Mayor’s Youth Employment Program

“This program is one-of-a kind. Each student is carefully interviewed, selected, and matched with a company based on its specific needs. The students are mentored and evaluated throughout the summer. Companies get to see talented local young people and the students get real world work experience.”

Lee Rizzuto Jr., Senior Vice President of Conair

Keys to program Success
- Leadership
- Civic Awareness
- Community Support & Collaborative Learning
Our Mission:

The mission of the Mayor’s Youth Employment Program is to provide Stamford’s youth with the necessary job readiness and leadership skills that are needed to compete in the global workforce.

We will accomplish this by partnering with Stamford’s corporate, private and non-profit sectors to provide real work experience and job readiness skills training for city of Stamford current junior and senior high school students, creating a stronger workforce for our community.
Mayor’s Youth Employment Program

**MYEP $ Raised**

<table>
<thead>
<tr>
<th>Year</th>
<th>SPONSORS ($ Contribution)</th>
<th>PARTNERS ($ Internships)</th>
<th>CITY CONTRIBUTION</th>
<th>FOUNDATIONS</th>
<th>FUNDRAISING</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>$25,700</td>
<td>$13,275</td>
<td>$9,884</td>
<td>$3,000</td>
<td>0</td>
<td>$51,859</td>
</tr>
<tr>
<td>2012</td>
<td>$28,350</td>
<td>$15,925</td>
<td>$2,950</td>
<td>$8,000</td>
<td>0</td>
<td>$55,225</td>
</tr>
<tr>
<td>2013</td>
<td>$26,542</td>
<td>$46,640</td>
<td>$31,150</td>
<td>$15,800</td>
<td>$8,492</td>
<td>$128,624</td>
</tr>
<tr>
<td>2014</td>
<td>$25,300</td>
<td>$43,700</td>
<td>$29,800</td>
<td>$34,200</td>
<td>$3,806 (2013 carryover)</td>
<td>$136,806</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$105,892</strong></td>
<td><strong>$119,540</strong></td>
<td><strong>$73,784</strong></td>
<td><strong>$61,000</strong></td>
<td><strong>$12,298</strong></td>
<td><strong>$370,514</strong></td>
</tr>
</tbody>
</table>

29% 32% 20% 16% 3%

2011
- Sponsors: 19%
- Foundation: 49%
- Partners: 26%
- City: 6%
- Fundraisors: 5%

2012
- Sponsors: 29%
- Foundation: 52%
- Partners: 14%
- City: 14%
- Fundraisors: 5%

2013
- Sponsors: 24%
- Foundation: 21%
- Partners: 24%
- City: 12%
- Fundraisors: 36%

2014
- Sponsors: 32%
- Foundation: 19%
- Partners: 9%
- City: 22%
- Fundraisors: 3%

SPONSORS
- ($ Contribution)

PARTNERS
- ($ Internships)

CITY CONTRIBUTION
- Paid Directly To students

FOUNDATIONS
- ($ Internships)

FUNDRAISING
- ($ Internships)

TOTALS
- ($ Internships)
Mayor’s Youth Employment Program

Work Sectors

<table>
<thead>
<tr>
<th>Year</th>
<th>Corporate</th>
<th>Government</th>
<th>Non-Profit</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>43%</td>
<td>33%</td>
<td>24%</td>
</tr>
<tr>
<td>2012</td>
<td>37%</td>
<td>40%</td>
<td>23%</td>
</tr>
<tr>
<td>2013</td>
<td>42%</td>
<td>35%</td>
<td>23%</td>
</tr>
<tr>
<td>2014</td>
<td>43%</td>
<td>33%</td>
<td>24%</td>
</tr>
</tbody>
</table>

