



# Labour Market Implications for Racialized Youth



## Partners



The Diversity Institute undertakes research on diversity in the workplace to improve practices in organizations. We work with organizations to develop customized strategies, programming and resources to promote new, interdisciplinary knowledge and practice about diversity with respect to gender, race/ethnicity, Indigenous Peoples, abilities and sexual orientation. Using an ecological model of change, our action-oriented, evidence-based approach drives social innovation across sectors.



The Future Skills Centre (FSC) – Centre des Compétences futures is a forward-thinking centre for research and collaboration dedicated to preparing Canadians for employment success. We believe Canadians should feel confident about the skills they have to succeed in a changing workforce. As a pan-Canadian community, we are collaborating to rigorously identify, test, measure and share innovative approaches to assessing and developing the skills Canadians need to thrive in the days and years ahead. The Future Skills Centre was founded by a consortium whose members are Toronto Metropolitan University, Blueprint, and the Conference Board of Canada, and is funded by the Government of Canada's [Future Skills program](#).

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The opinions and interpretations in this publication are those of the authors and do not necessarily reflect those of the Government of Canada.

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# Foreword

## Labour market implications for racialized youth

Young people in Canada have a key role to play in the workforce of today and tomorrow. In the face of an aging population and simultaneous labour shortages, and to live up to our collective vision of a Canada in which the country's prosperity is truly inclusive, we need systems and supports that ensure that every young person from coast to coast to coast can contribute their skills and talent in a way that bolsters their own aspirations for meaningful jobs and careers.

Understanding is the first step toward progress, and this report reveals a troubling range of challenges faced by racialized youth in particular, in employment and education. We learn of numerous obstacles at the societal, organizational and community levels, all of which hinder or thwart the educational attainment or career paths of youth from equity-deserving backgrounds, and especially those with intersectional identities.

Although many programs offer skills and employment services, patchwork efforts and gaps in the system — such as a lack of employer- and industry-led programs and lack of outreach in available programs — leave many underserved. The absence of mentors and role models is yet another roadblock, and large-scale programs and those that don't address geographic differences can often fall short, when studies show that many racialized youth benefit far more from targeted and community-level interventions.

The report lays out a series of recommendations that reinforce the need for more integrated and targeted approaches cutting across actors and systems. At the Future Skills Centre, we focus on helping people across Canada gain the skills they need to thrive and employers with the talent and tools they need to innovate in a changing labour market, and we are committed to co-investing in and partnering on these kinds of shared solutions going forward. It is vital that everyone, and especially underrepresented groups such as racialized youth who are the focus of this research, have access to opportunities, skills training, mentorship and resources that enable them to succeed.

We thank our consortium partners at the Diversity Institute for spearheading this important research and offering evidence-informed ideas for the path forward.

**Selena Zhang**

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# Executive Summary

Canadian youth, who account for one-third of Canada's population, have higher levels of unemployment than the rest of the population. Those who are racialized are even more likely to be under-employed. Moreover, this situation has been exacerbated by the COVID-19 pandemic.

In recent years, there has been a dramatic increase in programs at the national, provincial and local level targeting youth, and some specifically targeting racialized youth or other populations. Yet, these programs are fragmented with limited coordination across regions or sectors, and uneven evaluation data exists on their impacts. The objective of this report is to support the development of consistent and comprehensive frameworks by 1) identifying the barriers faced by racialized youth in employment and education; 2) providing an extensive mapping of government and non-government programs and policies supporting racialized youth in employment and education; and 3) identifying gaps in these policies and programs to inform the creation of more inclusive workplaces and institutions.

## Labour Market Participation of Racialized Youth

The youth unemployment rate has always been significantly higher than the overall unemployment rate. Youth entering the workforce are less experienced than older candidates, which makes finding employment more difficult. Youth are also more likely to be laid off than their older colleagues since laying off a newly hired employee is cheaper and involves less loss of expertise. The unemployment rate is even higher for racialized youth, with variations across racial groups.

In this report, we use the term youth to refer to individuals aged 15 to 30 years. According to 2018 estimates, there are about 7 million youth between the ages of 15 and 30 living in Canada. Approximately one-third (27%) of youth identified as members of an equity-deserving group. Young immigrants comprise 16.29% of Canada's total youth population and 26.25% of young people do not have a permanent residence in Canada. Almost one-half (48% to 50%) of the youth population across all groups are women. About 13% of youth reported living with a physical, sensory, cognitive or mental health-related disability.



*According to census data from 2016, **racialized persons saw an unemployment rate of 7.7%**, compared to an unemployment rate of 7.3% for non-racialized persons.*

Canada has a comparatively low youth unemployment rate among OECD countries. However, racialized youth — especially those with an intersectional identity — have a higher unemployment rate compared to other youth in Canada. According to census data from 2016, racialized persons saw an unemployment rate of 7.7%, compared to an unemployment rate of 7.3% for non-racialized persons. Among racialized groups, Arab, Black and West Asian populations saw an unemployment rate higher than 10%.

Racialized youth are also disproportionately represented among youth not in education, employment or training (NEET). Racialized NEET youth require particular and tailored assistance to make their transition into the workforce. In 2017 to 2018, 15% of Canadian youth (376,000 individuals) were NEET, with two-thirds not looking for work and one-third unemployed and actively seeking employment.

## Barriers to Employment for Racialized Youth

Extensive research has found that racialized youth face numerous barriers to employment. Barriers at the societal level include socioeconomic status, differential access to social and financial capital, as well as systemic discrimination and implicit biases. There are also barriers at the organizational/institutional level within educational institutions and employment support services and among employers themselves. At the individual level, racialized youth contend with limited visible role models, a lack of peer support in pursuing career and educational goals and inadequate support from teachers and educational institutions.

The Government of Canada as well as provincial, territorial and many municipal governments have introduced programs to support youth employment. Several provincial programs focus on racialized youth; meanwhile, federal programs frequently focus on job creation and skills-training that is employment-adjacent. Programs offered by other stakeholders pursue more varied goals, including school success, entrepreneurship training, creating inclusive working environments and building awareness of career opportunities, among others.

## Environmental Scan and Assessment of Programs

The review of programs revealed gaps in support for racialized youth in the skills and employment ecosystem. Programs are fragmented with a patchwork of initiatives and organizations serving a particular community or catchment area, many of which have different application processes and eligibility criteria. Many programs attempt to serve as broad a population as possible, leaving marginalized youth in need of targeted programs underserved. Youth employment programs often rely on the youth themselves to seek out the program; few use active outreach approaches to engage youth.

Another issue is that youth continue to lack access to mentors or role models. Moreover, while many programs focus on teaching skills, they encounter challenges to measuring skills, making it difficult to evaluate and compare the success of different programs.

Programs that receive the most funding and recognition from employers tend to be national or provincial programs; however, research has shown that local, community-level programs tend to resonate more with racialized youth. Unfortunately, these programs receive comparatively less funding and are often not taken seriously by employers. Few programs are employer- or industry-driven, and they are not fully equipped to respond to discrimination and harassment that can occur. Additionally, few programs target racialized women and

high-achieving racialized youth. To bridge this gap and better communicate available programs and supports, service providers should form partnerships with community organizations that serve racialized and newcomer communities. Since racialized youth may lack the requisite social capital and linguistic competency to stay informed of programs that are designed for them, these partnerships can help reach these youth, who are often underserved.

Many programs are now online or hybrid; however, marginalized students may have limited access to computers, Internet or other digital technologies, impeding full and equitable participation in education and work. Although work-integrated learning (WIL) programs may have an educational curriculum that includes work placements, racialized youth, who are less represented in colleges and universities, have less access to the programs.

## Conclusions and Recommendations

This report reinforces the need for targeted employment programs that address the barriers facing racialized youth and their distinctive employment needs. It identifies the large gap between the difficulties faced by racialized youth and the available policies and programs offered by governments and non-governmental organizations.

Our recommendations in this report are guided by four general principles to be considered in designing and evaluating policies and programs for supporting employment for racialized youth:



> **Take an integrated approach:**

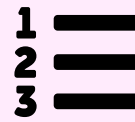
It is essential to create a national strategy that addresses the entire skills and employment ecosystem and recognizes the different experiences of racialized youth at varying stages of their education and career path cycle. There is also a need to cut across silos and jurisdictional boundaries.

> **Collect disaggregated and standardized data:**

Racialized youth often inhabit the intersection of multiple identities (e.g., racialized girls versus racialized boys). Data that takes intersectional dynamics into account will lead to more effective and nuanced program evaluation and policy interventions. Furthermore, standardizing definitions for youth and for various equity-deserving groups across government agencies and other organizations in the ecosystem would facilitate a more accurate collection of data.

> **Focus valuations on employment outcomes for racialized youth:**

Data must be collected to evaluate what works, where and for whom. Programs that work should be rewarded. Incentive systems are effective at improving the outcomes of youth employment programs; research has found that when organizations are funded based on how many youth end up employed, outcomes improve.



*It is essential to create a **national strategy** that addresses the entire skills and employment ecosystem and recognizes the different experiences of racialized youth at varying stages of their education and career path cycle.*

> **Apply a diversity lens to policy and program design and delivery:**

It is critical to address the ways in which bias and discrimination are embedded in policies, programs and processes. Wraparound supports are critical to enabling the participation of racialized youth in programs supporting their employment. Program designers must apply an equity, diversity and inclusion lens, ensure sure their programs engage with community organizations, consider whether leadership teams reflect the community served, and establish benchmarks for representation and HR policies that ensure those targets are reached.

In this report's conclusion, we elaborate on these principles to provide recommendations for governments and organizations that initiate, fund, implement and evaluate programs supporting employment for racialized youth.



# Introduction

Canada's increasing skilled labour shortage has generated a great deal of discussion. A recent study discovered that more Canadian businesses found it challenging to recruit skilled labour in 2021 (75%) than in 2013 (68%).<sup>1</sup> While attention to immigration for filling these gaps is important, less focus has been allocated to youth and racialized youth in particular. Canada ranks high among OECD countries in terms of advanced education, yet racialized youth face unique barriers in the labour force and remain an untapped resource in the Canadian economy. Systemic discrimination, racism, unequal access to resources and support, and often less advantageous socioeconomic circumstances impede their upward social mobility. The COVID-19 pandemic has exacerbated existing inequalities, and racialized youth are at risk of falling further behind.

In recent years, there has been a dramatic increase in programs at the national, provincial and local level targeting youth, and some specifically targeting racialized youth or other populations. Overall, these programs tend to be fragmented with limited coordination across regions or sectors and uneven evaluation data on their impacts, which reinforce the lack of disaggregated

data. Consequently, significant opportunities exist to develop more consistent and comprehensive frameworks, and to share and scale best practices to generate more transformational impacts.

Through a review of academic and industry reports and an analysis of policies and programs, this report aims to 1) identify the barriers faced by racialized youth in employment and education; 2) provide an extensive mapping of government and non-government programs and policies designed to support racialized youth; and 3) identify gaps in the current policies and programs. We then provide recommendations aimed at improving the employment outcomes of racialized youth.

For this study, racialized youth are those who are not Indigenous or Caucasian in race or who are non-white. Racialized youth in Canada are diverse in terms of their ethnic origins, gender and geographic distribution. Within the category of racialized youth, there are also diverse groups with intersectional identities, including women, immigrants or refugees, persons living with disabilities and people who identify with 2SLGBTQ+ communities. Intersectionality is important and so is the relationship between identity characteristics and socioeconomic status.

**TABLE 1****Youth and ethnic origins**

Origin	Proportion of youth population (%)	Youth who are women (%)	Total number of youth	Number of youth who are women
North American Aboriginal	8.14	50.04	344,515	172,395
Other North American	35.8	48.71	1,514,900	737,895
European	52.18	49.11	2,208,265	1,084,500
Caribbean	2.83	50.86	119,895	60,975
Latin, Central and South American	2.53	49.69	107,180	53,255
African	3.91	49.17	165,520	81,380
Asian	21.5	48.28	909,715	439,215
Oceania	0.3	48.95	12,820	6,275

Source: Statistics Canada. (2018a). Data tables, 2016 census. 98-400-X2016189. <https://www150.statcan.gc.ca/n1/en/catalogue/98-400-X2016189>

## Youth in Canada

According to 2018 estimates, there are about 7 million youth between the ages of 15 and 30 living in Canada. About one-third (27%) of youth aged 15 to 30 identified as members of a racialized group.<sup>2</sup> Young immigrants comprise 16.29% of Canada's total youth population and 26.25% of young people do not have a permanent residence in Canada.<sup>3</sup> Almost one-half (48% to 50%) of the youth population across all ethnic origins are women.

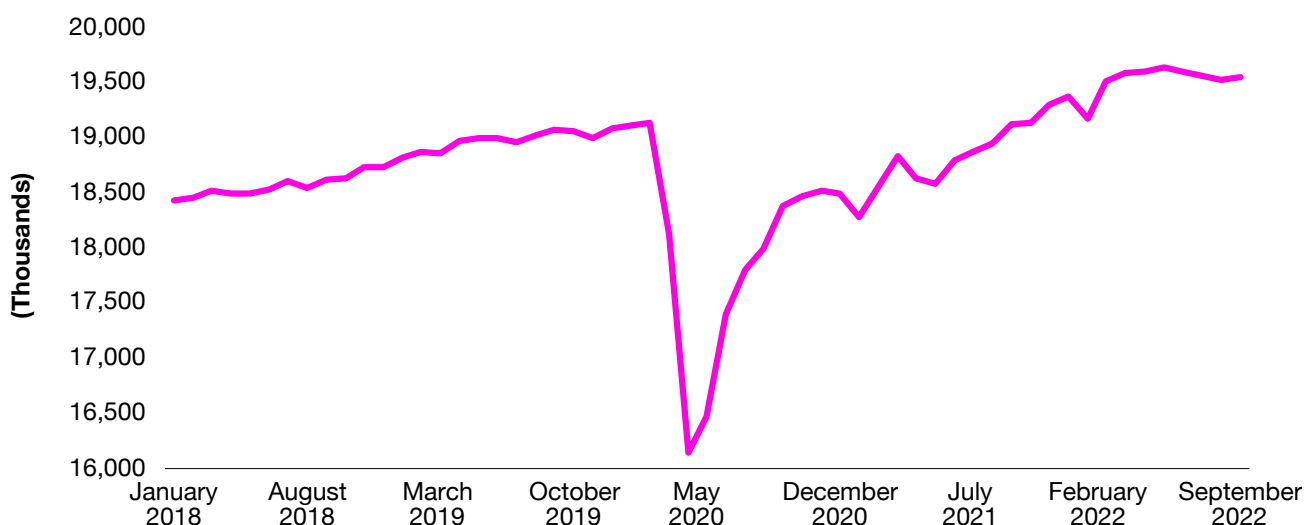
About 13% of youth reported that they had a disability, whether it be physical, sensory, cognitive or mental health-related, in the 2014 General Social Survey.<sup>4</sup> Rates of mood disorder are highest among youth aged 15 to 30 compared to other age groups.<sup>5</sup>

According to the 2016 General Social Survey on Canadians at Work and Home,<sup>6</sup> about 5% to 8% of Canadian youth consider themselves to be either homosexual or bisexual. The proportion is higher than that for Canadians aged 31 to 64 years (2% to 3%).

The proportion of racialized youth varies across provinces. British Columbia and Ontario host the highest percentage of racialized youth (37.86% and 35.12%, respectively). Nunavut (1.37%) and Newfoundland and Labrador (3.35%) have the lowest percentage of racialized youth in their populations. Additionally, there are often more racialized youth living in urban areas, especially in provinces where the representation of racialized people is relatively high. Toronto, Vancouver and Calgary have the greatest concentration of racialized youth.

**FIGURE 1**

Employment change (%) February 2020 to September 2022



Source: Statistics Canada. (2022). *Labour force survey, September 2022*. <https://www150.statcan.gc.ca/n1/daily-quotidien/221007/dq221007a-eng.htm>.

