



**CHILDREN'S TRUST**  

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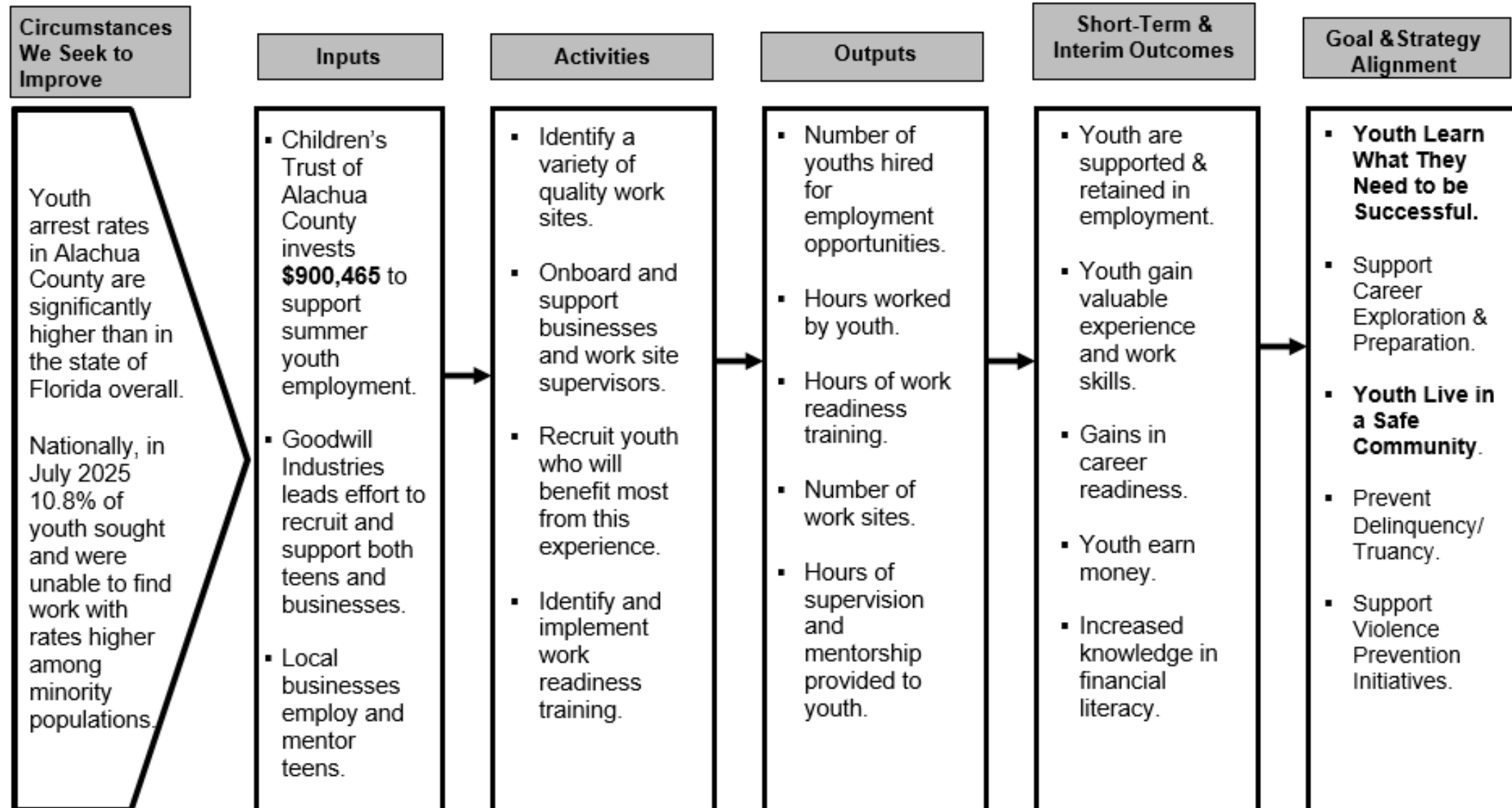
**OF ALACHUA COUNTY**

