

# SUMMER JOBS REPORT

## 2017



BOSTON PRIVATE INDUSTRY COUNCIL

## 2017 SUMMER JOBS PROGRAM

The Mayor's Summer Jobs Program offers internships and other paid work opportunities with private sector employers, as well as subsidized employment with community-based organizations (CBOs). The Boston Private Industry Council (PIC) partners with the Mayor's Office of Economic Development to recruit private sector employers to pay and supervise high school students during the months of July and August. The PIC, with funding from YouthWorks and private foundations, also provides subsidized employment opportunities for students at CBOs and city agencies. The Mayor's Office of Health and Human Services and the Office of Workforce Development coordinate activities among Boston's major summer job providers – the City's SuccessLink and Youth Options Unlimited (YOU) programs, Action for Boston Community Development (ABCD), John Hancock's MLK Scholars program, and the PIC.

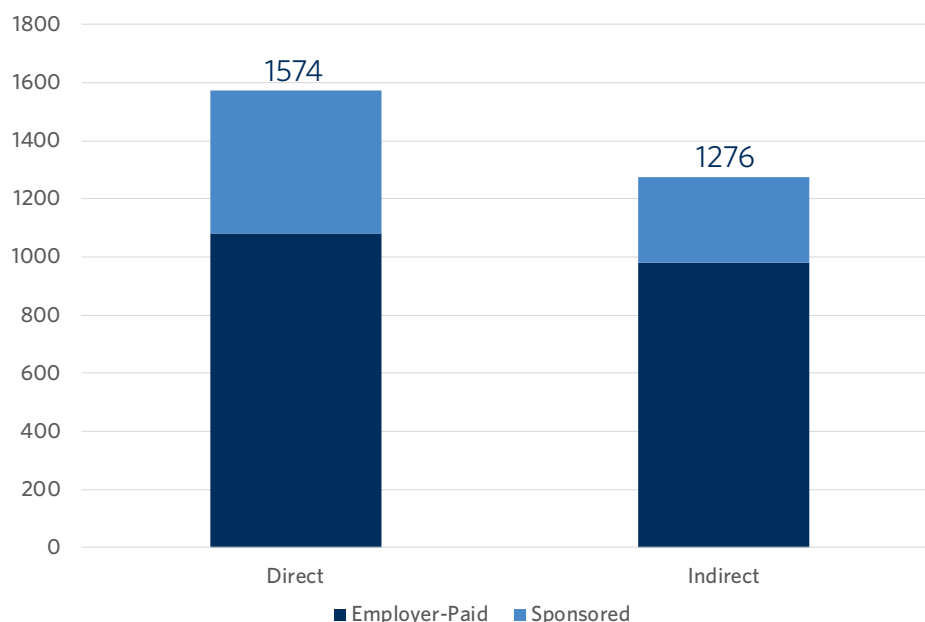
The PIC's summer jobs program begins well in advance of the summer months. PIC career specialists begin outreach to students in the fall and prepare them for work through a series of work readiness workshops and career exploration activities during the school year. The PIC employer engagement team secures hiring commitments from top employers in the fall and recruits new employers throughout the year. Each spring, PIC staff match Boston Public Schools (BPS) students with employers based on their interests and skillsets. Students who are not selected for competitive internships are offered subsidized employment with a nonprofit organization in the community or coached through the process of applying for jobs outside of the PIC's network of employers.

The PIC generates two categories of student placements: direct and indirect. To qualify as a direct placement, the PIC must have a prior relationship with both the employer and the student. An indirect placement occurs when a PIC career specialist successfully prepares a student to secure a job outside of the PIC network or when a PIC employer hires a BPS student who comes through another channel such as community partner.

For the summer of 2017, the PIC prepared 2,665 BPS students for work-based learning internships and jobs at private sector employers and community-based organizations, resulting in 2,850 placements.<sup>1</sup> The PIC made **1,574** direct placements—1,081 employer-paid (unsubsidized) and 493 community-based (subsidized, by either public or foundation funds). There were **1,276** indirect placements this summer, 981 (77%) of which were employer-paid.

