The Virginia Beach Summer Youth Employment Program started in 2009 under the initiative for mayors throughout the country to “create innovative partnerships with their local businesses, non-profit communities and foundations to ensure that youth in their cities have meaningful summer job experiences.”

During that time, the Summer Youth Employment Program served 35 young people from three City agencies. In 2019, the Summer Youth Employment Program provided 108 youth with the opportunities to work in over 28 City agencies/departments and eight Virginia Beach private companies.

WHAT IS SYEP?

SYEP requires youth to participate in a week-long job-readiness training that not only prepares them for their summer jobs, but also provides essential tools needed to enhance their future career journey. Some of the topics we discuss in orientation include:

- Professionalism
- Quality Customer Service
- Communication
- Conflict Management
- Effective Listening
- Resume Writing
- Building a Personal Brand
- Financial Empowerment

Youth workers also participated in a financial education activity that walks them through real-life situations to teach them about budgeting and savings:

96% of youth stated that SYEP helped them to gain a better understanding of future career and/or education options.

SYEP provides young people with an opportunity to not only earn a paycheck, but they are also provided with the skills and support to help them become successful. Through SYEP youth stated that they gained skills in the following areas:

- Communication: 87%
- Teamwork: 72%
- Professionalism: 66%
- Listening: 59%
- Customer Service: 50%
- Technological: 42%
- Conflict Management: 40%
- Administrative: 32%

When youth are provided with an opportunity to work and explore different jobs, they are able to gain a better understanding of who they are, their strengths and weaknesses, and what route they would like to take in the future.

SYEP” [Reality Store] gave me a new perspective of financial management and an idea how I would handle my money and education to live the life I want.”

WHY SYEP?

Central Library, Public Libraries

Virginia Cooperative Extension, Agriculture

Information Technology

Beach Ford

Virginia Beach, Public Libraries
As we celebrate our 10th year of the Virginia Beach Summer Youth Employment Program (SYEP), it has become evident that SYEP is more than just a summer job. Through this program, we employed 108 Virginia Beach residents ages 16 - 21 with over 25,000 hours of work at local businesses and city agencies.

Without the support and collaboration of the public and private sector, this feat would not have been possible. Your investment enabled us to offer youth formative opportunities that not only provided income, but also taught key work skills like responsibility, work ethic, customer service, communication and time management. Moreover, SYEP partners with financial institutions to increase financial literacy and money management skills. This provides a unique advantage over other employment options for young people.

As a city, we will continue to invest in our youth because they represent the future of our communities. Our young people are resilient, innovative and hardworking. They possess the passion and skillset to transform our city. With the support of our community partners, city agencies and sponsors, SYEP will continue working to make Virginia Beach competitive and financially sustainable for the next generation of professionals.

Sincerely,

Thomas M. Leahy
Acting City Manager, City of Virginia Beach
PARTICIPATED IN THE 2019 SUMMER YOUTH EMPLOYMENT PROGRAM

108 YOUTH

28 different city departments and local businesses provided unique work experiences for the SYEP youth

52% of youth said this was their FIRST JOB

BY THE NUMBERS

25,251 total hours worked

City Agencies 21,161 hrs

Private Companies 2,090 hrs

BEACH FORD // 360 HOURS = $9/HR = $3,240
COASTAL HOSPITALITY // 700 HOURS AT $9/HR = $6,300
HRSD // 200 HOURS AT $13.56/HR = $2,712
IMS GEAR // 417 HOURS AT $10/HR = $4,170
SAFELITE // 360 HOURS AT $12/HR = $4,320
SHERATON // 268 HOURS AT $9/HR = $2,412
TIDEWATER FINANCE COMPANY // 1,530 HOURS AT $10/HR = $15,300
VSA RESORTS // 255 HOURS AT $10/HR = $2,550

WORKERS EARNED $213,947 IN NET INCOME THIS SUMMER
FINDING THE PATH

96% of youth stated that SYEP has helped them gain a better understanding of career choices and/or education options for the future.

more than 80% of youth learned a new skill.

TYPES OF JOBS

- Media Arts & Design
- Recreation Staff
- Childcare Assistants
- IT Support Specialists
- Retail Salespersons
- Office & Administrative Assistants
- Food Preparation Staff
- Teacher Assistants
- Landscape Management
- Building & Grounds Maintenance

"I think VBSYEP offers a unique opportunity for young people to connect with their community, harness their passion, and strengthen their skills. It was certainly a pivotal point of my education and professional career and I hope youth continue to take advantage of these amazing resources offered by the city!"  » Jeanette L., Parks & Recreation

"VBSYEP has helped me find a permanent job."  » Alana J., Public Works

"I found the program to be a step towards independence, and I believe I grew in maturity."  » Chloe D., Parks & Recreation
Making Gains

More than 80% of youth learned 3-4 new skills.

