

## Survey Results - Minimum Wage Increase and Youth Programs

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The minimum wage will likely increase to \$7.25 in some states by 2009. Some states, including California, have already implemented minimum wage hikes. We're interested in how you feel this may affect youth-serving programs in your area. Please respond to the following questions related to this topic.

1. Do you think youth employment training programs in your area (namely ones who pay youth minimum wage) will be able to accommodate the same number of youth at the new minimum wage?

Yes	81	51%
No	78	49%
<b>Total</b>	<b>159</b>	<b>100%</b>

2. Do you think area/state/federal funding sources will be open to considering an adjusted increase to account for the increased costs resulting from higher wages?

Yes	74	48%
No	80	52%
<b>Total</b>	<b>154</b>	<b>100%</b>

3. Do you feel that the minimum wage increase will have a significant impact on youth-serving programs in your area that employ youth workers (those that work with youth)?

Yes	82	53%
No	72	47%
<b>Total</b>	<b>154</b>	<b>100%</b>

## Minimum Wage and Youth Programs Survey – February 2007

1. Do you think youth employment training programs in your area (namely ones who pay youth minimum wage) will be able to accommodate the same number of youth at the new minimum wage?

#	Response
1	Program funding/resources are not expanding to accomodate increasing youth wages, and in fact in many instances resources are continuing to decrease.
2	I would expect a cut in numbers.
3	The only way subsidized employment programs can serve the same number of youth is through partnership with employers-and adjusting the program from the subsidized venue to focus on helping youth access competitive employment oportunities.
4	not unless funding is increased to match
5	In San Francisco, we are already paying about \$9/hour for youth participants/employees.
6	As the Director of the Mutual Assistance Network, the main employer of youth in Del Paso Heights, I can confirm that the same number of youth will be accommodated. In particular, the youth staff at the agency were paid above minimum wage and receiving benefits, including 401k benefits, in 2006.
7	The budgets for youth employment training programs have remained static for the past several years.
8	It is not so much a matter of "able to", as it is "willing to". Understandably, employers will prevent financial loss.
9	In California the minimum wage has gone up to \$7.50 per hour from \$6.75. In our program that translates to an increased cost of \$30,000 to serve the same number of youth as PY 2005-06 or 50 youth.
10	We may reduce hours but still serve the same amount of youth
11	With the anticipated decrease in youth funding each year less youth will be able to take advantage of youth work experience progrmas.
12	Employers plan to scale back and only hire experienced workers.
13	If the county/state doesn't adjust the appropriated funding accordingly then yes. I believe that an increase in minimum wage is progressive especially in the state of California
14	I honestly have not idea but would guess they would as the cost will be passed along to consumers. So in my opinion the question we need to be asking is will the new minumin wage be swallowed up in an increased cost of living or will the youth have the opportunity to raise their standard of living abit.
15	In truth, I'm not sure. Our agency's financial strength is very good, however meeting the \$25,000 increase in salaries will be difficult. When the minimum wage increases the entire wage & salary plan increases.
16	The minimum wage in Vermont already exceeds this amount (\$7.50 this year). The federal minimum wage increases are pathetically behind what is needed and appropriate.
17	The increase will reduce the numbers served under Occupational skills training.

