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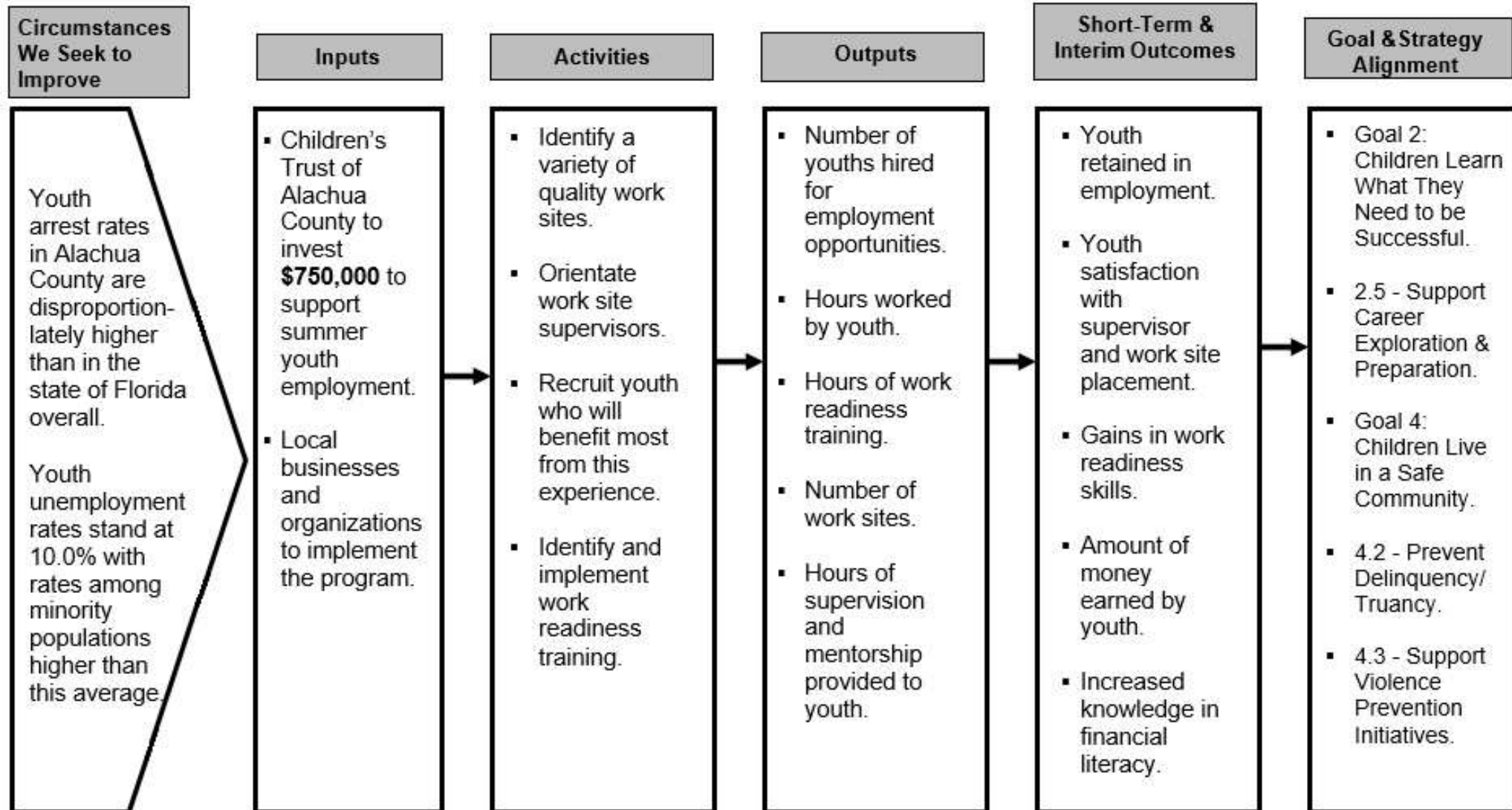