In order to capture additional private sector employment and to credit employers who have hired BPS students on their own, the PIC surveys students with whom it has had no contact prior to employment. The PIC documented **884** surveyed placements during summer 2017, making it possible for the PIC to report 3,504 placements for the Mayor's summer jobs count.<sup>2</sup> By identifying these students at the end of the summer or during the first weeks of the school year, the PIC brings more students into its circle for career awareness activities and future internships.

2017 Direct and Indirect Placements



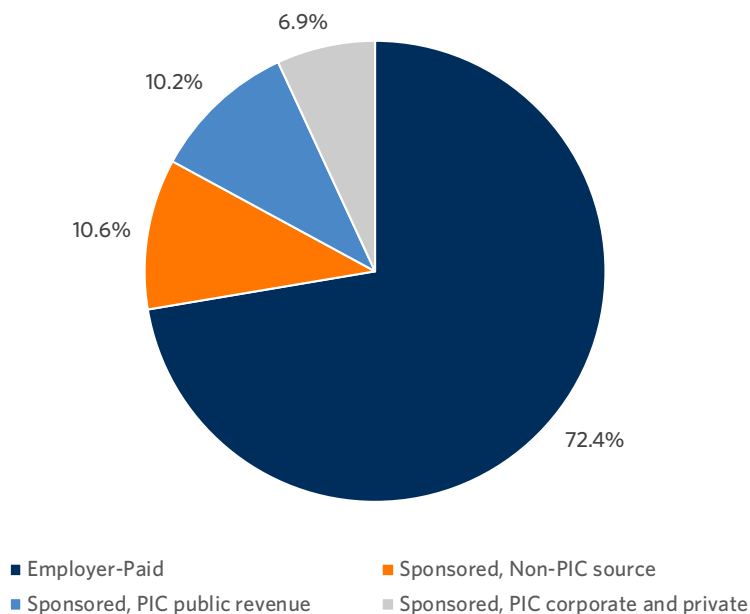
<sup>1</sup> 185 PIC students had more than one job during the summer.

<sup>2</sup> In order to avoid double counting, the total of 3,504 placements reported to the Mayor does not include 230 placements of PIC-prepared students who secured employment through SuccessLink, ABCD, or MLK Scholars.

## SUMMER JOBS BY FUNDING SOURCE

During summer 2017, 72.4% of the PIC's direct and indirect placements were employer-paid, employer-supervised. Another 6.9% of placements were sponsored by private corporations and foundations that provide funding to the PIC for student wages, bringing the share of privately-funded jobs to nearly 80%. The PIC directly placed students with YouthWorks funding from the Commonwealth Corporation, accounting for 10.2% of total placements. The remaining 10.6% were indirect placements for students who participated in the PIC's work readiness activities, but found employment through one of the city's other summer jobs programs.

2017 PIC Direct and Indirect Jobs by Funding Source



## TOP INDUSTRIES & EMPLOYERS

The PIC places students in a wide array of professional workplace settings across industries. The top three sectors for 2017 direct, employer-paid summer placements were healthcare, finance, insurance, and real estate, and professional, scientific, and technical services. The latter includes law firms, life science companies, and technology companies. These three sectors combined accounted for 75% of the PIC's direct, employer-paid summer internships. These sectors are also the top three in terms of total employment in the city of Boston. Students are able to gain exposure and learn about potential career paths at some of Boston's leading companies and industries. The heat map at the end of this report shows the concentrations of students who are working in the Longwood Medical area and downtown Boston during the summer months.

