

# HIRE HOUSTON

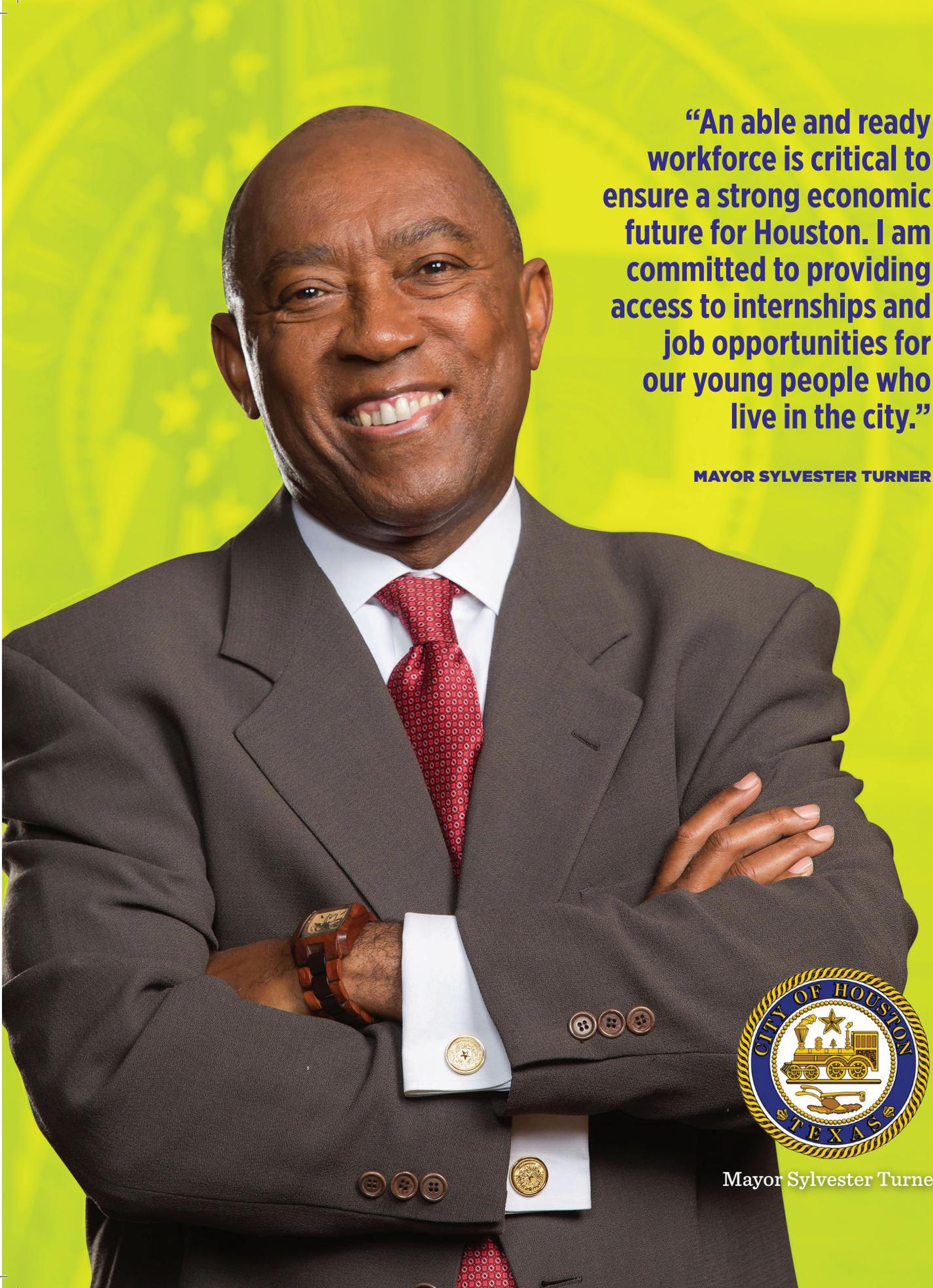
# YOUTH

YOU

BUILDING THE NEXT  
GENERATION WORKFORCE

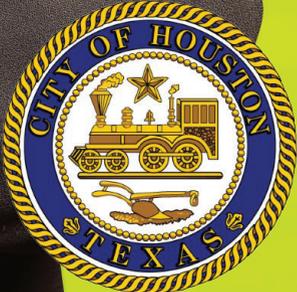
2018 ANNUAL REPORT



A portrait of Mayor Sylvester Turner, a Black man with a balding head, smiling warmly. He is wearing a dark grey suit jacket, a white dress shirt, and a red patterned tie. He has his arms crossed and is wearing a wooden watch on his left wrist. The background is a bright, textured yellow-green.

