



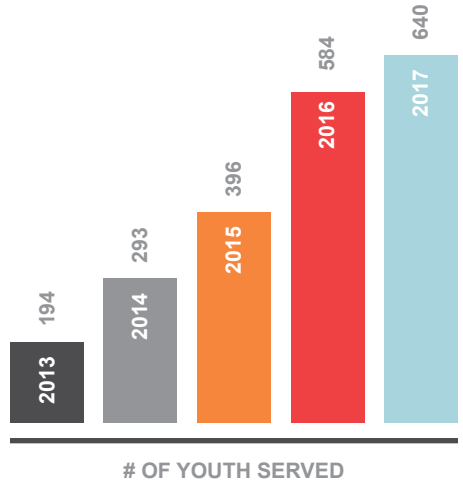
STLYOUTH JOBS

FRIENDS,

This summer marked five years of service for the organization. What was originally developed as a pilot project has evolved into an initiative that is impacting our region, economy and most importantly, our youth. Since its inception, STL Youth Jobs has provided more than 2,100 youth opportunities from 40 communities and neighborhoods with paid employment and partnered with more than 300 local organizations. Through the generosity of your donations, support and partnership, more than \$3 million have been earned by our youth participants – a dramatic impact on our regional economy.

Along with these successes, we have also developed numerous new partnerships that expanded our ability to further integrate a career and skill-based focus into summer employment which will help ensure youth have the skills to secure quality jobs and ultimately lead to prosperous careers right here in St. Louis. Even with our significant growth, we have remained to be a collaborative effort of community partners and we would like to thank those key organizations including the St. Louis Mayor's office, the Incarnate Word Foundation, MERS Goodwill and the St. Louis Community Foundation for their partnership and support.

Looking ahead to 2018 and beyond, we are preparing for even more growth and



expansion. We will begin the process of becoming an independent organization but will remain focused on our mission to bridge the divide between our region's youth and the growing skills gap in our workforce. By continuing to increase awareness and investment for summer job opportunities, together will we ensure young people have the opportunity to develop skills demanded by employers and be prepared for tomorrow's jobs.

Thank you for a remarkable year. We hope as you read this report you take pride in what you have helped youth accomplish in 2017. We thank you again for your generosity, support and continued partnership as we set our sights on the exciting things to come for STL Youth Jobs and the youth of St. Louis!

Dave Leipholtz, Board Chairman
Hillary Frey, Executive Director

2017 AT A GLANCE

640

youth received training, mentoring & meaningful work experiences

82%

successfully completed the program

360

un-banked youth opened their first checking and savings account

\$826,720

paid in youth wages, stimulating the St. Louis summer economy

1688

applicants - almost 3X more than spots available

230

local businesses engaged

95%

enrolled in direct deposit

79%

deemed entry-level work ready by their employer

YOUTH IMPACT

STL Youth Jobs has a transformative effect on many indicators that will affect the growth of our region and the success of our youth. The results of this work are clear.

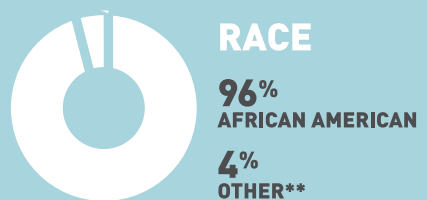
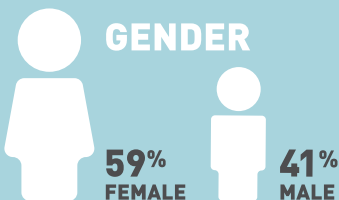
92% reported learning critical skills they can use on other jobs or to get future jobs

82% learned expectations that employers have of their employees

85% felt more connected and supported by their community

Participant surveys showed evidence that their STL Youth Jobs experience benefited them in a variety of ways:

- ↑ Knowledge of workplace skills
- ↑ Self confidence and self-esteem
- ↑ Skills for seeking and securing employment
- ↑ Income to cover basic and school related needs
- ↓ Stress in coping with life challenges
- ↑ Positive relationships with others
- ↑ Motivation to pursue additional education or training
- ↑ Savings behavior



DEMOGRAPHICS AT A GLANCE

Our youth are quite literally the future of St. Louis, and as corporate citizens we have some clear choices. We can either stand on the sidelines while they attempt to succeed in challenging times or we can contribute to their growth.

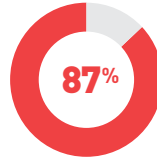
- EMPLOYER PARTNER

Charlotte Gaddie preparing admissions packets for the Transition Care Unit at SSM Health- St. Mary's Hospital.

