



# 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. The Workforce Alliance (WA) proposes to serve 500 young adults in 2017 with the goal that a sustainable model with increased capacity emerges for future years.

## **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 2017 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:

- Keys to Employment
- Essential Skills
- 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 ranges from \$2,000 to \$2,500 with the young adult earning \$7.25 an hour for 20 hours per week over an 8 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 reimburses WA in full for wages and placement costs.

#### Preferred Option

Young adults can be placed with the employer directly, or the young adult can be placed through the WA to cover workers compensation, liability insurance and taxes. The employer will be invoiced for the cost of the placement.

#### Other Options Include:

### 2. The employer reimburses WA for half of the wages and placement costs.

**Available for small business, non-profit or community based organizations with multiple placements, as funding is available and participants meet eligibility.**

With option 2 young adults will be placed with the employer directly or through Manpower, to cover workers compensation, liability insurance and taxes. At the end of the job assignment, the employer reimburses WA for half of the cost of the placement.

### 3. WA covers all associated costs.

**Reserved for small businesses, non-profit or community based organization with single placements, as funding is available and participants meet eligibility.**

Through this option there is no cost to an employer and WA will fully subsidize the work experience placement.

### 4. Sponsor a youth job placement.

Not ready to hire a youth but want to be a part of the Youth Employment Project? There is the option of sponsoring a youth job placement. With this option the sponsor covers the cost of the youth, typical range for placement is \$2,500, and the youth will be matched with an employer. WA is a 501(c)3. Contributions 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:

Aliex Kofoed  
316-771-6622  
[akofoed@workforce-ks.com](mailto:akofoed@workforce-ks.com)



**WORKFORCE CENTERS**  
of South Central Kansas  
**KANSASWORKS.COM**  
In Partnership with AmericanJobCenter

## More information?

For more information on the YEP or the Workforce Centers, visit [www.workforce-ks.com/yep.com](http://www.workforce-ks.com/yep.com)

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.

# Youth Employment Facts



## Young Adult Employment

- Labor force participation rates of U.S. teens have been declining steadily since 2000 after remaining around 50 percent or higher in the 1970s, 1980s and 1990s, in 2015 it was 28.5%.
- The decline in teen employment to population ratio over 2007-2010 was the sharpest decline compared to the entire working age population.
- Despite labor market recovery since 2010, the employment to population ratio of U.S. teens has failed to rebound remaining stagnant.

## Summer Employment

- Summer employment prospects for teens are limited, however, evidence shows an overwhelmingly high share of U.S. teens show a desire to work in summer months.
- Summer employment is found to contribute to better academic outcomes\*
- Evidence shows that youth who did not work during the summer were more likely than their employed peers to commit violent crimes, be in risk of social isolation and get involved in risky, deviant, delinquent and violent behaviors
- African American teens from low-income families fared the worst in securing any type of paid summer employment in summer of 2014-2015, only 16 out of 100 from families with annual income less than \$20,000 were employed.
- In summer 2015, 1.3 million teens were actively looking for summer work at any point in time, but remained unemployed.

## What Other Communities Are Doing

- **Baltimore—2015**  
8,137 young workers participated in summer employment program. Participant placements included 744 private companies, 3,893 nonprofits and 3,500 government agencies.
- **Louisville—2015**  
4,202 youth were placed in summer job opportunities. Participating organizations included 35 public and nonprofit agencies and 100 private sector businesses.
- **Nashville — 2017**  
As part of the Mayor's plan to reduce youth violence, Mayor Megan Barry has set a goal to hire 10,000 young adults in the Summer of 2017. 7,500 will be employed by private industry and 2,500 public sector.

### Research Sources:

Facts taken from "The 2016 Summer Job Outlook for American Teens" by Drexel University Center for Labor Markets and Policy and "Summer Youth Employment Programs & Financial Education" by Dollarwise Mayors for Financial Literacy.

\*Jacob Leos-Urbel, "What is a Summer Job Worth? The Casual Impact of Summer Youth Employment on Academic Outcomes: Evidence from a Large-Scale Lottery," Journal of Policy Analysis and Management, Volume 33, Issue 4, pages 891-991, Fall 2014

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