



Work-Based Learning Works: An Action Plan for Youth Employment in Toronto

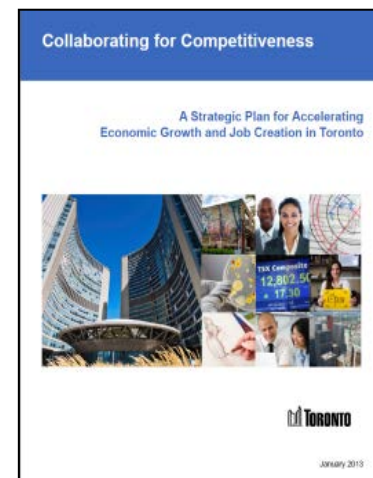
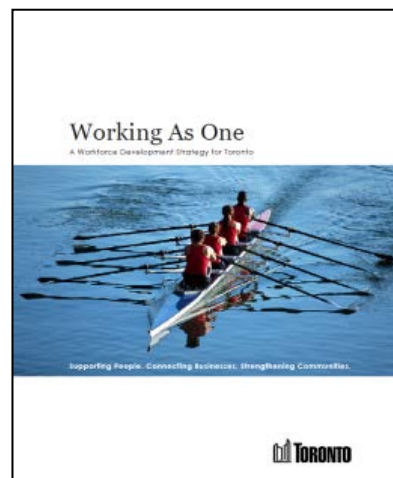


The Story Right Now

Youth Unemployment

- Youth unemployment rate in Toronto CMA is 18%
- Rates for vulnerable groups are often higher, such as recent immigrant youth at almost 30%
- 47,000 youth (15-29) are unemployed in Toronto
- 83,000 youth (15-24) in the GTHA are not in education, employment or training
- TESS serves 33,000 youth (15-29) through Ontario Works

City Directions



The Youth Employment Action Plan

- **Highlights practical models and practices**
 - Profiles innovative ways the City can connect more unemployed youth with jobs, career pathways and a wider range of work-based learning opportunities.
- **Identifies short-term actions that:**
 1. Move youth into employment and career pathways through apprenticeships, internships and other forms of WBL
 2. Leverage existing connections with employer and sector partners
 3. Increase support to entrepreneurs, especially youth
 4. Support youth who are more distant from the labour market
- **Considers the need to engage others in collective action by:**
 - Focusing on ways to improve the broader city employment services system for youth in consultation with a range of external partners, stakeholders and governments.

Work-Based Learning: A Best Practice Approach

Career Awareness

Build awareness of available careers and the value of postsecondary education

- Guest speakers
- Workplace tours
- College & Career Fairs

Career Exploration

Explore career and school options to help youth make good decisions

- Informational interviews
- Job shadowing

Career Preparation/Training

Give youth first hand practical work experience that develops knowledge and skills necessary for a range of occupations

