



The Social Emotional Learning Achieved By
Summer Youth Employment Program
Commonpoint Queens
2022



**COMMONPOINT
QUEENS**
Community happens here

Evaluation & Report by



SEED IMPACT

Who We Are

Commonpoint Queens is a social services organization that meets the diverse and evolving needs in our borough. People of all ages and backgrounds are welcomed to come together to find support, access opportunities, and build community connections throughout their lives.

Guided by the Jewish values of service and justice, we were founded to support our local Jewish community, which we continue to do today. As the demographics have evolved over six decades, we have extended our community reach across 52 sites in Queens, including the Sam Field Center and Central Queens, where many of our programs are based.

Summer Youth Employment Programs

The Commonpoint Queens Summer Youth Employment Program (SYEP) is the nation's largest youth employment program. It offers a range of programs designed to provide valuable career training and internship opportunities to NYC youth:

- Work readiness training
- Project-based learning
- Financial literacy training
- Paid summer jobs

SYEP connects New York City youth between the ages of 14 and 24 with career exploration opportunities and paid work experience each summer.

- Older youth aged 16-24 participate in a work-based experience that matches their interests for enriching career exploration. Placements help foster leadership, networking, and developing numerous skills.
- Younger youth aged 14-15 learn about career opportunities and make a difference in the community through paid, Project-Based Learning classes.



This summer experience has helped me understand what it takes to be successful in the workforce. I also learned to build a good relationship with co-workers for future references and recommendations.

-SYEP Participant



I made a positive contribution to an institution and the cause it advocates for while learning common tax preparation software, applicable in the future with other businesses which use it.

-SYEP Participant



Commonpoint Queens is dedicated to sustaining and enhancing the quality of individual, family, and communal life throughout Queens, through services to people of all ages, ability levels, stages of life, and backgrounds.

“I am interning at Encompass New Opera Theatre as a Marketing/Program Assistant. My duties have included updating the Encompass website, helping manage their social media pages, and planning marketing materials for their upcoming opera. It has been a valuable experience interning here, gaining knowledge about business operations at an arts company and learning about effective marketing strategies. I believe this internship will further my professional career as I develop my skills in marketing, advertising, collaborating with a team, and communication.”

- SYEP Participant



Before my internship, I wasn't familiar with the various sectors within commercial real estate, and as my internship came to an end, I now have a great interest in the non-profit sector.

