

## **YOUTH PROGRAMS (PAEJ & PAEEJ)**

### **1- The Summer Jobs Access Program for Young People 15-18 Years Old (PAEEJ)**

This program aims to help young high school students find summer, part-time or after-school jobs.

#### **DESCRIPTION OF THE PROGRAM**

##### **Student**

A- Evaluation of the student's goals and objectives.

B- Participation in activities or workshops. These activities or workshops include remuneration for the participant (20 hours of training).

C- Pairing the young student with an employer for a paid internship for a maximum of 8 weeks.

D- Transition support at the end of the internship, including advice on part-time or seasonal jobs available during the school year.

#### **ELIGIBILITY CRITERIA**

1- Be between the ages of 15 and 18 at the time of registration.

2- Reside in Ontario.

3- Have the right to work in Canada.

4- Pursue secondary or post-secondary studies at the end of the work term.

### **2- The Job Access Program for Young People 15-29 Years Old (PAEJ)**

This program aims to develop skills in the young participant that not only helps improve their employability, but also gives them access to studies or training including work experience.

#### **The participant must take part in the following 4 components:**

A- Assessment of the participant's career, employment & training objectives and establishment of a personalized action plan.

B- Participation in activities or workshops to prepare for work. These activities or workshops include remuneration for the participant (60 hours of training).

C- Pairing the young participant with an employer for paid employment of a maximum of 13 weeks or more.

D- If necessary, support for education and the transition from school to work.

## **ELIGIBILITY CRITERIA**

- 1- Be between 15 and 29 years old at the time of registration \*.
- 2- Reside in Ontario.
- 3- Have the right to work in Canada.
- 4- Be unemployed.
- 5- Do not follow training or conduct full-time studies, as defined by the educational institution.

\* Anyone between the ages of 15 and 18 must be legally exempt from attending school in order to participate in this program. The legal exemption does not in itself include acceptance into the program.

## **Employer**

### **Duty :**

#### **For the PAEEJ**

A- Agree to accept the student for on-the-job company training for a maximum of 8 weeks or less. (The Centre Francophone du Grand Toronto supports part of the student's salary during these 8 weeks).

B- If necessary, employment (internship) may continue during the school year provided that:

- The work schedule does not exceed 10 hours per week
- The work takes place outside normal school hours.
- The total duration of the internship does not exceed 6 months.
- Commit to providing young students with on-the-job support in the workplace in order to help them develop work training skills.

#### **For the PAEJ**

A- Agree to hire the young participant into company training for a maximum of 13 weeks or more.

B- Commit to providing young participants support and training in the workplace to enable them to develop skills and abilities. These skills and abilities will then be used in the student's daily tasks or for future job opportunities within the company. They also may be transferable to another job.

C- A financial incentive is attached to this component in order to compensate for the costs caused by the temporary drop in productivity and the increased need for supervision, including any other expense incurred by the internship.

## **ELIGIBILITY CRITERIA**

- Be licensed to operate a business in Ontario.
- Comply with the Occupational Health and Safety Act and the Employment Standards Act, 2000.
- Take out adequate general liability insurance, in accordance with the advice provided by your insurance broker.
- Comply with federal and provincial human rights and labour laws and other standard regulations required.
- Offer work placements in Ontario.

## **We cannot have as employers (with Support)**

- Federal, provincial or municipal government departments or agencies.
- Service providers.
- Any holder of government funds from another source (federal, provincial or municipal) for the same work placement.
- Use of internship services to replace active or laid-off staff.
- The employer offers a job (internship) to a member of his immediate family (parent, spouse, brother, sister or child).