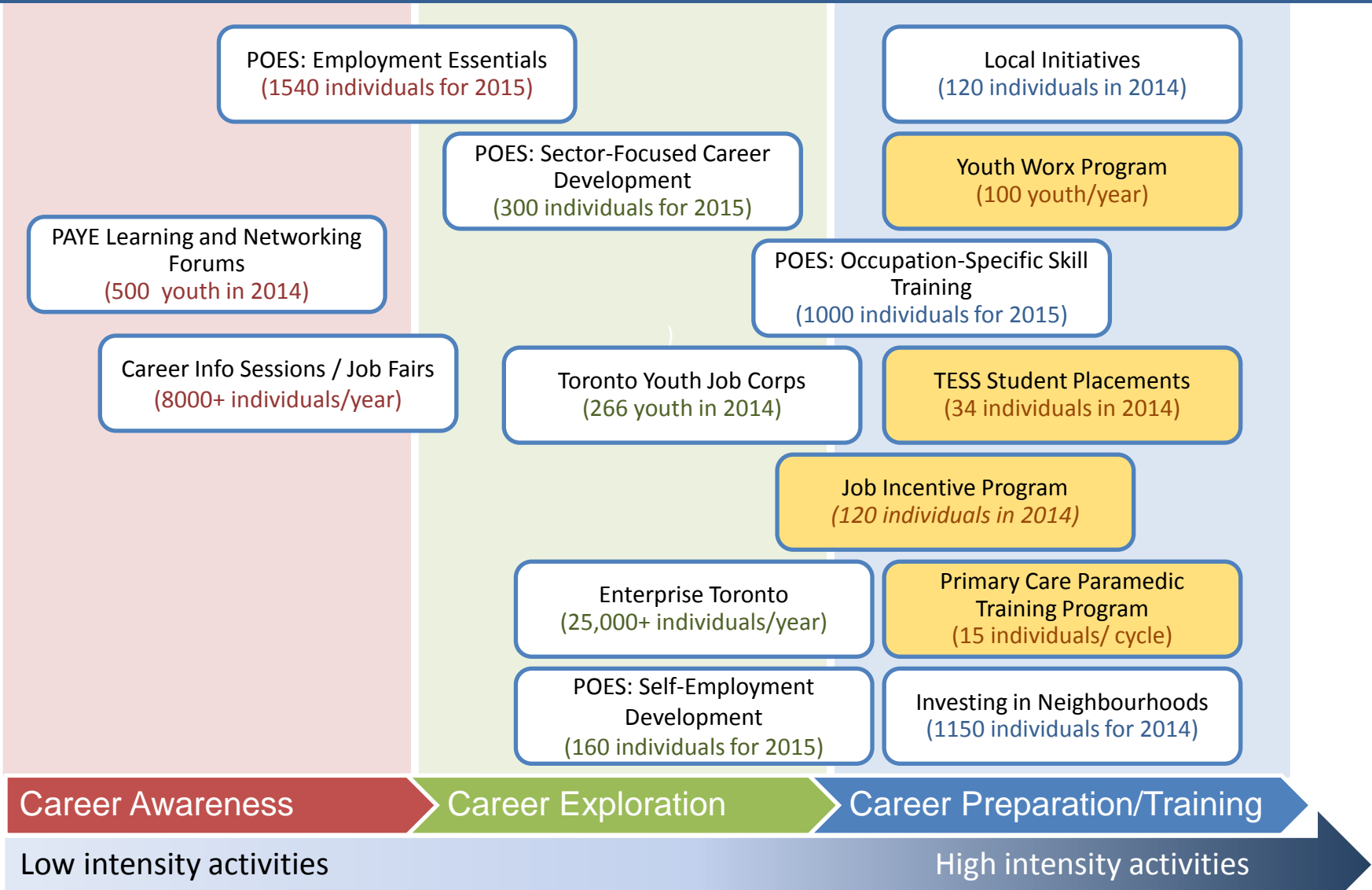
- Internships
- Mentoring
- Apprenticeship
- On-the-job training
- Work experience

Low intensity/frequency activities

High intensity/frequency activities

Work-Based Learning at the City

City as an employer



(1): The City as Employer

Promising Practices

1. **Primary Care Paramedic Training Program:** Provides people in receipt of Ontario Works with training to obtain widely recognized qualification. Serves as first step on a meaningful career path
2. **Automotive Mechanic Apprenticeship Recruitment Initiative:** Provides paid employment and supports candidates to obtain Ministry-approved apprenticeship and a full automotive mechanic licence
3. **Job Incentive Program:** Provides unemployed residents in receipt of Ontario Works with valuable volunteer experience, access to professional networks and work references



TORONTO PUBLIC SERVICE
Job Incentive Program
Connect to the labour market.
Develop new networks.
Discover new employment prospects.



