

Family & Children First Council Annual Report Youth Employment Program

Begun Center for Violence Prevention Research and Education
Case Western Reserve University
November 2015

The Family & Children First Council (FCFC) of Cuyahoga County supports youth employment programs for teenagers through Youth Opportunities Unlimited's (Y.O.U.) Pathways Internship program. The goal of Pathways is to develop mutually beneficial partnerships with area employers that will allow students to explore career fields and gain practical work experience, while helping businesses meet their needs. The program places teens with mentors in 4-8 week career-related work experiences that align with career pathways and allow them to apply the knowledge and skills learned in the classroom to a professional work environment. Internships are meant to enhance the student's educational background by providing opportunities for career exploration and development of industry specific skills, while encouraging personal growth.



The Begun Center for Violence Prevention Research and Education at Case Western Reserve University conducted an evaluation of the Youth Employment Program in Cuyahoga County. County government provides public funding for the programs through the Family & Children First Council. The county contracts with Youth Opportunities Unlimited to select and manage employers, candidates for employments, and provide operational direction and monitoring.

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Executive Summary: Youth Employment

The focus of Youth Employment is to prepare young people for the workforce by providing job experience, career development or training, typically through internships, job placements, or career exploration programs. The Family & Children First Council (FCFC) of Cuyahoga County supports youth employment programs for teenagers through Youth Opportunities Unlimited's (Y.O.U.) Pathways Internship Program. Y.O.U. matches teenagers from Cuyahoga County, ages 14-18, with meaningful summer work experiences. Y.O.U. principally serves teens in families living at or below poverty level. The jobs provide a constructive opportunity and a safe environment for the teens to work and learn the skills they need to obtain a job. Teens learn first-hand about different careers that, with more education, lead to rewarding careers, while being mentored by Y.O.U. staff and their supervisors.

According to the Youth Opportunities Unlimited website, thousands of teenagers register each year in the hopes of getting a summer job or internship with one of over 350 employers in Cuyahoga County. Data for the analyses in this report were collected from the 2013-14 and 2014-15 cohorts of youth specific to the Pathways program that is facilitated by Y.O.U. The stated goal of Pathways is to "develop mutually beneficial partnerships with area employers that will allow students to explore career fields and gain practical work experience, while helping businesses meet their needs." Pathways-involved youth indicate their preferred career pathway and Y.O.U. attempts to align these interests with local worksites and mentors that provide youth with career exposure and the development of specific skills.

Pathways placed 105 youth representing 30 different schools in internships at 50 worksites across Cuyahoga County in the 2013-14 program period. In a survey conducted at the completion of their internship, 100% of youth agreed that their coordinator was an advocate for them during the experience and 92% felt that they were given work in their area of interest. 80% felt they were given the appropriate amount of work but only 52% were matched to their area of interest and 64% thought their internship was challenging and stimulating. Youth were given high marks by their mentors at the internship with 84% stating attendance and punctuality were excellent and 92% stated the overall rating as excellent or satisfactory.

The 2014-15 cohort included 179 youth placed at 35 worksites. Nearly nine out of ten youth agreed that their coordinator was an advocate for them during the experience and supervision at Pathways intern sites was perceived to be strong during 2014-2015. All responding youth agreed that students at their site understood expected tasks. An overwhelming percentage of youth were given internship assignments that were their primary responsibility (90%) and 83% indicated they were assigned an appropriate amount of work. Seven out of 10 youth reported that their internship experience gave them a realistic sense of the vocational field in which they were interested. Similar percentages of youth (75%) agreed that they assumed additional responsibility at their internship and that the environment at their internship encouraged them to participate. While two-thirds (67%) of youth thought their internship was challenging and stimulating, 93% indicated they would recommend their internship to their friends. Youth in the 2014-2015 cohort were given high ratings for professionalism, punctuality, and reliability.

Youth Employment Program Description

The focus of Youth Employment is to prepare young people for the workforce by providing job experience, career development or training, typically through internships, job placements, or career exploration programs. The Family & Children First Council (FCFC) of Cuyahoga County supports youth employment programs for teenagers through Youth Opportunities Unlimited's (Y.O.U.) Pathways Internship Program. Y.O.U. principally serves teens in families living at or below poverty level. The jobs provide a constructive opportunity and a safe environment for the teens to work and learn the skills they need to obtain a job. Teens learn first-hand about different careers that, with more education, lead to rewarding careers. The stated goal of Pathways, the specific program funded by FCFC, is to "develop mutually beneficial partnerships with area employers that will allow students to explore career fields and gain practical work experience, while helping businesses meet their needs." Youth indicate their preferred career pathway and Pathways attempts to align their interests with local worksites and mentors that provide youth with career exposure and development of specific skills.

