Virginia Beach Summer Youth Employment Program  
Mayor’s Summer Youth Jobs Challenge

Frequently Asked Questions (FAQs)

1. Q. Who is eligible to participate in the Summer Youth Employment Program (SYEP)?
   A. Youth must be 16-21 years of age and a resident of Virginia Beach. All youth may apply; however, more emphasis is on placing the most underserved and vulnerable youth and young adults in summer jobs.

2. Q. How long will I have my summer worker?
   A. The SYEP is designed to be 7 weeks, beginning Monday, June 26, 2017 and ending Friday, August 11, 2017.

3. Q. How much will participants get paid per hour?
   A. Participants will be paid the minimum wage of $7.99 per hour. It is the discretion of the company if they choose to pay their youth worker above minimum wage.

4. Q. How will youth workers receive their paychecks?
   A. Employers will determine the process for getting paychecks to youth workers. For those youth whose salaries are paid through donations, checks will be processed by the City and mailed directly to participants homes.

5. Q. Can I change my summer youth worker's schedule?
   A. Participants whose salaries are paid directly by a company can work as many hours as the employer allows. Participants whose salaries are subsidized by donations can work up to 35 hours per week, including weekends. Employers can schedule workers’ time to suit their organizational needs, as long as it falls within the Department of Labor’s guidelines for youth workers (Handout).

6. Q. When will I know the name of the youth who is/are assigned to my agency or company?
   A. In most cases, it will be the last day of Orientation which is June 23, 2017. All supervisors will be asked to attend a brief orientation where they will meet their youth worker(s). There, they can begin to discuss expectations that foster a positive experience for youth and supervisor.

7. Q. Can my organization conduct an interview prior to the assignment?
   A. Yes. However, remember that SYEP staff are available to identify, screen, interview, place youth and provide support to supervisors throughout the summer. We also invite supervisors to serve on interview panels, if scheduling permits.

8. Q. Can my organization conduct its own orientation for the youth assigned to my worksite?
   A. Yes. We recommend that the orientation be conducted on the youth’s first work day.
9. Q. **What is the process for assigning participants to job sites?**  
   A. We take a number of factors into account:  
      - **First**: The type of job.  
      - **Second**: The skill set necessary to adapt to the job.  
      - **Third**: The youth’s expressed interests.  
      - **Fourth**: Career and Personality Assessments.  
      - **Fifth**: The needs of the company.  
      - **Finally**: The worksite location and access to reliable transportation are considered.

10. Q. **When will SYEP staff do worksite visits?**  
    A. Once youth are placed, the SYEP staff will schedule visits, minimally, twice during the program to monitor the progress of the youth. SYEP staff are also available for impromptu consultations at supervisors’ requests.

11. Q. **What is the role of the SYEP staff?**  
    A. Staff are liaisons between employers and youth workers. They work with supervisors to ensure youth have positive and meaningful summer work experiences. They are available to assist and guide the employer in whatever way they can. Employers will be provided with staff contact information in order to maintain communication.

12. Q. **What are the requirements for companies to participate?**  
    A. Companies have 2 options:  
       1. They may make a donation toward a youth’s salary. The cost for one youth to work 7 weeks, 35 hours per week at $8.00 an hour is $1,960.00. Please note that youth whose salaries are paid through donations will be placed in Virginia Beach city departments.

       2. Companies that agree to hire youth and pay their salaries are asked to:  
          - Complete a Work Assignment Form  
          - Attend a 2-hour orientation on April 27, 2017  
          - Complete a youth worker evaluation (3\textsuperscript{rd}, 5\textsuperscript{th} and 7\textsuperscript{th} week)  
          - Provide appropriate supervision and a positive, meaningful work experience  
          - Complete an evaluation of the program and youth worker experience (Final week)  
          - Represent their organization at the closing luncheon on Friday, August 11, 2017. Location: TBD