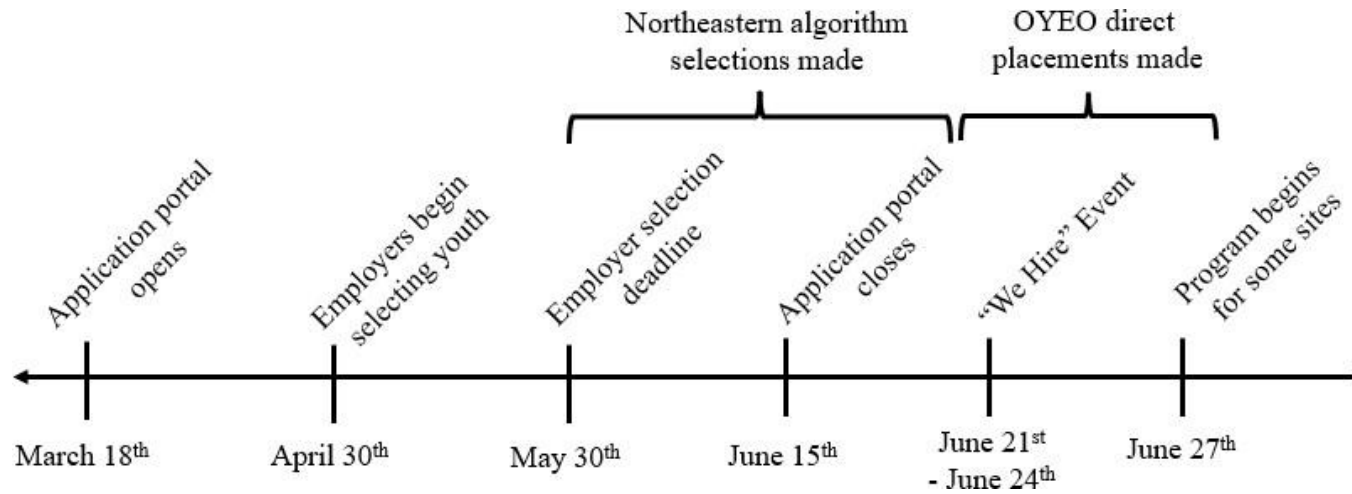


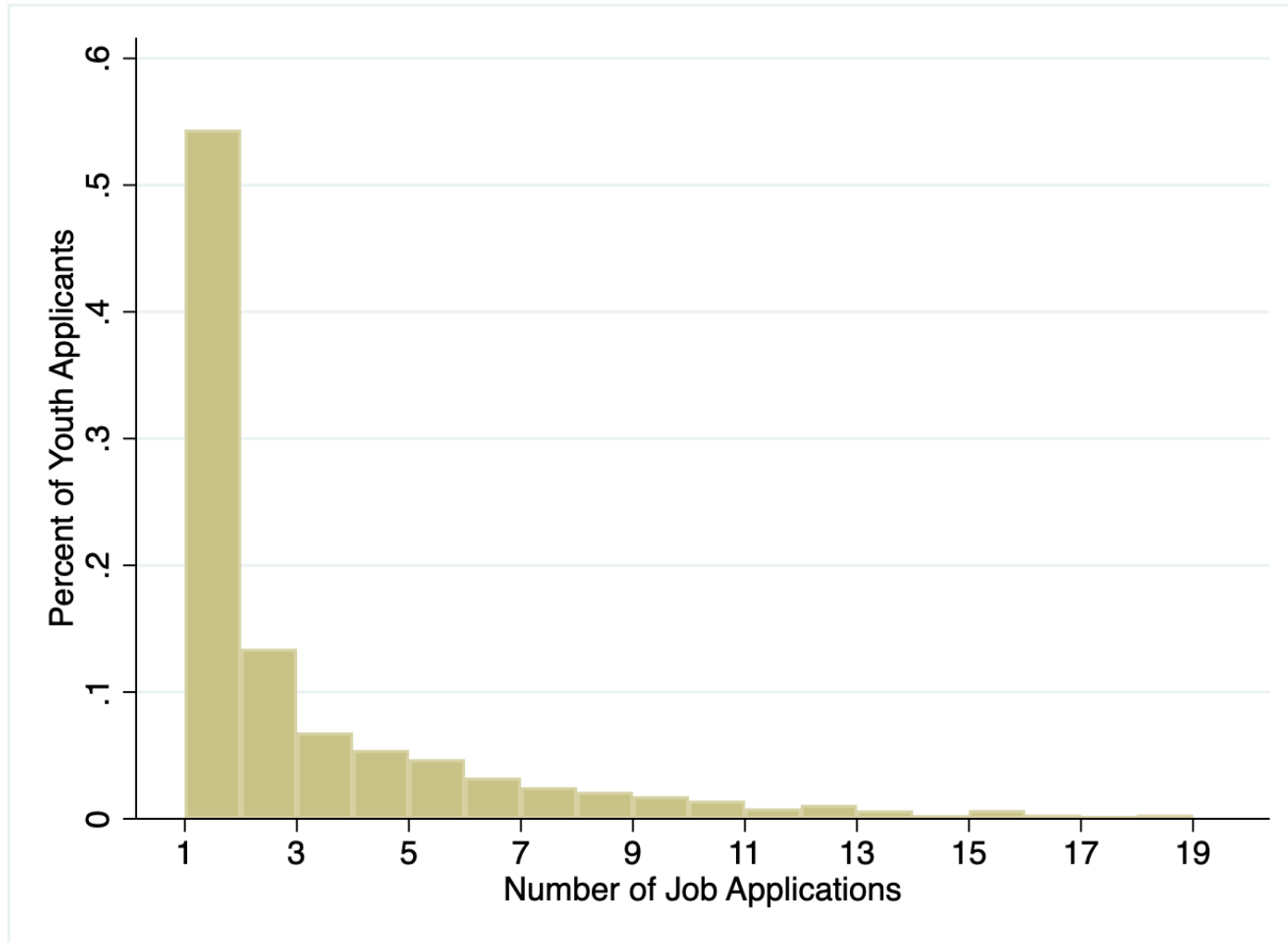
**Figure 1: OYEO Job Application Timeline, Summer 2022**



Source: Authors' illustration based on information regarding the application, screening, and hiring process for “direct” employer partners from the City of Boston’s Office of Youth Employment and Opportunity.

