

Memorandum

To: Youth Job Connection (YJC) and Youth Job Connection:
Summer (YJCS) Service Providers

From: Jacqueline Cureton
Director, Program Delivery Support Branch

Date: May 11, 2018

Subject: Amendments to the YJC and YJCS guidelines resulting from
changes to the Employment Standards Act

Objective:

This memo serves to inform the service provider network of the recent amendments to the **Employment Standards Act (ESA)** and its implications for Job Trials in the Youth Job Connection (YJC) and Youth Job Connection: Summer (YJCS) programs.

The recent changes to the ESA mandates that work experiences such as job trials must be paid and that individuals participating in job trials must receive equal protection and benefits provided under **the Act** as other employees working for the same employer.

YJC and YJCS program changes:

As per the original program design, Job Trials were available in the YJC and YJCS programs to provide very short-term work exposure opportunities for participants to test out jobs and for employers to evaluate an individual's skills and interests. Job Trials were often unpaid and offered an opportunity to experience or test a job fit with little risk for either party before entering into a Job Placement.

As a result of recent changes to the ESA, Job Trials as per the original program design can no longer continue to be offered to participants in the Job Matching and Placement (formerly the Job Matching, Placement and Incentive) component of the YJC and YJCS programs.

As previously communicated by the ministry, paid Job Trials will continue to be available in the pre-employment services component of the YJC as part of recent program improvements. We have introduced paid Job Trials in pre-employment services to allow increased effectiveness and flexibility in service delivery and to offer participants the opportunity to test job 'fit' as part of their training prior to completing pre-employment services.

What to do now:

For YJC/YJCS participants who are currently in a Job Trial intervention, service providers should continue to honor the interventions until their original end date. Extensions to end dates for existing job trials should not be allowed.

Effective immediately, no new Job Matching and Placement Job Trials should be negotiated with participants and employers. Service providers should consider job placement options for participants looking for shorter term work experiences with pay.

Until further notice, the Job Trial plan items will continue to show in the EOIS-Case Management System under the Job Matching and Placement Sub-Goal menu options. Service providers are asked not to input any new entries. The ministry is working on updating both the system and forms to reflect these changes. Service providers will be notified once any changes are implemented.

Further information on Job Trials as part of pre-employment services in YJC is available in the YJC guidelines and related training materials. Service providers may also contact their Employment and Training Consultants with any related questions.

For information on the ESA, see [Your guide to the Employment Standards Act](#).

Thank you for your cooperation and continued work to support Ontario's youth.

Sincerely,

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Employment and Training Division, MAESD

c.c.: Daniel Kay, Western Region Director
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