

SUMMARY

"Try Before You Buy" Employment Programs Eliminate the Cost and Risk of Hiring Young or Entry-Level Talent

Third-party employers pay young or entry-level candidates to work for local companies for an 8 to 12-week trial period, and in most cases, provide occupational training as well.

WHAT IT IS

"Try Before You Buy" programs provide young adults with paid work experiences at local employers in combination with training opportunities. The program participants are employed and paid by a third-party employer-of-record and are placed at participating local employers for the duration of the program. Examples of these programs are CareerSource Tampa Bay's ACE and Summer Hires programs, LT3 Academy's paid pre-apprenticeship programs and Year-Up.

WHAT IT DOES

These programs help participants gain meaningful work experience, make professional connections and explore an industry or career. It provides local employers with access to a pipeline of talent and leadership or mentorship opportunities for existing employees, which can promote a healthy work culture. More importantly, it provides both employers and program participants with a "trial run" to assess the match for long-term suitability and fit before committing to a full-time position. The companies that partner with CareerSource Tampa Bay through the ACE program and the On-the-Job Training Program (OJT Program) can save approximately \$10,000 per full-time hire on recruiting, training and wage-related costs.

WHO USES IT

Netwolves Network Services Katpro Technologies

JP Morgan Chase

Prymel Elements

Synapse Florida

The Nielsen Company

No Limit Staffing

PeopleGuru

Amazon

WHERE TO FIND OUT MORE

[CSTB Apprentices-to-Career Empowerment](#)

[LT3 Academy](#)
[YearUp](#)

[CSTB Summer Hires](#)