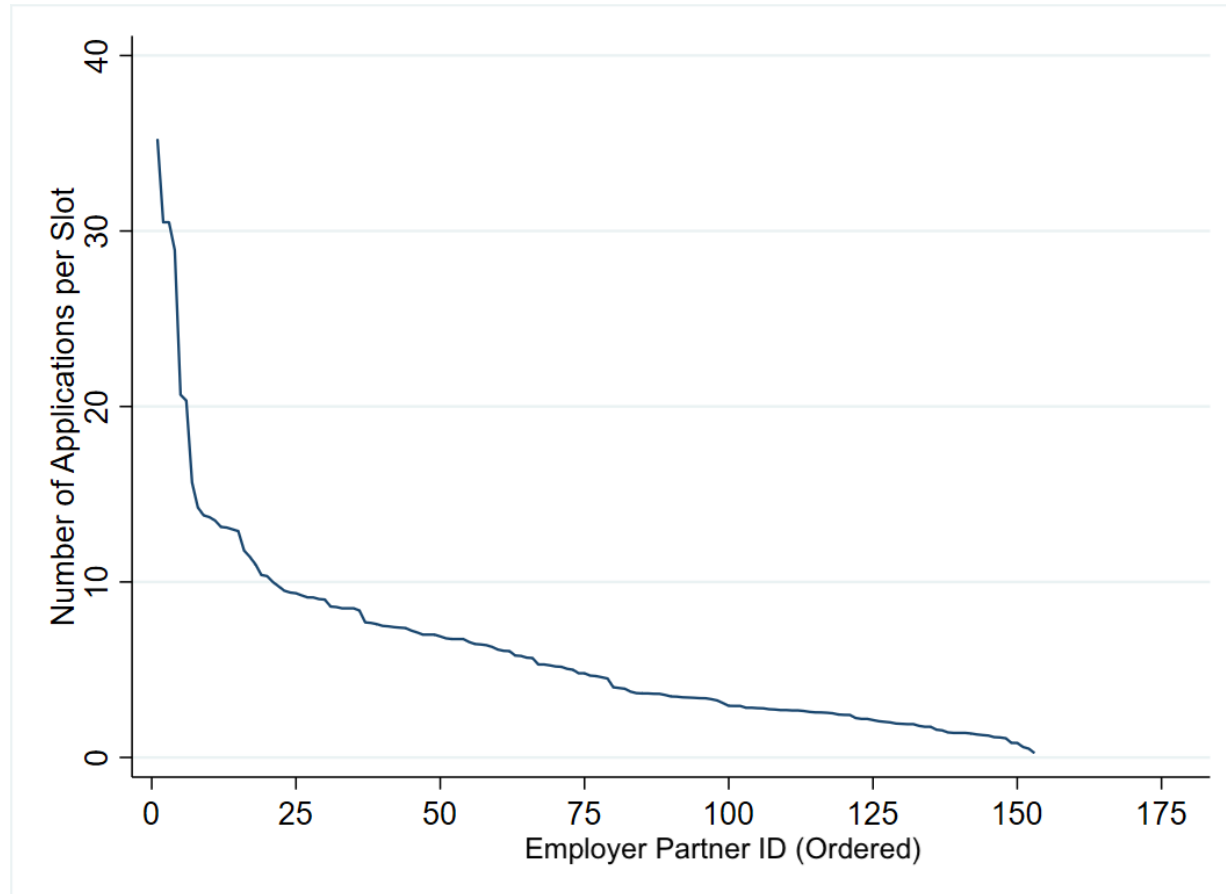
Note: Some employers made selections after May 30<sup>th</sup> deadline. These included STRIVE Madison, STRIVE Wentworth Training Program, BCYF - SOAR Boston, Hawthorne Youth and Community Center, WriteBoston, STRIVE: Document Imaging Service Center, and Boston Parks and Recreation. For these employers if a youth ever received a status of selected for that employer, regardless of the timing, we code these youth as being “Selected by Employer.”