## Labour Market Participation of Racialized Youth

Across high-income countries, a higher proportion of youth aged 15 to 24 (25%) are employed in temporary jobs compared to those aged 25 to 54 years old (9.5%). In Canada, over 30% of youth are engaged in temporary labour, which puts the country in the middle among high-income countries.<sup>7</sup> In Canada, 32% of students aged 15 to 19, 48% of students aged 20 to 24 and 54% of students aged 25 to 29 years are working, according to the Labour Force Survey.<sup>8</sup> However, the proportions vary across provinces; Nova Scotia and Quebec see more students working, while PEI and New Brunswick have lower proportions of students participating in the workforce. Youth unemployment rates have

increased dramatically during the COVID-19 pandemic, at a faster rate than the overall unemployment rate.<sup>9</sup> The pandemic has exacerbated pre-existing inequality based on factors like gender and race, among others.

Youth unemployment increased rapidly during the second wave of the COVID-19 pandemic, particularly among those aged 15 to 19 years. These youth saw their employment rate drop by 9.3% from December 2020 to January 2021, while those aged 20 to 24 years saw employment drop by 2.2%. In contrast, workers aged 25 to 54 years saw their employment drop just 0.9% in the same period.

It has been estimated that students graduating from high school, college or university in 2020 could lose between \$23,000 and \$44,000 in potential earnings over the next five years (or \$4,600 to \$8,800 per year) due to the increase in youth unemployment caused by the pandemic.<sup>10</sup>

For the minority of students who enter the workforce directly, as of January 2021, 45% of net employment losses since the beginning of the COVID-19 pandemic were attributed to those in the 15 to 24 age group (377,000 out of 858,000).<sup>11</sup>

## Race and Employment

According to Statistics Canada census data from 2016, racialized persons saw an unemployment rate of 7.7% compared to an unemployment rate of 7.3% for non-racialized persons.<sup>12</sup> Among racialized groups, Arab, Black and West Asian populations saw an unemployment rate higher than 10%. Recent data examining the changes in socioeconomic status of Canada's Black population identified several challenges faced by the community, including unemployment, low wages and poverty. According to Census data, Black women's and Black men's labour outcomes have seen very little improvement from 2001 to 2016 compared with those of the rest of the population.<sup>13</sup>

In 2016, the Black Canadian population had an unemployment rate of over 12%, 71% higher than the rate of the non-racialized population. The Arab Canadian population had an unemployment rate of over 13.5%, 85% higher than the Caucasian population,

while those identifying as Chinese had an unemployment rate 8% higher than the non-racialized average.<sup>14</sup> These gaps in unemployment have been consistent over the years, changing little between 2006 and 2016.<sup>15</sup> The gap in the employment rate between Canada's Black population and non-racialized population widened during the period between 2001 and 2011. The trend has reversed slightly between 2011 and 2016, but not to the extent needed to redress the previous decade's deterioration.<sup>16</sup>

During the pandemic, youth belonging to marginalized groups (particularly racialized and Indigenous groups) saw the greatest increase in unemployment.<sup>17</sup> When pandemic restrictions were eased in September 2020, however, racialized youth saw their unemployment rate decline by 7.6%, faster than non-racialized youth (2.6%), although they still had a higher unemployment rate overall (24.7% versus 15.4%).<sup>18</sup> This may point to early signs of success from employment programs designed to get racialized youth back to work, but more evidence is needed.

## Intersectional Identities

To have a more comprehensive understanding of the state of racialized youth's labour market participation, it is important to acknowledge how the intersection of overlapping social identities shape the unique set of challenges that different groups face. A significant proportion of racialized Canadians are also immigrants or the children of immigrants, which compounds the barriers they face. For example, 56.4% of the Black population





*2SLGBTQ+ youth face additional barriers to educational access and are more likely to face mental health challenges. In a Canadian study, **30% of 2SLGBTQ+ youth reported skipping school because they felt unsafe.***

in Canada is comprised of first-generation immigrants who were born outside the country.<sup>19</sup>

There is extensive research showing the barriers that immigrants, including youth, face in the labour market. For example, research indicates that there is a devaluation of international credentials and bias in the education and employment system, discrimination based on accent and language skills, and discrimination based on “fit.”<sup>20</sup> There is also implicit bias based on “foreign-sounding” last names.<sup>21</sup> Immigrant youth are particularly vulnerable when entering the job market of the host country due to various structural barriers. As such, newcomer youth often work in lower-skilled jobs, are confronted with major delays in achieving successful employment and have difficulties accessing labour market opportunities.<sup>22</sup>

2SLGBTQ+ youth face additional barriers to educational access and are more likely to face mental health challenges.<sup>23</sup> In a Canadian study, 30% of 2SLGBTQ+ youth reported skipping school because they felt unsafe.<sup>24</sup> Black youth are also prone to missing school for a myriad of systemically enforced reasons.<sup>25</sup> Thus, a Black youth with an 2SLGBTQ+ identity may face significant barriers to success in school. This state of disadvantage continues into higher education where 2SLGBTQ+ youth in Canadian universities continue to be underrepresented<sup>26</sup> and face overt discrimination.<sup>27</sup> Barriers to education ultimately translate to poorer employment outcomes for 2SLGBTQ+ youth, with 2SLGBTQ+ individuals earning less than their heterosexual counterparts. Young people just entering the workforce often encounter the greatest wage disparities as they incur a “coming out” penalty. Young workers are already at a disadvantage due to their lack of experience. Identifying as a member of the 2SLGBTQ+ community adds an additional layer of disadvantage.<sup>28</sup>

In a 2010 survey, women living with disabilities rated employment programs as being of limited importance in their quest for employment and ineffective at improving the employability of women living with disabilities.<sup>29</sup> More recent research on Canadians living with developmental disabilities has found that a holistic approach to employment programs is needed to improve employment outcomes.<sup>30</sup> As they have for other marginalized groups, the Government of Canada has invested funds toward helping youth living with disabilities re-enter the workforce following

the COVID-19 pandemic; NPower Canada's Upskilling and Mentoring Vulnerable Youth for the Future of Work is a program that specifically lists youth with disabilities as one of their targeted demographics.<sup>31</sup>

## Youth Who Are Not in Education, Employment or Training (NEET)

Another intersectional group is youth who are not in education or employment. The International Labour Organization's School-to-Work Transition Survey found that one-third of men and one-half of women aged 25 to 29 were unemployed.<sup>32</sup> Thus, limiting analysis to just individuals aged 15 to 24 years old may undervalue the true extent of youth unemployment, particularly for marginalized groups. Research has shown that the proportion of NEET (not in education, employment or training) men peaks at age 23, while the number peaks for women in their late twenties.<sup>33</sup> For example, more than 30% of men and 50% of women at the age of 25 are pursuing some kind of education or are classified as not employed.<sup>34</sup> Effective programs for training young women for the workforce are usually long-term, based in local communities and have strong links to the labour market. Women-only programs consistently serve the needs of young women better than broad programs. Community-based training is particularly effective at training young women due to their holistic design and recognition of the relationships people have to their households and ethnic communities.<sup>35</sup>

Youth who are NEET are at higher risk for economic and social difficulties.<sup>36</sup> In a recent survey of youth, Canadian researchers found that 10% of respondents were NEET and that being NEET was correlated with past-year depression, bipolar disorder, generalized anxiety, drug use and suicidal ideation.<sup>37</sup> Some implications of these studies on career pathing are that educational and employment transition interventions must consider the challenges presented by poor mental health conditions among potential youth program participants.

NEET rates rose to 24% in April 2020, the highest in 20 years, up to 3.5 percentage points higher than in January 2020.<sup>38</sup> The NEET rate is rising due to the impacts of the COVID-19 pandemic. On average, the NEET rate doubled from 12% in February to 24% in April 2020. In Canada, New Brunswick, Nova Scotia, Quebec, Alberta, Northwest Territories and Nunavut experienced a higher growth (more than 12%) in the NEET rate.

Racialized youth are disproportionately represented among NEET groups and require particular and tailored assistance to make their transition into the workforce. In 2017 to 2018, 15% of Canadian youths (376,000 individuals) were NEET, with two-thirds not looking for work and one-third unemployed and actively seeking employment.<sup>39</sup> Women in OECD countries tend to be NEET youth more than men, especially if there are young children in the household. For those with a higher rate of educational attainment, there is a smaller proportion of NEET individuals, particularly for those aged 25 to 29 as well as women with a high school diploma.



# Barriers to Employment for Racialized Youth

Extensive research has found racialized youth face numerous barriers to employment. Many of these barriers exist at the societal level, such as socioeconomic conditions, inequal access to infrastructure, systemic discrimination and racism. Numerous barriers at the organizational or institutional level within educational institutions and employment support services also exist, including structural inequality in education and lack of connection to service organizations. Some barriers exist on a personal level, stemming from low self-confidence.

## Societal-Level Barriers

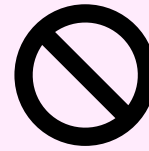
Broad socioeconomic conditions and the strong association between racialization, newcomer status and disability create a context in which some youth have more opportunities than others. There is strong evidence linking these factors, such as access to social and financial capital. But the relationships are complex; overall, children of immigrants are better educated than others, but Black students (of which 60% are from immigrant families) and those of Portuguese descent fare worse.<sup>40</sup>

Growing up in a lower family income household is correlated with several career and educational outcomes.<sup>41</sup> Canadians who grew up in lower income households are less likely to have parents with a university degree, more likely to have a non-official language as a mother tongue and less likely to live with both parents at age 15. Later in life, these same people are less likely to have a university degree, less likely to be married or cohabiting as adults, more likely to report being in poor or fair health as adults and have lower family income as adults.<sup>42</sup> Moreover, low-income youth face barriers to accessing the infrastructure for educational opportunities. Affordable Internet access and the digital divide (unequal access to digital technology) is a socioeconomic issue that can affect students' performance. These lead to long-term impacts on educational attainment.<sup>43</sup>

Systemic discrimination and overt racism continue to be prevalent obstacles for racialized youth. Racialized youth face considerable discrimination when searching for employment. For example, individuals with foreign- or racialized-sounding names are far less likely to receive call-backs for job applications than their non-racialized, non-immigrant counterparts.<sup>44,45</sup> Even

when racialized Canadians find a job, they continue to face systemic discrimination. Black Canadians in particular are confronted by lower levels of career progression due to barriers in the workplace. Racialized individuals continue to be grossly underrepresented on company boards, both in the public and private sectors.<sup>46</sup> The barriers that prevent youth from being employed follow them throughout their entire careers, limiting their potential. Black Canadians also face four times the number of reported microaggressions compared to white employees, and 50% report discrimination during promotional processes.<sup>47</sup>

Overt discrimination and social stigma continue to be identified by racialized youth as barriers to their participation in the labour force and access to employment services.<sup>48</sup> According to a 2017 survey of those who participated in the development of Ontario's Black Youth Action Plan, the top 10 issues facing Black youth are 1) widespread anti-Black racism; 2) Black excellence not being recognized; 3) a lack of Black representation in leadership roles; 4) anti-Black racism in the education system; 5) anti-Black racism in the child welfare system; 6) anti-Black racism in the criminal justice system; 7) trauma resulting from racialized policing; 8) poverty and economic barriers; 9) poor mental health; and 10) well-being of Black youth families and their communities.<sup>49</sup> Both Canadian-born and immigrant Black youth experience discrimination.<sup>50</sup> Black students also report facing discrimination at school at a higher rate than non-racialized students, often perceiving that their teachers do not treat them the same as other non-racialized



***Black Canadians face four times the number of reported microaggressions compared to white employees, and 50% report discrimination during promotional processes.***

students.<sup>51</sup> Black youth perceived higher levels of discrimination compared to older members of the Black community. Likewise, Black youth are also more likely to report being underemployed or overqualified than older generations of Black Torontonians.<sup>52</sup>

## Organizational-Level Barriers

The strongest predictor of employment outcomes is level of educational attainment. Canada has higher levels of education attainment than the OECD average and allocates more of its GDP to educational institutions than most other developed countries.<sup>53</sup> However, not all students have the same access to educational opportunities. Racialized youth often have inadequate information about post-secondary opportunities,<sup>54</sup> in addition to facing direct and systemic discrimination.<sup>55</sup>

Different racialized youth groups have distinct needs and thus face unique barriers. For instance, immigrant youth often find language barriers to be the biggest impediment to their success,<sup>56</sup> while Black



youth may find discrimination a more prevalent barrier.<sup>57</sup> As a result, education and training programs designed to be uniformly supportive may not be as effective as expected. For example, employment support and work-integrated learning programs, while shown to improve employment outcomes, are often not readily accessible to racialized and Black students.

Due to a history of systemic discrimination, racialized youth are also more likely to trust service providers who share the same background and mistrust of traditional institutions. Unfortunately, ethno-specific services tend to receive limited or no funding from governments, which typically focus their attention on broad-reaching employment services.<sup>58</sup> As such, there may be a belief among some employers that youth who receive training from community-based, often ethno-specific, organizations lack the necessary skills to succeed in the workforce.<sup>59</sup> By having the private sector more involved in the funding of these programs, it is likely that these private sector actors will have higher trust in the programs since they would have some measure of oversight of the types of services provided.

## Individual-Level Barriers

At the individual level, the importance of role models that reflect the lived experiences of racialized youth cannot be overstated. Role models depict what is possible and thus influence the career aspirations of youth. A lack of visible role models in the labour force can also dissuade some racialized individuals from pursuing employment in a specific industry.<sup>60</sup> Research has found that Black and other racialized people are grossly underrepresented on company boards, both in the public and private sectors,<sup>61</sup> leading to a lack of role models and mentors for racialized youth. Racialized youth also often lack support from their peers to pursue their career and education goals.<sup>62</sup>

Research suggests that racialized youth have lower levels of confidence. For example, in a 2016 survey, 94% of Black youth aged 15 to 25 in Canada reported a desire to complete an undergraduate degree or higher. However, only 60% felt this was an achievable goal.<sup>63</sup> One reason for this lack of confidence may be due to a perception of insurmountable exclusionary barriers (both direct and systemic). Black students report facing discrimination at school at a higher rate than non-racialized students. They often perceive that their teachers do not treat them the same as non-racialized students, setting lower expectations and not providing them with adequate support.<sup>64</sup> Black students, like anyone, need their teachers to set high expectations for them and to provide them with support and encouragement to feel confident in themselves.<sup>65</sup>





# Environmental Scan: Youth Employment Support Policies and Programs in Canada

This paper is based on a comprehensive review of youth employment policies and programs (Appendix A). An initial search was conducted using Google, by entering common terms that identify racialized youth. After this approach was exhausted, a further search of the Government of Canada's list of approved youth-supporting non-governmental organizations was conducted, manually identifying those that help racialized youth find employment. Intersectional identities were considered in this search as well. Due to differences in funding and population sizes in Canada, some identities receive more attention from youth programs than others.

Programming for youth in Canada is somewhat fragmented, with federal, provincial and municipal governments each supporting a range of youth employment programs directly or indirectly. For instance, the federal government offers many internships, work-experience programs and job training programs, many of which have varying requirements and are siloed into different departments.<sup>66</sup> Provincial governments also offer a similar range of programs, as do a diverse array of local organizations and municipal governments. While there are online portals to search

opportunities offered by the federal government and many individual provincial governments, there is no easy-to-use centralized database to help youth navigate the array of programs that are offered.

The career pathing journey is affected by a range of factors including, for example, social capital, access to information and networks. Youth require supports at all stages, and the playing field is not level. Recent research has demonstrated that various forms of trauma have a disproportionate impact on youth from equity-deserving groups and must be accounted for when designing employment programs.<sup>67</sup> The core of creating more inclusive programs is providing more tailored supports to help overcome the barriers created by trauma suffered by youth, whether that trauma is the result of historic, systemic or individual circumstances. To do so, there needs to be more supports, including wraparound supports, at each stage of the career-pathing journey illustrated in Figure 2.

**FIGURE 2**

The end-to-end reskilling journey: What users need

**Encouraging user entry**



Users need an entryway into the lifelong learning ecosystem

**Building self-efficacy**



A belief they can succeed throughout the journey

**Navigating careers and systems**



A clear view of the pathways to success

**Assisting with economic and social barriers**



Help managing barriers like childcare and financial insecurity

**Providing good content and good teaching**



Scaffolded, engaging and positively affirming content

**Sustaining support**



Continued support for on-the-job success and lifelong learning

Source: Escobari, M., Seyal, I., & Meaney, M. (2019). *Realism about reskilling: Upgrading the career prospects of America's low-wage workers*. Brookings Institute.

