



Department of
**Labor & Workforce
Development**

YEP

Tennessee Youth Employment Program

yep.*

What is YEP?

- Tennessee's Youth Employment Program (YEP) is a statewide initiative that provides paid work opportunities for young people ages 14 to 24.
- YEP connects youth with local employers across various industries, helping them gain real-world experience while earning up to \$3,000.
- Funded by the state, YEP covers wages and administrative costs, making it easy for businesses to participate.
- Available year-round through June 2027, YEP aims to prepare young Tennesseans for future careers while supporting community growth.

Why Did We Launch?

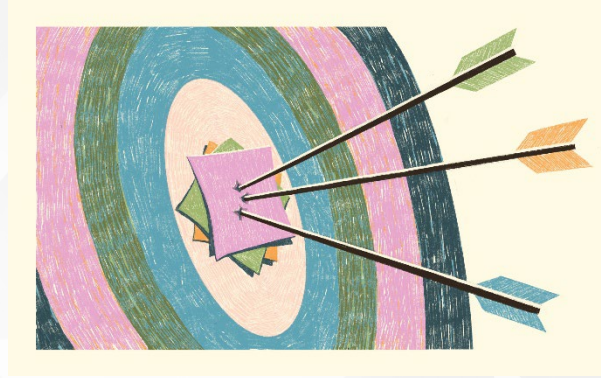
- Need for early work experience
- Employers struggling to find entry-level workers
- Opportunity to build a "front door" to the workforce system
- Provides youth a resume builder.
- Gives youth a chance to earn money.



Tennessee Department of Labor and Workforce Development Commissioner Deniece Thomas speaks at the Youth Employment Program launch event April 29, 2024. "This program has nothing but success written all over it," she said.



Big Goals and Visions

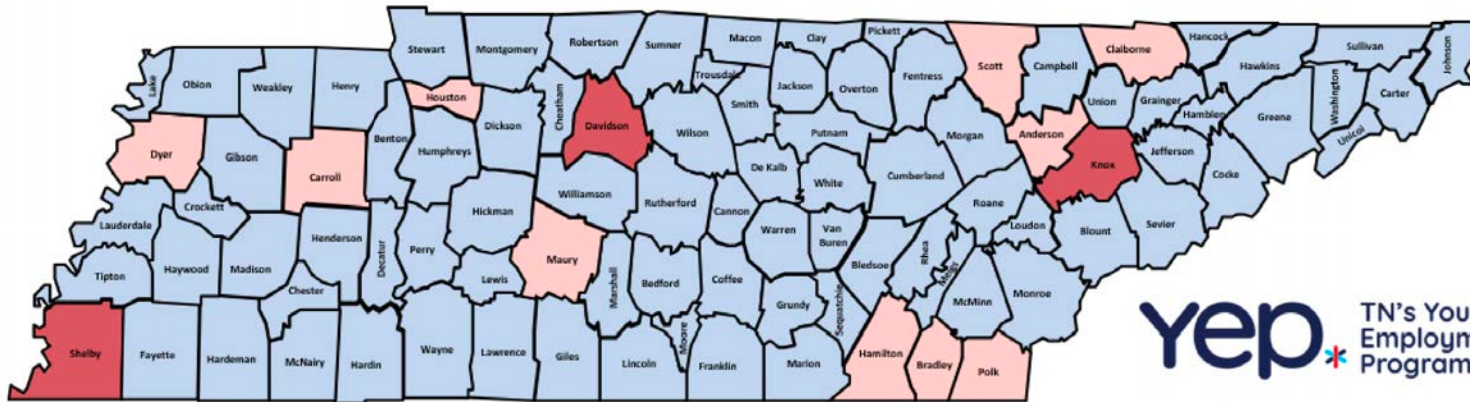


- Create equitable, early work experiences
- Reintroduce employers to the American Job Center (AJC) system – YEP as a “front door”
- Drive youth and their parents to the AJC and WIOA services
- Strengthen community partnerships
- Promote youth retention in Tennessee’s workforce pipeline

YEP Coverage Areas



Tennessee Youth Employment Program (TYEP) Subgrantee Coverage Map- 2025-2026



Subgrantee Coverage (by county)
No coverage
1 subgrantee
2 subgrantees
3 subgrantees



How the Program Worked – History/Timeline

- **PY23-24: July 1, 2023 – June 30, 2025**

- o \$15 million in state funding
- o \$16.6 million expended, including \$1.6 million in additional funds for May-June 2025
- o Total of 5,400 youth served
- o Administered by 13 sub-grantees (9 existing local boards and 4 partner organizations)