**Figure 2: Histogram of Number of Applications per Youth, Summer 2022**



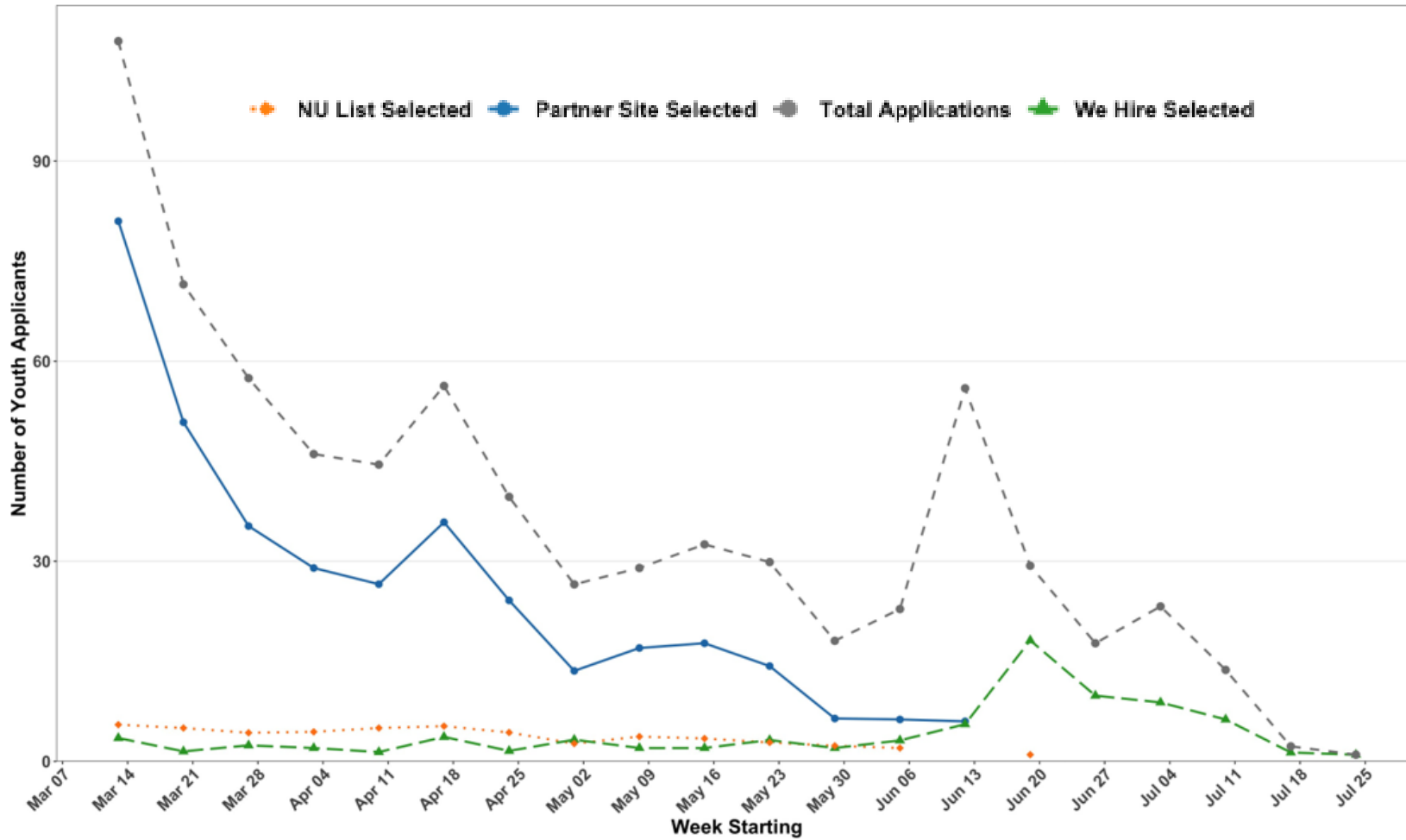
Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

**Figure 3: Distribution of Number of Youth Applications per Job Opening**



Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

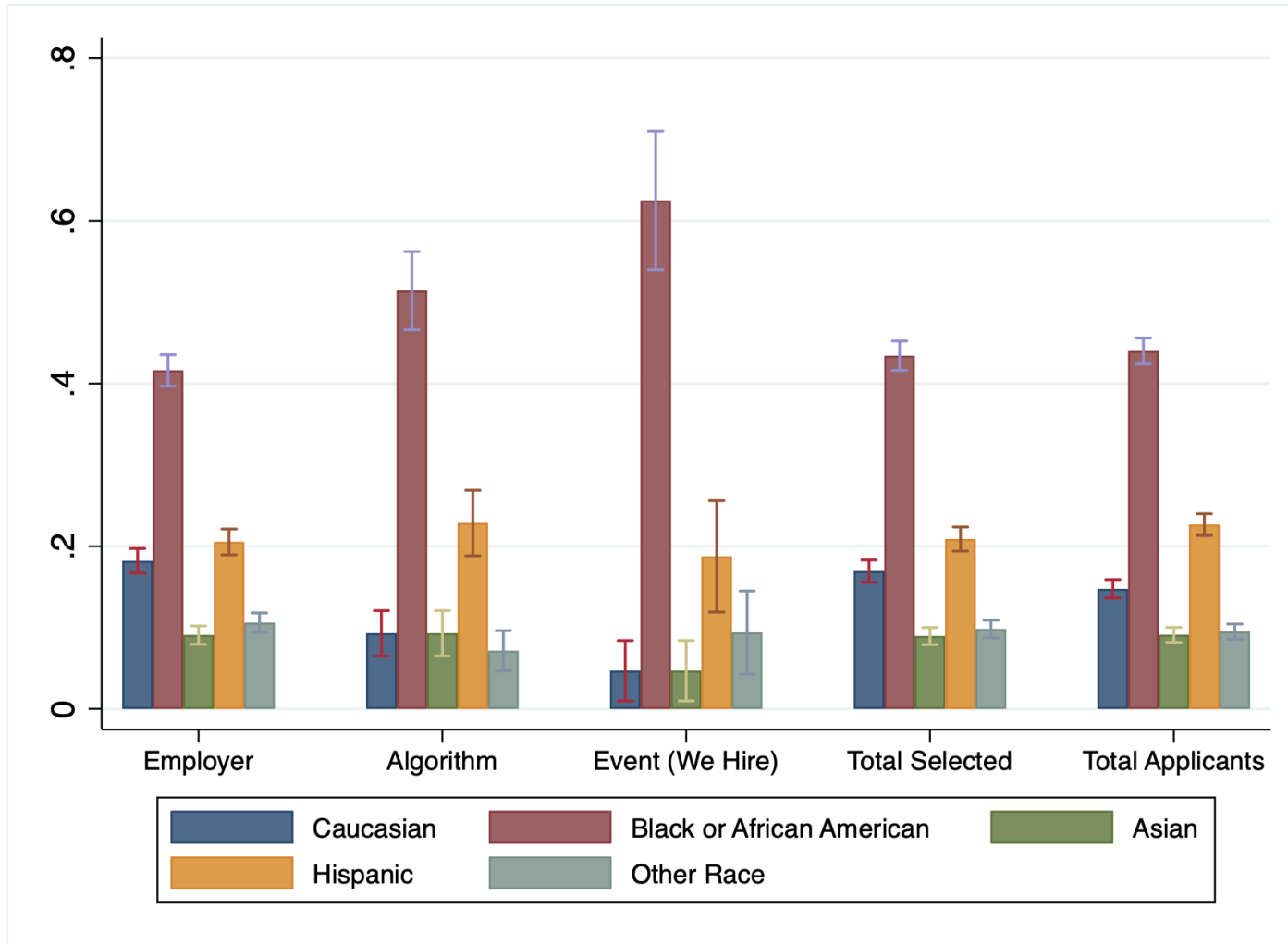
**Figure 4: Number of Youth Applying to the Program by Date of First Application**



Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

Note: The dashed blue line represents youth selected by an employer-partner, the green solid line represents those selected by the research team's job matching algorithm, and the red solid line represents those selected at the City's "We Hire" event.

