



**CANADIAN FEDERATION  
OF INDEPENDENT BUSINESS**

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# **Small Business Views on Youth Employment in Canada**

*Presentation to the Standing Committee on Finance*

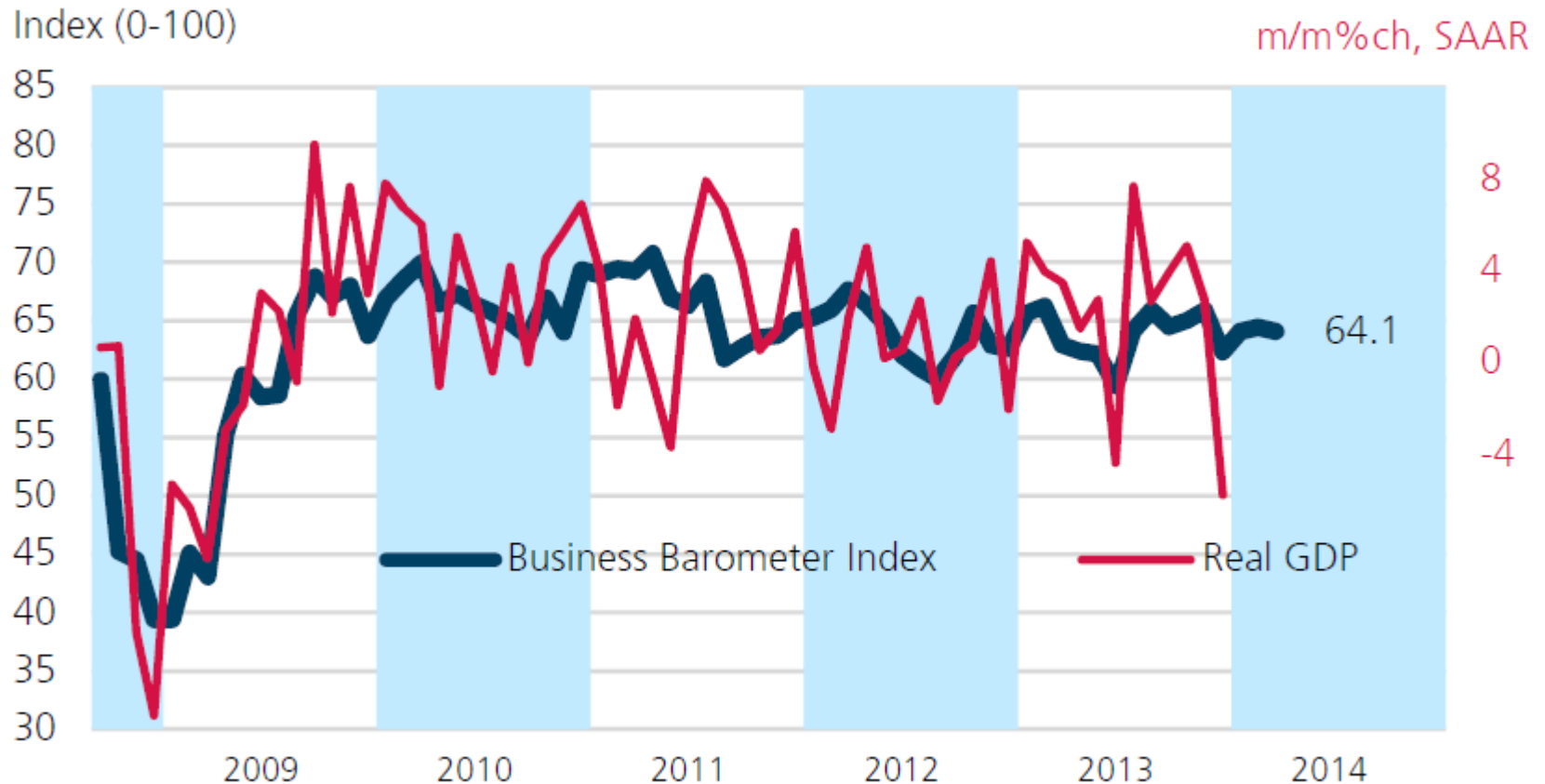
*Monique Moreau, Director, National Affairs*