18	Santa Cruz is a college town and I think employers will choose to hire the older students, as they usually require less training and already have some basic work readiness skills, as opposed to younger teens who require more supervision.
19	I feel that the companies who participate may reduce the amount of trainees by one to compensate the dollar amount. The willingness for companies to participate would depend on the state of the economy as well.
20	How can we? WIA requires so much of the youth program that it already costs \$10,000 per client for 9 months worth of services. This includes wages, but also child care, education, tutoring, training, etc. With the increase in minimum wages per client expenses will increase by at least \$1000.
21	Yes, as long as the number of subsidized work experience opportunities remain low.
22	Yes, we will be able to serve the same number but we will have to cut back on the number of training hours to make up for the increase in wages.
23	So far we have not felt any backlash with the increase in the City and County's minimum wage increases (2006 - \$8.52) It remains to be seen how the new increase will impact getting youth employed.
24	No, because even though the minimum wage went up doesn't mean the funding for the various programs went up.
25	Not at the current funding levels of our programs.
26	We run a program currently with starting wage of \$7/hr that is paid for by private employers so we will be able to meet minimum wage. Other programs for younger students who pay current min. wage may have a problem as they are subsidized by tax dollars.
27	Hi Steve...Happy New Year! Not in this fiscal climate. Additional resources (COLAs) are needed to cover increased expenses for youth wages (and other program expenses). You can't get blood from a turnip! Also wonder what the impact will be on business' ability to employ youth workers?
28	especially along with budget cuts.
29	The costs will be passed onto the consumer when at all possible. The laws have to be complied with. Not sure how the employers will adjust.
30	We have begun to hear about a decline in the number of youth programs are able to hire.
31	We'll be down an statistically insignificant number.
32	depending on community support
33	The youth employment training programs in Fresno County are federally funded through the OneStop Centers with predesignated funding. Funding limitations will require that fewer youth gain the employment training opportunity, or the same number will get it, but for a shorter training period. Unless the U.S. Department of Labor allocates additional funds.
34	Our local (San Francisco) minimum wage is currently \$9.14 which we must pay all youth in our training programs. This did result in a reduction of the numbers of youth served.

35	But the number should not drop by TOO much.
36	The challenge is the bottom line. I like seeing the young people earn more but contract budgets have not been renegotiated to accommodate the increase in outlay to youth. Programs can not afford it.
37	This depends entirely upon the job in question. We're not totally certain about the YETP in our area.
38	I think it will be a problem for both small and large buisnesses
39	Even at 40 hours a week it is only a \$30 increase. Most youth do not work 40 hours
40	Not with the present budget. However, this will require consideration at the submission of our budget to the Commissioner's court.
41	I think employers will be looking to hire someone 18+ with the new minimum wage increase. An 18+ year old typically has more experience and no Child Labor Laws to adhere to.
42	We should be able to serve the same number of youth, but the total number of hours they will be able to work will be reduced because of the wage increase.
43	We are in California; frankly, a hike in our minimum wage would serve us well too--the cost of living in California is excessively high.
44	Though, the total number of work hours available to youth may decrease, in effort to accommodate the same number of youth.
45	youth employment training programs (if area/state/federally funded), continue to receive decreased funding for training, or subsidized employment.
46	We will have to adjust our numbers and develop a few less work experience slots.
47	Resources are always scarce. If area/state/federal funding does not increase to support this increase then we wouldn't be able to sustain this program at the same level.
48	I think that everyone will have to "step up to the plate" to make this happen but it is important enough to do so. I support this wholeheartedly.
49	Rather than decrease the # of clients served programs may shorten the length of time for paid internships and work experiences
50	Yes for the franchises, but no for the mom and pop or single owner due to the high costs of workmans comp and liability ins.
51	Limited funds coupled with the increase will mean either less participants going to WEX or less hours per participant
52	for new program year not sure if they are already enrolled in some type of wex. Only becuae their enrollment reflects the old wages.
53	Funding constraints will impact the number of clients without increases from funders.
54	i really don't have any inforation. however, this is a tourist industry-based economy, and workers are needed. Generally anyone who wants to work, as demonstrated by reliability, works.

2. Do you think area/state/federal funding sources will be open to considering an adjusted increase to account for the increased costs resulting from higher wages?