What are youth looking to gain through SYEP?

<table>
<thead>
<tr>
<th>Experience</th>
<th>79%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Money</td>
<td>8%</td>
</tr>
<tr>
<td>Support Education</td>
<td>8%</td>
</tr>
<tr>
<td>Networking</td>
<td>5%</td>
</tr>
</tbody>
</table>

What skills did youth learn through participating in SYEP?

<table>
<thead>
<tr>
<th>Communication</th>
<th>80%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teamwork</td>
<td>72%</td>
</tr>
<tr>
<td>Professionalism</td>
<td>66%</td>
</tr>
<tr>
<td>Listening</td>
<td>59%</td>
</tr>
<tr>
<td>Customer Service</td>
<td>51%</td>
</tr>
<tr>
<td>Technology</td>
<td>42%</td>
</tr>
<tr>
<td>Conflict Management</td>
<td>40%</td>
</tr>
<tr>
<td>Administration</td>
<td>32%</td>
</tr>
</tbody>
</table>
90% of participants stated that they are sticking to the savings goal that they established at the start of SYEP.

94% of youth are monitoring their spending through online banking or keeping an account ledger.

100% of youth used direct deposit.

“SYEP has taught me a lot about saving money and having budgets… the program also set me up for a job for my future.” - Caden L, Parks & Recreation

“I knew that saving could help you, but I never knew how much until I went to the [SYEP] Orientation. Thank you SYEP!” - Tyler N., Housing & Neighborhood Preservation

“SYEP has helped me learned more about budgeting and not to spend irresponsibly.” - Isaiah W., Tidewater Finance Company

“SYEP has helped me learn how to save more. It was a great opportunity to learn to set goals and keep up with them.” - Brielle D, Parks & Recreation

Youth saved over $42,141.50
12 YOUTH OPENED ACCOUNTS FOR THE FIRST TIME DUE TO SYEP
90% of SYEP Supervisors stated that if they had a job available that they would hire their SYEP Youth Worker

99% of SYEP Supervisors stated that their Youth Worker adjusted to their role within the first week of their job placement

98% of SYEP Supervisors stated the Youth Worker assigned to their worksite was a good fit for the position

“We loved having the girls working at EMS this summer. Once they graduate from college, I would definitely like for them to look us up.”  •  Shalonda Niskey, Emergency Medical Services

“I love the program and how it helps youth to familiarize themselves with the ups and downs of everyday life. It encourages independence and forces them to think on their own and figure out what direction they would like to go in life.”  •  Anita C., Parks & Recreation

“I believe our organization gets as much value from this program as does the youth involved. It is an invaluable teaching tool for them, and provides us with the additional help we need during our busiest time of the year.”  •  L. Elaine V., Virginia Aquarium

“The youth assigned to our area were very well equipped to handle our requests. There were 4 Supervisors in our area that worked with 11 youth workers, and we all learned a few things as well as taught a few things. We were able to get a good idea of the youth workers potential and would love to see them all back again. We were very impressed with their advanced skillsets and desires to learn more. Every time we gave them one task that we thought would take them some time they were finished ahead of time. We gave them a variety of tasks. Some of the fun items and some of the not-so-fun items. They welcomed and handled them all very well.”  •  Robin S., Information Technology

96% of SYEP Supervisors stated that youth placed in their organization added value to their workplace
SYEP SUPPORTERS
Cities for Financial Empowerment Fund
Summer Jobs Connect
U.S. Army
Virginia Beach Schools Federal Credit Union

SYEP COMMUNITY PARTNERS
Beach Ford
Coastal Hospitality – Holiday Inn North Beach
IMS Gear
Safelite AutoGlass
Tidewater Finance Company
Sheraton Virginia Beach Oceanfront Hotel
Virginia Beach Communications Office
Virginia Beach Convention & Visitors Bureau
Virginia Beach Cultural Affairs
Virginia Beach Economic Development
Virginia Beach Finance
Virginia Beach Fire Department
Hampton Roads Sanitation District (HRSD)
Virginia Beach Housing & Neighborhood Preservation
Virginia Beach Human Resources
Virginia Beach Human Services
Virginia Beach Information Technology
Virginia Beach Public Library
Virginia Beach Museums & Historic Resources
Virginia Beach Parks & Recreation
Virginia Beach Police Department
Virginia Beach Public Utilities
Virginia Beach Public Works
Virginia Beach City Public Schools
Virginia Beach STiR Office
Virginia Cooperative Extension
VSA Resorts

SYEP PARTNERS
ABNB Federal Credit Union
America Saves for Young Workers
BankOn Hampton Roads
Dollar Bank
LifeCents
Mass Mutual
SunTrust