Y.O.U. interests are measured around 16 career clusters developed by the National Career Clusters Framework representing 79 different career pathways:

- Agriculture, Food, and Natural Resources
The production, processing, marketing, distribution, financing, and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture, and other plant and animal products/resources.
- Architecture and Construction
Careers in designing, planning, planning, managing, building and maintaining the built environment.
- Arts, A/V Technology, and Communications
Designing, producing, exhibiting, performing, writing, and publishing multimedia content including visual and performing arts and design, journalism, and entertainment services.
- Business Management and Administration
Planning, organizing, directing, and evaluating business functions essential to efficient and productive business operation. Business Management and Administration career opportunities are available in every sector of the economy.
- Education and Training
Planning, managing, and providing education and training services, and related learning support services.
- Finance
Planning, services for financial and investment planning, banking, insurance and business financial management.
- Government and Public Administration
Executing governmental functions to include governance: national security, foreign service, planning, revenue and taxation, regulation, and management and administration at the local, state, and federal levels.
- Health Science
Planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.
- Hospitality and Tourism
Management, marketing, and operations of restaurants and other food services, lodging, attractions and recreation events, and travel-related services.

- Human Services
Preparing individuals for employment in career pathways that relate to families and human needs.
- Information Technology
Building linkages in IT occupations framework for entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services.
- Law, Public Safety, Corrections, and Security
Planning, managing, and providing legal, public safety, protective services and homeland security, including professional and technical support services.
- Manufacturing
Planning, managing, and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance, and manufacturing/process engineering.
- Marketing
Planning, managing, and performing marketing activities to reach organizational objectives.
- Science, Technology, Engineering, and Mathematics
Planning, managing, and providing scientific research and professional and technical services (e.g., physical science, social science, engineering), including laboratory and testing services, and research and development services.
- Transportation, Distribution, and Logistics
Planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water and related professional and technical support services such as transportation infrastructure planning and management, logistic services, mobile equipment, and facility maintenance.

In addition to completing the Career Clusters Interest Survey and identifying the top three areas that best relate to activities they like to do, Pathway participants spend time researching the academic requirements necessary to excel in the those field both in high school and post-secondary. The “Career Selection Investigation” phase requires them to list the academic requirements and complete a “Do I

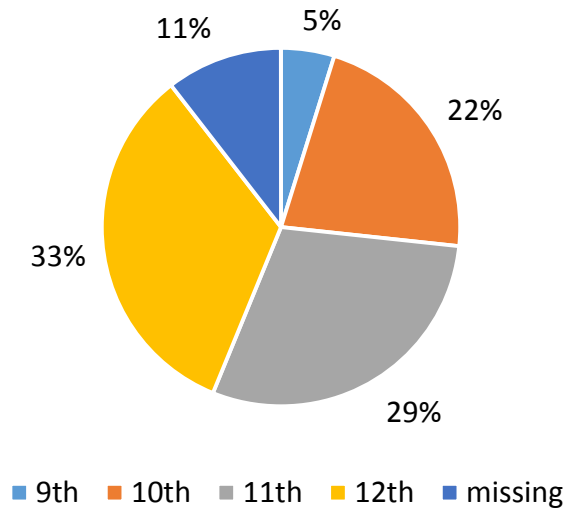
Have What It Takes?” self-assessment to identify if they have the skills needed, and if not, how to gain those skills. Data from the Y.O.U. Pathways program for youth in the 2013-2014 cohort are shared below.

Y.O.U. Pathways Program Data: 2013-2014 Cohort

Pathways placed 105 youth in internships at 50 worksites across Cuyahoga County in the 2013-2014 cohort (see Table 1). The 105 youth represented 30 different schools in Cuyahoga County (see Table 2). The majority of the 105 Pathways youth were 12th graders (33%) and 11th graders (29%) as illustrated in Figure 1.

105 UNIQUE YOUTH PARTICIPATED IN THE INTERNSHIPS AT 50 WORK SITES IN 2013-14
REPRESENTING 30 DIFFERENT SCHOOLS IN CUYAHOGA COUNTY.

Figure 1. Grade Distribution for Pathways Youth: 2013-2014 Cohort



Overall, 60% of youth successfully completed the Pathways Program, although this percentage may be higher because of missing data for 37% of youth. Analysis of actual intern hours completed revealed that 40% completed 120 or more hours, indicating that they worked the required 120 hours for that time period. However, with available data it is impossible to tell if the 33.3% of youth with zero hours are actually non-completers or completers with missing intern hour data.

Figure 2. Pathways Program Completion Status: 2013-2014 Cohort

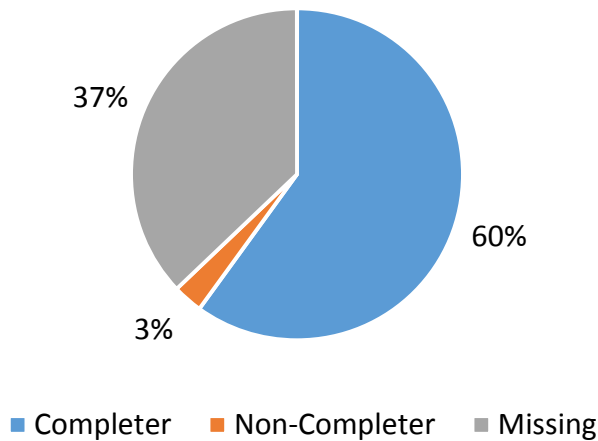


TABLE 1. PATHWAYS PROGRAM DATA SUMMARY: 2013-2014 COHORT

Number of Youth	105	%
Grade	5	4.8
9th	23	21.9
10th	31	29.5
11th	35	33.3
12th	11	10.5
Number of schools	30	N/A
Number of intern sites	50	N/A
Number of completers		
Completers	63	60.0
Non-Completers	3	2.9
Missing	39	37.1
Number of reported hours		
Zero hours	35	33.3
1-119 hours	28	27.7
120+ hours	42	40.0

