

# Youth Opportunities Program

## Contact Information:

### Family Services of Peel

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Transforming Lives in Peel

# FAMILY SERVICES *of* PEEL



**FAMILY SERVICES *of* PEEL**

Since 1971

## Youth Opportunities Program Employer Guidelines



Transforming Lives in Peel

## How can you benefit from YOP?

- ◆ Financial incentives for hiring
- ◆ Financial help to offset training costs
- ◆ An employee who is job-ready following a series of job-preparation workshops
- ◆ Free HR Services and Employment Consultants who provide ongoing support to you and the employee
- ◆ Opportunity to place more than 1 youth participant
- ◆ Minimum wage is reimbursed for 16-weeks
- ◆ Businesses save on salaries and training costs
- ◆ Employers may receive assistance with recruitment if they do not have access to a diverse pool of candidates
- ◆ Providing employment to youth in the community
- ◆ Strengthening ties with the community



## How can you contribute to YOP?

### THINGS TO CONSIDER

- ◆ Include the youth on their payroll and provide copies of the paystubs to Family Services of Peel
- ◆ Provide signed timesheets to Family Services of Peel by the end of the work week
- ◆ Pay the Ontario minimum wage\* and deduct the required MERC\*\*
- ◆ Ensure that the participant is working the hours required; 28 hours during the first 4 weeks, and a minimum of 30 to a maximum of 35 hours for the remaining weeks
- ◆ Provide applicable WSIB/ Insurance for the participant
- ◆ Provide on-the-job-training to youth participant
- ◆ Facilitate a real life work experience to the youth
- ◆ Assign work related tasks, providing them with supervision and feedback
- ◆ Provide the youth with mentorship and a positive work environment, enabling youth to reach their full potential at the workplace
- ◆ Communicate with YOP staff in the event of any anomaly or concerns

\*Ontario minimum wage is \$11.60 per hour. As of January 1st, 2018, minimum wage may increase to \$14.00 per hour.

\*\* Mandatory Employment Related Cost (Federal tax, EI and CPP)