All users of employment-related services benefit from thoughtfully designed supports at each stage of their skilling or reskilling journey. However, extra attention should be allocated to three areas. First, as research from the Diversity Institute has shown, there are many different programs, and racialized youth need assistance in finding the right supports for their individual situation.<sup>68</sup> More work needs to be done to provide accessible information that encourages racialized youth to take advantage of employment programs. Secondly, providing wraparound supports that help racialized youth surmount the economic, social and trauma-related barriers

they face is vital to improving employment prospects. Continuing that support throughout the career journey also helps improve results.<sup>69</sup> Finally, providing content that meet the needs of youth where they are in their education and career journeys is vital, since many racialized youth are more likely to have had poor experiences with education. The review of youth employment programs and policies show that, while there are many promising practices and programs for supporting racialized youth, much still needs to be done to ensure inclusive career pathing becomes a reality.

Based on a review of 324 programs across the country, this report categorizes them based on the following factors (Appendix B has a complete list):

- > Readiness to learn
- > School success
- > Post-secondary success
- > Building awareness of career opportunities and job search support
- > Pathways to employment training
- > Work-integrated learning
- > Entrepreneurship training as a pathway to employment
- > Networking opportunities and building social capital
- > Integrated programs with wraparound supports
- > Employer-driven programs
- > Job-seeker and employer-matching platforms
- > Creating inclusive work environments

## Readiness to Learn

Some programs aim to level the playing field for students with lower socioeconomic statuses, who also are more likely to be racialized. For instance, Go Where Kids Are is a national program run by Actua. The program is a customized delivery model that engages youth from communities facing socioeconomic challenges, including low-income, under-resourced, and rural or remote communities.<sup>70</sup> In Vancouver, PLEA's Genesis Schools provide students aged 16 to 19 with a flexible learning environment that encourages them to identify and pursue educational and vocational goals.<sup>71</sup> In this program, a teacher from the Vancouver School Board provides the educational component, while a PLEA youth worker supports students in academic learning, life-skills training and recreational activities.

## School Success

There are programs aimed at supporting students in their studies. For example, Reboot Plus in B.C. is an education and career exploration program that develops skills and workplace connections for youth. An important component of the program is to help youth aged 17 to 24 who have not completed high school or are struggling to complete their high school credits.<sup>72</sup>

There are programs aimed at supporting racialized students with more relevant curriculum and pedagogy. Youth Taking Flight in Toronto, for example, offers engaging learning experiences for at-risk youth aged 12 to 24, particularly young girls and racialized youth in the fields of STEM,



and works with at-risk youth to promote positive self-development.<sup>73</sup> Tutoring and homework support is particularly important to student success. In Peel Region, Ont., the Black Youth School Success Initiative, as part of the Peel District School Board's "We Rise Together" action plan<sup>A</sup>, brings together Black-led organizations, schools and mainstream community agencies to provide support for Black youth in the region. The program provides tutoring support and mentoring to Black students to achieve graduation rates on par with the national average.<sup>74</sup> During the COVID-19 pandemic, there has been an expansion of programs aimed at supporting students in school. For example, Study Buddy is a program that facilitates free tutoring services for Kindergarten to Grade 12 students from marginalized groups in Ontario. This program is multifaceted: it offers students in teacher's college the opportunity to complete training hours required for their professional certificate; provides marginalized students with academic support and allows parents to spend more time on entrepreneurial or employment activities.<sup>75</sup>

## Post-Secondary Success

Programs in this category encourage racialized and disadvantaged youth to attend university by providing access to blended courses or introducing them to the university environment. Pathways to Education is one of the best-known programs of this type, combining coaching with on-site exposure to university programming. Individual institutions have targeted programs, for example, Dalhousie University's Faculty of Engineering. Business is Jammin' in Nova Scotia offers a program that introduces African Nova Scotian and other racialized youth in Grades 10 to 12 to careers in engineering.<sup>76</sup>

There are programs, such as the NewLife Youth ReGeneration Program in Alberta,<sup>77</sup> Black Youth Mentorship and Leadership Program in Alberta<sup>78</sup> and the Afro-Caribbean Mentorship Program in Ontario<sup>79</sup> aimed at providing peer mentoring. Experiential learning programs, such as Youth Agriculture Education in Yukon,<sup>80</sup> Newcomer Youth Green Economy Project in Toronto,<sup>81</sup> as



well as targeted entrepreneurship training programs like the Youth Entrepreneurship Program in Toronto<sup>82</sup> and Business Planning Program in Newfoundland and Labrador<sup>83</sup> also support student success.

Increasingly, universities offer more support for racialized youth. The University of Toronto, for example, has dramatically increased the representation of Black youth in its medical school through a comprehensive strategy that included assessing application standards, mentoring and outreach. Osgoode Hall Law School has also designated an association called the Black Law Students' Association to increase access to legal education and promote diversity in the legal profession.

Several financial institutions and other large employers have implemented collaborative programs with post-secondary institutions to advance opportunities for racialized and Black youth by increasing awareness of employment opportunities and the skills needed to succeed. Additionally, recognizing many racialized youth face barriers to post-secondary education, there are organizations offering targeted scholarships, including community organizations such as Scadding Court, Black Business Professional Association (BBPA), Lifelong Leadership Institute as well as a wide range of corporate and non-profit organizations. The importance of these scholarships and awards extends beyond their cash value providing important recognition and confidence building.

The Bridge, a program developed in the college system and brought to Toronto Metropolitan University (TMU) by Dr.

Beverly-Jean Daniel, focuses on Black youth support and retention in post-secondary education. While small in scale, the eight-week programs with wraparound supports, coaching and counselling, appears to have produced significant results.<sup>84</sup>

Some institutions offer targeted scholarships, but costs remain a significant issue. Unlike the U.S. and other countries in the world, while Canada has affordable post-secondary education there are few free options. Because attending university is expensive in terms of tuition, supplies and living costs, as well as the opportunity costs (i.e., limiting engagement with employment in the short term) many racialized youth (who are also low income) simply cannot afford a post-secondary education.

## **Building Awareness of Career Opportunities and Job Search Support**

Many diverse employers and professional associations are launching programs aimed at broadening awareness of career opportunities to equity-deserving groups while celebrating diverse role models in schools and post-secondary institutions. Recognizing the uneven quality of career counselling in schools, particularly in low-income neighborhoods, many are working on programs targeting racialized youth to expand their horizons.

Mentor Canada is a national coalition of organizations that provide youth mentoring with the goal of building sector capacity to expand access to mentoring





across Canada. Their work focuses on four areas: research, technology, public education and the development of regional networks. Committed to raising public awareness about the positive impact of youth mentoring, Mentor Canada holds the Canadian Mentoring Symposium, an annual national dialogue featuring new research, innovative practices and dynamic networking opportunities for mentoring organizations, government, academic, corporate and community partners.<sup>85</sup>

The NexusBC Community Resource Centre provides the Training for Jobs program for young people who are NEET. Young newcomers, who may also be racialized, can receive help with their resumes, cover

letters, LinkedIn profiles, writing skills and job search techniques to land full-time jobs in the fields they are passionate about.

The BBPA's Young Professionals Mentorship Program is a networking and mentorship platform linking young Black professionals to mentors in various fields.

## Pathways to Employment Training

There are many programs at the national, provincial and local level that provide employer-centered specialized training, sometimes with placements. NPower Canada, a non-profit organization, offers nationwide programs to develop the IT skills of youth aged 17 to 30.<sup>86</sup> The Junior IT Analyst Program, the Junior Data Analyst Program, the ReNEW: Tech Res, and the Junior Security and Quality Assurance Analyst Program are offered by NPower, through which more than 1,600 graduates started their own digital career with Fortune 500 companies.

MyStartr, formerly Opportunity For All Youth, is a program that was launched with the City of Calgary Youth Employment Centre in 2018. MyStartr aims to provide opportunities for 40,000 NEET youth across Canada who face barriers to entering the workforce over five years. These programs focus on technical skills (such as STEM-related or digital skills) and social-emotional skills (such as leadership, communication and job-seeking skills).<sup>87</sup>

There are also a wide range of organizations providing targeted and specialized training programs for youth with some emphasis on racialized youth. In some instances, they are responding to specific employer needs for technical training and support. For example, Workforce Development Consulting Services of Northern BC runs the QUEST Plus Pipeline Construction Worker Training Program, which provides participants with pre-employment skills, a certification in pipeline construction and job search skills to obtain sustainable employment in the construction, natural resources, energy and infrastructure sectors.<sup>88</sup> There are several similar programs: DiverseCity Community Resources Society implemented Start it Right! Youth Employment Program and Future Leaders Program; College of New Caledonia has the Young Adults Skilled Labourer Program; Kootenay Employment Services has the Young Adults Aspire Youth Employment Program; Pacific Community Resources Society offers WorkBC Employment services centers and their resources;<sup>89</sup> this Way ONward Program is for youth aged 16 to 24; and SRDC offers Youth Program Navigator Pilot.<sup>90</sup>

Recognizing the need to attract more diversity to trades, some programs target youth. The ITA Youth Trades Program in B.C. targets young people in Grades 10 to 12; students can learn trade skills through an apprenticeship and land a job while they are still in high school.<sup>91</sup> Participants can earn up to 16 credits toward their high school diploma and log 480 training hours toward their trade. The New Brunswick Teen Apprentice Program is an industry-led apprentice program that connects students in Grade 10 or 11 to skilled trades.<sup>92</sup>

In Toronto, non-governmental programs provide sector-specific skills training or certifications. For example, POV 3rd Street offers programs to develop occupational skills through its Production Assistant Training Program, Media Training Program and Next Steps Program, along with one-on-one mentorship and social skills development for Black youth aged 18 to 29.<sup>93</sup> In Vancouver, the John Howard Society of B.C. runs the TradeBuilders for Young Adults at Risk program to support NEET youth aged 17 to 29 with essential, occupational and social-emotional skills.<sup>94</sup> Another example is the Remix Project in Toronto, created to help young people from marginalized and underserved communities and pave the way for them to enter the creative industries and non-tech sectors.<sup>95</sup> Rexdale Youth Mentorship is another program for racialized youth that provides personal and professional tools to support youths' development.<sup>96</sup>

Programs also exist that are exclusively designed to serve racialized, immigrant and newcomer youth. YMCA offers programs to support immigrant youths' employment in many provinces, such as Ontario (e.g., Power of Trades and Build ON pre-arrival services) and Alberta (e.g., the Career Mentorship Program and Employment Link).<sup>97,98</sup> In Ontario, CultureLink offers a pre-employment program called Skills for Youth Success for immigrant youth aged 15 to 29.<sup>99</sup> This program teaches immigrant youth how to market themselves in today's digital world and develop their digital and networking skills. In B.C., Immigrant Services Society of BC offers a program called Youth in Tech for immigrant and refugee youth aged 17 to 29.<sup>100</sup> The program aims to



develop the digital skills of the newcomer youth and provide paid internships and work experience placements with their employer partners. Also in BC, DiverseCity Community Resources Society offers Future Troopers: Immigrant Youth Employment Program; it aims to address urgent skills shortages in immigrant youth and connect them with supportive employer partners.<sup>101</sup> MOSAIC's Fast Track to Manufacturing program is another BC-based program that supports newcomer youth aged 17 to 29 with six weeks of paid online training and job opportunities from 2,500 participating employers.<sup>102</sup>

There are also many programs operating at the provincial level designed to support Black youth. For example, the University of Alberta offers the Black Youth Mentorship and Leadership Program, which contributes to the social and economic empowerment of Black youth.<sup>103</sup> Realize Your Potential is a non-profit organization in Alberta that offers the NewLife Youth ReGeneration Program for Black youth aged nine to 24, in which youth receive mentorship and development opportunities in entrepreneurship and STEM occupations.<sup>104</sup>

CEE Centre for Young Black Professionals is a Toronto-based charity that is dedicated to addressing the economic and social barriers that affect Black youth aged over age 14. CEE offers career training in five labour market gaps: tech, trades, film, social services and hospitality.

rites for Black and African Canadian Youth is a program offered by another non-profit organization called Central Toronto Youth Services, which supports the empowerment of Black and African Canadian youth between the ages of 13 and 17. It is undeniable that systematic racism can affect youths' self-esteem and overall success. rites's focus is to help Black youth stay strong and help them build practical skills of leadership, conflict transformation, resilience and problem solving in a positive and healthy environment.<sup>105</sup>

Nia Centre for the Arts and OYA Media group are other non-profit organizations that support the appreciation of arts from across the African diaspora and have kickstarted the careers of Black youth in art.<sup>106, 107</sup> Onyx Initiative is a Toronto-based non-profit organization that focuses on professional

development for Black students and recent graduates.<sup>108</sup> Tropicana Community Services offers employment support and services to youth of Caribbean, Black and African heritage. Their approach is more educational, providing training sessions on various topics such as financial literacy, resume building, career planning, job connection information and more.<sup>109</sup>

There are also a few provincial-level programs that are designed to help youth with disabilities or other barriers. For example, YMCA Youth BEAT (Breakthrough to Employment and Training) in B.C. is a program for youth aged 17 to 29 with mental health barriers that offers workshops on employability, wellness and life skills, as well as support during work placements.<sup>110</sup> Progressive Intercultural Community Services Society runs its Surrey Intercultural Youth Service Corps Project in B.C., which supports youth aged 15 to 30 who self-identify as disabled, a person with multiple barriers and/or LGBTQ2+ by providing valuable leadership training, community engagement skills and volunteer placements so that youth can build community connections. Their training also includes job search skills, resume building, financial literacy and essential life skills that will help youth gain valuable experience in community engagement and enhance employment opportunities.<sup>111</sup> Ontario YMCAs offers a six-week program called Y Opportunities for youth with diagnosed or self-identified disabilities to help participants refine and discover new skills towards labour market integration or further education.<sup>112</sup>

There are also programs targeting NEET youth. NexusBC Community Resource Centre in B.C. runs their Training for Jobs Program, through which they offer training in soft skills and job seeking to youth aged 17 to 29.<sup>113</sup> Kamloops Jobs in Demand Youth is another BC-based program offered by a private organization called Open Door Group that provides training and support to marginalized and NEET youth.<sup>114</sup> Buxton Consulting also offers a program supporting vulnerable and at-risk youth.<sup>115</sup>

## Work-Integrated Learning

Work-integrated learning (WIL) programs have been dramatically expanded through Employment and Social Development Canada (ESDC)'s Student Work Placement Program (SWPP), which subsidizes post-secondary students for paid work placement; higher subsidies are available for women in technology, racialized youth, Indigenous youth and those with disabilities. Conducting an evaluation of SWPP, the Diversity Institute analyzed survey data from 508 post-secondary students and 254 employers in Canada and interview data with employers participating in WIL. The results show that the SWPP has been extremely successful but only applies for students while in university and enrolled in programs requiring work placement. Some racialized university students, notably, women and Black students, and those with disabilities, are less likely to be in co-op programs and are more likely to be in arts and social sciences.<sup>116</sup> Additionally, co-op programs have barriers to entry and high opportunity costs associated with extending education by as much as a year.



