



A Strategic Framework to
Help Ontario's Youth Succeed

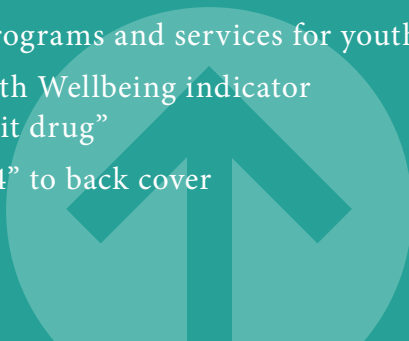


Stepping Up



2014 Updates

- i. Inventory of provincial programs and services for youth
- ii. Revision to Profile of Youth Wellbeing indicator
“youth have used any illicit drug”
- iii. Addition of “updated 2014” to back cover



Case Study

Stepping Up:

Ontario Youth Apprenticeship Program



The Ontario Youth Apprenticeship Program (OYAP) is a School to Work program that gives students the opportunity to work as apprentices in Grades 11-12, through the Cooperative Education program. Partnerships between school boards and employers, who provide the apprenticeship placements, are key to the success of the program. Students benefit from the opportunity to become registered apprentices and work towards becoming certified journey persons in a skilled trade, while completing their secondary school diplomas – and employers have the opportunity to train the skilled workers they need.

Tiffany Sherri Caldwell's Story...



iffany Sherri Caldwell is a welder apprentice registered with the Ontario Youth

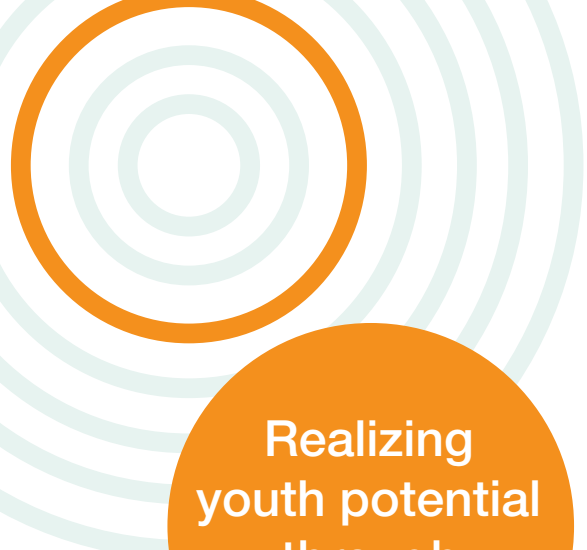
Apprenticeship Program. In her second semester of Grade 12 at Saugeen District Secondary School in Port Elgin, Tiffany was accepted into a co-op placement at Bruce Power in the Central Maintenance Facility shop. Through the program, she was able to improve her welding

and successfully earn her welder certification. With the support of her parents, Tiffany was also able to improve her performance at school, and was awarded the 2009 Excellence in Manufacturing Award and the 2010 NAPA Automotive Award.

“My mom forced me to take a welding course in Grade 10, and the day I struck my first arc, I was hooked. My first project, a garden arbour that stands almost two and a half metres tall, was a great accomplishment. The second was a garden bench in a butterfly shape

that I designed. In my last year of welding, I designed and welded my own graduation rose bouquet. I also welded a boutonnière for my senior prom date. I wasn't one of the most popular girls in school and spent my days in the welding shop. Imagine my surprise when I was crowned prom queen! A certified welder becomes prom queen! You will always miss 100 per cent of the arcs you do not strike, so — grab that stinger, flip the helmet, and strike that arc! Let those sparks of success fly!”

– Tiffany Sherri Caldwell



Realizing
youth potential
through
education

Outcomes # 7 8 9

Education, Training and Apprenticeships

The current and future generations of young people in Ontario present great promise. Whether they can lead happy and productive lives as adults depends largely on what they experience in their school years and their first jobs.

