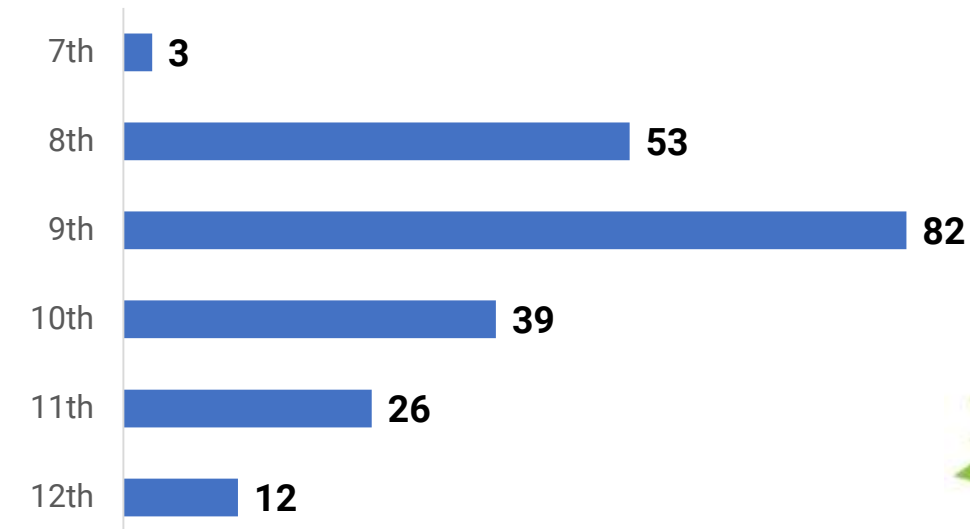


70% of youth indicated this was their **first job**.

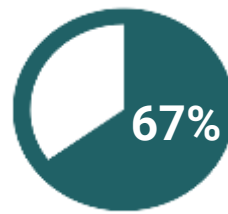


26% of youth participated in TeensWork in **summer 2022**.

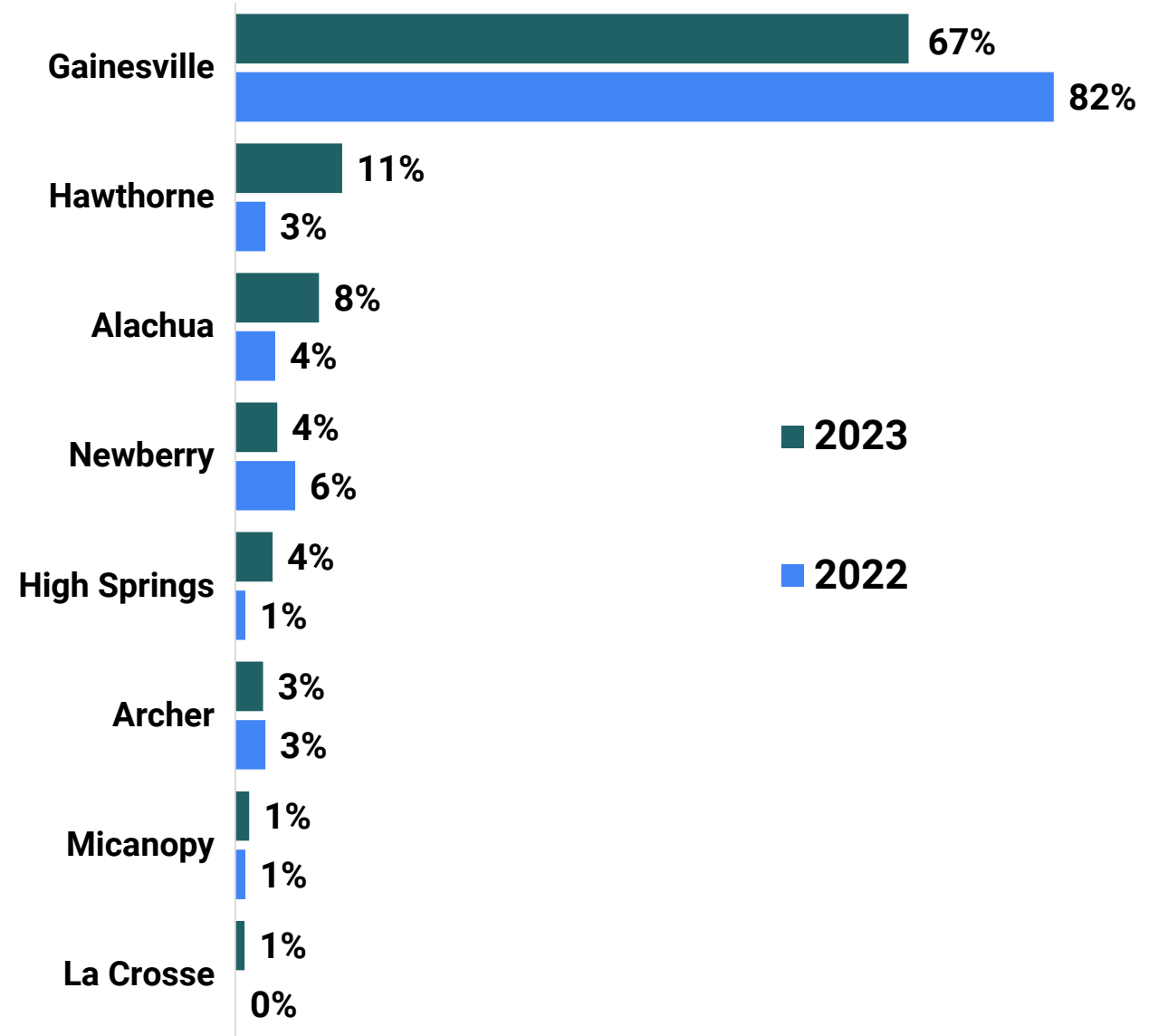
Grade in **2022-2023** School Year.