**Figure 5: Racial Distribution of Selected Youth by Method versus Total Applicants**



Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

**Table 1: Program Efficiency and Equity over Time**

Panel A. Efficiency	Number of Jobs Filled				
	2017	2018	2019	2020	2021
Number of applicants	7,156	6,508	6,190	10,839	7,018
Number of openings	3,133	3,189	3,025	4,057	3,297
Number of youth hired	2,848	2,587	2,637	3,477	2,467
Number of openings unfilled	285	602	388	580	830
Percent of openings unfilled	9.1%	18.9%	12.8%	14.3%	25.2%
Panel B. Equity	Share of Hiring Pool minus Share of Applicant Pool				
	2017	2018	2019	2020	2021
White (Not Hispanic or Latino)	5.47	4.01	3.75	2.56	5.51
Asian (Not Hispanic or Latino)	-1.51	-1.77	-0.61	1.99	0.20
Black or African American (Not Hispanic or Latino)	0.15	1.40	-0.85	-1.77	-2.01
Hispanic or Latino	-3.53	-3.26	-1.71	-2.46	-4.56
Two or More Races (Not Hispanic or Latino)	0.13	-0.06	-0.27	0.00	0.04

Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

**Table 2: Descriptive Statistics for Youth who have Completed at Least One Valid Job Application**

	Mean	Std. Dev.	Count
Age	16.7	1.37	3,727
Black or African American	0.44	0.50	3,761
White	0.15	0.35	3,761
Hispanic or Latino	0.23	0.42	3,761
Asian	0.09	0.29	3,761
Other Race	0.10	0.29	3,761
Female	0.49	0.50	3,761
Fluent in Another Language	0.33	0.47	3,652
First Language English	0.84	0.36	3,652
Attends Exam School	0.23	0.42	3,418
Enrolled in School	0.99	0.08	3,652
School Year Participant	0.10	0.30	3,762
Prior Summer Participant	0.26	0.44	3,762
Number of Applications	3.04	3.74	3,762
Avg. # of Applications per Slot	8.92	12.3	3,762
Earliest App Submitted in March	0.28	0.45	3,762
Earliest App Submitted in April	0.36	0.48	3,762
Earliest App Submitted in May	0.23	0.42	3,762
Earliest App Submitted in June	0.14	0.35	3,762
Completed Work Question	0.83	0.37	3,762
Avg. Work Question Length (in 100s)	3.08	2.80	3,143
Avg. Work Question Flesch Score - Below grade level	0.49	0.50	3,134
Avg. Work Question Flesch Score - At grade level	0.27	0.45	3,134
Avg. Work Question Flesch Score - Above grade level	0.24	0.43	3,134
Employer Selected	0.66	0.22	3,762
Total Number of Observations			3,762

Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

Note: This sample includes youth who submitted at least one valid application by June 15<sup>th</sup>. Counts vary across variables reported as some variables are missing for youth. The 'Other Race' category includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, two or more races, or opt out of reporting race.

**Table 3: Descriptive Statistics for Youth Selected versus Not Selected by an Employer**

	Not Selected Mean/Std. Dev.	Selected Mean/Std. Dev.	Diff in Means/ Std.Err. in Diff
Age	16.45 (1.27)	16.84 (1.39)	-0.39*** (0.05)
Black or African American	0.49 (0.50)	0.42 (0.49)	0.07*** (0.02)
White	0.08 (0.27)	0.18 (0.39)	-0.10*** (0.01)
Hispanic or Latino	0.27 (0.44)	0.21 (0.40)	0.06*** (0.01)
Asian	0.09 (0.29)	0.09 (0.29)	0.00 (0.01)
Other Race	0.07 (0.26)	0.11 (0.31)	-0.03*** (0.01)
Female	0.49 (0.50)	0.48 (0.50)	0.01 (0.02)
Fluent in Another Language	0.36 (0.48)	0.31 (0.46)	0.05*** (0.02)
First Language English	0.83 (0.37)	0.85 (0.36)	-0.02 (0.01)
Attends Exam School	0.17 (0.38)	0.26 (0.44)	-0.09*** (0.02)
Enrolled in School	0.99 (0.11)	1.00 (0.06)	-0.01*** (0.00)
School Year Participants	0.00 (0.00)	0.15 (0.35)	-0.15*** (0.01)
Prior Summer Participant	0.18 (0.38)	0.31 (0.46)	-0.13*** (0.02)
Number of Applications	2.46 (2.57)	3.33 (4.19)	-0.87*** (0.13)
Avg. # of Applications per Slot	13.39 (17.88)	6.65 (7.16)	6.75*** (0.41)
Earliest App Submitted in March	0.21 (0.41)	0.31 (0.46)	-0.09*** (0.02)
Earliest App Submitted in April	0.35 (0.48)	0.36 (0.48)	-0.00 (0.02)
Earliest App Submitted in May	0.30 (0.46)	0.19 (0.40)	0.10*** (0.01)
Earliest App Submitted in June	0.13 (0.34)	0.14 (0.35)	-0.01 (0.01)
Completed Work Question	0.88 (0.33)	0.81 (0.39)	0.07*** (0.01)
Avg. Work Question Length (in 100s)	2.62 (2.58)	3.34 (2.89)	-0.71*** (0.10)
Avg. Work Question Flesch Score - Below grade level	0.48 (0.50)	0.49 (0.50)	-0.01 (0.02)
Avg. Work Question Flesch Score - At grade level	0.29 (0.45)	0.27 (0.44)	0.02 (0.02)
Avg. Work Question Flesch Score - Above grade level	0.23 (0.42)	0.25 (0.43)	-0.02 (0.02)
Observations	1,267	2,495	3762

Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

Note: Column 1 reports the averages for youth who were not selected for employment by at least one employer. Column 2 reports the average for youth who were selected by an employer. Column 3 reports the differences in the reported averages. Standard errors are reported in parentheses. Statistical significance is indicated at the following levels: \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$ .