Education, Training and Apprenticeships matter
to young Ontarians:

A strong education can help young people to become successful, confident, creative, active and informed citizens. Education also promotes positive development and builds self-sufficiency. We know that supportive learning environments are linked to student achievement, better paying jobs, and enhanced wellbeing.

**And they're important
for Ontario:**

When young people have a strong education, they have an increased chance of getting a job, succeeding in the workplace, and becoming a community leader. Providing young Ontarians with access to a range of training opportunities to pursue their interests and skills enables them to contribute to their communities.



Snapshot of Youth Education and Training in Ontario

Ontario is making top grades:

Ontario's 15-year-old students are among the best readers in the world. In fact, Ontario's education system was ranked as one of the best in the world.¹¹⁹ More and more of Ontario's youth are succeeding, graduating and moving on to postsecondary education. Ontario's high-school graduation rate has risen in each of the last seven years, going from 68 per cent in 2003-04 to 82 per cent in 2010-11.¹²⁰ We recognize that lifelong learning is as important as graduating to ensure that youth have the skills they need.

Some youth face challenges:

While many of Ontario's youth are succeeding in school, we also know that racialized youth, Aboriginal youth, youth in and leaving care and some other marginalized groups of young people in Ontario have persistently poorer outcomes in education than their peers.

Closing the achievement gap for students with special education needs: Education Quality and

Accountability Office (EQAO) achievement results for Grades 3, 6 and 9 students with special education

needs have seen significant increases since 2002-03. Ontario schools have made great gains in increasing student achievement and closing the gap for students with special education needs.

The job market is shifting: Shifts in Ontario's job market include a rise in service-oriented industries, and a greater need for young people in skilled trades. Seventy per cent of future jobs in Ontario are expected to require postsecondary credentials or be in management.¹²³ We know it is important to ensure young people are prepared with the skills to meet this demand.

Education is evolving: Technology-enabled learning is on the rise in our classrooms, bringing with it new ways for students and teachers to access information (Internet resources, online learning, electronic periodical indices, eBooks). Cooperative education and other forms of experiential learning (job shadowing, field trips, work experience, internships) have also become essential and commonplace in Ontario's education system.



Statistics



Ontario was among the top-achieving jurisdictions in the 2009 Programme for International Student Assessment (PISA) reading assessment of 15-year-old students. Internationally, Ontario was a top-scoring jurisdiction and nationally, Ontario was the only province to score significantly higher than the Canadian average in PISA reading.¹²¹



There is a persistent gap in Aboriginal and non-Aboriginal high school completion rates among youth aged 15 to 24 (20 per cent in 2006).¹²²



Ontario has 20 publicly funded universities and 24 community colleges that contribute to the development of Ontario's innovation economy through the education and training of a highly skilled workforce.¹²⁴



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Ensure young people get the skills they need

Young people growing up in Ontario today need to develop a diverse set of skills to help them respond to the modern workplace and be prepared to adapt to future economic and social changes.

Supporting young people to get the skills they need includes:

Continuing to invest in world-leading education:

Primary, secondary and postsecondary education is the most important aspect of skills building for Ontario youth. The skills, talents and ambitions young people develop through education and training will shape their path as adults and enhance the contributions they make to Ontario's future workforce and society as a whole. By continuing to support meaningful school-based learning, we can encourage youth to learn and develop a diverse set of skills and the competencies they need to succeed.

Building 21st century skills:

Recent research has identified the following “Six Cs” as skills youth need in order to thrive and be leaders in the modern world: character, citizenship, communication, critical thinking and problem solving, collaboration and teamwork, and creativity and imagination.¹²⁵ Supporting young people to develop these key qualities can ensure they are prepared to excel and lead – this requires innovative thinking and an entrepreneurial approach to learning.¹²⁶



Youth learning to speak a second language is becoming more important in today's economy and can contribute to long-term financial success.¹²⁷



Providing opportunities for hands-on learning: Experiential learning, mentoring and entrepreneurial education are becoming more common in education globally.¹²⁸ Experiential learning opportunities can help young people appreciate the relevance of what they are learning in school. By participating in activities such as job shadowing or taking

field trips where they can engage in hands-on learning, young people have the opportunity to connect with issues and ideas outside the classroom and build self-efficacy as they learn more about what they enjoy doing.