Other programs that are designed to help students transition into work upon graduation are important in helping racialized graduates enter employment, particularly in small and medium-sized enterprises (SMEs), which account for most jobs in Canada, but are less likely to invest in co-op programs than large employers. For instance, the Advanced Digital and Professional Training (ADaPT) program, run by the Diversity Institute, is designed to bridge the skills gap between post-secondary education graduates and the entry-level job market in the technology sector. The program provides participants with more than 80 hours of training in digital and professional skills, followed by a paid work placement in the technology sector. Three-quarters of the participants are racialized youth or those facing barriers, and employment rates have been close to 90% over the eight years ADaPT has operated.<sup>117</sup>

Other programs in metropolitan areas are helping youth obtain work experience as the first step to entering the labour market. In Toronto, Woodgreen Community Services has a program for Black youth called Digital Tech: the Black Youth Compositing Initiative, which offers youth employment services training and a four-month, full-time paid internship in the digital technology sector.<sup>118</sup> Yonge Street Mission offers an employment support program for street-involved youth aged 16 to 24,<sup>119</sup> and Youth Employment Services offers Toronto Youth Job Corps for youth aged 15 to 30.<sup>120</sup> In Vancouver, the Pacific Community Resources Society provides eight weeks of training, certifications, mentorship and work experience to help youth find culinary jobs.<sup>121</sup>

## Entrepreneurship Training as a Pathway to Employment

Recognizing entrepreneurship is critical to economic growth and that entrepreneurial skills are transferrable, there are a growing number of programs providing entrepreneurial training and experiential opportunities to support youth in growing their own businesses. Recognizing that entrepreneurship and experiential learning offer environments which often are well-suited to diverse youth with learning differences, these programs are increasingly targeting marginalized and racialized youth. Summer Company is a program supported by the Province of Ontario that offers training as well as micro grants of \$3,000, which are tied to project milestones. While some participants develop their own businesses, many develop improved transferrable skills including communications, skills, financial literacy project management and more. The program specifically targets racialized youth and other “youth facing barriers” as part of the program.<sup>122</sup>

Specialized entrepreneurship programs targeting specific populations include incubators for Black youth, for example TMU’s DMZ,<sup>123</sup> or incubators run by the BBPA and the Lifelong Leadership Institute. Other incubators target racialized women, for example the Women Entrepreneurship Hub at Scadding Court.<sup>124</sup> The Somali Canadian Association of Etobicoke has a Youth Entrepreneurship Program that provides youth aged 15 to 29 in the area with structured training, business resources, pre-launch coaching, ongoing

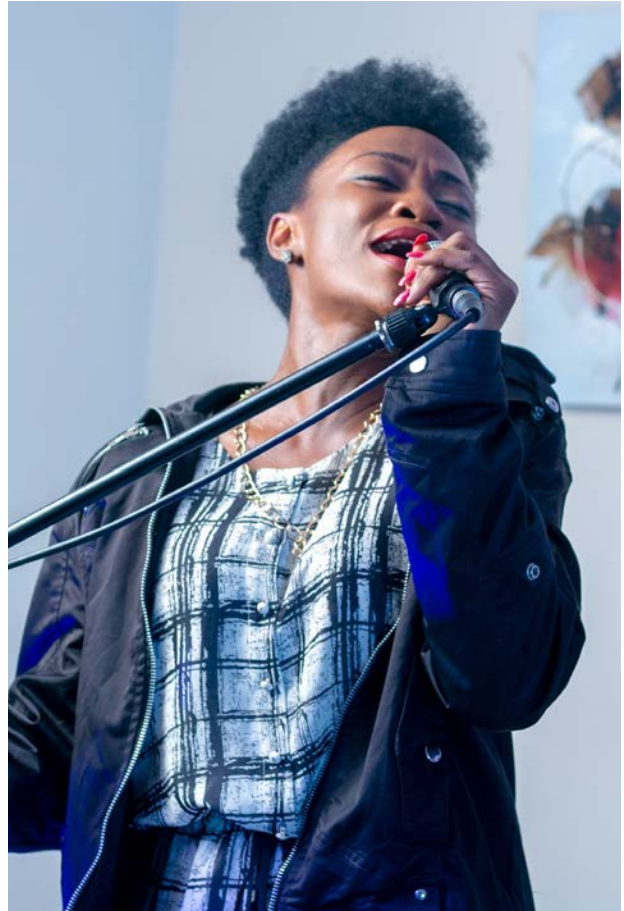


mentoring and startup financing of up to \$1,500 to help youth launch and sustain successful businesses.<sup>125</sup> In Halifax, the Centre for Entrepreneurship Education and Development offers entrepreneurship supports to youth.<sup>126</sup>

Some target sectors that appeal to young people, for example, music and arts. The Nova Scotia Youth Art Connection has a program called ARTpreneurs, which supports diverse young individuals aged 15 to 30 in building life skills, entrepreneurial skills and social change leadership skills on their artistic and creative talents. SUCCESS has its Self-Employment Training for Young Entrepreneurs Program to help young adults start a small business, become self-employed or gain transferable skills to increase employability.

## Networking Opportunities and Building Social Capital

Several programs are primarily focused on providing networking opportunities for youth within the local community. United Way Greater Toronto runs its NetWORKS Program, which is designed for youth aged 18 to 29 and allows young people access to mentorship experiences and career-oriented networking that they need to find meaningful employment.<sup>127</sup> Markham, Richmond Hill & Vaughan Chinese Business Association has a program called Young Professionals & Entrepreneurs that encourages communication between Chinese businesses, industry professionals and political bodies.<sup>128</sup>



There are also wrap-up services provided by some programs. In Vancouver, programs offered by Pacific Community Resources Society support youth in general, including as Honour Secondary School, Pathways to Education, Baristas Training Program, Foundry Surrey, Shift and TREES (Teen Recreation and Educational Enhancement Services).<sup>129</sup> In 2018, the City of Calgary Youth Employment Centre launched a program called This Way ONward to help youth aged 16 to 24.<sup>130</sup> Phoenix Learning and Employment Centre Program is offered by City of Halifax's Youth Resources and Supports.<sup>131</sup> In Montreal, YES Montreal offers job seeker services and the Entrepreneurs Services Program.<sup>132</sup>

Other than the programs that focus on providing services to support a wide youth group, it is notable that some programs are designed to support youth from particular communities, such as racialized youth, Black youth, immigrant youth or homeless youth. These programs tend to aim for overall outcomes, such as improvement in well-being or development of cultural identity, rather than employment outcomes. For example, Youth Taking Flight is a grassroots organization of young people providing engaging learning experiences in the STEM fields for youth aged 12 to 25. Their major goal is to support at-risk youth and racialized youth.<sup>133</sup> Toronto Community Benefits Network supports Black, Indigenous and newcomer women and youth with its NexGen Builders Mentoring Program and provides professional development seminars for participants.<sup>134</sup>

Some municipal-level programs support marginalized youth. The Scadding Court Community Center in Toronto offers a wide array of programs and services for marginalized youth, particularly newcomers in the community.<sup>135</sup> Study Buddy, run by the Diversity Institute at TMU, is an innovative program to support youth by using an online platform to enable free one-on-one online tutoring during the pandemic; the program also offers work experience to youth who are teacher candidates and students in Kindergarten to Grade 12 who are from marginalized communities, particularly newcomers to Canada.<sup>136</sup> There are also some municipal programs designed to support immigrant youth. For example, the City of Halifax funds an Immigrant Youth Employability Project for immigrant youth.<sup>137</sup>

In Toronto, YES has a special program called Streets to Jobs that supports homeless and at-risk youth by taking positive steps towards permanent housing and greater financial self-sufficiency.<sup>138</sup> Springboard Services, a non-profit organization in Toronto, has designed a program called Youth Job Connection, through which they deliver 11 individualized programs and services to support vulnerable youth in acquiring skills for today's labour market. The programs include one-on-one career counselling, pre-employment skill-building workshops, free training opportunities, paid work placements, job shadowing, job coaching and more.<sup>139</sup>

## Integrated Programs With Wraparound Supports

Some organizations have a full suite of programs with wraparound supports. For example, YMCA of Greater Toronto's offerings include employment programs, employee supports, the Youth Job Connection program, Skills for Steel - Job Seekers (in Hamilton, Kitchener and other areas), Y to Work - Employment Services, Second Career and Youth Job Link job fairs.<sup>140</sup> YMCAs in Alberta offer the largest number of programs including employment counselling in one-on-one sessions, resume development, career counselling, a casual labour program, job search assistance, cover letter development, interview coaching, skills link programs, job boards and transition-to-employment services.<sup>141</sup>

In B.C., YMCA's programs and services include youth employment support, Youth Works Employment, YMCA Connect, career development services, YMCA Jumpstart to Employment Essentials and youth employment services.<sup>142</sup> All these programs aim to help youth by providing consultancy, training and guidance on their career paths. In Manitoba, YMCA has a few programs to support youth leadership skills development and self-employment.<sup>143</sup>

In Newfoundland and Labrador, YMCA offers a wide variety of youth programs, such as their Business Planning Program, Enterprise Olympics, Create Your Own Change Program, Media Mentors Program, Opportunity For All Youth, Y Youth Guided Employment Opportunities, Y-Digital, YMCA Community Action Network and Community Youth Network.<sup>144</sup> In Nova Scotia, YMCA has implemented programs with different approaches, including both self-serve and assisted services; YMCA publishes self-serve job postings, while also offering assisted services in pre-employment and post-employment training.<sup>145</sup>

Across the country, YMCA also offers programs designed for specific types of occupations. For example, in Ontario, participants could access the Digital Skills Literacy Program, Construction Connections Program, Pre-Apprenticeship Home Renovation Training Program and the Horticulture Training Program.<sup>146</sup> YMCAs in B.C. also offer programs for some occupations; Childcare Career Exploration, Early Childhood Education and Digital Literacy Exchange Program exist to help participants acquire skills and knowledge about the related occupations. They

even offer training, financial support and networking opportunities to youth who want to start their own businesses through the YMCA Self-Employment Program.<sup>147</sup>

Similarly, YWCAs offer a full suite of programs targeting young women facing barriers and racialized women. They also offer wraparound support including counselling and housing.<sup>148</sup> More integration and coordination across service offerings helps ensure youth are matched to the opportunities and services they need. Improved coordination across stakeholders would enable programs to be scaled.

## Employer-Driven Programs

Some employers have programs aimed at targeting and building pipelines to reach racialized and other marginalized youth. For example, Old Navy sponsors This Way Onward program, which is administered by the Pacific Community Resources Society in B.C. This program helps youth aged 16 to 24 gain customer service skills through a series of workshops and a paid internship with Old Navy.<sup>149</sup>

Some government programs, like SWPP (described in the “Work Integrated Learning” section), provide subsidies directly to employers. Many employers hire youth through paid internship or apprenticeship programs. For instance, Labour Education Centre's TradeLinx program in Ontario runs a 12-week pre-apprenticeship training program and successful graduates are supported in securing employment with a unionized employer. For employers, such programs can help train candidates even before the youth are hired.



There are other employer-centric programs aimed at encouraging companies to hire racialized youth. For example, MyStartr (formerly Opportunity for All Youth) is a national coalition launched locally with the City of Calgary Youth Employment Centre in 2018.<sup>150</sup> To date, CERT Logistics, Cintas, Fairmont Palliser, HMS Host, Hyatt Regency, Sheraton Suites Calgary Eau Claire, Starbucks, TELUS, the Source and Walmart have joined the coalition in Calgary. Another example is the netWORKS program run by United Way in the Greater Toronto Area. Since 2015, 14 employers have hosted 45 networking sessions and provided various supports to youth. As a result, the employers have more access to the pool of youth candidates.

## Job-Seeker and Employer-Matching Platforms

Magnet is a tool developed by TMU and the Ontario Chamber of Commerce to match job seekers with WIL and employment opportunities; it also supports employers in targeting the skills they need. Through Magnet, diverse youth are reached through targeted outreach at post-secondary institutions and community organizations.<sup>151</sup>

## Creating Inclusive Work Environments

Some youth-focused programs, for example, Specialisterne, which focuses on youth with cognitive differences, insists on providing capacity building to employers around creating inclusive environments as well as training for youth, but often this is a neglected piece of the puzzle.<sup>152</sup>



Many organizations serving newcomers, such as the Immigrant Employment Councils, address inclusive hiring practices, but these do not target youth. Similarly, Indigenous organizations, such as the Canadian Council on Aboriginal Businesses, help employers create more inclusive workplaces for Indigenous peoples, but research shows a dearth of programs targeting the inclusion of racialized youth. The Discover Ability Network, a program run by the Ontario Chamber of Commerce, also focuses on creating more inclusive hiring practices and is expanding this through a partnership with the Diversity Institute to address a broader range of diversity practices.<sup>153</sup> The ADaPT program provides optional training and tools for employers to create more inclusive workplaces. This should, ideally, be built into government-funded programs and subsidies for employers, and there should be a strategic recognition that the underemployment of youth is a demand issue as well as one of supply.





# Assessment of Programs

This review of programs was based on purposive sampling and is by no means complete; however, themes emerged from the analysis that revealed gaps in the skills and employment ecosystem in terms of supports for racialized youth.

## Fragmentation in Policies and Programs

Although many employment support policies and programs exist, racialized youth, particularly women, Black and immigrant youth, face obstacles in accessing such supports. Among them is the fragmented nature of the various programs and organizations serving a particular community or catchment area, many of which may have different application processes and eligibility criteria. While youth employment services are designed to be sought out, many racialized youth operate in an environment of incomplete information and have low levels of trust in institutions. These factors make it less likely that youth will have the know-how to navigate and ultimately access employment support services.<sup>154</sup> For instance, a study of Asian new-generation immigrant youth in B.C. revealed that very few youth were aware of formal employment services available to them.<sup>155</sup> Instead, youth

participants in the study predominantly utilized informal personal and professional networks in their job searches. Possibly because they had not accessed formal supports, many university-educated interview participants were unable to find jobs that matched their career aspirations.<sup>156</sup>

These dynamics show that it is not just a question of creating and implementing entrepreneurship and employment learning opportunity programs for racialized youth; programs also need to be known within targeted communities and be easily accessible. To improve outcomes, information about employment services and supports available to Black, Indigenous and racialized youth must be consolidated and more widely disseminated.

Government funding remains critical to the sector and the impressive results of individual programs. However, there is considerable fragmentation of programs making it difficult to map the ecosystem or to assess impacts. Federal policies and programs have reporting requirements associated with funding, but the results of the programs are seldom aggregated or shared. Often programs receive funding from multiple sources and report to each in a different way. For instance, the Youth

Employment and Skills Strategy includes programs delivered by 11 departments and agencies, including Innovation, Science and Economic Development Canada; Environment and Climate Change Canada; Canadian Heritage; ESDC; Natural Resources Canada; Parks Canada; and National Research Council of Canada. Without common evaluation frameworks and mechanisms for tracking impact over time it is challenging to determine what works for whom and in what contexts.

## More Targeted and Inclusive Programs

Youth employment programs often attempt to reach as wide an audience as possible, leaving marginalized youth underserved. Typically, it is these larger-scale programs that receive funding. Similarly, many provincial governments do not offer customized policies and programs to serve disadvantaged and racialized youth. Exceptions include the Black Youth Action Plan in Ontario.

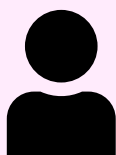
In addition to higher rates of unemployment, racialized youth face acute challenges due to discrimination, lack of social support and limited access to social services. Therefore, there is a pressing need for youth support programs to develop enhanced trauma-informed approaches to skills training or social supports as a response to the negative experiences that many racialized youth, particularly those with intersectional identities, have faced in their lives. For example, many programs may now have several youth participants who are

simultaneously facing financial challenges in their household, the social trauma of racial injustice and high levels of stress as family members battle COVID-19. In these cases, skills such as resilience, emotional stability, flexibility and adaptability should be recognized as crucial.

When developing programs for youth, involving racialized youth in discussions is essential. Canada's Youth Policy was created in consultation with more than 5,000 youth, resulting in more than 10,000 responses and 68 submissions from youth and youth organizations. This comprehensive, qualitative approach is highly responsive and allows for the identification of key concerns and objectives based on the needs of the population that the policy or program is serving.<sup>157</sup> When designing their Workforce Integration Fund, the government of Prince Edward Island consulted with various stakeholders including women's organizations, industry and trade councils, and educational groups.<sup>158</sup> Consulting with employers in particular overcomes the problem of employers sometimes lacking trust in employment programs, especially those designed to serve specific ethnic communities.<sup>159, 160</sup>

## Lack of Outreach

Most youth employment programs tend to rely on the youth themselves to seek out the program. Few programs engage in active outreach to youth. However, many racialized youths lack the networks that would notify them of the existence of these programs. Most racialized youth are embedded in ethno-specific networks, which point them in



*Participants in a 2016 study agreed that **organizations need to reach out to African youth and their families in-person.***

*This allows organizations to explain their service offerings in a comfortable and trusting environment.*

the direction of ethno-specific employment programs only. Racialized youth may also sometimes be distrustful of non-racialized programs and organizations.<sup>161</sup>

Participants in a 2016 study agreed that organizations need to reach out to African youth and their families in-person.<sup>162</sup> This allows organizations to explain their service offerings in a comfortable and trusting environment. Participants also agreed that organizations need to be more welcoming in terms of program flexibility.<sup>163</sup> They also need to focus on developing personal relationships based on trust with youth and their families. Youth must be able to receive information in a comfortable environment. Many youth stated that they felt uncomfortable or shy in large-scale service organizations. They may feel they have nothing or no one to relate to in these settings. As a result, many youths do not seek out services because they feel out of place. Promotional literature also needs

to represent the target audience. Many racialized youths do not feel like engaging with a service organization when they cannot relate to any of the images in the promotional materials. They feel that participation in these services would be “awkward.” However, it is nonetheless “important to reassure and empower young Africans so that they feel able to take part in programs outside of their current comfort zone.”<sup>164</sup>

## Access to Mentors and Role Models

Mentorship programs help racialized youth build skills. The Black Youth Mentorship and Leadership Program at the University of Manitoba pairs racialized students with racialized faculty. The program has been very successful, providing students with valuable academic and employment skills, as well as teaching them how to navigate systemic racism. The program has resulted in an improvement in the graduation and employment rates of racialized students from the school. Such programs help empower racialized youth to be more confident in their ability to graduate from university. They also introduce racialized youth to successful role models, further emboldening them to pursue their goals and mitigating the pernicious effects of racism and stereotype threat.<sup>165</sup> Youth programs that work closely with educational institutions and organizational leaders to pair mentors with youth are important, given that a lack of mentors and role models continues to be cited by racialized youth as a barrier to their success.<sup>166</sup>



One way youth employment programs can ensure the continued growth of racialized youth is by helping them to expand their networks and find mentors. Without diverse and productive networks, youth run the risk of falling into a situation of “ethnic mobility entrapment,” whereby their employment options are limited to those where other members of their ethnicity are overrepresented.<sup>167</sup> Lack of racialized leaders has also led to a lack of mentors and role models for racialized youth.<sup>168</sup>

## Lack of Consistent Definitions and Assessments of Skills

Many programs focus on occupational, digital and soft skills. However, the improvement of skills is hard to measure. The Career Navigator program facilitated by United Way helps youth gain industry-recognized credentials needed for in-demand employment opportunities in four sectors: retail, hospitality, construction and IT.

