

# Summer Work Experiences

## Information on Wages and Program Costs



Investors that financially support WorkReady summer internship experiences are invoiced for the number of youth they fund based on the hourly wage they select. The wage chart below indicates the cost-per-slot based on the standard 120-hour program period (generally 20 hours per week for six weeks). Work experiences can extend beyond the 120-hour minimum, in which case, WorkReady Chester will adjust the cost and bill the investor accordingly.

Following an internal evaluation, it has been determined that the cost to operate a WorkReady summer internship at \$8.00 per hour is \$1,806 with an increase in cost-per-slot for each ascending wage level. However, in order to maintain the number of work experiences offered by the business community, we are prepared to offset a percentage of the cost for investors.

Those who commit to sponsoring WorkReady interns by **April 1, 2016** will lock in a discounted rate, beginning at \$1,700, for each intern. Investors that choose to commit after this deadline will be asked to pay the full cost per slot.

For more information, please contact Workforce Coordinator Eric D. Bayne at 610-447-7793 or ebayne@chestercity.com.

Youth Payment and Provider Costs							Intermediary Costs			Cost-Per-Slot (G+J)	Early Commitment Cost (Deadline: April 1, 2016)
A	B	C	D	E	F	G	H	I	J		
Hourly Wage <sup>1</sup>	# of Hours	Total Youth Wages (A x B)	10.65% FICA/WC	Payroll Cost	Provider Cost <sup>2</sup>	Total Youth Payment & Provider Costs (C+D+E+F)	Program Operating Cost <sup>3</sup>	7.00% Admin Cost <sup>4</sup>	Total Intermediary Cost (H+I)		
\$8.00	120	\$960	\$102	\$25	\$400	\$1,487	\$201	\$118	\$319	<b>\$1,806</b>	<b>\$1,700</b>
\$8.25	120	\$990	\$105	\$25	\$400	\$1,520	\$201	\$120	\$321	<b>\$1,841</b>	<b>\$1,741</b>
\$8.50	120	\$1,020	\$109	\$25	\$400	\$1,554	\$201	\$123	\$324	<b>\$1,878</b>	<b>\$1,778</b>
\$8.75	120	\$1,050	\$112	\$25	\$400	\$1,587	\$201	\$125	\$326	<b>\$1,913</b>	<b>\$1,814</b>
\$9.00	120	\$1,080	\$115	\$25	\$400	\$1,620	\$201	\$127	\$328	<b>\$1,948</b>	<b>\$1,850</b>
\$9.25	120	\$1,110	\$118	\$25	\$400	\$1,653	\$201	\$130	\$331	<b>\$1,984</b>	<b>\$1,886</b>
\$9.50	120	\$1,140	\$121	\$25	\$400	\$1,686	\$201	\$132	\$333	<b>\$2,019</b>	<b>\$1,922</b>
\$9.75	120	\$1,170	\$125	\$25	\$400	\$1,720	\$201	\$134	\$335	<b>\$2,055</b>	<b>\$1,959</b>
\$10.00	120	\$1,200	\$128	\$25	\$400	\$1,753	\$201	\$137	\$338	<b>\$2,091</b>	<b>\$1,995</b>

<sup>1</sup> In order to stay competitive among other youth programs and companies, we encourage investors to pay at least \$8per hour.

<sup>2</sup> WorkReady is managed by a network of contracted providers. The following services are provided to youth and employers by the WorkReady provider network:

- ▶ Recruiting high school students from across the city
- ▶ Ensuring youth complete necessary employment paperwork
- ▶ Pre-screening and matching youth to available positions
- ▶ Delivering pre-training and weekly professional development seminars for all youth
- ▶ Providing orientation for your employees on how to work with young people, provide appropriate experiences and serve as worksite mentors
- ▶ Identifying dedicated staff members that are assigned to support youth and employers throughout the program
- ▶ Assistance in designing the entire WorkReady experience and/or development of specific projects

<sup>3</sup> The following intermediary supports are included in the Program Operating Cost, which allows for the management of WorkReady programs:

- ▶ Training and technical assistance for the WorkReady provider network
- ▶ Printing, reproduction and distribution of all programmatic materials
- ▶ Opportunities that will allow for investor exposure and networking
- ▶ Development and maintenance of necessary databases and websites associated with the WorkReady program
- ▶ Secure storage of youth files and records

<sup>4</sup> The administrative cost includes management of billing, insurance and overhead.