Outcome we want:



Ontario
youth
achieve
academic
success.

How we can tell:

- ↑ Proportion of English-speaking and French-speaking students enrolled in academic math who meet the provincial standard
- ↑ Proportion of English-speaking and French-speaking students enrolled in applied math who meet the provincial standard
- ↑ Proportion of high school students who graduate
- ↑ Ontario ranking on the Program for International Student Assessment Score Reading Achievement





Reflect diverse learning needs in education and program pathways

Enhancing Ontario's strong education system includes focusing on increasing student achievement, closing achievement gaps among students and increasing public confidence. By embracing a culture of collaborative inquiry we can seek more effective ways of teaching and learning and support transitions for students.

Some important aspects of education that responds to young people's needs include:

Accommodating different learning styles: All students require support from educators, peers, families, and communities to achieve their full potential in learning. Research demonstrates that young people can have different learning styles and preferences, and that they are most engaged in learning when their particular interests, level of readiness and preferences are addressed.¹²⁹ By using differentiated learning strategies, educators can adapt to individual styles, strengths, goals and interests. Embracing the diversity of cultural learning styles through inclusive discussions,

teaching, and accommodation for religious backgrounds supports all youth to succeed.

Responding to unique needs:

Students with special education requirements – such as young people with disabilities or special needs and young people who speak English as a second language (ESL) – may require accommodations or specialized educational services to meet their learning needs.

Individual Education Plans are created to describe students' individual strengths and needs and the special education programs and services they require.

➔ Research on today's youth indicates that many prefer to learn by doing. They are more likely to prefer kinesthetic, experiential and hands-on learning, and are more likely to be adept at quick thinking and multi-tasking.¹³⁰



Harnessing technology-enabled learning: Advances in technology have created new ways to access information and new opportunities for students to learn and interact with teachers and peers.¹³¹ Technology-enabled learning can support youth to complete high school and enter postsecondary education or training.¹³² For youth with disabilities, tools such as screen readers and speech-to-text software improve access, participation and outcomes.¹³³ Technology can also increase access for learners facing financial, personal or geographic barriers to school.¹³⁴

Re-engaging youth at-risk: Students who drop out of school generally lack employable skills. Evidence suggests that at-risk youth who graduate also exhibit a similar learning gap when compared to dropouts.¹³⁶ School dropouts and at-risk youth require extra supports to re-engage them in learning. When youth face setbacks in their education and training, we know that they benefit from having access to flexible options to re-engage, recover credits and complete their schooling. Providing

a range of options for training in apprenticeships, college, university or on-the-job training helps to keep doors open for youth to pursue their interests and talents. Instilling a sense of ownership and a lifelong commitment to learning is just as important to future success as academic accomplishments.

➔ Ontario's E-Learning Strategy is a digital educational platform that offers high-quality online courses for all students regardless of their location, learning ability or circumstances. Young learners have the flexibility to access class resources anywhere and anytime.¹³⁵

Outcome we want:



Ontario youth have educational experiences that respond to their needs and prepare them to lead.

How we will tell:

- ➔ Proportion of youth in the Specialist High Skills Major program
- ➔ Number of students who have Individual Education Plans
- ➔ Proportion of high school course credits that are available through e-learning

➔ Among the young adults who were followed by the Youth in Transition Survey, 55 per cent of those aged 26 to 28 who had left high school came back to complete their diploma. One-third moved on to postsecondary education.¹³⁷



Increase success in postsecondary education and apprenticeships

In today's labour market, more jobs require young people to have postsecondary credentials. Meanwhile, some sector councils that explore labour needs have identified skills gaps in occupations with an adequate supply of credentialed workers.