### 2017 PIC/BPS TOP EMPLOYER PARTNERS

Brigham and Women's Hospital  
 Massachusetts General Hospital  
 State Street Corporation  
 Bank of America\*  
 Liberty Mutual Group\*  
 The TJX Companies, Inc.  
 Dana-Farber Cancer Institute  
 Boston Bar Association  
 Boston College  
 Aramark  
 Chipotle  
 Roche Brothers  
 Tufts Medical Center  
 Boston Children's Hospital  
 Beth Israel Deaconess Medical Center  
 Old Navy  
 Vertex Pharmaceuticals  
 Federal Reserve Bank of Boston  
 Starbucks Coffee  
 Boston Red Sox\*  
 Harvard University  
 Wentworth Institute of Technology\*  
 General Electric\*  
 JPMorgan Chase\*  
 Blue Cross Blue Shield of Massachusetts  
 Sanofi Genzyme  
 Charles River Canoe and Kayak  
 New England Aquarium  
 MA Department of Transportation  
 Citizens Bank  
 Suffolk University  
 Santander  
 ABP Corporation  
 Fidelity Investments  
 Faulkner Hospital  
 John Hancock\*\*  
 Massachusetts Eye and Ear  
 Partners HealthCare  
 DTCC  
 New England Baptist Hospital  
 Putnam Investments  
 Simmons College  
 Uniqlo  
 Watermark Doughnut Company

\*Indicates that this employer placed students at community-based organizations, in addition to internal departments.

\*\*John Hancock also sponsored over 600 community-based placements through the MLK Scholars program.

Top Industries	# of Placements
Healthcare	406
Finance, Investments and Insurance, and Real Estate	278
Professional, Scientific, and Technical Services	132
Total, Top 3 Industry Sectors	816
Total, Direct, Employer-Paid	1081

This year, Brigham and Women's Hospital was the highest volume employer, hiring 192 BPS students. Massachusetts General Hospital came in second, hiring 161 BPS students. Third overall, but leading the financial services sector, was State Street Corporation with 118 summer hires. All three of these employers are very committed to providing a summer experience for students that extends well beyond a typical summer job. Many companies now offer students enrichment opportunities, such as career panels, financial literacy trainings, college visits and professional etiquette workshops, as part of their summer job.

Many employers use their summer programs to help identify students for highly sought after school-year internships. Dana-Farber Cancer Institute, Liberty Mutual, and the Federal Reserve Bank of Boston, have created internship programs that allow students to continue working throughout the school year. In these cases, students continue to be paid through a centralized community relations/workforce development budget and work 8 to 12 hours per week in their departments. At other employer sites, including Harvard University, and Tufts Medical Center, supervisors have been so pleased with their summer interns that they have agreed to pay students directly out of the department budget in order to retain them throughout the school year.

## NEW EMPLOYERS

For the fourth year in a row, Mayor Walsh and members of his cabinet have been key players in the PIC's new employer recruitment strategy, including an annual phone-a-thon. The 2017 summer jobs program also featured employer roundtable events organized through the Imagine Boston 2030 planning process, recruitment by the Greater Boston Real Estate Board, and a reception

hosted by Bank of America in March, all of which facilitated the identification of 37 new employers and the re-engagement<sup>3</sup> of another 7 employers.

## TECH APPRENTICE

The PIC places students with technology skills in Tech Apprentice employer-paid internships during the summer. Over the past year, the PIC's employer engagement team has managed and expanded the PIC's relationship with a variety of tech companies and tech departments, despite the loss of a dedicated staff position. The PIC placed 96 students in either a technology company (software, hardware, or web-based services) or within an IT department at a larger business or government agency.

Tech Apprentice continues to be the foundation of the PIC's overall IT strategy. It is now a major initiative of TechHire Boston, a new industry consortium supported by the PIC and SkillWorks, partnering with the Boston Public Schools and BATEC, a technology education center located at UMass Boston. TechHire Boston is affiliated with the national TechHire network. The PIC's goal is to substantially increase the number of BPS students participating in Tech Apprentice by summer 2019, while also diversifying the demographic and academic backgrounds of those hired for these selective paid internships.