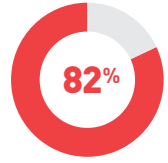


JOB COACH IMPACT

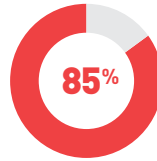
74% of youth rated support from their Job Coach as **excellent**. Youth also reported that their Job Coach:



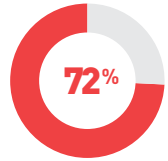
Helped me prepare to find a long-term job



Taught me expectations employers have of employees



Talked to me about furthering my education



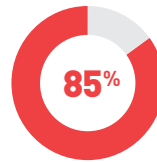
Connected me to resources outside my employment

EMPLOYER SATISFACTION

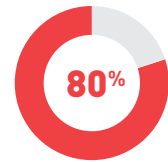
STL Youth Jobs provided vital summer staff to more than 230 employers in 14 different industries including St. Louis' highest demand industries of healthcare, hospitality & tourism, advanced manufacturing & production, and information technology.

TALENT PIPELINE

18% hired their youth employee and **58%** would hire their youth employee if positions were open.



Would provide a positive reference for another position

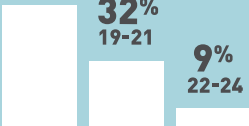


Felt STL Youth Jobs was an asset to their organization

69% AGE
16-18

32%
19-21

9%
22-24



EDUCATION

22%
COLLEGE/
POSTSECONDARY

55%
HIGH SCHOOL

23%
NOT ENROLLED



DEMOGRAPHICS AT A GLANCE



Vanessa Thomas learning the delicate art of pastry decorating from Kit Villasis-Corbin, Executive Pastry Chef at La Patisserie in Florissant

PERFORMANCE REVIEW **SURVEY RATINGS**

Youth were assessed on key workforce skills by their summer employers. **Youth rated higher in all skill areas at the end of the program** as compared to the beginning of the summer.* The largest increases occurred in the following areas:



Verbal Communication - *speaks clearly; uses appropriate language*



Initiative & Leadership - *shows leadership among co-workers; participates fully in work tasks*



Self-Confidence - *has a "can do" attitude; not afraid to take on new tasks and learn new skills*



Responsiveness - *follows directions; open to feedback and applies feedback to improve performance*



Decision Making & Critical Thinking - *shows he/she uses the right information and thinks carefully before making decisions; considers possible results/consequences before taking action*

Before ■ After ■ *rated as "always" or "almost always"

DEMOGRAPHICS AT A GLANCE

SECTOR

55%
PRIVATE

12%
PUBLIC



33%
COMMUNITY
ORGANIZATION

We extend our sincere gratitude for the individuals and organizations who have chosen to share their financial support for the growth and success of STL Youth Jobs and, most importantly, our youth. **Thank you to our 2017 investors.**

Mr. and Mrs.
James D. Allen, Jr.
Kathleen Alexander
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collaboration of
many friends and
partners, including:**

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LS Associates, LLC.
MERS Missouri
Goodwill Industries
Missouri Botanical Garden
Revitalization 2000
St. Louis Agency on
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STLYOUTH JOBS

MEET KYAH:

FINDING A JOB SHE'S TRULY CUT OUT FOR

Between training provided by STL Youth Jobs and working at C. Simpson & Company, Kyah acquired an invaluable set of skills and experiences this summer.



This is my first job. To have this experience - my standards for the future are high.

Kyah came to STL Youth Jobs unsure about her direction. That was until she worked with her job coach to find an opportunity where her passion and skills aligned.

Each participant undergoes a comprehensive evaluation that includes a one-on-one career assessment and the opportunity for participants to articulate their aspirations and career interests.

Because of the wide variety of employment opportunities offered through STL Youth Jobs, Kyah was placed at a custom tailoring and design business, C. Simpson and Company; an opportunity her job coach described as “a match made in heaven.”

“I’d taken a fashion design class in school, so I already knew how to sew,” Kyah said. “I knew I was going to love it.”

Kyah started out with scheduling and administrative responsibilities. As she gained more experience, Kyah took on a wider range of responsibilities, including postcard marketing and extremely detailed sewing tasks.

The business owner, Carmella, was impressed by Kyah’s dedication and skill. “Kyah is the perfect employee. She is alert, very responsive to all situations and has a pleasant personality.” It should come as no surprise that Carmella offered Kyah a position working weekends during the school year.

What’s Next for Kyah?

After graduation, Kyah plans to attend Missouri Science & Technology’s Civil Engineering program-- a direction she’s already used her new skills to explore.

“Next door to the tailor shop there’s an engineering building,” she said. “One day a customer came in who is a civil engineer. I happened to know her daughter and we talked for a bit. After that, I had two appointments to job shadow with her next door-- just from being at work one day! That’s one of the things I really got out of this—networking.”

“This is my first job,” she said. “To have this experience—my standards for the future are high.”

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This report summarizes and represents the data from Enrollment Forms (640 participants), and results from evaluation tools and assessments conducted by LS Associates [including Youth Post Program Surveys (397 participants), Employer Evaluation of Youth (130 employers for 388 youth)].

**1.4% Caucasian, 1.1% Asian, .3% American Indian/Alaskan Native & 2% classified as other or did not report.

STL Youth Jobs is a component fund of St. Louis Community Foundation

Photos by Susan Bennet,
Ooh St. Lou Studios



@stlyouthjobs