-SYEP Participant

Summer 2022 Participants

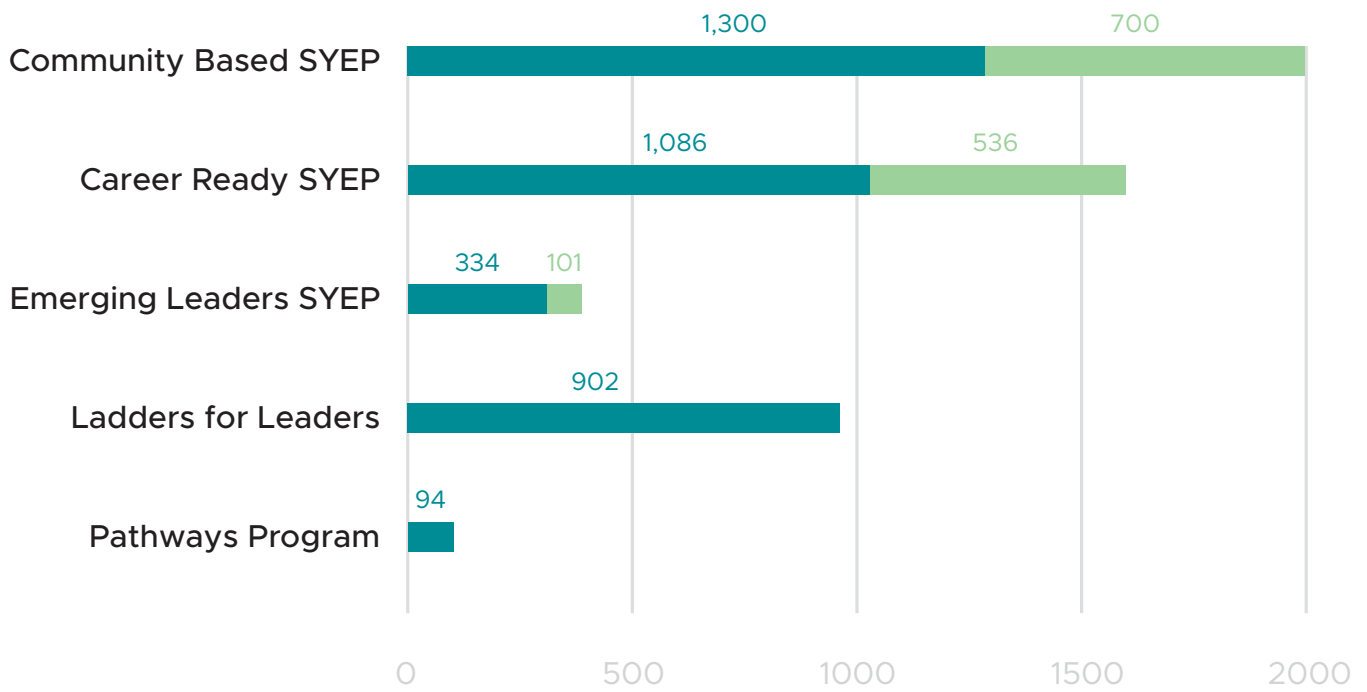
Employment Partners

SYEP participants interned with leading New York City corporations, non-profit organizations, and government agencies. Interns **explored their interests and career pathways, developed workplace skills, and engaged in learning experiences** to develop their social, civic, and leadership abilities. Internship placements included:

- #Half the Story
- America On Tech
- BNY Mellon
- CBRE (Coldwell Banker Richard Ellis)
- Center for Reproductive Rights
- Coalition for Asian American Children and Families
- Commonpoint Queens
- Cushman and Wakefield
- Discovery Communications
- Encompass New Opera Theatre
- Ford Foundation
- Goldman Sachs
- Guggenheim Museum
- Japanese SHARE
- Memorial Sloan Kettering Cancer Center
- Morgan Stanley
- Northwell Health
- NYC City Hall
- NYC TECH-Google
- Queens Botanical Garden
- Queens World Film Festival
- Staten Island District Attorney's Office
- Staten Island Holocaust Center
- SUPERSTRUCTURES: Engineers + Architects
- The International Rescue Committee
- The Madison Square Garden Company
- The Queens Museum
- Vayner Media
- Walgreens

Engaged Youth, Summer 2022

This year, SYEP programs served over 5,000 youth. These included:



I am now thinking of majoring in business or information systems.

-SYEP Participant



This summer employment will lead to future opportunities because I gained hands-on work experience and further developed my market research skills.

-SYEP Participant

Older Youth
Younger Youth



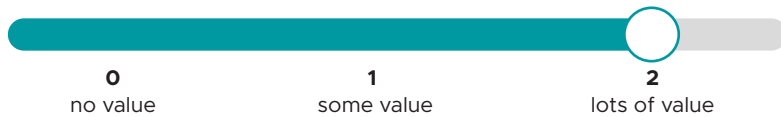
The Difference We Make



Pre-Employment Readiness

The pre-employment workshops are designed to offer youth with more insight into our program process and provide resume-building workshops, job interview skills, networking skills, and leadership development. Select youth also participate in mock interviews and are shown how to dress and behave in an office environment.

To understand the value of pre employment workshops, at the start of this summer experience, 27 participants were asked to rate their experience of **six SYEP learning opportunities on the following scale:**



“Interning for NYC Service at the Mayor’s Office gave me an invaluable experience in exploring the inner workings of city government, as well as having the privilege to work with an incredible team who works tirelessly behind the scenes to support the operation of national service programs. I learned skills and created meaningful relationships from my internship that I know will help me with my personal career plans in the future. “

- SYEP Participant

Results for a Sample of 27 Participants

Value of Pre-Employment Services

Expressed by 27 Participants



“Working with Commonpoint Queens this summer has been a valuable experience for me. It was amazing to see that even the tasks I considered small had such a wide reach and tremendous impact on the community. I’m grateful that I got to work with an amazing team that taught me the necessary skills to succeed in the world of marketing and communications while also allowing me to explore on my own and tap into my creativity to learn as much as possible. This is an opportunity that I will always be thankful for!”

- SYEP Participant

As shown, participants experienced **value in all six learning opportunities.** They found the most value in:

1. **Assistance finding placement**
2. **Resume revision**
3. **Career/college exploration**





Summer Employment Pilot Program Results

SYEP piloted a Social-Emotional Learning evaluation in partnership with [SEED Impact](#).

WHO:

- **27 young adults**, ages 16 to 22, self-selected to complete a pre-assessment
- **7 participants** completed an additional post-assessment of their work experiences.

GROWTH:

- **SEL competencies increased by 31 percent** during the 6-week employment period.

SO WHAT:

- Research evidence shows that across many sectors of society, social, emotional, and cognitive intelligence are predictors of professional effectiveness in management and leadership roles. Further, these competencies can be continually developed throughout life. (1)

(1) Richard E. Boyatzis, Emotional and social intelligence competencies, Case Western Reserve University, January 2008.

