

YESS *You*

Information Package for Employers and Youth

YOUTH OPPORTUNITIES UNENCUMBERED



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MESSAGE TO THE COMMUNITY

Community Futures Lesser Slave Lake is leading the Youth Employment Skills Strategy Youth Opportunities Unencumbered (YESS/YOU) Program that aims to bring employment opportunities to youth in the Slave Lake Region.

The program, which runs until March 31, 2028, helps youth develop the skills and gain the experience they need to successfully transition into the labour market. By supporting the needs of all youth, especially those facing barriers, to develop skills, knowledge and networks through education, skills development, and meaningful work experiences. Community Futures, funded in part by the Government of Canada, will assist youth, 15-30 years of age, facing barriers to employment to develop skills and gain the experience they need to find and keep quality jobs. The program will deliver one-to-one employment services and employment skills training to youth from marginalized communities who often face barriers including, but not limited to, Indigenous youth, youth with disabilities, and racialized youth. Community Futures will provide employers with training and development in diversity, equity and inclusion in the workplace. Employers will also be supported with wage subsidies of up to \$2,400 per new employee hired.

Youth will not only have access to employment opportunities in the Lesser Slave Lake Region but will also have access to wrap around supports such as transportation, childcare, coaching and living expenses to attend training and/or workshops, as well as other services that may be required to be successful in their new job. Youth will also receive one-to-one support throughout the program.

For more information, visit www.communityfuturesl.com/YESSYOU

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www.facebook.com/CommunityFuturesSL



Funded in part by the
Government of Canada's Youth
Employment and Skills Strategy



ABOUT YESS/YOU

[The Youth Employment Skills Strategy Youth Opportunities Unencumbered](#) (YESS/YOU) program is an initiative funded in part by the Government of Canada through the Employment and Social Development Program to help youth overcome barriers to employment and develop a broad range of skills and knowledge in order to participate in the current and future labour market, as well as promote education and skills as being key to labour market participation. This project is offered in communities across the region served by Community Futures Lesser Slave Lake.

The objective of the YESS/YOU program is to create opportunities for youth to thrive in the labour market, especially those facing challenges and/or barriers. By creating a supportive environment that empowers youth to gain the skills and experience they need for a successful transition into the workforce.

Marginalized youth include:

- Youth 15-30 years of age (not currently attending school)
- Indigenous youth
- Black and other racialized youth
- 2SLGBTQIA+ youth
- Youth who are early leavers from high school
- Youth living in low income households
- Youth experiencing houselessness or precarious housing
- Official language minority communities (French)
- Youth with disabilities

The Youth Employment Skills Strategy Youth Opportunities Unencumbered aims to serve youth facing barriers to employment and provide supports, training, coaching/mentoring, workshops and access to resources, if required. By working closely with youth to prepare them for applying for a job, interviewing, accepting, starting a job, youth will be more prepared for employment and maintaining a job.

YESS/YOU COMMUNITY PARTNERS

Community Futures Lesser Slave Lake Region (CFLSLR) is a community driven, non-profit organization focused on supporting small to medium enterprises with business development and loans. Community Futures develops and manages a number of initiatives including studies, census surveys, labour attraction and retention events, business training events, conferences, and economic development projects. There are business loan options, training courses, personal business coaching, and networking events available for small businesses.

Government of Canada Youth Employment Skills Strategy Program, offers an opportunity to help Canadian youth, especially those that face barriers and/or adversity, to develop the skills and gain experience required to effectively transition into the labour force. While offering coaching and mentoring, youth will be given an opportunity to explore career paths and/or job prospects while participating in training and workshops to create a solid foundation of employability. Individualized supports, as well as living expenses, will be available to assist youth to benefit from offered training and workshops. This program will foster collaboration with employers, service delivery organizations and educational institutions to enhance supports for youth, assist employers to hire youth, specifically those youth who may face barriers and/or adversity. Employers, and youth, will be extended supports for maintaining an employed youth as well as offered Diversity, Equity and Inclusion workshop. Funded in part by Employment and Social Development Canada, there are 11 other federal departments, agencies and Crown Corporations that help to fund and deliver the Youth Employment Skills Strategy across Canada.