Supporting young people's participation in postsecondary education and skilled trades includes:



There are more than 150 apprenticeship trades in Ontario's apprenticeship system.¹⁴³

Supporting participation in apprenticeships and training:

With many of our skilled tradespeople – such as chefs, educational assistants, electricians and plumbers – approaching retirement, Ontario's apprenticeship system is a critical part of building a well-educated and highly skilled provincial workforce.¹³⁸ Apprenticeships provide youth with the opportunity to learn a skilled occupation by combining in-school training courses with paid on-the-job training.¹³⁹ Recent reports have identified a shortage of

workers in skilled trades and noted that although opportunities for training and apprenticeships exist, parents and students may not fully appreciate the opportunities that these credentials can offer.^{140,141} Supporting participation in apprenticeships and training includes improving access to apprenticeships for key groups, including newcomer youth, Aboriginal people and women. It also means supporting apprentices to complete their training and find the right jobs.¹⁴²



Broadening postsecondary success for at-risk youth: At 65 per cent, Ontario's postsecondary education (including apprenticeship, college and university education) attainment rate is above the Canadian average of 64 per cent. The province has the second highest postsecondary education attainment rate among Canadian jurisdictions, trailing only Quebec for three consecutive years. Ontario also has the highest rate of college and university education among the 34 member countries of the Organisation for Economic

Co-Operation and Development (OECD).¹⁴⁴ However, we know that some young people have challenges accessing and attaining postsecondary education, for example, Aboriginal youth, youth with disabilities or special needs, youth from low-income families and youth who are the first in their family to obtain postsecondary education. These youth have relatively low rates of participation in postsecondary education¹⁴⁵ and may need extra support to reach their full potential.

➔ Approximately 29 per cent of first generation students whose parents have less than a secondary school diploma went on to higher education, compared to over 72 per cent for students whose parents had at least an undergraduate degree.¹⁴⁶

➔ There is a growing interest in work-integrated learning (WIL) as a model of improving effective transitions between postsecondary education and the labour market. Postsecondary institutions, students and faculty are increasingly recognizing the importance of workplace learning in graduates.¹⁴⁷

Outcome we want:



Ontario youth access diverse training and apprenticeship opportunities.

How we can tell:



Proportion of adults who have completed postsecondary education



Number of youth served through the Ontario Youth Apprenticeship Program





What is Ontario doing to support these outcomes?

Student Success / Specialist High Skills Major (SHSM) program

As part of the Ontario government's Student Success plan to help more students graduate, get a job, start an apprenticeship, or move on to higher education, 38,000 students are currently participating in the Specialist High Skills Major program. The SHSM program helps youth find out what they love to do early, so they can start working on landing the jobs of the future.

Pathways to Education

Pathways to Education helps youth in low-income communities graduate from high school and successfully transition into postsecondary education. Embedded within local organizations — and dedicated to equality, inclusion and accessibility — Pathways addresses systemic barriers to education by providing a set of academic, financial and social supports to youth. High school drop-out rates in Pathways communities have been reduced by up to 70 per cent, and the rate at which youth go on to college or university has increased by up to 300 per cent.

The Government of Ontario has a number of initiatives that support education, training and apprenticeships:

- Aboriginal Education Strategy
- Access to Opportunities Strategy (new!)
- Access to Opportunities Strategy for Youth with Disabilities
- Accent on Youth Strategy
- Adult and Continuing Education
- Adult Day School
- Alternative Schools
- Alternative Secondary School Programs with Native Friendship Centres
- Children and youth in care innovative program pilots
- Co-op Diploma Apprenticeship (CODA) Program
- Crown Ward Educational Championship Teams
- Dual Credit Program
- Education Programs in Care, Treatment, Custody and/or Correctional Facilities (Section 23 Programs)
- Elargir L'espace francophone
- First Nation, Métis and Inuit Policy Framework
- First Nation, Métis and Inuit Policy Framework Implementation Plan (new!)
- First Nations, Métis and Inuit (FNMI) re-engagement initiative (new!)
- Full-Day Learning for Four- and Five-year olds
- Joint Protocols for Student Achievement (new!)
- Life After High School program
- Living and Learning Grant (new!)
- Ontario Access Grant for Crown Wards
- Ontario's E-Learning Strategy
- The Ontario Education Curriculum
- Ontario Focused Intervention Partnership (OFIP) Tutoring
- Ontario Student Assistance Program
- Ontario Youth Apprenticeship Program
- Ontario Youth Jobs Strategy
- Pathways to Education
- Pre-Apprenticeship Training Program Pan-Am Game Expansion
- Primary and Secondary Education
- Post-Secondary Education
- Post-Secondary Education Fund for Aboriginal Learners
- Post-Secondary Education Transformation
- Re-engagement Initiative
- School Within a College
- Special Education Programs and Services
- Specialist High Skills Major Program
- The Student Success Strategy / Learning to 18
- Student Success Teams
- Summer Learning Program
- Supervised Alternative Learning Programs
- School Support Initiative (FNMI) (new!)
- Tutors in the Classroom
- Transportation Engineering Development Program
- Transportation Technician Initiative

Case Study

Stepping Up:

Jobs for Youth



Rising football star and former Jobs for Youth participant from Windsor, Ontario

In 2008, Tyrone Crawford was supported by the Ontario government's Jobs for Youth Program, which provided 4,300 Ontario youth with summer jobs in summer 2012. Started in 2006, Jobs for Youth provides young people with job readiness training and support, paid employment placements for July and August, and post-employment support.

Tyrone Crawford's Story...

After graduating from high school in Windsor, Tyrone went on to become a defensive lineman while studying at Boise State University in Idaho. In 2012, Tyrone was drafted to the NFL as a third-round pick by the Dallas Cowboys — and it's his work ethic that is garnering his coaches' and fans' attention.

"When I went to work at The Border City Boxing Club as part of the Jobs for Youth Program, I found

out that boxers work REALLY hard. I also realized that kids in my neighbourhood were looking up to me as a role model. Working hard and giving back to my community are just some things I take pride in, and have carried on to my career in football.

"I'm from Windsor, Ontario. Like so many kids around my neighbourhood, my brother and I had to provide for ourselves the little things we wanted. That's why we joined the Jobs for Youth Program. I got a job at The Border City Boxing Club. I cleaned and vacuumed a lot. I would put the bag on sometimes and let the boxers take body shots at me.

Seeing what they could do was an eye-opener and it made me work a lot harder when it came to football.

"The Jobs for Youth Program gave me an opportunity to develop my organizational skills, work in a team, learn how to be on time — and all the other life skills that are necessary to become successful in life." — *Tyrone Crawford*



Youth
employment
matters

Outcomes # 10 11 12

Employment and Entrepreneurship

Ontario's young workforce is a key factor for success in today's global economy. We must work with employers and support our young workers to be safe, resilient, adaptable and highly qualified so they are prepared for employment across many industries, including retail, information technology, skilled trades and medicine.

Youth Employment & Entrepreneurship matter to young Ontarians:

Studies show that having a job contributes to a young person's sense of identity, connectedness and wellbeing. Employment is also an opportunity to connect with others and develop the skills needed to contribute to society.¹⁴⁸

And it's important for Ontario:

Young workers and entrepreneurs contribute to our economy and keep Ontario prosperous. They often lead the way in innovation and creativity when they start new businesses, contribute new ideas and share new perspectives. Ontario's economy benefits from the contributions of talented youth.



Snapshot of Youth Employment and Entrepreneurship in Ontario

The workforce is changing:

The demographic reality in Ontario is that our incredible pool of young labour talent — our province's competitive edge and the envy of many developed nations — is shrinking as an overall percentage of Ontario's population. At the same time, Ontario's baby boomers are aging. As our older workers retire, more demand will be placed on youth to bring their skills and talents to the economy.

The Ontario job market is changing too: Getting a job today as a young person involves tackling some unprecedented changes in job markets, infrastructure and technological advances. A secondary school diploma is a baseline necessity for youth in our society. More jobs today require some form of postsecondary education than ever before.