CHILDREN'S TRUST
OF ALACHUA COUNTY

TeensWork Alachua
Evaluation Results and Recommendations

January 9, 2023

TeensWork Alachua Logic Model



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Program Model



6 - 8 weeks of employment



Up to 25 hrs per week



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



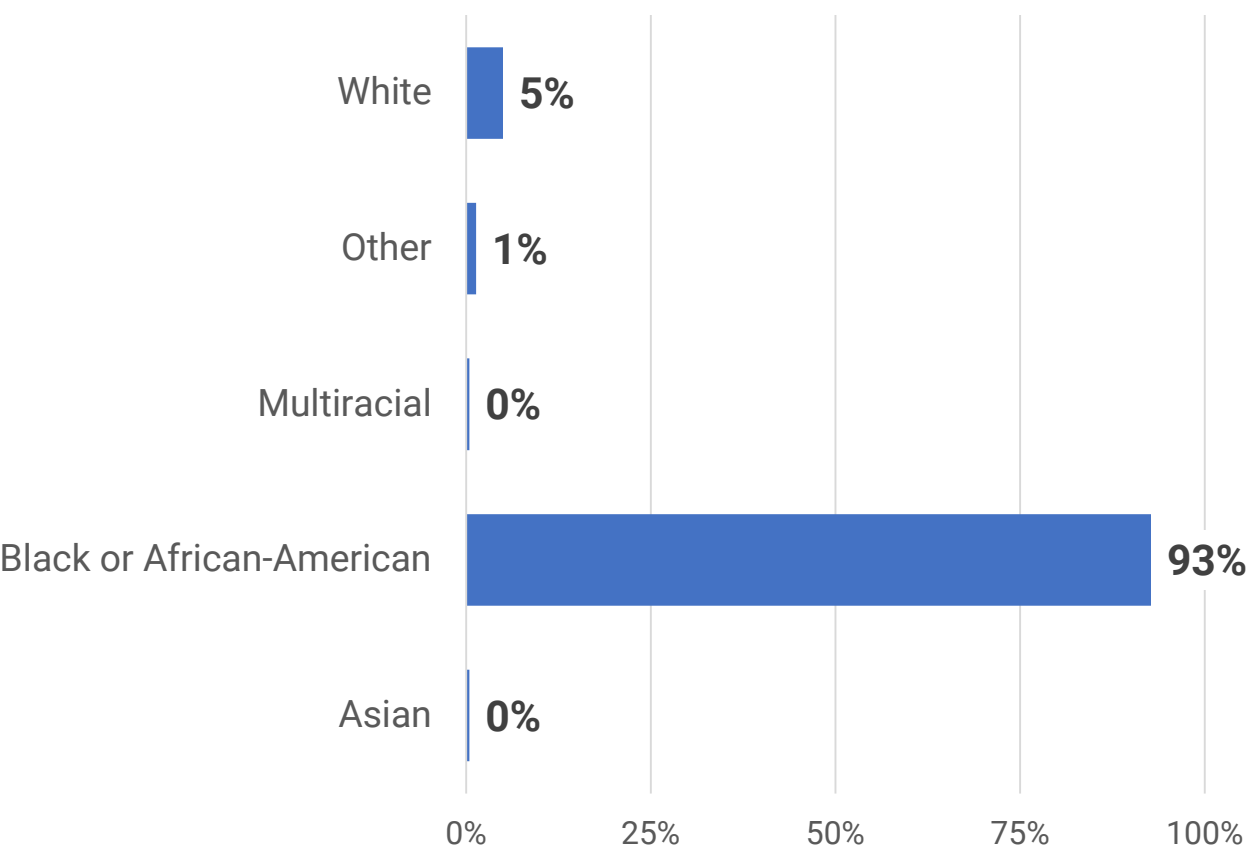
Job coach support and mentoring



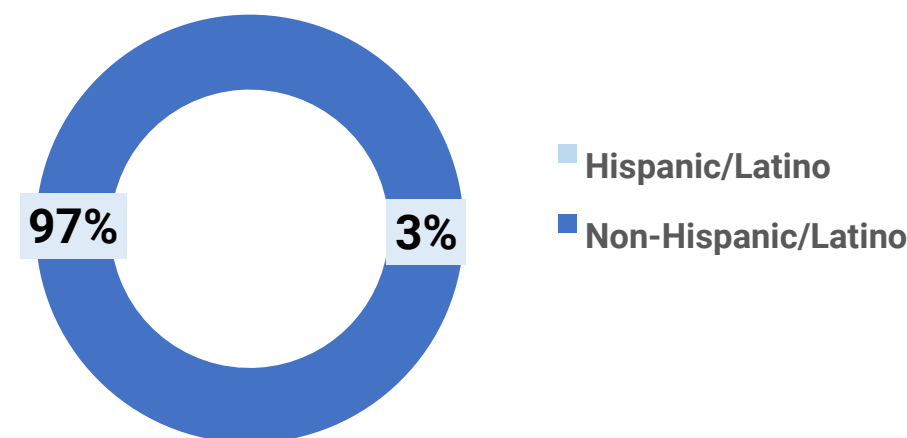
Establish a bank account and setup
direct deposit

Demographic characteristics of TeensWork youth.

