



Youth Job Connection

A Presentation for Employers

Employment and Training Division
Ministry of Training, Colleges and Universities

Purpose

To provide an overview of the Youth Job Connection (YJC) program to encourage employer participation.

The presentation will include information about:

- Program description & objectives
- A description of the four program components
- Details on Job Matching & Placement Incentives
- Funding: Employer Incentives and Client Supports
- Individual & Employer Eligibility & Suitability
- How to Apply

YJC Program Description

- The Youth Job Connection program was designed to fulfil the government's ongoing commitment to helping young people find and keep jobs.
- The program is intended to address the gap in youth employment programming for young people who are neither in education, employment or training and experiencing employment barriers.
- The goal of the program is that youth will secure long-term employment and meaningful careers.

YJC Program Objectives

To provide participants with:

- assessment and career development services, to increase their knowledge of job and career options, the job market, and themselves;
- opportunities to develop employability skills;
- training and work experience to increase their readiness for employment;
- support in their transitions to employment or additional training or education, during and after the program.

Individual Eligibility & Suitability

Individuals must be:

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

Youth may be:

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

Youth living with/in:

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

Employer Eligibility

Employers must be:

- ✓ 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 Eligibility

- An employer must not be:
 - ✗ A federal, provincial or municipal government and/or agency
 - ✗ A Youth Job Connection service provider
 - ✗ Currently receiving other government funds (federal, provincial or municipal) for the same job placement
 - ✗ Use placement services to displace existing staff or replace staff who are on lay-off
 - ✗ Hire his or her immediate family members, such as parent, spouse, sibling or child in the job placement

Employer Suitability

Service providers will give preference to employers who demonstrate the following factors:

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

Employer Suitability

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.

YJC Program Components

1. **Client Service Planning & Coordination**, (mandatory)

- Intake and Referral, Client Assessment, Individual Employment Service Plan, Case Management, Mentoring

2. **Pre-Employment Services**, (mandatory)

- Participants receive a stipend from the Service Provider (set at the prevailing minimum wage) to complete at least 60 hours of short-term workshops or activities that prepare them for work

3. **Job Matching, Placements and Incentives** (mandatory), and

4. **Education & Work Transitions Support** (optional)

- At exit and post-exit, participants are offered a range of supports and activities aimed at bridging their transition from the program to employment or further education

Job Matching & Placement Incentives

All program participants must complete a job placement (maximum 26 weeks) following the required 60 hours of pre-employment services.

Employers are asked to:

- Offer training/work experience that will help the participants achieve their career goals
- Employ the participants during the job placement by placing them on the company's payroll
- Provide participants with adequate orientation and supervision
- Provide feedback and assessment of the participant's job performance and progress
- Adhere to the *YJC Training Incentive Placement Agreement* negotiated with the service provider
- Comply with applicable human rights, employment standards and labour laws and, other regulations and standards

Service providers will:

- Work closely with the employer to identify on-going needs and determine if additional supports are required
- Provide on-going job-coaching to participants and continuous support to employers to ensure success

Funding Supports

- Funding supports can be used for a combination of placement incentives for the employer, and employment and training supports for the individual Only registered participants can access these funds.
- Supports are not tied to income.

Determining Funding

- **Employer placement incentives** are provided to offset costs of temporary reduction in productivity, increased supervision requirements and other expenses resulting in the placement.
 - Funding amounts and payment schedules are negotiated with the service provider based on the job skills level and complexity, as well as the length of the on-the-job training. Incentive levels can vary between placements.
- **Job Placement Supports** are available to assist in removing obstacles that may stand in the way of participants participating in job placements. Supports can cover work clothing, equipment, emergency childcare and transportation costs. Maximum of \$1000 per participant.
- **Training/Skills Enhancement Supports** are available for job-related training linked to the placement. Training requirements must be identified by employers for participants who need it to be successful on the job. Training must be delivered by a third-party provider.

How to Apply

- YJC will be delivered at 136 sites across Ontario.
- A list of YJC service provider sites can be found on the Employment Ontario website at <http://www.tcu.gov.on.ca/eng/employmentontario/youthjobconnection/index.html>
- Employers are encouraged to contact a service providers in their community for an initial eligibility assessment.
- Placement options, including training, funding and supports will be negotiated and discussed with the YJC service provider.
- Employers will be required to complete an *Employer Registration* and *YJC Training Incentive Placement Agreement*.
- A YJC caseworker will conduct an on-site visit prior to the start of the placement.

Resources

- For more information about the YJC program, please visit www.ontario.ca/YouthJobConnection
- To review the YJC Overview and in-depth program overview: <http://www.tcu.gov.on.ca/eng/eopg/programs/yjc.html>



Questions?