

What is SFWorks?

Second Family Works (SFWorks) is a unique job opportunities program of the Second Family Foundation that allows Orange County youth to develop their "grit" (passion & perseverance) while gaining work experience.

Why employ youth?

Employment provides youth with opportunities to build their character and specifically their "grittiness" by working hard, overcoming challenges, experiencing success, and learning the hard and soft skills of keeping a job. Paid work experience for youth is directly linked to higher graduation rates, improved future employment prospects, and increased earnings.

How does the program work?

- *Youth (age 14+) are nominated by community partners and then interviewed by SFWorks to make sure they are ready to work, set goals, and build relationships.*
- *SFWorks contacts partnering Orange County employers about whether they'd like to interview youth.*
- *Employers decide whether they'd like to hire youth and then make all work-related decisions including job descriptions, schedules, training, wage rates, promotions, terminations, etc.*
- *Employers submit monthly invoices to SFWorks and are promptly reimbursed \$10 for each hour participants work.*
- *Youth are driven to and from work by SFWorks, guaranteeing promptness and reliability.*
- *Job Coaches provide ongoing training and support to each youth.*
- *Employers have a direct line of communication with SFWorks staff to address issues that may arise.*
- *When successful employment is maintained youth are eligible to earn money for good grades and savings account matches. Ultimately youth are supported to achieve their longer-term, post high school plans up to the age of 25.*

Second Family Foundation

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