- **PY25: July 1, 2025 – June 30, 2026**

- o \$8.9 million in new state funding (\$7 million in initial funding plus \$1.9 million supplemental in January 2026)
- o Received additional \$1 million from Tennessee Department of Human Services to serve youth with disabilities in November 2025
- o Total of 3,600 youth served
- o Administered by 13 existing sub-grantees plus 1 additional organization

- **PY26: July 1, 2026 – June 30, 2027**

- o \$10 million in state funding
- o Additional \$1 million from DHS to continue serving youth with disabilities
- o Target goal of 5,000 youth
- o Administered by 16 sub-grantees

Real-Time Adjustments

- YEP started with wage and hour requirements
 - Up to \$16/hour, 25 hours/week for 8 weeks (\$3,200 in total)
- Feedback: Requirements were burdens on employers and job-seekers
 - Employers didn't have enough time to fully train workers
 - Many youth wanted to work more
- In response, eliminated wage/hour requirements to provide flexibility and capped maximum earnings at \$4,000 per youth
- Success metrics by week – expenditures/enrollments were tracked weekly, real-time training/technical assistance was provided to underperforming grantees; redistributed funds from underperforming grantees

Real-time data = faster pivots

Results Thus Far

- Served ~9,000 youth to date.
- Served over 1,500 employers
- Success of program resulted in continued funding and support from State Legislature/Governor



State-Led Marketing Campaign

Get Paid To ADULT

Tennessee's Youth Employment Program (YEP) links ambitious young adults aged 14-24 with employers in diverse industries across Tennessee. Participants drive into hands-on workforce experience, gaining invaluable skills and transferring future careers while earning up to \$4,000 along the way. This year-round program from the state of Tennessee offers much more than just job opportunities — it teaches lifelong and life-changing skills. YEP is THE place to thrive in the workforce.

MAKE YOUR OWN MONEY
Turn Potential Into Paychecks

Take charge of your future, build your resume, and gain real-world experience all while earning up to \$4,000.

TEST DRIVE CAREERS
Explore Your Interests

Pursue your passion and discover firsthand insights and mentorship to help guide the right career fit for your future.

GAIN EXPERIENCE
Prepare For Your Future

Every career roller coaster starts as a rookie, and YEP is your ultimate training ground for building foundational skills for long-term success.

First Jobs Lead to Lasting Success

YEP isn't just another internship. It's a paid job that instills discipline and vital soft skills. By encouraging growth to participants, you're helping tomorrow's business leaders cultivate the confidence, resilience, and adaptability needed to thrive in today's dynamic career fields.

WHO: 14-24 YEAR OLD TENNESSEANS
WHEN: YEAR-ROUND
WHERE: STATEWIDE
HOW MUCH: EARN UP TO \$4,000

Sign up and find answers to frequently asked questions at YepTN.com

Get Paid To ADULT

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MAKE YOUR OWN MONEY
TEST DRIVE POTENTIAL CAREERS
GAIN SKILLS AND EXPERIENCE

Turn Potential Into Paychecks

Every career roller coaster starts as a rookie, and YEP is your ultimate training ground. Take charge of your future, tailor your work experience to fit your goals, and earn up to \$4,000. What do you have to lose? Build your skills, your network, and your dreams with YEP.

TN EMPLOYERS: Get Reimbursed for Hiring Youth Employees

From local "mom-and-pop shops" to Fortune 500, Tennessee-based businesses can uncover a pipeline of motivated young talent through Tennessee's Youth Employment Program. YEP is designed to create meaningful employment opportunities for young individuals by matching employers with talent who align perfectly with their business and industry requirements.

Hire Tomorrow's Workforce, Today

Your business plays a crucial role in empowering tomorrow's workforce with resume building and life-changing skills. With YEP, you'll gain access to motivated young adults eager to make a positive impact in your organization, while simultaneously shaping the future of Tennessee.

STATE-PAID LABOR
We Pay You to Play Them

YEP empowers you to test and develop a talented pool of young adults while the state covers the costs.

TALENT PIPELINE
Tailored Placement

We help employers identify and nurture potential young adults and future employees who will align with their business operations.

NO ADMIN HASSLE
More Talent, Less Paperwork

Program administrators handle the legwork from enrollment to insurance and reimbursement, ensuring a hassle-free experience for employers.

WHO: 14-24 YEAR OLD TENNESSEANS
WHEN: YEAR-ROUND
WHERE: STATEWIDE
HOW MUCH: \$4,000 MAX PAYOUT PER EMPLOYEE

Sign up and find answers to frequently asked employer questions at YepTN.com

Yep Tennessee

Yep Tennessee

YepTN.com

BACK

FRONT

Boss Moves ONLY

Earn Money. Gain Skills.