**“An able and ready workforce is critical to ensure a strong economic future for Houston. I am committed to providing access to internships and job opportunities for our young people who live in the city.”**

**MAYOR SYLVESTER TURNER**



Mayor Sylvester Turner



# IN APRIL 2016...

In April 2016, we launched the Hire Houston Youth (HHY) program through our Office of Education. It is the first city-wide, collective impact postsecondary and workforce effort bringing together dozens of unique, outstanding partners from our diverse city. Youth, age 16-24, are offered seven-weeks paid summer jobs and internships at the City of Houston and in Houston's non-profit and for-profit sector. HHY serves as the facilitator to connect youth to local jobs where they are empowered with an "earn and learn" opportunity in Houston's dynamic economy. In 2016, HHY increased its reach from 450 youth to 1,135; in 2017, HHY offered over 5,000 job opportunities.

Research has shown that over the past forty years, Houston dramatically transformed from a blue-collar, industrial-era, resource-based economy to an international, high-tech, knowledge based economy. This revolutionary transformation demands that our employees attain more education, training and technical skills, but it has proven difficult for the current system to keep up with the dramatic changes. Over 70 percent of our residents aged 19 or younger is Latino or African American, and the educational attainment of African Americans and Latinos demonstrates a disturbing inequity. Only 20 percent of African American adults and 17 percent of Latinos have college degrees. Over a fifth of all African Americans and more than a fourth of all U.S. born Latinos lack high school diplomas. This is alarming and unacceptable!



Houston's future is dependent on the educational success of our local youth. There is no greater predictor to the health and wellbeing of our city than the educational level of our population. The City of Houston and its many partners recognize the need for a collective, community-driven solution to this complex problem. Our youth deserve educational opportunities that connect them to the local workforce and career exploration, so they can make informed choices about their future career path in Houston's dynamic economy. As long as I am Mayor of this great city, I am committed to making sure our youth have access to every resource and opportunity they need to succeed.

As we highlight in our report, 2018 was one of the most expansive years to date. HHY was able to meet the goal of providing over 7,500 (7,530) job opportunities to youth throughout Houston. In addition, we were able to raise \$900,000+ through donations and grants that supported local non-profit organizations in hiring summer assistance. Not only that, corporations hired youth and provided internship and apprenticeships to participants of our program. In addition, youth received job readiness training, financial literacy education, and career coaching to help prepare them for their job and guide them along their journey in a holistic way.



Hire Houston Youth's success depends on Houston's involvement in transforming the culture of our city to expand the benefits of our economy to all citizens and reduce inequity in educational opportunity. We strive to create strong collaboration and coordination amongst our partners. We know that we have made a verifiable, sustainable impact when the Hire Houston Youth program provides rich opportunities in learning, earning, experience, training, and social connections throughout the year for all youth and is known as a first-rate, city-wide campaign throughout Houston.

This report presents results from the 2018 Hire Houston Youth program. **As your Mayor, whether you are a member of a corporation or small business, not-for-profit agency, or youth, I personally invite you to be a participant in our program in an on-going effort to create complete communities and a better future for all of Houston!**

Sincerely,

A handwritten signature in black ink that reads "Sylvester Turner".

Mayor Sylvester Turner

## **PROBLEM**

There is a growing deficit in meaningful employment and career exploration opportunities for youth, preventing them from gaining the skills to take advantage of Houston's dynamic economy.

## **MISSION**

To link government institutions, businesses, community organizations, and schools to offer internship, apprenticeships, and job opportunities to youth ages 16 to 24.

## **VISION**

By 2020, Hire Houston Youth will offer a city-wide, year-round, youth workforce development program that offers learning, training, experience and resources to successfully navigate the educational, business, and neighborhood systems to empower youth to enter and succeed in Houston's dynamic economy.



**EXPLORE  
OPPORTUNITIES  
ECONOMY  
COMMUNITY  
WORKFORCE  
RESOURCES  
EMPOWER  
DEVELOPMENT  
PROGRAMS  
2020 JOBS  
HOUSTON  
YOUTH**