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HOW THE YESS/YOU PROGRAM WORKS

The Youth Employment Strategy Youth Opportunities Unencumbered Program is looking for both employers looking to hire and youth who are looking for a job or to gain the skills, training and/or education required to attain and maintain a job.

The project is focused on workers whose identify factors are considered marginalized communities which includes: Indigenous youth, racialized youth, 2SLGBTQIA+ youth, youth with disabilities, youth who are early leavers from high school, youth living in low income households, youth experiencing houselessness or precarious housing, and youth with official language minority groups (French).

Employers are supported by obtaining wage subsidies (up to \$2,400 per youth) as well as training, development, coaching and mentoring. Youth are eligible for wrap around supports that can include transportation, childcare, technology, additional training, etc.

This program supports employers who have hired and youth who have been hired starting October 1, 2024. The wage subsidies and wrap around support will be provided throughout the program with an application intake every 6 months. There will be several opportunities for youth to apply and program concludes on March 31, 2028.

REGISTER FOR THE YESS/YOU PROGRAM

Scan the QR Codes for information about YESS/YOU or to register for the program.



[FOR YOUTH](#)



[ABOUT
YESSYOU](#)



[FOR EMPLOYERS](#)



FOR EMPLOYERS

INTRODUCTION FOR EMPLOYERS - JOURNEY

YESS/YOU EMPLOYER JOURNEY

The project culminates with closure and evaluation, where deliverables are finalized.



FOR EMPLOYERS

As Canada continues to experience challenging economic conditions, people are continuing to face struggles with inflation and elevated consumer prices. Despite rising costs of living, Canada's population has grown by more than double its pre-pandemic pace. The Youth Employment Skills Strategy Youth Opportunities Unencumbered is funded in part by the Government of Canada to support youth in marginalized communities find meaningful work by coaching, training and offering wraparound supports.

The labour market is a major component of the economy. Economic growth and productive employment go hand in hand. In the Slave Lake Region, the unemployment rate is at 11%, which isn't far behind the 12% for the entire province of Alberta. Persons with disabilities, Indigenous Peoples, Black and Youth all have unemployment rates well above the overall rate for the Slave Lake Region.

Through the YESS/YOU program, employers like you can help disrupt barriers to employment that marginalized youth communities face and access talent with the support of this program. Training and development as well as wraparound support are offered to both employers and youth to support the transition to new employment opportunities.

DELOITTE REPORT

Research suggests that conscientiously creating opportunities for individuals from marginalized populations can benefit organizations in multiple ways:

1) Enhanced performance: Diversity and inclusion have been linked to better team performance, and businesses with greater gender and racial diversity often financially outperform their peers. The concept of building teams comprising individuals with different lived experiences falls into a new frontier focused on adding diversity of thought to the traditional demographic lens.

FOR EMPLOYERS

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2) Attracting and retaining top talent: Creating sustainable job opportunities for marginalized populations may result in higher retention rates for employers—from these hires as well as current staff. Additionally, a recent survey found that “millennials and Generation Zs show deeper loyalty to employers who boldly tackle the issues that resonate with them most.”

3) Strengthened social license to operate: Studies show that steady, gainful employment contributes to lowering vulnerability and increasing stability. This can, in turn, create greater economic outcomes for traditionally marginalized individuals and their families, and contribute in small ways toward broader economic equality goals.

While the potential benefits are clear, many individuals from marginalized groups continue to face challenges in accessing sustainable employment such as social stigma, accessibility, behavioral and physical health trauma, legal barriers, financial constraints, misaligned qualifications, and education. Individuals from marginalized groups often face more than one barrier and are often left trying to navigate an unfamiliar ecosystem of the labour market. Similarly, employers may also be unsure of how to access talent and train employees outside of traditional methods.

The YESS/YOU program understands the complexities, nuances, and barriers of employment that both employers and employees experience. With guidance and support from Community Futures Lesser Slave Lake Region; wage subsidies, wrap around supports and free training and development opportunities are available to both employers and youth in the program.