Over 30 different public, charter and private schools represent the diversity of secondary education facilities that refer participants to Pathways. One third of all Pathways interns were students at MC2 STEM High School or Design Lab Early College High School (see Table 2). The schools represented include districts throughout Cuyahoga County.

TABLE 2. SCHOOL NAME: 2013-2014 COHORT

	Frequency	Percent
MC2 STEM High School	24	22.9
Design Lab Early College High School	12	11.4
Nexus Academy	9	8.6
<i>Missing</i>	8	7.6
John Hay High School - CSSM	6	5.7
Max Hayes High School	6	5.7
Ginn Academy	3	2.9
Glenville	3	2.9
John Hay	3	2.9
Whitney M. Young	3	2.9
Cleveland School of the Arts	2	1.9
John Adams High School	2	1.9
John Hay Early College	2	1.9
Shaw High School	2	1.9

St. Joseph Academy	2	1.9
Beachwood	1	1.0
Bedford High School	1	1.0
Benedictine	1	1.0
Brush High School	1	1.0
Horizon Science Academy	1	1.0
Jane Addams	1	1.0
John Hay High School - A&D	1	1.0
John Marshall	1	1.0
Lakewood	1	1.0
Martin Luther King	1	1.0
Orange High School	1	1.0
Rhodes	1	1.0
Solon	1	1.0
St. Edward	1	1.0
St. Martin De Porres and OSU Extension	1	1.0
Successtech Academy	1	1.0
Trinity High School	1	1.0
Westshore Career Tech/Lakewood High School	1	1.0
Total	105	100.0

A diversity of work sites and companies partner with the Pathways Internship program to give the interns a chance to explore real-world opportunities and gain experience across 16 different career cluster interest areas (see Tables 3 and 4). Information and descriptions about each of these worksites and contact information for the organizations can also be found in Appendix A at the end of this report.

TABLE 3. INTEREST AREAS AND ASSOCIATED PLACEMENT LOCATIONS: 2013-2014 COHORT	
Interest Area	Placement Location
Agriculture, Food & Natural Resources	
	CMSD Design Lab
Architecture & Construction	
	Cogswell Hall
	Turner Construction
	Cleveland Public Library
	AP Business Solutions
	Great Lakes Science Center
	The Centers for Families and Children
	ACE Program

Arts, A/V Technology & Communications	
	Black Professionals Association Charitable Foundation
	CSU Math Corps
	Cuyahoga Community College, Western Campus
	Ideastream/WVIZ
	Music Settlement
	Alzheimer's Association
	Cleveland State University Division of Technology
	Fusion Fitness Training and Wellness Center
	Glenville High School
	Ohio Film Festival Commission
	Warrensville Heights YWCA/YMCA
	Small Business Administration
Business Management & Administration	
	Ronald McDonald House
Education & Training	
	Cleveland State University Math Department
	Cleveland Public Library
	Cleveland Municipal Court
	Cuyahoga County Animal Shelter
	Ohio Film Festival Commission
Government & Public Administration	
	Kaiser Permanente Secrets Project
Health Science	
	CMUSD Lemonade Day
	University Hospitals
	City of Euclid Animal Shelter
	Cuyahoga County-Senior & Adult Services
	Cuyahoga County Animal Shelter
	Dr. Malcom Walters Jr. Family Dentistry Practice
	Kaiser Permanente Secrets Project
	ACE Program
	The Centers for Families and Children
Hospitality & Tourism	
	City of Cleveland Recreation Department
	Cuyahoga County-Senior & Adult Services
Human Services	
	Cleveland Municipal Court
	CMUSD Lemonade Day
	LGBT Community Center

	Literacy Cooperative/Mound School
	Case Western Reserve University Biochemistry Lab
	Glenville High School
	Strawbridge Memorial Chapel
	Engage Cleveland
Information Technology	
	Cleveland Public Library
	Trend Consulting
	Literacy Cooperative/Mound School
	Cleveland Clinic Surgical Prep Department
Law, Public Safety, Corrections & Security	
	City of Cleveland, Division of Fire
	CMSD Lemonade Day
	Cleveland-Marshall Law School Professor
	City of Cleveland Police Department
	Dominion East Ohio Construction Projects
	Literacy Cooperative/Mound School
	University Hospitals
Marketing	
	City of Cleveland, Division of Fire
	CSU Math Corps
	The Coral Company
	Case Western Reserve University Biochemistry Lab
	Cleveland State University Division of Technology
	Mt. Zion Congressional Church
	LGBT Community Center
	Music Settlement
Science, Technology, Engineering & Math	
	Cleveland Public Library
	CSU Math Corps
	Natural History Museum
	Botanical Gardens
	Art House
Transportation, Distribution & Logistics	
	CSU College of Engineering
	Westown Tire