#	Response
1	No, the best I believe we could hope for would be a change in the minimum wage law to allow for a lower "training wage" for the emerging workforce.
2	not with increased military spending on the horizon as well
3	I am saying yes, because I want to believe that there will be an adjusted increase.
4	Funding sources will be required to increase funding or adjust the number of youth served. Some are already reducing the number of youth served. Agencies are also focusing on entrepreneurship,
5	See above. CA's minimum has been higher for some time already, so it's old news here.
6	This is really difficult to answer. I would hope they would adjust but in the case of my program, our funds are being drastically cut.
7	A rise in state and federal dollars will need to be consistent with a steady increase in the economy, which will then mean a rise in many State and Federal budgetary items.
8	We are limited by the appropriations committees.
9	We as workforce developers will need to articulate our concerns in order to get this support.
10	In the past as costs have increased due to raising of minimum wage or other expenditures no increases to the providers have occurred.
11	It would be nice...but who knows
12	An increase will be considered, but funding limitations will prevent the adjustment from accounting for all the increased costs.
13	I believe some area/county agencies may attempt to think outside of the box to accommodate the increased costs. However, due to historical practices...
14	I hope so! Our economy is growing and changing and we all need to follow
15	Not sure, but we hope so!
16	Without adjustments, programs like ours that place about 125 youth per year into subsidized jobs will have to reduce the number of youth served in order to pay the increased wages.
17	Ha Ha
18	Political influence needs to be exerted on the USDOL to increase youth funding if we are to serve to same number of people in work experience. Alternatively, stipends may be used instead of wages. Additionally, youth may receive gift cards rather than a paycheck or a gas allowance card if they have vehicles.

19	Dont Know
20	They already think the WIA Youth program is to costly.
21	Perhaps,so maybe yes, maybe no. In the case of Workforce Investment Act dollars I believe some Counties have a funding surplus that could be offered to contracted to soften the impact of an increase in the minimum wage that was NOT written into the original budgets of this funding cycle.
22	No, because there just isn't that much money put into programs like work training from the government level. I think that work training programs should be implemented through out the school systems because everyone could benefit from these programs.
23	I am sure that these funding sources will consider increases due to the pressure of public opinion but if the funds are not available we will not see any increases. A lot depends on how much money we pump into activities overseas.
24	We don't know. Current jobs programs are subsidized with federal and state dollars. If there are no increases in funds from those sources the City is unlikely to increase funding
25	Public funding resources are on the decline and don't have the dollars to increase resources for any program reasons. Our business partners are open and willing but there is a limit to their resources as well.
26	The Govt hasn't been open to considering any adjustments in rates paid to us for the past 6 years. Not hopeful on the Govt coming to our rescue.....unfortunately!
27	That's how it has to be
28	Unemployment in Fresno County for youth is very high. Therefore, I think legislatures may be willing to allocate additional funds to adjust for the higher wages. Fresno County also has one of the highest crime rates in the nation, so options for improvement of quality of life is critical for the area.
29	The Dept. of Children, Youth & Their Families in SF has increased contracts to reflect increased minimum wage.
30	Not sure, but I doubt it.
31	I sure hope so. That is the only way tight program budgets can accommodate the increase.
32	One can only hope that this type of positive outcome will occur.
33	I'm not sure
34	I believe our local WDB would be open to considering this. Can't speak for the state or feds.
35	Possibly.
36	Funding sources will certainly allow for budget changes, but no allocation increases.
37	I thing that most programs are already stretched to the max and will not supplement our programs.
38	Yes, typically government funding increases with COLA increases.

39	doubtful... the trend always seems to be do the same or more with fewer resources.
40	I wish they would as even two families working full-time on minimum wage can barely make it anymore, but all news from state and fed seems to be about less dollars- only if we can show the long term cost benefit to state and fed (less aid, more stability, etc, etc, would they consider it
41	too much money is already allocated to defense leaving domestic programs behind
42	People in Ohio are so tax adverse that they are willing to sacrifice long term economic viability for a short term gain.
43	I don't understand the question

### 3. Do you feel that the minimum wage increase will have a significant impact on youth-serving programs in your area that employ youth workers (those that work with youth)?

#	Response
1	Because funding is not increasing for programs, and personnel costs (including health care costs) continue to climb, I am witnessing programs reducing their staffing and in turn reducing the number of youth served.
2	Higher wages will keep youth in jobs longer.
3	cut # of youth
4	less positions and fewer opportunities
5	unknown
6	cost of living is high in san diego so many employers are already paying youth workers about \$7.50/hr now.
7	I think both answers are possible. There may be fewer youth in the programs, but the higher wage will help the turnover.
8	cut the number of youth hired in our area.
9	The positive impact would be to help youth access competitive employment and sustain employment. However, it has the potential to focus on youth who have the greatest potential for success-limiting opportunities for hard to serve populations.
10	Due to lack of resources, some program will not be able to provide services to enough youth.
11	It will cut the # of youths we can employ and for how long they can work for
12	See above...same reasons.
13	I feel it will cut the number of youth workers that program can employ. I am facing staff layoffs due to the cut in funding.

