

# EMPLOYING YOUTH IN AND FROM CARE



## BENEFITS OF HIRING YOUTH...



### RESILIENCE

Resilience is the ability to withstand, recover, and grow in the face of stressors. The ability to perform well in stressful situations and bounce back afterwards is a skill that is beneficial in any fast-paced workplace. Resilience means that youth can learn from mistakes and adapt accordingly in future situations.

### LIVED EXPERIENCE

Experiences teach life lessons, introduce individuals to different perspectives, and teach youth how to connect with people. Life experiences also foster adaptability, which is useful in workplaces that benefit from flexibility and creativity. All of these skills are essential in efficient and healthy work environments.



### EMPATHY

Youth from care are often extremely empathetic being as they have been through adversity and can relate to many situations. In the workplace, empathy is essential for effective communication and for embracing diversity. Empathy is useful in developing positive relationships with both co-workers and clients, which can encourage a supportive work environment and strengthen client relations.

### LOYALTY

Youth from government care appreciate stability and loyalty. When treated with appreciation and respect, they will likely remain loyal, motivated and hard working for an organization for a longer period of time.



Youth in and from care refers to youth who have lived experience in government care, which includes a wide variety of care statuses. Youth with experience of adoption, youth agreements, continuing custody orders, or temporary care order are some examples of what being in care might include.

TRRUST is a Collective Impact initiative comprised of youth with government care experience and local practitioners from youth-serving non-profit and government organizations, who work together to support youth transitioning out of government care in Vancouver, BC. To learn more about TRRUST, please visit: [www.mcs.bc.ca/ci\\_mainpage](http://www.mcs.bc.ca/ci_mainpage).

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## WHAT YOUTH APPRECIATE...

### TRAINING AND MENTORSHIP

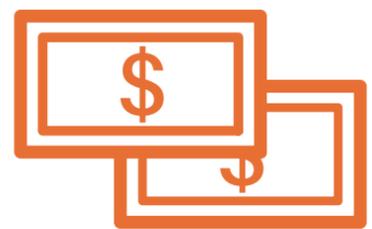


Over half of youth respondents from the Youth Employment Report (developed by McCreary Centre Society's Youth Research Academy) said that they had wanted comprehensive training from an employer\*. Youth benefit from thorough training, and appreciate being given enough time to become comfortable in their role.

Along with more comprehensive training, youth said that having a mentor (either an adult or a peer) was helpful in staying at a job. This was more prevalent among youth who had a health condition or a disability\*.

### LIVING WAGES

89% of youth respondents wanted to make a living wage. A living wage reflects the rate that all families and individuals require in order to cover basic expenses and live independently. Pay not being high enough was one reason that youth left jobs, or were unable to keep them\*.



### FLEXIBLE HOURS AND BENEFITS

78% of youth said that they wanted flexible hours from their employers\*. Youth also appreciate benefits that allow them to take care of their mental and physical health.

### SUPPORT AND UNDERSTANDING

Mental health concerns can be a significant barrier to gaining and maintaining employment. Some young people benefit from employers who are empathetic and understanding of the experience of being in care\*.



### ACCEPTING ATTITUDES

Some youth struggle with judgmental attitudes from some employers. Youth want to work in a place where all employees are appreciated and accepted regardless of gender, race, age, or appearance.