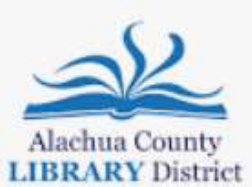
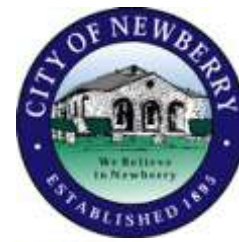
More youth from rural areas were served in Year 2.



Two thirds of youth served are from Gainesville.



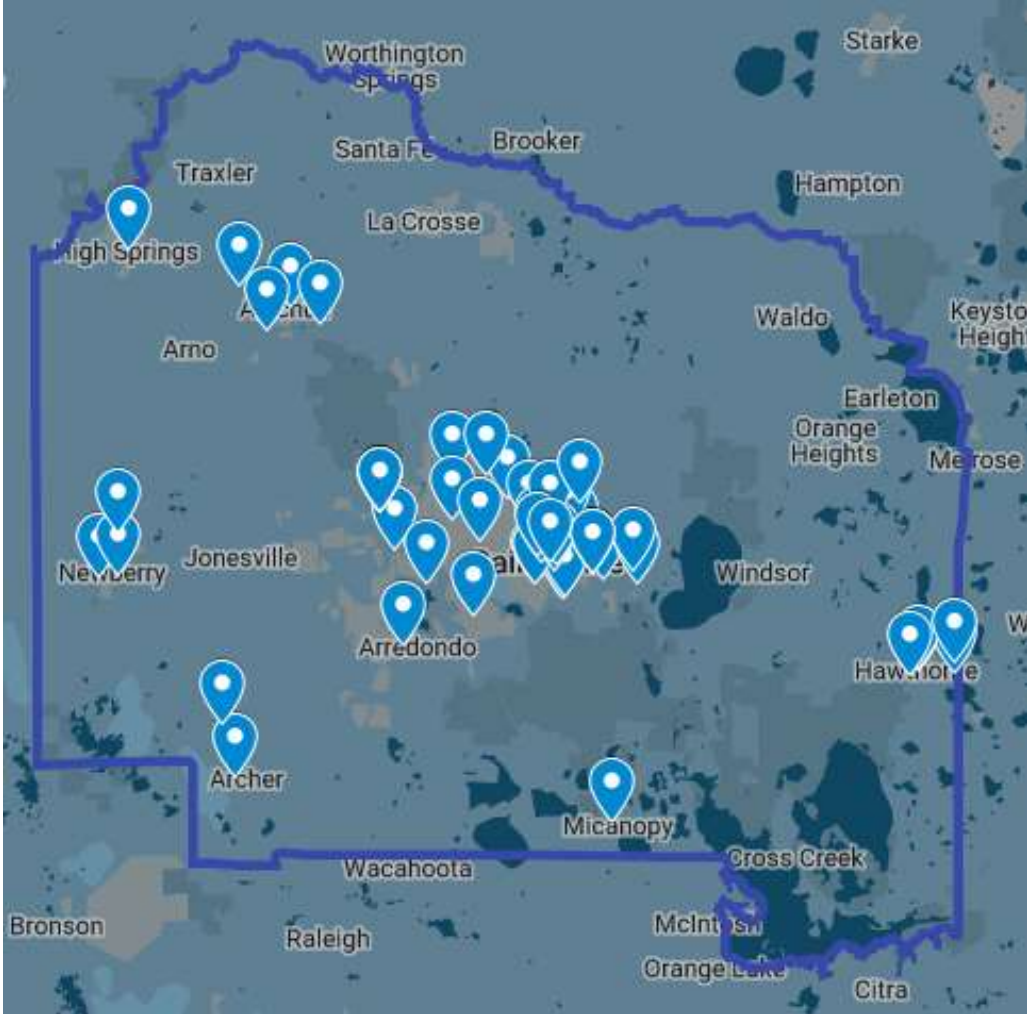
Who were employers and work sites?