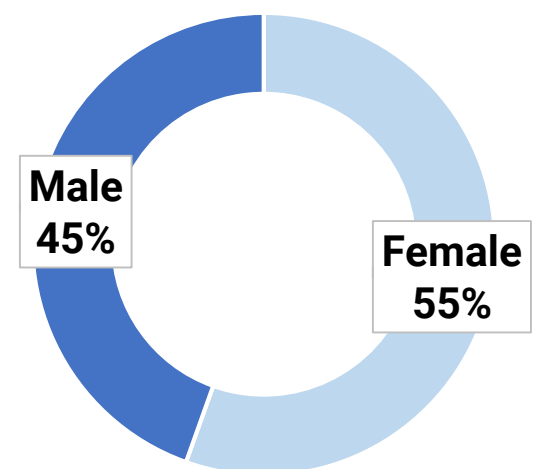
Large majority of Black or African American youth.



Large majority of youth are Non-Hispanic.



More females than males.

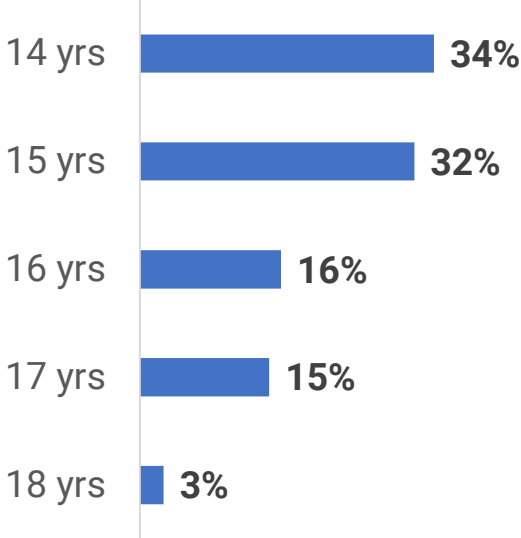


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Teens who participated in TeensWork were younger.

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

Average Age = **15.2** years old

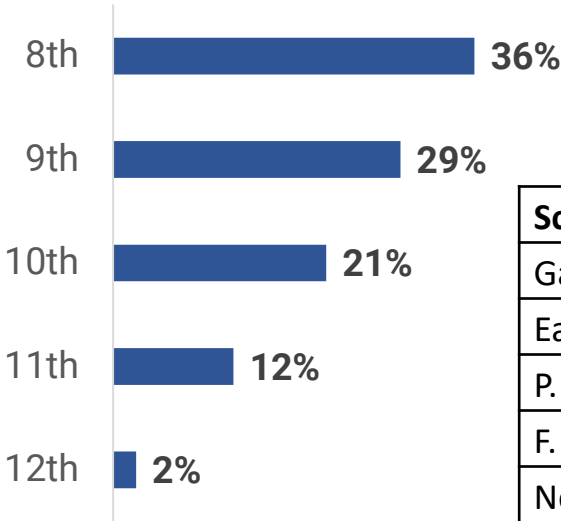


95% of youth indicated this was their **first job**.