# **TeensWork Alachua**

## **Evaluation Results – Year 4**

**November 10, 2025**

# TeensWork Logic Model



# Program Model



6 - 8 weeks of employment



Up to 25 hrs per week



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



Job coach support and mentoring

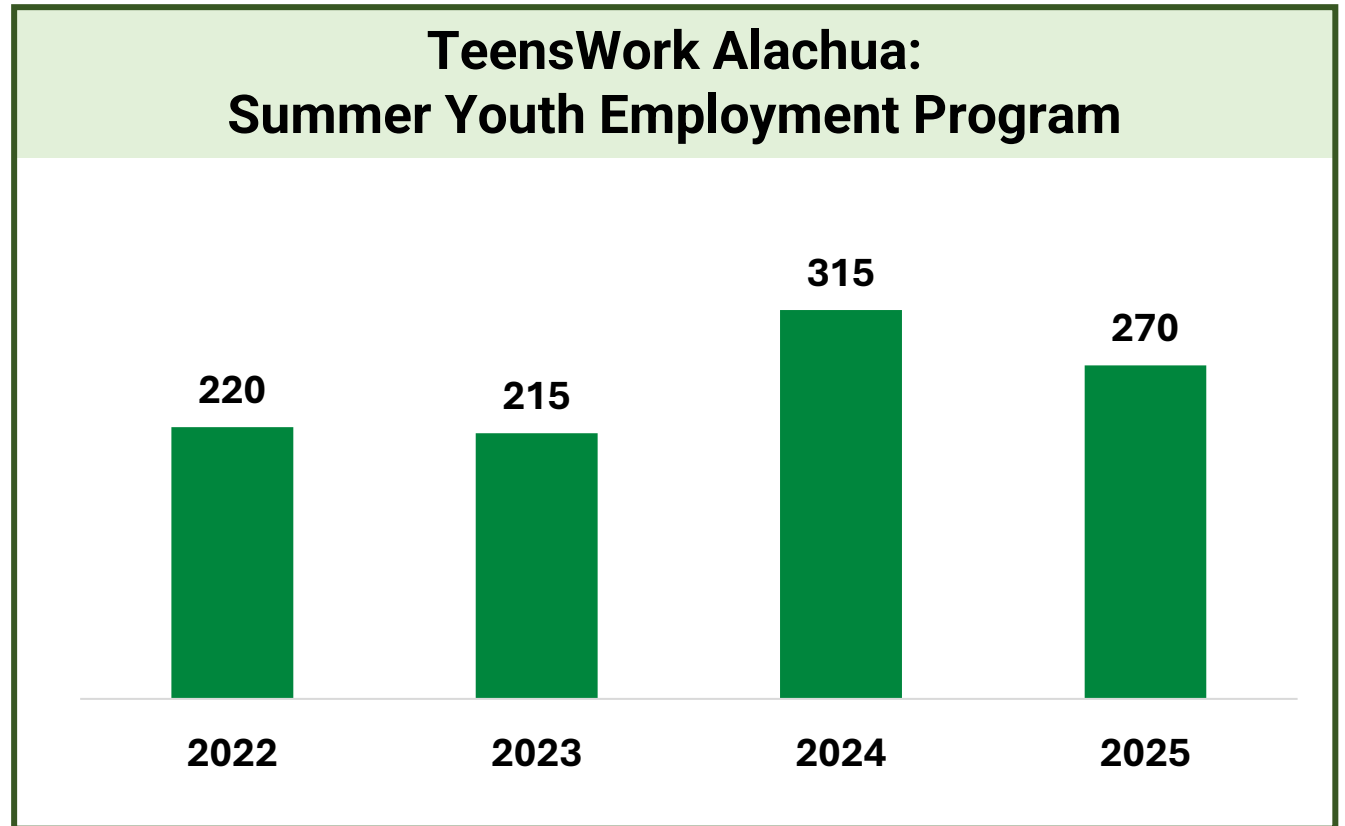


Establish a bank account and setup  