## SPONSORED WORK AND LEARNING PROGRAMS

In addition to coordinating the private sector component of the Mayor's Summer Jobs Program, the PIC oversees a smaller number of community-based jobs and internships that are funded through the state's YouthWorks program and private and corporate foundations.

The PIC uses Commonwealth Corporation's Signal Success: Soft-Skills & Career Readiness Curriculum to prepare students for sponsored jobs during the summer. PIC career specialists, who have been trained in Signal Success facilitation, lead workshops at the PIC's Oliver Street and Amory Street offices. Topics include: motivation, initiative, dependability, occupational goals, professionalism, communication, effective workplace relationships, and personal reflection. Each spring,

<sup>3</sup>These are companies that did not hire in summers 2016 or 2015, but hired at least one student in a prior summer.



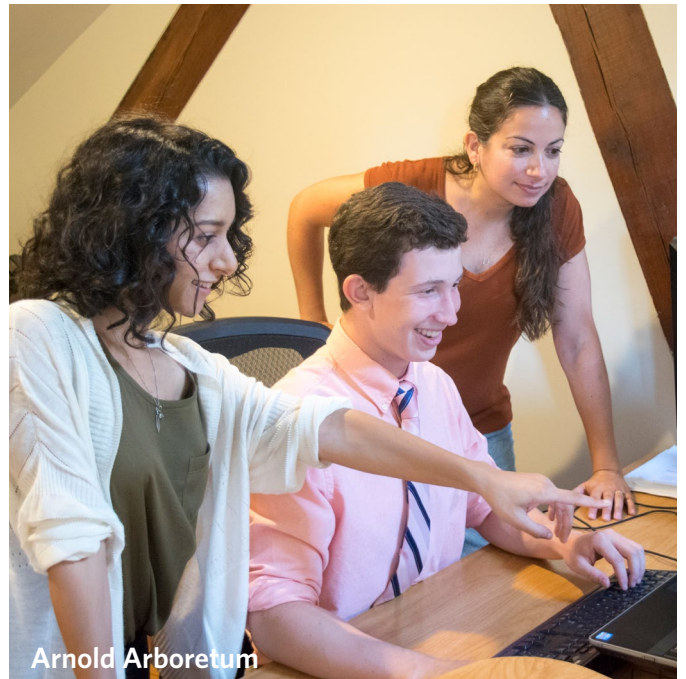
Toast

the PIC organizes a Teen Leadership Institute to train students on specific strategies for working with children at community centers, YMCAs, daycare centers, and summer camps.

The PIC organizes and manages two work and learning programs that are part of the citywide Boston Summer Learning Community, co-managed by BPS and Boston After School & Beyond. Students in these programs receive job placements at community-based organizations, take dual enrollment courses at Benjamin Franklin Institute of Technology, and participate in youth development workshops. Upon completion, the goal is to have these students ready for private sector school-year and summer internships.

## WORK-BASED LEARNING

Summer jobs provide opportunities for teenagers to learn the habits of paid work experience, attendance and punctuality, communication and teamwork, and taking initiative. They also offer exposure to potential career paths that students can pursue in postsecondary education and training. In its role as a school-to-career intermediary, the PIC aims to make the workplace a learning place for BPS students in paid internships over the summer.



Arnold Arboretum

The PIC uses the Massachusetts Work-Based Learning Plan (WBLP) as a goal-setting and assessment tool to structure learning on the job. The PIC asks its employers, both in the private sector and community based organizations, to have worksite supervisors complete a work-based learning plan on their students. The WBLP asks employers to conduct a baseline and end of internship review on six employability skills:

- Attendance and punctuality
- Motivation and initiative
- Communication
- Teamwork and collaboration
- Critical thinking and problem solving
- Workplace policy, culture, and safety

Supervisors also have the opportunity to select three to five specific occupational and career skills to be the focus of students' internships.