Number of students in Work Sectors

<table>
<thead>
<tr>
<th>Year</th>
<th>Corporate</th>
<th>Government</th>
<th>Non-Profit</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>47%</td>
<td>23%</td>
<td>30%</td>
</tr>
<tr>
<td>2012</td>
<td>40%</td>
<td>40%</td>
<td>20%</td>
</tr>
<tr>
<td>*2013</td>
<td>36%</td>
<td>40%</td>
<td>24%</td>
</tr>
<tr>
<td>2014</td>
<td>33%</td>
<td>40%</td>
<td>25%</td>
</tr>
</tbody>
</table>

* Although our Corporate job sites has not increased in 3 years - we were able to double the number of students in corporate sector jobs in 2013 with Starwood partnership.
Mayor’s Youth Employment Program

SPONSORS (Donations that pay for internships)
- Accurate Lock & Hardware
- Bank of America
- Centerplate
- Connecticut Light & Power
- Empire State Realty Group
- Fairfield County Foundation
- Friends of Polly Rauh
- Gaffney Bennett & Association
- Garden Homes Management
- Henry Niles Foundation, Inc.
- KPMG
- Linda McMahon
- Marcus for Change Foundation
- NBC Universal
- Nestle Waters
- SL Green Realty Corp
- Stamford Health System
- The Rich Foundation
- Thomson Reuters
- Tweedy, Browne Co. LLC
- TD Bank

PARTNERS (Provided paid internships)
- City of Stamford
- Courtyard by Marriott
- Stamford Credit Union
- David’s Soundview Catering
- Deloitte
- First County Bank
- RMS Construction/Zero Degrees
- Seaboard Properties
- Stamford Marriott
- Starwood Hotels and Resorts

SPONSOR RECIPIENTS (Provided jobs paid for by sponsors)
- Bartlett Arboretum
- Boys & Girls Clubs of America
- Charter Oaks
- Childcare Learning Centers
- Curtain Call
- Fairgate Farms
- Ferguson Library
- Housing Development Fund
- Its Relevant, LLC
- New Neighbors
- Shoprite
- Soundwaters
- Stamford Center for the Arts
- Stamford Museum & Nature Center
- Stamford School of Ballet
- University of Connecticut
- Volunteer Center of Fairfield County
- Women’s Mentoring Network
- YMCA of Stamford
Mayor’s Youth Employment Program

Students Interviewed

- 423 Students given corporate style interview and feedback in 4 years
- 232 students in program over 4 years, 178 of which were unique
- 54 students in program for two years

- In 2013 we limited applicants to 2 grades (Active Junior and Senior’s) from the 3 accepted previously to improve acceptance rates
- In 2014 we had 10 applicants who received employment elsewhere and therefore could not participate in program

54% Acceptance Rate
27% Acceptance Rate
57% Acceptance Rate
62% Acceptance Rate
Starwood Partnership

- Starwood came to the MYEP in 2013 to partner with us on providing internships to students in Digital Marketing. The corporate offices were having a hiring gap in technology with over 200 jobs unable to be filled with local talent. They decided to partner with Sacred Heart University to come up with a curriculum to expose students to this new career opportunity.

- They provided 20 students internships in 2013 and 2014, with students working in a classroom setting with Sacred Heart Professors, job shadowing different jobs and departments and tasked with coming up with a marketing plan on distressed hotels using digital marketing to present to senior management.

- Starwood partnered with the public schools in 2014 to have a spring pilot of 5 students in one of 3 Stamford high schools with all 3 participating in 2014/15 school year with a goal of 15 students getting paid yearlong internships.

- They have stated that they will campaign with us to expand to other corporations to incorporate the same model with their digital marketing hiring gaps and look to help have other corporations identify their local hiring gaps to incorporate similar initiatives across different industries and needs.
Mayor’s Youth Employment Program

How Do We Do This:

The Program is designed to develop, support and strengthen Stamford's future leaders by providing current junior or senior high school students, who are City of Stamford residents:

- Total of **167** hours of programming
- **140** hours of paid real work experience
- **27** hours of unpaid group learning projects and leadership development.
- The program provides each participant the opportunity to explore college and career paths through worksite internships, and classroom instruction.