**2016**

**3000+**  
APPLICANTS

**62**  
PARTNERS AND  
EMPLOYERS

**\$150,992**  
FUNDRAISED

**2017**

**9000+**  
APPLICANTS

**247**  
PARTNERS AND  
EMPLOYERS

**\$222,240**  
FUNDRAISED

**2018**

**13,000+**  
APPLICANTS

**353**  
PARTNERS, DONORS,  
AND EMPLOYERS

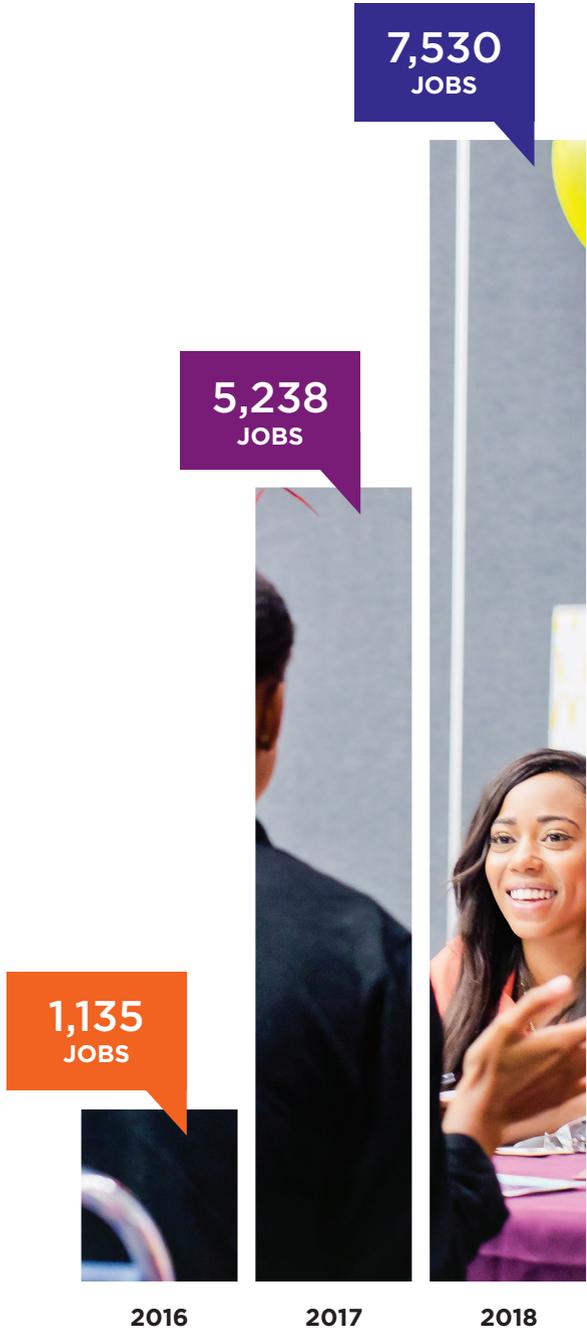
**\$968,000+**  
FUNDRAISED



# HHY SNAPSHOT

# Building Houston's Economy

The Hire Houston Youth program is dedicated to contributing to the Houston economy. The program has provided 7,530 jobs to Houston's youth in 2018. In 2018, the program has also generated over 18 million dollars that is directly contributing to the local economy.