How We Measure Social Emotional Learning

We track and nudge growth across **three domains** to support whole-person development:

- 1) **Being: comfort with self**
- 2) **Doing: aptitude with new skills**
- 3) **Relating: interpersonal relationships**

Working in partnership with SEED Impact, three multi-stage **SEED Competency Ladders™** were customized by the Commonpoint Queens SYEP staff and integrated with our programming to measure, credibly report, and accelerate major shifts in competency.

The highest state of each SEL Competency Ladder articulates **the ideal outcomes** toward which participants are encouraged to aspire:

BEING

Shining: This was an experience of major self-discovery that has expanded the possibilities I see for my future.

DOING

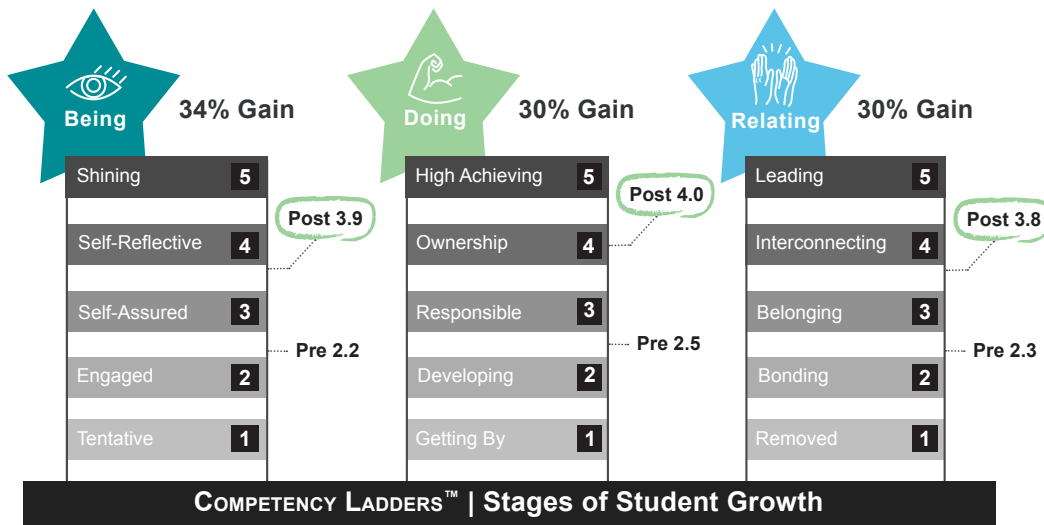
High Achieving: I became able to do things even faster and better and applied the things I learned beyond my summer experience.

RELATING

Leading: I fully embraced the values of the summer experience and demonstrated them through actions and relationships with others.



Growth in SEL Competencies



Participants witnessed themselves making strides in **being, doing, and relating** through their employment experience. They advanced 1 ½ stages in each domain. (One stage represents a 20 percent SEL gain.)

These noteworthy increases in SEL competencies underscore the value of Commonpoint Queens’ hands-on approach to equipping young adults for meaningful employment.

The 27 participants in the pilot used the Being, Doing, and Relating competency ladders to self-assess their stage of growth in late July, just before the start of their employment. Seven participants self-assessed again in early September upon completing their summer employment. At left are the pre-post results for the seven participants who completed both assessments.



During my internship, everyone was incredibly accepting and willing to help me on my career journey and point me in the right direction to pursuing what I was most passionate about and where I could provide the most value.

-SYEP Participant

BEING

Participants advanced from **Engaged** to **Self-Reflective**, indicating significant gains in self-awareness and increased optimism about their futures.

DOING

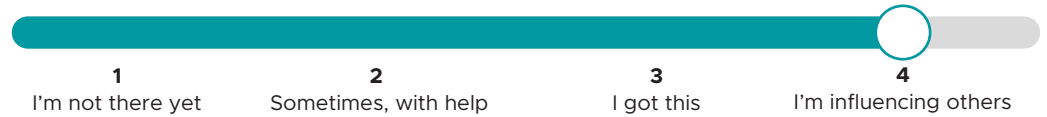
Participants advanced from **Developing** to **Ownership**, indicating that they experienced being tenacious in meeting challenges and became equipped to apply new skills in multiple environments.

RELATING

Participants advanced 1.5 stages from **Bonding** toward **Interconnecting**, indicating that they fully embraced and were able to embody workplace values through actions and relationships with others.

On-the-Job Performance

In addition to self-reflection on their SEL competency gains, SYEP participants were invited to assess their performance on nine SEL-aligned **workplace practices**.