- Rigorous application and coaching interview process for all applicants.
- 4 day orientation and work readiness training.
- 5 weeks of real work experience at 28 hours a week.
- 3 hour weekly leadership and civic awareness classes for four weeks.
- Community based projects with presentation to Mayor in closing ceremony: Worksite mentors are provided for each participant.
- All participants produce an updated resume that reflects their academic and current work experience.

**Work Hours**

- 84% Paid Work
- 16% Unpaid Leadership
Mayor’s Youth Employment Program

Free and Reduced Lunch

<table>
<thead>
<tr>
<th>Year</th>
<th>F&amp;R</th>
<th>Non F&amp;R</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>2012</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>2013</td>
<td>49%</td>
<td>51%</td>
</tr>
<tr>
<td>2014</td>
<td>44%</td>
<td>56%</td>
</tr>
</tbody>
</table>

Stamford Public School
High School

80% of our students attend public school

* Overall Stamford Public schools is 51% but drops to 47% in high school
Mayor’s Youth Employment Program

Ethnicity

2011
- Black: 13%
- White: 23%
- Hispanic: 64%
- Asian: 7%
- Multi: 33%

Total Minority = 77%

2012
- Black: 12%
- White: 35%
- Hispanic: 40%
- Asian: 3%
- Multi: 7%

Total Minority = 65%

2013
- Black: 11%
- White: 24%
- Hispanic: 36%
- Asian: 28%
- Multi: 2%

Total Minority = 72%

2014
- Black: 8%
- White: 29%
- Hispanic: 32%
- Asian: 5%
- Multi: 5%

Total Minority = 75%

Stamford Public School

- Black: 23%
- White: 33%
- Hispanic: 37%
- Asian: 7%
- Multi: 6%

Total Minority = 63%

Our goal has been to reflect the Stamford public school ethnicity breakdown.

We saw that our Hispanic population was not increasing, so we did focused recruiting within our Hispanic programs throughout Stamford and brought the numbers up in 2013.

We actively recruit at the public high schools and send announcements to DOMUS, all community centers, private schools and other youth organizations.
Mayor’s Youth Employment Program

Gender

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>30%</td>
<td>70%</td>
</tr>
<tr>
<td>2012</td>
<td>40%</td>
<td>60%</td>
</tr>
<tr>
<td>2013</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td>2014</td>
<td>51%</td>
<td>49%</td>
</tr>
</tbody>
</table>

Grade

<table>
<thead>
<tr>
<th>Year</th>
<th>Juniors</th>
<th>Seniors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>66%</td>
<td>34%</td>
</tr>
<tr>
<td>2012</td>
<td>41%</td>
<td>57%</td>
</tr>
<tr>
<td>2013</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>2014</td>
<td>47%</td>
<td>53%</td>
</tr>
</tbody>
</table>
Mayor’s Youth Employment Program

What makes our program different:

- **LEADERSHIP**
  Our leadership classes are a key component to the success of the participants. During the leadership classes we emphasize the importance of communication, professionalism and critical thinking.

- **CIVIC AWARENESS**
  Our civic awareness component required students to complete community based projects which highlight marketing strategies, community service opportunities and other projects that can impact Stamford.

- **COLLABORATIVE LEARNING**
  The collaborative learning component requires our students to work in groups with different educational backgrounds and skill sets to identify and utilizes their individual abilities to complete their community based projects.

