



*Youth Engagement
and Advancement*



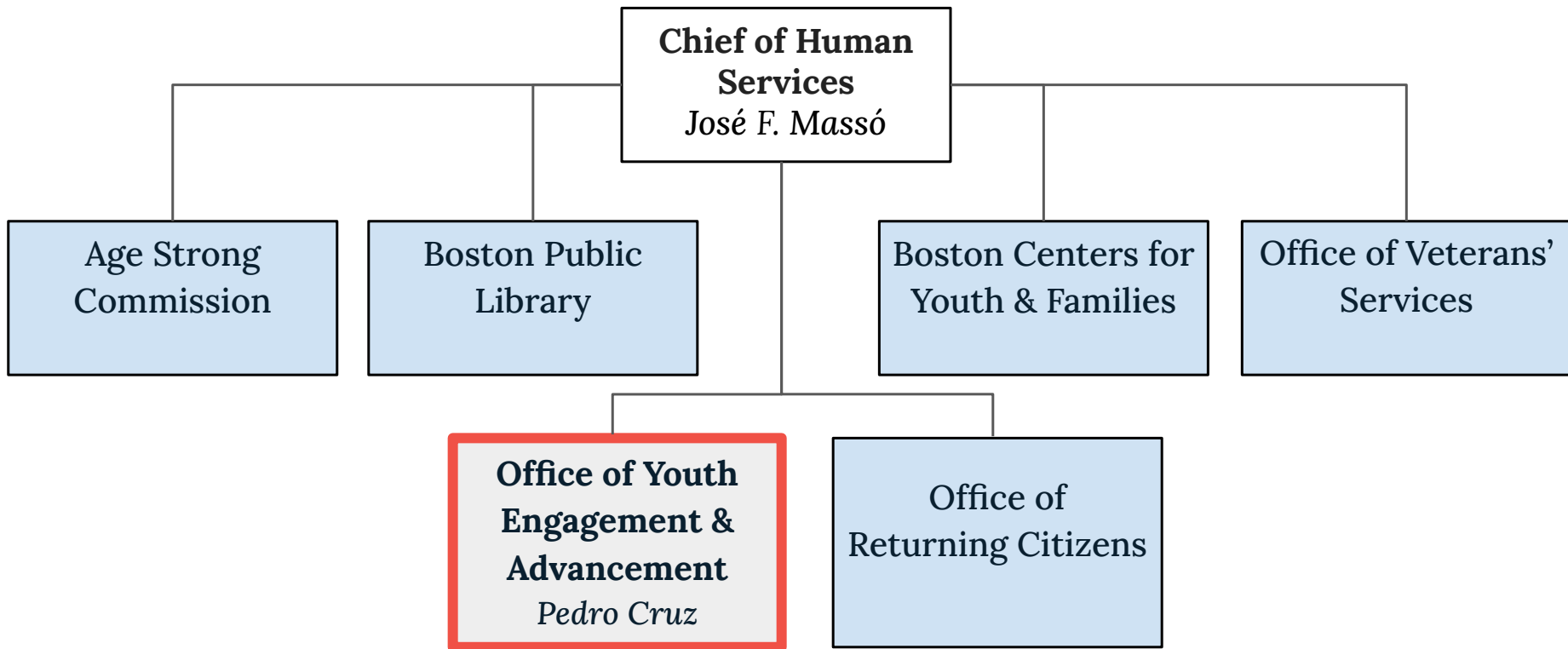
*Youth Employment
and Opportunity*

A photograph of a city street at dusk, featuring a mix of historic and modern architecture. In the foreground, a brick building with a balcony is visible. In the background, several tall skyscrapers rise against a darkening sky. A semi-transparent dark blue banner is overlaid across the middle of the image, containing text. On the right side, there is a black square with a white letter 'B' and a red horizontal bar below it. At the bottom left, a red bar contains the text 'CITY OF BOSTON'.