TeensWork had more rural work sites in Year 2.

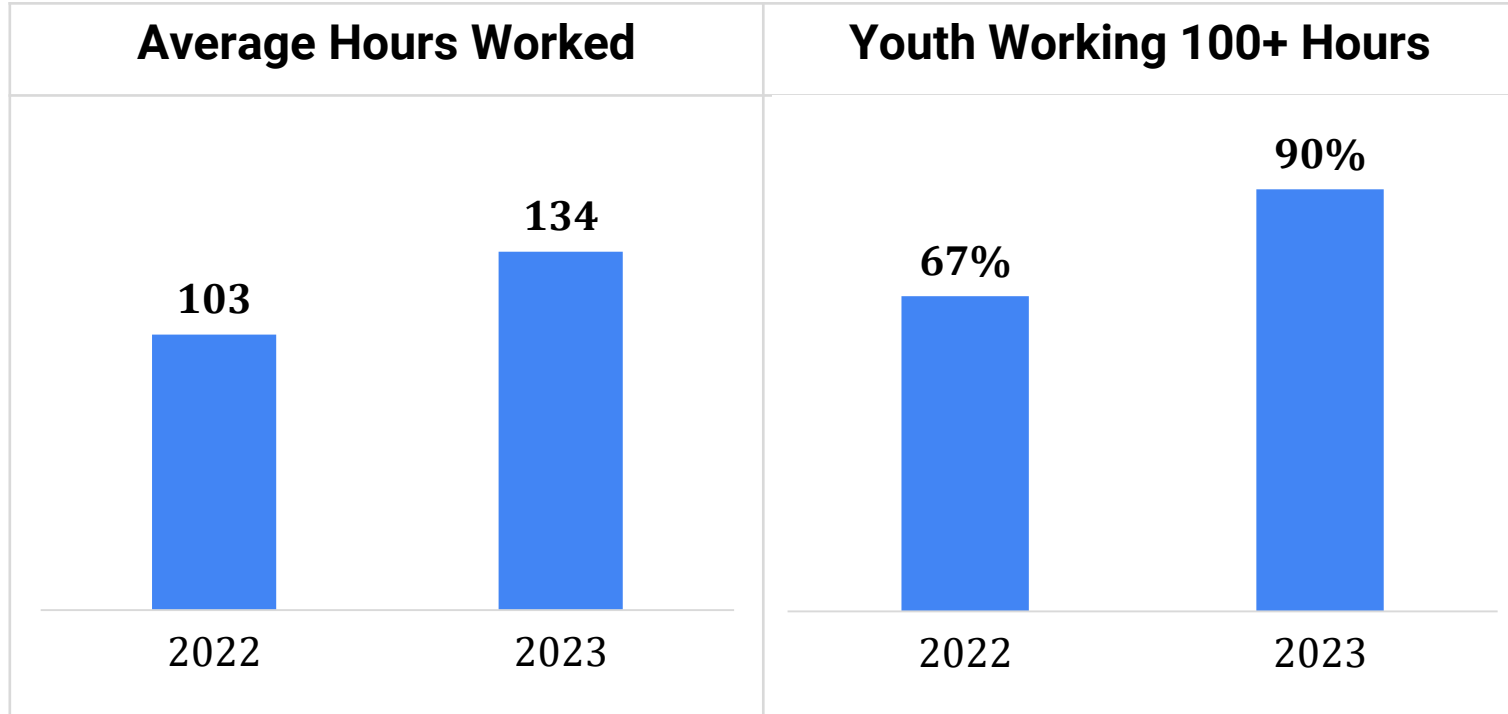


Work sites: 2022



Work sites: 2023

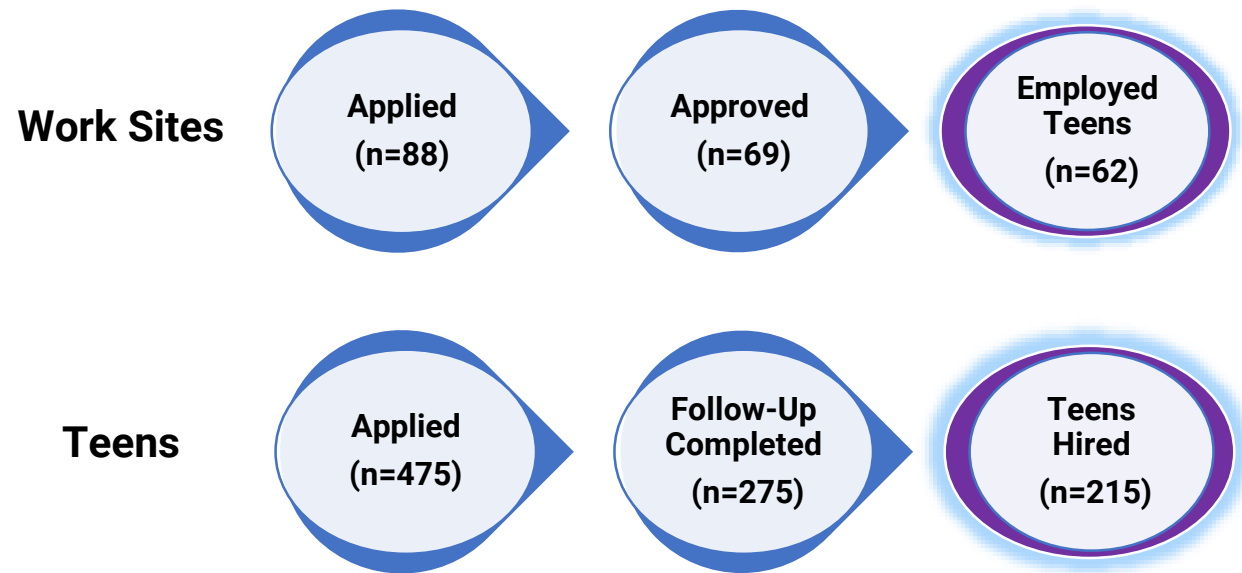
Teens worked more hours and were retained at higher rates than last year.



Performance Measures

How Much?	FY23 Target	FY23 Actual
Number of youth recruitment events.	5	4
Attendance at youth recruitment events.	100	273
Number of approved work sites.	70	69
Number of teens hired for employment opportunities.	220	215
Average hours worked by teens.	110	134
Average hours of training attended by teens.	10	8
Job coach support meetings in-person with teens.	400	378
Training and site visits to work site supervisors.	500	454

