

Barriers preventing youth from being hired: The gap between academic background and employer expectations

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Youth Aspirations vs Job Opportunities

Add Us In: 3 years assisting youth from 16 to 25 years old

Some of the challenges we have found:

- Existence of high aspirations
- The matching of desired job and skill sets required for the job
- Difficulties of being hired in the fields of their interests
- Aspirations are not translated into comparable educational or occupational attainment

Educational Barriers

- Appropriate academic degrees
- Lack of qualifications
- Difficulties to obtain necessary certifications
- Limited academic opportunities for youth with/disabilities
- Problems to attain the requirements and diplomas they are asked to have in many industries

Employers & Real Job Opportunities

Fears

- Cost associated with hiring: accommodations
- Additional supervision and loss of productivity
- Youth with disabilities could have different productivity standards
- Fear of employee retention

Employers & Real Job Opportunities

Others

- High level of expectations from business perspective
- Employers don't want to do the 'wrong' thing
- Small businesses have less flexibility/room to hire
- Lack of training for employees regarding working with people with disabilities

Reflections – Actions needed

1. Are employers well informed or informed enough about working with youth with disabilities?
2. Are young people w/disabilities less served by the education system?
 - The transition from school to further education remains problematic
 - Continuity of support: Provide more opportunities for academic achievements and independence