



Funds Distribution Report

Recipient Organization:
Juma Ventures

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Seattle, WA 98134

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<https://www.juma.org/seattle>

Organization's General Goals:
Juma is a nonprofit social enterprise that operates businesses with the purpose of employing young people.

Date of Award:	Level:
2021 Q2	\$2,501 to \$5,000

For more information, please read the attached report from Juma Ventures.

8802 27th Ave NE
Tulalip, WA 98271
TulipCares.org



Final Report: Juma Seattle Youth Program



Information

- **Report Code:** Q2 2021 14.2
- **Impacted Participants:** 144
- **Website:** www.juma.org
- **Report Period:** September 2021-April 2022
- **Awarded/Spent:** [REDACTED]
- **Contact:** Randi Bagley at randib@juma.org



Highlights

- **We expanded our operations to the new Climate Pledge Arena.** Our operations at Climate Pledge will provide youth with year-round employment, as the Arena is expected to host over 175 events a year (up to four a week), including major concerts and Seattle Kraken and Seattle Storm games. Year-round employment will allow us to hire older youth (18+) who are pursuing post-secondary education and looking for a more stable schedule with more hours than we are currently able to offer with seasonal-based employment. As a result, we will move from serving almost 119 youth in 2021 to 200 by the end of 2024.
- **An alum was hired as our new Seattle Social Enterprise Manager.** Essence came to Juma Seattle at age 16 and “found a safe place to grow and challenge myself,” she says. She eventually found her way to a position as a full-time store

manager for Starbucks – a role she says she would not have been prepared for without Juma Seattle. “Returning to Juma Seattle has been amazing,” says Essence. “The youth managers are all women right now and that motivates me even more because I can see myself in them.”

- **A partnership with local nonprofit Computing for All allowed 10 youth to complete an IT pre-apprenticeship program**, while at the same time receiving educational and career training and guidance from Juma Seattle. The 12 month program helped youth explore, prepare for and launch into educational opportunities and careers in the tech sector, mitigating the racial, educational, and income barriers that have historically precluded BIPOC from accessing high-paying jobs in Seattle’s tech industry. “Before the program, I was very shy and reluctant to contribute to conversations or group programming,” says Mohamed, a program participant. “I feel like the program has helped me find my voice and career path. I’m excited about the opportunity to continue learning and pursue a career in tech.”



Metrics + Outcomes + Demographics

Metrics:

- 144 youth participated in the YouthConnect program between September 2021 and April 2022
- \$150,000 was earned by youth in wages and learning stipends
- 10,000 hours were worked by youth at our social enterprises
- 40 educational and career workshops offered were offered to youth

Grant Outcomes:

- 92% of youth opened or maintained a bank account (goal = 80%)
- 92% of youth set-up direct deposit (goal = 80%)
- 72% of youth completed 8 required workshops (goal = 70%)
- 60% of youth completed 8 required and 4 elective workshops (goal = 60%)
- 72% of youth completed at least 1 mock interview (goal = 70%)
- 72% of youth completed finalized a resume meeting (goal = 70%)

Demographics:

- 100% of youth lived at or below the poverty level
- 96% of youth self-identified as BIPOC
- 70% of youth received government benefits
- 39% of youth lived in Section 8 Housing
- 10% of youth experienced homelessness
- 10% of youth were involved in the foster care and/or juvenile justice systems



Impact: Girl Power Reigns in Seattle

In the 2021, as event venues across the US reopened after a long season of shuttered doors, in Seattle, girl power led the way, with an all-female crew of four alumni Cart Leads and a new Social Enterprise Manager (pictured above).

“I’m excited to be in a group of all female workers because sometimes the communication is really great – it just works,” explains Nadia, one of five young women who are a driving force in Seattle’s enterprise operations. With direction from Juma Seattle staff, Nadia, Essence, Beatriz, Tiffany and Justina are leading carts and mentoring other youth through their time with Juma Seattle.

The young women came to Juma Seattle in a variety of ways, from Tiffany who heard about Juma Seattle from a friend to Beatriz whose older sister worked for Juma Seattle previously, to Essence who was part of the first cohort of Juma Seattle youth when the Seattle office opened and is now coming back as staff in a Social Enterprise Manager role.

In seeking out leaders, Juma Seattle incentivizes young people to excel with opportunities for advancement; the young women earned their leadership positions through showing leadership potential and outstanding work ethics in their jobs at Juma Seattle. All five young women are looking forward to meeting new people through their leadership roles and building trust with other Juma Seattle youth. “I love watching the new kids come in kind of scared and seeing them grow into the people they will be, watching them improve,” says Justina.

In addition to the excitement of finally being back in stadiums and spending time with other Juma Seattle youth in person again, the new leaders are also anticipating challenges. “Putting my foot down is hard when folks don’t want to listen,” explains Nadia as the rest of the team nods in agreement. “Especially since we’re close to the same age.” **Together, they’re taking on the task of leading peers whose backgrounds and ages are similar to their own—a dynamic which can be tricky to navigate.** For some of the younger leaders, this dynamic can be especially delicate. “It’s definitely hard when they’re older than me. They sometimes get annoyed that a younger person is telling them what to do,” says Beatriz.

Fortunately, the Juma Seattle adult staff has their backs and will be there to help the new leaders navigate any tough situations. **“It’s pretty cool because throughout the three years I’ve been here I’ve gotten myself back on my feet.** The Juma Seattle staff helped a lot,” says Nadia. “When I need help at the carts I feel safe to ask Juma Seattle staff, straight away. They’re always there to answer my questions”. “I’m not scared to ask, because it’s a safe place to ask questions,” chimes in Beatriz.