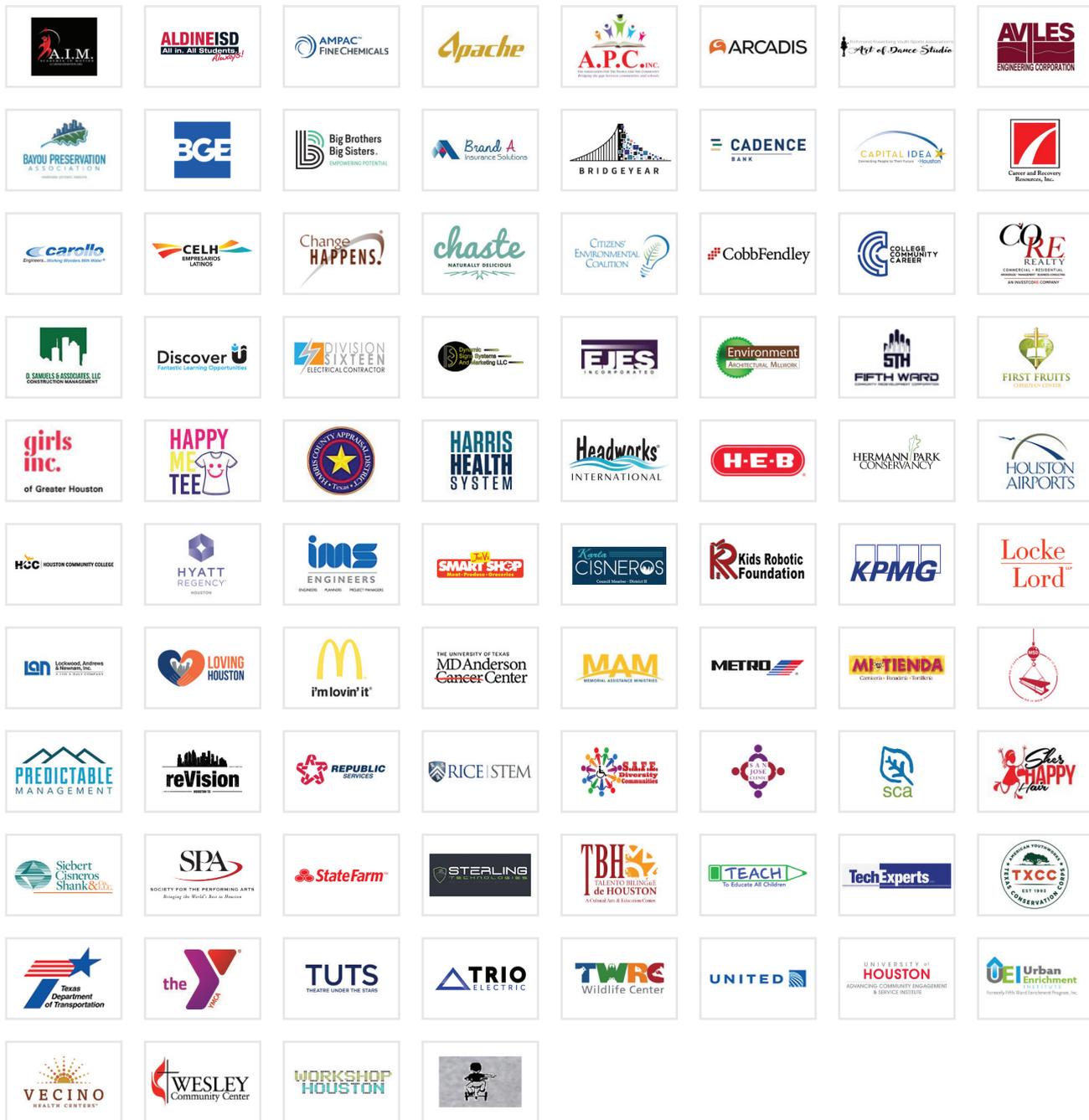
Job Opportunities



Money Generated into the Local Economy

# DONORS

Thanks to our generous sponsors, Hire Houston Youth can sponsor a limited number of summer interns in local nonprofit organizations.



# PARTNERS

3V Company  
A's Services  
AAMA  
AArrow Sign Spinners  
Advancing STEM for Students in  
South Texas  
AECOM  
Alief Independent School District  
After School Program  
Allstars After School Club  
Alta Resources, LLC  
ALTIUS Graphics  
Amaanah Refugee Services  
Ambassadors For Christ  
AMC Katy Mills 20  
Amegy Bank  
Amera Solutions  
Apache Corporation  
APEX Consulting Group  
Apollo Answering Service  
Appropriate Development Technology  
Arcadis US  
Avenue CDC Corporation  
(Safe Walk Home/Northside)  
Bayou City Adventures  
Bayside Printing Company, Inc.  
Becks Prime Restaurants  
Big Help Desk, LLC  
Boys & Girls Club of Greater Houston  
Brand A Insurance Solutions  
BridgeYear  
Brookhollow Christian Academy  
Burnett Specialists  
Business Executives  
Capital IDEA Houston  
Career Gear Houston  
Carollo Engineers, Inc.  
Cedric L. Young, State Farm  
Century Property Consultants  
Change Happens  
Chaste Foods  
Checkers Drive Thru # 3623  
Chevron  
ChildCare Careers  
Children's Defense Fund Texas  
Children's Museum of Houston

Chinese Community Center  
Cho-Yeh Camp & Conference Center, Inc.  
Citizens for Animal Protection  
Citizens' Environmental Coalition  
CobbFendley  
CollegeCommunityCareer  
Command Center  
Communities In Schools of Houston  
Community Family Centers  
Community Health Choice  
CommunityBank of Texas  
Comp-U-Dopt, Inc.  
CORE Realty  
Courtyard by Marriott Houston  
Sugar Land/Lake Pointe  
Covenant House Texas  
Crofton Financial Group  
CyraCom  
D. Samuels & Associates  
Dawning Years Academy  
Discovering Healthy Foods  
Discovering Me Academy  
DiscoverU  
Division16  
Dynamic Signs  
Eagle's Trace  
EDCO Ed McFarland Remodeling  
EFGH  
Eight Million Stories  
(SER-Jobs for Progress)  
EJES Incorporated  
Enterprise Holdings  
Environment Ltd.  
Evelyn Rubenstein Jewish Community  
Exterran Corporation  
Families Empowered  
Fashion Glass & Mirror  
Fifth Ward Community Redevelopment  
Forge for Families  
Four Seasons Houston  
Friends of Down Syndrome  
George Baugh III & Co  
George Meeks LandPRO, Inc.  
Girard Properties  
Girl Scouts of San Jacinto Council

