A single point of contact for employers to help low-income, under-represented youth get the work experience they need to succeed.

WORK EXPERIENCE FOR YOUTH (WEX-Y)
*A feature of the Career Connect Network*

The Career Connect Network, coordinated by Worksystems, Inc., prepares youth (ages 16-24) for successful careers through continued education and work-based learning. The youth we serve are motivated to improve their life circumstances but lack access to opportunities for developing the skills and experience needed to make a successful transition to adulthood. A job can be a transformational experience – helping youth clarify their career goals and develop the life skills to stay on track.

**BUSINESS PARTNERSHIPS**

Today, with only 1 in 4 teens working, we need socially minded businesses to provide opportunities for youth to learn the skills that can only come through real work experience. Delivered in partnership with IRCO, the WEX-Y offers a centralized, aligned system of training, screening, and employer-of-record services.

Youth and business benefit from the WEX-Y program. Our business partners see a tangible return on investment, including:

- **Convenient & Cost Effective:** We do all the upfront training and screening, plus as employer-of-record, we lower your risk and expense of hiring youth directly.

- **Productivity:** Youth come ready to do real work. The WEX-Y can be a great opportunity to address a backlog or special projects for which current staff do not have capacity.

- **Staff Development:** Supervising a youth intern is an opportunity to develop the leadership and mentoring skills of your frontline staff.

**EMPLOYER SERVICES**

The WEX-Y provides:

- A single point of contact to support youth from a wide variety of backgrounds and experiences

- A system of supports and career coaching including work-readiness training prior to placement

- Screening and matching youth based on the skills and preferences specified in the position description

- Ongoing job coaching to support the youth and the intern supervisor throughout the experience

- Employer-of-record services to include payroll processing, taxes, and insurance

About Worksystems, Inc.

Worksystems, Inc. (WSI) is an experienced non-profit that pursues and invests resources to improve the quality of the local workforce. WSI designs and coordinates workforce development programs and services delivered through a network of partners to help youth and adults get the skills, training and education they need to go to work or advance in their careers.

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Continuum of Work Experiences

Hiring a youth has never been easier. The WEX-Y works with your business to find the right fit and offers business support services to ensure a positive experience. Our work experiences vary in intensity, but generally last 6-12 weeks.

WEX-1 Employment Training Opportunity

A fully subsidized, short-term, work experience of 60-120 hours. To qualify for a WEX-1, youth must demonstrate basic work-readiness skills. Youth at this level may need additional support and supervision as they continue to develop the skills needed to obtain entry-level employment. A WEX-1 experience is highly supervised and highly structured often with organizations where youth development is part of their mission (e.g. work crews and social-purpose enterprises).

WEX-2 Entry-Level Internship

A short-term work experience of 120-240 hours. To qualify for a WEX-2, youth must demonstrate work-readiness skills commensurate with entry-level positions. A WEX-2 experience generally involves more independence and self-direction to the assigned tasks. We provide a dollar-for-dollar match toward the total payroll costs, so you end up paying half what it would cost to fill the position on your own -- without the risk and expense of hiring the youth directly.

WEX-3 Temp-to-Hire

A flexible work experience in which the WEX-Y acts as employer-or-record and places a youth on a “trial basis” in a position with potential for hire. We screen based on your actual hiring requirements from a diverse, vetted pool of youth who are looking for ongoing employment. Youth at this level have successfully completed a work experience and shown they have the skills and work ethic to succeed on the job. Through our network, youth continue to have access to career advising, training, and job supports like transportation and clothing assistance. NOTE: The business is responsible for reimbursement of total payroll costs.

WEX-4 Career-Pathway Internship

A flexible arrangement aimed at youth in post-secondary education or training to get experience in their chosen career field. To qualify, a youth must demonstrate general work-readiness and have a basic understanding of the technical skills of the position – usually evidenced by specific occupational-skills training or related college coursework. We provide screening and matching as well as ongoing advising and support.

Unlike a staffing service, the WEX-Y does not charge an hourly premium or placement fee. While there is no expectation of ongoing employment, the worksite always has the option of hiring youth whom distinguish themselves during a WEX placement.

These programs are financed in whole or in part with funds provided through Worksystems, Inc. from the U.S. Department of Labor and Portland Development Commission. These programs are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. To place a free relay call in Oregon dial 711.