On-Boarding Process

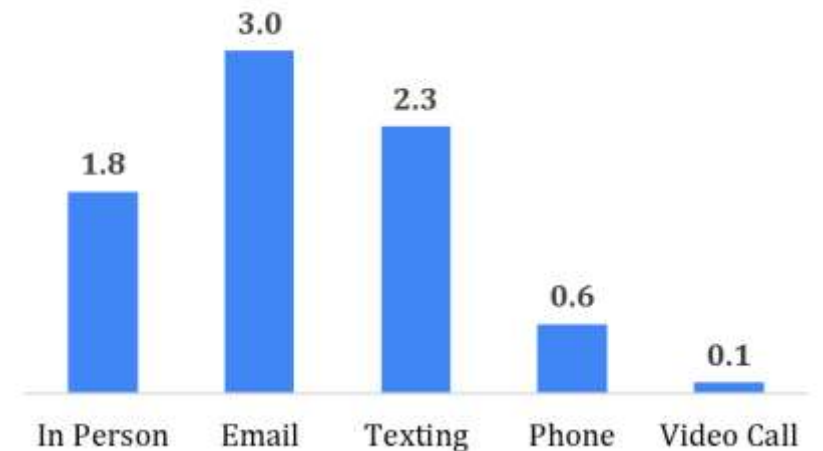


Performance Measures

How Well?	FY23 Target	FY23 Actual
% of teen applicants who reside in rural areas.	30%	29%
% of work site applicants in rural areas.	25%	34%
% of teens retained in TeensWork.	70%	90%
% of teens who attended the TeensWork celebration.	50%	23%
Work sites receiving weekly in-person site visits.	90%	3%
Work site employer satisfaction.	90%	86%
Youth received sufficient supervision and mentorship.		
1) Teens will receive at least two in-person meetings from their job coach.	90%	64%
2) Teens will report satisfaction with the support they received from their job coach.	90%	95%

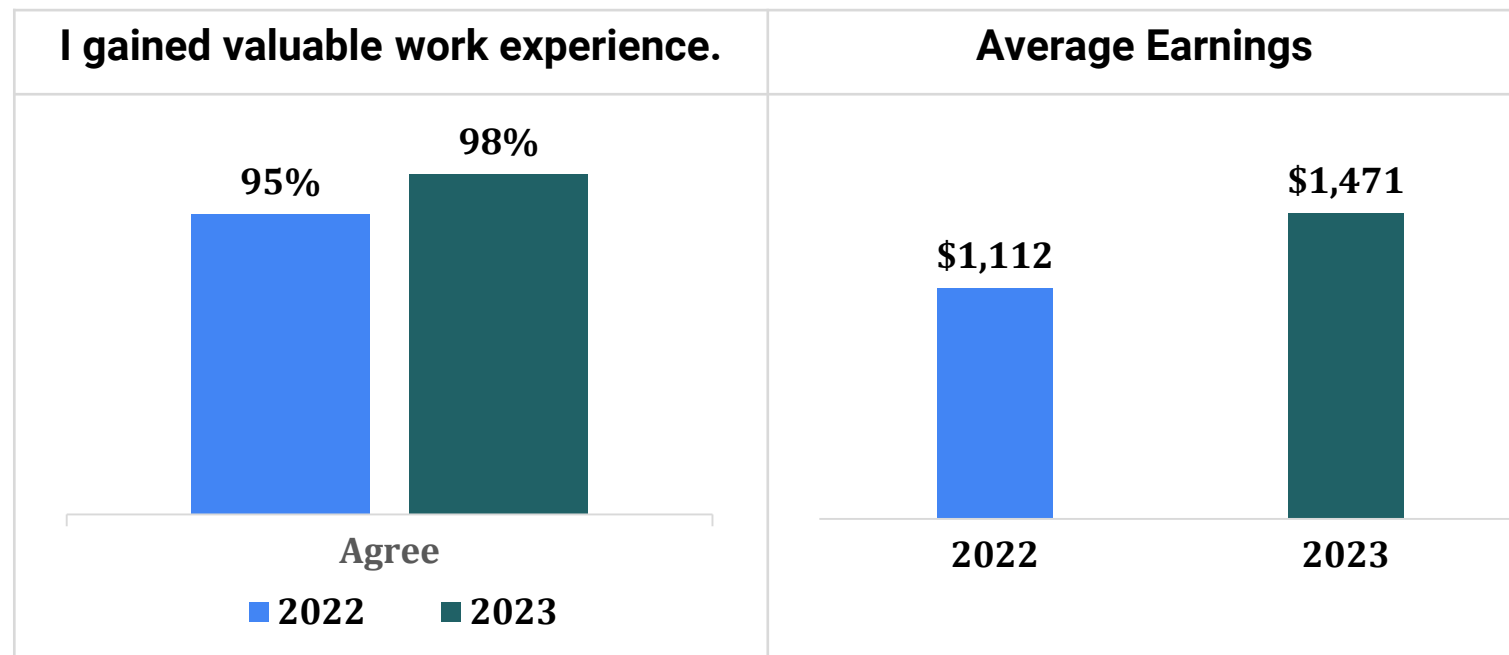
Overall, youth received an average of **7.8** contacts from their job coach. The most prevalent type of job coach contact was emails and texting.