*April 2, 2014*

# About CFIB

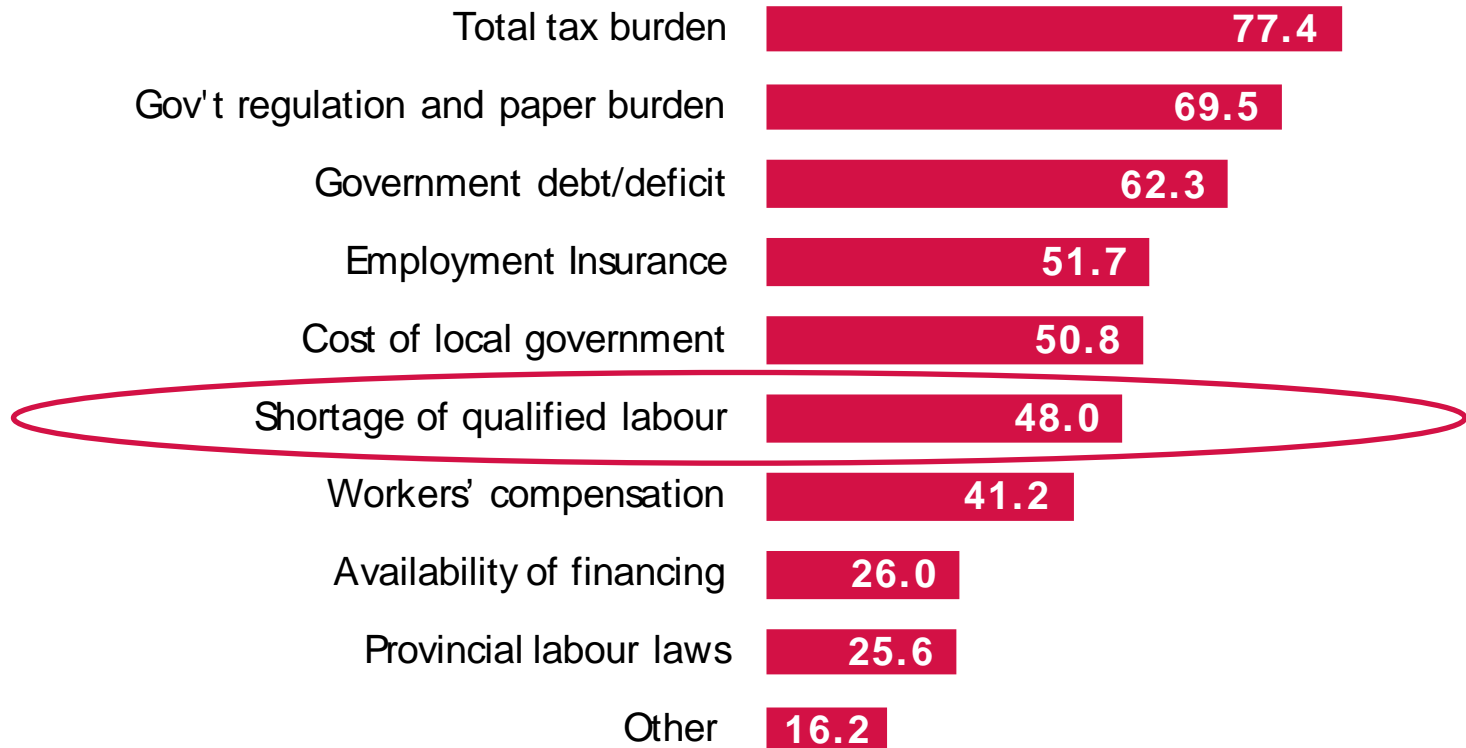
- ▶ Represents 109,000 small and medium-sized business owners across Canada
- ▶ Membership is 100% voluntary
- ▶ Represents all sectors, all regions of Canada
- ▶ Non-partisan, not-for-profit organization
- ▶ 100% funded by members; no government funds
- ▶ Democratic survey process sets policy agenda
  - ▶ 1 member = 1 vote