TABLE 4. SITE NAMES: 2013-2014 COHORT

	Frequency	Percent
<i>Missing</i>	8	7.6
CMSD Design Lab	6	5.7
Cleveland Public Library	5	4.8
Literacy Cooperative/Mound School	5	4.8
ACE Program	4	3.8
Botanical Gardens	4	3.8
CMSD Lemonade Day	4	3.8
CSU Math Corps	4	3.8
City of Cleveland, Division of Fire	3	2.9
Ideastream/WVIZ	3	2.9
Music Settlement	3	2.9
The Centers for Families and Children	3	2.9
University Hospitals	3	2.9
Case Western Reserve University Biochemistry Lab	2	1.9
City of Cleveland Police Department	2	1.9
Cleveland Municipal Court	2	1.9
Cleveland State University Division of Technology	2	1.9
CSU College of Engineering	2	1.9
Cuyahoga County Animal Shelter	2	1.9
Cuyahoga County-Senior & Adult Services	2	1.9
Glenville High School	2	1.9
Kaiser Permanente Secrets Project	2	1.9
LGBT Community Center	2	1.9
Ohio Film Festival Commission	2	1.9
Turner Construction	2	1.9
Alzheimer's Association	1	1.0
AP Business Solutions	1	1.0
Art House	1	1.0
Best Buy	1	1.0
Black Professionals Association Charitable Foundation	1	1.0
City of Cleveland Recreation Department	1	1.0
City of Euclid Animal Shelter	1	1.0
Cleveland Clinic Surgical Prep Department	1	1.0
Cleveland State University Math Department	1	1.0
Cleveland-Marshall Law School Professor	1	1.0
Cogswell Hall	1	1.0
Cuyahoga Community College, Western Campus	1	1.0
Dominion East Ohio Construction Projects	1	1.0
Dr. Malcom Walters Jr. Family Dentistry Practice	1	1.0
Engage Cleveland	1	1.0
Fusion Fitness Training and Wellness Center	1	1.0

Great Lakes Science Center	1	1.0
Mt. Zion Congressional Church	1	1.0
Natural History Museum	1	1.0
Ronald McDonald House	1	1.0
Small Business Administration	1	1.0
Strawbridge Memorial Chapel	1	1.0
The Coral Company	1	1.0
Trend Consulting	1	1.0
Warrensville Heights YWCA/YMCA	1	1.0
Westown Tire	1	1.0
Total	105	100.0

Complete placement interest data and their actual placement data was provided for 102 of the 105 youth in the cohort. Of the 105 youth, 55 (52%) were placed in their top career cluster area from the 16 options but it is fair to say that all would have received significant elements of their interest area in the cluster assigned based on the breadth of experiences. Top interest areas among the cohort include Arts, A/V Technology and Communications (14%), Science, Technology, Engineering (11%) and Human Services (11%). The greatest gap in placements relative to interest area is the Arts, A/V Technology and Communications cluster (-8%) followed by Human Services (-6%).

TABLE 5. PATHWAYS CAREER INTEREST AND PLACEMENT PERCENTAGES: 2013-2014 COHORT

	% Interested	% Actual Placement	% Difference
Agriculture, Food and Natural Resources	5.7	5.7	0
Architecture and Construction	9.5	13.3	+3.8
Arts, A/V Technology and Communications	14.3	6.7	-7.6
Business Management and Administration	1.0	3.9	+2.9
Early Childhood Education/Community Outreach	0.0	5.7	+5.7
Education and Training	5.7	7.6	+1.9
Government and Public Administration	1.0	4.8	+3.8
Health Science	10.5	8.6	-1.9
Hospitality and Tourism	1.9	1.9	0
Human Services	11.4	5.7	-5.7
Information Technology	4.8	6.7	+1.9
Law, Public Safety, Corrections and Security	10.5	8.6	-1.9
Marketing	7.6	6.7	-0.9
Science, Technology, Engineering	11.4	8.7	-2.7
Transportation, Distribution and Logistics	2.9	3.8	+0.9
Unknown/Missing	1.6	1.8	+0.2

Intern Evaluation of Internship Experience: 2013-2014 Cohort

At the end of their internship experience, youth in the 2013-2014 cohort were administered a short survey containing items related to their internship experience. Overall, Pathways interns had very positive experiences at their internships. All youth (100%) agreed that their internship coordinator was an advocate during their time in the Pathways program and 96% agreed their coordinator discussed the goals of the internship prior to starting (see Table 6). Supervision at Pathways intern sites was perceived to be strong during 2013-2014. All responding youth agreed that students at their site understood expected tasks.

100% OF YOUTH IN THE 2013-14 COHORT STATED THEIR INTERNSHIP COORDINATOR WAS AN ADVOCATE FOR THEIR INTERNSHIP EXPERIENCE.

