
Default Question Block

City of Boston SuccessLink Summer Jobs Program Employer Partner Survey – Summer 2022

Thank you for taking the time to complete this survey and your willingness to be part of this research study! You are receiving this survey because your organization advertised a position to youth as part of the SuccessLink summer jobs program. We want to make sure youth have the **BEST** possible summer job experience and your responses to this survey will help us do that. This study is being conducted by Professor Alicia Sasser Modestino from Northeastern University to better understand the impact of summer jobs on youth and how to improve the SuccessLink program.

The survey should take you about 10 minutes to complete. You will be asked about how your organization's experience with the application and hiring process and your plans for next year. At the end of the survey you will be asked if you would be willing to participate in a focus group to provide more information and feedback on your organization's experiences with SuccessLink.

Your participation is **voluntary**. Read the questions carefully and answer to the best of your ability. If you answer "Other" and the question asks for you to fill in a blank, please do so. If you do not wish to answer a question, you can choose not to answer it.

This survey is entirely **confidential** and has been designed to protect your privacy. Individual responses will not be made public. The questions that ask about your organization will be used only to ensure we are hearing from a diverse group of partners completing this survey. **No names will ever be reported.**

The study may include risks that are unknown at this time. One possible risk is that answering some of the questions might make participants feel uncomfortable. If you feel uncomfortable answering certain questions it is okay to leave a response blank. If you have any questions regarding electronic privacy, please feel free to contact NU's Director of Information Security via phone at 617-373-7901, or via email at privacy@neu.edu.

There are no direct benefits to you from participating in this study. However, your participation may provide insights into improving the summer jobs program in the future. If you have any questions about your rights in this research, you may contact Nan C. Regina, Director, Human Subject Research Protection, Mail Stop: 560-177, 360 Huntington Avenue, Northeastern University, Boston, MA 02115. Tel: 617.373.4588, Email: n.regina@northeastern.edu. You may call anonymously if you wish.

If you have any questions about this study, please contact Alicia Sasser Modestino (a.modestino@northeastern.edu; 617-373-7998).

Thank you very much for your help!

Please click "Continue to the survey" below to begin.

☐ Continue to the survey

APPLICATION PROCESS

APPLICATION PROCESS

In this section, we will ask you about your organization's experience with the application process.

How many summers have you hosted a job through the SuccessLink summer jobs program?

- ☐ Just this summer
- ☐ Two summers
- ☐ More than two summers

Approximately how many youth positions were you hoping to fill across your organization (14-18 year olds)?

Total

Through SuccessLink

Did you review applicant materials for youth who applied to your organization through SuccessLink using the City's iCIMS system?

- ☐ Yes, all
- ☐ Yes, some
- ☐ No

Did you conduct interviews with youth who applied to your organization through SuccessLink?

- ☐ Yes, all
- ☐ Yes, some
- ☐ No

What factors typically affected your decision to offer a youth one of your open positions?
(Check all that apply)

	Not important at all	Slightly important	Somewhat Important	Important	Very important
Youth was known to the organization prior to applying	☐	☐	☐	☐	☐
Youth had worked at this site in the past	☐	☐	☐	☐	☐
Youth was referred to us by other youth employee	☐	☐	☐	☐	☐
Youth was referred by other individual/organization (e.g., school, church, other employer)	☐	☐	☐	☐	☐
Their interview	☐	☐	☐	☐	☐
Their resume	☐	☐	☐	☐	☐
Their statement of interest	☐	☐	☐	☐	☐
Which high school the youth attended	☐	☐	☐	☐	☐
Whether the youth lived nearby and/or could easily commute to the job site	☐	☐	☐	☐	☐
The basic qualifications needed for the job (e.g. age, CORI check, lifeguard certification)	☐	☐	☐	☐	☐
Whether there were fewer applicants than open positions (made offers to all that applied)	☐	☐	☐	☐	☐
Other (please write in): 	☐	☐	☐	☐	☐

When did you make your first offer to a SuccessLink youth?

- ☐ March
- ☐ April
- ☐ May
- ☐ June
- ☐ July

Approximately how many youth did you make offers to for SuccessLink positions?

Did any youth decline your offer?

- ☐ Yes
- ☐ No
- ☐ Don't Know

In working with SuccessLink last summer, did you participate as a grant partner or a direct partner?