Girls Incorporated of Greater Houston  
Glowzone Katy  
GodFearing PowerHouse Organization  
Golden Krust Caribbean Restaurant  
Good Reason Houston  
Greater Houston Partnership  
Group 1 Automotive  
H2Eco Bulk LLC  
Happy Me Tee  
Harris County Appraisal District  
Harris Health System  
Headworks International  
Hearts and Hands of Baytown  
Heneco Engineering and Consulting  
Henneccy  
Hermann Park Conservancy  
Hilton Americas-Houston Hotel  
Hotel Icon  
Houston Airport System  
Houston Aphasia Recovery Center  
Houston Area Women's Center  
Houston Arts Alliance  
Houston Ballet  
Houston Botanic Garden  
Houston Community College System  
Houston Endowment, Inc.  
Houston Federation of Teachers  
Houston First Corporation  
Houston Food Bank  
Houston Harris Division Patrol, Inc.  
Houston Museum of Natural Science  
Houston VIP Slam  
Houston West Chamber of Commerce  
Hyatt Regency Houston  
HYPE Freedom School, Inc.  
IEA, Inc.  
iEducate  
Iglesia Cristo Vive  
Igloo Products Corp  
Industrial Info Resources  
Insight Community Resources, Inc.  
Interfaith Ministries of Greater Houston—  
Meals on Wheels  
iT'Z Willowbrook  
ITZ Family Food and Fun

# PARTNERS

JNE Green Team Inc.  
Juma  
Kids Robotic Foundation  
Kids' Meals, Inc.  
Kidventure  
Kilgore Ind.  
Knowledge-First Empowerment Academy  
Komputer Plus Peripherals, Inc.  
KPMG, LLP  
Kuo & Associates, Inc.  
Lake Houston Lawn Care, Inc.  
Layman's Terms Nonprofit  
LJA Engineering  
Locke Lord, LLP  
Lockwood, Andrews & Newnam, Inc.  
Mariga CPA, PLLC  
Marsh & McLennan Companies  
MD Anderson Cancer Center—  
Infectious Diseases  
Memorial Assistance Ministries  
Mental Health America of Greater Houston  
Metropolitan Transit Authority  
MSD Building Corp.  
Multicultural Education and Counsel  
My Connect Community  
Neighborhood Recovery Community  
Development Corporation  
Neuhaus Education Center  
O.E. Manufacturing Inc  
One World Strategy Group, LLC  
Owens Management Systems, LLC  
Oxford Builders, Inc.  
Pabulum Consulting, LLC  
Padapat Foods, LLC  
Panacea Massage & Spa  
Paramount Engineering, LLC  
Partnership for the Advancement and  
Immersion of Refugees  
Pasadena ISD  
PinkCilantro  
Predictable Management, LLC  
Principle Information Technology Company  
Professional Janitorial Service  
Progressive Rehabilitation Services  
Project GRAD Houston

Rebtel Telecoms  
ReconMR  
Republic Services  
Retta's Restaurant  
Rice University (Office of STEM)  
Richmond Rosenberg Youth Sports  
Association's Art of Dance Studio  
RJR Paralegal and Administrative Services  
Rotary Club of Hermann Park  
RPS  
SAFE Diversity Communities  
San Jose Clinic  
Second Chance Life Ministries Inc  
She's Happy Hair  
Siebert Cisneros Shank & Co., LLC  
Solar Control Films, Inc.  
Source2Load Engineering and Consulting  
South Post Oak Recycling Center  
Spring Branch ISD  
START  
Sterling Technologies  
Student Conservation Association  
Sugar Land Skeeters  
SWAG To College  
Tapal Consulting PC  
Taylor Smith Consulting, LLC  
Tech Experts, LLC  
Teksync Technologies, Inc.  
Tetra Tech, Inc.  
Texas Children's Hospital  
(Human Resources)  
Texas Conservation Corps at America  
Texas Department of Transportation  
Texas Sterling Construction Co.  
Texas Tissue Converting  
The Alliance for Multicultural  
Community Services  
The Chevalier Law Firm, PLLC  
The College Money Guys  
The Ensemble Theatre  
The Gonzalez Group, LP  
The Goodman Corporation  
The Halal Guys  
The Positive Purpose Movement  
The Texan French Alliance for the Arts

The Woods Project, Inc.  
Toshiba International Corporation  
TWRC Wildlife Center  
TxDOT  
U.S. Security Associates  
United Airlines  
United States Army  
Unity Signs  
University of Houston—ACES Institute  
Urban Enrichment Institute Formerly Fifth  
Ward Enrichment Program, Inc.  
Urban Harvest, Inc.  
Urban Schools Collaborative  
US Security Associates  
UYL Color  
Vecino Health Centers  
ViewPro GIS  
Wellspring Family &  
Community Institute, LLC  
Wesley Community Center  
Willie Elaine Hubbard Brooks  
(BenCheri' Educational Center)  
WINGS Ministries: Freedom  
Through Transformation  
Witty Inventions In  
Multimedia Designs, LLC  
Women Who Look Ahead Mentoring  
Workshop Houston  
YMCA of Greater Houston  
Zinyaw, LLC