- **COMMUNITY SUPPORT**
  The success of the program is based on the support of public, private and non-profit sectors.
## Mayor’s Youth Employment Program

### MYEP Curriculum
(US Dept. of Labor – Office of Disability Employment)

<table>
<thead>
<tr>
<th>Soft Skills:</th>
<th>Your First Week at Work</th>
<th>Money Management</th>
<th>Resume Development</th>
<th>Job Search &amp; Interview skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication</td>
<td>Preparing for your work day</td>
<td>Living within Your Means (Basic budgeting)</td>
<td>Tips for a great Resume &amp; Cover Letter</td>
<td>Easy tips on finding the job you want</td>
</tr>
<tr>
<td>Attitude &amp; Enthusiasm</td>
<td>Dress to Impress</td>
<td>Reality Check (Understanding basic financial tools)</td>
<td>Resume &amp; cover letter checklist</td>
<td>Networking</td>
</tr>
<tr>
<td>Professionalism</td>
<td>Office Behavior</td>
<td></td>
<td></td>
<td>The world know your name (social media awareness)</td>
</tr>
<tr>
<td>Team work</td>
<td>Office Safety</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Critical Thinking &amp; Problem Solving</td>
<td>Working with others</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity:</td>
<td>Activity:</td>
<td>Activity:</td>
<td>Activity:</td>
<td>Activity:</td>
</tr>
<tr>
<td>• Translating Text</td>
<td>• Problem Solving on a Team</td>
<td>• Lets try budgeting</td>
<td>• Example resumes</td>
<td>• Degrees of Separation – Getting to know your network</td>
</tr>
<tr>
<td>• Personal Email Etiquette</td>
<td>• Workplace Ethics: Case Studies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Teamwork – an essential Element of Professionalism</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Mayor’s Youth Employment Program

2014 Results:

**Interns:**
- 95% felt “they had gained new skills and knowledge while in the program”
- 99% felt “they can use what they have learned”
- 93% felt that their mentors established goals/objectives and set a date to complete them
- 97% felt students received guidance and feedback throughout their internships

**Business Partners:**
- 90% would hire their students again
- 100% felt “The program met their expectations and company needs”
- 100% “are interested in participating in the program again next summer”
Youth Employment Software (YES)

- Youth Services has recently purchased a youth employment data warehouse software to help connect youth with local businesses and jobs. (http://stamford-yes.org)

- YES is a job placement service which allows local companies to post jobs for Stamford youth ages 15-24. The service will allow employers to post openings through the website for part-time, full-time, internships and community service and the software will notify young people who are interested and qualified for the postings. Jobs posted will cover a broad range of skills, schedules and interests, including retail and office jobs, summer and other seasonal work, restaurant, computer social media and manufacturing. Not-for-profit organizations can also post community service opportunities.

- Greenwich CT has run this program for over 8 years and has over 4000 students registered and over 2000 students given various jobs over the past year.
Obstacles:

- Funding $ -
  - Staffing of program within the Youth Services.
  - Salaries for students internships –
    1. Not being able to afford year round internships.
    2. We raise funds for intern salaries making it difficult to ensure we have the jobs and infrastructure in place to support interns as we continue to campaign for $ and jobs close to the programs start date.
- Having summer program makes it hard for some companies to fit into the strict infrastructure.
- Companies have a stigma to hiring high school students – believing they are not capable.
- Promoting and getting companies to understand and partner with us to mentor/hire students.
- Some companies would take students but do not have funds – how can we use donations from our donors & corporations to fund business interns without offending donors.
Meet our students:

“I heard about this program one day at school taking about summer opportunities. I didn’t really hear anything I was interested in at first until the MYEP speaker approached the front. She said that it would only be for one month, you’ll be working 28 hours a week and will get paid a whopping $10 an hour. To a student who never had a job before that was great.

I was called in for an interview and was able to speak to Michelle Lappas herself the following Monday. The interview felt like it was on topic and that I was really able to share my story with her. Honestly I believe if she wasn’t able to pull my story out of me that I wouldn’t be sitting here right now typing this short essay for you. I told her my struggles through high school and how I overcame them. How I stayed back twice and was able to grow up and pull myself together all in one year to get back in my correct grade and I couldn’t be happier. Sometimes you just have to go through some tough stuff before it starts to get easier. That’s what my struggle made me realize. That every time you’re struggling or in a hard time just wait and be patient, maybe find a different solution and no matter what in the end it will get easier.

