



Employer Partner Initial Info Sheet The Dam Youth Employment Project 2023/2024

The Dam is currently piloting a youth employment training project to increase the experience, training and support that youth entering the workforce have to ensure their readiness and success. This project will provide support to youth participants and the Employer through a variety of resources many of which are outlined below. Youth will be expected to complete a 120-hour paid on-the-job training placement with partner Employers. This project is for youth, many of whom are still in school, and may need support connecting to employers like you.

We are looking for Employers willing to partner with The Dam to hire youth for this project. You can agree to one or more with no expectation of how many youth you take on. It's an opportunity to vet potential new employees with the benefit of a wage subsidy. This current pilot project will conclude in March 2024 with the hope that additional funding will be secured to continue and expand this vital job readiness program and support for our youth.

The Dam (Service Provider) responsibilities:

1. Provide financial wage subsidy to the Employer of 50% of the wages for 120 hours of the employment at \$15.50/hour up to a maximum of \$930.
2. Provide a mentor for each participant to support the Employer and youth during their work training placement.
3. Provide mentoring and coaching for each youth participant in the program.
4. Provide youth participants with a travel stipend for public transportation.
5. Provide participant training funds for required certifications such as Food Handlers Certificate and Smart Serve.
6. Provide additional training opportunities for youth to develop employer-recognized soft skills such as communication, leadership, teamwork, creativity, time management, adaptability, problem solving, work ethic, critical thinking, emotional intelligence and conflict management.
7. Provide additional wrap-around support to the youth participant as deemed necessary for their successful completion of the training program.
8. Provide a training evaluation in collaboration with the youth participant and Employer.

The Employer responsibilities:

1. Hire youth participants for a minimum of 120 hours of employment at minimum wage or higher. Pay the employee directly (wage subsidy will be reimbursed by The Dam to the Employer upon verification of wages paid through submission of pay stubs).
2. Provide the youth participants with the same employment terms, conditions and benefits provided to the Employer's other employees at the Employee's job level. Provide the Employee adequate supervision, instruction, and sufficient opportunity to learn the job duties.

*The Dam is a registered charitable organization with the Canada Revenue Agency
Charitable Registration #889327466RR0001*

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3. Work with the Service Provider in support of the youth participants training and employment.
4. Complete an employer registration form which outlines the following:
 - a. Registered/Corporate Information.
 - b. Primary location where youth will work.
 - c. Basic company details such as size, brief description of business, type of sector, type of business, confirmation of 3rd party liability coverage, and type of workplace safety insurance provided.
 - d. Position details including, description of placement available, duties, basic skills required, description of training you will provide, and evaluation at the end.
5. Certify you are licensed to operate your business in Ontario.
6. Comply with the *Occupational Health and Safety Act* and the *Employment Standards Act*.
7. Comply with all applicable federal and provincial human rights legislation, regulations, and any other relevant standards.
8. Agree not to displace existing staff or replace staff who are on lay-off by these training participants.
9. Option to permanently hire/keep on the youth participant following the 120-hour training commitment should they desire.

If you are not ready to take on a youth trainee for this employment project but would like to explore other ways in which your business can partner and support the charitable work of The Dam with youth in Mississauga, please contact Stewart Vander Velden below.

For more information or further discussion contact:

Stewart Vander Velden
Operations Manager, The Dam
Office: 905-826-6558 x201
Mobile: 416-452-5233
stewart@thedam.org

Canada



Ontario 

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