Students from 29 different Alachua County schools.

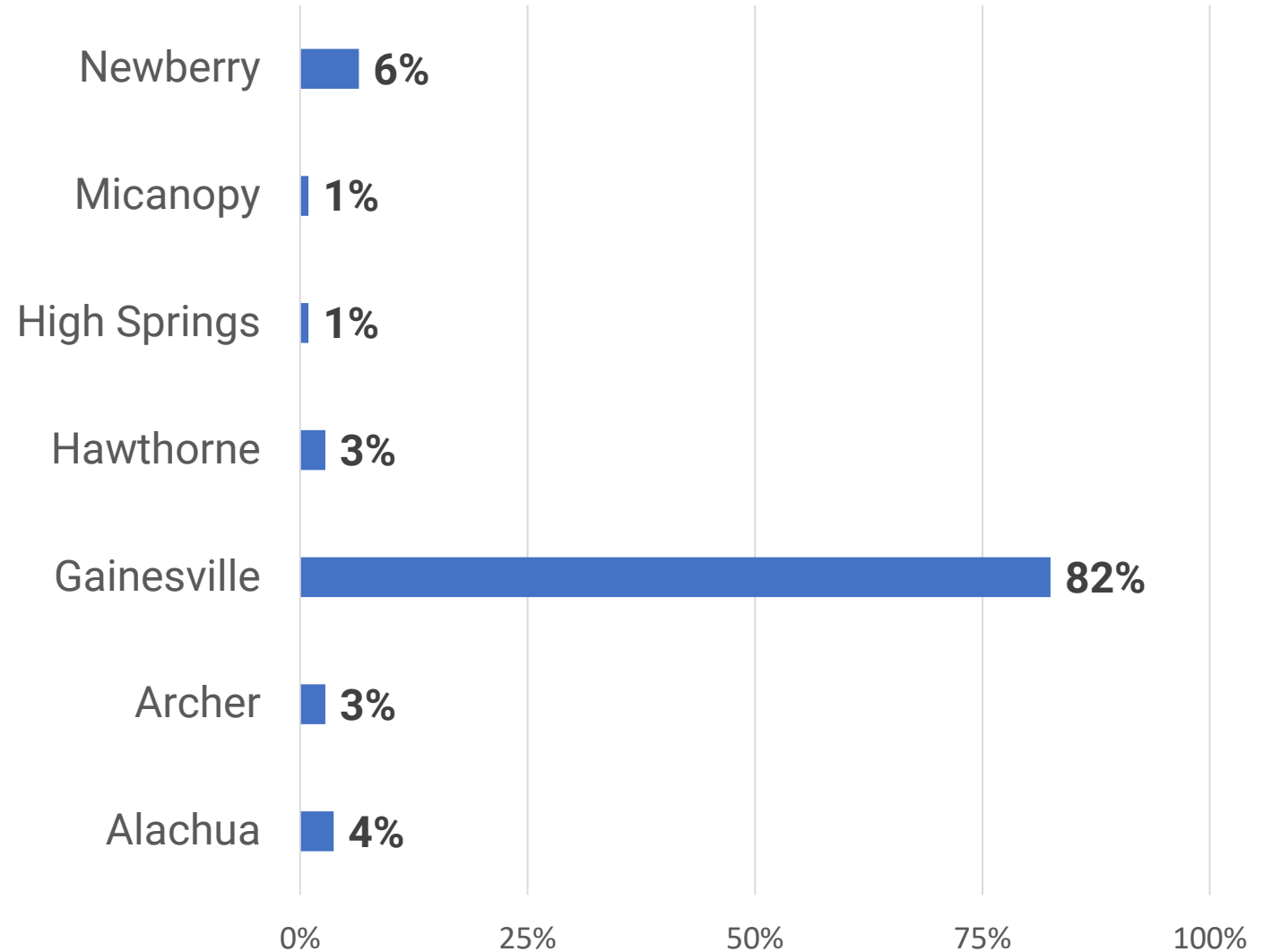
Grade in **2021-2022** School Year.