Average Job Coach Contacts by Type



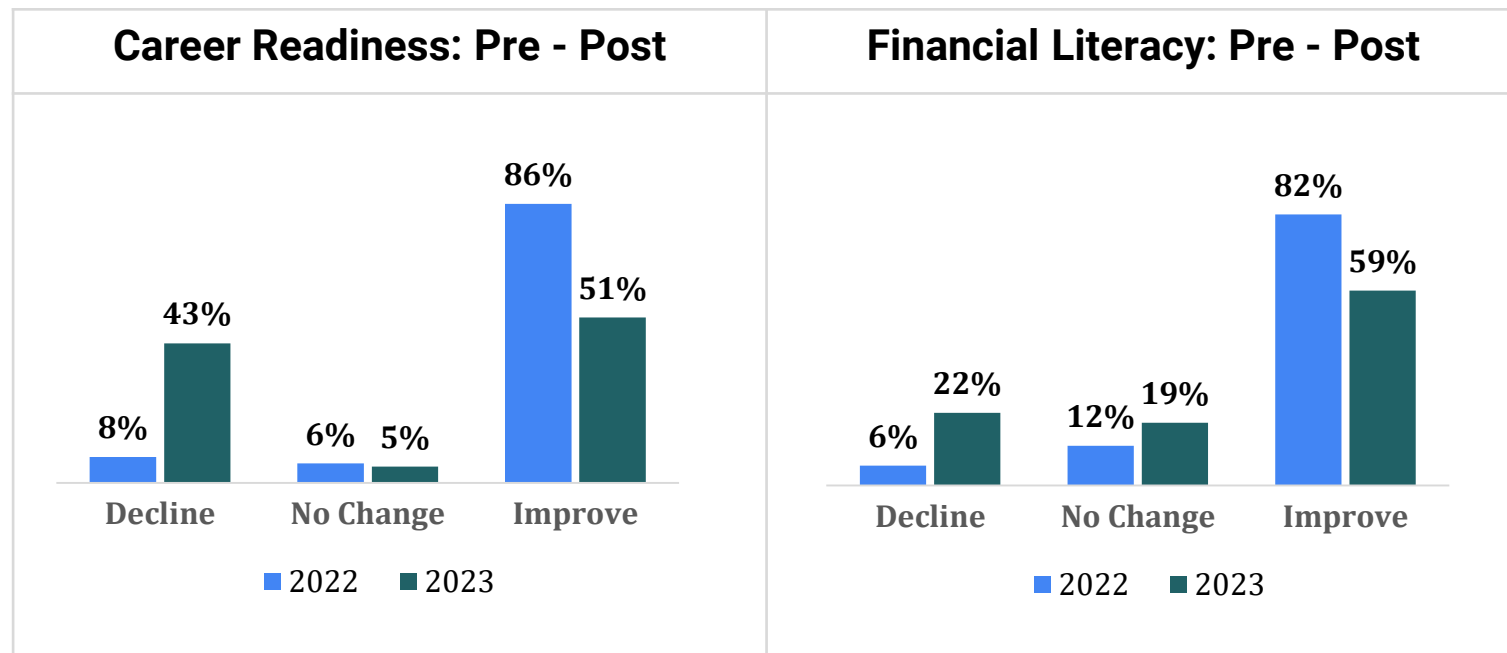
Performance Measures

Better Off?	FY23 Target	FY23 Actual
Gains in work readiness skills.		
1) Youth will report they gained valuable work experience from the program.	75%	98%
2) Youth will report gains in the pre and post work readiness assessment.	75%	51%
3) Supervisors will report youth demonstrate improvements in work skills.	75%	--
Average amount of money earned by teens.	\$1,250	\$1,471
Increase knowledge in financial literacy.	80%	59%



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Youth Perspectives

I gained valuable work experience (98%).