Two years ago I would have never imagined myself where I was this year. It brings tears of joy to my eyes to see how much I’ve grown and how much this program and Michelle has actually helped me. I was placed at the Stamford Marriott Hotel & Spa. I had the best group of adult co-workers all so friendly, polite and kind. They put me in my own office and greeted me every morning happy and ready to go. They usually gave me simple assignments that I would have to complete every day. There is a lot more that goes on in here that the eye does not see. That’s what made me even more interested in this specific work field. I’ve always stayed at hotels but I never knew what really went on in these kinds of places. I can’t wait to come back next year and see where I am put next. This whole experience from the leadership classes, workshops, guest speakers straight to the job itself was phenomenal.

I just want to say thank you for giving me a chance. Sometimes luck isn’t what people need it’s just a simple helping hand saying, “I’m here for you. I’m here to give you your chance.”

Alexis Ray
Stamford Academy - Class of 2015
Stamford Marriott
Four months ago I was heading up in the elevator in the government center to have my first interview. I was wearing my nice dress shirt attire going over what I should expect, now that elevator ride was in only a few seconds but I have to tell you it felt like an eternity every nerve in my body was jittery and to look back at it from where I am standing right now its incredible how much I've learned and how much I enjoyed my working experience.

When I received my folder containing my job description and I found out I was working at the Ferguson Library in Adult Services as a teen tech I was ecstatic. My first day was brilliant, as were the following weeks ahead. I did have odd hours which was a bit uncomfortable for me working 1-8 but at the end, those 7 hours a day did me well. See I sat in a desk in the middle of the 2nd floor computer lab, so had anyone have a question with the computers I would assist them, now some days it was easy as attaching a document to an email while others required a but more specific skill set which I had to learn to work around. Yes receiving my first paycheck was exhilarating, as was cashing it, but personally whether I realize it or not I have learned about the work field and it resulting in me changing for the better. Whether it was taking on responsibilities, being on time or practicing my patience with more difficult patrons I gained valuable skills that put me at an advantage to those teens who didn’t take this opportunity and decided to slack off. Now not only do I have a wonderful experience to add to my resume, I also have branched out and made connections in places I never would've made with out joining MYEP. 

Now I admit there were those long days were I just wanted to stand up and walk out the building – but I stuck to a personal motto I though up one day which is “the solution to an uncomfortable situation is simply learning to live in that constant feeling of discomfort”. Now I could delve deeper into what that means to me but we would be here all night, but the jist of it is simple and logical thinking if you want something to do whatever it takes to get it. Now one thing I have struggled with since middle school is social encounters, I used to get nervous asking for ketchup at a restaurant and now I m presenting in front of a whole room full of important people and I have to give credit to my weekly MYEP leadership class and especially one week where a professor from Scared Heart came in to speak about giving presentations. His name is Sean Heffron and he made a large impact in my life. AS I watched him present with such confidence inspired me to strive for the same thing. As former President Ronald Reagan said “some people spend an entire lifetime wondering if they've made a difference in the world, but marines don’t have that problems” Now I always remember the boys I was before my experience with the MYEP as it has indefinitely increased my maturity which is a lifelong gift.

Daniel Medero
Stamford High School Class of 2015
Ferguson Library
Mayor’s Youth Employment Program

Meet our students:

“To say experience is a teacher, is an understatement. For many high school students including myself, experience is everything—the pocket cash jiggling in our wallets, the visionary perspectives in our heads, and the motivation and concentration to one day go out into the American workforce and contribute one budget transfer at a time in the Office of Policy and Management. To me, my summer at the City of Stamford Government Center was enjoyable, surprisingly interesting and a teacher’s lesson of all time.

