Organization
Seattle Parks & Recreation

Project Title
Creating more effective pathways to employment for youth and young adults

Organizational Background
SPR provides welcoming and safe opportunities to play, learn, contemplate and build community and promotes responsible stewardship of the land. The Citywide Teen & Young Adult Unit provides a variety of programs, including employment readiness and community service learning, to support young people in using their talents and gaining skills needed to thrive as adults.

Project Description
Now that one of the Mayor’s priorities is the Future of Work, this is a welcomed opportunity to re-evaluate our 10+ year job readiness and service learning programming. The outcome of the project will be a report that makes recommendations for key pre-employment skills for middle, high school and young adult age youth (19 - 24 yrs) on which our program should focus, and strategies for creating a more cohesive and engaging employment pathway, moving youth towards a variety of work opportunities and secondary educational or vocational training opportunities.

Travel Required?
No

Deliverables
1) An evaluation of the current YESL program that includes a qualitative analysis of participant and staff feedback, review of national best practices and programs in other Parks & Recreation, i.e. Portland Or.), 2) Interviews with other SPR divisions to assess additional employment resources, and 3) Policy and program recommendations to create a more effective pathways to employment for young people.
Key Tasks for Consultants

Explore the latest best practice research regarding job readiness and youth employment. Interview past participants, mentors, staff and supervisors. Compare what is learned via the research to past program data and information gathered. Conduct a financial analysis of YESL resources as compared to performance. Recommendation of key performance indicators and revised Logic Model. Presentation and discussion with key program staff and decision-makers.