



A Greener Future
312 Delray Drive
Markham, ON, L6E 0R2
info@agreenerfuture.ca
(705)791-5358

October 17, 2023

Subject: Concerns Regarding Canada Summer Jobs Program

Dear Members of the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA),

I am writing today to express some of my concerns about the Canada Summer Jobs program, specifically regarding the program's duration of employment and age requirements. I appreciate the opportunity to provide feedback on this important initiative, and I hope my observations can contribute to the ongoing improvement of this vital program.

The Canada Summer Jobs program serves a crucial role in providing meaningful employment opportunities to students who are preparing to return to school or have recently graduated. Since 2020 our nonprofit organization has benefited greatly from this program. However, I believe that two significant issues need to be addressed to maximize the program's effectiveness.

Firstly, the limitation of employment contracts to a mere eight weeks poses a substantial challenge for both employees and employers. This duration is often insufficient for employees to undergo a comprehensive onboarding process, receive proper training, and develop the confidence required to excel in their roles. Moreover, it fails to offer stable employment throughout the summer season. This lack of job security creates a situation where organizations are plagued by high staff turnover, leading to operational challenges and inadequate staffing levels for programs that run throughout the summer. I strongly recommend considering offering the length of employment requested by the applicant (up to 18 weeks) to ensure program staffing is covered and to enable participants to gain valuable experience and contribute effectively to their respective roles. It seemed as though in 2023 more jobs was the main priority for Canada Summer Jobs, not the length/quality of the employment. It was disappointing that a candidate couldn't fill multiple contracts with our organization either (ie. two back-to-back eight-week contracts) considering we had some great candidates who wanted to stay with our organization for the summer.

Secondly, the age requirement for the Canada Summer Jobs program is a limiting factor. It is evident that students graduate at various ages, and their need for meaningful summer employment is not confined to a specific age group. The current age limit restricts the pool of qualified candidates that organizations can hire and further hinders individuals above the age of 30 from securing summer employment opportunities. It is essential to recognize the diversity of the workforce and the varied stages at which people embark on their career paths. Therefore, I



A Greener Future

312 Delray Drive
Markham, ON, L6E 0R2
info@agreenerfuture.ca
(705)791-5358

suggest reconsidering the age restrictions to ensure that the program remains inclusive and equitable for all those seeking employment.

In conclusion, the Canada Summer Jobs program is a commendable initiative that plays a vital role in supporting students and recent graduates. However, the limitations regarding employment duration and age requirements hinder its overall effectiveness. I kindly request that you consider these concerns and work towards enhancing the program's impact by addressing these issues. A more flexible approach to contract length and age requirements would better align the program with the evolving needs of students and employers alike.

Thank you for your attention to this matter. I hope that my feedback can contribute to the continuous improvement of the Canada Summer Jobs program, making it more accessible and beneficial for all Canadians.

Sincerely,

Rochelle Byrne
Executive Director
A Greener Future