direct deposit

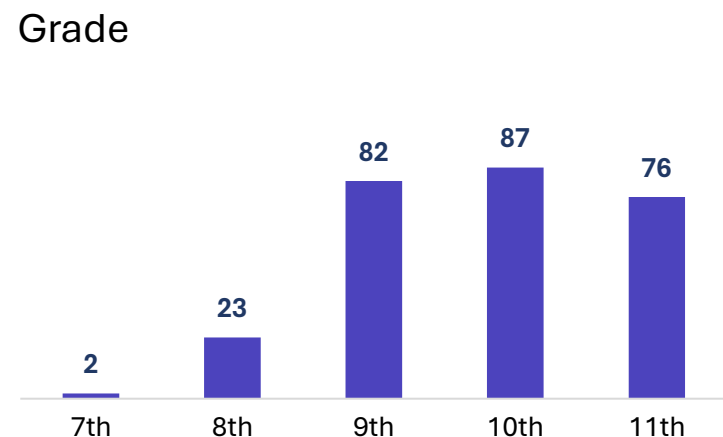
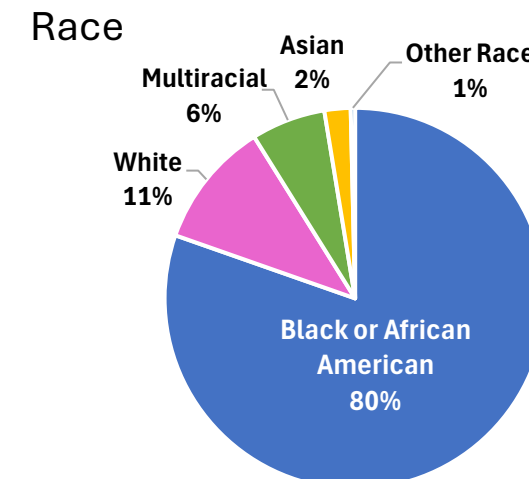
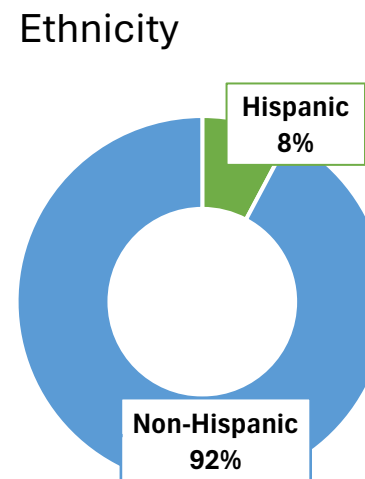
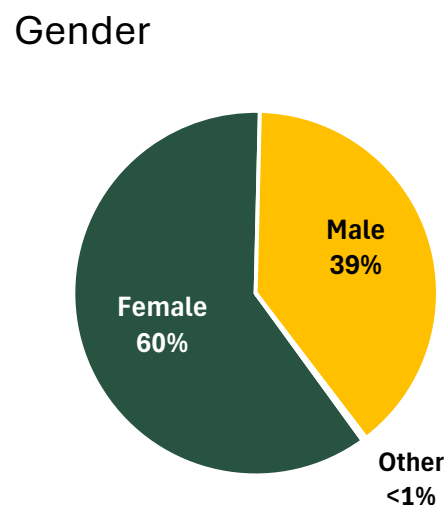
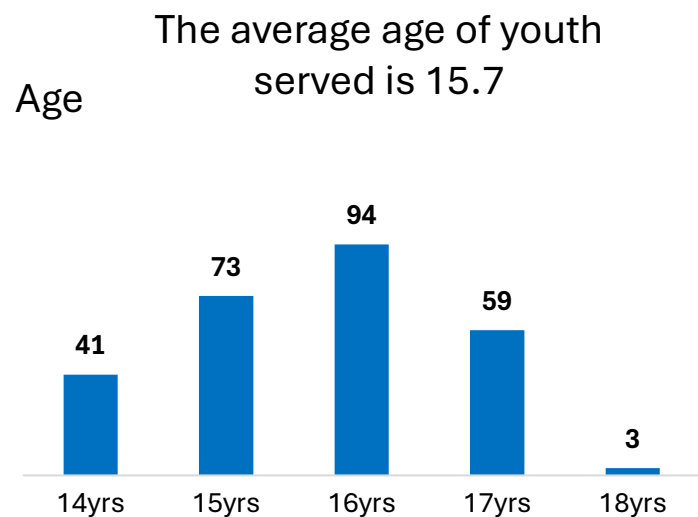
# Youth Served



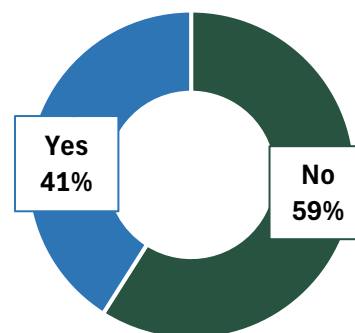
## Youth served with funding from Children's Trust of Alachua County



