

Ministry of Children and Youth Services  
**JOBS FOR YOUTH EMPLOYMENT PROGRAM**  
Program Guidelines

**Interim Report**

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**Ontario's Jobs for Youth Program**  
Interim Report 2014

Manitoulin-Sudbury District Services Board  
Manitoulin-Sudbury  
Prepared on August 25<sup>th</sup>, 2014

**CONTEXT**

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The Jobs for Youth program is an employment program which gives disadvantaged youth the opportunity to engage in meaningful work experience within their community while earning income. The program has previously been successfully conducted through our lead agency for the Manitoulin Island area for the past five years. This year our service area increased, as we provided the service for the Lacroche, Sudbury East and Sudbury North areas, as well as Manitoulin Island. Due to this expansion a greater number of youth had the opportunity to participate in the program. The number of placements on the program increased in comparison to previous years, allowing us to provide this program to more youth throughout the region. The communities expressed their gratitude for servicing the program to their region as it was an immense benefit to their community, youth and economy. In northern rural communities, like the communities serviced by the program, securing employment can be a challenge. The program provided employment opportunities to youth at-risk who would commonly experience additional barriers when obtaining employment in these areas. Youth worker leaders placed at-risk youth with employers in their respective communities where the youth would succeed and gain value from the experience.

98 youth were placed on the program receiving employment in a variety of industries such as automotive, food services, health, hospitality, retail, government and other trades. Youth participated in pre-employment training through our agency to prepare them for their employment placements. Youth received various training and certifications such as First Aid and CPR, Service Excellence, WHMIS, Health and Safety, etc. Youth were monitored and supported throughout their placement to ensure they were successful in their placement and were on target to complete the program. Upon completion, youth received post-employment support where they reflected on their employment and prepared for their future education and employment goals. Youth received certificates of completion, up to date professional resumes and a guide to seeking and securing employment. Furthermore, 16 youth from all over the district continued on their employment placement on a part-time basis throughout the school year.

Overall, the Jobs for Youth program was well received by youth, employers and communities throughout the areas serviced. A number of youth received offers to continue their employment part-time throughout the upcoming school year. As well, many employers stated their appreciation for the program and their interest in participating in future years. The Jobs for Youth Program is an immense benefit to small and local businesses. The fully subsidized placement provides employers with local youth who can assist them throughout the summer,

which they may have been unable to obtain and fund otherwise. The Jobs for Youth Program is a valuable asset to youth, employers and the communities in the areas serviced by the program.

## SUCCESES

Successes	Examples
<ul style="list-style-type: none"> <li>• Increase in number of applications received from youth and employers.</li> <li>• Expansion of service area provided more employment opportunities for youth and funding for employers.</li> <li>• Providing each region an appropriate distribution of placements given their population and the number of respective applications received.</li> <li>• Most of the youth placed on the program successfully completed their placement</li> <li>• Youth placed on the program were satisfied and benefited from Pre-Employment Training</li> <li>• The program successfully prepared youth for future employment</li> <li>• The program provided youth with their first paid work experience.</li> <li>• All youth placed on the program qualified as being at-risk with a number being additionally identified by local agencies and community members.</li> </ul>	<ul style="list-style-type: none"> <li>• 139 youth applications and 123 employer applications were received</li> <li>• Community members, schools, parents/guardians and press expressed their gratitude and appreciation towards the program and the manner in which it was run in all regions serviced</li> <li>• Placements provided for each area were 28 for Manitoulin, 18 for Lacloche, 29 for Sudbury East and 23 for Chapleau.</li> <li>• 94.9% of placements were successfully completed, 93 completed out of 98 placed.</li> <li>• Youth expressed 100% satisfaction with Pre-Employment Training. Many youth expressed how beneficial the certifications and training was for their employment and future.</li> <li>• Youth expressed 100% satisfaction with the programs ability to prepare them for future employment. Youth received valuable work experience and skills on job searching that will be beneficial in obtaining and participating in future employment.</li> <li>• 47% of youth placed on the program had no prior work experience. The program provided them with the opportunity to obtain employment, gain work experience and receive certifications. This will improve their qualifications and aid in securing future employment.</li> <li>• Due to the rural and remote areas serviced by the program all youth are at-risk. Of the 98 youth placed, 46 youth were identified as being at additional risk as they were identified by CAS, Youth Justice, the regional office, or other community</li> </ul>