Schools with highest TeensWork participation.

School Attended in 2021-2022	TeensWork
Gainesville High School	51
Eastside High School	39
P. K. Yonge Developmental Research School	19
F. W. Buchholz High School	18
Newberry High School	16

**Most youth
served reside in
Gainesville.**



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Who were employers and work sites?



CINDYBGOODS LLC



Allstate



BOYS & GIRLS CLUBS OF NORTHEAST FLORIDA

Performance Measures

How Much?	FY22 Target	FY22 Actual
Number of teens hired for employment opportunities.	220	220
Hours worked by teens.	23,000	22,708
Hours of work readiness training attended by teens.	1,700	1,745
Number of work sites.	50	44
Hours of supervision provided to teens.	400	771
Training and support provided to work site supervisors.	300	454
How Well?	FY22 Target	FY22 Actual
Percent of youth retained in employment.	70%	62%
Site quality measurement	100%	100%
Supervisor quality measurement	90%	98%
Youth received sufficient supervision and mentorship.		
- 1 hour or more of job coach support.	90%	93%
- Youth report satisfaction with their job coach.	90%	93%
Better Off?	FY22 Target	FY22 Actual
Gains in work readiness skills.	75%	86%
Amount of money earned by summer interns.	\$240,000	\$244,531
Increased knowledge in financial literacy.	80%	82%

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Outcomes

Work Readiness Assessment

86% self report gains in **work readiness** skills.



Most knowledge gains:

✓ **Resume writing** (62%)

Least knowledge gains:

- ◆ **Being on time** (8% gained -> 82% no change)
- ◆ **Appropriate dress** (19% gained -> 73% no change)

82% self report gains in **financial literacy** skills.



Most knowledge gains:

- ✓ **Using a bank account** (62%)
- ✓ **Develop a budget** (58%)
- ✓ **Understand a pay stub** (51%)

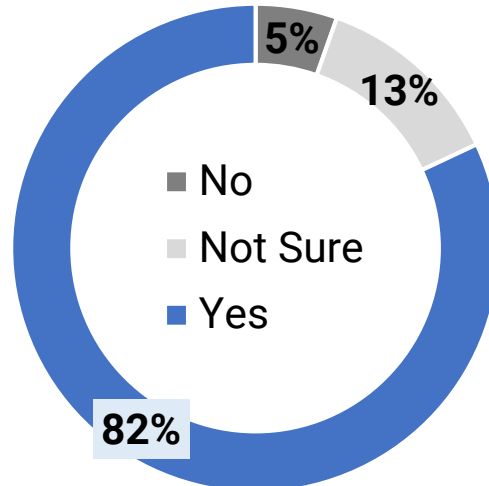
Youth Perspectives

- ✓ I gained **valuable work experience (92%)**.
- ✓ I had the **proper support** to be effective in my job (**94%**).
- ✓ My work supervisor **provided feedback** on my work (**92%**).
- ✓ I **learned skills** through my work that will benefit me (**97%**).
- ✓ My TeensWork experience **prepared me for future jobs (96%)**.

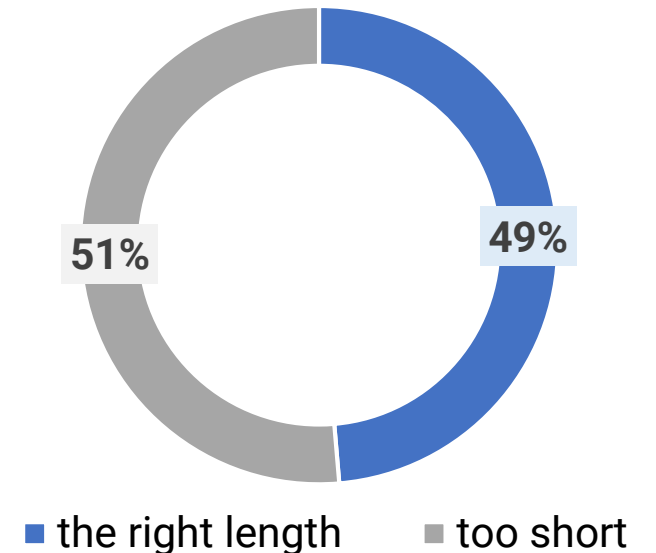
What impact has the TeensWork program had on you?

