

Summary of Youth Focus Group Discussion

1. What do you like about your jobs:
 - a. Work with good people
 - b. Being in control
 - c. Travel
 - d. Making things work
 - e. Like working with people, meeting interesting people

2. What resources helped you find a good job?
 - a. Sage – she connected me to the employer
 - b. Family connection
 - c. Learning job interviewing skills
 - d. School gave me the skills and knowledge
 - e. Parental support

3. If you could choose a best place to work, what would it be like?
 - a. Have some control over how I get the work done
 - b. My own businesses: can boss others, make money, watch the business grow, see results, make it work
 - c. Customers you like, helping others out
 - d. Business executive with travel to foreign markets
 - e. Government job with travel to many places and cultures, see the beauty of the world
 - f. Clothes designer
 - g. Be with positive people who care about you

4. What do employers look for in hiring youth?
 - a. Hard work
 - b. Self esteem
 - c. People being understanding not naggy
 - d. People are impatient when you lose a job and can't find a new one
 - e. One time or early for the interview
 - f. Clean and neat
 - g. Self confidence
 - h. Organized
 - i. Attitude – personality – show you can handle stress
 - j. Availability
 - k. transportation
 - l. punctuality
 - m. past job history
 - n. values
 - o. active
 - p. being involved in an after school activity
 - q. stick to things
 - r. cheerful

- s. efficiency
5. Do they look for different things when they are hiring youth than when they hire older people?
 - a. experience
 - b. no mouthing off
 6. One reason why youth are a great resource for employers
 - a. New ideas
 - b. Last longer, so less training costs
 - c. Cheaper insurance and pay rate
 - d. Younger are faster
 - e. Energy level
 - f. Strength
 - g. Determination
 - h. Employers should give them a chance to get experience
 - i. In regard to employers who don't like to hire youth, "Once ignorance sets in, it's hard to change it."
 7. Why do some employers hesitate to hire youth?
 - a. Bad experience
 - b. Unreliable
 - c. Not willing to give them experience
 - d. Jobs interfere with school
 - e. Don't want to get in the way of education
 8. Strategies to help youth find jobs:
 - a. trial jobs
 - b. be enthusiastic
 - c. ask questions
 - d. kids should be available for call in
 - e. employers should evaluate and give feedback
 - f. provide tips and handouts
 - g. doesn't apply where there are lots of youth as it usually means it is a bad work culture
 9. Recruitment strategies
 - a. Hire
 - b. Train them (youth) hard
 - c. Ask why you want the job
 - d. Youth should watch the attitude
 - e. Youth should smile but don't be a fake person
 - f. Youth should be energetic
 - g. Past employment history, educational record
 - h. Grades
 10. What are the biggest barriers to getting jobs?

- a. Education
- b. GPA
- c. Handwriting – some youth have trouble writing legible applications
- d. Transportation
- e. Hrs available

11. What are the biggest barriers to keeping a job?

- a. Loyalty: employers need to be loyal to workers and workers to them
- b. Honesty: employers need to be honest about conditions
- c. The current economy
- d. Effort

12. What could an employer do to help you be more successful on the job?

- a. Clarify and understand
- b. Words of encouragement
- c. Cut you a little slack
- d. Encourage education
- e. Most important: train supervisors and clarify priorities

13. Strategies for retention

- a. Not the same old routine
- b. Give more responsibility
- c. More work and more opportunities to learn and try something different
- d. \$
- e. flexible hours
- f. understand so we can learn from our mistakes
- g. you have to fix your own
- h. sometimes it is not clear exactly what to do
- i. people that you work with are nice
- j. the environment is comfortable
- k. mentoring and team work
- l. sometimes expectations are not clear.
- m. Most important: recognition and thank you's
- n. Appreciate special efforts