**Table 4: Relationship between Youth Characteristics and Number of Applications Submitted**

	(1)	(2)	(3)	(4)	(5)
Age	-0.34*** (0.05)	-0.34*** (0.05)	-0.27*** (0.05)	-0.28*** (0.05)	-0.29*** (0.05)
Black or African American	1.01*** (0.18)	1.12*** (0.19)	1.10*** (0.19)	1.10*** (0.19)	1.15*** (0.22)
Hispanic or Latino	0.79*** (0.22)	0.90*** (0.22)	0.86*** (0.22)	0.85*** (0.22)	0.91*** (0.24)
Asian	0.68** (0.27)	0.60** (0.27)	0.59** (0.27)	0.58** (0.27)	0.71** (0.29)
Other Race	1.13*** (0.25)	1.20*** (0.25)	1.35*** (0.26)	1.32*** (0.26)	1.39*** (0.27)
Female	0.32*** (0.12)	0.30** (0.12)	0.34*** (0.12)	0.33*** (0.12)	0.32** (0.12)
Fluent in Another Language	0.05 (0.15)	0.03 (0.15)	0.05 (0.15)	0.04 (0.15)	0.06 (0.15)
First Language English	0.54*** (0.19)	0.51*** (0.19)	0.51*** (0.19)	0.48*** (0.19)	0.47** (0.19)
Attends Exam School		0.34** (0.17)	0.35** (0.17)	0.28* (0.17)	0.25 (0.17)
Enrolled in School		0.87 (0.74)	1.03 (0.74)	0.88 (0.74)	0.86 (0.76)
School Year Participants			-0.93*** (0.22)	-0.80*** (0.23)	-0.81*** (0.23)
Prior Summer Participant			-0.11 (0.15)	-0.13 (0.15)	-0.12 (0.15)
Completed Work Question				0.36* (0.21)	0.36* (0.21)
Avg. Work Question Length (in 100s)				0.05** (0.03)	0.04 (0.03)
Avg. Work Question Flesch Score - At grade level				0.02 (0.16)	-0.00 (0.16)
Avg. Work Question Flesch Score - Above grade level				0.24 (0.17)	0.23 (0.17)
Observations	3762	3762	3762	3762	3762
Postal Code Controls	No	No	No	No	Yes

Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

Note: White, male, and work question Flesch Score - below grade level are omitted categorical variables. The 'Other Race' category includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, two or more races, or opt out of reporting race. Although not reported here, we also include controls a set of dummy variables for missing data on the application for each of the demographic characteristics (columns 1-5), school enrollment status and school name (columns 2-5), and previous SYEP participation (columns 3-5). Column (5) also includes a set of dummy variables for youth ZIP code. Standard errors are reported in parentheses. Statistical significance is indicated at the following levels: \* p<0.1, \*\* p<0.05, \*\*\* p<0.01.

**Table 5: Relationship between Youth Characteristics and Likelihood of being Selected by an Employer**

	(1)	(2)	(3)	(4)	(5)	(6)
Age	0.02*** (0.00)	0.02*** (0.00)	0.01* (0.00)	0.01*** (0.00)	0.01** (0.00)	0.01** (0.00)
Black or African American	-0.19*** (0.02)	-0.17*** (0.02)	-0.15*** (0.02)	-0.13*** (0.02)	-0.13*** (0.02)	-0.12*** (0.03)
Hispanic or Latino	-0.21*** (0.03)	-0.20*** (0.03)	-0.17*** (0.03)	-0.14*** (0.03)	-0.14*** (0.03)	-0.13*** (0.03)
Asian	-0.16*** (0.03)	-0.18*** (0.03)	-0.17*** (0.03)	-0.15*** (0.03)	-0.16*** (0.03)	-0.19*** (0.03)
Other Race	-0.08** (0.03)	-0.06* (0.03)	-0.11*** (0.03)	-0.11*** (0.03)	-0.11*** (0.03)	-0.10*** (0.03)
Female	-0.00 (0.02)	-0.00 (0.02)	-0.02 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)
Fluent in Another Language	-0.03* (0.02)	-0.01 (0.02)	-0.01 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)
First Language English	-0.06*** (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)
Attends Exam School		0.09*** (0.02)	0.08*** (0.02)	0.07*** (0.02)	0.07*** (0.02)	0.08*** (0.02)
Enrolled in School		0.23** (0.09)	0.19** (0.09)	0.07 (0.08)	0.06 (0.08)	0.05 (0.09)
School Year Participants			0.31*** (0.03)	0.42*** (0.03)	0.41*** (0.03)	0.40*** (0.03)
Prior Summer Participant			0.10*** (0.02)	0.09*** (0.02)	0.08*** (0.02)	0.08*** (0.02)
Number of Applications				0.02*** (0.00)	0.02*** (0.00)	0.02*** (0.00)
Avg. # of Applications per Slot				-0.01*** (0.00)	-0.01*** (0.00)	-0.01*** (0.00)
Earliest App Submitted in March				0.09*** (0.02)	0.09*** (0.02)	0.24*** (0.03)
Earliest App Submitted in April				0.06*** (0.02)	0.05*** (0.02)	0.21*** (0.03)
Earliest App Submitted in May				-0.15*** (0.03)	-0.15*** (0.03)	0.16*** (0.03)
Completed Work Question					-0.02 (0.02)	-0.02 (0.02)
Avg. Work Question Length (in 100s)					0.01*** (0.00)	0.01*** (0.00)
Avg. Work Question Flesh Score - At grade level					-0.03* (0.02)	-0.03* (0.02)
Avg. Work Question Flesh Score - Above grade level					0.01 (0.02)	0.01 (0.02)
Observations	3762	3762	3762	3762	3762	3762
Zip Code Controls	No	No	No	No	No	Yes

Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

Note: The sample includes youth who submitted at least one complete and valid job application prior to the application deadline. The dependent variable is equal to one if the youth was selected for employment by at least one employer and is equal to zero otherwise. Omitted categorical variables are white, male, earliest application submitted in June, and below grade level work question Flesch Score. The 'Other race' category includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, two or more races, or opt out of reporting race. Although not reported here, we also include controls a set of dummy variables for missing data on the application for each of the demographic characteristics (columns 1-6), school enrollment status and school name (columns 2-6), and previous SYEP participation (columns 3-6). Column (6) also includes a set of dummy variables for youth ZIP code. Standard errors are reported in parentheses. Statistical significance is indicated at the following levels: \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$ .