**"Zach's work in our office made it possible for us to distribute hundreds of computers to Houston area families without computers at home this fall. We are so grateful for the opportunity to be a part of this program and meet great students like Zach who added so much value to our organization this summer. We can't wait to meet next year's interns!"**

**MEGAN STECKLEY, COMPUDOPT**

## **PUBLIC AND PRIVATE INTERNSHIPS**

HHY offers youth ages 16 to 24 internship and job opportunities at public and private employers in the Houston Area. All positions are at least 7 weeks and pay at least \$8.00 an hour. Most opportunities will begin mid-June and end no sooner than the first week of August. Participants complete a competitive application, go through an interview process, and receive job readiness training.

## **CITY OF HOUSTON SUMMER JOBS PROGRAM**

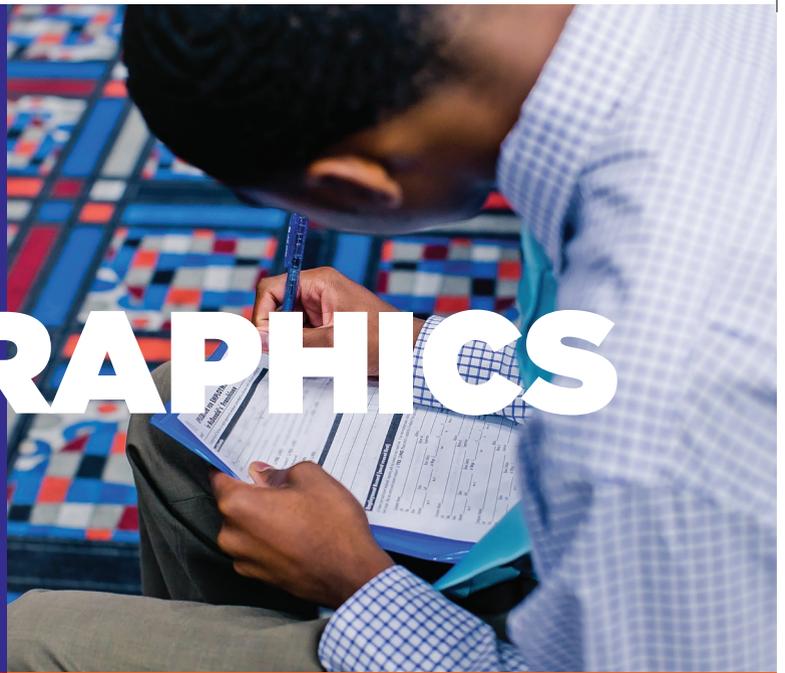
HHY provides opportunities for youth to earn while they learn how to serve the residents of the nation's fourth largest city, by placing them in city departments over the summer. Youth work for a total of 7 weeks, making \$8.00 an hour. Participants complete a competitive application, an interview process, and receive job readiness training.



## SUMMER JOB FAIRS

In partnership with the McDonald's Owners & Operators Association of Greater Houston, HHY hosts various job fairs open to all youth ages 16 and up. These events are open to the public and do not require applicants to pre-register or be pre-screened. 2018 events took place at multi-service centers around the city, as well as the George R. Brown Center.

# DEMOGRAPHICS



**81%**

of applicants are youth ages  
16 to 19 in representation

**72%**

of the total HHY applicants  
are youth in high school



## Ethnicity

In 2018, HHY received the majority of application from African American applicants followed by Hispanic/Latino, Asian American, Caucasian, and Native American/Alaskan Native applicants. The goal of HHY is to create a more equitable balance of participation while also targeting underserved and underrepresented youth within the City of Houston.

Mayor Turner’s aim is to not have a city of haves and have nots; in order to do that we must continue to work hard to increase the percentage of Hispanic applicants and other ethnic groups through targeted outreach strategies.

African Americans **53.8%**  
 White **8.5%**  
 Hispanic **30.7%**  
 Asian **7%**

## Age and Educational Attainment

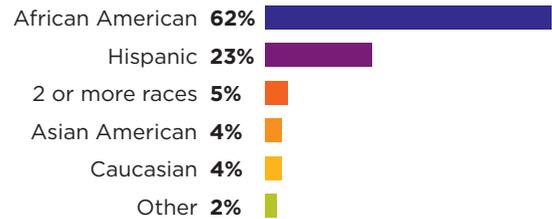
Youth in high school comprised a significant portion (72.2%) of the total HHY applicants, while post-secondary applicants made up 22.4%. Youth ages 16 to 19 match the 2017 total representation 81% of applicants and youth between ages 20 to 24 represent the remaining 19%. One of the challenges faced by applicants existed in the application and job requirements. Many HHY positions had age and education-related barriers (i.e. “some college”, or “college degree”). To better match applicants and positions available, we strive to increase the number of positions without age and education requirements, provide more training and certification opportunities, and increase the number of applicants over the age of 18.