# Business Barometer Index



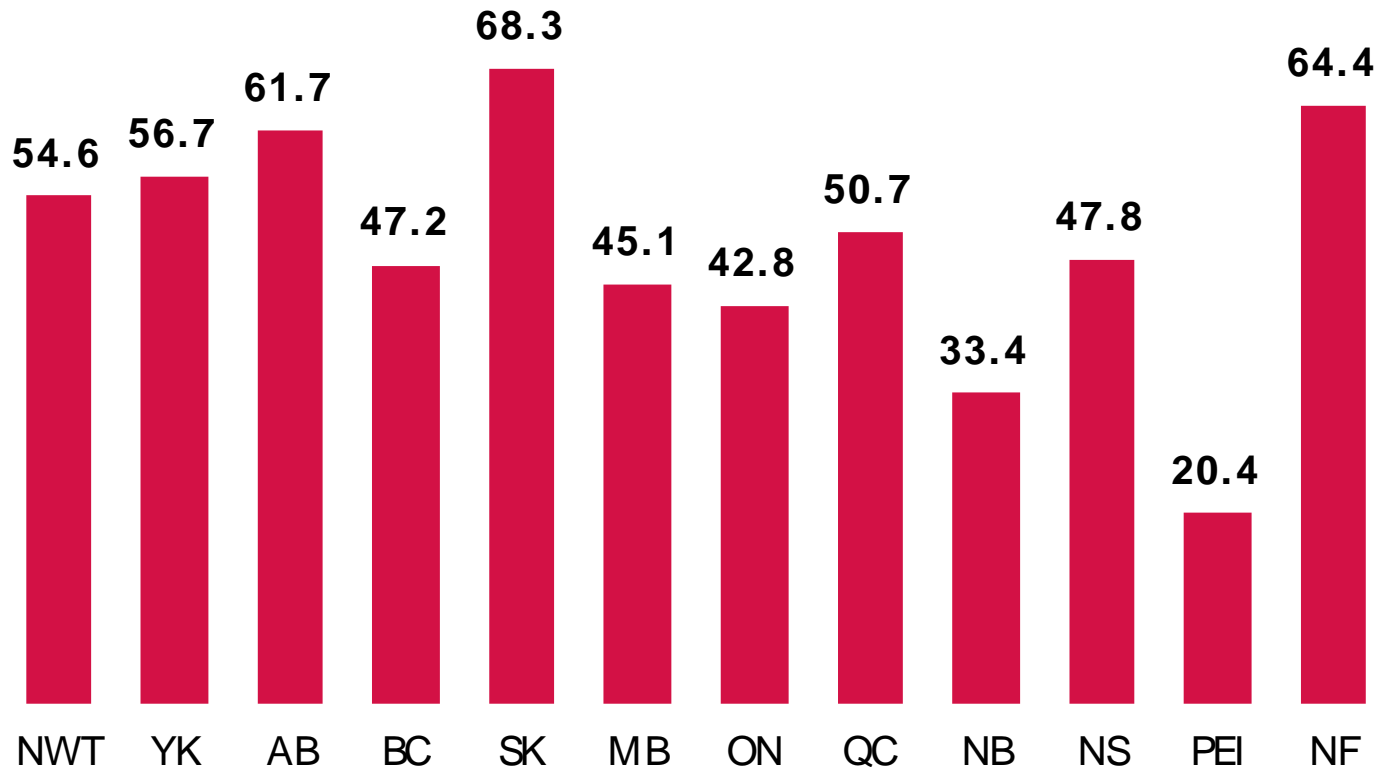
Source: CFIB *Business Barometer*, March 2014, based on 1,156 responses