14	may keep youth workers in jobs longer at higher rate. may be harder for agencies to support the number of staff needed for god employee/youth ratio for effective program
15	See above
16	It may, by definition, reduce the number of youth served.
17	Bith. I believe that it will impact the number of youth a program can employ but the higher rate may increase job retention for youth.
18	no, because of the MBTA hikes offset increase in pay for students to get to work!
19	Hours will be cut and/or youth will be layed-off.
20	It will have an impact, but probably not a significant one. Turnover rate will not change; keyword in minimum wage is "minimum", people who need more money will continue to seek it out.
21	They will hire fewer youth, they are more likely to hire adults who may be more dependable and stay longer so resources aren't used for training and more for productivity
22	I feel that with the increase of minimum wage, employers will begin to decrease the hours of youth workers.
23	It will not effect full-time staffing in our programs.
24	It will cut the number of youth that an employer would "take a chance" on.
25	Fewer youth will be served.
26	My current program does not "hire" youth. The closest job program offered is a volunteer program for work experience during the summer months (and this program is targeted to "at-risk" youth).
27	It is hard to say at this point. Only time will be able to dictate the impact.
28	in Californina we aready pay higher than the minumim wage so this increase will have no impact here
29	Reduction in turn-over, absolutely!
30	I believe it will decrease certain agency's ability to keep up with their increase in wages and an increase to costs of goods and services from their vendors.
31	Small businesses may not be able to employ as many youth and for those youth hired, they may stay longer because of the higher wage
32	I think we are more likely to see reduced work placements in our programs. Not sure turnover will be affected one way or the other.
33	higher wages = less participants served for the same allocation
34	N/A

35	I believe it will be harder for the youth to qualify and that they will remain in positions longer without help on how to work at learning new tasks for promotions, as well as performing their present tasks.
36	struggling to keep business afloat as it is let alone the need for increase in the number of youth served.
37	I believe that it will cut the number of the youth programs we have.
38	It may reduce the number of youth they hire from our programs.
39	Some programs will be unable to serve greater number of youths, but they should like to other funding sources to supplement their programs.
40	Moving Youth to unsubsidized jobs will be tougher because an economic downturn for small businesses might occur after minimum wage increase. So, there goes the "move to full time employment" criteria.
41	Reduce number of youth we will be able to serve.
42	it might be cost effective to increase hours for existing employees rather than pay for training for new hires.
43	I do not feel that the increase will have any effect on the turnover problem. That is due to other issues such as personal crisis, work ethics, and child care costs (which will also increase). Employers that have been hiring youth in temporary positions through schools and other programs for the intent of "training" will have to hire more experienced workers due to the need to hire fewer employees.
44	It might cut the numbers of youth workers.
45	Whereas some programs may get supplementation to allocation, it is more likely that the programs receive fixed grant funding or a fixed allocation and will have to pay more for less hours or less youth served.
46	Yes, the increased minimum wage will result in some programs having to cut the number of youth employed. I don't think the wage is the reason for the "well-known problem of turnovers". The reason for "turnovers" has more to do with work maturity skills.
47	I think that with the increase minimum wage, PERHAPS youth workers will remain on the job longer - we've witness this time and time again across all non-profits: workers accept jobs in order to "get their feet in the door" and leave for better paying jobs. Perhaps with the new minimum wage increase, youth workers may stay longer in order to sustain a work history.
48	It might keep some people from leaving, but the wage is not that significant that the youth will see a great impact in their checks but the program will have to take absorb the cost of all the raises.
49	The number of employed youth will be less and the higher wage will not likely increase the problem of turnover because the cost of living in this area is so high.
50	Unless there is a federal increase in funds, jobs will be cut.
51	cut youth workers, and employ unemployed adults
52	I estimate that these programs would have to already be paying youth employees (not in training programs) a higher wage than the new minimum wage to retain them. However, if these youth are employed in minimum wage training prgrams then the increase wage costs will likely negatively impact the number of youth employed.