Last summer, nearly 600 work-based learning plans were completed by supervisors. Students demonstrated improvement in each employability skill area, with the largest gains in: i) critical thinking and problem solving, ii) understanding workplace policy, culture, and safety, and iii) teamwork and collaboration. Computer technology and active learning were commonly reported occupational skills where students improved substantially between the baseline and final review.

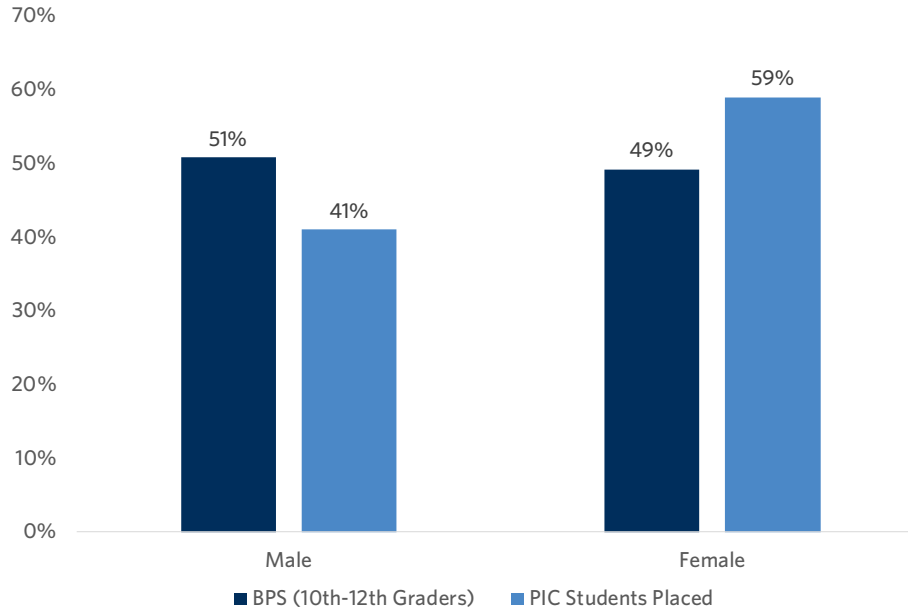
## DEMOGRAPHICS

The PIC places students from 31 Boston public high schools in jobs and internships over the summer. Students from all of these schools have the opportunity to compete for employer-paid internships and apply for sponsored job opportunities. The PIC tracks school and demographic characteristics of students placed during the summer jobs program and compares them to the BPS demographics for 10th to 12th graders, the students primarily targeted for PIC jobs and internships. This type of analysis helps to inform PIC school staffing and the organization's ability to reach under-served populations.

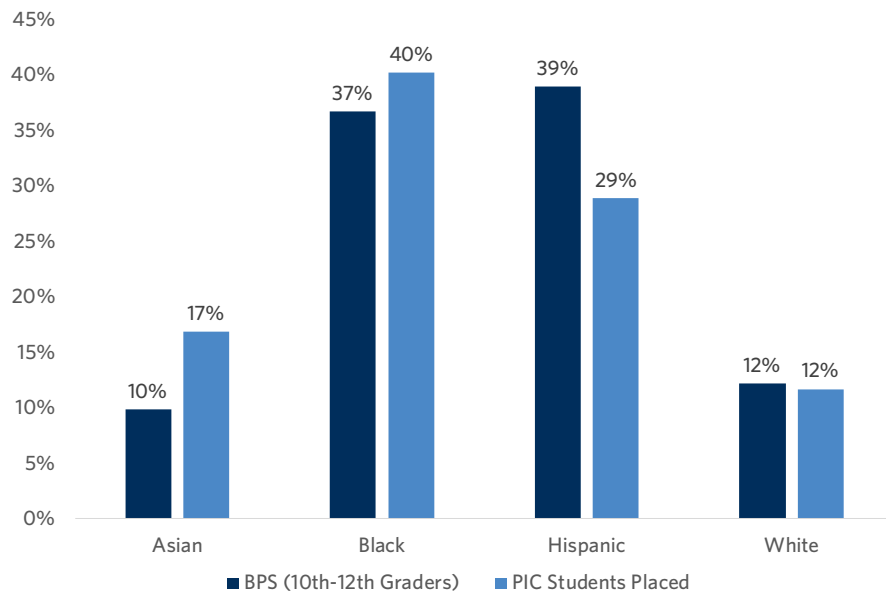
The gender breakdown for BPS 10th to 12th graders is split evenly between males and females. During summer 2017, 59% of the students placed by the PIC were female, compared to 41% male. This 18 percentage point gender differential has been consistent over the past few years. PIC staff are intentional about recruiting more males for summer job opportunities, including in the healthcare field where female applicants have outnumbered male applicants by a substantial number. The PIC is working with BPS and its employer partners to boost overall recruitment of males for summer job opportunities.