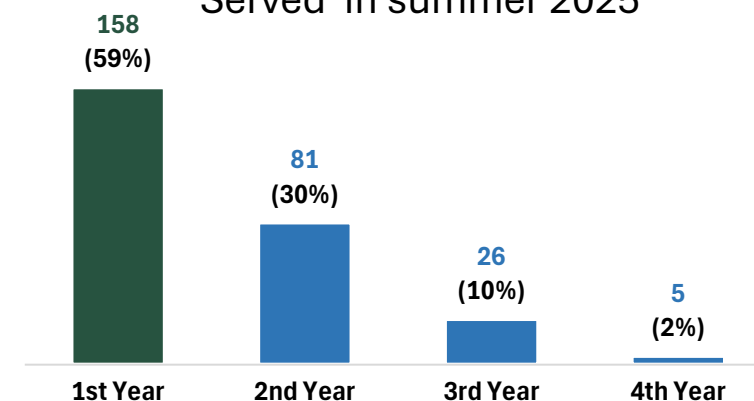
# Who are Youth Served?



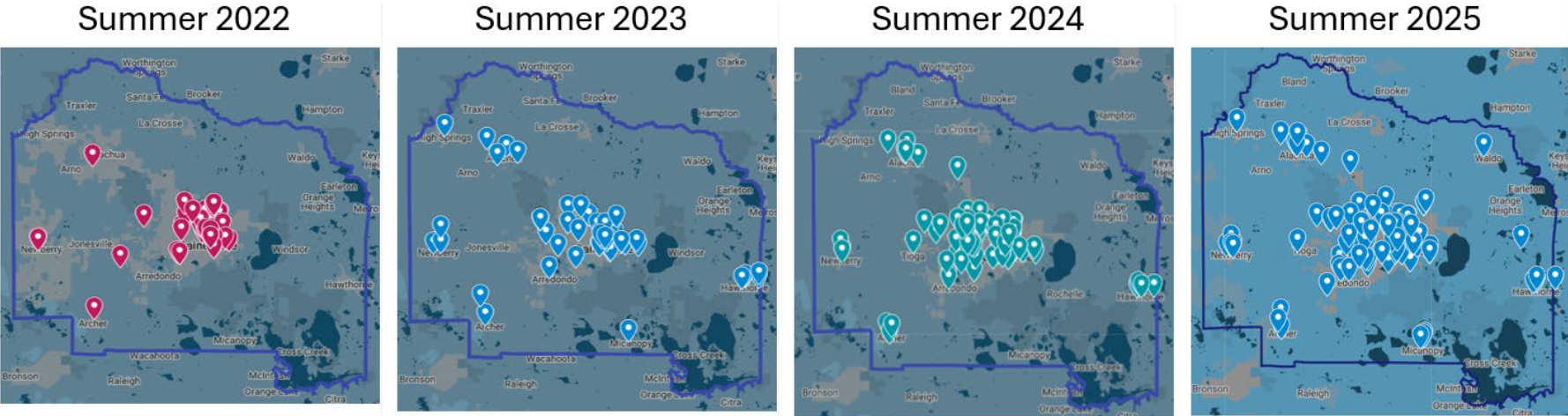
**Participated in TeensWork Previously**



