

Youth Internship/ Mentorship Program

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Executive Sponsor Andrew Murray, City Manager,
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Executive Sponsor Stacy Shell, Human Resources
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Success Story



Project Scope



Intern or
Mentor

Internship with a mentorship component youth and young adults

Target
Participants

At-risk youth and especially foster youth up to age 21

Purpose

Cultivate life skills and preparedness for future

What's the Difference?



MENTORSHIP



INTERNSHIP



**WORK-BASED
LEARNING**

Impact of Mentorships and Internships

- ❑ Less likely to use drugs or alcohol
- ❑ Less likely to engage in violence
- ❑ Improvement in GPA
- ❑ Improved relationships
- ❑ Less unemployment



Why Should Cities Take Action?

Quality of life

- Crime
- Career and educational outcomes
- Early parenthood

Budget

- Homelessness
- Lost tax revenue
- Crime and Incarceration
 - Average cost to incarcerate one youth: \$304,259/year

Kendall's Story

“I feel that I was prepared for real-life situations, it has taught me exceptional critical-thinking skills and that the answers will not always be in front of my face.”



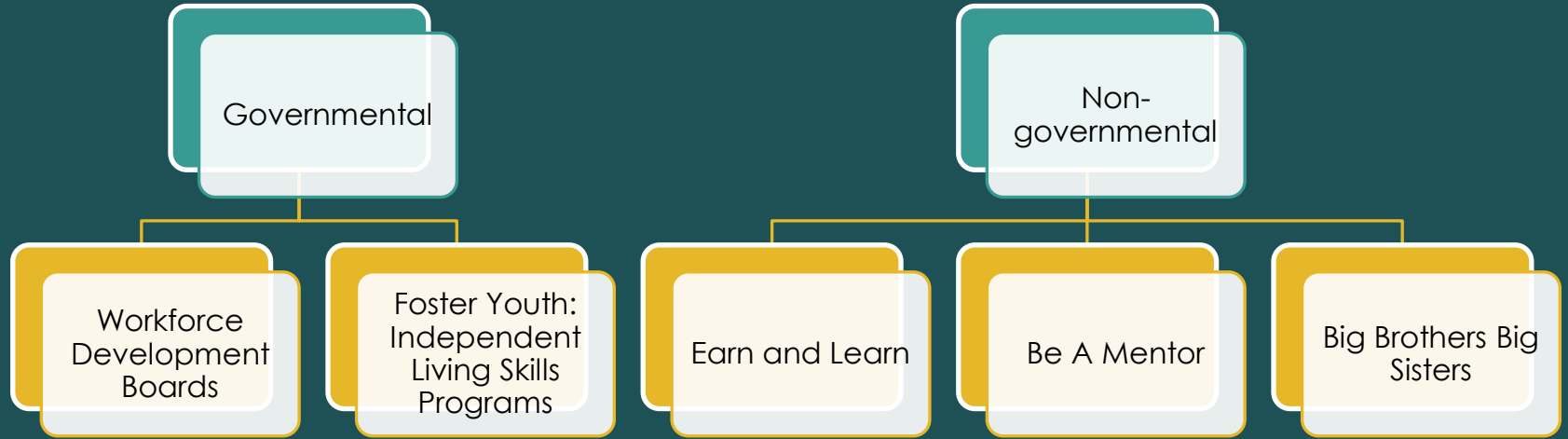
Case Study: City of Richmond

Goal: Reduce youth violence in their community

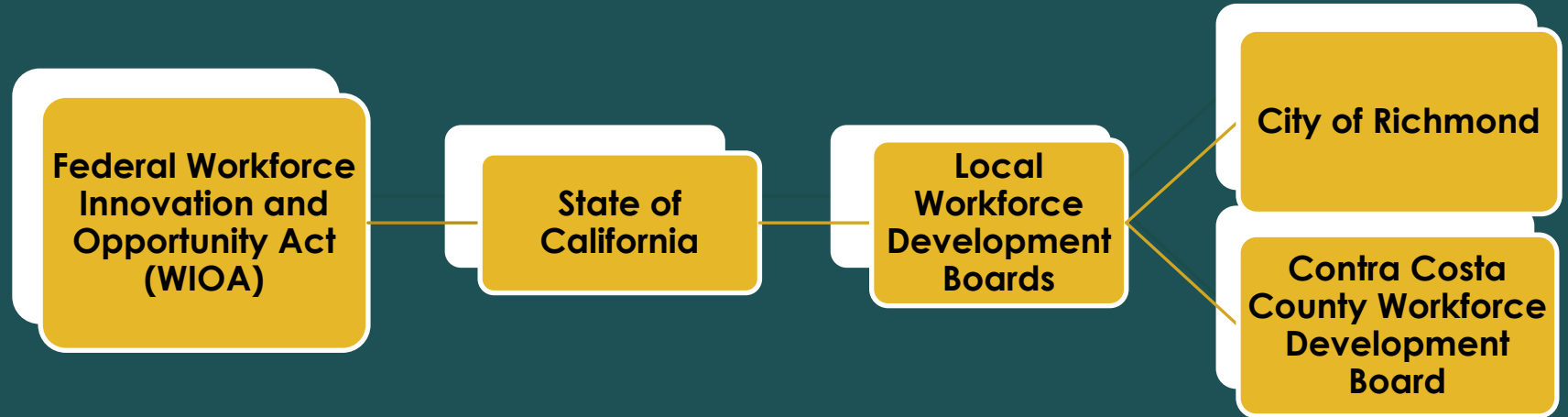
Strategy: Provide work experience to youth

Provides: Comprehensive services

Existing Resources



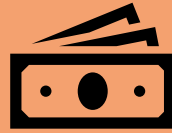
Workforce Development Boards



Contra Costa Workforce Development Board



**SERVES YOUTH AGES
16-24**



**ONE YEAR PAID
INTERNSHIP**



**ASSIGNED A CASE
MANAGER**

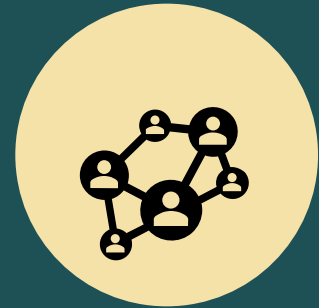
Independent Living Skills Program



**SUPPORTS FOSTER
YOUTH AGES 16-21**



**PROVIDES
GENERAL LIFE
SKILLS SUPPORT**



**MENTORSHIP
PROVIDED
INFORMALLY**

Earn and Learn



**PLATFORM
CONNECTS
EMPLOYERS WITH
COUNSELORS**



**PROVIDES WORK-
BASED LEARNING
AND INTERNSHIPS**