<ul style="list-style-type: none"> <li>• 30 youth were offered part-time work or full time hours next summer by their employer</li> <li>• 16 Youth were allowed to continue on the Job for Youth Program with part-time hours at their employment placement</li> </ul>	<p>members.</p> <ul style="list-style-type: none"> <li>• Many employers were very impressed with their students that they have kept their student on part-time throughout the school year or have guaranteed their student full time employment next summer.</li> <li>• 16 Youth have been chosen to continue and accepted to do part-time placements throughout the school year with their employer.</li> </ul>
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## CHALLENGES

Challenges	Strategies to Overcome Challenges
<ul style="list-style-type: none"> <li>• Employers wanting to screen and select their own youth.</li> <li>• Employers wanting to receive more than one placement</li> <li>• Employers scheduling youth over 35 hours per week.</li> <li>• Youth submitting timesheets incorrectly or late.</li> <li>• Issues between employers and youth.</li> </ul>	<ul style="list-style-type: none"> <li>• Bring more awareness to employers about the mission of the program and priority to at-risk youth.</li> <li>• Remove the number of placements available on the employer application. Notify employers that the program strives to achieve fairness to all employers in the area. Only in rare circumstances will employers be considered for multiple placements and this is assessed on an individual basis.</li> <li>• Stress the maximum hours in the employer package on a separate page. Instill penalties for employers who schedule youth over the maximum number of hours through the program. If employers schedule over 35 hours two pay periods a site visit will be scheduled to discuss the matter.</li> <li>• Stress to youth that timesheets submitted incorrectly cannot be submitted. Create sweepstakes for youth who submit all of their timesheets on time and correctly.</li> <li>• Explain to youth and employers more thoroughly the position of the Youth Worker Leaders to ensure they can mediate any issues. Incorporate a 'What to Expect on the Job' and 'How to Deal with Issues at Work Workshops' during Pre-Employment Training.</li> </ul>

## RECOMMENDATIONS

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Recommendations	Rationale
<ul style="list-style-type: none"><li>• Allow for youth who are extremely at-risk to repeat the program.</li> <li>• Increase the duration of the program.</li> <li>• Provide employers with pre-determined amount of money for placement to pay the youth on their payroll.</li></ul>	<ul style="list-style-type: none"><li>• Some youth will struggle to secure employment without the program due to a variety of factors such as economy, experience and being extremely at-risk. These youth would benefit from participating in the program for additional years as they may not obtain employment otherwise.</li> <li>• Employers and youth often express that the program is too short and they could benefit from the program having a longer duration. Youth could receive more income and employers could train and have the youth for majority of the summer season.</li> <li>• Employers often wish to have the youth on their payroll for a variety of reasons. Additionally, the lead agency would not be considered the employer under WSIB. Also the lead agency would not have to collect payroll information and timesheets for a large number of youth.</li></ul>

## SUMMARY

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The Jobs for Youth Program is a successful program that has benefited the communities it services through the Manitoulin-Sudbury District Services Board. Through the expansion of the program our agency was able to distribute placements fairly throughout the communities providing more youth and employers with the opportunity to participate in the program. Employers and youth stated their satisfaction and appreciation for the program within their community. Youth received and continue to receive through part-time placements valuable work experience while receiving training and certifications that were beneficial in their employment placement and towards future employment. The program was able to provide employment experience to at-risk youth who were disadvantaged in receiving employment. Given the programs results and feedback received, the program could benefit from allowing youth in-need to repeat the program in future years, increasing the duration of the program. Additionally, providing the employer with funds for youth would improve the program as it would resolve the issues with pay and timesheets and consider them as the employer in regards to insurance. The expansion of the program was appreciated, well-received and successful therefore it would be beneficial to continue the Jobs for Youth Program within these communities.