



Jobs For Youth – FAQs for Employers

Q: What is Jobs For Youth?

A: Jobs For Youth (JFY) is community project of the United Way of the Bay Area, created in partnership with the city of San Francisco to augment and coordinate private sector participation in the youth employment system. JFY goals are to:

1. increase employment opportunities for San Francisco's youth (ages 14-24)
2. supply the business community with trained and enthusiastic entry-level workers

Q: Where do JFY youth come from?

A: JFY has partnered with certain community based youth training and workforce preparation organizations. These partners serve as "access points" for youth (ages 14-24) to apply for JFY positions. The youth are screened per JFY standards for work readiness, ability and interest. Based on their skills, the youth are then referred to either an appropriate job opening, or more training.

Q: Do I have a choice in which youth will work for my company?

A: JFY will work with you to ensure that your requirements are met at every step in the process. Clear eligibility requirements will be determined before the positions are posted. Our access point partners will refer qualified youth to you, at which point you would interview and make the final hiring decisions. JFY will follow-up with you to see that an appropriate match has been made.

Q: Is JFY only focused on summer employment?

A: In our pilot year, we are focusing on summer 2006 as the launch of JFY job-placements. However, youth employment is a year-round process, and we look forward to offering opportunities well beyond the summer.

Q: How much should I pay JFY youth workers?

A: Naturally, the wage you offer will vary with the position. As our youth are screened and trained to make valuable contributions to your day-to-day operations, the average pay is higher than minimum wage (ranging from \$12-15/hour).

Q: What is expected of me to participate as a JFY employer?

A: The duration of employment offered to a JFY applicant will vary according to your business needs. Likewise, the supervision of employees will depend upon the position.

Q: Why have young people work when they really should just focus on staying in school?

A: Work-based experiences for youth compliment their formal education by:

1. Exposing them to various industries and career paths, allowing them to explore their personal career goals
2. Developing soft-skills necessary for life-long success
3. Helping them understand the relevance of their classroom education – which encourages higher education and decreases drop-out rates

Q: Without work experience or a college degree, how can youth make a significant contribution to my business needs?

A: Every company has a variety of “entry level” tasks – ranging from clerical to custodial – perfect for an enthusiastic and trainable new worker. In addition, youth employment can serve as an opportunity for your employees to develop and demonstrate mentoring and leadership skills, contributing to increased workplace pride and morale.

Q: My company already has an internship/youth employment program. Why would I want to work specifically with Jobs for Youth?

A: Jobs for Youth is an intermediary organization, created to ensure that San Francisco businesses have a way to participate and have positive experiences with youth employment. Benefits of working with JFY include:

1. Referrals of qualified youth
2. On-going follow-up and support
3. Linkages to local schools and city initiatives
4. Information about relevant child labor laws and hiring tax credits
5. Payrolling services
6. Recognition as active participants in the development of San Francisco’s youth

Q: How are JFY supporters recognized?

A: Employers and financial contributors are acknowledged in a variety of ways, including one or more of the following:

1. marketing communications
2. media outreach and education
3. networking with like-minded civic and business leaders at celebration events

To learn more about how you can become involved with JFY, please contact:

Andrea Small, Business Liaison
(415) 808-4483 • asmall@uwba.org

Heather Groninger, Project Director
(415) 808-4313 • hgroninger@uwba.org