GUIDELINES FOR YOUTH PLACEMENTS

1) Businesses must provide youth with all relevant information concerning health and safety standards and regulations, their work environment, and safety equipment and related requirements.

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FOR EMPLOYERS

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2) The Business shall ensure that no new/promoted youth is recruited and placed to:

- Fill a position left vacant due to a dispute at Community Futures or an employer's premises
- Fill the position of a worker who has been laid off by Community Futures or an employer and is awaiting recall
- Displace another worker employed by Community Futures or an employer.

In the event of a breach, the Government of Canada may require the Business to forthwith repay as a debt owing to Canada the amount of any financial assistance from Canada's contribution.

PROGRAM BENEFITS FOR EMPLOYERS

Participating in this program has several benefits for business owners/employers:

- Employers can be eligible to receive up to \$2,400 for employment subsidies per youth enrolled in the program
- Employers will be given access to training on Diversity Equity and Inclusion, coaching/mentoring as well as other training resources.
- Employers will have an opportunity to hire a youth that will be mentored on employability skills and supports for training.
- Employers can remain on a list for youth to consider employment for the duration of the program.
- Employers will have the ability to provide feedback on the program as well as participate in the celebration of youth completing the program.

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FOR EMPLOYERS

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HOW EMPLOYERS PARTICIPATE IN THE YESS/YOU PROGRAM

- 1) Sign up to participate in the program by completing the online registration forms.
- 2) Sign a contract with Community Futures Lesser Slave Lake to be eligible up to \$2,400.00 per youth hired, to subsidize wages.
- 3) Your employee/youth must also register for the program in order for you to receive wage subsidies, based on the number of hours worked. New hires are eligible if their hire date is after October 1st, 2024. The employee/youth must be employed for at least 12 weeks.
- 4) Opportunity to participate in Diversity, Equity & Inclusion training, Social Justice training, with other potential training offered.
- 5) Participate in celebration of participant completing YESS/YOU program.
- 6) Complete survey on program and offer feedback.
- 7) Complete wage subsidy forms and attach paystubs for reimbursement at the end of each work placement per employee.

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FOR EMPLOYERS

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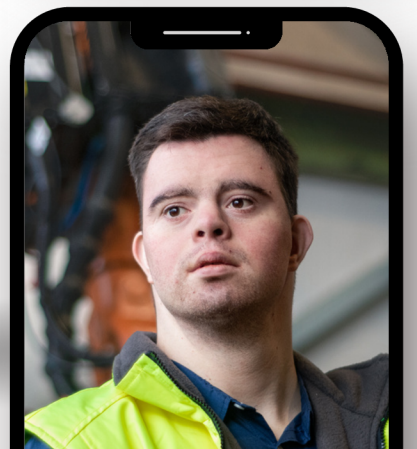
EMPLOYER'S CHECKLIST

MANDATORY TASKS

- Data Consent (Community Futures LSLR)
- Employer Registration Form
- Employer Contract
- Hire Youth participant
- Survey completion
- Submit wage subsidy claim & paystubs at end of each work placement (12 weeks)

RECOMMENDED TASKS (Optional)

- Participate in celebration of program completion
- Engage in Diversity, Equity & Inclusion Training
- Partner/collaborate in additional training



FOR YOUTH

YESS/YOU Youth Journey



FOR YOUTH

The YESS/YOU project is committed to breaking down barriers to employment opportunities and matching potential employees like you with employers in the Lesser Slave Lake Region.

By participating in this program and seeking employment, you can be eligible to receive wrap around support such as resume writing, interview skills, transportation to work, childcare, uniforms, and professional training and development.

PROGRAM BENEFITS TO YOUTH

- Wrap around supports to ensure youth have the necessities to be successful at work (transportation, childcare, education and/or training)
- 1:1 regular program check-ins to ensure you are fully supported and successful in work placement
- Completion of program bonus

WHAT ARE WRAP AROUND SUPPORTS?