# High Priority Issues



Source: CFIB, *Our Members' Opinions*, 19,153 responses, July - December, 2013

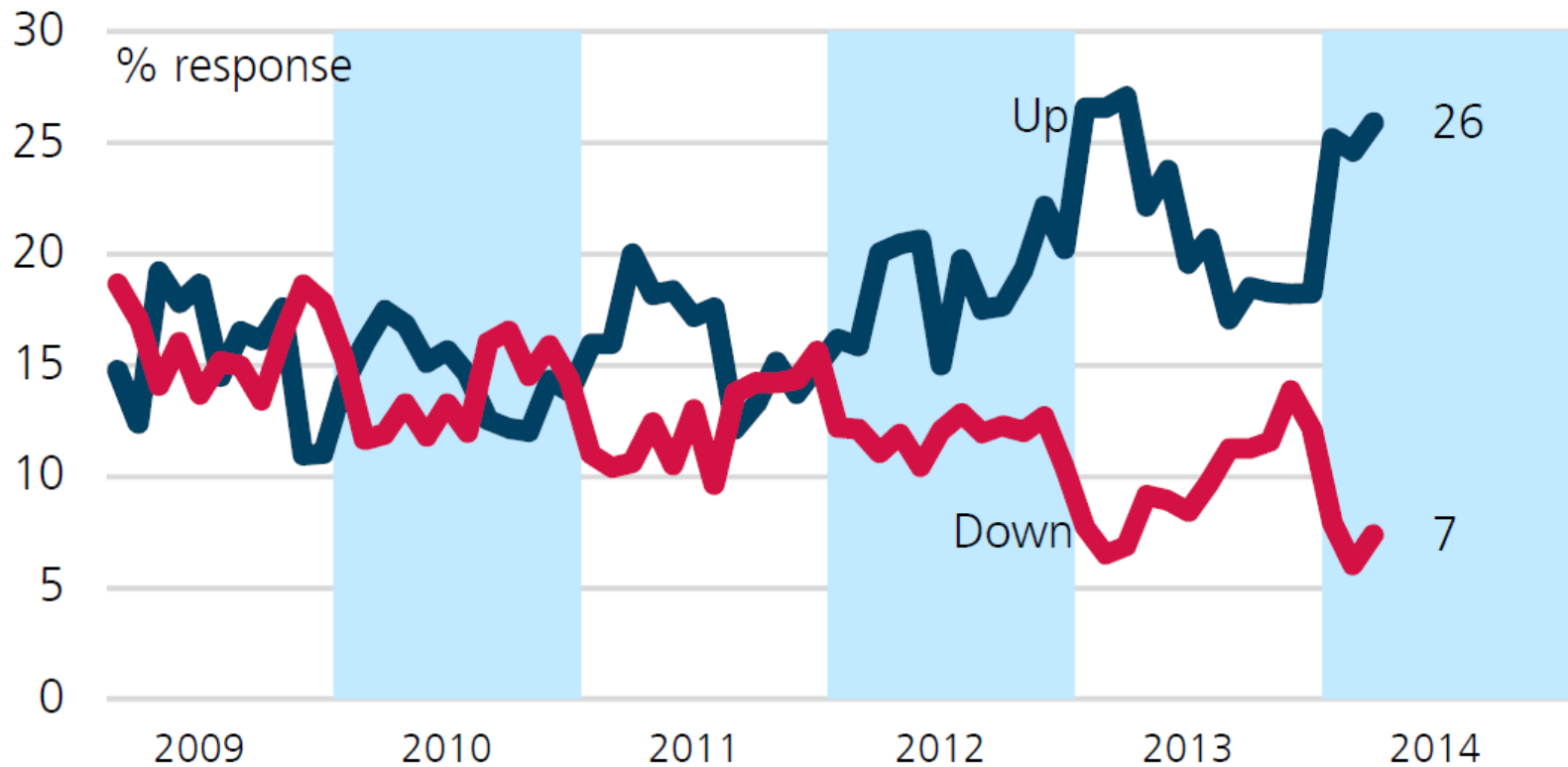
## Shortage of Qualified Labour – by Province