Going Forward

We will:

- Increase youth access to existing City positions through targeted outreach to unemployed youth in receipt of Ontario Works, youth connected to programs, and youth in Neighbourhood Improvement Areas
- Increase the number of City apprenticeship positions in a variety of occupations for unemployed youth
- Expand the number of work-based learning opportunities for youth in the Toronto Public Service, including the development of a City of Toronto pilot internship program
- Increase the number of City Job Incentive Program opportunities for youth in receipt of Ontario Works

(2): Doing More with Employer & Sector Partners

Promising Practices

1. Bombardier Aircraft Assembler Fast Track Certification Program:

Youth participate in a 16-week Aircraft Assembler Certification Program and are fast tracked into unionized positions with Bombardier Aerospace.

2. CNC Machinist Recruitment and Training Program:

Youth receive industry-recognized CNC (Computer Numerical Control) certification and are connected to employers in the advanced manufacturing sector.

3. NPower Technology Service Corps Program:

Youth participate in an intensive 22-week information technology skills training program and are secured 7-week paid internships with leading businesses.

Going Forward

We will:

- Expand the range of employer- and sector-specific work-based learning initiatives for unemployed youth
- Engage employers (currently 32) who have pledged their commitment to expand the Partnership to Advance Youth Employment (PAYE)

Spotlight on NPower

Building on the success of NPower's IT skills training and internship initiative, the City is currently exploring opportunities to offer paid internships for the program's second cohort beginning in July 2015. The cohort will be doubled from 25 to 50 and will include youth in receipt of Ontario Works.

Spotlight on Starbucks

Starbucks Canada has committed to hire 10 per cent of employees through the City's PAYE initiative. Over the next 12 months, Starbucks will work with PAYE to fill over 150 barista roles and work placement training opportunities. The focus is on unemployed youth living in Neighbourhood Improvement Areas.

(3): Increasing Support to Young Entrepreneurs

Promising Practices

1. Young Entrepreneurs Council Advisory Body

- The City is working with the Young Entrepreneurs Council Advisory Body to explore new ways to advance youth entrepreneurship opportunities in Toronto.

2. Enterprise Toronto Entrepreneur Mentoring Program

- Set to launch this month, this new initiative will help mentees build and grow their businesses by connecting them to experienced professionals and established entrepreneurs in the community.



Going Forward

We will:

- Increase access for youth in receipt of Ontario Works and youth living in Neighbourhood Improvement Areas to entrepreneurship programming
 - Expand the scope and reach of the Enterprise Toronto Entrepreneur Mentoring Program to reach out to OW clients
- Better integrate TESS and EDC services
 - Repurpose an existing City Employment Centre with a specific focus on small business incubation, entrepreneurship, business retention and advancement



(4): Supporting Youth Most Distant from the Labour Market

Promising Practices



1. The **Toronto Youth Equity Strategy** identifies 11 specific actions to better support youth most distant from the labour market.
 - Focus is on youth vulnerable to involvement in serious violence and crime and youth with criminal records
 - There will be a report back to CDRC on Phase Two of the Toronto Youth Equity Strategy in November 2015
 - Over 1000 youth expected to be positively impacted through these actions
2. Through its new **Purchase of Employment Services** TESS contracts with 60 organizations to deliver more than 100 programs.
 - Focus on employer and sector engagement as well as work-based learning
 - Includes a specific focus on those who are more distant, including youth



Going Forward

We will:

- Work with CivicAction to implement their pilot mentorship program aimed at connecting youth facing barriers to employment with mentors
- Host an annual forum for front line City and community staff to identify strategies to support youth with multiple barriers to employment
- Work with the Prince's Charities Canada, to develop an employer event at Rexdale Hub focused on supporting youth with criminal records
- Work with the Ministry of Corrections, City staff will host a job fair for youth with criminal records



Next Steps

- Youth unemployment is a complex problem that cannot be solved by any one order of government or stakeholder
- The City will continue to engage others and work collaboratively to ensure our actions are aligned and best support youth
- TESS, SDFA and EDC will report back in Fall 2015. This report will:
 - Discuss progress on initial recommendations and actions contained in the April 16 EDC report.
 - Lay out common process for tracking outcomes for City youth employment initiatives.
 - Focus on ways to improve the broader city employment services system for youth in consultation with a range of external partners, stakeholders and governments.