Although HHY is limited to youth between the ages of 16 to 24, there has been a strong interest from younger youth (ages 13 to 15) who weren’t eligible to work. Strict federal and state requirements for workers under the age of 16 disincentivizes employers from hiring younger candidates. However, other summer youth employment programs across the nation employ youth as young as 14. In the future, we will recruit companies that can serve this age group.

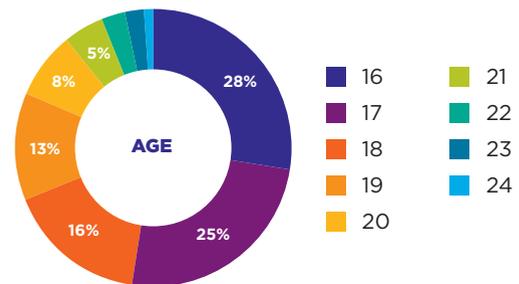
### HHY APPLICANTS BY GENDER



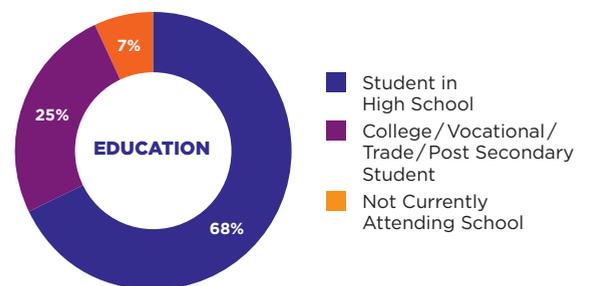
### HHY APPLICANTS BY RACE



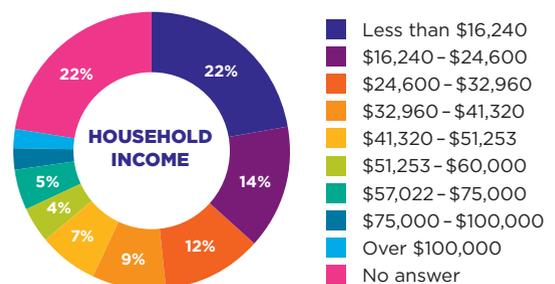
### HHY APPLICANTS BY AGE



### HHY APPLICANTS BY EDUCATION STATUS



### HHY APPLICANTS BY HOUSEHOLD INCOME



# 111,000

## OPPORTUNITY YOUTH

**Opportunity youth are youth between the ages of 16 to 24 who are neither working nor enrolled in a secondary or postsecondary institution.** An estimated 111,000, or one in seven, young adults in Harris County are classified as opportunity youth. Contributing factors to their disengagement include a disconnect with the workforce system, marked by a lack of awareness of training opportunities and pathways to middle-skills jobs. HHY seeks to increase opportunity youth engagement with an “earn and learn” model with greater mentoring and personalized training.

Nine percent of HHY applicants self-identified as opportunity youth. Our hiring events included the highest share of opportunity youth applicants with 20.6% of the total applicant pool. While HHY reached a significant amount of opportunity youth, the majority of HHY applicants are 10 to 19 years old, which only represents 27% of the opportunity youth population. To serve a greater portion of opportunity youth, HHY seeks to create a targeted program with greater on-the-ground outreach through partner nonprofits, one-on-one mentoring, and wrap around supports to assist with needs such as daycare and other factors contributing to disengagement.

## SERVICE AREAS

Much like 2017, HHY received the most applicants from the following neighborhoods: Alief, Acres Homes, Humble, Fifth Ward/Kashmere Gardens, Southwest Houston, Gulfton, Five Corners, Fort Bend, 1960/Cypress Creek North, Golfcrest/Bellfort/Reveille, Cloverleaf, and Sunnyside and South Park.

HHY also received applicants outside the City of Houston’s boundaries, as far north as Conroe and as far south as Galveston. These applicants most likely attended HHY’s hiring events and job fairs, which do not require applicants to reside within Houston city limits.

# YOUTH

# OPPORTUNITIES FOR ENGAGEMENT

## Facilitate Transportation

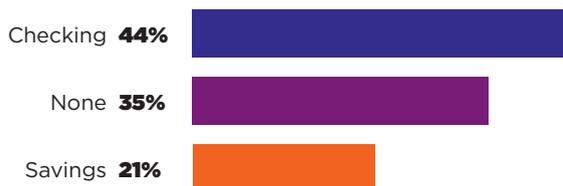
Transportation is a significant factor in determining workforce success for youth, with major barriers being cost, reliability, and location of public transportation as their main means of travel.