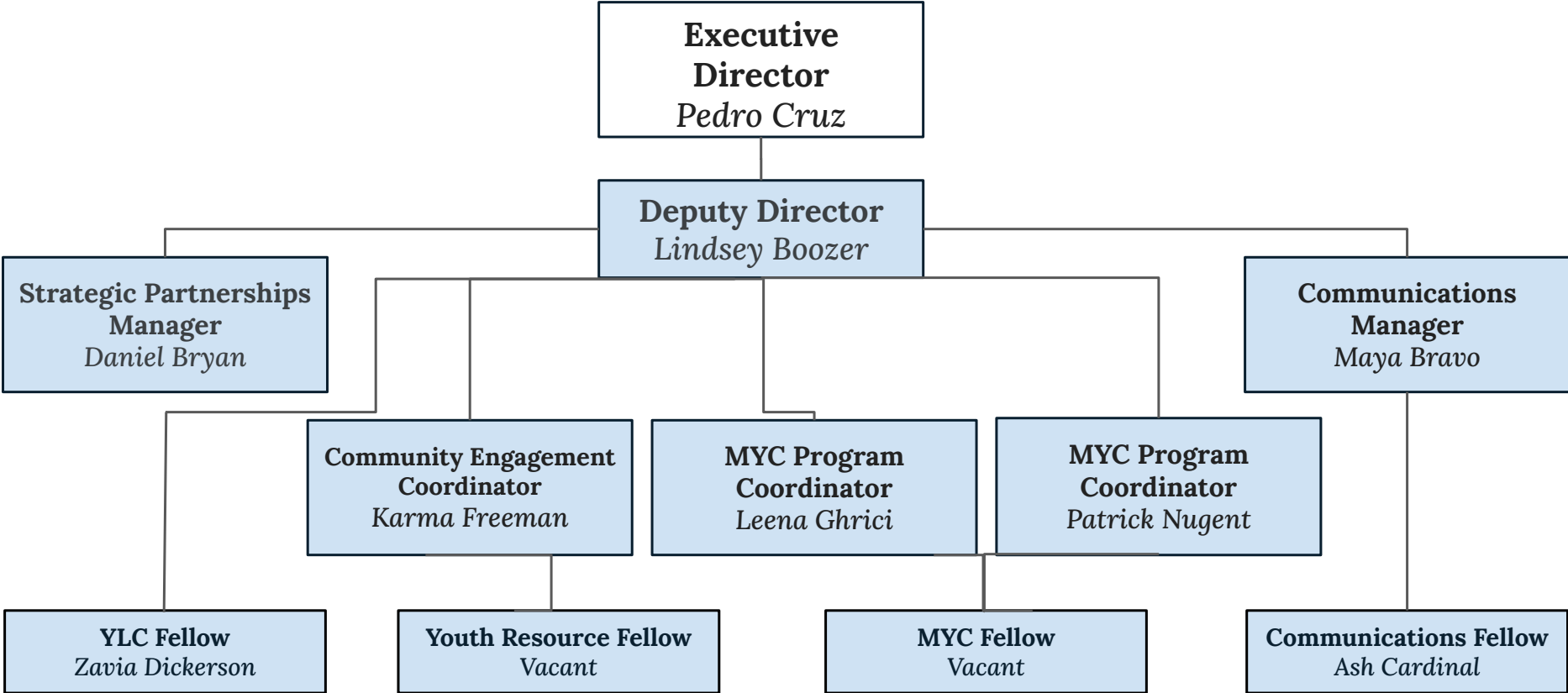
OFFICE OF YOUTH ENGAGEMENT AND ADVANCEMENT (OYEA)

Pedro Cruz, Executive Director





OYEA TEAM STRUCTURE





Uplifting the voices and advancing the lives of young people ages 14-25 through City programs, partnerships, and services.

KEY AREAS:

- 1. Youth Programs and Spaces*
- 2. Youth-Facing Individuals*
- 3. Youth and Young Adults*