Eight out of 10 youth indicated that once their internship began, the person responsible for mentoring them at their site discussed ways to reach learning goals. An overwhelming percentage of youth were given internship assignments that were their primary responsibility (92%) and 80% indicated they were assigned an appropriate amount of work. Eight out of 10 youth reported that their internship experience gave them a realistic sense of the vocational field they were interested in. Similar percentages of youth (88%) agreed that they assumed additional responsibility at their internship and that the environment at their internship encouraged them to participate. While two-thirds (64%) of youth thought their internship was challenging and stimulating, 96% indicated they would recommend their internship to their friends.

Table 6. Intern Attitudes about Internships: 2013-2014 Cohort			
Internship Coordinator	% Agree	% Neutral	% Disagree
My internship coordinator was an advocate with my internship experience.	100		
My internship coordinator discussed my internship goals with me.	96	4	
Supervision at your internship			
Students understood tasks from mentor	100		
My internship mentor discussed ways I could reach my learning goals.	80	20	
I understood my tasks and responsibilities.	96	4	

I was given assignments that were my primary responsibility.	92	8	
My internship mentor monitored my progress during the internship	80	20	
I was assigned an appropriate amount of work.	80	12	8
Overall evaluation of your internship			
This experience gave me a realistic preview of a field of interest.	80	20	
I assumed additional responsibility as my experience increased.	88	8	4
The environment encouraged me to participate.	88	12	
I was treated professionally.	92	4	4
The work I did was challenging and stimulating.	64	24	12
There was enough work to keep me busy.	80	12	8
I'd recommend this internship to other students.	96	4	

Pathways Internship Program Mentor Evaluation of Intern: 2013-2014 Cohort

Mentors rated interns on a 3-point scale of “excellent”, “satisfactory” and “needs improvement”.

- As shown in Table 7, 84% of internship mentors rated intern attendance and punctuality as “excellent” and only 4% rated it as “needs improvement”.
- Internship reliability was rated as “excellent” by 72% of mentors and “satisfactory” by 28%.
- Over three-fourths (76%) of mentors rated the interpersonal skills of interns as “excellent” and 24% rated it as “satisfactory”.
- Overall, only 8% of mentors indicated that interns needed improvement in their job readiness skills.

TABLE 7. MENTOR EVALUATION OF INTERN: 2013-2014 COHORT

	% Excellent	% Satisfactory	% Needs Improvement
Attendance & Punctuality	84	12	4
Reliability	72	28	0
Interpersonal Skills	76	24	0
Career Skills & Professionalism	72	28	0
OVERALL RATING	64	28	8

Y.O.U. Pathways Program Data: 2014-2015 Cohort

From 2014-2015, the Pathways Internship Program (“Pathways”) placed 179 youth in internships at 73 worksites across Cuyahoga County (see Table 11 for worksite names). The below report summarizes available data from the Y.O.U. Pathways program for the 2014-2015 cohort.

- As shown in Table 8 below, 179 youth represented 35 schools in Cuyahoga County.
- Over half (54.7%) of the 179 Pathways youth in this cohort were 12th graders.
- 61.5 of youth successfully completed the Pathways Program for the 2014-2015 cohort.

TABLE 8. PATHWAYS PROGRAM DATA SUMMARY: 2014-2015 COHORT		
Number of Youth	179	%
Grade		
9th	7	3.9
10th	22	12.3
11th	49	27.4
12 th	98	54.7
HS Graduate	3	1.7
Number of schools represented	35	--
Number of intern sites	73	--
Completion Status		
Dropped Out	16	8.9
On Hold	5	2.8
Opted Out	38	21.2
Ready for Placement	3	1.7
Successful Completer	110	61.5
Waiting for Placement	7	3.9

Figure 3. Grade Distribution for Pathways Youth: 2014-2015 Cohort

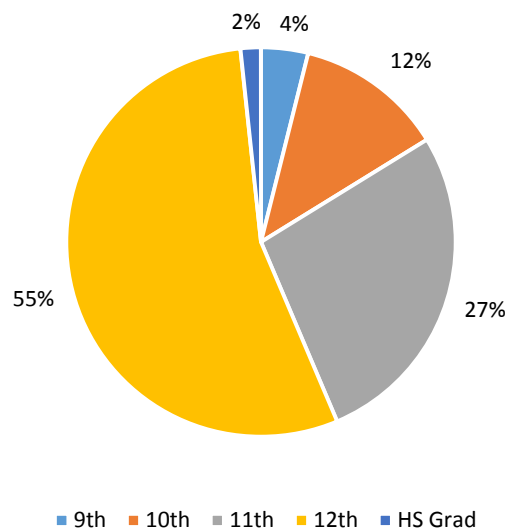


TABLE 9. PATHWAYS CAREER INTEREST AND PLACEMENT PERCENTAGES: 2014-2015 COHORT

	% Interested	% Actual Placement	% Difference
Agriculture, Food, and Natural Resources	0.0	3.1	+3.1
Architecture and Construction	3.1	6.1	+3.0
Arts, A/V Technology and Communications	14.3	9.2	-5.1
Business Management and Administration	5.1	10.2	+5.1
Education and Training	8.2	12.2	+4.0
Finance	1.0	0.0	-1.0
Health Science	18.4	6.1	-12.2
Hospitality and Tourism	10.2	16.3	+6.1
Human Services	4.1	3.1	-1.0
Information Technology	2.0	5.1	+3.1
Law, Public Safety, Corrections and Security	9.2	7.1	-2.1
Marketing	4.1	5.1	+1.0
Science, Technology, Engineering	19.4	13.3	-6.1
Transportation, Distribution and Logistics	1.0	2.0	+1.0