The seven participants rated themselves extremely high for all nine items, between **“I got this”** and **“I’m influencing others.”**

PRACTICING BEING IN THE WORKPLACE	AVERAGE RATING
I started work on time each day and maintained regular attendance	3.6
I kept track of my duties/assignments and followed through on my commitments	3.6
I provided early notification to appropriate supervisors about being late or absent	3.7

0.5 1.0 1.5 2.0 2.5 3.0 3.5 4.0

PRACTICING DOING IN THE WORKPLACE	AVERAGE RATING
I incorporated agreed-upon work standards and followed established policies, procedures and guidelines	3.7
I performed accurately and was thorough in my duties; regularly checked and corrected my own work	3.7
I asked for help when needed, and found resources to help me do better	3.7

0.5 1.0 1.5 2.0 2.5 3.0 3.5 4.0

PRACTICING RELATING IN THE WORKPLACE	AVERAGE RATING
I demonstrated courtesy and respect for peers and others I interacted with	3.6
I assisted others and contributed to achieve common work goals	3.7
I managed challenges effectively, engaged in problem-solving, and was receptive to feedback from my facilitator/supervisor	3.7

0.5 1.0 1.5 2.0 2.5 3.0 3.5 4.0



The summer **experience** definitely set me up to be **more professional** and manage my time better.
-SYEP Participant



This experience gave me the **necessary skills** to become flexible in the workforce. I learned SQL and how to work with others a lot better.
-SYEP Participant



I made new friends and **was able to work with kids and bond**, and met people I will never forget.”
-SYEP Participant

Why Measure Social Emotional Learning

Social Emotional Learning (SEL) refers to the intentional development of attitudes, behaviors, and skills that are fundamental for academic and life success.

At Commonpoint Queens, our SEL programming intends two essential benefits:

- 1) Encouragement of positive, strength-based behaviors as norms for lifetime practice, and**
- 2) Discouragement of behaviors associated with negative school and life outcomes.**

Educators, policymakers, and employers increasingly attest that **SEL is the key to optimizing education and training.** This is why we emphasize well-rounded instruction, mentoring, and supports that accelerate growth.



“This internship is one of the most important internships for me because I just graduated college. Being able to do an internship related to my degree in Digital Media Production has given me experience working in the real world and accomplishing tasks that I enjoyed. It has helped me grow as well with learning how to use different platforms to create social media content.”

- SYEP Participant



My internship has helped me gain a wider view of how an organization receives resources and uses them for the benefit of society.

-SYEP Participant



Sample Participant Profiles*

“I was able to apply all the web development and professional skills I learned over the months to a real-world work environment. I got to use my web development knowledge to assist students who were having trouble understanding their code.”

-Candice

“I smile because I was given a task that others had been asked to do for a while. Seeing them be happy with the results I provided was amazing.”

-Samuel

“This summer gave me a lot of working experience that I never had before, and it taught me how to problem solve.”

-Nathan

“[My Commonpoint Queens mentor] helped me to grow a lot. They were very personal and answered any questions I had.”

-Michael

“We had to do our works as a remote team, never meeting in person. So we had to trust each other with the responsibility of doing our jobs and keep ourselves accountable.”

-Kodi

Candice, age 16, spent the summer as a Peer Mentor Intern in a computer bootcamp program.

Candice discovered she is a good communicator and works best in flexible environments. She reported increased mastery of communication, time management, teamwork, and organization skills. Candice noted that these skills would make it easier for her to build healthy interpersonal relationships and develop the ability to see things from various perspectives.

Candice's SEL Gain: 36 percent

Samuel, age 21, spent the summer as a Data & Analytics Intern, learning how to query databases with other interns.

Samuel learned about and became more adept at using the SQL programming language to make queries. He enjoyed problem-solving with others of different backgrounds. Samuel particularly appreciated learning how to track down and visualize data that stakeholders were interested in.

Samuel's SEL Gain: 20 percent

Nathan, age 16, spent the summer working at the YMCA summer camp.

This was Nathan's first work experience. He discovered that he was more mature than he had believed. He was proud to stay with the employment the whole summer, adapting to new situations and not giving up. He rose to the challenge of getting up on time daily and commuting to work by bus.

Nathan's SEL Gain: 31 percent

Michael, age 19, spent the summer developing a presentation on retention and talent attraction for a major financial institution.

The assignment challenged Michael to learn about and master presentation skills. Through the process, he discovered that he was a good communicator. He became more comfortable with time management and scheduling group meetings when he required feedback.

Michael's SEL Gain: 20 percent

Kodi, age 17, spent the summer as an intern with NYC TECH-Google.

Kodi discovered that he was capable of excelling in the tech industry. He learned that trust and accountability are important skills.

Kodi's SEL Gain: 56 percent

*Note: Names are fictitious to protect student anonymity.