OYEA PROGRAMS & INITIATIVES

B



MAYOR'S YOUTH COUNCIL

Youth Representatives



YOUTH LEAD THE CHANGE

Participatory Budgeting



MAYOR'S YOUTH SUMMIT

Annual Celebration

YOUTHLINE

YOUTHLINE

Resource Directory



BOSTON AFTER DARK

Late Night Events



YOUTH SPEAKS BOSTON

Needs Assessment



OYEA PARTNER NETWORK

Connecting Organizations

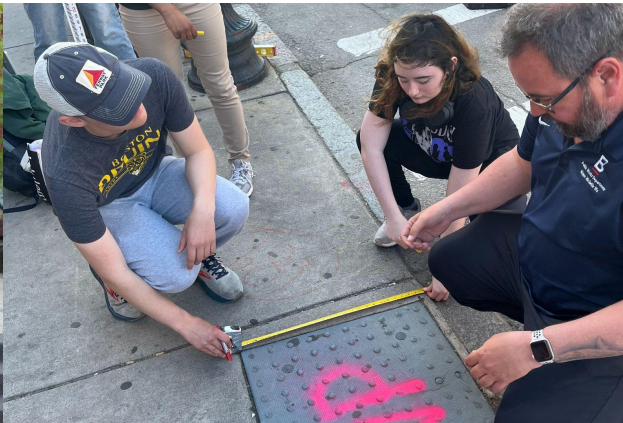


PROFESSIONAL DEVELOPMENT

Provider Trainings

Cohort of high-schoolers representing their peers and uplifting youth voice in City government.

- 20 high-school aged Boston youth
 - 2025-26 Council: Members represented 9 schools and 12 neighborhoods
- Expanded programming to an **entirely paid, 5 days a week model**
- Launch of the **MYC Alumni Network** and **Boston Coalition of Youth Councils**



Giving youth the power over \$1 million of the City of Boston capital budget.

- Restructured the program – concrete timeline, new curriculum and toolkit
- **14** projects on track to be completed or in implementation phase as of May 2026
- Past winning projects include: Wicked Free Wifi Expansion, Tobin Media Center, Renovated Basketball Courts, HVAC and solar panels in BPS, facility upgrades within BPHC and more.



MAYOR'S YOUTH SUMMIT



Annual event celebrating and uplifting youth performers, leaders, community organizations and more.

- In 2024, OYEA brought back the Mayor's Youth Summit for the **first time in 20 years**.
- **2026 Impact:** 550+ attendees, 400 youth and 150 adult partners



Connecting Boston youth and families to resources, events, opportunities and more.

- *Launched May 2023*
- *Searchable online resource directory offering over 700+ resources*
- *Referral services offered by **intake form, phone, email** or **walk-in desk***
- *Community events calendar sharing over 100 free events every month*



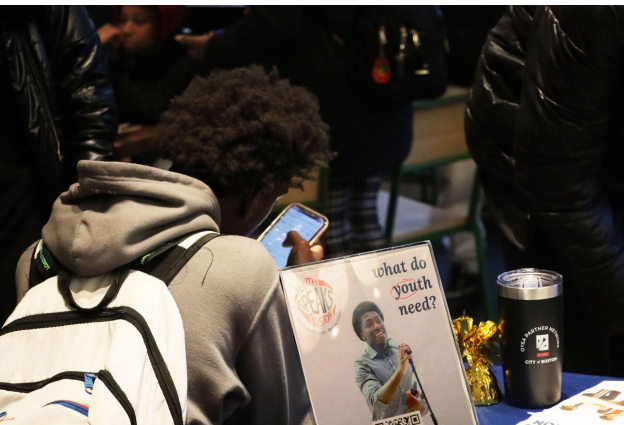
Late night teen events every Friday, all summer long!

- **2025 Impact:** 23 events, 15 neighborhoods, 1500+ youth served
 - Partnership with BCYF, YMCA, and BHA
- **Expansion:** Hosted teen nights at MFA and ICA!
 - Hosted a comedy show in City Hall for residents ages 19-25



First-ever citywide needs assessment focusing on Boston young people ages 14-25 during out-of-school and out-of-work hours.

- Collected **1650 responses** from Boston residents ages 14-25 in inaugural youth needs assessment survey
- Launched Youth Speaks Boston **StoryMap** and **data dashboard** in September 2025
- Partnership with BCH, BPHC, and Northeastern University CHANGE Lab



Network of youth serving organizations working in partnership to break down silos and uplift Boston's young people.

- *Network of **1773** youth-serving professionals representing **685** partner organizations and sites*
- *Bi-monthly meetings hosted at unique locations, **100+** partners in attendance per meeting*



Trainings and workshops offered at no-cost to youth-serving professionals.