Of the 179 youth in the 2014-2015 cohort, initial and actual placement data was obtained for 98 youth. For these 98 youth, 30.2% were placed in the career field of their interest. As seen in Table 9 above, although 18.4% of youth indicated an initial interest in the health science field, only 6.1% were placed in that field. Although one in ten (10.2%) of youth indicated interest in a career in hospitality and tourism, 16.3% of youth were placed in this field.

MC2 Stem had the highest percentage of youth enrolled in the program (see Table 10). Nearly two out of ten (17.3%) of all Pathways interns were students at MC2 STEM High School. There was also a fairly significant number of interns from Berea-Mid Park and Jane Addams.

TABLE 10. SCHOOL NAME: 2014-2015 COHORT

	Frequency	Percent
Bedford	4	2.3
Berea-Mid Park	14	7.8
Cleveland Central Catholic	3	1.7
Cleveland Heights	3	1.7
Cleveland School of A/D	1	.6
Cleveland School of the Arts	8	4.5
Collinwood	5	2.8
CSSM	7	3.9
CSSM- Neomed	1	.6
Design Lab Early College	8	4.5
East Tech	2	1.1
Euclid	2	1.1
Ginn Academy	2	1.1
Glenville	1	.6
James Ford Rhodes	1	.6
Jane Addams	22	12.3
JFK	1	.6
John Adams	4	2.2
John Hay	8	4.5
John Hay A&D	2	1.1
John Hay CSSM	2	1.1
John Hay Early College	4	2.2
John Hay School of A/D	3	1.7
Lakewood	3	1.7
Lincoln West	1	.6
Martin Luther King	1	.6
Max Hayes	3	1.7
MC2 STEM	31	17.3
MLK	3	1.7
Nexus Academy	9	5.0
Normandy	1	.6
Orange	3	1.7
Shaker Heights	5	2.8
Shaw	3	1.7
Success Tech. Academy	1	.6
Trinity	1	.6

Washington Park	5	2.8
Whitney Young	1	.6
Total	179	100.0

TABLE 11. SITE NAMES: 2014-2015 COHORT		
	Frequency	Percent
Alzheimer's Assoc.	2	1.1
APB & Associates	1	.6
Art House	1	.6
Best Buy	1	.6
Black Professionals Assoc. Charitable Foundation	1	.6
Black Professionals' Assoc. Charitable Foundation	1	.6
Brookpark Recreation Center	2	1.2
Central Rec	1	.6
Cleveland Botanical Gardens	4	2.2
Cleveland Clinic	2	1.1
Cleveland Indians	2	1.1
Cleveland Municipal Court	1	.6
Cleveland Police Department	3	1.7
Cleveland Police Dept.	1	.6
Cleveland Public Library	1	.6
Collinwood Recreation Center	1	.6
CSU	2	1.1
CSU College of Engineering	2	1.1
CSU, College of Engineering	1	.6
Cudell Fine Arts	2	1.1
Cudell Recreation Center	1	.6
Cuyahoga Community College West	1	.6
Cuyahoga County Prosecutor's Office	2	1.1
Division of Rec, City Hall	1	.6
Dress for Success	1	.6
Earle B. Turner Rec	1	.6
Engage! Cleveland	1	.6
Fire Food & Drink	1	.6
Fosbel Cetek	1	.6

Giant Eagle	2	1.1
Glenville Recreation	1	.6
Great Lakes Science Center	6	3.4
Greater Cleveland Aquarium	1	.6
Halloran Skating Rink	1	.6
Hamilton Rec Center	2	1.2
Holmes Moth Watering Applesauce	1	.6
Holmes Mouth Watering Apple Sauce	3	1.7
JFK Rec Center	1	.6
Katai's Child Development	1	.6
Kenneth L. Johnson Rec	1	.6
Leimkuehler Orthotics	1	.6
Lemonade Day	4	2.2
Math Corps @ CSU	10	5.6
Michael Zone Rec	1	.6
Music Settlement	1	.6
MISSING	53	29.6
NEOMD @ CSU	2	1.1
NEOMED	2	1.1
NEON	1	.6
One World Theater	4	2.2
Orchard Stem School	1	.6
Paladar Latin Kitchen	1	.6
Ronald McDonald House	1	.6
Saucisson	1	.6
Small Business Administration	1	.6
Southern Hills Skilled Nursing	2	1.1
Summer Math Corps @CSU	2	1.1
The Center for Family and Children Services	1	.6
The Music Settlement	2	1.1
Thurgood Marshall Rec	1	.6
Trend Consulting	1	.6
Turner Construction	2	1.1
University Hospitals	2	1.2
Whiting-Turner	2	1.1
Winking Lizard	1	.6

