

EMPLOYER FACT SHEET

Work Experience

A fact sheet for employers

Work Experience is a Career Preparation activity in which a youth or young adult from a Learn & Earn Program is at a worksite doing real work for pay. The youth or young adult is held to the same expectations as all employees and is evaluated by the workplace supervisor based on workplace expectations and performance. Work Experiences range from regular, paid employment in summer and/or year-round jobs to subsidized employment and learning-rich work experiences. There are also a range of Work Experience programs offered at the local, state and federal levels.

Program Level: Age 16 and up

Employer/Youth or Young Adult Ratio: 1:1

Duration: Ongoing

Frequency: Full or part-time schedule

Location: Workplace

Costs: Wages and statutory benefits

Special Considerations: For minors, state and federal child labor laws. Potential labor issues.

Why is a Work Experience important for youth and young adults?

Every young person needs a first job, and a part-time, after-school or summer job can provide that opportunity.

Youth participating in Work Experience can also:

- Be exposed to careers and job opportunities in your industry
- Practice and demonstrate the Professional Skills
- Help build occupational knowledge and technical skills through the job
- Receive training and awareness about potential workplace hazards and how to report them

What are the benefits to my company?

Part-time and summer youth workers can provide a productive benefit to your company. They can also:

- Serve as a potential pool for permanent hires in the future
- Better understand the skill needs, educational requirements and career opportunities in your industry
- Learn about the role and contributions of your business in the community
- Provide first-time supervisory opportunities for your existing workforce

- Help your employees understand how to communicate with the next generation of workers
- Provide for a more productive workforce

What do I need to do next?

- Contact your Learn & Earn program representative to post a job or explore what youth and young adults might be able to accomplish.
- Consider any legal implications and/or impacts on company policy.

Resources

- Distribute the *Supervisor Tip Sheet: Work Experience* to interested staff members.
- Review the *Professional Skills* fact sheet.
- Review *Employer Participation Options: Career Pathways and your Company* to learn more about how to get the most out of your partnership with New York City's Department of Youth and Community Development programs.