- *22 free training sessions since September 2025 (67 free training sessions hosted since October 2023)*
- *477 attendees between September 2025 and May 2026*
- *Partnership with 20+ training organizations, including Human Resources in Action, Boston Children's Hospital, Boston University, BPHC, Boston EMS, and more!*



YOUTH OPTIONS UNLIMITED

Tanisha DeLeon, Deputy Director



OUR CABINET



*Worker
Empowerment*

YOU Boston is a program within the City of Boston's Worker Empowerment Cabinet



*Workforce
Development*

Housed under the Office of Workforce Development



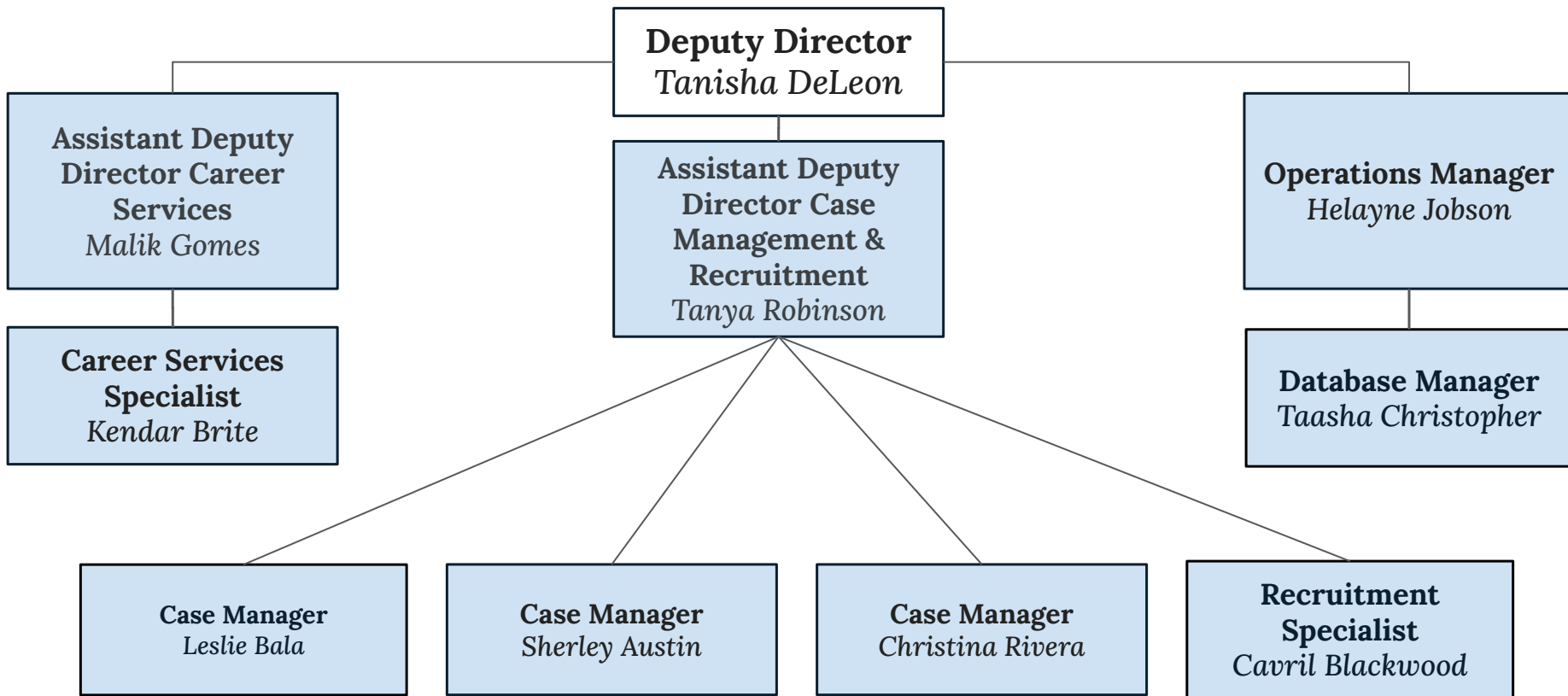
YOUTH OPTIONS UNLIMITED
BOSTON



YOU Boston functions as a city initiative funded through Friends of Youth Opportunities Boston, a nonprofit fiscally supported by the Worker Empowerment Cabinet



YOU TEAM STRUCTURE



Youth Options Unlimited (YOU)'s mission is to empower young people (14-24) of promise to succeed in the workforce, in the community, and in their lives.

