

Summer Work Experiences

Information on Wages and Program Costs



Investors that financially support WorkReady work 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, the Philadelphia Youth Network will adjust the cost and the investor will be billed accordingly.

Following an internal evaluation, it has been determined that the cost to operate a WorkReady summer program at \$7.25 per hour is \$1,800 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 in 2016 for investors in the business and philanthropic sectors. Those who choose to pay youth between \$7.50 and \$8.00 an hour will be charged only \$1,800 per slot.

Costs in 2017 will potentially increase to meet the true cost-per-slot, absent of 2016 adjustments. For more information on this, please contact your designated WorkReady representative or call 267-502-3800.

Youth Payment and Provider Costs							Intermediary Costs			Cost-Per-Slot (G+J)	2016 Adjusted Cost-Per-Slot
A	B	C	D	E	F	G	H	I	J		
Hourly Wage ¹	# of Hours	Total Youth Wages (A x B)	10.65% FICA/WC	Payroll Cost	Provider Cost ²	Total Youth Payment & Provider Costs (C+D+E+F)	Program Operating Cost ³	7.00% Admin Cost ⁴	Total Intermediary Cost (H+I)		
\$7.25	120	\$870	\$93	\$25	\$425	\$1,413	\$269	\$118	\$387	\$1,800	\$1,800
\$7.50	120	\$900	\$96	\$25	\$425	\$1,446	\$269	\$120	\$389	\$1,835	\$1,800
\$7.75	120	\$930	\$99	\$25	\$425	\$1,479	\$269	\$122	\$391	\$1,870	\$1,800
\$8.00	120	\$960	\$102	\$25	\$425	\$1,512	\$269	\$125	\$394	\$1,906	\$1,800
\$8.25	120	\$990	\$105	\$25	\$425	\$1,545	\$269	\$127	\$396	\$1,941	\$1,835
\$8.50	120	\$1,020	\$109	\$25	\$425	\$1,579	\$269	\$129	\$398	\$1,977	\$1,871
\$8.75	120	\$1,050	\$112	\$25	\$425	\$1,612	\$269	\$132	\$401	\$2,013	\$1,907
\$9.00	120	\$1,080	\$115	\$25	\$425	\$1,645	\$269	\$134	\$403	\$2,048	\$1,942
\$9.25	120	\$1,110	\$118	\$25	\$425	\$1,678	\$269	\$136	\$405	\$2,083	\$1,977
\$9.50	120	\$1,140	\$121	\$25	\$425	\$1,711	\$269	\$139	\$408	\$2,119	\$2,013
\$9.75	120	\$1,170	\$125	\$25	\$425	\$1,745	\$269	\$141	\$410	\$2,155	\$2,049
\$10.00	120	\$1,200	\$128	\$25	\$425	\$1,778	\$269	\$143	\$412	\$2,190	\$2,084

¹ Investors can pay youth between \$7.25 and \$10 per hour. In order to stay competitive among other youth programs and companies, we encourage investors from the business and philanthropic communities to pay at least \$8 per hour.

² 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 contextual learning component 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

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

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- ▶ **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**
- ▶ **Supporting the worksite supervisor and youth clearance process**
- ▶ **Secure storage of youth files and records**

⁴ The administrative cost includes management of billing, insurance and overhead.