Since 2016, Houston METRO provided HHY participants free rides for the first three weeks before receiving their first pay check. In 2017, METRO began providing Q-cards on bus and transit units for the entire summer program weeks and continued this service in 2018. A continued partnership with METRO for subsidized transportation is vital to ensuring successful HHY participation and completion.

## Promote Financial Literacy and Inclusion

Financial inclusion is a key driver of economic growth and poverty alleviation. Embedded in HHY are financial empowerment supports to help improve participants' and their families' financial stability. Financial stability relies on open access to safe and affordable accounts to join the financial mainstream and weather financial shocks and setbacks while saving for the future.

### HHY APPLICANTS BY BANK ACCOUNT



### FINANCIAL EMPOWERMENT PARTNERS



## Remove Other Barriers

A survey of immediate supervisors was taken asking the question, "What kinds of challenges do youth believe hold them and their peers back from pursuing their education and/or career goals?"

- Lack of financial resources
- Transportation issues
- Lack of a caring adult who can help them navigate challenges
- Applied to many jobs but not hired
- Unstable housing situation
- Applicant/participant has a child
- Applicant/participant is caring for a family member
- Criminal record
- Issues with drugs or alcohol
- Applicant/participant is disabled
- Other youth responses are:

*"Abusive relationships"*

*"No jobs for recent college graduates due to no experience, and the job force has no jobs to offer."*

*"Skin color"*

*"Undocumented"*

**“I loved my Hire Houston Youth Internship! Over the summer I interned for the Mayor’s Office of Education there I was challenged to help to develop innovative solutions to combat the challenges that Houston students face in education.”**

**CELISE F. 17**



**“This summer, I was allowed the opportunity to experience an office that is fast-paced and ever-changing. With the guidance of amazing mentors, I quickly learned to be poised with an innovative and creative nature to provide solutions to everyday issues.”**

**JASHON P. 17**

# JOB READINESS TRAINING

**3,000+ YOUTH** completed a job readiness training  
**1,071 YOUTH** completed a 4- or 8-hour job readiness training



## Would you recommend this program to a friend?

**99%** Yes  
**1%** No

## I feel better prepared to apply for a job.

**62%** Strongly agree  
**32%** Agree  
**5%** Neither agree or disagree  
**>1%** Disagree  
**1%** Strongly Disagree

## I understand more about what employers will expect

**72%** Strongly agree  
**24%** Agree  
**2%** Neither agree or disagree  
**>1%** Disagree  
**1.4%** Strongly Disagree

## I understand how I can save money by opening an account with a bank or credit union

**50%** Strongly agree  
**33%** Agree  
**14%** Neither agree or disagree  
**2%** Disagree  
**1%** Strongly Disagree



## Job Readiness Training Consisted of 4 Modules Designed to Build and Reinforce the Following Skills

- Problem solving and critical thinking
- Interpersonal communication
- Enthusiasm and attitude
- Teamwork and working in diverse environments
- Work ethic
- Flexibility and adaptability
- Ability to accept and integrate criticism and feedback
- Time management
- Professionalism, including appropriate dress attire



## Why do you want a summer job opportunity?

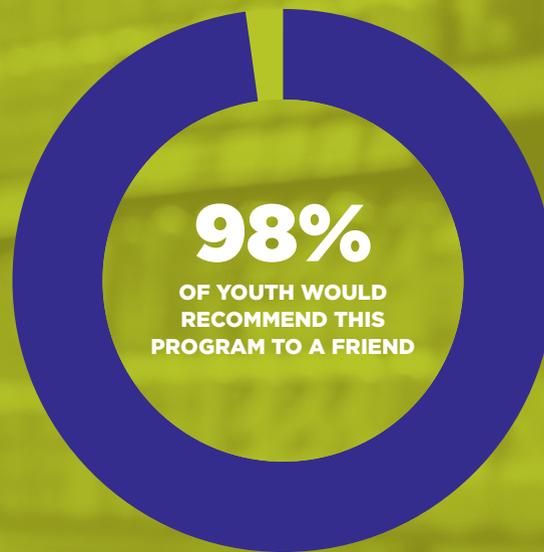
### Top 5 Reasons:

- To gain new skills.
- To get work experience.
- Earn money for college.
- Build my resume for other jobs or for college.
- Earn money to help support my family.



# THE HIRE HOUSTON YOUTH EXPERIENCE

The Hire Houston Youth program has provided youth with opportunities that have left a long lasting impression.





TWITTER **HireHouYouth**  
INSTAGRAM **HireHouYouth**

[www.HireHoustonYouth.org](http://www.HireHoustonYouth.org)