Youth are often the hardest hit in tough economic times:

In 2012, Ontario's youth unemployment rate was 16.9 per cent, well above the national average of 14.3 per cent. The unemployment rate for young men was 18.4 per cent. Also, 9.5 per cent of Ontario's youth are not employed, nor are they in training (NEET) or pursuing an education.¹⁴⁹ Some young people are more at risk of unemployment than others — such as racialized youth, youth with disabilities or young people with a criminal record. These youth often face additional barriers to finding jobs than their peers.

Many are embracing youth entrepreneurship:

A European study of attitudes about self-employment found that young people aged 15 to 24 thought they were more likely to start a business in the near future than older adults.¹⁵⁰ In 2000, nine per cent of small and medium-sized enterprises in Canada were owned by young entrepreneurs.¹⁵¹ Seven per cent of youth-owned enterprises are knowledge-based, compared with four per cent of businesses owned by older people.¹⁵²



Statistics



Young men are more likely than women to be employed in the manufacturing and construction sectors. An overall decline in job opportunities in Ontario's manufacturing sector has had a negative impact on young male employment rates over the last decade.



Support Youth Employment

Youth gain valuable life skills through their job experiences. Research shows employment is a primary platform for young people to improve their self-efficacy, build social skills and networks, gain self-confidence and develop self-regulation.¹⁵³ The relationships youth form at work with adults outside their family and school networks help influence their views and future role in society.

Components of supporting employment experiences include:



In 2006, youth with disabilities aged 15 to 19 had an unemployment rate of 21.9 per cent compared to 15.9 per cent for those without disabilities. Similarly, unemployment among those with disabilities aged 20 to 24 was 15.1 per cent compared to 9.9 per cent for those without.¹⁵⁵

Aboriginal youth also face poorer labour market outcomes when compared to the non-Aboriginal population in Ontario. Unemployment rates for Aboriginal youth are also significantly higher (21 per cent) than those for the non-Aboriginal population (14 per cent).

Helping youth transition to the labour market: When young people work, they learn the skills they need to grow up into effective adult workers. We know young people with prior work experience tend to have a smoother transition into long-term stable employment. Evidence also suggests that the quality of the employment and the amount of time youth are out of work are both important factors in determining success in finding sustained employment. Studies have also shown that taking a positive youth development approach supports success in supporting youth employment.¹⁵⁴

Gaining hands-on experience during school through cooperative education or part-time jobs can provide youth with the opportunity to develop the employability and technical skills they need to work in the new economy. A number of additional supports can also help to prepare youth for work. These include career guidance in schools, outreach programs, career mentorship and job-search supports. In addition, employers can support youth employment by recognizing the contributions that young workers can offer and integrating youth into the workforce through first jobs.



Broadening job access for at-risk youth:

For some youth, the transition to the labour market brings with it significant challenges. In fact, 46 per cent of Employment Ontario clients are youth.¹⁵⁶ Newcomers, visible minorities, Aboriginal youth and young males tend to have higher rates of unemployment than the general population.¹⁵⁷ Studies have found that racialized youth have significant gaps related to income and rates of unemployment.^{158,159} High-school dropouts also have a difficult time finding work. Their unemployment rate is double that of other youth

between 20 and 24 years.¹⁶⁰ Early labour market attachment is important for youth with disabilities who are joining the labour force for the first time, as they face additional barriers to employment and to accessing the same personal and professional growth opportunities as their peers. Youth employment programs that seek to reach to the most marginalized youth should consider the barriers to employment that these young people may face (for example, requirements for criminal records checks).



Outcome we want:



Ontario youth have opportunities for meaningful employment experiences.