The race-ethnic distribution of PIC-served students generally reflects the distribution for all 10th to 12th graders. Nearly 70% of PIC students placed in summer jobs are Black or Hispanic, compared to 77% of the BPS population of 10th to 12th graders. The percentages of White and Black students placed by the PIC are representative of their shares of the overall district population. Asians are over-represented in PIC placements compared to their share of the BPS population. In contrast, Hispanic students are under-represented in the PIC's summer jobs program.

### Gender Comparison



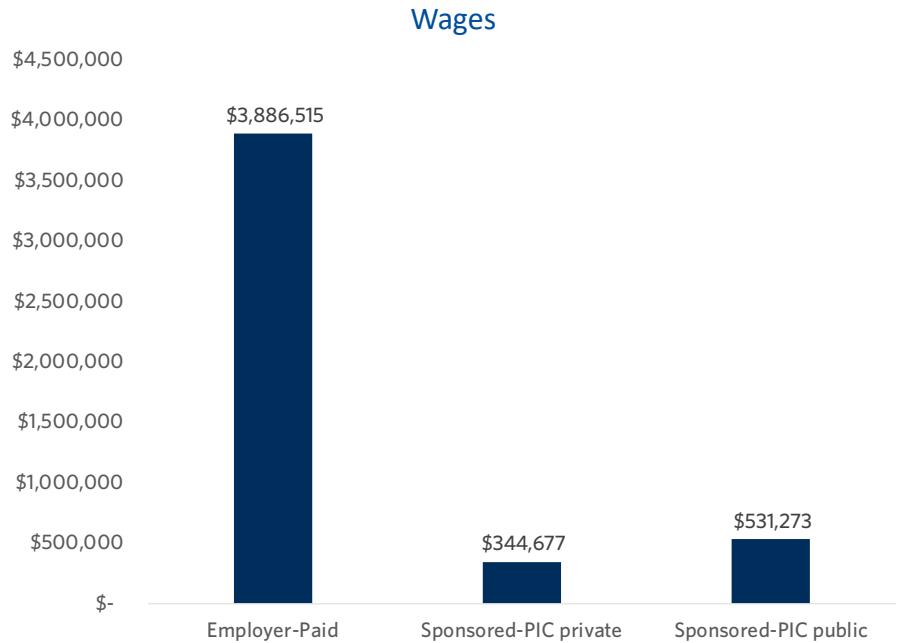
### Race-Ethnicity Comparison



Note: Groups with 2% or less excluded.

## WAGES

Summer jobs are a time of learning and earning for BPS students. The summer jobs that BPS students secure through the PIC generate significant paychecks for them. During summer 2017, PIC students earned more than \$4.7 million. Each job paid at least the minimum wage, which was \$11.00 per hour. Students earned nearly \$3.9 million in employer-paid wages, another \$345,000 in privately funded wages, and more than \$530,000 in publicly-funded wages through the PIC. The employer-paid wages will increase as some students stay with employers through the school year.