**Participation History of Teens Served in summer 2025**



# Work Site Locations



42 work sites

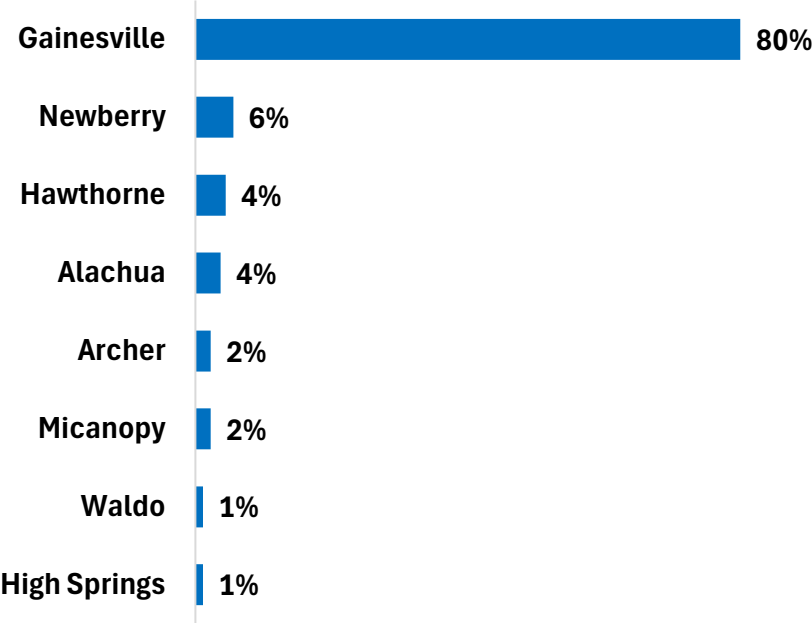
62 work sites

97 work sites

125 work sites

# Youth Served by Residence

Youth Served by City of Residence



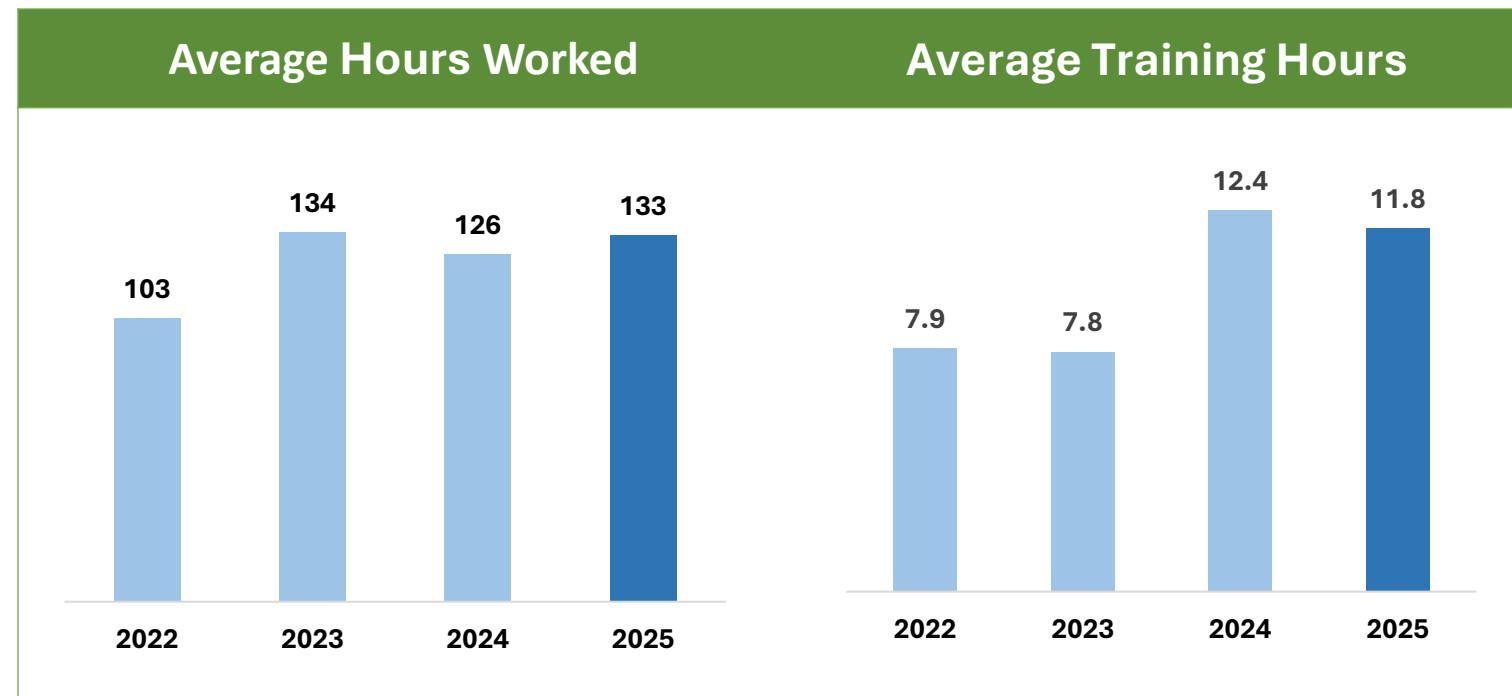
# Who were TeensWork Employers?