Wrap around supports are a way to respond to potential barriers workers may have when entering the workforce. The economic downturn, the pandemic, and historic barriers disproportionately affect people from marginalized communities that may already be struggling.

Wrap around supports aim to stop the cycle of inequity and exclusion with comprehensive solutions to solvable barriers. The goal of wrap around support is to meet the variety of needs of a population. A worker who receives wrap around support may be able to focus on their new job and have a better chance at success.

Employees may request wrap-around support such as transportation, childcare, counselling, living allowances, technology, clothing, equipment, tools, training, and special services.

*Note: there is a limit to wrap-around services for the YESS/YOU program

FOR YOUTH

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HOW YOUTH PARTICIPATE IN THE YESS/YOU PROGRAM

- 1) Sign up to participate in the program as early as October 1st, 2024 completing the online registration forms.
- 2) Sign a contract with Community Futures Lesser Slave Lake to be eligible for, in a supported environment:
 - wrap around services and supports,
 - skills and training workshops,
 - individualized plan for career/employment search/investigation.
- 3) While employment is not guaranteed through the YESS/YOU program, you can participate in events to meet potential employers.
- 4) Participate in mandatory regular check-ins with the YESS/YOU Program Manager.
- 5) Partake in celebration of completion of program!
- 6) Complete survey to offer feedback on program participation experience.

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FOR YOUTH

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YOUTH CHECKLIST

MANDATORY TASKS

- Employee Registration Form
- Data Consent (Community Futures LSLR)
- Employee Contract
- Initial meeting with coach
- Skills and training development
- Regular Check In
- Job Research
- Applying for Job(s)

RECOMMENDED TASKS (Optional)

- Additional skills workshops
- Participate in celebration of completion of program
- Complete survey for feedback on program



**TRAINING
INFORMATION**

ABOUT SOCIAL JUSTICE AND DIVERSITY, EQUITY & INCLUSION

Systemic oppression continuously creates and maintains barriers for people. This can look like experiencing discrimination when applying for jobs, being paid a lower wage than co-workers, dealing with microaggressions on a daily basis, having language barriers or not having their credentials recognized in Canada. This can make it much harder for racialized and immigrant people to have equitable access to workplaces.

As an employer, you have more power to uplift these people and tear down some of the barriers that people experience like equitable hiring practices, paying workers equally, addressing inappropriate comments or behaviours when they arise, and valuing people's experiences and expertise. By working collectively and learning from others, we can start to address some of the systemic barriers people experience and create more equitable workplaces for all.

Helpful Definitions

Equity recognizes that each person has different circumstances, and allocates the resources and opportunities needed to help make our experiences more equal. An equitable lens is one of the most powerful tools in this work, as it helps us acknowledge we are not all the same, and we do not all have the same access as everyone around us.

Equality means each individual or group of people is given the same resources or opportunities regardless of specific needs or circumstances.

Centered Identities in North America include white, heterosexual, cisgender (same gender as assigned at birth), middle to upper class, non-disabled, Christian or religious, and more.

Keep in mind that centering someone does not mean hierarchizing them or treating them as though they are better.

Marginalized Identities include those that fall outside of centered identities. These experiences are treated as different, or 'diverse,' and often aren't the first thought. A detriment of not being a 'first thought' is that in a rapidly moving society, you may not be thought of at all.



**ADDITIONAL
RESOURCES**

ADDITIONAL RESOURCES

The Community Futures Lesser Slave Lake **website** features free resources for small business owners and entrepreneurs in rural Alberta.

[Lifemark Vocational](#) provides career and employment services to unemployed or underemployed individuals facing barriers to employment such as difficult labour market conditions, skills shortages, and limited work experience.

[Hiring Across All Spectrums](#): A report on broadening opportunities for LBGTQ2+ Jobseekers

[Beyond Diversity](#): An LGBT Best Practice Guide for Employers

[Creating Authentic Spaces](#): A Gender Identity and Gender Expression Toolkit

[Employing a Diverse Workforce](#)

ALL RESOURCES



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