## CONCLUSION

The PIC's summer jobs program is part of a citywide effort to place Boston youth in summer employment opportunities. While the PIC leads the private sector campaign for employer-paid jobs, it partners with the City, nonprofits, and corporate initiatives to organize sponsored job opportunities for BPS students at community-based organizations in the Boston. All of these partners are participating in a longitudinal evaluation to better understand the longer-term impacts of participation in subsidized employment.

The commitment of Boston's private sector to offer high school students high quality, paid work experiences serves as a national model for public-private partnerships aimed at increasing youth employment. These early work experiences provide an important opportunity to build the skills and career interests of Boston's future workforce. By connecting young adults in Boston with leading employers, students learn about growing jobs and industries in the city. Employers are able to expose a more diverse population to potential careers in their industries. The map on the next page shows another aspect of summer jobs—students are able to work in neighborhoods that they may not often experience. Thus, summer job opportunities in the private sector can help to reduce racial and social isolation within the city of Boston.

## SUCCESS STORIES

Summer jobs often lead to school-year employment. Below are two stories of students who continued to work through the school-year after successful summer experiences.

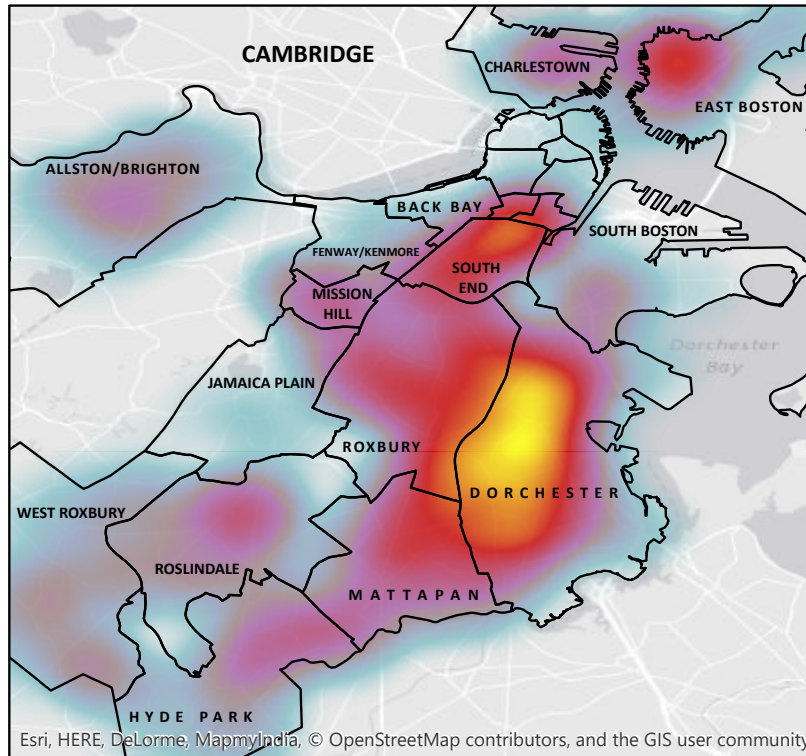
A Madison Park Technical Vocational High School student worked with his PIC career specialist to secure a summer position at the Federal Reserve Bank of Boston, working with the maintenance team on HVAC. He so impressed his supervisor that he was offered a part-time job through the school year and was encouraged to apply for a co-op opportunity at the bank.

A Jeremiah E. Burke student went from dishwashing at a local restaurant to interning at Brigham and Women's Hospital after working with her PIC career specialist and participating in communication and interview skills workshops. Her performance over the summer led to her becoming a part-time employee through the school year and a pay increase.

# 2017 Summer Jobs Program

Direct, employer-paid placements

## Where PIC students live



## Where PIC students work