Yep Tennessee

Year-Round Youth Employment Opportunities at YepTN.com

Earn Money. Gain Skills.

- YEP is officially branded through the TDLWD.
- Across the state, campaign includes billboards, commercials, radio ads, social media videos, and more!
- All local flyers, marketing, and outreach tools should follow the campaign branding guideline.

YEP Websites

TN.gov

- Maintained by TDLWD Communications Team
- Includes info about both WIOA Youth and TYEP
- Interest Form for employers and youth

YEPTN.com

- Maintained by external marketing firm
- Includes info about ONLY TYEP
- Will include an interest form
- Fully branded in alignment with campaign branding

Contact Us!

If you would like to request more information about the Tennessee Youth Employment Program, please submit the form below. If you prefer, [click here to email the form to a designated email.](#)

Thank you for visiting our page for the Tennessee Youth Employment Program!
Are you between the ages of 14-24? (Yes or No)

Complete the information below to apply for the employment opportunity.

Name *

First name Last name

Email *

Contact Number *

County where you live *

Age of participant *

Job/Career Interest *

How would you prefer to be contacted? *

Submit Form

TENNESSEE YOUTH EMPLOYMENT PROGRAM

Interested in working in the Tennessee Youth Employment Program? Here's what you need to know

employment Program offers a paid employment opportunity to youth, paired with valuable first-hand work of educational learning.

Ages 14-24

Available statewide between the dates of:
July 1, 2023 – August 31, 2024

Questions? Email TNYouth@tn.gov

Frequently Asked Questions for Youth Participants

benefit for the Youth to participate in the Tennessee Youth Employment Program?

opportunity for learn more about different careers and get paid while doing it.

Learn about Tennessee Youth Employment Program (TYEP)

[TYEP Youth Participants Information](#) | [TYEP Employers Information](#)



YEP.

YOUTH PARTICIPANTS EMPLOYERS FAQ

NOW TRENDING: Youth Employment Opportunities

Tennessee's Youth Employment Program (TYEP) is a statewide youth employment program designed to provide youth with valuable work experience, earning potential, and career development opportunities. TYEP is a paid employment opportunity for youth aged 14-24, offering a chance to gain hands-on experience in various industries while earning a wage. The program is open year-round and available statewide. For more information, visit YEPTN.com or contact us at TNYouth@tn.gov.

WHY: 14-24 YEAR OLD TENNESSEANS
WHEN: YEAR-ROUND
WHERE: STATEWIDE
HOW MUCH: UP TO \$3,500

FREQUENTLY ASKED QUESTIONS

- > YOUTH
- > PARENTS
- > EMPLOYERS

Youth And Employers: Apply Now

YEP is designed to create a win-win for employers and motivated youth. When young adults have an opportunity to develop essential skills, gain practical work experience and contribute to their communities, Tennessee's economy and its employers thrive. Enrollment is open year-round so sign up today.

[Participants >](#)

[Employers >](#)

How did we work together to MAXIMIZE YEP?

- We encouraged local areas/subgrantees to “think outside of the box” and really leverage partnerships with other state entities and community stakeholders
 - **Schools**
 - **Colleges**
 - **Community Colleges**
 - **Post on City or County Websites**
 - **Fairs**
 - **Instagram Reels**
 - **School Registration**
 - **Senior Portrait Locations (Jostens)**
 - **Foster Care Organizations**
 - **Food Banks**
 - **Metro Housing Development Programs**
 - **Local Parks and Rec Centers**
 - **Community Centers**
 - **Facebook Posts**
 - **Coffee Shops**
 - **Summer School**
 - **HiSET/ AE Participants**
 - **DMV**
 - **TN Achieves – Email Blast**
 - **Career Fair in High Schools**
 - **MAJC Events**
 - **Churches**
 - **State Parks**
 - **TN Office of Apprenticeship**



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What's New for Program Year 2026

- Career pathways in high-demand industries
- Required soft skills development
- Ensuring access to YEP for new youth
- Requiring surveys for employers and youth
- Introduction of four new grantees



Keys to Success

- Flexibility/ability to pivot is vital
- Real-time data matters
- Impact of serving all counties within the state
- Relationships matter more than logistics
- Importance of strategic marketing and outreach
- Consistent messaging throughout the State
- Non-profits were able to serve unique populations

Success Stories

Success Spotlight: Hamilton County Government Chattanooga, Tennessee

This spring, we celebrated the incredible accomplishments of our Youth Employment Program participants working across Hamilton County Government!

