



# Making YJC Work

*Training Presentation for Service Providers*

# Session Ground Rules

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- Turn cell phones off or set to vibrate; if you need to take an urgent call please excuse yourself from the room.
- Respect your colleagues; be polite and considerate.
- Participate enthusiastically. Ask questions.
- Listen to understand. Speak to be understood.
- Have fun!

# Session Objectives

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- Identify the details and objectives of the YJC program.
- Analyze eligibility and suitability for YJC participants/ employers.
- Identify how the program will be delivered.
- Identify the YJC tools available.
- Address client inquiries.
- Adhere to Ministry standards and requirements.

# YJC Principles



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- ✓ **Diverse** – *Recognize the diversity of young people’s identities and employment needs*
  - ✓ **Accessible** – *Must be accessible to all young people*
  - ✓ **Holistic** – *Apply a holistic approach to youth employment programming*
  - ✓ **Collaborative** – *Engage community partners and develop collaborations*

# Program Objectives



The objectives of YJC are to provide participants with:

- Help determining their career and employment goals, and the education and training they need to achieve those goals.
- Training to increase their readiness for employment.
- Work experience to expose them to careers, occupations and workplaces.
- Support transitioning to employment or additional training or education, during and after the program.

The logo for Youth Job Connection features two interlocking puzzle pieces. The top piece is light blue and the bottom piece is bright green. The letter 'C' is integrated into the green piece, positioned between the words 'Job' and 'Connection'.

# Youth Job **C**onnection

**In small groups, analyze your assigned YJC component and record the following to share with the larger group:**

What is the purpose of this component?

How is it different from other EO programs?

What services will be delivered in this component?

**GROUP WORK**

Module A



# Youth Job **C**onnection

## **Group One**

What makes an individual eligible to participate in YJC?

What determines if an individual is suitable for YJC?

## **Group Two**

What makes an employer eligible to participate in YJC?

What determines if an employer is suitable for YJC?

**GROUP WORK**

Module B

# Individual Eligibility

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Individuals must be:

- ✓ 15 to 29 years old at registration
  - Individuals between 15 and 18 years old must be legally excused from attending high school using a formal Supervised Alternative Learning (SAL) agreement.
- ✓ A resident of Ontario
- ✓ Eligible to work in Canada
- ✓ Unemployed
- ✓ Not participating in full-time training or education



# Individual Suitability

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## Youth that may be:

- Racialized
- Recent Immigrants
- Lesbian
- Gay
- Bi-sexual
- Transgender
- Two-Spirit
- Queer (LGBTQQ)
- Aboriginal

## Youth living with/in:

- Disabilities
- Mental Health Issues
- Poverty
- Low Labour Market Experience
- Low Education
- Low Literacy
- Low Motivation
- Conflict with the law

# Employer Eligibility

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Employers must:

- ✓ Be licensed to operate in Ontario;
- ✓ Comply with the *Occupational Health and Safety Act* and the *Employment Standards Act*
- ✓ Maintain appropriate Workplace Safety and Insurance Board or private workplace safety insurance coverage
- ✓ Have adequate third party general liability insurance
- ✓ Comply with all applicable federal and provincial human rights and labour legislation, regulations, and any other relevant standards
- ✓ Provide the job placement in Ontario

# Employer Suitability

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## **Suitability** *continued:*

- The employer's previous use of job placement services has resulted in positive employment outcomes for participants.
- There are projections of strong employment growth in the particular industry or sector for the local area, or the business has a history of sustainability in the area.
- The employer expresses an intention of hiring the participant after the placement ends.
- The employer has been identified as having strong ties with schools or community centres, etc.



## **Individual Suitability Scenario**

You have a potential YJC client that you want to accept into the program, but they do not meet the eligibility and suitability requirements.

**GROUP WORK**

Module B



## **Employer Suitability Scenario**

A YJC participant makes a complaint about an unsafe work condition at a YJC placement.

**GROUP WORK**

Module B

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# Youth Job Connection

## **In small groups,**

1. Open the Module C – Exercise envelope.
2. The envelope contains responsibilities of different YJC stakeholders. Determine as a group which YJC role each responsibility belongs to.
3. Place each responsibility under the appropriate role on the flip chart at the front of the room.

**GROUP WORK**

Module C

# YJC Funding

## ❖ Operating Funds

## ❖ Financial Supports and Incentives (Flow Through Funds)

**Table 1: "Flow through" Funds for Financial Supports and Incentives per Participant**

Per participant	Employer Placement Incentive	Individual Employment and Training Supports		
	\$7,500 (maximum) =	Placement Incentive \$ +	Pre-Employment Stipend 90 hours x current hourly minimum wage (max) +	Job Placement Support \$1,000 (max) +



## YJC Funding Scenario

You have a target of serving 59 youth and a flow-through budget of \$271,400. It is approaching the end of the 4<sup>th</sup> quarter and you recognize that you have served 59 youth but only spent \$200,000 to make those placements.

**GROUP WORK**

Module D



# Performance Management

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# Youth Job Connection

Individually consider the following questions:

- A. What activities can you do to ensure that participants are satisfied?
- B. What types of activities can you carry out to meet the Effectiveness target?
- C. What types of activities can you carry out to meet the Efficiency target?

Record one activity per post-it note and post all activities under the appropriate dimension.

**GROUP WORK**

Module E



# Youth Job **C**onnection

**In small groups address the following questions:**

1. What are some of the challenges service providers will face in meeting the Service Quality Standard?
2. How can you address these challenges in order to achieve your performance commitments and meeting the objectives of the program during the start-up phase?

**GROUP WORK**

Module E

# YJC Reports

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1. Estimate of Expenditure Report (EER)
2. Statement of Revenue and Expenditure Report (SRER)
3. Quarterly Status and Adjustment Report (QSAR)
4. Auditor's Report



# Youth Job Connection

## In small groups:

1. Read the case study.
2. Answer these questions:
  - What surprises you about the scenario?
  - What are the risks/implications this scenario poses for the program?
  - How would you respond to and/or support the Client?

**GROUP WORK**

**MODULE G**

# Learning Outcomes

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- ✓ Identify the details and objectives of the YJC program.
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**THANK  
YOU!**