



**Jobs 4 Youth**

Berkshire County  
Regional Employment  
Board

*(413) 442-7177*

Overall Coordination;  
Systemic Problem  
Solving & Support.

**[www.BerkshireJobs4Youth.org](http://www.BerkshireJobs4Youth.org)**

Single  
Clearinghouse

Working with:

Employers &  
Employer  
Associations

To build  
partnerships with:

Youths, Parents,  
Schools &  
Community  
Organizations.

<b>WHAT EMPLOYERS WANT FROM YOUTH WORKFORCE SYSTEM POSITIVE ASSETS</b>	<b>HOW BERKSHIRE<i>JOB</i>S 4 YOUTH RESPONDS</b>
Prepared Entry Level Employees	<ul style="list-style-type: none"> <li>• In-school coordinators prepare youth for assignments</li> <li>• Certificate Program &amp; Work Readiness curriculum in place thru Berkshire Works Career Center w/ongoing recruitment</li> </ul>
Pipeline for Qualified Youth Applicants	<ul style="list-style-type: none"> <li>• In-school youth screened &amp; prepped by coordinators (BCREB support)</li> <li>• All partners recruit for &amp; encourage Work Readiness Training &amp; achievement of Certificate</li> <li>• Berkshire Works spearheads job matching thru listings</li> </ul>
Single Point of Contact—Clearinghouse	<ul style="list-style-type: none"> <li>• BCREB is positioned to support in-school work-based learning and is networked with community agencies to support out-of-school youth</li> <li>• 3-way partnership: BCREB, Berkshire Works, RECONNECT Center takes holistic approach to recruiting &amp; preparing youth while affording mentoring &amp; guidance services for the employer—youth relationship</li> <li>• BCREB, as lead partner, is liaison to business/employer community. Invites suggestions &amp; feedback on project</li> </ul>
Local Source of Support Services	<ul style="list-style-type: none"> <li>• Easy contact to BCREB office as overall coordinator for direct support or to access support from in-school and out-of-school partners (i.e., Berkshire Works, RECONNECT Center)</li> </ul>
Capacity to Individualize to address variable situations	<ul style="list-style-type: none"> <li>• With RECONNECT Center ready as a community Guidance Office, both in-school &amp; out-of-school youth have access to assistance necessary to adapt to their situations</li> </ul>
Streamlined Hiring w/Reduced Paperwork	<ul style="list-style-type: none"> <li>• Certificates can shortcut reference checks &amp; verify preparation</li> <li>• Support system can assist w/on-line application process</li> </ul>
Responsiveness to Timeliness	<ul style="list-style-type: none"> <li>• When in doubt, BCREB can be easy point of direct contact w/response</li> <li>• Ongoing monthly availability of Work Readiness Training</li> <li>• RECONNECT Center available on drop-in basis or on 1-day referral basis</li> </ul>
Clear & Accurate Information	<ul style="list-style-type: none"> <li>• Toolkit available in print version or thru web-site download</li> <li>• Web-site easily accessed</li> <li>• Network can be accessed thru BCREB, or thru Berkshire Works or RECONNECT Center</li> </ul>
Accountability & Ability to Act Upon & Feedback	<ul style="list-style-type: none"> <li>• Employers invited to participate on advisory groups</li> <li>• Suggestions, advice, feedback invited thru web-site and by direct contact</li> </ul>

## **LEVELS OF EMPLOYER INVOLVEMENT & COMMUNITY PARTICIPATION**

To achieve success in lowering youth unemployment and bring about a healthy system of community and employer commitment to workforce development for young people, levels of participation may vary, but all are constructive and helpful.

### **PARTNERS SPREAD AWARENESS TO COMMUNITY-AT-LARGE**

- *Job 4 Youth* partners advertise and explain the mission through media, websites, written materials, etc. BCREB is recognized single entry point for clearinghouse model
- *Jobs 4 Youth* partners are available for presentations, speaking engagements, etc
- Community groups network with *Jobs 4 Youth* and support its mission
- Community recognizes *return on investment* (ROI) of developing its young workforce

### **INTERESTED EMPLOYERS IN COLLABORATION WITH BCREB**

- Business leaders and employer representatives serve on task forces and advisory groups
- Representatives of employer community open doors by assisting in networking
- Menu of direct involvement options (below) well-communicated within industry clusters
- Collaboration on protocols for training and mentoring with BCREB & its partners
- Provide externships for teachers who can share workforce needs with schools
- Experience shared & feedback encouraged from employers & acted upon by BCREB & partners

### **DIRECT INVOLVEMENT BY BUSINESSES & EMPLOYERS**

- Employers engage youth through any one of, or combination of, options (below):
  - Employer offers opportunities for on-site visits such as tours, careers days, career talks, job shadowing, etc. by contacting BCREB
  - Paid work or unpaid internships for in-school youth through BCREB's contacts
  - Full time, part-time, and/or summer paid work through BCREB and its partners
  - Internships and/or work-based learning/training through BCREB and its partners