Many of the programs use different terms and assessment tools for different skills, creating confusion. If skills are considered “currency,” the rates of exchange need to be well understood. Encouraging programs at all levels to use more standardized frameworks and assessment tools would improve our understanding of what works for whom. The ESDC Skills for Success framework, for example, could help develop a shared understanding of what skills are needed and who has them; it could also help employers develop more objective, fair and inclusive approaches to recruiting.

## Unaddressed Geographic Differences

It is not surprising that employment issues for racialized youth vary by region, as some regions are home to more racialized youth than others. Large cities, such as Toronto, Montreal and Vancouver, have had diverse populations for a long time and therefore have a longer history of programming for racialized youth. Other communities have seen an influx of racialized families more recently and so have newer programs. Similarly, local school boards, post-secondary institutions and provincial governments may offer programming that differs according to the demographic features in the areas.

Most youth employment programs have a large geographic scope. The programs that receive the most funding and recognition from employers tend to be national or provincial programs. However, research has shown that local, community-level programs tend to resonate more with racialized youth. Unfortunately, these programs receive comparatively less funding and are often not taken seriously by employers.

There are limited mechanisms to promote sharing across jurisdictions, although this is something the Diversity Institute (DI) has begun as part of its work with the Future Skills Centre in mapping the programs that are available, their characteristics and their impacts. Magnet, a social enterprise also working with the Future Skills Centre, along with the Immigrant Employment Council of BC and the Association for

Canadian Studies are also working with DI to understand who is doing what, particularly for racialized newcomer youth. One of the most significant challenges in the ecosystem is fragmentation and duplication, in part as a result of geographic barriers, although some of these are eroding as a result of innovation driven by the COVID-19 pandemic. It is critical to find better ways to link horizontally and vertically across government, funding agencies and programs.

## Bridging the Digital Divide

The COVID-19 pandemic has demonstrated the importance of access to the internet.<sup>169</sup> During the COVID-19 pandemic, many organizations shifted their employment support services online. Some programs are using a hybrid mode to provide service in-person and online, such as Virtual Skills Training for Employment Preparation in B.C.

Although online services are promising, students who have limited internet access or limited access to computers or other digital technologies may find it challenging to access services and resources. Access to an adequate Internet connection and modern information and communications technology is necessary for full and equitable participation in education and work. Racialized people, newcomers and low-income households may lack access to basic information and communication technology.<sup>170</sup> Efforts to improve work-related outcomes for racialized youth must be accompanied by a plan to bridge the digital divide.

## Improve Access to Work-Integrated Learning Programs for Racialized Youth

Many programs use work-integrated learning (WIL) approaches to support youth, as WIL offers an alternative gateway to employment. However, it is critical to maintain equitable access to WIL opportunities for youth from diverse groups, especially racialized youth and those with intersectional identities.<sup>171</sup>

The SWPP) launched by the federal government to forge partnerships between employers and post-secondary institutions provides incentives for employers to hire underrepresented students, such as racialized youth. However, since racialized youth are less represented in colleges and universities,<sup>172</sup> they have less access to the programs and thus benefit less from them. In addition, when they are in university, they are less likely to be in programs with co-op placements and are more likely to be in arts and social sciences. The result is unintended exclusion.<sup>173</sup>

Racialized youth often encounter barriers to accessing WIL programs.<sup>174</sup> While WIL programs must meet the needs of employers, they should intentionally ensure that diverse students can equally access the programs and smoothly transition from their education into employment.

There are a variety of reasons for the underrepresentation of racialized youth in these programs. For example, mapping WIL programs in Canada reveals that most of these programs are in STEM and business and less likely to be in humanities or social



***Students with disabilities are twice as likely to report barriers such as harassment or bullying than those without disabilities.***

sciences. Therefore, it is not surprising that young girls in Canada are not fully represented in many of the STEM and trade apprenticeships, as women generally are underrepresented in these fields in Canada.<sup>175</sup> Another reason is that these programs are predominantly located in urban areas; students living in rural areas experience challenges accessing these programs.

Students with disabilities face physical and attitudinal barriers in the workplace when participating in WIL.<sup>176</sup> Although apprenticeships and traineeships with adequate support are effective pathways into paid employment, students with disabilities are twice as likely to report barriers such as harassment or bullying than those without disabilities.<sup>177, 178</sup> Additionally, students with disabilities tend not to disclose their disabilities due to fear of discrimination and stereotyping.<sup>179</sup>

Similarly, 2SLGBTQ+ students report experiencing discriminatory attitudes and behaviour while on placement<sup>180</sup> and may feel pressured to hide their sexual orientation

in a heterosexist climate during their social work placements.<sup>181</sup> These students may also feel anxious and unsafe due to interpersonal challenges between clients and other staff in a homophobic climate.<sup>182, 183</sup>

Finally, some organizations do not have formalized processes or enough resources to dedicate to equity, diversity and inclusion. Therefore, a lack of organizational strategies prevents them from serving racialized youth in an effective way.

## **Increase Employer and Industry-Driven Programs**

The most successful youth employment programs (e.g., NPower, ADaPT) have active participation and commitment from employers and are tailored to the specific skills and competencies they need, with curriculums designed by industry partners themselves.<sup>184, 185</sup> However, many employment programs developed by social services agencies have limited engagement with employers and industry partners. Part of the reason for this is that governments seem to fund more broad-reaching programs that aim to help as many youth as possible, and that social service agencies and industry employers may have limited intentional opportunities to interact and engage.<sup>186, 187</sup>

It also appears that Canadian employers have yet to see the incentive to invest in youth employment programs and partnerships tailored to specific industries themselves. Additionally, there is a lack of attention to creating inclusive work environments. For racialized youth who do secure entry-level positions, pathways

for retention, ongoing career support and growth remain unclear. For example, many WIL settings are not fully equipped to respond to discrimination and harassment that occurs, and career supports for youth experiencing these concerns are unclear.<sup>188</sup>

## Expand Programs Addressing the Needs of Young Racialized Women and High Performers

There are very few programs targeting racialized women despite evidence especially for some populations that young women require specific supports to succeed. Our analysis also found fewer programs targeting high-achieving racialized youth, such as those attending university or professional schools, despite evidence that these youth face significant barriers. There is a need to celebrate and reinforce success. The lack of programs targeting high achievers reinforces negative stereotypes and marginalization. While some of the programs highlighted in this section are showing promising results, more research is necessary to understand the factors enabling some racialized youth to succeed despite the barriers they face.

The vicious cycle of low expectations and stereotype threat is a very real challenge, as is the absence of programs to support high-potential racialized youth. For example, in a recent study of a small-scale program designed to improve retention of Black students in post-secondary education, respondents noted their frustration. “Black role models are entertainers not scholars.

Black scholars are not visible.”<sup>189</sup> “Not seeing anyone that looked like me coming into my school. Seeing a lot of White faces.” “My friends were not interested in school, so they didn’t help.” The respondents reinforced the importance of “Knowing the success stories of Blacks that have gone on to university and succeeded in their fields.” “I had only three Black teachers in my life.”<sup>190</sup>

Professional associations such as the Black Business and Professional Association attempt to address these gaps with programs such as the Harry Jerome Awards and the co-production, *Cool Black North*, but much more is needed to showcase Black success. Getting into post-secondary education is not enough. Students need support and encouragement throughout particularly when they feel they are swimming against the current, without the support of peers or, even at times, their families.

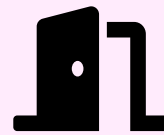
The Lifelong Leadership Institute, for example, which targets youth of Caribbean and African origin, exposes high potential youth to a host of opportunities and engages with their families as well as celebrates success stories.<sup>191</sup> The Bridge is another program focusing on celebrating success and improving retention of Black students in post-secondary education. Youth employment programs need to empower racialized youth for sustained success.



## Need for Partnerships to Deliver Programs and Services

Racialized youth, particularly those from newcomer communities without links to mainstream Canadian society, may lack access to the requisite social capital, informal networks and linguistic competency to stay informed of programs and services that are designed for them. To bridge this gap and better communicate available programs and services, service providers should form partnerships with community organizations that serve racialized and newcomer communities.

Partnerships can also be formed between the private sector and community organizations. For example, RBC partners with Toronto Region Immigrant Employment Council (TRIEC) in the TRIEC Mentoring Partnership program,<sup>192</sup> which matches mentors from employer partners with qualified newcomer mentees. So far, RBC has hired 214 newcomer mentees through the decade-long partnership.<sup>193</sup>



*Racialized youth, particularly those from newcomer communities without links to mainstream Canadian society, may **lack access to the requisite social capital, informal networks and linguistic competency** to stay informed of programs and services that are designed for them.*



# Conclusions & Recommendations

This report identifies the large gaps between the difficulties faced by racialized youth and the available policies and programs offered by federal, provincial and municipal governments and non-governmental organizations. These gaps include a lack of employer- and industry-led programs, lack of outreach in available programs, and the broad scope of the audience and geographic region of the programs that lack regional focus to address the specific barriers facing local communities, all of which leave marginalized youth underserved. Unfortunately, the full extent of these barriers and gaps is still largely unknown as differences between youth groups are obscured due to a lack of disaggregated data.

Racialized youth face multiple barriers at different societal levels, therefore a multilevel approach is needed to address them in a holistic way. Any conceptual framework must allow for the inclusion of all barriers, map all actors and their relationships to the barriers in the framework and investigate the relationships among actors at different levels. The multilevel approach recognizes that the improvement in youth employment is dependent upon the interactions between the actors and factors at macro-, meso- and micro-levels. Dichotomies or single-level

analyses are not enough to address the major issues existing in racialized youth employments; a holistic integrative approach is ultimately needed.

Tackling these issues is especially important given the disproportionate effects of the COVID-19 pandemic on racialized youth unemployment and on racialized youth more generally. This report reinforces the need for targeted employment programs that address the distinctive employment needs of racialized youth as well as the barriers they face.

## General Principles

We begin by offering general principles for approaching youth employment support and then move on to specific recommendations. In designing and evaluating policies and programs for supporting youth employment, we encourage stakeholders to apply four guiding principles:

> **Take an integrated approach:**

It is essential to create a national strategy that addresses the skills and employment ecosystem and recognizes the different experiences of racialized youth at different stages of their education and career path cycle. There is also a need to cut across

silos and jurisdictional boundaries to address the fragmentation of the current systems. Getting employers more involved in skills and other programs targeted at racialized youth can ease integration into the labour force.

> **Collect disaggregated and standardized data:**

The category of “racialized people” (referred to by Statistics Canada as “visible minorities”) in Canada combines Canadians of multiple backgrounds who have disparate experiences and face different barriers. There are multiple definitions and age groups applied to the category of “youth.” Standardizing a definition across government agencies and other organizations in the ecosystem would facilitate a more accurate collection of data. Additionally, it is important to keep in mind that racialized youth inhabit the intersection of multiple identities (e.g., racialized girls versus racialized boys). Most publicly available data does not provide the level of granularity needed to understand intersectional issues impacting racialized youth. Data that takes intersectional dynamics into account will lead to more effective interventions.

> **Focus evaluations on employment outcomes for racialized youth:**

Data must be collected to evaluate what works, where and for whom. Programs that work should be rewarded. Incentive systems are effective at improving the outcomes of youth employment programs: Research has found that when organizations are funded based on how many youth end up employed, outcomes improve.<sup>194</sup>

> **Apply a diversity lens to policy and program design and delivery:**

It is critical to address the ways in which bias and discrimination are embedded in policies, programs and processes. Program designers must apply a diversity and inclusion lens, including making sure their programs engage with community organizations and employers, considering whether leadership teams reflect the community served, and establishing benchmarks for representation and HR policies to ensure those benchmarks are reached.

## Recommendations

There are no simple solutions to complex problems and a multilayered, coordinated strategy is needed to effectively advance employment opportunities for racialized youth by addressing issues at the societal, organizational and individual level.

### Governments

- > Collect disaggregated and standardized data to allow for effective and nuanced program evaluation and comparison.
- > Address interrelated issues such as housing or food insecurity, childcare access and mental health supports by providing wraparound services that can level the playing field for racialized youth and those with intersectional identities.
- > Invest in upstream school success to ensure racialized youth succeed in their K–12 education to set a firm foundation for labour market integration and success.



- > Create incentive programs for employers to create inclusive environments and opportunities.
- > Ensure broad access to the Internet connection and modern information and communications technology. This is an issue of affordability as well as infrastructure and skills.
- > Support broad-based programs that advance diverse leaders, challenge assumptions about racialized people in leadership roles across sectors to help combat stereotypes and provide role models.
- > Provide incentives to streamline the recognition of foreign credentials and transition of newcomers from regulated professions into employment.

## Organizations

- > There is little data on education experiences for racialized youth in K–12 or post-secondary institutions. Without data there can be no evaluation and no accountability.
- > Support for low-income students (who are often racialized) to obtain paid internships, scholarships and financial support is critical.
- > Ensure that organizations providing employment support have leadership teams that reflect the population served and that they consult meaningfully with those communities in designing programs.



- > Design programs with wraparound services, such as money for transportation, access to childcare and nutritious meals, to address the added barriers faced by racialized youth.
- > Encourage mentorship and role modelling in education to address gaps in the knowledge of career opportunities, how to navigate job search processes, conventions and “unspoken rules” for job interviews and networking.
- > Involve racialized youth in the design and evaluation of programs.
- > Provide access to WIL and other forms of experiential learning for racialized youth.
- > Ensure programs aimed at providing employment engage with employers to define and assess the skills needed.
- > Use evidence-based skills definitions and assessments across organization and programs.
- > Evaluate programs based on employment outcomes for racialized youth.
- > Promote inclusive employment practices and build capacity in employers, particularly SMEs, to recruit and develop racialized youth.
- > Support better linkages, referrals, supports and wayfinding among stakeholders in the skills and employment ecosystem.
- > Build programs and supports that recognize the different needs of individuals and offer more customized and adaptive approaches.
- > Design programming to address factors such as confidence, resiliency and mental health as well as the knowledge of processes and social capital in shaping individuals’ success.



## Appendix A: Government Policies & Programs

A comprehensive search of youth employment policies and programs was conducted. An initial Google search was conducted using common terms that identify racialized youth. After this approach was exhausted, a further search of the Government of Canada's list of approved youth non-governmental organizations was conducted, manually identifying those that help racialized youth find employment. As in the primary literature review, intersectional identities were considered in this search as well. Due to differences in funding and population sizes in Canada, some identities receive more attention from youth programs than others.

