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Metropolitan Policy Program  
at BROOKINGS

# Summer Jobs Plus

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Martha Ross

# High-Level Lessons from “Best Practice” Cities

- + Mayoral leadership must be steady, visible, and strategic.
- + Job placements must be actively and thoughtfully cultivated. Subsidized jobs in the public/nonprofit sectors typically form the core. Private-sector employers are more labor-intensive to recruit and often require a more work-ready candidate pool.
- + Placements should match youth with employers based on age, work-readiness, skills, interests, and location. Segment youth into tiers.
- + Partnerships with other programs (such as K-12, CTE, and youth development organizations) leverage resources.
- + Technology solutions are critical as programs scale.
- + Don't underestimate coordination, delivery, & management challenges.

# Recommendations

- + Set goals beyond the number of youth served. How do you answer the question, “Did this program make a difference in a young person’s life?”
- + Ensure that every participant has a positive relationship with an adult in roles such as supervisors, job coaches, and mentors.
- + Align staffing and organizational capacity with program goals. Assess your staffing, technology, tools, and partnerships against your goals.
- + Commit to performance improvement and recognize the incremental nature of change.