I had the proper support to be effective in my job (95%).

My work supervisor provided feedback on my work (94%).

I received regular support from my job coach (95%).

The trainings I completed were helpful (97%)

I learned skills through my work that will benefit me (98%).

My TeensWork experience prepared me for future jobs (98%).

What impact has the TeensWork program had on you?

- Work Experience
- Job Skills
- Connections
- Responsibility

- “Having my first job experience.”
- “Showed me what it’s like to have a job and some responsibilities. It also showed me the meaning of teamwork and how everyone really helps each other to make the company growing and improving.”
- “The TeensWork program taught me how to be responsible and respectful and work on my communication skills.”

[Youth Satisfaction Survey](#)



Supervisor Perspectives

- ✓ TeensWork added value to my business (**83%**).
- ✓ Youth assigned were a good fit for my business (**81%**).
- ✓ Youth received sufficient supervision and mentorship (**92%**).
- ✓ Youth gained valuable skills working at my business (**97%**).
- ✓ TeensWork provided adequate training & support. (**78%**).
- ✓ Communication with TeensWork staff was satisfactory (**83%**).

Why did you choose to participate in TeensWork Alachua?

- To Help Teens
- Provide Work Experience
- Future Preparation
- Keep Teens Safe
- Staffing/Help Needed

→ “We believe in this program and keeping teens off the streets and earning a paycheck.”

→ “To help youth in Hawthorne gain needed job opportunity and training.”

→ “I was short staffed and needed help. This was a way to help my business and the students get experience.”



Program Results

- **62** work sites.
- **215** teens hired.
- **8 hours of training** received (on average).
- **28,745** hours of work clocked.
- **\$1,471** earned (on average).
- **134 hours worked** (on average).
- **8 support contacts** from job coaches (on average).

Key Successes

- Increased number and **geographic distribution of work sites.**
- Increased **teens served from rural areas.**
- **90%** of **teens worked 100+ hours**; an increase from 67% in 2022.
- Teens reported very **high levels of satisfaction.**
- **98%** of teens report they gained **valuable work experience, preparation for future jobs, and skills that will benefit them** in the future.
- **97%** of employers also agreed **teens gained valuable skills.**

Areas for Improvement

- Start earlier and provide more training for teens and employers.
- Facilitate interview opportunities.
- More job coach support for teens and employers.
- Refine assessment and ensure participant awareness of the purpose of assessments to limit social desirability bias and increase response rates.

Action Steps Already Underway

- Some TeensWork staff positions will be year-round (versus part-time and temporary).
 - Help to attract quality staff, build long-standing relationships and start earlier.
- More training for employers and teens.
 - Plans include starting earlier and a more robust onboarding for employers.
 - In addition to 8 hours pre-employment training, teens will participate in 6 hours (1 hour per week) of career readiness and financial literacy training.
- More job coach support for teens & employers.
 - Examine a variety of ways support is given, but continued emphasis on a minimum number of in-person visits.
- Evaluation support will be provided on design and implementation of assessments.

TeensWork Alachua 2024

- **TWA Fall Leadership & Florida Ready Work Session**
 - 40 students ages (14-18)
 - 10 hours a week, \$12 an hour
 - Community and/or Civic Engagement Project
 - State of Florida Soft Skills Credentials
- **Cities for Financial Empowerment Fund**
 - Grant written by Goodwill to secure \$20,000
 - Certifies TWA Coaches as Financial Coaches
 - Financial coaching to TWA students and Families
- **TWA Summer Employment Session**
 - Employee recruitment & orientation
 - Student recruitment (260 Students)
 - 8 hours of preemployment training
 - 6 week of summer employment
 - 25 hours a week, \$12 an hour
 - 6 additional hours of virtual employment training
 - End of the Program Celebration
- **New Partnerships**
 - Greater Gainesville Chamber & Rural Chambers
 - Alachua County Career Source