**TABLE 2****Federal government youth policies and programs**

Federal Programs and Policies		
Department or Organization	Policy or Program	Target Group
Canadian Coast Guard	<u>Canadian Coast Guard Officer Training Program</u>	Youth in general
Canadian Coast Guard	<u>Marine Communications and Traffic Services Training Program</u>	Youth in general
Canadian Heritage	<u>Young Canada Works in Both Official Languages (employers)</u>	For employers to hire youth
Canadian Heritage	<u>Young Canada Works at Building Careers in Heritage (graduates)</u>	Unemployed or underemployed post-secondary graduates.
Canadian Heritage	<u>Youth Take Charge</u>	Youth in general
Canadian Heritage	<u>Paul Yuzyk Youth Initiative for Multiculturalism</u>	Youth in general
Canadian Heritage	<u>Community Support for Black Canadian Youth</u>	Black youth
Employment and Social Development Canada	<u>Canada Summer Jobs</u> wage subsidy	For employers to hire youth
Employment and Social Development Canada	<u>Youth Employment and Skills Strategy Program</u>	Government departments, for-profit and non-profit organizations
Employment and Social Development Canada	<u>Youth Employment and Skills Strategy (YESS) –funding programs</u>	Youth facing barriers
Environment and Climate Change Canada	<u>Science Horizons Youth Internship Program</u>	For employers to hire youth
Fisheries and Oceans Canada	<u>Fishery Officer Career Progression Program</u> (training and recruitment)	Youth in general
Government of Canada	<u>Canada's Youth Policy</u>	Youth in general
Government of Canada	<u>International Youth Internship Program (IYIP)</u>	Youth 19 to 30; post-secondary graduates, graduates of a degree or diploma program in a university, college, post-secondary school of technology, post-secondary institute or a CEGEP (general and vocational college)
SUCCESS (funded by the Government of Canada through the Canada-British Columbia Workforce Development Agreement)	<u>Youth Employment Connect – Training for Jobs</u>	Youth 17 to 29
Innovation, Science and Economic Development Canada	<u>Computers for Schools Intern Program</u> (CFSI)	Youth 15 to 30

Federal Programs and Policies		
Department or Organization	Policy or Program	Target Group
Innovation, Science and Economic Development Canada	<u>Digital Skills for Youth Program</u>	For employers to hire youth
Innovation, Science and Economic Development Canada	<u>CanCode</u>	Youth in general; student youth; equity-deserving groups
National Research Council of Canada	<u>Industrial Research Assistance Program – Youth Employment Program</u>	For employers to hire youth
National Research Council of Canada	<u>NRC Student Employment Program</u>	Youth in general
Natural Resources Canada	<u>Science and Technology Internship Program – Green Jobs</u>	For employers to hire youth
Parks Canada	<u>Young Canada Works</u>	For employers to hire youth
Public Service Commission of Canada	<u>Federal Student Work Experience Program</u>	Student youth; youth self-declaring as a woman, racialized, Indigenous or a person with a disability
Public Service Commission of Canada	<u>Post-Secondary Co-op/Internship Program</u>	Student youth
Royal Canadian Mounted Police	<u>Cadet Training Program</u>	Youth in general
SUCCESS (funded by Service Canada)	<u>Chance to Choose: A Youth Employment Program</u>	Youth 15 to 30
Social Sciences and Humanities Research Council	<u>Student Employment Program</u>	Youth in general
Treasury Board of Canada Secretariat	<u>Financial Officer recruitment and development (FORD) program</u>	Youth in general
Treasury Board of Canada Secretariat	<u>Internal Audit recruitment and development (IARD) Program</u>	Youth in general



**TABLE 3****Provincial government youth policies and programs**

Provincial Programs and Policies		
Department or Organization	Policy or Program	Youth Groups
Government of Alberta	<u>Registered Apprenticeship Program (RAP)</u>	High school students
Government of British Columbia	<u>Preventing youth involvement in gangs</u>	At-risk youth
Government of British Columbia	<u>Youth employment program</u>	Youth in general
Government of British Columbia	<u>Young Adults at Risk</u>	Vulnerable or at-risk youth
BC Public Service Agency	<u>Co-op Employment Program</u>	Post-secondary students in general
Government of Manitoba	<u>Partners with youth</u>	Youth facing multiple barriers
Government of Manitoba	<u>STEP Services</u>	Youth in general
Government of Manitoba	Student Jobs MB	Youth in general
Government of Manitoba	<u>Manitoba Youth Job Centres</u>	Youth in general
Government of Manitoba	<u>Youth Engagement Leader Positions</u>	Students and youth in general
Manitoba, Education and Early Childhood Learning	<u>High School Apprenticeship Program</u>	Youth in general
Manitoba, Education and Early Childhood Learning	<u>MB4Youth</u>	Youth under 29 years
Manitoba, Economic Development, Investment and Trade	<u>Jobs and Careers</u>	Youth in general
Government of New Brunswick	<u>Student Employment Experience Development</u>	Youth in general; students
Government of New Brunswick	<u>Youth Engagement Services (YES)</u>	Youth 16 to 18
New Brunswick, Post-Secondary Education, Training and Labour	<u>The New Brunswick Teen Apprentice Program (NBTAP)</u>	Qualified, selected Grade 10 to 12 students
Government of Newfoundland and Labrador, Immigration, Population Growth and Skills	<u>Linkages</u>	Youth 18 to 30; youth from a variety of educational and social backgrounds; unemployed youth
Newfoundland and Labrador, Immigration, Population Growth and Skills	<u>Tutoring Work Experience Program (TWEPE)</u>	Youth in general
Newfoundland and Labrador, Immigration, Population Growth and Skills	<u>Student Summer Employment Program – Post-Secondary (SSEP-PS)</u>	Youth in general

Provincial Programs and Policies		
Department or Organization	Policy or Program	Youth Groups
Government of Northwest Territories	<u>Summer Student Employment Program</u>	Youth students
Northwest Territories, Apprenticeship and Trades	<u>Schools North Apprenticeship Program</u>	High school students
Government of Nova Scotia	<u>Graduate to Opportunity (GTO) Program</u>	Marginalized youth, including racialized youth
Nova Scotia, Department of Community Services	<u>Youth Development Initiative (YDI)</u>	Youth 12 to 20
Nova Scotia, Education and Early Childhood Development	<u>Options and Opportunities (O<sub>2</sub>)</u>	Youth in general
The Nova Scotia Apprenticeship Agency (NSAA)	<u>Youth Apprenticeship</u>	Youth in general
Nunavut, Department of Family Services	<u>Targeted Labour Market Program</u>	Youth 18 to 30
Government of Ontario	<u>Black Youth Action Plan</u>	Black youth
Government of Ontario, Ministry of Citizenship and Multiculturalism	<u>Youth Opportunities Program (YOP) Projects</u>	Out-of-school immigrant and newcomer youth
Government of Ontario	<u>Ontario Internship Program</u>	Recent graduates; Indigenous youth; youth with disabilities have extended eligibility
Government of Ontario, Ministry of Natural Resources and Forestry	<u>Internship programs</u>	Youth in general; Indigenous youth; recent graduates
Government of Ontario, Ministry of Children and Youth Services	<u>Gang Prevention and Intervention Programs</u>	Vulnerable youth
Government of Ontario, Ministry of Children and Youth Services	<u>Youth Outreach Worker (YOW) Program</u>	Youth in general
Youth Opportunities Unlimited (funded by the Government of Ontario)	<u>Collective Impact for Connecting Youth program</u>	NEET youth, employers
Government of Ontario, Ministry of Children, Community and Social Services	<u>Youth Opportunities Fund</u>	Youth in general
Government of Ontario, Ministry of Children, Community and Social Services	<u>Youth Mentorship Program</u>	Youth in general
Government of Prince Edward Island	COVID-19 <u>Workforce Integration Fund</u>	Marginalized youth, including racialized youth

Provincial Programs and Policies		
Department or Organization	Policy or Program	Youth Groups
Prince Edward Island, Youth Employment	<u>Council of the Federation Youth Internship Program</u>	Youth in general
Prince Edward Island, Youth Employment	<u>Health Care Futures Program</u>	Grade 12 students, post-secondary students enrolled in a health-related program
Prince Edward Island, Youth Employment	<u>Nursing Student Summer Employment Program</u>	Students of a bachelor's degree in nursing program who have successfully completed three years of a four-year nursing program
Prince Edward Island, Youth Employment	<u>Futurpreneur Canada</u>	Youth 18 to 39
Prince Edward Island, Youth Employment	<u>SkillsPEI</u>	Youth in general
Prince Edward Island, Employment Development Agency	<u>Summer Student Employment Program</u>	Youth in general
Government of Quebec	<u>Two Networks, One Objective: The Development of Youth</u>	Youth in general
Government of Quebec	<u>Student Employment</u>	Student youth
Quebec Community Groups Network (funded by the Government of Canada through the Department of Canadian Heritage)	<u>Youth Employment Services</u>	Youth 16 to 35
Quebec Employment	<u>Service spécialisé jeune</u>	Youth 18 to 29
Government of Saskatchewan	<u>CFS-Sask (Computers for Schools)</u>	Youth from diverse backgrounds
Saskatchewan Apprenticeship and Trade Certification Commission	<u>Saskatchewan Youth Apprenticeship (SYA)</u>	High school students
Government of Yukon	<u>Youth Investment Fund</u>	Marginalized youth under 18
Government of Yukon	<u>Youth Entrepreneur in Residence pilot program</u>	Youth in general
Government of Yukon	<u>The Agriculture Education Program</u>	Youth in general; students
Government of Yukon, Education and Schools	<u>Apprenticeship programs</u>	Youth 16 and older
Government of Yukon, Employment	<u>Yukon Youth Conservation Corps (Y2C2) summer employment and training</u>	Youth in general; students

**TABLE 4****Municipal government youth policies and programs**

Municipal Programs and Policies		
Department or Organization	Policy or Program	Youth Groups
City of Calgary	<u>Youth Employment Centre programs and events</u>	Youth in general
City of Calgary	<u>Youth Employment Centre</u>	Youth 15 to 24
City of Halifax	<u>Youth Services Plan</u>	Youth in general
City of Halifax	<u>Youth Resources and Supports</u>	Youth aged 16 to 24 with employment barriers
City of Halifax, Immigrant Services Association of Nova Scotia	<u>Immigrant Youth Employability Program</u>	Immigrant youth aged 15 to 30
City of Halifax	<u>Halifax Youth</u>	Youth 13 to 24
City of Toronto	<u>Toronto Youth Equity Strategy</u>	Marginalized youth, including racialized youth
City of Toronto	<u>Entrepreneurs – Summer Company</u>	Youth in general, students
City of Toronto	<u>Toronto Youth Job Corps paid employment program</u>	Youth in general
City of Toronto	<u>ArtWorksTO workforce development program</u>	Youth 18 to 29 who identify as Indigenous, Black or a person of colour, or who identify as two-spirited, lesbian, gay, bisexual, trans, queer (2SLGBTQ+)
City of Toronto	<u>Employment Mentorship Toronto Youth Partnerships &amp; Employment (TYPE)</u>	Youth in general
City of Toronto	<u>Employment Support – Partnership to Advance Youth Employment (PAYE)</u>	Youth in general
City of Toronto	<u>Employment Support – Youth Employment Partnerships (YEP)</u>	Youth in general
City of Toronto	<u>Mentorship- Protégées program</u>	Youth women
City of Vancouver	<u>Planning Vancouver Together</u>	Youth in general
City of Vancouver	<u>Youth Employment and Skills Strategy</u>	Marginalized youth, including racialized youth
City of Vancouver	<u>Services for youth</u>	Youth in general
City of Vancouver, Our Place – Promoting Local Access & Community Empowerment	<u>Youth Matters</u>	Youth in general
City of Vancouver	<u>Park Board Youth Services Strategic Plan</u>	Youth in general
City of Vancouver	<u>Youth resources for education and employment</u>	Youth in general



# Appendix B: Programs Funded by Government & Non-Governmental Organizations

**TABLE 5**  
National youth programs

National Programs				
Program	Organization	Target Group	Services	Employer Engagement
<u>Accelerating the adoption of AI in health care</u>	The Michener Institute of Education at University Health Network	Youth in general	Professional development	
<u>Actua In the North</u>	Actua	Youth in general	STEM	
<u>Advanced Digital and Professional Training Program (ADaPT)</u>	Diversity Institute at TMU and Technation	Youth in general	Digital skills, communications, research, business financials, WIL, networking	Having employers as stakeholders
<u>Projects, programs, scholarships and library</u>	National Congress of Black Women Foundation	Black women and youth	Soft skills	
<u>Building Capacity in Long-term Care</u>	Colleges and Institutes Canada	Educational institutions	Certification, occupational skills, placement, education	Funding for employers
<u>CABJ Media Startup Bootcamp</u>	Canadian Association of Black Journalists	Black youth	Networking, education	
<u>Career Launcher program</u>	Colleges and Institutes Canada	Employers	Internships, financial support for employers	Funding for employers
<u>Digital Dive Online Classroom</u>	Interactive Ontario	Black Youth	Digital skills, coaching	Having employers as stakeholders

National Programs				
Program	Organization	Target Group	Services	Employer Engagement
<u>Digital Fluency for the Workforce (DFW)</u>	Humber College Institute of Technology & Advanced Learning	Youth 19 to 29	Professional development, placement	
<u>Coding and Digital Skills Program</u>	Actua	Youth K–12	Digital skills	
<u>Discover program</u>	Prince's Trust Canada	Youth 18 to 30	Sector specific, employer-led and hands-on employment training, networking	Having employers as stakeholders
<u>Employ Diversity</u>	Employ Diversity	All youth	Informational support, coaching, job search assistance	Providing services for employers
<u>Entrepreneurship program</u>	Youth Fusion –Fusion Jeunesse	All youth and Indigenous youth	Social skills, teamwork, building confidence and motivation, technological and programming skills, organizational skills, events and festivals	Having employers as stakeholders
<u>Volunteer opportunities – Youth Council Executive Team</u>	Federation of Black Canadians	Black youth 16 to 29	Networking	
<u>Skills for a clean economy</u>	Foresight Cleantech Accelerator Centre	Youth in general	Occupational skills	Having employers as stakeholders
<u>FUSION: Future Skills Innovation Network for Universities</u>	Multiple university partners	Educational institutions	Technical skills	
<u>Future City Builders</u>	Evergreen Brick Works	Youth in general	Occupational skills, placement	Having employers as stakeholders
<u>Future Skills Instructor's Program</u>	Actua	Youth in general	Future skills	
<u>G(irls)20's Services to Social Impact Project</u>	Fora – Network for Change	Young women 20 to 24	Entrepreneurial skills, career transition	
<u>Get Into</u>	Prince's Trust Canada	Youth 18 to 30	Occupational skills, certifications, work experience	Having employers as stakeholders

National Programs				
Program	Organization	Target Group	Services	Employer Engagement
<u>Go Where Kids Are</u>	Actua	Youth from low-income, under-resourced and rural or remote communities	STEM	
<u>HireNext – artificial intelligence (AI)-enabled job posting tool</u>	CivicAction	Racialized youth	AI for employers	Providing services for employers
<u>Home Depot</u>	Phoenix Youth	Youth in general	Prevention of youth homelessness	
<u>Junior IT Analyst</u>	NPower Canada	Youth in general, especially equity-deserving groups	IT skills, certification, placement	Having employers as stakeholders
<u>Junior Data Analyst</u>				
<u>Jobs for diverse candidates</u>	Diversity Job Board	Youth in general, especially equity-deserving groups	Informational support	Providing services for employers
<u>Manyatta Network</u>	Manyatta	Black youth	Networking events	Having employers as stakeholders
<u>Mentor Canada</u>	Mentor Canada	Youth in general	Mentorship	
<u>Mentorship Program</u>	Canadian Association of Black Lawyers (CABL)	Black youth	Mentorship	
<u>CABL Mentorship Program</u>				
<u>National Girls Program</u>	Actua	Girls and young women	STEM	
<u>Pre-College Initiatives</u>	National Society of Black Engineers	Black youth	Technical skills, soft skills	
<u>MyStartr Programs</u>	MyStartr	Youth in general	Placement	Having employers as stakeholders
<u>Project Integrate</u>	Ontario Tourism Education Corporation (OTEC)	Youth in general	Certification, job assistance	Having employers as stakeholders
<u>Self-employment Training for Young Entrepreneurs</u>	SUCCESS (funded by the Government of Canada through the Canada-British Columbia Workforce Development Agreement)	Youth 17 to 29	Entrepreneurial skills	