**Table 6: Characteristics of Youth Selected for a Job versus Youth Applicants: Employer versus Algorithm**

	(1)	(2)	(3)	(4)	(5)	(6)
	Employer Selected	NU Algorithm Selected	Employer or NU Algorithm Selected	Youth Applicants	Difference: (2)-(1)	Difference: (3) - (4)
Age	16.73 (1.96)	16.66 (1.84)	16.71 (1.97)	16.56 (2.10)	-0.07 (0.10)	0.16** (0.05)
Black or African American	0.42 (0.49)	0.51 (0.50)	0.43 (0.50)	0.44 (0.50)	0.10*** (0.03)	-0.01*** (0.01)
White	0.18 (0.39)	0.09 (0.29)	0.17 (0.38)	0.15 (0.36)	-0.09*** (0.02)	0.03*** (0.01)
Hispanic or Latino	0.21 (0.40)	0.23 (0.42)	0.21 (0.41)	0.23 (0.42)	0.02 (0.02)	-0.02 (0.01)
Asian	0.09 (0.29)	0.09 (0.29)	0.09 (0.29)	0.09 (0.29)	0.00 (0.02)	0.00 (0.01)
Other Race	0.11 (0.31)	0.07 (0.26)	0.10 (0.29)	0.09 (0.29)	-0.04** (0.02)	0.01 (0.01)
Female	0.48 (0.50)	0.49 (0.50)	0.48 (0.50)	0.49 (0.50)	0.01 (0.03)	-0.01 (0.01)
Fluent in Another Language	0.30 (0.46)	0.34 (0.47)	0.30 (0.46)	0.32 (0.47)	0.04* (0.02)	-0.02 (0.01)
First Language English	0.81 (0.39)	0.85 (0.36)	0.82 (0.39)	0.82 (0.39)	0.04 (0.02)	0.00 (0.01)
Attends Exam School	0.23 (0.42)	0.21 (0.41)	0.23 (0.42)	0.21 (0.41)	-0.02 (0.02)	0.022** (0.01)
Enrolled in School	0.95 (0.21)	0.99 (0.05)	0.96 (0.20)	0.96 (0.18)	0.04*** (0.01)	-0.01 (0.01)
Number of Applications	3.33 (4.19)	4.33 (3.60)	3.37 (4.08)	3.04 (3.74)	0.99*** (0.22)	0.33*** (0.10)
Avg. # of Applications per Slot	6.65 (7.17)	9.54 (8.99)	6.99 (7.54)	8.92 (12.32)	2.88*** (0.39)	-1.92*** (0.26)
Earliest App Submitted in March	0.31 (0.46)	0.28 (0.45)	0.30 (0.46)	0.28 (0.45)	-0.03 (0.02)	0.02** (0.01)
Earliest App Submitted in April	0.36 (0.48)	0.41 (0.49)	0.37 (0.48)	0.36 (0.48)	0.05** (0.03)	0.01 (0.01)
Earliest App Submitted in May	0.19 (0.40)	0.26 (0.44)	0.20 (0.40)	0.23 (0.42)	0.07** (0.02)	-0.03* (0.01)
Earliest App Submitted in June	0.14 (0.35)	0.05 (0.21)	0.13 (0.34)	0.14 (0.35)	0.09*** (0.02)	-0.01 (0.01)
Completed Work Question	0.81 (0.39)	0.86 (0.35)	0.82 (0.39)	0.83 (0.37)	0.05** (0.02)	-0.02* (0.01)
Avg. Work Question Length (in 100s)	2.70 (2.92)	2.82 (3.12)	2.70 (2.94)	2.57 (2.81)	0.12 (0.16)	0.13** (0.97)
Avg. Work Question Flesch Score - Below grade level	0.40 (0.49)	0.39 (0.49)	0.40 (0.49)	0.41 (0.49)	-0.01 (0.03)	0.01 (0.01)
Avg. Work Question Flesch Score - At grade level	0.22 (0.41)	0.25 (0.43)	0.22 (0.41)	0.23 (0.42)	0.03 (0.02)	0.01** (0.01)
Avg. Work Question Flesch Score - Above grade level	0.20 (0.40)	0.22 (0.42)	0.20 (0.40)	0.20 (0.40)	0.02 (0.02)	0.00 (0.01)
Observations	2495	309	2804	3762		

Source: Authors' calculations based on data from the Boston Office of Youth Employment and Opportunity.

Note: This sample includes youth who applied before the deadline of June 15th. Column 1 reports the averages for youth who were selected for employment by at least one employer. Column 2 reports the averages for youth who were selected by the NU job matching algorithm and were not selected by an employer partner. Column 3 reports the averages of youth selected either by an employer partner or by the NU job matching algorithm. Column 4 contains the averages of all youth who applied before the deadline of June 15th. Column 5 reports the differences in averages between employer selected youth and the NU job matching algorithm selected youth. Column 6 contains the differences in averages between column 3 (employer partner and NU job matching algorithm selected youth) and column 4 (all applicants). Standard errors are reported in parentheses. Statistical significance is indicated at the following levels: \* p<0.1, \*\* p<0.05, \*\*\* p<0.001.