How we can tell:

- ↑ Proportion of students who are enrolled in co-op placements
- ↑ Proportion of youth who are in the labour force
- ↓ Proportion of youth who are not in education, employment or training
- ↑ Proportion of youth who are satisfied with their jobs



Help youth develop skills for work and enterprise

Few young people today move from education directly into stable and long-term employment. And once they do start working, they will likely have a number of jobs in their lifetime and multiple careers.¹⁶¹ Many young people begin working while still in school. They may shift back and forth between work and study for a period of time. Many will engage in further education or training even after moving into full-time employment, while others may hold a series of jobs before finding a good vocational fit.

Components of supporting the modern workforce include:

Preparing youth to have skills that match Ontario's labour market needs: Emerging technologies impacting the labour market and the fast pace of change mean many of the jobs youth will have in the future do not exist today. Young workers need to be able to adapt to these changing needs by developing flexible, employable skills. The development of these skills can involve making strong connections between school and employment

to help young workers focus on building the skills they need for the workplace. Developing these skills also involves employers providing opportunities for young workers to build skills and develop their professional capacities. Recent reports have highlighted the important role of employers in this field and suggested that more can be done to invest in training for young workers.¹⁶²



Fostering entrepreneurial skills:

Young people can contribute to Ontario's economy and to social challenges by applying their creativity, perseverance, self-confidence and energy as entrepreneurs. Research suggests that entrepreneurship presents an important and growing opportunity for the economic security of youth.¹⁶³ Strengthening young Ontarians' awareness about the benefits of entrepreneurship has been highlighted as an important element to creating a globally competitive

and innovation-based economy.¹⁶⁴ The education and private sectors can play a strong role in developing a culture of entrepreneurship in Ontario.¹⁶⁵ Internships, experiential learning and co-op programs with the private sector can provide young people with crucial hands-on experience in being their own boss at an early age. In addition, supports for young entrepreneurs can help ensure that youth-led businesses and organizations are successful in the long-term.



➔ Over 100,000 businesses are started in Ontario each year, with youth entering the marketplace at three times the rate of entrepreneurs over 45. Almost a third of Canada's youth-owned enterprises are located in Ontario.¹⁶⁶

Outcome we want:



Ontario youth have the skills and resources needed to develop a successful career or business.

How we can tell:



Proportion of youth who are self-employed



Ensure youth work in safe and supportive environments

Youth thrive when they are safe and supported at work. In order for young Ontarians to develop successful careers, they need to be provided with opportunities in the workplace that are safe and allow them to learn. Workplace safety is especially important for youth.

Creating safe, supportive work environments for young people involves:

Paying extra attention to the safety of young workers: Research shows that youth may face more risks at work than older adults. Young male workers are more likely to be injured on the job. Studies have found this to be associated with the fact that they are more likely to be in high risk occupations and/or jobs involving a relatively high degree of physical effort.¹⁶⁷ Research shows

that being new to a job increases the risk of injury.¹⁶⁸ Youth often have short-term employment or multiple part-time jobs, so they're often new on the job and have increased risk. In addition, we know that the power structure within workplaces may dismiss young workers' concerns or lead teens to remain silent about their working conditions.¹⁶⁹



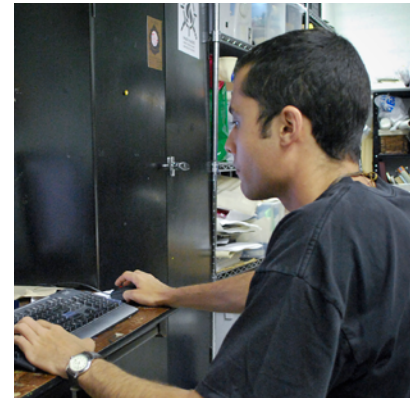
Workers who have been on the job for less than a month have a much higher rate of injury than more experienced workers.¹⁷⁰



Informing young people about their rights and responsibilities at work: A safe and supportive work environment is one where young people know about their rights and responsibilities and are treated in a respectful, inclusive way. Young workers may need additional space and encouragement to raise concerns they have about conditions in the workplace. Providing thorough and effective on-the-job training, instruction and supervision protects the

health and safety of young workers. By providing a safe and supported work environment, employers allow youth to learn their rights and responsibilities as employees. Supportive environments also involve young workers being provided with opportunities to learn about how to resolve conflicts and negotiate – skills that will make them more career-ready in the future.