**VARIOUS FUNDING
SOURCES**

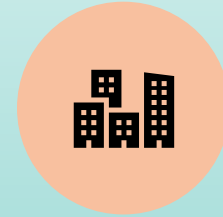
Be a Mentor



**MATCH
MENTORS AND
MENTEES**



**PROVIDES
SUPPORT TO
MATCHES**



**CITIES CAN
JOIN FORCES
TO
PARTICIPATE**

Big Brothers Big Sisters Bay Area



**SERVES THE
GREATER BAY
AREA**



**SERVES YOUTH
AGES 6-18**



**HAVE
WORKPLACE
MENTORSHIP
PROGRAM**

First Steps



How many young people can you serve?



What is your priority (target) population?



What are your desired outcomes?

Challenges and Considerations for Cities



Internal City Partners



Mentorship

Recreation departments



Internship

Human Resources
departments
Recreation departments



Work Based Learning

Youth Commissions
Economic Development
departments

Takeaways



The cost of inaction is too high



When youth succeed, communities succeed



Youth are our future leaders and employees

Call to Action



Explore

Explore expanding youth programs



Tailor

Tailor needs to your community



Allocate

Allocate resources to invest in youth

References- Informational Interviews

- × Tamara Walker, Deputy Director, Employment and Training, City of Richmond, CA
- × Noremah Birch, Contra Costa County Workforce Development Board, <https://www.wdbccc.com/>
- × Esperanza Velarde-Ellis, Contra Costa County Office of Education, <https://www.cccoe.k12.ca.us/>
- × Robert Goetsch, Be a Mentor, www.beamentor.org
- × Gina del Carlo and Kim Hudson, Earn and Learn, <https://earnlearn.us/>

References

- × Future Savings Report, Annie E. Casey Foundation (2019): <https://www.aecf.org/resources/future-savings>
- × Impacts of Mentorship and Internship: https://www.researchgate.net/publication/242542499_Making_a_Difference_An_Impact_Study_of_Big_Brothers_Big_Sisters
- × City of Richmond, Employment and Training, YouthWORKS: <https://www.ci.richmond.ca.us/662/YouthWORKS>
- × Big Brothers Big Sisters Bay Area: <https://www.bbbsba.org/>
- × Independent Living Skills Program: <https://cocoilsp.org/>

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