From digitizing records and improving public spaces to gaining job offers and mentorship- these young professionals made a lasting impact.



Highlights:

- Full-time hire in the IT Dept
- 3 participants invited to stay on as interns
- Lasting project work in Parks & Rec & Development Services
- Growth and progress across multiple departments

Success Stories

"CLOE'S WORK ETHIC AND ATTENTION TO DETAIL WAS ALREADY A PART OF WHO SHE IS, AND THAT IS A PERFECT FIT FOR THE DETAILED AND IMPORTANT WORK THAT IS DONE IN THE GRUNDY COUNTY REGISTER OF DEEDS. AMELIA WHITMAN OWENBY TRAINED HER ON THE PROCESS AND CLOE REALLY EXCELLED. HER PROFESSIONALISM AND PERFECTION TO HER WORK IS EXEMPLARY. I KNOW THAT CLOE WILL SUCCEED AT ANYTHING THAT SHE SETS HER MIND TO. THE SKY IS THE LIMIT WITH THIS YOUNG LADY AND I CANNOT WAIT TO SEE WHAT HER BEAUTIFUL FUTURE HOLDS FOR HER!"

-GAYLE VANHOOSER, GRUNDY COUNTY REGISTER OF DEEDS OFFICE

YEP PARTICIPANT

**CLOE
CAMPBELL**



Yep*
CITIZENS
TRI-COUNTY
PLAN



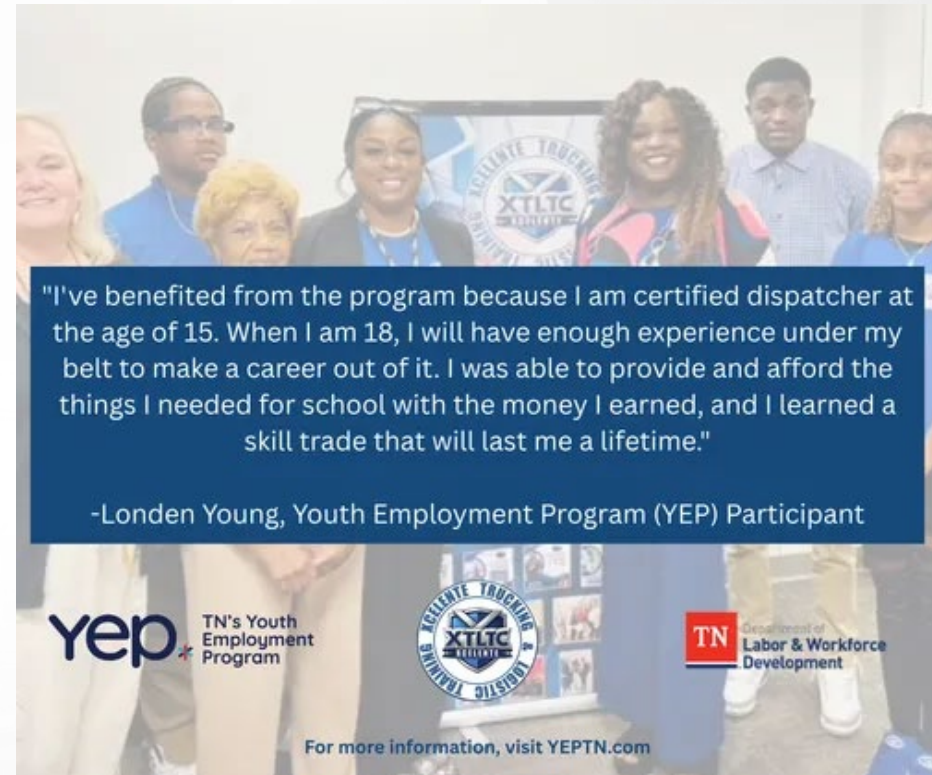
Yep*

Success Stories

Success Spotlight: Londen Young
Employer: Xclente Trucking
Memphis, Tennessee

Through Tennessee's Youth Employment Program (YEP), Londen joined Xcellent Trucking and gained valuable hands-on experience in customer service, dispatching, and learning the ins and outs of 18-wheelers.

At just 15 years old, Londen is now a certified dispatcher with a clear vision for his future.



A collage of various photos showing diverse people in professional and community settings. The photos include individuals smiling, groups of people standing together, people working at tables, and a person climbing a rope. The text "Any Questions?" is overlaid in large blue font. The logo "Yep YepTN.com" is visible in the bottom right corner.