

2015 YOUNG ADULT EMPLOYER CHAMPIONS

The Young Adult Employer Champions recognition program is an annual initiative designed to recognize employers that proactively recruit, hire, and retain young adults for their businesses. As the number of youth disconnected from the workforce continues to rise, the Young Adult Employer Champions recognition program seeks to uncover best practices and to promote examples of employers that provide high-quality jobs and successfully hire and retain young adults. In this first year of the recognition program, the National Fund for Workforce Solutions is proud to recognize eleven employers from across industries and around the country for their investments in their young adult workforce. Please join us for a plenary session on Thursday, June 18th, at 1:15 p.m. to learn more about the program and hear from three of these exemplary employers.

PTR BALER AND COMPACTOR, PHILADELPHIA, PA



Founded in 1907, PTR Baler and Compactor Company is a Port Richmond-based manufacturer specializing in high-volume recycling and waste removal. While PTR Baler has employed Philadelphia's welders, engineers, technicians, and other skilled workers for over a century, it has struggled to find the right employees with the right skills to fill its job openings. To combat this skills shortage, PTR adopted a three-pronged approach to hiring and development. First, it developed the overall pool of workers by advocating for vocational

training and technical certifications as an option for high school graduates alongside a traditional college education and has worked with partners including the Job Opportunity Investment Network (JOIN) to build awareness and support for vocational training. Second, PTR has led and invested directly in local high schools by providing hands-on experience in welding and manufacturing through its student co-op program, which enables seniors from Edison, Randolph, Mastbaum, Ben Franklin, and Mercy Vocational High School to practice their trade in a work setting while also receiving compensation. Finally, PTR innovatively developed its own employees through strategic, up-front investments. By developing its workforce and investing in young adults, PTR has improved its quality and performance while also benefiting its workers.

STARWOOD HOTELS & RESORTS WORLDWIDE, STAMFORD, CT



Starwood Hotels & Resorts Worldwide, Inc. has a rich history of upholding environmental and social standards throughout its network, and a primary focus of Starwood's Global Citizenship strategy is to provide general skills and job readiness training for unemployed and underemployed individuals in its communities. At its Stamford, Connecticut headquarters, Starwood noted a local need for digital media and IT talent and also saw how rising youth unemployment was negatively affecting the community. To combat this trend,

Starwood partnered with the Stamford Mayor's Youth Employment Program and Sacred Heart University to provide high school students with customized training and internships in IT and marketing. Giving young adults a unique learning experience, the approach combined work-based and classroom learning. By working with its community partners, Starwood has been able to expose young workers to the hospitality industry, train them in new skills, and provide a wider perspective to students while simultaneously addressing a pressing need in the local community. In addition, a critical component of Starwood's workforce development commitment includes the continued training and advancement of its own employees. Strengthening its commitment to this goal, Starwood recently joined UpSkill America, a public-private initiative designed to support frontline employees in advancing their careers.

SWISS POST SOLUTIONS, INC., NEW YORK, NY



a Swiss Post company

As a leading innovator in business process outsourcing and as a world-class provider of outsourcing services, Swiss Post Solutions (SPS) works to recruit qualified individuals, develop their talents, and proactively retain top performers for its locations across North America. They are the industry employer of choice, and they proudly boast 98 percent monthly field employee retention. In alignment with strategic development initiatives, SPS has invested more than \$1 million over the last eight years in workforce and skills development. Its customized training program, the SPS Leadership Academy (LA) has trained over 600 young adults and has supported them throughout the transition into the workforce. The majority of these individuals had been out of work and out of school at the time of their recruitment, and they have now successfully completed the internship programs to become productive employees within the company. Of the 600 LA graduates, 75 percent have remained employed over time, 83 percent of the graduates hired by SPS are still working within the company, and over half have received special recognitions by SPS Leadership. With a culture that prioritizes employee growth, SPS successfully engages and develops potential young adult workers through the deployment of this skills-building and enhancing program.

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AgustaWestland (Philadelphia, PA)
Carey-Floyd Manufacturing (Cromwell, CT)
Keats Manufacturing Company (Wheeling, IL)
Mallory Industries, Inc. (Farmington, CT)
OpenSquare (Seattle, WA)
Pointe Precision, Inc. (Plover, WI)
PTR Baler and Compactor (Philadelphia, PA)
Sinai Hospital/LifeBridge Health (Baltimore, MD)
Starwood Hotels & Resorts Worldwide (Stamford, CT)
Suffolk Construction (Boston, MA)
Swiss Post Solutions, Inc. (New York, NY)

The Young Adult Employer Champions program is generously supported by:  THE ANNIE E. CASEY FOUNDATION