Access. Opportunity. Progress

Proven-Risk Spectrum

How addressing foundational needs helps youth move toward stability, engagement, and growth.



Proven-Risk Spectrum

How addressing foundational needs helps youth move toward stability, engagement, and growth.



Factors That Contribute to Barriers to Engagement, Stability and Growth



1 Violence Exposure
& Trauma



2 Justice Involvement



3 Education
Disruption

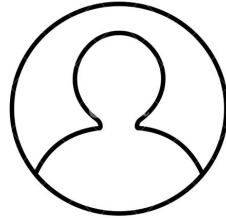


4 Family / Community
Instability



5 Behavioral / Clinical
Risk Factors


WHO WE SUPPORT








John
16 y/o
Boston, MA

John is a Mission Hill resident whose life changed at age 13 following the tragic loss of his father to gun violence. This trauma led to a decline in his mother's mental health and subsequent substance use, placing the burden of financial stability onto John. In an effort to support his household, he disengaged from school to pursue income through the underground economy. By age 15, his need for safety & security and survival led to a non-violent charge for carrying an unlicensed weapon. John's Caseworker reached out to YOU about summer employment

WHO WE SUPPORT

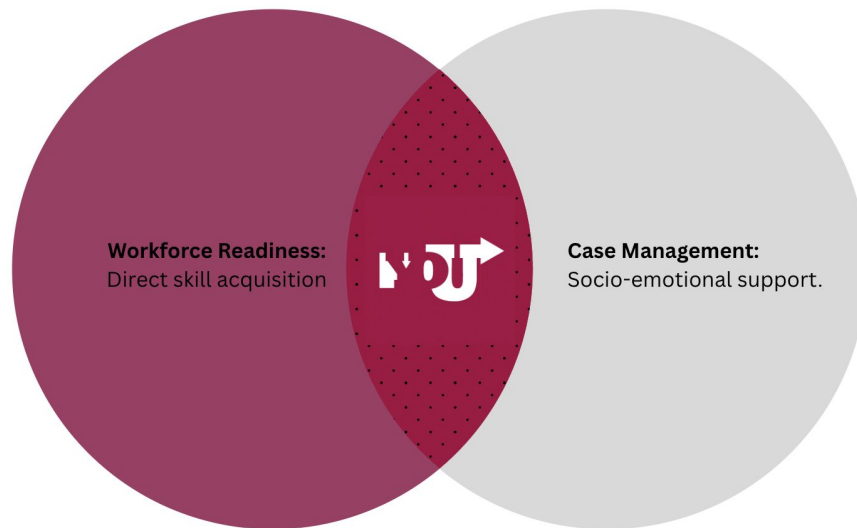


John
16 y/o
Boston, MA

 <p>1 Violence Exposure & Trauma</p>	Gun violence Involvement →	Safety & Stability Challenges
 <p>2 Justice Involvement</p>	Arrested for Gun Charge - CORI →	Growth & Career Pathways Challenges
 <p>3 Education Disruption</p>	Cannot Safely Attend School →	Basic Needs Not Met
 <p>4 Family / Community Instability</p>	Substance Abuse at Home →	Belonging & Relationship Challenges
 <p>5 Behavioral / Clinical Risk Factors</p>	Anti-social Attitudes & Paranoia →	Skills & Confidence Challenges

YOU PROGRAM OBJECTIVES

Goal: Create access to essential job readiness skills and prepare young people for successful entry into the workforce.



YOU addresses these barriers by meeting foundational needs, building safety and belonging, strengthening skills, and creating pathways to education, employment, and long-term success.



YOU PROGRAM OBJECTIVES



Goal: Create access to essential job readiness skills and prepare young people for successful entry into the workforce.

Safety Planning

Individualized Support

Transportation/ Transportation Planning

Geographic Placements

HOW DOES PROGRAMMING WORK?