53	Without increased funding or revenue to cover the increase in wages, it would seem fewer youth will be employed. Turnover usually results less from an increase in wages elsewhere as it does from increased opportunities resulting from having a stronger employment history.
54	Our low wages (which were above minimum until this law) have already contributed to the number of people we employ, turnover and less than sensational effects on the kids we serve. Turnover with staff contributes to turnover with kids.
55	The higher the wage, the less youth can be employed because it will cost more per youth.
56	It may cut the number of workers programs can hire. However hopefully it will help in the area of retention. I believe it will level the wages paid to youth.
57	I believe it will reduce the number of positions available.
58	they may have to decrease the number of youth they can employ unless they are compensated.
59	Will build community stability through employment at a fair and reasonable salary.
60	Unfortunately, case loads will increase significantly and employees will have to become better organized to keep up with all of the required paperwork, reports, etc.
61	Will cut # of youth workers, or give them shorter periods for work experience and limited internships and OJTs. The youth may be more inclined to stay in jobs longer because of the increased wages.
62	There will definitely be some reduction in youth served (if the total "pie" stays the same, but we have seen very little impact on turnover. The bigger issue is that youth may not understand the true "value" of their skills if they move to another locality where the minimum wage is lower.
63	Unless the programs, WIA etc., adjust for this increase, the significant impact will be negative. The agencies will not have the resources to augment the increase and the programs will die.
64	If the government does not make adjustments in the program/contracted line items (augmentations) the youth programs will have to make allowances in other areas. This usually means reducing the number of staff serving the population along with reducing the number of youth enrolled in the programs.
65	We don't think the impact will be significant but we do hope that youth will stay in jobs longer due to the increase in salary/wage.
66	Keep youth in the programs longer
67	The important challenge is getting and keeping youth that are worth what they are paid.
68	May result in layoffs
69	It will allow us to hire less youth. However, in the long run we will make an adjustment that will include the increase.
70	Will increase the competitiveness and subsequently the quality of youth workers
71	Youth Employment Services may need to tweak their system to serve youth 14+ years old. We might be focusing more on volunteering and other activities that help build a resume and job skills.
72	It will reduce the number of youth served.

73	We are dealing with a finite allocation for student wages. The wage increase will cause either a reduction in the number of students served or a reduction in the number of total hours they will be allowed to work.
74	# of youth employed may be decreased
75	It will decrease the number of students that we can put in positions that are paid through subsidized wages.
76	Employers may be more reluctant to hire youth because of the increased cost of doing so, compared to the cost of hiring an adult worker with prior workplace experiences.
77	I would think the higher wage would most likely keep some youth in jobs longer.
78	Will result in fewer jobs available for youth who haven't yet developed work skills, versus workers who with more experience.
79	I am writing from Oregon where the minimum wages has far-surpassed the federal minimum wage for years. While fewer youth are served by the limited-pool of available dollars, I do not think that the impact of reduced numbers will be "significant".  I also believe that youth retention in employment placements is driven by quality placements and appropriate support (from programs and employers), more than from a modest acr wage increase.
80	It will cut the number of youth in the program and shorten the length of their WEX
81	It will cut the number of youth workers programs will employ.
82	It will cut the number of youth workers some programs can employ.
83	It will decrease the number of youth we are able to serve, but it will increase the interest in our program, creating a service dilemma.
84	I think that programs will be strengthened by being able to facilitate employment with a living wage. I think that will be an important motivator for youth in their retention and advancement.
85	Higher wages will likely keep some youth workers in jobs longer.
86	I hope it will help youth to afford housing and the laundry mat and bus tickets
87	the impact may not be significant, but it will be felt- Less Money = less services. Maybe a Supportive services cut or maybe less Occupational skills training, but it will have an impact.
88	The programs in our local are are small and the increase should not reduce the numbers significantly.
89	Higher wages lead towards self-sufficiency.
90	if programs have fixed budgets, they may reduce the number of employed youth or reduce their hours. sometimes, however, there are not enough youth to take all available slots at the current wage.