

Training Our Future Workforce



Did you know that the Yuma Private Industry Council (YPIC) has a Youth Program? YPIC Youth Services provides workforce and educational services to youth ages 18 to 21. YPIC Youth Services goal is provide youth with workforce skills that local and national employers have indicated are much needed in our youth today: communication skills, timeliness, attendance, task completion, positive attitude, problem solving, etc. Employers tell us "We can teach someone job skills, BUT, we need someone who can be at work; on time, every day, complete task with positive attitude" and so on: Soft-Skills.

So, how can you as an employer help in "Training Our Future Workforce"? By participating in YPIC Youth Services Year-Round Work Experience Program!

What is a Work-Experience? Work-Experience is a pre-professional experience that provides YPIC Youth with the opportunity to gain real-life work experience skills in our local labor market. Work-Experiences are chosen based on the youths' career interest, identified transferable skills and current demand occupations in Yuma County.

The use of the Work-Experience as a training vehicle allows each program youth to participate in a hands-on training experience that teaches soft-skills and enhances the youths' ability to analyze and problem solve while learning on the job. The youth is allowed to integrate and apply skills, knowledge and attitudes developed during the training. In addition, the Work-Experience is instrumental in assisting program youth to increase their self-esteem as it provides the youth the opportunity to become a working member of the community.

After placement into a designated worksite all youth are encouraged to blend into the company culture with minimal disruption by behaving professionally and putting forth their best effort. Ideally, the Work-Experience enables the youth to develop soft-skills, gain occupational skills, establish valuable contacts, and

increase their personal confidence. These accomplishments are possible because the Work-Experience site was willing to invest its time and resources to design and maintain a youth training program that met its needs, as well as the goals of the youth.

Employers have long ago recognized the significant expenses incurred to identify, recruit, hire, and train employees. The associated financial costs, trade secret security risks, and loss of productivity for companies have spurred employers to embrace company Work-Experiences as a "trial run," for realistically determining the youth' suitability for unsubsidized employment.

US Department of Labor Employment and Training funds are utilized to provide training and skills upgrading for this program at no cost to the participating employers. Youth can be contracted to work on site with the employers for up to 400 hours.

Want to know more about this program? Please contact Janette Crawford, YPIC Youth Manager at (928)783-9747 or email, jcrawford@ypic.com, if you are interested in **Training Our Future Workforce!**