

## Who Are Youths?

A youth is an individual between the ages of 14 and 21 years of age. They vary in their levels of education, whether or not they are still in school, and their degree of previous job experience. However, youths play a valuable role in today's workforce. There are numerous benefits to hiring youths, whether it be for entry-level positions, apprenticeships, internships, on-the-job-training positions, or a job fit according to level of education completed or experience.

### What Employers Can Do

- Hire youth in entry-level positions
- Establish work-based internships or apprenticeships
- Serve as mentors
- Participate in local Workforce Solutions meetings, forums, workshops, fairs, etc.



### How Hiring Youths Can Benefit You and Your Company:

- Shape your future workforce from the beginning
- Acquire employees who are open to careers in nontraditional occupations
- Receive incentives for conducting on-the-job training
- Benefit from the Work Opportunity Tax Credit
- Gain assistance from the Federal Bonding Program
- Contribute to positive outcomes for youth

### Reasons Why You Should Hire Youths:

- 67% of the Texas population ages 16-19 are unemployed or not in the labor force
- Youths represent about one fifth of the world's population but half of the total unemployed global workforce
- From April to July 2008, the number of youth employed in the U.S. increased by 1.9 million to 21 million
- The labor force participation rate for youth was 65.1% in July 2008
- Youth are two to three times more likely to be unemployed than adults
- 23% of employed youth worked in the leisure and hospitality industry, 18% worked in retail trade, and nearly two-fifths worked in education and health service, professional and business services, government, manufacturing, and construction combined
- Employment increases markedly with age: 9% of 15-year-olds are employed in the average month compared to 26% of 16-year-olds and 39% of 17-year-olds