National Programs				
Program	Organization	Target Group	Services	Employer Engagement
<u>Skills Compass</u>	Colleges & Institutes Canada	Unemployed or underemployed Indigenous and newcomer youth 18 to 30	Essential skills, placements	Having employers as stakeholders
<u>The Black Law Students' Association (BLSA)</u>	Osgoode Hall Law	Black youth	Financial literacy, racism in law profession, networking, conferences	
<u>Unlocking Inclusive Pre-Apprenticeship Pathways</u>	Colleges and Institutes Canada	Educational institutions	Pre-apprenticeship, educational	
<u>Upskilling Canadian Youth for In-Demand Tech Careers</u>	NPower Canada	Youth 18 to 29	Professional development	Funding for employers
<u>Virtual Recruitment &amp; Assessment for the Unionized Construction Industry</u>	SkillPlan, Canada's Building Trades Unions, and Social Research and Demonstration Corporation (SRDC)	Youth in general	Professional development	Having employers as stakeholders
<u>Youth Summit</u>	Canadian Association of Urban Financial Professionals (CAUFP)	Black youth	Networking	



**TABLE 6****Provincial and territorial youth programs**

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
Alta.	<u>Experiential Learning in Innovation, Technology, and Entrepreneurship (ELITE) Program for Black Youth</u> (previously the Advanced Manufacturing and Technology Skills Development Initiative for Black Youth in Alberta)	University of Alberta	Black youth 15 to 22	Training, placement	Having employers as stakeholders
Alta.	<u>Black Youth Mentorship and Leadership Program</u>	University of Alberta	Black youth in Grades 10 and 11	Leadership skills	
Alta.	<u>Bridging the Gap</u>	YMCA	Youth 15 to 30	Soft skills, work placement	Having employers as stakeholders
Alta.	<u>Youth Transitions Program</u>	YMCA	Youth in general	Goal setting, counselling	
Alta.	<u>Career Mentorship Program</u>	YMCA	Internationally trained immigrants and refugees	Soft skills, mentorship	
Alta.	<u>Employment Services</u>	YMCA	Youth in general	Placement	Having employers as stakeholders
Alta.	<u>Employment Link</u>	YMCA	French Canadians and immigrants for employment assistance	Job-seeking skills, international qualification assessment, mentorship, information	
Alta.	<u>Mentorship &amp; Leadership Program</u> <u>YEG the Come Up</u>	Council for the Advancement of African Canadians in Alberta (Africa Centre)	Black youth 12 to 30	Essential skills, networking, culture	
Alta.	<u>The NewLife Youth ReGeneration Program</u>	Realize Your Potential	Black youth 9 to 24	Life skills, soft skills, mentorship	

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
B.C.	<u>ASPIRE – for Youth</u>	Kootenay Employment Services	Youth 17 to 29	Certification, placement and experience; financial support	Having employers as stakeholders
B.C.	Career Development Services	YMCA of Southern Interior BC	Student youth	Job-seeking skills, consultation	
B.C.	<u>Chance to Choose: A Youth Employment Program</u>	SUCCESS	Youth 15 to 30	Essential skills, life skills, work experience	Having employers as stakeholders
B.C.	<u>Childcare Career Exploration</u>	YMCA	Youth in general	Networking, job search support	
B.C.	<u>Early Childhood Education Assistant Training</u>	YMCA	Kids 2 to 5 and youth 18 to 29	Certification	
B.C.	<u>Electrical Foundation Harmonized Program for Construction Electrician Careers</u>	DiverseCity Community Resources Society	Youth 15 to 29 impacted by the COVID-19 pandemic	Occupational skills, essential skills, job-seeking skills, work experience, financial support	Having employers as stakeholders
B.C.	<u>Employment Services</u>	Boys and Girls Clubs South Coast BC	Youth in general; vulnerable youth 17 to 29	Occupational skills, financial support, job-seeking support	
B.C.	<u>Fast Track to Manufacturing</u>	MOSAIC BC	Newcomer youth 17 to 29	Occupational skills, placement, networking	Having employers as stakeholders
B.C.	<u>Future Leaders Program</u>	DiverseCity Community Resources Society	Youth in general	Job-seeking skills, work experience, certification, employment opportunities with wage subsidies for employers, access to educational programs	Funding for employers
B.C.	<u>Youth Trades Program</u>	SkillsTradeBC	Youth in Grade 11 and 12	Technical skills, apprenticeship	Having employers as stakeholders

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
B.C.	<u>Kamloops Jobs in Demand Youth</u>	Open Door Group	Marginalized youth, NEET youth	Certification, networking, mentorship	
B.C.	<u>Virtual Skills Trainings Employment Preparation</u>	Buxton Consulting Ltd.	Vulnerable youth 17 to 29	Essential skills, occupational skills, soft skills, work experience, one-on-one virtual support, job search assistance, financial support, financial support	
B.C.	<u>Q Program</u>	PLEA Community Services	Youth 15 to 19	Skills, certification, placement,	Having employers as stakeholders
B.C.	<u>Reboot Plus</u>	Douglas College	Youth 17 to 24 who have not completed high school or are struggling to complete high school	Soft skills, mentorship, completing high school credits, networking, field trips	
B.C.	<u>Self-Employment Training for Young Entrepreneurs</u>	SUCCESS	Youth in general	Entrepreneurial skills	
B.C.	<u>Skilled Labourer Program</u>	College of New Caledonia	Youth 18 to 24	Occupational skills, certifications, placement and experience	Having employers as stakeholders
B.C.	<u>Start it Right! Youth Employment Program</u>	DiverseCity Community Resources Society	Youth 15 to 29	Soft skills, certification, enhance confidence, networking	
B.C.	<u>Young Adults at Risk</u>	Workforce Development Consulting Services of Northern BC Ltd.	Unemployed or precariously employed youth 17 to 29 who are generally not employment ready	Essential skills, wage subsidies and equipment, counselling, mentoring, child care, transportation, disability supports, work experience	Having employers as stakeholders

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
B.C.	<u>Surrey Intercultural Youth Service Corps Project</u>	Progressive Intercultural Community Services Society (PICS Society)	Youth 15 to 30 who self-identify as disabled, a person with multiple barriers, Indigenous or 2SLGBTQ+	Financial literacy and essential life skills, job-seeking skills, networking	
B.C.	<u>This Way ONward</u>	Pacific Community Resources Society	Youth 16 to 24	occupational skills, internship with Old Navy	Having employers as stakeholders
B.C.	<u>Training for Jobs</u>	nexusBC Community Resource Centre	NEET youth 17 to 29	Soft skills, certification, job-seeking skills	
B.C.	<u>WorkBC Employment Services Centers</u>	Pacific Community Resources Society (PCRS)	Youth 16 and older, persons with disabilities	Skills, job placement, financial support, service in multiple languages	Having employers as stakeholders
B.C.	<u>WorkBC Self Employment</u>	YMCA	Youth in general	Entrepreneurial skills, financing, networking	
B.C.	<u>YMCA Connects</u>	YMCA of Southern Interior BC	Youth 17 to 29	Personal and professional skills, apprenticeship, financial support	
B.C.	<u>YMCA Jumpstart to Employment Essentials</u>	YMCA of Southern Interior BC	Youth 16 to 30	Certifications, placement, job-seeking skills	
B.C.	<u>Young Newcomers and International Students in Diploma Programs: Shock-Proofing Through Language Confidence</u>	British Columbia Institute of Technology (BCIT)	Newcomer youth	Language	
B.C.	Youth Breakthrough to Employment and Training	YMCA	Youth 17 to 29 with mental health barriers	Employability and skills workshops	Having employers as stakeholders

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
B.C.	<u>Youth Employment Connect – Training for Jobs</u>	SUCCESS	Youth in general	Technical skills, soft skills, job-seeking skills, coaching, financial support for transportation, child care, criminal record checks, financial bonus for completing the program, wage subsidy for hiring employer	Funding for employers
B.C.	<u>Future Troopers</u>	DiverseCity Community Resources Society	Immigrant youth	Skills training, certificate, networking	Having employers as stakeholders
B.C.	<u>Youth Employment Services</u>	YMCA-YWCA Kamloops Community	Youth 16 to 30	Job-seeking skills, networking, job search assistance	
B.C.	<u>Youth Employment Services</u>	YMCA	Youth 15 to 30	Youth support	
B.C.	<u>Youth in Tech</u>	ISSofBC	Immigrant or refugee youth 17 to 29	Technical skills, soft skills, job seeking skills, paid work experience, networking	Having employers as stakeholders
B.C.	<u>Youth Program Navigator Pilot</u>	SRDC	Youth 12 to 17 not connected to schools	Overall support	
B.C.	<u>Youth Technical Employment and Business Pathways</u>	Progressive Intercultural Community Services Society	Youth 17 to 29	Occupational skills, certification	
B.C.	<u>Youth Work in Trades program</u>	SkilledTradesBC	Youth in Grades 10 to 12	Technical skills, apprenticeship, financial support	Having employers as stakeholders



Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
B.C.	<u>Youth Works Employment</u>	YMCA of Northern BC	Youth 17 to 29	Certifications, placement, job-seeking skills, coaching	
Man.	<u>Jobs with YMCA</u>	YMCA-YWCA of Winnipeg	Youth in general	Job-seeking	Having employers as stakeholders
Man.	<u>Self-Employment Training Program</u>	YMCA-YWCA of Winnipeg	Youth in general	Coaching	
Man.	<u>Youth Build Program</u>	Boys and Girls Club of Thompson	NEET youth 18+	Coaching, skills development	
Man.	<u>Youth Leadership</u>	YMCA-YWCA of Winnipeg	Youth in general	Soft skills, volunteer placement	Having employers as stakeholders
N.B.	<u>Development of soft skills in future employees trained by the CCNB</u>	New Brunswick Community College (CCNB)	Youth in general	Soft skills, pre-employment	Having employers as stakeholders
N.B.	<u>Future of Work Skills Development Program</u>	Greater Fredericton Community Economic Development Agency Inc. (operating as Planet Hatch)	Youth in general	Soft skills	
N.B.	<u>New Brunswick Teen Apprentice Program (NBTAP)</u>	Future Wabanaki   Avenir NB   Future NB	Youth starting Grade 10 or 11	Apprenticeship	Having employers as stakeholders
N.B.	<u>New Brunswick digital career exploration</u>	3+ Economic Development Corporation	Youth in general	Counselling, networking	Having employers as stakeholders
N.L.	<u>Business Planning Program – Supporting Entrepreneurs</u>	YMCA of Newfoundland and Labrador	Youth in general	Entrepreneurial literacy and skills, networking	
N.L.	<u>Community Youth Network</u>	YMCA of Western NL Humber Community	Youth 10 to 29 at risk of poverty	Wrap-up service	

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
N.L.	<u>Enterprise Olympics</u>	YMCA of Newfoundland and Labrador	Students in general	Entrepreneurship training	
N.L.	<u>Opportunity for All Youth</u>	YMCA Newfoundland and Labrador	Youth 15 to 29	Placement	Having employers as stakeholders
N.L.	<u>Skills Canada Newfoundland &amp; Labrador</u>	Skills Canada Newfoundland & Labrador	Youth in general	Apprenticeship	Having employers as stakeholders
N.L.	<u>SOAR (Skills, Explore, Achieve, Revive)</u>	Murphy Centre Inc., Newfoundland and Labrador Construction Association, Building Trades of Newfoundland and Labrador, Association of Building Trades Canada	Youth in general	Essential skills, pre-employment	Having employers as stakeholders
N.L.	<u>Y Youth Guided Employment Opportunities</u>	YMCA of Newfoundland and Labrador	Youth 15 to 30, youth facing barriers	Essential skills, work experience	Having employers as stakeholders
N.S.	<u>Architecture &amp; Planning Program</u>	Business is Jammin'	Black youth in Grades 10 to 12	Essential skills	Having employers as stakeholders
N.S.	<u>ARTpreneuers</u>	Youth Art Connection	Youth 15 to 30	Entrepreneurial skills, leadership skills, artistic talents, workshops, an ongoing artist HUB, art festivals and public forums	
N.S.	<u>Engineering Program</u>	Business is Jammin'	Black youth in Grades 10 to 13	Essential skills	Having employers as stakeholders
N.S.	<u>Job Search, Online Workshops, Employment Programs, Employer Services</u>	YMCA	Youth in general, youth 15 to 30	Occupational training, placement	Having employers as stakeholders
N.S.	<u>Professional Development</u>	Youth Project	Youth in general	Education	

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
N.S.	<u>Self Serve, Assisted Services, Employer Services</u>	YMCA Nova Scotia Works	Youth in general	Employer support	Providing services for employers
N.S.	<u>Summer Internship</u>	The African Nova Scotian Freedom School	Youth in general	Soft skills, culturally grounded curricula	
Ont.	<u>Apprenticeship</u>	YMCA	Youth in general	Apprenticeship	Having employers as stakeholders
Ont.	<u>Black Youth School Success Initiative</u>	Peel District School Board	Black youth in Grades six to 12	STEM education, life skills	
Ont.	<u>The Bridge (Beverly-Jean, Daniel)</u>	TMU	Retention and success for Black youth in post-secondary education	Mentoring and wraparound support; academic skills	
Ont.	<u>Build ON Pre-arrival Services</u>	YMCA of the National Capital Region	Immigrants and refugees	Occupational skills	
Ont.	<u>Career Planning and Development</u>	United Way	Youth facing multiple barriers	Credentials, placement	Having employers as stakeholders
Ont.	<u>Pre-Apprentice Program</u>	Building Up	Youth 17 to 29 facing barriers to employment	Essential skills, life skills, anti-oppression workshops, social services	Having employers as stakeholders
Ont.	<u>CALM</u>	Hospitality Workers Training Centre	Youth 18+ barriers to employment	Occupational skills	Having employers as stakeholders
Ont.	<u>Get Job Ready</u>	International Development and Relief Foundation (IDRF)	Youth 17 to 29 facing barriers to employment	Technical skills, soft skills, mentorship	
Ont.	TradeLinx	Labour Education Centre	Youth 17 to 29 facing barriers to employment	Occupational skills, placement	Having employers as stakeholders

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
Ont.	<u>City School Courses</u>	Mohawk College	Youth 19 or older	Education and professional development, placement,	Having employers as stakeholders
Ont.	<u>Constructions connections program</u>	YMCA	Youth in general	Construction skills, apprenticeship	
Ont.	<u>Craft</u>	OCAD University	Racialized youth, 2SLGBTQ+ youth	Entrepreneurial skills	
Ont.	<u>Digital Skills Literacy Program</u>	YMCA	Youth in general	Digital skills	
Ont.	<u>Employment Access Centers</u>	YMCA-YWCA of the National Capital Region	Youth in general	Apprenticeship, placement, job search	Having employers as stakeholders
Ont.	<u>Youth Job Connection &amp; Youth Job Connection Summer</u>	YMCA of Owen Sound Grey Bruce	Youth in general	Occupational skills, coaching	
Ont.	<u>Employment Programs</u>	YMCA of Greater Toronto	Youth in general	Job-seeking skills	
Ont.	<u>Employment Programs</u>	YMCA of Northeastern Ontario	Youth in general	Apprenticeships, job seeking	
Ont.	<u>Employment services for job seekers</u>	YMCA of Hamilton, Burlington, Brantford	Youth in general	Apprenticeships, job seeking skills	
Ont.	<u>Free Appointments</u>	YMCA of Greater Toronto	Youth in general	Job-seeking skills	
Ont.	<u>Job Fairs</u>	YMCA	Youth in general	Virtual events, job fair, info session	
Ont.	<u>Job Training</u>	YMCA of Three Rivers Waterloo Region	Youth in general	Occupational skills	
Ont.	<u>Job Workshops</u>	YMCA of Three Rivers Waterloo Region	Youth in general	Coaching	