Job Readiness

Job Readiness / Career Exploration

\$16.25/hr

- ✓ Career exploration cohorts (~65% of youth)
- ✓ Paid training (12-20 hrs/wk): Labor, Cosmetology, Culinary
- ✓ Industry certifications: OSHA, CPR, Safe-serve

Internships

\$18/hr

- ★ Work-based internship learning (~35% of youth)
- ★ Paid (20 - 25hrs/wk); Community Based Businesses (50+ Partners)
- ★ 8 - 16 weeks +

Case Management

Mentoring Support

Developing individual goal & action plans.

Critical Service Coordination

Ensuring access to housing, food, and safety.

"Round Tabling" Ecosystem

Partnering for ad hoc transitional support (shelter, legal, childcare).

Educational Reconnection

Support for BPS, alternative schools, and GED attainment.





Save Lives

YOU interventions keep youth off of the streets, changing their influences and limiting violence in the community.



Re-alignment with Education

Working with families and school systems to re-connect youth with evidence-backed brighter career opportunities.



Reach Personal Potential

Programming helps youth see the value in themselves and connects them to opportunities that broaden their horizons.



Contributing Members

Building stable lives through subsidized employment and trauma-informed care to support local communities.

Societal Transformation



Increased Community Safety

Directly reducing shootings and robberies to secure communal spaces and public transport.



>\$10M Annual Savings

Strategic diversion of 200 high-risk youth from incarceration significantly reduces taxpayer burden.



Resource Optimization

Lowering youth violence reduces robbery calls and police overtime, freeing critical public resources.





FY26 PERFORMANCE OVERALL



Metric	FY 2025 impact	FY 2026 Performance*
<u>Youth served</u>	~190	~196
<u>New participation</u>	37%	57%
Seasons of programming	3	3
<u>Youth securing opportunities outside of YOU</u>	20%	33%
<u>Youth receiving case management services</u>	90%	100%

Note: (*) Performance to date. Fiscal year ends June 30th

FY26 PERFORMANCE OVERALL



Metric	FY 2026 Performance*
Retention**	42%
Had no new arrests/incarcerations	76%
<u>Graduates</u>	35

Note: (*) Performance to date. Fiscal year ends June 30th

Note: (**) 2026 many youth graduated or were referred out

Youth Options Unlimited FY2027 Recommended Budget

The total Youth Options Unlimited budget for recommended FY27 is \$1,644,666.

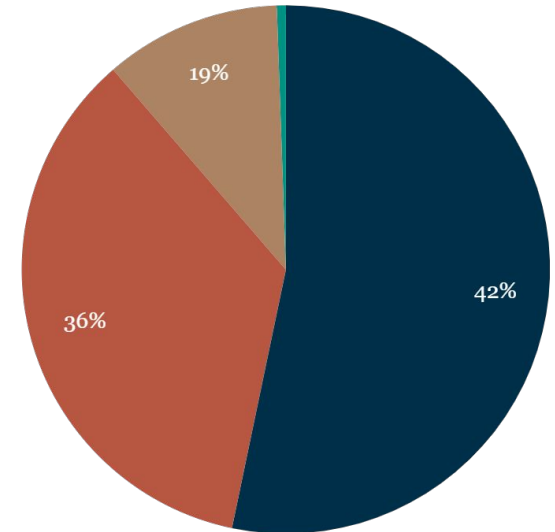
Consisting of \$839,363 City operating and \$805,313 external funding

A breakdown of the budget line items are displayed in the table below

FY2027 YOU Budget	Updated 5/1/26
Line item	Cost
Staff Salary & Fringe	\$ 876,156
Youth program wages	\$ 581,978
Occupancy costs	\$ 177,452
Operating expenses	\$ 9,080
Total	\$ 1,644,666

FY2027 Budget Breakdown

- Staff Salary & Fringe
- Youth program wages
- Occupancy costs
- Operating expenses



THANK YOU!

B



OFFICE OF YOUTH EMPLOYMENT AND OPPORTUNITY

Allison Vernerey, Executive Director



B

CITY OF BOSTON

*future***BOS**
WHERE YOUR WORK BEGINS.

The Worker Empowerment Cabinet advances the well-being of Boston workers in the public and private sectors. Our goals include:

- Setting the City's future policy and vision for workers
- Regulating, overseeing, and improving workplace conditions and health for workers, and
- Expanding economic opportunities for workers through quality jobs, financial and skills training, and career pipelines.



