



# New Orleans, LA

## Workforce & Employment

### KEY OUTCOMES

#### Long-term

Increase the number of **youth in high-mobility career tracks** and increase the **employment rate and earnings among young adults**.

#### Short-term

Increase the number of students benefiting from **high-quality internships**; improve **student skill acquisition** (socio-emotional skills, vocational skills); successful implementation of **“off-the shelf” work experience curriculum**; increase **employer engagement** with career pathway programming; decrease the number of students who cannot provide the **documentation necessary** to participate in internship programming.

### BARRIERS

- Youth are not currently prepared with the vocational and socio-emotional skills that they need for jobs in high mobility sectors.
- While employers may be able to provide work experience, many do not because they lack the bandwidth to create the necessary programming for those interns. Other employers do host interns but lack the experience needed to design an effective internship.
- Students, particularly students from already vulnerable populations, do not participate in programming because they are unable to fulfill the necessary documentation requirements.

### INTERVENTION

- **Create “off-the-shelf” internship curricula.** These curricula will include evidence-based modules for skill attainment and will be built so that employers who may otherwise not have the bandwidth to develop programming for youth can easily implement them.
- Address the barriers youth face in accessing career pathway programming by **facilitating the intake and documentation procurement process.**

ALIGNMENT TO FIVE CRITERIA



**Evidence base**

Programs that embody a holistic approach and offer a combination of on-the-job training, education, and skills training tend to be more effective at increasing employment and earnings.



**Mayoral priorities**

Connecting youth to high mobility jobs is a Mayoral priority as evidenced by the creation of the Office of Youth and Families and the focus on generational economic development.



**Scalability**

Many cities are interested in attracting high-mobility jobs and want to equip their youth with the tools to find and succeed in those jobs. "Off-the shelf" internships will be designed to be transferable across employers and may be used in other city contexts. Additionally, many programs that offer services to youth find helping them navigate documentation requirements to be a challenge; as many of these requirements are due to federal funding, a process for navigating them would be easily transferred across programs.



**Feasibility**

"Off-the-shelf" internship design will be bolstered by city partners with extensive experience in youth programming, skill attainment, and internship facilitation.



**Leverage taxpayer resources**

Builds on an existing program that is partly funded by the city and aims to make City hosted internships more effective.