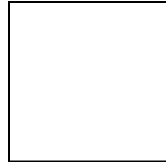


Are you concerned that you won't have the qualified workforce over the next 5 to 10 years? Read on...



WHAT IS IT?

First Jobs/First Wages Council of Florida's Agency for Workforce Innovation is tasked with developing strategies that expand basic workplace skills and the experiences of young people and first-time working adults throughout Florida. This research:

- 1 . Documents the Best Practices for employers** that assist youth in obtaining their first job with primary emphasis on those youth with barriers to employment.
- 2 . Markets these Best Practices** to employers throughout the State of Florida.

WHAT ELSE SHOULD I KNOW?

- According to "Report on the Youth Labor Force", in 1996-1998, nationally, over 2.9 million employees between the ages of 15-17 were employed during the school months while over 4 million were employed during the summertime.
- Average wages of \$5.57/hr (1998 \$'s) were reported for traditional youth employment primarily in the retail, service, healthcare, and construction industries.



1st

1st Jobs Institute
University of West Florida
Haas Center for Business Research
1170 Martin Luther King Jr. Blvd
Fort Walton Beach, FL 32547
Phone (850) 863-0732
Fax (850)-863-0737
firstjobs@uwf.edu

1ST JOBS INSTITUTE

BEST PRACTICES FOR
EMPLOYERS HIRING
YOUTH OR 1ST TIME
EMPLOYEES

1st Jobs Institute



Sponsored by the Agency for Workforce Innovation, State of Florida

Research Conducted By The University of West Florida's Haas Center for Business Research, Fort Walton Beach Campus



WHAT CAN EMPLOYERS DO?

First jobs are not only the training ground for future employment, but are very important to young people determining what they like and dislike about the work environment. From a survey to employers around the state, we asked...

“What are the barriers to first time employment?” The most reported barriers documented were availability, dependability, attendance, work ethics, appearance, and experience.

“What are the practices your organization currently supports or operates concerning youth seeking first-time employment?” While there are some barriers, many employers have developed successful and effective practices that provide opportunities for entry into the work place with better prospects of succeeding at their first job such as on-the job training, part-time work, entry-level positions, summer employment and internships.

ABOUT THE “PRACTICES”

Did you know that “school-to-work programs” indicate four in every ten young persons participate in some type of program including job shadowing, school sponsored enterprise, tech prep,

cooperative education, mentoring, internships, and apprenticeships.

WHAT ARE THE MOST EFFECTIVE PRACTICES?

Survey results indicated the most effective youth practices (ranked) employed by businesses are:

- On-the-job training
- Part-time employment
- Offering entry-level positions
- Job training
- Summer employment
- Internships
- Volunteering
- Job shadowing
- Mentoring
- Apprenticeships

An old adage states that you never forget your first love; however, you never forget your first job. Make it memorable!

WHAT ARE SOME SPECIAL NEEDS?

Youth, who have language barriers, come from a welfare-to-work home, have dropped out of school, and been a juvenile offender or experience teen pregnancy, may require special attention. These at-risk youth can be very productive to your organization, if you know how to successfully orient them to your work environment.

WHAT ARE THE EMPLOYEE ADVANTAGES?

Research has shown that there are numerous advantages including.

- Learning and developing good customer relations skills
- Balancing enthusiasm with reality
- Sustaining a positive attitude while on the job
- Teamwork skills
- Multitasking skills
- Money management

WHAT ARE THE EMPLOYER ADVANTAGES?

- Developing human capital
- Employees with the desired skills and expertise
- Higher levels of responsibility
- More qualified workforce

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