# Performance Measures: How Much?



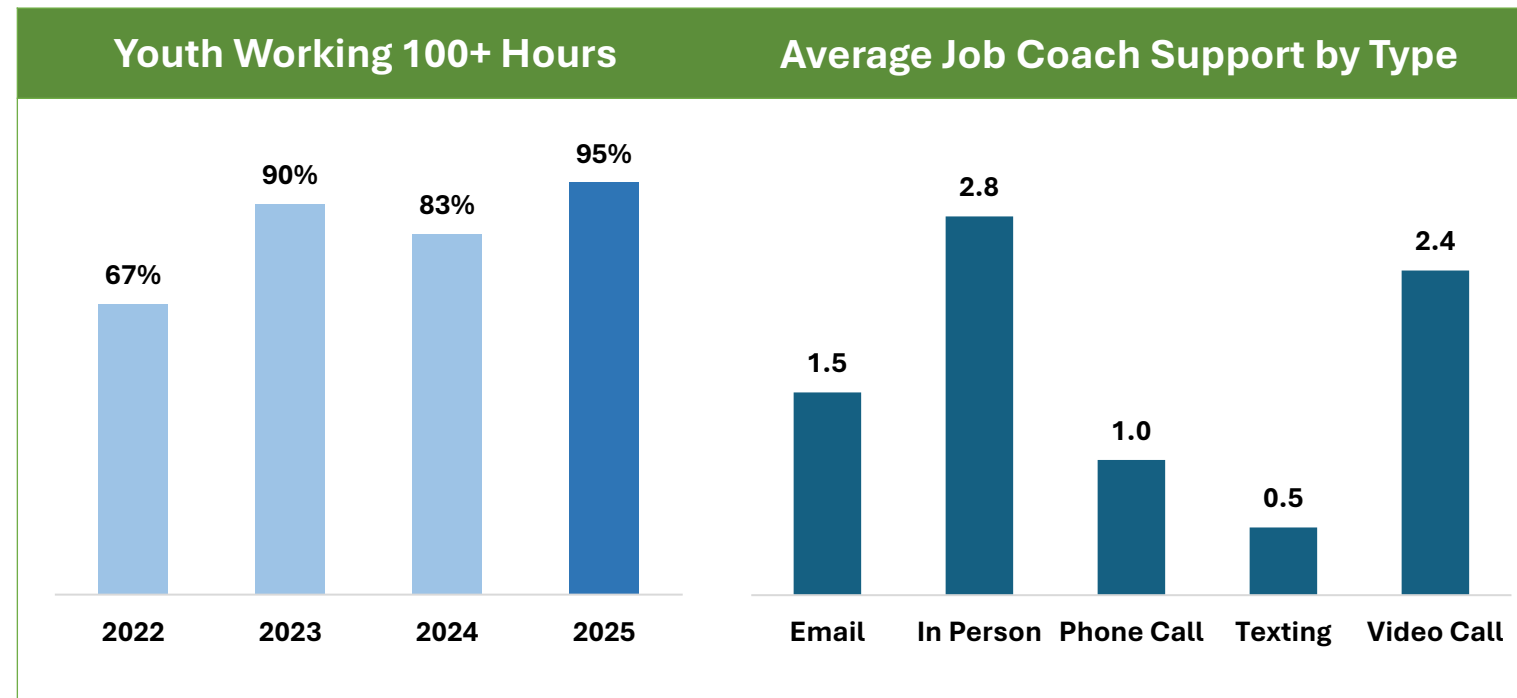
Measure	Target	Actual
Teens hired	235	270
Average hours	110	133
Average hours of work readiness training	10	11.8
In-person job coach meetings	2	2.8
Number of work sites	70	125
Visits with work site supervisors	3	3.4



# Performance Measures: How Well?



Measure	Target	Actual
Youth working 100+ hours	75%	95%
Work sites receive 3+ visits	85%	90%
Work site employer satisfaction	90%	97%
Youth received sufficient supervision and mentorship		
1) Youth receive 2+ in-person job coach support	90%	98%
2) Youth satisfied with job coach support		97%