WVIZ Ideastream	1	.6
YMCA	3	1.7
YOU Promo Video	1	.6
Zanzibar	2	1.1
Zelma George Rec	10	5.6
TOTAL	179	100.0

Intern Evaluation of Internship Experience: 2014-2015 Cohort

At the end of their internship experience, youth in the 2014-2015 cohort were administered a short survey containing items related to their internship experience. Overall, Pathways interns had very positive experiences at their internships. A large percentage (89%) agreed that their internship coordinator was an advocate during their time in the Pathways program and 74% agreed their coordinator discussed the goals of the internship prior to starting (see Table 12). Supervision at Pathways intern sites was perceived to be strong during 2014-2015. All responding youth agreed that students at their site understood expected tasks.

89% OF YOUTH IN THE 2014-15 COHORT STATED THEIR INTERNSHIP COORDINATOR WAS AN ADVOCATE FOR THEIR INTERNSHIP EXPERIENCE.

Nine out of 10 youth indicated that once their internship began, the person responsible for mentoring them at their site discussed ways to reach learning goals. An overwhelming percentage of youth were given internship assignments that were their primary responsibility (90%) and 83% indicated they were assigned an appropriate amount of work. Seven out of 10 youth reported that their internship experience gave them a realistic sense of the vocational field they were interested in. Similar percentages of youth (75%) agreed that they assumed additional responsibility at their internship and that the environment at their internship encouraged them to participate. While two-thirds (67%) of youth thought their internship was challenging and stimulating, 93% indicated they would recommend their internship to their friends.

Table 12. Intern Attitudes about Internships: 2014-2015 Cohort (n=72)	
Internship Coordinator	% Agree
My internship coordinator was an advocate with my internship experience.	89.1
My internship coordinator discussed my internship goals with me.	73.6
Supervision at your internship	
I was provided with an orientation to the organization.	81.9
Students understood tasks from mentor.	79.2
My internship mentor discussed ways I could reach my learning goals.	91.6
I understood my tasks and responsibilities.	94.4
I was given assignments that were my primary responsibility.	90.3
My internship mentor monitored my progress during the internship.	79.2
I was assigned an appropriate amount of work.	83.3
Overall evaluation of your internship	
This experience gave me a realistic preview of a field of interest.	72.2
I assumed additional responsibility as my experience increased.	75.0
The environment encouraged me to participate.	75.0
I was treated professionally.	79.2
The work I did was challenging and stimulating.	66.7
There was enough work to keep me busy.	79.2
I'd recommend this internship to other students.	93.1

Pathways Internship Program Mentor Evaluation of Intern: 2014-2015 Cohort

Mentors rated interns on a 3-point scale of “excellent”, “satisfactory” and “needs improvement.”

- As shown in Table 13 below, nearly all internship mentors rated intern career skills and professionalism as “excellent” or “satisfactory.” Interns were rated highest for applying academic learning and respecting confidentiality.
- As seen in Table 14, intern interpersonal skills were rated as “excellent” by approximately 80% of mentors, specifically showing interest in work, cooperating with team members, and displaying a positive attitude.
- Table 15 shows that intern reliability was especially high for meeting deadlines and following directions.
- Intern punctuality was especially notable for arriving on time and staying the entire time at work (Table 16).

**TABLE 13. MENTOR EVALUATION OF INTERN: CAREER SKILLS & PROFESSIONALISM
2014-2015 COHORT (n=51)**

	% Excellent	% Satisfactory	% Needs Improvement
Applies academic learning	66.7	33.3	0.0
Applies thinking skills	52.9	45.1	2.0
Inquisitive	54.9	43.1	2.0
Takes initiative	47.1	49.0	3.9
Shows judgment	56.9	41.2	1.9
Recognizes limitations	51.0	49.0	0.0
Respects confidentiality	68.6	29.4	2.0

**TABLE 14. MENTOR EVALUATION OF INTERN: INTERPERSONAL SKILLS
2014-2015 COHORT (n=51)**

	% Excellent	% Satisfactory	% Needs Improvement
Establishes self in adult role	62.7	37.3	0.0
Displays positive attitude	80.4	19.1	0.0
Shows interest in work	86.3	11.7	2.0
Dresses appropriately	80.4	17.6	2.0
Cooperates as a team member	84.3	15.7	0.0
Accepts constructive criticism	76.5	23.5	0.0
Relates positively with co-workers	82.4	9.8	7.8

