

Second Career – Questions and Answers

ELIGIBILITY

1. Are unemployed contract workers or seasonal workers eligible for consideration under Second career?

Individuals whose employment contract has ended are eligible for consideration under Second Career.

2. Are self-employed individuals with no recent labour force attachment eligible for Second Career?

Self-employed individuals are eligible for consideration under Second Career only if the individual was laid-off on or after January 1, 2005 and then become self-employed in order to make ends meet.

3. Is an individual who is laid-off in another province or in the United States eligible for Second Career?

Individuals who were laid-off after January 1, 2005 from a job in another province or in the United States are eligible for Second Career if they were permanent residents of Ontario (i.e. their home address was in Ontario) at the time they were laid off.

4. The definition of laid off includes “those individuals who have received Employment Insurance maternity or parental benefits and are seeking to re-enter the work force”. How will we determine whether or not they have already re-entered the workforce?

If the individual’s work history indicates that they have established themselves in a job after the maternity or parental benefits have ended and that job is not deemed to be an “interim” job as per the guidelines, the individual should be viewed as having “re-entered” the work force.

5. What documentation does an Employment Ontario Assessment Centre need to present to MTCU to ensure compliance with the Eligibility and Suitability criteria outlined in the Second Career guidelines?

The Employment Ontario Assessment Centre needs to sign the bottom of the Second Career Eligibility and Suitability Assessment Template attesting to the fact that they have assessed the eligibility and suitability of the individual. In exceptional circumstances MTCU may request further documentation. This would only occur when there appears to be inconsistency in the information provided.

- 6. When considering an individual for Academic Upgrading/Literacy/ Numeracy/English or French as a Second Language, one of the conditions is that they have a specific job opportunity. What would constitute a “specific employment opportunity”?**

A specific employment opportunity would be a documented offer of employment on company letterhead.

- 7. Can individuals with a 900 series Social Insurance Number (SIN) apply for Second Career?**

A 900 series SIN is issued on a temporary basis to those immigrants who are not Canadian citizens or permanent residents in Canada. Individuals with a 900 series SIN should not be considered for SC until they become a permanent resident and are issued a new SIN.

- 8. Are individuals still eligible if they quit or were fired from an interim job?**

Individuals who quit or are fired from an interim job after being laid-off are still eligible for consideration for SC.

- 9. Is an individual who was laid-off on or after Jan. 1/05 who subsequently worked in a job (not an interim one) but quit/was fired from the job eligible for SC?**

No, an individual in this situation would not be eligible for SC. If an individual accepted a job (not interim) after the original lay-off, the individual would be deemed to have already found employment (regardless of quitting or being fired from this job).

SUITABILITY

- 1. Can the Second Career Eligibility and Suitability Assessment Template be shared with the client prior to meeting with the Case Manager to review scoring on the template?**

Yes.

SKILLS TRAINING

1. Are correspondence, distance, and e-learning courses allowable under SC?

Yes, these types of courses can be considered under SC but should be assessed on an individual basis. As with all SC training, the maximum duration is two years for skills training and these courses / programs must lead to a diploma or certificate.

DURATION OF UNEMPLOYMENT

1. If an individual who was been laid off on or after January 1, 2005 and took an interim job to make ends meet and was laid off from that interim job, how is duration of unemployment calculated?

Duration of unemployment should be calculated from the original lay-off.

2. If an individual has been on Maternity/Parental leave should we be including the length of time they were on Maternity/Parental leave as part of the "Duration of unemployment"?

No. The duration of unemployment should begin when the individual seeks to re-enter the work force.

WORK HISTORY

1. Should work experience outside of Canada be used to determine a score under Work History in the SC Eligibility and Suitability Assessment Template?

Work experience outside of Canada should only be considered if the individual was a permanent resident of Ontario while gaining the work experience.

LABOUR MARKET PROSPECTS / DECLINING INDUSTRIES

- 1. Can local economic conditions be considered when using “Appendix B - Labour Market Indicators for Second Career” to determine either good employment prospects for SC eligibility purposes or for scoring the Work History criteria on the Suitability Assessment Template?**

Yes. “Appendix B - Labour Market Indicators for Second Career” is made up of two lists: the Labour Market Prospects Indicator list and the Work History Indicator list. Both the Labour Market Prospects Indicator list and the Work History Indicator list are designed to be used as part of an assessment process that also considers economic conditions in the community or local labour market within which the Second Career applicant will be seeking work. Therefore, local economic conditions may be taken into account for demonstrating evidence of good employment prospects for eligibility purposes (see page 2 of Second Career Operational Guidelines) and for scoring related to Work History on the Suitability Assessment Template (Appendix A).

- 2. What is expected from an individual as proof of a declining industry if it is not included in the Work History Indicator: Declining or Slow Growing Industries in Ontario?**

Some form of documented evidence that an industry is in decline in a local area (e.g. evidence of plant shutdown)