Source: CFIB, *Our Members' Opinions*, 19,153 responses, July - December, 2013

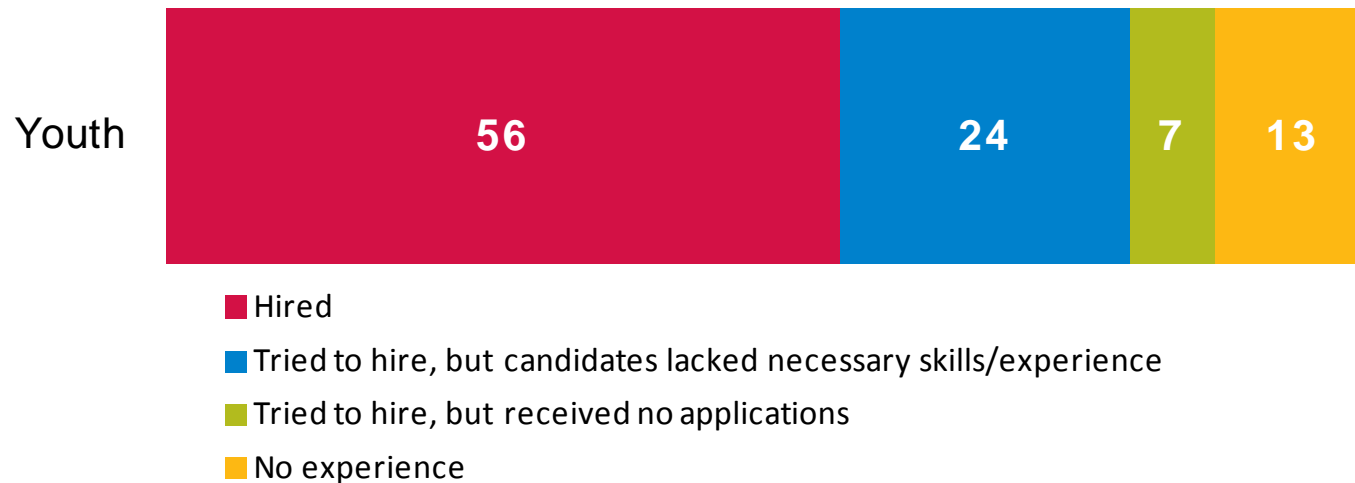
# Business Barometer Index

## Intention to hire additional full-time staff



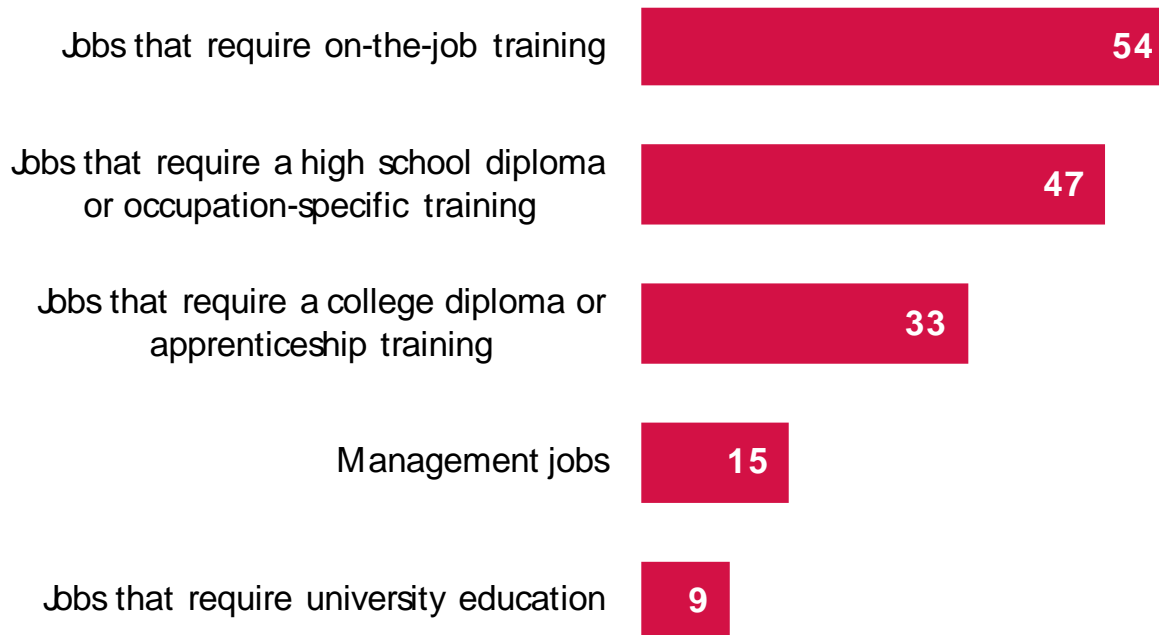
Source: CFIB *Business Barometer*, March 2014, based on 1,156 responses

## Please describe your hiring experience during the last three years



Source: CFIB, *Shortage of Qualified Labour and Temporary Foreign Worker Survey*, September 4 - October 30, 2013, n=6,625.

## Top Labour Shortages, by skill level (% response)



Source: Canadian Federation of Independent Business, *Training in Your Business Survey*, June – July, 2008.



## Preferred training incentives (% of respondents)

Training tax credits	68
Reduced tax burden	55
El holiday during training period	39
Better partnerships with the education system	37
Help in finding training resources/information	27
Additional government training programs	24
Reduced restrictions on training programs (i.e. apprenticeship ratios)	21
Lower minimum wage for trainees	21
Pooling resources and sharing risks and costs with other businesses	15
A new tax on employers to be used for training	4

Source: Canadian Federation of Independent Business, *Training in Your Business Survey*, June - July, 2008.

# Recommendations

- ▶ Introduce the EI Training Credit *or* renew the EI Hiring Credit (focus on youth)
  - ▶ *Recognizes informal, on-the-job training*
- ▶ Maintain freeze on CPP rates and ensure EI rates are lowered once EI account brought into balance
- ▶ Mutual recognition of apprenticeship programs across Canada