In a farm of budgeting, I metaphorically walked in on my first day as nothing more than an ear of corn. Like the corn, I would one day grow many kernels of my own but until then, I needed fertile soil, water and sun to help me develop. The Office of Policy and Management’s staff did exactly that and ironically became the nutrients in the soil, providing me with real-life “work experience.” Technically, my Access and Excel skills tripled and I cultivated more about Microsoft Office applications within the first week than I had every learned. The overall workplace skills I experienced through completing the entire process of budget transfers taught more than the few thousands of dollars I transferred ever could. From the straightforward job of highlighting deficits to the more challenging steps of actually finding money to cover them, I became familiar with proper workplace etiquette and how mistakes really do cost a lot of time and paper. Even the banal work of helping to reconfigure the city’s cellphones and contact centers taught me valuable lessons in communication and speaking: true characteristics of one’s responsibility and accountability. Other times, when I helped to design the City’s Budget Book Cover, I was able to see a project from start to finish, a valuable experience as a sixteen year old high school student—a symbol of hard work and a memory of dedication that will never vanish through all my future jobs. Unknowingly, my work at a table in the corner evolved from a five week summer internship to a complete work-opportunity.

Paulo Coelho once said, “Be brave. Take risks. Nothing can substitute experience.” And although I didn’t do anything too risky this summer (there wasn’t any bungee jumping off the Government Center as far as I’m concerned) I ended up taking the biggest risk of my life for my future. A risk that I know will one day propel me into my job or career that I truly enjoy and finally, a risk that was only created because of the opportunities that the Mayors Youth Employment Program forged for myself and others.

Paulomi Rao
Stamford High – Class of 2015
City of Stamford – Office of Policy Management
Mayor’s Youth Employment Program

Meet our students:

“The Mayor’s Youth Employment was an exceptional experience. I learned so many things about both myself and the world around me. I met a great amount of excellent people, and was able to experience Stamford in a way that I’ve never imagined. The Soundwaters Coastal Education Center in addition to the Friday weekly classes created a stable learning environment in which I expanded on a networking level, made friendships, and reached a new expectation within myself.

When I was first informed that I was placed at Soundwaters, a local camp service, I was not excited. I went home complained, and pouted, claiming that there was no way I was going to be able to make it through the next five weeks. That following Monday on my first day I didn’t have fun. The day was long and my head hurt from all of the children around. That night I sat in my bed and did the same thing, complained, pouted and worried. Over the course of the next two days, this became a cycle, such a clockwork. However, this soon changed when I remembered the ropes course we did. There was a certain exercise in which we had to walk across a tightrope holding onto nothing but a rope. I thought about how I was forced to trust myself and sort of create an expectation. Instead of making myself well aware of the heights, I made myself well aware of the success that was foreseen. I decided that instead of giving up and asking to come down, that I would make it across. Low and behold I made it across. In relation to the bad experience I was having at Soundwaters, I decided that instead of focusing on my discomforts, that I would go with a positive mindset. The next day, I put on a smile and became a sponge. I learned many different things about everything. Did you know that our local beach is actually an estuary? Are you aware that there is an extreme variety of Marine life living in the sound? I expanded my mind and had an experience never thought of.

Since then, they have asked me to come back after the end of MYEP and I gladly did. Through this experience I’ve learned an immense amount of capabilities that I have that I will bring to college. I set my expectations higher, and never complain about anything. I walk into many things with an open mind as opposed creating these negative expectations that do not have to exist. I am extremely thankful that I was chosen out of more than one hundred students. Because this one, is now a creator of prosperity.

Christina Peltrop
Westhill - Class of 2014
Central Connecticut State University - Class of 2018
Soundwaters
Mayor’s Youth Employment Program

**STAFF:**

*Michelle Lappas – Program Coordinator*

- 7 Years facilitating youth programming
- 10+ years corporate Human Resources experience
- BA in Psychology from University of Massachusetts
- MA in Organizational Psychology in Columbia Teachers College