

YouthWorks FAQ

Frequently Asked Questions for **Employers**



WHAT IS YOUTHWORKS?

YouthWorks provides you with an opportunity to meet your current business needs while helping to build a strong future workforce. For over two decades, income-eligible teens and young adults ages 14 to 25 across Massachusetts have participated in one of the few state-funded youth employment programs in the country. The program helps employers to diversify their talent pipeline by connecting them with passionate, dedicated young workers, whose wages are subsidized through YouthWorks. In addition, YouthWorks ensures participants are prepared for the workplace by requiring career readiness training alongside their employment.

WHY SHOULD I SUPPORT OR PARTICIPATE IN THE YOUTHWORKS PROGRAM?

YouthWorks offers a meaningful way for employers to invest in the future workforce by offering a chance to support youth participants' professional growth, leadership, and management skills. By mentoring and guiding young participants through their work placements, employers help build career readiness in youth from communities that are underrepresented in the professional sphere. This not only strengthens the local talent pipeline but also fosters a culture of inclusion, leadership, and community engagement within the organization.

Participating in YouthWorks can be deeply rewarding, offering fresh perspectives to organizations while reinforcing the company's commitment to social responsibility and long-term impact. Employers consistently leave positive feedback regarding YouthWorks participants, and some have even created full-time roles for their youth employees.

HOW CAN I PARTICIPATE IN A YOUTH EMPLOYMENT PROGRAM?

- Apply to take on and supervise youth who are paid through a state, federal, or privately funded program.
- Offer tours of your facilities to increase youth awareness of different careers/industries.
- Hire youth for an in-person, virtual, or hybrid work experience.

WHAT TYPES OF TASKS CAN YOUTH PERFORM ON THE JOB?

Youth participants can take part in a wide variety of responsibilities. Roles include social media marketing, landscaping and maintenance, retail, manufacturing, and much more. Employers have the opportunity to create job positions based on their company needs, and we will work to match youth that are genuinely passionate about the role. Many businesses and organizations find that young people are enthusiastic fast learners who enjoy being given new responsibilities. Often the longer they stay the more valuable they become as they get more familiar with and engaged in your work. Note: The role must be W-2 eligible and cannot be tip-based.

Please contact youthworks@commcorp.org for further information, and steps to get involved!