**Table 7: Characteristics of Youth by Timing of Job Application**

	(1)	(2)	(3)	(4)	(5)
	Early Applicants	Late Applicants	Very Late Applicants	Difference: (1)-(2)	Difference: (2)-(3)
Age	16.51 (1.75)	16.62 (2.59)	15.7 (3.07)	-0.11 (0.07)	0.88*** (0.13)
Black or African American	0.43 (0.49)	0.47 (0.50)	0.57 (0.50)	-0.04* (0.01)	-0.11*** (0.02)
White	0.17 (0.38)	0.11 (0.31)	0.09 (0.28)	0.07*** (0.01)	0.02 (0.01)
Hispanic or Latino	0.22 (0.41)	0.24 (0.43)	0.22 (0.41)	-0.03 (0.01)	0.03 (0.02)
Asian	0.10 (0.30)	0.08 (0.27)	0.036 (0.19)	0.020* (0.01)	0.04*** (0.01)
Other Race	0.09 (0.28)	0.11 (0.31)	0.09 (0.29)	-0.02* (0.01)	0.02 (0.01)
Female	0.47 (0.50)	0.52 (0.50)	0.45 (0.50)	-0.05** (0.02)	0.07*** (0.02)
Fluent in Another Language	0.32 (0.47)	0.32 (0.47)	0.29 (0.45)	-0.001 (0.02)	0.03 (0.02)
First Language English	0.85 (0.36)	0.76 (0.43)	0.82 (0.38)	0.09*** (0.01)	-0.06** (0.02)
Attends Exam School	0.25 (0.43)	0.19 (0.37)	0.15 (0.36)	0.06*** (0.01)	0.03 (0.02)
Enrolled in School	0.99 (0.05)	0.91 (0.81)	0.96 (0.20)	0.08*** (0.01)	-0.05*** (0.01)
Prior Summer Participant	0.29 (0.46)	0.21 (0.41)	0.12 (0.33)	0.09*** (0.02)	0.08*** (0.02)
Number of Applications	3.55 (4.12)	2.71 (3.34)	2.81 (4.76)	0.85*** (0.13)	-0.10 (0.18)
Avg. # of Applications per Slot	8.38 (8.07)	9.95 (17.14)	8.35 (11.73)	-1.57*** (0.41)	1.61* (0.70)
Completed work Question	0.87 (0.34)	0.77 (0.42)	0.71 (0.45)	0.10*** (0.01)	0.06*** (0.02)
Avg. Work Question Length (in 100s)	2.76 (2.87)	2.21 (2.64)	1.75 (2.42)	0.56*** (0.09)	0.46*** (-0.12)
Avg. Work Question Flesch Score - Below grade level	0.46 (0.50)	0.50 (0.50)	0.51 (0.25)	-0.04 (0.017)	-0.01 (0.03)
Avg. Work Question Flesch Score - At grade level	0.28 (0.45)	0.26 (0.44)	0.25 (0.43)	0.03 (0.02)	0.01 (0.02)
Avg. Work Question Flesch Score - Above grade level	0.24 (0.42)	0.24 (0.43)	0.25 (0.43)	-0.01 (0.02)	0.00 (0.02)
Employer selected	0.69 (0.46)	0.60 (0.49)	0.00 (0.00)	0.09*** (0.02)	0.69*** (0.02)
NU Algorithm selected	0.12 (0.33)	0.09 (0.29)	0.01 (0.11)	0.029** (0.011)	0.08*** (0.01)
We Hire Event selected	0.05 (0.23)	0.09 (0.28)	0.44 (0.50)	-0.03*** (0.01)	-0.35*** (0.02)
Observations	2,380	1,382	737		

Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

Note: The sample includes youth who submitted at least one valid job application. Youth who submitted at least one valid application between March and April 30th are categorized as 'Early Applicants' while youth whose earliest application was submitted between May 1st and June 15th are categorized as 'Late Applicants'. Those who submitted a job application after June 15th are categorized as 'Very Late Applicants'. Columns (1) through (3) report the means and standard deviations (in parentheses) for each group. Columns (4) and (5) report the difference in means between each group. Statistical significance is indicated at the following levels: \* $p < 0.1$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .

**Table 8: Characteristics of Youth Selected for a Job:  
Employer versus Event (“We Hire”) Selections**

	(1)	(2)	(3)	(4)	(5)	(6)
	Employer Selected	Event Selected	Employer & Event Selected	Youth Applicants	Difference: (2) - (1)	Difference: (3)-(4)
Age	16.7 (1.96)	16.0 (2.21)	16.6 (2.02)	16.56 (2.10)	-0.69*** (0.09)	0.06 (0.05)
African American	0.42 (0.49)	0.60 (0.49)	0.45 (0.50)	0.44 (0.50)	0.19*** (0.02)	0.01 (0.01)
White	0.18 (0.39)	0.056 (0.23)	0.16 (0.37)	0.15 (0.35)	-0.13*** (0.02)	0.02* (0.01)
Hispanic or Latino	0.21 (0.40)	0.20 (0.40)	0.20 (0.40)	0.23 (0.42)	-0.01 (0.02)	-0.02** (0.01)
Asian	0.091 (0.29)	0.030 (0.17)	0.081 (0.27)	0.091 (0.29)	-0.06*** (0.01)	-0.01 (0.01)
Other Race	0.11 (0.31)	0.11 (0.32)	0.11 (0.31)	0.095 (0.29)	0.01 (0.01)	0.01 (0.01)
Female	0.48 (0.50)	0.46 (0.50)	0.48 (0.50)	0.49 (0.50)	-0.03 (0.02)	-0.01 (0.01)
Fluent in Another Language	0.30 (0.46)	0.26 (0.44)	0.29 (0.45)	0.32 (0.47)	-0.04* (0.02)	-0.023** (0.01)
First Language English	0.81 (0.39)	0.88 (0.33)	0.82 (0.38)	0.82 (0.39)	0.06*** (0.02)	0.01 (0.01)
enrolled	0.95 (0.21)	0.97 (0.17)	0.96 (0.21)	0.96 (0.19)	0.02 (0.01)	-0.02* (0.01)
Attends Exam School	0.26 (0.44)	0.14 (0.34)	0.24 (0.42)	0.23 (0.42)	-0.12*** (0.02)	0.01 (0.01)
Previously Participated	0.31 (0.46)	0.20 (0.40)	0.29 (0.45)	0.26 (0.44)	-0.11*** (0.02)	0.03** (0.01)
Number of applications of all time	3.42 (4.27)	4.13 (6.06)	3.43 (4.54)	3.24 (3.88)	0.72*** (0.22)	0.19* (0.10)
Avg # of Applications per Slot	6.75 (7.43)	7.53 (6.82)	6.85 (7.35)	8.96 (12.2)	0.78** (0.34)	-2.11*** (0.25)
Completed Work Question	0.81 (0.39)	0.85 (0.36)	0.81 (0.39)	0.83 (0.37)	0.037** (0.02)	-0.019** (0.01)
Avg. Work Question Length	2.70 (2.92)	2.05 (2.26)	2.57 (2.82)	2.56 (2.80)	-0.65*** (0.13)	0.01 (0.07)
Avg. Work Question Flesh Score - Below grade level	0.49 (0.50)	0.51 (0.50)	0.49 (0.50)	0.49 (0.50)	0.02 (0.03)	0.00 (0.01)
Avg. Work Question Flesh Score - at grade level	0.27 (0.44)	0.25 (0.43)	0.26 (0.44)	0.28 (0.45)	-0.01 (0.02)	-0.01 (0.01)
Avg. Work Question Flesh Score - above grade level	0.25 (0.43)	0.24 (0.43)	0.25 (0.43)	0.24 (0.43)	-0.00 (0.02)	0.01 (0.01)
Late Applicant	0.33 (0.47)	0.21 (0.41)	0.31 (0.46)	0.37 (0.48)	-0.12*** (0.02)	-0.06*** (0.01)
Very Late Applicant	0 (0)	0.56 (0.50)	0.11 (0.31)	0 (0)	0.56*** (0.01)	0.11*** (0.06)
Observations	2495	572	3067	3762		

