

YJC Overview Transcript

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This short video will provide you with an overview of the Youth Job Connection program to be implemented in the Fall 2015.

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In 2013, the Ontario government announced the two-year Youth Jobs Strategy

As a key part of the strategy, the Youth Employment Fund (YEF) created employment opportunities for over 25,000 youth in Ontario.

In 2015, the government committed to renewing the Youth Jobs Strategy and launching two new youth employment initiatives: Youth Job Connection and Youth Job Link.

The **Youth Job Connection** program builds on the success of the Youth Employment Fund (YEF) and fulfils the government's ongoing commitment to helping young people find and keep jobs.

The program is intended to serve youth who experience multiple, complex barriers to employment by providing intensive supports beyond traditional job search and placement opportunities, including pre-employment training, mentorship and work opportunities.

This program entails two streams: A year-round stream aimed at young people who are neither in education, employment or training, which will be implemented this fall, and a summer program stream for high school students facing challenging life circumstances, which will be implemented in the summer of 2016.

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Youth Job Connection is open to all eligible youth with a focus on those with the most employment needs and experiencing serious employment barriers.

These barriers include some combination of challenging life circumstances such as poverty or homelessness, limited or lack of labour market experience, low levels of education, literacy, motivation and/or experiencing discrimination.

The program offers a range of services and opportunities for young people to learn about jobs and gain experience working so that they may eventually secure long-term employment and meaningful careers.

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There are four components of this program: Client Service Planning & Coordination, Pre-Employment Services, Job Matching, Placements and Incentives, and Education & Work Transitions Support.

To gain an in-depth understanding of each component you are encouraged to review the YJC guidelines, a link will be available at the end of this overview.

In this overview I will highlight some key aspects of each of these components.

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To start we will take a look at Client Service Planning & Coordination

In addition to handling Client intake, assessment and referrals, Services Providers will work with youth to develop individualized employment plans, and make linkages with employers, mentors, other agencies, schools and school boards.

One of the key activities of this program is the Mentoring that will be available to eligible and suitable Clients.

As a part of the individualized employment plan, each client will receive counselling and support as is appropriate for their needs and situation.

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Through this program Service Providers will develop and offer mandatory pre-employment workshops and activities.

In order to be matched to a job placement, participants must complete at least 60 hours of pre-employment workshops and activities.

Participants that meet this requirement will receive an hourly stipend at the provincial minimum wage while in pre-employment workshops/training.

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Service Providers will arrange for suitable job placements for participants, and offer Job Coaching Support – this is a key element to foster job retention for this particular client group

The maximum duration for a single placement is 26 weeks

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Funding is available to support short-term job-related training delivered by a third-party provider

A maximum \$7500 per participant is available for a combination of pre-employment stipends, youth job placement supports, and employer incentives.

Employers will offer adequate orientation and supervision for the participant, as well as training and work experience related to the participant goals.

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This component is only available to YJC clients after they have completed the program. This differs from other Employment Ontario programs as it happens after clients have exited the program. As such, this component is not mandatory for all clients.

This component includes:

- Job and/or Career Coaching support on an as-needed basis
- Creating network opportunities and/or workshop activities for program alumni
- Inviting past-participants to act as mentors, and/or
- Recruiting/matching mentors with program alumni

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Let's explore what's involved in determining the eligibility of both an individual and an employer to participate in this program.

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In order for an individual to be eligible for this program, the individual must be:

- 15 – 29 years old at registration
 - It is important to note that individuals between 15-18 years old must be legally excused from attending high school using a forma SAL agreement in order to participate in this program.
- A resident of Ontario
- Eligible to work in Canada
- Unemployed
- And not participating in full-time training or education

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Service Providers have some flexibility on the last two bullets; for example an exception to the unemployed criterion could be youth who are employed part-time in a precarious job that is not in-line with their career aspirations.

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In order for an employer to be eligible for this program, the employer must:

- Be licensed to operate in Ontario;
- Be in compliance 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;
- Be in compliance with all applicable federal and provincial human rights and labour legislation, regulations, and any other relevant standards; and
- Must provide the job placement in Ontario

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It is equally, if not more important for this program to succeed, for attention to be paid to those Individuals and Employers that are most suitable to participate in this program.

This is a key distinction that is important for various Employment Ontario programs; in particular for the Youth Job Connection program.

Recall that the program is intended to serve youth who experience multiple, complex barriers to employment. This includes youth who are neither in education, employment or training.

So let's take a closer look at what it suitability for this program entails.

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The program is open to all eligible youth; however, the intention is to help those youth who are experiencing more serious employment barriers.

Some examples of these more serious employment barriers include:

- youth that are:
 - Racialized
 - Lesbian
 - Gay
 - Bi-sexual
 - Transgender
 - Two-Spirit
 - Queer (LGBTTQ)
 - Aboriginal

- Youth that are living with/in:
 - Disabilities and Mental Health Issues
 - Recent Immigrants
 - Living in poverty
 - Poor/Lacking Labour Market Experience
 - Low levels of education and literacy
 - Low motivation
 - In conflict with the law

In order to ensure participation and access to this program is available to young people who are most in need of the services this program has to offer, the YJC Guidelines contain a section for service providers to assess potential participants using specific indicators. See section 4 of the guidelines.

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When considering the suitability of employers, Service Providers should give preference to employers that demonstrate they have one, or more, of the following:

- The employer offers a suitable full- or part-time job placement consistent with participant's identified employment needs and/or career goals.
- The employer offers opportunities for on-the-job training.
- The employer contributes to costs associated with job-specific training and/or wages.
- The employer has been identified as having strong ties with schools or community centres, etc.

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Let's take a look at what the YJC training timeline looks like!

At the end of this overview, you will be provided links to helpful resources including the YJC Intranet page, and the YJC guidelines. Take some time over the next few months to check them out as you are able to.

In August you will receive another Training Splash with instructions on registering for further YJC training through the myETDclassroom.

In the myETDclassroom the YJC training will be broken out into learn tracks for each position that requires further YJC training.

Only staff that have been identified for further YJC training will need to register for and complete a YJC learn track beyond this Overview.

The YJC training will be delivered in September, be sure to register for your training and mark your calendars accordingly so you may complete your YJC learn track!

The first stream of the Youth Job Connection program is scheduled to GO-LIVE this fall.

A separate learn track for YJC Summer stream will be communicated separately in the future.

In order to ensure the training was successful, you will be invited to complete a follow-up evaluation survey later in November. The purpose of this survey will be to determine whether

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you received the appropriate amount of training to perform your duties for YJC delivery prior to GO-LIVE, and if further training, either new or refresher, is required.

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Thank you for completing this YJC Overview.

Here are some helpful links for more information on the Youth Job Connection program.

If you have any questions please be sure to email ETDlearning@ontario.ca

When you click on the complete action button you will be directed to a short survey requesting your feedback on this video. Please take a few moments to answer the questions so we may continue to create dynamic and useful training that meets your learning needs.