



Brief

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Youth Employment in Canada

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Best Practices for Youth Employment

1. Help with Finding Jobs. Essential Components in Service Delivery to Youth

- Job Placement. Relationships with employer community
- Wage/ training subsidies for employers (essential)
- Comprehensive, supportive employability training. Group based (youth participation stipends, good to have but not essential)
- One on one career and employment counselling

2. Help with Business Start Ups. Essential Components in Service Delivery to Youth

- Business skills training e.g. Business Planning, Financial Management, Marketing, Sales
- Access to micro loans and mentors
- One on one coaching and support from staff
- Stipends for youth participation (good to have but not essential)

3. Clear and Consistent Government Policy on Youth Employment

- Youth, parents and the communities in which they live know that the Federal government through its policies supports programs for youth employment
- Clear and consistent policy is critical for organisations such as YES that receive government funding. Planning, building relationships and trust with stakeholders takes time.

- If the government keeps changing policy, it will never have a meaningful impact on addressing youth employment. The creation and cancellation of youth employment programmes costs tax payers and penalises those that most need the services.
- The private sector is more likely to step up and contribute to youth employment programs if there is a partnership and shared responsibility with the federal government.

The Federal Government has a critical role to play in supporting Youth Employment

- Parents and young people are citizens and voters
- Youth employment is a national matter like CPP, EI, Student Loans
- Youth employment programs (like those at YES) build good citizens and communities
- Federal employment programs for youth create taxpayers not tax drainers
- Youth are mobile and seek employment in the different provinces. They need the help of our federal government
- Youth unemployment must be addressed by all levels of government; the provinces can't do it alone
- Youth are the workers that provide talent for our future economies
- Employment is a solution to crime

Measurements/Data /Validation

1. YES Results in Employment and Social Development Canada (ESDC) Skills Links Programs
2004 – 2014 Ten-year Results
Youth Collaboration and Job Central (programme names)

Ten Year Review 2004 - 2014	Results	Results	Results
Number of youth served	Positive Outcomes at program completion in Jobs, Training, Return to School	Employed at program completion	Still Employed at 3 months
5,033	4,075 or 81%	3,442 or 68%	2,781 or 81%

Youth employed in the sectors: Accommodation and Food Services, Retail Trade, Administrative and Support, Manufacturing, Health Care and Social Assistance, Construction, etc.

2. Results. ESDC Skills Links Programs at YES

2011 – 2014 Three Year Client Profile and Results

Profile of youth who enter the program

- 96% have grade 12 or less
- 62% have grade 9 - 11
- 59% are males, 40% female, 1% other
- 64% are out of school or work for more than 6 months
- 46% are of out school or work for more than one year
- 70% have no income, or receive OW, EI, ODSP, CAS
- 16% have a criminal record
- 6% are disabled

* 2011 – 2014 Three Years	Results	Results	Results
Number of youth served	Positive Outcomes at program completion in Jobs, Training, Return to School	Employed at program completion	Still Employed at 3 months
786	553 or 72%	434 or 57%	312 or 72%

* The above chart indicates that while positive results are still high the recession starting in 2009 continues to have a strong impact on youth employment.

ROI and Social Impact based on 434 youth in jobs in the 3-year results above

CPP contribution	\$870.00		
EI contribution	396.00		
Income Tax	<u>1,726.00</u>		
Total for one youth	\$2,992.00	X 434 youth =	\$1,298,528.00 per year

These programs help youth to become tax payers not tax drainers

Success Looks Likes This: In The Words of Young People Themselves

Mike B. “Before YES, I was working really hard to find employment and I was on my own.... I was facing previous minor criminal charges, but now everything seems to be going well. I found out about YES from my cousin. YES gave me a good understanding about interviews, resume, cover letters, and reference letters.” (Employed)

Renee L. “I basically sat at home all day feeling depressed and bored about everything in my life. I felt as though I had nothing to look forward to. I saw an ad for YES on the subway and thought it would be a helpful place to go. YES helped me find a job I am happy with. I am more active now. I wake up with a purpose now.” (Employed)

Chris M. “My life was unstable. I had been living on and off the street for some time. Some of the problems I’ve had to deal with included stereotyping for age, race, and education level and interview skills. Immediately upon entering YES I was greeted by friendly staff. After speaking with my counsellor for the first time I felt very hopeful for the future. My counsellor assured me there is a clear path to employment no matter what your experience or situation is and she laid out the steps to guide me there. I now have a place to live, stable employment and am on a great life path; largely thanks to YES. (Employed)

Sara W. "Before I came to YES I wasn't working or in school. I was at home feeling trapped, I couldn't find a job and every job I applied for never called me back. It was very stressful. I felt like I was going insane. ... The Youth Collaboration program is an amazing program." (Employed)

Sheena N. "Going through the days and looking back on how I started and what I can see so far I am more positive, ambitious and overall I'm happy and proud of myself. YES saved my life through the skills and lessons told." (Employed)

General Description of YES

YES was the first youth employment centre in Canada, founded in 1968 by the Rotary Club of Toronto, the Federal government and the City of Toronto. Since then YES has helped over 130,000 young people across all of its programs and services to find jobs. Eighty per cent of the youth engaged in YES' programmes find employment, enrol in training, or return to school.

In 1998 YES opened Canada's first Youth Business Centre with the help of the Federal Government to train disadvantaged youth to launch their own business.

YES frequently receives and assists international delegations from around the world interested in developing youth employment programs in their own countries.

Mission of YES

YES believes employment is empowerment and the cornerstone of safe and healthy communities. YES leads the Canadian youth sector with innovative programs that empower disadvantaged and vulnerable youth to become self-sufficient contributing members of society.