- Responsibility
- Independence
- Confidence
- Job Knowledge

Would you be interested in participating next year?



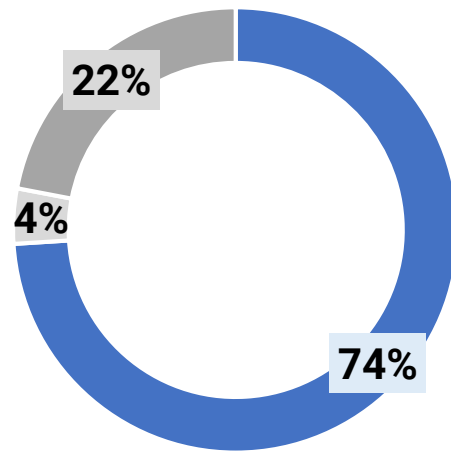
Program Length was:



Supervisor Perspectives

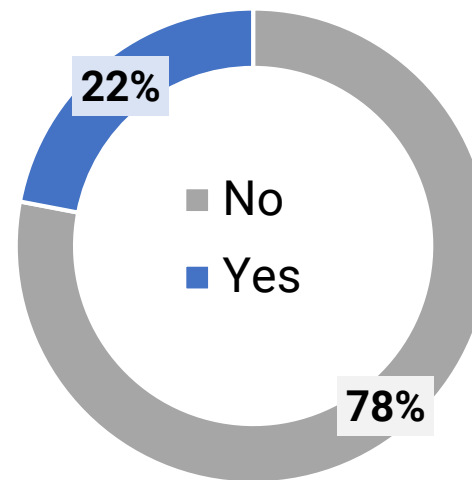
- ✓ TeensWork added value to my business (**96%**).
- ✓ Youth assigned were a good fit for my business (**96%**).
- ✓ Youth received sufficient supervision and mentorship (**92%**).
- ✓ Youth gained valuable skills working at my business (**98%**).
- ✓ TeensWork provided adequate training & support. (**96%**).
- ✓ Communication with TeensWork staff was satisfactory (**94%**).

Program Length was:

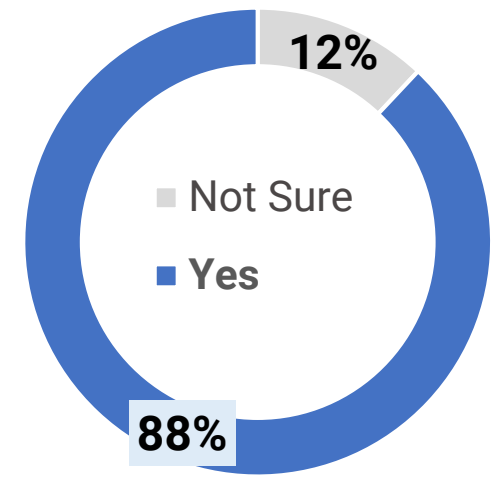


■ the right length ■ too long ■ too short

Do you intend to retain any of your youth employees beyond summer?



Would you be interested in participating next year?



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Accomplishments

220 teens were hired for employment.

- For **95%** of teens this was their first employment experience.
- **96%** of teens felt TeensWork better prepared them for future jobs.
- **86%** of teens reported gains in work readiness
- **82%** of teens gained knowledge in financial literacy.
- **97%** learned skills that were beneficial.

Areas for Improvement

- Staffing Agencies, Payroll & Reporting
- Support for Teens & Work Sites supervisors
- Integrity of the Data
- Program Length
- Confusion in Recruitment
- Recruitment in Rural Areas

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FY 23 Recommendations

Goodwill Industries

- Youth Employment Payroll Capacity
- Work-Readiness Training
- Job Coaching
- Hiring/Onboarding

Minority Business Listings

- Marketing
- Outreach
- Youth Recruiting
- Worksite Recruiting
- Community Relationships