**TABLE 15. MENTOR EVALUATION OF INTERN: RELIABILITY
2014-2015 COHORT (n=51)**

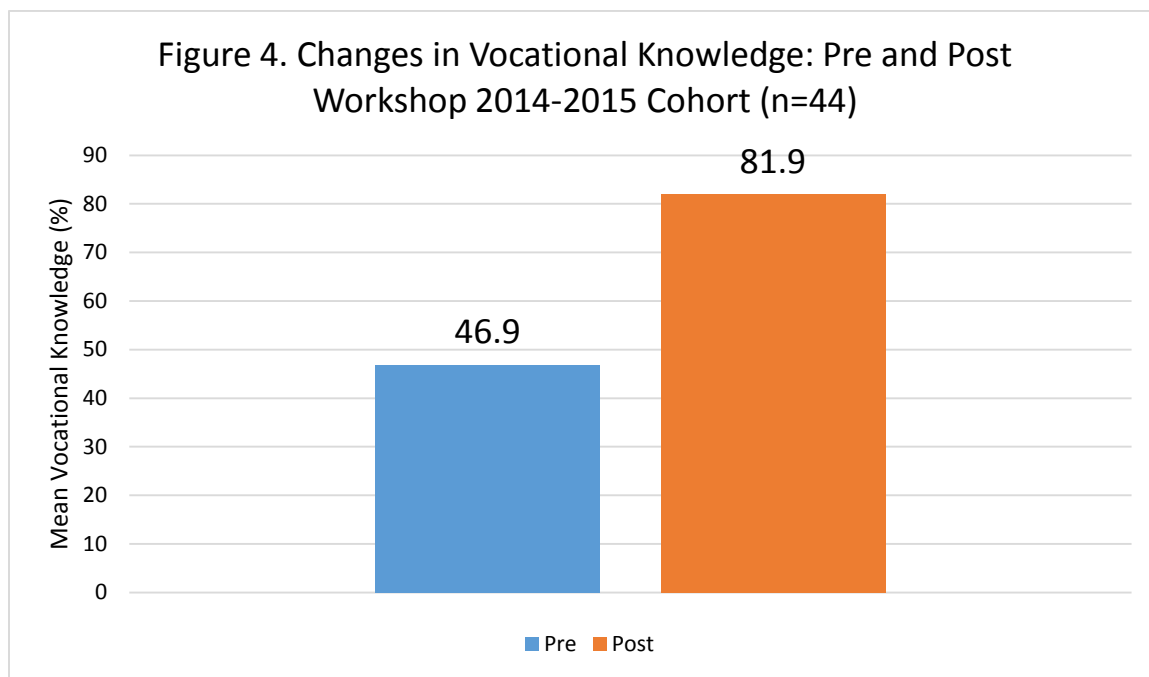
	% Excellent	% Satisfactory	% Needs Improvement
Meets deadlines	68.6	25.5	5.9
Plans effective use of time	62.7	35.3	2.0
Conforms to site policies	64.7	35.3	0.0
Anticipates what needs to be done	58.8	33.3	7.9
Follows through	60.8	33.3	5.9
Understands and follows directions	76.5	15.7	7.8

**TABLE 16. MENTOR EVALUATION OF INTERN: ATTENDANCE & PUNCUALITY
2014-2015 COHORT (n=51)**

	% Excellent	% Satisfactory	% Needs Improvement
Notifies mentor prior to absence	78.4	13.7	7.9
Discusses schedule changes	78.4	13.7	7.9
Arrives on time and stays	90.2	7.8	2.0

Pathways Internship Program Pre/Post Workshop Vocational Knowledge: 2014-2015 Cohort

Prior to and at the end of the intern workshop, YOU staff administered a 10-item survey measuring vocational knowledge levels related to items such as identifying internship benefits, how to make a career choice, definitions of career clusters, and other vocational topics. A total of 44 youth completed pretest and posttest knowledge surveys. Correct responses to the 10-item survey were coded by Y.O.U. staff and a percent correct score was calculated. As seen in Figure 4 below, the mean knowledge score increased nearly 40 percentage points from pre to post workshop. In other words, prior to participating in the Pathways workshop, 44 youth answered 47% of the 10 vocational items correctly, compared to 82% after the workshop. This indicates a significant increase in vocational knowledge for a subset of youth in the Pathways program.



Recommendations

Analysis of preliminary outcome and process data from two cohorts of youth involved in the Y.O.U. Pathways program resulted in several recommendations for future data collection and programming efforts.

Recommendation 1: Decrease the amount of missing program completion data.

Future analysis of Pathways data is dependent on having access to fairly complete program completion data. Currently, data received was incomplete, limiting the ability of evaluators to be able to report on completion rates as well as investigate differences in program outcomes data by program completion levels.

Recommendation 2: Drill down analysis for youth not challenged by their internship.

Future efforts should include a sub-analysis of youth who did not think their internship was challenging or kept them busy enough to identify any potential trends by worksite or vocational area. This will inform programming decisions and worksite selection, and allow program staff to monitor internship quality.

Recommendation 3: A review of scope of service documents will help verify the quality and focus of internships and provide contextual data to FCFC and Begun Center evaluation staff.

Individual scope of service documents provided by internship sites are useful for providing context about internship focus. This includes verifying that youth are involved in meaningful and stimulating internship activities and not simply being required in rote or lower level vocational activities.

Recommendation 4: Ensure that youth vocational interest is matched with worksite internship opportunities.

The last two summers youth were not always matched with interests in arts, A/V technology and communications fields as well as the health sciences and science, technology, engineering. Consider seeking out more partnerships with employers in these domains so youth are matched with vocational interest.