Office of Youth Employment & Opportunity

Mission

- We exist to employ, develop, and engage Boston's youth.
- We do this by exposing youth to the workforce, and bridging opportunities for personal and professional growth.
- We envision a future where youth are educated, equipped, and empowered to transition successfully into adulthood.

Purpose

Advance the lives of Boston's youth through:

- Employment opportunities
- Career development training
- Strategic partnership + community engagement



OFFICE OF YOUTH EMPLOYMENT & OPPORTUNITY

Executive Director
[Allison Vernerey]

Deputy Director
[Adeola Ebekoziem]

Office & Operations Manager
[LoVell Parkman]

Data, Research & Evaluation Manager
[Samiksha Bhatnagar]

Strategic Partnerships & Engagement Manager
[Rachel Rodri]

Senior Manager of Strategic Projects
[Linda Arian]

Senior Manager of Employment, Payroll & Development
[Kimberly Sims]

Employment & Payroll Coordinator
[Lynn Williams]

Employment & Payroll Coordinator
[Markus Wellington]

Employment Coordinator
[Tumo Koontse]

Employment Coordinator
[Hassan Brutus]

P/T Interns
[~ count = 10-14]

Senior Manager of Workforce & Career Readiness
[Tena Tucker]

Career Development Coordinator
[Jasmin Argueta]

P/T Interns
[~ count = 5-9]

Senior Manager of Engagement & Outreach
[Elicia Flemming-Medical Leave]
Rachel Rodri - Interim]

Outreach, Recruitment & Communications Coordinator
[Jaime Aranzabal]

P/T Interns
[~ count = 4]

Grants & Budget Manager
[Eric Truong]

Grant Manager
[Justin Choi]

P/T Interns
[~ count = 5]

LEGEND

- LEADERSHIP
- SENIOR MANAGERS
- VACANT
- DOTTED LINE REPORTING

POSITIVE IMPACT OF YOUTH EMPLOYMENT PROGRAMS

A 12 year ongoing research partnership with Northeastern University has shown that the Boston Youth Employment Program improves behavioral, academic, and employment outcomes for youth, with greater impacts for black and brown youth.

“Very helpful and empowering - show us as teenagers to work hard for what we want and to be leaders for ourselves and our peers. Helps us learn and think about the future and how we can get there. A good experience that every young person should have.”

BPS Student / Youth Employee

Economic & Job Readiness

- A 9pp increase in employment and a 30% increase in wages one year later
- Over 65% use income to help pay household bills.
- Sizable growth in job readiness & soft skills

Academic

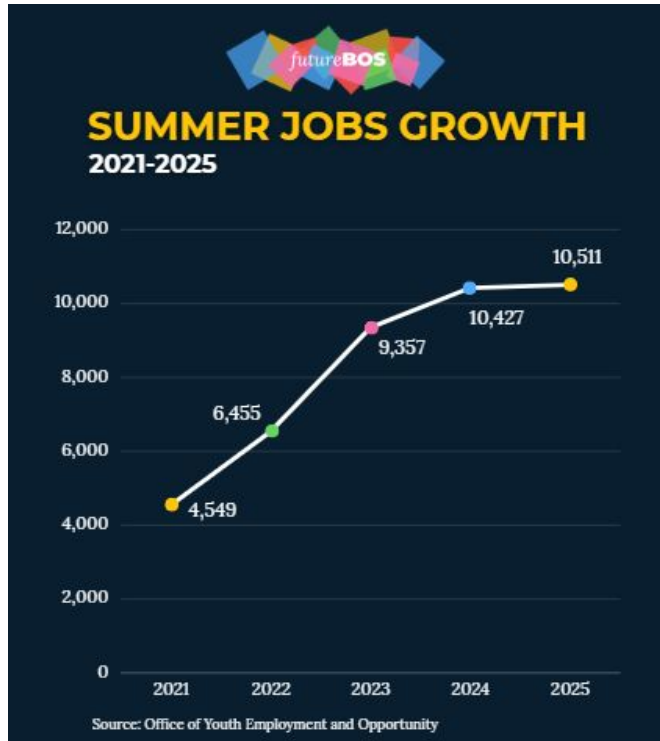
- Marked work habit improvements
- 8% improvement in likelihood to graduate high school on time
- Measurable increase in SAT test taking and 4-year college enrollment