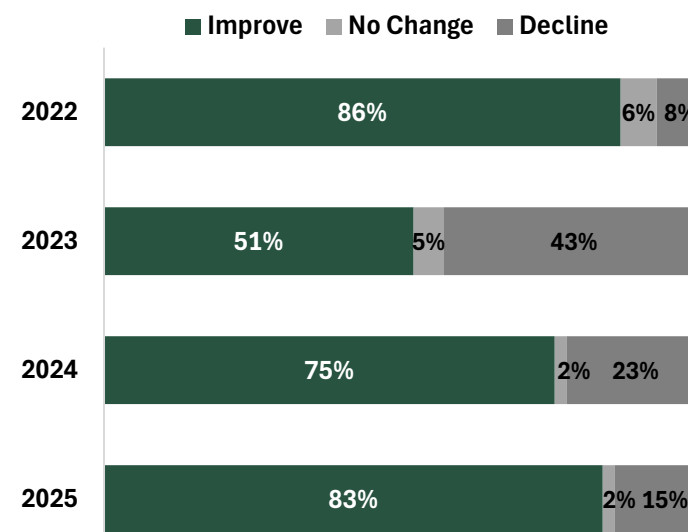


# Performance Measures: Better Off?

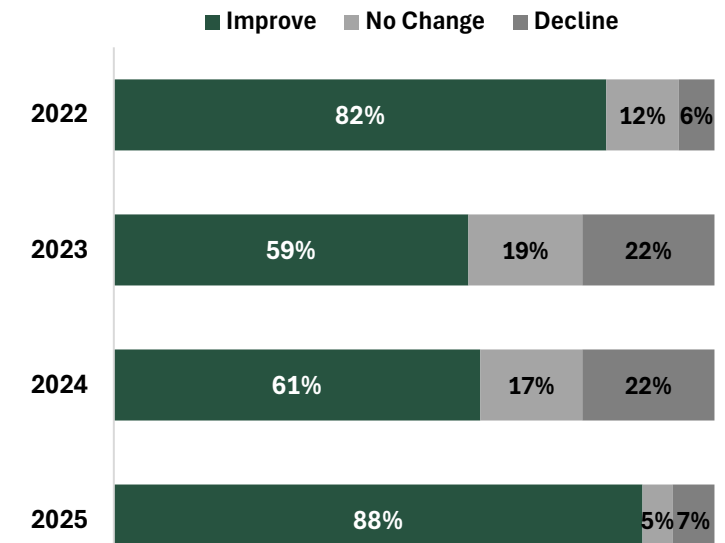


Measure	Target	Actual
Gains in work readiness skills		
1) Youth report gains in valuable work experience from the program	75%	98%
2) Youth increase knowledge in career readiness per pre-post assessment	75%	83%
3) Supervisors reported youth demonstrate improvements in work skills	75%	81%
Average amount of money earned by teens	\$1,400	\$1,886
Increased knowledge in financial literacy	80%	88%

Career Readiness: Pre - Post



Financial Literacy: Pre - Post



# Program Results



- **270** teens hired.
- **125** work sites.
- **12 hours of training** received (on average).
- **133 hours worked** (on average).
- **2.8 in person meetings** with job coaches (on average).
- **35,972** hours of work clocked.
- **\$1,886** earned (on average).

# Successes & Accomplishments



- Increased the number of work sites.
- **95%** of teens worked more than 100 hours.
- Teens report high levels of satisfaction with the program.
- **83%** of teens demonstrated gains in their career readiness knowledge.
- **88%** of teens demonstrated gains in financial literacy.
- **98%** of teens agreed they gain valuable work skills.
- **97%** of employers felt teens gained valuable skills.
- Greater than **95%** of youth demonstrated growth or proficiency in work skills (i.e., accountability, communication, task completion, listening, appropriate dress, punctuality, and positive attitude) according to their supervisor.

# Moving Forward: Program Changes



- Less work hours (25 to 17 hours per week).
- Decrease total training hours (14 to 12) and all to be offered upfront.
- Maximum number of teens able to be hired for summer 2026 is 237.
- For Fall Civic Leadership - no returning teens who already participated previously.
- For Summer Youth Employment - teens may only participate in TWA programming twice.
- TWA Alumni Survey with program completers after anticipated high graduation to determine transition to adulthood.