

Employers Wanted



What is the Youth Employment Project (YEP)?

The Youth Employment Project is an opportunity to assist young adults in finding employment. Services to young adults through YEP include assistance in resume creation, job search, preparing for interviews as well as additional education in soft skills, customer service and money management.

Seeking Employer Partners!

The WA is seeking employer partners to develop work experiences that match a young adults career interest or academic goals. The WA will provide support to the employer to prepare for the young adult and coordinate with a designated Career Coach to establish goals and expectations during the placement.

Why is it important to hire young adults?

Work experience opportunities provide exposure to the workplace, instill leadership and soft-skills, and prepare young adults for success in the local, regional, and global economy. Studies show that work experience increases academic achievement and career planning. The work experience is about more than job placement. Young adults learn workplace ethics, financial literacy and long-term career opportunities.

What are the benefits to Employers?

Employers who take part in YEP benefit by filling needed positions, diversifying their workforce, as well as giving employees the chance to mentor a young adult. Employers who hire YEP participants are also helping to train the next generation of the workforce. Young adults will be required to earn a Youth Essential Skills Certificate through workshops and coaching prior to placement.

Youth Essential Skills Certificate

The WA supports young adults in finding employment by assisting with the creation of resumes, searching for jobs, and preparing for interviews. WA recognizes that young adults entering the workforce may need additional education in soft skills, customer service and money management prior to obtaining employment.

To help address the issue of “soft skills” or work ethic, YEP 2018 will provide a Youth Essential Skills Certificate. The curriculum is designed to teach business etiquette, customer service, money handling and address the unspoken rules of the workplace. Young adults will earn the Certificate after completing a series of four workshops at the Wichita Workforce Center. Workshops begin in April and include:

- Essential Skills
- Customer Service
- Job Fair Etiquette
- Financial Literacy

Young adults who have earned a Youth Essential Skills Certificate are eligible to apply for work experience. Young adults interested must apply and if eligible will receive an interview. Based on the information obtained, a Career Coach will be assigned and a customized employment plan will be created with goals identified to address the following:

- Career Goals/ Exploration
- Barrier identification and support
- Placement in work experience site
- Communication with Career Coach and work site mentor/supervisor



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What is the cost to the Employer?

There are four options for employers who want to participate in YEP. In some cases, the wages for the work experience can be subsidized through the WA, but employers are strongly encouraged to consider paying the wages directly or through the WA. Typical cost is \$2,500 with the young adult earning \$7.25 an hour for 20 hours per week over an eight week period. The time frame and wages for the placement can be modified to match the need of an employer. These costs also cover liability insurance and taxes and will be identified in the upfront planning process.

1. The employer traditionally hires young adults.

Company will count regular hires as part of YEP goal. Company agrees to provide information on young adult hires from May to August to WA in September.

2. Young adult(s) will be placed with the Company through direct hire

Company will provide the payment to the young adult directly as a normal employee of the Company.

3. Young adult(s) will be placed with the Company through a contracted employer of record by the WA.

The WA will cover wages, workers compensation, liability insurance and taxes. The Company will be billed directly for 100% of costs associated with the placement. The company will be invoiced for a percentage of the anticipated total cost upon placement, amount to be determined based on the number of youth placed. WA will invoice employer at the end of the placement for the remaining balance.

4. Sponsor a youth job placement.

This is an option for those that are not ready or can't have young adults at their place of business. The typical cost is \$2,500 per young adult. The WA is a 501(c)3 Not For Profit Organization, and the contribution may be tax deductible.

In addition to the options above, employer partners are encouraged to designate a 'Champion' within the organization to ensure the success of the youth. This person will be the main point of contact for the WA as well as the following:

- Meeting with work experience coordinator to map out the process and develop a job description
- Training, guiding and mentoring the young adult
- Communicate with WA in regards to progress and any issues with the young adult
- Providing a meaningful work experience that allows young adults to not only complete required tasks, but to also learn about the business and industry more in depth
- Offer feedback to the WA to help improve the program for future champions, employers and young adult participants

How can employers hire a young adult through YEP?

Employers interested in the YEP should contact:

Thomas Hunsecker
316-771-6622
thunsecker@workforce-ks.com

More information?

For more information on the YEP or the Workforce Centers, visit www.workforce-ks.com/yepp.

Equal Opportunity Employer/Program - Auxiliary aids and services are available upon request to individuals with disabilities. Any individual with a disability may request accommodations by contacting the Disability Resource Coordinator at the WorkforceCenters, 316-771-6800, TDD: 711 or 1-800-766-3777, (mfink@workforce-ks.com). Requests should be made at least five (5) working days in advance of the event.



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