

# THOUSAND STRONG

## WHAT IS THOUSAND STRONG?

Thousand Strong is operated in partnership with Mayor Steinberg's office and boosts Sacramento's economic prosperity by collaborating with local businesses to create a pool of skilled, experienced young talent through paid youth employment. The year-long program serves urban public high school students between the ages of 16-18.

## HOW THE PROGRAM WORKS

Students  
Apply  
Online



Student Selection &  
Enrollment in 40 Hour  
Skills Training



Employer  
Placement



300 Hours  
Earned Wage  
Employment



Employment Experience  
on Resume & Potential  
Long-Term Employment

## BENEFITS OF PARTNERING

### Managed Payroll Services

- Manage the employer of record contract with the Foundation for California Community Colleges (FCCC)
- Ensure students are onboarded following Federal and California State labor laws
- Oversee work permit process to ensure compliance
- Oversee payroll budget and timecard submissions
- Ensure that payroll, including taxes and fees, do not exceed available budget
- Provide City and CBO partners with reports and data for hours worked, dollars earned, and employment status

### Fund Development

- Accept additional funding streams through grant applications and private corporations
- Partner with employers to sponsor youth that are unable to hire them

### Pathway Development

- Work with Mayor's office to develop pathway strategies in alignment with the Mayor's Workforce Collective and City of Sacramento's workforce development strategies
- Monitor industry and economic trends
- Creatively pivot to meet current demands

### Employer Engagement

- Recruit employers and advise on how to create a meaningful internship experience
- Solicit feedback from employers, address any performance issues with students, and share with CBOS and City staff
- Assist with development of skills-based training to ensure employer expectations are met

### Minimal Financial Investment

- Interested employers are only required to provide a \$6,000 contribution to participate

## IMPACT NUMBERS

800

Youth Employed

57,000

Hours Worked

\$650,000

In Wages Earned

# FREQUENTLY ASKED QUESTIONS

## **What hours are the in-school youth (16-18) available to work?**

Each student has a different schedule, but in-school youth are typically available all business hours during the summer, weekends, after 3:00 pm weekdays during the school year.

## **Can the youth work during school holidays?**

Yes, if they are available.

## **Who sets the work hours?**

The employer and the youth work to design a schedule.

## **Can youth work after 6:00 pm or on weekends?**

Yes, if they are available. If this is going to be the case, we need to make sure they have adequate transportation home after work.

## **When are youth expected to start?**

Exact start dates are up to the employer, but students expect to start sometime in June/July.

## **When does the program end?**

Internships end when students complete the required 300 hours or by the end of the school year - whichever comes first.

## **What if I do not have 300 hours of work over the course of a year?**

Employers in Thousand Strong must make a commitment to providing at least 300 hours for students in good standing

## **Who pays the wages?**

For internship sites, a payroll provider (WorkDay) pays wages and workers compensation through a \$6,000 donation by employer participants; For employment sites, employers directly pay wages.

## **What is the hourly rate students are paid?**

At least minimum wage (\$16.00/hour). You can choose to pay more than minimum wage.

## **Are there interviews and who selects the students?**

Yes, you can interview multiple candidates. YOU as the employer will select the students you want to interview and hire

## **What if I don't want to select the students?**

You can opt for the Thousand Strong staff to match you with a student

## **What if I can't find a student?**

Thousand Strong staff will make matches between unconnected employers and students.

## **Can I require drug tests/background checks?**

Yes if it is a standard part of your normal hiring practices.

## **What type of projects can youth do?**

Anything that you find of value to your business, given the employer is adhering to all applicable state and federal laws.

## **What do I do if the student is not working out for the company?**

Students will be working with a career coach, if the employer has challenges during the internship, they are encouraged to connect with the career coach to troubleshoot and look for solutions. Students can be let go if they are not performing up to desired standards.

## **Can the youth continue with me past the 300 hours?**

Yes, but it will require the employer to take on the youth on their own payroll and/or donate additional funds for wages.