➔ Young workers out of school with no diploma are three times more likely to be injured than those who have some postsecondary education, regardless of age, type of shift or hours of work.¹⁷¹



Outcome we want:



Ontario youth are safe and supported at work.

How we can tell:



Proportion of Workplace Safety and Insurance Board (WSIB) claims that are for youth employees



What is Ontario doing to support these outcomes?

Ontario Youth Jobs Strategy

The new Ontario Youth Jobs Strategy will invest \$295 million over two years to create job opportunities for about 30,000 young people, while promoting entrepreneurship and innovation.

Focus on Youth Program

Focus on Youth provides summer employment and recreational activities for young people growing up in disadvantaged neighbourhoods. Over 100,000 youth in Ottawa, Toronto, Hamilton and Windsor have participated in recreation programs; and 5,000 youth have been employed through the program.

Live Safe! Work Smart!

Live Safe! Work Smart! is a free, teacher-friendly, classroom-ready resource available to Ontario teachers to provide young people with safety education. Today, health and safety education is embedded in over 80 secondary school courses and throughout the elementary school curriculum.

The Government of Ontario has a number of initiatives that support youth employment and entrepreneurship:

- Aboriginal Entrepreneurship Program / Martin Aboriginal Education Initiative
- Aboriginal Law Summer Student Program
- Aboriginal Youth Work Exchange
- Business Plan Wizard
- Campus Linked Accelerators and On-Campus Entrepreneurship Activities (new!)
- Co-operative Education
- Curriculum-based Tools for Elementary and Secondary Schools
- First Nations Natural Resources Youth Employment Program
- Focus on Youth
- Future Entrepreneurs
- High School Entrepreneurship Outreach (new!)
- Increase to Minimum wage (new!)
- It's Your Job secondary school workplace safety video contest
- Jobs for Youth Program (summer and after-school)
- Live Safe! Work Smart! support and resources for teachers Grades: K to 12
- Ministry of Natural Resources Internship Program
- Municipal Finance Internship Pilot Program
- New and young worker health and safety enforcement blitzes (May-August annually)
- Northern Ontario Internship Program (new!)
- ODSP Employment Supports
- OPS Learn and Work
- Ontario Global Edge Program
- Ontario Internship Program
- Ontario Municipal Internship Program
- Ontario Network of Entrepreneurs
- Prevention Grants program
- Private Sector Jobs and Mentoring Program (new!)
- Rural Summer Jobs Service
- SmartStart Seed Fund (a Youth Jobs Strategy fund) (new!)
- Social Assistance (Ontario Disability Support Program and Ontario Works)
- Starter Company (a Youth Jobs Strategy fund) (new!)
- Stewardship Youth Rangers
- Strategic Community Entrepreneurship Programs (SCEP) (new!)
- Studio [Y] (new!)
- Summer Company (a Youth Jobs Strategy fund)
- Summer Employment Opportunities
- Summer Jobs Service
- Summer Jobs Service / Northern Summer Jobs Service (new!)
- TalentEdge Internship Program (new!)
- Toronto Employment and Social Services partnership
- Workplace safety and employment standards information embedded in Ontario curriculum
- Workplace safety enforcement programs and regulations
- WorkSmartOntario
- WorkSmart Campus post-secondary e-learning tool
- Youth Business Acceleration Fund (a Youth Jobs Strategy fund) (new!)
- Youth Entrepreneurship Partnerships program (YEP) (a Youth Jobs Strategy fund)
- Youth Investment Accelerator Fund (a Youth Jobs Strategy fund) (new!)
- Youth in Policing Initiative
- Youth Skills Connections, Community and Industry streams (a Youth Jobs Strategy fund) (new!)
- Young Workers Resource for Youth, Parents and Workplaces
- Young Workers Resource for Youth, Parents, Employers and Supervisors



updated 2014