

Employing Young Talent Incentive Discontinuation

Technical Qs and As for Ministry Staff and Service Providers

April 1, 2019

1. What has changed with the Employing Young Talent Incentive?

The Employing Young Talent Incentive is being discontinued as of March 31, 2019 as part of the government's commitment to streamline services and focus on outcomes. The Employing Young Talent Incentive had been designed as a temporary measure to help businesses and employers hire and retain youth. The government will continue to support businesses and youth through other Employment Ontario programs and initiatives.

2. Will there be any changes to guidelines? How will they be communicated to service providers?

When the Employing Young Talent Incentive was introduced, addenda were created for the Employment Service Guidelines and Youth Job Connection Guidelines. The existing guidelines for both programs will remain unchanged; however, the addenda will be removed from the Employment Ontario Partners' Gateway.

The decision to cancel the Employing Young Talent Incentive will be communicated to service providers with a memo posted on the Employment Ontario Partners' Gateway.

3. When will service providers stop offering the incentive?

Service providers will stop offering the incentive to employers as of April 1, 2019; however, employers will still be eligible to receive the incentive for employees who were:

- hired on or before March 31, 2019; and
- continue to work more than 20 hours per week at the three and six month mark for Youth Job Connection, or at the six-month mark for Employment Service within the incentive.

4. Will employers still be eligible to receive the incentive for clients hired prior to the end of the incentive?

Yes, for Employment Service, employers that have hired a client through a job match prior to March 31, 2019 will be eligible to receive the six-month retention payment.

For Youth Job Connection, employers that have hired a client prior to March 31, 2019 through a job match or following a job placement will be eligible to receive the three and six-month retention payments.

5. Will this affect the overall delivery of Employment Service and Youth Job Connection?

The delivery of Employment Service and Youth Job Connection will not be affected. When the Employing Young Talent Incentive was introduced, the existing Employment Service and Youth Job Connection networks were utilized as they have the current infrastructure and capacity to deliver the incentive.

6. What other incentives are available for employers?

Employers are eligible for various incentives and supports under the Employment Ontario umbrella, including:

- **The Canada-Ontario Job Grant:** provides an opportunity for employers to invest in their workforce, with help from the government. Direct financial support is available to individual employers who wish to purchase training for their employees.
- **Employment Service:** Assistance is available to employers who operate a business in Ontario to attract and recruit the employees with the skills they need. The program also offers a financial incentive of up to \$6,000 per participant for employers to provide on-the-job training for participants in job placements, including youth.
- **Apprenticeship Employer Signing Bonus (Placement Incentive under Employment Service):** A \$2,000 Apprenticeship Employer Signing Bonus (AESB) is available to employers who hire, register, and train an apprentice.
- **Youth Job Connection:** Up to \$7,500 is available per participant. This maximum amount can be used for a combination of incentives for the employer, and employment and training supports for the participant.
- **Youth Job Connection Summer:** Up to \$2,500 is available per participant. This maximum amount can be used for a combination of incentives for the employer, and employment and training supports for the participant.

7. What system changes will be implemented to account for this change?

As of April 1, 2019, the Employment Ontario Information System - Case Management System (EOIS-CaMS) will no longer permit new “Job Match” plan items for Employment Service job matches made after this date.

The mandatory six-month follow-ups for Employment Service clients who are in receipt of the Employing Young Talent Incentive will continue for job matches made up until April 1, 2019.

The ministry is working towards removing the “Job Match” plan item from the current list of available Employment Service plan items. Service providers are not to include the “Job Match” plan item on Employment Service, service plans as of April 1, 2019.

There will be no changes to Youth Job Connection service plan items as they continue to be required for regular program activity. The ministry is working towards making the necessary system changes to remove the specific follow up questions related to Employing Young Talent Incentive.

8. What if a service provider enters a client into the Employment Ontario Information System (EOIS) Case Management System (CaMS) after the March 31, 2019 end date because they were unaware of the cancellation of the initiative? Will the employer still receive funding?

Employers will not be eligible to receive funding for clients entered into the system after March 31, 2019. However, the employers have the option to access other incentives and supports offer within Employment Ontario.

9. Will service providers receive funding to meet financial commitments to employers under the Employing Young Talent Incentive?

Yes. Service providers will receive funding to pay out incentive commitments to employers for clients hired prior to March 31, 2019.

10. How will service providers receive funding to provide employer payments after March 31, 2019?

Service provider agreements will be amended after March 31, 2019 to include administrative and flow-through funds to meet the existing financial commitments related to the incentive. These will not be reflected within a separate budget line, but funding will be provided to cover costs that will be incurred for clients hired prior to March 31, 2019.