Criminal Justice

- 30% reduction in violent and property crime one year later
- Continued reductions in violent crime up to 5 years later
- Large improvements in social-emotional skills (e.g., resolving conflicts) during summer

Inequality Reduction

- Economic impacts are larger for Black, Hispanic, and opp youth
- Academic impacts are greater for BPS youth at non-exam schools
- Criminal justice impacts are larger for at-risk youth with prior arrest



\$23.3M In City Funding

\$10.5M In External Funds Leveraged



300+ Partners Across Youth Jobs Ecosystem

58% of Youth Hired Were BPS Students



- Hired over **1,700** youth during our school-year employment program.
- Served over **5,000** families in our Youth Welcome Center.
- Facilitated over **250** hours of career readiness.
- Engaged with over **4,000** youth at our job fairs and community events.
- Delivered **667** work permits.



KEY INITIATIVES

1 FUTUREBOS - A DIGITAL HUB THAT CREATES A CENTRALIZED YOUTH JOBS APPLICATION EXPERIENCE

YEO wants futureBOS to be the starting point of every young person's career exploration journey.

2 FULFILLING THE MAYOR'S YOUTH JOBS GUARANTEE BY STRENGTHENING CONNECTIONS WITH BPS

Establishing renewed focus across the city, within the school district, and in BPS schools, allows us to center equity in everything we do and serve Boston's young people.

3 MOBILIZING THE YOUTH JOBS PROVIDER ECOSYSTEM - STRENGTHENING ALIGNMENT ACROSS THE CITY

The value of partnerships in expanding access to youth opportunities is central to achieving our mission of developing Boston's future workforce.



KEY INITIATIVES

Accessibility

We are working to meet youth where they are.

Example Initiatives:

- BCYF mobile onboarding.
- BPS pop-up fairs.
- Expansion of partnership with STRIVE programs.
- Rollovers and updated I-9 guidelines for city jobs.
- BPS data sharing pilot for city jobs.
- Job fair accessibility improvements.

Quality of learning

We want to provide the best learning experience for youth.

Example Initiatives:

- Career Development (CD) curriculums as part of SuccessLink allocation process (including for coalition partners).
- Tracking of CD through a new dashboard.
- Connecting work experience to in-school learning.
- Curriculum and job referral templates.

Support

We strive to work cohesively to best support youth.

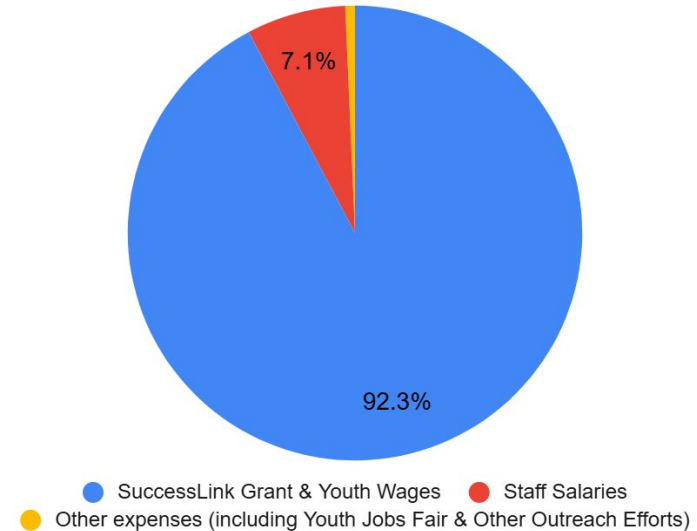
Example Initiatives:

- New family resource guide to support youth.
- New mental health training available for all employers.
- Partnership with the Youth Violence Strike Force.
- Online guidance sessions with over 300 BPS families, available in 10 languages.

Over 92% of the YEO budget is used for the funding of youth wages via the SuccessLink program.

Summer jobs are fully funded in FY27.

FY27 YEO Recommended Budget





Thank You | Questions?

CITY OF BOSTON