

Attachment B: Literature Review and Logic Model

In July 2021, the unemployment rate among young people (ages 16 to 24) stood at ten percent (Bureau of Labor Statistics, 2021). Unemployment is defined by those actively seeking, but unable to find work. While there are obvious financial hardships associated with unemployment, the negative psychological impact of unemployment has also been well-documented (Belle & Bullock), and may be particularly profound for youth who are developing their identity, sense of worth, and fit in society. Without legitimate opportunities to contribute, teens may be more likely to pursue illegitimate options. In fact, multiple randomized experimental studies confirm that summer youth employment programs reduce criminal justice involvement for youth who participate compared to those who did not (Heller, 2021).

Rates of violent crime in Alachua County nearly double those in the state of Florida (662 versus 381 per 100,000) (Florida Department of Health, 2020). Further, youth arrest rates in Alachua County outpace the state of Florida (18.1 versus 13.1 youth arrested per 1,000). Relative to the unemployment among all individuals (5.4%), unemployment among young people is nearly twice as high (10.0%).

Obtaining one's first job is a significant milestone to adulthood, but many youth face challenges in obtaining jobs.

Youth employment programs offer a means for possibly addressing an important social and equity issue in Alachua County. As it is noteworthy, youth arrests disproportionately involve Black youth (79% of youth arrested) (Florida Department of Juvenile Justice, 2020)¹. Unemployment rates disaggregated by race demonstrate disparities, with rates of unemployment highest in Black youth at 13.6%, followed by Asian (12.3%), Hispanic or Latino (11.7%), and lowest in Whites (8.9%).

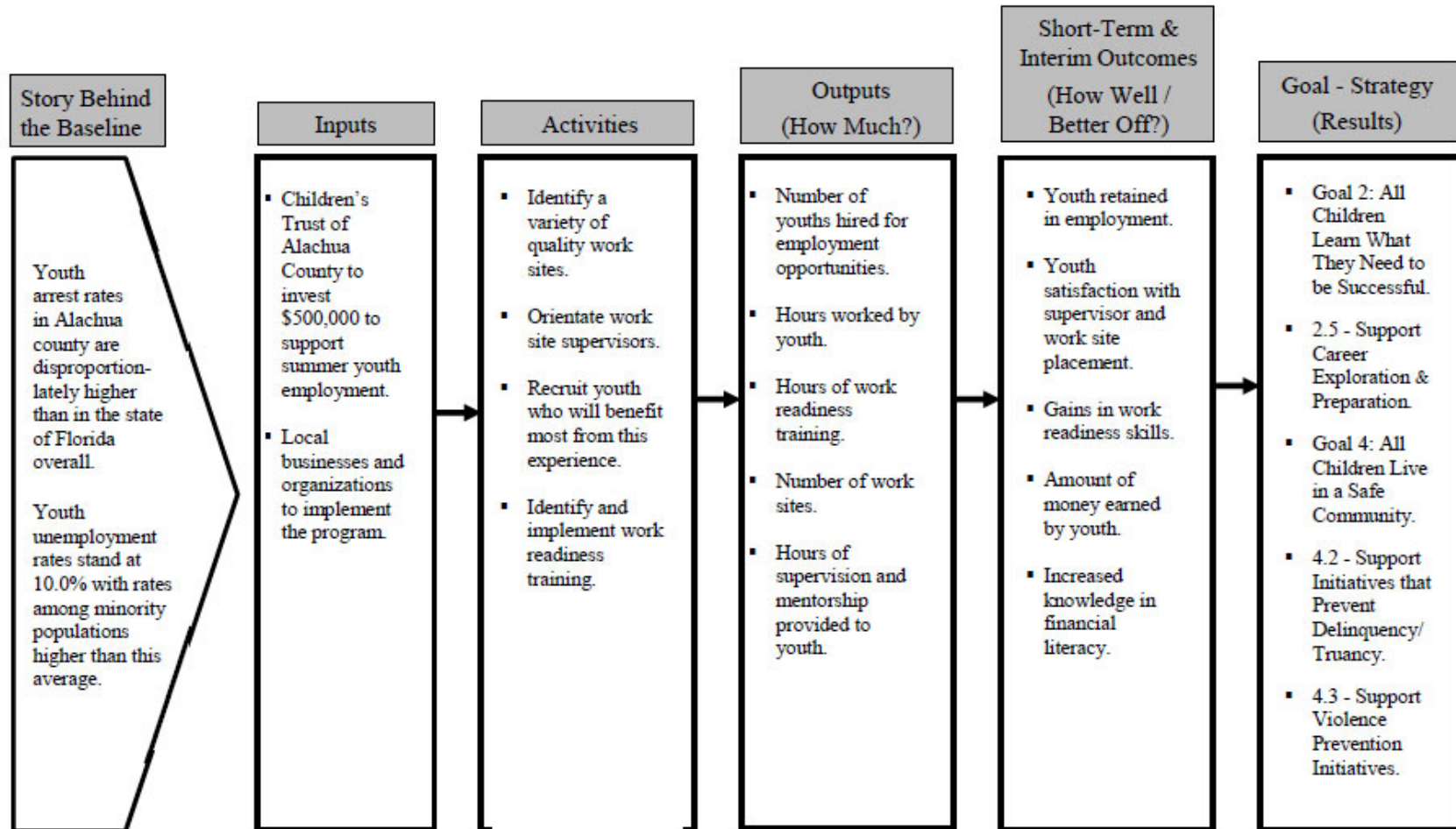
¹ Of all youth (ages 10-17) arrested in Alachua County (FY2019-2020): 79% Black, 18% White, 2% Hispanic, and <1% Other. The youth (ages 10-17) population in Alachua County: 51% White, 29% Black, 12% Hispanic, and 7% Other.

Benefits of summer youth employment programs have been well-documented. Youth employment programs expose youth to meaningful employment experiences and supportive adult relationships. Programs document increases in self-esteem and confidence, skill and knowledge development, high school graduation rates, reducing criminal behavior, and teen pregnancies among participants (Heller, 2021; Sachdev, 2011).

Beyond the youth themselves, these programs benefit the employers and society. Employers who have hosted youth employment programs indicate it helped them to increase productivity and train future workers (Sachdev, 2011). Developing skills and talent in our workforce is essential to continue the needed services and infrastructure of our society.

Below presents the logic model visually depicting the pathway beginning with current situation which we are seeking to change alongside resource inputs, activities, outputs, and short-, interim-, and long-term outcomes in support to the goal of promoting a safe community and youth learning what they need to be successful.

Logic Model: Teens Work Alachua



Note: The definition of unemployment is those who are seeking but unable to find work.

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