Source: Authors’ calculations based on data from the City of Boston’s Office of Youth Employment and Opportunity.

Note: Column (1) reports means standard deviations (in parentheses) for youth who were ever selected by an employer partner, conditional on having applied prior to the June 15th cut-off date. Column (2) reports means standard deviations (in parentheses) for youth who were selected during the “We Hire” event which includes youth who “walked in” and applied after the June 15th cut-off date. Column (3) reports the differences in means between the two groups. The variable “Late Applicant” is an indicator which equals one if the youth’s first job application was submitted between May 1st and June 15th. The variable “Very Late Applicant” is an indicator variable which is equal to one if the youth’s first job application was submitted after June 15th. Note that since the sample now includes youth who submitted their first application after the June 15th deadline, the number of applications and average number of applications per slot is adjusted to consider all job applications, regardless of submission date. Statistical significance is indicated at the following levels: \*p<0.1, \*\* p < 0.05, \*\*\* p< 0.01.

**Table 9: Relationship between Youth Characteristics and Hired Status Conditional on Selection**

	(1)	(2)	(3)	(4)	(5)	(6)
Age	-0.07** (0.01)	-0.07** (0.01)	-0.14*** (0.01)	-0.14*** (0.01)	-0.13*** (0.01)	-0.13*** (0.01)
Black or African American	-0.15*** (0.03)	-0.14*** (0.03)	-0.12*** (0.03)	-0.12*** (0.03)	-0.13*** (0.03)	-0.13*** (0.03)
Hispanic or Latino	-0.17*** (0.04)	-0.16*** (0.04)	-0.15*** (0.04)	-0.14*** (0.04)	-0.15*** (0.04)	-0.15*** (0.04)
Asian	-0.03 (0.04)	-0.04 (0.04)	-0.03 (0.04)	-0.03 (0.04)	-0.04 (0.04)	-0.04 (0.04)
Other Race	-0.06** (0.04)	-0.06** (0.04)	-0.06** (0.04)	-0.05** (0.04)	-0.06** (0.04)	-0.06** (0.04)
Female	-0.22** (0.09)	-0.22** (0.09)	-0.25** (0.09)	-0.25** (0.09)	-0.26** (0.09)	-0.26** (0.09)
Fluent in Another Language	-0.06** (0.02)	-0.06** (0.02)	-0.06** (0.02)	-0.05** (0.02)	-0.05** (0.02)	-0.05** (0.02)
First Language English	0.07*** (0.03)	0.06** (0.03)	0.06** (0.03)	0.06** (0.03)	0.05** (0.03)	0.05** (0.03)
Attends Exam School		0.02 (0.02)	0.03 (0.02)	0.02 (0.02)	0.02 (0.02)	0.02 (0.02)
Enrolled in School		0.06 (0.14)	0.06 (0.14)	0.06 (0.14)	0.06 (0.14)	0.06 (0.14)
Prior Summer Participant			0.12*** (0.02)	0.12*** (0.02)	0.13*** (0.02)	0.13*** (0.02)
Earliest App Submitted in March				-0.15** (0.06)	-0.15** (0.06)	-0.15** (0.06)
Earliest App Submitted in April				-0.14** (0.06)	-0.14** (0.06)	-0.14** (0.06)
Earliest App Submitted in May				-0.11** (0.06)	-0.11** (0.06)	-0.11** (0.06)
Employer partner selected after May 30th				-0.07** (0.03)	-0.07*** (0.03)	-0.07*** (0.03)
Completed Work Question					0.03 (0.03)	0.03 (0.03)
Avg. Work Question Length (in 100s)					-0.00 (0.00)	-0.00 (0.00)
Avg. Work Question Flesh Score - At grade level					-0.01 (0.02)	-0.01 (0.02)
Avg. Work Question Flesh Score - Above grade level					0.04 (0.03)	0.04 (0.03)
Observations	2079	2079	2079	2079	2079	2079
Application Controls	No	No	No	No	Yes	Yes
Zip Code Controls	No	No	No	No	No	Yes

Source: Authors' calculations based on data from the City of Boston's Office of Youth Employment and Opportunity.

Note: The dependent variable is equal to 1 if the youth was ever hired conditional on being selected and is equal to 0 otherwise. To ensure youth have sufficient time to complete the onboarding paperwork, the sample is restricted to youth who submitted at least one valid application by June 15<sup>th</sup> and were either selected by an employer partner, the Northeastern University algorithm, or at the OYEO 'We Hire' event. The relevant omitted category is youth selected by an employer partner by the May 30th deadline. The 'Other Race' category includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, two or more races, or opt out of reporting race. Although not reported here, we include controls for zip code, earliest application month as well as dummy variables for missing data for each demographic characteristic, school enrollment status and name, and previous SYEP participation. Standard errors are reported in parentheses. Statistical significance is indicated at the following levels: \*p < 0.10, \*\*p < 0.05, \*\*\*p < 0.01.