- ☐ Grant
- ☐ Direct
- ☐ Don't Know

IF DIRECT PARTNER, HIRING PROCESS

HIRING PROCESS

In this section, we will ask you about your organization's experience with the hiring process.

How did the hiring process go with the Department of Youth Engagement and Employment (DYEE) for payroll and onboarding of youth (14-18 year olds)?

- Very easy ☐
- Easy ☐
- Neutral ☐
- Difficult ☐
- Very difficult ☐

What percentage of SuccessLink youth did DYEE assist with placing at your organization?

- ☐ All of them
- ☐ Most of them
- ☐ At least half
- ☐ Less than half
- ☐ None
- ☐ Don't know

Of the SuccessLink youth that DYEE selected to be placed with your organization, how well did the young person's qualifications fit with the job requirements?

- Very good ☐
- Good ☐
- Neutral ☐
- Not very good ☐

Will you consider being a grant partner next year to do your own onboarding of youth (14-18 year olds)?

- ☐ Yes
- ☐ No
- ☐ Don't know

IF GRANT, HIRING PROCESS

HIRING PROCESS

In this section, we will ask you about your organizations's experience with the hiring process.

What percentage of your SuccessLink positions were you able to fill?

- ☐ All
- ☐ More than half
- ☐ About half
- ☐ Less than half
- ☐ None
- ☐ Don't know

How did the hiring process go with youth filling out paperwork for payroll and onboarding?

- ☐ Very easy
- ☐ Easy
- ☐ Neutral
- ☐ Difficult
- ☐ Very difficult

Will you continue to be a grant partner next year?

- ☐ Yes
- ☐ No
- ☐ Don't know

Would you like DYEE help place youth at your site if you are unable to fill all of your positions?

- ☐ Yes
- ☐ No
- ☐ Maybe

BACK TO ALL EMPLOYERS

WRAPPING UP

In this section, we will ask about some basic characteristics so we can be sure that we are hearing from a diverse set of organizations as well as your suggestions for future improvement.

How would you classify your organization as one of the following?

- ☐ Community based organization
- ☐ BCYF (Boston Center for Youth and Families) site
- ☐ Other city/state department
- ☐ Other (please write in):

Approximately how many people are employed by your organization?

- ☐ Less than 10
- ☐ More than 10 but less than 25
- ☐ More than 25 but less than 50
- ☐ More than 50 but less than 100
- ☐ More than 100
- ☐ Don't know

Which neighborhood are your youth primarily jobs located in (Check only one)?

- ☐ Allston / Brighton
- ☐ Beacon Hill / Back Bay
- ☐ Charlestown
- ☐ Chinatown
- ☐ Dorchester
- ☐ East Boston
- ☐ Fenway
- ☐ Hyde Park
- ☐ Jamaica Plain
- ☐ Mattapan
- ☐ Mission Hill
- ☐ North End
- ☐ Roslindale
- ☐ Roxbury
- ☐ South Boston
- ☐ South End
- ☐ West End
- ☐ West Roxbury
- ☐ Other (please write in):

How would you classify the type of occupations that your youth jobs primary represent?

- ☐ Child daycare/day camp
- ☐ Education services (e.g., schools, tutoring)
- ☐ Arts and entertainment (e.g., performing arts, museums)
- ☐ Recreation (e.g., parks, zoos, aquariums)
- ☐ Sports programs
- ☐ Community/Social Assistance (food banks, housing, job and other relief services)
- ☐ Food services (e.g., food trucks, restaurants)
- ☐ Health Care (e.g., public health services, hospitals, medical labs)
- ☐ Fire and protection (e.g., police, fire department)

- ☐ Public administration (e.g., city department or state agency)
- ☐ Finance and insurance (e.g., banks, accounting, finance, insurance firms)
- ☐ Information (e.g., broadcasting, data processing, newspapers, software, telecommunications)
- ☐ Manufacturing (eg. appliances and components, textile mills)
- ☐ Professional services (e.g., legal, advertising, marketing, public relations)
- ☐ Retail sales (eg. department store, auto retailer, drug store)
- ☐ Scientific and technical services (e.g., environmental, engineering)

What do you think is working well with the SuccessLink program?

What do you think could be improved with the SuccessLink program?

Would you be willing to share additional feedback with SuccessLink staff? If so, please enter your name, organization, and the best phone number that we can use to reach you.

First Name	
Last Name	
Organization	
Phone Number	