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
Ont.	<u>Pre-Apprenticeship Home Renovation Training Program</u>	YMCA-YWCA of the National Capital Region	Youth in general	Occupational skills	
Ont.	<u>Ontario Youth Apprenticeship Program (OYAP)</u>	Ontario Youth Apprenticeship Program (OYAP)	High school students	Apprenticeship	Having employers as stakeholders
Ont.	<u>Power of Trades</u>	YMCA-YWCA of the National Capital Region	Immigrant youth	Occupational skills	
Ont.	<u>Pre-apprenticeship Horticulture Training Program</u>	YMCA	Youth in general	Occupational skills	
Ont.	<u>Provincial Programs</u>	Actua	Children and Youth six to 26	STEM, work experience	Having employers as stakeholders
Ont.	<u>Reality, Education, Applied, Life (REAL) School</u>	Urban Rez Solutions Social Enterprise	Racialized youth	Essential skills, coaching	
Ont.	<u>Reskilling Displaced Retail Workers</u>	Venture for Canada	Racialized youth, Indigenous Peoples	Reskilling, occupational skills, career transition	
Ont.	<u>Better Jobs Ontario</u>	YMCA of Niagara	Youth in general	Training	
Ont.	<u>Better Jobs</u>	YMCA	NEET youth	Occupational skills	
Ont.	<u>YtoWork</u>	YMCA	Youth in general	Essential skills, placement	
Ont.	<u>Skills for Youth Success (SYS)</u>	CultureLink	Immigrant youth 15 to 29	Digital skills, job-seeking skills, networking	
Ont.	<u>Student Work-Integrated Learning (WIL) Fellowship</u>	MaRS Studio Y and Employment and Social Development Canada	Young people aged 18 to 29, students	Soft skills, mentorship	Having employers as stakeholders



Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
Ont.	<u>Study Buddy</u>	Diversity Institute, TMU	K–12, university students	Academic achievement, work experience	
Ont.	Weston Front Lines Centre	On the Frontlines of Crisis Training Program	Youth	Occupational skills, placement	Having employers as stakeholders
Ont.	<u>Y Opportunities</u>	YMCA of Southwestern Ontario	Youth with diagnosed or self-identified disabilities	Occupational skills, placement	Having employers as stakeholders
Ont.	<u>YtoWork – job seeker and employer services</u>	YMCA Hamilton, Burlington, Brantford	Youth in general	Consultation	
Ont.	<u>Y Works (Windsor and London)</u>	YMCA of Southwestern Ontario	Youth 15 to 30 who face barriers to employment	Occupational skills, placement	Having employers as stakeholders
Ont.	<u>Your Job Story</u>	YMCA-YWCA of the National Capital Region	Marginalized youth	Soft skills, job search	
Ont.	<u>Youth of Tomorrow</u>	YMCA	Youth 15 to 29, Indigenous youth, racialized youth	Occupational skills, placement, coaching, networking	
Ont.	<u>Youth Job Connection</u>	YMCA	NEET youth 15 to 29	Essential skills, placement	Having employers as stakeholders
Ont.	<u>Youth Job Connection</u>	YMCA of Simcoe/ Muskoka	NEET youth 15 to 29	Essential skills	
Ont.	<u>Youth Job Connection</u>	Algonquin College	Youth 15 to 29	Employable skills, placement, financial support, networking	Having employers as stakeholders
Ont.	<u>Youth Job Link</u>	YMCA of Simcoe/ Muskoka	Youth in general	Job-seeking	

Provincial and Territorial Programs					
Province or Territory	Program	Organization	Youth Group	Services	Employer Engagement
Ont.	<u>Youth Programs</u>	Afghan Women's Organization	Afghan youth 14 to 29 in Toronto and Peel Region	Skills development workshops, mentorship	
Ont.	<u>Youth Quest program</u>	YMCA of Simcoe/ Muskoka	Youth 15 to 30	Occupational skills, life skills, work experience	Having employers as stakeholders
P.E.I.	<u>AspireAtlantic</u>	Aspire Atlantic	Youth with disabilities	Occupational skills, re-employment	Having employers as stakeholders
P.E.I.	<u>Canadian Alliance for Skills and Training in Life Sciences (CASTL)</u>	PEI BioAlliance	Employers	Professional development	Having employers as stakeholders
Que.	<u>Tele-development of the socio-professional skills of people with disabilities and integration into an inclusive business</u>	Laval University, Department of Rehabilitation	Youth with disabilities	Occupational skills, re-employment	Having employers as stakeholders
Que.	<u>Young Chinese Professionals Association</u>	Young Chinese Professionals Association	Young Asians	Magazine, webinar	
Sask.	<u>Regina Open Door Society (RODS) Youth Program</u>	Regina Open Door Society	Newcomer youth	Life skills, networking, Canadian culture	
Yukon	<u>Youth Employment Centre</u>	Skookum Jim Friendship Centre	Youth 15 to 30	Life skills, management skills, co-op/ internship, job search	Having employers as stakeholders

**TABLE 7**  
Municipal youth programs

Municipal Programs					
City	Program	Organization	Youth Group	Services	Employer Engagement
Brampton, Ont.	<u>Udaari Project: (Laadli to Laadli mentorship)</u>	Laadliyan Celebrating Daughters	South Asian young women who are international students	Professional development	
Calgary, Alta.	<u>Calgary John Howard Society (CJHS)</u>	Calgary John Howard Society (CJHS)	Youth at risk	Mentorship	
Calgary, Alta.	<u>MyStarttr</u>	The City of Calgary Youth Employment Centre	NEET youth	Hiring, retention, career progress, hiring events	Having employers as stakeholders
Calgary, Alta.	<u>This Way ONward</u>	The City of Calgary Youth Employment Centre (YEC)	Youth 16 to 24	Placement	Having employers as stakeholders
Calgary, Alta.	<u>Youth PLACE (Platform for Learning, Action &amp; Community Engagement)</u>	ActionDignity	Youth in general	Youth engagement	Funding for employers
Halifax, N.S.	<u>CEED: Centre for Entrepreneurship Education and Development</u>	CEED: Centre for Entrepreneurship Education and Development	Youth 14 to 18	Entrepreneurial skills	
Halifax, N.S.	<u>Phoenix Learning and Employment Center</u>	Phoenix Youth	Youth 18 to 29	Certification, occupational skills, job-seeking skills, placement, networking, coaching	Having employers as stakeholders
Langley, Alta.	<u>Bridges to Employment Program</u>	Encompass Support Services Society	Youth 15 to 30	Work skills, financial literacy and life skills, work experience, job-seeking skills	Having employers as stakeholders
Montreal, Que.	<u>Job Seeker Services; Entrepreneurs Services</u>	YES Employment + Entrepreneurship (formerly YES)	Youth 18 to 40	Occupational skills, internship, job seeking, counselling	Funding for employers

Municipal Programs					
City	Program	Organization	Youth Group	Services	Employer Engagement
New Westminster, B.C.	<u>CAVE Youth Employment Program</u>	Douglas College	Youth 17 to 29	Occupational skills, placement, job search	Having employers as stakeholders
New Westminster, B.C.	<u>Reboot Plus</u>	Douglas College	Youth 17 to 24 who have not completed high school or struggling to complete high school	Job-seeking skills, networking, education	
New Westminster, B.C.	<u>Seed Youth Employment Program</u>	Douglas College	Youth 15 to 30	Essential skills, work experience, financial support	Having employers as stakeholders
Ottawa, Ont.	<u>The Afro-Caribbean Mentorship Program (ACMP)</u>	The Afro-Caribbean Mentorship Program (ACMP)	Black youth	Financial literacy, soft skills, job-seeking, networking, coaching	
Surrey, B.C.	<u>DIVERSEyouth</u>	DIVERSEcity	Newcomer youth aged 13 to 24	Networking	
Surrey, B.C.	<u>RISE Youth Programs</u>	DIVERSEcity	Newcomer youth	Life skills, literacy and essential skills development, social and emotional support, settlement information and counselling, practical assistance and supported access to services, connection to community	
Victoria, B.C.	<u>RISE-UP Youth Employment Program</u>	Thrive Social Services	Newcomer and racialized youth 13 to 24	Emotional well-being and self confidence	
Toronto, Ont.	<u>Visual Effects VFX Compositing</u>	Woodgreen Community Services	Black youth	Occupational skills, internship	Funding for employers
Toronto, Ont.	<u>Black Youth Fellowship Program</u>	Youth Fellowship	Muslim, Black, Tamil or Filipino youth	Political literacy, social skills, mentorship	Having employers as stakeholders

Municipal Programs					
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Toronto, Ont.	<u>CEE Tech</u>	CEE Centre for Young Black Professionals	Black youth	Skills training, certifications, career coaching and support	
	<u>E-Trades</u>				
	<u>CEE Trades</u>				
	<u>VFX</u>				
	<u>Production Assistant</u>				
Toronto, Ont.	<u>CEE NICHE</u>	CEE Centre for Young Black Professionals	Black youth	Certification, placement	
Toronto, Ont.	<u>Caribbean African Canadian Social Services</u>	Caribbean African Canadian Social Services	Black youth	Certification, placement, information, counselling	Having employers as stakeholders
Toronto, Ont.	<u>Centre for Young Black Professionals</u>	Careers Education Empowerment Toronto (CEE Toronto)	NEET youth older than 14	Career training	
Toronto, Ont.	<u>Youth Services</u>	John Howard Society of York Region	Racialized youth and families	Social support, financial support, technical support	Having employers as stakeholders
Toronto, Ont.	<u>Employment Support and Services</u>	Tropicana Community Services	Caribbean, Black and African communities	Essential skills, job-seeking skills, networking	Funding for employers
Toronto, Ont.	<u>Entrepreneurs – Summer Company</u>	City of Toronto	Youth in general	Job-seeking	
Toronto, Ont.	<u>Free 2 Be</u>	Woodgreen Community Services	Youth 17 to 24 aging out of foster care	Essential skills	
Toronto, Ont.	<u>iCode+</u>	Black Business and Professional Association	Youth 16 to 29	Digital skills, soft skills, mentorship, networking, scholarship	Having employers as stakeholders
	<u>Young Professionals Mentorship Program</u>				
Toronto, Ont.	<u>JCA Annual Scholarship Awards Program</u>	The Jamaican Canadian Association (JCA)	Black youth	Financial support	



Municipal Programs					
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Toronto, Ont.	<u>Lunch Hour</u>	CASA Foundation	Black youth	Essential skills, networking	
	<u>Casa Book Drive-Hope for Youths</u>				
Toronto, Ont.	<u>NetWORKS Program</u>	United Way Greater Toronto	Youth 18 to 29	Networking, mentoring	
Toronto, Ont.	<u>Newcomer Youth Settlement program</u>	Woodgreen Community Services	Youth 13 to 24	Counselling	
Toronto, Ont.	<u>Newcomer Youth Green Economy Project</u>	Toronto and Region Conservation Authority	Newcomer post-secondary students 18 to 29 in the GTA	Job skills, experiential learning	Having employers as stakeholders
Toronto, Ont.	<u>Newcomer Youth Program</u>	Scadding Court	Youth in general, newcomer youth	Employment opportunities, financial support, networking	Having employers as stakeholders
	<u>Investing in our Diversity Scholarship Program</u>				
Toronto, Ont.	<u>NexGen Builders Mentorship Program</u>	NexGen Builders	Black, Indigenous and newcomer communities, with priority for women and youth	Mentorship	Having employers as stakeholders
Toronto, Ont.	<u>Onyx Initiative</u>	Onyx Initiative	Black youth	Placement, mentorship, coaching	Having employers as stakeholders
Toronto, Ont.	<u>OYA Emerging Filmmakers' Program</u>	OYA Media Group	Black youth	Occupational skills, onsite training, mentoring, networking, portfolio creation	Having employers as stakeholders
Toronto, Ont.	<u>Production Assistant Training Program</u>	POV Youth Film and Media Training Network	Youth 18 to 29	Skills training for filmmaking industry, networking	Having employers as stakeholders
	<u>Media Training Program</u>				
Toronto, Ont.	<u>Rexdale Youth Mentorship</u>	Rexdale Youth Mentorship	Racialized youth	Webinars and workshops	

Municipal Programs					
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Toronto, Ont.	<u>Sankofa Programs (Newcomer Club &amp; LATINX Mentorship Program)</u>	CultureLink	Newcomers, out-of-status, racialized and/or underserved youth aged 13 to 29	Soft skills, language skills, networking	
Toronto, Ont.	<u>Sisters in Action</u>	Woodgreen Community Services	Muslim women 15 to 24	Networking	
Toronto, Ont.	<u>Skills Development Program</u>	Women's Enterprise and Resource Centre (WERC)-Community MicroSkills Development Centre-Etobicoke	Women	Occupational skills, certifications, job-seeking	
Toronto, Ont.	<u>Street Involved Youth Employment Support</u>	Yonge Street Mission	Youth 16 to 24	Networking	
Toronto, Ont.	<u>Streets to Jobs</u>	Youth Employment Services	Homeless or at-risk youth	Job-seeking skills	
Toronto, Ont.	<u>Support Our Youth (SOY)</u>	Supporting Our Youth	Queer and Trans spectrum youth 29 and under	Life skills, health care and counselling, queer and trans peers and mentors, legal services	
Toronto, Ont.	<u>The Remix Project</u>	The Remix Project	Young people from marginalized and under-served communities	Mentorship, professional arts training across multiple industries	
Toronto, Ont.	<u>Toronto Youth Job Corps (TYJC)</u>	Youth Employment Services	Youth 15 to 30	Soft skills, job-seeking, work experience	Having employers as stakeholders

Municipal Programs					
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Toronto, Ont.	<u>Young Professionals &amp; Entrepreneurs</u>	Markham, Richmond Hill & Vaughan Chinese Business Association (MRVCBA)	All young people, students, employees or entrepreneurs under the age of 35	Networking	Having employers as stakeholders
Toronto, Ont.	<u>Toronto Youth Jobs Corps Case Counselling</u>	Woodgreen Community Services	Youth 19 to 29	Counselling	
Toronto, Ont.	<u>Youth Counselling Program</u>	John Howard Society of York Region	Racialized youth aged 11 to 29	Social support, financial support	Having employers as stakeholders
Toronto, Ont.	<u>Youth Engagement Program</u>	Bengali Information and Employment Services	Indian youth	Networking, social support	
Toronto, Ont.	<u>Youth Entrepreneurship Program</u>	Somali Canadian Association of Etobicoke	Youth 15 to 29	Essential skills, financial support, coaching, mentorship	
Toronto, Ont.	<u>Employment services</u>	Springboard Services	Diverse youth	Coordination of job fairs and recruitment events; arrangement of work trial and accommodations; facilitation of work internships; increased employee retention through our job coaching support; help with meeting employment equity and corporate social responsibility targets	Having employers as stakeholders
Toronto, Ont.	<u>Youth Mentorship &amp; Engagement: Creative Connect</u>	Nia Centre for the Arts	Black youth	Networking	

Municipal Programs					
City	Program	Organization	Youth Group	Services	Employer Engagement
Toronto, Ont.	<u>Youth Taking Flight</u>	Youth Taking Flight	At-risk youth, racialized youth, girls aged 12 to 25	Education	
Vancouver, B.C.	<u>Baristas training program: Employment Opportunities + 2 cities</u>	Pacific Community Resources Society; non-profit	Unemployed or precariously employed youth aged 16 to 30	Work experience	Having employers as stakeholders
Vancouver, B.C.	<u>Employing Youth from Care (Bootstrap Program)</u>	Aunt Leah's Independent Life Skills Society	Youth formerly in the care of the Ministry of Children and Family Development	Essential skills, soft skills, occupational skills, work experience placement,	Having employers as stakeholders
Vancouver, B.C.	<u>Honour Secondary School</u>	Pacific Community Resources Society	Youth 13 to 18	Essential skills, food, family support	
Vancouver, B.C.	<u>PLEA Genesis Programs</u>	PLEA Community Services	Youth in general, education	Life skills, educational program	
Vancouver, B.C.	<u>Street Youth Job Action (SYJA)</u>	Directions Youth Services, a division of Family Services of Greater Vancouver	Youth in general, homeless youth	Experience, build confidence	Having employers as stakeholders
Vancouver, B.C.	<u>Strive Program</u>	YWCA Metro Vancouver	Youth 17 to 24 who are transitioning or have transitioned out of care	Employment skills and certifications, paid work experience, financial support	Having employers as stakeholders
Vancouver, B.C.	<u>TradeBuilders for Young Adults at Risk</u>	Progressive Intercultural Community Services (PICS)	NEET youth 17 to 29	Essential skills, soft skills, occupational skills, financial support, coaching	Having employers as stakeholders
Winnipeg, Man.	<u>All That Kids Can Be</u>	African Communities of Manitoba Inc. (ACOMI)	Youth 13 to 20	Mentorship	

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